Local London Skills and Employment Overview 2022-2025

Technical Annexes

Contents

Introduction

This document contains the core indicators and additional data to the Local London Skills and Employment Overview 2022-25. It replicates the layout and format of the GLA London Skills Report (LSR) Technical Annexe: Core Indicators and Additional Data. This is to ensure that there is a clear narrative between the Local London report and the London report, as well as common metrics that enable comparability between the Local London sub-region and London.

We have designed our Overview and Technical Annexe in this way to support our sub-regional work with the GLA, and particularly the development of the sub-regional Local Skills Improvement Plan (LSIP) in 2022/23.

The Technical Annexe will also act as an evidence base to support the work of the Local London Sector Skills Academies, and the Green Local London Jobs and Skills Partnership.

There are 26 core DfE indicators used in Local Skills Reports and LSIPs, and we have added an additional four Local London indicators, making a total of 30 indicators.

Annex A summarises and provides the narrative for a set of core indicators outlined bythe GLA in the London LSR. These core indicators are split into the four DfE themed headings:

- Local Landscape
- Skills Supply
- Skills Demand
- Mapping Skills Supply and Demand

For consistency with other areas, most of the data and charts presented in this document are those identified as core indicators in the LSR, with some additional Local London indicators, and indicators that illustrate the impacts of the pandemic.

The data we have used is the most recent data available, so it is a snapshot with the most recent data as at June 2022.

All data in the report is published, publicly available data and sources are provided with the exception of EMSI data.

Data is displayed at Local London and at London level where possible. Where data sources are not calculable at Local London level, borough level data is provided alongside London averages for comparison.

The data indicators will be updated on an on-going basis via our Local London data warehouse as updated data becomes available.

Annex A - Core and Local Indicators

Department for Education Skills Indicators

	Indicator		Indicator
Local Landscape	Employment by Sector	**Skills Supply**	16-18 destinations (% sustained destinations (education, apprenticeship, employment by level)
	Employment by Occupation		Outcomes for Apprenticeships by Level (% sustained employment, sustained learning, any learning)
	Enterprises by Size		HE Graduate Destinations
	Births and Deaths of Enterprises over time		Region of residence of HE Graduates from local providers, 1, 3, and 5 years after graduation
	Employment Level and Rate over time		Employer provided training over past 12 months
	Nominal (Smoothed) GVA over time	**Skills Demand**	Total vacancies over time
	Median Wages over time (residents and workplaces)		Top occupations (highest proportion of vacancies)
	Population by age group		5 highest and lowest sectors by forecast growth
	Claimant Count and Alternative Claimant Count over time		5 highest and lowest occupations by forecast growth
	Proportion of LSOAs in most deprived 10% nationally (income, employment, education)		Employer reported skills that will need developing
Skills Supply	Highest qualification Level of people aged 16-64	**Mapping of**	Proficiency of workforce (% not fully proficient staff and employers with under-utilised staff
	Adult FE and Training Achievements by Sector Subject Area	**Supply and**	Summary of vacancies (% skills shortage vacancies and % hard to fill vacancies
	Apprenticeship Achievements by Subject Area	**Demand**	
	Key Stage 4 Destinations % sustained destinations (education, apprenticeship, employment by level)		

Table 1 Data Source DfE

Additional Local London Indicators

Local Landscape
Economic inactivity
Household income
Population Density

Skills Supply
Proportion of total Adult Education & Training enrolments below L2

We have added four additional data indicators to the DfE Skills indicators above.

Economic Inactivity is not a DfE indicator, but it is one of the indicators referred to in the UK Shared Prosperity Fund prospectus, and it is a key indicator for Local London.

Table 2 Additional Indicators for Local London

We have added three further indicators that have particular importance in our sub-region:

- Household Income is an important indicator for assessing cost of living implications.
- Population Density is high in a number of our boroughs, which has an impact on demand for and people accessing services in local areas
- The proportion of total Adult Education & Training enrolments below Level 2 demonstrates the demand for basic skills at low levels and ESOL provision, that presents a barrier to accessing good work for many residents across our sub-region.

Local Landscape

Employment by Sector

Data on employment by sector from EMSI using Standard Occupational Classifications (SOC) categories shows that the largest number of jobs in the Local London sub-region in 2022 are in Wholesale and Retail Trades (18% of jobs); Human Health and Social Work Activities (15% of jobs), and Education (12%).

The number of jobs located in the sub-region increased from 2021-2022 to date, from 687,281 to 692,839, an increase of over 5,500 jobs.

Description	2021 Jobs	2022 Jobs	2021 - 2022 Change	2021 - 2022 % Change	2022 Location Quotient	Avg. Wages Per Job	2021 Establishments	GVA	GVA %
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	122,802	124,200	1,398	1%	1.24	£28,718	17,141	£4,011,475,559	11.23%
Human Health and Social Work Activities	104,780	106,665	1,885	2%	1.12	£30,977	5,058	£3,303,022,806	9.24%
Education	80,003	80,587	583	1%	1.34	£33,938	2,318	£2,879,594,290	8.06%
Administrative and Support Service Activities	63,659	62,510	(1,149)	(2%)	1.04	£28,304	9,174	£2,886,714,373	8.08%
Transportation and Storage	51,380	52,620	1,241	2%	1.48	£42,350	5,916	£2,397,635,851	6.71%
Accommodation and Food Service Activities	42,398	42,188	(210)	(0%)	0.89	£17,857	5,806	£1,284,172,583	3.59%
Professional, Scientific and Technical Activities	41,634	42,972	1,338	3%	0.70	£55,991	14,020	£2,286,194,605	6.40%
Construction	40,155	39,458	(696)	(2%)	1.15	£42,810	17,794	£5,330,785,287	14.92%
Public Administration and Defence; Compulsory Social Security	36,892	38,197	1,305	4%	1.19	£40,030	406	£1,760,532,852	4.93%
Manufacturing	29,073	29,442	369	1%	0.56	£34,507	2,736	£1,726,623,756	4.83%
Information and Communication	17,348	16,681	(667)	(4%)	0.55	£55,210	9,640	£1,585,179,734	4.44%
Other Service Activities	13,997	14,012	15	0%	1.09	£27,026	3,692	£761,761,782	2.13%
Arts, Entertainment and Recreation	13,955	13,814	(141)	(1%)	0.95	£26,570	2,179	£955,946,708	2.68%
Real Estate Activities	11,804	11,826	22	0%	0.84	£48,085	3,437	£2,597,376,313	7.27%
Financial and Insurance Activities	8,179	8,115	(64)	(1%)	0.35	£103,180	1,224	£907,699,235	2.54%
Water Supply; Sewerage, Waste Management and Remediation Activities	7,513	7,847	334	4%	1.61	£28,852	353	£596,316,127	1.67%
Electricity, Gas, Steam and Air Conditioning Supply	1,247	1,218	(29)	(2%)	0.39	£60,704	66	£457,362,885	1.28%
Mining and Quarrying	244	264	20	8%	0.23	£36,472	5	£4,563,217	0.01%
Agriculture, Forestry and Fishing	219	222	3	1%	0.02	£20,461	83	£2,487,394	0.01%
	687,281	692,839	5,558	1%		£35,177	101,047	£35,735,445,358	

Table 3: data source EMSI/Lightcast (2022)

The largest number of job increases have been in Wholesale and Retail Trades; Human Health and Social Work Activities, Transportation and Storage, Professional Scientific and Technical Activities and Public Administration & Defence: Compulsory Social Security.

The average wage per job across all sectors based in Local London is £35,177, but this masks significant disparities between sectors, with the average wage in the Accommodation and Food sector at £17,857, which is below the London Living Wage of £11.05 per hour, which equates to £22,984 annual salary based on a 40-hour week. The highest average wage is £103,180 for Finance and Insurance Activities.

Construction and Wholesale and Retail had the largest number of establishments, and Construction had the highest GVA per sector of over £5 billion (14.92%), and Wholesale and Retail the second highest GVA of over £4 billion (11.23%).

Employment by Occupational Group Over Time
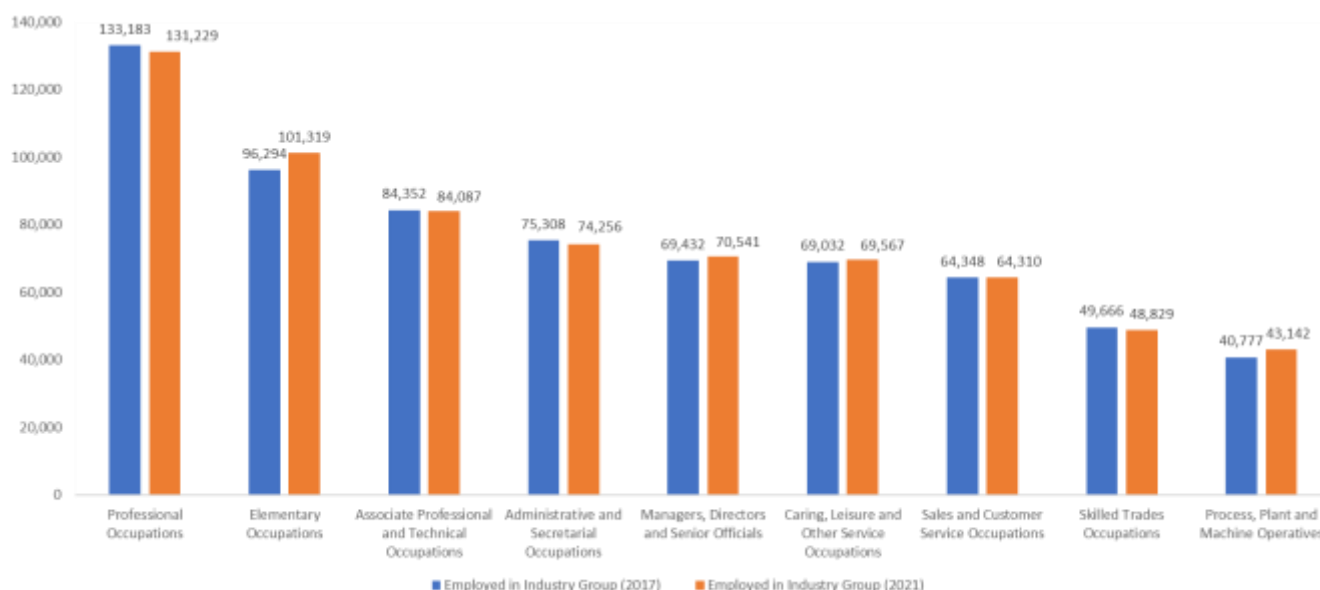
4 Data Source: EMSI/Lightcast (2022)

Data from EMSI showing employment by Standard Occupational Classification groups (SOC) illustrates the differences in people employed in each category in Local London in 2021 compared to 2017.

The largest number of people in Local London were employed in Professional Occupations in 2021, and this was also the case in 2017, however the numbers employed have decreased by just under 2,000. The SOC definition describes this category as requiring 'A degree or equivalent qualification, with some occupations requiring postgraduate qualifications and/or a formal period of experience-related training.'

The second largest number of people were employed in Elementary Occupations, which are classified as 'Occupations classified at this level will usually require a minimum general level of education (i.e. that which is acquired by the end of the period of compulsory education). Some occupations at this level will also have short periods of work-related training in areas such as health and safety, food hygiene, and customer service requirements.'

The UK SOC definitions[1] for Skill levels are 'approximated by the length of time deemed necessary for a person to become fully competent in the performance of the tasks associated with a job. This, in turn, is a function of the time taken to gain necessary formal qualifications or the required amount of work-based training. Apart from formal training and qualifications, some tasks require varying types of experience, possibly in other tasks, for competence to be acquired'.

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[1]
https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassificationsoc/soc2020/soc2020volume1structureanddescriptionsofunitgroups

Major group	General nature of qualifications, training and experience for occupations in the major group
1 Managers, directors and senior officials	A significant amount of knowledge and experience of the production processes and service requirements associated with the efficient functioning of organisations and businesses.
2 Professional occupations	A degree or equivalent qualification, with some occupations requiring postgraduate qualifications and/or a formal period of experience-related training.
3 Associate professional occupations	An associated high-level vocational qualification, often involving a substantial period of full-time training or further study. Some additional task-related training is usually provided through a formal period of induction.
4 Administrative and secretarial occupations	A good standard of general education. Certain occupations will require further additional vocational training to a well-defined standard (e.g. office skills).
5 Skilled trades occupations	A substantial period of training, often provided by means of a work-based training programme.
6 Caring, leisure and other service occupations	A good standard of general education. Certain occupations will require further additional vocational training, often provided by means of a work-based training programme.
7 Sales and customer service occupations	A general education and a programme of work-based training related to sales procedures. Some occupations require additional specific technical knowledge but are included in this major group because the primary task involves selling.
8 Process, plant and machine operatives	The knowledge and experience necessary to operate vehicles and other mobile and stationary machinery, to operate and monitor industrial plant and equipment, to assemble products from component parts according to strict rules and procedures and subject assembled parts to routine tests. Most occupations in this major group will specify a minimum standard of competence for associated tasks and will have a related period of formal training.
9 Elementary occupations	Occupations classified at this level will usually require a minimum general level of education (i.e. that which is acquired by the end of the period of compulsory education). Some occupations at this level will also have short periods of work-related training in areas such as health and safety, food hygiene, and customer service requirements.

5 General nature of qualifications, training and experience for SOC 2020 major groups (ONS)

The number of people in Local London employed in Elementary Occupations has increased by over 5,000 since 2017, and several of our boroughs already have higher percentages employed in this category than the London average, which evidences the significant numbers of low-skilled roles in our sub-region. In 2021, over a third of people employed in Local London are working in occupational categories that require only a general level of education and competence.

In late 2020 and early 2021, this was starkly apparent in the 'Covid Triangle' [2] of Newham, Barking & Dagenham and Waltham Forest, which had the highest level of Covid infections in the UK for some weeks, and this was believed to be partly due to the significant numbers of people employed in elementary roles working in the community in front line health and social care roles, supermarkets and food shops, transport and security that they could not do from home and which required them to travel to work locations and interact directly with others at work, thus increasing the risk of infection.

Numbers of people in Local London employed in other occupational classifications have remained relatively stable over the four-year period from 2017-2021.

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[2] https://www.marketplace.org/2021/02/22/londons-east-end-struggles-inside-the-covid-triangle/

Employment by Sector and Wages Over Time

Industry	2017 Jobs	2021 Jobs	Change in Jobs (2017-2021)	% Change	2021 Wages Per Worker
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	117,971	122,802	4,831	4%	£28,718
Human Health and Social Work Activities	100,286	104,780	4,494	4%	£30,977
Education	80,045	80,003	-42	0%	£33,938
Administrative and Support Service Activities	75,955	63,659	-12,296	-16%	£28,304
Construction	51,094	40,155	-10,939	-21%	£42,810
Accommodation and Food Service Activities	43,850	42,398	-1,452	-3%	£17,857
Transportation and Storage	42,947	51,380	8,433	20%	£42,350
Professional, Scientific and Technical Activities	33,951	41,634	7,683	23%	£55,991
Manufacturing	26,672	29,073	2,401	9%	£34,507
Public Administration and Defence; Compulsory Social Security	26,582	36,892	10,310	39%	£40,030

6 Data Source: EMSI/Lightcast (2022)

Data from EMSI shows the ten largest employment sectors over time in terms of the number of jobs in 2021 compared to 2017. The data Illustrates the significant growth in jobs in six of the ten largest sectors, with the highest growth in public administration and defence: compulsory social security, professional, scientific and technical activities and transportation and storage. The employment sectors with fewer jobs in 2021 compared to 2017 are Construction, with 21% fewer jobs, and Administration and support service activities -16%. Some of the decrease will be due to increases in automation and digital and modern methods of construction replacing a number of manual tasks and roles. The sectors with the largest number of jobs in Local London all have average salaries above the London living wage apart from the Accommodation and Food sector, however averages do mask wage disparities for different roles within sectors.

Employment by Sector and Highest Wages Over Time

Industry	2017 Jobs	2021 Jobs	Change in Jobs (2017-2021)	% Change	2021 Wages Per Worker
Financial and Insurance Activities	9,280	8,179	-1,101	-12%	£103,180
Electricity, Gas, Steam and Air Conditioning Supply	1,564	1,247	-317	-20%	£60,704
Professional, Scientific and Technical Activities	33,951	41,634	7,683	23%	£55,991
Information and Communication	23,519	17,348	-6,171	-26%	£55,210
Real Estate Activities	10,953	11,804	851	8%	£48,085
Construction	51,094	40,155	-10,939	-21%	£42,810
Transportation and Storage	42,947	51,380	8,433	20%	£42,350
Public Administration and Defence; Compulsory Social Security	26,582	36,892	10,310	39%	£40,030
Mining and Quarrying	121	244	123	102%	£36,472
Manufacturing	26,672	29,073	2,401	9%	£34,507

7 Data Source: EMSI/Lightcast (2022)

The two sub-sectors paying the highest wages in Local London (Financial and Insurance Activities, and Electricity, Gas, Steam and Air Conditioning Supply) have both seen significant decreases in the number of jobs since 2017 compared to 2021, however this only represents a small number of jobs in the energy supply sector. Some of the sectors paying the highest wages have seen increases in jobs, and are also the largest employment sectors in the sub-region.

Employment by Sector and Lowest Wages Over Time

Description	2017 Jobs	2022 Jobs	2017 - 2022 Change	2017 - 2022 % Change	Avg. Wages Per Job	
Food and Beverage Service Activities	38,697	39,162	465	1%	£17,366	
Manufacture of Leather and Related Products	60	53	(7)	(12%)	£17,633	
Services to Buildings and Landscape Activities	23,754	25,536	1,783	8%	£18,713	
Other Personal Service Activities	9,479	6,721	(2,758)	(29%)	£19,688	
Manufacture of Wearing Apparel	981	528	(452)	(46%)	£19,828	
Forestry and Logging	56	57	1	2%	£19,895	
Crop and Animal Production, Hunting and Related Service Activities	212	164	(48)	(23%)	£20,679	←
Gambling and Betting Activities	3,332	2,591	(741)	(22%)	£22,614	LLW
Manufacture of Other Non-metallic Mineral Products	1,338	917	(421)	(31%)	£23,054	
Sports Activities and Amusement and Recreation Activities	10,384	8,188	(2,197)	(21%)	£23,301	

8 Data Source: EMSI/Lightcast (2022)

The sub-sectors with high numbers of jobs over the four-year period and paying the lowest wages are food and beverage service activities and services to buildings and landscape activities.

Just under 75,000 Local London residents working in Local London have average wages below the London Living Wage (LLW) of £11.05 per hour, which equates to an annual salary of £22,984 based on a 40-hour working week.

Employment Level and Rate Over Time

Local London has traditionally experienced lower levels of employment in comparison with the London average. Data for 2021 from the annual population survey shows that the gap between employment in Local London and London averages decreased significantly in 2016 to under half of one percent, and Local London almost closed the gap. From 2017, the gap began to widen again until 2019, when there was an increase in the employment rate, but the impact of the pandemic on employment in Local London in 2020 and 2021 which was more severe than the average across London, led to a widening of the gap once again.
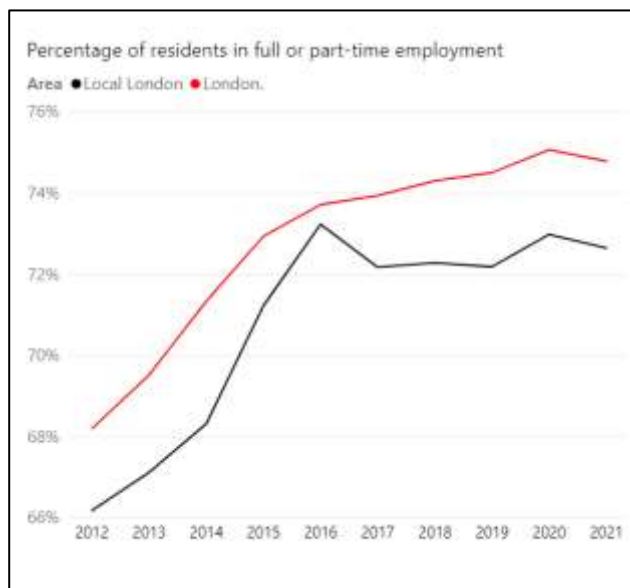
The Local London employment rate increased by 6.5% between 2012 and 2021.

