



2024

Nottinghamshire County Council

Employment & Skills Framework



**Nottinghamshire
County Council**

Nottinghamshire County Council's **Employment and Skills Framework**

This framework has been created for:

Educators

Businesses

Individuals

Local Authorities and key partners





Contents

Foreword	01
Introduction	
• Why Nottinghamshire needs an Employment and Skills Framework?	02
Opportunities for Growth	04
The Council's Vision	05
• Key Themes	
• Objectives	06
What is Employment and Skills?	10
What is the role of the County Council?	11
Who is this Framework for?	12
What are Nottinghamshire's Opportunities?	
• What does the data tell us?	14
• Skills and Qualifications	20
What does this mean for Nottinghamshire?	22
The journey so far...	24



Foreword

The employment and skills framework sets out the opportunities available to provide the right education and training required for our residents to secure employment and then have the ability to progress and succeed in their work.



Cllr Keith Girling

Nottinghamshire already boasts a dynamic, resilient, and inclusive economy. In order to sustain and enhance our prosperity we recognise the importance of our residents being in employment and having the right skills to be able to progress. It is crucial to support individuals of all ages who are entering the workforce, advancing their careers, or transitioning to new paths. We also want to ensure that businesses are able to thrive by utilising and investing in the diverse skills and talent needed to innovate and expand.

In order to realise the collective economic vision for Nottinghamshire, we need the support from stakeholders across from various sectors and have been keen to co-produce this Employment and Skills Framework with their help and advice. This strategic framework sets the vision and priorities that will drive our approach and importantly, it ensures that our residents are not only resilient to economic challenges, but also well-equipped to thrive and flourish.

The framework focusses on continuing the great work we are already delivering, working with partners to better coordinate with their work programme and engaging regional and national partners to drive our vision forwards.

The focus of the framework is on the importance of recognising and enhancing skills for employment, supporting individuals of all ages in entering or progressing in the workforce, and ensuring that businesses have access to the skills and talent needed for growth, innovation and diversification.

Our objective is to empower individuals from all backgrounds and abilities to reach their full potential. Nottinghamshire is a place where everyone can prosper. By cultivating and expanding our skills base, we aim to enable residents and businesses to seize future opportunities, turning prosperity into a tangible reality for all.



Introduction

Why Nottinghamshire needs an Employment and Skills Framework?

The Employment and Skills Framework aims to provide an outline approach to address the employment and skills needs of the local community. This framework is designed to show how we can foster economic growth, enhance job opportunities, and support individuals in acquiring the necessary skills and qualifications to thrive in a rapidly evolving job market. By aligning the efforts of the County Council, local authorities, local businesses, educational institutions, and community organisations, we can create a vibrant and inclusive workforce that drives prosperity for all.

Delivering The Nottinghamshire Plan

In November 2021, the Council launched The Nottinghamshire Plan, which sets out the County Council's 10-year vision for a "healthy, prosperous and greener Nottinghamshire". The vision is split into nine ambitions which provide a structure for all Council activity. This framework will seek to positively impact on at least four of these ambitions:

- Supporting communities and families
- Building skills that help people to get good local jobs
- Strengthening businesses and creating more good-quality jobs
- Making Nottinghamshire somewhere people love to live, work and visit



Healthy ➤ *Prosperous* ➤ *Green*

Delivering the Economic Transition Plan

Nottinghamshire County Council has also developed the Economic Transition Plan to focus on transforming our local economy through placing the interests of our communities and businesses at its heart, whilst also driving investment and improvements across the county.

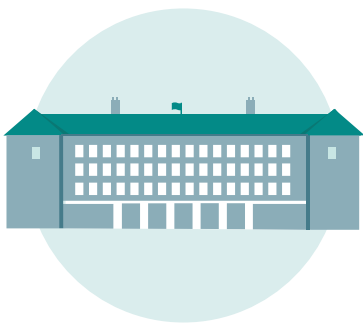
The plan is built on **six themes** of people, business, the visitor economy, infrastructure, digital connectivity, and place, which will collectively enable Nottinghamshire to thrive.

The commissioning of this Employment and Skills Framework includes cross-cutting links to the Economic Transition Plan, including:

- Building skills employers seek and ensuring the right training for our residents
- Supporting businesses to grow and thrive, build resilience, and prepare for the future
- Attracting more visitors from across the UK and overseas and creating conditions for businesses to thrive

- Infrastructure projects that are feasible, deliverable, and affordable
- Digital technologies to improve business productivity and inclusion of access
- Maximising the opportunity our assets provide

The six ETP themes are interrelated and underpinning this is prioritising people. This is to ensure they are equipped with the necessary skills and support for employment and career progression, that we can support businesses to innovate and adapt for future success, they can aid the recovery and resilience of the visitor economy, enhance infrastructure to enable economic growth, improve digital connectivity to seize future opportunities, and strategically investing in our place assets to maximize funding and investment potential.



