

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

Skills for Care & Development

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.¹

This report focuses on the Skills for Care & Development Sector footprint within the Leicestershire LSC area. The activities covered by the Skills for Care & Development 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 forecasts², 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

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

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

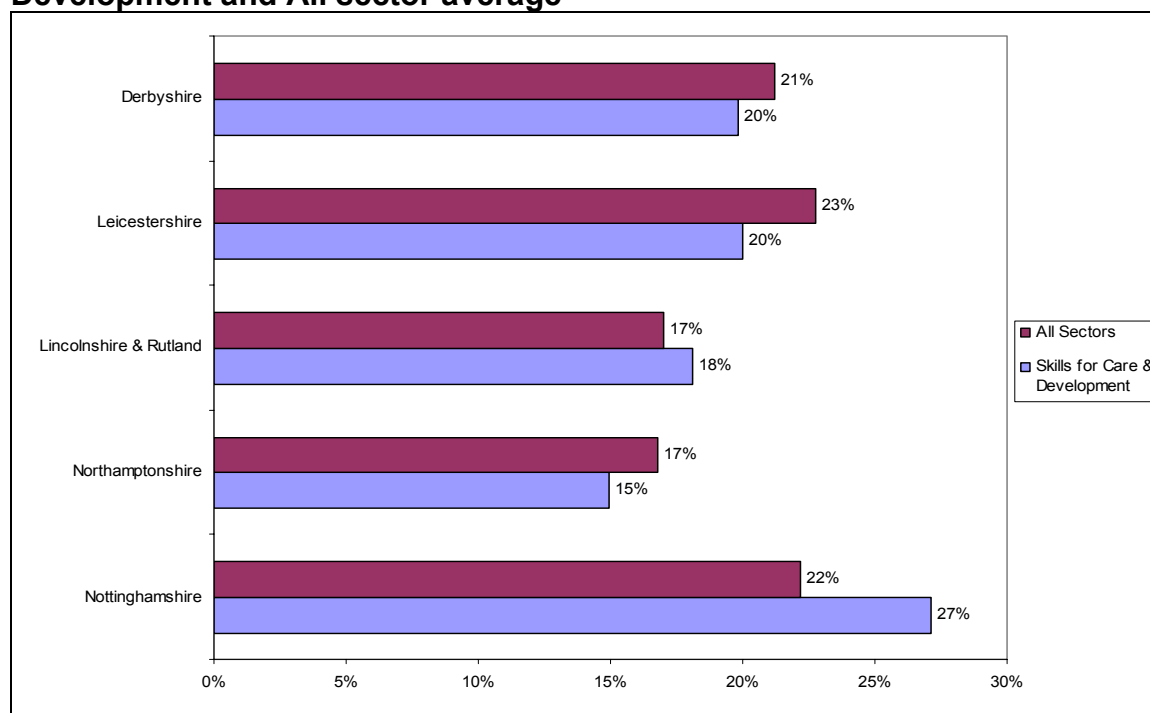
2. Current sector structure

Based on the Annual Business Inquiry 2004 there are an estimated 840 employers and 13,687 employees working in the Skills for Care & Development sector in the Leicestershire LSC area³.

The sector accounts for 2% of all employers in Leicestershire LSC area and 3% of total employment⁴.

Chart 1 sets out the distribution of Skills for Care & Development employers by LSC area within the East Midlands region and compares this with the distribution of all employers (All sectors)⁵.

Chart 1: Share of total employers by LSC area; Skills for Care & Development and All sector average



Source: ABI 2004

Analysis of the spatial distribution of the sector indicates that as a proportion of all Skills for Care & Development employers within the East Midlands

³ 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 15,600.

⁴ 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).

⁵ 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

Region those in Leicestershire account for an estimated 20% and of all Skills for Care & Development employers in England, those in Leicestershire account for 1.7%

In relation to employment, the respective figures are 19% of the regional total and 1.5% of the total for England. (See Table 1 for more details).

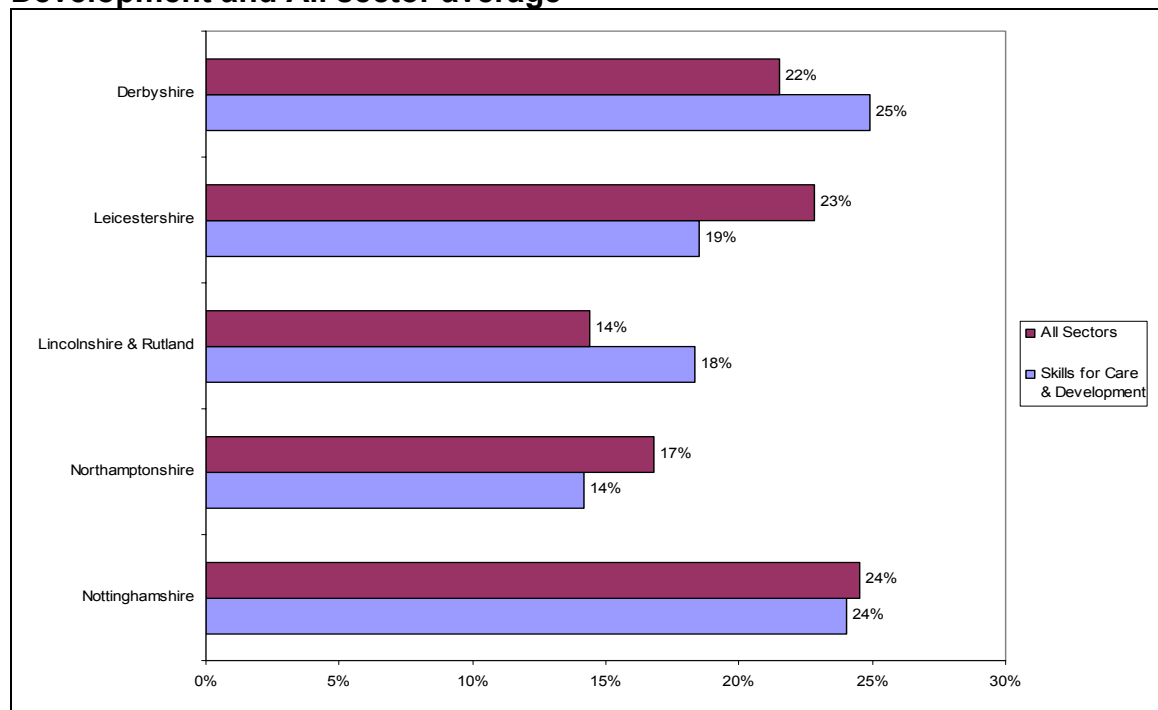
Table 1: Structure of employment and employers within Skills for Care & Development; Leicestershire, East Midlands Region, England

	Number (LSC area)	As % of all in LSC area	As % of sector in East Midlands Region	As % of sector in England
Number of employers	840	2%	20%	1.7%
Number of employees	13,687	3%	19%	1.5%

Source: ABI 2004

Chart 2 sets out the distribution of Skills for Care & Development employment by LSC area and compares this with the distribution of total employment (All sectors).

