



**WEST MIDLANDS**  
COMBINED AUTHORITY

# STRATEGIC ECONOMIC PLAN

## Technical appendix SKILLS



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## Introduction

The WMCA Skills Appendix contains a series of RAG rated tables relating to the following aspects of skills, qualifications, and employment:

- The proportion of residents with No Qualifications and NVQ4+ qualifications and the scale of the challenge that remains. This information is provided at both a LEP and Local Authority level.
- The percentage of the working age population in employment (more commonly referred to as the employment rate) and the scale of the challenge that remains. This information is provided at both a LEP and Local Authority level.
- The proportion of 16-18 Not in Education, Employment or Training (NEETs). This information is only available at the WM MET level.
- The proportion of KS4 pupils achieving 5+ A\*-C GCSEs including English and Maths.

## No Qualifications and NVQ4+

The following table shows the proportion of residents by Local Authority with no qualifications, the proportion with NVQ4+ and the current gap to get to the national average.

RAG Rating	Classification
Green	On or above target
Yellow	Within 5,000 of target
Red	More than 5,000 from target

LEP	LA	No Qualifications			NVQ4+		
		Current	Scale	RAG	Current	Scale	RAG
<b>BC LEP</b>		<b>16.7%</b>	<b>-57,343</b>		<b>23.0%</b>	<b>+89,942</b>	
	Dudley	11.0%	-4,608		23.5%	+23,244	
	Sandwell	19.2%	-20,582		21.6%	+27,501	
	Walsall	17.5%	-14,815		23.6%	+20,098	
	Wolverhampton	19.6%	-17,338		23.6%	+19,099	
<b>CW LEP</b>		<b>11.5%</b>	<b>-15,737</b>		<b>34.7%</b>	<b>+5,428</b>	
	Coventry	14.7%	-13,179		32.1%	+7,669	
	North Warwickshire	18.1%	-3,720		21.4%	+5,630	
	Nuneaton & Bedworth	17.1%	-6,797		18.8%	+13,339	
	Rugby	6.2%	1,503 above average		38.7%	1,802 above average	
	Stratford-on-Avon	3.1%	3,837 above average		50.5%	10,439 above average	
	Warwick	5.7%	2,511 above average		45.9%	9,006 above average	
<b>GBS LEP</b>		<b>13.6%</b>	<b>-61,972</b>		<b>29.1%</b>	<b>+80,996</b>	
	Birmingham	15.7%	-49,262		28.1%	+52,551	
	Bromsgrove	2.3%	3,507 above average		48.8%	7,344 above average	
	Cannock Chase	16.6%	-4,968		21.3%	+8,934	
	East Staffordshire	18.8%	-7,391		21.8%	+10,075	
	Lichfield	9.3%	-426		31.0%	+2,763	
	Redditch	7.6%	556 above average		26.5%	+5,142	
	Solihull	7.2%	1,724 above average		38.4%	3,382 above average	
	Tamworth	12.5%	-1,943		19.5%	+8,072	
	Wyre Forest	15.1%	-3,769		28.4%	+4,285	
<b>WMCA TOTAL</b>		<b>14.0%</b>	<b>-135,051</b>		<b>28.6%</b>	<b>+176,366</b>	
<b>National Average</b>		<b>8.6%</b>			<b>35.7%</b>		

Source: ONS Annual Population Survey, Jan-Dec 2014.

### No Qualifications

- At the time of writing this report the national average for the percentage of the working age population with no qualifications was 8.6%. 6 out of 19 Local Authorities performed better than this: three were located in CWLEP, three in GBSLEP.

- To get to the national average of 8.6% the WMCA will need to reduce the number of people with no qualifications by 134,418.

#### NVQ4+

- The proportion of the working age population across the WMCA with NVQ4+ is around 28.5%. This is significantly lower than the national rate of 35.7% and equates to a shortfall of around 187,079 people.
- Five Local Authorities perform better than the national average at NVQ4+: Rugby (38.7%), Stratford-on-Avon (50.5%), Warwick (45.9%), Bromsgrove (48.8%), and Solihull (38.4%).

## Employment Rate

The following table shows the employment rate by Local Authority and the scale of the challenge to get to the national average. The same colour coding as highlighted on page 3 applies.

Employment Rates				
LEP	LA	Current	Scale	RAG
<b>BC LEP</b>		66.7%	+51,216	
	Dudley	72.9%	+1,871	
	Sandwell	63.1%	+20,953	
	Walsall	67.0%	+11,635	
<b>CW LEP</b>	Wolverhampton	63.3%	+16,758	
		72.0%	+10,680	
	Coventry	72.0%	+20,463	
	North Warwickshire	75.9%	757 above average	
	Nuneaton & Bedworth	71.2%	+2,224	
	Rugby	79.5%	3,391 above average	
	Stratford-on-Avon	77.9%	2,822 above average	
<b>GBS LEP</b>	Warwick	79.5%	5,038 above average	
		67.4%	+81,017	
	Birmingham	62.0%	+83,331	
	Bromsgrove	78.5%	2,590 above average	
	Cannock Chase	73.1%	514 above average	
	East Staffordshire	75.8%	1,375 above average	
	Lichfield	78.7%	2,903 above average	
	Redditch	76.6%	1,538 above average	
	Solihull	72.1%	+2,201	
	Tamworth	69.3%	2,324 above average	
	Wyre Forest	72.1%	1,053 above average	
<b>WMCA TOTAL</b>		<b>68.2%</b>	<b>+142,912</b>	

Source: ONS Annual Population Survey, 16-64 Employment Rate, 2015.

- The national employment rate is 73.9% which is considerably higher than the WMCA total of 68.2%. This equates to a shortfall of around 143,000 people in the workforce to get to the national average.
- Eight Local Authorities have an employment rate higher than the national employment rate.

## Proportion of 16-18 year olds Not in Employment, Education or Training (NEETs)

RAG Rating	Classification
Green	On or above target
Yellow	Within 500 of target
Red	More than 500 from target

Source: Department for Education, NEET Data by Local Authority, 2014.