9 Residents in employment Local London compared to London

Year	Local London %	London %	Gap %
2016	73.23	73.72	-0.49
2017	72.18	73.84	-1.66
2018	72.29	74.31	-2.02
2019	72.19	74.51	-2.32
2020	72.99	75.07	-2.08
2021	72.65	74.79	-2.14

10 Employment in Local London compared to London % gap change over time

Economic Inactivity

Economic inactivity is a Local London Indicator, and a UKSPF indicator, but not a core Department for Education (DfE) skills indicator.

Five of the eight Local London boroughs have levels of economic inactivity above the London average, however 2021 is not a typical year due to the impact of the pandemic on employment.

Economic Inactivity Jan-Dec 2021 %

Barking & Dagenham 31.5, Bexley 21.5, Enfield 26.1, Greenwich 17.4, Havering 14.2, Newham 23.2, Redbridge 28.5, Waltham Forest 18.7, London 20.6, Great Britain 21.6
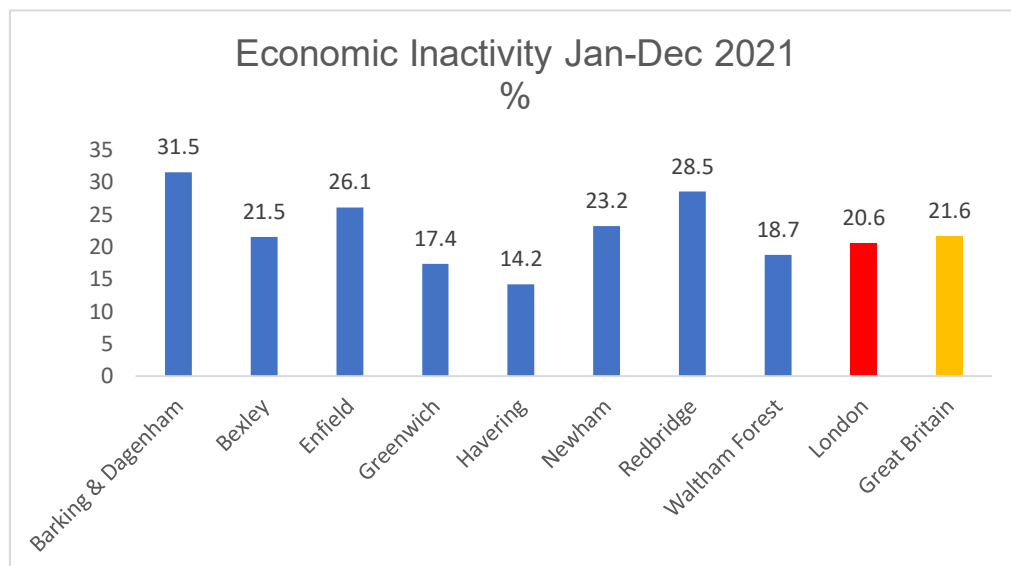
11 Source ONS APS 2021

The Economic Inactivity chart below shows the % of the 16-64 population who are economically inactive. Three Local London boroughs are in the five highest in London for economic inactivity.

Economic Inactivity % 2019-2021
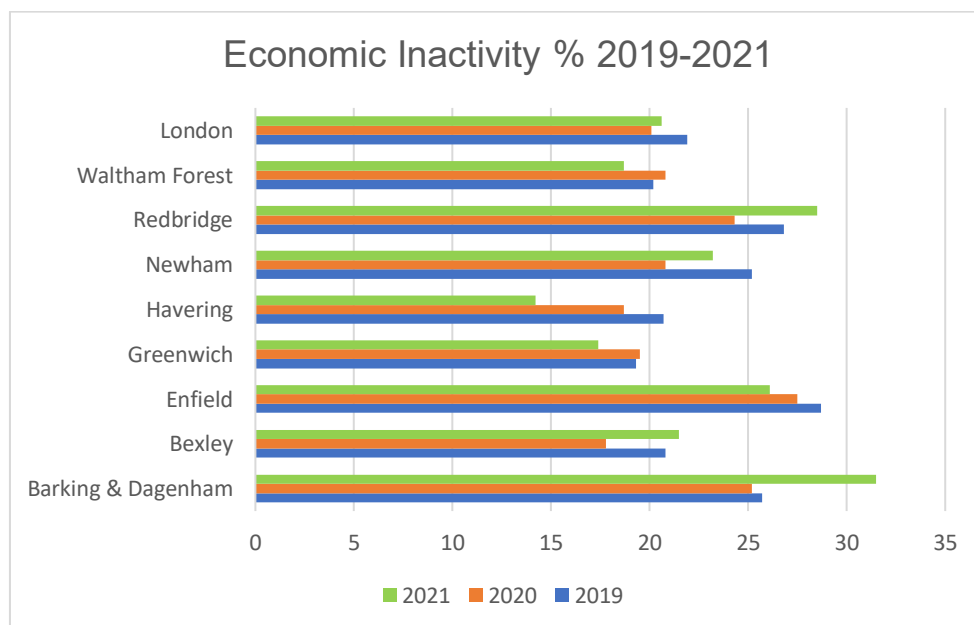
12 data source ONS APS

In 2020 and 2021, five have economic inactivity rates that are above the London average.

Barking and Dagenham had an inactivity rate in 2021 of 31.5%, and Redbridge 28.5%. This represents over a third of the working age population in Barking & Dagenham, and just under a third in Redbridge.

Three Local London boroughs have economic activity rates in 2021 that were higher than they were in 2019, before the pandemic.

Enterprises by Size and Sector

Local London's business base has grown by 8.6% since 2017, when there were 93,515 businesses in our sub-region. However, our sub-region has a higher percentage of micro businesses than the London average of 77% and only 228 large businesses out of 2,281 in London are located in our sub-region – less than 10% of London's large businesses. The number of businesses over time and business survival rates will provide a picture of the impact of the pandemic on numbers of businesses.

The table below shows that of businesses located in Local London in 2021, Construction has the largest number of businesses, with 17,830 businesses and 17.4% of all local businesses, however 92% of construction businesses are micro businesses with 1-4 employees. The second largest number of businesses in Local London is in the Wholesale and Retail Trade. Of 17,295 businesses, which represent 16.9% of all Local London businesses, 71.5% are micro businesses with 1-4 employees.

Description	1-4 Employees	5-9 Employees	10-19 Employees	20-49 Employees	50-99 Employees	100-249 Employees	250-499 Employees	500-999 Employees	1000+ Employees	Total
Construction	16,418	908	301	134	35	26	7	1	1	17,830
Wholesale and Retail Trade; Repair of Motor Vehicles an	12,378	2,558	1,322	725	174	102	28	4	3	17,295
Professional, Scientific and Technical Activities	13,047	678	278	119	26	12	2	2	1	14,165
Information and Communication	9,292	218	111	56	11	8	2	2	1	9,701
Administrative and Support Service Activities	7,485	820	464	248	122	69	20	8	3	9,238
Transportation and Storage	5,206	339	156	126	69	39	25	8	1	5,970
Accommodation and Food Service Activities	3,272	1,339	691	410	66	32	3	2	1	5,817
Human Health and Social Work Activities	2,670	832	854	446	156	76	15	3	7	5,058
Other Service Activities	2,987	477	168	67	14	5	0	0	0	3,717
Real Estate Activities	2,828	427	130	37	9	5	1	1	0	3,438
Manufacturing	2,359	392	243	128	56	22	11	2	1	3,214
Education	1,097	230	198	249	335	188	20	2	1	2,321
Arts, Entertainment and Recreation	1,522	428	121	83	39	16	1	2	0	2,211
Financial and Insurance Activities	963	165	120	57	2	6	1	1	0	1,316
Public Administration and Defence; Compulsory Social Se	136	65	50	65	35	34	8	11	6	410
Water Supply; Sewerage, Waste Management and Rem	210	43	43	43	20	5	2	1	0	367
Agriculture, Forestry and Fishing	104	9	8	8	3	1	0	0	0	134
Electricity, Gas, Steam and Air Conditioning Supply	65	3	2	4	2	2	1	1	0	81
Mining and Quarrying	9	1	0	3	1	1	0	0	0	15
	82,049	9,931	5,259	3,009	1,175	649	147	53	28	102,298

13 Data Source EMSI/Lightcast 2022

Business size by Number of Employees	%
1-4	80%
5-9	10%
10-19	5%
20-49	3%
50-99	1%
100-249	0.60%
249-499	0.14%
500-999	0.051%
1000+	0.0273%

14 Data source: EMSI/Lightcast (2022)

A third of the largest enterprises located in Local London are hospitals, colleges, universities and local authorities. Of the 228 large enterprises employing 250+ people, 23 were Education enterprises, 25 were Public Administration, Defence and Compulsory Social Security, and 25 were in Human Health and Social Work Activities.

There are 35 enterprises employing 250 or more people in the Retail and Wholesale sector in Local London, and 31 in Administrative and Support Service Activities.

Enterprises by Turnover
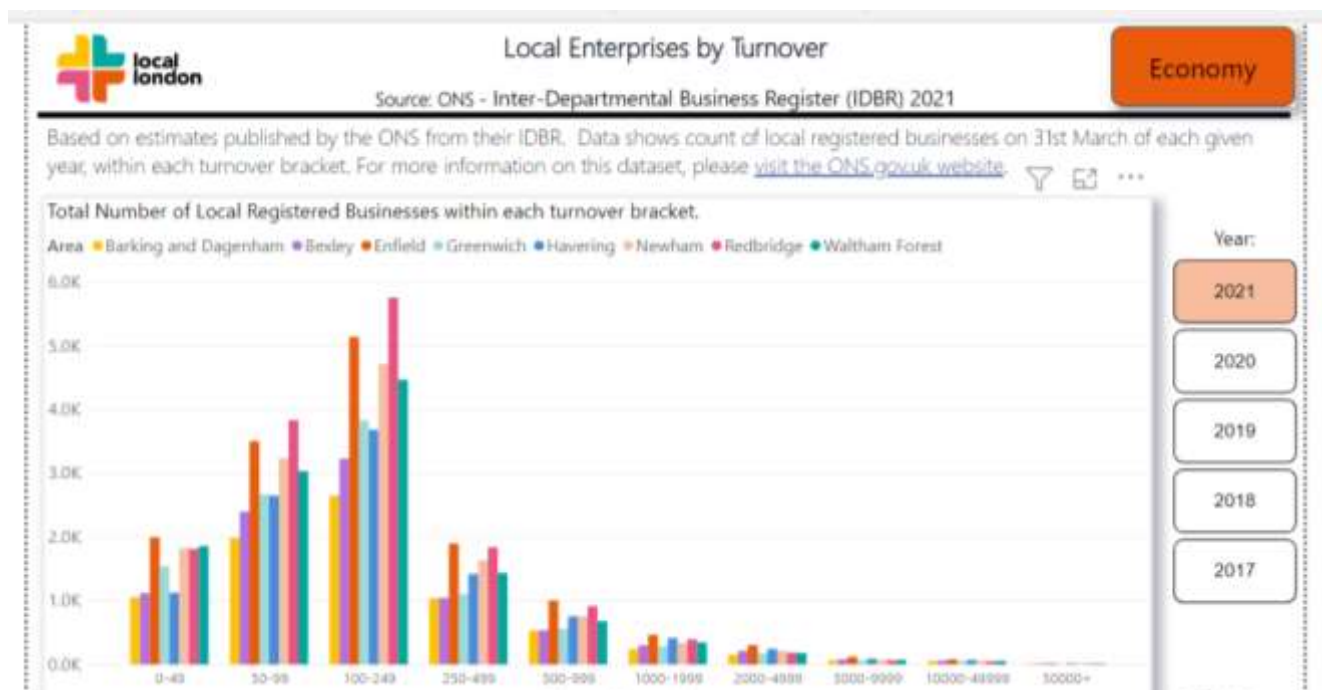
15 Source Local London Data Warehouse

Given the dominance of micro-businesses in Local London, it is unsurprising that the largest number of businesses have an annual turnover below £249K. Business size does not always equate to turnover. There are equally micro businesses with multi-million-pound annual turnovers that are higher than the turnovers from large businesses.

The chart above shows the number of businesses based in each Local London borough by annual turnover of £0-49K; £50-99K etc. In 2021, the largest number of businesses were in the £100-249K bracket and the second largest in the £50-99K bracket.

Redbridge has the highest number of businesses in the £100-249K bracket and the £50-99K bracket, with Enfield second, and Newham with the smallest number of businesses in those brackets.
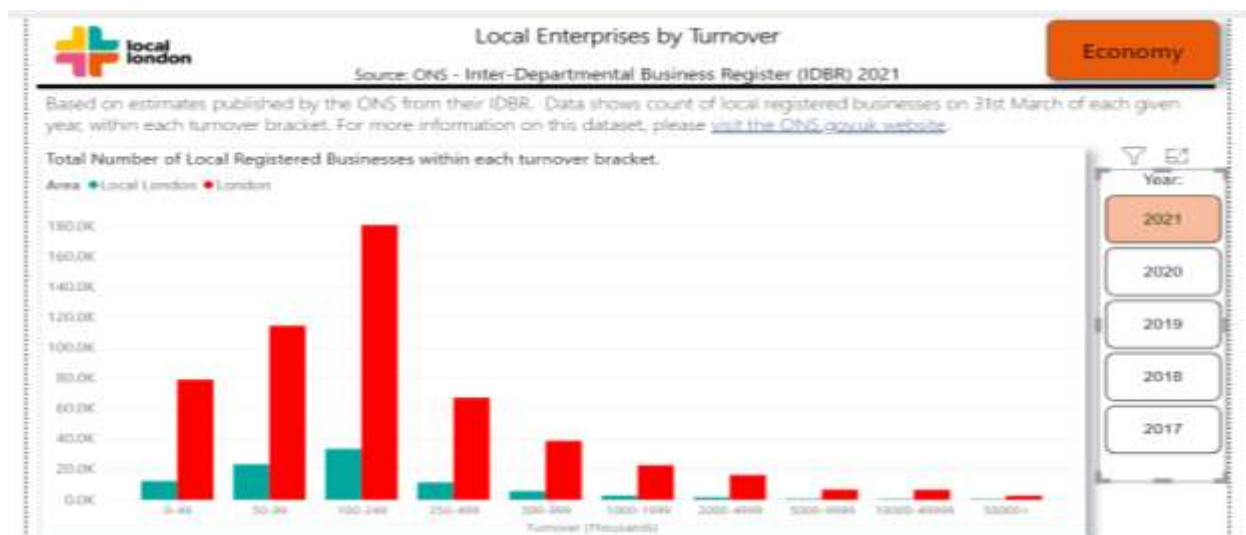
16 Source Local London Data Warehouse

When comparing Local London enterprises by 2021 turnover with the London average turnover by bracket, Local London is significantly lower in every income bracket even though the largest number of enterprises in London are in the same turnover brackets as Local London: £100-249K followed by £50-99K. London has a similar dominance of small enterprises, but the turnover of Local London enterprises of a similar size is still significantly lower than the London average. This is in part due to the dominance of lower-earning sectors in Local London, and the dominance of higher earning sectors such as banking and finance, and real estate being based in the city and central London.

Business Survival Rates

Business Turnover and Survival Rates
Source: ONS - Business Demography, 2020
Economy

Based on data published by the ONS relating to known, registered startup businesses. For more information, click here. Local London has a higher business survival rate than the UK average of 89.1% in their first year. SME's are more prevalent across the sub-region, and this data highlights the benefit they receive from the support network we offer.

Annual Survival of Businesses formed in 2017 (until 2020)

1 Year Survival %: 90.6%
2 Year Survival %: 70.7%
3 Year Survival %: 54.4%

In 2020, **Local London** contained **101,305** registered businesses, including **15,295** business births, and **12,235** business deaths.

Barking and Dagenh... | Enfield | Greenwich | Local London | Newham | United Kingdom
Bexley | England | Havering | London | Redbridge | Waltham Forest

17 Source Local London Data Warehouse

The survival rates of new enterprises in Local London begins to drop 3 years after start-up, and by year 5 only just over half of start-ups are still trading.

Gross Value Added (GVA) Over Time

The Government publishes estimates of gross value added (GVA), which is the value generated by any unit engaged in the production of goods and services to the economy. Data is available at local authority level, so the data provides an estimate of the gross GVA per local authority in any given year. The two key measures are GVA per hour worked and GVA per filled job.
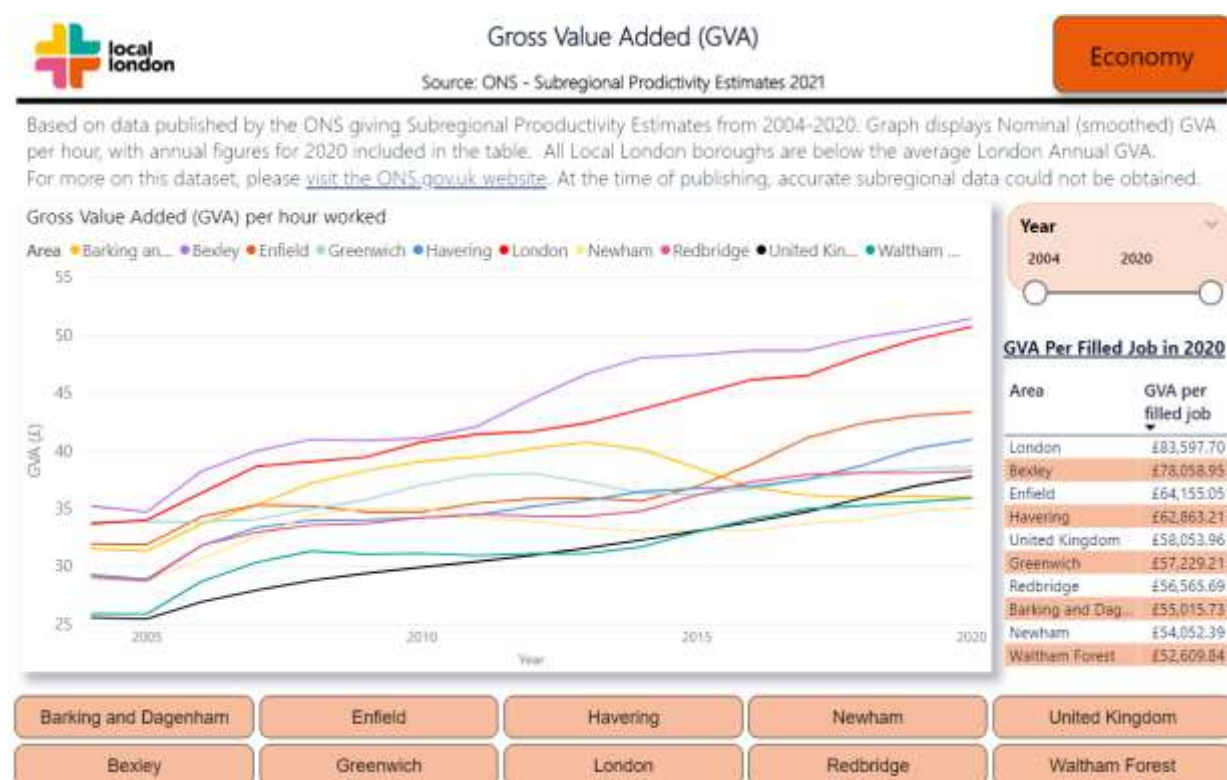
18 Source Local London Data Warehouse

GVA per hour worked has increased for most Local London local authorities in the period from 2005-2020, apart from Newham, which experienced a downturn since 2014 which started to level out from 2017 onwards.

