

# Employment and Skills:

## East Sussex evidence base

August 2016



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## About this report

This report provides an overview of some of the key statistics relating to employment and skills in East Sussex. All figures are correct as of August 2016. Further statistics and analysis can be found at:

<http://www.eastsussexinfigures.org.uk/>.

In depth analysis of each priority industry sector is also available at this location.

## Technical notes

Much of the data used in this report is survey data. Many results will have significant confidence intervals, and all survey results should be treated with caution. For example, a result of 50% with a confidence interval of +/- 3% means that we can be 95% certain that the true value will fall between 47% and 53%. If the result was 100 with a confidence interval of +/- 3% we could be 95% certain the true value would fall between 97 and 103. This is important to bear in mind when looking at small fluctuations between years, or differences between results. Data with confidence intervals over 3% will be noted in the report.

The latest Standard Industry Classification (SIC 2007) and Standard Occupation Classification (SOC 2010) have been used wherever possible. A list of the 5 digit SIC codes that make up each priority growth sector can be found in the individual skills sector reports available on East Sussex in Figures (ESiF).

# East Sussex skills and employment: Key figures 2015

## 315,336

working age people in the county<sup>1</sup>

### 25,035

Local  
Business  
Units<sup>2</sup>

### 21,500

micro business  
units  
(0-9 employees)

85.9%  
of businesses

### 3,005

small business  
units  
(10-49 employees)

12.0%  
of businesses

### 485

medium sized  
business units  
(50-249  
employees)

1.9%  
of businesses

### 40

large business  
units  
(250+ employees)

0.2%  
of businesses

### 10,500

unemployed  
people  
actively  
seeking work<sup>3</sup>

3.3%  
of working age  
population

### 4,300

people claiming  
JSA or universal  
credit<sup>4</sup>

1.4%  
of working age  
population

### 1,020

claimants  
age 16-24

2.0%  
of people age 16-24

### 2,190

claimants  
age 25-49

1.4%  
of people age 25-49

### 1,090

claimants  
age 50-64

1.0%  
of people age 50-64

### 96,700

qualified to  
at least level 4  
(Degree)<sup>5</sup>

31.2%  
of working age  
population

### 166,400

qualified to  
at least level 3  
(A Levels)

53.7%  
of working age  
population

### 218,000

qualified to  
at least level 2  
(GCSE grade A\*-C)

70.3%  
of working age  
population

### 262,400

qualified to  
at least level 1  
(GCSE grade D-G)

84.7%  
of working age  
population

### 27,100

people have no  
qualifications

8.8%  
of working age  
population

Note: Qualification data is based on survey results with confidence intervals ranging from 1.8% to 3.2% and therefore should be treated as an indication only

Note: Working age refers to people age 16-64

<sup>1</sup>Source: ONS mid year population estimates 2015

<sup>2</sup>Source: ONS/Inter Departmental Business Register (IDBR) 2015

<sup>3</sup>Note: A Local business unit is an individual site or workplace that may be part of a larger organisation (eg a workshop, factory or shop)

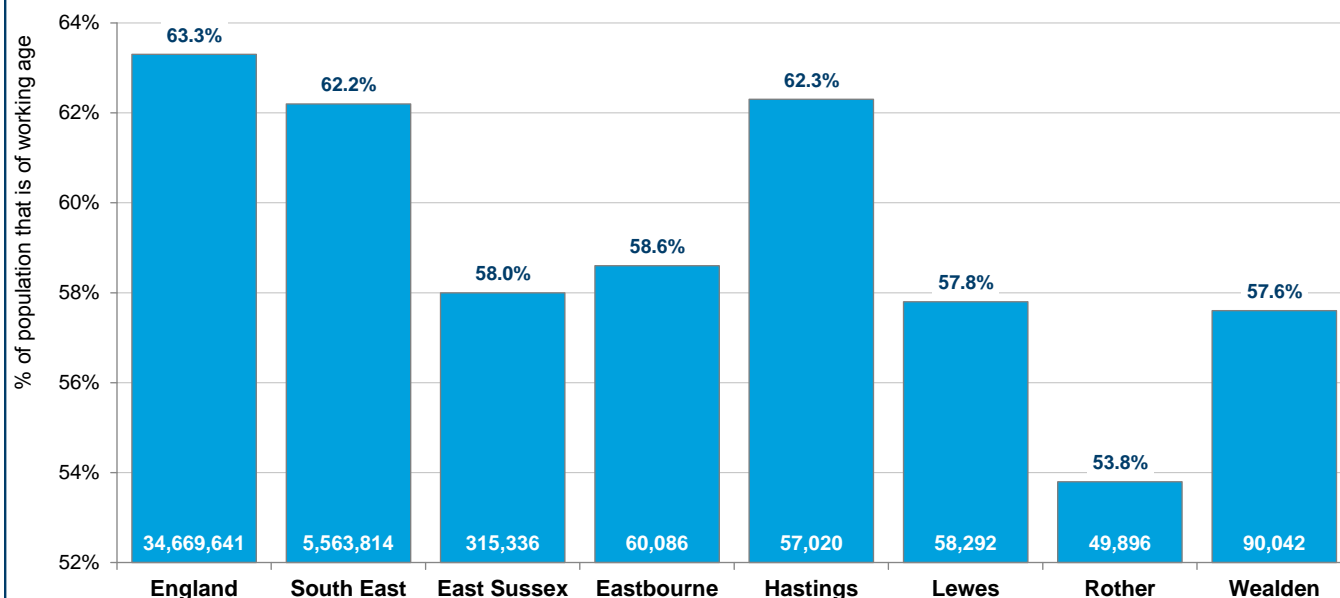
<sup>4</sup>Source: ONS (Model-based estimates from Annual Population Survey (APS) data combined with Claimant Count data) Jan-Dec 2015 (confidence +/-3,600)

<sup>5</sup>Source: ESIF, Claimant Count including JSA and Universal Credit by age, 2014-2016 - districts (Dec 2015)

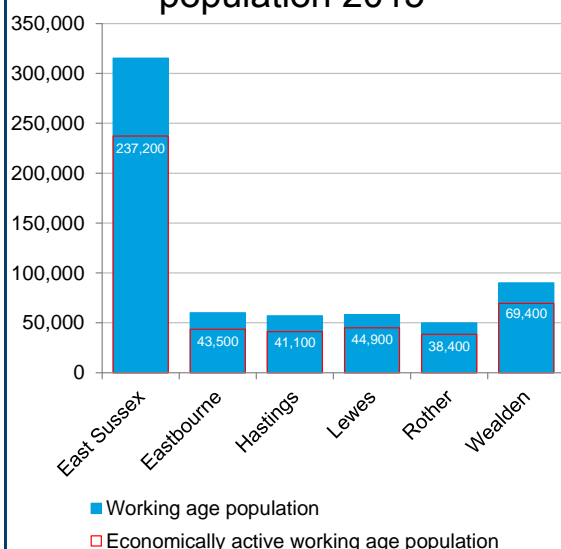
<sup>6</sup>Source: ONS/NOMIS December 2015 (survey data, confidence intervals apply)

## Workforce demographic

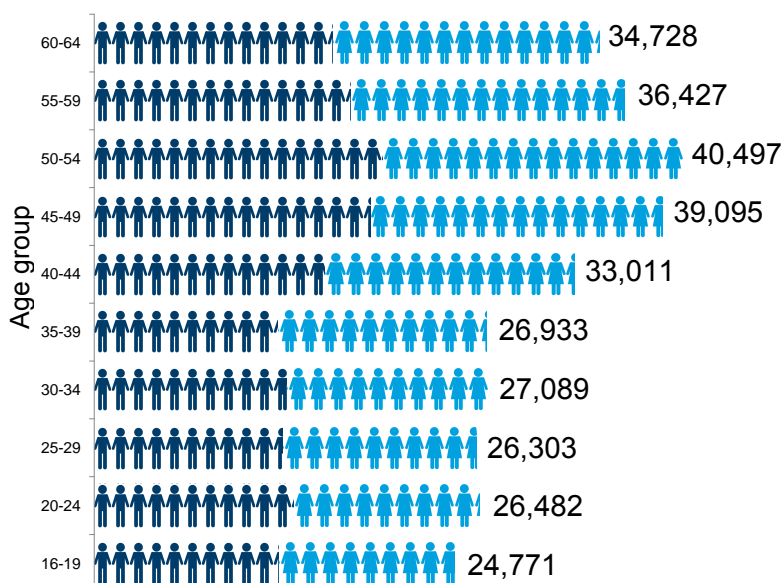
Working age population (age 16-64) 2015<sup>1</sup>



Economically active working age population 2015<sup>2</sup>



East Sussex working age population 2015<sup>1</sup>



Urban rural divide of East Sussex working age population 2011<sup>3</sup>



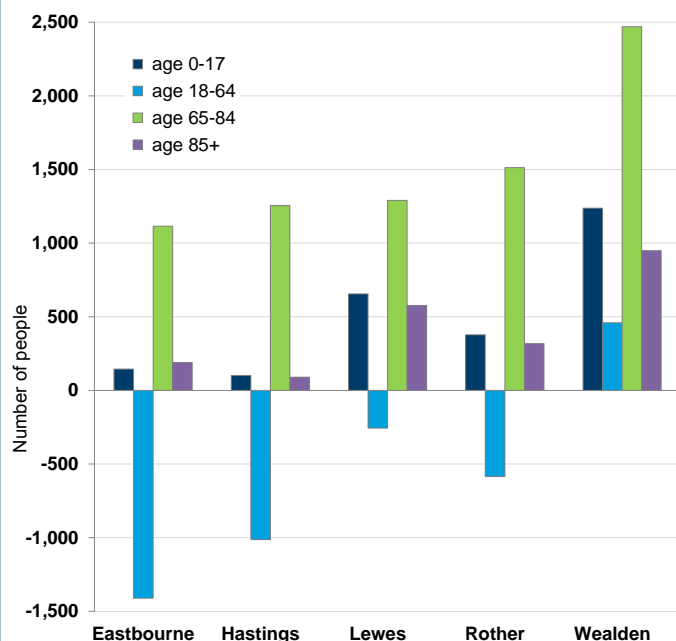
Note: working age refers to people age 16-64

<sup>1</sup>Source: ONS mid year population estimates 2015

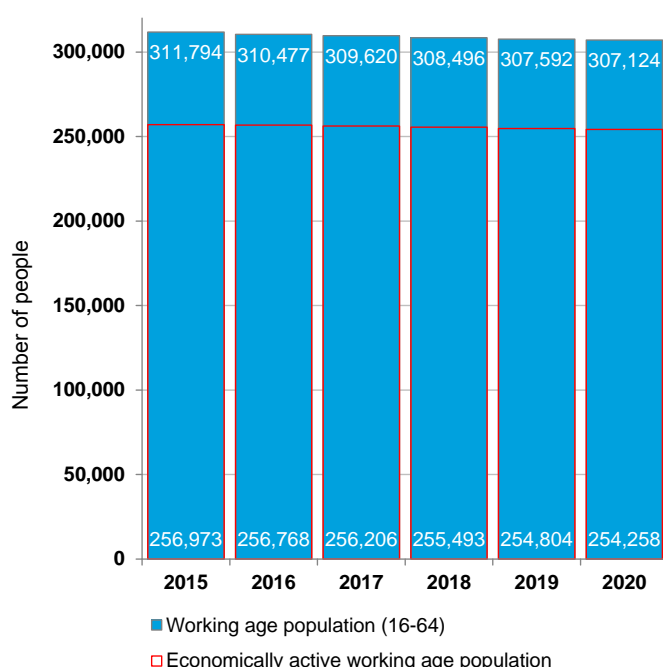
<sup>2</sup>Source: The Annual Population Survey Jan—Dec 2015 (confidence intervals apply)

<sup>3</sup>Source: Rural-Urban Classification of Local Authority Districts and other higher level geographies, Department for Environment, Food & Rural Affairs, 2011 (based on census data)

