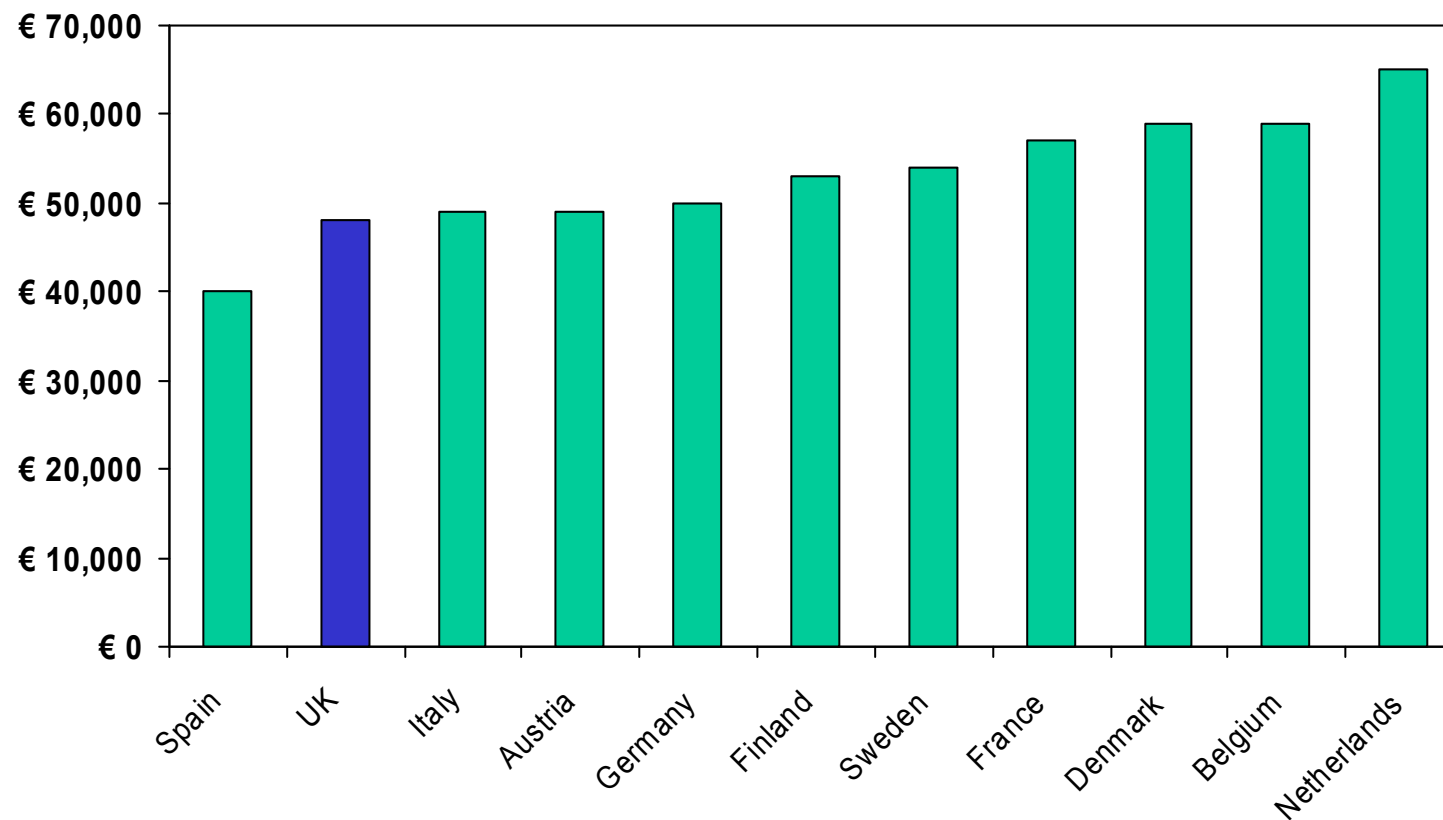


Regional Skills Assessment 2006: Data Charts

UK labour productivity is significantly below that of key EU competitors



GVA per head - selected EU countries 2003

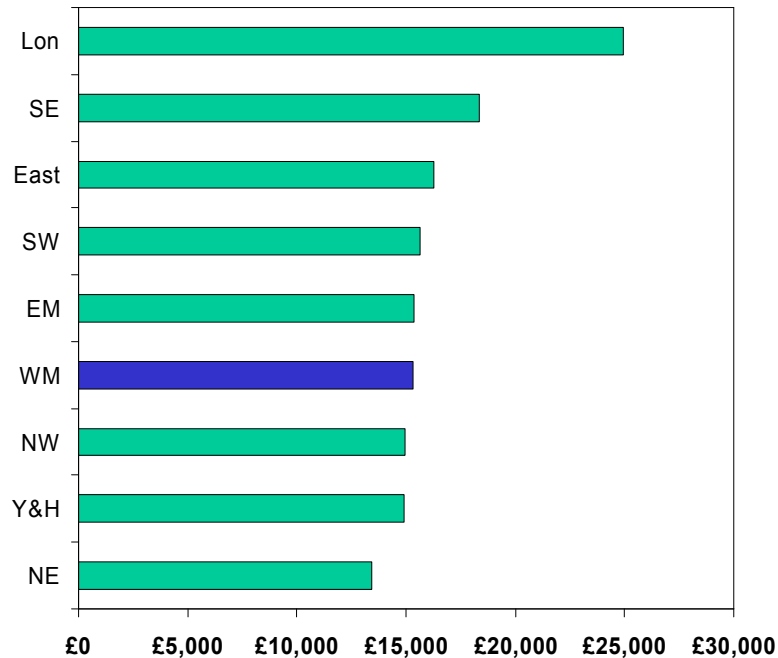


In terms of GVA per head the West Midlands performs poorly relative to other regions



Nearly 40% lower than in London and 16% lower than in the South East

GVA per head at basic prices - English Regions 2004

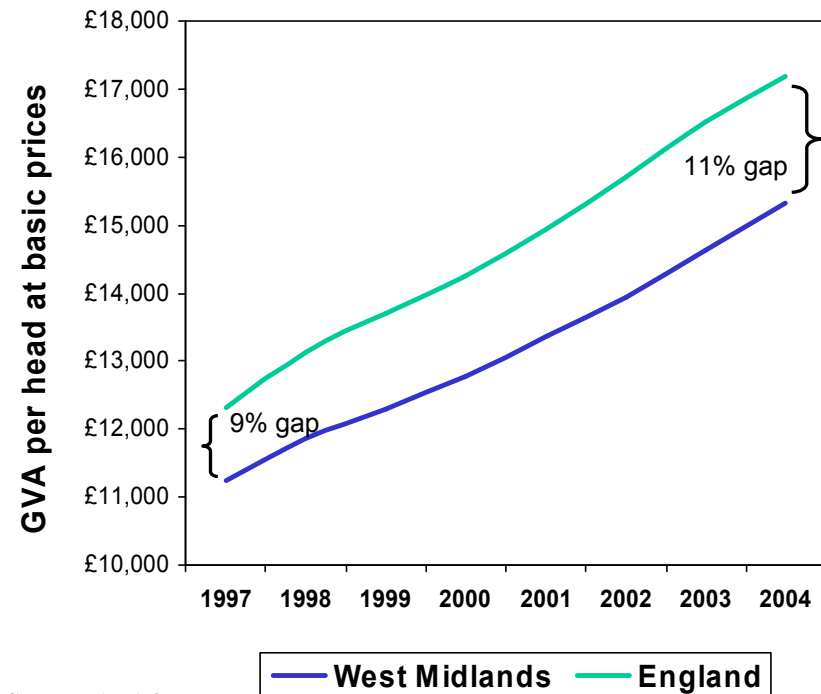


GVA per head at basic prices

Source: ABI 2

The 'productivity gap' between the West Midlands and England is widening

GVA per head at basic prices - regional and national trends



Source: ABI 2

Some key industries are growing and others are of emerging importance



Comparison of GVA share and growth rate by industry

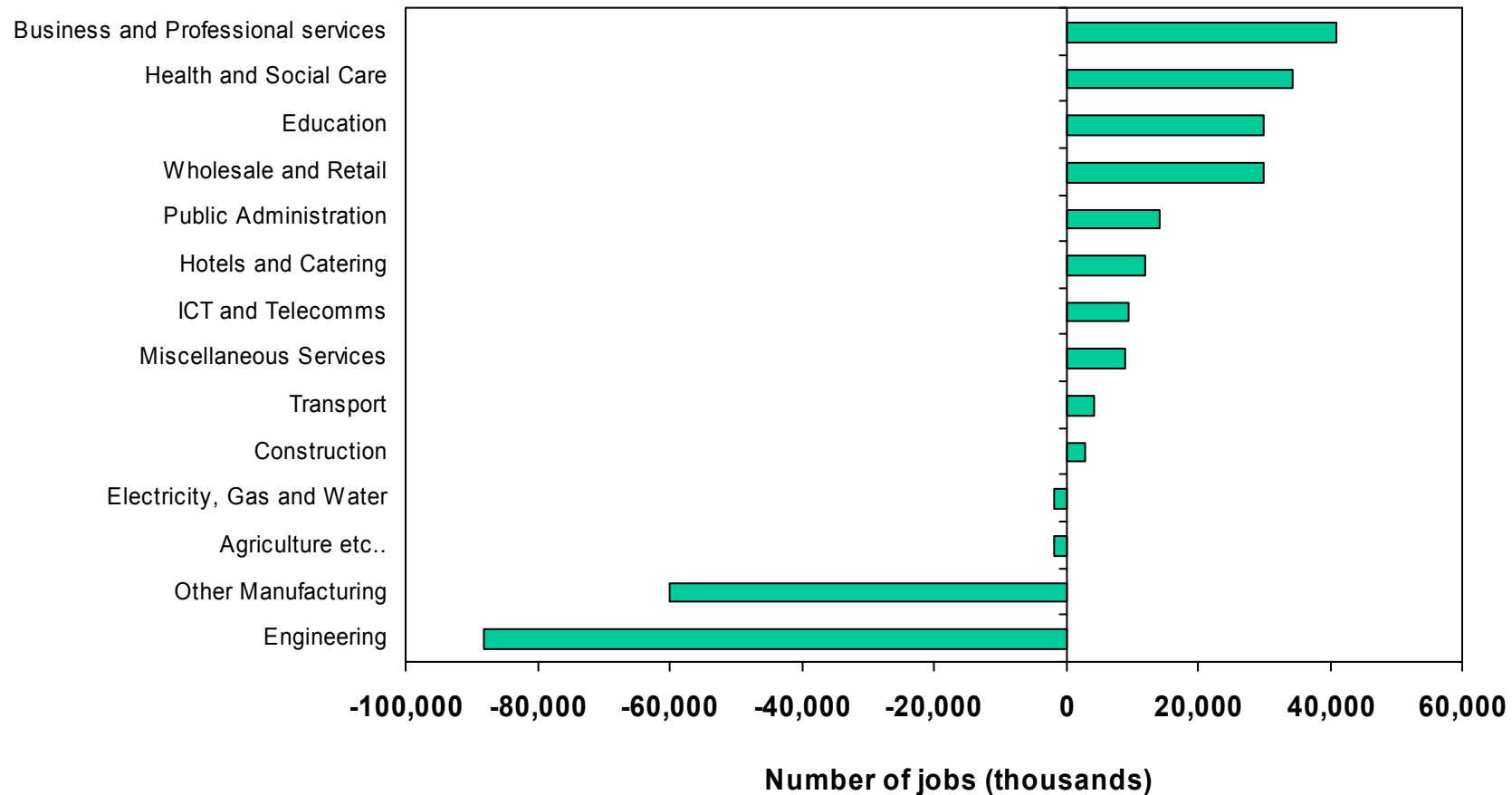
GVA Growth 1998 - 2003	Positive	<p><u>Under represented but with growth potential</u></p> <p>Research & development Computer hardware Instrument engineering Medical technologies Food & drink</p>	<p><u>Drivers of growth</u></p> <p>Computer services Business services Hotels & catering Retail Health & care Recreational cultural & sport</p>
	Negative	<p><u>Declining industries of low importance</u></p> <p>Textiles & clothing Electronics Electrical engineering Paper and packaging</p> <p style="text-align: center;">Low</p>	<p><u>Key industries in decline</u></p> <p>Metal goods Mechanical engineering Automotive Rubber & plastics Ceramics Leather goods</p> <p style="text-align: center;">High</p>

Share of Regional GVA, 2003

The shift from manufacturing to services has continued since 1999



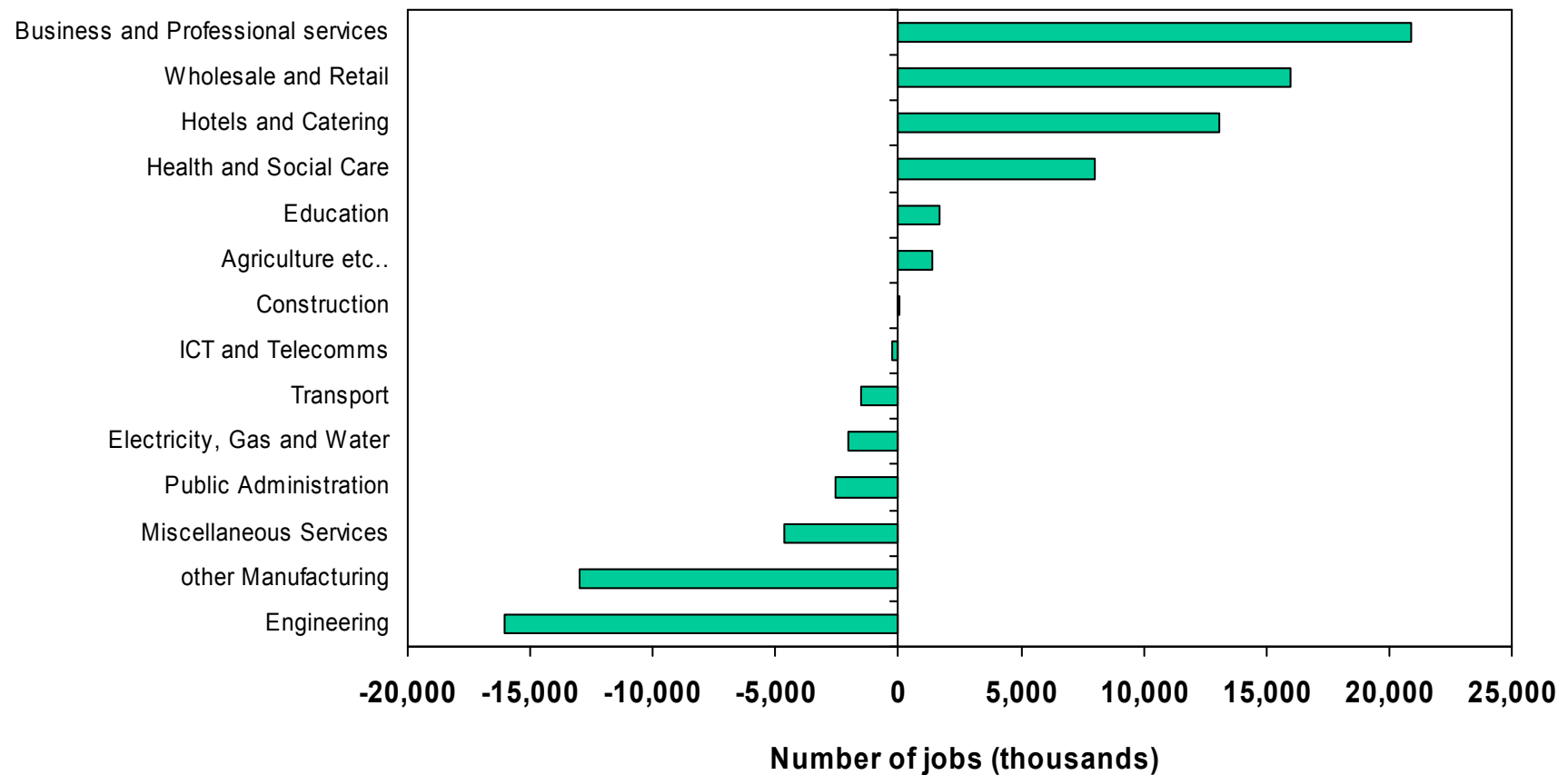
Net employment change in the West Midlands by sector: 1999-2004



Employment growth since 2003 has been greatest in business & professional services



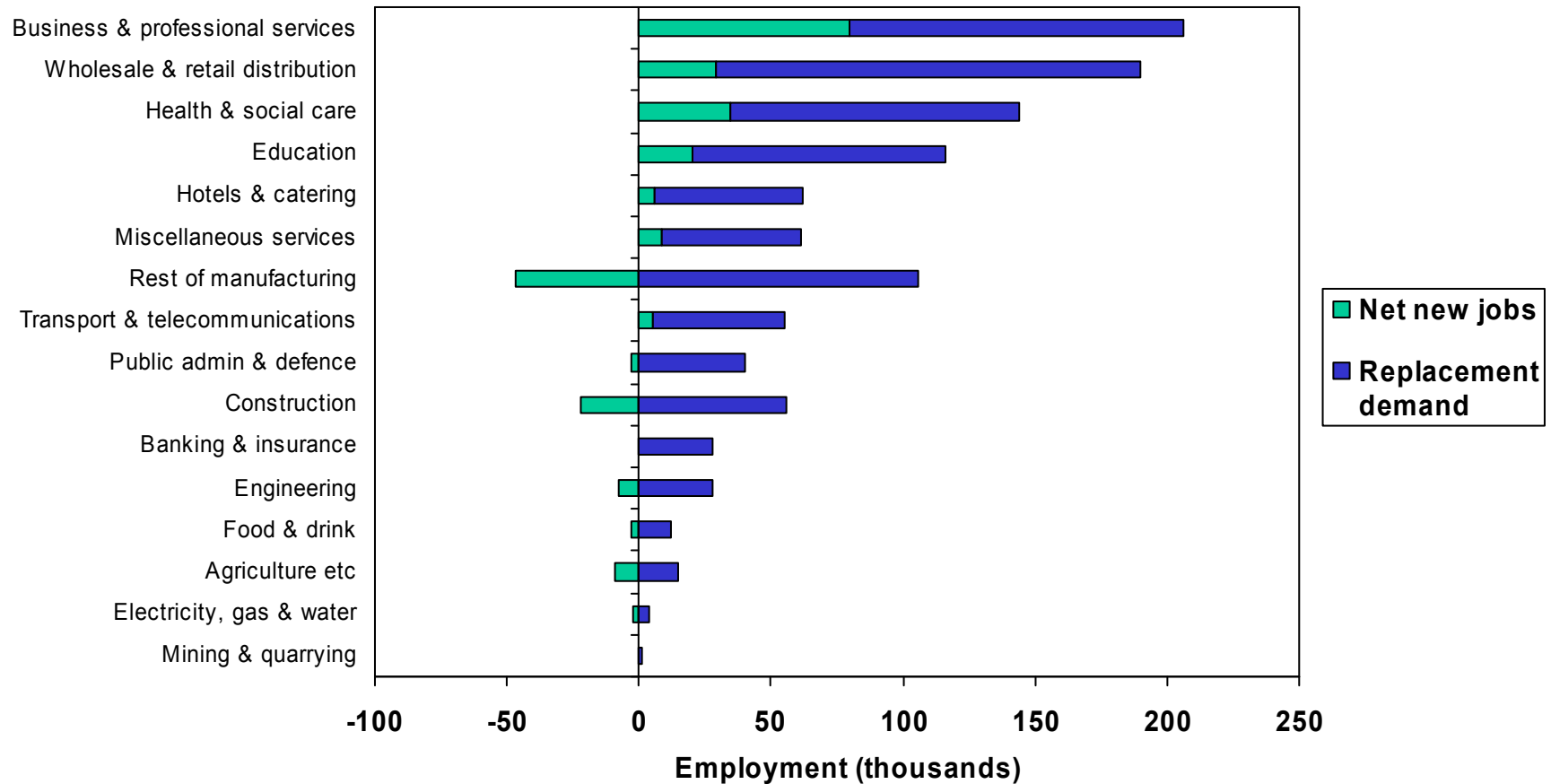
Net employment change in the West Midlands by sector: 2003-2004



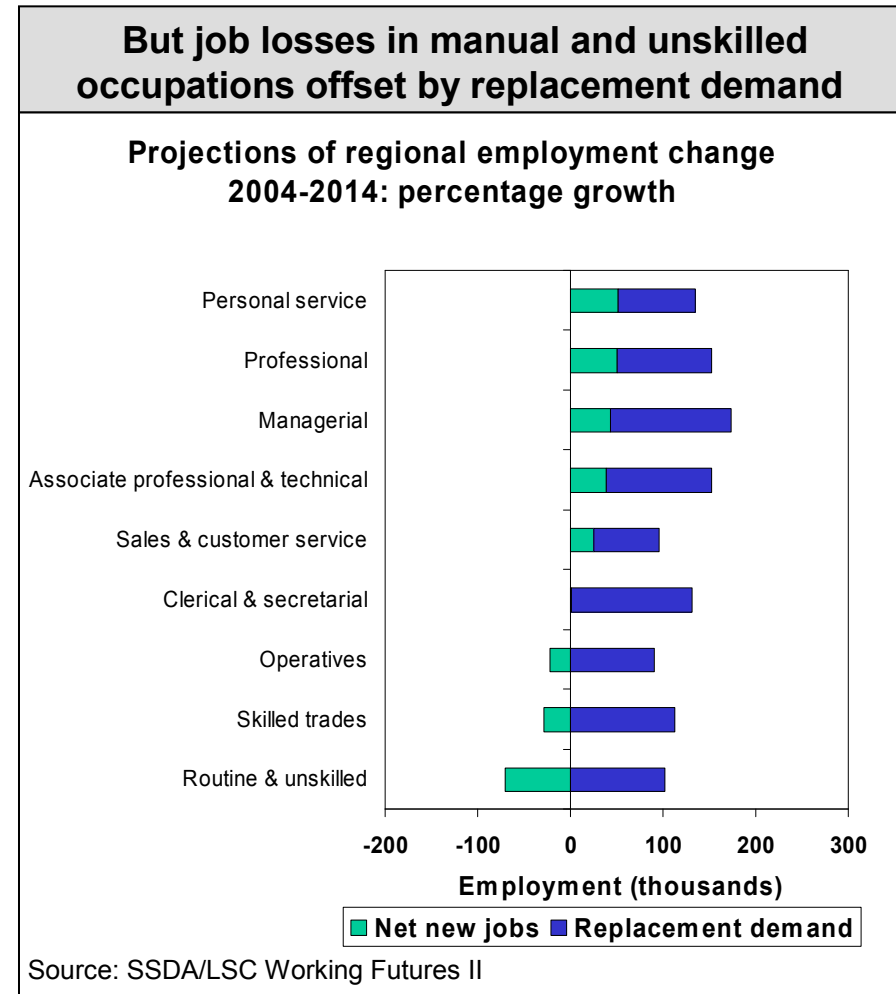
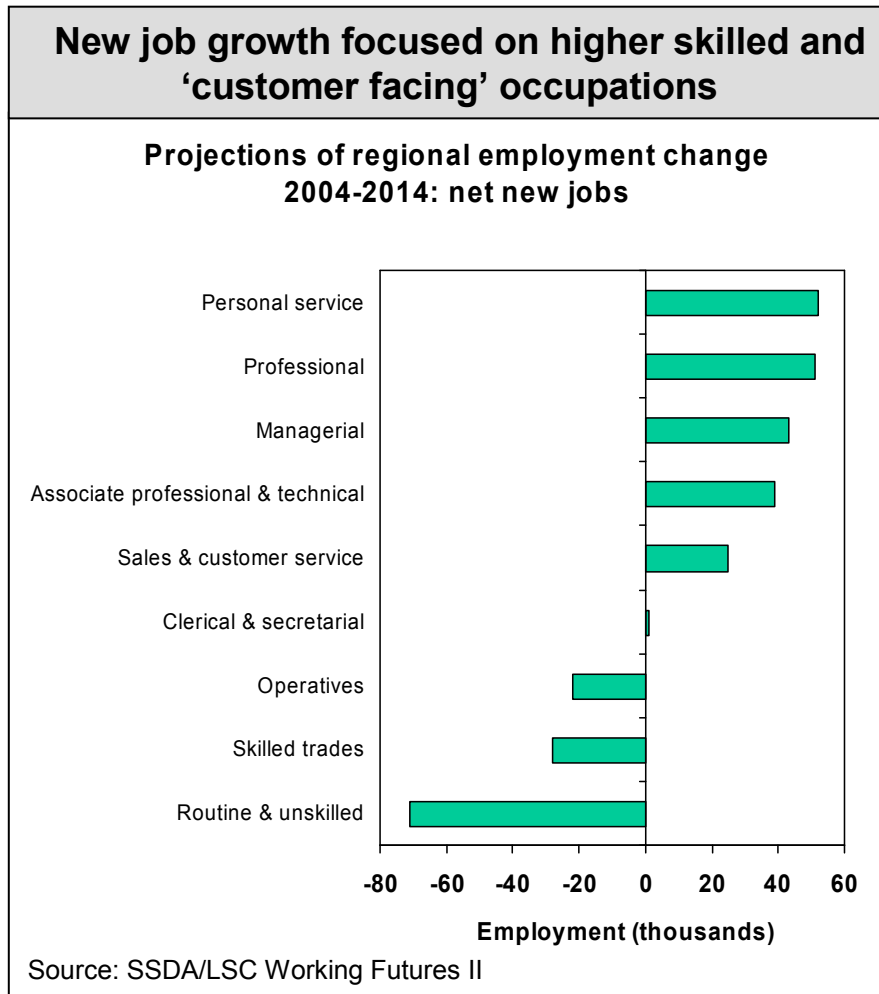
The service sector will be the focus for new job creation



Projections of regional employment change by sector 2004-2014



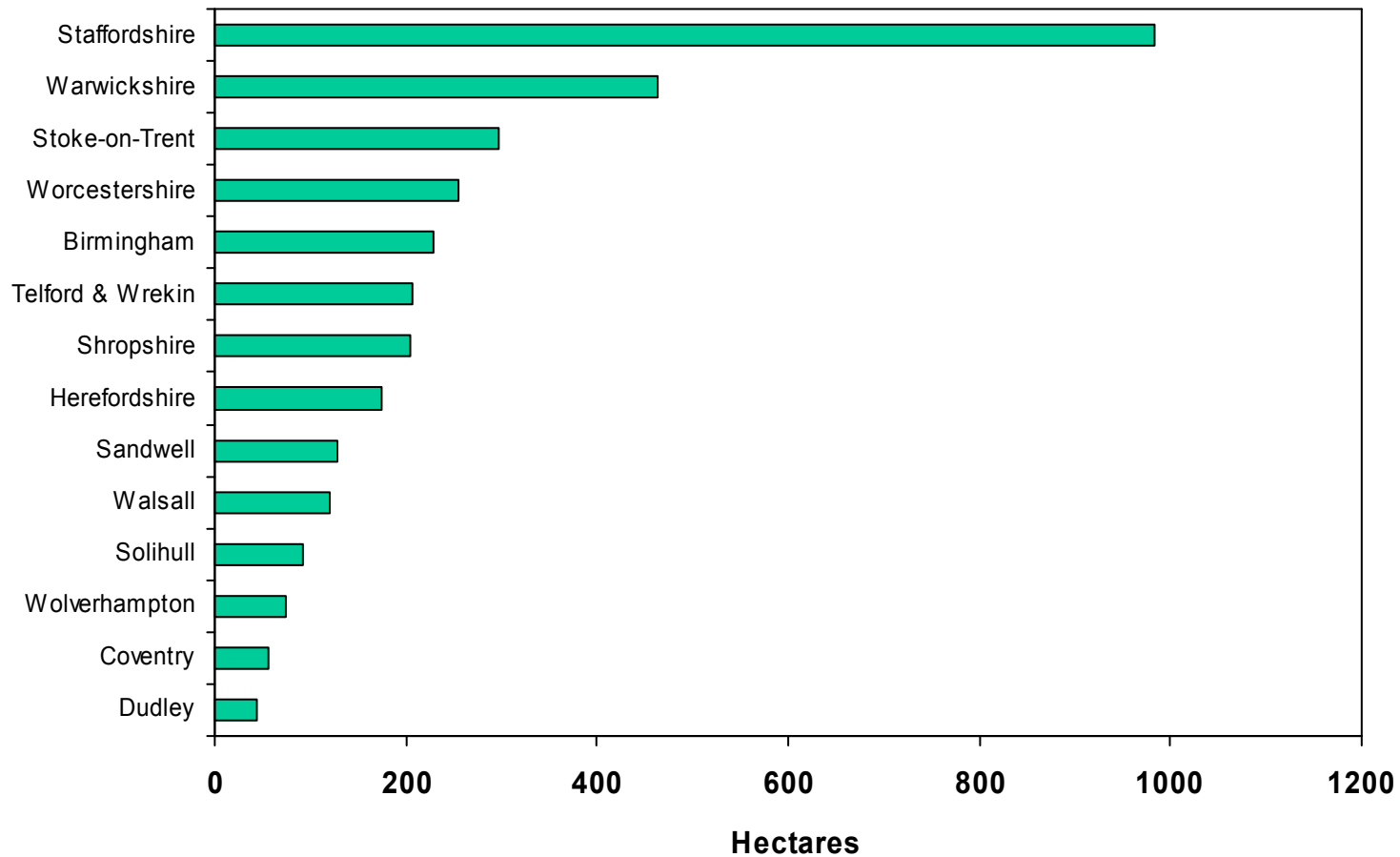
Significant future demand for labour across the full spectrum of occupations



New development and job creation will be focused outside the Region's urban core



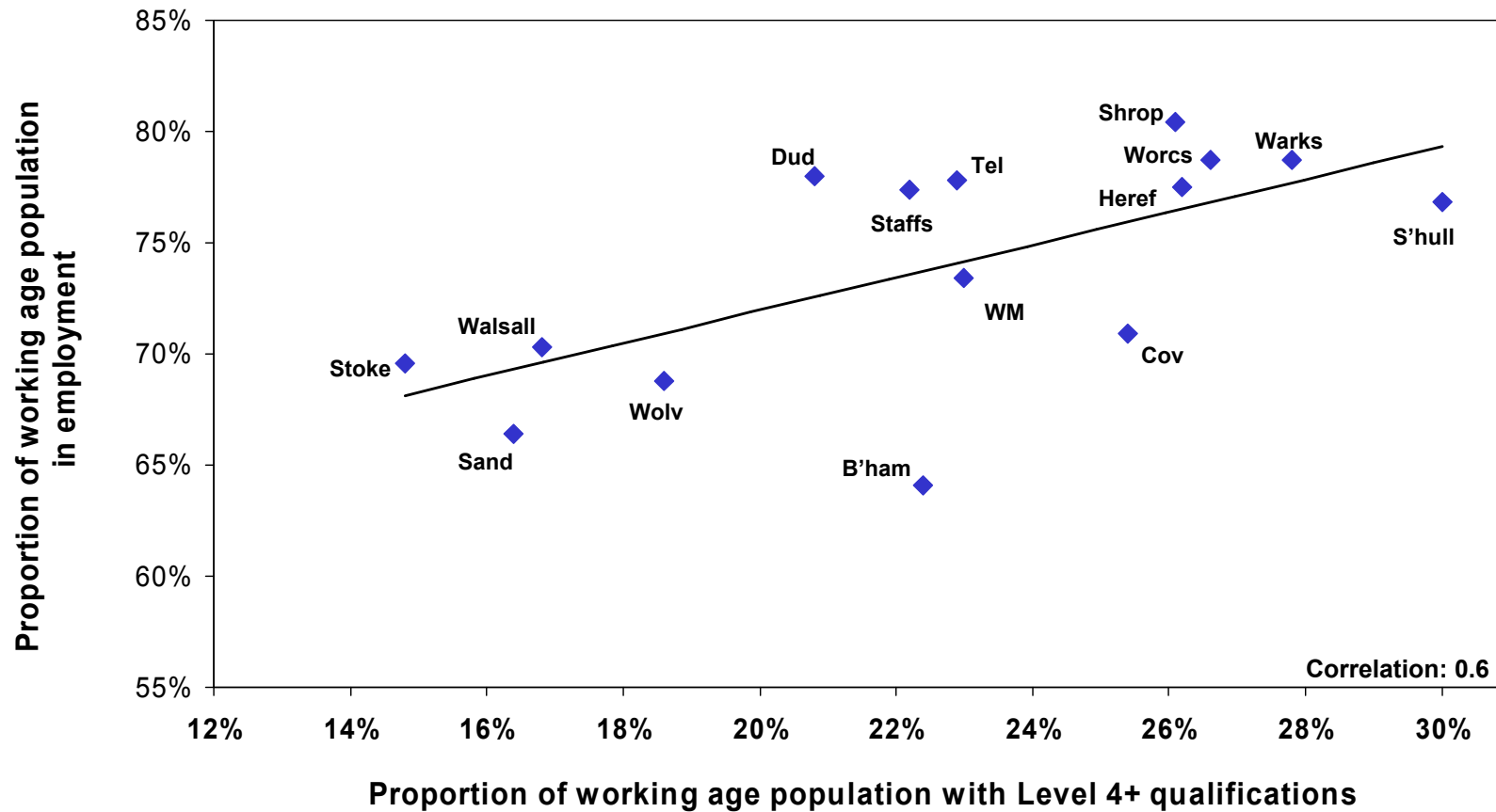
Supply of employment land in the Region



Employment and qualification rates are correlated



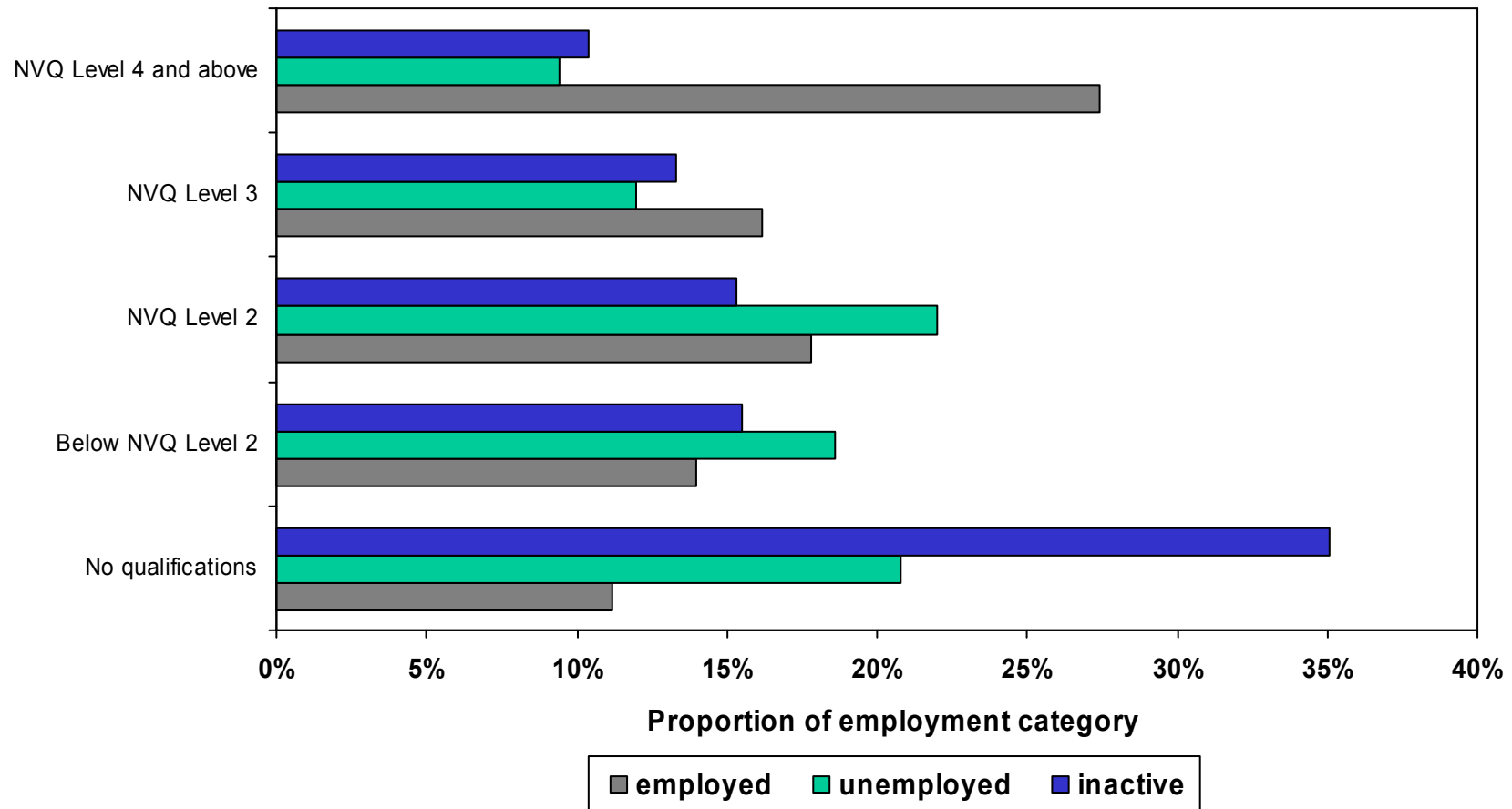
Employment rates and high level qualifications in West Midlands sub-regions



Qualifications lead to increased employment prospects



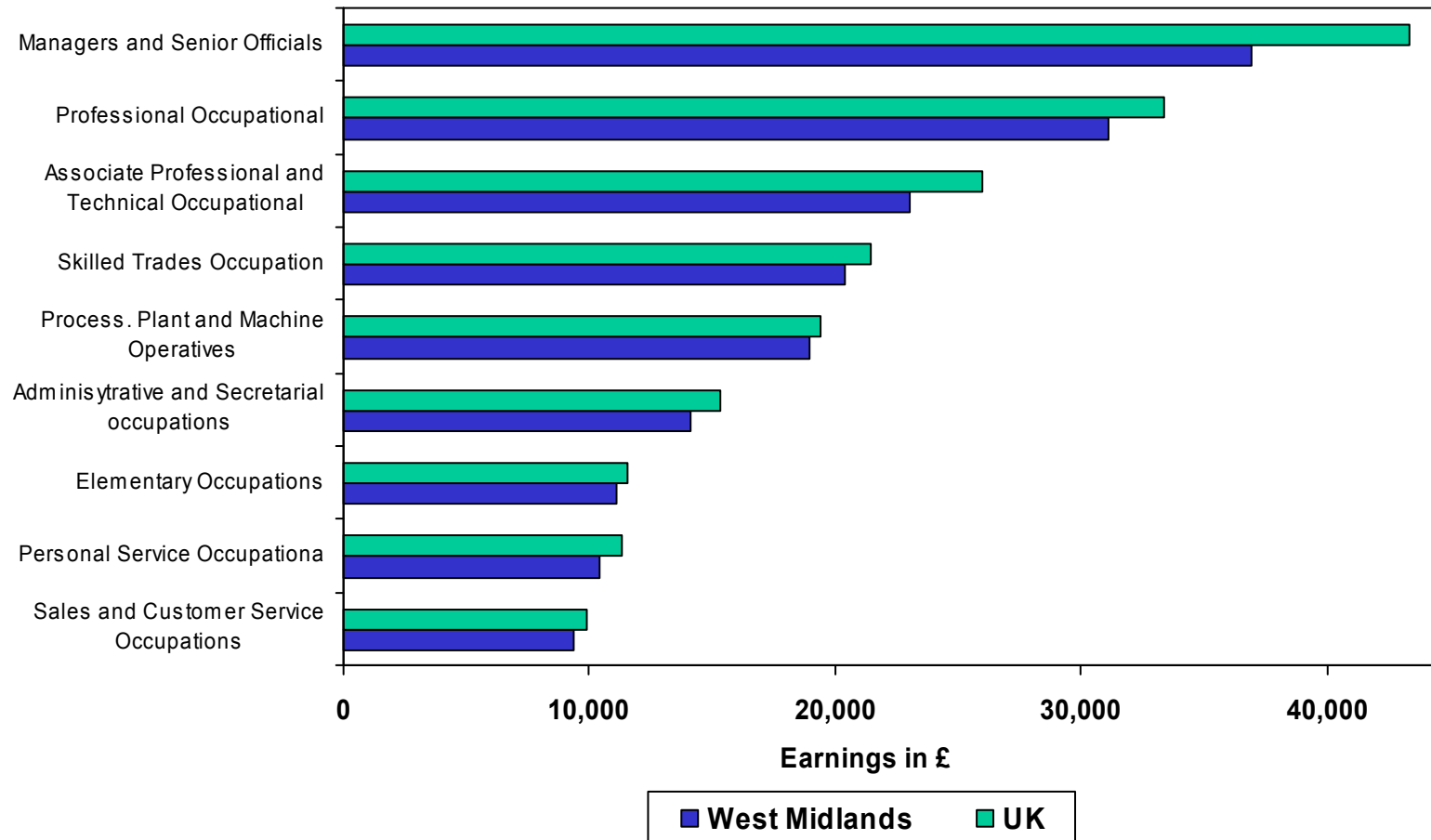
Proportion of each economic group with each qualification level, West Midlands



