

Chesterfield Skills Action Plan - Evidence Base Update

28 February 2023

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Introduction and Structure

This document collates the Chesterfield skills evidence base (as of February 2023) into one document. It has reviewed and added to existing evidence and includes cross-referencing to other documents and making notes on potential improvements outside the scope of this work.

The document also includes some material on context and policy, and a high level, skills and economy focused PEST analysis (political, economic, social, and technological/environmental factors). This supplements existing current/historic skills and employment data with a horizon scanning element looking at future trends/drivers to be aware of, and respond to, in planning ahead.

The evidence collation exercise has used relevant evidence from the Chesterfield Economic Assessment as a base and added in specific data sets provided, including on vacancies/job postings, claimant count, apprenticeships and employment. Relevant data from the draft State of the Borough Report has also been used. Text and graphics are taken largely verbatim from these documents where they remain appropriate.

It should be assumed that the information presented is from the Chesterfield Economic Assessment unless stated otherwise. Review has also included the documents below, although in practice there is limited evidence that is Chesterfield specific within them:

- D2N2 Local Skills Report (March 2021) – this is a detailed and lengthy document covering skills structures, strengths and needs, strategy and action plan, assessment of progress, case studies and future outlook. It includes an annex on core indicators which provides data and sources on a range of skills and wider economic indicators. However, nearly all of the data is at D2N2 level.
- Sheffield City Region Local Skills Report (June 2021) – this is a detailed document covering assessment of progress and future outlook on a range of skills issues, including apprenticeships, green skills, Level 2 (and below) and Level 3 skills, Careers IAG and strategic context. However, it only covers South Yorkshire, not Chesterfield.
- Derbyshire COVID-19 Economic and Skills Recovery Strategies (2021-2025) – sets out a vision for Derbyshire's skills and labour market incorporating priorities on young people, adults retraining and routes to better employment, entrepreneurship and responding to future skills needs. This document includes a detailed action plan and a significant evidence base – although much of this is specific to a COVID-19 impacts context and does not single out Chesterfield data. Some data is used from this document in this report where it remains relevant and has not been superseded by more recent data.

Part 1: Population, Economy and Local Context

1) Population profile

Table 1 shows population change in Chesterfield between the 2011 and 2021 censuses, whilst Table 2 shows the composition of the population in Chesterfield Borough as of the 2021 census, with splits by age group and ethnicity.

Table 1: Population and Population Change 2011 – 2021

Area	Total Population		Change 2011 - 2021	
	2011	2021	Number	%
Chesterfield	103,800	103,600	-200	-0.2%
East Midlands	4,533,200	4,880,200	347,000	7.6%
England	53,012,500	56,489,800	3,477,300	6.6%

Table 2: Population Split by age and ethnicity

	Chesterfield		England
	Number	%	%
Age			
0 – 4	5,100	4.9%	5.4%
5 – 9	5,600	5.4%	5.9%
10 - 14	5,800	5.6%	6.0%
15 - 19	4,900	4.7%	5.7%
20 - 24	5,300	5.1%	6.0%
25 - 29	6,600	6.4%	6.6%
30 - 34	6,500	6.3%	7.0%
35 - 39	6,100	5.9%	6.7%
40 - 44	6,000	5.8%	6.3%
45 – 49	6,700	6.5%	6.4%
50 - 54	7,700	7.4%	6.9%
55 - 59	7,900	7.6%	6.7%
60 - 64	6,900	6.7%	5.8%
65 - 69	6,000	5.8%	4.9%
70 - 74	6,000	5.8%	5.0%
75 - 79	4,500	4.4%	3.6%
80 - 84	3,000	2.9%	2.5%
85 and over	2,800	2.7%	2.4%
Ethnicity			
White British	96,392	93.10%	81.0%
White other	2,465	2.4%	
Asian/Asian British	1,950	2.0%	
Mixed/multiple ethnic group	1,498	1.5%	
Black/African/Caribbean/Black British	839	0.8%	
Other ethnic group	424	0.4%	
Total	103,600		

In 2021, 2.0% of Chesterfield's population were Asian/Asian British, 0.8% were Black/African/Caribbean/Black British, and 1.5% were Mixed/multiple ethnic group (4,287 people in total). These percentages compare to 1.5%, 0.8% and 1.1% respectively in 2011 (3,468 people in total). The

combined total has grown by 819 people compared to a fall of 200 in the total Chesterfield population¹.

Table 3 looks at how population by broad age groups is forecast to change by 2030 in Chesterfield compared to nationally based on ONS 2018-based **subnational population projections** data².

Table 3: 2018-based subnational population projections from 2020 to 2035 by age band

Age	Chesterfield			England
	2020	2035	% change	% change
0-14	16,703	15,603	-6.6%	-6.0%
15-29	17,346	17,382	0.2%	8.5%
30-49	25,882	27,239	5.2%	0.5%
50-64	22,578	19,416	-14.0%	-1.2%
65-79	16,544	19,655	18.8%	25.9%
80+	5,959	8,664	45.4%	46.3%
Total	105,012	107,958	2.8%	6.2%
20-64	60,814	58,777	-3.3%	1.3%
20-64 as % of total population	57.9%	54.4%	57.9%	55.2%

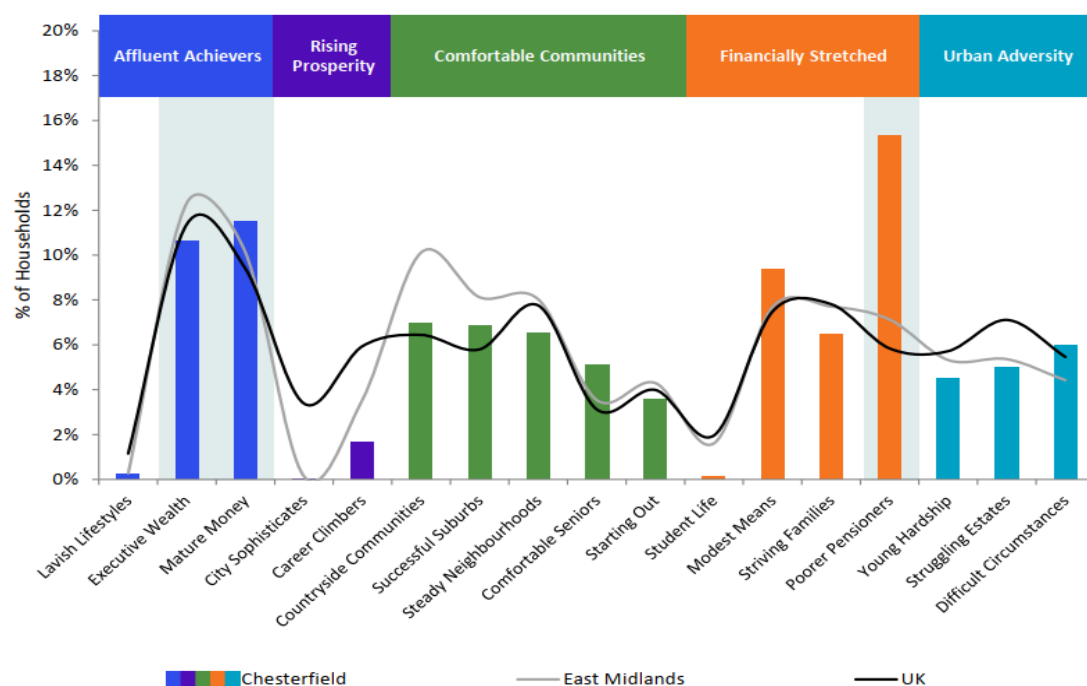
The State of the Borough 2022 report includes further information and commentary on population based on 2021 Census results, including ward splits, households, religion and language.

Wider data sources show that Chesterfield has a diverse and quite polarised catchment demographic with representation across some of the wealthiest and also some of the most disadvantaged consumer groups (see Figure 1 below). For example, Chesterfield has a concentration of 'Affluent Achievers' (22%) alongside 'Financially Stretched' (31%) groups, with 'Poorer Pensioners' forming the largest single household group (15%). This diversity reflects the geographical extent of the centre's catchment, with the affluent residential areas to the west set alongside more deprived areas on the fringes of the town centre and former industrial/mining settlements to the east. The most notable local gap is in the 'rising prosperity' group, which is likely to include higher skilled, career climbers who will be an important source of future wealth and enterprise. Whilst many in this group will naturally gravitate to cities, there would be great benefit if Chesterfield could attract and retain more people within this group.

¹ More information available at <https://storymaps.arcgis.com/stories/7090e2e51bdf46648ee48186850ff201>

² <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthoritiesinenglandtable2>

Figure 1: Chesterfield catchment demographic groups



Key findings from across the data considered in this section are:

- Chesterfield's population as of the 2021 census was 103,600.
- This is virtually the same as in 2011 (103,800) and is a 0.2% fall compared to 6.3% growth in England.
- The lower rate of growth in Chesterfield is considered to reflect the industrial restructuring that has taken place in the local economy, with fewer jobs created meaning that fewer people have been attracted to the area for work, while others have left to find employment elsewhere (including those entering higher education and then not returning to Chesterfield for work).
- 93% of the population are White British, compared to 81% in England, with ethnic diversity less pronounced than nationally. However, the non-white British population is growing more rapidly than the White British population, with corresponding economic opportunities.
- The working age population is in the region of 61,000³ – 58% of the total population.
- The total population is forecast to rise by just under 3% between 2020 and 2035, but notable variation by age band. Decreases are expected for those aged 0-14 (by 6.6%) and, perhaps surprisingly, those aged 50-64 (by 14.0%) compared to sizeable increases in those aged 65-79 (+18.8%) and especially those aged 80+ (+45.4%).

Implications for skills and employment

- Low historic and future population growth, coupled with a projected decrease in the proportion of the population traditionally seen as working age and of those in their 50s. will have impacts for the labour market generally and for specific sectors and risk skills and labour shortages.
- This highlights the importance of ensuring Chesterfield is an attractive place to live and work.
- Need to ensure full representation of BAME communities and workforce diversity.

³ This figure is based on the age range 20-64 which is an approximation of working age given the limitations of working from five year age bands in the population data.

2) Economic structure – sectors and business characteristics

a) Business sectors and size profile

In 2022 there were 3,350 businesses operating in Chesterfield. Table 4 breaks this down by business sector and compares the local profile with that nationally.

Table 4: Businesses by industrial sector (2022)

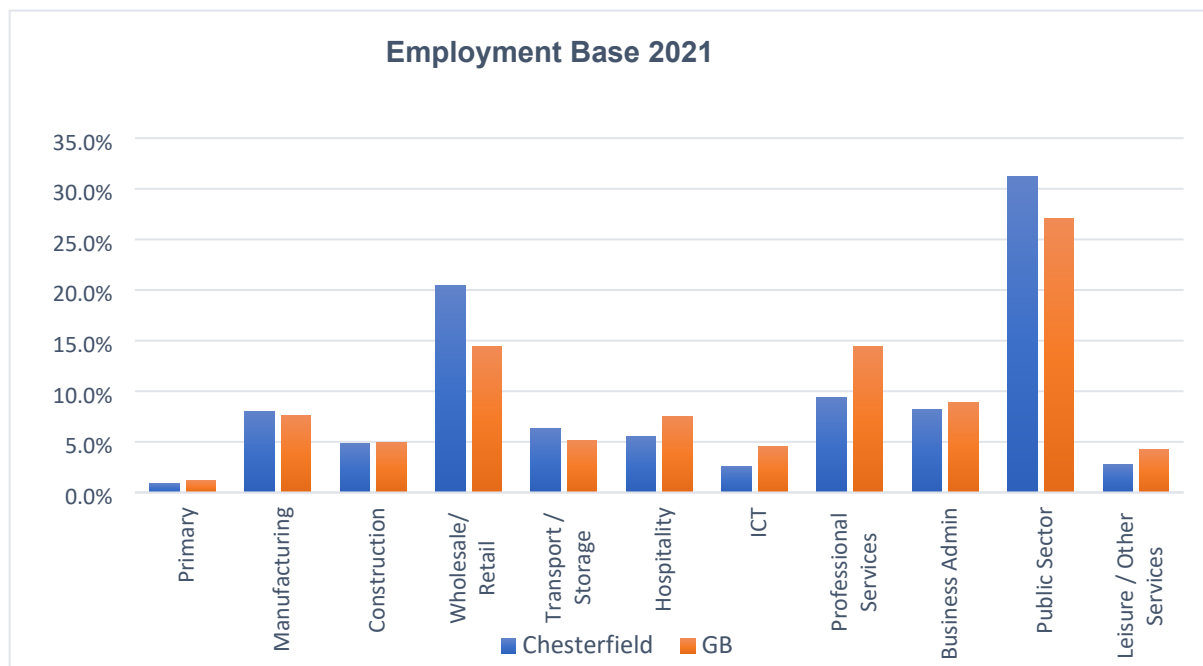
Sector	Chesterfield		National %
	No.	%	
Primary	55	1.6%	5.2%
Manufacturing	330	9.9%	5.0%
Construction	450	13.4%	13.5%
Motor Trade	180	5.4%	2.9%
Wholesale	190	5.7%	3.9%
Retail	285	8.5%	8.1%
Transport & Storage	145	4.3%	5.0%
Hospitality	275	8.2%	6.4%
Information & Comms	155	4.6%	7.2%
Finance	80	2.4%	2.2%
Property	95	2.8%	4.0%
Professional Services	420	12.5%	15.8%
Business Admin	255	7.6%	8.4%
Public Admin, Education, Health	225	6.7%	7.6%
Other Services, Leisure, Arts	210	6.3%	6.5%
Total	3,350	100%	100%

Although employment in manufacturing is broadly in line with the national average (8.0% v 7.6%), Chesterfield has twice as many businesses operating in the sector as nationally (9.9% v 5.0%). Chesterfield has a greater share of businesses in the retail trades, with a particular specialism in the motor trades. Despite lower levels of employment in the hospitality sector (5.5% v 7.5%), Chesterfield has a greater proportion of businesses in this sector (8.2% v 6.4%), reflecting a high proportion of micro enterprises. The key area where Chesterfield has a lower share of businesses is in relation to the higher value ICT and professional services sectors (22% v 29%). This is also the case in terms of employment (12% v 19%), although the higher share of businesses highlights that these sectors are mainly comprised of smaller enterprises.

