

Belfast



Employment and Skills – key research and analysis

October 2014



Profile: skills – a mixed story

Qualification	Share in 2001		Share in 2011	
	Belfast	NI	Belfast	NI
No Qualification	41.8%	41.6%	30.4%	29.1%
Level 1 Qualifications	14.8%	17.2%	10.8%	11.5%
Level 2 Qualifications	13.3%	16.4%	12.6%	14.9%
Level 3 Qualifications	10.9%	9%	13.1%	12.3%
Level 4 and above Qualifications	19.2%	15.8%	26%	23.6%
Other* Qualifications	-	-	7.1%	8.5%
Source: Census 2011				

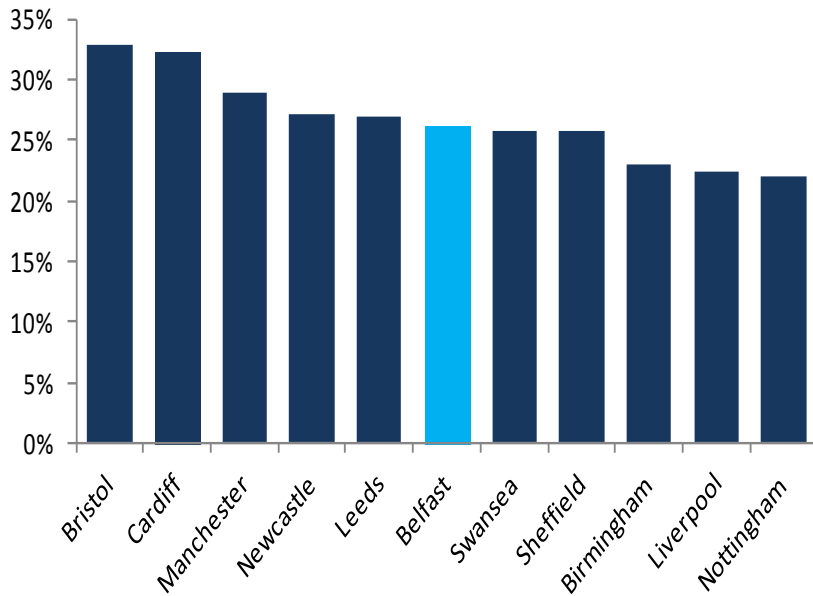
And this is a big challenge for Belfast

10 cities with the highest percentage of low skills

55	Birmingham	15.9
56	Rochdale	15.9
57	Northampton	15.9
58	Leicester	16.0
59	Bradford	16.0
60	Liverpool	16.6
61	Coventry	16.6
62	Blackburn	17.7
63	Luton	17.9
64	Belfast	19.8
	United Kingdom	10.9

Significant skills demand and supply challenge...

