

QUALIFICATIONS IN BIRMINGHAM

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SECTION 1: INTRODUCTION

1.0 PURPOSE OF REPORT

Qualification levels are low in Birmingham, and this has an impact on the ability of residents to compete in the local labour market.

This report has been written to increase understanding of the qualification levels and skills of Birmingham residents and explores both how Birmingham compares to other major cities and also how qualifications differ between groups and across neighbourhoods within the city.

If the city is to achieve its long term aspirations for its residents they will need to be appropriately skilled for the jobs available to them. A detailed knowledge of qualification levels, and which groups and areas have the lowest levels is essential for effective targeting both at a strategic level in the development of policy, and at an operational level in the design and implementation of mitigating actions.

1.1 BACKGROUND

The Office for National Statistics (ONS) provides official statistics on qualifications annually at a city level through the Annual Population Survey (APS). But the sample size is small, so detailed analysis is not possible.

However, the Census provides a once in 10 years opportunity to look in detail at qualification levels by factors such as age and ethnicity, and for small areas. Crucially it also allows us to look at combinations of factors, and it is this that really offers the opportunity to improve understanding of which groups and communities have particularly low qualification rates.

This report uses data from the 2001 and 2011 Census to look at qualifications in the city now and how they have changed in the last ten years. It also uses a range of other data sources to provide some brief insights into 'softer' skills, future skill needs and the skills gap in the city.

Note that data is variously derived from a range of Census tables, which can have slightly different cohorts of residents, and may require data manipulation to calculate working age population. So figures may vary slightly from table to table, although the overall message remains unchanged.

It is intended that the report will inform policy development, mitigating activities and the targeting of initiatives.

The Birmingham Skills Investment Plan was published in 2016 and sets out how the city Council and its partners will meet its ambitions of ensuring that its residents are able to access the growing number of jobs in the city now and in the future. The Plan can be downloaded from the link below.

<http://www.bhampolicycommunity.org.uk/wp-content/uploads/2014/11/Birmingham-Skills-Investment-Plan-web-1.pdf>.

Much of the report is based on NVQ levels, which are defined as follows:

Level 1: 1-4 O Levels/CSE/GCSEs (any grades), Entry Level, Foundation Diploma, NVQ Level 1, Foundation GNVQ, Basic/Essential Skills;

Level 2: 5+ O Level (Passes)/CSEs (Grade 1)/GCSEs (Grades A*-C), School Certificate, 1 A Level/ 2-3 AS Levels/VCEs, Intermediate/Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma;

Level 3: 2+ A Levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression/Advanced Diploma, Welsh Baccalaureate Advanced Diploma, NVQ Level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma;

Level 4 and above: Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI), Professional qualifications (for example teaching, nursing, accountancy);

Other qualifications: Vocational/Work-related Qualifications, Foreign Qualifications (not stated/level unknown).

1.2 STRUCTURE OF THE REPORT

The report is divided into 7 sections.

Section 1 (this section) provides an introduction to the report.

Section 2 provides an overview of qualification levels in the city and compares Birmingham to other core cities and neighbouring local authorities. It also looks at how skill levels have changed since 2001.

Section 3 explores qualification levels within the city by gender, age and ethnicity. It also looks at how qualifications vary by ward.

Section 4 looks at the relationship between qualifications and labour market status. It also explores the relationship between qualifications and earnings.

Section 5 looks at some non-NVQ skills, such as proficiency in English and the 'softer' skills required by employers.

Section 6 draws conclusions from the findings.

Section 7 brings together the Key Points from the report to form a summary of the main findings.

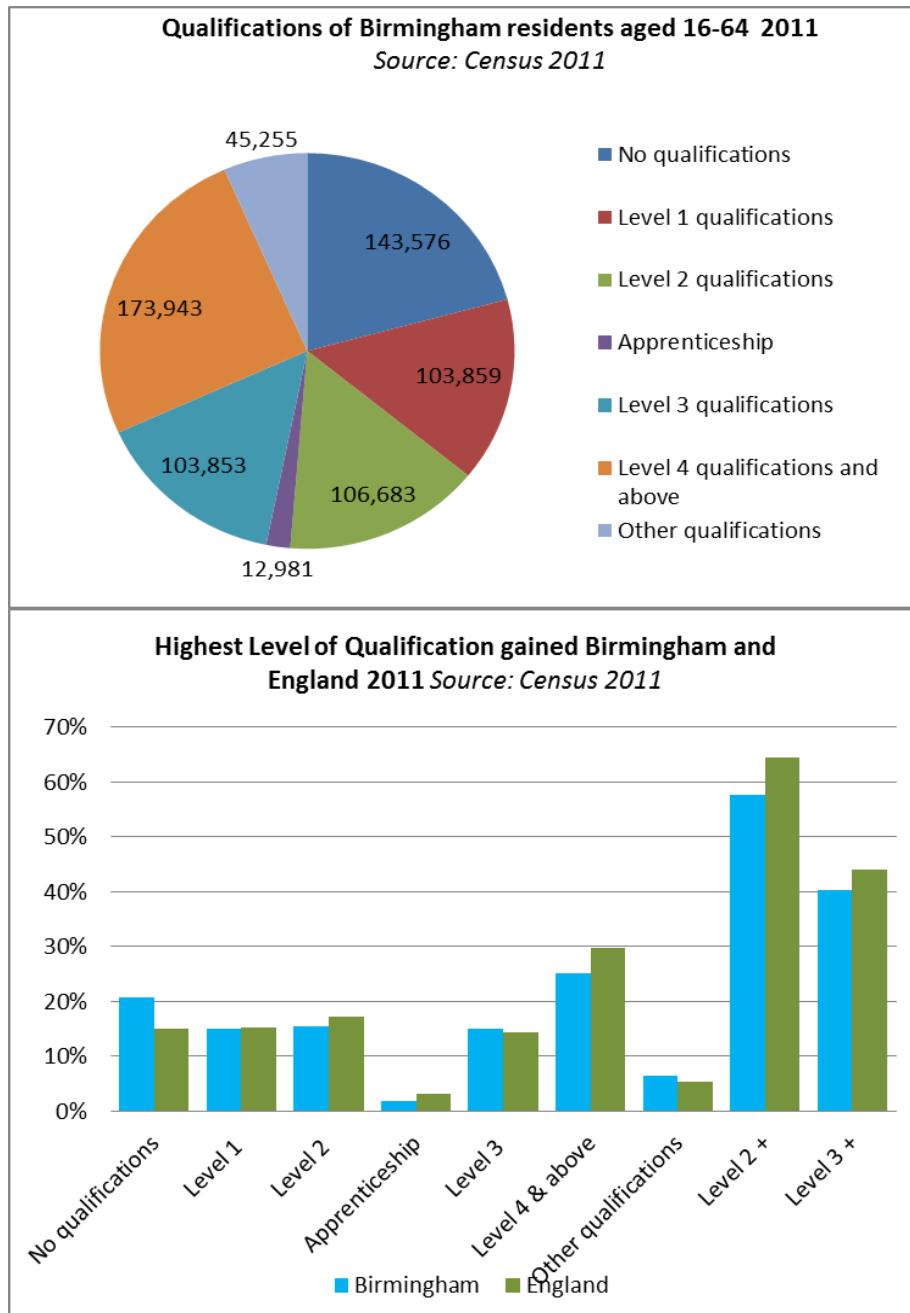
The **Appendix** contains a number of data tables from the Census. Some tables include a ward and constituency breakdown.

SECTION 2: BIRMINGHAM COMPARED TO OTHER AREAS

2.0 INTRODUCTION

This section uses data from the 2011 Census to provide an overview of qualification levels in the city. It also compares residents' qualifications with those of other English core cities¹ and selected neighbouring authorities. Finally it assesses how qualification levels have changed over the last 10 years.

2.1 OVERVIEW OF QUALIFICATIONS IN BIRMINGHAM



¹ Birmingham, Bristol, Leeds, Liverpool, Manchester, Newcastle-upon-Tyne, Nottingham, Sheffield

143,576 residents in the city aged 16-64 have no qualifications. This equates to 21% of the working age population, well above the England average of 15%.

The proportion with Level 1 only (15%) and Level 2 (15%) only are broadly similar to that for England. However the proportion with Level 2+ (58%) and Level 3+ (40%) are below the England average of 64% and 44% respectively. Only 25% are qualified to degree level or above (Level 4+) compared to 30% in England². The proportion with 'other' qualifications (7%) is above the national average, and is likely, at least in part, to be influenced by the large proportion of residents who were born overseas.

2.2 COMPARISON TO ENGLISH CORE CITIES

Birmingham has the highest proportion of residents with no qualifications of all the English Core Cities. It also has the lowest proportion qualified to Level 2+ and Level 3 (see Charts on page 6). Birmingham has the third lowest proportion of residents qualified to Level 4+ after Nottingham and Liverpool.

These low skill levels mean that it can be harder for Birmingham to compete with other major cities for jobs and inward investment.

2.3 COMPARISON TO SELECTED NEIGHBOURING LOCAL AUTHORITIES

The charts on page 7 show that Birmingham's qualification levels are higher than all the Black Country authorities at all levels (apart from Dudley for no qualifications and Level 2+). However, qualification levels are lower than in Solihull and Coventry. Birmingham performs slightly better than the Greater Birmingham & Solihull Local Enterprise Partnership (GBSLEP)³, excluding Solihull and Birmingham, at all levels apart from level 3+.

While it could be considered encouraging that the city's residents are better qualified than some neighbouring authorities, the low skill levels in the Black Country and the remainder of the LEP will also impact on Birmingham's competitiveness, as residents from these authorities form part of the city's workforce, and will influence the city's offer and attractiveness to inward investors.

A data table, comparing Birmingham to other Core Cities and neighbouring authorities in 2011 can be found in the Appendix Table A1.

2.4 QUALIFICATIONS AND COMMUTING

The relatively low skill levels of the resident population leads to a significant proportion of jobs in the city being taken by in-commuters. A proportion of in-commuting is not

² Level 2+ is defined here as those with Apprenticeship, Level 2, Level 3, and Level 4+ qualifications
Level 3+ is defined here as those with Level 3, and Level 4+ qualifications

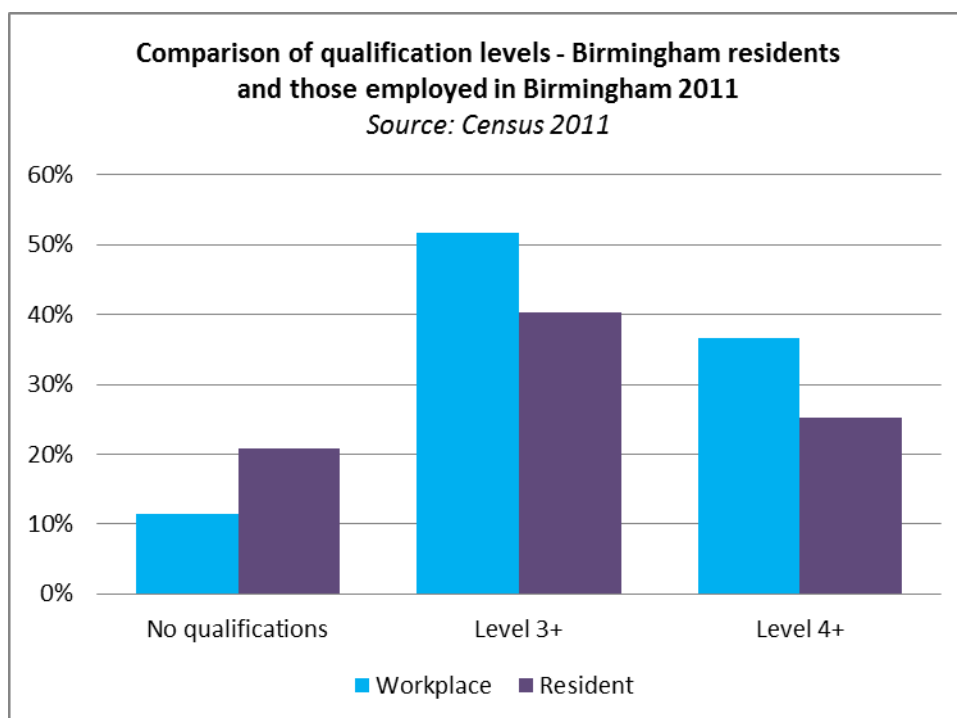
³ GBSLEP is comprised of: Birmingham, Bromsgrove, Cannock Chase, East Staffordshire, Lichfield, Redditch, Solihull, Tamworth and Wyre Forest local authorities.

unexpected given the city's economic pull within the region, but the level of commuting does also serve to illustrate that some residents may find it challenging to compete for jobs.

An analysis of the 2011 Census Origin and Destination data shows that 166,272 people commuted into Birmingham for work, equating to 36.4% of the total workforce of the city.

Just over 100,000 residents work outside the city, so the city is a net importer of around 66,000 workers, making it by far the largest provider of employment for non-residents of any area in the West Midlands.

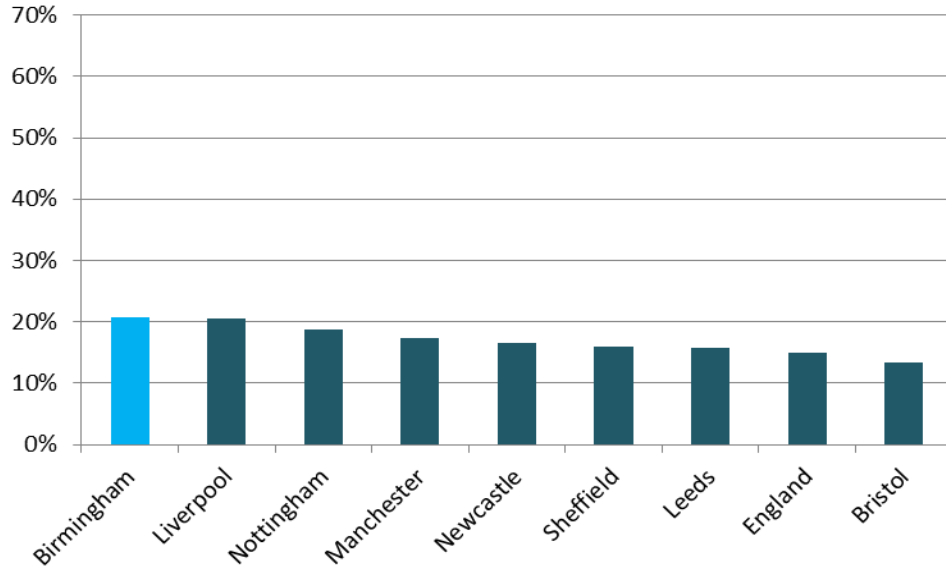
The census does not provide a breakdown of commuters by qualification, but a comparison of the city's workforce and residents shows that those who work in the city are better qualified than those who live there. Only 11 % of Birmingham workers have no qualifications compared to 21% of Birmingham working age residents. 52% of Birmingham workers are qualified to Level 3+ compared to 40% of residents. The Birmingham resident employment rate is low, and, as Section 4 explores in more detail, there is a strong link between labour market status and qualifications. If the qualification levels of those who are not in employment could be raised they would be better able to compete for jobs.



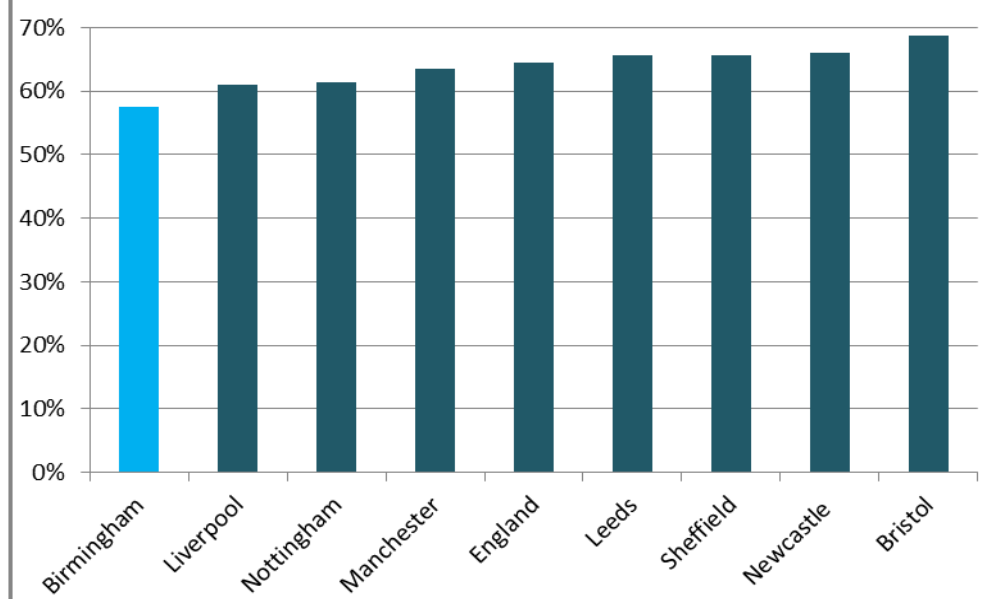
There is also a difference in the occupational mix of residents in employment and those who work in the city. 38% of employed residents were employed in higher level occupations compared to 42% of those employed in the city. In contrast, 13% of residents were employed in elementary occupations compared to 11% of those employed in the city. These are not huge differences, but do show that even employed residents are not able to take full advantage of the jobs on offer in the city.

This, in turn, impacts on earnings. The average gross weekly earnings for Birmingham residents in 2014 was £396.40 compared to £409.90 for those who work in the city (*ONS Annual Survey of Hours & Earnings 2014*).

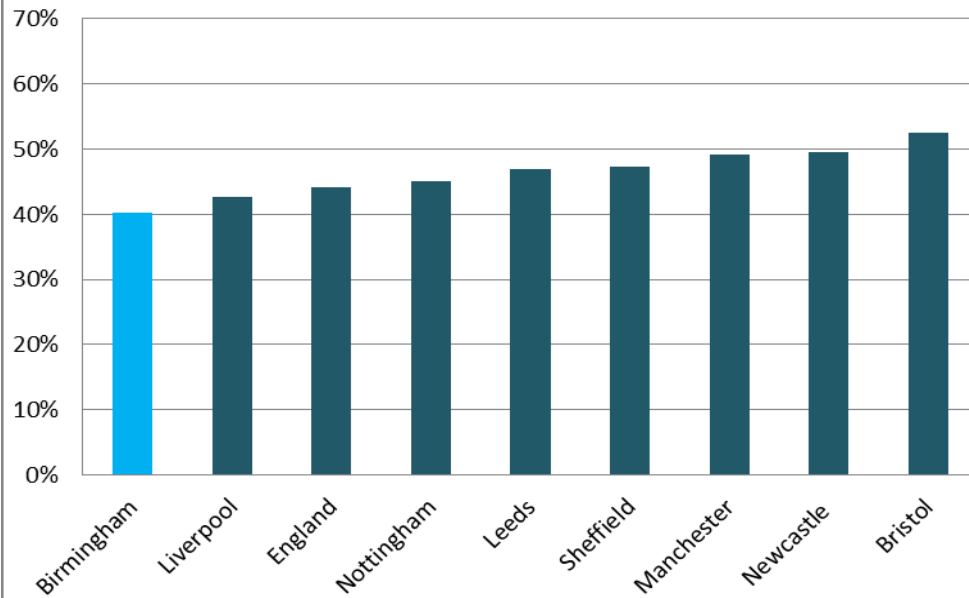
Proportion of the 16-64 population with no qualifications
English Core Cities 2011 Source: Census 2011



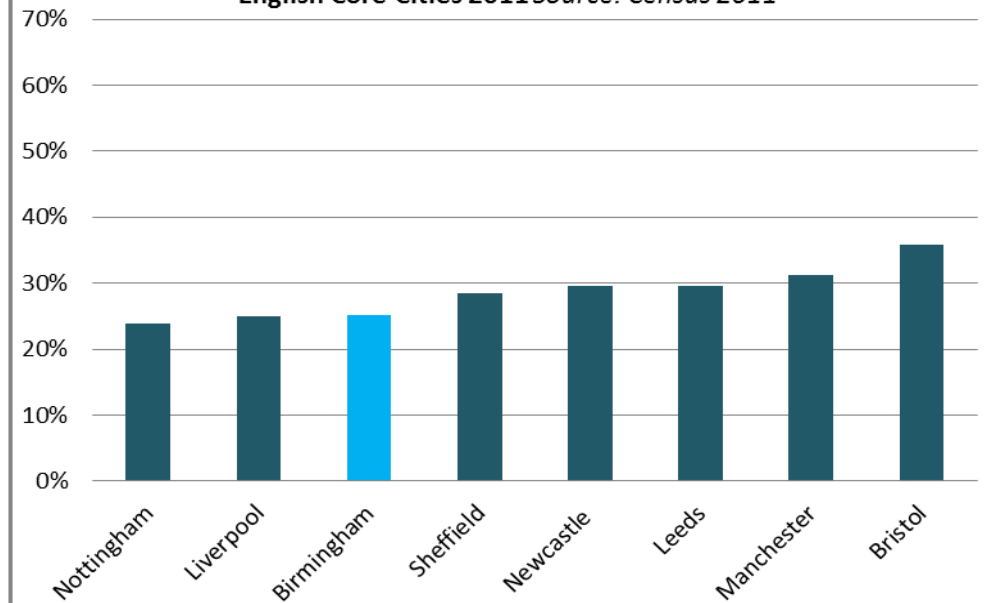
Proportion of the 16-64 population with Level 2+ qualifications
English Core Cities 2011 Source: Census 2011