## Projected district population change by 2020<sup>1</sup>



## Economically active working age population projections<sup>1</sup>



## Workforce demographic

- There is estimated to be 315,336 people of working age (16-64) living in East Sussex
- 58.0% of the population is of working age, compared to 63.3% nationally and 62.2% in the South East
- East Sussex has an aging population, with 24.9% of its population over the age of 65, compared to 17.7% nationally, and 18.8% in the South East
- This age disparity is projected to grow, with a projected 0.9% decrease in the working age population by 2020, and an increase of 6.6% in people age 65-84<sup>1</sup>
- There is projected to be an increase of 9.6% in people age 85+ by 2020
- There are estimated to be 242,656 households in the county, projected to rise by 3.3% to 250,661 by 2020<sup>5</sup>
- 49.0% of the working age population are men, 51.0% women
- 50.2% of workers are men and 49.8% are women<sup>2</sup>
- This is a smaller gender gap in workers than England where 53.2% of workers are men
- Population density in the county ranges from 3,065 people per sq. km in Hastings to 181 people per sq. km in Rother<sup>4</sup>
- At the time of the last census, just over a quarter of the working age population (25.5%) lived in rural areas<sup>3</sup>

Source unless otherwise stated: ONS mid year population estimates 2015

<sup>1</sup>Source: ESCC dwelling-led population projections, January 2016

<sup>2</sup>Source: Annual Population Survey workplace analysis; Jan—Dec 2015 (confidence intervals apply)

<sup>3</sup>Source: Rural-Urban Classification of Local Authority Districts and other higher level geographies, Department for Environment, Food & Rural Affairs, 2011 (based on census data)

<sup>4</sup>Source: ONS, Mid-2014 Population Density for Lower Layer Super Output Areas in England and Wales

<sup>5</sup>Source: ESCC Household projections (dwelling-led), January 2016

# Unemployment

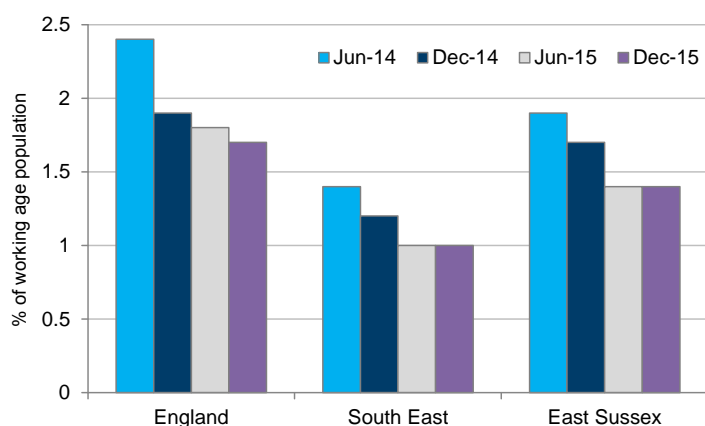
## Current unemployment 2015

- In 2015 there were 10,500 unemployed people actively seeking work in East Sussex<sup>1</sup>
- In December 2015 there were 4,300 working age people claiming JSA and Universal Credit<sup>2</sup>
- This claimant count equates to 1.4% of the working age population, compared to 1.7% nationally and 1.0% in the South East
- The highest count is in Hastings with 1,445 claimants, a rate of 2.5%
- The claimant rate for 16-24 year olds in East Sussex is 2.0%, only slightly higher than England at 1.9%, though much higher than the South East at 1.1%
- However, young people aged 16-24 represent a far higher proportion of those claiming JSA or Universal Credit, 45% compared to 37% in the South East and 38% nationally
- Long term unemployment levels are relatively high, with 28.4% of JSA claimants having been in receipt of JSA for more than 1 year, compared to 21.6% in the South East and 27.4% nationally<sup>3</sup>
- 12.4% of JSA claimants in Eastbourne have been claiming for more than 3 years, which is a higher proportion than any other district in the county and also higher than the South East at 8.1% and England at 11.7%
- 53.4% of JSA and Universal Credit claimants in East Sussex are looking for jobs in Sales and Customer Services Occupations, 14.4% are looking for jobs in elementary occupations (e.g. construction work, farm work, factory work etc.) and 9.3% are looking for Managerial or Senior Official roles<sup>4</sup>

### Claimant rate for JSA and Universal Credit

June 2014 — December 2015

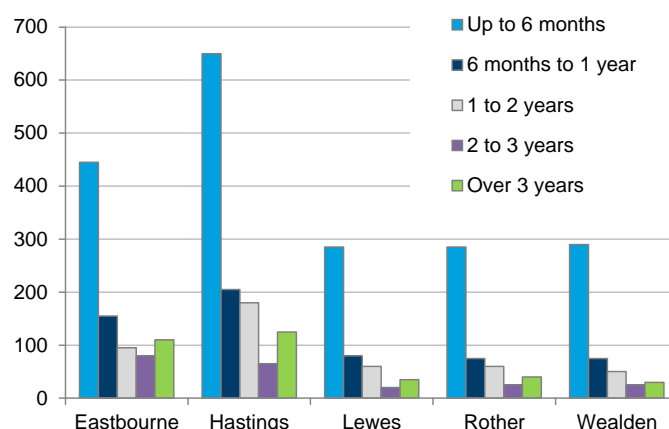
(16-64)<sup>2</sup>



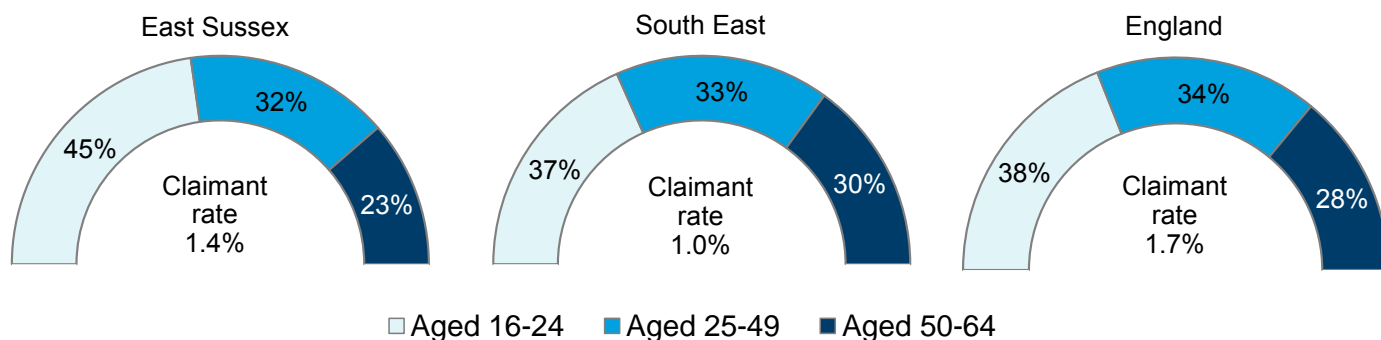
### JSA Claimant count by duration

2015

(16-64)<sup>3</sup>



### Claimant rate for JSA and Universal Credit by age 2015 (16-64)<sup>2</sup>



**Note:** Claimant rate is the number of claimants resident in an area, expressed as a percentage of the working age population (age 16-64) resident in that area

<sup>1</sup>Source: ONS (Model-based estimates from Annual Population Survey (APS) data combined with Claimant Count data) Jan-Dec 2015

<sup>2</sup>Source: ESIF, Claimant Count including JSA and Universal Credit by age, 2014-2016 - districts (figures taken in December of year shown unless otherwise stated)

<sup>3</sup>Source: ESIF JSA claimant count by duration, 2014-2016 - districts

<sup>4</sup>Source: ESIF JSA claimant count by occupation, 2014-2016 - districts, 2015

# Employment: hours and wages

## Wages

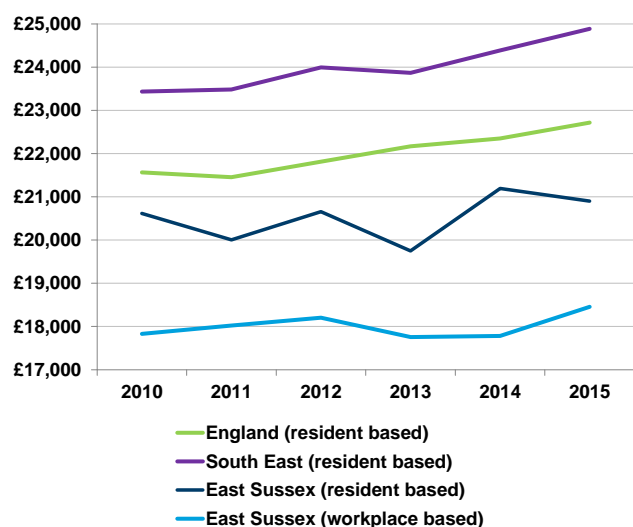
### Residence based (those living in East Sussex)

- £27,441 average full-time wage in 2015, 1.5% below the national average and 8.8% below the South East average
- East Sussex average full time wage projected to increase to £28,400 by 2020
- Average part time pay £8.59 per hour in 2015, compared to full time pay of £13.25
- Average annual earnings for residents has decreased by 1.4% since 2014, England +1.6%, South East +2.1%

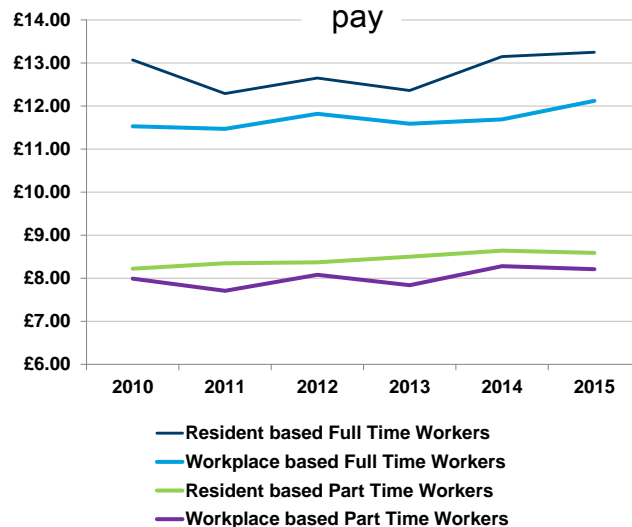
### Workplace based (those working in East Sussex)

- £25,093 average full-time wage in 2015, 10.0% below the national average and 13.6% below the South East average
- This is £2,348 less than average resident full time wage
- Average part time pay in 2015 was £8.21 per hour; full time £12.12
- Average annual earnings for those working in East Sussex have increased by 3.8% since 2014, England +1.7%, South East +2.6%

Combined full and part time  
average (median) earnings



Average (median) full time  
hourly pay and part time hourly  
pay



Combined full and part time average (median) earnings  
Residents based (top) and workplace based (bottom)

	2010	2011	2012	2013	2014	2015	change since 2010
Eastbourne	£18,567	£18,310	£19,778	£19,636	£19,885	£19,824	+6.8%
	£17,149	£16,996	£18,296	£19,285	£19,755	£19,181	+11.8%
Hastings	£19,858	£19,303	£19,463	£18,626	£19,255	£20,022	+0.8%
	£18,226	£18,589	£19,139	£18,046	£18,798	£19,839	+8.8%
Lewes	£22,430	£21,756	£22,424	£22,091	£23,500	£22,672	+1.1%
	£18,757	£19,534	£21,893	£19,748	£19,181	£17,659	-5.9%
Rother	£19,093	£19,185	£20,437	£17,983	£18,346	-	-3.9% (to 2014)
	£16,924	£16,908	£15,669	£14,555	£16,294	-	-3.7% (to 2014)
Wealden	£22,495	£20,846	£20,326	£20,307	£22,253	£23,099	+2.7%
	£17,147	£18,006	£15,375	£16,106	£14,813	-	-13.6% (to 2014)

Note: Data in this table has confidence intervals between +/- 5.7% and +/- 20.0% and therefore should be treated as an indication only

Note: Earnings data is based on survey results with confidence intervals ranging from +/- 3.2% to +/- 5.6% for East Sussex, and up to +/- 20% for district level data. Therefore data on this page should be treated as an indication only

Source: Annual Survey of Hours and Earnings (ASHE) 2015

# Employment: hours and wages

## Hours 2015<sup>1</sup>

- 29.1% of East Sussex residents work part time
- 79.3% of part time workers are women
- There is less gender disparity in full time work in the workplace based population, than in the residents based population; 50.2% of those who work in East Sussex are men compared to 64.6% of working residents<sup>2</sup>

