



LEEDS CITY
COLLEGE

Ian Billyard

Principal of Leeds College of Building

Chair of the West Yorkshire Consortium of Colleges



European Union
European
Social Fund

Learning in the Factory

Fashion Enter

Jenny Holloway

CEO



Fashion Enter Ltd

Fashion Enter, an award winning social enterprises has two aims; to provide outstanding British made quality garment production and to be a centre of excellence for training and development.

To facilitate these aims Fashion Enter has opened a London based factory which is SMETA and Fast Forward approved with a sampling studio which for orders ranging from 1 unit to 10,000 a week. The Fashion Technology Academy was opened in 2016 as a technical training provision for accredited qualifications level 1, 2 3 and 4. www.fcfta.com.



The Factory

The Factory relocated to larger premises in North London in January 2013.

Moving from a 4,500 square foot factory which produced 5,000 units a week it is now 7,500 square feet with an additional mezzanine floor increasing production to 10,000 a week.

The Factory can manufacture all soft separates in woven and jersey plus semi tailored items. The Factory is currently investing into the manufacture of tailoring garments.





The Couturier

Order size is 50 - 499 units for premium garment production such as silk blouses, semi tailored items. Clients include M and S and Finery.





The Fashion Studio

These services include:

Design - patterns – toiles – first fit –
sealing – full grading service for all
clients. Small production runs up to
300 units.

Small production runs from 1 - 49
units. Current clients include
Huntsman, Gormley and Gamble and
Matthew Williamson and many start
up brands.



Fashion and Textiles Apprenticeship Courses

- Fashion Enter runs the Level 2, 3 and 4 Fashion and Textiles apprenticeship programme.
- Apprenticeships typically last 1 year, 18 months or two years and is an agreement between the apprentice, employer and training provider.
- Training is flexible e.g. the apprentice can work four days with the employer each week and one day training in situ at the Factory.
- Training at Fashion Enter always includes time on the factory floor.
- Apprentices will integrate what is learnt in the classroom into the work environment.
- For each unit taught there are colourful and up to date workbooks that have been integrated onto the learning platform Brutus.
- There are currently 33 retailers that work with Fashion Enter on apprenticeships including M and S, New Look, River Island, Asos, Jigsaw and Hobbs plus smaller brands such as Lipstick Boutique and N16 Vintage.



The Stitching Academy

Level 1

This is a Six week accredited ABC course at The FTA where the learner will learn skills in sewing and stitching, how to make a garment, how to use industrial machines, inspecting and measuring a garment and Health and Safety in a factory

Level 2

This is a 12 week accredited ABC course at the FTA where the learner will be taught how to use a wide variety of machines, construct garments from patterns and work with a wide variety of different fabrics. By the end of this 12 week period the learner will stitch a complete blouse complete with pockets, two piece collar, double yoke, cuff and sleeve guards and a skirt of their choice.

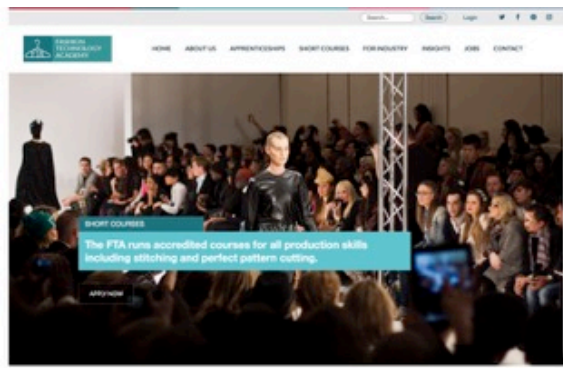


This was just the start of STEM learning and FTA provision



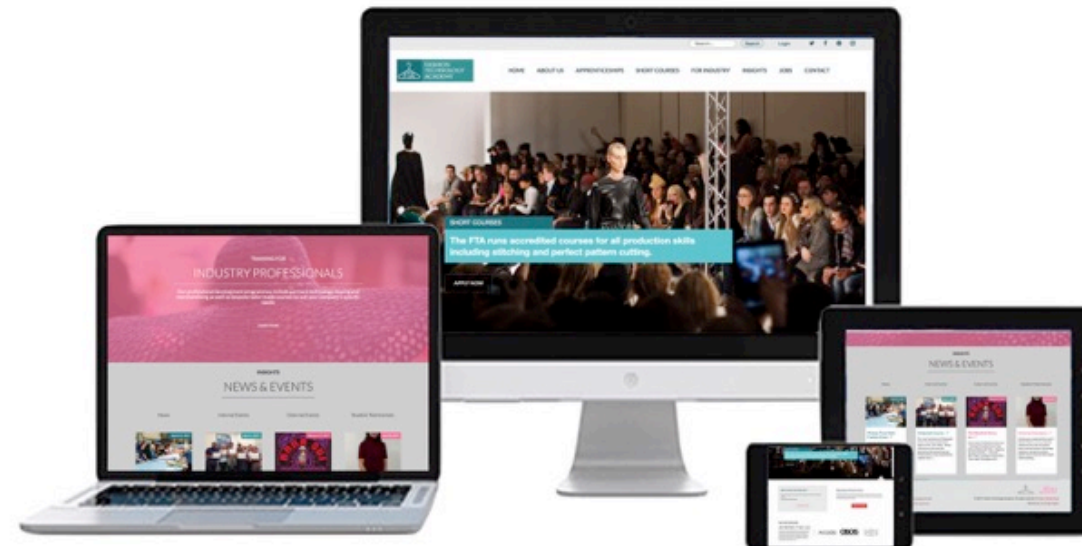
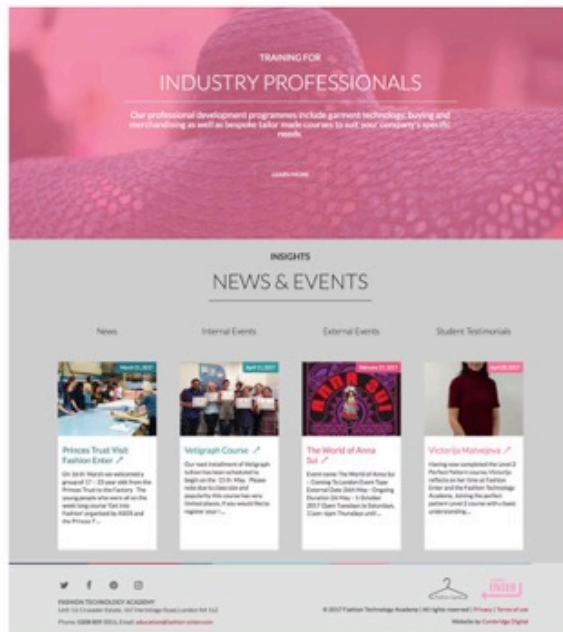
The Fashion Technology Academy

