

**East Midlands Sector Skills Research  
Leicestershire LSC Report**

**Lifelong Learning UK**

# 1. Introduction

This report is part of a wide-ranging programme of skills research covering all five Learning and Skills Council areas in the East Midlands region.

In relation to each of these Learning and Skills Council areas and the East Midlands region as a whole, a series of detailed reports have been produced that focus on the present and future skill needs of different sectors of the economy. The research outputs include:

- Individual reports for each Sector Skills Council footprint
- A further set of reports covering 39 of the 67 sectors defined by the Working Futures 2 employment forecasts. These sectors have been selected with reference to their importance in terms of numbers employed regionally and at an individual LSC area level and with consideration to the value each report will add to the Sector Skill Council reports.<sup>1</sup>

This report focuses on the Lifelong Learning UK Sector footprint within the Leicestershire LSC area. The activities covered by the Lifelong Learning UK Sector footprint are set out in Appendix One.

The analysis contained in this report is entirely based on secondary data and includes use of data from the Working Futures 2 employment forecasts<sup>2</sup>, National Employer Skills Survey 2005, Annual Business Inquiry 2004 and the Census 2001.

The structure of this report is as follows:

- Current sector structure
- Sub sector analysis
- Workforce profile
- Historical trends
- Forecast employment change
- Drivers of change and key skill issues
- Human resource indicators
- Business and employment matrix

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<sup>1</sup> A separate report setting out the full criteria for selection of reports has been produced and is available from Nottinghamshire Learning and Skills Council

<sup>2</sup> Working Futures: New Projections of Occupational Employment by Sector and Region, 2004, SSDA/LSC/IER/CE

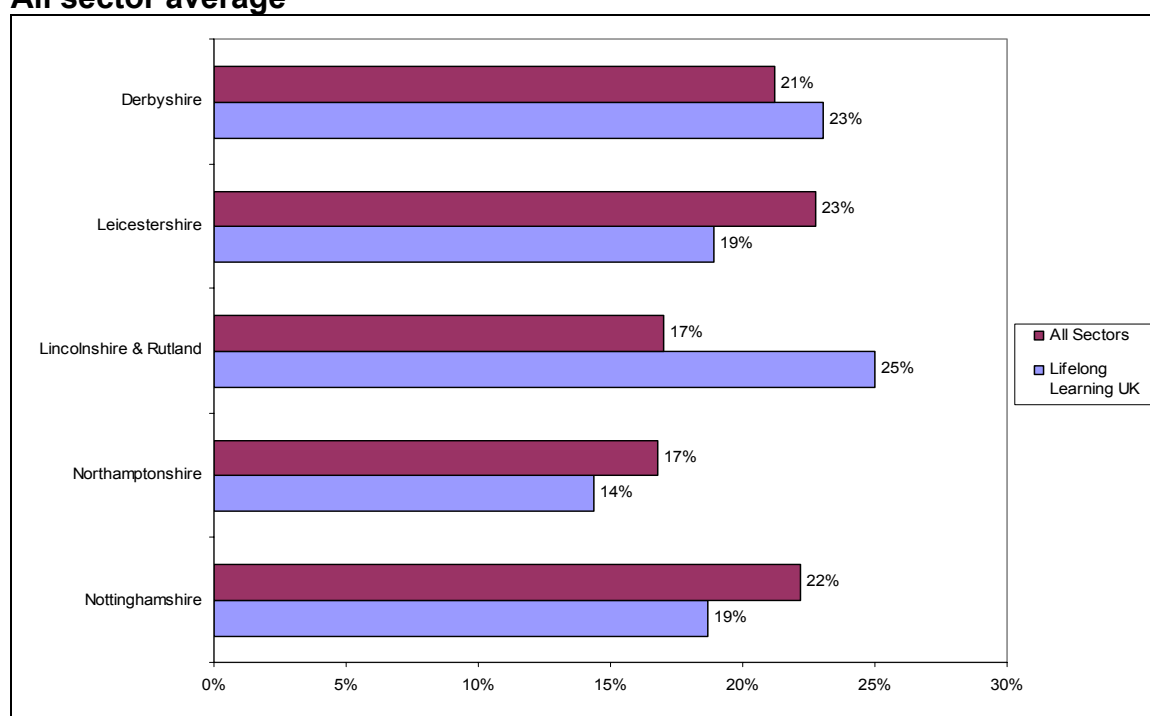
## 2. Current sector structure

Based on the Annual Business Inquiry 2004 there are an estimated 371 employers and 17,820 employees working in the Lifelong Learning UK sector in the Leicestershire LSC area<sup>3</sup>.

The sector accounts for 1% of all employers in Leicestershire LSC area and 4% of total employment<sup>4</sup>.

Chart 1 sets out the distribution of Lifelong Learning UK employers by LSC area within the East Midlands region and compares this with the distribution of all employers (All sectors)<sup>5</sup>.

**Chart 1: Share of total employers by LSC area; Lifelong Learning UK and All sector average**



Source: ABI 2004

<sup>3</sup> The Annual Business Inquiry figures on employment excludes those self employed and casual labour, so is likely to under-estimate the total number of people working in the sector. Working Futures 2 data which takes account of numbers self employed estimate that the total numbers working in the sector in 2004 was 14,200.

<sup>4</sup> The Annual Business Inquiry (ABI) estimates for employers cover all UK businesses registered for Value Added Tax (VAT) and/or Pay As you Earn (PAYE).

<sup>5</sup> It should be noted that the figures on all charts in this report have been rounded to the nearest full percentage, but the bars on each chart still reflect any small decimal point differences

Analysis of the spatial distribution of the sector indicates that as a proportion of all Lifelong Learning UK employers within the East Midlands Region those in Leicestershire account for an estimated 19% and of all Lifelong Learning UK employers in England, those in Leicestershire account for 1.7%

In relation to employment, the respective figures are 29% of the regional total and 2.2% of the total for England. (See Table 1 for more details).

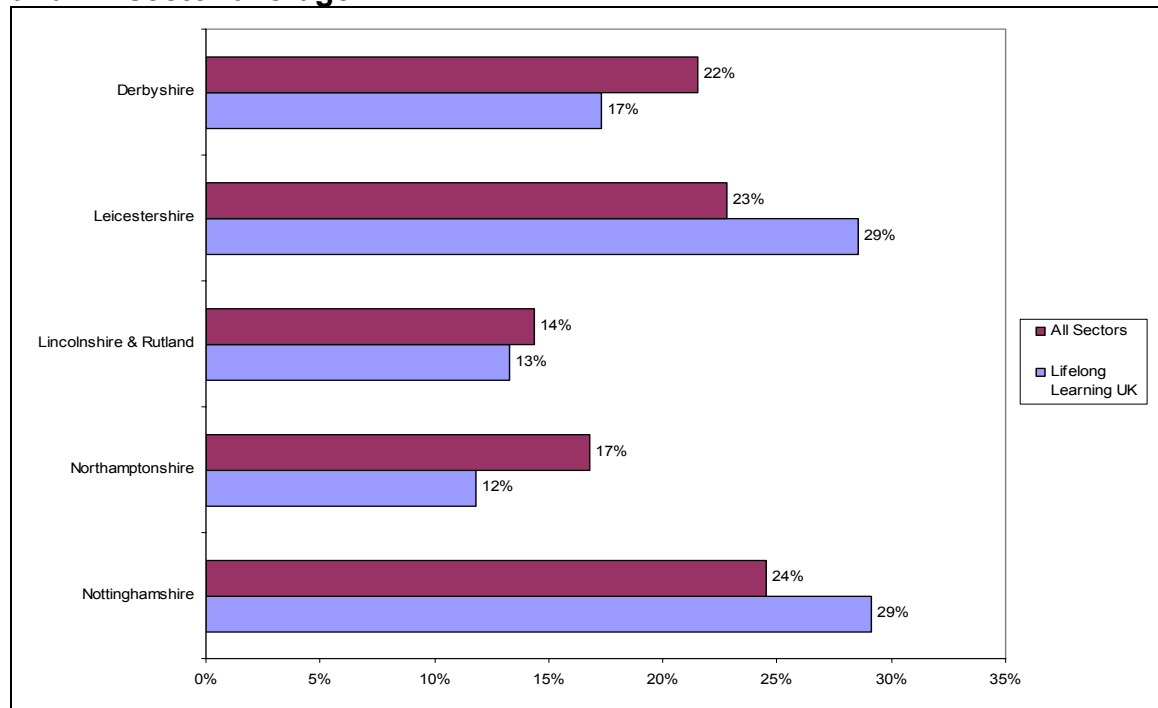
**Table 1: Structure of employment and employers within Lifelong Learning UK; Leicestershire, East Midlands Region, England**

