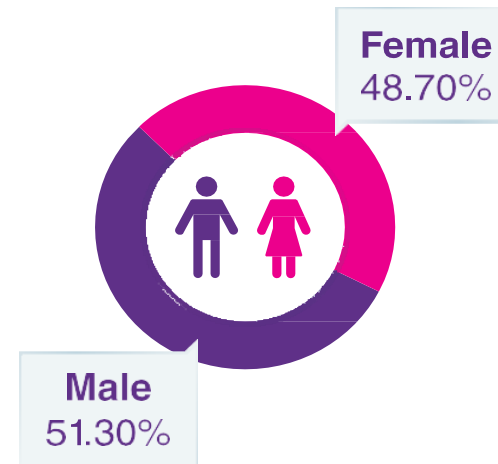
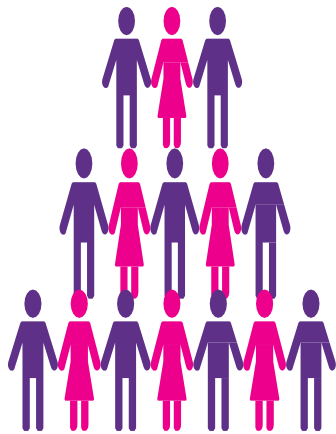


**Presentation to  
Growth, Economic Development and Communities Cabinet Committee  
14 May 2024**

**This presentation provides a background for  
discussion of KCC's support for  
Community Learning, Skills and  
Apprenticeships  
in the context of the Kent economy.**

# Kent's Resident Population

1,593,200



There are currently estimated to be 1,593,200 people living within the Kent County Council area; the population in Medway is 279,800. The figures for Kent in this presentation refer to the area covered by KCC.

Kent borders London boroughs, which has implications for workforce travelling to work in London.

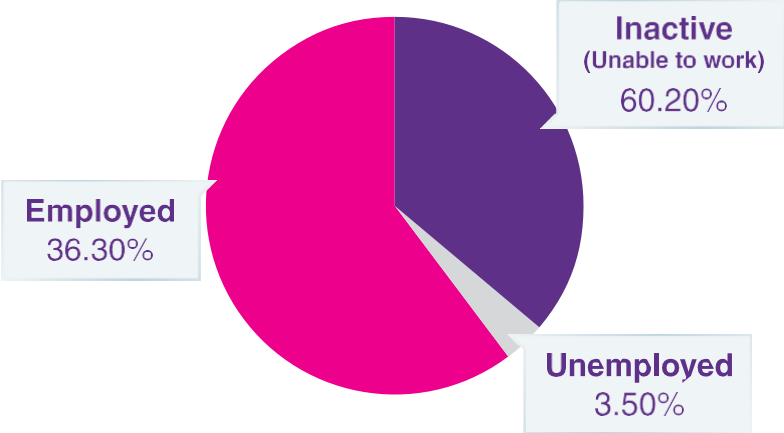
Kent has a greater proportion of young people aged 14 years and under and of people aged 50+ years than the England average. But it also has an ageing population with the number of 65+ years old forecast to increase by 40.7% between 2022 and 2040, yet the proportion of population aged under 65 is only forecast to increase by 12.3%.

# Economic activity of working age residents (16 – 64)

The number of people who were unemployed in Kent in February 2024 was 33,635 which is 7.7% higher than last year. The claimant rate in Kent is currently 3.5%, below the GB average rate of 3.8%. Youth unemployment (18-24) in Kent is 5.3%, slightly above the national average of 5.2%.

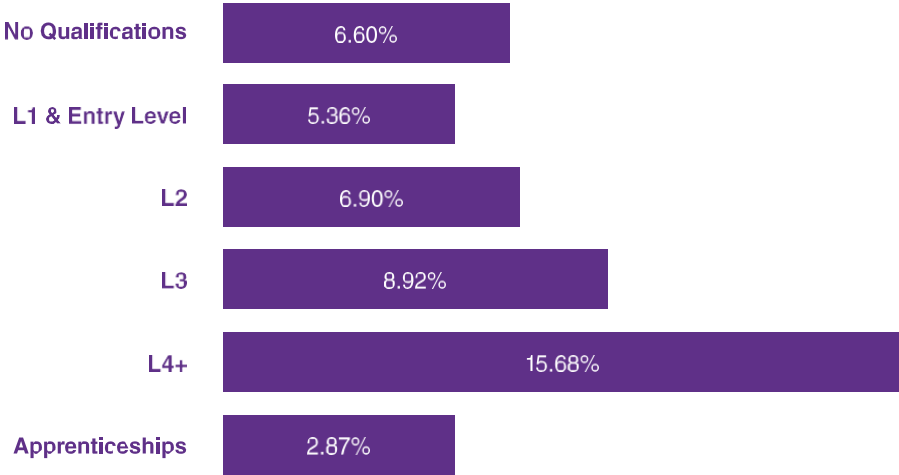
Thanet has the highest rate of youth unemployment in the South East at 9.9%. Unemployment has increased for both males (+5.7%) and females (+10.4%) since last year.

