

Skills in South West Wales

This document presents an analysis of the skills profile of the four Unitary Authorities (UAs) in South West Wales (Carmarthenshire, Neath Port Talbot, Pembrokeshire and Swansea), which are benchmarked against figures for Wales as a whole and, where appropriate, Wales' position relative to the other United Kingdom (UK) countries is also examined (whilst outside of the South West Wales region, figures for the Ceredigion UA are also reported). Firstly, we consider educational attainment, including an inspection of adult learning figures. Secondly, we examine trends in training across South West Wales relative to the rest of the UK. Thirdly, we look at another type of skill, namely ability in the Welsh language, across the four UAs and compare this with Wales as a whole. Finally, we consider how the skills profile of the labour force in South West Wales may change over the coming decade using forecasts and also which skills are likely to be in high demand.

Section 1: Education and Qualifications

Table 1 presents qualifications (in terms of highest qualification achieved) across South West Wales and the UK. The figures reveal that only Ceredigion is able to exceed the Welsh average for the percentage of persons aged 16 to 64 qualified to degree level, at 24.6%, whilst Carmarthenshire is able to reach the Welsh average (both the Welsh average and Carmarthenshire's figure is 18.7%). In Swansea, 18.4% of this age group hold a degree, which is only slightly below the national average. However, a much lower figure is reported for Neath Port Talbot, with only 11.4% educated to degree level. Wales' position relative to the UK is also weak at the degree level, trailing behind both England and Scotland, but the proportion with degrees is slightly higher than in Northern Ireland. At higher education level, Wales performs better, with the second highest proportion of persons with higher education qualifications (excluding a degree), placing it behind only Scotland. The four South West Wales UAs are quite similar in terms of higher education attainment, with Neath Port Talbot possessing the highest proportion with such a qualification (9.6%), with the other UAs falling just under the Welsh average (9%). Ceredigion has the lowest proportion of persons educated at higher education level, which may be due to its large numbers with degrees. At A-Level, the five UAs again perform similarly (Ceredigion has the highest percentage with this type of qualification at 27%, followed by Swansea at 24.4%), but there is more variation at GCSE level, with Pembrokeshire possessing the highest proportion of persons educated up to GCSE (A-C) level (26.4%) and Swansea possessing the lowest (21.1%, although Swansea has a larger percentage possessing A-Levels). Wales has the highest proportion reporting GCSEs as their highest qualification in the UK, but the second lowest at A-Level (Wales' pass rate at A-Level has typically been lower than the UK average and the gap has widened again in the most recent examinations). Regarding those with no formal qualifications; Neath Port Talbot has the largest percentage (18.3%), whilst Ceredigion has

the lowest (9.3%). Wales has the second highest rate of persons with no qualifications in the UK, at 15%, although this is far below the percentage of persons with no qualifications that Northern Ireland possesses (22.8%) but quite well below the rate seen in England (just over 12%).

Table 1: Highest Qualifications (Conventional Classification) for UAs in South West Wales and Countries within the UK, December 2009

	Degree	Higher Education	A-Level	GCSE (A-C)	Other Qualifications	No Qualifications
Carmarthenshire	18.7	8.4	22.3	22.9	11.6	16.0
Ceredigion	24.6	6.9	27.0	22.8	9.4	9.3
Neath Port Talbot	11.4	9.6	23.7	24.2	12.8	18.3
Pembrokeshire	16.5	8.8	23.7	26.4	9.9	14.6
Swansea	18.4	8.0	24.4	21.1	11.9	16.3
South West Wales	16.7	8.5	23.6	23.2	11.7	16.4
Wales	18.7	9.0	22.5	24.0	10.9	15.0
England	21.7	8.2	21.8	22.9	13.2	12.2
Northern Ireland	18.2	7.6	24.3	20.3	6.8	22.8
Scotland	20.5	13.6	25.6	17.7	9.3	13.3

% of all persons aged 16-64. Source: Annual Population Survey, ONS.

Table 2 examines Welsh Key Stage 4 (GCSE level) for a recent cohort of pupils. Figures for the five UAs, Welsh regions and Wales as a whole are presented. Firstly, the five UAs appear to perform well, compared to the Welsh national averages. Four of the UAs had achievement rates above the Welsh national average at level 1 (equivalent to 5 GCSEs grade D-G) and level 2 (equivalent to 5 GCSEs A*-C), but the figures for Swansea were lower than the Welsh average at both levels. However, Swansea does exceed the national average for achieving level 2 in the core subjects. Ceredigion has the highest achievement rates at all levels. Excluding Ceredigion and focusing on the four South West Wales UAs, Carmarthenshire has the highest success rate at level 1 (90.3%) and level 2 in core subjects (48.6%), Neath Port Talbot and Pembrokeshire share the best level 2 achievement rate (63.1%), whilst Neath Port Talbot has the largest proportion achieving 5 GCSEs at grades A*-C. At a higher level of aggregation, the South West/Mid Wales region consistently has the highest achievement rates, whilst South East Wales has the lowest achievement rates. No figures for the rest of the UK are presented here as they are not directly comparable but achievement rates in Wales appear well below those in England.

Table 2: Key Stage 4 Examination Achievement of Pupils Aged 15, 2008/09

	% Achieved Level 1	% Achieved Level 2	% Achieved Level 2 in Core Subjects	% Achieved 5 or more GCSEs A*-C
Carmarthenshire	90.3	62.1	48.6	60.5
Ceredigion	91.1	68.2	51.8	65.8
Neath Port Talbot	89.4	63.1	48	61.8
Pembrokeshire	90.2	63.1	47.8	58.5
Swansea	86.1	59.9	48	58.2
North Wales	89.6	60.6	46.9	59
South West/Mid Wales	89.6	63.6	50.1	61.2
South Wales	87.7	59	42.4	53.2
South East Wales	86.7	57.2	41.6	52.2
Wales	88.2	60.7	46	57.1

Source: School Examination Performance Information, Welsh Assembly Government

Table 3 presents qualifications by NVQ classification. As expected, a similar pattern to that revealed in Table 1 can be seen. Neath Port Talbot has the lowest proportion with the highest level of qualifications, Ceredigion has the highest proportion and Wales remains third out of the UK countries. Moving across the columns of Table 2 we find many similarities to the previous table, with the South West Wales UAs generally holding the same positions. However, with respect to trade apprenticeships, we find Carmarthenshire has the highest percentage (and Ceredigion has the lowest). At a country level, Northern Ireland has the highest proportion of trade apprenticeships (6.9%), followed by Scotland (5.6%), whilst in Wales it is 3.9%, which is slightly greater than it is in England.

