

Economy, Skills & Employment Joint Strategic Needs Assessment (JSNA)

June 2017

Version 5.0
Last updated 22nd June 2017

Contents

1	Introduction	4
2	Policy context.....	4
3	Key issues and gaps	5
4	Recommendations	6
5	Who is at Risk and Why	7
6	Geographic differences in need.....	8
7	Impact of poor health on the economy	12
7.1	Cost of poor health.....	12
8	Economic Activity & Unemployment.....	13
8.1	Economic activity / inactivity.....	13
8.2	Claimant unemployment	16
8.3	Joblessness	20
8.4	Workless households.....	21
8.5	Young people not in education, training, employment (NEET)	22
9	Skills & Employment	26
9.1	Introduction	26
9.2	Supply of Skills	28
9.2.1	Demographics.....	28
9.2.2	Education performance.....	29
9.2.3	Adult qualifications	34
9.2.4	Learning delivery	38
9.3	Demand for Skills.....	41
9.3.1	Employment key trends	41
9.3.2	Job Density	45
9.3.3	Occupation structure.....	45
9.3.4	Employment status	46
9.3.5	Full and part time employment.....	47
9.3.6	Employment Flexibility	50
9.3.7	Volunteering	56
9.3.8	Skills gaps	60
9.3.9	Current vacancies	60
9.3.10	Future demand for skills.....	62

9.4	Cumbria Skills Investment Plan.....	63
10	Access to employment	65
10.1	Services to support access to employment	65
10.1.1	DWP Flexible Work Fund.....	66
10.1.2	Independent Day Services	66
10.1.3	European Social Fund	67
10.2	Transport access to employment centres.....	68
10.3	Childcare	71
10.4	Procurement policies	73
11	Earnings & Income.....	75
11.1	Gross weekly earnings.....	75
11.2	The Living Wage.....	76
11.3	Household income & housing affordability	77
12	Workplace wellbeing, health & safety	79
12.1	Workplace Wellbeing	79
12.2	Health & Safety at Work.....	81
12.2.1	Sickness absence	81
12.2.2	Work related diseases	83
12.2.3	Cost to the economy of fatal injuries / non-fatal injuries	86
12.2.4	Fatal injuries	86
12.2.5	Reported non-fatal injuries	87
13	Economic context.....	89
13.1	Economic overview	89
13.2	Business structure & performance	90
13.2.1	Business structure	90
13.2.2	Business performance	91
13.2.3	Business start ups	92
13.2.4	Gross value added.....	95
13.2.5	Cumbria LEP Priorities & Drivers	96
13.2.6	Experian Baseline Economic Projections	98
14	Table of Figures	101
15	References.....	103
16	Glossary.....	105
17	Key contact	105

1 Introduction

The ambition to enable everyone to achieve their potential for a healthy and productive life is shared by government at all levels and the connection between employment and health is pivotal. The evidence that unemployment is bad for your health is clear and likewise that good work is an important contributor to health and wellbeing across people's lives. Fundamentally, a healthy population is one that has the potential to be a healthy and productive workforce for industry. This is key to attracting and retaining businesses and developing dynamic and diverse communities that are sustainable for the future.

This Joint Strategic Needs Assessment (JSNA) Economy, Skills & Employment chapter aims to provide an insight into a range of topics including:

- The impact of poor health on the economy
- Business structure & performance
- Skills supply & demand
- Employment & unemployment

The chapter is designed to provide commissioners and other relevant authorities with knowledge and understanding of the needs of Cumbria's businesses and communities and the impact of poor health on the economy in order to help inform future strategic planning. Research, evidence and intelligence have been gathered from local, regional and national sources and analysis has been undertaken to understand which sections of the community have the greatest need for support.

2 Policy context

The Marmot Review – “Fair Society Healthy Lives”

The Marmot Review (commissioned by the then Secretary of State for Health and published in 2010) stated that *“people with higher socioeconomic position in society have a greater array of life chances and more opportunities to lead a flourishing life. They also have better health. The two are linked: the more favoured people are, socially and economically, the better their health.”* The Review went on to state that *“being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities. However, jobs need to be sustainable and offer a minimum level of quality, to include not only a decent living wage, but also opportunities for in-work development, the flexibility to enable people to balance work and family life, and protection from adverse working conditions that can*

damage health. Patterns of employment both reflect and reinforce the social gradient and there are serious inequalities of access to labour market opportunities. Rates of unemployment are highest among those with no or few qualifications and skills, people with disabilities and mental ill-health, those with caring responsibilities, lone parents, those from some ethnic minority groups, older workers and, in particular, young people. When in work, these same groups are more likely to be in low-paid, poor quality jobs with few opportunities for advancement, often working in conditions that are harmful to health. Many are trapped in a cycle of low-paid, poor quality work and unemployment.”

The Marmot Review states that reducing health inequalities requires action on six policy objectives, one of which is particularly relevant to this chapter “**to create fair employment and good work for all**” and within this objective, the review identified three priorities:

- improve access to good jobs and reduce long-term unemployment across the social gradient;
- make it easier for people who are disadvantaged in the labour market to obtain and keep work;
- improve quality of jobs across the social gradient.

Public Health England - “Work and Health”

A report entitled “Work and Health” published by Public Health England and The Work Foundation in 2016 states that “evidence shows that a good working environment is good for health, and that a bad working environment (characterised by low levels of job control and organisational fairness, and a high effort-reward imbalance) may contribute to poor health. There is also evidence to show that healthier, active and engaged employees are more productive, have lower levels of sickness absence and presenteeism, creating a business imperative to take action as well as a public health one. Workplaces are a key setting for engaging adults in activities to improve their health and wellbeing to improve the health of the nation, and business productivity.”

3 Key issues and gaps

Areas in Cumbria which experience highest rates of health deprivation are frequently also those which experience highest rates of claimant unemployment, lowest levels of qualifications and highest levels of economic inactivity.

Economic activity rates and full time employment rates for those whose activities are limited by poor health or who have low / no qualifications are significantly lower than for those with high level qualifications or without limiting health conditions.

Claimant unemployment rates among age groups below 35 years are above the national average particularly in west and south Cumbria. However, NEET rates for 16-17 year olds are lower than the national average suggesting that intervention is required to improve progression rates.

Occupation projections suggest that over 100,000 jobs will need to be filled in Cumbria in the next decade as a result of expansion demand or replacement demand and that an increasing proportion of jobs will require high level skills which has the potential to increase the barriers to employment for those with low skills and for those at most disadvantage in the labour market.

Demographic decline is leading to a shrinking working age population and increasingly ageing workforce which may constrain future economic growth unless activities to increase labour market participation from the resident population (including the over 50s) and to encourage inward migration from younger age groups into Cumbria are strengthened.

One in seven businesses already identifies current skills gaps in their business, most likely to be in skilled trades and lower skilled elementary administration and service occupations and for technical & practical skills, advanced IT or software skills.

4 Recommendations

It is recommended commissioners consider the following:

- Foster a closer relationship between Cumbria Local Enterprise Partnership (LEP) and the Health and Wellbeing Board;
- Ensure effective partnership focus on the important relationships between employment, worklessness and health and support appropriate interventions in a coordinated manner to reduce duplication and maximise effectiveness;
- Work together to promote the benefits of workplace health and wellbeing including supporting programmes such as the Better Health at Work Award;
- Ensure a strong foundation of general education and develop an appropriately skilled population taking account of current and future expected growth sectors within the economy and the challenge of replacement demand;
- Prioritise active labour market programmes which tackle inequality in employment, skills and employability;
- Recognise the challenges and opportunities of an ageing population and adopt policies which encourage continued labour market participation by over 50s, including promoting the benefits to employers of employing older workers,

encouraging them to upskill/retrial older workers by adapting training and development to suit this cohort and to adopt more age friendly policies;

- Adopt and promote commissioning and procurement policies which impact positively on Cumbria's businesses and communities by recognising the social, economic and environmental benefits to be gained through responsible procurement activity, thus strengthening community resilience and building social capital, including applying social benefit clauses to contracts where appropriate.

5 Who is at Risk and Why

Access to good quality work is not an issue which is limited to one particular group, it is a cross cutting issue. There are a number of groups who could be identified as being at particular risk including:

- those with no or few qualifications and skills;
- people with disabilities and mental ill-health;
- those with caring responsibilities;
- lone parents;
- those from some ethnic minority groups;
- those who are homeless or at risk of homelessness;
- ex-offenders;
- older workers;
- young people.

The local economy is also at risk if Cumbria is not able to meet the skills shortages and skills gaps identified by local employers.

There is a strong correlation between the skills of the workforce and the vitality of the labour market. Areas with high concentrations of high level skills tend also to have high levels of employment and vice versa.

We must ensure sufficient people with the right level of skills are available to meet employer needs in order to support economic growth. Without a strong lifelong learning ethos, Cumbria risks not having a strong, well performing economic base.

There is a role for employers in progressing and developing their staff. If this progression into higher skilled and higher paid work is not facilitated, there will be limited entry level opportunities for those seeking employment.

6 Geographic differences in need

6.1 Allerdale

- Almost a quarter of economically inactive residents in Allerdale are long term sick/disabled (England 19.2%).
- 9 wards in Allerdale have claimant unemployment rates above the national average.
- Claimant unemployment rates for age groups under 40 in Allerdale are above the national average.
- The rate of young people not in employment, education or training (NEET) in Allerdale is the second highest in Cumbria at 5.2% (Cumbria 4.2%).
- Progress scores for pupils between KS2 and GCSE in Allerdale are below average.
- The attainment gap between disadvantaged and non-disadvantaged pupils is higher in Allerdale than nationally.
- The proportion of working age adults with level 4+ qualifications is lower in Allerdale than nationally at 24.3% (England 29.8%).
- Jobs density (jobs per working age resident) in Allerdale is below the national average at 0.73 (UK 0.83).
- There are 2 LSOAs in Allerdale where journey times to medium sized employment centres by public transport is 60 minutes or more (located within the wards of Crummock and Warnell).
- Gross weekly earnings at workplaces located in Allerdale are below the national average.
- Over a third (35.2%) of jobs in Allerdale are estimated to pay below the Real Living wage (UK 23.2%).
- Median household income in Allerdale is lower than the national average at £25,000 (GB £29,449).
- The annual start-up rate of businesses per 100 enterprises is lower in Allerdale than nationally at 7.9 (England 17.9).

6.2 Barrow

- The economic inactivity rate (% working age adults who are not in work and not actively seeking work) is higher than average (24.3% v England 23.0%).
- Over a third (34%) of economically inactive residents in Barrow are long term sick/disabled (England 19.2%).
- Claimant unemployment rates in Barrow for both males and females are higher than average.
- 5 wards in Barrow have claimant unemployment rates above the national average, particularly in Barrow Island where the rate is more than 3 times the national rate (8.0% v 2.7%).
- Claimant unemployment rates for all age groups in Barrow except over 60s are above the national average.
- The jobless rate (claimants and non-claimants) in Barrow is higher than the national average (5.7% v 5.1%).
- The working age population in Barrow has fallen by 7.5% over the past 10 years (England rise 4.9%).
- The percentage of pupils achieving English and Maths GCSEs (at A*-C) is lower in Barrow than nationally at 54.9% (national 62.8%).

- Progress scores for pupils between KS2 and GCSE in Barrow are below average.
- The attainment gap between disadvantaged and non-disadvantaged pupils is higher in Barrow than nationally.
- The proportion of working age adults with level 4+ qualifications is lower in Barrow than nationally at 21.1% (England 29.8%).
- Jobs density (jobs per working age resident) in Barrow is below the national average at 0.83 (UK 0.83).
- Nearly a third (32.0%) of jobs in Barrow are estimated to pay below the Real Living wage (UK 23.2%).
- Median household income in Barrow is lower than the national average at £22,623 (GB £29,449).
- Barrow has the highest standard mortality (SNR) ratio among males from mesothelioma in the country at 493 (GB = 100).
- The annual start-up rate of businesses per 100 enterprises is lower in Barrow than nationally at 13.8 (England 17.9).

6.3 Carlisle

- Over a quarter of economically inactive residents in Carlisle are long term sick/disabled (England 19.2%).
- The rate of young people not in employment, education or training (NEET) in Carlisle is the highest in Cumbria at 5.4% (Cumbria 4.2%).
- The percentage of pupils achieving English and Maths GCSEs (at A*-C) is lower in Carlisle than nationally at 58.9% (national 62.8%).
- Progress scores for pupils between KS2 and GCSE in Carlisle are below average.
- The attainment gap between disadvantaged and non-disadvantaged pupils is higher in Carlisle than nationally.
- The proportion of working age adults with level 4+ qualifications is lower in Carlisle than nationally at 23.8% (England 29.8%).
- There is 1 LSOA in Carlisle where journey times to medium sized employment centres by public transport is 60 minutes or more (located within the ward of Lyne).
- Carlisle has the lowest number of childcare places in Cumbria for 0.4 year olds as a percentage of the 0.4 year old population (45%).
- Gross weekly earnings for residents living in Carlisle and at workplaces located in Carlisle are below the national average.
- Over a quarter (26.6%) of jobs in Carlisle are estimated to pay below the Real Living wage (UK 23.2%).
- Median household income in Carlisle is lower than the national average at £24,984 (GB £29,449).
- The annual start-up rate of businesses per 100 enterprises is lower in Carlisle than nationally at 9.5 (England 17.9).

6.4 Copeland

- The economic inactivity rate (% working age adults who are not in work and not actively seeking work) is slightly higher than average (23.8% v England 23.0%);
- Over a quarter of economically inactive residents in Copeland are long term sick/disabled (England 19.2%).
- Claimant unemployment rates in Copeland for males are higher than average.

- 11 wards in Copeland have claimant unemployment rates above the national average.
- Claimant unemployment rates for age groups under 40 in Copeland are above the national average.
- The jobless rate (claimants and non-claimants) in Barrow is higher than the national average (5.4% v 5.1%).
- The percentage of pupils achieving English and Maths GCSEs (at A*-C) is lower in Carlisle than nationally at 55.9% (national 62.8%).
- Progress scores for pupils between KS2 and GCSE in Copeland are below average.
- The attainment gap between disadvantaged and non-disadvantaged pupils is higher in Copeland than nationally.
- The proportion of working age adults with level 4+ qualifications is lower in Copeland than nationally at 22.8% (England 29.8%).
- Jobs density (jobs per working age resident) in Copeland is below the national average at 0.82 (UK 0.83).
- There are 3 LSOAs in Copeland where journey times to medium sized employment centres by public transport is 60 minutes or more (located within the wards of Millom Without, Ennerdale and Seascale).
- Median household income in Copeland is lower than the national average at £24,793 (GB £29,449).
- The annual start-up rate of businesses per 100 enterprises is lower in Copeland than nationally at 7.4 (England 17.9).

6.5 Eden

- Progress scores for pupils between KS2 and GCSE in Eden are slightly below average.
- The attainment gap between disadvantaged and non-disadvantaged pupils is higher in Eden than nationally.
- Part time working is more prevalent in Eden than nationally at 37.9% (national 30.9%).
- Self-employment is more prevalent in Eden than nationally at 24.9% (England 15.2%).
- There are 6 LSOAs in Eden where journey times to medium sized employment centres by public transport is 60 minutes or more (located within the wards of Long Marton, Lazonby, Morland, Kirkoswald, Crosby Ravensworth and Skelton).
- Gross weekly earnings for residents living in Eden and at workplaces located in Eden are below the national average.
- Over a third (39.5%) of jobs in Eden are estimated to pay below the Real Living wage (UK 23.2%).
- Median household income in Eden is lower than the national average at £28,086 (GB £29,449).
- The housing affordability ratio (house price to household income) in Eden is worse than the national average at 6.6 (GB 6.3).
- The annual start-up rate of businesses per 100 enterprises is lower in Eden than nationally at 7.1 (England 17.9).

6.6 South Lakeland

- The working age population in South Lakeland has fallen by 8.1% over the past 10 years (England rise 4.9%).
- Self-employment is more prevalent in South Lakeland than nationally at 21.8% (England 15.2%).
- There are 4 LSOAs in Allerdale where journey times to medium sized employment centres by public transport is 60 minutes or more (located within the wards of Broughton, Sedbergh, Kirkby Lonsdale and 2 within Hawkshead,).
- Gross weekly earnings for residents living in Carlisle and for workplaces in Carlisle are below the national average.
- Gross weekly earnings at workplaces located in South Lakeland are below the national average.
- Over a quarter (27.2%) of jobs in Allerdale are estimated to pay below the Real Living wage (UK 23.2%).
- The housing affordability ratio (house price to household income) in South Lakeland is worse than the national average at 6.6 (GB 6.9).
- The annual start-up rate of businesses per 100 enterprises is lower in South Lakeland than nationally at 8.7 (England 17.9).

7 Impact of poor health on the economy

7.1 Cost of poor health

There is a strong economic argument to address health-related worklessness, across public expenditure, the wider economy and personal and household income. It is estimated that when a claimant moves into a job paying the National Living Wage, there are savings of £6,900 for government, a £13,100 boost to the local economy and a £6,500 gain to the individual. Other key costs of poor health include:

- The annual State spend on health related benefits is £13bn;
- The cost to the taxpayer of benefits, additional health costs and foregone taxes are estimated to be over £60bn;
- Employers face a yearly bill of around £9bn for sick pay and associated costs;
- The combined costs of sickness absence, lost productivity through worklessness, and health-related productivity losses are estimated to be over £100bn annual, more than the annual NHS budget;
- 137 million working days are lost due to sickness absence annually (2016);
- 1.9% of working hours are lost to sickness annually, increasing to 2.6% of part time working hours (2016);
- On average 4.3 days are lost due to sickness absence for each worker (2016);
- Around 330,000 people a year fall out of work and into the welfare system because of health related issues;
- One in three current UK employees has a long-term health condition;
- By 20130, 40% of the working age population will have a long term condition;
- People in the poorest communities have a 60% higher prevalence of long-term conditions than those in the richest communities;
- Unemployed people are more than twice as likely as employed people to report having a limiting long term condition

("Work and Health - Public Health England / The Work Foundation, 13 Sept 2016).

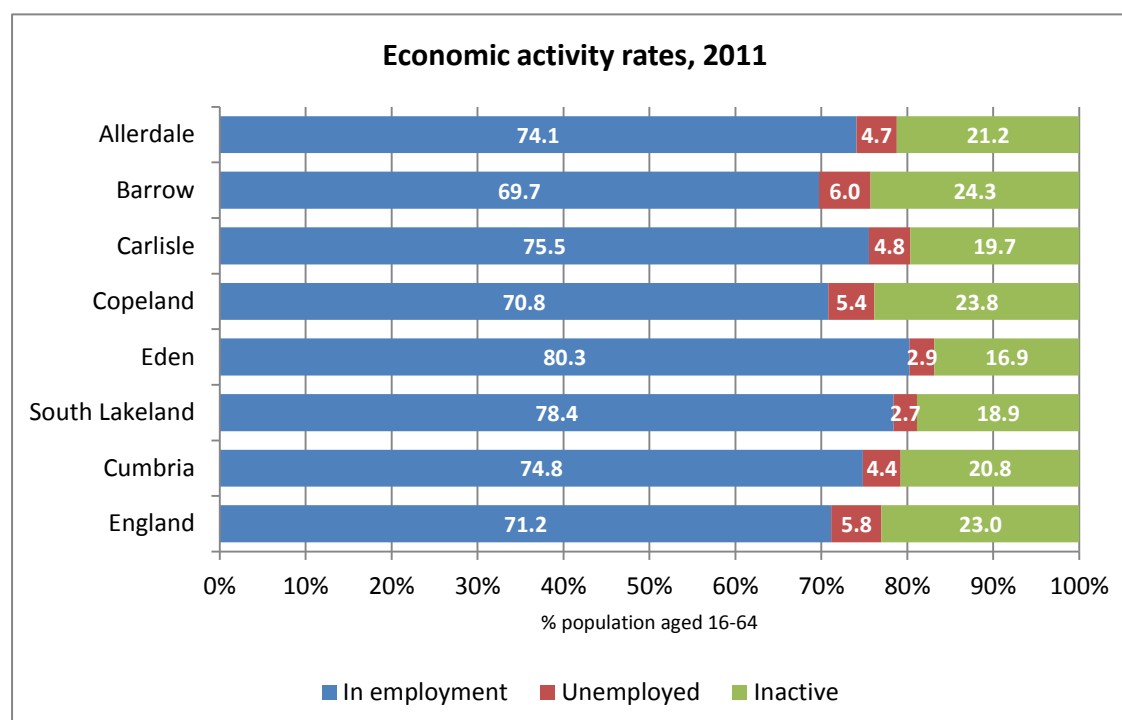
8 Economic Activity & Unemployment

8.1 Economic activity / inactivity

Economic activity is a measure of those who are participating or seeking to participate in the labour market and comprises those who are already in work as well as those who are out of work (whether claiming benefits or not) and actively seeking work. Evidence earlier in this chapter has referred to the links between economic activity and health and this is further demonstrated by the fact that of the 64 areas in Cumbria that fall in the 20% with lowest economic activity rates, 43 also fall in the 20% with worst health deprivation (measured by the Index of Deprivation Health Domain).

At the time of the 2011 Census 79.2% of Cumbria's population aged 16-64 were deemed to be economically active (74.8% were in employment and 5.8% were unemployed). The remaining 20.8% were inactive due to retirement, ill health, looking after family, students or other reasons. This economic activity rate is higher than nationally (79.2% v 77.0%) and is above the national average in Allerdale (78.8%), Carlisle (80.3%), Eden (83.2%) and South Lakeland (81.1%) but lower than the national average in Barrow (75.7%) and Copeland (76.2%).

Figure 1: Economic Activity Rates 2011

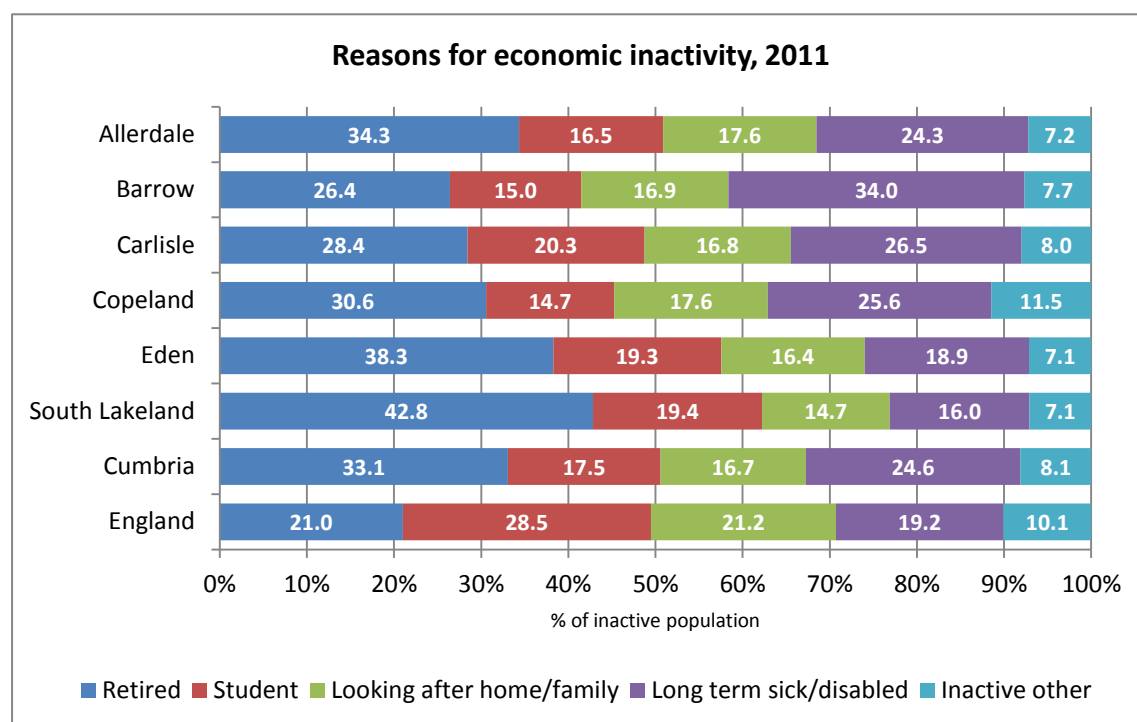


Source: Census 2011

In Cumbria as a whole, a higher proportion of inactive residents are retired or long term sick/disabled than nationally but a lower proportion of inactive residents are students or

looking after home/family. These findings vary between districts however. For example, 34.0% of inactive residents in Barrow are long term sick/disabled compared to 16.0% in South Lakeland whilst 42% of inactive residents in South Lakeland are retired, compared to 26.4% in Barrow.

Figure 2: Reasons for Economic Inactivity 2011

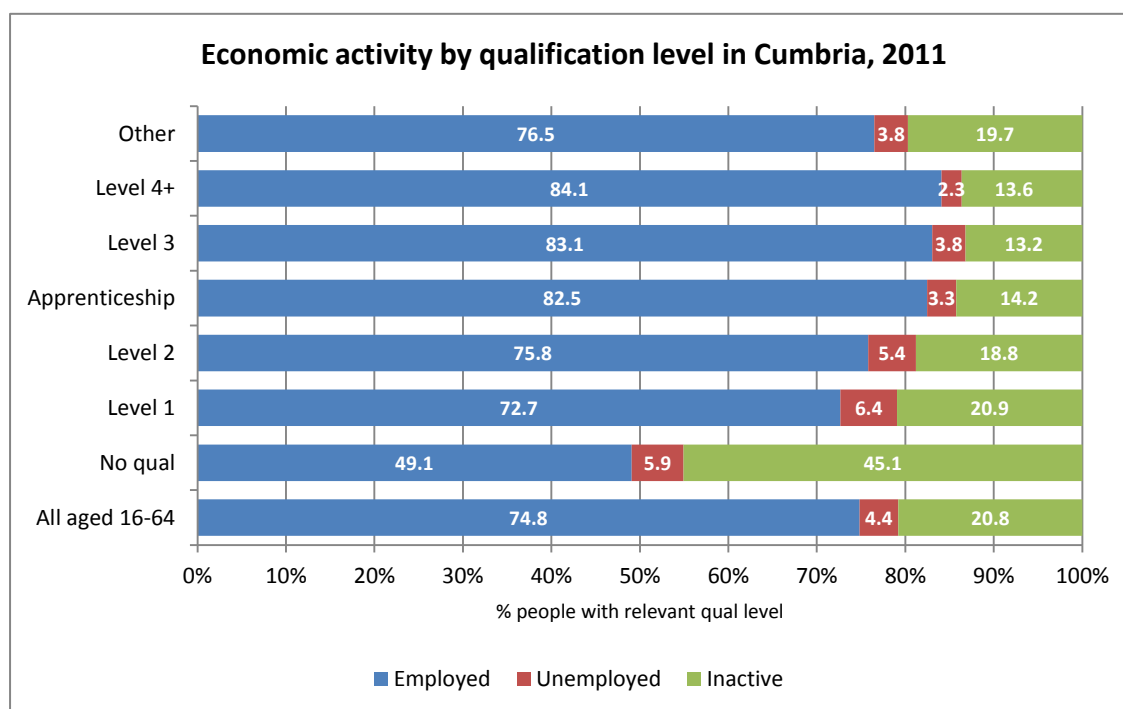


Source: Census 2011

There is clear evidence in Cumbria that those with no qualifications are less likely to be engaged in the labour market than those with qualifications. Overall in Cumbria, 20.8% of working age residents are economically inactive but the inactivity rate of those with no qualifications is more than double at 45.1% with a further 5.9% seeking work but not in employment. This compares to 13.6% of residents with Level 4+ qualifications who are inactive (2.3% unemployed) and 13.2% of those with Level 3 qualifications who are economically inactive (3.8% unemployed).

Levels of full time employment are highest among those with Apprenticeship qualifications (71.9%) and lowest for those with no qualifications (30.7%) or with level 1 (47.1%) and level 2 (46.7%) qualifications.

Figure 3: Economic Activity by Qualification Level (residents aged 16-64)

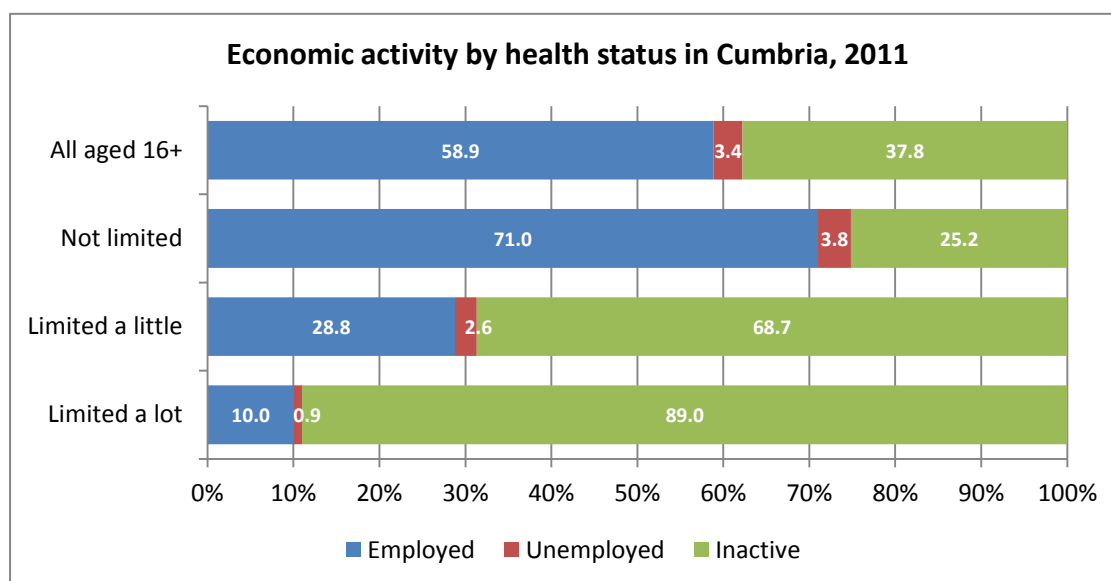


Source: Census 2011

Census data on economic activity by self-reported health status is only available for all aged 16+ (rather than just for those aged 16-64 years) but nevertheless demonstrates very clearly that engagement in the labour market is significantly impacted by health. The employment rate for adult residents without any limiting health conditions is 71.0% in Cumbria with a further 3.8% out of work but actively seeking work. However, for those whose activities are only limited a little, the employment rate is significantly reduced at 28.8% and for those whose activities are limited a lot, the employment rate is only 10%.

Unemployment rates (ie those not working but actively seeking work, whether on benefits or not) are lower for those with limiting health conditions than for those without, indicating that those with health conditions who are not in work are more likely to drop out of the labour market completely and become economically inactive rather than be actively seeking work.

Figure 4: Economic Activity by Health Status (residents aged 16+)



Source: Census 2011

8.2 Claimant unemployment

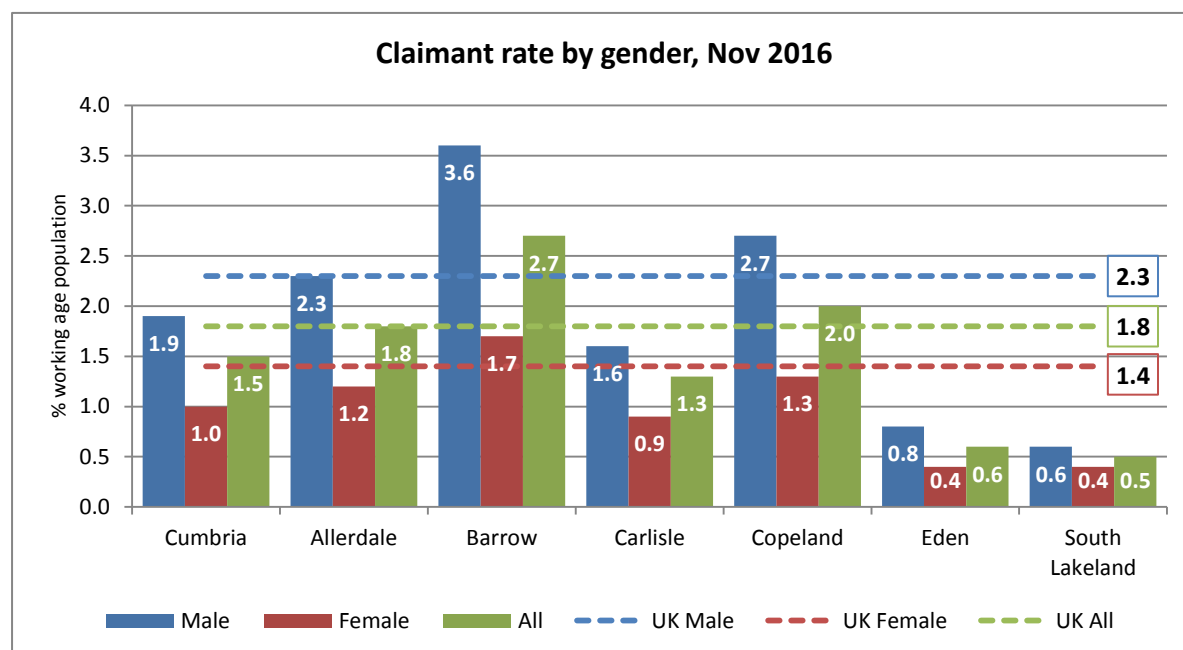
Evidence earlier in this chapter has referred to the links between economic activity and health and this is further demonstrated by the fact that of the 64 areas in Cumbria that fall in the 20% with highest claimant unemployment rates, 50 also fall in the 20% with worst health deprivation (measured by the Index of Deprivation Health Domain).

The continuing rollout of Universal Credit across the country and the move towards a digital system has limited the range of information currently available on claimant unemployment and broader measures of joblessness and this will not be improved until the rollout is complete. At present therefore, the claimant count (which is a monthly count from administrative records of those claiming Jobs Seeker's Allowance plus those claiming Universal Credit who are required to seek work) is the most accurate measure of unemployment locally. National measures of "joblessness" (claimants plus non-claimants looking for work) do exist and are widely reported by the media each month but they are not reliable for local areas as they are survey based with small samples.

The claimant count in Cumbria in November 2016 was 4,385 which was 70 fewer than the same month last year. This gives an unemployment rate of 1.5% of the working age population which is lower than the national rate of 1.8%. However, there are wide variations within the county – the lowest rate is 0.5% in South Lakeland and the highest is 2.7% in Barrow. Along with Barrow, Copeland has an overall rate which is above the national average while Allerdale's is the same as the UK's.

There are also variations by gender with the unemployment rate for males in Cumbria being almost twice that of females, a higher differential than nationally and this is particularly acute in Barrow and Copeland where male rates are more than double female rates. Barrow is the only district in Cumbria where both male and female claimant rates are above the national average.

