

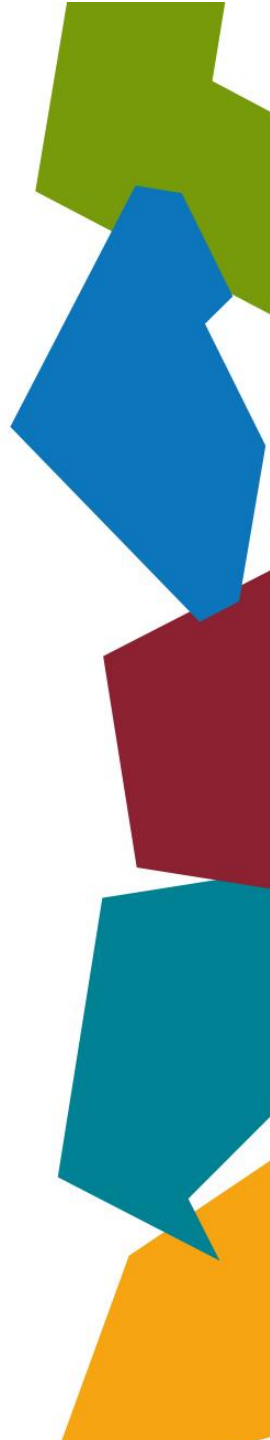


TEES VALLEY  
COMBINED  
AUTHORITY

# **GRADUATE EMPLOYMENT AND UNDER-EMPLOYMENT IN TEES VALLEY**

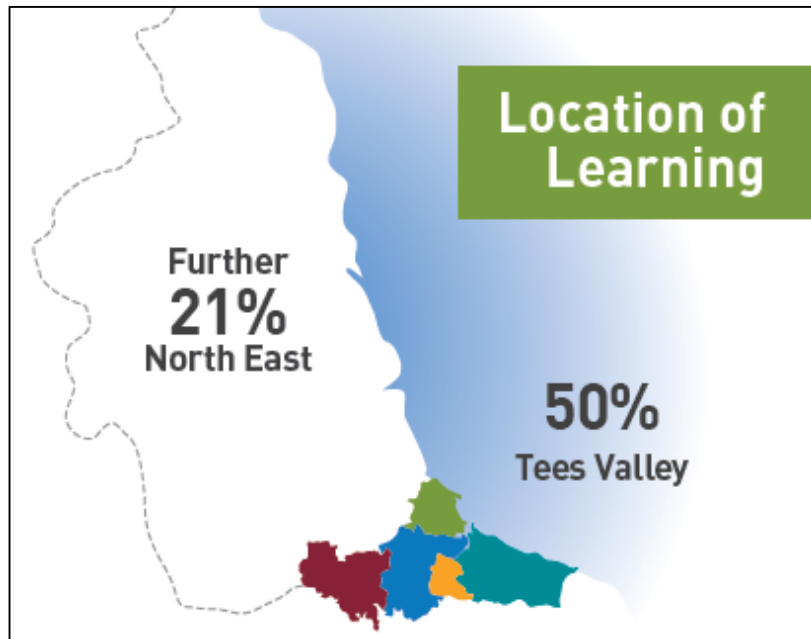
# INTRODUCTION

- Tees Valley Combined Authority
- Presentation will cover:
  - Demand for graduates in Tees Valley
  - Graduate employment
  - Graduate under-employment



# TEES VALLEY GRADUATES

- Tees Valley graduates are those students who lived within Tees Valley before starting Higher Education



