



EMPLOYMENT PROFILE TO INFORM APPRENTICESHIP GROWTH

INTERNAL ONLY

January 2009

KENT & MEDWAY LLSC AREA



Leading learning and skills

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1. Introduction

Context

This Profile provides an area perspective of the LSC local area of Kent and Medway. It brings together and summarises key data sourced from recently published regional analysis reports relating to employers, employment, skills and key sectors. It should be read in conjunction with the SE – LSC Plan ‘Driving Up Demand for Apprenticeships Nov 2008.

Purpose

The Profile supports Priority 2 ‘Boosting Employer Demand’ of the SE LSC Plan Driving Up Demand for Apprenticeships Nov 2008. The Profile provides area based information for the SE NAS team as preparation for discussions with current employers and providers regarding the volumes of their apprenticeship provision. Additionally, it provides an evidence base to influence and encourage new employers to offer apprenticeships as part of their training strategy. It also indicates those specific sectors and occupations where particular target actions may be required.

Data within the Profile does not reflect impacts of the economic downturn or recessionary factors

NAS SE Planning Structure 2009

SE LSC Plan – Driving Up Demand for Apprenticeships					
Local LSC Area Summary Profiles					
Berkshire	HIOW	K & M	MKOB	Surrey	Sussex
Sector Plans					
Regional Communications and Marketing					
Local Communications and Marketing					
Berkshire	HIOW	K & M	MKOB	Surrey	Sussex

Data Sources

1. SE – LSC Plan ‘Driving Up Demand for Apprenticeships Nov 2008.
2. LSC South East Employers Skills Survey 2007 (Main Report April 2008)
3. Reviewing the South East’s Priority Sectors – LSC South East Region in partnership with SEEDA and the RSPA February 2008
4. South East Strategic Analysis 2008

2. Employment

2.1 Size of Employer Establishments- Kent

Industry	1-10 employees	11-49 employees	50-199 employees	200 or more employees
	number	number	number	number
1 : Agriculture and fishing (SIC A,B)	239	54	*	*
2 : Energy and water (SIC C,E)	60	*	*	*
3 : Manufacturing (SIC D)	3,026	544	156	46
4 : Construction (SIC F)	6,510	357	65	*
5 : Distribution, hotels and restaurants (SIC G,H)	13,583	2,257	326	58
6 : Transport and communications (SIC I)	2,281	316	116	28
7 : Banking, finance and insurance, etc (SIC J,K)	16,380	995	226	40
8 : Public administration, education & health (SIC L,M,N)	3,052	1,732	498	85
9 : Other services (SIC O,P,Q)	4,047	368	65	*
Column Total	49,178	6,638	1,469	273

Annual Business Inquiry workplace analysis, 2007

Medway

Industry	1-10 employees	11-49 employees	50-199 employees	200 or more employees
	number	number	number	number
1 : Agriculture and fishing	*	*	0	*
2 : Energy and water	*	*	*	0
3 : Manufacturing	415	89	*	*
4 : Construction	1,207	51	*	0
5 : Distribution, hotels and restaurants	1,855	296	43	*
6 : Transport and communications	347	41	*	*
7 : Banking, finance and insurance	2,014	151	35	*
8 : Public administration, education & health	458	252	87	*
9 : Other services	536	54	*	*
Column Total	6,848	940	223	58

Annual Business Inquiry workplace analysis, 2007

* *CONFIDENTIAL DATA: 1947 STATISTICS OF TRADE ACT. These figures must NOT be passed onto a third party (ie, appear in a paper/report/thesis or passed verbally to anyone not named on your Notice).*

- In Kent and Medway the largest number of employees can be found in the Banking, finance and insurance and distribution, hotels and restaurants sectors.
- There are more sectors employing 1-10 employees than any other size band.