16-18 Not in Employment, Education or Training (NEETS)				
LEP	LA	Current	Scale	RAG
<b>BC LEP</b>		<b>4.4%</b>	<b>-46 below average</b>	
	Dudley	5.7%	-119	
	Sandwell	3.7%	119 below average	
	Walsall	4.6%	1 below average	
	Wolverhampton	4.1%	45 below average	
<b>CW LEP</b>		<b>5.8%</b>	<b>-331</b>	
	Coventry	6.8%	-244	
	Warwickshire	5.1%	-87	
<b>GBS LEP</b>		<b>6.8%</b>	<b>-1,013</b>	
	Birmingham	7.2%	-995	
	Solihull	4.9%	-118	
<b>WMCA TOTAL</b>		<b>5.8%</b>	<b>-1,330</b>	

- The national NEET rate is 4.7% however, the WMCA rate is considerably higher at 5.8% driven primarily by the high incidence of NEETs across GBSLEP. The Black Country by comparison has the lowest proportion of NEETs at 4.4%. The WMCA geography will need to reduce the number of NEETs by 1,330 to reach the national average of 4.7%.

## Proportion of KS4 pupils achieving 5+ A\*-C GCSEs including English & Maths

The following table highlights the number and proportion of state funded schools across the WMCA and their relative performance compared to the national average.

School 5+ A*-C GCSEs including English and Maths Performance								
	Number Schools Performing Above All Schools National (>53.8%)	Numbers Schools Performing Below All Schools National (<53.8%)	Total Number Schools	% Above	Numbers Schools Performing Above National State Funded Schools Average (>57.3%)	Number Schools Performing Below National State Funded Schools Average (<57.3%)	Total Numbers Schools	% Above
BCLEP	33	48	81	40.7%	30	51	81	37%
CWLEP	36	24	60	60.0%	28	32	60	46.7%
GBSLEP	89	63	152	58.6%	73	79	152	48%
WMCA	158	135	293	53.9%	131	162	293	44.7%

Using the "All Schools" national average of 53.8%, 158 schools out of a total of 293 perform above the national average. This represents around 54% of all state funded maintained schools. CWLEP has around 60% of schools that perform above the national average whereas BCLEP only has 41%.

The following table shows the performance of schools across the MET geographies.

KS4 Pupils Achieving 5+ A*-C Grades (including English & Maths)				
LEP	LA	Current	Scale	RAG
<b>BC LEP</b>		<b>50.5%</b>	<b>+424</b>	
	Dudley	53.0%	+29	
	Sandwell	46.9%	+241	
	Walsall	50.8%	+98	
	Wolverhampton	51.6%	+56	
<b>CW LEP</b>		<b>57.2%</b>	<b>317 above average</b>	
	Coventry	51.0%	+95	
	Warwickshire	60.9%	412 above average	
<b>GBS LEP</b>		<b>55.6%</b>	<b>276 above average</b>	
	Birmingham	54.3%	61 above average	
	Solihull	60.8%	214 above average	
<b>WMCA TOTAL</b>		<b>54.2%</b>	<b>165 above average</b>	

- The national average is 53.8% and it is evident that across the WM Met geography, the performance is slightly better at 54.2%. However, there are significant variances with five out of nine geographies performing worse than the England rate.
- The lowest levels of performance are to be found across BCLEP and the highest across CWLEP. Though it should be noted that not all Local Authorities have been included in the analysis due to the way the data tables are presented by DfE.

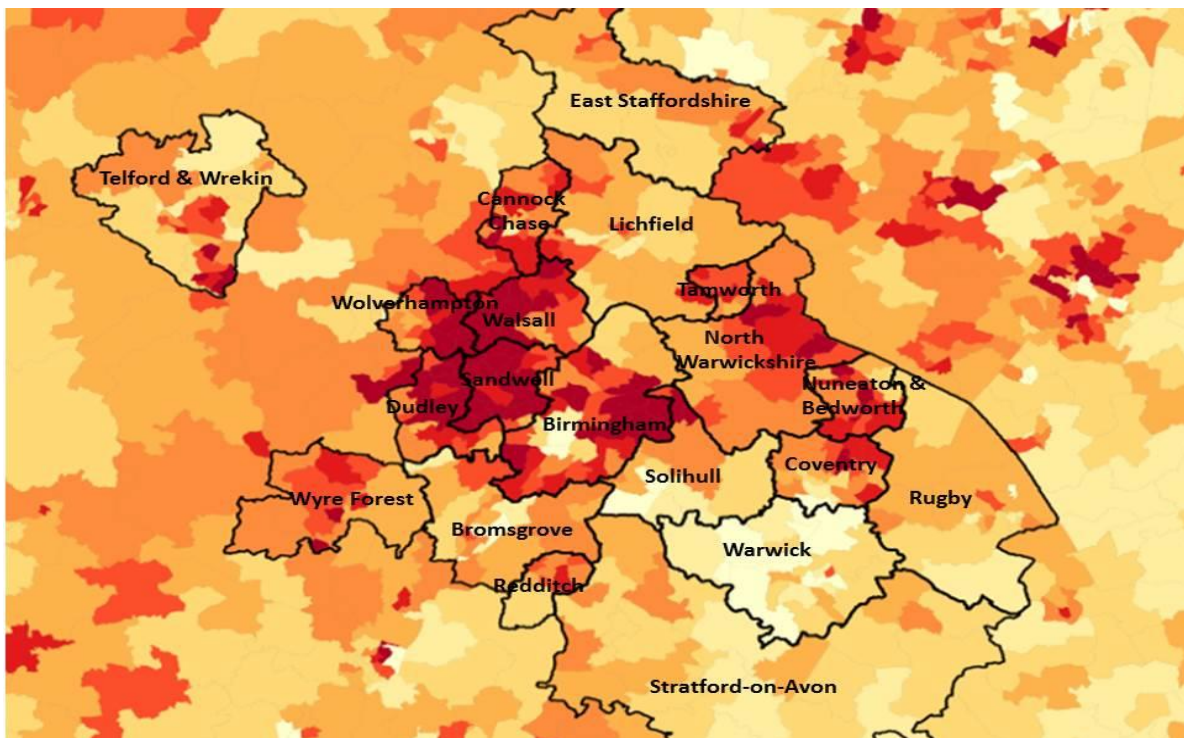
## Geographic Maps

The following geographical distribution heat maps highlight the density of skills, qualifications and training across the WMCA.