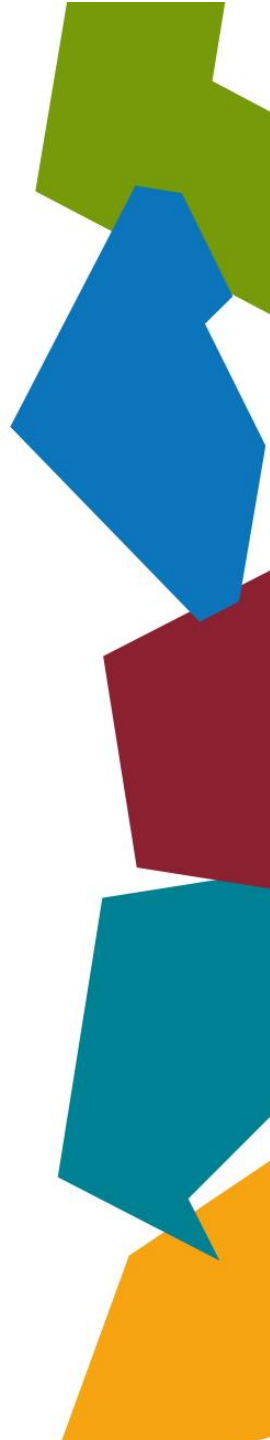
- 16% Russell Group universities

# GRADUATE DEMAND

- There is predicted to be 133,000 job opportunities in Tees Valley between now and 2024 – 13% new and 87% replacement.
- 56% of these jobs will require a level 4 qualification
- In particular graduates will be needed in:
  - Digital and Creative Media;
  - Education;
  - Engineering;
  - Business Professional Services; and
  - Health and Social Work
- Currently 31% of Tees Valley residents are qualified to a level 4 or above, compared to 38% nationally.

# GRADUATE DEMAND

- The largest barrier to growth as cited by Tees Valley businesses is availability of skills – in particular:
  - Technical or practical skills (49%);
  - Managerial skills (26%);
  - Planning and organisational skills (22%); and
  - Advanced IT skills (16%)
- However a large part of the problem is that businesses themselves are unsure of what skills they will need in the future.



# GRADUATE EMPLOYMENT AND RETENTION

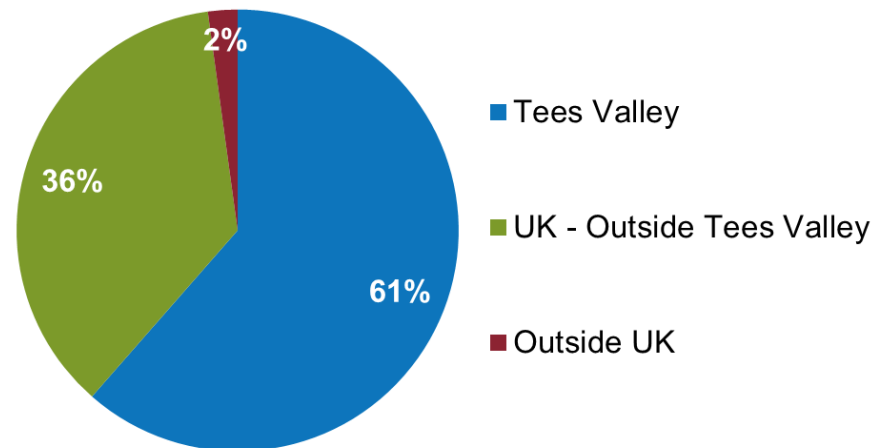
Since 2013/14

Full time	55%	↓	by 3%
Part time	14%	↑	by 2%
Unemployed	7%	■	No change

**79%**

Graduates in  
employment  
6 months after  
graduating  
(61% based in  
Tees Valley)

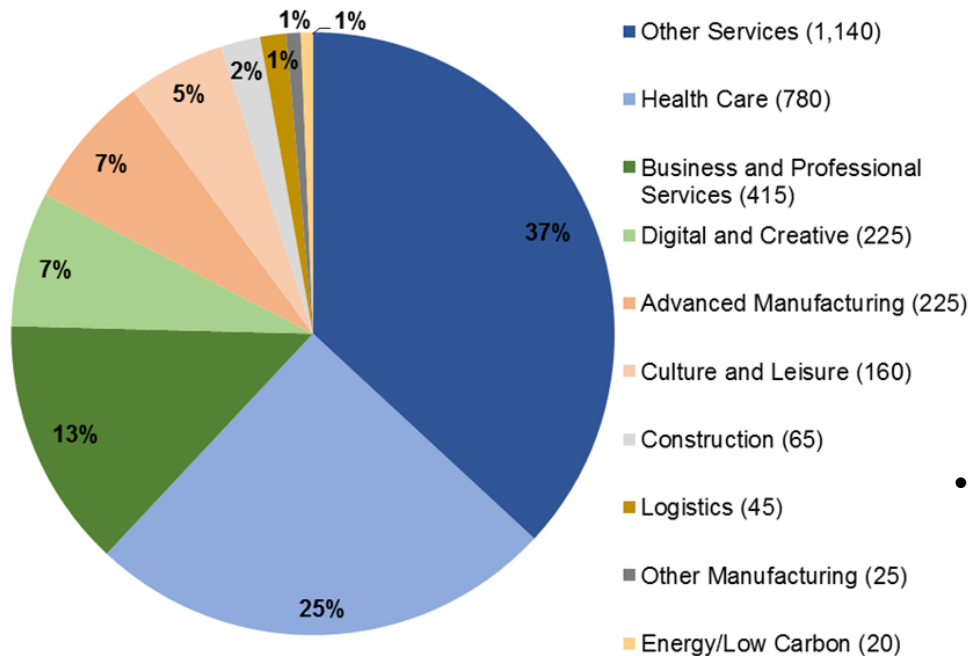
Location of Employment - Tees Valley Graduates 2014/15