Opportunities for Growth

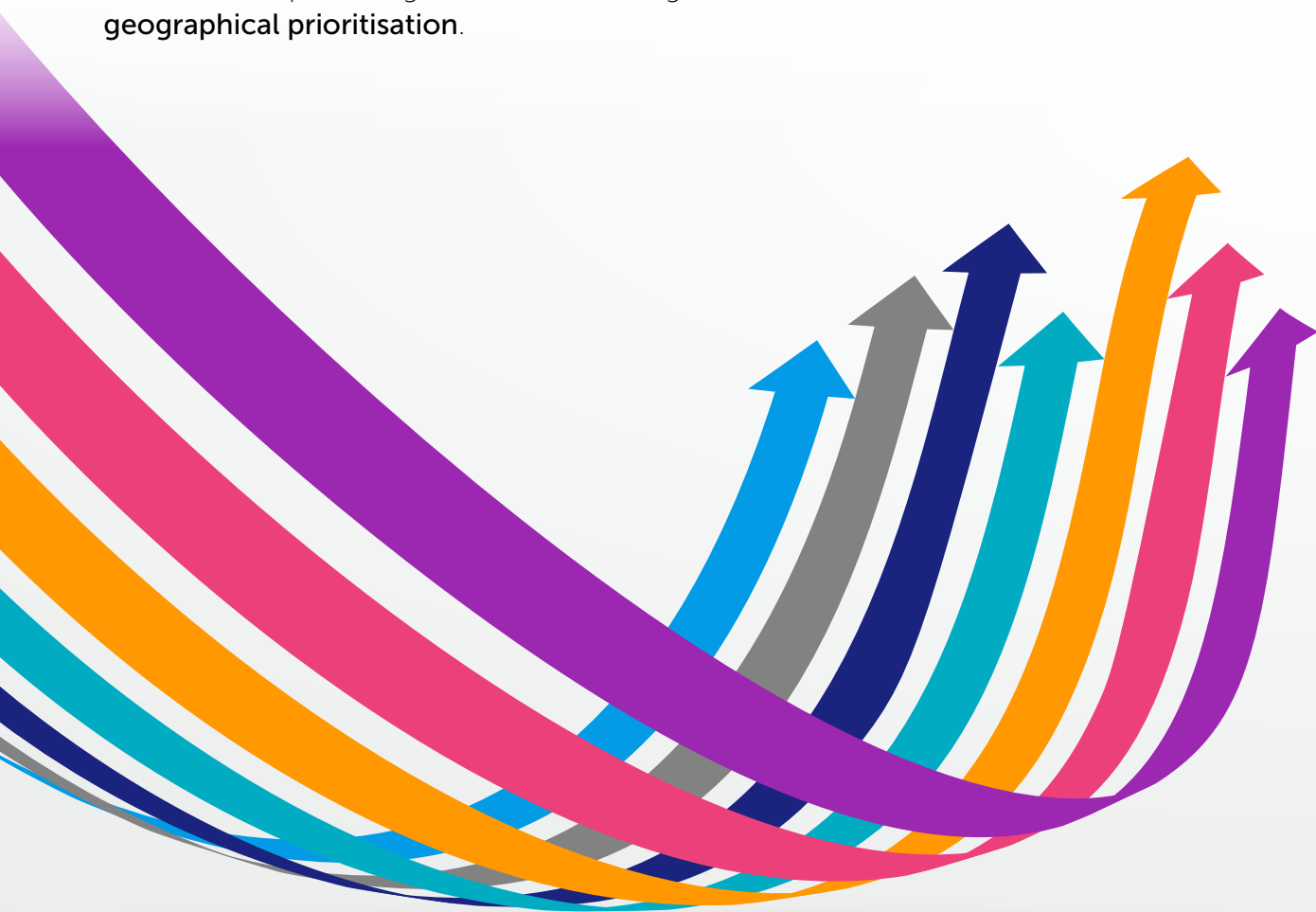


Skills are a fundamental component of competitiveness. Low skills levels and earnings hold back an area. Through investment in skills, workforce training and targeted inclusion, local people can access new economic opportunities, improve their labour market prospects and progress within their chosen roles. Combining positive individual outcomes enables an area to improve productivity and grow – to the benefit of residents and businesses alike.

Nottinghamshire is a resilient and diverse County - but across its geography some areas and wards differ in their skills performance and in that their life chances, inclusivity and economic growth. Areas such as Ashfield, Bassetlaw, Gedling, Mansfield and Newark and Sherwood. require the greatest focus through **geographical prioritisation**.

The County is in a unique position within a changing political landscape with the establishment of the East Midlands Combined County Authority this will maximise opportunities to drive sustainable growth in our economy.

The Council has a strategic role to influence and drive forward improvements in the employment and skills landscape and also delivers and commissions a range of services. There are a wide range of internal initiatives and programmes which aim to meet individual department objectives – many could have greater impact through **co-ordination and rationalisation**.



The Council's Vision



To have inspired and ambitious people prepared for the world of work; Skilled people working in thriving businesses that provide sustainable employment opportunities and enables individuals to reach their full potential to meet the needs of local businesses now and in the future.

Key themes

The Employment and Skills Framework outlines a holistic approach to address the employment and skills needs of the local community. By prioritising job creation, enhancing education and training, fostering inclusion and diversity, and building strong partnerships, we can create a thriving workforce that drives economic growth and improves the quality of life for all residents. **Good work is a crucial building block of health.**

- ▶ **Skills needed to get into work** – ensure our residents have access to education and training in order to start a career
- ▶ **Skills to progress in work** – provide the training opportunities to ensure that our residents and employees can progress when in work
- ▶ **Target those furthest away from the labour market** – to target those who are not in education, training or work and to support their journey into work
- ▶ **Target innovation and entrepreneurship** – to consider how we can support a innovative and entrepreneurial individuals to reach their true potential
- ▶ **Support business needs** – to support our business to have access to a skilled workforce now and to meet their future needs.



‘To create a society where everybody can thrive, we need all of the right building blocks in place; stable jobs, good pay, quality housing and good education’ (The Health Foundation, 2024) When one or more of these blocks are missing, a person’s overall health and wellbeing is negatively impacted.

Image source: The Health Foundation, 2024. What builds good health ? Accessible via: <https://www.health.org.uk/news-and-comment/charts-and-infographics/what-builds-good-health#download%20resources>

Objectives



Under these themes, there are a number of objectives that have been identified as key to meeting our vision. These include:



Objective 1 Promote Job Creation and Economic Growth

This objective is to promote the creation of more jobs across the county, supporting economic growth. This will be achieved by:

- Identifying and prioritising key sectors considering local strengths, emerging industries, and potential growth areas.
- Fostering partnerships with businesses, industry associations, and inward investment agencies to attract investment and promote job creation.
- Supporting entrepreneurship and small business development
- Working with business representative organisations and training providers to understand and address business skills needs and skills shortages



Objective 2 Enhance the employability and skills of the local workforce

This objective is about enhancing the employability and skills of the local workforce and is focussed on building a strong and resilient economy, supporting individuals in achieving their full potential, and ensuring that communities thrive by:

- Collaborating with educational institutions, training providers, and employers to bridge the skills gap and align training with industry needs.
- Facilitating apprenticeship, internships, and work-based learning opportunities to enhance practical skills and promote employment pathways.
- Provision of career information, education, advice and guidance to help individuals make informed decisions about their education and career choices.
- Having a focus on helping people who are unemployed for a short time to get back to work quickly and avoid long-term problems.