GVA per hour worked for most Local London boroughs has tracked below the London average, apart from Bexley, which overtook the London average from 2010 onwards. Enfield's GVA per hour worked has also increased significantly from 2015-2020

The GVA per filled job for London in 2020 was £83,597.70, and the highest GVA in Local London was in Bexley (£78,058.95) and the lowest in Waltham Forest (£609.84).

GVA per hour worked in Local London is tracking significantly below the London average in seven out of eight Local London boroughs, and GVA per filled job is also tracking well below the London average by between £5,500 - £37,000 across the sub-region.

Median Wages Over Time

Median (average) wages over time by place of residence for full-time workers show that:

- Average wages for full-time workers increased in 2021 across 7 of the 8 Local London boroughs, however three of the five boroughs in London with the lowest gross weekly wages for full-time workers in 2021 were in Local London.

- Six of the eight Local London boroughs also had weekly wage levels that are below the London average in 2021.

- Residents in the highest earning borough in London – Kensington and Chelsea, earn a third more than residents in Barking & Dagenham, (£976.2 compared to £643.4) in 2021

19 Source ONS

Gross weekly wages by workplace
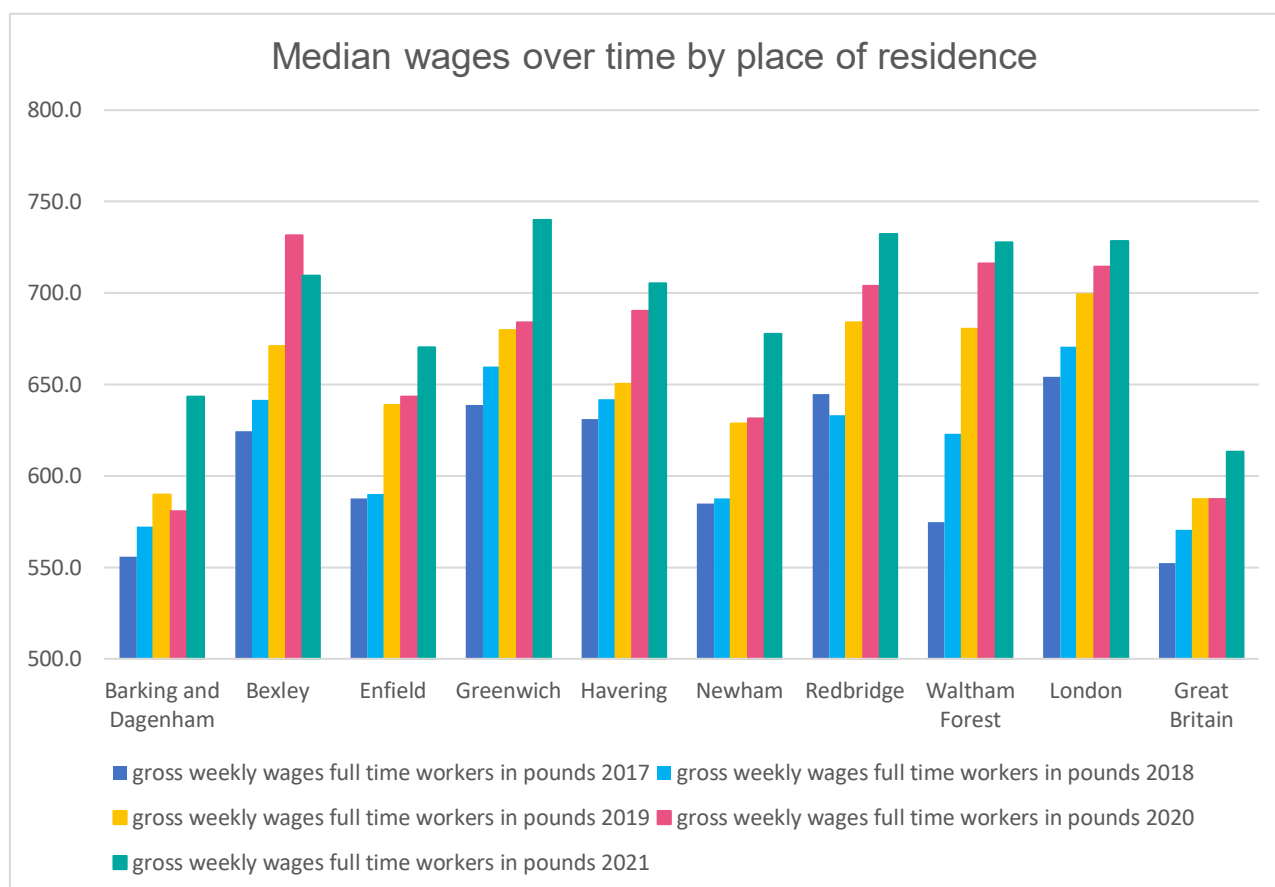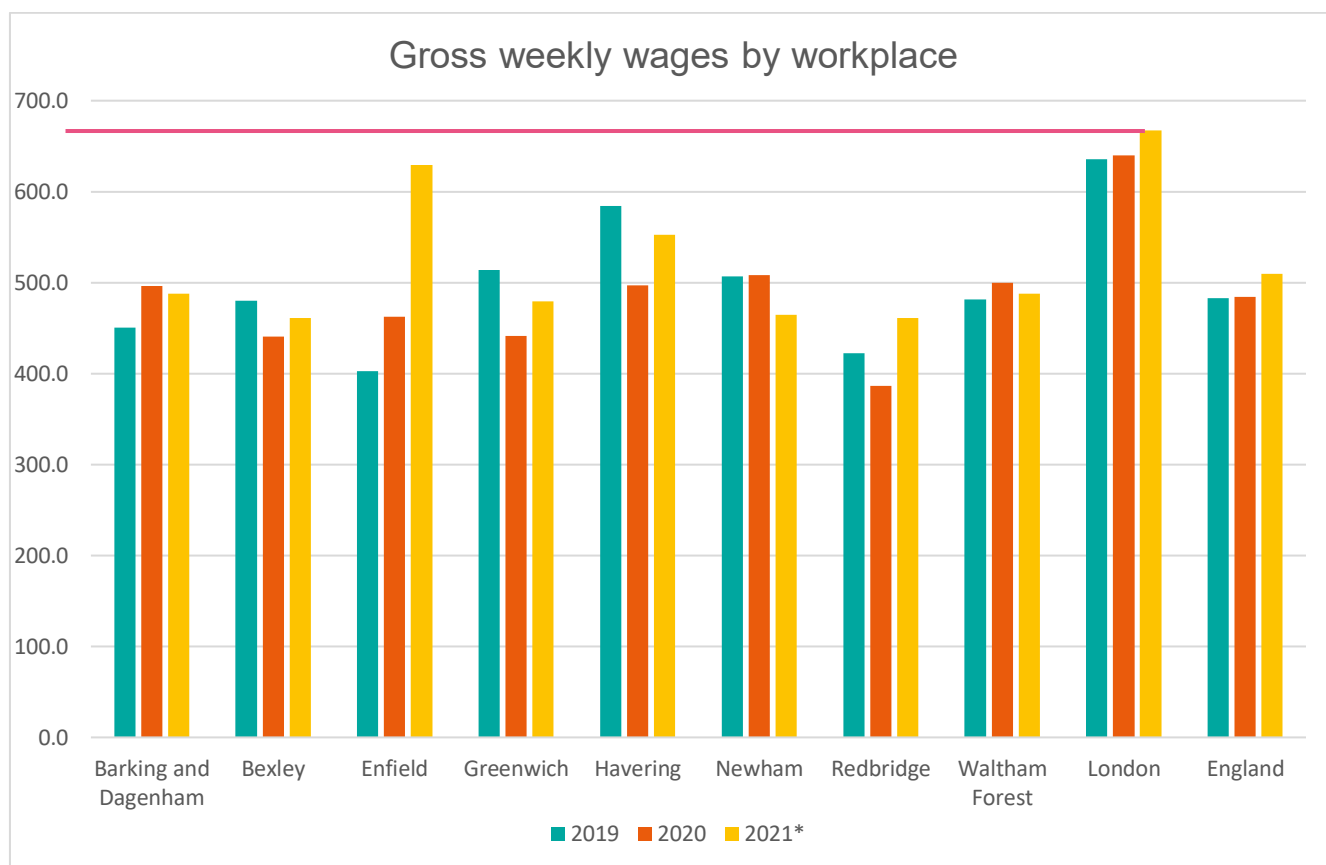
20 Source ONS

Median wages by workplace shows the stark difference between people living in Local London boroughs and their earnings and the earnings of those working in Local London boroughs. The City and Central London are employment hubs that draw workers from Local London, but people working in Local London all earn well below London average wages – some by over £200 per week – almost 30% below the London average.

Table below shows Gross weekly wages by borough by year

	2019	2020	2021*
Barking and Dagenham	£451	£497	£488
Bexley	£480	£440	£461
Enfield	£403	£462	£629
Greenwich	£514	£442	£479
Havering	£584	£497	£553
Newham	£507	£508	£464

Redbridge	£423	£386	£461
Waltham Forest	£481	£500	£488
London	£636	£640	£668
England	£483	£485	£510
* provisional data.			

21 Source ONS

Sectors paying lower wages are also more dominant in Local London and tend to draw on a more local workforce.

The London Living Wage (LLW) of £11.05 per hour would pay £442.00 for a 40-hour week.

The average wage for all Local London boroughs is above LLW, but the averages mask significant disparities in wages between sectors.

Household Income

Gross disposable household income (GDHI) is a key measure for Local London and for UKSPF. It is not a DfE Core Skills Indicator.

GDHI is the amount of money that all of the individuals in the household have available for spending or saving after they have paid direct and indirect taxes and received any direct benefits. GDHI is a concept that is seen to reflect the "material welfare" of the average household.

It should be noted that these estimates relate to totals for all individuals within the household sector for a local authority rather than to an average household or family unit. GDHI per head are estimates of values for each person, not each household. It should be noted that these estimates relate to totals for all individuals within the household sector for a region rather than to an average household or family unit. GDHI per head are estimates of values for each person, not each household.

2019 provisional data is available, but 2017 figures have been used for the UK SPF Household Income calculation. 2017 data shows that four Local London boroughs had the lowest household income in London (the 2nd 3rd, 5th lowest in London), and all Local London boroughs are in the lowest quartile.

Gross Disposable Household Income	2017	2019*
Barking and Dagenham	16,879	18,928
Newham	18,524	20,710
Bexley	21,560	23,401
Enfield	21,933	23,710
Waltham Forest	22,240	24,614
Redbridge	22,334	24,650
Greenwich	22,419	24,700
Havering	22,448	24,089
*provisional data		

22 Source ONS

The difference between the highest GDHI in London (Kensington and Chelsea) is nearly five times that of the lowest (Barking & Dagenham).

Provisional 2019 figures also show that the position is unchanged from the 2017 figures. The same four Local London boroughs have the lowest household income in London (ie the 2nd 3rd, 5th lowest in London.)

Population by Age Group

GLA population projections show increases in the 16–24-year-olds in Local London to 2030, which will require additional education and training places and jobs.

Increases in the 40-69 population will also require additional training places and jobs and increases in the 70-85+ population will require increasing health and care resources which will need to be reflected in health, care and associated jobs.
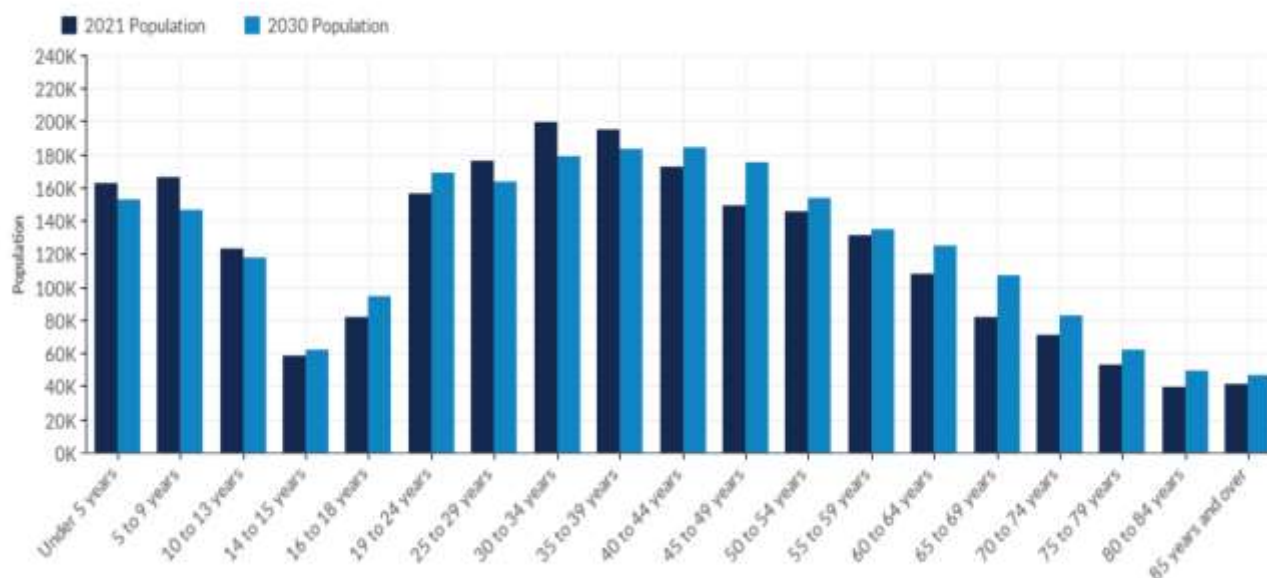
23 Source GLA from ONS

Population Density

Population Density is a Local London indicator and a UK SPF measure but is not a DfE Skills indicator. The UKSPF measure for population density is working age (16-64) % 2019.

The population density in Local London boroughs varies considerably, with very high density in Newham and low density in Havering. There is less variability in the working age density.

Area name	Median age		People per sq. km
Barking and Dagenham	37.4		5,898
Bexley	35.7		4,099
Enfield	35.0		4,130
Greenwich	38.3		6,086
Havering	36.3		2,310
Newham	33.6		9,756
Redbridge	41.1		5,411
Waltham Forest	39.3		7,137
London	35.6		5,701

24 Source ONS

In 2019, 4 of the 8 Local London boroughs the overall population density per sq. km was above the London average, with very high density in two boroughs.

Newham's population density per sq. km was 42% above the London average and Waltham Forest's population density was 20% above. The UK SPF measure for population density is the working age (16-64) % 2019.

In Local London, the percentage of 0-15-year-olds in Barking and Dagenham was 27%, which is the highest in London along with Newham. This has an impact on the number of post-16 education and training places required. Conversely, the highest 65+ % in London was in Havering, which also has the highest old age dependency percentage and highest dependency percentages in London. This also has an impact on care and related training and employment sector requirements.

Claimant Count and Alternative Claimant Count Over Time
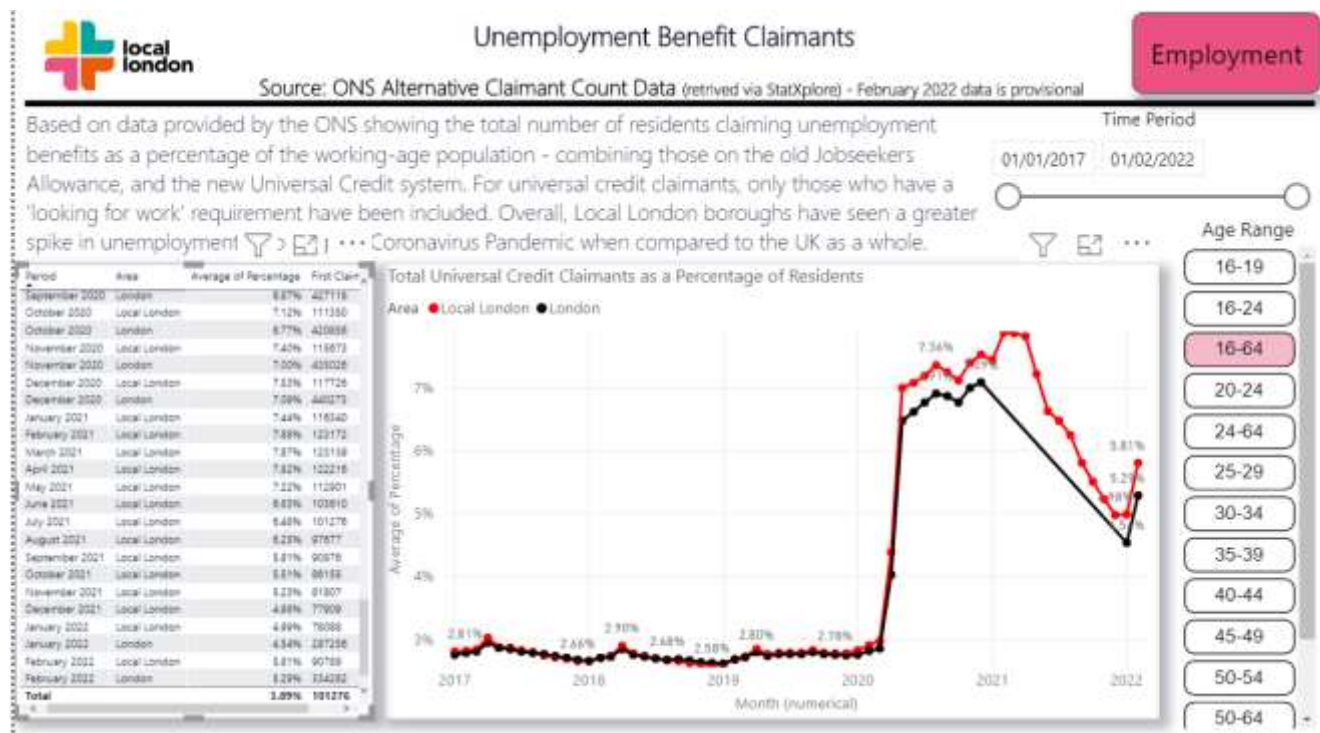
25 Local London Data Warehouse

26 Feb 2022 data

One of the most immediate impacts on employment in Local London was the sharp spike in claimants in the early months of the pandemic in 2020.

New claims in Local London tracked above the London average for some time and continue to track above the London average in 2022 with Local London at 5.81% and the London average at 5.29%. Local London had over 90,700 claimants at Feb 22. Quarterly data for March-May will be published by DWP in summer 2022.

Indices of Deprivation

The DfE skills indicators include three measures from the Indices of Deprivation 2019: Income, Education and Employment. The deprivation figures are three years old, and pre-pandemic, and it is updated every four years. The Government is currently consulting on how to update the IMD (Indices of Multiple Deprivation), and until an updated version is published – probably in 2023 - these measures continue as the Government deprivation measure that they use as part of the algorithms to calculate funding premiums for education and training for both pre-16, post-16 and adults at local level, and a number of other areas of public funding.

Income Deprivation

Income Deprivation Ratings
Source: MHCLG English Indices of Deprivation (EID 2019)

Based on the 2019 English Indices of Deprivation, published by the Ministry of Housing, Communities and Local Government. For more information on LSOA's (Lower Super Output Areas), please click here.