Salaries of the Region's managers and leaders are below the UK average



Average earnings for each occupation

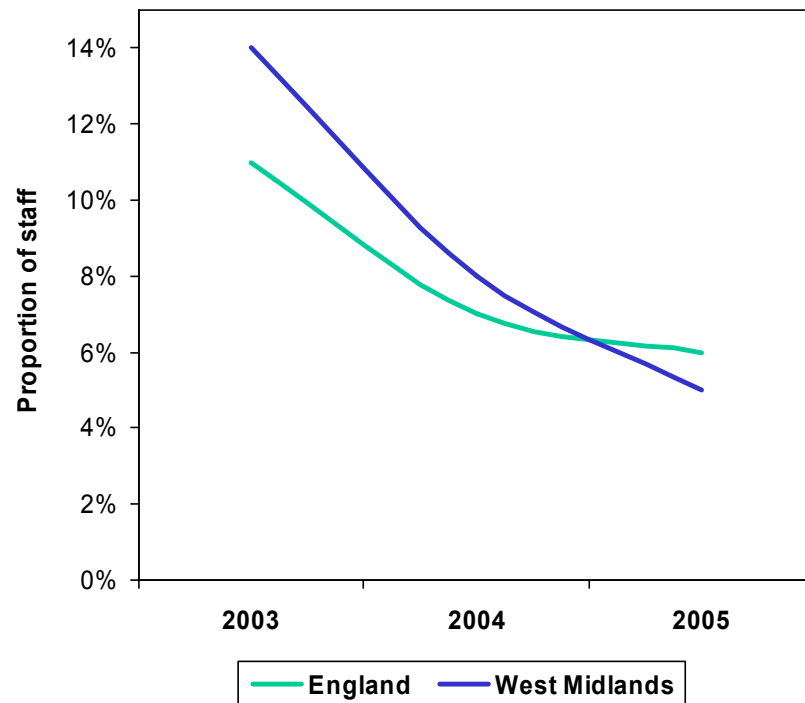


Skill gaps have fallen markedly in the Region



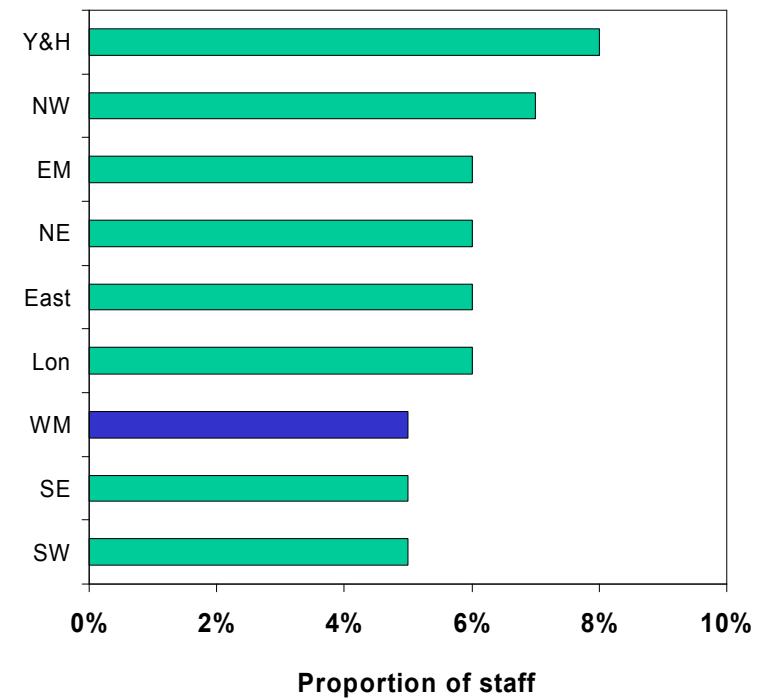
The proportion of staff with skill gaps is now below the national average

Proportion of staff with skill gaps



The region has the third lowest proportion of staff with skill gaps in the country

Proportion of staff with skill gaps by Region 2005

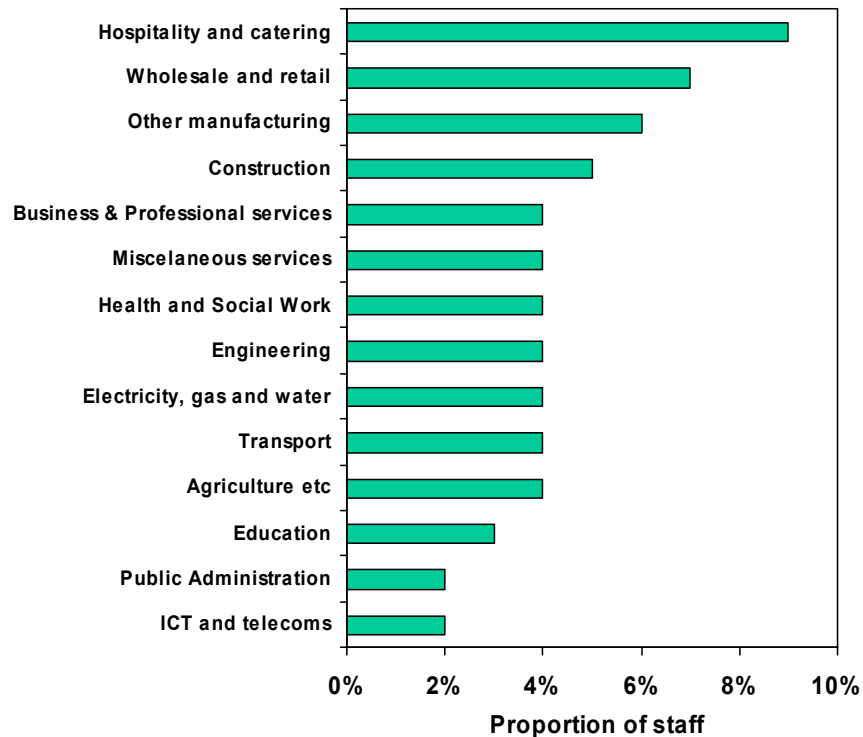


Problems with skill gaps are concentrated in particular sectors and occupations



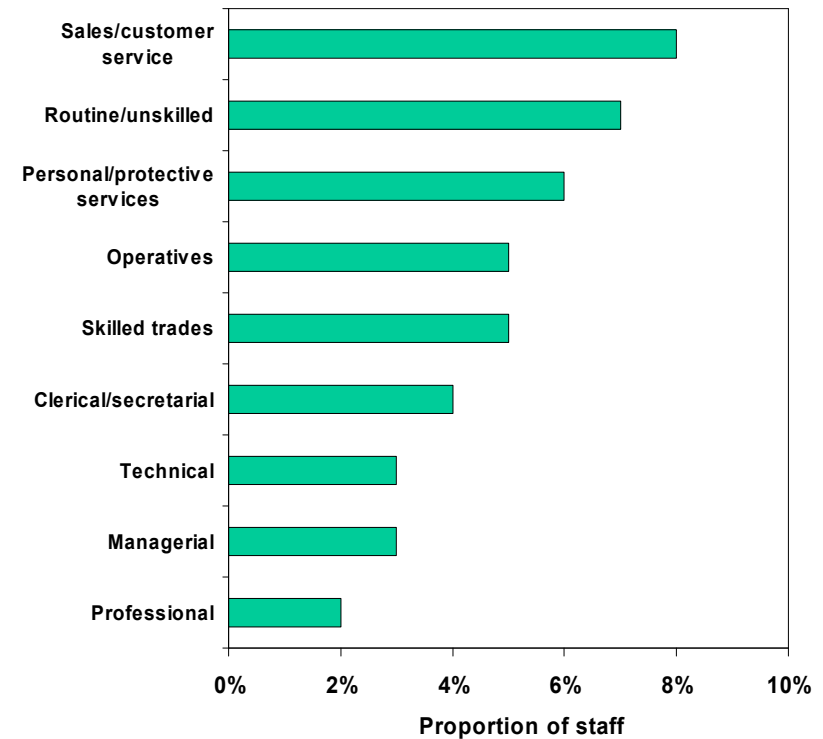
Skill gaps are more common in hospitality, catering, wholesale and retail

Proportion of staff with skill gaps by sector:
West Midlands 2005



Sales and customer service staff are most likely to have skill deficiencies

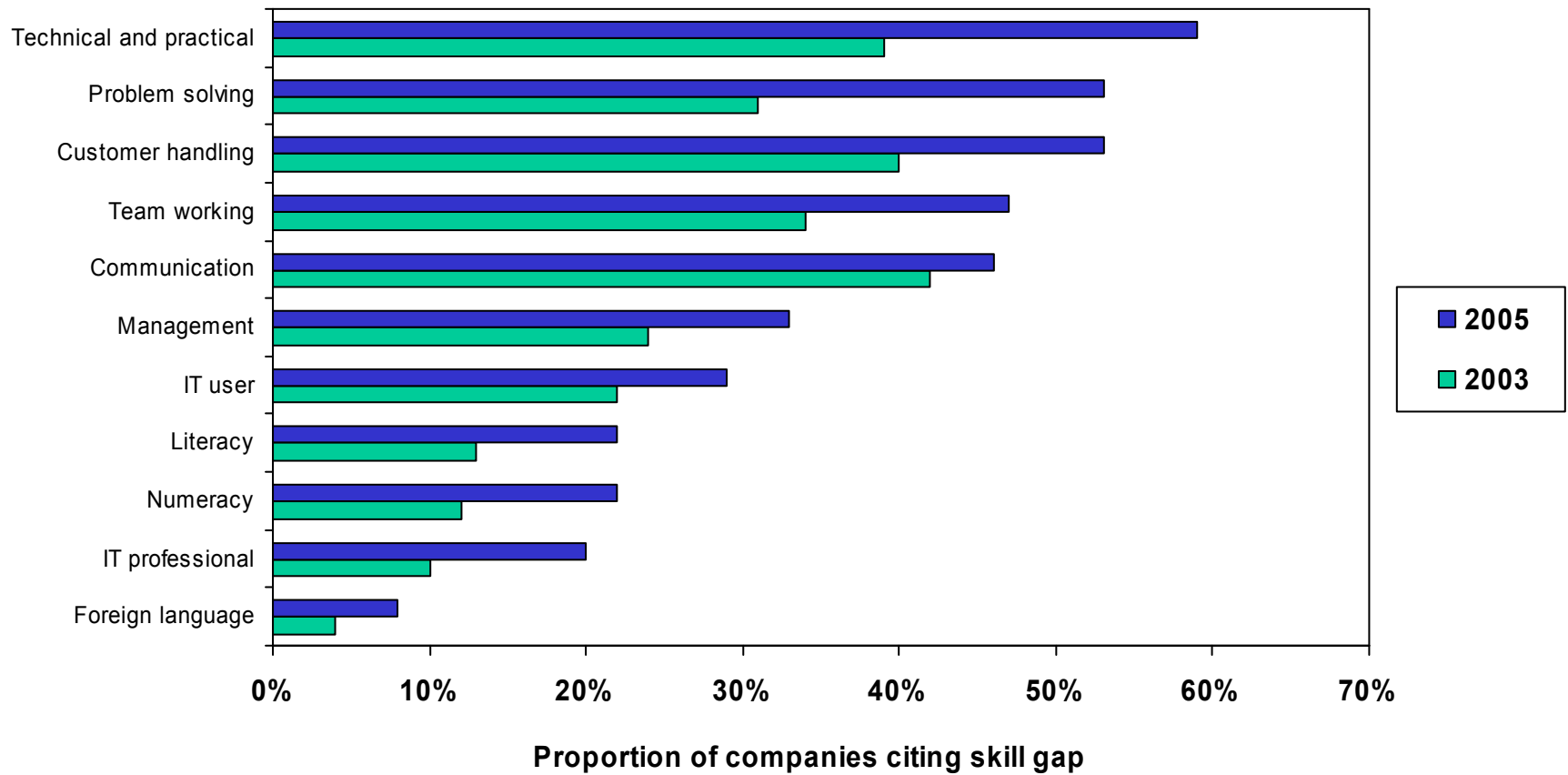
Proportion of staff with skill gaps by occupation:
West Midlands 2005



Gaps in technical and generic/transferrable skills are becoming more common



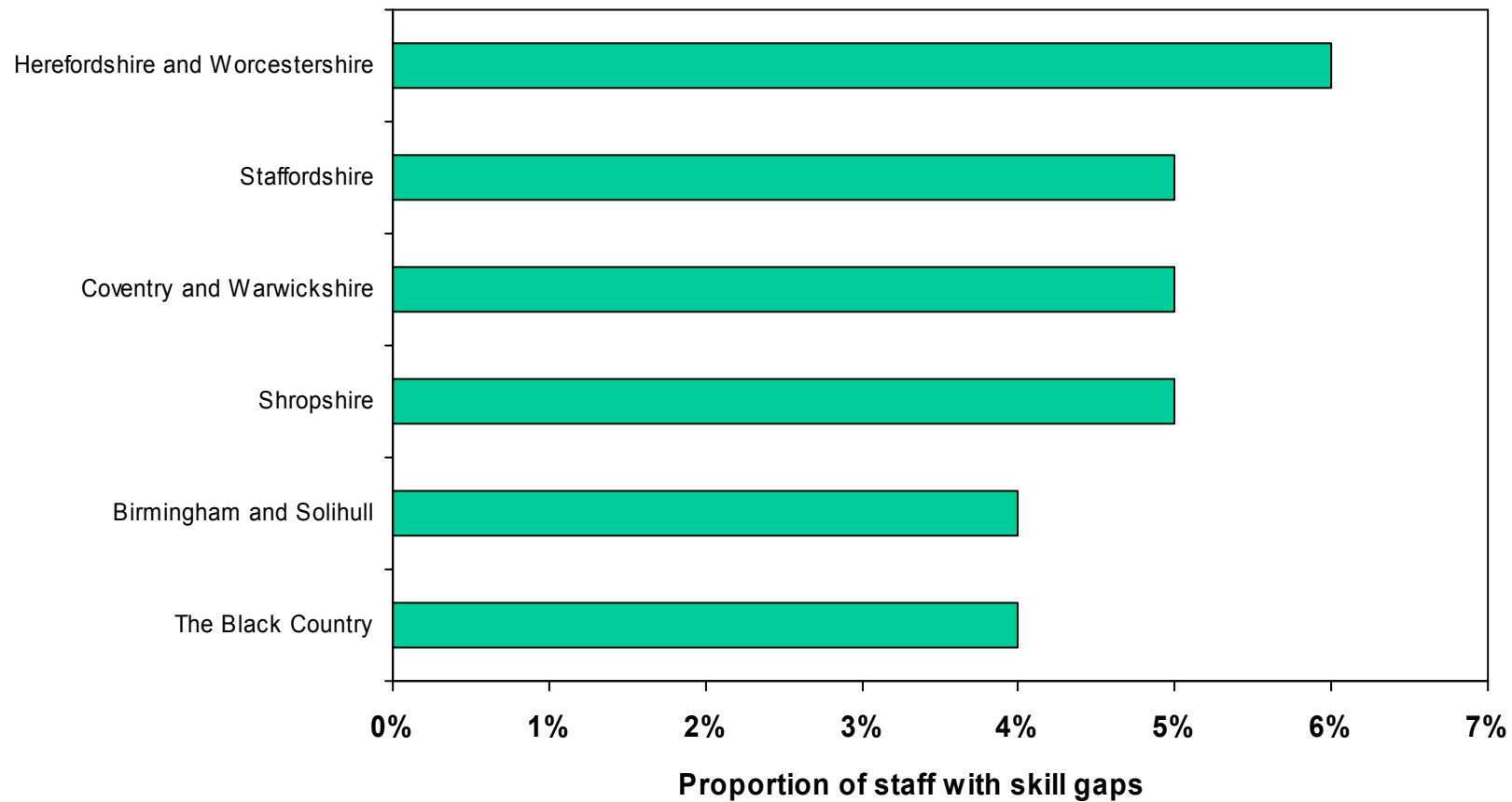
Skill gaps by skill type in the West Midlands



Skill gaps are most prevalent outside the urban core of the Region



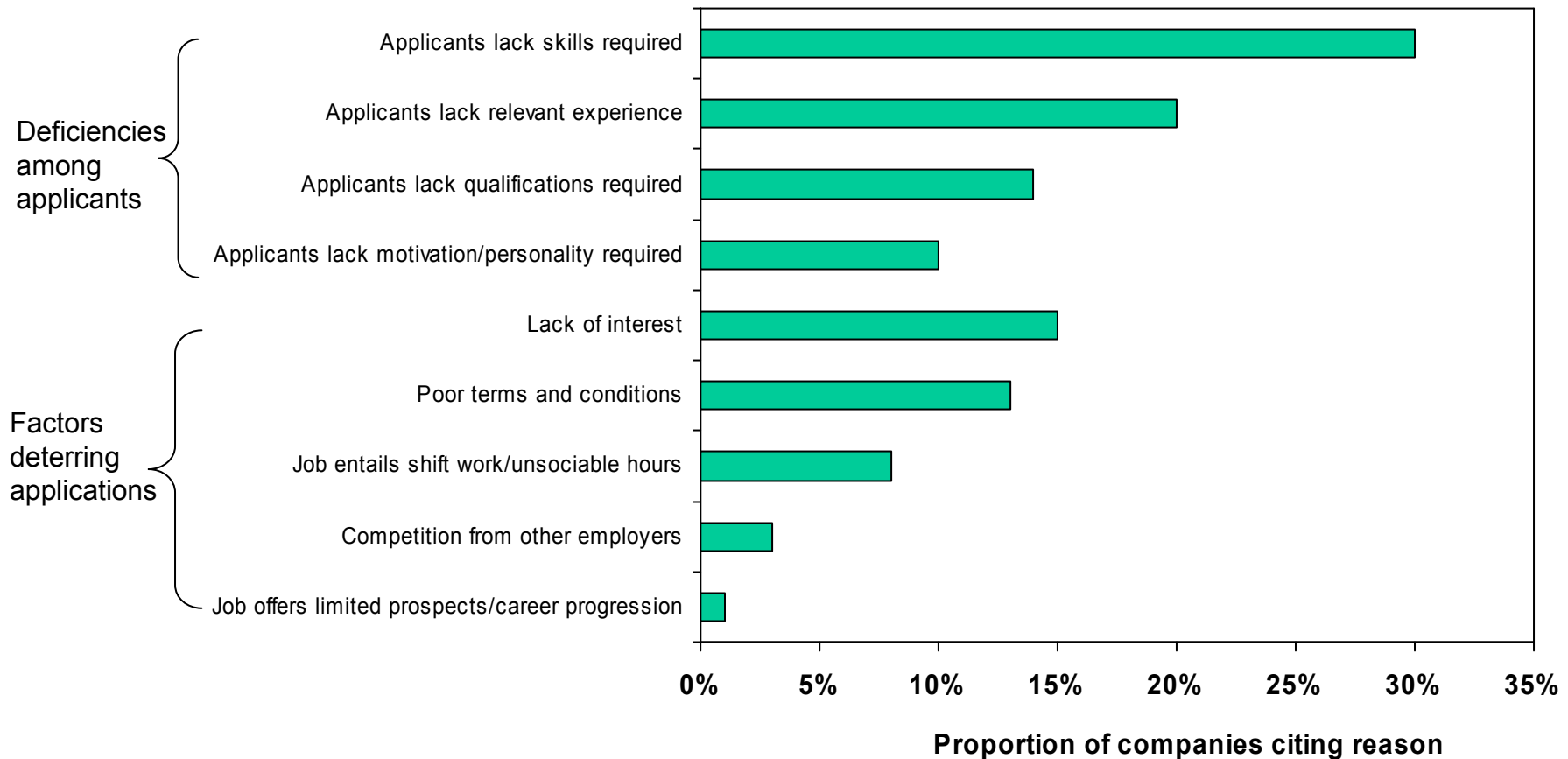
Proportion of staff with skill gaps



Skill shortages are the most common cause of recruitment difficulties in the Region



Reasons cited by companies with recruitment difficulties

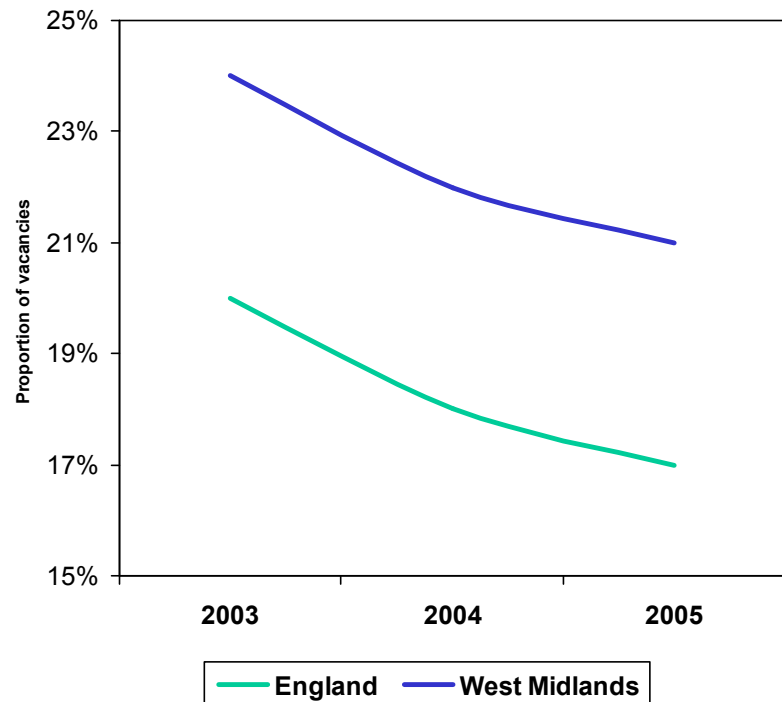


The region has the worst skill shortage problems in the country



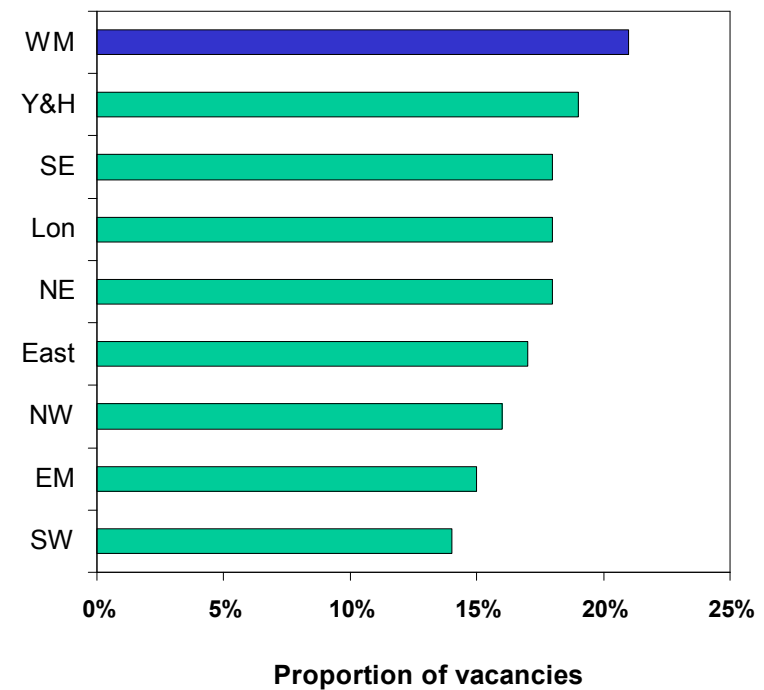
The gap with the national average is not narrowing

Proportion of vacancies due to skill shortages



The region has the highest density of skill shortage vacancies in the country

Proportion of vacancies due to skill shortages 2005

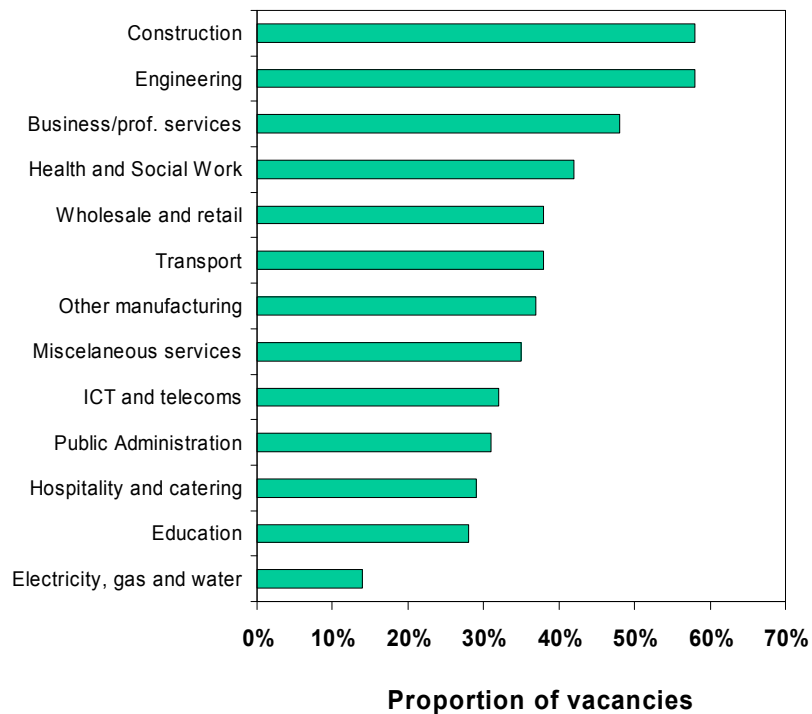


Acute recruitment problems in construction, engineering and business services



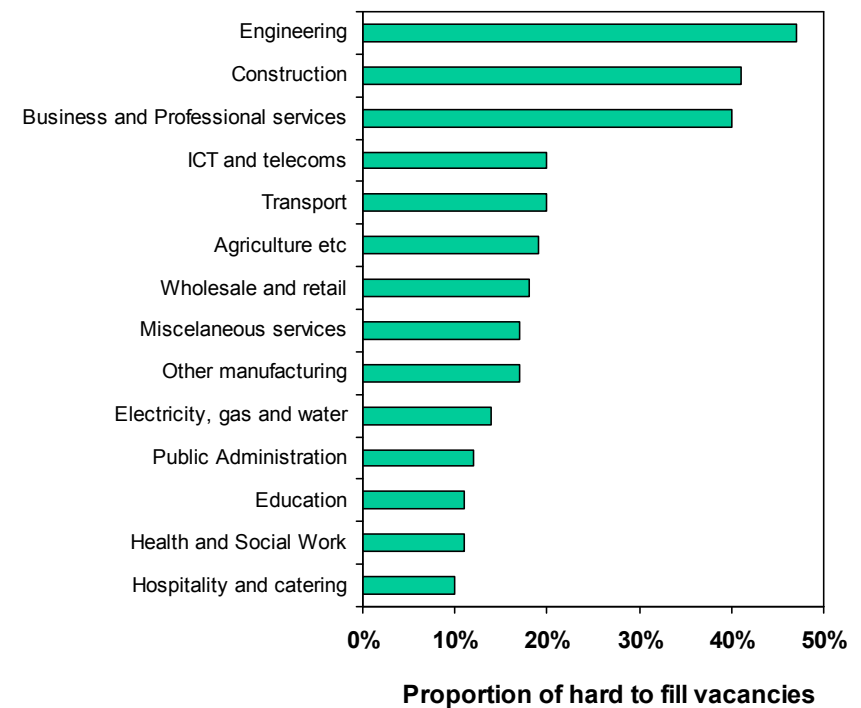
In terms of hard to fill vacancies

Proportion of vacancies that are hard to fill:
West Midlands 2005



And in terms of skill shortages

Proportion of vacancies due to skill shortages:
West Midlands 2005

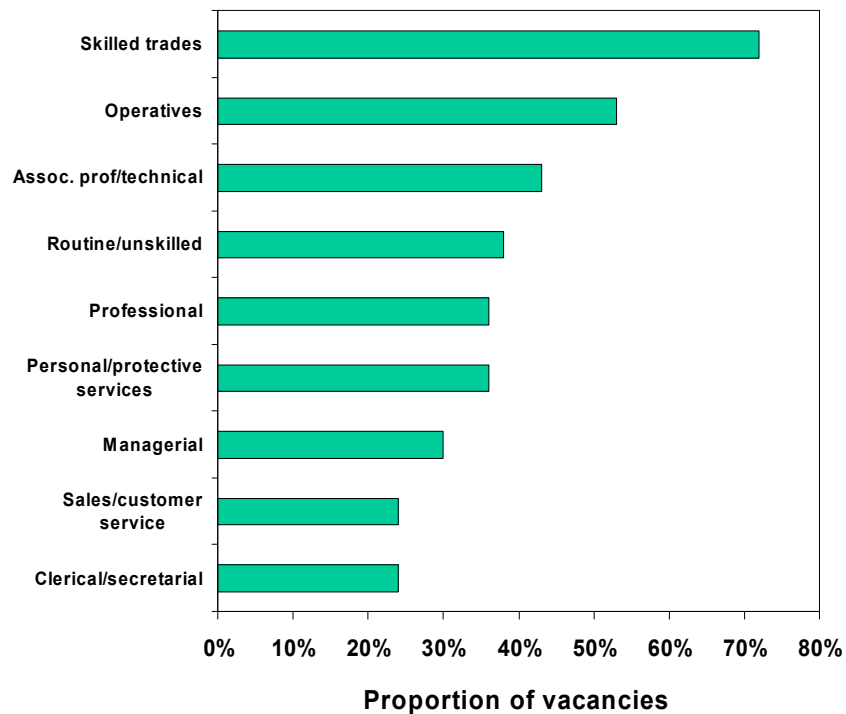


Particular problems in recruiting skilled trades, operative and technical staff



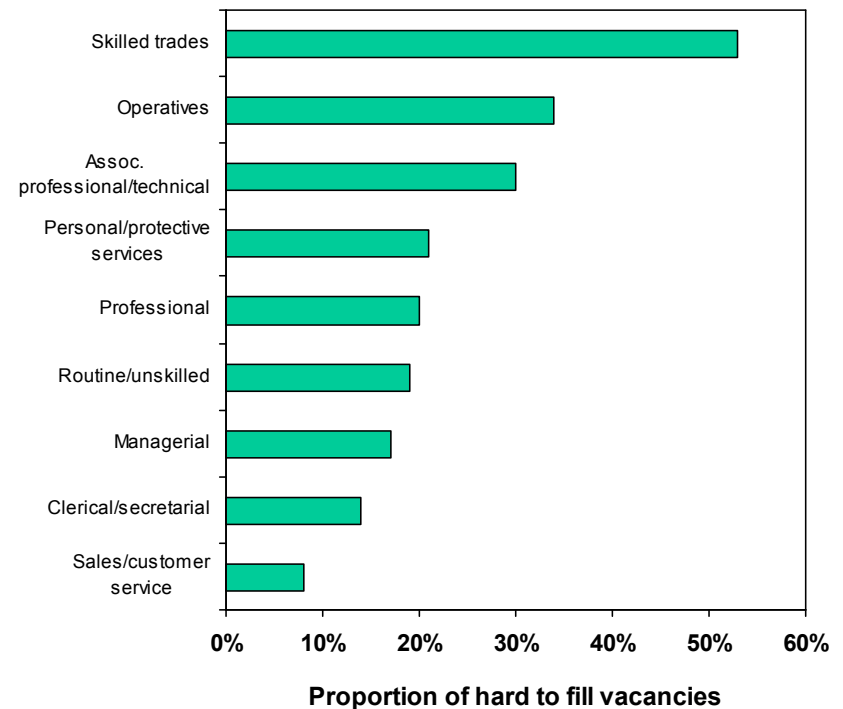
In terms of hard to fill vacancies

Proportion of vacancies that are hard to fill:
West Midlands 2005



And in terms of skills shortages

Proportion of vacancies due to skill shortages:
West Midlands 2005

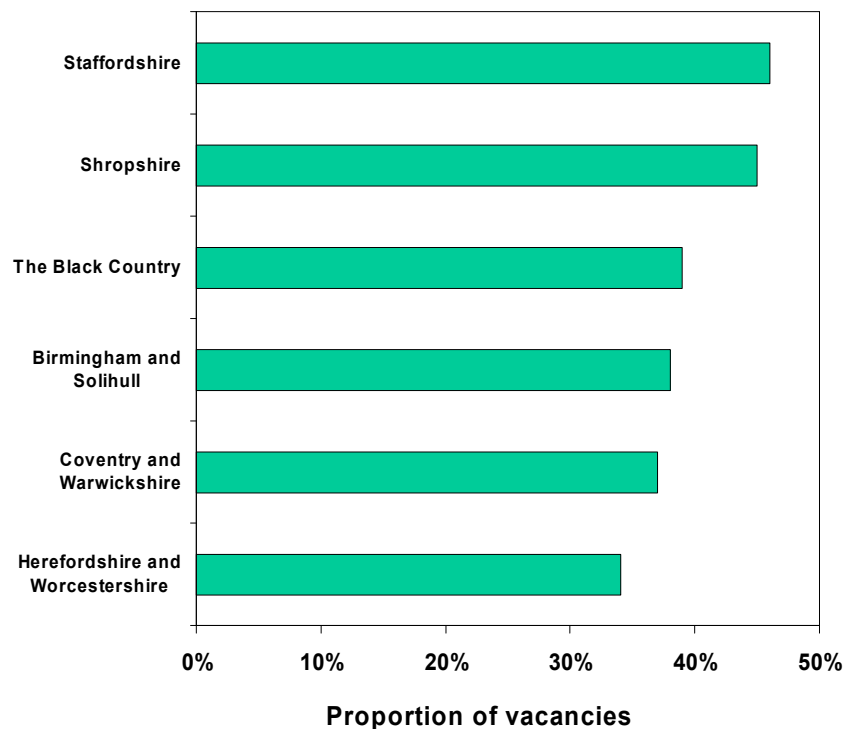


Recruitment problems and skill shortages by sub-region



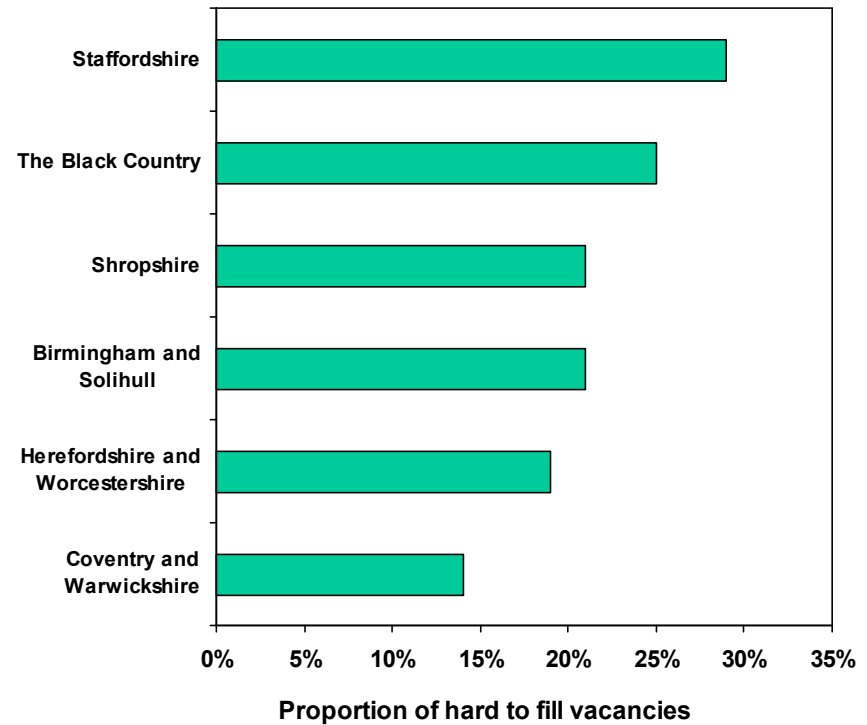
Recruitment problems are particularly acute in Staffordshire and Shropshire

Proportion of vacancies that are hard to fill: sub-regions 2005



Skill shortages are a particular problem in the Black Country and Staffordshire

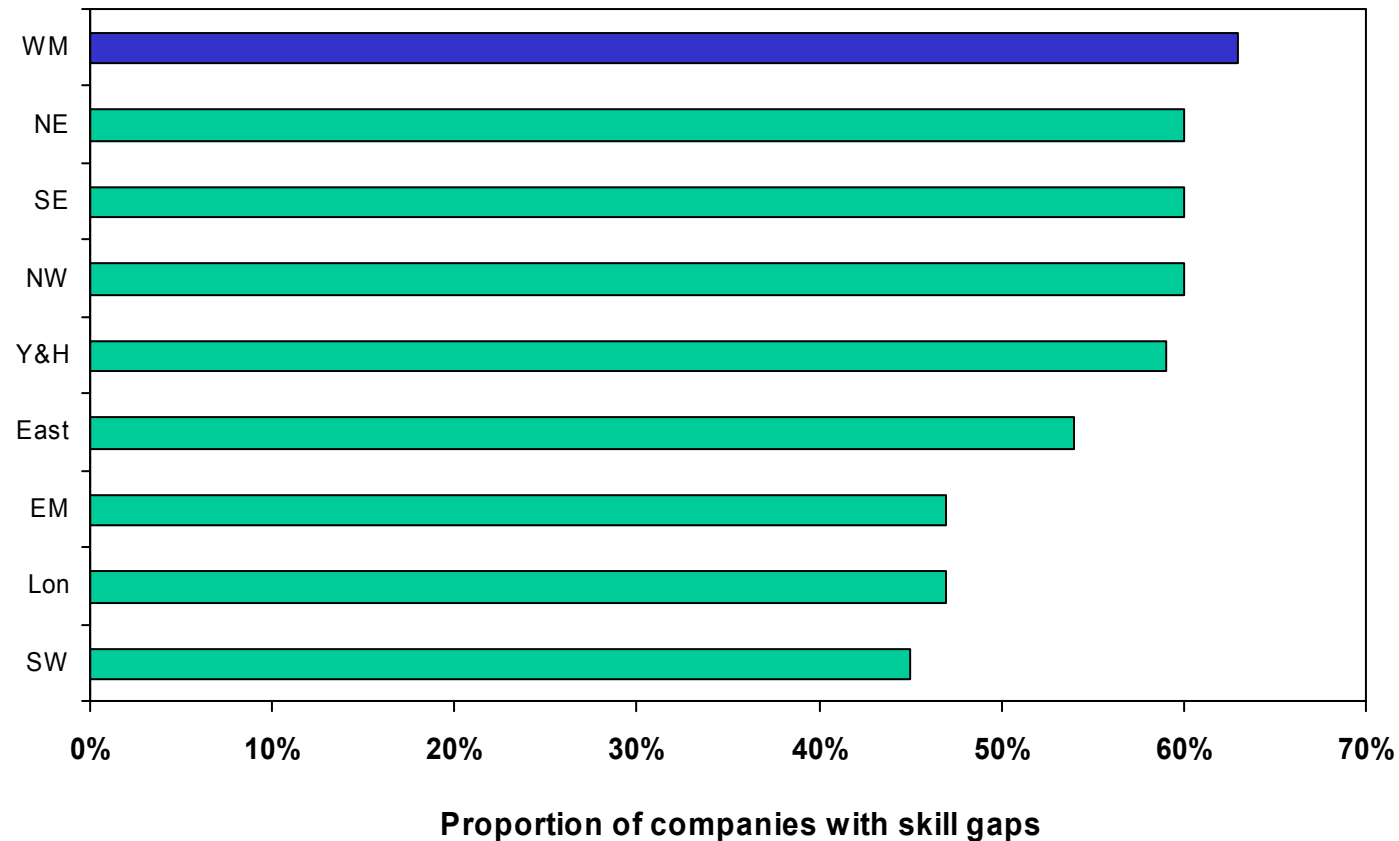
Proportion of vacancies due to skill shortages: sub-regions 2005