Over the last ten years (2012-2022), the stock of businesses in Chesterfield has increased by 21% or 585 businesses. Whilst positive, this was below the rate of growth seen at both the regional (31%) and national (29%) levels. The largest absolute growth has been seen in construction (+115 businesses), business administration (+110) and professional services (+95). The largest percentage growth has been in business administration (+76%) and transport and storage (+70%), possibly reflecting a rise in courier related activities in response to the Covid pandemic. On a positive note, growth in both ICT (+29%) and professional services (+29%) has been ahead of the growth seen at the national scale. Over the period, only the retail and wholesale sectors have experienced a small decline in the number of enterprises (compared to continued growth at the national level).

Figure 2 shows the make-up of sectors based on employee numbers. In 2021, there were 51,000 people employed in Chesterfield, plus approximately 4,000 people classified as self-employed.

Figure 2: Sector split by employment



The public sector (comprising public administration, education and health) is the largest employer in Chesterfield, with the health and social care sector accounting for 20% of total employment, compared to 14% nationally. This is followed by the retail & wholesale sector (20% v 14%), reflecting Chesterfield’s role as a sub-regional retail and distribution centre. Chesterfield has a particular specialism in ‘motor trades’ (both vehicle sales and repair), accounting for almost 5% of employment in the borough (2% nationally). It also has a higher proportion of employment in the transport & storage sector than the national average (6% v 5%), reflecting the recent growth of Markham Vale as a major logistics hub. Despite the longer term decline of the manufacturing sector (now broadly in line with the national average), the area retains particular specialisms in the production of metal goods and engineering.

Whilst not shown in the wider sectors in the chart, Chesterfield’s has a particularly high location quotient (a measure of concentration of employment in sectors) in ‘human health and social work activities’ – with this being 1.64 compared to a standard of 1.0⁴ which would indicate national average. The borough’s next highest sector on this measure is Wholesale and retail trade; repair of motor vehicles and motorcycles, which is 1.38.

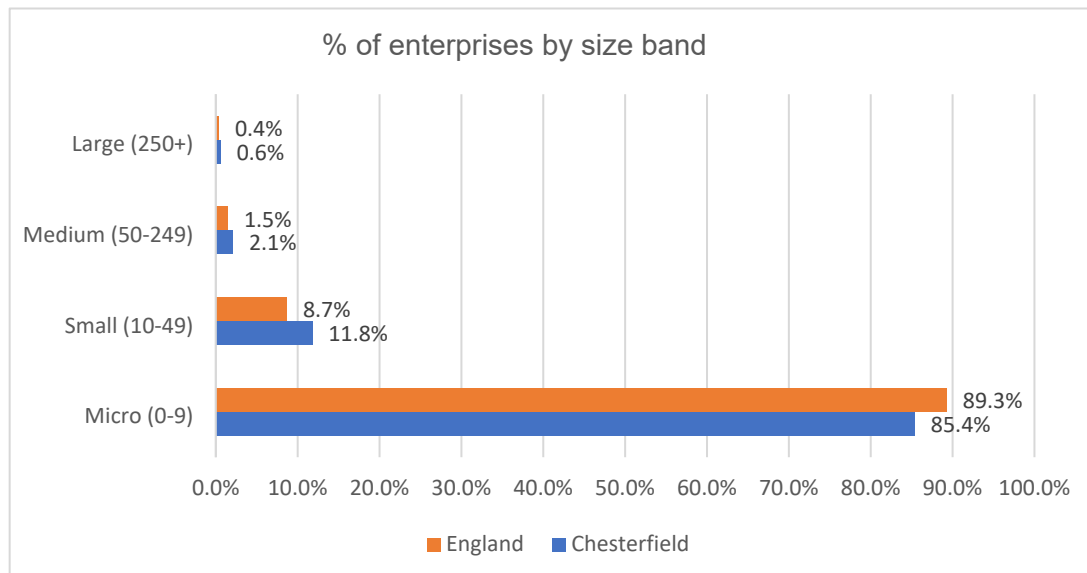
As with the share of businesses, employment in higher-value private sector services (such as professional services, finance and IT) is below average in Chesterfield, accounting for 12% of employment compared to 19% nationally. This more limited presence of key growth sectors helps to explain the under-performance of Chesterfield’s economy more generally over the longer term (see below). Chesterfield also has a lower share of employment in the hospitality and leisure sectors.

Chesterfield’s employment base has remained relatively static in recent years (in the range 50,000-51,000 jobs) and local employment growth has consistently under-performed growth at regional and national scales over the medium and longer term. For example, over the last 20 years, the number of jobs has increased by 9%, compared to 18% regionally and 17% nationally. Restructuring in Chesterfield’s manufacturing base has been the main cause of this under-performance, although public austerity measures since 2010 have also impacted, given Chesterfield’s high level of public sector employment. It is worth underlining that new jobs are being created in the local economy, notably in areas such as private sector services and logistics, it is just that this growth is at a slower rate than nationally and partially off-set by job losses in other sectors.

⁴ From Business Register and Employment Survey (BRES), 2015, from the Office for National Statistics

As figure 3 shows, in terms of the size of businesses, Chesterfield has a lower proportion of micro businesses than nationally (85% v 89%), but a greater proportion of small, medium and large sized enterprises. This difference is primarily due to the sectoral composition of the local economy, with Chesterfield having a greater share of those sectors with a tendency towards larger company representation, for example, the manufacturing and wholesale sectors, and fewer businesses in professional services which has a high proportion of micro businesses.

Figure 3: Business Size



Source data is UK Business Counts 2022 and from ONS/NOMIS⁵

Table 5: Business Start up and Survival Rates

Chesterfield	2016	2017	2018	2019
Business starts	435	320	325	n/a
2 year survival rate (%) of businesses started in the stated year (and England comparison)				77.8 (74.5)
5 year survival rate (%) of businesses started in the stated year (and England comparison)	44.8 (38.0)			

Chesterfield has a significantly lower level of new business starts than nationally. In 2018, business starts in the borough made up 0.10% of the 311,580 starts in England, whereas Chesterfield has around 0.18% of England’s population – indicating a level of starts around a half of what might be expected given this. However, those businesses that do start have better survival rates. This suggests relatively low levels of business churn, and that a range of barriers may be preventing local business starts, but also that there is greater solidity in making new businesses last.

Visitor Economy

Prior to the outbreak of the Covid pandemic in 2020, the number of visitors to Chesterfield borough had been on a steady upward trend, increasing by approximately 25% in the previous decade and peaking at 4m visitors in 2019. With Covid lockdowns, the number of visitors fell below 2m in 2020, but recovered to just over 3m in 2021.

⁵ <https://www.nomisweb.co.uk/reports/lmp/la/1946157135/printable.aspx>

People visiting for the day comprised 91% of total visitors, with the balance made up of those staying in paid accommodation and those staying with friends and relatives – these ‘staying visitors’ accounted for 18% of total visitor days and their expenditure supported 35% of the direct employment created (490 out of 1,420 jobs). The largest beneficiary of visitor spend was the retail sector with 500 jobs supported, followed by food & drink with 415 jobs, and accommodation with 205 jobs. In 2021, the economic impact of all visitors was estimated to be £163m which supported a total of 1,800 jobs (direct and indirect through supply chain and secondary spend).

The Chesterfield Visitor Economy Strategy will be the key mechanism for looking at opportunities in this area, including the ongoing shift from retail to leisure, and what that means for skills and labour.

Implications for skills and employment

- The main sector where Chesterfield has a large and disproportionately high employment numbers is health and care – which has significant skills and labour needs and presents major opportunities. The borough also has concentrations in wholesale and the motor trades.
- Higher value sectors tend to be less well represented, which is likely to be linked to a relatively low proportion of people with high level skills in Chesterfield – and points to a need to increase skills and sector growth at the same time to create sustainable increases in this area.
- Chesterfield has fewer microbusinesses than average, which partly reflects sectoral economic structure, but may also point to a less pronounced entrepreneurial culture. That is also inferred by a low rate of new business starts. Hence there are opportunities to heighten enterprise skills.
- There is greater reliance than is typical on larger businesses – retaining these and enabling their growth will be vital, and access to a workforce with the skills they need will be a key part of that.
- The visitor economy and leisure will be increasingly important in making up for the decline in retail, and there are questions about how skills can support this and good jobs in the sector.

3) Economic growth and performance

In 2018 (the latest figures available), Chesterfield’s economy generated GVA of £2,336m, equating to £45,800 per worker. This is below the national average of £56,000 per worker. This reflects the particular mix of business sectors in the borough which show a greater bias towards lower value-added activities.

In 2018, the retail & wholesale sector accounted for the largest share of economic activity at £412m, followed by the health & social care sector at £363m. Over the last 10 years (2008-2018), professional services, IT and business administration have all significantly increased their share of economic activity, whilst there have been declines in public administration and manufacturing.

Implications for skills and employment

- Low GVA is linked to low skills, productivity and wages, and uplifting skills – especially higher level and technical ones - and worker productivity (see also section 17) will be fundamental to increasing local growth and wealth.

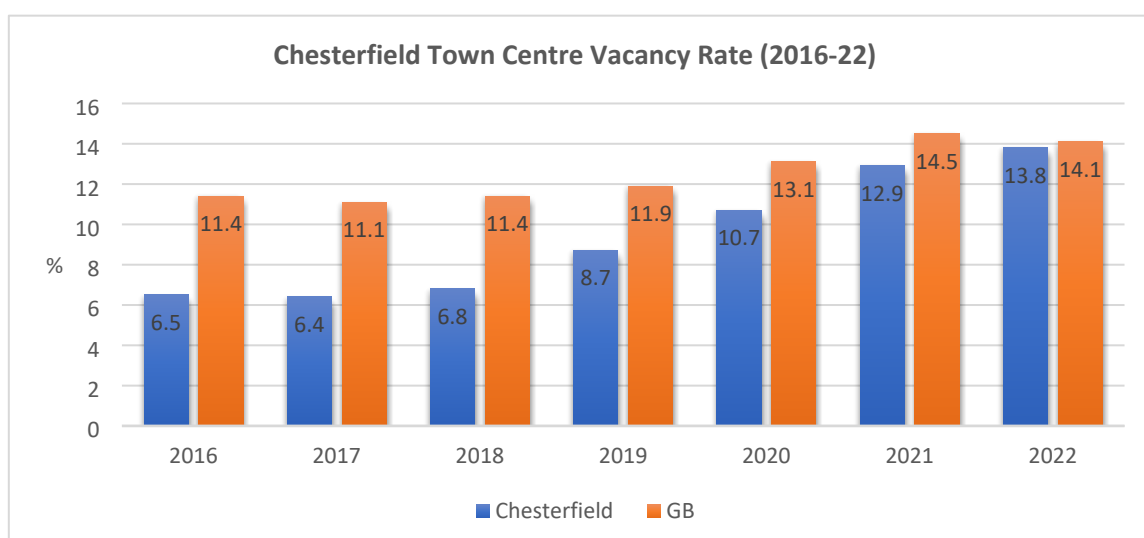
4) Places and regeneration

Chesterfield Town Centre

Chesterfield is an established retail destination, classified as a ‘Lower Average Major Centre’ by CACI meaning that it is in the second highest tier of retail destinations (Major Centres), but has a greater proportion of value retailers and therefore a bias towards the lower end of the market. The ‘core’ retail catchment covers the main residential areas of Chesterfield borough and a significant part of North East Derbyshire. The wider catchment is geographically extensive but is constrained by the proximity of Sheffield, and in particular Meadowhall, and Nottingham.

