Future Skills Needs: East

Mid and East Antrim

Antrim and Newtownabbey

Lisburn and Castlereagh

Ards and North Down

Ulster University

Department for the Economy

SKILLS TO SUCCEED

Invest Northern Ireland

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Contents

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Introduction and background

Introduction and background

Ulster University Economic Policy Centre (UUEPC) were commissioned by Invest Northern Ireland to report on the future skills needs of the East of NI.

The East area is defined by four Local Government Districts (LGDs); Ards and North Down; Mid and East Antrim; Antrim and Newtownabbey; and Lisburn and Castlereagh. The empirical approach is based directly upon UUEPC's forecasting methodology employed in the Northern Ireland (NI) Skills Barometer.

The NI Skills Barometer was commissioned by the Department for the Economy (DfE) and involved the development of an economic model to forecast future skills needs and skills gaps by qualification level, subject area and sector. The project was originally commissioned in 2015 and is updated every 18 months.

The quantitative findings of the research have benefitted a wide range of stakeholders including; careers advisors, young people and parents; teachers and schools; business groups; DfE; and wider government.

This report provides contextual analysis which underpins skills forecasts, outputs from the assessment of future skills demand, a review of supply side indicators relating to East and overall skill balances.

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Acronyms and skills classification

Acronyms

Acronym	Full title
UUEPC	Ulster University Economic Policy Centre
NI	Northern Ireland
NQF	National Qualifications Framework
SIC	Standard Industrial Classification
SOC	Standard Occupational Classification
DfE	Department For Economy
JACS	Joint Academic Coding System
SSA	Sector Subject Area
HE	Higher Education
FE	Further Education
LGD	Local Government District
MCS	Millennium Cohort Study
PfG	Programme for Government
FDI	Foreign Direct Investment
FSME	Free School Meal Entitlement
StS	Steps to Success
TfS	Training for Success
STEM	Science, technology, engineering and mathematics
DEA	District Electoral Area
SOA	Super Output Area

NQF scale

NQF level	Description
Level 8	PhD (or equivalent)
Level 7	Masters (or equivalent)
Level 6	Undergraduate degree (or equivalent)
Level 4-5	Foundation degree/HND/HNC (or equivalent)
Level 3	A-level (or equivalent)
Level 2	5 GCSEs A*-C (or equivalent)
Level 1	5 GCSEs D-G (or equivalent)
Level 0	No qualification

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How is 'East' geographical area defined?
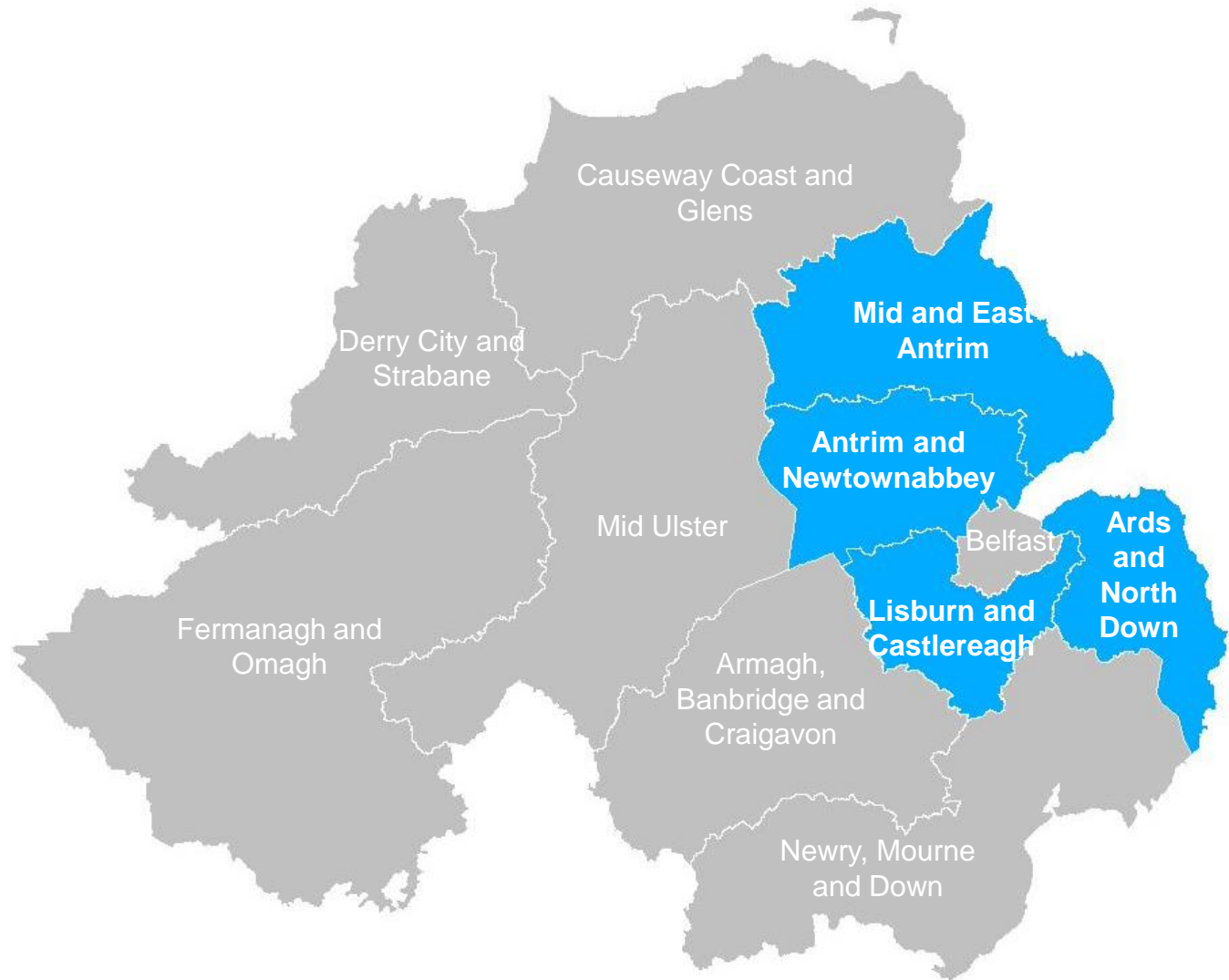
Workplace labour market structure

Introduction to workplace labour market structure

Workplace labour market structure

It is important to outline East's workplace labour market structure e.g. sectoral mix, demography and skills characteristics in order to fully understand and contextualise forecasted skill requirements.

The workplace refers to the jobs within East, not the jobs held by East's residents. Therefore, jobs held by residents which are located outside East are not included in the analysis which follows.

Data caveats

If analysis refers to the year 2017 or after the data has been estimated using information from UUEPC's economic model. In all other cases figures relate to the most recently published official data.

Although a number of figures in the analysis to follow use data from the 2011 Census, the stock of skills changes very slowly over time. Therefore, the 2011 Census is still considered to be a data source which reflects current skills patterns across NI.

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Retail and health sectors are the largest employers in East

Workforce jobs by sector (1-digit), East (2017)

Workforce jobs

Source: ONS, UUEPC
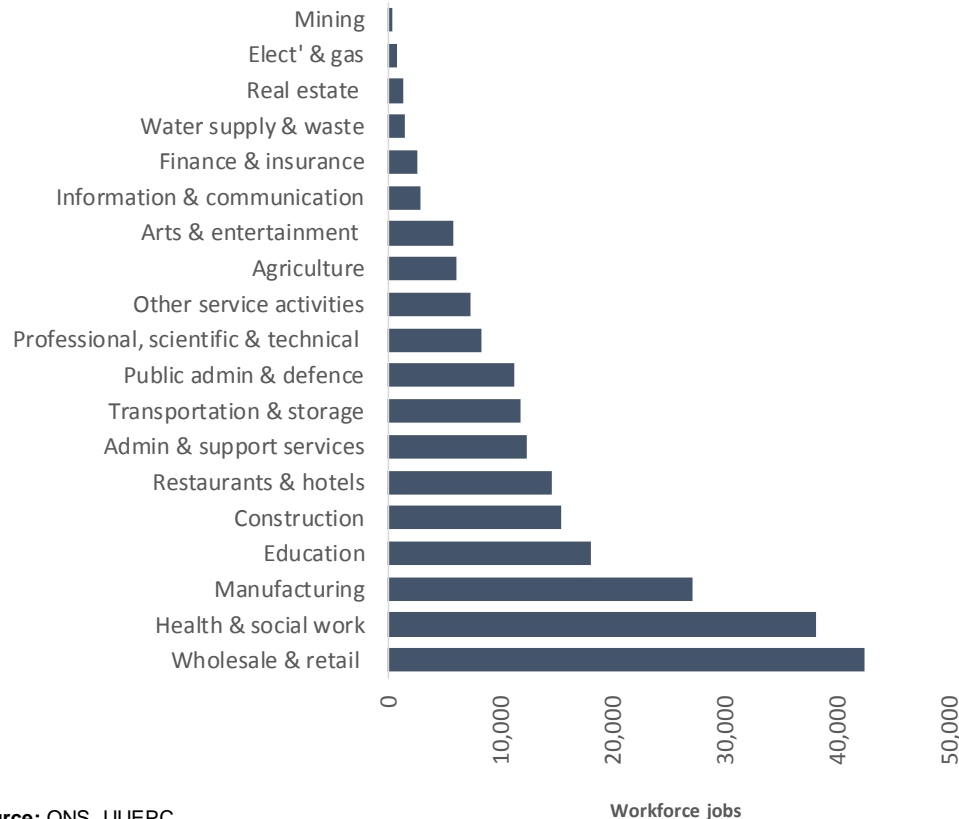
The largest employment sector in East is wholesale and retail employing 42,500 workers. This accounts for 19% of the East total and 31% of all jobs in this sector in NI.

The second largest employment sector in East is health and social work which accounts for 38,200 workers. This translates to 17% of the East total and 29% of all jobs in this sector in NI.
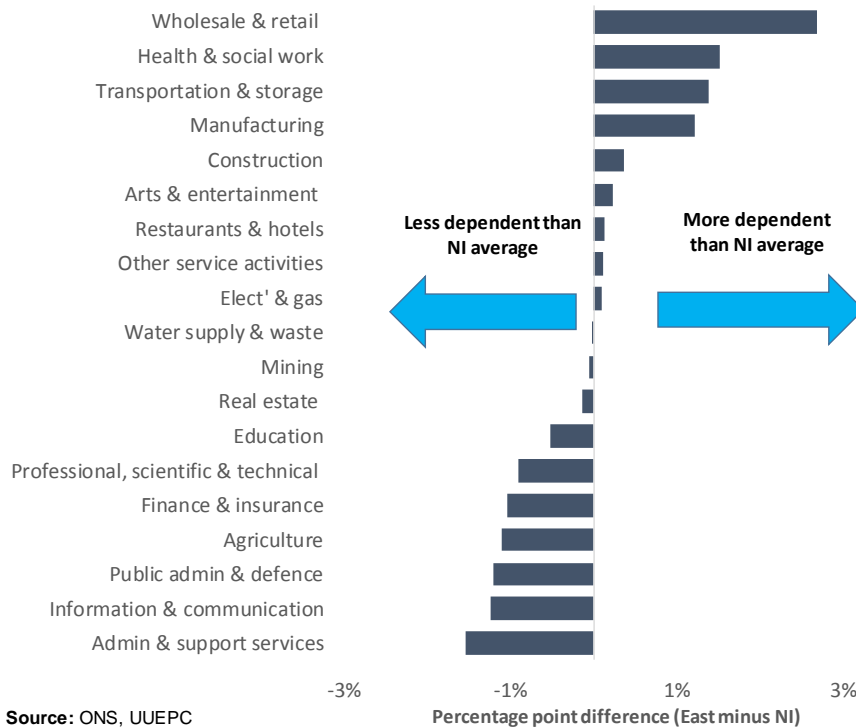
Other large employment sectors include manufacturing (27,100 workers, 12% of East's total), education (18,100 workers, 8% of East's total) and construction (15,400, 7% of East's total).
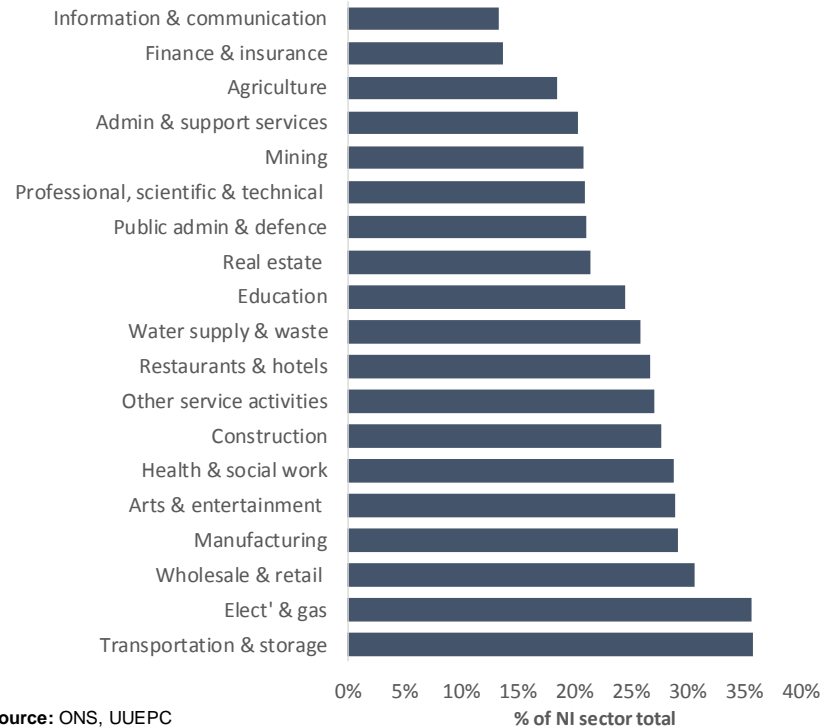
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Higher concentration in sectors associated with lower productivity

Workforce jobs by sector (1-digit), East versus NI (2017)

**Percentage point difference in share of workforce jobs by sector (1-digit), East versus NI (2017)**

Less dependent than NI average ← → More dependent than NI average

Sectors (top to bottom):
Wholesale & retail, Health & social work, Transportation & storage, Manufacturing, Construction, Arts & entertainment, Restaurants & hotels, Other service activities, Elect' & gas, Water supply & waste, Mining, Real estate, Education, Professional, scientific & technical, Finance & insurance, Agriculture, Public admin & defence, Information & communication, Admin & support services

-3%   -1%   1%   3%
Percentage point difference (East minus NI)

Source: ONS, UUEPC

East workforce jobs as proportion of NI total by sector (1-digit) (2017)

Sectors (top to bottom):
Information & communication, Finance & insurance, Agriculture, Admin & support services, Mining, Professional, scientific & technical, Public admin & defence, Real estate, Education, Water supply & waste, Restaurants & hotels, Other service activities, Construction, Health & social work, Arts & entertainment, Manufacturing, Wholesale & retail, Elect' & gas, Transportation & storage

0% 5% 10% 15% 20% 25% 30% 35% 40%
% of NI sector total

Source: ONS, UUEPC

Relative to the NI average, East has a higher concentration of jobs in a number of sectors including wholesale and retail, health and social work, transportation and storage and manufacturing. High growth sectors such as professional and scientific or IT are less concentrated in East, relative to the NI average.

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Retail trade is the largest sub-sector employer

Workforce jobs by sector (top 15 2-digit), East (2017)
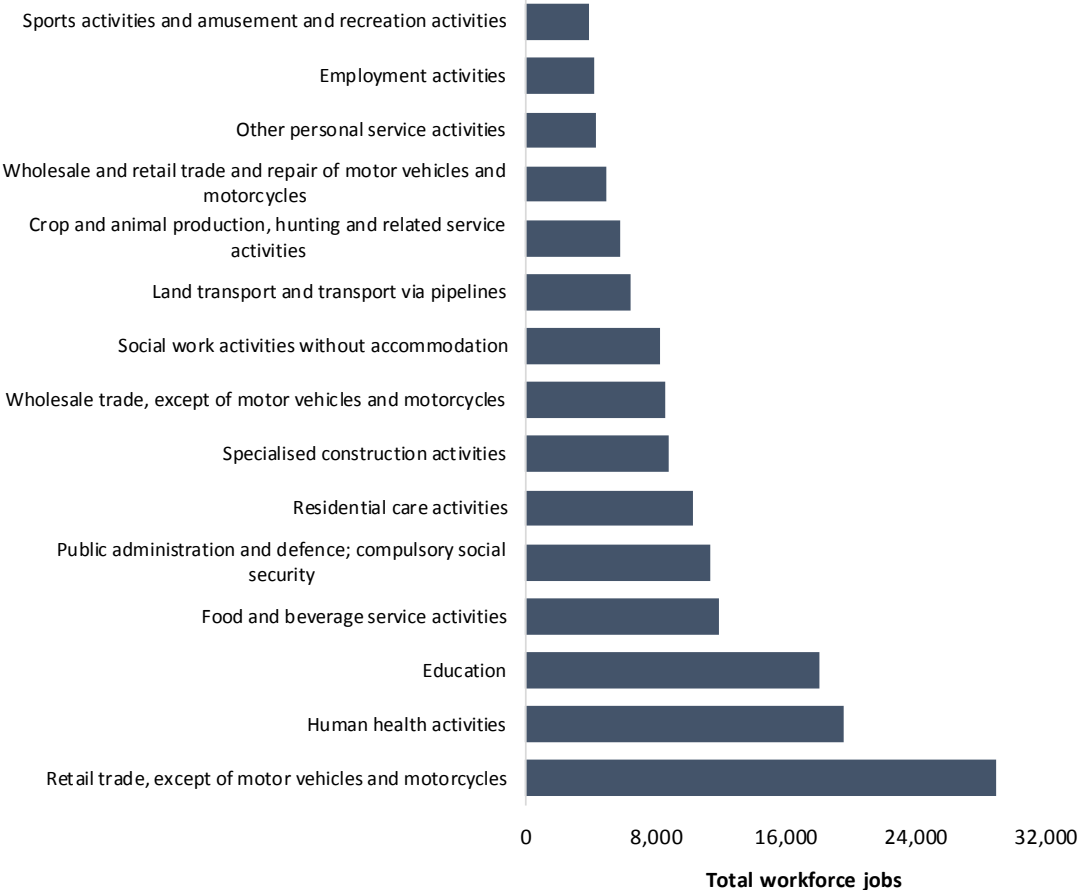
Source: UUEPC

Three of the top five largest employment sub-sectors in East are in the public sector; human health activities (19,600 jobs), education (18,100 jobs) and public administration and defence (11,300 jobs). However, the largest workplace sub-sector in East is retail trade (29,000 jobs). Food and beverage service activities (11,900 jobs) also fall within the top 5 employment sub-sectors.

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14,270 jobs created in East from 2012-2017

The number of jobs in East increased by 14,270 over the 5 year period 2012-2017. This accounted for 20% of total workforce job growth in NI.

In absolute terms the strongest sectoral growth over the period was in manufacturing (3,170), followed by restaurants and hotels (2,210) and health and social work (2,170). The largest job losses occurred in public admin' and defence (-990), agriculture (-460) and real estate (-270).

Overall job growth in East was marginally below the NI average, 7% and 9% respectively over the 2012-2017 period.

Workforce jobs growth by sector (1-digit), East versus NI (2012-2017)

Sector	East		Northern Ireland
	Job growth 2012-2017	% change	% change
Agriculture	-460	-7%	-6%
Mining	-60	-13%	-11%
Manufacturing	3,170	13%	20%
Elect' & gas	300	51%	100%
Water supply & waste	120	8%	14%
Construction	780	5%	8%
Wholesale & retail	130	0%	1%
Transportation & storage	1,080	10%	8%
Restaurants & hotels	2,210	18%	22%
Information & communication	120	4%	17%
Finance & insurance	-300	-10%	-6%
Real estate	-270	-17%	-19%
Professional, scientific & technical	1,270	18%	20%
Admin & support services	2,000	19%	33%
Public admin & defence	-990	-8%	-9%
Education	460	3%	3%
Health & social work	2,170	6%	5%
Arts & entertainment	510	9%	14%
Other service activities	2,020	38%	45%
Total	**14,270**	**7%**	**9%**

Source: ONS, UUEPC

Note: Figures may not sum due to rounding

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High growth in small to medium sized sectors

Workforce jobs growth by sector (1-digit) and number of jobs (workplace based), East (2012-2017)
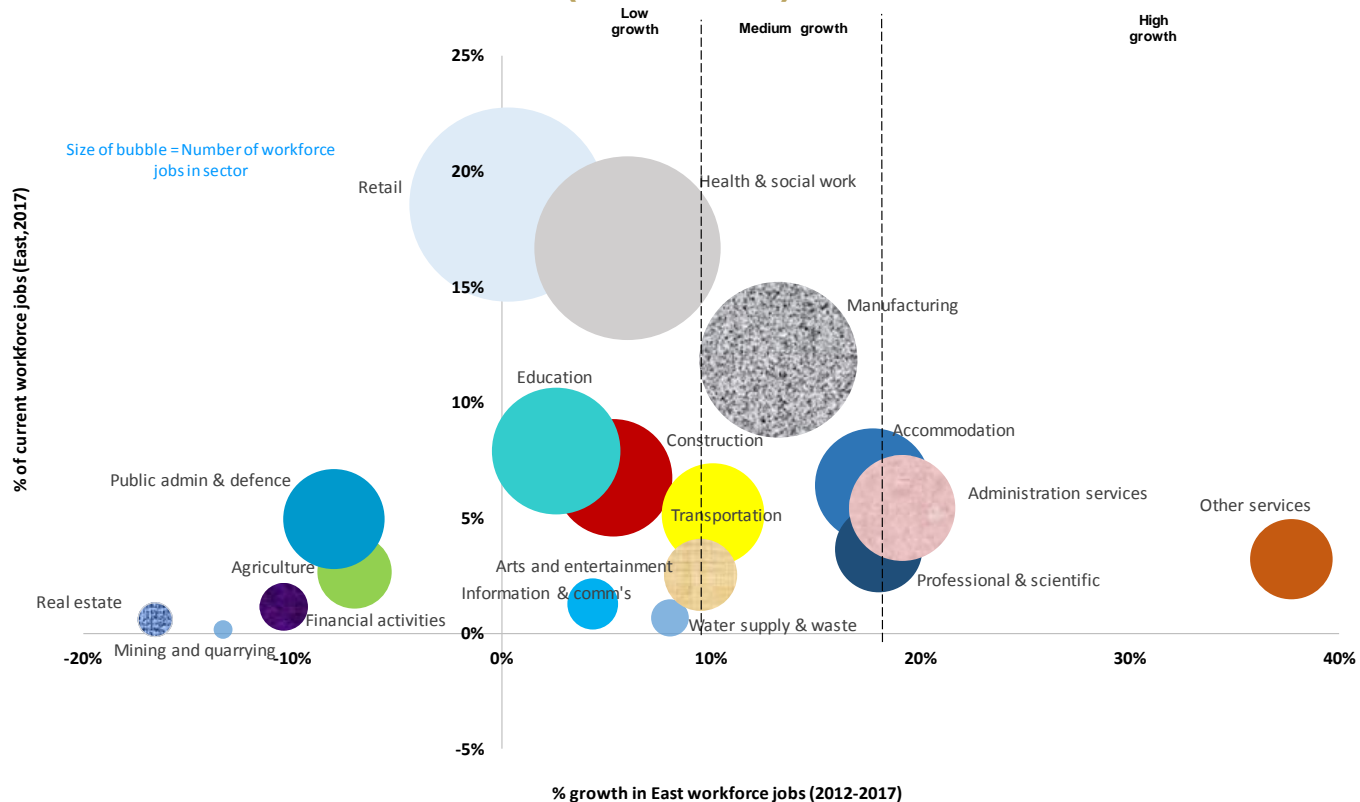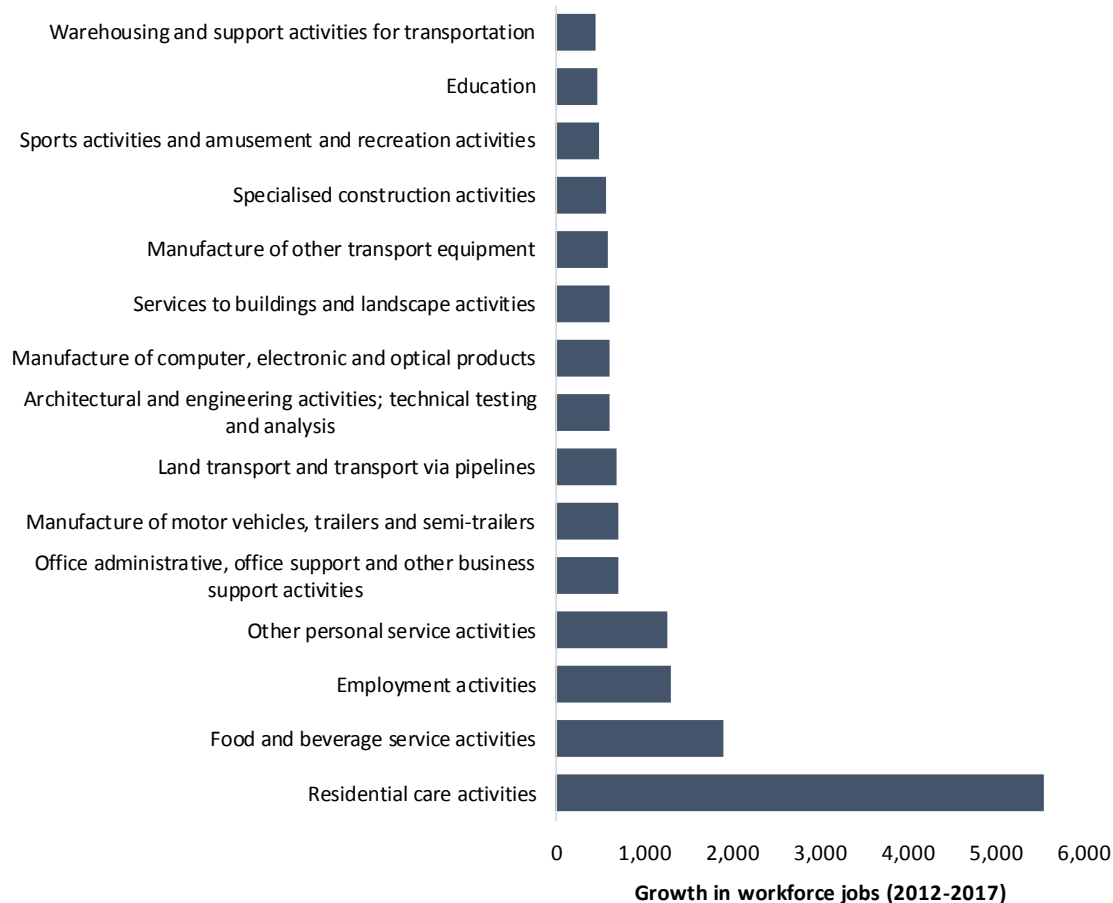

Source: UUEPC

It is important to contextualise job growth figures with the size of a sector. For instance, some sectors may have experienced strong growth but remain relatively small in size (e.g. other services). Whereas, other sectors may have experienced low to medium growth but as they are larger sectors will contribute a significant number of absolute jobs (e.g. health and social work).

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Residential care activities created the greatest quantum of jobs in East since 2012

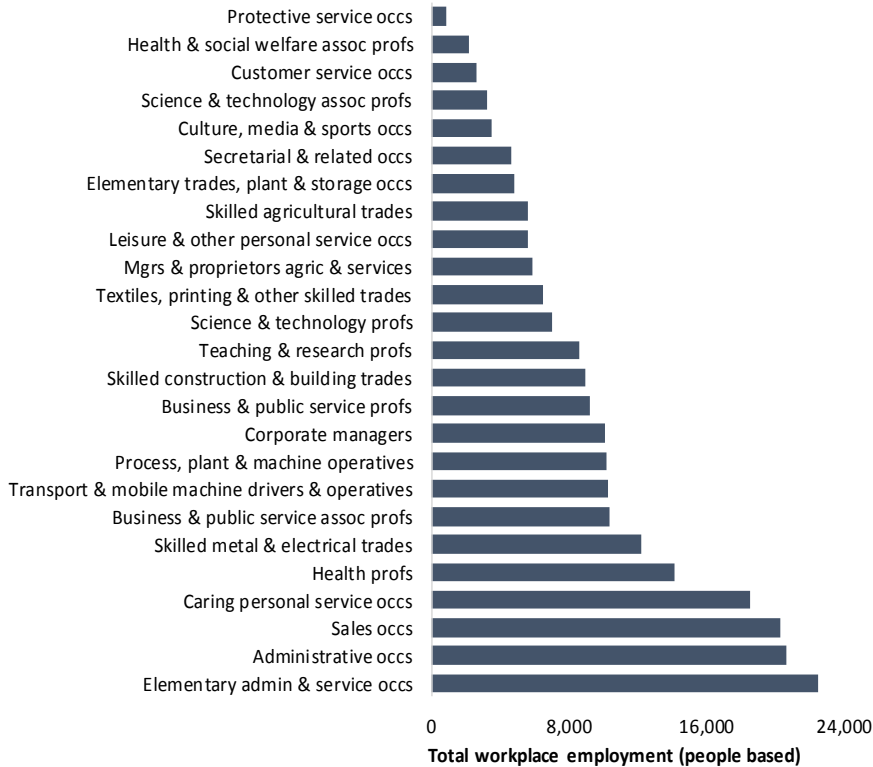**Workforce jobs growth by sector (top 15 2-digit), East (2012-2017)**

Source: UUEPC

The largest quantum of sub-sectoral job growth was recorded in residential care activities creating 5,600 jobs over the period 2012-2017. This was followed by food and beverage service activities (1,900 jobs) and employment activities (1,300 jobs).

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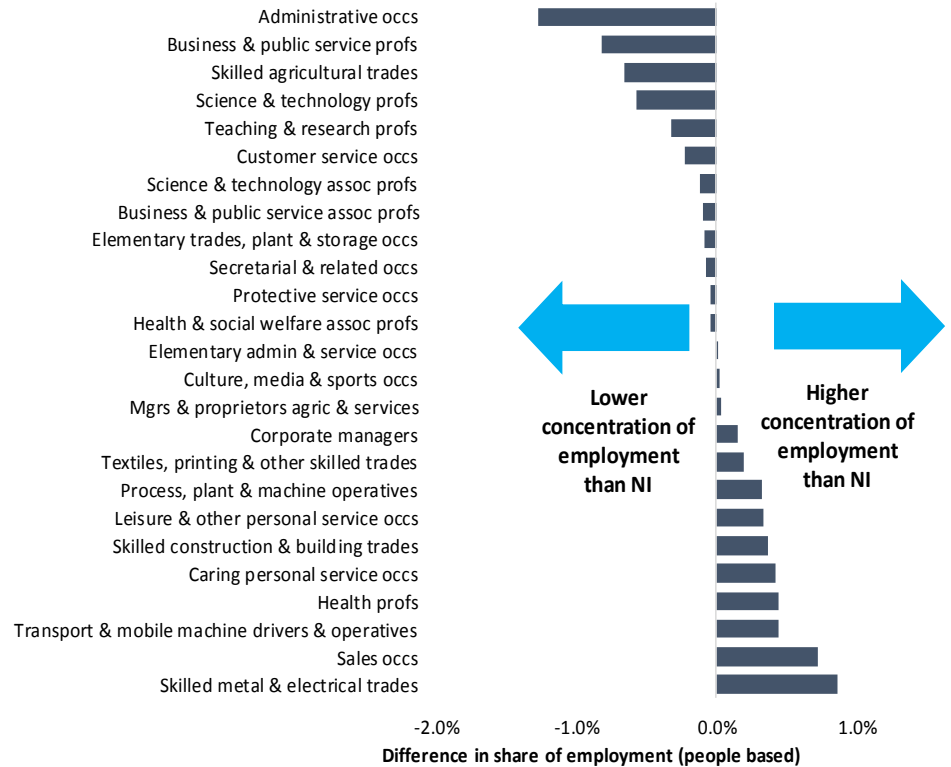# Higher concentration of skilled metal and electrical trades and sales occupations in East, relative to NI

Workplace jobs by occupation (2-digit), East versus NI (2017)

Workplace structure by occupation (2-digit), East (people based) (2017)

Occupation	Total workplace employment (people based)
Protective service occs	~500
Health & social welfare assoc profs	~2,000
Customer service occs	~2,500
Science & technology assoc profs	~3,000
Culture, media & sports occs	~3,500
Secretarial & related occs	~4,500
Elementary trades, plant & storage occs	~4,500
Skilled agricultural trades	~5,500
Leisure & other personal service occs	~5,500
Mgrs & proprietors agric & services	~6,000
Textiles, printing & other skilled trades	~6,500
Science & technology profs	~7,000
Teaching & research profs	~8,500
Skilled construction & building trades	~9,000
Business & public service profs	~9,000
Corporate managers	~10,000
Process, plant & machine operatives	~10,000
Transport & mobile machine drivers & operatives	~10,000
Business & public service assoc profs	~10,500
Skilled metal & electrical trades	~12,000
Health profs	~14,000
Caring personal service occs	~19,000
Sales occs	~21,000
Administrative occs	~21,000
Elementary admin & service occs	~23,000

Source: UUEPC

Workplace based structure by occupation (2-digit), East versus NI (people based) (2017)

Difference in share of employment (people based)

Lower concentration of employment than NI ← | → Higher concentration of employment than NI

Order (top to bottom): Administrative occs; Business & public service profs; Skilled agricultural trades; Science & technology profs; Teaching & research profs; Customer service occs; Science & technology assoc profs; Business & public service assoc profs; Elementary trades, plant & storage occs; Secretarial & related occs; Protective service occs; Health & social welfare assoc profs; Elementary admin & service occs; Culture, media & sports occs; Mgrs & proprietors agric & services; Corporate managers; Textiles, printing & other skilled trades; Process, plant & machine operatives; Leisure & other personal service occs; Skilled construction & building trades; Caring personal service occs; Health profs; Transport & mobile machine drivers & operatives; Sales occs; Skilled metal & electrical trades
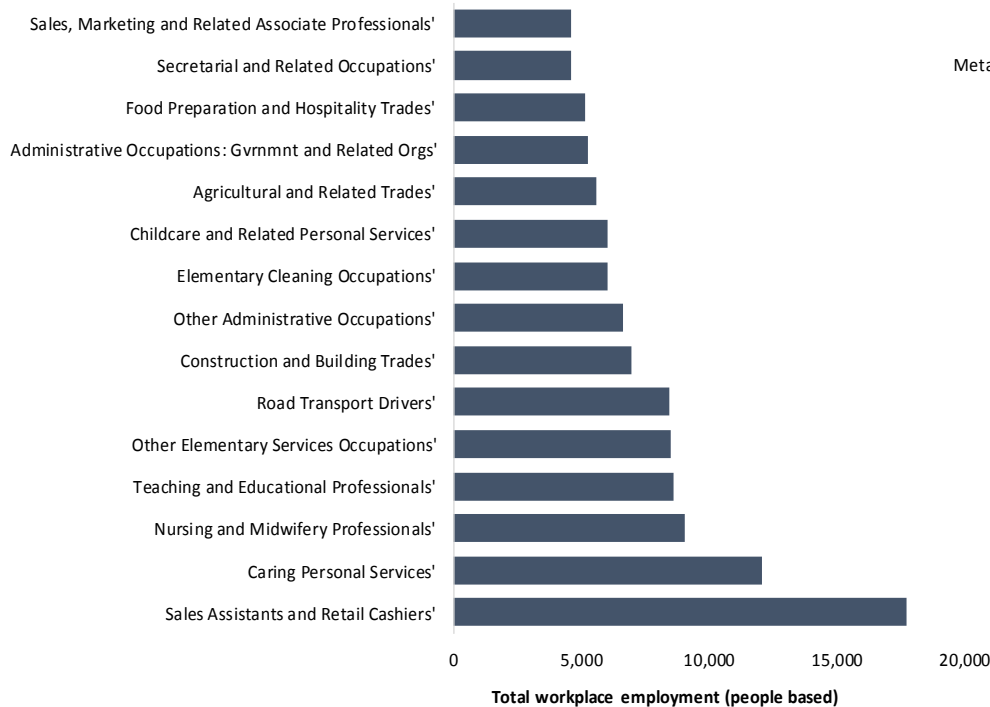
Source: UUEPC

East's occupational structure is different to NI's, as it is driven by a different sectoral structure. There is a marginally higher concentration of skilled metal and electrical trades (5% in East compared to 4% in NI as a whole) and a relatively lower concentration of administration occupations and business and public service professionals, albeit marginal.

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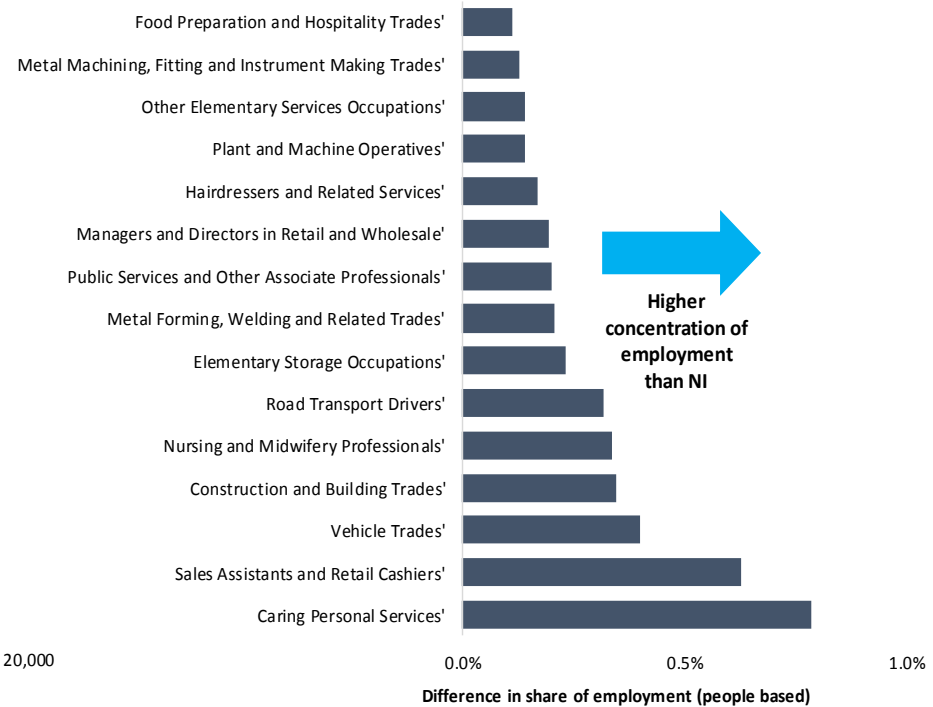# Sales assistants and retail cashiers are the largest detailed occupations'

Workplace based employment by occupation (top15 3-digit), East versus NI (2017)

Workplace structure by occupation (3-digit), East (people based) (2017)

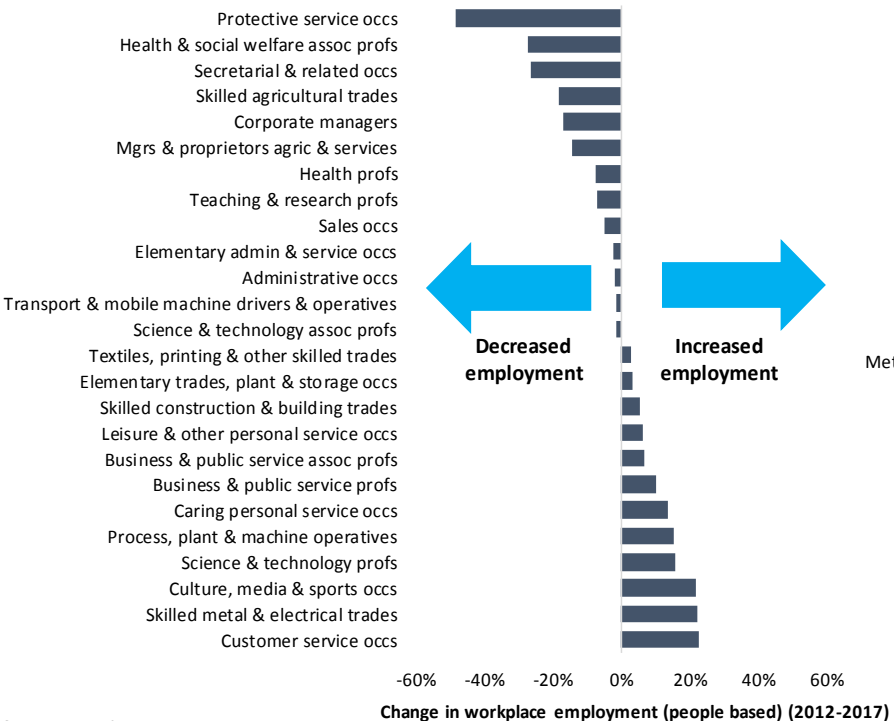**Workplace based structure by occupation (3-digit), East versus NI (people based) (2017)**

Source: UUEPC

Source: UUEPC

At a more granular level the largest detailed (3-digit) occupations are sales assistants and retail cashiers (17,700 employed), caring personal services (12,100 employed) and nursing and midwifery professionals (9,000 employed).