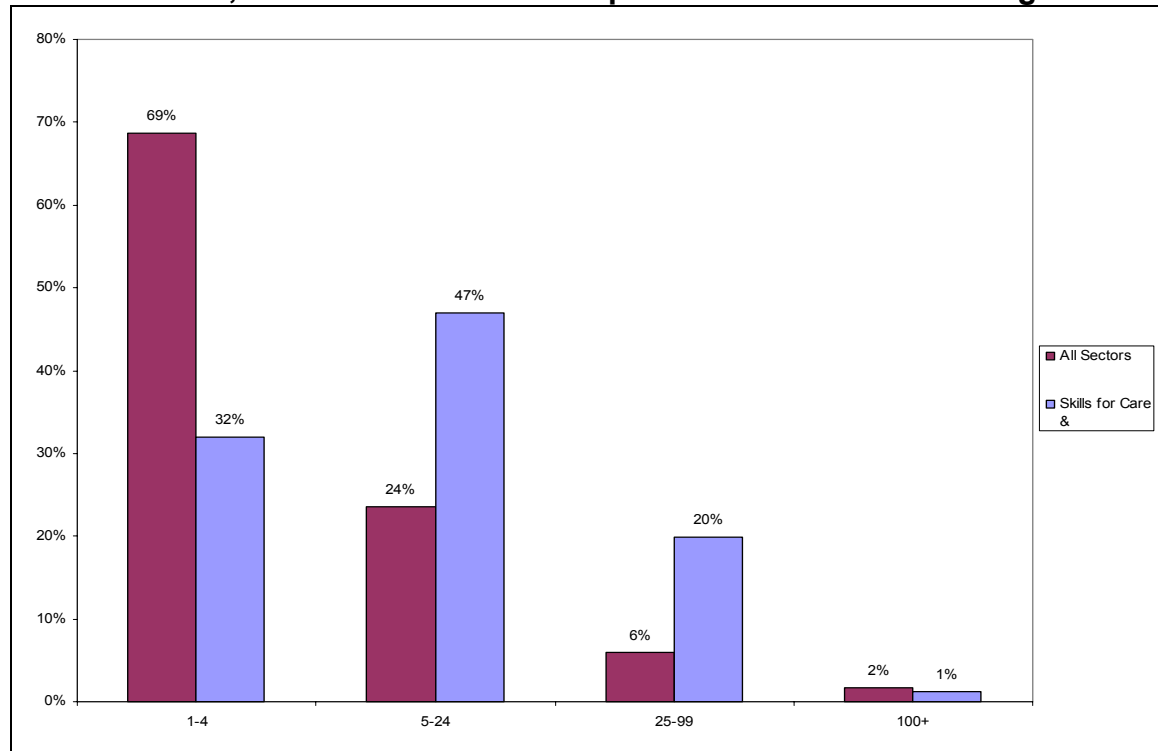
Chart 2: Share of total employment by LSC area; Skills for Care & Development and All sector average



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 Skills for Care & Development sector footprint (Those employing between 5-99 employees).

Chart 3: Proportion of employers by employment size band in Leicestershire; Skills for Care & Development 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 small and medium sized establishments.

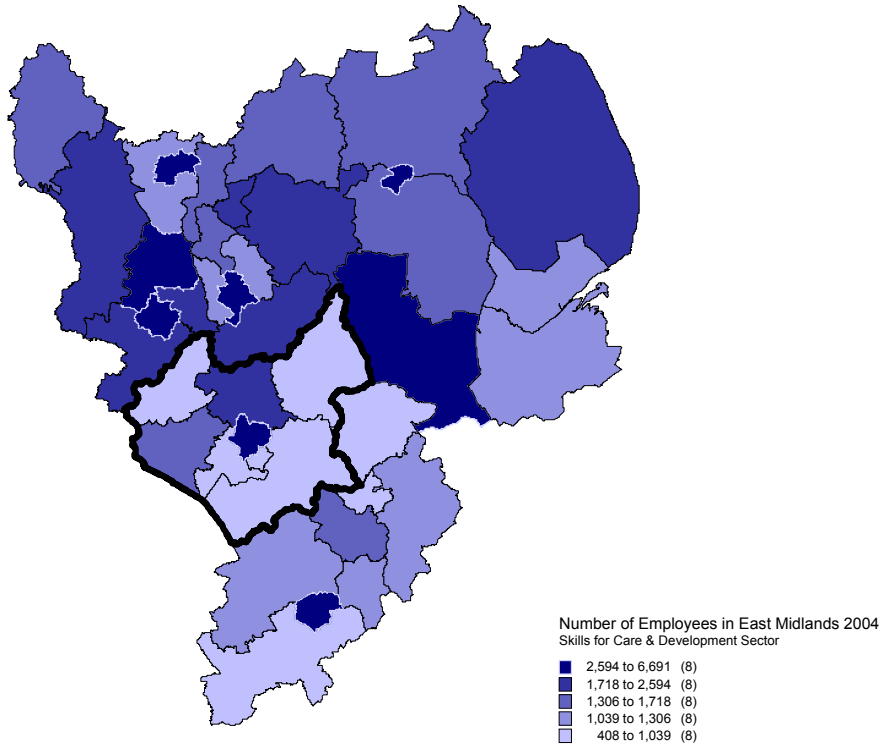
Table 2: Size structure of employment within Skills for Care & Development; Number of employees within each employer size band; Leicestershire, East Midlands Region, England