Currently 4% of males and 3% of females are unemployed.



# Qualifications

Around a third of Kent’s population aged 16 to 64 is qualified to at least level 2+. This is lower than both the national average (43%) and the figure for the South East as a whole (45.2%). The percentage of Kent’s population aged 16 to 64 with no qualifications, at 6.6%, is just above the national figure of 6.5% and higher than the South East (5%).

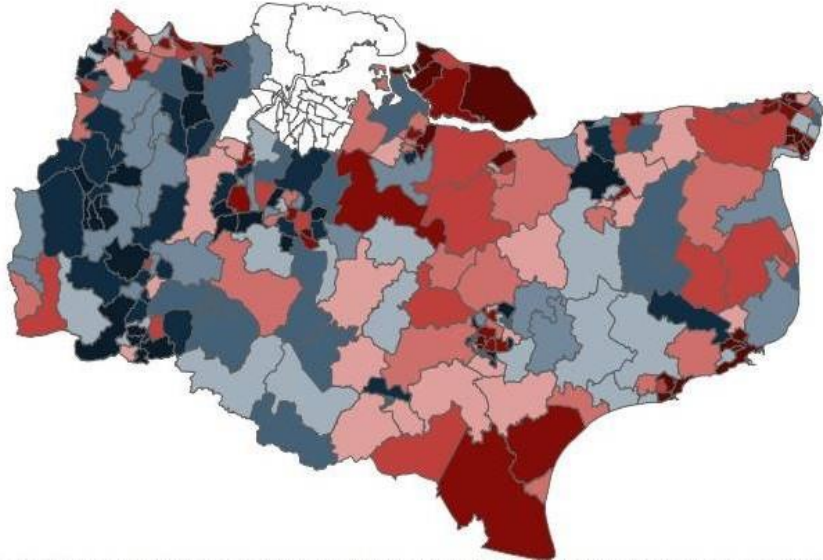


# Deprivation

The number of Kent LSOAs that are within the 10% most deprived LSOAs in England between the IMD2019 and the previous IMD2015 remains at 51. Thanet continues to rank as the most deprived local authority in Kent. Gravesham has experienced the largest decrease in deprivation relative to other areas.

District	Weighted IMD Score Per District	KCC Districts IMD Rank
Thanet	31.31	1
Swale	27.08	2
Folkestone & Hythe	24.15	3
Dover	22.16	4
Gravesham	21.41	5
Dartford	18.81	6
Ashford	18.55	7
Canterbury	16.80	8
Maidstone	16.80	9
Tonbridge and Malling	13.33	10
Sevenoaks	12.44	11
Tunbridge Wells	11.31	12

KCC IMD Deciles for 18+ Population per Ward  
 KCC Wards IMD Decile ● 1 ● 2 ● 3 ● 4 ● 5 ● 6 ● 7 ● 8 ● 9 ● 10



