Adult Learning, Employment & Skills Data Pack 2015

Kent County Council, Skills & Employability Service
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Section1: The Adult Skills National Context

1.1 Legislative Background

In its 2010 strategy document, ***"Skills for Sustainable Growth[1],"*** the Coalition Government stated its aim to;

"return the economy to sustainable growth, extend social inclusion and social mobility, and build the Big Society…….during the life of the parliament."

The commitment to raising skills levels was clear:

"We need a more competitive, rebalanced economy, which is environmentally sound and resource efficient, and we need to reduce the deficit. There should be no illusions about the scale of the challenge we face. Our working age population is less skilled than that of France, Germany and the US and this contributes to the UK being at least 15% less productive than those countries1. We are currently weak in the vital intermediate technical skills that are increasingly important as jobs become more highly skilled and technological change accelerates. Approximately 80% of the people who will be in the workforce in 2020 have already left compulsory education. If we are to achieve a world-class skills base we need to increase the level of their skills and meet the demands of our economy."

Five key policy documents were produced to achieve this:

"New challenges, new chances. Skills investment strategy – investing in a world class system[2]" which focused investment in skills on high quality provision that delivered good value for money and focused on young adults, the low skilled and those who are unemployed. The stated aim was to improve the overall quality of the FE and skills teaching system.

"Further Education and Skills Reform Plan: Building a world class system[3]" which set out what the government would support financially and the programme of work required to take forward BIS' reform plans for the FE and skills system for adults aged 19 and over in England, based on the principles set out in *Skills for Sustainable Growth* in 2010.

Specifically government would put learners at the heart of the system and would support those;

- *who did not achieve basic English and Maths in school*. The Skills for Life programme was expanded to include and fund those who need GCSE English and/or Maths Level 2 from September 2012;
- young people aged 19 up to 24 to access full funding for Foundation Learning *'where they need that to progress into further learning or to get a job'*. They also access full funding for their first qualifications at Level 2 (or 3), including an

[1] BIS 2010 – Skills for Sustainable Growth Strategy Document, Full report

[2] BIS 2011 - *New challenges, new chances. Skills investment strategy – investing in a world class system*

[3] Extract from LSIS summary paper July 2011

opportunity to get GCSE English and Maths;

- unemployed people on benefits who are looking for work to access labour market relevant courses, which help them improve their skills or re-train to help them get a job; and
- at risk of social exclusion to support them to access community learning.

In partnership with employers and individuals, government would support those;

- who wished to undertake an Apprenticeship framework. BIS aimed to refocus the Apprenticeships programme to target public funding *'where returns are greatest'*;
- in SMEs who need further management training and workplace training to support their growth plans; and
- individuals over 24 who want to retrain or up-skill at Level 2 *'in order to secure different employment and/or improve their life-chances'*.

Government provided FE loans for those;

- over 24 year olds who wish to do full Level 3 (2 A-Levels or the vocational equivalent) or Level 4 (Higher Vocational Education) *'in order to qualify for a professional job and/or progress to higher education'.*
- Government would promote innovation and enterprise by supporting FE colleges and providers to draw down funding for programmes that meet a particular employer skills need.

"Higher Education: Students at the heart of the system – white paper[4]." Policy on higher education has been focused mainly on increasing access to system through loans and financial support. In March 2014 the "***National strategy for access and student success[5]"*** was published. The strategy looks at how funding for widening access from the government, HEFCE, universities and further education colleges might be used more effectively through access agreements. The main action proposed in the strategy is to develop a national network of collaborative outreach partnerships.

"Community Learning Trust Pilots[6]" which were set up to test new ways of planning and delivering community learning, and understand whether these had the potential to effectively deliver new community learning objectives. The pilots were run between August 2012 and July 2013 and involved more local development of community learning offers, with local people, organisations and providers working together to;

• shape their own community learning priorities.

• develop local strategies and partnership structures to deliver these and ultimately, tailor community learning provision to meet the needs of their communities.

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[4] Higher Education: Students at the heart of the system – white paper – BIS 2011

[5] National strategy for access and student success – BIS 2014

[6] BIS website summary

Community learning includes a range of community-based and outreach learning opportunities, and is designed to help people of different ages and backgrounds to;

- get a new skill
- reconnect with learning
- follow an interest
- prepare to progress to formal courses
- learn how to support their children better

1.2 The current skills picture in the UK: drivers for change

In comparison to 2010, when ***"Skills for Sustainable Growth"*** was formulated, the prospects for the UK economy are the strongest they have been for many years. Growth has picked up in the last year and forecasts predict slow but continuous growth into the future. Unemployment continues to fall and more people have jobs than ever before. But have recent policy changes been the right ones to give the workforce the right skills and qualifications?

The UK Commission on Employment and Skills[7] estimates that up until 2022 there will be over 12 million jobs to which employers will need to recruit skilled workers. This comprises 1.8 million new jobs and 12.5 million vacancies created by people retiring or leaving the labour market. However the nature of these jobs is predicted to change dramatically.

Table 1: predicted occupation growth 2012-2022[8]

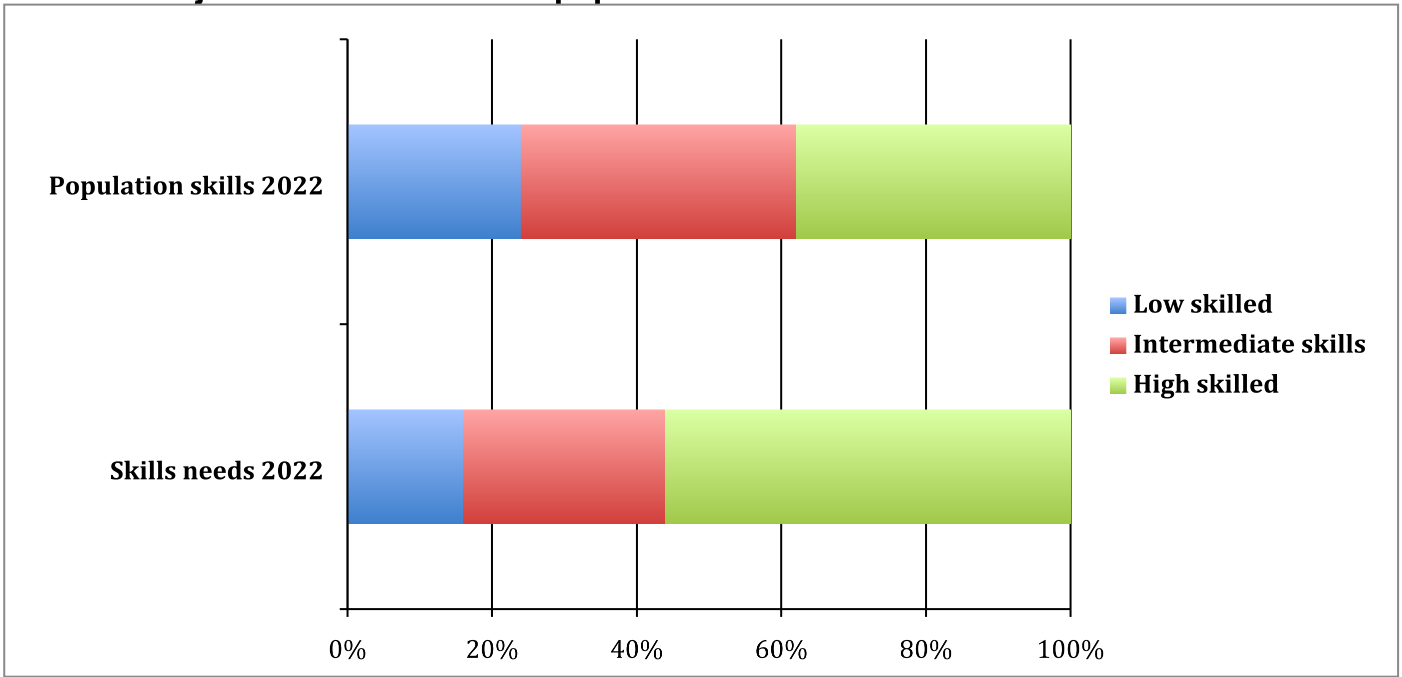
Percentage Share	2012	2022	% change
Managers	10.7	11.8	17.7
Professional occupations	19.7	22.1	18.6
Associate professional	13.4	14.4	14
Admin and secretarial	11.7	9.5	-13.5
Skilled Trades occupations	10.8	9.3	-8.8
Caring, leisure and services	9	10.4	22.8
Sales and customer service	8.4	7.8	-2.1
Process, plant and machine operatives	6.2	5.2	-10.4
Elementary occupations	10.3	9.5	-1.8

As table 1 illustrates, growth is predicted for managers, professional and technical jobs and caring and leisure occupations. Unfortunately the number of people with higher, or appropriate qualifications is not growing fast enough in the UK to meet future demand.

[7] "Working Futures 2012-2022" UKCES, 2014, England analysis
[8] "Working Futures 2012-2022" UKCES, 2014, England analysis

The Centre for Economic & Social Inclusion (CESI), in its report ***"Realising Talent: employment and skills for the future[9]"*** written for the LGA, has estimated that England has a skills gap that is the equivalent of increasing everyone from an average of five GCSEs to an average of three A-Levels (or equivalent), by 2022**. Specifically they estimate that the impact on skills of current reforms are not working fast enough**. Employers will want more highly qualified people, and fewer people with low[10] or no qualifications. There will always be a supply of low skilled jobs, but there will be too many low skilled people. Chart 1 below illustrates the predicted skills need in 2022 against the predicted actual population. (The next chapter looks at the actual skills levels of the Kent population.)

Chart 1: Projected skills needs and population skills levels 2022



Using the same analysis, CESI estimate that the consequences of not addressing this issue by 2022 will be:

- 9.2 million low skilled people chasing 3.7 million low skilled jobs
- 12.6 million people with intermediate skills chasing 10.2 million jobs
- employers struggling to recruit 14.8 million high skilled workers with only 11.9 million high skilled workers (assuming no immigration).

Although harder to estimate, CESI propose that this skills gap will cost the UK between **16% and 25% of lost growth, or £375 billion by 2022**.

Achieving the change in qualification levels implied by these estimates will come equally from upskilling adults in the workforce as well as training young people. Office for National Statistics[11] estimates that by 2020 the over 50"s will represent one third of the workforce. Currently 44% of thirty year olds have a degree, but only 30% of 55-64 year olds have

[9] "Realising Talent: employment and skills for the future" CESI 2014
[10] Low means entry level and level 1
[11] Workforce Qualification Survey, ONS

one. In other words at the moment qualifications reduce with age, yet the workforce is aging. For at least the next 10 to 20 years we will rely on an older workforce that lags behind in qualifications.

1.3 South East Local Enterprise Partnership

The future development and delivery of adult skills locally is focused around the work of the South East Local Enterprise Partnership. Covering Essex, Southend, Thurrock, Kent, Medway and East Sussex, the South East Local Enterprise Partnership (SELEP) brings together key leaders from business, local government, further and higher education in order to create the most enterprising economy in England through exploring opportunities for enterprise while addressing barriers to growth. Funding comes via an intelligent funding package comprising European structural funding, existing regional growth funds, developer contributions, local authority funds and match funding sources such as DWP.

Under the heading Skills for Business Growth, Kent and Medway expect to focus approximately £16 million over six years on sector based skills initiatives that;

- enables employers to better participate in informing skills provision
- delivers improved information, advice and guidance
- develops brokerage and recruitment services to help jobseekers and employers access work
- makes it easier for young people to access work and training.

The first bidding round for local projects begins in January 2015.

Section 2: Skill Levels of Adults in Kent

2.1 Comparative Qualification Levels with the South East and GB

Table 2.1 below compares the qualification levels of Kent's resident population (16-64) against the South East and the UK, as at December 2013.

Table 2.1: Qualification levels of Kent's population

	Kent %	South East %	GB %
NVQ4 and above	33.6	38.3	35.2
NVQ3 and above	55.4	59.3	55.8
NVQ2 and above	74.6	76.5	72.5
NVQ1 and above	87.4	88.4	84.4
No qualifications	7.3	6.5	9.3

Source: ONS annual population survey.

Kent residents are notably less well qualified at all NVQ levels, and have more people with no qualifications, compared to the rest of the South East. Fewer Kent residents have qualifications at NVQ Levels 3 and 4, compared to the rest of the country. However Kent residents are better qualified at NVQ Levels 2 and 1, and fewer Kent residents have no qualifications, than the rest of the country.

Looked at on a time series basis the improvement in qualifications of the workforce overtime is evident, but Kent residents still lag behind. Tables 2.2 to 2.6 illustrate the growth in qualification levels from January 2004 to December 2013.

Table 2.2: Time series for NVQ Level 4 qualifications and above.

	Kent Actual	Kent %	South East %	GB %
Jan 04-Dec 04	196,900	24.2	29.2	26.1
Jan 05-Dec 05	196,100	23.8	29.3	26.5
Jan 06-Dec 06	212,100	25.4	30.3	27.4
Jan 07-Dec 07	217,100	25.9	30.7	28.5
Jan 08-Dec 08	218,400	25.1	31	28.6
Jan 09-Dec 09	250,000	28.6	32.6	29.9
Jan 10-Dec 10	264,500	29.9	33.9	31.3
Jan 11-Dec 11	279,100	31.6	36.2	32.9
Jan 12-Dec 12	263,700	29.6	36.8	34.4
Jan 13-Dec 13	298,500	33.6	38.3	35.2

Source: ONS annual population survey.

During this time period, the number of Kent residents with an NVQ Level 4 or above grew by 9.4% percentage points, compared to 9.1% for both the South East and the whole country. The rate of growth for Kent residents will have to improve if the county wishes to be competitive at this skill level.

Table 2.3: Time series for NVQ Level 3 qualifications and above.

	Kent Actual	Kent %	South East %	GB %
Jan 04-Dec 04	363,600	44.6	50.4	46.8
Jan 05-Dec 05	373,900	45.4	50.8	47.1
Jan 06-Dec 06	382,100	45.9	51.4	47.9
Jan 07-Dec 07	388,900	46.5	51.3	48.4
Jan 08-Dec 08	408,100	46.8	51.7	48.2
Jan 09-Dec 09	429,700	49.1	52.5	49.3
Jan 10-Dec 10	439,300	49.7	53.8	51
Jan 11-Dec 11	455,900	51.7	56.7	52.7
Jan 12-Dec 12	473,600	53.2	58.2	55.1
Jan 13-Dec 13	492,400	55.4	59.3	55.8

Source: ONS annual population survey.