	Number of employees in Skills for Care & Development (LSC area)	% employees in Skills for Care & Development (LSC area)	% employees in All sectors in LSC area	% employees in Skills for Care & Development in East Midlands Region	% employees in Skills for Care & Development in England
Number of employees (1-4 employees)	708	5%	11%	4%	5%
Number of employees (5-24) employees)	4,829	35%	22%	34%	35%
Number of employees (25-99) employees)	6,843	50%	24%	48%	44%
Number of employees (100+) employees)	1,307	10%	43%	13%	16%
All employees	13,687	100%	100%	100%	100%

Source: ABI 2004

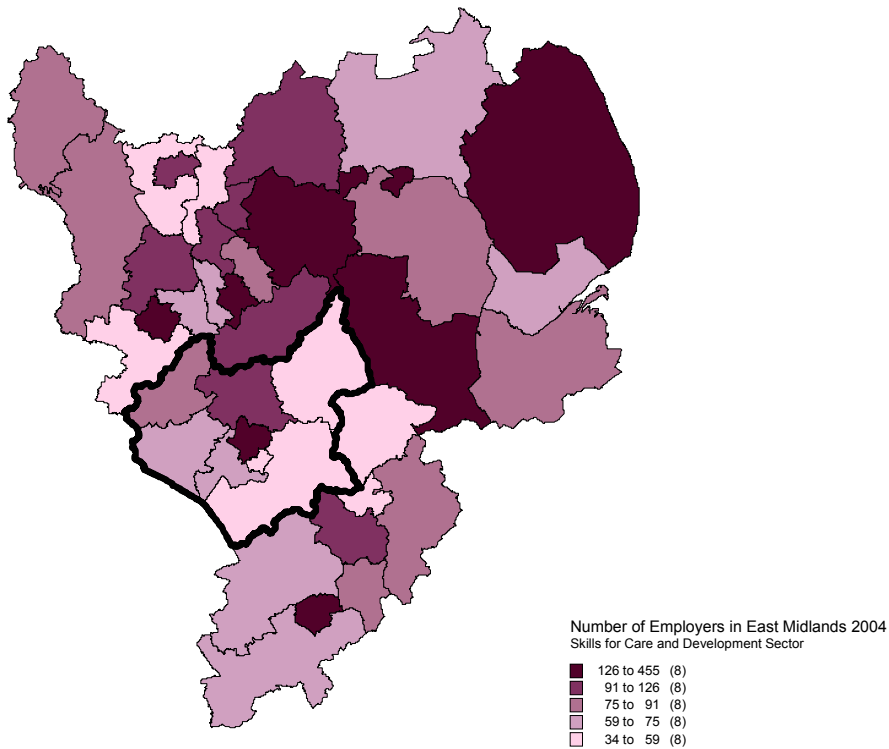
Maps 1 and 2 highlight the spatial concentrations of employees and numbers of businesses in the Skills for Care & Development Sector within each local authority area within the East Midlands region. Appendix Two contains a key to all local authority names within the East Midlands region.

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 Skills for Care & Development within the LSC area represents 1.5% of the total for England, employment in Skills for Care & Development activities within Leicestershire are somewhat under-represented.

Table 3 provides a breakdown of employment within different Skills for Care & Development sub-sectors⁶.

The analysis indicates that social work activities with accommodation accounts for an estimated 50% of all employment in Skills for Care & Development activities in Leicestershire and social work activities without accommodation about 50%.

Table 3: Number and % of employment by Skills for Care & Development sub-sector; Leicestershire, East Midlands Region, England

	Number (LSC area)	As % of all in Skills for Care & Development sector in LSC area	As % of sub-sector in East Midlands Region	As % of sub-sector in England
Social work activities with accommodation	6,830	50%	19%	1.6%
Social work activities without accommodation	6,857	50%	18%	1.5%
Total for Skills for Care & Development	13,687	100%	19%	1.5%

Source: ABI 2004

Table 4 provides a breakdown of employers within each Skills for Care & Development sub-sector.

⁶ Appendix One contains SIC definitions for each Skills for Care & Development sub sector

Table 4: Number and % of employers by Skills for Care & Development sub-sector; Leicestershire, East Midlands Region, England

	Number (LSC area)	As % of all in Skills for Care & Development sector in LSC area	As % of sub-sector in East Midlands Region	As % of sub-sector in England
Social work activities with accommodation	376	45%	20%	1.7%
Social work activities without accommodation	464	55%	20%	1.6%
Total for Skills for Care & Development	840	100%	20%	1.7%

Source: ABI 2004

Table 5 identifies sub regional concentrations of employment within different Skills for Care & Development 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 Leicestershire LSC as a whole, employment in all Skills for Care & Development sub-sectors is under-represented. However, within this overall pattern, there are considerable sub-regional variations in 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 Skills for Care & Development sub sectors within Leicestershire

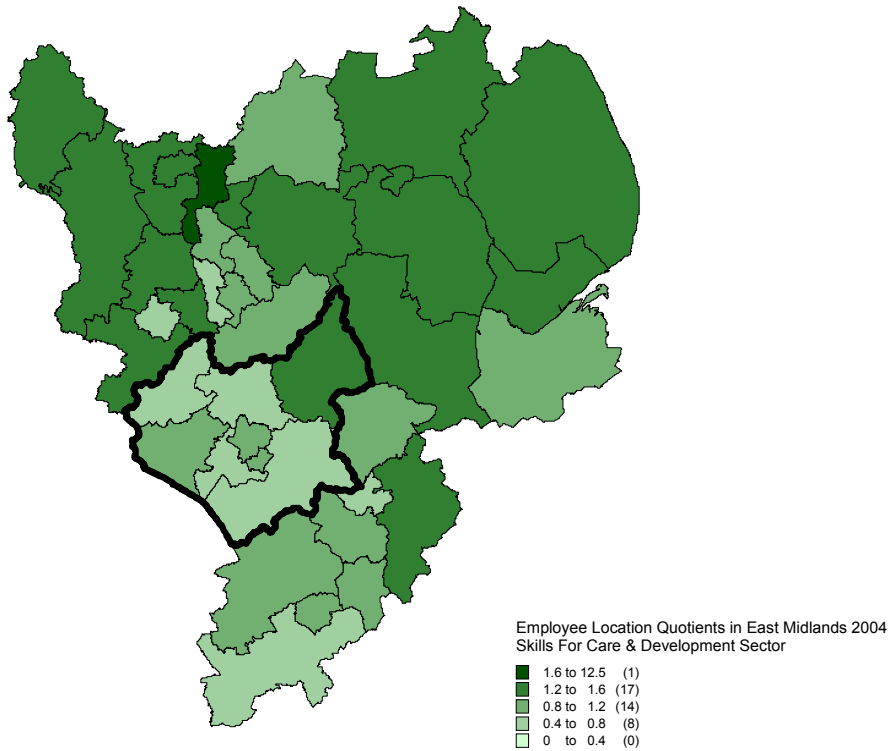
Sub-sector	Location Quotients for Skills for Care & Development sub-sectors in Leicestershire ⁷	Sub regional 'hot spots'
Social work activities with accommodation	0.90	Melton (1.40), Oadby and Wigston (1.44)
Social work activities without accommodation	0.80	
Total for Skills for Care & Development	0.85	
Total for All Sectors	1.00	

