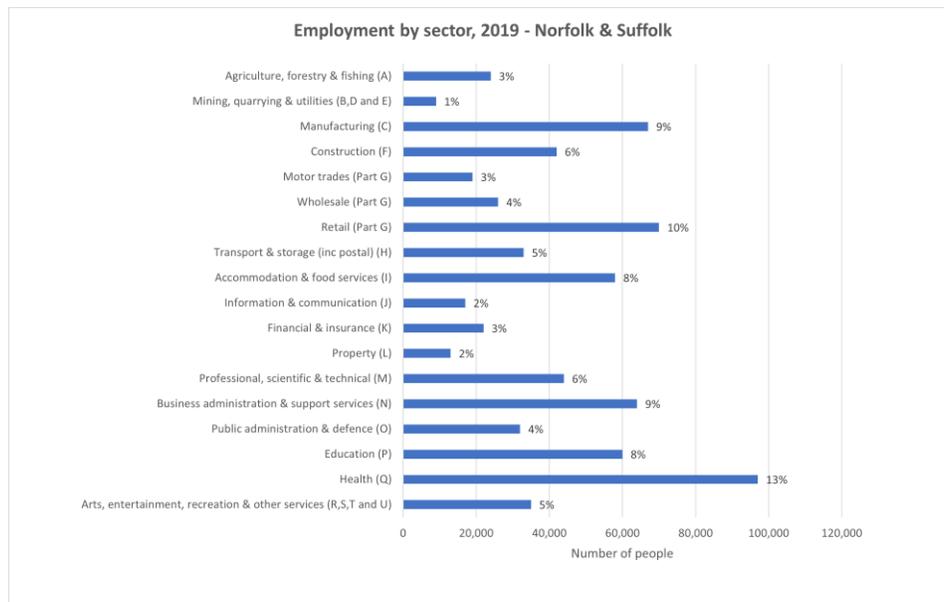


Annex A

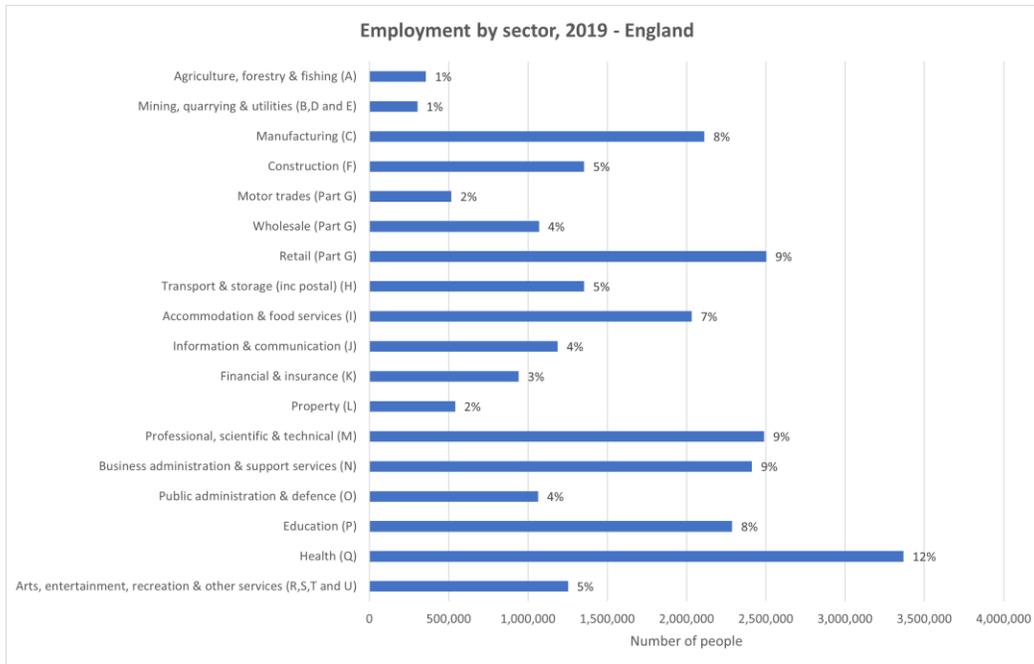
Local Landscape

Local Landscape - Summary

- Norfolk and Suffolk has an ageing population, with 54% of the workforce over 50 years old, gradually increasing from 48% in 2005.
- When comparing the area’s employment by sector with both England and Comparator LEPs (see Annex B), the only area of discrepancy in the region is a notable lack of employment within the professional, scientific & technical sector (6% relative to the national average - 9% - and the Comparator LEP average – 8%)
- The employment rate in Norfolk and Suffolk has been consistently above the national level since 2005.
- However, between 2004 to 2018 the local GVA has been roughly £3 less per hour worked than the UK trend.
- Furthermore, the median gross weekly wages for full-time workers in Norfolk and Suffolk (both for the workplace and residents) has been consistently tracked below the national trend since 2014.
- EMSI Job Postings data for Norfolk and Suffolk indicates that accommodation & food services as well as Information & Communication have had the hardest hit to vacancies as a result of COVID-19.
- We could therefore potentially see a decrease in the employment share of those two sectors.
- The £4.6bn national relief package for the UK retail and hospitality sectors will hopefully minimize the long-term implications on accommodation & food services. However, more local interventions may be required for the information & communication sector.
- Local interventions focused on getting people back into employment following redundancy include Work Well Suffolk and a range of ESIF projects already underway across the region (including the job support programme and community grant scheme).
- When comparing Norfolk and Suffolk with the area’s Comparator LEPs (See Annex B) most of the local landscape core indicators are of similar value.
- Two stand out of areas of focus for Norfolk and Suffolk are “median wages weekly wage for full-time workers” and the region’s ageing population.
- Whilst the gap in GVA per hour work between Norfolk and Suffolk and the Comparator LEPs appears to have been closed, there is still a clear gap in median wages, both for residents and in the workplace.



Source: [Business Register and Employment Survey, 2019 \(published 2020\), 2020 SAP boundaries](#)

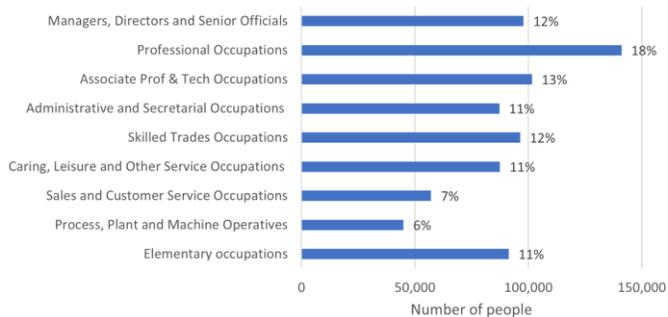


Source: [Business Register and Employment Survey, 2019 \(published 2020\), 2020 SAP boundaries](#)

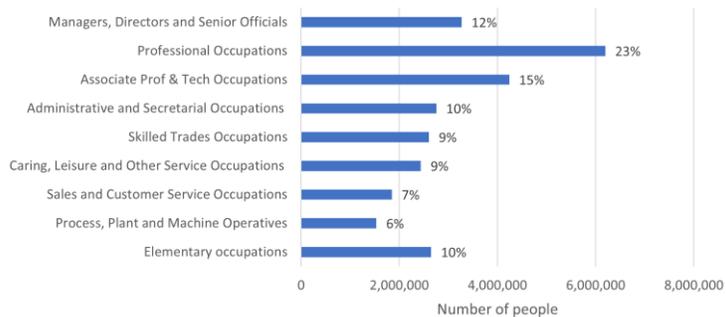
Employment by sector:

- The two largest sectors of employment in Norfolk and Suffolk are the health sector and the retail sector, making up 13% and 10% of the workforce, respectively.
- This is roughly the same as the national average, where they each contribute 12% and 9% respectively.
- New Anglia LEP’s local industrial strategy outlines three strategic opportunities: Clean Energy, Agri-food and ICT & Digital Creative.
- Agri-food can be roughly mapped to “agriculture, forestry & fishing”, which contributes 3% of the total employment of Norfolk and Suffolk.
- Agriculture, forestry & fishing is a clear strength of the area, with the sector only contributing 1% nationally.
- However, ICT & Digital Creative is more of a cause for concern when mapped against “information & communication”, with the sector making up 2% of the area’s employment, whilst it represents double the amount nationally and 3% on average across the area’s Comparator LEPs (see Annex B).
- The other main area of discrepancy between Norfolk and Suffolk and the national average is the notable lack of employment within the professional, scientific & technical sector (6%), relative to the national average (9%).
- This is also seen when comparing Norfolk and Suffolk with the area’s Comparator LEPs, with the average employment in the professional, scientific & technical sector across the Comparator LEPs being 8%.
- EMSI Job Postings data for Norfolk and Suffolk indicates that accommodation & food services as well as information & communication were two of the sectors which were the hardest hit in terms of vacancies as a result of COVID-19.
- We could therefore potentially see a decrease in the employment share of those two sectors.

Employment by occupation, 2019/20 - Norfolk & Suffolk



Employment by occupation, 2019/20 - England

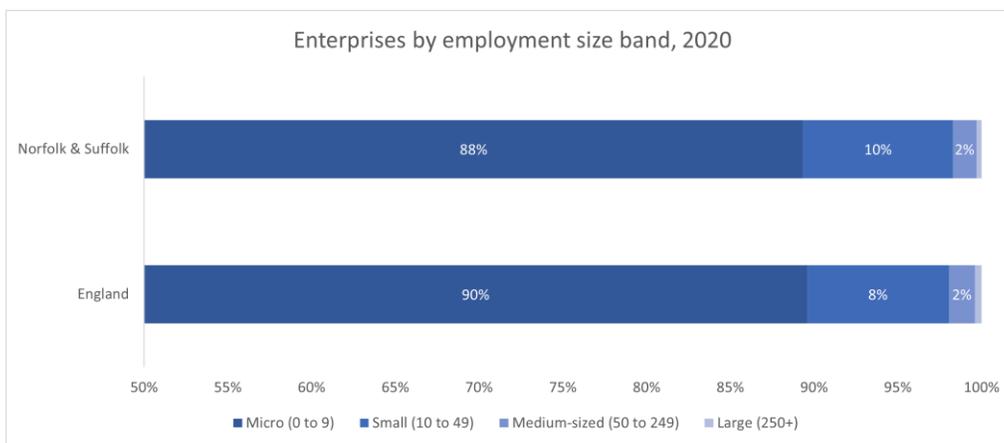


Source: [Annual Population Survey, October 2019 – September 2020, 2020 SAP boundaries](#)

Employment by occupation:

- The profile of jobs available locally roughly matches the both the national levels and the area’s Comparator LEPs.
- The largest occupations of employment in Norfolk and Suffolk are professional occupations, making up 18% of the workforce. This is slightly under the England average level (23%) as well as the Comparator LEPs level (20%).
- However, the number of professional occupations within Norfolk and Suffolk will potentially rise in the future due to the volume of engineers that will be required to meet the area’s clean growth ambitions.
- Furthermore, due to the impact on accommodation & food services and high-street retail, the volume of Sales and Customer Service occupations may fall in the upcoming dataset for 2020/21.

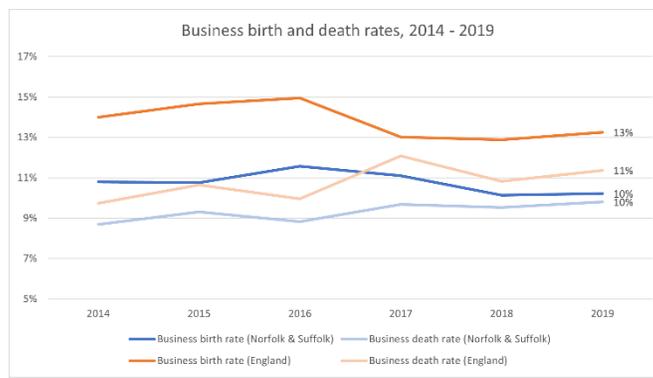
Enterprises by employment size band, 2020



Source: [UK Business Counts, 2020, 2020 SAP boundaries](#)

Enterprises by employment size band:

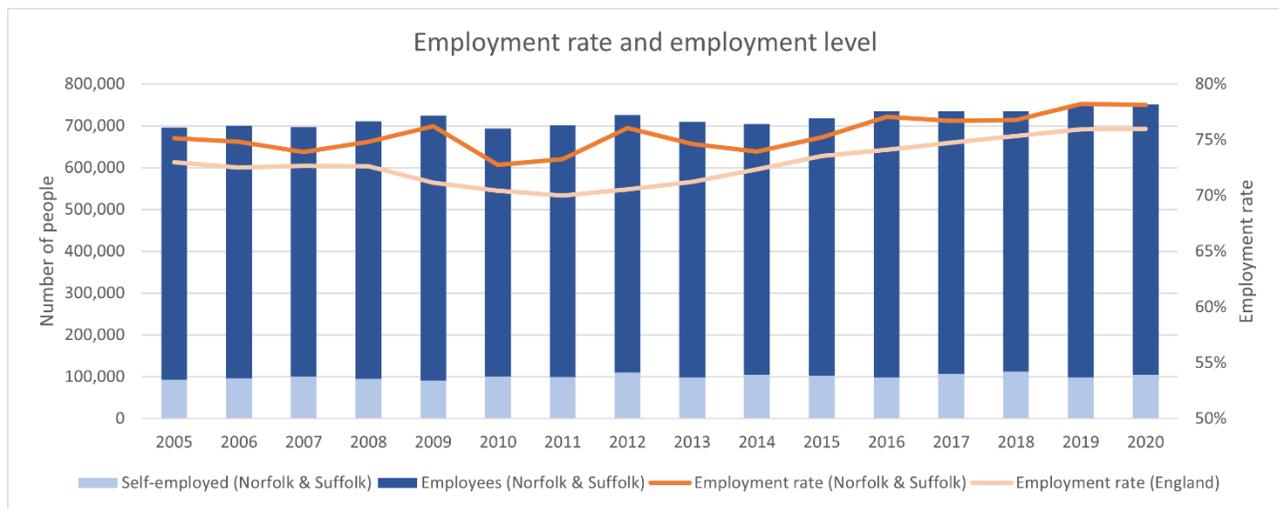
- The vast majority (88%) of Norfolk and Suffolk enterprises employ fewer than 10 people, which roughly matches both the national and the Comparator LEP average (both 90%).