During this time period, the number of Kent residents with an NVQ Level 3 or above grew by 10.8 percentage points, compared to 8.9% for the South East and 9% for the whole country. This represents a more encouraging rate of growth and, if sustained, will see Kent competing at this skill level.

Table 2.4: Time series for NVQ Level 2 qualifications and above.

	Kent Actual	Kent %	South East %	GB %
Jan 04-Dec 04	497,100	61	66.2	62.1
Jan 05-Dec 05	508,800	61.9	67.1	62.9
Jan 06-Dec 06	529,300	63.5	67.6	63.6
Jan 07-Dec 07	528,600	63.2	67.8	64.2
Jan 08-Dec 08	553,200	63.5	67.7	63.9
Jan 09-Dec 09	584,600	66.8	69	65.4
Jan 10-Dec 10	608,900	68.9	70.7	67.2
Jan 11-Dec 11	610,800	69.2	73.3	69.7
Jan 12-Dec 12	632,500	71.1	75.4	71.8
Jan 13-Dec 13	663,100	74.6	76.5	72.5

Source: ONS annual population survey.

During this time period, the number of Kent residents with an NVQ Level 2 or above grew by 13.6 percentage points, compared to 10.3% for the South East and 10.4% for the whole country. This represents a significantly larger rate of growth and, if sustained, will see Kent competing at this skill level against the South East.

Table 2.5: Time series for NVQ Level 1 qualifications and above.

	Kent Actual	Kent %	South East %	GB %
Jan 04-Dec 04	639,800	78.6	81.4	76.5
Jan 05-Dec 05	655,100	79.6	82.2	77.1
Jan 06-Dec 06	666,000	79.9	82.4	77.6
Jan 07-Dec 07	663,700	79.3	82	77.9
Jan 08-Dec 08	700,300	80.3	82.4	77.7
Jan 09-Dec 09	714,600	81.7	83	78.9
Jan 10-Dec 10	728,200	82.4	84	80.2
Jan 11-Dec 11	744,800	84.4	86.6	82.7
Jan 12-Dec 12	755,400	84.9	87.7	84
Jan 13-Dec 13	777,100	87.4	88.4	84.4

Source: ONS annual population survey.

During this time period, the number of Kent residents with an NVQ Level 1 or above grew by 8.8 percentage points, compared to 7% for the South East and 7.9% for the whole country. Kent has caught up with the South East over time, at this qualification level, and remains ahead of the country as a whole.

Table 2.6: Time series for Kent residents with no qualifications

	Kent Actual	Kent %	South East %	GB %
Jan 04-Dec 04	106,700	13.1	10.9	15.1
Jan 05-Dec 05	109,400	13.3	10.3	14.4
Jan 06-Dec 06	105,200	12.6	9.9	13.9
Jan 07-Dec 07	104,400	12.5	9.9	13.3
Jan 08-Dec 08	109,900	12.6	9.7	13.5
Jan 09-Dec 09	102,400	11.7	9.2	12.3
Jan 10-Dec 10	102,900	11.6	8.5	11.3
Jan 11-Dec 11	92,300	10.5	7.9	10.6
Jan 12-Dec 12	73,000	8.2	6.9	9.7
Jan 13-Dec 13	65,200	7.3	6.5	9.3

Source: ONS annual population survey.

During this period the number of Kent residents without a qualification has fallen by 5.8%, compared to 4.4% in the South East and 5.8% in the rest of the country.

It is clear that in the South East and the country as a whole, more people have been converting their NVQ 2 qualifications into higher qualification levels, than is happening in Kent. Kent is catching up, as will be illustrated below, but must focus on upskilling the existing workforce.

2.2 Comparative qualification levels with Kent's statistical neighbours

Statistical neighbours are counties whose basket of attributes (population, geography, local GDP, business sectoral breakdown etc) match one another for the purposes of statistical analysis. Kent's statistical neighbours are: Essex; Swindon; East and West Sussex; Northamptonshire; Worcestershire; Staffordshire; Lancashire and Nottinghamshire. Tables 2.7 to 2.11 compare time series qualification data between Kent and these counties.

Table 2.7: Time series comparison of qualification levels NVQ 4 and above for Kent and statistical neighbours (aged 16-64)

	Kent %	Essex %	Swindon %	E Sussex %	Nhamp %	Worcestershire %	W Sussex %	Staffs%	Lancashire %	Notts %
Jan 04-Dec 04	24.2	21.2	24.7	28.2	23.2	27	26.1	22.7	24.7	25.7
Jan 05-Dec 05	23.8	22.1	24	27.9	25.3	26.4	27.3	22.4	31.8	25.6
Jan 06-Dec 06	25.4	21.9	22.8	25.8	27.9	29.6	29.3	24.7	26.9	25.2
Jan 07-Dec 07	25.9	23.4	23.5	25.4	26.7	28.1	30.2	25.9	33.3	27.1
Jan 08-Dec 08	25.1	23.1	22.9	26.5	26.1	26.1	29.3	25.7	29.3	26.9
Jan 09-Dec 09	28.6	23.7	23.1	29.4	23.6	28.1	30.6	25.5	32.2	26.3
Jan 10-Dec 10	29.9	23	23.7	30.2	24	29.5	29.3	29	41.1	28.3
Jan 11-Dec 11	31.6	24.2	27.1	31.3	29.1	30.6	35.5	27	37.6	30.3
Jan 12-Dec 12	29.6	28.1	29.3	30.1	27.5	32.5	35	27.1	34.9	30.3
Jan 13-Dec 13	33.6	28.3	28.1	32.4	31	35	35.4	27.6	27.7	30.4

Source: ONS annual population survey.

Kent residents perform well at NVQ level 4 and above compared to its statistical neighbours, with only West Sussex and Worcestershire out performing it in absolute terms as at December 2013. More significantly, between January 2004 and December 2013, Kent showed the highest percentage point growth at this skill level and moved ahead of six of its statistical neighbours.

Table 2.8: Time series comparison of qualification levels NVQ 3 and above for Kent and statistical neighbours.

	Kent %	Essex %	Swindon %	E Sussex %	Nhamp %	Worcestershire %	W Sussex %	Staffs%	Lancashire %	Notts %
Jan 04-Dec 04	44.6	41.3	46.3	49.2	44	45	50.5	44.1	47.9	49.8
Jan 05-Dec 05	45.4	41.7	43	49.3	45.3	46.8	50.2	43.8	61.9	49.8
Jan 06-Dec 06	45.9	40.9	44.2	49.2	47.8	51.3	51.7	44.8	53.9	49.1
Jan 07-Dec 07	46.5	41.4	44.4	45.8	44.9	49.7	52.3	44.5	56.4	48.7
Jan 08-Dec 08	46.8	41.7	42.2	47.4	44.7	47	49.5	47.2	52	46.7
Jan 09-Dec 09	49.1	43.1	43.9	50.2	44.1	48	49.8	45.9	57.1	46.5
Jan 10-Dec 10	49.7	43.7	46	48.6	45.2	48.8	48.8	50	61.9	48.1
Jan 11-Dec 11	51.7	46.3	49.7	51.5	48.6	49.8	56.7	47.7	62.7	51.3
Jan 12-Dec 12	53.2	49.8	51.5	51.4	49.4	53.4	55.1	49.5	61.9	53.4
Jan 13-Dec 13	55.4	48.9	50.2	54.3	53.6	57.5	56.5	51.9	55.2	53.1

Source: ONS annual population survey.

As above, Kent residents perform well at NVQ level 3 and above compared to its statistical neighbours, with only West Sussex and Worcestershire out performing it in absolute terms as at December 2013. Between January 2004 and December 2013, Kent showed the second highest percentage point growth at this skill level, 10.8, compared to the highest growth of 12.5 percentage points in Worcestershire and the lowest, 3.9, in Swindon.

Table 2.9: Time series comparison of qualification levels NVQ 2 and above for Kent and statistical neighbours.

	Kent %	Essex %	Swindon %	E Sussex %	Nhamp %	Worcestershire %	W Sussex %	Staffs%	Lancashire %	Notts %
Jan 04-Dec 04	61	60	63	65.3	61.7	61.9	67.7	59.1	61.8	64.2
Jan 05-Dec 05	61.9	60.1	60.9	66	62.7	64.5	69.6	60	72.6	64.5
Jan 06-Dec 06	63.5	58.9	62.1	68	65.1	66.2	68.9	62.1	67.6	63.5
Jan 07-Dec 07	63.2	59.1	62.1	65.7	62.4	67.4	69.6	61.7	69.9	63.1
Jan 08-Dec 08	63.5	60.3	58.5	66.2	60.5	65.3	67.2	64.9	71	62.7
Jan 09-Dec 09	66.8	63.1	62.5	69.3	62.5	65.3	68.8	64.8	71.9	64.8
Jan 10-Dec 10	68.9	63.5	65.2	69.2	64.6	65.3	68.1	67.5	75.5	67.3
Jan 11-Dec 11	69.2	65.8	68	69.4	66.9	66.4	73.7	68.9	81	70.6
Jan 12-Dec 12	71.1	70.3	71.4	70.3	69.2	72.1	75.4	68.5	75.6	71.2
Jan 13-Dec 13	74.6	70	70.7	71.1	69.6	74.4	76.5	71.2	68.3	68.6

Source: ONS annual population survey.

At December 2013, Kent residents had the second highest level of qualifications at NVQ 2 and above, behind West Sussex. Between January 2004 and December 2013, Kent had significantly higher growth at this level than any of its statistical neighbours, moving up 13.6 percentage points compared to the next highest county, Staffordshire at 12% and Nottinghamshire, the lowest at 4.4%.

Table 2.10: Time series comparison of qualification levels NVQ 1 and above for Kent and statistical neighbours.

	Kent %	Essex %	Swindon %	E Sussex %	Nhamp %	Worcestershire %	W Sussex %	Staffs%	Lancashire %	Notts %
Jan 04-Dec 04	78.6	77	79.7	78.9	78.2	76.1	82.3	74.2	79.4	79
Jan 05-Dec 05	79.6	77.4	78.2	81.3	79.6	77.8	84.3	76.7	84.5	80.5
Jan 06-Dec 06	79.9	75.8	80	82.9	80.2	80.4	85	77.1	85.7	79.4
Jan 07-Dec 07	79.3	76.5	79.9	80	77.5	81.2	85.5	77.4	85.7	79.2
Jan 08-Dec 08	80.3	76.1	78.4	81.9	76.6	78.5	82.9	81.4	83.6	79.4
Jan 09-Dec 09	81.7	78.8	82.3	84.6	77.3	79.3	83.8	80.4	84.3	81
Jan 10-Dec 10	82.4	81.4	83.6	84	77.5	80.6	83.6	81.8	88.9	81.5
Jan 11-Dec 11	84.4	84.4	84.8	84.5	80.9	79.1	88	84.2	91.7	83.7
Jan 12-Dec 12	84.9	85.7	84.7	84.6	83.5	83.4	88.3	82.3	88.4	84.4
Jan 13-Dec 13	87.4	86	85.1	84.6	83.3	84.2	88.9	83.5	82.7	82.3

Source: ONS annual population survey.

At NVQ Level 1 and above, Kent residents continue the trend of high growth compared to statistical neighbours, and is the second highest county overall as at December 2013, compared to the sixth highest in January 2004.

Table 2.11: Time series comparison of no qualifications for Kent and statistical neighbours.

	Kent %	Essex %	Swindon %	E Sussex %	Nhamp %	Worcestershire %	W Sussex %	Staffs%	Lancashire %	Notts %
Jan 04-Dec 04	13.1	15.6	10.1	12.9	14.8	17.7	11	18.7	14.4	15.5
Jan 05-Dec 05	13.3	15.7	13.4	12	13.5	16.4	8.2	15.7	11.5	12
Jan 06-Dec 06	12.6	17.7	9.7	10.2	13.7	13.6	8.1	17.5	7	14.1
Jan 07-Dec 07	12.5	14.7	9.5	11.3	14.7	11.8	7.6	15.8	10.2	13
Jan 08-Dec 08	12.6	15.8	11.3	10.3	15.9	13.5	10.6	13.5	11.4	13.1
Jan 09-Dec 09	11.7	13.6	10.6	7.9	14.3	13.9	9.8	12.5	8.5	11.6
Jan 10-Dec 10	11.6	11.1	8.5	9	13.9	12.5	8.2	11.2	8	10.5
Jan 11-Dec 11	10.5	9.2	8.7	10.5	11.9	12.2	6.9	10.2	#	9.8
Jan 12-Dec 12	8.2	8.5	9.1	8.6	8.6	10.7	7	11.7	5.1	9.2
Jan 13-Dec 13	7.3	8.5	9	10.1	10.5	11.3	6.5	10.2	13.8	11.3

Compared to its statistical neighbours, Kent has the second lowest level of 16-64 year olds without a qualification, behind West Sussex, as at December 2013.

Following on from the conclusion in section 2.1, Kent is clearly moving rapidly to upskill its 16-64 year olds, compared to its statistical neighbours. Kent has a historical reputation for having a lower skilled workforce than other counties, but it is clear that the system has been working hard to address this issue and catch-up, particularly at Levels 3 and 4. We will see later, in the section on the needs of the Kent economy, that this will be crucial to meet the future needs for economic growth.

2.3 Comparisons between Kent districts.

There are also significant differences in the relative performance of Kent residents aged 16-64 between districts in Kent, as illustrated by Table 2.12 below.

Table 2.12: Comparison of qualification levels by Kent district, in December 2013, for residents aged 16-64.

	Kent %	Ash	Cant	Dart	Dov	Graves	Maids	Seven	Shep	Swale	Thanet	Ton & Malling	Tun Wells
NVQ4 and above	33.6	26.3	35.1	31.8	32.4	30.3	32.6	49.4	26.8	27.1	21.4	48.5	42.0
NVQ3 and above	55.4	52	62.6	54.8	56.0	51.1	52.6	66.3	52.9	50.0	42.1	65.5	58.6
NVQ2 and above	74.6	69.2	78.7	70.9	73.9	70.6	73.6	80.6	75.1	73.2	67.4	81.5	79.2
NVQ1 and above	87.4	83.9	90.4	84.5	85.7	87.5	86.8	89.3	86.9	86.1	86.7	90.9	88.7
No qualifications	7.3	7.6	4.7	8.3	10.8	±	8.3	±	9.4	8.5	8.2	6.7	±

Source: ONS annual population survey.
± = sample size too small.