2.2 Age distribution of working population by LA 2007

LA	16-24 (%)	25-49 (%)	50+ (%)
Kent	13.4	41.8	44.8
Medway	16.7	43.9	39.5

Source: Annual Population Survey 2007

- Comparing the Kent and Medway areas, the greatest percentage of older people aged 50+ in the working age population is in Kent which also has the smallest percentage aged 25-49.
- Medway has the largest percentage of people aged 16-24.

2.3 Proportion of people employed by occupation by LA 2007

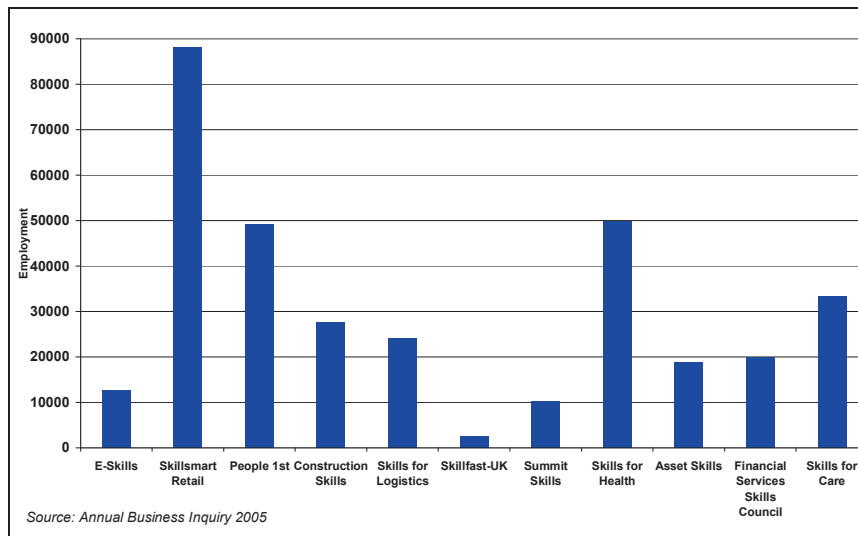
	Kent	Medway
managers and senior officials	15.5	12.4
professional occupations	13.5	10.4
associate prof & tech occupations	13.4	14.8
administrative and secretarial occupations	12.1	12.3
skilled trades occupations	12.1	13.7
personal service occupations	7.8	8.0
sales and customer service occupations	7.6	10.2
process, plant and machine operatives	5.9	8.2
elementary occupations	12.0	9.6

Source: Annual Population Survey 2007

- Kent has the largest proportion of people employed in the managers and senior officials sector while Medway has the largest employment based in the associate professional and technical occupations sector.

3. Priority Sectors

The three largest SSC sectors in the LLSC Kent and Medway in employment terms are Skillsmart retail, Skills for Health, People 1st.



3.1 Share of total sectors in LLSC Kent and Medway compared to the South East

SSC	Share of total employees	Share of South East employees	ELQ
e-skills	1.9	4.5	0.38
Skillsmart	13.2	11.3	1.20
People 1st	7.4	7.3	1.06
Construction Skills	4.2	3.2	1.40
Skills for Logistics	3.6	2.8	1.20
Skillfast UK	0.3	0.3	1.00
Summitskills	1.4	1.4	1.40
Skills for Health	7.5	6.9	1.07
Asset Skills	2.9	3.7	0.73
Financial Services Skills Council.	3.0	3.4	1.00
Skills for Care	5.0	4	1.25

Source: Annual Business Inquiry 2005

SSCs which are well represented in Kent and Medway compared to the South East are

- Skillsmart
- Construction Skills
- Skills for Logistics
- Skills for Health
- Skills for Care

Sectors that are under-represented in Kent and Medway compared to the South East

- E-skills
- Asset Skills

3.2 Skills gaps

	Kent and Medway	South East	England
Percentage of establishments with a skills gap	15%	15%	15%
Percentage of staff described as having a skills gap	6%	6%	6%

Source: South East Employer Skills Survey 2007

- Skills gaps were reported by 15% of employers in Kent and Medway, the same as the South East and National figure.
- Overall, 36,650 staff in Kent and Medway were described as not fully proficient. This represents 6 per cent of the workforce. Again this matches the regional and national result.

