

Harrow

Local Economic Assessment 2019 - 2020

Skills

Adult Qualifications

It is widely believed that having a well-skilled, and appropriately skilled, workforce is a key to aiding business competitiveness (in terms of directly influencing value added, profitability, operating costs and innovation), as well as contributing to an individual's well-being (in terms of people's own aspirations for employment, progression and job satisfaction).

6.1 Harrow's workforce is well qualified. Only 4.9% of residents aged 16 to 64 have no formal qualifications, better than all other West London boroughs. The average rate for London overall is 6.6%, whilst nationally 7.6% of working age residents do not have any qualifications (ONS Annual Population Survey 2018). Those with low skill levels are more likely to be on lower incomes or out of work.

Table 6.1: Qualifications of Residents of Working Age, January 2018 to December 2018

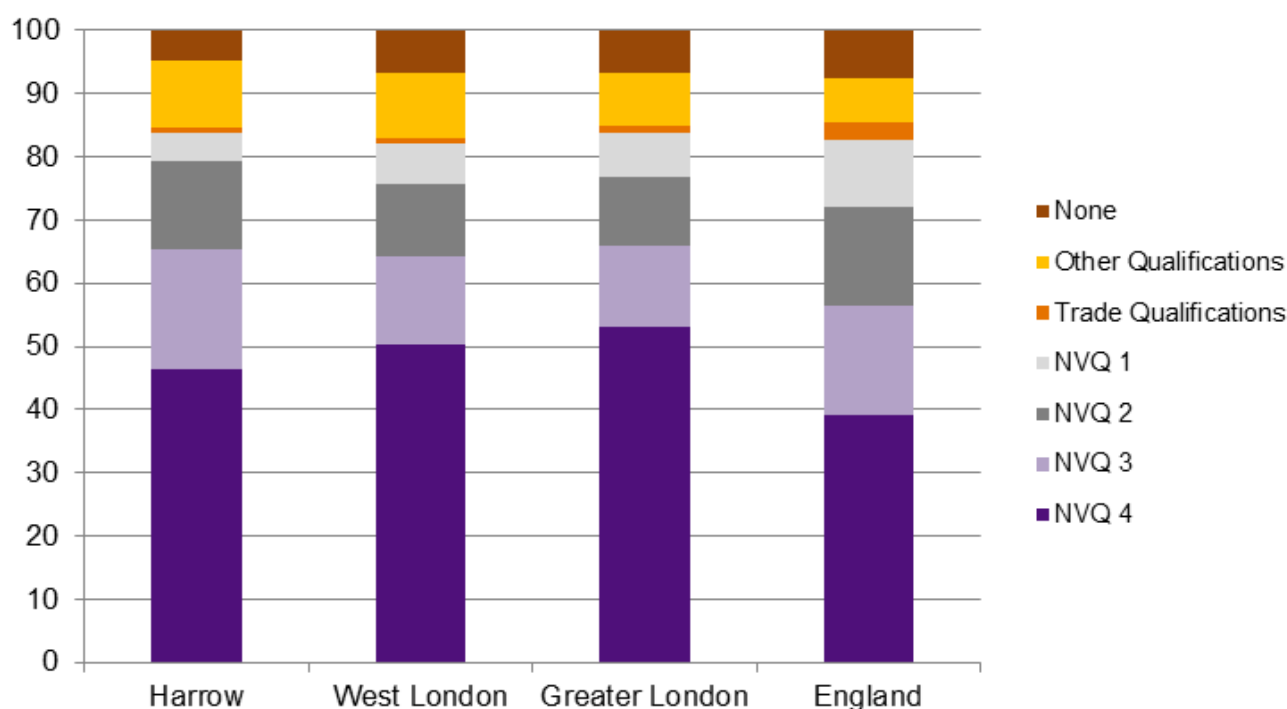
	NVQ 4 & above	NVQ 3 & above	NVQ 2 & above	NVQ 1 & above	Trade Qualification	Other Qualification	No Qualification
Harrow (Total)	71,400	100,800	122,400	129,100	1,400	16,200	7,500
Harrow (%)	46.3	65.4	79.4	83.8	0.9	10.5	4.9
Barnet (%)	51.5	66.7	79.8	84.3	n/a	9.0	6.2
Brent (%)	40.3	55.7	74.9	81.5	1.8	10.1	6.6
Ealing (%)	53.6	66.7	74.1	79.4	0.9	12.7	7.0
Hammersmith & Fulham (%)	63.1	73.2	79.8	85.2	n/a	8.2	6.6
Hillingdon (%)	43.2	56.5	68.9	78.3	0.5	11.8	9.3
Hounslow (%)	54.5	67.5	77.7	84.5	n/a	8.9	6.0
London (%)	53.1	65.8	76.9	83.8	1.1	8.5	6.6
England (%)	39.0	56.3	72.2	82.8	2.8	6.8	7.6

Source: ONS Annual Population Survey, 2018

Note: % is based on the proportion of resident population of area aged 16-64

Note: Data may not sum due to rounding

Figure 6.1: Highest Qualification of Residents of Working Age, January 2018 to December 2018