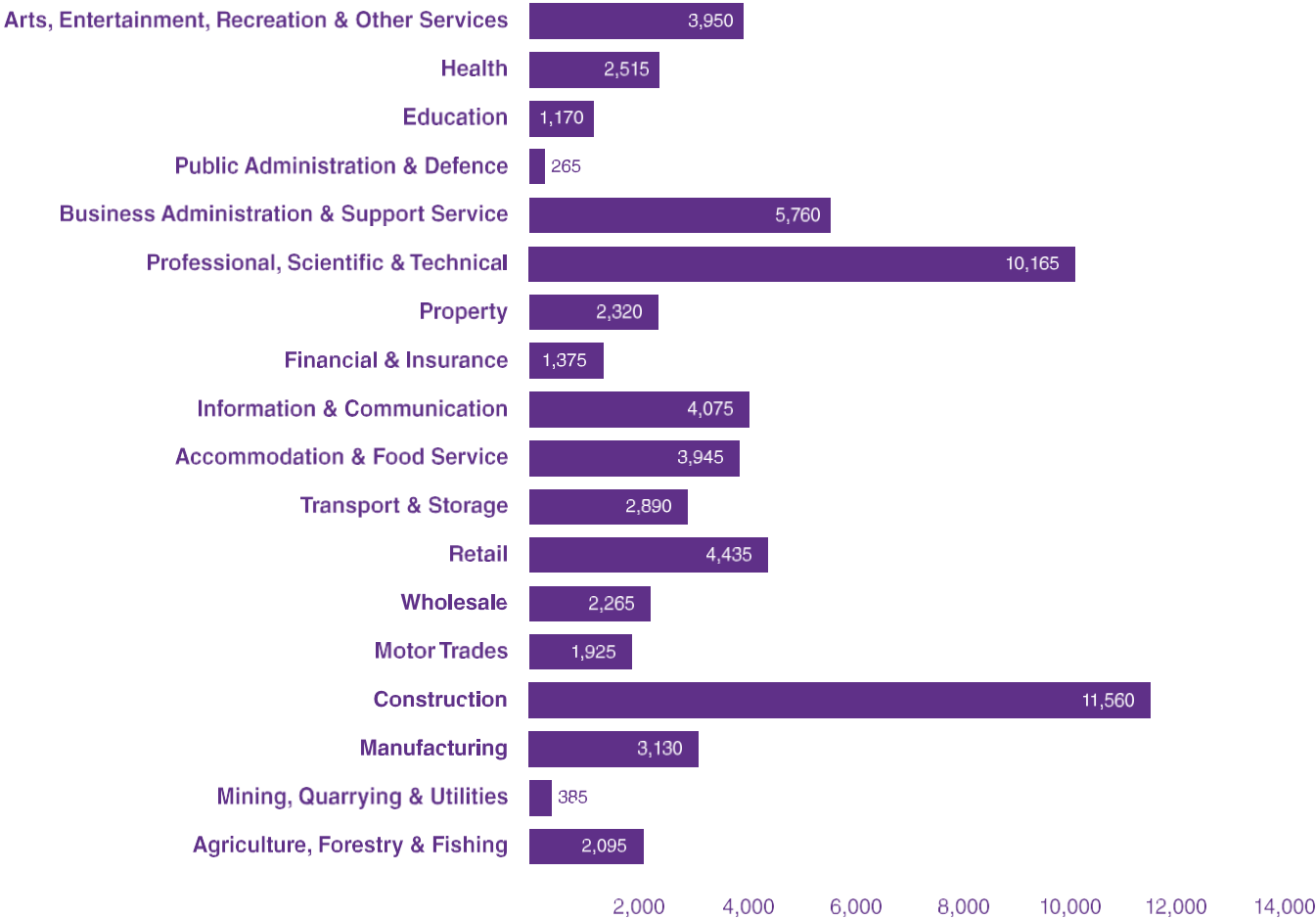
The deciles are based on the ranking of the 271 KCC wards (2019) according to their IMD Score (calculated from LSOAs), with a higher score indicating greater deprivation. The top decile (1) contains the most deprived 10% KCC wards, whereas the bottom decile (10) contains the least deprived 10% KCC wards.

# Business in Kent by industry

There are over 60,000 enterprises in Kent employing 647,300 people. 12.5% of people in Kent were self-employed.

Most enterprises in Kent (89.7%) are classed as micro businesses and employ 9 or fewer people. 9.4% are classed as small (10 to 49 people), 1.4% medium (50 to 249 people) and 0.3% large (250+ people).

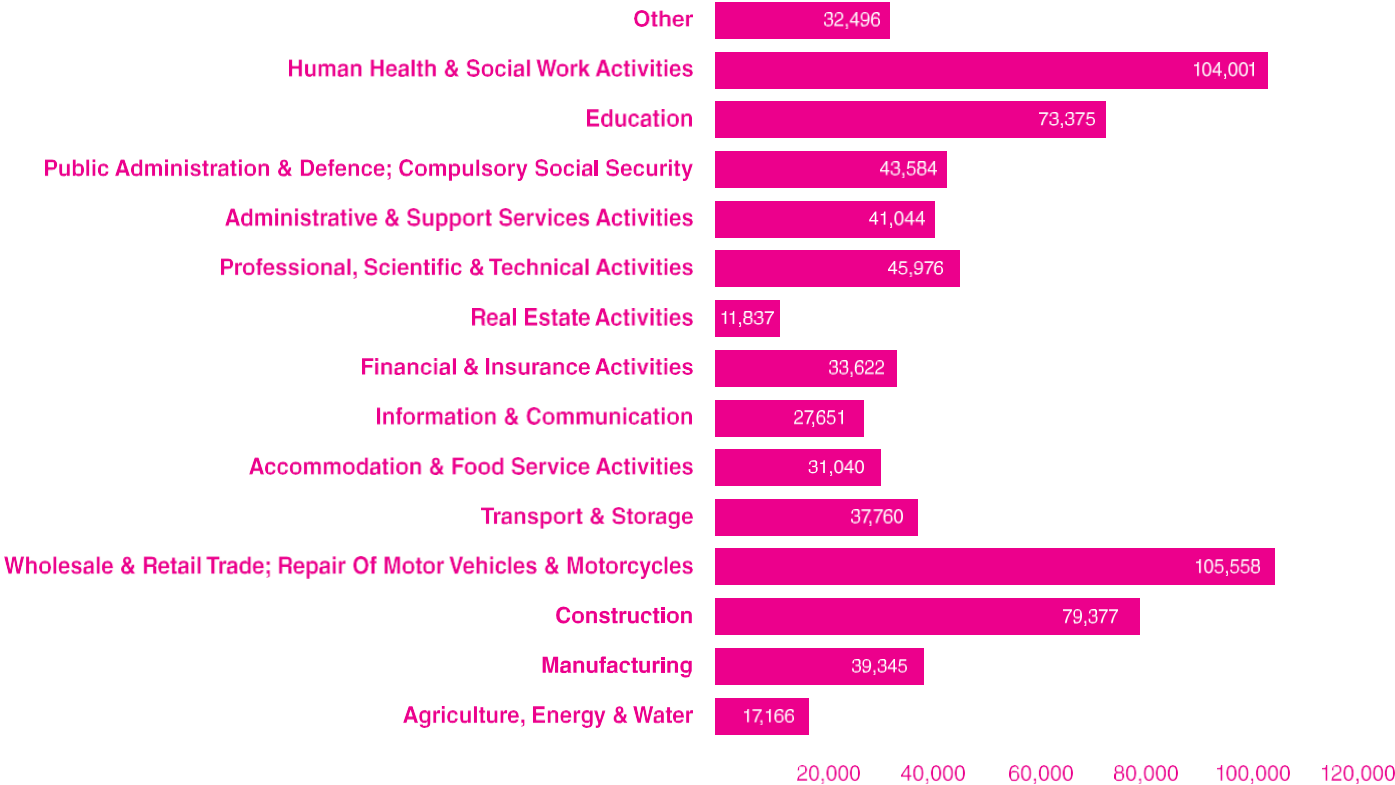
The biggest number and percentage increase in jobs was in Arts, entertainment & recreation (+4,500 jobs, +36%).