Figure 5: Claimant Rate by Gender Nov 2016

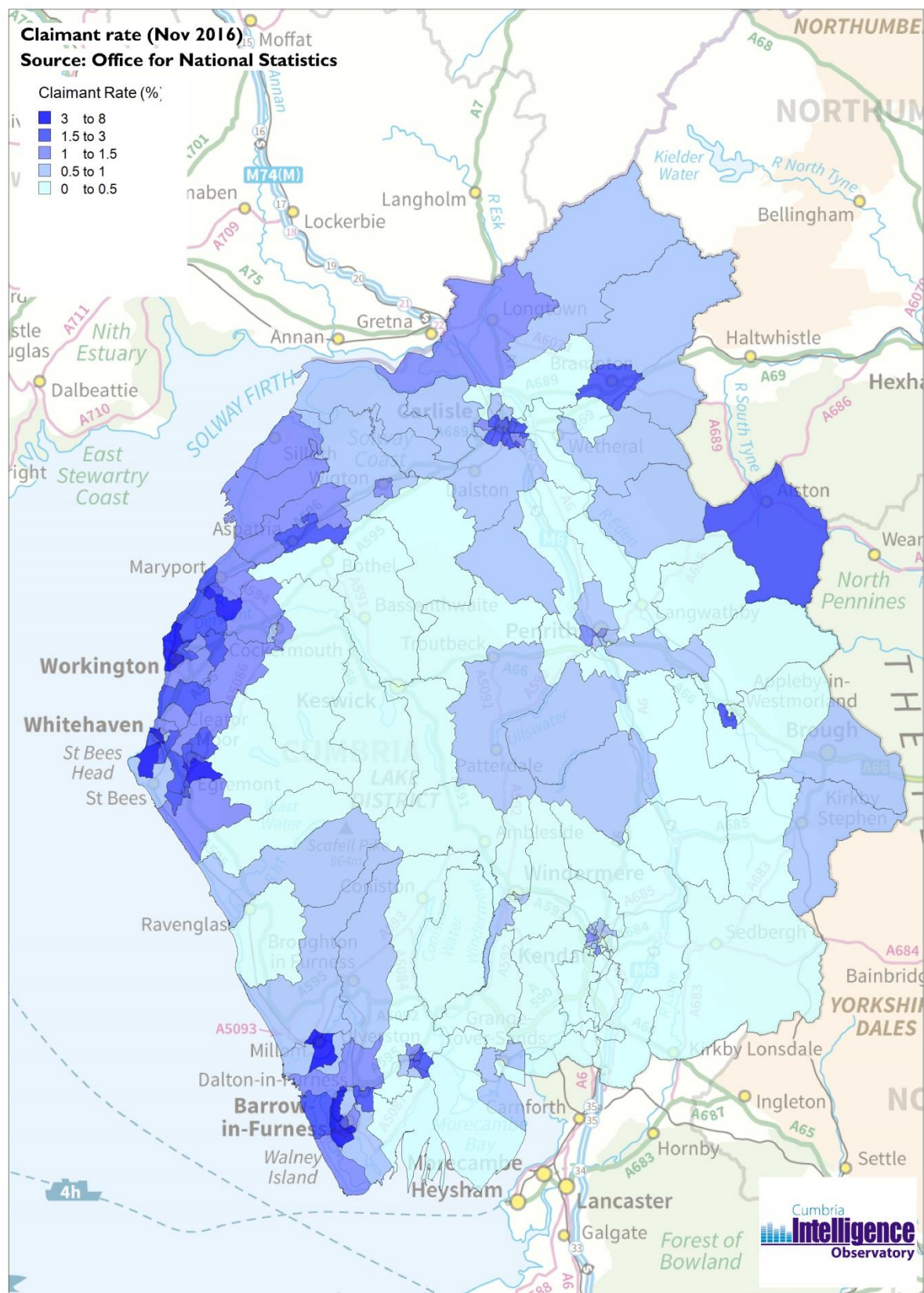


Source: ONS Claimant Count via Nomis

There are 30 wards in Cumbria (out of 166) where claimant rates are above the national average of 1.8%, 11 in Copeland, 9 in Allerdale, 5 in Barrow, 4 in Carlisle and 1 in South Lakeland. These are as follows

- *Copeland* – Sandwith 4.9%, Harbour 4.1%, Newtown 3.2%, Cleator Moor South 3.1%, Holborn Hill 3.0%, Egremont North 2.8%, Mirehouse 2.8%, Cleator Moor North 2.5%, Distington 2.2%, Frizington 2.2%, Hensingham 1.9%;
- *Allerdale* – Moss Bay 4.2%, St Michael's 3.9%, Moorclose 3.8%, Ewanrigg 3.7%, Netherhall 2.8%, Ellenborough 2.5%, Clifton 2.1%, Flimby 2.1%, St John's 1.9%;
- *Barrow* – Barrow Island 8.0%, Central 5.6%, Hindpool 5.1%, Ormsgill 4.0%, Risedale 3.6%;
- *Carlisle* – Morton 2.2%, Upperby 2.2%, Castle 2.1%, St Aidan's 1.9%;
- *South Lakeland* – Ulverston Central 1.9%.

Figure 6: Claimant unemployment rates (Nov 2016)



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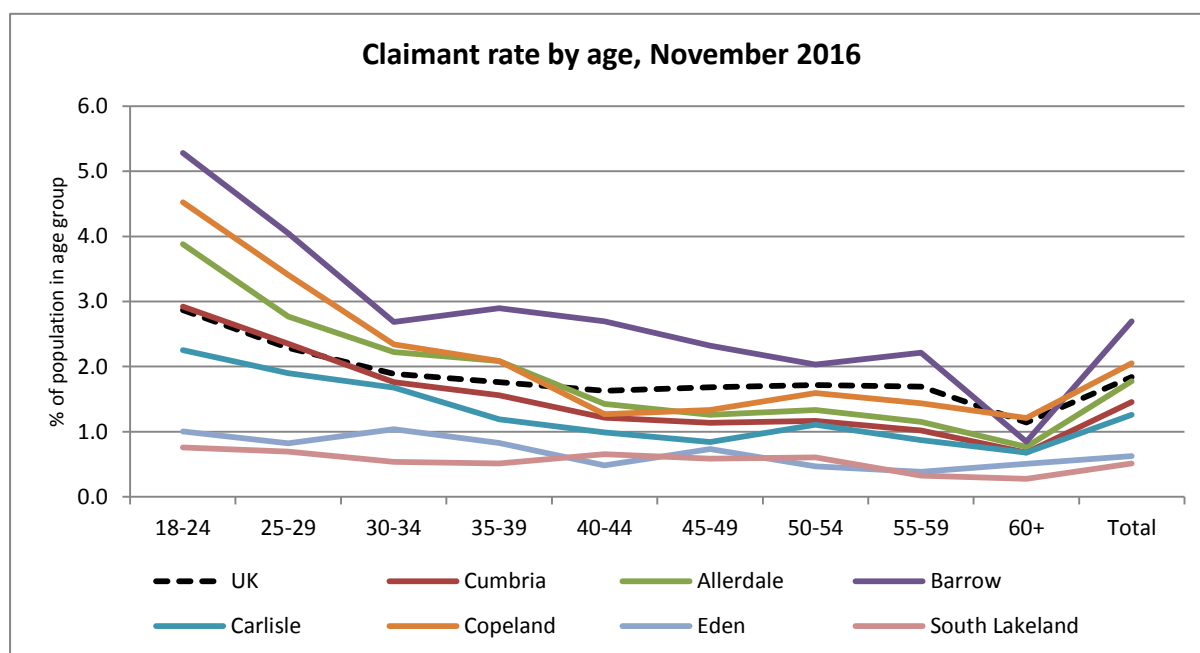
As well as variations by gender, there are clear variations in unemployment rates by age in Cumbria. For the county as a whole, rates are the same or lower than nationally for all age groups except 25-29 year olds, although there is only a marginal difference with this age group. However, in Allerdale, Barrow and Copeland, all age groups below 40 years have unemployment rates above the national average and in Barrow this also applies to age groups from 40-59 years.

Figure 7: Claimant Count & Rate by Age Nov 2016

Claimant count										
	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	Total
UK	168,420	101,495	82,740	71,840	70,005	77,880	78,315	66,785	40,000	759,050
Cumbria	1,080	605	460	390	375	425	455	365	225	4,385
Allerdale	270	135	110	100	85	95	100	80	50	1,035
Barrow	285	165	100	100	115	120	105	100	35	1,120
Carlisle	210	115	110	70	70	65	90	65	45	845
Copeland	235	135	90	75	55	70	90	75	55	885
Eden	35	20	25	20	15	30	20	15	20	195
South Lakeland	50	30	25	25	40	45	50	25	20	305
Claimant rate										
	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	Total
UK	2.9	2.3	1.9	1.8	1.6	1.7	1.7	1.7	1.1	1.8
Cumbria	2.9	2.4	1.8	1.6	1.2	1.1	1.2	1.0	0.7	1.5
Allerdale	3.9	2.8	2.2	2.1	1.4	1.3	1.3	1.2	0.8	1.8
Barrow	5.3	4.0	2.7	2.9	2.7	2.3	2.0	2.2	0.8	2.7
Carlisle	2.3	1.9	1.7	1.2	1.0	0.8	1.1	0.9	0.7	1.3
Copeland	4.5	3.4	2.3	2.1	1.3	1.3	1.6	1.4	1.2	2.1
Eden	1.0	0.8	1.0	0.8	0.5	0.7	0.5	0.4	0.5	0.6
South Lakeland	0.8	0.7	0.5	0.5	0.7	0.6	0.6	0.3	0.3	0.5

Source: ONS claimant Count via Nomis (shaded cells are higher than national rate)

Figure 8: Claimant Rate by Age Nov 2016



Source: ONS Claimant Count via Nomis

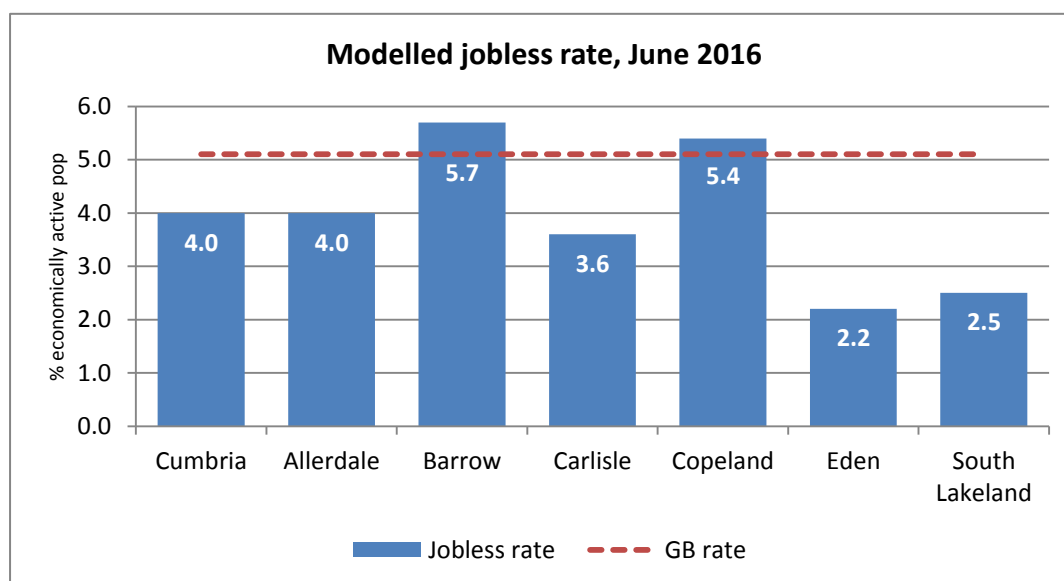
8.3 Joblessness

As mentioned previously, joblessness data for local areas which measures the claimant unemployed as well as those who are unemployed but not claiming benefits is unreliable as it is survey based with small samples which lead to large margins of error. However, the Office for National statistics now produces some model-based estimates which use the survey data and supplement it for lower level geographies with data from administrative records. Despite this, margins of error are still high and therefore these figures should be treated with caution.

The latest estimates are for the year to June 2016 and these suggest that the jobless rate in Cumbria was 4.0% (margin of error +/-1.3) compared to a national rate of 5.1%. In line with the claimant rate, both Barrow and Copeland were estimated to have jobless rates above the national rate (5.7% and 5.4% respectively). (NB: these rates are calculated as % of the economically active population not the whole working age population as is the case for the claimant count.)

If these rates are converted to counts, it is estimated that there were 9,900 jobless people in Cumbria (margin of error +/- 3,400) in June 2016. This is approximately double the claimant count and, even taking into account the margins of error, demonstrates that there are a significant number of people in Cumbria who are seeking work but are not in the work-related benefits system. The highest numbers of jobless people were estimated to be in Allerdale and Carlisle (both 2,000) followed by Barrow (1,800) and Copeland (1,700).

Figure 9: Modelled Jobless Rate Jun 2016



Source: ONS Regional Labour Market, table M01

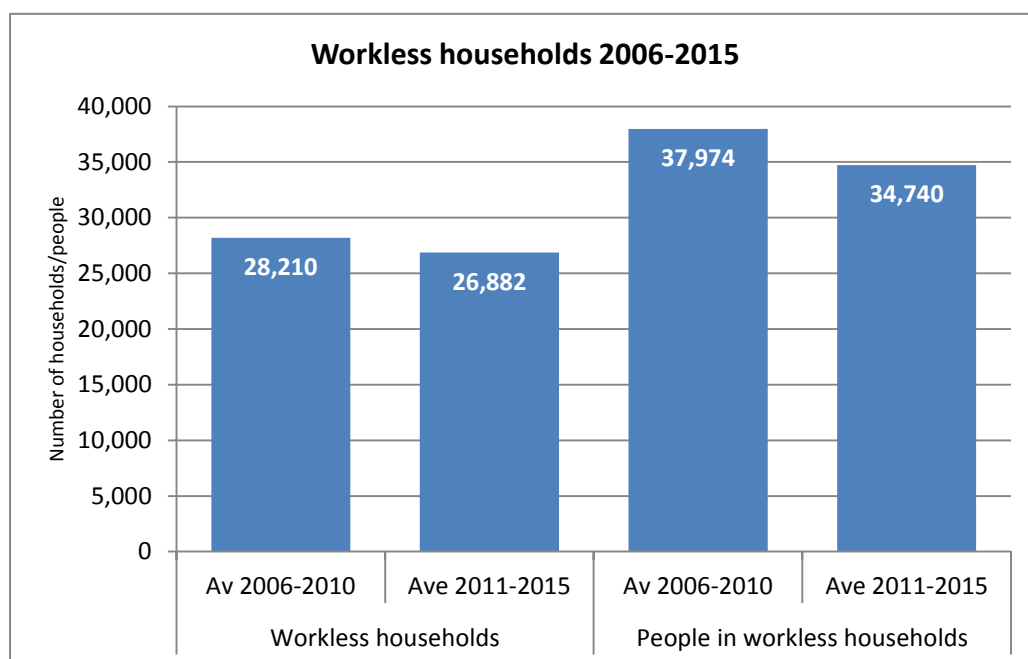
8.4 Workless households

Workless households are defined as those where no-one aged 16 or over is in employment. They may be unemployed or economically active (ie unavailable for work). Being in a workless household has a substantial impact on the likelihood of being in relative income poverty and having been raised in a workless household has a negative impact on a series of outcomes for young people such as higher probability of being NEET (not in education, employment or training) or spending longer periods out of work.

As with joblessness, data for workless households are taken from a survey (the Annual Population Survey) and are subject to sampling variation. As a result, district level data is not included here.

The 2015 figures from the Office for National Statistics suggest that there were 22,511 workless households in Cumbria containing 29,484 people aged 16-64 and 4,510 children. The degree of sampling variability makes year on year analysis unreliable but there has been an overall downward trend in these data since 2006. In the first half of the decade, the average number of workless households was 28,210 and in the second half this had reduced by 4.7% to 26,882. Similarly, the number of people in workless households reduced from an average of 37,974 in the first half of the decade to 34,740 in the second half (down by 8.5%).

Figure 10: Workless Households 2006-2015



Source: ONS Working & Workless Households

8.5 Young people not in education, training, employment (NEET)

Young people are defined as not in education, training or employment (NEET) if they are not in any form of:

- Education: Any formal course of education (full or part-time);
- Employment: Any paid work (including part time or temporary work) or self-employment;
- Training: Any formal employment-related training course (full or part- time) and including traineeships, 'Basic Skills' and engagement programmes for the most disengaged.

Impact of being NEET on health

Young people who are NEET are of particular concern due to the high and often long term financial and social costs to individuals, local communities and wider society. A report produced by PHE and the UCI Institute of Health Equity in Sept 2014 for the Health Equity Evidence Review and titled "Reducing the number of young people not in employment, education or training" (link in Section 14 References) found that:

"There are particular risks associated with being unemployed at a young age. Long-term unemployment at a young age has a direct effect on health and also makes the chances of being employed in a good career later on in life significantly less likely. For this reason, those who are NEET for longer than six months should be of particular concern. By the age of 21, people in this group are more likely to be unemployed, low paid, have no training, a criminal record, and suffer from poor health and depression. Bell and Blanchflower have found that spending time unemployed under the age of 23 lowers life satisfaction, health

status, job satisfaction and wages more than twenty years later – an effect they call ‘scarring’.” It is therefore crucial that early action is taken (pre-16) to tackle barriers and obstacles to young people’s engagement in learning and the labour market and that work is collaborative and coordinated across agencies, sectors and, where appropriate, geographic boundaries. It is also important to track young people and to monitor who is NEET, why they are, what their history is and which agencies they are engaged with.

Reducing the number of NEET young people is likely to have many beneficial outcomes – as well as potentially improving health outcomes and reducing inequalities, improvements are likely to be seen in other areas such as reducing anti-social behaviour and youth offending, increasing education attainment, improving health-related behaviours, and impacting positively on physical and mental health. This makes reducing the number of young people who are NEET a shared agenda.

The Raising the Participation Age (RPA) statutory duty came into full effect in summer 2015 and young people now have a duty to stay in learning to age 18. As a result local authorities are measured and monitored by the Department for Education (DfE) for the levels of participation by young people in education and training at 16 and 17. The Education and Skills Act (2011) placed additional duties on local authorities to secure sufficient suitable education and training provision for all 16-19 year olds; to encourage, enable and assist young people to participate; to promote the effective participation of all 16 & 17 year olds and to make arrangements to identify those resident in their area not participating and support them into provision.

From September 2016 the familiar measure of NEET (not in education, employment or training) has been based only on 16 & 17 year olds (not 18 year old as previously) and the duty to track to age 19 has been rescinded. In a further change, the measure is now an aggregate of NEETs and those whose activity is unknown. This is to ensure the full picture of support needed to ensure young people are encouraged and enabled to participate is clear and a recognition that those whose status is unknown still need to be tracked and supported if they are not in employment, education or training. The effect of this change has been to increase the number of young people counted in the NEET measure.

NEET and participation data fluctuates throughout the academic year and therefore caution is advised when interpreting monthly changes. For this reason the DfE publishes an annual “scorecard” based on average data for the quarter Nov-Jan. The most recent official scorecard is for 2015 but recently published monthly data shows that for the 3 months Nov 2016-Jan 2017 the rate of 16 & 17 year olds participating in education & training in Cumbria was 92.3% which compares to a rate of 91.3% for England.

The majority of those participating at age 16 & 17 in the quarter Nov 2016-Jan 2017 were following programmes in full time education (80.7%), Apprenticeships (9.4%) or other employment combined with training (2.2%). A further 0.8% were recorded as engaged in provision designed to support them into education, employment with training. Of particular note are the rates of 16 & 17 year olds in Cumbria participating in Apprenticeships and employment with training both of which are among the highest rates in England.

Figure 11: Participation status of 16-17 year olds, Nov 16-Jan 17

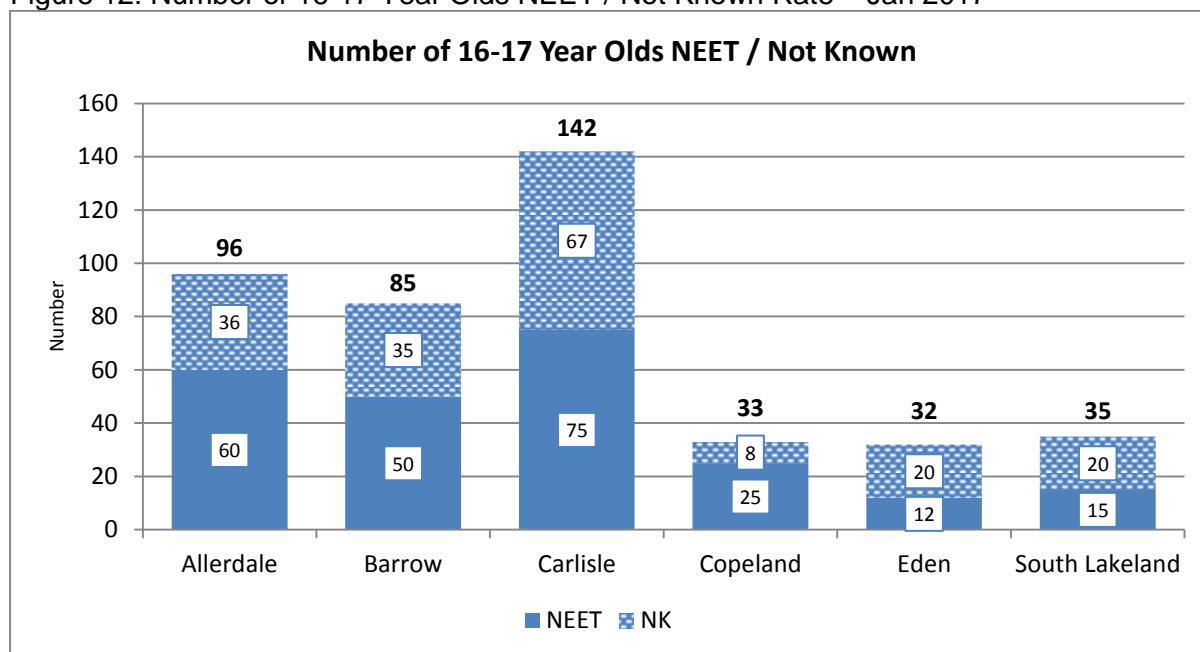
Participation Status – Nov 16-Jan 17		
	Cumbria	England
Full time education	80.7	84.9
Apprenticeship	9.4	5.6
Employment with quals	2.2	0.6
Working towards participation	0.8	0.2
Part time education	0.0	0.3
Employment without quals	1.6	0.7
Temporary break	0.7	0.5
Not known to be participating	4.5	7.3

Source: Department for Education

A key building block of participation is the September Guarantee (that all young people at 16 & 17 should have a suitable offer of learning). In 2015, 92% of 16 & 17 year olds in Cumbria secured a suitable offer of learning which is lower than the England figure of 94.6%. Early indications for the 2016 September Guarantee suggest that the number of young people who secured an offer of learning has increased in Cumbria, particularly at 17 but data is not yet available for other areas in order to judge the comparative extent of this progress.

In addition to the DfE data, Inspira supply monthly data for district areas in Cumbria. The most recent data were supplied in January 2017 and showed that there were 446 16-17 year olds in Cumbria who were classified as NEET or Not Known (237 NEET and 209 Not Known). The highest number of these were in Carlisle (75 NEET and 67 Not Known) followed by Allerdale (60 NEET and 36 Not Known)

Figure 12: Number of 16-17 Year Olds NEET / Not Known Rate – Jan 2017

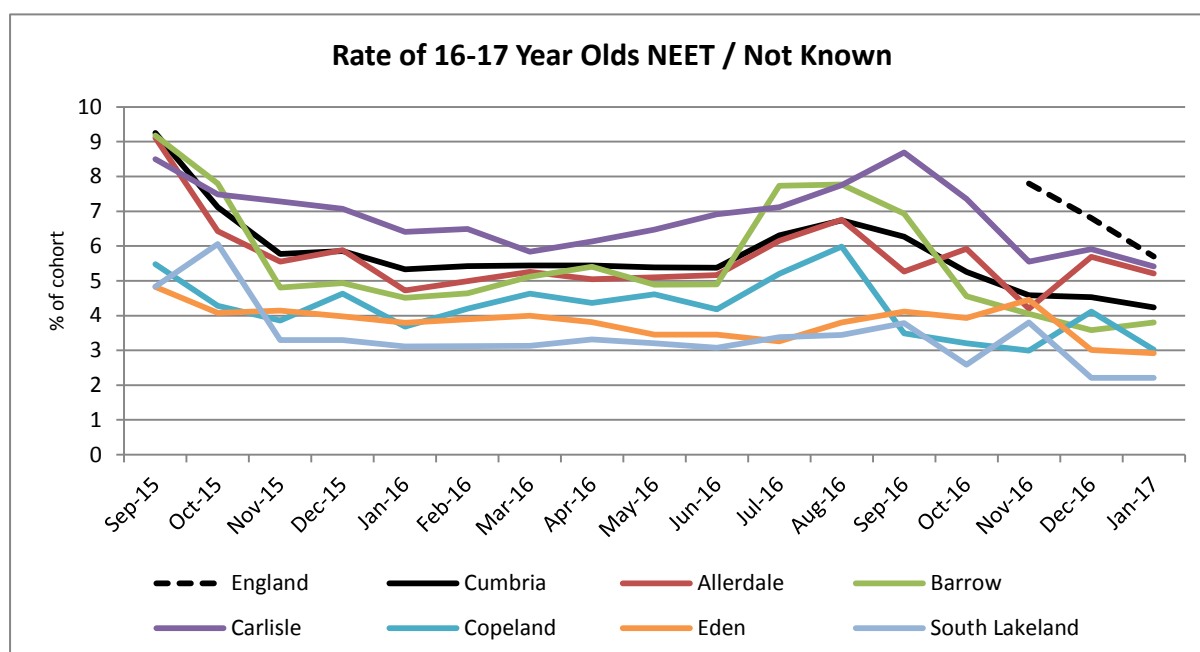


Source: Inspira / Cumbria Intelligence Observatory

The NEET / Not Known rate (of the 16-17 year old cohort) was 4.2% in Cumbria in January 2017, compared to 5.4% for England. The highest rates in Cumbria were in Carlisle (5.4%) and Allerdale (5.2%).

All areas except Allerdale had a lower NEET / Not Known rate in January 2017 than the previous January (Allerdale rose by 0.5).

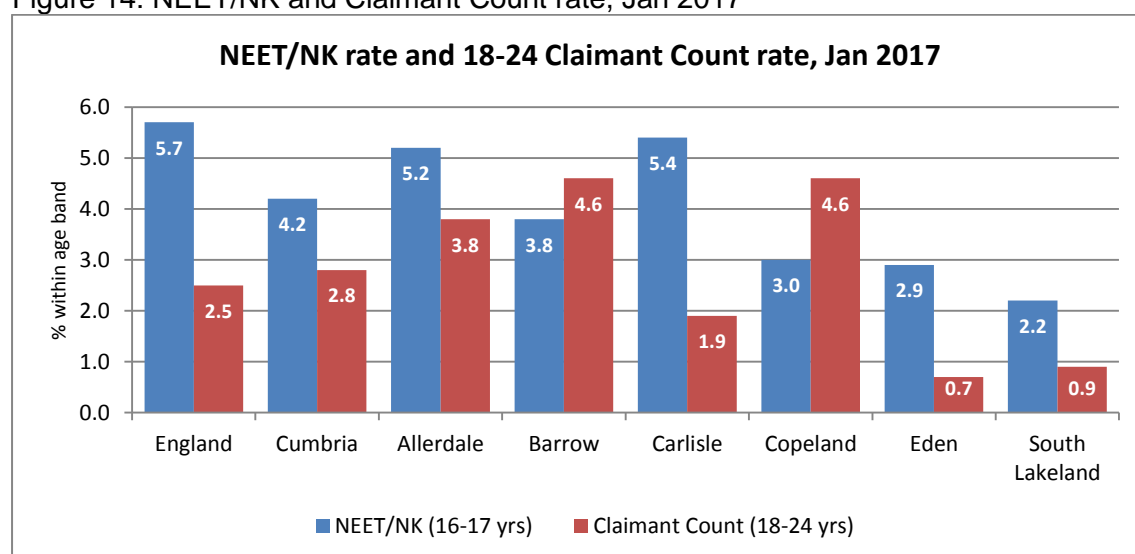
Figure 13: Rate of 16-17 Year Old NEET / Not Known



Source: Inspira / Cumbria Intelligence Observatory

Whilst all areas of Cumbria have NEET / Not Known rates below the national rate 2017, the position is different when looking at the claimant count for 18-24 year olds where rates are higher than nationally in Allerdale, Barrow and Copeland. Furthermore, Copeland and Barrow are the only two areas in Cumbria where the claimant count for 18-24 year olds is higher than the NEET/NK rate. This demonstrates the challenging labour market position for young people in these areas once they reach 18 and move out of the statutory requirement to participate in education or training and suggests that more work is required to secure longer term positive outcomes for young people in these areas.

Figure 14: NEET/NK and Claimant Count rate, Jan 2017



Source: Inspira, Office for National Statistics / Cumbria Intelligence Observatory

9 Skills & Employment

9.1 Introduction

Cumbria Local Enterprise Partnership (LEP) has produced a Skills Investment Plan 2016-2020 in collaboration with employers, business organisations and the county's network of colleges, universities and other education and training providers. The Plan identifies capital and revenue priorities that will inform how the LEP deploys and influences funding for skills in Cumbria and sets targets against which progress will be measured.

The vision in the Skills Investment Plan is that "Cumbria will have a vibrant skills system that offers excellent learning environments and opportunities and is able to respond effectively to the current and future needs of our economy. Businesses will be able to access and develop the skilled workforce they need and residents will be supported to access good quality employment opportunities and to progress in work."

The challenge shouldn't be under-estimated however. The Plan identifies that:

- *an estimated 66,500 jobs will need to be filled in Cumbria between 2016 and 2021 inclusive as a result of replacement demand*, i.e. retirements, occupational mobility and outward migration. On top of this, the number of new jobs in the nuclear sector – driven by the proposed new build programme at Moorside – is likely to be around 7,300 over the same period, whilst a further 6,500 new jobs could be created through general economic growth and other (non-nuclear) programmes of investment. In total therefore, an estimated 80,300 jobs will need to be filled in Cumbria between the start of 2016 and the end of 2021.
- *as things stand, Cumbria is not well placed to meet this challenge*. By way of illustration, if the county achieved an employment rate of 78% (making it one of the highest performing LEP areas in the country) and if we maximised the employment potential of the young people that we expect to enter the working age population over the next five years, we would be able to fill an estimated 24,000 jobs. That is just 30% of the total challenge.

Figure 15: Future jobs demand



Source: Cumbria LEP Skills Investment Plan, 2016-2020

- *the employment challenge is not just one of volume, it is also one of skills*. An estimated 41% of the replacement demand jobs in Cumbria between 2016 and 2021 (c. 27,500 jobs) are expected to be at Level 4 or above. Currently the county only has 26.0% of its working age population qualified to this level (compared to 29.8% nationally). Developing the skills of the workforce will therefore be critical. Notable progress has made in this regard but more needs to be done: 69% of employers in

the county acknowledge the need to upskill their staff, but only 60% do so. Skills gaps are also slightly more prevalent in Cumbria than they are nationally.

- *approximately 23,000 households containing 29,000 people (including 5,000 children) in Cumbria are classified as “workless”* and in some part of the county, worklessness is higher than the national average. The good work already being done by skilled professionals to tackle this can be further enhanced by activities to help more people that are out of work to access employment opportunities.
- *many businesses say that they struggle to recruit because they don’t have enough applicants and because of issues relating to public transport.* The message is that skills are a major issue in Cumbria but that steps must also be taken to address other, wider issues in order to maximise the opportunities that are ahead.

9.2 Supply of Skills

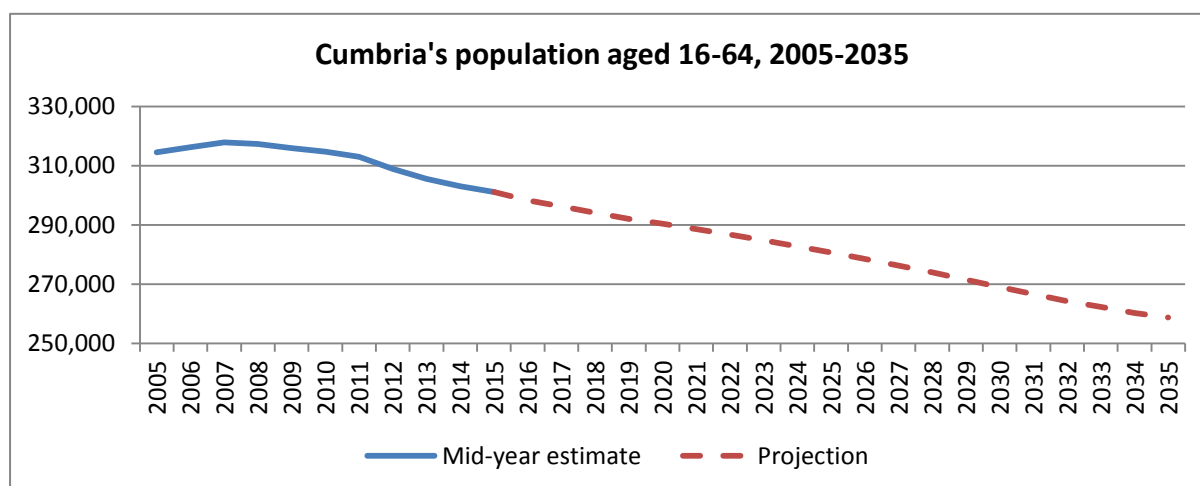
9.2.1 Demographics

A full exploration of demographic trends is available in the JSNA Population chapter www.cumbriaobservatory.org.uk/jsna/ and so here we only discuss the issue briefly and only in terms of the latest working age population data.

One of the key challenges facing Cumbria’s economy is a decline in the working age population and the constraining effect this may have on business performance and growth. According to the ONS Mid-Year Estimates, in 2016 there were an estimated 298,800 people of working age (16-64 years) living in Cumbria. This is a fall of -17,400 (-5.5%) from 10 years earlier in 2006 and is in stark contrast to a rise of 4.9% nationally. All areas of Cumbria are estimated to have seen a reduction in their working age population with the biggest percentage falls in South Lakeland (-8.1%, -5,200 people) and in Barrow (-7.4%, -3,300 people). Allerdale had the smallest percentage decline (-3.0%, -1,800 people).

Office for National Statistics projections, which are largely based on historical trends, estimate that by 2035, Cumbria could experience a further decline of 42,400 residents aged 16-64 years (-14.1%) against national growth of 4.8%. Once again, all areas of Cumbria are projected to experience a fall in their 16-64 year old population with the highest projected percentage declines in Barrow (-18.6%, -7,800 people) and Copeland (-17.1%, -7,400). Whilst changes to the state pension age will increase the number of workers over 64 that remain active in the labour market, this will only mitigate a small part of the impact from the downward trend in ages 16-64. These projections do not take account of future economic investment decisions which could have a significant demographic impact by attracting new people into the county (eg proposed nuclear new build).

Figure 16: Working age population, 2005-2035



Source: ONS Mid-Year Estimates and Population Projections via Nomis

9.2.2 Education performance

Education attainment is influenced both by the quality of education children receive and their socio-economic circumstances. Educational qualifications are a determinant of an individual's labour market position, which in turn influences income, housing and other material resources. Levels of economic inactivity and unemployment are higher among those with no or low level qualifications and so young people who leave formal education with no or low level qualifications are immediately at a disadvantage in the labour market.

9.2.2.1 GCSE performance

In 2016 a new suite of secondary school accountability measures was implemented. This analysis summarises the results for these measures for Cumbria and the 6 districts for 2016. As the measures are new, there is no trend information available.

