The metrics which are set out in the league tables below include:

- Proportion of fast-growing firms (jobs) in the business population (2009-12)
- Net job creation ratios for 2011-12
- 3-year survival rates of start-ups (2009-12)
- Proportion of surviving start-ups that reach £1m T/O (2009-12)
- Proportion of existing £1-2m T/O businesses that grow to £3m T/O (2009-12)

Those LEPs with above average proportions of fast-growing firms (2009-2012) are all in London and the South East with one notable exception – Leicester and Leicestershire. Turning to net job creation we find Derby, Derbyshire, Nottingham and Nottinghamshire (D2N2) tops the table pushing London into second place. What is interesting is the mix of LEPs in the top 10 (all above the average for England) – they are a combination of London and major city regions (Birmingham, Liverpool and Manchester) with more rural LEPs in both the north and south of England.

What the tables show is a complex LEP geography which provides a challenge to some of the preconceptions held about the ‘hotspots’ of growth across England while confirming others. London occupies one of the top two positions for all the metrics except survival rates of start-ups where it lies in the bottom four.

Across England there is relatively little variation in the share of start-ups that survive to 2012, with just 4 percentage points difference in the top twenty LEPs. More interestingly, the bottom four LEPs are all centred around large cities, with the Liverpool City Region in bottom place followed by Manchester, Birmingham and London.

Despite the relatively poor survival rates these same four LEPs are all above average in relation to start-ups that reach £1m turnover in 3 years. The Black Country tops the league pushing London into second place, with city-based LEPs in the Midlands and North of England all performing quite strongly; in contrast, rural areas dominate the lower end of the table.
Local Area Growth Metrics