Comparing districts against the Kent average:

- Canterbury, Sevenoaks, Tonbridge & Malling and Tunbridge Wells have a more highly skilled resident population.
- Ashford, Shepway, Swale and Thanet have a lower skilled resident population.
- Dartford, Dover, Gravesham and Maidstone sit around the average.

2.4 Skills for Life comparisons

Skills for Life qualifications (literacy, numeracy and ESOL) sit below and above the NVQ Level 1 measures used in the tables above. Table 2.13 below attempts to illustrate the achievement of Skills for Life qualifications in Kent from January 2013 to December 2013 using SFA data, for 19 to 64 year olds. For this particular dataset, SFA have chosen to use parliamentary constituency boundaries in Kent, reflecting the context in which the data was originally requested. Table 2.14 illustrates the same information for January 2005 to December 2005 to demonstrate the changes in the take up of Skills for Life qualifications in Kent.

Table 2.13: Skills for Life Achievement in Kent, January 2013 to December 2013

	Total Skills for Life Achievement	English			Maths			ESOL		
		Entry Level	Level 1	Level 2	Entry Level	Level 1	Level 2	Entry Level	Level 1	Level 2
Kent	**25,800***	**2,580**	**9,100**	**8,980**	**2,340**	**9,000**	**8,070**	**1,920**	**340**	**200**
Ashford	2,370	190	1,080	770	140	1,060	660	130	30	20
Canterbury	1,640	160	510	560	170	480	490	230	10	-
Chatham and Aylesford	1,790	50	750	620	110	770	530	160	20	10
Dartford	1,740	100	630	680	130	600	600	120	20	10
Dover	1,800	150	630	670	200	640	590	150	10	10
Faversham and Mid Kent	1,380	90	570	460	100	600	440	70	10	-
Folkestone and Hythe	2,580	290	800	890	160	860	860	130	90	90
Gravesham	1,800	120	670	580	170	640	540	200	20	10
Maidstone and The Weald	1,840	180	620	640	120	580	580	180	50	40
Sevenoaks	1,000	100	400	320	70	350	290	70	10	-
Sittingbourne and Sheppey	3,420	570	1,130	1,140	420	1,130	980	210	10	-
South Thanet	1,810	290	550	650	220	510	560	140	10	-
Tonbridge and Malling	1,000	110	350	320	110	330	310	80	30	10
Tunbridge Wells	1,230	80	380	410	110	390	390	150	40	20
North Thanet	1,650	130	550	650	180	600	580	70	-	-

Source: SFA

*Please note, individuals are only counted once, but may have participated in a combination of English, maths and ESOL qualifications.

Table 2.14: Skills for Life Achievement in Kent, January 2005 to December 2005

	Total Skills for Life Achievement	English			Maths			ESOL		
		Entry Level	Level 1	Level 2	Entry Level	Level 1	Level 2	Entry Level	Level 1	Level 2
Kent	**21,270***	**6,460**	**4,360**	**4,440**	**2,960**	**3,600**	**3,450**	**1,980**	**420**	**180**
Ashford	1,820	470	330	390	140	230	300	110	30	20
Canterbury	1,660	680	430	370	210	280	190	140	40	20
Chatham and Aylesford	1,160	330	240	320	220	240	250	190	30	10
Dartford	1,260	260	200	270	190	250	240	150	10	-
Dover	1,860	530	310	340	200	260	290	130	30	10
Faversham and Mid Kent	850	360	200	260	100	170	170	30	10	-
Folkestone and Hythe	2,550	750	700	480	300	500	340	120	60	20
Gravesham	1,550	360	190	270	190	220	220	310	40	10
Maidstone and The Weald	1,070	320	250	320	190	250	230	140	40	20
Sevenoaks	780	90	140	160	110	130	130	150	30	20
Sittingbourne and Sheppey	1,980	820	550	490	460	420	380	50	10	-
South Thanet	1,610	490	270	290	210	260	270	190	40	10
Tonbridge and Malling	780	150	140	160	110	130	160	110	20	10
Tunbridge Wells	1,260	370	240	240	230	180	200	230	40	30
North Thanet	1,900	720	360	280	230	260	260	110	20	10

Source: SFA
*Please note, individuals are only counted once, but may have participated in a combination of English, maths and ESOL qualifications

It is clear from the two tables that the focus for the participation and achievement of Skills for Life qualifications has reflected the trends evident from Tables 2.1 to 2.11; that is there has been a focus on raising the levels of attainment of the workforce overtime. Between 2005 and 2013, the numbers of people taking Level 1 and Level 2 English and maths qualifications has more than doubled, while the numbers taking entry level qualifications has fallen or stayed the same. **This reflects a changing adult funding policy overtime, and indicates that Kent adult learners are moving the right direction to meet future skills needs.**

Section 3: Attributes and Behaviours of the Adult Workforce in Kent

The purpose of this section is to consider whether increasing the levels of adult skills in Kent can result in improvements to attributes of the workforce, including life expectancy, crime reduction and increasing civic engagement. .

It is recognised that there is no **direct** measurable link between the level of adult learning and any of the behaviours listed below and, subsequently, it would be inappropriate to subscribe targets or other performance measures to adult learning providers relating to crime rates, life expectancy or voting patterns. Clearly a number of social factors will affect these attributes and behaviours. However, they serve as loose proxy measures for community engagement, social inclusion and community wellbeing and it will be interesting to see how they change over time.

3.1 Life Expectancy

Table 3.1 below considers changes to life expectancy at birth for people born since 1991, for men and women in Kent, by district.

Table 3.1: Life expectancy at birth in Kent

Male	**1991 - 1993**	**1992 - 1994**	**1993 - 1995**	**1994 - 1996**	**1995 - 1997**	**1996 - 1998**	**1997 - 1999**	**1998 - 2000**	**1999 - 2001**	**2000 - 2002**	**2001 - 2003**	**2002 - 2004**	**2003 - 2005**	**2004 - 2006**	**2005 - 2007**	**2006 - 2008**	**2007 - 2009**	**2008 - 2010**	**2009 - 2011**	**2010 - 2012**
District																				
Ashford	74.6	74.9	75.0	75.4	75.2	75.4	76.1	77.2	77.7	77.9	78.0	78.5	78.8	79.2	79.3	80.1	80.1	80.5	80.7	81.3
Canterbury	74.8	75.1	75.6	75.6	75.4	75.9	76.3	76.9	77.0	77.0	77.0	76.7	77.2	77.8	78.6	78.8	78.6	79.1	79.5	80.2
Dartford	73.5	73.7	73.8	74.6	75.1	75.5	75.1	75.3	75.6	76.3	76.8	77.1	77.2	77.6	78.2	79.0	79.0	79.0	79.1	79.1
Dover	74.0	74.5	74.1	74.0	73.7	74.3	74.9	75.4	75.8	76.1	76.2	76.6	76.6	77.6	77.4	78.2	77.5	78.5	78.5	79.2
Gravesham	73.9	74.8	74.8	75.0	74.6	75.2	75.6	76.0	76.1	76.0	76.2	76.8	77.5	78.2	78.5	78.6	78.3	78.4	78.8	79.6
Maidstone	74.7	75.1	75.7	76.0	76.2	76.4	76.5	76.9	76.9	77.3	77.0	77.4	77.3	78.1	78.1	78.8	78.9	79.1	79.4	79.9
Sevenoaks	75.6	76.1	76.2	76.0	76.5	77.3	77.8	77.7	77.7	78.3	78.8	79.0	79.3	80.0	80.6	80.8	80.7	81.1	81.2	81.5
Shepway	74.1	74.5	74.4	75.1	74.9	74.4	74.9	75.3	76.2	76.3	75.9	76.4	76.5	77.4	77.9	78.5	79.0	79.3	79.3	79.3
Swale	74.1	74.5	74.4	74.5	74.2	74.7	74.8	75.1	75.6	76.1	76.3	75.9	76.6	76.8	77.1	77.0	77.3	78.0	78.5	79.3
Thanet	73.6	73.9	73.9	73.7	73.7	73.8	74.2	74.6	74.8	75.1	74.7	75.1	75.1	75.8	76.4	76.9	76.6	76.6	76.6	77.6
Tonbridge and Malling	74.9	75.1	75.5	75.9	76.1	76.1	76.3	76.7	77.3	77.4	77.4	78.1	78.7	79.4	79.5	79.8	80.2	80.3	80.4	80.6
Tunbridge Wells	75.3	75.7	76.0	75.7	76.2	76.2	77.0	76.8	77.9	78.0	78.4	77.9	78.4	78.8	79.4	79.7	80.4	81.1	81.5	81.4

Female	1991 - 1993	1992 - 1994	1993 - 1995	1994 - 1996	1995 - 1997	1996 - 1998	1997 - 1999	1998 - 2000	1999 - 2001	2000 - 2002	2001 - 2003	2002 - 2004	2003 - 2005	2004 - 2006	2005 - 2007	2006 - 2008	2007 - 2009	2008 - 2010	2009 - 2011	2010 - 2012
District																				
Ashford	80.1	80.0	80.0	80.4	80.6	80.8	80.9	81.1	81.7	82.0	81.5	81.6	81.8	82.1	82.2	82.8	83.5	83.7	84.1	84.4
Canterbury	80.0	80.1	80.0	80.5	80.3	80.7	80.7	81.1	81.1	81.5	81.6	81.6	81.4	81.5	81.9	82.2	82.5	82.7	83.2	83.4
Dartford	78.4	78.7	79.1	79.1	79.6	79.6	79.9	79.8	79.8	80.2	80.0	80.3	80.4	81.3	81.7	81.5	81.2	81.2	81.4	81.7
Dover	79.7	79.8	80.1	80.0	80.0	80.0	80.0	80.1	79.9	80.1	80.6	81.3	81.5	81.7	81.6	81.8	82.4	82.4	82.5	82.3
Gravesham	79.2	79.4	79.7	80.3	80.3	80.2	80.3	80.3	80.6	80.8	81.1	81.0	81.4	81.6	81.8	82.0	82.2	82.6	82.9	83.4
Maidstone	80.3	80.2	80.1	80.2	80.4	80.6	80.8	80.9	81.1	81.2	81.6	81.7	82.0	82.1	82.3	82.4	82.7	82.8	83.3	83.4
Sevenoaks	80.1	80.0	80.7	80.8	81.0	81.4	82.1	82.3	82.5	82.4	83.0	83.1	83.3	83.9	83.7	83.5	83.3	83.6	84.3	84.4
Shepway	79.8	79.8	79.4	79.7	80.0	80.5	80.4	80.3	80.0	80.1	80.3	81.2	81.2	81.4	81.7	82.8	83.5	83.7	83.7	83.6
Swale	78.6	79.1	79.5	79.7	79.6	79.8	79.9	80.1	79.7	79.8	79.8	80.4	80.7	81.0	81.0	81.1	81.3	81.6	82.2	82.7
Thanet	79.2	79.5	79.1	78.8	78.8	79.0	79.6	79.6	80.2	80.2	80.3	80.2	80.1	80.6	80.9	81.6	81.8	82.0	82.2	82.5
Tonbridge and Malling	79.7	80.1	80.3	80.6	80.7	80.9	80.7	80.8	81.2	82.2	82.5	82.5	82.4	82.9	83.4	83.9	84.2	83.8	84.0	84.4
Tunbridge Wells	79.9	80.1	80.5	81.0	80.7	80.4	80.3	80.6	81.1	81.3	81.5	81.2	81.9	82.4	82.9	83.2	83.3	83.7	84.4	85.1

Source: ONS Life Expectancy Report Dec 2013

Unfortunately no data is available that measures life expectancy by qualification level in the current workforce and we must use the above as a proxy. However, extrapolating from Section 2 where qualification levels by district were considered, it was determined that Ashford, Shepway, Swale and Thanet have lower workforce qualification levels than other districts, on average. Canterbury, Sevenoaks, Tonbridge & Malling and Tunbridge Wells have the highest workforce qualification levels. Comparing to the table above:

- Thanet, Dover, Dartford, Shepway and Swale (in this order) have the lowest life expectancy.
- Tunbridge Wells, Tonbridge & Malling, Ashford, Canterbury and Sevenoaks (in this order) have the highest life expectancy.

As higher skill levels equate to higher incomes, this result is perhaps unsurprising.

3.2 Community Engagement

We can use electoral turnout as a proxy for community engagement. Table 3.2 below looks at turnout by electoral constituency over the last 4 elections.

Table 3.2: General election voter turnout since 1997.

	2010		2005		2001		1997	
Constituency	**% Turnout**	**Registered Electorate**	**% Turnout**	**Registered Electorate**	**% Turnout**	**Registered Electorate**	**% Turnout**	**Registered Electorate**
Ashford	67.90	81,271	65.00	79,493	62.50	76,699	74.60	74,149
Canterbury	66.39	74,121	66.10	72,046	60.86	74,159	72.60	74,548
Chatham & Aylesford	64.46	67,694	59.70	70,515	56.96	69,759	71.10	69,172
Dartford	65.66	76,271	63.20	74,028	61.92	72,258	74.60	69,726
Dover	70.14	71,833	67.60	70,884	65.14	69,025	78.90	68,669
Faversham & Mid-Kent	67.84	68,858	65.70	66,411	60.37	67,995	73.50	67,490
Folkestone & Hythe	67.69	78,005	68.40	70,914	64.13	66,240	73.20	71,153
Gillingham & Rainham	66.07	70,814	62.50	72,223	59.54	70,898	72.00	70,389
Gravesham	67.39	70,195	65.80	68,705	62.71	69,590	76.90	69,234
Maidstone & the Weald	68.87	71,041	65.80	74,054	61.59	74,002	74.00	72,466
North Thanet	63.18	68,602	60.10	72,734	59.32	70,581	68.00	71,112
Rochester & Strood	65.04	73,758	61.10	67,251	59.46	64,930	72.50	61,736
Sevenoaks	71.00	65,591	66.50	65,109	63.94	66,648	75.40	66,474
Sittingbourne & Sheppey	64.04	75,855	64.80	62,950	57.51	65,825	72.30	63,850
South Thanet	65.58	70,045	65.00	63,436	64.16	61,462	71.70	62,792
Tonbridge & Malling	71.48	71,790	67.30	68,444	64.36	65,939	76.00	64,798
Tunbridge Wells	68.13	733,855	65.80	64,630	62.29	64,534	74.10	65,259
Kent Average	**67.12**		**64.70**		**61.57**		**73.61**	
UK Average	**65.10**		**61.40**		**59.40**		**71.40**	

Source: House of Commons Research Papers 01/37, 01/54, 05/33 & 10/36.