# Employees in Kent by industry

Employee jobs in Kent have increased by 1.8%, (+11,200 jobs) over the last year. This is a lower increase than the regional average of +3.1% and the national average of +3.1%.

Kent has a larger proportion of jobs in 8 industrial sectors than seen nationally. The biggest differences were in wholesale and retail trade (Kent 16.3%, GB 13.9%).



## Broadband in Kent

The average internet speed in Kent is 114Mbps, this is 1% lower than the UK average (116 Mbps.) The median download speed is 56 Mbps, 8% lower than the UK median (60 Mbps). The average upload speed is 18 Mbps, which is 0.89% lower than the UK average. Most people's internet connections are rated 'fast', however, 30% of the population are considered to have 'slow' or 'very slow' internet connections.

(Information from Fair Internet Report 2024)

## Skills Demand

At national level, The Growth Plan 2022 sets out new measures for economic growth including helping the unemployed into work and those in jobs secure better paid work.

The Skills White Paper (January 2021) set out how further education will reform so it supports people to get the skills the economy needs. Focusing post-16 skills on this core mission will increase productivity, support growth industries and give individuals opportunities to progress in their career.

At local level, The Kent and Medway Economic Framework set out three overarching objectives to support the development of an economy that is more "productive, sustainable and inclusive". In 2023 the Kent and Medway Local Skills Improvement Plan was launched and identified the following sectors key to Kent & Medway skills needs:

Construction	Manufacturing & Engineering	Fresh Food & Food Production	Health and Social Care	Education
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Alongside these, the sectors Transport & Logistics and Creative Industries will have future skills needs.

These skills are principally focused on employers' requirements, however, social, technological and policy change will drive demand for new skills across the economy. Two main transformational changes were identified:

**Decarbonisation:** the UK's commitment to net zero carbon emissions by 2050 is a key driver of investment in low carbon technologies. This will impact the whole economy: ultimately, all businesses will need to become low carbon businesses and therefore, developing skills associated with decarbonisation will be key.

**Digitalisation:** with rapid advances in digital technology and advanced digital capabilities, digital skills are a priority, with the need to ensure digital skills are embedded across the board and to improve digital skills within the existing workforce.