<table>
<thead>
<tr>
<th>Proportion of Fast-Growing Firms in the Business Population (2009-12)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>London</td>
<td>17.4%</td>
</tr>
<tr>
<td>Oxfordshire</td>
<td>15.7%</td>
</tr>
<tr>
<td>Thames Valley Berkshire</td>
<td>14.3%</td>
</tr>
<tr>
<td>Leicester and Leicestershire</td>
<td>14.3%</td>
</tr>
<tr>
<td>Coast to Capital</td>
<td>14.2%</td>
</tr>
<tr>
<td>Hertfordshire</td>
<td>13.8%</td>
</tr>
<tr>
<td>Greater Manchester</td>
<td>13.7%</td>
</tr>
<tr>
<td>South East</td>
<td>13.5%</td>
</tr>
<tr>
<td>Buckinghamshire Thames Valley</td>
<td>13.5%</td>
</tr>
<tr>
<td>Leeds City Region</td>
<td>13.5%</td>
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<tr>
<td>Liverpool City Region</td>
<td>13.4%</td>
</tr>
<tr>
<td>Greater Birmingham and Solihull</td>
<td>13.2%</td>
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<tr>
<td>Northamptonshire</td>
<td>13.2%</td>
</tr>
<tr>
<td>South East Midlands</td>
<td>13.1%</td>
</tr>
<tr>
<td>Enterprise M3</td>
<td>13.0%</td>
</tr>
<tr>
<td>Black Country</td>
<td>12.9%</td>
</tr>
<tr>
<td>West of England</td>
<td>12.9%</td>
</tr>
<tr>
<td>Cornwall and the Isles of Scilly</td>
<td>12.7%</td>
</tr>
<tr>
<td>Swindon and Wiltshire</td>
<td>12.7%</td>
</tr>
<tr>
<td>Dorset</td>
<td>12.7%</td>
</tr>
<tr>
<td>Greater Cambridge &amp; Greater Peterborough</td>
<td>12.7%</td>
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<tr>
<td>Stoke-on-Trent and Staffordshire</td>
<td>12.6%</td>
</tr>
<tr>
<td>Coventry and Warwickshire</td>
<td>12.5%</td>
</tr>
<tr>
<td>The Marches</td>
<td>12.4%</td>
</tr>
<tr>
<td>Solent</td>
<td>12.3%</td>
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<tr>
<td>York and North Yorkshire</td>
<td>12.2%</td>
</tr>
<tr>
<td>Sheffield City Region</td>
<td>12.0%</td>
</tr>
<tr>
<td>Worcestershire</td>
<td>11.9%</td>
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<tr>
<td>North Eastern</td>
<td>11.9%</td>
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<tr>
<td>Lancashire</td>
<td>11.9%</td>
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<tr>
<td>Greater Lincolnshire</td>
<td>11.9%</td>
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<tr>
<td>Derby, Derbyshire, Nottingham and Nottinghamshire</td>
<td>11.8%</td>
</tr>
<tr>
<td>Tees Valley</td>
<td>11.8%</td>
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<tr>
<td>Heart of the South West</td>
<td>11.8%</td>
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<tr>
<td>Cumbria</td>
<td>11.8%</td>
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<tr>
<td>Gloucestershire</td>
<td>11.7%</td>
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<tr>
<td>New Anglia</td>
<td>11.6%</td>
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<tr>
<td>Humber</td>
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<tr>
<td>Cheshire &amp; Warrington</td>
<td>10.8%</td>
</tr>
<tr>
<td><strong>England</strong></td>
<td><strong>13.7%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Job Creation Ratio: 2011-2012</th>
<th>%</th>
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<tr>
<td>Derby, Derbyshire, Nottingham and Nottinghamshire</td>
<td>6.0%</td>
</tr>
<tr>
<td>London</td>
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</tr>
<tr>
<td>Cheshire and Warrington</td>
<td>5.4%</td>
</tr>
<tr>
<td>Buckinghamshire Thames Valley</td>
<td>5.0%</td>
</tr>
<tr>
<td>Greater Birmingham and Solihull</td>
<td>4.7%</td>
</tr>
<tr>
<td>Liverpool City Region</td>
<td>3.8%</td>
</tr>
<tr>
<td>Northamptonshire</td>
<td>3.8%</td>
</tr>
<tr>
<td>Leicester and Leicestershire</td>
<td>3.5%</td>
</tr>
<tr>
<td>Hertfordshire</td>
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<tr>
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<td>3.0%</td>
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<tr>
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<td>3.0%</td>
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<tr>
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<td>2.9%</td>
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<tr>
<td>Gloucestershire</td>
<td>2.8%</td>
</tr>
<tr>
<td>North Eastern</td>
<td>2.7%</td>
</tr>
<tr>
<td>Coast to Capital</td>
<td>2.6%</td>
</tr>
<tr>
<td>Thames Valley Berkshire</td>
<td>2.5%</td>
</tr>
<tr>
<td>New Anglia</td>
<td>2.3%</td>
</tr>
<tr>
<td>South East</td>
<td>2.2%</td>
</tr>
<tr>
<td>Oxfordshire</td>
<td>2.2%</td>
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<tr>
<td>Stoke-on-Trent and Staffordshire</td>
<td>2.2%</td>
</tr>
<tr>
<td>Solent</td>
<td>2.0%</td>
</tr>
<tr>
<td>Dorset</td>
<td>1.9%</td>
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<tr>
<td>York and North Yorkshire</td>
<td>1.9%</td>
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<tr>
<td>Lancashire</td>
<td>1.8%</td>
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<tr>
<td>West of England</td>
<td>1.8%</td>
</tr>
<tr>
<td>The Marches</td>
<td>1.7%</td>
</tr>
<tr>
<td>Enterprise M3</td>
<td>1.6%</td>
</tr>
<tr>
<td>Humber</td>
<td>1.6%</td>
</tr>
<tr>
<td>Cornwall and the Isles of Scilly</td>
<td>1.5%</td>
</tr>
<tr>
<td>Greater Cambridge &amp; Greater Peterborough</td>
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<tr>
<td>Cumbria</td>
<td>1.2%</td>
</tr>
<tr>
<td>Black Country</td>
<td>0.9%</td>
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<tr>
<td>Sheffield City Region</td>
<td>0.6%</td>
</tr>
<tr>
<td>Tees Valley</td>
<td>0.4%</td>
</tr>
<tr>
<td>Heart of the South West</td>
<td>-0.1%</td>
</tr>
<tr>
<td><strong>England</strong></td>
<td><strong>3.1%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Proportion of Existing Businesses with £1-2m T/O in 2009 who reach £3m T/O in 3 years (2012)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thames Valley Berkshire</td>
<td>7.7%</td>
</tr>
<tr>
<td>London</td>
<td>5.8%</td>
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<tr>
<td>Leeds City Region</td>
<td>5.7%</td>
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<tr>
<td>Sheffield City Region</td>
<td>5.1%</td>
</tr>
<tr>
<td>Leicester and Leicestershire</td>
<td>4.9%</td>
</tr>
<tr>
<td>Oxfordshire</td>
<td>4.6%</td>
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<tr>
<td>Greater Cambridge &amp; Greater Peterborough</td>
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<tr>
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<tr>
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<td>3.6%</td>
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<td>3.5%</td>
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<tr>
<td>Enterprise M3</td>
<td>3.5%</td>
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<tr>
<td>Cornwall and the Isles of Scilly</td>
<td>3.5%</td>
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<tr>
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<tr>
<td>Gloucestershire</td>
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<tr>
<td>Coast to Capital</td>
<td>2.3%</td>
</tr>
<tr>
<td>Northamptonshire</td>
<td>*</td>
</tr>
<tr>
<td>Tees Valley</td>
<td>*</td>
</tr>
<tr>
<td><strong>England</strong></td>
<td><strong>4.3%</strong></td>
</tr>
<tr>
<td>Proportion of 2009 start-ups that survive to 2012</td>
<td>%</td>
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<tr>
<td>-----------------------------------------------</td>
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</tr>
<tr>
<td>Oxfordshire</td>
<td>68.4%</td>
</tr>
<tr>
<td>York and North Yorkshire</td>
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<tr>
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<tr>
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<tr>
<td>Buckinghamshire Thames Valley</td>
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<tr>
<td>Cambria</td>
<td>66.4%</td>
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<tr>
<td>Dorset</td>
<td>66.4%</td>
</tr>
<tr>
<td>Thames Valley Berkshire</td>
<td>66.3%</td>
</tr>
<tr>
<td>New Anglia</td>
<td>66.1%</td>
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<tr>
<td>Gloucestershire</td>
<td>65.7%</td>
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<td>65.6%</td>
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<tr>
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<td>65.4%</td>
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<tr>
<td>South East Midlands</td>
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</tr>
<tr>
<td>Derby, Derbyshire, Nottingham and Nottinghamshire</td>
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</tr>
<tr>
<td>Cornwall and the Isles of Scilly</td>
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</tr>
<tr>
<td>Greater Cambridge &amp; Greater Peterborough</td>
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</tr>
<tr>
<td>West of England</td>
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<tr>
<td>The Marches</td>
<td>64.5%</td>
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<tr>
<td>Cheshire &amp; Warrington</td>
<td>64.4%</td>
</tr>
<tr>
<td>Humber</td>
<td>64.2%</td>
</tr>
<tr>
<td>Stoke-on-Trent and Staffordshire</td>
<td>63.7%</td>
</tr>
<tr>
<td>South East</td>
<td>63.6%</td>
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<tr>
<td>Greater Lincolnshire</td>
<td>63.6%</td>
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<tr>
<td>Coventry and Warwickshire</td>
<td>63.3%</td>
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<tr>
<td>North Eastern</td>
<td>63.2%</td>
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<tr>
<td>Tees Valley</td>
<td>62.7%</td>
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<tr>
<td>Swindon and Wiltshire</td>
<td>62.3%</td>
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<tr>
<td>Leicester and Leicestershire</td>
<td>61.9%</td>
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<tr>
<td>Leeds City Region</td>
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<tr>
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<tr>
<td>Northamptonshire</td>
<td>61.0%</td>
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<tr>
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<tr>
<td>Black Country</td>
<td>60.5%</td>
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<tr>
<td>London</td>
<td>59.7%</td>
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<tr>
<td>Greater Birmingham and Solihull</td>
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<td>57.8%</td>
</tr>
<tr>
<td>Liverpool City Region</td>
<td>53.3%</td>
</tr>
</tbody>
</table>