	Number (LSC area)	As % of all in LSC area	As % of sector in East Midlands Region	As % of sector in England
Number of employers	371	1%	19%	1.7%
Number of employees	17,820	4%	29%	2.2%

Source: ABI 2004

Chart 2 sets out the distribution of Lifelong Learning UK employment by LSC area and compares this with the distribution of total employment (All sectors).

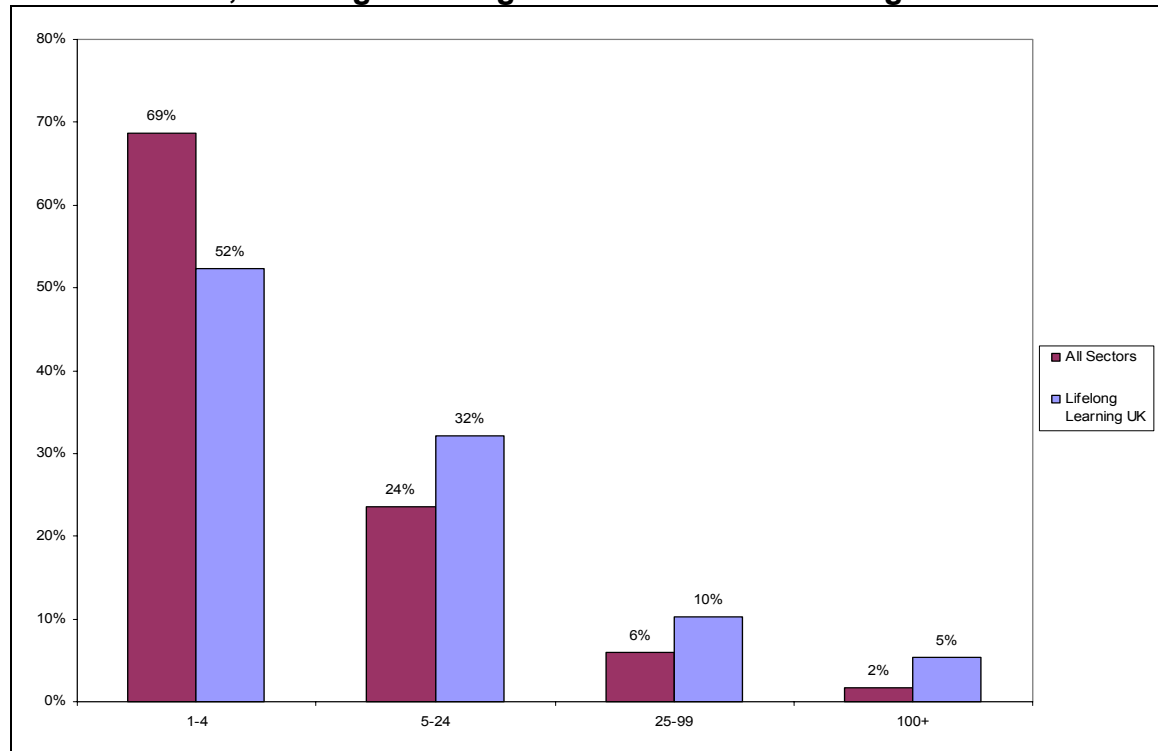
**Chart 2: Share of total employment by LSC area; Lifelong Learning UK and All sector average**



Source: ABI 2004

Chart 3 outlines the proportion of employers within different employment size bands in Leicestershire and indicates that by comparison with the average for all sectors within Leicestershire, there are relatively high concentrations of small to medium sized employers within the Lifelong Learning UK sector footprint (Those employing between 5-24 employees).

**Chart 3: Proportion of employers by employment size band in Leicestershire; Lifelong Learning UK and All sector average**



Source: ABI 2004

Table 2 identifies the proportion of employees working in different sized workplaces and highlights the relative concentrations of employment within large establishments (Those employing 100+ employees).

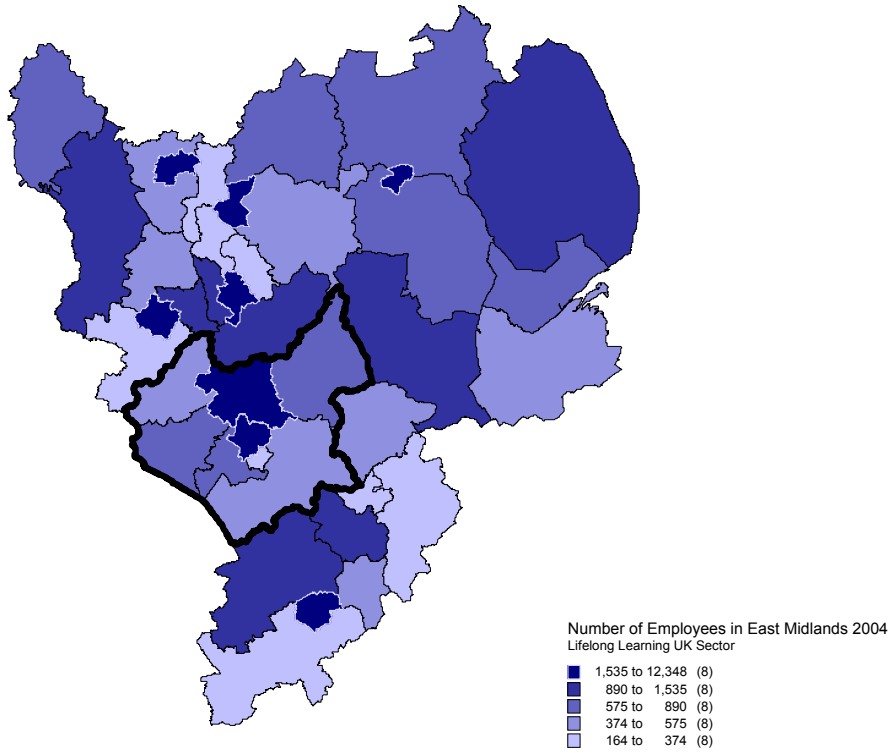
**Table 2: Size structure of employment within Lifelong Learning UK; Number of employees within each employer size band; Leicestershire, East Midlands Region, England**

