

# Sussex Local Skills Improvement Plan **Skills Supply Analysis**

January 2026

# Data Notes

Key Stage 4 Leaver Local Authority Destinations 2023/24 chart covers pupils who completed Key Stage 4 (Year 11) in 2022/23 academic year and follows their destination in 2023/24. **Gov.uk Explore Education Statistics service:** 16-18 study leavers local authority level destinations

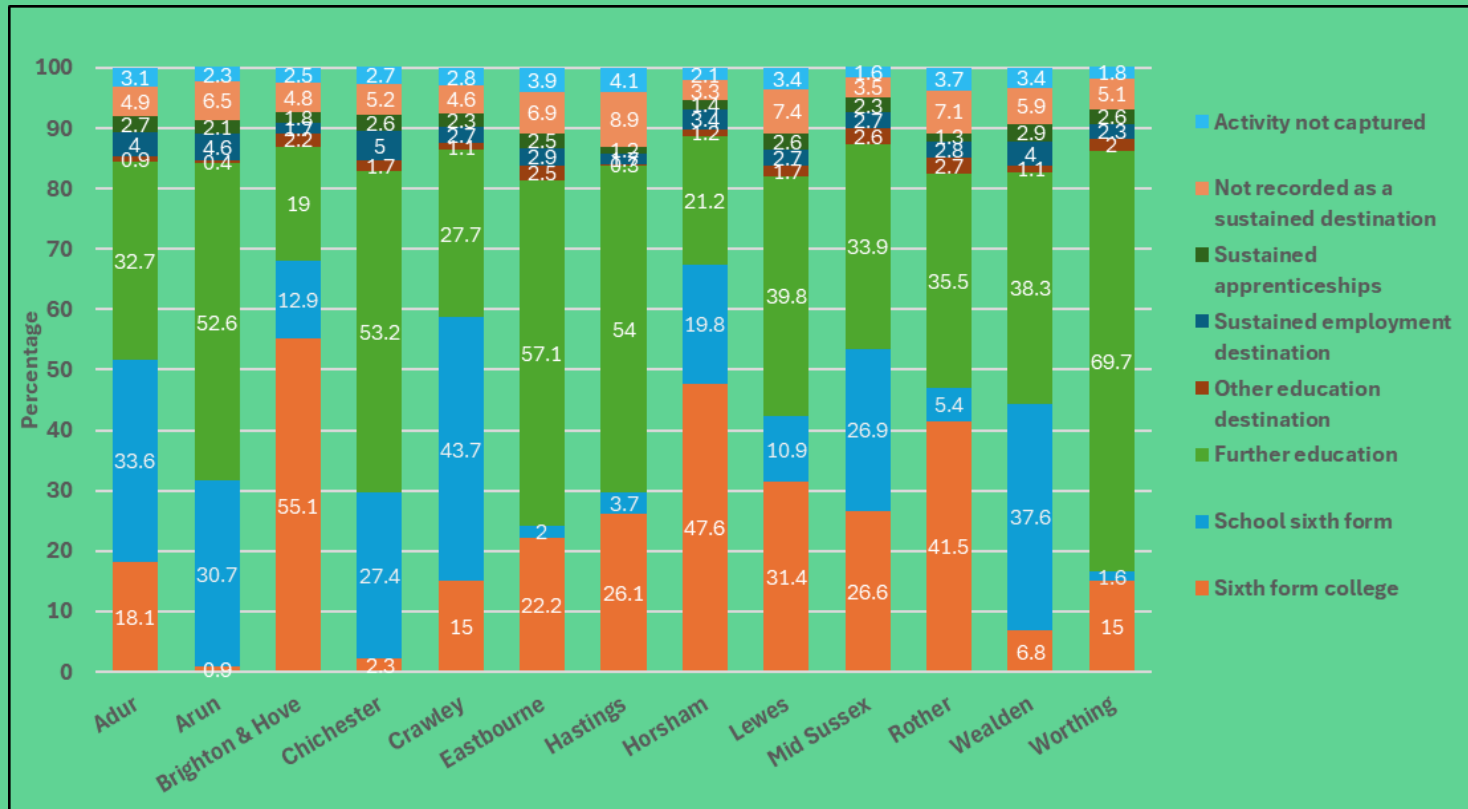
16-18 Study Leaver Local Authority Destinations 2023/24 chart covers students who left 16-18 study by the end of the 2022/23 academic year. [Explore Education Statistics service - 16-18 study leavers local authority level destinations](#)

The Explore Stats data (FE 16-18, Apprenticeships data) is by learner's home local authority area to ensure that we capture data for all learners across Sussex. [Further education and skills - Explore education statistics - GOV.UK](#)

The Learner Projections on this occasion have been taken from the Office for National Statistics - Population projections for local authorities by single year of age, rather than Vector data used by the FE colleges. [Population projections for local authorities by single year of age and sex, England - Office for National Statistics](#)

# 16-18 Further Education & Skills

# Key Stage 4 Leaver Local Authority Destinations 2022/23

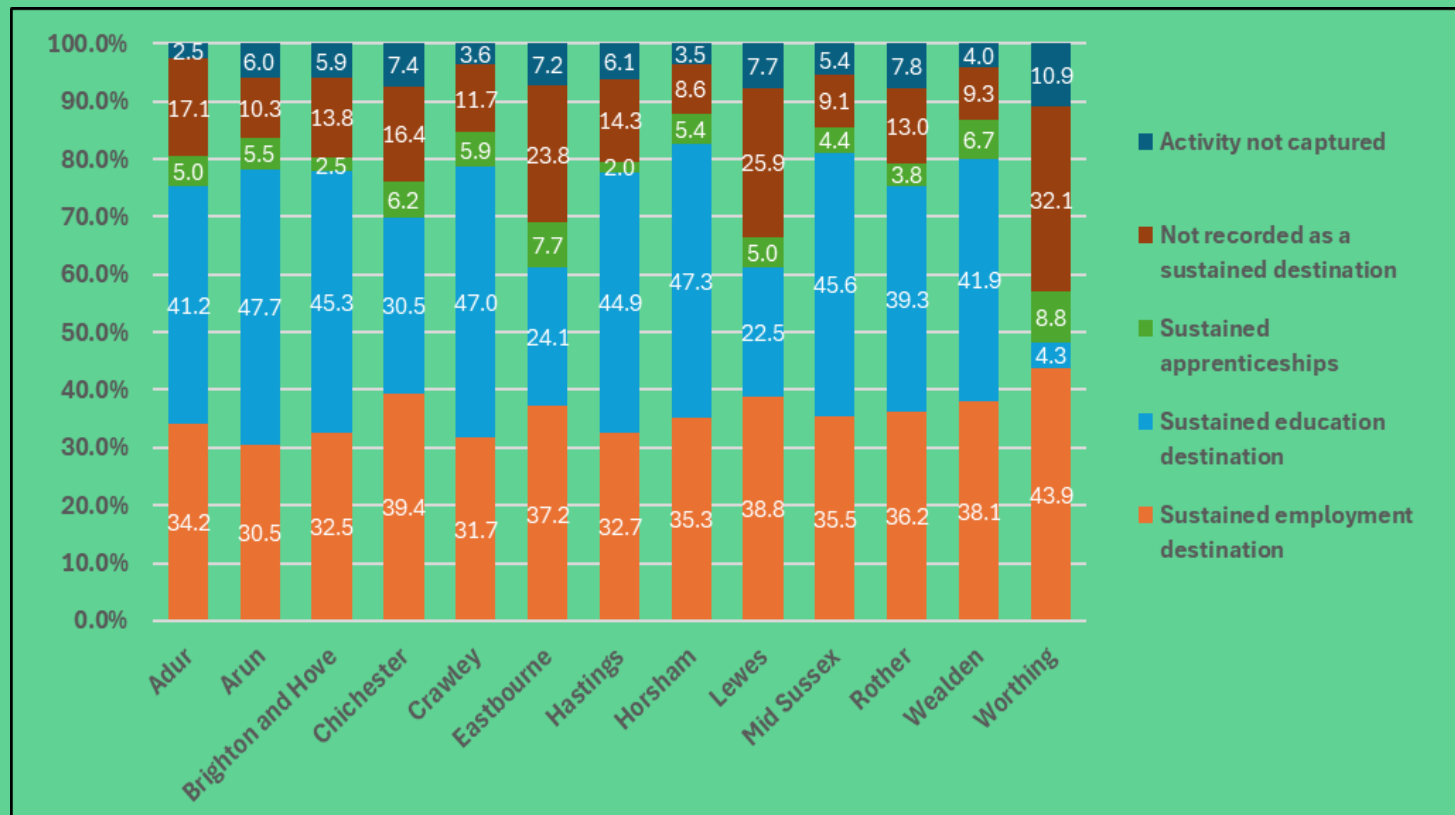


In 2022/23, the majority of Key Stage 4 leavers progressed into education, with further education accounting for the largest share in several areas (for example Worthing 69.7%, Eastbourne 57.1%, Hastings 54.0% and Chichester 53.2%), while sixth form colleges were particularly prominent in Brighton & Hove (55.1%) and Horsham (47.6%).

Direct progression into work was limited, with sustained employment typically between 1.7% and 5.0% and sustained apprenticeships between 1.2% and 2.9% across all local authorities.

However, a notable minority of leavers were not recorded or not captured, reaching 13.0% in Hastings, 10.8% in Lewes, and 10.8% in Rother, highlighting ongoing tracking challenges and potential disengagement.

# 16-18 Study Leaver Local Authority Destinations 2022/23

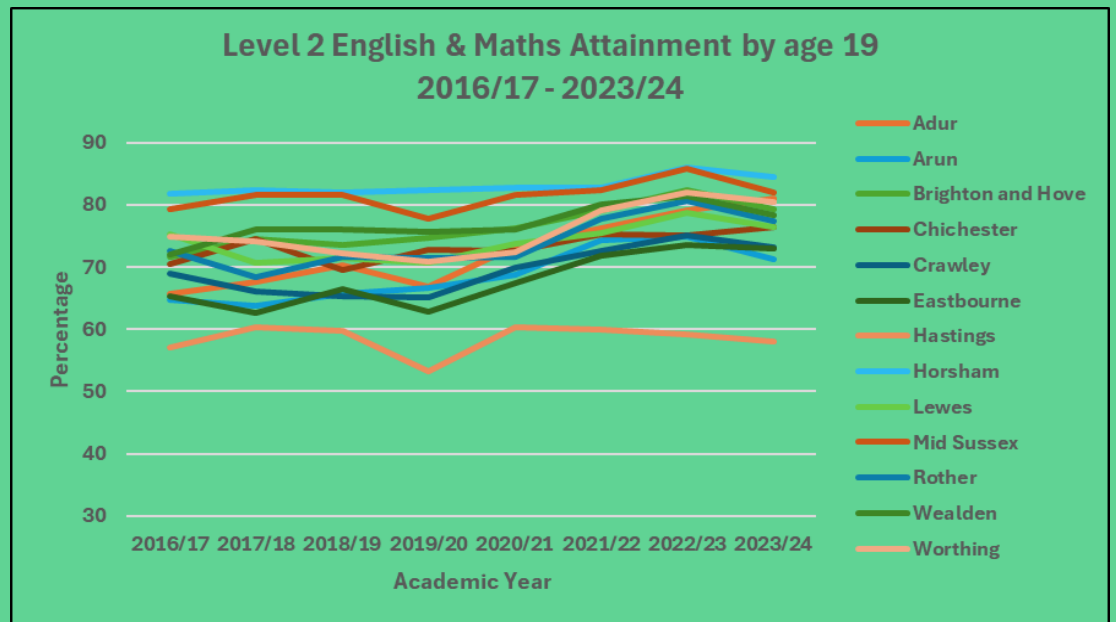
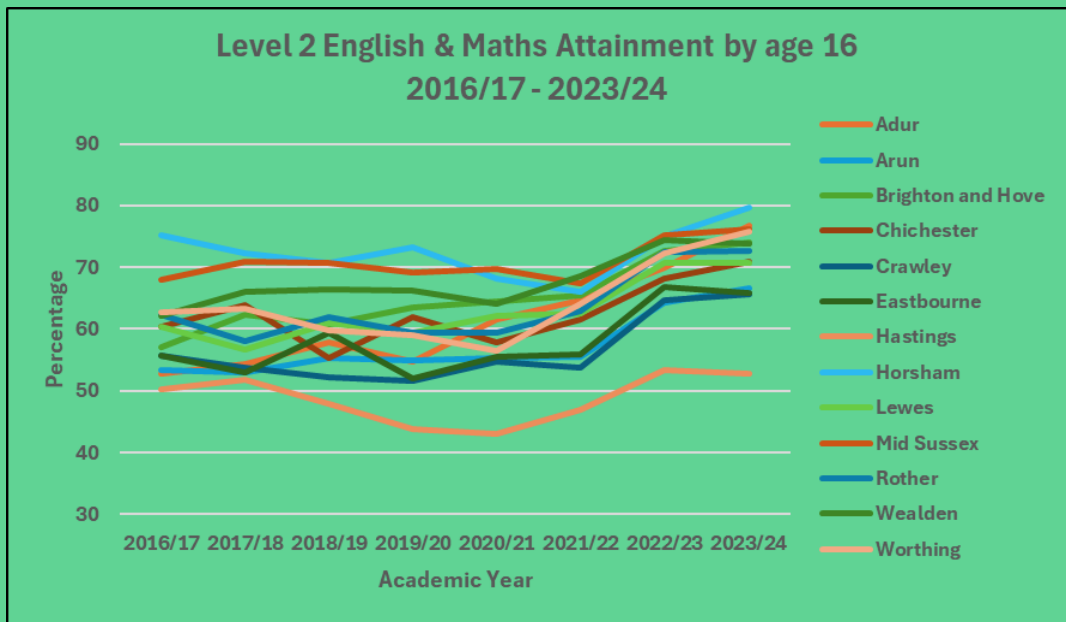


In 2022/23, the largest share of 16–18 study leavers across most local authorities entered sustained education, typically 41–48% (e.g. Arun 47.7%, Horsham 47.3%, Mid Sussex 45.6%, Brighton & Hove 45.3%), while sustained employment accounted for a further 30–39% in most areas.

Sustained apprenticeships remain a minority route, generally 2–7%, although uptake is higher in Worthing (8.8%), Eastbourne (7.7%) and Wealden (6.7%).

Data capture and engagement issues are evident in several areas, with high combined proportions not recorded or not captured, notably Worthing (43%), Lewes (33.6%) and Eastbourne (31%), indicating potential hidden disengagement or tracking challenges.