Figure 17: GCSE Provisional Results, 2016

GCSE District provisional headline results, 2016 (all pupils)									
District	All Pupils Total	% Achieved EBacc	% A*-C E&M	% A*-C English	% A*-C Maths	All Pupils Entries Science	% A*-C Science	Attain 8 Average Score	Progress 8 Average Score
Allerdale	1,159	24.3	62.3	71.1	69.9	1,059	65.3	48.3	-0.29
Barrow	750	10.7	54.9	67.1	61.2	640	63.0	46.3	-0.46
Carlisle	995	23.2	58.9	72.9	64.9	928	59.5	48.4	-0.12
Copeland	541	16.5	55.5	66.5	62.5	476	55.0	45.0	-0.52
Eden	567	35.3	71.6	79.9	76.4	536	66.8	51.8	-0.10
South Lakeland	1,130	23.2	71.1	80.2	78.2	977	69.2	51.8	-0.02
Cumbria	5,142	22.3	62.9	73.4	69.5	4,616	63.7	48.9	-0.22
National		24.6	62.8	74.7	68.5		63.7	49.9	-0.03

Source: Cumbria County Council (shaded boxes indicate value above national figure)

The English Baccalaureate measures pupils achieving a grade C or higher in English, maths, science, language and humanities subjects. For a student to achieve the Baccalaureate, pupils need to achieve the benchmark in all of the subjects.

At a Cumbria level, the proportion of pupils achieving A*-C grades (including English and maths) in the county (62.9%) is equivalent to the national (62.8%). Maths A*-C grades are slightly above the national (69.5% compared with 68.5%) and science results are equivalent to those in the country as a whole (63.7%).

However, the county performs below the national on the English Baccalaureate measure (22.3% compared with 24.6%) and in the proportion achieving A*-C grades in English (73.4% compared with 74.7%). This affects the overall Attainment 8 score, which is 48.9 in Cumbria and 49.9 in state funded schools nationally. There is considerable variation between the districts in the percentage of pupils achieving the English Baccalaureate – from just 10.7% in Barrow to 35.3% in Eden. Only Eden performs above the national average of 24.7%.

For the A*-C (including English & maths) measure, results are considerably higher in Eden and South Lakeland than the other districts (at 71.6% and 71.1% respectively). Barrow (54.9%), Carlisle (58.9%) and Copeland (55.5%) have the lowest percentages – all are below the national and county figures.

Science results are markedly lower in schools in Copeland (55.0%) than the other districts. There is less variety between the districts in science than for the other subjects.

Attainment 8 results at a district level are lowest in Copeland (45.0) and highest in Eden and South Lakeland (both at 51.8). Again, only schools in Eden and South Lakeland exceed the national average.

In terms of the progress made by pupils between KS2 and GCSE, Cumbria performs below expected levels (-0.22). This score is statistically significantly below what would be expected when the progress of pupils with different prior attainment is compared with the progress made by their peers in the country as a whole.

No district has a Progress 8 score which is positive, although South Lakeland's progress is equivalent to the national progress score. Schools in Barrow (-0.46) and Copeland (-0.52) have the lowest Progress 8 scores – with pupils on average making approximately half a grade less progress than pupils nationally with similar prior attainment at KS2.

There is a clear gap between the performance of pupils deemed to be disadvantaged (measured by eligibility for free school meals) and those that are not disadvantaged which puts these young people at greater risk of failing to access good employment opportunities.

In the county as a whole, the Attainment 8 score is 48.9 but this varies from 36.08 for those that are disadvantaged to 52.00 for those that are non-disadvantaged. The Attainment 8 score for disadvantaged pupils in Cumbria is lower than nationally (36.08 v 40.90), a bigger variance than for non-disadvantaged pupils (52.00 v 53.10).

All districts except South Lakeland have a bigger gap between disadvantaged and non-disadvantaged pupils than nationally. The biggest gap is in Copeland (17.68) and the lowest in South Lakeland (11.83).

Figure 18: Attainment 8 Scores by Disadvantage 2016

Attainment 8 Scores 2016				
District	Disadvantaged	Non-Disadvantaged	Gap between Disadvantaged and Non-Disadvantaged (within area)	Gap between local Disadvantaged and national Non-Disadvantaged
Allerdale	35.60	51.81	16.21	17.50
Barrow	34.65	50.68	16.03	18.45
Carlisle	36.54	51.77	15.23	16.56
Copeland	31.90	49.58	17.68	21.20
Eden	38.89	53.69	14.81	14.21
South Lakeland	41.36	53.19	11.83	11.74
Cumbria	36.08	52.00	15.92	17.02
National	40.90	53.10	12.20	12.20

Source: Cumbria County Council (based on aggregated results for schools in each district)

As with Attainment 8, there is clear evidence of the gap between disadvantaged pupils (measured by eligibility for free school meals) and non-disadvantaged pupils when it comes to the Progress 8 measure. The average Progress 8 score for disadvantaged pupils in Cumbria was -0.84, compared with a national average of -0.38. This means that disadvantaged pupils in Cumbria make, on average, 0.84 grades lower progress than the average for all pupils, whilst disadvantaged pupils nationally make -0.38 grades lower progress. The gap between disadvantaged pupils in Cumbria and non-disadvantaged pupils nationally is 0.94. Nationally, this gap is 0.48. At a district level, the disadvantaged gap to national ranges from 1.14 in Copeland to 0.70 in South Lakeland. The gap is considerably lower in Carlisle, Eden and South Lakeland than the other districts.

Figure 19: Progress 8 Scores by Disadvantage 2016

Progress 8 Scores 2016				
District	Disadvantaged	Non-Disadvantaged	Gap between Disadvantaged and Non-Disadvantaged (same area)	Gap between local Disadvantaged and national Non-Disadvantaged
Allerdale	-0.89	-0.13	0.77	0.99
Barrow	-1.09	-0.21	0.88	1.19
Carlisle	-0.61	0.02	0.63	0.71
Copeland	-1.04	-0.33	0.71	1.14
Eden	-0.62	-0.02	0.60	0.72
South Lakeland	-0.60	0.06	0.66	0.70
Cumbria	-0.84	-0.07	0.76	0.94
National	-0.38	0.10	0.48	0.48

Source: Cumbria County Council (based on aggregated results for schools in each district)

Attainment 8 and Progress 8 Explained

- **Attainment 8** is designed to capture the attainment a pupil makes in the best 8 GCSE subjects which they take, with an additional weighting for English and maths subjects. The new performance measures are designed to measure performance against 8 subjects and every increase in every grade a pupil achieves attracts additional points in the performance tables.
- Grades are measured on a 1-8 point score scale where 1 is equivalent to a Grade G GCSE. An increase in one point represents an increase of one GCSE grade up to 8, which is equivalent to an A* GCSE.
- **Progress 8** is designed to capture the progress a pupil makes between KS2 and GCSE. The aim is to compare pupils' results to the actual achievements of other pupils with the same prior attainment. The new performance measures are designed to measure performance against 8 subjects and every increase in every grade a pupil achieves attracts additional points in the performance tables.
- Progress 8 is derived from individual pupil data and is not designed to be reported at pupil level, but aggregated to schools and other areas.
- Progress 8 scores are calculated for each pupil by comparing their achievement in individual subjects (using the Attainment 8 score) with the average Attainment 8 score of all pupils nationally who had a similar starting point from KS2. A school's Progress 8 score is calculated as the average of the scores for each pupil. This gives an indication of whether, as a group, pupils in the school made above or below average progress compared to pupils in other schools with similar prior attainment.

Confidence Intervals

Progress 8 scores should be interpreted alongside the associated confidence intervals. If the lower bound of the confidence interval is greater than zero, it can be interpreted as meaning that the group achieves greater than average progress compared to pupils in mainstream schools nationally and that this is statistically significant. If the upper bound is negative, this means that the group achieves lower than average progress compared to pupils in mainstream schools nationally and that this is statistically significant.

9.2.2.2 Level 3 performance

There were 10,541 entries at Level 3 (A Level or equivalent) in Cumbria in 2016 and the points per entry score for the county was 31.06 which compares to 31.25 nationally. The points score for academic entries in Cumbria was slightly below the national figure but scores for Applied General and Tech entries were higher. Points per entry scores (all Level 3 entries) were above the national figure in South Lakeland (32.30), Barrow (31.95) and Eden (31.94) but lower in Copeland (29.27), Allerdale (30.22) and Carlisle (30.32).

Points per entry for academic qualifications were just below the national average overall for Cumbria but were above the national average in Eden (31.83) and South Lakeland (32.79). Applied General points per entry were above the national average for Cumbria overall and specifically in Allerdale (35.90), Barrow (40.95) and Copeland (41.62). Points per entry for technical qualifications were also above the national average for Cumbria overall with only South Lakeland having a points per entry score below the national average.

Figure 20: Level 3 Performance 2016

Level 3 Performance 2016								
	All Level 3		Academic		Applied General		Tech	
	Entries	Points per Entry	Entries	Points per Entry	Entries	Points per Entry	Entries	Points per Entry
Allerdale	2,430	30.22	1,783	28.66	331	35.90	316	33.13
Barrow	1,204	31.95	868	29.89	205	40.95	131	31.54
Carlisle	2,165	30.32	1,433	28.47	483	34.21	249	33.47
Copeland	958	29.27	722	25.33	195	41.62	41	40.00
Eden	1,086	31.94	1,045	31.83	36	34.31	5	38.89
South Lakeland	2,699	32.30	2,113	32.79	405	31.89	182	27.47
Cumbria	10,541	31.06	7,964	29.97	1,655	35.69	922	32.21
National (state funded)		31.25		30.36		34.67		30.82

Source: Cumbria County Council (shaded boxes indicate value above national figure)

Notes: Level 2 qualifications are those equivalent to NVQ Level 2, 5 GCSEs; Level 3 qualifications are equivalent to NVQ Level 3, 2 A Levels; Level 4+ qualifications are equivalent to degree, NVQ Level 4, HNC/HND, BTEC Higher.

Applied general qualifications are level 3 qualifications that allow 16 to 19 year old students to develop transferable knowledge and skills. They are for students who want to continue their education through applied learning.

Tech levels are level 3 technical qualifications on a par with A Levels and recognised by employers. They are for students aged 16 plus who want to specialise in a specific industry or prepare for a particular job.

9.2.3 Adult qualifications

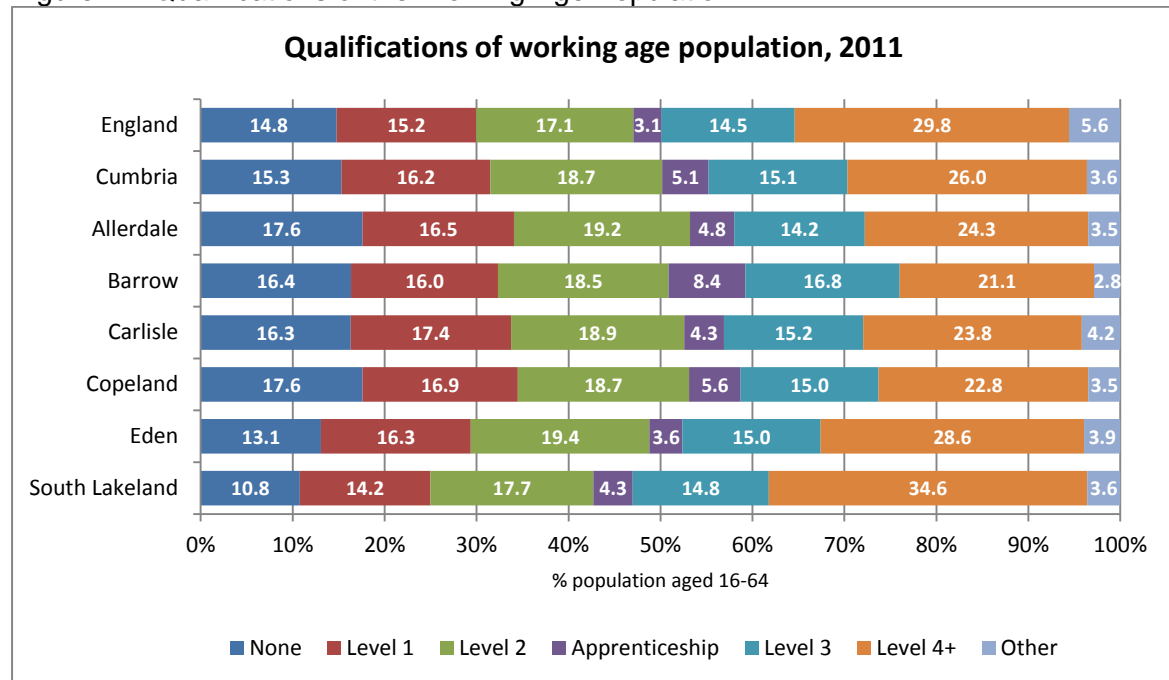
Education is key determinant of health and wellbeing. The relationship between socioeconomic position and educational outcome has significant implications for subsequent employment, income, living standards, behaviours, and mental and physical health. Evidence shows that those with low or no qualifications are at a disadvantage in the labour market. Of the 64 areas in Cumbria which fall in the 20% with the lowest levels of resident qualifications, 41 also feature in the worst 20% for highest claimant unemployment rates and 43 are in the worst 20% for health deprivation (measured by the Index of Deprivation Health Domain).

A quarter (26.0%) of working age residents in Cumbria are qualified to Level 4 or above compared to 29.8% nationally. All areas of Cumbria except South Lakeland (34.6%) have a lower proportion of working age residents qualified to Level 4 or above than nationally.

At the other end of the scale, 15.3% of working age people (aged 16-64) have no formal qualifications which is slightly higher than the national average of 14.8%. Allerdale and Copeland (both 17.6%) have the highest proportions of residents with no qualifications while South Lakeland (10.8%) and Eden (13.1%) have the lowest proportions, both lower than the national average.

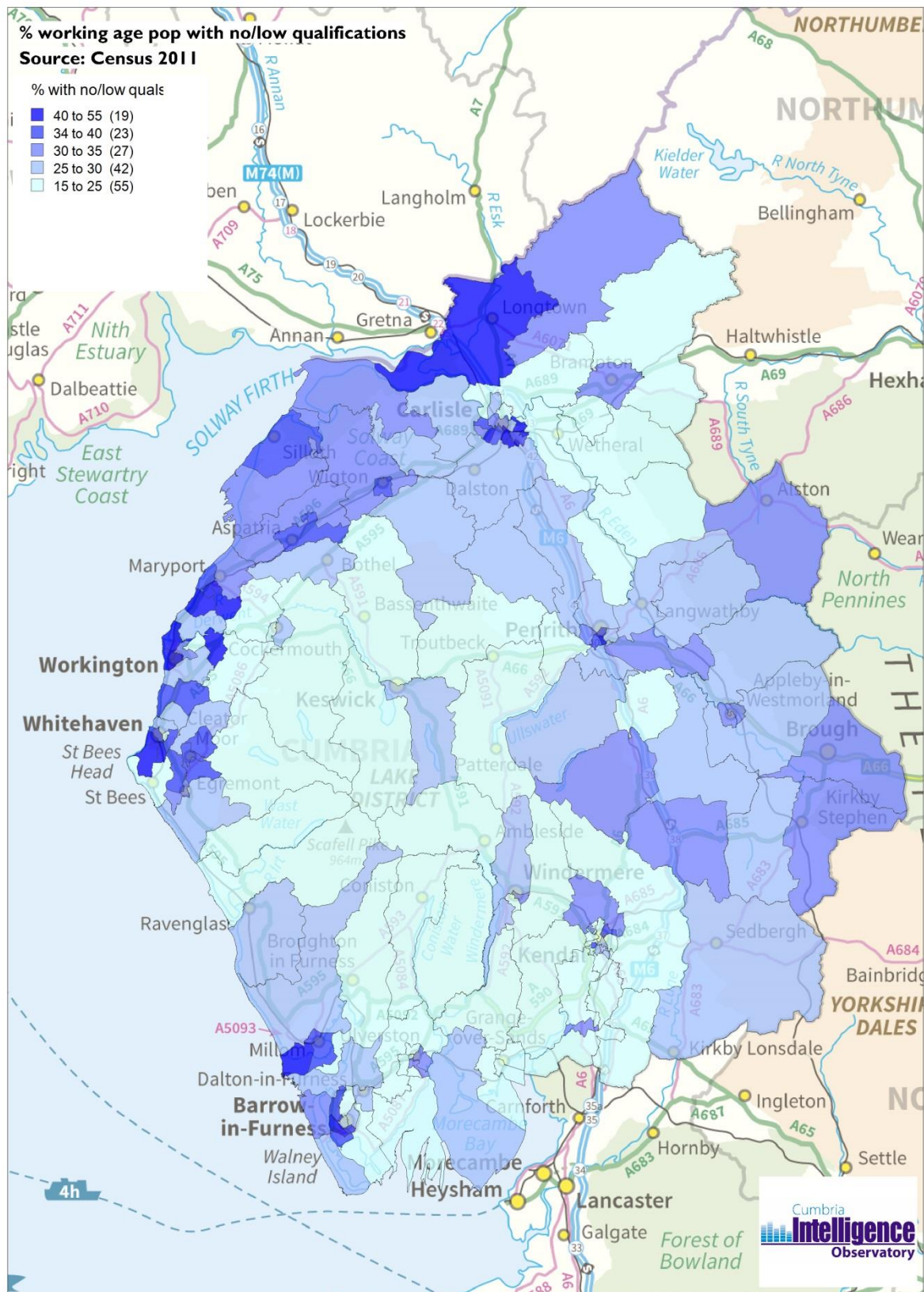
These figures present a particular challenge as occupation projections suggest that two thirds of expansion and replacement demand jobs in the next 10 years will require Level 4 qualifications (degree, HND/HNC, BTEC Higher).

Figure 21: Qualifications of the Working Age Population



Source: Census 2011

Figure 22: Working age pop with no/low qualifications

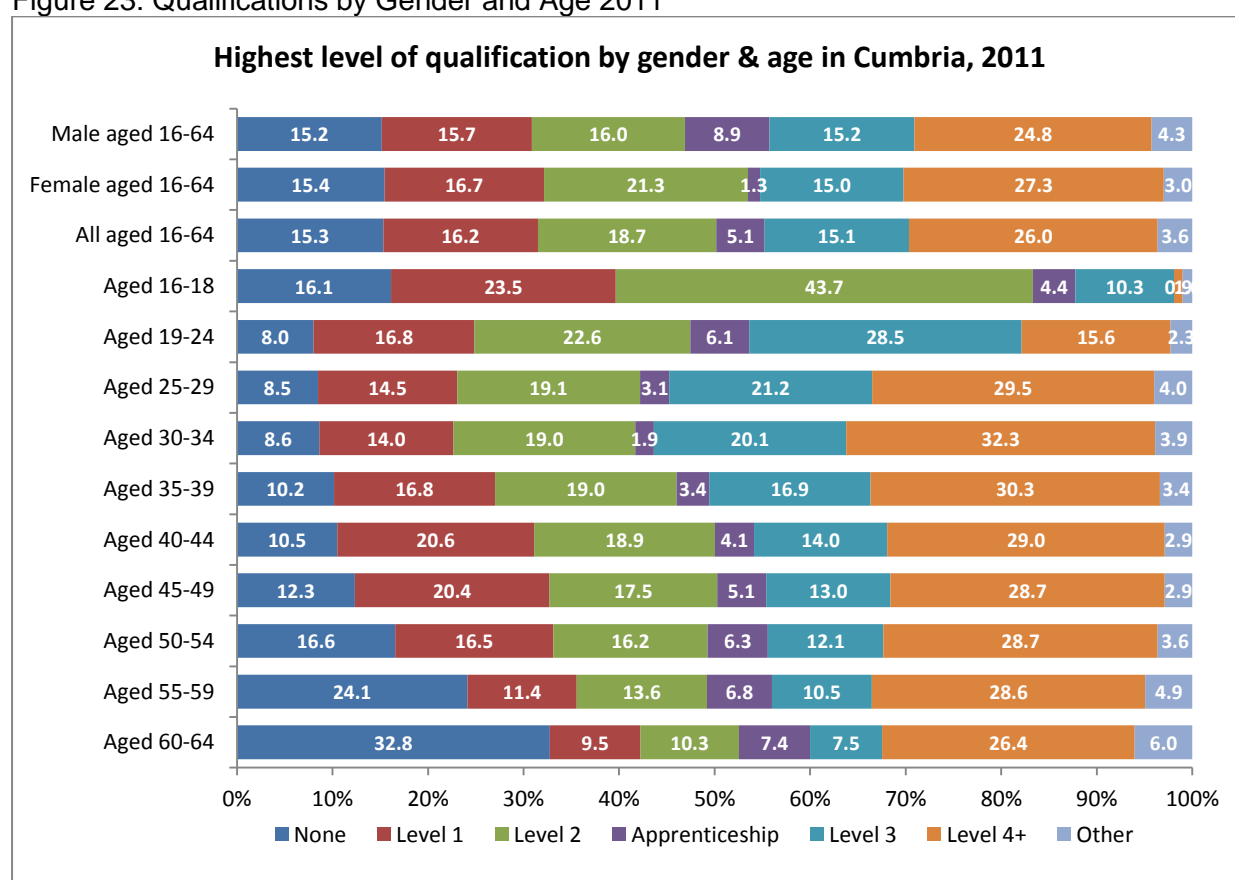


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Those aged 55-64 are significantly more likely than other age groups to have no formal qualifications (28.7%) whilst those aged 25-34 are the least likely to have no qualifications (8.6%). Males are more likely than females to have an Apprenticeship qualification as their highest qualification level (8.9% v 1.3%) and Apprenticeships are also higher than average among those aged 19-24 (6.1%) and in the older age groups, 7.4% of those aged 60-64, 6.8% of those aged 55-59.

Females in Cumbria are more likely than males to hold Level 4+ qualifications (27.3% v 24.8%) and Level 4+ qualifications are also more prevalent among those in their 30s than in other age groups.

Figure 23: Qualifications by Gender and Age 2011

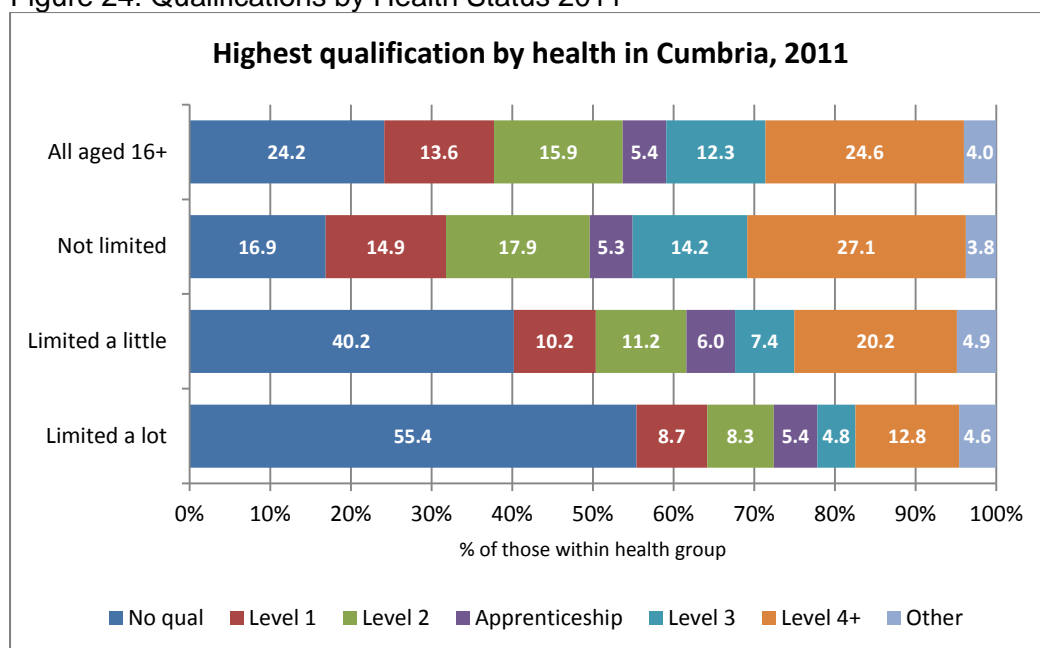


Source: Census 2011

The Census provides a self-reported measure of health status by asking respondents whether their day-to-day activities are limited. When combined with qualifications held, this data is only available for all those aged 16+ rather than for those of working aged (aged 16-64) but nevertheless it provides clear evidence that those with health issues are less likely to hold formal qualifications than those without any health issues – 55.4% of those whose day-to-day activities are limited a lot have no formal qualifications, more than three times higher than those whose activities are not limited (16.9%). Conversely, those whose day-to-day

activities are limited a lot are only half as likely (12.8%) as those whose activities are not limited (27.1%) to hold a Level 4+ qualification.

Figure 24: Qualifications by Health Status 2011



Source: Census 2011

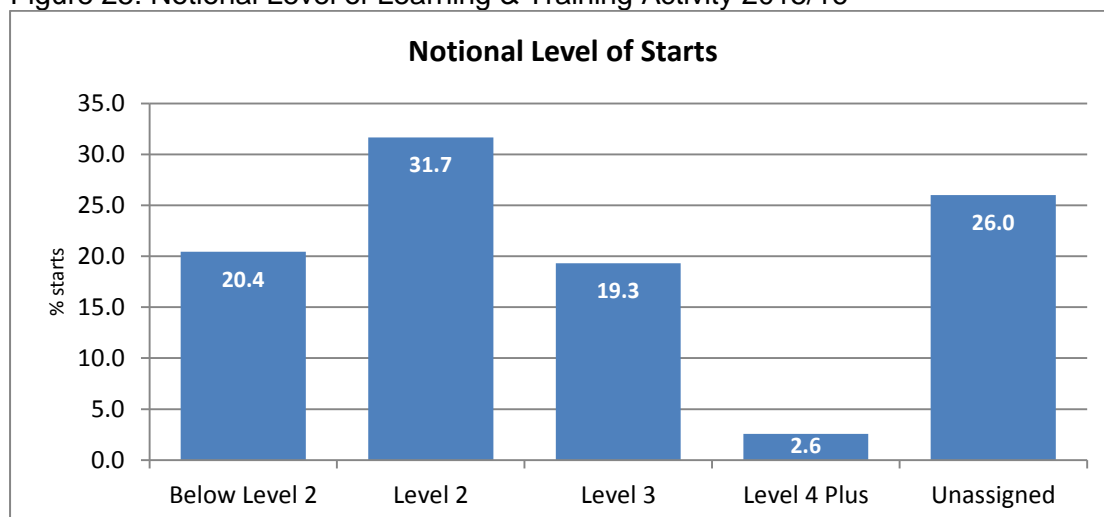
9.2.4 Learning delivery

The data in this section counts learning aims (as opposed to individual learners), reflecting the fact that learners will often be pursuing numerous learning aims within their programme of study. These may be at different levels and cover different subject areas.

The data is taken from the Skills Funding Agency's LEP Localities Data Cube and covers learning that takes place within Cumbria (irrespective of where the learner's place of residence is). The dataset relates to learning & training activity funded via the Skills Funding Agency / Education Funding Agency and not that which is independently sourced and funded.

In 2015/16 there were 47,100 learning aim starts, a fall of 19.0% from the previous year. Over a third (31.7%) of learning & training learning aim starts in 2015/16 were at Level 2 (equivalent to NVQ2, 5 GCSEs) and a fifth (20.4%) were below this level. Just 2.6% of learning aim starts were at Level 4 or higher (NVQ4, Degree, HNC/HND, BTEC Higher).

Figure 25: Notional Level of Learning & Training Activity 2015/16



Source: SFA LEP Localities Cube via Cumbria LEP

There was been a fall of 19.0% (-11,000) in learning aim starts between 2014/15 and 2015/16. The biggest fall (-31.9%) was in aims below Level 2 and the only rise was in aims at Level 4 and above, although this was from a very small base and they account for just 2.6% of all starts (1,200). However, earlier evidence (para 8.1) suggests that 41% of replacement demand jobs in the future are likely to be at Level 4 or above and even allowing for the fact that most Level 4+ activity takes place outside SFA/EFA funding streams, it highlights the potential mismatch between skills supply and skills demand.

Figure 26: Starts by Level, 2014/15 - 2015/16

Training starts (Frameworks / Aims)						
	2014/15		2015/16		Annual Change	
	No	%	No	%	No	%
Below Level 2	14,150	24.3	9,650	20.4	-4,500	-31.9
Level 2	18,800	32.3	14,900	31.7	-3,900	-20.6
Level 3	9,250	15.9	9,100	19.3	-150	-1.5
Level 4 Plus	1,050	1.8	1,200	2.6	150	14.6
Unassigned	14,950	25.7	12,250	26.0	-2,700	-18.0
Total	58,150	100.0	47,100	100.0	-11,050	-19.0

Source: SFA LEP Localities Cube via Cumbria LEP (data rounded for disclosure purposes).

Non-apprenticeship activity includes community learning, workplace learning and other non-apprenticeship education & training. In 2015/16 there were 41,250 non-apprenticeship learning aim starts in Cumbria. A quarter (24.1%) of these were classified as preparation for work, 12.5% were in arts, media & publishing, 10.8% in languages, literature and culture and 8.1% in health, public services & care.

Figure 27: Non-Apprenticeship Starts by Learning Aim Subject 2015/16

Non-Apprenticeship Learning Aim Starts		
	No	%
Health, Public Services and Care	3,350	8.1
Science and Mathematics	3,050	7.4
Agriculture, Horticulture and Animal Care	1,050	2.6
Engineering and Manufacturing Technologies	2,700	6.6
Construction, Planning and the Built Environment	1,600	3.8
Information and Communication Technology	2,750	6.6
Retail and Commercial Enterprise	1,950	4.7
Leisure, Travel and Tourism	2,400	5.8
Arts, Media and Publishing	5,150	12.5
History, Philosophy and Theology	200	0.5
Social Sciences	200	0.5
Languages, Literature and Culture	4,450	10.8
Education and Training	500	1.2
Preparation for Life and Work	9,950	24.1
Business, Administration and Law	1,700	4.1
Not Applicable	250	0.6
Total	41,250	100.0

Source: SFA LEP Localities Cube via Cumbria LEP (data rounded for disclosure purposes).

Apprenticeships are a key part of the Government's aim to upskill the workforce and provide the higher level technical / vocational skills that are needed within the workforce. They also provide a mechanism to develop the skills of those already in work, facilitating progression within the labour market and access to higher paid employment. In 2015/16, there were 5,850 Apprenticeship framework starts in Cumbria. A quarter (23.1%) of these were in health, public services and care, 22.9% were in business, administration & law, 21.7% in engineering & manufacturing technologies and 18.2% in retail & commercial enterprise.

Figure 28: Apprenticeship Starts by Framework Sector Area 2015/16

Apprenticeship Framework Starts		
	No	%
Agriculture, Horticulture and Animal Care	200	3.2
Business, Administration and Law	1,350	22.9
Construction, Planning and the Built Environment	300	5.5
Education and Training	150	2.2
Engineering and Manufacturing Technologies	1,250	21.7
Health, Public Services and Care	1,350	23.1
Information and Communication Technology	50	1.2
Leisure, Travel and Tourism	100	1.9
Retail and Commercial Enterprise	1,050	18.2
Science and Mathematics	0	0.2
Total	5,850	100.0

Source: SFA LEP Localities Cube via Cumbria LEP (data rounded for disclosure purposes).

9.3 Demand for Skills

9.3.1 Employment key trends

Official data on employment by sector for local areas comes from the Office for National Statistics Business Register Employment Survey (BRES). This collects information from businesses on employees (those aged over 16 who are paid directly from the payroll) and employment (employees plus working owners). Self-employed people who are not registered for VAT or PAYE schemes, along with HM Forces and government-supported trainees are not included. In addition, due to Defra restrictions, employees in farm based agriculture are not included. Key findings from the most recent dataset are outlined below and a full briefing can be found here www.cumbriaobservatory.org.uk/economy-employment.

- In 2015 employment in Cumbria was 235,400 (not including farm-based agriculture), 0.8% of all employment in Great Britain;
- Carlisle accounts for the highest volume of employment (by workplace) in Cumbria with 56,600, 24.1% of the total; Eden is the smallest district with 24,800 in employment which is 10.5% of the county total;
- The 5 wards with the highest concentration of employment are Castle in Carlisle (16,200), Beckermeth in Copeland (13,300), Hindpool in Barrow (7,800), Barrow Island in Barrow (7,400) and St Michael's in Allerdale (5,800);
- The biggest employment sectors are manufacturing (38,500 employees, 16.3% of the total) and health (31,700 employees, 13.5% of the total);
- Over a third (34.7%) of all employment in workplaces in Copeland is in manufacturing (4 times the national average), whilst more than a quarter (27.7%) of all employment in Barrow is also in manufacturing;
- Cumbria has higher proportions of employment in manufacturing, accommodation & food services and retail than the national average;
- Cumbria has lower proportions of employment in information & communication, finance & insurance, professional, scientific & technical services and business administration & support services than the national average;
- A third (34.2%) of employees in Cumbria work part time, above the national average of 30.9%. Part time working is highest at workplaces in Eden (37.9%) and lowest in Copeland (26.2%);
- Part time working is especially prevalent in accommodation & food (55.2%), retail (54.0%), education (53.4%) and health (51.0%);
- Over the past 5 years, employment in Cumbria has grown by 10,000 employees, a rise of 4.4% compared to a rise of 7.0% nationally;
- Over the past 5 years, employment has risen in all districts but has varied from 0.4% in Allerdale to 8.1% in Copeland and 7.9% in Barrow;

- In the last year, employment in Cumbria has grown by 2,500 employees, a rise of 1.1% compared to a national rise of 2.0%;
- In the last year, employment has risen in Barrow, Copeland, Eden and South Lakeland but fallen in Allerdale and Carlisle;
- Sectors showing the biggest percentage growth in employment between 2010 and 2015 are accommodation & food services (+30.5%), property (+21.7%) and manufacturing (+10.8%);
- Manufacturing growth in Cumbria is the 4th highest of any LEP in England and growth in accommodation & food services is 5th highest;
- Sectors showing the biggest percentage decline in employment between 2010 and 2015 are public administration (-18.8%), motor trades (-17.1%) and finance & insurance (-12.6%);
- Numerically, the biggest employment growth in Cumbria between 2010 and 2015 has been in accommodation & food services (+6,600) and manufacturing (+3,700);
- Numerically the biggest employment falls have occurred in public administration (-2,200) and motor trades (-1,000).