	Number of employees in Lifelong Learning UK (LSC area)	% employees in Lifelong Learning UK (LSC area)	% employees in All sectors in LSC area	% employees in Lifelong Learning UK in East Midlands Region	% employees in Lifelong Learning UK in England
Number of employees (1-4 employees)	455	3%	11%	4%	3%
Number of employees (5-24) employees)	1,365	8%	22%	12%	10%
Number of employees (25-99) employees)	2,209	12%	24%	15%	17%
Number of employees (100+) employees)	13,791	77%	43%	70%	71%
All employees	17,820	100%	100%	100%	100%

Source: ABI 2004

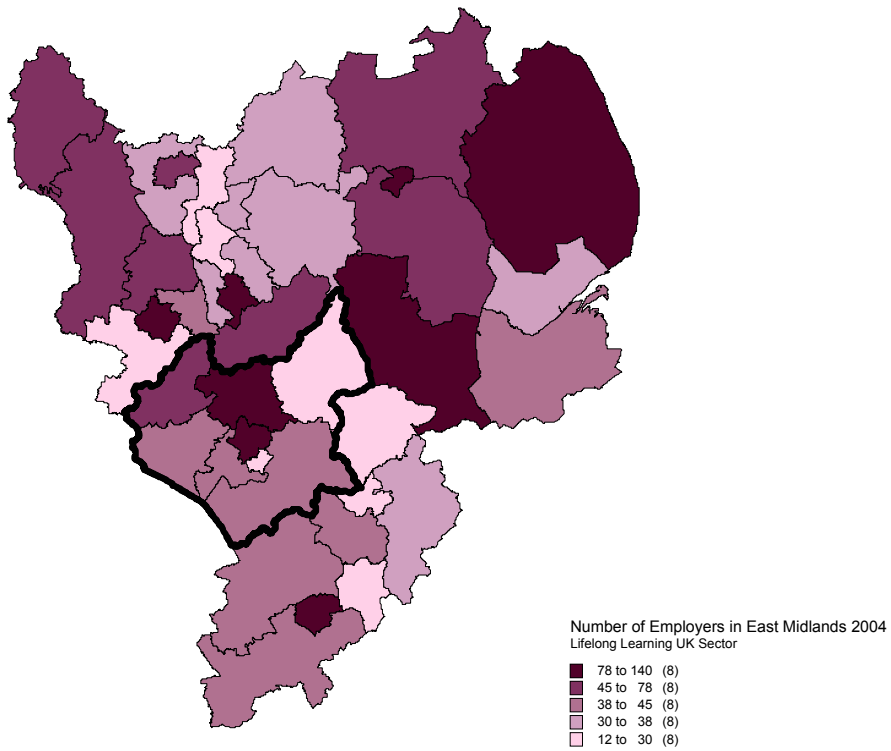
Maps 1 and 2 highlight the spatial concentrations of employees and numbers of businesses in the Lifelong Learning UK Sector within each local authority area within the East Midlands region. Appendix Two contains a key to all local authority names within the East Midlands region.

## MAP 1



Source: Annual Business Inquiry 2004

## MAP 2



Source: Annual Business Inquiry 2004

### 3. Sub sector analysis

Total employment within all sectors in Leicestershire represents about 1.8% of the total for England. Given that employment within Lifelong Learning UK within the LSC area represents 2.2% of the total for England, employment in Lifelong Learning UK activities within Leicestershire are somewhat over-represented.

Table 3 provides a breakdown of employment within different Lifelong Learning UK sub-sectors<sup>6</sup>.

The analysis indicates that higher education accounts for an estimated 72% of all employment in Lifelong Learning UK activities in the LSC area, adult education 13% and technical and non vocational secondary education 11%.

**Table 3: Number and % of employment by Lifelong Learning UK sub-sector; Leicestershire, East Midlands Region, England**

	Number (LSC area)	As % of all in Lifelong Learning UK sector in LSC area	As % of sub-sector in East Midlands Region	As % of sub-sector in England
Adult education	2,314	13%	14%	1.2%
Higher education	12,744	72%	38%	2.9%
Library and archive activities	801	4%	36%	2.2%
Technical and vocational secondary education	1,961	11%	19%	1.7%
Total for Lifelong Learning UK	17,820	100%	29%	2.2%

Source: ABI 2004

Table 4 provides a breakdown of employers within each Lifelong Learning UK sub-sector.

<sup>6</sup> Appendix One contains SIC definitions for each Lifelong Learning UK sub sector

**Table 4: Number and % of employers by Lifelong Learning UK sub-sector; Leicestershire, East Midlands Region, England**

	Number (LSC area)	As % of all in Lifelong Learning UK sector in LSC area	As % of sub-sector in East Midlands Region	As % of sub-sector in England
Adult education	189	51%	14%	1.4%
Higher education	56	15%	26%	1.6%
Library and archive activities	94	25%	44%	2.9%
Technical and vocational secondary education	32	9%	21%	1.6%
Total for Lifelong Learning UK	371	100%	19%	1.7%

Source: ABI 2004

Table 5 identifies sub regional concentrations of employment within different Lifelong Learning UK sub-sectors, using location quotients. Location quotients use the local share of national employment for the sub-sector or sector and compare it with the local share of national employment overall. The difference gives an indication of whether there is a higher level of employment in the sub-sector/sector than average, or a lower level. In this example, the average for all sectors is 1.0. Therefore, a figure for a sub-sector/sector below 1.0 indicates an under-representation of employment and a figure above 1.0 represents a relative concentration of employment.

The analysis indicates that in relation to employment in Lifelong Learning UK sub-sectors in Leicestershire there are considerable sub-regional variations in the concentration of employment. Table 5 identifies a number of relative concentrations of employment or 'hot spots' at a local authority area level.

**Table 5: Sub regional concentrations of employment within Lifelong Learning UK sub sectors within Leicestershire**

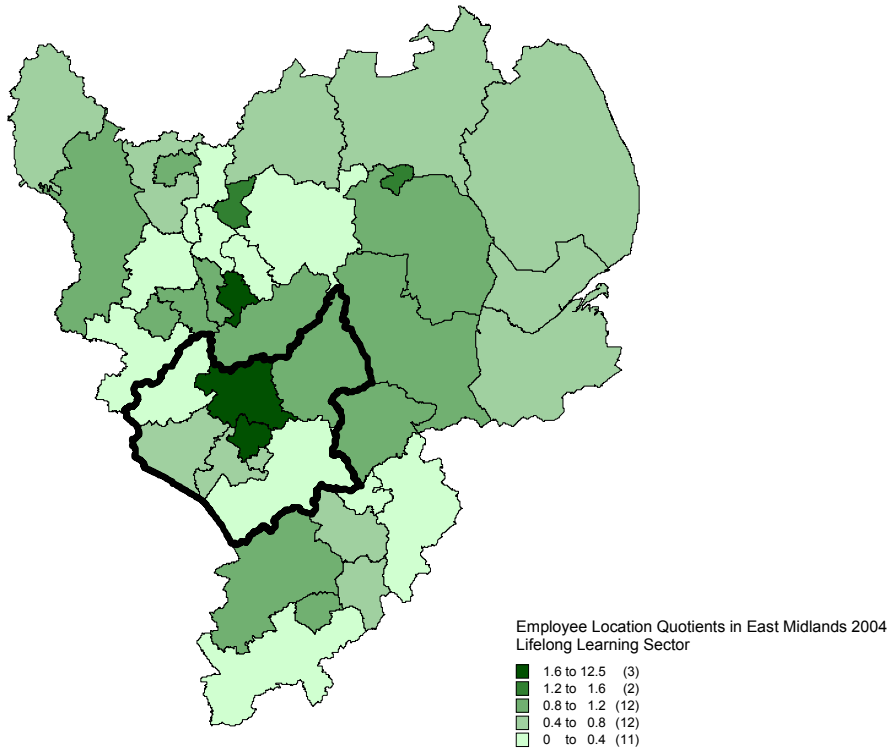
Sub-sector	Location Quotients for Lifelong Learning UK sub-sectors in Leicestershire <sup>7</sup>	Sub regional 'hot spots'
Adult education	0.65	
Higher education	1.58	Charnwood (2.90), Leicester City (2.51)
Library and archive activities	1.18	Charnwood (3.87)
Technical and vocational secondary education	0.93	Charnwood (3.58), Melton (3.68)
Total for Lifelong Learning UK	1.23	Charnwood (2.56), Leicester City (1.69)
Total for All Sectors	1.00	

Source: ABI 2004

<sup>7</sup> The share of employment in England within each sub sector or sector in Leicestershire by comparison with the share of employment in England in Leicestershire of all sectors.