In common with other high streets, Chesterfield is challenged by online shopping and the closure/exit of national multiples from the town centre and now from issues linked to the cost of living crisis (also impacting on town centre hospitality). Town centre footfall has fallen, impacting on the viability of remaining businesses and leading to a steady rise in vacancies. Whereas Chesterfield town centre has typically had a lower vacancy rate than nationally (see below), the gap has narrowed since 2019 and reached a level of almost parity in 2022. The vacancy rate in October 2022 stood at 13.8%, equating to 59 vacant units.

Figure 4: Chesterfield Town Centre Vacancy Rate (2016-22)



Staveley

Staveley is a small town in northern Derbyshire within the borough of Chesterfield, with a population of 19,000. The number of people aged 65+ living there is steadily increasing, demonstrating the

challenge the area faces with retaining the young and highly skilled people. Once at the centre of the county's industrial heartland, the closure of mines, steel and chemical works and other industrial restructuring has left a legacy of high unemployment and deprivation. This is borne out in the economic activity rate of 65% in comparison to Chesterfield's 68% and 70% nationally. Youth unemployment is a concern, in May 2020 this was 9.8%, significantly higher than the overall unemployment rate in Chesterfield of 5.7% - which was itself higher than national average. The picture on skills in Staveley is much like that in Chesterfield more widely (see section 8), with a lower skills base playing out in lower than average weekly earnings (see section 16). Differences in average weekly resident earnings are partially explained by employment sector concentrations. Employment in Staveley is most concentrated in the health sector, accounting for 20% of all employment. However, a large proportion are also employed in the Construction, Education, Accommodation and Food and Retail sectors.

Staveley has a strong potential for creating links between surrounding areas, being close to Chesterfield and the city of Sheffield. However, it is not currently served by a railway station, which means that the closest access to the local and national network is in Chesterfield. Connectivity issues are not only linked to public transport - private car ownership in parts of Staveley is lower than the national average, with areas where 41% of households do not have a car or a van. This compares to a national average of 25%. Lower car ownership suggests that out of town higher density employment locations such as Markham Vale (as well as interconnectivity between settlements) may be difficult to reach, both physically and financially, due to the transport connections and cost.

Opportunities to tackle the long-term trend are plentiful: the £25m Staveley Town Deal sits at the heart of that, including the DRIVE and Construction Skills Hub skills capital projects. Staveley Corridor and Garden Village, new strategic employment sites such as Markham Vale, revitalisation of the town centre and significant new housing allocations are also key levers for connecting local people to skills and employment.

Implications for skills and employment

- As well as the impact on place, the decline in town centre retail has a marked impact on people, with many former employees – often young people – going on to face redundancy, unemployment and subsequent difficulties securing new work. Supporting opportunities for re- and up-skilling for people in these sectors and securing work elsewhere will be key.
- Major regeneration is in the pipeline presenting unprecedented opportunity for skills and employment for local people from construction to end use, and Chesterfield's progressive local labour commitment offers further scope to lever benefit for local people from this.

5) Wider context – health & wellbeing and links to employment and skills

Health and disability are critical concerns for Chesterfield as the borough is one of the most deprived local authority areas in England for health and disability deprivation (based on the 2015 and 2019 indices of multiple deprivation). Moreover, its position between those years has declined - from 25th most deprived to 13th, placing Chesterfield within the 5% most deprived areas in England for this domain. The impacts of poor health and wellbeing on people – across education, employment, incomes, and social participation to name a few – are significant and well documented. Using employment and skills levers as one route to tackling inequalities in health & wellbeing is fundamental to a rounded approach that supports growth in a resilient, inclusive economy.

Key data relating to this include life expectancy for males in Chesterfield of 78.2 years, lower than the Derbyshire and England averages of 79.4 and 79.6 respectively. For females, it is 81.8, compared to 82.9 and 83.2. Within the borough, life expectancy is 8.8 years lower for men and 7.4 years lower for women in the most deprived areas of Chesterfield than in the least deprived. Hence there is significant health inequality within the borough as well as with comparator areas.

In Year 6, 21.1% of children are classified as obese. The rate for alcohol-specific hospital admissions among those under 18 is 59 (per 100,000 population), above the average for England. This represents 12 admissions per year. Levels of GCSE attainment (average attainment 8 score) and smoking in pregnancy are also worse than the England average. For adults, rates are all worse than England averages across alcohol-related harm hospital admissions, self-harm hospital admissions, and excess weight. Furthermore, Chesterfield has a very high under 75 mortality rate of 383 per 100,000. This compares to 330 nationally.

Looking at the ONS Health Index Score for 2020,⁶ Chesterfield's score of 97.5 improved by 3.5 points from the previous year. Some subdomains sit well above the baseline – behavioural risk factors,⁷ access to green space and protective measures⁸ in particular. However, that remains below the England baseline of 100, and compares to 107.7 for Derbyshire. Furthermore, some factors take Chesterfield very notably below the baseline. This is primarily seen in the 'healthy people' domain, where Chesterfield's score of 77.7 compares to 94.3 for Derbyshire and 95.4 for England. The lowest scores within this are linked to disability and mental health.

As Table 6 shows, fewer people here describe themselves as being in 'very good' health – 42.7% compared to 47.5% in England, while more people say they are in poor or very poor health (6.9%) than in England (5.3%). 10.3% of Chesterfield residents were identified as having disabilities that limited their day to day activities, while this was the case 'a little' for a further 12.8%. Both figures have fallen but are above the England rates.

Table 6: Long-Term Health Issues, Disability and self-assessed health (2021)

	Chesterfield	Derbyshire	East Midlands	England
Limiting long-term health issues and/or disability %				
None	77.0%	79.9%	81.7%	82.7%
Day to day activities limited a lot	10.3%	8.5%	7.7%	7.3%
Day to day activities limited a little	12.8%	11.6%	10.7%	10.0%
Disability within households % (under the Equality Act)				
No people disabled in household	61.6%			
1 person disabled in household	30.2%			
2 or more people disabled in household	8.2%			
% describing their health as:				
Very Good	42.7	44.8	46.2	47.5
Good	34.6	14.6	13.6	34.2
Fair	15.8	34.7	34.8	13.0
Poor	5.4	4.6	4.2	4.1
Very Poor	1.5	1.3	1.2	1.2

Further information on health is available in the State of the Borough Report, which includes the local authority health profile (2019) for Chesterfield and its data and benchmarking on health conditions and determinants such as educational 8 scores, life expectancy, and children in low income families. In addition, the report includes extensive content on overall Health Index scores for 2015 to 2020, including factors such as mental health and disability, early years development, pupil attainment and job-related training.

⁶ The Health Index is split into three domains: Healthy People, Healthy Lives and Healthy Places which are further broken down to focus on health topics (subdomains) and associated measures such as mental health, and economic and working conditions. Each aspect is given a score indexed around 100 (which uses health in 2015 as a reference point) and users can see health scores at national, regional, local authority and integrated care system levels.

⁷ E.g. alcohol and drug misuse, healthy eating, sedentary behaviour, physical activity and smoking.

⁸ Cancer screening and child vaccinations

Implications for skills and employment

- Relatively poor health will impact on economic inactivity, both directly and through creating caring responsibilities for others, making it harder for people to access employment.
- There are links between health, education/skills, work and the economy. Improving education and skills from early years onwards will also help employment, incomes and health outcomes.

6) Disadvantage and deprivation

Measures of Deprivation

The Indices of Deprivation (2019) ranks Chesterfield as the 86th most deprived district in the country (out of 317 districts). This is an improvement of one place compared to 2015, when Chesterfield was ranked 85th (with 1st place representing the most deprived local authority). Chesterfield is ranked as the second most deprived district in Derbyshire, behind Bolsover.

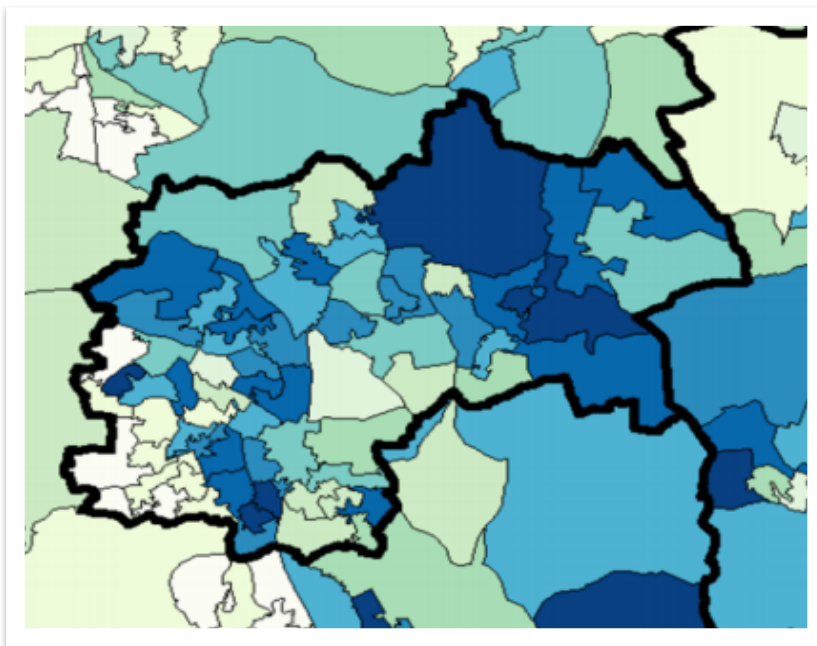
Looking at specific aspects of deprivation, Chesterfield is ranked as:

- 13th most deprived district on the Health and Disability measure
- 40th on the Employment measure
- 64th on the Income measure.

On all other aspects of deprivation comprising the Indices (Education, Skills and Training 106th, Crime 257th, Barriers to Housing and Services 276th and Living Environment 301st) Chesterfield is ranked above its average position of 86th.

At the level of Super Output Areas (SOAs – approximating to a neighbourhood with a typical population of 1,500), 20 SOAs out of 69 in Chesterfield are ranked in the most deprived 20% nationally, with 6 of these in the most deprived 10% (Grangewood, St Augustines, Middlecroft Central, Poolsbrook, Loundsley Green and Barrow Hill). Chesterfield also has 4 SOAs ranked in the least deprived 10% nationally, which are all located in the west of the Borough (in West (2), Walton and Linacre wards). The map below illustrates SOA deprivation across the borough, with the darkest shade indicating the highest level of deprivation.

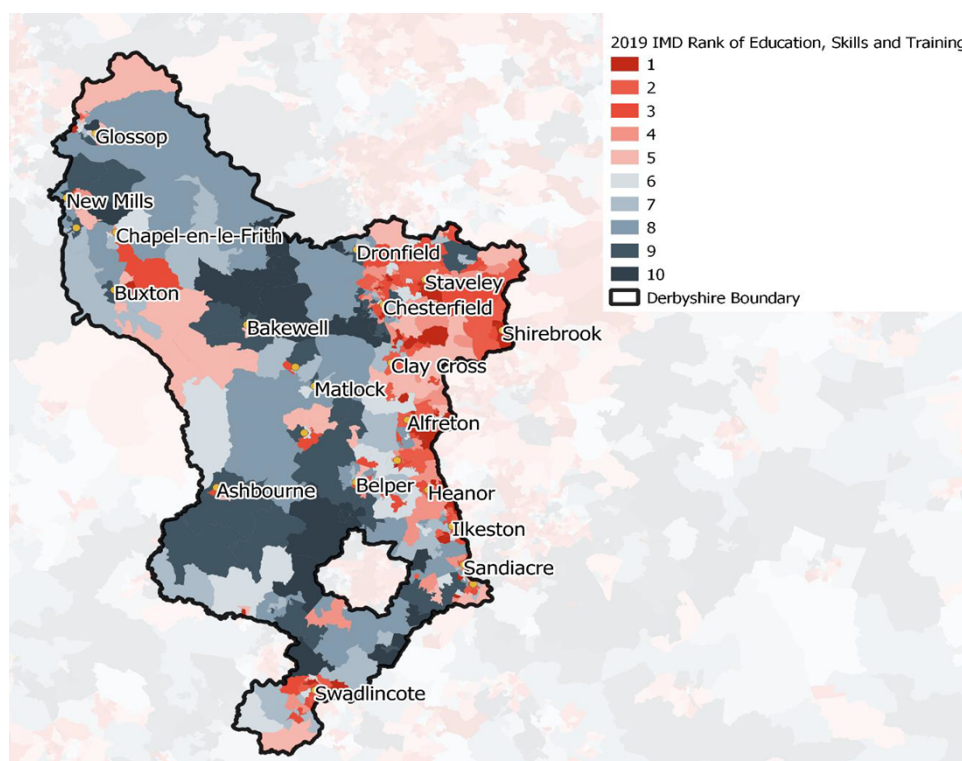
Figure 5: Deprivation by area within Chesterfield



Further information on IMD results is contained within the State of the Borough report, including on how each SOA area in the borough is placed on each IMD domain. Figure 6 is from the Derbyshire

COVID-19 Economic and Skills Recovery Strategies and looks specifically at the education/skills deprivation domain based on IMD 2019.