Source: ABI 2004

⁷ 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 Skills for Care & Development sector for each local authority area in the East Midlands region.



Source: Annual Business Inquiry 2004

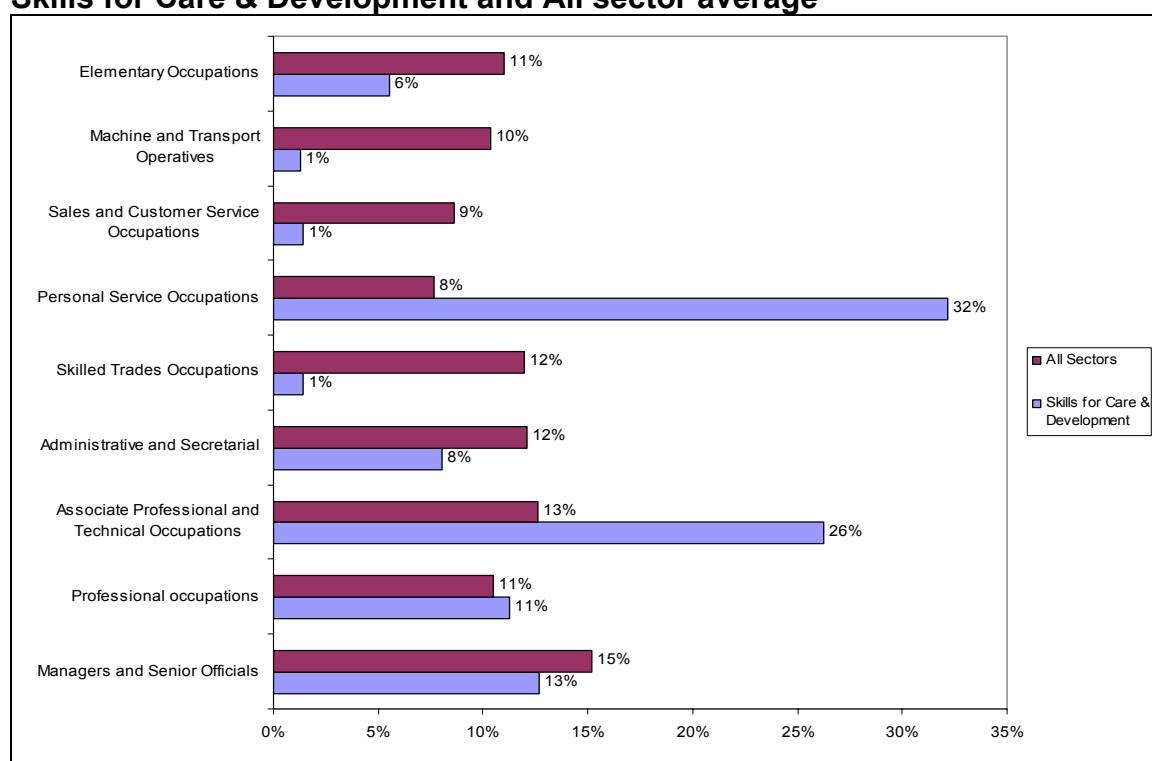
4. Workforce profile

This section examines the profile of those working within the Skills for Care & Development 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 somewhat higher proportion of those employed in the Skills for Care & Development sector work in personal service and associate professional and technical occupations
- A lower proportion work in elementary, transport and machine operative, sales and customer service and skilled trade occupations

Chart 4: Occupational structure of employment within Leicestershire; Skills for Care & Development and All sector average



Source: Working Futures 2

Table 6 indicates that by comparison with the average for all sectors within the Leicestershire LSC area⁸:

⁸ 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 Skills for Care & Development
- A significantly higher proportion of the workforce is female (89%)

Table 6: Skills for Care & Development workforce profile summary; Leicestershire, East Midlands, England

	Skills for Care & Development			Average for all sectors in LSC area
	LSC area	Regional average	Average for England	
% part time employees ⁹	47%	50%	48%	28%
% full time employees ¹⁰	42%	38%	40%	60%
% self-employed ¹¹	11%	11%	12%	12%
% male ¹²	13%	12%	14%	54%
% female ¹³	87%	88%	86%	46%
% Non-White employees ¹⁴	11%	6%	8%	12% ¹⁵
% employed whose highest qualification is NVQ Level 4 or above ¹⁶	21%	20%	23%	18%
% employed whose highest qualification is NVQ Level 3	10%	10%	10%	8%
% employed whose highest qualification is NVQ Level 2	21%	22%	22%	21%
% employed whose highest qualification is NVQ Level 1	20%	20%	18%	21%
% employed with no qualifications	23%	22%	20%	24%
Other qualifications/Not known	7%	6%	6%	8%
% employed aged 16-17 ¹⁷	1%	1%	1%	2%
% employed aged 18-24	10%	9%	9%	12%
% employed aged 25-44	48%	47%	47%	50%
% employed aged 45+	41%	42%	43%	36%

⁹ Working Futures 2

¹⁰ Working Futures 2

¹¹ Working Futures 2

¹² Working Futures 2

¹³ Working Futures 2

¹⁴ Census 2001. All Census data utilised is workplace based

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

¹⁶ All attainment level data has been derived from Census 2001.