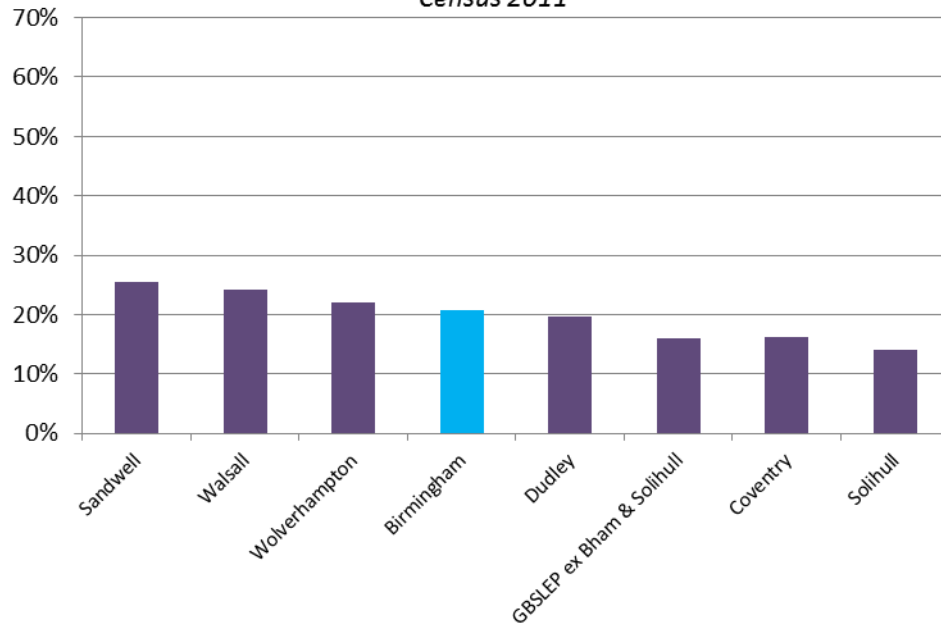
Proportion of the 16-64 population with Level 3+ English Core Cities 2011
Source: Census 2011



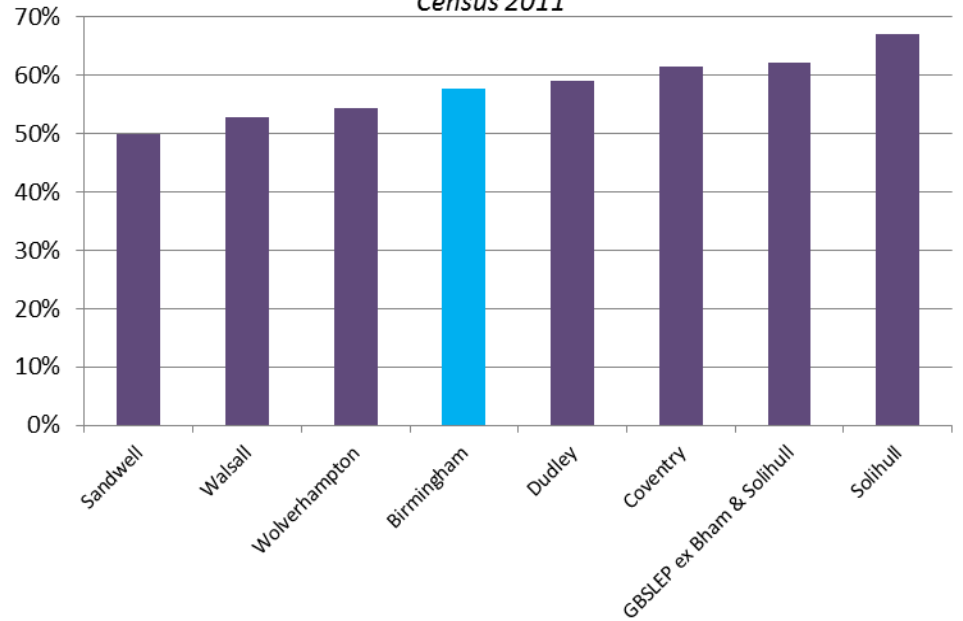
Proportion of the 16-64 population with Level 4+ qualifications
English Core Cities 2011 Source: Census 2011



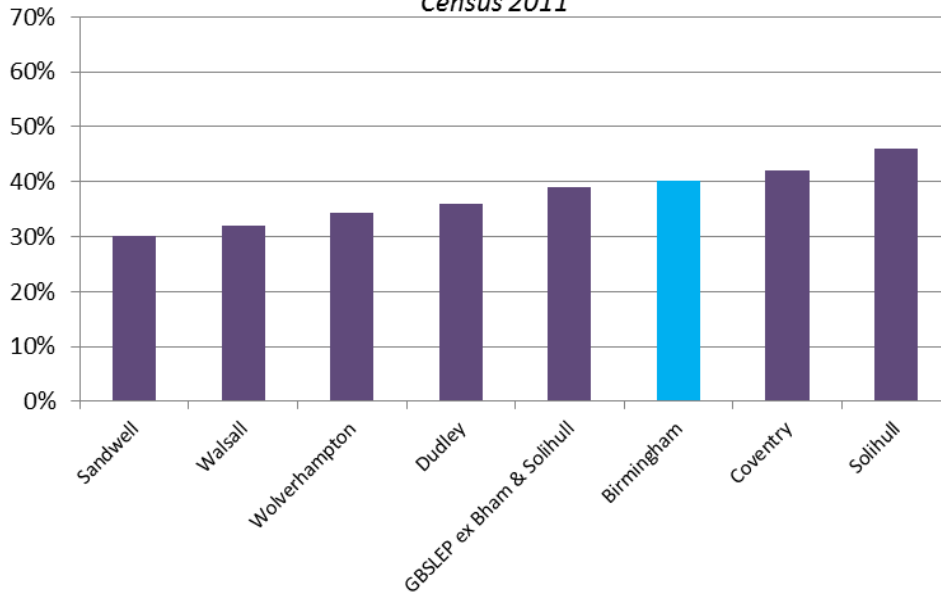
Proportion of the 16-64 population with no qualifications
Birmingham & selected neighbouring authorities 2011 *Source:*
Census 2011



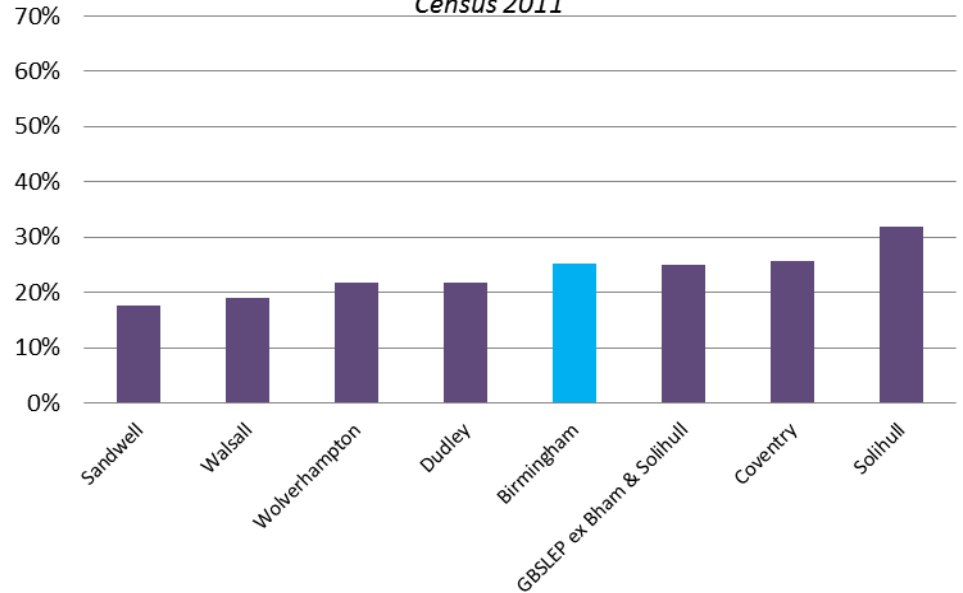
Proportion of the 16-64 population with Level 2+ qualifications
Birmingham & selected neighbouring authorities 2011 *Source:*
Census 2011



Proportion of the 16-64 population with Level 3+ qualifications
Birmingham & selected neighbouring authorities 2011 *Source:*
Census 2011

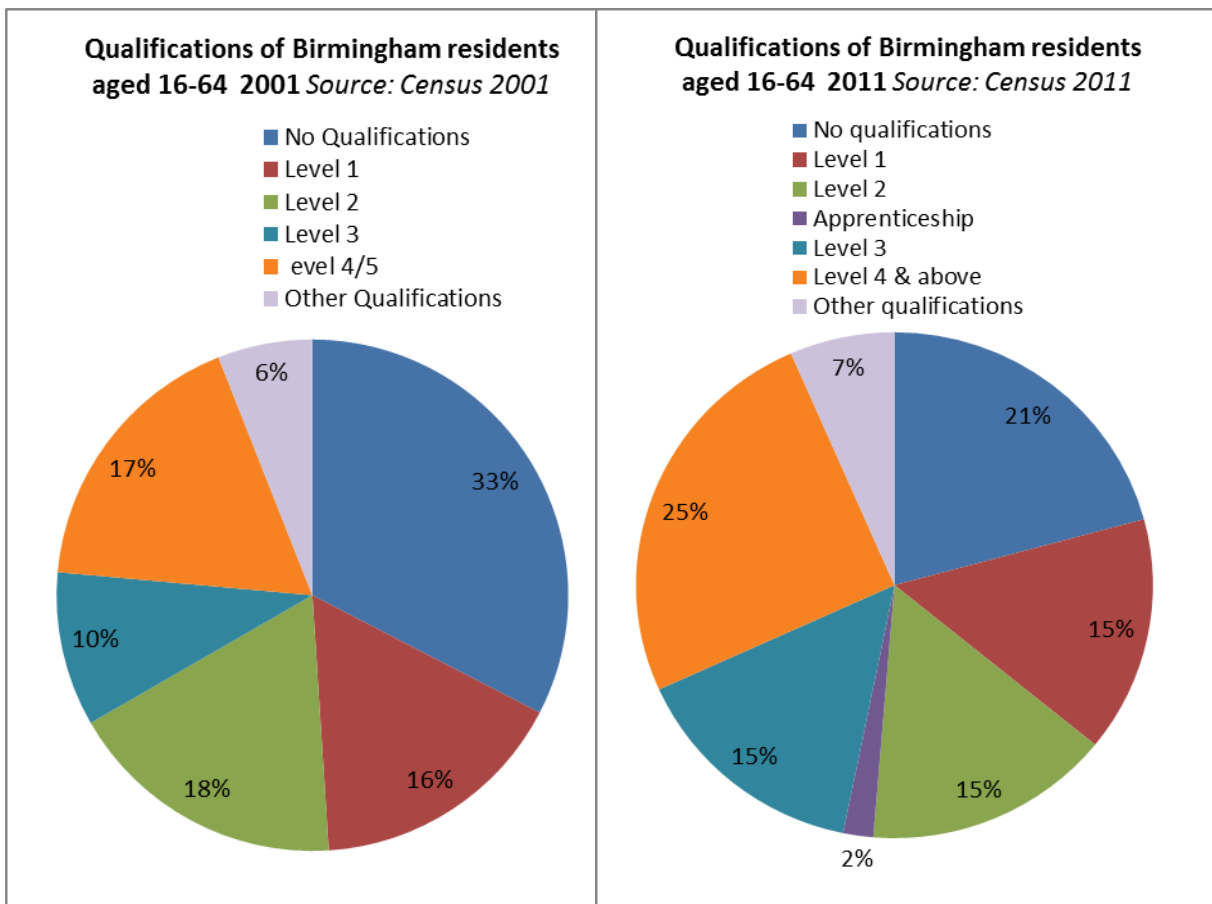


Proportion of the 16-64 population with Level 4+ qualifications
Birmingham & selected neighbouring authorities 2011 *Source:*
Census 2011



2.5 CHANGE OVER TIME 2001-2011

Census data shows that skill levels in the city have improved considerably since 2001. However, note there are differences between the way the data is presented between the 2001 and 2011 census, with, amongst other factors. For example, Apprenticeships were separately identified in 2011 but not 2001. Small differences should therefore be disregarded.



In 2001 33% of the working age population had no qualifications compared to 21% in 2011. The percentage with level 3 only has risen from 10% to 15% and the percentage with Level 4+ has risen from 17% to 25%. The percentage with Level 2 + and Level 3 plus has risen by 13 percentage points.

Despite these encouraging increases the improvements are broadly in line with other core cities and neighbouring authorities, so Birmingham's position relative to them has not changed significantly.

The reasons for the improvements are likely to include better educational attainment of young people. Older people who reached retirement age during the period were in general less well qualified than younger residents. Migration to and from the city will also have influenced the proportions.

A data table, comparing Birmingham to other Core Cities and neighbouring authorities in 2001 can be found in the Appendix Table A2.

2.6 MORE RECENT DATA

Although the census is the only source of detailed analysis on qualifications, the ONS Annual Population Survey (APS) provides data at a city level on an annual basis. The methodology is different to the census, so the figures don't exactly correspond, but they do show more recent changes.

Qualifications of the working age population 2011-2016 Birmingham & UK <i>Source: ONS APS</i> <i>Numbers may not add up due to rounding</i>									
Qualification	Birmingham			Core city average			UK		
	2011	2016	Change (pp)	2011	2016	Change (pp)	2011	2016	Change (pp)
No qualifications	17	14	-3	14	12	-2	11	8	-3
NVQ1+	73	74	1	79	81	2	82	85	3
NVQ2+	59	64	5	67	72	5	69	74	5
Trade Apprenticeships	3	1	-2	3	2	-1	4	3	-1
NVQ3+	42	48	6	51	57	6	51	57	6
NVQ4+	25	32	7	33	38	5	33	38	5
Other qualifications	10	12	1	7	7	0	7	7	0

The table shows that although qualifications levels have improved in the city since 2011 in general the gap with the core city average and the UK is not closing significantly apart from NVQ4+.

SECTION 3: DIFFERENT GROUPS AND AREAS IN BIRMINGHAM

3.0 INTRODUCTION

This section looks at how qualification levels vary across the city for different groups and communities. It starts with some basic statistics on school attainment, and then uses the 2011 Census to analyse qualifications by gender, age, ethnicity and geography. Where the data allows, it also provides information on how qualifications have improved for these groups since 2001.

3.1 ATTAINMENT AT SCHOOL – KEY STAGE 4

GCSE attainment levels in the city have undergone a transformation in recent years. The number of pupils achieving the previous measure of 5 or more GCSEs at A*-C grade increased from 41% in 2000 to 88% in 2013. During this period the city's attainment rates moved from being well below the national average to surpass the England average in 2007. In 2013 Birmingham's GCSE attainment rates were 4.5 percentage points above the national rate.

More lately performance declined slightly compared to nationally, with the national figure widened from 1 percentage point in 2013 to 3pp in 2015. During this period both the national and local rates fell slightly

Looking at the new Attainment 8 measure introduced in 2016, at 49.4 Birmingham's overall score was the highest of all the core cities and only 0.4 below the national figure.

Boys (47) under-performed compared to girls (52), as they do nationally. However, while girls scored 0.3 below girls nationally, boys under-performed by 0.7.

Disadvantaged pupils in the city (44.4) out-performed their national counter-parts (41.1). Non-disadvantaged pupils also did better, but the gap is smaller (53.9 compared to 53.3).

Attainment by those with English as an additional language (50) equalled the national average.

Most ethnic groups are close to or above their national comparators. Exceptions are Asian pupils as a whole and mixed White/Black Africans.

Appendix Chart B1 shows Achievement 8 broken down by gender, ethnicity and disadvantaged pupils. Of the 23 sub-groups that perform above the city average only 4 were disadvantaged. Nine were boys. Non-disadvantaged Other Mixed boys and non-disadvantaged Indian girls performed the best, both scoring 11 points above the city average. Disadvantaged White boys and disadvantaged Black Caribbean boys had the lowest attainment, 13 points below the city average. Disadvantaged White girls and disadvantaged Pakistani boys also performed poorly.

There are also large geographical differences within the city. The best performing wards were Edgbaston (58.0), Sutton Four Oaks (58.0) and Harborne (57.6). The worst performing were Shard End (43.8), Kingstanding (43.6) and Longbridge (43.5).

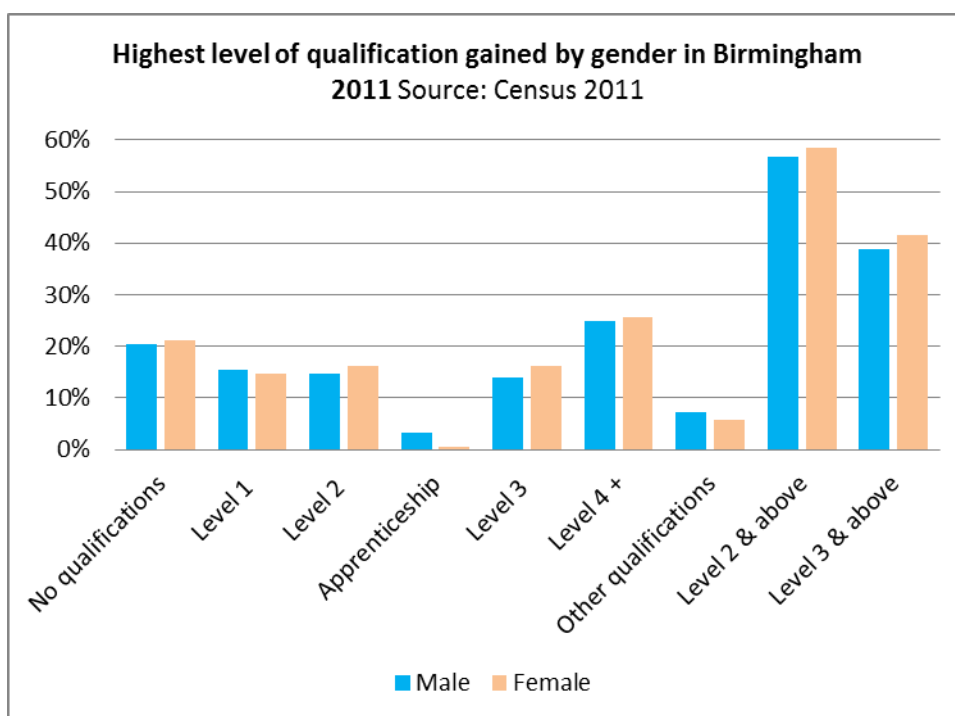
Appendix Table B2 provides ward figures for the same measure, along with three other KS4 measures (Progress 8, English Baccalaureate and A*-C in English & Maths)

3.2 QUALIFICATIONS BY GENDER

There is relatively little difference in qualification levels between men and women in Birmingham as a whole. Slightly more women (21%) than men (20%) have no qualifications, but slightly more women (42%) than men (39%) are qualified to Level 3 and above. This is interesting as employment and economic activity rates for women are much lower than for men.

When the 2001 and 2011 Census data is compared, qualifications have improved for both men and women by significant amounts, but slightly more for women. The proportion with no qualifications has decreased by 12percentage points (pp) for men and 13pp for women. The proportion with Level 3+ has increased by 12pp for men and 16pp for women.

See Appendix Table B3 for data table



3.3 QUALIFICATIONS BY AGE

When qualifications are disaggregated by age band, it is clear that young people in the city are vastly better qualified than older people. Only 11% of residents aged 16-24 have no qualifications compared to 22% of those aged 35-49 and 35% of those aged 50-64 (the pie charts on page 11 show this clearly).

68% of residents aged 16-24 are qualified to Level 2+ compared to 54% of those aged 35-49 and 45% of those aged 50-64.