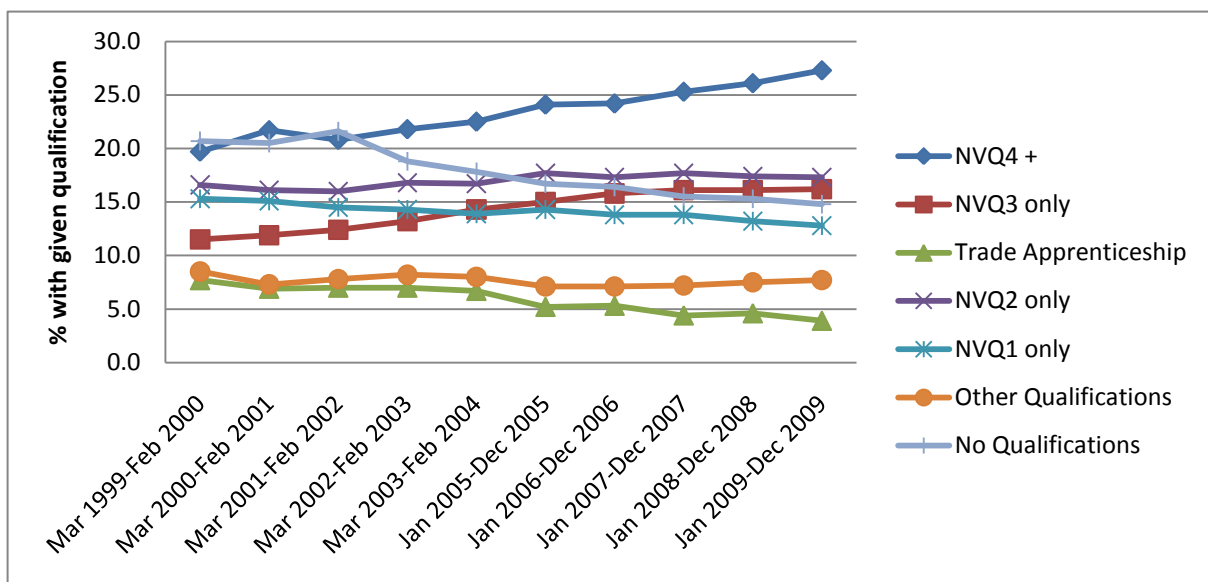
Table 3: Highest Qualifications (NVQ Classification) for UAs in South West Wales and Countries within the UK, December 2009

	NVQ4 +	NVQ3 Only	Trade Apprenticeship	NVQ2 Only	NVQ1 Only	Other Qualifications	No Qualifications
Carmarthenshire	26.6	14.1	5.1	16.7	13.2	8.4	15.7
Ceredigion	31.1	22.2	2.9	16.4	10.3	7.9	9.2
Neath Port Talbot	20.9	16.3	4.7	18.0	14.1	7.7	18.2
Pembrokeshire	24.9	17.3	4.2	18.7	12.2	8.3	14.4
Swansea	26.0	17.0	4.2	15.4	13.8	7.5	16.1
South West Wales	24.9	16.1	4.6	16.9	13.4	7.9	16.2
Wales	27.3	16.2	3.9	17.3	12.8	7.7	14.8
England	29.6	15.4	3.8	16.1	13.9	9.0	12.1
Northern Ireland	25.4	14.8	6.9	15.0	10.5	5.0	22.3
Scotland	33.9	15.4	5.6	14.5	9.8	7.6	13.3

% of all persons aged 16-64. Source: Annual Population Survey, ONS.

Trends in NVQ attainment over time (1999 to 2009) are shown in Figure 1. Initially we see that, a decade ago, those persons with no qualifications comprised the largest proportion of persons aged 16-64, followed closely by those educated to NVQ level 4 and above. However, from 2002 onwards, there has been a large rise in those possessing the highest level of qualifications and a constant decline in unqualified persons, opening up a large discrepancy between these groups (this of course mirrors that UK-wide picture). The 1999-2009 period has also seen a large rise in the proportion of those qualified to NVQ level 3 and a smaller rise in those qualified to NVQ level 2, both of which now lie above those with no qualifications. The same period has seen falls in the proportion with NVQ level 1 and trade apprenticeships.

Figure 1: Highest Qualifications (NVQ Classification) in Wales, 1999-2009



% of all persons aged 16-64. Source: Local Labour Force Survey and Annual Population Survey, ONS.

Table 4 presents figures showing those engaging in adult learning in the South West Wales UAs and countries of the UK (see appendix for definitions of adult learning). Whilst the form of the adult learning course may vary (for example, Neath Port Talbot has the largest proportion of persons undertaking a taught adult learning course, yet the smallest proportion on non-taught adult learning courses), the percentage of those engaging in some form of adult learning is very similar across the four South West Wales UAs (just over 55% in each UA have engage in adult learning, whilst that figure is higher in Ceredigion). At a national level, figures for Wales, England and Scotland are similar, but Northern Ireland has far fewer people engaging in adult learning (a non-participation rate of 58.6%). Wales has the second highest non-participation rate (41.7%) and Scotland the lowest (37.2%).

Table 4: Adult Learning for UAs in South West Wales, December 2009

	Taught Adult Learning	Non-Taught Adult Learning	Both Taught & Non-Taught Adult Learning	No Adult Learning
Carmarthenshire	27.0	12.2	17.0	43.8
Ceredigion	21.3	14.2	27.2	37.4
Neath Port Talbot	33.5	7.8	14.3	44.4
Pembrokeshire	28.6	11.0	17.2	43.3
Swansea	28.4	9.0	20.1	42.5
South West Wales	29.1	9.9	17.6	43.4
Wales	27.3	11.8	19.2	41.7
England	26.3	12.7	21.8	39.2
Northern Ireland	28.5	5.3	7.7	58.6
Scotland	27.9	11.8	23.1	37.2

% of persons aged 16-64 receiving the specified training. Source: Annual Population Survey, ONS

Table 5 reports average annual salaries, 11 years after graduation, for graduates from a number of degree schemes. Whilst those who studied clinical dentistry have a clear earnings advantage (of almost £10,000 annually), those who studied economics, law or engineering are also near the top of the earnings rankings. Those with degrees in sociology typically earn just over a half of the amount those with clinical dentistry degrees earn, whilst graduates with other arts and social sciences also appear towards the bottom of the earnings distribution. This illustrates the effect that degree choice can have on an individual's future earnings.

Table 5: Average Annual Salary, 11 Years After Graduation, 2006 Values

Clinical Dentistry	£61,718
Economics	£51,768
Law	£49,450
Engineering	£46,992
Computer Science	£45,363
Mathematics	£45,037
Accountancy	£44,071
Business & Management	£41,796
Politics	£37,407
Languages	£37,393
History	£36,143
Geography	£34,558
Sociology	£31,047

Source: Mapping the Careers of Highly Qualified Workers, HEFCE Research Series, July 1997. Data are based on a sample of 1,410 male graduates.

Section 2: Training

Table 6 presents figures on job related training, with a breakdown by qualification level provided in the final two columns. The highest incidence of job related training occurs in Wales (28.5% of employees and the self employed received job related training in the 13 weeks prior to their interview). Wales's advantage also holds regardless of qualification level. At the UA level, Neath Port Talbot has the highest proportion of job related training (33.2%), followed by Ceredigion (31%) and Swansea (30.1%). Splitting between those educated to NVQ level 4 (or equivalent) and above and those educated to NVQ level 3 and below, reveals that the more highly qualified are far more likely to receive job related training (for Wales, the figures are 39.2% and 23.0%). In Neath Port Talbot, 30.2% of persons educated to NVQ 3 level and below received job related training, which is far above the Welsh (and UK) average. Whilst in Swansea, almost 43% of those with higher level qualifications received job-related in the previous three months. It is important to note, however, that no indication is provided on the duration of training spells. This implies that training courses could be short and relate to fairly non-productive activities in certain parts of the country.

