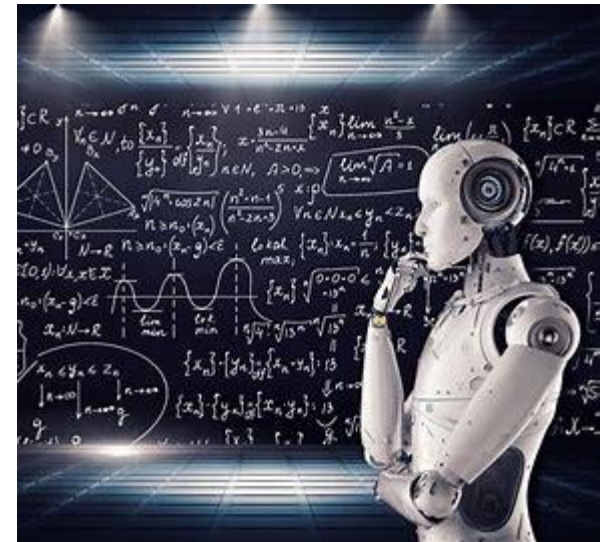

Plymouth 2040: Labour market challenges and opportunities

Stephen Evans
Chief Executive

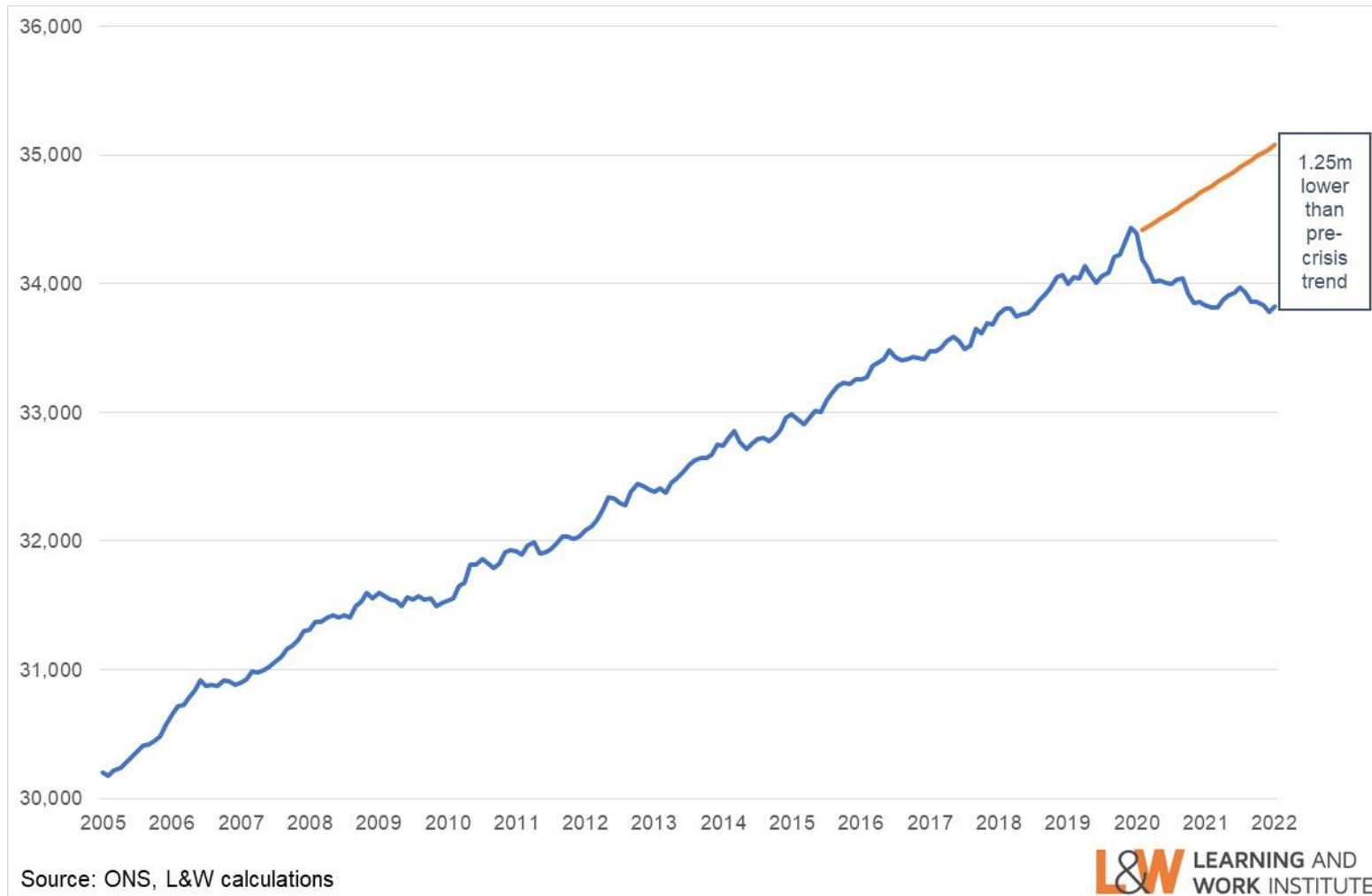
OUTLINE

1. **Megatrends** like demographic and technological change are reshaping the world of work
2. This means an **older, more diverse workforce** – how can employers attract them?
3. There is a **rising bar of skills** to get into work and that employers need as new jobs are created and existing jobs change
4. We **need to do more** to meet these challenges or we'll face a recruitment & growth crisis
5. Ideas to consider include: **widening** our talent pool; harnessing **flexible work**; building a **skilled workforce**; **lifelong learning**.