Figure 6: Education, Training and Skills deprivation in Derbyshire (IMD 2019)



Census 21 data provides a further indication of deprivation based on four aspects:

- Education – no person in household has level 2 education
- Employment – any person in household unemployed or long-term sick
- Health – any person in household disabled
- Housing – accommodation overcrowded, a shared dwelling or no central heating

Table 7 identifies the number (and %) of Chesterfield households impacted by one or more of these criteria ('dimensions') and shows that a greater proportion of households suffer deprivation than county, regional and national averages.

Table 7: Number of deprivation dimensions experienced by households in Chesterfield

Census 21 – Household Deprivation Levels				
Number of dimensions households are deprived in	Chesterfield % and No. of households	Derbyshire	East Midlands	England
None (not deprived)	44.7% (21,488)	48.8%	48.1%	48.4%
1 dimension	34.2% (16,437)	33.5%	33.9%	33.5%
2 dimensions	16.4% (7,884)	14.2%	14.3%	14.2%
3 dimensions	4.5% (2,148)	3.4%	3.5%	3.7%
4 dimensions	0.2% (101)	0.1%	0.2%	0.2%

Implications for skills and employment

- High levels of deprivation, especially on health and employment, are a challenge, and there is likely to be a strong connection to skills and employability for the latter especially. Hence skills improvement – including 'soft skills' such as confidence and communication - is likely to be a key part of integrated solutions to deprivation that also tackle other barriers and challenges.

Part 2: Skills

7) Educational attainment

Data on educational performance within schools in Chesterfield is limited and often dates from a few years ago, and improving local data, including collation of schools-based statistics, would be helpful in better understanding issues, challenges and potential responses. From the data available⁹, the key findings are that:

- In 2019 the average attainment 8 score (which measures a student's average grade across eight subjects at GCSE) for Chesterfield's secondary schools was 44.4. This was the second lowest figure in Derbyshire and compares to a county average of 46.1 and 48.0 for England.
- Key Stage 2 (KS2) expected attainment in 2018/19 was 64.6 – slightly above a Derbyshire average of 64.0 and just below the England figure of 65.0.
- The EYFS (early years foundation stage) pupils achieving good development score for Chesterfield in 2018/19 was 68.8, compared to 70.7 in Derbyshire and 71.8 in England.

Further data from Derbyshire County Council shows that in 2020, 4.7% of 16-17 year olds (by academic year) were not in education, employment or training (NEET) - based on a count of 95. This is the highest percentage figure for local authority areas within Derbyshire.

Implications for skills and employment

- Below average educational attainment is highly likely to feed into subsequent lower qualification and skills levels for adults, and to have a strong impact on the local skills and economic profile.
- There are a significant number of young people who are NEET which highlights the importance of action on inclusion and employability, especially for young people.

8) Skills levels and qualifications

The table below provides a breakdown of qualification levels for Chesterfield residents compared to the regional and national averages, based on data for January-December 2021¹⁰.

Table 8: Qualifications by NVQ Level

Qualification	Chesterfield		East Midlands	Great Britain
	Number	%	%	%
NVQ4 and above	23,700	36.9	35.7	43.6
NVQ3 and above	37,500	58.3	55.9	61.5
NVQ2 and above	50,000	77.8	74.7	78.1
NVQ1 and above	57,500	89.4	86.5	87.5
No Qualifications	4,900	7.6	7.5	6.6

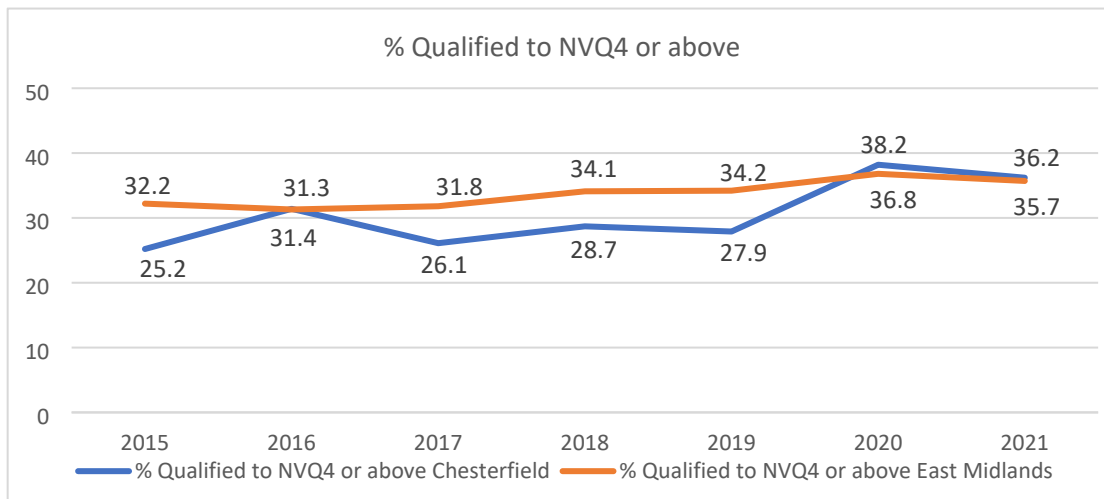
The data show that around 37% of Chesterfield's working age population are qualified to NVQ level 4 or above, a little above East Midlands average but significantly below GB levels. The gap to GB is smaller at NVQ levels 3 and especially level 2, and Chesterfield is above East Midlands average for both of these. Around 1 in 15 people (7.6%) have no qualifications.

The data presents a more positive picture than in some previous years, however, the results should be treated with caution because there is a risk they may be due to statistical variability linked to the sample size in the Annual Population Survey from which the data is sourced. This is evident in Figure 7 which shows data for the % qualified to NVQ4 and above over time – and has a greater degree of variation year by year than would be expected, for example with the borough sometimes just above and sometimes significantly below East Midlands average.

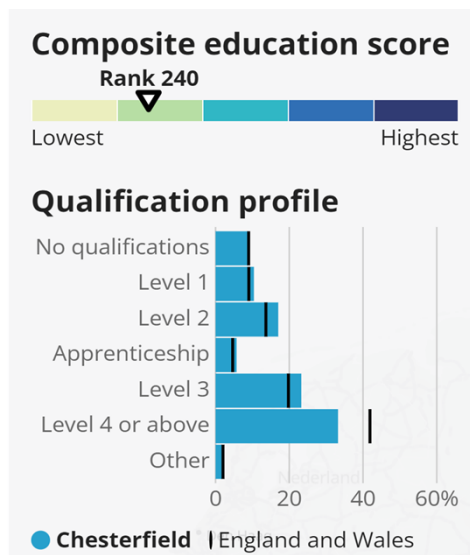
⁹ https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/profiles/area_profiles/district/Chesterfield_Area_Profile.pdf

¹⁰ <https://www.nomisweb.co.uk/reports/lmp/la/1946157135/printable.aspx>

Figure 7: % qualified to NVQ4 or above 2015-2021¹¹



Analysis based on the 2021 Census is more reliable and ranks Chesterfield 240 out of 331 English and Welsh local authorities based on a composite educational attainment indicator (covering NVQ levels 1-4 and no qualifications proportions)¹². This puts it in the bottom 40% of areas, and not far above the lowest quintile. This position is likely to be mainly due to the borough’s shortfall at NVQ level 4, as it is approximately equal to or slightly above national average at other skills levels.



Taking a rounded view across data sources, Chesterfield has a lower qualifications profile than the regional and national averages, with notably fewer residents qualified at degree level or above and a greater share of people with no or lower level qualifications. Equally, a larger proportion of Chesterfield residents hold intermediate level qualifications (NVQ3 and higher education below degree level). Over the past 10 years there has been a positive shift in the skills profile, with fewer people with no qualifications and more people qualified at all educational levels - although the rate of improvement has been at a lower level than seen nationally.

Implications for skills and employment

- There is a need to raise Chesterfield’s qualifications profile, especially in terms of higher skills to support both economic growth and prosperity and enhance individuals’ life chances and wages.

¹¹ Based on data from https://lginform.local.gov.uk/reports/lgastandard?mod-metric=37&mod-period=7&mod-area=E07000034&mod-group=AllDistrictInRegion_EastMidlands&mod-type=namedComparisonGroup

¹² <https://www.ons.gov.uk/visualisations/censusworkforcequalifications/#E07000034>

9) Workforce occupational structure

Table 9 shows Chesterfield's occupational structure and how this has changed between 2011 and 2021, alongside the same data for comparator areas.

Table 9: Percentage of workforce by occupation

Occupation	Chesterfield		East Midlands		England	
	2011	2021	2011	2021	2011	2021
Managers & directors	9.1%	10.5%	10.6%	12.0%	10.8%	12.9%
Professional occupations	14.5%	16.8%	15.2%	17.5%	17.4%	20.3%
Associate professional and technical	10.7%	11.2%	11.3%	11.9%	12.8%	13.3%
Administrative and secretarial	11.4%	9.5%	10.9%	9.1%	11.5%	9.3%
Skilled trades	12.0%	11.2%	12.1%	10.8%	11.4%	10.2%
Caring, leisure and other services	11.1%	12.0%	9.5%	9.5%	9.3%	9.3%
Sales and Customer service	9.5%	9.0%	8.4%	7.7%	8.4%	7.5%
Process, plant & machine operators	9.1%	8.1%	9.3%	8.9%	7.2%	6.9%
Elementary occupations	12.5%	11.3%	12.7%	12.6%	11.1%	10.5%

Although there is a fairly similar picture to regional level, there are some notable differences around particular roles, some of which are more pronounced in comparison to England. Examples of key differences include:

- Chesterfield has a significantly higher proportion of people working in caring, leisure and other services (12%) than regionally or nationally, and this proportion has increased since 2011.
- Chesterfield has notably fewer people employed in the top three categories in the table – 38.5% compared to 46.5% nationally, with gaps most notable for professionals – which fits with the lack of career climbers noted in section. The proportion of workers in these 'top 3' roles has increased since 2011, but not as fast as nationally, and East Midlands businesses are reporting difficulties in recruiting to these roles.
- For all other roles, the proportion of the workforce in Chesterfield is higher than nationally, and in all but one case regionally.
- The most notable fall by occupation in Chesterfield is in administrative and secretarial (-1.9 percentage points), with falls also seen in elementary, and process, plant & machine operator roles – perhaps linked to changes in industrial structure and to automation and digital advances.

Implications for skills and employment

- The occupational profile reinforces the picture of a relatively low value economy with a deficit in higher value/income roles and careers, and the importance of upskilling at the same time as widening the economic base to attract and grow higher value sector businesses locally.
- The importance of the health & care sector and roles within it is clear – with likely employment and progression opportunities given its scale locally and vacancy levels (see section 11)
- More straightforward/elementary roles already appear to be in decline. There will be value in upskilling people for more advanced roles that are less easily digitised/automated.

10) Apprenticeships, traineeships and T Levels

The Apprentice Town initiative in Chesterfield signals local intent on this agenda and includes pledges in the 2017-2020 Skills Action Plan to:

- raise awareness of apprenticeship opportunities, promoting all aspects of apprenticeships provision including traineeships, higher level apprentices and align this with opportunities emerging in the local economy;
- work in partnership to increase the number, levels and quality of apprenticeships available that are accessible and achievable by all;

- deliver high quality apprenticeship training and promote provision that supports future employment prospects of the apprentice and the needs of the business;
- work with our employers to encourage a high commitment to apprenticeships and/ or traineeships in our workplaces and think Apprenticeship First with regards to workforce planning;
- promote co-operative working across the education, business and learning community to ensure that our Apprentice Town Vision is realised;
- celebrate apprenticeship success in Chesterfield through ensuring positive stories are shared, including the success of the apprentice as well as the positive impact on the business; and
- empower, prepare and encourage young people to attend and participate in any apprenticeship events delivered locally.