Most Local London boroughs have an above-average deprivation score across London. As many of our residents commute into the city for work, there is a large degree of variation in residents income. Despite this, only Barking and Dagenham ranks within the top 10% nationally.

When considering income deprivation on a more local level, the index calculates the proportion of LSOA's in each Local Authority within the 10% most deprived across England. Enfield is the only sub-regional borough which lies within the top 1/3 of most concerning national local authorities.

Local Authority	Average Deprivation Score	London Ranking (of 33)	English Ranking (of 317)	Proportion of LSOAs in most deprived 10% in England	Rank of LSOAs in most deprived 10% in England
Barking and Da...	0.19	2	20	4.55%	136
Bexley	0.11	27	170	0.68%	198
Enfield	0.17	5	41	13.11%	65
Greenwich	0.16	10	57	5.96%	120
Havering	0.11	25	162	2.67%	167
Newham	0.17	7	44	4.27%	142
Redbridge	0.12	20	132	1.86%	177
Waltham Forest	0.15	13	72	6.94%	111
Local London	0.15	14	80	5.21%	128

27 Local London Data Warehouse

The income deprivation rankings for Local London show that there is considerable variation across Local London boroughs.

Local London boroughs have dropped down the rankings of deprived boroughs since the previous index was published in 2015. This does not mean that they are less deprived. It means that other areas of the country have become more deprived. Deprivation is measured at Lower Super Output Area (LSOA) level to ensure that pockets of deprivation are identified. LSOAs are identified by postcode and could be as small as a couple of streets in a local area.

Employment Deprivation

Employment Deprivation Ratings
Source: MHCLG English Indices of Deprivation (EID 2019)

Based on the 2019 English Indices of Deprivation published by the Ministry of Housing, Communities and Local Government. For more information on LSOA's (Lower Super Output Areas), please click here.

Although several Local London boroughs rank highly across London, there is a high amount of variation across the sub-region, suggesting that more local, targeted approaches may be more impactful. None of our boroughs rank within the top 10% nationally.

When considering employment deprivation on a more local level, the index calculates the proportion of LSOA's in each Local Authority within the 10% most deprived across England. Local London boroughs contain a very low proportion of these concern areas.

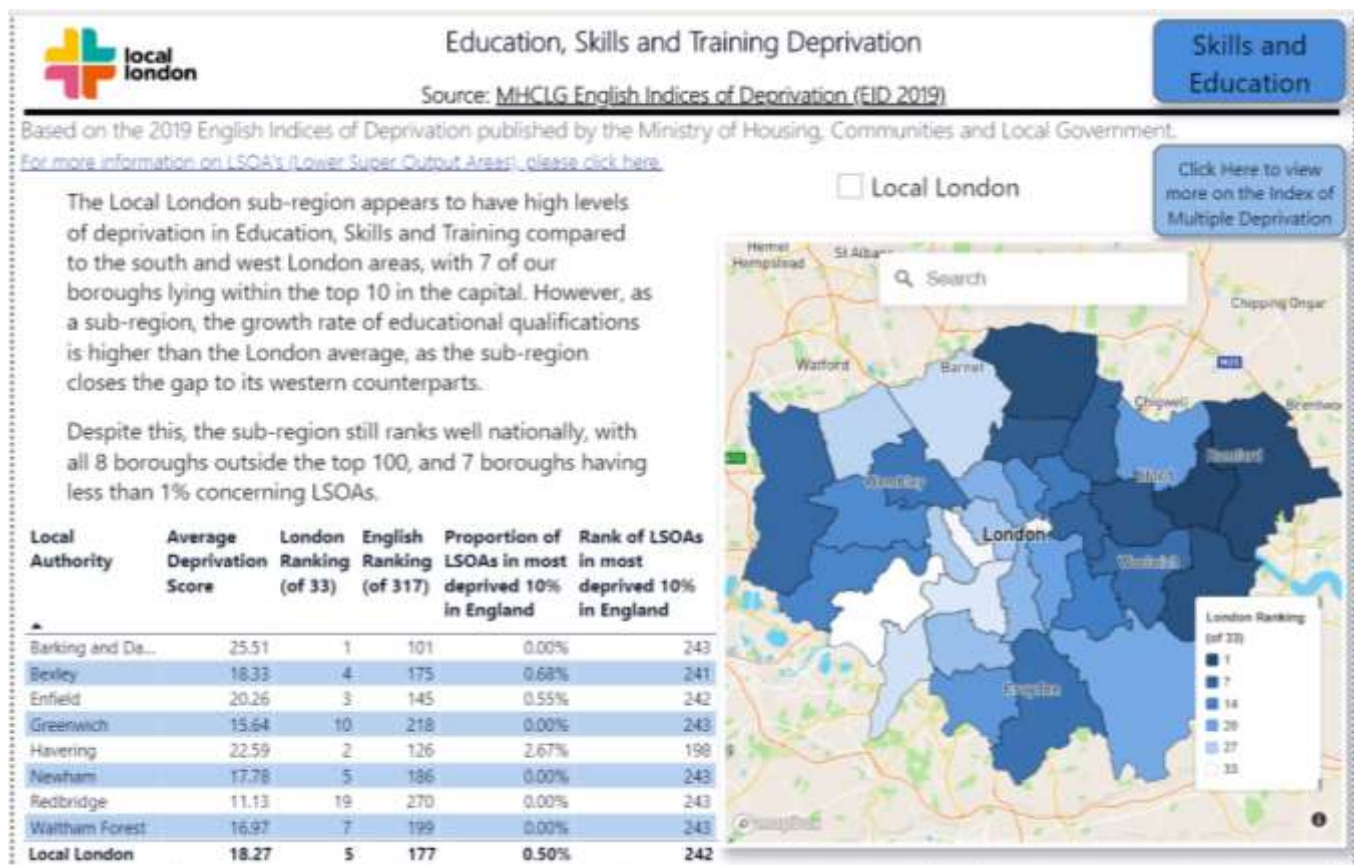| Local Authority	Average Deprivation Score	London Ranking (of 33)	English Ranking (of 317)	Proportion of LSOAs in most deprived 10% in England	Rank of LSOAs in most deprived 10% in England
Barking and Da...	0.12	1	70	0.00%	209
Bexley	0.08	22	193	0.68%	203
Enfield	0.10	6	104	1.64%	176
Greenwich	0.10	6	107	1.99%	166
Havering	0.08	21	186	0.67%	204
Newham	0.09	12	137	1.22%	185
Redbridge	0.07	25	208	0.62%	206
Waltham Forest	0.09	12	135	2.08%	160
Local London	**0.09**	**16**	**145**	**1.16%**	**187**

28 Local London Data Warehouse

Employment deprivation IMD figures are useful in terms of identifying where the greatest deprivation existed in 2019. It is unlikely to have improved, and following the pandemic, employment deprivation in the most deprived LSOAs is likely to have increased.

In 2019, the highest levels of employment deprivation in London were in Barking and Dagenham (most deprived borough in London IMD employment measure 2019), and Enfield and Greenwich were jointly 6th most deprived in London.

The Department for Work and Pensions (DWP) used new claim data in 2020 from Employment-related Universal Credit claims to calculate the number of places and the amount of funding needed for the Work and Health Programme: Job Entry Targeted Support (JETS) scheme that was put in place across the country in 2020 to help those made unemployed during the pandemic.

The spike in new claims in Local London was one of the highest in the country and this was reflected in the JETS places funded for the sub-region.

Education, Skills and Training Deprivation

The Local London sub-region appears to have high levels of deprivation in Education, Skills and Training compared to the south and west London areas, with 7 of our boroughs lying within the top 10 in the capital. However, as a sub-region, the growth rate of educational qualifications is higher than the London average, as the sub-region closes the gap to its western counterparts.

Despite this, the sub-region still ranks well nationally, with all 8 boroughs outside the top 100, and 7 boroughs having less than 1% concerning LSOAs.

Local Authority	Average Deprivation Score	London Ranking (of 33)	English Ranking (of 317)	Proportion of LSOAs in most deprived 10% in England	Rank of LSOAs in most deprived 10% in England
Barking and Da...	25.51	1	101	0.00%	243
Bexley	18.33	4	175	0.68%	241
Enfield	20.26	3	145	0.55%	242
Greenwich	15.64	10	218	0.00%	243
Havering	22.59	2	126	2.67%	198
Newham	17.78	5	186	0.00%	243
Redbridge	11.13	19	270	0.00%	243
Waltham Forest	16.97	7	199	0.00%	243
Local London	18.27	5	177	0.50%	242

29 Local London Data Warehouse

The indices of deprivation for 2019 shows high levels of education, skills and training deprivation concentrated in the Local London sub-region. Although education and training outcomes for young people have improved significantly, seven of our 8 boroughs were ranked in the ten most deprived boroughs in London.

Barking and Dagenham is the most deprived borough in London, Havering is second most deprived, Enfield third most deprived, Bexley fourth most deprived and Newham 5th. Waltham Forest is 7th and Greenwich is 10th.

Many of our boroughs have high levels of adults with low levels of educational attainment. A significant proportion of residents require ESOL training, which impacts their employment and earning potential, and levels of inward and outward mobility are high – meaning that as people acquire qualifications and better paid employment, they move to outer boroughs and new populations move into boroughs that often have significant needs in terms of ESOL and training to secure employment. It is vital that allocations for funded places and funding for adult education and training takes account of population increases, population churn, ESOL needs and attainment levels of local populations In Local London, in order to ensure fair access for all residents of our boroughs, and particularly those whose need is greatest.

Skills Supply

Highest Qualification Level Working Age (16-64) Population

Qualification levels for young people have improved year on year, but qualification levels for the working age population in Local London are still below the London average.
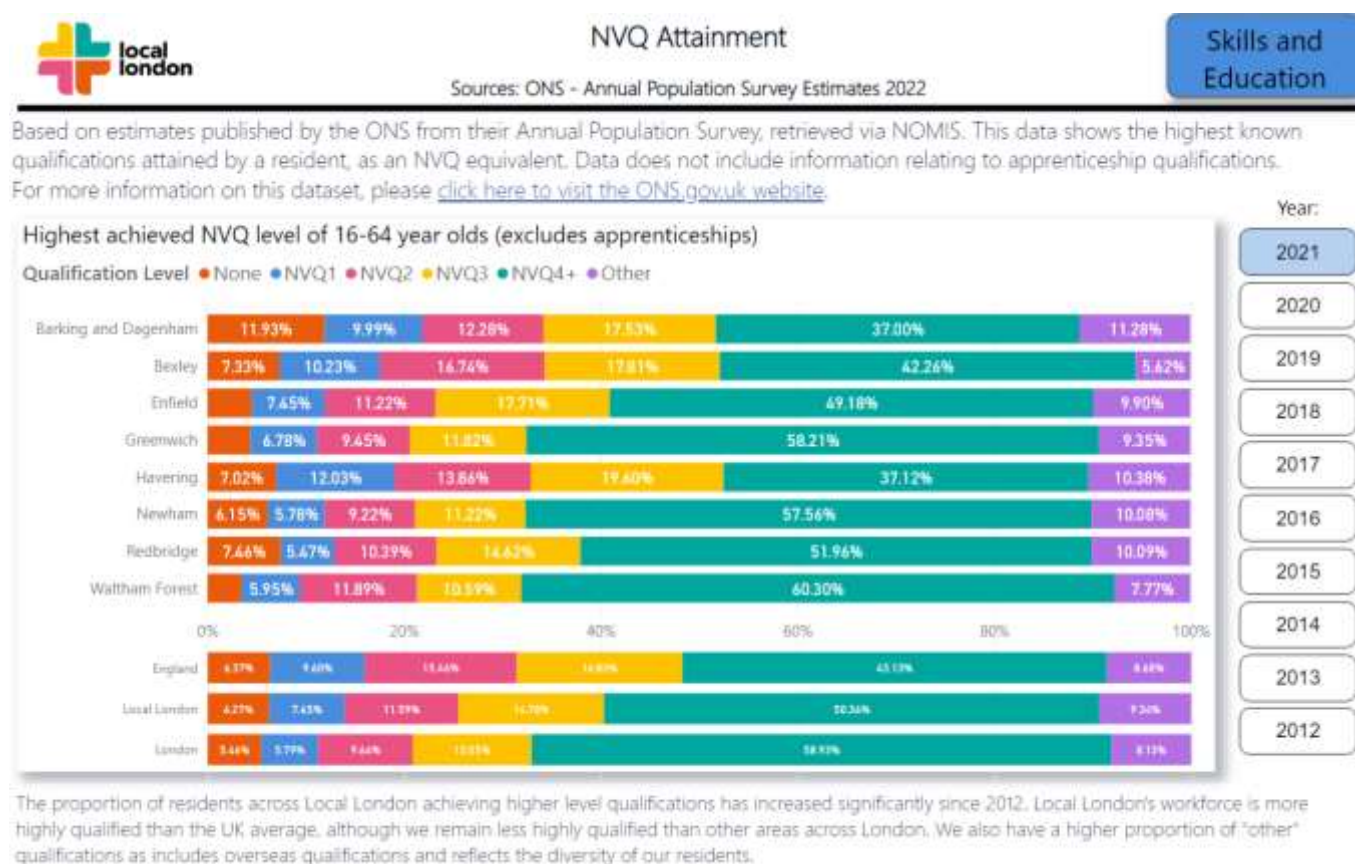
30 Local London Data Warehouse

- Four of our boroughs have the lowest NVQ4+ levels in London (Barking & Dagenham, Havering, Bexley and Enfield), and seven are below the London average.

- Three of our boroughs have the lowest NVQ3+ levels in London and 7 are below the London average.

- Two of our boroughs have the lowest NVQ2+ levels in London and 7 are below the London average.

- Barking and Dagenham also has the highest % in London of people with no qualifications (11.9%), and several of our boroughs also have high levels of people with 'other' qualifications, which are often overseas qualifications).

Broad equivalences for NVQ levels
- NVQ Level 1 equivalent – 3/4 GCSE grades D-G.
- NVQ Level 2 equivalent – 4-5 GCSE grades A*-C.
- NVQ Level 3 equivalent – 2 A Levels.
- NVQ Level 4 equivalent – Higher Education Certificate/BTEC.
- NVQ Level 5 equivalent – Higher Education Diploma/Foundation Degree
- NVQ Level 6 equivalent – Undergraduate Degree/Degree Apprenticeship
- NVQ Level 7 equivalent – Master's Degree/PGCE

Adult (19+) FE Education and Training Aims (enrolments) by Sector Subject

This data is for all Education and Skills Funding Agency (ESFA) directly funded Adult Education 19+ education and training provision, so it includes 19+ delivery by colleges, adult education services and ESFA contracted provision delivered by private sector training and employment support providers. In London, the Adult Education Budget (AEB) is devolved to the Greater London Authority.

The data therefore provides an annual picture of the numbers of adults engaged in adult education, which also includes community learning.

The current data published by DfE is for the part-academic year 2021/22. The previous two academic years were severely impacted by the pandemic, so they are not typical years.

SSA Tier 1 enrolments (aims)	Barking & Dagenham	Bexley	Enfield	Greenwich	Havering	Newham	Redbridge	Waltham Forest	Total LL
Total	6880	3240	10160	6710	4000	18110	7070	9280	65450
Agriculture, Horticulture and Animal Care	20	30	60	30	30	20	20	60	270
Arts, Media and Publishing	80	120	220	220	80	180	160	230	1290
Business, Administration and Law	360	220	550	380	250	860	430	530	3580
Construction, Planning and the Built Environment	220	130	490	220	220	310	250	380	2220
Education and Training	210	60	220	70	130	200	130	100	1120
Engineering and Manufacturing Technologies	150	80	150	110	80	240	100	120	1030
Health, Public Services and Care	710	540	860	890	620	1150	710	800	6280
History, Philosophy and Theology	~	~	~	~		10~		10	10	30
Information and Communication Technology	410	90	790	270	240	1630	400	470	4300
Languages, Literature and Culture	100	80	250	160	100	200	140	170	1200
Leisure, Travel and Tourism	50	30	150	90	70	160	100	150	800
Not Applicable/ Not Known	100	30	110	80	70	140	120	110	760
Preparation for Life and Work	4020	1570	5440	3700	1840	12130	4080	5480	38260
Retail and Commercial Enterprise	310	150	520	270	210	560	230	480	2730
Science and Mathematics	150	110	330	210	60	310	180	170	1520
Social Sciences	10	10	20	10	10	20	10	20	110

It is therefore unrealistic to interpret the actual numbers of part year data, other than to say that it indicates a return to pre-pandemic enrolment numbers. Full year data will be available for 2021/22 towards the end of 2022.

The data in the table in Annex C lists all FE sector subject areas Tier 1 and 2.

Most AEB enrolments are in Preparation for Life and Work, which is generally the case as it includes ESOL, foundation learning, and preparation for work.

Adult Community Education (ACE) formerly known as Community Learning includes a wide range of courses that are delivered via Adult and Community Learning services and Adult Colleges.

The table below from HOLEX research illustrates the way in which community learning supports people from postcodes that are classified as deprived in the Government's Indices of Deprivation, people from black and ethnic communities and women.

In Barking and Dagenham, 60% of learners in Barking & Dagenham in 2018/19 were from deprived postcodes – the highest percentage of any London borough by far. In Newham, 63% of learners were from Black and ethnic minority backgrounds, which reflects the ethnic diversity of the borough, and the success of the adult education service in engaging learners from different communities in the borough.

	Number of Learners	Learners as a % 18-64 Population	Number of Enrolments	% Female	% Over 35	% BAME	% Deprived
London							
Barking and Dagenham	1,390	1.1%	2,360	78%	66%	59%	60%
Barnet	3,560	1.5%	6,990	78%	79%	38%	4%
Bexley	2,010	1.3%	3,470	80%	77%	23%	4%
Brent	2,840	1.3%	5,400	78%	74%	54%	23%
Bromley	3,420	1.7%	6,050	79%	84%	15%	7%
Camden	6,510	3.6%	12,420	77%	78%	42%	21%
City of London	300	5.2%	710	74%	88%	21%	0%
Croydon	2,340	1.0%	3,870	75%	76%	42%	14%
Ealing	2,920	1.3%	5,850	76%	77%	36%	14%
Enfield	2,770	1.3%	5,160	82%	73%	46%	33%
Greenwich	4,370	2.3%	7,500	74%	75%	42%	21%
Hackney	4,540	2.3%	7,480	78%	64%	38%	41%
Hammersmith and Fulham	3,240	2.5%	7,420	77%	78%	33%	17%
Haringey	4,840	2.6%	8,820	78%	74%	35%	29%
Harrow	2,640	1.7%	4,370	78%	78%	56%	1%
Havering	1,650	1.1%	2,580	75%	78%	20%	9%
Hillingdon	2,300	1.2%	3,920	82%	72%	42%	3%
Hounslow	2,260	1.3%	4,320	78%	82%	34%	7%
Islington	4,130	2.3%	7,850	75%	75%	32%	25%
Kensington and Chelsea	2,230	2.2%	4,240	76%	81%	37%	32%
Kingston upon Thames	1,560	1.4%	3,410	79%	81%	23%	1%
Lambeth	6,200	2.6%	10,120	72%	74%	42%	19%
Lewisham	4,150	2.0%	7,700	77%	75%	34%	18%
Merton	2,070	1.6%	4,000	73%	78%	36%	2%
Newham	2,090	0.9%	4,040	79%	66%	63%	26%
Redbridge	3,210	1.7%	5,480	78%	78%	57%	4%
Richmond upon Thames	4,020	3.3%	6,940	76%	86%	12%	1%
Southwark	5,080	2.2%	8,720	74%	70%	38%	20%
Sutton	1,430	1.1%	2,450	83%	73%	31%	8%
Tower Hamlets	4,150	1.8%	8,190	75%	61%	47%	30%
Waltham Forest	3,110	1.7%	5,220	77%	78%	40%	17%
Wandsworth	3,760	1.6%	7,340	77%	76%	36%	5%
Westminster	3,790	2.1%	7,240	76%	78%	46%	22%

Apprenticeship Starts by Sector Subject Area 2021/22

Again, this is part-year data for August-Jan 2021/22 so is not representative of a full academic year. Full year data is not yet available.