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Protective service occupations experienced a considerable decline over the 2012-2017 period

Workplace based growth by occupation (2-digit), East (people based) (2012-2017)

Workplace based jobs by occupation (2-digit) structure, East versus NI, (2012-2017)

Protective service occs
Health & social welfare assoc profs
Secretarial & related occs
Skilled agricultural trades
Corporate managers
Mgrs & proprietors agric & services
Health profs
Teaching & research profs
Sales occs
Elementary admin & service occs
Administrative occs
Transport & mobile machine drivers & operatives
Science & technology assoc profs
Textiles, printing & other skilled trades
Elementary trades, plant & storage occs
Skilled construction & building trades
Leisure & other personal service occs
Business & public service assoc profs
Business & public service profs
Caring personal service occs
Process, plant & machine operatives
Science & technology profs
Culture, media & sports occs
Skilled metal & electrical trades
Customer service occs

Decreased employment ← → Increased employment

-60% -40% -20% 0% 20% 40% 60%

Change in workplace employment (people based) (2012-2017)

Source: UUEPC

Workplace based jobs growth by occupation (top 15 3-digit), East (workplace based) (2012-2017)

Electrical and Electronic Trades'
Childcare and Related Personal Services'
Plant and Machine Operatives'
Hairdressers and Related Services'
Architects, Town Planners and Surveyors'
Customer Service Occupations'
Construction and Building Trades'
Public Services and Other Associate Professionals'
Metal Machining, Fitting and Instrument Making Trades'
Assemblers and Routine Operatives'
Vehicle Trades'
Metal Forming, Welding and Related Trades'
IT and Telecommunications Professionals'
Other Elementary Services Occupations'
Caring Personal Services'

0 500 1,000 1,500 2,000 2,500

Growth in workplace employment (people based) (2012-2017)

Source: UUEPC

The occupation with the largest quantum of growth within East over the past five years is caring personal services (2,000 jobs) followed by other elementary service occupations (1,300), IT and telecommunications professionals (800) and metal forming, welding and related trades (800).

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Summary of workplace labour market structure

Sectoral structure - The largest sectoral employers are wholesale and retail (19% of total jobs), health and social work (17% of total jobs) and manufacturing (12% of total jobs). Relative to the NI average East has a higher concentration of workforce jobs in sectors including wholesale and retail, health and social work and transport and storage.

Scale of workforce - East accounts for around one third of total jobs in transport and storage (36% of the NI sectoral total), electricity and gas (36% of the NI sectoral total) and wholesale and retail (31% of the NI sectoral total).

Sectoral growth - The largest quantum of job growth was in manufacturing (3,170 jobs) over the 2012-2017 period, followed by restaurants and hotels (2,210 jobs) and health and social work (2,170 jobs). Overall job growth in East was marginally below the NI average, 7% and 9% respectively.

Occupation structure - East has a marginally different occupation structure compared to NI as a whole, driven by differences in the sectoral structures. East's largest occupation is elementary administration and service occupations (10% of total), followed by administrative occupations (9% of total) and sales occupations (9% of total).

Relative to the NI average East has a higher concentration in a number of occupations including skilled metal and electrical trades, sales occupations and transport and machine drivers. However, East has a lower concentration of administration occupations, business and public services professionals and skilled agricultural trades, relative to NI.

Summary of workplace labour market structure (continued)

Occupation growth - The fastest growing occupation within East over the period 2012-2017 was customer service occupations (23%). This was followed by skilled metal and electrical trades and culture, media and sport occupations, both growing at 22%. At a more granular level and in absolute terms caring and personal services increased by the largest quantum (2,100) followed by other elementary occupations (1,300).

Occupation decline - A number of occupations have also declined over the past five years for example, protective services and health and social welfare associate professionals. These can be linked to either a change in the occupational composition within sectors or an overall decline in sectors where specific occupations are highly concentrated. For example, a decline in corporate managers can be linked to the decline of the finance sector, as there is a high concentration of branch managers of banks etc.

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Workplace demographic factors

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Replacement demand is relatively higher in East, driven by a higher proportion of older workers

Workplace based employment by age, East (2011)

Workplace employment (excluding students) by age, East (2011)

Aged 65+ 3%
Aged 16-24 10%
Aged 50-64 25%
Aged 25-49 62%
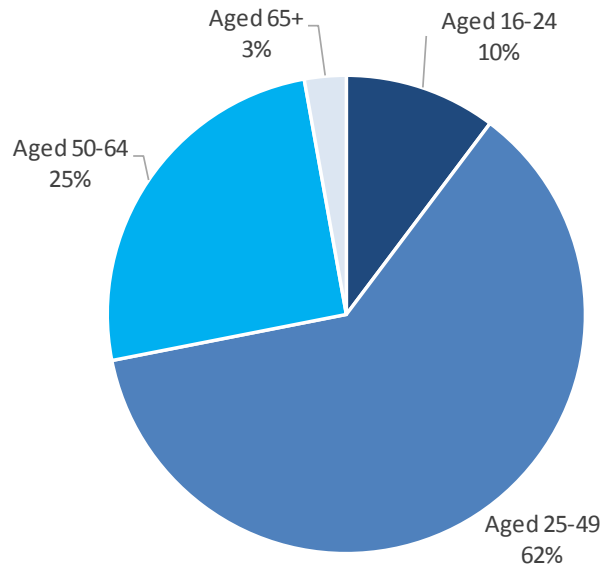
Source: NI Census, 2011
Note: Based on those aged 16-74 in employment, excluding students

Proportion of workplace employment (excluding students) aged over 50, LGDs (2011)

% workplace employment aged 50+

Categories (left to right): Ards and North Down, Causeway Coast and Glens, Mid and East Antrim, Fermanagh and Omagh, East, Lisburn and Castlereagh, Antrim and Newtownabbey, Newry, Mourne and Down, Armagh City, Banbridge and Craigavon, Northern Ireland, Mid Ulster, Derry City and Strabane, Belfast
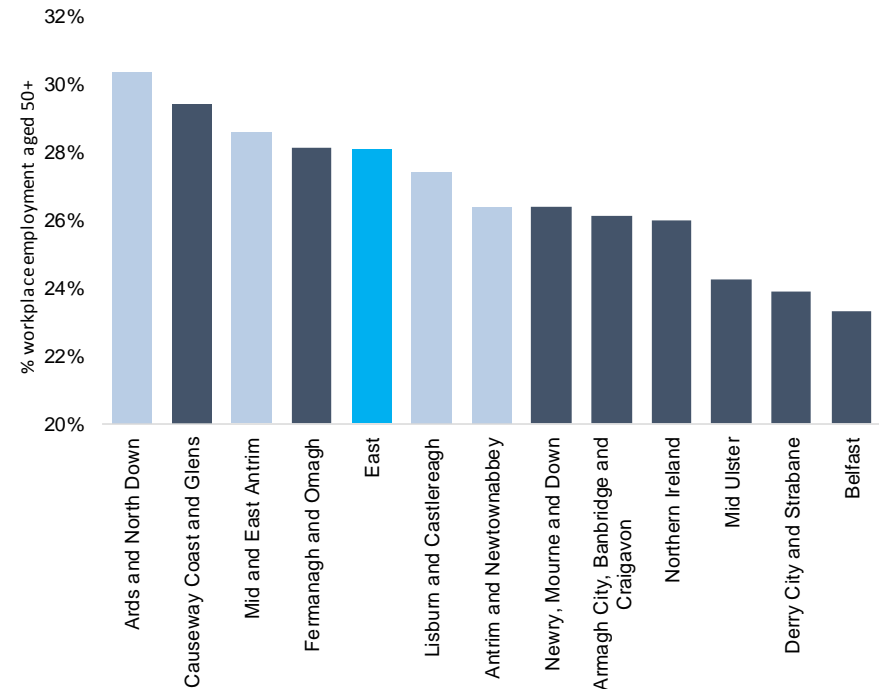
Source: NI Census 2011

The higher the proportion of older workers the higher the level of replacement demand. That is, as older workers move into retirement vacancies become available within the labour market which must be replaced. The proportion of workplace employment aged over 50 varies in East from 30% in Ards and North Down to 26% in Antrim and Newtownabbey. This suggests retiring workers will have to be replaced at a higher rate than the NI average.

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Agriculture, mining & utilities have highest proportion of older workers

Workplace based employment by age and sector (1-digit), East (2011)
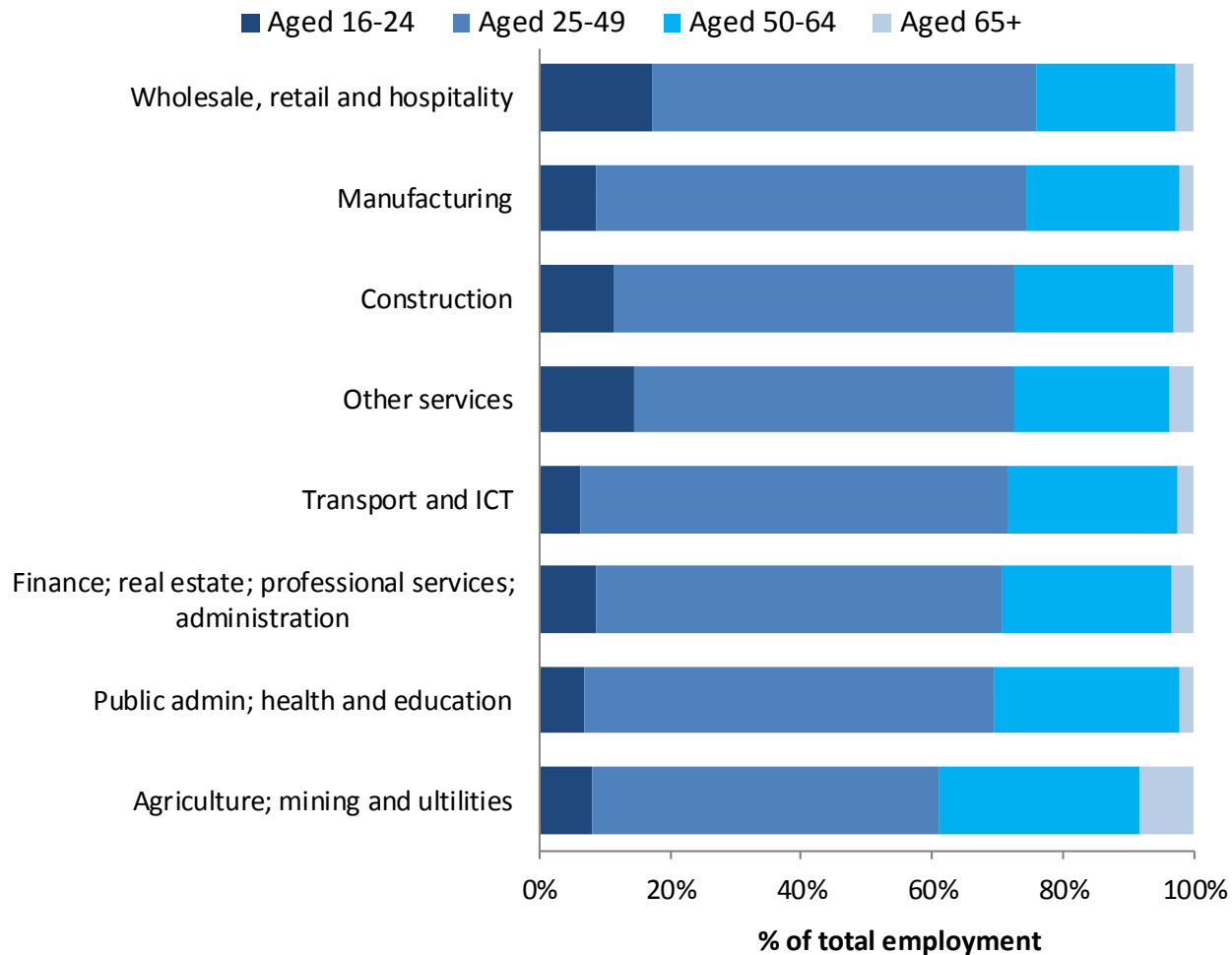
Legend: ■ Aged 16-24 ■ Aged 25-49 ■ Aged 50-64 ■ Aged 65+

Categories (top to bottom): Wholesale, retail and hospitality; Manufacturing; Construction; Other services; Transport and ICT; Finance; real estate; professional services; administration; Public admin; health and education; Agriculture; mining and utilities

X-axis: % of total employment (0% to 100%)

Source: NI Census, 2011
Note: Based on those aged 16-74 in employment, excluding students

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Sales assistants and customer service occupations have the most youthful populations

Workplace based employment by occupation (1-digit), East (2011)

■ Aged 16-24　■ Aged 25-49　■ Aged 50-64　■ Aged 65+

Sales and customer service occupations

Associate professional and technical occupations

Caring, leisure and other service occupations

Professional occupations

Administrative and secretarial occupations

Elementary occupations

Skilled trades occupations

Process, plant and machine operatives

Managers, directors and senior officials

0%　10%　20%　30%　40%　50%　60%　70%　80%　90%　100%

% of total employment

Source: NI Census, 2011

Note: Based on those aged 16-74 in employment, excluding students

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Almost half of skilled agricultural and related trade workers aged 50 or above

Workplace based employment by top 10 occupations (2-digit) with workers aged over 50, East (2011)

Legend: ■ Aged 16-24 ■ Aged 25-49 ■ Aged 50-64 ■ Aged 65+

Source: NI Census, 2011

Note: Based on those aged 16-74 in employment, excluding students

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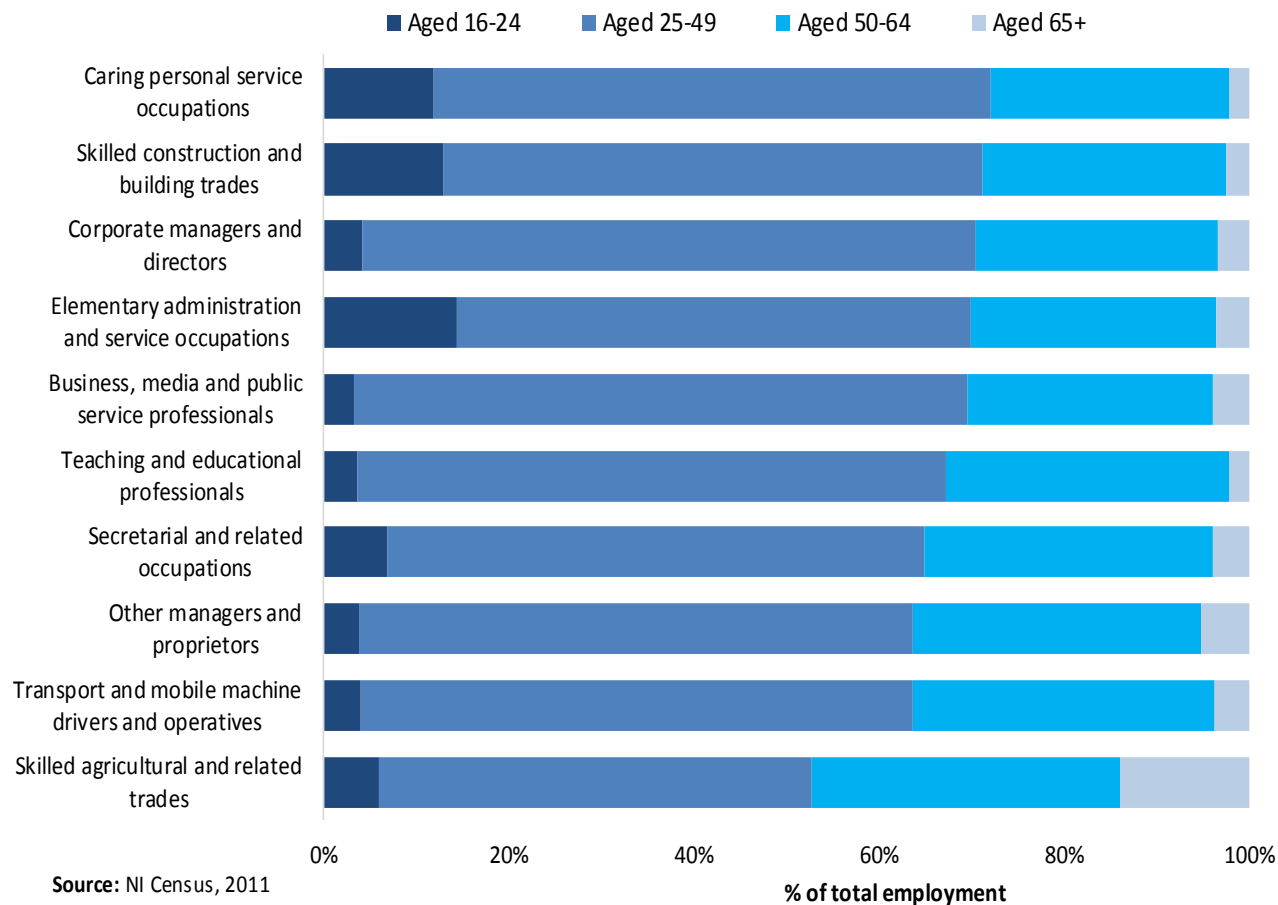
Summary of workplace demography

Workplace age - The age distribution of East's workplace is marginally different to the NI average:

- 10% of East workforce aged 16-24 (equal to NI average);
- 62% of East workforce aged 25-49 (2 percentage points below NI average); and
- 28% of East workers aged 50+ (2 percentage points above NI average).

The rate of workers aged over 50 varies amongst LGDs which constitute East, ranging from 30% of workers in Ards and North Down, to 29% of workers in Mid and East Antrim, 27% in Lisburn and Castlereagh and 26% in Antrim and Newtownabbey.

A higher rate of workers aged over 50 in East relative to NI indicates East's labour market will have to replace retiring workers at a higher rate than the NI average.

Workplace age and sector - Agriculture, mining and utilities has the highest concentration of workers aged 50+ (39%) followed by public sectors (31%). Therefore, these sectors will require a higher level of demand to replace workers, relative to other sectors.

Contrastingly wholesale, retail and hospitability employs the largest proportion of workers aged below 25 (17%). This suggests a relatively lower demand with regard to replacing retired workers. Rather, a high rate of replacement demand in this sector is likely to be driven by relatively high entry and exit rates within the sector.

Workplace occupation and age - The sales and customer service occupations have the largest proportion of workers aged 16-24 (24%) and managers, directors and senior officials constitute the highest proportion of workers aged 50 and above (32%).

At a more granular level skilled agricultural and related trades have the largest proportion of workers aged over 50 (47%) followed by transport and mobile machine drivers and operatives (37%).

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Workplace tertiary qualifications lower than NI average

Workplace based qualification structure (NQF), East versus NI (2011)

Percentage point difference in workplace qualification profile (NQF), East versus NI (2011)
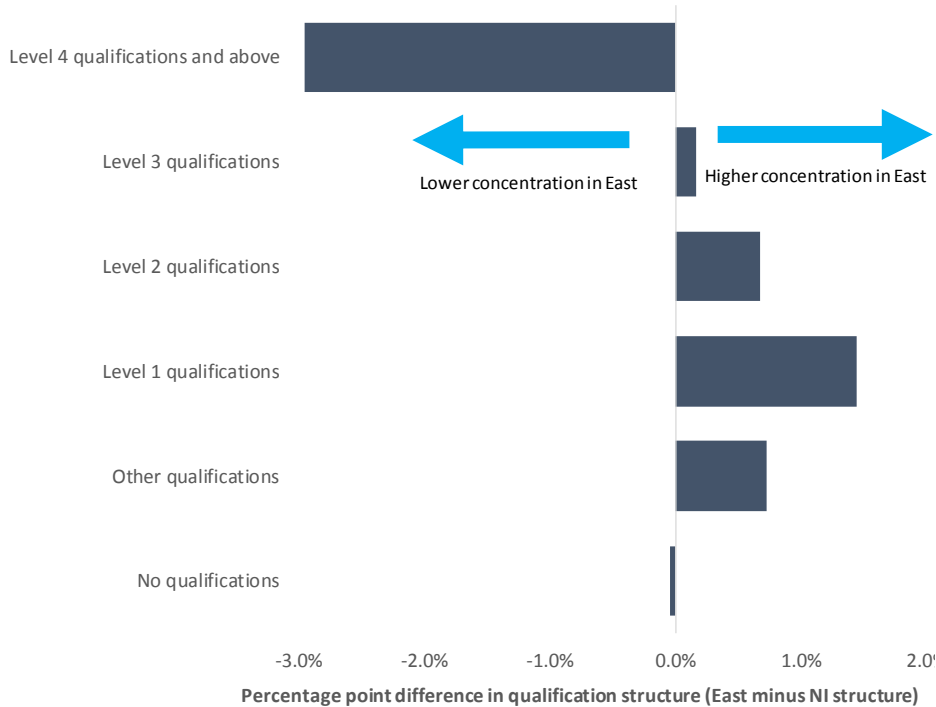
Workplace qualification profile (NQF), East versus NI (2011)
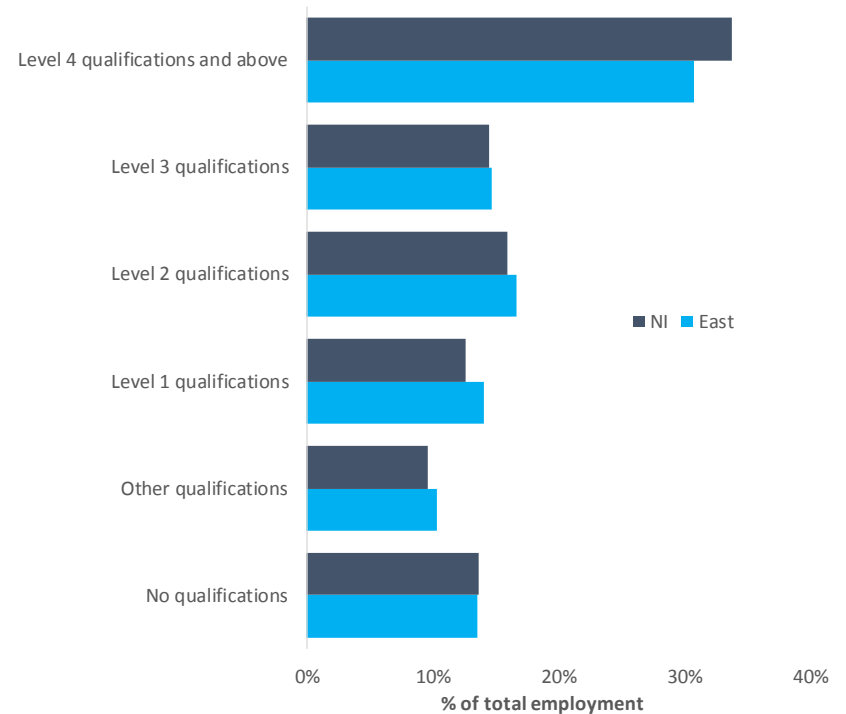
Lower concentration in East

Higher concentration in East

Percentage point difference in qualification structure (East minus NI structure)

% of total employment

■ NI ■ East

East has a lower proportion of workers with tertiary level qualifications (NQF level 4+ relative to the NI average, 31 % and 34% respectively. East also has a marginally higher proportion of workers East with no qualifications (14%) compared to NI (13%).

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As older workers with lower qualifications retire the stock of skills will trend upwards

Workplace qualification structure (NQF) by age, East (2011)

Percentage point difference in employed skill profile (NQF), under 50's versus over 50's, East (2011)

Level 4 qualifications and above

Level 3 qualifications

Level 2 qualifications

Lower concentration amongst under 50's ← → Higher concentration amongst under 50's

Level 1 qualifications

Other qualifications

No qualifications

-20% -10% 0% 10% 20%

Percentage point difference in qualification (under 50 minus over 50)
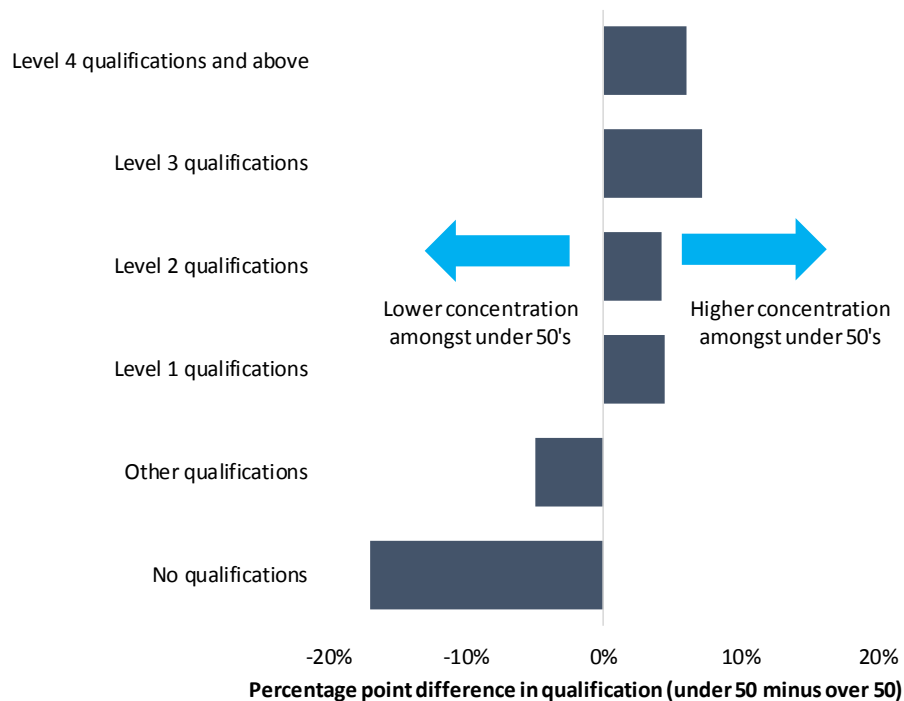
Source: NI Census, 2011
Note: Based on those aged 16-74 in employment, excluding students

Age profile by qualification (NQF), East (2011)

■ Aged 16-24 ■ Aged 25-49 ■ Aged 50-64 ■ Aged 65+

Level 4 qualifications and above

Level 3 qualifications

Level 2 qualifications

Level 1 qualifications

Below Level 1

0% 20% 40% 60% 80% 100%

% of total employment
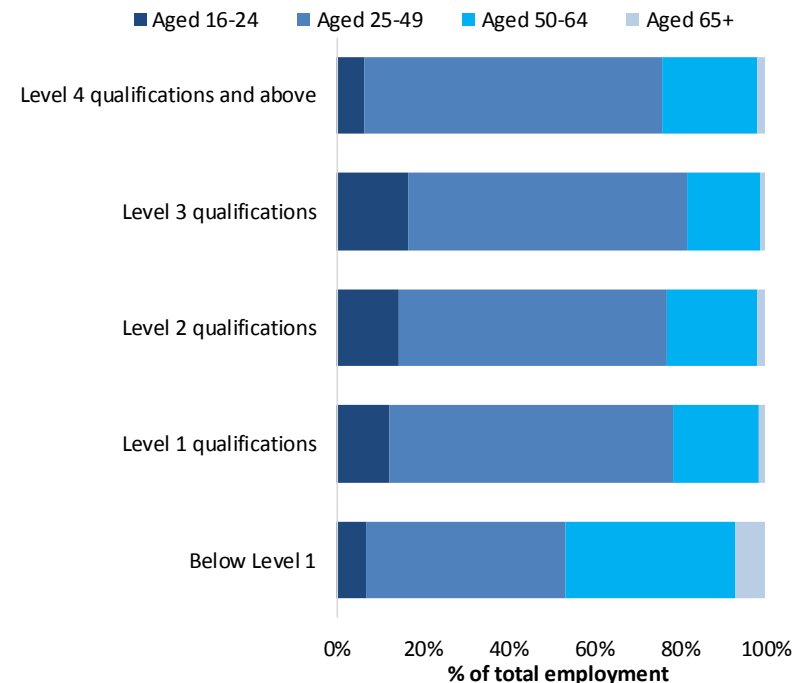
Source: NI Census, 2011
Note: Based on those aged 16-74 in employment, excluding students

Older workers tend to be associated with lower levels of formal qualifications relative to younger workers. This aligns to the upwards trend in education participation and employer attitudes towards the requirement of formal qualifications. In East, 36% of the workplace aged 50 or over have achieved NQF level 3+ qualifications, compared to 49% of those aged under 50.

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Older workers may have lower qualification levels, but are not necessarily lower skilled

Qualification profile of employed residents, East (2017 LGD and 1991 NI)

Qualification profile of employed residents, NI (1991)

- National BTEC/TEC/BEC, ONC, OND, 3%
- Higher BTEC/BEC/TEC, ONC, OND, 3%
- CSE (other than Grade 1), 8%
- GCE 'A' Level, 8%
- No formal qualifications, 39%
- Degree level +, 10%
- GCSE, GCE 'O' Level, Senior Certificate, General BTEC/BEC, 29%
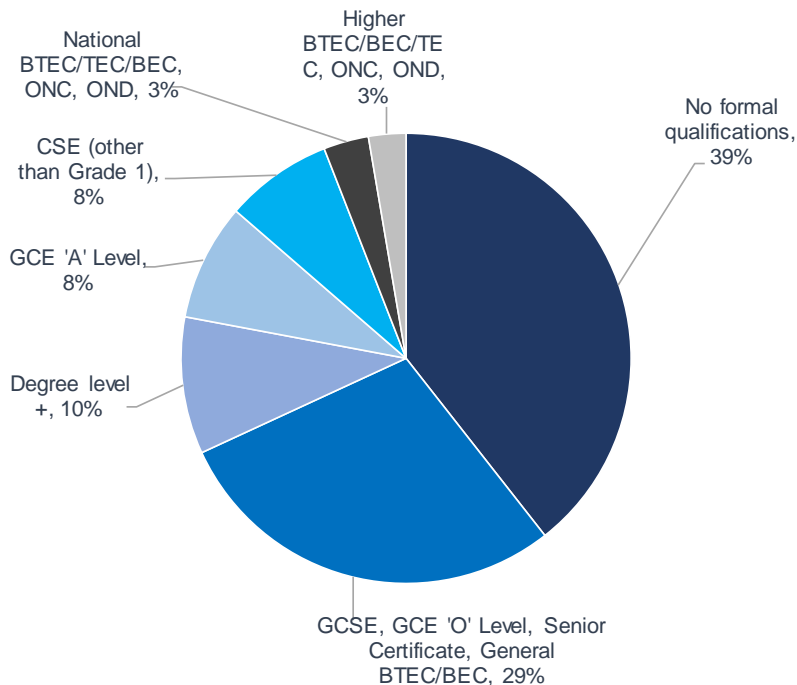
Source: Census 1991

Qualification profile of economically active, East (2017)

- No qualifications, 10%
- Level 1 qualifications, 13%
- Level 2 qualifications, 15%
- Level 4+ qualifications, 41%
- Level 3 qualifications, 22%
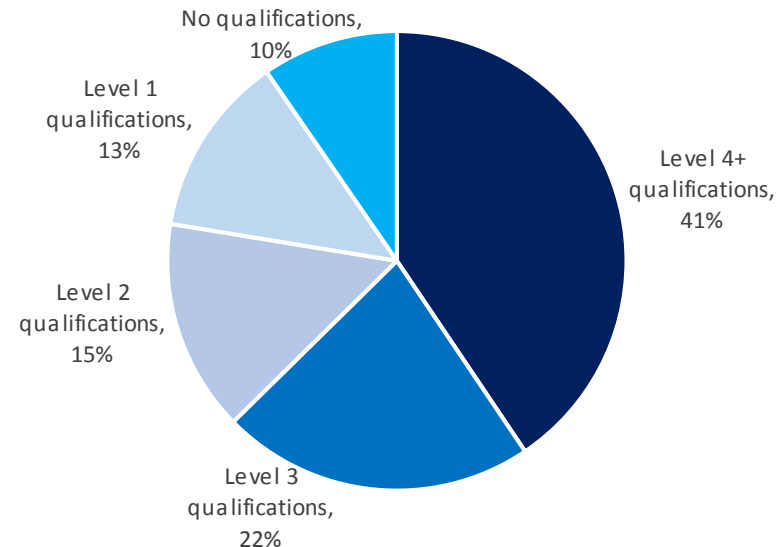
Source: Labour Force Survey

There has been a remarkable change in the qualification profile of the population across a generation. However, it is important to note a 16 year old entering the labour market with low qualifications in 1991 (when almost 40% of the employed had no qualifications) could still be in todays labour market aged 43 with similar qualification levels but almost three decades of work experience, therefore they are not unskilled.

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Resident qualification levels below workplace qualification levels in East

Resident versus workplace qualifications (NQF), East (2011)

Percentage point difference in qualification structure (NQF), resident versus workplace, East (2011)

Higher concentration amongst East residents

Lower concentration amongst East residents

Level 4 qualifications and above	
Level 3 qualifications	
Level 2 qualifications	
Level 1 qualifications	
Other qualifications	
No qualifications	

-7% -2% 3%

Percentage point difference in qualification (residents minus workplace structure)

Source: NI Census, 2011
Note: Based on those aged 16-64, excluding students

Qualification structure (NQF), resident versus workplace, East (2011)

- ■ Workplace
- ■ 16-64 Residents

Level 4 qualifications and above	
Level 3 qualifications	
Level 2 qualifications	
Level 1 qualifications	
Other qualifications	
No qualifications	

-5% 5% 15% 25% 35%

% of total employment

Source: NI Census, 2011
Note: Based on those aged 16-64, excluding students

A mismatch between resident and workplace skill structure can generate labour market barriers, particularly for those at the bottom of the skills spectrum. In East, 31% of the workplace have tertiary level education (NQF level 4+) compared to 28% of East's resident population. This suggests East must either import skills from other LGDs at the higher end of the skills spectrum or raise the qualification profile of the resident population to fill the deficit.

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Workplace versus resident qualifications highlights some mismatches

Qualification profile (NQF), workplace versus resident, East SOA's (2011)

Resident population aged 25-64 (%) with low or no qualifications, East SOA's (2011)
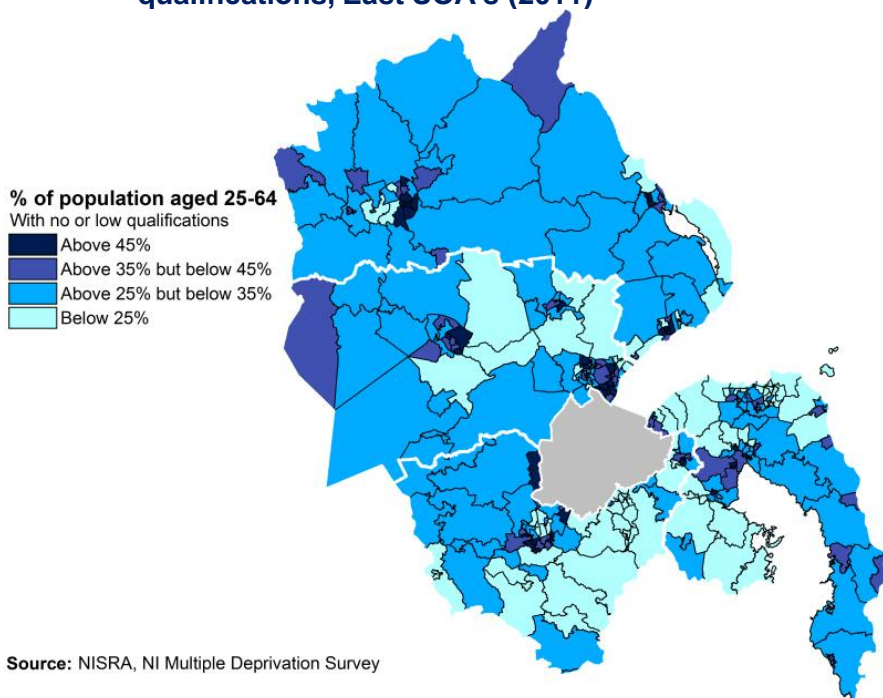
Workplace population aged 16-74 (%) with highest qualification below NQF level 2, East SOA's (2011)

% of population aged 25-64
With no or low qualifications
- Above 45%
- Above 35% but below 45%
- Above 25% but below 35%
- Below 25%

% of workplace population aged 16-74
With highest qualification below NQF level 2
- Above 45%
- Above 35% but below 45%
- Above 25% but below 35%
- Below 25%

Source: NISRA, NI Multiple Deprivation Survey

Source: NISRA, Census 2011
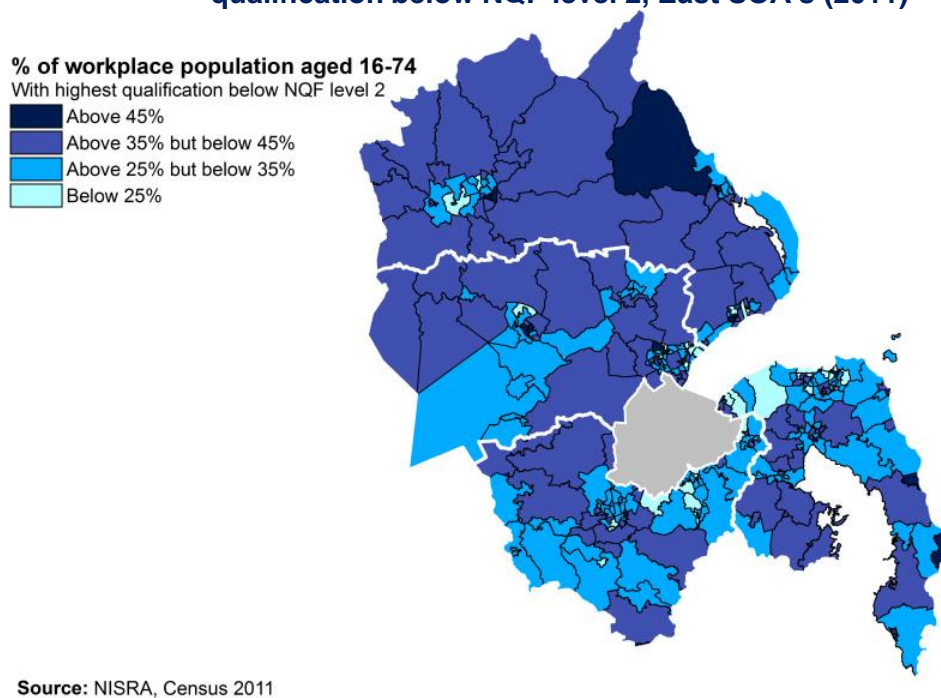
Significant qualification differences between employed and non-employed residents

Resident qualification profile (NQF), employed versus non-employed, East (2016)

Qualification structure (NQF) of non-employed residents, East (2016)

- No qualifications, 29%
- NQF level 4+, 15%
- NQF level 3, 16%
- NQF level 1-2, 41%
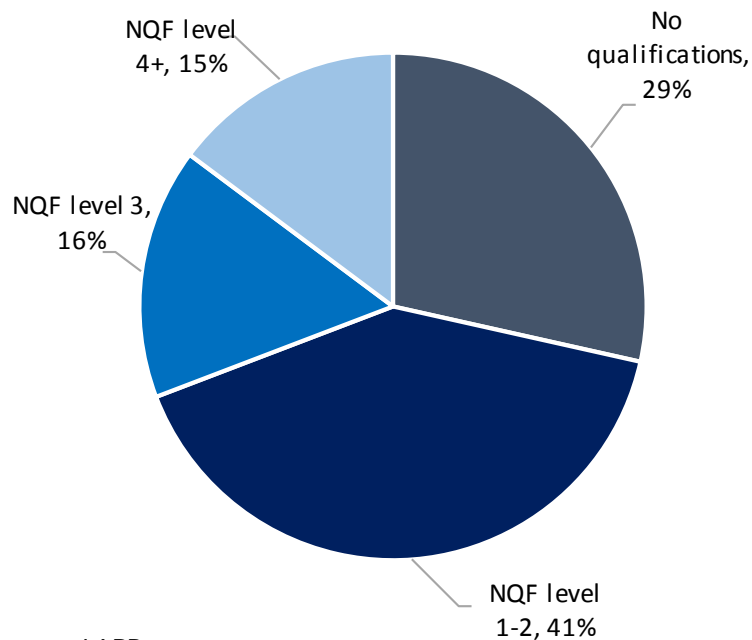
Source: LADB

Percentage point difference in employed versus non-employed resident qualifications (NQF), East (2016)

- NQF level 4+
- NQF level 3
- NQF level 1-2
- No qualifications

Higher concentration in non-employed

Higher concentration in employed

-30% -20% -10% 0% 10% 20% 30%

Percentage point difference non-employed minus employed
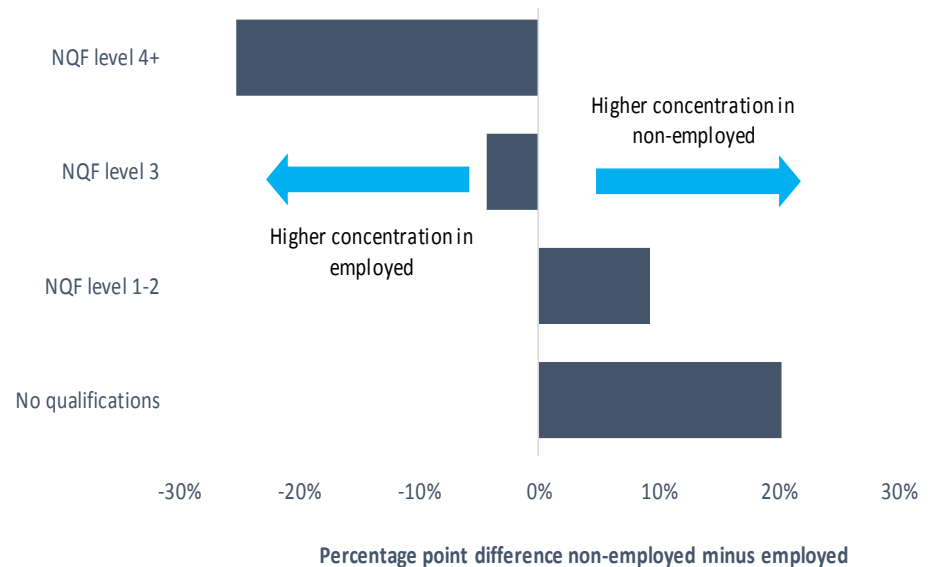
Source: LADB

Note: Non-employed refers to the sum of unemployed and economically inactive

The difference in qualification structure between employed and non-employed emphasises the relationship between skills and employability. For example, 70% of non-employed residents have a qualification level of NQF level 2 or below compared to 40% of employed residents.

