

Education and Employment

1.1 Education and Employment

Policy Context

Regional Spatial Strategy (RSS14) of the East of England (Draft Revision)

Bedfordshire now lies within the East of England region for planning purposes. RSS14 is based on the principles of the UK's Strategy for Sustainable Development and sets out a strategy to guide planning and development in the East of England to the year 2021. This includes the scale and distribution of provision for new housing and identifying priorities for the environment, transport, infrastructure, economic development, minerals and waste management. It aims to improve the quality of life and sets out proposals which will influence where people choose to work and live and how to move about the region. RSS14 is currently under review – the final RSS14 is due to be published in early summer 2007.

Objectives, Targets and Indicators

Increase prosperity and employment growth to meet identified employment needs of the region, and achieve a more sustainable balance between workers and jobs
Improve social inclusion and access to employment and services and leisure and tourist facilities among those who are disadvantaged

Milton Keynes & South Midlands Sub-Regional Strategy

The Strategy provides a sub-regional strategy for the period 2001 to 2021 and a long-term vision for the sub-region towards the year 2031. It provides guidance regarding the scale, location and timing of development and transport, employment and social infrastructure needed to achieve sustainable communities. It seeks to identify key growth areas to accommodate the economic success of London and the South East. The special framework policies relate to housing, transport and employment and areas for regeneration.

MKSM spans three regions, the East of England, the South East and the East Midlands. In the East of England it sets out a spatial strategy for the growth locations of Bedford/Kempston/Marston Vale, Luton/Dunstable/Houghton Regis and Leighton Linlade.

Objectives, Targets and Indicators

To provide for a commensurate level of economic growth and developing skills in the workforce, particularly in the high value, knowledge-based sectors;

Luton's Community Plan 2002-2012

The Plan aims to involve local people in promoting the strategic vision for the town and identifying local needs and priorities. It also aims to assist in co-ordinating services provided by public, voluntary and community sectors, local communities and private organisations and helps to ensure that the local organisation work together to meet the needs of the local community.

Objectives, Targets and Indicators

- A thriving business sector through lifelong learning and reduction on unemployment;
- Focus on citizenship and cultural integration in employment;
- To have no long term unemployment;
- To be self-sufficient in jobs;
- To have a well-trained workforce able to fill jobs locally and receive higher salaries; and
- To have employment levels above the East of England average.

Designing for Sustainability – Luton Borough Council Supplementary Planning Guidance

This document sets out what the Borough Council expects it terms of sustainable design and energy conservation.

Objectives, Targets and Indicators

Create and locate so people can easily get to facilities such as health, shops, social, recreation, religious and community.

Luton Local Plan (2001 - 2011)

The Local Plan is to guide development and the use of land. It contains policies and proposals for land use, transportation and employment. The employment part of the Local Plan only deals with industrial, warehousing and office land uses. However, it is important to bear in mind that other uses have significant influence upon the local economy through making a wide range of employment opportunities available.

Objectives, Targets and Indicators

- Reduce levels of unemployment by retaining, strengthening and adding to employment opportunities.
- Policy EM3 - Development of the Wigmore key employment area, as defined on the Proposals Map

Community Plan for the Borough of Bedford 2004-2010

The production of this, the second Community Plan for the Borough of Bedford, has been co-ordinated by the Bedford Partnership Board, the Local Strategic Partnership for the Borough. The over-arching aim is "*Working Together to Improve Health and Well-Being*" and the objective is to lay the foundation stone for an improved quality of life for everyone who lives, works or visits the Borough.

Objectives, Targets and Indicators

Encourage Bedford's business community to reinvest and expand its workforce.

- To encourage companies to locate their business in the Borough of Bedford creating jobs for local people.
- To ensure the labour force is of an appropriate size and skill to encourage investment and the participation in employment.
- Provide lifelong learning opportunities for all skill levels that will lead to employment.