% 16+ population with degree levels skills or above, selected cities, 2011



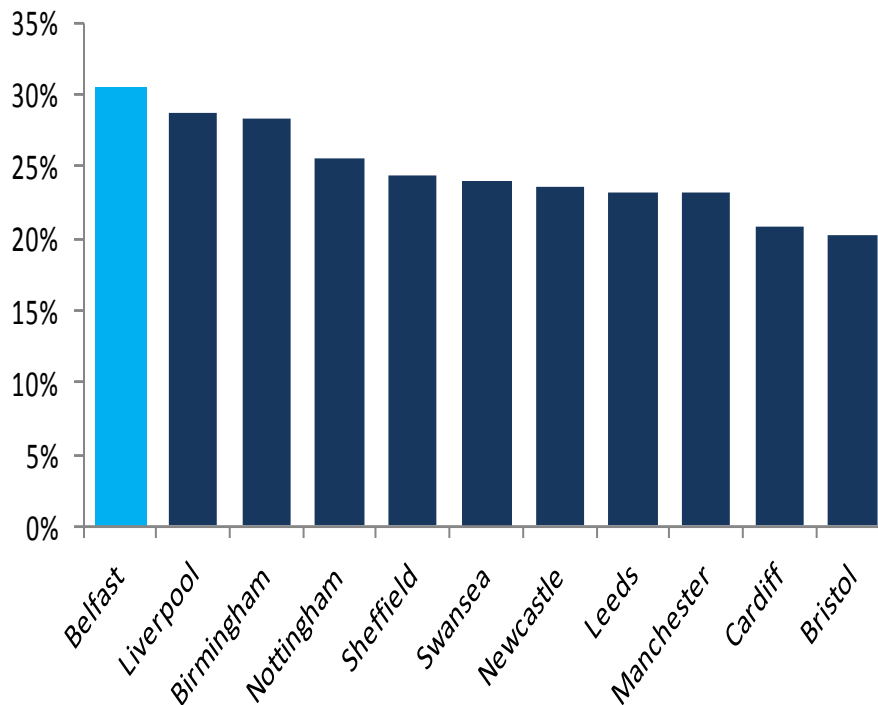
Source: Census

- To achieve Bristol's employment rate in 2011 (*Integrated Economic Strategy*), Belfast would need an **additional 9,600** resident jobs). Even at peak, in 2007, Belfast only achieved an employment rate of 66%.
- Belfast would need to up-skill an additional **15,200** people to degree level to match Bristol



Low skills levels are an issue...

% 16+ population with no formal qualifications, selected cities, 2011



Source: Census

- Belfast would need to upskill 13,000 people to achieve comparator average levels of **no qualifications** (average)
- ...or 23,500 people to equal Bristol's level
- Strong correlation between employment rates and skills levels:
 - Bristol's employment rate is highest in UK; the city also has the highest proportion of degree level qualifications (33%). Only 20% of the working age population have no formal qualifications.



Skills pay

Belfast: Economic activity rate by qualifications with estimated Employment rate and Worklessness rate

	Economic activity rate (%)	Estimated employment rate (%)	Estimated workless rate (%)
Aged 16 to 44	74.0		
No qualifications	45.1	36.2	63.8
Level 1 qualifications	67.6	58.2	41.8
Level 2 qualifications	70.4	60.2	39.8
Level 3 qualifications	73.7	67.2	32.8
Other qualifications	81.9	73.9	26.1
Level 4 qualifications and above	91.4	87.3	12.7
Aged 45 to 74	48.1		
No qualifications	26.4	17.5	82.5
Level 1 qualifications	59.5	50.1	49.9
Level 2 qualifications	63.6	53.4	46.6
Level 3 qualifications	69.8	63.3	36.7
Other qualifications	54.1	46.1	53.9
Level 4 qualifications and above	71.4	67.3	32.7

Source: 2011 Census for Belfast, GB Annual Population Survey, Inclusion estimates





Businesses matter – and Belfast has low business start up rates...

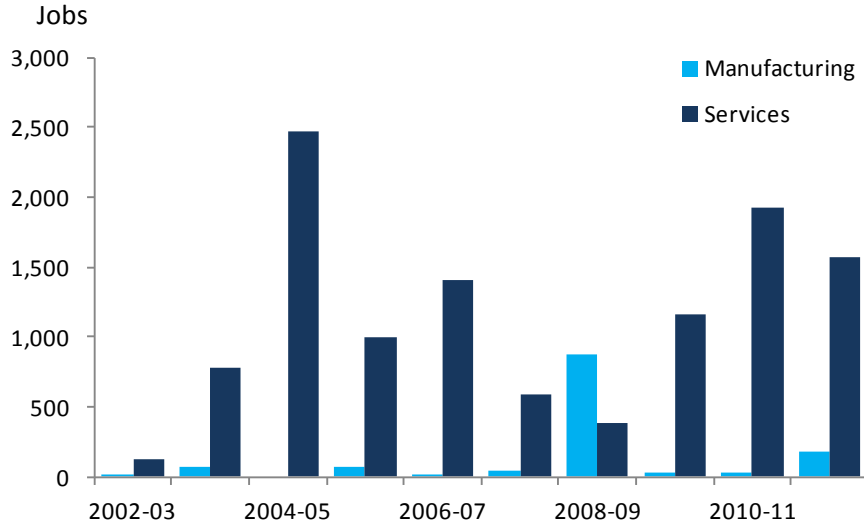
10 cities with the lowest start-up rate

55	Stoke	26.8	26.7	0.1
56	Plymouth	26.7	23.4	1.6
57	Doncaster	26.4	27.4	-0.5
58	Barnsley	26.1	22.9	1.5
59	Wakefield	25.4	25.6	-0.1
60	Swansea	24.5	30.2	-2.4
61	Dundee	23.0	20.6	1.2
62	Mansfield	22.5	23.7	-0.5
63	Belfast	20.9	26.1	-1.9
64	Sunderland	20.7	23.4	-1.5
	United Kingdom	41.3	36.3	1.5



Belfast's role as hub of FDI is clear...It's not all bad news!

