

# Learning and Labour Market – North Wales



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## 1. MACROECONOMIC INDICATORS

### United Kingdom

Recovery in world economic activity has been strong and the near-term prospects are good. At home the UK economy is experiencing the longest period of sustained low inflation since the 1960s. Latest ONS figures show that GDP growth during the second quarter of 2004 averaged 3.7% (annual rate). In the labour market, conditions are tight with unemployment at just 4.8%.

Consumer confidence is high with retail sales to June up 6.9%. However, with the economy now at or close to full capacity, it is widely believed that any further increase in domestic demand is unsustainable and can only result in inflationary pressures. In the year to May 2004 average earnings rose 4.4% while growth in RPI was 3%.

There are particular concerns about levels of consumer debt. A significant proportion of this is linked to inflation in the housing market, which accelerated during 2002 and again in 2004. Fears about inflationary pressures and a speculative bubble in the housing market has prompted the Monetary Policy Committee to raise base rates by 1¼ percentage points (to 4¾ % as of September 2004) since this time last year.

Not all inflationary pressures are within the control of domestic macroeconomic policy and recent increases in crude oil prices to over US \$40/ barrel are potentially damaging to global recovery and economic growth in oil dependent nations. A prolonged hike in energy prices could undermine recent economic progress feeding higher consumer prices and encouraging wage pressures, rising interest rates, and lower output growth.

### Wales

There are indications that economic growth in Wales has been less robust than in the UK generally with production and construction output stagnant or falling slightly during 2003. GVA<sup>1</sup> per capita in Wales is just 79% of the UK average, but there is significant intra-regional variation. In West Wales and the Valleys, GVA per capita is two thirds of the UK average while South and East Wales exhibit near parity with the rest of the UK (Table 1). In North Wales, GVA per capita varies from 53% of the UK average in Anglesey to 94% in Flintshire and Wrexham. The prosperity gap between North East and North West Wales may have lessened somewhat in recent years. However, this appears to be due to a relative deterioration in N E Wales position rather than a “catching up” in the Objective One area of North West Wales (Table 2).

<sup>1</sup> GVA or “gross value added” is the term now in use to denote estimates that were previously known as gross domestic product (GDP) at basic prices.

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Table 1: Relative GVA per head: % UK

	1995	1998	2000	2001	2002
England	102	102	103	103	103
Scotland	100	97	95	94	95
Northern Ireland	80	79	79	79	78
Wales	84	80	79	79	79
West Wales & Valleys	74	69	67	67	na
East Wales	101	99	100	100	na

Table 2 GVA per Capita North Wales; % UK. NUTS 3 Areas

	1995	1998	1999	2000	2001
Anglesey	54	51	51	52	53
Gwynedd	81	70	67	65	64
Conwy & Denbighshire	71	66	64	63	63
Flintshire and Wrexham	109	102	99	96	94

Source: National Statistics (Crown Copyright)<sup>2</sup>.

## Employment

There are approximately 1.3 million jobs in Wales which account for slightly less than 5% of the total for Great Britain<sup>3</sup>. Employment growth in Wales has been higher than the rest of Great Britain since the turn of the millennium, with around 80,000 more people in employment in Wales in 2004. This is an increase of 6.5% on the 2000 total, compared with the 2.3% increase in Great Britain as a whole. However, employment growth in North Wales has been slower than in rest of Wales, with employment increasing by 3% over the same period.

There are currently around 300,000 jobs in the region, accounting for 23% of the Welsh total. Around 74% of these jobs are full-time (Table 3).

<sup>2</sup> Many of the data sources referred to in this factsheet (e.g. LFS, NES, ABI) are products provided by National Statistics. Unless otherwise stated, they are within the public domain and can be accessed at <http://www.statistics.gov.uk>

<sup>3</sup> Source: Labour Force Survey - quarterly: four quarter averages – numerator for employment rate: all people aged 16+

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Table 3: Employment in North Wales, 2003/04

	Total Employment (000)	Jobs full-time (%)
Anglesey	32	72.5
Conwy	40	65
Denbighshire	46	76.5
Flintshire	72	75.1
Gwynedd	53	74.5
Wrexham	67	76.1
North Wales	300	73.6

Source: LFS Quarterly Survey (Sep 2003-Aug 2004)

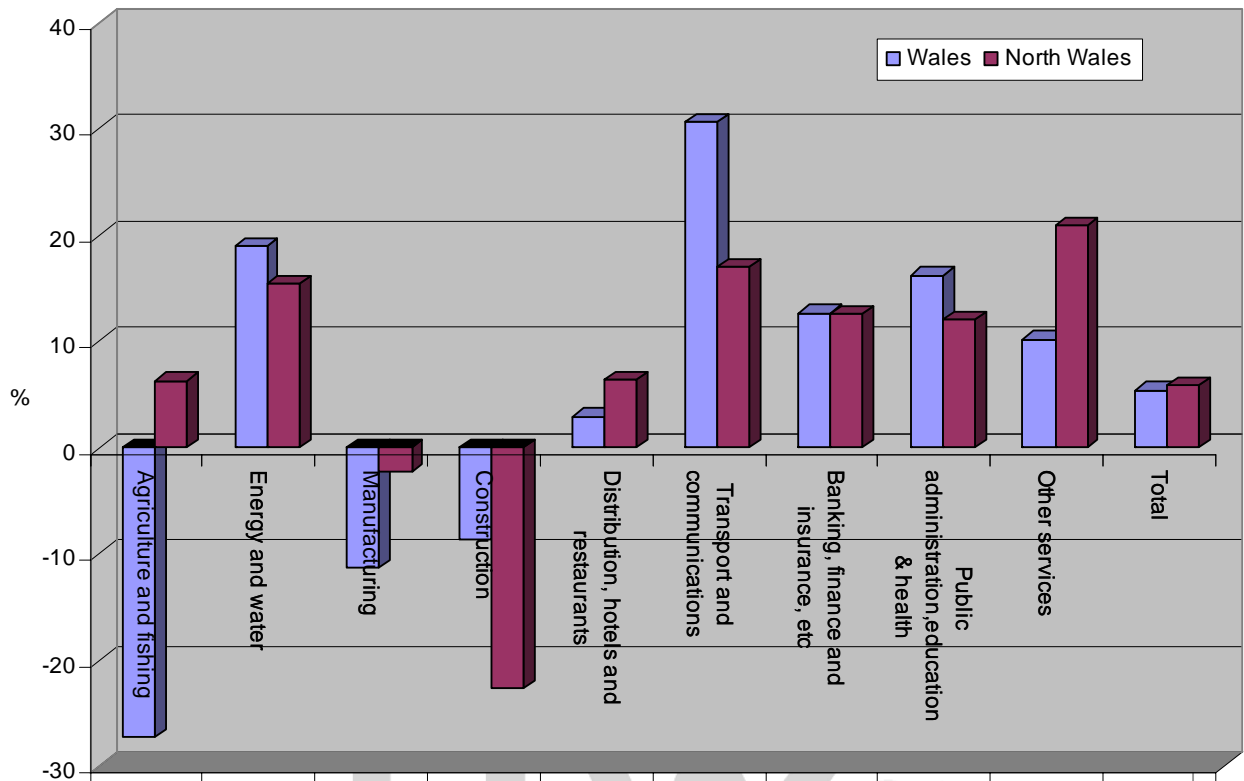
Consistent with the national picture, most of the recent employment growth in North Wales has been concentrated in the service economy with the manufacturing and construction employment contracting (Figure 2). According to the ABI employment in North Wales increased between 1998 and 2002, by almost 13,000 much of which was attributable to net increases in Distribution, Hotels and Restaurants (around 3,000), in Public Administration, Education and Health (7,600), Banking and Finance (2,000) and other services (2,300). These gains were partially offset by the loss of over 3,000 jobs in Construction.