### Full Time and Part Time resident employment by gender 2015<sup>1</sup>

#### East Sussex



#### England



### % of working age women and men by occupation in East Sussex<sup>1</sup> and national average pay<sup>4</sup> 2015

Occupation	Female	Male	Hourly pay
Managers, directors and senior officials	10.0%	14.7%	£20.80
Professional occupations	21.4%	16.3%	£19.59
Associate prof & tech occupations	9.2%	11.4%	£16.29
Administrative and secretarial	20.5%	5.0%	£11.04
Skilled trades occupations	1.6%	24.0%	£10.75
Process, plant and machine operatives	1.6%	9.2%	£9.88
Caring, leisure and other service	18.4%	3.4%	£8.41
Sales and customer service occupations	7.8%	6.2%	£8.20
Elementary occupations	9.1%	9.8%	£7.65

### Workplace/resident gap<sup>3</sup>

- Full time average hourly pay is £1.13 more for those living in East Sussex than for those working here
- This indicates that many East Sussex residents are commuting outside of the county to find higher paid full time employment
- This gap shrinks to £0.38 when looking at part time average hourly pay, which may indicate that fewer residents who work part time commute outside the county

### Gender gap<sup>3</sup> (resident based)

- Combined full and part time, men earn on average £26,103 a year and women earn on average £16,201 a year
- However, only 52.1% of women in employment work full time, compared to 88.4% of men in employment<sup>1</sup>
- The difference between average full time and part time pay is £4.66 an hour, and the difference between average male and female pay (including both part time and full time) is £2.71 an hour
- Female part time workers earn on average only 1p an hour less than male part time workers (£8.56 and £8.57 respectively)
- In Eastbourne female part time workers earn £2.05 more an hour than male part time workers (£9.35 against £7.30) and female full time workers earn £1.68 more an hour than male full time workers (£13.77 against £12.09)

Note: pay for male and female, part time and full time have confidence intervals of between +/- 3.7% and +/- 6.8%

Note: Part time/full time and male/female data is based on survey results with confidence intervals ranging from +/- 3.0% to +/- 5.2% and therefore should be treated as an indication only

<sup>1</sup>Source: Annual Population Survey resident analysis; Jan—Dec 2015 (confidence intervals apply)

<sup>2</sup>Source: Annual Population Survey workplace analysis; Jan—Dec 2015 (confidence intervals apply)

<sup>3</sup>Source: Annual Survey of Hours and Earnings (ASHE) 2015

<sup>4</sup>Labour force survey (average for 2015)

# Employment: employee industry and occupation

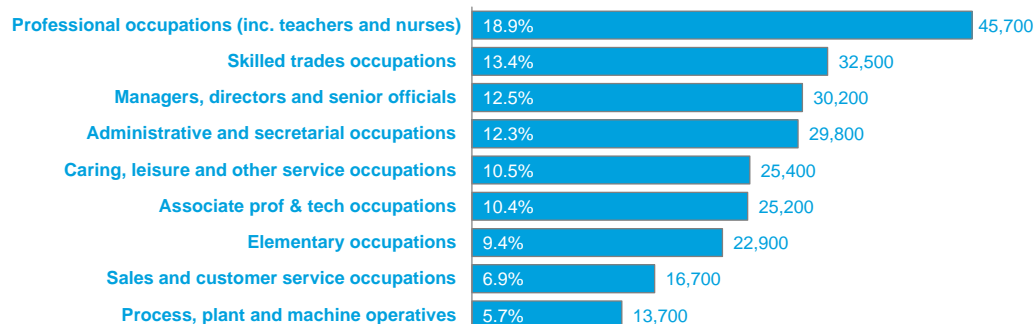
## Employees working in East Sussex by industry 2014<sup>1</sup>



## Current employment 2014<sup>1</sup>

- Within the sections above, the largest number of employees in East Sussex (8,500) work in the class 'retail sale in non-specialised stores with food, beverages or tobacco predominating' within the wholesale, retail and motor sector
- The next largest industry classes within the sections above are 'Hospital activities' (8,400 employees), 'Primary education' (8,100 employees) and 'Secondary education' (5,100 employees)
- There are however 1,400 fewer employees in 'Hospital activities' than there were in 2009, a reduction of 14%
- There are 500 more employees working in 'Residential care activities for the elderly and disabled' than in 2009, an increase of 22%, 400 of which are in Eastbourne (a 55% local increase since 2009)
- 'Social work activities without accommodation for the elderly and disabled' has also risen significantly in Eastbourne, 300 more employees since 2009 (+55%)

## Employees living in East Sussex by occupation 2015<sup>2</sup>



## Public Sector employment 2014<sup>2</sup>

- 18.5% of employees in East Sussex work in the public sector, compared to 20.5% in the South East and 21.5% nationally
- Just under a quarter of employees (24.6%) in Hastings work in the public sector, 22.6% in Lewes and 20.1% in Rother
- Despite a 0.7% increase in the number of public sector workers nationally since 2014, in East Sussex this number has reduced by 12.2% (6,200 employees)
- Since 2010 the number of public sector workers has decreased by 17.7%, against a national reduction of 5.2%

<sup>1</sup>Note: Employees here excludes those who are not paid through company payroll or PAYE, such as many self employed or working owners

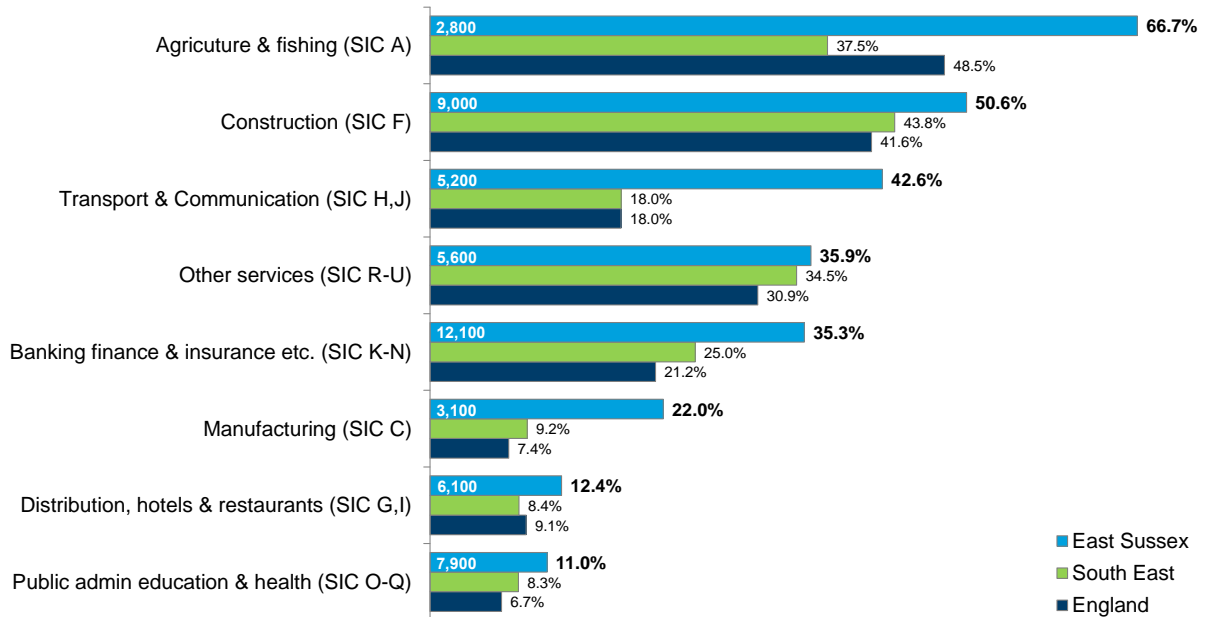
<sup>1</sup>Source: The Business Register and Employment Survey (BRES) 2014

<sup>2</sup>Note: Public sector data is based on survey results with confidence intervals for East Sussex ranging from +/- 2.8% and +/- 3.1%, district data ranges from +/- 4.2% and +/- 8.6%

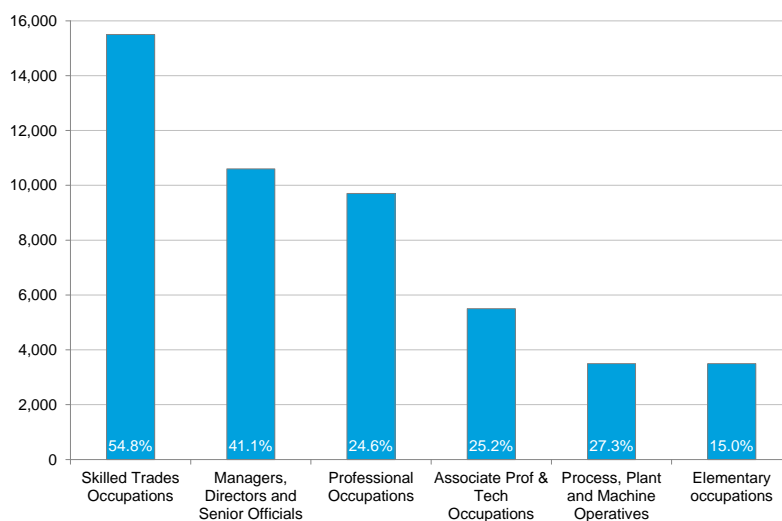
<sup>2</sup>Source: The Annual Population Survey Jan—Dec 2015

## Employment: self employed

**Workplace based self employed by industry 2015<sup>1</sup>**  
(Numbers self employed and % of employment in each occupation)

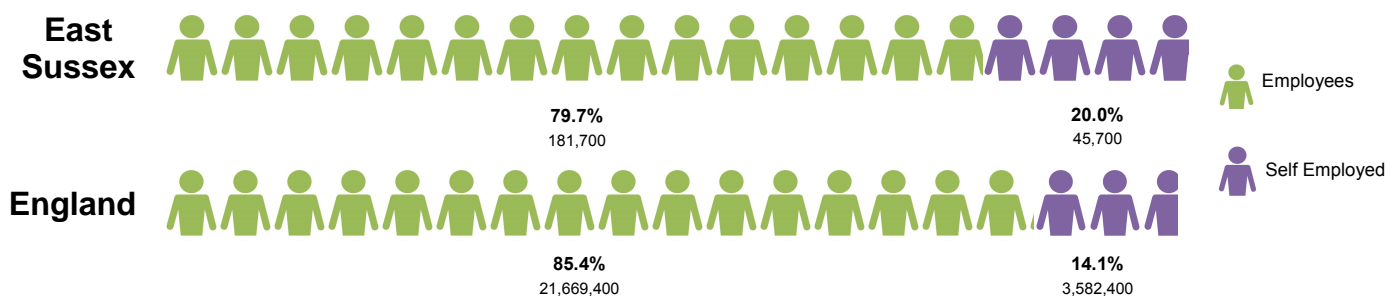


**Workplace based self employed by occupation 2015<sup>1</sup>**  
(and % of people in each occupation)



- 45,700 people who live in East Sussex are self employed, which is 20.0% of those aged 16-64 in employment, and 14.5% of the working age population
- This is higher than England at 14.1% of employment, and 10.3% of the working age population
- The industry with the highest self employment rate is Agriculture and Fishing, 66.7%, followed by construction at 50.6%
- The largest number of self employed workers however are in Banking, Finance and Insurance at 12,100 (35.5%)
- The occupation with the highest self employment rate is Skilled Trades Occupations at 54.8%, which is also the highest rate in England at 36.4%