Source: [ONS Business Demography, 2014 - 2019 \(published 2020\), 2020 SAP boundaries](#)

Business birth and death rates:

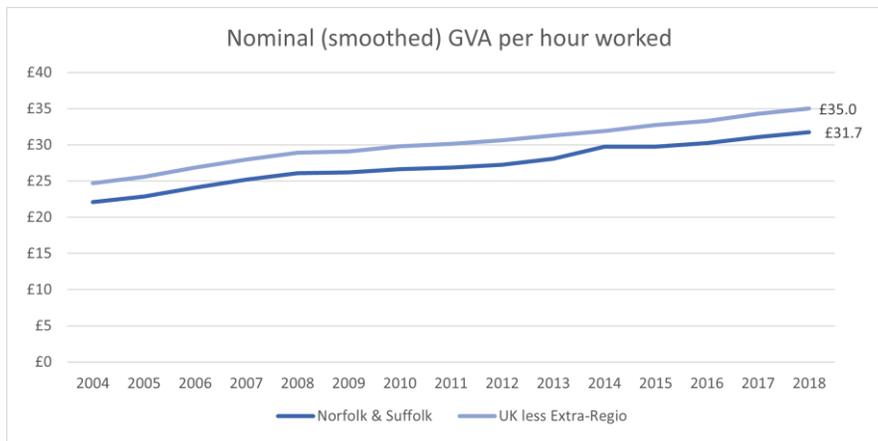
- The Norfolk and Suffolk business birth steadily declined between 2016 and 2018 from 12% to 10%, whilst the business death rate stayed relatively constant between 9% and 10%.
- The local business birth rate has been consistently below the national average, however, this has been neutralized by the local business death rate also being consistently below the national level.
- In contrast, the business birth and death rates across Norfolk and Suffolk are almost identical to the values seen across the area's Comparator LEPs.
- Latest figures from New Anglia Growth Hub show that there were a record high number of new businesses established in both Norfolk and Suffolk in 2020.
- Despite the considerable economic challenges posed by the Coronavirus pandemic, 5,105 new companies were registered in Suffolk, as well as 5,006 in Norfolk, representing an increase of 13% and 5.8% on the previous year, respectively.
- However, the effect of the pandemic and national lockdowns means that sadly some existing businesses have folded, and employees made redundant.



Source: [Annual Population Survey, 2005 - 2020, 2020 SAP boundaries](#)

Employment rate and level:

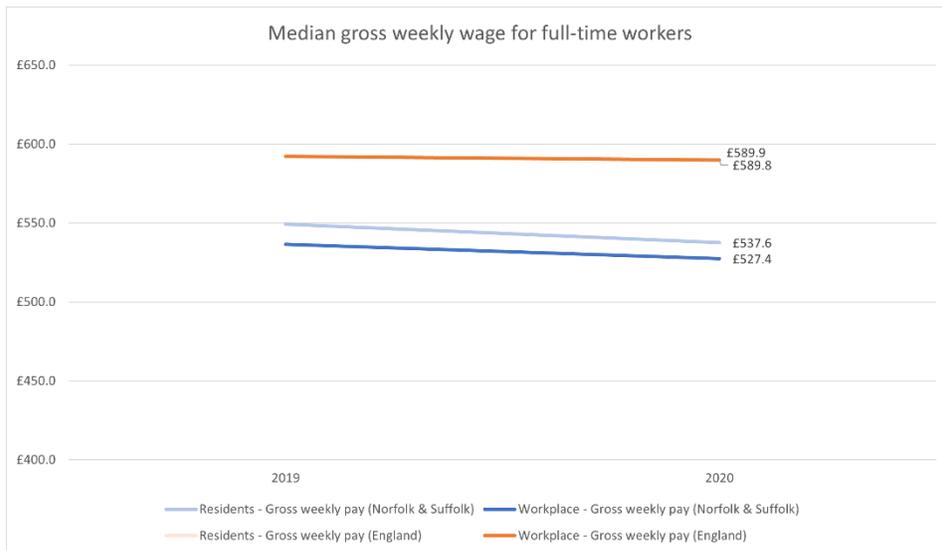
- The employment rate in Norfolk and Suffolk has been steadily rising since 2010, increasing from 73% to 79%, with this improvement in employment also seen nationally.
- However, the rate in Norfolk and Suffolk has been consistently above the national level since 2005, whilst roughly matching the employment rate of the area's Comparator LEPs.
- This is matched by above average sustained employment destinations in comparison with England.
- The proportion of self-employed people in Norfolk and Suffolk has stayed relatively consistent around 16%, which has also been the case nationally.
- Local intelligence highlights rising UC claimants and redundancies with young people particularly impacted.



Source: [ONS Subregional Productivity, 2004 - 2018 \(published 2020\), 2018 LEP/MCA boundaries](#)

Nominal GVA per hour worked:

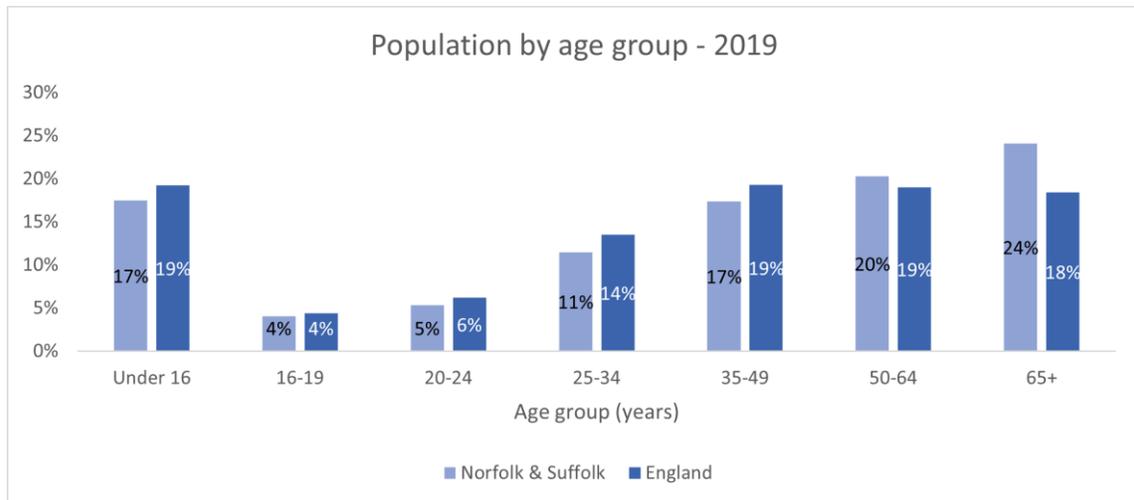
- Productivity in Norfolk and Suffolk has risen consistently between 2004 to 2018, increasing from £22.1 per hour worked to £31.7.
- However, throughout this timeframe the local GVA has been roughly £3 less per hour worked than the UK trend.
- Norfolk and Suffolk has also consistently tracked below the average GVA per hour of the area's Comparator LEPs. However, the £2.2 difference in 2004 was steadily reduced to £0.1 by 2018.
- This links to the median gross weekly wage which has consistently tracked below the national trend.
- According to data from EMSI, the largest contributors to GVA in Norfolk and Suffolk are wholesale & retail (13%), manufacturing (11%) and health & social work (10%).



Source: [Annual Survey of Hours and Earnings, 2014 - 2020, 2020 LEP boundaries](#)

Median gross weekly wage for full-time workers:

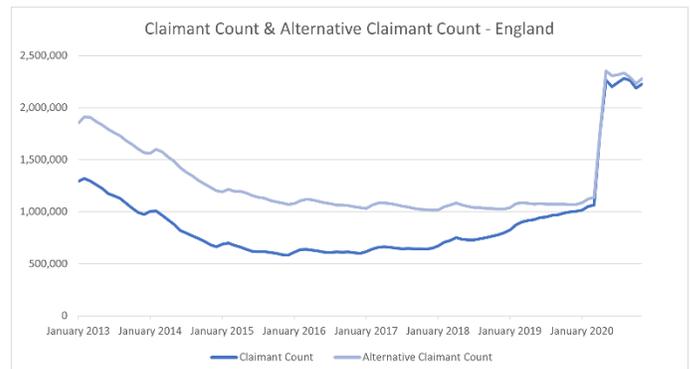
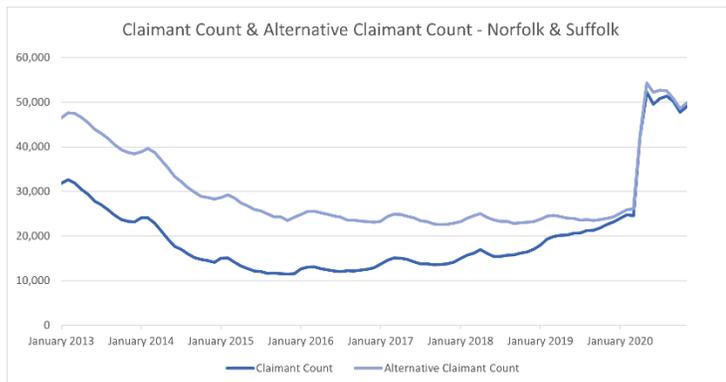
- The median gross weekly wages for full-time workers in Norfolk and Suffolk (both for the workplace and residents) fell between 2019 and 2020, however, this was after a consistent upwards trend from 2014 to 2019.
- Furthermore, both workplace and residents' wages have consistently tracked below both the national trend, as well as Comparator LEP average.
- This is primarily caused by the relatively low wages in Norfolk, most notably in Breckland, Great Yarmouth, North Norfolk and Norwich.
- The median gross weekly wages for residents have exceeded those in the workplace since 2014.
- This suggests that there are residents with weekly wage above the local average who work outside of Norfolk and Suffolk.



Source: [ONS Mid-Year Population Estimates, 2019, 2020 SAP boundaries](#)

Population by age group:

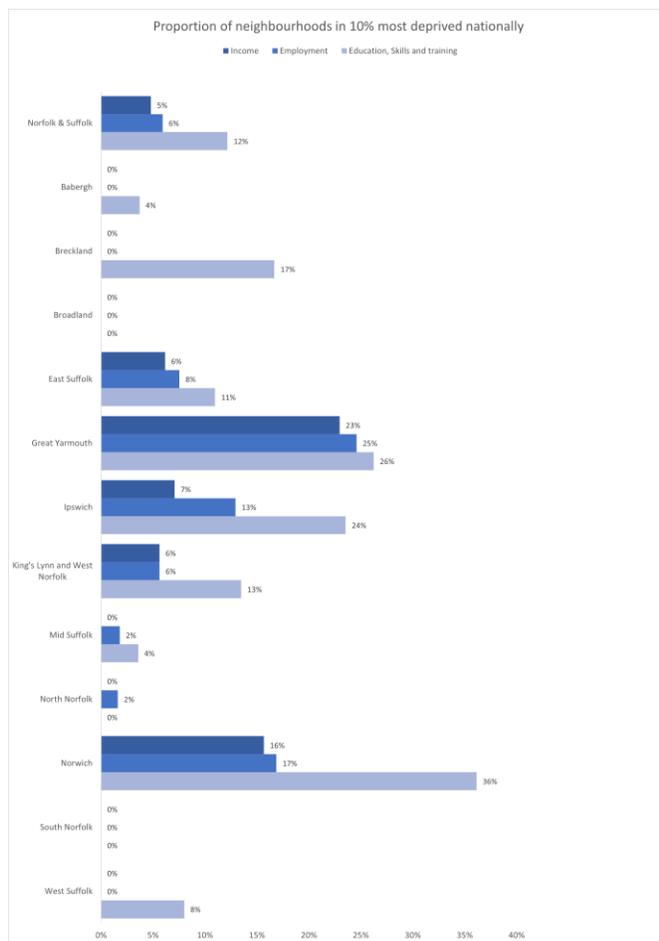
- Norfolk and Suffolk has an ageing population, with 44% of the population over 50 years old, in comparison with the England population as a whole where 37% is over 50, or with the area's Comparator LEPs where 42% of the population is over 50.
- As a result, the area will likely require growth in Health and Social Work occupations to cater for this ageing population.
- Furthermore, the proportion of the workforce aged 35-49 has decreased from 26% to 21% since 2005.



Source: [ONS claimant count](#) & [DWP Stat Xplore](#), January 2013 – November 2020, 2020 SAP boundaries

Claimant Count and Alternative Claimant Count:

- Between January 2013 and January 2016, both the claimant count and the alternative claimant in Norfolk and Suffolk fell at a constant rate. Up until March 2020, the alternative claimant count remained at roughly 25,000.
- This trend in Norfolk and Suffolk almost identically mirrors both the national and Comparator LEP trend.
- Since the onset of COVID-19, the number of claims has roughly doubled, both locally and nationally.
- Local interventions focused on getting people back into employment following redundancy include Work Well Suffolk and a range of ESIF projects already underway across the region (including the job support programme and community grant scheme).