# Level 2 English & Maths Attainment 2016/17 – 2023/24

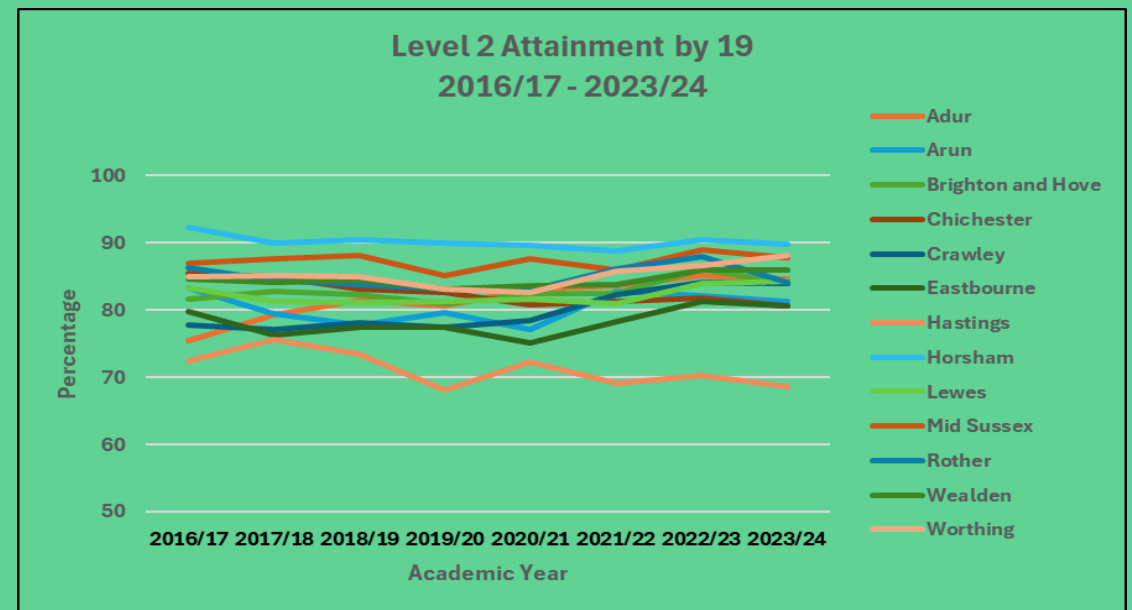
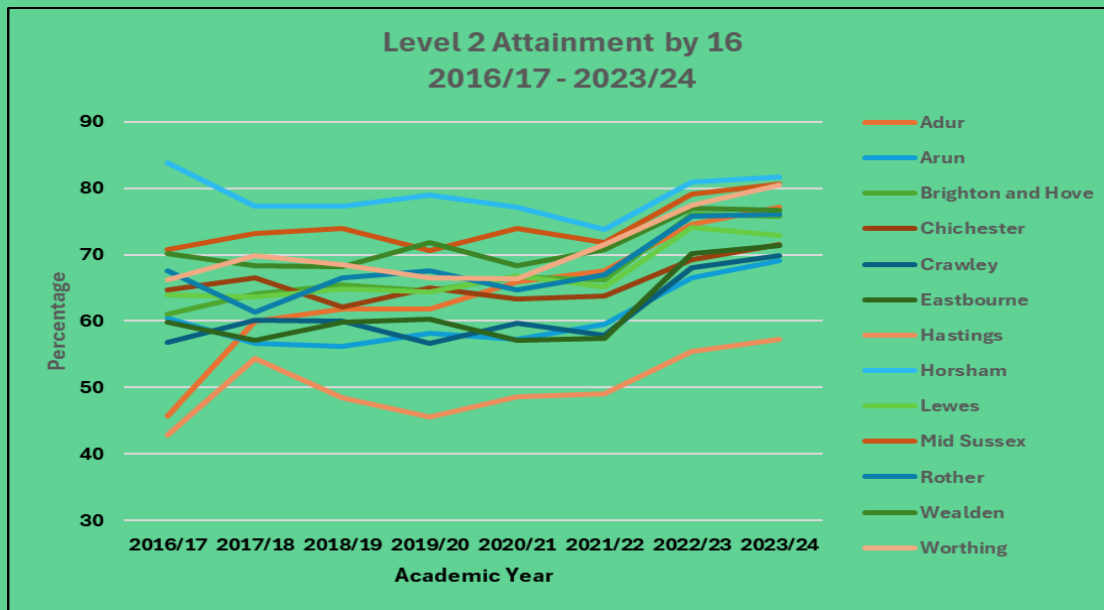


Between 2016/17 and 2023/24, English and maths attainment by age 16 increased substantially across almost all districts, with the strongest gains occurring after 2020/21 as outcomes rebounded from pandemic disruption. Attainment by age 19 remains consistently higher and comparatively stable, confirming that a significant proportion of learners who do not achieve at 16 go on to succeed through post-16 education and resit routes. Overall, the gap between attainment at 16 and 19 has narrowed modestly, indicating improving early achievement alongside a post-16 system that continues to mitigate persistent geographic inequalities. Though despite improvements, Hastings continues to have a much lower level of English & Maths attainment than other areas of Sussex.

Data source: .Gov.uk Explore Education Statistics service: Attainment by local authority district data - ages 16 to 19



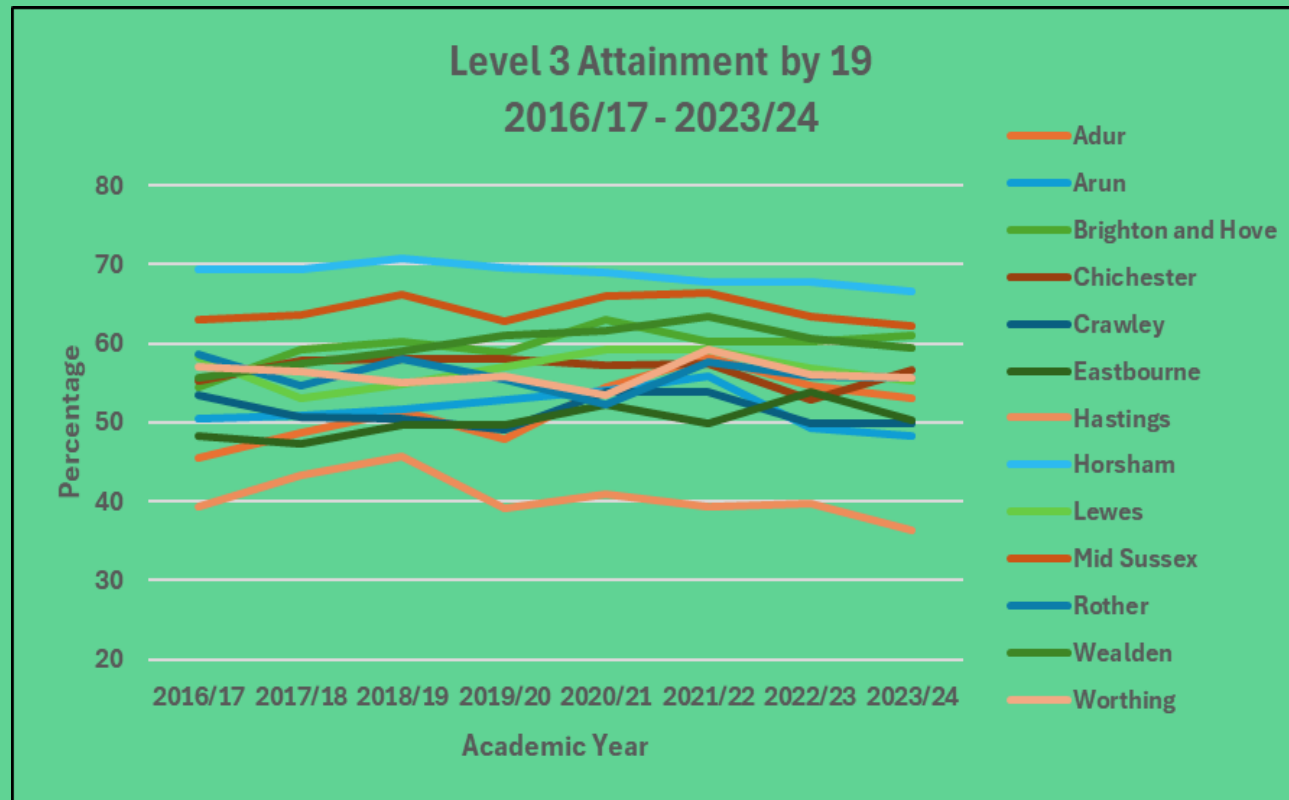
# Full Level 2 Attainment 2016/17 – 2023/24



Across the period, Level 2 attainment by age 16 has improved markedly in almost all districts, with the most significant gains occurring after 2020/21, indicating stronger GCSE outcomes and post-pandemic recovery. Level 2 attainment by age 19 remains consistently higher and comparatively stable, showing that learners who miss Level 2 at 16 continue to catch up through post-16 education and training. Overall, the gap between attainment at 16 and 19 is narrowing slightly, suggesting improved early attainment while the post-16 system continues to play a crucial equalising role, particularly in lower-performing areas such as Hastings. Horsham continues to be the highest performing across the Sussex area.

Data source: .Gov.uk Explore Education Statistics service: Attainment by local authority district data - ages 16 to 19

# Full Level 3 Attainment 2016/17 – 2023/24



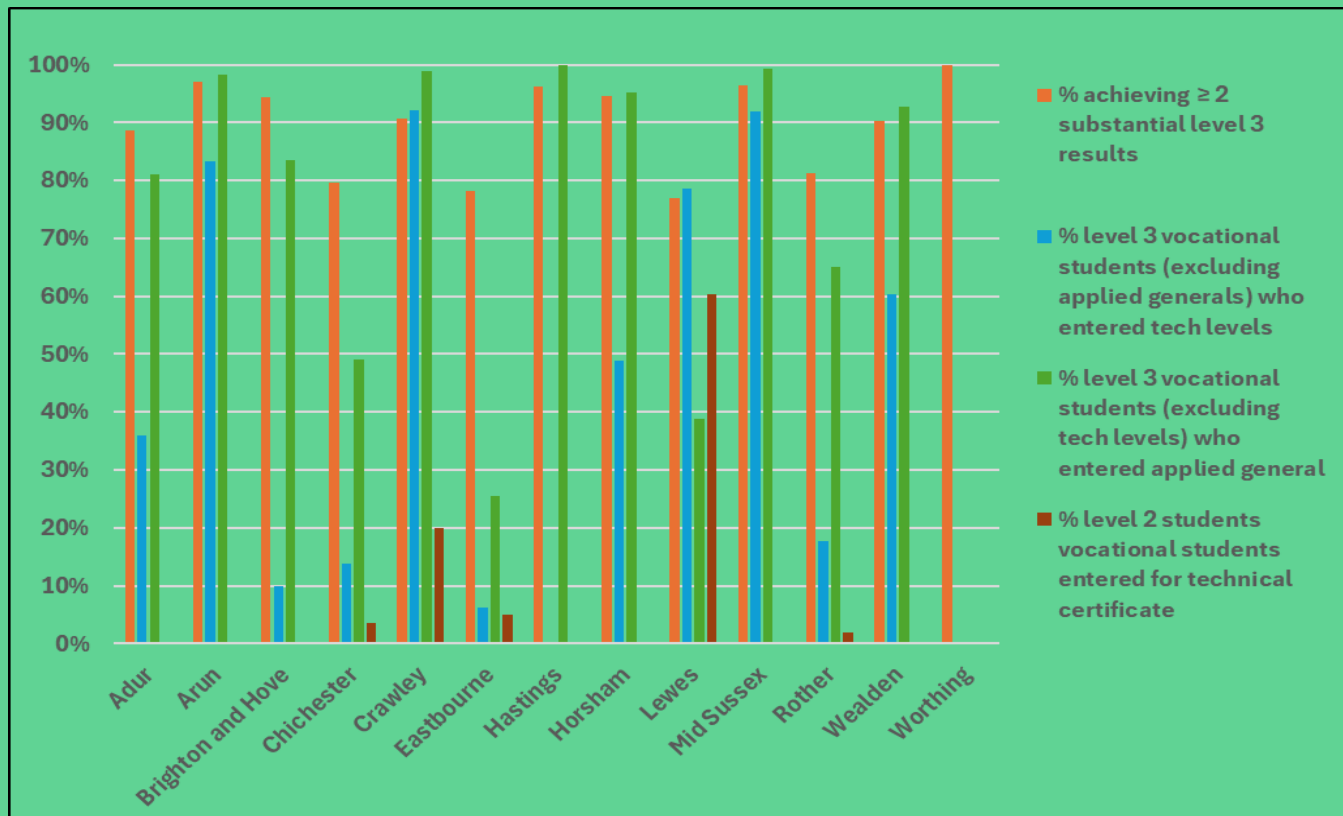
Level 3 attainment by age 19 improved steadily across most districts from 2016/17 to a peak around 2020/21–2021/22, reflecting stronger progression into advanced qualifications during that period.

Since 2021/22, attainment has generally plateaued or declined slightly, with several districts falling back from their peak levels.

Persistent geographic disparities remain, with Horsham and Mid Sussex consistently achieving the highest outcomes and Hastings significantly underperforming throughout the period.