Invest NI jobs promoted in Belfast, 2002/03 - 2011/12



Source: Invest NI

On average, Belfast accounted for 50% of total NI FDI since 2002;

- 60% services
- 15% manufacturing

FDI supported 1,750 jobs in Belfast in 2011/12

Invest NI jobs promoted, Belfast as % NI, 2002/03 - 2011/12



Source: Invest NI



Numbers in Further Education / Higher Education in Belfast

Institution	Full-Time	Part-Time	Total
Belfast Metropolitan College	5,411	28,746	34,159
Queens University, Belfast	17,525	6,675	24,200
University of Ulster, Belfast	1,463	274	1,737
Stranmillis College	915	385	1,300
St Mary's College	880	105	985
TOTAL	26,194	36,185	62,381
* University of Ulster, Jordanstown	8,022	5,298	13,320

Department for Employment & Learning

In house services:

- Employment Services
- Careers Service
- Provision to assist people with disabilities and/or health conditions
- Management & Leadership Development
- Vocational Enhancement Programme
- Education Maintenance Allowance
- Migrant workers
- Widening participation in Higher Education

Essential Skills (All)

Belfast Metropolitan College

Collaboration & Innovation Fund (NEETs)

- GEMSNI
- Artillery Youth Centre
- Belfast Met College
- FIT Ltd
- NOW Ltd
- Opportunity Youth
- Princes Trust

LEMIS (Disadvantaged communities)

- GEMSNI
- Upper Springfield Dev Trust
- Ashton Centre
- North City Training
- Stepping Stone
- Impact Training

Training for Success (16-18 yr olds)

- Workforce
- Springvale Learning
- Rutledge
- Paragon training
- Impact Training
- Hair Academy
- Dairy Farm
- Belfast Metropolitan College
- Belfast College of Training
- Belfast Central Training
- Bryson Future Skills

Steps to Success (18+)

Ingeus (Lead Provider)

- Sub-contractors
- Armstrong Learning
 - Belfast Met College
 - Springvale Learning
 - People 1st

United Youth?