Source: ONS Annual Population Survey, 2018

Note: % is based on the proportion of resident population of area aged 16-64

*Definitions:**'None': no academic or professional qualifications**'Other qualifications': vocational/work-related qualifications, foreign qualifications/qualifications gained outside the UK**'Trade qualifications': apprenticeship (equivalent to NVQ2/3)**'NVQ 1': 1-4 O Levels/CSE/GCSEs (any grades), Entry Level, Foundation Diploma, NVQ level 1, foundation GNVQ, Basic/Essential Skills**'NVQ 2': 5+ O Level (Passes)/CSEs (Grade 1)/GCSEs (Grades A*-C), school certificate, 1 A Level/ 2-3 AS Levels/VCEs, Intermediate/Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma**'NVQ 3': 2+ A Levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression/Advanced Diploma, Welsh Baccalaureate Advanced Diploma, NVQ Level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma**'NVQ4': Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI), Professional qualifications (for example teaching, nursing, accountancy).*

6.2 Nearly half (46.3%) of Harrow residents held the equivalent of an NVQ Level 4 qualification and above (a degree level qualification) in 2018. This proportion is above the national average of 39.0% but lower than London's overall level of 53.1%. The proportion of Harrow's workforce with higher level qualifications increased quickly until 2014 when it reached a peak of 51.9% and overtook the average London rate for that year. The Harrow rate has declined since then averaging 47% from 2015 to 2018. In contrast, London and national rates rose less quickly between 2008 and 2014, but have continued to rise since 2014, meaning that Harrow's rate fell below the average London rate again from 2015 onwards but remains above the national rate.

6.3 One in ten Harrow residents hold 'Other Qualifications', which includes foreign qualifications and some professional qualifications. This is likely to reflect the diversity of nationalities of Harrow residents. At 10.5%, this proportion is lower than in recent years but remains higher than the national rate of 6.8% and London rate of 8.5%.

6.4 It is estimated that around 1,400 of Harrow's working age residents have completed a recognised trade apprenticeship. This represents 0.9% of working age residents, below the national rate of 2.8% and slightly below the overall level for London of 1.1%.

6.5 Over the period 2008 to 2018 there has been a 44% decrease (5,900) in the number of residents in Harrow with no qualifications. However, over the period 2013 to 2018 there has actually been an increase of approximately 700 residents with no qualifications, representing a rise of 10% over this five year period. There has been a significant growth in the number of highly skilled residents living in Harrow (NVQ Level 4+), increasing from 42,400 in 2008 to 71,400 in 2018, representing a 68% increase. However, again when the timeframe from 2013 to 2018 only is looked at, the increase is only 300 residents representing just a 0.4% increase over this five year period. Overall the proportion of residents with a qualification at NVQ Level 1 and above has risen, from 61.1% in 2008 to 81.8% by 2013 to 83.8% in 2018. Alongside this there has been a sizeable decrease in the number of residents holding 'Other Qualifications', falling from 41,200 in 2008 (27.7%) to 20,500 in 2013 (13.1%) to 16,200 in 2018 (10.5%).

Education & Training

6.6 In an economy where skills demands are ever-rising, schools' performance will be very important to the long term future of the younger population. Schools' performances have very significant long term economic implications both for their pupils and for the area as a whole.

6.7 Attainment in Harrow's state schools and colleges continues to be above the national average at all levels. The 2019 English Indices of Deprivation placed Harrow as one of the least deprived local authorities nationally for the Education, Skills and Training Deprivation domain, with a ranking of 301 out of 317 local authorities (where 1 is the most deprived).

6.8 Harrow continues to perform strongly in Key Stage 2 attainment, based on assessments undertaken when pupils are leaving primary school at aged 11. In 2018 Harrow primary schools had 73% of pupils achieving the expected level, which is above the London average of 70% and the national average of 65%. This placed Harrow as 9th best out of 152 local authority areas in England (source: Dept. for Education). This average does of course hide variations within the borough; pupils living in

Wealdstone ward had the lowest average attainment with 64.4% of children achieving the expected standard for Key Stage 2 in 2018. This compares with Pinner South ward which had an average of 85% pupils achieving the expected standard in 2018 (source: Harrow Council).

6.9 The latest Ofsted reports for Harrow's LEA primary schools show that 35.5% were judged to be outstanding, 58.0% were good and 6.5% (2 schools) required improvement (NB the 'satisfactory' rating was relabeled as 'requires improvement' from 2012 onwards) It should be noted that only 31 primary schools had reports available at time of writing - several schools have recently applied for conversion into academies and have not yet been inspected.

6.10 Harrow continues to perform strongly at Key Stage 4. In 2018, 51.2% of all pupils attending state secondary schools in Harrow achieved grades 9 to 5 in English and maths GCSEs. This was above the London average of 48.7% and national average of 40.2% and placed Harrow 23rd out of 151 local authority areas in England (source: Dept. for Education). The average figures again hide disparities within the borough, with pupils in Pinner achieving the best results in 2018 with 69.5% gaining GCSEs in English and maths at level 5 and above. This contrasts with Edgware and Canons wards which had rates of 40.5% and 40.6% respectively (source: Harrow Council).