| England                                       | 62.5% |

<table>
<thead>
<tr>
<th>Proportion of 2009 start-ups which survive and grow to £1m T/O in 3 years (2012)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black Country</td>
<td>5.7%</td>
</tr>
<tr>
<td>London</td>
<td>5.2%</td>
</tr>
<tr>
<td>Greater Manchester</td>
<td>5.1%</td>
</tr>
<tr>
<td>Liverpool City Region</td>
<td>5.0%</td>
</tr>
<tr>
<td>Buckinghamshire Thames Valley</td>
<td>4.9%</td>
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<tr>
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<td>Derby, Derbyshire, Nottingham and Nottinghamshire</td>
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<tr>
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<tr>
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<tr>
<td>Enterprise M3</td>
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<tr>
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<tr>
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<td>Gloucestershire</td>
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</tr>
<tr>
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</tr>
<tr>
<td>Worcestershire</td>
<td>1.9%</td>
</tr>
<tr>
<td>Lancashire</td>
<td>*</td>
</tr>
<tr>
<td>Northamptonshire</td>
<td>*</td>
</tr>
</tbody>
</table>

| England                                                                       | 4.1% |

*indicates that the number had to be suppressed to comply with ONS statistical disclosure protocols
Data Sources

The dataset used in the production of the growth and start-up data is the Business Structure Database (BSD). This is a dataset produced by the Office of National Statistics (ONS) and is an annual snapshot of the Inter-Departmental Business Register (IDBR) which is a live register of data collected by HM Revenue and Customs via VAT and Pay As You Earn (PAYE) records. The IDBR data are complemented with data from ONS business surveys. If a business is liable for VAT (turnover exceeds the VAT threshold) and/or has at least one member of staff registered for the PAYE tax collection system, then the business will appear on the IDBR (and hence in the BSD). We use the firm-level BSD for firm growth rates and start-ups and the site-level BSD for the calculation of new and gross new jobs.

The dataset used in the production of the barriers to growth data has been provided by GrowthAccelerator based on their diagnostics of participant needs at the start of their customer journey with the service.

Time periods

- The number of private sector jobs, workplaces and population estimates refer to 2012. Employment growth rates, survival rates and growth of start-ups refer to the period 2009-12. Data on job creation refers to the 12 months prior to March 2012.
- The GrowthAccelerator data on barriers to growth was extracted for c14,000 clients in May 2014 and covers the period May 2012 – May 2014.

Metric Definitions

- **Fast Growth** is defined as annualised average growth in employment of 20% or more over a three year period (2009-2012)
- **Gross Jobs** refers to the total number of jobs created in a one year period (2011-2012).
- **Net Jobs** refers to the total number of jobs created in the one year period (2011-2012) minus the total number of jobs destroyed in the one year period (2011-2012).
- **Net Job Creation Ratio** is defined as net jobs (2011-2012)/opening year jobs (2011-2012)
- **Start-up** is defined as a UK-owned firm born in 2009
- **Start-ups growing to £1m turnover** refer to UK-owned firms born in 2009 whose turnover reached at least £1m in 2012
- **Firms growing to £3m turnover** refer to UK-owned firms born prior to 2009 that survived to 2012, whose turnover grew from £1-2m in 2009 to at least £3m in 2012

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Black Country LEP

Context
- 1.15 million population
- 281,700 private sector jobs
- 23,200 workplaces

Growth
- 12.9% fast-growing firms (16th out of 39 LEPs)
- Gross Jobs: 37,598
- Net Jobs: 2,402
- Net Job Creation Ratio: 0.9% (36th)
- 4.0% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (15th)

Start-Ups
- 2,276 new registered businesses in 2009
- 61% survived to 2012 (35th)
- Of which 5.7% grew to £1m T/O (1st)

Key Issues
- Low net job creation rates
- Strategy & Management the biggest barrier to growth—well above the national average: 2nd highest (other 4 all in the Midlands)

12.9% fast-growing FIRMS
0.9% NET JOB creation ratio
Context
- 0.51 million population
- 119,200 private sector jobs
- 15,700 workplaces

Growth
- 13.5% fast-growing firms (9th out of 39 LEPs)
- Gross Jobs: 22,059
- Net Jobs: 5,983
- Net Job Creation Ratio: 5.0% (4th)
- 3.0% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (31st)

Start-Ups
- 1,157 new registered businesses in 2009
- 67% survived to 2012 (5th)
- Of which 4.9% grew to £1m T/O (5th)

Key Issues
- Low share of existing businesses reaching £3m turnover
- Strategy and Management biggest barrier to growth, just above national average; 14th highest

13.5% fast-growing FIRMS  5.0% NET JOB creation ratio
Cheshire and Warrington LEP

Context
- 0.91 million population
- 294,600 private sector jobs
- 31,000 workplaces