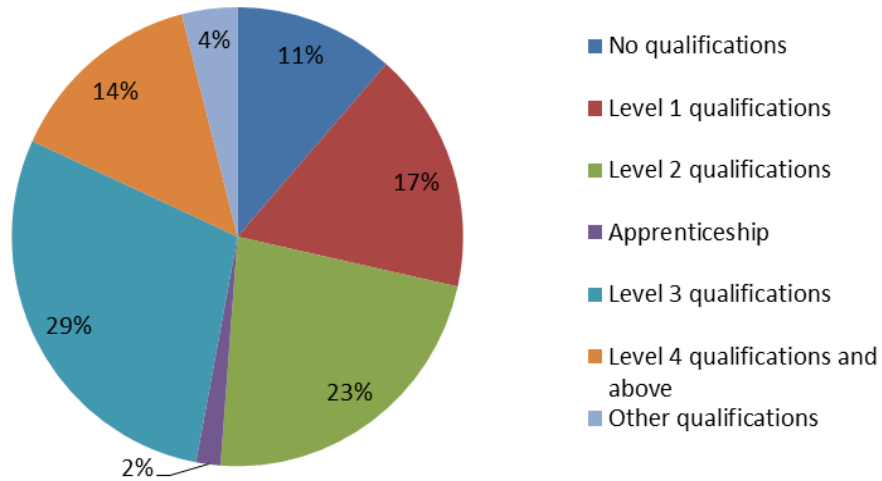
The gap between Birmingham residents and England as a whole is much smaller for young people than for older residents at all levels. The proportion of Birmingham residents aged 16-24 with no qualifications is only 1 percentage point above the England proportion, but for those aged 35 and above the difference is 10 percentage points.

% of working age residents with no qualifications and NVQ3+ by age Birmingham and UK Source: Census 2011					
No Qualifications			NVQ3+		
Age	B'ham	England	Age	B'ham	England
16-24	11%	10%	16-24	43%	40%
25-34	15%	9%	25-34	50%	56%
35-49	22%	12%	35-49	38%	46%
50-64	35%	25%	50-64	30%	37%
16-64	21%	15%	16-64	40%	44%

It is encouraging that young people are better qualified as it means that young people coming into the workforce should be better prepared to take advantage of the greater proportion of higher occupation jobs that are forecast for the city in the future. And over time qualification levels in the city should rise as these better qualified residents form an increasing proportion of the workforce. See Appendix B4 and B5 for data tables.

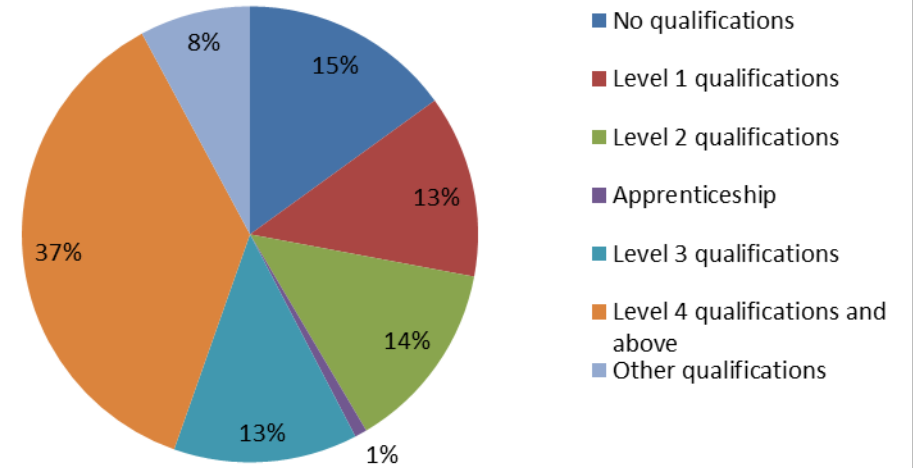
Qualifications of Birmingham residents aged 16-24 2011

Source: Census 2011



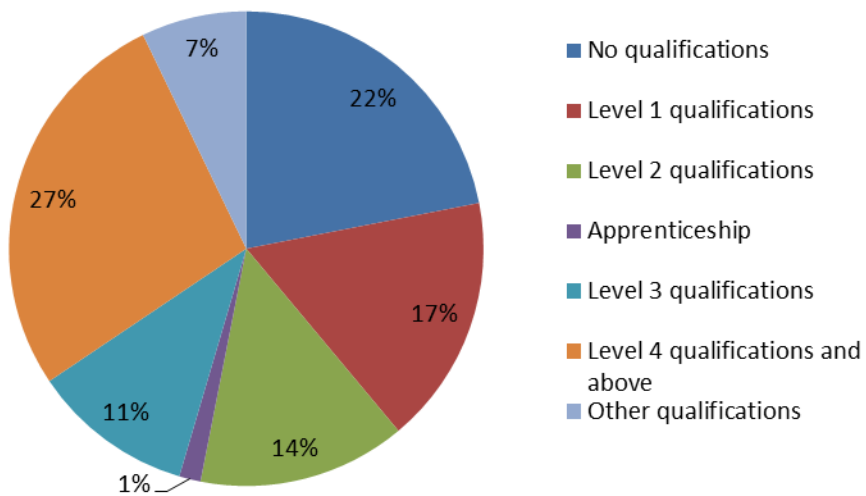
Qualifications of Birmingham residents aged 25-34 2011

Source: Census 2011



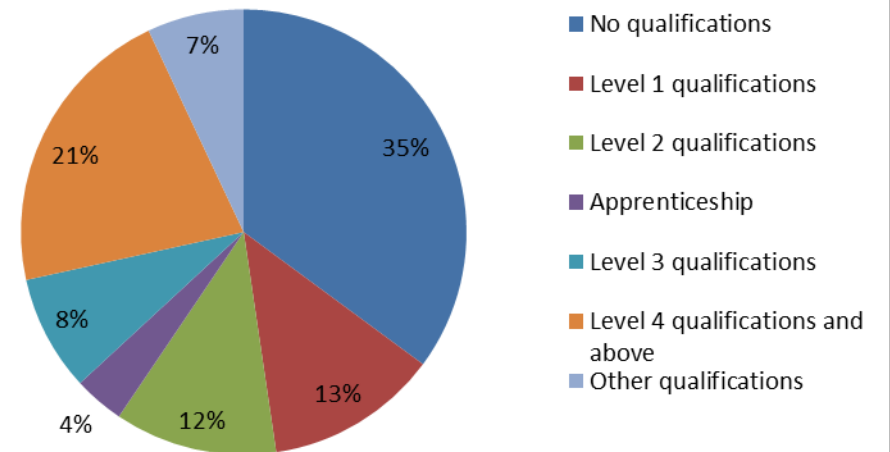
Qualifications of Birmingham residents aged 35-49 2011

Source: Census 2011



Qualifications of Birmingham residents aged 50-64 2011

Source: Census 2011



3.4 QUALIFICATIONS BY ETHNICITY

Detailed data on qualifications by ethnicity is only available for the 16-74 population for detailed ethnic groups, meaning the rates, although comparable with each other, are lower than those quoted elsewhere for the 16-64 population.

The city under-performs national attainment at all qualification levels for all groups, except for the Chinese group (see Charts on page 13). However statistics for this group in the city are heavily influenced by the very high proportion of students. The White Irish group in the city has an old age profile and this probably accounts for the very low levels of attainment for this group compared to the national picture.

The White Irish (46%), Pakistani (35%) and Bangladeshi (35%) groups have the highest proportions with no qualifications and the White Other (15%), Black African (17%) and Indian (18%) the lowest. A similar picture exists for England, but proportions are lower (e.g. Pakistani 26%).

In Birmingham the White Irish (40%), Pakistani (39%) and Bangladeshi (37%) groups have the lowest proportion educated to Level 2+, and the Chinese (63%), Indian (60%) and Black African (58%) the highest. Higher qualifications follow a broadly similar pattern, with the Pakistani and Bangladeshi groups consistently having some of the lowest proportions (see Appendix Table B6 for detailed data).

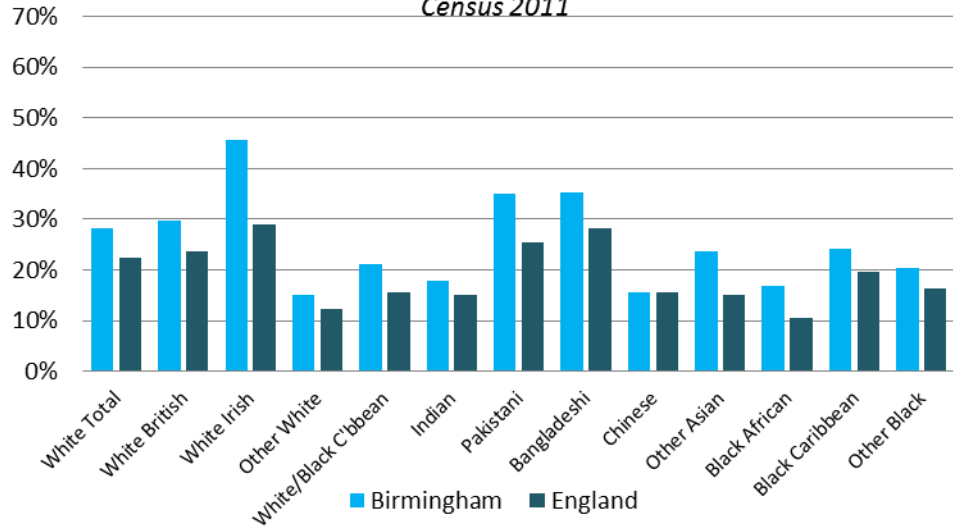
Qualifications of selected ethnic groups in Birmingham (age 16-74)		
<i>Source: Census 2011</i>		
Ethnic Group	No qualifications	NVQ3+
Total	28%	36%
White British	30%	36%
Other White	15%	42%
Indian	18%	48%
Pakistani	35%	26%
Bangladeshi	35%	24%
Black African	17%	43%
Black Caribbean	24%	36%

It is possible to disaggregate qualifications by broad ethnic group and age band although the amalgamation of the ethnic groups limits interpretation. Note, the White Other group is predominantly composed of people who have moved to the UK from EU countries specifically to work or seek work, and the qualifications for this group reflect that. Also the Asian group is not homogeneous, as it includes both Indians who are generally well qualified and the Pakistani and Bangladeshi groups who are, in general, less well qualified than the city average.

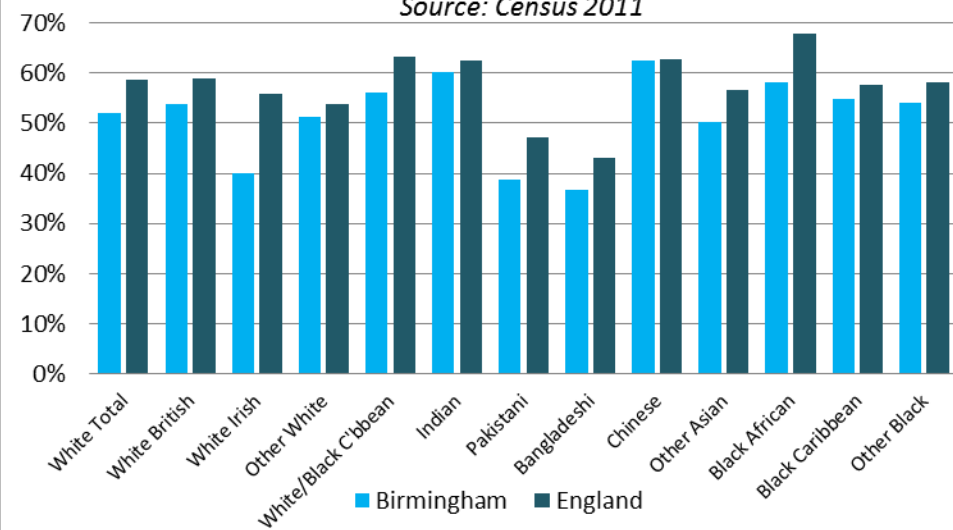
The charts on page 14 show that in general the gap between ethnic groups is closer for younger residents.

But there are still some significant differences between the groups, even for the relatively young 25-34 age band, 73% of White British residents aged 25-34 are educated to NVQ2+ compared to only 56% of Asian and 62% of Black residents. At Level 3+ for the same age

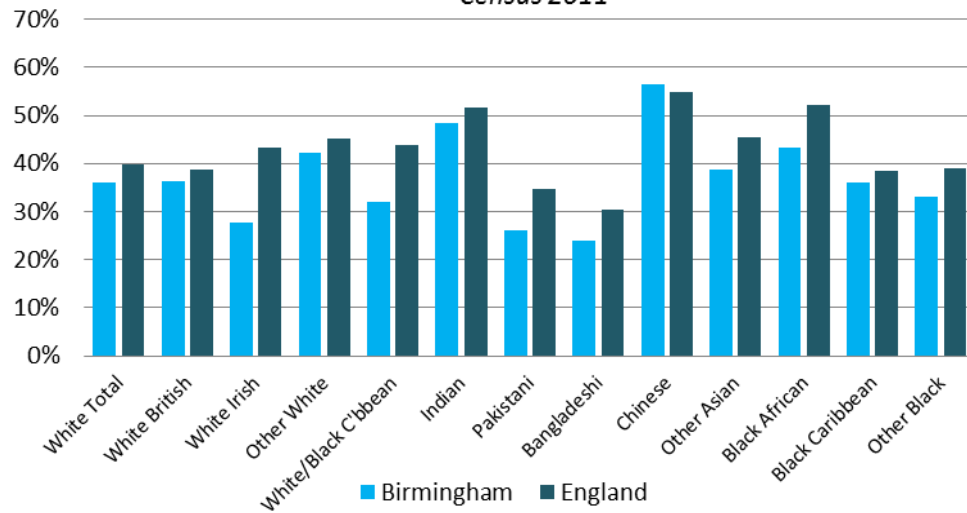
Proportion of residents aged 16-74 with no qualifications in Birmingham and England 2011 - selected ethnic groups *Source: Census 2011*



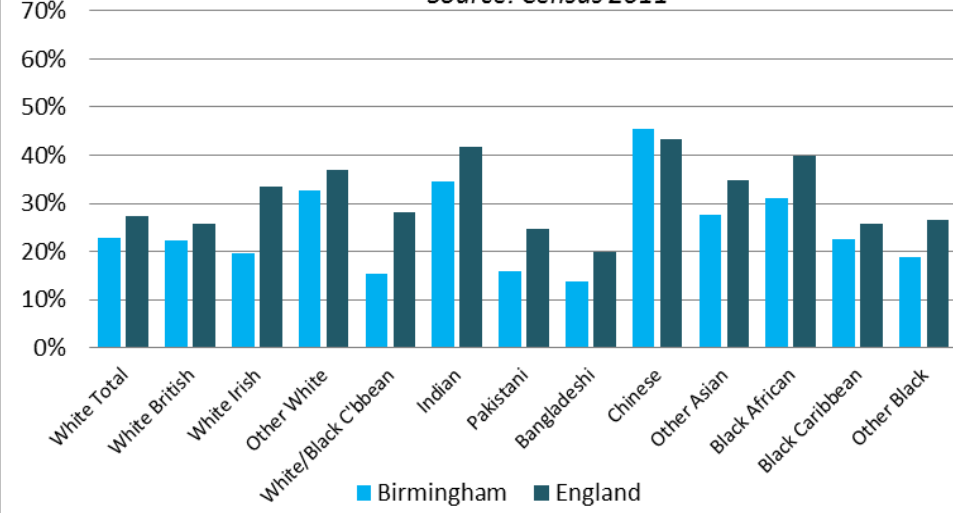
Proportion of residents aged 16-74 with Level 2+ qualifications in Birmingham and England 2011 - selected ethnic groups *Source: Census 2011*



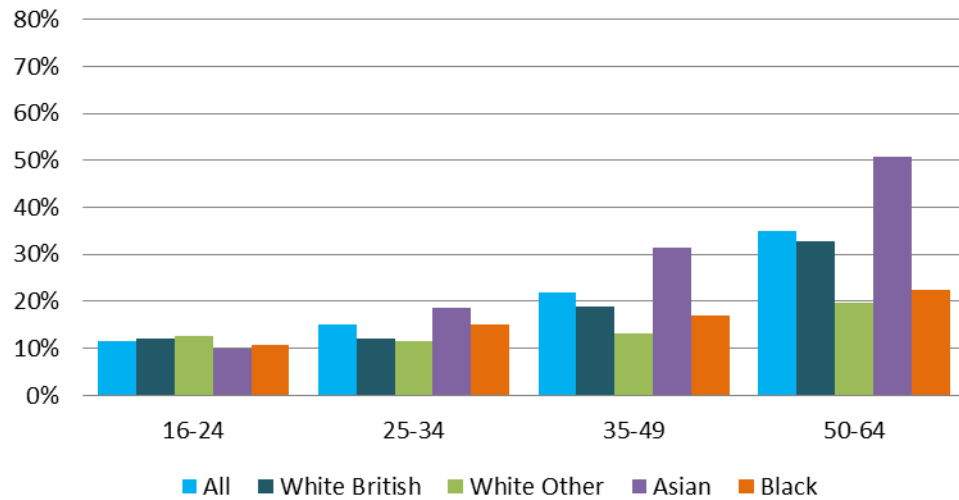
Proportion of residents aged 16-74 with Level 3+ qualifications in Birmingham and England 2011 - selected ethnic groups *Source: Census 2011*



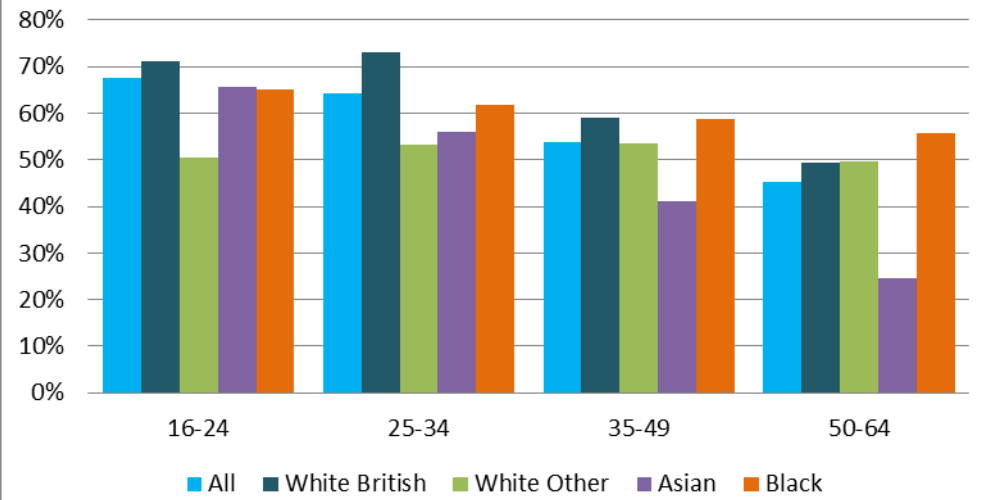
Proportion of residents aged 16-74 with Level 4+ qualifications in Birmingham and England 2011 - selected ethnic groups *Source: Census 2011*



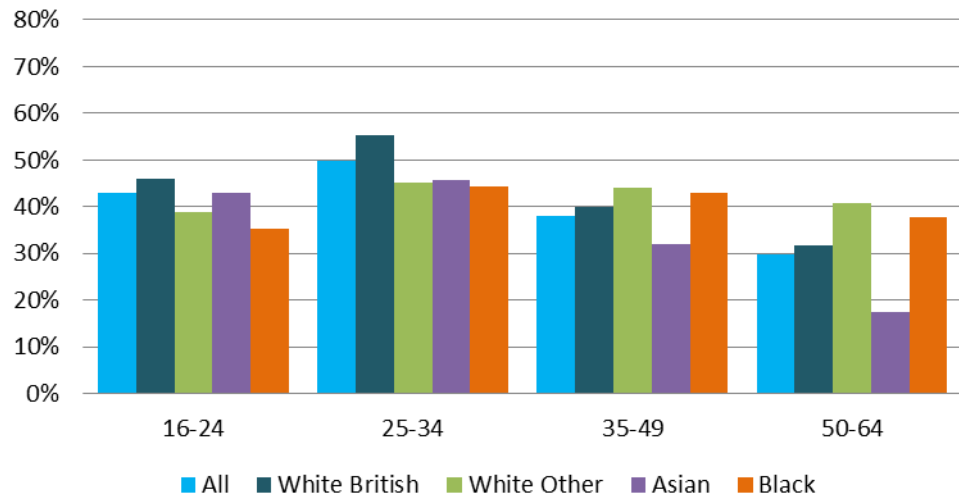
Proportion of population in each age band with no qualifications Birmingham Source: Census 2011



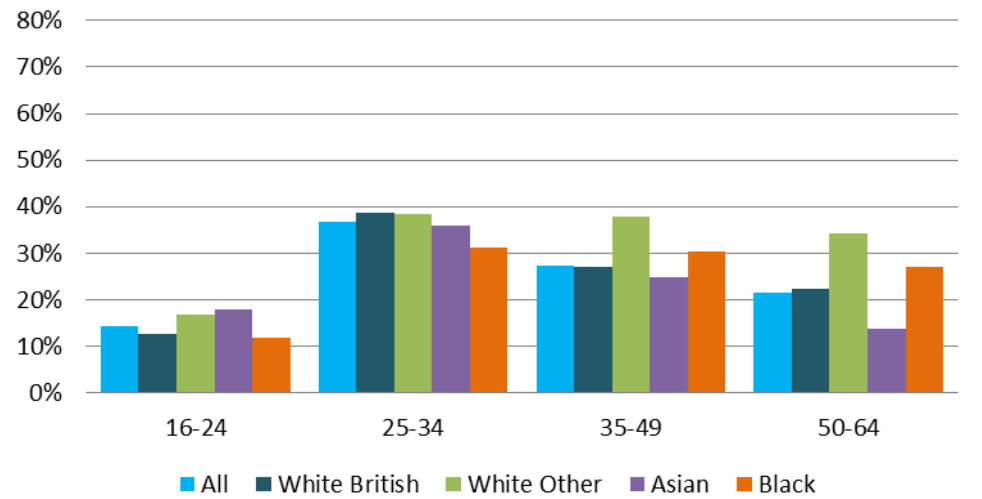
Proportion of population in each age band with Level 2+ Birmingham Source: Census 2011



Proportion of population in each age band with Level 3+ Birmingham Source: Census 2011



Proportion of population in each age band with Level 4+ Birmingham Source: Census 2011



band, 55% of White British are educated to this level compared to 46% of Asians and 44% of Black residents. This means that even for these relatively young residents, with many years left in the labour market, some groups are disadvantaged in the labour market.