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Summary of workplace skills structure

Workplace qualification structure versus NI - A higher proportion of East's workplace have low-level qualifications (NQF level 1 or below) relative to NI, 38% and 36% respectively. Contrastingly, 34% of the NI workplace have tertiary level qualifications compared to 31% in East's workplace.

Age profile and qualification structure - The qualification profile of East's workplace varies significantly across age brackets. That is, younger workers tend to have higher levels of qualifications relative to older people aligning to the upward trend in education participation. In East, 50% of the workplace aged 50 and above have low qualifications (NQF level 1 or below), compared to only 33% of those aged 16-24. However, older workers with lower levels of formal qualifications are not necessarily low skilled and may have gained 'on the job' skills.

As older workers with relatively lower levels of qualifications move into retirement and higher qualified younger workers enter the labour market, East's workplace skills profile will naturally improve.

Qualification levels over time - There has been significant improvement in workplace qualification levels over a generation. However, it is important to note that low qualification levels do not always directly translate to an unskilled individual. An individual may have low level qualifications but have significant experience in the labour and so are highly skilled.

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Summary of workplace skills structure (continued)

Resident qualifications versus workplace qualifications - There are marginal differences between the level of resident skills and skills within the workplace. In East, 31% of the workplace have achieved tertiary level education (NQF level 4+) compared to 28% of residents. Contrastingly, 17% of residents have no qualifications compared to 14% employed in East's workplace.

These trends should be considered in the context of employability challenges as a mismatch between residents skills and required workplace skills can reduce employment opportunities, specifically for those at the bottom of the skills spectrum.

Employed qualifications versus non-employed qualifications - The profile of employed individual's skills against non-employed individual's skills highlights the relationship between skills and employability.

In East, over two thirds (70%) of non-employed residents have NQF level 2 or below qualifications, compared to 40% of the employed. Contrastingly, 15% of individuals out of work have achieved NQF level 4+ qualifications compared to 40% of the employed.

Therefore policy ambitions to reduce the number of out of work individuals through reintegration to the labour market should consider the need for upskilling.

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Commuting flows

One third of employed East residents work outside the region

Commuting incidence by Local Government District (2011)

Resident employment within council as a proportion of total workplace employment (excluding students), LGDs (2011)
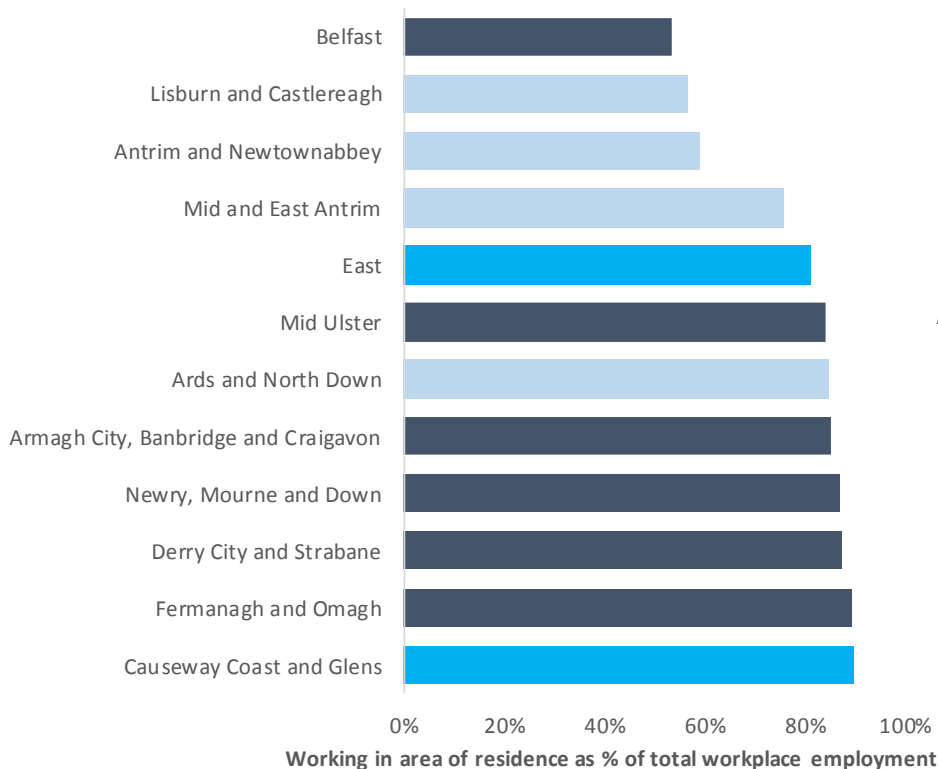
Working in area of residence as % of total workplace employment

Source: NI Census, 2011
Note: Based on those aged 16-74 in employment, excluding students

Resident employment within council as a proportion of total resident employment (excluding students), LGDs (2011)
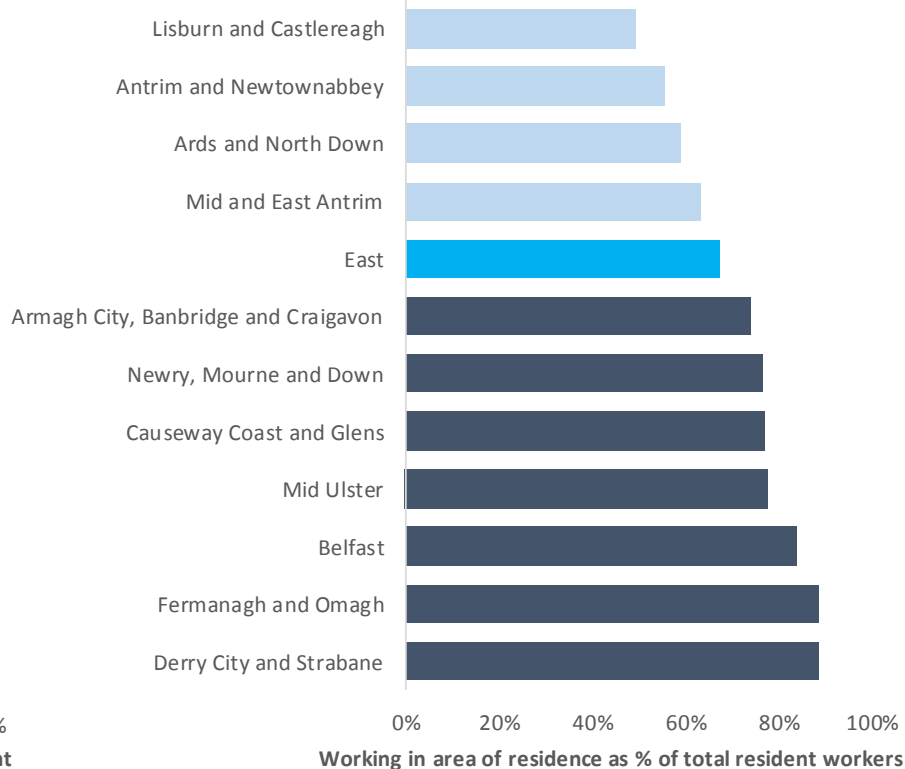
Working in area of residence as % of total resident workers

Source: NI Census, 2011
Note: Based on those aged 16-74 in employment, excluding students

Residents in East account for 81% of the total workplace employment, indicating under one fifth (19%) commute from outside the region to work in East. One third (33%) of employed East residents commute outside the region for work. This highlights the role of the region as a commuter belt for Belfast, the employment hub in NI.

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East has a net commuting outflow

Commuting patterns in East (2011)

Commuter outflow (excluding students) by sector (1-digit), East (2011)

Mining and quarrying
Agriculture, forestry and fishing
Electricity and gas
Water supply; sewerage and waste
Real estate activities
Accommodation and food
Construction
Other
Transport and storage
Information and communication
Administrative and support service
Professional, scientific and technical
Financial and insurance activities
Manufacturing
Education
Wholesale and retail trade
Human health and social work activities
Public administration and defence

0   3,000   6,000   9,000   12,000   15,000

Number of out-commuters

Net commuting flow (excluding students), East versus LGDs (2011)

Belfast
Derry City and Strabane
Fermanagh and Omagh
Mid Ulster
Newry, Mourne and Down
Causeway Coast and Glens
Armagh City, Banbridge and Craigavon

Net commuting outflow

Net commuting inflow

-60,000   -45,000   -30,000   -15,000   0   15,000

Net flow of commuters

Source: UUEPC
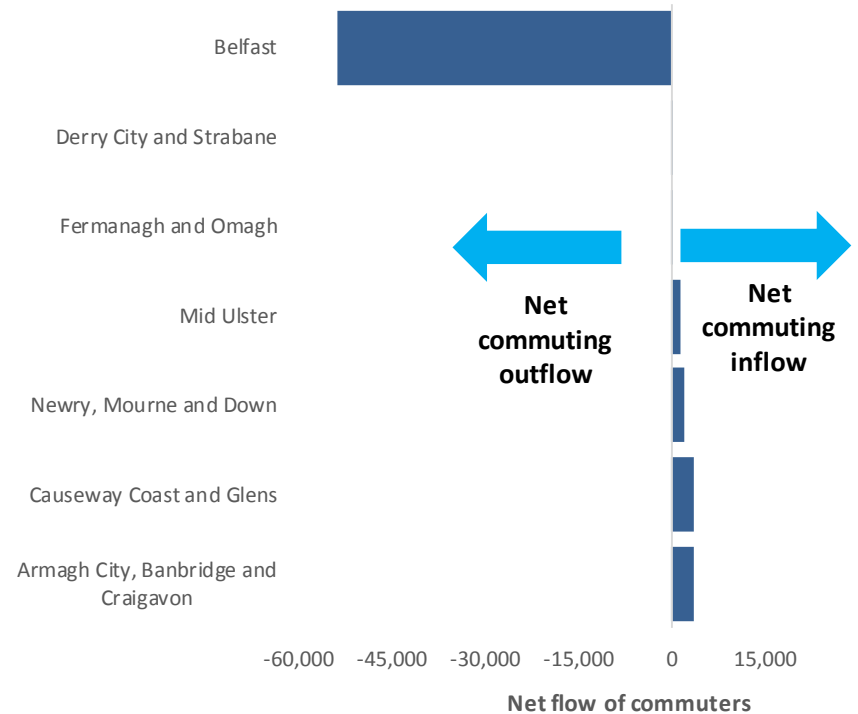
Source: Census 2011

The East region is comprised of the LGD's which culminate the commuter belt of Belfast, the employment hub for NI. Therefore in East, more workers leave for employment outside the region (typically Belfast) than enter to work in East from another LGD. Workers typically commute out of East to work in public administration and defence (13,560), human health and social work (11,050) and wholesale and retail trade (10,030).

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Almost half of East out-commuters have degree level or above qualifications

Skill differences between residents and commuters working outside East (2011)

Highest level of qualification of East residents (excluding students) working elsewhere (out-commuters) (2011)

Level 4 qualifications and above, 48%

No qualifications, 6%

Other qualifications, 2%

Level 1 qualifications, 10%

Level 2 qualifications, 15%

Apprenticeship, 4%

Level 3 qualifications, 15%
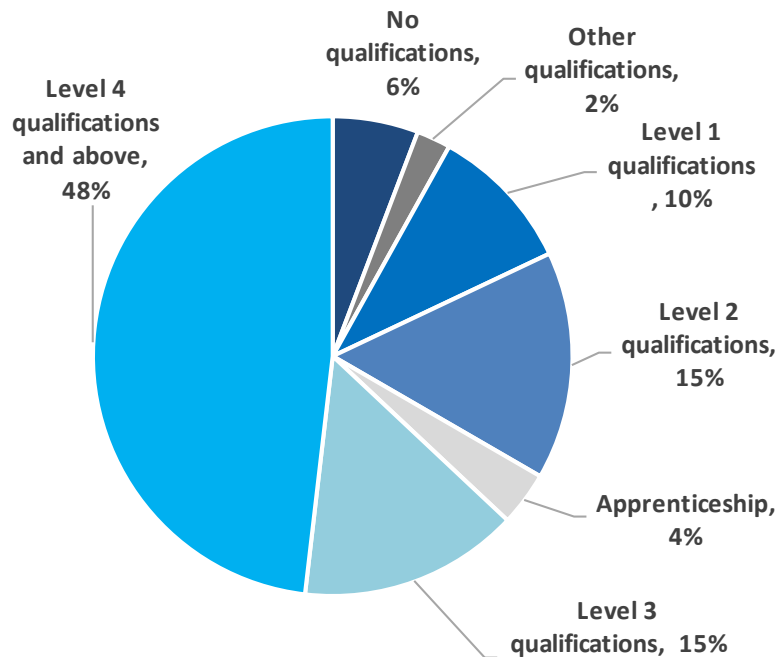
Source: Census 2011

Highest level of qualification of East residents working in East (2011)

Level 4 qualifications and above, 31%

No qualifications, 14%

Other qualifications, 10%

Level 1 qualifications, 14%

Level 2 qualifications, 17%

Level 3 qualifications, 15%
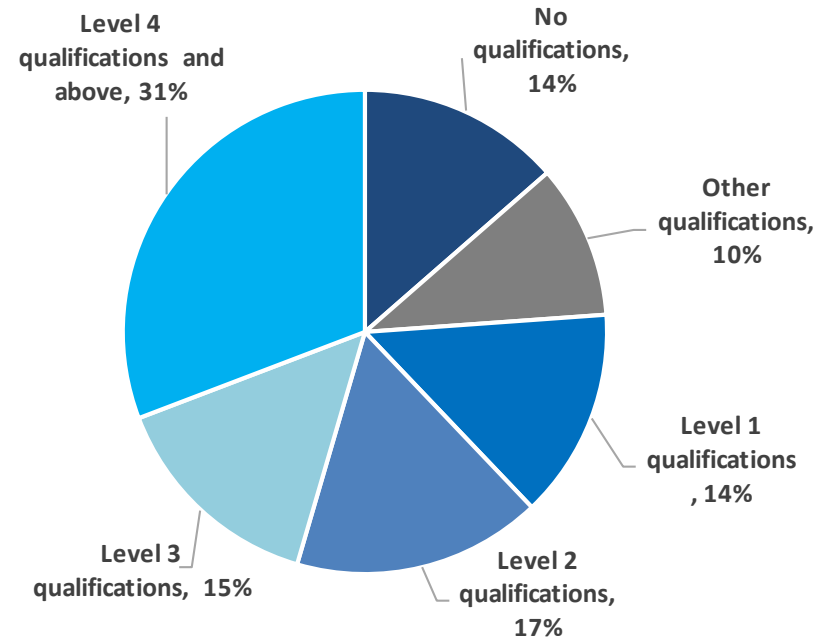
Source: Census 2011

Almost half (48%) of out-commuters from East have tertiary level qualifications (NQF level 4+), compared to 31% of employed residents. Likewise, only 25% of out-commuters have NQF level 2 and below qualifications compared to 38% of employed residents. By implication this highlights East exports higher skilled individuals to other LGD's, most likely Belfast.

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Summary of commuting flows

Commuters - East residents account for 81% of total workplace employment, which is a marginally lower proportion compared to other regions. However, one third (33%) of employed East residents commute outside the region for work. The largest commuting out-flow is to Belfast. This highlights the role of the region as a commuter belt for Belfast, the employment hub in NI.

Out-commuters by sector - In East, more workers leave for employment outside the region (typically Belfast) than enter to work in East from another LGD. Workers typically commute out of East to work in public administration and defence (13,560), human health and social work (11,050) and wholesale and retail trade (10,030).

Out-commuters by skill - On average, workers commuting out of East have higher levels of qualifications than East residents working in the region. For example, almost half (48%) of East out-commuters have tertiary level qualifications (NQF level 4+), compared to 31% of employed residents. Likewise, only 25% of out-commuters have NQF level 2 and below qualifications compared to 38% of employed residents. This highlights East exports higher skilled individuals to other LGD's.

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High growth scenario

UUEPC's high growth scenario predicts 17k extra jobs – 13.7k above the baseline by 2027

Workforce jobs, high growth versus baseline scenarios, East (2001-2027)
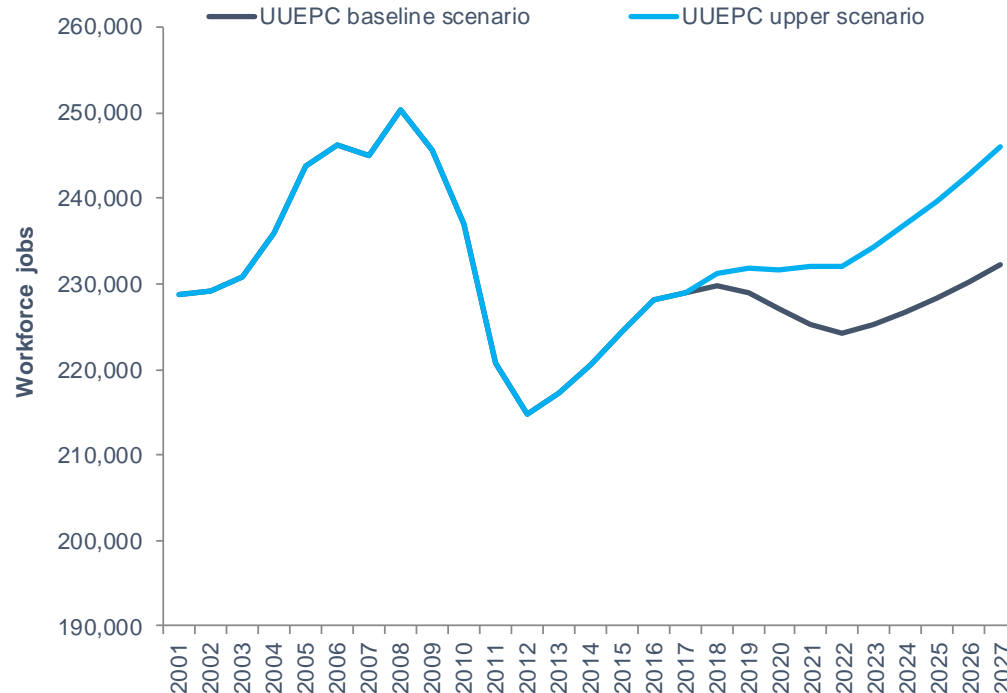
UUEPC's high growth scenario outputs are aligned to NI achieving future policy success aligning to targets set within the Programme for Government (PfG).

At a sub-regional level the high growth scenario outputs are consistent with LGDs general economic ambitions, but not directly linked to specific LGD targets.

The model accounts for three scenarios; baseline; central; and high growth. This report will focus on outputs from the high growth scenario.

Source: UUEPC

UUEPC estimates that under a high growth scenario employment in East has the potential to grow from 229,000 in 2017 to 246,000 in 2027.

Planning for skills in an aspirational nature

It is prudent to plan for skill needs in an aspirational nature based on economic ambitions of an economy. If such ambitions are not met there is a cost to individuals achieving such skills however research suggests this cost is lower than the cost of undersupplying skills.

For example, if businesses are unable to meet their demand for skilled labour the competitiveness of an economy will fall, productive capacity decrease ultimately dampening future job growth.

Likewise, it is important to have in place measures to offset any potential individual costs if policy ambitions are not met leading to an oversupply of skills.

For example, a contingency plan may include conversion courses for redundant workers or training rights for young people unable to secure employment after graduation.

Note: The results for a lower growth baseline scenario are provided in Annex A.

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High growth forecast in professional services and IT sectors

Baseline scenario and high growth scenario job growth by sector (1-digit), East (2017-2027)

Industry	Total jobs 2017 baseline	Job growth (absolute terms) 2017-2027		Job growth (compund annual growth rate)	
		Baseline	High growth scenario	High growth scenario 2017-2027	Actual 2012-2017
Agriculture	6,060	-440	-220	-0.4%	-1.4%
Mining	420	+10	+10	0.3%	-2.8%
Manufacturing	27,130	-2,480	-1,790	-0.7%	2.5%
Electricity & gas	890	+60	+140	1.4%	8.6%
Water supply & waste	1,550	+150	+210	1.3%	1.6%
Construction	15,420	+1,120	+2,140	1.3%	1.0%
Wholesale & retail	42,500	-1,440	-1,050	-0.2%	0.1%
Transport & storage	11,810	+700	+1,160	0.9%	1.9%
Restaurants and hotels	14,650	+1,040	+2,230	1.4%	3.3%
Information & communication	2,940	+490	+1,610	4.5%	0.9%
Finance & insurance	2,600	-30	+640	2.2%	-2.2%
Real estate	1,340	+70	+170	1.2%	-3.5%
Professional scientific & technical	8,320	+1,420	+4,370	4.3%	3.4%
Administrative & support services	12,440	+1,650	+2,350	1.7%	3.6%
Public admin & defence	11,330	-510	+260	0.2%	-1.7%
Education	18,110	-100	+310	0.2%	0.5%
Health & social work	38,200	+1,500	+3,430	0.9%	1.2%
Arts & entertainment	5,850	+100	+660	1.1%	1.8%
Other service activities	7,390	+10	+360	0.5%	6.6%
Total	**228,960**	**+3,310**	**+16,990**	**0.7%**	**1.3%**

Source: UUEPC

Note: Figures may not sum to total due to rounding

Relative to the baseline, the additional 13,680 jobs are primarily generated within the following sectors; professional scientific and technical (2,950 jobs above baseline); health and social work (1,930 jobs above baseline); and restaurants and hotels (1,190 jobs above baseline).

The sectors expected to contribute the largest increase in jobs in absolute terms over the period 2017-2027 are: professional scientific and technical (4,370); health and social work (3,430); and administration and support services (2,350).

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Significantly high growth expected in professional services and IT

Workforce job growth by sector (1-digit) and number of jobs (workplace based), East (2017-2027)

Source: UUEPC
Note: Triangle highlights largest sectors. Square highlights fastest growing sectors in NI high growth scenario
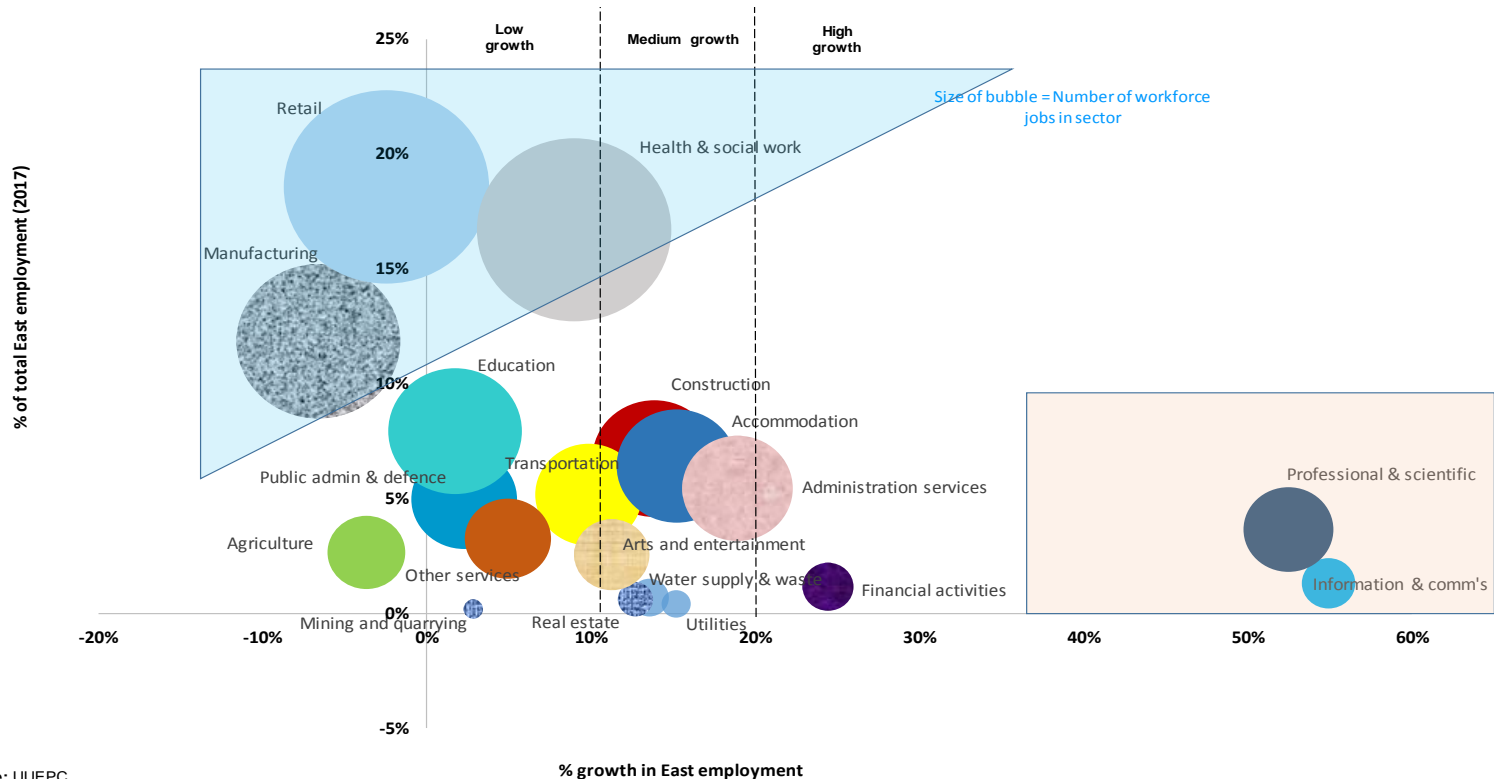
Large employment sectors such as health and social work (9%) are to grow modestly over the coming decade, given the large scale of such sectors growth rates will still constitute significant job numbers (3,430 jobs). Whereas, despite strong growth in sectors such as ICT as this is a relatively smaller sector it will contribute a smaller number of jobs (1,620 jobs).

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The largest growth is forecast within elementary administration and service occupations

Employment growth (people based) by occupation (2 digit), East (2017-2027)

Chart categories (top to bottom):
- Sales occs
- Skilled agricultural trades
- Teaching & research profs
- Protective service occs
- Leisure & other personal service occs
- Process, plant & machine operatives
- Corporate managers
- Textiles, printing & other skilled trades
- Health & social welfare assoc profs
- Mgrs & proprietors agric & services
- Elementary trades, plant & storage occs
- Secretarial & related occs
- Customer service occs
- Transport & mobile machine drivers & operatives
- Science & technology assoc profs
- Culture, media & sports occs
- Business & public service assoc profs
- Skilled construction & building trades
- Caring personal service occs
- Administrative occs
- Business & public service profs
- Skilled metal & electrical trades
- Science & technology profs
- Health profs
- Elementary admin & service occs

X-axis: -2,000 -1,500 -1,000 -500 0 500 1,000 1,500 2,000

People based employment growth (2017-2027)

Source: UUEPC

Occupations accounting for the largest absolute growth over the coming decade are elementary administration and service occupations (1,700), health professionals (1,700) and science and technology professionals (1,700).

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IT and telecommunications professionals set to be the largest contributor to job growth

Employment growth (people based) by occupation (3 digit), East (2017-2027)

People based employment growth (2017-2027)
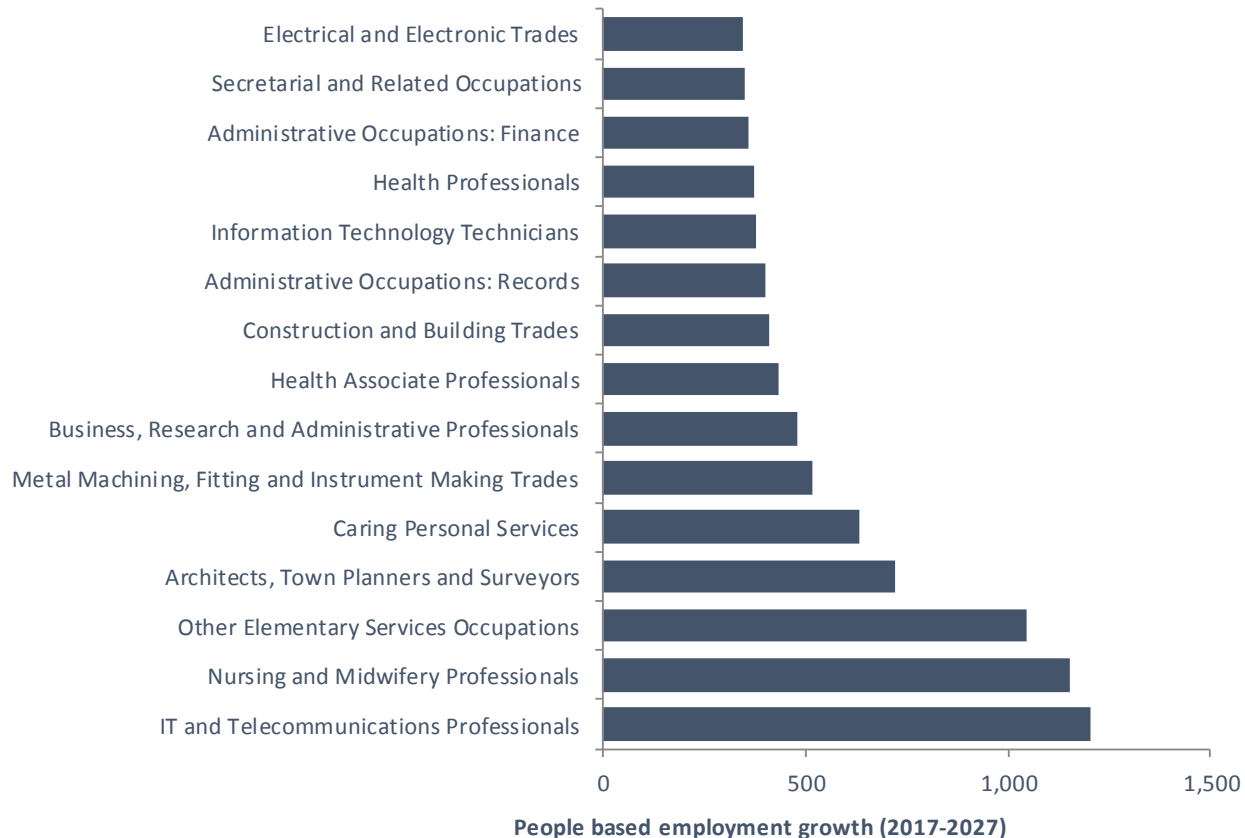
Source: UUEPC

A granular analysis of occupation growth highlights specific areas of expected growth. At a detailed level IT and telecommunications professionals are expected to see the highest amount of absolute growth (1,200) over the coming decade. This is followed by midwifery professionals (1,200) and nursing and other elementary service occupations (1,000).

Summary of UUEPC's high growth scenario

High growth scenario - UUEPC's high growth scenario is aligned (but not directly linked) to the general economic ambitions of LGDs, forecasting 17,000 additional jobs over the period 2017-2027. That is, 5.1 times as many jobs forecast in the baseline scenario.

Sector growth over coming decade - The fastest growing sectors are expected to be IT (4.5%) and professional services (4.3%) over the period 2017-2027.

In absolute terms the largest growth is expected to be professional scientific and technical (4,370) and health and social work (3,430).

Large employment sectors in absolute terms such as health and social and wholesale and retail are set to grow moderately over coming decade, but will contribute significant job numbers due to their scale.

Occupation growth over coming decade - The occupation forecast to account for the largest absolute growth over the period 2017-2027 is elementary administration occupations (1,700) followed by health professionals (1,700) and science and technology professionals (1,700).

At a more granular level the occupations (3-digit) expected to grow most rapidly in absolute terms are IT and telecommunications professionals and nursing and midwifery professionals (both creating 1,200 jobs). Occupation growth is linked to the forecast sectoral structure of East.

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Demand side – Sectors and occupations

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Demand side concepts

Expansion demand is the additional jobs created due to growth in a sector.

Replacement demand refers to the number of positions which become available as a result of staff leaving employment (typically due to retirement, family reasons, ill health or to move to another sector).

Net replacement demand is the difference between all leavers from employment – to retirement, inactivity, unemployment, other occupations and out migration - and joiners to employment – from unemployment, inactivity (excluding education leavers) and other occupations.

Net requirement from education and migration indicates the number of vacancies that can not be filled from within the existing labour market and therefore must be met from those leaving education and/ or from migration. The annual average net requirement does not include the positions to be filled by labour market participants from other sectors, from unemployment or from economic inactivity.

Annual average gross demand in simple terms, refers to all vacancies to be filled in a year. It is the total expansion and replacement demand for staff per annum and the jobs are filled by those currently working in the labour market, those currently out of work and also those from education and migration.

Net requirement from education and migration

The figure of most interest is the **net requirement from education and migration** (net replacement demand plus expansion demand). This measures the quantum of vacancies for education leavers and migrants.

It takes account of 'churn' in the labour market. Skills demand associated with replacement demand is dependent largely on the existing stock and skill needs of current jobs. It can be compared directly to education outputs and the level of migrant inflows and is therefore useful for skills and wider workforce planning.

The focus on vacancies for education leavers and migrants should not be interpreted to mean that job opportunities for those out of work are ignored. Rather it is the case that joiners from unemployment and inactivity are already factored into replacement demand assumptions, and will essentially compete with education leavers and migrants for total arising vacancies.

The expansion demand (net change in the stock of jobs) is often more widely understood as a driver of future demand, it remains the case that, future skills and employability demand will still be significantly determined by net replacement demand.