Objective 3 Facilitate equality of access to employment opportunities for all individuals

This objective is to create an environment where every individual has equity of access to employment opportunities, where barriers to work are understood and addressed. We are committed to fostering inclusion and diversity, recognising that a diverse workforce brings a wealth of perspectives, ideas, and experiences that drive innovation and success by:

- Promoting equity of access to employment and skills development opportunities for individuals from diverse backgrounds, including underrepresented groups, people with disabilities, and marginalised communities.
- Supporting local interventions to help people in isolated communities access employment – particularly young people and those out of work.
- Collaborating to address barriers to employment and provide support for vulnerable populations.
- Making it easier to navigate the complex system through a co-ordinated approach.
- Developing supported employment projects, integrated approaches to removing barriers and addressing the root causes of exclusion and poverty.
- Developing initiatives to reduce barriers to employment for those who are furthest away from the labour market.

Objective 4 Support businesses in attracting, developing, and retaining talent

This objective is to help support businesses to cultivate a skilled and motivated workforce, we understand that businesses thrive when they can attract top talent, nurture their growth through skill development and by providing career development opportunities. Supporting the development of employers in our key industries will help ensure their long-term sustainability and growth through:

- Responsive to economic shocks through development of redeployment initiatives to help retain and recruit high skilled, redundant workers
- Supporting enterprise and social enterprise as a route to economic inclusion
- Increasing the number of businesses accessing training and apprenticeships and promote the importance of training and development to business growth



Objective 5 Foster collaboration among key stakeholders

Promoting collaboration among key stakeholders is essential to realise objectives and drive collective progress. By working together towards a common vision, we can achieve greater impact and sustainable outcomes than we could individually. This objective is about:

- Engaging key stakeholders to ensure a collaborative and coordinated approach.
- Promoting a culture of lifelong learning by encouraging continuous professional development, upskilling, and reskilling.
- Establishing new and maintaining partnerships with training providers and online learning platforms to offer accessible and flexible learning opportunities for individuals at all stages of their careers.
- Addressing digital literacy, emerging technologies, and other future-oriented skills to prepare the workforce for evolving job markets.



What is Employment and Skills?

Employment and skills are key drivers of economic success and to be able to compete in a global economy, employers need a workforce with the appropriate skills. Individuals need access to a range of opportunities that will equip them with the qualifications and skills to make businesses more competitive and improve overall quality of life.

It is important to recognise that there is a difference between employment and skills. Employment is finding the right job, while skills are the tools you need to do that job well. Getting employed means landing the job you want, while having the right skills means being equipped to excel in that job once you're in it.

Employment is the act of engaging in paid work or activities that contribute to economic productivity. It involves individuals being hired by an employer or engaging in self-employment to perform tasks, duties, or services in exchange for monetary compensation. Employment encompasses a wide range of occupations, industries, and sectors, and it is a fundamental component of a functioning economy.

Skills are the abilities, knowledge, and expertise possessed by individuals that enable them to perform specific tasks or activities effectively. Skills can be varied, including technical or hard skills (specific, teachable abilities related to a particular job or field) and soft skills (interpersonal, communication, and problem-solving skills). In the context of employment, having the right skills is crucial for individuals to secure and maintain employment, as well as to advance in their careers.

The intersection of employment and skills is essential for the overall economic development of Nottinghamshire. A well-skilled workforce is a key factor in driving economic growth, fostering innovation, and enhancing the competitiveness of businesses. It can lead to increased productivity, reduced unemployment and reduce skills shortages.



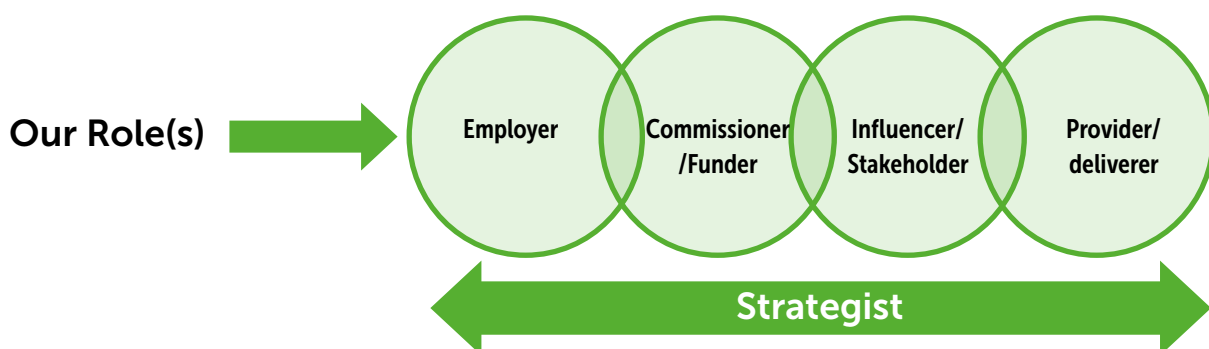
What is the role of the County Council?

Delivering this framework is one of the key tasks for the Council, but it must also be recognised the variety of other roles it plays across the employment and skills landscape. The County council plays a vital role in promoting employment and skills development for both residents and businesses. Some key aspects of this are:

- Employment and skill services
- Skills Training and Education
- Business Support and Development
- Workforce Development Initiatives

- Promotion of Economic Opportunities
- Partnerships and Collaboration
- Labour Market Information
- Inclusive Growth and Social Equity

The Council has a pivotal and proactive role in fostering a skilled workforce, supporting business growth, and promoting economic prosperity within their communities through a variety of functions that it plays.



Employer – we are an employer, we have jobs that need filling, we identify the skills and competencies required for vacancies and collaborate with other stakeholders to ensure that the workforce is adequately equipped.

Commissioner – we play a pivotal role in setting policies, allocating resources and coordinating efforts to address the needs of Nottinghamshire residents and businesses.