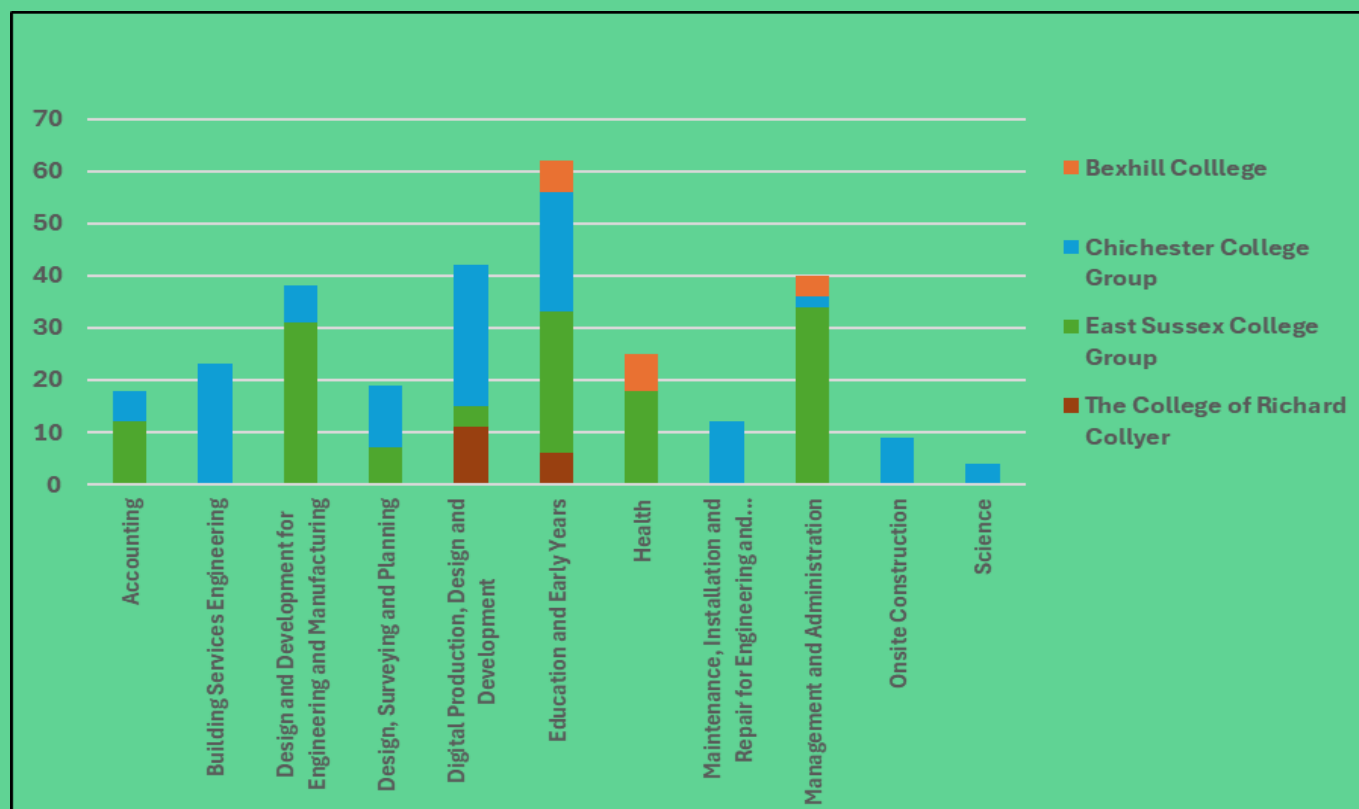
# A level and other 16 to 18 results 2024/25



In 2024/25, Full Level 3 attainment is high across most districts, but the volume of learners varies substantially, with large cohorts in Chichester (6,668 students) and Brighton & Hove (3,363) driving system-wide performance, even though their achievement rates (79.6% and 94.4% achieving  $\geq 2$  Level 3 results) differ markedly. Smaller cohorts such as Adur (186 students) and Arun (449) show very strong percentage outcomes (88.7% and 97.0%), but their overall impact is limited by low learner numbers, highlighting that headline percentages must be interpreted alongside scale.

Vocational pathways also show uneven balance: high tech-level participation rates in Crawley and Mid Sussex (over 92%) are achieved from relatively modest entry volumes, while Lewes combines low achievement (77.0%) with high reliance on Level 2 technical routes (60.4% of Level 2 entrants), indicating structural progression challenges rather than attainment alone.

# T Level – Learner Completions 2023/24



In 2023/24, Education and Early Years recorded the highest number of T Level completions with 62 learners, followed by Digital Production, Design and Development with 42 completions and Management and Administration with 40 completions.

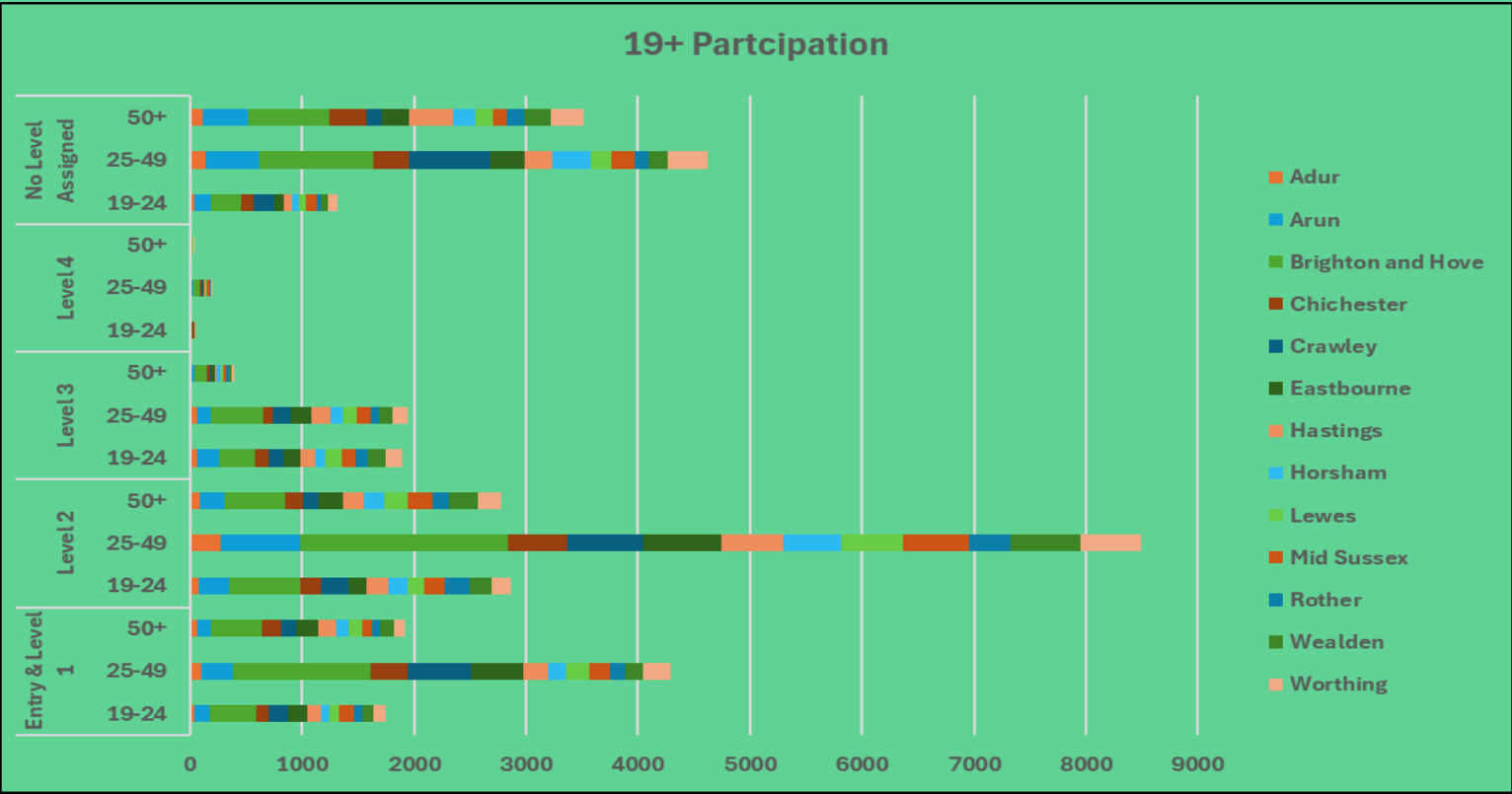
Engineering and construction-related routes also show solid outcomes, including Design and Development for Engineering and Manufacturing (38 completions) and Building Services Engineering (23 completions). By contrast, completions remain low in Onsite Construction (9 learners) and Science (4 learners), reflecting smaller cohorts and more limited delivery across Sussex FE colleges. Onsite Construction has since been abolished by the government due to lack of take up and the apprenticeship considered to be a preferred route by employers.

Since 2023/24, T Level delivery across Sussex has now increased and now includes Agriculture, Land Management and Production, Animal Care and Management, Media Broadcast and Production, Digital Software Development, Digital Support & Security, Craft & Design & Legal Services.

# 19+ Further Education & Skills

# 19+ Local Authority Participation by Level & Age

## 2024/25

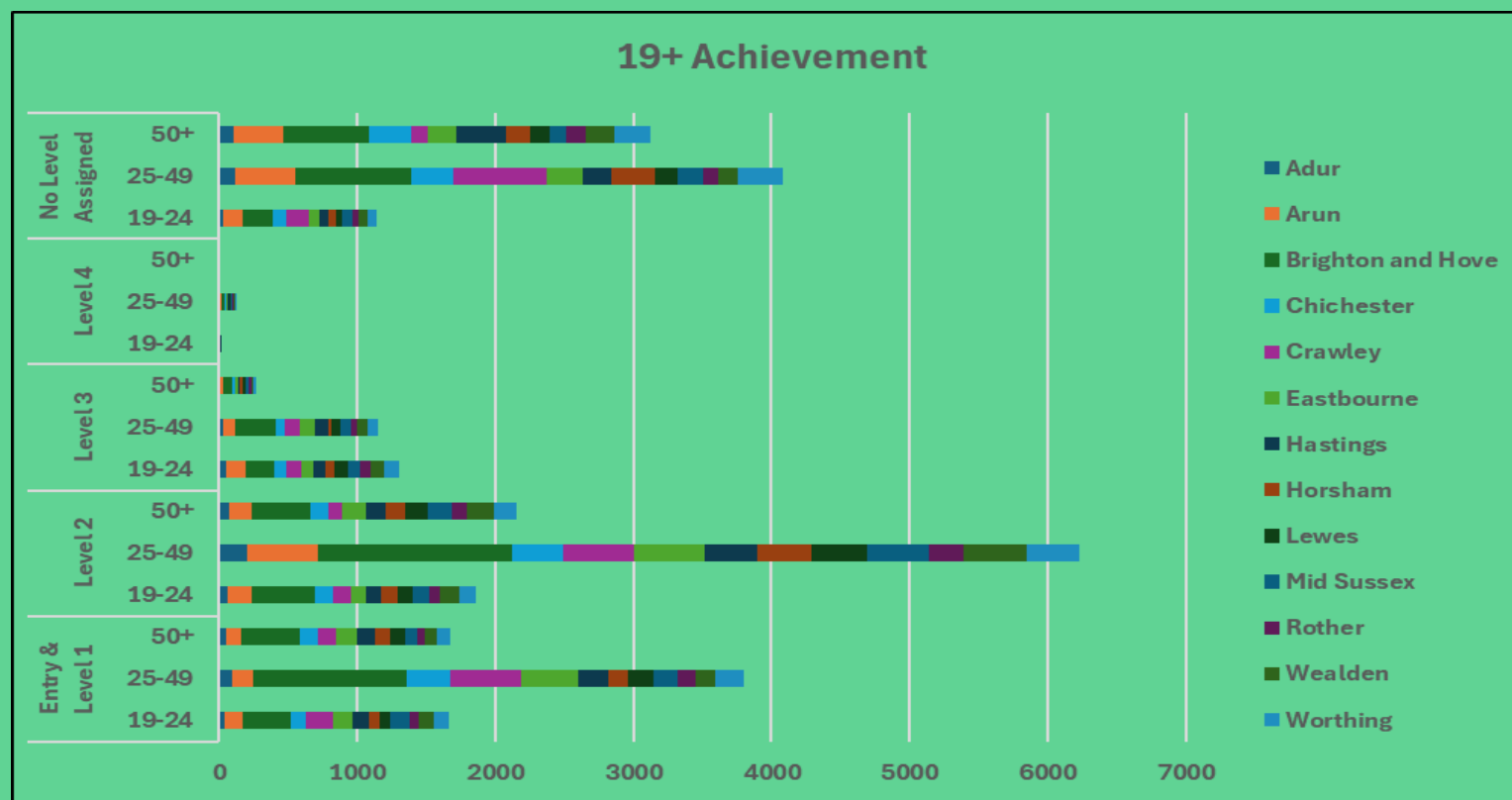


Across all districts, Level 2 is the largest volume of provision, driven overwhelmingly by adults aged 25–49 (for example Brighton & Hove has 1,860 learners aged 25–49 at Level 2, compared with 640 aged 19–24 and 540 aged 50+).

Level 3 participation is lower and more balanced by age, typically ranging from around 90–200 learners aged 19–24 per district (e.g. 150 in Worthing, 140 in Hastings), while Level 4 volumes are consistently very small or suppressed (“low”), rarely exceeding around 10–20 learners in any age group.

Notably, a substantial number of learners have no level assigned, particularly among adults aged 25–49 and 50+ (e.g. 1,010 and 720 respectively in Brighton & Hove), indicating significant engagement in non-accredited courses.

# 19+ Local Authority Learner Achievements by Level & Age 2024/25



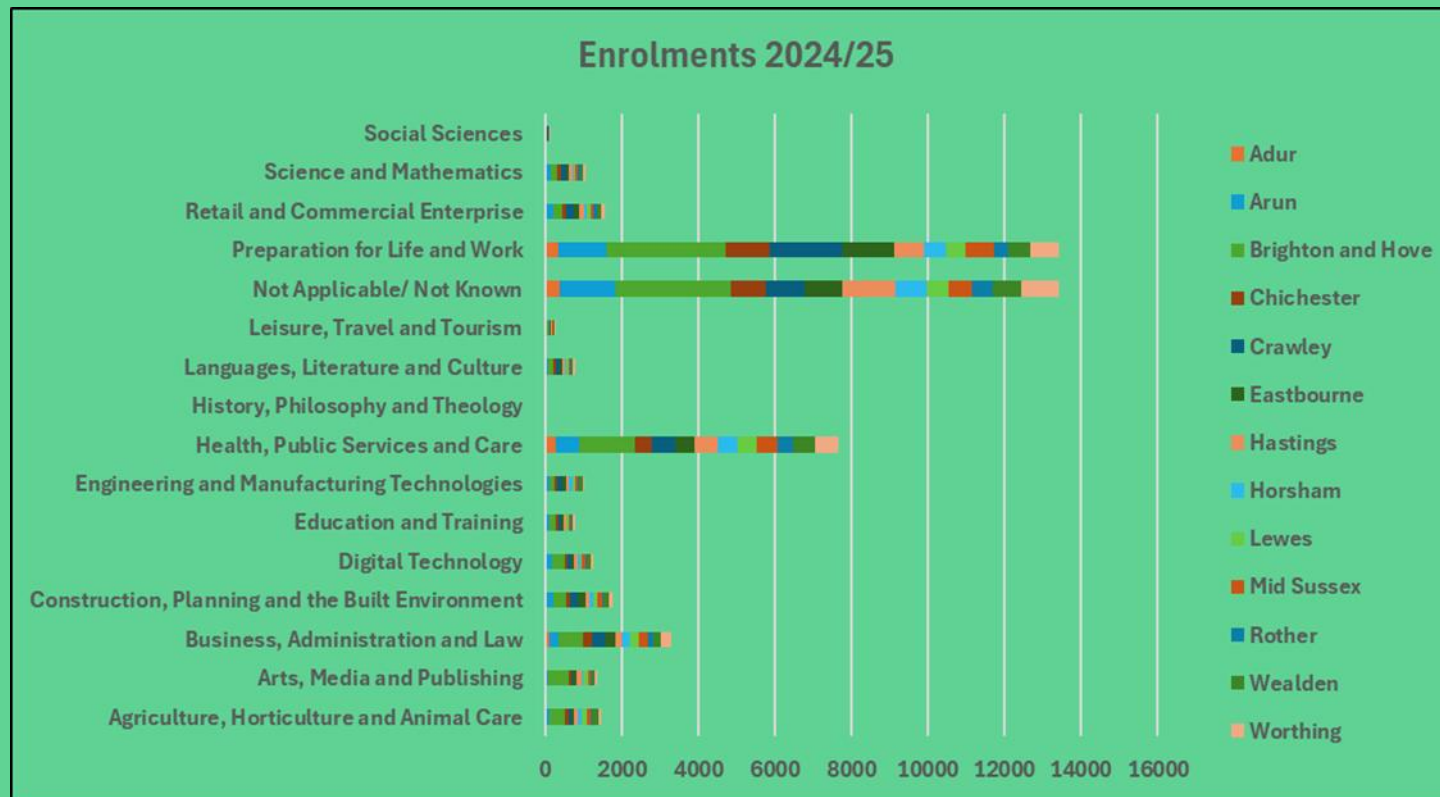
Across all districts, 19+ achievement is dominated by Level 2 outcomes for adults aged 25–49, with very high volumes such as 1,410 learners in Brighton & Hove, 510 in Arun and Crawley, and 460 in Wealden, far exceeding any other level or age group.