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Health and social work is forecast to become the largest employment sector (people based)

Employment (people based) by sector (1-digit), East (2017-2027)

Employment (people based) by sector (1-digit), East (2017 versus 2027)

Legend: ■ 2017 ■ 2027

Sectors (top to bottom): Mining, Elect' & gas, Real estate, Water supply & waste, Finance & insurance, Information & communication, Agriculture, Arts & entertainment, Other service activities, Public admin & defence, Professional scientific & technical, Transport & storage, Admin' & support services, Restaurants and hotels, Construction, Education, Manufacturing, Wholesale & retail, Health & social work

X-axis: People based employment (0 – 40,000)

Source: UUEPC

Employment (people based) growth by sector (1-digit), East (2017-2027)

Sectors (top to bottom): Professional scientific & technical, Health & social work, Admin' & support services, Construction, Restaurants and hotels, Information & communication, Transport & storage, Finance & insurance, Arts & entertainment, Other service activities, Water supply & waste, Public admin & defence, Real estate, Elect' & gas, Mining, People employed by households, Education, Agriculture, Wholesale & retail, Manufacturing

X-axis: People based employment growth (2017-2027) (-2,500 – 4,500)

Source: UUEPC

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Labour market flows determine skills demand

Components of net requirement from education and migration, East (2017-2027)

Source: UUEPC
Note: Figures may not sum due to rounding
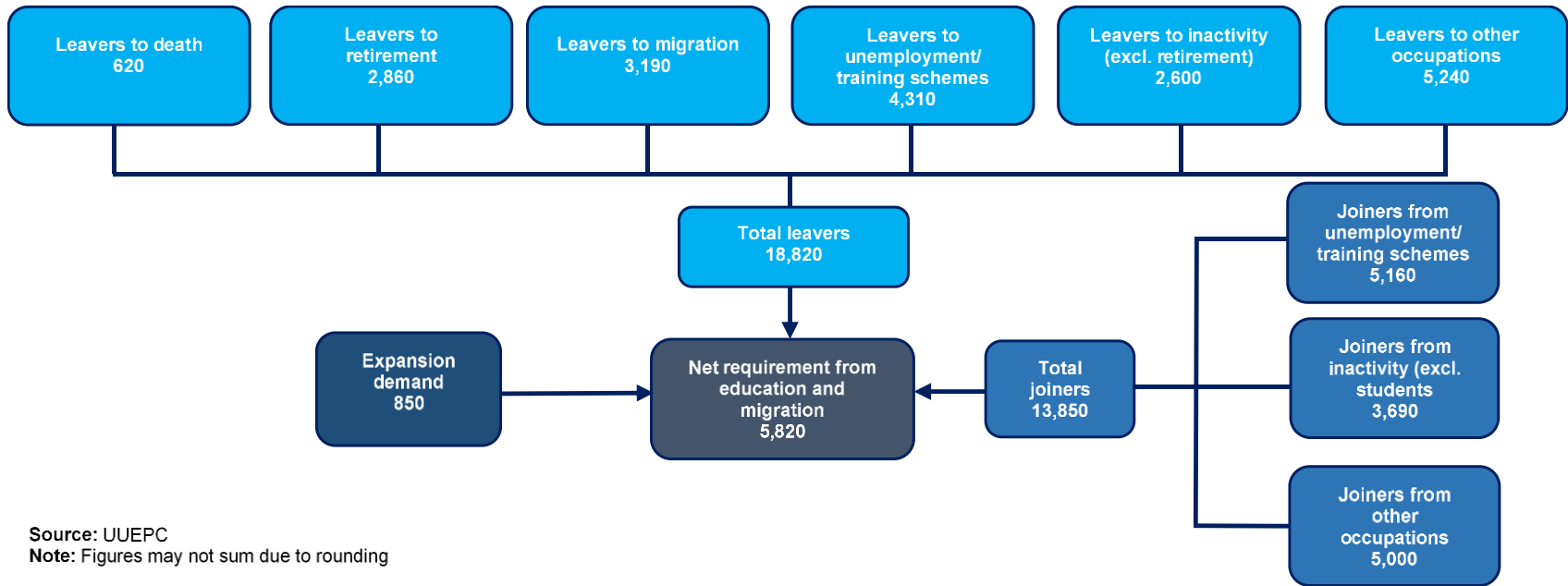
Expansion demand and replacement demand, East (2017-2027)

Demand category	2012-2017 (annual)	2017-2027 (annual)
(A) Gross demand	19,190	19,670
(B) Expansion demand	50	850
(C) Replacement demand	19,140	18,820
(D) Filled from within the existing labour market	14,270	13,840
(E) Net replacement demand	4,870	4,980
(F) Net requirement from education and migration	**4,920**	**5,830**

Source: UUEPC
Relationship between rows: A=B+C, E=C-D, F=E+B

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A High proportion of job opportunities filled from within the existing labour market across sectors

Average annual gross demand by sector (1-digit), East (2017-2027)

Legend:
- ■ Net requirement
- ■ Filled within the existing labour market

Categories (top to bottom):
Mining, Elect' & gas, Real estate, Water supply & waste, Finance & insurance, Agriculture, Information & communication, Arts & entertainment, Other service activities, Public admin & defence, Transport & storage, Education, Professional scientific & technical, Construction, Admin' & support services, Manufacturing, Restaurants and hotels, Health & social work, Wholesale & retail

X-axis: -1,000, 0, 1,000, 2,000, 3,000, 4,000 — **Number of people demanded**

Source: UUEPC

Gross demand highlights a significant number of total job opportunities are filled from recruitment within the existing labour market (i.e. employed or unemployed). For example, in education 78% of total job opportunities are expected to be filled by individuals already within the existing labour market compared to 22% filled by education leavers and migrants.

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Sectors do not have to be growing fast to create a plentiful supply of opportunities

Average annual net requirement from education and migration by sector (1-digit), East (2017-2027)

Legend:
- Expansion demand
- Net replacement demand

Sectors (top to bottom):
- People employed by households
- Elect' & gas
- Real estate
- Water supply & waste
- Finance & insurance
- Agriculture
- Public admin & defence
- Arts & entertainment
- Transport & storage
- Information & communication
- Other service activities
- Education
- Manufacturing
- Construction
- Wholesale & retail
- Professional scientific & technical
- Admin' & support services
- Restaurants and hotels
- Health & social work

X-axis: **Number of people demanded** (-600, -200, 200, 600, 1,000)

Source: UUEPC

The composition of expansion demand and replacement demand within a sector depends upon the sectoral nature. For example, expansion demand is likely to account for the majority of net requirement in a sector with projected high growth rates i.e. professional and scientific.

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Retail trade constitutes the highest labour demand

Average annual requirement from education and migration by sector (top 15 2-digit), East (2017-2027)

Legend:
- ■ Expansion demand
- ■ Net replacement demand

Categories (top to bottom):
- Publishing activities
- Activities of membership organisations
- Human health activities
- Office administrative, office support and other business support activities
- Specialised construction activities
- Travel agency, tour operator and other reservation service and related activities
- Scientific research and development
- Education
- Public administration and defence; compulsory social security
- Wholesale trade, except of motor vehicles and motorcycles
- Social work activities without accommodation
- Food and beverage service activities
- Residential care activities
- Wholesale and retail trade and repair of motor vehicles and motorcycles
- Retail trade, except of motor vehicles and motorcycles

X-axis: Number of people demanded (-100, 0, 100, 200, 300, 400, 500, 600, 700, 800)

Source: UUEPC

A more granular analysis of labour demand highlights the top 15 detailed sectors (2-digit) account for 73% of total net requirement. The largest sub-sector is retail trade (7% of total net requirement) followed by wholesale and retail (7%).

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Occupation demand is a function of sector growth (expansion) and scale (replacement)

Average annual net requirement from education and migration by occupation (2-digit), East (2017-2027)
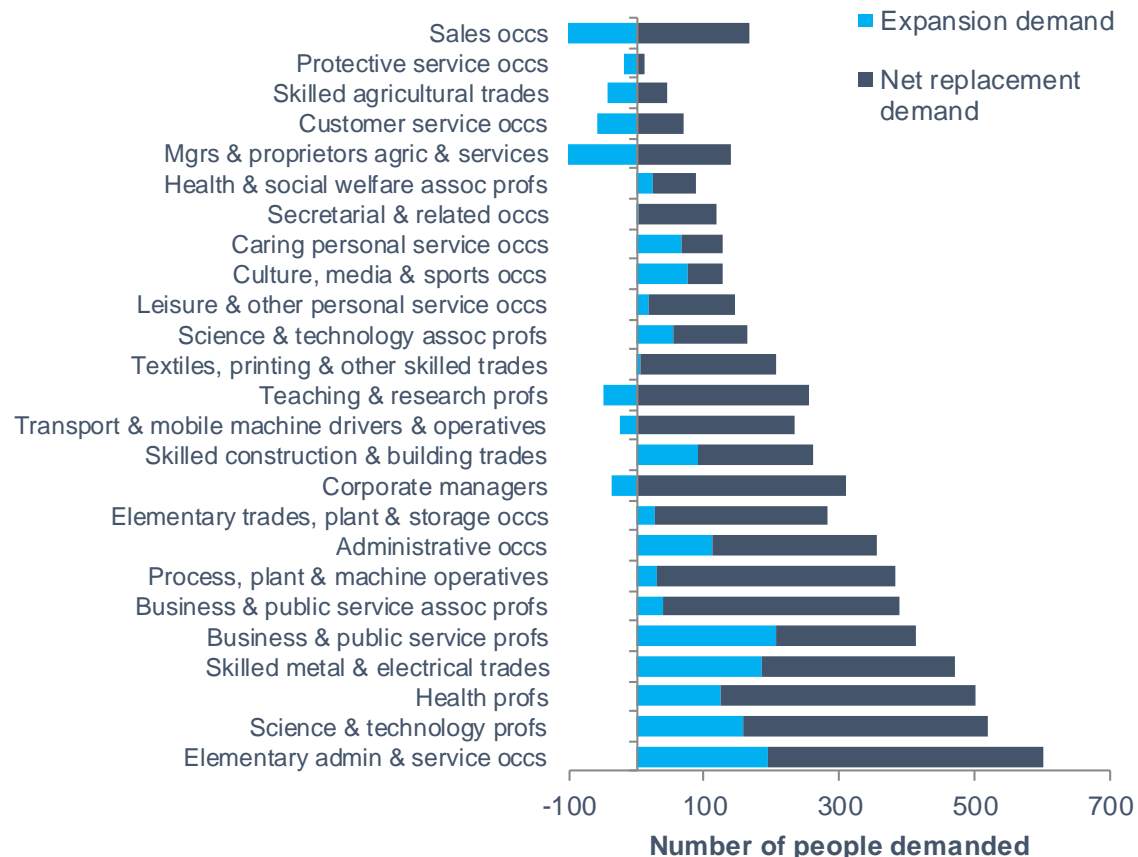
Source: UUEPC

Occupations that are expected to provide the most job opportunities in the coming decade are elementary administration and service occupations (10% of total net requirement), science and technology professionals (9%) and health professionals (9%).

Other elementary services occupations forecast to experience the largest expansion and replacement demand

Average annual net requirement from education and migration by occupation (top 15 3-digit), East (2017-2027)

Legend:
- Expansion demand
- Net replacement demand

X-axis: Number of people demanded (-100 to 500)

Categories (top to bottom):
- Secretarial and Related Occupations
- Caring Personal Services
- Road Transport Drivers
- Health Professionals
- Business, Research and Administrative Professionals
- Metal Machining, Fitting and Instrument Making Trades
- Elementary Process Plant Occupations
- Process Operatives
- Food Preparation and Hospitality Trades
- Teaching and Educational Professionals
- Construction and Building Trades
- Sales, Marketing and Related Associate Professionals
- Nursing and Midwifery Professionals
- IT and Telecommunications Professionals
- Other Elementary Services Occupations

Source: UUEPC

At a more detailed level the occupations (3-digit) expected to be in 'high demand' over the coming decade are other elementary service occupations (7% of the net requirement), IT and telecommunications professionals (5%) and nursing and midwifery professionals (5%).

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Summary of demand side sectors and occupations

Demand side concepts - It is important to fully understand each of the demand side concepts and recognise how they interact with one another.

Labour market flows and skills demand - The largest component of labour demand comes from replacing workers who have created a vacancy by leaving their position (for retirement, sickness, moving to another job etc.). However, most of these vacancies will be taken by people already within the labour market (e.g. job movers, individuals moving from unemployment to employment).

This replacement demand under a high growth scenario is expected to be 18,800 over the next 10 years compared to expansion demand of 850.

Vacancies not filled by labour market participants must be filled by either leavers the education system or migrants. In East the average annual individuals required from education and migration is 5,800 over the 2017-2027 period.

Gross demand by sector - The sector expected to require the largest gross demand over the 2017-2027 period is wholesale and retail (15% of total gross demand) followed by health and social work (15%) and restaurants and hotels (11%).

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Summary of demand side sectors and occupations (continued)

Net requirement by sector - In high growth sectors expansion demand accounts for a more significant proportion of overall labour demand. For example, professional scientific and technical is relatively small in scale but is forecast to experience rapid growth. Therefore, expansion demand accounts for 63% of net requirement and replacement demand 37%.

In other sectors a sizeable amount of labour demand is driven by replacement demand rather than expansion of the sector. For example, restaurant and hotels is relatively large in scale and has high entry and exit rates. Therefore, 85% of labour demand comes from vacancies created by workers who leave their jobs and 15% from expansion demand.

Net requirement by occupation - The occupations forecast to provide the most job opportunities for education leavers and migrants are elementary administration and service occupations (10% of total net requirement), science and technology professionals (9%) and health professionals (9%).

At a more granular level the top 15 occupations (3-digit) account for 53% of the total net requirement. The largest net requirement in detailed occupations is expected in other elementary service occupations (7% of net requirement), IT and telecommunication professionals (5%) and nursing and midwifery professionals (5%).

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Demand side - Qualifications

Demand for graduates in East's marginally below the NI average

Average annual net requirement by qualification (NQF), East (2017-2027)

30% of the net requirement require degree level qualifications

Total = 5,820 p.a.

Only 10% of the net requirement will require qualifications below NQF level 2
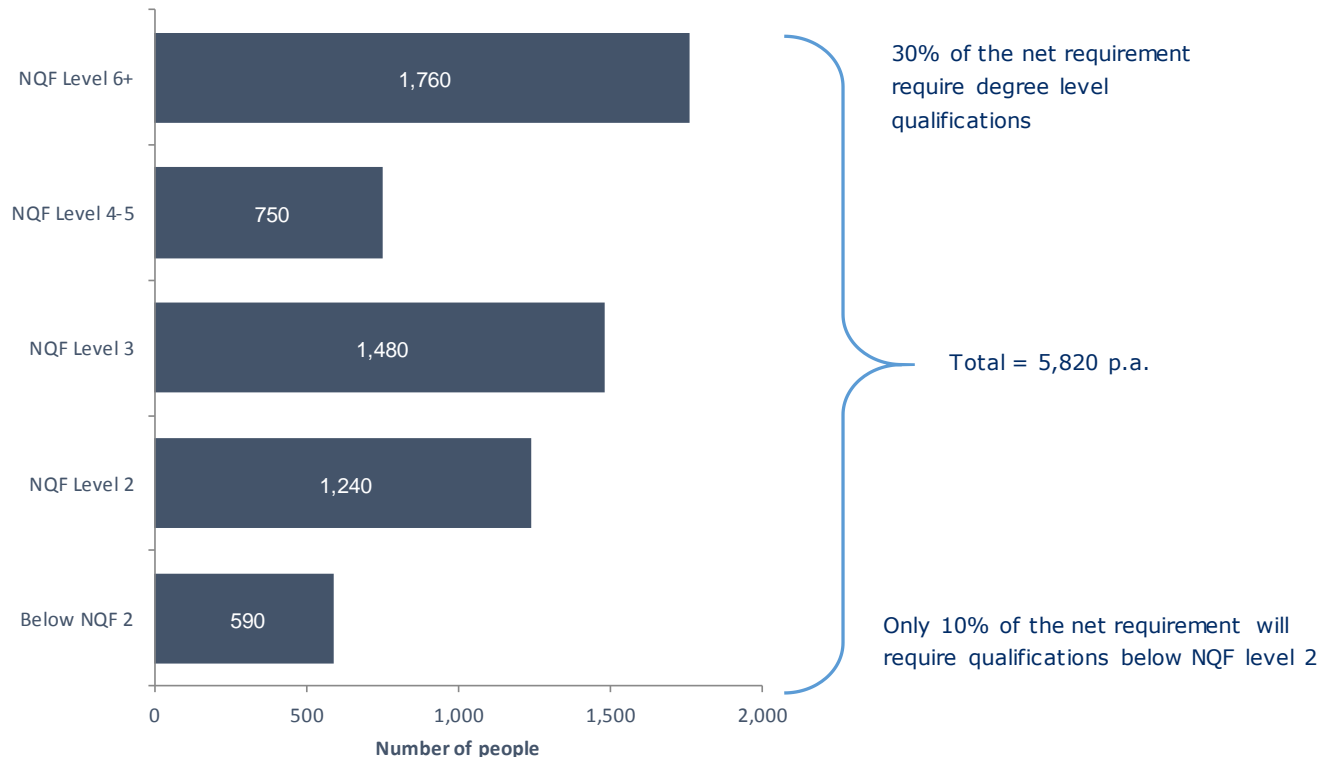
Source: UUEPC

UUEPC's skills model estimates the net requirement by highest NQF level. East is expected to require 1,760 graduates per annum over the next decade, accounting for 30% of the net requirement. However, it should be noted skills and qualifications are not the same. For example, labour may be highly skilled but have low levels of formal qualifications (particularly older workers) and vice versa.

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The profile of demand is more graduate intensive than the current stock of skills

Average annual net requirement by qualification (NQF) versus current workforce qualification (NQF) profile, East (2017-2027)

Average annual net requirement by qualification (NQF), East (2017-2027)

NQF Level 6+, 30%
Below NQF 2, 10%
NQF Level 2, 21%
NQF Level 3, 25%
NQF Level 4-5, 13%
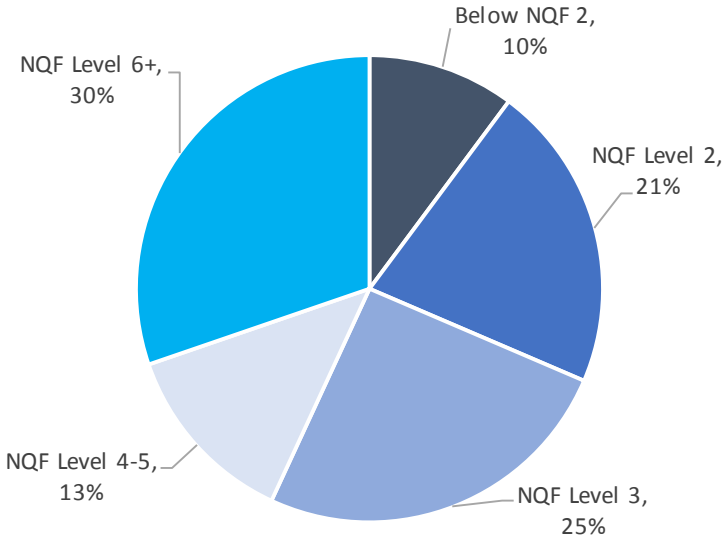
Source: UUEPC

Qualification profile of employed, East (2016)

NQF Level 6+, 21%
Below NQF 2, 25%
NQF Level 2, 17%
NQF Level 3, 24%
NQF Level 4-5, 14%
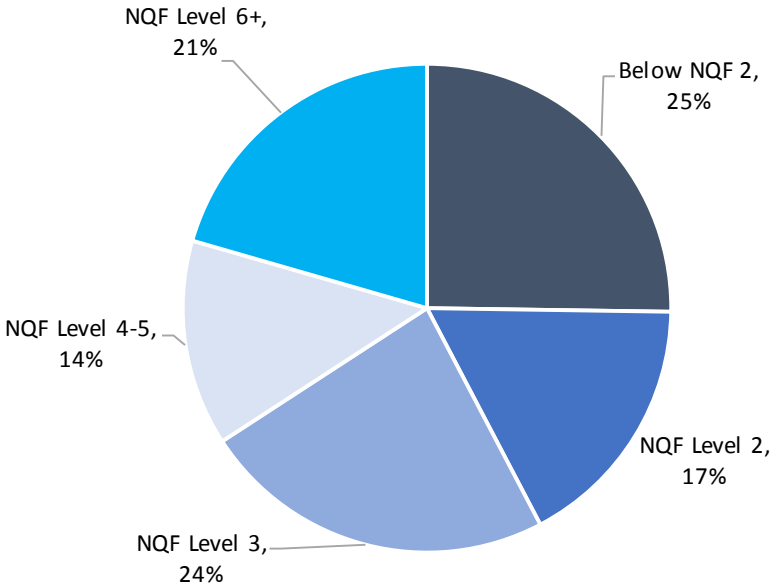
Source: UUEPC

Increasing HE participation levels and employers attitudes towards qualifications has influenced the higher weighting towards degree level qualifications in the workplace, squeezing out the lower qualified. For example, one quarter (25%) of the employed hold a qualification below NQF level 2, future demand is forecast to require only 10% of workers with below NQF level 2. This implies the current qualification profile of the employed does not match future skill needs.

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Health and social work & professional services sectors account for almost one fifth of graduate demand

Average annual net requirement for NQF level 6+ by sector, East (2017-2027)

Average annual net requirement for NQF level 6+ by sector (1-digit), East (2017-2027)

Source: UUEPC
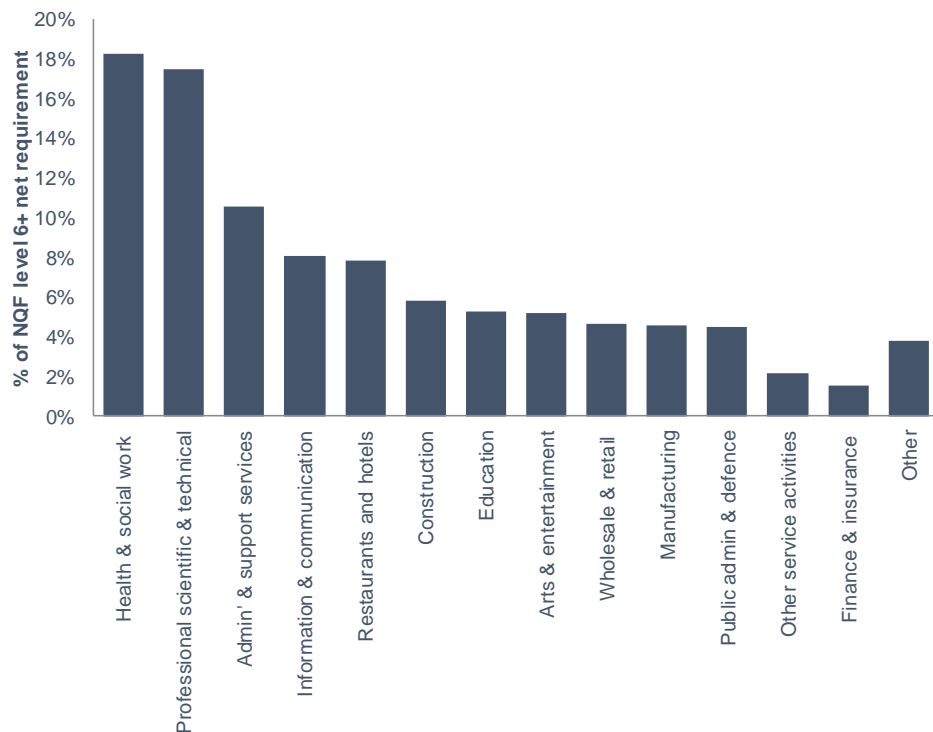
Average annual net requirement for NQF level 6+ by sector (2-digit top 15), East (2017-2027)

2 digit SIC	% of NQF level 6+ net requirement
Residential care activities	8.4%
Human health activities	8.0%
Food and beverage service activities	5.8%
Education	5.3%
Office administrative, office support and other business support activities	4.9%
Architectural and engineering activities; technical testing and analysis	4.7%
Public administration and defence; compulsory social security	4.5%
Scientific research and development	4.3%
Computer programming, consultancy and related activities	4.2%
Civil engineering	3.8%
Wholesale trade, except of motor vehicles and motorcycles	3.7%
Activities of head offices; management consultancy activities	2.8%
Legal and accounting activities	2.7%
Travel agency, tour operator and other reservation service and related activit	2.7%
Creative, arts and entertainment activities	2.5%

Source: UUEPC

The proportion of graduates required from education and migration varies across sectors. For example, in ICT sector 64% of the net requirement is forecast to require at least an undergraduate level degree, compared to 34% in health and social work professionals.

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Science and technology professionals comprise one fifth of graduate demand

Average annual net requirement for NQF level 6+ by occupation, East (2017-2027)

Average annual net requirement for NQF level 6+ by occupation, (2-digit), East (2017-2027)

Source: UUEPC
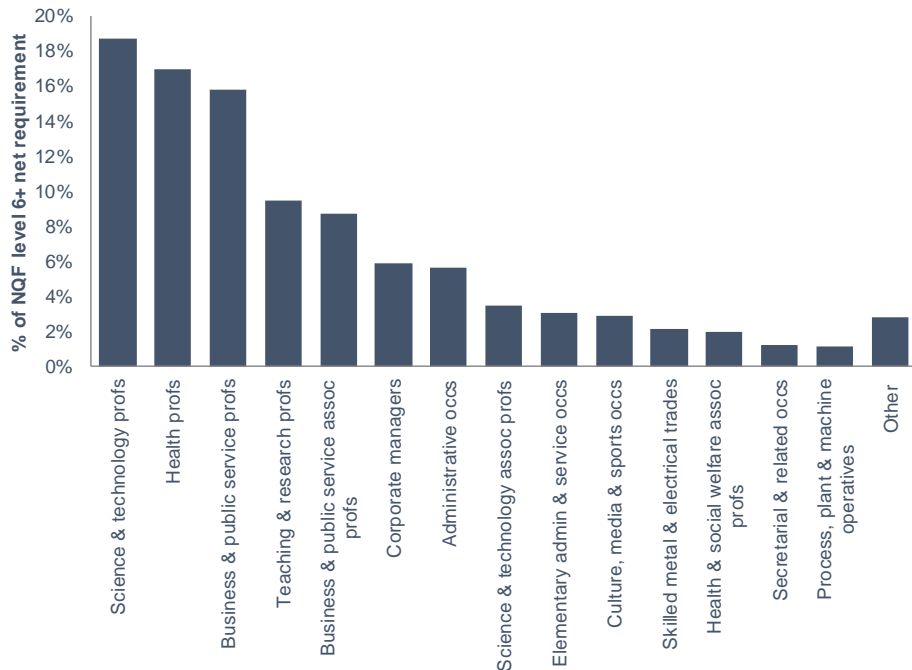
Average annual net requirement for NQF level 6+ by occupation (top 15 3-digit), East (2017-2027)

3 digit SOC	% of NQF level 6+ net requirement
Information technology and telecommunications professionals	11.1%
Nursing and midwifery professionals	10.0%
Teaching and educational professionals	9.5%
Business, research and administrative professionals	6.1%
Sales, marketing and related associate professionals	5.4%
Health professionals	5.3%
Architects, town planners and surveyors	3.6%
Engineering professionals	3.3%
Natural and social science professionals	2.9%
Managers and proprietors in other services	2.7%
Managers and directors in retail and wholesale	2.3%
Quality and regulatory professionals	2.2%
Other elementary services occupations	2.0%
Administrative occupations: Records	1.8%
Public services and other associate professionals	1.7%

Source: UUEPC

The occupation profile of the net requirement is driven by East's sectoral structure. The occupations which account for the highest proportion of the net requirement are science and technology professionals (19% of net requirement), health professionals (17%) and business and public service professionals (16%).

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Health and social work accounts for the highest rate of sub-degree level qualifications demanded

Average annual net requirement for NQF level 4-5 by sector, East (2017-2027)

Average annual net requirement for NQF level 4-5 by sector (1-digit), East (2017-2027)
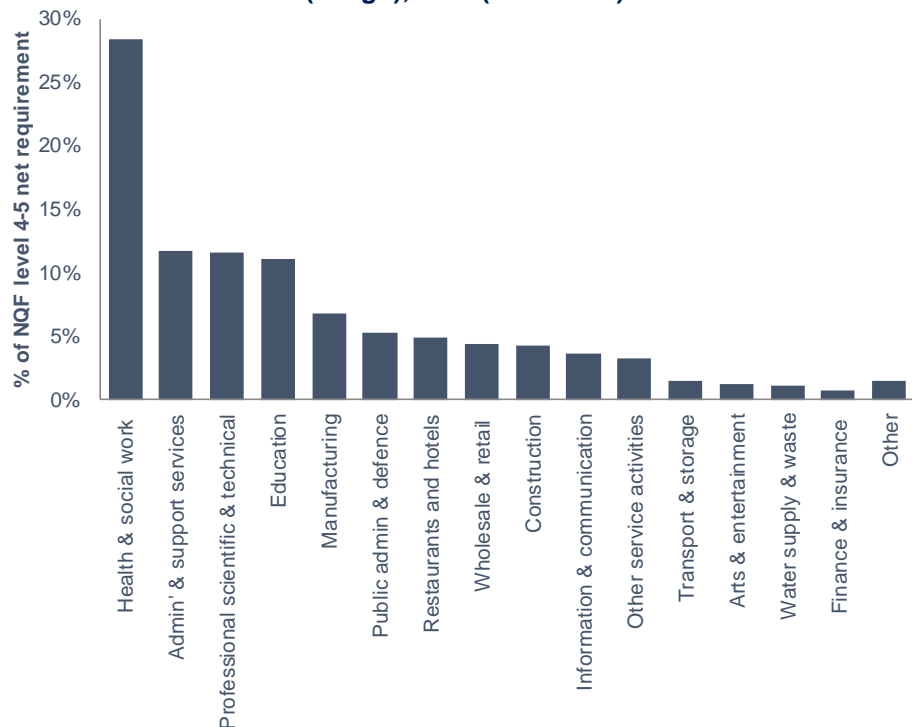
Source: UUEPC

Average annual net requirement for NQF level 4-5 by sector (top 15 2-digit), East (2017-2027)

2 digit SIC	% of NQF level 4-5 net requirement
Human health activities	16.3%
Residential care activities	11.2%
Education	11.0%
Public administration and defence; compulsory social security	5.2%
Office administrative, office support and other business support activities	4.0%
Travel agency, tour operator and other reservation service and related activities	4.0%
Legal and accounting activities	3.9%
Wholesale and retail trade and repair of motor vehicles and motorcycles	3.6%
Repair of computers and personal and household goods	2.8%
Food and beverage service activities	2.8%
Architectural and engineering activities; technical testing and analysis	2.6%
Scientific research and development	2.2%
Civil engineering	2.1%
Specialised construction activities	2.1%
Accommodation	2.0%

Source: UUEPC

The industry mix of NQF level 4-5 demand is similar to NQF level 6+. The sectors accounting for the largest proportion of NQF level 4-5 net requirement are health and social work (28%), administration and support services (12%) and professional, scientific and technical (12%).

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Health professionals account for the highest rate of sub-degree level qualifications demanded

Average annual net requirement for NQF level 4-5 by occupation, East (2017-2027)

Average annual net requirement for NQF level 4-5 by occupation (2-digit), East (2017-2027)

Source: UUEPC
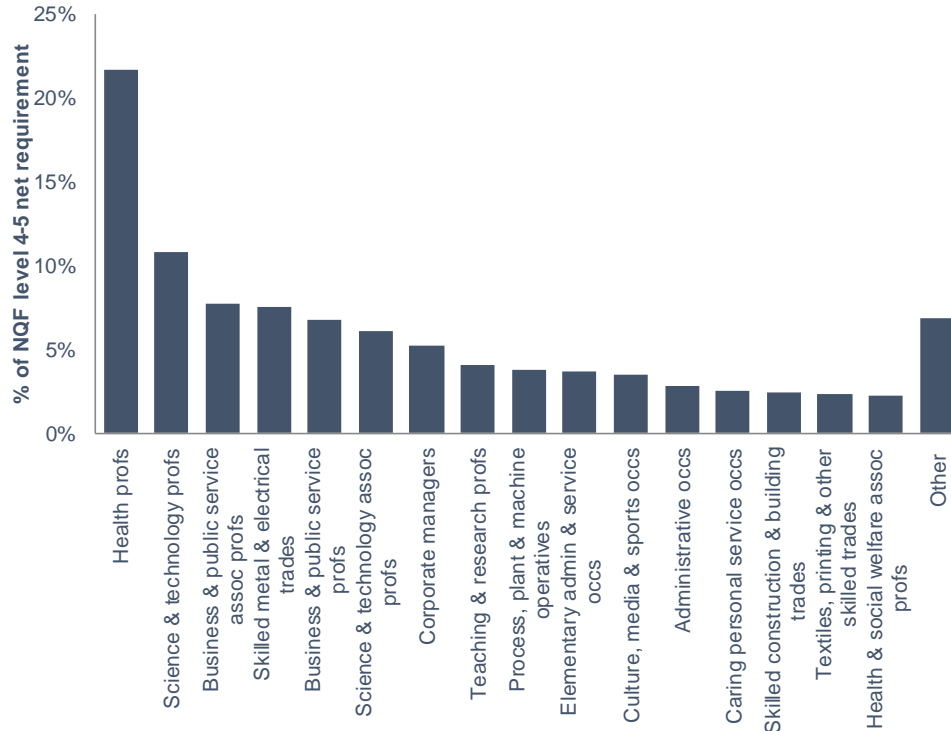
Average annual net requirement for NQF level 4-5 by occupation (top 15 3-digit), East (2017-2027)

3 digit SOC	% of NQF level 4-5 net requirement
Nursing and midwifery professionals	12.7%
Health professionals	6.8%
Information technology and telecommunications professionals	6.4%
Sales, marketing and related associate professionals	4.8%
Teaching and educational professionals	4.1%
Information technology technicians	2.7%
Metal machining, fitting and instrument making trades	2.6%
Business, research and administrative professionals	2.6%
Science, engineering and production technicians	2.5%
Caring personal services	2.5%
Other elementary services occupations	2.4%
Food preparation and hospitality trades	2.4%
Customer service occupations	2.2%
Therapy professionals	2.1%
Managers and directors in retail and wholesale	2.1%

Source: UUEPC

The occupations which account for the largest proportion of the future NQF level 4-5 net requirement are health professionals (22%), science and technology professionals (11%) and business and public service associate professionals (8%).

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Wholesale and retail demands the highest proportion of below NQF level 3 qualifiers

Average annual net requirement for below NQF level 3 by sector, East (2017-2027)

Average annual net requirement for below NQF level 3 by sector (1-digit), East (2017-2027)
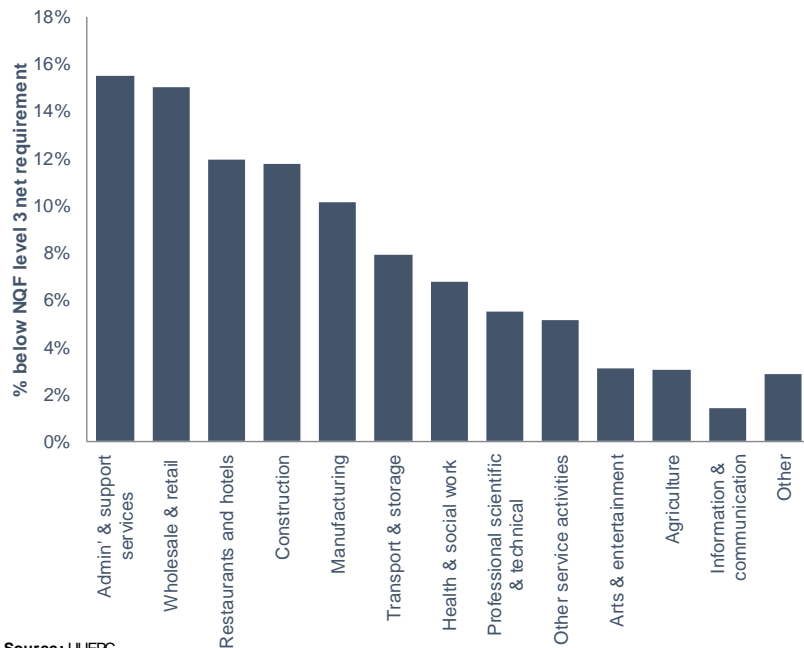
Source: UUEPC

Average annual net requirement for below NQF level 3 by sector (top 15 2-digit), East (2017-2027)

2 digit SIC	% below NQF level 3 net requirement
Wholesale trade, except of motor vehicles and motorcycles	9.9%
Specialised construction activities	7.8%
Office administrative, office support and other business support activities	7.7%
Wholesale and retail trade and repair of motor vehicles and motorcycles	7.6%
Food and beverage service activities	6.9%
Residential care activities	5.5%
Land transport and transport via pipelines	5.2%
Accommodation	5.1%
Civil engineering	4.2%
Repair of computers and personal and household goods	3.6%
Travel agency, tour operator and other reservation service and related activities	3.5%
Crop and animal production, hunting and related service activities	2.9%
Water transport	2.7%
Manufacture of food products	2.6%
Employment activities	2.4%

Source: UUEPC

The industry profile of the net requirement at below NQF level 3 varies significantly relative to tertiary level qualifications. The largest proportion of the net requirement is within administration and support services (16%) followed by wholesale and retail (15%) and restaurants and hotels (12%). Due to graduate intensity within high growth sectors it is important that job opportunities are available across the skills spectrum.

Elementary admin and service occupations account for the largest proportion of below NQF level 3 demand

Average annual net requirement for below NQF level 3 by occupation, East (2017-2027)

Average annual net requirement for below NQF level 3 by occupation (2-digit), East (2017-2027)

Source: UUEPC
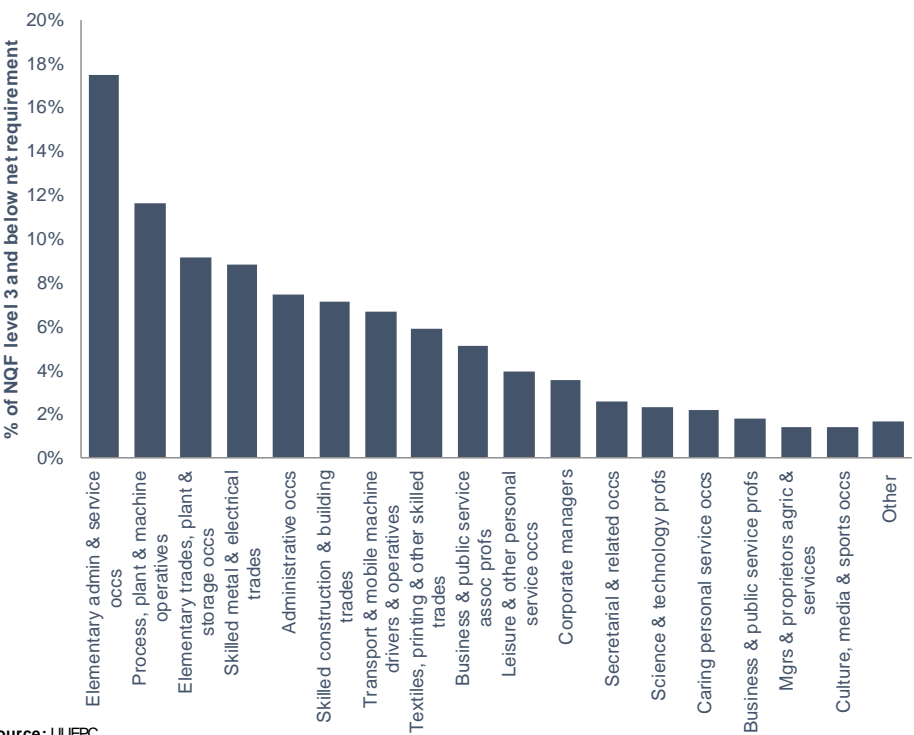
Average annual net requirement for below NQF level 3 by occupation (top 15 3-digit), East (2017-2027)

3 digit SOC	% of below NQF level 3 net requirement
Other elementary services occupations	11.7%
Food preparation and hospitality trades	5.9%
Construction and building trades	5.7%
Elementary process plant occupations	5.7%
Process operatives	5.4%
Road transport drivers	4.8%
Sales, marketing and related associate professionals	3.2%
Elementary storage occupations	3.1%
Metal machining, fitting and instrument making trades	3.1%
Assemblers and routine operatives	2.9%
Elementary construction occupations	2.8%
Secretarial and related occupations	2.6%
Elementary cleaning occupations	2.4%
Administrative occupations: Records	2.4%
Customer service occupations	2.3%

Source: UUEPC

The occupation profile follows those which are most prevalent within the high demand sectors for low level qualifications. The occupations which account for the highest proportion of the below NQF level 3 net requirement are elementary administration and services (17%), process, plant and machine operatives (12%) and elementary trades, plant and storage occupations (9%).

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Summary of demand side qualifications

Net requirement by NQF - It is forecast that 30% of total demand will require at least a degree level qualification, which is below the NI average. However, it is expected only 10% of job opportunities will be available to individuals with a qualification level below NQF level 2. Research at an NI level in 2009 highlighted this figure was as high as 22% and has since continued to fall. As qualifications hungry employers squeeze out lower qualified workers, it is expected this trend will continue.

The higher weighting of opportunities for those with degree level qualifications relative to low or no qualifications highlights the need to address educational underachievement within NI.

Workforce qualifications current versus future - Current workforce qualifications do not match expected future qualifications. For example, in East 21% of people employed have NQF level 6+ qualifications compared to 30% forecast for the coming decade.

At mid-level (NQF level 2, 3 and 4-5) qualifications are closely aligned between current and future qualification demands. There is a large gap between the employed with below NQF level 2 (25%) and the future net requirement (10%).

However, current workforce qualifications are skewed by a high proportion of older workers who hold less formal qualifications (relative to younger workers) but are not necessarily low skilled, and so drag down the qualification profile of the workforce.