Proportion of firms with skill gaps investing in training the highest in England



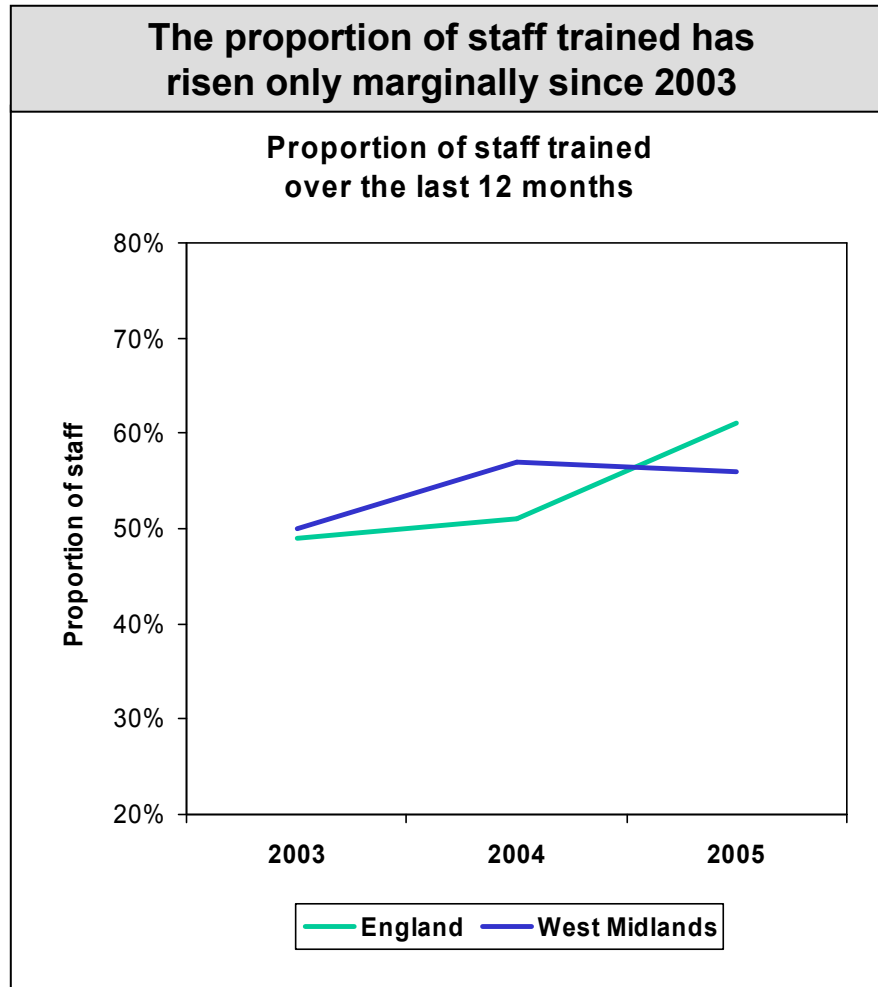
Proportion of companies with skill gaps investing in training



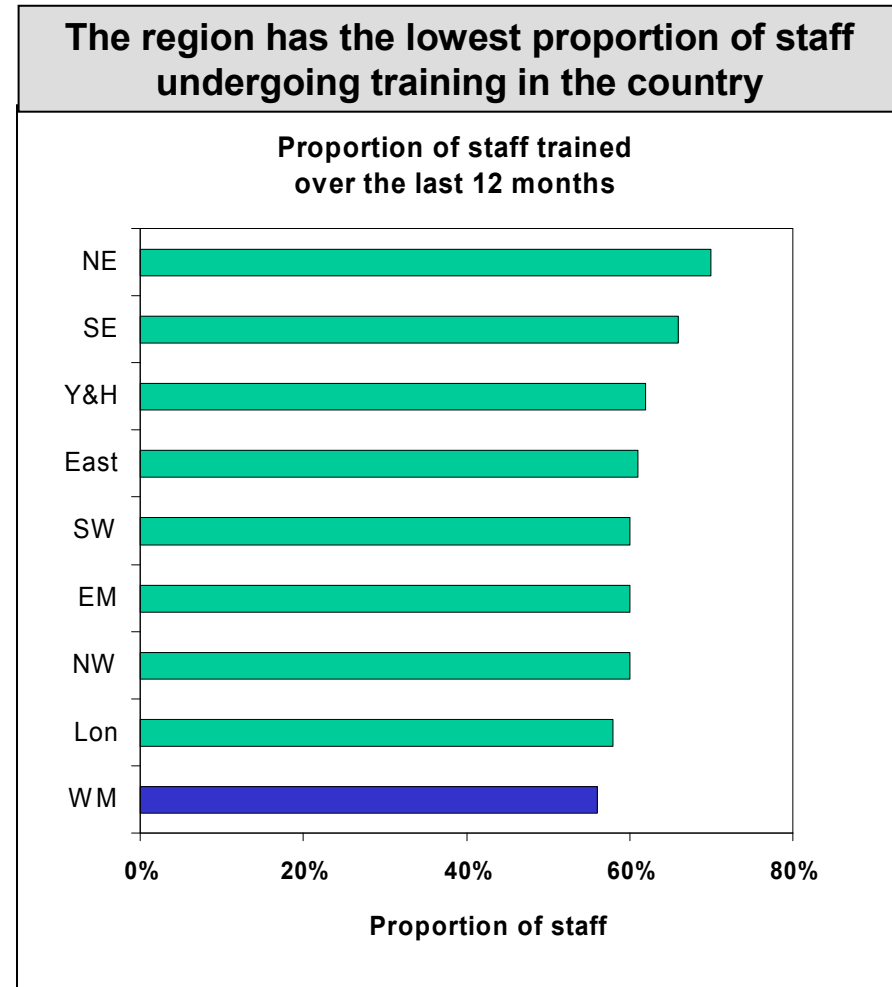
The proportion of companies investing in training is low relative to other regions



The proportion of staff trained has risen only marginally since 2003



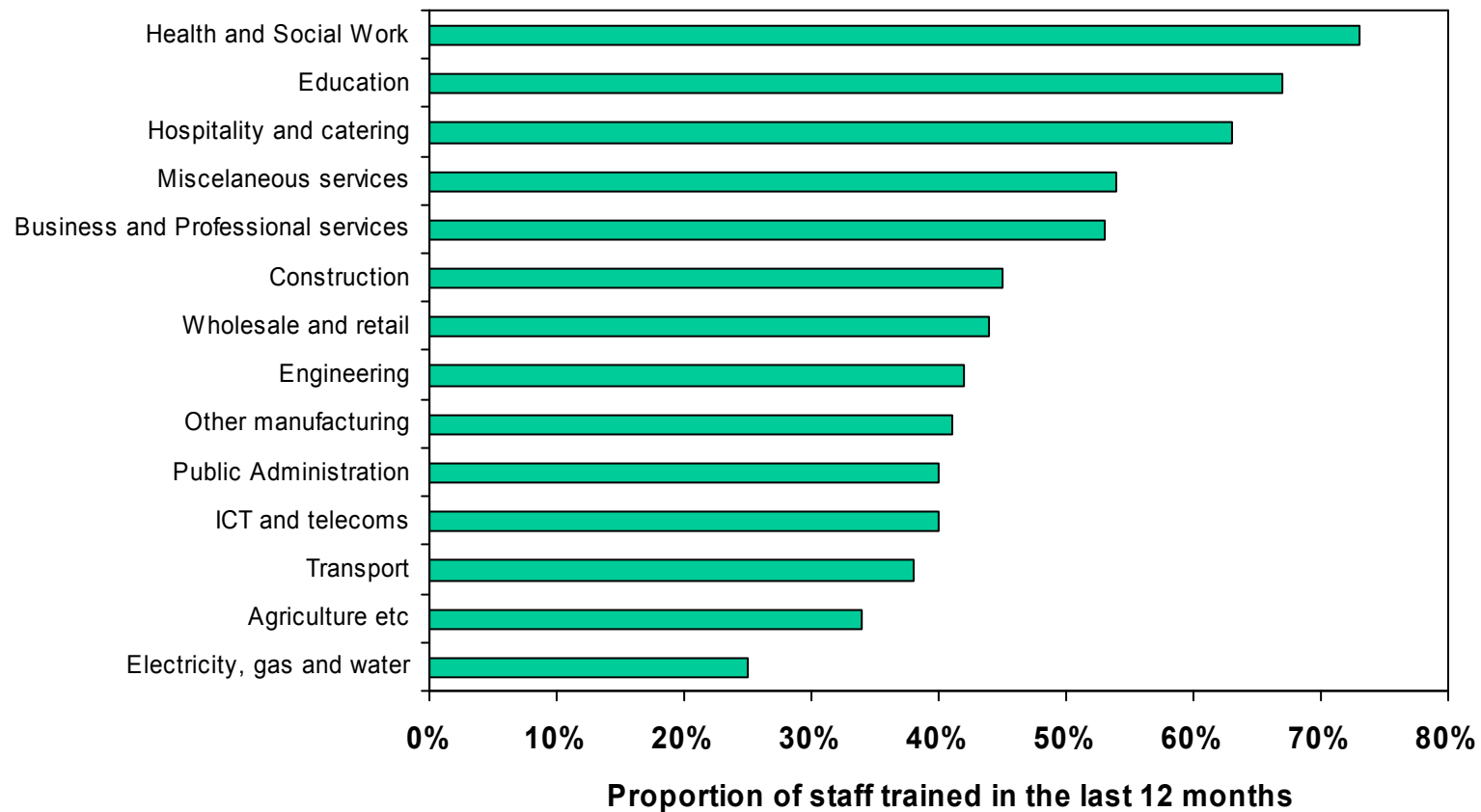
The region has the lowest proportion of staff undergoing training in the country



Staff in transport, agriculture and utilities are least likely to receive training or up-skilling



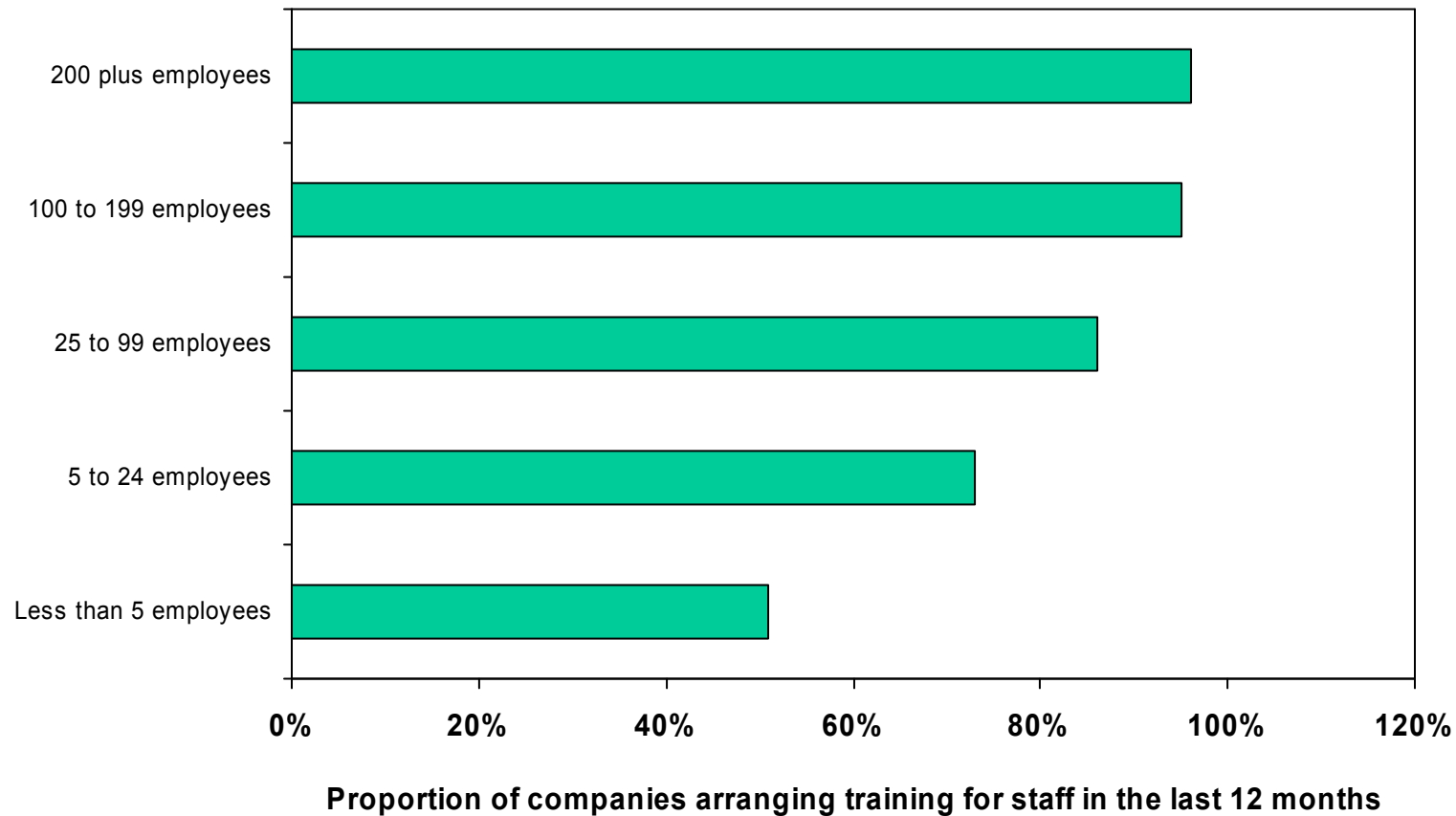
Proportion of staff trained in the last 12 months by sector:
West Midlands 2005



Only half of smaller companies arrange formal training for staff



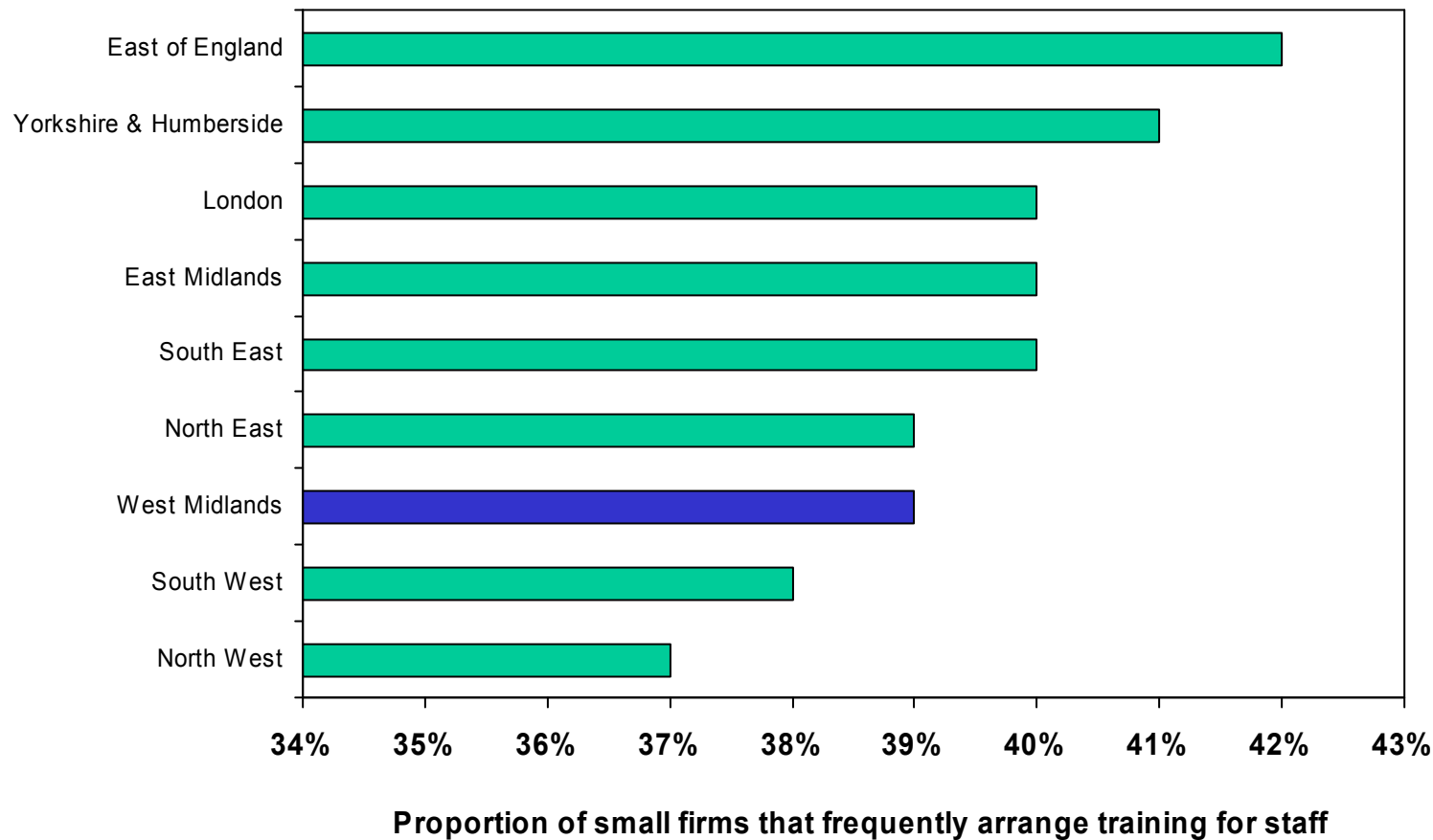
Proportion of companies arranging training in the last 12 months by size: West Midlands 2005



The proportion of small firms arranging training is the third lowest in England



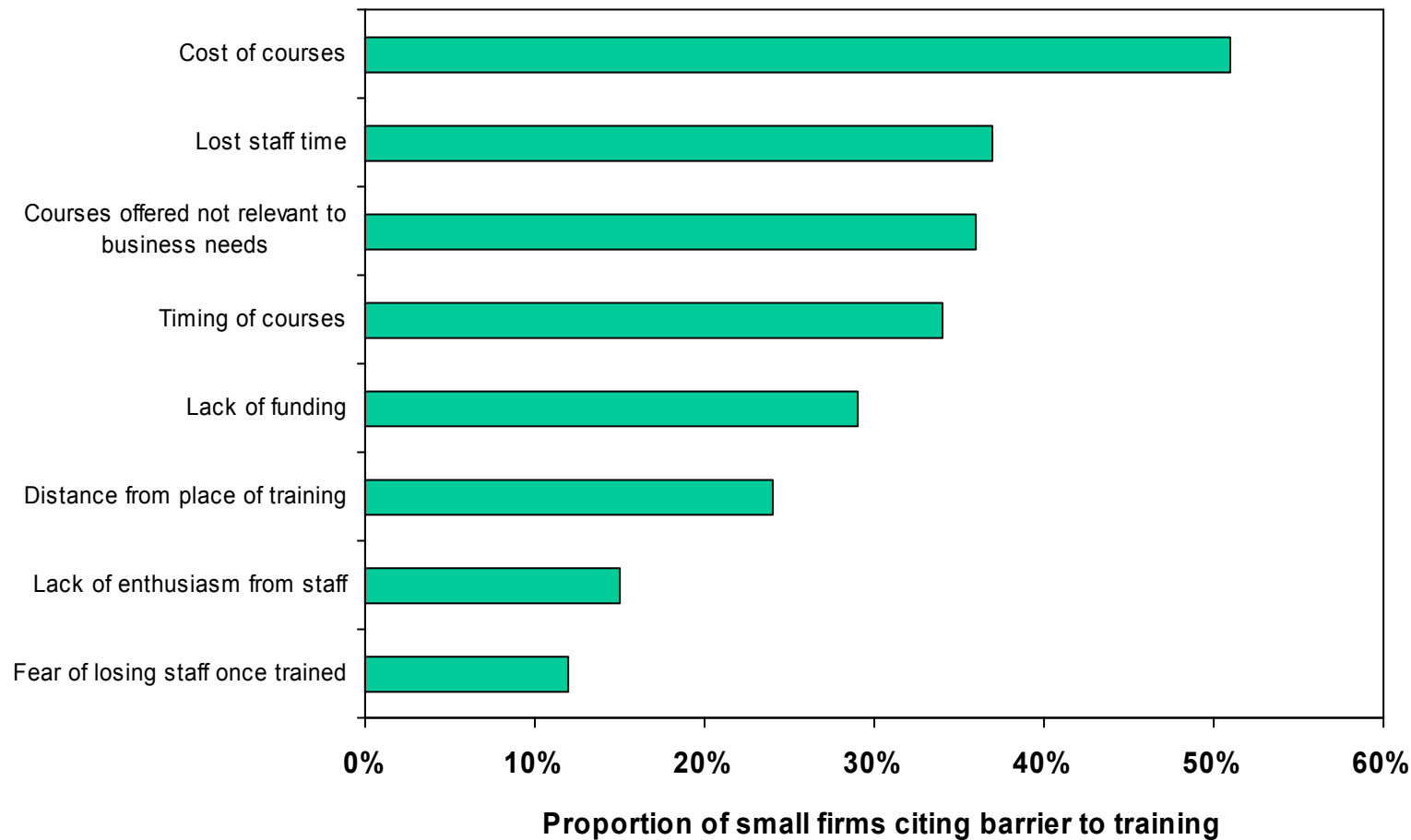
Proportion of small firms that frequently arrange training for staff



Key barriers are costs, lost staff time, lack of relevance and inappropriate timing



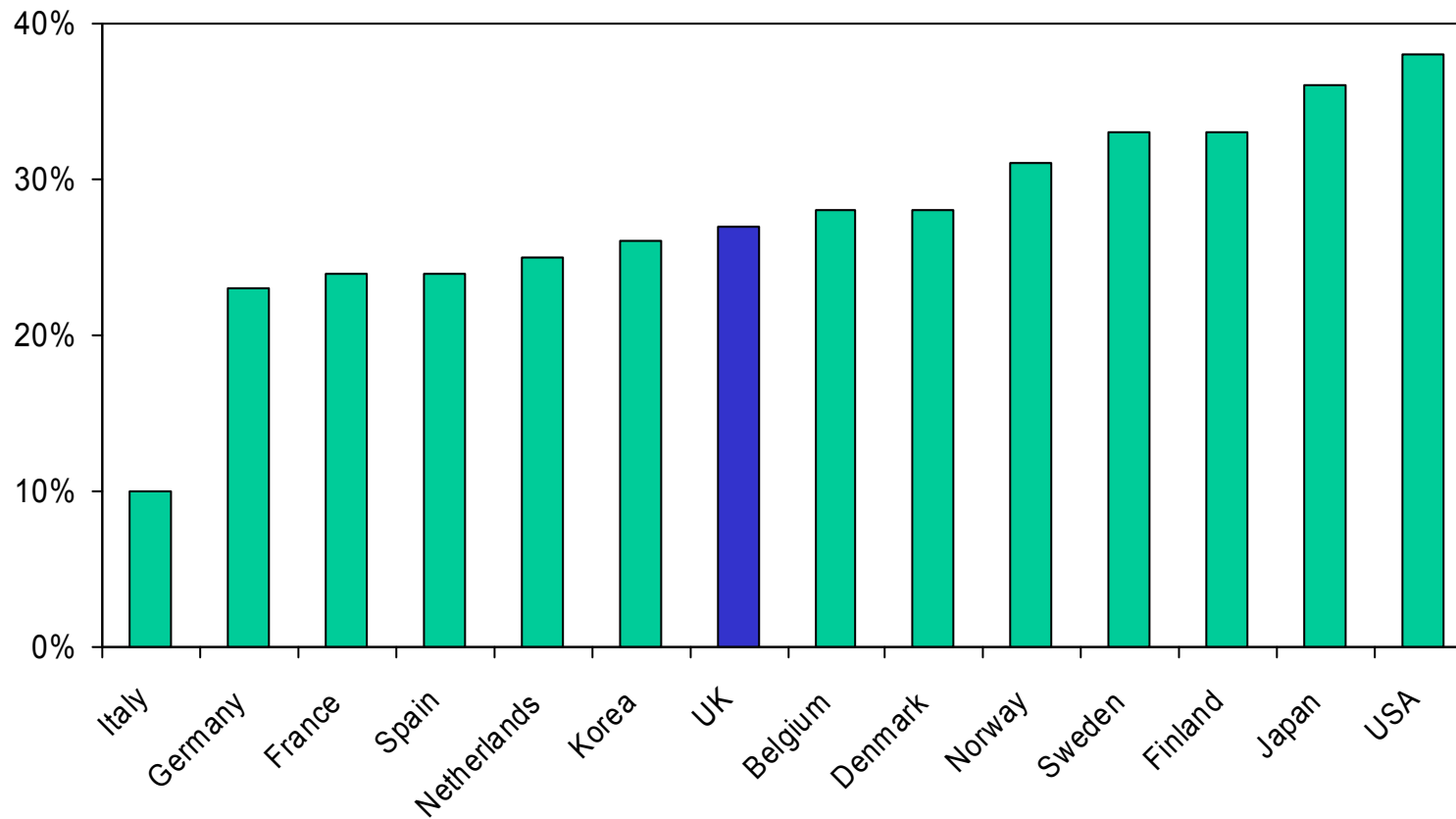
Barriers to training cited by small firms



Attainment of higher level qualifications is below many key competitors



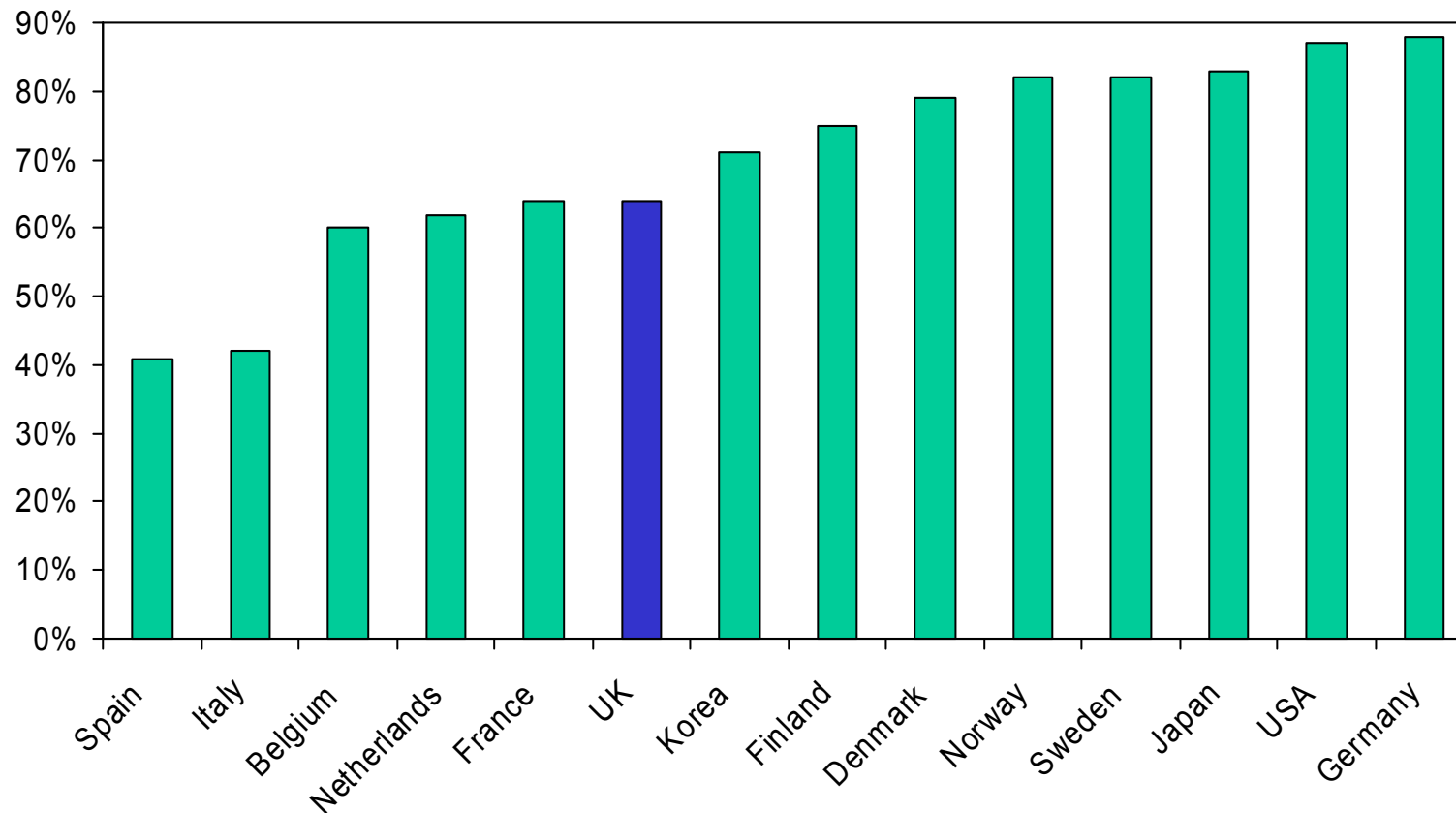
25-64 year olds qualified at tertiary level (NVQ level 4+)
- selected EU countries 2002



The UK lags even further behind in terms of attainment of NVQ level 2 and above



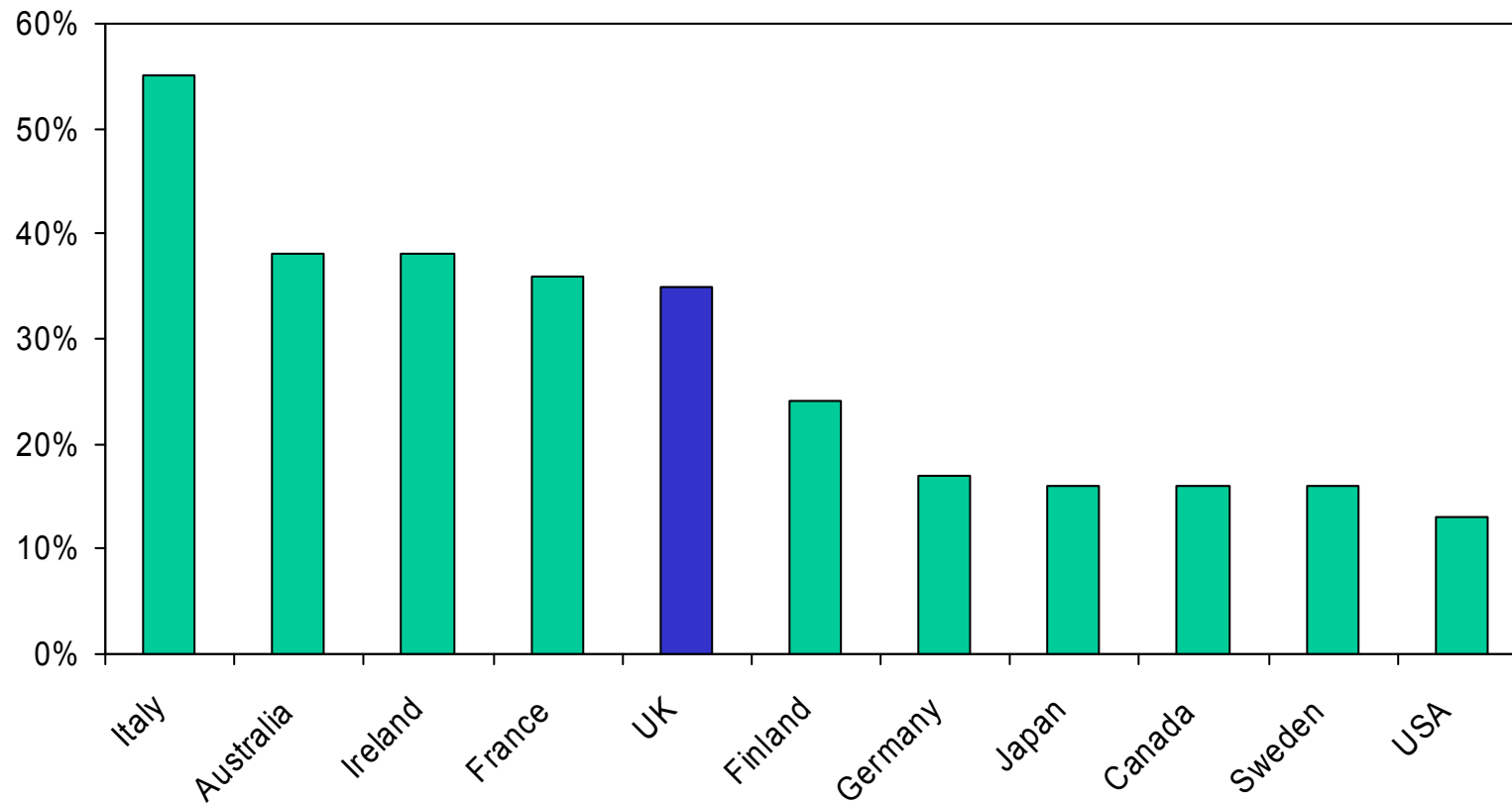
25-64 year olds qualified at upper secondary level (NVQ level 2+)
- selected EU countries 2002



The UK has a higher proportion of people with no or low qualifications



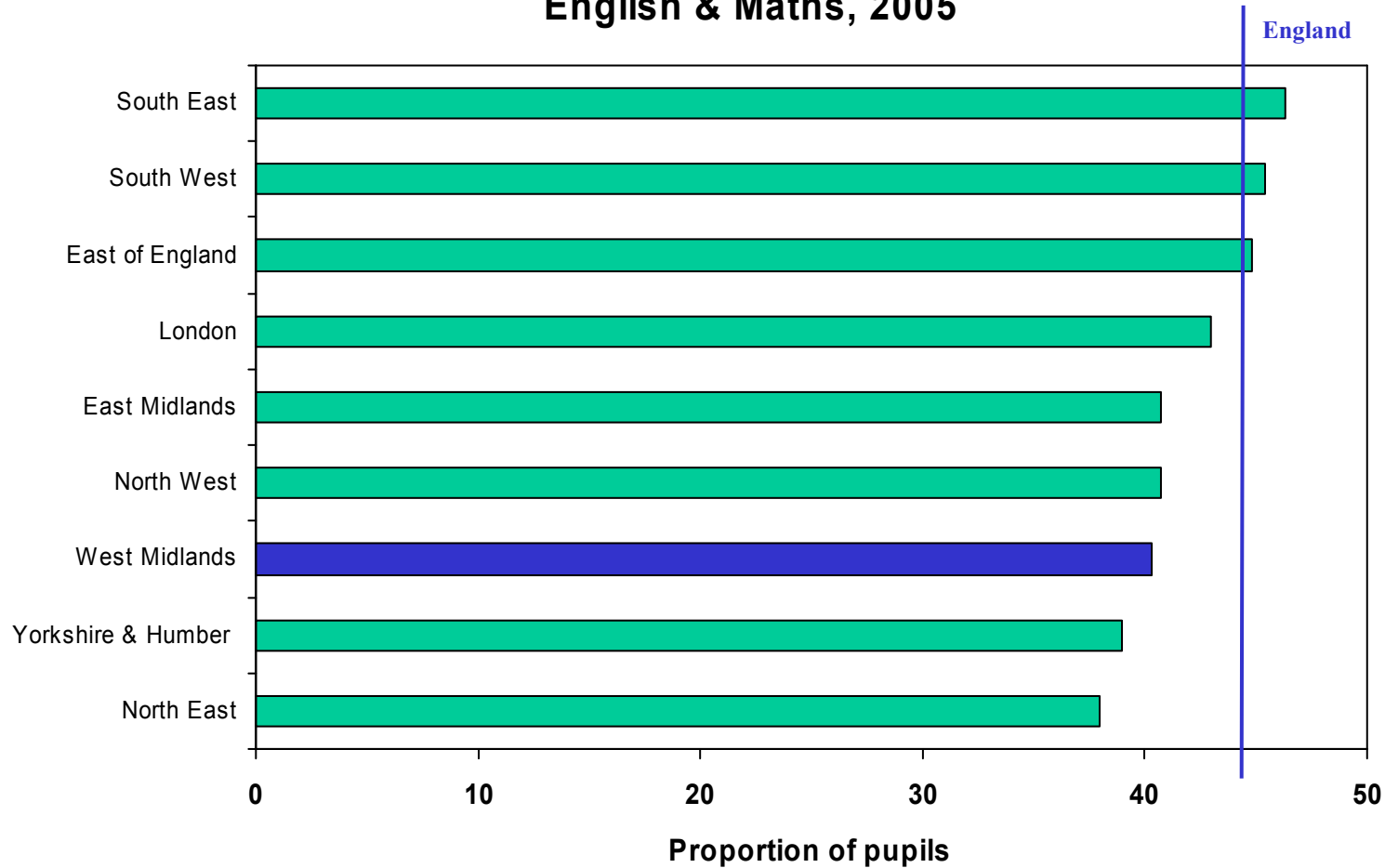
25-64 year olds with no or low qualifications
- selected EU countries 2002