6.11 The table below shows the percentage of pupils entered for English and maths GCSEs who achieved a 9-5 rating and the percentage receiving a 9-4 rating. The new grading system was brought in during 2017 for English and maths GCSEs. Level 4 and above represents a pass, meaning that level 9 to 5 is approximately equivalent to the old A* to B-C gradings. Harrow has consistently scored better than the national and London average, but in general scores slightly below the average for West London.

Table 6.2: GCSE and Equivalent Results at the end of Key Stage 4, 2017 to 2019

	2019		2018		2017	
	Percentage of pupils who achieved grade 9-5	Percentage of pupils who achieved grade 9-4	Percentage of pupils who achieved grade 9-5	Percentage of pupils who achieved grade 9-4	Percentage of pupils who achieved grade 9-5	Percentage of pupils who achieved grade 9-4
Harrow	50.1	70.1	51.2	68.9	50.0	70.2
West London	51.0	70.3	52.4	70.1	50.8	70.2
London	49.0	68.7	48.7	67.9	48.2	67.9
England	43.4	64.9	40.2	59.4	39.6	59.1

Source: Dept. for Education

Note: Results for 2019 are provisional

Note: Includes local authority maintained schools, including academies. England averages also include independent schools, non-maintained special schools and other alternative provisions.

6.12 Ofsted reports for Harrow's LEA secondary schools show that 45.5% were judged to be outstanding, 45.5% were good and 9% (1 school) required improvement. Again, not all secondary schools had an Ofsted report available at the time of writing due to recent conversion into academies.

6.13 All students in England must now continue in some form of education from 16 to 18 years old. They must choose one of the following options:

- stay in full-time education, either at school or sixth form college
- start an apprenticeship or traineeship
- spend 20 hours or more a week working or volunteering, while in part-time education or training

6.14 In 2018, 95% of Harrow residents who finished Year 11 at a state-funded mainstream school went on to continue with their studies at an education establishment. School sixth forms (state funded) were the destination for 49% of students, further education colleges (such as Harrow College and Stanmore College) accounted for 32% of students and 14% of students went on to other colleges. Of the 5% of students who didn't continue on to an educational establishment, 2% went into employment and less than 1% pursued apprenticeships. Harrow's rate of students continuing their education at an educational establishment compares favourably with the national rate of 86% and the London rate of 90%.

6.15 The table below shows the percentage of pupils entered for A-level exams in any subject who achieved at least two A-levels and the percentage receiving grades of AAB or better. Harrow has consistently scored better than the national, London and West London averages for the proportion of students achieving at least two A-levels. The percentage of pupils achieving grades AAB or above is a little lower than the national, London and West London averages for the provisional 2019 results. In past years Harrow has generally had results on a par with the national average and slightly above the London and West London average rates.

Table 6.3: A-level and Equivalent Results, 2017 to 2019

	2019		2018		2017	
	Percentage of students achieving at least 2 A levels	Percentage of students achieving grades AAB or better at A level	Percentage of students achieving at least 2 A levels	Percentage of students achieving grades AAB or better at A level	Percentage of students achieving at least 2 A levels	Percentage of students achieving grades AAB or better at A level
Harrow	87.6	17.7	80.7	20.6	80.3	23.1
West London	81.3	18.1	75.5	20.2	76.1	21.6
London	79.6	18.4	74.7	18.7	74.1	20.3
England	80.7	20.3	77.2	20.6	77.4	22.4

Source: Dept. for Education

Note: Results for 2019 are provisional

Note: Figures are for state-funded pupils only, except England averages which include all schools and further education colleges however funded

6.16 A high proportion of Harrow's residents who leave state-funded mainstream schools or colleges at the age of 18 continue on to Higher Education to pursue a degree or equivalent level qualification. In 2018, 76% of students went on to Higher Education - a substantially higher rate than nationally, London-wide and within West London. Only 10% of students went directly into employment, half that of the national average. A small percentage went on to study for qualifications below degree level at an educational establishment or joined an apprenticeship scheme. Of the remaining students (8%), half had no activity recorded - this indicates that they are likely to be living or studying abroad. The rest either didn't sustain their destination for more than two terms, or they did not engage in education or employment within one year of leaving education and claimed out-of-work benefits.