Bedford Borough Council Development Plan Document (DPD): Core Strategy and Rural Issues Plan (Submission version)

The Local Development Framework is a series of documents which will gradually replace the Local Plan and deliver the spatial planning strategy for Bedford. These will set out the Council's policies for meeting the community's economic, environmental and social aims for the future where they affect the development and use of land. Preparation of the Local Development Framework will be a continual process with new documents being prepared at different stages to ensure that they are up-to-date.

The Core Strategy will set out the long term vision and overarching policies for the Borough. Consultation is taking place in connection with preparing the 'Core Strategy and Rural Issues Plan'. The DPD was submitted to the Secretary of State on 3 July 2006 and a six week consultation period followed. An independent Inspector will be appointed in May 2007 to consider all representations received in response to the consultation. It is expected that this DPD will be adopted in December 2007.

Objectives, Targets and Indicators

The growth area key service centres are (will be):

- Stewartby
- Wootton
- (The Wixams).

Use the sequential approach to the allocation of land for residential and employment development in growth areas.

Up to 75 hectares of additional employment land will be provided in the borough to stimulate the local economy.

Bedford Borough Council Local Plan

The Bedford Local Plan was adopted in 2002 and sets out policies and proposals to encourage development to occur in suitable forms and locations with the aim of improving the quality, convenience and sustainability of the environment. The Local Development Framework process will gradually replace the Local Plan and deliver the spatial planning strategy for Bedford.

Objectives, Targets and Indicators

Maintain and enhance economic and social well-being in the Borough.

The Plan identifies approximately 80 hectares of additional employment land (Classes B1, B2 & B8) to encourage local economic growth and provide for a range and variety of sites for economic development.

Promote equal opportunities.

Meet the needs of the Borough's residents.

South Bedfordshire District Council Community Strategy

The Community Plan details the Partnership's vision for 2011. In terms of waste the plan recognises that:

- Development pressures can lead to increased flood risk, generation of additional waste, increased traffic and exhaust emissions, pressure on green spaces and use of more raw materials / natural resources for new build;
- Increased economic activity can lead to increased emissions and waste generation;
- There needs to be wiser use of resources to reduce pollution and the amount of waste that we produce; and
- Local communities need to be able to access services and reduce negative environmental impacts – e.g. mode of travel / involvement in recycling.

Objectives, Targets and Indicators

- **Strengthening the economy-** Successful businesses providing sufficient jobs of a range, quality and income for all local people seeking work and excellent transport, cultural, social and other support services that add to the area's attractiveness. Economic and social progress that can be sustained and shared with future generations.
- **Developing opportunities and skills-** To develop an inclusive community of learning, helping those who live work and study in the area to fulfil their potential through flexible and responsive learning opportunities throughout their life.

Mid-Bedfordshire Council Community Strategy

The Community Plan details the Partnership's vision for 2011. This vision is: *By the end of this decade we would like to see a safer, healthier and more prosperous area than the one we live in today. The Community Plan is accompanied by an action plan which sets out what will be done, by whom and by when, to address the key issues that have been highlighted in each of the topics.*

Objectives, Targets and Indicators

- A Mid Bedfordshire which continues to enjoy near full employment and where suitable and rewarding employment is available for local people
- By 2011 Mid Bedfordshire will be a "Community of Learning" which promotes the idea of lifelong learning and recognises that learning is important to us as a community. It will be a community which acknowledges the rights and responsibilities of individuals as lifelong learners and where high quality learning opportunities and standards of achievement for all are maximised

Waste Management Sector Plan (Environment Agency and ESA, 2006)

This plan sets out how the waste management industry including landfill operators and waste treatment plants can improve their environmental performance.

Objectives, Targets and Indicators

The plan contains specific objectives to help ensure that:

- There is an appropriate level of training and competence within both the waste management industry and the regulators; and
- Sufficient specialists will be available in areas such as hydrogeology and new technologies.

By December 2007, the Environment Agency will assess whether there are any shortfalls or gaps in the competence/skills base in the Environment Agency and the waste management industry and to agree a strategy to address any shortages or gaps.

Baseline Review

- 1.1.1 This section addresses the baseline employment and education issues in Bedfordshire and Luton. For the purposes of the baseline data collection, information has been collected for South Bedfordshire, Mid Bedfordshire, Bedford and Luton and is then summarised at the County level. The next section of the topic paper outlines how these issues specifically relate to waste.