Influencer – this role involves advocating for the importance of skills development promoting collaboration among stakeholders and influencing the adoption of progressive workforce practices e.g. inclusive recruitment.

Provider – as a deliverer of adult and community learning and our role in education we ensure that individuals entering or already in the workforce have access to relevant and up to date skills.

Underpinning these roles is the Council as a **strategist**, the architect of the framework and synthesizing information from employers, commissioners, influencers and providers to develop a comprehensive and forward looking approach to employment and skills.



Who is this Framework for?



Educators

Working with schools, colleges, universities and training providers to help prepare students and adult learners for work by providing knowledge, understanding, confidence and skills needed to make informed choices and plans for their future learning and career.



Businesses

How we engage and embed business voice with a focus on tailoring provision to meet business demand and being able to provide support for employers to develop training and skills plans, to meet growth, key sectors and the skills and employment needs in the county.



Individuals

To support people looking for work to gain the necessary skills for available jobs and to build entrepreneurial, enterprise and innovation skills for people to consider self-employment. Raise awareness of how the local economy is changing and what skills are needed to access job opportunities now and in the future. Furthermore, the need to access careers education, information, advice and guidance for those to upskill, retrain or re-enter the workforce



Local Authorities and Key Partners

Working with district and borough councils and other key partners to strengthen support and provision to ensure a joined up employment, training and skills landscape across the county to deliver a united and streamlined offer.

East Midlands Combined County Authority
Derbyshire County Council, Nottinghamshire County Council, Derby City Council and Nottingham City Council have agreed a £1.14 billion deal with government. This devolution deal led to the creation of the East Midlands Combined County Authority (EMCCA). This will enable the area to receive an extra £38 million annual funding from 2024, addressing years of historically low local investment.

EMCCA will enable local voices to play a greater role to set and deliver the area's priorities and local powers to tackle specific challenges to the area and maximise economic potential of all those who live and work here. The priorities in this employment and skills framework will form the basis for action within the Combined Authority context. EMCCA will have powers devolved for the commissioning of Adult Skills Fund (ASF) delivery from the academic year 2025/26. These powers are currently held by the Department for Education (DfE) and it has an associated budget of £53million to help adults develop new skills, improve their qualifications, and enhance their employability.



What are Nottinghamshire's Opportunities?

Nottinghamshire is a county renowned for its rich history, diverse landscapes, and vibrant communities. It is known for its thriving economy, with sectors ranging from manufacturing and engineering to healthcare, education, and technology. The county is home to a number of leading companies and institutions, contributing to its status as a dynamic hub of innovation and enterprise.

Nottinghamshire's economic landscape has changed a lot over the last 30 years, with growth largely mirroring the national economy. However, while the south and east of the county are generally performing at or around the national average, the north, especially Ashfield and Mansfield, are below the national average in terms of education, skills, training, annual earnings and business growth.

In order to understand Nottinghamshire's opportunities, we need to understand what the data reveals.

In 2021, the total living population in Nottinghamshire was 824,800 people. Districts in which it is predicted to see the largest increase in population are Ashfield & Rushcliffe (+12% & +11%).

Nottinghamshire is also becoming more ethnically diverse. According to census records, between 2001 and 2011 there was a 5% increase of Non-White British and Mixed/Multiple Ethnicity residents living in the county.

In the last 10 years, Nottinghamshire has seen an increase in economically active people in employment, albeit slightly lower than East Midlands and National levels.



Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

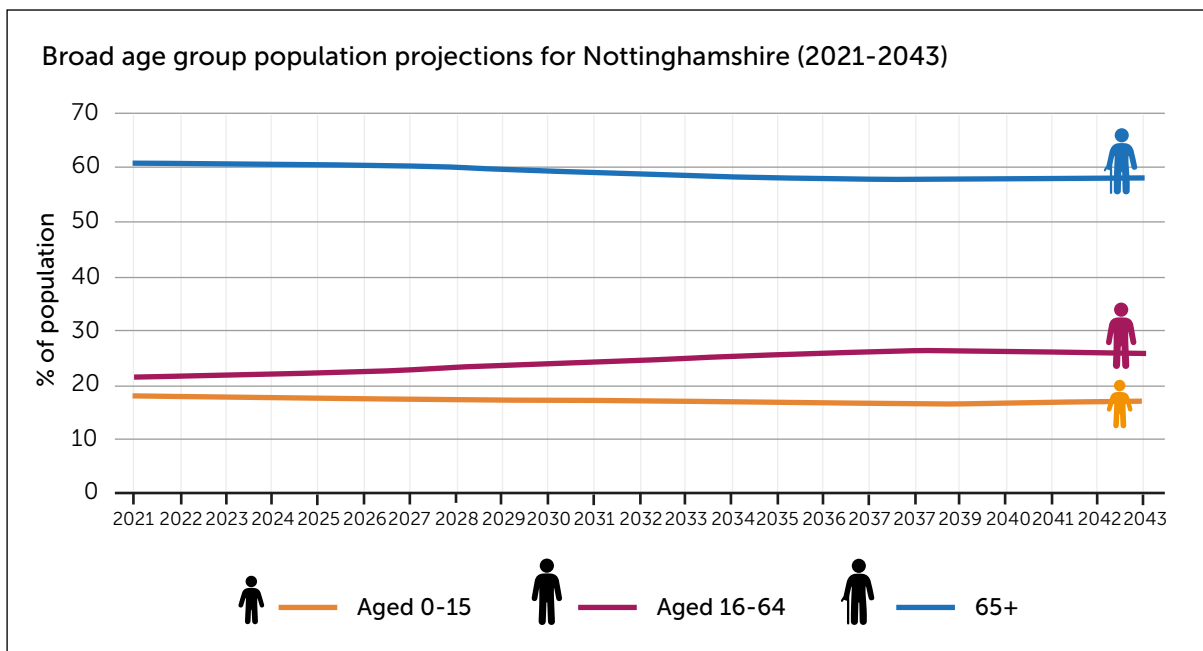
Nottinghamshire has a shrinking labour market, primarily due to an ageing population and an increasing proportion of inactives not looking for work. The trend over the last two years has been increasing numbers of those not wanting to work. This not only creates recruitment issues in the local labour market but also challenges around how to engage with this group and encourage engagement in the economy.