General election turnout will clearly vary due to a number of factors. Although constituency boundaries are not coterminous with districts, it is clear that:

- The Kent average voter turnout across all constituencies is higher than the UK average in all of the last 4 elections.
- The lowest voter turnout in 2010 was in Swale, Thanet, Dartford and Canterbury (which may be effected by a high student population)
- The highest voter turnout in 2010 was in Tonbridge & Malling, Sevenoaks, Dover and Tunbridge Wells.

The correlation between skill level and voter turnout is therefore less clear, when it used as a proxy for community engagement.

Table 3.3 below consider ward level engagement during the last 2 local elections in Kent. The correlation between ward level skills and community engagement is challenging to identify, but the data is included for completeness.

Table 3.3: Local election turnout by ward

District	Ward	Turnout % 2009	Turnout % 2013
Ashford	Central	33	26
	East	35	27
	Rural East	42	33
	Rural South	37	25
	Rural West	41	28
	South	31	23
	Tenterden	42	34
Canterbury	City North East	37	24
	City South West	38	29
	South East	44	29
	West	36	23
	Whitstable	40	32
	Herne and Sturry	35	27
Dartford	Darent Valley	39	27
	Dartford East	34	26
	Dartford North East	34	26
	Dartford Rural	40	31
	Dartford West	39	29
	Swanscombe & Greenhithe	30	21
	Swanley	33	22
	Wilmington	39	28
Dover	Deal	41	34
	North	44	36
	Town	32	27
	West	42	35
	Sandwich	40	34
Gravesham	East	34	29
	Rural	43	31
	Northfleet & Gravesend West	35	27
Maidstone	Central	32	28
	North East	36	29
	Rural East	42	30
	Rural North	38	29
	Rural South	40	30
	Rural West	42	31
	South	35	28
	South East	28	20

District	Ward	Turnout % 2009	Turnout % 2013
Sevenoaks	East	41	27
	North East	37	27
	South	41	28
	West	41	27
	Central	43	30
Shepway	Folkestone North East	34	25
	Folkestone South	34	24
	Folkestone West	38	29
	Elham Valley	44	35
	Romney Marsh	39	32
	Hythe	46	28
Swale	Sheerness	29	23
	Sheppey	30	27
	Swale Central	33	29
	East	34	28
	West	35	30
	Faversham	37	30
Thanet	Birchington	40	34
	Broadstairs	36	33
	Margate & Cliftonville	31	27
	Margate West	31	29
	Ramsgate	35	31
Tonbridge & Malling	Malling Central	38	34
	Malling North	37	31
	Malling Rural East	38	30
	Malling Rural North East	41	29
	Malling West	43	30
	Tonbridge	39	28
Tunbridge Wells	Tunbridge Wells East	38	34
	North	37	29
	Rural	37	31
	South	39	30
	West	34	32
Average Turnout		**37**	**29**

Source: KCC Election website - ward level

3.3 Crime

This section looks at data related to crime in Kent and how this has changed overtime with skill level. Once again many social factors are at work. This data is from the Office for National Statistics and correlates all current crime surveys (listed underneath Table 3.4) and is considered the completest collection of crime data, rather than individual headline grabbing surveys.

Table 3.4: Recorded crime from June to May in each year from 2012 to 2014

			Victim based crimes				Other crimes against society					
Area Name	Total recorded crime - including fraud	Total recorded crime - excluding fraud	Violence against the person	Sexual offences	Robbery	Burglary offences	Criminal damage and arson	Drug offences	Possession of weapons offences	Public order offences	Miscellaneous crimes against society	Fraud and forgery
Kent 2014*	111,970	111,970	27,747	2,447	1,049	53,650	18,285	3,753	484	3,131	1,424	N/A
Kent 2013**	100,924	99,429	19,692	1,588	951	51,287	17,803	4,167	428	2,299	1,214	N/A
Kent 2012***	97,101	94,066	19,830	1,308	923	48,995	17,961	3,645	N/A	N/A	1,404	3,035

Source: Office for National Statistics Police Force Area Tables, year comparisons June to June. These comprise the completest set of crime data, from police data, the Crime Survey, the Courts, National Fraud intelligence Bureau and the Commercial Victimisation Survey.

*For 2014, Kent changed the way it treated and recorded certain offences against the person, particularly sexual offences. The large increase between 2013 and 2014 reflects this and sadly brings Kent into line with forces of a similar size.
**Fraud data is now collected centrally and not on an area wide basis.
*** Changes in data collection after 2012 added certain categories. Data listed N/A is counted elsewhere within the table.

Recorded crime in Kent has increased over the last three years in all virtually all categories of crime and no correlation with increasing skill levels can be easily determined.

Another measure of attitudes and behaviours is anti-social behaviour. Table 3.5 below compares experiences of anti-social behaviour observed in the South East throughout 2013, collected by the Crime Survey.

Table 3.5: Observed anti social behaviour in the South East

South East

	Any anti-social behaviour Percentage experienced/ witnessed	**Drink related behaviour** Percentage experienced/ witnessed	**Groups hanging around on the streets** Percentage experienced/ witnessed
Hampshire	27	8	9
Kent	**27**	**8**	**7**
Surrey	28	11	8
Sussex	45	23	24
Thames Valley	29	10	11

The UK average for experiencing any anti-social behaviour is 28%. Kent residents are less likely to experience anti-social behaviour than other South East counties and England as a whole. Again correlations with skill levels are difficult to draw, Kent appears to be a slightly less anti-social place to live.

T**he data presented in this section is interesting background to the attributes and behaviours of adults in Kent. The data pack will now consider the make-up of the Kent economy and whether skills levels, behaviours and skills provision meet its needs**.

Section 4: The Kent Economy

4.1 Economic Activity in Kent

Table 4.1 below illustrates employment and unemployment rates in Kent, compared to the South East and Great Britain, in June 2014. These are obtained from the ONS Annual Population Survey and reflect total economic activity and inactivity levels, not benefit claimant levels, which are lower.

Table 4.1: Kent Economic Activity Rates as at June 2014.

All people	Kent Numbers	Kent %	South East %	GB %
Economically active†	735,700	78.2	79.9	77.5
In employment†	692,600	73.6	75.7	72.1
Employees†	583,200	62.6	64.3	61.6
Self employed†	109,400	10.7	11	9.9
Unemployed§	43,100	5.9	5	6.8
Males				
Economically active†	381,800	83	85.3	83.2
In employment†	357,800	77.7	81	77.1
Employees†	283,300	62.3	66	63.1
Self employed†	73,200	15.1	14.5	13.5
Unemployed§	24,000	6.3	4.9	7.1
Females				
Economically active†	353,800	73.7	74.6	71.8
In employment†	334,800	69.6	70.6	67.1
Employees†	299,900	62.9	62.6	60.2
Self employed†	33,700	6.5	7.5	6.4
Unemployed§	19,100	5.4	5.2	6.5

Source: ONS annual population survey

† numbers are for those aged 16 and over. % are for those aged 16-64

§ numbers and % are for those aged 16 and over. % is a proportion of economically active.

Unsurprisingly, Kent falls between the South East and the country as whole. Those that are economically active make up approximately 78% of 16-64 year olds.

Table 4.2 below breaks the remaining 22% into the categories of the economically inactive. In the table below the following definitions apply:

Economically inactive: People who are neither in employment nor unemployed. This group includes, for example, all those who were looking after at home or retired.

Wanting a job: People not in employment who want a job but are not classed as unemployed because they have either not sought work in the last four weeks or are not available to start work.

Not wanting a job: People who are neither in employment nor unemployed and who do not want a job.

Table 4.2: Kent economic inactivity rates as at June 2014

All People	Kent Actual	Kent %	South East %	GB %
Total	195,100	21.8	20.1	22.5
Student	49,200	25.2	26.8	26.3
Looking after family/home	47,100	24.2	27	25.5
Temporary sick	4,100	2.1	1.8	2.2
Long-term sick	39,900	20.5	16.8	21.4
Discouraged	#	#	0.4	0.6
Retired	35,400	18.2	16.9	15
Other	18,100	9.3	10.2	9
Wants a job	60,400	30.9	26.7	24.9
Does not want a job	134,700	69.1	73.3	75.1

Source: ONS annual population survey

Sample size too small for reliable estimate

Kent has a much higher proportion of long-term sick than the rest of the South East, and a higher proportion of 16-64 year olds who are retired. However the proportion of adults not wanting a job is 4% lower than the South East and 6% lower than the rest of the country.

Table 4.3 below compares Kent economic activity rates overtime, since June 2010.

It is clear from table 4.3 that the numbers entering employment and self-employment in Kent have increased significantly since the recession. There are 21,600 more employed people, and 10,900 self-employed people since June 2010. There are 7,500 less unemployed people, and they represent a fall from 7.1% to 5.9% of the economically active population.

Table 4.3: Kent economic activity rates from June 2010 to June 2014

All people	Kent Numbers 2014	Kent %	Kent Numbers 2013	Kent %	Kent Numbers 2012	Kent %	Kent Numbers 2011	Kent %	Kent Numbers 2010	Kent %
Economically active†	**735,700**	**78.2**	**721,700**	**77.6**	**714,600**	**77.6**	**725,000**	**79**	**715,000**	**79**
In employment†	**692,600**	**73.6**	**667,100**	**71.6**	**660,500**	**71.6**	**662,400**	**72**	**664,500**	**73.3**
Employees†	**583,200**	**62.6**	**551,900**	**60.4**	**548,800**	**60.1**	**559,500**	**61.3**	**561,600**	**62.2**
Self employed†	**109,400**	**10.7**	**109,200**	**10.5**	**106,100**	**11**	**97,400**	**10.1**	**98,500**	**10.7**
Unemployed§	**43,100**	**5.9**	**54,700**	**7.6**	**54,200**	**7.6**	**63,000**	**8.7**	**50,500**	**7.1**

Source: ONS annual population survey

† numbers are for those aged 16 and over. % are for those aged 16-64

§ numbers and % are for those aged 16 and over. % is a proportion of economically active.

4.2 Economic Activity by District

Table 4.4 below compares economic activity data across Kent's districts, highlighting some significant variations.

Table 4.4: Economic activity across districts in Kent, June 2014

All people	Ashford		Canterbury		Dartford		Dover		Gravesham		Maidstone	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Economically active†	60,700	80.3	77,500	73.7	54,100	85.8	50,200	71	51,200	78	83,700	82.6
In employment†	58,000	76.5	69,400	66	50,400	79.9	45,700	64.3	49,600	76.2	80,100	78.9
Employees†	48,900	65.7	56,500	55	42,700	67.5	38,100	54.1	46,100	70.6	67,700	67.1
Self employed†	8,400	10.3	12,900	11	7,700	12.4	7,200	9.5	#	#	12,500	11.8
Unemployed	3,200	5.3	4,800	6.4	2,800	5.2	3,700	7.5	3,500	6.6	4,400	5.2

Source: ONS population survey. † numbers are for those aged 16 and over, % are for those aged 16-64

Table 4.4 cont'd

	Sevenoaks		Shepway		Swale		Thanet		Tonbridge & Malling		Tunbridge Wells	
All people	**Numbers**	**%**	**Numbers**	**%**	**Numbers**	**%**	**Numbers**	**%**	**Numbers**	**%**	**Numbers**	**%**
Economically active†	58,000	78.8	51,300	79.4	69,500	80.1	58,400	69.3	65,800	82.2	55,400	79.4
In employment†	54,300	73.6	48,400	75.5	65,500	75.4	54,200	64.1	63,300	78.9	53,600	76.7
Employees†	46,600	63.1	38,000	62	55,700	63.7	47,700	57	51,800	65.1	43,400	63.7
Self employed†	7,700	10.5	9,800	13.1	9,800	11.7	6,200	6.8	11,500	13.8	9,700	12.4
Unemployed	2,200	4	3,600	6.9	4,900	6.9	5,800	9.6	2,700	4.1	2,100	3.8

- Ashford, Dartford, Swale, Tunbridge Wells and Tonbridge have the highest levels of economic activity and the lowest levels of unemployment in the 16-64 population, and exceeding the Kent totals overall. This suggests the economies are relatively vibrant and responding well to increased economic stimulus.
- Dover and Thanet have the lowest levels of economic activity and the highest levels of unemployment. This represents a challenge in terms of addressing factors of economic inactivity, but also an opportunity in terms of the potential for a pool of available labour.
- The figures for Canterbury are skewed by a high student population which artificially reduces the economically active population. Unfortunately a full district level analysis of economic inactivity is not possible due to small sample sizes. However available data tells us that Canterbury has a student population of about 11,000, or 41% of total economic inactivity, compared to 20-25% in other districts.

4.3 Employment in Kent – what do people do

Using the Office for National Statistics Business Register and Employment Survey (BRES) we can describe the employment profile of Kent by occupational sector. See the table 4.5 below. This excludes self-employment.