See Appendix Table B7 for data tables.

Proportion of residents with no qualifications by age and broad ethnic group				
<i>Source: Census 2011</i>				
Broad ethnic group	Age16-24	Age25-34	Age 35-49	Age 50-64
All	11%	15%	22%	35%
White British	12%	12%	19%	33%
White Other	13%	11%	13%	20%
Asian	10%	19%	32%	51%
Black	11%	15%	17%	23%

Both the Asian and White Other groups have a relatively high proportion of residents with 'Other' qualifications. These tend to be vocational or foreign qualifications that cannot be categorised into NVQ levels, and/or may not be recognised in the UK, and reflect the fact that many people from these groups were born and educated abroad. It is likely that some people from these groups may be employed in lower skilled jobs than they were in their country of birth.

This is borne out when disaggregating the data by country of birth. 18% of those born in the UK and aged 16-64 have no qualifications, but the figure for those from the Middle East and Asia is 34%. Interestingly, the figure for those born in Africa is the same as for the UK.

Only 4% of those born in the UK have 'Other' qualifications, but the figure is 27% for those born in the rest of Europe, 18% for those born in the Middle East & Asia and 12% for those born in Africa.

Looking at Level 3+, only 29% of those born in the Middle East & Asia are qualified to this level compared to just over 40% for those born in the UK, the rest of Europe and Africa.

3.5 GEOGRAPHIC DIFFERENCES WITHIN BIRMINGHAM

Qualification levels vary greatly across the city. At 32% Hodge Hill is the constituency with the highest proportion with no qualifications, and Sutton Coldfield the lowest (10%). This disparity is driven in part by demographics, with, for example, areas with a large Pakistani population tending to have a relatively high proportion of residents with no qualifications (for example Washwood Heath ward 36%). But there are also significant parts of the city with a predominantly white population where qualifications are also very low (for example 31% in both Kingstanding and Shard End wards). In contrast Sutton Four Oaks and Sutton Vesey wards only 9% have no qualifications.

A similar picture emerges for higher level qualifications. In 10 wards in the city over 50% of residents are qualified to Level 3 or above. This rises to 76% in Selly Oak ward. In contrast in 3 wards the proportion is 25% or under (Washwood Heath (22%), Shard End (24%), Bordesley Green (25%).

Qualifications in selected wards with particularly high and low attainment in Birmingham (age 16-64)		
<i>Source: Census 2011</i>		
Ward	No qualifications	NVQ3+
Bordesley Green	32%	24%
Edgbaston	8%	69%
Harborne	10%	65%
Kingstanding	31%	26%
Ladywood	10%	63%
Shard End	32%	24%
Sutton Four Oaks	9%	56%
Washwood Heath	36%	22%

The maps on the following page show a graphic representation of these geographic differences. It is clear that those areas to the north and east of the city centre, and the south west of the city have the lowest qualification levels.

In eight wards over 10% of residents have 'Other' qualifications. These include foreign qualifications, and perhaps not surprisingly all eight wards have a high BME population. It does however suggest that there may be significant numbers of people who are under-employed or not able to find work due to unrecognised qualifications in these areas.

See Appendix Tables B 8, 9 & 10 for details of ward and constituency skill levels.

A comparison with the 2001 Census shows that there has been a significant improvement in qualifications since then, even in wards where levels are still very low.

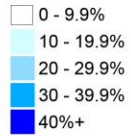
In general, those areas with the highest proportion with no qualifications have seen the largest decreases since 2001. For example, the proportion in the ward with the highest proportion (Washwood Heath) decreased by 14 percentage points, from 50% to 36%. In contrast in those wards with the lowest proportions with no qualifications, there has only been around a 6 percentage point decrease. The result of this is that the gap between the worst and best performing wards in the city has closed by 8 percentage points. The gap is still very large (30 percentage points), but it is at least moving in the right direction.

Overall, the proportion with Level 3+ has increased by slightly more (12 percentage points compared to 10 percentage points for no qualifications). Although in very broad terms those wards with the lowest proportions at Level 3+ tend to show the greatest increases, there is a much weaker correlation between the proportion with Level 3+ and the change since 2001. The gap between the best and worst performing wards has only closed by 2 percentage points since 2001 and remains at 43 percentage points, even when wards with a high proportion of students are excluded.

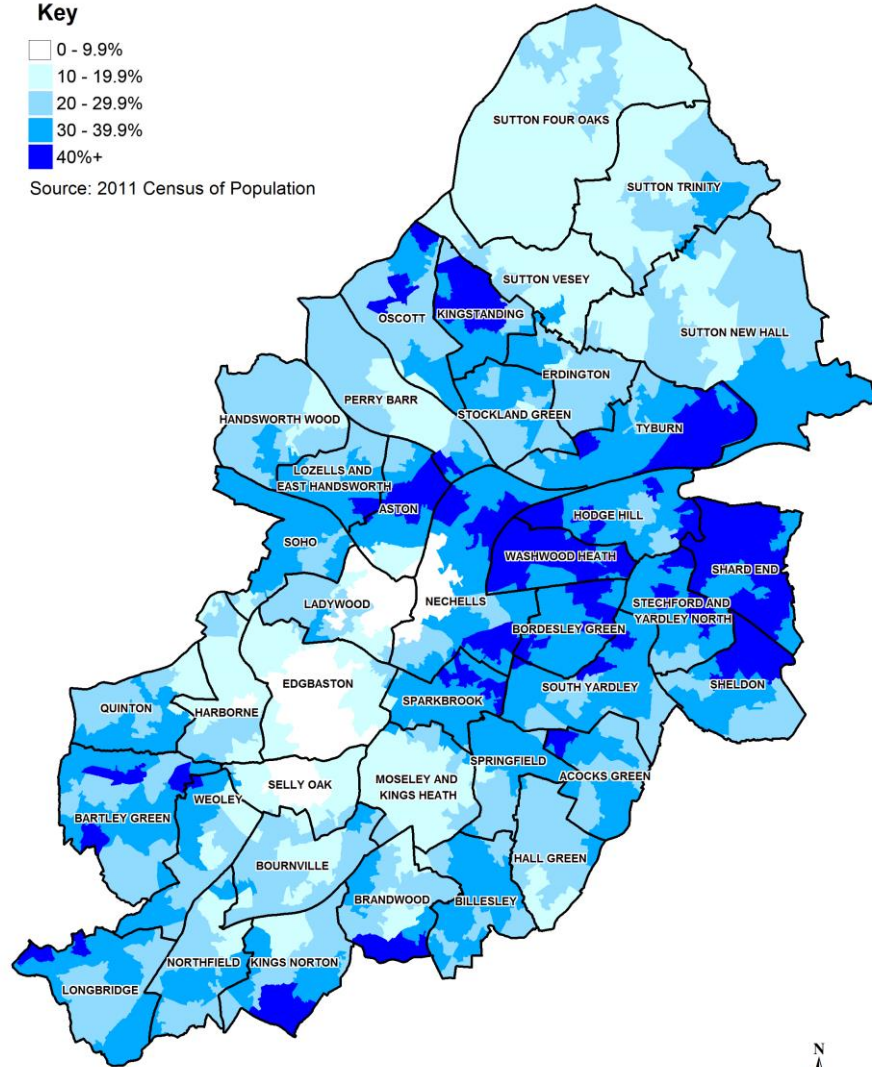
See Appendix Table B11 for details of changes between 2001 and 2011.

% With No Qualifications

Key



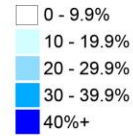
Source: 2011 Census of Population



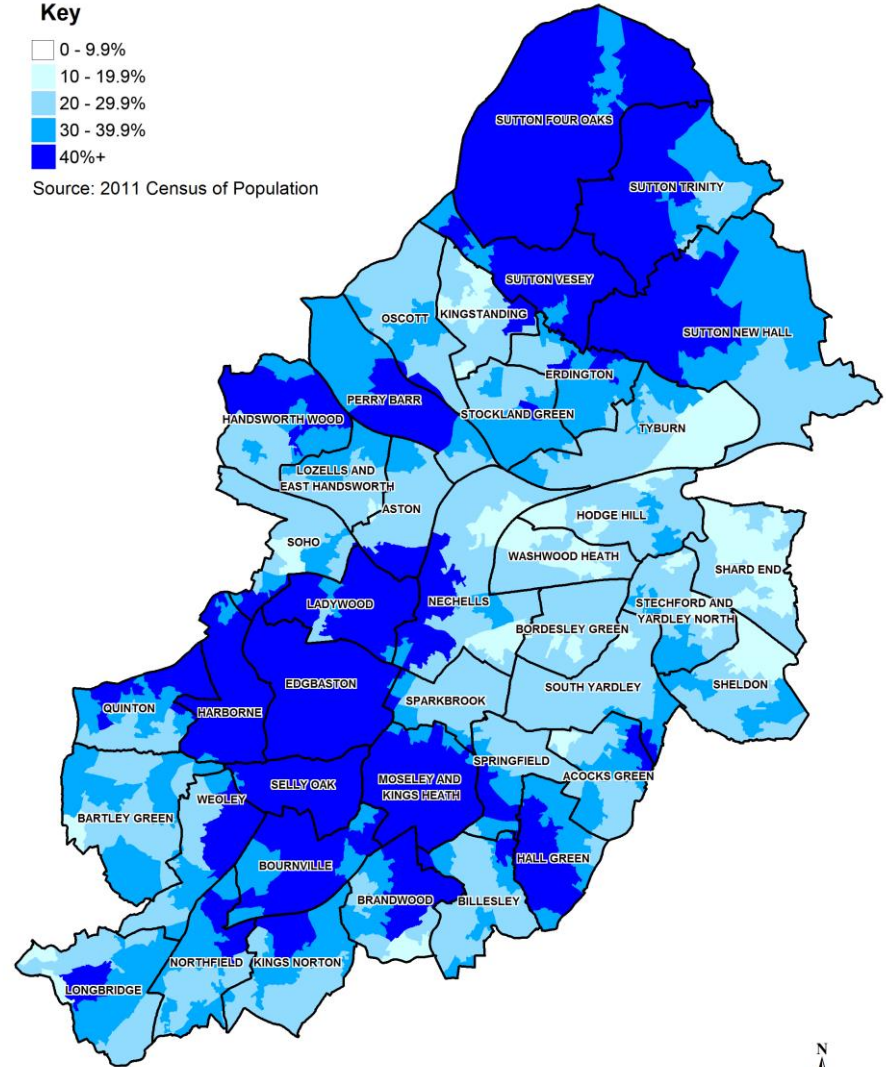
Date: 22/08/2013
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% With NVQ 3 + Qualifications

Key



Source: 2011 Census of Population



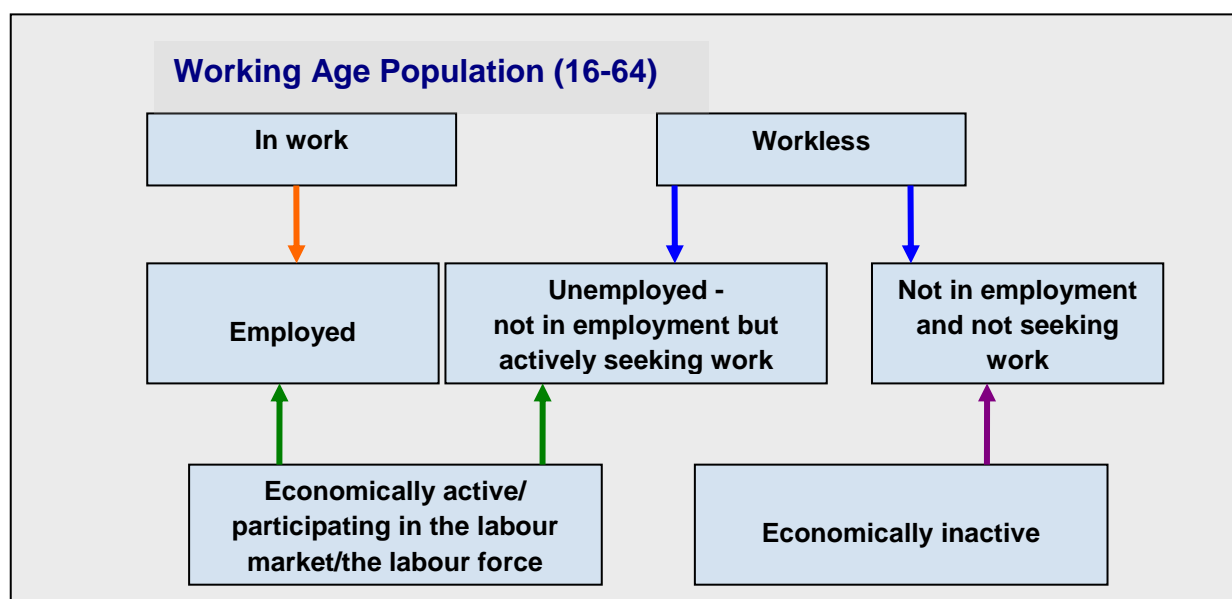
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SECTION 4: QUALIFICATIONS AND ECONOMIC ACTIVITY

4.0 INTRODUCTION

There is a strong correlation between a person's qualifications and their likelihood of being economically active or employed. This section explores in some detail the relationship between economic activity and qualifications in the city. Note that students cannot be separately identified when analysing qualifications by economic activity.

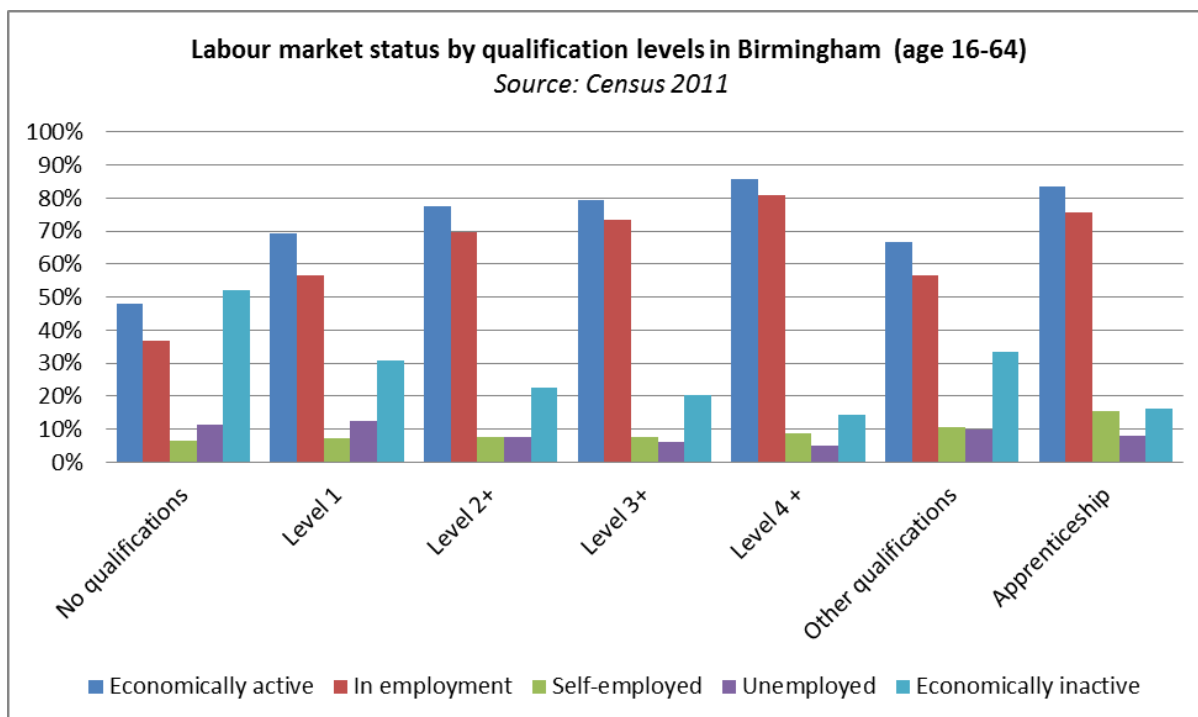
Definition of Terms	
<i>In work or employed:</i>	Has a paid job
<i>Workless:</i>	Does not have a paid job. The economically inactive, together with the unemployed, constitute the 'workless'.
<i>Unemployed:</i>	Does not have a job, but is actively seeking work
<i>Economically active or participating in the labour market:</i>	Either has a job or is actively seeking work i.e. the sum of the employed and the unemployed, which together constitute the labour force
<i>Economically inactive:</i>	Does not have a paid job and is not actively seeking work.



4.1 LABOUR MARKET STATUS AND QUALIFICATIONS

In general, labour market status improves with higher qualification levels.

The chart on the next page shows that the labour market status of those with no qualifications is significantly different to those even with just Level 1 qualifications. Less than half (48% of those with no qualifications are economically active compared to 69% of those qualified to Level 1. Only 37% of those with no qualifications are employed compared to 57% of those with Level 1 only.



Those with ‘Other’ qualifications have broadly similar economic activity and employment rates to those with Level 1 qualifications. This category includes overseas qualifications and it may be that many in this category are under-employed if their qualifications are not recognised in the UK.

Those with Apprenticeships have relatively high levels of economic activity and employment (just above those with Level 3+ and just below with level 4+), emphasising the importance of highlighting this route to young people considering their career and education choices.

The chart above presents the labour market status of those with different qualification levels. Another way of analysing the same data is to look at the qualifications of those with different labour market status (see chart on next page). Looking at the same data from a different viewpoint can bring out further issues.

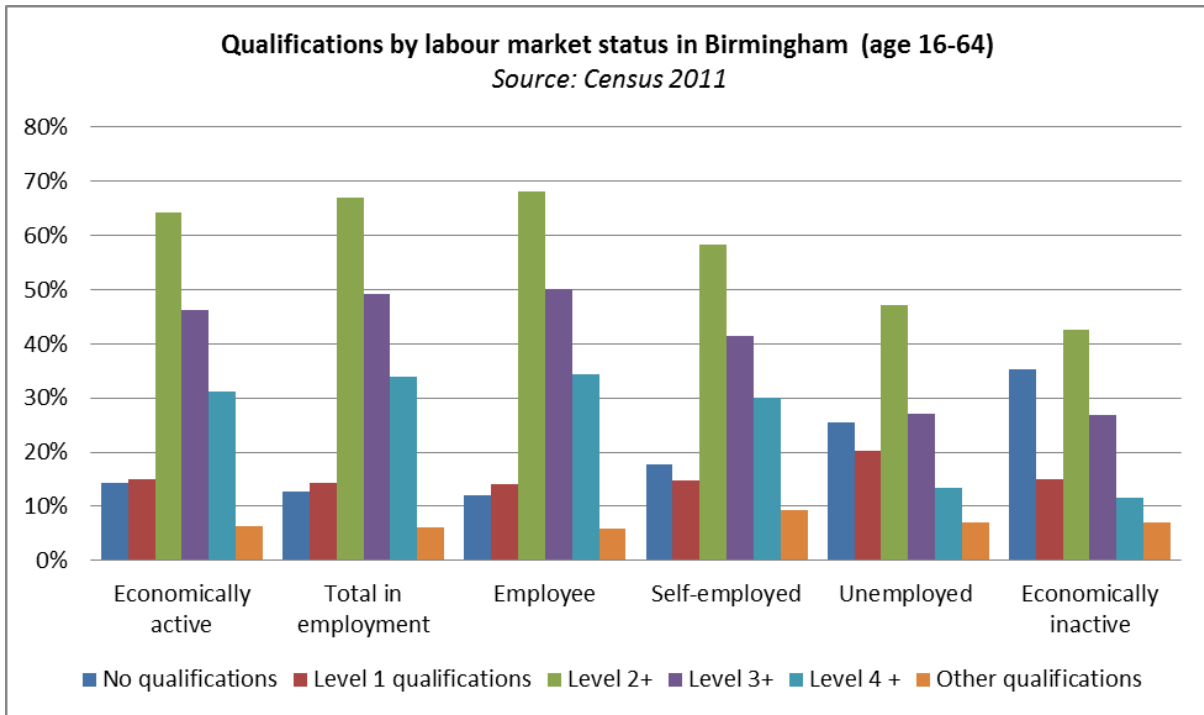
Those who are economically active and employed are much better qualified than those who are unemployed and economically active. Only 14% of those who are economically active have no qualifications compared to 35% of those who are economically inactive. 46% of those who are economically active are qualified to Level 3+ compared to 27% of those who are economically inactive.