Regional achievement at GCSE is the third lowest in England



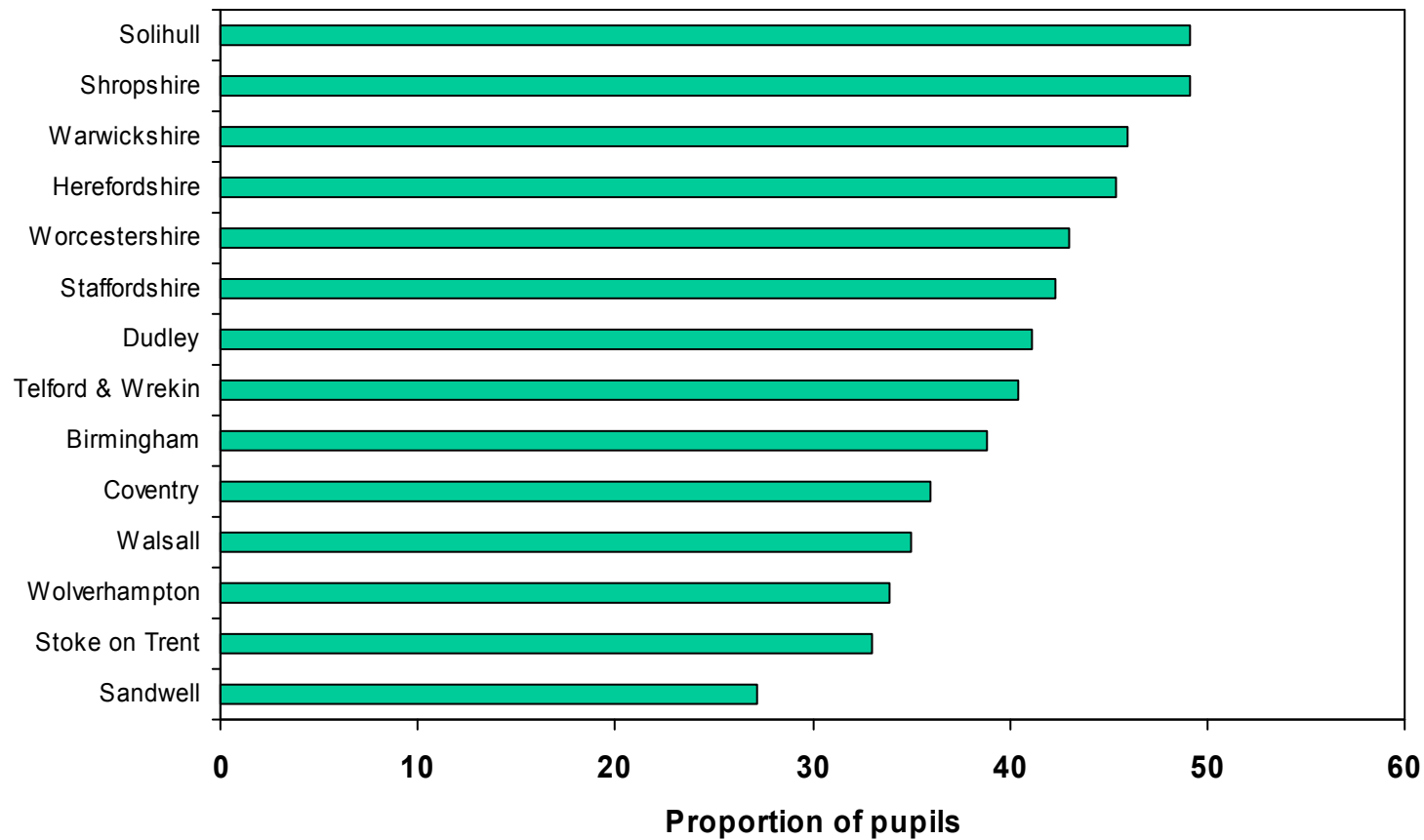
Proportion of pupils achieving 5 or more A*-C grades including English & Maths, 2005



Urban areas have much lower GCSE attainment



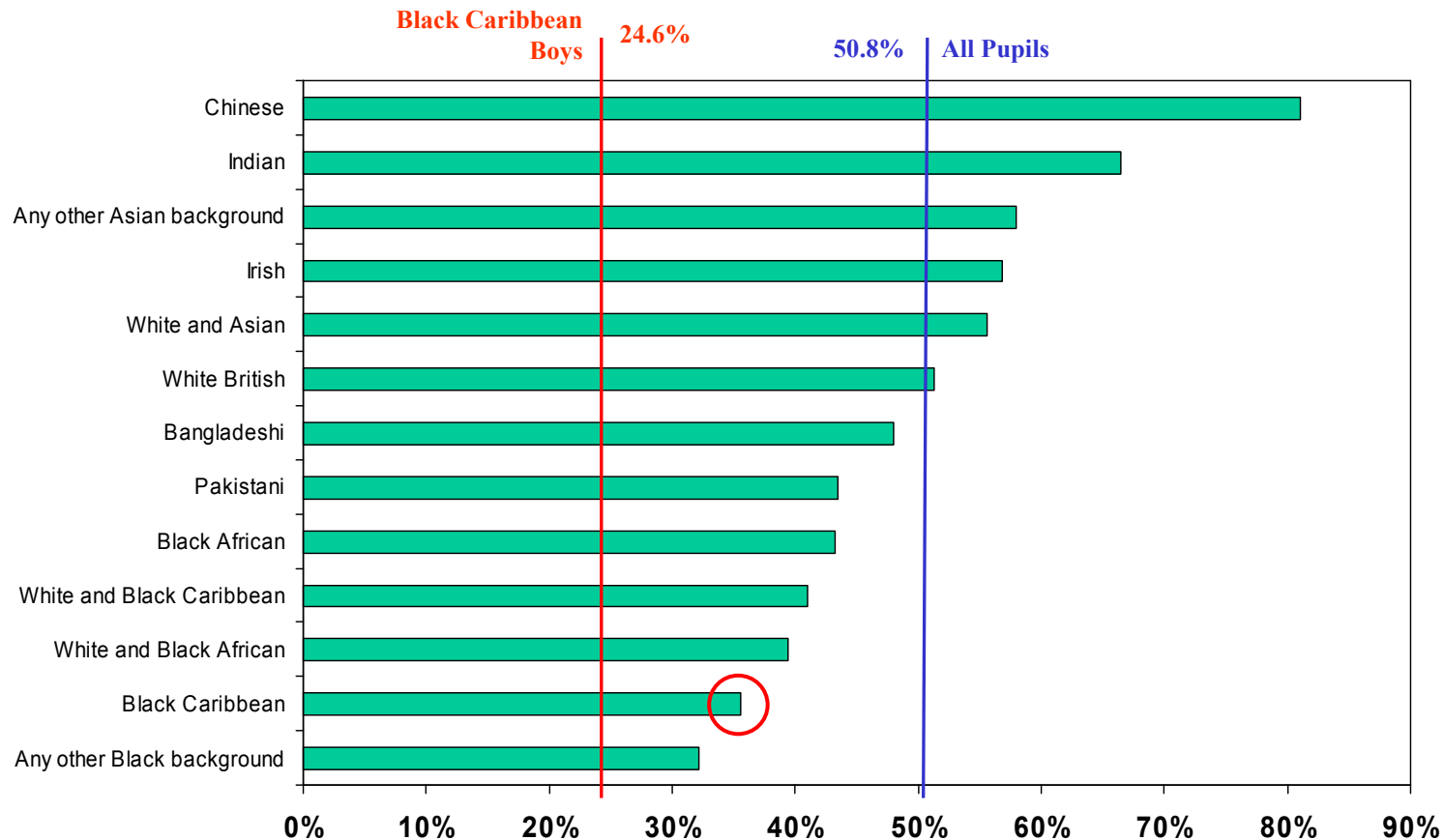
Proportion of pupils achieving 5 or more A*-C GCSE grades including English & Maths



Ethnicity has a major impact on success at school



GCSE achievement of 15 year olds in the Region by ethnicity, 2004

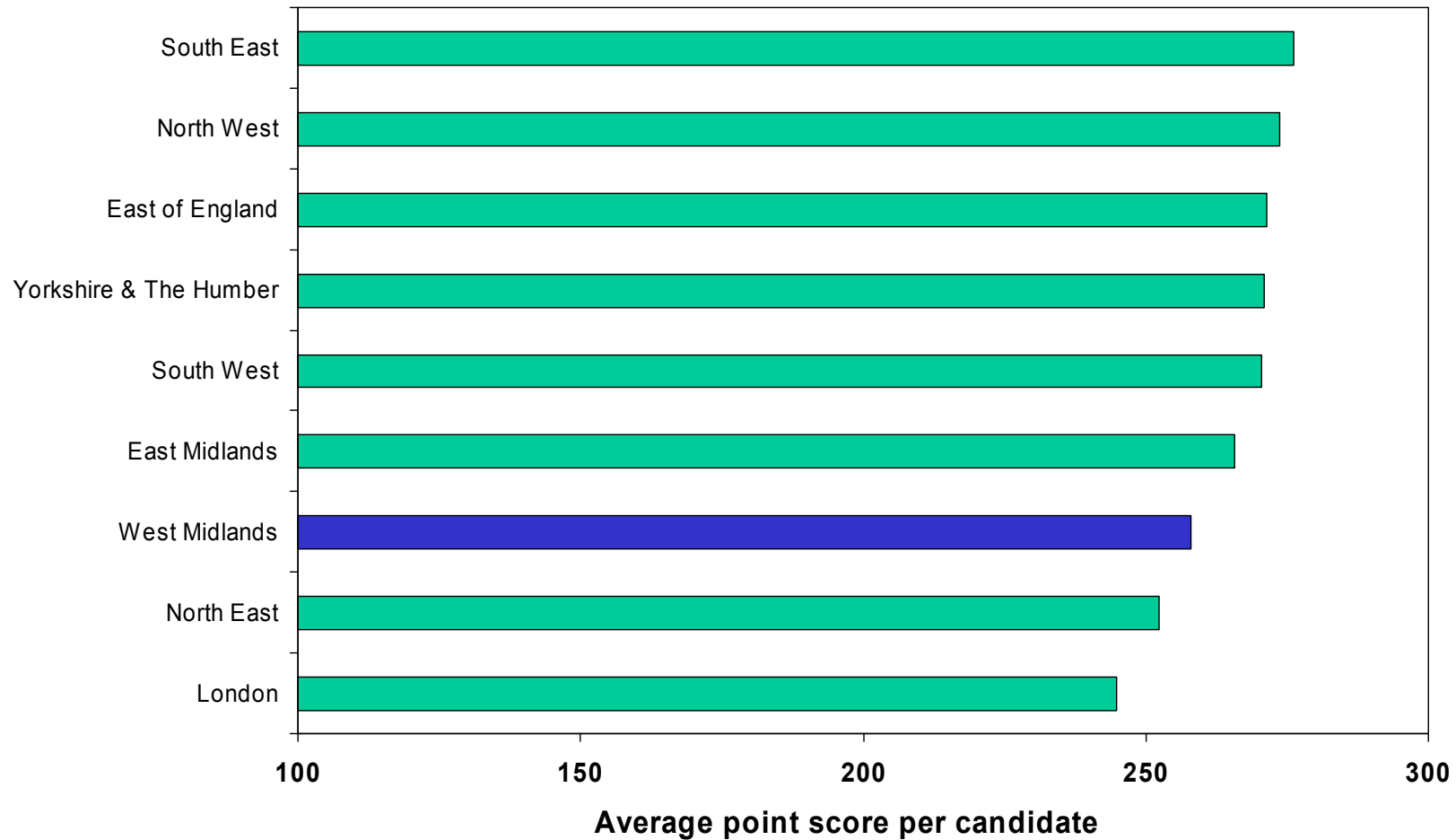


Proportion of pupils in each ethnic group achieving 5 or more GCSEs at Grade A*-C

The Region's A-level performance is the third lowest in the country



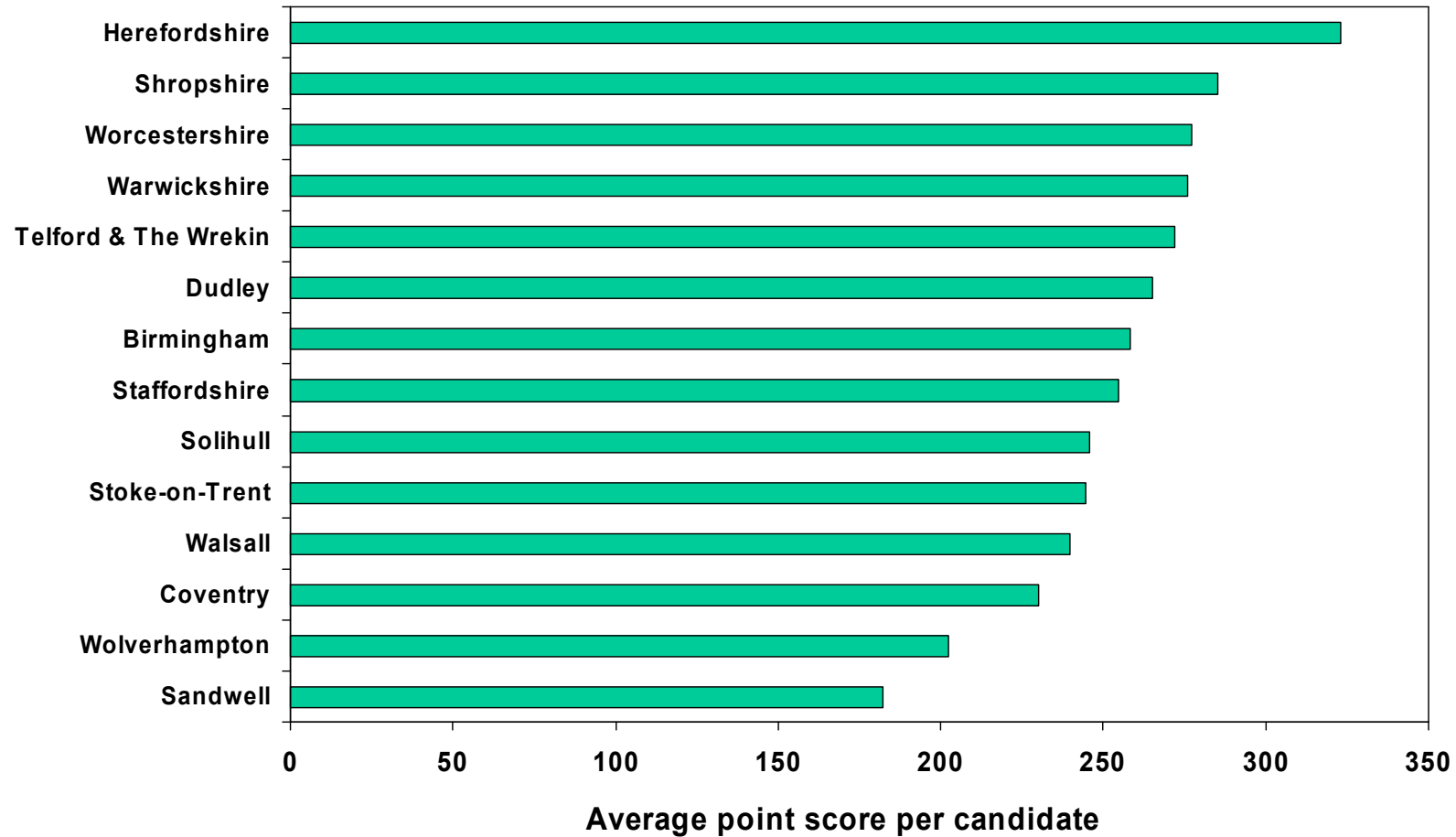
Average A-Level point score per candidate 2004/05



Sandwell and Wolverhampton have lower A-level attainment rates



Average A-Level point score per candidate 2004/05

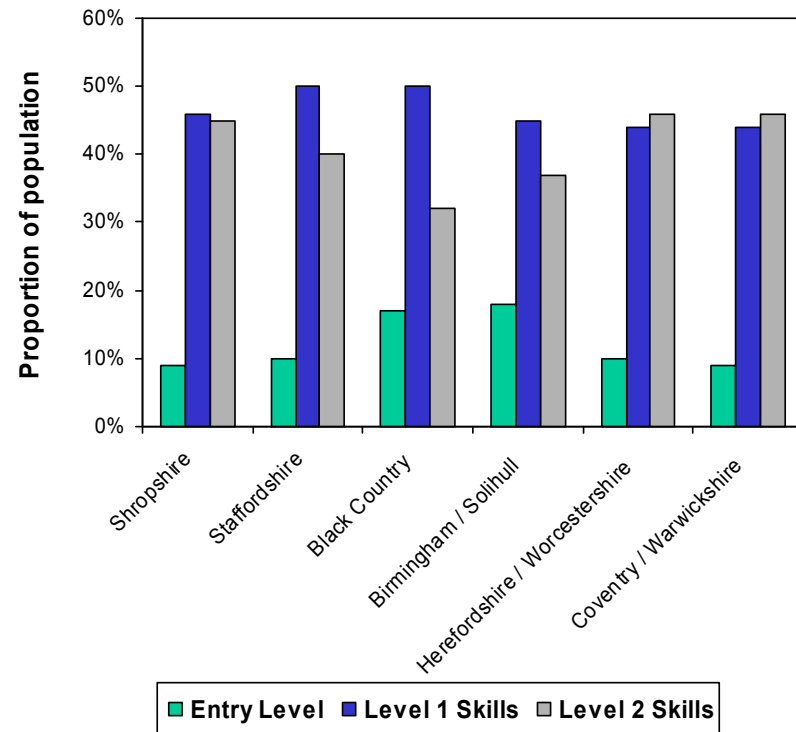


A high proportion of people in deprived urban areas have poor literacy and numeracy skills



20% of people in Birmingham/Solihull & the Black Country have entry level literacy skills

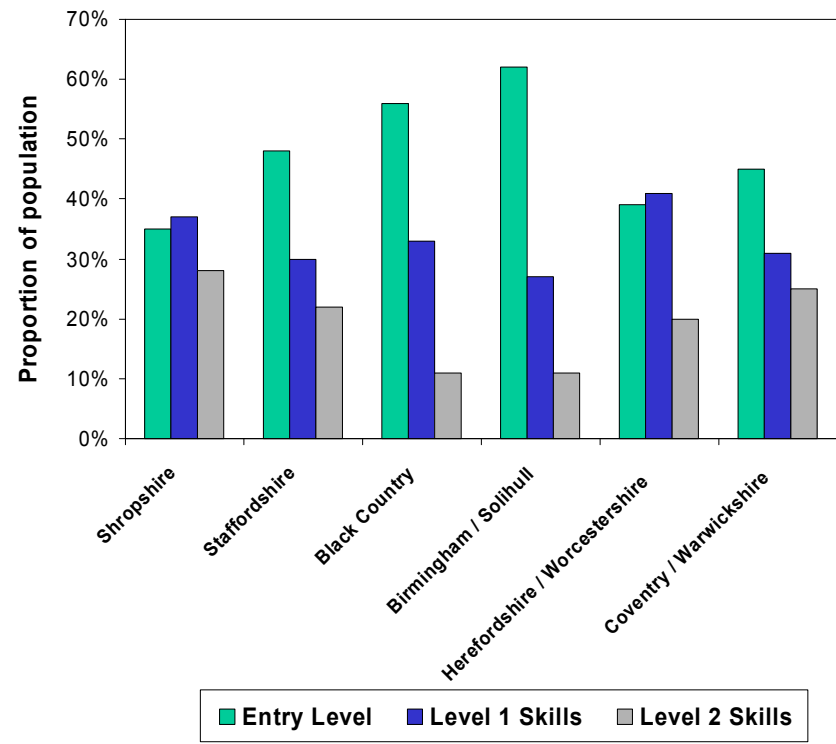
Basic literacy levels by sub-region



Source: DfES Skills for Life 2003

Numeracy skill levels are low, especially in Birmingham/Solihull & Black Country

Basic numeracy levels by sub-region

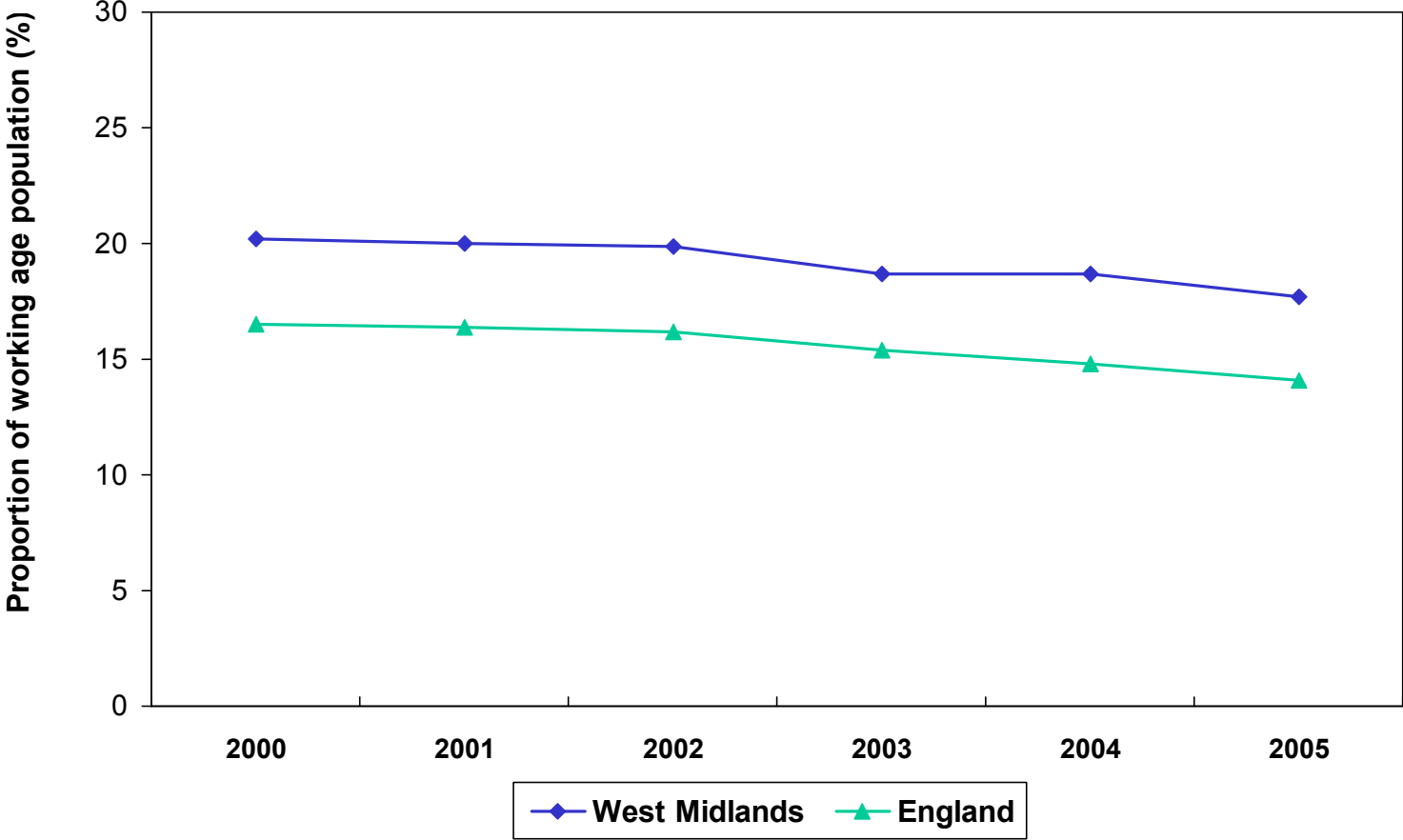


Source: DfES Skills for Life 2003

The Region continues to have high proportion of population with no qualifications



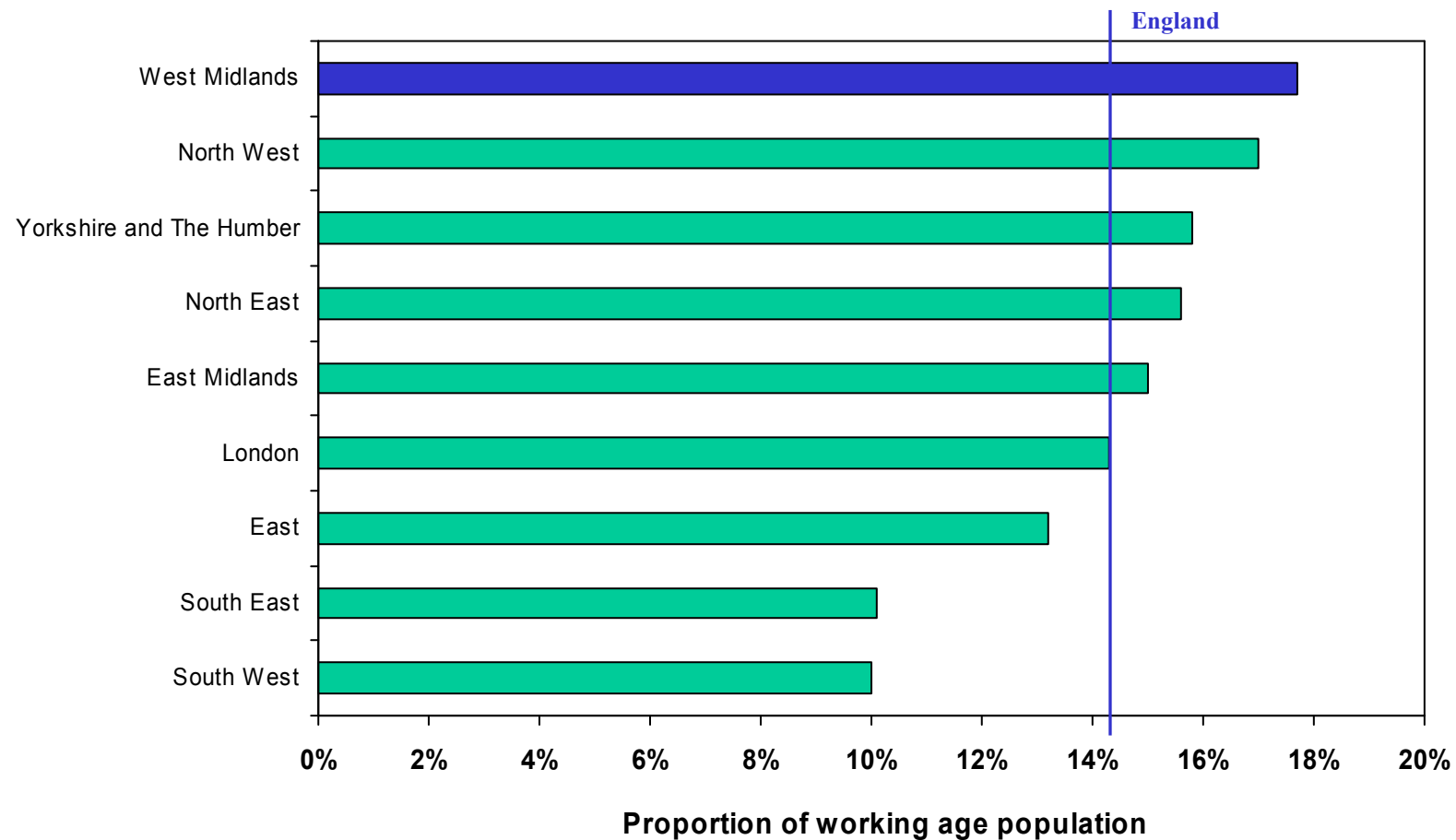
Proportion of working age population with no qualifications



The Region still has the highest proportion of population with no qualifications



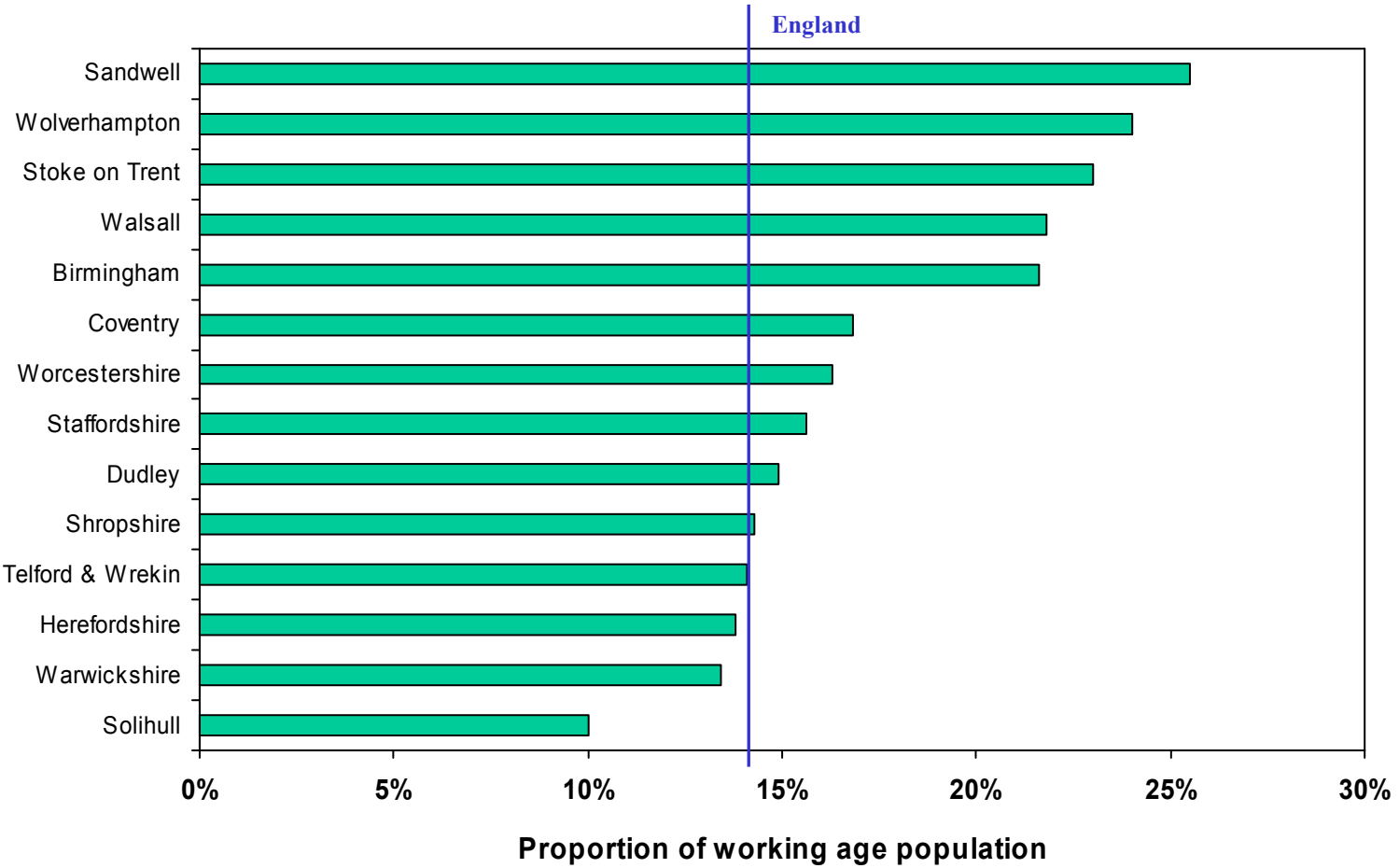
Proportion of working age population with no qualifications



Urban areas have more unqualified residents



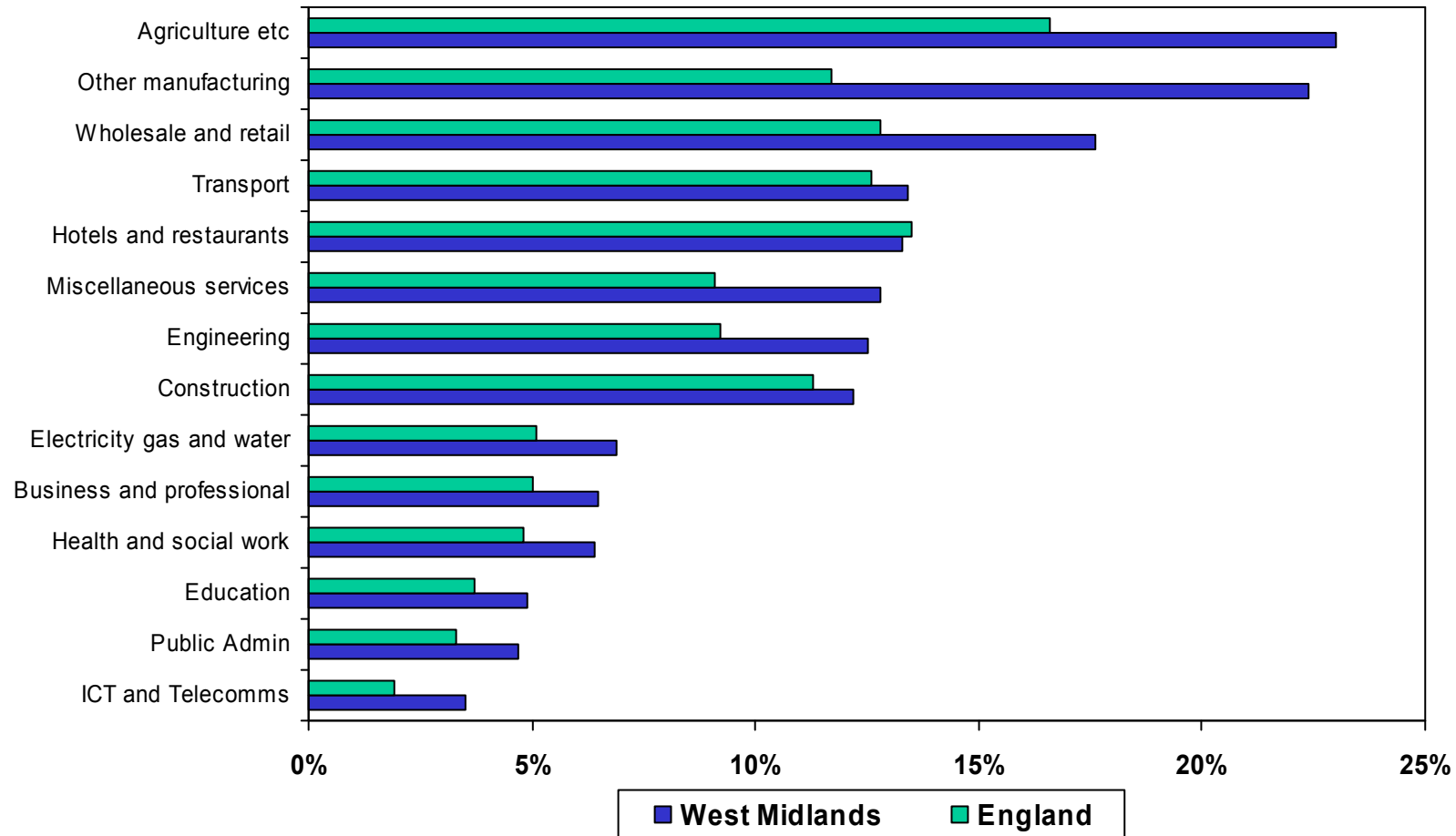
Proportion of working age population with no qualifications



In most industries the Region's workforce is more likely to have no formal qualifications



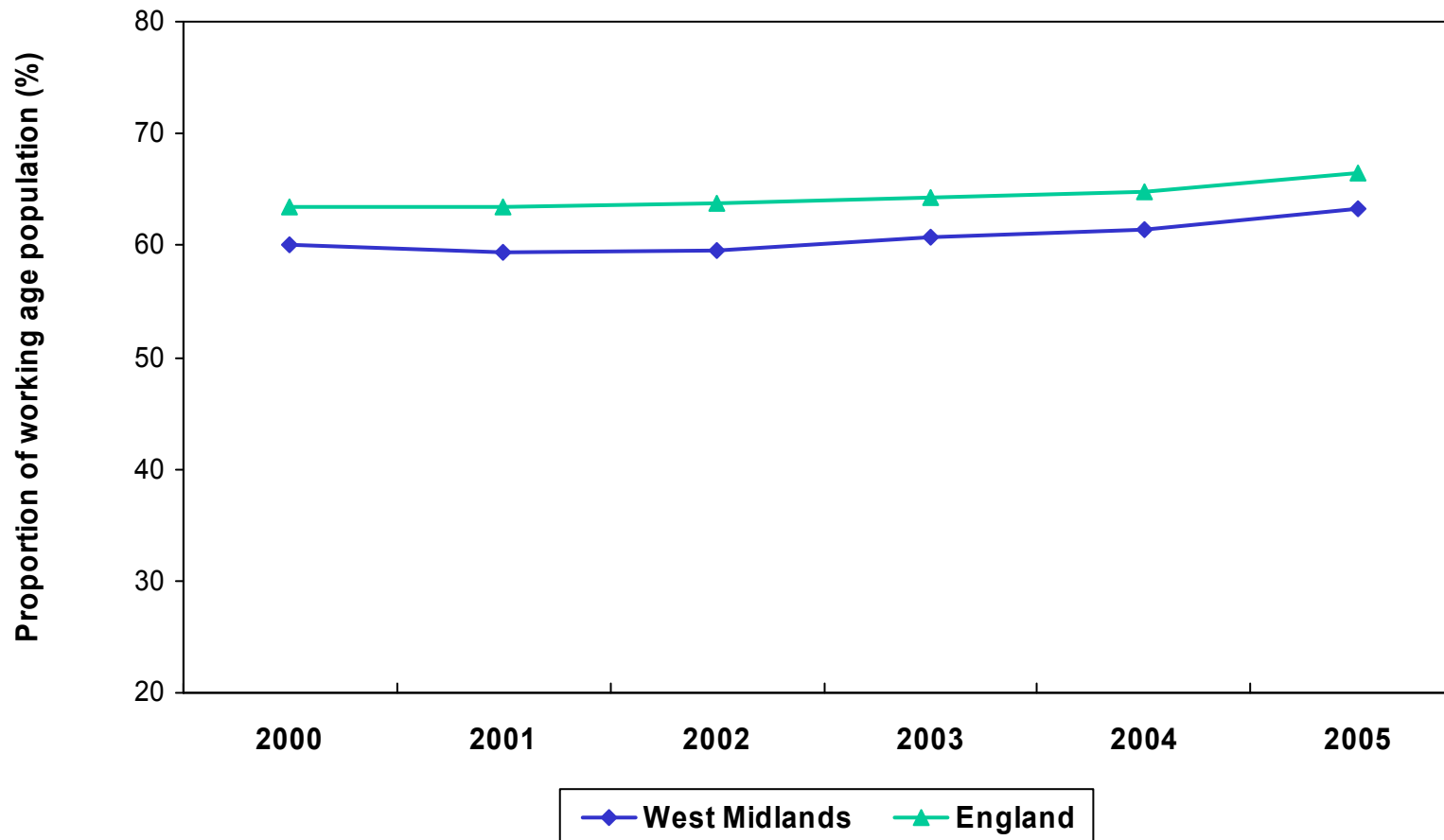
Proportion of workforce with no qualifications



The gap in attainment at Level 2+ is closing



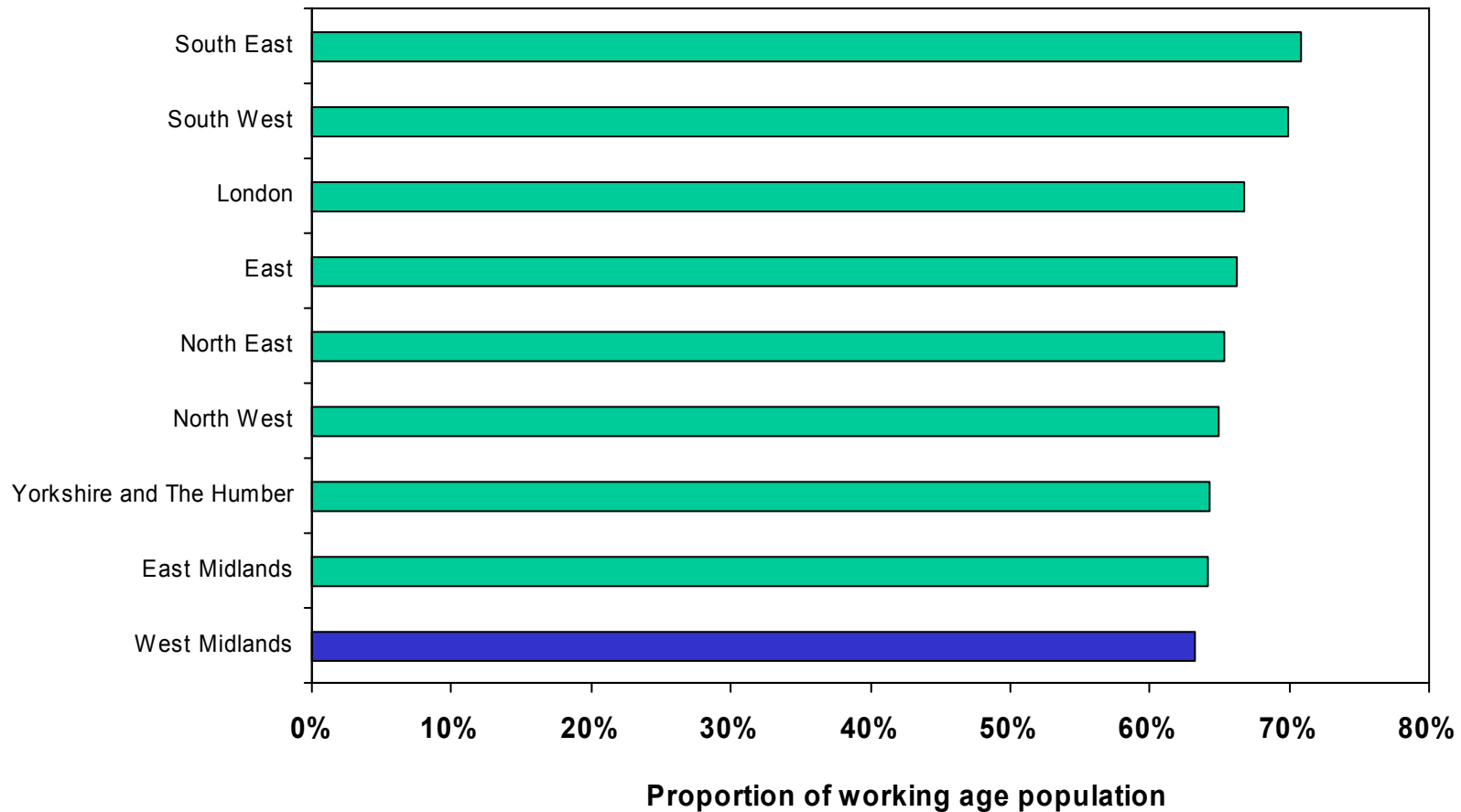
Proportion of working age population with qualifications at Level 2+