61% found employment with Tees Valley, however graduate retention has reduced annually from a high of 69% in 2009/10 with graduates increasingly likely to find employment outside of Tees Valley

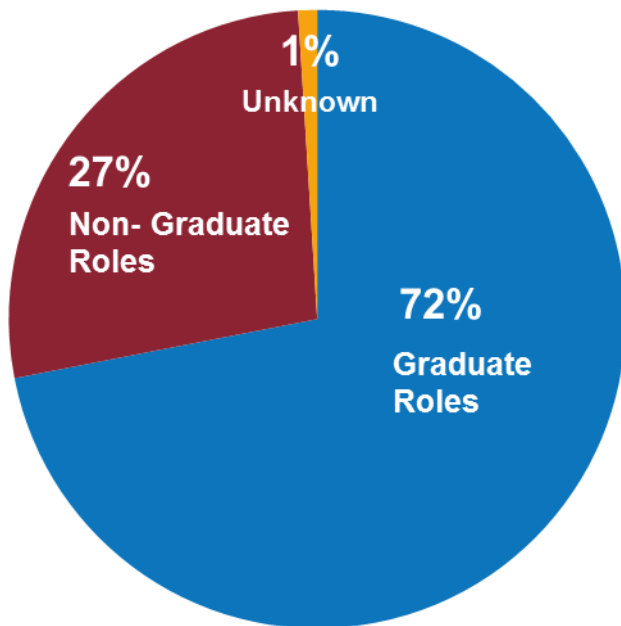
# GRADUATE EMPLOYMENT AND RETENTION

Industry Sector of Graduate Employment - 2014/15



- The **Other Services** sector has consistently employed the most Tees Valley graduates over the past five years, with 37% of Tees Valley graduates finding employment after graduating in 2014/15.
  - Over half in **Education** and a further quarter in **Retail**.
- **Health Care** – further quarter

# GRADUATE UNDER-EMPLOYMENT



27% of Tees Valley graduates are going into assumed non-graduate roles.

The majority of these roles are in:

- **Retail** – sales assistant and retail cashiers
- **Education** – childcare providers
- **Accommodation and Food** – bar staff, waiters, kitchen assistants
- **Health Care** – carers



# GRADUATE UNDER-EMPLOYMENT

Most likely to be  
in non-graduate  
employment

## Sector Area Studied

## In particular those who studied....

## Most likely to be in non-graduate employment in:

**38% - Other Services**

Teaching, English Studies,  
Sociology, History

**EDUCATION** – support  
staff and childcare  
providers

**20% - Health Care**

Sport & Exercise Science,  
Psychology

**HEALTH CARE** – childcare  
and carers

**14% - Business and  
Professional Services**

Law by topic, Business Studies

**10% - Culture and  
Leisure**

Drama, Hospitality, Leisure, Sport,  
Tourism & Transport, Cinematics  
and Photography