Maps from DataShine (<http://datashine.org.uk>)

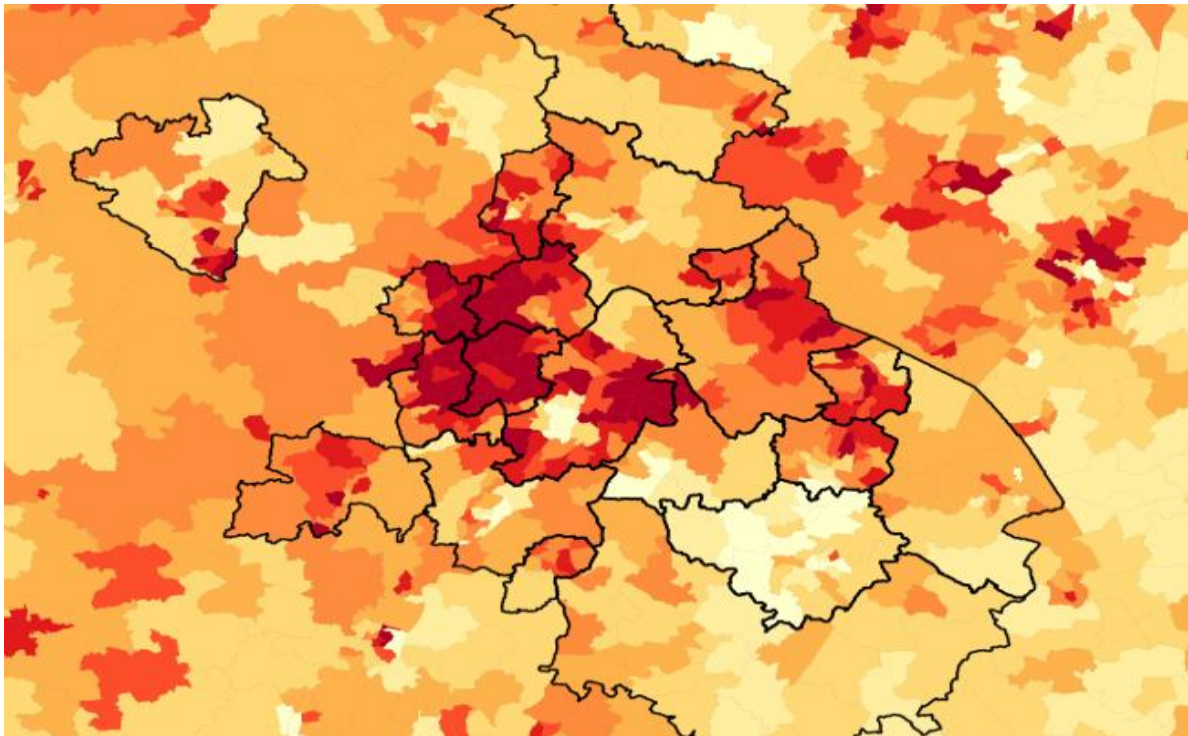
All data is based on Census 2011 data (Qualifications Gained for all usual residents aged 16+).