Figure 29: Employment by Broad Sector 2015

	Allerdale		Barrow		Carlisle		Copeland		Eden		South Lakeland		Cumbria		Great Britain	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Agriculture**, forestry, fishing	225	0.6	100	0.3	350	0.6	35	0.1	225	0.9	200	0.4	1,250	0.5	52,000	0.2
Mining & quarrying	50	0.1	10	0.0	30	0.1	20	0.1	150	0.6	50	0.1	350	0.1	59,000	0.2
Manufacturing	6,000	15.8	9,000	28.4	5,000	8.8	12,000	37.1	2,250	9.1	5,000	9.6	38,000	16.1	2,379,000	8.1
Electricity, gas, steam etc	75	0.2	150	0.5	100	0.2	35	0.1	10	0.0	175	0.3	500	0.2	125,000	0.4
Water supply, sewerage, waste	250	0.7	200	0.6	300	0.5	300	0.9	175	0.7	250	0.5	1,500	0.6	187,000	0.6
Construction	2,500	6.6	1,500	4.7	3,000	5.3	2,000	6.2	1,250	5.0	2,500	4.8	13,000	5.5	1,376,000	4.7
Wholesale & retail	7,000	18.4	4,500	14.2	11,000	19.4	3,000	9.3	4,000	16.1	10,000	19.3	39,000	16.6	4,625,000	15.7
Transportation & storage	1,250	3.3	1,500	4.7	4,500	7.9	600	1.9	1,500	6.1	1,250	2.4	11,000	4.7	1,355,000	4.6
Accommodation & food	5,000	13.2	2,000	6.3	4,500	7.9	2,250	6.9	5,000	20.2	10,000	19.3	28,000	11.9	2,110,000	7.1
Information & communication	400	1.1	450	1.4	900	1.6	200	0.6	350	1.4	900	1.7	3,000	1.3	1,197,000	4.1
Finance & insurance	300	0.8	300	0.9	800	1.4	125	0.4	200	0.8	450	0.9	2,250	1.0	1,025,000	3.5
Real estate	700	1.8	100	0.3	1,250	2.2	175	0.5	350	1.4	1,250	2.4	3,500	1.5	535,000	1.8
Professional, scientific, technical	1,750	4.6	1,750	5.5	2,500	4.4	2,250	6.9	1,000	4.0	2,500	4.8	12,000	5.1	2,503,000	8.5
Administrative & support services	1,500	3.9	700	2.2	3,500	6.2	2,000	6.2	1,000	4.0	2,000	3.9	11,000	4.7	2,571,000	8.7
Public administration	1,750	4.6	1,000	3.2	3,000	5.3	1,250	3.9	1,500	6.1	1,250	2.4	10,000	4.2	1,258,000	4.3
Education	4,000	10.5	2,500	7.9	4,000	7.1	1,750	5.4	2,250	9.1	4,500	8.7	19,000	8.1	2,625,000	8.9
Human health & social work	4,500	11.8	5,000	15.8	9,000	15.9	4,000	12.4	2,500	10.1	6,000	11.6	32,000	13.6	3,829,000	13.0
Arts, entertainment & recreation	900	2.4	600	1.9	1,250	2.2	700	2.2	450	1.8	2,250	4.3	6,000	2.5	716,000	2.4
Other services	800	2.1	350	1.1	1,250	2.2	450	1.4	350	1.4	1,500	2.9	4,500	1.9	594,000	2.0
Total	38,000		31,700		56,600		32,400		24,800		51,900		235,400		29,120,100	

Source: ONS Business Register Employment Survey (BRES), 2015 (open level access) via Nomis

** This dataset does not include farm-based agriculture employment

Since the mid-1990s Cumbrian partners have commissioned regular surveys of local businesses on a range of business and employment issues in order to obtain up to date information on the local economy. For the 2015/16 survey, a total of 2,000 telephone interviews were undertaken with business throughout the county. Topics covered included trading, investment; skills and training issues; innovation, growth and barriers to performance and a full report can be found on the Cumbria Intelligence Observatory website www.cumbriaobservatory.org.uk/economy-employment.

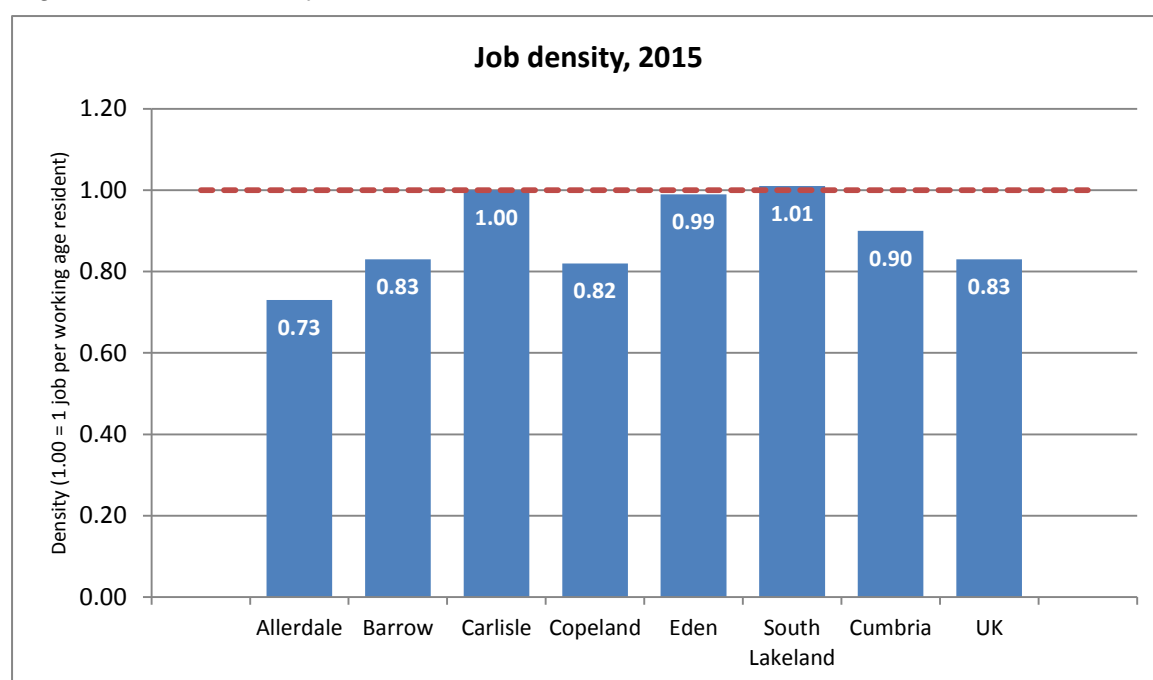
Key findings which are particularly relevant to employment trends include:

- Four-fifths of all businesses and organisations (80%) reported no change in the size of their workforce since the same time last year (2015). One in eight (12%) had increased the size of their workforce and a lower proportion (9%) had reduced the number of staff employed;
- The likelihood of employment growth in excess of 20% was significantly more likely than average in businesses with fewer than 25 employees (13%, compared with an average of 8%);
- Increases in employment were most likely to have been experienced within manufacturing and education businesses/organisations, while decreases were most likely to have been experienced within wholesale and retail and accommodation and food services;
- By grossing up the findings, it can be estimated that employers took on around 7,700 new staff in the last 12 months, while shedding around 6,300 jobs. The net increase in employment is therefore estimated at around 1,400 staff. The biggest gains were to be found within the districts of South Lakeland (+850 staff approximately) and Carlisle (+750 staff approximately), within larger businesses and organisations (+1,400 within 100+ employers) and within construction (+600 staff approximately). There had also been significant gains within primary industries and health services;
- There were significant net losses within the districts of Copeland (-700 staff approximately) and Eden (-170 staff approximately) and within manufacturing (-170 staff approximately) and professional, scientific and technical services (-140 staff approximately);
- A third of businesses (32%) had tried to recruit staff in the last 12 months and more than half of these (53%; 17% of all businesses) had experienced some difficulties filling job vacancies. Hard-to-fill vacancies were most likely to have been reported for skilled trades and elementary administration and service occupations;
- Businesses within the sectors of construction, accommodation and food services and professional, scientific and technical services were more likely than average to report recruitment difficulties;
- The main causes of hard-to-fill vacancies were the low number of applicants, particularly of those with the required skills, a lack of interest in the jobs advertised and remote locations of workplaces accompanied by poor public transport.

9.3.2 Job Density

Job density is a measure of how many jobs exist in a local area compared to the number of working age residents. A value of 1.00 indicates that there is 1 job per resident aged 16-64 – values below 1.00 indicate that fewer opportunities exist within the local area for residents living in the area than in those areas where the value is over 1.00. Overall, Cumbria has 0.90 jobs per working age resident which is higher than the national average of 0.83. South Lakeland is one of only 45 district-type areas in England (out of 325) where there is more than 1 job per working age resident, Carlisle has 1.00 and Eden is only just below this level at 0.99 (ranked 46 and 51 out of 325 respectively). However, Barrow, Copeland and Allerdale have relatively low density levels (0.83 in Barrow, 0.82 in Copeland and 0.73 in Allerdale). Whilst the dataset doesn't take account of commuting patterns or the suitability of local jobs for local residents, this does indicate that competition for jobs may be harder for residents in these areas, making it crucial that they have the skills to access them.

Figure 30: Jobs Density 2015



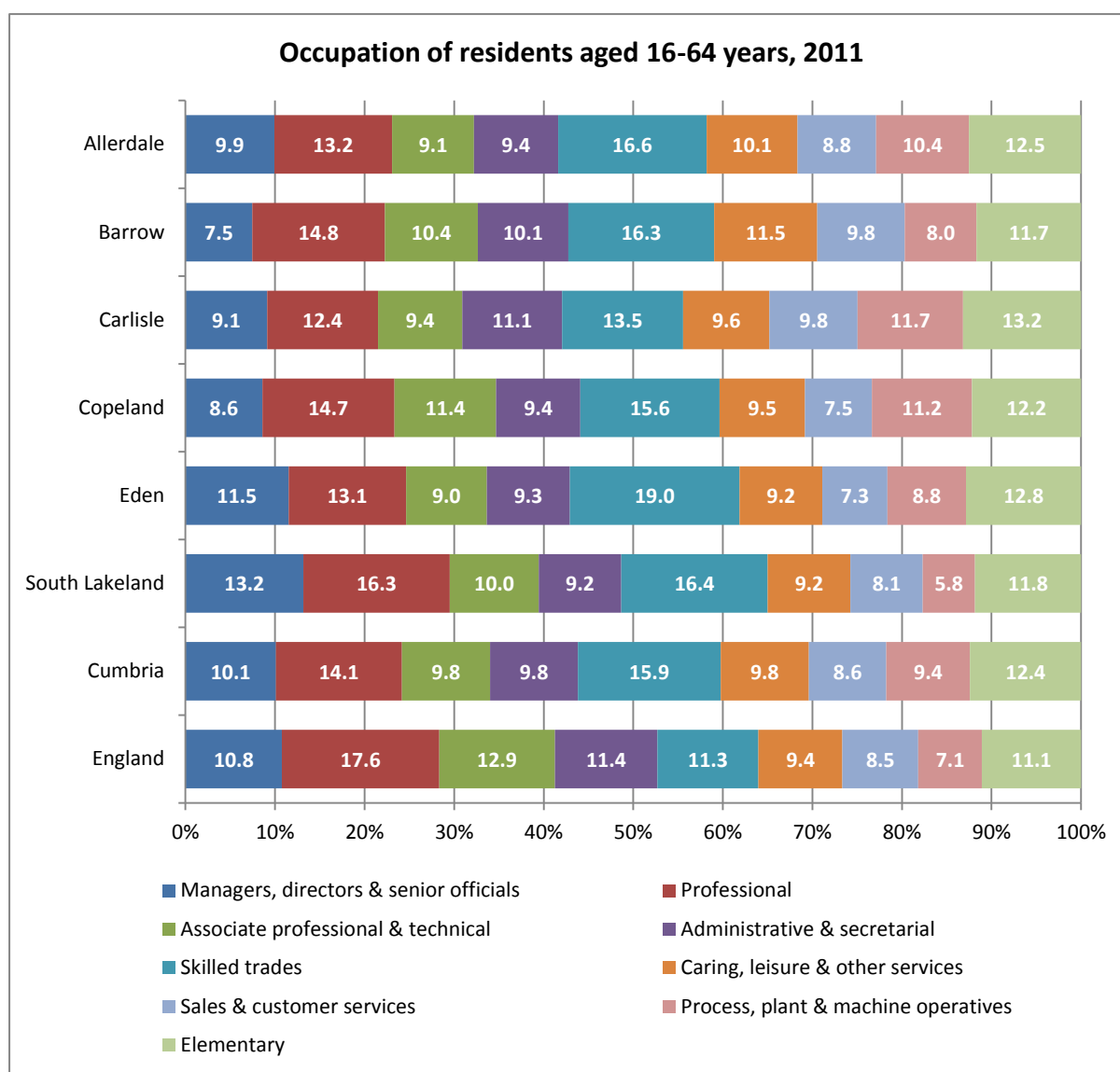
Source: ONS Jobs Density via Nomis

9.3.3 Occupation structure

At the time of the 2011 Census, Cumbria had 234,543 employed residents aged 16-64. Compared to the national average, a lower proportion of residents were engaged in the top 3 occupation groups and in administrative & secretarial roles but a higher proportion of residents were engaged in skilled trades and as process, plant & machine operatives. These findings are in part reflective of a business structure which has a higher than average

concentration of jobs in manufacturing and lower concentrations in financial and professional services.

Figure 31: Occupation structure (residents aged 16-64) 2011

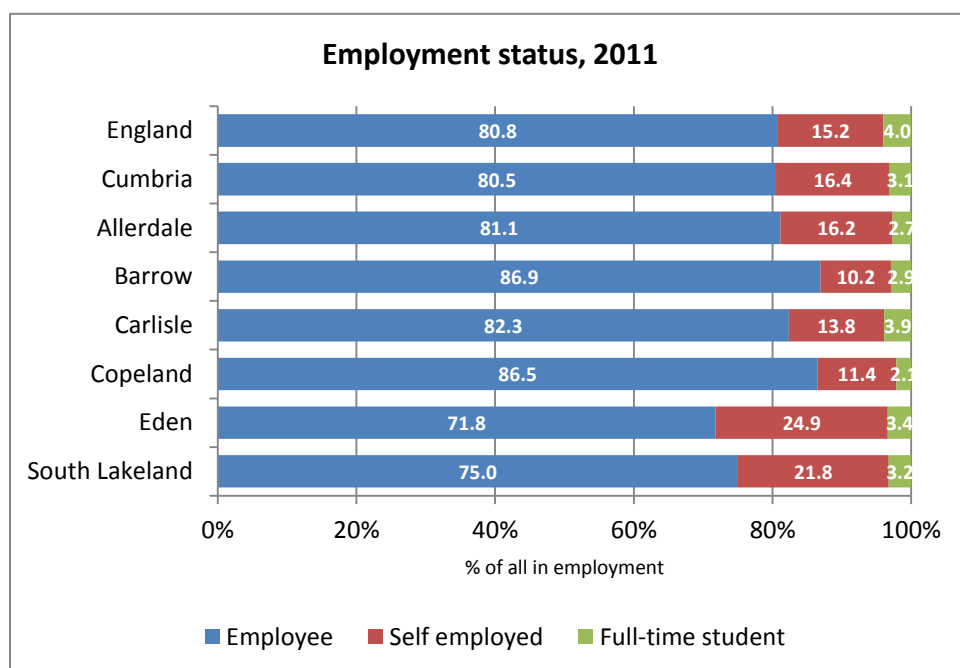


Source: Census 2011

9.3.4 Employment status

At the time of the 2011 Census, there were 245,025 Cumbrian residents aged 16+ in some form of employment. Four fifths of these (80.5%) were classed as employees which is similar to the national average (80.8%). Levels of self-employment were slightly higher than nationally (16.4% v 15.2%). However, there were variations within the county with Eden and South Lakeland in particular having high levels of self-employment (24.9% and 21.8% respectively).

Figure 32: Employment status, 2011

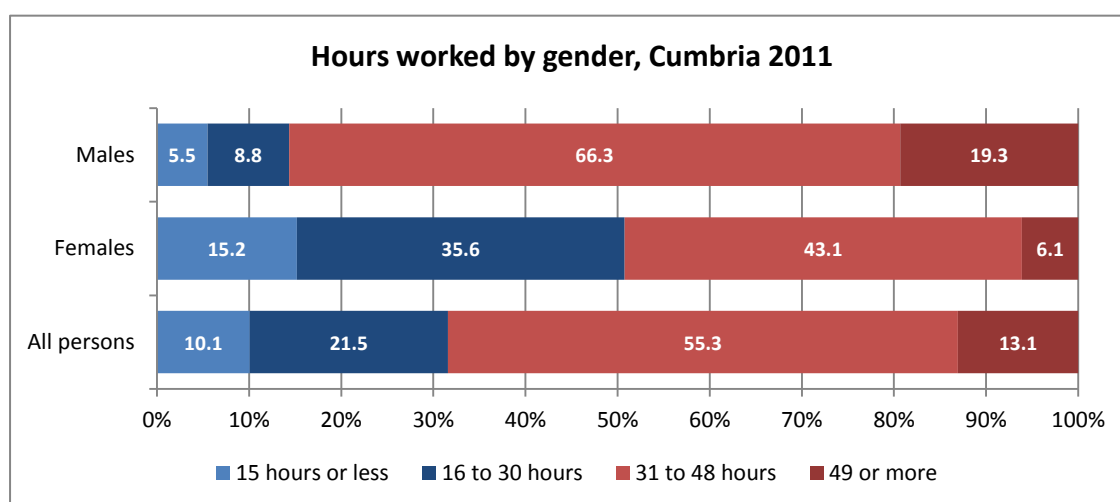


Source: Census 2011

9.3.5 Full and part time employment

Two thirds (68.4%) of people in employment in Cumbria work full time (over 30 hours a week) compared to 70.8% nationally. Full time working is more prevalent among males (85.7%) than females (49.2%).

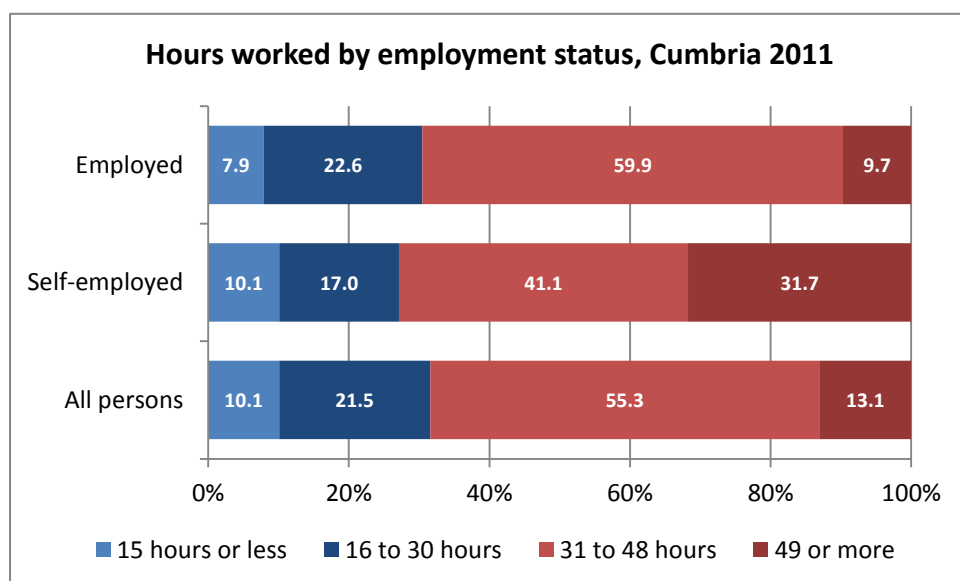
Figure 33: Hours worked by gender, 2011



Source: Census 2011

There is no major difference in overall full and part-time working for residents classed as employees compared to the self-employed. However, full-time self-employed residents are 3 times more likely to be working 49 hours or more a week than employees (31.7% v 9.7%).

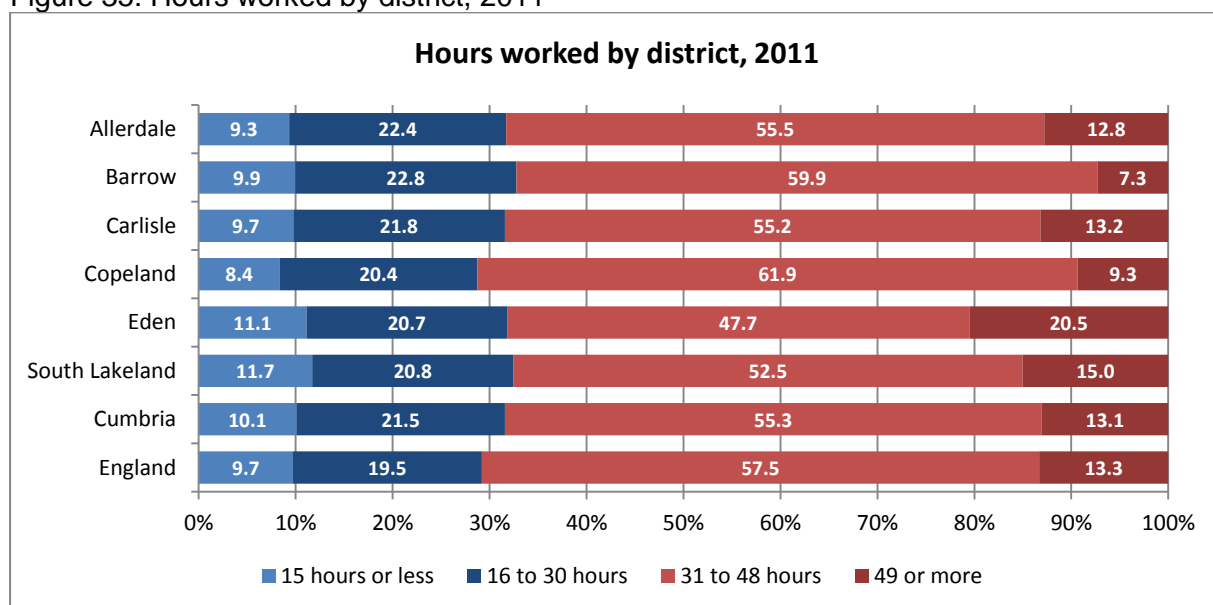
Figure 34: Hours worked by employment status, 2011



Source: Census 2011

Full time working is most prevalent among residents in Copeland (71.3%) but there is little difference between other districts. However, there are variations when full time working is broken down further – a fifth (20.5%) of working residents in Eden work more than 49 hours a week, nearly three times the proportion in Barrow (7.3%) and double that of Copeland (9.3%). This is probably reflective of lower levels of self-employment in those districts.

Figure 35: Hours worked by district, 2011

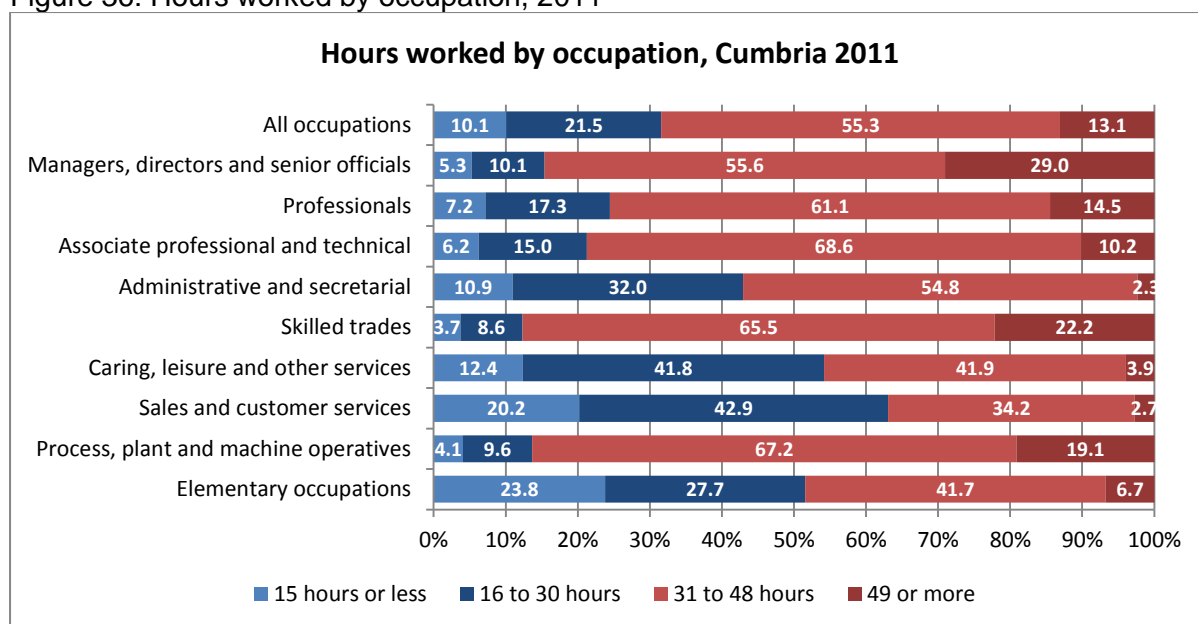


Source: Census 2011

There are wide variations in full and part time working between occupations – 87.7% of those working in skilled trades work full time with a similar proportion in process, plant and machine operatives doing so (86.3%). This compares to 36.9% of those working in sales

occupations who work full time and 45.8% of those in caring and personal service occupations.

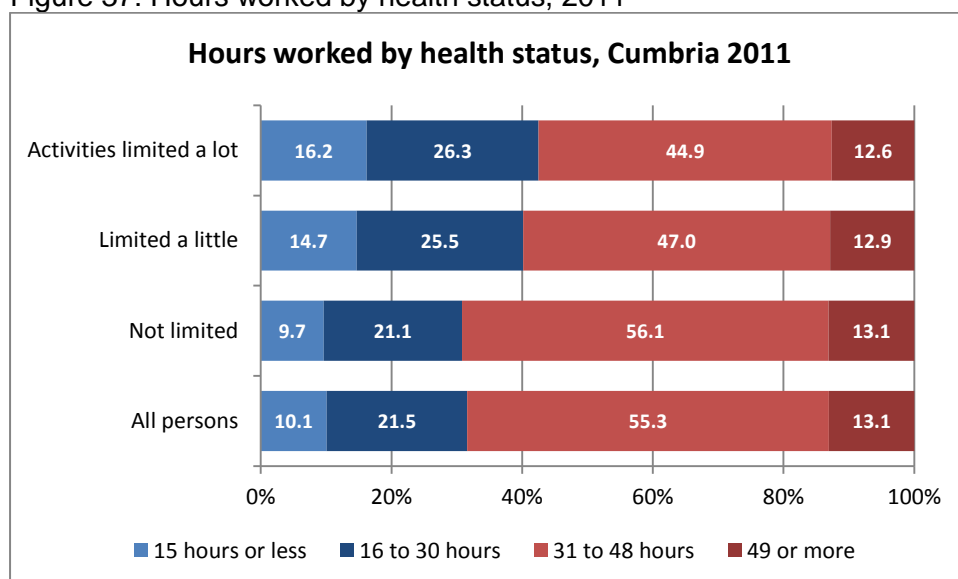
Figure 36: Hours worked by occupation, 2011



Source: Census 2011

Working residents whose activities are limited by health are less likely to work full time than those without any health limits – 69.2% of those without any health limits work full time compared to 57.6% of those whose activities are limited a lot. In particular, those whose activities are limited a lot and are working, are almost twice as likely to be working 15 hours or less compared to those without any limits due to health (16.2% v 9.7%).

Figure 37: Hours worked by health status, 2011



Source: Census 2011

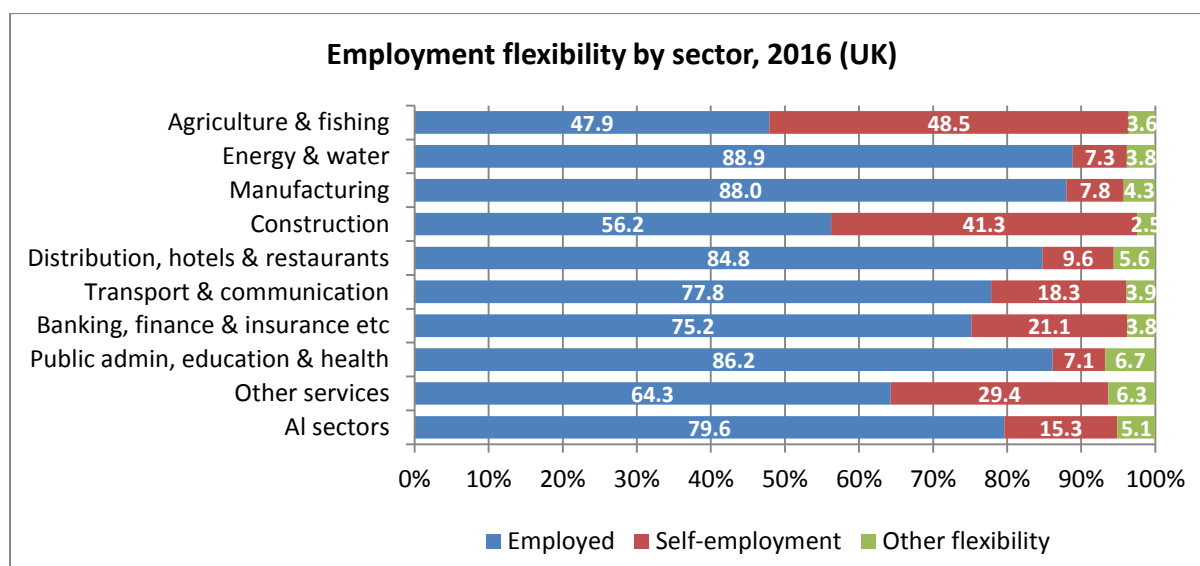
9.3.6 Employment Flexibility

Data on employment flexibility is limited and where it does exist, it generally doesn't measure the worker's intentions about or attitude towards the job. Whilst some people undertaking seasonal, temporary, fixed term or zero hours work may be doing so because it suits their lifestyle or is fulfilling a short term need for work, for others they may be doing so because it's the only employment they can find and the uncertainty, and in some cases lack of employment protection, may cause significant levels of stress. People in this group may need additional support in order to access employment which better suits their needs. In addition, those undertaking short term or temporary employment may feel under particular pressure to remain at work when ill (known as "presenteeism") or to return too quickly due to fears about job insecurity.

9.3.6.1 Non-permanent employment

Non-permanent employment is more prevalent in some industry sectors than others. According to the Dec 2016 Annual Population Survey, 79.6% of working persons were employed, 15.3% were self-employed while the remaining 5.1% were engaged in some form of flexible employment (defined as temporary employees whose actual job is not permanent for reasons including seasonal work, fixed-term contracts, agency temping and casual types of work). Sectors where these types of flexible employment were more prevalent than average include public administration, education & health (6.7%), other services (6.3%) and distribution, hotels & restaurants (5.6%).

Figure 38: Employment flexibility by sector

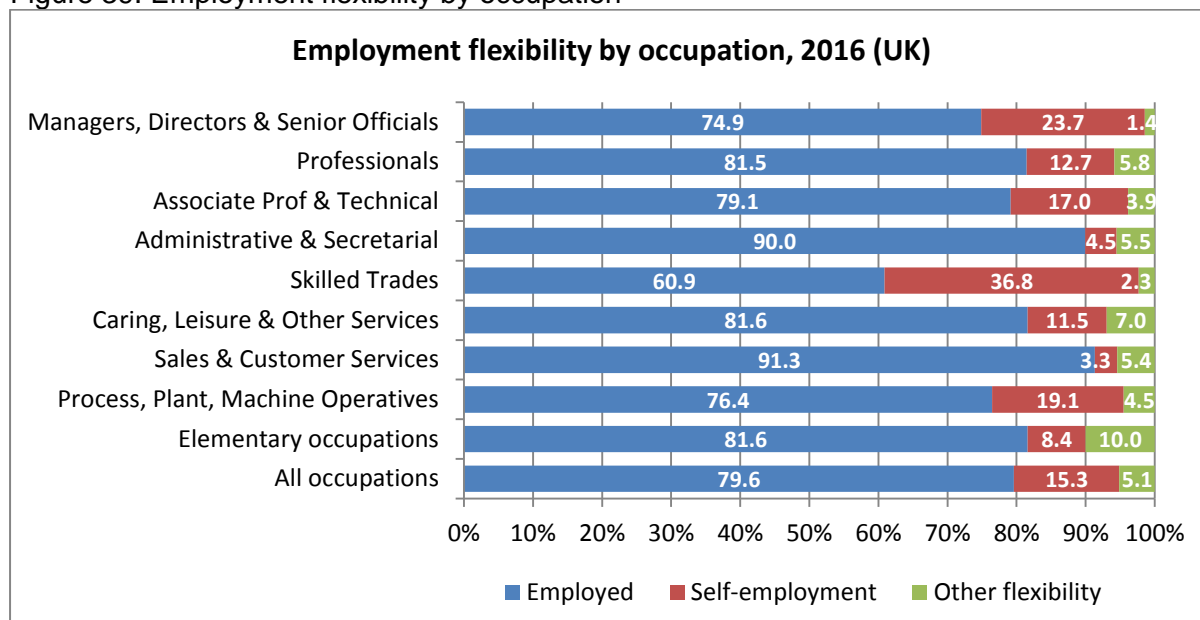


Source: ONS Annual Population Survey, Dec 2016

Employment flexibility is also more prevalent among certain occupation groups with those working in elementary occupations twice as likely as average to be in a non-permanent role

(10.0% v 5.1%) and those in caring, leisure & other services also more likely (7.0%). Conversely, those in skilled trades (2.3%) and especially managers, directors & senior officials (1.4%) are less likely than average to be in a non-permanent role.

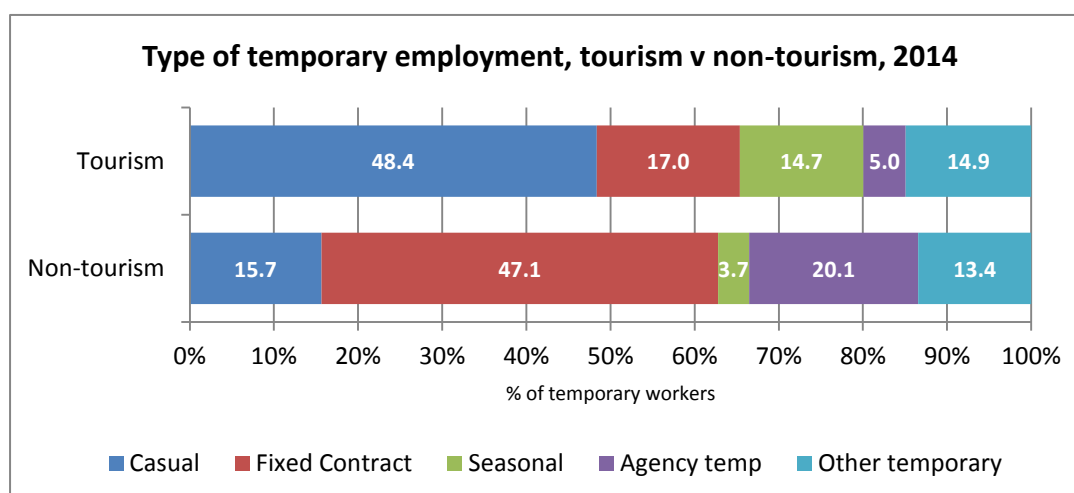
Figure 39: Employment flexibility by occupation



Source: ONS Annual Population Survey, Dec 2016

Within the tourism sector, almost half of all temporary employment is on a casual basis with a further 17% on fixed term contracts and 14.7% seasonal. This is a very different profile from non-tourism sectors where fixed contracts are the most likely type of temporary employment (47.1%) followed by agency temporary at 20.1% (5% among tourism sectors).

Figure 40: Types of temporary employment in the tourism sector

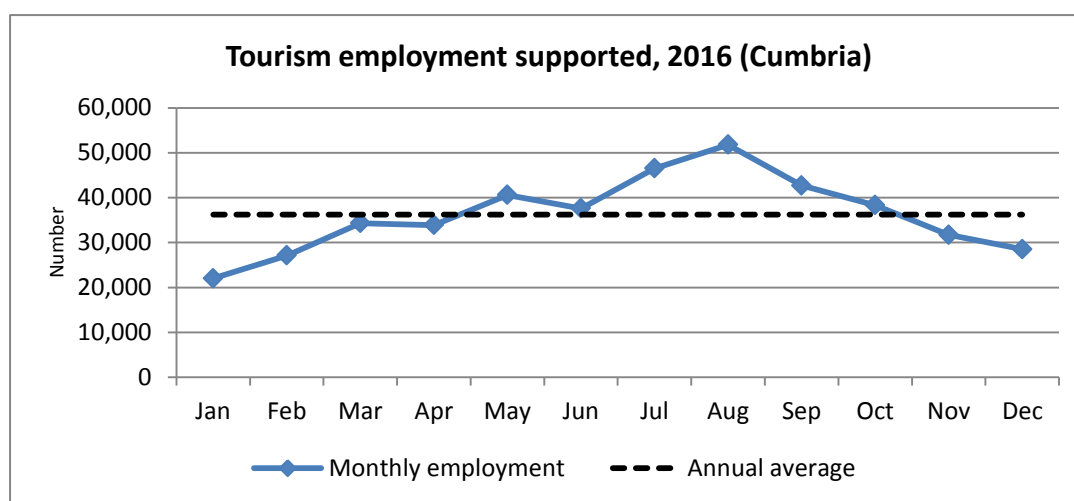


Source: ONS Tourism Employment Summaries

The seasonality of tourism employment is evident in data from Cumbria Tourism which estimates employment supported each month. The level of employment rises towards

Easter (which was at the end of March in 2016) before rising steeply again from June-August and falling towards Christmas.