### MAP 3

Map 3 identifies spatial differences in location quotients for the Lifelong Learning UK sector for each local authority area in the East Midlands region.



Source: Annual Business Inquiry 2004

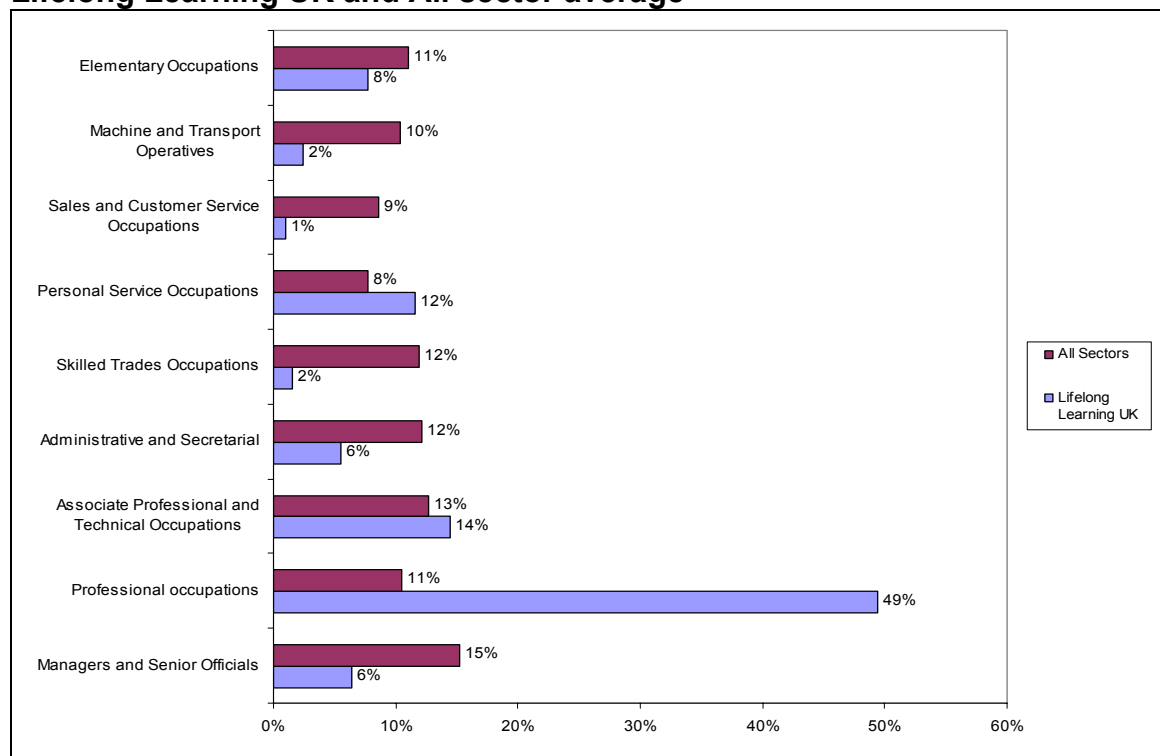
## 4. Workforce profile

This section examines the profile of those working within the Lifelong Learning UK sector in Leicestershire in relation to occupations, employment status, ethnicity, age and attainment level.

Chart 4 sets out the occupational structure and indicates that by comparison with the average for all sectors:

- A significantly higher proportion of those employed in the Lifelong Learning UK sector work in professional occupations
- A lower proportion work in skilled trade, sales and customer service and machine operative occupations

**Chart 4: Occupational structure of employment within Leicestershire; Lifelong Learning UK and All sector average**



Source: Working Futures 2

Table 6 indicates that by comparison with the average for all sectors within the Leicestershire LSC area<sup>8</sup>:

<sup>8</sup> The employment data relating to the workforce profile in terms of part time and full time employees, self-employment and gender is drawn from Working Futures 2 and are estimates. At an individual LSC area level these figures need to be treated with caution

- Part time work is more prevalent within Lifelong Learning UK
- A significantly higher proportion of women work within the sector

**Table 6: Lifelong Learning UK workforce profile summary; Leicestershire, East Midlands, England**

	Lifelong Learning UK			Average for all sectors in LSC area
	LSC area	Regional average	Average for England	
% part time employees <sup>9</sup>	34%	42%	37%	28%
% full time employees <sup>10</sup>	59%	50%	56%	60%
% self-employed <sup>11</sup>	7%	7%	8%	12%
% male <sup>12</sup>	42%	38%	41%	54%
% female <sup>13</sup>	58%	62%	59%	46%
% Non-White employees <sup>14</sup>	9%	6%	7%	<b>Error! Not a valid link.</b> <sup>15</sup>
% employed whose highest qualification is NVQ Level 4 or above <sup>16</sup>	56%	53%	56%	18%
% employed whose highest qualification is NVQ Level 3	8%	10%	9%	8%
% employed whose highest qualification is NVQ Level 2	14%	15%	14%	21%
% employed whose highest qualification is NVQ Level 1	10%	10%	10%	21%
% employed with no qualifications	9%	8%	7%	24%
Other qualifications/Not known	4%	5%	4%	8%
% employed aged 16-17 <sup>17</sup>	1%	1%	1%	2%
% employed aged 18-24	7%	6%	7%	12%
% employed aged 25-44	47%	47%	46%	50%
% employed aged 45+	46%	46%	46%	36%

<sup>9</sup> Working Futures 2

<sup>10</sup> Working Futures 2

<sup>11</sup> Working Futures 2

<sup>12</sup> Working Futures 2

<sup>13</sup> Working Futures 2

<sup>14</sup> Census 2001. All Census data utilised is workplace based

<sup>15</sup> In relation to ethnicity, qualifications and age, the average for all sectors has been derived from the average for all SSC footprints

<sup>16</sup> All attainment level data has been derived from Census 2001.