**Resident based self employment 2015<sup>2</sup>**  
(% of 16-64 year olds in employment)

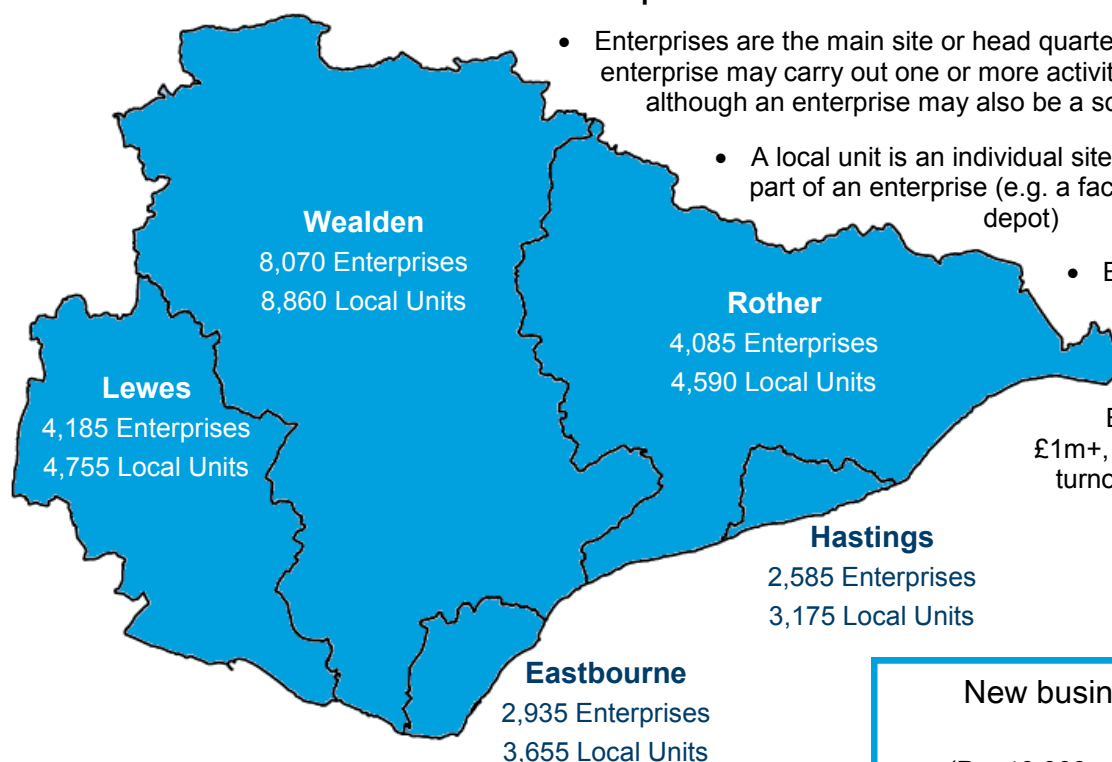


<sup>1</sup>Source: The Annual Population Survey workplace analysis Jan—Dec 2015

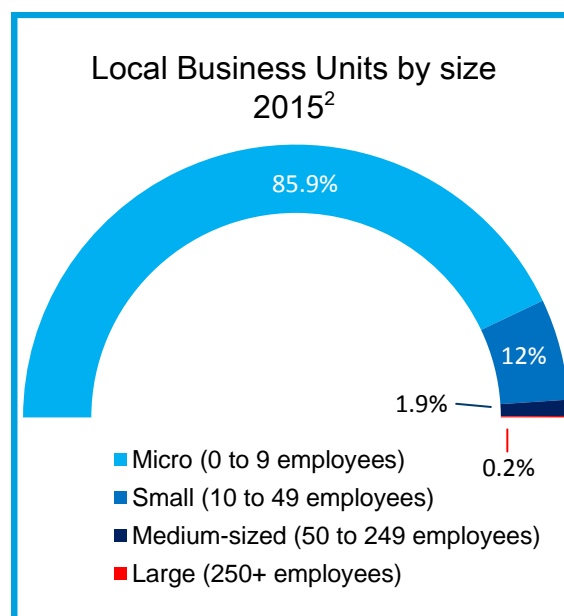
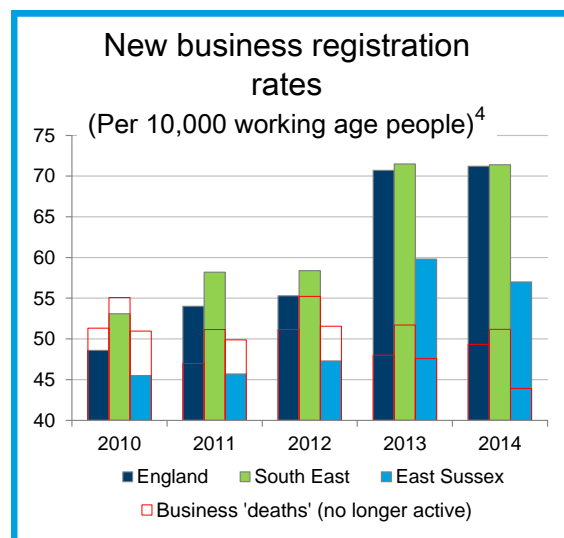
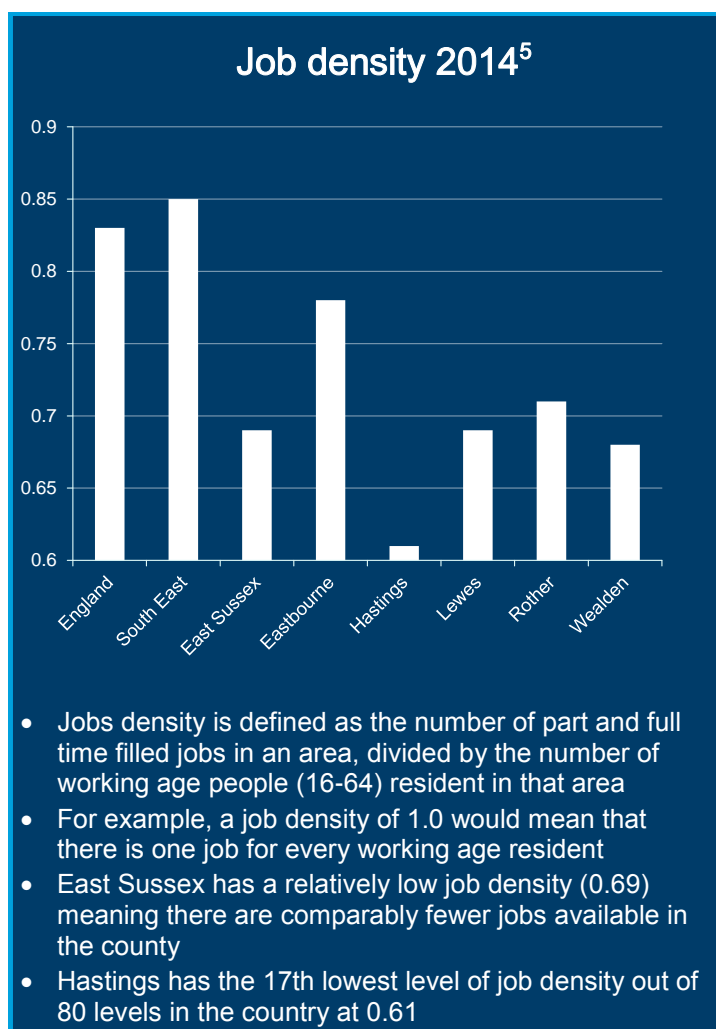
<sup>2</sup>Source: The Annual Population Survey Jan—Dec 2015

# Businesses

## Business Enterprises<sup>1</sup> and Local Business Units<sup>2</sup> 2015



- Enterprises are the main site or head quarters of a business. An enterprise may carry out one or more activities at one or more locations, although an enterprise may also be a sole local unit
- A local unit is an individual site or workplace that may be part of an enterprise (e.g. a factory, warehouse, shop or depot)
- East Sussex has a total of 21,860 enterprises and 25,035 local units
- 1,565 enterprises in East Sussex (7.2%) turnover £1m+, and 275 enterprises (1.3%) turnover £5m+<sup>3</sup>



<sup>1</sup> Source: IDBR, available from ESIF: Business enterprises by size of business, 2004-2015 - districts

<sup>2</sup> Source: IDBR, available from ESIF: Local business units by size of business, 2004-2015 - districts

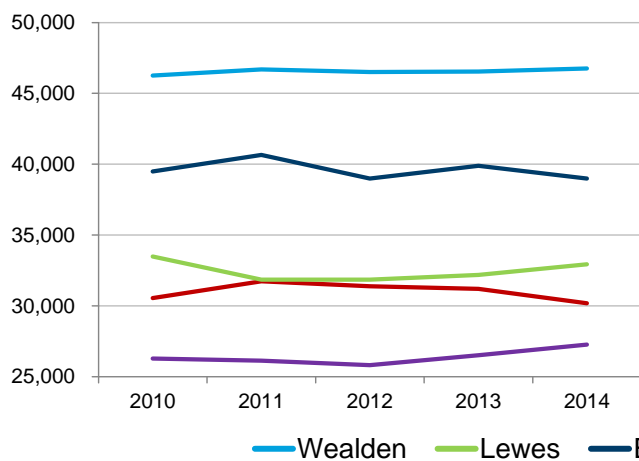
<sup>3</sup> Source: IDBR, available from ESIF: Business enterprises by turnover, 2004-2015 - districts

<sup>4</sup> Source: ESIF: New business registration rate, 2004-2014 - districts and Business demography, 2004-2014 - districts. Rate is per 10,000 people aged 16 and over

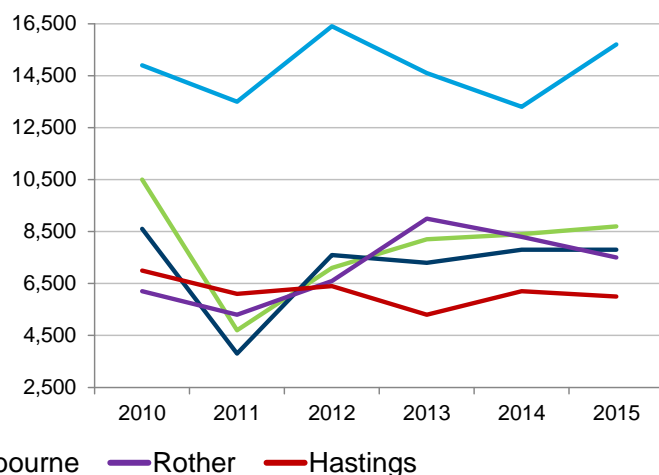
<sup>5</sup> Source: Nomis, East Sussex area profile

# Labour force growth and migration

Employees working in East Sussex<sup>1</sup>

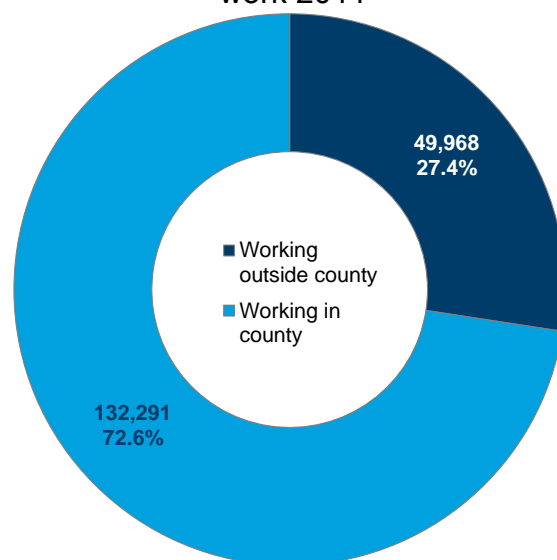


Self employed people living in East Sussex<sup>2</sup>

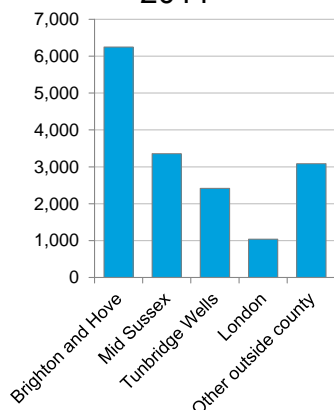


- The number of employees working in East Sussex has been relatively stable over the last four years, with an increase of just 0.1%
- The biggest changes since 2010 at district level have been a 3.6% increase in employees in Rother (+1,000 people approx.) and a 1.6% decrease in employees in Lewes (-500 people approx.)
- After a dip in 2011, the number of self employed people living in East Sussex is now 3.2% less than it was in 2010
- At the time of the last census in 2011, 72.6% of East Sussex residents worked in the county
- There were 49,968 people living in East Sussex and working outside the county, and 19,679 people living outside the county who worked here