Level 3 achievements are lower, typically 60–140 learners aged 19–24 per district (for example 110 in Worthing, 140 in Arun) and 70–110 aged 25–49, indicating a sharp drop-off from Level 2 progression.

Level 4 achievement is negligible (mostly recorded as “low” or around 10–20 learners), while no level assigned remains substantial, particularly for adults aged 25–49 and 50+ (e.g. 840 and 630 in Brighton & Hove, 430 and 360 in Arun), signalling significant engagement in non-accredited adult learning.



# 19+ Enrolments by Local Authority & Sector Subject Area 2024/25



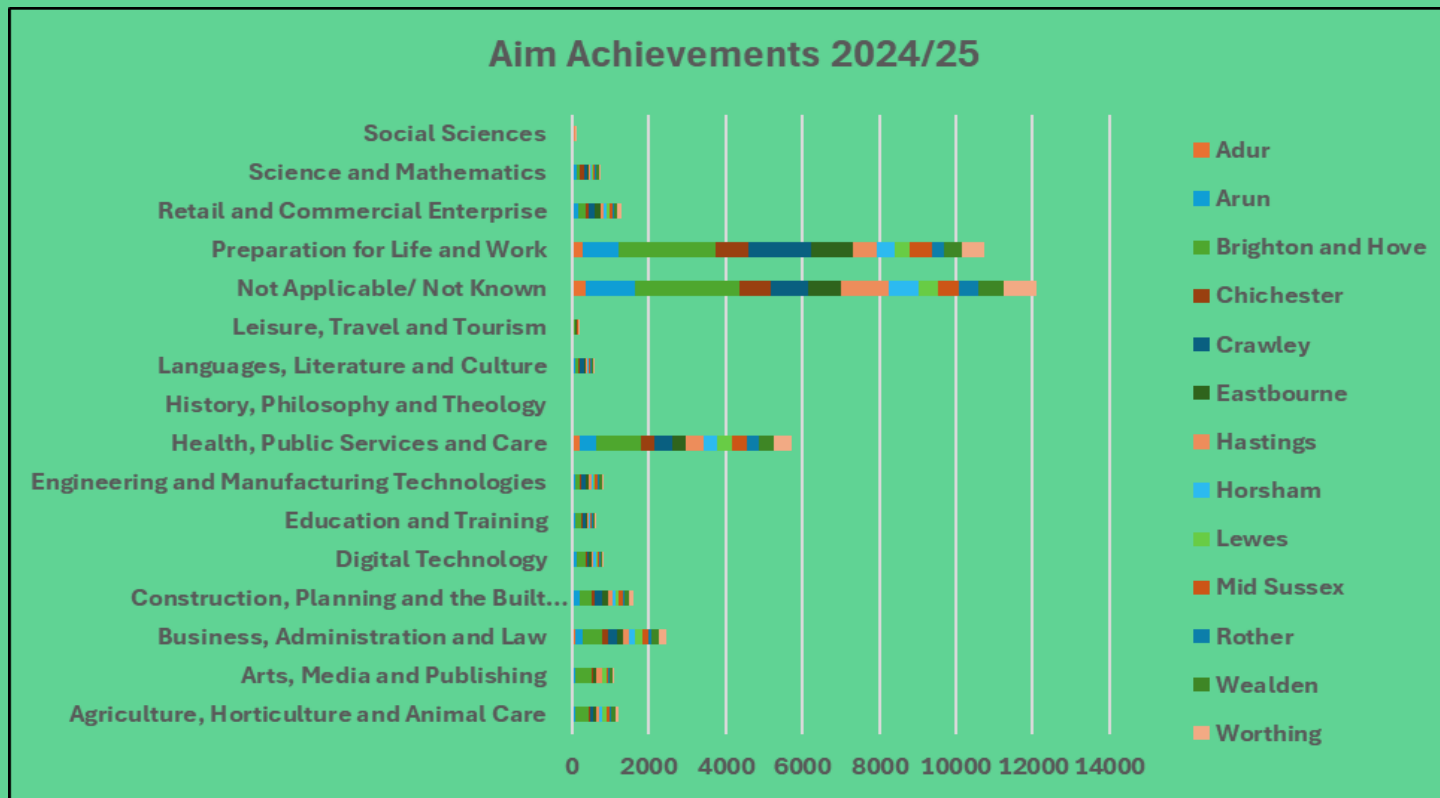
In 2024/25, further education enrolments are dominated by Preparation for Life and Work and Not Applicable/Not Known, with very large cohorts in Brighton & Hove (3,130 and 3,020 learners respectively) and Crawley (1,880 and 1,020), indicating that a significant share of learners are engaged in employability, transition or non-classified provision.

Among defined subject areas, Health, Public Services and Care is the largest across all districts (ranging from 260 in Adur to 1,470 in Brighton & Hove), followed by Business, Administration and Law (up to 640 in Brighton & Hove and 340 in Crawley).

Construction, Planning and the Built Environment and Digital Technology show mid-level participation (for example 360 and 350 learners in Brighton & Hove, compared with 50 and 40 in Adur), while Engineering and Manufacturing Technologies remain comparatively small in scale, typically 30–160 learners per district.



# 19+ Aim Achievements by Local Authority & Sector Subject Area 2024/25

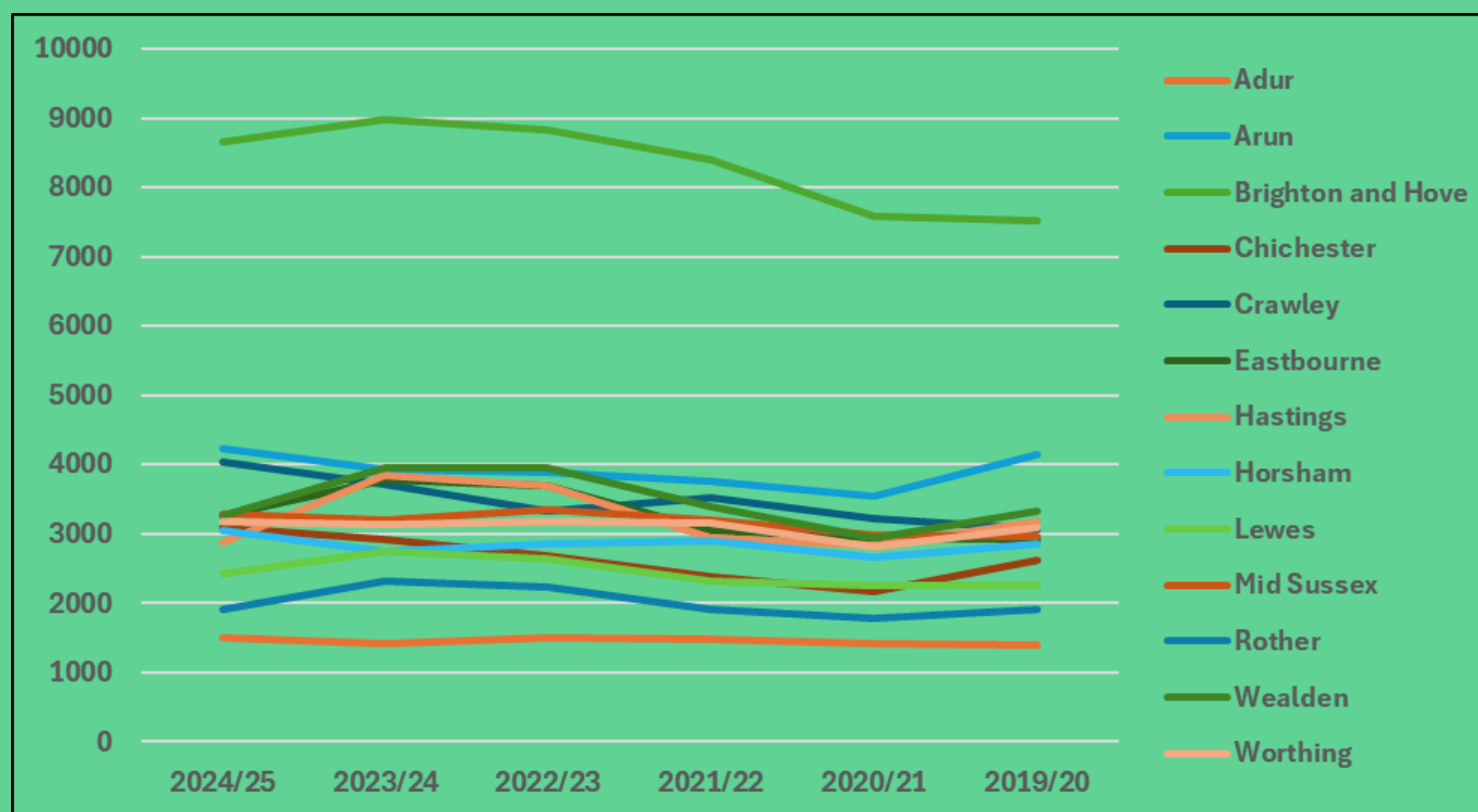


In 2024/25, FE aim achievements are dominated by Preparation for Life and Work and Not Applicable/Not Known, with exceptionally high volumes in Brighton & Hove (2,520 and 2,720 achievements) and Crawley (1,610 and 950), showing that a large share of achievement is in employability or non-classified provision.

Among defined subject areas, Health, Public Services and Care records the highest achievements across all districts, ranging from 200 in Adur to 1,130 in Brighton & Hove, followed by Business, Administration and Law (up to 490 in Brighton & Hove and 240 in Crawley).

Construction and the Built Environment and Digital Technology sit at mid-scale (e.g. 320 and 220 achievements in Brighton & Hove, compared with 50 and 20 in Adur), while Engineering and Manufacturing Technologies remain relatively small at 20–130 achievements per district, indicating limited capacity in advanced technical pathways.

# Further Education & Skills 19+ Participation Trends 2019/20 – 2024/25



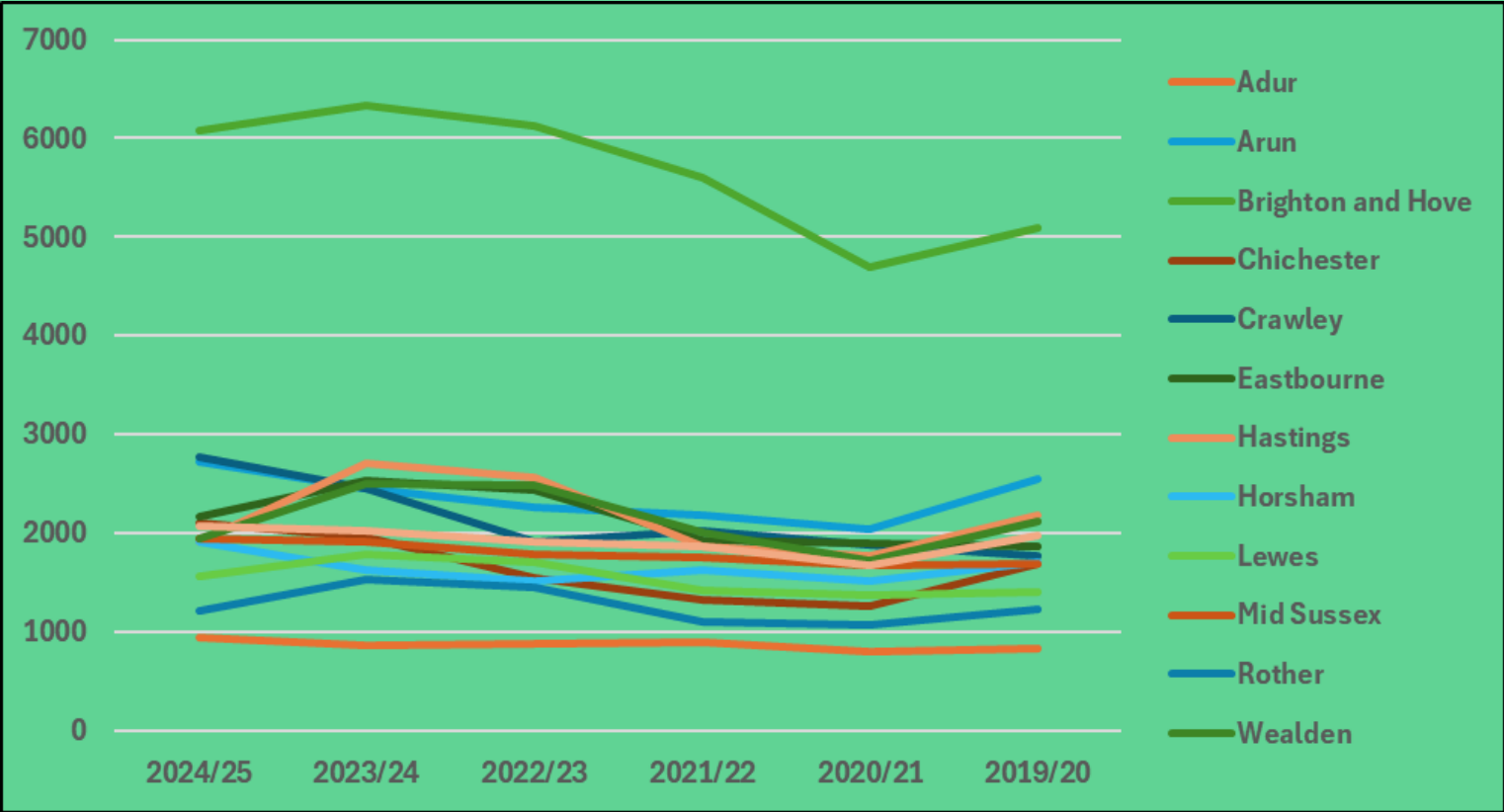
Crawley experienced a 27% rise in participation among individuals aged 19 and over, increasing from 3,080 in 2019/20 to 4,040 in 2024/25. Similarly, Chichester (16.1%), Brighton & Hove (14.2%), Eastbourne (10.7%), and Mid Sussex (10.2%) also recorded significant growth during the same time-frame.

Brighton continues to have the highest FE 19+ participation across Sussex, increasing from 7,510 in 2019/20 to 8,660 in 2024/25.