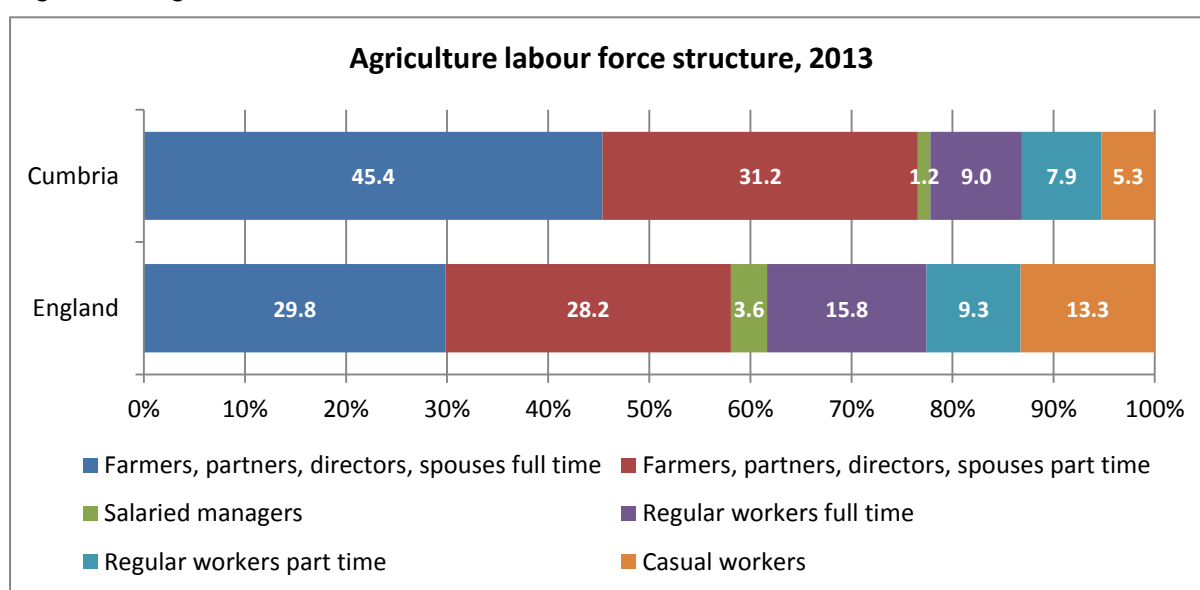
Figure 41: Monthly tourism employment in Cumbria



Source: Cumbria Tourism (2017) Tourism Volume and Value (STEAM) Data 2016

Whilst the agriculture sector also has a reputation for seasonal and casual employment, there is evidence that this is less prevalent in Cumbria than elsewhere, perhaps because of the nature of agriculture activity which takes place in the county (for example fewer large scale fruit farms than in other parts of the country and generally smaller farm enterprises). According to Defra data, just 5.3% of the agriculture workforce in Cumbria is casual, compared to 13.3% for England as a whole. Cumbria also has fewer regular workers (full or part time) but more farms rely on farmers, partners, directors & spouses to form their labour force than average (76.6% in Cumbria v 58.0% for England as a whole).

Figure 42: Agriculture labour force structure



Source: Defra June Agriculture Survey

9.3.6.2 Zero hours contracts and “gig” economy

According to new research by global consultants McKinsey, the popular concept of work as a traditional nine-to-five job with a single employer bears little resemblance to the way in which a substantial share of the workforce makes a living.

The McKinsey Global Institute (MGI) estimates that the independent workforce is some 162 million people, up to 30% of the working-age population in the United States and most of Europe. Official UK figures bear this out, with almost five million people in the UK employed in this way.

The report looked at the full spectrum of ways in which individuals earned income outside traditional employee roles. It says independent workers fit into four key segments:

- About 30% are "free agents," who actively choose independent work and derive their primary income from it;
- Approximately 40% are "casual earners," who use independent work for supplemental income and do so by choice;
- The "reluctants" make their primary living from independent work, but would prefer traditional jobs; they make up 14%;
- Then there's the "financially strapped," who do supplemental independent work out of necessity, accounting for 16%.

In 2016 the Government launched a review of working practices. The independent inquiry by Matthew Taylor, chief executive of the RSA (Royal Society for the Encouragement of Arts, Manufactures and Commerce) was tasked with looking at job security, pay and workers' rights. The review was published on 11th July 2017 and considered that new business models such as the 'gig' economy and zero hours contracts were one of the key challenges facing the UK labour market and that questions needed to be answered about the suitability of the current employment law framework in addressing the needs of people actively choosing to work outside of the traditional employment model (see link to review in Section 15: References).

The 'gig economy'

People who work in the gig economy have small jobs instead of, or as well as, full time jobs. Instead of a salary, workers get paid for the 'gigs' they do, such as a food delivery or a taxi journey. In the UK it's estimated that five million people are employed as independent workers like this. Jobs range from couriers, taxi drivers to video producers.

Some people like the flexible hours and control over how much they can work. Some employers like it because it's a very flexible arrangement, meaning they only pay when the work is available and don't incur expensive staff costs when the demand is not there.

However, workers are classed as self-employed in the gig economy and there is very little employment protection with no protection against unfair dismissal, no right to redundancy payments, no right to receive the national minimum wage, paid holiday or sickness pay.

In February 2017 a plumber won a legal battle for working rights in the latest significant court ruling over freelance operations in the modern workplace. The Court of Appeal agreed with a tribunal which said he was entitled to basic workers' rights although he was technically self-employed. The decision is the latest to side with workers in a flexible workforce. This is the highest court to consider such a case and the ruling will now be closely read by others with similar disputes, many of whom will work for businesses in the so-called "gig" economy. Being given the status as workers means that they will be entitled to more rights than would be the case if they were self-employed and taking on work on totally freelance basis.

Zero-hours contracts

Like workers in the gig economy, zero-hours contractors - or casual contractors - don't get guaranteed hours or much job security from their employer. But people on zero-hours contracts are seen as employees in some sense, entitled to holiday pay but not sick pay.

Zero hour contracts are often for 'piece work' or 'on call' work, eg interpreters. This means:

- they are on call to work when a business needs them;
- the businesses doesn't have to give them work;
- the worker doesn't have to do work when asked.

Zero hour workers are entitled to statutory annual leave and the National Minimum Wage in the same way as regular workers. A zero hours worker can't be prevented from getting work elsewhere. The law says they can ignore a clause in their contract if it bans them from:

- looking for work;
- accepting work from another employer.

Businesses are still responsible for health and safety of staff on zero hour contracts.

According to the Office for National Statistics Labour Force Survey (LFS), the number of people employed on zero-hours contracts in their main job during October to December 2016 was 905,000, representing 2.8% of all people in employment. This latest national estimate is 101,000 higher than that for October to December 2015 (804,000 or 2.5% of

people in employment). In recent years, increases in the number of people reporting to the LFS that they were on a zero-hours contract were likely to have been affected by greater awareness and recognition of the term zero-hours contract. This latest annual change may also have been affected in this way but it is not possible to estimate the extent.

Due to sample sizes, data for Cumbria are not available but if the national rate of 2.8% were similar in Cumbria, this would equate to approximately 6,500 people on zero-hours contracts in the county.

People on zero-hours contracts are more likely to be young, part-time, women, or in full-time education when compared with other people in employment. On average, someone on a zero-hours contract usually works 25 hours a week. Around 1 in 3 people (32%) on a zero-hours contract want more hours, with most wanting them in their current job, as opposed to a different job that offers more hours. In comparison, 9% of other people in employment wanted more hours.

- Over half (52%) of those reporting working on “zero-hours contracts” (52%) are women compared to under half (47%) of those not on “zero-hours contracts” who are women;
- people who report being on a “zero-hours contract” are more likely to be at the youngest end of the age range; 33% of people on “zero-hours contracts” are aged 16 to 24 (compared with 12% for all people in employment not on a “zero-hours contract”);
- 18% of people on “zero-hours contracts” are in full-time education compared with 3% of other people in employment;
- 22% people in employment on a “zero-hours contract” are in the accommodation and food industry;
- 11% of people employed in the accommodation and food industry are on a “zero-hours contract”;
- On average, someone on a zero-hours contract usually works 25 hours a week;
- Around 1 in 3 people (32%) on a zero-hours contract want more hours, with most wanting them in their current job, as opposed to a different job that offers more hours. In comparison, 9% of other people in employment want more hours.

Results from an ONS survey of businesses in November 2015 indicated that there were 1.7 million contracts that did not guarantee a minimum number of hours, where work had actually been carried out under those contracts. This represented 6% of all employment contracts. One in ten businesses said they make some use of zero hours contracts with the propensity to do so rising with employment size (up to 40% of businesses employing 250 or more) and varying by sector from 26% of accommodation & food services companies to 5% in the construction sector.

Due to sample sizes, data from these two surveys are not available for Cumbria. However, the Cumbria Business Survey 2013 asked businesses about their use of zero hours

contracts and the findings were broadly in line with those obtained from the more recent national survey. The local survey revealed that 7% of Cumbrian businesses (from a sample of 2,000) used some zero hours contracts with the proportion increasing to 19% in the accommodation & food services sector and 20% in the health sector. The same survey revealed that whilst just 5% of Cumbrian businesses employing fewer than 10 people used zero hours contracts, 20% of those employing over 25 people did so. Proportions were also higher in public sector (16%) and charity/voluntary organisations (12%) than in private sector organisations (6%).

9.3.7 Volunteering

It is widely accepted that individuals should be encouraged to volunteer because of the personal benefits, while businesses stand to benefit from a more skilled, productive and better motivated workforce. However, evidencing and quantifying the benefits of volunteering is challenging, although many reports exist which have attempted to do so.

Volume & value of volunteering

The 2015/16 Community Life Survey asked respondents aged 16 and over about their involvement in volunteering activity and found that:

- 27% of people over 16 volunteered *formally* and 34% *informally* at least once a month and 41% volunteered *formally* and 60% *informally* at least once a year;
- This equates to an estimated 14.2 million people *formally* volunteering and 18.0 million *informally* at least once a month and 21.9 million volunteering *formally* and 31.9m *informally* at least once a year;
- If these proportions are applied to Cumbria they equate to an estimated 112,300 people *formally* volunteering and 170,600 *informally* at least once a month and 141,400 volunteering *formally* and 249,600 *informally* at least once a year;
- The ONS estimated the value of *formal* volunteering to be £22.6bn in 2015.

Characteristics of volunteers

- In terms of formal volunteering no gender differences were observed but women were more likely to volunteer informally than men;
- Highest rates of monthly formal volunteering are in 16 to 25 year olds (32%) and 65 to 74 year olds (31%);
- Lowest rates of monthly formal volunteering are in 26-34 year olds (21%) and 75 and overs (24%);
- Rates of regular formal volunteering are higher in rural areas and lower in urban areas (33% vs 26%); inner city areas have the lowest rates at 17%;
- In general, those in deprived areas are less likely to volunteer than those in the least deprived: 15% volunteered regularly in the most deprived areas of England compared with 36% in the least deprived;

- The highest regular formal volunteering rates – that is, over 35% – are observed in large employer and higher managerial and administrative occupations and lower professional and higher technical occupations, at rates of 38% and 35% respectively;
- The lowest rates are observed in lower supervisory and technical occupations (16%) and never worked/long term unemployed (12%);
- People who are unemployed are more likely to do regular formal volunteering than those in other groups: 35% of unemployed people compared with 27% of employed people and 27% who were economically inactive;
- This pattern is similar in irregular formal volunteering. 53% of people who were unemployed compared with 43% who were employed and 39% who were economically inactive.
- NB: caution small sample sizes for some groups

Volunteering in the health sector

Around three million people volunteer for health, disability and welfare organisations in England, the same number as the combined NHS and social care workforce but relatively little is known about where they are or what they do.

In 2013 the Department of Health funded The King's Fund to carry out a survey focusing on the scale and value of volunteering in NHS acute trusts (the survey did not include mental health trusts, general practice and other settings). Key findings were:

- Acute trusts have on average 471 volunteers which equates to more than 78,000 volunteers across all acute trusts in England, contributing more than 13 million hours per year (not including people who give their time in a governance capacity);
- Volunteers are engaged in a wide range of roles in acute trusts. The top five roles selected by respondents in the survey were:
 - ward/clinic assistance (eg, befriending and visiting);
 - signposting/meet-and-greet;
 - hospitality/activities support (eg, drinks trolley service, meal-time helper, massage therapist, hairdressing and play assistant);
 - entertainment (eg, hospital radio, hospital library and arts programmes);
 - administrative support (eg, general administration and administering patient surveys).
- The average trust spends about £58,000 per year on the management and training of volunteers;
- Over a year the average contribution of volunteers is 79,128 hours;
- For every £1 that is invested in the training and management of a volunteer, the trust receives value of at least £11 in return.
- In some hospitals, volunteers are increasingly being seen as an integral part of the care team rather than as an 'add-on'. However, there are tensions around the appropriateness of roles for volunteers and boundaries with staff roles.

Volunteering and health

In 2008 Volunteering England (now incorporated within the National Council for Voluntary Organisations) stated that “there's plenty of anecdotal evidence to suggest that volunteering has a positive impact on health but apparently little hard evidence to support these anecdotes”. In a bid to find out more precisely what impact volunteering can have on health, they commissioned the University of Wales, Lampeter to undertake a systematic review of published research. The study aimed to assess the health effects of volunteering both on individual volunteers and on health service users.

The report concluded that there is “a clear link between volunteering and good health both for volunteers and health service users. Volunteering can increase volunteers' longevity, improve their mental health, keep them fitter, and enable them to cope better with illness when it occurs. Volunteering also has a positive impact on a range of factors affecting health service users including their self-esteem, disease management, adoption of healthy behaviours, compliance with medical treatment and relationships with health care professionals.”

In particular, the study showed that under certain circumstances, volunteering has a positive impact on their:

- ability to carry out activities associated with daily living;
- ability to cope with their own ill-health;
- adoption of healthy lifestyles and practices such as HIV prevention behaviours and healthy levels of drinking;
- family relationships;
- quality of life;
- social support and interaction;
- self-esteem and sense of purpose;
- view of their own health.

The review also showed that volunteering reduces the incidence of:

- depression;
- stress;
- hospitalisation;
- pain;
- psychological distress.

The study also considered the impact of volunteering on health service users. It noted that it was harder to generalise about the effect volunteering has on health service users than on volunteers because contextual factors play a key role. Nonetheless, positive outcomes included:

- increased self-esteem and confidence;
- better social interaction, integration and support;
- improved disease management;
- reduced depression;
- less intense response to grief;
- reduced burden on carers;
- decreased anxiety;
- longer survival times for hospice patients;
- improved cognitive function;
- increased uptake and duration of breastfeeding;
- more childhood immunisation;
- improved mental health of children;
- better parenting skills;
- improved physical health and functioning;
- increased levels of physical activity;
- improved diet;
- compliance with medication and clinic attendance;
- fewer hospital visits;
- improved relationships between patients and health professionals.

Volunteering as a route to employment

The Community Life Survey data for 2015/16 shows that the majority of those who volunteer do so through the motivation to improve things/help people (61%). Among the work related reasons were the chance to use existing skills (30%), chance to learn new skills (19%), help to get on in career (7%) and chance to get a recognised qualification (3%).

In recent years there has been a particular policy focus on the move from unemployment into employment with an employability based approach within the labour market and welfare to work policies. This has contributed to an on-going interest in volunteering as a route to employment. Volunteering is seen to offer participants the chance to develop new skills, extend networks, build CVs, try new vocations and gain experience.

A report from the Third Sector Research Centre in July 2013 attempted to provide evidence of the links between volunteering and employability. The conclusion was that “volunteering has a significant, but weak, effect on employability in terms of entry into work. The frequency of volunteering, however, makes a difference to its effects on employment outcomes. The effects also vary according to demographics. The evidence on job retention is weaker, and volunteering appears to have zero or even negative effects on wage progression.”

9.3.8 Skills gaps

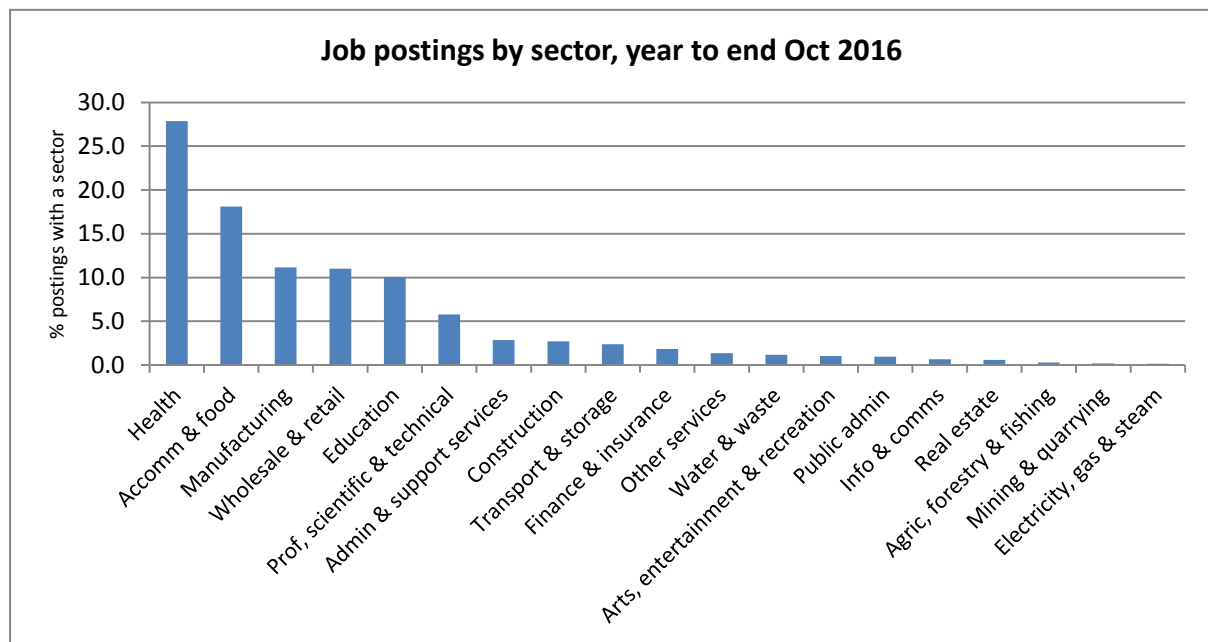
The 2015/16 Cumbria Business Survey included questions relating to skills and recruitment and key findings include:

- Fourteen per cent of businesses with employees in Cumbria identified skill gaps in their business or organisation, the same proportion as in 2013. This proportion increased to 24% of those with 25 or more employees;
- Employers were most likely to identify skill gaps in skilled trade occupations and low skilled elementary administration and service occupations;
- The most frequently cited skills lacking within workforces were technical and practical skills and advanced IT or software skills;
- Around a third of private sector businesses cited issues relating to the availability of people able to do the job as significant barriers to performance and efficiency;
- Businesses identified as 'Growers' were more likely to report feeling held back by a lack of availability of people able to do the job;
- Half of businesses and organisations in Cumbria (51%) had arranged or funded any training or development for employees at their site in the last year. Around two-fifths had arranged or funded any off-the-job training (38%) and/or on-the-job training (41%);
- Business size is the key determinant of training practice with around nine in ten businesses and organisations with 10 or more staff having funded or arranged training in the last year (87%), rising to 95% of those with 100 or more staff;
- Training was most prevalent within public services, education and health service sectors (94%, 82% and 91% respectively). It was least prevalent within primary industries (34%) and construction (46%);
- The most frequently cited barrier to the provision of training amongst those that do not train was a perceived lack of need (14%), while amongst those that train, the main barrier to providing more training was that no more money was available for training (15%).

9.3.9 Current vacancies

Since the withdrawal of vacancy data series by the Office for National Statistics, data on job postings comes from third party suppliers such as Burning Glass Ltd who provide Cumbria Intelligence Observatory with the Labour Insight tool. This uses automatic systems to source and code information from on-line job boards and recorded 34,516 job postings in Cumbria in the 12 months to end October 2016. Not all postings had an industry sector identified but where they did, the highest proportion was for jobs in the health sector which accounted for 27.8% of postings. This was followed by accommodation & food which accounted for 18.1% of postings.

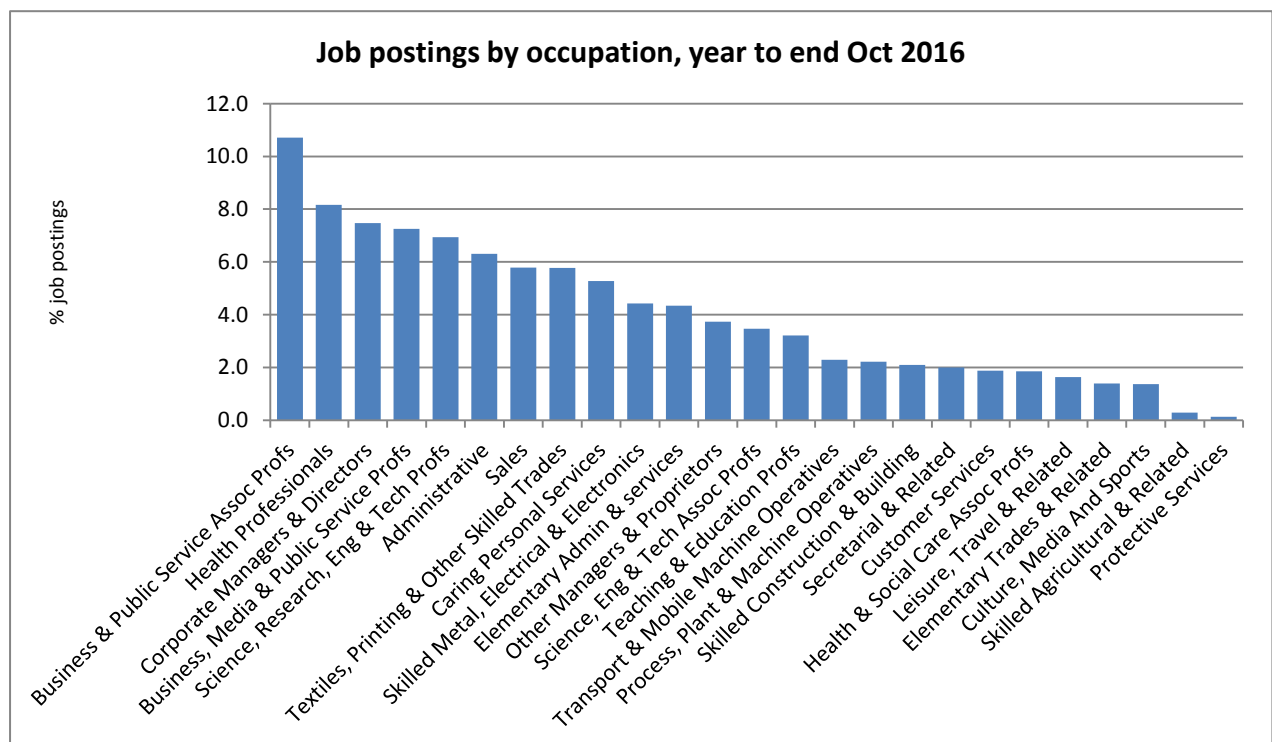
Figure 43: Job Postings by Sector Year to Oct 2016



Source: Labour Insight (Burning Glass Technologies) via Cumbria LEP

When explored by occupation, the highest proportion of job postings was for roles as business & public service associate professionals (10.7% of postings) followed by health professionals (8.2% of postings).

Figure 44: Job Postings by Occupation Year to Oct 2016



Source: Labour Insight (Burning Glass Technologies) via Cumbria LEP

9.3.10 Future demand for skills

The UK Commission for Employment and Skills (UKCES) publishes occupation projections produced by the Warwick Institute for Employment Research and Cambridge Econometrics. These project the future size and shape of the labour market by considering employment prospects by industry, occupation, qualification level, gender and employment status. The most recent projections (received November 2016) suggest that there will be a net requirement for 133,100 replacement/additional jobs in Cumbria by 2024 (model adjusted to take account of Cumbria's occupation age structure). It is estimated that the vast majority of these jobs will arise from replacement demand (123,100) with the remainder (10,000) from expansion demand within the economy and that 53% will be for women and 47% for men. It should be noted that these projections do not take account of future potential developments such as the nuclear power station at Moorside. The highest number of replacement/additional jobs in Cumbria will be for caring and personal service occupations (13,600) followed by elementary admin & service occupations (13,300).

Figure 45: Projected Future Occupational Demand

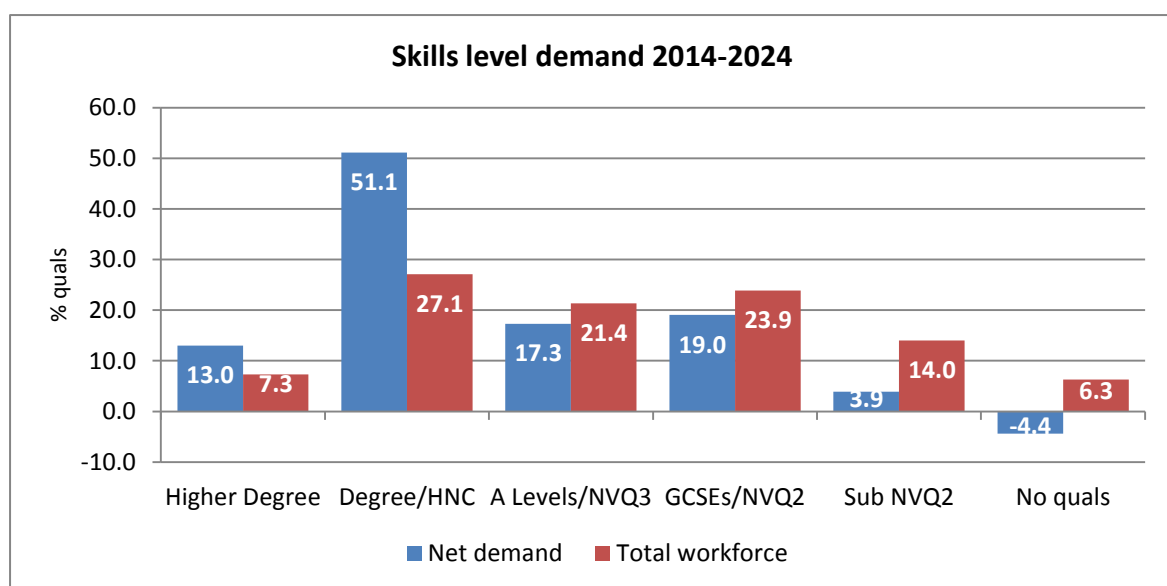
Future occupational demand				
	2014 employment	Expansion demand	Replacement demand	Net demand
11 Corporate managers and directors	14,500	2,300	7,000	9,300
12 Other managers and proprietors	9,500	700	5,700	6,400
21 Science, research, engineering and technology professionals	12,300	1,400	4,500	5,900
22 Health professionals	10,700	1,100	4,900	6,000
23 Teaching and educational professionals	12,900	900	6,300	7,200
24 Business, media and public service professionals	10,400	1,700	5,400	7,200
31 Science, engineering and technology associate professionals	4,800	200	1,600	1,700
32 Health and social care associate professionals	3,900	500	1,800	2,300
33 Protective service occupations	2,300	-100	600	500
34 Culture, media and sports occupations	3,500	500	1,800	2,300
35 Business and public service associate professionals	15,600	2,200	6,800	9,000
41 Administrative occupations	23,600	-400	10,400	10,000
42 Secretarial and related occupations	6,600	-2,000	2,900	900
51 Skilled agricultural and related trades	6,900	-200	5,500	5,300
52 Skilled metal, electrical and electronic trades	12,000	-1,300	3,700	2,400
53 Skilled construction and building trades	11,100	600	4,100	4,700
54 Textiles, printing and other skilled trades	7,600	-900	2,900	2,000
61 Caring personal service occupations	22,500	3,000	10,600	13,600
62 Leisure, travel and related personal service occupations	5,900	100	2,800	3,000
71 Sales occupations	18,500	-200	8,000	7,800
72 Customer service occupations	4,800	1,000	2,000	2,900

81 Process, plant and machine operatives	9,800	-2,400	3,100	700
82 Transport and mobile machine drivers and operatives	12,100	0	6,100	6,100
91 Elementary trades and related occupations	6,000	-100	2,800	2,600
92 Elementary administration and service occupations	27,500	1,300	12,000	13,300
All occupations	275,500	10,000	123,100	133,100

Source: Working Futures 2014-2024, UKCES via Cumbria LEP

The same model estimates that 64.1% of the net requirement for skills will be at degree/higher degree level leading to 34.4% of all jobs being at this level. There will be a reduction in the demand for jobs with no qualifications.

Figure 46: Skills level demand 2014-2024



Source: Working Futures 2014-2024, UKCES via Cumbria LEP

9.4 Cumbria Skills Investment Plan

Ensuring the right skills are available to meet the needs of businesses and the local economy is vital to the success of the Cumbrian economy and to the delivery of key national and local priorities. Skills development is also critical to ensuring that local skills gaps are addressed and that all people have the opportunities to maximise their potential.

The Cumbria Employment and Skills Advisory Board was established by Cumbria LEP as part of its role to take a strategic lead on meeting local skills needs and has developed a Skills Plan to ensure an effective and coherent skills development programme is in place to meet local skills needs. Priorities identified in the Skills Plan for investments in the skills system between 2016 and 2020 are structured into four themes. These themes, and the actions contained within each, have been informed by labour market information and by direct input from employers and skills providers:

Theme 1 : Future Skills, Careers and Enterprise

- Develop a '16-19 entitlement' stipulating the range of post-16 choices to which young people in the county will have access.
- Support for small businesses to take on and retain apprentices.
- An agreement with the lead developer at Moorside stipulating the number of apprenticeship and work experience places that will be available to local residents.
- A communications and marketing effort to address outdated and inaccurate perceptions of apprenticeships.
- Accelerate Higher and Degree Apprenticeship take-up.
- County-wide careers and enterprise co-ordination to build on good practice and strengthen links between industry and the skills system.

Theme 2 : Developing the Skills of the Existing Workforce

- Targeted training activity focused on sector specific and cross-sectoral skills gaps.
- Build on research to date to develop a fine-grained view of the employment and skills pinch points associated with major programmes of investment.
- Workforce development support aimed at SMEs affected by staff attrition to major infrastructure schemes.

Theme 3 : Addressing Unemployment and Underemployment

- Employer-led work academies with guaranteed job interviews for all participants who complete the scheme.
- An agreement with the lead developer at Moorside stipulating the number of unemployed residents that will be recruited through work academies.
- A literacy, numeracy and IT skills improvement programme to develop the core skills needed for sustained employment and progression.
- A Level 2 qualification programme for those that are unemployed or underemployed and claiming state benefits.
- Re-skilling support to help people secure employment in different roles, occupations or sectors.
- Community learning provision that is aligned with local employment opportunity.

Theme 4 : Advanced and Higher Level Skills for the Local Economy

- Collaborative working to ensure a curriculum offer that supports individuals' learning choices at Levels 3, 4 and above.
- Raise awareness of the opportunities in Cumbria for ambitious and aspirational graduates, especially those with the skills needed to develop STEM related careers.
- Accelerate the take-up of Higher and Degree Apprenticeship and other employer-led higher level provision.
- Establish a consortium to lead a science and innovation audit across Cumbria, identifying strengths and opportunities in the research and innovation skills system.

10 Access to employment

10.1 Services to support access to employment

A significant part of supporting people to achieve their potential in life is enabling them to enter the job market and maintain economic independence for themselves and their families, especially as they age. This is especially important for individuals with long-term health conditions and disabilities where employment rates are lower than for the general population. Creating pathways to suitable learning opportunities and good jobs requires partners from across the private, public and third sector to work together, especially for those in at risk groups.

In October 2016 the government published a Green Paper, Work, Health and Disability: Improving Lives which outlined their plans for employment support for people with disabilities in order to meet the commitment to halve the disability employment gap. Included within this is a new welfare-to-work programme, the Work and Health Programme, to be launched in autumn 2017, which will provide specialised support for those unemployed for over two years. The government expects most of those referred to the scheme to be disabled. It will target those who with specialist support are likely to be able to find work within 12 months. It takes the place of two existing welfare-to-work schemes, the Work Programme and Work Choice, although many jobseekers who would previously have been supported by the Work Programme will now receive support directly through Jobcentre Plus rather than the Work and Health Programme. Funding for the Work and Health Programme will be £130m by 2019/20 and it will be run by service providers awarded contracts by the government.

In compiling this JSNA report it was evident that there is a wide range of agencies, public sector bodies, third sector organisations and private sector businesses engaged in activity in Cumbria to support access to learning and employment. It was also evident that this is a rapidly changing environment and new support services, initiatives and funding streams are being developed all the time. It appeared from our research that some of this activity was fragmented and disjointed and could be better coordinated so that potential beneficiaries have seamless access to all the support they require and duplication is avoided. This is particularly important for those in the more vulnerable groups who may be deterred from seeking support if access routes are over-complex. However, the current emphasis on competitive bidding into multiple funding streams does little to aide a coordinated approach.

Arising out of Theme 3 of the Cumbria LEP Skills Investment Plan, a group of partners has been established, chaired by Amanda Towers (CCC) and comprising DWP, Inspira, G4S, Groundwork Trust, with the aim of delivering on the Theme 3 actions and bringing some co-ordination and coherence to the support available. A key issue identified has been the

proliferation of support programmes available, with substantial duplication across these programmes in terms of target clients and type of support. This issue is to be addressed through the mapping of provision to identify areas of duplication and gaps in support and development of a 'ladder of opportunity / skills escalator' to enable learners, and referral agencies, to identify where the appropriate support is available and where the progression points are to enable them to access the next stage in their journey towards employment.

In view of the complexity of support services and their changing nature, and in particular as we are currently in the transition phase between the government's Work Programme (which ended in April 2017) and the new Health & Work Programme, it would be impossible, and indeed unhelpful, to attempt to detail them all in this document and so we have highlighted just a few areas of activity.

10.1.1 DWP Flexible Work Fund

The Department for Work and Pensions is a key organisation in supporting people into work and whilst in work because many of those seeking additional support will also be receiving some form of benefit and will therefore have a relationship with DWP. The principal means of support for most disadvantaged clients will be via their local Work Coach with the most disadvantaged clients receiving intensive support via the new Work and Health Programme.

In addition to these national "offers", there is a locally managed Flexible Support Fund (FSF) which was introduced in 2011, replacing a number of separate schemes and which is intended for those clients who are not eligible for alternative sources of support. It gives Jobcentre Plus Districts greater freedom to tailor back-to-work support to individual and local need. Working within local guidelines and priorities, Jobcentre Plus advisers have discretion to decide how to help individuals move closer to or into work. The FSF also includes a grant funding mechanism, enabling Jobcentre Plus District Managers to award funding to local "partnerships" to address barriers to work. There is no exhaustive list of the needs that may be met by the FSF, but examples include travel expenses, training courses and clothing for interviews.