No Qualifications (red = high) – Labelled version

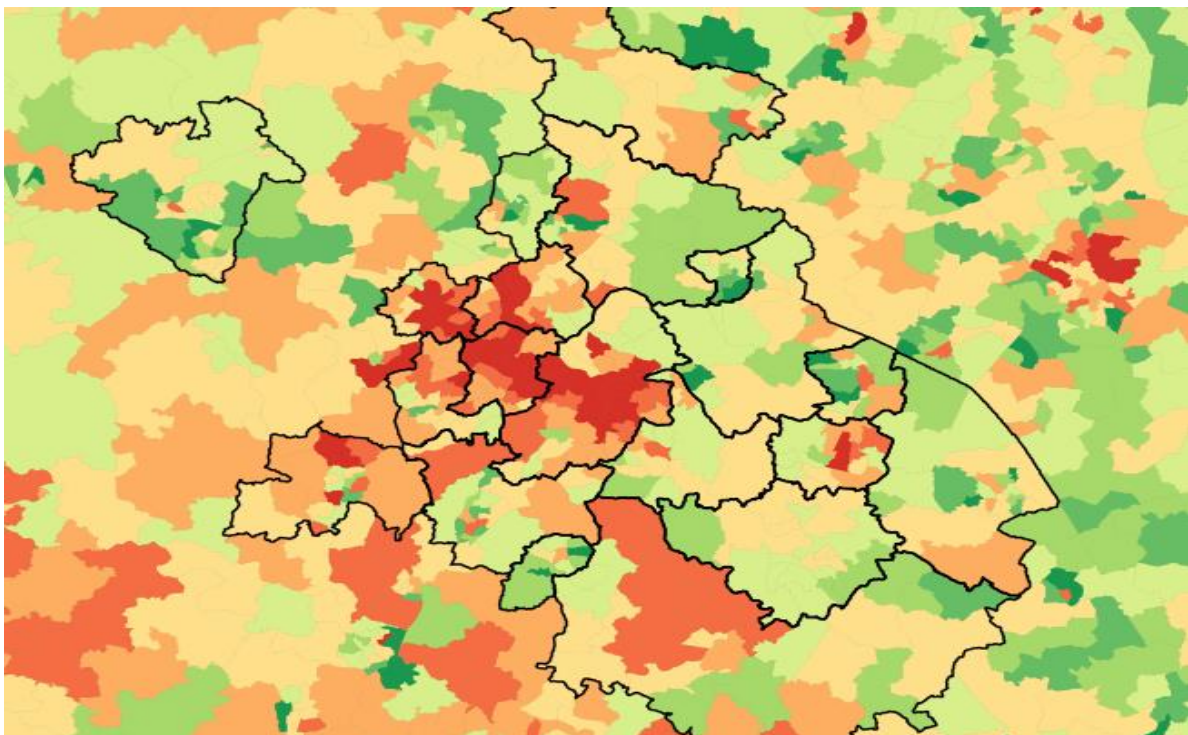




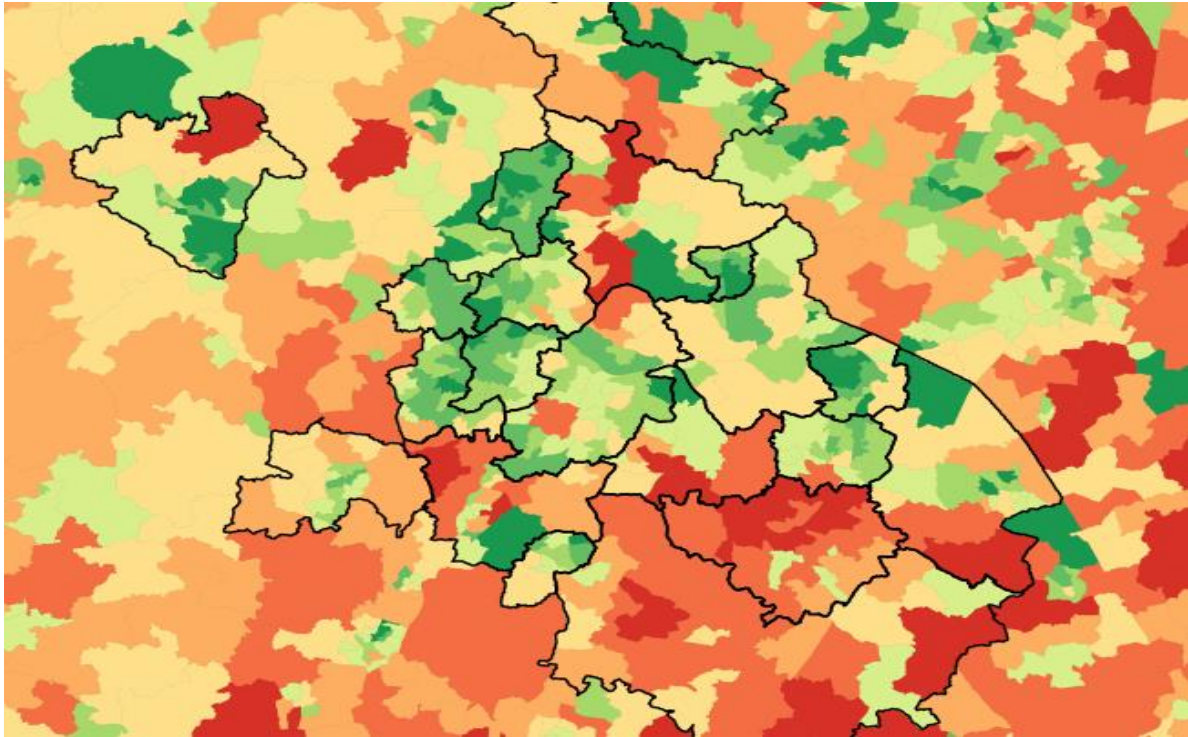
No Qualifications (red = high)



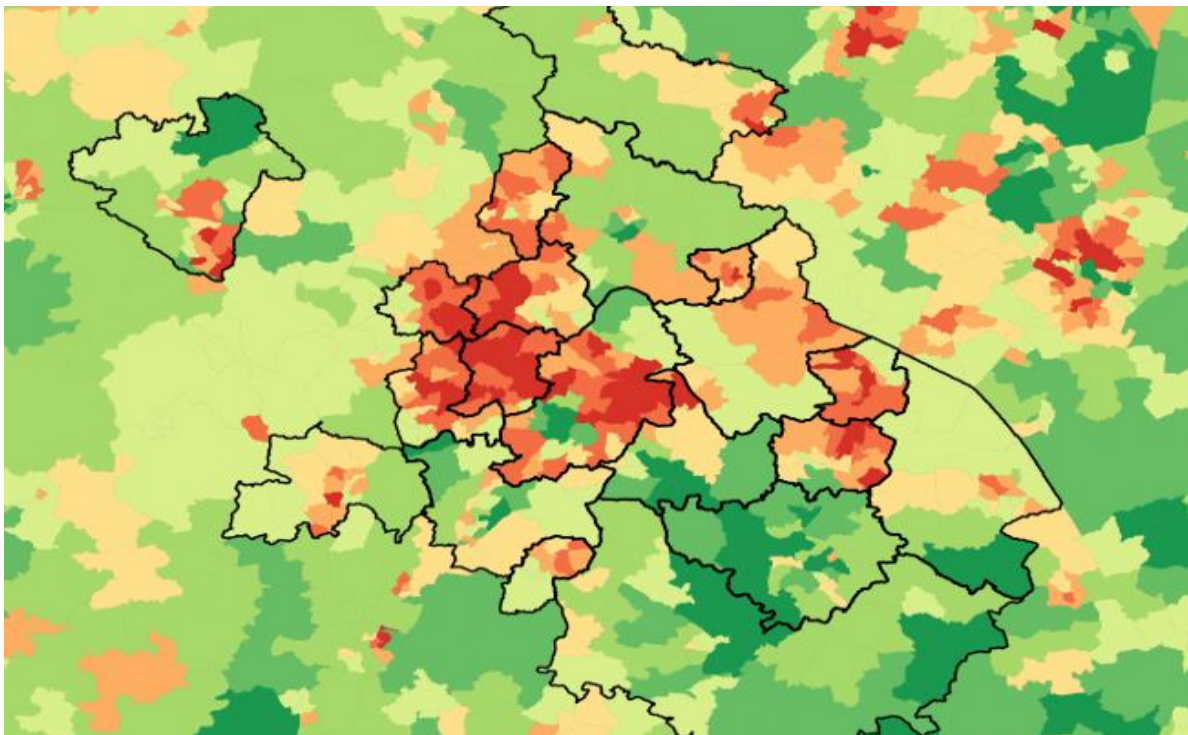
1-4 O levels, CSE, GCSE (any grades). Entry Level, Foundation Diploma (red is low green is high)