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Figure 1: Employment by industry in North Wales: % change 1998-2002



Source: Annual Business Inquiry<sup>4</sup>

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Other key features of employment conditions in North Wales are summarised below:

- 76.6% of the working age population of the region is employed compared to the Welsh average of 72.1%.
- 46.2% of 16-19 year olds in North Wales are employed - fewer than in Wales (53.2%) or Great Britain (51.2%).
- Greater participation in full time education - 61.5% of 16-19 year olds in North Wales are in full-time education compared to 55.7% in Wales (similarly 57.8% in Great Britain).
- 83.5% of those aged 25-49 in North Wales are employed, compared to 79.8% and 81.3% in Wales and GB respectively. Employment rates are also higher among the 50+ age group – 38.1% in North Wales compared to 33.5% in Wales and 37.1% in Britain.

<sup>4</sup> The ABI(Annual Business Inquiry) is unsuitable for evaluating employment trends in farming and consequently, the data in Figure 1 for agricultural and fishing are unlikely to be that meaningful. Readers interested in employment in agriculture and other land-based industries should visit the online websites referenced in the databank section of this publication.

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- An estimated 38,000 people in North Wales are self employed - accounting for 12.7% of all employment; this is slightly higher than the Welsh average of 12.4%
- North Wales has the highest concentration of managerial and senior officials with 12.7% of workers being employed in this occupational group compared to the Wales figure of 12.3%, although this is still well below the GB average of 14.7%
- Among the working age population of North Wales:
  - ⇒ 32.4% of those employed have attained NVQ level 3 or above, compared to 36.6% in Wales and 37.4% in Great Britain. Moreover 17.9% have attained NVQ level 4 or above, compared to 21.1% in Wales and 22.4% in Great Britain.
  - ⇒ 16.2% of people are receiving job related training. This is the highest of any region in Wales and above the Wales and GB rates of 14.3% and 13.4%.
  - ⇒ Women in North Wales are more likely to receive job related training with 16.7% of women receiving training compared to 15.8% of working age men.

## Earnings

Results from the 2003 New Earnings Survey (NES) were presented in the November 2003 factsheets. These data have not been updated on this occasion as the New Earnings Survey has been discontinued and replaced by the Annual Survey of Hours and Earnings. It is anticipated results from this new survey will be available for reporting in the next update of this factsheet. In the meantime selected data for 2004 are taken from the Labour Force Survey as a means of temporarily updating the earnings data. However it should be noted that LFS data are not strictly comparable with those from the NES.

**The Welsh workforce is among the lowest paid in Britain.** In April 2003, average weekly full-time earnings in Wales were £414 compared with £483 for England and £437 for Scotland. It is not just that Wales has more people at the bottom end of the pay distribution, **but it also has fewer at the top end.** In Wales, 21% of full time employees earn less than £250 per week while 31% earn more than £460. The corresponding proportions for England are 16% and 40% respectively. These figures also disguise important differences between genders. In Wales full time women earn on average £357 per week, which is 80% of the corresponding male figure and 89% that of women in England. There are also significant differences between the average wages of different occupations. Based on the SOC 2000 definition workers in professional occupations in Wales have the highest average wages at £625, while workers in sales and customer service occupations earn just £266. In England it is managers and senior officials who have the highest average pay at £759 per week while those who work in personal service occupations have the lowest weekly earnings at £283.

There are also significant pay differences within Wales, with employees in North and South East Wales on average earning more than their equivalent in Mid and South West Wales (Table 3). For example, in 2003 the average full-time employee in Mid Wales earned £27 per week less than the average Welsh worker and £89 less than the average British worker. In North Wales, the corresponding pay gap was slightly less at £15 and £77 per week.

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Table 4: Average gross weekly earnings in North Wales. (Workplace basis)

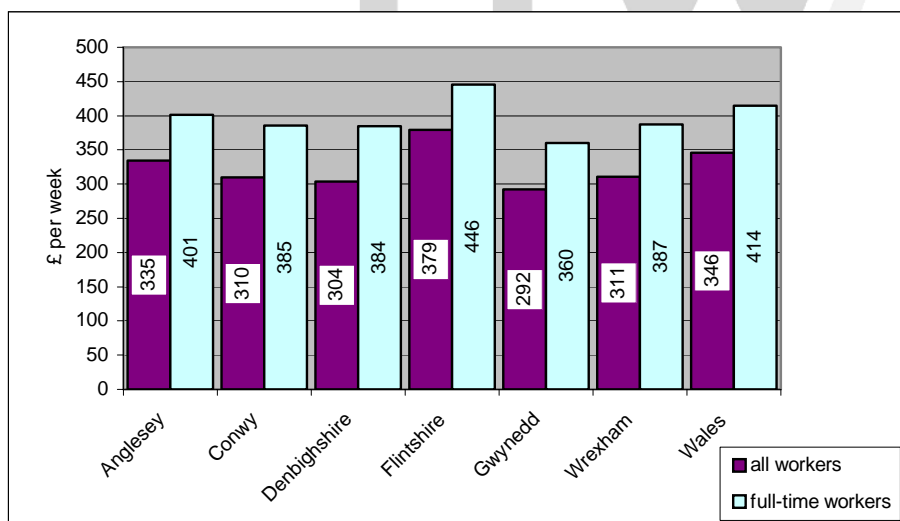
	Full-time earnings (£ per week)	All Earnings (£ per week)
Mid Wales <sup>5</sup>	387	307
North Wales	399	326
South East Wales	429	364
South West Wales	398	331
All Wales	414	346
Great Britain	476	395

Source: New Earnings Survey, 2003.

The 2004 data from the LFS (Summer quarter) confirms that average weekly earnings Wales (£382) remain below the rest of Great Britain (£448), excluding the North East region (£370). Average weekly earnings for men are the lowest of any region at £400, compared to £490 for the whole of Great Britain. For women in Wales the corresponding average is £354 compared to £377 for Great Britain as a whole, but women in Wales do earn more on average than women in the North East, the North West, the East Midlands, the South West and Scotland.