3.3 Skills gaps by occupation

	Number of skills gaps (thousands)	Percentage of staff with skills gaps
Elementary	6.7k	7%
Personal service	6.6k	11%
Sales	4.7k	6%
Managers	4.5k	4%
Admin	4.2k	5%
Skilled trades	3.5k	7%
Professional	2.7k	4%
Machine operatives	2.6k	6%
Associate Professionals	1.2k	3%

Source: South East Employer Skills Survey 2007

- Skills gaps are most likely to be found in elementary, personal services and sales occupations
- By contrast, just 3% of associate professionals have skills gaps

4. Recruitment

4.1 Problems

	KENT & MEDWAY	SOUTH EAST	ENGLAND
% of establishments with any vacancies	17%	18%	18%
% of establishments with any hard-to-fill vacancies	6%	7%	7%
% of establishments with skill-shortage vacancies (SSVs)	5%	5%	5%
% of all vacancies which are SSVs	22%	22%	21%
Number of SSVs	4.7k	26k	130k
Number of SSVs per 1,000 employees	8	7	6
Vacancies as proportion of all employment	3.5%	3.2%	2.8%
Proportion of vacancies which are SSVs	22%	22%	21%

Source: South East Employer Skills Survey 2007

- Overall recruitment difficulties are relatively uncommon and affect only a minority of employers. Vacancies as a proportion of all employment (3.5%) is higher than the regional average (3.2%).
- The establishments with skill-shortage vacancies in Kent and Medway match the regional picture.

4.2 Concentration of Skills Shortage Vacancies (SSVs)

Kent & Medway	Share of SSVs	Share of employment	Share of total vacancies
Establishments with 2-4 staff	16%	10%	15%
Establishments with 5-24 staff	53%	27%	37%
Establishments with 100 or more staff	5%	36%	18%

Source: South East Employer Skills Survey 2007

- Establishments with 2-4 staff account for almost a fifth (16 per cent) of all SSVs in Kent and Medway, despite only accounting for 10 per cent of employment. However, the share of all SSVs falling within establishments of this size closely matches the share of all vacancies across Kent and Medway falling within these firms (15 per cent)
- Establishments with between 5 and 24 staff account for over half of all SSVs across Kent and Medway (53 per cent), much higher than their share of employment (27 per cent) or vacancies (37 per cent)
- Conversely large establishments with 100 or more staff account for 36 per cent of total employment, 18 per cent of all vacancies but only 5 per cent of all SSVs.

4.3 Skills Shortages Vacancies by occupation, 2007

	Employment	SSVs		SSVs per 1,000 employees		
	Kent and Medway	Kent and Medway	South East	Kent & Medway	South East	England
	612k	4,722	25,650	N	N	N
Overall	100% %	100% %	100% %	8	7	6
Managers & senior officials	18	6	5	3	2	2
Professionals	11	28	19	20	11	7
Associate professionals	6	12	20	14	20	14
Admin and secretarial	13	5	8	3	4	3
Skilled trades	8	13	12	13	12	14
Personal service	10	7	10	6	10	8
Sales & customer service	12	8	11	5	5	4
Machine operatives	7	17	7	18	9	7
Elementary occupations	15	4	8	2	4	4

Source: South East Employer Skills Survey 2007

- Kent and Medway is characterised by a high number of SSVs for professional positions: there were approximately 1,350 SSVs at the time of interview in this occupation, over a quarter of the LLSC total (28 per cent). This is despite the fact that the occupation accounts for only 11 per cent of employment and vacancies in Kent and Medway.
- For all professional positions the number of vacancies as a proportion of total employment in the occupation is in line with the regional average, but a very high proportion of vacancies are hard-to-fill (at least in part) because of skill-shortages.