Table 4.5: Employment by occupational sector in Kent 2009 - 2013

KCC	2009	2010	2011	2012	2013	2009-13 % change
Primary Industries (Agriculture/Mining/Utilities)	20,700	22,100	21,300	20,400	20,000	-1.5%
Manufacturing	40,500	40,400	39,000	37,800	35,900	-11.4%
Construction	38,500	35,500	30,300	31,300	35,300	-8.3%
Wholesale and retail trade	100,800	103,600	106,000	106,100	106,100	5.3%
Transportation and storage	29,000	29,500	29,100	29,700	27,500	-5.2%
Accommodation and food service activities	35,300	36,000	41,200	34,500	39,900	13.0%
Information and communication	13,700	13,000	13,400	15,100	15,900	16.1%
Financial and insurance activities	16,000	16,300	15,800	16,200	16,700	4.4%
Real estate activities	6,900	8,000	7,300	8,200	7,500	8.7%
Professional, scientific and technical activities	34,500	33,400	33,500	34,000	30,000	-13.0%
Administrative and support service activities	41,500	41,400	44,900	48,200	49,000	18.1%
Public administration and defence	31,000	31,400	27,000	24,400	24,900	-19.7%
Education	58,900	64,800	61,200	57,200	62,100	5.4%
Human health and social work activities	75,400	76,100	80,400	73,800	72,700	-3.6%
Arts, entertainment and recreation	11,700	12,200	12,800	12,300	12,800	9.4%
Other service activities	11,100	10,800	11,000	11,500	11,900	7.2%
Total	565,400	574,500	574,000	560,700	568,200	0.6%

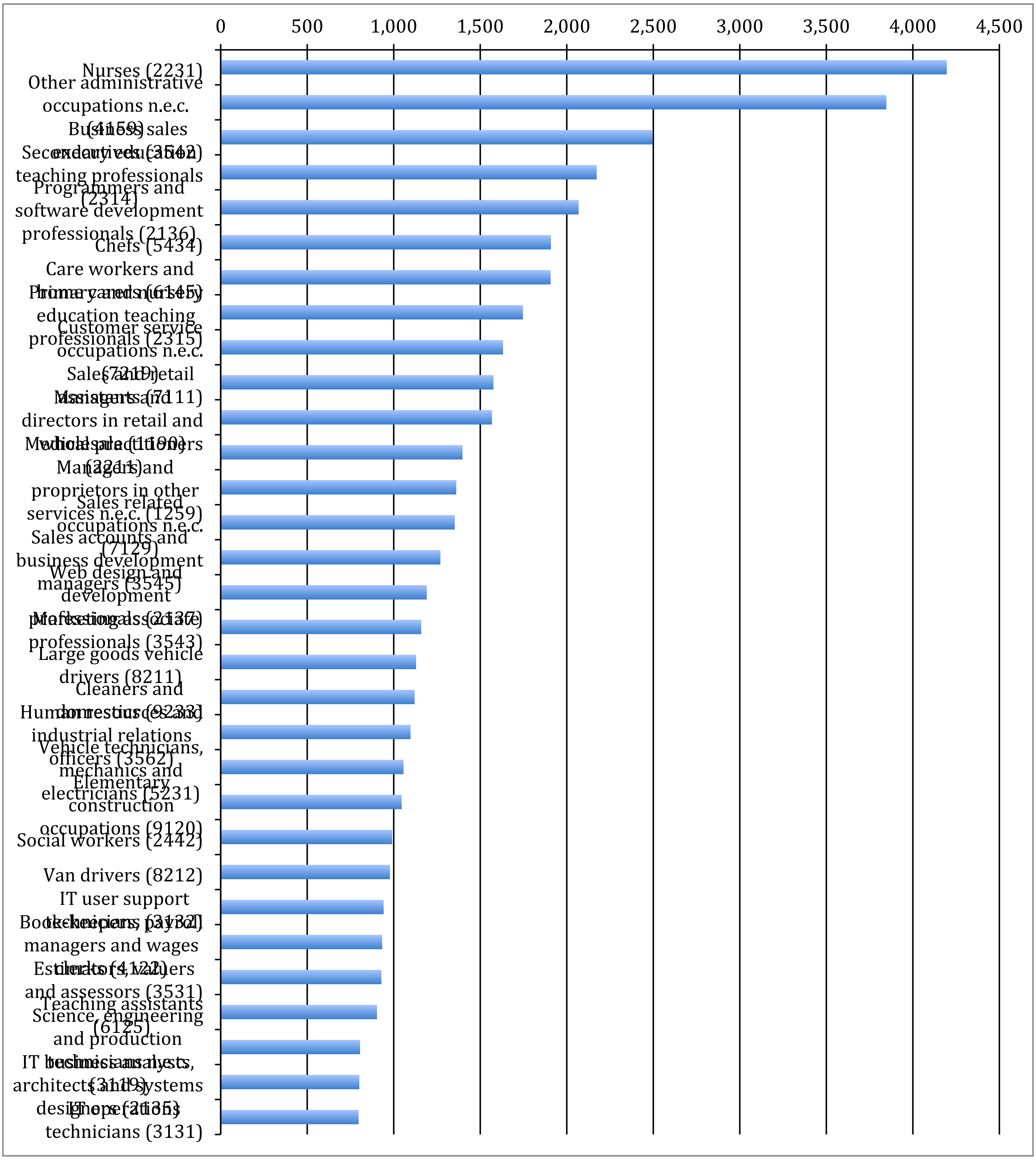
Source: BRES 2013

This indicates that, following the recession;

- Total employment within Kent businesses is still approximately 6,000 below 2010 levels.
- The wholesale and retail trade dominates employment in Kent, closely followed by human health activities and education. The wholesale and retail sector has grown by 5,300 jobs since the recession from 2009.
- Administrative and support service activities have seen the greatest overall employment growth since the recession, with 7,500 new jobs.
- 18% of all employment in Kent is in the public sector, compared to 16% in the South East and 19% across the UK.
- The largest falls in employment over the recession have been in construction; public administration; professional, scientific and technical services; and manufacturing.
- Although representing small overall employment, the information and communication sector and real estate sector have grown by approximately16%.

Using a web searching tool called Labour Insight, we can also see all job adverts that have been placed on the internet over a defined period, and use it as a proxy for labour and skills demand in Kent. Between November 2013 and October 2014, the following top 30 vacancies were recorded in Kent:

Chart 4.1: Comparison of vacancies by occupation in Kent Nov.13 to October 14.



Source: Labour Insight Database 2014

- Despite the human health sector declining in employment overall in Kent, the turnover of nursing vacancies is very large. In a similar way, education at nursery, primary and secondary level is large compared to other occupations.
- Vacancies for programmers, software developers and IT operations technicians reflect the growth of the sector in Kent. The specific skills required by employers to fill these vacancies include Javascript, C++ development, Microsoft C#.net framework development, Sql server development, .net development and HTML.
- By totalling up all sales related vacancies, approximately 10,000 separate vacancies were listed within this sector, a turnover of 10%, reflecting both the overall size of the sector and the short term nature of many opportunities.
- Vacancies for LGV drivers, van drivers and warehouse staff are high reflecting the continuing importance of the transport and storage sector in Kent, but also the temporary nature of many of the job opportunities within it.
- The level of vacancies in administrative occupations reflects the overall employment growth in the sector.

We can also compare the number of vacancies within Kent by broad occupation classification in 2013/2014 to the same period in 2012/2013.

Table 4.6: Comparison of vacancies by occupation grouping 2012/13 vs 2013/14

Occupation group Source: Labour Insight 2014	Total vacancies 11/2013 - 10/2014	% Total vac. 11/2013- 10/2014	Total vacancies 11/2012- 10/2013	% Total vac. 11/2012 - 10/2013
Professional occupations	27,590	28.1%	23,301	26.7%
Associate professional and technical occupations	18,886	19.2%	16,366	18.8%
Administrative and secretarial occupations	9,923	10.1%	8,231	9.4%
Sales and customer service occupations	9,249	9.4%	7,865	9.0%
Caring, leisure and other service occupations	8,024	8.2%	7,114	8.2%
Skilled trades occupations	6,696	6.8%	6,856	7.9%
Elementary occupations	6,301	6.4%	6,851	7.9%
Managers, directors and senior officials	6,294	6.4%	5,601	6.4%
Process, plant and machine operatives	5,267	5.4%	5,064	5.8%
Total	**98,230**		**87,249**	

Source: Labour Insight 2014

Compared to the same period in 2012/2013:

- The total number of vacancies in the Kent economy has increased by 11,000, or 12%.
- There have been significant increases in job vacancies in:
  - Professional and associate professional and technical occupations (greater than 12%.)

- There have been relative percentage declines in vacancies for skilled trade occupations, elementary occupations and process, plant and machine operatives.
- Managerial, sales and caring occupations have remained at approximately the same percentage.

The UK Commission on Employment and Skills (UKCES Employer Skills Survey 2014) estimates that, despite recent falls in the UK, the majority of jobs growth in the South East will be professional occupations, managers, directors and senior officials, and associate professional and technical occupations, by 2022. This is clearly born out by the available Kent data and highlights the concerns expressed in sections 1 and 2 that we could potentially have a skills gap moving forward in Kent.

4.4 Kent Priority Sectors

In partnership with the Local Economic Partnership (LEP) KCC has established long-term partnerships with leading business sectors. Using sector knowledge, focussed interventions will be undertaken where there are gaps in the market. Key sector opportunities over the next 6 years are summarised below:

Table 4.7: Opportunities within Kent's priority sectors.

Sectors	Opportunities
Life Sciences	6,000 jobs. Concentrations of activity at Discovery Park Enterprise Zone and at Kent Science Park near Sittingbourne, with emerging opportunities at the new Maidstone Medical Campus.
Creative and Media	14,000 jobs. 85% sector growth over the last decade. Strengths in software and digital media, especially in Tunbridge Wells, Maidstone and East Kent.
Low Carbon	21,000 jobs in renewable energy, energy efficiency and carbon reduction technologies. Underpinned by the designation of the Kent coast as a Centre for Offshore Renewable Engineering.
Land-based/food production	Comparative advantage in horticulture, accounting for over two thirds of national top fruit production. Research intensive growth opportunities, such as East Malling Research Centre.
Manufacturing and engineering	44,000 jobs accounting for over 10% of GVA. Strong concentrations in North Kent, with major businesses and a strong SME business base.
Construction	36,000 jobs. Proximity to London and South East market and major post-recession developments will support growth in this sector. New opportunities in sustainable construction technologies.
Tourism and leisure	64,000 jobs. Strong tourism product offer in coastal, historic and rural Kent, which will be reinforced by major investment in the Paramount development in North Kent.
Higher Education	7,000 jobs. Kent has one of the UK's largest university clusters at Canterbury, with a growing presence in Medway. Technology transfer and links with local business are strong.

4.5 Skills Gaps – what do employers in Kent want?

Extracting from the UK Commission on Employment and Skills (UKCES) employer surveys, we know that employers report the following skills deficiencies as the largest contributors to unfilled vacancies:

Table 4.8: Employer skills needs

Skill Gap	Companies in UK	
Basic computer literacy/using IT	16,832	16%
Advanced IT or software skills	21,988	21%
Oral communication skills	39,113	38%
Written communication skills	33,859	33%
Customer handling skills	41,349	40%
Team working skills	33,728	33%
Foreign language skills	16,773	16%
Problem solving skills	37,882	37%
Planning and Organisational skills	42,431	41%
Strategic Management Skills	29,853	29%
Numeracy Skills	26,775	26%
Literacy skills	30,151	29%
Office admin skills	17,559	17%
Technical or practical skills	47,992	46%
Job specific skills	68,385	66%
Motivation/work ethos	2,743	3%
Other	911	1%

Source: UKCES employer survey 2013

- Unsurprisingly job specific skills and technical skills account for the highest proportion of unfilled vacancies, 66% and 46% respectively.
- More surprisingly, IT skills account for relatively few skills related vacancies.
- Customer handling skills, planning and organisational skills, and problem solving skills appear to be in shorter supply than written communications skills and numeracy in the workforce.

Similarly table 4.9 shows the percentage of employers within each sector in the UK who are reporting skills gaps (when employees are not 'fully proficient' in their job) and an estimate of the total number of employees in each sector who are not fully proficient in their job.

Table 4.9: % employers by sector who report a skills gap 2013

Sector	Employers with Skills Gaps			Employees with Skills Gaps		
Primary Industries	10,665	10%	110,220	20,149	4%	466,870
Energy Production and Utilities	2,000	16%	12,610	17,250	5%	333,050
Manufacturing	21,520	16%	130,709	148,007	6%	2,541,188
Construction	31,925	10%	306,403	99,148	4%	2,235,270
Wholesale and retail trade	72,233	15%	470,200	300,344	6%	4,674,684
Transportation and storage	11,540	9%	122,058	55,391	4%	1,320,126
Accommodation and food service activities	43,000	20%	220,055	193,549	8%	2,313,487
Information and communication	6,647	9%	72,281	34,775	6%	614,641
Arts, entertainment and recreation	9,155	6%	143,772	41,091	4%	1,086,978
Financial and insurance activities	20,954	12%	170,887	92,599	5%	2,052,039
Real estate activities	13,185	8%	166,486	64,302	5%	1,183,601
Public administration and defence	7,980	15%	54,687	94,735	5%	1,780,058
Education	12,304	19%	64,540	94,884	4%	2,538,545
Human Health	9,776	19%	52,370	101,986	5%	2,004,436
Care	14,886	17%	87,899	78,458	5%	1,504,729
Source: UKCES 2013	**300,941**		**2,299,921**	**1,489,540**		**27,547,123**

- The largest number of employers reporting a skills gap, and the highest overall number of employees with skills gaps, are in the accommodation and food service industries, not industries with the highest technical requirements.

4.6 What is the make up of Kent companies?

Kent has a large and diverse economy. Table 4.10 illustrates the size of companies in Kent compared to the South East and the country as a whole in December 2013.

Table 4.10: Comparison of size of Kent companies to the South East and country

Enterprises	Kent	Kent		South East	GB
		Number	%	%	%
	Micro (0 to 9)	44,985	88.6	89.1	88.2
	Small (10 to 49)	4,770	9.4	8.9	9.7
	Medium (50 to 249)	815	1.6	1.6	1.7
	Large (250+)	180	0.4	0.4	0.4
	Total	50,755	-	-	-
Local Units					
	Micro (0 to 9)	50,740	83.5	84.2	82.6
	Small (10 to 49)	8,165	13.4	12.8	14
	Medium (50 to 249)	1,665	2.7	2.7	2.9
	Large (250+)	220	0.4	0.4	0.5
	Total	60,790	-	-	-

Source: Inter Departmental Business Register (ONS)

The table presents analysis of businesses at both Enterprise and Local Unit level. An Enterprise is the smallest combination of legal units (generally based on VAT and/or PAYE records) which have a certain degree of autonomy within a bigger company.

An individual site (for example a factory or shop or branch) in an Enterprise is called a Local Unit.

Therefore there are 50,755 individual businesses (enterprises) in Kent. There are 60,790 individual premises, factories or shops in Kent. There is minimal variation between the make-up of business by size between Kent, the South East and the country as a whole.

Although not reproduced here, the approximate proportions of companies by size have not changed over the last 4 years.

There are some district variations, which are illustrated in table 4.11 below.