10.1.2 Independent Day Services

At the time of writing Cumbria County Council was undertaking a procurement exercise for supported employment for adults who meet Care Act eligibility. This will be a service designed to deliver personalised support to enable people to seek access and retain paid employment in the open labour market. There are a number of aspects to this work, including job coaching for the individual, engagement with employers, job matching and work with other Stakeholders in the employment arena including the DWP, to take advantage of all opportunities open to the Service User. There are new opportunities emerging for

employment support, for example as part of the “Disability Confident” campaign to recruit employers able to offer employment opportunities to disabled people, or “Supported Internships” for people with learning disabilities. Key aims include:

- Enable people to gain, hold and retain paid employment in the open market;
- Relevant activities to include vocational profiling and job coaching with service users and work with local employers to job match and create opportunities;
- Provider to work with whole pathway, ie Adult Social Care, potential employers, JCP, DWP and Welfare to Work system;
- Employment Support Workers will engage with local employers and service users countywide;
- Service users enabled to become work ready, source employment opportunities, gain paid work and may maintain contact as required to enable work retention;
- Awareness raising with employers to offer work placements, traineeships, work trials and guaranteed interviews;
- Complement and work in partnership with other work based schemes from JCP and others;
- Range of support including job coaching, specific training, going into the workplace with the service user (supported employment) and ongoing contact once in employment;
- Employer development and support around job carving, disability awareness, reasonable adjustments etc.

10.1.3 European Social Fund

Under the 2014-2020 European Social Fund programme, Cumbria has a programme of approximately £26.5m for labour market related activity which are being managed by Cumbria Local Enterprise Partnership. The decision to exit the European Union has placed the future of this funding in doubt, although funding is secure for those contracts that are already in place even if they continue beyond the date of the EU exit. Cumbria’s funding has been allocated under five ESF Priority Measures outlined below:

ESF Priority Measure - 1.1 Access to employment

- Pre-employment training.
- Pre-traineeship/pre-work programme assistance.
- Support to upgrade skills/learn new skills to secure employment.
- Support to access apprenticeships.
- Advice, guidance and support additional to national provision.
- Self-employment as a route out of worklessness.

ESF Priority Measure - 1.2 Sustainable Integration of Young People

- Support to reduce NEET.
- Literacy, numeracy, IT and employability provision.
- Support which complements skills provision i.e. communication, team building etc.
- Job-specific training.
- Community and information learning.
- Intermediate labour market activity.

ESF Priority Measure - 1.4 Active Inclusion

- Basic skills/ESOL.
- Pre-traineeship/pre work programme assistance.
- Money management advice and support.
- Digital literacy.
- Volunteering and training opportunities.
- First contact engagement.
- Softer skills development.

ESF Priority Measure 2.1 – Access to Lifelong Learning

- Upskilling support to aid progression.
- Training for older people.
- Skills support for redundancy.
- Support for women to enter non-traditional sectors.
- Additional advice and guidance.
- Intermediate/technical skills for the unemployed.
- New methods of learning to reach remote learners.
- Increase participation to meet skills shortages.

ESF Priority Measure 2.2 – Improving the Labour Market Relevance of Training

- Support for collaborative projects to enable students to gain industry experience.
- Build capacity in SMEs to provide placement opportunities.
- Promoting apprenticeships.
- Developing better links between businesses and schools.

10.2 Transport access to employment centres

The Department for Transport publishes regular data on accessibility of centres of employment by various means of transport. The estimates look at various sizes of employment centre but in this section we have concentrated on those containing between 500 and 4,999 jobs. It should be noted that the estimates relate purely to transport access to locations (Lower Super Output Areas) which contain the specified volume of jobs and do not take into account whether those jobs are available to or suitable for the resident population in question. In addition, it should be noted that although we have referred to the wards which contain specific LSOAs, this is in order to facilitate geographic understanding

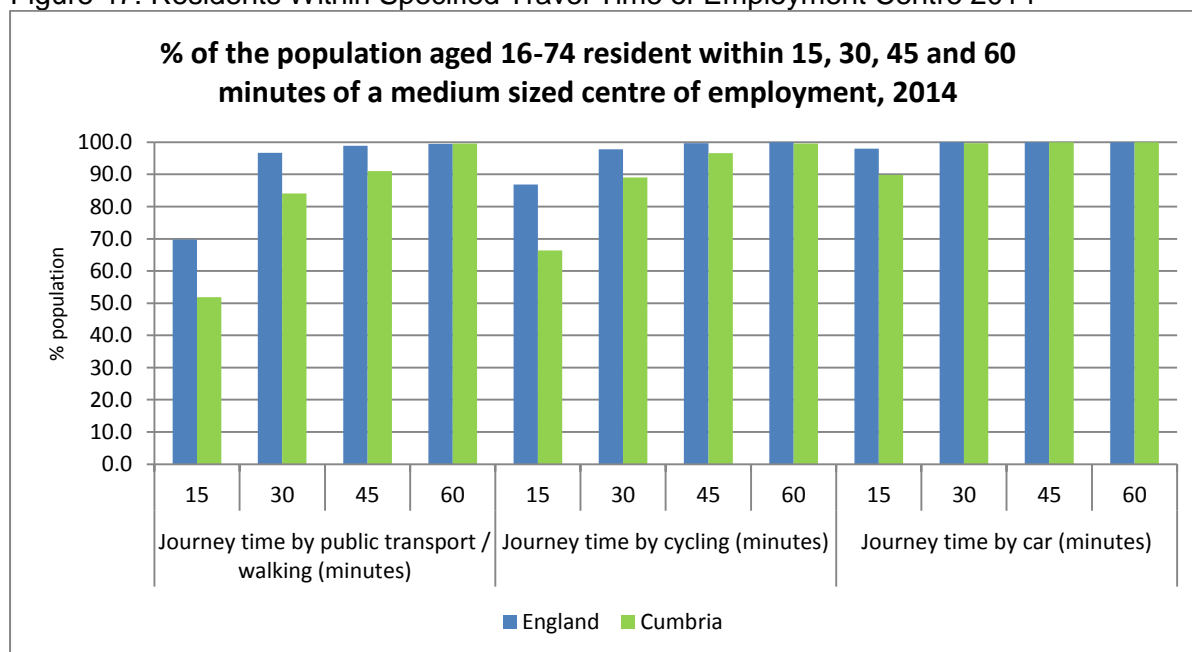
and in the case of large, rural wards there may be a significant difference in accessibility between LSOAs within the same ward.

Across England, the average travel time in 2014 to the nearest medium sized centre of employment (500-4,999 jobs) was 13 minutes by public transport / walking, 11 minutes by cycling, and 9 minutes by car. Rurality has an impact on accessing employment across England: travel times by public transport and walking varied from an average of 11 minutes in urban areas to 22 minutes in rural areas; cycling averaged 9 minutes in urban areas and 18 minutes in rural areas; car journeys were slightly less varied at an average of 8 minutes in urban areas and 11 minutes in rural areas.

Journey times to medium sized centres of employment were longer in Cumbria than in England, averaging 20 minutes for public transport / walking, 15 minutes for cycling, and 10 minutes by car. Variations can be seen across Cumbria's districts. Eden had a much longer public transport / walking average journey time than the county average (33 minutes compared to 20 minutes), whilst Barrow-in-Furness had the shortest (15 minutes). There was slightly less variation across the districts for accessing employment by cycling: Barrow-in-Furness and Carlisle both averaged 13 minutes; Eden had the longest average journey time at 20 minutes. Journey times by car were very similar across Cumbria's districts, ranging from an average of 9 minutes in Barrow-in-Furness and Carlisle, to 11 minutes in Eden.

Within England, 69.7% of the population aged 16-74 resides within 15 minutes of a medium sized centre of employment by public transport / walking; 86.8% within 15 minutes by cycling, and 98.0% within 15 minutes by car. Proportions of the population aged 16-74 able to access employment within 15 minutes are lower in Cumbria: 51.9% by public transport / walking; 66.4% by cycling; and 89.9% by car.

Figure 47: Residents Within Specified Travel Time of Employment Centre 2014



Source: DfT Journey Time Statistics: Access to Services, 2014

Some communities face particularly long average journey times to access employment. Although 84.1% of Cumbria's population aged 16-74 are able to access medium sized employment centres within 30 minutes or less by public transport / walking, and 91.0% can access these centres within 45 minutes or less, there are 16 Lower Layer Super Output Areas (LSOAs) in Allerdale, Carlisle, Copeland, Eden and South Lakeland where the average minimum journey time to access medium sized centres of employment by public transport / walking is 60 minutes or more. The 16 range from an average of 60 minutes for a community situated within Long Marton ward in the Eden district, to 111 minutes for a community in the Lyne ward, Carlisle district.

The LSOAs are situated within the following wards:

- Allerdale: Crummock (61 min); Warnell (68 min);
- Carlisle: Lyne (111 min);
- Copeland: Millom Without (72 mins); Ennerdale (85 mins); Seascale (105 mins);
- Eden: Long Marton (60 mins); Lazonby (69 mins); Morland (76 mins); Kirkoswald (96 mins); Crosby Ravensworth (100 mins); Skelton (109 mins);
- South Lakeland: Broughton (63 mins); Hawkshead (2 LSOAs – one 66 mins, the other 68 mins); Sedbergh and Kirkby Lonsdale (78 mins).

The majority of people aged 16-74 in Cumbria (99.7%) are able to access medium sized employment centres by car within 30 minutes or less. The average for the county is 10 minutes. In total, eight LSOAs have average minimum journey times by car of 20 minutes or

more, more than twice the Cumbria average, ranging from an average of 20 to 26 minutes. The location of these LSOAs and their average minimum journey times is shown below:

- Carlisle: Lyne (25 minutes)
- Copeland: Seascale (2 LSOAs, both 21 minutes)
- Eden: Kirkoswald (20 minutes)
- South Lakeland: Broughton (22 minutes); Sedbergh and Kirkby Lonsdale (2 LSOAs – 23 and 26 minutes).

10.3 Childcare

The cost, availability and flexibility of childcare are big concerns for many parents, potentially hindering their labour market attachment.

According to the Family and Childcare Trust's 2016 Childcare Survey

- The price of sending a child under two to nursery part-time (25 hours) is now £116.77 per week in Britain (£106.14 in the North West), or £6,072 per year (£5,519 in the NW), which is a 1.1 per cent rise since 2015;
- A registered childminder now costs £104.27 per week for part-time care for a child under two (£91.55 in the NW), compared with £104.06 last year, a price increase that is similar to the rate of inflation;
- A family with one child under two in part-time childcare and one child aged five at an afterschool club can now expect to pay £7,933 per year for childcare, over 28 per cent of median household income.

Local authorities are required by legislation detailed in the Childcare Act 2006 to: "Secure sufficient childcare, so far as is reasonably practicable, for working parents, or parents who are studying or training for employment, for children aged 0-14 (or up to 18 for disabled children)."

Free Early Education for Two Year Olds

In September 2013 the Government introduced free childcare places for 20% of two year olds based on economic and non-economic eligibility criteria and in September 2014 the criteria were expanded to reach 40% of two year olds. Eligible two year olds can access up to 570 hours per academic year of free childcare from the term after they turn two. There is a high uptake of funded two year old provision in Cumbria, consistently around 87/88% compared to 68% nationally.

Free Early Education for 3 and 4 year olds

All three and four year old children are able to access up to 570 hours per year of free early years nursery provision. From September 2017 the free entitlement for some working parents of three and four year olds will be increased to 30 hours per week over 38 weeks or

fewer hours over more weeks. There is very high uptake of three and four year old funded places in Cumbria.

Employer supported schemes

Parents not in receipt of tax credits are entitled to help with their childcare costs through employer-supported vouchers and tax relief on workplace nursery costs. Those receiving childcare vouchers can save up to £55 per week if they are basic rate taxpayers. Childcare vouchers can also be 'banked' and used at a time when childcare costs may be particularly high, for example, during the school holidays.

From April 2017 the employer-supported childcare voucher scheme is being replaced by the Tax Free Childcare scheme. This is an online system where parents bank their payments and for each £8 a parent pays in, the Government will add an additional £2 up to a maximum of £2,000 per year per child. Families of disabled children receive help with their childcare costs to a maximum of £4,000 per year.

Childcare provision in Cumbria

According to the Cumbria County Council Childcare Sufficiency Report 2015/16 there were 819 providers of childcare in Cumbria, between them providing 17,812 places.

Figure 48: Supply of childcare places in Cumbria

	Allerdale	Barrow	Carlisle	Copeland	Eden	South Lakeland	Total
Full Day Care	688	680	1,251	802	503	876	4,800
Childminder	207	95	268	97	128	272	1,067
Home Childcarer					31	9	40
Sessional Day Care	430	350	362	300	307	544	2,293
Nursery Class	1,211	779	806	382	403	721	4,302
Nursery School		183		152		48	383
Independent School Nursery		44	78		24	84	230
After School	443	152	336	216	277	514	1,938
Before School	413	165	288	256	229	394	1,745
Holiday	144	48	236	178	115	293	1,014
Total	3,536	2,496	3,625	2,383	2,017	3,755	17,812

Source: CCC Childcare Sufficiency Report 2015/16

The report recognises the challenges posed by the increase in entitlement for working parents of 3-4 year olds to 30 hours per week and states that "childcare providers across the county will need to consider how they will meet expected demand through partnership working, utilisation of existing provision and physical expansion. Overall in Cumbria there are sufficient places, however they are not necessarily where they are needed." The following areas of need were identified:

- Allerdale has a broad range of childcare provision and the number of places as a proportion of the 0-4 population is 55%;

- Barrow has fewer childcare providers than other parts of Cumbria, but some are registered for higher numbers of places than in other districts. Therefore the number of available places as a proportion of the 0-4 population is joint highest with South Lakeland at 58%;
- Carlisle has a wide range of childcare provision across all types. Despite this, Carlisle has the lowest number of places for 0-4 year olds as a percentage of the 0-4 population (45%) and an increase in provision needs to be considered, particularly if there is demand for more childcare hours;
- Copeland has a broad range of childcare provision but the number of places as a proportion of the 0-4 population is the second lowest at 47%;
- Eden has a good range of childcare provision and as a proportion of the 0-4 population there are a high number of places available (52%). Despite this, Eden has the lowest take up of childcare for eligible funded 3-4 year olds, although this is still high at 92%;
- South Lakeland has the highest number of childcare places available in Cumbria and the number of places as a proportion of 0-4 population is joint highest with Barrow at 58%.
- No gaps were identified in childcare provision for children with disabilities.

10.4 Procurement policies

The results of procurement processes can have a significant impact on economic, social and environmental wellbeing in an area. There can often be additional value beyond the economic, social and environmental benefits that may be achieved by the services procured.

However, according to a Cabinet Office Efficient & Reform Group Procurement Policy Note (PPN) issued in December 2012 “currently some commissioners miss opportunities to secure both the best price and meet the wider social, economic and environmental needs of the community. Commissioners and procurers should be taking a value for money approach - not lowest cost - to assessing contracts”. The Public Services (Social Value) Act which came into force on 31 January 2013 seeks to complement that approach.

The Act requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. The Act requires them to make the following considerations at the pre-procurement stage:

- how what is proposed to be procured might improve the economic, social and environmental well-being of the relevant area;
- how in conducting a procurement process it might act with a view to securing that improvement and whether to undertake a consultation on these matters.

Following introduction of the Act, a 2014 study by Social Enterprise UK (SEUK), “Communities Count – The Four Steps to Unlocking Social Value” aimed to provide clear

ways to meet the challenge of creating social value by indicating key steps to follow, findings to support and inform and practical recommendations to action. As the name of the study suggests, it identified four key steps to unlocking social value:

1) Define the vision. Organisations which are best placed to achieve social value have a clarity of vision and a definition about what difference they want to make locally, with leaders who can effectively articulate this.

2) Integrate across the business. The vision for social value must be integrated across all services and operations, and involve stakeholders in design and delivery. Social value is not an additional box to be ticked.

3) Deliver through partnership. The complex nature of the issues involved means that maximising social value is best addressed through establishing strong, cross-sector, long-term partnerships where priorities are aligned.

4) Measure the difference. The important changes and benefits delivered must be evidenced and communicated: it is essential to be able to measure and report the social value that is being created.

The study also included the findings from research among 77 local authorities and 123 housing associations following introduction of the Public Services (Social Value) Act . This found that:

- *Social value can deliver cost savings and better services.* The wider range of benefits derived from a focus on social value is substantial: 71% said that it had led to better service delivery, and 70% said it had led to opportunities for innovation. Importantly, more than half of respondents (52%) said delivering social value leads to cost savings;
- *Social value improves external relationships.* 82% of those surveyed reported that delivering social value had led to an improved image of their organisation, while 78% said it had led to better community relations;
- *Two thirds of organisations considered social value across all the services they procure;* leaving a third that were not considering social value across all services;
- *Social value leadership is crucial.* Two thirds of respondents said their organisations have a nominated lead for social value. These organisations faced fewer challenges in delivering and measuring social value than those without;
- *The Social Value Act has had limited impact so far.* The Act created step-changes in how some organisations consider social value: 39% said it has had a high impact but 56% reported a low impact – largely because they were doing it already;
- *Current priorities are employment and job-creation.* 80% of respondents stated employment as a key local social value priority. The other most popular employment related choices were youth employment, training and volunteering;
- *Social enterprise is a route to social value.* 90% of respondents were very satisfied or satisfied that social enterprise was a route to delivering social value;

- *Measurement is the biggest challenge.* A majority of respondents reported measurement as the main barrier to implementation, with 53% identifying it as the main barrier during the commissioning process and 55% as the main barrier post-commissioning in contract management;
- *Measurement improves with clarity of purpose.* There is a strong correlation between those organisations which have a written social value policy, and those who have a method for measuring social value; only 37% currently have a policy;
- *Size matters.* Smaller housing associations and local authorities tended to be less advanced in terms of social value policies, definitions and measurement – highlighting the need for guidance and support.

Key recommendations from the report were that public sector organisations should:

- Adopt a written policy and a nominated lead for social value;
- View social value as a route to innovation and cost savings, not just as the creation of positive social outcomes or, worse, compliance to the Act;
- Integrate and consider social value across all services, regardless of size;
- Work with, buy from, start-up and support social enterprises to help deliver social value
- Measure the social value being created against a clear sense of what is trying to be achieved, proportionately, and throughout the length of contracts.

11 Earnings & Income

Low income and persistent poverty have been identified as among the greatest drivers of poor health and health inequalities. People on low incomes often lack the resources and opportunities to make choices that promote good health.

The Adult Psychiatric Morbidity Survey (APMS) is commissioned by NHS Digital (Health & Social Care Information Centre) and gathers information on mental illness among adults living in private households. The survey aims to provide an understanding of mental illness, substance dependence and suicidal behaviour, their causes and consequences across households in England and among the key characteristics, associations and risks linked to poor mental health are financial issues, poverty and debt. For more information, see the Mental Health chapter of the JSNA.

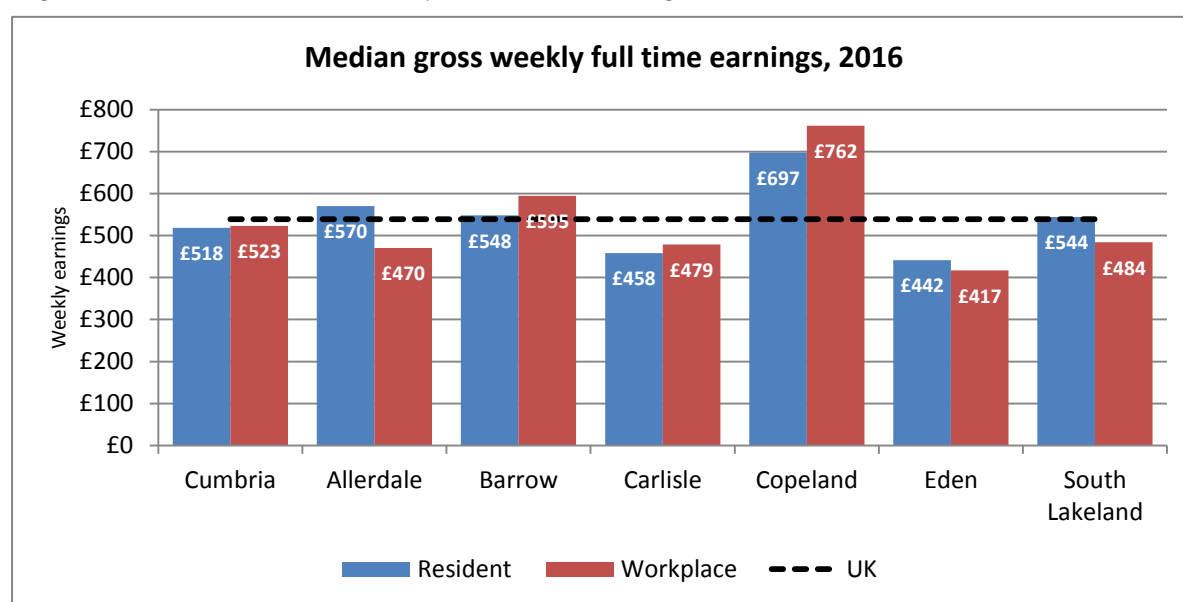
11.1 Gross weekly earnings

There is very little official data available on earned incomes for local areas and what is provided by the Office for National statistics via the Annual Survey of Hours and Earnings (ASHE) is survey based and therefore subject to sampling errors. However, the headline data does provide a broad overview of earnings levels. The latest data, from April 2016 suggests that median gross weekly earnings for full time employment in Cumbria were £518

for those resident in the county and £523 at workplaces located in the County. This compares to £539 nationally. Earnings in Copeland, both for residents and workplaces, were significantly higher than the national and Cumbrian averages (Copeland's data is strongly influenced by employment in the nuclear sector) whilst earnings in Eden and Carlisle were well below the national average.

In Barrow, Copeland and Carlisle, workplace earnings are higher than resident earnings. In the case of Barrow and Copeland, this reflects the presence of a major employer which draws workers in from outside the local areas (BAE Systems and Sellafield) and in Carlisle's case reflects the city's position as location of significant public sector and professional services employment as well as its accessibility for commuters. Conversely, Allerdale, Eden and South Lakeland all have resident earnings higher than workplace earnings reflecting the outward commuting of higher earners to employment in other areas and concentrations of employment in the accommodation, food and retail sectors which tend to be lower paid.

Figure 49: Median Gross Weekly Full Time Earnings 2016



Source: ONS Annual Survey of Hours and Earnings via Nomis

11.2 The Living Wage

According to the Living Wage Foundation, paying a Living Wage is “good for business, good for the individual and good for society” as it can lead to improved quality of work from employees, reduced absenteeism and lower levels of staff turnover.

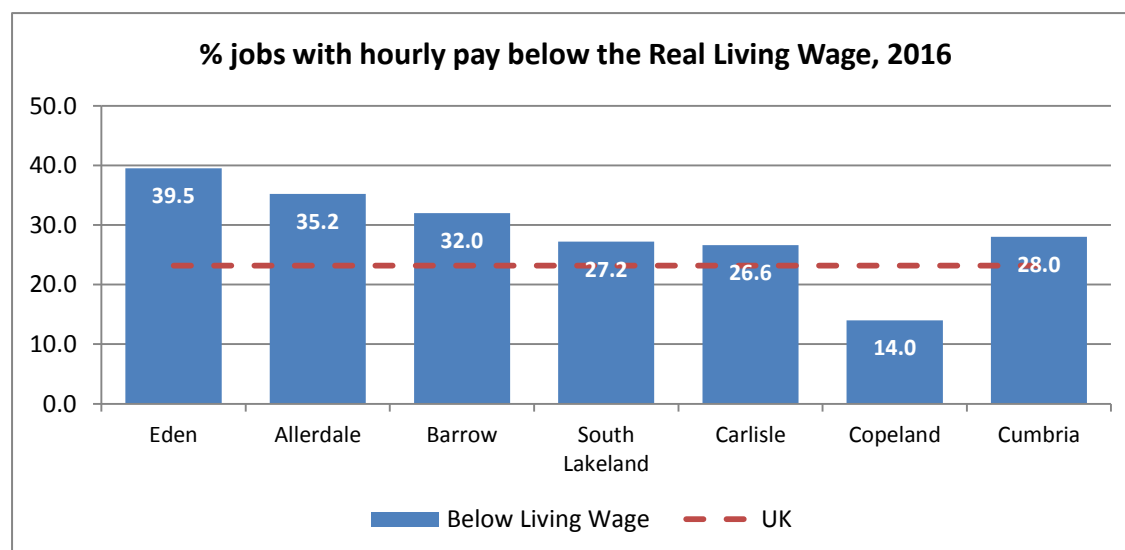
The mandatory National Living Wage (NLW) was introduced in April 2016 and is an hourly rate calculated in relation to median earnings for employees aged 25 and over. This was set by the Low Pay Commission at £7.20 from April 2016 for those outside London (increasing

to £7.50 from April 2017). The National Minimum Wage (NMW) applies to those aged 21-24 years and is currently set at £6.70.

In addition to the mandatory National Living Wage, there is a voluntary “Real” Living Wage, based on the cost of living and in 2016 this was £8.45 for those living outside London. Only employers that commit to pay all staff, including subcontracted staff, the Real Living Wage and to increase it every year in line with set rates, can sign a licence agreement with the Living Wage Foundation. There are currently 17 organisations operational in Cumbria that have done this. In April 2016 there were estimated to be 54,000 jobs in Cumbria paid less than the Real Living Wage, 28% of all jobs, which is above the UK average of 23.2%. All areas of Cumbria except Copeland had a higher proportion of jobs below the Real Living Wage than nationally (Copeland’s data is influenced by employment in the nuclear sector) with Eden having a particularly high proportion below the Real Living Wage level (39.5%).

It is estimated that 30,000 of the 54,000 jobs paid below the Real Living Wage were part time jobs (53.1% of part time jobs in Cumbria v 44.2% of part time jobs nationally) while 24,000 were full time (17.7% of full time jobs in Cumbria v 15.2% of full time jobs nationally).

Figure 50: Jobs Paid Below Real Living Wage 2016



Source: ONS Annual Survey of Hours and Earnings via Nomis

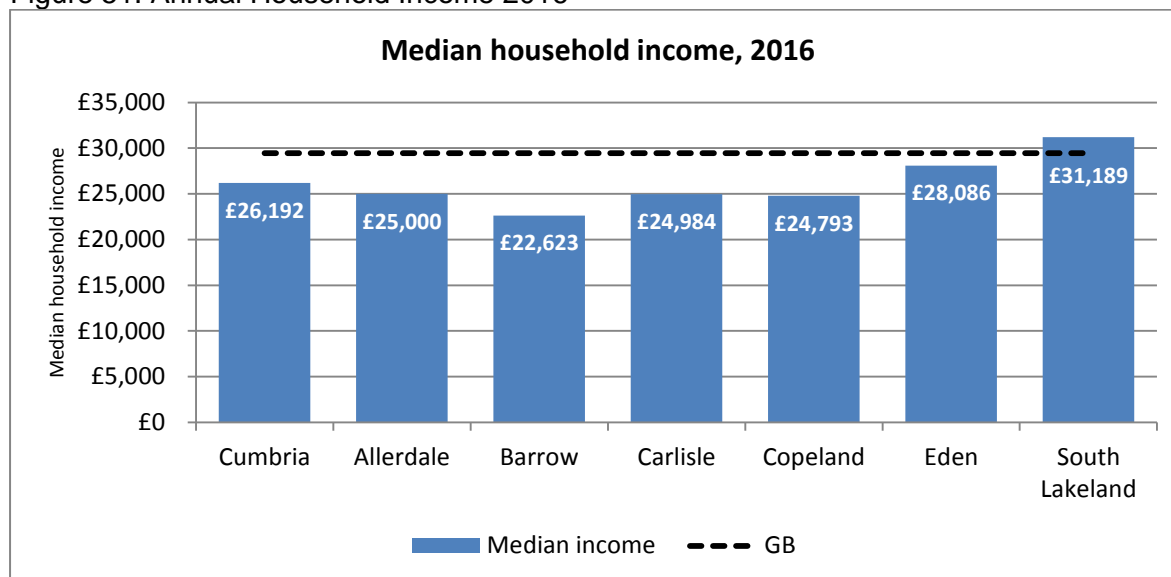
NB: The Office for National Statistics is due to release data based on the mandatory National Living Wage in early 2017.

11.3 Household income & housing affordability

The PayCheck dataset is a modelled index of annual household income, developed by CACI Ltd which provides profiles of income that are based upon government data sources along with income data for households collected from lifestyle surveys and other market research.

In 2016, median household income for Cumbria was £26,192. This was lower than the national (Great Britain) median household income of £29,449. Median income varied across the districts, from £22,623 in Barrow to £31,189 in South Lakeland.

Figure 51: Annual Household Income 2016



Source: CACI Ltd PayCheck, 2016 via Cumbria Intelligence Observatory

Across the 166 electoral wards in Cumbria, five wards had median household incomes of more than £40,000:

- Ennerdale (Copeland) £41,530
- St Bees (Copeland) £40,449
- Dalton (Allerdale) £40,444
- Whinfell (South Lakeland) £40,411
- Crummock (Allerdale) £40,350

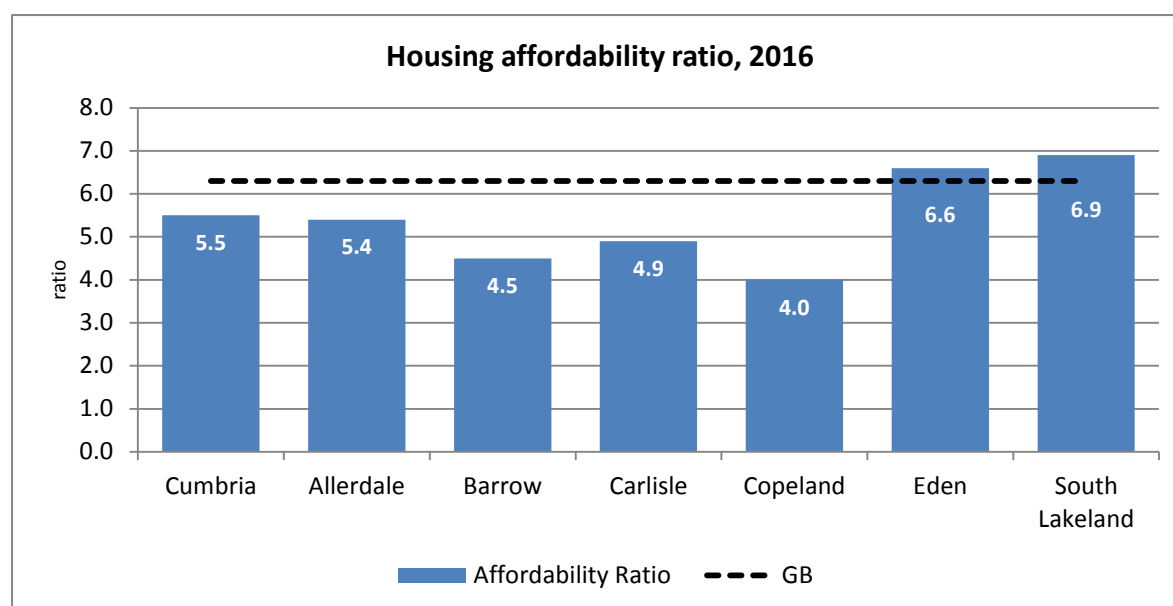
At the other end of the scale, five wards (all in Allerdale and Barrow) had median household income of less than £16,500:

- Moss Bay (Allerdale) £14,331
- Hindpool (Barrow) £15,489
- Ewanrigg (Allerdale) £16,153
- Central (Barrow) £16,156
- Barrow Island (Barrow) £16,402

By combining CACI PayCheck data with the CACI StreetValue dataset a house price to annual household income ratio (affordability ratio) can be created. Based on these sources, the median house price in Cumbria was 5.5 times the median annual household income in May 2016, slightly below the national (Great Britain) median affordability ratio (6.3). Ratios differed across Cumbria's districts. South Lakeland had the highest median house price to household income ratio (6.9), followed closely by Eden district (6.6). Copeland and Barrow

had the lowest median affordability ratios at 4.0 and 4.5 respectively (ie the most affordable house prices).

Figure 52: Housing Affordability Ratio 2016



Source: CACI Ltd PayCheck/StreetValue, 2016 via Cumbria Intelligence Observatory

Of Cumbria's 166 electoral wards, Arlecdon ward in Copeland had the lowest median affordability ratio in 2016 (3.1), followed by Frizington ward in Copeland (3.2) and Barrow Island ward in Barrow-in-Furness (3.4). In contrast, the highest median affordability ratio, found in Windermere Applethwaite and Troutbeck ward in South Lakeland, was almost four times higher at 12.1 than that of the lowest ward. The wards with the second and third highest ratios were also situated within South Lakeland: Ambleside and Grasmere (10.3) and Hawkshead (9.9).

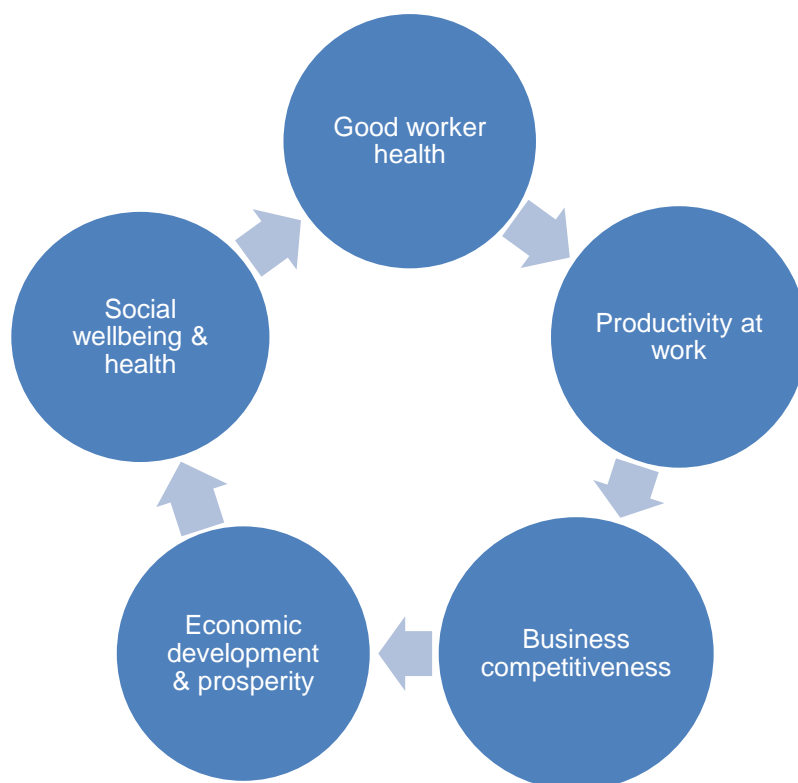
12 Workplace wellbeing, health & safety

12.1 Workplace Wellbeing

Creating job opportunities is important, but just having a job is not always enough, quality of work and job working conditions also matter for health. Work provides an important source of income and routine for people and factors such as low pay and irregular hours can have a detrimental impact on health. In addition, insecure employment, monotonous and repetitive work, a lack of autonomy, control and task discretion, imbalance between effort and rewards, lack of workplace justice and poor progression routes can all contribute to poorer health, lower job satisfaction and poor performance at work. Poor employee health and wellbeing is likely to result in lower productivity, increased staff turnover and absenteeism, and the implicit recruitment costs and subsequent lower profits that result from this. Conversely, an

employer providing a healthy workplace is likely to be attractive to existing staff and potential applicants, making it easier to retain and recruit good staff and leading to increased productivity and performance, all of which support economic prosperity and the social wellbeing and wealth of communities. The relationship between health and work is illustrated in the following figure.