- Where SSVs exist, the main skills lacking are:
 - Technical and practical skills- 50%
 - Customer handling skills- 46%
 - Oral communication skills- 27%
 - Written communication skills- 24%
 - Office/admin skills- 21%
 - Problem-solving skills- 12%
 - Team working skills- 12%
 - General IT user skills- 9%
 - IT professional skills- 9%
 - Management skills- 6%
 - Numeracy skills- 4%

4.4 Recruitment of young people

- Two-fifths of employers (40 per cent) had recruited staff aged 16 to 24 in the past 12 months
- Just over a quarter (26 per cent) had recruited at least one young person under 24 to their first job on leaving education.
- Recruitment of young people using either measure is slightly higher than found across the South East as a whole (38 per cent and 25 per cent respectively).

5. Training

5.1 Employer Involvement

- Approaching three-quarters of Kent and Medway employers (72 per cent) had provided any training or development in the previous 12 months
- 46 per cent had provided any off-the-job training
- Both are slightly higher than found across the South East as a whole.

Training	Kent and Medway	South East	National
% providing any training any over the last 12 months	72%	69%	67%
% providing off-the-job training in the last 12 months	46%	45%	46%
% providing on-the-job training in the last 12 months	57%	55%	54%
% with a training plan	50%	48%	48%
% with a budget for training	36%	37%	35%
% of employees receiving training	64%	61%	63%

Source: South East Employer Skills Survey 2007

The most common reasons given by employers for not providing training in the last 12 months include:

- Belief workforce is proficient- 60%
- Training not needed due to small size of establishment- 9%
- Staff learn by experience- 6%

5.2 Apprenticeships

	% offering Apprenticeships
	%
England	14
South East	12
Kent and Medway	12
<i>Size of establishment:</i>	
2-4	7
5-24	16
25-99	20
100-199	18
200-499	23
500+	34

Source: South East Employer Skills Survey 2007

- Overall, 12 per cent of employers in Kent and Medway offer Apprenticeships to their staff.
- This is the same as found across the South East as a whole (12 per cent), but lower than the England-wide figure (14 per cent).

- Six per cent of all employers had recruited an apprentice aged 16-24 in the last 12 months exactly matching the regional and national average.

5.3 Apprenticeships LA (upper tier)

Local authority: county / unitary	Number of 16-18 year olds	Number of 16-18 year olds Apprentices	Percentage	Number of 19-24 year olds	Number of 19-24 year olds Apprentices	Percentage
Kent	55,200	3,520	6.4%	96,020	3,690	3.8%
Medway Towns	11,100	910	8.2%	20,610	970	4.7%
LLSC Kent & Medway as a whole	66,300	4,430	6.7%	116,630	4,660	4.0%
South East	320,700	24,600	7.7%	615,840	27,730	4.5%

Source: *Driving up Demand for Apprenticeships, 2008*

- Kent and Medway LLSC area as a whole has 4,430 16-18 year old apprentices, this is the fourth largest number of apprenticeships in this age group in the South East.
- There are 4,660 19-24 year olds who are apprentices in the Kent and Medway area. This is the third largest number of apprenticeships in this age group in the South East.

5.4 Apprenticeship starts aged 16-18 in LLSC Kent and Medway by sector subject

AGEBAND	SECTOR SUBJECT AREA (TIER 1)	AD		Total
		APP	APP	
16-18	Agriculture, Horticulture And Animal Care	8	78	86
	Business, Administration And Law	27	277	304
	Construction, Planning And The Built Environment	33	227	260
	Engineering And Manufacturing Technologies	174	252	426
	Health, Public Services And Care	35	187	222
	Information And Communication Technology	0	11	11
	Retail And Commercial Enterprise	38	511	549
	(Blank)	41	27	68
	Total	356	1570	1926
				Adv App 18.48%
				App 81.51%