The Fashion Technology Academy is an extension of the successful Stitching Academy and includes qualifications across the entire garment life cycle incorporating pattern making, fabric inspection, laying and cutting, quality control, machine maintenance and stitching. The FTA seeks to fill the skills gap by training over 1,000 people a year by 2019, opening up job opportunities for 1,000's and encouraging growth in the local manufacturing sector

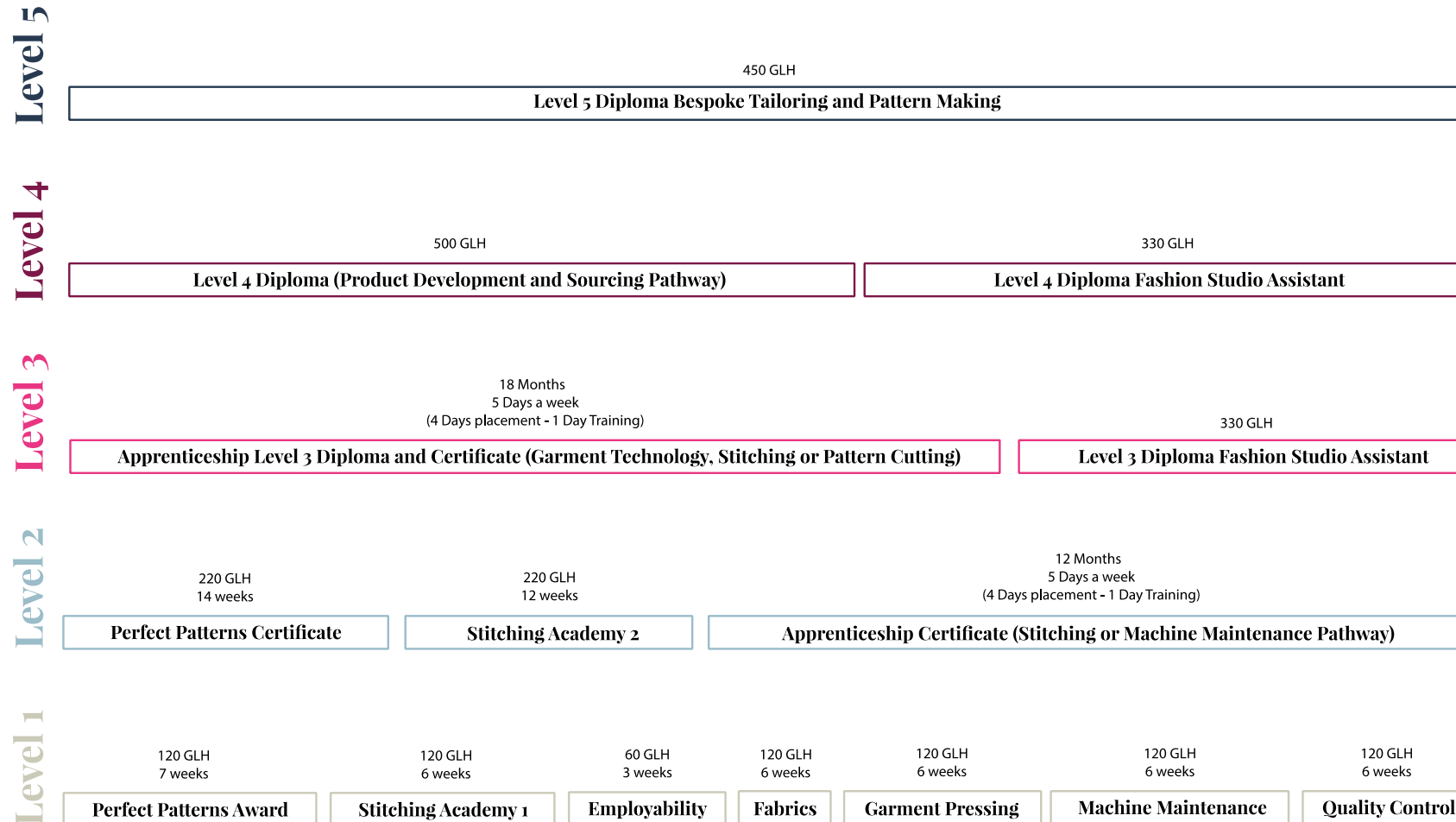


BRUTUS
www.FCFTA.com

A website launched in 2016 where learners can apply for all courses and use the Careers Finder Tool to help discover what career path to take. The FCFTA site also houses the online learning platform Moodle allowing learners to access their course work remotely from mobiles.



Course's available at The Fashion Technology Academy



** GLH - GUIDED LEARNING HOURS

With grateful thanks to ABC Awards and John West

Case Studies

Samina Islam – Level 3 Apprentice - Huntsman

Samina successfully completed the Level 1 and 2 Stitching Academy and then progressed onto the Advanced Level 3 apprenticeship as a Studio Assistant at Huntsman on Savile Row. Samina has been able to hone her skills in bespoke patterns, workshop practice, pockets and blocks, under-pressing and shrinking, constructing canvases and using sewing machines. Samina is now set to progress onto the Level 5 Bespoke Tailoring Diploma.



Aisling Duffy - designer

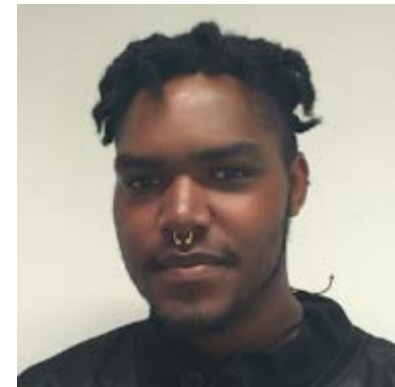
Aisling Duffy completed the Level 1 and 2 Stitching Academy and has now embarked on her own creative business –

"I was recommended to come to Fashion Enter to complete the Stitching Academy course by the Princes Trust, after the course my confidence with stitching was amazing and the tutors were brilliant. I've had such a good experience, I have made so many friends and built up a great network."