Differences in economic geography and in labour demand are responsible for these spatial variations in pay, which are also evident at the local level. For example, within North Wales, full-time employees in Flintshire earn a weekly average of £86 more than employees in Gwynedd, where average weekly wages are only £360 per week (Figure 2). In fact, Flintshire is the only unitary authority area in North Wales with mean earnings greater than the Welsh average.

Figure 2: Average gross weekly earnings in North Wales in 2003 (workplace basis).



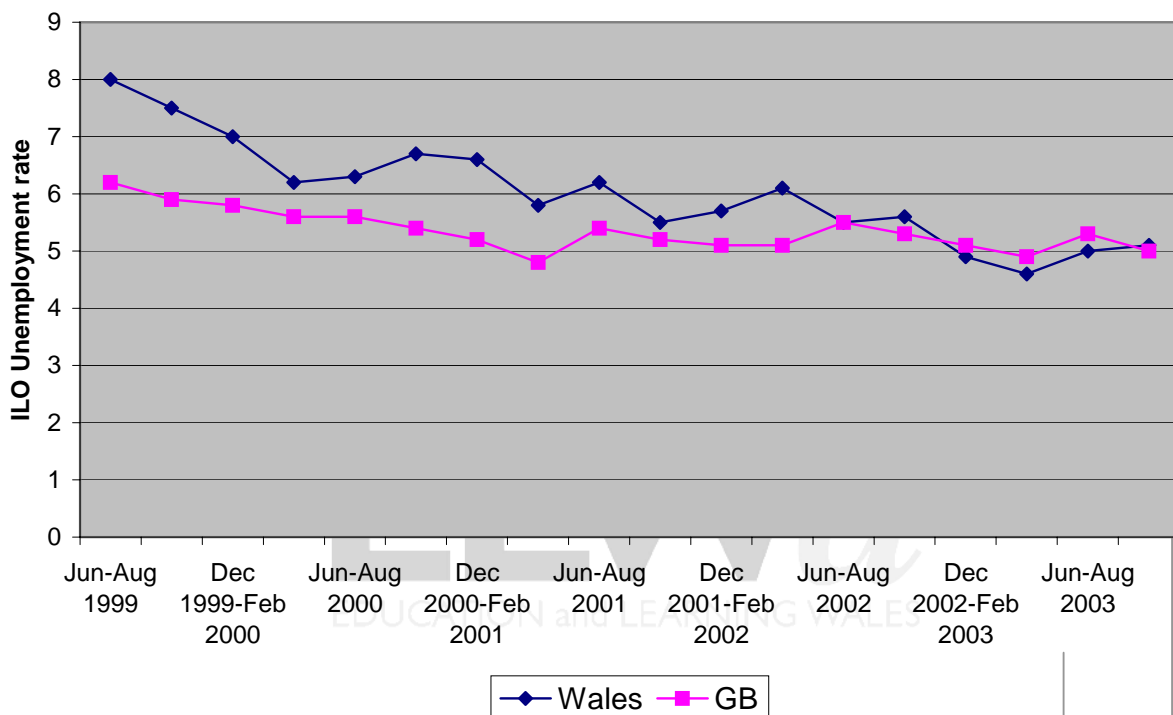
Source: New Earnings Survey 2003.

<sup>5</sup> Unless otherwise stated, Welsh regions are defined as ELWa regions. This means that Meirionnydd in Gwynedd is included within the Mid Wales region.

## 2. LABOUR DEMAND

Since 1999 unemployment in Wales has been falling more rapidly than in the rest of Britain and the unemployment rate gap, which previously existed between Britain and Wales, has been eliminated. In fact, Welsh unemployment (ILO basis) in the Autumn quarter of 2003 was just 5% of the working age population and marginally higher than the Great Britain average (Figure 3). However, if the density of jobs is considered (ratio of jobs to working age population), Wales has a lower density (0.73) than either England (0.84) or Scotland (0.82).

Figure 3. ILO unemployment in Wales and Great Britain.



Source: QLFS, Nomis. Data from June 1999 to November 2003.

The rate of unemployment does vary considerably by age. Between September 2003 and August 2004 the unemployment rate for young people (16-24) was 12.3%, about four times the rate for those aged 25-49 (3.3%) and those aged above 50 (2.9%). A similar distribution is also observed for England and Scotland.

The Future Skills Wales Survey was undertaken in 2003 and some of what is reported below replicates information given in an earlier factsheet. However, this section has been supplemented with additional data, particularly at the unitary authority level. The Future Skills Wales 2003 project finds that the proportion of employers reporting hard-to-fill vacancies has more than halved since 1998 and currently stands at 14%. Yet this figure lies above that for England at 7%. The main cause of hard to fill vacancies was that applicants lacked the suitable skills required (25% of establishments). The main consequence of these hard to fill vacancies was the loss of business to competitors (16% of establishments). The main response to having hard to fill vacancies was to expand the recruitment channels (40% of

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establishments). Understanding customer needs, the ability to follow instructions, communication and team work are among the skills most required by employers.

In September 2004 the distribution of vacancies notified to job centres varied considerably between England and Wales. Wales has a greater proportion of vacancies in manufacturing (8%), distribution, hotels and catering (26%) and particularly in public administration, education and health (25%). Conversely relative to England, Wales has fewer vacancies in banking and finance (28%).

A shortage of people with the necessary skills or experience is the most common reasons given by employers for “hard to fill” vacancies. However, many employers, especially in North and South West Wales also believe their inability to attract staff is due to unattractive conditions of pay (Table 5).

Table 5: Hard-to-fill vacancies in Wales, 2003

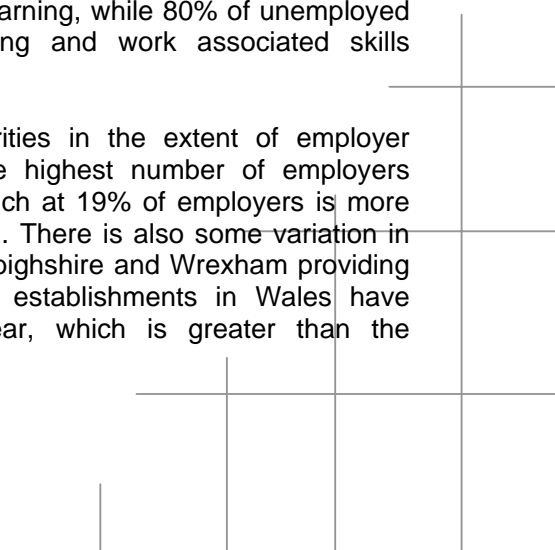
Percent of hard to fill vacancies attributed to

	% of vacancies hard-to-fill	“lack of relevant skills”	“lack of relevant experience”	“unwilling to work at market rate”	“lack of Qualifications”
North Wales	65	31	27	29	14
Mid Wales	68	32	19	19	14
South East	57	31	24	22	17
South West	69	34	20	29	16

Source: Future Skills Wales, 2003 Survey. (Provisional estimates)

The most common employer response to hard-to-fill vacancies is to widen recruitment channels and to broaden the geography of search. **Only 6% of employers** seem to consider training or personal development as a solution. Yet two thirds of individuals maintain they would like to be involved in some form of learning – particularly recognised, career related learning, while 80% of unemployed people report a desire to participate in learning and work associated skills development.