Income, Employment and Education deprivation:

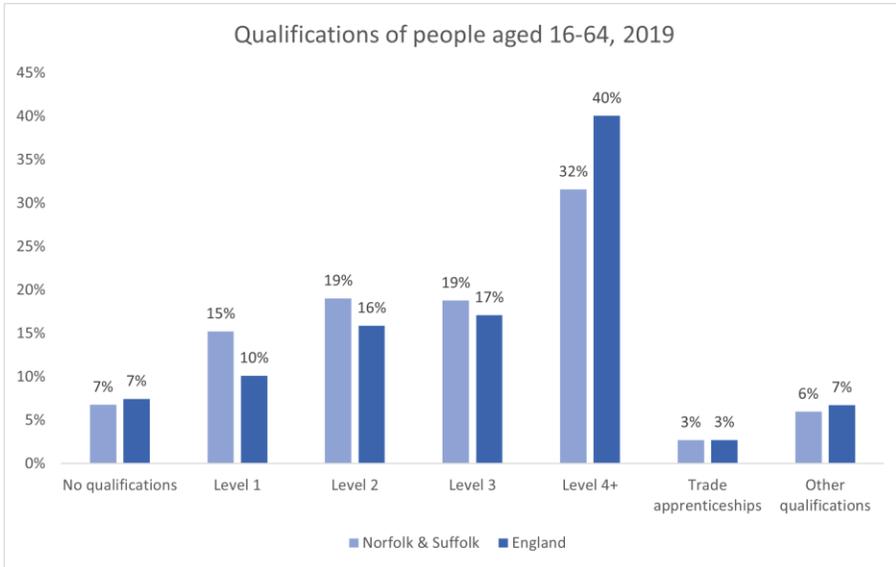
- The most notable area of deprivation in Norfolk and Suffolk is in Education, Skills and training, where 12% of the neighbourhoods are in the 10% most deprived nationally.
- This is in comparison with the area's Comparator LEPs where just 6% of neighbourhoods on average are in the 10% most deprived nationally.
- This is primarily due to the high levels of education, skills and training deprivation of neighbourhoods in Norwich (36%), Great Yarmouth (26%) and Ipswich (24%).
- Local intelligence highlights rising UC claimants and redundancies with young people particularly impacted.

Source: [Index of Multiple Deprivation, MHCLG, 2019, 2017 LEP boundaries](#)

Skills Supply

Skills Supply – Summary

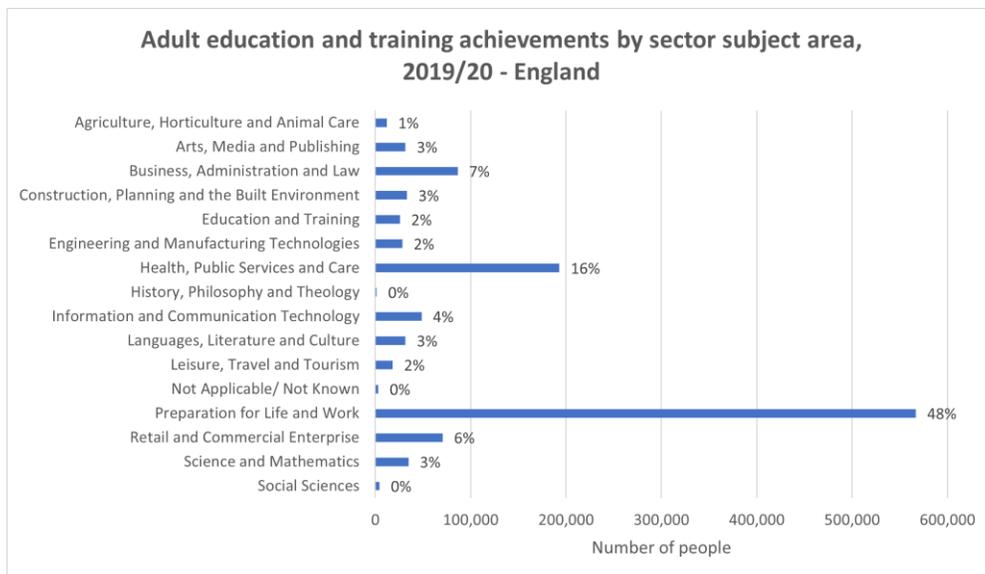
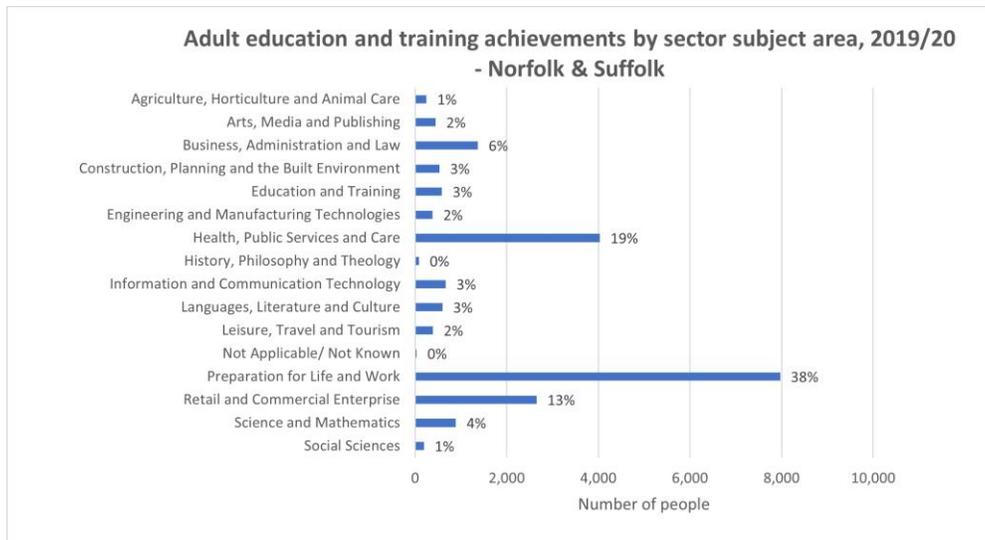
- For HE qualifiers and FE achievements in disciplines linked to Norfolk and Suffolk's strategic opportunities, the area is currently below the England average in Engineering and Computer Science-related subjects.
- For apprenticeships, the area is on par with the England average, with 23% of apprenticeship achievements being made both nationally and in Norfolk and Suffolk across subjects related to the area's strategic opportunities.
- Norfolk and Suffolk is currently exceeding the England average in FE Agriculture, Horticulture & Animal Care achievements, whilst also matching the average in HE qualifiers and apprenticeship achievements.
- However, if Norfolk and Suffolk seek to establish thriving Agri-food, Clean Energy and ICT & Digital Creative sectors, the area should aim not to just meet the England average in these subject areas but to exceed it.
- Local intelligence highlights that colleges are seeing a different profile from progressing Year 11 students due to the teacher assessment grades – they believe that the increase in GCSE grades has caused a higher level than normal to stay at school 6th Forms or progress to higher level courses at colleges.
- The area's Economic Recovery Group has committed to three key measures: the "Youth Pledge", "Transforming Skills" and "Mental Health and Wellbeing".
- The "Youth Pledge" is the guarantee that every young person in Norfolk and Suffolk will have the support they need to get into high quality education, employment, training or an apprenticeship.
- "Transforming Skills" is the commitment that every individual has access to opportunities to upskill and reskill, adapting the skills provision so that it meets the changing needs of businesses and the aspirations of individuals.
- Norfolk and Suffolk are creating a programme that provides employers and employees with the mental health support they need.



Qualification levels:

- Norfolk and Suffolk has above average proportions of the working population with NVQ Level 1, 2 & 3 qualifications.
- However, this could in large part be due to the low proportion of the workforce with Level 4+ qualifications.
- The local authority where this is most pertinent is in Great Yarmouth, where 15% of the working population hold an NVQ Level 4+ qualification.

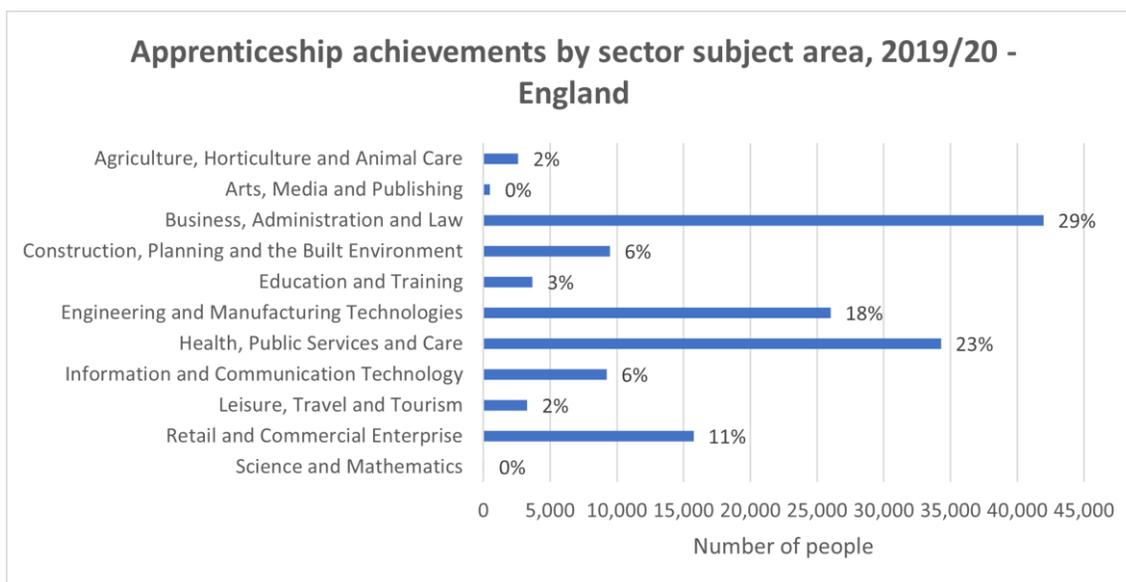
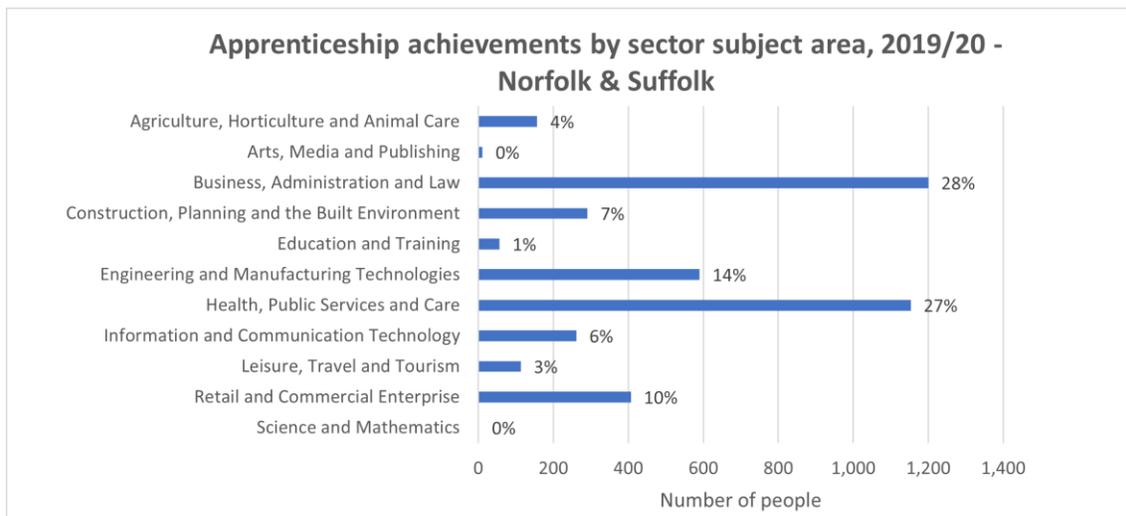
Source: [Annual Population Survey, January 2019 – December 2020, 2020 SAP boundaries](#)



Source: [Further Education & Skills data, DfE, \(published 2020\), 2020 SAP boundaries](#)

FE Education and Training Achievements:

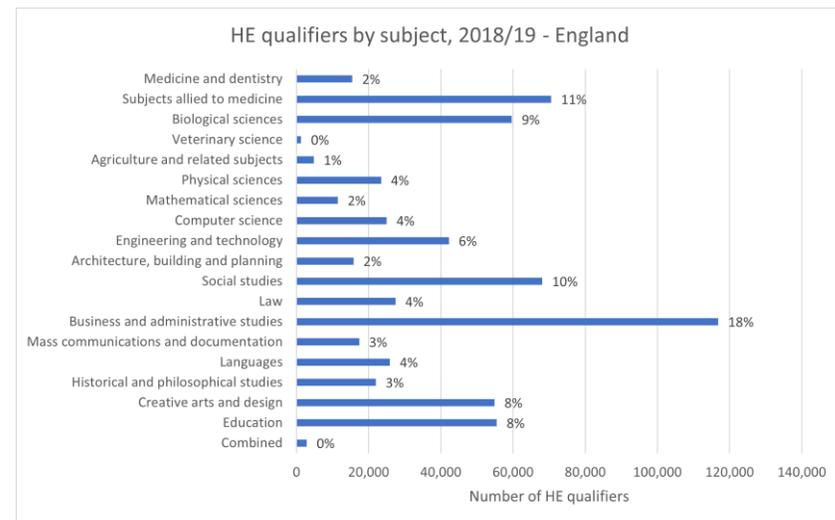
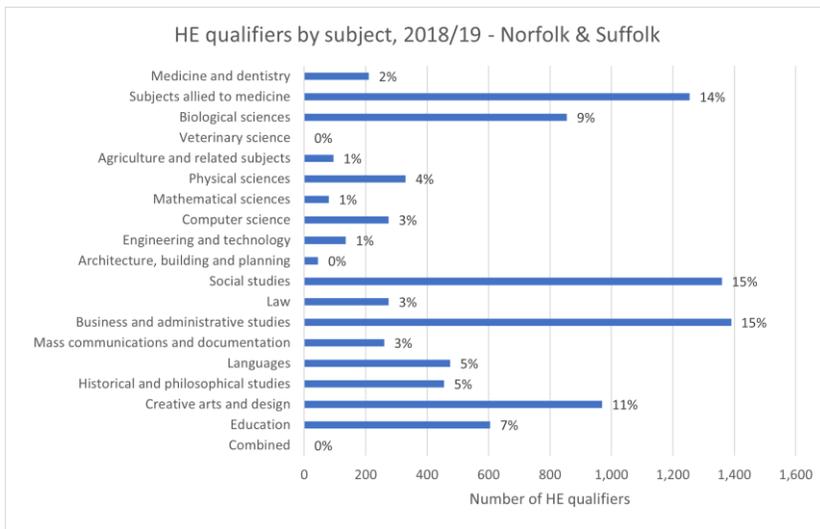
- FE achievements in Norfolk and Suffolk are mainly concentrated in “Preparation for Life and Work” (38%), “Health, Public Services and Care” (19%) and “Retail and Commercial Enterprise (13%)”.
- Across most subject areas the proportions locally are similar to the national picture, however, there is a notable disparity in Retail and Commercial Enterprise, with 16% of achievements locally compared with 6% nationally.
- Over the last two academic years, the number of FE achievements in Norfolk and Suffolk has decreased, falling from 17,470 in 2017/18 to 16,160 in 2018/19, and then most recently 12,580 in 2019/20.
- However, similar decreasing numbers of FE achievements can also be seen nationally.
- Local intelligence highlights the change in FE teaching styles and disrupted delivery due to COVID-19, but learners were generally remaining engaged with the learning process.