Net requirement by NQF level 6+ by sector - The graduate intensity within the net requirement differs relatively across sectors. Around two thirds (64%) of net requirement for the ICT sector require NQF level 6+ qualifications compared to only 34% in health and social. Although there is a large difference in the proportionate requirement, the size difference in sectors impacts the number of required graduates. For example, ICT is forecast to require 140 graduates per annum over the next decade compared to 320 in health and social.

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Summary of demand side qualifications (continued)

Net requirement by NQF level 6+ by occupation - The occupation profile of the net requirement at graduate level is shaped by the sectoral structure. The occupations which account for the highest proportion of NQF level 6+ net requirement are science and technology professionals (19%) and health professionals (17%).

Net requirement by NQF level 4-5 by sector - The industry mix for NQF level 4-5 is similar to NQF level 6+. The sectors accounting for the largest proportion of NQF level 4-5 net requirement are health and social work (28%) and admin and support services (12%).

Net requirement by NQF level 4-5 by occupation - In the same vain the sectoral structure determines the occupations demanded. The occupation accounting for the largest proportion of net requirement is health professionals (22%) followed by science and technology professionals (11%).

Net requirement by below NQF level 3 by sector - The sectoral mix of net requirement at below NQF level 3 differs from tertiary level qualifications. The largest proportion of net requirement is within administration and support services (16%) followed by wholesale and retail (15%).

Due to graduate intensity many of the high growth sectors provide very few opportunities for individuals with non-tertiary level qualifications. Therefore the sectors requiring low qualified individuals play a vital role in the local economy, specifically if it is to achieve inclusive growth.

Net requirement by below NQF level 3 by occupation - The occupations which account for the highest proportion of below NQF level 3 net requirement are elementary admin and service occupations (17% of net requirement) and process, plant and machine operatives (12%).

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Demand side – Subjects

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Interpreting outputs relating to subject demand

The UUEPC's skills model estimates subjects demand across occupations. The outputs should be interpreted as a rough proxy as at a sub-regional level the demand for skills can be significantly altered by a new large employer (e.g. large FDI firm) or a large employer closing or moving to another area.

In addition, estimates of future skills demands are based on historic patterns. Therefore it is possible demand in some sectors has the potential to evolve over time changing the required subject mix within sectors (e.g. growth in artificial intelligence or cyber-security).

This section will outline subject demand for:
- NQF level 6+ (undergraduate, masters and PhD); and
- NQF level 4-5 (sub-degree level qualifications).

Medical related subjects account for highest proportion of graduate demand

Average annual net requirement for NQF level 6+ by subject (JACS, 1-digit), East (2017-2027)
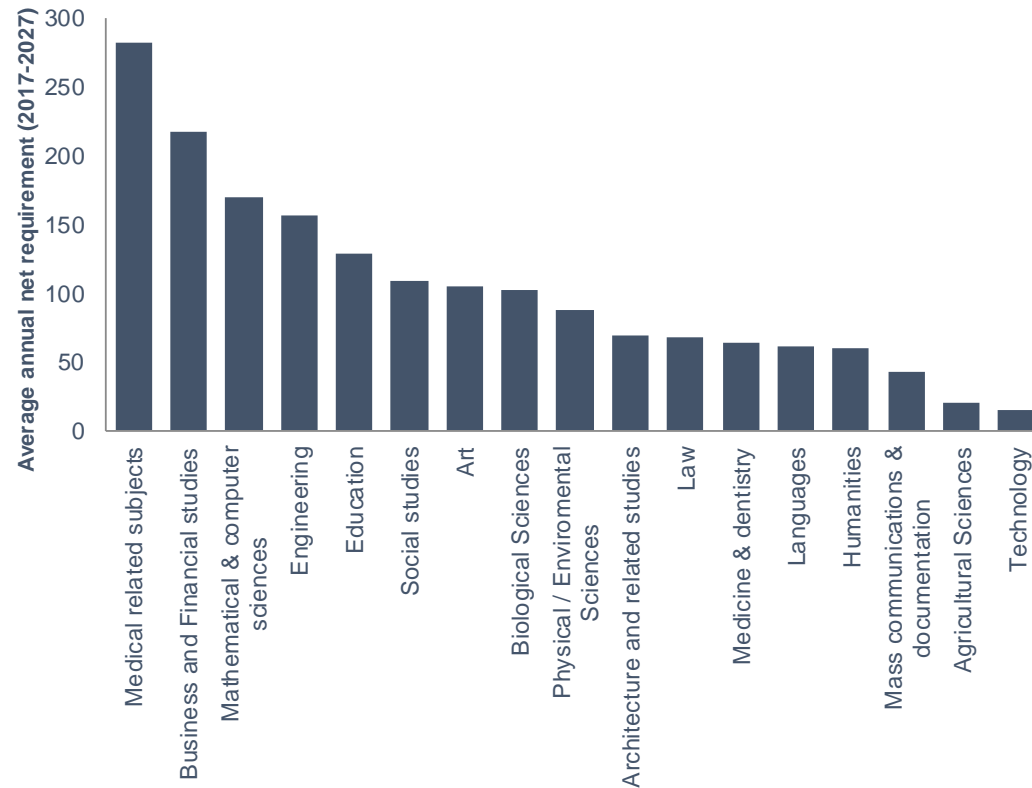
Source: UUEPC

Medical related subjects account for the largest proportion of the NQF level 6+ net requirement (16%). This is followed by business and financial studies (12%) and mathematical and computer sciences (10%).

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At a more detailed level nursing accounts for the highest proportion of graduate demand

Average annual net requirement for NQF level 6+ by subject (JACs, 2-digit), East (2017-2027)
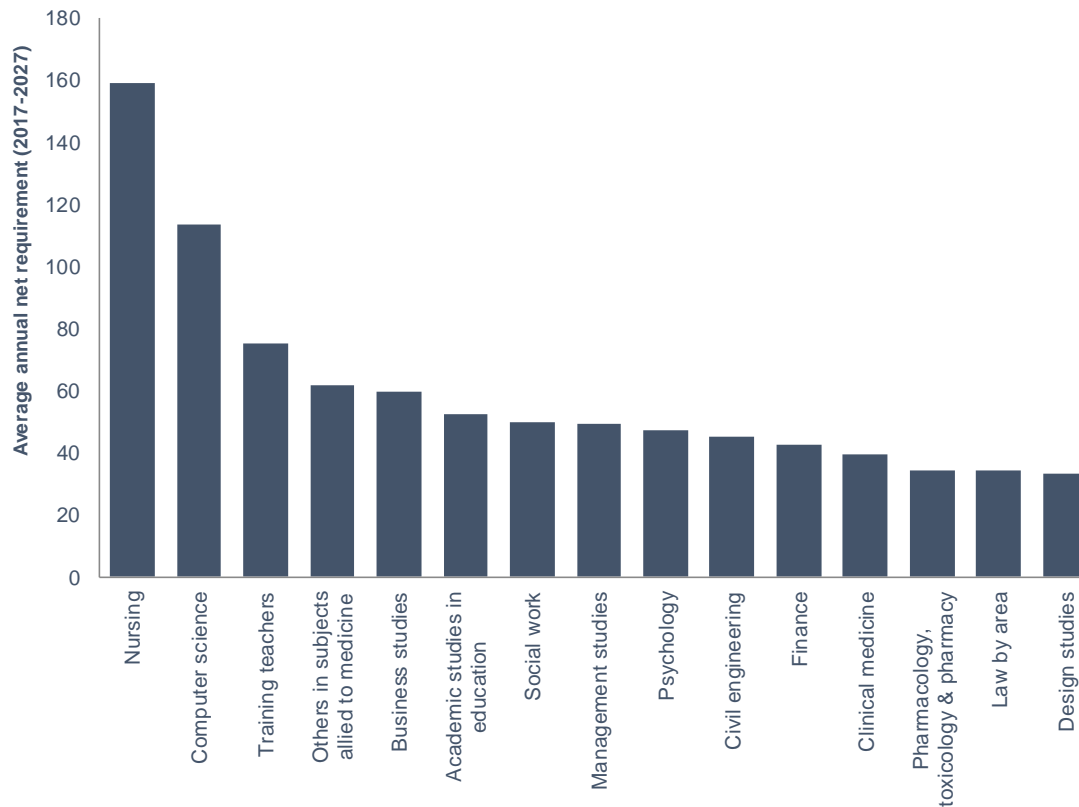
Source: UUEPC

A more detailed analysis highlights that nursing accounts for the highest NQF level 6+ annual net requirement of (160), followed by computer science (110), training teachers (75) and other subjects allied to medicine (60).

Health, public services and care account for the largest sub-degree subject demand

Average annual net requirement for NQF level 4-5 by subject (SSA, 1-digit), East (2017-2027)
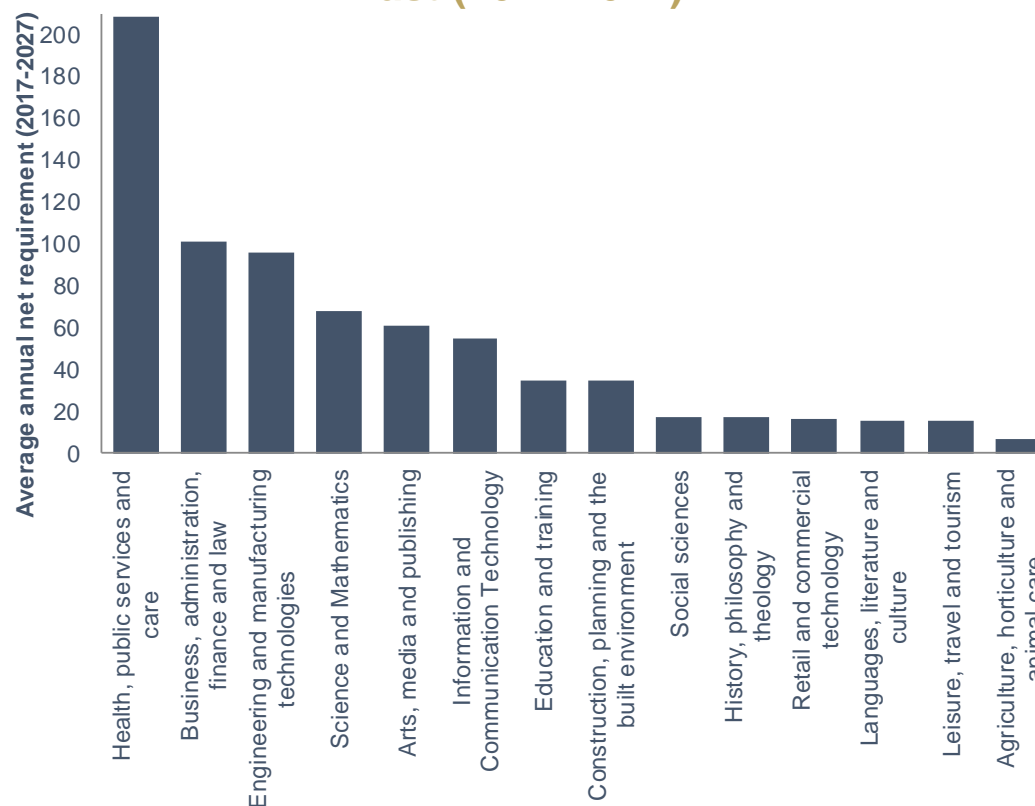
Source: UUEPC

At a sub-degree level the largest proportion of net requirement is in health, public service and care professionals (28%), followed by business, administration, finance and law (13%) and engineering and manufacturing technologies (13%).

Summary of demand side subjects

Interpreting subject demand - Subject outputs should be interpreted as a rough guide as at a sub-regional level many factors can have a significant influence on the net requirement. For example a new large employer, the closure of a large employer or relocation of a large employer elsewhere.

East's subject demand is dominated by health, business and ICT related subjects (e.g. medical related subjects and business). This is driven by the large health and social work sector which requires a large replacement demand and a strong expansion demand in the professional services ICT sector.

Net requirement by NQF level 6+ subjects - The subject which accounts for the largest proportion of NQF level 6+ demand is medical related subjects (16%), directly influenced by high replacement demand in the health and social work sector over the coming decade. This is followed by business and financial studies (12%) and maths and computer science (10%).

Granular level analysis can provide detailed insight. For example, nursing accounts for the largest proportion of NQF level 6+ net requirement. The next largest subjects in demand at a detailed level are computer science and training teachers.

Net requirement by NQF level 4-5 subjects - The largest subject in demand at a sub-degree level is health, public services and care (28% of the NQF level 4-5 net requirement). This reflects growth the high level of replacement demand based on the scale of the health sector within East.

The next largest sub-degree subjects in demand are business, administration, finance and law (13%) and engineering and manufacturing technologies (13% of the NQF level 4-5 net requirement).

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Supply side – School leavers achievement

Educational attainment in East at A-level and GCSE is above the NI average

GCSE and A-level attainment of school leavers, LGDs (2015/16)

Proportion (%) of school leavers achieving 5+ GCSEs A*-C inc. GCSE English and maths, LGDs (2015/16)

Belfast
Mid Ulster
Antrim and Newtownabbey
Armagh City, Banbridge and Craigavon
Northern Ireland
Causeway Coast and Glens
Derry City and Strabane
Mid and East Antrim
Newry, Mourne and Down
Fermanagh and Omagh
East
Ards and North Down
Lisburn and Castlereagh

40%   50%   60%   70%   80%
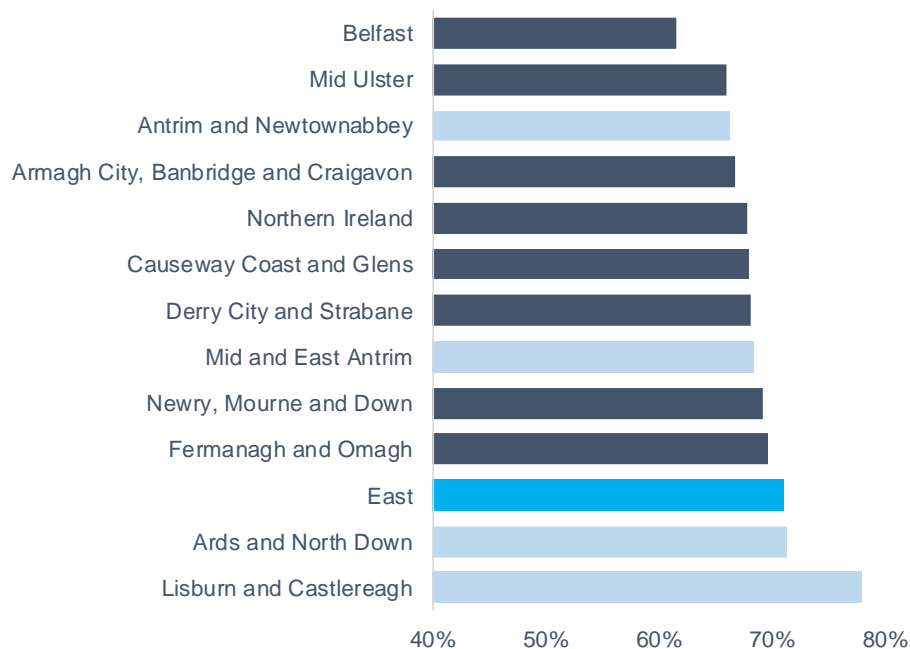
% school leavers

Source: NI school leavers survey

Proportion (%) of school leavers achieving 2+ A-levels A*-E, LGDs (2015/16)

Armagh City, Banbridge and Craigavon
Causeway Coast and Glens
Antrim and Newtownabbey
Mid and East Antrim
Northern Ireland
Mid Ulster
East
Belfast
Ards and North Down
Newry, Mourne and Down
Derry City and Strabane
Fermanagh and Omagh
Lisburn and Castlereagh

40%   50%   60%   70%
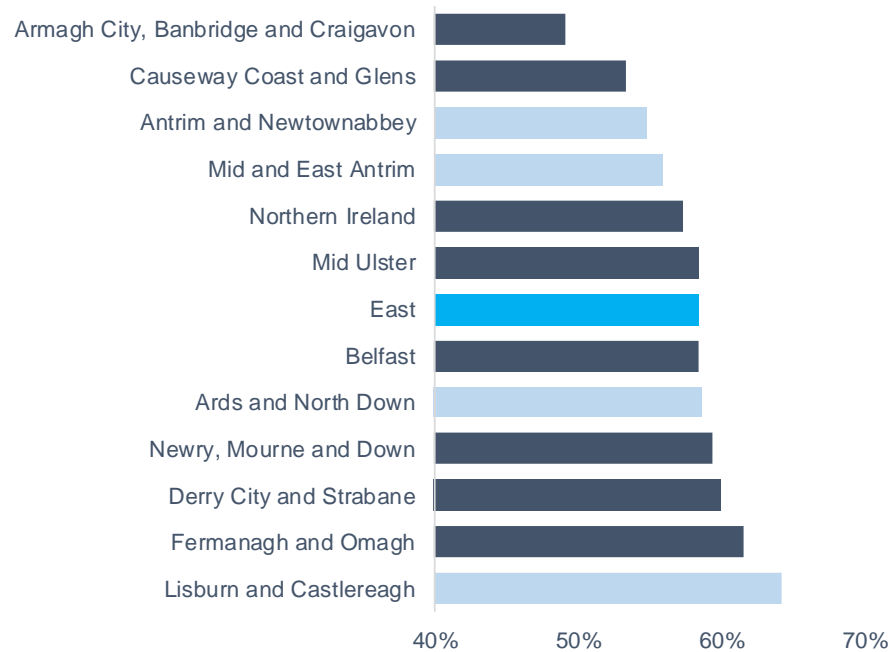
% school leavers

Source: NI school leavers survey

School leaver attainment in East is marginally above the NI average. However, there are significant differences in the A-level/GCSE performance across the four LGDs which constitute East. For example, in Lisburn and Castlereagh 64% of school leavers achieve 2+ A-levels A*-E compared to 55% in Antrim and Newtownabbey.

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Improvement in GCSE performance overtime in East is similar to the NI average rate of improvement

Skill structure of school leavers (2015/16) and change in performance (2007/08-2015/16)

Percentage point difference in qualifications of school leavers, East versus NI (2015/16)

Lower concentration in East

Higher concentration in East

- Not achieving 5+ GCSEs A*-C
- Achieving 5+ GCSEs A*-C
- 5+ GCSEs A*-C inc. English and maths
- 2+ A-levels A*-E

-5.0% -3.0% -1.0% 1.0% 3.0%

Percentage point difference East minus NI
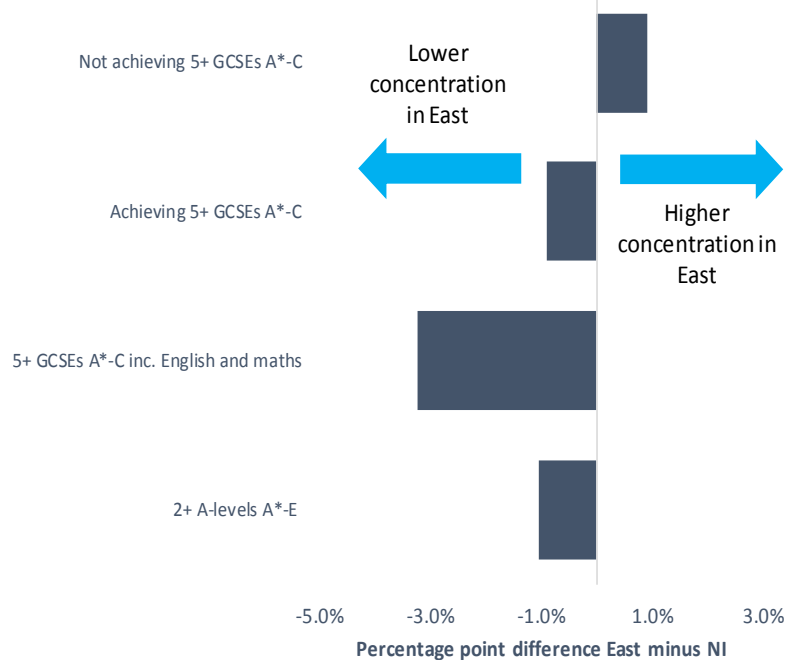
Source: NI school leavers survey

Percentage point difference in school leavers achieving 5+ GCSEs A*-C including English and maths, LGDs (2007/08-2015/16)

- Mid Ulster
- Antrim and Newtownabbey
- Fermanagh and Omagh
- Armagh City, Banbridge and Craigavon
- Newry, Mourne and Down
- East
- Northern Ireland
- Mid and East Antrim
- Belfast
- Ards and North Down
- Causeway Coast and Glens
- Lisburn and Castlereagh
- Derry City and Strabane

0% 5% 10% 15% 20%

Percentage point difference
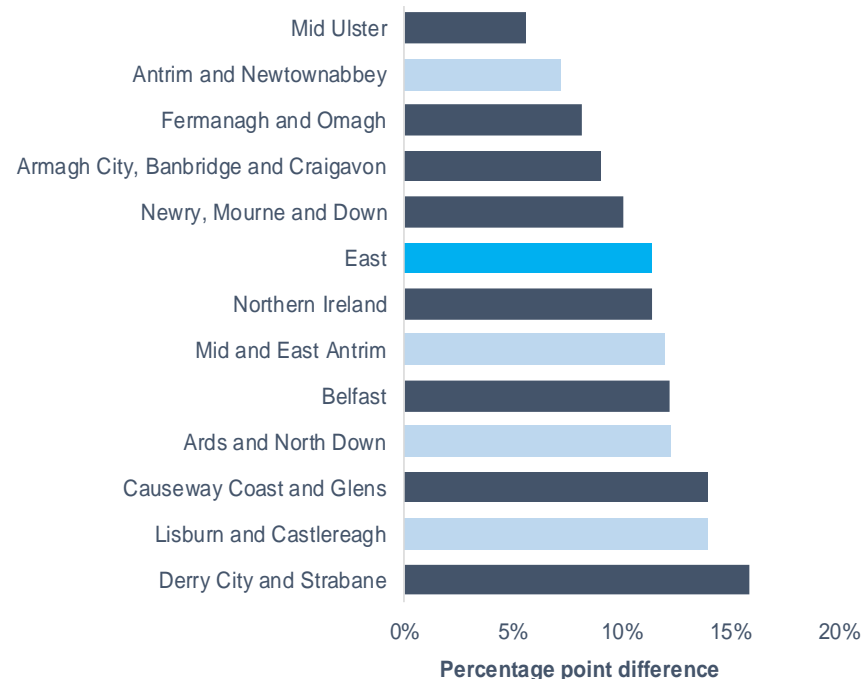
Source: NI school leavers survey

The rate of school leavers achieving 5+ GCSEs A*-C including English and maths has improved by 11 percentage points over the 8 year period 2007/08-2015/16, a rate equal to the NI average. However, improvements vary across the LGDs which constitute East from a high of 14 percentage point improvement in Lisburn and Castlereagh to a low of 7 percentage points in Antrim and Newtownabbey.

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Are there lessons to be learned from schools in improving areas?

Percentage point difference in proportion (%) of school leavers achieving 2+ A-levels A*-E, East (2007-2010 versus 2013-2016)

Percentage point difference
In those achieving at least 2 A-levels, A*-E

- Above 10 p.p
- Above 5 p.p but below 10 p.p
- Above 0 p.p but below 5 p.p
- Below 0 p.p

Source: NI School Leavers Survey
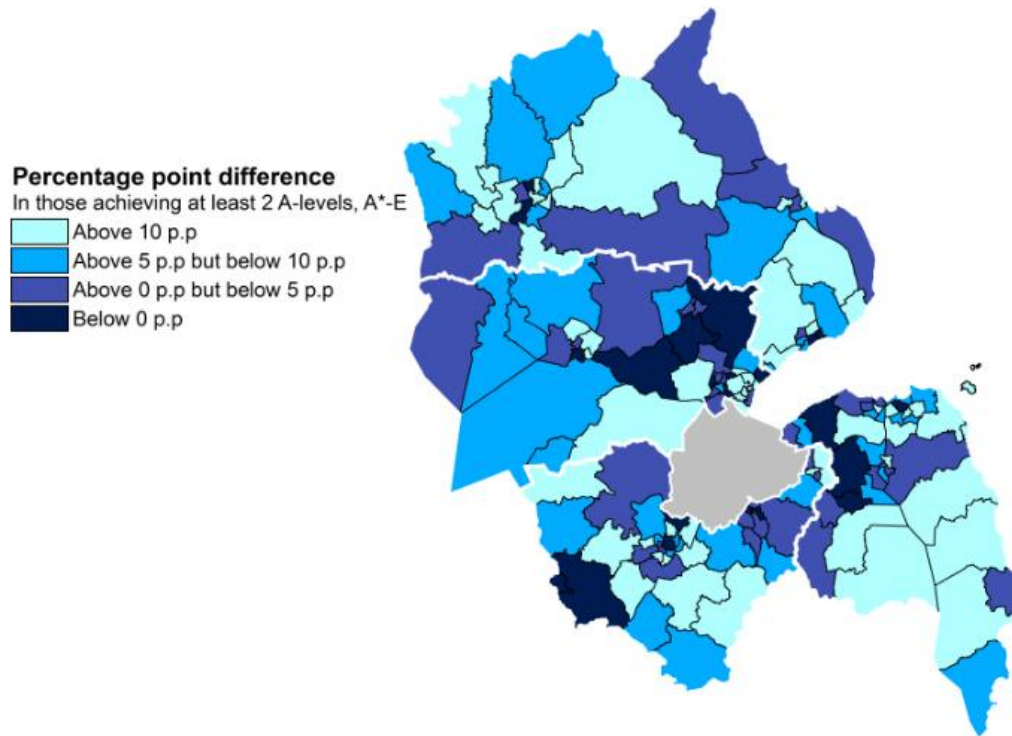
	Most Improved Wards in East		
	Ward	**LGD**	**p.p. change**
1	Slemish	Mid and East Antrim	24%
2	Ballywalter	Ards and North Down	24%
3	Kells	Mid and East Antrim	23%
4	Ballycrochan	Ards and North Down	20%
5	O'Neill	Antrim and Newtownabbey	19%
6	Abbey	Antrim and Newtownabbey	19%
7	Ahoghill	Mid and East Antrim	19%
8	Ravernet	Lisburn and Castlereagh	18%
9	Clandeboye	Ards and North Down	18%
10	Ballykeel	Mid and East Antrim	17%
11	Woodburn	Mid and East Antrim	17%
12	Victoria	Mid and East Antrim	17%
13	Fair Green	Mid and East Antrim	16%
14	Old Warren	Lisburn and Castlereagh	16%
15	Maghaberry	Lisburn and Castlereagh	16%
16	Castle	Ards and North Down	16%
17	Ballygrainey	Ards and North Down	16%
18	Glenavy	Lisburn and Castlereagh	16%
19	Monkstown	Antrim and Newtownabbey	15%
20	Galgorm	Mid and East Antrim	15%

To improve school achievement it is important to look at good practice in order to understand what works in which contexts. Analysis of school leaver achievements in East at a granular level highlights a 24 percentage point improvement in Slemish and Ballywater over the period 2007/08-2015/16. These are the 5th and 6th strongest improvements across all 462 wards.

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12% of NQF level 2 school leavers not achieving a pass grade in core subjects English and maths

School leavers achieving any 5 GCSEs A*-C and those that include English and maths, LGDs (2015/16)

Proportion (%) of school leavers achieving 5+ GCSEs and those including and excluding English and maths, LGDs (2015/16)

- ■ p.p. difference in achieving any 5+ GCSEs and those including English and maths
- ■ Achieving 5+ GCSes A*-C including English and maths

LGD	5+ GCSEs incl. English & maths	p.p. difference
Lisburn and Castlereagh	78%	9%
Mid Ulster	66%	19%
Causeway Coast and Glens	68%	16%
Newry, Mourne and Down	69%	13%
East	71%	12%
Ards and North Down	71%	11%
Northern Ireland	68%	14%
Derry City and Strabane	68%	13%
Mid and East Antrim	68%	13%
Fermanagh and Omagh	70%	12%
Antrim and Newtownabbey	66%	13%
Belfast	62%	17%
Armagh City, Banbridge and Craigavon	67%	11%

Source: NI school leavers survey

P.p. difference in rate of school leavers achieving 5+ GCSEs A*-C, including English and maths versus not including English and maths, LGDs 2015/16
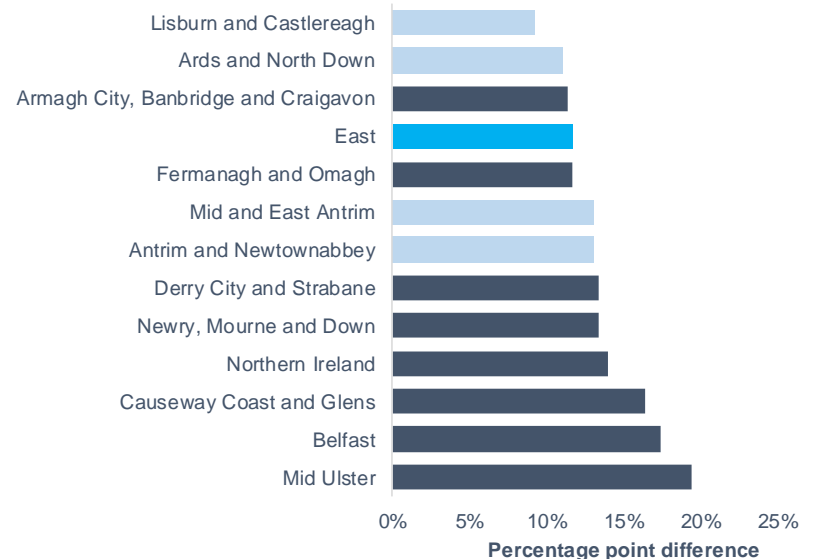
Source: NI school leavers survey

At least a pass grade in English and maths at GCSE is often a prerequisite for jobs and a precondition for education and training courses. A high difference between the proportion of school leavers achieving this and those not represents potential barriers to labour force participation. In East of the 5,500 school leavers that qualified with at least 5+ GCSE's A*-C 1,900 did not achieve a pass grade in English and maths.

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Females consistently outperform males in post-primary educational attainment

School leavers achieving 5+ GCSEs A*-C including English and maths, male versus female, East (2015/16)

Proportion (%) of school leavers achieving 5+ GCSEs A*-C including English and maths, male versus female, East (2007/08-2015/16)
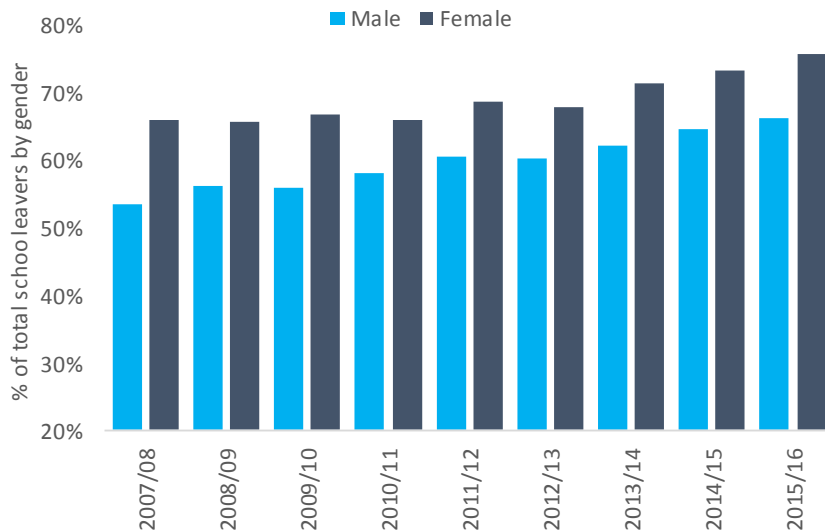
Source: NI school leavers survey

Percentage point difference in school leavers qualification level, male versus female, East (2015/16)
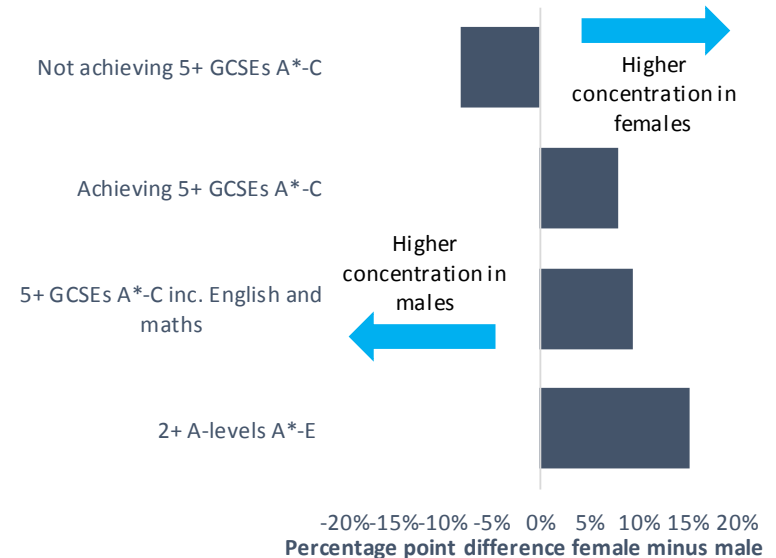
Source: NI school leavers survey

Gender analysis highlights female school leavers in East tend to outperform male school leavers across both GCSE and A-level attainment. For example, the difference in the rate of female and male school leavers achieving 2+ A-levels A*-E is 15 percentage points. This compares to a difference of 17 percentage points across NI as a whole.

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FSME achievement is improving, but the gap is narrowing slowly

School leavers achieving 5+ GCSEs A*-C including English and maths, FSME versus non-FSME, East (2015/16)

Proportion (%) of school leavers achieving 5+ GCSEs A*-C including English and maths, FSME versus non-FSME, East (2007/08-2015/16)
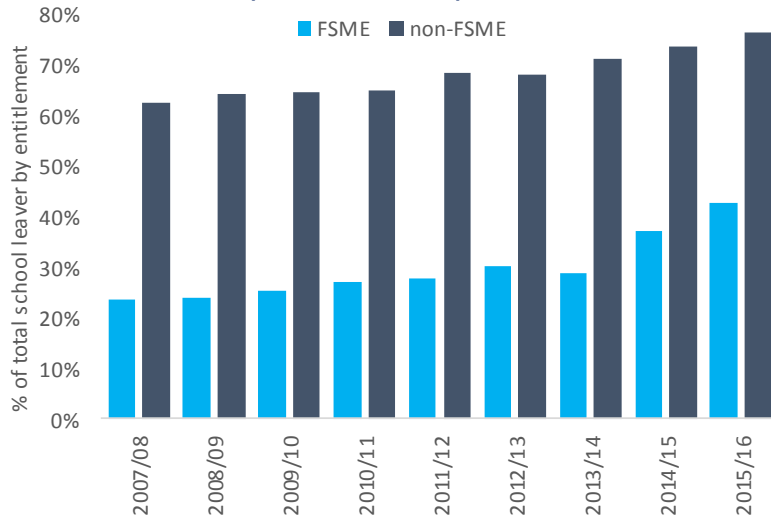
Source: NI school leavers survey

Percentage point difference in school leavers qualification level, FSME vs non-FSME, East (2015/16)
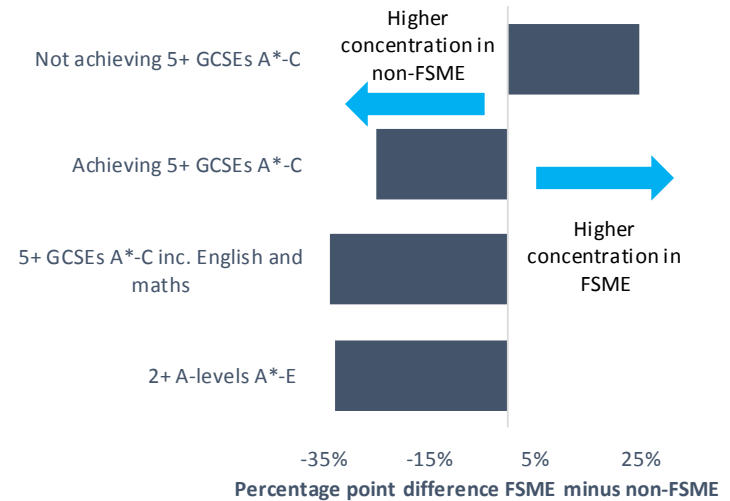
Source: NI school leavers survey

School leaver qualification profile (NQF) by gender and FSME, East (2015/16)

Qualification level	Male			Female		
	FSME	non-FSME	Percentage point difference	FSME	non-FSME	Percentage point difference
2+ A-levels A*-E	24%	56%	-32%	38%	72%	-33%
5+ GCSEs A*-C inc. English and maths	38%	72%	-34%	48%	81%	-33%
Any 5+ GCSEs A*-C	58%	83%	-25%	66%	91%	-25%
Not achieving 5+ GCSEs A*-C	42%	17%	25%	34%	9%	25%

Source: NI school leavers survey

Note: Percentage point difference refers to FSME minus non-FSME

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Areas within East where a high rate of school leavers do not achieve the minimum standard required by employers

Proportion (%) of school leavers not achieving 5 GCSEs A*-C including English and maths, East wards (2013/14–2015/16)

% of school leavers
Not achieving 5 GCSEs (including English & maths), A*-C

- Above 40%
- Above 30% but below 40%
- Above 20% but below 30%
- Below 20%

Source: NISRA, NI School Leavers Survey
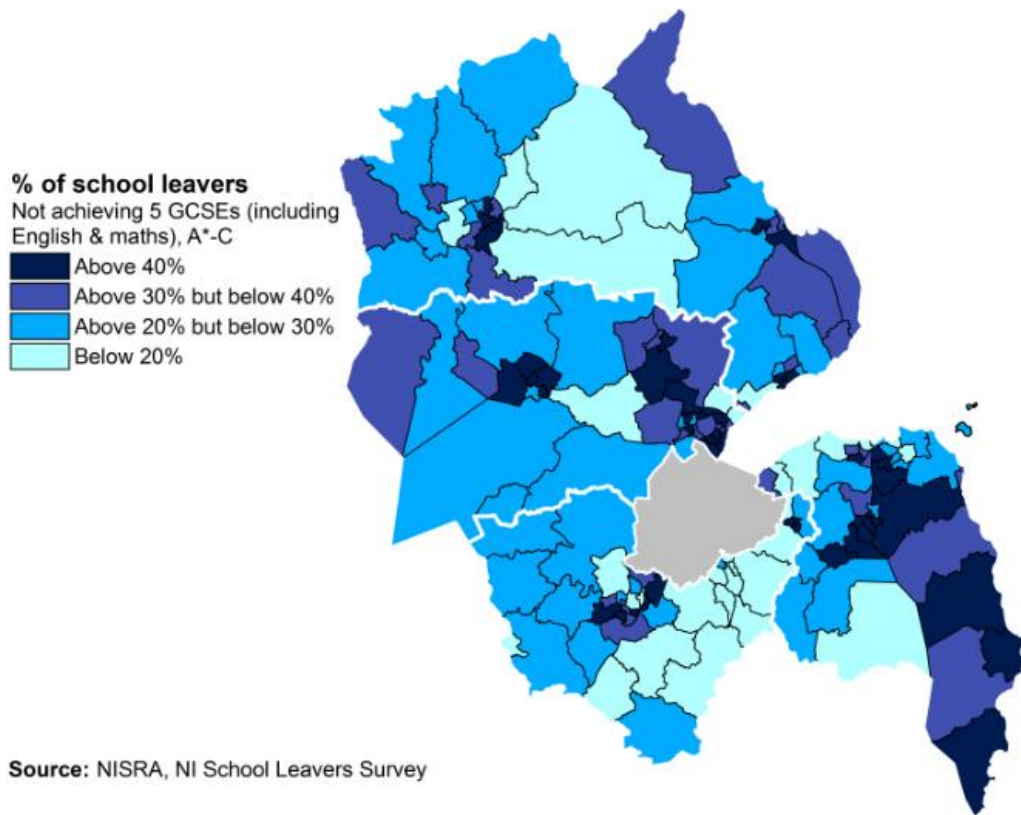
Lowest achievers in East

	Ward	LGD	%
1	Ballee and Harryville	Mid and East Antrim	68%
2	Rathcoole	Antrim and Newtownabbey	65%
3	O'Neill	Antrim and Newtownabbey	61%
4	West Winds	Ards and North Down	60%
5	Steeple	Antrim and Newtownabbey	59%
6	Sunnylands	Mid and East Antrim	59%
7	Kilcooley	Ards and North Down	58%
8	Monkstown	Antrim and Newtownabbey	57%
9	Ballykeel	Mid and East Antrim	57%
10	Stiles	Antrim and Newtownabbey	55%

Highest achievers in East

	Ward	LGD	%
1	Drumbo	Lisburn and Castlereagh	8%
2	Ravernet	Lisburn and Castlereagh	8%
3	Cultra	Ards and North Down	9%
4	Knockbracken	Lisburn and Castlereagh	10%
5	Ballyholme	Ards and North Down	10%
6	Helen's Bay	Ards and North Down	12%
7	Carryduff East	Lisburn and Castlereagh	13%
8	Rostulla	Antrim and Newtownabbey	13%
9	Templepatrick	Antrim and Newtownabbey	13%
10	Jordanstown	Antrim and Newtownabbey	13%

The ward with the poorest school attainment in East is Ballee and Harryville (Mid and East Antrim) where 68% of school leavers fail to achieve 5+ GCSEs A*-C including English and maths. This is ranked 458th out of 462 wards in NI. On the other hand in Drumbo (Lisburn and Castlereagh) only 8% of school leavers fail to achieve 5+ GCSEs A*-C including English and maths, which is ranked 3rd out of 462 wards.