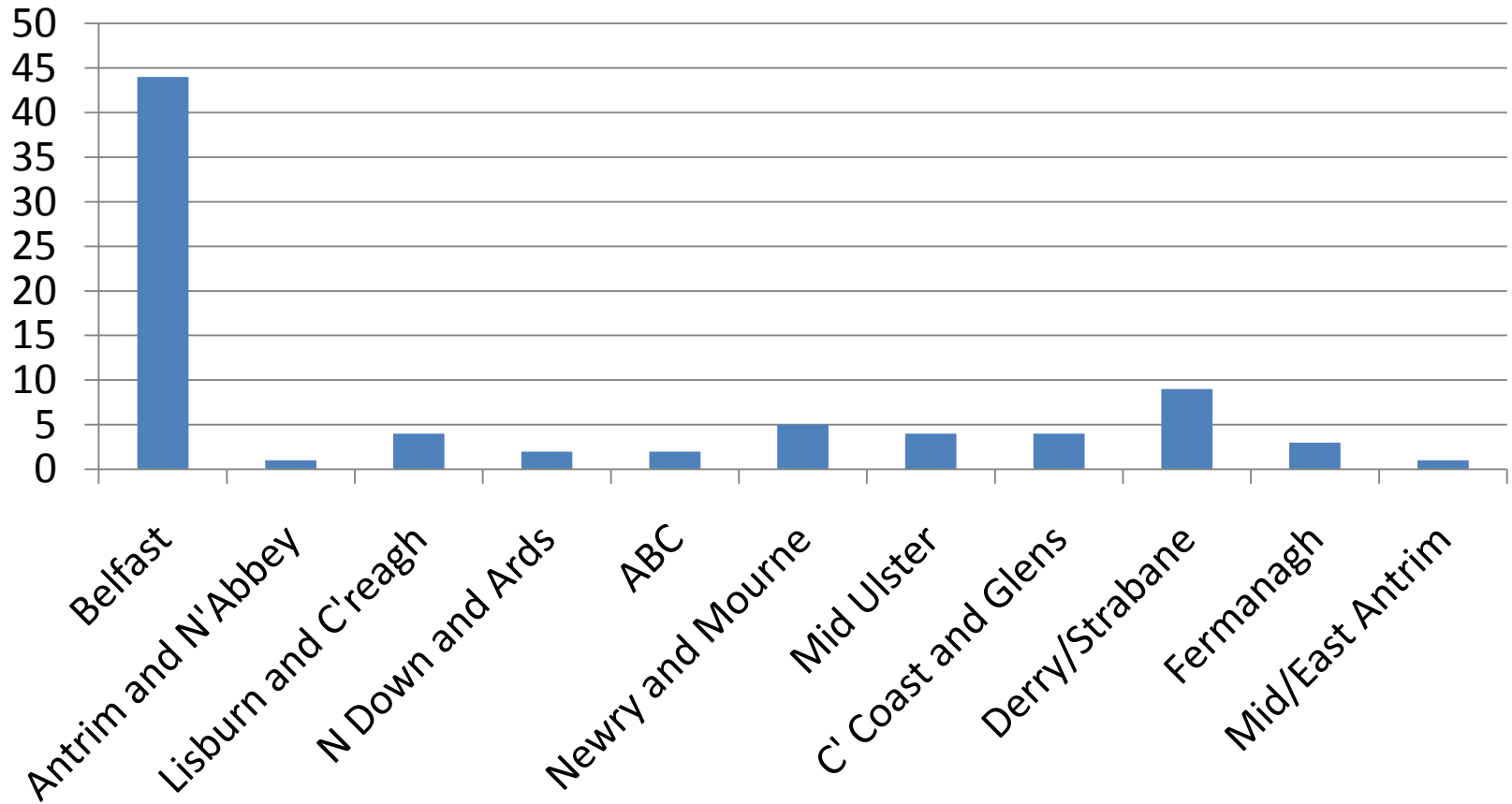
Bridge to Employment

Private sector led

Community Sector

- 12 Neighbourhood Renewal Areas in Belfast . In 2012/13 £1,712,788 spent on education, training and skills projects (25 projects)
- Community lead on ESF Projects – 44 local ESF projects
- Lottery Funding
- Social Investment Fund
 - North Belfast-*Employment Fuel Poverty* A project to improve employability and reduce fuel poverty £2million
 - South Belfast -*Employment Programme* An employment project targeting 375 local people to train in catering, hospitality, retail and IT£2.2million
 - East Belfast - *Economic Renewal* A revenue project designed to provide pathways to employment through a coordinated programme of employability, enterprise and economic development initiatives across the zone. £1.8million (estimated)
 - West Belfast - *Integrated Employment Programme* A large Intermediate Labour Market (ILM) programme which aims to support up to 300 (200 full time equivalent) local people to get back into mainstream employment. The programme will include a 12 month paid placement, onsite training, off site training, skills development, mentoring and other specialist support. £3.3million

Breakdown of ESF provision by council area



European Social Fund 2007-2014

- 44 ESF projects in the Belfast City Council area
- 18 NI wide ESF Projects including Action Mental Health, Action on Hearing Loss, Advantage, Conservation Volunteers NI, CSV Media, Disability Action, Enterprise NI, Gingerbread NI, Include Youth, NIACRO, The Cedar Foundation, The Princes Trust, Training for Women's Network, USEL, VOYPIC, Women in Business, WRDA, Youth Action
- Comparison to other council areas
- Round 1 total of £14,404,512 ESF Funding
- Round 2 total of £20,547,588 ESF Funding
- **TOTAL ESF FUNDING £34,952,100 FOR LOCAL BELFAST PROJECTS (excl 18 NI-WIDE PROJECTS MANY OF WHICH ARE MANAGED AND DELIVERED IN BELFAST).**

ESF Programme 2014-2020

Priority Axis 1 and 2 will interest Belfast organisations.

Priority Axis 1

To promote employment and support labour mobility through

Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility

- **Specific Objective** – To increase employment among the unemployed (including long term unemployed) and economically inactive
- **Results**
 - 20% (7,000) participants in employment, upon leaving
 - 26% (9,000) participants in employment, including self-employment six months after leaving

Sustainable integration into the labour market of young people in particular those not in employment, education or training (NEET), including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee.