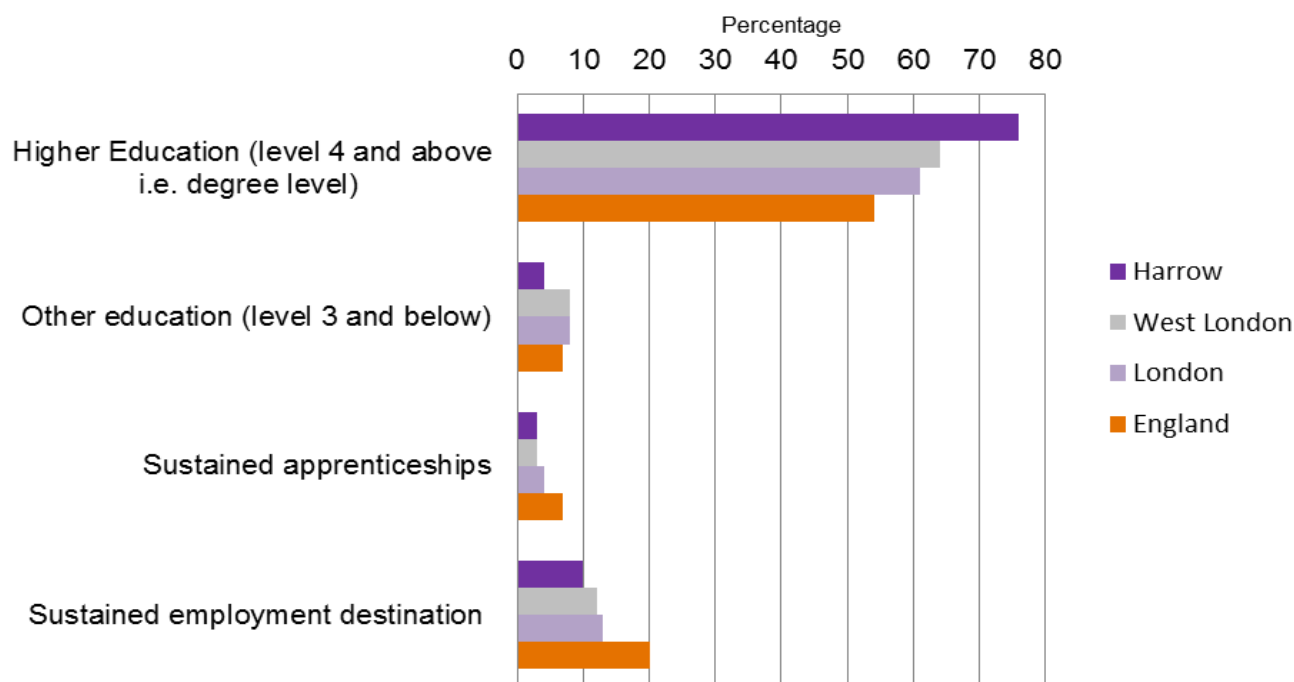
Table 6.4: Student destinations after 16 to 18 study, 2017 & 2018

	2018				2017			
	Higher Education (level 4 and above i.e. degree level) %	Other education (level 3 and below) %	Sustained apprenticeships %	Sustained employment destination %	Higher education (level 4 and above i.e. degree level) %	Other education (level 3 and below) %	Sustained apprenticeships %	Sustained employment destination %
Harrow	76	4	3	10	80	3	2	7
West London	64	8	3	12	68	8	3	11
London	61	8	4	13	64	9	4	13
England	54	7	7	20	59	8	6	18

Source: Dept. for Education

Note: Destinations must be sustained for at least two terms to be included

Figure 6.2: Student destinations after 16 to 18 study, 2018



Source: Dept. for Education

Note: Destinations must be sustained for at least two terms to be included

Apprenticeships

6.17 Apprenticeships combine practical training in a job alongside studying. An apprentice works alongside experienced staff to gain job-specific skills. They earn a wage and have a formal employment contract. At least 20% of their time is spent in off the job training, often at a college or university, leading to industry recognized standards or qualifications. There are different levels which can be undertaken:

- Intermediate - Level 2 - equivalent to 5 GCSE passes at grades A*-C or 9-4
- Advanced - Level 3 - equivalent to 2 A level passes/Level 3 Diploma
- Higher - Level 4-7 - equivalent to Foundation degree and above
- Degree - Level 6-7 - equivalent to Bachelor's degree and above

6.18 In 2018/19 a total of 990 Harrow residents started apprenticeships.

Table 6.5: Number of Harrow Residents by Age Range Starting Apprenticeships in 2018/19