5.5 Apprenticeship starts aged 19-24 in LLSC Kent and Medway by sector subject

AGEBAND	SECTOR SUBJECT AREA (TIER 1)	AD		Total
		APP	APP	
19-24 (19+ prior to 0708)	Agriculture, Horticulture And Animal Care	33	66	99
	Business, Administration And Law	240	694	937
	Construction, Planning And The Built Environment	46	106	152
	Education And Training	0	0	0
	Engineering And Manufacturing Technologies	168	60	228
	Health, Public Services And Care	190	193	383
	Information And Communication Technology	11	20	31
	Preparation For Life And Work	0	0	0
	Retail And Commercial Enterprise	73	241	314
	Unknown	0	0	0
	(Blank)	13	11	24
	Total	774	1391	2168
			Adv App	35.70%
			App	64.16%

5.6 Apprenticeship starts aged 25+ in LLSC Kent and Medway by sector subject

AGEBAND	SECTOR SUBJECT AREA (TIER 1)	AD		Total
		APP	APP	
25+	Agriculture, Horticulture And Animal Care	15	19	34
	Business, Administration And Law	300	414	714
	Construction, Planning And The Built Environment	2	7	9
	Engineering And Manufacturing Technologies	7	3	10
	Health, Public Services And Care	216	55	271
	Information And Communication Technology	0	28	28
	Retail And Commercial Enterprise	43	48	91
	Unknown	1	1	2
	(Blank)	3	5	8
	Total	587	580	1167
			Adv App	50.29%
			App	49.70%

6. Changes in Employment in the Region

- There remains a mixed picture across a range of sectors and businesses in the South East. The retail, financial, housing and automotive sectors are facing tougher trading conditions. IT, security, exports orientated engineering and government suppliers are reporting sales volumes holding up. Those businesses with diversified products and markets are generally doing better.
- Manufacturing, and in particular engineering, report marginally lower output than in the previous month, but profit margins and cashflow position have marginally improved. Export orientated engineering businesses appear to be doing better than other parts of manufacturing helped by the recent sterling depreciation.

- The largest number of redundancies in September and October were in Kent, Hampshire and Sussex.
- Several local authorities in the region (notably in Berkshire and Kent) have been exposed to bad debt through their deposits in Icelandic banks, however this is unlikely to impact on service provision.

6.1 Inward Investment

- In the retail and distribution sector, Morrisons is building a depot in Sittingbourne which will create around 1,000 jobs. The depot will open in October 2009.

Issues for key sectors

While Sector Skills Agreements primarily relate to **national issues**, and do not specifically focus on the South East, the implications can be reviewed at the local level with providers and employers to strengthen actions.

e-skills UK		
<i>The Sector Skills Agreement for IT: 2005–2008 Action Plan – England, e-skills UK, June 2005</i>		
	Evidence/challenges	Supply-side issues
1.	The majority of IT training in FE is for IT users focused on basic proficiency (levels 1 and 2)	The majority of these learners will move into non-IT related industries and/or occupations and there is evidence of over-supply.
2.	Most IT professional training in FE is at level 3 but the vast majority of IT professional training is delivered by the private training sector.	Support IT as a priority for Train to Gain level 3 pilots
3.	There is little FE provision above level 3, although the recent introductions of New Technology Institutes and Foundation Degrees are helping FE colleges to offer higher level learning opportunities, often in partnership with Higher Education.	Help to develop FE capacity for level 3+ IT skills development
4.	There are currently over 600 different IT qualifications in the UK, mostly related to IT user skills, and too often not perceived by employers as relevant to employment.	Need for more activity in the strategic application of IT and IT professional skills development.