Growth
- 10.8% fast-growing firms (39th out of 39 LEPs)
- Gross Jobs: 51,688
- Net Jobs: 15,997
- Net Job Creation Ratio: 5.4% (3rd)
- 2.7% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (35th)

Start-Ups
- 2,818 new registered businesses in 2009
- 64% survived to 2012 (19th)
- Of which 3.4% grew to £1m T/O (26th)

Key Issues
- Lowest rate of fast-growing firms among all LEPs; and low rate of existing businesses reaching £3m turnover
- Strategy and Management biggest barrier to growth, although below national average; 18th lowest

- 10.8% fast-growing FIRMS
- 5.4% NET JOB creation ratio
Coast to Capital LEP

Context
- 1.94 million population
- 462,000 private sector jobs
- 52,100 workplaces

Growth
- 14.2% fast-growing firms (5th out of 39 LEPs)
- Gross jobs: 75,328
- Net jobs: 12,045
- Net Job Creation Ratio: 2.6% (16th)
- 2.3% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (37th)

Start-Ups
- 4,199 new registered businesses in 2009
- 68% survived to 2012 (3rd)
- Of which 3.1% grew to £1m T/O (32nd)

Key Issues
- Low rate of existing businesses reaching £3m turnover and of start-ups growing to £1m turnover
- Strategy and Management biggest barrier to growth, similar to national average; 16th highest

14.2% fast-growing FIRMS
2.6% NET JOB creation ratio
Cornwall and the Isles of Scilly LEP

Context
- 0.54 million population
- 112,400 private sector jobs
- 13,100 workplaces

Growth
- 12.7% fast-growing firms (18th out of 39 LEPs)
- Gross Jobs: 14,917
- Net Jobs: 1,705
- Net Job Creation Ratio: 1.5% (30th)
- 3.5% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (25th)

Start-Ups
- 1,112 new registered businesses in 2009
- 65% survived to 2012 (15th)
- Of which 4.0% grew to £1m T/O (12th)

Key Issues
- Low net job creation rate
- Finance biggest barrier to growth - well above national average and highest rate of the LEPs

12.7% fast-growing FIRMS
1.5% NET JOB creation ratio
Coventry and Warwickshire LEP

Context
- 0.87m million population
- 252,700 private sector jobs
- 21,700 workplaces

Growth
- 12.5% fast-growing firms (23rd out of 39 LEPs)
- Gross Jobs: 36,162
- Net Jobs: 3,601
- Net Job Creation Ratio: 1.4% (34th)
- 3.8% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (19th)

Start-Ups
- 2,259 new registered businesses in 2009
- 63% survived to 2012 (24th)
- Of which 3.6% grew to £1m T/O (23rd)

Key Issues
- Low net job creation rates
- Strategy & Management the biggest barrier to growth—above the national average: 10th highest

12.5% fast-growing FIRMS
1.4% NET JOB creation ratio
Cumbria LEP

Context
- 0.50 million population
- 139,200 private sector jobs
- 14,300 workplaces

Growth
- 11.8% fast-growing firms (35th out of 39 LEPs)
- Gross Jobs: 14,934
- Net Jobs: 1,617
- Net Job Creation Ratio: 1.2% (35th)
- 3.0% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (32nd)

Start-Ups
- 1,287 new registered businesses in 2009
- 66% survived to 2012 (6th)

Key Issues
- Low rates of fast-growing firms job creation; low share of existing businesses reaching £3m turnover
- Strategy and Management biggest barrier to growth, although well below national average; 3rd lowest

Notes:
Due to ONS disclosure rules the share of start-ups that grew to £1m T/O in 2012 could not be provided for Cumbria

11.8% fast-growing FIRMS 1.2% NET JOB creation ratio
Derby, Derbyshire, Nottingham and Nottinghamshire LEP

Context
- 2.12 million population
- 506,500 private sector jobs
- 45,000 workplaces

Growth
- 11.8% fast-growing firms (32nd out of 39 LEPs)
- Gross Jobs: 85,427
- Net Jobs: 30,185
- Net Job Creation Ratio: 6.0% (1st)
- 3.4% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (28th)

Start-Ups
- 3,588 new registered businesses in 2009
- 65% survived to 2012 (14th)
- Of which 4.6% grew to £1m T/O (7th)

Key Issues
- Low share of fast growing firms
- Strategy & Management the biggest barrier to growth—well above the national average, and the highest share of all LEPs

11.8% fast-growing FIRMS  6.0% NET JOB creation ratio
Dorset LEP

Context
- 0.75 million population
- 177,700 private sector jobs
- 19,800 workplaces

Growth
- 12.7% fast-growing firms (20th out of 39 LEPs)
- Gross Jobs: 26,773
- Net Jobs: 3,449
- Net Job Creation Ratio: 1.9% (23rd)
- 3.6% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (22nd)

Start-Ups
- 1,850 new registered businesses in 2009
- 66% survived to 2012 (7th)
- Of which 3.7% grew to £1m T/O (21st)

Key Issues
- Relatively low job creation rates and growth rates
- Skills and Staff biggest barrier to growth, above national average; 12th highest

12.7% fast-growing FIRMS  1.9% NET JOB creation ratio
Enterprise M3 LEP

Context
- 1.64 million population
- 474,200 private sector jobs
- 51,300 workplaces

Growth
- 13.0% fast-growing firms (15th out of 39 LEPs)
- Gross jobs: 71,929
- Net jobs: 7,817
- Net Job Creation Ratio: 1.6% (28th)
- 3.5% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (24th)

Start-Ups
- 3,850 new registered businesses in 2009
- 67% survived to 2012 (4th)
- Of which 3.3% grew to £1m T/O (29th)