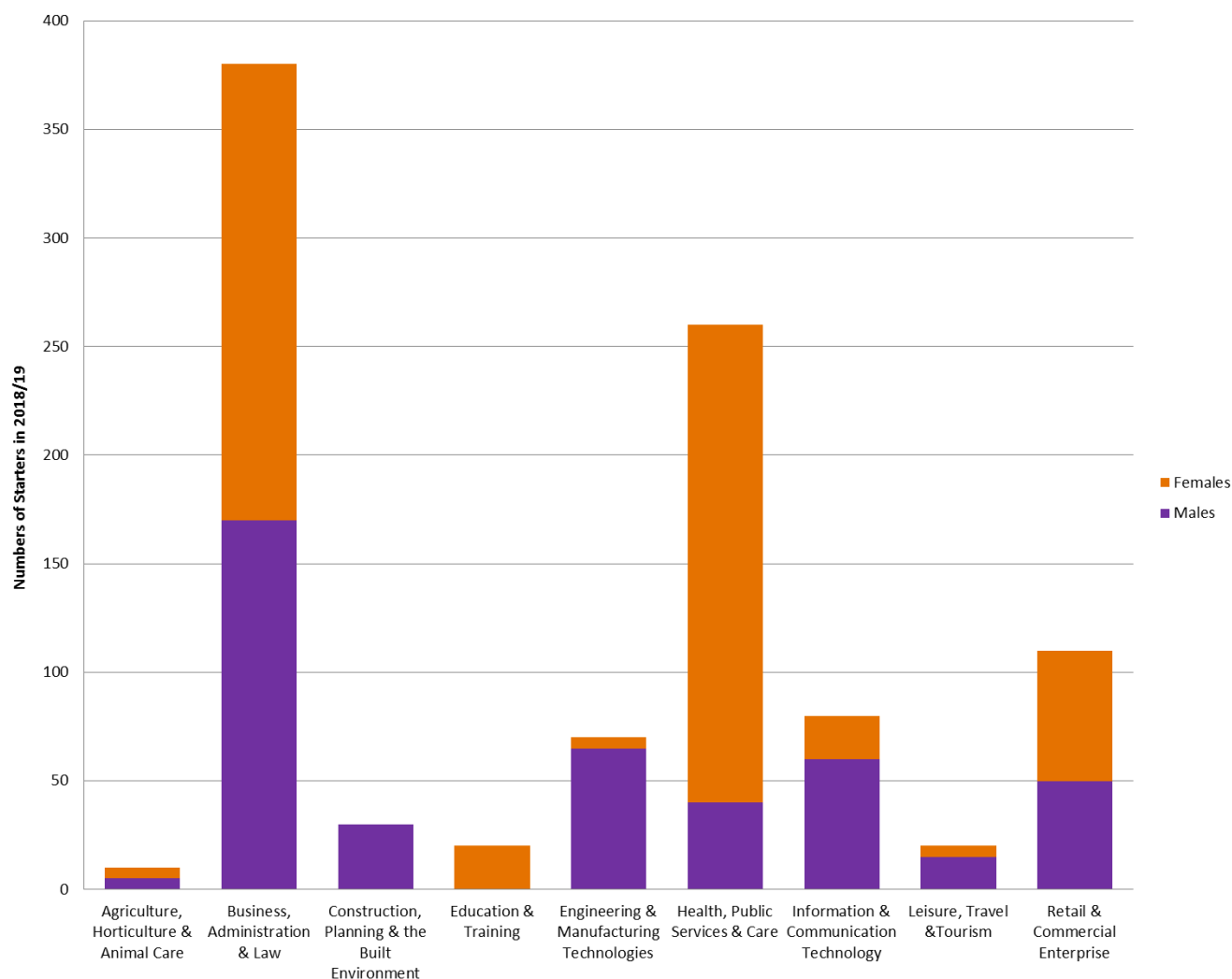
	Age of Student			Number starting 2018/19
	Under 19	19-24	25+	
Intermediate Apprenticeship	50	70	140	260
Advanced Apprenticeship	50	150	240	430
Higher Apprenticeship	20	110	170	300
Total	110	330	540	990

Source: Dept. for Education

Note: Figures may not sum due to rounding

6.19 Apprenticeships are available at companies of all sizes in a wide range of industries and organisations. Apprenticeships in the business, administration and law sectors are the most commonly undertaken by Harrow residents, followed by health, public services and care sectors. Certain sectors have a strong gender bias; for example all apprenticeships in construction, planning and the built environment started in 2018/19 were undertaken by males, whilst all education and training sector apprentices were female.

Figure 6.3: Number of Apprenticeship Starters in Harrow per Subject Area by Gender, 2018/19



Source: Dept. for Education

6.20 High quality apprenticeships can help businesses to address skills gaps and increase productivity. They are also effective in helping individuals move from low-skilled work into better-quality, higher-paying jobs. Despite the benefits of apprenticeships London has the lowest level of apprenticeship starts in the UK. The London Progression Collaboration aims to change this. The LPC is a joint initiative delivered by the Institute for Public Policy research and the GLA, with financial support from J.P. Morgan. The LPC aims to increase apprenticeships by:

- offering a free business support service to employers
- assisting with the levy transfer process
- enabling SMEs to engage successfully in apprenticeships
- establishing a knowledge sharing network

Young People not in Employment, Education or Training

Young people not in employment, education or training (NEET) are considered a priority group to support into the labour or learning markets. Being NEET between the ages of 16 to 18 is a major predictor of later unemployment, low income, teenage motherhood, depression and poor physical health. No single agency holds all the keys to reducing NEET; local authorities, schools, the Learning and Skills Council, youth support services and employers all have key roles to play.

6.21 The government provides the framework and funding to increase participation and reduce the proportion of NEET young people, however, responsibility and accountability for delivery lies with local authorities. Under Section 68 of the Education and Skills Act 2008 (ESA 2008) local authorities have a duty to encourage, enable or assist young people's participation in education or training. In March 2019 the percentage of young people aged 16 to 18 who were not meeting Harrow's 'duty to participate' was 0.45%. This was the third lowest rate in England out of the 152 local authority areas; only Hammersmith & Fulham and Brent had a lower rate. The rate for West London as a whole was 0.8%, the national rate was 2.86% and London rate was 1.29%.