The Region has the lowest rate of attainment at Level 2+ in England



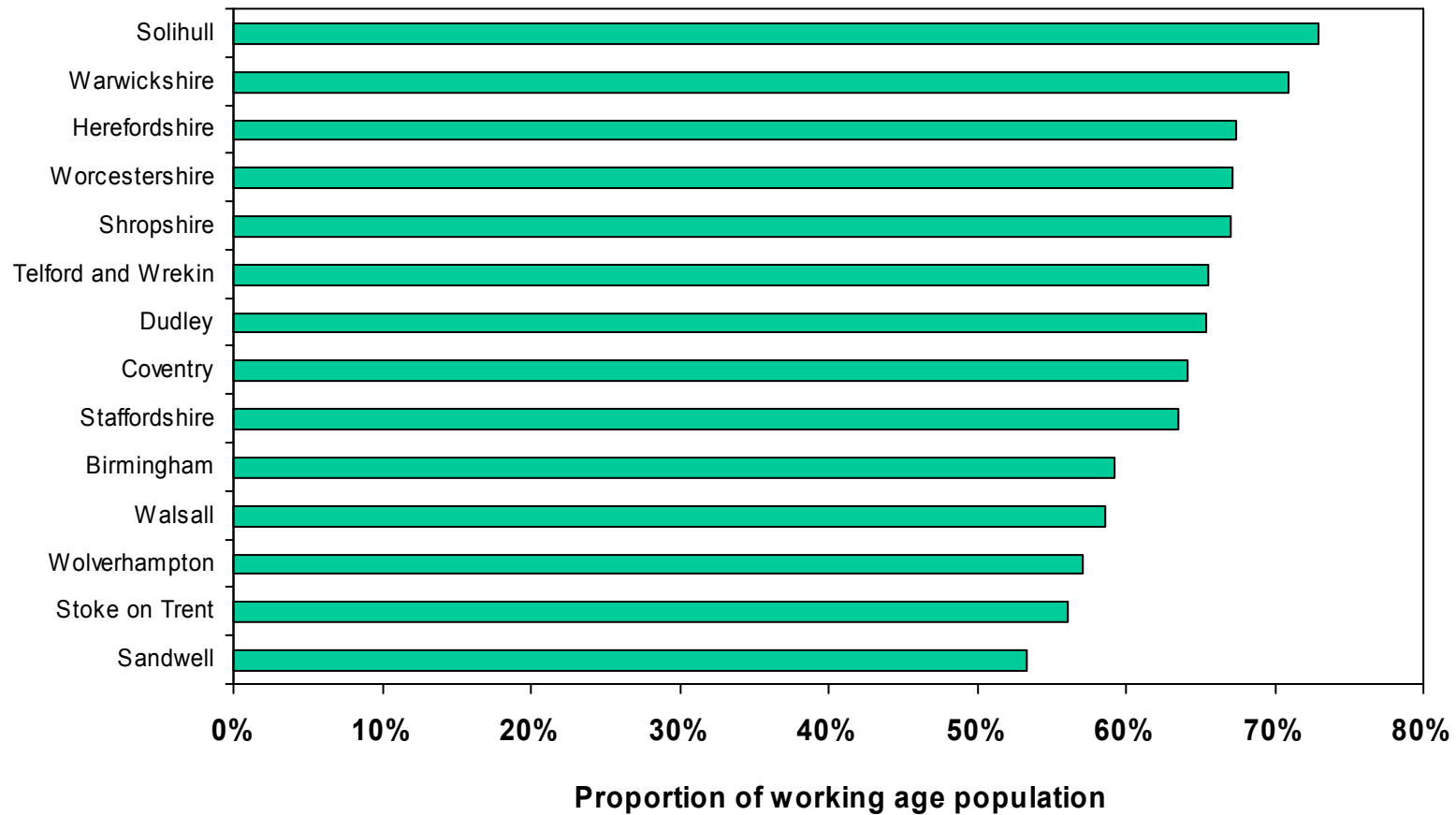
Proportion of working age population with Level 2+ qualifications



Urban areas have particularly low proportions of people qualified to Level 2+



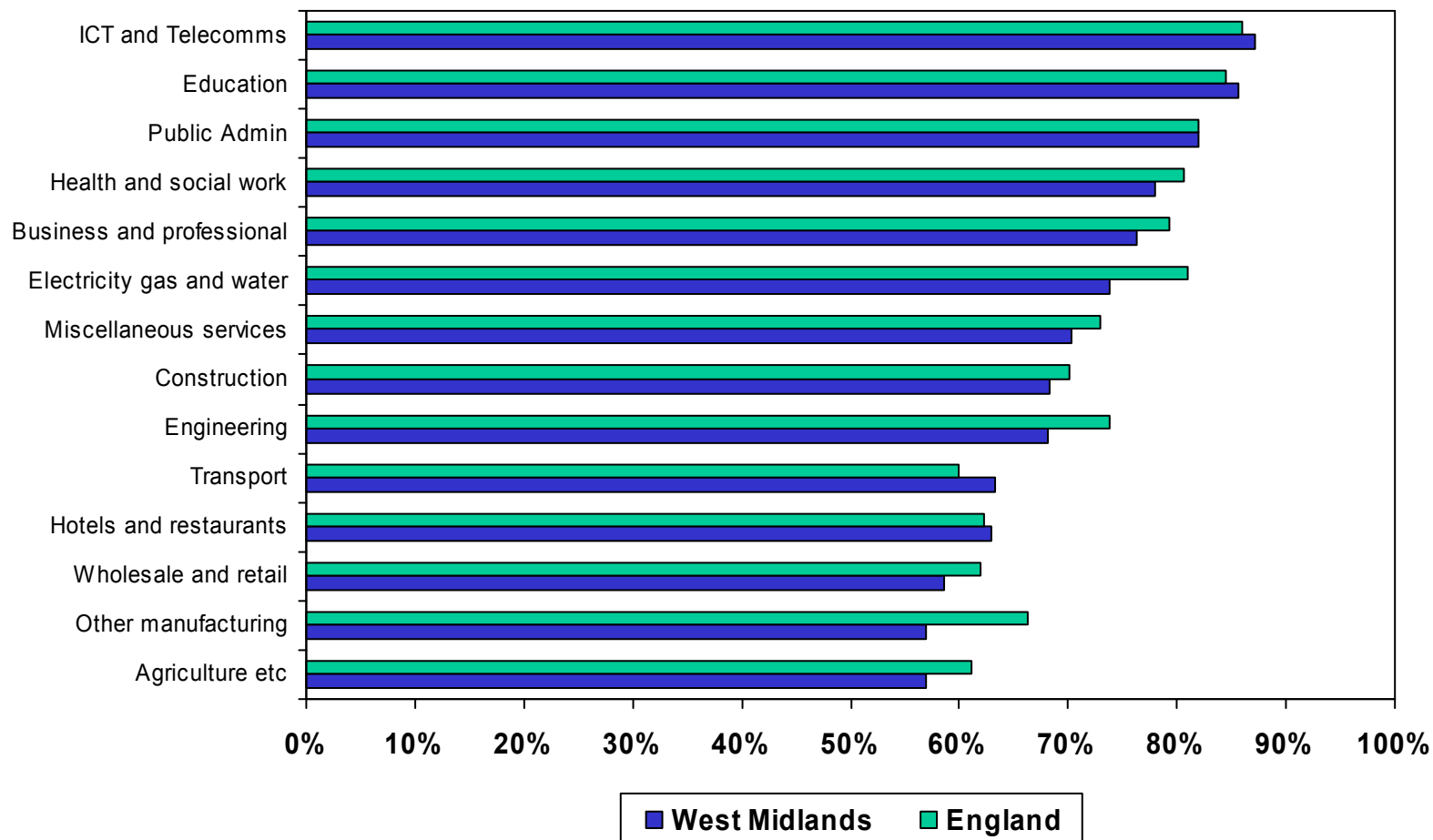
Proportion of working age population with Level 2+ qualifications



In some sectors the Region's workforce has above average attainment of Level 2+



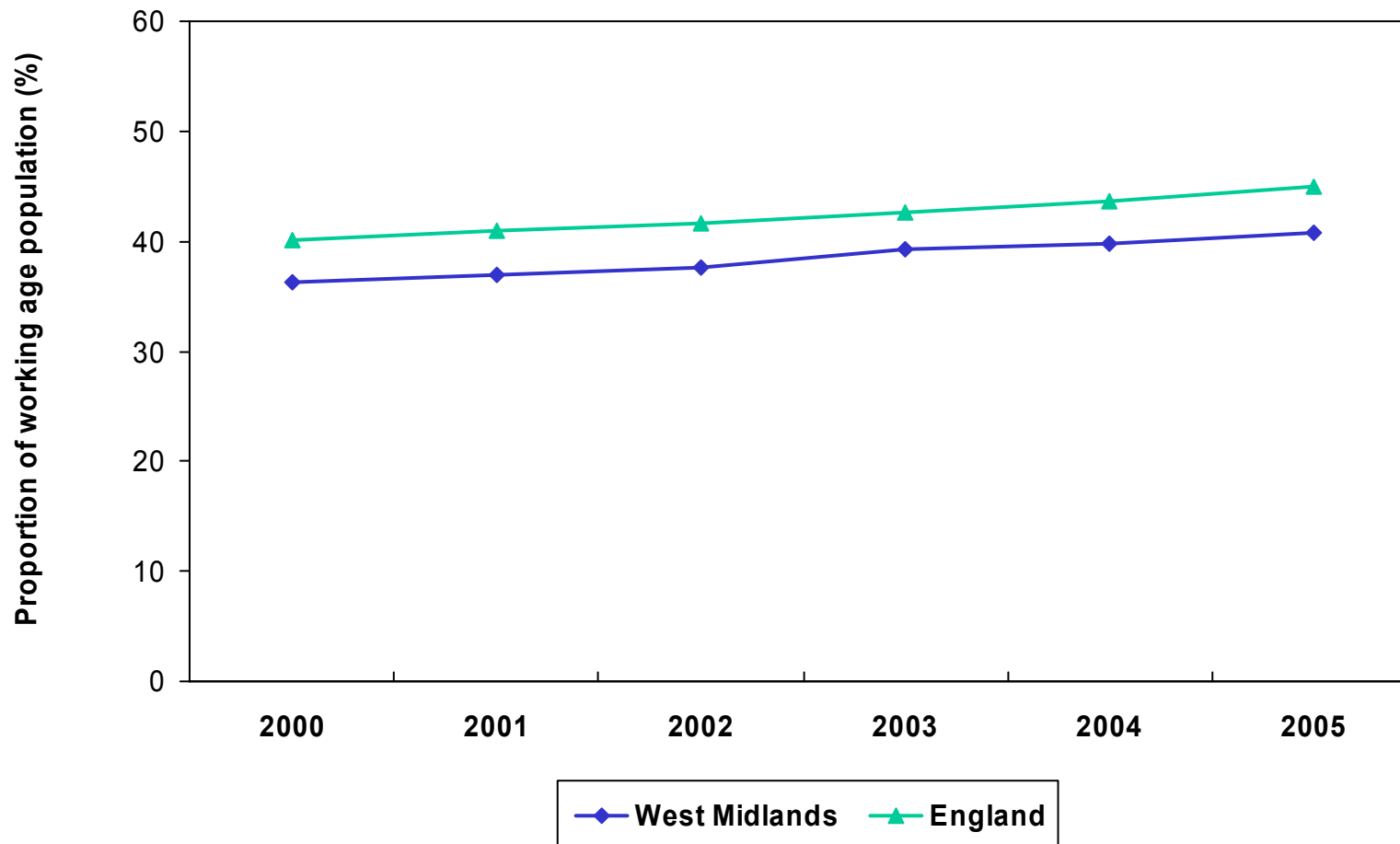
Proportion of workforce with Level 2+ qualifications



The gap between Region and England persists at Level 3 +



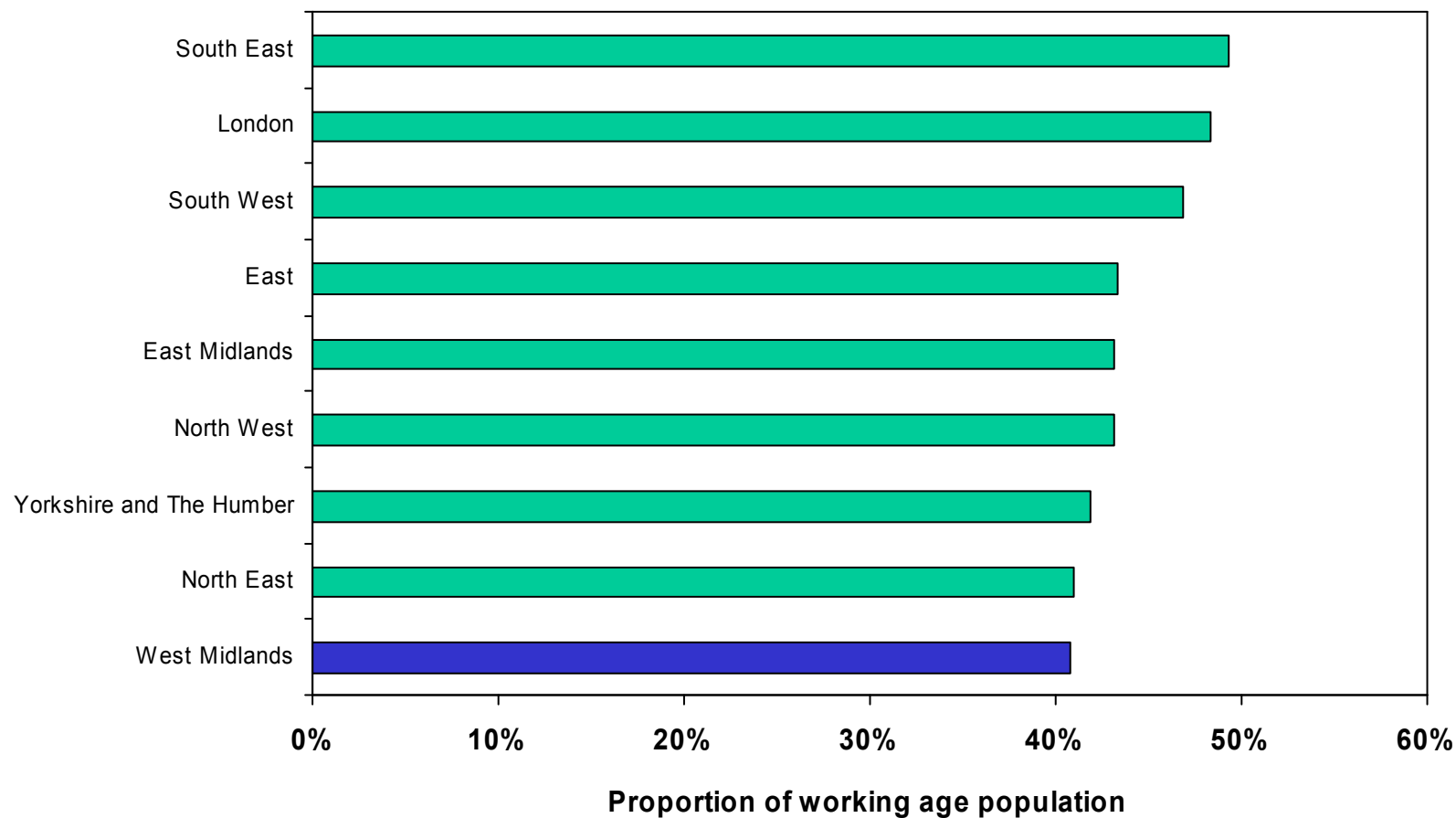
Proportion of working age population with qualifications at Level 3+



The Region has lowest proportion of population with Level 3+ qualifications



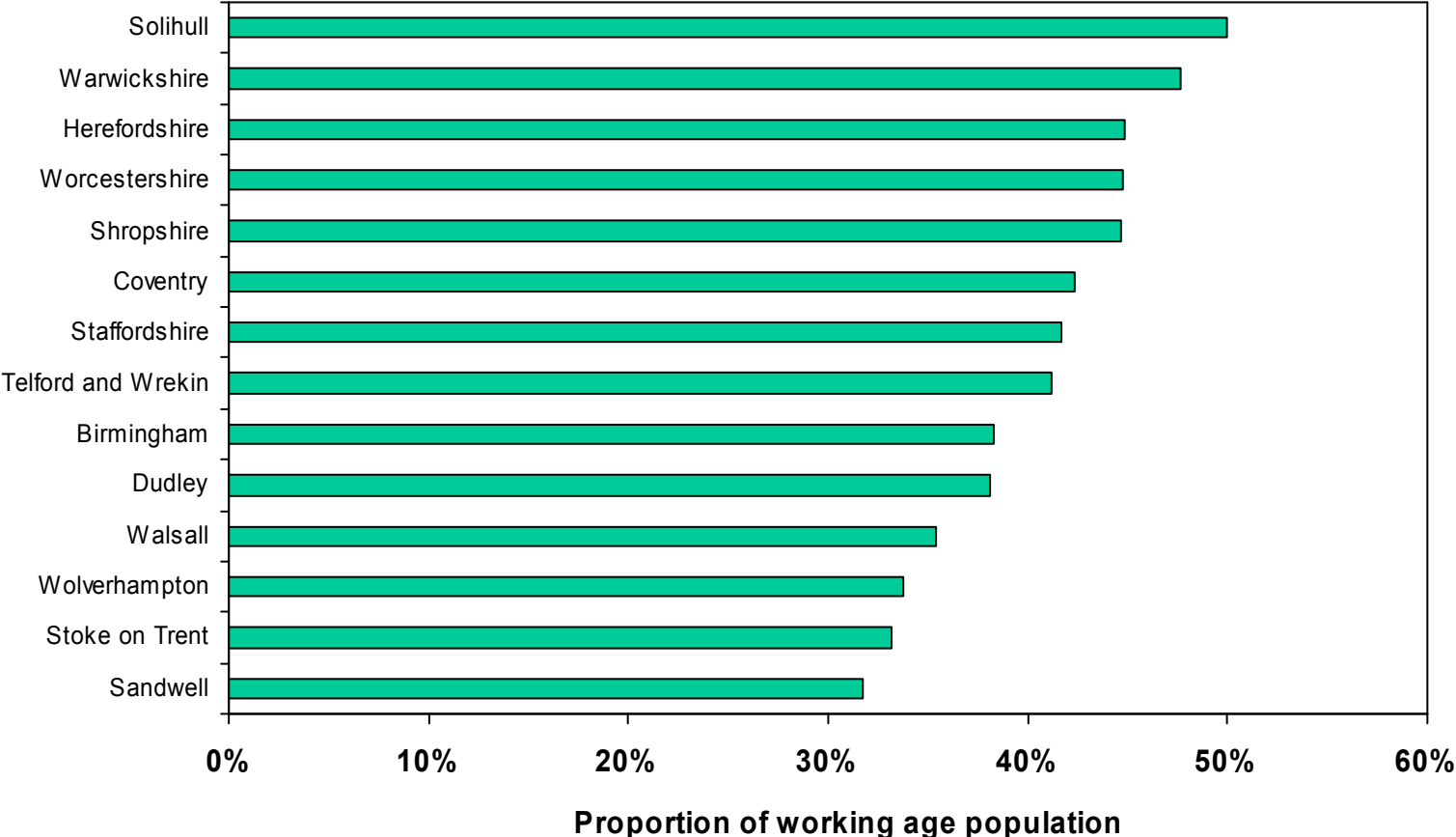
Proportion of working age population with Level 3+ qualifications



Urban areas have lower proportions of their populations with Level 3+ qualifications



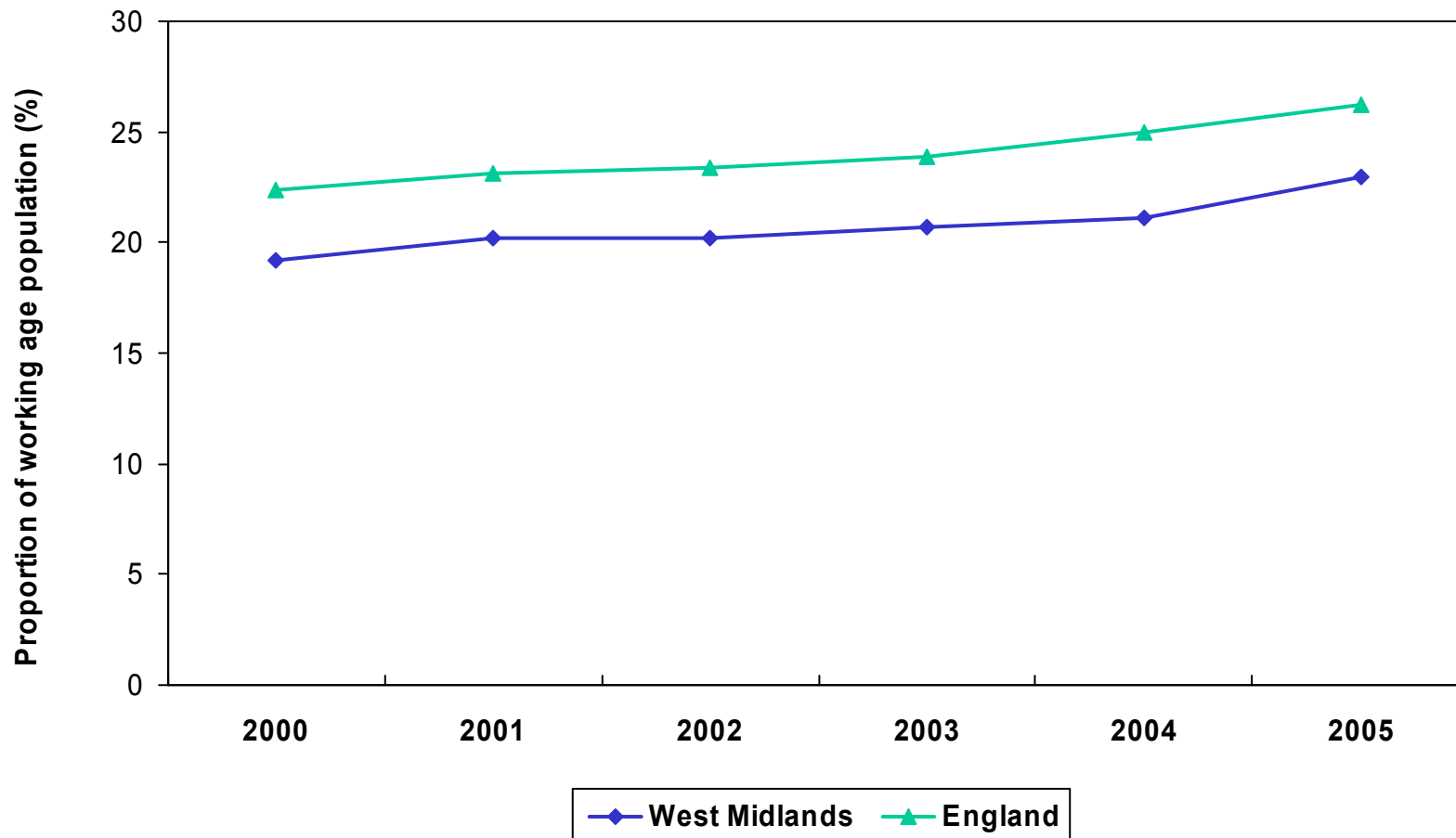
Proportion of working age population with Level 3+ qualifications



Attainment of higher level qualifications is consistently below the national average



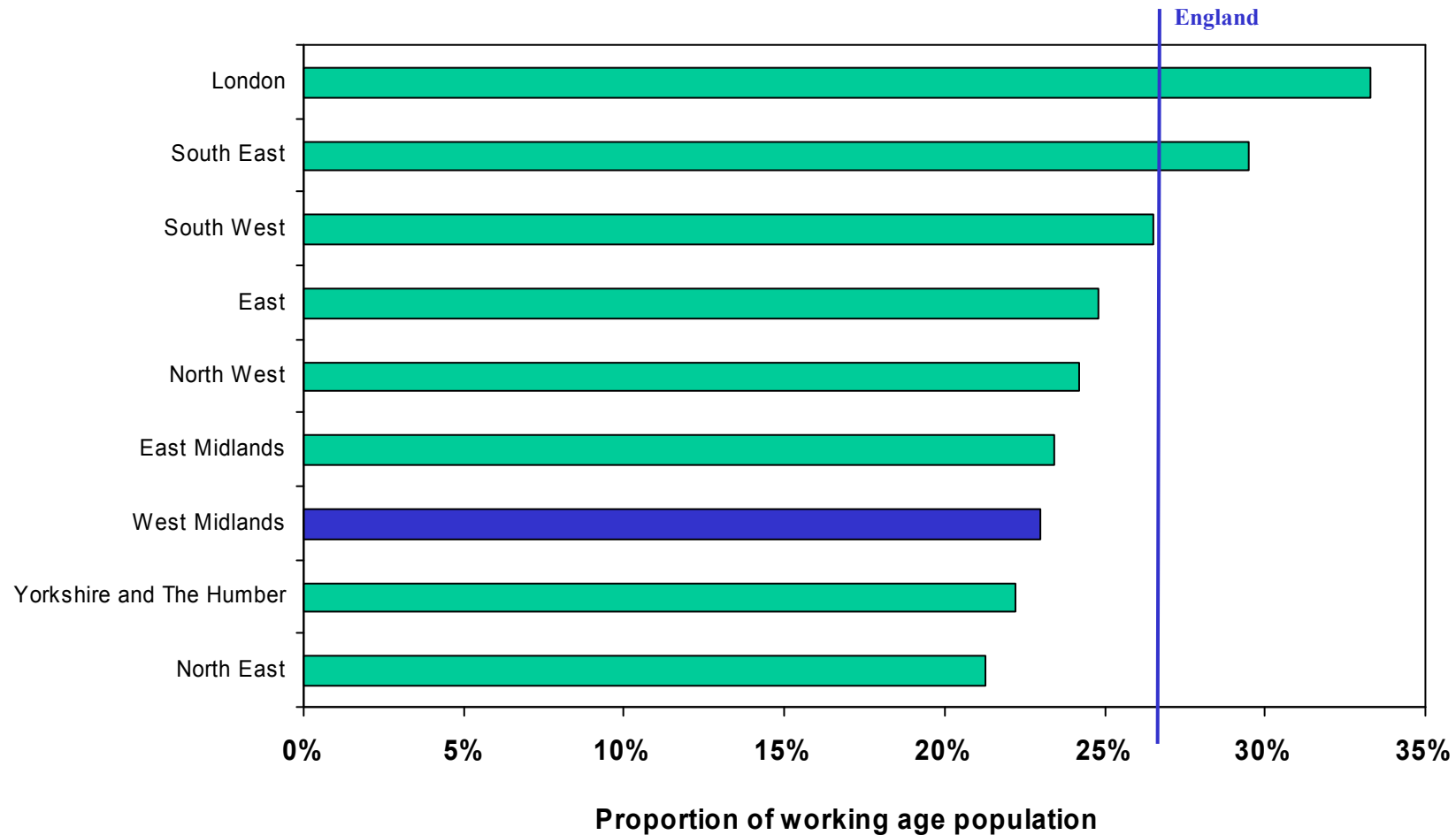
Proportion of working age population with Level 4+ qualifications



Attainment of high level qualifications lags behind most other Regions



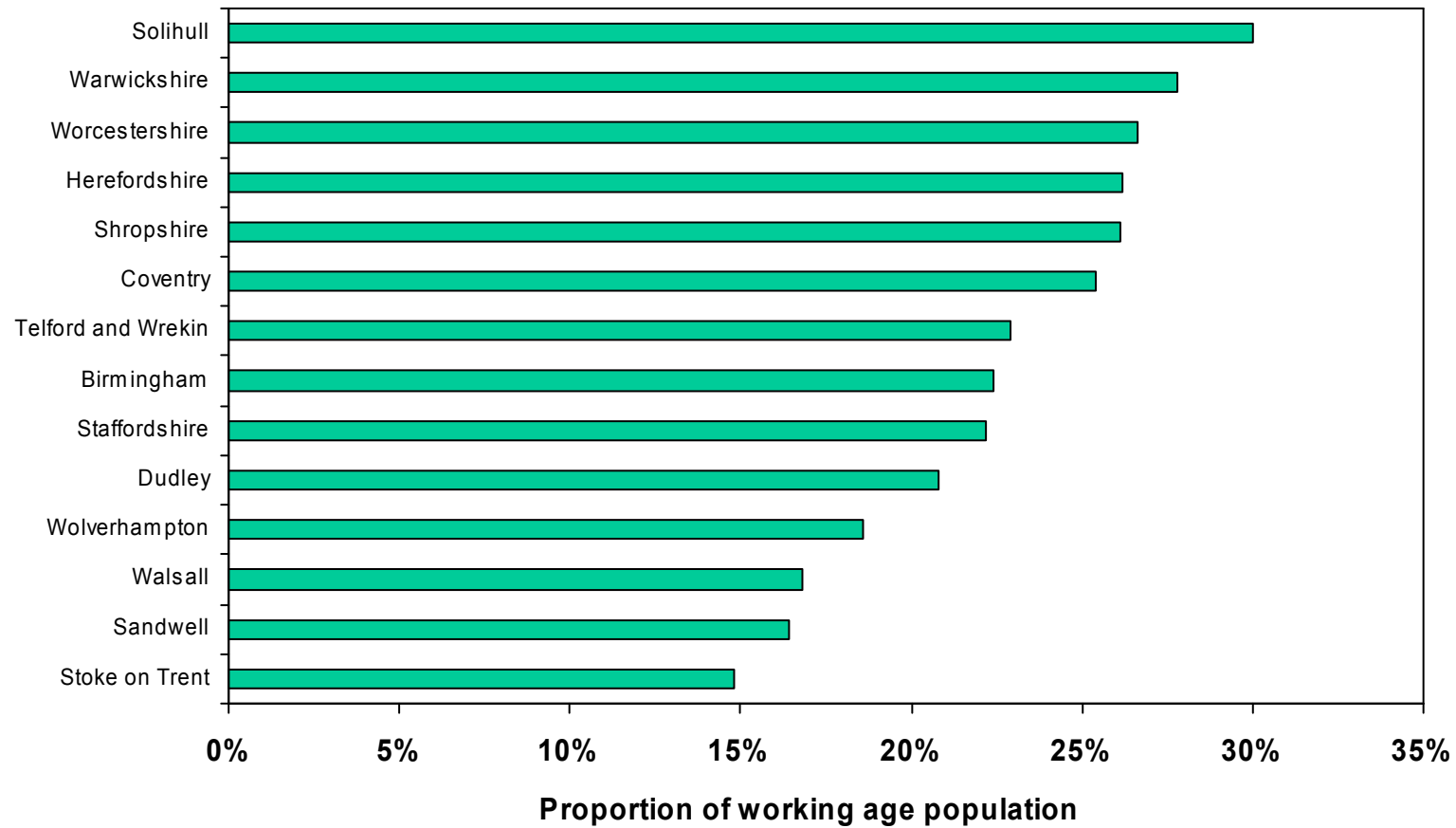
Proportion of working age population with Level 4+ qualifications



Urban areas have a lower proportion of highly qualified residents



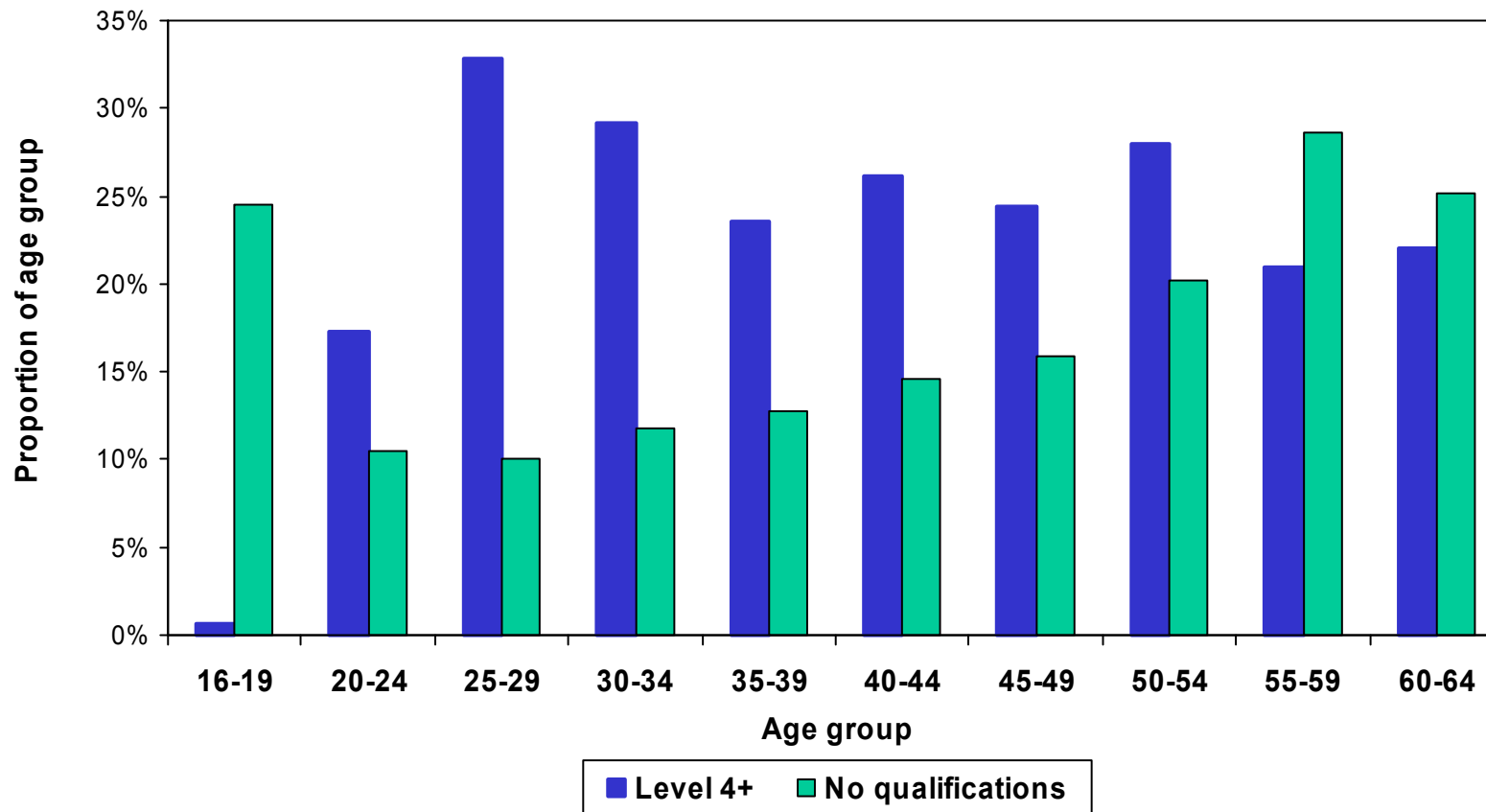
Proportion of working age population with Level 4+ qualifications



Older people are less likely to hold qualifications



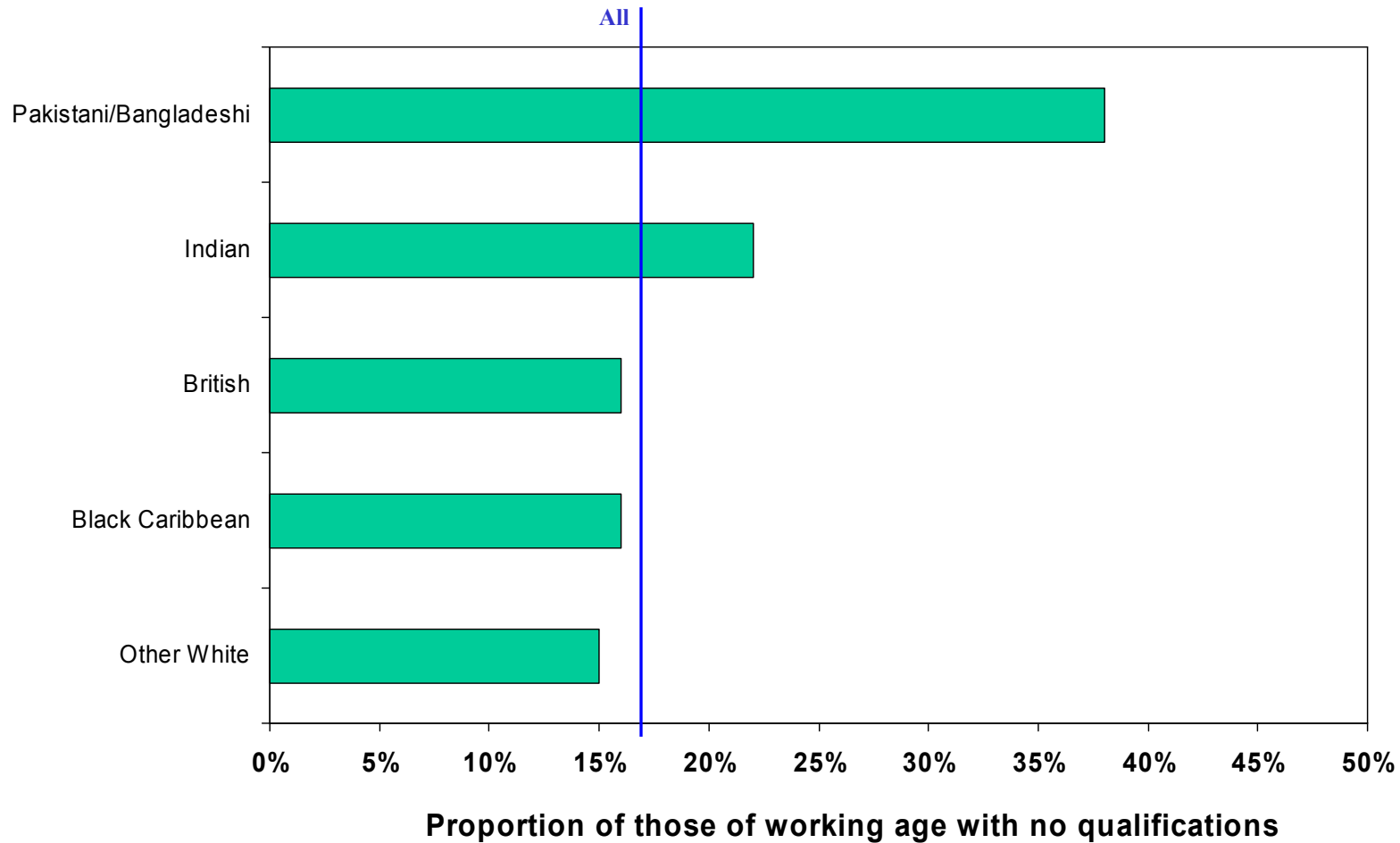
Proportion of working age groups holding high level and no qualifications



A particularly high proportion of those from Pakistani & Bangladeshi groups have no qualifications