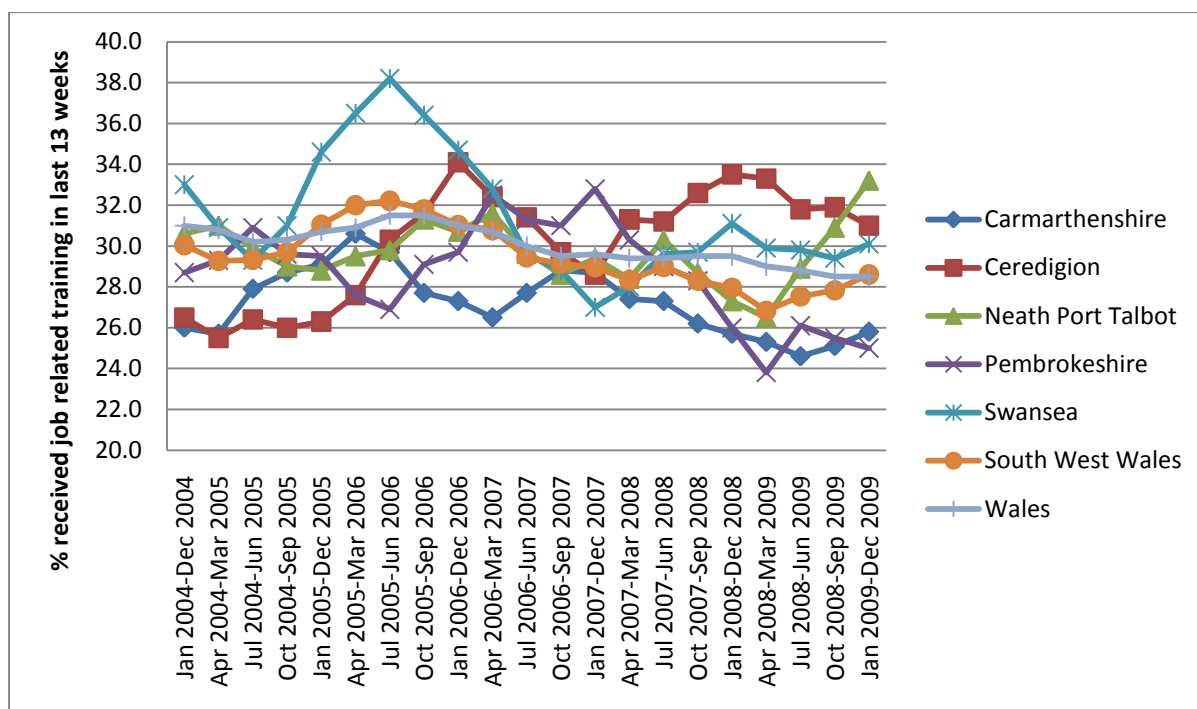
Table 6: Job Related Training for UAs in South West Wales, December 2009

	% all who received job rel. train. in last 13 wks - employees & self employed	% all who received job related training in last 13 weeks - NVQ Level 4 equivalent and above	% all who received job related training in last 13 weeks - NVQ Level 3 equivalent and below
Carmarthenshire	25.8	36.7	20.1
Ceredigion	31.0	40.9	25.5
Neath Port Talbot	33.2	41.1	30.2
Pembrokeshire	25.0	39.3	18.4
Swansea	30.1	42.7	24.7
South West Wales	28.6	40.2	23.5
Wales	28.5	39.2	23.0
England	26.3	35.4	21.3
Northern Ireland	18.9	28.6	14.2
Scotland	28.4	39.0	21.5

% of persons aged 16-64. Source: Annual Population Survey, ONS

Trends in job related training for the South West Wales UAs are shown in Figure 2, whilst Figure 3 compares the countries of the UK. The first point to note from Figure 2 is the volatility in training rates over the period (2004 to 2009). This is due to the relatively small sample size for UAs. For example, the most noticeable effect is a sharp rise in job related training in Swansea, peaking in 2006 (at 38%), but then falling to around 27% by the end of 2007. This may be largely the result of sampling variation rather than any major differences between different points in time. Other recent differences worth noting include a fall in job related training for Pembrokeshire and increases in Neath Port Talbot.

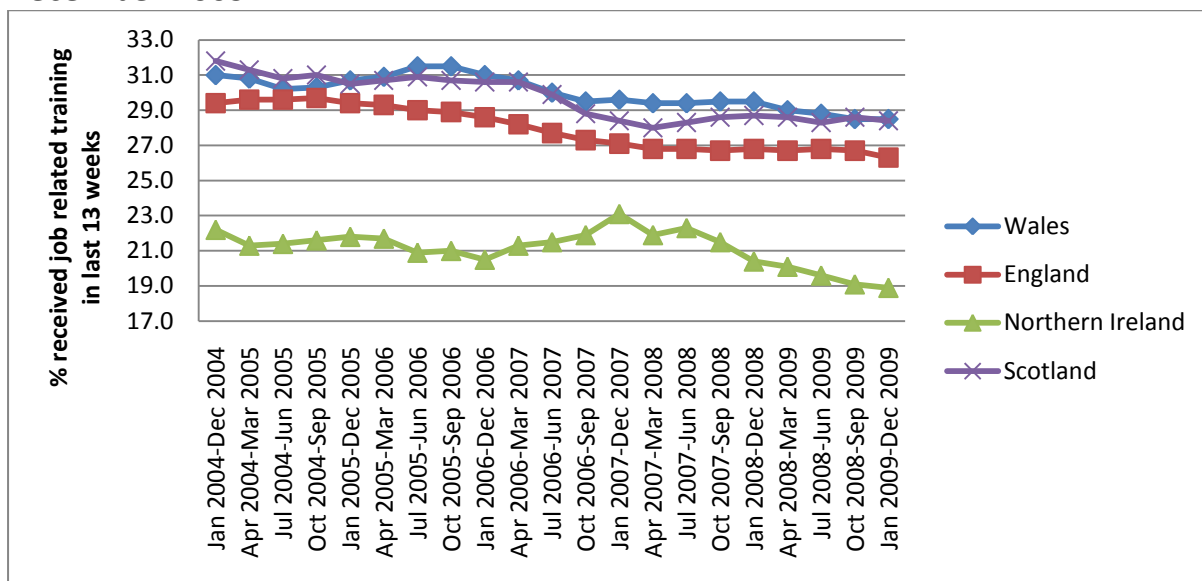
Figure 2: Job Related Training for UAs in South West Wales, December 2009



% of persons aged 16-64 in employment or self-employment who have received job related training in the last 13 weeks. Source: Annual Population Survey, ONS

Figure 3 shows that the incidence of job related training has decreased in Wales over the time period, but this is also an effect which can be seen for all the countries in the UK. The larger sample sizes for countries in comparison to individual UAs also mean that these are more likely to represent actual trends. Wales and Scotland have the highest proportions of job related training in the UK across the time period, with Northern Ireland falling far behind the rest of the UK.