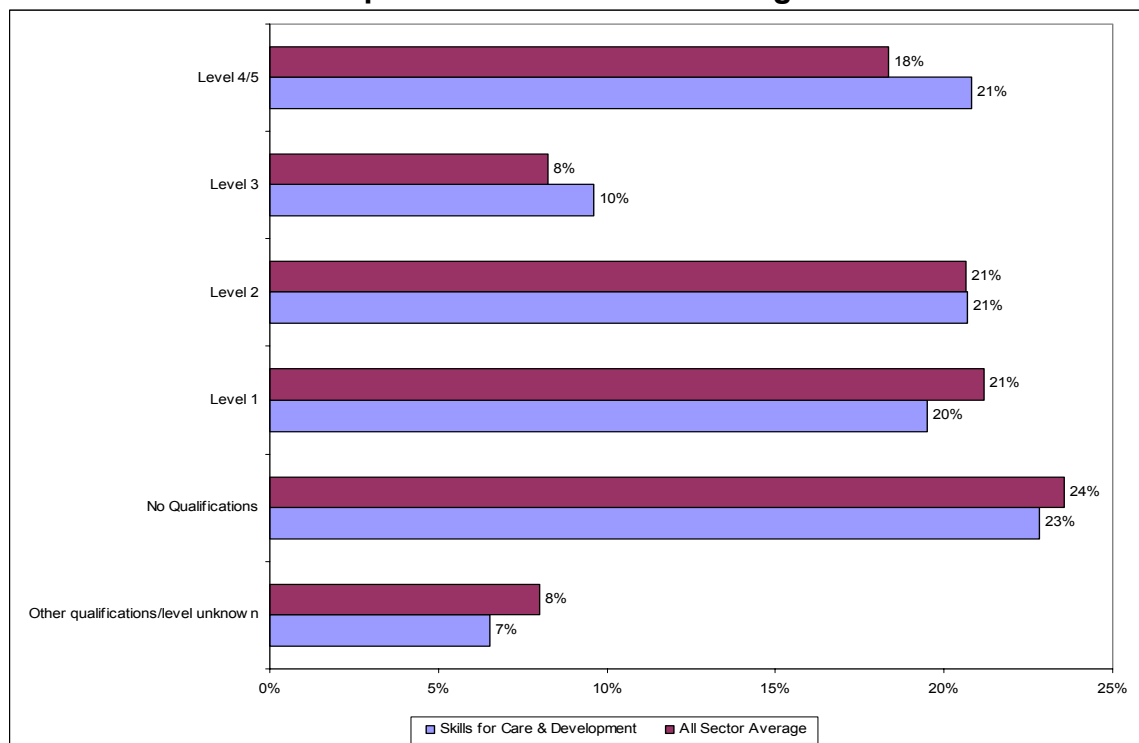
¹⁷ All age data has been derived from the Census 2001

It is estimated that 11% of all Skills for Care & Development workers within Leicestershire are classified as Non-White, which compares with an England average of 8%. 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 Skills for Care & Development the proportion of those aged 45 or more within Leicestershire is 41%. 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 23% of the Skills for Care & Development 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 21% of the Skills for Care & Development workforce in Leicestershire have 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; Skills for Care & Development and All sector average



Source: Census of Population 2001

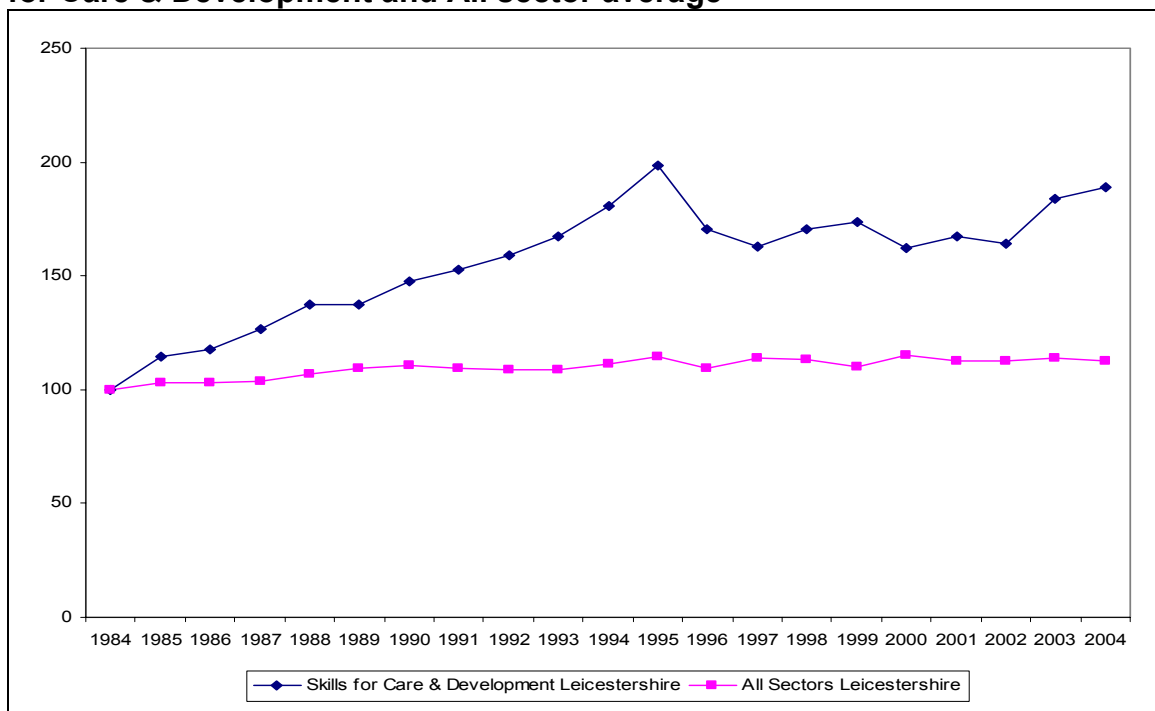
5. Historical trends

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

- Over the whole period 1984-2004 numbers employed within Skills for Care & Development in Leicestershire changed by an estimated 7,350, or +89%. This compares with +81% for the sector in the East Midlands Region and +55% within England. The average for all sectors within Leicestershire over this period was +13%.
- Over the more recent period 1994-2004 numbers employed within Skills for Care & Development in Leicestershire changed by an estimated 700, or +5%. This compares with +23% for the sector in the East Midlands Region and +17% 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 Skills for Care & Development 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; Skills for Care & Development and All sector average