Conversely, Hastings saw a decline of 9.9% in 19+ participation, dropping from 3,180 in 2019/20 to 2,880 in 2024/25.

Overall, across Sussex, the number of learners engaged in further education and skills development courses grew by 8.1%, rising from 41,290 in 2019/20 to 44,790 in 2024/25.

# Further Education & Skills 19+ Achievement Trends 2019/20 – 2024/25



Crawley experienced a significant 44.4% rise in 19+ achievements, increasing from 1,770 in 2019/20 to 2,780 in 2024/25. Similarly, Chichester (21%), Brighton & Hove (17.3%), Eastbourne (15.4%), and Mid Sussex (14.3%) also recorded notable growth during the same period.

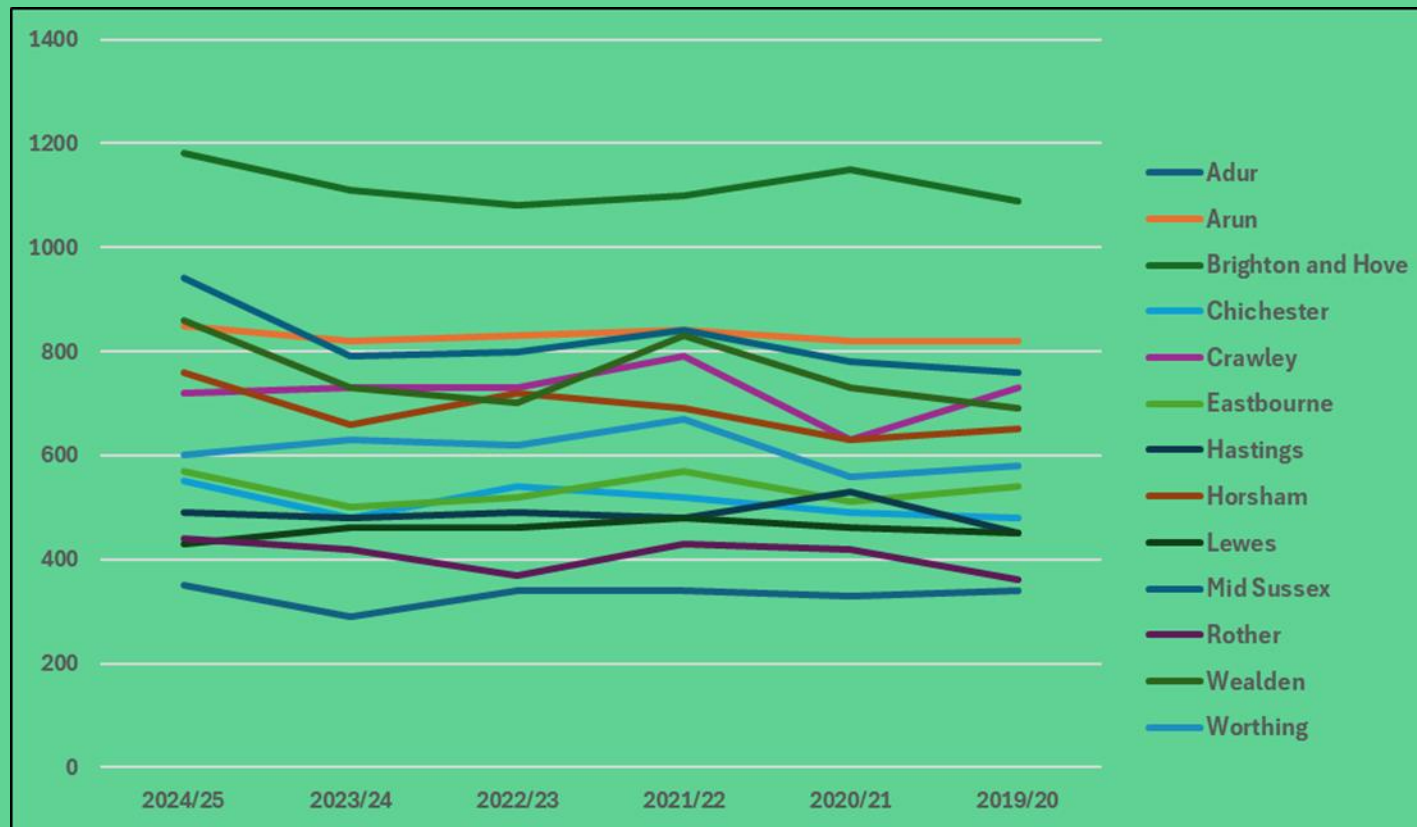
Conversely, Hastings saw a 9.9% decline in 19+ achievements, dropping from 2,180 in 2019/20 to 1,910 in 2024/25.

Overall, Sussex reported an 11.7% increase in the number of learners completing further education and skills courses, rising from 26,130 in 2019/20 to 29,390 in 2024/25.

# Apprenticeships

# Apprenticeship Starts Trends by Local Authority

## 2019/20 -2024/25 – All ages



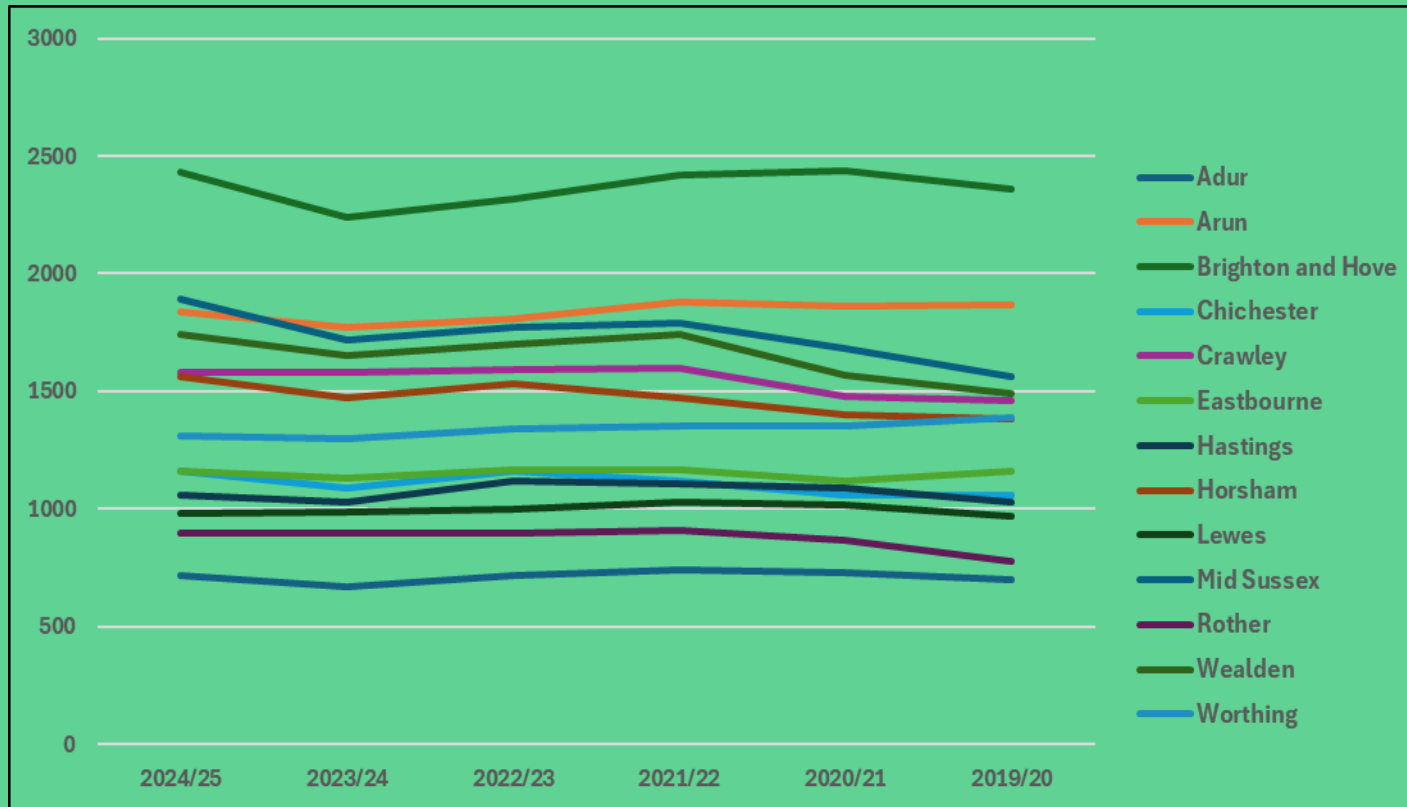
Across the area, apprenticeship starts increased from 7,940 in 2019/20 to a peak of 8,580 in 2021/22, before falling to 8,100 in 2023/24 and then rebounding strongly to 8,740 in 2024/25, the highest level in the series.

Growth in 2024/25 is driven by larger districts, notably Brighton & Hove (1,180, up from 1,110), Mid Sussex (940, up from 790) and Wealden (860, up from 730), alongside notable rises in Horsham (760) and Chichester (550).

Some areas remain below earlier peaks (e.g. Crawley at 720 vs 790 in 2021/22), but overall the data indicates a clear recovery and expansion in apprenticeship starts across most districts.



# Apprenticeship Participation Trends by Local Authority 2019/20 -2024/25 – All ages



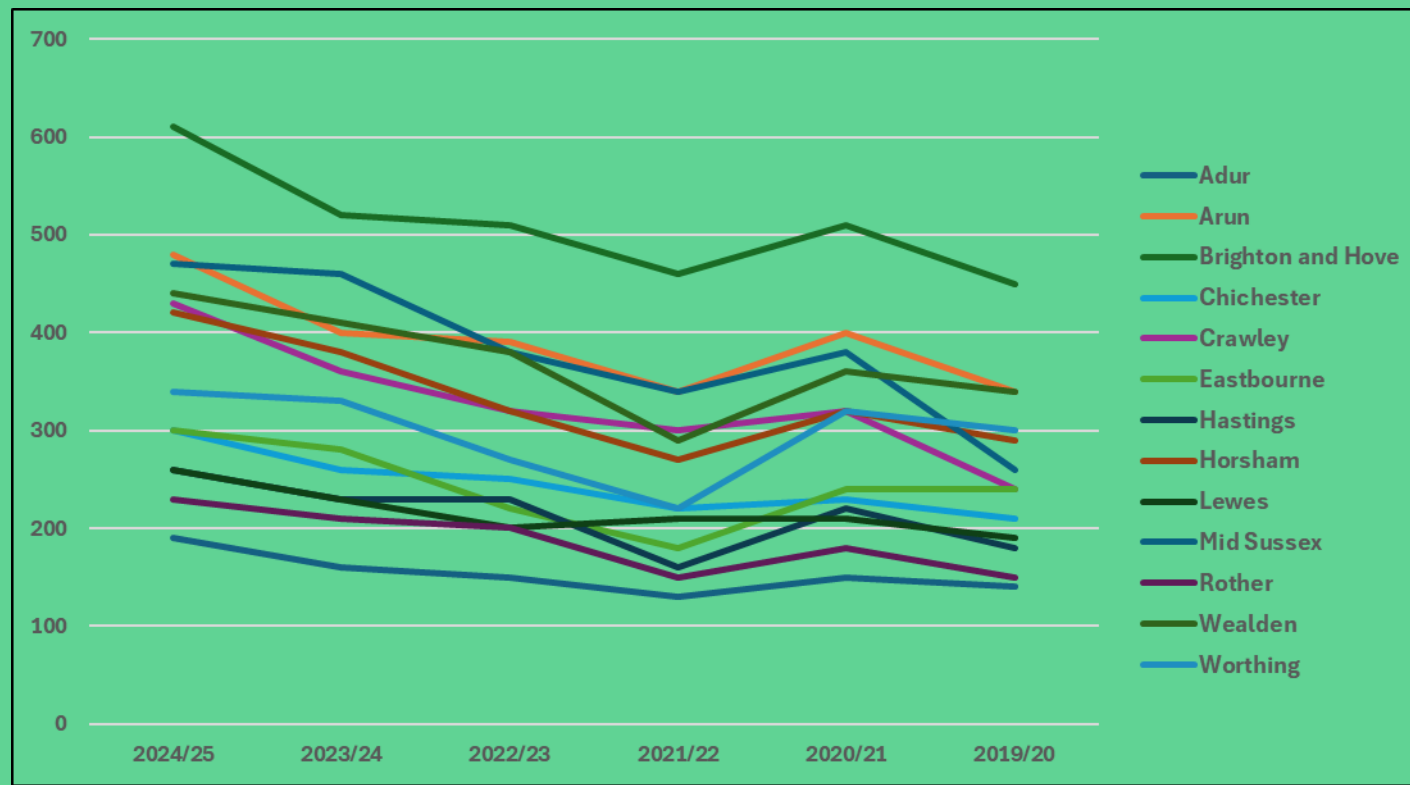
Total apprenticeship participation has remained broadly stable over time, rising from 17,210 in 2019/20 to 18,330 in both 2021/22 and 2024/25, despite a dip to 17,540 in 2023/24, indicating resilience in overall engagement.

The largest volumes are consistently in Brighton & Hove (2,430 in 2024/25), Mid Sussex (1,890) and Wealden (1,740), all of which show clear long-term growth compared with 2019/20 (up by +70, +330 and +250 respectively).

Some areas remain below earlier peaks—most notably Worthing (1,310 in 2024/25 vs 1,390 in 2019/20) and Arun (1,840 vs 1,870)—but the overall picture is of sustained, high participation across the area.