The rate of employment for young people aged 18-24 has also fallen. Evidence suggests that mental health is a key reason why young people are out of work. These shortages can be further exacerbated by 'exclusive' recruitment and employment practices that mean individuals can be overlooked in recruitment, leave the workplace or do not have access to the opportunities to progress.

Skills mismatches, a lack of effective Information Advice and Guidance (IAG) and low participation in adult education and training all create challenges with pipelines of workers from entry level to higher level skills and jobs.

Population Growth

Nottinghamshire has a growing and ageing population. The latest data shows the population is growing rapidly, with more people living longer and higher birth rates. For instance, by 2030, Nottinghamshire’s population is expected to grow from an estimated 823,126 in 2018 to 890,930 in 2030 and over 24% of residents will be aged 65 and over (compared to 20% in 2018).



source: ONS

Nottinghamshire’s district and boroughs saw varying increases with Rushcliffe seeing the largest growth in population between 2011 and 2021 of 7.1%, and Broxtowe seeing the smallest growth of 1.3%. This compares to an overall increase of 5% for Nottinghamshire overall and 5.9% in Nottingham City.

By age, the biggest increases between the 2011 Census and the 2021 Census are seen in those aged over 70 with a 23.4% increase. Newark and Sherwood had the largest increase in this age group (26.2%) whereas in Nottingham City the population in this age group only increased by 3.2%. Nottinghamshire has a slightly higher proportion of residents aged over 50 - 42.3% compared to 37.8% in England.

Older people are more likely to experience disability and limiting long-term illnesses, particularly if they provide unpaid care for 50 or more hours per week (JSNA chapter: Carers).

Black and minority ethnic (BME) populations are relatively low in Nottinghamshire, 4% compared with 15% nationally. BME populations in Nottinghamshire generally have a younger age profile than the general population (Census 2011).

Employment Rate

Nottinghamshire's employment rate is 74.1%, this is the number of people that are employed as a percentage of all those that are working age, i.e. 16-64 years old.

Claimant Count

The claimant count details the age breakdown of the total numbers of Universal Credit Claimants in January 2024

Local Authority	Claimant Count (Jan 2024)		
	16-24	25-49	50+
Ashfield	630	1730	650
Bassetlaw	460	1470	560
Broxtowe	345	1015	415
Gedling	430	1195	495
Mansfield	560	1605	520
Newark and Sherwood	415	1235	210
Rushcliffe	225	790	325

Source: DWP State of the District Report Feb 2024

Economically inactive

Economic inactivity refers to those without a job who have not sought work in the last four weeks and/or are not available to start work in the next two weeks although in practice many people who are inactive will have been so for a long time.

Local Authority	Economically Inactive 16+ Oct 2022- Sept 2023		
	Number economically inactive	Total in Age Group	% Economically inactive
Ashfield	46,000	99,400	44.5
Bassetlaw	45,200	101,400	42.5
Broxtowe	33,000	87,900	43.7
Gedling	28,500	82,600	32.2
Mansfield	40,400	92,900	42.2
Newark and Sherwood	40,400	106,400	38.5
Rushcliffe	32,200	96,600	35.1

Source: DWP State of the District Report Feb 24



Local Authority	Economically Inactive 50-64 Oct 2022- Sept 2023		
	Number economically inactive	Total in Age Group	% Economically inactive
Ashfield	8,500	16,700	44.8
Bassetlaw	8,500	32,500	24.8
Broxtowe	2,700	20,400	23.8
Gedling	3,400	19,600	19.3
Mansfield	8,500	28,900	37.7
Newark and Sherwood	5,900	25,300	29.2
Rushcliffe	5,700	20,400	30.7

Source: DWP State of the District Report Feb 24

A variety of reasons are cited for the economic inactivity including looking after the family, temporary sick, long term sick, student and retired.

In 2023, the England economic inactivity rate (aged 16-64) was 21%. In comparison, the Nottinghamshire economic inactivity rate was 22.3% for the same period (NOMIS, 2024) In England from 2022 – 2023, there has been an increase in economic inactivity due long-term sickness for both males and females. In Nottinghamshire during the same period, the economic inactivity rate of males due to long-term sickness has decreased from 32.7% to 24.1%. Conversely, during the same period the economic inactivity for females in Nottinghamshire due to long-term sickness has increased, from 26.2% to 32.8%. At a more local level, this increase can be observed in specific Nottinghamshire districts, Ashfield, Newark and Sherwood and Mansfield (NOMIS, 2024).

Nationally, around 1.8 million women in the UK are economically inactive due to caring responsibilities or career breaks, Many women returners can face barriers such as outdated skills, lack of confidence, and limited flexible job opportunities.

Work and health

Those who are in good work live more years in good health (The Health Foundation 2019) Work is generally good for physical and mental health and wellbeing - unemployed people are more than five times more likely to have poor health than those in work (The Health Foundation 2022)

Unemployment is associated with lower life expectancy and poorer physical and mental health, both for unemployed individuals and their households (The Kings Fund, 2022)

In England the region with the highest unemployment rate is the East Midlands (5.9%) for the 3 months ending February 24. The East Midlands also had the largest increase in unemployment rate, increasing by 2.2 percentage points from the 3 months ending February 2023 to the same period in 2024 (ONS 2024)

Long term conditions

Those with long-term health conditions are at greater risk of unemployment (PHE, 2019).

In the UK nearly 1 in 4 of the working age population reported that they were disabled (UK Parliament House of Commons Library, 2023).

Nearly 1 in 4 people who are unemployed due to ill health/long-term condition want to work or are seeking work but are unable to gain employment due to barriers presented by their condition (The Health Foundation, 2023)

Health issues, in particular long-term conditions such as mental health problems, musculoskeletal (MSK) conditions and disabilities, can be a barrier to gaining and retaining employment (Public Health England, 2019).