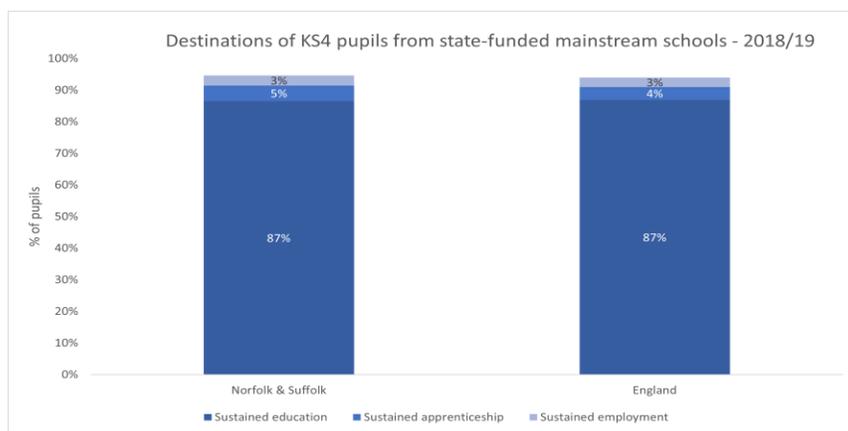
Source: [Apprenticeships data, DfE, \(published 2020\), 2020 SAP boundaries](#)

Apprenticeship Achievements:

- Apprenticeship achievements are concentrated mainly in “Business, Administration and Law” (28%), “Health, Public Services and Care” (27%), and “Engineering and Manufacturing Technologies” (14%)
- This almost exactly mirrors the national picture, however the gap of 18% nationally relative to 14% locally in “Engineering and Manufacturing Technologies” should be closed if the area is to be competitive in their Clean Energy strategic opportunity.
- Out of the 174 levy share opportunities in Norfolk and Suffolk, the most common were Business and Administration (60, 35%), Health, Public Services and Care (42, 24%) and Education and Childcare (29, 17%).
- New Anglia LEP is working with Norfolk and Waveney CCG to support the funding of recruiting Pharmacy Technicians through the levy share, whilst also supporting GPs to recruit and upskill current staff to complete the Associate Nurse Apprenticeship.



Source: [HESA, 2018/2019 qualifiers \(published 2020\), 2020 SAP boundaries](#)



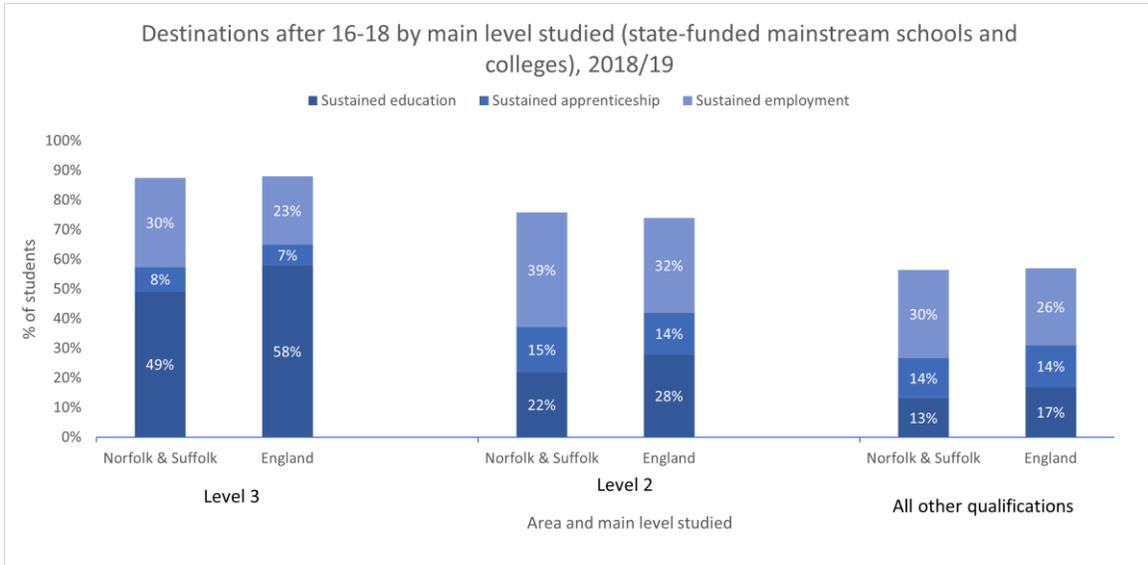
Source: [KS4 destination measures, DfE, 2018/19 \(published 2020\), 2020 SAP boundaries](#)

HE Qualifiers:

- The largest volume of qualifiers both locally and nationally are in Business and administrative studies, Subjects allied to medicine and Social Studies, with the latter having a notably larger proportion locally relative to nationally.
- Norfolk and Suffolk is currently equal to the England average for HE qualifiers in Medicine and Dentistry, and above the average in Subjects allied to medicine.
- The area should be aiming to see a higher proportion of graduates specialising in Medicine due to the future demands of the ageing population.
- Whilst Norfolk and Suffolk meets the England average for HE qualifiers in Physical Sciences, the area tracks below in Mathematical Sciences, Computer Sciences and most notably Engineering and Technology (1% compared with 6%).
- If Norfolk and Suffolk seek to establish thriving Clean Energy and ICT & Digital Creative sectors, the area should aim to exceed the England average.
- However, the low numbers within Engineering should hopefully be boosted by the new Engineering School at UEA.
- In Agriculture and related subjects, the area is matching the average in HE qualifiers.
- However, a larger proportion of achievements in these subjects is needed to fulfil the future opportunities the sector presents.

KS4 destinations:

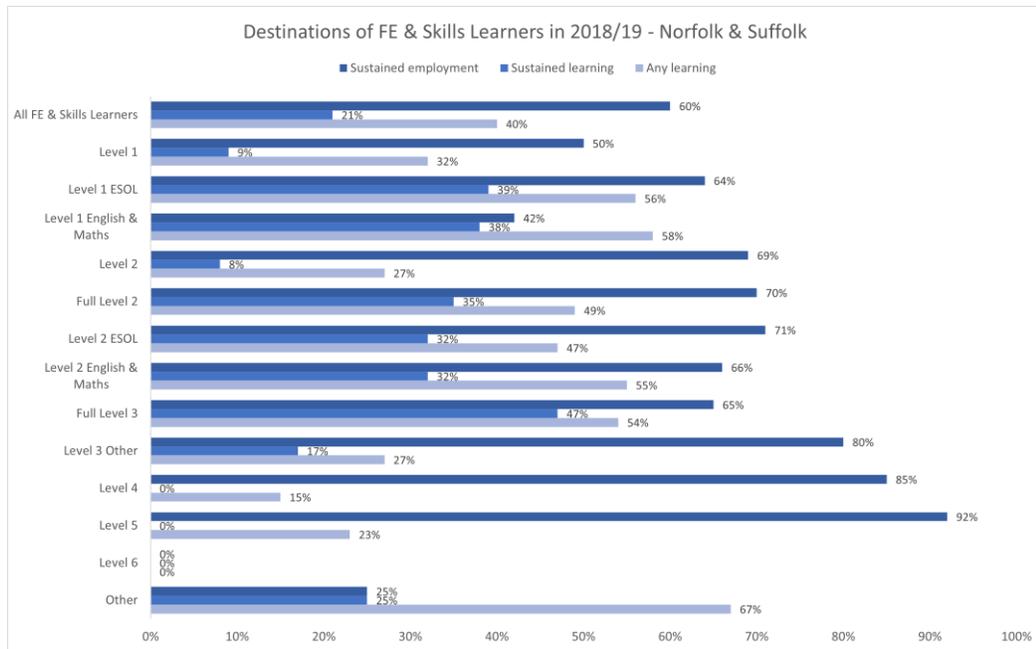
- The most common destination of KS4 students both locally and nationally is into sustained education (87% for both).
- Local intelligence in Norfolk shows that the further education progression rate in 2020 into sixth form colleges was very similar to that of FE Colleges.
- Norfolk County Council states that all young people are expected to continue in education or training until at least 18.

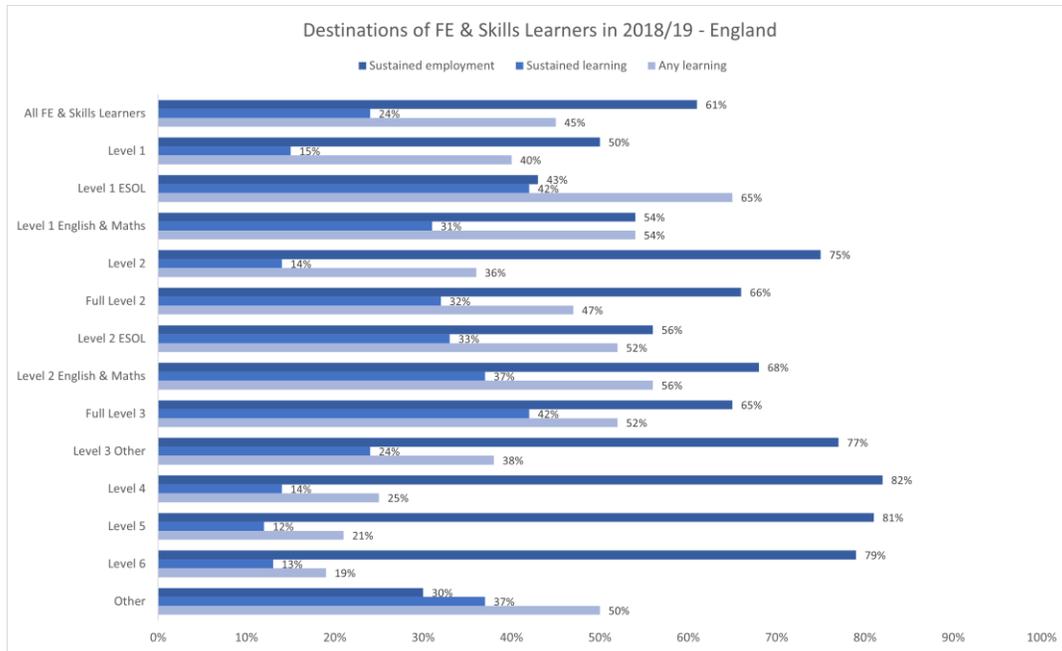


Source: [16-18 Destination Measures, DfE, 2018/19 \(published 2020\), 2020 SAP boundaries](#)

KS5 destinations:

- Norfolk and Suffolk had 87% of Level 3 students progress to a sustained destination, which is almost equal to the England average of 88%.
- However, the percentage of those Level 3 students who had a sustained education destination was 49% locally, in comparison with 58% across England.
- In addition, the percentage of students who left Level 2 to stay in education was 22% locally, in comparison with 28% across England.
- The area's commitment to improving progression in education is shown in Norfolk's performance in Gatsby Benchmark 7 (encounters with FE & HE) which has increased from 6.67% fully achieved in 2017/18 to 30.00% in 2019/20.
- However, Norfolk and Suffolk is above the England average for employment destinations.
- This is the case across all Level 3, Level 2 and all other qualifications within further education.