Bedfordshire

- 1.1.2 In relation to economic activity¹ the population age range is taken as 16-74. For Bedfordshire as a county this comprises approximately 72% of the total resident population. The topic of economically active has been sub-divided into: full-time employment, part-time employment, self employed, unemployed and full-time student. Of the economically active population in Bedfordshire 46.14% is in full-time employment, this is higher than the percentage for the East of England region (42.61%) and for England and Wales (40.55%). Of the percentage of the economically active population that is in part-time employment (11.96%) in Bedfordshire 88.72% are female with the remaining 11.28% being male. The percentage of self employed for Bedfordshire (9.04%) is lower than that for East of England

▪ ¹ All people who were working in the week before the Census are described as economically active. In addition, the category includes people who were classified as unemployed. Full-time students who are economically active are included but are identified separately in the classification. The economic activity questions are only asked of people aged 16 to 74

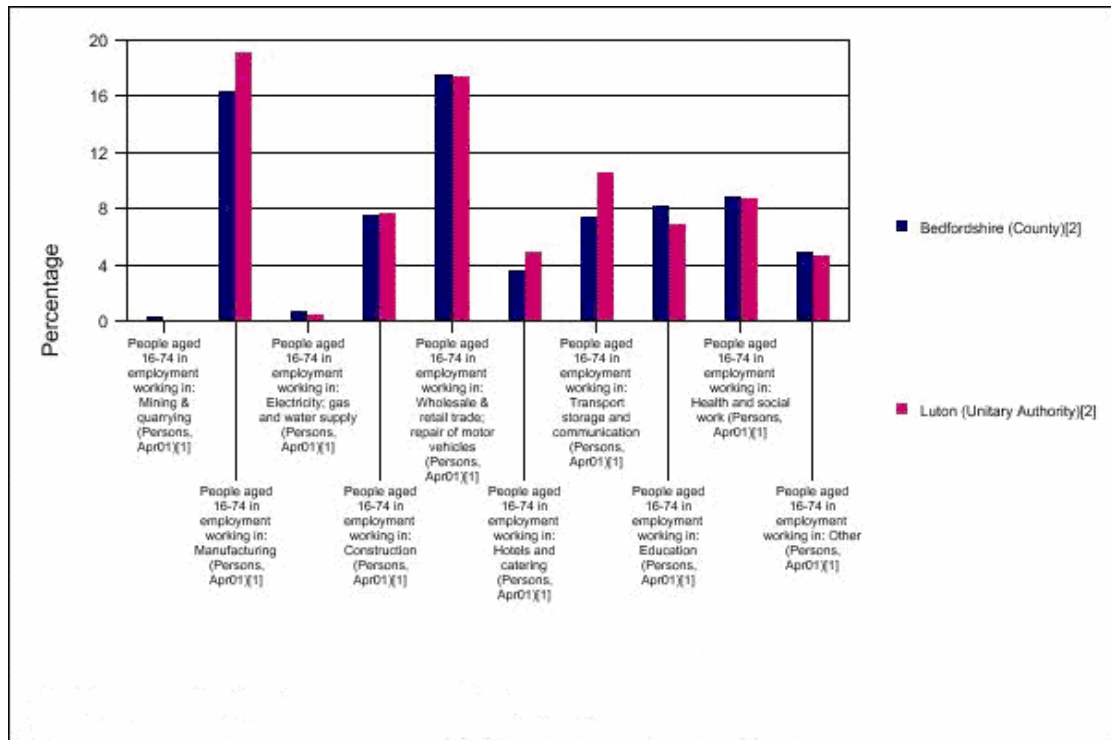
(9.25%) but is higher than the percentage for England and Wales (8.28%). Mid Bedfordshire has a high percentage of self-employed (10.50%) in comparison to South Bedfordshire and Bedford.