The self-employed group are generally less well qualified than those who are employees. This group is composed of both of those who are self-employed by choice and also those who are self-employed by necessity, so interpretation of this data has to be made in that context. A relatively high proportion of this group have ‘other’ qualifications (9% compared to 6% of those who are employees).

This suggests that those whose qualifications are not recognised by employers are turning to self-employment as an alternative. Those with apprenticeships are also relatively well

represented in this group, comprising 4% of the self-employed, compared to 2% of economically active and employees.

Full data tables are provide in Appendix C.



Although there is a strong correlation between labour market status and qualifications, there are other factors that come into play. For example, although there are local differences, women have, in general, similar qualification levels to men. However, their economic activity rates are much lower, driven largely by factors such as child-care and other caring responsibilities along with cultural reasons⁴

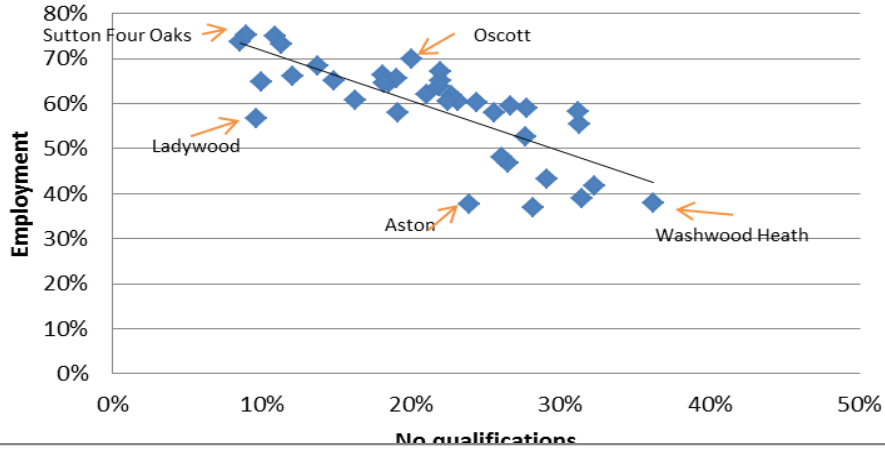
4.2 GEOGRAPHICAL DIFFERENCES

The scatter charts on the next page provide another illustration of the relationship between qualifications and employment, in this instance for wards within Birmingham. Those wards where residents have low skill levels are much more likely to have low employment rates. Selly Oak and Edgbaston wards have been omitted from the charts as the high numbers of students in these wards gives an unusual relationship between qualifications and employment (high qualifications but low employment). A few wards have been identified to provide some context.

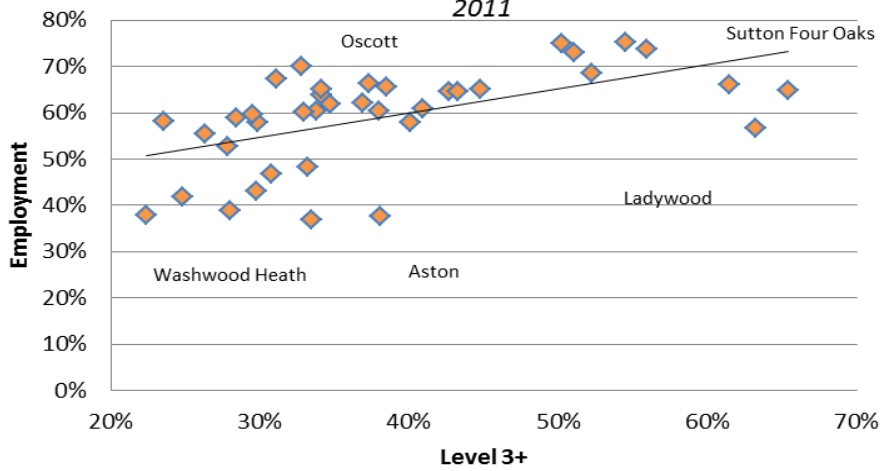
The maps on the following page also confirm that there is a correlation between areas of the city where a high proportion of residents are not in employment or education and areas where a low proportion are qualified to NVQ3+.

⁴ See companion publications 'Women and the Labour Market – a statistical analysis, which can be downloaded from www.birmingham.gov.uk/labourmarket

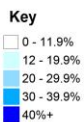
Birmingham wards - proportion in employment plotted against those with no qualifications Source: Census 2011



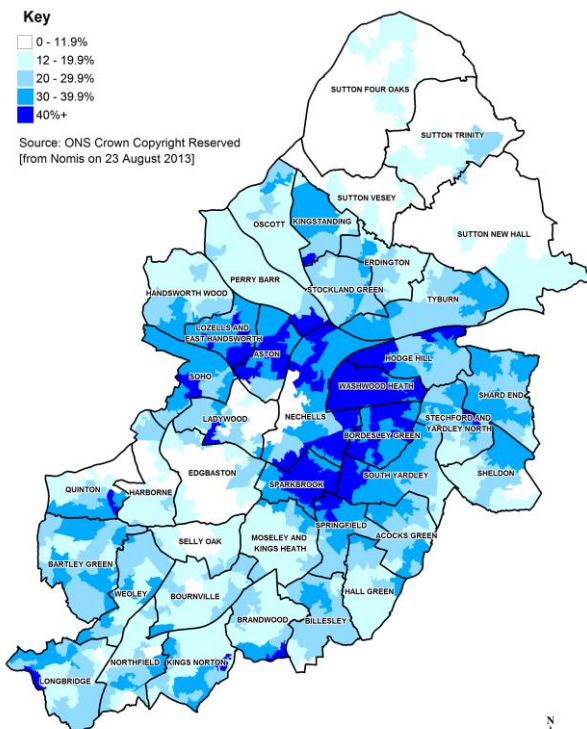
Birmingham wards - proportion in employment plotted against those with Level 3+ qualifications Source: Census 2011



% Not in Employment or Education

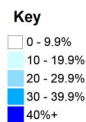


Source: ONS Crown Copyright Reserved
[from Nomis on 23 August 2013]

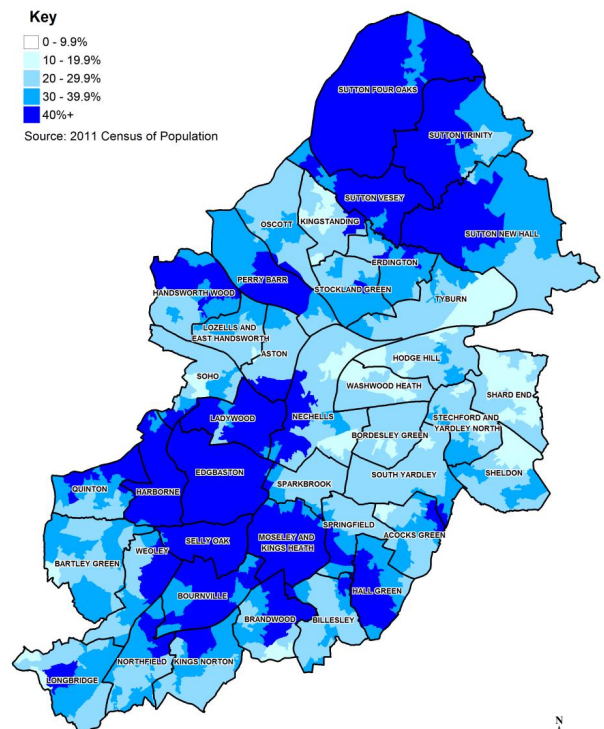


Date: 27/08/2013
Scale 1:110,000

% With NVQ 3 + Qualifications



Source: 2011 Census of Population

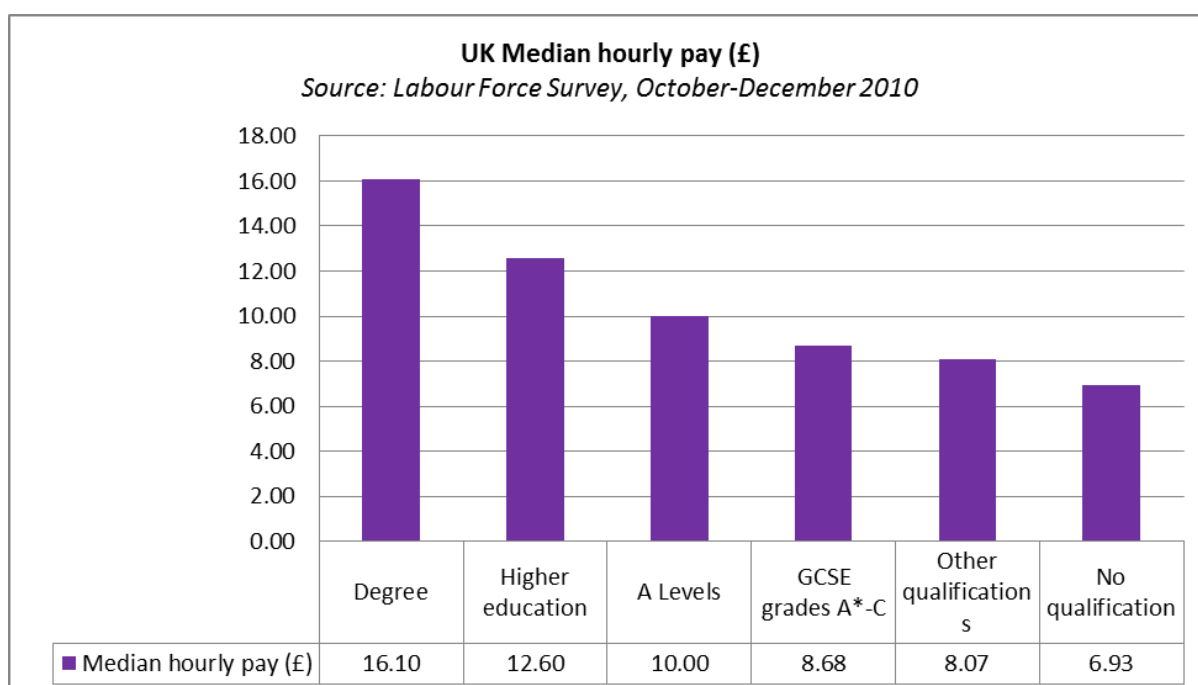


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4.3 QUALIFICATIONS AND EARNINGS

Higher qualifications not only bring an increased chance of being employed, they also carry an increased chance of being in higher paid employment. There is no data for Birmingham, but national data from ONS for 2010 shows a wide variation in median pay depending on qualifications. Those with a degree earn, on average, nearly twice as much as those with GCSEs only, and over twice as much as those with no qualifications.

More recent national data from Quarter 2 2015 shows that postgraduates aged 16-64 have an employment rate of 88.3%, compared to 87.0% for graduates and 69.1% for non-graduates. The median salary of working age post-graduates (£38,500) is higher than graduates (£32,500). At £22,000 the median salary of non-graduates is considerably less (*ONS Graduate Labour Market Statistics*).



SECTION 5: NON-NVQ SKILLS AND THE LABOUR MARKET

5.0 INTRODUCTION

This section uses data from a number of sources to briefly explore some other non-NVQ related skills. This includes proficiency in English and some, 'softer', skills in demand from employers, such as inter-personal skills.

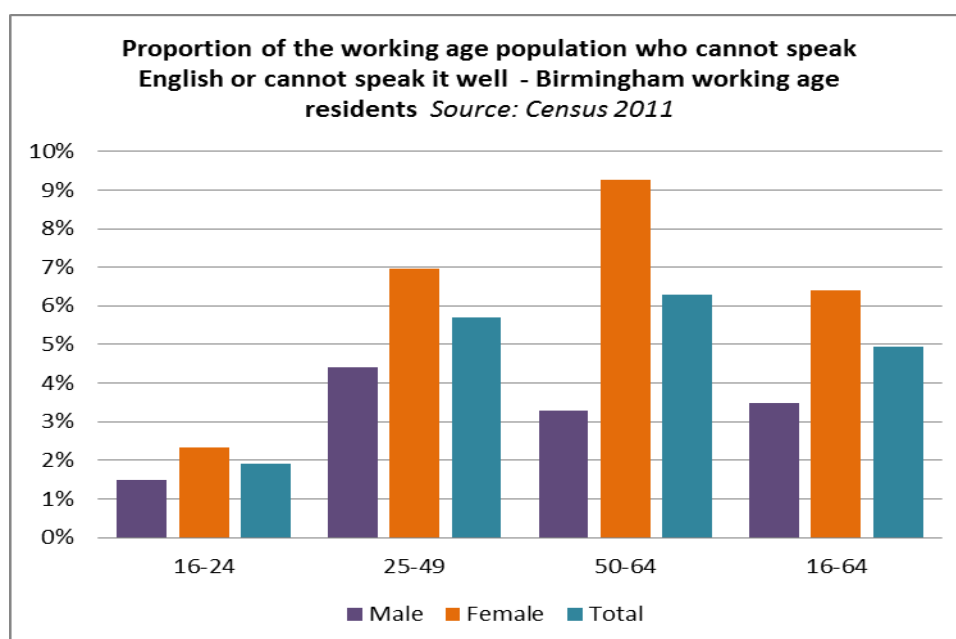
5.1 PROFICIENCY IN ENGLISH

An ability to speak English is a basic requirement of most jobs, and without at least some level of English it is hard to find employment. This section uses census data to explore what proportion of the population speak English, how this varies by gender, age and geography, and how this impacts on employment.

Nationally English is the main language of 90% of the working age population and 98% can speak it well or very well. However in Birmingham it is the main language of only 83% of the population although 95% can speak it well or very well. However, this means that 5%, or over 34,000 of the working age cannot speak English or cannot speak it well.

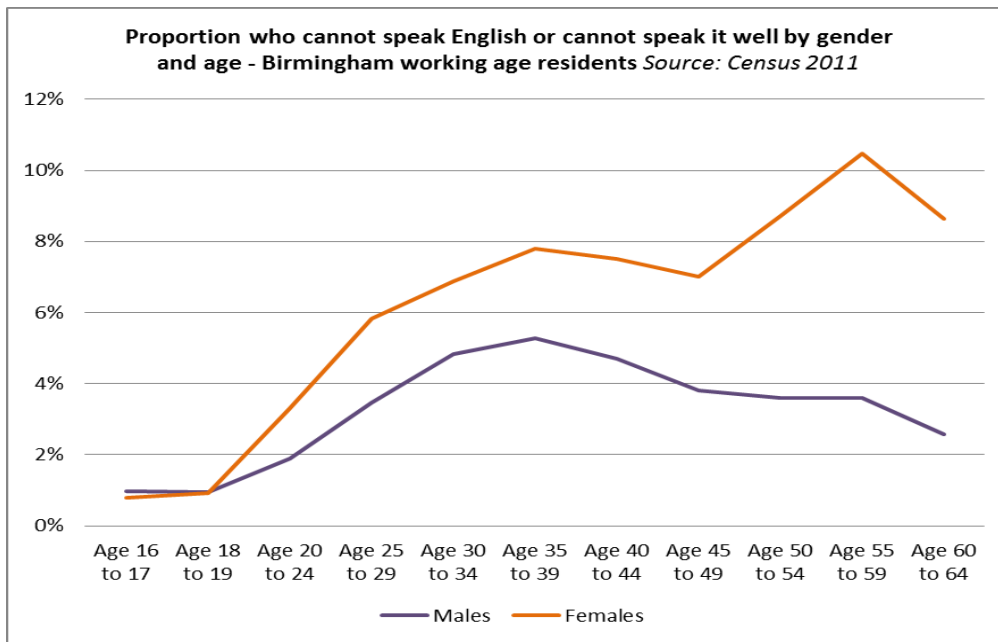
As the chart below shows, the proportion who cannot speak English or cannot speak it well generally increases with age. Overall, around 2% of those aged 16-24 cannot speak English, but this rises to just over 6% of those aged 50-64.

But there are large gender differences, apparent at all age bands. The difference increases with age, with a 1 percentage point difference at 16-24 and a 6 percentage difference at 50-64.



There are large disparities between wards. In 7 wards over 10% of the working age population cannot speak English or speak it well, and this rises to 17% in Washwood Heath ward. In Washwood Heath, Sparkbrook and Bordesley Green wards over 20% of working age women cannot speak English or speak it well. Age is an important factor in all wards, and the differences are particularly apparent in wards where the proportion who cannot speak English is high. For example in Washwood Heath ward 4% of those aged 16-24, 18% aged 25-49 and 31% of those aged 50-64 cannot speak English or speak it well. Gender is also a much bigger issue in wards where a high proportion cannot speak English. Comparable figures for women in Washwood Heath are 6% for those aged 16-24, 24% for those aged 25-49 and 47% for those aged 50-64.

Data for all Birmingham's wards and constituencies can be found in Appendix D.



5.2 EMPLOYER SKILL NEEDS

The UK Commission’s Employer Skills Survey provides some information on skills needs and training investment by UK businesses at a local authority level. The latest (2015) survey shows that skills issues are generally slightly worse for Birmingham businesses than the UK as a whole. 7% of Birmingham businesses have a skill shortage vacancy compared to 6% nationally. 17% of those surveyed had staff who were not fully proficient, compared to 14% nationally.

Levels of training were slightly above the national average, with 68% of establishments reporting they had trained staff over the previous year (66% for the UK).

Regional data from the UK Commission Employer Perspectives Survey 2014 shows that only 45% of West Midlands businesses who have recruited 16 year olds to their first job from school in last 2-3 years thought they were very well or well prepared for work compared to 52% nationally. The most common skills these leavers were reported were ‘lack of working world/life experience or maturity’ and ‘poor attitude’.

However the picture is different for businesses who recruited university and college leavers, where 84% of West Midlands businesses thought they were very well or well prepared for work compared to 81% nationally. 90% of West Midlands businesses though this group did not lack any skills compared to 85% nationally⁵.

⁵ Note the Birmingham/UK differences in the Employer Perspectives Survey may not be statistically significant.

SECTION 6: CONCLUSION

The low skill base is a key issue for Birmingham as it impacts on the ability of its residents to compete for jobs in the local labour market. This leads to both high levels of resident unemployment and is likely to be a factor in the high level of in-commuting. It may also impact on Birmingham's ability to compete with other major cities in the UK and across Europe for jobs and inward investment. Skill levels are higher amongst those that work in the city compared to residents.

A comparison with the 2001 census shows that there has been a significant improvement in qualifications in the city over the ten years to 2011, but other areas have seen broadly similar improvements, so the gap with England and other cities remains largely unchanged.

However, despite the working age population as a whole being relatively poorly qualified, when the data is disaggregated some more positive messages are revealed. After a long period of under-performance, performance at Birmingham schools at KS4 has been broadly comparable with the national performance for around a decade. This is clearly very encouraging, but, it will take some time for this to impact significantly on the skills of the working age population as a whole. This is of particular significance as the occupational mix of jobs in the city is forecast to trend towards the higher skilled occupations in future years..

Equally encouragingly, the school and the census data also shows that for young people the differences between ethnic groups, which are very large for older residents, are closing, although significant differences do remain. This is important for a city like Birmingham, where the proportion of ethnic minorities in the workforce is forecast to rise. As many of these groups currently have relatively low qualification rates there has been concern that this could place a downward pressure on future employment rates for the city. But the data presented here, suggests that this may not in fact be the case.

Skill levels in the city broadly decrease with age. However, while young people under 24 have almost closed the gap with the national picture, looking at those with no qualifications, there is a 6 percentage point gap with England for those aged 25-34 and a 10 percentage point gap for those aged 35 and above. So even for those aged 25-34, despite being better qualified than older residents, they still significantly underperform the national average.

Older Asian residents have particularly low attainment rates. A factor in this is the relatively high proportion of residents with 'Other' qualifications. These are concentrated in areas with a high BME population and suggest there are people with unrecognised qualifications who may be under-employed. A challenge for the city is how to make best use of these skills.

There is a strong geographical correlation between skill levels and employment when mapped across the city. This is at least in part driven by demographics and low skills levels are certainly found in inner city areas with diverse populations. But some outer-city areas with predominantly white populations also have some of the lowest qualification levels. And indeed some of the wards with the lowest attainment at school are outer-city wards.

Although there is relatively little difference between the genders in terms of NVQ qualifications, there is a large gender difference in the ability to speak English. This is

important, as poor English is a key barrier to employment, and this may contribute to the large gender differences in employment rates.

The relationship between qualifications and employment has been clearly demonstrated, as had the impact of the level of qualification on the type of job and on earnings. The city has bold aspirations to improve the quality of life for its residents, and this is also reflected in the vision for the Greater Birmingham and Solihull Local Enterprise Partnership and the emerging West Midlands Combined Authority. In an environment where public sector and further education resources are constrained, understanding where these limited funds should be directed is increasingly important. This report has been written to aid this understanding.