There is some variation between unitary authorities in the extent of employer reported vacancies (Table 6). Gwynedd has the highest number of employers reporting vacancies and hard to fill vacancies, which at 19% of employers is more than double the corresponding figure for Wrexham. There is also some variation in rates of off the job training, with employers in Denbighshire and Wrexham providing more off the job training. Just over half of all establishments in Wales have undertaken off the job training in the last year, which is greater than the corresponding figure for England (35%).





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Table 6: Vacancies by unitary authority, 2003.

	% of employers reporting vacancies	% of employers reporting hard to fill vacancies	% of employers reporting skills gaps	% of employers providing off the job training in the last 12 months
Anglesey	24	12	19	49
Conwy	20	13	14	47
Denbighshire	22	16	17	58
Flintshire	20	14	18	47
Gwynedd	25	19	19	52
Wrexham	18	9	20	59
Wales	22	14	19	53

Source: Future Skills Wales, 2003 Survey.

## 3. LABOUR SUPPLY

### Participation

The prosperity of the economy depends upon the ability and willingness of its population to engage in economic activity. In this respect Wales has relatively fewer people who participate in the labour market than elsewhere and this is thought to partly explain its poorer performance in the GDP league. Historically the proportion of the working age population economically active has been lower in Wales than in other regions of the UK.

There are indications that the activity rate gap has narrowed recently. As Table 7 shows, the male activity rate in Wales has continued to rise over the last four years. This increase has been seen in all regions and for males and females.

Table 7. Economic activity rates

Variable	2004		2001		2004		2001	
	All Working Age		Working Age Males		Working Age Females		Working Age Females	
North Wales	79.5	76.3	81.6	81.2	77.2	70.7		
Wales	75.7	73.1	79.9	78.2	71.3	67.6		
Great Britain	78.7	78.7	83.7	84.2	73.4	73		

Source: Nomis.

There are substantial differences across Wales with North Wales now having activity rates above both the Welsh and British rates. The economically inactive consist of a diverse group – early retired, students and sick or disabled - which varies in its closeness to the labour market. There are high levels of inactivity among social housing residents which may reflect reduced potential residential mobility, neighbourhood effects, and peripheral locations. The increase in female activity rates over time reflects increases in female relative earnings, a reduction in family size and the presence of children, rising educational qualifications and improvement in childcare facilities. For some women the price of childcare is an inhibiting factor. For men the high levels of long-term sickness among those of working age has been the main explanation for the high levels of inactivity. According to census data, the permanent sickness rates for Welsh men aged 16-64 were 2.7% in 1971, 5.0% in 1981, 10.0% in 1991 and 9.2% in 2001, – much higher than in the rest of Britain.

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Furthermore, Wales has a higher proportion of people with a limiting long-term illness (23.3 per cent) than any other region in the UK. Estimates from the LFS suggest that roughly three-quarters of the inactive are neither seeking work nor want it.

## Unemployment

Unemployment rates in Wales are currently at historically low levels, with the number of unemployed people, as measured by the claimant count, less than a quarter of the figure two decades ago. In September 2004, around 38,600 people representing 2.2% of the working age population were unemployed. In North Wales around 7,746 people were unemployed.

Unemployment is a cost to an economy in terms of foregone GDP. However, a question must arise as to the effectiveness of the unutilised labour supply. In this respect, claimant based sources of unemployment show that 14% of the unemployed in Wales (17% in North Wales) have been without work for at least a year, whilst around one third in North Wales have been unemployed for more than six months, compared to 30% in Wales overall.

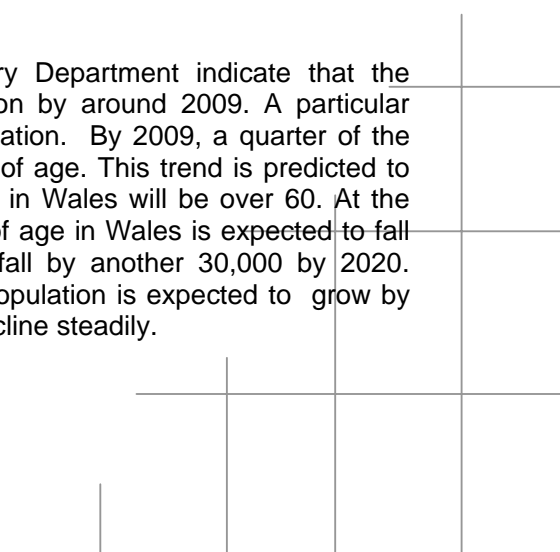
However, 42% of the unemployed in Wales are of 'prime age' i.e. aged between 25 and 44 years, while a further 33% are young people (under 25s). Corresponding figures for North Wales are 42% and 30% respectively.

## Population Change

The latest population estimate for Wales was 2,938,000 (mid-2003). Over the last two decades there has been

- a fall in the number of under 16s (as a proportion of the total population a decrease from over 22 per cent to just under 20 per cent).
- a modest rise in those of working age (to nearly 60 per cent).
- a significant rise in those of retirement age (proportion increased from under 19 per cent to over 20 per cent).

Projections produced by the Government Actuary Department indicate that the population of Wales is expected to reach 3 million by around 2009. A particular feature of future labour supply is the ageing population. By 2009, a quarter of the Welsh population is expected to be over 60 years of age. This trend is predicted to continue so that by 2030 around a third of people in Wales will be over 60. At the same time, the number of people under 20 years of age in Wales is expected to fall by around 25,000 by 2009, and is predicted to fall by another 30,000 by 2020. Between these two age groups, the 20-60 years population is expected to grow by 25,000 between now and 2017 after which it will decline steadily.



## 4. EDUCATIONAL FLOWS

### Education

In 2002/03, of those individuals aged 17 at the start of the academic year in Wales and who entered two or more A/AS levels or vocational equivalent:

- 68% achieved two or more A levels grade A to C or equivalent, 2% higher than in 2001/02
- 94% achieved two or more A levels grade A to E or equivalent, the same as in 2001/02

For all ages,

- 96% of A level entries were graded A-E, with 72% at grade A-C

There were 1,826 people aged 17 who entered two or more A/AS levels or achieved vocational equivalent across North Wales – this was 18.5% of the total across Wales.