NVQ Level 1, Foundation GNVQ, Basic Skills (red is low green is high)

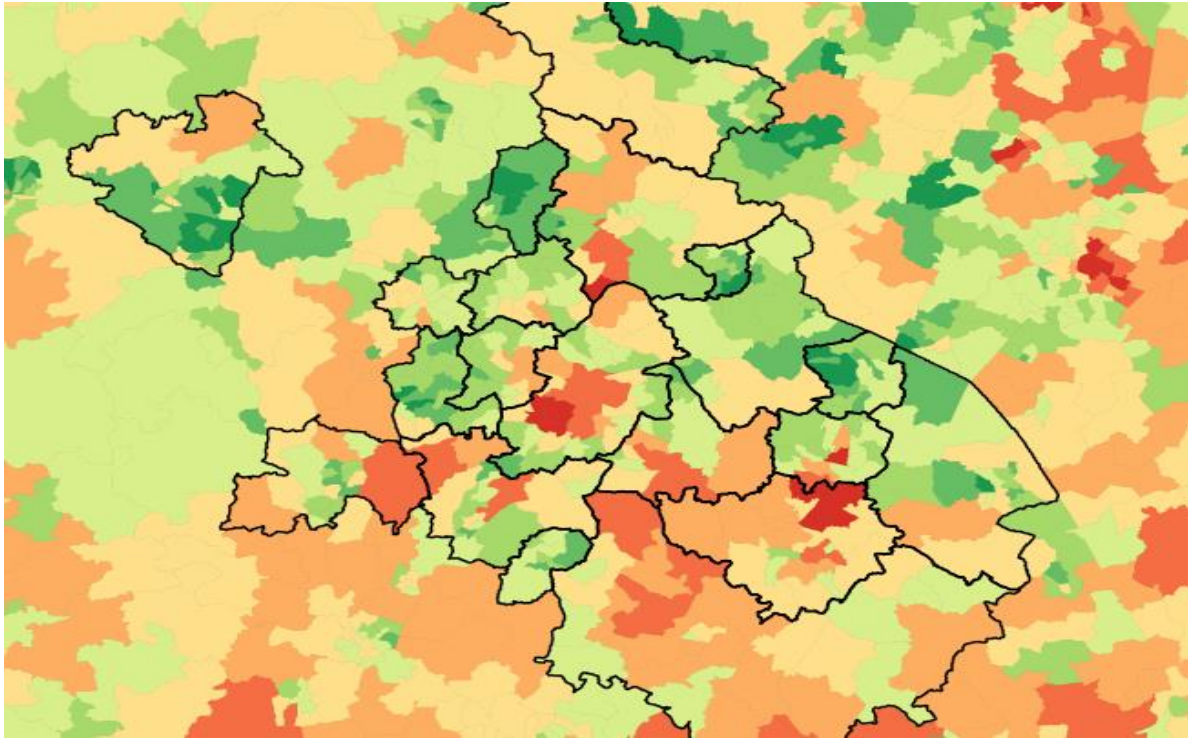


5+ O level (Passes), CSEs (Grade1), GCSEs (Grades A\*-C), School Certificate, 1 A Level, 2-3 AS levels, VCEs, Higher Diploma, Welsh Baccalaureate Intermediate Diploma (red is low green is high)