The Birmingham Skills Investment Plan was published in 2016 and sets out how the city Council and its partners will meet its ambitions of ensuring that its residents are able to access the growing number of jobs in the city now and in the future. The Plan can be downloaded from the link below.

<http://www.bhampolicycommunity.org.uk/wp-content/uploads/2014/11/Birmingham-Skills-Investment-Plan-web-1.pdf>

SECTION 7: KEY FINDINGS

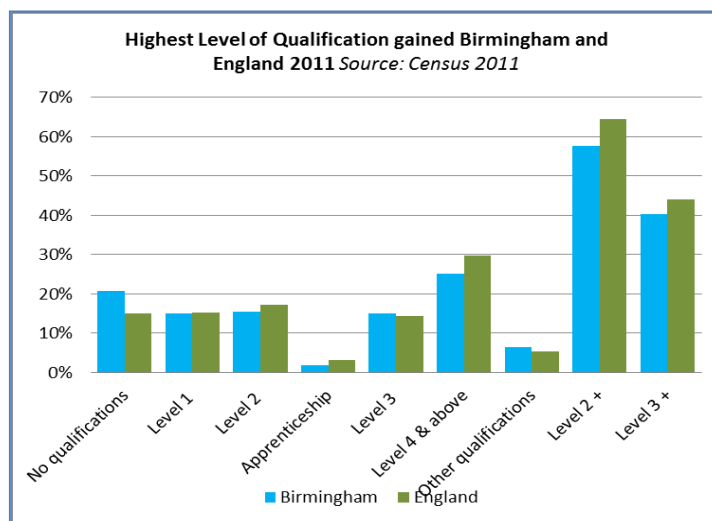
BIRMINGHAM COMPARED TO OTHER AREAS

Overview

Qualification levels in Birmingham are lower than for England.

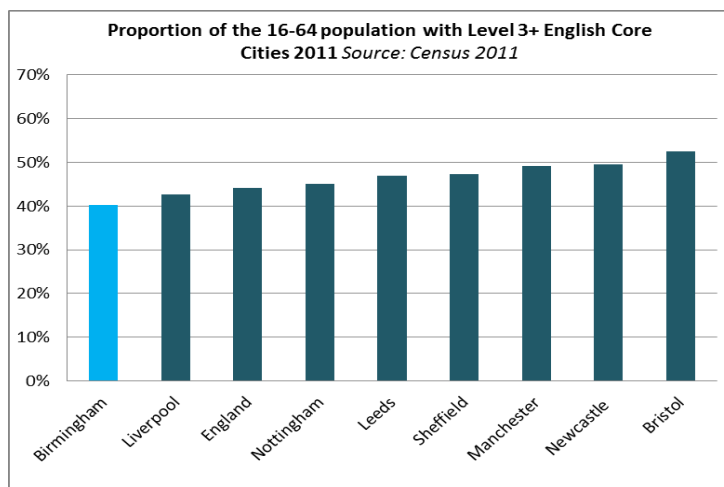
143,576 residents in the city aged 16-64 have no qualifications. This equates to 21% of the working age population, well above the England average of 16%.

The proportion with Level 2+ (58%) and Level 3+ (40%) is below the England average of 64% and 44% respectively. Only 25% are qualified to degree level or above (Level 4+) compared to 30% in England.



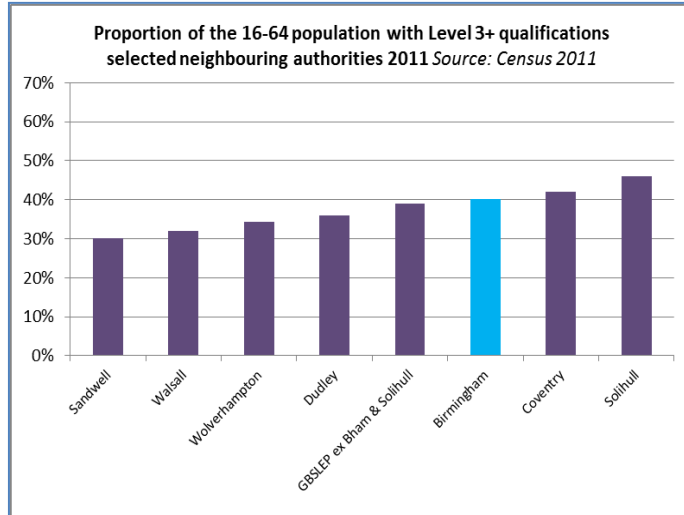
Core Cities

Birmingham's has the highest proportion of residents with no qualifications of all the English Core Cities. It also has the lowest proportion qualified to Level 2+ and Level 3, and the third lowest qualified to Level 4+.



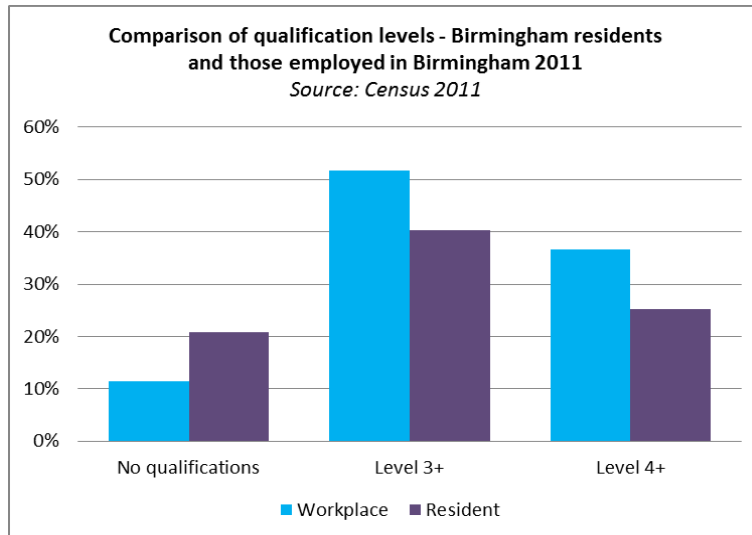
West Midlands Metropolitan authorities

When comparing Birmingham with other West Midlands metropolitan authorities, in general the city's residents are better qualified than the Black Country authorities, but less well qualified than those in Solihull and Coventry.



Comparison to qualifications of workers

A comparison of the city's workforce and residents shows that those who work in the city are better qualified than those who live there. Only 11 % of Birmingham workers have no qualifications compared to 21% of Birmingham working age residents. 52% of Birmingham workers are qualified to Level 3+ compared to 40% of residents. 52% of Birmingham workers are qualified to Level 3+ compared to 40% of residents.



Changes over time

In 2001 33% of the working age population had no qualifications compared to 21% in 2011. The percentage with Level 2 + and Level 3 plus has risen by 13 percentage points. Despite these encouraging increases the improvements are broadly in line with other core cities and neighbouring authorities, so Birmingham's position relative to them has not changed significantly.

DIFFERENT GROUPS AND AREAS WITHIN BIRMINGHAM

Attainment at school

Looking at the new Attainment 8 measure introduced in 2016, at 49.4 Birmingham's overall score was the highest of all the core cities and only 0.4 below the national figure. But there are large geographic and ethnic differences. Girls out-perform boys.

The city performed close to the national average for the English Baccalaureate and slightly below for A*-C in English & maths and for Progress 8.

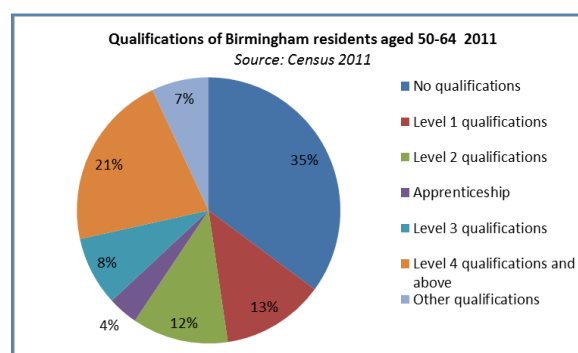
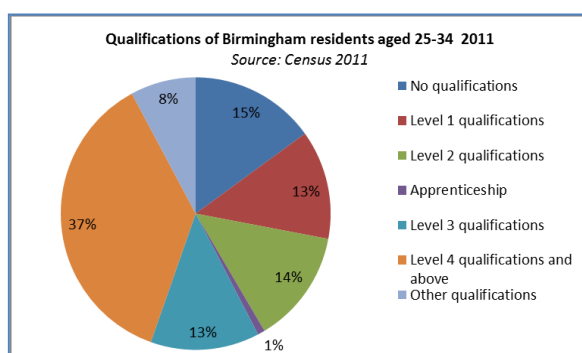
Qualifications by Gender

There is relatively little difference in qualification levels between men and women in Birmingham as a whole. Slightly more women (21%) than men (20%) have no qualifications, but slightly more women (42%) than men (39%) are qualified to Level 3 and above

Qualifications by age

When qualifications are disaggregated by age band, it is clear that young people in the city are vastly better qualified than older people. Only 11% of residents aged 16-24 have no qualifications compared to 22% of those aged 35-49 and 35% of those aged 50-64.

The gap between Birmingham residents and England as a whole is much smaller for young people than for older residents at all levels. The proportion of Birmingham residents aged 16-24 with no qualifications is only 1 percentage point above the England proportion, but for those aged 35 and above the difference is 10 percentage points.



Qualifications by ethnicity⁶

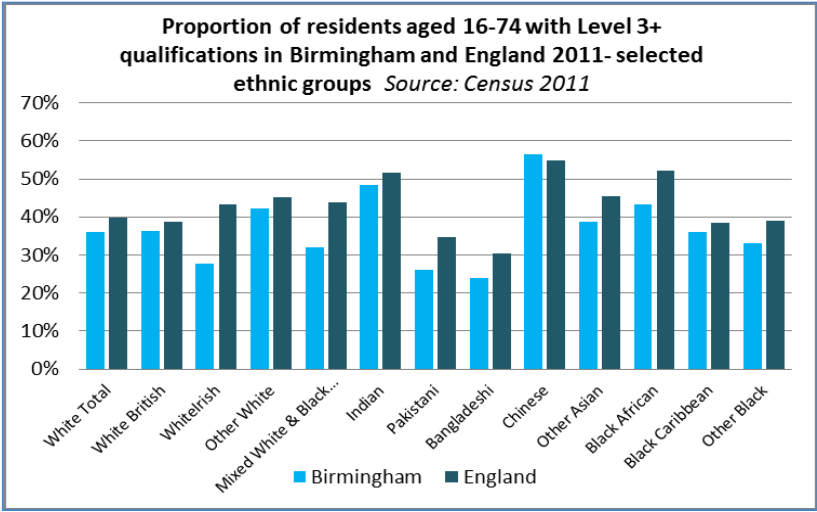
The city under-performs national attainment at all qualification levels for all ethnic groups, except for the Chinese group (see charts on page 13). However statistics for this group in the city are heavily influenced by the very high proportion of students.

⁶ Detailed data on qualifications by ethnicity is only available for the 16-74 population for detailed ethnic groups, meaning the rates, although comparable with each other, are lower than those quoted elsewhere for the 16-64 population.

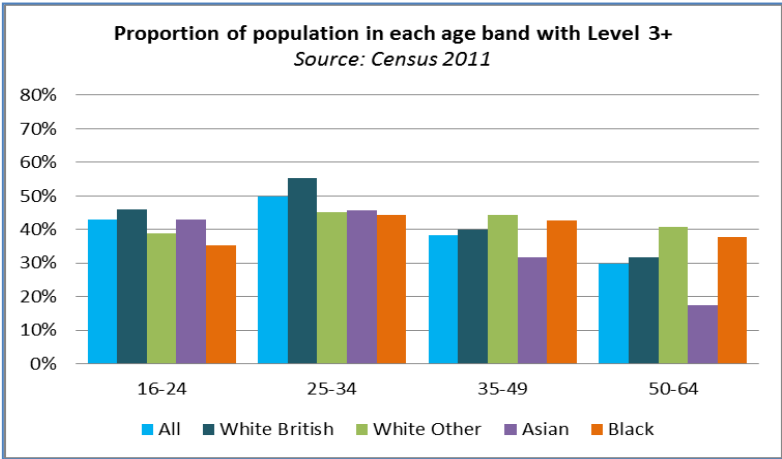
In Birmingham the White Irish (40%), Pakistani (39%) and Bangladeshi (37%) groups have the lowest proportion educated to Level 2+.

Higher qualifications follow a broadly similar pattern, at all levels with, in general, the Pakistani and Bangladeshi groups consistently having some of the lowest proportions at all levels and the Chinese, Indian and Black African some of the highest.

Both the Asian and White Other groups have a relatively high proportion of residents with 'Other' qualifications. These tend to be vocational or foreign qualifications that cannot be categorised into NVQ levels, and/or may not be recognised in the UK, and reflect the fact that many people from these groups were born and educated abroad.



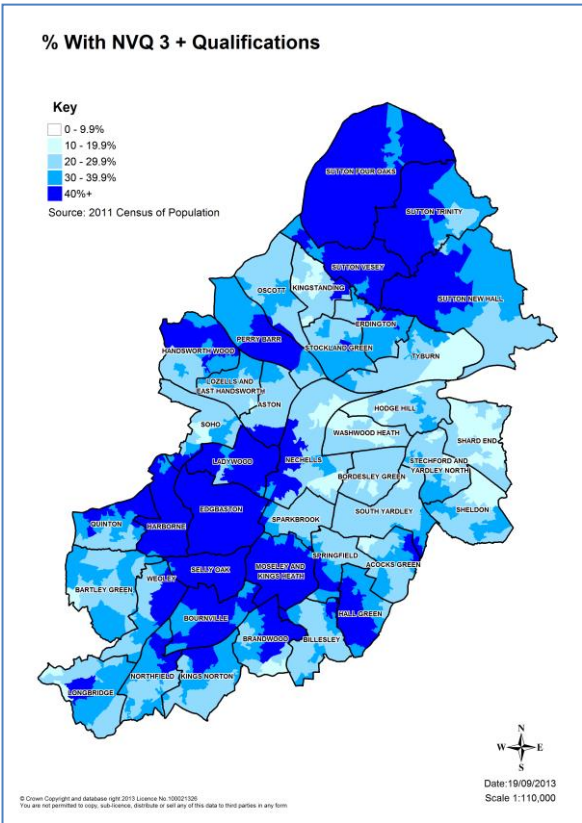
In general the gap between ethnic groups is closer for younger residents.



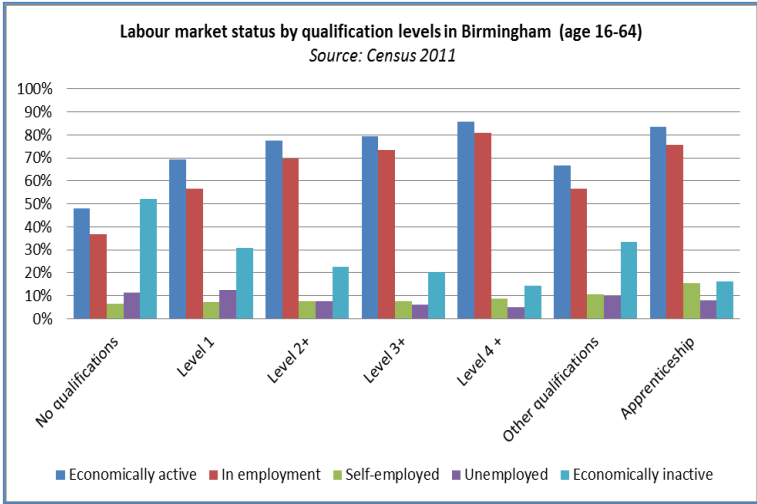
Geographic differences within Birmingham

Qualification levels vary greatly across the city. At 32% Hodge Hill is the constituency with the highest proportion with no qualifications, and Sutton Coldfield the lowest (10%). This disparity is driven in part by demographics, with, for example, areas with a large Pakistani population tending to have a relatively high proportion of residents with no qualifications (for example Washwood Heath ward 36%). But there are also significant parts of the city with a predominantly white population where qualifications are also very low (for example 31% in both Kingstanding and Shard End wards). In contrast Sutton Four Oaks and Sutton Vesey

wards only 9% have no qualifications. A similar picture emerges for higher level qualifications.



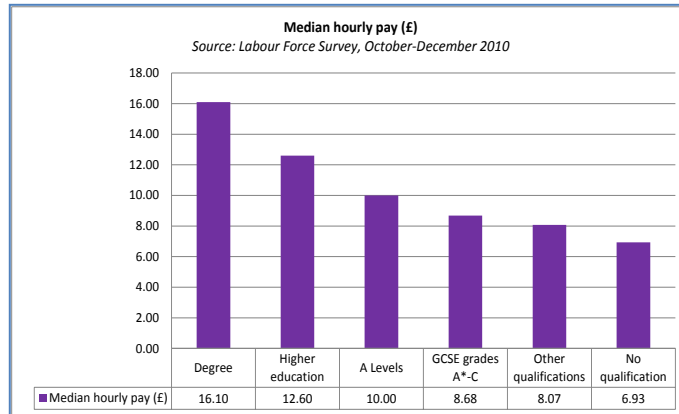
QUALIFICATIONS AND ECONOMIC ACTIVITY



In general, labour market status improves with higher qualification levels, and those with Level 4+ have the highest proportion who are economically active and employed. The labour market status of those with no qualifications is significantly different to those even with just Level 1 qualifications. Less than half (48%) of those with no qualifications are economically active compared to 69% of those qualified to Level 1. Only 37% of those with no qualifications are employed compared to 57% of those with Level 1 only.

Although there is a strong correlation between labour market status and qualifications, there are other factors that come into play. For example, although there are local differences, women have, in general, similar qualification levels to men. However, their economic activity rates are much lower, driven largely by factors such as child-care and other caring responsibilities along with cultural reasons.

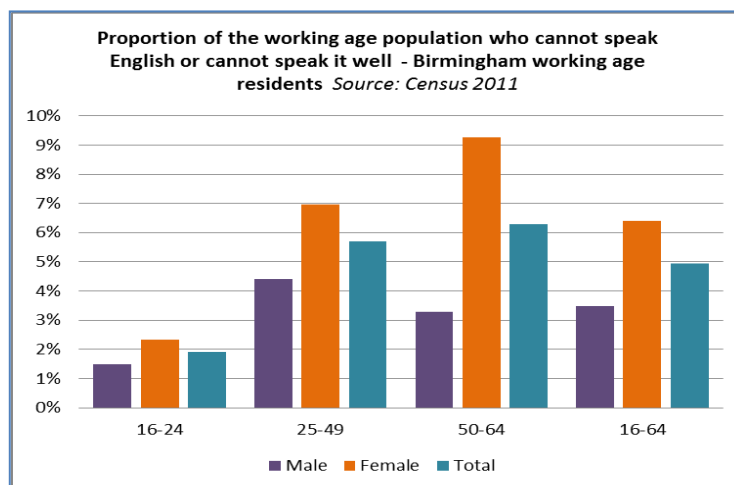
Average earnings are significantly influenced by level of qualification (although data is only available at a national level).



KEY FINDINGS - NON-NVQ SKILLS & THE LABOUR MARKET

In Birmingham English is the main language of only 83% of the population although 95% can speak it well or very well. However, this means that 5%, or over 34,000 of the working age cannot speak English or cannot speak it well.

The proportion who cannot speak English or cannot speak it well generally increases with age. Overall, around 2% of those aged 16-24 cannot speak English, but this rises to just over 6% of those aged 50-64. Although there is relatively little difference between the genders in terms of NVQ qualifications, there is a large gender difference in the ability to speak English.