Table 10 shows apprentice starts from 2017 to 2022 by age group and level in Chesterfield, while Table 11 shows the proportion of starts by subject based on LEP area data.

Table 10: Apprentice starts in Chesterfield 2017 to 2022

	2017	2018	2019	2020	2021	2022	Percentage Change	
							2018-2022	2021-2022
Apprenticeship starts	1,460	910	940	730	660	780	-14%	+18%
Breakdown by age								
under 19	320	290	270	210	140	180	-38%	+29%
19-24	460	270	280	200	190	230	-15%	+21%
25+	680	350	390	320	330	370	+6%	+12%
Breakdown by level								
Intermediate (Level 2)	770	420	410	280	200	240	-43%	+20%
Advanced (Level 3)	580	380	400	270	280	330	-13%	+18%
Higher/degree (Level 4-5)	110	110	130	180	180	210	91%	+17%
Learner participation (for financial year ending in the year shown)	2,520	2,080	1,690	1,550	1,480	1,570	-25%	+6%

Table 11: Percentage of apprentice starts by subject area in D2N2 area 2017 to 2022

Subject area	2017	2018	2019	2020	2021	2022	% change in number 2017-2022
Business, administration & law	31%	32%	32%	30%	30%	28%	-45%
Health, public services & care	28%	23%	23%	25%	29%	27%	-40%
Retail & commercial enterprise	15%	14%	13%	11%	9%	10%	-57%
Engineering & manufacturing	15%	17%	16%	17%	15%	16%	-33%
Construction, planning & built environment	4%	5%	6%	7%	6%	8%	+33%
Leisure, travel and tourism	3%	2%	2%	2%	1%	1%	-66%
ICT	2%	3%	4%	4%	5%	5%	+60%
Agriculture, horticulture & animal care	1%	2%	2%	2%	2%	2%	+9%
Education & training	1%	2%	2%	3%	3%	3%	44%
Arts, media & publishing	0%	0%	0%	0%	0%	1%	+700%
Total number	23,840	16,910	17,050	13,800	13,440	15,080	-37%

The tables illustrate a positive increase in apprenticeship starts in Chesterfield between 2021 and 2022, if not sufficient to counteract the marked fall in starts (as elsewhere nationally) between 2018 and 2022, which is more substantial still from a 2017 baseline. The reduction in starts has been most marked for those aged under 19, whereas there has been a small rise for those aged 25+. Likewise, the number of starts at Level 2 has fallen sharply (by 43% - which is 180 starts) between 2018 and 2022, whilst higher/degree level starts have increased dramatically, if from a low base.

There have also been changes in the subject areas of apprenticeships – at least assuming trends in Chesterfield mirror those in the D2N2 area. Apprenticeship starts in Construction, planning & built environment, ICT, Education & training and Arts, media & publishing have risen in number (typically doubling) and as a proportion of all apprenticeships – if again from low bases. In contrast, there have been big falls in starts in subjects including Retail & commercial enterprise, Leisure, travel and tourism, and Business, administration & law.

Implications for skills and employment

- Whilst apprenticeship starts rose between 2021 and 2022, there is much ground to make up in getting numbers back to previous levels, which will require supportive national policy as well as local action to support more people into apprenticeships (e.g. employability, upskilling).
- There is a balance to be struck between the positive widening of apprenticeships opportunities at level 4/5 and for those aged 25+, and ensuring that apprenticeships are of a significant scale and quality as a route into employment at younger ages and lower levels.
- There is a lack of data on traineeships and T Levels and this should be built up as more T Levels are offered, alongside supporting uptake of this route and responding to the challenges of finding sufficient employer places to cover apprenticeship and T Level demand.

11)Employer/sector demand and vacancies

Overall Employment Growth Forecast

Oxford Economics has produced employment forecasts (based on a 'policy-off' scenario) for D2N2 local authorities and for Chesterfield. This is for employment growth of 2.9% between 2021 and 2030, compared to 3.7% for D2N2 and 5.7% nationally. Taking this forecast as a start point, a 'policy-on' scenario has been prepared for Chesterfield which takes account of the significant capital investment that will take place in the borough in the next few years. That includes:

- £25m through the Staveley Town Deal
- £20m through the Chesterfield Levelling Up Fund (LUF) scheme
- A major industrial site (Hartington Industrial Park) and the first phase of PEAK (major new visitor destination development near Unstone) that are likely to come forward within the timescale.

This collective investment is considered sufficient to raise the employment growth projection to 4% (or an additional 2,000 jobs) by 2030.

Table 12 provides a breakdown of the forecast by sector. It is recognised that its projections represent an educated guess as to what might happen by 2030 and that the figures could be impacted by a range of variables not yet fully accounted for (e.g. near term recessionary pressures and future public spending cuts). However, it is considered to provide a reasonable picture of the direction of travel, taking account of national trends and drivers and adjusting these for local circumstances. The analysis predicts the health and social care sector to see the largest absolute growth by some way (+700 jobs, a third of total jobs growth) driven by increasing demand for services linked to an ageing population. The largest percentage growth (+12%) is anticipated in the 'other services, arts, leisure', and hospitality sector growth (+11%) is also high - reflecting a continuing shift from 'retail to experience' in the town centre (supported by significant place making investment from the successful LUF bid) and the delivery of the first of the PEAK development.

The professional services and IT sectors have been (and will continue to be) long-term drivers of employment growth and this is mirrored locally (+10% and +11% respectively), underpinned by new office developments in the town centre, at Chesterfield Waterside and around the rail station. The

development of Hartington Industrial Park (currently under-going reclamation) is likely to support additional employment growth in the transport & storage and wholesale sectors. The manufacturing, retail and finance sectors are all expected to experience declining employment to 2030, reflecting increased automation, use of Artificial Intelligence and continued growth of online services. The decline in local retail employment will be moderated by wider investment in Chesterfield town centre and the anticipated PEAK development.

Table 12: Chesterfield (policy-on) Employment Growth Forecasts by Business Sector

Employment Sector	Number employed and % of local employment				Change 2021-2030:	
	2021		2030		no. of jobs	% rise/fall
Primary	450	(0.9%)	420	(0.8%)	-30	-7%
Manufacturing	4,050	(8.0%)	3,750	(7.2%)	-300	-7%
Construction	2,400	(4.8%)	2,470	(4.7%)	+70	+3%
Motor trade	2,250	(4.5%)	2,250	(4.3%)	0	0%
Wholesale	3,000	(6.0%)	3,200	(6.1%)	+200	+7%
Retail	5,000	(9.9%)	4,800	(9.2%)	-200	-4%
Transport & Storage	3,150	(6.3%)	3,500	(6.7%)	+350	+11%
Hospitality	2,750	(5.5%)	3,050	(5.8%)	+300	+11%
Information & Comms	1,350	(2.6%)	1,500	(2.9%)	+150	+11%
Finance	1,500	(3.0%)	1,400	(2.7%)	- 100	-7%
Property	300	(0.6%)	330	(0.6%)	+30	+10%
Professional Services	2,900	(5.8%)	3,200	(6.1%)	+300	+10%
Business Admin & Support	4,150	(8.2%)	4,400	(8.4%)	+250	+6%
Public Admin	1,750	(3.5%)	1,700	(3.2%)	-50	-3%
Education	4,000	(7.9%)	4,160	(7.9%)	+160	+4%
Health & Social Care	10,000	(19.8%)	10,700	(20.4%)	+700	+7%
Other Services, Arts, Leisure	1,400	(2.8%)	1,570	(3.0%)	+170	+12%
Total	50,400		52,400		+2,000	+4.0%

Specific Sectors - Green Jobs/Skills

Precise definition of green skills/jobs is challenging, as sometimes this is about doing an existing job in a different way – e.g. servicing an electric vehicle rather than a petrol one, or fitting high energy insulation materials in housing rather than basic ones, with the skills required for this a combination of core skills (e.g. in engineering or a trade) as well as some specific elements that are about a new technology or approach. Hence, there are connections between increasing green skills, the STEM agenda and tackling shortages in areas such as construction and engineering which will be key to responding to challenges such as large-scale housing retrofit and green energy.

Demand for green/low carbon related jobs and skill sets are not quantified in the evidence as they do not relate to a single, neatly defined sector for which standard data exists. However, it is clear that this is a growth area and specific skills and labour shortages are already evident and likely to grow. For example, the D2N2 Local Skills Report Refresh (2022) identifies the need for the construction sector to adopt newer, more environmentally friendly building processes and materials, which will require a significant influx of green skills, both from new entrants and through retraining of existing workers. This fits with the LEP's Skills Strategy and its proposition to lead the most ambitious carbon turn-around in the country, rooted in the three priorities of low carbon leadership, enabling key low carbon sites, and decarbonising growth.

Reflecting this and commitment to sustainable economic development, the Council's Growth Strategy notes 'Provision of a workforce training programme focusing on green skills' as an action, whilst anecdotal evidence suggests growth such as the expansion of heat pump manufacturing by NIBE will increase local demand for green skills. Elsewhere in the D2N2 area, The Laing O'Rourke

Centre of Excellence for Modern Construction is Europe’s largest and most advanced pre-assembly manufacturing facility, providing smarter and more cost-efficient options for the built environment.

Job Vacancies

Figure 8 shows the trend in the number of job vacancies since the Covid pandemic. There were around 3,200 monthly vacancies prior to the pandemic, falling to 1,700 vacancies in May/June 2020, before a strong rebound to over 4,000 vacancies by October 2022. This has been driven by an increase in the demand as businesses have re-opened following the lifting of lockdown restrictions, but also by a reduction in the overall supply of labour (see annex 1 national context section).

Figure 8: Change in the number of job vacancies in Chesterfield since the pandemic

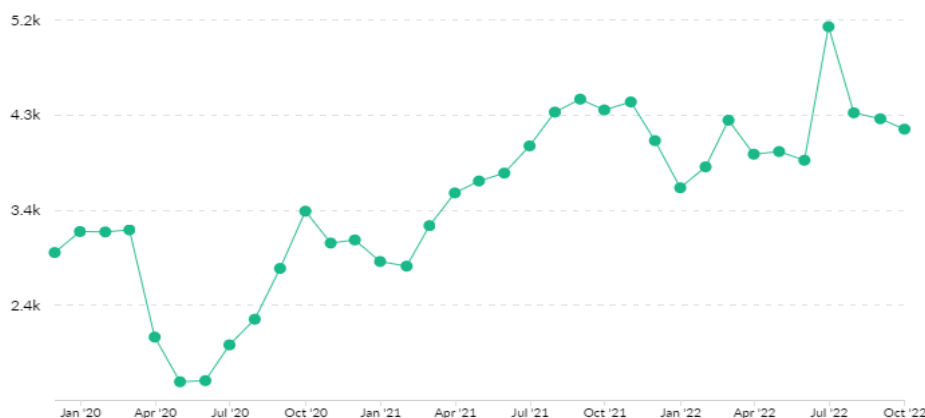


Table 13 shows more recent data¹³ on the occupations, roles and skill sets with the highest number of vacancies for the period between July 2022 and December 2022 - with a total of 12,495 unique job postings, and 29,938 total postings overall. This source also highlights the high number of vacancies in the health and care sector, as well as in roles such as teaching assistants. Data should be treated with some caution due to the sample sizes involved.

Table 13: Highest number of job vacancies by occupation, job title and skill set

	Number of unique postings July 2022 to December 2022
Top posted Occupation	
Nurses	592
Care Workers and Home Carers	558
Other Administrative Occupations	500
Customer Service Occupations	373
Teaching Assistants	333
Top posted Job Titles	
Support Worker	225
Teaching Assistant	128
Registered Nurses	102
Warehouse operative	98
Care Assistant	95
Top posted in-demand specific skills	
Finance	661
Warehousing	638
Nursing	634
Mental Health	605
Invoicing	473

¹³ Job Posting Analytics Lightcast Q2 2022 Data Set (January 2023) for D2N2 LEP area, with Chesterfield data drawn out

Further vacancies data is available in the Job Posting Analytics document covering salary levels, educational level and years of experience required, specific employers with highest job postings, locality, industry and top common/generic skills needs.

Implications for skills and employment

- Overall high levels of vacancies are set against a tight labour market and high employment rate. Activity to support people towards economic activity/employment will be important for meeting demand, underpinning service delivery and in improving inclusion and incomes.
- The health & care sector will continue to be the largest source of employment opportunities, and other growth sectors include hospitality, professional services and IT. Local skills delivery activity can respond and help ensure that employment demand is met in these areas.
- It will important to consider how new and emerging skills infrastructure can support green/low carbon skills, for example through short upskilling courses and college provision/centres and incorporation within new initiatives such as DRIVe and the Construction Skills Hub.