Achievement data is not included, as it is a part-year, and the previous 2 years were untypical.

In London, there were 21,280 starts on apprenticeships, and 6,460 of those were in the Local London sub-region (30%). A third of apprenticeship starts in London and Local London were in Business Admin and Law; a quarter were in Health, Public Services and Care in both London and Local London, 11% in ICT in London and Local London.

Sector Subject Areas Tier 1 Starts 2021/22 part year	Barking & Dagenham	Bexley	Enfield	Greenwich	Havering	Newham	Redbridge	Waltham Forest	Local London	London
Total	630	870	760	840	1000	900	750	710	6460	21280
Agriculture, Horticulture and Animal Care	10	10	10	10	10	~	10	~	60	230
Arts, Media and Publishing	~	10	10	~		10	10	10	60	200
Business, Administration and Law	180	270	250	250	340	300	300	210	2100	7270
Construction, Planning and the Built Environment	50	90	50	60	110	40	40	40	480	1370
Education and Training	10	20	40	20	30	20	20	30	190	650
Engineering and Manufacturing Technologies	60	90	60	70	110	100	60	80	630	1980
Health, Public Services and Care	210	210	220	220	220	240	140	170	1630	4960
Information and Communication Technology	60	80	60	100	70	110	110	90	680	2470
Leisure, Travel and Tourism	10	10	10	10	10	10	10	10	80	210
Retail and Commercial Enterprise	50	90	60	80	90	60	60	70	560	1840
Science and Mathematics	~	~	~	~	~	~	~	~	~	30
Social Sciences	~	~	~	~	~	~	~	~	~	80

31 Source ONS

Apprenticeship starts were severely affected by the pandemic, and many employers cancelled current apprenticeships from March 2020 onwards and many did not have an apprenticeship intake in 2020 or 2021, so data for the two previous academic years is untypical.

The duration of most apprenticeships is 18 months+, and higher level apprenticeships can be four years in length. Achievement data for the 21/22 academic year will therefore need to be treated with caution when it is published in late 2022, and realistically Achievement data will not be robust before the end of the 2023/24 academic year.

Key Stage 4 Destinations

The DfE KS4 skills indicator is for sustained education, apprenticeship or employment destinations.

Key Stage 4 destinations data shows the sustained education and employment destinations of young people two terms after they have left Year 11 (age 16). Young people are required to be in an education or training destination until the age of 18, and the data shows that across Local London boroughs in 2020, the majority of young people completing secondary school progressed to a school sixth form, sixth form college, FE college or apprenticeship. Boroughs with sixth form colleges have higher proportions attending SFCs.
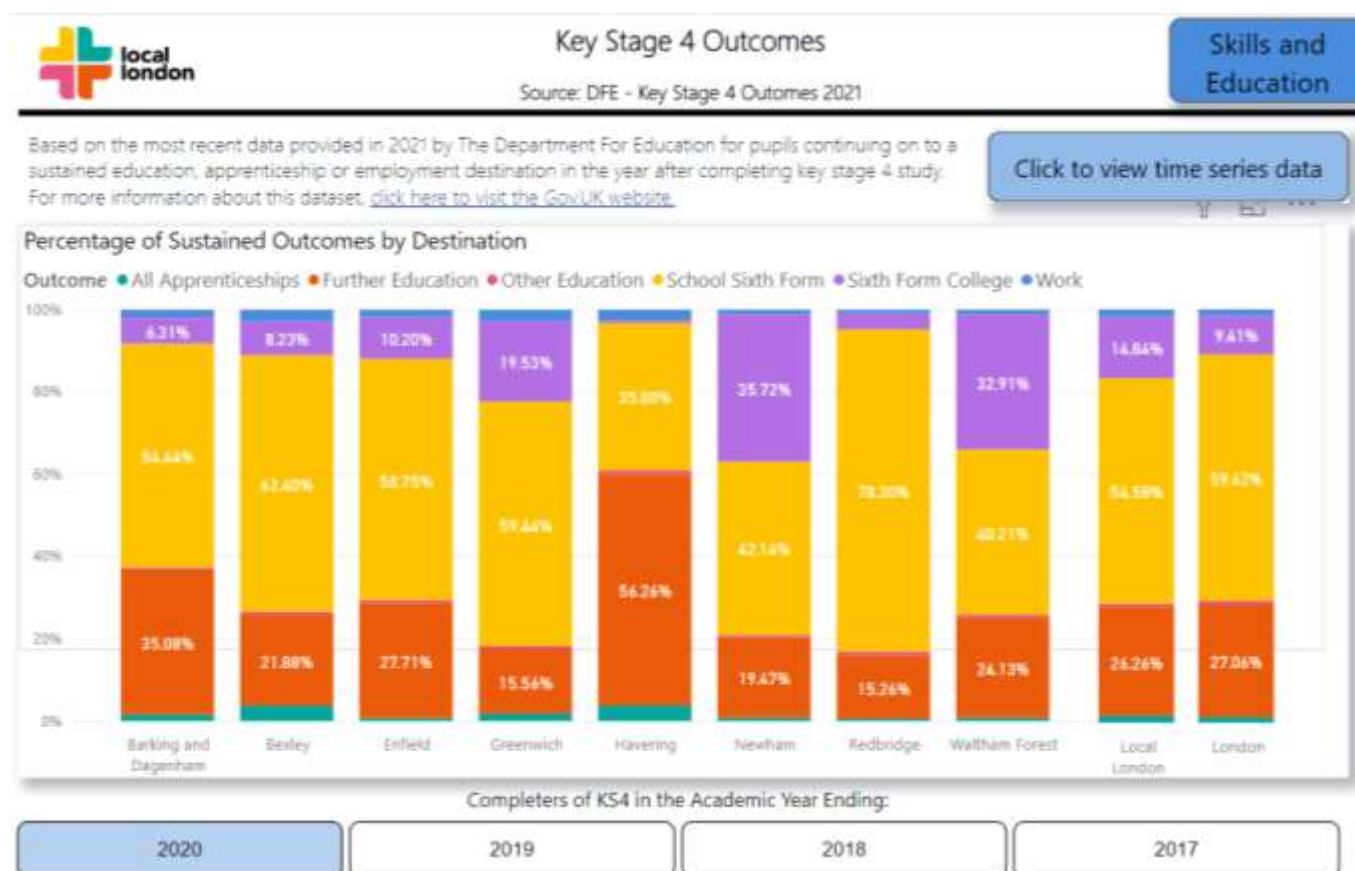
32 Local London Data Warehouse

The Local London averages were similar to London, although Local London had a higher proportion of young people progressing to sixth form colleges, which is unsurprising as there are more sixth form colleges in the sub-region than the London average. Sixth Form colleges in Newham, Waltham Forest and Greenwich account for the higher percentages in those boroughs, and although Havering has a sixth form college, it is now part of Havering College, so the sixth form college and FE college intake are counted as part of the FE college, which accounts for the high percentage progressing to FE in that borough.

Havering and Bexley had the highest proportion of young people progressing to Apprenticeships at age 16, which reflects the resources that both boroughs have deployed to increase apprenticeship take up, and the success of their initiatives.

The DfE skills indicator does not include destinations that are not sustained or not known. The percentages of not known and not sustained have reduced considerably in recent years across London. The Local London average for not known in 2020 was 1.31%, which is lower than the London average of 1.40%. Similarly, the average for destinations not sustained across Local London was 4.13%, and the London average was only slightly lower at 4.00%.

Sustained destinations across Local London are high at 94.56% and only marginally lower than the London average of 94.60 in 2020.

16-18 Destinations
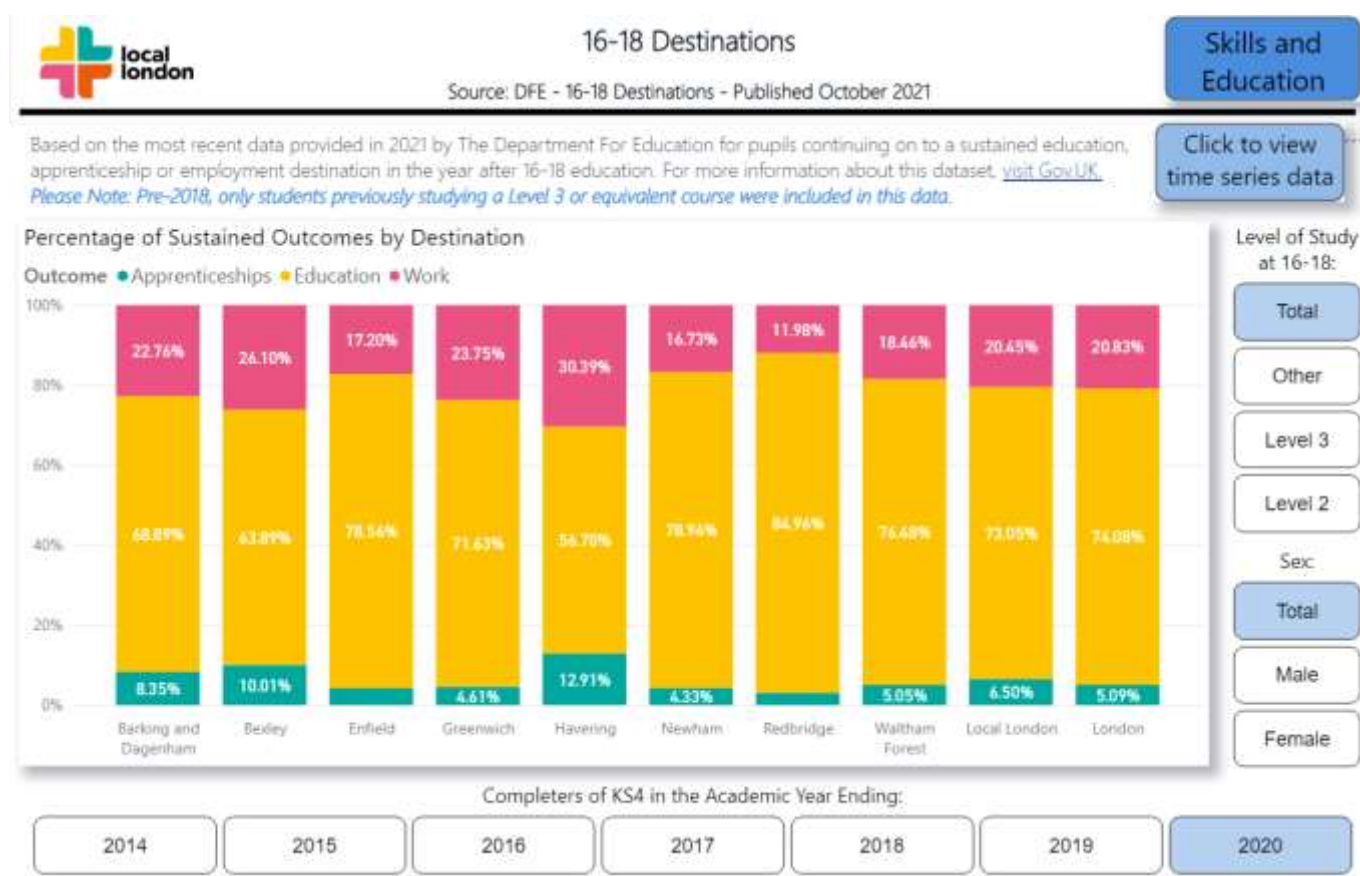
33 Local London Data Warehouse

16-18 sustained destinations are also a core DfE skills indicator. The indicator captures the destination of the young person two terms after completion of 16-18 education. The skills indicator measures education, employment or apprenticeship destinations and does not break down the education destinations into further and higher education.

The 2020 data shows that across Local London, over 73% of 18-year-olds that progressed from 16-18 education continued in education at age 18. 6.5% progressed to Apprenticeships, which is much higher than the London average of 5.09%. The percentage of young people in work at age 18 was similar to the London average of just over 20%.

Redbridge had the highest percentage of young people continuing in education at age 18, which is unsurprising given the high percentage progressing to HE, as detailed in the next section.

Havering and Barking & Dagenham had the highest percentages of young people progressing into work, which is again unsurprising given that the percentages progressing to HE are lower in those boroughs compared to other Local London boroughs, although progression to HE has increased significantly in those boroughs recent years. Havering and Bexley had the highest percentages of 18-year-olds on Apprenticeships, and both boroughs have percentages significantly above the London average, again evidencing the impact of the resources those boroughs have deployed to increase the number of young people entering Apprenticeships at age 16 and 18.

Higher Education

One of the DfE core skills indicators is the number of Higher Education (HE) qualifiers by Higher Education Statistics Agency (HESA) subject area. The most recent published data is for the academic year 2019/20. HE qualifiers includes all students completing their programmes of study by the end of the academic year in question on undergraduate, postgraduate and professional HE programmes.

Published HESA data is available at regional level and institutional level. Institutional level data does not pick up students who studied at London campuses of HE institutions based outside of London.

The data in the chart shows HE qualifiers by subject area in 2019/20 from four HE institutions based in Local London. Two are specialist institutions in CCI and Greenwich and UEL which recruit a significant proportion of HE entrants from Local London.
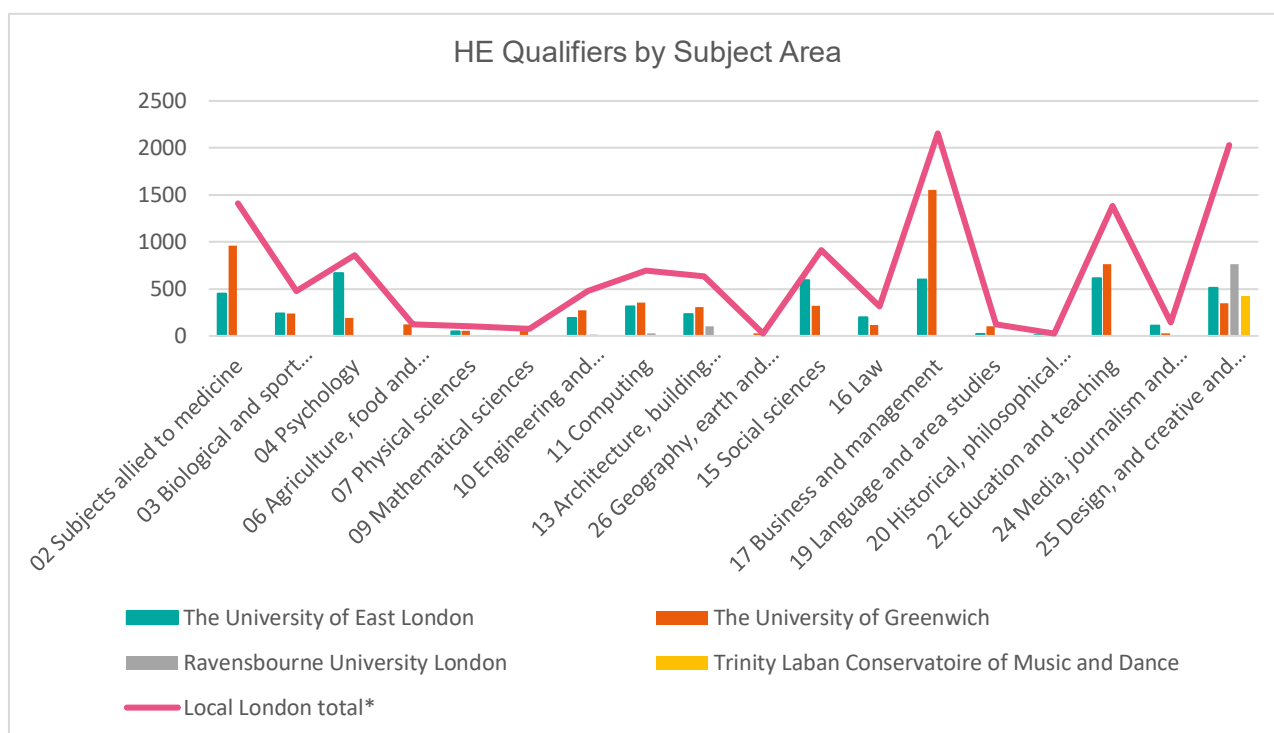
34 Source HESA/ONS

The data shows that the most popular subject areas of qualifiers are the same as the most popular regionally and nationally. Business and Management have the highest number of qualifiers, followed by subjects allied to medicine and education and training. The qualifiers from the two specialist institutions are all in Sector Subject Area 25 (Design and creative).

Universities with campuses in Local London	
University of East London	Newham
University of Greenwich	Greenwich
Ravensbourne University	Greenwich
Trinity Laban	Greenwich
Coventry University, London	Barking & Dagenham and Greenwich
Loughborough University, London	Newham
Staffordshire University Digital Institute, London	Newham
UCL East* fully open Sept 2023	Newham
London College of Fashion * open from Sept 23	Newham
Queen Mary, University of London	Redbridge * Medicine only

35 Universities with campuses in Local London

Most of the HE institutions are based in Newham, with Loughborough London, Staffordshire London, UCL East and London College of Fashion locating in the Queen Elizabeth Olympic Park.

There are two large post-92 universities based in Local London, UEL and Greenwich, and Coventry University London, now has campuses in Barking & Dagenham and Greenwich.

Queen Mary, University of London have opened a small Medicine campus in Redbridge, with plans to increase provision in the future.

Waltham Forest were in discussion with the University of Portsmouth in 2021 to locate a London campus in the borough, but it is as yet unconfirmed.

Progression to Higher Education

Using data from the Higher Education Statistics Agency (HESA), the [London Councils HE report](#) on the progression of young Londoners to Higher Education focuses on young people aged 18-24 whose home addresses are in London. The most recent report available contains data for the academic year 2018/19.
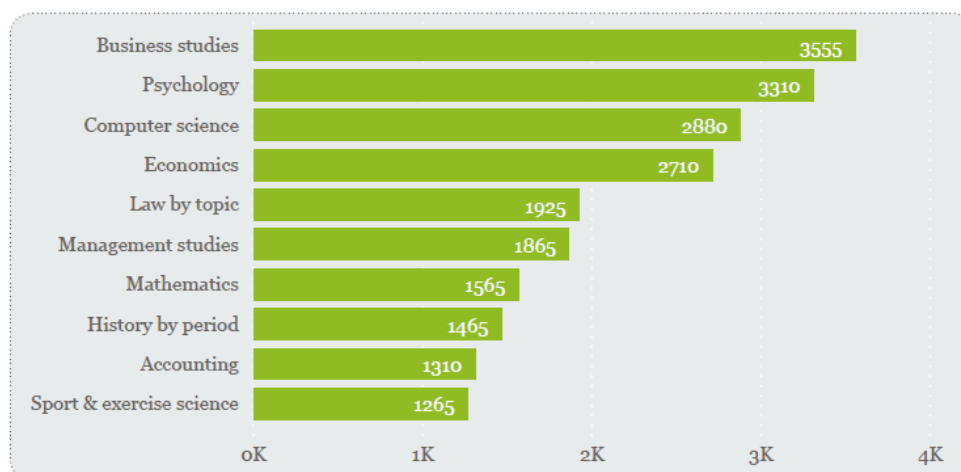
The data provides information on the progression to higher education (HE) of young people in their first year of study at a UK Higher Education Institution (HEI) on a full or part-time, first or undergraduate degree. These students are referred to as young London residents throughout.