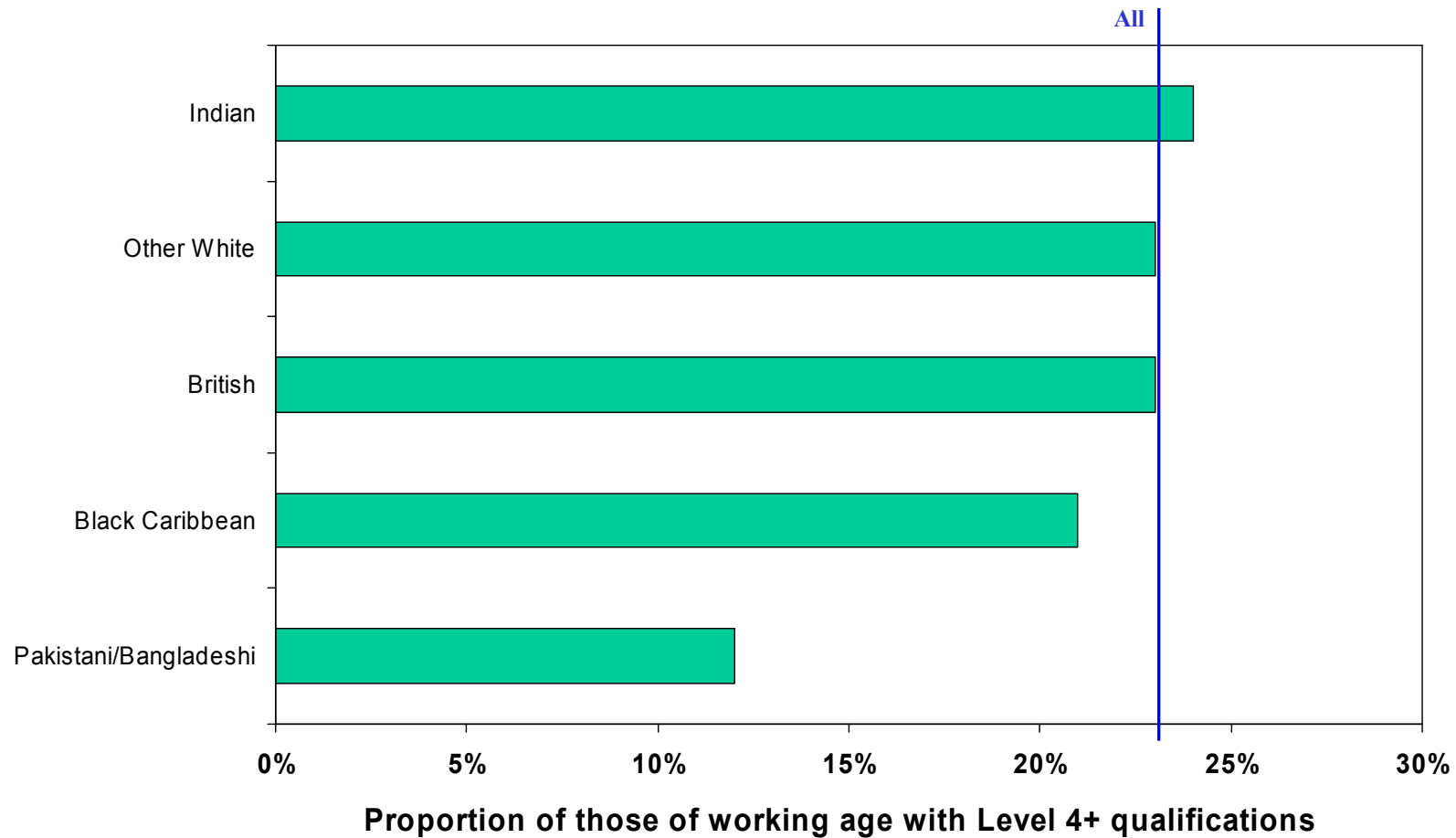
Proportion of each ethnic group of working age without any qualifications (WM)



A particularly low proportion of those from Pakistani & Bangladeshi groups hold higher level qualifications



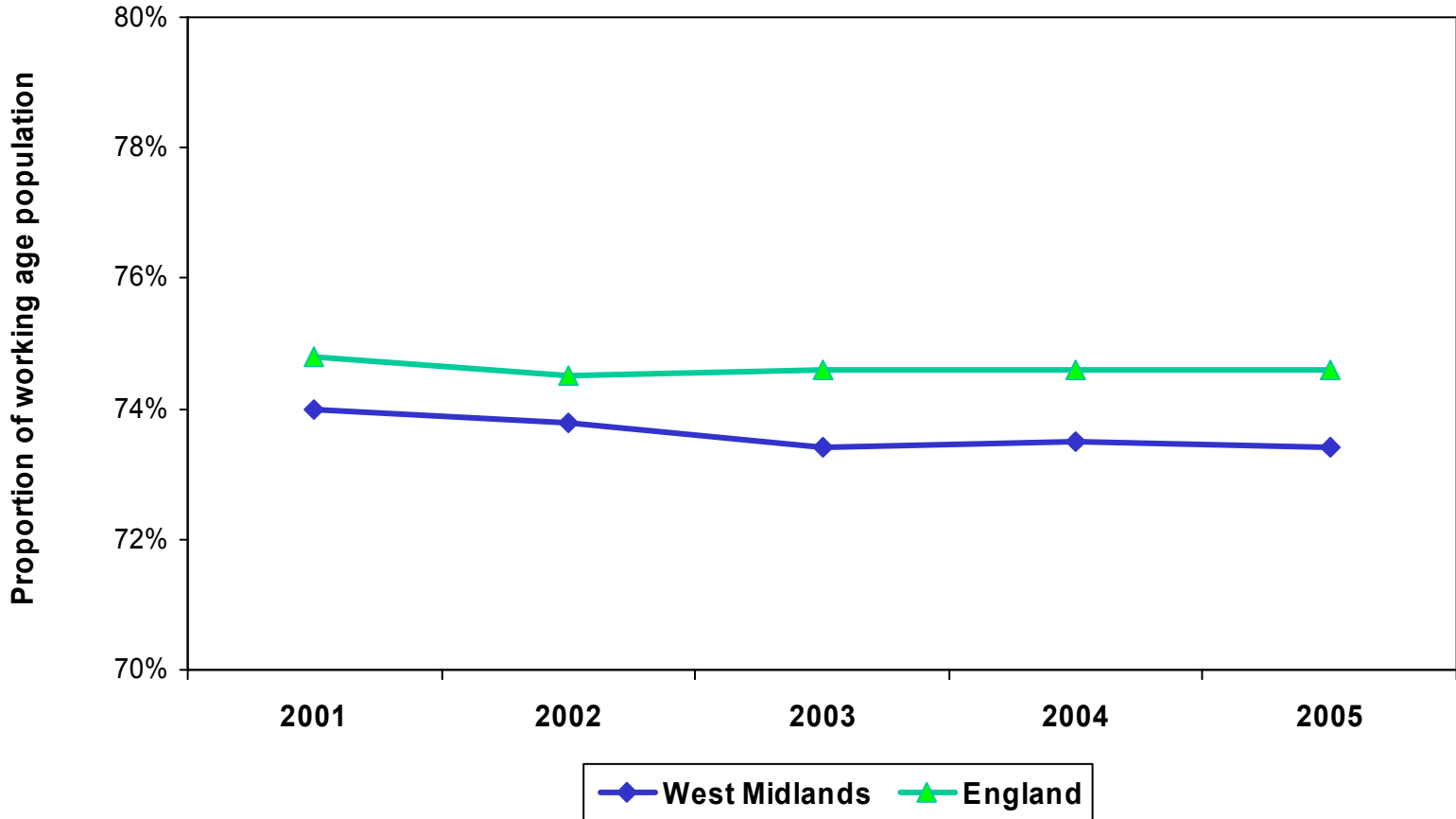
Proportion of each ethnic group with Level 4+ qualifications (WM)



Employment rate is down and the gap between Region and England has increased slightly



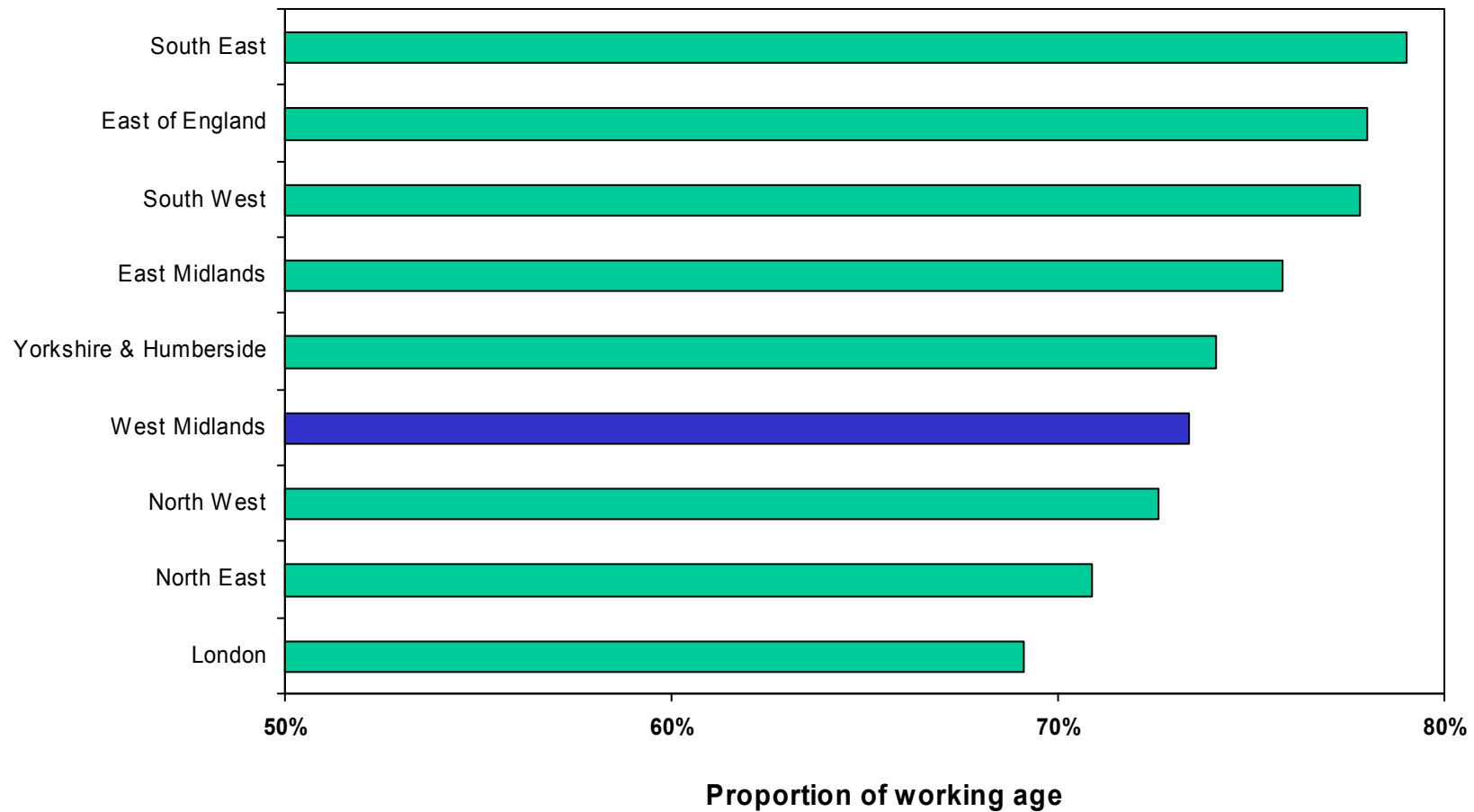
Proportion of working age population in employment



The Region has the fourth lowest rate of employment



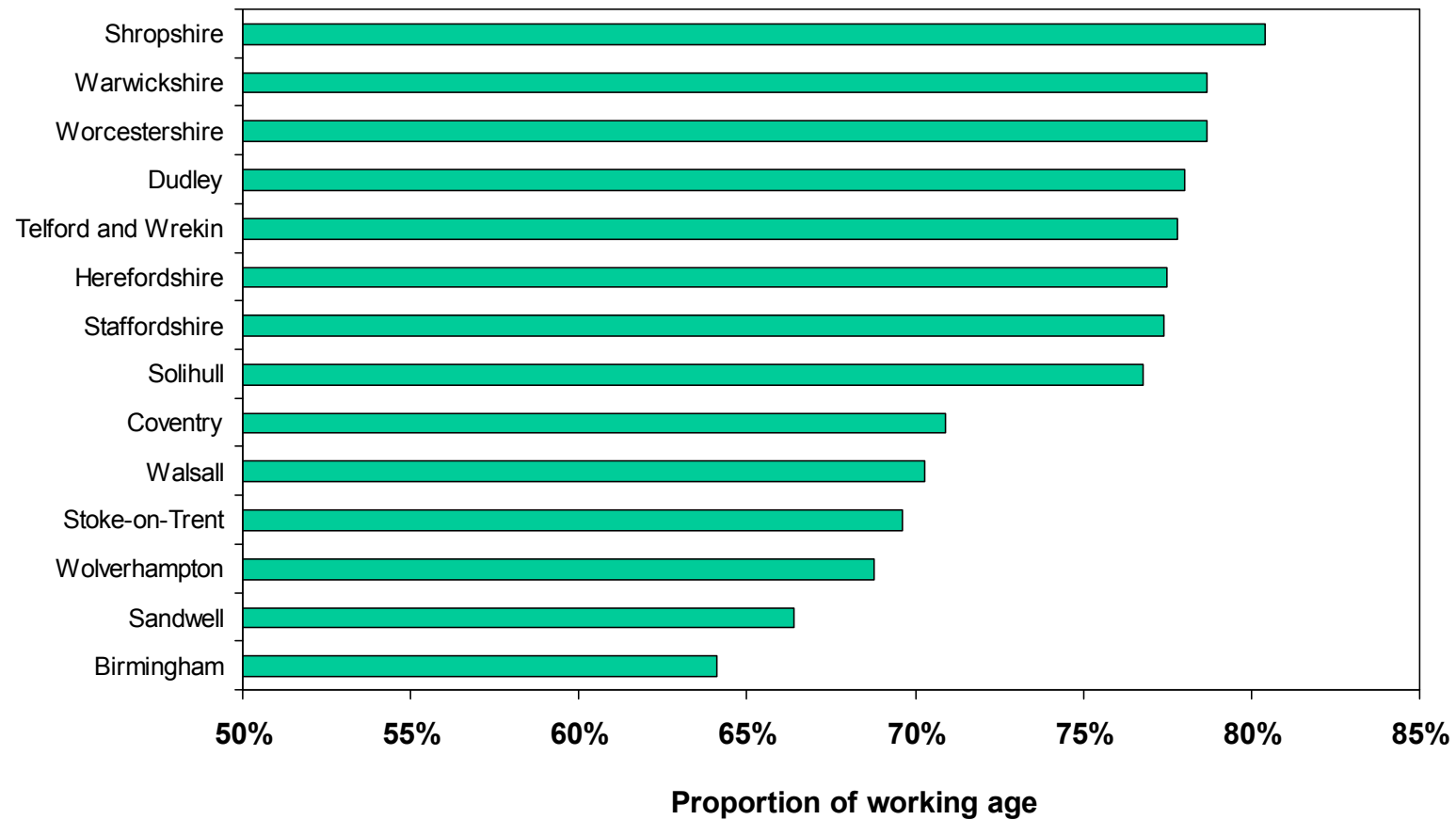
Employment rate of working age population



Urban areas continue to have lower rates of employment



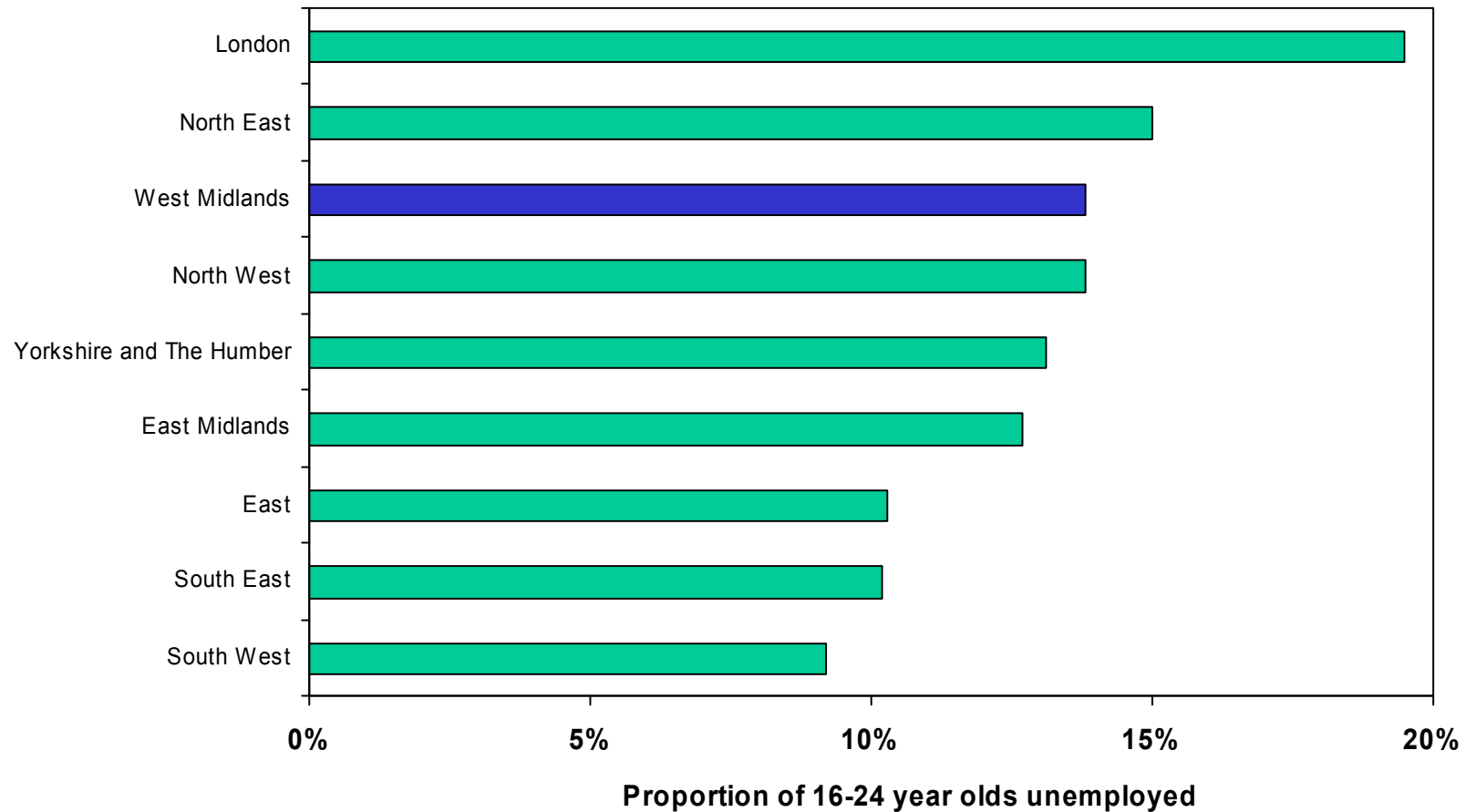
Employment rate in West Midlands sub-regions



The Region has third highest rate of youth unemployment



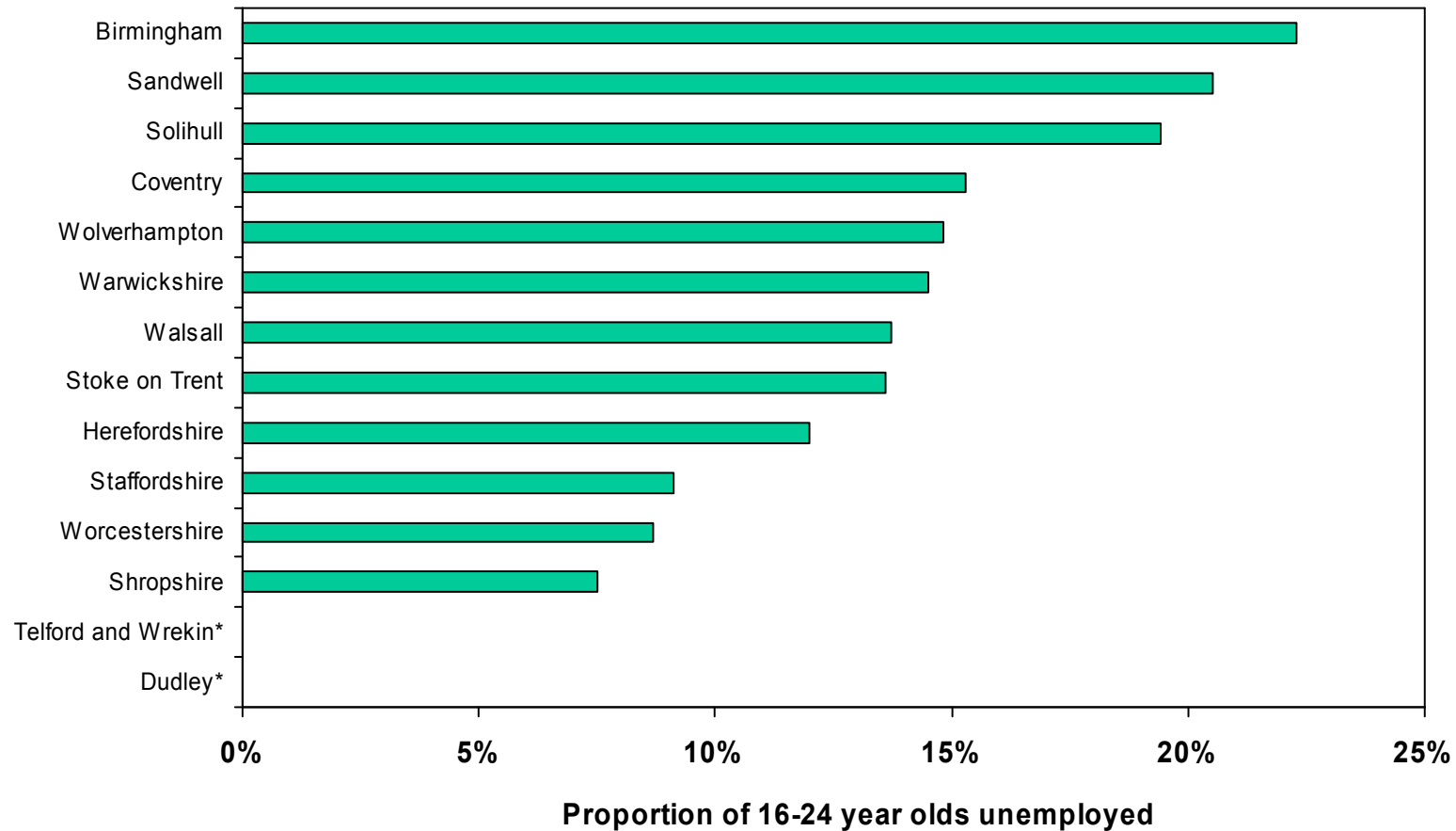
Unemployment rate of 16-24 year olds by region



Urban areas have high youth unemployment – more than 1 in 5 in Birmingham



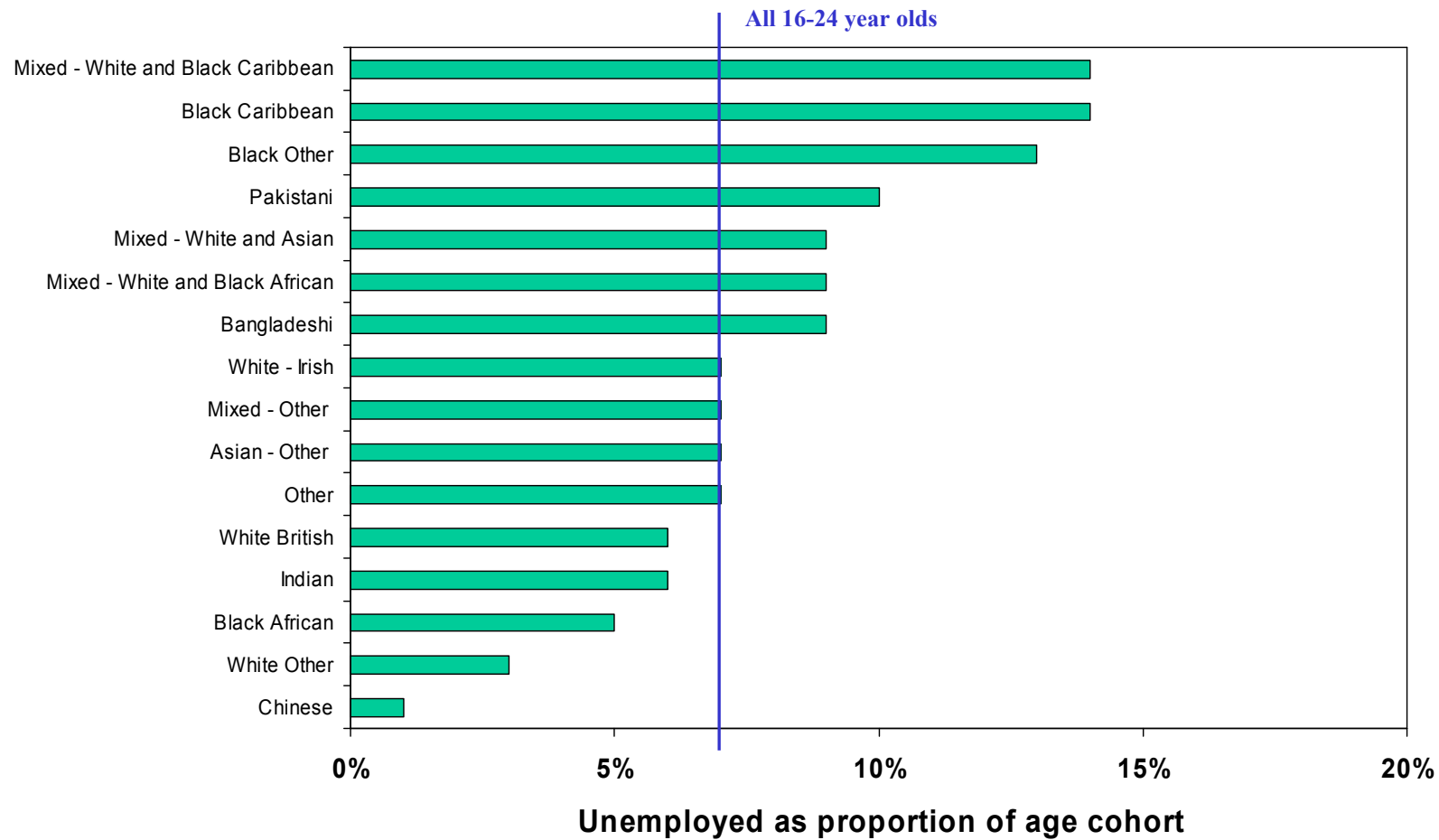
Unemployment rate of 16-24 year olds by sub-region



Youth unemployment in Black Caribbean groups is double the general rate



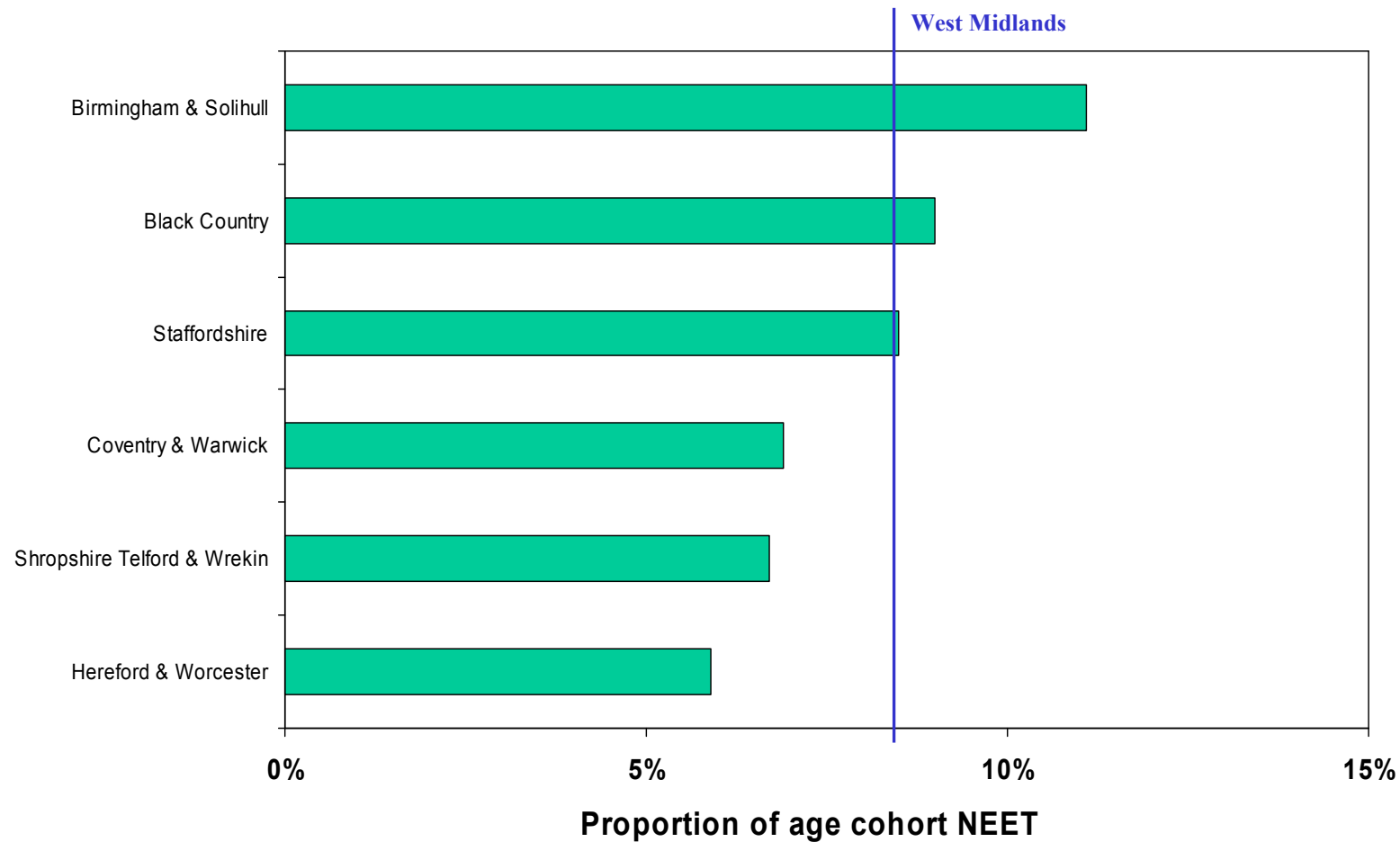
Unemployment among 16-24 year olds in the West Midlands



Many young people are not engaged in Education, Employment or Training



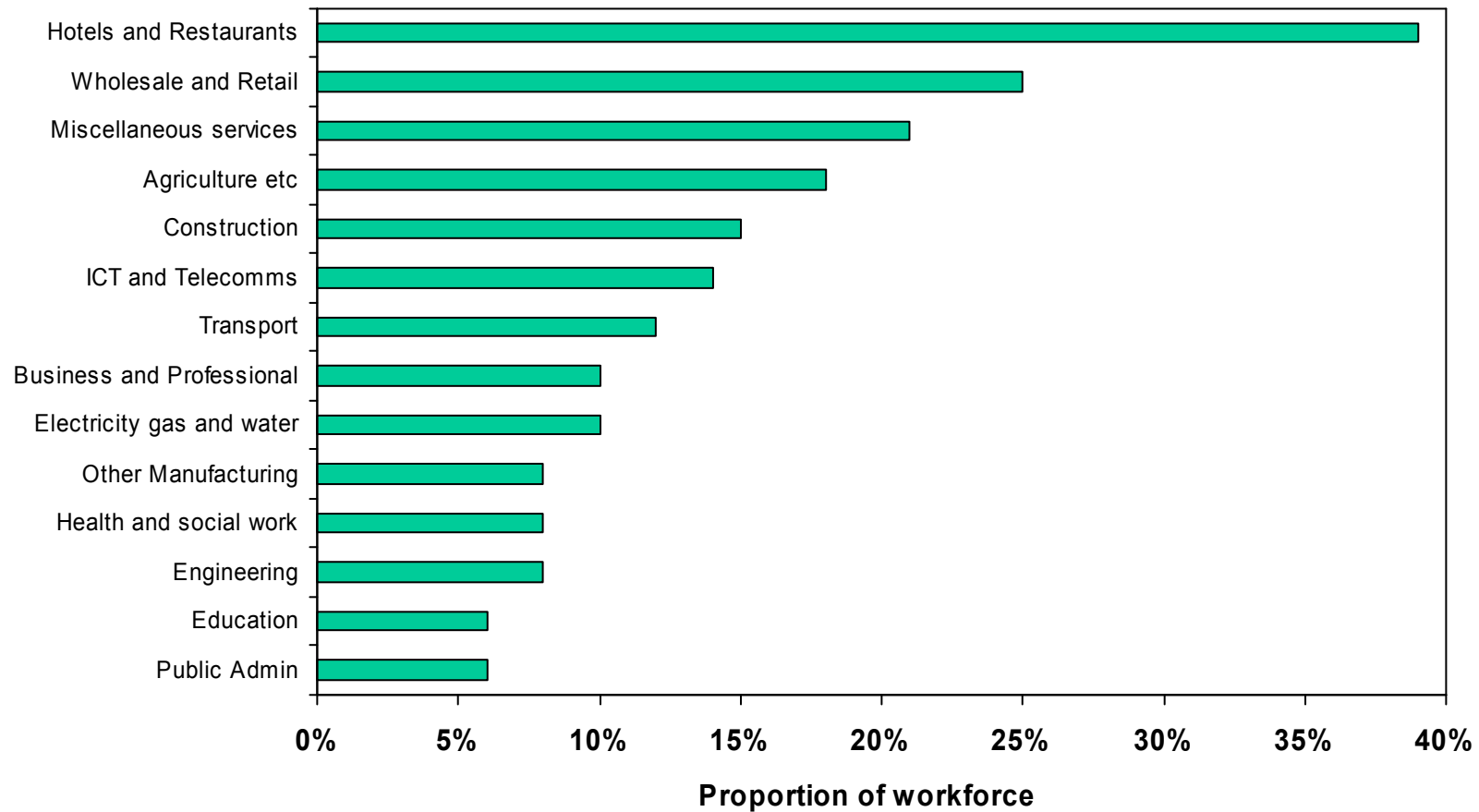
16-18 year olds Not in Education, Employment or Training



Young people are disproportionately employed in the Hotels and Retail industries



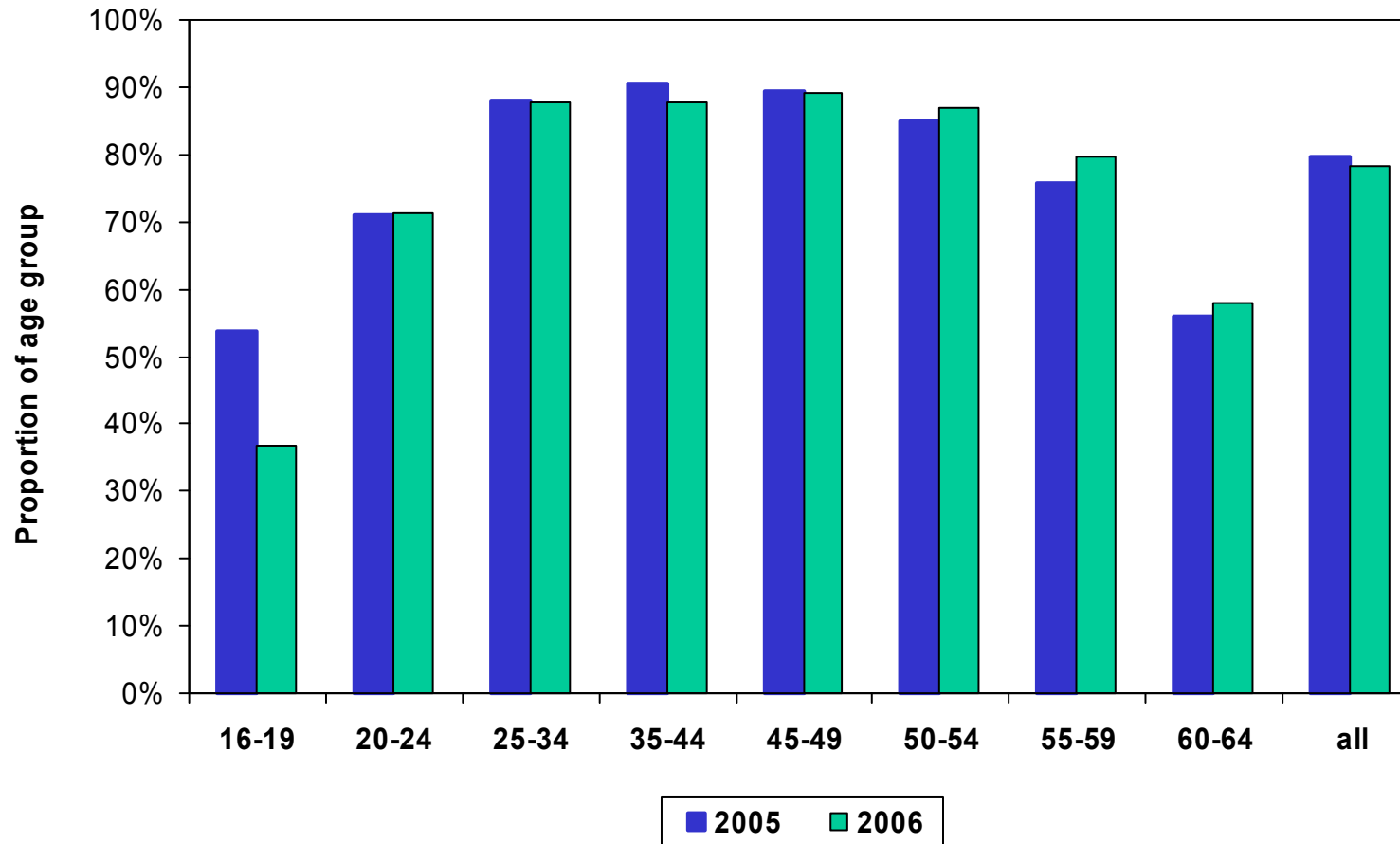
Proportion of workforce aged 16-24



Employment is down but more older males are participating in employment



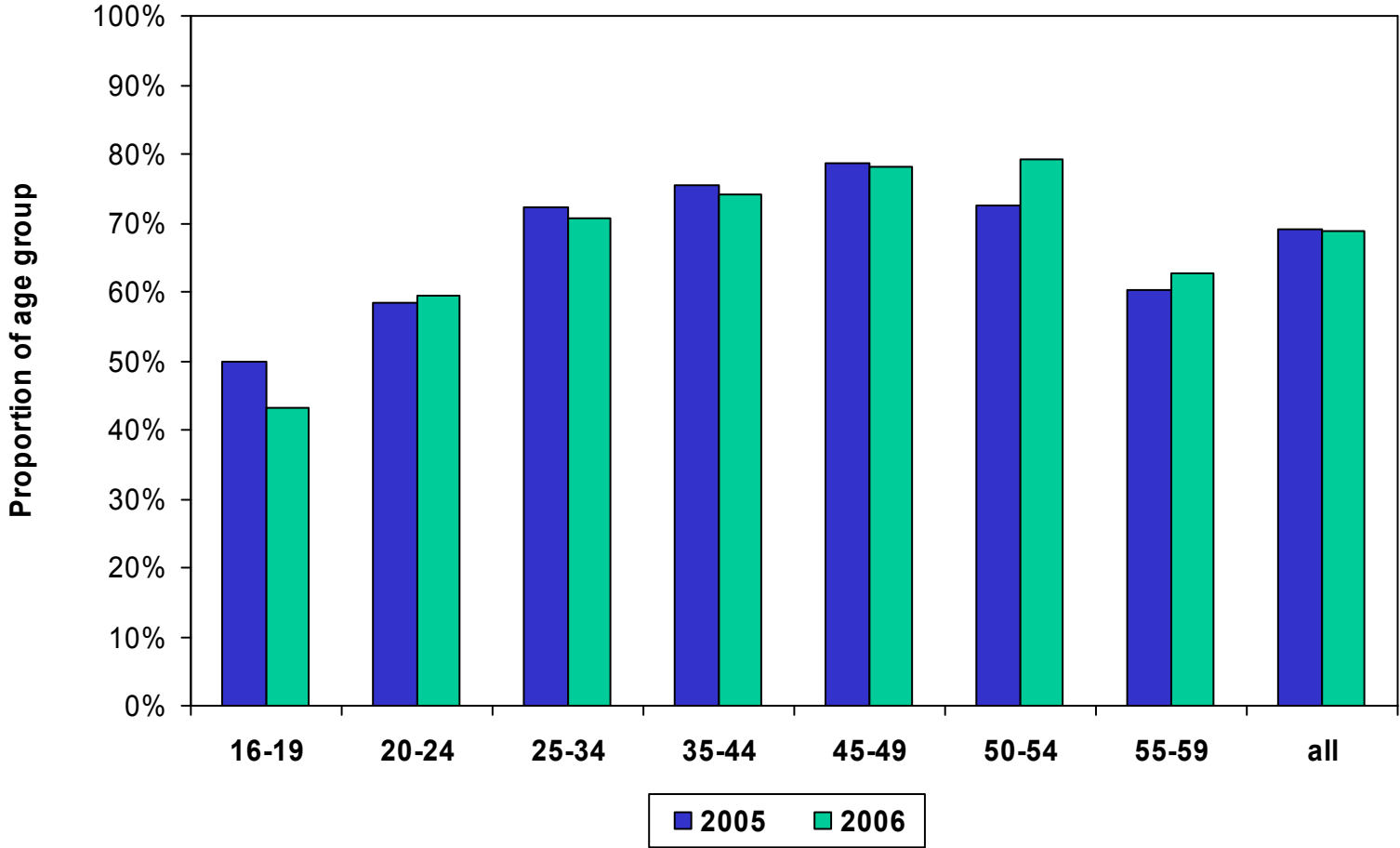
Employment rate of males in West Midlands