Construction Skills		
<i>Sector Skills Agreement for Construction – England, Construction Skills, September 2005.</i>		
	Evidence/challenges	Supply-side issues
1.	ConstructionSkills' vision is for all construction workers to have the required skills levels to do their job, and a means of proving it.	To achieve the industry's own target of a fully qualified workforce by 2010 at least 70,000 people a year need to achieve an NVQ level 2 qualification and over 250,000 people still need to brush up their skills to a relevant Vocational Qualification at Level 2 or equivalent.
2.	There is still a need to address the number of education and training applications from women and ethnic minorities.	Positive action for female and black minority ethnic people in the objectives of provision.

3.	Increase apprentice completions and widen opportunities for onsite practice	<p>Currently the framework completion rate for traditional apprenticeships is 35 per cent (and the target is 75 per cent by 2010)</p> <p>Significant numbers of young people in England and Wales are unable to become qualified as there is a lack of placements available for them to obtain the necessary work based experience. This lack of capacity must be addressed.</p> <p>There is a need to increase the amount of site-based provision.</p>
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SummitSkills		
<i>Sector Skills Agreement Stage 3: Gap Analysis and Market Testing for the building services engineering sector in England, SummitSkills, October 2007</i>		
	Evidence/challenges	Supply-side issues
1.	There appear to be a number of qualifications currently in the system that have not been funded (and therefore assumed not to have been run) for a considerable amount of time.	Reduce the number of courses and qualifications that are surplus to employers' requirements, and concentrate on those that truly meet the sector's needs.
2	When assessing employer views on the quality of training provision, generally there is more dissatisfaction with the quality of service and teaching provided by further education than for private training providers.	Issues revolve around communication, the quality of teaching, resources and general curriculum planning.
3.	There is a significant amount of funding directed at stand-alone technical certificates, which offer a theory-based qualification but no work-related experience. Technical certificates without an accompanying NVQ are seen by employers as a non-economically valuable skill and do not meeting their business needs.	Resources currently spent on stand-alone technical certificate training should be re-directed to develop provision in areas such as environmental technologies, business development and apprenticeships for adults.

People 1st		
<i>National Skills Strategy for the hospitality, leisure, travel and tourism sector in England, People 1st, January 2007</i>		
	Evidence/challenges	Supply-side issues
1.	Strong management and leadership are crucial to the performance of the sector, yet nearly a third of employers report that their managers lack the skills required to meet their business needs,	<p>The sector needs a suite of management and leadership qualifications at levels 3 and 4 that provide the required management and leadership skills.</p> <p>The undergraduate management apprentice takes advantage of the large number of undergraduates working across the sector.</p>

2.	The UK has a poor reputation for customer service, and 64 per cent of employers believe new entrants lack the required skills and more critically 63 per cent believe their current staff lack the necessary customer service skills to meet their business needs.	Using the 2012 Games as a catalyst a suite of customer service qualification will be put in place to raise the levels of customer service.
3.	The sector continues to struggle to recruit chefs with a sound foundation of skills and knowledge. Over the past decade the NVQ in food preparation and cooking has provided the main route through further education, but employers are concerned about its consistency with different colleges covering different areas, with many employers complaining that new entrants are lacking the basics.	The new Professional Chef Diplomas will deliver a robust entry route for chefs coming into the sector and will provide an effective means to reduce skill shortages. Similar qualifications need to be developed at levels 3 and 4.
4.	Currently, completion rates on the Apprenticeship frameworks are low and are not providing the foundation skills and knowledge required.	The apprenticeships need to be refocused to ensure it is delivering the skills required by employers. Apprentices should be registered at the start of their programmes to provide ongoing support and allow them to move employers if they are not gaining the relevant support.

Financial Services Skills Council

The Skills Bill: Assessment of education and training provision in UK financial services,
Financial Services Skills Council, March 2007

	Evidence/challenges	Supply-side issues
1.	Barriers exist for the industry to undertake publicly funded training provision. The lack of relevance, the qualification levels targeted and, to a lesser extent, firms' reluctance to recruit outside traditional channels raises a number of questions on the current public strategy for funding training provision of the right quality and level for the financial industry.	Government-funded NVQ/SVQs and apprenticeships are not meeting employers' expectations. Employers generally welcome opportunities to liaise with training providers at all levels and appreciate any chance to engage further with the education system.