English Proficiency

Table 6.6: English Proficiency of Harrow Residents

		Main language is English (%)	Main language is not English			
			Can speak English very well (%)	Can speak English well (%)	Cannot speak English well (%)	Cannot speak English (%)
15-17	Male	4,230 (81.1%)	746 (14.3%)	203 (3.9%)	28 (0.5%)	10 (0.2%)
	Female	3,647 (80.7%)	681 (15.1%)	142 (3.1%)	33 (0.7%)	15 (0.3%)
18+	Male	63,365 (70.6%)	12,099 (13.5%)	10,722 (12.0%)	3,136 (3.5%)	393 (0.4%)
	Female	64,590 (68.2%)	11,317 (12.0%)	11,331 (12.0%)	6,060 (6.4%)	1,381 (1.5%)

Source: 2011 Census

6.22 28.5% of Harrow's population does not have English as their first language, ranking the borough eighth out of all local authorities in England and Wales. Approximately 11,000 people aged 15 and over living in Harrow could not speak English well, or could not speak English at all, at the time of the 2011 Census. This equates to 4.8% of the total population aged 15 and over. Consequently there is a substantial need for training provision for English for speakers of other languages (ESOL).

6.23 The principal Education and Skills Funding Agency providers for Harrow are:

- Harrow Adult, Community and Family Learning Service
- Harrow College
- Stanmore College

The majority of provision is for adults aged 19 and over, with some provision for 14 to 16 and 16 to 18 year olds. Courses are available from pre-entry to level 2. Most providers report that ESOL classes are not over-subscribed, with no particular demand characteristics identified. Providers identified social isolation as a particular challenge for some learners in Harrow (source: Learning and Work Institute, Mapping ESOL provision in London, 2017)

Skills Gaps

6.24 Across London as a whole the number of cases where employers have been unable to fill a vacancy due to skills shortages has more than doubled since 2011 – rising from 14,000 to 37,000. Nearly half of companies (42%) are not confident they will be able to recruit people with the higher-level skills their organisation needs over the next five years (source: London Councils).

Skills shortages in Harrow reflect the needs identified at a West London sub-regional level. The West London Alliance's current approach can be found in their publication 'Skills, Employment and Productivity Strategy 2018-2023'. Further research would be required to identify if there are specific Harrow related skills shortages and needs.

6.25 The West London Economic Assessment (March 2011) highlighted clear evidence of a skills gap in West London. Around 20% of residents have an NVQ Level 2 qualification or lower but only around 10% of jobs are suitable for individuals with skills at this level. Meanwhile 50% of jobs are at the higher skill level, compared with 45% of the West London workforce.

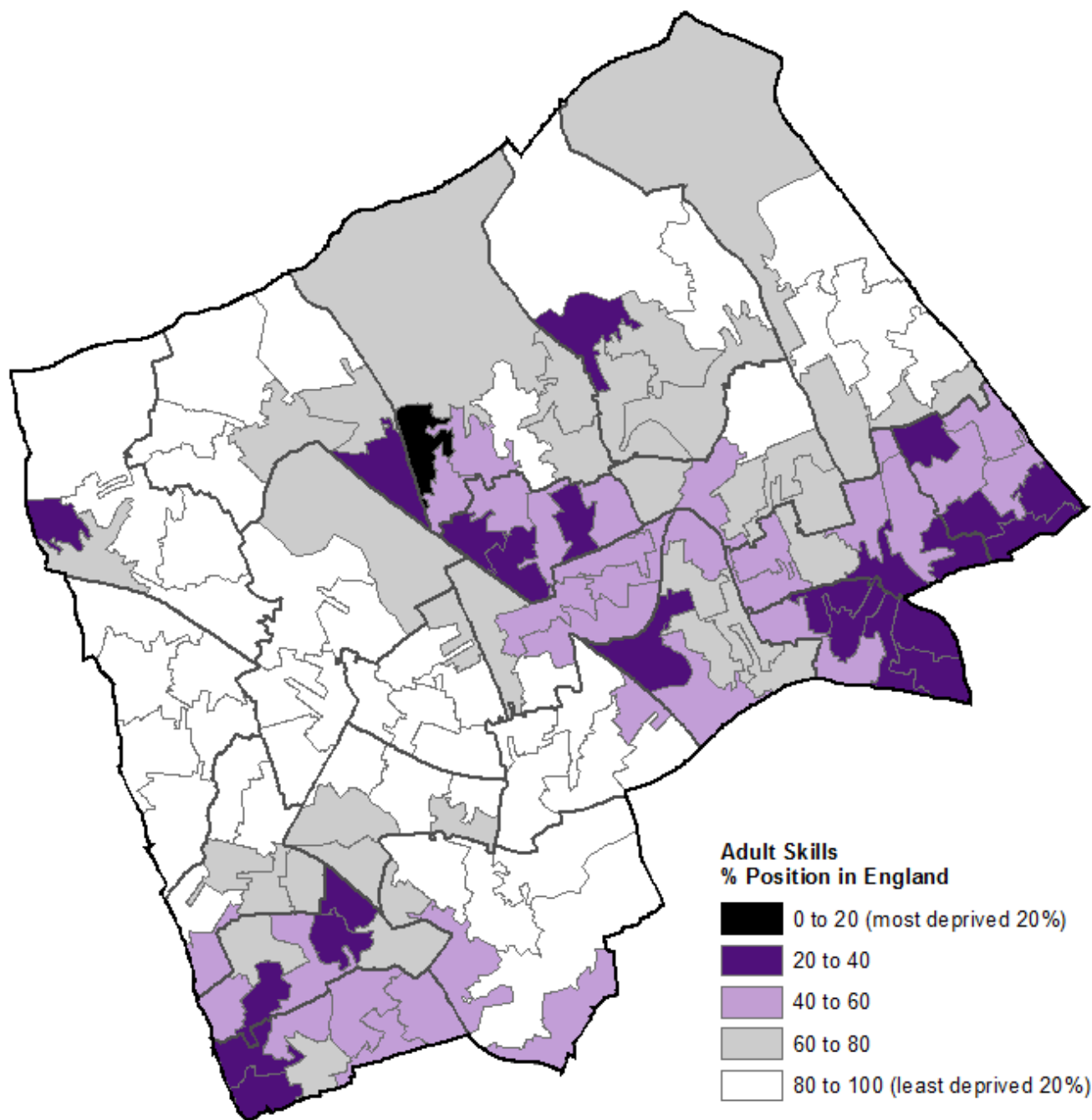
Peter Brett Associates were commissioned in October 2015 to complete an updated economic assessment of West London to refresh the existing West London Vision for Growth and inform strategic planning and prioritisation of interventions by the new West London Economic Prosperity Board. The points below provide a brief summary of the findings, updated with the most recent data available.