The graphic shows the significant differences in percentages of young people progressing to HE from London boroughs, with the highest five-year average percentages in black and the lower percentages in green. In Local London the average varies from 12.34% in Redbridge to 7.96% in Greenwich.
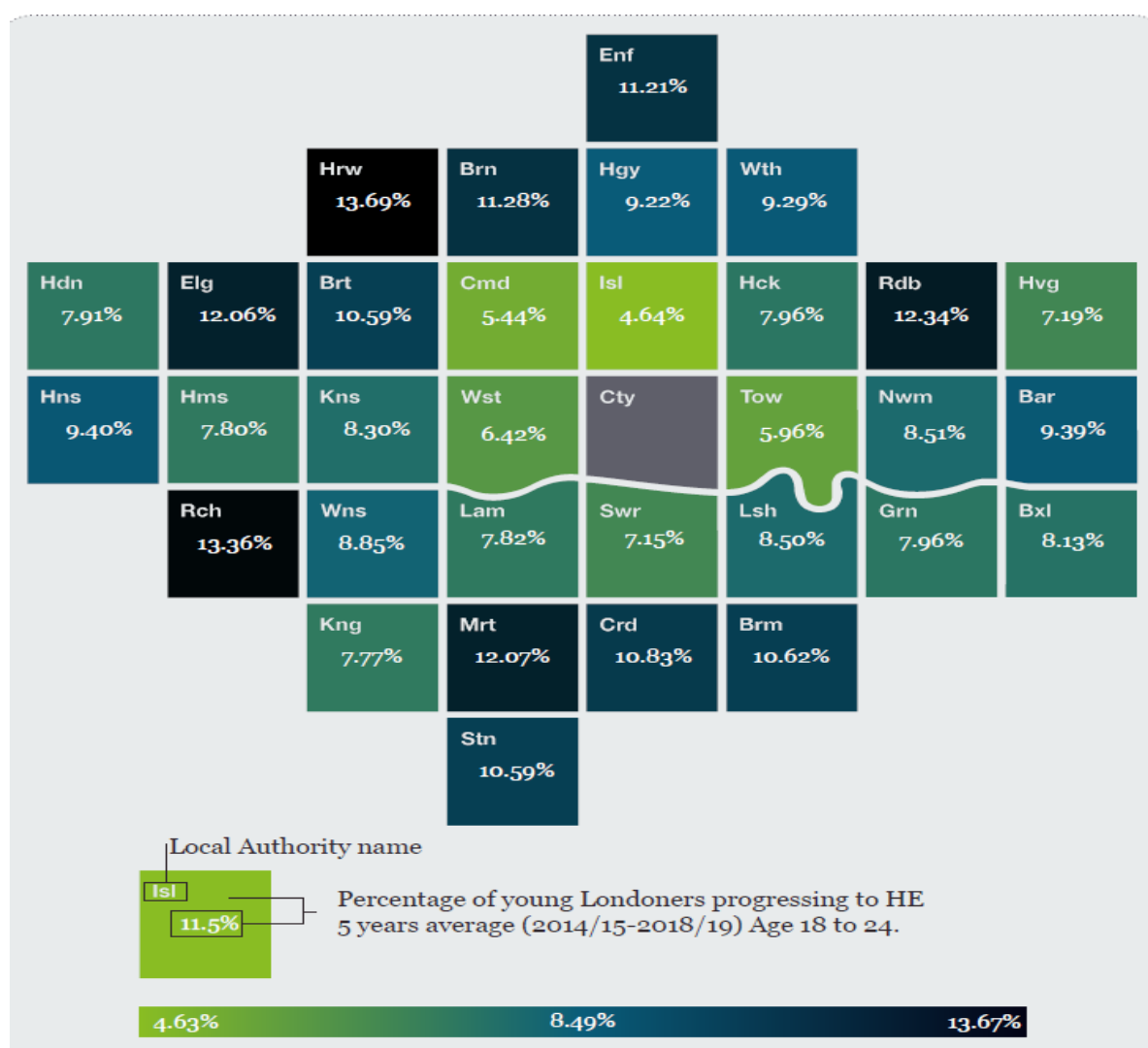
36 Five-year average of young Londoners progressing to HE 2014/15-2018/19. Source: London Councils.

Progression to HE by Subject Area

Subject	Value
Business studies	3555
Psychology	3310
Computer science	2880
Economics	2710
Law by topic	1925
Management studies	1865
Mathematics	1565
History by period	1465
Accounting	1310
Sport & exercise science	1265

37 Source London Councils

The graph above on Progression to HE by Subject Area and Progression to HE by Institution (Highest Number) below from the London Councils report show that the most popular subjects are the same for Londoners as nationally. The HE institutions recruiting the largest number of young Londoners are primarily post-92 modern universities, which tend to have the largest number of places available compared to smaller intakes at Russell Group institutions. Young people who are resident in London also progress primarily to London-based HE institutions, where over 40 of the 140+ institutions in England are based.

Progression to HE by Institution (Highest Number)

Institution	Number
The University of Westminster	2485
Queen Mary University of London	2470
Middlesex University	2435
The University of Greenwich	2225
Brunel University London	2090
Kingston University	2065
City, University of London	1990
London South Bank University	1990
University of Hertfordshire	1930
The University of East London	1800
King's College London	1700
The University of Kent	1480
Roehampton University	1430
Coventry University	1420
University of Nottingham	1350
University College London	1285
London Metropolitan University	1145
The University of Essex	1120
The University of Warwick	1065
Goldsmiths College	1055

38 Source London Councils

The data measures students whose main residence (not term time address) is in London.

Progression to particular institutions is also determined by the number of undergraduate places available at each institution. Post-92 universities including Westminster, Middlesex, Greenwich, Kingston, South Bank, Herts, East London and Kent have the largest numbers of places available across a wide range of subjects.

Graduate Destinations

The DLHE is an annual survey carried out by HE institutions six months after completion of study, which aims to measure employment and study destinations of students. It averages a 70%+ response rate, but it is a survey rather than validated data.
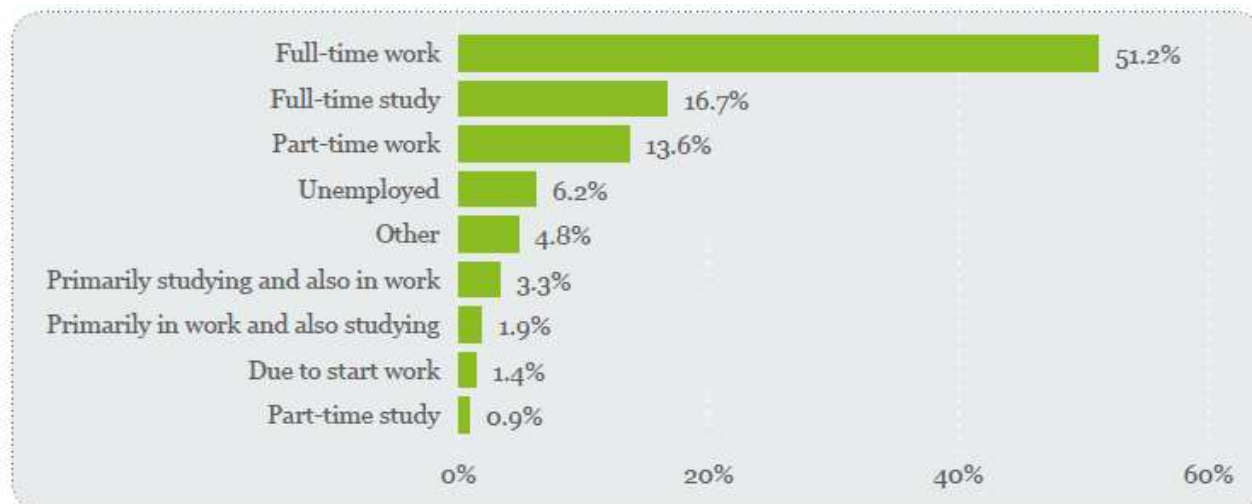
39 Graduate destinations of young Londoners by destination type Source: London Councils

Overall analysis of the 2016/17 DLHE outcomes survey reported in the London Councils research found that 51.2%% of young London domiciled leavers from full-time HE courses were employed in full-time paid work with a further 13.6% working on a part-time basis. 6.2% were unemployed at the time of the survey.
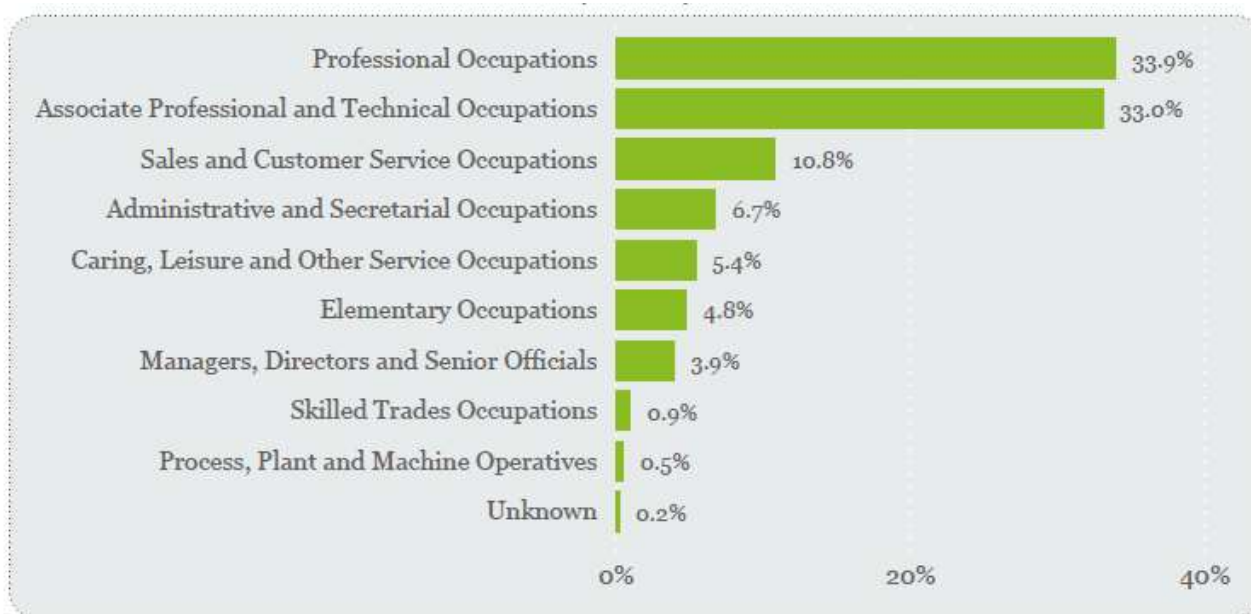
40 Graduate destinations of young Londoners by occupation Source London Councils

Region of Residence of HE Graduates After 1, 3 and 5 Years

Just under 68% were employed in graduate-level occupations (professional, associate professional, managers) six months after completing their studies.

LEO data is not currently available at borough or sub-regional level, as it is measuring the region of residence of HE graduates. LEO data is survey data, and the numbers responding to the survey after 3 and 5 years are very small, which reduces the reliability of the data.

London level graphics and data from the London Local Skills Report 2022 have therefore been used in this report. The data from 2017/18 is a reasonable representation of the likely residence of Local London graduates at that time.

The survey data shows that 65% of respondents that graduated from HEIs in London were resident in London five years late in 2017/18. The majority of respondents would be aged 26-27 at the time of the survey.

Current region of residence of graduates from HEIs in London, 2017/18

■ 1 year after graduation ■ 3 years after graduation ■ 5 years after graduation

Region	1 year	3 years	5 years
Wales	1%	1%	0%
Northern Ireland	0%	0%	0%
Scotland	0%	0%	0%
South West	3%	3%	3%
South East	14%	14%	15%
London	65%	64%	65%
East of England	8%	8%	8%
West Midlands	2%	2%	2%
East Midlands	2%	2%	2%
Yorkshire and the Humber	1%	1%	1%
North West	2%	2%	2%
North East	0%	0%	0%

% of matched graduates from local institutions
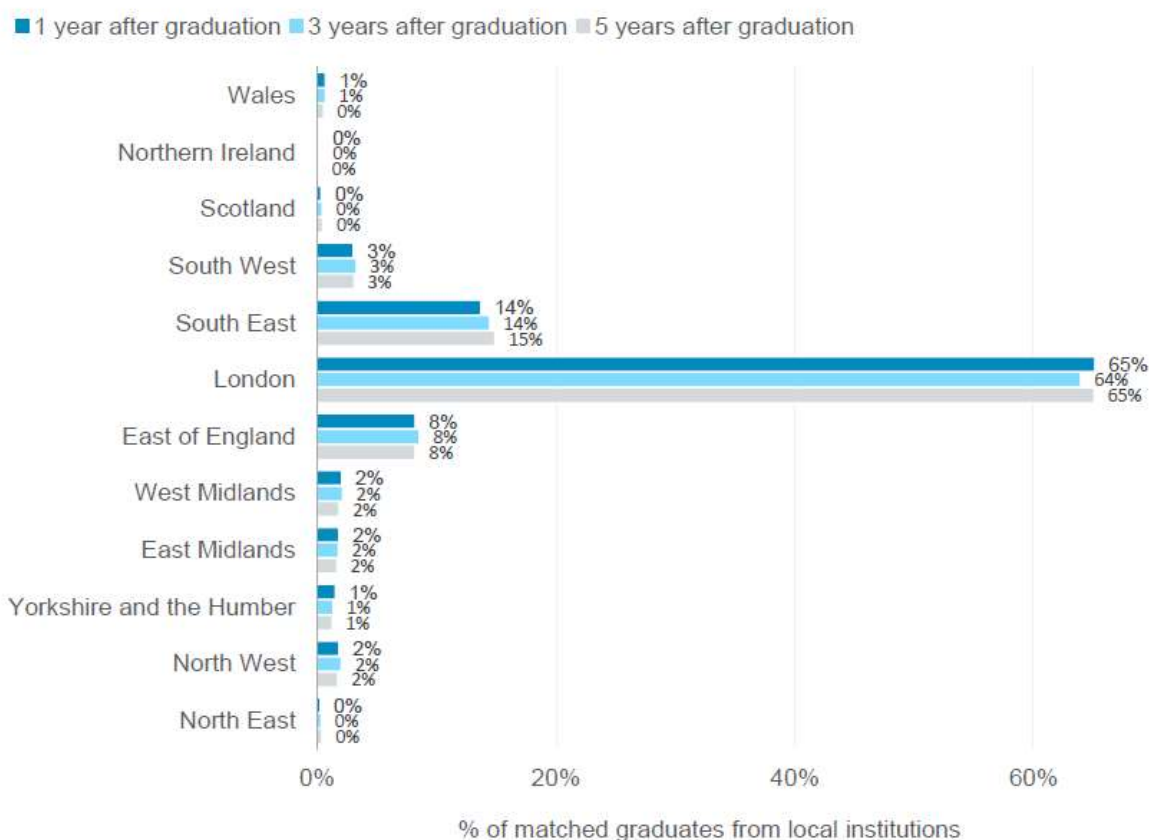
Source: Graduate Outcomes in 2017/18, DfE, (published 2020), 2020 SAP boundaries

41 Reproduced from London Skills Report 2022

Outcomes for Adult FE Learners: Employment/Sustained Learning/Any Learning

The most recent, reliable data for this indicator is from the academic year 2018/19. It measures all adult learners in terms of positive sustained outcomes following the completion of a course of study from 16-18, or 19+, including higher education. Within that percentage, it also measures those with employment outcomes and learning outcomes.
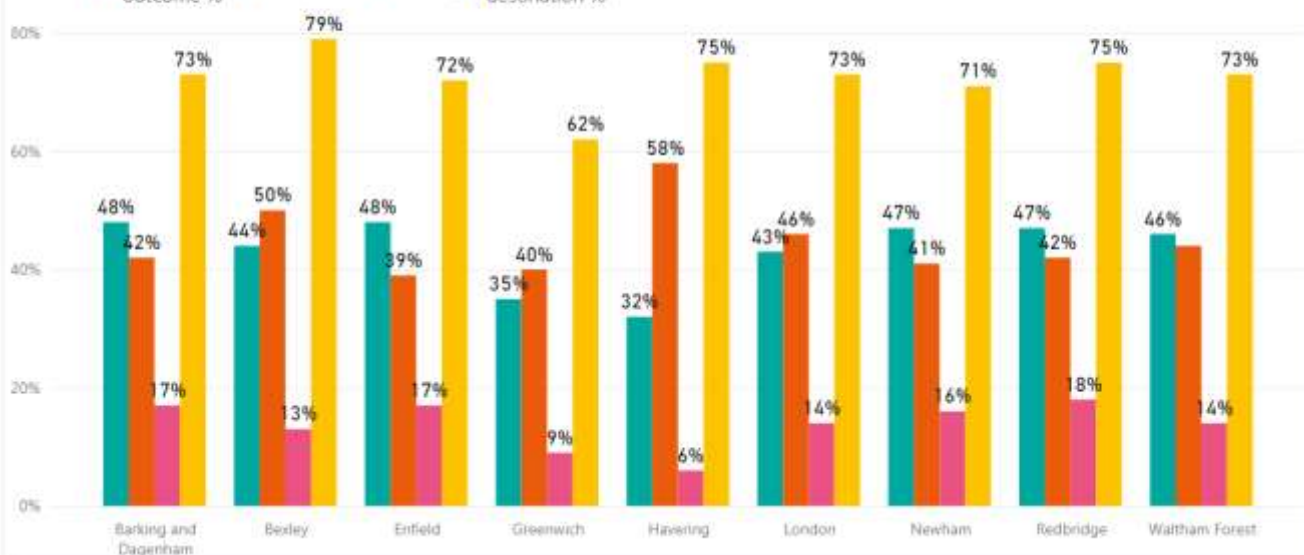

Sustained positive destinations for adult learners across Local London boroughs ranged from 71%-79% in 2018/19, with the London average at 73%.

Employment outcomes average between 41-50% across Local London boroughs, with the London average at 46%.

Adult learner journeys are not always linear, and learners may take breaks in learning and progress to further learning at a later point, so the data only provides a snapshot of learners progressing directly to employment or further learning.

Outcomes for Apprenticeships by Level: % Employment/Sustained Learning/Any Learning

This DfE indicator for outcomes of apprenticeships by level by local authority is not yet available for the 2021/22 academic year (August 2021 – July 2022), only part-year data is available up to Jan 2022.

When full year data is available in late 2022, it will be included in Local London data. Data for the previous two academic years is not typical, as both years included lockdowns when a significant number of apprenticeships were terminated by employers.

Data from the London Local Skills Report 2022, showing data for 2018/19 is included to provide an indication of pre-pandemic outcomes in London.