Skillsmart Sector Skills Agreement Stage Two: Assessment of Current Provision, Skillsmart Retail, Summer 2007

	Evidence/challenges	Supply-side issues
1.	With over 150 qualifications available, there is evidence of a clear commitment by awarding bodies and training organisations to up-skill the sector. However, for the target audience, employers and employees, the current market is clouded by lack of clarity.	A streamlined and cleansed qualification offer would ensure that any potential customers know exactly what is available, at what level and what is required.

2.	With the exception of publicly-funded Apprenticeships, the public education and training system seems to engage very little with the retail sector in any organised sense.	
3.	Only about one in every two thousand of the qualifications being studied by FE students is directly related to the retail sector. The majority of these courses are at level 2.	The improvement in Apprenticeship completion rates needs to continue, as reduced labour turnover is one of the major aspirations of retailers in subscribing to Apprenticeships. This will evidently need joint working between employers and providers. If Train to Gain is to add value in the retail sector, it will need to target the 'hard to reach' employers (such as the small independents), and to target those employees who actually need to add to their skills.

Skills for Health

Sector Skills Agreement for Health: Stage 3. Delivering a Flexible Workforce to Support Better Health and Health Services - The Case for Change, Skills for Health, January 2006.

	Evidence/challenges	Supply-side issues
1.	This assessment of current education and training provision has shown that, for the core occupations in the health sector, provision of satisfactory to good quality provision is widely available and for the most part is relevant and effective, and that the volume of provision has kept pace with the rapid growth in the size of the workforce to date.	Further growth in vocational qualifications, as predicted by employers, linked to role redesign and upskilling of existing staff would also require additional sourcing from FE.
2.	The potentially rich pool of health workers with level 2 and 3 qualifications and those increasingly acquiring vocational qualifications could be utilised more efficiently, and should be given greater opportunities to develop their skills.	The findings argue for greater flexibility and more widely available provision, with stronger links between vocational, academic and professional qualifications, and a greater emphasis on competence and work-based learning and assessment.

Skills for Care and Development

Sector Skills Agreement Stage 2 - Skills for Care, Skills for Care and Development, April 2007.

	Evidence/challenges	Supply-side issues
1.	Training and development which meets needs of 'the workforce of the future'.	Developing a 'learning culture'; development and delivery of learning; involvement of employers and people who use services; particular needs of volunteers.
2.	Qualifications appropriate to job and competency needs and career progression.	Rationalisation of qualifications; career pathways; flexibility; 'mix and match'–modularisation; competency vs. qualifications.