Table 8: Pupils aged 17 at the start of the academic year, 2002/03, by Local Education Authority<sup>(a)</sup>

maintained schools in.....	percentage of pupils entering two or more A/AS levels or achieved vocational equivalent who...			
	number of pupils entering two or more A/AS levels or achieved vocational equivalent	achieved two or more A/AS levels grade A-C or vocational equivalent	achieved two or more A/AS levels grade A-E or vocational equivalent	average points score per pupil entering two or more A/AS levels or achieved vocational equivalent
Isle of Anglesey	236	77	98	22
Gwynedd	262	67	97	20
Conwy	412	71	95	21
Denbighshire	367	66	92	20
Flintshire	475	64	92	19
Wrexham	74	70	96	21
<b>Wales(b)</b>	<b>9,848</b>	<b>68</b>	<b>94</b>	<b>20</b>

(a) Includes all A levels, A2 levels, and Advanced Vocational Certificates of Education (AVCE)

(b) Includes independent schools, but excludes further education institutions.

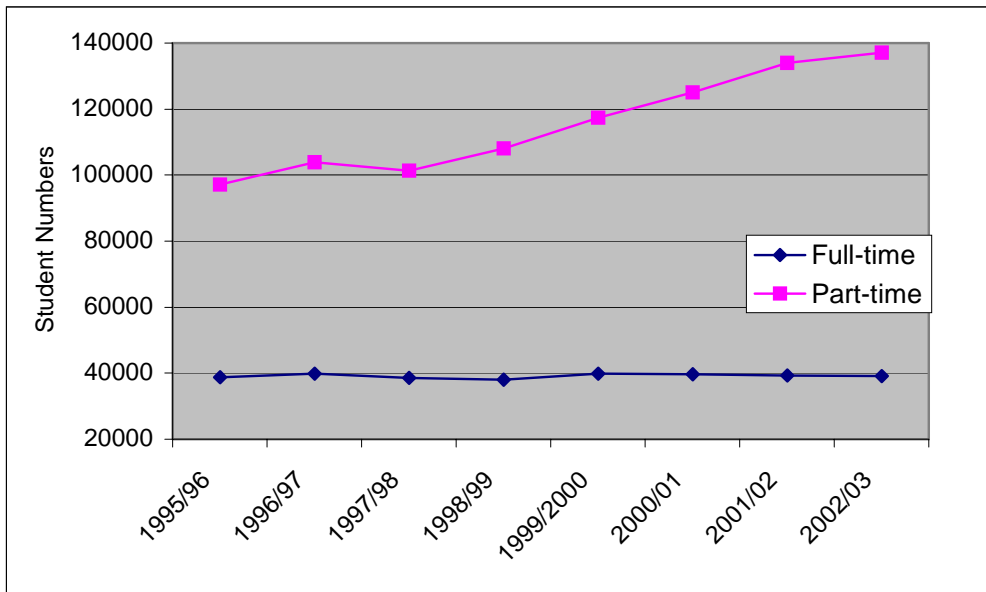
Source: Statistical Directorate, NAFW, November 2003

More than 4 out of 5 school leavers either stay in full time education or enter work based training. Since 1995/96, the total number of further education students in Wales has risen by almost 30% - a trend which has largely been propelled by increasing numbers of people electing to study on a part-time basis (Figure 4). Throughout this period, the number of part-time FE students has grown by 41% increasing the ratio of PT/FT from 2.5 to 3.5.

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Over  $\frac{3}{4}$  of the FE student population now elect to study on a part-time basis. Although many of these will be employed people, the take-up of part-time courses by the unemployed, the economically inactive population and in particular, women entering the labour market are also important. Growth of the full-time FE student population has been far more restrained. Recorded growth since 1995 comes to 1.1% but the figure is somewhat deceiving. The evidence suggests that the full-time student population may have reached a plateau some years back and may now be declining slightly. Since 1999, the numbers have fallen by almost 2%.

Figure 4: FE student numbers at FE and HE institutions in Wales



Source: ELWa

There are 6 colleges of further education in North Wales that during the academic year 2002/03 had a combined population of almost 70,000 students - 27% of the total FE population in Wales (Figure 5). A further 8,000 students attended Coleg Meirion-Dwyfor and Coleg Harlech. For recording purposes these are classified as within the ELWa Mid Wales region although in practice they also deliver a significant amount of provision within North Wales. Coleg Llandrillo is by far the largest FE provider in North Wales with 22,000 students – 32% of the North Wales FE market. Deeside College is the second largest provider in the region with a population of around 15,000 students and only marginally more than Yale College (14,000 students). Between them, these three institutions account for almost  $\frac{3}{4}$  of the FE market in North Wales.

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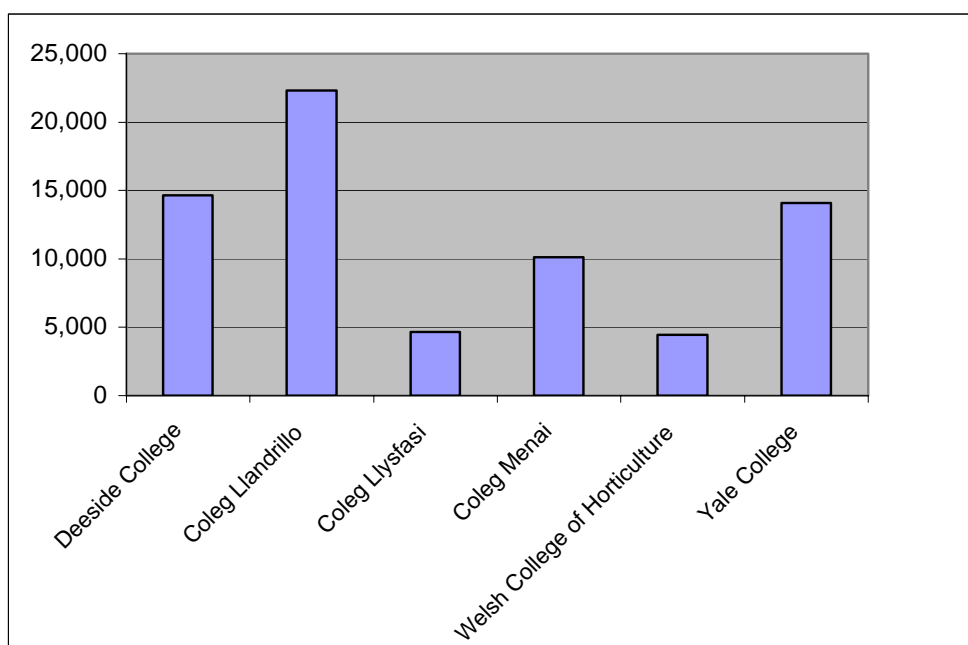
Table 9: North Wales FE institutions 2002/03: Market shares and PT/FT student ratios.

Institution	Student Shares %	Ratio PT/FT
Deeside College	21	11.8
Coleg Llandrillo	32	7.2
Coleg Llysfasi	7	18.6
Coleg Menai	14	5.3
Welsh College of Horticulture	6	12.3
Yale College	20	3.4
<b>All North Wales</b>	<b>100</b>	<b>6.6</b>

Source: ELWa

At 6.6 the ratio of part-time to full-time students in North Wales is slightly higher than the all Wales average (5.1)<sup>6</sup>. However, rates of part-time study are considerably above the average in Llysfasi, the Welsh College of Horticulture and Deeside College. This perhaps reflects a fundamental difference in the nature of learning provision afforded by these institutions (Table 9).