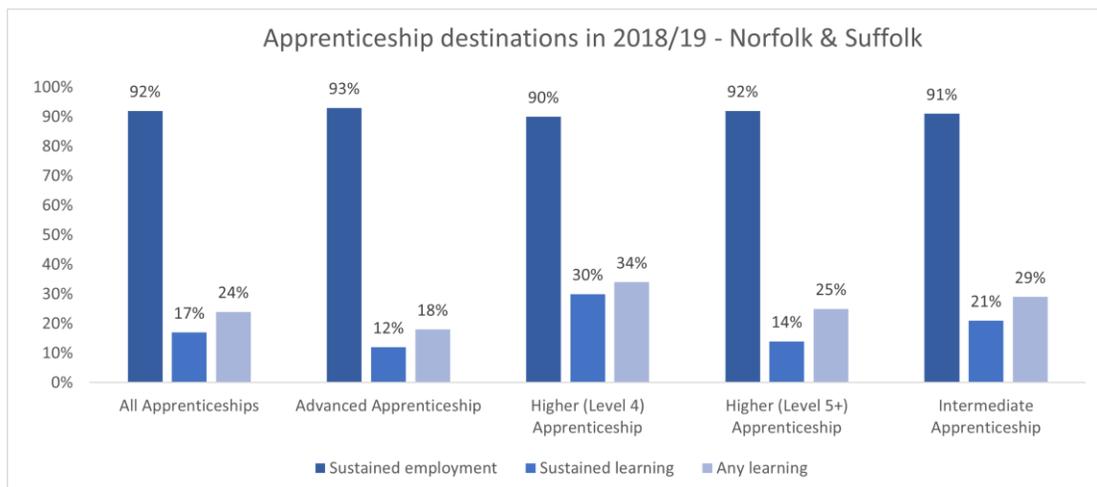


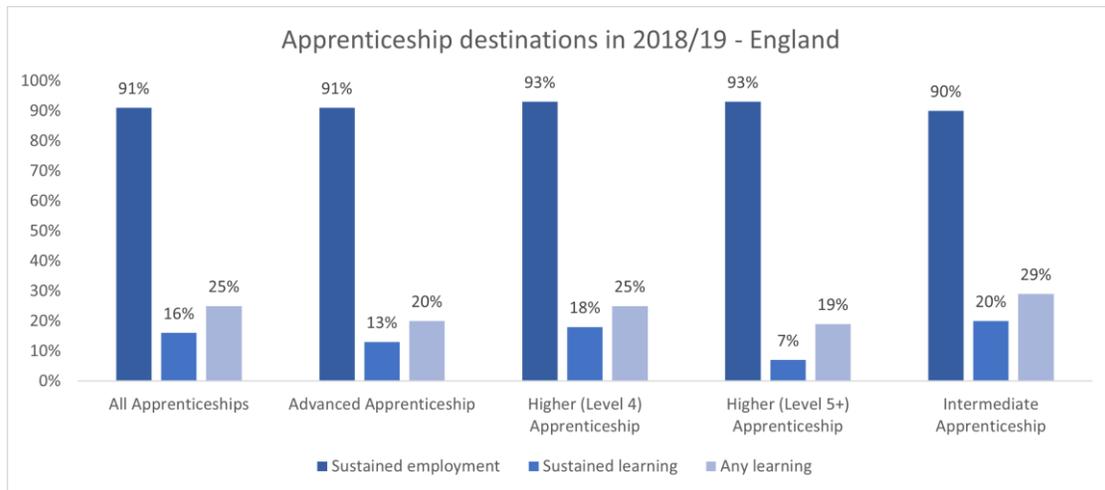


Source: [FE outcome based success measures, 2018/19 destinations, DfE, \(published 2020\), 2018 LEP boundaries](#)

FE and skills destinations:

- The most common destination in Norfolk and Suffolk of all FE and skills learners is sustained employment, with a destination rate of 60%
- This is similar nationally, with the sustained employment destination rate being 61%.
- Sustained employment destinations for Level 1 and Level 2 ESOL students is a particular strength of the area, with 64% of Level 1 and 71% of Level 2 ESOL students having sustained employment destinations, in comparison with 43% and 56% nationally.
- A clear weak point for the area is sustained learning destinations, with it accounting for 32% of Level 1 students and 27% of Level 2 students, in comparison with 40% and 36% nationally.
- Local intelligence shows that of the students in Norfolk who left post-16 education in 2016/17 with a qualification at level 3 or below, around a third (30%) experience difficult transitions into work.
- These more difficult transitions are associated with lower employment and earnings outcomes in the future.

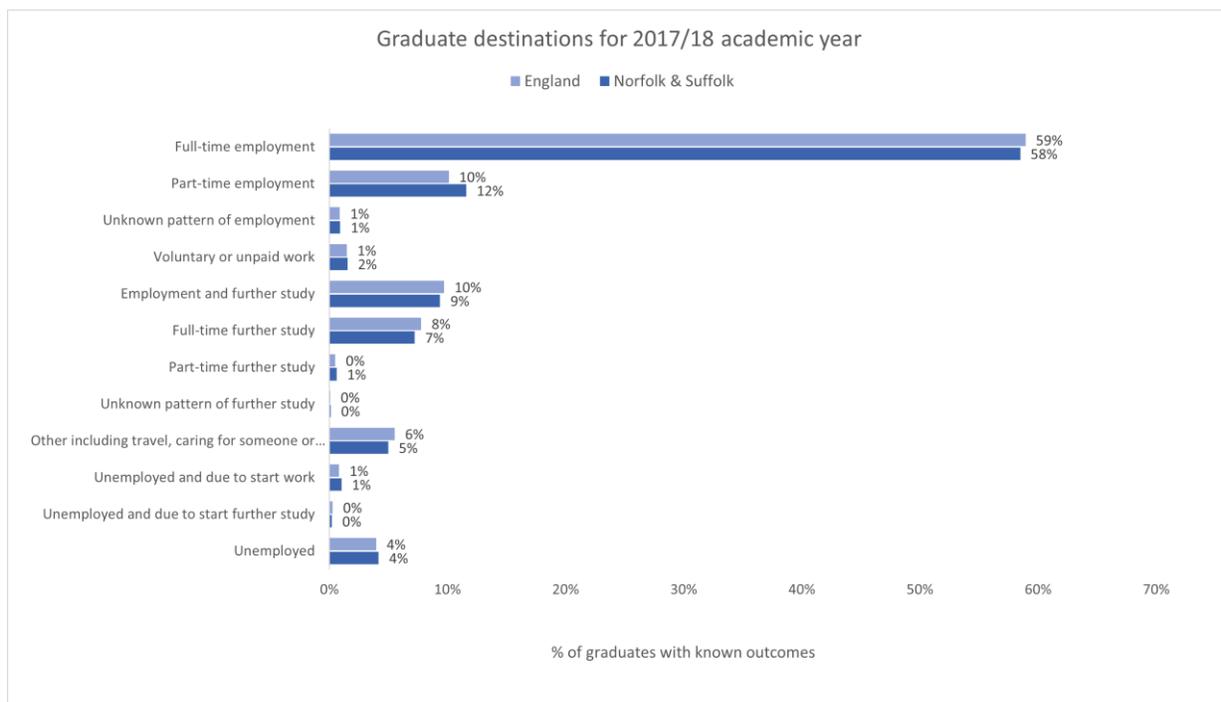




Source: [FE outcome based success measures, 2018/19 destinations, DfE, \(published 2020\), 2018 LEP boundaries](#)

Apprenticeship destinations:

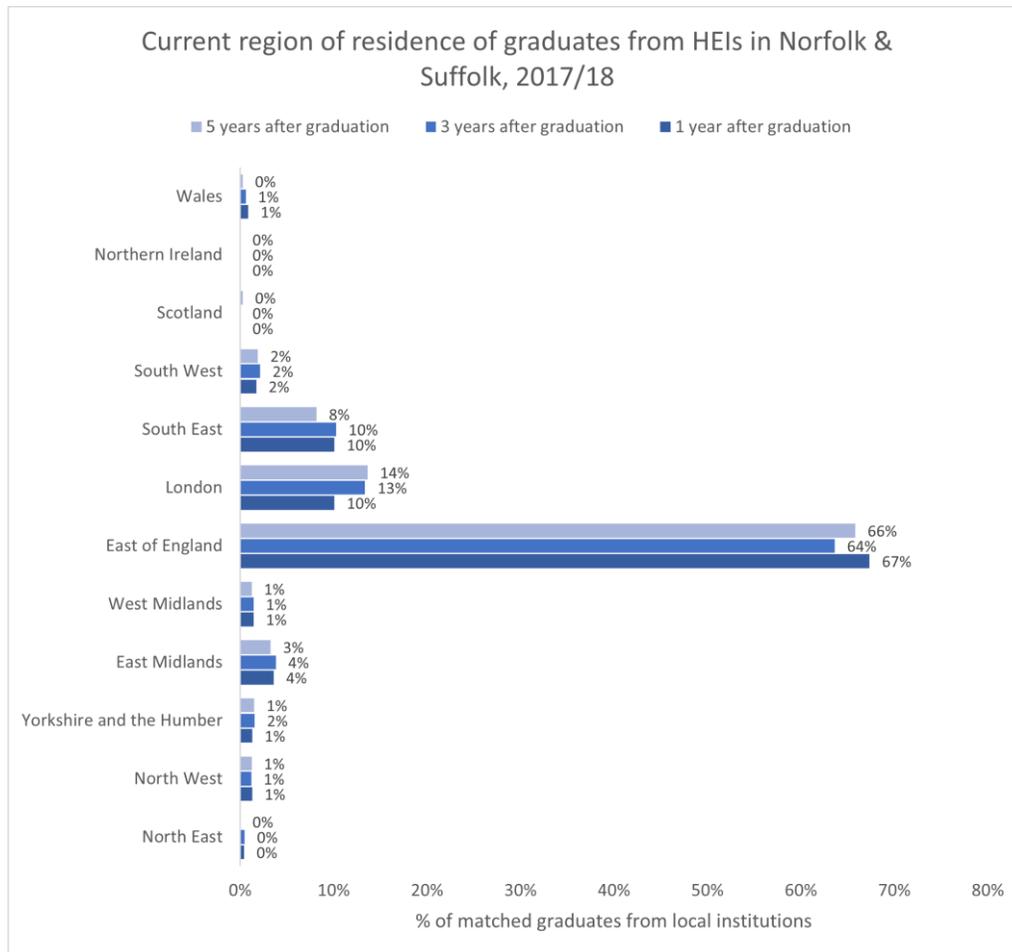
- The most common destination for apprenticeships of all levels in Norfolk and Suffolk is sustained employment, accounting for 92% of the destinations.
- This is slightly above the national level of 91%.
- As expected, due to the high volume of achievements in these subject areas, the most common destinations for apprentices in Norfolk and Suffolk from 2013/14 to 2016/17 were health and social care as well as administration.



Source: [HESA, 2017/18 graduates \(published 2020\), 2020 SAP boundaries](#)

HE graduate destinations:

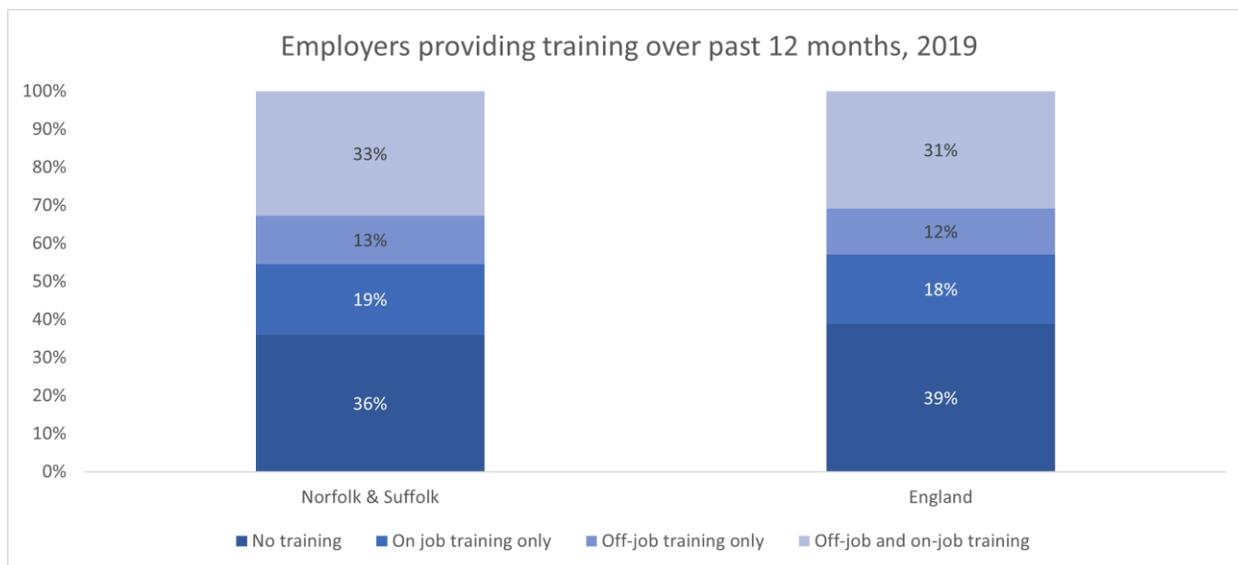
- In general, destinations in Norfolk and Suffolk match the national levels very closely.
- The most common destination of HE graduates in Norfolk and Suffolk is into full-time employment, accounting for 58% of graduates, which is almost exactly equal to the national figures.
- 71% of these graduates in full-time employment were from the University of East Anglia (UEA), as well as 19% from the University of Suffolk.
- The most common salary band for first degree graduates from Norfolk and Suffolk HE providers (in full-time paid employment) is £21,000 - £23,999, representing 24% of total graduates, with 61% falling between £18,000 and £26,999.
- These figures roughly match the proportions seen across the UK in total, which suggests that the graduate outcomes for students within Norfolk and Suffolk are average.