As of June 2023, there were approximately 113,000 disabled people of working age (16 to 64) in Nottinghamshire, 46% of whom were employed. This is lower than both the national and East Midlands employment rate for disabled people at 52.4% and 55% respectively (DWP, 2023).

Nationally, the disability employment gap is wider for some disabled groups (DWP, 2023)

- Disabled men
- Older (aged 50 to 64) disabled people
- Disabled people with no qualifications
- Disabled people living in social housing
- Disabled people living alone
- Disabled people living in Northern Ireland, the North of England, Scotland and Wales

Locally the disability employment gap varies across Nottinghamshire County. For both males and females, there is a significant disparity (35.7 percentage points and 36.5 percentage points respectively) between the district with the widest gap and the district with the narrowest gap (NOMIS, 2024).

Ill health of the working age population has been increasing in recent years, in Q2 2023, there was approximately 178,287 people within the working age population in Nottinghamshire living with a long-term health condition. Projections are expecting this to rise even further to 195,920 by 2040, equivalent to 40% of the entire working age population in Nottinghamshire (**The Health Foundation, 2023**)

Musculoskeletal (MSK) conditions

Nationally, MSK conditions remain among the leading causes of sickness absence, with 23.3 million days of work lost in 2021 due to MSK conditions (Waters and Wernham, 2022) In Nottinghamshire, the reported prevalence of an MSK condition was 20.9% in 2023, significantly higher than the prevalence for England (18.4%) during the same period (NHS, 2023).

Mental health

Work can be a protective factor for good mental health. Working conditions can significantly impact the mental health. There is good evidence that supporting people with serious mental illness into employment can improve mental health outcomes (IPS Employment Center,2022)

Poor mental health is the fastest rising cause of work-limiting conditions across the workforce and mental health remains one of the leading causes of sickness absence in the UK (World Health Organisation, 2022)

There has been a rise in the number of young people reporting work-limiting mental health conditions nationally, “two in three young people who are economically inactive have a common mental health disorder.” (APPG Youth unemployment, 2023).

The Nottinghamshire suicide JSNA (2023) highlighted that issues relating to work/employment and finances were mentioned in 15% of all narrative reports of suspected suicides (Nottinghamshire Insight, 2023).

Access to good-quality jobs and employment is one of these building blocks of a healthy life and a healthy society. Going to work contributes much more than just a salary towards an individual’s quality of life. Unemployed people are 5 times more likely to have poor health than people with jobs. (The Health Foundation, 2024).

Going to work regularly improves health and wellbeing by:

- Providing a routine, sense of identity and purpose.
- Increasing your social network thus reducing isolation and loneliness.
- Reducing stress if income covers essential bills.

It is important to note however, decent employment is not just about having a job that pays just enough to cover essential bills, “being in work is not a guarantee of an adequate income or good quality of life” (The Health Foundation, 2024). Good quality jobs that are appropriate for the individual in the role can have many health benefits. Employees with low job security or low job satisfaction are more than twice as likely to report poor health as the average employee and as such it can be just as bad as unemployment. (The Health Foundation, 2024).

Decent work with a regular adequate income contributes to health and wellbeing by:

- Enabling decent living accommodation.
- Enabling adequate heating.
- Providing the ability to buy sufficient and healthy food.
- Providing a good work-life balance giving time for relaxation, socialising, and exercise
- Enabling participation in social and leisure activities/hobbies that cost money.