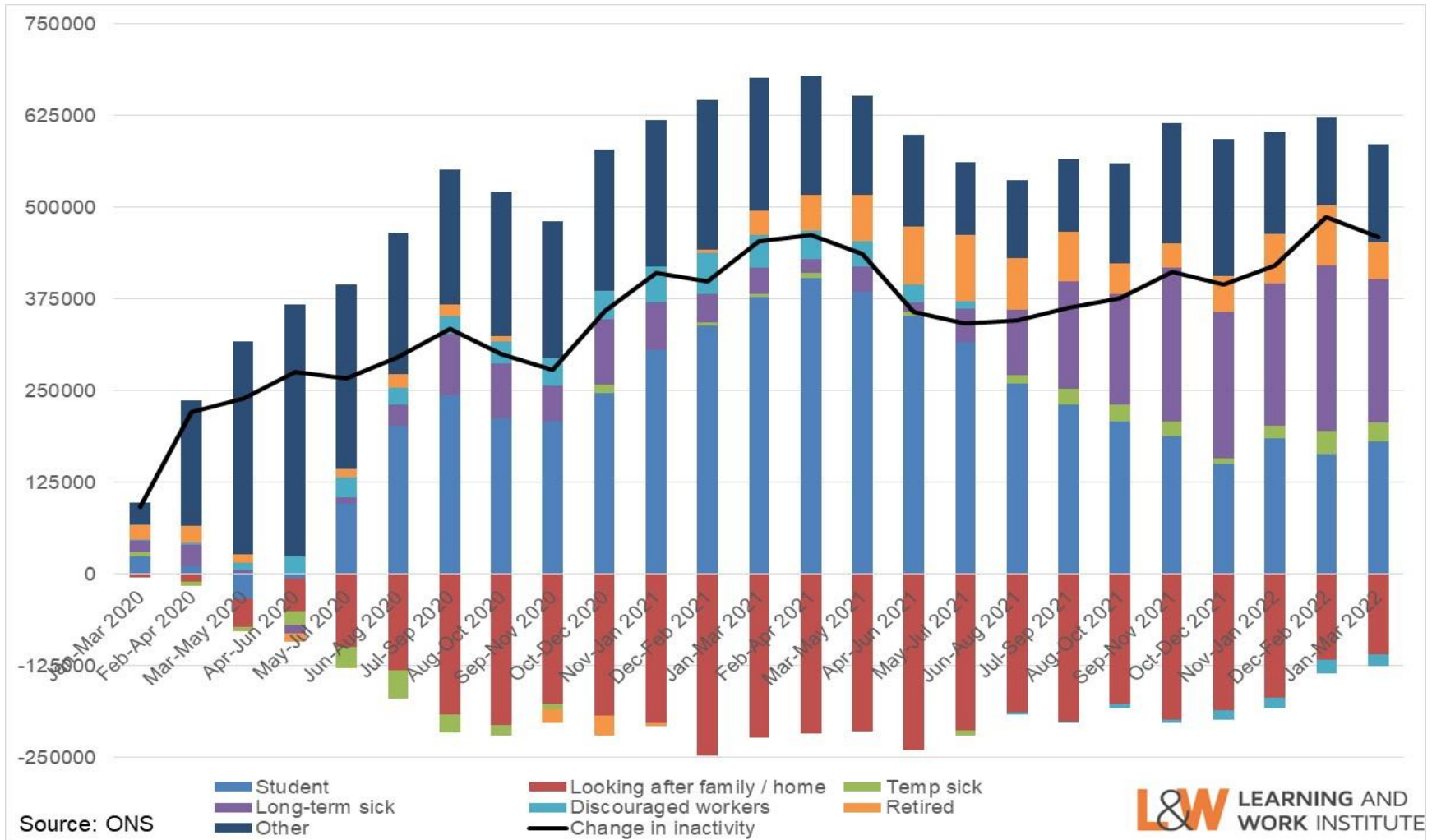
MEGATRENDS



WHERE ARE THE WORKERS?