APPENDIX A BIRMINGHAM COMPARED TO OTHER AREAS

Table A1: Highest Level of Qualification gained - Birmingham compared to other English Core cities and selected West Midlands authorities 2011 *Source: Census 2011*

Area	No qualifications	Level 1	Level 2	Apprentice-ship	Level 3	Level 4 & above	Other qualifications	Level 2 +	Level 3 +
Birmingham (No's)	143,576	103,859	106,683	12,981	103,853	173,943	45,255	397,460	277,796
Birmingham	21%	15%	15%	2%	15%	25%	7%	58%	40%
Nottingham	19%	14%	14%	2%	21%	24%	6%	61%	45%
Newcastle upon Tyne	17%	13%	14%	3%	20%	30%	5%	66%	49%
Liverpool	21%	14%	16%	2%	18%	25%	4%	61%	43%
Manchester	17%	12%	13%	1%	18%	31%	7%	64%	49%
Bristol	13%	13%	14%	2%	17%	36%	5%	69%	53%
Leeds	16%	14%	16%	3%	17%	30%	4%	66%	47%
Sheffield	16%	14%	15%	3%	19%	28%	4%	66%	47%
Bromsgrove	12%	15%	18%	3%	14%	34%	3%	70%	48%
Cannock Chase	19%	19%	21%	4%	15%	19%	4%	58%	34%
Coventry	16%	15%	16%	3%	17%	26%	7%	61%	42%
Dudley	20%	17%	20%	3%	14%	22%	4%	59%	36%
East Staffordshire	16%	16%	19%	4%	14%	25%	6%	62%	39%
Lichfield	13%	16%	19%	3%	14%	32%	3%	67%	46%
Redditch	18%	18%	19%	3%	14%	23%	6%	59%	36%
Sandwell	25%	17%	17%	3%	12%	18%	8%	50%	30%
Solihull	14%	16%	18%	3%	14%	32%	3%	67%	46%
Tamworth	18%	20%	21%	3%	15%	19%	4%	58%	34%
Walsall	24%	17%	18%	3%	13%	19%	6%	53%	32%
Wolverhampton	22%	17%	17%	3%	13%	22%	7%	54%	34%
Wyre Forest	18%	17%	19%	3%	14%	24%	4%	61%	38%
GBSLEP	19%	16%	17%	3%	15%	26%	5%	60%	41%
GBSLEP excluding B'ham	16%	17%	19%	3%	14%	27%	4%	63%	41%
England	16%	17%	19%	3%	14%	25%	4%	62%	39%

Table A2: Highest Level of Qualification gained Birmingham, compared to other English Core cities and selected West Midlands authorities 2001 *Source: Census 2001*

Area	No qualifications	Level 1	Level 2	Level 3	Level 4 & above	Other qualifications	Level 2 +	Level 3+
Birmingham (No's)	197,538	99,370	107,308	59,146	106,550	36,270	273,004	165,696
Birmingham	33%	16%	18%	10%	18%	6%	45%	27%
Nottingham	29%	15%	16%	15%	19%	6%	50%	34%
Newcastle upon Tyne	28%	15%	17%	13%	22%	6%	52%	35%
Liverpool	33%	16%	18%	12%	16%	6%	46%	28%
Manchester	30%	13%	15%	14%	23%	5%	52%	37%
Bristol	22%	16%	18%	13%	26%	5%	57%	39%
Leeds	26%	18%	18%	11%	20%	7%	50%	32%
Sheffield	27%	18%	17%	12%	20%	7%	49%	32%
Bromsgrove	21%	19%	22%	8%	23%	7%	53%	31%
Cannock Chase	30%	22%	22%	7%	11%	8%	39%	18%
Coventry	27%	18%	19%	11%	18%	7%	48%	29%
Dudley	32%	19%	20%	7%	13%	8%	41%	20%
East Staffordshire	27%	20%	22%	7%	17%	8%	45%	24%
Lichfield	24%	19%	22%	7%	21%	8%	50%	28%
Redditch	28%	22%	22%	7%	14%	7%	43%	21%
Sandwell	40%	19%	17%	6%	10%	7%	34%	17%
Solihull	23%	19%	22%	8%	21%	7%	51%	29%
Tamworth	29%	22%	22%	7%	11%	8%	41%	18%
Walsall	38%	19%	18%	6%	12%	7%	36%	18%
Wolverhampton	36%	18%	18%	7%	14%	7%	40%	22%
Wyre Forest	29%	20%	21%	7%	16%	8%	44%	23%
GBSLEP	30%	18%	20%	9%	17%	7%	46%	26%
GBSLEP excluding B'ham	26%	20%	22%	7%	17%	7%	46%	25%
England	24%	18%	21%	9%	21%	7%	51%	30%

Table A3: Occupation of Birmingham residents and those who work in Birmingham 2011								
<i>Source: Census 2011</i>								
Occupation	All usual residents aged 16 and over in employment the week before the census				All aged 16 to 74 in employment in the area the week before the census			
	Age 16 and over		Age 16-64		Age 16 to 74		Age 16-64	
	No.	%	No.	%	No.	%	No.	%
All categories: Occupation	425,748	100%	414,325	100%	488,095	100%	476,917	100%
1. Managers, directors and senior officials	35,427	8%	34,172	11%	46,470	10%	45,153	12%
2. Professional occupations	77,693	18%	76,039	14%	96,988	20%	95,151	16%
3. Associate professional and technical occupations	46,885	11%	46,162	6%	62,001	13%	61,196	7%
4. Administrative and secretarial occupations	50,011	12%	48,640	12%	64,731	13%	63,270	13%
5. Skilled trades occupations	41,880	10%	40,556	12%	43,113	9%	41,865	11%
6. Caring, leisure and other service occupations	42,754	10%	41,763	9%	45,571	9%	44,620	9%
7. Sales and customer service occupations	38,262	9%	37,545	6%	40,148	8%	39,470	6%
8. Process, plant and machine operatives	36,432	9%	35,117	12%	35,793	7%	34,607	11%
9. Elementary occupations	56,404	13%	54,331	18%	53,280	11%	51,585	15%

APPENDIX B: QUALIFICATIONS FOR GROUPS & AREAS IN BIRMINGHAM

Chart B1:

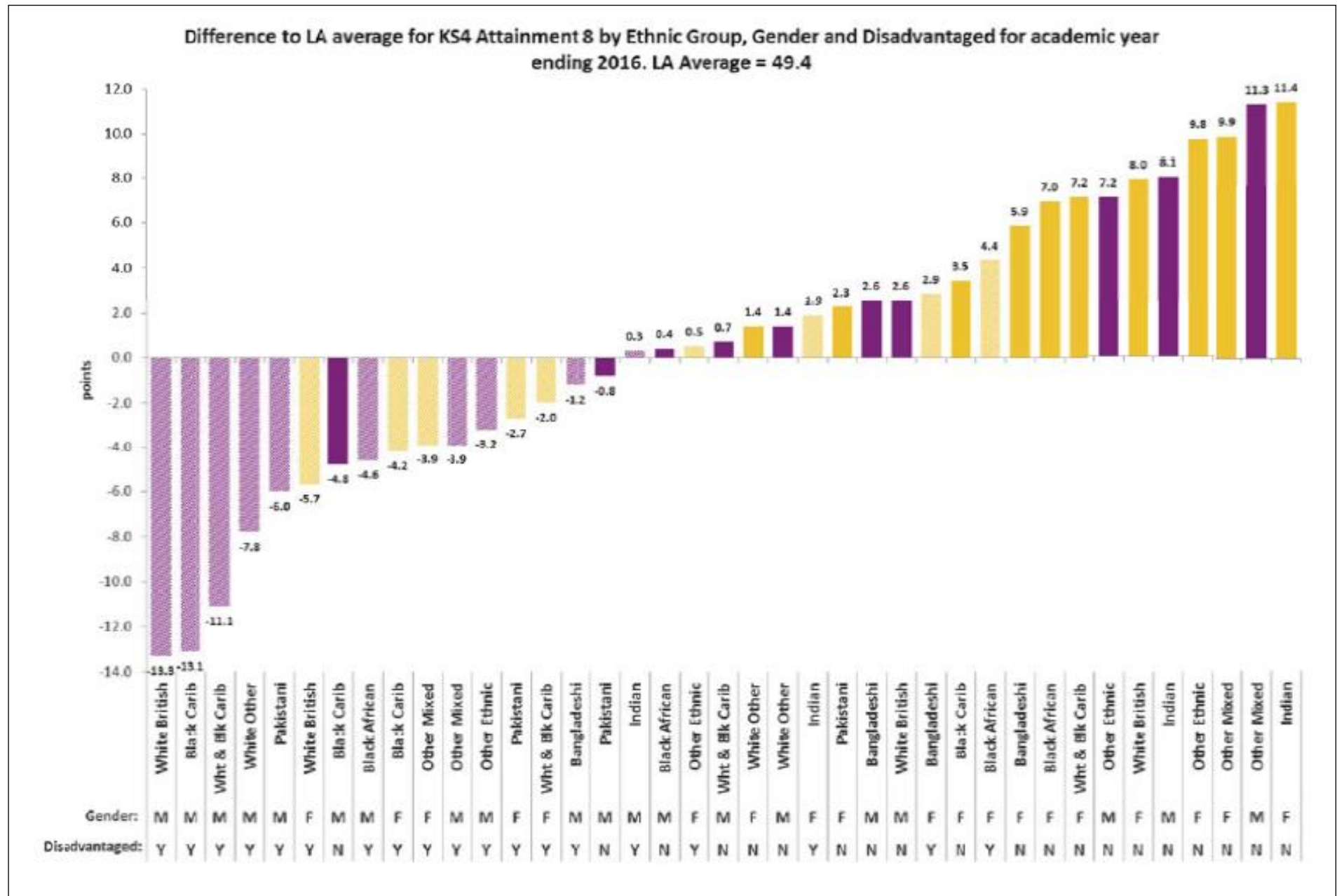


CHART B2

Attainment by ward at KS4 Birmingham pupils in Birmingham schools <i>Source BCC</i>							
Progress 8		Attainment 8		English Baccalaureate		A*-C in English and Maths	
Moseley & Kings Heath	0.49	Edgbaston	58	Harborne	45.9	Sutton Four Oaks	86.4
Harborne	0.37	Sutton Four Oaks	58	Sutton Four Oaks	44.7	Sutton Vesey	80.7
Selly Oak	0.3	Harborne	57.6	Edgbaston	44.2	Edgbaston	78.9
Edgbaston	0.24	Moseley & Kings Heath	57.2	Moseley & Kings Heath	42.5	Moseley & Kings Heath	76.6
Bournville	0.21	Sutton Vesey	56.2	Sutton New Hall	36.2	Harborne	74.8
Sutton Four Oaks	0.2	Sutton New Hall	54.9	Sutton Trinity	35.4	Sutton Trinity	72.4
Sutton New Hall	0.16	Bournville	54.5	Bournville	34.9	Sutton New Hall	71.4
Aston	0.14	Sutton Trinity	53.8	Sutton Vesey	32.8	Bournville	70.7
Nechells	0.09	Hall Green	53.2	Quinton	31.4	Brandwood	65.9
Northfield	0.09	Selly Oak	52.7	Selly Oak	30.4	Quinton	65.7
Quinton	0.09	Brandwood	51.8	Hall Green	30.2	Perry Barr	65.4
South Yardley	0.08	Perry Barr	51.5	Brandwood	29.7	Hall Green	65.1
Stockland Green	0.08	Quinton	50.8	Hodge Hill	26.6	Selly Oak	64.7
Perry Barr	0.07	Springfield	50.5	Sheldon	25.5	National	63
Springfield	0.07	National	49.8	Stechford & Yardley North	24.7	Springfield	61.4
Handsworth Wood	0.04	Birmingham	49.4	National	24.7	Northfield	60.5
Sheldon	0.04	Northfield	48.9	Birmingham	24.6	Hodge Hill	60.1
Hall Green	0.03	Handsworth Wood	48.8	Shard End	24.5	Birmingham	59.9
Soho	0.02	South Yardley	48.7	Bordesley Green	24.4	Erdington	59.2
Sparkbrook	0.02	Billesley	48.4	Billesley	22.8	Handsworth Wood	57.7
Sutton Trinity	0.01	Hodge Hill	48.3	Ladywood	22.6	Stockland Green	57.3
Stechford & Yardley North	0	Erdington	48	Springfield	22.3	South Yardley	56.8
Birmingham	0	Acocks Green	47.8	Nechells	21.7	Acocks Green	56.7
Billesley	-0.02	Stockland Green	47.7	Perry Barr	21.7	Billesley	56.3
Brandwood	-0.02	Nechells	47.5	Washwood Heath	21.5	Weoley	55.9
Erdington	-0.02	Sparkbrook	47.5	South Yardley	21.3	Sparkbrook	55.6
National	-0.03	Lozells & East Handsworth	47.4	Weoley	20.3	Nechells	55.2
Bordesley Green	-0.05	Sheldon	47.4	Northfield	19.4	Lozells & East Handsworth	55.1
Lozells & East Handsworth	-0.07	Weoley	47.3	Erdington	19.3	Sheldon	54.6
Washwood Heath	-0.07	Bordesley Green	46.9	Handsworth Wood	19.3	Stechford & Yardley North	54.6
Hodge Hill	-0.08	Stechford & Yardley North	46.9	King's Norton	18.6	Oscott	54.3
Acocks Green	-0.09	Washwood Heath	46.6	Sparkbrook	18.3	Washwood Heath	53.9
Oscott	-0.10	Oscott	46.3	Acocks Green	17.5	Bartley Green	53.8
Sutton Vesey	-0.13	Aston	46.1	Stockland Green	17.3	Bordesley Green	53.2
Ladywood	-0.16	King's Norton	45.7	Lozells & East Handsworth	17.2	King's Norton	52.3
Weoley	-0.20	Ladywood	45.7	Soho	16.9	Longbridge	52.2
Tyburn	-0.21	Tyburn	44.8	Kingstanding	16.8	Shard End	50
King's Norton	-0.24	Bartley Green	44.4	Aston	15.7	Aston	48.4
Bartley Green	-0.30	Soho	44.4	Bartley Green	15.3	Soho	46.5
Longbridge	-0.30	Shard End	43.8	Tyburn	13.9	Kingstanding	46
Kingstanding	-0.35	Kingstanding	43.6	Oscott	13.8	Tyburn	45.5
Shard End	-0.37	Longbridge	43.5	Longbridge	12.5	Ladywood	43.5

Table B3: Highest Level of Qualification gained by gender in Birmingham 2011*Source: Census 2011*

No qualific-ations	Level 1	Level 2	Apprentice-ship	Level 3	Level 4 +	Other qualific-ations	Level 2 & above	Level 3 & above
Males								
69,780	52,844	50,527	10,911	47,730	84,837	24,881	69,780	52,844
20%	15%	15%	3%	14%	25%	7%	57%	39%
Females								
73,796	51,015	56,156	2,070	56,123	89,106	20,374	73,796	51,015
21%	15%	16%	1%	16%	26%	6%	58%	42%

Table B4: Highest Level of Qualification gained by age band in Birmingham 2011 (numbers and percentages) *Source: Census 2011*

No qualific-ations	Level 1	Level 2	Apprentice-ship	Level 3	Level 4 +	Other qualific-ations	Level 2 & above	Level 3 & above
Age 16-24								
18,250	27,175	36,200	2,800	46,045	22,621	6,339	107,666	68,666
11%	17%	23%	2%	29%	14%	4%	68%	43%
Age 24-35								
24,750	21,338	22,268	1,428	21,494	60,558	12,934	105,748	82,052
15%	13%	14%	1%	13%	37%	8%	64%	50%
Age 35-49								
46,377	35,973	30,001	3,092	23,331	57,670	15,154	114,094	81,001
22%	17%	14%	1%	11%	27%	7%	54%	38%
Age 50-64								
54,199	19,373	18,214	5,661	12,983	33,094	10,828	69,952	46,077
35%	13%	12%	4%	8%	21%	7%	45%	30%
Age 16-64								
143,576	103,859	106,683	12,981	103,853	173,943	45,255	397,460	277,796
21%	15%	15%	2%	15%	25%	7%	58%	40%

Table B5: Highest Level of Qualification gained by age band gap with England 2011 (percentage point) *Source: Census 2011*

No qualific-ations	Level 1	Level 2	Apprentice-ship	Level 3	Level 4 +	Other qualific-ations	Level 2 & above	Level 3 & above
Age 16-24								
1pp	0pp	-4pp	-1pp	3pp	0pp	1pp	-1pp	3pp
Age 24-35								
6pp	1pp	-2pp	0pp	-2pp	-4pp	1pp	-8pp	-6pp
Age 35-49								
10pp	-1pp	-2pp	-1pp	-1pp	-6pp	2pp	-11pp	-7pp
Age 50-64								
10pp	-1pp	-1pp	-2pp	-1pp	-6pp	1pp	-10pp	-7pp
Age 16-64								
6pp	0pp	-2pp	-1pp	1pp	-5pp	1pp	-7pp	-4pp

Table B6: Highest level of qualification gained by ethnic group in Birmingham 2011 *Source: Census 2011*

Ethnic Group	No Qualifications	Level 1	Level 2	Apprenticeship	Level 3	Level 4 & above	Other	Level 2 & above	Level 3 & above
All	28%	13%	14%	2%	13%	23%	7%	52%	36%
White: Total	30%	13%	14%	3%	14%	23%	4%	53%	36%
White: British	30%	13%	15%	3%	14%	22%	3%	54%	36%
White: Irish	46%	8%	10%	3%	8%	20%	6%	40%	28%
White: Gypsy or Irish Traveller	47%	8%	12%	1%	9%	15%	8%	37%	23%
White: Other White	15%	7%	8%	1%	10%	33%	27%	51%	42%
Mixed: Total	20%	17%	20%	2%	17%	19%	4%	58%	37%
Mixed White & Black Caribbean	21%	20%	22%	2%	16%	16%	3%	56%	32%
Mixed White & Black African	15%	16%	17%	2%	17%	26%	8%	62%	43%
Mixed White & Asian	20%	16%	15%	1%	19%	23%	5%	59%	42%
Other Mixed	19%	13%	18%	2%	18%	24%	6%	62%	43%
Asian Total	28%	14%	11%	1%	11%	24%	11%	47%	35%
Indian	18%	11%	11%	1%	14%	34%	11%	60%	48%
Pakistani	35%	16%	12%	1%	10%	16%	10%	39%	26%
Bangladeshi	35%	16%	12%	1%	10%	14%	12%	37%	24%
Chinese	16%	7%	6%	0%	11%	46%	15%	62%	57%
Other Asian	24%	12%	11%	1%	11%	28%	14%	50%	39%
Black British: Total	21%	15%	17%	1%	13%	24%	8%	56%	38%
Black African	17%	14%	14%	1%	12%	31%	11%	58%	43%
Black Caribbean	24%	14%	17%	2%	13%	23%	7%	55%	36%
Other Black	20%	19%	20%	2%	14%	19%	7%	54%	33%
Other ethnic group: Total	25%	12%	10%	1%	10%	27%	16%	47%	37%
Arab	26%	13%	10%	0%	10%	26%	15%	46%	36%
Any other ethnic group	24%	11%	10%	1%	11%	28%	17%	48%	38%

Table B7: Highest level of qualification gained by broad ethnic group and age band in Birmingham 2011 <i>Source: Census 2011</i>				
No Qualifications				
	16-24	25-34	35-49	50-64
All	11%	15%	22%	35%
White British	12%	12%	19%	33%
White Other	13%	11%	13%	20%
Asian	10%	19%	32%	51%
Black	11%	15%	17%	23%
NVQ2+				
	16-24	25-34	35-49	50-64
All	68%	64%	54%	45%
White British	71%	73%	59%	49%
White Other	51%	53%	54%	50%
Asian	66%	56%	41%	24%
Black	65%	62%	59%	56%
NVQ3+				
	16-24	25-34	35-49	50-64
All	43%	50%	38%	30%
White British	46%	55%	40%	32%
White Other	39%	45%	44%	41%
Asian	43%	46%	32%	18%
Black	35%	44%	43%	38%
NVQ4+				
	16-24	25-34	35-49	50-64
All	14%	37%	27%	21%
White British	13%	39%	27%	22%
White Other	17%	39%	38%	34%
Asian	18%	36%	25%	14%
Black	12%	31%	30%	27%

Table B8: Highest level of qualification gained by ward in Birmingham 2011 (Numbers)*Source: Census 2011*