Figure 3: Job Related Training for Countries within the United Kingdom, December 2009



% of persons aged 16-64 in employment or self-employment who have received job related training in the last 13 weeks. Source: Annual Population Survey, ONS

Section 3: Welsh Language Skills

Table 7 presents Welsh language ability, broken down by age. Data are taken from the 2001 Census, which is the most comprehensive source of information on the Welsh language, especially if one is interested in looking at demographic sub-groups, although is now quite dated. Of the four UAs in South West Wales, Carmarthenshire has the highest levels of Welsh language proficiency. For example 60.5% understood spoken Welsh and 39% were able to write Welsh, which is more than double the Welsh national average. All four of the UAs (and the Welsh average) show that the ability to understand spoken Welsh is greatest for those aged between 5 and 19 years, but then declining sharply for the 20-24 age group. Welsh ability is also high for older age categories, particularly the 75 and over age category. This U-shape in Welsh language proficiency can be identified as a cohort effect, with the recent improvements in Welsh language ability amongst the younger age groups a result of increased emphasis on the Welsh language in education over recent years. This is seen for all four UAs, except Pembrokeshire, an effect which may be due to Pembrokeshire's popularity as a retirement location, resulting in large inward migration of older people from outside of Wales (figures for Pembrokeshire are relatively stable after the sharp drop for the 20-24 year age group). These age effects appear relatively stable across the four types of Welsh language ability. After Carmarthenshire, Pembrokeshire has the largest proportion of people who can understand spoken Welsh (26.9%, which is just above the national average) and Swansea has the smallest proportion (19.2%). The relative positions of the South West Wales UAs also hold over all types of Welsh language proficiency. As we increase Welsh language proficiency, we find large differences between the ability to understand spoken Welsh, to speak Welsh and to read Welsh, but there is only a small difference between reading Welsh and writing Welsh. Ceredigion's figures are close to those for Carmarthenshire, and are greater for Welsh ability above understanding Welsh. There is a sharp decline in Ceredigion for the 20-24 year age group, but this may be explained by high numbers of persons born outside of Wales in this age group. This may be due to the influx of non-Welsh students in Lampeter and Aberystwyth Universities having a large effect due to the relatively small population of Ceredigion.

Table 7: Welsh Language Ability by Age for UAs in South West Wales and Wales, 2001

Understand Spoken Welsh							
	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales
Aged 3 - 4 years	51.9	67.1	21.0	23.7	13.3	27.2	22.6
Aged 5 - 9 years	66.2	83.5	31.7	46.5	25.1	41.6	40.2

Aged 10 - 14 years	67.2	84.6	37.5	51.9	31.1	45.9	46.7
Aged 15 - 19 years	63.2	61.0	29.6	37.4	21.1	36.6	34.7
Aged 20 - 24 years	54.3	35.1	17.2	23.5	11.8	24.6	21.6
Aged 25 - 34 years	55.8	62.0	18.2	22.3	13.0	26.7	21.0
Aged 35 - 49 years	56.2	58.7	18.6	21.6	14.4	27.7	20.1
Aged 50 - 59 years	57.9	53.5	22.3	22.1	18.8	31.1	21.0
Aged 60 - 64 years	60.3	53.9	23.6	22.7	21.0	32.6	21.6
Aged 65 - 74 years	64.8	57.0	26.3	22.0	23.1	35.0	22.8
Aged 75 and over	70.3	60.6	33.8	22.8	27.4	40.0	25.6
Total	60.5	59.0	24.3	26.9	19.2	32.7	25.5

Speak Welsh

	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales
Aged 3 - 4 years	41.7	55.3	16.7	18.8	10.4	21.7	18.5
Aged 5 - 9 years	60.5	79.0	27.6	41.4	21.1	36.9	36.2
Aged 10 - 14 years	61.2	80.6	33.7	47.3	27.1	41.3	42.6
Aged 15 - 19 years	54.9	56.7	24.7	32.2	16.6	30.8	30.4
Aged 20 - 24 years	42.3	30.3	12.4	17.0	8.0	18.3	17.3
Aged 25 - 34 years	41.9	50.7	12.0	15.1	7.7	18.7	15.8
Aged 35 - 49 years	42.7	48.1	11.6	15.3	8.1	19.3	14.5
Aged 50 - 59 years	46.8	45.7	14.8	16.3	11.2	22.8	15.5
Aged 60 - 64 years	50.6	47.5	16.1	17.4	13.7	25.0	16.6
Aged 65 - 74 years	55.6	51.7	18.3	18.0	14.9	27.3	18.0
Aged 75 and over	62.6	56.3	25.3	19.7	20.3	33.2	21.0
Total	50.1	51.8	17.8	21.5	13.2	25.5	20.5

Read Welsh

	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales
Aged 3 - 4 years	14.4	17.2	3.9	4.8	3.0	6.6	5.7
Aged 5 - 9 years	54.8	74.0	22.6	32.9	16.2	31.1	29.7
Aged 10 - 14 years	58.4	77.9	31.8	44.1	25.5	39.1	40.2
Aged 15 - 19 years	51.1	54.1	23.2	30.2	15.5	28.8	28.7
Aged 20 - 24 years	37.2	28.0	11.0	14.6	7.1	16.1	15.6
Aged 25 - 34 years	36.0	46.2	10.0	12.2	6.5	15.8	13.9
Aged 35 - 49 years	36.5	43.1	9.4	12.8	6.6	16.2	12.5
Aged 50 - 59 years	39.9	41.4	11.5	13.5	9.0	19.0	13.2
Aged 60 - 64 years	42.9	43.0	12.1	14.6	10.6	20.5	14.1
Aged 65 - 74 years	46.3	46.0	14.1	14.6	11.2	22.0	15.1
Aged 75 and over	51.4	51.0	19.5	16.2	15.3	26.5	17.5

Total	42.8	46.8	14.5	18.0	10.7	21.4	17.7
Write Welsh							
	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales
Aged 3 - 4 years	11.5	13.0	3.2	3.7	2.5	5.3	4.7
Aged 5 - 9 years	51.7	70.6	21.1	30.3	14.9	29.0	27.7
Aged 10 - 14 years	56.7	76.2	30.6	42.0	24.2	37.5	38.6
Aged 15 - 19 years	49.1	52.3	21.9	29.1	14.7	27.5	27.5
Aged 20 - 24 years	35.0	26.6	10.2	13.6	6.6	15.1	14.8
Aged 25 - 34 years	32.7	43.2	9.0	11.0	5.7	14.3	12.8
Aged 35 - 49 years	32.9	40.0	8.3	11.4	5.7	14.5	11.4
Aged 50 - 59 years	35.6	38.7	9.8	11.9	7.5	16.7	11.9
Aged 60 - 64 years	37.9	40.3	9.8	12.5	8.5	17.6	12.6
Aged 65 - 74 years	40.7	42.9	11.4	12.8	9.0	18.9	13.5
Aged 75 and over	44.8	47.2	15.6	14.2	12.2	22.5	15.4
Total	39.0	44.1	12.8	16.3	9.4	19.3	16.3