Table 4.11: District comparison of company sizes across Kent

		Kent		Ashford		Canterbury		Dartford		Dover		Gravesham		Maidstone	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Enterprise	Micro (0 to 9)	44,985	88.6	4,630	90.4	3,995	88	2,655	86.8	2,540	87.4	2,505	90.1	5,465	88.5
	Small (10 to 49)	4,770	9.4	415	8.1	455	10	305	10	305	10.5	235	8.5	580	9.4
	Medium (50 to 249)	815	1.6	60	1.2	70	1.5	75	2.5	50	1.7	40	1.4	105	1.7
	Large (250+)	180	0.4	15	0.3	25	0.6	20	0.7	5	0.2	5	0.2	20	0.3
	Total	50,755	-	5,120	-	4,540	-	3,060	-	2,905	-	2,780	-	6,175	-
Local Units	Micro (0 to 9)	50,740	83.5	5,130	84.9	4,645	82.4	3,095	77.6	2,970	82.3	2,795	85.7	6,125	83.4
	Small (10 to 49)	8,165	13.4	760	12.6	810	14.4	690	17.3	530	14.7	370	11.3	975	13.3
	Medium (50 to 249)	1,665	2.7	135	2.2	150	2.7	175	4.4	100	2.8	85	2.6	215	2.9
	Large (250+)	220	0.4	20	0.3	30	0.5	30	0.8	10	0.3	10	0.3	25	0.3
	Total	60,790	-	6,045	-	5,635	-	3,990	-	3,610	-	3,260	-	7,340	-

Source: Inter Departmental Business Register (ONS)

Table 4.11 continued.

		Kent		Sevenoaks		Shepway		Swale		Thanet		Tonbridge & Malling		Tunbridge Wells	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Enterprise	Micro (0 to 9)	44,985	88.6	5,325	90.1	2,730	88.5	3,420	87.4	2,610	87.1	4,135	87.7	4,970	89.5
	Small (10 to 49)	4,770	9.4	495	8.4	305	9.9	400	10.2	310	10.4	465	9.9	505	9.1
	Medium (50 to 249)	815	1.6	70	1.2	40	1.3	80	2	65	2.2	90	1.9	75	1.4
	Large (250+)	180	0.4	20	0.3	10	0.3	15	0.4	10	0.3	25	0.5	10	0.2
	Total	50,755	-	5,910	-	3,085	-	3,915	-	2,995	-	4,715	-	5,555	-
Local Units	Micro (0 to 9)	50,740	83.5	5,695	87.3	3,185	83.5	3,900	82.4	3,125	81.1	4,560	82.6	5,510	85.3
	Small (10 to 49)	8,165	13.4	700	10.7	515	13.5	665	14	595	15.4	760	13.8	790	12.2
	Medium (50 to 249)	1,665	2.7	120	1.8	100	2.6	145	3.1	120	3.1	170	3.1	145	2.2
	Large (250+)	220	0.4	15	0.2	15	0.4	20	0.4	10	0.3	25	0.5	15	0.2
	Total	60,790	-	6,525	-	3,815	-	4,735	-	3,855	-	5,520	-	6,460	-

- Maidstone District has the largest number of businesses in Kent (6,175), and the breakdown of businesses by size is equivalent to the Kent average.
- Tonbridge Wells, Sevenoaks and Ashford have over 5,000 businesses each, and the highest proportions of micro enterprises at between 89.5% and 90.4% of total enterprises.
- Dover, Gravesham and Thanet have the least number of businesses, between, 2,780 and 2,995.
- Thanet and Dover have the highest proportions of small businesses (10 – 49 employees) at 10.5% and 10.4% respectively.
- Dartford has the highest proportion of large businesses, at 0.7%
- Canterbury and Tonbridge and Malling have the highest number of large businesses in Kent, 25 each. These account for 28% of large businesses in Kent.

4.7: What do people earn in Kent?

Table 4.12 below compares the gross weekly and hourly income of employed people who live in Kent (but may work elsewhere) against the South East and the country as a whole. It also shows how Kent income has changed overtime. This does not include the income of the self-employed.

Table 4.12: Comparison of average pay for Kent households

December 2013	Kent £	South East £	GB £	Dec-12 Kent £	Dec-11 Kent £	Dec-10 Kent £	Dec-09 Kent £
Gross weekly pay							
Full-time workers	540.7	559.7	518.1	538.9	546.8	530.4	518.0
Male full-time workers	610.4	619.5	558.8	595.2	604.7	581.6	559.3
Female full-time workers	446.4	481.1	459.8	446.7	441.9	440.6	434.0
Hourly pay - excluding overtime							
Full-time workers	13.74	14.31	13.08	13.63	13.75	13.29	13.00
Male full-time workers	14.80	15.29	13.68	14.68	14.81	14.13	13.79
Female full-time workers	11.71	12.87	12.26	12.12	11.98	11.64	11.50

Source: ONS annual survey of hours and earnings.

- Kent employees earn less than the South East average but more than the average for the country as a whole.
- The divide between male and female income in Kent is clear, and is bigger than the average difference for the South East and the country as a whole. The difference is larger than it has been in any year since, and including, December 2009.
- Gross weekly pay is higher than December 2009, but has remained fairly constant since December 2011, reflecting national slow to zero income growth.

Table 4.13 below compares gross income across the districts in Kent and highlights some key disparities, mostly related to the impact of out commuting to London and East Sussex.

Table 4.13: Comparison of gross income across Kent districts.

December 2013	Kent £	Ashford £	Canterbury £	Dartford £	Dover £	Gravesham £	Maidstone £
Gross weekly pay							
Full-time workers	540.7	514.7	577.3	544.0	503.8	527.3	502.7
Male full-time workers	610.4	567.6	647.0	596.5	651.8	578.8	561.0
Female full-time workers	446.4	392.8	432.7	500.4	452.0	405.9	437.2
Hourly pay - excluding overtime							
Full-time workers	13.74	12.97	14.37	14.05	13.06	12.73	12.68
Male full-time workers	14.80	14.47	15.67	14.46	14.57	13.73	14.21
Female full-time workers	11.71	10.17	11.65	13.06	11.62	10.81	11.31

December 2013	Kent £	Sevenoaks £	Shepway £	Swale £	Thanet £	Tonbridge and Malling £	Tunbridge Wells £
Gross weekly pay							
Full-time workers	540.7	607.6	498.0	538.3	446.5	600.0	646.1
Male full-time workers	610.4	690.7	610.0	604.0	496.7	633.2	746.6
Female full-time workers	446.4	539.9	367.3	451.3	387.7	528.3	479.1
Hourly pay - excluding overtime							
Full-time workers	13.74	16.42	12.22	13.04	10.97	15.50	17.22
Male full-time workers	14.80	17.15	15.05	13.26	12.02	15.91	20.03
Female full-time workers	11.71	15.39	10.07	11.16	9.74	14.39	13.52

Source: ONS annual survey of hours and earnings

- The highest paid employees in Kent live in Tunbridge Wells, Sevenoaks and Tonbridge and Malling, earning more than an average of £600 a week.
- The second tier of gross income is earned by residents in Canterbury, Dartford and Swale, earning between £577 and £538 a week.
- The third tier of income is earned by residents in Gravesham, Ashford and Dover, earning between £527 and £514 per week.
- The lowest tier is earned by residents in Maidstone, Shepway and Thanet, earning between £502 and £446 per week.
- In Tunbridge Wells, male full-time workers earn on average £268 a week more than women, the biggest disparity in Kent.
- The smallest disparity between male and female full-time workers can be found in Dartford (£96 difference) and Thanet (£109 difference).

The data pack will now consider what provision there has historically been available from Kent providers and how this meets the needs of employers and employees in Kent.

Section 5: Education and Training Provision in Kent

5.1 Learners by type of learning, gender, age, learning difficulties and disabilities and ethnicity in Kent, 2012/2013 for all FE and Skills.

(The first table is a summary of the next four, but Total Learners is not the exact sum of Education and Training, Workplace Learning, Apprenticeships and Community Learning. Due to the introduction of the Single Individualised Learner Record (ILR) data collection system, learners undertaking courses in more than one mode of provision will be counted once in each applicable mode of provision but only once in the Total Learners)

	5.1.1 All FE and Skills																		
		Type of Learning							Gender		Age			Learners with Learning Difficulties and/or Disabilities			Ethnicity		
Local Authority District Learner Residence	Total Learners	Below Level 2	Skills for Life	Level 2	Full Level 2	Level 3	Full Level 3	Level 4 and above	F	M	Under 19	19-24	25+	Learning Difficulty and/or Disability	No Learning Difficulty and/or Disability	Not Known	Black, Asian or Minority	White	Not Know
Ashford	6,900	1,550	3,310	3,650	2,700	1,920	1,700	70	3,700	3,200	1,850	1,630	3,420	1,220	5,520	160	850	5,940	110
Canterbury	7,600	2,460	2,560	3,840	2,940	2,170	1,770	110	4,050	3,550	1,940	1,630	4,030	1,700	5,610	290	580	6,930	90
Dartford	5,510	1,560	2,030	2,510	2,040	1,600	1,440	80	2,980	2,540	1,490	1,090	2,930	850	4,380	290	640	4,770	100
Dover	6,740	2,050	2,690	3,480	2,650	1,770	1,470	70	3,570	3,170	1,870	1,500	3,380	1,350	5,190	200	290	6,370	80
Gravesham	6,560	1,920	2,500	2,960	2,300	1,700	1,490	70	3,490	3,070	1,810	1,440	3,310	1,060	5,190	310	1,150	5,340	80
Maidstone	8,330	2,340	3,090	4,400	3,110	2,190	1,860	100	4,400	3,940	2,110	1,700	4,530	1,430	6,570	330	830	7,300	210
Sevenoaks	4,520	970	1,600	2,030	1,560	1,320	1,120	60	2,610	1,920	1,260	870	2,390	730	3,630	170	240	4,220	70
Shepway	6,830	1,860	2,980	3,590	2,610	1,810	1,530	70	3,720	3,110	1,690	1,540	3,600	1,280	5,360	180	700	6,040	90
Swale	10,520	3,650	4,100	5,300	3,350	2,350	1,810	110	4,560	5,960	2,140	2,360	6,020	1,860	7,460	1,200	820	9,400	300
Thanet	10,100	2,430	4,010	4,980	3,820	2,720	2,260	120	5,580	4,520	2,730	2,230	5,140	2,020	7,680	400	590	9,320	190
Tonbridge and Malling	5,210	1,200	1,950	2,640	1,890	1,530	1,310	80	2,970	2,240	1,550	1,010	2,660	850	4,180	180	260	4,870	90
Tunbridge Wells	4,690	1,100	1,660	2,290	1,570	1,270	1,070	80	2,590	2,100	1,270	860	2,550	860	3,660	160	310	4,290	90
TOTAL	**83,510**	**23,090**	**32,480**	**41,670**	**30,540**	**22,350**	**18,830**	**1020**	**44,220**	**39,320**	**21,710**	**17,860**	**43,960**	**15,210**	**64,430**	**3,870**	**7,260**	**74,790**	**1500**

Typically Kent has more learners over the age of 25, than it does learners who are 16-24 year olds. A similar pattern is repeated when all modes of learning are considered

	5.1.2 Education & Training																		
		Type of Learning							**Gender**		**Age**			**Learners with Learning Difficulties and/or Disabilities**			**Ethnicity**		
Local Authority District Learner Residence	Total Learners	Below Level 2	Skills for Life	Level 2	Full Level 2	Level 3	Full Level 3	Level 4 and above	F	M	Under 19	19-24	25+	Learning Difficulty and/or Disability	No Learning Difficulty and/or Disability	Not Known	Black, Asian or Minority	White	Not Know
Ashford	4,310	1,540	1,570	1,990	1,110	1,050	870	50	2,380	1,940	1,460	860	2,000	1,010	3,190	110	560	3,680	70
Canterbury	5,310	2,420	1,240	2,480	1,690	1,260	950	80	2,730	2,570	1,700	960	2,650	1,490	3,570	240	480	4,760	70
Dartford	3,450	1,550	970	1,470	1,040	900	790	50	1,880	1,570	1,210	570	1,680	690	2,590	170	460	2,920	70
Dover	4,620	2,030	1,370	2,170	1,420	990	750	50	2,390	2,230	1,590	860	2,170	1,180	3,280	160	230	4,320	70
Gravesham	4,350	1,910	1,420	1,790	1,160	980	810	40	2,360	1,990	1,540	770	2,040	880	3,290	180	770	3,540	50
Maidstone	5,460	2,340	1,530	2,590	1,350	1,210	940	60	2,820	2,640	1,710	890	2,870	1,180	4,050	240	600	4,670	190
Sevenoaks	2,800	970	700	1,140	680	780	610	40	1,590	1,210	1,010	440	1,350	590	2,100	110	150	2,600	50
Shepway	4,630	1,860	1,580	2,260	1,340	960	740	50	2,450	2,190	1,400	890	2,340	1,120	3,380	130	540	4,050	50
Swale	7,410	3,640	2,410	3,440	1,590	1,230	840	70	2,810	4,610	1,710	1,470	4,230	1,580	4,730	1,110	710	6,430	270
Thanet	7,030	2,420	2,220	3,150	2,070	1,600	1,210	90	3,860	3,170	2,270	1,320	3,440	1,720	4,970	340	470	6,420	140
Tonbridge and Malling	3,460	1,200	980	1,630	920	920	720	60	1,960	1,500	1,280	510	1,670	710	2,620	140	200	3,190	60
Tunbridge Wells	3,270	1,100	960	1,500	820	820	640	50	1,790	1,480	1,100	480	1,690	730	2,410	140	230	2,970	80
TOTAL	**56,100**	**22,980**	**16,950**	**25,610**	**15,190**	**12,700**	**9,870**	**690**	**29,020**	**27,100**	**17,980**	**10,020**	**28,130**	**12,880**	**40,180**	**3,070**	**5400**	**49,550**	**1170**

	5.1.3 Apprenticeships														
		Type of Learning			Gender		Age			Learners with Learning Difficulties and/or Disabilities			Ethnicity		
Local Authority District of Where Learner Lives	Total Learners	Intermediate	Advanced	Higher	Female	Male	Under 19	19-24	25+	Learning Difficulty and/or Disability	No Learning Difficulty and/or Disability	Not Known	Black, Asian or Minority	White	Not Known /Not Provided
Ashford	2,060	1,290	800	10	1,080	980	410	700	960	140	1,890	30	250	1,800	20
Canterbury	1,700	950	750	20	930	770	340	600	750	160	1,520	20	70	1,630	10
Dartford	1,300	730	580	20	690	610	290	420	600	90	1,190	20	100	1,180	20
Dover	1,580	920	660	20	880	700	320	560	710	130	1,430	20	30	1,540	10
Gravesham	1,350	750	610	20	740	610	260	500	590	110	1,230	10	170	1,170	10
Maidstone	2,020	1,210	830	30	1,130	890	430	700	890	220	1,760	40	120	1,890	10
Sevenoaks	1,140	670	480	10	640	500	250	390	500	100	1,030	10	40	1,090	10
Shepway	1,720	990	750	20	1,040	680	310	600	810	110	1,560	40	90	1,590	40
Swale	2,130	1,260	890	30	1,210	930	510	740	880	200	1,910	20	60	2,050	20
Thanet	2,310	1,360	970	30	1,280	1,030	510	800	1,000	220	2,050	40	70	2,220	20
Tonbridge and Malling	1,250	730	530	20	730	520	290	440	520	100	1,120	20	20	1,210	10
Tunbridge Wells	890	510	380	20	500	400	180	330	390	90	800	10	30	860	10
TOTALS	**11,460**	**6,730**	**4,830**	**160**	**6,530**	**4,950**	**2,480**	**4,000**	**4,990**	**1,040**	**10,230**	**180**	**430**	**10,910**	**120**