Significantly more older females are participating in employment



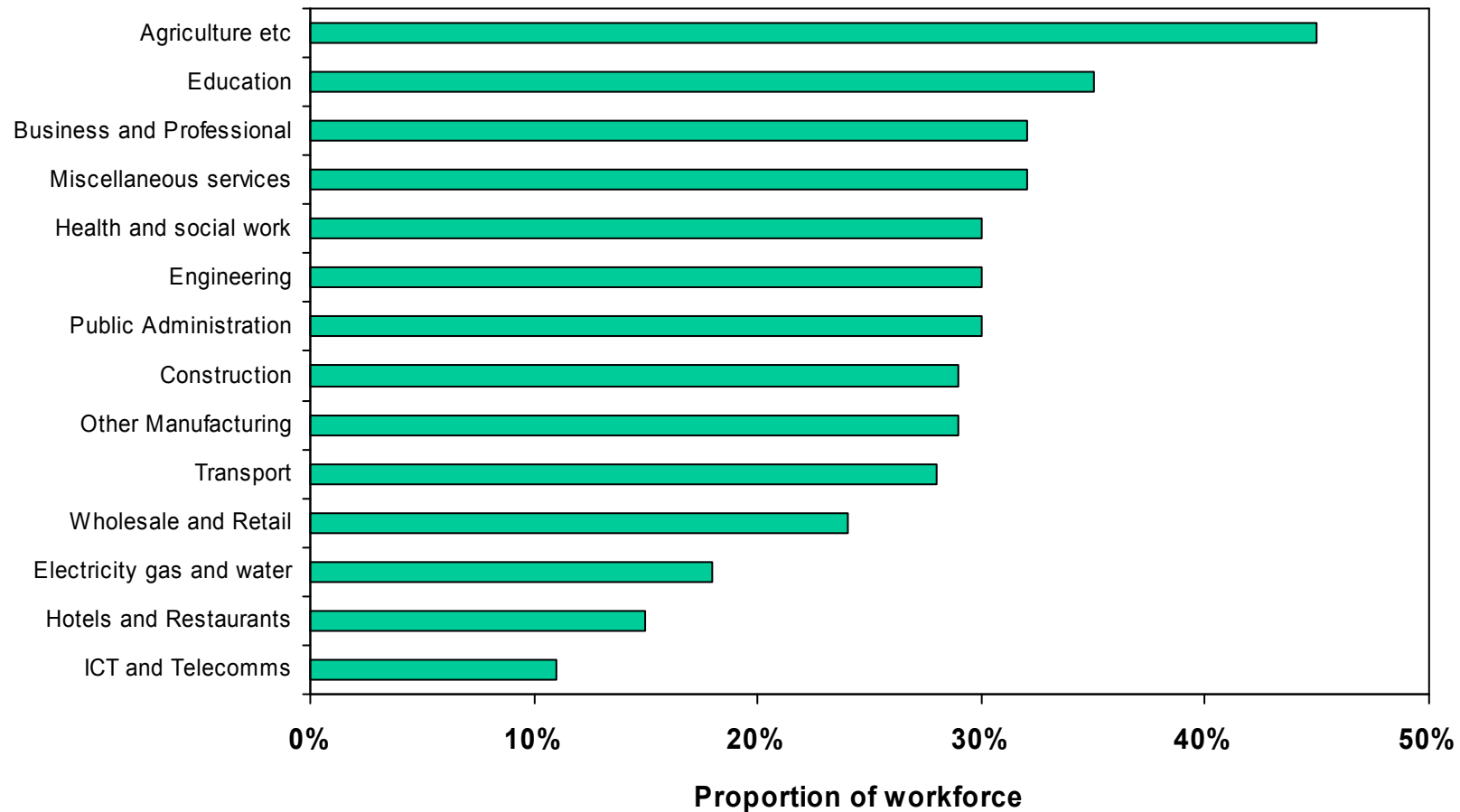
Employment rate of females in West Midlands



Older workers are poorly represented in growth sectors such as retail, hotels, and ICT



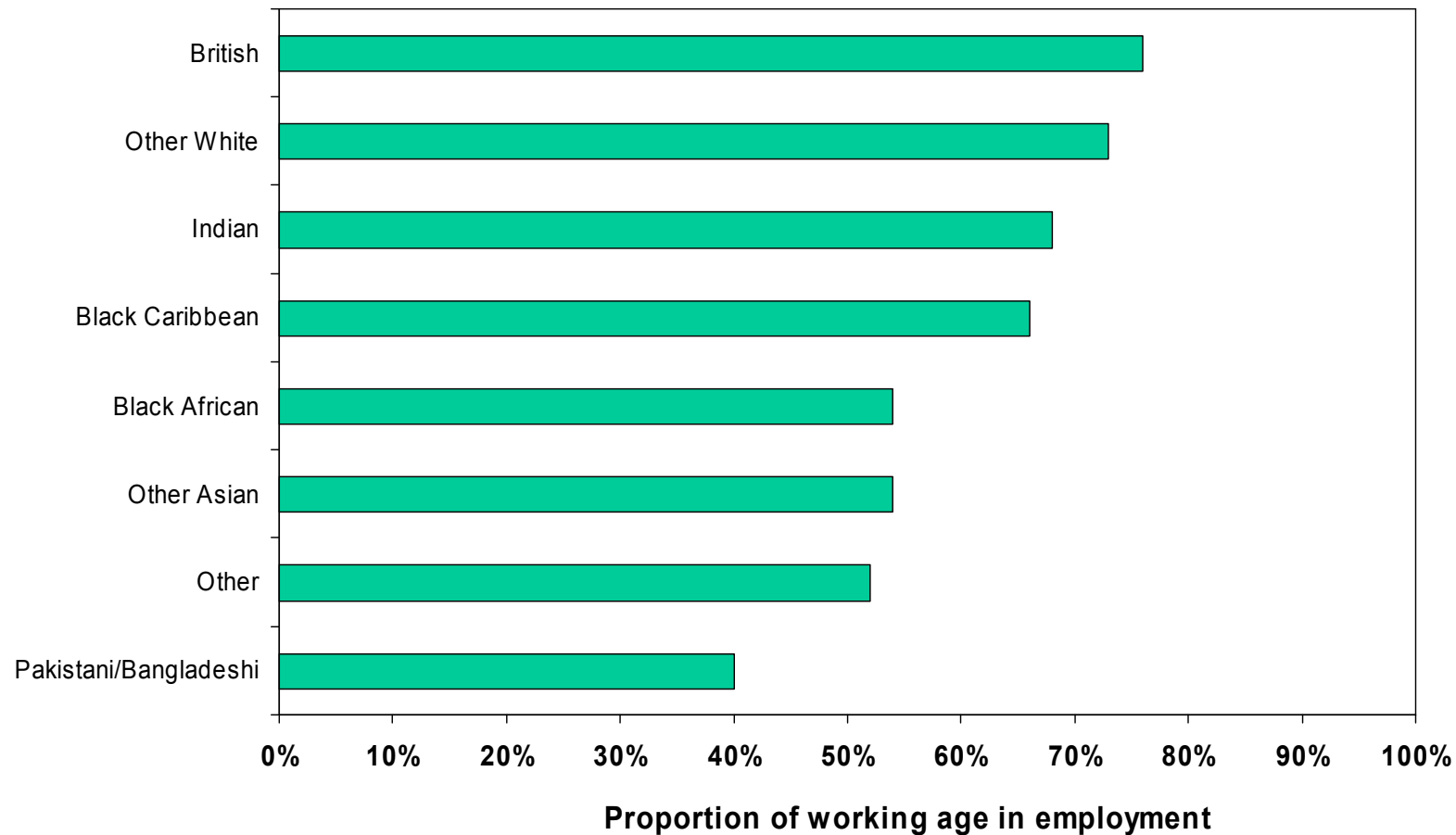
Proportion of sector workforce that is aged 50 to retirement



Employment rates among minority ethnic groups are low in the Region



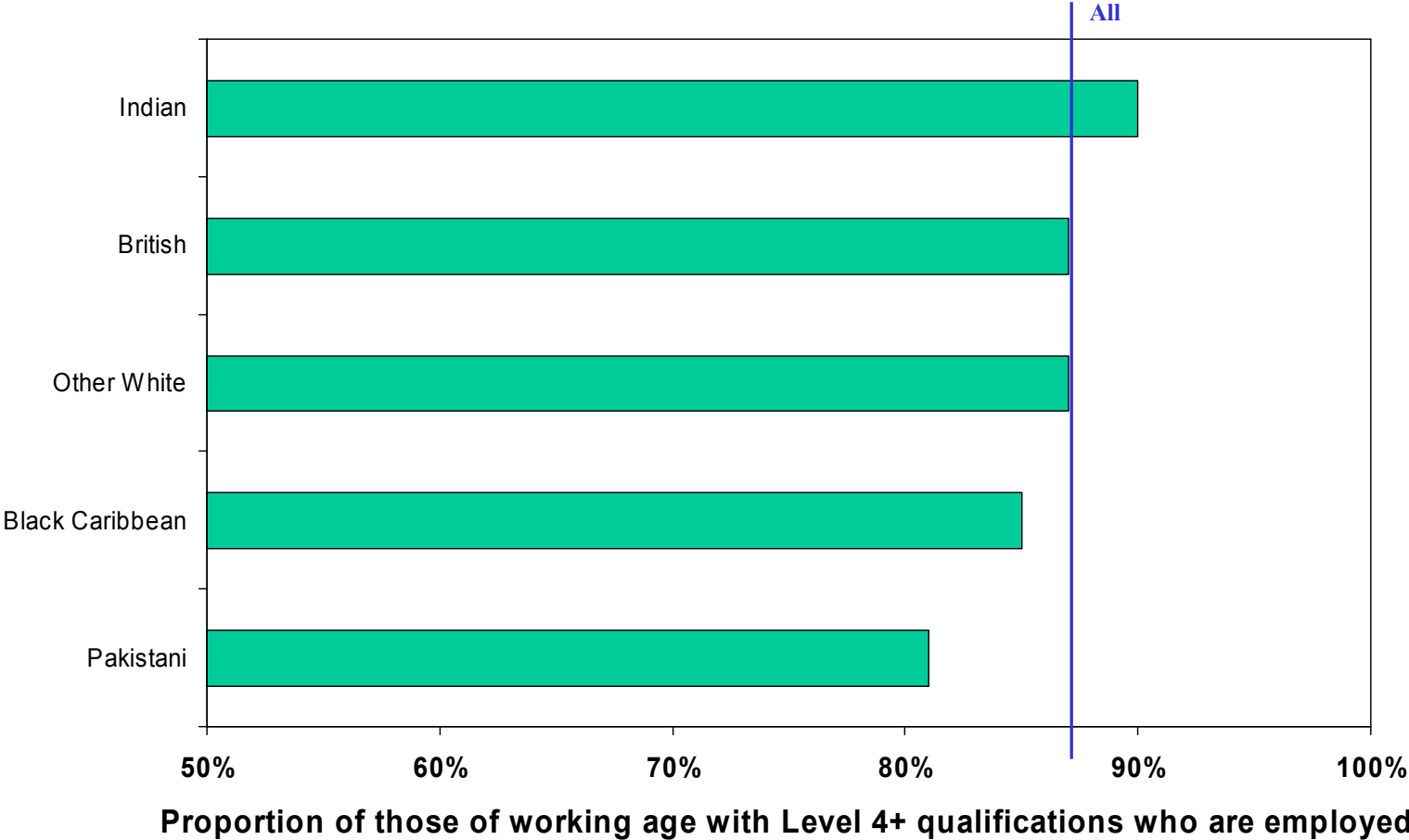
Employment rate by ethnicity in West Midlands



Even when well qualified minority ethnic groups have lower rates of employment



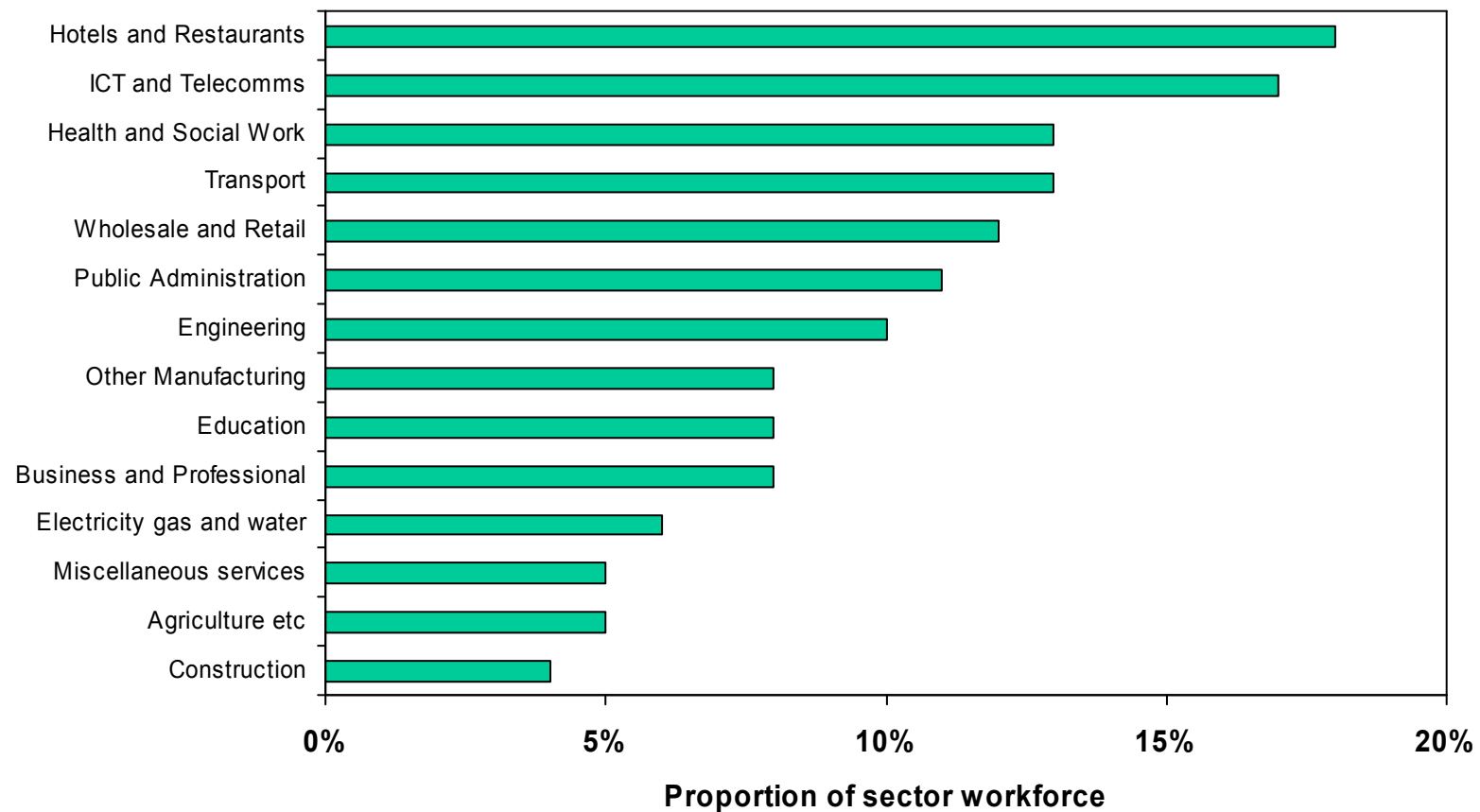
Employment rate by ethnicity of those with Level 4+ qualifications: West Midlands



Employment of non-white groups is concentrated within certain industries



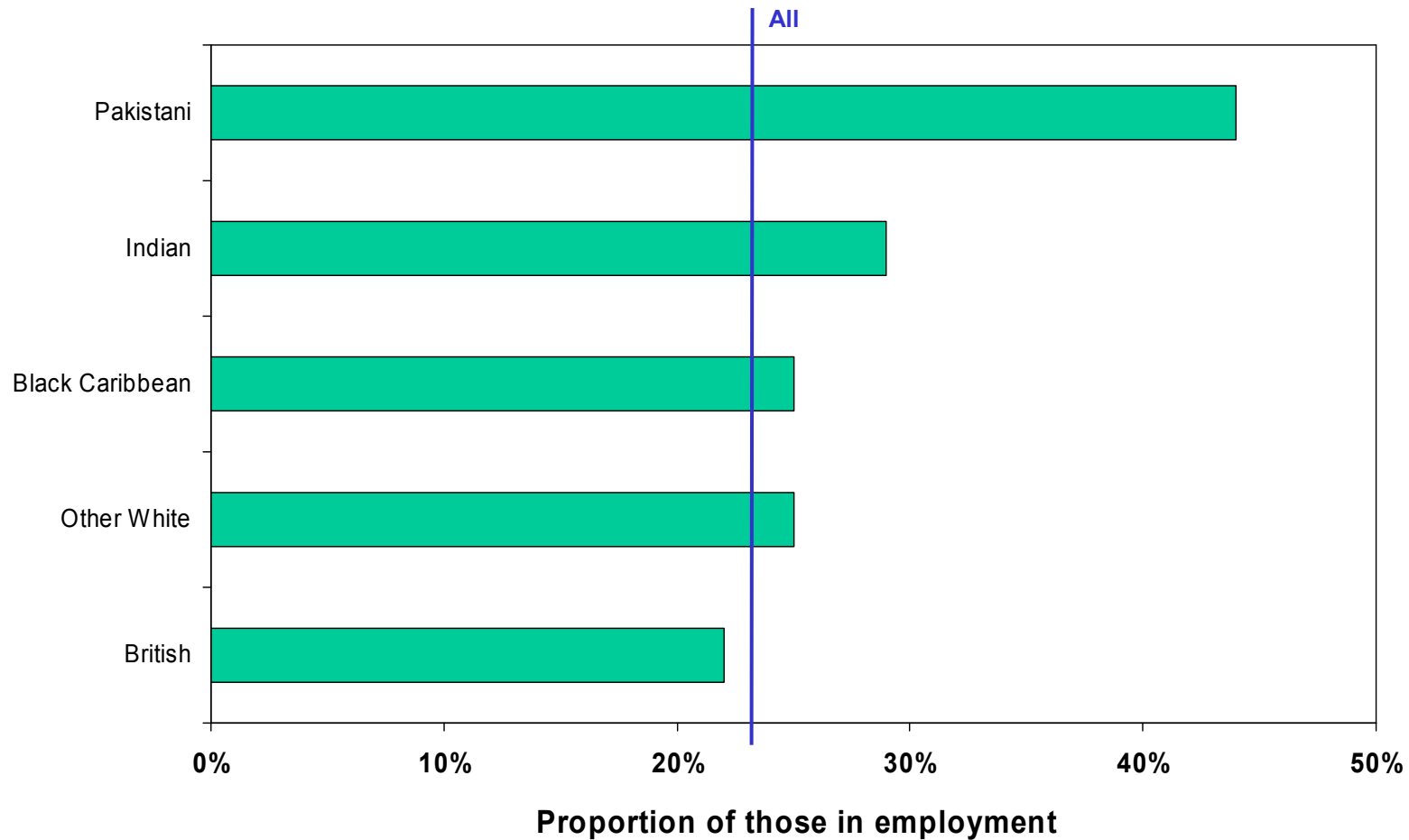
Proportion of sector workforce that is non-white



When employed, minority ethnic groups likely to be engaged in lower level occupations



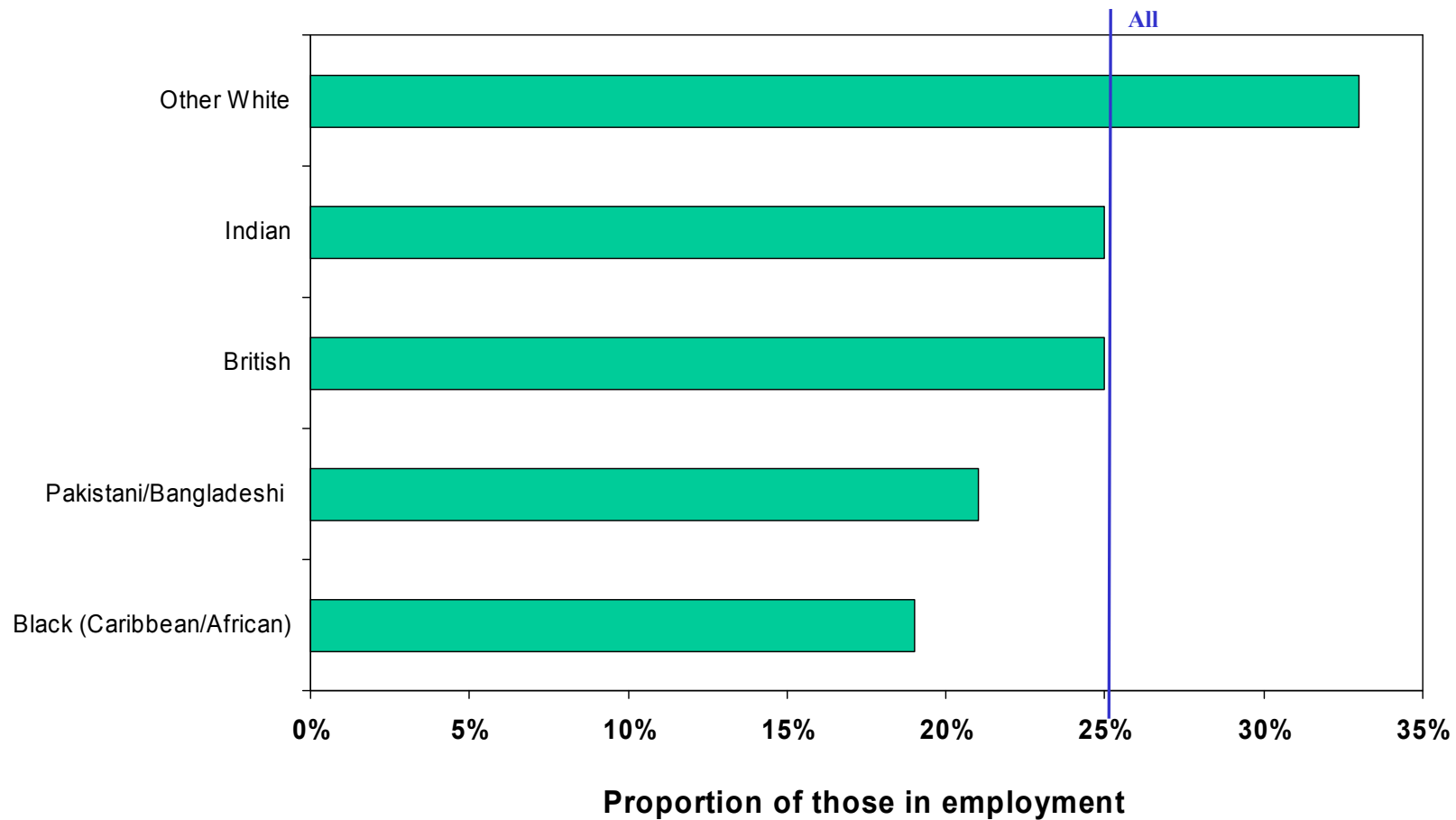
Proportion of those in employment who work in elementary or operative occupations (WM)



Key ethnic groups are less likely to be employed in higher level occupations



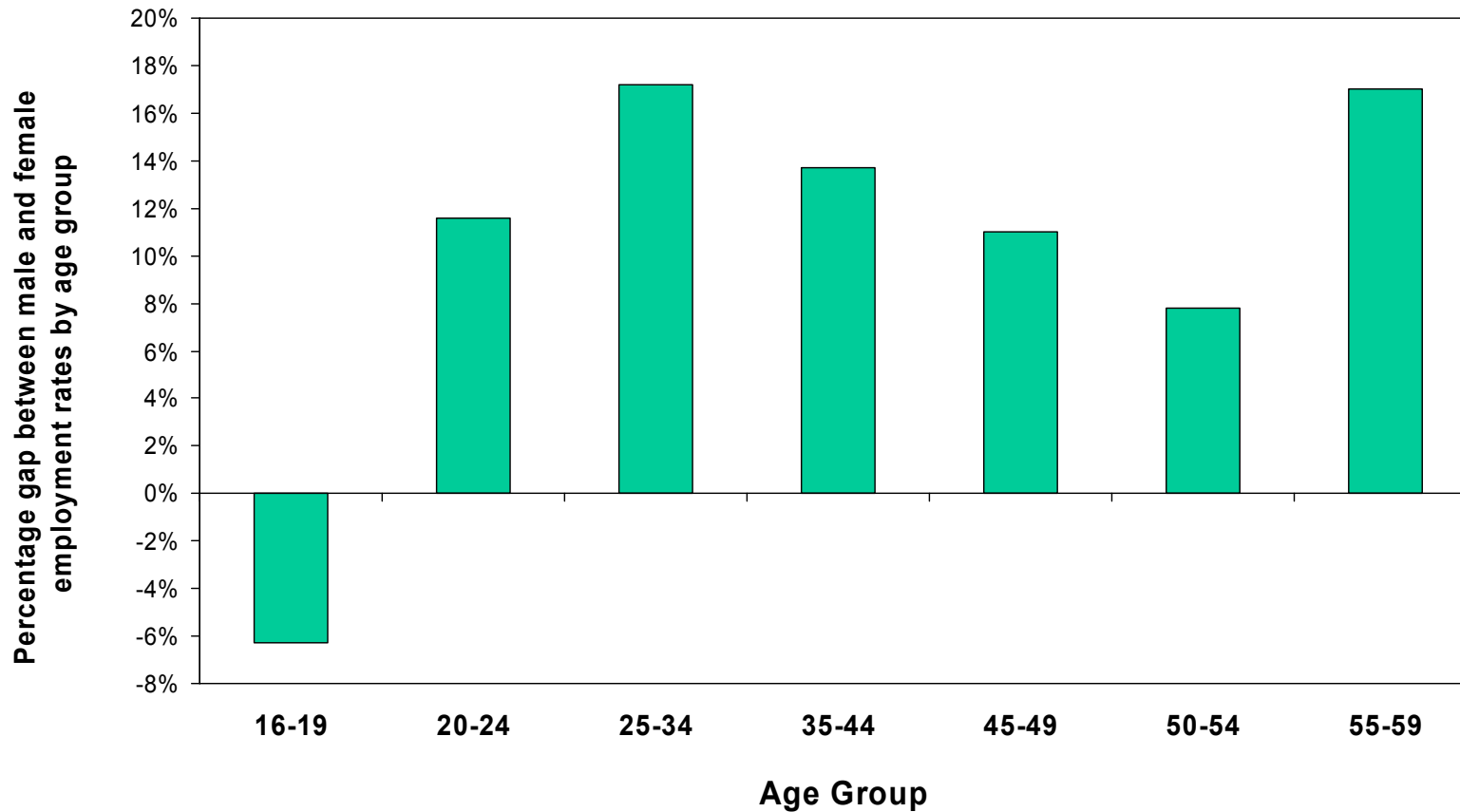
Proportion of those in employment who work in managerial or professional occupations (WM)



Many women are not returning to the workforce



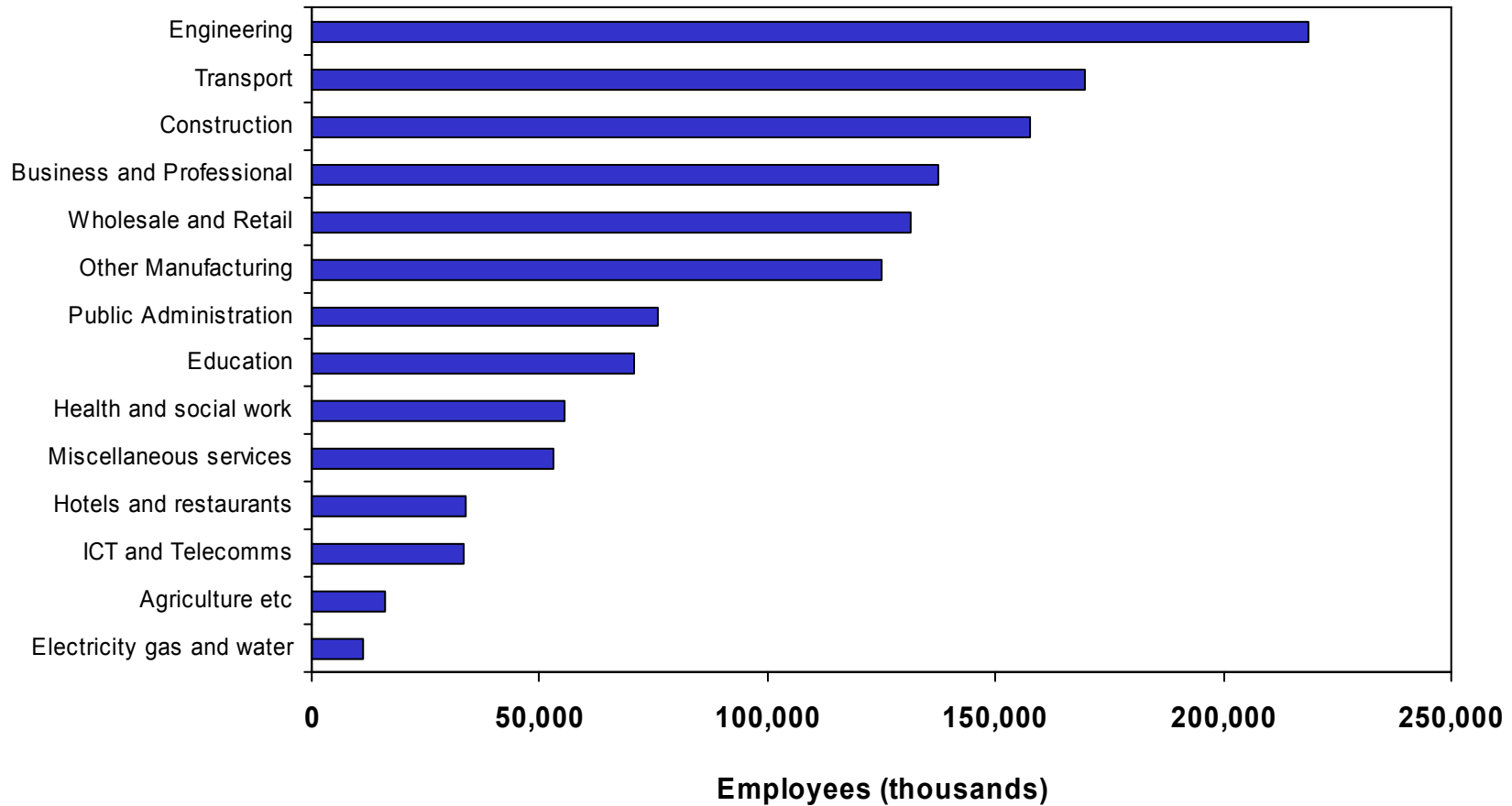
Gap between male and female employment rates in West Midlands



Several industries still have a gender imbalance in their workforce



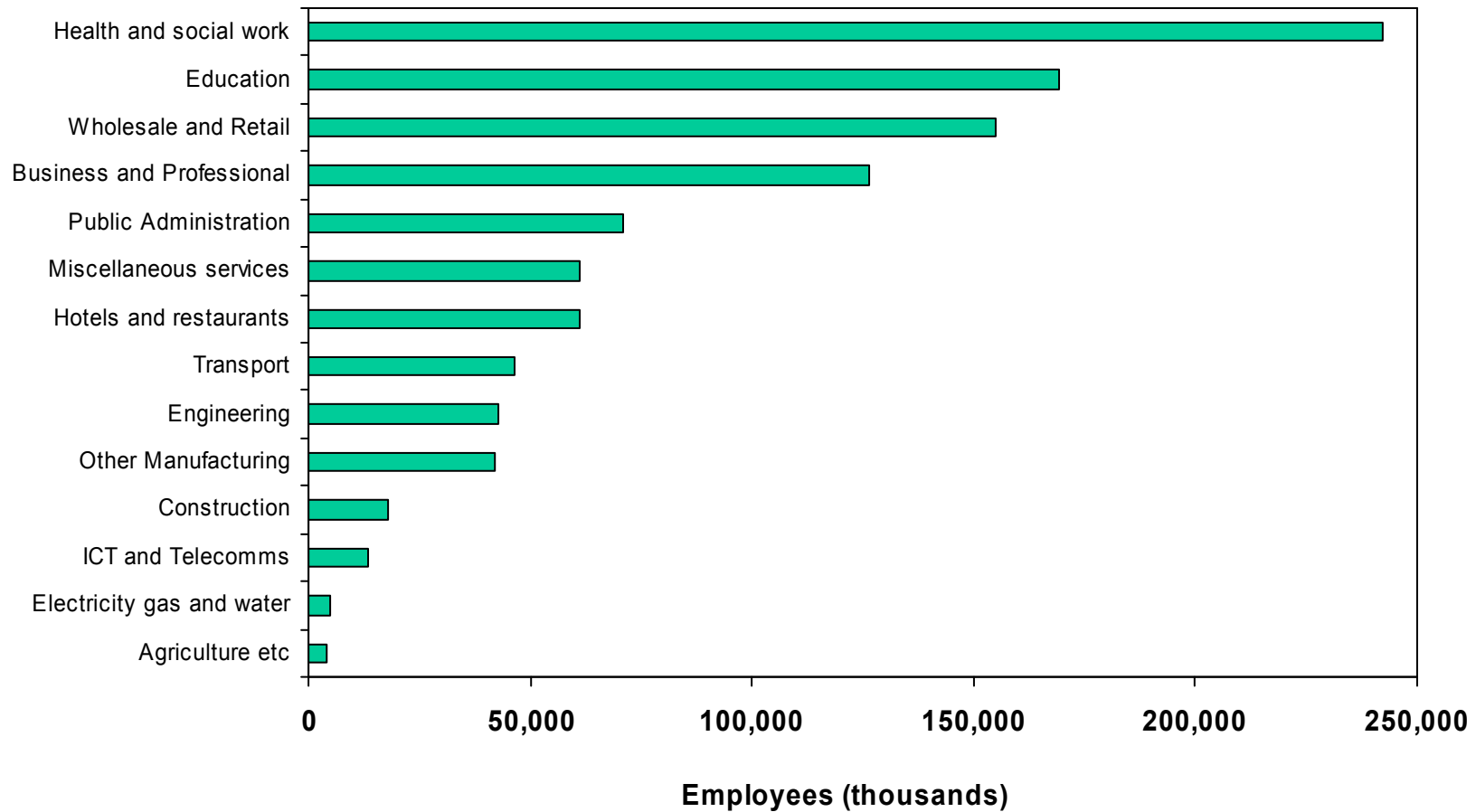
Regional employment of working age males, West Midlands



Several industries still have a gender imbalance in their workforce



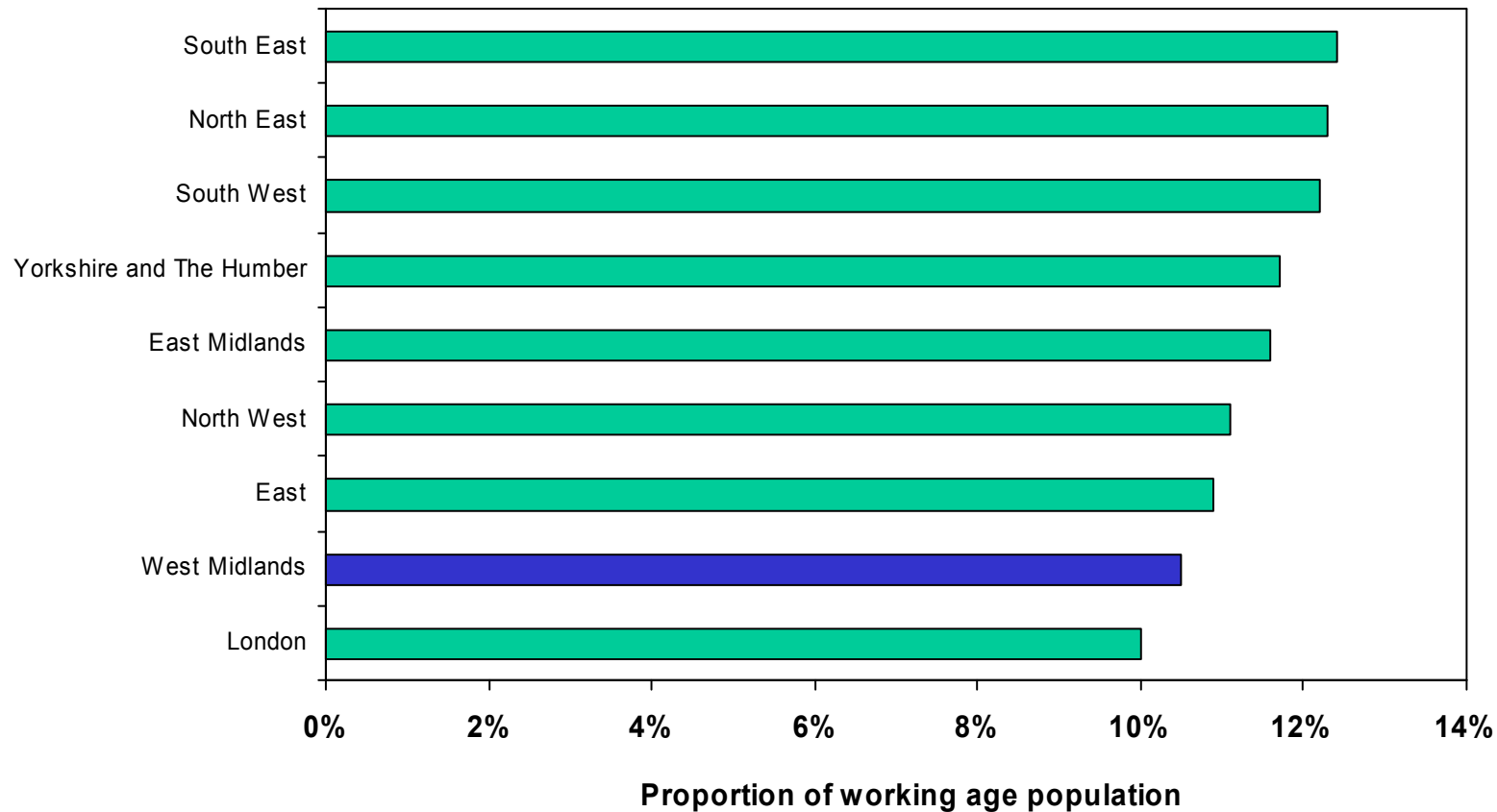
Regional employment of working age females, West Midlands