Source: 2001 Census, ONS

Table 8 presents the same breakdown by age and Welsh language proficiency but only includes those born in Wales. When restricting the sample to those born in Wales, the national average for those who can understand spoken Welsh rises from 25.5% to 29.8%. Similar increases are seen across the spectrum of Welsh language ability. The age effect identified in Table 7 persists when limited to those born in Wales. In fact, removing the large numbers of inward migration of non-Welsh born persons causes Welsh language ability to rise with age for Pembrokeshire, an effect that did not exist when including all nationalities. The relative positions of the South West Wales UAs are unaffected by restricting the sample to Welsh born, with Carmarthenshire retaining its large advantage in Welsh language proficiency and Swansea trailing the other South West Wales UAs. Outside of South West Wales, Ceredigion sees large increases in Welsh language ability, with 84.7% able to understand spoken Welsh.

Table 8: Welsh Ability by Age for UAs in South West Wales and Wales, Welsh Born Only, 2001

Understand Spoken Welsh							
	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales

Aged 3 - 4 years	52.7	70.6	21.1	24.7	13.5	27.6	23.4
Aged 5 - 9 years	66.9	86.2	31.5	47.1	25.1	41.6	40.3
Aged 10 - 14 years	68.5	89.0	37.3	53.1	30.9	45.9	46.7
Aged 15 - 19 years	66.4	83.8	30.0	39.4	23.1	38.4	37.2
Aged 20 - 24 years	61.3	75.7	17.8	26.2	15.9	29.2	26.7
Aged 25 - 34 years	64.0	86.0	19.3	27.6	14.7	30.3	24.5
Aged 35 - 49 years	67.3	85.3	20.1	28.8	16.5	32.2	23.9
Aged 50 - 59 years	72.8	84.6	24.6	32.1	21.9	37.9	26.2
Aged 60 - 64 years	75.3	85.5	26.0	32.6	24.6	39.8	27.5
Aged 65 - 74 years	78.7	86.0	28.9	32.1	26.9	42.2	29.0
Aged 75 and over	81.9	86.2	37.5	34.9	32.5	48.5	33.4
Total	70.0	84.7	25.9	34.2	21.9	37.5	29.8

Speak Welsh

	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales
Aged 3 - 4 years	42.9	58.6	16.8	19.5	10.5	22.2	19.3
Aged 5 - 9 years	61.1	82.1	27.4	41.8	21.1	36.8	36.2
Aged 10 - 14 years	62.4	85.6	33.4	48.3	26.9	41.3	42.6
Aged 15 - 19 years	58.0	78.3	25.0	33.5	18.1	32.4	32.6
Aged 20 - 24 years	49.2	68.2	12.9	20.3	10.8	22.2	21.8
Aged 25 - 34 years	49.4	75.3	12.8	19.5	8.7	21.7	18.8
Aged 35 - 49 years	53.0	75.9	12.6	21.2	9.4	23.1	17.9
Aged 50 - 59 years	60.6	77.8	16.5	24.9	13.1	28.6	20.0
Aged 60 - 64 years	64.5	79.4	17.9	25.9	16.2	31.0	21.7
Aged 65 - 74 years	68.8	81.3	20.2	27.4	17.4	33.5	23.4
Aged 75 and over	73.7	82.3	28.2	30.8	24.3	40.6	27.8
Total	59.1	77.9	19.0	27.9	15.1	29.6	24.5

Read Welsh

	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales
Aged 3 - 4 years	14.8	18.3	4.0	4.9	3.1	6.7	6.0
Aged 5 - 9 years	55.5	77.3	22.4	33.8	16.4	31.2	29.9
Aged 10 - 14 years	59.6	82.7	31.6	44.7	25.3	39.0	40.1
Aged 15 - 19 years	54.1	75.4	23.5	31.2	16.8	30.2	30.8
Aged 20 - 24 years	43.4	64.0	11.4	17.5	9.6	19.6	19.8
Aged 25 - 34 years	42.7	69.9	10.7	15.9	7.4	18.5	16.7
Aged 35 - 49 years	45.6	69.4	10.2	18.0	7.6	19.5	15.6
Aged 50 - 59 years	52.0	72.0	12.9	20.9	10.6	23.9	17.3
Aged 60 - 64 years	54.9	72.8	13.6	21.9	12.6	25.6	18.6
Aged 65 - 74 years	57.5	73.1	15.6	22.3	13.1	27.1	19.8

Aged 75 and over	60.6	75.2	21.8	25.3	18.3	32.5	23.3
Total	50.7	71.2	15.5	23.5	12.3	24.9	21.2