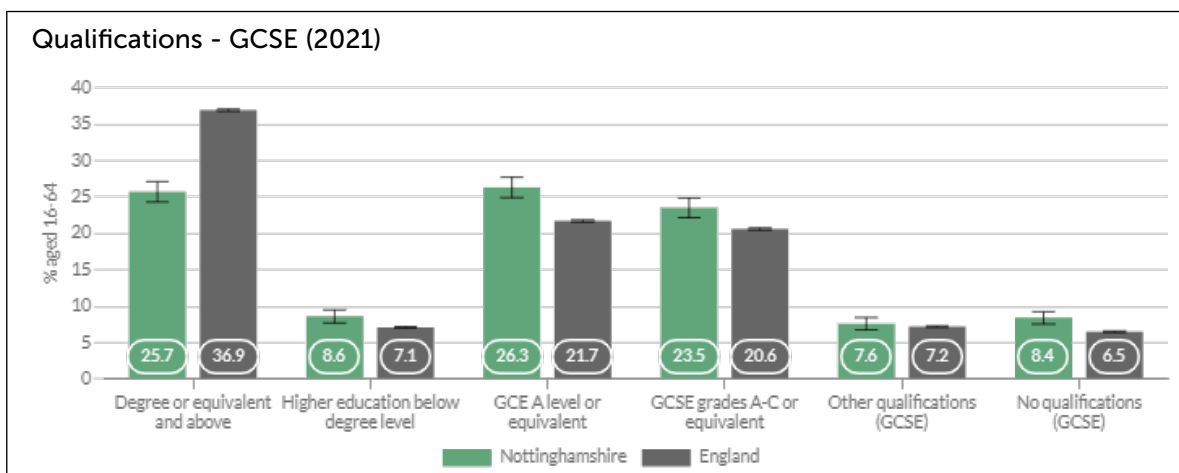


Skills and Qualifications

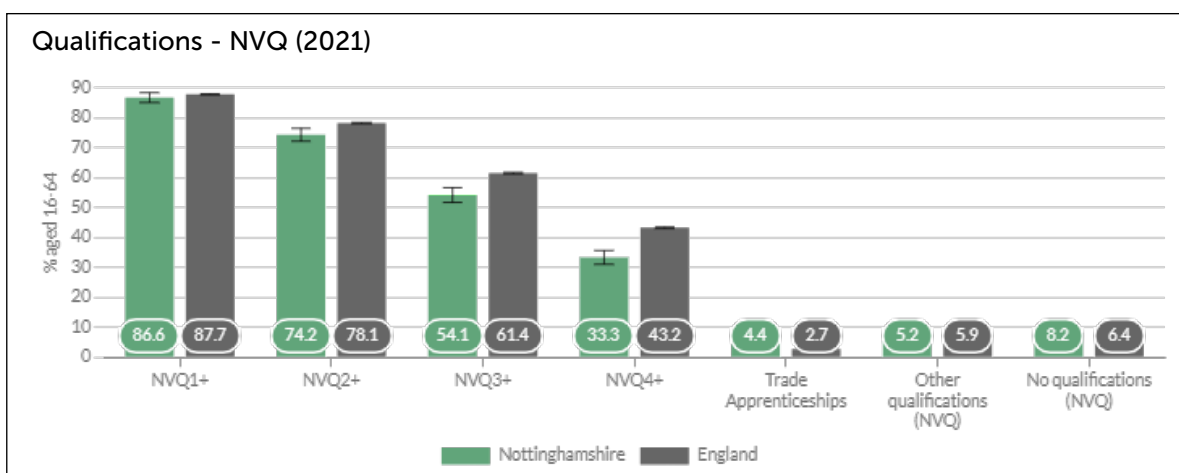
There is an increase in higher level skills in Nottinghamshire’s working age population. In the last 10 years, 25% more of the Nottinghamshire working age population (16 – 64 years) hold a degree-level qualification. In addition, the proportion of people in Nottinghamshire holding lower-level or no qualifications continued to decrease over the last decade.

The highest number of people gaining the highest level of skills NVQ4+ are in the boroughs of Rushcliffe and Broxtowe, whilst the districts of Ashfield and Bassetlaw have the lowest number of people gaining these qualifications.

GCSE attainment plays a key role in shaping the future opportunities. In recent years, the region has seen varied performance across schools, with some areas achieving results in line with or above the national average, while others face challenges in improving student outcomes.



Nottinghamshire has a lower proportion of the population aged 16-64 (35.4%)with higher level qualifications (NVQ4+) compared to England (42.8%). The proportion of people in Nottinghamshire holding lower-level or no qualifications continued to decrease over the last decade and is 5.9% which is lower than the England average at 6.6%.



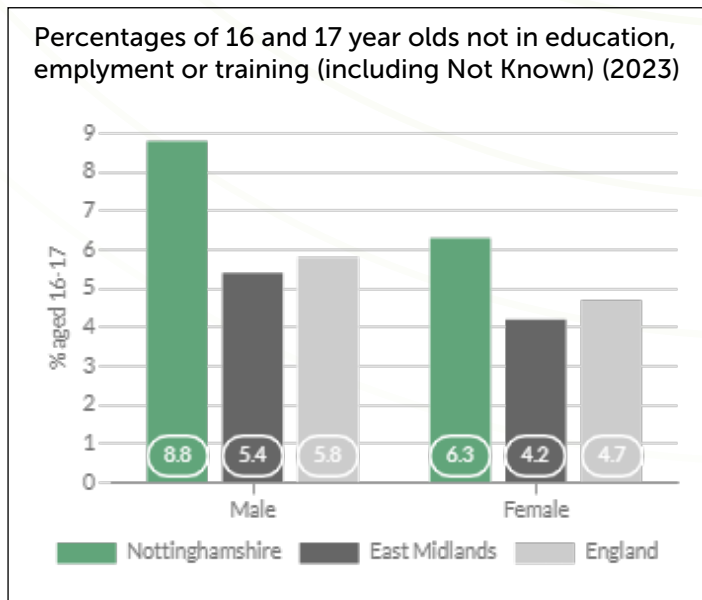


Not in Education, Employment or Training

In Nottinghamshire for the Academic Age Years 12-13 Cohort:

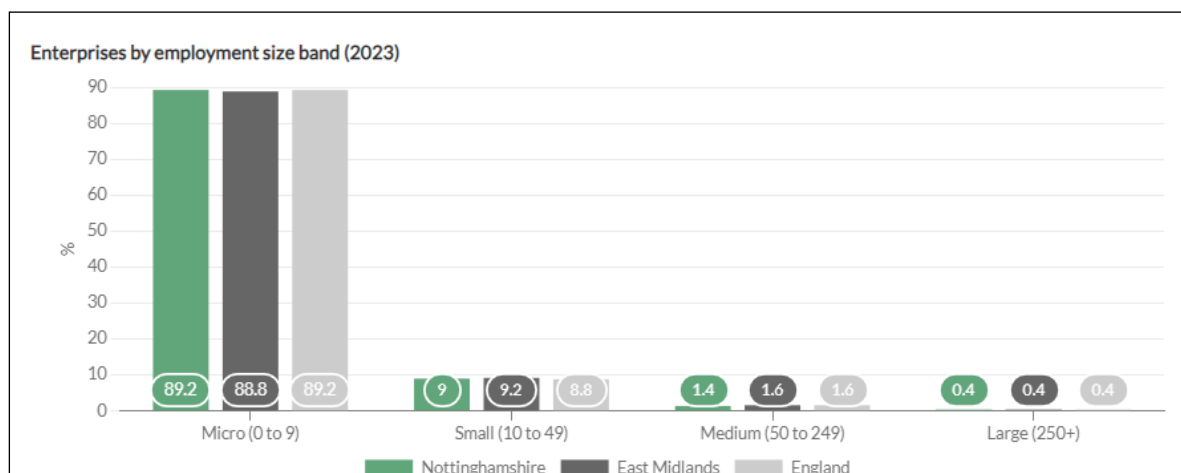
- At the end of February 2022, NEET was 2.6% and Not Known was 3.0%.
- At the end of February 2023, NEET was 2.2% and Not Known was 2.1%

So, February 2023 is lower in both categories and combined. The aim is to make sure that young people are in paid employment, education or training and work with partners to achieve this.



Business Base

The total number of businesses in Nottinghamshire is 27,995, the highest prevalence is in 0-9 employees.



What does this mean for Nottinghamshire?