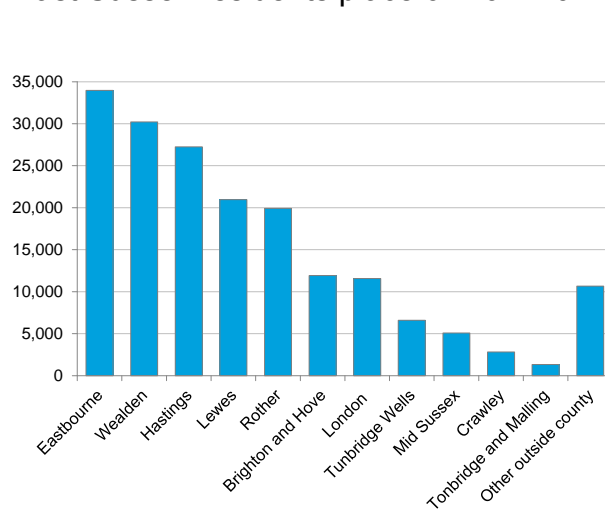
East Sussex working residents place of work 2011<sup>3</sup>



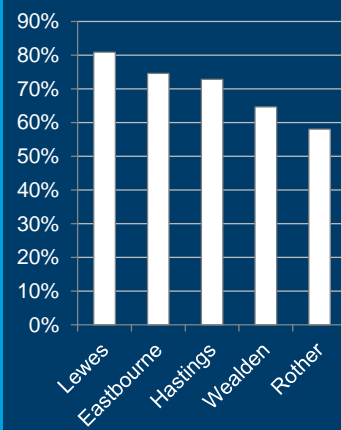
Place of residence of those working but not living in East Sussex 2011<sup>3</sup>



East Sussex residents place of work 2011<sup>3</sup>



Proportion of residents working in their home district 2011<sup>3</sup>



<sup>1</sup>Note: Employees here excludes those who are not paid through company payroll or PAYE, such as many self employed or working owners

<sup>1</sup>Source: The Business Register and Employment Survey (BRES) 2014

<sup>2</sup>Note: Self employed data is based on survey results with confidence intervals ranging from +/- 4.8% to +/- 9.4%

<sup>2</sup>Source: The Annual Population Survey Jan—Dec 2015

<sup>3</sup>Source: Census 2011

# Vacancies

## Local vacancies 2015<sup>1</sup>

The data below is based on advertised job vacancies from job boards, employer sites, newspapers, public agencies and other recruitment sources. Not all postings will contain information about industry, occupation or skills and consequently the data below represents only some of the vacancies listed for employment in East Sussex. This data should therefore be viewed as an indication only.

Top 10 Industries	Top 10 Occupations	Top 10 Skills
<ul style="list-style-type: none"> <li>Human health and social work activities 36.9%</li> <li>Education 9.3%</li> <li>Accommodation and food service activities 9.2%</li> <li>Professional, scientific and technical activities 7.8%</li> <li>Wholesale and retail trade; repair of motor vehicles and motorcycles 7.3%</li> <li>Manufacturing 6.6%</li> <li>Financial and Insurance Activities 4.9%</li> <li>Administrative and support service activities 4.4%</li> <li>Information and communication 4.1%</li> <li>Construction 2.0%</li> </ul>	<ul style="list-style-type: none"> <li>Nurses 8.5%</li> <li>Programmers and software development professionals 3.7%</li> <li>Other administrative occupations 3.5%</li> <li>Care workers and home carers 2.5%</li> <li>Chefs 2.0%</li> <li>Business sales executives 1.9%</li> <li>Managers and directors in retail and wholesale 1.9%</li> <li>Sales and retail assistants 1.8%</li> <li>Customer service occupations 1.7%</li> <li>Sales related occupations 1.7%</li> </ul>	<ul style="list-style-type: none"> <li>Common skills: Communication and coordination 12.9%</li> <li>Common skills: Business environment skills 8.9%</li> <li>Common skills: Problem solving 5.8%</li> <li>Common skills: Project and process flow skills 4.3%</li> <li>Customer service: Basic assistance 3.2%</li> <li>ICT: Programming, development, and engineering 3.1%</li> <li>Sales: General 2.8%</li> <li>Marketing: General 2.7%</li> <li>Admin Support: General 2.5%</li> <li>Health: Basic patient care 2.2%</li> </ul>
(% out of 16,229 postings)	(% out of 26,714 postings)	(% out of 54,608 postings)

## East Sussex Business Survey 2014<sup>2</sup>

- 10.5% of the 1,000 businesses surveyed had vacancies unfilled in the last 12 months
- When these 105 business were then asked 'Why have these vacancies proved hard to fill?', the top responses were:
  - \* 'Low number of applicants with the technical skills required' 48%
  - \* 'Low number of applicants with the required soft skills' 23%
  - \* 'Not enough people interested in doing this type of job' 18%
- Of the 102 responses to the question 'What type of vacancies were hard to fill?' the top responses were:
  - \* Skilled trades occupations
  - \* Professional occupations
  - \* Associate professional and technical occupations

## Employer Skills Survey 2015: East Sussex<sup>3</sup>

- Vacancy level at 4% of employment (3% nationally)
- 33% of vacancies were skills shortage vacancies (23% nationally)
- 6% of staff have skills gaps (5% nationally)
- 20% of staff are qualified to degree level (26% nationally)
- 62% were trained in the last 12 months (66% nationally), for an average of 7.7 days (6.8 days nationally)
- 42% of businesses had staff who are over qualified for their role, compared to 38% nationally, however only 7% of these businesses reported that this was due to 'Lack of jobs in the desired higher level role' and only 3% said this was due to 'Competition for higher level roles / they are struggling to get a higher level job'

<sup>1</sup>Source: Labour Insight (available from [www.labourinsight.com](http://www.labourinsight.com))

<sup>2</sup>Source: ESCC, available from ESIF

<sup>3</sup>Source: UK Commission's Employer Skills Survey (UKCESS) 2015, local authority tables

# 241

## Schools in East Sussex



**135**

LEA Maintained  
Primary Schools



**12**

LEA Maintained  
Secondary Schools  
(of which 3 include post 16  
education)



**4**

Colleges



**48**

Academies



**23**

Independent Schools



**19**

Special Schools

	Primary Only	Secondary Only	Post 16 Only	Both Primary and Secondary	Both Secondary and Post 16	Primary, Secondary, and Post 16
Maintained School	135	9	-	-	3	-
Academy	25	9	-	4	8	2
Independent School	5	-	-	7	4	7
Special School	2	3	-	4	2	8
College	-	-	4	-	-	-
Total	167	21	4	15	17	17

**Note: LEA is Local Education Authority**

<sup>1</sup>Source: [www.compare-school-performance.service.gov.uk](http://www.compare-school-performance.service.gov.uk)

## Colleges in East Sussex



Sussex Downs College has three main campuses in Eastbourne, Lewes and Newhaven. The College offers over 750 qualifications,

ranging from entry level to Higher Education, including full time, part time, vocational, evening, and apprenticeship programs. Around 8,000 learners study at the college, of which just over half are aged 16 to 18 and study full time. The college has around 800 apprentices and around 3,000 adult learners.



Plumpton College specialises in providing a wide range of land-based courses in partnership with schools and for those in further and

higher education. It offers vocational, BTEC, apprenticeship and higher education qualifications, alongside evening and short courses. The range of courses cover all land-based provision including Agriculture, Horticulture, Landscaping, Metalsmithing, Veterinary Nursing, Countryside Management, Wine and Viticulture, and Rural Business Management.



Sussex Coast College Hastings has around 6,200 students across three campuses. The main campus in Hastings town centre

offers a range of qualifications, including A level and degree awards, in a range of subjects. The campus at Ore specialises in construction, engineering, IT and music technology, and the campus in Haywards Heath offers various levels of motor vehicle maintenance and repair programs and apprenticeships. The college currently has around 1,500 apprenticeship students and around 300 higher education students.



Bexhill 6th Form College

Located in Bexhill-on-Sea, Bexhill College 6th Form College focuses on providing education to students

between 16 and 19 years old. In addition, it offers evening and part time courses for adult learners. The college has over 80 courses available and provides A level, vocational, and higher education qualifications. It has around 1,500 full time students, the majority of whom are aged 16 to 19.



## Specialist University Technical College

UTC@harbourside opened in Newhaven in 2015, with a focus on marine and environmental engineering. University Technical Colleges (UTCs) are government-funded colleges with a different approach to traditional schools and UTC@harbourside is specially designed for 14

to 18 year olds with an interest in science, technology, engineering, maths and computing. It offers young people GCSE, A level and BTEC training, alongside industry lead workshops and work experience opportunities.

## Universities in the region



University of Sussex

The University of Sussex is based in Falmer, near the border with East Sussex. It has over

14,000 students studying a range of undergraduate and postgraduate courses across twelve Schools of study including the Brighton and Sussex Medical School. It is also home to the Sussex Innovation Centre, a business incubation hub which currently hosts over a hundred companies in a range of knowledge-based sectors.



**University of Brighton**

The University of Brighton has

over 21,000 students and is comprised of three campuses in Brighton and one each in Eastbourne and Hastings. Nearly 3,000 students study at the Eastbourne campus and over 800 at Hastings. Work has started on a new £14m Advanced Engineering Building at the university, which is due for completion in spring 2017. It will offer specialist teaching facilities alongside research laboratories, in partnership with local enterprise.

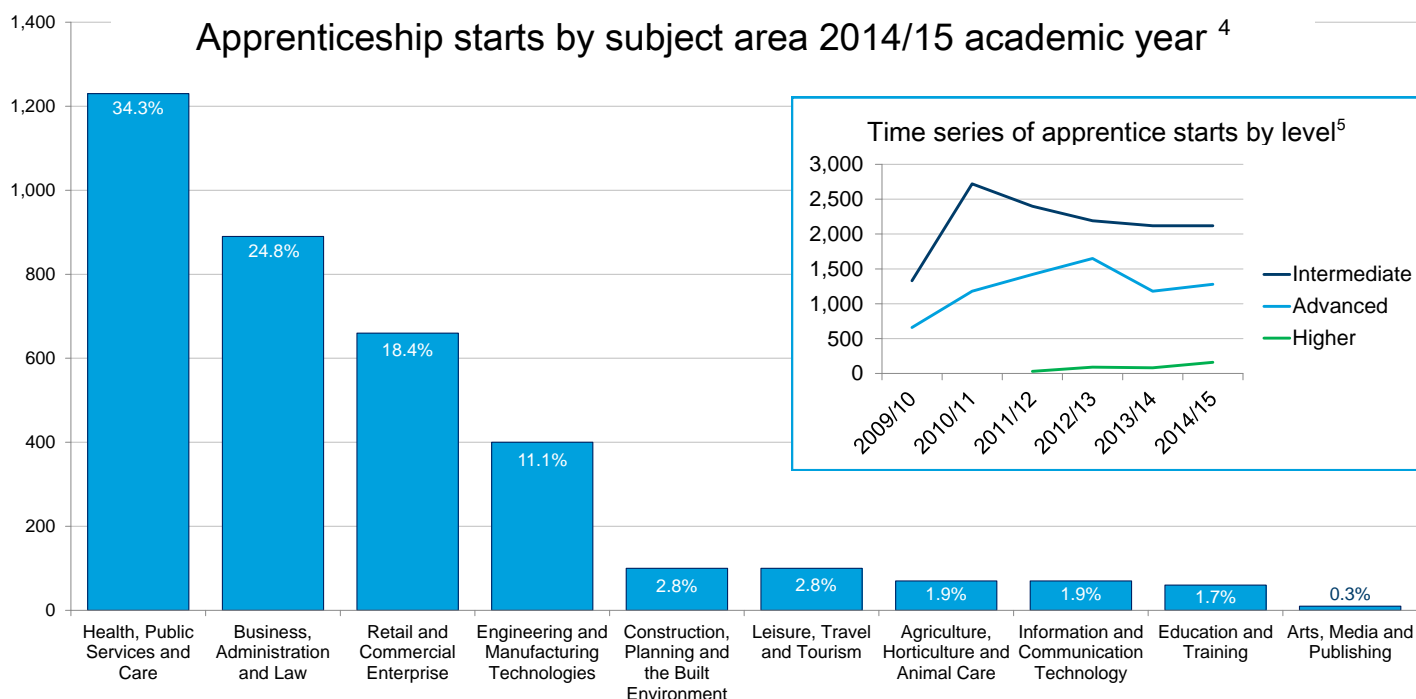
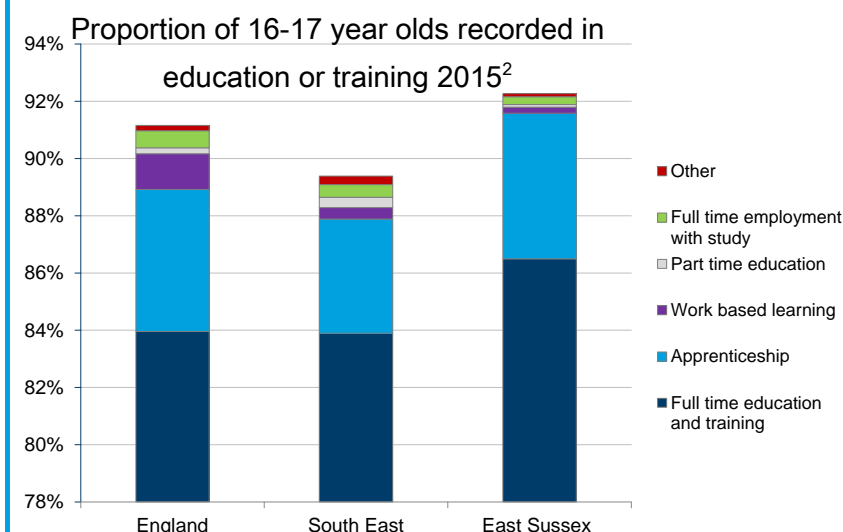
# Qualifications: working age population, 16-17 year olds, apprenticeships