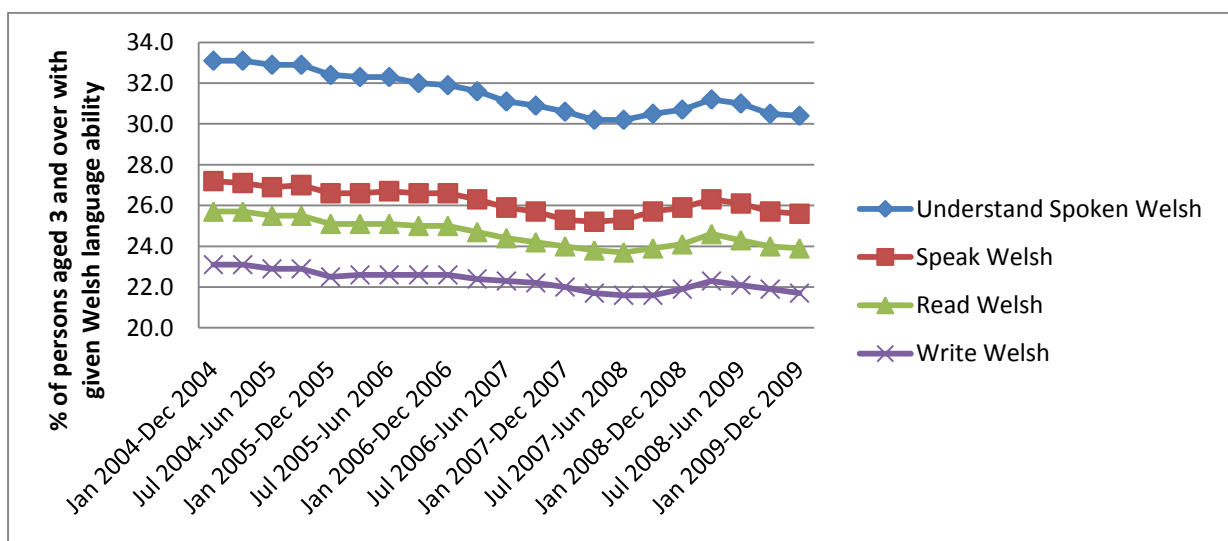
Write Welsh

	Carmarthenshire	Ceredigion	Neath Port Talbot	Pembrokeshire	Swansea	South West Wales	Wales
Aged 3 - 4 years	11.9	14.2	3.2	3.9	2.6	5.4	5.0
Aged 5 - 9 years	52.3	73.9	21.0	31.2	15.0	29.1	28.0
Aged 10 - 14 years	57.9	81.1	30.3	42.7	24.0	37.5	38.6
Aged 15 - 19 years	52.1	73.8	22.2	30.0	15.9	28.9	29.6
Aged 20 - 24 years	40.9	61.7	10.5	16.3	9.0	18.4	18.8
Aged 25 - 34 years	39.0	66.3	9.6	14.4	6.6	16.7	15.5
Aged 35 - 49 years	41.5	65.4	9.0	15.9	6.5	17.5	14.3
Aged 50 - 59 years	46.8	68.4	10.9	18.6	8.9	21.1	15.8
Aged 60 - 64 years	48.8	68.8	11.1	19.1	10.1	22.1	16.7
Aged 65 - 74 years	50.7	68.9	12.7	19.6	10.5	23.3	17.7
Aged 75 and over	52.9	70.1	17.4	22.4	14.6	27.6	20.6
Total	46.3	67.6	13.7	21.4	10.7	22.5	19.6

Source: 2001 Census, ONS

As alluded to previously, data from the Census offers many advantages, primarily the ability to breakdown Welsh ability by groups such as for age categories, but it is now nearly a decade out of date. Therefore, Figure 4 shows how Welsh language proficiency in Wales has changed between 2004 and 2009. Over the 5 year period, Welsh language ability appears to have fallen, despite a brief rise in 2008. These declines have similar patterns for all four skill categories.

Figure 4: Welsh Language Ability in Wales, 2004-2009



Source: Annual Population Survey, ONS

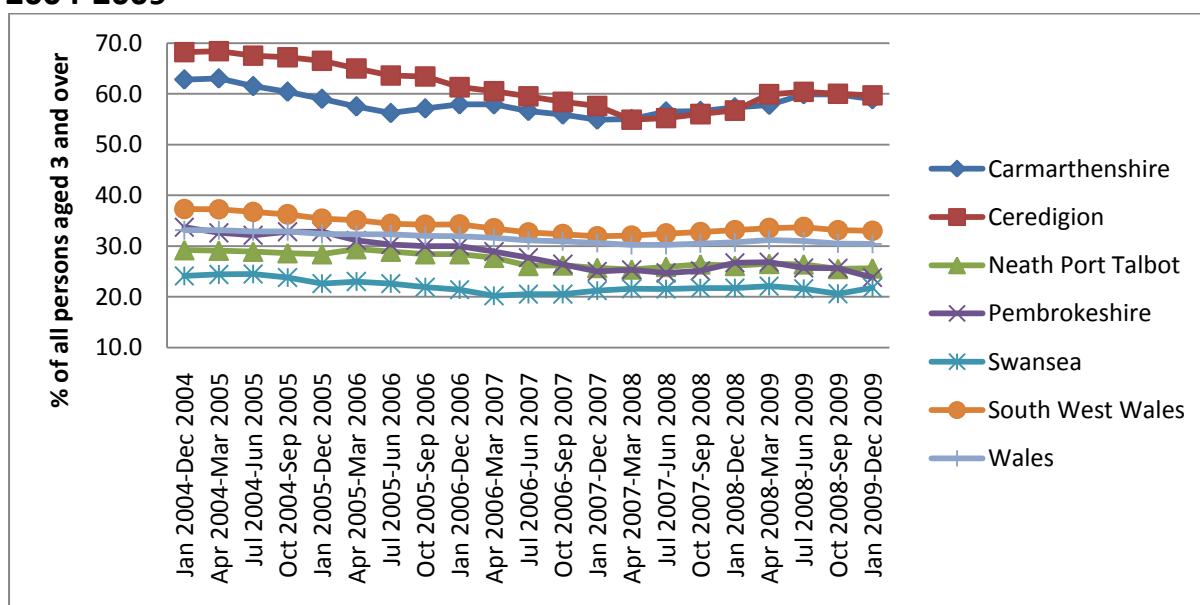
Tables 9 and 10 present data for December 2009 (taken from the Annual Population Survey [APS]). Table 9 reveals that, in the 8 years since the Census, the relative positions of the South West Wales UAs have changed somewhat. Although Carmarthenshire has retained its large Welsh language advantage over the other UAs in the area, Neath Port Talbot has moved ahead of Pembrokeshire for all Welsh language skill categories. Figure 5 reveals that this change took place around 2007. All UAs (and Wales as a whole) have seen falls in Welsh language ability, but Pembrokeshire has been affected most (Carmarthenshire has also seen a large fall, but has also experienced increases in Welsh language proficiency over the past two years). Ceredigion’s Welsh language advantage over Carmarthenshire has eroded over the past five years. Welsh language ability in South West Wales exceeds that of the Welsh national average.

Table 9: Welsh Language Ability for UAs in South West Wales and Wales (in percentages), December 2009

	Understand Spoken Welsh	Speak Welsh	Read Welsh	Write Welsh
Carmarthenshire	58.9	49.4	46.0	42.4
Ceredigion	59.7	52.0	48.2	45.3
Neath Port Talbot	25.6	20.3	20.1	17.4
Pembrokeshire	23.8	18.1	17.6	16.3
Swansea	21.8	16.3	16.0	13.9
South West Wales	33.0	26.4	25.3	22.8
Wales	30.4	25.6	23.9	21.7

% of all persons aged 3 and over. Source: Annual Population Survey, ONS.

Figure 5: Ability to Understand Spoken Welsh for UAs in South West Wales, 2004-2009



% of all persons aged 3 and over and born in Wales. Source: Annual Population Survey, ONS.