	5.1.4 Workplace Learning													
		Type of Learning		**Gender**		**Age**			**Learners with Learning Difficulties and/or Disabilities**			**Ethnicity**		
Local Authority District of Where Learner Lives	Total Learners	Full Level 2	Full Level 3	Female	Male	Under 19	19-24	25+	Learning Difficulty and/or Disability	No Learning Difficulty and/or Disability	Not Known	Black, Asian or Minority	White	Not Known /Not Provided
Ashford	500	350	70	200	300	10	100	400	40	450	10	30	460	10
Canterbury	620	430	140	360	260	-	130	490	30	580	10	40	570	10
Dartford	500	330	100	240	260	-	70	420	30	450	10	50	440	10
Dover	590	380	110	290	300	10	130	450	40	540	10	30	550	10
Gravesham	610	430	100	220	390	-	120	490	30	560	20	180	420	20
Maidstone	800	600	120	370	430	10	130	660	30	730	40	100	690	10
Sevenoaks	340	220	50	190	150	-	50	290	10	320	10	30	300	10
Shepway	510	350	100	250	260	10	100	400	30	470	10	70	430	10
Swale	890	620	150	450	440	10	170	720	40	810	40	40	850	10
Thanet	710	480	160	390	320	20	140	560	60	640	10	40	650	30
Tonbridge and Malling	410	280	80	190	220	-	70	330	20	370	10	30	370	10
Tunbridge Wells	370	280	60	180	200	10	70	300	20	340	10	40	330	10
TOTALS	6,850	4,750	1,240	3,330	3,530	80	1,280	5,510	380	6,260	190	680	6,060	150

	5.1.5 Community Learning															
		Type of Learning				Gender		Age			Learners with Learning Difficulties and/or Disabilities			Ethnicity		
Local Authority District of Where Learner Lives	Total Learners	Personal and Community Development Learning	Neighbourhood Learning in Deprived Communities	Family English, Maths and Language	Wider Family Learning	Female	Male	Under 19	19-24	25+	Learning Difficulty and/or Disability	No Learning Difficulty and/or Disability	Not Known	Black, Asian or Minority	White	Not Known/Not Provided
Ashford	180	140	10	30	-	150	30	-	10	170	50	120	20	20	150	10
Canterbury	340	280	50	10	-	240	100	-	20	330	80	240	30	20	320	10
Dartford	430	260	160	10	10	280	160	10	80	350	50	280	90	50	380	-
Dover	150	100	40	20	10	120	40	-	20	140	30	110	20	10	140	-
Gravesham	470	240	210	10	30	310	160	10	100	360	80	280	110	70	400	-
Maidstone	280	220	20	30	10	220	70	-	20	260	40	210	30	20	260	10
Sevenoaks	430	380	30	10	-	320	110	10	20	400	50	330	50	10	400	10
Shepway	180	150	20	10	-	120	60	-	-	180	50	120	10	10	170	10
Swale	420	220	130	40	50	300	120	10	40	370	90	290	40	20	390	10
Thanet	590	210	340	40	10	370	220	-	130	460	140	410	40	40	530	20
Tonbridge and Malling	270	250	10	10	10	210	60	-	10	260	50	200	20	10	260	-
Tunbridge Wells	360	340	-	10	10	260	90	-	20	340	60	270	20	10	340	10
Totals	4,100	2,790	1,020	230	140	2,900	1,220	40	470	3,620	770	2,860	480	290	3,740	90

5.2 Year on year comparisons of participation for all FE and Skills. At the time of writing this data pack, detailed participation data for 2013/14, broken down by funding type, is not available. However overall participation by county and district is provided by the SFA for Education and Training, Workplace Learning, Apprenticeships and Community Learning, with comparisons going back until 2005/2006. These are presented below.

The SFA do provide the caveat that figures for 2011/12 onwards are not directly comparable to earlier years as the Single Individualised Learner Record (ILR) data collection system has been introduced, leading to a removal of duplicate learners and a reduction in overall learner numbers of approximately 2 per cent.

5.2.1 Comparison of Year on Year participation all FE and Skills for under 19's.

	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Kent	**19,100**	**19,220**	**20,530**	**20,990**	**21,520**	**21,210**	**21,700**	**21,690**	**19,690**
Ashford								1,850	1,610
Canterbury								1,940	1,840
Dartford								1,490	1,470
Dover								1,870	1,770
Gravesham								1,810	1,530
Maidstone								2,110	1,840
Sevenoaks								1,260	1,150
Shepway								1,690	1,430
Swale								2,140	2,100
Thanet								2,730	2,390
Tonbridge and Malling								1,550	1,430
Tunbridge Wells								1,270	1,140

5.2.2 Comparison of Year on Year participation all FE and Skills for 19+									
	2005/06	**2006/07**	**2007/08**	**2008/09**	**2009/10**	**2010/11**	**2011/12**	**2012/13**	**2013/14**
Kent	**84,940**	**67,600**	**77,250**	**82,680**	**79,830**	**71,640**	**70,330**	**61,810**	**66,500**
Ashford								5,040	5,030
Canterbury								5,660	5,640
Dartford								4,030	3,900
Dover								4,880	5,090
Gravesham								4,750	5,090
Maidstone								6,230	7,500
Sevenoaks								3,260	3,510
Shepway								5,140	5,470
Swale								8,380	9,310
Thanet								7,370	7,890
Tonbridge and Malling								3,670	3,920
Tunbridge Wells								3,410	4,150

5.2.3 Comparison of Year on Year participation all FE and Skills for All ages									
	2005/06	**2006/07**	**2007/08**	**2008/09**	**2009/10**	**2010/11**	**2011/12**	**2012/13**	**2013/14**
Kent	**104,040**	**86,820**	**97,790**	**103,660**	**101,350**	**92,850**	**92,030**	**83,500**	**86,200**
Ashford								6,900	6,640
Canterbury								7,600	7,490
Dartford								5,510	5,370
Dover								6,740	6,860
Gravesham								6,560	6,620
Maidstone								8,330	9,340
Sevenoaks								4,520	4,660
Shepway								6,830	6,900
Swale								10,520	11,410
Thanet								10,100	10,270
Tonbridge and Malling								5,210	5,350
Tunbridge Wells								4,690	5,280

5.3 Learning aims delivered in Kent in 2012/2013 by sector lead body

We can use sector lead body learning aims as a proxy to indicate the course areas that are being delivered across Kent. This has been broken down by district. For example, 1,920 learning aims were delivered in Kent in the automotive sector, yet only 20 maritime aims were delivered during the same period.

Table 5.3.1 is the summary of all FE and Skills Learning aims delivered in Kent in 2012/2013. Table 5.3.2 (Education and Training Learning aims), table 5.3.3 (Apprenticeships) and table 5.3.4 (workplace learning) break this down by type of learning. Community Learning is not divided up into learning aims in this way and is not listed.

TABLE 5.3.1 FE & Skills	Ashford	Canterbury	Dartford	Dover	Gravesham	Maidstone	Sevenoaks	Shepway	Swale	Thanet	Tonbridge	Tunbridge	TOTALS
Active, Leisure and Wellbeing	210	1120	1030	100	220	810	150	230	200	280	470	490	**5,310**
Adult Social Care	550	780	440	480	260	820	300	670	710	700	680	300	**6,690**
Adult Social Care/Healthcare	20	20		20		10	20	50	30	20	10	10	**210**
Automotive Industries	180	400	50	150	380	280	30	40	60	160	60	130	**1,920**
Building Services Engineering	90	180	120	40	180	110	80	120	60	70	70	110	**1,230**
Business Information Technology & Telecommunication	260	720	740	370	450	540	40	230	540	930	240	240	**5,300**
Business, Administration & Governance	670	1050	1020	270	410	860	320	410	700	550	720	260	**7,240**
Central Government including Armed forces	10	340	260	120	70	280	10	20	10	30		40	**1,190**
Chemicals, Life sciences, Pharmaceuticals, Nuclear, Oil, Gas, Petroleum, Polymer	-	340	90	-	650	260	-	-	-	10	-	-	**1,350**
Children & Young People	40	390	160	20	140	190	50	180	30	370	320	30	**1,920**
Construction	320	430	280	100	240	570	50	290	510	380	100	200	**3,470**
Creative & Cultural	80	1800	910	10	-	230	10	100	180	220	360	20	**3,920**
Creative Media	-	720	430	-	10	100	-	-	-	10	110	20	**1,400**
Customer Service & Contact Centre	40	60	20	30		80	10	30	50	90	120	40	**570**
Energy & Utility	10	-	130	20	-	10	10	10	-	-	40	-	**230**
Engineering Construction Industry	-	-	10	-	-	-	-	-	10	-	-	-	**20**
Enterprise & Small Business	-	210	10	-	-	20	-	-	130	40	-	-	**410**
Facilities Management, Housing, Property, Planning & Cleaning	480	810	480	410	470	460	220	430	770	570	670	210	**5,980**
Fashion & Textiles	-	-	-	-	-	-	-	-	-	-	-	-	**0**

Finance, Accountancy & Financial Services	180	880	500	10	110	400	60	10	40	130	150	30	**2,500**
Food & Drink	20	30	-	20	-	100	-	-	20	20	20	110	**340**
Freight Logistics & Wholesale	10	40	120	80	40	90	-	30	210	10	170	40	**840**
Hair & Beauty	170	860	430	130	320	380	10	150	240	510	300	10	**3,510**
Healthcare	160	1170	860	90	300	260	50	80	250	140	140	30	**3,530**
Hospitality, Leisure, Travel & Tourism	290	560	480	180	360	440	100	260	350	360	280	170	**3,830**
Industrial Relations	60	1230	20	60	40	140	20	50	200	120	410	10	**2,360**
Justice & Community Safety	-	160	-	-	-	-	-	-	-	-	-		**160**
Land-Based & Environmental Industries	50	820	10	30	20	70	50	70	30	540	1560	40	**3,290**
Languages & Intercultural Working	10	20	10	10	10	50		-	10	10	-	-	**130**
Lifelong Learning	-	-	-	-	-	-	-	-	-	-	-		**0**
Management & Leadership (including HR & Recruitment)	10	50	10	20	-	20	20	10	30	10	30	10	**220**
Maritime	-	-	-	-	20	-	-	-	-	-	-	-	**20**
Marketing & Sales	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Parking	10	-	-	-	10	-	-	-	-	-		-	**20**
Passenger Transport	40	50	110	50	50	70	-	20	40	100	-	20	**550**
Process & Manufacturing	10	10	30	10	-	50	-	510	510	40	200	30	**1,400**
Retail	90	160	90	70	70	140	50	80	150	120	70	100	**1,190**
Science, Engineering & Manufacturing Technologies	550	820	140	50	510	80	30	20	120	300	140	60	**2,820**
Security Industry	20	50	40	10	-	10	190	-	-	-	230	-	**550**
Supporting Teaching and Learning in Schools	60	190	80	30	30	40	40	60	60	100	70	20	**780**
Voluntary Sector	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Unknown	6,450	20870	5630	4040	5920	11340	2620	5960	23640	9590	12640	5130	**113,830**
TOTALS	**11,150**	**37,340**	**14,740**	**7,030**	**11,290**	**19,310**	**4,540**	**10,120**	**29,890**	**16,530**	**20,380**	**7,910**	

TABLE 5.3.2 Ed & Train	Ashford	Canterbury	Dartford	Dover	Gravesham	Maidstone	Sevenoaks	Shepway	Swale	Thanet	Tonbridge	Tunbridge	TOTALS
Active, Leisure and Wellbeing	10	1020	950	40	150	540	10	70	50	60	330	400	**3630**
Adult Social Care	170	100	50	50	40	50	30	70	60	80	220	10	**930**
Adult Social Care/Healthcare	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Automotive Industries	110	320	-	100	350	180	-	-	10	120		100	**1290**
Building Services Engineering	30	130	-	-	120	20	-	80	-	-	-	80	**460**
Business Information Technology & Telecommunication	240	610	730	360	440	490	10	220	520	900	220	230	**4970**
Business, Administration & Governance	170	400	610	10	230	190	-	10	170	60	320	-	**2170**
Central Government including Armed forces	10	340	260	120	70	280	10	20	10	30	-	40	**1190**
Chemicals, Life sciences, Pharmaceuticals, Nuclear, Oil, Gas, Petroleum, Polymer	-	340	90	-	650	250	-	-	-	-	-	-	**1330**
Children & Young People	10	350	120	10	120	140	10	150	-	350	290	-	**1550**
Construction	180	350	70	30	130	460	-	210	260	210	20	150	**2070**
Creative & Cultural	80	1790	910	10	-	230	-	100	180	220	350	20	**3890**
Creative Media	-	720	430	-	10	100	-	-	-	10	110	20	**1400**
Customer Service & Contact Centre	20	40	10	-	-	40	-	30	10	70	70	30	**320**
Energy & Utility	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Engineering Construction Industry	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Enterprise & Small Business	-	210	10	-	-	20	-	-	130	40	-	-	**410**
Facilities Management, Housing, Property, Planning & Cleaning	470	800	390	400	450	430	210	420	530	650	190	-	**5700**
Fashion & Textiles	-	---	-	-	-	-	-	-	-	-	-		**0**