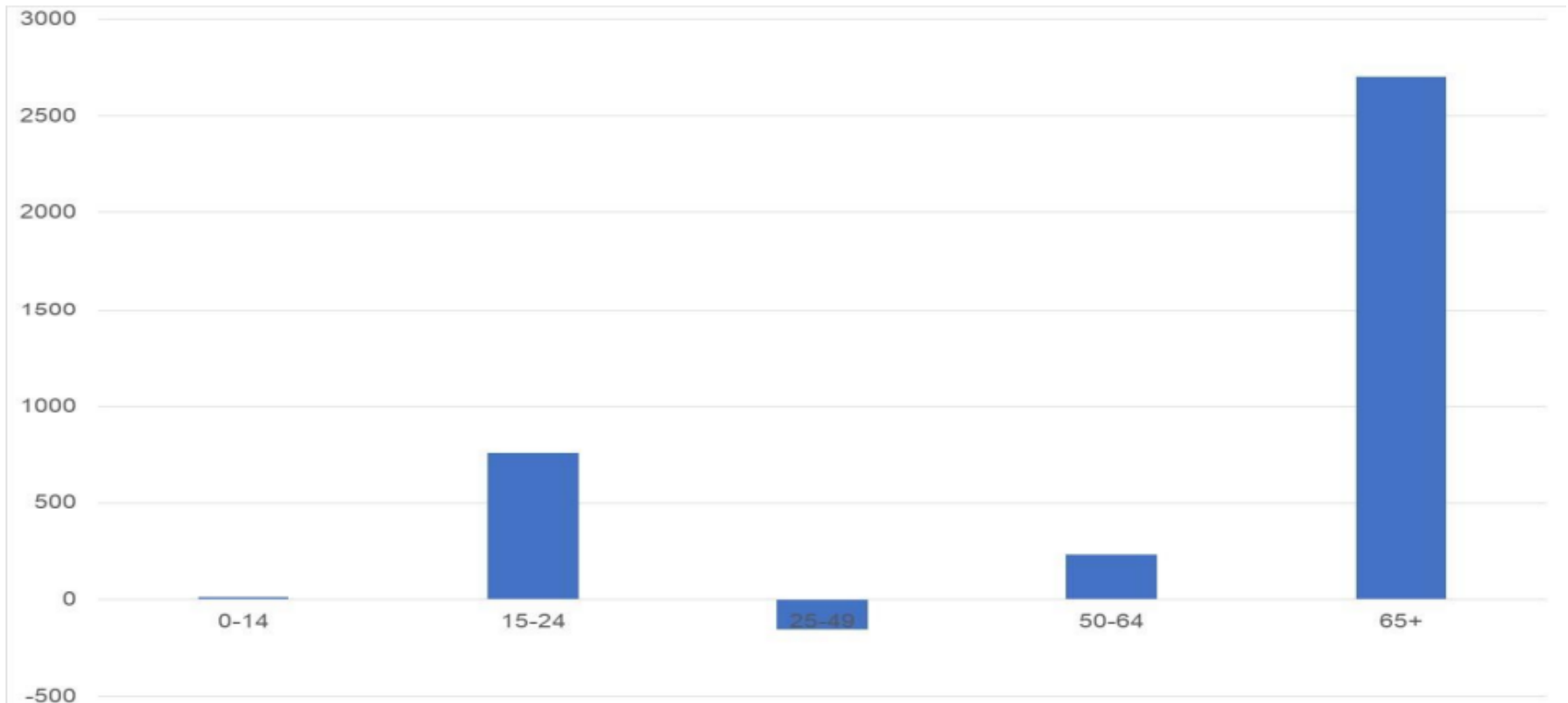


WHERE ARE THE WORKERS (2)?



OLDER, MORE DIVERSE WORKFORCE

Figure 4: Projected population change in thousands by age, 2018-30



Source: ONS, L&W calculations

ESSENTIAL SKILLS

The importance of basic skills



Learning below Level 2 can result in a **7 point increase in individuals' employment rate**

For every **£1** invested there is a social return of

£17
Entry level

£22
Level 1 provision



50% & 48%
ENGLISH & MATHS

learners progressed to another course after completing a Skills for Life funded course

L&W LEARNING AND WORK INSTITUTE

Basic skills needs

9 million

working-aged adults in England have low **basic skills in literacy or numeracy**, including 5 million who have low skills in both

73% of English for **Speakers of other Languages (ESOL)** providers reported a "**significant demand**" in the communities they serve



Digital Skills

22%

of adults lack the digital 'life' skills required to participate in a digital world

Almost **1 in 10 young people**

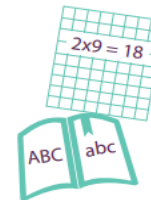


in England had **not** achieved a **Level 2** qualification in **English and maths** by the age of **19** in 2019/20