Key Issues
- Relatively low job creation rates and rate of start-ups growing to £1m
- Strategy and Management biggest barrier to growth, although below national average; 14th lowest

13.0% fast-growing FIRMS
1.6% NET JOB creation ratio
Gloucestershire LEP

Context
- 0.60 million population
- 159,800 private sector jobs
- 17,300 workplaces

Growth
- 11.7% fast-growing firms (36th out of 39 LEPs)
- Gross Jobs: 23,980
- Net Jobs: 4,443
- Net Job Creation Ratio: 2.8% (14th)
- 3.4% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (27th)

Start-Ups
- 1,567 new registered businesses in 2009
- 66% survived to 2012 (10th)
- Of which 2.5% grew to £1m T/O (36th)

Key Issues
- Low rate of fast-growing firms and of start-ups reaching £1m turnover
- Skills and Staff biggest barrier to growth, just above national average; 15th highest

11.7% fast-growing FIRMS
2.8% NET JOB creation ratio
Greater Birmingham and Solihull LEP

**Context**
- 1.96 million population
- 498,400 private sector jobs
- 42,500 workplaces

**Growth**
- 13.2% fast-growing firms (12th out of 39 LEPs)
- Gross Jobs: 83,700
- Net Jobs: 23,470
- Net Job Creation Ratio: 4.7% (5th)
- 4.1% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (13th)

**Start-ups**
- 2,933 new registered businesses in 2009
- 58% survived to 2012 (37th)
- Of which 4.5% grew to £1m T/O (8th)

**Key issues**
- Below average number of fast-growing firms
- Strategy & Management the biggest barrier to growth—well above the national average: 5th highest (other 3 all in the Midlands)

13.2% fast-growing FIRMS
4.7% NET JOB creation ratio
Greater Cambridge and Greater Peterborough LEP

Context
- 1.38 million population
- 364,700 private sector jobs
- 34,800 workplaces

Growth
- 12.7% fast-growing firms (21st out of 39 LEPs)
- Gross jobs: 48,307
- Net Jobs: 5,426
- Net Job Creation Ratio: 1.5% (31st)
- 4.6% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (7th)

Start-Ups
- 1,904 new registered businesses in 2009
- 65% survived to 2012 (16th)
- Of which 2.7% grew to £1m T/O (35th)

Key Issues
- Low job creation ratio and low rate of start-ups growing to £1m turnover
- Strategy and Management biggest barrier to growth, above national average; 12th highest

12.7% fast-growing FIRMS
1.5% NET JOB creation ratio
Greater Lincolnshire LEP

Context
- 1.05 million population
- 243,800 private sector jobs
- 24,100 workplaces

Growth
- 11.9% fast-growing firms (31st out of 39 LEPs)
- Gross Jobs: 34,494
- Net Jobs: 7,281
- Net Job Creation Ratio: 3.0% (12th)
- 4.1% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (12th)

Start-Ups
- 2,203 new registered businesses in 2009
- 64% survived to 2012 (23rd)
- Of which 4.1% grew to £1m T/O (10th)

Key Issues
- Low share of fast growing firms
- Strategy & Management the biggest barrier to growth—above the national average: 9th highest

11.9% fast-growing FIRMS
3.0% NET JOB creation ratio
Greater Manchester LEP

**Context**
- 2.70 million population
- 716,600 private sector jobs
- 60,500 workplaces

**Growth**
- 13.7% fast-growing firms (7th out of 39 LEPs)
- Gross Jobs: 117,510
- Net Jobs: 22,726
- Net Job Creation Ratio: 3.2% (10th)
- 4.3% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (9th)

**Start-Ups**
- 6,534 new registered businesses in 2009
- 58% survived to 2012 (38th)
- Of which, 5.1% grew to £1m T/O (3rd)

**Key Issues**
- Low survival rate for start-ups
- Strategy and Management biggest barrier to growth, although below national average; 13th lowest

13.7% fast-growing FIRMS
3.2% NET JOB creation ratio
Heart of the South West LEP

Context

- 1.63 million population
- 395,900 private sector jobs
- 39,500 workplaces

Growth

- 11.8% fast-growing firms (34th out of 39 LEPs)
- Gross Jobs: 49,554
- Net Jobs: -552
- Net Job Creation Ratio: -0.1% (39th)
- 2.6% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (36th)

Start-Ups

- 3,644 new registered businesses in 2009
- 66% survived to 2012 (11th)
- Of which 3.5% grew to £1m T/O (25th)

Key Issues

- Only LEP with a negative net job creation rate
- Low rates of fast-growing firms and of existing businesses reaching £3m turnover
- Skills and Staff biggest barrier to growth and above national average; 6th highest

11.8% fast-growing FIRMS

-0.1% NET JOB creation ratio
Hertfordshire LEP

Context
• 1.13 million population
• 357,200 private sector jobs
• 34,800 workplaces

Growth
• 13.8% fast-growing firms (6th out of 39 LEPs)
• Gross Jobs: 53,577
• Net Jobs: 11,483
• Net Job Creation Ratio: 3.2% (9th out of 39 LEPs)
• 4.0% of £1.2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (17th)

Start-Ups
• 4,322 new registered businesses in 2009
• 62% survived to 2012 (30th)
• Of which 3.8% grew to £1m T/O (18th)

Key Issues
• Relatively low survival rates for start-ups
• Strategy & Management the biggest barrier to growth, although below the national average. Skills and Staff second biggest barrier to growth (and above average); 14th highest

13.8% fast-growing FIRMS 3.2% NET JOB creation ratio
Humber LEP

Context
- 0.92 million population
- 216,900 private sector jobs
- 20,500 workplaces