Marquel Williams-Braham – Level 3 Apprentice – DSI Clothing

Marquel joined the Level 1 and Level 2 Stitching and then progressed onto the Level 3 apprenticeship with a sample machinist role at DSI Clothing who produce the costumes for Strictly Come Dancing -

"I love working with Strictly, I'm learning at a fast pace which is motivating me – I love to learn! I feel and see my skills growing as I'm working on more and more advanced garments. I have the ability to show my passion, which is making clothes, whilst continuing to develop."



What's next?

Millfields Trust and Plymouth College of Art



Leicester and Leicestershire Enterprise Partnership (LLEP)

Londonderry and the Derry Designer
Business Startup programme

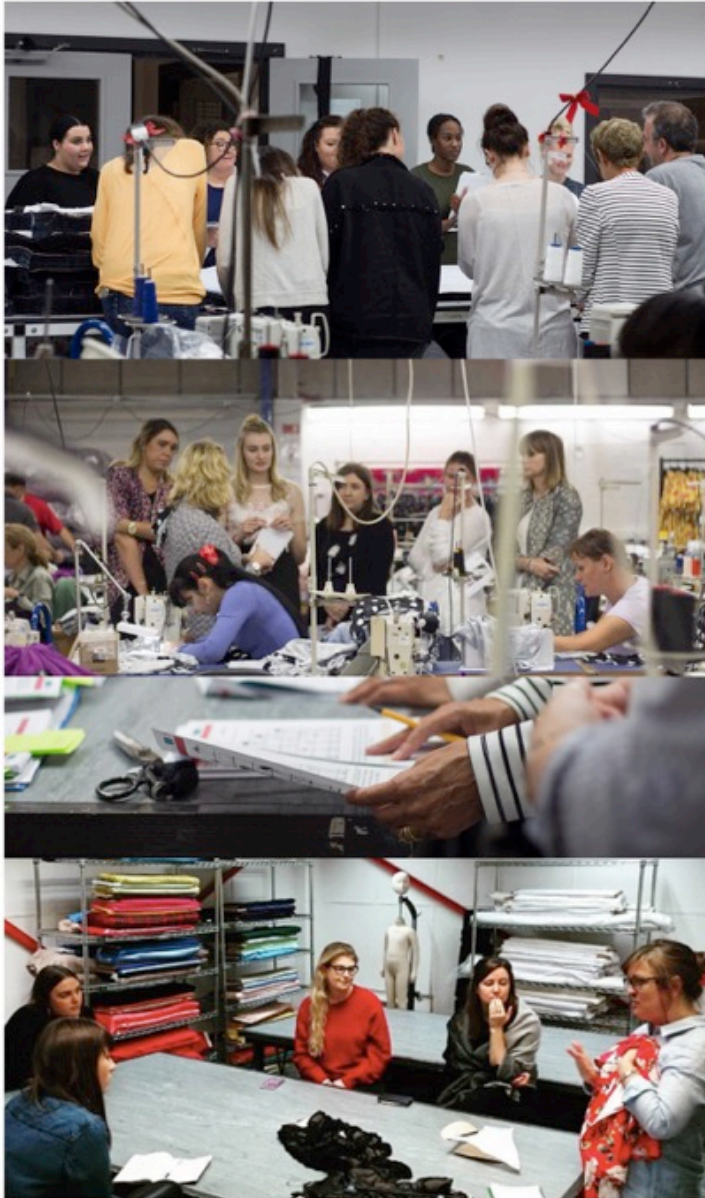


SAMPLERS: Hannah Harris, Paul Singleton, Jenny Holloway and, inset, the HQ building



Top ten comments

- 1) Education is not just qualification attainment - the quals have to be meaningful
- 2) DWP programs have to be flexible to support the needs of the learner - Flexible Support Grants worked
- 3) The job comes before education - IAG at pre, initial is vital for successful completions
- 4) Extrinsic barriers have to be addressed in a way that is still confidential. The stick method does not work.
- 5) Do not underestimate the power of the accredited Training Provider - we are at grass roots level. Work with us - trust us!
- 6) Educational funding - integrate with the Training Provider - we are not all bid writers but we know how to progress learners to jobs
- 7) ESFA - application for AEB for non levy not approved WHY? ESFA needs to be proactive and understand performing Training Providers
- 8) External funding opportunities - possibly collaborations? Market forces will dictate.
- 9) VASCAR - importance of transparency
- 10) Importance of CPPD for teachers



CPPD

(Continual Personal & Professional Development)

These highly successful bespoke CPPD classes are currently being run for ASDA, The Arcadia Group, Fat Face, FG4 London, Marks & Spencer, New Look and Silk Fred and other smaller brand too.

'Really insightful into the manufacturing of a product; learnt each stage in making a garment, how long the process is to make each item and the cost involved. Brilliant course for M&S employees - really recommend.' Chloe Marks & Spencer



Lets be friends!

 FASHION CAPITAL

 @FASHIONCAPITAL

 @FASHIONCAPITALUK

 FASHION CAPITAL

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BUILDING A WORLD CLASS SKILLS SYSTEM

NEIL BATES FCGI

ASSOCIATE DIRECTOR OF PROFESSIONAL TECHNICAL
EDUCATION

JOINT CONFERENCE, PRINT WORKS, LEEDS.
7 FEBRUARY 2017

COVERING THE GROUND.

- Why we need reform of technical education and the wider UK skills system.
- Outlining the main features of the reforms.
- Considering the implications for people, curriculum, infrastructure and partnerships.

NEIL BATES

NEIL.BATES@ETFOUNDATION.CO.UK

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**THANK YOU
ANY QUESTIONS?**

OTLA

(OUTSTANDING TEACHING, LEARNING & ASSESSMENT)