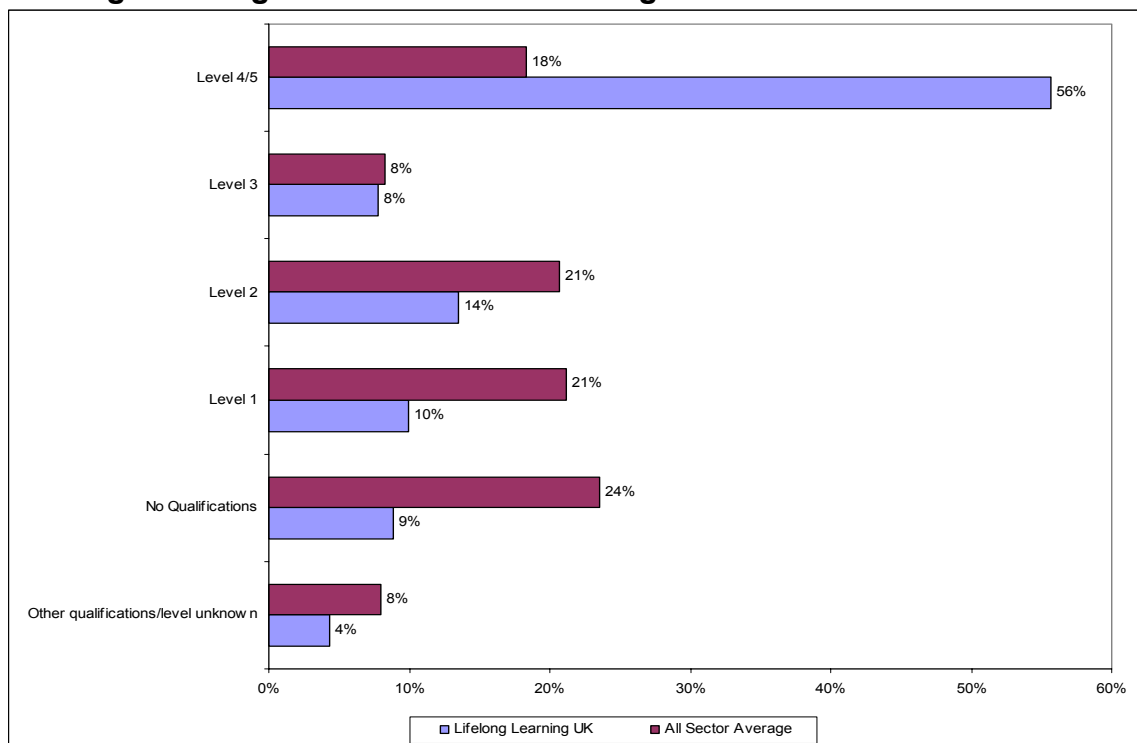
<sup>17</sup> All age data has been derived from the Census 2001

It is estimated that 9% of all Lifelong Learning UK workers within Leicestershire are classified as Non-White, which compares with an England average of 7%. The average for all sectors in the Leicestershire LSC area is 12%.

Examination of the existing age profile of the workforce can help highlight a number of potential recruitment, retention and succession issues employers may need to address. Within Lifelong Learning UK the proportion of those aged 45 or more within Leicestershire is 46%. This compares with an average for all sectors in the LSC area of 36%.

In relation to workforce attainment levels, Table 6 and Chart 5 indicate that while it is estimated that 9% of the Lifelong Learning UK workforce within Leicestershire have no qualifications, the average for all sectors in the LSC area is 24%. At the other end of the spectrum, while an estimated 56% of the Lifelong Learning UK workforce in Leicestershire has attained an NVQ Level 4 or above qualification, the respective average for all Sector Skill Councils in Leicestershire is 18%.

**Chart 5: Proportion of Leicestershire workforce by highest qualification; Lifelong Learning UK and All sector average**



Source: Census of Population 2001

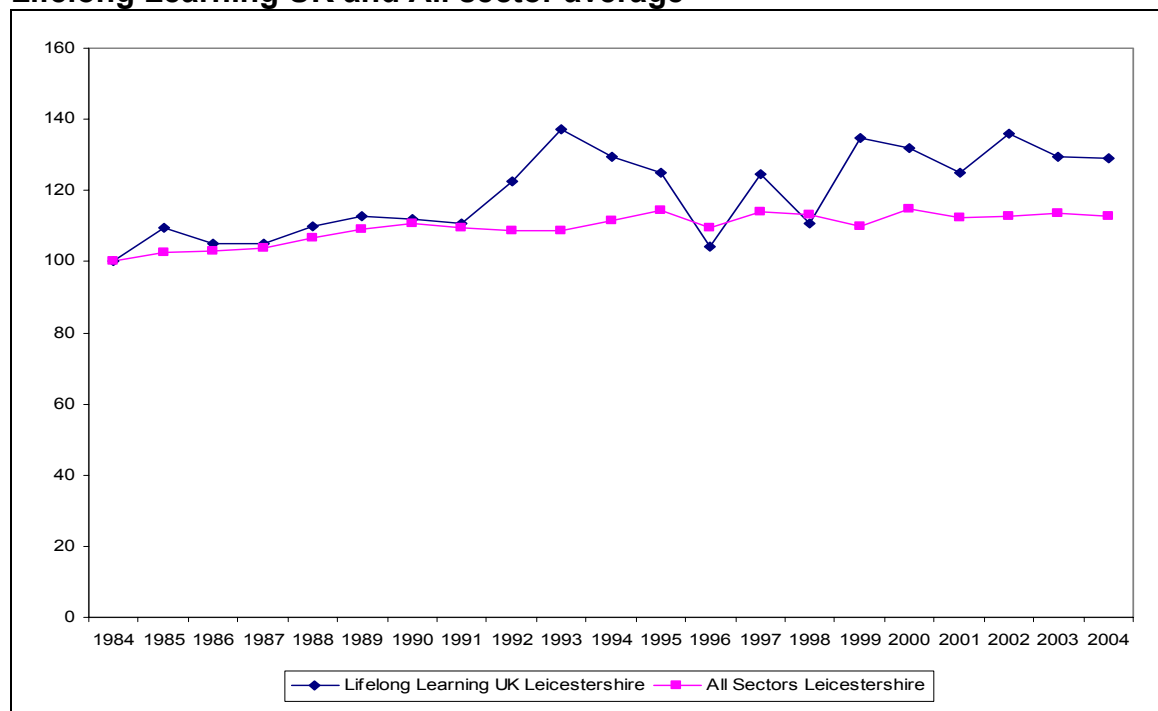
## 5. Historical trends

Table 7 identifies employment trends over the period 1984-2004. The analysis indicates that:

- Over the whole period 1984-2004 numbers employed within Lifelong Learning UK in Leicestershire changed by an estimated 3,200, or +29%. This compares with +80% for the sector in the East Midlands Region and +42% within England. The average for all sectors within Leicestershire over this period was +13%.
- Over the more recent period 1994-2004 numbers employed within Lifelong Learning UK in Leicestershire changed by an estimated -50, or -0%. This compares with +33% for the sector in the East Midlands Region and +22% within England. The average for all sectors within Leicestershire over this period was +1%.

Chart 6 outlines the year on year changes over the period 1984-2004. It shows how the growth/decline in employment in the Lifelong Learning UK sector compares with the growth/decline in employment across all sectors. It maps the change in employment, with the figure for both sets of data being indexed to 100 in 1984.