# Apprenticeship Achievement Trends by Local Authority 2019/20 -2024/25 – All ages



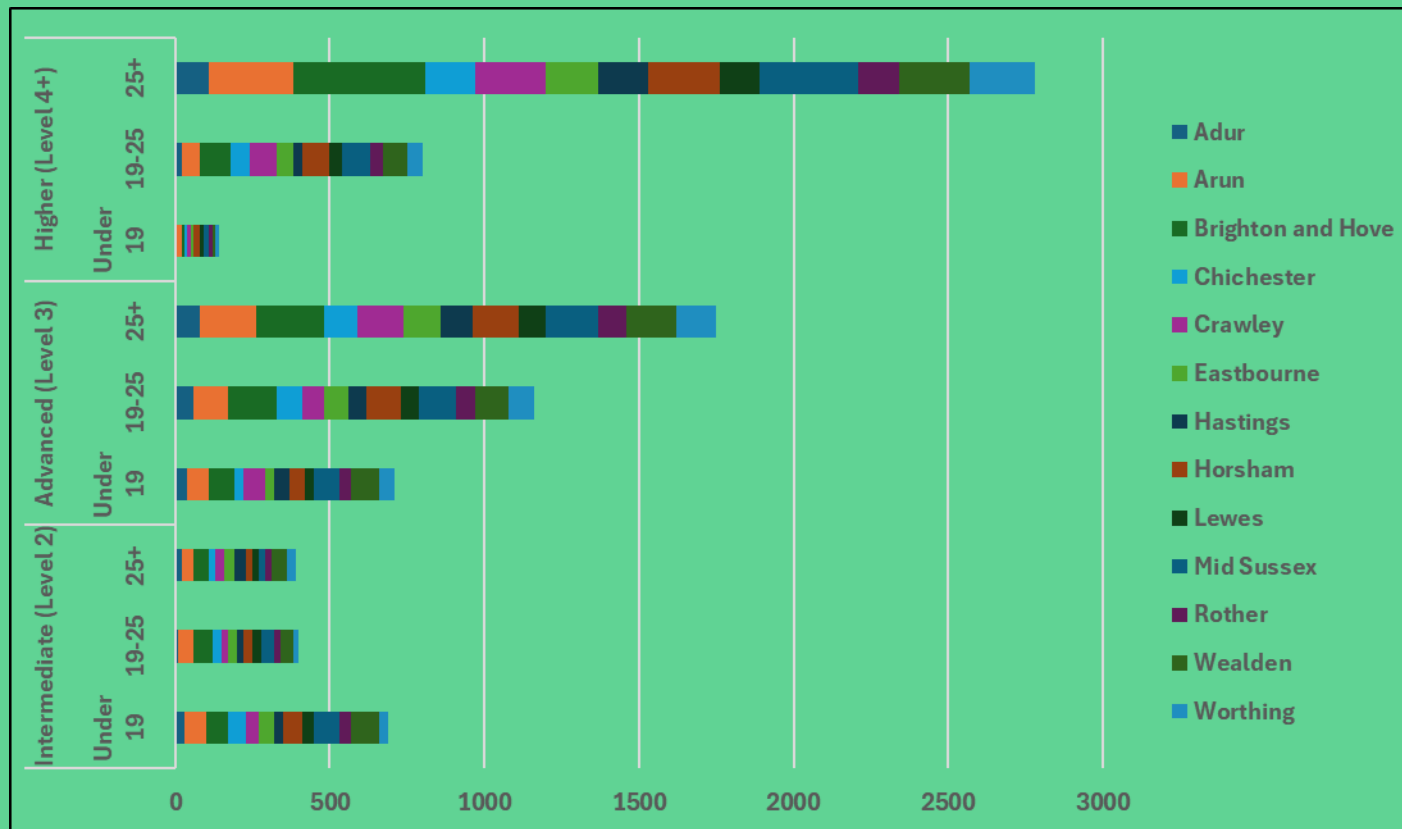
Apprenticeship achievements across all ages have risen substantially from 3,330 in 2019/20 to 4,730 in 2024/25, an increase of around 42%, with the strongest growth occurring after the dip in 2021/22 (3,270).

The largest contributors in 2024/25 are Brighton & Hove (610 achievements), Mid Sussex (470), Wealden (440) and Arun (480), each showing clear growth compared with their 2019/20 levels.

Although some areas experienced temporary declines during the pandemic period, most districts now exceed pre-pandemic achievement levels, indicating a strong recovery in apprenticeship completions across the area.

# Apprenticeship Starts by Local Authority

## 2024/25 – By age and level

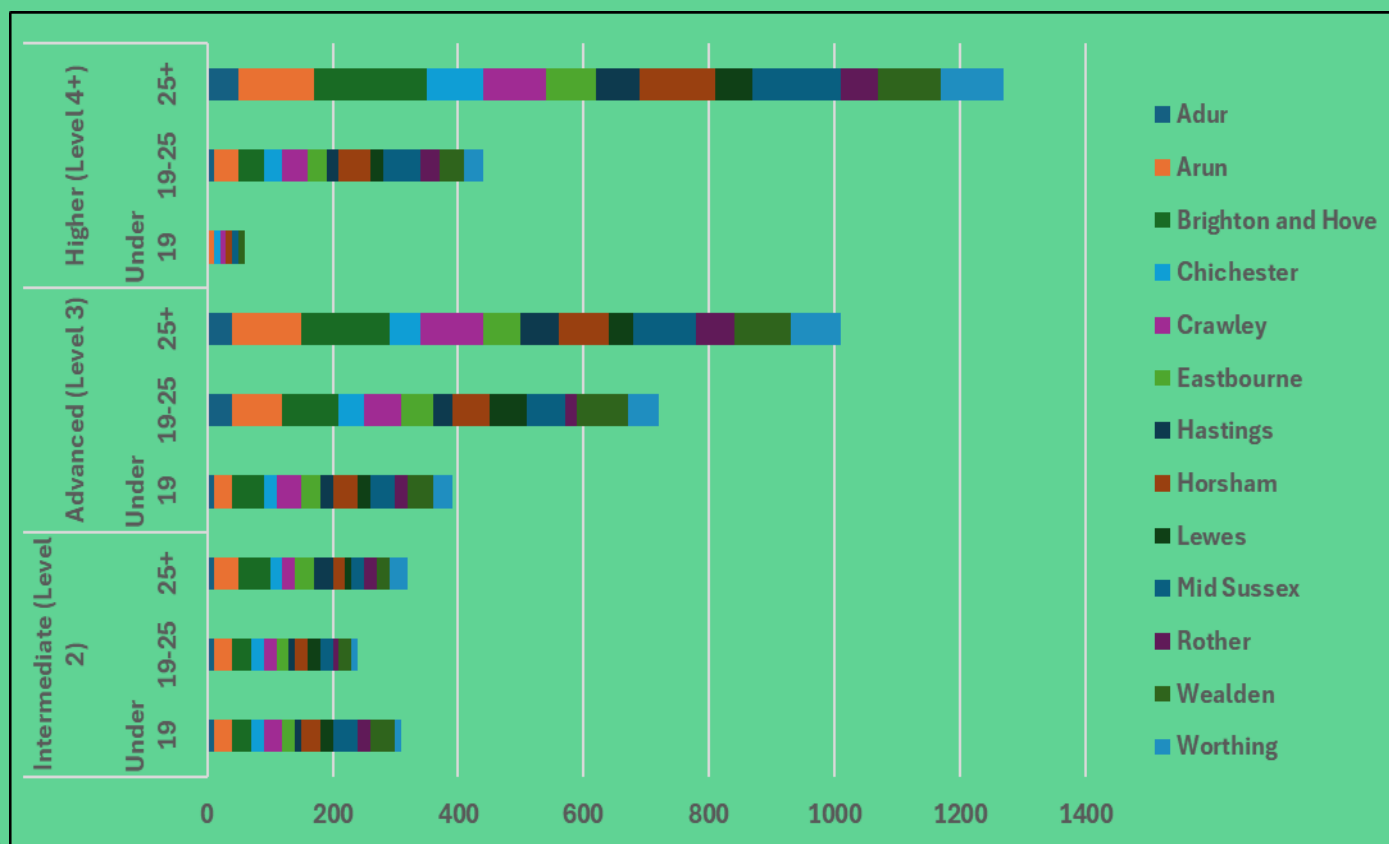


In 2024/25, apprenticeship starts are dominated by adults aged 25+, especially at Advanced (Level 3) and Higher (Level 4+), with Brighton & Hove recording 220 Level 3 and 430 Level 4 starts, and Mid Sussex 170 and 320 respectively, far exceeding younger age groups.

Under-19 starts are concentrated at Intermediate (Level 2), typically 30–90 starts per district (for example 90 in Wealden and 80 in Mid Sussex), while Higher-level starts for this age group are minimal or suppressed (“low”).

Overall, the pattern shows a strong age-level gradient, with younger learners feeding Level 2 pathways and adult learners accounting for the majority of Level 3 and Level 4+ starts across all districts.

# Apprenticeship Achievements by Local Authority 2024/25 – By age and level

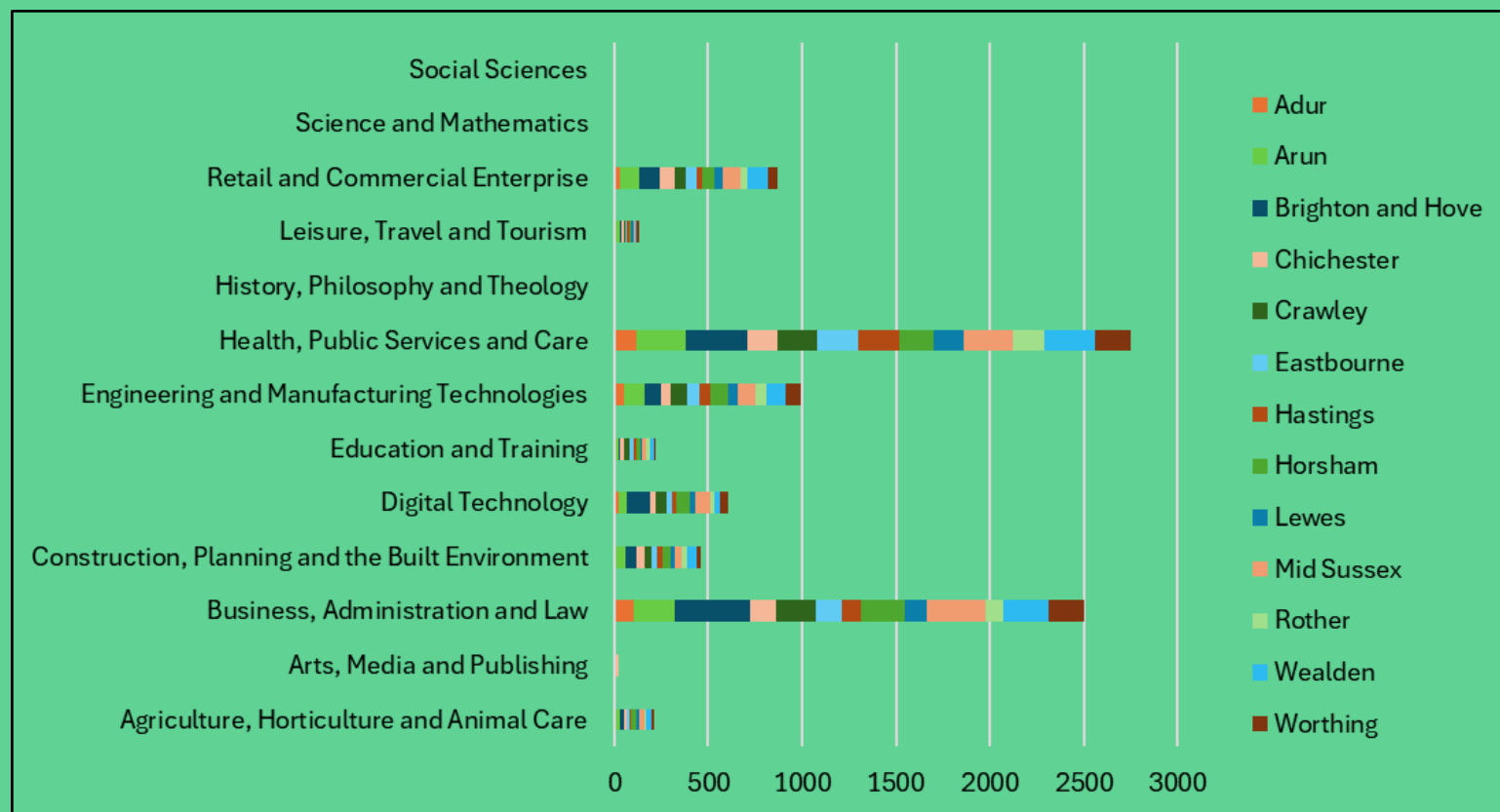


In 2024/25, apprenticeship achievements are dominated by adults aged 25+, particularly at Advanced (Level 3) and Higher (Level 4+), with Brighton & Hove recording 140 Level 3 and 180 Level 4+ achievements, and Mid Sussex 100 and 140 respectively.

Achievements for under-19s are concentrated at Intermediate (Level 2) and remain relatively low, typically 10–40 completions per district (for example 40 in Mid Sussex and 30 in Crawley), while Higher-level achievements for this age group are mostly 10 or suppressed as “low.”

Overall, the data shows a clear age-level gradient, with adult learners accounting for the majority of higher-level completions, reinforcing their central role in delivering Level 3 and Level 4 apprenticeship outcomes.

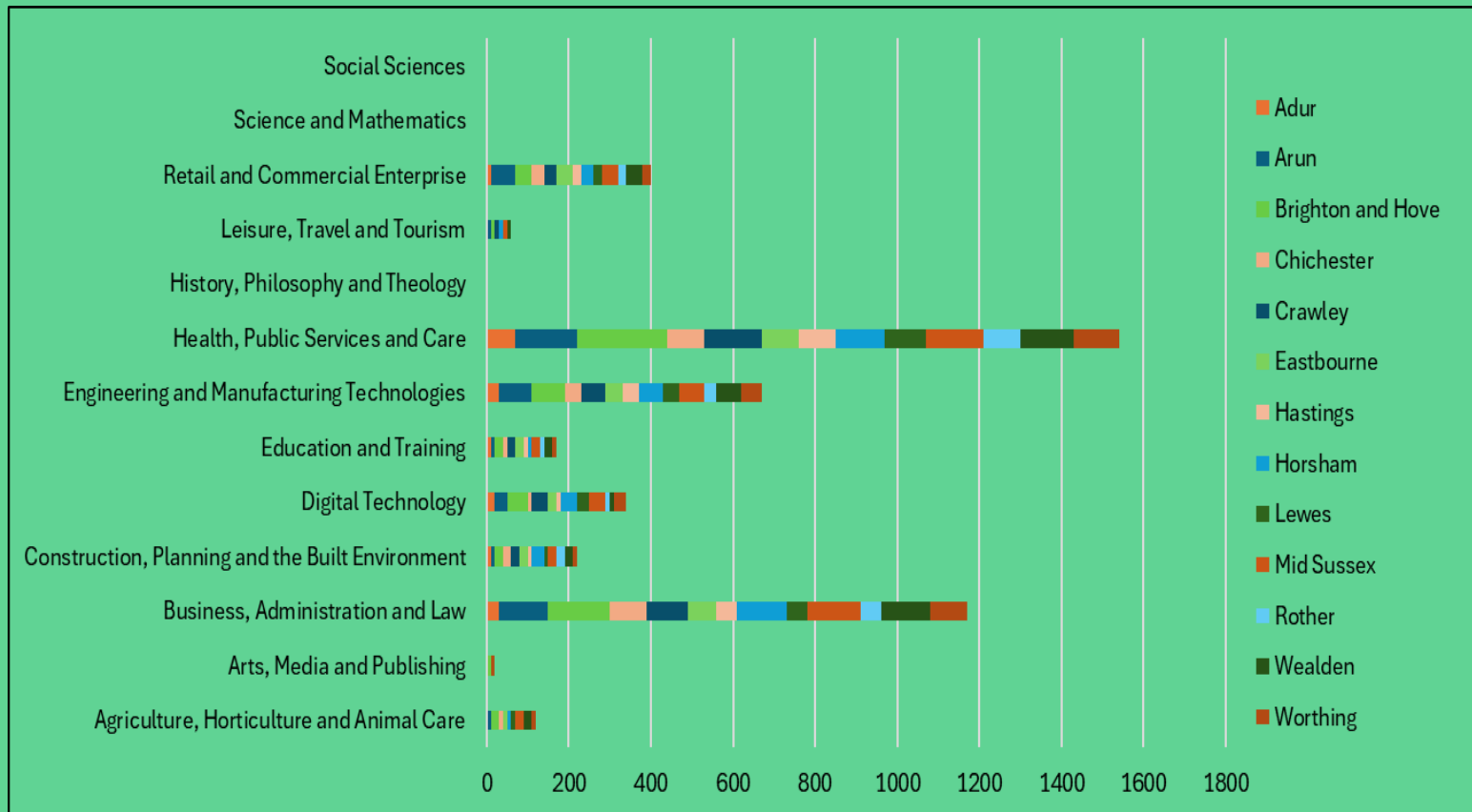
# Apprenticeship Starts by Local Authority & Sector Subject Area 2024/25 – All Ages



In 2024/25, apprenticeship starts are concentrated in Business, Administration and Law and Health, Public Services and Care, with high volumes in Brighton & Hove (400 business starts and 330 health) and Arun (220 business and 260 health).