Source: Working Futures 2;

Note: Both the Skills for Care & Development and All sector average have been indexed to 100 in 1984

**Table 7: Skills for Care & Development employment trends summary
1984, 1994, 2004; Leicestershire, East Midlands, England**

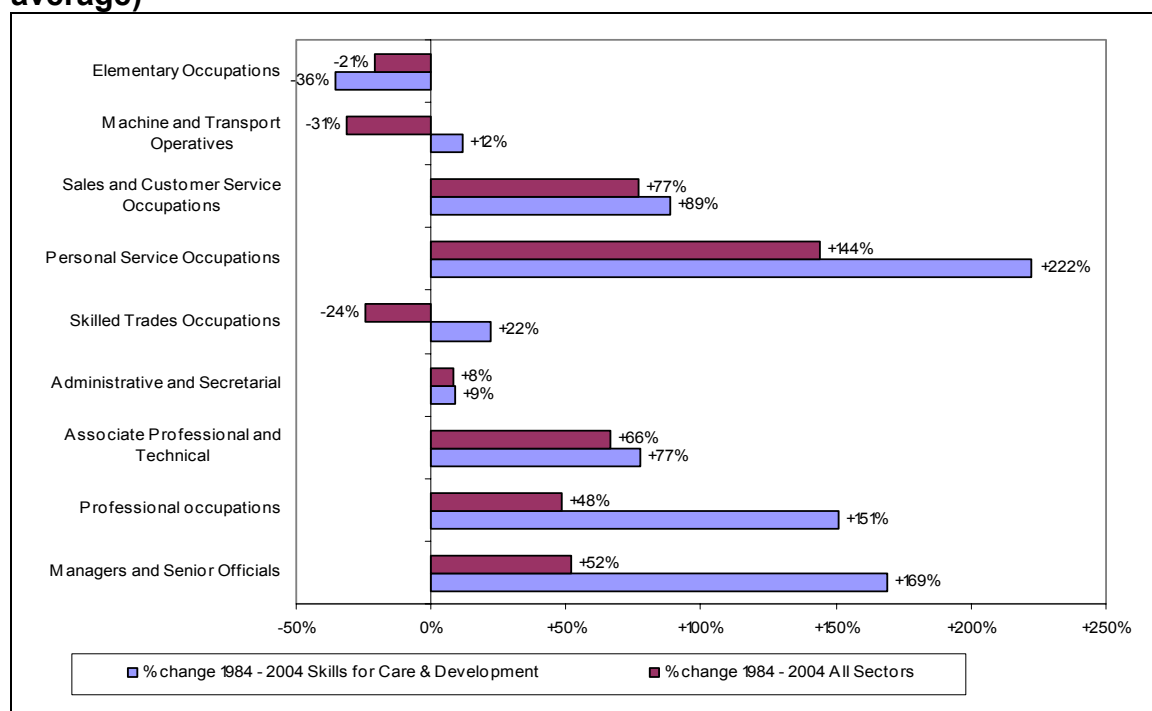
	LSC area Numbers	LSC area %	Regional average	Average for England	Average for all sectors in LSC area
Change in numbers employed 1984-1994	6,650	+81%	+47%	+33%	+12%
Change in numbers employed 1994-2004	700	+5%	+23%	+17%	+1%
Change in numbers employed 1984-2004	7,350	+89%	+81%	+55%	+13%

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 the rate of growth in nearly all occupational areas within Skills for Care & Development in Derbyshire has exceeded the average rate of growth of occupations across all sectors in the LSC area. This is particularly the case in respect of personal service, managerial, professional and sales and customer service occupations.

**Chart 7: % change in numbers employed by broad occupation within
LSC area 1984-2004 (Skills for Care & Development 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: Skills for Care & Development employment forecast summary; 2004-2014

	Skills for Care & Development				Average for all sectors in LSC area (%)
	Leicestershire area (Numbers)	Leicestershire area (%)	Regional average (%)	Average for England (%)	
Change in total numbers employed	1,100	+7%	+8%	+10%	+2%
Expected change part time employees	1,050	+14%	+17%	+13%	+9%
Change full time employees	650	+10%	+9%	+9%	+1%
Change in numbers self employed	-600	-35%	-35%	-1%	-8%
Change in numbers of males	500	+26%	+28%	+24%	+1%
Change in numbers of females	600	+4%	+5%	+7%	+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

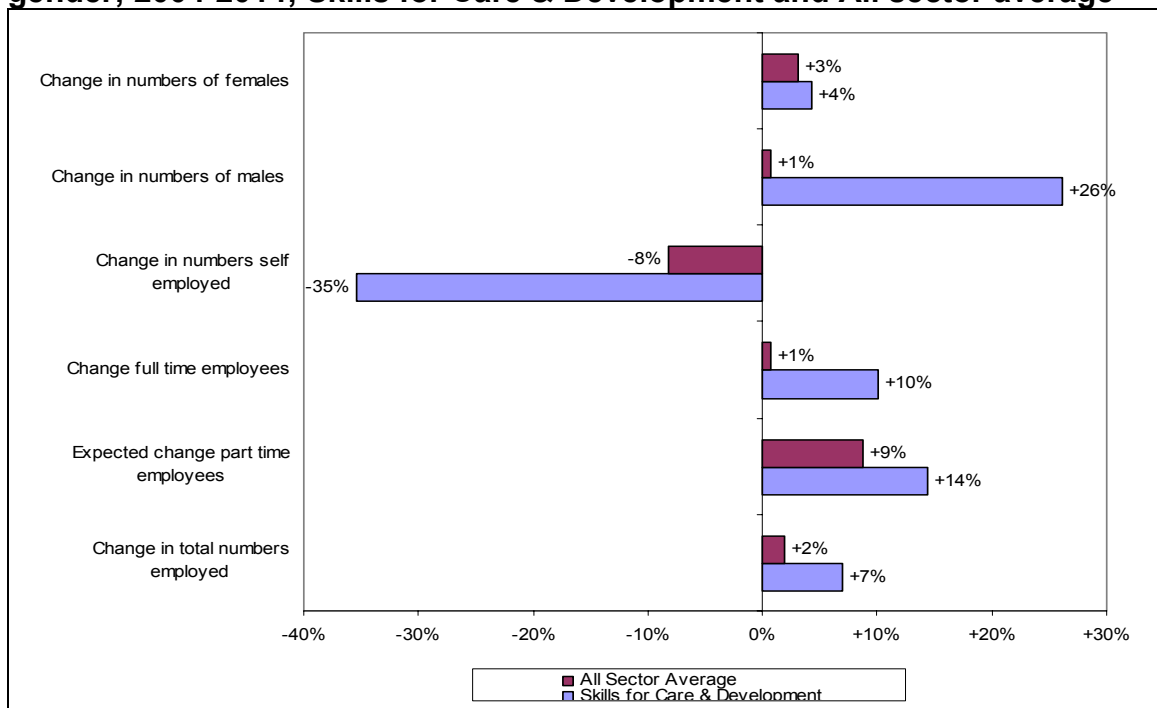
Note: Numbers have been rounded to the nearest 50