12) Skills/training, employability and careers IAG provision

The current skills evidence base does not map provision of courses and training to develop and improve skills levels – whether by education and training providers or in the workplace, and doing so would be a major undertaking that is beyond the scope of this exercise. Neither does it include detail on Careers Information, Advice and Guidance provision or initiatives to foster employability skills. However, it is clear that there are important existing and proposed initiatives in this respect which include:

- DRIVe, a rail innovation, research and training centre at Barrow Hill
- Construction Skills Hub
- Chesterfield College's new Manufacturing Academy/STEM centre
- The University of Derby looking to increase provision from the Chesterfield campus

Implications for skills and employment

- There is a major gap in evidence in this area. Routes to help fill gaps in the future will include Derbyshire County Council (adult careers) and the D2N2 Careers Hub (e.g. on Gatsby Benchmark data).
- The likelihood of Adult Education Budget being devolved in the future will provide opportunity to deliver employability and upskilling in adults.

Part 3: Employment, incomes and unemployment

13) Employment rate and hours worked

The table shows the employment and unemployment rates, plus number employed in Chesterfield over the period 2018/19 to 2021/22, based on October-September data for each year, and with GB data from the start and end of this period shown as a comparator¹⁴.

Table 14: Employment rate

	Chesterfield				GB	
	2018-19	2019-20	2020-21	2021-22	2018-19	2021-22
Employment						
number in employment	44,600	48,600	49,700	52,500		
% in employment (all)	65.6	71.8	75.4	79.6	75.7	75.5
% in employment (male)	69.6	69.1	76.4	85.3	79.9	79.0
% in employment (female))	61.7	74.3	74.4	72.4	71.5	72.0
Unemployment						
% unemployed (all, model based)	6.0	5.0	5.2	2.7	3.9	3.7

According to the data, there has been a phenomenal rise in the numbers employed and employment rate in Chesterfield between 2018-19 and 2021-22 – despite COVID-19 affecting the latter period. Whilst there may be some statistical variability linked to the source data (which is not based on a large enough sample to draw out male and female unemployment rates), there has been a clear and substantial rise in the numbers employed (up approx. 8,000 – an 18% increase). That has led to a rise of around 14 percentage points in the overall employment rate, taking Chesterfield from well below GB average employment rate in 2018-19 to significantly above it in 2021-22. This rise in employment rate has been especially pronounced for males, with a rise from 69.6% to 85.3% over a period when GB started at much the same level as it finished (79-80%).

Based on data in the State of the Borough Report, 68.5% of employees worked full time (31 hours or more) whilst 31.5% worked part time (with most of these working for 16-30 hours and just under a third working for 15 hours or less). Most of those working full time (86%) worked for 31-48 hours, with the remainder working 49 hours+.

Implications for skills and employment

- Recent strong employment rate growth is likely to lead to skills needs to support productivity and progression within roles, and to fill high levels of vacancies in some sectors.

14) Unemployment, economic inactivity and carers

Chesterfield's working age claimant count unemployment rate stood at 3.4% (2,195 claimants) in January 2023¹⁵, the same rate as in the D2N2 LEP area overall, and a little below the England average of 3.7%. This rate is now similar to the pre-Covid start point (March 2020 - 3.2%) in Chesterfield, having peaked at 5.9% in May 2020. Despite there being a high level of job vacancies, the rate of decline in the unemployment rate (at national and local levels) has slowed in recent months. In part that may be because with an already low rate there is not much room for it to drop further, and those unemployed may be amongst the furthest from the labour market. However, cost of living pressures, inflation and flatlining growth (see annex 2) also raise concerns that the claimant count could start to rise again as the economic outlook is likely to be challenging.

¹⁴ https://www.nomisweb.co.uk/reports/lmp/la/1946157135/subreports/ea_time_series/report.aspx? (accessed 24/2/2023)

¹⁵ <https://observatory.derbyshire.gov.uk/unemployment-claimant-count/>

Figure 9 : Unemployment rate and youth unemployment rate 2020-2023

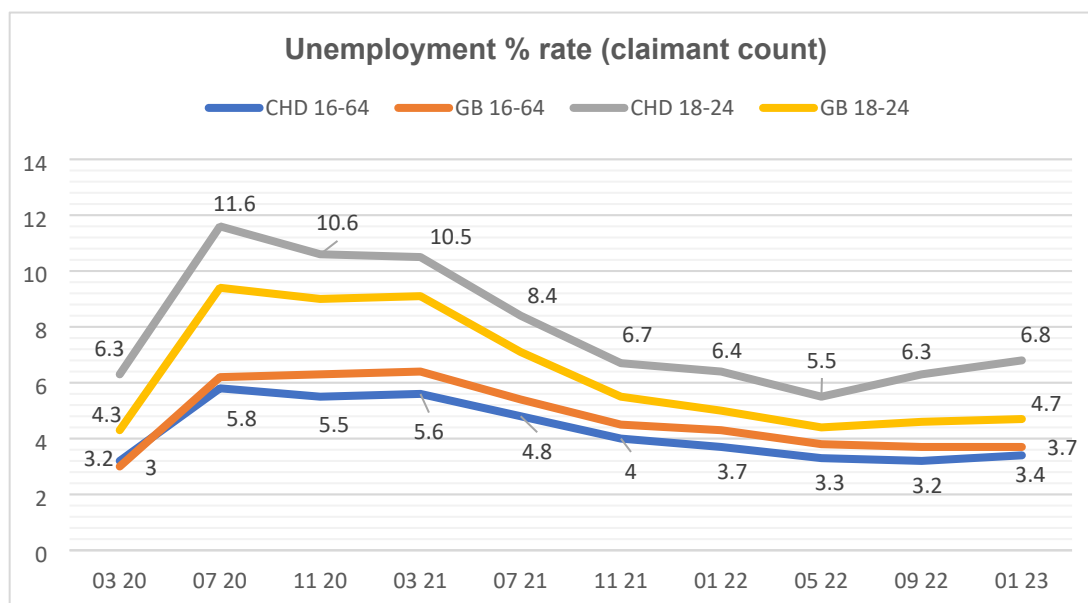


Figure 9 shows the marked difference in position between the overall unemployment (claimant count) rate in Chesterfield and that for youth unemployment. Whilst the former is below GB levels, youth unemployment locally is well above national, and is double the overall level of unemployment in Chesterfield. Moreover, the trend is concerning – with youth unemployment having increased much more notably locally since May 2022 than nationally. Table 15 provides further detail on claimant count based on DWP data (for the period 17 2023 January to 14 February 2023) for groups of interest, and shows that whereas it dropped by 20% over the last year for those aged over 50, it increased slightly for those aged 16-24¹⁶. This data source also details local employment activity, with a selection of jobs and opportunities currently available by sector.

Table 15: Claimant count by age group and change over time

Chesterfield	50+	18-24	All (16-64)
Claimant Count (number)	475	485	2,195
Change on Year (number)	-120	10	-190
Change on Year (%)	-20%	2%	-8%
5 Year change (number)	155	155	885
Change over 5 years (%)	+48%	+47%	+68%

Unemployment rate varies significantly at local ward level. For example, in September 2022 it was 1.1% in Walton compared to 5.5% in Rother. Seven out of the 19 wards in Chesterfield had an unemployment rate above the national average, with Rother (5.5%), Loundsley Green (4.7%) and Dunston (4.6%) having the highest rates in the borough, whereas three wards (Walton, West and Linacre) had an unemployment rate below 2%.

Data sample sizes are not sufficient for there to be official data on the proportion of those of working age who are economically inactive for different reasons in Chesterfield. However, the data does show that 11,500 people aged 16-64 were economically inactive locally over the period October 2021 to September 2022, a rate of 18.3% compared to 22.2% in the East Midlands and 21.6% for GB. A large proportion of those who are economically inactive ‘do not want a job’ – 87.7% in Chesterfield (10,100 people) compared to a GB average of 81.6%¹⁷.

¹⁶ Data is from the ‘Claimant Count by Local Authority’ DWP press release of 14 February 23. The different data source used means there may be slightly different figures from data derived from other sources.

¹⁷ <https://www.nomisweb.co.uk/reports/lmp/la/1946157135/report.aspx#tabempunemp>

2021 Census data shows the proportion of the whole population (usual residents aged 5 years and over) who had caring responsibilities¹⁸. This shows that just over 10% had unpaid caring responsibilities, with 5.6% providing care for at least 20 hours - which is likely to strongly limit or completely curtail ability to take up paid employment for those of working age.

Table 16: Unpaid Care

Number of hours per week giving unpaid care %	2021			
	Chesterfield Borough	Derbyshire	East Midlands	England
None	89.4%	85.4%	90.6%	91.1%
1 – 19 hours	5.0%	4.9%	4.6%	4.4%
20 – 49 hours	2.2%	1.9%	1.9%	1.8%
Over 50 hours	3.4%	3.0%	2.9%	2.7%

Implications for skills and employment

- Whilst overall unemployment is currently low, youth unemployment is much higher and warrants focus, including on employability and helping people into vacant roles. This is especially the case as there are signs that unemployment may rise, and in recessionary climates, young people are often amongst the worst affected.

15) Commuting, transport, access and their labour market impacts

Data on commuting is based on 2011 Census data – the most recent available¹⁹. With over 50,000 jobs, Chesterfield was a significant centre of employment and attracted over 21,000 commuters from surrounding areas in 2011, predominantly from North East Derbyshire (8,400), Bolsover (3,300), Sheffield (3,250) and Derbyshire Dales (1,150), which together account for approximately 75% of all in-bound commuters. The number commuting elsewhere for work rose by 3,700 between 2001 and 2011.

Chesterfield was the most important source of employment for Chesterfield residents with almost 31,000 (or 64%) working within the borough’s boundary. More than 17,000 residents travelled outside the borough to work each day, with North East Derbyshire (4,400), Sheffield (3,150), Derbyshire Dales (2,000) and Bolsover (1,700) being the most important employment destinations (accounting for 65% of the total). The total commuting out was approximately 4,000 lower than the numbers commuting into Chesterfield from other local authority districts.

In terms of access to transport, data on no-car households, including by ward level, is available for 2011 and 2021 (see State of the Borough report). This shows that the borough has a higher percentage (24%) of households with no access to a car or van than in Derbyshire (17%) and the East Midlands (19%). The highest proportion (39%) is in Rother compared to just 12% in Walton.

The majority of Chesterfield borough residents live within a 20 minute walk of essential services, including GPs, pharmacies, schools, post offices, etc. (a significant percentage within 10 minutes).

Implications for skills and employment

- Whilst commuting data is relatively historic, there are likely to remain sizeable commuting flows into and out of the borough, as well as within Chesterfield, and these are relevant both in terms of filling vacancies and in the skill sets residents need to access opportunities.

¹⁸ Based on the question "Do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?".

<https://www.ons.gov.uk/datasets/TS039/editions/2021/versions/2>

¹⁹ Census 2021 local data was not available at the time of writing in February 2023, but is expected to be later in 2023 – although the data itself may be unreliable as a guide to patterns now as its Covid context will have affected travel patterns.

- Access to transport is also important, especially for reaching employment sites such as Markham Vale, where limited public transport may restrict opportunities for those without a car – including many young people. Improving public transport and active travel options where these are poor should be considered alongside skills and employability based work to improve access to local jobs.

16) Incomes/wages

Table 17: Wages levels – gross weekly pay (£)

	Chesterfield			England		
	2019 £	2022 £	Change %	2019 £	2022 £	Change %
All Employee jobs						
Median weekly gross pay	448	460	2.7%	483	537	11.2%
20 th percentile gross pay	268	272	1.5%	258	303	17.4%
Full time Employee jobs - all						
Median weekly gross pay	519	554	6.7%	592	646	9.1%
20 th percentile gross pay	375	419	11.7%	403	458	13.6%
Full time Employee jobs - male						
Median weekly gross pay	560	594	6.1%	636	690	8.5%
20 th percentile gross pay	423	438	3.5%	433	483	11.5%
Full time Employee jobs - female						
Median weekly gross pay	462	482	4.3%	530	585	10.4%
20 th percentile gross pay	353	388	9.9%	371	425	14.6%

The data above is from the annual ASHE survey²⁰, and it should be noted that due to the small sample size on boroughs such as Chesterfield, there can be significant variation between the figure shown and what the ‘real’ figure may be, especially for the 20th percentile figures – so results should be treated with caution. Nevertheless, looking at the statistics in the round, a number of conclusions are apparent.