The Region has second lowest level of participation in vocational training



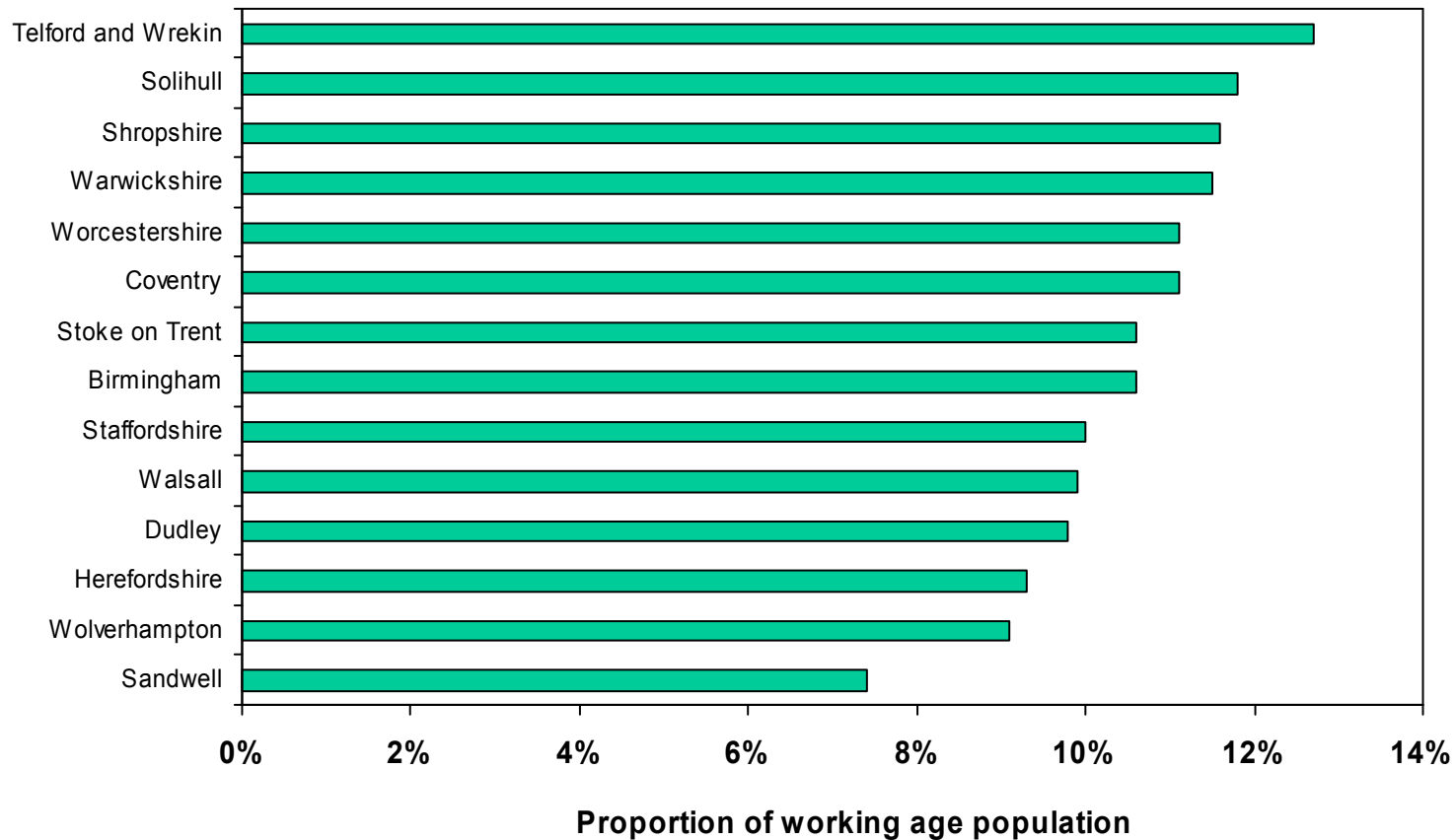
Proportion of work age population receiving work-related training in past 4 weeks



Participation in training is uneven across the Region



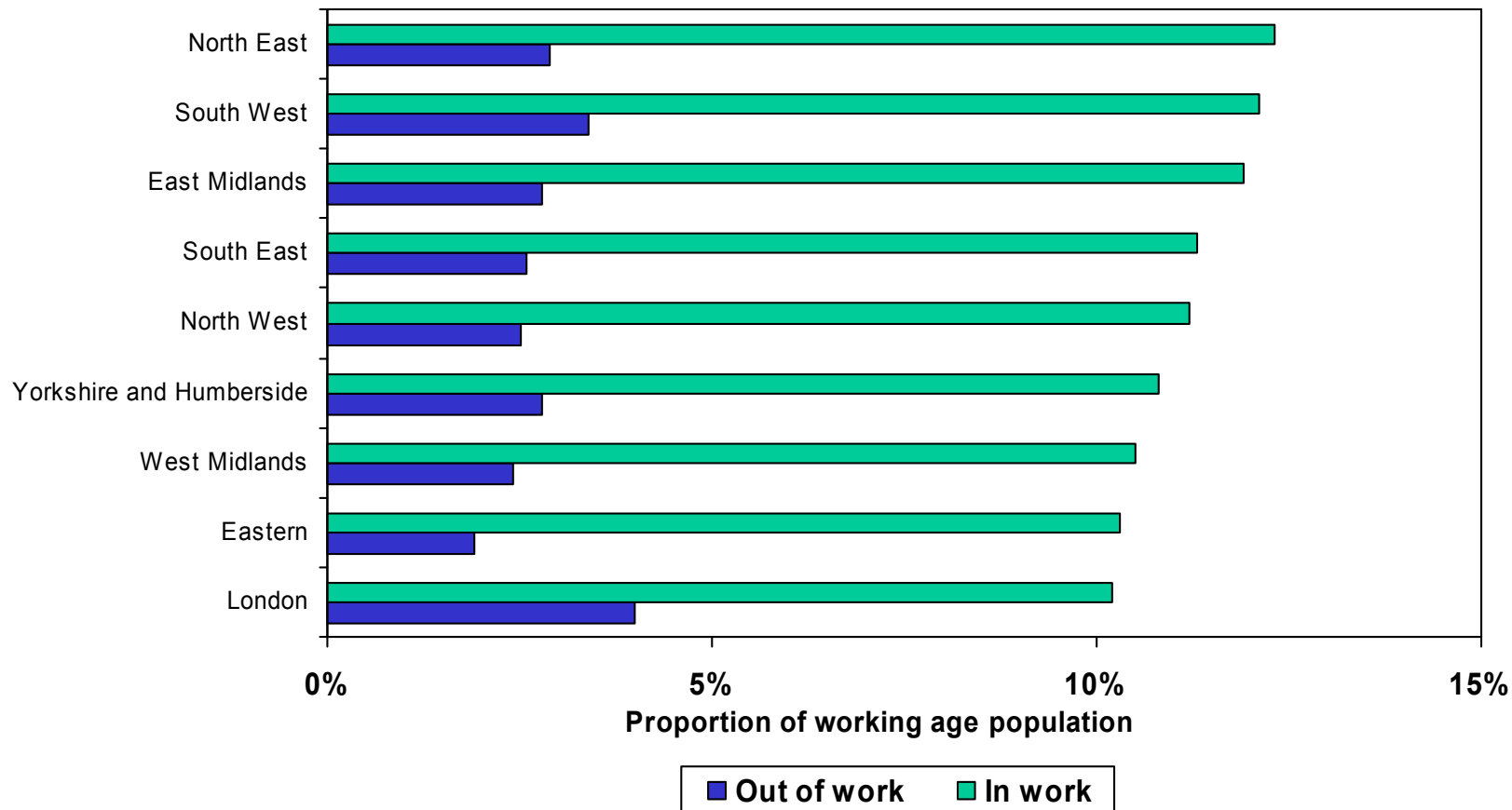
Proportion of work age population receiving work-related training in past 4 weeks



Low rates of training for those both in and out of work



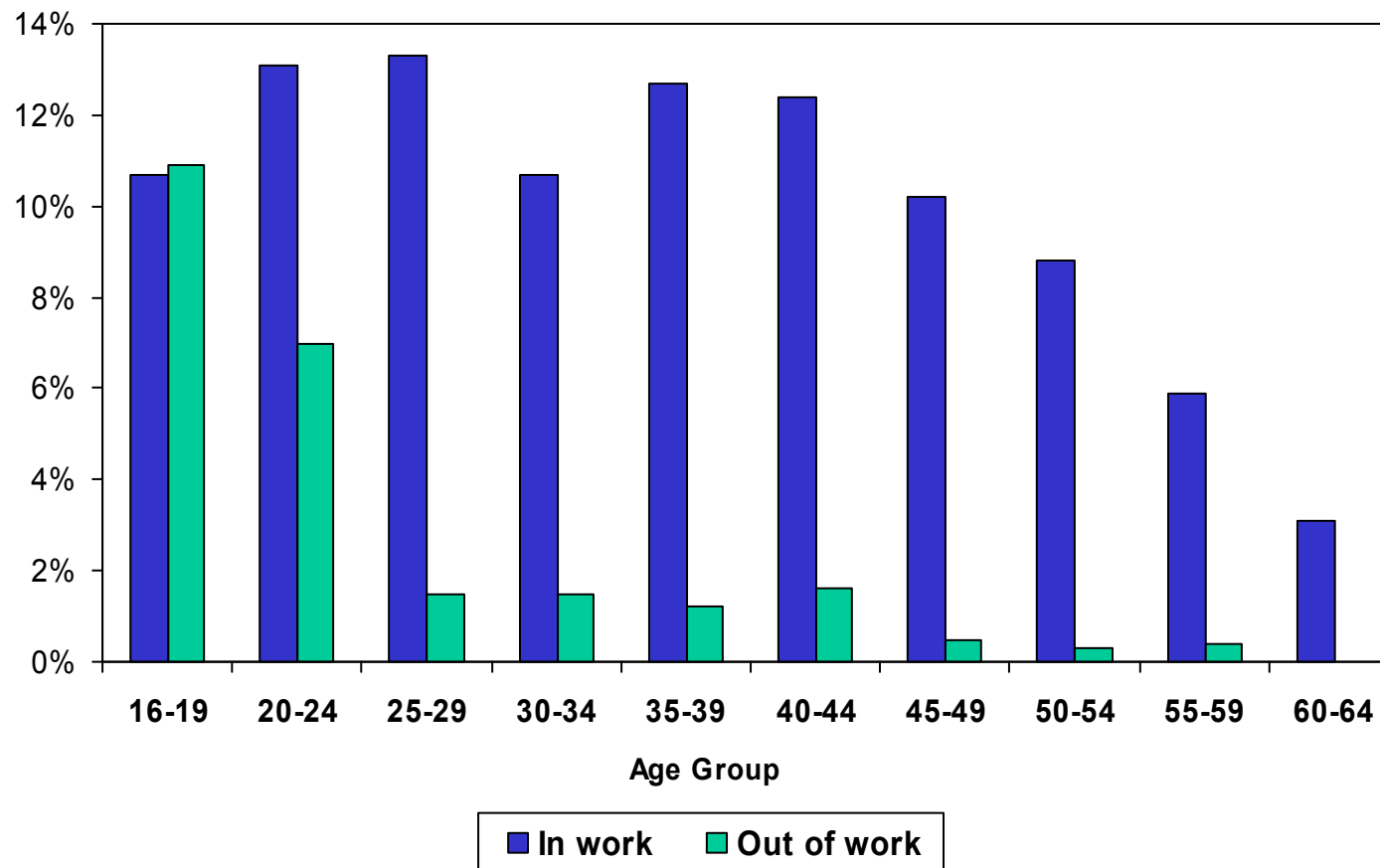
Proportion of work age population receiving work-related training in past 4 weeks



Those in work and younger people are far more likely to undertake training



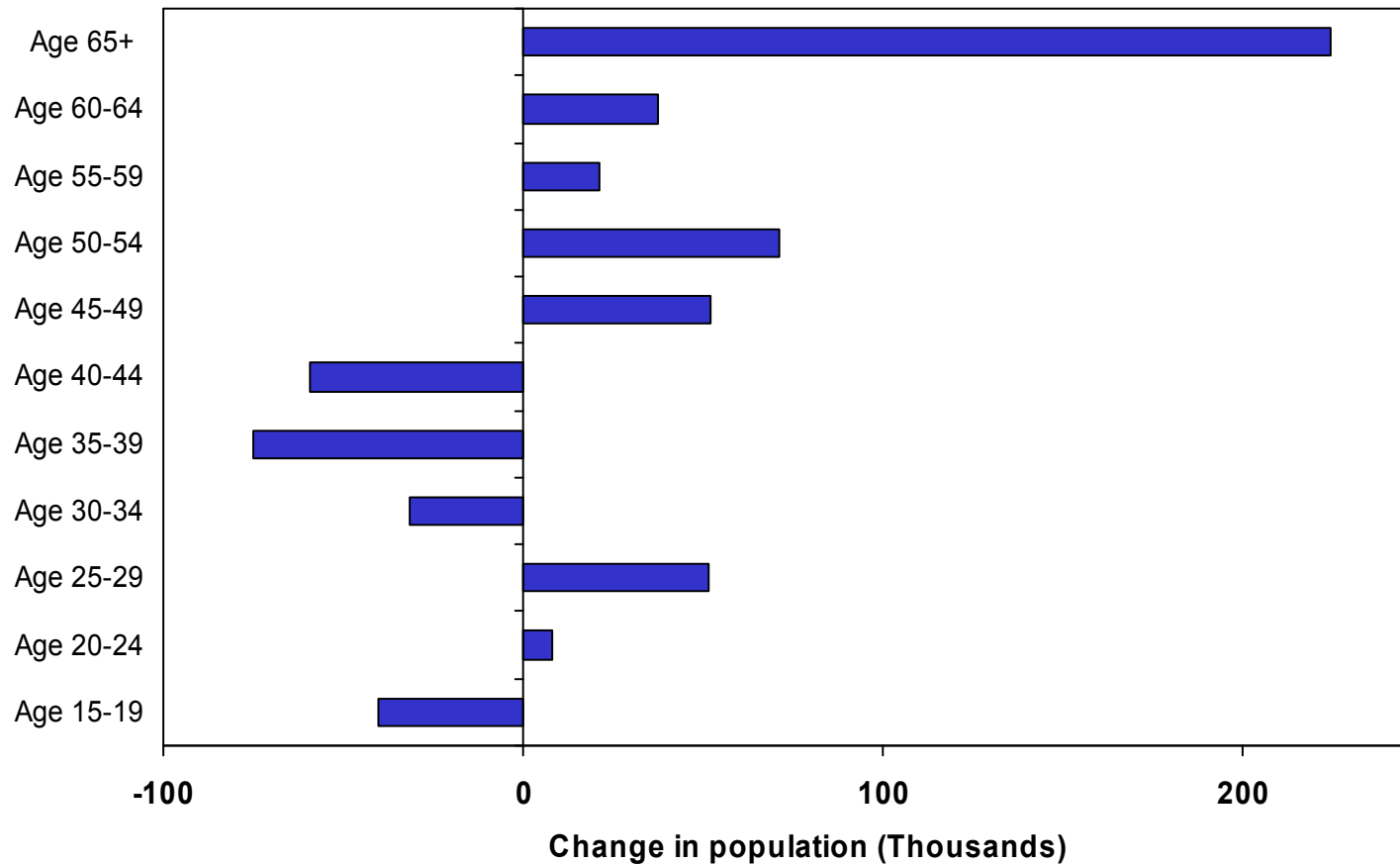
Proportion of those of working age receiving work-related training* in past 4 weeks



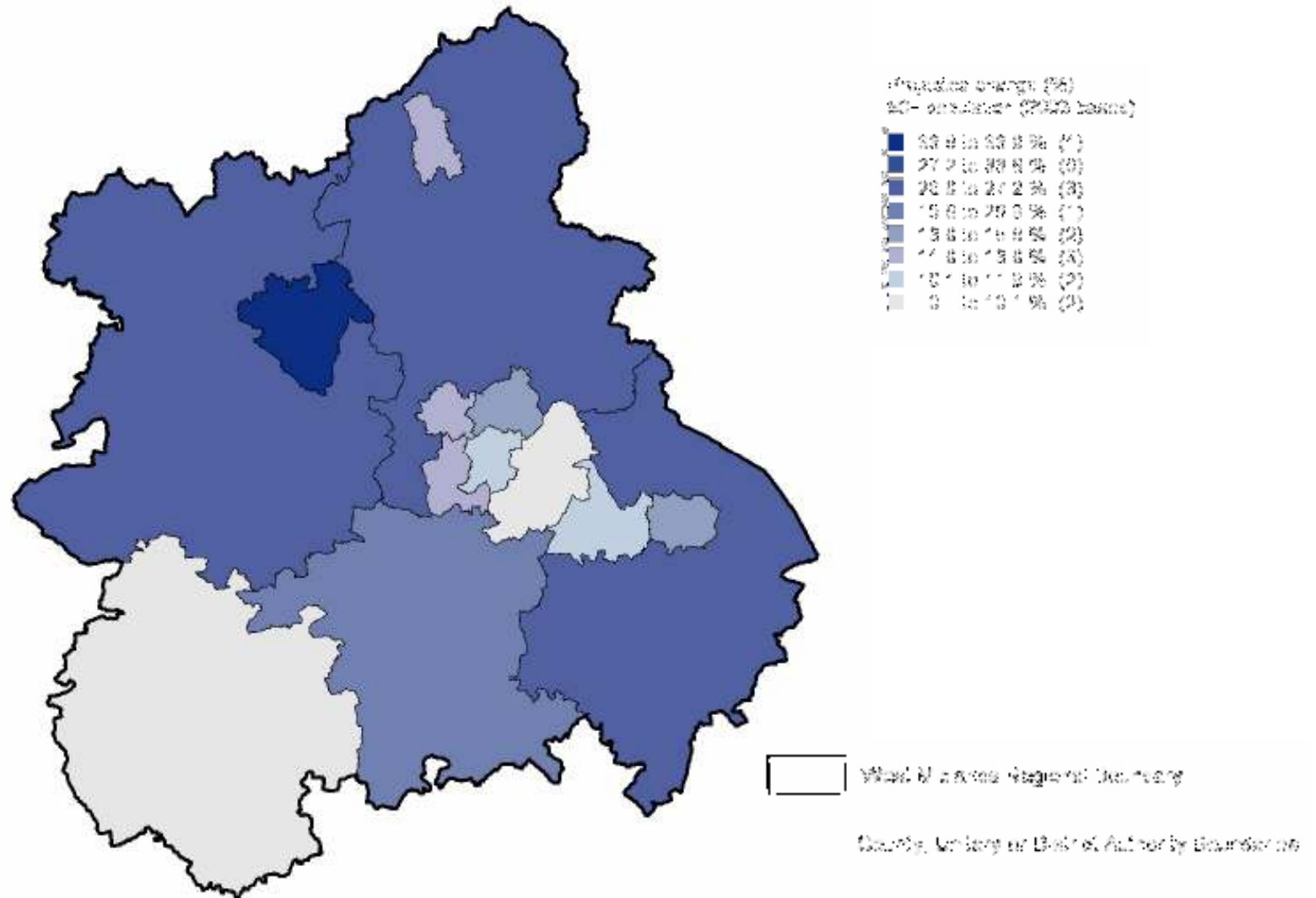
The Region has an ageing population



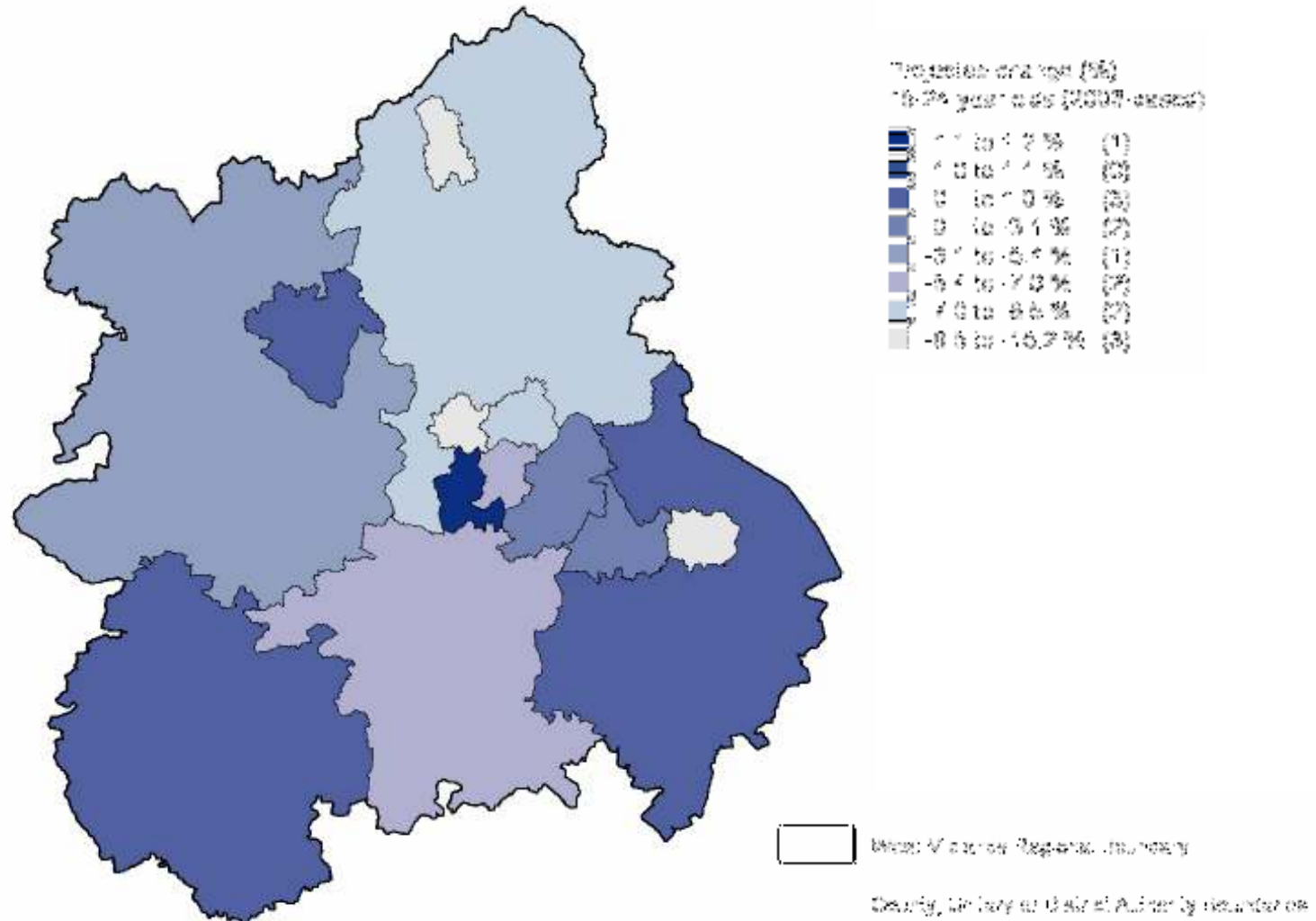
Change in population by age group in West Midlands 2003-2018



Projected change in population aged 50+ between 2003-2018



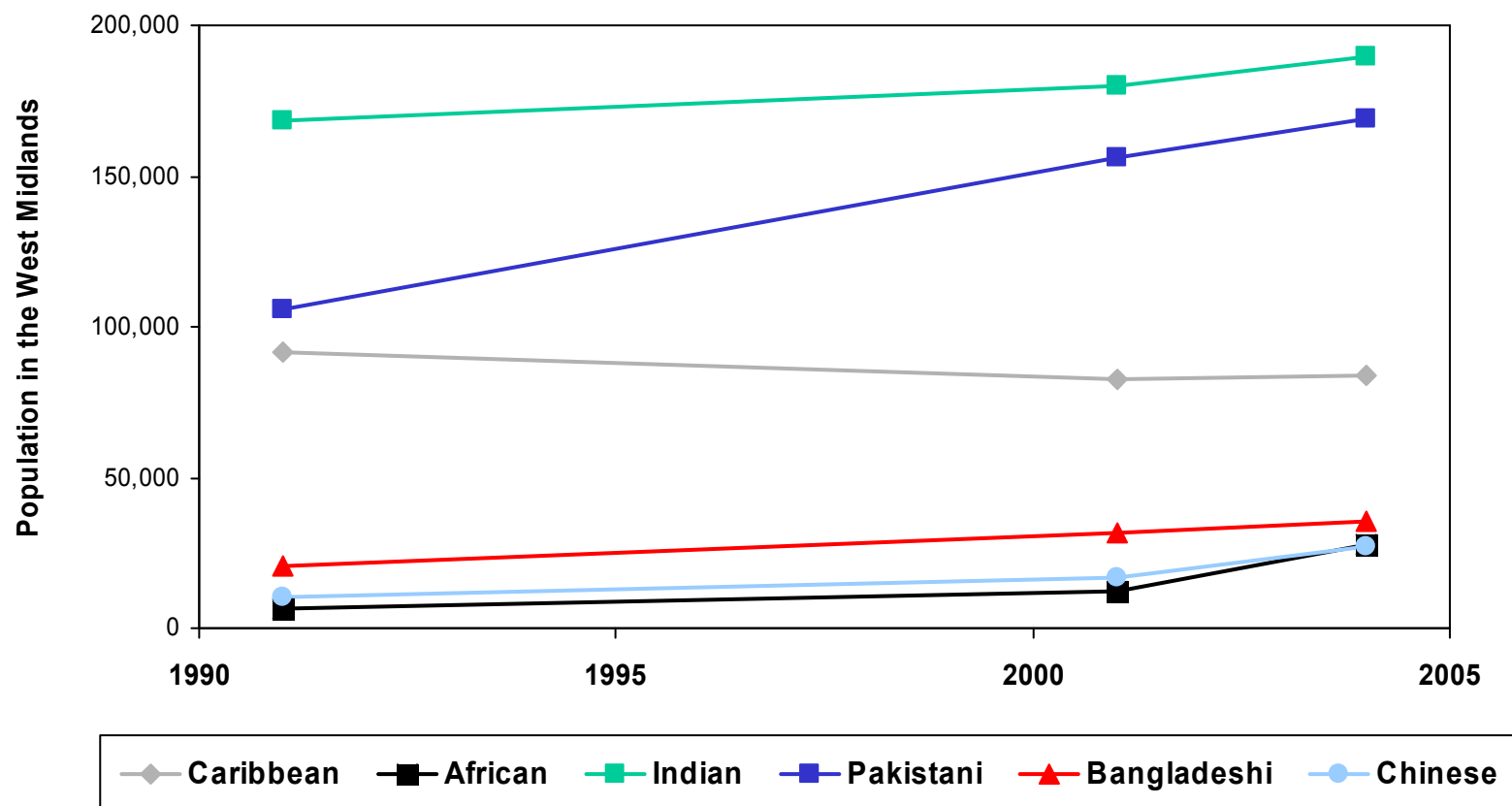
Projected change in population aged 15-24 between 2003-2018



Some ethnic minority communities are experiencing rapid growth in population



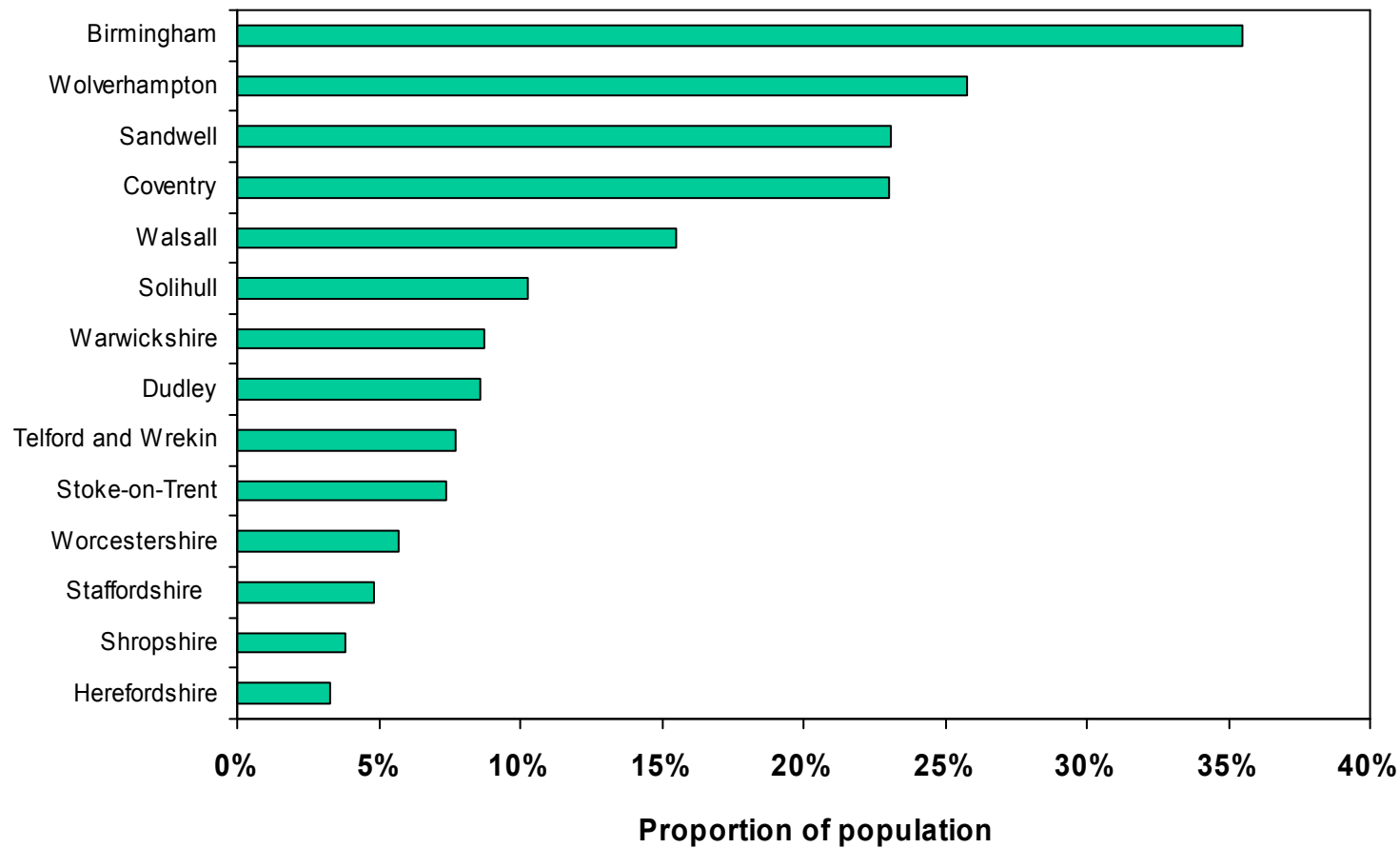
Change in population in the West Midlands by ethnic group



High proportions of populations in urban areas are from non-White British ethnic groups



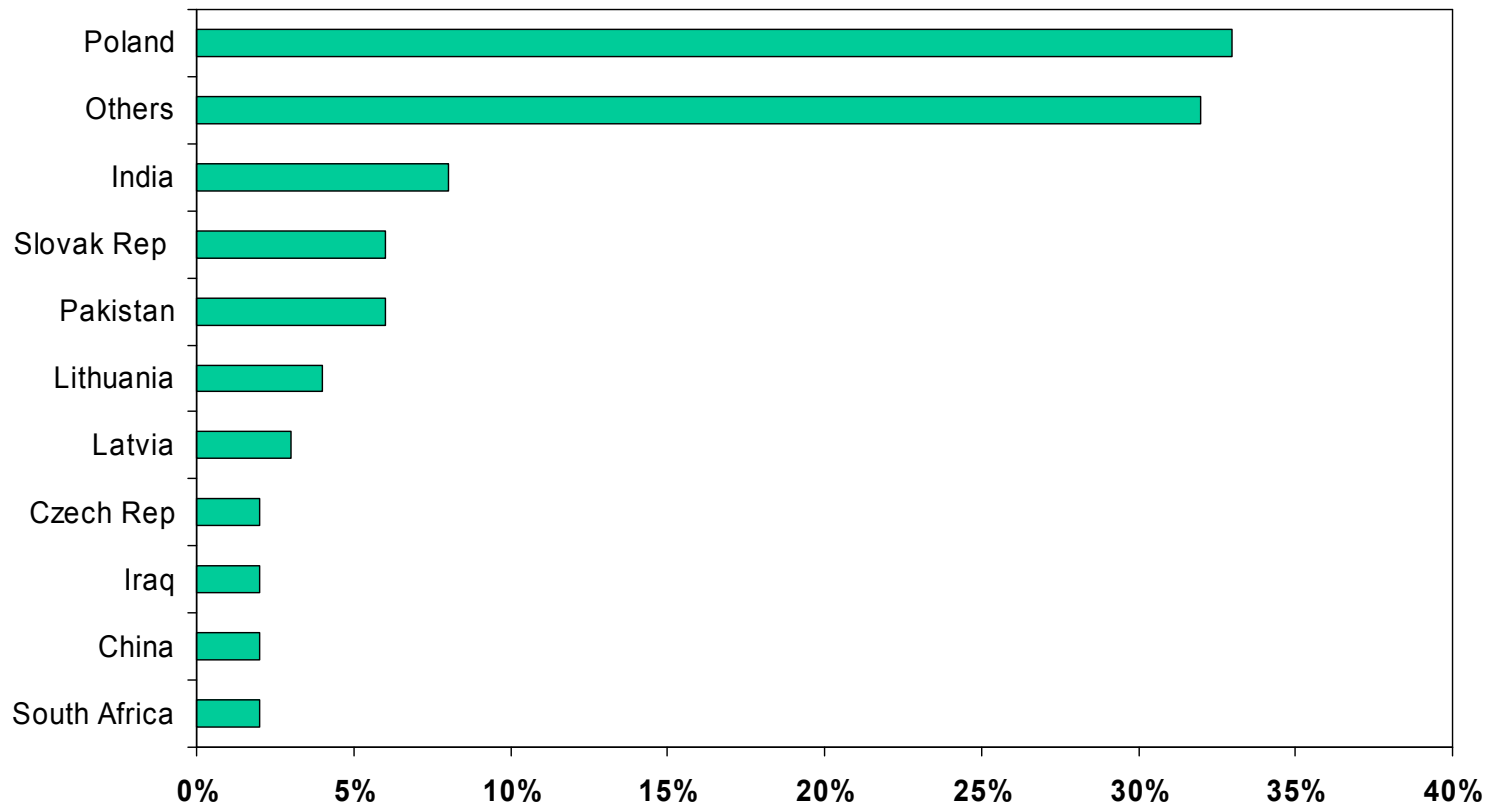
Proportion of population from an ethnic group other than White British, 2003



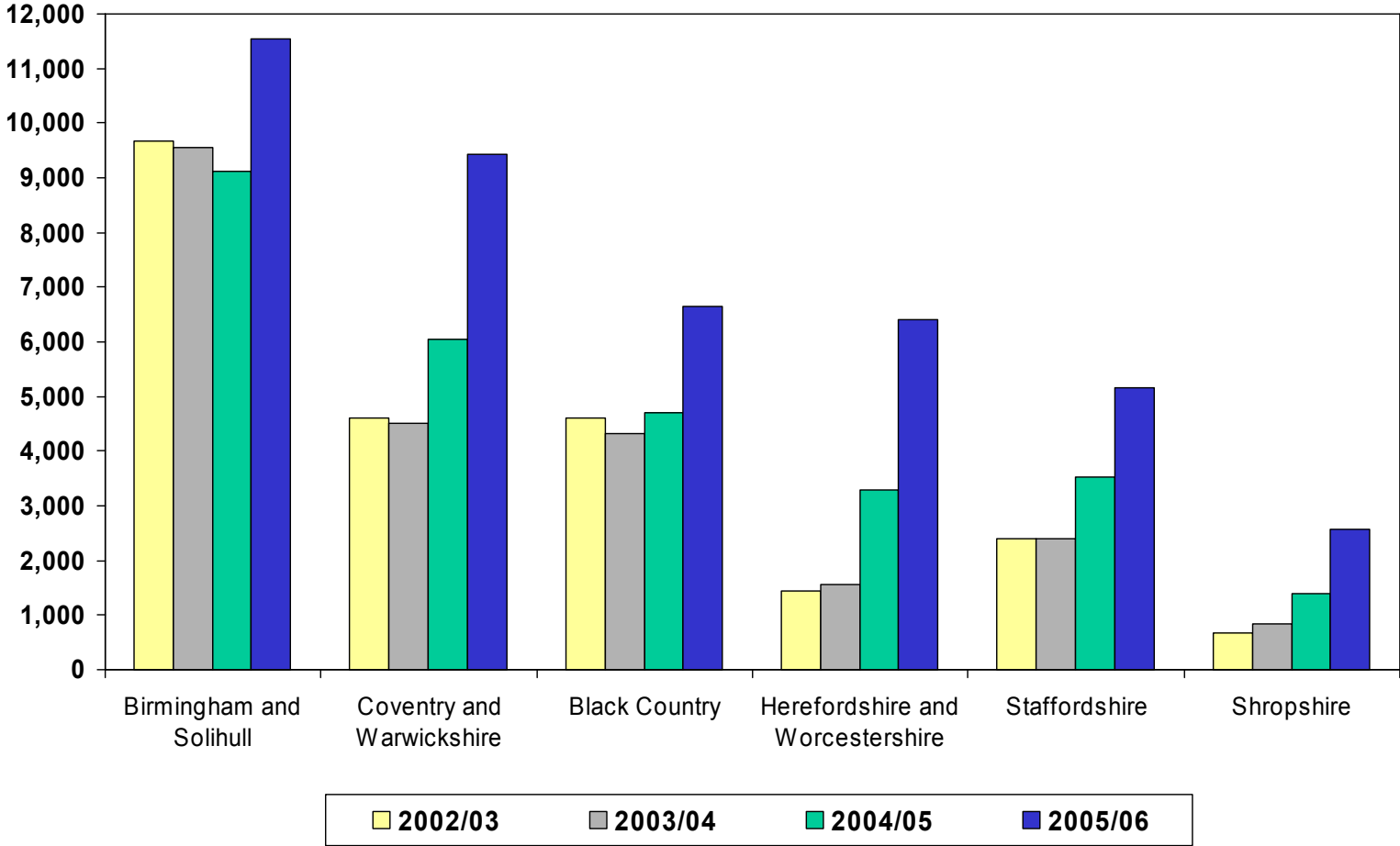
Polish Nationals account for a third of new migrant workers



WM National Insurance Registrations by country of origin, 2005/06



Growth in volume of migrant workers greatest in Herefordshire & Worcestershire



Source: National Insurance Number Registrations¹ of non-UK Nationals 2005/06

Numerous socio-economic factors affect participation in learning



Participation in learning by various socio-economic factors