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

- overall employment within the Skills for Care & Development sector will increase by about 1,100, implying an estimated change of +7% over this period. This compares with an estimated +8% in relation to the sector regionally and +10% within England. The respective figure for all sectors in the LSC area is +2%.
- part time employment within the Skills for Care & Development sector will increase by about 1,050, implying an estimated change of +14% over this period. This compares with an estimated +17% change in relation to the sector regionally and +13% within England. The respective figure for all sectors in the LSC area is +9%.

- full time employment within the Skills for Care & Development sector will increase by about 650, implying an estimated change of +10% over this period. This compares with an estimated +9% in relation to the sector regionally and +9% within England. The respective figure for all sectors in the LSC area is +1%.
- self-employment within the Skills for Care & Development sector will decrease by about -600, implying an estimated change of -35% over this period. This compares with an estimated -35% in relation to the sector regionally and -1% within England. The respective figure for all sectors in the LSC area is -8%.
- male employment within the Skills for Care & Development sector will increase by about 500, implying an estimated change of +26% over this period. This compares with an estimated +28% in relation to the sector regionally and +24% within England. The respective figure for all sectors in the LSC area is +1%.
- female employment within the Skills for Care & Development sector will increase by about 600, implying an estimated change of +4% over this period. This compares with an estimated +5% in relation to the sector regionally and +7% 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; Skills for Care & Development and All sector average

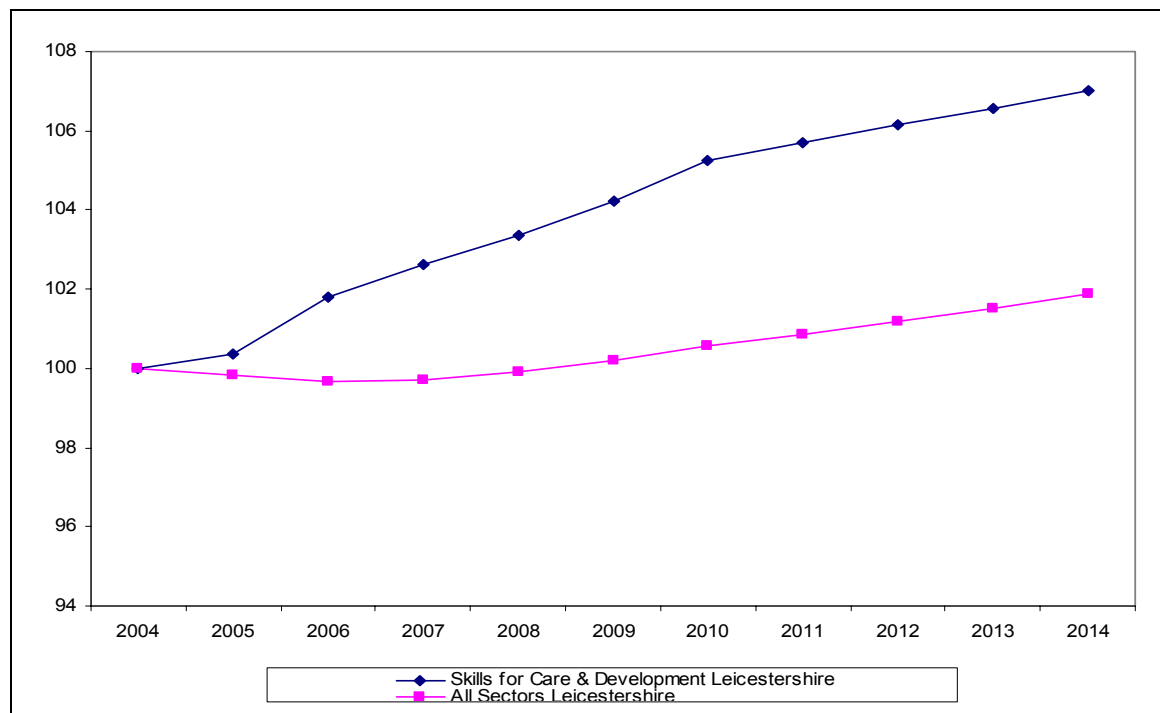


Source: Working Futures 2

The forecasts set out in Table 8 and Chart 8 indicate that in addition to the net increase in numbers employed within Skills for Care & Development 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 workers¹⁸. 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 Skills for Care & Development 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 Skills for Care & Development sector is likely to outperform the all sector average over this period.