Figure 53: The Health & Work Cycle



LGA/PHE Health, work and health related worklessness, a guide for local authorities

Workplace health is an important part of the Public Health Strategy in Cumbria and to address this, a partnership has been formed between the Northern TUC, Cumbria County Council and 12 north eastern local authorities to promote the Better Health at Work Award (BHAWA). The initiative is also supported by employers and other stakeholders including Public Health England and recognises the efforts of local employers in addressing health issues within the workplace. The evidence to support such initiatives is clear:

- The direct cost of sickness absence to the UK economy is around £14bn per year;
- Physical activity programmes at work reduce absenteeism by up to 20%;
- Job satisfaction can help to reduce staff turnover by between 10-25%;
- In 2015 businesses taking part in the BHAW Award reported an average reduction in sickness of 2.72 days per employee.

BHAWA "Good Work is Good for You" leaflet

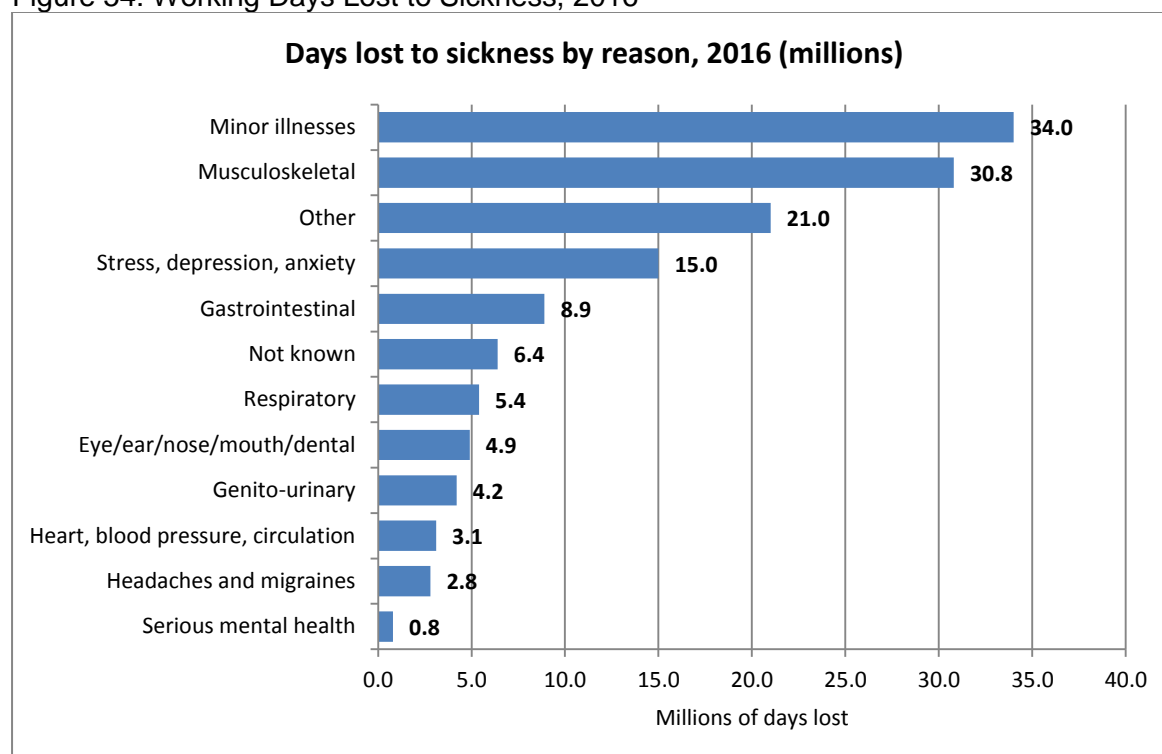
Signing up to the Better Health at Work Award scheme is free and open to all employers in the north east and Cumbria, regardless of organisational size or sector. Employers are supported by a dedicated Workplace Health Improvement Specialist and develop their own internal Health Advocates who are people that are passionate about health and wellbeing, want to raise awareness of health topics and contribute to the development of a positive wellbeing culture in the workplace – and beyond. Health Advocates can be anyone in the organisation, regardless of role or experience. To date, over 400 regional employers, covering more than 200,000 employees, have participated in the scheme (*Northern TUC, 2016*), including Cumbria County Council which was awarded Bronze status in early 2017.

12.2 Health & Safety at Work

12.2.1 Sickness absence

According to the Office for National Statistics, there were 137.3m working days lost to sickness in 2016, 22.6m fewer than 10 years previously (a fall of 14.1%). The highest number of days was lost to minor illnesses (34m days) followed by musculoskeletal conditions (30.8m days).

Figure 54: Working Days Lost to Sickness, 2016

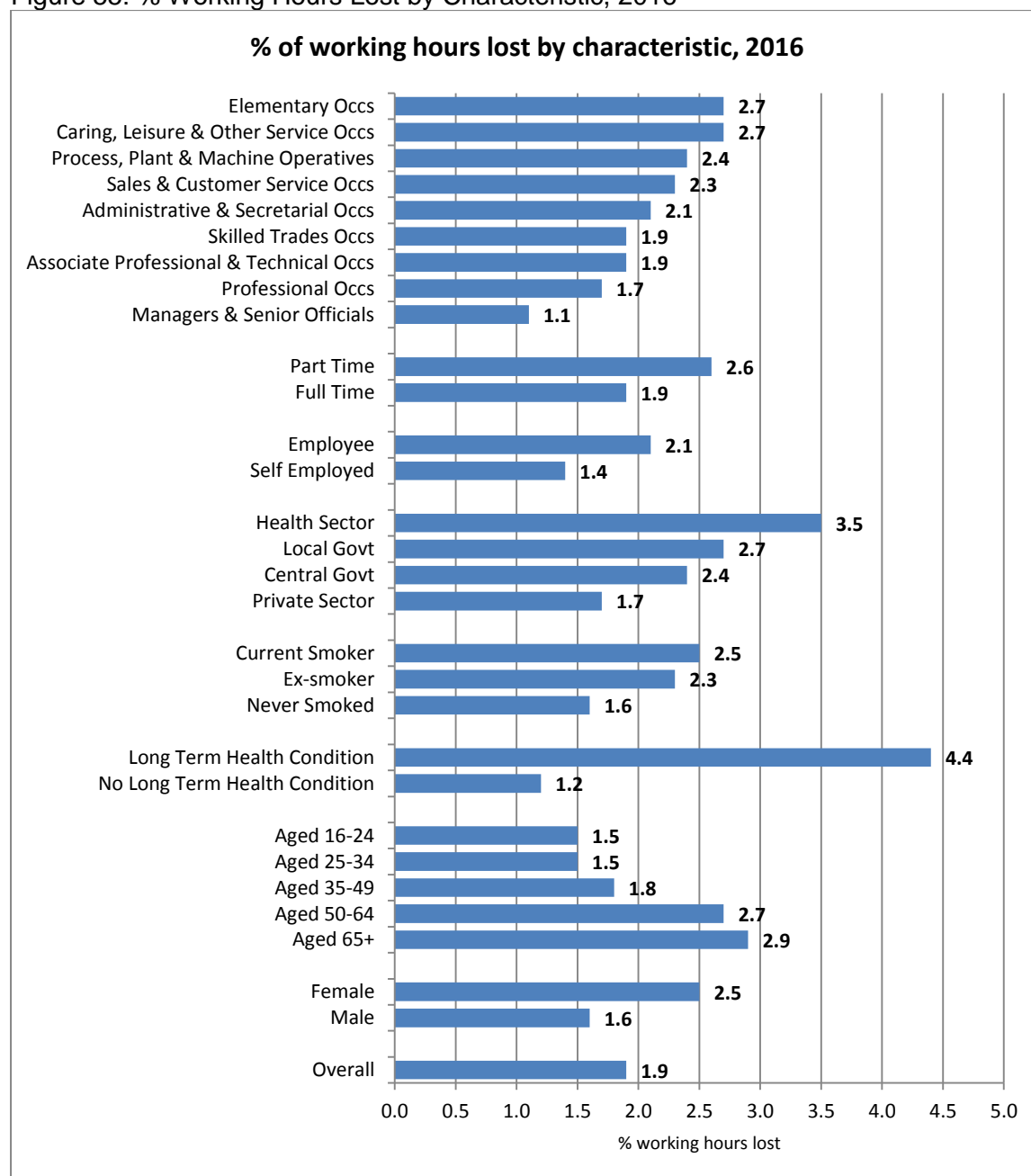


Source: ONS Sickness Absence in the Labour Market (APS/LFS)

On average sickness days lost equated to 4.3 for every employed person, a fall of 21.8% from 10 years ago and a rate of 1.9% of all working hours lost, a fall of 20.0% over the decade. The rate of working hours lost varies widely between different groups with the

following groups having higher than average rates of working hours lost – those with long term health conditions (4.4%), those working in the health sector (3.5%), those aged 65+ (2.9%), those aged 50-64 (2.7%), those working in local government (2.7%), part time workers (2.6%), current smokers (2.5%), those working in national government (2.4%), ex-smokers (2.3%) and employees (2.1%) and those working in the following occupations elementary (2.7%), caring, leisure & other services (2.7%), process, plant & machine operatives (2.4%), sales & customer services (2.3%), administrative & secretarial (2.1%).

Figure 55: % Working Hours Lost by Characteristic, 2016



Source: ONS Sickness Absence in the Labour Market (APS/LFS)

12.2.2 Work related diseases

Health and Safety Executive (2016) data for prescribed diseases derived from the DWP Industrial Injuries Disablement Benefit Scheme for 2014-2016 indicate that mesothelioma was the most common newly diagnosed disease amongst workers across all employment sectors nationally, at 8.2 per 100,000 workers. Mesothelioma is a form of cancer that develops primarily in the lining of the lungs or the abdomen, and is generally caused by exposure to asbestos. It is therefore perhaps not surprising that the second highest diagnosed disease was asbestosis (3.6 per 100,000 workers).

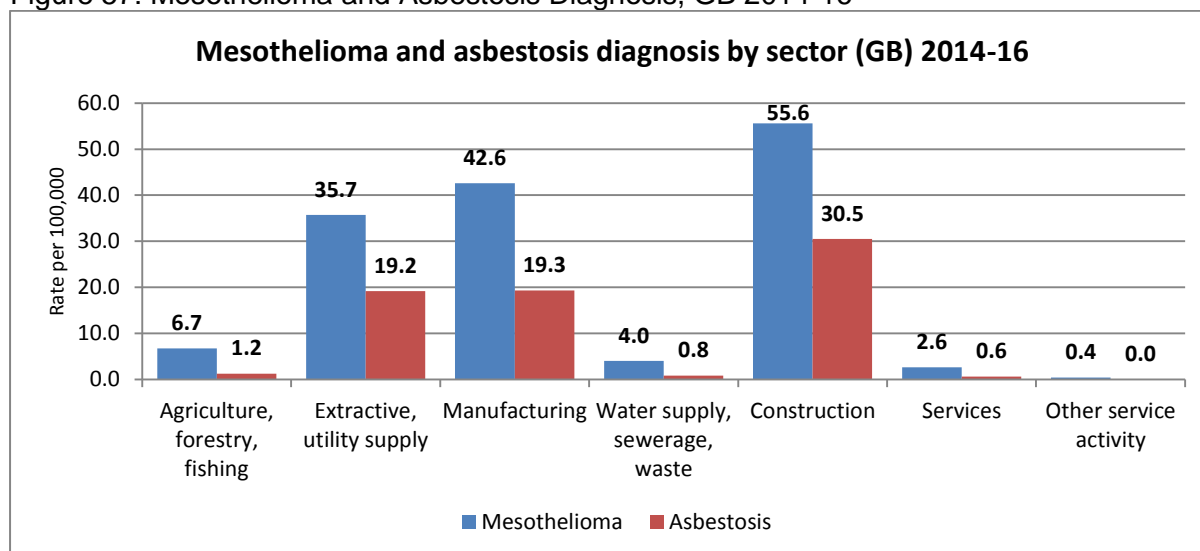
Figure 56: Rates of New Assessment of Prescribed Diseases

Rates of new assessments per 100 000 employees by disease, annual average 2014-2016									
	Agriculture, forestry and fishing	Extractive and Utility Supply (excluding miners)	Manufacturing	Water Supply: Sewerage, Waste Management	Construction	Services	Other Service Activity	All sectors	Actual cases of coal miners
Asthma	0.2	0.3	2.5	0.3	0.3	0.1	-	0.3	-
Dermatitis	0.4	-	0.6	0.3	0.5	0.1	0.4	0.1	5
Vibration white finger	0.4	4.7	4.2	1.5	5.4	0.2	-	0.8	405
Carpal tunnel syndrome	0.2	2.2	3.4	0.8	3.6	0.2	-	0.6	95
Osteo-arthritis of the knee	-	-	-	-	0.2	-	-	-	735
Other musculo-skeletal	0.4	0.0	0.8	0.3	0.5	0.2	-	0.2	10
Occupational deafness	0.6	1.0	3.3	0.2	1.7	0.1	-	0.4	10
Asbestosis	1.2	19.2	19.3	0.8	30.5	0.6	-	3.6	85
Mesothelioma	6.7	35.7	42.6	4.0	55.6	2.6	0.4	8.2	15
Diffuse pleural thickening	0.6	7.8	9.1	0.3	13.2	0.3	-	1.6	5
<i>Rates shown in light type are based on 10 or fewer assessed cases</i>									
<i>Rates are approximations to the true incidence rates, due to uncertainties relating to the denominators</i>									

Source: DWP, Industrial Injuries Disablement Benefit Scheme via Health & Safety Executive

Mesothelioma was most prevalent in the construction industry sector in 2014-2016 with a rate of 55.6 per 100,000 workers followed by the manufacturing sector at 42.6 per 100,000. Similarly, rates of asbestosis were higher in these sectors than in others, at 30.5 per 100,000 for construction, and 19.3 per 100,000 for manufacturing. Rates for both mesothelioma and asbestosis will be higher than shown as miners have been excluded from the data by HSE due to the long latency associated with the health condition and the substantial changes in numbers employed in the industry over the past 30 years. The following figure shows the diagnosis rates of mesothelioma and asbestosis across a range of industry sectors.

Figure 57: Mesothelioma and Asbestosis Diagnosis, GB 2014-16



Source: Health and Safety Executive

Geographical analysis of mesothelioma deaths shows that areas with the highest incidence of mesothelioma in males tend to be those containing industrial sites known to have been associated with high asbestos exposures in the past, such as shipyards. Whilst construction also accounts for a substantial proportion of mesothelioma deaths, such exposures are less likely to be associated with specific geographical areas.

A Standard Mortality Ratio is calculated by taking age specific death rates for GB and applying them to the age structure of the local area in order to calculate the expected number of deaths. The ratio of observed deaths to expected deaths is calculated and multiplied by 100 to give the SMR. The SMR of the standard population (ie GB) is 100 and a rate greater than 100 indicates a respectively higher than expected mortality ratio.

For men, the geographical area with the highest mesothelioma death rates in Great Britain between 1981 and 2011 is Barrow in Furness which has a Standard Mortality Ratio of 493 whilst the rate for females in the area is 8th highest at 262.

Figure 58: Areas with highest Mesothelioma SMRs 1981-2011

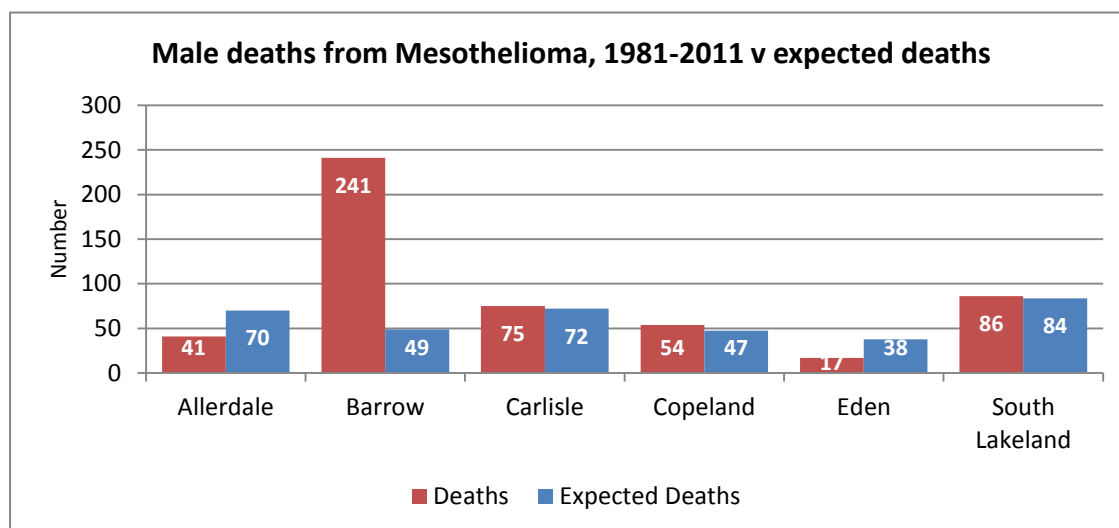
Male			Female		
	Deaths	SMR		Deaths	SMR
Barrow-In-Furness	241	493	Barking & Dagenham	74	425
West Dunbartonshire	258	459	Sunderland	123	394
North Tyneside	411	309	Newham	57	325
Plymouth	468	300	Leeds	212	271
Portsmouth	351	303	West Dunbartonshire	35	322
South Tyneside	321	303	Blackburn With Darwen	39	277
Medway	370	276	Newcastle-Upon-Tyne	68	219
Southampton	313	243	Barrow-In-Furness	22	262
Hartlepool	143	249	Haverling	57	212
Barking & Dagenham	224	234	Thurrock	30	234

Source: Health and Safety Executive

Note: Deaths are recorded at place of residence at the time of death but the long latency period of mesothelioma means that individuals may move between areas before the onset of the disease.

The following chart shows that Barrow experienced 241 mesothelioma deaths between 1981 and 2011 which is 5 times more than would have been expected if trends followed those of the standard population. Copeland also experienced more deaths than expected but other areas in Cumbria were only slightly higher or had lower than expected deaths.

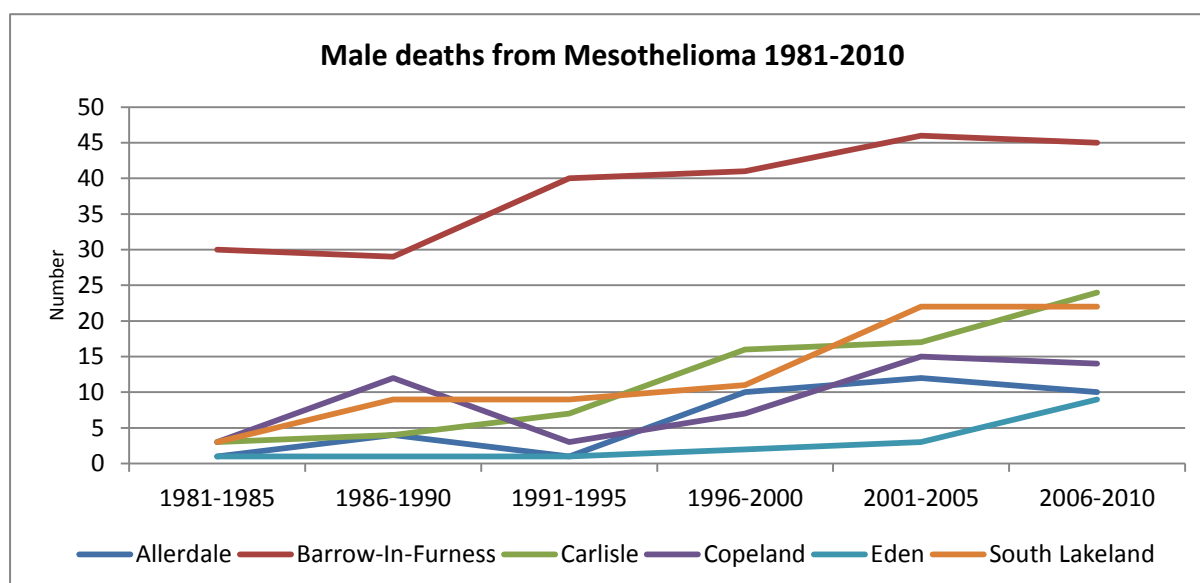
Figure 59: Male deaths from Mesothelioma v expected deaths 1981-2011



Source: Health and Safety Executive

The number of male deaths in Barrow in Furness rose sharply at the start of the 1990s but fell marginally in the last 5 year period for which data are available.

Figure 60: Male deaths from Mesothelioma by 5 year band, 1981-2010



Source: Health and Safety Executive

12.2.3 Cost to the economy of fatal injuries / non-fatal injuries

Every year, a significant number of workers are injured or made ill by their work. Injuries and illness have a human cost (in terms of the impact on a person's quality of life or for fatal injuries, loss of life) as well as a 'financial' cost (such as loss of production as a result of absence, and healthcare costs). It is estimated that around 622,000 workers were injured in workplace accidents in Great Britain between 2013-14 and 2015-16, and around 528,000 workers suffered from a new case of ill health which they attributed to be either caused, or made worse by, the work they undertake. The total cost of workplace injury and illness in 2014-15 (a sum that includes both human and financial costs) is estimated to be in the region of £14.1bn. Over half of these costs are estimated to lie with the individual (around £8.0bn, 56.7%), with employers picking up an estimated one fifth of the costs (£2.8bn; 19.9%) and government just under one quarter (23.4%, £3.3bn).

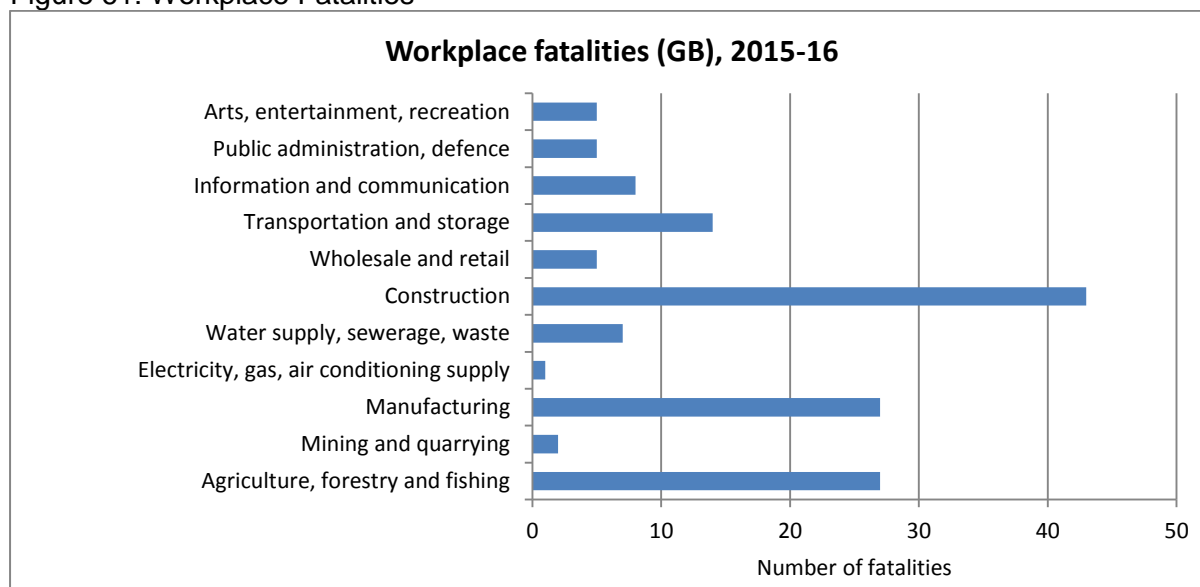
12.2.4 Fatal injuries

Health and Safety Executive (2016) data indicate that in Great Britain during 2015-16 a total of 144 fatalities occurred across twelve broad industry groups. The largest proportion of fatalities occurred in the construction sector, with 43 fatalities, 29.9% of the total in 2015-16, a rate of 1.94 per 100,000 workers. However, the highest rate of fatalities per 100,000 workers occurred in the agriculture, forestry and fishing sector, with 7.73 fatalities per 100,000. Of these workers in the agriculture, forestry and fishing sector, the fatality rate amongst self-employed workers was higher, at 9.41 per 100,000 workers, than that of workers who were employees (5.92 per 100,000).

Across all sectors nationally (Great Britain), men accounted for the majority of fatalities (137, 95.1%). The highest number of fatalities across all sectors in 2015-16 occurred in workers aged 35-54, accounting for 59 fatalities, 41.0% of the total. Men aged 35-54 made up the majority (54 fatalities, 37.5%); women in this age band accounted for 5 fatalities (3.5%).

Across all sectors nationally, fatality rates per 100,000 workers increased with age. Fatality rates for men increased from 0.38 per 100,000 for those aged 16-19 years, to 2.83 per 100,000 for those aged 65+. Rates were particularly high for men aged 65+ in the agriculture, forestry and fishing sector at 29.2 per 100,000. For women, fatality rates across all sectors were lower, but still increased with age, from 0.03 per 100,000 for women aged 34-44 years, to 0.22 per 100,000 for women aged 65+ (*Health and Safety Executive, 2016*).

Figure 61: Workplace Fatalities



Source: Health and Safety Executive

Falling from a height was the most common type of fatal accident nationally, making up a quarter of all fatal accidents (25.7%, 37) in 2015-16. Almost half (48.6%, 18) of these accidents occurred in the construction industry, and around one fifth occurred in the agriculture, forestry and fishing sector (18.9%, 7). Being struck by a moving vehicle made up almost one fifth of all fatal accidents (18.8%, 27), with just over one fifth (22.2%, 6) occurring in the transportation and haulage sector.

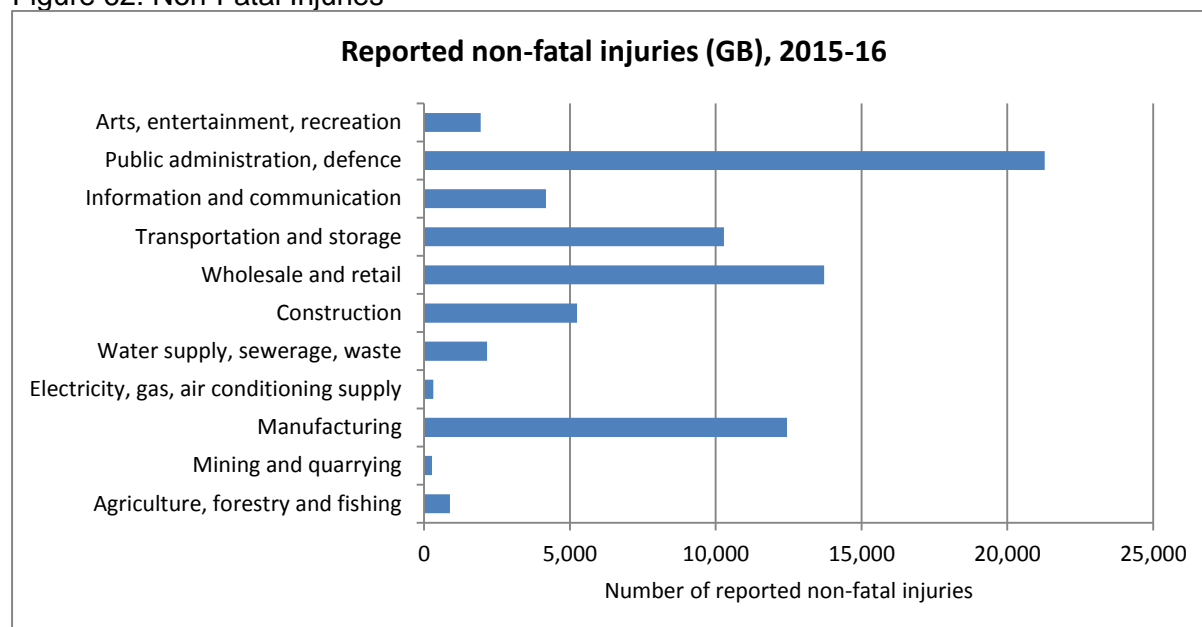
Cumbria saw one fatal injury during 2015-16, a decrease of -66.7% (-2) compared to 2014-15. Cumbria's fatal injury rate (0.37 per 100,000 workers) is lower than that of Great Britain (0.46 per 100,000), England (0.42 per 100,000) and the North West (0.50 per 100,000). The three fatalities in 2014-15 occurred in three separate districts: Allerdale, Carlisle and Eden. The fatality in 2015-16 occurred in the Carlisle district.

12.2.5 Reported non-fatal injuries

According to the Health and Safety Executive (2016), reported non-fatal injuries totalled 72,702 nationally during 2015-16 (under-reporting occurs, particularly amongst the self-employed and therefore non-fatal injuries are likely to be much higher than are being reported). The highest number of reported non-fatal injuries (all genders, all ages) occurred in the sectors encompassing public administration and defence, compulsory social security, education, human health and social work activities (21,279 non-fatal injuries, 29.3% of the total). However, the highest rate per 100,000 workers (all genders, all ages) occurred in the water supply, sewerage, waste management and remediation activities sector at 1,072 per 1,000 workers.

Men were more likely to experience reported non-fatal injuries, making up 47,142 (64.8%) across all sectors in 2015-16. Women made up just over a third of non-fatal injuries, with 25,425 recorded (35.0%). Gender was unknown in a small number of non-fatal injuries (135, 0.2%). As ages are unknown for a large number of reported non-fatal injuries, it is not possible to make comparisons between different age groups.

Figure 62: Non-Fatal Injuries



Source: Health and Safety Executive

Slips, trips or falls on the same level was the most common non-fatal injury type nationally in 2015-16, accounting for 20,294 accidents, over a quarter of the total (27.9%). Almost one third of these (6,436; 31.7%) occurred in the public administration and defence, compulsory social security, education, human health and social work activities sectors.

Injuries while handling, lifting or carrying contributed to 16,159 non-fatal injuries, just over one fifth of the total (22.2%). Just over one quarter of these (26.7%, 4,309) occurred in the public administration and defence, compulsory social security, education, human health and social work activities sector.

Reported non-fatal injuries in Cumbria totalled 684 in 2015-16, a decrease of 33 (-4.6%) compared to 2014-15. Non-fatal injuries also decreased in England by 6.2% (-4,079) and in the North West by 7.4% (-698) over the same time period. Cumbria had a slightly higher non-fatal injury rate per 100,000 workers than the England average in 2015-16 at 300 per 100,000 workers compared to 272 per 100,000.

Carlisle saw the highest proportion of Cumbria's reported non-fatal injuries of all the districts in 2015-16 (23.1%, 158). On a positive note, Carlisle had the largest reduction of non-fatal injuries, (-47; -22.9%) compared to 2014-15. Eden, Barrow-in-Furness and South Lakeland

had higher non-fatal accident rates than the county average at 427, 388 and 337 per 100,000 workers respectively, compared to 300 per 100,000 for the county. The rate in Carlisle was similar to the county average at 299 per 100,000. Allerdale had the lowest rate in 2015-16 at 207 per 100,000 workers, followed closely by Copeland at 217 per 100,000 (*Health and Safety Executive, 2016*).

13 Economic context

A vibrant, diverse and growing economy is essential to provide opportunities for Cumbria's people to realise their full potential and a healthy population is one that has the potential to be a productive workforce for industry. This is key to attracting and retaining businesses and developing dynamic and diverse communities that are sustainable for the future.

Cumbria Local Enterprise Partnership (LEP) is the body charged with providing a strategic lead in activities contributing to the growth and vibrancy of the county's economy and takes positive action using the skills, capability and networks of its partners. The LEP has recognised the link between health and work in their vision for Cumbria to have "one of the fastest growing economies in the UK in an energised and healthy environment". (Cumbria LEP Strategic Economic Plan, 2014-2024).

13.1 Economic overview

Cumbria is the second largest county in England and constitutes almost half the land mass of the North West. It is home to 500,000 residents, 240,000 of whom are employed in 23,500 registered enterprises, producing £11.2bn in Gross Value Added (GVA).

The huge land area and low population density brings advantages and challenges. On one hand, the beautiful landscapes and wealth of natural assets mean that Cumbria provides important cultural, economic and energy resources. On the other hand, Cumbria's dispersed settlement pattern, relatively poor connectivity, both physically and digitally, and falling working age population result in a lack of critical mass making it challenging for the county to take advantage of growth opportunities afforded by city regions. Despite its rurality, Cumbria has a significant reliance on manufacturing with twice the national concentration of employment in the sector and over half the nation's nuclear workforce is located in the area. There is a well-established and mature rural economy but also a recognition that levels of added value need to be raised in order to stimulate further growth. The world class environment supports a high performing tourism sector which sees 43m visitors to the area each year and the aim is to encourage more international visitors with increased spend across the whole county.

However there are challenges. The structure of Cumbria's economy results in higher than average employment in lower value sectors, lower than average levels of high skills and, despite steady economic output growth in the past decade, the significant productivity gap with the rest of England has remained.

Regular briefings on economic trends in Cumbria are published on the Cumbria Intelligence Observatory website www.cumbriaobservatory.org.uk/economy-employment. and so only key findings are included here.

13.2 Business structure & performance

13.2.1 Business structure

The Office for National Statistics (ONS) publishes annual data on VAT/PAYE registered businesses by geography, industry, legal status and size-band, derived from the Inter Departmental Business Register (IDBR). The dataset does not include non-employing businesses not registered for VAT. The most recent data release was in October 2016 and a full briefing can be found here www.cumbriaobservatory.org.uk/economy-employment.

Key findings include:

- In March 2016 Cumbria had 23,625 active enterprises in March 2016, trading from 28,065 local units;
- South Lakeland has the highest number of local units, 7,265 (26.0% of Cumbria's total) and Barrow has the smallest number, 2,530 (9% of Cumbria's total);
- Cumbria has 932 local units per 10,000 working age residents, the 2nd highest density of the 39 Local Enterprise Partnership (LEP) areas, national average 730;
- Eden has the highest density of local units in Cumbria with 1,308 per 10,000 working age residents while Barrow has the lowest density at 610;
- The largest industry group in Cumbria in terms of number of local units is agriculture, forestry & fishing with 17.5% of the total (4,900 local units), followed by professional, scientific & technical with 12.2% (3,410 local units);
- Cumbria's local unit employment size structure is similar to the national average with over four fifths (84.5%) of local units having fewer than 10 people (UK 84.1%);
- Copeland has the highest proportion of micro businesses (0-9 employees) at 86.9% while Barrow has the lowest with 82.4%;
- Just over half (55.4%) of local units in Cumbria are classified as companies, with 17.6% being partnerships and 17.4% sole proprietors;
- The total number of local units has risen by 2,265 since 2011, a rise of 8.8% compared to a rise of 18.1% nationally. This is the second lowest local unit growth of the 39 LEP areas in England;

- In the most recent year, the number of local units in Cumbria has risen by 285 which is 1.0% (UK 3.5%);
- Sectors showing the biggest numerical growth in local units over the past 5 years are professional, scientific & technical services (+800), business support services (+325) and agriculture (+300);
- Retail (-215) and wholesale (-4) are the only two sectors to have shown a fall in the number of local units since 2011.

13.2.2 Business performance

Since the mid-1990s Cumbrian partners have commissioned regular surveys of local businesses on a range of business and employment issues in order to obtain up to date information on the local economy. The most recent survey, commissioned by Cumbria LEP, commenced in late 2015 but was interrupted due to the floods before being completed in early 2016. A total of 2,000 telephone interviews were undertaken with business of all sizes and located in all sectors and areas of the county. Topics of investigation included trading, investment; skills and training issues; innovation, growth and barriers to performance. A full report can be found on the Cumbria Intelligence Observatory website www.cumbriaobservatory.org.uk/economy-employment.