Engineering and Manufacturing, Construction and Digital Technology show moderate but uneven demand, with some authorities recording 10–110 starts (for example Arun with 110 in engineering, Wealden with 50 in construction and Brighton & Hove with 120 digital technology starts), while others record closer to 20–40 starts, indicating patchy uptake across the area rather than consistently low volumes.

# Apprenticeship Achievements by Local Authority & Sector Subject Area 2024/25 – All Ages



Health, Public Services and Care dominates apprenticeship achievements by a wide margin, accounting for the largest overall volume (1,540 achievements), followed by Business, Administration and Law (1,170), indicating strong demand in public-facing and business support roles.

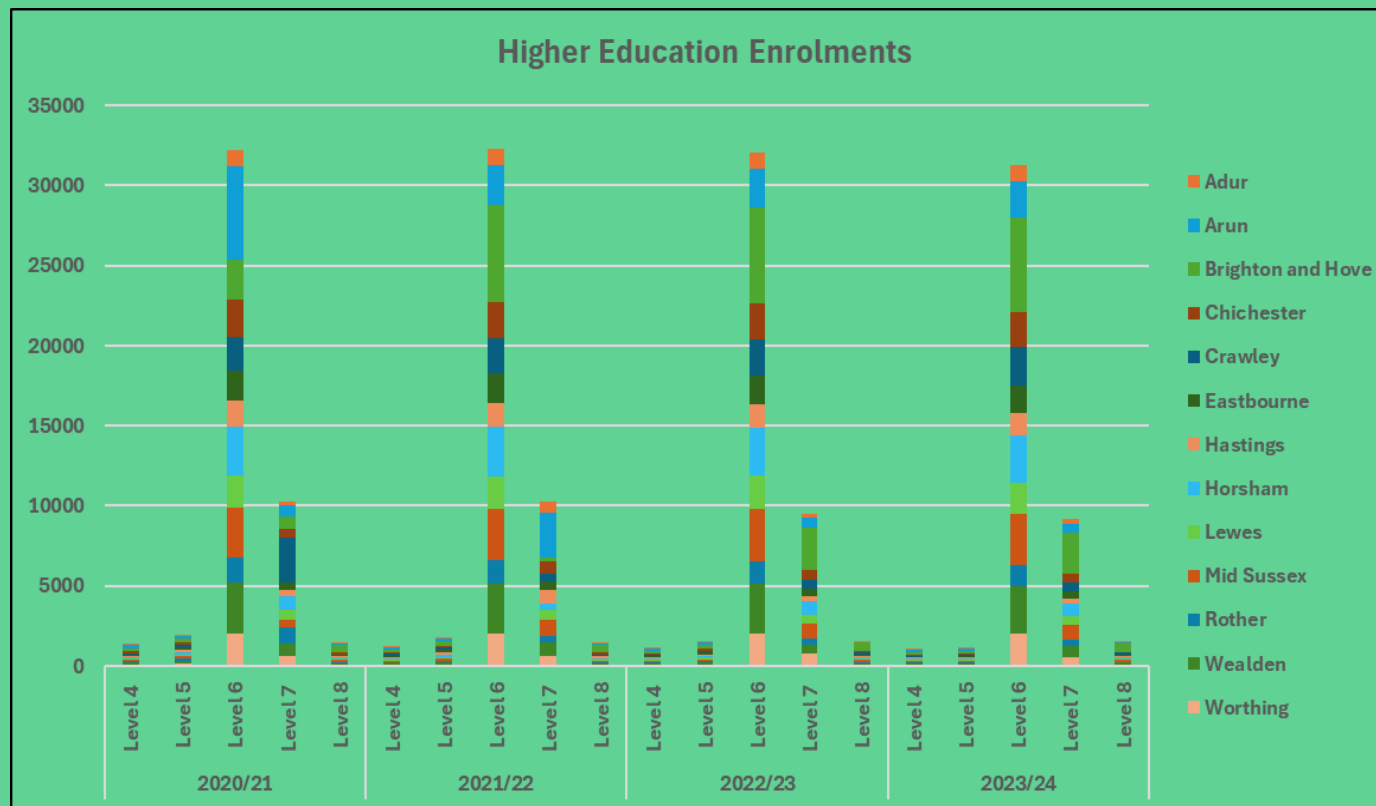
Engineering and Manufacturing form a clear second tier (670 achievements), while Construction (220 achievements), Digital Technology (340 achievements), Retail and Commercial Enterprise (400 achievements) sit at mid-scale, suggesting steady but more limited completion.

Data source: .Gov.uk Explore Education Statistics service: Apprenticeships 2024/25

# Higher Education



# Higher Education Enrolments by Local Authority & Level 2020/21 – 2023/24



Across all local authorities, higher education enrolments peaked in 2021/22 and have since declined steadily to 2023/24, with the most pronounced reductions at Levels 4 and 5.

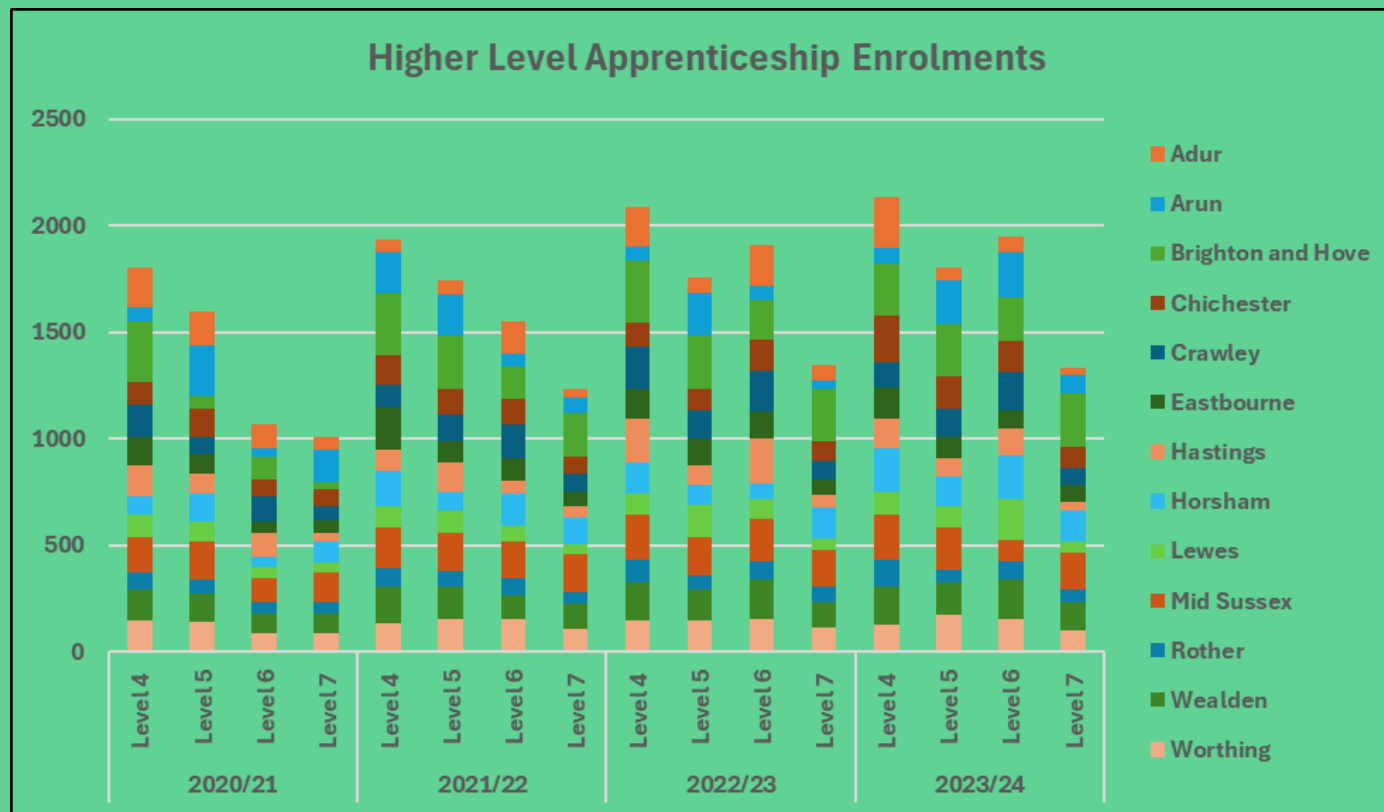
Level 6 consistently accounts for the majority of enrolments throughout the period, while Level 7 numbers rose sharply in some areas during and immediately after the pandemic before falling back in later years.

Geographically, Brighton & Hove has the highest number enrolments, while several coastal and smaller districts show lower volumes and more sustained decline, particularly in sub-degree higher education.

Note: Local authority based on permanent address of student.

Data source: .Gov.uk Explore Education Statistics service: Higher Level Learners in England

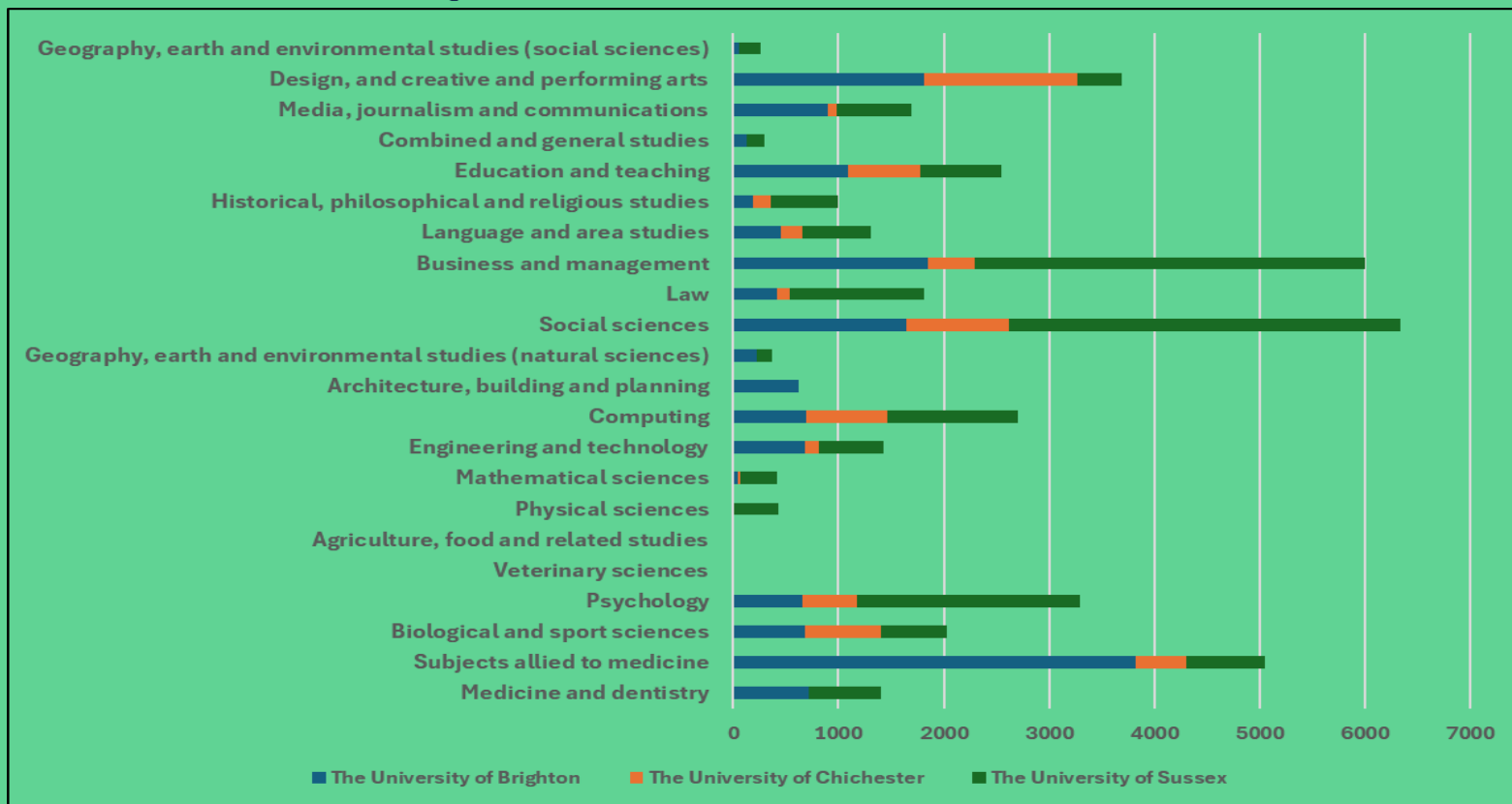
# Higher Level Apprenticeships by Local Authority & Level 2020/21 – 2023/24



Note: Local authority based on permanent address of student.