Basic skills participation and funding

Adult Education Budget funding has been halved

52%
from 2011-12 to 2019-20



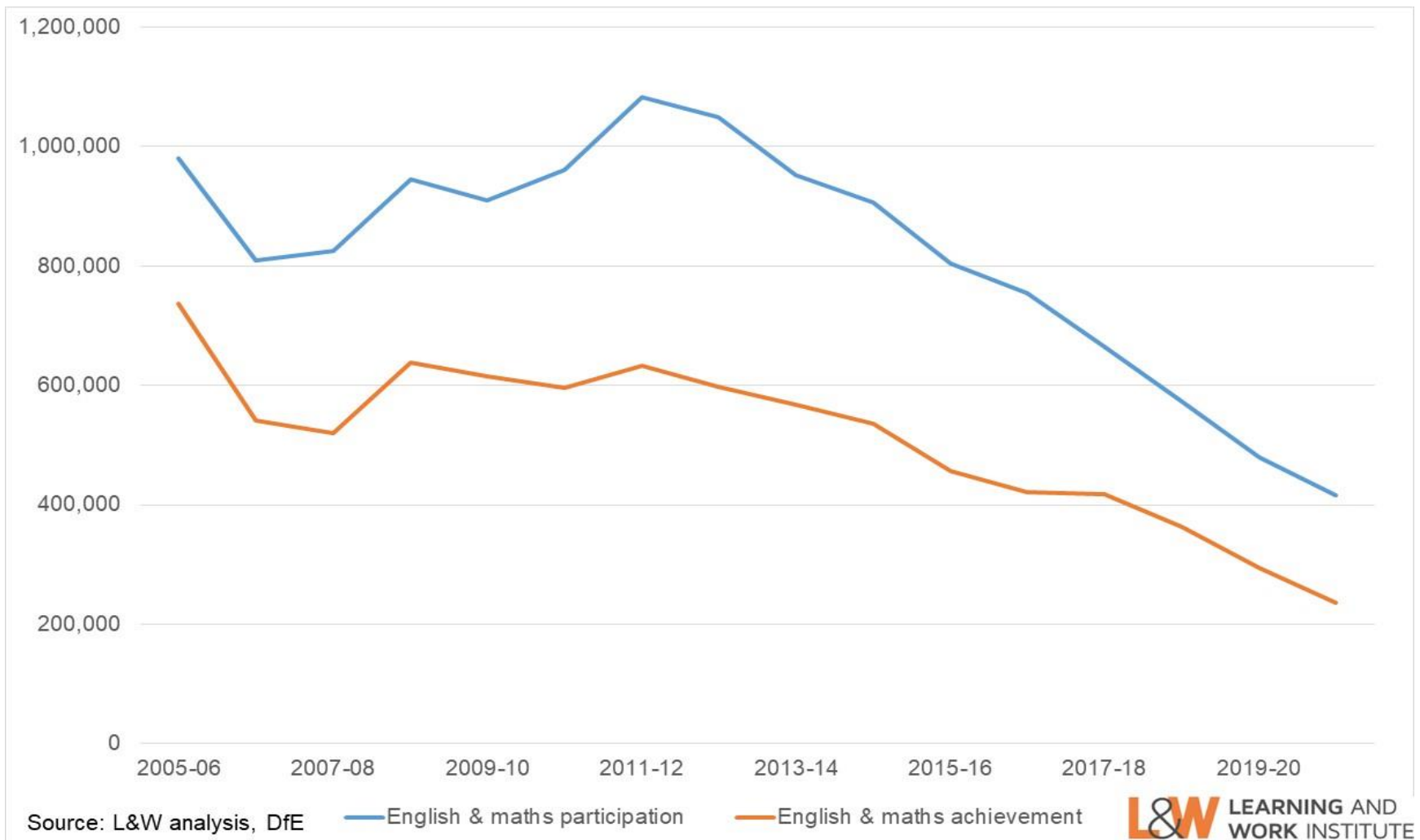
From 2012 - 2020

English participation **fell 63%**
maths participation **fell 62%**
ESOL participation **fell 17%**