- Median pay for full time employees in Chesterfield was around £554 in Chesterfield in 2022, approximately 86% of the England figure (£92 less than it)
- The same proportion for full time employees in Chesterfield on 20th percentile earnings²¹ compared to England median was 90%, with the gap in salary £31 less – i.e. there was less difference for those on low incomes than there was in median salary levels.
- Within Chesterfield, the median salary for full time male employees (£594) was £112 higher than for females (£482), who earned 81% of the male median. The equivalent figure for England was 85% (£105), indicating a larger differential locally than nationally.
- Full time employee median wages rose by between 4.3% for females and 6.1% for males between 2019 and 2022 in Chesterfield, compared to 10.4% and 8.5% respectively in England. So pay in England has risen around twice as quickly, and the gap between males and females appears to have widened locally compared to a reduction nationally.

²⁰<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofworkbylocalauthorityashetable7>. Data is for place of work by local authority.

²¹ Median data is the wage of the middle person in an area; the 20th percentile is that of the person at the top of the bottom fifth of the population.

- Increases in 20th percentile pay have generally outstripped those for median pay, in part related to increases in the national minimum wage. Increases have again been greater in England than Chesterfield, and for this measure female rises have generally been greater than for males.

Implications for skills and employment

- Wages in Chesterfield are considerably below those in England and the gap has widened. There is also a sizeable gap between males and females locally. Hence, although employment rate may be high, wages – and potentially the quality of many jobs – may not be. Skills can have a key role in improving wages and progression as well as productivity.
- There needs to be continued focus on the gap between lower earners and median pay, and between male and female salaries if inequalities are to be reduced. Whilst data is not available, a focus on inequalities should also include other factors such as ethnicity and disability.

17) Good jobs and progression

High Performance Working Practices

High Performance Working Practices (HPWP) link to how a business uses its workforce skills to unlock productivity improvements. They help because they encourage businesses to be managed in ways which more fully and effectively involve workers and enable them to apply their skills - leading to employee commitment and enhanced and sustainable competitive advantage and productivity gains.

HPWP support strong, productive, inclusive and resilient economies because they are found in businesses who have prioritised their people as a route to long-term business success. There are strong parallels with the notion of 'good' jobs, where the quality of work matters not just because it is the right thing to do, but also because it makes sound business sense. Whilst this is challenging in the current economic context, it is also arguably more important than ever for resilient and inclusive economies because it requires businesses that:

- have a business plan, are Investors in People, and are ISO 9000 accredited;
- have processes in place that identify, nurture and progress talent, including on/off the job training, budgets and performance reviews;
- motivate, recognise and reward performance;
- recognise the importance of fair pay and conditions;
- give employees task discretion, flexibility, autonomy;
- engage and ensure staff have opportunity to voice ideas or concerns or help shape their own work or that of the business; and
- are led strongly and with recognised and owned values.

Encouraging more businesses to adopt HPWP can make a substantive contribution to local economic goals. It has not been possible to uncover any evidence as to the level of adoption of HPWP in Chesterfield (or the wider D2N2 area), although there are examples of other LEPs that have investigated this and found their business stock to be underperforming in this respect. It will be useful to consider HPWP alongside wider understanding of local business management and leadership skills and the productivity picture given this is a lever in driving up levels.

Good jobs

Similar to the above, a focus on providing more 'good' jobs has become a key plank in place-based approaches as it can support tackling inequality and disparities between the best and worst off, and underpin business competitiveness and success.

At one level this is resolutely about fair reward and pay and more businesses paying the Real Living Wage (see section 16). At another, it is about other mechanisms that enable people to progress, to be fulfilled, to be supported and to have their voice heard, and to enjoy work that is physically and mentally healthy. This should be the case regardless of the individual or job role in question, however, it is a particular concern for those people who are in or at risk of being trapped in low pay,

low skill, precarious employment. Too often this is heightened for particular cohorts or places often already facing disadvantage.

Again, it is not clear to what extent this has been explored with businesses in Chesterfield or the wider LEP area.

Local labour

Chesterfield Borough Council has made a proactive move to leverage employment and skills opportunities from the significant volume and value of key regeneration and development opportunities that are in the pipeline locally. Every major planning application is now subject to a 'local labour' planning condition that requires developers to bring forward a skills and employment plan on how it will promote employment, training and supply chain opportunities for local people and businesses. The aim in doing this is to help:

- local businesses to compete for contracts arising from the development
- create employment opportunities for local people in the construction and operation of the developments
- facilitate training of local people to enable them to apply for the jobs created

Local labour statistics from major planning applications across the borough show the impact such policies can have. Cumulative data across 11 development sites collated between April and December 2022 show that of 854 people employed, 606 (70.9%) are local (i.e. live within a 20 mile radius of the site); 38 apprentices have been employed; and close to £32m has been awarded to local supply chain contracts.

Implications for skills and employment

- There are opportunities to further explore how far employers locally are applying HPWPs and are committed to offering good jobs (e.g. via fair pay and conditions as a route to attract and retain talent) to gain a fuller picture on the scale of the issue/opportunity to act.
- It is clear that local labour clauses can have powerful impact. This progressive local policy has the potential to lever significant additional local benefit for people and places in Chesterfield when applied to the substantive regeneration pipeline the borough is fortunate to have, especially if linked to the development of the Construction Skills Hub and procurement policy.
- It is unclear whether any work has been undertaken locally on understanding progression within the workplace. This is likely to be a longer-term area to investigate but would be of value.

Annex 1: National, Regional and Local Context

Economic context

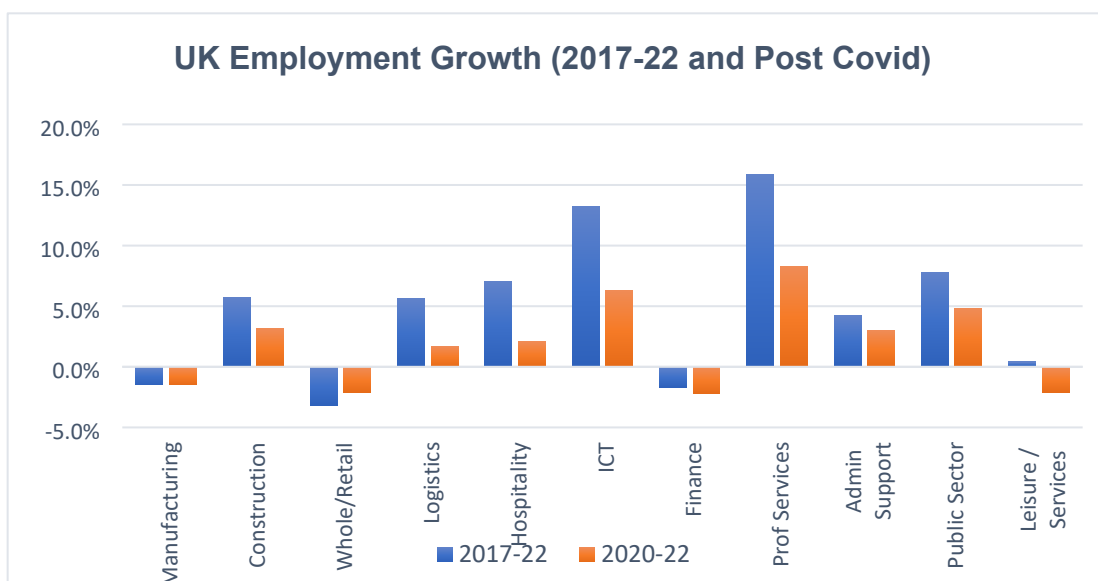
Significant headwinds at the macro-economic scale (including high inflation, rising interest rates and international trade disruption caused by Covid, Brexit and the war in Ukraine) means that the UK economy was forecast (OBR Nov 22) to enter recession in the third quarter of 2022. Whilst recession itself did not materialise, growth forecasts remain low.

The labour market has mostly recovered from the impact of the Covid pandemic, helped by the furlough scheme keeping people connected to their jobs. Unemployment rates are also likely to be lower because there has been a reduction in the overall supply of labour, with more working age people being classified as economically inactive following the pandemic. There have been increases in the number of people with a limiting long-term illness, students in full-time education and people taking early retirement (plus a reduction in EU workers following Brexit).

Despite the negative outlook for economic growth, the jobs market remains relatively buoyant, with a historically high level of vacancies (1.25m) compared to the number of unemployed (with 0.9 claimants per vacancy). However, the number of vacancies appears to have peaked (with vacancies falling in each of the last 3 months), potentially signalling a turning point in the labour market and an increase in unemployment going forward.

The cost of living crisis is placing a significant squeeze on household incomes and this is likely to have a disproportionate impact on lower-income households (which are experiencing a higher relative inflation rate on essential goods and utilities).

The following chart provides a breakdown of national employment by key business sector, highlighting growth over the last five years (Aug 17 to Aug 22) and during the time of Covid (relative to a Feb 2020 baseline). Professional services and ICT have shown the strongest employment growth both on a five year view and in relation to Covid recovery. Both sectors are established drivers of higher-value employment growth and demonstrated a high degree of adaptability to remote working during the pandemic. Four sectors have still not recovered from the impact of Covid and for three of these (manufacturing, wholesale/retail and finance), this reflects the continuation of the five year trend of declining employment. In the case of manufacturing, this is an established long-term trend, however, for the retail and finance sectors the impact is relatively more recent and is primarily linked to the shift to online shopping and the consequent reduction in physical premises.



Policy context

The Skills Action Plan sits in and aligns to the context of a range of national, regional and local policy drivers. All of these significantly influence skills delivery locally and will require a continued focus on partnership work to ensure that skills provision in Chesterfield is aligned to future priorities and maximises funding opportunities that arise.

National and regional

Nationally, the Government's *Levelling Up White Paper (2022)* recognises that not all places share in the country's economic success, which has been overly concentrated in the south east of England. It seeks to address this by spreading opportunity more equally across the UK through measures to improve growth, productivity, innovation and skills. Related to this, Chesterfield has secured resources from the Levelling Up Fund for investment in Chesterfield town centre and a substantial £25m funding package to deliver 11 major regeneration projects (including skills capital investment in DRiIVE and the Construction Skills Hub) in Staveley via the Town Deals programme.

The white paper advocates local *devolution deals*, with a simplified funding settlement and control of some existing budgets passed down to areas that adopt mayoral governance structures. This will see the creation of the East Midlands Mayoral Combined County Authority (MCCA) based on the two counties of Derbyshire and Nottinghamshire, and the allocation of a growth deal worth £1.14 billion over the next 30 years (starting in 2024). The MCCA will be the key sub-regional regeneration partnership, with any remaining Local Enterprise Partnership functions being integrated into the MCCA structure. One of the new MCCA's four priorities is focused on skills and a commitment to work collaboratively with employers, skill providers and local authorities to ensure that citizens have the opportunity to develop key skills and access opportunities to work well and build fulfilling careers as a lever in creating a strong and sustainable local economy. Regional control of the Adult Education Budget is clearly key to making that a reality and has important implications for local skills delivery in Chesterfield.

DfE's January 2021 White Paper – *Skills for Jobs: Lifelong Learning for Opportunity and Growth* – is another core policy national driver to take into account in setting priorities and plans for action moving forward. It sets out reforms to further education to ensure people post-16 can access skills linked to the economy throughout their lives in order to increase productivity, support growth industries and help people progress. Connection to industry, a focus on higher-level technical qualifications, and reformed funding are key planks, as is the Lifetime Skills Guarantee giving people access to the equivalent of four years of post-18 education from 2025. A new Strategic Development Fund is helping colleges to reshape provision (supply) to address local priorities and business demand. These priorities are in the process of being defined and agreed with local employers, led in Derbyshire and Nottinghamshire by the FSB, and laid out in new Local Skills Improvement Plans (LSIPs). The Chesterfield Skills Action Plan is being refreshed in parallel with the LSIP development process ensuring that messages and subsequent priorities at the regional and local levels are aligned.

Since 2020, in addition to funding secured via the Towns Deal and the Levelling Up Fund, Chesterfield has been allocated £2.7m over three years from the UK Shared Prosperity Fund (UKSPF) subject to final Government approval. This has been provisionally allocated to support a mix of community, place, business and skills related activities. The People and Skills Activity will be delivered in year three (2024/25) of the investment programme through a provisional allocation of £550,000 to deliver a Skills Brokerage Project, a Future Skills Development Fund, a Green Skills Workforce Upskilling Programme and a Work Readiness and Digital Inclusion Programme.

Local

At the local level, there are two policy contexts driving the Skills Action Plan. Firstly, the new Chesterfield Growth Strategy. This provides the strategic framework for action by the Council to deliver the ambition of making Chesterfield a thriving borough. Its focus is on where the Council can make a real difference in accelerating economic growth and ensuring local people benefit from the new economic opportunities which are created. One of its five priorities is to ensure local people have the right skills to support progression in the labour market and benefit from future employment

opportunities. This Skills Action Plan provides the roadmap for delivering this priority in the Growth Strategy.