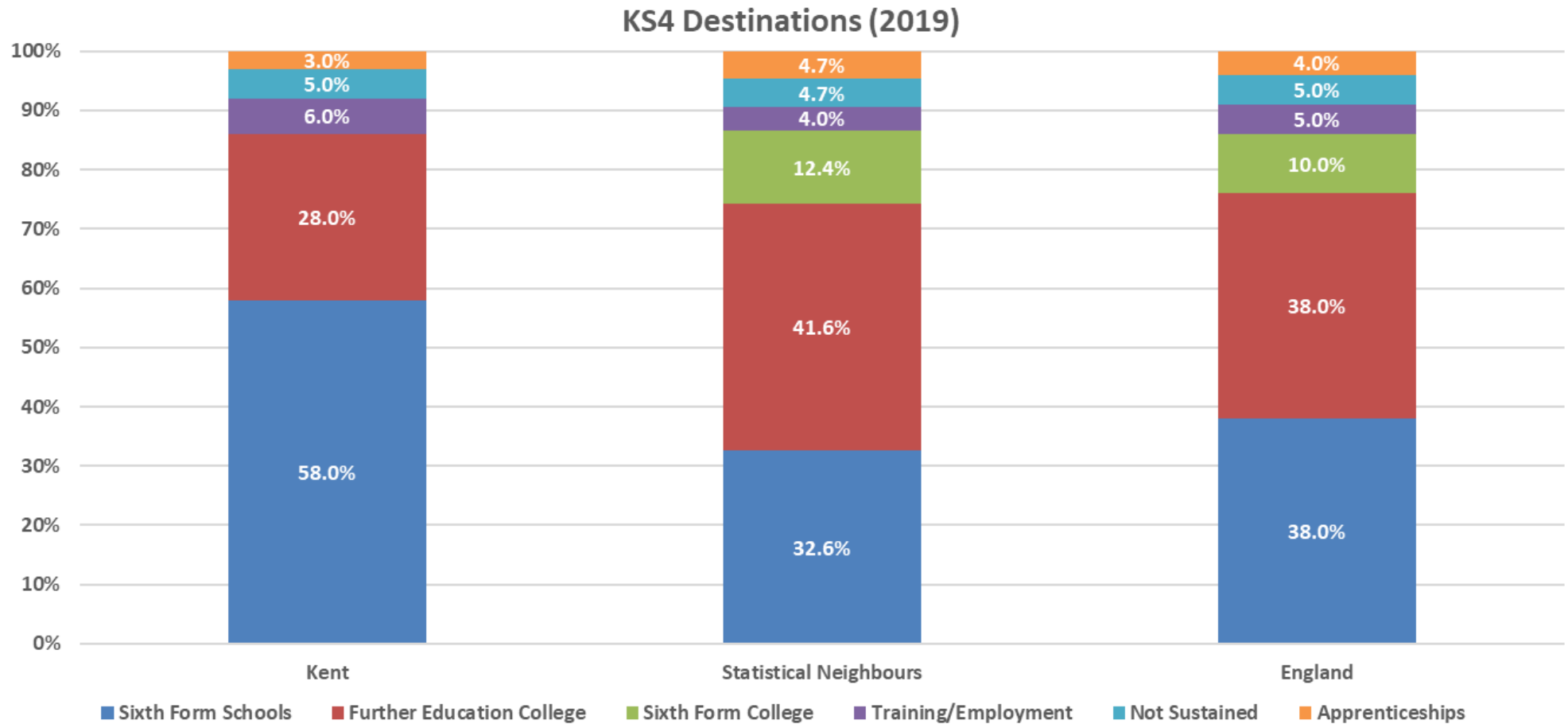
## Kent and Medway Economic Framework

:

- To support the Kent economy to be resilient and successfully adapt to the challenges and opportunities it faces over the coming years, work with partners to develop a skills system for Kent that delivers skills that are resilient to changing workforce needs and opportunities and supports people to higher level skills.
- Kent & Medway Employment Task Force oversees the Local Skills Improvement Plan for Kent and Medway



# The Kent Cohort – Where they study post-16



# The Kent Cohort – Where they study by attainment level

(Source: SCA Cohort Analysis)

Average GCCSE Grade	Destination - February Year 12							Total
	School	College	Apprenticeship	Employment	Training	Unemployed	Other	
1	9.2%	59.3%	5.9%	6.5%	7.9%	7.7%	3.5%	100.0%
2	15.6%	61.3%	7.4%	4.1%	6.1%	3.5%	1.9%	100.0%
3	22.5%	60.5%	8.7%	2.3%	2.8%	1.3%	1.8%	100.0%
4	44.6%	43.4%	7.0%	1.1%	1.4%	0.7%	1.8%	100.0%
5	71.6%	21.8%	3.6%	0.7%	0.6%	0.4%	1.2%	100.0%
6	88.4%	8.7%	1.5%	0.2%	0.1%	0.0%	1.0%	100.0%
7	96.6%	2.0%	0.1%	0.1%	0.1%	0.0%	1.1%	100.0%
8	97.8%	0.8%	0.4%	0.0%	0.0%	0.0%	1.0%	100.0%
9	98.7%	0.8%	0.0%	0.0%	0.0%	0.0%	0.4%	100.0%

## 6<sup>th</sup> Form in Kent

- Approximately 60% of the cohort.
- Selective – almost exclusively A levels.
- Non selective – IBCP, A levels, Applied Generals.
- Almost exclusively Level 3.
- Mixed careers support.

## Challenges / Actions

### Challenges:

- Government's qualifications reform could radically alter sixth forms.
- Some students could be left without an offer.

.

### Actions:

- Improve links with local employers.
- Support for the Careers and Enterprise Company.
- Lobbying for applied general (BTEC etc) qualifications.