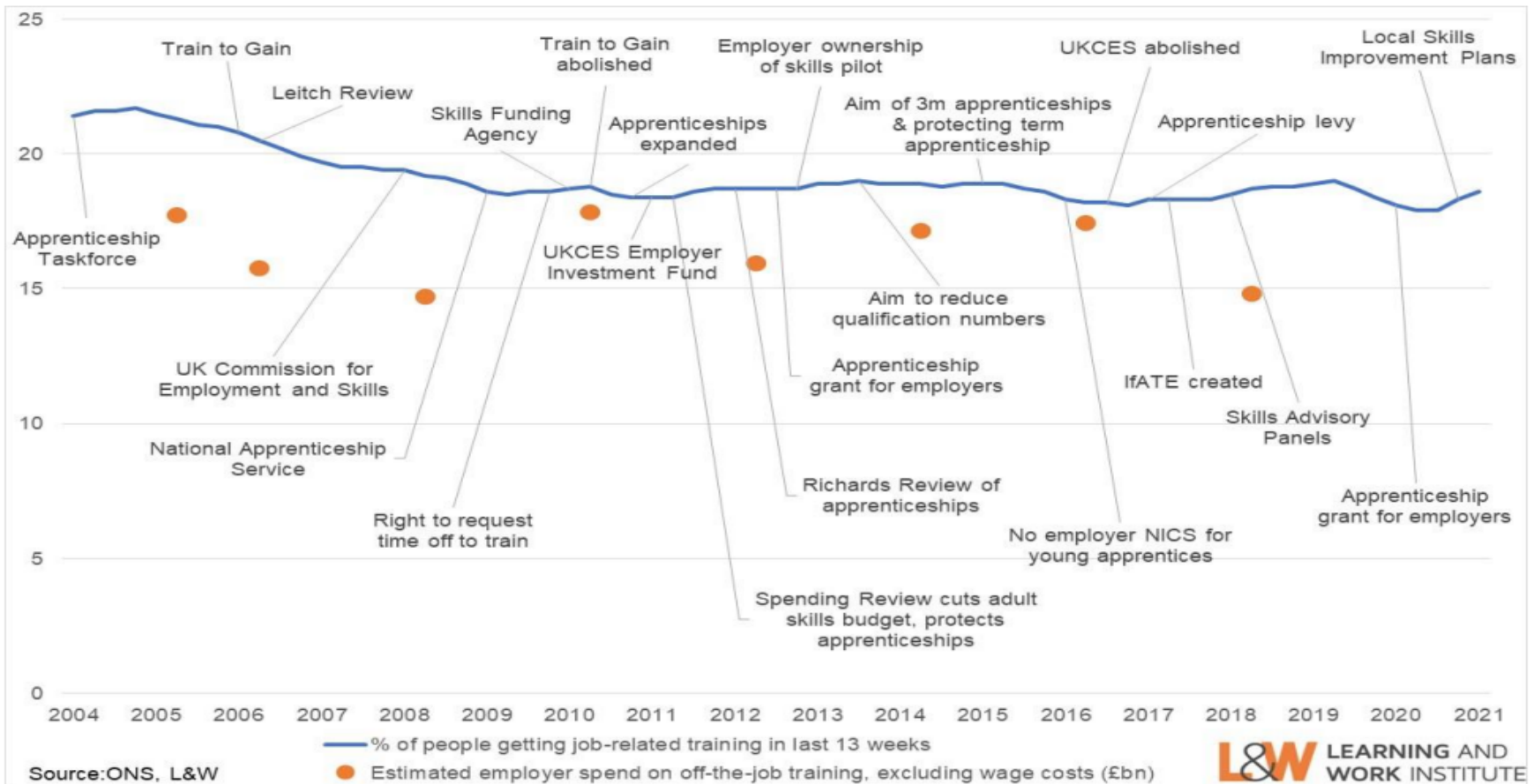
Participation has **fallen in each programme** type across every Mayoral Combined Authority