- **Specific Objective** – reduce the number of 16-24 year olds who are NEET
- **Results**
 - 3,000 participants in employment upon leaving
 - 35% (8,750) participants in education/training upon leaving

ESF Programme 2014-2020

Priority Axis 2

Promoting social inclusion, combatting poverty and any discrimination through

Active inclusion including with a view to promoting equal opportunities and active participation and improving employability

- **Specific Objective a** - will help people with disabilities progress towards employment, move into employment, move into employment and sustaining employment
- **Results**
 - 10% (1,300) participants in employment upon leaving
- **Specific Objective b** – to reduce the number of NEETs in families in targeted areas
- **Results**
 - 30% (3,600) of participants aged 16 and over will enter employment, education or training upon leaving

NI ESF Programme 2014-2020 Breakdown of Financial Allocation

	ESF	Match Funding	Total	% of total allocation
Priority Axis 1				
Thematic Objective 8 (i)	34,139,951	51,209,927	85,349,878	28.5%
Thematic Objective 8 (ii)	24,385,680	36,578,519	60,964,199	
Priority Axis 2				
Thematic Objective 9 (a)	51,071,314	76,606,970	127,678,284	30%
Thematic Objective 9 (b)	10,534,614	15,801,920	26,336,534	
Priority Axis 3				
Thematic Objective 10	82,141,236	123,211,854	205,353,090	40%
Technical Assistance	3,080,296	4,620,445	7,700,741	1.5%
TOTAL	205,353,091	308,029,635	513,382,726	100%

Spatial Deprivation

- The working age employment rate in Belfast is 60.5% compared to NI average of 67%
- 10,981 households with dependent children and no adult in employment
- 8,832 lone parent households with dependent children where the lone parent is unemployed
- 11,760 economically inactive – looking after the home or family
- 22,941 economically inactive – long term sick or disabled
- 16,130 JSA claimants
- 15,550 ESA claimants
- 18,560 income support claimants
- 9,000 NEET young people (26% compared to a NI rate of 20% & UK rate of 18%)

Claimant Count 2013

Claimant Count Annual Average

	%		%
NI	5.4		
Water Works	17.3	Woodvale	12.6
Duncairn	16.7	Ardoyne	12.5
The Mount	13.9	Crumlin	12.3
Shankill	13.8	Twinbrook	11.7
Clonard	13.6	Ballymacarrett	11.2
New Lodge	13.5	Upper Springfield	10.9
Falls	13.0	Whiterock	10.8
Blackstaff	12.6	Glencairn	10.3

Claimant Count LTU Annual Average

	%		%
NI	29.5		
Twinbrook	41.9	Falls	37.4
Poleglass	41.4	Knock	36.7
New Lodge	41.0	Dunmurry	36.7
Collin Glen	40.7	Ballymacarrett	36.4
Ardoyne	39.6	Upper Springfield	36.4
Glencolin	38.9	Glen Road	35.8
Ladybrook	38.0	Kilwee	35.8
Falls	37.4	Clonard	35.7

Economic Inactivity

	Economically inactive: Looking after home or family: Aged 16-74 years (%)	Economically inactive: Long-term sick or disabled: Aged 16-74 years (%)		Economically inactive: Looking after home or family: Aged 16-74 years (%)	Economically inactive: Long-term sick or disabled: Aged 16-74 years (%)
NI	4.45	7.27			
Whiterock	8.78	20.48	Ballymacarrett	7.67	16.07
Falls	8.09	20.68	Twinbrook	7.57	15.84
Collin Glen	11.06	17.15	Water Works	6.89	15.36
Crumlin	8.43	19.55	Beechmount	6.80	13.89
New Lodge	7.31	19.43	Duncairn	5.70	14.95
Ardoyne	8.71	17.93	The Mount	6.37	12.82
Shankill	8.76	17.48	Poleglass	6.84	12.02
Upper Springfield	7.78	18.17	Shaftesbury	5.48	13.17
Clonard	7.58	17.38	Kilwee	4.71	13.39

Deprivation Measure – Education & Skills

	NI Rank		NI Rank
Shankill	1	Upper Springfield	15
Crumlin	2	Glencairn	17
Woodvale	3	Collin Glen	18
Falls	4	Twinbrook	22
Ballymacarrett	6	Ardoyne	24
The Mount	7	Island	27
Whiterock	8	Blackstaff	29
Duncairn	9	Cregagh	35
Shaftesbury	10	Highfield	41
New Lodge	12	Clonard	44
Woodstock	13	Glencolin	46
Tullycarnet	14	Water Works	57