Secondly, the Council Plan (2023-27) is also a key driver and context. This prioritises making Chesterfield a thriving borough, improving the quality of life for local people and building a more resilient council. Again, the Skills Action Plan takes forward those elements of the Council Plan that centre on skills as a route to making Chesterfield a thriving borough including via apprenticeships, local labour clauses, reducing youth unemployment and enabling local businesses and employees to access a wide range of skills and education opportunities.

It is also important to consider the Chesterfield Borough Local Plan (adopted 2020). This provides the planning framework to enable the provision of new housing and commercial development across the borough. The Local Plan makes provision for an additional 4,080 homes by 2035, allocates 50 ha of land for new employment uses, and supports proposals which strengthen the roles of Chesterfield and Staveley town centres. Clearly the new Construction Skills Hub and application of local labour clauses in major planning applications will come to the fore in connecting local people to the employment and skills opportunities that flow from this.

Annex 2: PEST analysis (political, economic, social and technological & environmental)

This summary PEST analysis illustrates the potential future context for the delivery of the refreshed Chesterfield Skills Action Plan (SAP) and adds a forward-looking element to the evidence and intelligence base to complement data on the current position and historic trends. It considers the political, economic, social and technological & environmental factors that are likely to impact on skills and employment, including through their interconnection with the local economy, businesses and people, and the mechanisms that affect delivery.

1. Political

We consider five primarily political considerations, which will also have economic and wider consequences within the next ten years and beyond. These are:

- Global conflict and volatility
- European relationships and Brexit
- National public spending constraints
- The levelling up agenda
- Devolution and regional governance

1a) Global conflict and volatility

Russia's invasion of Ukraine has reignited cold war divisions with the more fluid and interconnected globalisation of recent decades being replaced by greater tension, division and consolidation of power blocks and political alliances. Impacts are likely at least into the medium term and probably longer, and may include caution about trade with/reliance on China, growing military spend, increased focus on cyber security; and economic impacts including energy and resources. Some of these could provide economic opportunities for local businesses in relevant markets (or potential to move into them) if they can develop or attain the required skills.

1b) European relationships and Brexit

Over the next decade we will see how far Brexit either becomes embedded to stay, with new structures, freedoms, alliances and trading relationships accepted and delivering; or whether a view grows that it has negative economic or wider consequences that warrant moves towards closer alignment with the EU in the longer term. The key short and medium term impact for employment and skills is around availability of migrant labour and skills/labour gaps linked to it (see 2e).

1c) National public spending constraints

Given a large deficit in the national finances, it is likely that there will be significant public spending cuts into the medium term, with impacts for services delivered (including education, skills and employment, economic development and regeneration) and local government. This would have impacts on the resources available to support delivery of the Chesterfield SAP and skills investment by partners such as the D2N2 LEP and educational bodies. It would also have knock-on impacts in terms of inequalities, health and deprivation which would hamper efforts to level up (see 1d).

1d) The levelling up agenda

The levelling up agenda is a response to deep social and geographical inequalities that have impacted negatively on society and the economy for many generations. However, it is described or interpreted, there is likely to be continuing policy of one form or other to address this over the coming decade with opportunities as a result – whether for skills and regeneration investment, infrastructure projects (that would require sufficient labour to deliver), funding opportunities, location of key institutions (e.g. government departments or R&D centres) or the way in which national resources are distributed. This is likely to present future opportunities for Chesterfield – as it may have already done so in bringing in current regeneration projects and resources. Having proposals ready to deliver should resources become available would be advantageous.

1e) Devolution and regional governance

It is uncertain how the move towards low key devolution through (Mayoral) Combined Authorities will pan out in the future, and whether this will plateau once structures are in place across the UK, or be accelerated in a more radical form. Assuming that an East Midlands Mayoral Combined County Authority (EMMCCA) is established as planned, the main immediate impact will be through 'new powers to better shape local skills provision to meet the needs of the local economy, including devolution of the core Adult Education Budget'. More widely, the election of a mayor and integration of the D2N2 LEP into the new EMMCCA will have implications for spending and policy decisions, including ones which affect education and skills, and infrastructure, economic development and housing functions which have implications for employment and skills needs.

2. Economic

Key economic trends, issues and opportunities to consider include:

- Risk of recession or economic downturn
- The green economy, energy and climate change
- Innovation, R&D and tech led growth
- Changing work patterns
- Labour market and migration
- Tourism and visitor economy
- Skills demand

2a) Risk of recession or economic downturn

Given the current position of the national economy, with low growth, high inflation and cost pressures for businesses and individuals, and planned future spending cuts and tax increases, forecasts points to a risk that the UK will face recession or continued low growth in the near future. That could be relatively short or part of a more prolonged economic downturn. This is likely to have a damaging impact in Chesterfield, with the risk of some businesses closing or scaling back and increased unemployment (probably especially for young people). There would be value in thinking through skills and employment responses in the event of recession and job losses – for example additional support to businesses or retraining those made redundant to create pathways into growth sectors and help close skill shortages elsewhere.

2b) The green economy, energy and climate change

Whilst there will be ups and downs in the forcefulness and drive for carbon reduction measures, it is likely that the overall trajectory will be of maintaining net zero targets and action to deliver them – with this reinforced as the impacts of climate change continue to intensify. This will bring a mixture of threat and opportunity, with growth and employment opportunities for businesses and people who position themselves as part of the solution. Major opportunities include those for businesses in the construction and energy sectors who can retrofit homes or provide green energy, and where there are already capacity shortages. Moves towards electric vehicles and new heating systems and micro-renewable energy in homes and businesses are examples of opportunities. Other opportunity areas include technology that supports renewable energy generation and storage; carbon capture, use and storage; and the hydrogen economy.

2c) Innovation, R&D and tech led growth

Innovation, tech and creativity are already at the heart of much business and economic growth, and this trend is likely to continue. Businesses that can scale up or start based around new or improved products, processes or business models are key assets for modern and high value local economies, and a range of factors can help to attract and retain such businesses and foster their success. That

includes high level skills, especially in digital and tech; generic skills and attitudes such as creativity, collaboration and enterprise; and an attractive environment for people and businesses with these skills to be based in.

2d) Changing work patterns

Work patterns have been changing long-term, with greater flexibility and more home working. The COVID-19 pandemic has turbo-charged some trends, especially in making home working or blended home-office working feasible for large numbers of people who are not in hands-on or customer facing roles. The blended working model may become the norm for many office-based businesses, with implications for the commercial property market and space requirements. It may also provide an opportunity for office workers to travel into locations such as Sheffield less often and spend more time local to their home. Additionally, there are trends towards working a four day week, and companies who can provide this or offer flexible working more widely are likely to be better placed in terms of recruiting and retaining highly skilled and sought after employees.

2e) Labour market and migration

Reduced availability of migrant labour post-Brexit and in the aftermath of COVID is impacting on many businesses, for example those in the hospitality, food & agriculture, construction and health & care sectors – with most of these relevant to Chesterfield, and especially health & care. Future migration policy is uncertain but may open up in the short to medium term – if there is not economic downturn and rising unemployment. Reduced migrant labour and uncertainty over future availability reinforces the need to attract and train more people to move into sectors with labour and skills shortages, and to create better quality and paid jobs to help do this.

2f) Tourism and visitor economy

International tourism into the UK was hit hard by the pandemic, but has since recovered to around two thirds of 2019 levels. This would be expected to increase further in the future, albeit with this rise potentially lessened by cost of travel and cost of living pressures. The same pressures on disposable incomes may act to suppress the number and length of foreign holidays taken by UK residents in the short to medium term. This could act to increase domestic tourism as an alternative, building on rises in visitors seen in UK destinations during and since the pandemic. Additionally, changing working patterns with more flexibility and four day weeks may increase demand for short breaks. These trends – alongside longer term ones such as towards higher quality destinations and experiences, cultural/event led visits, and outdoor and nature based tourism – may provide opportunities for Chesterfield and associated skills and labour needs.

2g) Skills

In a global and knowledge-based economy, employer demand for higher level skills has been increasing faster than for other skills levels and is correlated with overall economic success. This trend is likely to continue, alongside demand in specific areas of skills shortages (e.g. engineering, trades/construction, digital), and emphasis on transferable and human-centric skills that are not easily replaced by automation, robotics and AI – such as interpersonal, communication, specialist trades based, and creative skills (although this list is narrowing as AI rapidly develops). The rise in degree apprenticeships is also likely to continue given more options for and awareness of these and their desirability as a route that offers earnings instead of tuition fees. Skills structures, frameworks, approaches and the institutions involved in them are likely to continue to change, as they have over previous decades. Whilst Local Skills Improvement Plans (LSIPs) led by business is a current innovation, this approach may well evolve further in the future.

3. Social

- Ageing population and retirement patterns
- Rising polarity in incomes and health inequalities
- Personalisation
- Retail, the High Street and cost of living

3a) Ageing population and retirement patterns

A large majority of future population growth is forecast to be in the population aged 65, with a very steep rise in those aged over 85, and much lower growth in the young and working age population. This will have significant impacts on the numbers of recruits available and present challenges for employers. It will also underpin growth in the health and care sectors, as well as markets where the 'grey pound' is important. More widely, whilst the national state pension age has increased and may do so further in the future, there is likely to be a split between those who have to work up to this age because they are financially compelled to, and those who have the finances and mindset to retire far earlier – sometimes with a spell of part-time working initially. In Chesterfield, forecasts for a reduced age 50-64 population by 2035 could compound challenges this may bring.

3b) Rising polarity in incomes and health inequalities

There has been a long term trend to rising polarity in terms of low and high incomes, in part linked to demand for higher level skills which command higher and more rapidly increasing salaries. Whilst the levelling up agenda may temper this, it is unlikely that this trend will be wholly stalled, with implications for inclusion and for focus on further enhancing education, skills and good jobs opportunities, especially for those with less advantaged backgrounds or who face more acute challenges.

3c) Personalisation

Increasingly, societal expectations (especially amongst younger people) are for more tailored, personalised and rapidly delivered products and services. This is something businesses may need to respond to in the offer they provide, and is also a factor for training provision, where employers and students are often looking for short and flexible courses/modules with more delivery in the workplace.

3d) Retail, the high street and the cost of living

Earnings are unlikely to keep pace with inflation over the short term, meaning reductions in disposable incomes, and likely reduced spending on discretionary and luxury goods and services. This may feed into further pressures on high street retailers given prices that are often more expensive than online options and the existing trend away from high streets towards online shopping. This will reemphasise the need for town centres to be attractive places in their own right with an offer that goes well beyond retail, and has implications for reduced employment in retail but potentially more in hospitality and leisure.

4. Technological & Environmental

- 4th Industrial revolution and advanced technologies
- Digital by default and implications for inclusion and travel patterns
- Climate change impacts and adaptation
- Transport and infrastructure

4a) 4th Industrial Revolution (4IR) technologies

4IR is generally regarded as being about technologies which fuse the physical, digital and biological realms, and can be broadly grouped into:

- i) Automation, robotics, artificial intelligence (AI) and machine learning (i.e. technologies focused on machinery and computing that replicates or replaces human attributes)
- ii) Advanced digital technologies and data, e.g. linked to quantum computing, cloud computing, big data, 5G and the internet of things
- iii) Other advanced technologies that improve production processes and/or products and not captured in i) and ii) e.g. nanotechnology, additive manufacturing, use of new materials

Uptake of these technologies is already happening and will support future business success – but have implications for jobs, skills and the roles that humans play within industry.

4b) Digital tech, services and inclusion

Digital technologies are covered above, but their social implications should also be noted as services increasingly become digital by default. While there are many benefits and the COVID pandemic has accelerated and widened use of digital technologies, there is and will remain a sharp digital divide between those who are confident and skilled in these technologies and others who are not – or whom don't have access to/can't afford digital equipment and broadband. Digital skills will be a key need for businesses and individuals.

4c) Climate change impacts and adaptation

The climate change mitigation and green economy factors considered in 2b are driven by the increasingly pronounced impacts of climate change, such as floods, droughts and heatwaves. Those impacts will be felt in Chesterfield and the Peak District too, and planning and action to increase resilience in the face of them will be important for society and potentially have skills and labour implications.

4d) Transport and infrastructure

Key trends that are likely to continue include the move towards electric vehicles (with associated training/labour needs for charging point installation and EV maintenance in garages), and potentially other alternative fuels such as hydrogen. Moves towards active travel are also likely to continue given cost, climate and health benefits, and options including electric bicycles might widen access opportunities to employment sites for those without a car. However, travel demand may be reduced overall due to greater use of online alternatives, and widened home working potential for those with the right digital skills, spaces and equipment. COVID impacted badly on the use of public transport, which has affected services and may have impacts on access to work by these modes.