DECLINING PARTICIPATION



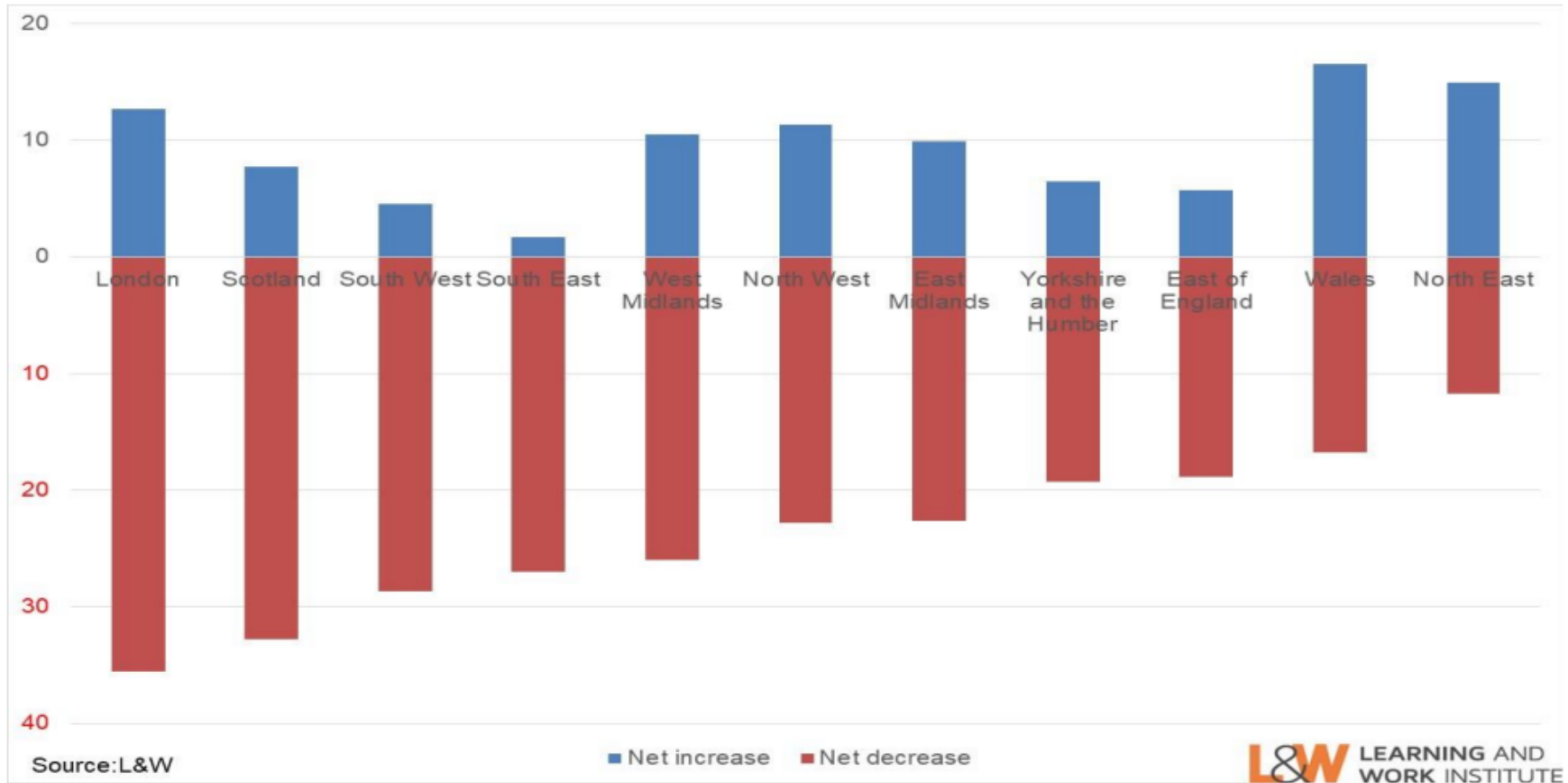
EMPLOYER INVESTMENT

Figure 4: Employer investment in training and the proportion of employees getting job-related training in last 13 weeks



FLEXIBLE WORKING

Figure 21: Proportion of employers expecting to change amount of office space/premises after the pandemic by region



BUILDING FUTURE PROSPERITY

- 1. Widening our talent pool.** How can we work together to engage a more diverse talent pool, including those who've dropped out the labour market? Implications for employment support & employer recruitment practices.
- 2. Harnessing flexible work.** How do we support businesses to harness the benefits of flexible work? How do we respond to implications for e.g. city centres? How do we open up flexible working opportunities for residents?
- 3. Building a skilled workforce.** Might we consider an Essential Skills Guarantee for residents? How do we encourage / support employers to invest more in people? How can employers, colleges and training providers to work more closely together?
- 4. Lifelong learning.** What more can we do to make Plymouth a City of Learning? How can we make lifelong learning and golden thread running through all we do, given its many benefits?