**Chart 6: Historical employment trends in Leicestershire 1984-2004; Lifelong Learning UK and All sector average**



Source: Working Futures 2;

Note: Both the Lifelong Learning UK and All sector average have been indexed to 100 in 1984

**Table 7: Lifelong Learning UK employment trends summary 1984, 1994, 2004; Leicestershire, East Midlands, England**

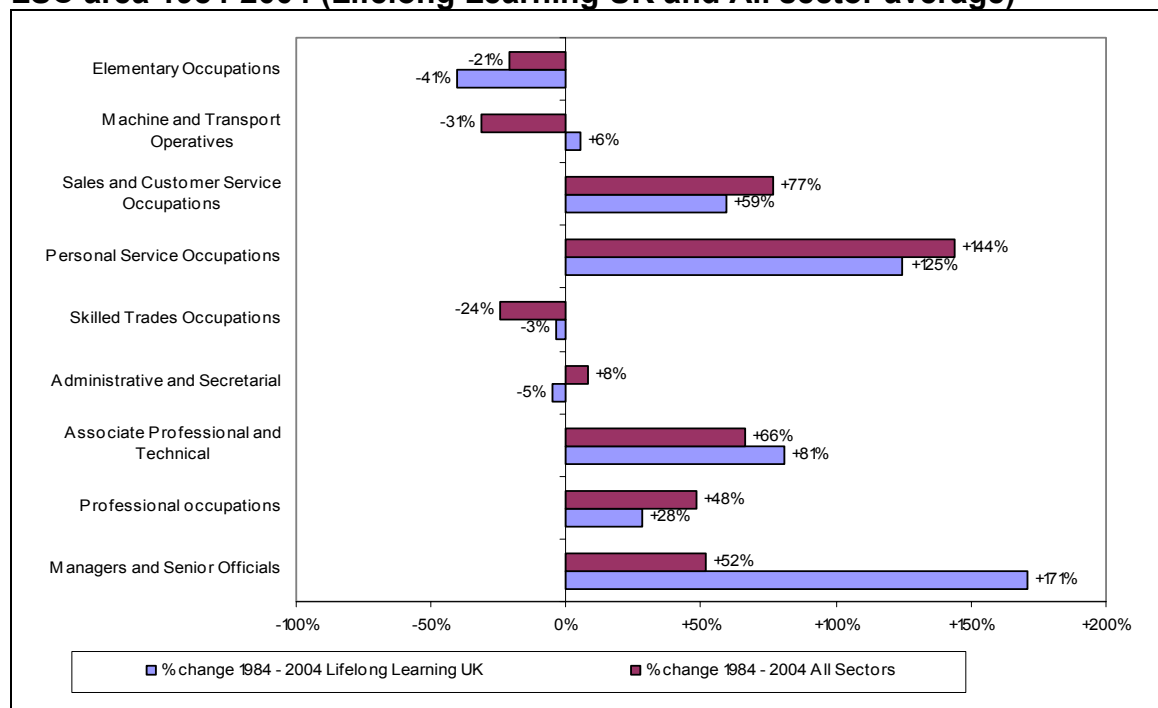
	LSC area Numbers	LSC area %	Regional average	Average for England	Average for all sectors in LSC area
Change in numbers employed 1984-1994	3,250	+30%	+35%	+17%	+12%
Change in numbers employed 1994-2004	-50	-0%	+33%	+22%	+1%
Change in numbers employed 1984-2004	3,200	+29%	+80%	+42%	+13%

Source: Working Futures 2

Note: Numbers have been rounded to the nearest 50

Chart 7 sets out changes in employment by occupation and indicates that there has been growth in nearly all occupational areas within Lifelong Learning UK in Leicestershire within the exception of elementary, skilled trade and administrative and secretarial occupations.

**Chart 7: % change in numbers employed by broad occupation within LSC area 1984-2004 (Lifelong Learning UK and All sector average)**



Source: Working Futures 2

## 6. Forecast employment change

Table 8 and Chart 8 provide a summary of forecast employment change over the period 2004-2014.

**Table 8: Lifelong Learning UK employment forecast summary; 2004-2014**

	Lifelong Learning UK				Average for all sectors in LSC area (%)
	Leicestershire area (Numbers)	Leicestershire area (%)	Regional average (%)	Average for England (%)	
Change in total numbers employed	1,700	+12%	+11%	+6%	+2%
Expected change part time employees	-950	-20%	+3%	+9%	+9%
Change full time employees	2,600	+31%	+17%	+5%	+1%
Change in numbers self employed	50	+7%	+10%	+5%	-8%
Change in numbers of males	1,650	+28%	+24%	+12%	+1%
Change in numbers of females	50	+1%	+3%	+3%	+3%
Net requirement (Total numbers)	7,000	N/A	N/A	N/A	169,000
Replacement demand (Total numbers)	6,000	N/A	N/A	N/A	161,000

Source: Working Futures 2

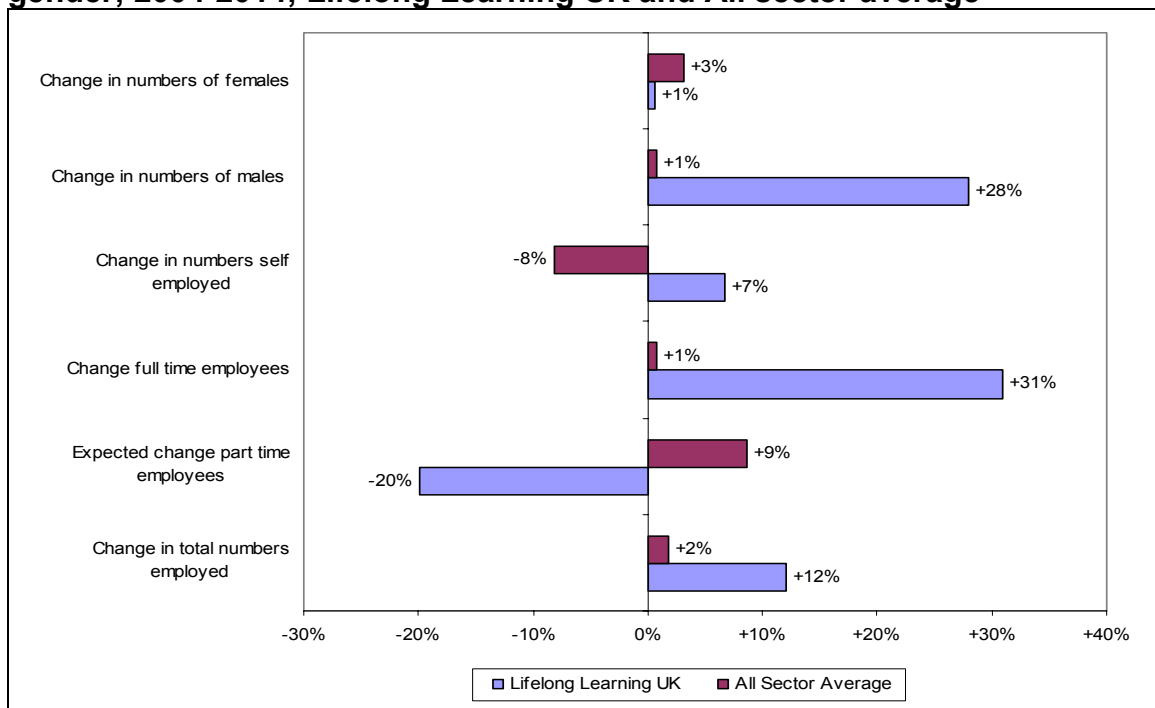
Note: Numbers have been rounded to the nearest 50

The analysis set out in Table 8 indicates that over the period 2004-2014 it is estimated that:

- overall employment within the Lifelong Learning UK sector will increase by about 1,700, implying an estimated change of +12% over this period. This compares with an estimated +11% in relation to the sector regionally and +6% within England. The respective figure for all sectors in the LSC area is +2%.
- part time employment within the Lifelong Learning UK sector will increase by about -950, implying an estimated change of -20% over this period. This compares with an estimated +3% change in relation to the sector regionally and +9% within England. The respective figure for all sectors in the LSC area is +9%.