Apprenticeship destinations in 2018/19 - London LEP

■ Sustained employment ■ Sustained learning ■ Any learning
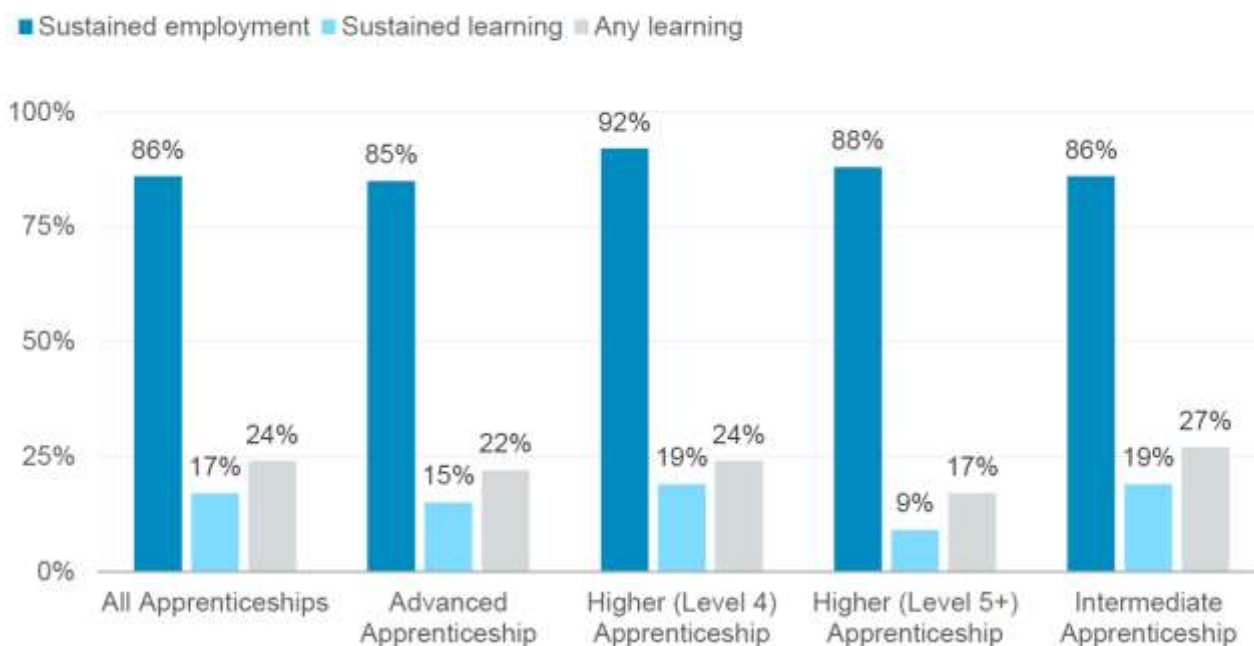
42 Reproduced from the London Skills Report 2022

Employer Provided Training over the Last 12 Months

This DfE indicator is also difficult to measure for Local London at present. The data is only available at LEP (London) level, so we have used data at regional level from the employer skills report 2019 as published in the London Local Skills Report 2022.

Employers providing training over past 12 months, 2019
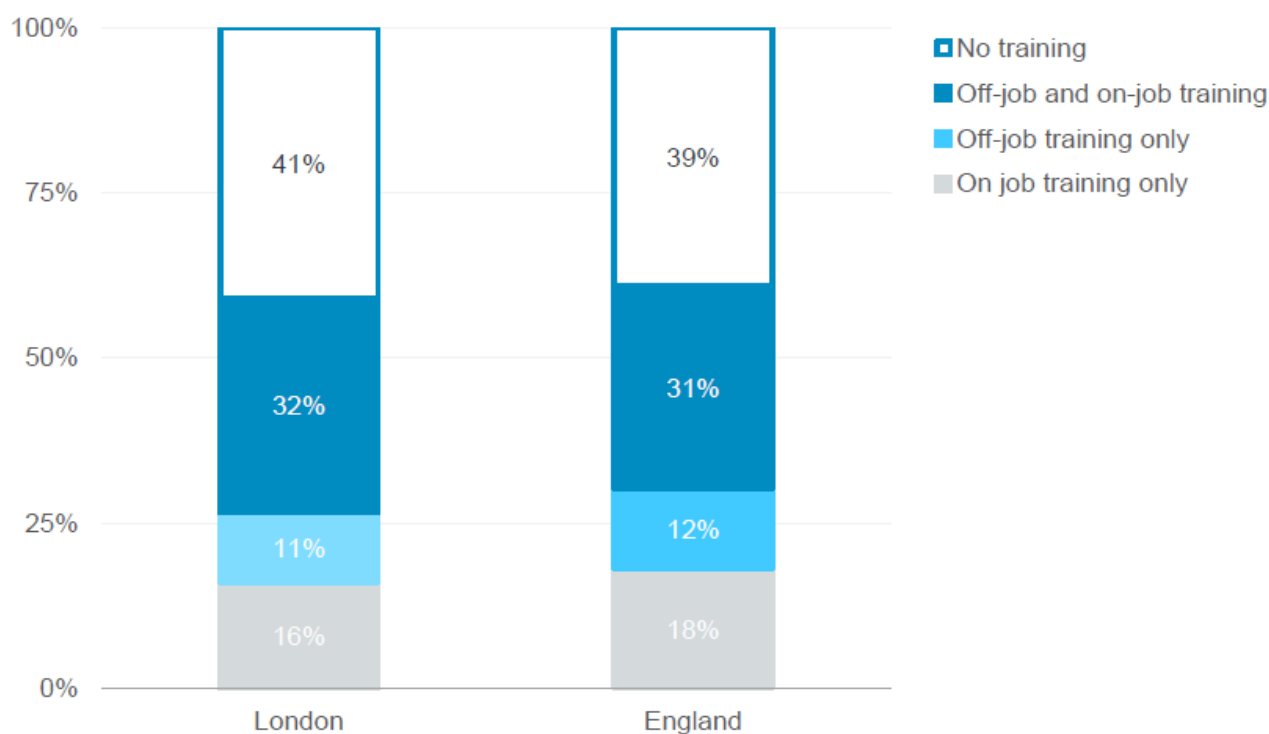
Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

43 Reproduced from the London Skills Report 2022

Local London residents work in local boroughs, but a significant proportion work in the central activity zone in the city and central London, so this data would be reflective of employer provided training for Local London residents.

In 2019, 41% of London employers responding to the national employer skills survey had not offered any training to their staff in the previous 12 months. The survey reported that most employers cited lack of funding as the primary reason for not being able to offer training to employees.

When the Local London and London LSIP establishes employer surveys, current data should be available at sub-regional level.

Skills Demand

Total Vacancies Over Time

This DfE skills indicator does not prescribe which data source is used, and DfE suggest that data is sourced for local areas from appropriate sources. The GLA use EMSI to source job vacancy data, and Local London also uses EMSI.

- -•- Unique Postings
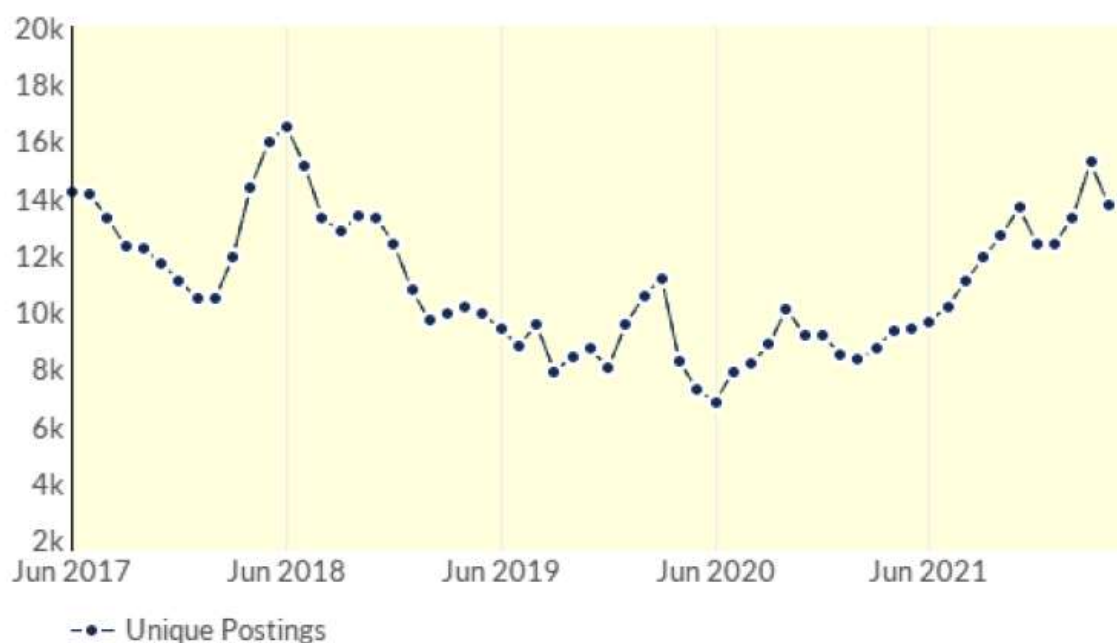
44 EMSI job posting data from June 2017 – June 2022

Job vacancies have fluctuated considerably over the last five years. They peaked in mid-2018, and then began to fall steadily until late 2019. An increase in early 2020 was followed by a significant drop in spring 2020 through to June 2020 due to the impact of the pandemic on employment. Vacancies started to increase after June 2020, with fluctuations during that year due to the on-going impact of the pandemic. Vacancies began to rise fairly steadily in 2021, and in May 2022 there were 13,980 vacancies advertised compared to 9,664 in June 2021.

# Top Occupations (Highest Proportion of Vacancies)

Occupation	Unique Postings from Dec 2021 - Feb 2022	% Change (Dec 2021 - Feb 2022)	Median Hourly Wages	Median Annual Wages	Annual Median Advertised Salary	Salary Observations Count
Health Professionals	2,706	(9%)	£24.85	£42,834	£42,176	1,913
Teaching and Educational Professionals	2,634	23%	£26.36	£39,406	£39,104	1,630
Caring Personal Service Occupations	2,489	9%	£11.47	£17,683	£22,848	1,210
Business and Public Service Associate Professionals	1,505	22%	£20.43	£40,181	£34,496	909
Administrative Occupations	1,467	(4%)	£14.88	£26,167	£25,024	927
Corporate Managers and Directors	1,290	18%	£28.33	£56,026	£44,480	792
Business, Media and Public Service Professionals	1,266	33%	£25.61	£49,274	£44,992	836
Elementary Administration and Service Occupations	1,252	(8%)	£10.05	£15,230	£21,824	762
Science, Research, Engineering and Technology Professionals	1,172	8%	£24.81	£49,505	£41,664	625
Sales Occupations	852	2%	£10.83	£15,433	£26,048	419
Science, Engineering and Technology Associate Professionals	794	19%	£16.07	£31,793	£31,168	469
Transport and Mobile Machine Drivers and Operatives	741	(6%)	£14.06	£31,064	£28,992	500
Health and Social Care Associate Professionals	711	(10%)	£15.64	£27,303	£32,980	486
Other Managers and Proprietors	584	16%	£16.44	£33,655	£44,224	362
Skilled Metal, Electrical and Electronic Trades	559	53%	£16.58	£33,685	£34,944	361
Customer Service Occupations	487	3%	£13.28	£25,261	£26,560	280
Secretarial and Related Occupations	358	8%	£13.25	£23,540	£24,000	191
Textiles, Printing and Other Skilled Trades	289	(9%)	£10.38	£20,109	£25,024	132
Leisure, Travel and Related Personal Service Occupations	283	2%	£11.23	£18,839	£21,824	150
Culture, Media and Sports Occupations	277	10%	£15.39	£28,233	£31,104	124
Skilled Construction and Building Trades	262	20%	£13.97	£32,520	£38,080	178
Process, Plant and Machine Operatives	259	5%	£12.66	£25,751	£32,384	187

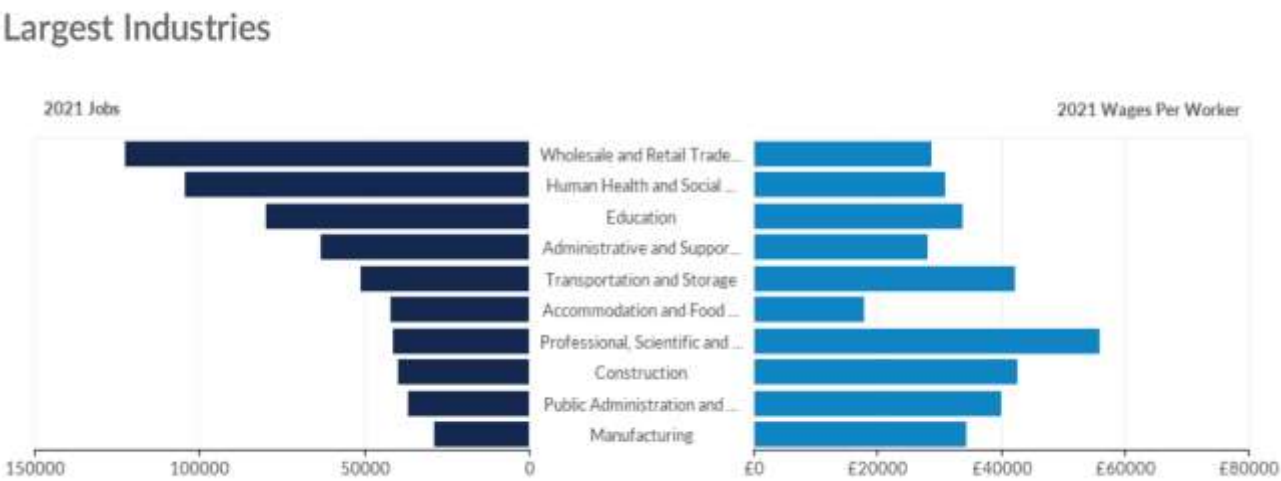45 Source EMSI/Lightcast 2022

Sectors by Forecast Growth

Fastest Growing Industries 2017-2021
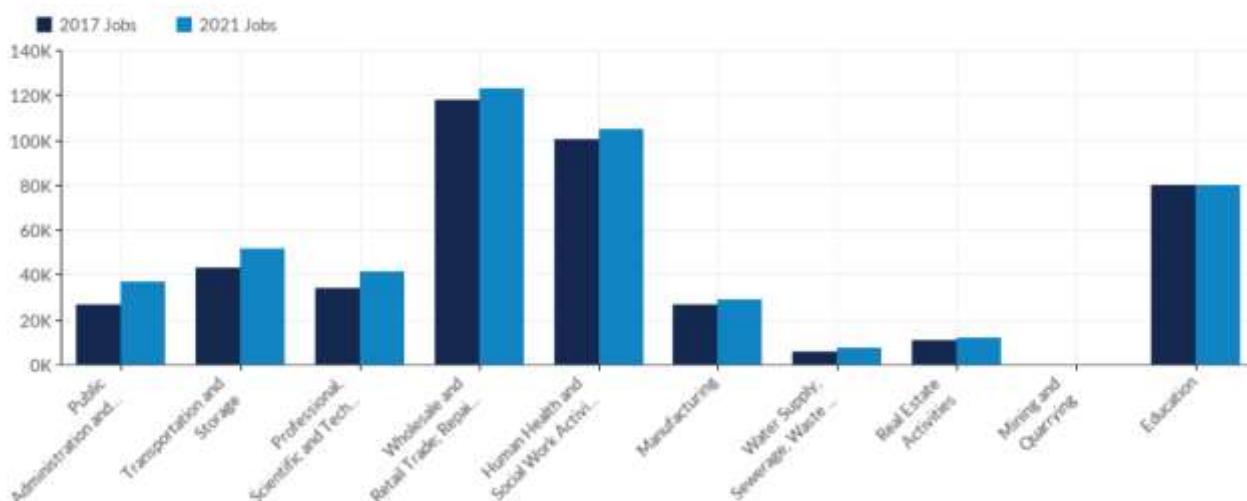
46 Source EMSI/Lightcast 2022

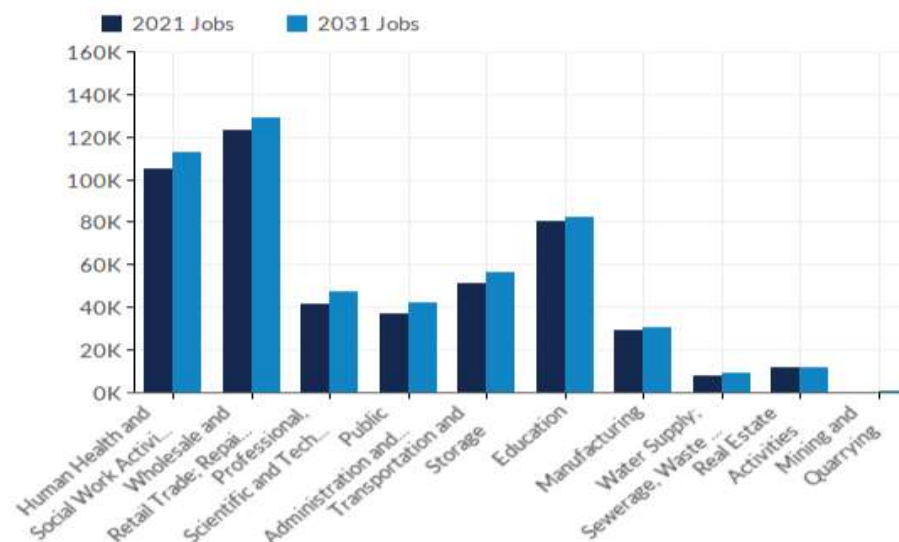## Largest Industries in 2021

Largest Industries

47 Source EMSI/Lightcast 2022

## Fastest Growing Industries 2021-2031

Fastest Growing Industries

Industry	2021 Jobs	2031 Jobs	Change in Jobs (2021-2031)	% Change	2021 Wages Per Worke
▦ Human Health and Social Work Activities	104,780	112,634	7,854	7%	£30,977
▦ Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	122,802	128,680	5,878	5%	£28,718
▦ Professional, Scientific and Technical Activities	41,634	47,203	5,569	13%	£55,991
▦ Public Administration and Defence; Compulsory Social Security	36,892	42,322	5,430	15%	£40,030
▦ Transportation and Storage	51,380	56,556	5,176	10%	£42,350
▦ Education	80,003	82,432	2,429	3%	£33,938
▦ Manufacturing	29,073	30,641	1,568	5%	£34,507
▦ Water Supply; Sewerage, Waste Management and Remediation Activities	7,513	8,910	1,397	19%	£28,852
▦ Real Estate Activities	11,804	11,904	100	1%	£48,085
▦ Mining and Quarrying	244	328	84	34%	£36,472

Slowest Growing Industries 2021-2031

Slowest Growing Industries
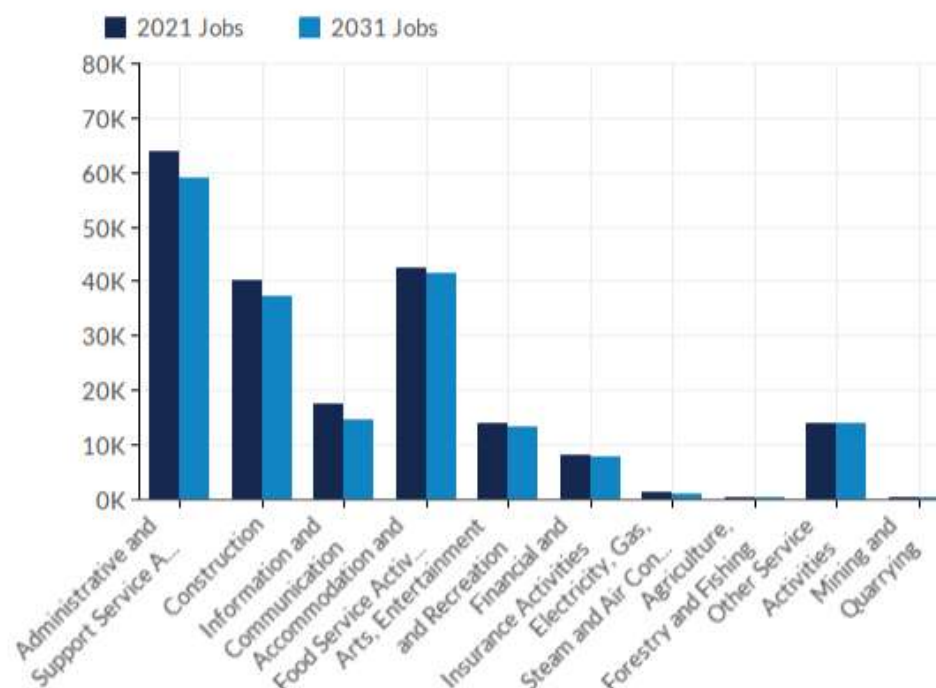
49 Source EMSI/Lightcast 2022