Figure 5: FE student numbers 2002/03: North Wales.



Source: ELWa

<sup>6</sup> There is a discrepancy between this ratio and the all-Wales figure of 3.5 given earlier. This is due to the use of different sources. The smaller figure is derived from a count of the number of students registered during a given week in the Autumn term (the Census week) whereas the larger number is obtained from the student count for the whole year.

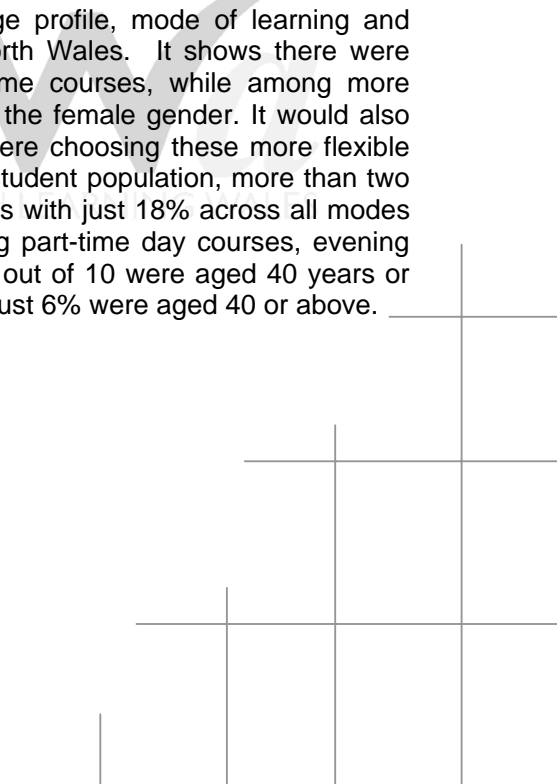
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Table 10: FE students enrolled at FE institutions in North Wales by age, mode and gender, 2002/03

Age analysis	Full-time / Sandwich	Part-time day	Evening only	Other	Open & Distance Learning	Unknown	All modes
18 and under	6,413	4,743	591	46	585	72	12,450
19-20	689	1,883	298	15	500	80	3,465
21-24	558	3,016	869	29	956	129	5,557
25-39	1,024	11,689	3,675	76	3,820	254	20,538
40-59	479	12,871	4,129	80	3,616	228	21,403
60+	33	4,593	976	22	360	17	6,001
Unknown	14	636	125	1	96	7	879
<b>Total</b>	<b>9,210</b>	<b>39,431</b>	<b>10,663</b>	<b>269</b>	<b>9,933</b>	<b>787</b>	<b>70,293</b>
Of whom,							
Males	4,829	17,513	4,129	106	3,382	486	30,445
Females	4,381	21,918	6,534	163	6,551	301	39,848

Source: ELWa

Table 10 provides a summary analysis of the age profile, mode of learning and gender of students enrolling at FE colleges in North Wales. It shows there were slightly more males than females pursuing full-time courses, while among more flexible learning modes the balance shifts towards the female gender. It would also seem that a greater proportion of mature adults were choosing these more flexible routes of study. For instance, among the full-time student population, more than two thirds (70%) were aged 18 or under. This compares with just 18% across all modes of study. However, among those students pursuing part-time day courses, evening classes or open / distance learning – more than 4 out of 10 were aged 40 years or over. Among the full-time population only 1 in 17 - just 6% were aged 40 or above.



## Adult Continuing Education (ACE)

The table below shows the participation in adult and continuing education (ACE) in North Wales and Wales in December 2002. Readers should note that **the census return on which the ACE data are based has since been discontinued and at this point in time we are unable to provide more recent data.**

In relation to its share of the adult population of Wales (21%) or of the working population (21%), the number of ACE enrolments in North Wales is remarkably low at less than 5% of the Welsh total.

Table 11: All Wales and North Wales Adult and Continuing Education participation (number of learners in week 1 December 2002)

Adult Continuing Education	Wales	North Wales
Maintained provision	15,115	95
Contracted out	3,457	0
Assisted	5,120	2,538
Contracted in (included under FE)	26,136	0
<b>Total Adult Continuing Education</b>	<b>49,828</b>	<b>2,633</b>
ACE individual enrolments	55,710	2,639

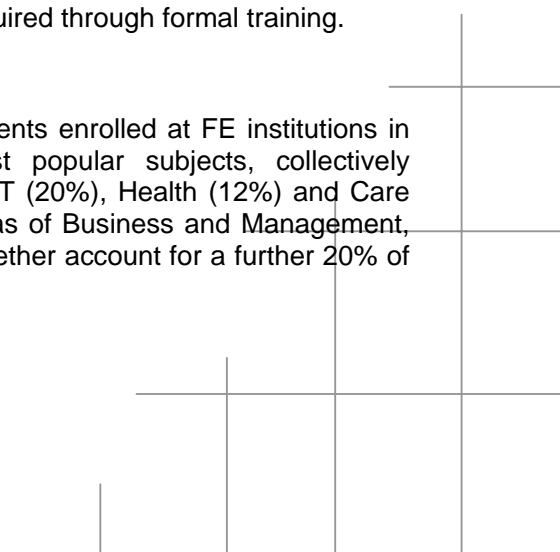
Source: ELWa

## 5. QUALIFICATIONS

Globalisation and advances in technology have appreciably reduced the need for unskilled labour and it is abundantly clear that **those without formal qualifications are distinctly disadvantaged in the labour market.** The capacity of the population, and even more so the labour force, to adapt to economic shocks and shifting employment opportunities depends on their willingness to learn and to accumulate new skills. Increasingly these skills can only be acquired through formal training.

### AIMS

Table 12 shows the subject areas elected by students enrolled at FE institutions in North Wales during 2002/003. The three most popular subjects, collectively accounting for 42% of all qualification aims were IT (20%), Health (12%) and Care (10%). Slightly less popular were the subject areas of Business and Management, Hotel and Catering and Cultural Studies, which together account for a further 20% of all subject aims.



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Table 12: Student qualification aims by subject, 2002/03

Subject for each Qualification aim	North Wales No	North Wales %	All Wales %
Business and Management	9,362	6	8
Sales/Marketing	2,734	2	1
IT	29,760	20	18
Humanities	1,186	1	2
Social Sciences	1,582	1	1
Cultural Studies	9,898	7	8
Education	5,705	4	4
Care	14,999	10	16
Arts and Crafts	6,021	4	4
Media	8,118	6	6
Performing Arts	932	1	1
Sports	2,018	1	1
Hotel and Catering	10,010	7	5
Health	18,144	12	8
Environment	336	0	0
Science/Maths	8,521	6	7
Agriculture	4,030	3	2
Built Environment	5,516	4	3
Services to Industry	868	1	0
Manufacturing	1,592	1	1
Engineering	4,662	3	3
Mining/Chemicals	177	0	0
Transport	768	1	0
Not Specified	896	-	-
Total	147,835	100	100

Source: ELWa

Comparison with the subject distribution across Wales suggests there is no particular regional bias in student preferences or levels of provision in North Wales. Although fewer North Wales students aim for Care qualifications, perhaps in preference to more Health courses, it would seem that on the whole, they are no different from the rest of Wales. Indeed in an economy, which increasingly requires administrative and IT skills and more care workers and health personnel, the subject choices displayed by students in the FE sector are quite rational. With employment in the production and construction sectors insecure, it should be no surprise that individuals are turning away from subjects like the built environment, engineering and manufacturing, even if it may not be in the economy's long term interests.