- full time employment within the Lifelong Learning UK sector will increase by about 2,600, implying an estimated change of +31% over this period. This compares with an estimated +17% in relation to the sector regionally and +5% within England. The respective figure for all sectors in the LSC area is +1%.
- self-employment within the Lifelong Learning UK sector will increase by about 50, implying an estimated change of +7% over this period. This compares with an estimated +10% in relation to the sector regionally and +5% within England. The respective figure for all sectors in the LSC area is -8%.
- male employment within the Lifelong Learning UK sector will increase by about 1,650, implying an estimated change of +28% over this period. This compares with an estimated +24% in relation to the sector regionally and +12% within England. The respective figure for all sectors in the LSC area is +1%.
- female employment within the Lifelong Learning UK sector will decrease by less than 50, implying an estimated change of +1% over this period. This compares with an estimated +3% in relation to the sector regionally and +3% within England. The respective figure for all sectors in the LSC area is +3%.

**Chart 8: Forecast change in numbers employed by nature of work and gender; 2004-2014; Lifelong Learning UK and All sector average**

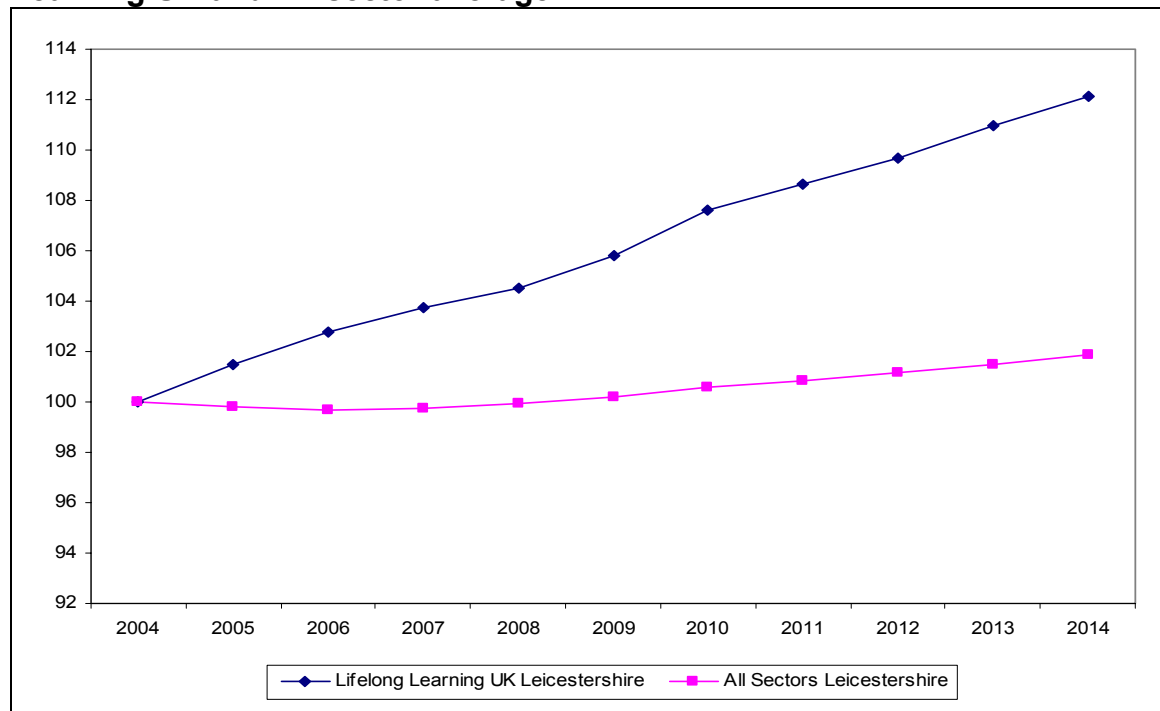


Source: Working Futures 2

The forecasts set out in Table 8 and Chart 8 indicate that in addition to the net increase in numbers employed within Lifelong Learning UK in Leicestershire over the period 2004-2014 there are likely to be an additional 6,000 workers required as a result of replacement demand, as people retire, move into other jobs in the sector or leave the sector altogether. This implies a net requirement for workers over the whole period 2004-2014 of about 7,000 workers, or an average annual net requirement of about 700 workers<sup>18</sup>. This accounts for about 4.1% of the total estimated annual net requirement for all sectors in Leicestershire.

Chart 9 outlines year on year forecast changes within the Leicestershire Lifelong Learning UK sector for the period 2004-2014 and compares these trends with the all sector average, forecast by indexing both sets of data to 100 in 2004. The chart indicates that the Leicestershire Lifelong Learning UK sector is likely to outperform the all sector average over this period.

**Chart 9: Indexed forecast employment change 2004-2014; Lifelong Learning UK and All sector average**



Source: Working Futures 2;

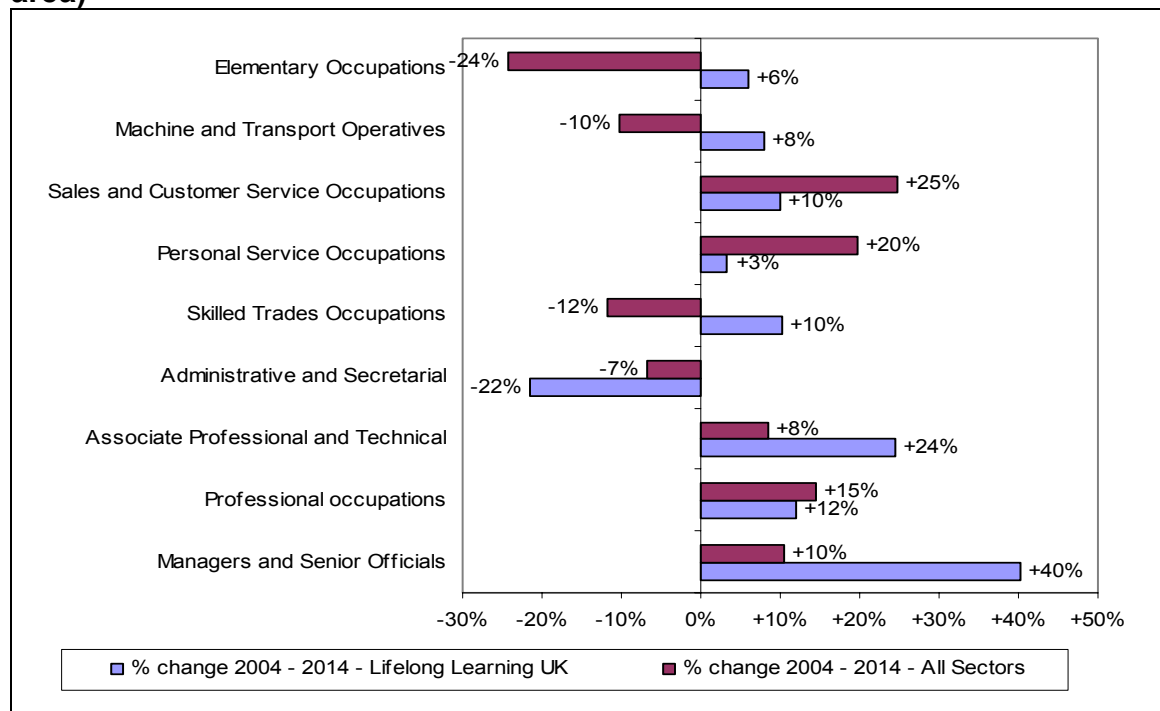
Note: Both the Lifelong Learning UK and all sector average have been indexed to 100 in 2004

<sup>18</sup> The actual annual net requirement will of course vary from year to year

Chart 10 identifies forecast change by occupational area over the period 2004-2014 and compares expected trends within the Lifelong Learning UK sector with the all sector average within Leicestershire.