Finance, Accountancy & Financial Services	170	860	490	-	110	140	10	-	30	120	140	20	**2090**
Food & Drink	-	-	-	-	-	-	-	-	-	10	10	-	**20**
Freight Logistics & Wholesale	-	-	-	10	-	-	-	-	40	-	-	-	**50**
Hair & Beauty	140	860	430	120	310	360	-	130	230	510	290	-	**3380**
Healthcare	140	1110	800	40	270	200	-	60	210	100	110	10	**3050**
Hospitality, Leisure, Travel & Tourism	170	430	400	90	300	310	-	120	230	240	180	70	**2540**
Industrial Relations	40	1190	-	40	-	120	-	20	170	40	390	-	**2010**
Justice & Community Safety	-	160	-	-	-	-	-	-	-	-	-	-	**160**
Land-Based & Environmental Industries	10	790	-	-	-	10	-	20	-	-	1530	-	**2360**
Languages & Intercultural Working	10	20	10	10	10	50	-	-	10	10	-	-	**130**
Lifelong Learning	-	-	-	-	-	-	-	-	-	--	-	-	**0**
Management & Leadership (including HR & Recruitment)	-	30	-	-	-	10	10	-	-	-	-	-	**50**
Maritime	-	-	-	-	20	-	-	-	-	-	-	-	**20**
Marketing & Sales	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Parking	10	-	-	-	10	-	-	-	-	-	-	-	**20**
Passenger Transport	-	40	70	30	-	40	-	-	-	20	-	-	**200**
Process & Manufacturing	-	-	-	-	-	30	-	-	480	30	190	30	**760**
Retail	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Science, Engineering & Manufacturing Technologies	90	780	90	-	470	30	-	-	-	220	90	40	**1810**
Security Industry	--	-	10	-	-	-	-	-	-	-	190	-	**200**
Supporting Teaching and Learning in Schools	50	150	40	-	20	30	-	40	40	80	30	10	**490**
Voluntary Sector	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Unknown	4900	18920	4080	2920	4160	8840	670	4040	22140	7220	11260	2540	**91690**
TOTALS	**7230**	**32860**	**11050**	**4390**	**8440**	**13590**	**970**	**5810**	**25510**	**11400**	**16530**	**3800**	

TABLE 5.3.3 Apprentices	Ashford	Canterbury	Dartford	Dover	Gravesham	Maidstone	Sevenoaks	Shepway	Swale	Thanet	Tonbridge	Tunbridge	TOTALS
Active, Leisure and Wellbeing	190	80	80	40	70	240	110	160	140	200	50	90	**1,450**
Adult Social Care	280	390	300	340	160	620	240	450	410	420	240	200	**4,050**
Adult Social Care/Healthcare	20	20	-	20	-	10	20	50	30	20	10	10	**210**
Automotive Industries	60	70	50	40	40	80	30	30	40	40	50	30	**560**
Building Services Engineering	60	40	120	40	60	100	80	40	60	70	60	30	**760**
Business Information Technology & Telecommunication	20	30	10	10	10	40	20	10	20	20	30	10	**230**
Business, Administration & Governance	470	630	400	250	180	650	320	400	500	480	380	250	**4,910**
Central Government including Armed forces	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Chemicals, Life sciences, Pharmaceuticals, Nuclear, Oil, Gas, Petroleum, Polymer	-	-	-	-	-	-	-	-	-	10	-	-	**10**
Children & Young People	10	10	-	-	10	10	20	20	-	-	10	-	**90**
Construction	70	50	100	40	30	80	20	50	220	130	20	20	**830**
Creative & Cultural	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Creative Media	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Customer Service & Contact Centre	10	-	-	-	-	10	-	-	-	-	10	-	**30**
Energy & Utility	10	-	120	20	-	-	-	10	-	-	30	-	**190**
Engineering Construction Industry	-	-	10	-	-	-	-	-	10	-	-	-	**20**
Enterprise & Small Business	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Facilities Management, Housing, Property, Planning & Cleaning	10	10	20	10	-	-	10	10	10	30	-	10	**120**
Fashion & Textiles	-	-	-	-	-	-	-	-	-	-	-	-	**0**

Finance, Accountancy & Financial Services	10	30	10	10	10	260	50	10	10	10	10	10	**430**
Food & Drink	10	-	-	-	-	10	-	-	-	10	-	10	**40**
Freight Logistics & Wholesale	10	10	60	40	-	10	-	10	50	10	90	20	**310**
Hair & Beauty	20	-	-	-	-	20	10	20	20	10	10	10	**120**
Healthcare	10	40	20	20	-	10	10	10	10	30	10	10	**180**
Hospitality, Leisure, Travel & Tourism	90	100	50	60	40	90	90	100	60	90	60	50	**880**
Industrial Relations	20	40	20	20	40	20	10	20	20	70	20	10	**310**
Justice & Community Safety	-	10	-	-	-	-	-	-	-	-	-	-	**10**
Land-Based & Environmental Industries	40	30	10	30	20	60	50	20	30	30	30	40	**390**
Languages & Intercultural Working	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Lifelong Learning	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Management & Leadership (including HR & Recruitment)	-	-	-	-	-	-	-	-	10	-	-	-	**10**
Maritime	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Marketing & Sales	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Parking	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Passenger Transport	-	-	30		10	20	-	-		60	-	-	**120**
Process & Manufacturing	10	-	20	10	-	10	-	-	20		10	-	**80**
Retail	90	160	90	70	70	140	50	80	150	120	70	100	**1,190**
Science, Engineering & Manufacturing Technologies	450	40	30	50	30	50	30	20	110	40	50	20	**920**
Security Industry	10	50	30	-	-	10	-	-	-	-	-	-	**100**
Supporting Teaching and Learning in Schools	-	10	10	-	-	-	10	10	-	-	-	-	**40**
Voluntary Sector	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Unknown	70	70	50	30	20	60	40	70	40	80	50	50	**630**
TOTALS	**2,050**	**1,920**	**1,640**	**1,150**	**800**	**2,610**	**1,220**	**1,600**	**1,970**	**1,980**	**1,300**	**980**	

TABLE 5.3.4 Workplace	Ashford	Canterbury	Dartford	Dover	Gravesham	Maidstone	Sevenoaks	Shepway	Swale	Thanet	Tonbridge	Tunbridge	TOTALS
Active, Leisure and Wellbeing	-	30	-	20	-	40	20	10	-	20	90	-	**230**
Adult Social Care	100	290	80	100	70	140	30	150	240	200	220	90	**1,710**
Adult Social Care/Healthcare	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Automotive Industries	10	10	-	10	-	10	-	20	10	10	10	-	**90**
Building Services Engineering	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Business Information Technology & Telecommunication	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Business, Administration & Governance	30	20	10	-	-	20	10	10	30	10	20	-	**160**
Central Government including Armed forces	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Chemicals, Life sciences, Pharmaceuticals, Nuclear, Oil, Gas, Petroleum, Polymer	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Children & Young People	20	30	40	10	20	40	20	20	30	10	20	20	**280**
Construction	80	40	110	20	70	30	30	40	30	40	60	20	**570**
Creative & Cultural	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Creative Media	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Customer Service & Contact Centre	20	10	10	30	-	30	10	10	40	20	40	10	**230**
Energy & Utility	-	-	-	-	-	10	10	-	-	-	10	-	**30**
Engineering Construction Industry	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Enterprise & Small Business	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Facilities Management, Housing, Property, Planning & Cleaning	-	-	70	10	20	20	-	10	-	10	20	10	**170**
Fashion & Textiles	-	-	-	-	-	-	-	-	-	-	-	-	**0**

Finance, Accountancy & Financial Services	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Food & Drink	10	20	-	10	-	100	-	-	20	10	-	110	**280**
Freight Logistics & Wholesale	10	30	60	40	40	80	-	20	120	-	80	20	**500**
Hair & Beauty	10	-	-	-	-	-	-	-	-	-	-	-	**10**
Healthcare	-	30	10	20	10	20	50	10	30	10	20	-	**210**
Hospitality, Leisure, Travel & Tourism	40	30	30	30	20	40	20	40	60	40	40	50	**440**
Industrial Relations	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Justice & Community Safety	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Land-Based & Environmental Industries	-	10	-	10	-	-	-	30	-	-	10	-	**60**
Languages & Intercultural Working	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Lifelong Learning	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Management & Leadership (including HR & Recruitment)	10	10	10	20	-	10	10	-	20	10	30	10	**140**
Maritime	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Marketing & Sales	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Parking	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Passenger Transport	30	10	10	20	40	10	-	20	40	20	-	20	**220**
Process & Manufacturing	10	-	10	-	-	20	-	-	10	-	10	-	**60**
Retail	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Science, Engineering & Manufacturing Technologies	-	-	20	10	-	-	10	-	10	30	-	-	**80**
Security Industry				10			190				40		**240**
Supporting Teaching and Learning in Schools	10	30	30	30	10	20	30	10	20	30	30	10	**260**
Voluntary Sector	-	-	-	-	-	-	-	-	-	-	-	-	**0**
Unknown	260	130	110	120	160	130	90	50	130	140	180	50	**1,550**
TOTALS	**650**	**730**	**610**	**520**	**460**	**770**	**530**	**450**	**840**	**610**	**930**	**420**	

Section 4 of the data pack listed Kent's priority sectors as: Life sciences, creative & media, low carbon, land based/ food production, manufacturing engineering, construction, and tourism & leisure. Table 5.4 below lists the approximate learning aims that have been delivered to these sectors in 2012/2013 from EFA and SFA funded sources.

Table 5.4: Provision of learning aims against Kent priority sectors 2012/2013

Priority sector	Learning aims delivered
Life sciences	170
Creative & Media	5,320
Low carbon	170
Land based/food production	3,290
Manufacturing engineering	4,220
Construction	4,720
Tourism & leisure	3,960

Source: SFA

From table 5.4, it is clear that life sciences and low carbon industries are not well served by provision from publically funded sources. Other provision may be available from full cost recovery provision, particularly short courses. HE provision is considered below.

Section 4 also listed the largest sectors by employment levels and employment growth. These are: wholesale & retail, human health, education, administration, information technology & communications, and real estate. Table 5.5 below compares learning aims delivered against these sectors. HE provision is considered below.

Table 5.5: Provision of learning aims against Kent's largest employment sectors and growth sectors 2012/2013

Priority sector	Learning aims delivered
Wholesale & retail	2,940
Human health	10,430
Education	780 (Also see H.E.)
Business administration	7,240
Information & communications	5,300
Real estate	% of Business Admin

Source: Sills Funding Agency

With the exception of the wholesale and retail sector, which is the largest single employment sector in Kent, the other growth sectors in Kent seem well served with provision.

5.4 Providers and SFA Funding Allocations 2014/15

Table 5.6 below outlines the adult funding received by FE providers in Kent.

Table 5.6: FE adult based funding 2014 to 2015*

Provider Name	Adult Skills Budget 2014/15**	ESOL Mandation (Included within Adult Skills Budget 2014/15)	16-18 Apprenticeships 2014/15 (Including Agency funded 16-18 Traineeships)	Community Learning 2014/15	19+ Discretionary Learner Support 2014/15	24+ Advanced Learning Loans Facility & Bursary 2014/15	Age Facility 2014/15
CANTERBURY COLLEGE	£3,857,259	£0	£610,653	£65,283	£453,717	£1,634,833	£204,000
HADLOW COLLEGE	£1,136,004	£0	£177,914	£75,319	£283,697	£156,494	£72,000
KENT COUNTY COUNCIL	£3,275,728	£531,018	£580,766	£6,199,557	£68,830	£189,565	£199,500
MID-KENT COLLEGE	£3,398,696	£0	£1,178,421	£0	£327,694	£1,332,529	£262,500
NORTH WEST KENT COLLEGE	£2,950,966	£0	£1,294,150	£305,317	£365,927	£871,053	£217,500
UNIVERSITY FOR THE CREATIVE ARTS	£412,740	£0	£0	£0	£39,851	£161,723	£0
WEST KENT AND ASHFORD COLLEGE	£4,109,490	£0	£1,013,737	£0	£372,528	£807,427	£61,500

Source: Skills Funding Agency.

No allocations are given for East Kent College and Hadlow. Each of these Colleges has assumed responsibility for part of K College the data for which has been difficult to separate out. As a result, these figures are currently unavailable via the SFA database.

* as at January 2015. Contract values are not published for a provider if SFA/provider contract values not finalised or delivery performance is being discussed.

** The Adult Skills Budget covers: All learners aged 19 and over undertaking accredited qualifications, but if the learner is 24 or over when they start their learning, and provision is at level 3 or 4, and not part of an advanced or higher apprenticeship, the provision is not supported by the Adult Skills Budget but may be supported by a 24+ Advanced Learning Loan. This also includes Traineeships.
In addition, there are 50+ providers who are members of Kent Association of Training Providers (KATO) and other national providers delivering across the county. Looking at the SFA allocation spreadsheets, an estimate of the total budget available for adult learning and skills in 2014 to 2015 in Kent is:

Budget Heading	**£**
Community Learning	6,650,000
Adult Skills	54,500,000
19+ Discretionary learner support	3,000,000
Learner loan allocations	6,000,000
Total	**70,150,000**
(16-18 Apprenticeships)	(39,500,000)

This can only be an estimate because:

- actual budgets will depend on actual provider performance.
- it includes allocations that could be spent across other regions by national providers who deliver in Kent.
- the Apprenticeship Grant for Employers (AGE) facility relates to 16-24 year olds and cannot be broken down to 19+.

5.5 Higher Education

Using data from HESA, HEIs in Kent delivered the following percentage breakdown of first degree courses in 2012/13 is given in table 5.7 below:

Table 5.7: Estimates of Kent HEI first degree course uptake by subject sector 2012/2013

	Total all first degree	Subjects allied to medicine	Biological sciences	Agriculture & related subjects	Physical sciences	Mathematical sciences	Computer science	Engineering & technology	Architecture, building & planning	Social studies	Law	Business & administrative studies	Mass communications & documentation	Languages	Historical & philosophical studies	Creative arts & design	Education
All HEIs	**100%**	**8%**	**8%**	**1%**	**3%**	**1%**	**7%**	**2%**	**4%**	**12%**	**7%**	**16%**	**2%**	**7%**	**5%**	**11%***	**6%**

*Assumes 50% of UCA students study in Kent campuses.

Kent HEIs, and FE Colleges delivering HE, provide a very broad range of provision, which is expected as only two providers, University of the Creative Arts and Hadlow, are specialist institutions.

- Business and Administrative Studies constitute 16% of all first degree courses.
- Social sciences contribute 12% of first degree courses.
- Business and Administrative Studies, Social Sciences and Creative and Media together constitute 39% of first degree courses.
- In contrast Physical Sciences, maths, Computer Science and Engineering and Technology constitute 12% of first degree courses.