## Qualifications of working age population 2015<sup>1</sup>

	No qualifications	Qualified to at least level 1 (e.g. GCSEs grade D-G)	Qualified to at least level 2 (e.g. GCSEs grade A-C)	Qualified to at least level 3 (e.g. A levels)	Qualified to at least NVQ level 4 (e.g. undergraduate)	Other qualifications
England	8.4%	85%	73.4%	57.1%	36.7%	6.6%
South East	6.3%	88.5%	76.8%	60.5%	39.8%	5.2%
East Sussex	8.8%	84.7%	70.3%	53.7%	31.2%	6.6%

Note: Qualification data based on survey with confidence intervals ranging from +/- 1.8% to +/- 3.2% and therefore should be treated as an indication only

- Wealden has the highest proportion of its population with no qualifications at 9.6%, Hastings 9.3%, Rother 8.9%, Eastbourne 8.5% and Lewes 6.9%
- In 2015, East Sussex has a higher proportion of 16-17 year olds in education and training (86.5%) than both England (84.0%) and the South East (83.9%)<sup>2</sup>
- Nationally, 90% of apprentices stay in employment after finishing their apprenticeship, 71% staying with the same employer<sup>3</sup>



<sup>1</sup>Source: ONS/NOMIS December 2015 (survey data, confidence intervals apply)

<sup>2</sup>Source: Department for Education, Proportion of 16-17 year olds recorded in education or training, December 2015

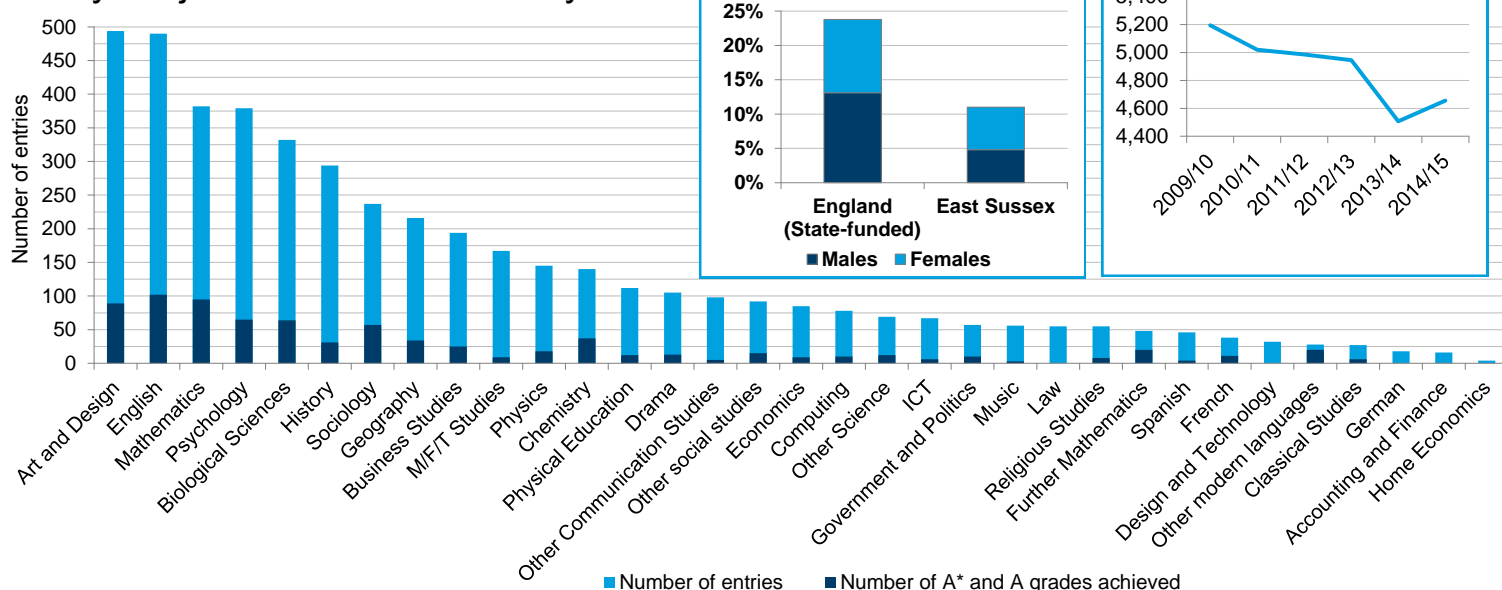
<sup>3</sup>Source: Skills Funding Agency, Key Facts About apprenticeships (last update 2016)

<sup>4</sup>Source: Individualised Learner Record, data available from DBIS

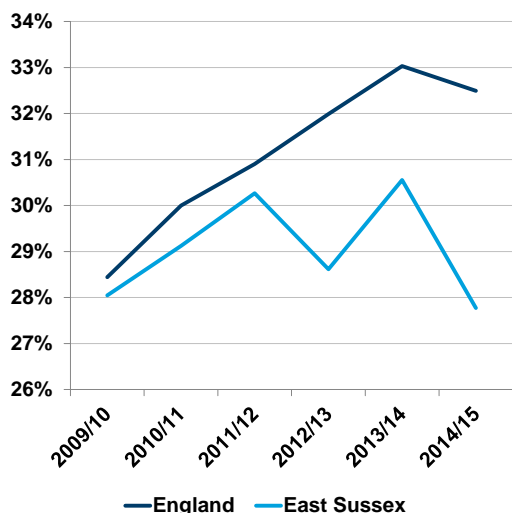
<sup>5</sup>Source: ESiF, Apprenticeship starts and achievements, 2005-2015 - districts

# Qualifications: A levels

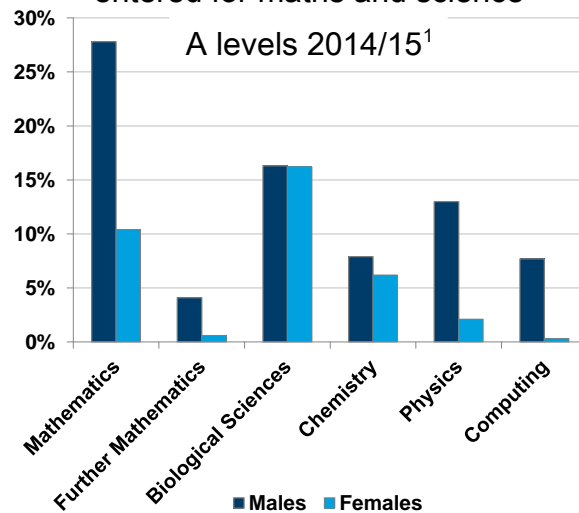
## A Level entries and A\* or A grades by subject 2014/15 academic year<sup>1</sup>



## STEM Subjects as a percentage of all A Levels<sup>1</sup>



## % of males and females aged 16-18 entered for maths and science A levels 2014/15<sup>1</sup>



## STEM Skills

- STEM refers to Science, Technology, Engineering and Mathematics subjects
- 27.8% of A level entries in the county were for STEM subjects in 2014/15, lower than England (32.5%) and less than the previous year (30.6%)<sup>1</sup>
- Nationally in 2015, the STEM university graduate employment rate was 88.4%, Law, Economics & Management (LEM) was 88%, and Other Social Sciences, Arts & Humanities (OSSAH) was 85.6%<sup>2</sup>
- Nationally, STEM university graduates also had lower unemployment rates than LEM and OSSAH, 2.4% compared to 3.1% and 3.8% respectively
- STEM university graduates in England earned, on average, £3,000 more than LEM graduates and £7,000 more than OSSAH graduates

**A Level STEM subjects are:** Biological Sciences, Chemistry, Physics, Other Science, Mathematics, Further Mathematics, Design and Technology, Computing, ICT

**A level facilitating subjects are:** Biology, Chemistry, Physics, Mathematics, Further Mathematics, Geography, History, English Literature, Modern and Classical Languages

<sup>1</sup>Source: DfE, A level and other level 3 results (revised): 2014/15

<sup>2</sup>Source: DBIS, Graduate Labour Market Statistics, April 2016

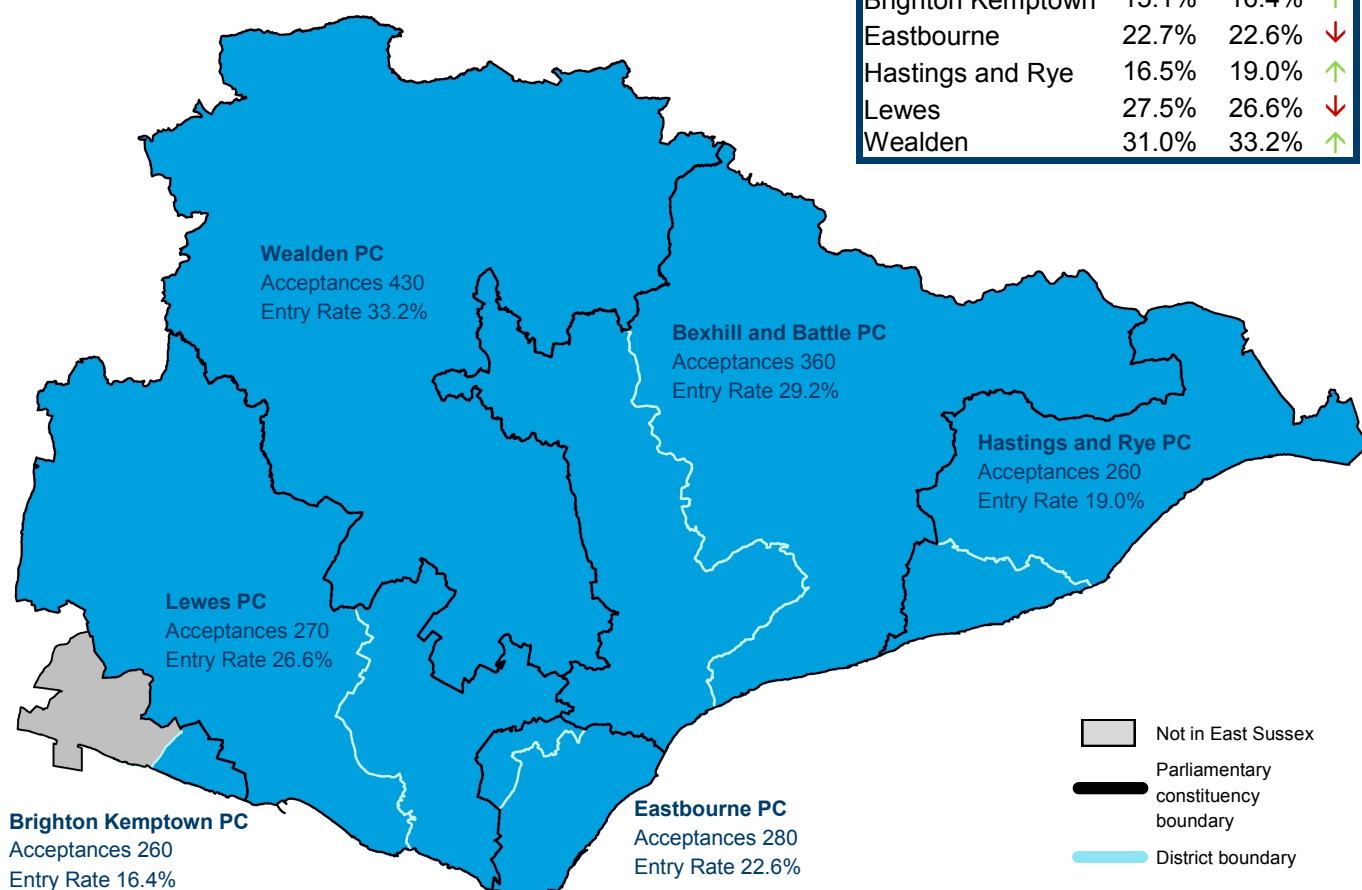
## Qualifications: higher education

### University entry rates for 18 year olds through UCAS by parliamentary constituency 2015<sup>1</sup>

- Acceptances are the number of 18 year olds accepted to university from each parliamentary constituency
- Entry rates are the number of 18 year old acceptances divided by the 18 year old population