# Kent's Training Providers - countywide

Total number of providers for Kent		
	Number of Providers	Yearly Difference
18/19	42	
19/20	19	-23
20/21	25	+6
21/22	24	-1
22/23	20	-4

## Kent's FE Colleges

- Mainly Vocational – focused on progression into work.
- Much higher % of students studying for Level 2 and below.
- Very varied offer across the county – different specialisms.
- Main deliverers of T-levels.
- 2 campuses out of 12 now offer A-levels

# KCC Community Learning and Skills (CLS) Strategic Aims

Support  
the Kent  
economy

Support the most  
vulnerable children  
and families in our  
county

Promote healthy,  
creative, and  
active  
communities

Offer an  
inclusive  
curriculum which  
widens  
participation

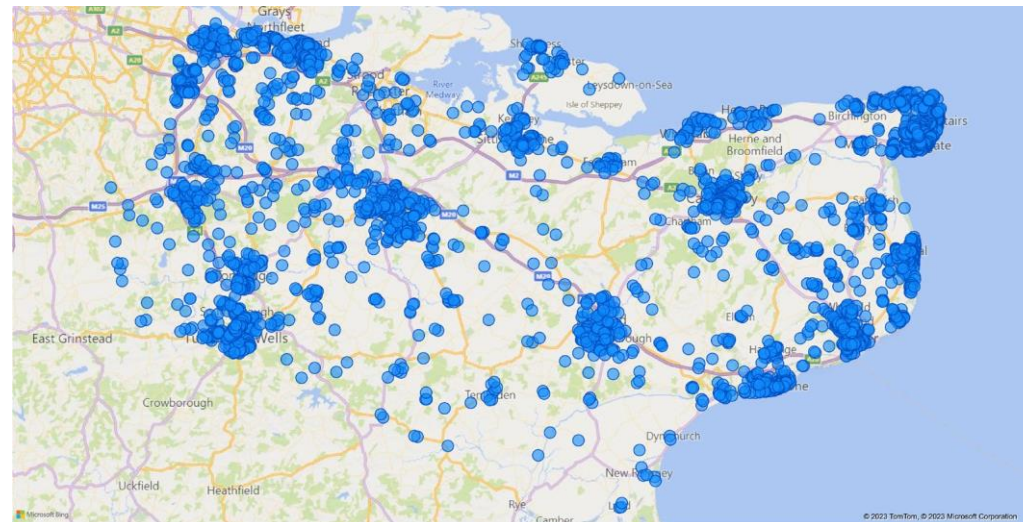
# CLS deliver from 16 main centres across the County.

As well as from community venues, children's centres, schools and faith centres.



- 1. Ashford
- 2. Broadstairs
- 3. Canterbury
- 4. Dartford
- 5. Deal
- 6. Dover
- 7. Folkestone
- 8. Gravesend
- 9. Maidstone
- 10. Margate
- 11. Sevenoaks
- 12. Sheppey
- 13. Sittingbourne
- 14. Tenterden
- 15. Tonbridge
- 16. Tunbridge Wells

## Spread of learners by postcode





# KCC Community Learning and Skills: 2024-25

Strategic Priority and Aims	Contribution towards National, Regional and Local Priorities for Learning and Skills
<p><b>Strategic Priority 1: Support the Kent Economy</b></p> <p>Increase delivery of Study</p>	<p><b>Framing Kent's Future (2022-26): Levelling Up Kent:</b></p> <p>To support the Kent economy</p>
<p>Programmes for Young People across Kent, including those with EHCPs and UASC, to reduce NEETs and provide positive progression into FE or employment. Offer high quality sub-contracted delivery where appropriate (subject to Cabinet decision).</p>	<p>to be resilient and successfully adapt to the challenges and opportunities it faces over the coming years, work with partners to develop a skills system for Kent that delivers skills that are resilient to changing workforce needs and opportunities and supports people to higher level skills.</p>

Strategic Priority and Aims (2)

Contribution towards National, Regional and Local  
Priorities for Learning and Skills

## Pathways for All

- Make a concerted effort to improve the outcomes for young people from our post-16 provision
- Enable a wider range of provision to be locally accessible
- Improve provision below Level 2 and provide good pathways into further learning at higher levels
- Support young people's mental health

# KCC Community Learning and Skills: 2024-25

## Strategic Priority and Aims

## Contribution towards National, Regional and Local Priorities for Learning and Skills

### Strategic Priority 2: Family Learning

Utilising Tailored Learning funding, in conjunction with other KCC departments, schools and children's centres, deliver a programme of family learning to increase parents/carers' skills, their understanding of how their children are educated and appropriate parenting. Increase the number of courses which support understanding of particular Special Educational Needs and/or Disabilities (SEND). Increase the number of men accessing courses.

New models of care and support

To support the most vulnerable children and families in our county, ensuring our social work practice supports manageable caseloads, reflective learning, joined up safeguarding and effective corporate parenting arrangements.

# KCC Community Learning and Skills: 2024-25

## Strategic Priority and Aims

## Contribution towards National, Regional and Local Priorities for Learning and Skills

### Strategic Priority 3: Health and Well-being

### Framing Kent's Future (2022-26): Levelling Up Kent:

Utilising Tailored Learning funding, work with Public Health and other relevant local partners to increase health, wellbeing and resilience outcomes for Kent's residents.

KCC Priority: Infrastructure for Communities and Public Health Framework

Working with our partners to hardwire a preventative approach into improving the health of Kent's population and narrowing health inequalities

# KCC Community Learning and Skills: 2024-25

## Measurable Outcomes (1)

**250** NEET learners complete Study Programmes which include employability skills, English, Maths and a work experience placement. Positive outcomes include employment, a traineeship, apprenticeship or a college placement.