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East accounts for a relatively lower proportion of low achieving areas

School leavers not achieving 5 GCSEs A*-C including English and maths, Wards (2015/16)

	% of total wards	% of wards in lowest performing quartile	% of wards in lowest performing decile
Antrim and Newtownabbey	9%	12%	15%
Armagh City, Banbridge and Craigavon	9%	7%	9%
Belfast	13%	24%	39%
Causeway Coast and Glens	9%	7%	7%
Derry City and Strabane	9%	12%	4%
Fermanagh and Omagh	9%	3%	0%
Lisburn and Castlereagh	9%	4%	4%
Mid and East Antrim	9%	7%	11%
Mid Ulster	9%	9%	2%
Newry, Mourne and Down	9%	6%	2%
Ards and North Down	9%	8%	7%
Northern Ireland	100%	100%	100%
East	35%	31%	37%

Source: NI school leavers survey

An analysis of school performance using small geographical areas highlights if an area has a proportionate or disproportionate share of pupils underachieving.

East accounts for 35% of total wards in NI but only 31% of which are within the lowest performing quintile of school leavers not achieving 5+ GCSEs A*-C including English and maths.

This is influenced by Lisburn and Castlereagh accounting for 9% of total NI wards but only 4% of wards within the lowest performing quartile. Similarly Mid and East Antrim accounts for 9% of total wards but 7% of those within the lowest performing quartile.

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21k pupils forecast to leave school by 2027 without achieving 5 GCSE's A*-C including English and maths

School leavers achieving 5+ GCSEs A*-C including English and maths and those not, East (2007/08-2027/28)
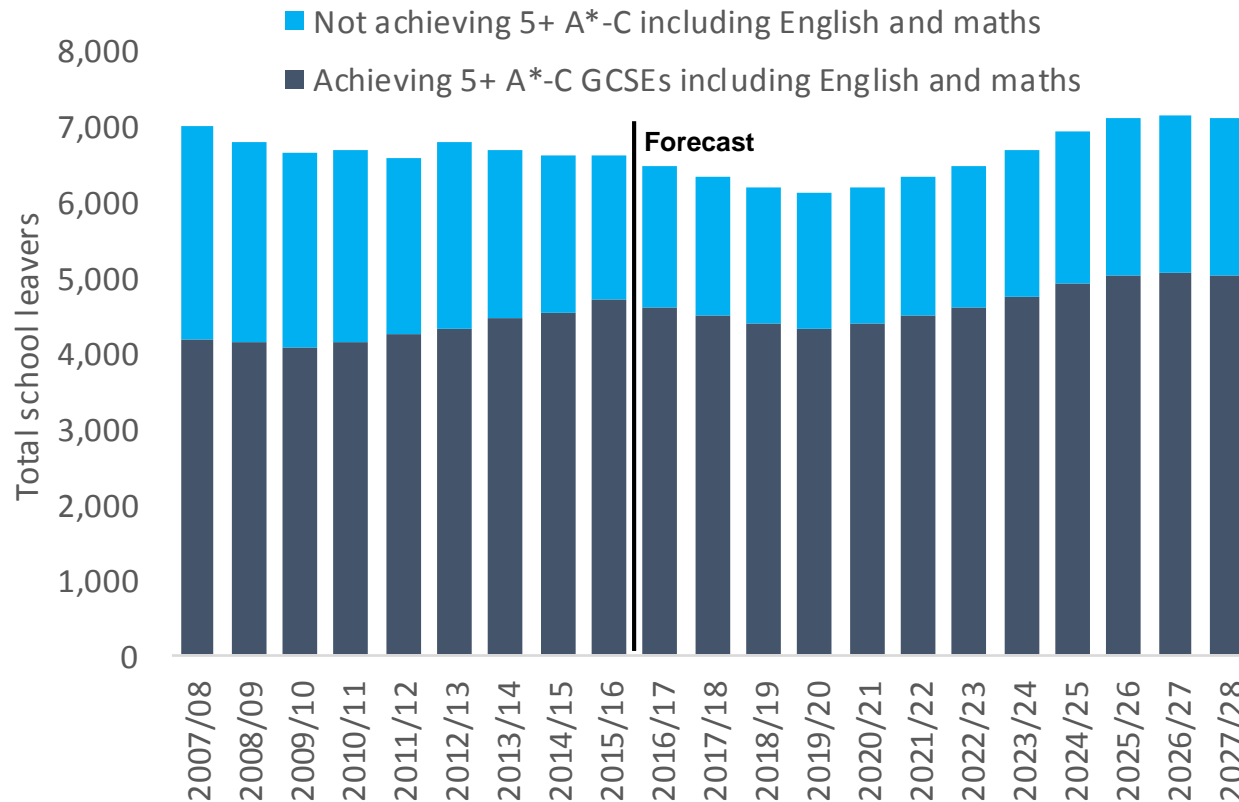
Source: UUEPC, NI school leavers survey

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Summary of school leavers attainment

2+ A-levels A*-E - The proportion of East's school leavers achieving 2+ A-levels A*-E performs marginally above the NI average, 58% and 57% respectively.

It is important to note the performance of the four LGDs which constitute East ranges from 64% of school leavers in Lisburn and Castlereagh achieving 2+ A-levels A*-E to 59% in Ards and North Down, 56% in Mid and East Antrim and 55% in Antrim and Newtownabbey.

5+ GCSEs A*-C - The rate of school leavers in East achieving 5+ GCSEs A*-C including English and maths performs above the NI average, 71% in East compared to 68% in NI.

The rate has improved by 11 percentage points over the period 2007/08-2015/16 which is equal to the rate of improvement in NI as a whole. This is particularly driven by improvements in Lisburn and Castlereagh of 14 percentage points, recording the second strongest improvement across all LGDs over the period.

GCSE's and employability - The difference between the proportion of school leavers achieving 5+ GCSEs A*-C including English and maths and those not including English and maths is important from an employability context. At least a pass grade in the two subjects is often a prerequisite for many jobs in the labour market, as well as a pre-condition for entry to many education and training courses. A high difference between the two achievements in the area could indicate a barrier to labour force participation.

In East of the 5,500 school leavers that qualified with at least 5+ GCSE's A*-C 1,900 did not achieve a pass grade in English and maths.

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Summary of school leavers attainment (continued)

Male versus female - There are also gender differences in the attainment of school leavers wherein females out perform males. For example, a higher proportion of females achieved 2+ A-levels A*-E, 5+ GCSEs A*-C including English and maths and any 5+ GCSEs A*-C, relative to males. Whereas males are more likely to not achieve 5+ GCSEs A*-C.

FSME - Broadly speaking pupils receiving FSME have a significantly lower level of school attainment relative to their peers not in receipt of FSME. For example, 43% of FSME school leavers achieve 5+ GCSEs A*-C including English and maths compared to 77% of those who are not in receipt of FSME.

Whilst the attainment of pupils receiving FSME has improved over time, so too has those not in receipt of FSME meaning the gap has remained largely unchanged. This suggests a lower rate of enrolment in tertiary level education courses is likely amongst children who are socioeconomically deprived, relative to their more affluent peers.

Future attainment - Assuming current school participation and performance rates it is estimated that 21,000 children resident in East over the period 2017-2027 will leave the school system without achieving the minimum standard education expected by most employers i.e. 5+ GCSEs A*-C including English and maths.

A high proportion of low achievers puts pressure on other parts of the education system. For example, high enrolment in low NQF level courses at FE which are publically funded, as well as participation in Government training courses Essential Skills and Training for Success (TfS).

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Supply side – Destination of school leavers

Higher Education is the most common destination for school leavers in East

Destination of school leavers, East versus NI (2015/16)

Destination of school leavers, East (2015/16)

Unemployed/Unknown, 4%

Training, 8%

Employment, 10%

Higher education, 43%

Further education, 35%
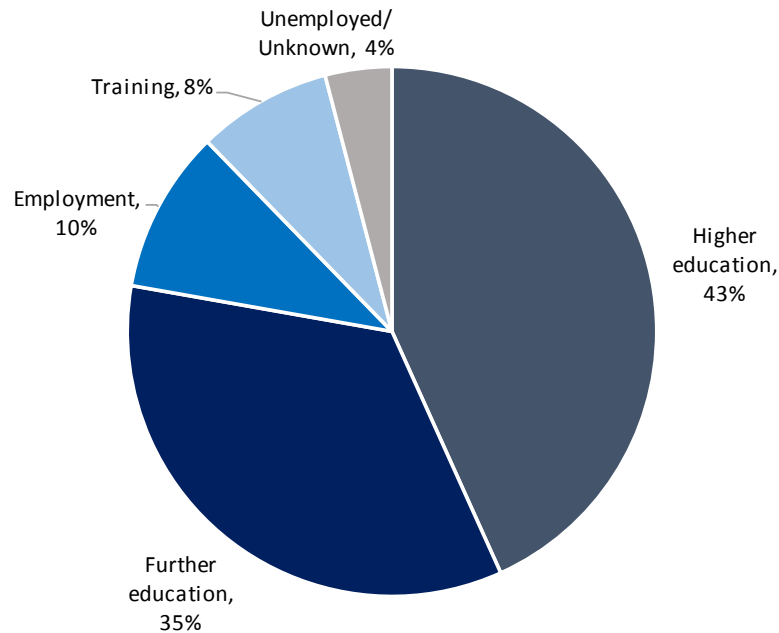
Source: NI school leavers survey

Percentage point difference in destination of school leavers, East versus NI (2015/16)

Unemployed/Unknown

Training

Employment

Further education

Higher education

Higher concentration in East

Higher concentration in NI

-2.0%   0.0%   2.0%

Percentage point difference NI minus East
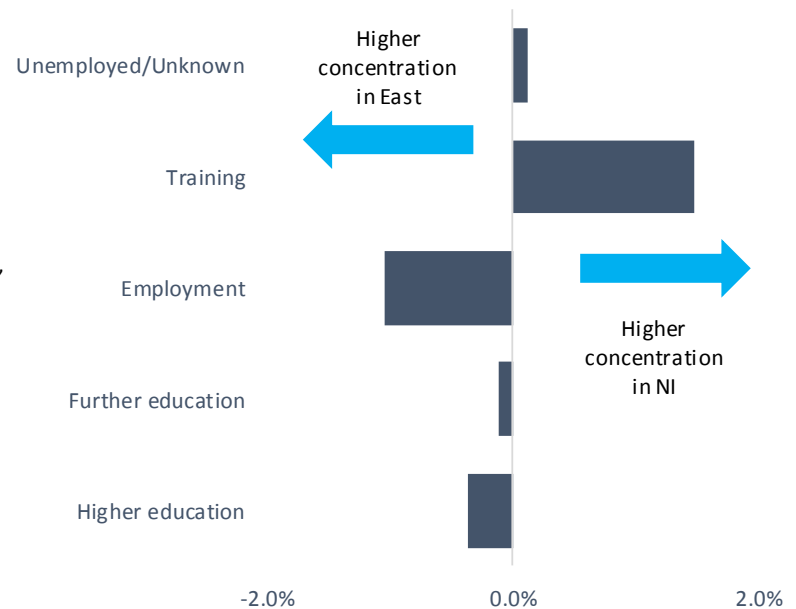
Source: NI school leavers survey

Amongst East's school leavers higher proportions enter employment, and lower proportions enter training, relative to the NI average.

HE and FE dominate destinations of school leavers in East

Destination of school leavers, LGDs (2015/16)

- Higher education
- Further education
- Employment
- Training
- Unemployed/Unknown
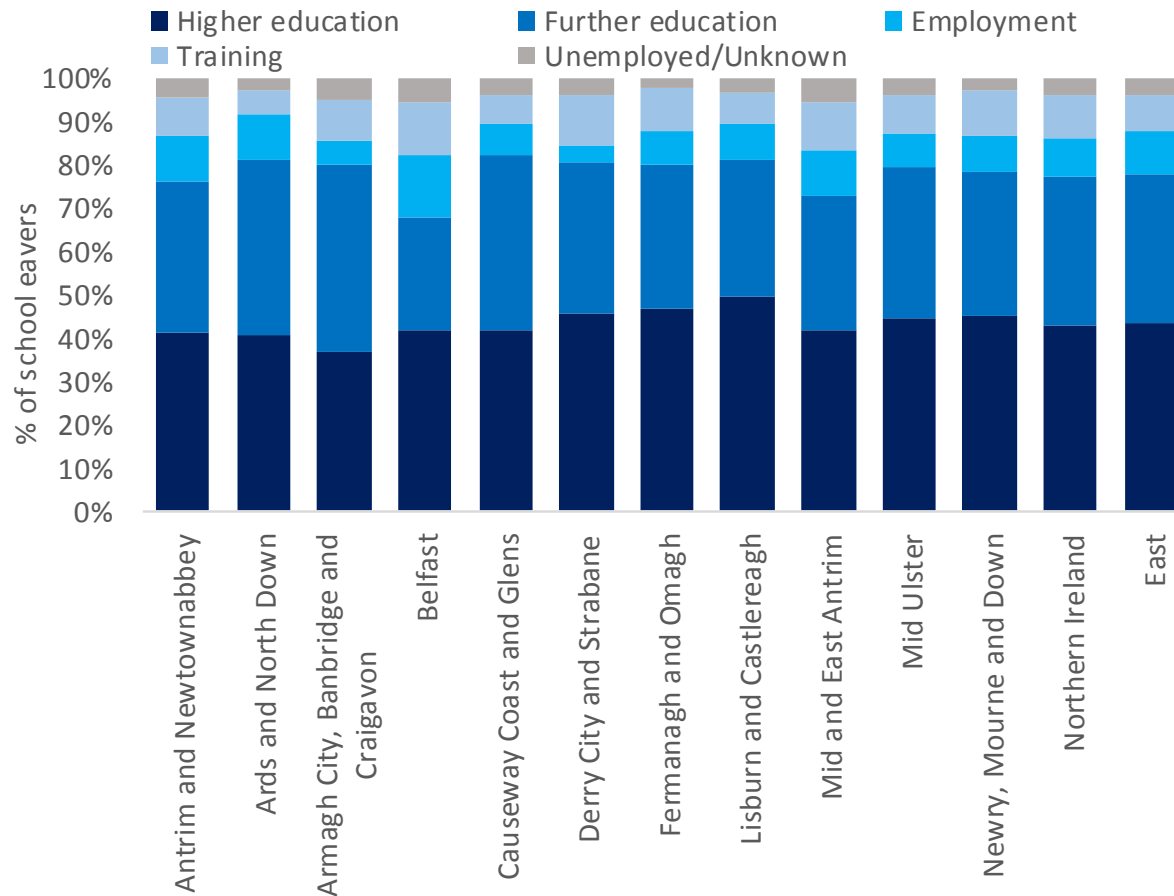
Source: NI school leavers survey

Summary of destination of school leavers

Higher Education (HE) - The most common destination of school leavers is HE, accounting for 43% of total school leavers (equal to the NI average). This is directly influenced by the school attainment level within the region.

Almost half (49%) of school leavers in Lisburn and Castlereagh enter HE (the highest across LGDs). The LGD also constitutes the highest proportion of school leavers achieving both 2+ A-levels A*-E (64%) and 5+ GCSEs A*-C including English and maths (78%).

Further Education (FE) - The second most common destination of school leavers is FE, accounting for 35% of East's school leavers, compared to the NI average of 34%. This ranges from a high of 40% in Ards and North Down to a low of 31% in Mid and East Antrim.

Employment - One in every ten school leavers enter employment, which is marginally above the NI average rate (9%).

Training/unemployed/unknown - A combination of training, unemployed and unknown as destinations of leavers accounts for 12% of East's leavers compared to 14% for NI average. This ranges from a high of 17% in Mid and East Antrim to a low of 9% in Ards and North Down.

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Supply side – Post secondary education

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Marginally higher concentration of science subjects studied by East qualifiers

Subject studied at Higher Education, East versus NI (2015/16)

Subject studied at Higher Education, East (2015/16)

Medicine, denistry & subjects allied to medicine, 19%

Biological, veterinary, agricultural & physical sciences, 13%

Maths, computing, engineering & technology, 12%

Social studies & law, 14%

Business, admin', mass comms & documentation, 15%

Other disciplines, 28%
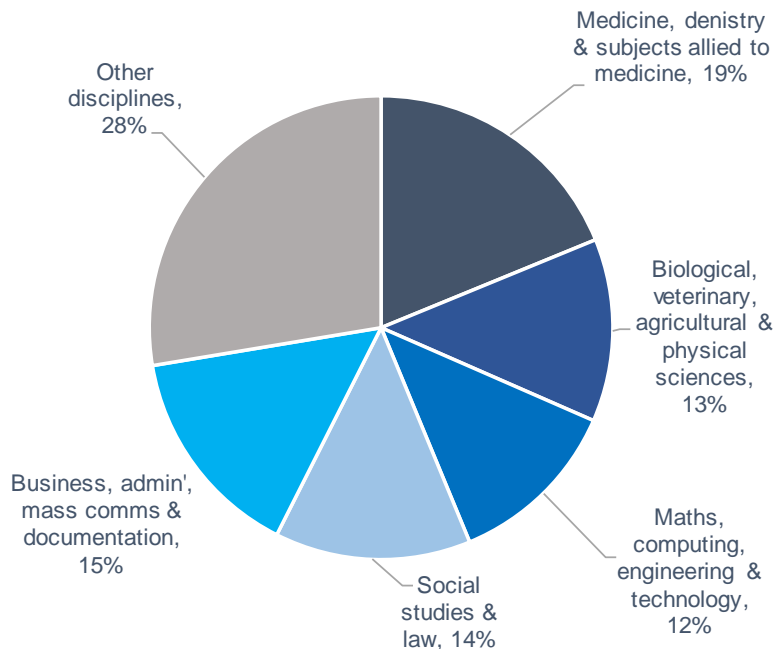
Source: NINIS

HE qualifiers from STEM related subjects, LGDs (2015)

% of HE qualifiers from STEM subjects

Categories: Derry City and Strabane, Armagh City, Banbridge and Craigavon, Mid and East Antrim, Fermanagh and Omagh, Mid Ulster, Causeway Coast and Glens, Lisburn and Castlereagh, East, Northern Ireland, Antrim and Newtownabbey, Ards and North Down, Newry, Mourne and Down, Belfast
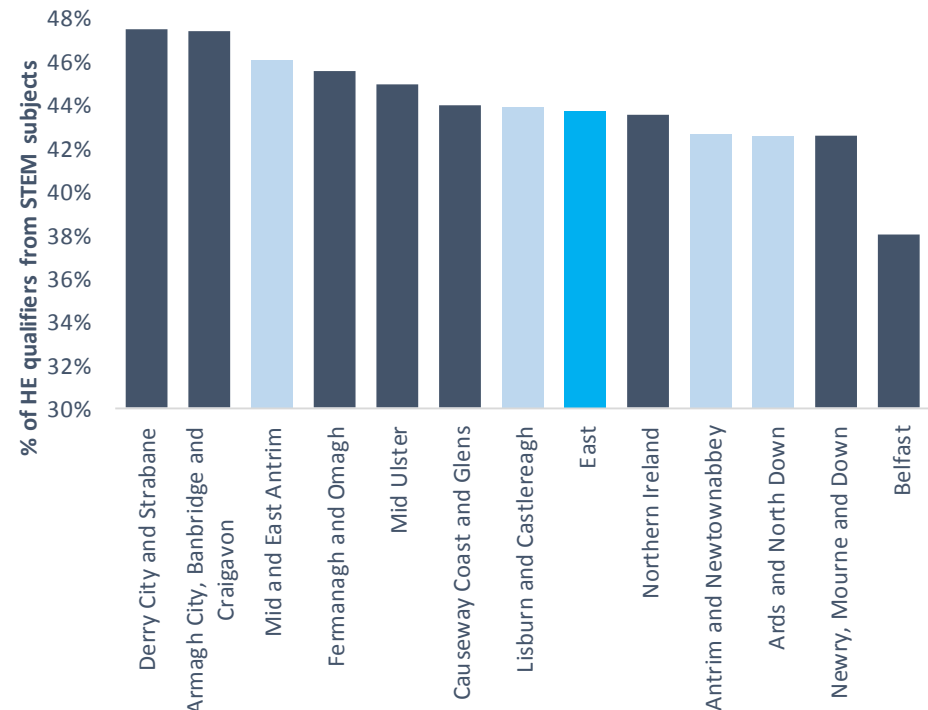
Source: NINIS

In East almost half (44%) of students qualify from a broad STEM related subject, marginally above the NI average. The figure is driven by the rate in Mid and east Antrim where 46% of HE leavers qualify from a broad STEM related subject

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Relatively low HE STEM qualifiers reflected in a future undersupply in STEM subject areas

Current versus future subject profile of NQF level 6+, East (2015, 2017-2027)*

	% distribution of qualifiers (2015)	% distribution of net requirement (2017 - 2027)	p.p. difference
Medicine, denistry, subjects allied to medicine	19%	20%	-1%
Biological, veterinary, agricultural & physical sciences	13%	12%	1%
Maths, computing, engineering and technology	12%	19%	-7%
Social studies & law	14%	10%	4%
Business, administration, mass communication and documentation	15%	15%	0%
All other disciplines	28%	24%	3%

Source: NINIS

Considering the current subject profile of graduates against forecast net requirement identifies some imbalances. For example, currently 12% of graduates qualify from maths, computing, engineering and technology subjects. However, the net requirement of NQF level 6+ qualifications is forecast to demand 19% of graduates from subjects of maths, computing, engineering an technology.

*It should be noted, the subject groupings at LGD level are too broad to draw any firm conclusions from.

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Over the coming decade 1,200 HE qualified East residents will work outside the region per annum

Location of HE qualifiers 6 months after graduating, East (2010/11-2027/28)
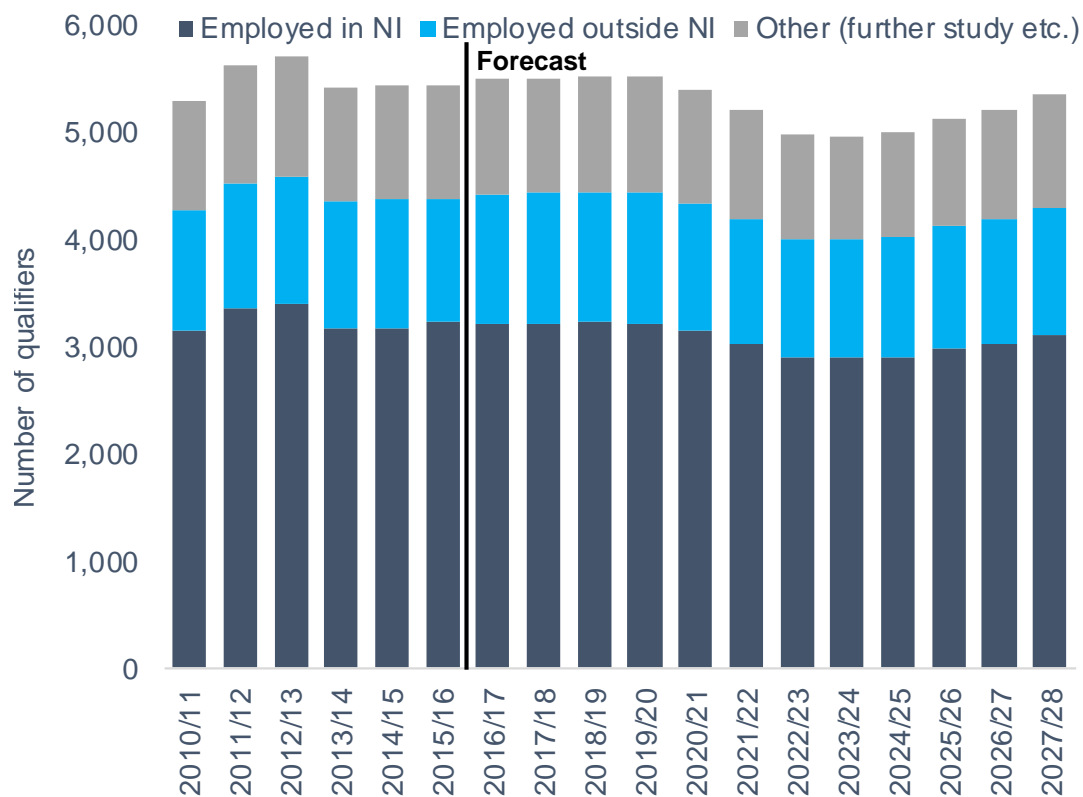
Source: DfE, NINIS

Approximately 65% of employed NI qualifiers who graduate from GB HE institutions have not returned home 6 months after graduating. Of employed NI domiciled qualifiers from NI HE institutions 11% are recorded outside NI 6 months after graduating. Assuming the same proportions apply to East residents, this would imply a brain drain of 1,200 highly skilled East residents in 2015.

Higher concentration of NQF level 2 and 3 FE leavers in East, relative to NI

Qualification (NQF) profile of FE leavers, East versus NI (2016/17)

Further Education leavers (%) achieving NQF level 2 or below, LGDs (2016/17)

Derry City and Strabane
Causeway Coast and Glens
Fermanagh and Omagh
Ards and North Down
Lisburn and Castlereagh
East
Mid Ulster
Antrim and Newtownabbey
Northern Ireland
Mid and East Antrim
Newry, Mourne and Down
Armagh City, Banbridge and Craigavon
Belfast

0% 10% 20% 30% 40% 50% 60% 70%
% of total FE leavers
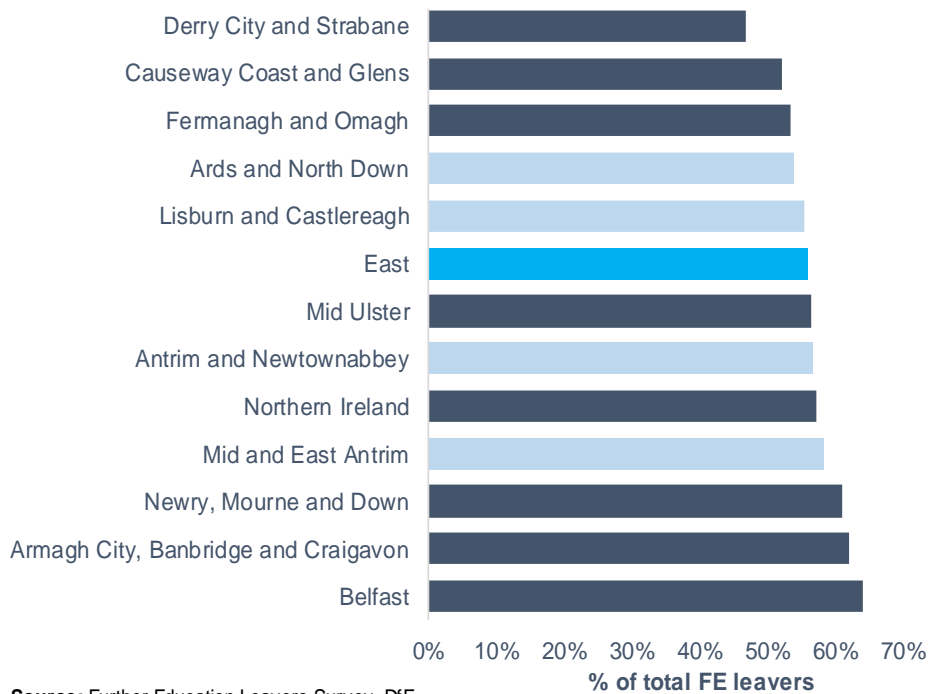
Source: Further Education Leavers Survey, DfE

Percentage point difference in FE leavers achieving qualification level, East versus NI, LGDs (2016/17)

NQF level 6+
NQF level 4-5
NQF level 3
NQF level 2
NQF level 1 and below

Higher concentration in NI ← → Higher concentration in East

-3.0% -1.5% 0.0% 1.5%
Percentage point difference East minus NI
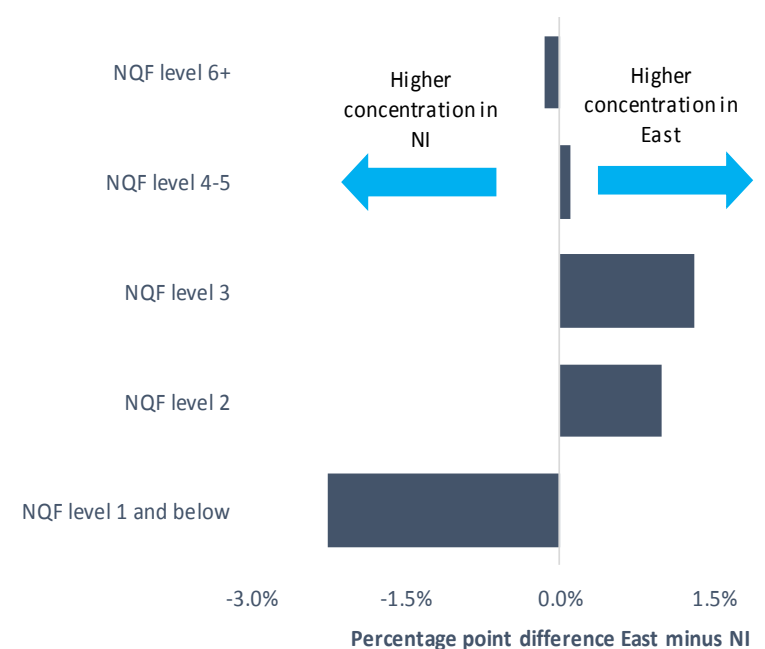
Source: Further Education Leavers Survey, DfE

The majority of FE qualifiers tend to qualify from mid-level courses. In 2016/17 13,000 East residents qualified from FE, 56% of which from courses below NQF level 2 and 34% from NQF level 3. This is similar to the NI average of 57% and 32% respectively.

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Over one third of FE qualifiers in East return to further study

Destination of FE qualifiers by qualification (NQF), East (2016/17)
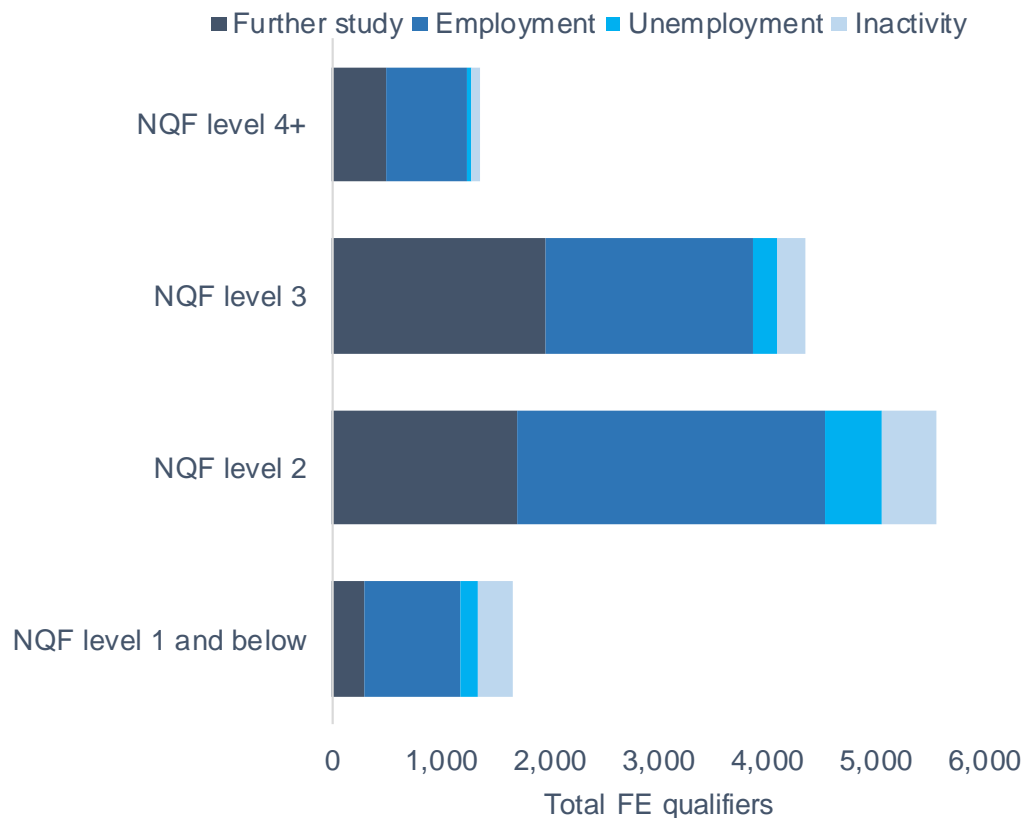
Source: DfE, NINIS

Although data at a sub-regional level for destinations of FE leavers is not available, it is possible to estimate by holding constant NI rates across LGDs. In East it is estimated that almost half (49%) of FE leavers will proceed to employment and over one-third (34%) to further study. The destination of FE leavers however varies across the qualification profile.

Low achievement leads to high levels of participation in publically funded training schemes (1)

Training for Success participation (% of 16-17 population), LGDs (2016)
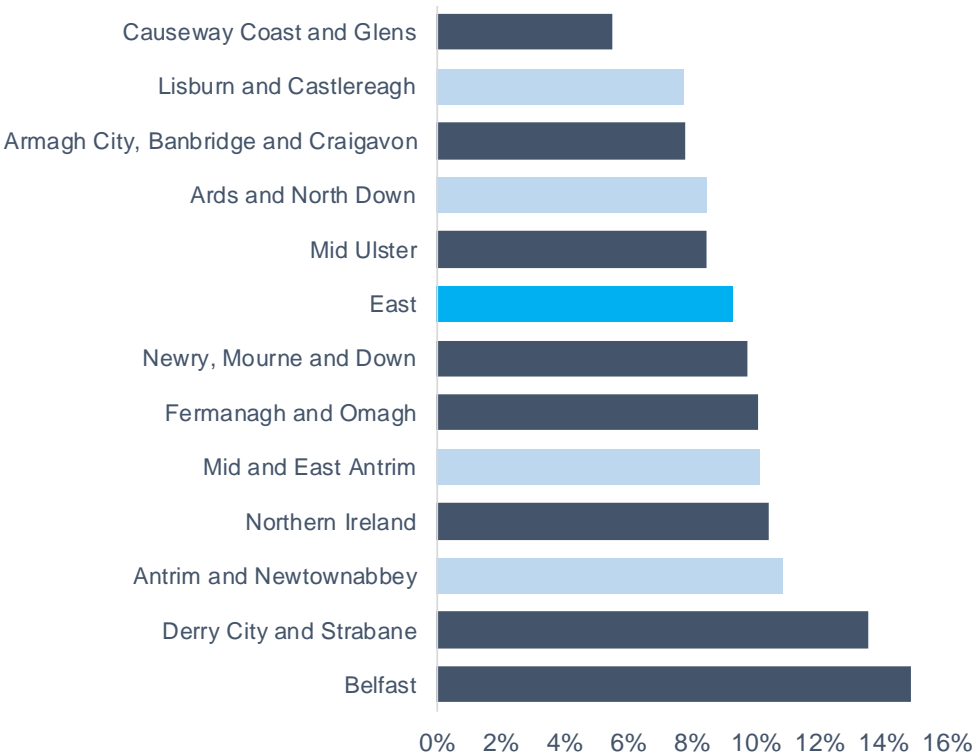
% of 16-17 year olds participating in Trainning for Success

Source: DfE, NINIS

TfS is a government training scheme which provides 16-17 year old low achievers with 104 weeks of training to gain a formal qualification.

Although NQF level 3 is possible to achieve on the training course, most participants are working towards either NQF level 1 or NQF level 2.

In 2016, 1,300 East residents participated in TfS training. The participation rate varies across the LGDs which comprise East from 11% in Antrim and Newtownabbey to 8% in Lisburn and Castlereagh.

Low achievement leads to high levels of participation in publically funded training schemes (2)

Essential Skills enrolments (% of 15-24 population), LGDs (2016)

LGD	Number of enrolments	Essential skills
Northern Ireland	35,780	15%
East	10,010	15%
Belfast	6,180	12%
Derry City and Strabane	3,640	18%
Armagh City, Banbridge and Craigavon	3,550	14%
Mid Ulster	3,250	17%
Causeway Coast and Glens	3,050	16%
Newry, Mourne and Down	2,990	13%
Mid and East Antrim	2,780	17%
Antrim and Newtownabbey	2,590	15%
Ards and North Down	2,460	14%
Fermanagh and Omagh	2,390	17%
Lisburn and Castlereagh	2,180	13%

Source: DfE, NINIS

Essential Skills is a government training course designed to improve reading, writing, maths and/or ICT skills with the opportunity to gain accredited qualifications.

In 2016 10,010 residents participated within Essential Skills courses, accounting for 15% of the 15-24 year olds.

Lisburn and Castlereagh, one of the four LGDs which constitute East hosts the second lowest participation rate at 13% of 15-24 year olds enrolled. This remains in line with relatively stronger school attainment within the LGD.

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Low achievement leads to high levels of participation in publically funded training schemes (3)

Steps to Success participation (per 1000 16-64 population), LGDs (2016)

LGD	Total enrolments	Enrolments (per 1,000 16-64 population)
Derry City and Strabane	2,100	21.9
Belfast	2,830	21.4
Causeway Coast and Glens	1,050	11.7
Fermanagh and Omagh	660	9.1
Ards and North Down	860	8.9
Newry, Mourne and Down	960	8.7
Armagh City, Banbridge and Craigavon	1,020	7.7
Mid and East Antrim	660	7.6
East	2,600	7.2
Antrim and Newtownabbey	560	6.3
Mid Ulster	580	6.3
Lisburn and Castlereagh	530	5.9

Source: DfE, NINIS

Steps to Success (StS) is a government training course compulsory for those claiming unemployment benefit for over 6 months.

The training is designed to develop skills and experience required to gain and sustain employment.

In East 2,600 residents participated with StS, accounting for 7.2 in every 1,000 16-64 year olds.

The rate of enrolments varies across the LGDs which comprise East ranging from 8.9 residents in every 1,000 16-64 year olds within Ards and North Down to 5.9 in Lisburn and Castlereagh.

It should be noted that numbers are inextricably linked to employability of local residents and therefore the rate is higher in areas where unemployment is higher.