Growth
- 11.5% fast-growing firms (38th out of 39 LEPs)
- Gross jobs: 29,208
- Net jobs: 3,446
- Net Job Creation Ratio: 1.6% (29th)
- 3.5% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (23rd)

Start-Ups
- 1,299 new registered businesses in 2009
- 64% survived to 2012 (20th)
- Of which 3.7% grew to £1m T/O (20th)

Key Issues
- Very low rate of fast-growing firms
- Finance biggest barrier to growth, well above national average; 2nd highest

11.5% fast-growing FIRMS  1.6% NET JOB creation ratio
Lancashire LEP

Context
- 1.47 million population
- 341,600 private sector jobs
- 33,500 workplaces

Growth
- 11.9% fast-growing firms (30th out of 39 LEPs)
- Gross jobs: 47,522
- Net Jobs: 6,105
- Net Job Creation Ratio: 1.8% (25th)
- 2.9% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (33rd)

Start-Ups
- 3,474 new registered businesses in 2009
- 61% survived to 2012 (34th)
- Of which 4.4% grew to £1m T/O (9th)

Key Issues
- Low rate of fast-growing firms and businesses reaching £3m turnover
- Strategy and Management biggest barrier to growth, although below national average: 15th lowest

11.9% fast-growing FIRMS
1.8% NET JOB creation ratio
Leeds City Region LEP

Context
- 2.97 million population
- 777,200 private sector jobs
- 63,300 workplaces

Growth
- 13.5% fast-growing firms (10th out of 39 LEPs)
- Gross Jobs: 111,561
- Net Jobs: 23,377
- Net Job Creation Ratio: 3.0% (11th)
- 5.7% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (3rd)

Start-Ups
- 4,705 new registered businesses in 2009
- 62% survived to 2012 (29th)
- Of which 4.7% grew to £1m T/O (6th)

Key Issues
- Relatively low survival rate of start-ups
- Strategy and Management biggest barrier to growth, although below national average: 18th highest

13.5% fast-growing FIRMS
3.0% NET JOB creation ratio
Leicester and Leicestershire LEP

Context
- 0.99 million population
- 269,000 private sector jobs
- 23,000 workplaces

Growth
- 14.3% fast-growing firms (4th out of 39 LEPs)
- Gross Jobs: 36,789
- Net Jobs: 9,329
- Net Job Creation Ratio: 3.5% (8th)
- 4.9% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (5th)

Start-Ups
- 2,421 new registered businesses in 2009
- 62% survived to 2012 (28th)
- Of which 3.1% grew to £1m T/O (31st)

Key Issues
- Low share of start-ups reaching £1m turnover
- Strategy & Management the biggest barrier to growth—well above the national average: 3rd highest (top 5 all within Midlands)

14.3% fast-growing FIRMS
3.5% NET JOB creation ratio
**Context**
- 1.51 million population
- 308,300 private sector jobs
- 26,600 workplaces

**Growth**
- 13.4% fast-growing firms (11th out of 39 LEPs)
- Gross jobs: 50,448
- Net Jobs: 11,861
- Net Job Creation Ratio: 3.8% (6th)
- 3.9% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (18th)

**Start-Ups**
- 3,147 new registered businesses in 2009
- 53% survived to 2012 (39th)
- Of which 5.0% grew to £1m T/O (4th)

**Key Issues**
- Low survival rate of start-ups; lowest of all LEPs
- Strategy and Management biggest barrier to growth, similar rate to national average; 15th highest
London LEP

**Context**
- 8.31 million population
- 2,776,400 private sector jobs
- 246,300 workplaces

**Growth**
- 17.4% fast-growing firms (1st out of 39 LEPs)
- Gross Jobs: 551,306
- Net Jobs: 151,434
- Net Job Creation Ratio: 5.5% (2nd)
- 5.8% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (2nd)

**Start-Ups**
- 31,919 new registered businesses in 2009
- 60% survived to 2012 (36th)
- Of which 5.2% grew to £1m T/O (2nd)

**Key Issues**
- Low survival rates for start-ups
- Skills and Staff biggest barrier to growth - above national average: 3rd highest

**Barriers to Growth for Growing Companies**

**Employment Growth Rate Distributions (2009-12)**

**17.4% fast-growing FIRMS**  **5.5% NET JOB creation ratio**

**Chart:**
- Employment Growth Rate Distributions
- Barriers to Growth for Growing Companies
The Marches LEP

Context
- 0.66 million population
- 157,300 private sector jobs
- 16,400 workplaces

Growth
- 12.4% fast-growing firms (24th out of 39 LEPs)
- Gross Jobs: 19,934
- Net Jobs: 2,694
- Net Job Creation Ratio: 1.7% (27th)
- 3.0% of £1.2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (30th)

Start-Ups
- 1,542 new registered businesses in 2009
- 63% survived to 2012 (18th)
- Of which 2.9% grew to £1m T/O (34th)

Key Issues
- Low share of start-ups reaching £1m turnover, and existing businesses reaching £3m turnover
- Strategy & Management the biggest barrier to growth—well above the national average: 6th highest

12.4% fast-growing FIRMS
1.7% NET JOB creation ratio
New Anglia LEP

**Context**
- 1.60 million population
- 391,600 private sector jobs
- 38,900 workplaces

**Growth**
- 11.6% fast-growing firms (57th)
- Gross Jobs: 51,087
- Net Jobs: 9,075
- Net Job Creation Ratio: 2.3% (18th)
- 4.0% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (16th)

**Start-Ups**
- 3,326 new registered businesses in 2009
- 66% survived to 2012 (9th)
- Of which 3.1% grew to £1m T/O (33rd)