Key findings which are particularly relevant to business performance and therefore to Cumbria's ability to create a vibrant, diverse and growing economy include:

- Almost half of private sector businesses in Cumbria reported rising staff costs in the last 12 months (46%). A third reported rising energy and raw material prices (35% and 34% respectively). Fewer reported increasing output and domestic orders (24% and 22% respectively);
- There was more likely to have been an increase in investment than a decrease in the last 12 months (20% versus 13%). The propensity to have increased investment is linked to business size; 38% of businesses with 25+ employees; 20% of those with between 1 and 9 employees;
- A quarter (25%) of private sector businesses that had been trading for at least a year reported an increase in their turnover in the last year. This was closely matched by the quarter (26%) reporting a decrease. The findings suggest that around 5,000 businesses experienced turnover growth in the last 12 months, while around 5,200 experienced decline;
- Businesses in South Lakeland were most likely to have benefited from turnover growth rather than shrinkage (around 1,500 compared with around 1,300, respectively). By sector, the largest positive net balances were apparent within professional, scientific and technical services (+390 approximately), business services (+280) and construction (+230 approximately). Within primary industries there was significant contraction of turnover, with around 1,700 businesses reporting decline in turnover, compared with just 370 reporting an increase;

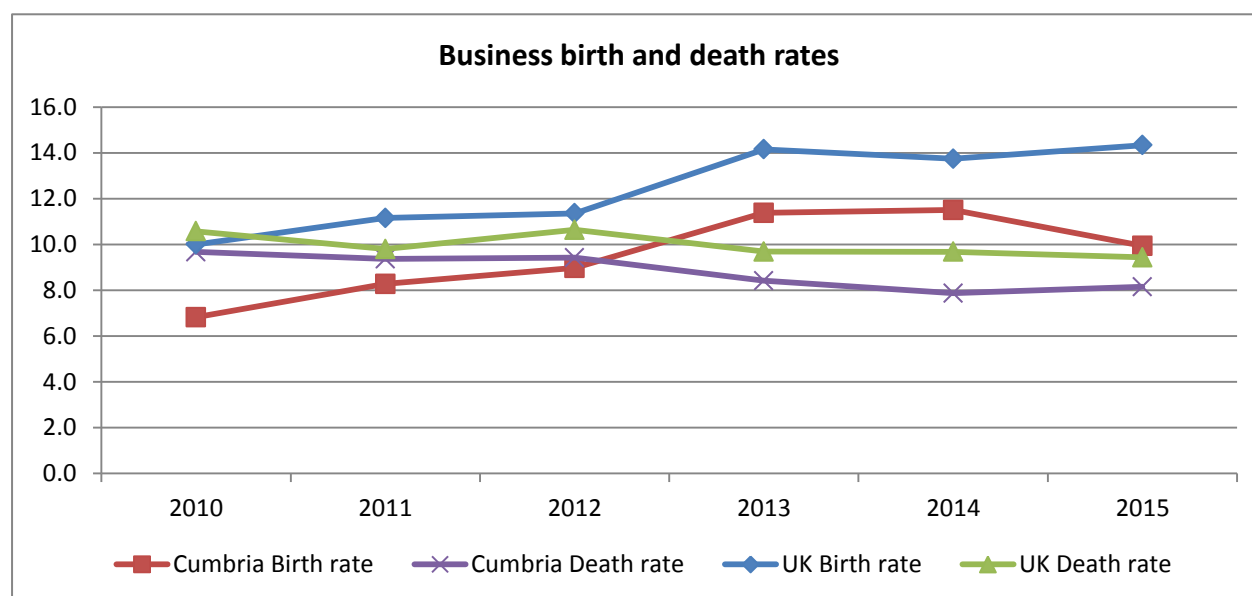
- Businesses without employees were significantly more likely to have seen a decline in their turnover than growth in the last year (around 1,500 compared with around 1,600, respectively);
- When asked about the drivers of turnover growth, businesses were most likely to stipulate an improvement in demand in their markets (74%), with better work organisation (55%) and stronger marketing (50%) also important factors;
- Around two-thirds of private sector businesses aimed to grow their output, sales turnover or employment in the next two to three years (69%), similar to the figure reported in 2013 (68%). Around a quarter (27%) aim to grow in all of these ways;
- The factors that businesses expected to drive future growth were very similar to those that have been identified as having driven recent growth, although improving business efficiency/productivity was the most frequently selected (77% of businesses aiming for growth), above that of growth in demand and/or expansion of markets (73%). Competitive pricing (73%) also featured strongly as a driver of future growth;
- Businesses were optimistic about the next 12 months, with a third anticipating an increase in domestic orders (36%) and profit margins (33%). However, higher proportions anticipated increasing staff costs (50%); energy prices (39%) and raw material prices (37%);
- When asked to consider whether a range of potential issues were significant barriers to their business' performance and efficiency, the economy, regulations, access to or speed of broadband, taxation, VAT and cash flow featured strongly and above local issues such as planning, the transport infrastructure and skills issues;
- Around a third of private sector businesses cited issues relating to: the local road network and road access, the way the local planning and development control system operates, the availability of people able to do the job, availability of affordable housing in the area and the availability of suitable bus services as significant barriers to performance and efficiency;
- The issues relating to local infrastructure were more likely to be mentioned as barriers to business performance and efficiency by businesses that had experienced negative impacts from the storm and flooding of December 2015;
- Businesses identified as 'Growers' were more likely to feel held back by a lack of availability of people able to do the job;
- Businesses in the accommodation and food services sector were the most likely to have increased investment, while those in the construction and arts and recreation sectors were most likely to have reduced levels of investment.

13.2.3 Business start ups

Official data on business "births" and "deaths" measures businesses when they first register for VAT and/or PAYE (a birth) or when they de-register (a death). However, it should be noted that this does not take account of the fact that some businesses may have traded for some time before registering for VAT or employing staff under PAYE and may continue to trade after de-registering for VAT or ceasing to employ staff.

Using this measure, Cumbria had 2,000 business “births” in 2015 and 1,640 “deaths”. This gives Cumbria a birth rate of 9.9 births per 100 businesses which is lower than the UK birth rate of 14.3. The birth rate in Cumbria has consistently been below the UK since 2010. However, the death rate in Cumbria of 8.1 is also lower than the UK death rate of 9.4.

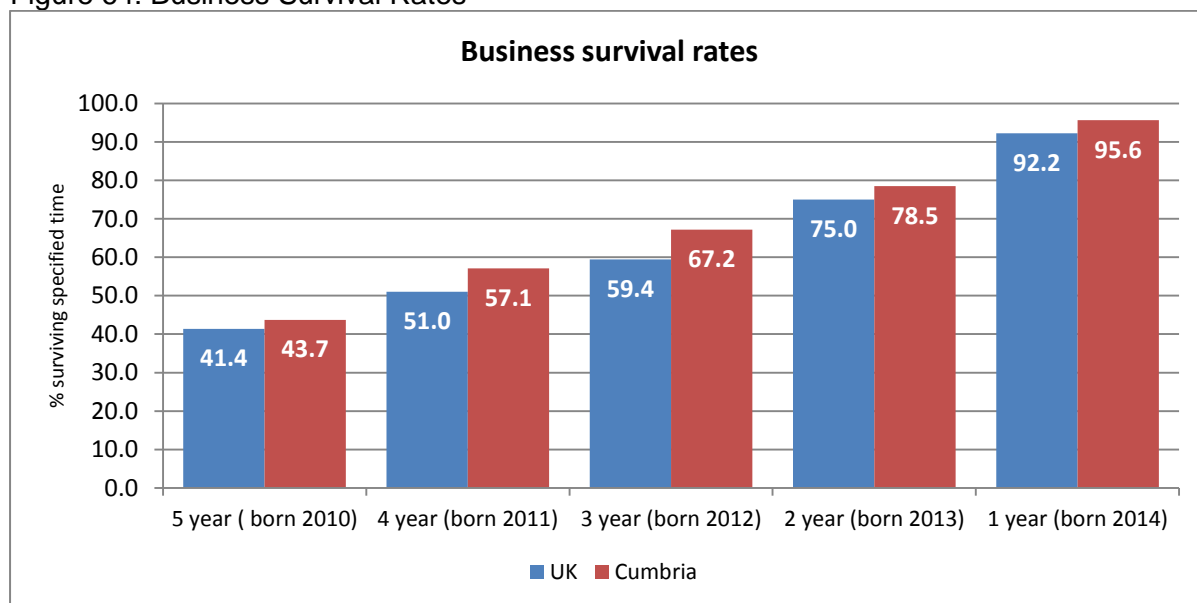
Figure 63: Business Births and Deaths



Source: ONS Business Demography

Despite the lower birth rate, the ONS data demonstrates that survival of businesses in Cumbria (ie continuing to be registered for VAT/PAYE) is higher than nationally across all time periods measured. In Cumbria 43.7% of businesses born in 2010 were still registered in 2015 and in the most recent year for which data are available, 95.6% of businesses registered in 2014 were still registered a year later.

Figure 64: Business Survival Rates

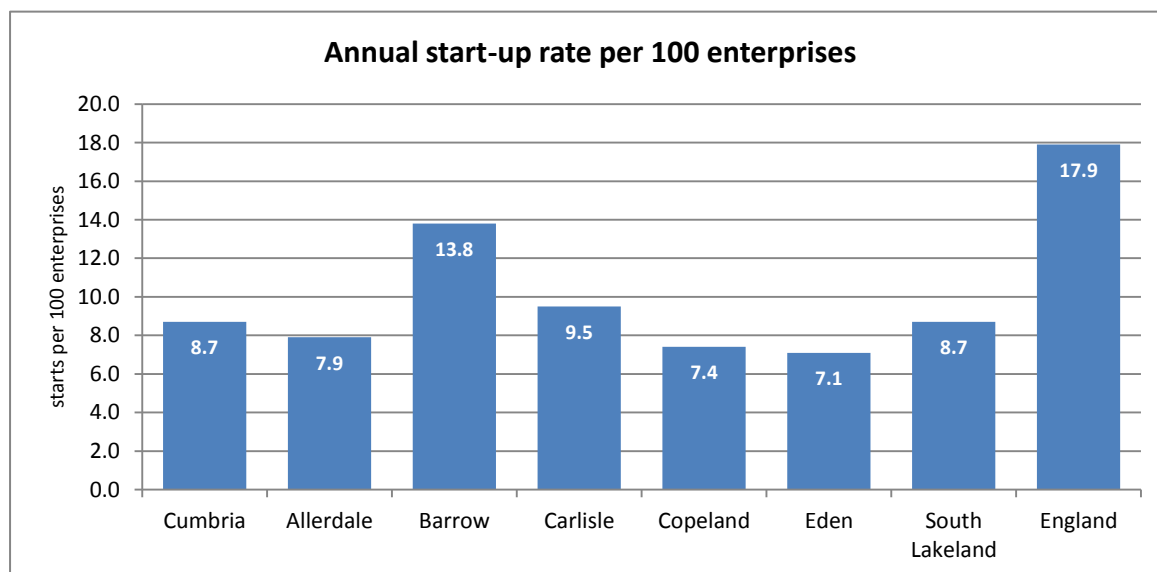


Source: ONS Business Demography

An alternative measure of business start-ups comes from BankSearch who supply data on businesses taking out a business banking product for the first time. This more accurately captures genuine start-ups, although it is limited by only measuring those who use one of the main high street banks and it does not capture business closures.

Using this dataset, Cumbria had a start-up rate of 8.7 per 100 enterprises in 2016 which is less than half the national start-up rate of 17.9. Barrow had the highest start-up rate at 13.8 and Eden the lowest at 7.1.

Figure 65: Business Start-up Rates



Source: BankSearch Information Consultancy Ltd via Cumbria LEP

13.2.4 Gross value added

Gross value added (GVA) is a measure of the increase in the value of an economy due to the production of goods and services. It is measured at current basic prices, which include the effect of inflation, excluding taxes (less subsidies) on products (eg VAT).

Cumbria's GVA in 2015 was £11.2bn, a rise of 1.9% from the previous year compared to a rise nationally of 2.6%. This places Cumbria 30th out of 40 NUTS2 (county type) areas in the UK for one year growth. However, there is a very mixed picture when GVA growth is assessed over 5 years and 10 years. Between 2005 and 2010, Cumbria's growth outstripped national growth (31.0% v 13.9%) but between 2010 and 2015 growth slipped below national levels (15.3% v 17.8%).

The most likely reason for this change in relative growth is that the first 5 year period includes the peak recession which did not impact on Cumbria as significantly as other areas of the country, due in part to the contribution to output from Sellafield and BAE Systems which are subject to different market forces than other sectors of manufacturing. As other areas of the country have accelerated out of recession, Cumbria's relative growth has slipped back.

Figure 66: Gross Value Added

Gross Value Added							
	2015 GVA	10 Year Growth 2005-15	5 Year Growth 2005-10	5 Year Growth 2010-15	1 Year Growth 2014-15	GVA per head 2015	GVA per head UK index 2015
UK	£1,666,342m	34.2	13.9	17.8	2.6	£25,601	100.0
Cumbria	£11,200m	51.1	31.0	15.3	1.9	£22,490	88.7
West Cumbria	£5,145m	73.1	47.6	17.2	2.3	£22,005	86.8
East Cumbria	£6,055m	36.5	19.9	13.8	1.6	£22,919	90.4

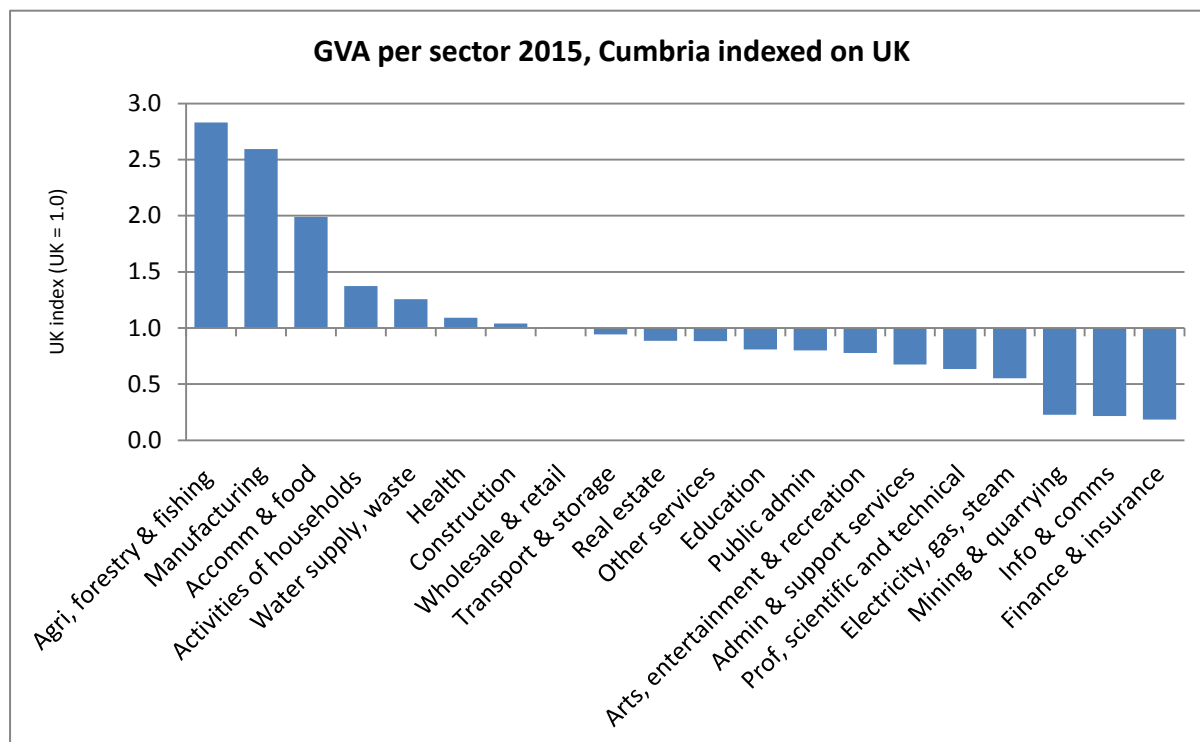
Source: ONS Regional GVA 1997-2015 via Nomis

Manufacturing is the biggest contributor to Cumbria's GVA with a value in 2015 of £2,839m which is 25.6% of Cumbria's GVA. Basic metals (which is the manufacturing sub-sector that includes Sellafield) contributed over a third of the manufacturing total with £1,012m. The next two biggest GVA contributing sectors in Cumbria were real estate (11.5%) and wholesale & retail (11.0%).

The relative importance of sectors to Cumbria's economic value can be illustrated by indexing the share of GVA derived from each sector against the national average. Using this method, a value above 1.0 means that an area derives a greater share of its GVA from the sector than national and a value below 1.0 means it derives a lower share than nationally. It can be seen from the following figure that Cumbria derives over 2.5 times the average share

of GVA from agriculture, forestry & fishing and manufacturing and twice that from accommodation & food. However, Cumbria derives a much lower share from finance & insurance and information & communications.

Figure 67: Share of GVA Per Sector, UK Index 2015



Source: ONS GVA 1997-2015 / Cumbria Intelligence Observatory

GVA per head of population is an imperfect measure of productivity as the denominator (population) includes those who are not economically productive. At the time of writing, GVA per job data for 2015 have not been released but a full briefing will be on the Cumbria Intelligence Observatory when it becomes available. GVA per head of population in Cumbria is lower than the national average (£22,490 v £25,601) and is slightly higher in East Cumbria (Carlisle, Eden, South Lakeland) compared to West Cumbria (Allerdale, Barrow, Copeland).

13.2.5 Cumbria LEP Priorities & Drivers

Over the coming decade the economic opportunities in Cumbria are unprecedented with £25bn of investment planned to deliver projects that are critical to the future prosperity of the UK and are central to national economic, energy and defence policy. The latest Experian economic projections for Cumbria suggest the economy has the potential to outgrow the UK both in employment and economic output when these investments are taken into account.

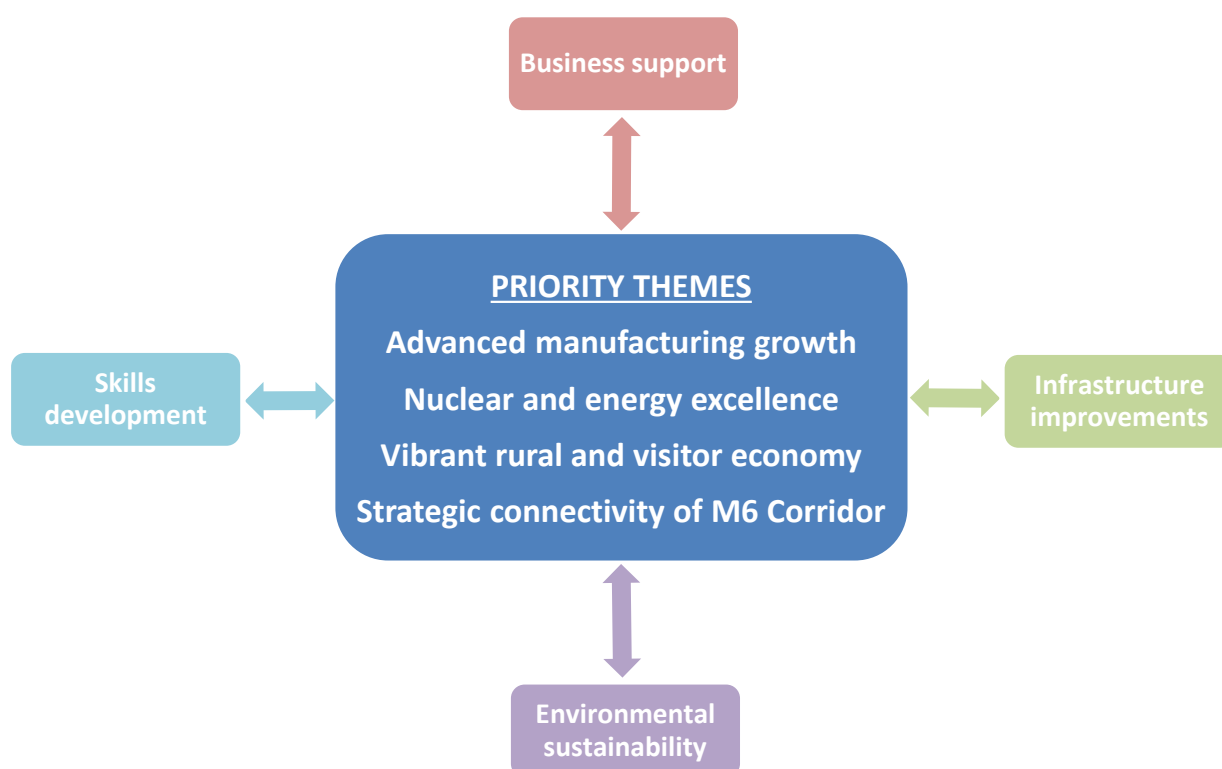
However, to realise these benefits, there are key improvements needed to infrastructure (including transport and digital infrastructure), the skills base, housing and business

innovation to enable delivery of these projects and the generation of inclusive growth within Cumbria that sees local people and businesses able to take full advantage of the opportunities available.

Action is already underway to increase productivity in the Cumbrian economy with a focus on higher value and knowledge based growth sectors, particularly building on established clusters and forthcoming potential investments in nuclear, energy technologies, marine engineering, advanced manufacturing, agriculture/food and higher value tourism.

Cumbria LEP has produced a Strategic Economic Plan (SEP), 2020-2024 which has identified four priority themes and four key drivers for delivery.

Figure 68: Cumbria LEP Priorities and Drivers



These economic drivers are essential to grow the whole economy and, in particular, to maximise key economic assets for the county:

Advanced Manufacturing Growth: Cumbria has a rich industrial heritage and a highly regarded manufacturing sector. Two of the UK's largest industrial sites are located in the county, involving the nuclear industry at Sellafield in West Cumbria and the submarine shipyard operated by BAE Systems at Barrow-in-Furness, while food manufacture is very important to Carlisle. Production units operated by multinational companies can be found throughout the county.

Nuclear and Energy Excellence: The nuclear industry is one of Cumbria's key assets, with a hard-won global reputation for excellence and innovation. Sellafield is Europe's most complex nuclear site and employs around 10,000 people, with thousands more in the supply chain in market-leading local companies.

Vibrant Rural and Visitor Economy: The majority of Cumbria's businesses and its resident population are located in rural areas, and as such the county's rural economy is diverse and multi-sectoral. The rural nature of Cumbria is one of its defining features, boasting magnificent land and seascapes and tremendous resources. The Lake District National Park attracts millions of visitors each year and is widely recognised as one of the most scenic areas of England. The west of the county has a stunning coastline that presents opportunities for economic growth, while the north of the county hosts a significant part of Hadrian's Wall and the historic city of Carlisle.

Strategic Connectivity of the M6 Corridor: In the UK and Ireland context, North Cumbria is at the geographical centre for distribution and redistribution. Logistics and agri-related businesses are thriving along the M6. Leading businesses include the H&H Auction Mart at Rosehill (the largest mart in England), AW Jenkinson in Penrith (a national distributor of timber products) and Houghton Parkhouse in South Lakeland (a leading agricultural haulage manufacturer).

Long-term objectives in the Cumbria LEP Strategic Economic Plan (SEP) are to:

- create 31,500 additional full-time equivalent jobs;
- boost Cumbria's economy by £1.3bn more than 2014 predictions through targeted investment in key projects;
- support the local planning authorities to deliver 30,000 new homes through their local plans;
- raise skills levels through working with local education and training providers, reducing the proportion of Cumbria's firms facing a skills gap by 3%;
- increase visitor expenditure by over £500m;
- increase the number of businesses reporting growth by 5% through Cumbria Growth Hub support;
- achieve 100% coverage of superfast broadband.

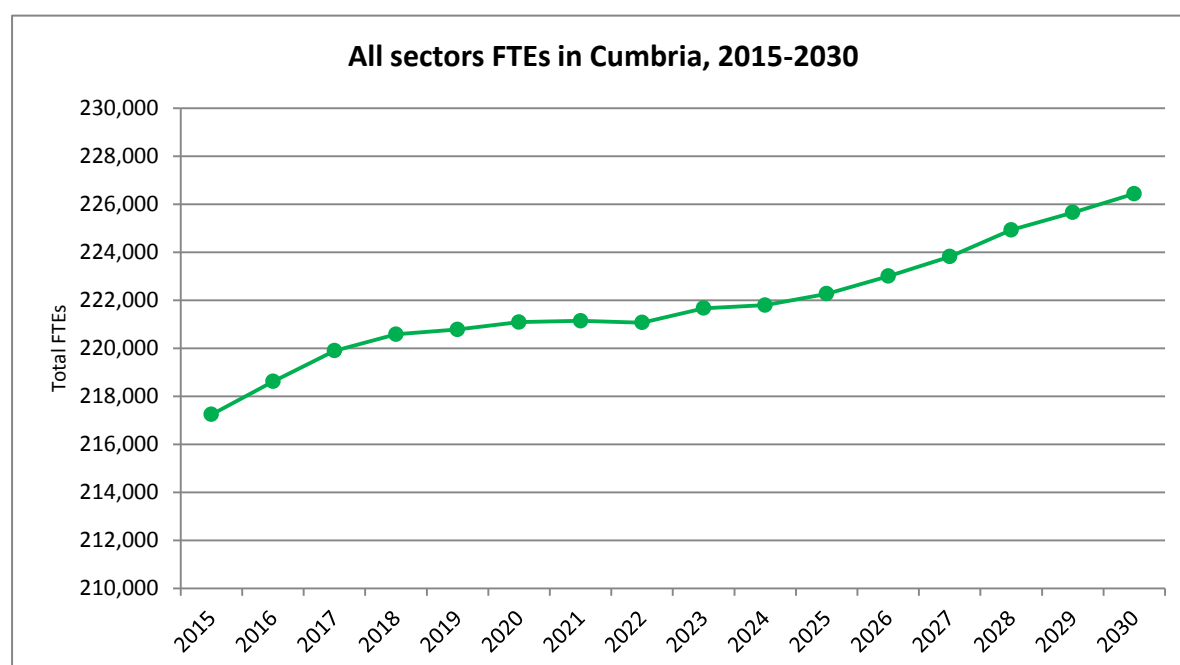
13.2.6 Experian Baseline Economic Projections

Experian UK Ltd provide Cumbria LEP with a Cumbria Economic Impact Model which contains a set of baseline economic projections for Cumbria. Due to the timescales for official datasets, 2013 is the last year for which "real" data is incorporated in the Experian model, after which the figures become projections and it is important to note that these projections are derived from national projections made before the referendum vote for the

UK to leave the European Union (after which most forecasting houses downgraded their growth forecasts). The baseline projection for Cumbria takes account of workforce projections provided by Sellafield Ltd for decommissioning (but not for potential new projects at Sellafield) and BAE Systems (but not for the Successor Programme) in Spring 2015 and also takes account of known developments at the time such as the expansion of the GSK pharmaceutical facility in Ulverston. However, it does not take account of the proposed new nuclear power station at Moorside or other pipeline developments which had not gone through the full planning process at the time the projections were produced.

The outlook for Cumbria's employment is one of growth from a base of 217,315 in 2015 to 226,436 in 2030. This represents 4.2% growth over the period which compares to projected UK growth of 9.4%.

Figure 69: Projected Full Time Employees 2015-2035



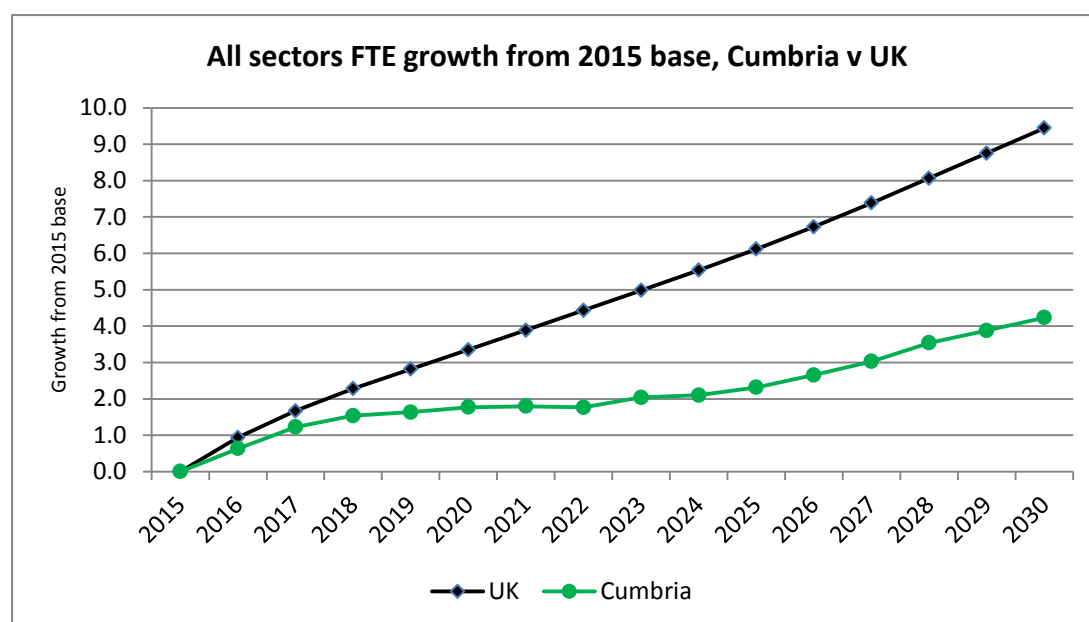
Source: Experian Cumbria Economic Impact Model via Cumbria LEP

Most of Cumbria's districts are expected to experience similar levels of employment growth except for Eden where growth is below average and Copeland which is projected to experience employment decline, largely due to reducing decommissioning employment in the nuclear sector. However, it should be noted that new projects at Sellafield and the proposed new nuclear power station at Moorside (which is expected to create over 6,000 jobs during the build process and require 1,000 operational jobs subsequently) would dramatically change the trend for Copeland.

As a result of the BAE impact in 2014-15, Cumbria's FTE growth from the 2013 base year exceeds that of the UK until 2021 when the UK's stronger year on year growth sees it

accelerate more quickly than Cumbria until by 2031, the UK's FTEs have grown by 15.3% compared to Cumbria's 12.4%.

Figure 70: Growth in Full Time Employees from 2015 Base Year



Source: Experian Cumbria Economic Impact Model via Cumbria LEP

14 Table of Figures

Figure 1: Economic Activity Rates 2011	13
Figure 2: Reasons for Economic Inactivity 2011.....	14
Figure 3: Economic Activity by Qualification Level (residents aged 16-64)	15
Figure 4: Economic Activity by Health Status (residents aged 16+).....	16
Figure 5: Claimant Rate by Gender Nov 2016.....	17
Figure 6: Claimant unemployment rates (Nov 2016)	18
Figure 7: Claimant Count & Rate by Age Nov 2016	19
Figure 8: Claimant Rate by Age Nov 2016	20
Figure 9: Modelled Jobless Rate Jun 2016	21
Figure 10: Workless Households 2006-2015.....	22
Figure 11: Participation status of 16-17 year olds, Nov 16-Jan 17.....	24
Figure 12: Number of 16-17 Year Olds NEET / Not Known Rate – Jan 2017	25
Figure 13: Rate of 16-17 Year Old NEET / Not Known	25
Figure 14: NEET/NK and Claimant Count rate, Jan 2017.....	26
Figure 15: Future jobs demand	27
Figure 16: Working age population, 2005-2035.....	29
Figure 17: GCSE Provisional Results, 2016.....	29
Figure 18: Attainment 8 Scores by Disadvantage 2016.....	31
Figure 19: Progress 8 Scores by Disadvantage 2016.....	32
Figure 20: Level 3 Performance 2016	33
Figure 21: Qualifications of the Working Age Population.....	35
Figure 22: Working age pop with no/low qualifications	36
Figure 23: Qualifications by Gender and Age 2011	37
Figure 24: Qualifications by Health Status 2011	38
Figure 25: Notional Level of Learning & Training Activity 2015/16.....	39
Figure 26: Starts by Level, 2014/15 - 2015/16.....	39
Figure 27: Non-Apprenticeship Starts by Learning Aim Subject 2015/16.....	40
Figure 28: Apprenticeship Starts by Framework Sector Area 2015/16	40
Figure 29: Employment by Broad Sector 2015.....	43
Figure 30: Jobs Density 2015.....	45
Figure 31: Occupation structure (residents aged 16-64) 2011	46
Figure 32: Employment status, 2011	47
Figure 33: Hours worked by gender, 2011	47
Figure 34: Hours worked by employment status, 2011	48
Figure 35: Hours worked by district, 2011	48
Figure 36: Hours worked by occupation, 2011	49
Figure 37: Hours worked by health status, 2011	49
Figure 38: Employment flexibility by sector	50
Figure 39: Employment flexibility by occupation	51
Figure 40: Types of temporary employment in the tourism sector	51
Figure 41: Monthly tourism employment in Cumbria	52
Figure 42: Agriculture labour force structure	52
Figure 43: Job Postings by Sector Year to Oct 2016.....	61
Figure 44: Job Postings by Occupation Year to Oct 2016	61
Figure 45: Projected Future Occupational Demand.....	62
Figure 46: Skills level demand 2014-2024.....	63

Figure 47: Residents Within Specified Travel Time of Employment Centre 2014	70
Figure 48: Supply of childcare places in Cumbria.....	72
Figure 49: Median Gross Weekly Full Time Earnings 2016.....	76
Figure 50: Jobs Paid Below Real Living Wage 2016	77
Figure 51: Annual Household Income 2016	78
Figure 52: Housing Affordability Ratio 2016	79
Figure 53: The Health & Work Cycle	80
Figure 54: Working Days Lost to Sickness, 2016	81
Figure 55: % Working Hours Lost by Characteristic, 2016	82
Figure 56: Rates of New Assessment of Prescribed Diseases	83
Figure 57: Mesothelioma and Asbestosis Diagnosis, GB 2014-16	84
Figure 58: Areas with highest Mesothelioma SMRs 1981-2011	84
Figure 59: Male deaths from Mesothelioma v expected deaths 1981-2011	85
Figure 60: Male deaths from Mesothelioma by 5 year band, 1981-2010	85
Figure 61: Workplace Fatalities	87
Figure 62: Non-Fatal Injuries.....	88
Figure 63: Business Births and Deaths	93
Figure 64: Business Survival Rates.....	94
Figure 65: Business Start-up Rates.....	94
Figure 66: Gross Value Added	95
Figure 67: Share of GVA Per Sector, UK Index 2015.....	96
Figure 68: Cumbria LEP Priorities and Drivers	97
Figure 69: Projected Full Time Employees 2015-2035.....	99
Figure 70: Growth in Full Time Employees from 2015 Base Year	100

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16 Glossary

APS	Annual Population Survey
ASHE	Annual Survey of Hours and Earnings
BRES	Business, Register Employment Survey
CIPD	Chartered Institute for Professional Development
DfE	Department for Education
EFA	Education Funding Agency
GVA	Gross Value Added
HSE	Health and Safety Executive
IDBR	Inter Departmental Business Register
LEP	Local Enterprise Partnership
LFS	Labour Force Survey
NEET	Not in Education, Employment or Training
NLW	National Living Wage
NUTS	Nomenclature of Units for Territorial Statistics
ONS	Office for National Statistics
PAYE	Pay as You Earn
PHE	Public Health England
RPA	Raising the Participation Age
SFA	Skills Funding Agency
SMR	Standard Mortality Ratio
VAT	Value Added Tax

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