Chart 9: Indexed forecast employment change 2004-2014; Skills for Care & Development and All sector average



Source: Working Futures 2;

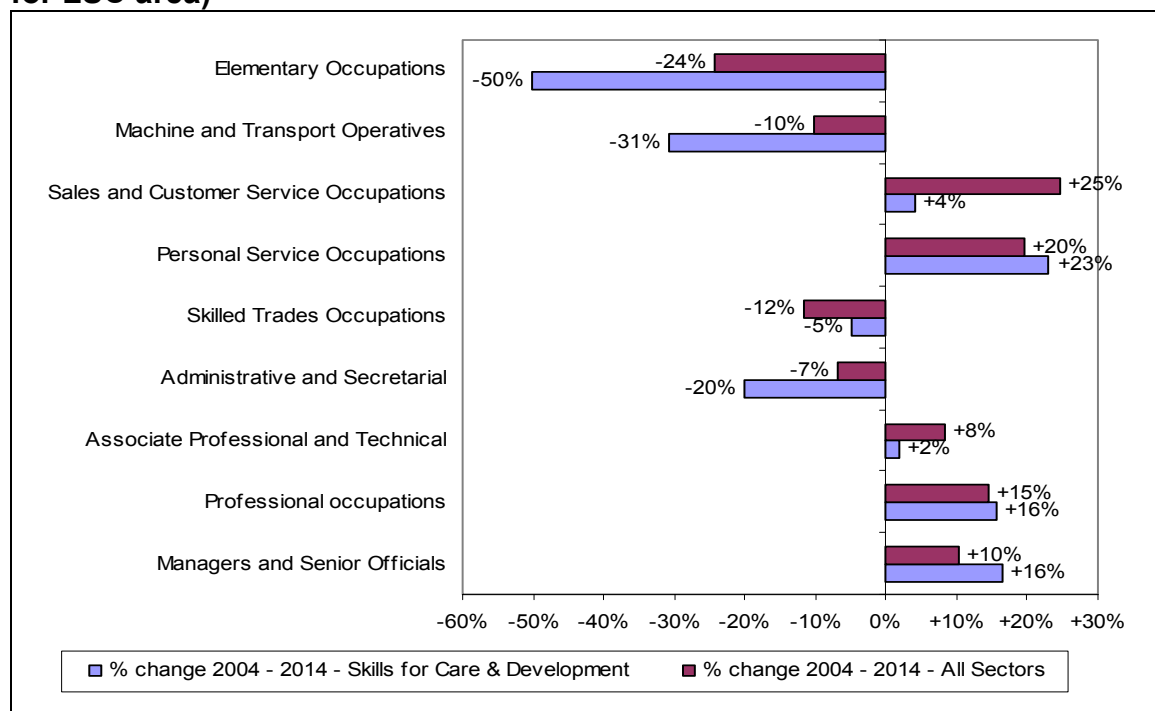
Note: Both the Skills for Care & Development and all sector average have been indexed to 100 in 2004

¹⁸ 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 Skills for Care & Development sector with the all sector average within Leicestershire.

A number of occupational areas within the Leicestershire Skills for Care & Development sector are expected to experience growth, with the exception of elementary, administrative and secretarial and machine and transport operative occupations, which are expected to experience significant net decline.

Chart 10: Forecast change 2004-2014 by main occupational categories within LSC area; (Skills for Care & Development 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 Skills for Care & Development are relatively new and research in relation to skills has not yet been completed. Discussions have been held with Skills for Care & Development 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 Skills for Care & Development 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 Skills for Care & Development 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 Skills for Care & Development will be available from the following website:

www.skillsforcare.org.uk

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: Skills for Care & Development Human Resource indicators summary

	East Midlands Skills for Care & Development average	England Skills for Care & Development average	Average for All sectors in East Midlands
% employers reporting skill gaps	20%	20%	16%
Skill shortage vacancies (SSVs) as a % of all vacancies	21%	21%	20%
% employers reporting hard to fill vacancies	8%	12%	5%
Hard to fill vacancies as a % of all vacancies	41%	39%	29%
% employers undertaking training over the previous 12 months	86%	89%	66%
% employees undertaking training over the previous 12 months	100%	92%	84%
% establishments with a business plan	78%	79%	55%
% establishments with a training plan	78%	76%	47%
% establishments with a training budget	65%	69%	34%
% of establishments that formally assess whether individual employees have gaps in their skills	82%	84%	56%
% of establishments formally assess the performance of employees who have received training and development	70%	89%	46%
Employer engagement score ¹⁹	74.6	79.3	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

¹⁹ 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 Skills for Care & Development 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 Skills for Care & Development within the East Midlands region of 20% compares with a figure for Skills for Care & Development 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 Skills for Care & Development within the East Midlands region of 8% compares with a figure for Skills for Care & Development in England of 12% 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 Skills for Care & Development within the East Midlands region of 21% compares with a figure for Skills for Care & Development in England of 21% 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 Skills for Care & Development within the East Midlands region is 41% compared with a figure for Skills for Care & Development in England of 39% 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 Skills for Care & Development within the East Midlands region of 86% compares with a figure for Skills for Care & Development in England of 89% 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 Skills for Care & Development within the East Midlands region of 100% compares with a figure for Skills for Care & Development in England of 92% 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 Skills for Care & Development sector has an overall score of 74.6, compared with 79.3 for Skills for Care & Development 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 Skills for Care & Development 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 Skills for Care & Development in relation to each indicator.

Table 10: Business and employment matrix

Indicator	Skills for Care & Development	SSC Ranking
Number of businesses 2004	840	12
Numbers employed 2004	15,600 ²⁰	8
% change in numbers employed 1984-2004	+89%	4
Absolute change in numbers employed 1984-2004	+7,350	3
Expected % change in numbers employed 2004-2014	+7%	9
Expected absolute change in numbers employed 2004-2014	+1,100	7
Expected absolute replacement demand 2004-2014	+6,000	6
Skill Shortage Vacancies as a % of all vacancies 2005	21%	11
% of employers reporting skill gaps 2005	20%	3
% workforce with no qualifications	23%	13
% employed whose highest qualification is NVQ Level 1	20%	13
% employed whose highest qualification is NVQ Level 2	21%	12
% employed whose highest qualification is NVQ Level 3	10%	9
% employed whose highest qualification is NVQ Level 4 or higher	21%	7
% non-white employees 2001	11%	11
% employees aged 45+	41%	5
An occupational employment change score ²¹	0.17	12

²⁰ 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

²¹ 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 Skills for Care & Development. 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 Skills for Care & Development Sector footprint

SSC industry	Sub sectors	SIC sub sector definitions
Skills for Care and Development [85.3]	Social work activities with accommodation	8531
	Social work activities without accommodation	8532

Appendix Two