**55** learners with EHCPs will complete Supported Internships, including appropriate work experience.

**3,000** hard to reach adults will take part in engagement activities as a first step to their employability journey.

**5,000** learners will complete employability programmes which move them closer to, into or up in work.

**500** adult learners with Special Educational Needs or Disabilities (SEND) will complete courses to develop independence, skills and confidence.

# KCC Community Learning and Skills: 2024-25

## Measurable Outcomes (2)

**2,100** parents, guardians, children and other family members from schools and other community partners, focusing on identified areas of deprivation, benefit from family learning programmes.

1,200 adults benefit from Parenting Courses.

**5,000** learners report a feeling of improved resilience as a result of their courses, helping them to better manage their own wellbeing, and where appropriate performance in the workplace (DWP Retention in Employment).

**350** learners, including older learners, develop Essential Digital Skills and attend other IT courses which reduce isolation, help them access services, develop skills for work and stay safe online.

# Adult Learning (1)

The majority of Adult Learning in Kent is funded by The Education and Skills Funding Agency through what will be called the Adult Skills Fund from new academic year, commencing 1st August 2024. This consists of Funding for Qualifications which is formula funded, and grant funding for 'Tailored Learning' which must meet one of the 7 Primary Purposes below, and does not need a qualification outcome:

- Engaging and/or building confidence
- Preparation for further learning
- Preparation for employment
- Improving essential skills (English, ESOL, maths, digital)
- Equipping parents/carers to support children's learning
- Health and well-being
- Developing stronger communities

The overall primary purpose of tailored learning is to support learners into employment and to progress to further learning.

## Adult Learning (2)

### Fully funded learning opportunities for eligible learners aged 19+ include:

- English and maths, up to and including level 2, for individuals aged 19 and over, who have not previously attained a GCSE grade 4 (C), or higher, and/or
- First full qualification at level 2 for individuals aged 19 to 23, and eligible adults aged 23+ who don't hold a full Level 2 and are seeking work, or on a low income presently <£20,319 pa.
- First full qualification at level 3 for individuals aged 19 to 23, and eligible adult aged 23+ who don't hold a full Level 3 and are seeking work, or who hold a level 3 but are unemployed or are on a low wage, are fully funded once, under **NSF Free Courses for Jobs**.
- Essential digital skills qualifications, up to and including level 1, for individuals aged 19 and over, who have digital skills assessed at below level 1.

Note: A learner can only be fully funded for one vocational qualification from the entitlement qualifications list.



## Adult Learning (3)

For 19+, Advanced Learner Loans (ALLs) are available to help with costs of courses at L3 and above, for learners not available for AEB funding.

Sector-based Work Academy Programmes (SWAPs) are designed to help Job Centre Plus claimants build confidence to improve their job prospects and enhance their CV, whilst helping employers in sectors with current local vacancies to fill them.

Other learning opportunities for adults include:

- Apprenticeships
- Skills Bootcamps – courses of up to 16 weeks linked to job outcomes
- Multiply – to improve numeracy confidence and skills for adults who don't hold a L2
- education and training services funded by the Shared Prosperity Fund/HMT Guarantee

## **KCC Adult education**

CLS leads on the delivery of the Department for Education's 'Multiply' programme, working with multiple referral and delivery partners across Kent. Multiply aims to increase the numeracy skills and confidence of ten distinct cohorts of adults without Level 2 qualifications in numeracy.

# Adult Learning - Challenges

- Reduced/reducing range of Level 2 and Level 3 courses
- AEB grant funding not increasing for 25+ years despite cost increases
- Limited rates increases for qualifications
- Provider Advanced Learner Loan allocation not matching demand
- ESF funding ceased

# Apprenticeships

Under 19	19/20		20/21		21/22		22/23	
	Kent	Medway	Kent	Medway	Kent	Medway	Kent	Medway
Immediate (L2)	950	390	680	190	770	230	750	230
Advanced (L3)	630	190	660	250	840	300	900	350
Higher (L4+)	90	30	70	30	160	20	210	60
19 to 24								
Immediate (L2)	590	430	590	180	540	230	470	240
Advanced (L3)	970	350	1220	440	1230	440	1240	410
Higher (L4+)	480	100	510	90	760	150	800	420
25+								
Immediate (L2)	870	250	800	230	800	240	530	180
Advanced (L3)	1690	370	1760	410	1900	410	1830	420
Higher (L4+)	1330	280	1690	350	1820	420	2020	400

# Apprenticeships in Kent National Comparison

Age	Kent	National
Under 19	+5%	+0.003%
19-24	-0.5%	-7%
25+	-4%	-3%

# KCC Apprenticeships: Key Statistics (1)

Over 1,000 KCC staff have accessed apprenticeship training since the introduction of the Apprenticeship Levy  
474 (46%) accessing level 2 and level 3 training.  
16% new apprentices  
22% ages 16 -25 yrs

169 staff have accessed apprenticeship training for Adult Social Care  
51 staff for Children's Social Work and Early Years provision.