Data source: .Gov.uk Explore Education Statistics service: Higher Level Learners in England

# HE Student Enrolments by University Sector Subject Area - 2023/24

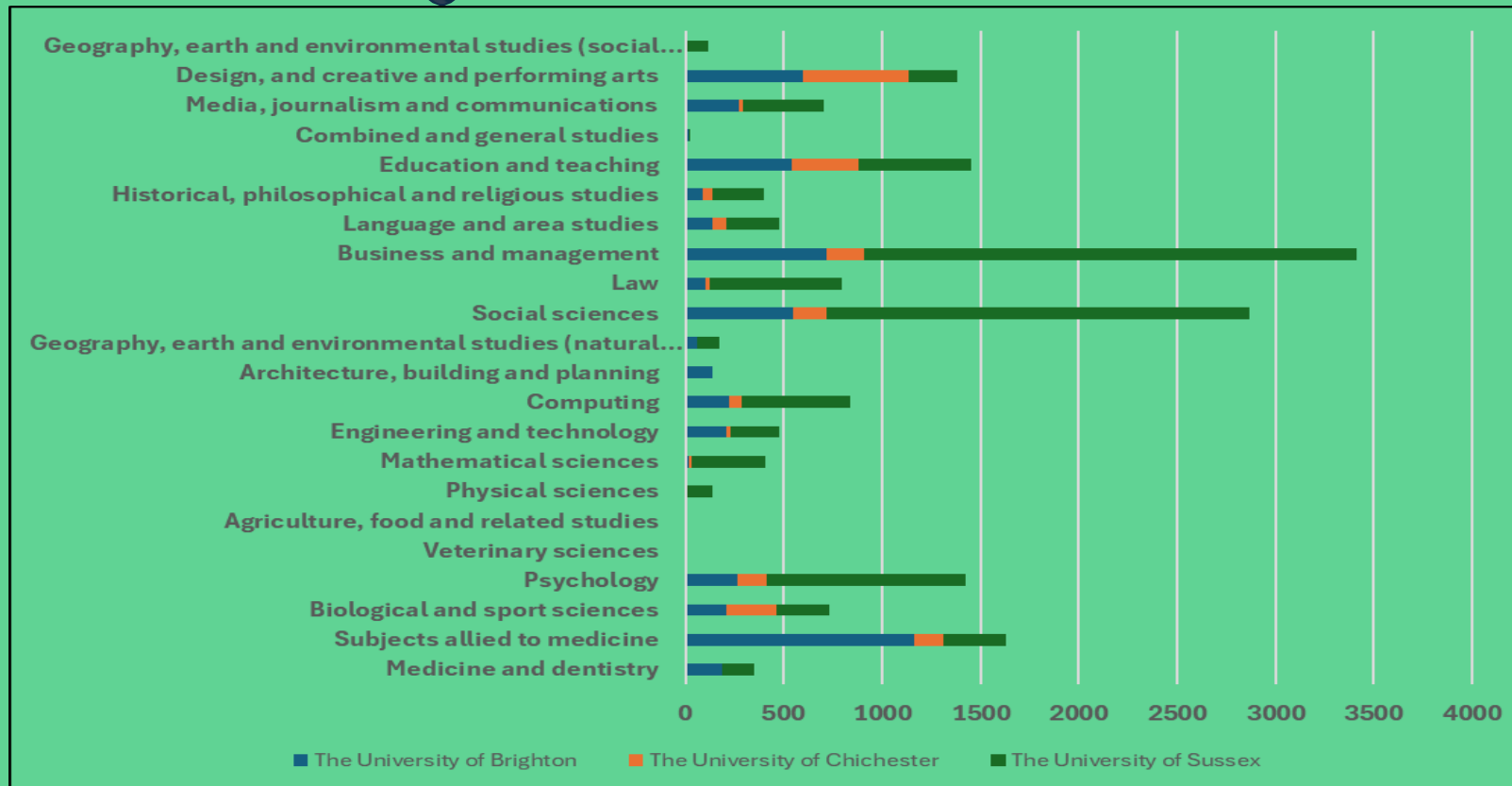


Across universities in Sussex there were a total of 42,710 enrolments in 2023/24 over a wide range of sector subject areas.

The highest number of enrolments were in the following subjects:

Social Sciences = 6,340  
Subjects allied to medicine = 5,055  
Business and Management = 6,005  
Design and Creative and Performing Arts = 3,695  
Psychology = 3,295

# HE Student Achievements by University Sector Subject Area - 2023/24

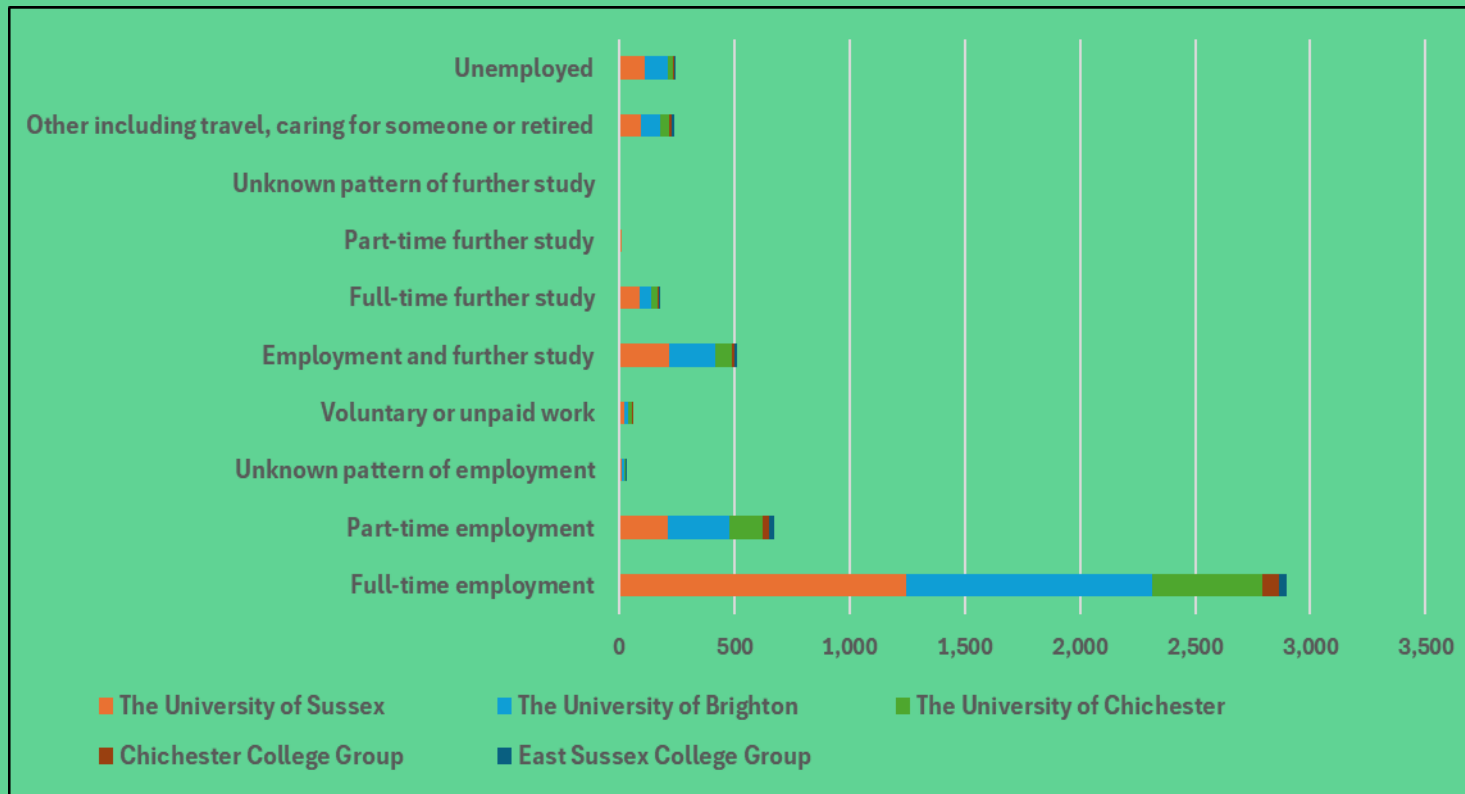


In 2023/24 there was a total of 17,930 student achievements at universities across Sussex.

The highest number of enrolments were in the following subjects:

Business and Management = 3,410  
Social Sciences = 2,865  
Subjects allied to medicine = 1,630  
Education and teaching = 1,455  
Psychology = 1,435  
Design and Creative and Performing Arts = 1,385

# HE Graduate Activities by HE Institution – 2022/23



In 2022/23, 49% (4,650) of the total UK graduates attending a Sussex based HE provider have known outcomes after graduating.

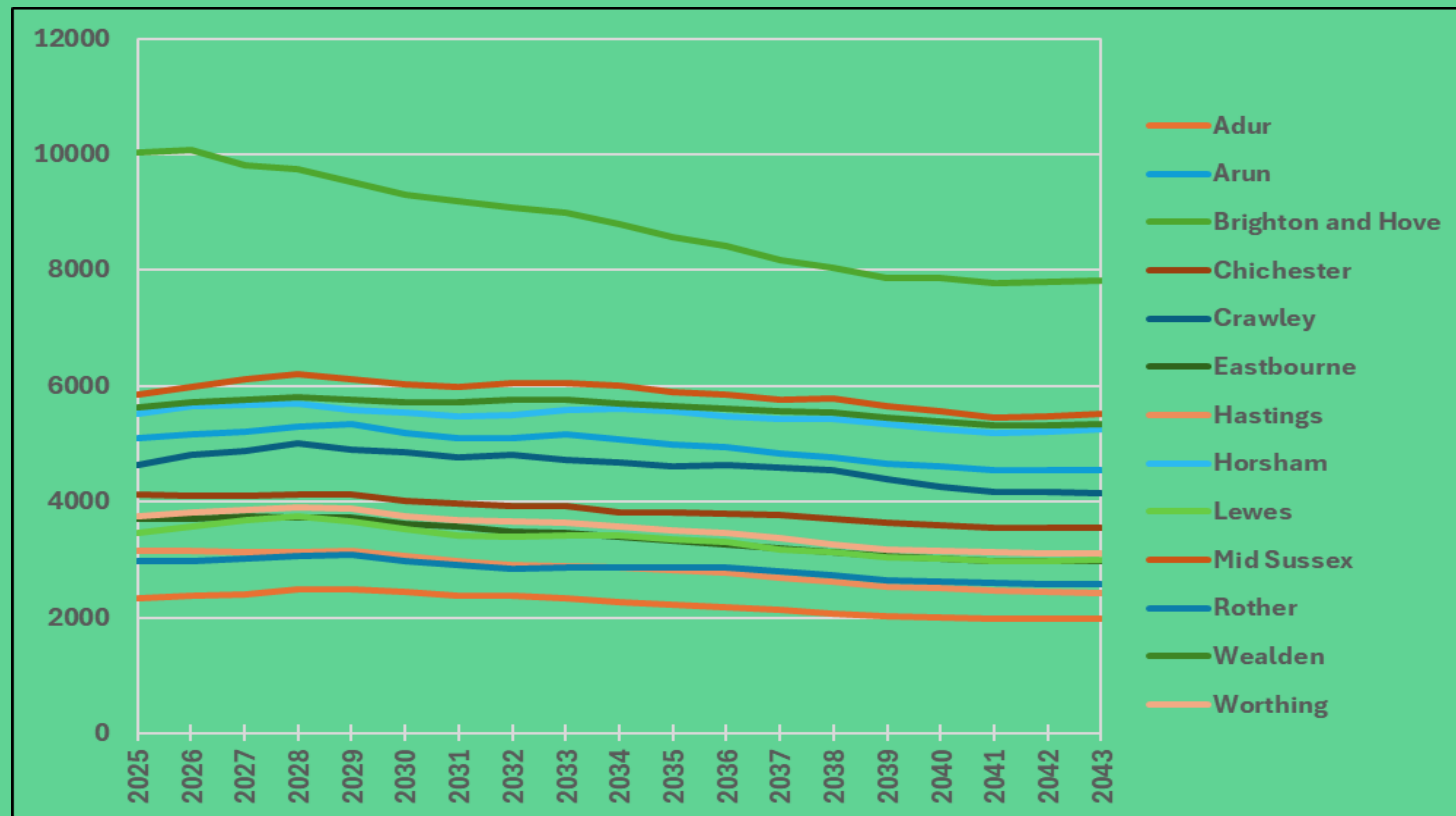
60% (2,900) of graduates with a known outcome entered full-time employment.

Followed by 19% of graduates (670) going into part-time employment and 11% (510) gaining employment and undertaking further study.

# Learner Projections



# Learner Projections: 16–18-year-olds 2025 - 2043



| Local Authority | Projected trend 2025 – 2035 |
|-----------------|-----------------------------|
| Adur            | -4.47%                      |
| Arun            | -2.17%                      |
| Brighton & Hove | -14.57%                     |
| Chichester      | -7.15%                      |
| Crawley         | -0.09%                      |
| Eastbourne      | -10.07%                     |
| Hastings        | -10.40%                     |
| Horsham         | 0.65%                       |
| Lewes           | -3.17%                      |
| Mid Sussex      | 0.94%                       |
| Rother          | -3.67%                      |
| Wealden         | 0.05%                       |
| Worthing        | -6.47%                      |

Data source: [Population projections for local authorities by single year of age and sex, England - Office for National Statistics](#)

# Data Source Information

| Data                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Source                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 16-18 Study Leaver Local Authority Destinations 2023/24<br>Key Stage 4 Leaver Local Authority Destinations 2023/24<br>16-19 Attainment by Local Authority - Full Level 2 & 3 up to 2023/24<br>16-19 Attainment by Local Authority – English & Maths up to 2023/24<br>A level and other 16 to 18 results 2024/25<br>T Level results 2023-24 Provisional<br>19+ Local Authority Participation by Level & Age 2024/25<br>19+ Local Authority Learner Achievements by Level & Age 2024/25<br>19+ Enrolments by Local Authority & Sector Subject Area 2024/25<br>19+ Aim Achievements by Local Authority & Sector Subject Area 2024/25<br>Further Education & Skills 19+ Participation Trends 2019/20 – 2024/25<br>Further Education & Skills 19+ Achievement Trends 2019/20 – 2024/25<br>Apprenticeship Starts Trends by Local Authority 2019/20 -2024/25<br>Apprenticeship Participation Trends by Local Authority 2019/20 -2024/25<br>Apprenticeship Achievement Trends by Local Authority 2019/20 -2024/25<br>Apprenticeship Starts by Local Authority 2024/25 – By age and level<br>Apprenticeship Achievements by Local Authority 2024/25 – By age and level<br>Apprenticeship Starts by Local Authority & Sector Subject Area 2024/25<br>Apprenticeship Achievements by Local Authority & Sector Subject Area 2024/25 | <a href="#">Further education and skills - Explore education statistics - GOV.UK</a> |

# Data Source Information

| Data                                                                                                                                                                                                                                                                                                                                                        | Source                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Learner Projections 16-18-year-olds – 2025 - 2043                                                                                                                                                                                                                                                                                                           | <a href="#">Population projections for local authorities by single year of age and sex, England - Office for National Statistics</a> |
| Higher Education Enrolments by Local Authority & Level - 2020/21 – 2023/24<br>Higher Level Apprenticeships by Local Authority & Level - 2020/21 – 2023/24<br>HE Graduate Activities by HE Institution – 2022/23<br>HE Student Enrolments by University Sector Subject Area - 2023/24<br>HE Student Achievements by University Sector Subject Area - 2023/24 | <a href="#">HESA - Data and Analysis</a>                                                                                             |

Contact us on:



[Skills@sussexchamberofcommerce.co.uk](mailto:Skills@sussexchamberofcommerce.co.uk)



[Future Skills Sussex](#)