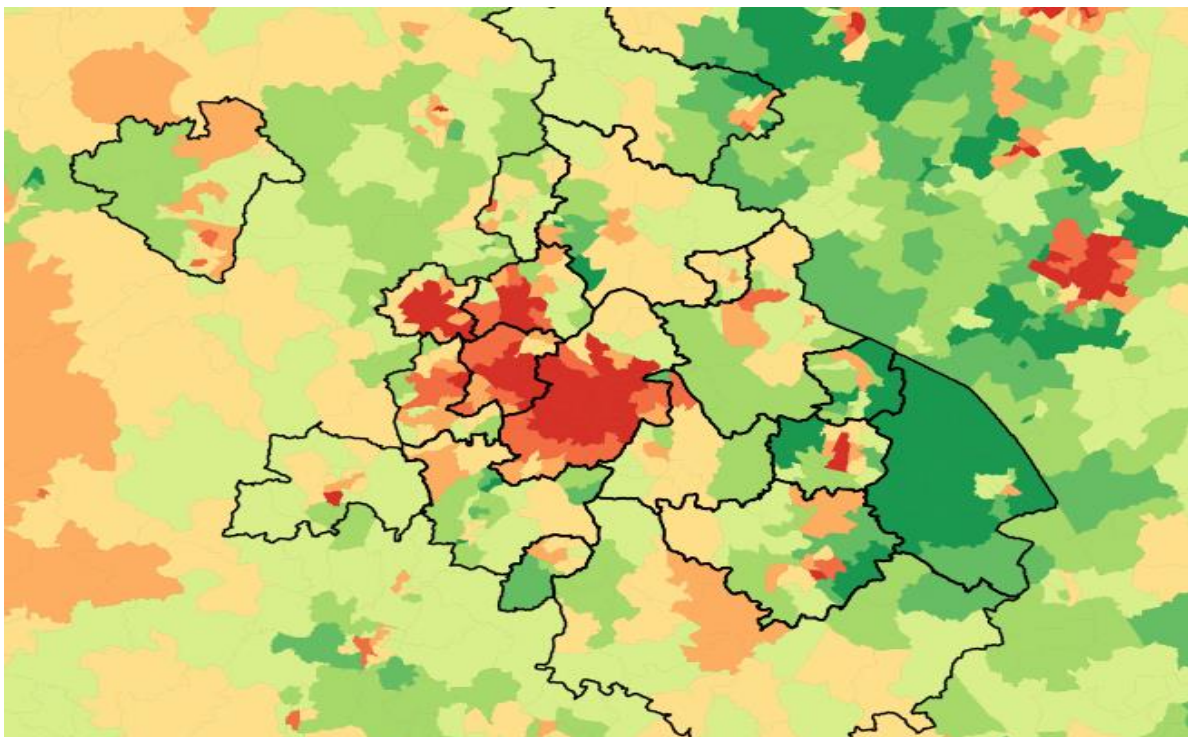




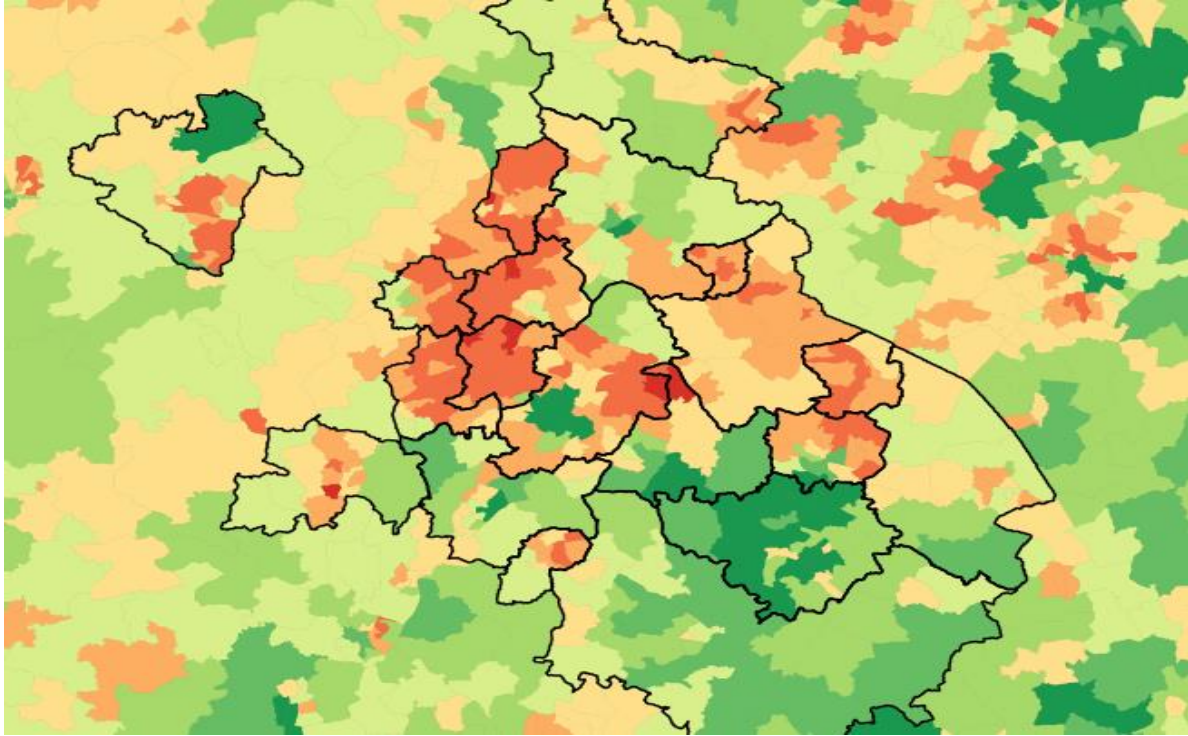
NVQ Level 2, Intermediate GNVQ, City & Guilds Craft, BTEC First, General Diploma, RSA Diploma (red is low green is high)



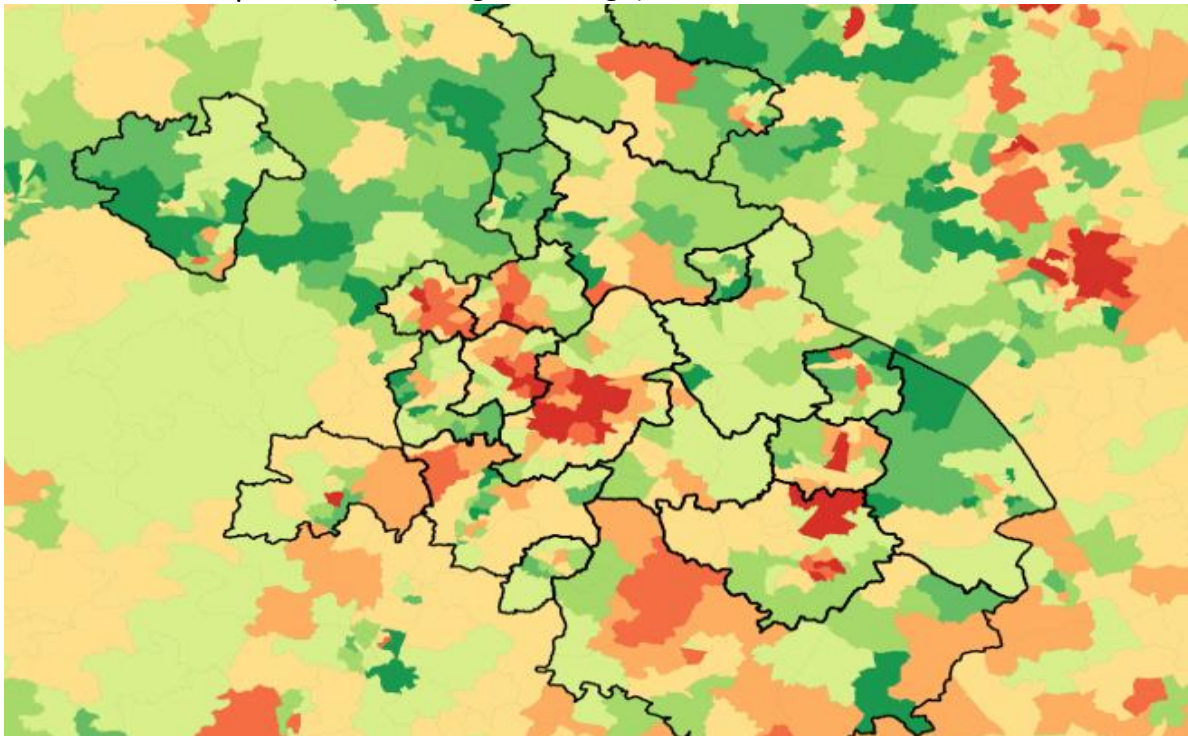
Apprenticeship (red is low green is high)