6.26 Most new jobs are expected to be in knowledge sectors, and professional/managerial in nature. The London Labour Market Projections 2017 states that the professional, real estate, scientific and technical sectors are expected to grow strongly, accounting for over a third of the total increase expected in London to 2041. Unskilled people are likely to find that labour demand for their skills falls. HM Treasury and DWP already report "a striking [negative] shift in the employment and earnings prospects of workers with low skills". Upskilling those with no or few qualifications will therefore be crucial if this sector of society is not to struggle severely in coming years.

6.27 Lower qualified residents are spatially concentrated. Due to lower skilled workers being likely to struggle in the future economy, these areas will tend to perform worse over time. Resources may need to be concentrated in those areas in order to upskill workers through their working lives. This might be particularly important for new migrants who arrive too old to pass through the school system. In an international study, the OECD has found that "in most countries, immigrants with a foreign-language background have significantly lower proficiency in literacy and numeracy than native-born adults. Countries with relatively large immigrant populations need to consider more effective ways to support immigrants in learning the host language, through pre- and/or post-arrival interventions. Foreign-language immigrants who have low levels of education are particularly at risk. When low educational attainment is combined with poor proficiency in the language of the host country, integration into the labour market and society becomes even more difficult" (OECD 2013).

6.28 The map below shows which LSOAs in Harrow have the lowest proportion of adult skills in the resident population, and hence where resources for up-skilling may need to be concentrated. This sub-domain of the Indices of Deprivation 2019 measures the lack of skills in the local population. The data is a composite of the proportion of working age adults with no or low qualifications, and the proportion of working age adults who cannot speak English 'well', based on 2011 Census data.

Map 6.1: Adult Skills Deprivation in Harrow by LSOA



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London Borough of Harrow 100019206, 2020
Source: MHCLG English Indices of Deprivation 2019, based on 2011 Census data

The Impact of Automation

6.29 Advances in information technology and robotics may make certain work sectors redundant in the coming years, or at least significantly reduce the proportion of the population employed in those sectors. At the very least a range of tasks within a job role are likely to be automated, so while the job role itself may not disappear, it might require the development of new skills to adapt to changing demands. It has been suggested by some economists that we are on the cusp of a fourth Industrial Revolution. Automation of administrative, clerical and production tasks may affect major swathes of the labour market. Generally those jobs most at risk from automation are those which are unskilled or require lower qualifications. Workers in higher skilled jobs will tend to be insulated from change, as well as those with in jobs that demand high levels of creativity, caring and emotional intelligence.

6.30 Residential areas with concentrations of lower skilled workers may be particularly affected by these shifts if large scale technological unemployment is created. This reinforces the need for the creation of a very effective lifelong learning capability for West London in order to help workers adapt to future circumstances as quickly as possible. The West London Skills Board has commissioned an initial prototype of Cities of Learning (CofL). The CofL approach connects formal and informal learning, recognises different forms of learning, and provides learners with new opportunities. Learners connect to learning providers (schools, libraries, training providers, Further and Higher Education institutions, coding clubs, maker spaces and so on) through a digital network, one that facilitates the accreditation of learning through a system of 'Digital Open Badges'. Learners, along with service providers (e.g. businesses, cultural and arts institutions, local government), connect into a local network and leadership which facilitates and stewards the City of Learning.