As a county we have some key strengths and emerging opportunities for growth and improved productivity in high-skilled high value jobs in a number of key growth sectors. The following broad SWOT analysis considers some of the strengths, weaknesses, opportunities and threats of the area:



Strengths

- Nottinghamshire is a large and diverse County with 824,800 people and 27,995 businesses.
- The County is geographically, economically and socially diverse but has contrasting levels of economic performance.
- The economy is adaptable with good levels of innovation making it resilient to economic shock.
- 74.7% of people in the county are employed
- 59% of Nottinghamshire's population are working age
- Unemployment is 2.6% - lower than the national average with youth unemployment at 0.6%
- Economic Growth and productivity forecasts are increasing
- Levels of NEET are low (5.7%)
- 33% of the population has RQF/NVQ L4 or above -but this varies across the County
- Two world class universities
- Three Good Ofsted rated FE Colleges
- School performance is good with 67.6 % of pupils achieving GCSE English and Mathematics grades 9-4 compared to 65% nationally.
- Broadband connectivity 98%



Weaknesses

- Fewer larger businesses with over 250 employees
- Shrinking labour market
- Poor graduate retention and attraction of talent
- People with complex barriers to employment high
- Levels of self-reported poor/very poor health higher in Nottinghamshire (6%) compared with the region (5.6%). - highest in Ashfield, Mansfield and Bassetlaw.
- Social mobility – disparities in geographies with areas in the North Notts more likely to experience low social mobility
- 5.9% of population with no qualifications
- Ageing population - working population (16-64) 489,800 (59%)
- Changing business demands– impacting future skills needs
- Below average earnings and educational attainment levels in some areas
- Poor public transport links in some employment zones and rural areas
- Lack of employment opportunities



Opportunities

- Futures a not-for-profit company owned by Nottinghamshire County Council – future role and impact
- Lots of micro businesses -opportunity to grow and create jobs
- EMCCA and devolution of Adult Skills Fund - Ensuring learning provision is aligned with and responds to business needs
- Majority of 'future' workforce is currently in work
- Growing business start-ups and survival rates
- Up skilling / reskilling of current workforce to meet future business needs particularly in the light of automation and digitisation
- Geographical targeting of activity to meet needs
- Opportunity to promote / Increase apprenticeships
- Future devolution
- Specific support for priority groups that have difficulty accessing employment eg Not in Education Employment or Training (NEET), Care leavers, young people in the Youth Justice Service
- Social Value and procurement opportunities
- Lifelong learning
- Working directly with employers to engage fully with the labour market
- Transitions into learning and work
- Large scale regeneration opportunities - STEP, Freeport, East Midlands Investment Zone
- Opportunities arising from increasing FE and HE business links to increase productivity and competitiveness
- Widening participation



Threats

- Ageing population and replacement demand 20.5% are over 65 years old, 20% of the population are 0-17 years old
- Mixed economy - rural and urban. The capacity for growth and the nature of growth will vary across Nottinghamshire. Opportunity to build a clear picture of common issues and challenges in relation to skill needs now and in the future.
- Automation a perceived threat but also an opportunity
- Policy drivers
- Skills underutilisation (individuals with higher skills under employed)
- Shift in occupational structure
- Hard to fill vacancies
- Loss of labour as a result of economic shocks eg redundancy, pandemic, financial or policy.
- Impact on available opportunities in the workplace as people in the workforce are working longer
- Succession planning and business growth

The journey so far.....

We are not starting from scratch across Nottinghamshire, we have been working together with key partners and stakeholders to drive our economy and support our communities to reach their potential. There are excellent partnerships in existence and programmes that are operational that support the employment and skills eco- system.

We have excellent FE college provision that is meeting the needs of learners and businesses and adapting to what learners want and responding to the Local Skills Improvement Plan, which looked to put employers more firmly at the heart of the skills system.

Through the associated Local Skills Investment Fund significant impact on the ability of providers to invest to address the skills needs of the areas they serve. Vision West Nottinghamshire College are investing in remodelling Station Park site to effectively teach modern methods of construction.

Knowledge Exchange Hubs have been created in the priority areas of Digital and Green, where small or medium-sized enterprises, and micro businesses, can experiment with new and innovative technologies and help their staff to develop the higher-level digital skills that bolster productivity and growth.

Working Well East Midlands Free advice and intensive support for people with long-term health conditions or disabilities – to find the right job, return to work after long-term sickness, or keep their current job.



UK Shared Prosperity Funding Working with district and borough councils undertook joint commissioning of employment support for economically inactive people. This created the **Transform your Future** programme led by Futures. Through one-to-one meetings, group workshops and online sessions, it can help individuals to:

- Develop important life skills
- Access learning to complete courses and gain qualifications
- Find sustainable employment opportunities
- Understand and access the benefits system
- Learn about further support offered by other services

Festival of science and curiosity - The 2024 Festival took place 5 – 16 February 2024 and saw over 15,000 people taking part in festival events, with the most-ever number of schools taking part and events all over Nottinghamshire. The aim of the festival is to encourage curiosity, creativity and an interest in science, technology, engineering and maths.





Nottinghamshire Opportunities

Nottinghamshire Opportunities

SEARCH ACROSS THOUSANDS OF LOCAL JOBS AND LEARNING OPPORTUNITIES

Fulfil your potential with Nottinghamshire Opportunities

[Start your search here](#)

Nottinghamshire Opportunities – A virtual one stop shop to search for jobs, training or an apprenticeship.

Multiply



Inspire, Futures and West Notts College have all delivered multiply.

Multiply is a government-funded programme to help adults improve their numeracy skills. If you're aged 19+, live in Nottinghamshire and don't have maths GCSE at grade 4/C (or equivalent), you can access these **FREE numeracy courses** to build confidence with numbers and progress towards gaining a qualification.

Good numeracy skills may unlock job opportunities and lead to higher wages or prepare you for further study. They also help in everyday life, such as helping children with homework and budgeting money.

Supported the delivery of **Careers Hubs** and promoted **Skills Bootcamps** across Nottinghamshire.





The focus of the framework is on the importance of recognising and enhancing skills for employment and supporting individuals of all ages.





With thanks and acknowledgement to Futures, Inspire and Vision West Nottinghamshire College for the photos.

We want our residents to have access to the right **education** and **training** to have the **skills** they need to secure **employment** and progress when in work. We would like our businesses to have access to the **skilled workforce** they require now and into the future to ensure they can **thrive** and **prosper** within Nottinghamshire.



Healthy *Prosperous* *Green*