2+ A levels, VCEs, 4+ AS levels, Higher School Certificate, Progression, Advanced Diploma, Welsh Baccalaureate Advanced Diploma (red is low green is high)

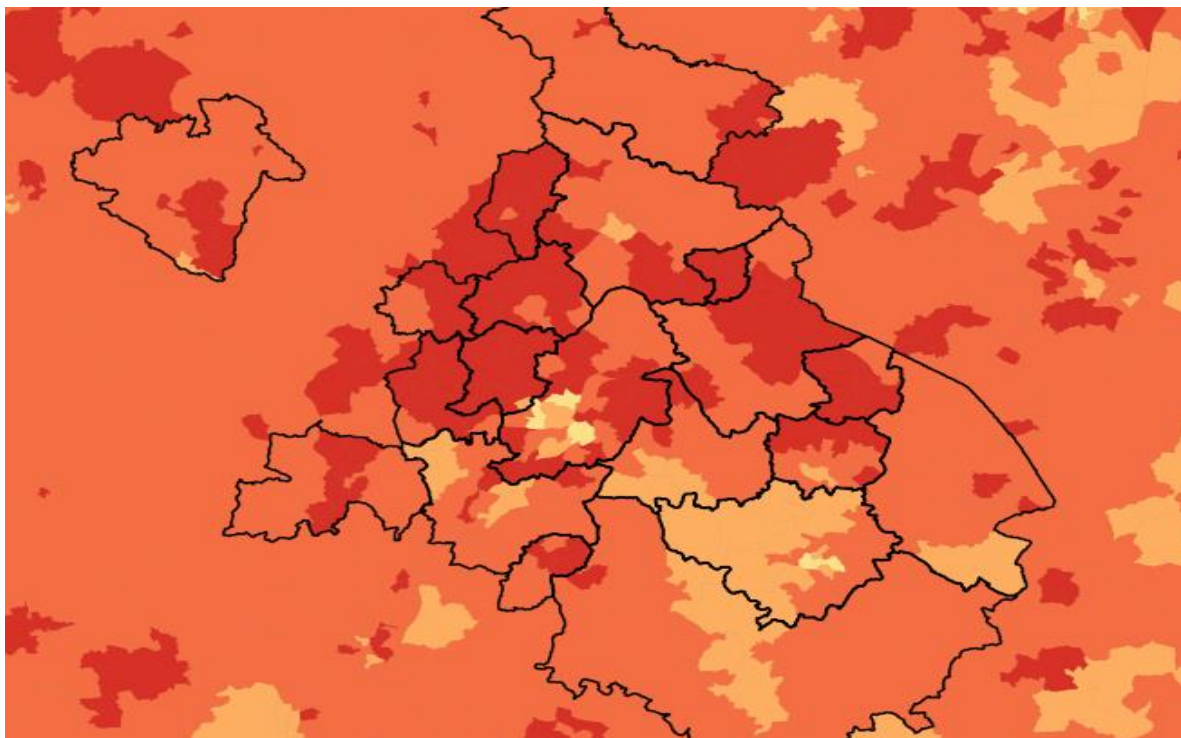


NVQ level 3, Advanced GNVQ, City & Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma (red is low green is high)