JULIE GIBBINGS
THE PRINT WORKS, LEEDS

7 FEBRUARY 2018

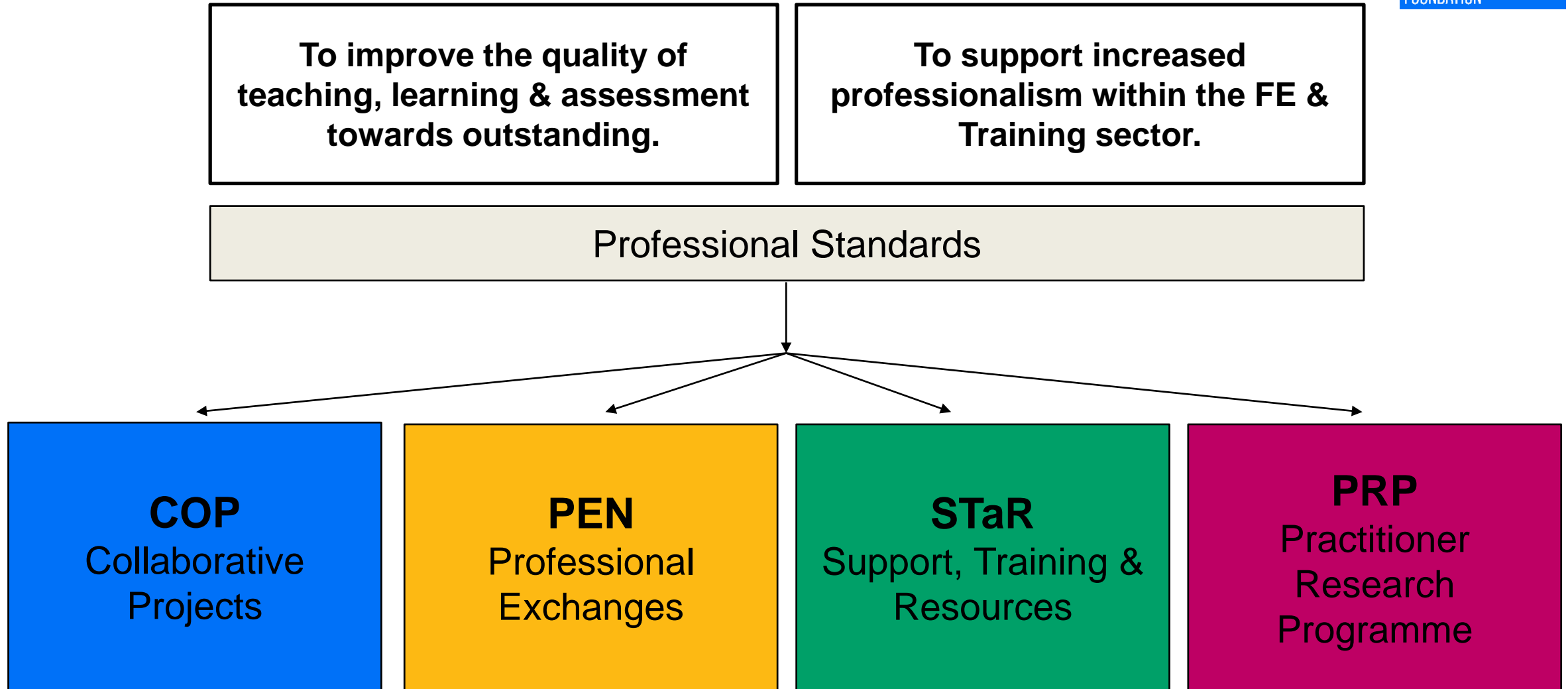
TODAY

- 01 ABOUT OTLA**
- 02 CASE STUDIES**
- 03 GET INVOLVED**

01

ABOUT OTLA

WHAT IS OTLA?



- Development of the technical teaching workforce
- Positive impact on current technical skills teaching
- Prepare practitioners and providers to implement the Sainsbury Review

WHAT NEXT FOR OTLA?

Extended and additional Technical projects
Digital projects
Advanced Practitioners
Delivery of Apprenticeship Standards

02

CASE STUDIES

COLLEGE OF HARINGEY, ENFIELD AND NORTH EAST LONDON (CONEL)

Development of a cost effective and sustainable model of involving industry experts in classroom delivery.

Project aims:

- Collaboration for outstanding teaching, learning and assessment
- Sustainable partnerships
- Give industry experts confidence in classroom delivery
- Deliver pedagogic training to support industry experts and promote joint working
- Create a Further Education STEM Teaching Hub as a centre of excellence for collaboration
- Develop a sustainable model for the involvement of industry experts in classroom delivery

“

I think the session gave me a lot of perspective and it motivated me a lot and it made me think about a career in cyber security which is not something that I'd done before and I think if we were to have more Master Technicians it would give me even more insight into different sectors within the IT industry.

LEARNER, CONEL

”



“

The OTLA sessions had a great impact on our provision, giving learners a valuable insight into current working practices in music production. Learners were introduced to state of the art technology and tools that were of great value to their vocational development.

PRACTITIONER, SOUNDSKOOL, PROJECT PARTNER

”



Embedding LEAN data management techniques used in industry into the curriculum.

Project aims:

- To better prepare learners for the work place
- Develop the curriculum to meet the needs of modern industry
- Train practitioners in LEAN data management techniques to enable them to deliver the curriculum and support learners effectively
- Support employers to embed LEAN data management in their business

“

I marked one of the best stock workbooks that I have seen in the last 5 years. The amount of detail showed the student could relate what she had done on farm and how it impacted the farm business. The quality of project work has improved considerably since the students attend the farm LEAN KPI meeting. They now see numbers as performance indicators and interesting, and are referring to them much more in their work

J CLEGG, INSTRUCTOR, REASEHEATH COLLEGE

”



“

We were given the farm milk contract to look at to work out the optimum yield from the cows in terms of butter fat and volume to maximise the milk cheque. Increasing the yield from 51,000li to 53,000li per week but dropping the butterfat added £3000 per month. We then worked with the feed consultant to look at ration mixes and nutrition needed to hit the new KPI's. It cost a bit more in feed but it still increased net margin by 31500 per month. Its great working on a real problem and seeing how we can add value. We now pop into the LEAN office on the farm every week to see how the cows are performing against the new targets. I didn't realise the time lag between changing the feed and the amount of milk that goes into the tank before.'

**A WEAVER, LEVEL 3 EXTENDED DIPLOMA
, REASEHEATH COLLEGE**

”



03

GET INVOLVED

OTLA Technical Skills National Conference, 20 March 2018, London

CPD sessions

<https://booking.et-foundation.co.uk>

Click on 'OTLA'

JULIE GIBBINGS

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**THANK YOU
ANY QUESTIONS?**

creative
& cultural
skills



www.ccskills.co.uk

www.nsa-ccskills.co.uk



About Creative & Cultural Skills

A UK-wide licensed sector-skills council

- Bringing Education and Industry together to create **jobs and skills** in the creative industries
- Supporting, **careers advice, training** and delivering **apprenticeships**
- Working with craft, cultural heritage, design, literature, music, performing arts, visual arts
- #CreativeNationUK



The National Skills Academy

- Our network of creative businesses, policy bodies and training providers who are committed to the provision of high quality creative education and training, apprenticeships and careers advice
- A UK-wide programme of events, 'live briefs', industry visits, careers advice, conferences and networking
- Launched a National College for Creative Industries in 2017





The Backstage Centre/National College Creative Industries

3,200m² of high-spec
production, rehearsal and
technical training space

Based at the High House
Production Park in
Purfleet, Essex



UK Creative Industries



- The CIs account for **1.9 million jobs**, 5% of the total number of jobs in the UK (30,000 in ACE portfolio)
- **65,200** creative businesses
- **£91.8** billion contribution per year for the UK economy - more than 5% of total economy
- Employment growing **five times faster** than the national average

Characteristics of the Creative Industries

- 34-47% of workers freelance (all workers and 'creatives')
- 78% of businesses employ fewer than 5 employees
- 95% White
- 57% qualified to level 4 or above (32% the norm)
- No one knows where the jobs are!
- A 'class ceiling'!