**Key Issues**
- Low rate of fast-growing firms and of start-ups growing to £1m turnover
- Skills and Staff biggest barrier to growth, similar to national average; 20th highest

11.6% fast-growing FIRMS

2.3% NET JOB creation ratio
Context
- 0.70 million population
- 213,300 private sector jobs
- 17,900 workplaces

Growth
- 13.2% fast-growing firms (3rd out of 39 LEPs)
- Gross Jobs: 30,950
- Net Jobs: 8,057
- Net Job Creation Ratio: 3.8% (7th)

Start-Ups
- 377 new registered businesses in 2009
- 61% survived to 2012 (31st)

Key Issues
- Relatively low survival rates of start-ups
- Strategy & Management the biggest barrier to growth—well above the national average: 4th highest (top 5 all within Midlands)

Note:
Due to ONS disclosure rules the share of £1-2m T/O businesses in 2009 that grew to a minimum of £3m in 3 years and the share of start-ups that grew to £1m T/O could not be provided for Northamptonshire.

13.2% fast-growing FIRMS
3.8% NET JOB creation ratio
North East LEP

Context
- 1.94 million population
- 421,900 private sector jobs
- 34,800 workplaces

Growth
- 11.9% fast-growing firms (29th out of 39 LEPs)
- Gross Jobs: 62,972
- Net Jobs: 11,225
- Net Job Creation Ratio: 2.7% (15th)
- 4.3% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (10th)

Start-Ups
- 3,399 new registered businesses in 2009
- 64% survived to 2012 (25th)
- Of which 3.9% grew to £1m T/O (15th)

Key Issues
- Relatively low rate of fast-growing firms
- Strategy and Management biggest barrier to growth, although below national average; 19th lowest

11.9% fast-growing FIRMS
2.7% NET JOB creation ratio
Oxfordshire LEP

Context
- 0.65 million population
- 190,600 private sector jobs
- 18,100 workplaces

Growth
- 15.7% fast-growing firms (2nd out of 39 LEPs)
- Gross jobs: 25,652
- Net Jobs: 4,221
- Net Job Creation Ratio: 2.2% (20th)
- 4.6% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (6th)

Start-Ups
- 1,350 new registered businesses in 2009
- 68% survived to 2012 (1st)
- Of which 3.3% grew to £1m T/O (30th)

Key Issues
- Low rate of start-ups reaching £1m turnover
- Strategy and Management biggest barrier to growth, although below national average; 10th lowest

15.7% fast-growing FIRMS

2.2% NET JOB creation ratio
Sheffield City Region LEP

Context
- 1.74 million population
- 394,600 private sector jobs
- 33,600 workplaces

Growth
- 12.0% fast-growing firms (27th out of 39 LEPs)
- Gross Jobs: 50,958
- Net Jobs: 2,483
- Net Job Creation Ratio: 0.6% (37th)
- 51% of £1-2m T/O businesses in 2009 grew to a minimum of £9m in 3 years (4th)

Start-Ups
- 3,057 new registered businesses in 2009
- 61% survived to 2012 (32nd)
- Of which 3.9% grew to £1m T/O (16th)

Key Issues
- Low net job creation rate and low survival rate of start-ups
- Strategy and Management biggest barrier to growth, above national average; 13th highest

12.0% fast-growing FIRMS  0.6% NET JOB creation ratio
Solent LEP

Context
- 1.56 million population
- 401,400 private sector jobs
- 38,900 workplaces

Growth
- 12.3% fast-growing firms (25th out of 39 LEPs)
- Gross jobs: 56,240
- Net Jobs: 7,832
- Net Job Creation Ratio: 2.0% (22nd)
- 3.2% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (29th)

Start-Ups
- 3,670 new registered businesses in 2009
- 65% survived to 2012 (12th)
- Of which 3.4% grew to £1m T/O (27th)

Key Issues
- Low rate of existing businesses reaching £3m turnover and of start-ups reaching £1m turnover
- Strategy and Management biggest barrier to growth, although below national average: 12th lowest

12.3% fast-growing FIRMS
2.0% NET JOB creation ratio
South East LEP

**Context**
- 4.02 million population
- 866,900 private sector jobs
- 97,700 workplaces

**Growth**
- 13.5% fast-growing firms (8th out of 39 LEPs)
- Gross Jobs: 125,619
- Net Jobs: 19,342
- Net Job Creation Ratio: 2.2% (19th)
- 4.1% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (14th)

**Start-Ups**
- 10,268 new registered businesses in 2009
- 64% survived to 2012 (22nd)
- Of which 3.6% grew to £1m T/O (22nd)

**Key Issues**
- Relatively low job creation rate and rate of start-ups growing to £1m turnover
- Skills and Staff biggest barrier to growth, above national average; 13th highest

**13.5% fast-growing FIRMS**

**2.2% NET JOB creation ratio**
South East Midlands LEP

Context
- 1.74 million population
- 497,700 private sector jobs
- 44,200 workplaces

Growth
- 13.1% fast-growing firms (14th out of 39 LEPs)
- Gross Jobs: 72,171
- Net Jobs: 14,583
- Net Job Creation Ratio: 2.9% (13th)
- 3.7% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (20th)

Start-Ups
- 4,863 new registered businesses in 2009
- 65% survived to 2012 (13th)
- Of which 3.5% grew to £1m T/O (24th)

Key Issues
- Relatively low share of start-ups reaching £1m turnover
- Strategy & Management the biggest barrier to growth—above the national average: 8th highest

13.1% fast-growing FIRMS
2.9% NET JOB creation ratio
Stoke-on-Trent and Staffordshire LEP

Context
- 1.10 million population
- 247,200 private sector jobs
- 23,400 workplaces