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Summary of post secondary leavers

Subject studied at HE - In East 44% of HE qualifiers have studied a STEM related subject, marginally above the NI average. This is driven by the rate in Mid and East Antrim where, 46% of HE qualifiers are from STEM related subjects.

Current versus future subject profile - There are some imbalances between the current and projected subject mix required from NQF level 6+ qualifiers. For example, currently 12% of East HE leavers qualify in maths, computing, engineering or technology. This is 7 percentage points below the forecast requirement of 19% of NQF level 6+ qualifiers.

Destination of employed HE qualifiers - Assuming NI rates apply to East residents it is estimated 1,200 NI domiciled HE qualifiers per annum will work outside NI over the coming decade (2017-2027). This equates to a total loss of 12,900 HE qualifiers over the next decade.

Qualifications of FE leavers – Numbers of FE leavers in East is similar to NI. For example, 56% of leavers qualify from below NQF level 2 compared to 57% in NI. Likewise, 34% of East FE qualifiers are from NQF level 2 courses compared to 32% in NI.

East qualifiers are also more likely to qualify from NQF level 3 relative to the NI average, 34% and 32% respectively. The higher rate of NQF level 3 qualifiers is driven by relatively higher rate in Ards and North Down of 37%.

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Summary of post secondary leavers (continued)

Destination of FE leavers - It is estimated 49% of FE qualifiers proceed to employment and 34% to further study. However, the destination of East's FE leavers varies across qualification profiles. For example, over one fifth (21%) of NQF level 2 and below qualifiers are estimated to proceed to worklessness, whereas this figure drops to 11% for NQF level 3+ qualifiers. On the other hand 18% of NQF level 1 qualifiers are estimated to move into further study, this figure increases to 45% for NQF level 3 qualifiers.

TfS - In East 9% of 16-17 year olds participate within TfS government training scheme, this equates to 1,300 individuals. The rate of participation is equal to the NI average however it varies from a high of 11% in Antrim and Newtownabbey to 8% in Lisburn and Castlereagh. Participation is broadly in line with GCSE attainment across the LGDs which comprise East. That is, Antrim and Newtownabbey has the poorest GCSE attainment within the region (66% achieving 5+ GCSEs including English and maths) in contrast Lisburn and Castlereagh has the highest (78% achieving 5+ GCSEs including English and maths)

Essential skills - Latest figures suggest 15% of 15-24 year olds within East are enrolled on an essential skills course, equal to the NI average. This is driven by Mid and East Antrim constituting the second highest rate (17%) among LGDs and Lisburn and Castlereagh hosting the second lowest participation rate (13%).

StS - This government training course accounts for 7.2 in every 1,000 individuals in East, a total of 2,600 individuals. The figure is influenced by a rate of 8.9 per every 1,000 individuals in Ards and North Down and 5.9 per every 1,000 individuals in Lisburn and Castlereagh.

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Supply side – Causal factors

Over one in five children fail to achieve basic reading, writing and communication skills

Key Stage 2 assessment results, LGDs (2012)

	Communication in English			Using maths		
	Pupils achieving level 4 or above (%)	% of wards in lowest performing quartile	% of wards in lowest performing decile	Pupils achieving level 4 or above (%)	% of wards in lowest performing quartile	% of wards in lowest performing decile
Antrim and Newtownabbey	78%	10%	7%	79%	9%	9%
Armagh City, Banbridge and Craigavon	77%	9%	9%	79%	9%	6%
Belfast	72%	23%	33%	74%	19%	15%
Causeway Coast and Glens	77%	9%	9%	78%	10%	6%
Derry City and Strabane	79%	6%	2%	79%	9%	6%
Fermanagh and Omagh	79%	9%	7%	81%	8%	13%
Lisburn and Castlereagh	79%	9%	7%	80%	8%	17%
Mid and East Antrim	77%	9%	9%	78%	12%	6%
Mid Ulster	79%	4%	9%	81%	6%	4%
Newry, Mourne and Down	81%	3%	2%	81%	5%	11%
Ards and North Down	77%	10%	9%	78%	7%	4%
Northern Ireland	77%	100%	100%	79%	100%	100%
East	78%	37%	30%	79%	35%	41%

Source: Department of Education

Literature suggests communication (reading, writing, talking and listening) is an important skill in the early stages of a child's education. According to research families can arguably have a greater impact on children's development than the school system and that this influence contributes to gaps between children before they start school.

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The level of education of parents has a more significant impact than income levels

Skill profile of mothers of children aged 7, LGDs (2011)

Female parents (of seven year old children) with highest qualification below NQF level 2, LGDs (2011)
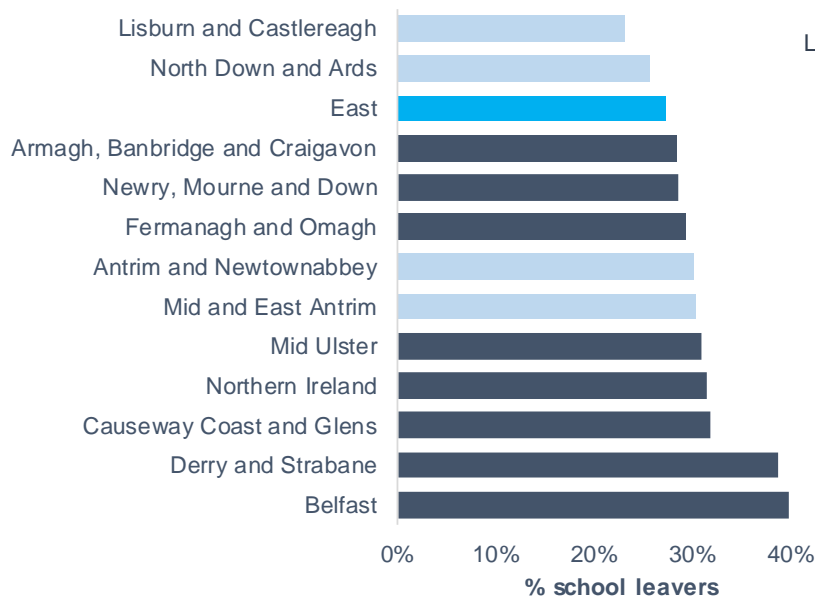
Percentage point difference in skills profile of mothers, East vs NI (2011)
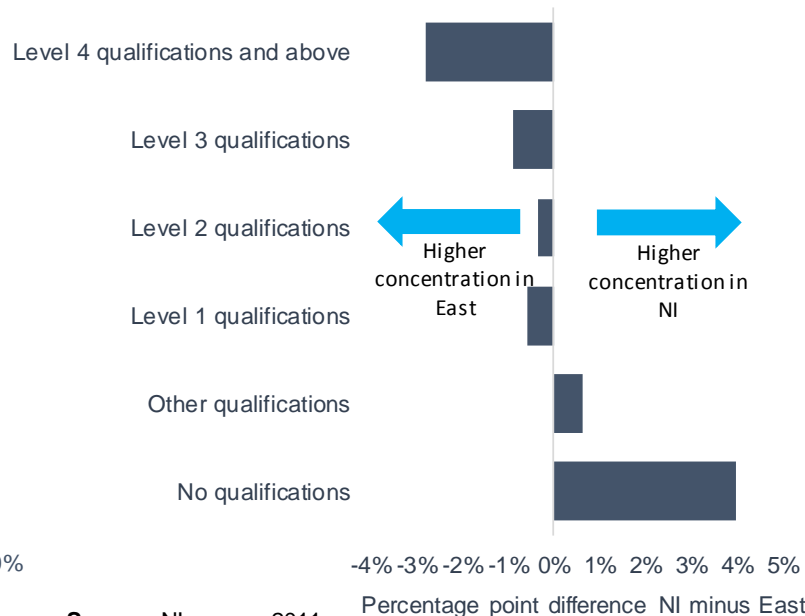
Source: NI census 2011
Note: Below NQF level 2 includes 'other qualifications not included in the NQF framework, in addition to apprenticeships that are not defined by NQF level

Source: NI census 2011

Longitudinal research undertaken in the US, UK, Australia and Canada by Bradley et al. (2015) estimates that parents with higher levels of educational attainment are 20%-25% more likely to read to their children everyday than those with low levels of education attainment. In East, 27% of mothers have a highest level of qualification equal to NQF level 2 or below, compared to 31% in NI as a whole.

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Adult skills and parental aspiration is a significant factor in a young persons education journey

School attainment (2015/16), adult skills (2011) and HE participation (2015/16) East SOA's

% school leavers not achieving 5+ GCSEs including English and maths (2015/16) versus % of 25-64 population with low or no qualifications (2011), East SOA's

$y = 1.2495x - 0.0704$
$R^2 = 0.6693$
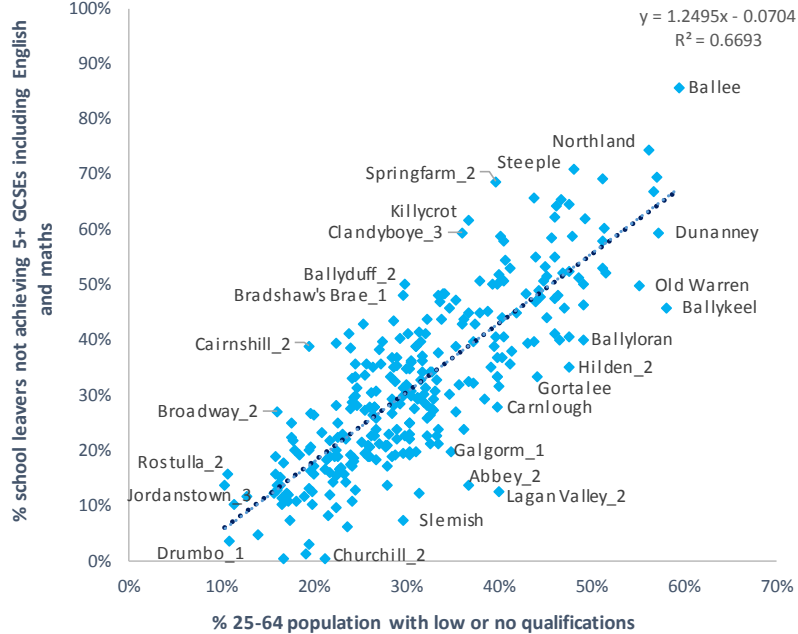
Source: NI Multiple Deprivation Measure

Comparison between % of 18-21 population not enrolled at HE or FE (2015/16) vs % of 25-64 population with low or no qualifications, East SOA's (2011)

$y = 0.9978x + 0.3253$
$R^2 = 0.6881$
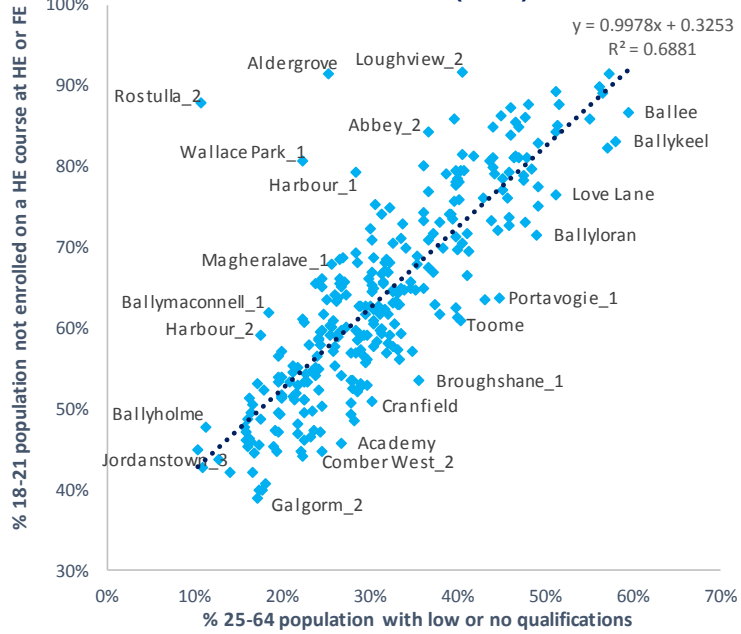
Source: NI Multiple Deprivation Measure

Research from Millennium Cohort Study (MCS) highlights 80% of the richest fifth of mothers expect their child to go to University but the figure falls to 40% for the poorest mothers. In East there is a correlation between the rate of young adults not enrolled in a HE level course and the rate of adults with low or no qualifications. In addition, there is a significant correlation between poor school attainment and low adult qualifications.

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Lone parents are linked to factors which adversely affect childhood education

School attainment (2013/14-2015/16) and mothers characteristics (2016, LGDs) (2014-2015, Wards) East

% school leavers not achieving 5+ GCSEs including English and maths (2013/14-2015/16) versus % of births to unmarried mothers (2014-2015), East Wards

$y = 0.7022x + 0.0451$
$R^2 = 0.6639$
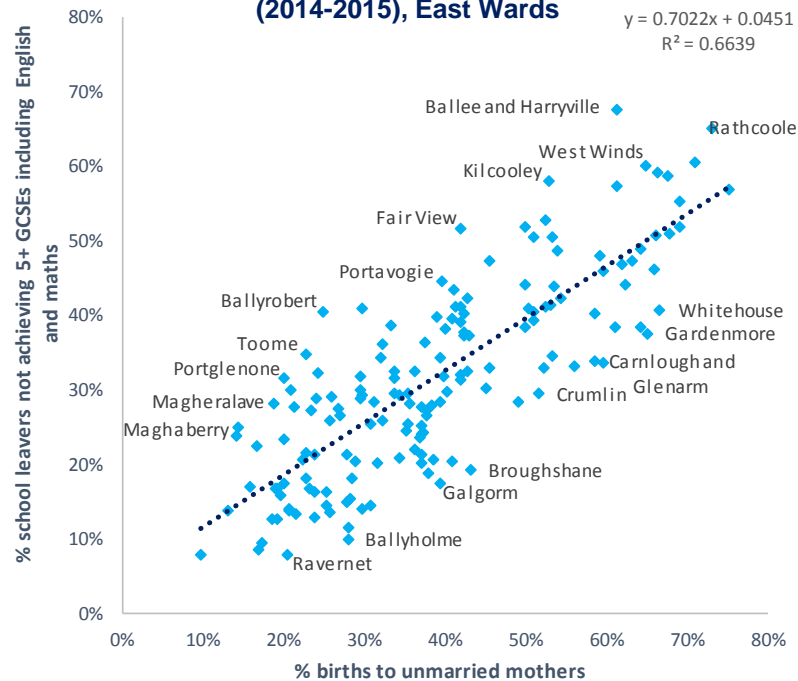
Source: NI school leavers survey

Birth rates mothers demography and household structure, LGDs (2016)

LGD	Birth rate per 1,000 female population aged 15-44	Births to teenage mothers (%)	Births to unmarried mothers (%)	Births to single parent homes (%)
Antrim and Newtownabbey	63.5	3.4%	43.2%	22.9%
Armagh City, Banbridge and Craigavon	72.3	2.7%	40.0%	19.8%
Belfast	61.8	5.3%	57.6%	41.1%
Causeway Coast and Glens	62.0	3.3%	47.2%	28.6%
Derry City and Strabane	66.3	3.3%	55.8%	44.3%
Fermanagh and Omagh	70.4	1.7%	30.3%	16.5%
Lisburn and Castlereagh	66.6	2.8%	34.7%	16.8%
Mid and East Antrim	62.6	3.6%	41.7%	23.8%
Mid Ulster	73.8	2.4%	31.1%	15.8%
Newry, Mourne and Down	73.1	2.1%	37.9%	22.3%
Ards and North Down	59.1	3.2%	39.6%	18.5%
Northern Ireland	66.2	3.3%	43.5%	26.4%
East	62.9	3.2%	39.8%	20.4%

Source: NISRA, ONS

Note: Single parent homes are calculated through the aggregation of joint registrations at different address and sole resistrations, divided by the total number of births.

Research highlights lower cognitive ability in children within lone parent households, relative to those where both parents live together. Further, lone parents are also more likely to be in relative income poverty (40%) and so are disproportionately affected by factors associated with households in poverty. However, East is less likely to be affected as it has a lower proportion of births to single mothers compared to the NI average, 20% and 26% respectively.

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Poverty can hold back children's development

School attainment (2015/16) and FSME (2015/16), East Wards/LGDs

% school leavers not achieving 5+ GCSEs including English and maths (2013/14-2015/16) versus % of pupils receiving FSME (2013/14-2015/16), East Wards

$y = 1.0613x + 0.1426$
$R^2 = 0.6409$

Y-axis: % school leavers not achieving 5+ GCSEs including English and maths
X-axis: % pupils recieving FSME

Labelled points: Ballee and Harryville, Rathcoole, Steeple, Monkestown, Fairveiw, Fair Green, Loughries, Ballyrobert, Doagh, Ballygowan, Lagan Valley, Shilvodan, Newtownbreda, Whiterock, Templepatrick, Slemish, Ballyholme

Source: NI school leavers survey

School leavers (%) in receipt of FSME, LGDs (2015/16)

Bar chart categories (top to bottom): Lisburn and Castlereagh, Ards and North Down, East, Antrim and Newtownabbey, Mid and East Antrim, Armagh City, Banbridge and Craigavon, Causeway Coast and Glens, Northern Ireland, Mid Ulster, Newry, Mourne and Down, Fermanagh and Omagh, Belfast, Derry City and Strabane

X-axis: % of total school leavers
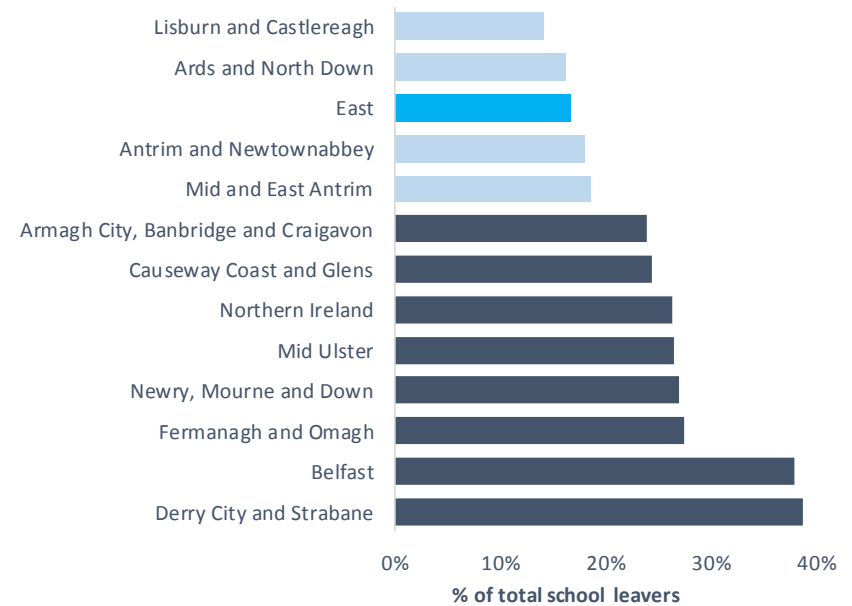
Source: NI school leavers survey

The MCS highlighted 65% of children who experienced poverty persistently had a vocabulary level below the NI average at age five, compared to 38% of children who never experienced poverty. In East there is a strong association between disadvantaged pupils (defined by their entitlement to FSM's) and low levels of academic achievement. However, relative to other regions East has a lower proportion of pupils in receipt of FSME (17%).

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Parental worklessness is negatively associated with educational attainment

School attainment (2015/16) and employment deprivation (2015/16), East SOA's

% school leavers not achieving 5+ GCSEs including English and maths (2015/16) versus % of working age population employment deprived (2015/16), East SOA's

$y = 1.6976x + 0.037$
$R^2 = 0.5938$

Source: NI Multiple Deprivation Measure

Note: Employment deprived is defined as proportion of w orking age population w ho are in receipt of at least one employment related benefit, and individuals w ho are not in receipt of an employment related benefit, nor have received income from employment

Comparison between relative size of LGDs and the proportion of the working age population who are employment deprived (2015/16)
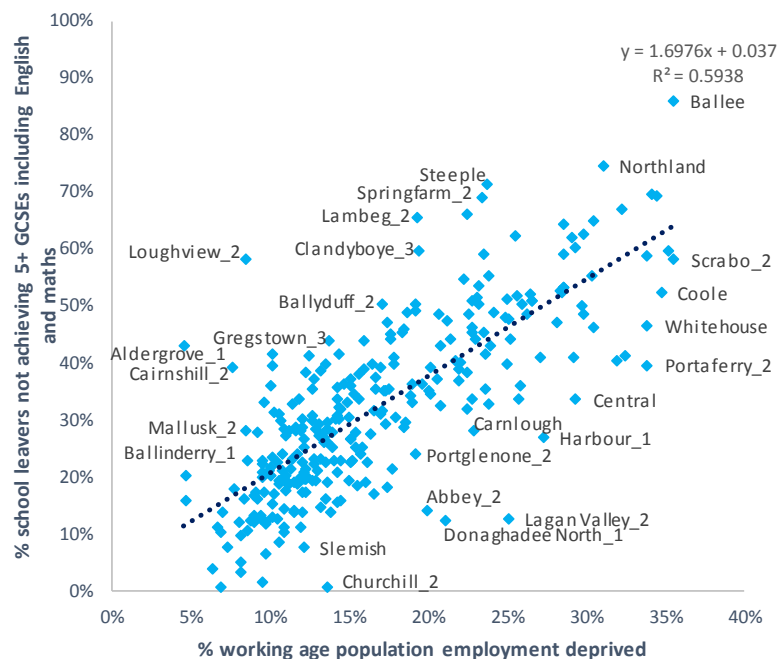
	% of total SOAs	% of SOAs in lowest performing quartile	% of SOAs in lowest performing decile
Antrim and Newtownabbey	8%	5%	2%
Armagh City, Banbridge and Craigavon	10%	6%	6%
Belfast	20%	37%	54%
Causeway Coast and Glens	8%	6%	2%
Derry City and Strabane	8%	17%	26%
Fermanagh and Omagh	6%	5%	3%
Lisburn and Castlereagh	8%	1%	0%
Mid and East Antrim	7%	5%	1%
Mid Ulster	7%	3%	0%
Newry, Mourne and Down	9%	9%	4%
Ards and North Down	10%	5%	1%
Northern Ireland	100%	100%	100%
East	33%	17%	4%

Source: NI multiple deprivation measure

The correlation between poor school attainment and high employment deprivation highlights worklessness in local communities as a factor holding back school achievements. In East there is a lower proportion of employment deprived SOA's as the region accounts for 33% of SOA's but only 17% in the lowest performing quartile.

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Summary of causal supply side factors*

KS2 assessment results - Communication (reading, writing, talking and listening) is an important skill in the early years of a child's education.

Over one in five (22%) children that reside in East fail to achieve what is essentially basic reading writing and communication skills – similar to the NI average of 23%. Proficiency in numeracy skills show a similar pattern, 21% of East residents do not achieve proficiency level 4 or above, equal to the NI average.

Influence of parents education - Research indicates the educational attainment of parents is a strong predictor in the educational performance of children. In East, 27% of female parents (of seven year old children) have a highest qualification level below NQF level 2 (GCSEs A*-C), - 4 percentage points below the NI average of 31%. This corresponds to the relatively higher educational attainment of East school leavers.

At detailed geographies (SOA's) bivariate analysis highlights correlations between: low adult qualification levels and higher rates of poor school attainment; and low adult skill levels and higher rates of young adults not enrolled in a HE level course.

* A full set of correlations is provided in Annex C.

Household structure - Advanced countries have experienced increases in the rate of single parent households in recent decades. Research highlights characteristics of lone parent households are often linked to factors which negatively affect children's education performance, particularly in the early years (e.g. low income, low qualifications etc.).

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Summary of causal supply side factors (continued)

Household Structure (continued) - In East however there is a relatively low proportion of births to single parent homes (20%), compared to NI as a whole (26%). Similarly, only 40% of births are to unmarried mothers, compared to 44% in NI as a whole.

Parental worklessness - The strong correlation between poor school attainment and employment deprivation across detailed geographical boundaries highlights the impact of worklessness on educational achievements.

In East the region hosts 33% of total NI wards but only 17% in the lowest performing decile of employment deprivation.

Poverty and education attainment - Research highlights experiencing poverty has a negative impact on children's vocabulary ability in early years (MCS). Thus the relatively fewer disadvantaged pupils (as defined by FSME) in East helps to explain the relatively stronger school achievement levels.

As skills represents the most effective route out of poverty it is important that tackling low performance in these 'left behind' areas is a priority for an economy with an aspiration of promoting inclusive growth.

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Can East's residents service tomorrow's skills needs?

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The missing middle

Net requirement vs qualification profile (NQF) of labour market entrants, East (2017-2027)

■ East - entering the labour market (%) ■ East - net requirement (%)
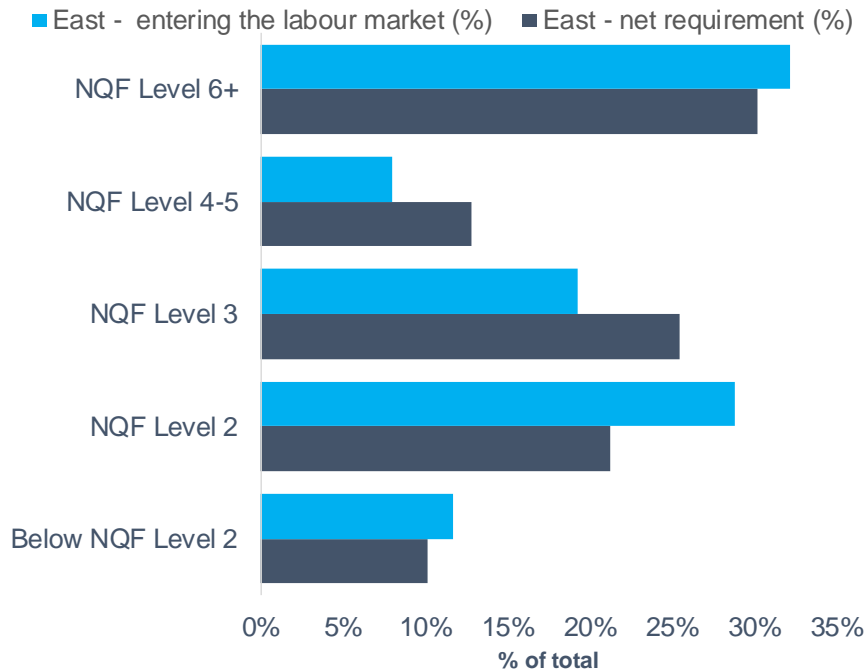
Source: UUEPC

In total 24,400 East residents per annum are forecast to gain qualifications over the coming decade and 12,900 of such are projected to enter the labour market.

Benchmarking the skills profile of net requirement against those entering the labour market outlines:

- A general alignment at high-level skills (NQF level 6+) suggesting the subject mix may be more of an issue here.

- A shortage of mid-level skills (NQF level 3-5) as 38% are demanded to enter the labour market compared to a supply of 27%.

- An over supply of low-level skills (NQF level 2 and below) as 31% are forecast to be demanded compared to 41% entering the labour market.

Labour market supply by qualification level (NQF), East (2017-2027, annual average)

	School leavers		FE leavers		HE leavers		Total	
	Total leavers	Entering labour market	Total leavers	Entering labour market	Total leavers	Entering labour market	Total leavers	Entering labour market
Below NQF level 2	1,150	510	1,620	1,000	*	*	2,770	1,510
NQF level 2	1,600	460	5,410	3,260	*	*	7,010	3,720
NQF level 3	3,850	400	4,220	2,090	*	*	8,070	2,490
NQF level 4 - 5	*	*	1,270	740	410	320	1,680	1,060
NQF level 6	*	*	20	20	3,550	2,910	3,570	2,930
NQF level 7 - 8	*	*	0	0	1,300	1,200	1,300	1,200

Source: UUEPC

Note: * *refers to not applicable*

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The skill balance varies across the East region

Net requirement versus supply, East DEA's (2017-2027)

Percentage point difference in demand and supply by NQF level 6+, East DEA's (2017-2027)

Percentage point difference in demand and supply by below NQF level 2, East DEA's (2017-2027)
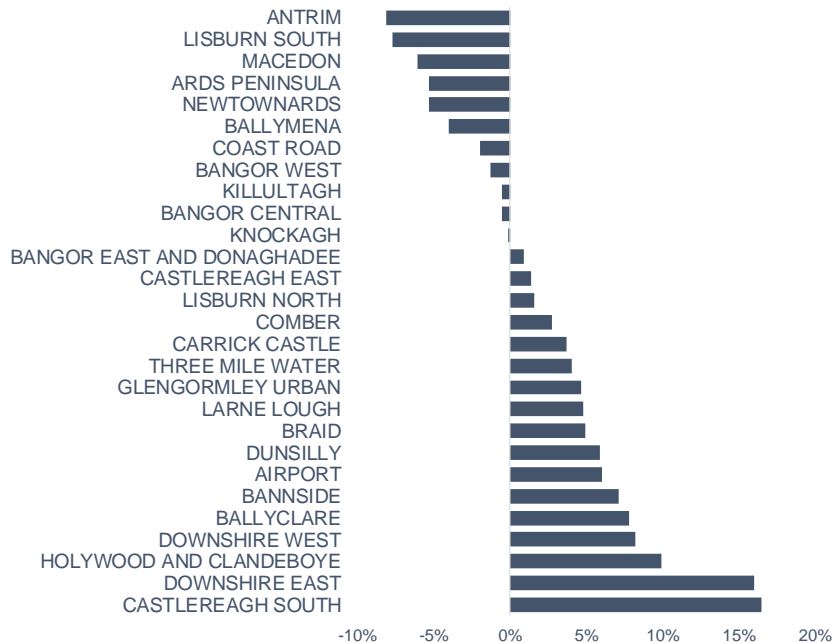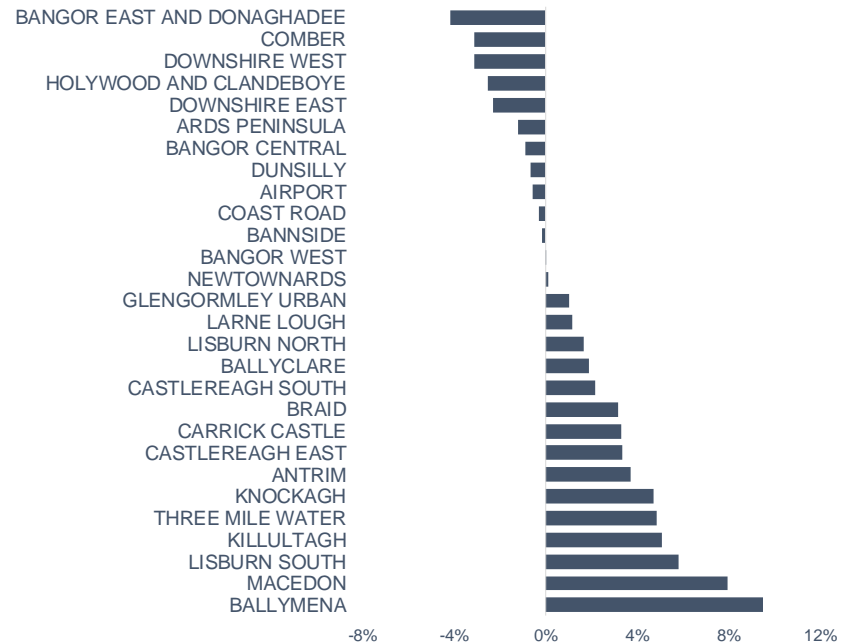
Source: UUEPC

Percentage point difference supply DEA and net requirement East

The largest gap between supply and demand at NQF level 6+ is in Antrim as supply is 8 percentage points below the net requirement. This compares to Castlereagh South where supply of high level qualifications is 16 percentage points above the net requirement. However, it should be noted these figures refer to proportionate differences and not absolute figures.

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Diverse labour markets operate within East

Net requirement versus qualification profile of labour market entrants, Castlereagh South and Antrim, (2017-2027)

Net requirement (East) vs skills profile of labour market entrants (Castlereagh South) (2017-2027)

Legend: CASTLEREAGH SOUTH - entering labour market / East - net requirement (%)

Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Antrim), (2017-2027)

Legend: ANTRIM - entering labour market / East - net requirement (%)
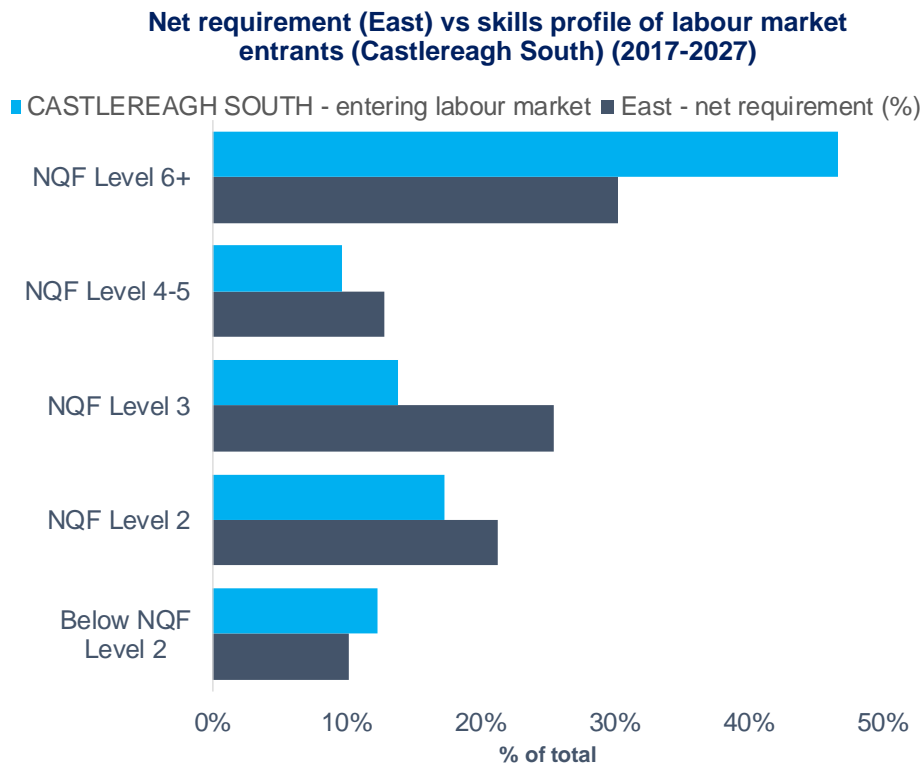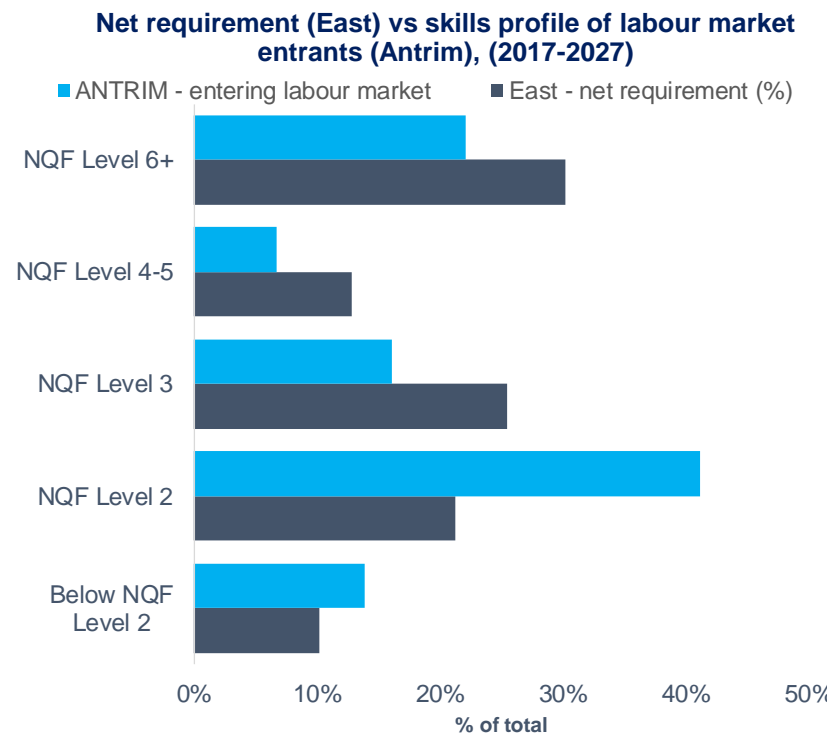
Source: UUEPC

In Castlereagh South 30% of individuals due to enter the labour market over the coming decade have NQF level 2 or below qualifications, compared to 55% in Antrim. On the other hand, in Castlereagh South 47% of individuals entering the labour market are forecast to be qualified to at least degree level (NQF level 6+), compared to 22% in Antrim.

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Economic and social challenges must be overcome to improve the skills flow and skills stock

Scorecard (1= top performing in NI, 80= bottom performing in NI), Ards and North Down DEA's

Ards and North Down		Bangor East and Donaghadee	Comber	Bangor Central	Ards Peninsula	Bangor West	Holywood and Clandeboye	Newtownards
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	7	13	35	62	53	3	63
	% of school enrolments entitled to FSM	9	6	41	30	37	2	43
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	18	7	57	10	16	*	35
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	14	25	43	24	49	34	36
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	2	7	15	1	12	22	14
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	22	17	40	51	30	9	58
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	50	19	11	51	41	9	29
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	70	20	33	74	68	79	16
Skills stock	% of 16-64 population with low qualifications (Below level 2)	8	14	13	39	18	4	36
	% of 16-64 population with high qualifications (NQF level 4+)	13	18	9	61	14	4	55
	% of 16-34 population with low qualifications (Below NQF level 2)	6	10	28	37	20	29	51
	% of 16-34 population with high qualifications (NQF level 4+)	16	18	12	52	11	10	61
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	9	7	38	56	34	5	54
	Social security clients (client group analysis) as a % of the population (16-34)	10	15	55	57	24	6	65
	Housing benefit claimants as a % of the population (16-64)	8	12	57	38	51	7	58
	Housing benefit claimants as a % of the population (16-34)	6	22	59	48	50	9	65
	% of households with no adults in employment	37	21	51	52	61	40	44
	% of households with no adults in employment with dependent children	4	5	27	32	22	3	37
	% of households with lone parents with dependent children	14	10	43	28	35	4	53
	% of people employed who are either managers/senior officials or professionals	6	8	12	31	37	1	28
	Employment rate (%, 16-74 population)	25	11	27	50	36	26	38
	Unemployed who have never worked (% of unemployed)	2	24	15	9	10	14	45

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI
Ranked in the bottom 10 performing DEA's in NI

Ards and North Down is ranked among the top 10 performing areas in Northern Ireland across a range of metrics relating to skills flow, skills stock and socioeconomic indicators. There are very few metrics where DEA's within Ards and North Down perform among NI's lowest performing areas. This highlights a geographic concentration of strong performance.

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Economic and social challenges must be overcome to improve the skills flow and skills stock

Antrim and Newtownabbey		Macedon	Airport	Antrim	Ballyclare	Three Mile Water	Glengormley Urban	Dunsilly
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	74	10	75	49	48	45	23
	% of school enrolments entitled to FSM	71	11	57	10	15	27	8
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	41	32	20	*	9	2	6
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	59	26	72	10	56	47	5
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	58	29	40	16	47	33	23
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	75	26	73	33	59	35	36
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	61	47	24	4	20	34	27
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	71	53	65	14	63	76	2
Skills stock	% of 16-64 population with low qualifications (Below level 2)	68	11	66	15	16	21	20
	% of 16-64 population with high qualifications (NQF level 4+)	66	11	68	19	23	26	15
	% of 16-34 population with low qualifications (Below NQF level 2)	66	9	74	13	22	17	15
	% of 16-34 population with high qualifications (NQF level 4+)	65	14	71	15	51	17	27
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	69	8	59	12	21	27	13
	Social security clients (client group analysis) as a % of the population (16-34)	67	11	54	22	30	46	16
	Housing benefit claimants as a % of the population (16-64)	71	4	64	20	26	16	9
	Housing benefit claimants as a % of the population (16-34)	72	12	60	34	33	39	7
	% of households with no adults in employment	75	2	38	7	22	33	5
	% of households with no adults in employment with dependent children	61	9	50	15	29	21	19
	% of households with lone parents with dependent children	73	30	66	40	48	51	20
	% of people employed who are either managers/senior officials or professionals	69	4	70	15	21	29	16
	Employment rate (%, 16-74 population)	61	2	30	6	35	16	8
	Unemployed who have never worked (% of unemployed)	63	21	5	60	29	7	46

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

- Ranked in the top 10 performing DEA's in NI
- Ranked in the bottom 10 performing DEA's in NI

Antrim and Newtownabbey is ranked among NI's top and bottom performing areas across a range of metrics relating to skills flow, skills stock and socioeconomic indicators. The areas that perform well tend to do so across a range of metrics and the areas that perform poorly typically do so across a number of metrics. Therefore there are contrasting outcomes within small geographical boundaries within the area.