Small businesses



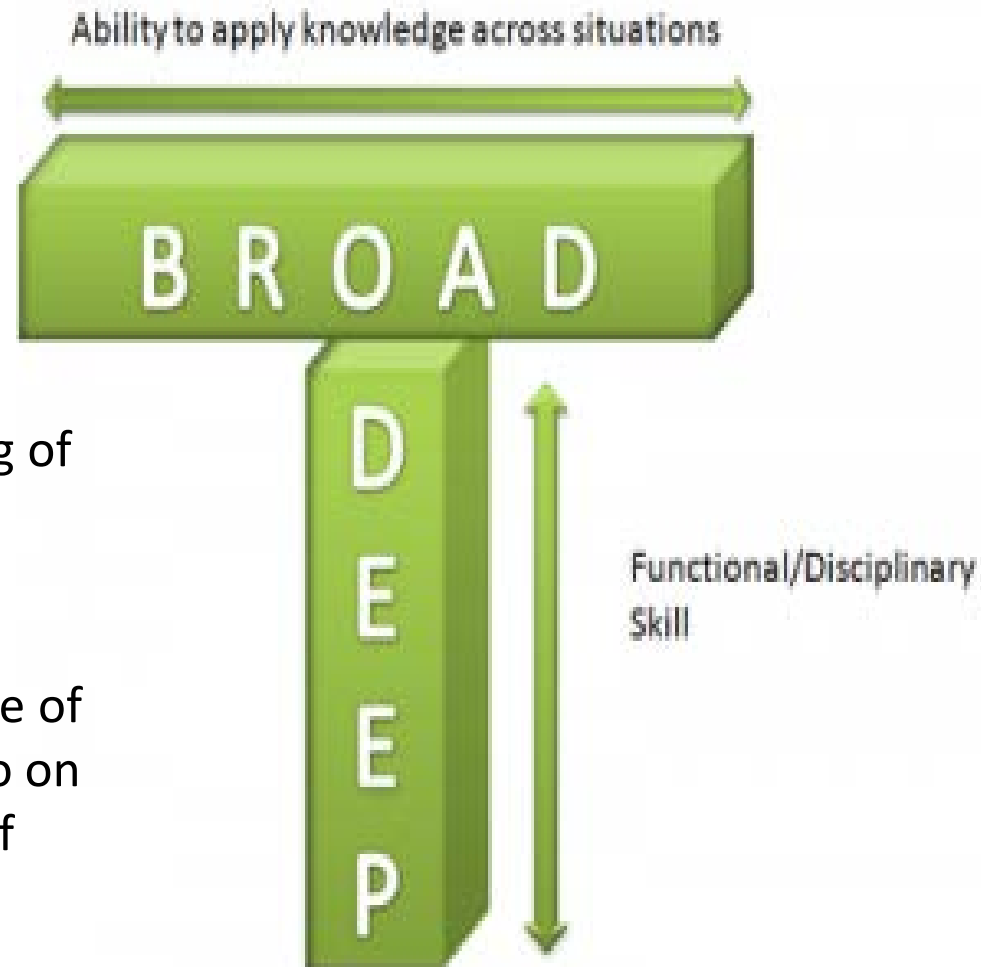
'Make a job', not 'take a job'



'T-shaped'

'They bring deep understanding of at least one field, but have the capacity to converse in the language of a broader range of disciplines. This requires a sense of curiosity and a willingness to go on learning far beyond the years of formal education.'

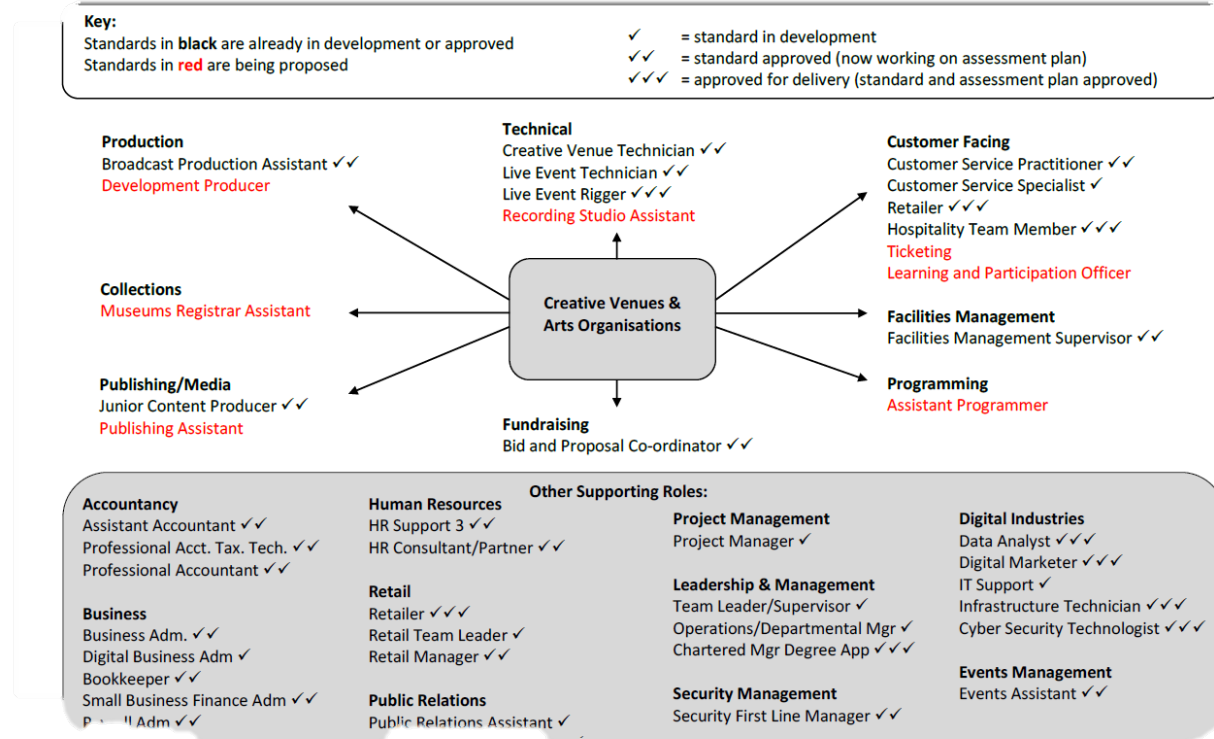
Institute for the Future (2011)



Apprenticeships



Apprenticeships



What are T-Levels?