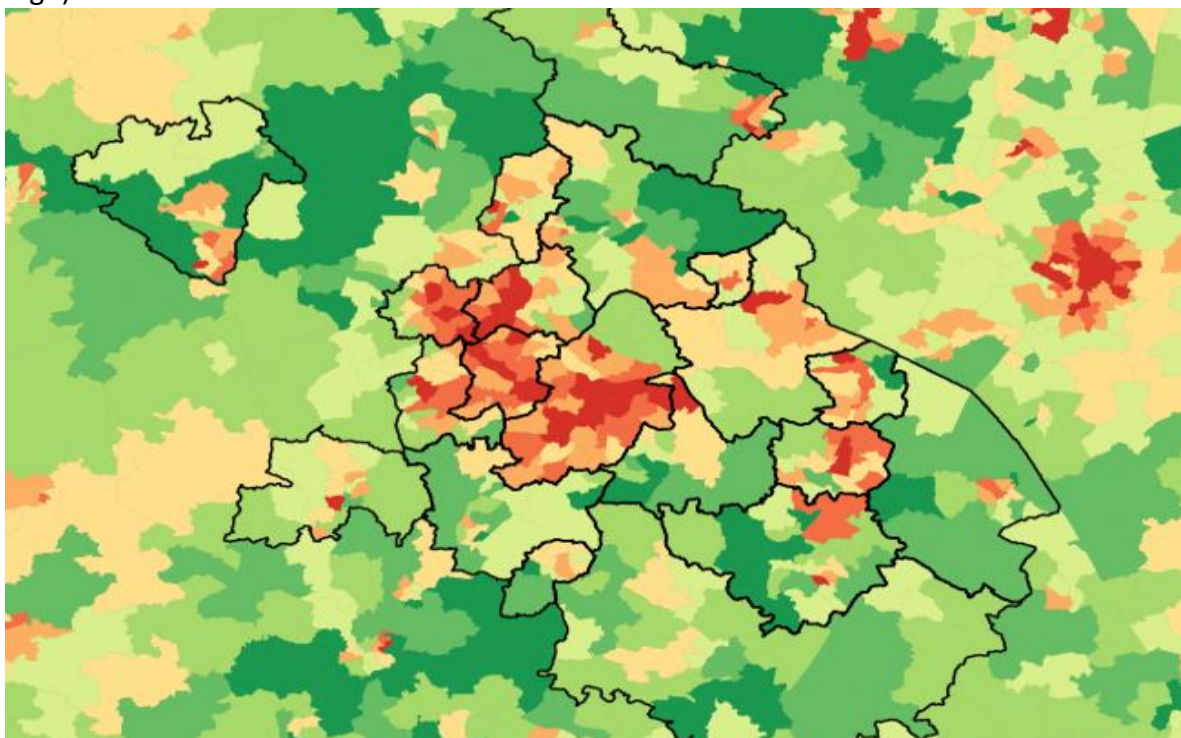




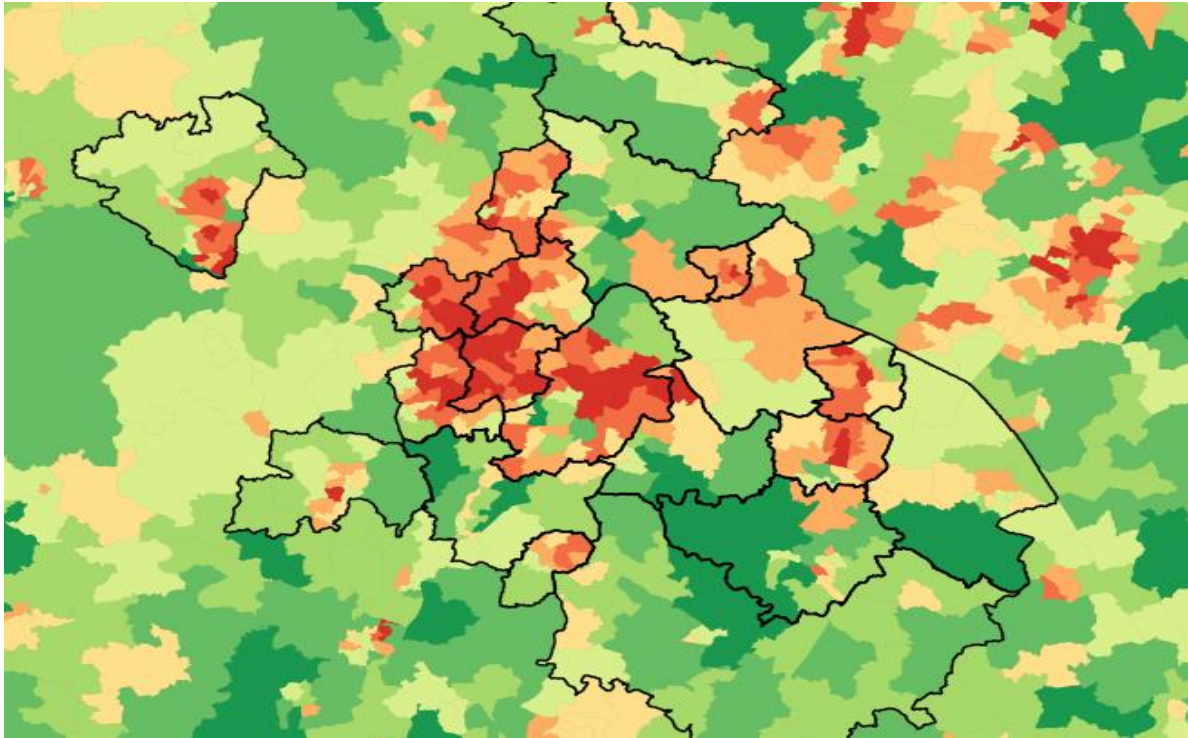
Degree or Higher Degree (red is low green is high)



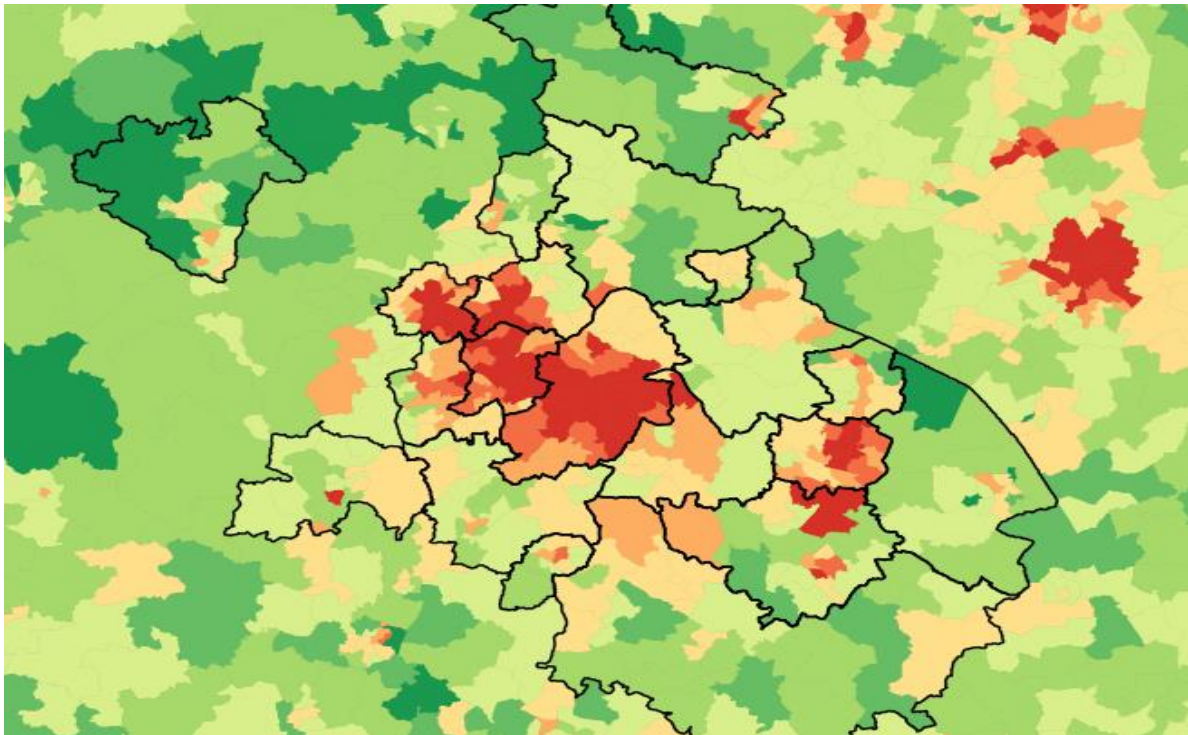
NVQ level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level (red is low green is high)



Professional Qualifications (eg. Nursing, accountancy, teaching) (red is low green is high)



Other Vocational, Work Related Qualifications (red is low green is high)





Foreign Qualifications (red is low green is high)