#### Entry rate change 2014-2015<sup>1</sup>

	2014	2015	
England	30.4%	31.3%	↑
South East	31.0%	31.8%	↑
Bexhill and Battle	27.7%	29.2%	↑
Brighton Kemptown	15.1%	16.4%	↑
Eastbourne	22.7%	22.6%	↓
Hastings and Rye	16.5%	19.0%	↑
Lewes	27.5%	26.6%	↓
Wealden	31.0%	33.2%	↑



### National graduate employment 2015<sup>2</sup>

- In 2015, 87.1% of graduates aged 16-64 were in employment, compared to a non-graduate employment rate of 69.8%
- Postgraduate employment was only slightly higher than graduate employment at 87.5%
- The median salary for graduates was £31,500, significantly more than non-graduates at £22,000
- Postgraduate median salary at £39,000 was £7,500 more than the median graduate salary
- 66.2% of graduates were employed in high skilled occupations, compared to 78.0% of postgraduates and just 21.4% of non-graduates

<sup>1</sup>Source: UCAS, End of Cycle Report 2015

<sup>2</sup>Source: Department for Business and Skills, Graduate Labour Market Statistics 2015

<sup>3</sup>Note: *graduates* refer to people whose highest qualification is an undergraduate degree at Bachelor's level, *postgraduates* hold a higher degree (such as a Master's or PhD) as their highest qualification, and *non-graduates* are those whose highest qualification is below undergraduate level

## Priority growth sectors

The East Sussex Economic Development Strategy, East Sussex Growth Strategy, and Innovate East Sussex have identified nine priority growth sectors for the county:



### Engineering and Advanced Manufacturing (includes the two priority sectors Advanced Engineering and Materials and Electronic Systems)

- 6,200 employees in 2014
- High levels of employment in the manufacture of electronic instruments and appliances
- The sector is mainly comprised of small businesses
- Some of the larger, highly successful businesses in this sector include those carrying out design and manufacture of vacuums in Hastings/Bexhill and pumps in Eastbourne and Wealden



### Land-based Industries

- Land based industries includes subsectors of Agriculture, Forestry and Fishing, and the Visitor Economy
- 46,100 employees in 2014
- 25,500 employees excluding those who also fall under the 'Wholesale, retail and motor' sector
- 700 more people are employed in pubs and bars in 2014 than in 2009 (+20%), supporting a thriving visitor economy
- Proliferation of agri-tech means greater reliance on high skilled workforce



### Creative, Cultural and Media

- 5,400 employees in 2014
- This sector has seen the largest employment growth of all priority sectors since 2009 at 14.6%
- Largest number of employees in the 'Computer consultancy activities' class
- Large concentration of employment in this sector in Lewes
- Supported by close proximity to the Brighton Digital and Creative Cluster



### Construction

- 14,200 employees in 2014
- 2,100 employees in the subsector 'Construction of domestic buildings', a significant increase of 33% since 2009
- Currently a sector wide skills shortage of bricklayers and skilled trades such as carpenters
- 51% of construction workers are self employed (42% nationally)<sup>1</sup>



### Low Carbon and Environmental Goods and Services

- It is difficult to measure the current size of this sector as it is not able to be defined using current Standard Industry Classification (SIC) codes
- 300 more jobs in 'Plumbing, Heat and Air-conditioning Installation' in 2014 than in 2009 (+30%) shows the potential for growth in the home energy efficiency market
- There is a cluster of 'CleanTech' business in Newhaven



### Health and Social Care

- 31,300 employees in 2014
- There has however been a decline of 5.3% in employment in this sector since 2009
- This compares to a national increase of 8.8% in employment under the SIC code 'Human Health and Social Work Activities'
- By 2020 there will be an increase of 6.6% in 65-84 year olds and a 9.6% increase in those aged 85+ in East Sussex
- 66,100 people aged 65+ are projected to have a limiting long term illness by 2020 (+ 8.7%)
- This will increase the need for employment in this sector



### Professional and Business Services

- 21,300 employees in 2014
- 10.9% increase in employment in this sector since 2009
- Largest employment in this sector is in 'Management consultancy activities', 2,100 employees and an increase of 21% since 2009
- East Sussex has many Small and Medium Enterprises (SMEs) in this sector. Also some large employers e.g. Saga and Hastings Direct



### Wholesale, Retail and Motor

- 30,200 employees in 2014
- 4,270 Local Business Units in this sector in 2015, 17.1% of all Local Units
- One of the largest sectors in the county, accounting for 17.9% of employment
- 19,900 employees are in 'Retail excluding motor', compared to 6,700 in 'Wholesale excluding motor'

**Note:** Employees here excludes those who are not paid through company payroll or PAYE, such as many self employed or working owners

**Note:** There is some overlap between sectors, e.g. land-based industries growth sector includes a large proportion of businesses and employees who also fall under the wholesale, retail and motor priority growth sector

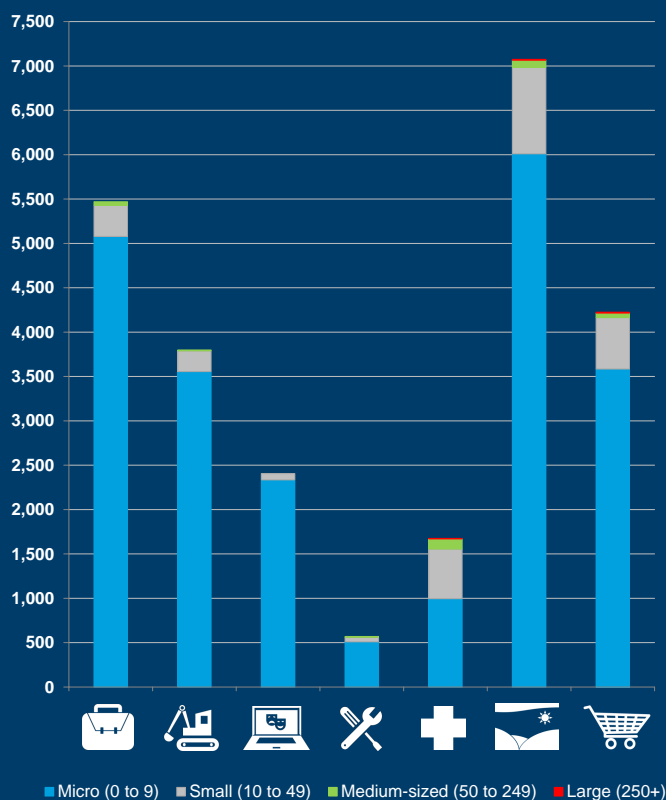
**Note:** data is workplace based unless otherwise stated

Source unless otherwise stated: BRES 2014

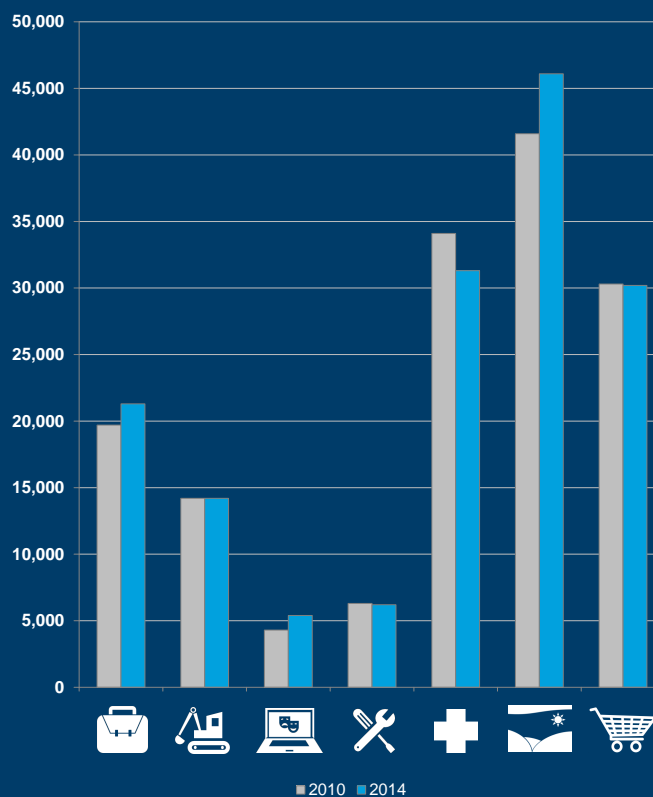
<sup>1</sup>Source: Annual Population Survey workplace analysis; Jan—Dec 2015 (confidence intervals apply)

## Priority growth sectors

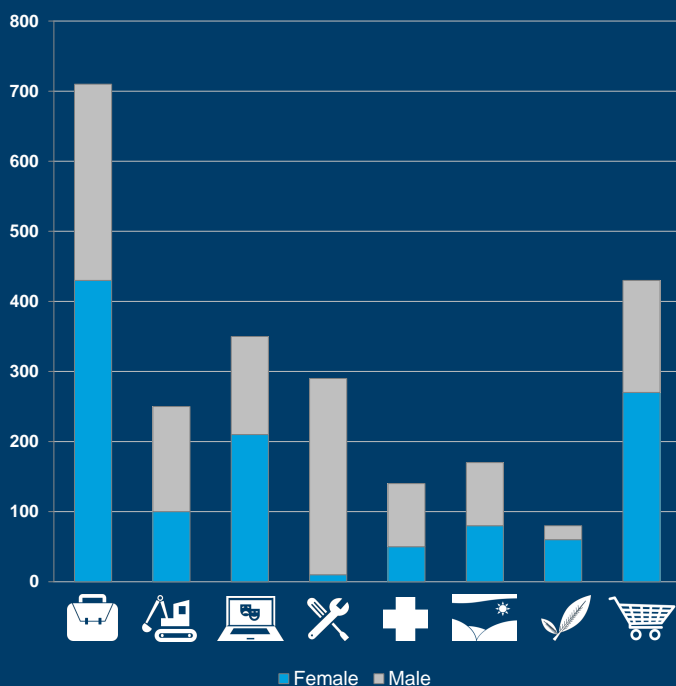
### Local Business Units by priority sector 2015<sup>1</sup>



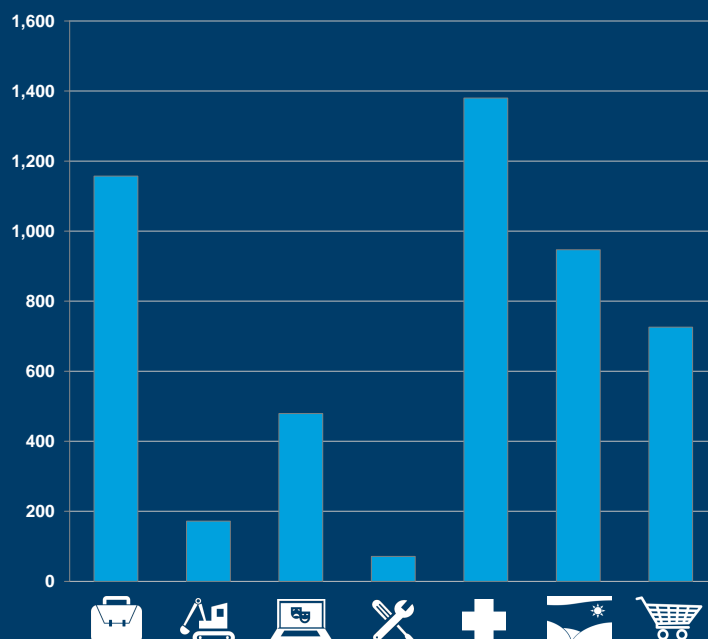
### Employees by priority sector 2014<sup>2</sup>