Agriculture, Environmental and Animal Care	Business and Administrative	Catering and Hospitality	Childcare and Education
Construction	Creative and Design	Digital	Engineering and Manufacturing
Hair and Beauty	Health and Science	Legal, Finance and Accounting	Protective Services (A)
Sales, Marketing and Procurement (A)	Social Care (A)	Transport & Logistics (A)	



The collage features a central screenshot of the Creative Choices website. The website has a teal header with the 'Creative Choices' logo and navigation links like 'Log in', 'Our network', 'CAREERS ADVICE', 'VOICES', 'OPPORTUNITIES', and 'JOBS'. The main content area is divided into several sections: 'Careers advice' with a search bar and a 'Go' button; 'Industry insights' with a photo of two children working on a craft project and the text 'Running art workshops for children'; 'Creative People' with a photo of Emma Turpin, a designer and maker; 'Job profiles' with a photo of a woman and the text 'Head of Information Service'; 'Ask an expert' with a quote 'What job should I get as a budding playwright?' and a button 'Find a question'; 'Latest jobs & apprenticeships' with a list of opportunities; and 'Latest events & opportunities' with a list of events. The website also features a 'Stay updated' section with a newsletter sign-up form. To the right of the website screenshot is a vertical strip of images showing people working on various creative projects, including a person on a laptop, a person playing a guitar, and a person working on a craft project. The collage is framed by a dark background with the 'Creative Choices' logo and the text 'JOBS • TRAINING • ADVICE • NETWORK' at the bottom.

'sectoral + spacial'

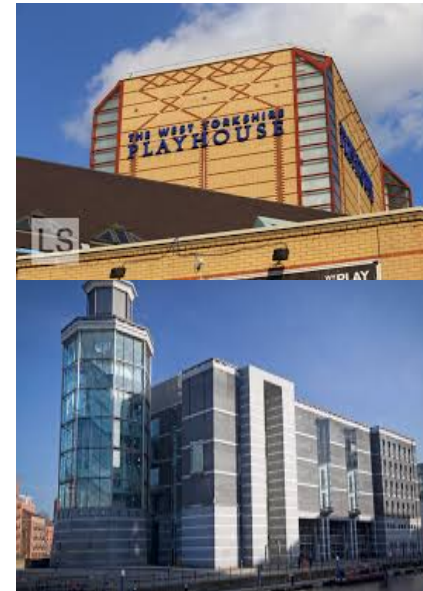


Local college



NATIONAL
COLLEGE
CREATIVE
INDUSTRIES

Specialist providers
and national
networks



Local
businesses



Contact details

www.ccskills.org.uk

<https://ccskills.org.uk/careers>



@CCSkills

@paulinetambling

pauline.tambling@ccskills.org.uk



WHAT'S THE STORY: NORTHERN GLORY?

Greater Manchester and Liverpool City Regions

...Powerhouses or Outhouses?

Neil Fletcher

Jo Sadler

Institute of Education UCL

Finding a Line for Liverpool...

Love, love me do
You know I love you
I'll always be true
So please, love me do

The Beatles, 1963

Hey there...
Where you going with that UB40 in your hand
I said: hey there...
All through this green and pleasant land
I'm going down to Liverpool to do nothing
All the days of my life

The Bangles, 1984

‘The mood music across the city region is much improved and the leadership more confident and constructive than in the past. Nevertheless it is also recognised that levels of productivity, skills, employment and firm creation are too low and unemployment is too high. Too many places and people...have not shared in the prosperity...’

- *How do we explain to ourselves and the external world the extraordinary changes that have taken place in Liverpool during the past decade?*
- *Do we really understand what has happened and is happening in the underlying economy and the social consequences for different people and places?*
- *Do we have a shared narrative about the city, its successes and its future?*
- *Do we need (such) a hymn sheet in which the strategic ambitions of the city’s individual organisations businesses could be located?’*