**RETAIL** – sales assistants  
and cashiers

**8% - Digital and  
Creative**

Design Studies, Psychology

**7% - Advanced  
Manufacturing**

Electrical Engineering, Mechanical  
Engineering

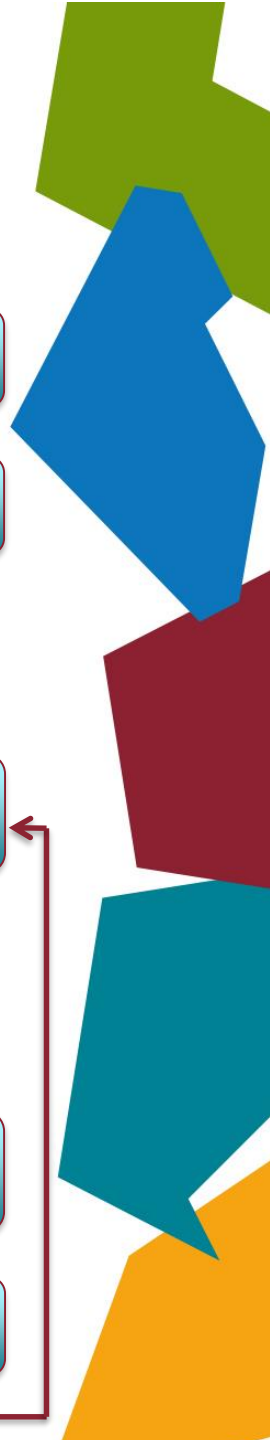
**ADVANCED  
MANUFACTURING** – lab  
and science technicians

**3% - Chemical  
Process/Energy**

Physical Geographical Sciences

**FOOD** – bar staff, waiters,  
kitchen assistants

Least Likely

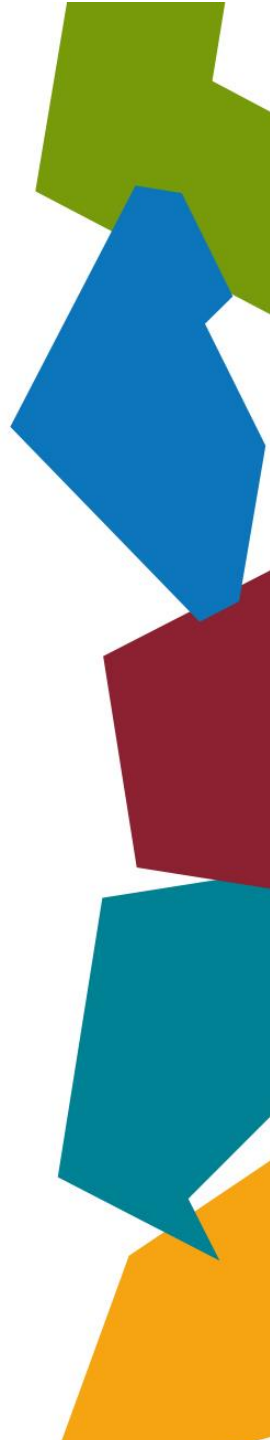


# DISPLACEMENT

- The 27% of Tees Valley graduates who are under-employed are potentially displacing lower skilled workers.
- Contributing to the high youth unemployment in Tees Valley
  - 6.7% compared to 2.9% nationally.
- 28,870 job vacancies in Tees Valley in 2016:
  - 66% were vacancies requiring a level 3 or below qualification – potentially being filled by our graduates.
- **What next?**
  - Work with Universities local and national to create degree programmes directly linked to job opportunities—graduate apprenticeships
  - Greater depth to analysis to inform provision.
  - Improve existing careers advice at schools and colleges

# DEGREE APPRENTICESHIPS

- An increasing number of young people are choosing to undertake higher and degree apprenticeships.
- Over the **last three years** in Tees Valley there has been a 205% increase in higher/degree apprenticeships with figures rising from 210 to 640 (extra 430) – this compares to a 180% increase nationally.
- Over the **last year alone** there has been a 60% rise with figures rising from 400 to 640 (extra 240) compared to 37% rise nationally.
- The majority of higher/degree apprentices (61%) started in 2015/16 by Tees Valley residents were in **Business and Professional Services** (390 starts) with 33% in the **Health Care** sector (210 starts). This compares to 47% in Business and 40% in health care nationally.



# WHAT NEXT

## **Tees Valley:**

- Early days-Skills plan development
- Work with Universities local and national to create degree programmes directly linked to job opportunities—graduate apprenticeships
- Sector Action Plans-explore employer response, engagement, mentoring,
- Improve existing careers advice at schools and colleges
- Consider inflow of graduates

Consider---- Incentivise the system?

## **Nationally:**

- Greater depth and timing to data analysis-impact on the economy
- Future return of graduates to area of birth/residency

# QUESTIONS?

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