3.	Funding which satisfies the skill-development needs of workforce.	Funding methods which meet the needs of the learner and service delivery; coherence; clarity and knowledge about what opportunities are available and how to access these; long-term planning and sustainability.
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Asset Skills <i>Sector Skills Agreement: Summary of key issues and proposals for England, Asset Skills, November 2006</i>		
	Evidence/challenges	Supply-side issues
Housing	31% of those working in the housing industry are aged 50-64 compared to 25% in the UK economy as a whole. Only 9% of the workforce are aged 24 or under compared with 15% in the UK economy.	About 85% of housing learners in FE are aged 25-59 and only 4% of learners in HE were below the age of 20.
	Qualitative research has revealed that employers do not feel that FE/HE course provision reflects changing trends and requirements.	Significant and increasing trend towards in-house provision. FE and HE will need to both develop demand and provide more flexible and bespoke course provision in order to meet the needs of housing organisations.
Property	Only 10% of all Chartered Surveyors are female. Research indicates that the average age of surveyors is mature. 9% of the workforce are aged 24 or under and 31% aged 50 or over (compared with 15% and 25% respectively in the UK economy).	Available evidence indicates a slight shortage on the supply side at level 4 and above. Considerable shortage of provision below level 4 across the UK. Broadening the entry routes into the profession through NVQ and Foundation degrees is likely to enable increased access to the profession by young people. Promote the specialised Diploma in the Built Environment for 14-19 year olds.
	The Royal Town Planning Institute point to considerable recruitment difficulties in the profession. In 2005 some 66% of local authorities indicated that they had recruitment difficulties (an increase of over 6% on the previous year).	Need to develop provision below university degree level in order to try and increase the number of access points to the planning career ladder. Development of broader skills mix in relation to the built environment and promotion of the specialised Diploma in the Built Environment for 14-19 year olds.
Facilities m'ment	Widely agreed by employers and professional bodies/associations that: a) the completion of a standards and qualifications framework is needed for the development of the FM industry. b) there is a need for qualifications at the assistant/junior/technician levels (NVQ Levels 1-3).	An important challenge facing the industry is to improve the awareness, definition, visibility and credibility of FM qualifications. Lack of supply side definition and job roles.

Asset Skills <i>Sector Skills Agreement: Summary of key issues and proposals for England, Asset Skills, November 2006</i>		
	Evidence/challenges	Supply-side issues
	Aging workforce profile (37% are aged 50 or over compared with just 25% in the UK economy as a whole). Lack of entry levels – an almost complete block in the FM career development path at all levels below level 4.	Currently very little FM provision within FE. Currently 0.2% of expenditure that falls within the Asset Skills footprint is spent on FM course provision within FE.
Cleaning	Professional bodies and training providers currently believe that the current status of training is poor within the industry with a low penetration in cleaning training and associated competences. Only 19% of companies surveyed had a budget for training expenditure. 39% of the workforce has no qualifications (compared to 12% in the UK economy). Cleaning contractors face considerable barriers to training and skill development.	Need for client company 'buy in' to enable contractors to provide relevant training and skills development activities. The government will increasingly be seeking contributions from employers for NVQ provision from September 2006. Use of 'Skills Pathway Card' to enable recording of all training activity undertaken for presentation to different employers.

Skills for Logistics <i>An Assessment of Current Provision for Skills Needs in the Logistics Sector (Stage 2), Skills for Logistics, November 2005</i>		
	Evidence/challenges	Supply-side issues
1.	FE colleges have an important role in the delivery of logistics training, in two respects. Many provide vocational courses relevant to logistics, usually at certificate level (equivalent to NVQ levels 2 and 3) and sometimes higher. College staff also provide assessment services for NVQs.	The picture of training in logistics is unclear, as there is not an effective way of tracing staff involvement and course details change frequently in response to funding availability and local demand. Employers do not support the system of NVQs pro-actively
2.	Market forces have shortened courses, and also skewed them towards compliance with regulations	Providers should focus more positively on the medium and longer term needs of their customers, on productivity issues and a wider range of skills, alongside the basic requirements for compliance training.

Skillfast-UK <i>Assessment of current education and training provision for apparel, footwear, textiles and related businesses in England, Skillfast-UK, February 2006</i>		
	Evidence/challenges	Supply-side issues
1.	There is a comprehensive range of VRQs and NVQs available to the sector, which is broadly adequate to meet needs.	There are a small number of emerging gaps in the portfolio of NVQs and occupational standards as NVQs near their expiry date and standards become in need of revision.

2.	Employers identify a range of gaps in vocational education and training provision that are required to meet specific industry needs. Some of these gaps are due to a lack of provision in the employer's immediate locality but some are due to a shortage of provision on a national level.	The NVQ infrastructure in England for sector-related skills is now limited in terms of its size and the scope of its coverage, with particular industries reliant on small numbers of centres or, in some cases, having no centres at all.
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