Source: [Graduate Outcomes in 2017/18, DfE, \(published 2020\), 2020 SAP boundaries](#)

Graduate retention:

- 66% of graduates from HEIs in Norfolk and Suffolk still reside in the East of England five years after graduation, however, a large proportion of these graduates could be outside of the LEP area in Cambridgeshire or Essex.
- This data varies by institution – the University of Suffolk has high graduate retention, with 90% of graduates residing in the East of England five years after graduation, compared with 68% and 57% at the University of East Anglia (UEA) and the Norwich University of the Arts (NUA) respectively.
- Other data suggests percentage of graduates residing in Norfolk and Suffolk would be higher if there were more job opportunities requiring higher skill levels and offering higher salaries.



Source: [Employer Skills Survey, 2019 \(published 2020\)](#), 2019 LEP boundaries

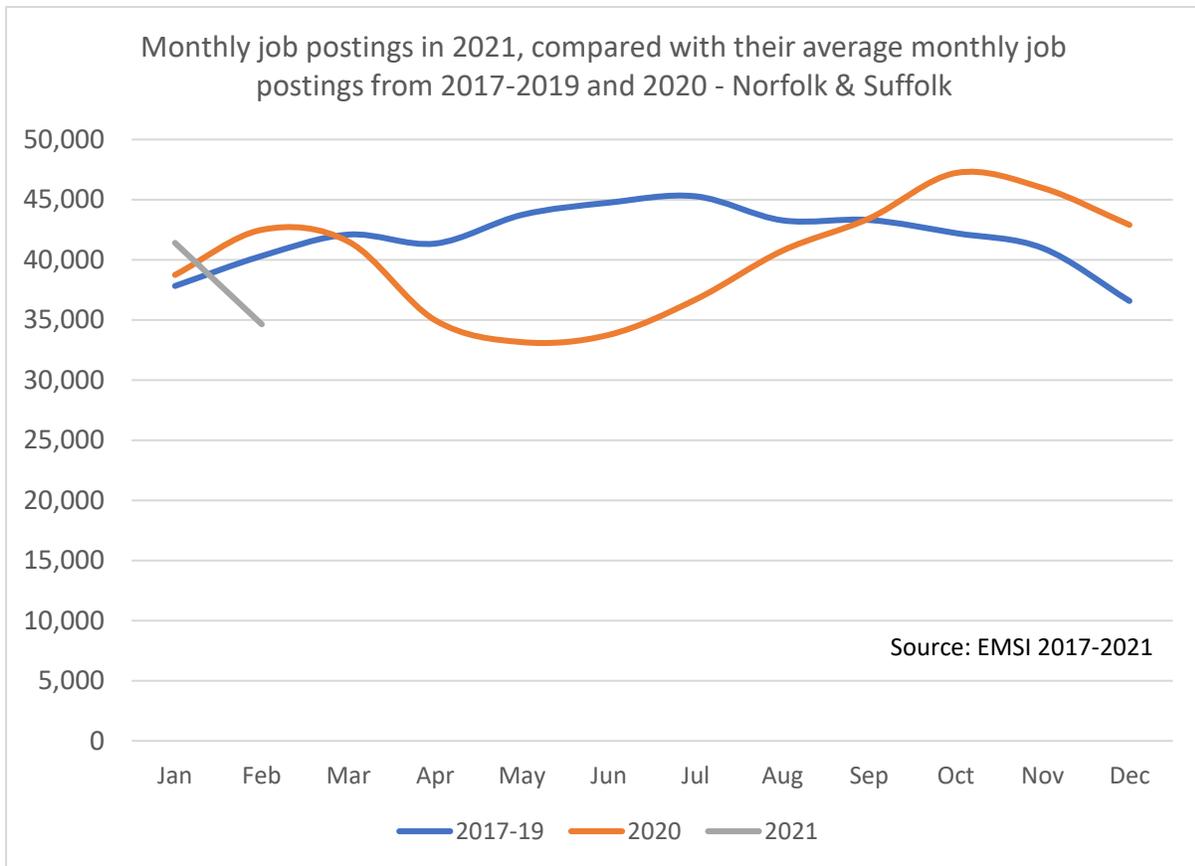
Employer provided training:

- 64% of employers either off-job or on-job training, with just over half of these employers (33%) providing both.
- This is slightly above the national average of 61% (with 31% providing both off-job and on-job training).
- This figure has the potential to increase over the upcoming years due to the increased levels of funding and support for training in Norfolk and Suffolk, particularly around digital skills.
- Lifetime Skills Guarantee – from April 2021, any adult aged 24 and over who wants to achieve their first full level 3 qualification will be able to access almost 400 fully-funded courses.
- Courses will be available in a variety of lengths to support adults to get the skills they need to boost their careers.
- £1m of funding has also been secured in Norfolk and Suffolk through the Supply Chain Skills Development Fund, with its delivery beginning early 2021.
- This is targeted upskilling to increase local supply chain ‘share’ of opportunities.
- Furthermore, Norfolk and Suffolk is building on the investments already made in digital skills infrastructure, and is working with their higher and further education providers to provide a range of opportunities that enable all residents to upskill throughout their lives.
- This includes developing a digital skills programme and working with industries to scale-up existing initiatives.
- Routes to Work and Norfolk Community College, run by East Coast College, help unemployed adults find work or build their skills and confidence to help them get work in the future.
- SPAR – a £1.25m proposal has been developed for a ‘Skills, Progression, Adaptability and Resilience Programme’ that will provide employees across Norfolk and Suffolk with additional opportunities to upskill, especially in areas that enhance the adaptability and resilience of both the businesses they work for and for themselves as individuals.
- According to intelligence from CBI, the biggest barrier to training for businesses nationally is lack of funds and the cost, with 59% of respondents pointing to a problem.
- Other factors include difficulties in sparing time for employees to train (52%), difficulty in finding the right provider (32%) and a lack of subject-specific training (30%)

Skills Demand

Skills Demand – Summary

- Due to Norfolk and Suffolk's ageing population illustrated above, growth in employment in the health and social work sector should help the region manage the increase in demand for their skills and expertise.
- Therefore, it is encouraging to see that not only were the three occupations with the highest forecast employment growth all related to healthcare, but health and social work as a whole was also the second highest sector in forecast employment growth.
- The projections are unfortunately not favourable on the area's strategic opportunities, with information technology experiencing nominal growth and engineering and agriculture both being forecasted to shrink in total numbers employed.
- Agriculture is the lowest ranked sector in percentage terms, with an estimated forecasted decrease of -1.6% per annum.
- Local intelligence suggests that a wide range of sectors (most notably the visitor economy and the self-employed) are being impacted by COVID-19 and the calibre of individuals registering with Job Centres.
- A Job Finding Support service is being rolled out in January offering short, sharp interventions to turn people around quickly, and Youth Hubs are also opening up in the area.
- Data from the Employer Skills Survey 2019 shows that a unique factor in Norfolk and Suffolk behind "hard-to-fill" vacancies was due to "remote location/poor public transport".
- However, this is contradictory to the latest commute time data from the Labor Force Survey 2016, which shows that 12 out of the 14 districts in Norfolk and Suffolk have a commute time below the UK average.



Online vacancies:

- Data from EMSI shows that from March until May 2020, there were notable dips in job postings due to the impact of COVID-19.
- Looking at the data in more detail, it can be seen that this impact was felt across nearly all industries, with the two exceptions being health & social work and education.
- This is understandable due to both industries being required to operate despite lockdown.
- In absolute terms, the two industries which have had the largest impact on vacancy losses in Norfolk and Suffolk in 2020 were administration & support (11k less than 3-year average) and accommodation & food (10k less than 3-year average).
- Despite this, most of the industries shown had seen healthy growth in job postings after July, although this growth could be in large part due to a backlog of vacancies during lockdown which were subsequently being posted all at once.
- However (as of March 2021), vacancies have been on a steady decline since October, which appears to be strongly correlated with the introduction of tougher economic restrictions.
- Local intelligence suggests that a wide range of sectors are being impacted by COVID-19, as well as the calibre of individuals registering with Job Centres.
- These sectors include the visitor economy, alongside finance, aviation, non-food retail and the self-employed.

Please note these forecasts were produced prior to COVID-19:

Sectors with highest forecast growth (2017-2027)	Sectors with lowest forecast growth (2017-2027)
1. Water and sewerage	1. Agriculture
2. Health and social work	2. Rest of manufacturing
3. Real estate	3. Food drink and tobacco
4. Arts and entertainment	4. Engineering
5. Professional services	5. Media

Source: [Working Futures, 2017-2027 \(published 2020\), 2017 LEP boundaries](#)

Sector growth forecasts:

- Health and social work has the second highest percentage forecast employment in Norfolk and Suffolk from 2017-2027, with the largest forecasted employment growth being in water and sewerage.
- It is encouraging to see projections from Working Futures suggest that health and social work will have high employment growth, due to Norfolk and Suffolk's ageing population, and growth in employment within these areas should help the region manage the increase in demand for their skills and expertise.
- The projections are unfortunately not favourable on the area's strategic opportunities, with information technology experiencing nominal growth, and engineering and agriculture both being forecasted to shrink in total numbers employed.
- This is not consistent with local intelligence which points towards these sectors being opportunities for growth in the area.
- Agriculture is the lowest ranked sector in percentage terms, with an estimated forecasted decrease of -1.6% per annum.
- Local intelligence suggests that a wide range of sectors (most notably the visitor economy and the self-employed) are being impacted by COVID-19.

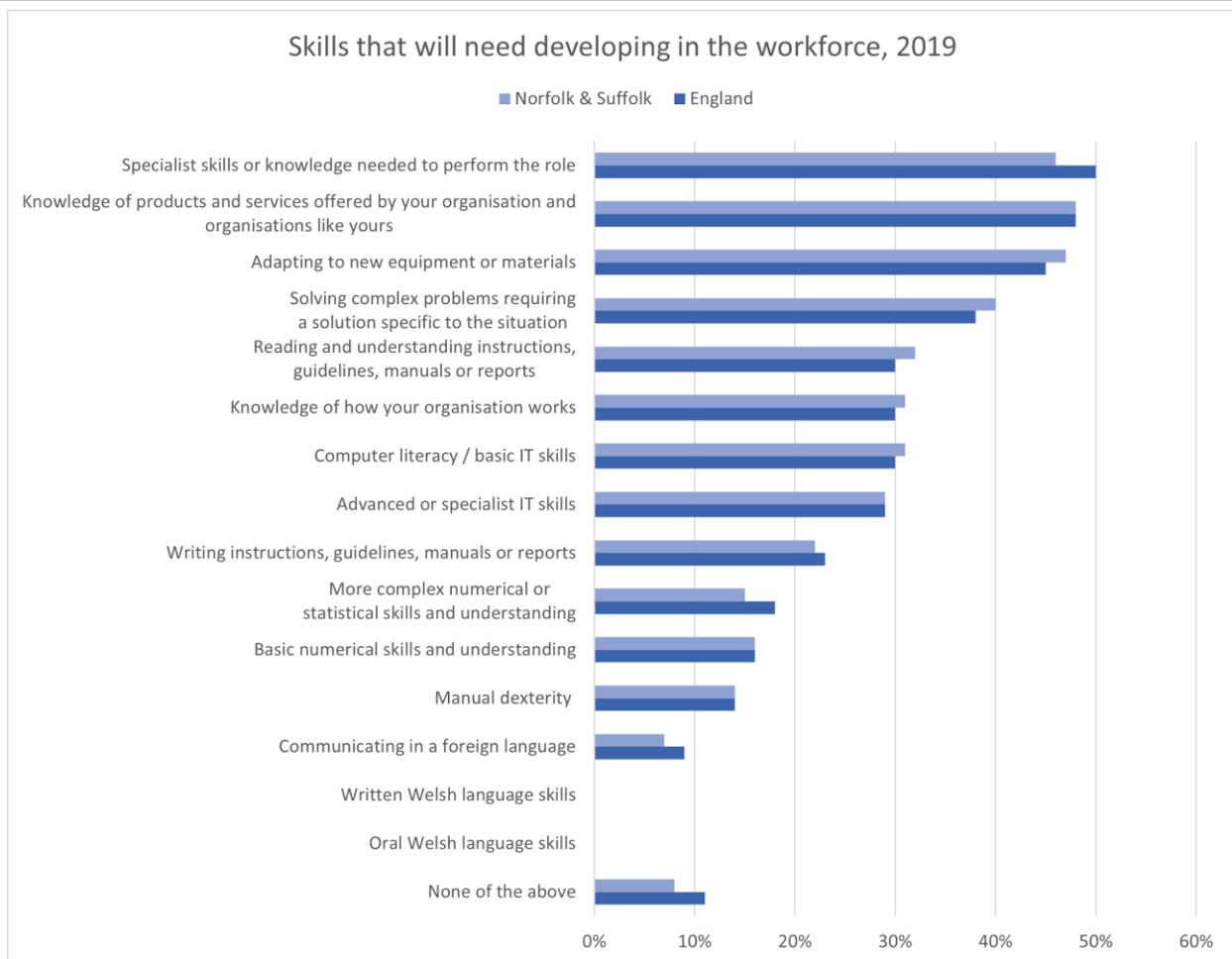
Please note these forecasts were produced prior to COVID-19:

Sectors with highest forecast growth (2017-2027)	Sectors with lowest forecast growth (2017-2027)
1. Caring personal service occupations	1. Secretarial and related occupations
2. Health and social care associate professionals	2. Process, plant and machine operatives
3. Health professionals	3. Skilled metal, electrical and electronic trades
4. Teaching and educational professionals	4. Textiles, printing and other skilled trades
5. Customer service occupations	5. Administrative occupations

Source: [Working Futures, 2017-2027 \(published 2020\), 2017 LEP boundaries](#)

Occupation growth forecasts:

- It is encouraging to see projections from Working Futures predict that the three occupations with the highest percentage forecast employment growth in Norfolk and Suffolk are caring personal service occupations, health, social care associate professionals and health professionals.
- Due to Norfolk and Suffolk's ageing population, growth in employment within these occupations should help the region manage the increase in demand for their skills and expertise.
- Data from EMSI confirms this prediction, with the three of the five job titles with the highest increase in job postings over the last year being "Family Support Workers", "Home Care Social Workers" and "Personal Care Assistants".
- The other two job titles in the top five were "HGV/LGV Drivers" and "Teaching Assistants".
- On the other hand, the five job titles with the highest decrease in job postings over the last year were "Sous Chefs", "CNC Programmers", "Auctioneers", "Commercial Lawyers" and "Models", which indicates the roles which have been the most negatively impacted by COVID-19.



Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

Skills that need developing:

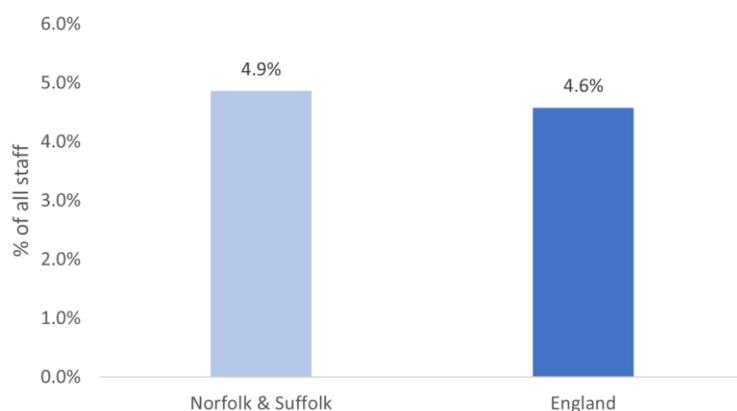
- The skills that will need developing in the workforce which are most frequently listed by local employers are "knowledge of products and services offered by your organisation and organisations like yours" (48%), "adapting to new equipment or materials" (47%) and "specialist skills or knowledge needed to perform the role" (46%).
- This is similar to trends seen nationally, with the same three skills also being the most frequently listed across employers in England.

Mapping Skills Supply and Demand

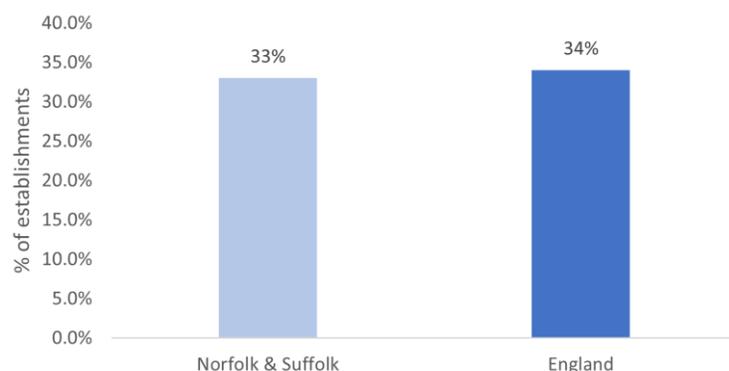
Skills Supply and Demand - Summary

- Data from the Employer Skills Survey 2019 implies that the local alignment of supply and demand is roughly equal to the average England economy.
- Hard-to-fill vacancies are more due to contextual factors rather than the quality or quantity of applicants.
- An example of a mentioned contextual factor which is unique to Norfolk and Suffolk is the remote location of businesses and poor public transport.
- However, this is contradictory to the latest commute time data from the Labour Force Survey 2016, which shows that 12 out of the 14 districts in Norfolk and Suffolk have a commute time below the UK average.
- This either suggests that transport connectivity in Norfolk and Suffolk is good, or that people are more easily able to live locally to work (which is unlikely considering the high volume of rural areas across both counties).
- Either way, this is perhaps pointing towards a perceived “remote location/poor public transport” issue rather than one that is an actual standout concern.
- As shown above, Norfolk and Suffolk has an above average employment rate, despite having below average numbers gaining higher level qualifications.
- A potential cause for this is due to the Norfolk and Suffolk economy being heavily skewed towards lower-skilled employment.
- The data below supports this assumption, showing that a lower proportion of vacancies in Norfolk and Suffolk cited as being due to skills-shortages in comparison with the England average.
- This information is likely to be strongly correlated to the GVA and median wage data shown above, with nominal GVA per hour worked in Norfolk and Suffolk consistently tracking below the UK average since 2004, and median gross weekly wages for full-time workers in the area (for both residents and the workplace) tracking below the England average since 2014.
- For the region to see a shift towards an economy with a GVA per hour worked and median gross wages closer to the national average, there may therefore need to be a shift in the employment composition towards having a larger proportion of higher-skilled employment.

Proportion of staff not fully proficient



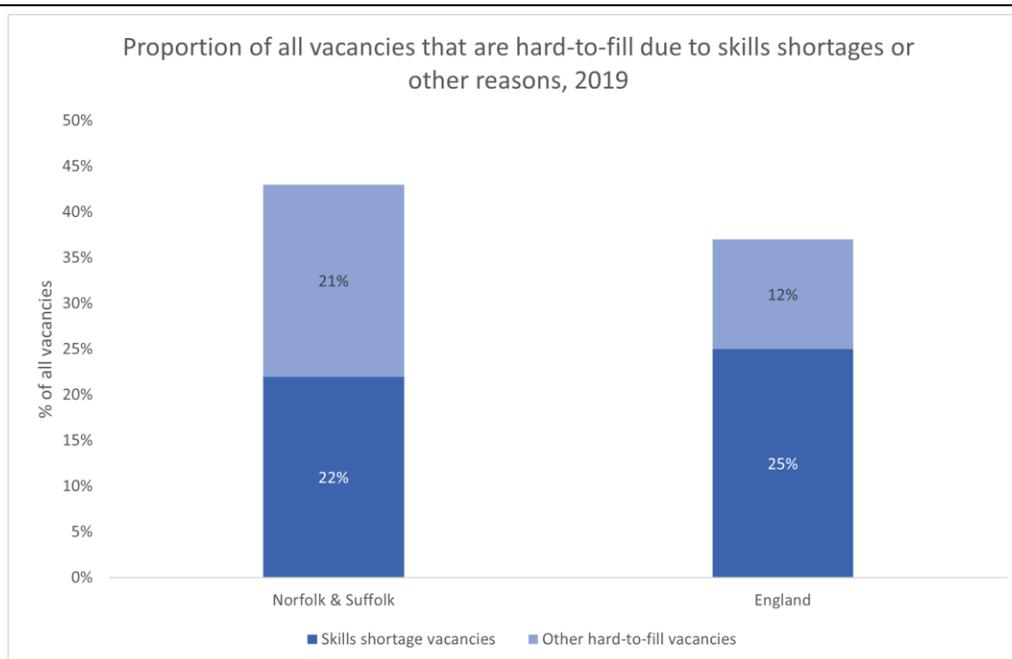
Proportion of establishments with any under-utilised staff



Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

Proficiency of workforce:

- The proportion of staff in Norfolk and Suffolk who employers reported as being “not fully proficient” is 4.9%, which is similar to the England average of 4.6%.
- The proportion of establishments in Norfolk and Suffolk who employers reported as having “under-utilised staff” is 33%, which is slightly below the England average of 34%.
- This suggests that the local alignment of supply and demand is roughly equal to the average England economy.
- New Anglia LEP’s Cross Cutting Skills Report highlights gaps in skills provision within the Digital Tech sector, leading to a growing demand for higher level qualifications.
- In the long run, the future supply of employees in the Energy sector has been highlighted as a key area of concern, with there being a need for a better supply of local graduate level mechanical and electric engineering skills.



Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

Hard-to-fill and skills shortage vacancies:

- Norfolk and Suffolk has a higher percentage of vacancies which are hard-to-fill relative to the England average, with 43% in comparison with 37%.
- However, a lower percentage of vacancies are cited as being due to skills shortages, with 22% of vacancies in Norfolk and Suffolk being due to skills shortages, relative to 25% on average in England.
- This further supports the assumption that Norfolk and Suffolk has an economy which comprises of a high number of lower-skilled jobs due to a relatively low number of businesses considering skills shortages as a primary issue.
- Hard-to-fill vacancies are more due to contextual factors rather than the quality or quantity of applicants.
- A notable cause for hard-to-fill vacancies which is unique to Norfolk and Suffolk is the remote location of businesses and poor public transport.

Annex B

Local Landscape

Clean Growth - indicative breakdown of projected skills requirements, incorporating the likely demand drivers will come from Sizewell.

As has been mentioned elsewhere in this document 'Clean Growth' is the golden thread that runs through our ambitions for Norfolk and Suffolk's Local Industrial Strategy, leading to sustainable recovery and growth. This is because clean growth offers the best chance for longer-term, inclusive, and sustained growth, and which also aligns with our existing Norfolk and Suffolk Economic Strategy, which runs to 2036.

We are not just assessing this opportunity through the lens of clean energy or clean tech so much as the whole economy, as we foresee virtually every aspect of the local economy needing to become greener and reducing carbon and greenhouse emissions.

We recognize this is a sizeable undertaking, and we have not yet assessed the scale and nature of the potential challenges opportunities this will present, and the associated skills requirements with achieving it.

However, we are getting a clearer understanding of the specific skills demands that our clean growth ambitions will require. Along with assessments that relate to the more obvious clean growth sectors – such as clean energy – we are considering the significance of digital skills and how these will support a drive towards clean growth across all sectors.

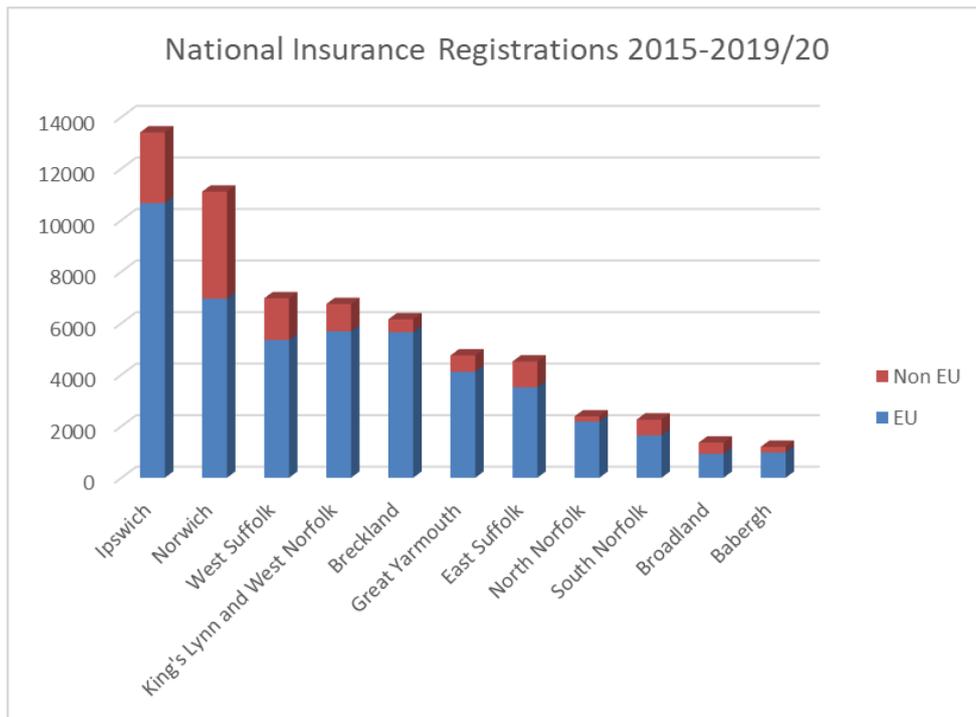
From our Brexit Implications Report: January 2020 - Geographic & Sector Analysis:

National insurance registrations provide an indication of the number of non-UK individuals entering the UK with the intention to work. While the level of international migration into Ipswich and Norwich is high (12,964 and 10822, respectively), other local authorities have also experienced a high influx of international workers.

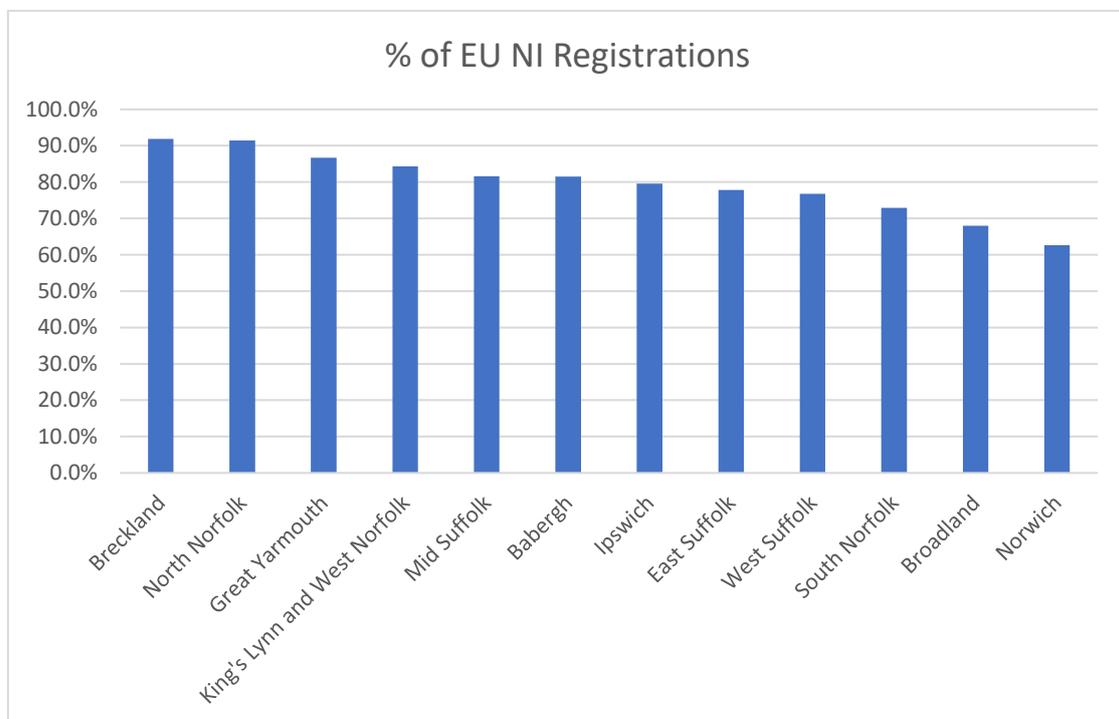
Cities accommodate higher-skilled jobs which often offer higher remuneration. Economic migrants from outside the EU face more restrictions to entering the UK than EU migrants, and so many will only do so for jobs with higher pay. This is one explanation for the observed difference.