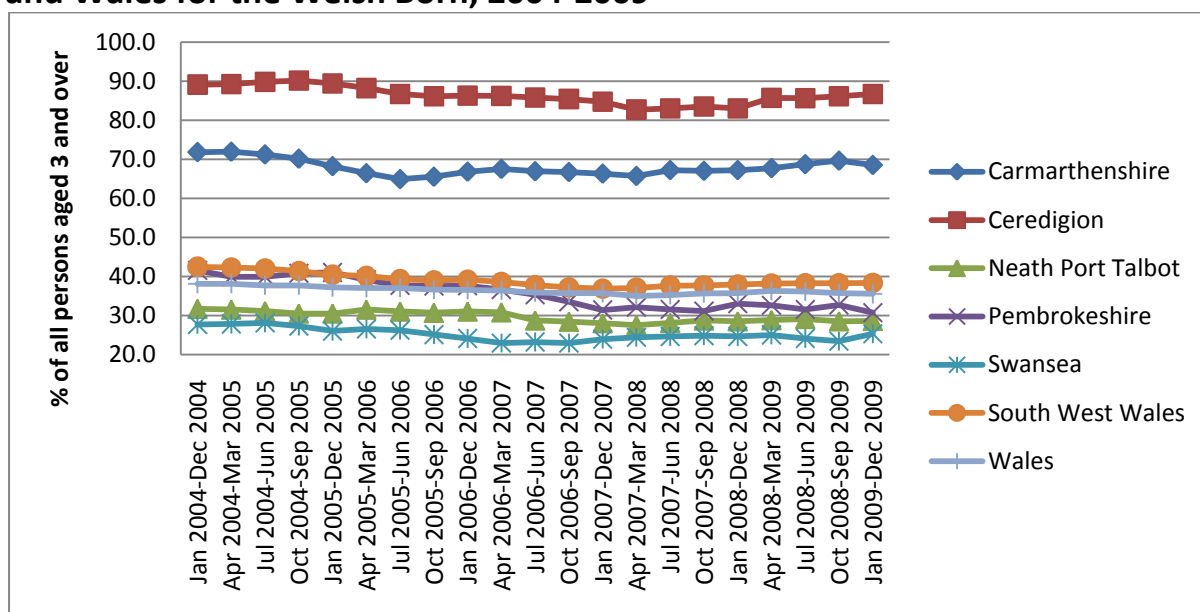
Table 10 and Figure 6 limit the sample to those born in Wales. Under this condition Pembrokeshire is able to retain its position ahead of Neath Port Talbot in terms of Welsh language proficiency. Again, the large differences for Pembrokeshire may be due to the relatively large flows of the non-Welsh born migrating to Pembrokeshire, possessing no Welsh language ability. Figure 6 reveals that Pembrokeshire has experienced large falls in Welsh language proficiency amongst the Welsh born, but the initial gap in Welsh language ability between Pembrokeshire and Neath Port Talbot enables Pembrokeshire to retain its advantage, although the two UAs are now very similar (23.2% of Welsh born in Pembrokeshire can read Welsh, closely followed by Neath Port Talbot, with 23.1%). When restricted to Welsh born only, Ceredigion retains its large Welsh language advantage (although it did experience falls between 2006 and 2008).

Table 10: Welsh Language Ability for UAs in South West Wales and Wales for the Welsh Born, December 2009

	Understand Spoken Welsh	Speak Welsh	Read Welsh	Write Welsh
Carmarthenshire	68.5	59.5	55.5	51.7
Ceredigion	86.7	80.3	75.9	72.3
Neath Port Talbot	28.6	23.0	23.1	20.1
Pembrokeshire	30.7	24.0	23.2	21.5
Swansea	25.3	18.8	18.1	15.9
South West Wales	38.3	31.3	29.9	27.2
Wales	35.5	30.4	28.6	26.2

% of all persons aged 3 and over and born in Wales. Source: Annual Population Survey, ONS.

Figure 6: Ability to Understand Spoken Welsh, for UAs in South West Wales and Wales for the Welsh Born, 2004-2009



% of all persons aged 3 and over and born in Wales. Source: Annual Population Survey, ONS.

Section 4: Future Skills

In trying to predict the labour market needs of the future, we shall draw heavily on the UK Commission for Employment and Skills (UKCES) documents ‘Working Futures 2007-2017’ and ‘Ambition 2020: World Class Skills and Jobs for the UK’. Both use trends in recent data to make future skill projections, with the Ambition 2020 document assessing whether the UK can reach the target set out by the Leitch Review, that by 2020 the UK should rank in the top eight countries in the world at all skill levels. Projections are made for the UK as a whole and also for each of the UK countries. For the UK as a whole, it is expected that the target for the highest skill level shall be achieved (Figure 1 illustrated the trend of great increases at NVQ level 4 and above) but targets at all lower skill levels shall not be met.

Turning to the figures for Wales, all skills targets are expected to remain unmet by 2020 (see Table 11). At NVQ level 4 and above, Wales is set to miss the Ambition 2020 target by just one percentage point (the target is for 36% of the working age population to be educated to NVQ level 4 or greater). The projected shortfall for persons educated to NVQ level 3 and below NVQ level 2 is greater (at 7 and 9 percentage points respectively). Whilst trends suggest that Wales’ workforce in 2020 shall be better qualified, it is unlikely that this shall be sufficient to improve Wales’ relative position in the UK, due to the progress expected of the other countries in the UK. Moreover, whilst the UK skills profile will have improved by 2020, progress is occurring at a greater pace in other countries.

Table 11: Changing Distribution of Qualifications in Wales and the UK

	2007	2020 Ambition	Projected Attainment	Gap
Wales				
Level 4	28	36	35	1 below ambition
Level 3	20	29	22	7 below ambition
Level 2	22	24	21	3 below ambition
Below Level 2	16	6	15	9 below ambition
No Qualifications	15	5	8	3 below ambition
United Kingdom				
Level 4	31	40	41	1 above ambition
Level 3	20	28	17	11 below ambition
Level 2	20	22	19	3 below ambition
Below Level 2	17	6	16	10 below ambition
No Qualifications	12	4	7	3 below ambition

% of persons aged 19-64. Source: UKCES, Ambition 2020

Therefore it is highly likely that Wales and the UK will have an improved skills profile in the future, but to take full advantage of these greater skills, suitable jobs must be available. Projections from UKCES's 'Working Futures 2007-2017' paper indicate that Wales shall see a growth in employment of 5.2% between 2007 and 2017, which amounts to an increase of 73,000 jobs. This is lower than the projected growth rate for the UK as a whole (6.2%). Table 12 gives projected change for 25 industry sectors between 2007. Percentage increases in employment between 2007 and 2017 are predicted to be greatest in IT services, 'other' business services, hotels and catering; health and social work; and construction, with the largest falls expected in textiles and clothing; agriculture, and engineering.

Table 12: Projected Sectoral Employment Change, UK, 2007-2017

	2007 (000s)	2017 (000s)	% Change
Agriculture etc	453	353	-22.1
Mining, Quarrying & Utilities	180	150	-16.7
Food, Drink & Tobacco	429	402	-6.3
Textiles & Clothing	137	94	-31.4
Wood, Paper & Publishing	509	467	-8.3
Chemicals & Non-metal Minerals	540	456	-15.6
Metal & Metal Goods	421	361	-14.3
Engineering	615	487	-20.8
Transport Equipment	326	276	-15.3
Manufacturing & Recycling	204	208	2.0
Construction	2187	2361	8.0
Distribution Relating to Motors	644	663	3.0
Wholesale Distribution	1275	1324	3.8
Retailing Distribution	3142	3356	6.8
Hotels & Catering	1989	2200	10.6
Transport & Storage	1346	1406	4.5
Post & Telecommunications	484	468	-3.3
Banking & Insurance	1107	1196	8.0
Professional Services	863	879	1.9
Computing & Related Services	581	706	21.5
Other Business Services	4020	4903	22.0
Public Admin & Defence	1543	1532	-0.7
Education	2553	2662	4.3
Health & Social Work	3684	4079	10.7
Miscellaneous Services	2001	2194	9.6
Total	31234	33184	6.2

Source: UKCES, Working Futures 2007-2017

We can also examine projections at a sub UK level, as shown in table 13. Large losses are expected in the primary and utilities, and manufacturing sectors (16% and 15.3% for Wales). The remaining four broad sectors are expected to grow between 2007 and 2017, with the

largest increases in business and other services (13.4% for Wales). Projected growth rates vary between the UK countries, but broad trends are followed in each of the sectors.