Growth
- 12.6% fast-growing firms (22nd)
- Gross Jobs: 34,851
- Net Jobs: 5,348
- Net Job Creation Ratio: 2.2% (21st)
- 3.5% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (26th)

Start-Ups
- 2,215 new registered businesses in 2009
- 64% survived to 2012 (21st)
- Of which 3.9% grew to £1m T/O (14th)

Key Issues
- Relatively low share of businesses reaching £3m turnover
- Strategy & Management the biggest barrier to growth—above the national average: 7th highest

12.6% fast-growing FIRMS
2.2% NET JOB creation ratio
Swindon and Wiltshire LEP

Context
- 0.69 million population
- 191,200 private sector jobs
- 17,900 workplaces

Growth
- 12.7% fast-growing firms (19th out of 39 LEPs)
- Gross Jobs: 26,876
- Net Jobs: 2,776
- Net Job Creation Ratio: 1.5% (33rd)
- 2.9% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (34th)

Start-Ups
- 2,030 new registered businesses in 2009
- 62% survived to 2012 (27th)
- Of which 2.2% grew to £1m T/O (37th)

Key Issues
- Low net job creation rate and low rates of existing businesses reaching £3m turnover and of start-ups reaching £1m turnover – the latter lowest of the LEPs
- Skills and Staff biggest barrier to growth - above national average and highest of the LEPs

12.7% fast-growing FIRMS 1.5% net job creation ratio
Tees Valley LEP

**Context**
- 0.66 million population
- 142,200 private sector jobs
- 12,100 workplaces

**Growth**
- 11.8% fast-growing firms (33rd out of 39 LEPs)
- Gross Jobs: 18,193
- Net Jobs: 588
- Net Job Creation Ratio: 0.4% (38th)

**Start-Ups**
- 1,339 new registered businesses in 2009
- 63% survived to 2012 (26th)
- Of which 3.8% grew to £1m T/O (19th)

**Key Issues**
- Very low net job creation rate and low rate of fast-growing firms
- Finance biggest barrier to growth, above national average; 7th highest

Note: Due to ONS disclosure rules the share of £1.2m T/O businesses in 2009 that grew to a minimum of £3m in 3 years could not be provided for Tees Valley.

**Employment Growth Rate Distributions (2009-12)**

**Barriers to Growth for Growing Companies**

11.8% fast-growing FIRMS
0.4% NET JOB creation ratio
Thames Valley Berkshire LEP

Context
- 0.87 million population
- 323,200 private sector jobs
- 27,500 workplaces

Growth
- 14.3% fast-growing firms (3rd out of 39 LEPs)
- Gross Jobs: 49,001
- Net Jobs: 8,085
- Net Job Creation Ratio: 2.5% (17th)
- 7.7% of £1-2m T/O businesses in 2009 grew to a minimum of £9m in 3 years (1st)

Start-Ups
- 2,988 new registered businesses in 2009
- 66% survived to 2012 (8th)
- Of which 4.0% grew to £1m T/O (11th)

Key Issues
- Relatively low net job creation rate
- Skills and Staff biggest barrier to growth, above national average; 4th highest

14.3% fast-growing FIRMS
2.5% NET JOB creation ratio
West of England LEP

Context
- 1.08 million population
- 327,500 private sector jobs
- 27,700 workplaces

Growth
- 12.9% fast-growing firms (17th out of 39 LEPs)
- Gross Jobs: 49,025
- Net Jobs: 5,787
- Net Job Creation Ratio: 1.8% (26th)
- 4.5% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (8th)

Start-Ups
- 2,558 new registered businesses in 2009
- 65% survived to 2012 (17th)
- Of which 3.3% grew to £1m T/O (28th)

Key Issues
- Relatively low net job creation rate and rate of start-ups growing to £1m turnover
- Strategy and Management biggest barrier to growth, although below national average; 20th lowest

12.9% fast-growing FIRMS
1.8% NET JOB creation ratio
Worcestershire LEP

Context
- 0.57 million population
- 135,400 private sector jobs
- 14,100 workplaces

Growth
- 11.9% fast-growing firms (28th out of 39 LEPs)
- Gross Jobs: 18,674
- Net Jobs: 2,004
- Net Job Creation Ratio: 1.5% (32nd)
- 4.2% of £1.2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (11th)

Start-Ups
- 1,366 new registered businesses in 2009
- 61% survived to 2012 (33rd)
- Of which 3.8% grew to £1m T/O (17th)

Key Issues
- Low net job creation rates and low survival rates for start-ups
- Strategy & Management the biggest barrier to growth—above the national average: 11th highest

11.9% fast-growing FIRMS
1.5% NET JOB creation ratio
York and North Yorkshire LEP

Context
- 1.14 million population
- 267,700 private sector jobs
- 28,500 workplaces

Growth
- 12.2% fast-growing firms (26th out of 39 LEPs)
- Gross Jobs: 36,298
- Net Jobs: 5,158
- Net Job Creation Ratio: 1.9% (24th)
- 3.7% of £1-2m T/O businesses in 2009 grew to a minimum of £3m in 3 years (21st)

Start-Ups
- 1,769 new registered businesses in 2009
- 68% survived to 2012 (2nd)
- Of which 3.9% grew to £1m T/O (13th)

Key Issues
- Relatively low net job creation rate and rate of fast-growing firms
- Skills and Staff biggest barrier to growth, same as national average; 19th lowest

12.2% fast-growing FIRMS
1.9% NET JOB creation ratio
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Our mission is to become a focal point internationally for research, knowledge and expertise on SME growth and entrepreneurship. ERC brings the evidence base on SMEs and enterprise together, drives out new research insights and works with policy makers and practitioners to ensure research shapes better policies and practices to help SMEs to grow.

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