- 1.1.3 Bedfordshire has a lower percentage of unemployed (2.53%) in comparison with the rate of for England and Wales (3.35%). Regionally the percentage rate of unemployment is 2.6%. Of the 2.53% unemployed in Bedfordshire, 21.04% are aged over 50 and 25% are classified as long-term unemployed.
- 1.1.4 Of the population aged between 16 and 74 in Bedfordshire, 24.98% have no qualifications and 19.87% have a level 4/5², which is approximately equal to the percentage for England and Wales (19.76%). Compared with the East of England region the percentage of the population that has no qualifications is lower than the regional percentage (27.94%) and lower than the percentage for England and Wales (29.08%). Of the unitary authorities South Bedfordshire has the highest percentage (26.18%) of population with no qualifications. In relation to level 4/5 qualifications the regional percentage is lower (18.14%) than the percentage for Bedfordshire. The unitary authority of Bedford has the highest percentage (21.77%) of population with qualifications to level 4/5.

Luton

- 1.1.5 For Luton the percentage of the economically active population that is in full-time employment is 42.53%. Of the percentage of the economically active population that is in part-time employment (10.36%) in Luton 84.82% are female with the remaining 15.18% being male. The percentage of self employed for Luton (6.69%) is lower than that for East of England and for England and Wales (8.28%).
- 1.1.6 Luton has the highest percentage rate of unemployment (3.85%) in relation to the rate for the East of England region and England and Wales. Of the 3.85% of unemployed in Luton 21.04% were aged over 50 and 28.34% are classified as long-term unemployed.
- 1.1.7 Of the population aged between 16 and 74 in Luton, 31.30% have no qualifications and 15.03% have a level 4/5. Compared with the East of England region the percentage of the population that has no qualifications is higher than the regional percentage (27.94%) and higher than the percentage for England and Wales (29.08%).

▪ ² First Degree, higher Degree, NVQ 4 and 5, HNC, HND, Qualified Teacher Status, Qualified medical doctor, qualified dentist, qualified nurse, Midwife, Health Visitor