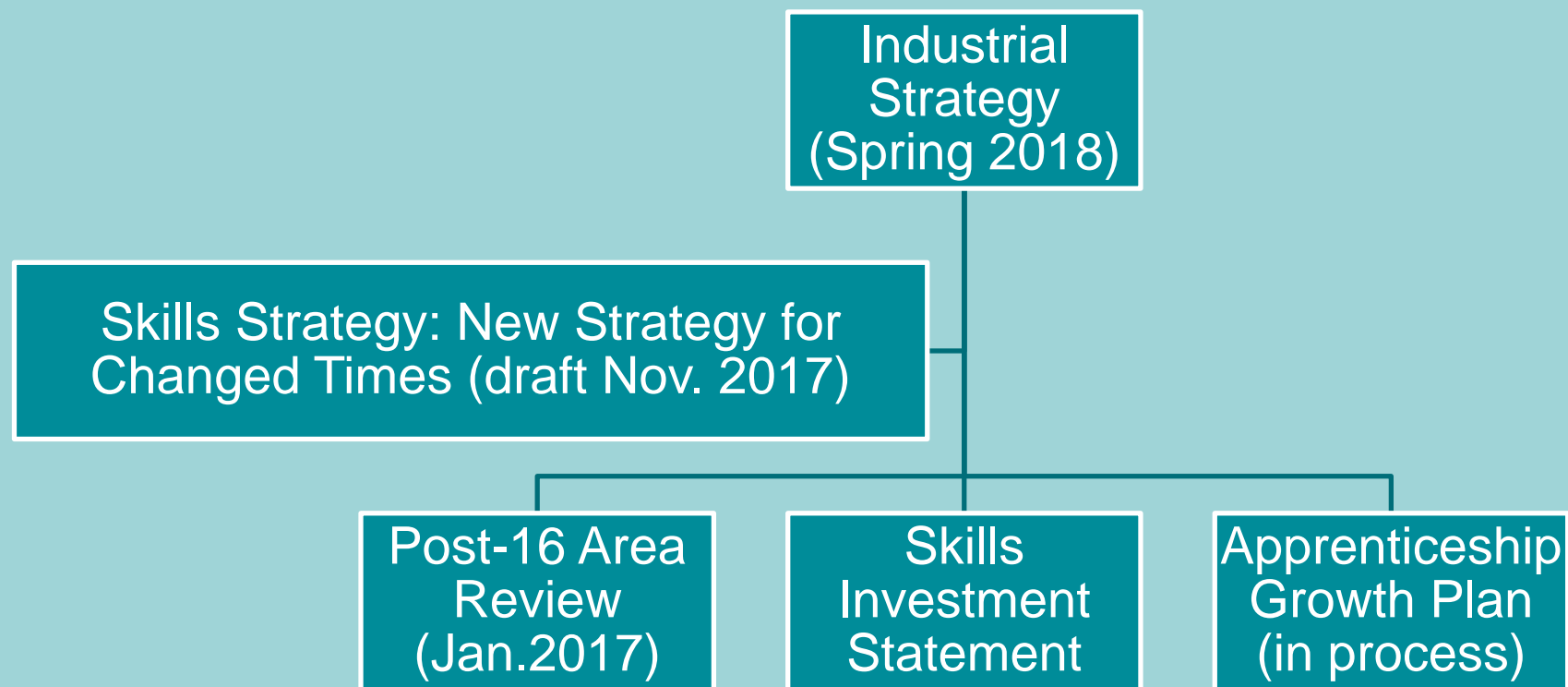
- Parkinson, Evans, Meegan & Karecha (2016),
The State of Liverpool City Region Report: Making the Most of Devolution
- Parkinson, M (2016),
Liverpool's Elected Mayor 2012-16: An Independent Assessment
- Parkinson M., Lord A. (2017)
Albert Dock: What Part in Liverpool's Continuing Renaissance?
- Southern, Thompson, Davies, Nowak & Furmedge (Sept. 2017),
How to Deliver Great Jobs: Towards an Industrial Strategy for the Liverpool City Region
- Heap, Southern & Thompson (Nov. 2017), *The Scale, Scope and Value of the Liverpool City Region Social Economy*
- Lord A., (Dec. 2017) *An Agenda for the Liverpool City Region*

LCRCA *Single Growth Strategy: Building Our Future (June 2016)*

People

Place

Productivity



UPS

- Employment

- Retirement Age

- 16-64 achieving L4+

- Apprenticeship starts L3+ and age 25+

- Skills Capital
Investment in facilities

DOWNNS

Unemployment

Aged 50+ with qualification

‘Appropriately skilled’
tech & entry-level applicants

16-18 EET; ‘work-readiness’
of recruits in key sectors

LA funding

STATIC

Wage rates

Economic inactivity

Lower KS4 attainment
Patchy performance

Provider base/capacity

Cross-sectoral
collaboration

Area Based Review –

- Phase 3 consultation
- Local political steer
- Institutes of Technology driver for increased collaboration
- Balance between collaboration & competition

Metro Mayor –

- Identity and background
- Clear agenda – aspirational as well as longer-term
- Accessibility – double-edged sword

- Mismatch between reach of strategic ambition and ground to make up
- Unresolved tension between progression and engagement agendas & linked resources
- Insufficiently articulated local labour market demand and skills needs
- Reported skills gaps masking issues with contractual and working conditions in some key sectors
- Inconsistent approach to provider-employer partnerships (placement provision, quality improvement, curriculum planning)
- New collaborative work slow to take hold
- Under-involvement of employers in strategic, curriculum & progression pathway planning and development
- Impact of Brexit

‘We have got more visions than St. Bernadette. The key thing is lack of cohesion, co-ordination and organisation. Devolution could help us deliver this.’

Business association leader (quoted in Parkinson et al SOLCRR 2016)

‘Ordinary cities foster unremarkable lives, but great cities, like Liverpool, transform them. Liverpool is the city of opportunity. It’s a creative force. A pioneer. An innovator.’

Parkinson et al ‘A Draft Brand Narrative for Liverpool’ 2017

‘A system that meets the skills needs of employers, individuals of all ages and communities, generates higher aspirations and attainment, and so creates a truly global and competitive City Region at the heart of the Northern Powerhouse.’

Who am I?

Neil Fletcher

- Local government – various positions – inc Leader of ILEA and Executive Director at Local Government Association
- Consultant Management Improvement
- Researcher into skills, qualifications, local economies - Institute of Education (UCL)
- Intrigued (puzzled) by the Northern Powerhouse (NP) concept.

History makes us what we are

- 18th and 19th centuries - wealth of northern cities
- Importance of docks to prosperity & employment
- Manufacturing sector has been dominant
- Democracy of boroughs (burghs or fortified settlements) derived from parliament in 19th century – passed from dock-owners to dock-workers
- 20th century decline – docks, manufacturing, public transport

Is NP creating wealth in GM and GL?

- Measured by GVA (Gross Value Added) they look similar
- Compared to other English Core Cities seem performing poorly
- Some differences in population size, qualifications, political coherence, partnerships, projected economic growth
- Post-graduate student career patterns

Striking differences

Significance of:

- Population size
- Gross Value Added (GVA) per head of pop'n
 - Liverpool City Region £19,799;
 - Greater Manchester £22,587
 - London £45,046
- % of public sector employment (Liverpool 25%; Great Britain 18%)
- Business density per head (Liverpool 3.5%; Great Britain 5.1%)
- % of pop'n in receipt of 'out-of-work benefits' (Liverpool 14.2%; Great Britain 8.6%)