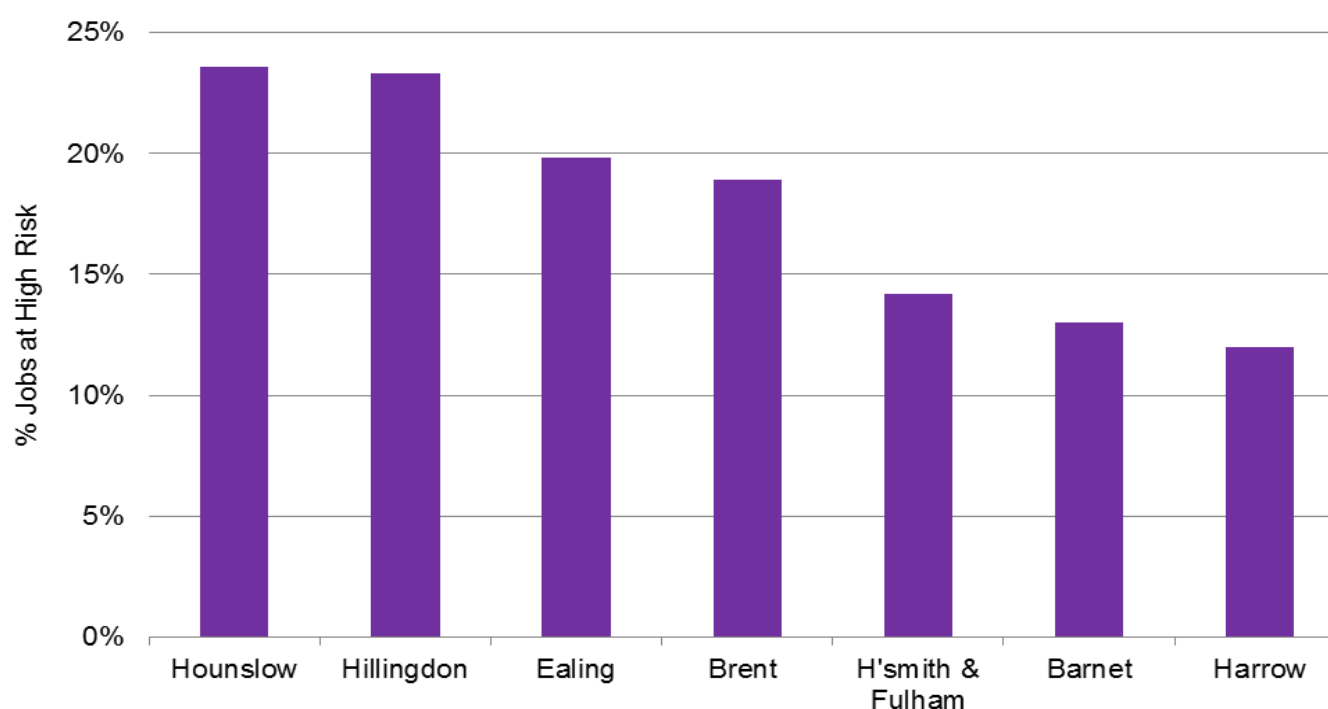
6.31 Localis, an independent not-for-profit think tank, produces a report which examines the number of jobs which are vulnerable from automation. They suggest that manufacturing, motor vehicle repair, transportation and storage, and administration and support services are the industries at highest risk over the next few years. The number of workers employed and percentage of jobs likely to be most vulnerable within these sectors are used to give an approximate forecast of potential job numbers which could be impacted.

Table 6.7: Estimated Number of Vulnerable Jobs in Sectors at High Risk of Automation in West London Boroughs

Borough	Number of Jobs at High Risk	% Jobs at High Risk
Harrow	8,600	12.0%
Barnet	16,300	13.0%
Hammersmith & Fulham	19,000	14.2%
Brent	22,600	18.9%
Ealing	26,300	19.8%
Hillingdon	43,200	23.3%
Hounslow	40,700	23.6%

Source: Localis (2017)

Figure 6.4: Estimated Proportion of Vulnerable Jobs in Sectors at High Risk of Automation in West London Boroughs



Source: Localis (2017)

6.32 Of the West London boroughs, Harrow is forecast to be least heavily impacted by job automation. This is because in comparison to the other boroughs it has lower proportions of the workforce employed in the highest risk industries. Harrow has the highest percentage of workers in professional, scientific and technical industries (14%) and the second highest proportion of workers in education (11%) in West London for example. Future job training and creation would be best focussed on the more 'automation-proof' sectors.

6.33 Localis suggests that Harrow should expect a loss of around 8,600 jobs in those sectors at high risk of automation over the next few years. Within Harrow the greatest impact will be on those employed in the repair of motor vehicles. An estimated 4,400 people could be made redundant in this sector and would need assistance with retraining and finding jobs in alternative industries.

Table 6.8: Estimated Number of Vulnerable Jobs in Sectors at High Risk of Automation in Harrow

Industry	% Employed	% High Risk	Number of Jobs at High Risk
Manufacturing	2.8	1.3	900
Repair of Motor Vehicles	14.0	6.2	4,400
Transportation & Storage	3.5	2.0	1,400
Admin & Support Services	7.0	2.6	1,900
			8,600

Source: Localis (2017)