Social Worker Degree Apprentices  
23 graduated in 2023  
32 commenced study in 2023  
11 starters in 2023/24  
10 starting in September 2024.

# KCC Apprenticeships: Key Statistics (2)

KCC shares a portion of its Levy with  
125 other employers in Kent  
supporting 287 employees with  
apprenticeship training  
212 on Level 2 and Level 3  
231 in Social Care and Early years  
sectors.

28% of the employees on KCC's  
apprenticeship program are new  
recruits  
34% are aged 16-24.

# 204 Apprenticeship Vacancies in Kent as at 8<sup>th</sup> April 2024

Kent and Medway Sector	No. of Apps	Sector	No. of Apps
Business Admin	26	Agriculture, Environmental & animal Care	4
Dental Health	25	Electrotechnical	3
Health & Science	25	Hospitality	3
Engineering, Manufacturing & Design/Draughting	17	Fire Emergency & Security Services	2
Customer Service	15	Furniture	2
Automotive Retail	9	Public Service	2
Food & Drink	9	Retail	2
Hair & Beauty	9	Ambulance Services	1
Bus Coach & HGV	7	Automotive	1
Energy	7	Event Management	1
Travel	7	Financial Services	1
Sales & Marketing	6	Housing	1
Accountancy	5	Land Based Engineering	1
Construction	5	Leadership & Management	1
Digital Industries	5	Logistics & Supply Chain	1
		Surveying	1



# Apprenticeships: Challenges (1)

- Funding / sustainability.
- Increased level of student need.
- No capital funding.

## Apprenticeships: Challenges (2)

- Apprenticeship opportunities, but not necessarily in industries of interest for young people.
- Not all apprenticeship vacancies are advertised through the national apprenticeship service, as employers can choose where to advertise, which means people could miss out.
- Young people unaware of large employers' recruitment cycles as they are different with each employer.
- Smaller employers can struggle with providing the right support to an apprentice and current apprenticeship funding rules confuse employers.
- Government development of apprenticeship standards is L3 or higher which has the potential to disadvantage anyone with low level qualifications.

# Apprenticeships: Actions

- Working with the DFE/ESFA to bring sustainable apprenticeship funding into the County.
- Lobbying for a more sustainable system.
- Need to look at ways to work with employers, apprentices and training providers to improve the successful completion of apprenticeships.
- Relaxation on Maths and English element to support more people into apprenticeships and support Training Providers.
- Have a central point where all apprenticeship vacancies are advertised.
- More flexibility in how the apprenticeship levy is used.

## Key documents

Framing Kent's Future - Our Council Strategy 2022- 2026:

[www.kent.gov.uk/about-the-council/strategies-and-policies/framing-kents-future](http://www.kent.gov.uk/about-the-council/strategies-and-policies/framing-kents-future)

Pathways for All:

<https://www.kent.gov.uk/education-and-children/college-sixth-form-employment-and-training/kent-16-to-19-review-pathways-for-all>

Kent and Medway Local Skills Improvement Plan:

<https://kentemployersskillsplan.org/kent-medway-lsip-2023/>

Kent and Medway Skills and Employment Group plan:

[https://www.kent.gov.uk/\\_\\_\\_\\_data/assets/pdf\\_file/0003/116706/Kent-and-Medway-Employment-Plan.pdf](https://www.kent.gov.uk/____data/assets/pdf_file/0003/116706/Kent-and-Medway-Employment-Plan.pdf)

Public Health Framework:

<https://www.gov.uk/government/collections/public-health-outcomes-framework>

The Growth Plan 2022:

<https://www.gov.uk/government/publications/the-growth-plan-2022-documents/the-growth-plan-2022-html>

Skills for Jobs: Lifelong Learning for Opportunity and Growth:

[https://assets.publishing.service.gov.uk/media/601980f2e90e07128a353aa3/Skills\\_for\\_jobs\\_lifelong\\_learning\\_for\\_opportunity\\_and\\_growth\\_\\_web\\_version\\_.pdf](https://assets.publishing.service.gov.uk/media/601980f2e90e07128a353aa3/Skills_for_jobs_lifelong_learning_for_opportunity_and_growth__web_version_.pdf)

Kent and Medway Economic Partnership:

<https://www.kmep.org.uk/app/uploads/2024/03/Kent-Medway-Economic-Framework-Web-Version-March-2024.pdf>

Multiply Prospectus:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1068822/Multiply\\_Investment\\_Prospectus.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1068822/Multiply_Investment_Prospectus.pdf)

CLS Ofsted report 2020:

<https://reports.ofsted.gov.uk/provider/42/52836>

## Contact us

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[www.communitylearningandskills.co.uk](http://www.communitylearningandskills.co.uk)

[www.kentadulteducation.co.uk](http://www.kentadulteducation.co.uk)

[www.kenttrainingandapprenticeships.co.uk](http://www.kenttrainingandapprenticeships.co.uk)

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