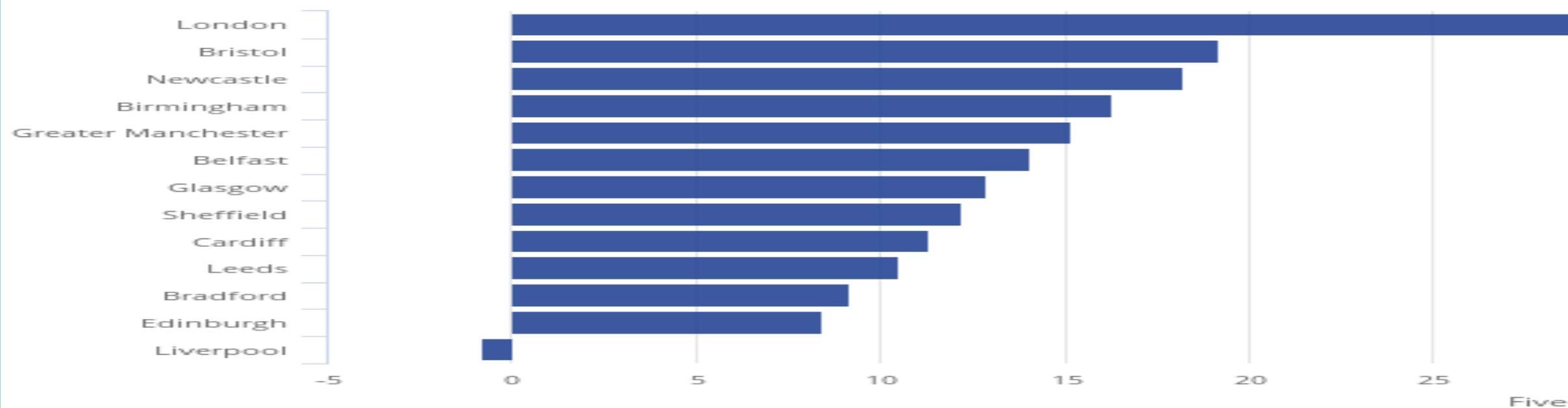
Northern Powerhouses? Are they working?

5 areas where legislative permission has created Combined Authorities (CAs)

- **Liverpool City Region Combined Authority** (Halton, Knowsley, Liverpool, St Helens, Sefton, Wirral)
- **Sheffield City Region** (Barnsley, Bassetlaw, Bolsover, Chesterfield, Derbyshire Dales, Doncaster, NE Derbyshire, Rotherham, Sheffield)
- **West Yorkshire Combined Authority** (Bradford, Calderdale, Kirklees, Leeds, Wakefield, York)
- **North East Combined Authority** (Durham, Gateshead, Newcastle-on-Tyne, N Tyneside, Northumberland, S Tyneside, Sunderland)
- **Tees Valley Combined Authority** (Teeside, Darlington, Hartlepool)

**All 5 have fewer powers than Greater Manchester CA
and are some way away from becoming operational**

Figure 3: Five year GVA growth, 2009 to 2014



Source: Office for National Statistics

Greater Manchester Combined Authority

History and structure of 10 boroughs

- Over 30 years collaborating, sharing and restoring shared power after GMCC abolished 1986
- Party differences are accommodated
- Range of responsibilities including skills, apprenticeships, business links, FE and HE inclusion shared
- Employers participating in conversations (CBI & IOD)
- Elected Mayor (2017) and given wider powers (NHS)

Liverpool City Regional Council

History of conflict and political change

- Is there a political consensus now?
- Underperforming economy
- Population in decline
- How good is education/training provision?
- Residents' basic education/attainment levels low
- Fewer duties delegated by government to Mayor
- But employment opportunities, apprenticeships, high-tech jobs, good and growing

History and structure

FE & HE - is size important?

Extensive provision across the region:

- But mergers have a mixed record in the region
- Some evidence of apprenticeships expanding
- Has LEP the capacity to drive change?
- No record of regional collaboration with local government (CA may make FE-links a priority)
- Joint projects with HE on a limited scale

Is provision planned? Spontaneous?
Irrational?

More information is needed:

- What links current provision to employer needs?
- Does specialist undergraduate provision give students openings for careers?
- Foreign student provision – leading to international investment/industrial growth?
- What evidence of post-graduate research helping Liverpool region move towards high-skill eco-system?

GMCA has qualities that could make it a model

Strengths

- Population size - 2.6 million
- Transport – across GM
- Housing – new estates and property prices increasing
- Employment rising
- High skills – eg Media City – jobs and seniority
- HE and research driving expansion and economic growth
- Leading universities as magnets for talent
- New technology specialisms
- Significance of regional geography
- FE sector undergoing/anticipating mergers

Liverpool City Region - Employers and jobs?

Is the Merseyside eco-system:

- focused on low-skills?
- focused on high-skills?
- providing a mix of skills?

New business – is it high-tech, low-tech or no-tech?

CBI and IoD perspectives?

Are the LEP and CA steering – or standing on the sidelines?

If it is bottom of the table – what would relegation mean for Merseyside?

So can Powerhouses deliver?

- Size is important! Or is it? 2 million or 10 million?
- Is economic under-performance a critical pre-condition?
- Must the skills and workforce development provision be of high quality and meet employer needs? Or will it evolve?
- FE and HE connectivity?
- Industrial and manufacturing capacity?
- Research capacity/growth potential/SMEs?

Is a better travel capacity critical for a Powerhouse?

- Plans for a superior north-south train route – bringing London and North closer
- Speedier east-west train routes to bring Liverpool, Leeds, Bradford and Sheffield (possibly Tyneside) into a unified travel-to-work region – only an idea

BUT

- Better local transport services needed
- Co-ordination (TfL a model)
- Nevertheless, motorways/highways, quicker road transport, travel-to-work journeys speeded up, necessary too

College strength and capacity

- AOC opposed to a return to local government oversight
- Most of GMCA colleges 'on brink of financial ruin'
- Mergers across GM under discussion/decision
- Absence of any GMCA FE strategy
- Some examples of strong links with universities
- Manchester College a massive enterprise with national 'reach'
- Responsive and co-operative sector

Employment in Greater Manchester

GVA per-head in regional NP as growing quickly - but far behind London and UK average.

Key sectors seen as:

- Digital technology
- Advanced Manufacturing
- Energy
- Health & Innovation

CBI working with McKinsey

‘Agglomeration’ is underlying business philosophy

‘Skybet’ (recent example) has just recruited 360 digital jobs – but is struggling to fill remaining 125

Employers see deficiencies in regional NP due to poor transport infrastructure; government underinvestment in connectivity; skill shortages

Good links with GMCA and universities
Growing number of prosperous and specialist sectors

Growth across GMCA and especially Salford

Specialist areas high-tech and crucial for growth and prosperity:

Media City (set to double in size over next 10 years)

- BBC and ITV
- Doc 10
- SIS
- Lowry Outlet Shopping
- University of Salford
- The Laundry and BUPA

GM success assessed by LEP

GM can already demonstrate (2015):

- UK's highest economic growth rate
- GM grew at annual rate of 4.6% (£2.6 billion) in 2013 – better than London (4.0%) and Birmingham (4.3%)
- GVA over decade until 2013 was 42.5%
- Office take-up and hotel occupancy up over 60% in 2015
- House prices up 4.1% in 2015
- Attendance for assault injuries at 8 A&E clinics down by 8.3% in 2013 - a record low!

SO CAN LIVERPOOL CITY REGION DO AS WELL – OR BETTER?