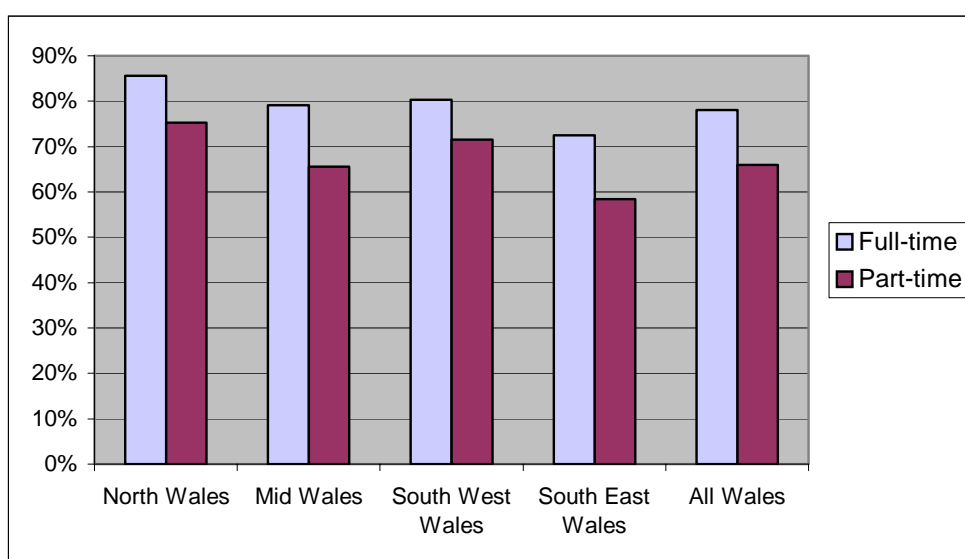


# Learning and Labour Market - North Wales

## Attainment Rates

Attainment rates measure the number of qualifications fully achieved as a percentage of the qualifications based programmes completed (whether successfully or not). In 2002/03 the average for 'mainstream A qualifications'<sup>7</sup> came to 74% in Wales, with a range from 81% in North Wales to 67% in South East Wales. Differentiating between full and part-time provision, the attainment rate is almost universally higher for full-time students than part-time ones. In North Wales these were 86% and 75% respectively. Regional comparisons are shown in Figure 6.

Figure 6: Attainment rates for full and part-time studies – Mainstream A Qualifications, 2002-03



Source: ELWa

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Table 13: Attainment rates by institution; North Wales 2002/03

	Attainment Rate (FT) (%)	Attainment Rate (PT) (%)
Deeside College	84	81
Coleg Llandrillo	79	79
Coleg Llysfasi	80	95
Coleg Menai	82	69
Welsh College of Horticulture	78	66
Yale College	89	61
<b>All North Wales</b>	<b>86</b>	<b>75</b>

Source: ELWa

Generally lower part-time attainment rates are perhaps not altogether surprising given that those engaged in part-time study differ from the full-time student population. They may be confronted by greater obstacles to learning and may take

<sup>7</sup> These include GNVQ, Advanced VCE, NVQ, GCSE, First, National, A/AS Level and Access to HE

# Learning and Labour Market - North Wales

longer to achieve their qualification aims. However, the effect of mode of study on attainment is less discernable in data for individual FE institutions. In North Wales neither Llysfasi nor Llandrillo exhibit lower part-time attainment rates (Table 13). Evidently at the institutional level, the determinants of the attainment rate may be more complex.

## Training

Analysis of training supported by ELWa in North Wales highlights that during 2003/04 the most prominent programmes were Skillbuild, Modern Apprenticeships and Foundation Modern Apprenticeships (Table 14). In total 5,600 trainees were recruited in North Wales - 17% of the Wales total. Whilst the overall pattern of training in North Wales was similar to Wales as a whole, the former had a strikingly greater percentage of Foundation Modern Apprenticeships with correspondingly fewer Skillbuild recruits than Wales in total.

Table 14: Trainee recruitments, 2003-04

Programme	North Wales (%)	Wales (%)
Skillbuild	19.8	26.8
Foundation Modern Apprenticeship	37.0	31.2
Modern Apprenticeship	28.9	24.7
Other Youth Programmes	0.0	0.0
MSDA (Modern Skills Diploma for Adults)	3.8	2.7
Adult standard	7.8	9.3
Adult endorsed	2.8	5.3
All	100.0	100.0

Source: ELWa

## Local Area Tables

It has not been possible to secure updated data on this occasion. The following tables reproduce summary results for 2000/2001 for ELWa subdivisions of the North Wales region.

Key outputs include:

- learners by mode of learning
- learners by highest qualifications aim level
- qualification attained by qualification level
- qualification attained by subject

The information in the tables relates to all FE level students and work-based learners who were either enrolled at a Welsh FE institution or who were funded by ELWa through a private training provider. The number of learners is the number of people engaged in learning within the relevant year. Every attempt has been made to remove duplications from the figures so that an individual learner is only counted once. Where a learner is engaged in study or training towards more than one qualification in the year, only the highest level qualification is counted. Values lower than 5 have been replaced with a \*.

# Learning and Labour Market - North Wales

2000-2001	Learners by Mode of Learning			Learners by Highest Qualification Aim Level																			
	FT	PT	WBL	NVQ Level 4+	Key Skills Level 4+	NVQ Level 3	BTEC National Qualification	GNVQ Advanced	Advanced VCE	GCE A/AS Level	Key Skills Level 3	OCN Unit(s)	NVQ Level 2	BTEC first qualification	GNVQ intermediate	GCSE	Key Skills Level 2	NVQ Level 1	GNVQ foundation	Key Skills Level 1	SLDD course	Other	Not known
Conwy	1,358	8,929	1,671	40	0	701	252	258	21	401	155	2,395	1,379	35	37	140	174	159	28	96	224	4,765	698
Denbighshire	1,039	7,533	1,337	40	0	749	187	148	16	304	92	2,143	1,242	33	38	165	105	202	32	106	192	3,753	362
Flintshire	1,551	9,089	1,930	54	0	1,108	388	119	131	283	63	3,493	1,537	30	22	117	58	216	*	74	171	3,988	717
Gwynedd - North	1,242	4,977	1,387	32	0	421	167	127	82	305	88	1,804	1,087	27	40	96	81	247	18	45	69	2,312	558
Anglesey	925	4,217	1,406	37	0	448	147	86	66	102	93	1,735	1,053	21	32	82	107	125	22	70	91	1,767	463
Wrexham	1,982	8,182	2,106	49	0	1,353	301	100	4	619	45	2,645	1,513	22	*	228	74	194	5	142	160	3,482	1,331
<b>North Wales</b>	<b>8,097</b>	<b>42,927</b>	<b>9,837</b>	<b>252</b>	<b>0</b>	<b>4,780</b>	<b>1,442</b>	<b>838</b>	<b>320</b>	<b>2,014</b>	<b>536</b>	<b>14,215</b>	<b>7,811</b>	<b>168</b>	<b>169</b>	<b>828</b>	<b>599</b>	<b>1,143</b>	<b>105</b>	<b>533</b>	<b>907</b>	<b>20,067</b>	<b>4,129</b>