Area	No qualifications	Level 1	Level 2	Apprenticeship	Level 3	Level 4 & above	Other qualifications	Level 2 & above	Level 3 & above
Acocks Green	4,145	2,933	3,118	378	2,389	3,669	1,281	9,554	6,058
Aston	5,814	3,058	2,758	164	3,497	3,419	1,937	9,838	6,916
Bartley Green	3,887	2,761	2,882	408	2,343	2,905	728	8,538	5,248
Billesley	3,649	2,968	3,149	449	2,344	3,353	762	9,295	5,697
Bordesley Green	6,329	3,316	2,765	164	1,980	2,876	2,169	7,785	4,856
Bournville	2,316	2,159	2,650	374	2,204	6,608	567	11,836	8,812
Brandwood	3,004	2,426	2,772	409	2,192	4,719	672	10,092	6,911
Edgbaston	1,500	1,259	1,819	123	5,936	6,909	1,056	14,787	12,845
Erdington	2,788	2,427	2,589	402	2,057	3,579	789	8,627	5,636
Hall Green	2,458	2,599	2,777	337	2,355	5,050	951	10,519	7,405
Handsworth Wood	3,560	2,626	2,702	238	2,534	4,941	2,055	10,415	7,475
Harborne	1,597	1,347	1,546	165	1,851	8,579	862	12,141	10,430
Hodge Hill	4,571	2,954	2,740	318	2,037	2,563	1,320	7,658	4,600
Kings Norton	3,429	2,594	2,869	405	2,114	3,125	572	8,513	5,239
Kingstanding	4,876	2,686	2,723	309	1,957	2,155	893	7,144	4,112
Ladywood	2,422	2,017	2,510	195	3,946	11,987	2,122	18,638	15,933
Longbridge	3,623	2,979	3,188	463	2,469	3,151	610	9,271	5,620
Lozells & East Handsworth	5,683	3,040	2,699	182	2,395	3,426	2,120	8,702	5,821
Moseley & Kings Heath	2,175	1,750	2,010	207	2,185	8,858	782	13,260	11,043
Nechells	5,392	3,239	2,860	213	4,148	4,447	2,253	11,668	8,595
Northfield	2,966	2,964	3,179	569	2,500	3,598	567	9,846	6,098
Oscott	3,079	2,978	3,063	517	2,301	2,743	703	8,624	5,044
Perry Barr	2,465	2,460	2,565	377	2,691	3,523	1,103	9,156	6,214
Quinton	2,740	2,337	2,425	301	1,934	4,597	756	9,257	6,531
Selly Oak	1,193	1,121	1,582	170	9,861	6,329	921	17,942	16,190
Shard End	5,131	3,214	3,097	419	2,084	1,802	722	7,402	3,886
Sheldon	2,950	2,620	2,584	436	1,881	2,298	667	7,199	4,179
Soho	5,220	3,100	2,784	188	2,358	3,714	2,340	9,044	6,072
South Yardley	4,901	3,368	3,111	412	2,269	3,456	1,667	9,248	5,725
Sparkbrook	6,220	3,313	2,630	157	2,164	3,374	1,916	8,325	5,538
Springfield	5,042	3,023	2,665	219	2,293	4,133	1,996	9,310	6,426
Stechford & Yardley North	4,204	2,808	2,808	394	1,943	2,720	911	7,865	4,663
Stockland Green	3,444	2,571	2,750	338	2,291	3,760	1,246	9,139	6,051
Sutton Four Oaks	1,203	1,814	2,459	354	2,007	5,874	385	10,694	7,881
Sutton New Hall	1,547	2,139	2,472	506	2,053	5,090	417	10,121	7,143
Sutton Trinity	1,779	2,307	2,680	443	2,226	5,774	450	11,123	8,000
Sutton Vesey	1,321	1,980	2,552	427	2,137	5,879	402	10,995	8,016
Tyburn	4,342	2,767	2,914	360	2,010	2,440	806	7,724	4,450
Washwood Heath	7,002	3,309	2,552	142	1,850	2,483	1,988	7,027	4,333
Weoley	3,609	2,528	2,685	349	2,067	4,037	791	9,138	6,104
Birmingham	143,576	103,859	106,683	12,981	103,853	173,943	45,255	397,460	277,796

Table B9: Highest level of qualification gained by ward in Birmingham 2011 (Percent)*Source: Census 2011*

Area	No qualifications	Level 1	Level 2	Apprenticeship	Level 3	Level 4 & above	Other qualifications	Level 2 & above	Level 3 & above
Acocks Green	23%	16%	17%	2%	13%	20%	7%	53%	34%
Aston	28%	15%	13%	1%	17%	17%	9%	48%	33%
Bartley Green	24%	17%	18%	3%	15%	18%	5%	54%	33%
Billesley	22%	18%	19%	3%	14%	20%	5%	56%	34%
Bordesley Green	32%	17%	14%	1%	10%	15%	11%	40%	25%
Bournville	14%	13%	16%	2%	13%	39%	3%	70%	52%
Brandwood	19%	15%	17%	3%	14%	29%	4%	62%	43%
Edgbaston	8%	7%	10%	1%	32%	37%	6%	79%	69%
Erdington	19%	17%	18%	3%	14%	24%	5%	59%	39%
Hall Green	15%	16%	17%	2%	14%	31%	6%	64%	45%
Handsworth Wood	19%	14%	14%	1%	14%	26%	11%	56%	40%
Harborne	10%	8%	10%	1%	12%	54%	5%	76%	65%
Hodge Hill	28%	18%	17%	2%	12%	16%	8%	46%	28%
Kings Norton	23%	17%	19%	3%	14%	21%	4%	56%	35%
Kingstanding	31%	17%	17%	2%	13%	14%	6%	46%	26%
Ladywood	10%	8%	10%	1%	16%	48%	8%	74%	63%
Longbridge	22%	18%	19%	3%	15%	19%	4%	56%	34%
Lozells & East Handsworth	29%	16%	14%	1%	12%	18%	11%	45%	30%
Moseley & Kings Heath	12%	10%	11%	1%	12%	49%	4%	74%	61%
Nechells	24%	14%	13%	1%	18%	20%	10%	52%	38%
Northfield	18%	18%	19%	3%	15%	22%	3%	60%	37%
Oscott	20%	19%	20%	3%	15%	18%	5%	56%	33%
Perry Barr	16%	16%	17%	2%	18%	23%	7%	60%	41%
Quinton	18%	15%	16%	2%	13%	30%	5%	61%	43%
Selly Oak	6%	5%	7%	1%	47%	30%	4%	85%	76%
Shard End	31%	20%	19%	3%	13%	11%	4%	45%	24%
Sheldon	22%	19%	19%	3%	14%	17%	5%	54%	31%
Soho	26%	16%	14%	1%	12%	19%	12%	46%	31%
South Yardley	26%	18%	16%	2%	12%	18%	9%	48%	30%
Sparkbrook	31%	17%	13%	1%	11%	17%	10%	42%	28%
Springfield	26%	16%	14%	1%	12%	21%	10%	48%	33%
Stechford & Yardley North	27%	18%	18%	2%	12%	17%	6%	50%	30%
Stockland Green	21%	16%	17%	2%	14%	23%	8%	56%	37%
Sutton Four Oaks	9%	13%	17%	3%	14%	42%	3%	76%	56%
Sutton New Hall	11%	15%	17%	4%	14%	36%	3%	71%	50%
Sutton Trinity	11%	15%	17%	3%	14%	37%	3%	71%	51%
Sutton Vesey	9%	13%	17%	3%	15%	40%	3%	75%	55%
Tyburn	28%	18%	19%	2%	13%	16%	5%	49%	28%
Washwood Heath	36%	17%	13%	1%	10%	13%	10%	36%	22%
Weoley	22%	16%	17%	2%	13%	25%	5%	57%	38%
Birmingham	21%	15%	15%	2%	15%	25%	7%	58%	40%

Table B10: Highest level of qualification gained by constituency in Birmingham 2011*Source: Census 2011*

Area	No qualifications	Level 1	Level 2	Apprenticeship	Level 3	Level 4 & above	Other qualifications	Level 2 & above	Level 3 & above
Numbers									
Edgbaston	9,724	7,704	8,672	997	12,064	22,990	3,402	44,723	35,054
Erdington	15,450	10,451	10,976	1,409	8,315	11,934	3,734	32,634	20,249
Hall Green	15,895	10,685	10,082	920	8,997	21,415	5,645	41,414	30,412
Hodge Hill	23,033	12,793	11,154	1,043	7,951	9,724	6,199	29,872	17,675
Ladywood	18,848	11,414	10,912	760	13,949	23,567	8,652	49,188	37,516
Northfield	13,627	11,065	11,921	1,786	9,150	13,911	2,540	36,768	23,061
Perry Barr	14,787	11,104	11,029	1,314	9,921	14,633	5,981	36,897	24,554
Selly Oak	10,162	8,674	10,153	1,402	16,601	21,009	2,922	49,165	37,610
Sutton Coldfield	5,850	8,240	10,163	1,730	8,423	22,617	1,654	42,933	31,040
Yardley	16,200	11,729	11,621	1,620	8,482	12,143	4,526	33,866	20,625
Birmingham	143,576	103,859	106,683	12,981	103,853	173,943	45,255	397,460	277,796
Percent									
Edgbaston	15%	12%	13%	2%	18%	35%	5%	68%	53%
Erdington	25%	17%	18%	2%	13%	19%	6%	52%	33%
Hall Green	22%	15%	14%	1%	12%	29%	8%	56%	41%
Hodge Hill	32%	18%	16%	1%	11%	14%	9%	42%	25%
Ladywood	21%	13%	12%	1%	16%	27%	10%	56%	43%
Northfield	21%	17%	19%	3%	14%	22%	4%	57%	36%
Perry Barr	22%	16%	16%	2%	14%	21%	9%	54%	36%
Selly Oak	14%	12%	14%	2%	23%	30%	4%	69%	53%
Sutton Coldfield	10%	14%	17%	3%	14%	39%	3%	73%	53%
Yardley	24%	18%	18%	2%	13%	18%	7%	51%	31%
Birmingham	21%	15%	15%	2%	15%	25%	7%	58%	40%

Table B11: No qualifications and Level 3+ qualifications - comparison between 2001 and 2011 census - wards in Birmingham 2011 *Source: Census 2011*

Area	No qualifications			Level 3+		
	2001 (%)	2011 (%)	Difference (pp)	2001 (%)	2011 (%)	Difference (pp)
Acocks Green	34%	23%	11pp	22%	34%	12pp
Aston	44%	28%	16pp	20%	33%	14pp
Bartley Green	35%	24%	11pp	19%	33%	14pp
Billesley	35%	22%	13pp	19%	34%	15pp
Bordesley Green	46%	32%	13pp	18%	25%	6pp
Bournville	22%	14%	9pp	38%	52%	14pp
Brandwood	30%	19%	11pp	26%	43%	16pp
Edgbaston	12%	8%	4pp	65%	69%	4pp
Erdington	29%	19%	10pp	25%	39%	13pp
Hall Green	23%	15%	8pp	31%	45%	14pp
Handsworth Wood	28%	19%	8pp	33%	40%	7pp
Harborne	17%	10%	7pp	55%	65%	10pp
Hodge Hill	37%	28%	10pp	16%	28%	12pp
Kings Norton	34%	23%	11pp	19%	35%	16pp
Kingstanding	43%	31%	12pp	14%	26%	12pp
Ladywood	28%	10%	18pp	37%	63%	27pp
Longbridge	33%	22%	11pp	18%	34%	16pp
Lozells & East Handsworth	43%	29%	14pp	22%	30%	8pp
Moseley & Kings Heath	18%	12%	6pp	52%	61%	9pp
Nechells	38%	24%	14pp	29%	38%	9pp
Northfield	28%	18%	10pp	21%	37%	16pp
Oscott	31%	20%	11pp	17%	33%	16pp
Perry Barr	26%	16%	9pp	27%	41%	14pp
Quinton	28%	18%	9pp	29%	43%	14pp
Selly Oak	12%	6%	6pp	68%	76%	8pp
Shard End	42%	31%	10pp	12%	24%	12pp
Sheldon	31%	22%	9pp	17%	31%	14pp
Soho	40%	26%	14pp	23%	31%	8pp
South Yardley	36%	26%	11pp	19%	30%	11pp
Sparkbrook	45%	31%	14pp	22%	28%	6pp
Springfield	39%	26%	13pp	25%	33%	8pp
Stechford & Yardley North	35%	27%	9pp	17%	30%	12pp
Stockland Green	29%	21%	8pp	27%	37%	10pp
Sutton Four Oaks	14%	9%	6pp	39%	56%	17pp
Sutton New Hall	17%	11%	6pp	34%	50%	16pp
Sutton Trinity	18%	11%	7pp	36%	51%	15pp
Sutton Vesey	15%	9%	6pp	38%	55%	16pp
Tyburn	39%	28%	11pp	17%	28%	11pp
Washwood Heath	50%	36%	14pp	15%	22%	7pp
Weoley	31%	22%	8pp	29%	38%	9pp
Birmingham	31%	21%	10pp	28%	40%	12pp

Note the Birmingham total in this table differs slightly from figures presented elsewhere due to data being derived from different 2001 census tables.

APPENDIX C: QUALIFICATIONS AND ECONOMIC ACTIVITY

Table C1: Highest level of qualification by economic activity (numbers) *Source: Census 2011*

Economic Activity	All	No qualifications	Level 1	Level 2	Apprentice -ship	Level 3	Level 4 & above	Other qualifications	Level 2+	Level 3+
All	690,150	143,576	103,859	106,683	12,981	103,853	173,943	45,255	397,460	277,796
Economically active: Total	478,583	68,954	71,951	75,804	10,863	71,630	149,190	30,191	307,487	220,820
In employment: Total	414,325	52,564	58,909	63,916	9,800	62,856	140,586	25,694	277,158	203,442
Employee: Total	362,675	43,448	51,254	57,254	7,784	57,009	125,024	20,902	247,071	182,033
Employee: Part-time	109,605	17,833	17,446	19,943	1,184	21,097	24,771	7,331	66,995	45,868
Employee: Full-time	253,070	25,615	33,808	37,311	6,600	35,912	100,253	13,571	180,076	136,165
Self-employed: Total	51,650	9,116	7,655	6,662	2,016	5,847	15,562	4,792	30,087	21,409
Self-employed: Part-time	17,780	3,723	2,734	2,031	413	1,839	5,053	1,987	9,336	6,892
Self-employed: Full-time	33,870	5,393	4,921	4,631	1,603	4,008	10,509	2,805	20,751	14,517
Unemployed	64,258	16,390	13,042	11,888	1,063	8,774	8,604	4,497	30,329	17,378
Economically inactive	211,567	74,622	31,908	30,879	2,118	32,223	24,753	15,064	89,973	56,976

Table C2: Economic activity by qualification (percent) *Source: Census 2011*

Economic Activity	All	No qualifications	Level 1	Level 2	Apprenticeship	Level 3	Level 4 & above	Other qualifications	Level 2+	Level 3+
All	100%	21%	15%	15%	2%	15%	25%	7%	58%	40%
Economically active: Total	100%	14%	15%	16%	2%	15%	31%	6%	64%	46%
In employment: Total	100%	13%	14%	15%	2%	15%	34%	6%	67%	49%
Employee: Total	100%	12%	14%	16%	2%	16%	34%	6%	68%	50%
Employee: Part-time	100%	16%	16%	18%	1%	19%	23%	7%	61%	42%
Employee: Full-time	100%	10%	13%	15%	3%	14%	40%	5%	71%	54%
Self-employed: Total	100%	18%	15%	13%	4%	11%	30%	9%	58%	41%
Self-employed: Part-time	100%	21%	15%	11%	2%	10%	28%	11%	53%	39%
Self-employed: Full-time	100%	16%	15%	14%	5%	12%	31%	8%	61%	43%
Unemployed	100%	26%	20%	19%	2%	14%	13%	7%	47%	27%
Economically inactive	100%	35%	15%	15%	1%	15%	12%	7%	43%	27%

Table C3: Qualification by economic activity (percent) *Source: Census 2011*

Economic Activity	All	No qualifications	Level 1	Level 2	Apprenticeship	Level 3	Level 4 & above	Other qualifications	Level 2+	Level 3+
Economically active: Total	69%	48%	69%	71%	84%	69%	86%	67%	77%	79%
In employment: Total	60%	37%	57%	60%	75%	61%	81%	57%	70%	73%
Employee: Total	53%	30%	49%	54%	60%	55%	72%	46%	62%	66%
Employee: Part-time	16%	12%	17%	19%	9%	20%	14%	16%	17%	17%
Employee: Full-time	37%	18%	33%	35%	51%	35%	58%	30%	45%	49%
Self-employed: Total	7%	6%	7%	6%	16%	6%	9%	11%	8%	8%
Self-employed: Part-time	3%	3%	3%	2%	3%	2%	3%	4%	2%	2%
Self-employed: Full-time	5%	4%	5%	4%	12%	4%	6%	6%	5%	5%
Unemployed	9%	11%	13%	11%	8%	8%	5%	10%	8%	6%
Economically inactive	31%	52%	31%	29%	16%	31%	14%	33%	23%	21%

APPENDIX D: NON-NVQ SKILLS AND THE LABOUR MARKET

Table D1: Proficiency in English – proportion of the working age population who cannot speak English or cannot speak it well by age and gender
Birmingham wards and constituencies *Source: Census 2011*

Ward	All				Male				Female			
	Age 16-24	Age 25-49	Age 50-64	Age 16-64	Age 16-24	Age 25-49	Age 50-64	Age 16-64	Age 16-24	Age 25-49	Age 50-64	Age 16-64
Acocks Green	2%	5%	4%	4%	1%	4%	2%	3%	2%	5%	6%	5%
Aston	3%	15%	25%	13%	2%	11%	14%	8%	5%	20%	35%	17%
Bartley Green	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%
Billesley	0%	2%	1%	2%	0%	2%	1%	1%	1%	2%	2%	2%
Bordesley Green	5%	16%	29%	15%	3%	11%	14%	9%	6%	22%	44%	21%
Bournville	0%	1%	1%	1%	0%	1%	0%	1%	0%	1%	1%	1%
Brandwood	1%	1%	1%	1%	1%	1%	1%	1%	0%	2%	2%	1%
Edgbaston	1%	3%	4%	2%	1%	3%	2%	2%	1%	3%	5%	3%
Erdington	1%	2%	1%	2%	1%	2%	1%	2%	1%	3%	2%	2%
Hall Green	1%	3%	5%	3%	1%	2%	2%	2%	1%	4%	7%	4%
Handsworth Wood	3%	9%	16%	9%	3%	7%	10%	7%	4%	11%	22%	12%
Harborne	2%	2%	4%	3%	1%	2%	2%	2%	2%	3%	5%	3%
Hodge Hill	2%	8%	8%	7%	2%	6%	3%	5%	3%	10%	12%	9%
Kings Norton	1%	1%	0%	1%	0%	0%	0%	0%	1%	1%	0%	1%
Kingstanding	1%	2%	2%	2%	1%	2%	1%	1%	0%	2%	2%	2%
Ladywood	3%	3%	5%	3%	3%	3%	3%	3%	2%	4%	7%	4%
Longbridge	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%
Lozells & East Handsworth	5%	15%	27%	15%	3%	12%	15%	10%	7%	19%	40%	19%
Moseley & Kings Heath	2%	3%	5%	3%	1%	2%	2%	2%	3%	4%	8%	5%
Nechells	3%	12%	14%	9%	2%	8%	7%	6%	4%	15%	21%	12%
Northfield	0%	1%	0%	1%	0%	0%	0%	0%	0%	1%	0%	1%
Oscott	0%	1%	1%	1%	0%	2%	1%	1%	0%	1%	1%	1%
Perry Barr	2%	5%	5%	4%	2%	5%	3%	4%	2%	5%	6%	5%
Quinton	1%	2%	2%	2%	0%	2%	2%	2%	1%	2%	3%	2%
Selly Oak	0%	2%	3%	1%	0%	2%	1%	1%	1%	3%	4%	1%

Ward	All				Male				Female			
	Age 16-24	Age 25-49	Age 50-64	Age 16-64	Age 16-24	Age 25-49	Age 50-64	Age 16-64	Age 16-24	Age 25-49	Age 50-64	Age 16-64
Shard End	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%
Sheldon	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	2%	2%
Soho	5%	12%	18%	11%	4%	11%	10%	9%	6%	14%	24%	14%
South Yardley	3%	8%	7%	7%	2%	6%	4%	5%	4%	9%	11%	8%
Sparkbrook	4%	16%	31%	16%	2%	11%	16%	10%	6%	22%	45%	22%
Springfield	3%	14%	21%	13%	3%	9%	10%	8%	4%	18%	32%	17%
Stechford & Yardley North	1%	3%	3%	3%	1%	2%	1%	2%	1%	4%	5%	4%
Stockland Green	2%	5%	3%	4%	2%	4%	2%	3%	2%	5%	5%	4%
Sutton Four Oaks	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%	1%
Sutton New Hall	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
Sutton Trinity	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%
Sutton Vesey	0%	1%	1%	1%	0%	1%	0%	0%	1%	1%	1%	1%
Tyburn	1%	2%	2%	2%	1%	2%	1%	2%	0%	3%	2%	2%
Washwood Heath	4%	18%	31%	17%	3%	13%	14%	10%	6%	24%	47%	24%
Weoley	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	1%
Constituency	All				Male				Female			
	Age 16-24	Age 25-49	Age 50-64	Age 16-64	Age 16-24	Age 25-49	Age 50-64	Age 16-64	Age 16-24	Age 25-49	Age 50-64	Age 16-64
Edgbaston	1%	2%	2%	2%	1%	2%	1%	2%	1%	2%	3%	2%
Erdington	1%	3%	2%	2%	1%	3%	1%	2%	1%	3%	2%	3%
Hall Green	3%	9%	14%	9%	2%	6%	7%	5%	4%	12%	21%	13%
Hodge Hill	3%	12%	16%	11%	2%	8%	7%	7%	4%	15%	24%	14%
Ladywood	3%	10%	16%	9%	3%	8%	9%	6%	4%	13%	24%	11%
Northfield	0%	1%	1%	1%	0%	1%	0%	1%	0%	1%	1%	1%
Perry Barr	3%	8%	12%	8%	2%	7%	7%	6%	4%	10%	17%	10%
Selly Oak	0%	2%	1%	1%	0%	1%	1%	1%	1%	2%	2%	1%
Sutton Coldfield	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	1%	1%
Yardley	2%	5%	4%	4%	1%	4%	2%	3%	2%	5%	6%	5%
Birmingham	2%	5%	6%	5%	1%	4%	3%	3%	2%	7%	9%	6%