### Apprentice starts by priority sector 2014/15<sup>3</sup>



### Job listings by priority sector 2015<sup>4</sup>



Note: There is some overlap between sectors, e.g. land-based industries includes a large proportion of businesses and employees who also fall under the wholesale, retail and motor sector

<sup>1</sup>Source: ONS, UK Business counts 2015

<sup>2</sup>Source: Business Register and Employment Survey (BRES) 2014

<sup>3</sup>Note: Employees here excludes those who are not paid through company payroll or PAYE, such as many self employed or working owners

<sup>4</sup>Source: (internal data) LEP dataset cube. Skills funding agency via SELEP 2016

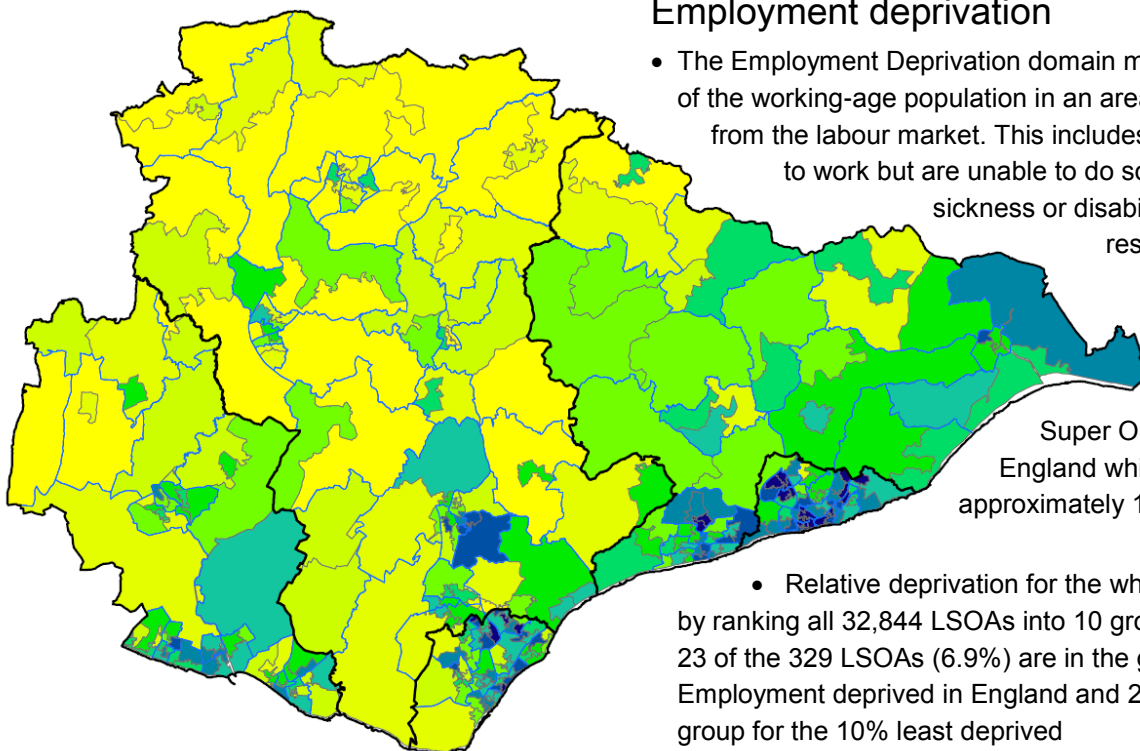
<sup>5</sup>Source: Labour Insight (available from [www.labourinsight.com](http://www.labourinsight.com))

## Maps: employment and skills deprivation

The Indices of Deprivation are widely used to analyse patterns of relative deprivation for small areas and to identify local need. They provide a snapshot of conditions in an area, looking at a range of factors including income, employment, education, health, barriers to housing and services, living environment and crime.

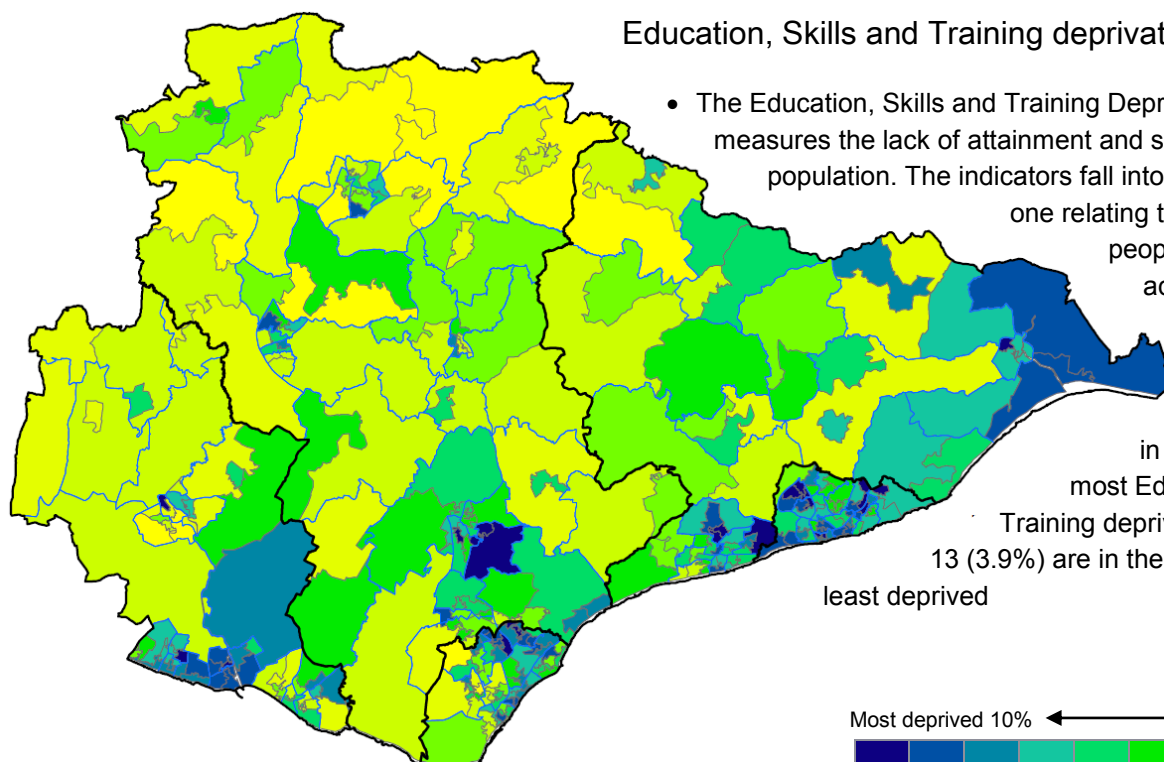
### Employment deprivation

- The Employment Deprivation domain measures the proportion of the working-age population in an area involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities
- The map shows relative employment deprivation for Lower Super Output Areas (LSOAs) in England which are areas of approximately 1,500 people
- Relative deprivation for the whole of England is shown by ranking all 32,844 LSOAs into 10 groups. In East Sussex, 23 of the 329 LSOAs (6.9%) are in the group for the 10% most Employment deprived in England and 28 (8.5%) are in the group for the 10% least deprived

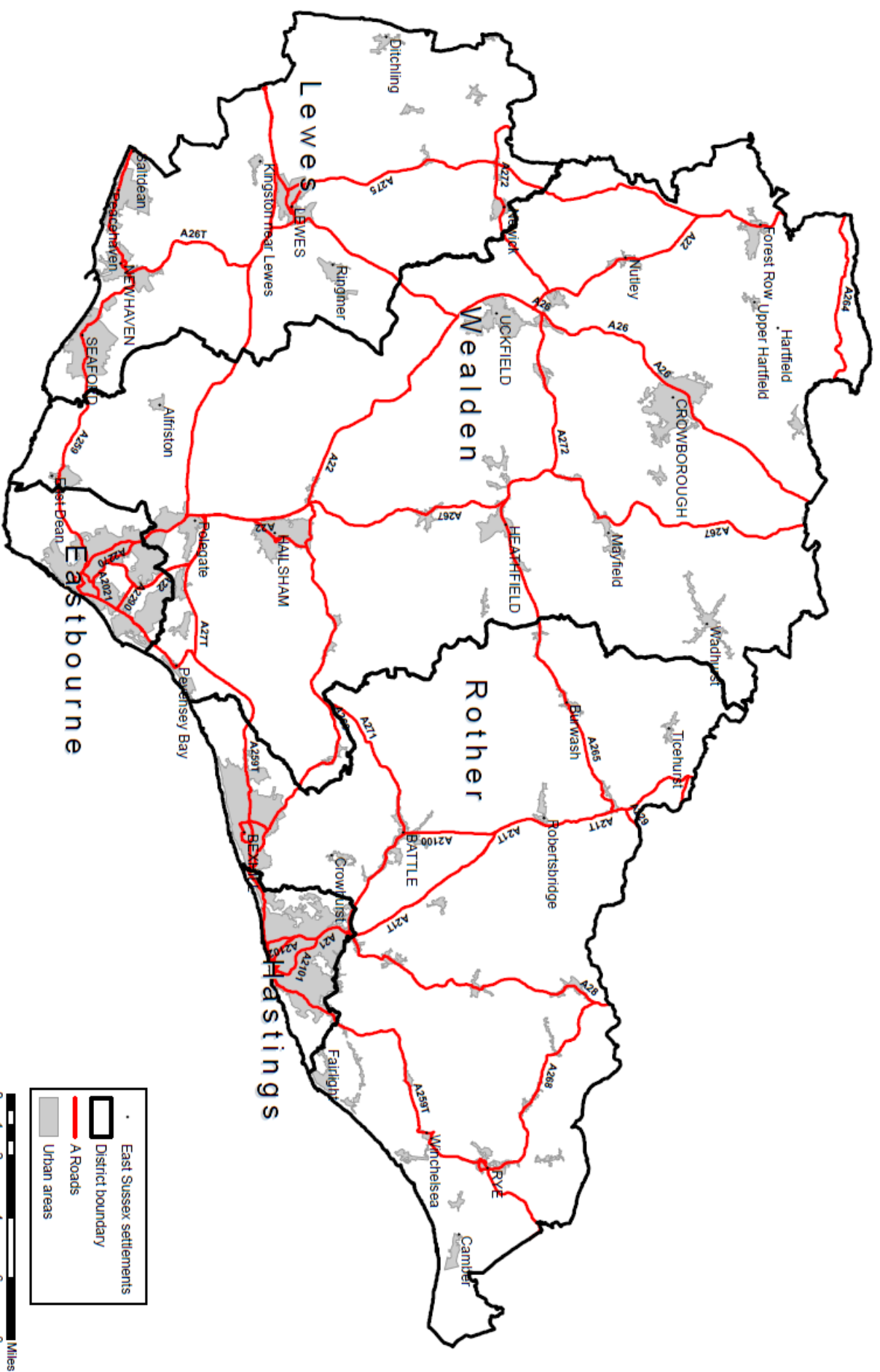


### Education, Skills and Training deprivation

- The Education, Skills and Training Deprivation domain measures the lack of attainment and skills in the local population. The indicators fall into two sub-domains: one relating to children and young people and one relating to adult skills
- In East Sussex, 23 of the 329 LSOAs (6.9%) are in the group for the 10% most Education, Skills and Training deprived in England and 13 (3.9%) are in the group for the 10% least deprived



## Maps: roads, settlements and urban areas



Employment and Skills: East Sussex evidence base  
Published August 2016

Much of the data used in this report can be found on the East Sussex in Figures website at:  
[www.eastsussexinfigures.org.uk](http://www.eastsussexinfigures.org.uk)