Most international migrants seeking employment outside of Norfolk and Suffolk's two cities are from within the EU. In North Norfolk, Breckland, King's Lynn and West Norfolk, and Great Yarmouth, 93%, 92%, 90% and 89% of international migrants have been from countries within the EU. These authorities contain a high proportion of jobs in the manufacturing, agriculture and energy sectors – often jobs that are taken by EU migrants. This reflects the level of demand in Norfolk and Suffolk for EU migrant workers in areas outside of the two main cities.

Below is a chart displaying the combined EU and Non-EU overseas National Insurance (NI) registrations, over the past 5 years, broken down by local authority area.



Not unsurprisingly, Norwich and Ipswich have recorded the highest volumes of registrations over the past 5 years. This chart also reveals the comparative proportion of overseas NI registrations of individuals coming from EU countries, and non-EU countries.



The above chart shows that while the comparative *volume* of overseas NI registrations in North Norfolk and Breckland are relatively small, a huge proportion, (more than 90%) are for individuals from EU countries. In contrast, Norwich only recorded just over 60% of its overseas NI registrations coming from EU countries.

This analysis helps us to understand that certain local economies may be more reliant than others in terms of being able to access flexible labour pools from the EU. Broadly speaking, the data indicates that those local authority economies with a large contingent of employment in leisure & tourism, agriculture & food processing, and manufacturing in general may be more exposed to the risks of increased bureaucracy and costs associated with accessing staff from the EU, once the UK has left the EU.

It is worth noting that 7 of the 12 local authorities in Norfolk & Suffolk have recorded over 80% of overseas NI registrations as coming from EU countries. Therefore, the impact of the end of freedom of movement on the labour market in the area is likely to be widespread, both on terms of geography and in terms of sectors.

In our Brexit Implications report we cited some sector-based analysis around manufacturing, agriculture, energy and healthcare. However, at the time, much of the quantitative analysis was only at a national, rather than local level. Therefore, we are in the process of commissioning additional work to better understand the local scale of EU nationals in these respective sectors.

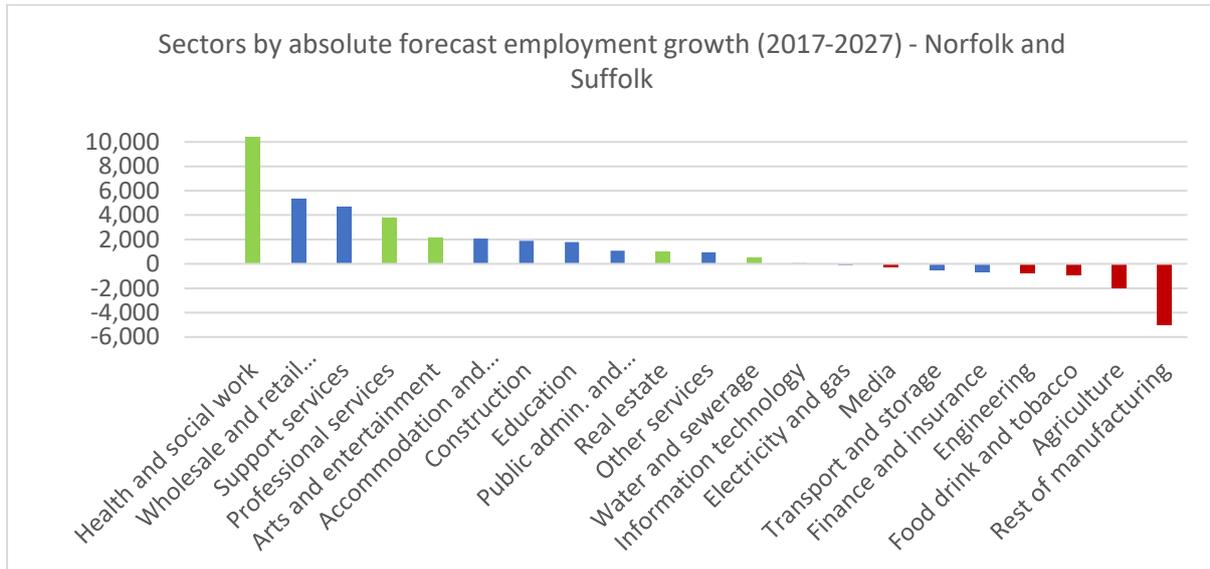
We are aware from local intelligence that certain niche sectors, (especially around activities such as fruit and food picking and food processing), may be reliant on as much as 70-80% of their workforce coming from various combinations of EU countries.

These groups are also assessing settled status data across their respective workforces, and they are engaged with migrant worker communities to ensure the key messages about settled status are reaching the right contacts and groups.

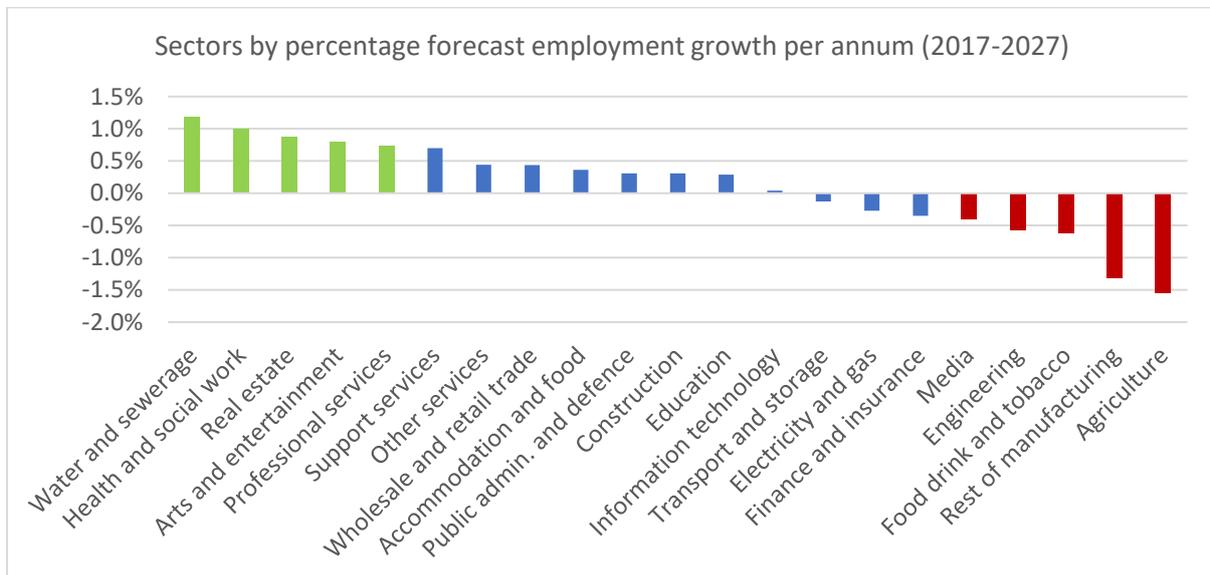
In addition, we are in the process of commissioning some external consultancy which will examine the proportion of the workforce in each of our key sectors which rely on permanent, flexible, and seasonal labour from EU countries.

Skills Demand

Working Futures Employment Projections:



Sectors by absolute forecast employment growth in Norfolk and Suffolk (colour-coded by the top 5 highest (green) and lowest (red) sectors by percentage forecast employment growth), Source: *Working Futures, 2017-2027, 2017 SAP boundaries.*



Sectors by percentage forecast employment growth per annum (colour coded by the top 5 highest (green) and lowest (red) sectors by percentage forecast employment growth), Source: *Working Futures: 2017-2027, 2017 SAP boundaries.*

Mapping Supply & Demand

Below is list of reports (which will expand over time) that we are using to build the foundations of our evidence base:

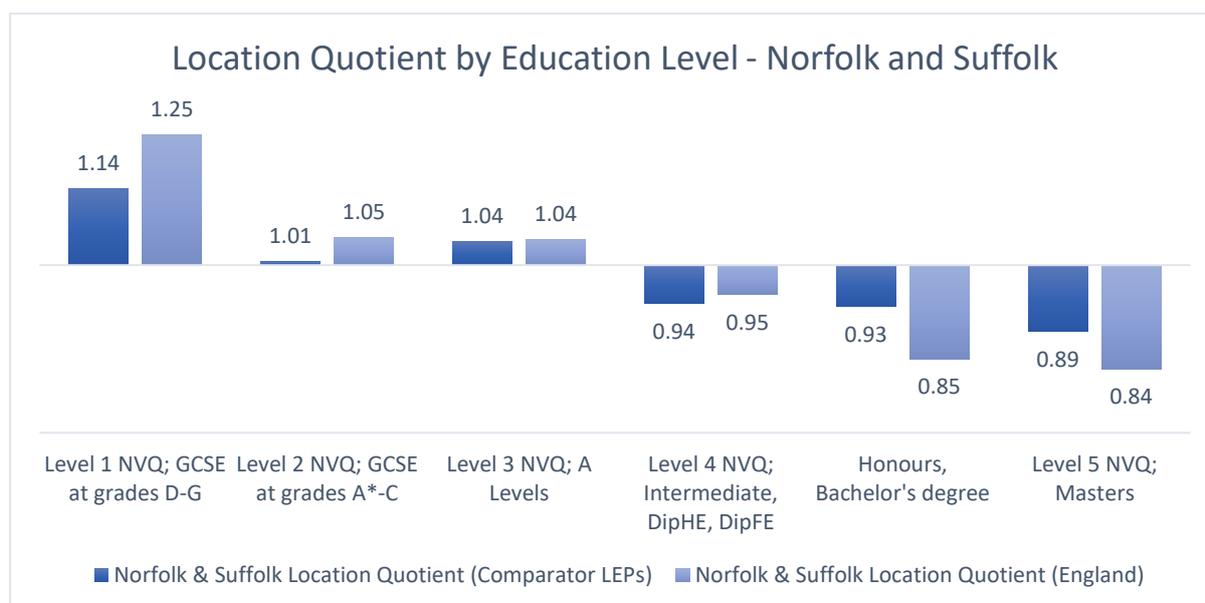
- New Anglia Emerging Technology Skills Plan 2019 <https://newanglia.co.uk/sector-skills-plans/>
- Clean Energy Skills Plan 2019 https://newanglia.co.uk/wp-content/uploads/2020/03/New-Anglia-Clean-Energy-Skills-Plan_FINAL-March-2019.pdf
- Suffolk Climate Emergency Plan – Technical Report <http://www.greensuffolk.org/assets/Greenest-County/SCCP/SCCP/Misc/2020-06-01-REE-SCEP-Technical-Report-FINAL.pdf>

Trade and Cooperation Deal: UK & EU - Workforce implications:

At this stage it is extremely challenging to understand how the EU trade agreement and the effect of ongoing Covid restrictions will combine to further exacerbate the challenges around accessing labour from EU countries, and how, or if businesses will be able to adapt to the new points-based system for sponsoring overseas applicants.

Aside from the direct impact and effects of new agreements on the immediate and existing workforce, we are also attempting to understand how the new agreement may affect research partnerships and potentially influence students' movements and applications between the UK and EU countries.

Location Quotient by Education level:



Norfolk and Suffolk Location Quotient by Education level, Source: EMSI, 2019

This hypothesis that the Norfolk and Suffolk economy is heavily skewed towards lower-skilled employment is confirmed when looking at the Norfolk and Suffolk location quotient by Education level. This data shows that both in comparison to the England average, as well as New Anglia LEP's comparator LEPs (see below), a higher percentage of jobs in Norfolk and Suffolk require an education level of "Level 1 NVQ; GCSE at grades D-G", "Level 2 NVQ; GCSE at grades A* to C" and "Level 3 NVQ; A levels", whilst a lower percentage of jobs require "Level 4 NVQ; Intermediate, DipHE, DipFE", "Honours; Bachelor's Degree" and "Level 5 NVQ; Masters".

*The location quotient was calculated using occupation data from EMSI. EMSI assigned education levels to each 4-digit SOC code using the Occupation Information Network (O*NET) Content Model. A location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region "unique" in comparison to the national average. For example, 9.1% of jobs in Norfolk and Suffolk require an education level of "Level 1 NVQ; GCSE at grades D-G" relative to 7.3% across England. The location quotient is therefore $9.1\%/7.3\% = 1.25$.*

New Anglia LEP's Comparator LEPs:

- Hertfordshire
- Coast to Capital
- Greater Lincolnshire
- York, North Yorkshire and East Riding
- Heart of the South West