<http://neighbourhood.statistics.gov.uk/>

Issues associated with Waste Management

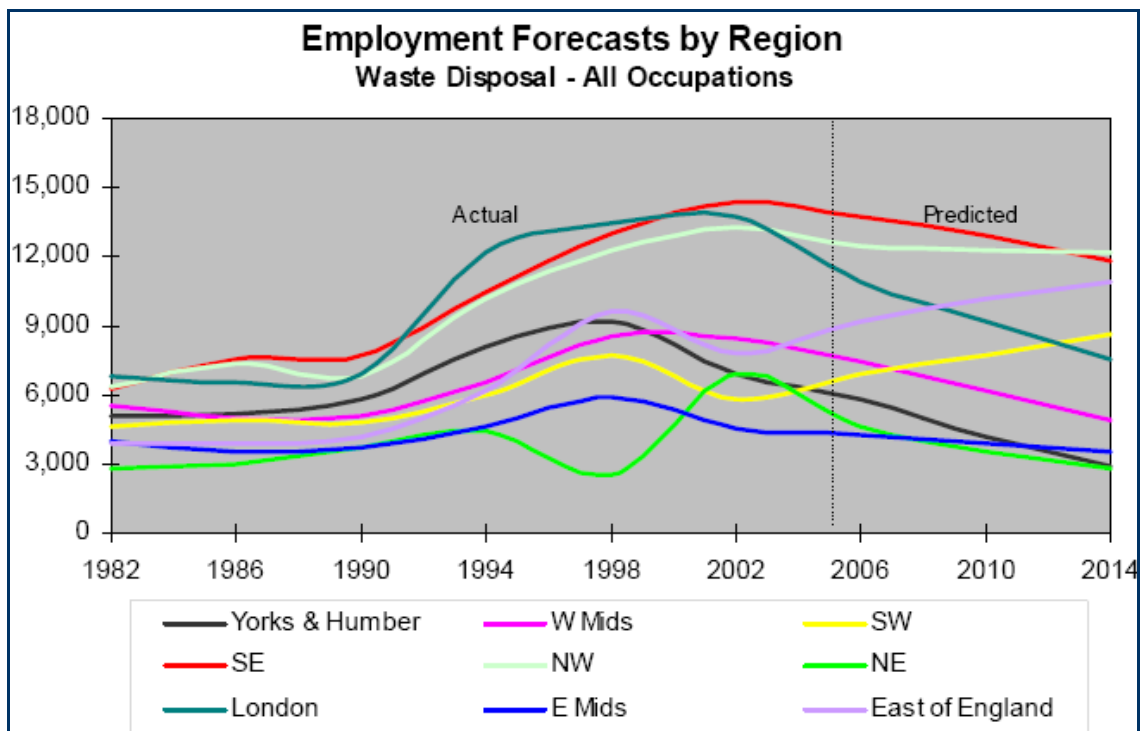
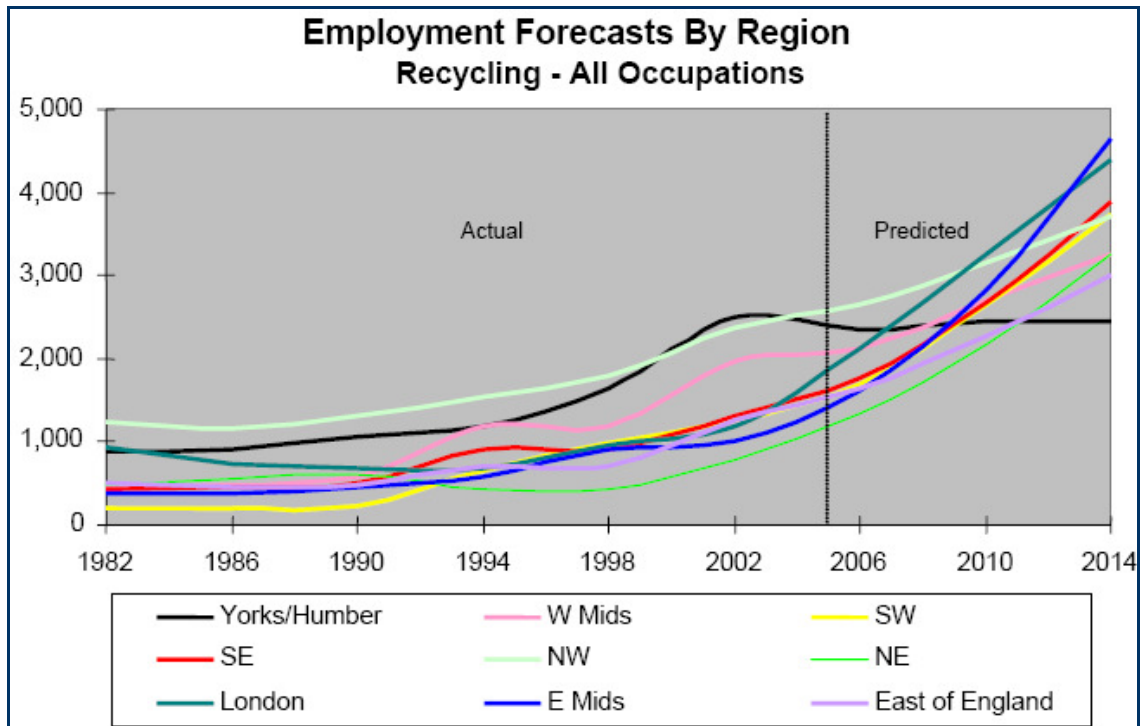
- 1.1.8 The organisation “Energy & Utility Skills” (EU Skills) which is an employer-led Sector Skills Council has been charged with tackling the skills debate, qualifications and skills delivery in the energy and utility sector (including waste management). EU Skills has recently completed a study which examines current employment in the waste management sector and future labour market needs. This study is entitled “Labour Market Investigation of the UK Waste Management Sector” and can be downloaded at <http://www.euskills.co.uk/download.php?id=165>.
- 1.1.9 The UK waste management sector supply chain is fragmentary but falls into six main categories of service delivery support services:
- Private companies – large and small to medium-sized enterprises;
 - Public sector organisations - particularly regional and locally based;
 - Building and maintenance contracting organisations;
 - Specialist advisers and consultants;
 - Manufacturers, plant and equipment suppliers; and
 - Community and voluntary providers.
- 1.1.10 It is estimated that there are 141,000 people employed in the waste management industry in the UK (as of 2005). Of these 110,000 are employed in England. Breakdowns by category and regional breakdowns are provided in the tables below.