Nearly all occupational areas within the Leicestershire Lifelong Learning UK sector are expected to experience growth, with the exception of administrative and secretarial occupations, which are expected to experience net decline.

**Chart 10: Forecast change 2004-2014 by main occupational categories within LSC area; (Lifelong Learning UK and All sector average for LSC area)**



Source: Working Futures 2

## **7. Drivers of change and key skill issues**

At the present time very little information is available from a number of Sector Skills Councils (SSCs) in relation to drivers of change and key skill needs. This is mainly because a number of SSCs, including Lifelong Learning UK are relatively new and research in relation to skills has not yet been completed. Discussions have been held with Lifelong Learning UK and no other authoritative and published sources of information have been identified for the sector in relation to drivers of change and skill needs within the sector.

However, research activities are currently underway and it is likely that Lifelong Learning UK will have completed Stage 1 of the Sector Skills Agreement process by the end of 2006. Stage 1 involves the production of a sophisticated assessment of the Lifelong Learning UK sector in order to determine short-term, medium-term and long-term skills needs and to map out the factors for change in the sector.

Information on the Skills Needs Assessment undertaken by Lifelong Learning UK will be available from the following website:

[www.lifelonglearninguk.org](http://www.lifelonglearninguk.org)

## 8. Human resource indicators

Table 9 is based on the results of the National Employer Skills Survey (NESS) 2005. In order to ensure the data utilised is reasonably robust, all analysis is restricted to a regional or national level.

**Table 9: Lifelong Learning UK Human Resource indicators summary**

	East Midlands Lifelong Learning UK average	England Lifelong Learning UK average	Average for All sectors in East Midlands
% employers reporting skill gaps	16%	20%	16%
Skill shortage vacancies (SSVs) as a % of all vacancies	19%	17%	20%
% employers reporting hard to fill vacancies	6%	9%	5%
Hard to fill vacancies as a % of all vacancies	20%	24%	29%
% employers undertaking training over the previous 12 months	89%	88%	66%
% employees undertaking training over the previous 12 months	100%	83%	84%
% establishments with a business plan	79%	83%	55%
% establishments with a training plan	78%	73%	47%
% establishments with a training budget	67%	65%	34%
% of establishments that formally assess whether individual employees have gaps in their skills	80%	80%	56%
% of establishments formally assess the performance of employees who have received training and development	77%	88%	46%
Employer engagement score <sup>19</sup>	76.1	77.9	47.6

Source: National Employer Skills Survey 2005

Note: The sample size for data from NESS at a detailed sector level is likely to be too small at an LSC level. All data has been weighted

<sup>19</sup> This has been compiled by summing the % of establishments with a business plan, establishments with a training plan, establishments with a training budget, establishments that formally assess whether individual employees have gaps in their skills and establishments that formally assess the performance of employees who have received training and development divided by 5

Table 9 compares the Lifelong Learning UK sector within the East Midlands with the respective figures for England and also the average for all sectors within the East Midlands region. The analysis indicates that in relation to:

- the proportion of employers reporting skill gaps, the figure for Lifelong Learning UK within the East Midlands region of 16% compares with a figure for Lifelong Learning UK in England of 20% and an average for all sectors in the East Midlands region of 16%
- the proportion of employers reporting hard to fill vacancies, the figure for Lifelong Learning UK within the East Midlands region of 6% compares with a figure for Lifelong Learning UK in England of 9% and an average for all sectors in the East Midlands region of 5%
- reported skill shortage vacancies as a proportion of all vacancies, the figure for Lifelong Learning UK within the East Midlands region of 19% compares with a figure for Lifelong Learning UK in England of 17% and an average for all sectors in the East Midlands region of 20%
- hard to fill vacancies as a proportion of all vacancies, the figure for Lifelong Learning UK within the East Midlands region is 20% compared with a figure for Lifelong Learning UK in England of 24% and an average for all sectors in the East Midlands region of 29%
- the proportion of employers undertaking training over the previous 12 months, the figure for Lifelong Learning UK within the East Midlands region of 89% compares with a figure for Lifelong Learning UK in England of 88% and an average for all sectors in the East Midlands region of 66%
- the proportion of employees undertaking training over the previous 12 months, the figure for Lifelong Learning UK within the East Midlands region of 100% compares with a figure for Lifelong Learning UK in England of 83% and an average for all sectors in the East Midlands region of 84%

A number of indicators of levels of employer engagement have been utilised as part of the analysis. A composite employer engagement score based on five different indicators has been derived, these being the % of establishments with a business plan, establishments with a training plan, establishments with a training budget, establishments that formally assess whether individual employees have gaps in their skills and establishments that formally assess the performance of employees who have received training and development.

The composite employer engagement score provides an indication of the overall commitment of employers to these human resource planning and management techniques. The analysis indicates that the East Midlands Lifelong Learning UK sector has an overall score of 49.9, compared with 51.4 for Lifelong Learning UK in England and an All Sector regional average of 47.6.

## 9. Business and employment matrix

Table 10 sets out a series of business and employment indicators for Lifelong Learning UK in Leicestershire. Each of these indicators has also been set in the context of a ranking of all 25 Sector Skills Councils in Leicestershire, which provides an SSC ranking (1-25) for Lifelong Learning UK in relation to each indicator.

**Table 10: Business and employment matrix**

Indicator	Lifelong Learning UK	SSC Ranking
Number of businesses 2004	371	18
Numbers employed 2004	14,200 <sup>20</sup>	9
% change in numbers employed 1984-2004	+29%	13
Absolute change in numbers employed 1984-2004	+3,200	11
Expected % change in numbers employed 2004-2014	+12%	5
Expected absolute change in numbers employed 2004-2014	+1,700	4
Expected absolute replacement demand 2004-2014	+6,000	6
Skill Shortage Vacancies as a % of all vacancies 2005	19%	13
% of employers reporting skill gaps 2005	16%	7
% workforce with no qualifications	9%	20
% employed whose highest qualification is NVQ Level 1	10%	24
% employed whose highest qualification is NVQ Level 2	14%	23
% employed whose highest qualification is NVQ Level 3	8%	12
% employed whose highest qualification is NVQ Level 4 or higher	56%	1
% non-white employees 2001	9%	13
% employees aged 45+	46%	2
An occupational employment change score <sup>21</sup>	0.15	15

<sup>20</sup> This figure is derived from Working Futures 2 and is an estimate that includes employees and those working on a self employed basis. The figure therefore differs from data derived from the Annual Business Inquiry – It is rounded to the nearest 50

<sup>21</sup> This occupational employment change score has been developed in order to provide an indication of the extent of occupational restructuring expected to occur in the future within different sectors. The score is derived from Working Futures 2 data and is calculated by summing each element of expected occupational change (using broad occupational groupings) over the period 2004-2014 and expressing this as a ratio in relation to total numbers employed in 2004 in all occupations within Lifelong Learning UK. The direction of change in occupational employment, whether negative or positive is treated as positive when calculating this ratio. The score provides an indication of the extent of expected occupational restructuring, with the highest scores pointing to a greater level of expected occupational restructuring.

**Activities covered by the Lifelong Learning UK Sector footprint**

<b>SSC industry</b>	<b>Sub sectors</b>	<b>SIC sub sector definitions</b>
Lifelong Learning UK [80.22, 80.3, 80.42, 92.51]	Technical and vocational secondary education	8022
	Higher education	8030
	Adult education	8042
	Library and archive activities	9251

## Appendix Two