Industry	2021 Jobs	2031 Jobs	Change in Jobs (2021-2031)	% Change	202 Wages Pe Worke
Administrative and Support Service Activities	63,659	58,957	-4,702	-7%	£28,30·
Construction	40,155	37,268	-2,887	-7%	£42,81(
Information and Communication	17,348	14,580	-2,768	-16%	£55,21(
Accommodation and Food Service Activities	42,398	41,529	-869	-2%	£17,85;
Arts, Entertainment and Recreation	13,955	13,392	-563	-4%	£26,57(
Financial and Insurance Activities	8,179	7,915	-264	-3%	£103,18(
Electricity, Gas, Steam and Air Conditioning Supply	1,247	1,128	-119	-10%	£60,70·
Agriculture, Forestry and Fishing	219	233	14	6%	£20,46;
Other Service Activities	13,997	14,061	64	0%	£27,02(
Mining and Quarrying	244	328	84	34%	£36,47;

50 Source EMSI/Lightcast 2022

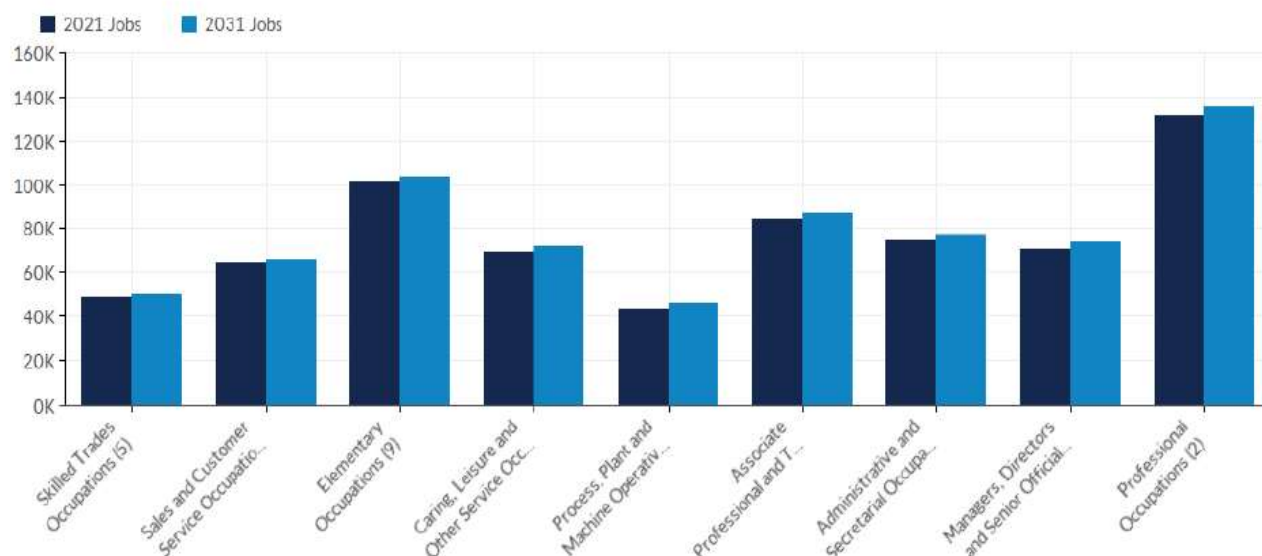## Fastest Forecast Growth by Occupation 2021-2031
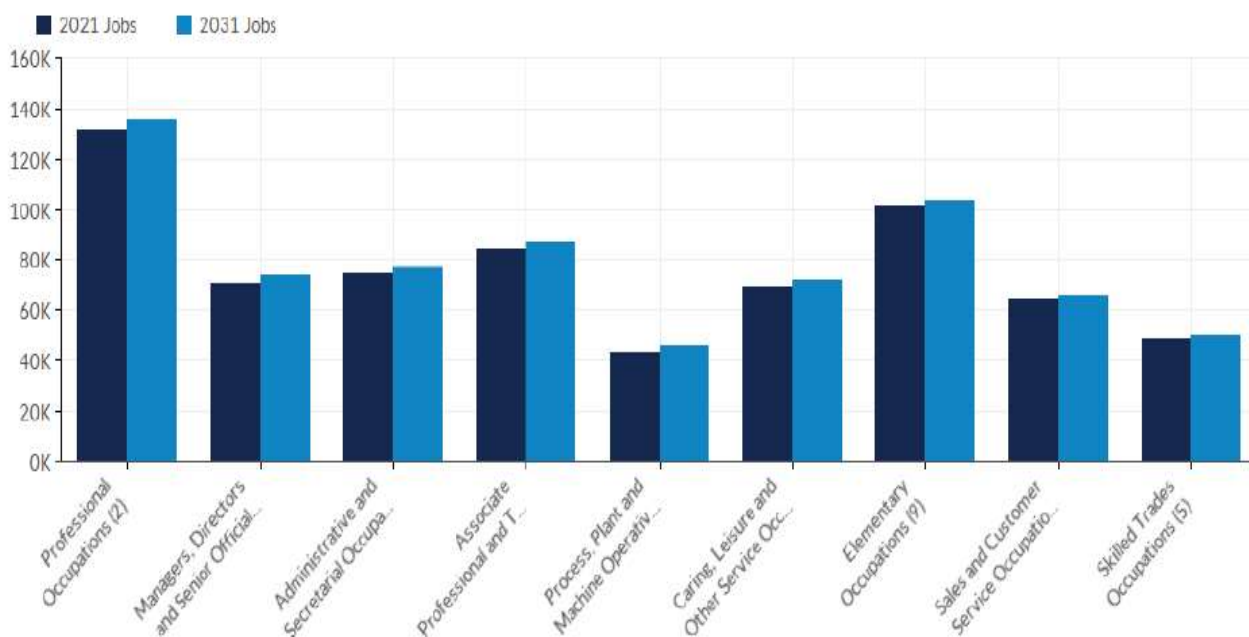
51 Source EMSI/Lightcast 2022

Occupation	2021 Jobs	2031 Jobs	Change in Jobs (2021-2031)	% Change	2021 Median Hourly Wages
Professional Occupations	131,229	135,526	4,297	3%	£25.49
Managers, Directors and Senior Officials	70,541	73,792	3,251	5%	£25.06
Administrative and Secretarial Occupations	74,256	77,238	2,982	4%	£14.49
Associate Professional and Technical Occupations	84,087	86,957	2,870	3%	£19.05
Process, Plant and Machine Operatives	43,142	45,778	2,636	6%	£13.67
Caring, Leisure and Other Service Occupations	69,567	72,165	2,598	4%	£11.42
Elementary Occupations	101,319	103,461	2,142	2%	£10.03
Sales and Customer Service Occupations	64,310	66,132	1,822	3%	£11.33
Skilled Trades Occupations	48,829	49,625	796	2%	£13.57

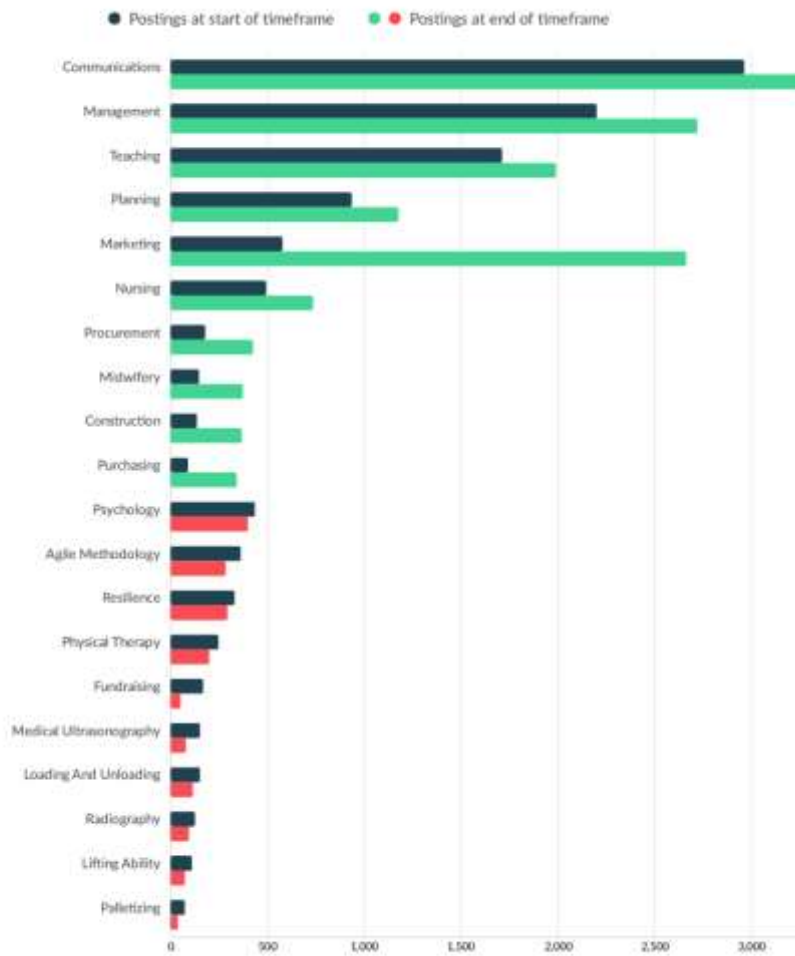52 Source EMSI/Lightcast 2022

Comparison of Fastest and Slowest Forecast Growth by Occupation 2021-2031

Occupation	2021 Jobs	2031 Jobs	Change in Jobs (2021-2031)	% Change	2021 Median Hourly Wages
Skilled Trades Occupations	48,829	49,625	796	2%	£13.57
Sales and Customer Service Occupations	64,310	66,132	1,822	3%	£11.33
Elementary Occupations	101,319	103,461	2,142	2%	£10.03
Caring, Leisure and Other Service Occupations	69,567	72,165	2,598	4%	£11.42
Process, Plant and Machine Operatives	43,142	45,778	2,636	6%	£13.67
Associate Professional and Technical Occupations	84,087	86,957	2,870	3%	£19.05
Administrative and Secretarial Occupations	74,256	77,238	2,982	4%	£14.49
Managers, Directors and Senior Officials	70,541	73,792	3,251	5%	£25.06
Professional Occupations	131,229	135,526	4,297	3%	£25.49

53 Source EMSI/Lightcast 2022

Employer Reported Skills that will need Developing

54 Source EMSI/Lightcast 2022

Skill	Postings in Dec 2021	Postings in Feb 2022	Percent Change %
Communications	2,963	3,284	+11%
Management	2,202	2,720	+24%
Marketing	576	2,662	+362%
Teaching	1,715	1,992	+16%
Customer Service	1,764	1,767	+0%
Planning	935	1,178	+26%
Leadership	974	1,090	+12%
Sales	756	944	+25%
Cloudflare	765	920	+20%
Detail Oriented	606	752	+24%
Nursing	494	738	+49%
Mental Health	677	700	+3%
Enthusiasm	598	666	+11%
Numeracy	592	628	+6%
Literacy	589	587	0%
Auditing	459	568	+24%
Operations	416	555	+33%
Innovation	510	527	+3%
Research	465	520	+12%
Self-Motivation	434	493	+14%

55 Source EMSI/Lightcast 2022

Mapping Demand and Supply

Proficiency of workers (% not fully proficient staff and employers with under-utilised staff)

	Proportion of staff not fully proficient	Proportion of establishments with any under-utilised staff
London	3.6%	36%
England	4.6%	34%

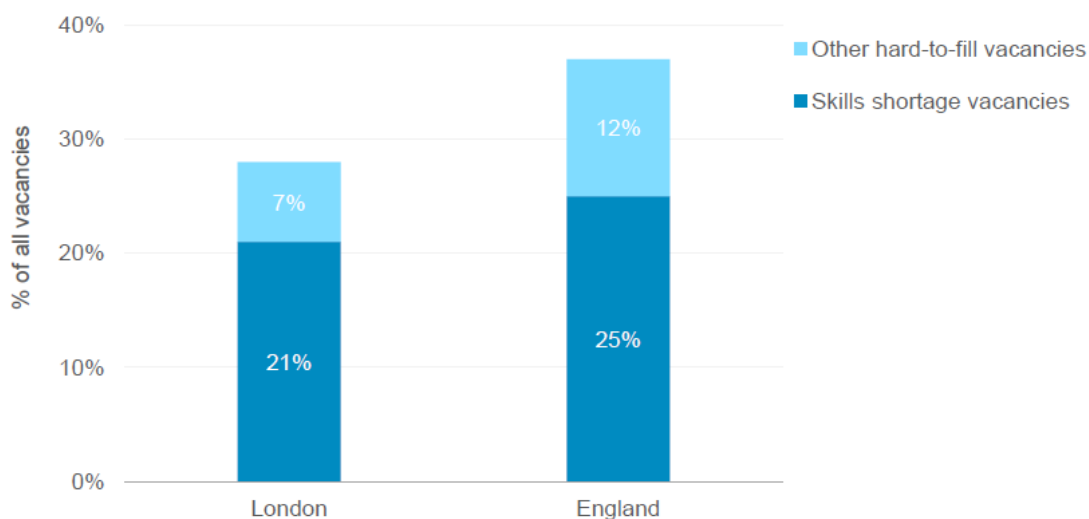Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

56 Reproduced from the London Skills Report 2022

The data from the employer skill survey 2019 is only available at London level. The data and graphic that is published in the London Local Skills Report 2022 is replicated above.

The position is likely to have changed in London and across Local London considerably since this survey was conducted, due to both the impact of Brexit on the composition of the workforce, and the impacts of the pandemic on employment and employer skills requirements, which in many cases have accelerated automation or outsourcing, and more rapid change in sectors.

Summary of Vacancies (% Skills Shortage Vacancies and % Hard to Fill Vacancies)

Proportion of all vacancies that are hard-to-fill due to skills shortages or other reasons, 2019

Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries
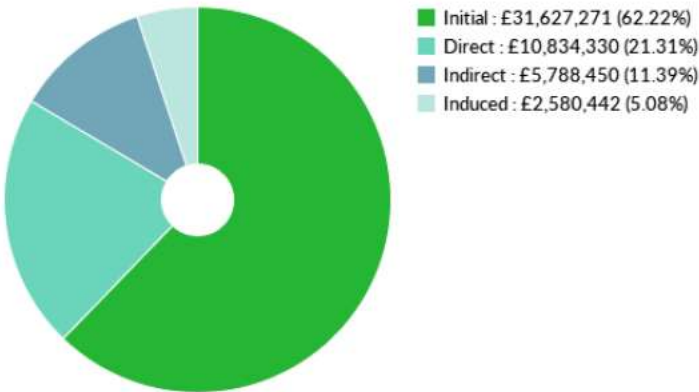
36

57 Reproduced from the London Skills Report 2022

The London Skills Report 2022 reports that the incidence of skills shortage vacancies often reflects a lack of workplace skills rather than mismatches in qualification levels – a lack of specialist skills or knowledge is the main cause of skills-shortage vacancies in London.

Annex B - Additional Data and Information

Effect on wages from adding 500 jobs to Construction of Residential and Non-residential Buildings

£31.6m	£10.8m	£5.8m	£2.6m
Initial	Direct	Indirect	Induced
1.00 Multiplier	0.34 Multiplier	0.18 Multiplier	0.08 Multiplier

- Initial : £31,627,271 (62.22%)
- Direct : £10,834,330 (21.31%)
- Indirect : £5,788,450 (11.39%)
- Induced : £2,580,442 (5.08%)

58 EMSI/Lightcast (2022)

Further Education and Skills Sector Subject Areas (Source: Ofqual)	
1 - Health, Public Services and Care	**9 - Arts, Media and Publishing**
1.1 - Medicine and dentistry	9.1 - Performing arts
1.2 - Nursing, and subjects and vocations allied to medicine	9.2 - Crafts, creative arts and design
1.3 - Health and social care	9.3 - Media and communication
1.4 - Public services	9.4 - Publishing and information services
1.5 - Child development and well being	
	10 - History, Philosophy and Theology
2 - Science and Mathematics	10.1 - History
2.1 - Science	10.2 - Archaeology and archaeological sciences
2.2 - Mathematics and statistics	10.3 - Philosophy
	10.4 - Theology and religious studies
3 - Agriculture, Horticulture and Animal Care	
3.1 - Agriculture	**11 - Social Sciences**
3.2 - Horticulture and forestry	11.1 - Geography
3.3 - Animal care and veterinary science	11.2 - Sociology and social policy
3.4 - Environmental conservation	11.3 - Politics
	11.4 - Economics
4 - Engineering and Manufacturing Technologies	11.5 - Anthropology
4.1 - Engineering	
4.2 - Manufacturing technologies	**12 - Languages, Literature and Culture**
4.3 - Transportation operations and maintenance	12.1 - Languages, literature and culture of the British Isles

	12.2 - Other languages, literature and culture
5 - **Construction, Planning and the Built Environment**	12.3 - Linguistics
5.1 - Architecture	
5.2 - Building and construction	13 - **Education and Training**
5.3 - Urban, rural and regional planning	13.1 - Teaching and lecturing
	13.2 - Direct learning support
6 - **Information and Communication Technology (ICT)**	
6.1 ICT practitioners	14 - **Preparation for Life and Work**
6.2 ICT for users	14.1 - Foundations for learning and life
	14.2 - Preparation for work
7- **Retail and Commercial Enterprise**	
7.1 Retailing and wholesaling	15 - **Business, Administration, Finance and Law**
7.2 Warehousing and distribution	15.1 - Accounting and finance
7.3 Service enterprises	15.2 - Administration
7.4 Hospitality and catering	15.3 - Business management
	15.4 - Marketing and sales
8 - **Leisure, Travel and Tourism**	15.5 - Law and legal services
8.1 Sport, leisure and recreation	
8.2 Travel and tourism	

Post-16 Skills and Education Act (2022)

There are several important measures introduced by the Act.

These include:

Prioritising local needs and local people

A legal requirement on colleges and other providers to work with employers to develop skills plans*, so that the training on offer meets the needs of local areas, and people no longer have to leave their hometowns to find great jobs.

Supporting flexible study options

Supporting the transformation of the current student loans system so from 2025 learners can access a flexible loan for higher-level education and training at university or college, which they can use at any point in their lives.

Boosting the quality of education and training on offer

Introduction of new powers to intervene when colleges are failing to deliver good outcomes for the communities they serve.

Broadening careers advice for pupils

Ensuring that all pupils meet providers of technical education so that they understand the wide range of career routes and training available to them, such as apprenticeships, T-Levels or traineeships, not just the traditional academic options.

Prioritise green skills

Prioritising green skills to help the training on offer across the country meet the needs of the growing green economy and helps gets more people into jobs.

*Through Local Skills Improvement Plans. In London, this will be led by an ERB (employer representative body) at London regional level, with a pan-London Skills Improvement Plan for London and four sub-regional Skills Improvement Plans consistent with the four sub-regional partnership geographies. DfE will announce the lead ERB by September 2022, and plans are expected to be signed off by DfE and in place by summer 2023.

Source: DfE

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