Category	Labour estimates (% of total workforce)
Public waste collection and disposal authorities and Local Authority Waste Disposal Companies	60,000 (43%)
SMEs – collection, recycling, processing and disposal	45,000 (32%)
Integrated waste management companies	29,000 (21%)
Support services – contractors	3,000 (2%)
Support services – plant/ equipment	2,000 (1.5%)
Support services – consultants	1,000 (0.7%)
Regulators	700 (0.5%)
Others – Government, research institutes, etc	300 (0.2%)
TOTAL	141,000

Region	Employment estimates
North East	7,000
North West	17,500
East Midlands	7,000

Region	Employment estimates
Yorkshire and Humberside	10,000
West Midlands	12,000
East of England	13,500
London	15,500
South East	17,500
South West	10,000
TOTAL: ENGLAND	110,000

- 1.1.11 The most important issue facing the waste management sector now is the pressure to recruit and retain experienced and skilled people from the UK labour market to satisfy skills deficiencies. New technologies are bringing with them a range of demands for new skills and upskilling of existing competences. This is particularly evident in areas that include the design, development, installation, operation and maintenance of process plant. Other UK sectors, such as the petroleum, chemicals, plastics and pharmaceutical industries are currently short of these skills themselves, suggesting that there is a pressure point in this particular area. Investment is required over the next few years to increase productivity and fill skills gaps. In some cases, fast track solutions are needed since it takes time for new sector entrants to develop waste management occupational awareness and skills.
- 1.1.12 Due to the possible scenarios associated with alternative policy, contractual and capital investment routes taken in the sector, it has not been possible to forecast precise numbers of new employees who will be required to fill net labour replacement and expansion/contraction demand. As a guide and based on a conservative estimate of a 2% annual increase over the next four to five years, this means that between 10,000 and 12,500 new entrants will be required each year. About 75% of these will be required to replace workers who have retired from the workforce. The capability profile of the workforce will also change into one that will consist of more technically qualified staff working on a wider variety of technologies and on a variety of different processes. Skills that hardly existed before are already coming to the fore including secondary manufacturing and marketing.
- 1.1.13 The East of England is one of three regions (the others being the South West and the East Midlands) where by 2014 the employment opportunities are likely to increase the most. This is largely due to the likely increase in the numbers of recycling enterprises established over the next 10 years in response to the regional support given by the RDAs.
- 1.1.14 Employment forecasts per region for recycling and waste disposal are shown below. These graphs show that the demand for employees in both the recycling and disposal sectors in the region will grow.



1.1.15 In terms of waste education a useful area to analyse is public perception of waste management. Bedfordshire County Council has been engaged in a research project called BEAR (The Bedfordshire Energy and Recycling Project). As part of this project, consultation was carried out with people regarding their perception of waste and waste management.

1.1.16 Key issues raised as part of this consultation were:

The current waste management system

- The overwhelming majority of people in Bedfordshire recycle their waste. Most people feel that they are doing all they can within the schemes available;
- There is a need for improved accessibility to Household Waste Recycling Centres (HWRCs) in rural areas. Additional facilities should be considered or alternative collections provided for people unable to access the sites;

Dealing with future waste

- In terms of the way that Bedfordshire deals with its waste in the future, almost half of respondents felt that the county should do more than the minimum necessary and over a third felt that the county should be aiming to be the best (even if this was at significant cost);
- The majority of people felt that the community need to be educated regarding minimisation of waste;
- Bedfordshire should not choose the cheapest option. The option that will serve the county best over the next 10-20 years should be chosen.