2000-2001	Number of Qualifications Attained by Qualification Level																				
	NVQ Level 4+	Key Skills Level 4+	NVQ Level 3	BTEC National Qualification	GNVQ Advanced	Advanced VCE	GCE A/AS Level	Key Skills Level 3	OCN Unit(s)	NVQ Level 2	BTEC first qualification	GNVQ intermediate	GCSE	Key Skills Level 2	NVQ Level 1	GNVQ foundation	Key Skills Level 1	SLDD course	Other	Not known	
Conwy	9	0	185	86	145	13	348	159	2,180	496	22	58	130	520	104	33	497	238	4,580	158	
Denbighshire	12	0	198	71	73	16	306	117	1,869	409	26	68	181	361	100	39	434	188	3,692	100	
Flintshire	12	0	331	114	90	13	456	149	3,106	613	30	70	283	408	86	20	258	79	3,844	220	
Gwynedd - North	7	0	100	52	150	*	597	90	1,743	429	18	37	166	392	132	7	218	36	2,081	127	
Anglesey	11	0	90	53	126	0	70	120	1,485	379	19	80	123	302	69	18	317	64	1,552	102	
Wrexham	17	0	294	105	57	50	1,717	146	1,928	612	26	62	549	527	85	14	417	220	4,178	157	
<b>North Wales</b>	<b>68</b>	<b>0</b>	<b>1,198</b>	<b>481</b>	<b>641</b>	<b>92</b>	<b>3,494</b>	<b>781</b>	<b>12,311</b>	<b>2,938</b>	<b>141</b>	<b>375</b>	<b>1,432</b>	<b>2,510</b>	<b>576</b>	<b>131</b>	<b>2,141</b>	<b>825</b>	<b>19,927</b>	<b>864</b>	

**Note:** Gwynedd North comprises the county of Gwynedd less the district of Meirionnydd.

For reporting purposes Meirionnydd is designated as Gwynedd-South and is counted as part of the ELWa Mid Wales region.

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2000-2001	Number of Qualifications Attained by Subject																							
	Business and Management	Sales/Marketing	IT	Humanities	Social Sciences	Cultural Studies	Education	Care	Arts and Crafts	Media	Performing Arts	Sports	Hotel and Catering	Health	Environment	Science/Maths	Agriculture	Built Environment	Services to Industry	Manufacturing	Engineering	Mining/Chemicals	Transport	Not specified
Conwy	838	131	1,717	94	94	996	255	1,458	338	307	41	126	1,203	1,125	*	354	146	275	36	47	193	0	35	150
Denbighshire	784	113	1,414	25	79	765	297	1,007	322	238	24	78	888	1,075	5	309	228	219	23	60	216	0	27	64
Flintshire	1,004	127	1,380	68	115	644	404	1,428	532	312	48	61	1,038	1,204	10	389	357	205	63	104	323	*	222	143
Gwynedd - North	439	71	1,348	74	85	512	90	564	174	213	63	96	742	627	8	436	161	187	30	77	185	0	47	154
Anglesey	285	39	1,234	10	62	354	73	530	144	231	11	35	529	504	13	218	70	172	47	56	166	0	29	168
Wrexham	1,258	116	1,305	117	236	912	898	770	312	442	72	109	810	1,137	40	914	132	287	36	139	514	0	154	451
<b>North Wales</b>	<b>4,608</b>	<b>597</b>	<b>8,398</b>	<b>388</b>	<b>671</b>	<b>4,183</b>	<b>2,017</b>	<b>5,757</b>	<b>1,822</b>	<b>1,743</b>	<b>259</b>	<b>505</b>	<b>5,210</b>	<b>5,672</b>	<b>76</b>	<b>2,620</b>	<b>1,094</b>	<b>1,345</b>	<b>235</b>	<b>483</b>	<b>1,597</b>	<b>0</b>	<b>514</b>	<b>1,130</b>

**Note:** Gwynedd - North comprises the county of Gwynedd less the district of Meirionnydd.

For reporting purposes Meirionnydd is designated as Gwynedd-South and is counted as part of the ELWa Mid Wales region.

# North Wales Learning and Labour Market

## 6. SUMMARY DATABANK

### Key Statistics: UK

Annual % change unless otherwise stated

	2003				2004	
	Q1	Q2	Q3	Q4	Q1	Q2
GDP	1.9	2.2	2.2	2.8	3.4	3.7
Total fixed investment	3.7	2.1	1.2	1.7	5.7	6.3
Manufacturing investment	-1.0	-10.7	-15.0	-3.2	-6.9	1.4
Household consumption	2.3	2.3	2.5	2.2	2.9	3.1

	2003	2004						
	Dec	Jan	Feb	Mar	Apr	May	June	July
Manufacturing output (3 month/ 3 month 1 year ago)	1.7	1.5	1.3	1.1	1.0	1.4	1.6	na
Retail sales (3 month/ 3 month 1 year ago)	3.3	4.3	5.2	6.4	6.2	6.6	6.7	6.9
Claimant Unemployment (million)	0.93	0.89	0.89	0.88	0.87	0.86	0.85	0.84
Retail price index	2.9	2.6	2.5	2.6	2.5	2.8	3.0	3.0
Average Earnings	3.3	4.7	4.9	5.2	4.3	4.4	4.4	na

Source: CBI Economic Bulletin, September 2004

	2003		2004			
	Sept	Dec	Jan	Mar	June	Sept
Bank of England Base (Repo) rate	3.5	3.75	3.75	4.0	4.5	4.75

Source: Bank of England

### Agriculture Data

Omissions to the ABI data render it unreliable for analysis of the land based sector and it is recommended that specialist sources be consulted. For a review of employment and skills issues in the land based sector in Wales and the UK see:

*The Sector Skills Council for the Environmental and Land Based Sector*

<http://www.lantra.co.uk>

This **Factsheet** is available from the ELWa Website at: <http://www.elwa.org.uk> within the publications section.

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<sup>8</sup> November factsheets prepared by MGS Economics in association with WELMERC.