Table 13: Projected Percentage Change in Employment by Broad Sector. 2007-2017

	Wales	England	Northern Ireland	Scotland
Primary & Utilities	-16	-21.1	-11.6	-22.4
Manufacturing	-15.3	-13.2	-11.3	-16.8
Construction	7.2	8	10.7	7.4
Distribution, Transport	7.7	6.1	8.6	3.6
Business & Other Services	13.4	15.5	15.3	13.6
Non-Marketed Services	6.7	6.6	6.2	4.5

Source: UKCES, Working Futures 2007-2017

Table 14 shows changes in the industrial composition of employment in Wales between 1984 and 2007, alongside projections up to 2017. We see that the decline of the primary sector was sharp between 1984 and 1994, a decline projected to continue through 2017. The decline in manufacturing has accelerated since the 1990s and shall also continue through 2017. The distribution and transport, and non-marketed services sectors experienced small decreases between 2004 and 2007, but are projected to grow between 2007 and 2017. Again, the largest growth is projected for businesses and other services, which has experienced steady growth since the 1980s.

Table 14: Changes in the Industrial Composition of Employment in Wales, 1984-2017

	1984 %	1994 %	2004 %	2007 %	2007-2017 (000s)	2007-2017 % change
Primary & Utilities	9.8	4.4	2.7	2.7	-6	-16
Manufacturing	19	18.9	14.9	12.1	-26	-15.3
Construction	7.6	6.7	6.8	7.9	8	7.2
Distribution, Transport	27.1	27.5	27.5	26.9	29	7.7
Business & Other Services	14.7	16.4	19.2	21.3	40	13.4
Non-Marketed Services	21.8	26.1	28.8	28.7	27	6.7
All Sectors	1117	1214	1271	1404	73	5.2

Source: UKCES, Working Futures 2007-2017

Table 15 presents projected percentage change in employment by occupation between 2007 and 2017. For Wales, the largest growth is expected in personal service occupations (19.3%), followed by professional occupations (15.3%), managers and senior officials (14%), associate professional and technical occupations (12.4%), with a small increase expected in sales and customer service occupations (3.6%). The largest falls are expected for the administrative and secretarial (6.6%) and process, plant and machine (5.3%) occupations.

As with industrial sectors (table 13), trends exist across the UK countries, even if the magnitude of occupational change within each country varies.

Table 15: Projected Percentage Change in Total Employment by Occupation. 2007-2017

	Wales	England	Northern Ireland	Scotland
Managers & Senior Officials	14	18.4	20.6	15.2
Professional Occupations	15.3	15.7	15.1	16
Associate Prof & Technical	12.4	15.3	16.1	7.8
Administrative & Secretarial	-6.6	-11.2	-3.6	-9.9
Skilled Trades Occupations	-4.9	-6.6	-5.7	-8
Personal Service Occupations	19.3	18.3	17.1	12.4
Sales & Customer Service	3.6	4.3	3.8	4.9
Process, Plant & Machine	-5.3	-4.8	-9	-6.5
Elementary Occupations	-1.6	-0.8	-4.4	0.2
All	5.2	6.5	6.2	3.8

Source: UKCES, Working Futures 2007-2017

Disaggregating to the sub-major group level, Table 16 presents occupational changes at a finer level, for the UK. At this level, the greatest projected increases are expected for corporate managers, caring personal service occupations, customer service occupations, business/public service associate professionals and culture/media/sport occupations, with the largest declines expected for secretarial and related occupations, process, plant and machine operatives and 'other' skilled trades.

Table 16: Projected Changes in Occupational Employment Structure by Sub-Major Groups, UK, 2007-2017

	2007 (000s)	2017 (000s)	% Change
11 Corporate Managers	3881	4683	20.7
12 Managers & Proprietors	947	1017	7.4
21 Science/Tech Professionals	1091	1283	17.6
22 Health Professionals	352	385	9.5
23 Teaching/Research Professionals	1532	1758	14.7
24 Business/Public Service Professionals	1117	1308	17.1
31 Science/Tech Associate Professionals	546	586	7.4
32 Health Associate Professionals	1215	1370	12.8
33 Protective Service Occupations	372	384	3.2
34 Culture/Media/Sport Occupations	685	837	22.2
35 Bus/Public Service Associate Prof.	1654	1949	17.8
41 Administrative Occupations	2796	2648	-5.3
42 Secretarial & Related Occupations	920	671	-27
51 Skilled Agricultural Trades	308	275	-10.8

52	Skilled Metal/Electrical Trades	1222	1078	-11.8
53	Skilled Construction Trades	1258	1350	7.3
54	Other Skilled Trades	616	476	-22.8
61	Caring Personal Service Occupations	1900	2316	21.9
62	Leisure/Other Personal Service Occs.	582	610	4.7
71	Sales Occupations	1960	1959	-0.1
72	Customer Service Occupations	457	563	23.1
81	Process, Plant & Machine Operatives	1099	879	-20
82	Transport Drivers & Operatives	1190	1294	8.7
91	Elementary: Trades/Plant/Storage	1016	975	-4
92	Elementary: Admin/Service	2520	2532	0.5
Total		31234	33184	6.2

Source: UKCES, Working Futures 2007-2017

These figures show that Wales' skill profile is expected to improve over the next decade, with more persons possessing the highest level of qualifications, although this is unlikely to improve Wales' position relative to the other UK countries, which are also expected to develop a more highly skilled labour force. This improvement in skills must be accompanied by appropriate changes in the industrial structure of the country to allow the increase in skills to be put to full use. This change in industrial structure is likely to take the form of an increased reliance on high tech industries, with the fall in manufacturing expected to continue.

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September 2010

Appendix

Adult Learning Definitions

The following is taken from the Local Area Labour Force Survey user guide:

An adult learner is someone aged 16 and over, no longer in continuous full-time education, who has done some taught and/or non-taught adult learning over the last three years in England and Northern Ireland and the last year for Scotland and Wales.

Taught adult learning: taught courses that were meant to lead to a qualification; taught courses designed to help develop skills used in a job; courses, instructions or tuition in driving, playing a musical instrument, art or craft, sport or any practical skill; evening classes; learning involving an individual working on their own from a package of materials provided by an employer, college, commercial organisation or other training provider; other taught course, instruction or tuition.

Non taught adult learning: studying for qualifications without taking part in a taught course; supervised training while doing a job; time spent keeping up-to-date with developments in one's work or profession e.g. by reading books or attending seminars; deliberately trying to improve one's knowledge about anything or teach oneself a skill without taking part in a taught course.