Encouraging recycling/composting

- Education and communication is the key. Information needs to be provided regarding the process and implications of recycling;
- Several respondents suggested that the introduction of smaller bins or fortnightly collections would directly influence the amount recycled;
- The focus of future changes should be on improving convenience.

Dealing with residual waste

- Over 50% of people support the principle of using non recyclable material to generate heat and power. Almost a third more people ranked their support for this as 4 out of 5 (5 being greatly support and 1 being don't support);
- People are concerned about the capacity of landfill and the importation of waste from other areas. However, people are aware that there will always be some demand for landfilling of residual waste.

Trends

- 1.1.17 Labour market trends over the past five years indicate that for the UK waste management sector, total labour estimates have steadily increased by about 1%-2% per annum (EU Skills, 2006).
- 1.1.18 There will be an increasing demand for new labour and new skills in the waste management industry. There is a sizeable majority of employees in the 55-60 age range in

the waste management industry. If new employees are not attracted to the profession this could cause succession planning issues (EU Skills, 2006).

- 1.1.19 The demand for employees in both the recycling and disposal sectors in the region will grow over the next few years (EU Skills, 2006).

Scoping Consultation

Key Issues and Implications for Waste Planning

- The plan should consider the effect on employment and the economy not just employment in the waste industry. This relates to issues such as the impact of waste facilities on the amenity of areas and effect on other businesses such as sensitive industries (e.g. the food industry). Perceptions as well as actual impacts are important. These conflicts need to be examined within the plan.
- The plan should consider grouping waste management facilities within one area. This could have potential benefits in terms of providing combined heat and power etc.
- Waste management facilities should be planned as part of all developments and there is a need to plan for this early.
- The waste / resources based economy should be maximised - re-use and minimisation of waste. The plan should consider development of new economics / business which can use waste (development of waste based economy).
- It is important to maximise the role of universities / colleges in waste education and research and engagement with schools and the public sector in general is important, i.e. the BEAR project (the Bedfordshire Energy and Recycling Project), the Business Environmental Training Initiative 'BETI' project and ESF funding and social enterprises such as the project run by NOAH enterprises which collects and refurbishes furniture and white goods. Look at the role of universities and colleges in up-skilling.
- We should look at the positive aspects of international exportation of waste e.g. fridges, computers to Africa.
- Look at the role of the waste management industries and social enterprises in providing opportunities for people to get back in work.
- The waste management sector should be more green itself e.g. sustainable transport for people to get to waste industry jobs / green travel plans for waste facilities.

Comments on the Objectives for the SA

- Consider wider economy more generally to avoid damaging competitiveness/ job growth (The need to generate 50k jobs by 2021, for example).
- Consider wider development of waste management industry e.g. waste recovery businesses, development of skills, research.
- Build in waste management facilities into (commercial) property.

Relevant Objectives for the SA

- 1.1.20 Taking into account all of the above information the following objectives and indicators have been chosen for the SA.

SA Objectives	Appraisal Questions. Does the plan...
<ul style="list-style-type: none"> Support employment in the waste and resource management industry and associated industries and encourage synergies between waste management and other industries. 	<ul style="list-style-type: none"> Include actions that change the number of people directly employed in the waste industry? Provides opportunities for co-location of waste management facilities with other industries and consider impacts of facilities on existing/proposed employment areas?

Sources of data

- <http://domino.bedfordshire.gov.uk/Bedscclink/Sdirp.nsf/web/thepage/bear+solutions>
- <http://www.dti.gov.uk/sectors/environmental/index.html>
- <http://www.dti.gov.uk/about/economics-statistics/stats-directorate/page24132.html>
- Bedfordshire County Council – www.bedfordshire.gov.uk
- Office for National Statistics, Neighbourhood Statistics – www.neighbourhood.statistics.gov.uk
- www.statistics.gov.uk/StatBase/Product.asp?vlnk=606&Pos=&ColRank=1&Rank=224
- EU Skills (2006): Labour Market Investigation of the UK Waste Management Sector. <http://www.euskills.co.uk/download.php?id=165>.

Data Gaps

- The generic employment data is based on the 2001 census.
- Number of people employed in the waste management industry in Bedfordshire and Luton.