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Understanding what works is of critical importance

Scorecard (1= top performing in NI, 80= bottom performing in NI), Mid and east Antrim DEA's

Mid and East Antrim		Ballymena	Bannside	Braid	Larne Lough	Carrick Castle	Knockagh	Coast Road
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	59	19	25	46	58	38	54
	% of school enrolments entitled to FSM	54	14	21	16	26	38	56
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	44	19	25	14	21	17	36
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	76	20	55	32	58	57	12
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	70	34	54	30	42	46	31
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	66	34	41	28	42	60	71
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	64	16	47	24	16	8	44
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	7	10	65	37	20	35	10
Skills stock	% of 16-64 population with low qualifications (Below level 2)	69	26	31	17	30	28	45
	% of 16-64 population with high qualifications (NQF level 4+)	56	28	43	24	44	35	70
	% of 16-34 population with low qualifications (Below NQF level 2)	77	12	24	16	32	38	52
	% of 16-34 population with high qualifications (NQF level 4+)	68	24	39	38	43	46	75
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	57	14	18	28	40	37	60
	Social security clients (client group analysis) as a % of the population (16-34)	71	17	19	32	35	56	64
	Housing benefit claimants as a % of the population (16-64)	62	13	22	33	42	43	60
	Housing benefit claimants as a % of the population (16-34)	70	16	23	43	41	57	63
	% of households with no adults in employment	59	9	17	35	45	30	66
	% of households with no adults in employment with dependent children	46	10	20	16	23	44	42
	% of households with lone parents with dependent children	52	13	27	32	44	69	60
	% of people employed who are either managers/senior officials or professionals	44	34	25	14	38	20	56
	Employment rate (%, 16-74 population)	47	9	10	17	31	29	53
	Unemployed who have never worked (% of unemployed)	43	6	13	11	19	50	39

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

There are very few metrics where DEA's within Mid and East Antrim perform amongst NI's lowest performing areas. However, there are also relatively few instances of DEA's in Mid and East Antrim that perform among the top ten performing DEA's across a range of metrics. Therefore there are economic and social challenges to overcome that will ultimately help improve the skills stock of Mid and East Antrim.

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Understanding what works is of critical importance

Scorecard (1= top performing in NI, 80= bottom performing in NI), Lisburn and Castlereagh DEA's

Lisburn and Castlereagh		Killultagh	Castlereagh East	Lisburn South	Downshire East	Castlereagh South	Downshire West	Lisburn North
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	8	18	41	2	6	1	27
	% of school enrolments entitled to FSM	5	23	50	4	3	1	22
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	8	22	59	4	12	3	27
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	45	46	37	40	41	28	38
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	62	53	52	39	67	18	45
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	27	43	72	2	1	3	56
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	9	40	24	16	4	15	12
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	42	50	74	32	40	9	78
Skills stock	% of 16-64 population with low qualifications (Below level 2)	10	27	64	6	1	9	24
	% of 16-64 population with high qualifications (NQF level 4+)	10	29	63	8	1	6	20
	% of 16-34 population with low qualifications (Below NQF level 2)	4	30	72	7	2	11	39
	% of 16-34 population with high qualifications (NQF level 4+)	9	30	57	13	3	5	33
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	2	24	58	4	1	3	26
	Social security clients (client group analysis) as a % of the population (16-34)	9	29	70	2	1	4	44
	Housing benefit claimants as a % of the population (16-64)	1	27	67	6	2	3	40
	Housing benefit claimants as a % of the population (16-34)	3	29	74	5	1	13	51
	% of households with no adults in employment	1	31	57	12	4	11	50
	% of households with no adults in employment with dependent children	6	17	57	7	1	2	18
	% of households with lone parents with dependent children	16	33	70	3	6	2	31
	% of people employed who are either managers/senior officials or professionals	5	33	66	2	11	3	19
	Employment rate (%, 16-74 population)	1	13	43	12	3	7	24
	Unemployed who have never worked (% of unemployed)	18	47	22	8	4	3	12

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

🟩 Ranked in the top 10 performing DEA's in NI
🟥 Ranked in the bottom 10 performing DEA's in NI

Lisburn and Castlereagh is ranked among the top 10 performing areas in Northern Ireland across a range of metrics relating to skills flow, skills stock and socioeconomic indicators. There are very few metrics where DEA's within Lisburn and Castlereagh perform among NI's lowest performing areas. This highlights a geographic concentration of strong performance.

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Summary of skill balances

East skills balance - The number of high skilled (NQF level 6+) individuals supplied is largely in alignment with the number demanded. However, it is important to recognise the subject mix of such qualifiers is likely to cause issue as opposed to the overall volume.

At mid level (NQF level 3-5) there is a shortage of skills as 27% of labour market entrants are qualified to this level, compared to a demand of 37%. Instead it is more likely individuals who study at this level proceed into further study.

There is an oversupply of low-level (below NQF level 2) skills as 41% of qualifiers entering the labour market enter at this level, compared to 31% required through net requirement.

Diverse labour market - There are significant differences in the skill profile across East. Therefore, it is important for economic policy to ensure job opportunities are available across the qualification spectrum, enabling inclusive growth. In addition, misalignments between demand and supply across East's DEA's* highlights a need to upskill individuals in order to meet demand where required.

Understanding what works - It is evident that many of the lowest performing areas across a range of skills indicators have consistently scored poorly on a range of other socio-economic indicators. In an inclusive growth agenda policy intervention should prioritise tackling these poorly performing indicators, or such areas will continue to fall behind better performing areas.

* A scorecard for each DEA in East is provided in Annex E.

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Conclusions

Limited in-commuting to East's workplace

The commuting patterns reviewed in this research emphasised East acts a commuter belt for Belfast as a high volume of workers commute out of the East region to secure employment in Belfast.

East out-commuters: East residents that work within East account for 81% of total resident employment, suggesting 19% of residents commute elsewhere. According to the Census 2011 this translated to around 80,300 workers commuting out of East to other LGD's within NI for employment. These workers typically commute out of the region for jobs within the public sector and of a relatively higher skilled nature, compared to the East workplace.

East in-commuters: East residents account for 81% of total workplace employment, suggesting 19% of workers commute to the region. According to the Census 2011 this translated to around 38,300 workers commuting to East from other LGD's within NI for employment.

The net commuting flow is an outflow of workers from East, most predominantly to Belfast. A continually high volume of East residents leaving the region for employment opportunities (particularly in Belfast) could have implications for future infrastructure planning and over the longer term it will be important that such labour market opportunities are available in the East region.

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Demand side growth of the East economy

Recent performance: The number of jobs in East increased by 11,330 over the 2012-2017 period, accounting for 20% of job growth in NI. In absolute terms, the largest quantum of job growth was in manufacturing, restaurants and hotels and health and social work.

Future growth: Under a high growth scenario, future job growth (expansion demand) over the coming decade in East will be driven by high skill sectors such as health and social work professional services. This translates to high growth in science and technology occupations, which highlights the importance of education performance in STEM subject areas.

When focusing on skills forecasting it is prudent to plan for skills needs in an aspirational nature based on the ambitions of economic policy. There is a risk of oversupplying skills if the aims of economic policy are not achieved. This would involve a personal cost to individual's investing in their skills development who are unable to find suitable employment opportunities. However, this potential cost is relatively lower when considered alongside the potential cost of undersupplying skills. If businesses are unable to find the skilled labour required to expand their businesses it depresses competitiveness, productive capacity and holds back future job growth.

Forecasting in any context is never a precise science. While it is prudent to plan for high growth, it is important to undertake **contingency planning** in the event that the ambitions of economic policy are not achieved. The skills requirements based on a more conservative baseline scenario are provided in Annex A.

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Labour market flows generate job opportunities

Replacement demand: East is forecast to experience employment growth (i.e. expansion demand) in the UUEPC high growth scenario, however net replacement demand is expected to account for a much larger quantum of opportunities (e.g. replacing workers who have retired, moved to another position etc.).

Sector distribution of replacement demand: The largest sectors tend to be associated with the highest levels of replacement demand. Therefore, sectors such as health, restaurants and hotels and admin and support will have relatively large levels of replacement demand in the East economy. This is an important point with regard to careers advice, as sectors do not necessarily have to be growing rapidly in order to provide job opportunities.

Transitions within the labour market: A significant proportion of job vacancies are filled by people already working in the labour market (i.e. job-to-job movements). Many of the vacancies requiring lower levels of qualification are filled within the labour market rather than recruitment from the education system (net requirement).

Qualifications versus skills: Although there remains a significant proportion of people working in the labour market with low-level qualifications, they have work experience and are not necessarily low skilled. There is an insider-outsider element to the end of the labour market characterised by low qualifications. Individuals inside the labour market have some mobility to move between jobs. However, once a person with low levels of qualifications is out of work it is difficult for them to find suitable opportunities to re-engage in the labour market.

Qualifications are increasingly important for labour market access

The net requirement from education and migration is the total number of job opportunities (expansion and replacement) which require labour from either the education system or from migration (i.e. that the demand cannot be filled from inside the existing labour market).

Sector outlook: Wholesale and retail is forecast to provide the most job opportunities in East. This is a useful example relating to the importance of replacement demand. Although wholesale and retail are forecast to create less than half as many additional jobs as professional services, it creates more job opportunities overall through higher replacement demand.

Labour demand is increasingly qualifications hungry: Of the net requirement from education and migration over the coming decade, 30% of job opportunities will require a degree level qualification (NQF level 6+). Only 10% of the net requirement from education and migration will require qualifications below NQF level 2. This suggests that it is imperative that the number of young people with low-level qualifications is minimised. Education and labour market policies that support the most vulnerable groups can bolster inclusive economic growth by equipping individuals of all backgrounds with the skills to obtain 'good' jobs.

Subject demand: The most in-demand degree subjects (NQF level 6+) are medical related subjects; business and finance; and maths and computer science. At sub-degree level (NQF level 4-5) the most in-demand subjects are health, public services and care; business, administration, finance and law and engineering and manufacturing technologies.

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Educational attainment in schools

School leaver attainment: In East 71% of school leavers achieved at least five GCSE's A*-C (including English and maths), above the NI average (68%). This figure has improved by 15 percentage points over the last 8 years, the strongest improvement across each region. However, school leavers achieving 2+ A-levels A*-E (58%) is also above the NI average (57%).

Tackling low achievement is a significant spatial challenge: Low education achievement is geographically concentrated, and East contains a proportionately lower number of low achieving areas. For example, 35% of the wards in NI are in East, yet 31% of the wards in the lowest performing quartile are in East.

Children in deprived households face significant challenges: Children in deprived households are identified by their FSME. Almost half (43%) of FSME children achieve 5 GCSE's A*-C (including English and maths), compared to almost four fifths (77%) of non-FSME pupils. Although the outcomes for FSME pupils has improved, the outcomes for non-FSME pupils has improved at a marginally faster rate, meaning the gap has widened in the most recent year.

Literacy and numeracy: Given the importance that employers put on literacy and numeracy skills the mix of GCSE subjects is worth consideration. In East 83% of school leavers achieve at least five GCSE's, yet only 71% achieve at least five GCSE's including English and maths. In other words, there is a significant number of school leavers who achieve NQF level 2; however, they have not achieved the key subjects of English and maths. This will cause labour market challenges as many jobs, education courses and employment programmes require English and maths for access. Many school leavers who fail to achieve English and maths will end up re-sitting these qualifications in another setting such as FE institutions.

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The determinants of education performance transcend across a range

Early intervention initiatives have the most significant influence. This is because gaps between children have already emerged prior to starting school. These gaps are influenced by multifarious economic and social factors outside the school environment.

- **Intergenerational transfer of low skills:** There is a high correlation between areas where a high proportion of school leavers are failing to achieve at least 5 GCSE's including English and maths, and the skills of the 25-64 population. This suggests that there is an increased probability of low achievement at school where parents' highest level of qualification is relatively low.

- **Socioeconomic status:** There is a strong correlation between school performance and socioeconomic indicators such as poverty (free school meal entitlement) and employment deprivation .

- **Aspiration in high deprivation areas:** The participation of young people in HE in small areas also correlates significantly with the qualifications of qualifications of the 25-64 year old population. This data highlights a lower participation rate in areas where adult skills are low, suggesting that low adult skills in an area can negatively affect the education aspiration of young people in that area.

- **Family structure:** There is a statistically significant relationship between the proportion of births to lone parents and school performance, with lone parents likely to be low achievers relative to other family types. Lone parents are a particularly vulnerable group and areas with a high proportion of lone parents tend to correlate significantly with a number of indicators relating to poverty.

These factors reinforce each other, which contributes to geographic concentrations of low achievement in discrete areas. Although this is most predominantly an issue in more urban areas, sub-regional areas must be conscious of these implications. There is no single policy initiative that will solve the spatial concentration of skills deficits. Therefore, a multi-agency locally focused response is required. Without a recognised panacea to address this issue there is scope to test pilot initiatives.

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Skills balances

Graduates (NQF level 6+) balances: In East the demand and supply of graduates are broadly aligned. Approximately 32% of East residents enter the labour market with an NQF level 6+ qualification compared to 30% of the net requirement. However, it should be noted there may still be a mismatch of subject requirements at this level.

Mid-level skills (NQF level 3-5): There is some misalignment between the profile of demand and supply for mid-level skills. Relatively fewer people enter the labour market with this level of qualification. In East 38% of the net requirement is related to NQF level 3-5, yet only 27% of East residents entering the labour market are qualified to NQF level 3-5.

Low-level skills (NQF level 2 and below): There is an oversupply of qualifications associated with low NQF level qualifications. That is, 41% of those entering the labour market hold NQF level 2 or below qualifications, compared to a 31% net requirement. With employers becoming increasingly 'qualifications hungry' there are limited job opportunities that will be available to this group without further study.

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Wider considerations

Lifelong learning: The modern labour force is currently undergoing a period of transformational change, with some occupations being vulnerable to skills biased technological change. This change highlights the importance of lifelong learning to enable greater occupational mobility in the labour market.

Skills versus qualifications: There are many people in the labour market who have a low level of qualification, yet are highly skilled. In other words, people who have accumulated skills on the job but do not have a qualification on the NQF framework to recognise their skill level. Validating formal and non-formal learning strengthens an individuals incentive to invest in training, and improves the signalling power of those who are highly skilled but poorly qualified.

Applied work skills: Employer surveys consistently report a lack of basic employability skills amongst graduates. Improving the soft skills of graduates should be a shared responsibility between education providers and employers. Education providers contribute to employability skills through curriculum design, and, where possible, simulation a work environment in teaching methods. Employers enhance employability skills via effective training. The provision of work placements is one method which has proved to be very effective in improving the employability skills of graduates. However, the number of available placements provided by employers has not expanded at the same pace as higher education participation in recent years.

The cost of the long tail of underachievement: Low achievers are likely to become tied up in the education and training system for a number of years at a significant public cost. In the long run they are also more likely to become workless and generate a fiscal cost via out of work benefits. The analysis in this report has highlighted the link between socio-economic indicators and education underperformance, and the concentration of underachievement in relatively deprived small areas. As skills represents the most effective route out of poverty, tackling low performance in these 'left behind areas' must be a priority to ensure future economic growth is inclusive for all.

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Expansion and replacement demand under the baseline scenario

UUEPC's baseline scenario directly links to UUEPC forecasting model and is considered to be the most likely economic trajectory for the local economy.

The employment outlook in the baseline scenario is considerably lower than the high growth scenario previously presented.

Under baseline conditions there is a lower expansion demand and a larger component of labour demand comes from replacing workers who have left their position. Therefore the net replacement demand over the coming decade is forecast to be 4,820 compared to an expansion demand of -380. On average over the 2017-2027 period annual the annual net requirement from education and migration is forecast to be 1,380 lower compared to the high growth scenario.

Expansion demand and replacement demand (baseline scenario), East (2017-2027)

Demand category	2012-2017 (annual)	2017-2027 (annual)
(A) Gross demand	19,190	17,860
(B) Expansion demand	50	-380
(C) Replacement demand	19,140	18,240
(D) Filled from within the existing labour market	14,270	13,420
(E) Net replacement demand	4,870	4,820
(F) Net requirement from education and migration	**4,920**	**4,440**

Source: UUEPC
Relationship between rows: A=B+C, E=C-D, F=E+B

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Differences between the baseline and high growth scenarios are largest in forecast high growth sectors

Expansion demand and replacement demand by sector (1-digit), baseline versus high growth scenarios, East (2017-2027)

Net requirement (expansion and replacement) by sector (1-digit), East (2017-2017)

Difference between baseline and high growth scenario's by sector (1-digit), East (2017-2027)
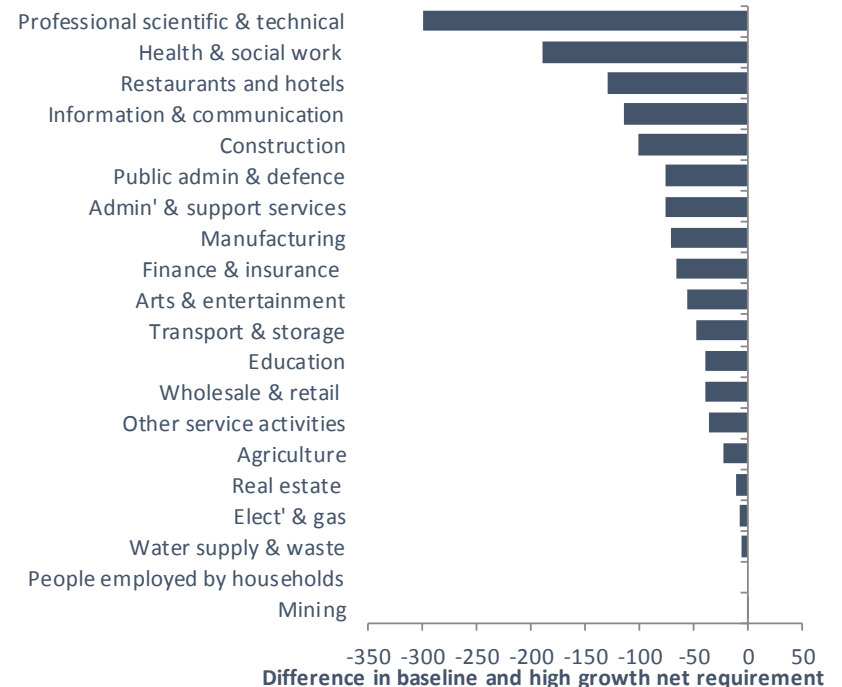
Source: UUEPC

Source: UUEPC

Under the baseline scenario the sectors with the largest net requirement from education and migration are health and social work (750) and administration and support services (550). The largest differences between the two scenarios are in professional services (300 less net requirement per annum under the baseline scenario) and health and social work (190 less net requirement per annum under the baseline scenario).

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Replacement demand represents a higher proportion of labour demand the baseline scenario

Expansion demand and replacement demand by occupation (2-digit), baseline versus high growth scenarios, East (2017-2027)

Net requirement (expansion and replacement) by occupation (2-digit), East (2017-2027)

- Expansion demand
- Net replacement demand

Sales occs
Skilled agricultural trades
Mgrs & proprietors agric & services
Customer service occs
Protective service occs
Caring personal service occs
Health & social welfare assoc profs
Secretarial & related occs
Culture, media & sports occs
Leisure & other personal service occs
Science & technology assoc profs
Textiles, printing & other skilled trades
Transport & mobile machine drivers & operatives
Teaching & research profs
Skilled construction & building trades
Corporate managers
Administrative occs
Elementary trades, plant & storage occs
Business & public service profs
Business & public service assoc profs
Process, plant & machine operatives
Science & technology profs
Skilled metal & electrical trades
Health profs
Elementary admin & service occs

-100 100 300 500 700
Number of people demanded

Source: UUEPC

Difference between baseline and high growth scenarios by occupation (2 digit), East (2017-2027)

Administrative occs
Business & public service profs
Elementary admin & service occs
Science & technology profs
Business & public service assoc profs
Caring personal service occs
Health profs
Corporate managers
Skilled construction & building trades
Skilled metal & electrical trades
Textiles, printing & other skilled trades
Transport & mobile machine drivers & operatives
Process, plant & machine operatives
Mgrs & proprietors agric & services
Culture, media & sports occs
Sales occs
Science & technology assoc profs
Secretarial & related occs
Leisure & other personal service occs
Elementary trades, plant & storage occs
Teaching & research profs
Skilled agricultural trades
Customer service occs
Health & social welfare assoc profs
Protective service occs

-160 -140 -120 -100 -80 -60 -40 -20 0
Difference in baseline and high growth net requirement

Source: UUEPC

Under the baseline scenario the occupations with the largest net requirement over the coming decade are elementary administration and service occupations (480) and health professionals (420). The largest differences between the two scenarios are in administrative occupations (140 less net requirement per annum under the baseline scenario) and business and public service professionals (130 less net requirement per annum under the baseline scenario).

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The percentage distribution of the net requirement is similar in both scenarios but absolute numbers vary significantly

Average annual net requirement by qualification (NQF) baseline versus high growth scenario, East (2017-2027)

28% of the net requirement **in the baseline scenario** require degree level qualifications.

Total **baseline**= 4,440 p.a.

Only 11% of the net requirement **under the baseline scenario** will require qualifications below NQF level 2

Source: UUEPC
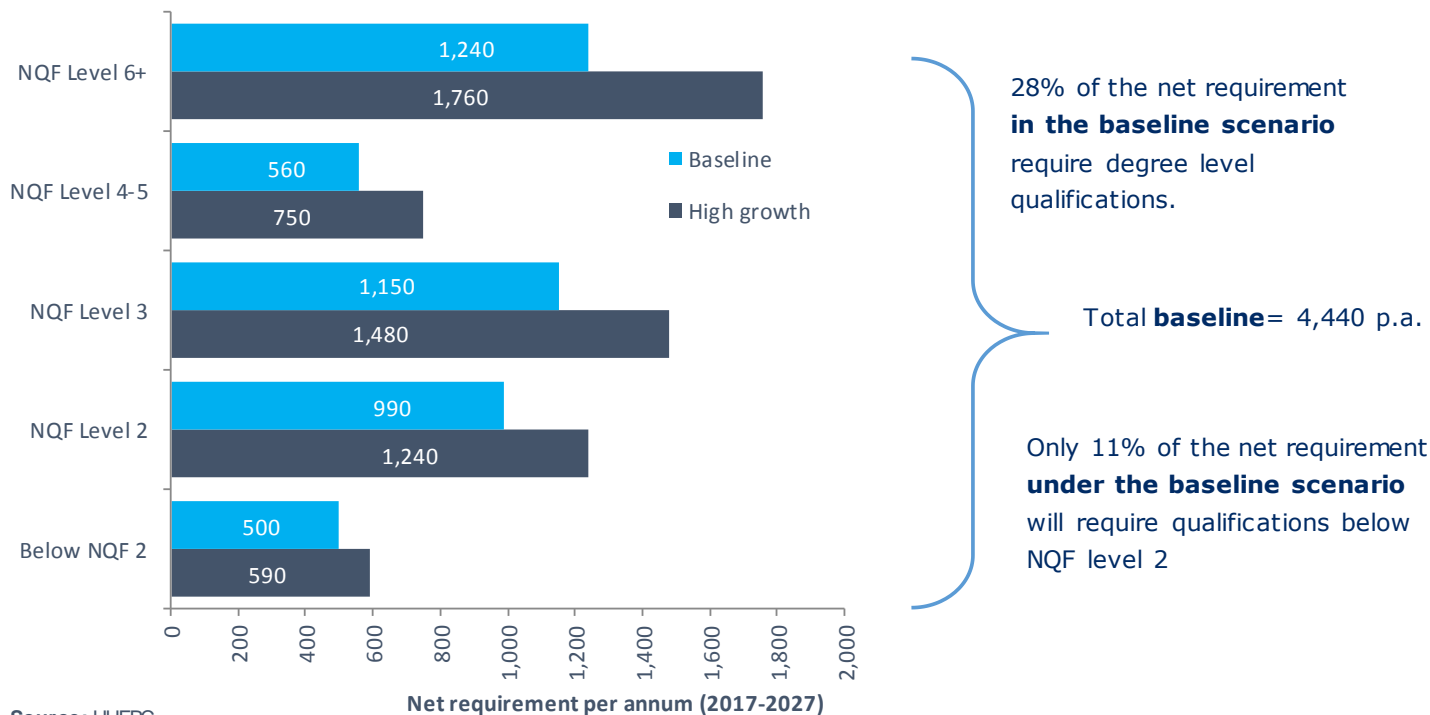
The profile of skills demand across the two scenarios is relatively similar. Under the baseline scenario 28% of the net requirement is associated with qualifications at NQF level 6+, compared to 30% in the high growth scenario. However, in absolute terms there are 520 fewer people per annum demanded at NQF level 6+ under the baseline scenario. Similarly, although the proportions of people demanded below NQF level 2 are relatively similar under both scenarios (12% and 11% respectively), the absolute number of people demanded is 18% lower in the baseline scenario.

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The largest NQF level 6+ subject in demand under baseline conditions is medical related subjects

Average annual net requirement by NQF level 6+, baseline versus high growth scenario, East (2017-2027)
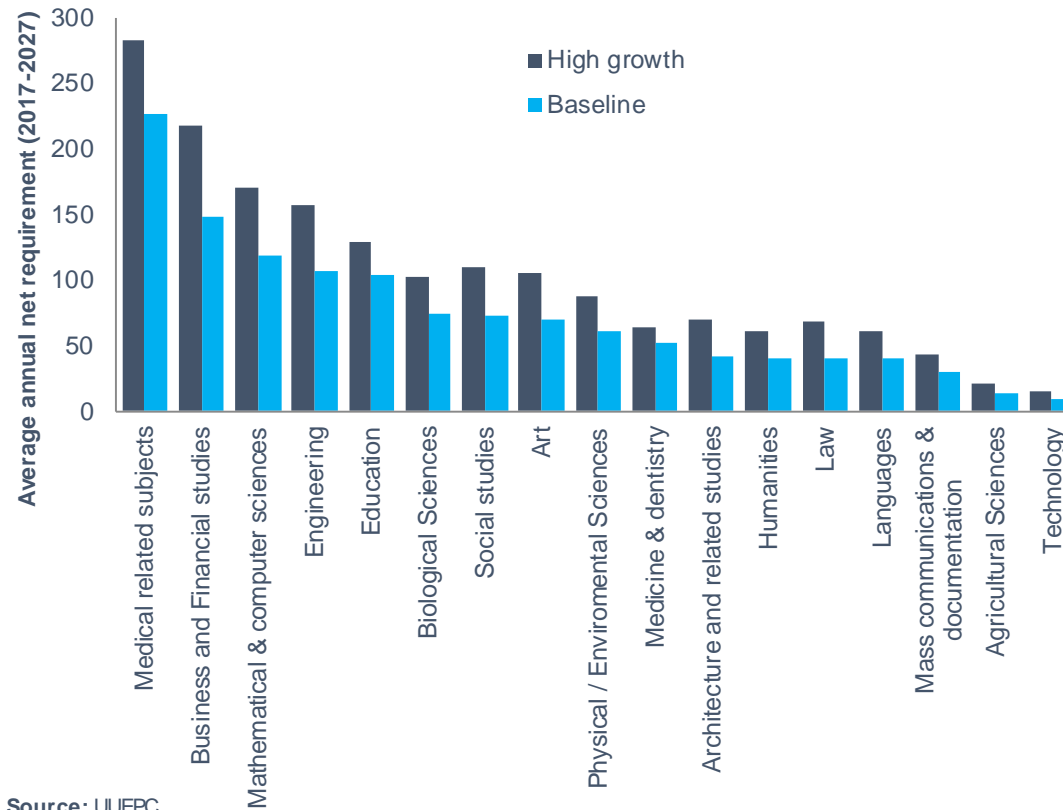
Source: UUEPC

Under baseline conditions, over the next decade the largest subject in demand for NQF level 6+ degree programmes and above is medical related subjects representing 18% of the NQF level 6+ demand. Compared to the high growth scenario the absolute number of people demanded from medical related subjects at NQF level 6+ is 25% lower under the baseline scenario.

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Health, public services and care is the most in-demand subject at NQF level 4-5 under baseline conditions

Average annual net requirement by NQF level 4-5, baseline versus high growth scenario, East (2017-2027)

Legend:
- High growth
- Baseline

Y-axis: Average annual net requirement (2017-2027), scale 0 to 250

Categories (x-axis):
- Health, public services and care
- Engineering and manufacturing technologies
- Business, administration, finance and law
- Science and Mathematics
- Information and Communication Technology
- Arts, media and publishing
- Education and training
- Construction, planning and the built environment
- Leisure, travel and tourism
- Retail and commercial technology
- History, philosophy and theology
- Social sciences
- Languages, literature and culture
- Agriculture, horticulture and animal care
- Preparation for work and life

Source: UUEPC

Under baseline conditions, over the next decade the largest subject in demand for sub-degree programmes at NQF level 4-5 is health, public services and care at 170 persons per annum, representing 31% of the NQF level 4-5 demand. This is followed by business administration, finance and law (70 qualifiers per annum) and engineering and manufacturing technologies (70 qualifiers per annum).

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An oversupply of degree level and low qualifications but a shortage of sub-degree tertiary level qualifications

Net requirement versus qualification profile, East (2017-2027)

Source: UUEPC
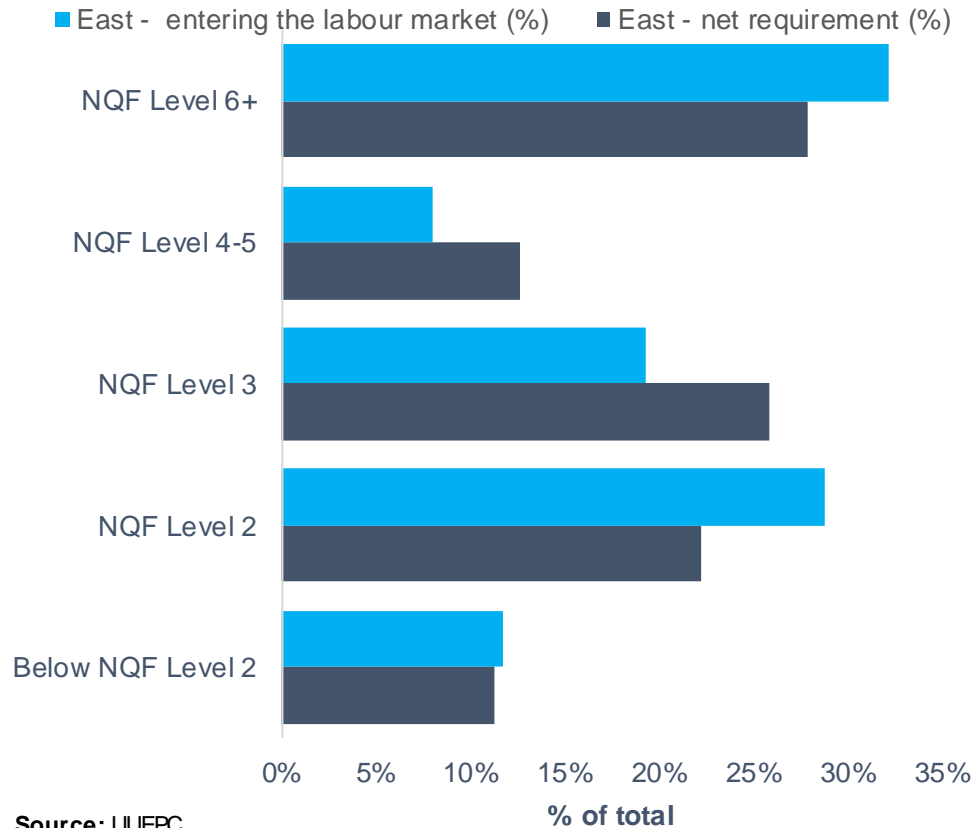
Proportionately there is a marginal oversupply of degree level and above qualifiers entering into the labour market relative to the net requirement under baseline conditions, 32% and 28% respectively. There is also an undersupply of NQF level 3-5 qualifications entering the labour market, relative to the forecast demand, 27% and 39% respectively.

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The largest subject gap in current and future skills is in maths, computing, engineering and technology

The largest gaps in current and future skills exist in maths, computing, engineering and technology (-7 percentage points). This suggests that the current subject mix is currently out of sync with the subject demand for high-level skills under the baseline scenario.

It is important to remember that this analysis simply compares the percentage distribution of the demand and supply of skills.

Under baseline conditions, despite there being a clear difference in the subject distribution between the demand and supply, with a lower number of graduates demanded overall under baseline conditions there is unlikely to be a skills shortage in this area.

Distribution of current versus net requirement by NQF level 6+ and subject, East (2017-2027)

	% distribution of qualifiers (2015)	% distribution of net requirement (2017 - 2027)	p.p. difference
Medicine, denistry, subjects allied to medicine	19%	22%	-4%
Biological, veterinary, agricultural & physical sciences	13%	12%	1%
Maths, computing, engineering and technology	12%	19%	-7%
Social studies & law	14%	9%	5%
Business, administration, mass communication and documentation	15%	14%	1%
All other disciplines	28%	24%	4%

Source: NINIS

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Annex B: Maps

Annex B1: School leaver attainment by East wards (2013/14-2015/16)

School leaver attainment, East wards (2013/14-2015/16)

School leavers (%) achieving 2+ A-levels A*-E, East wards (2013/14-2015/16)
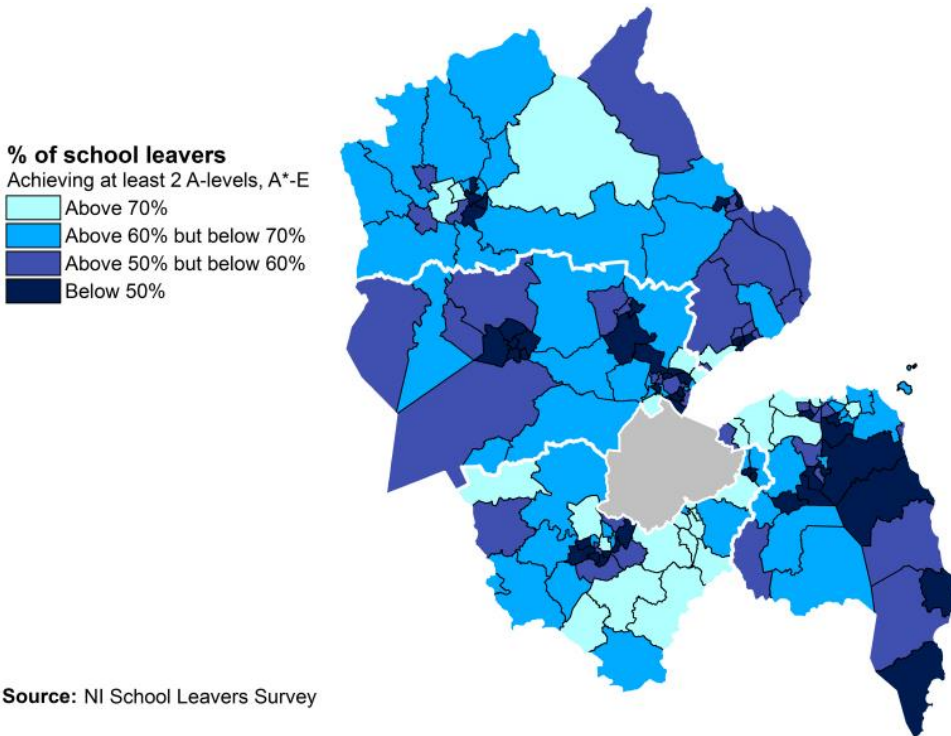
School leavers (%) achieving 5+ GCSEs A*-C including English & maths, East wards (2013/14-2015/16)

% of school leavers
Achieving at least 2 A-levels, A*-E

- Above 70%
- Above 60% but below 70%
- Above 50% but below 60%
- Below 50%

Source: NI School Leavers Survey

% of school leavers
Achieving at least 5 GCSEs (including English & maths), A*-C

- Above 80%
- Above 70% but below 80%
- Above 60% but below 70%
- Above 50% but below 60%
- Below 50%
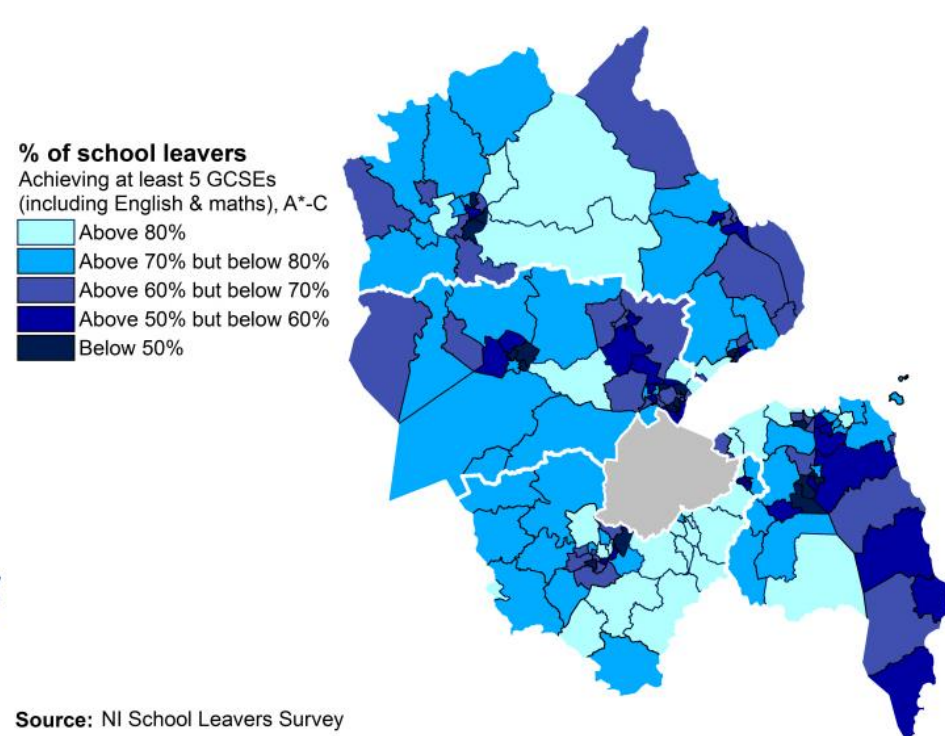
Source: NI School Leavers Survey

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Annex B2: School leaver attainment by East wards (2013/14-2015/16)

School leaver attainment, East wards (2013/14-2015/16)

School leavers (%) achieving 5+ GCSEs A*-C, East wards (2013/14-2015/16)

School leavers (%) not achieving 5+ GCSEs A*-C, East wards (2013/14-2015/16)

% of school leavers
Achieving at least 5 GCSEs, A*-C
- Above 85%
- Above 80% but below 85%
- Above 75% but below 80%
- Below 75%

Source: NI School Leavers Survey
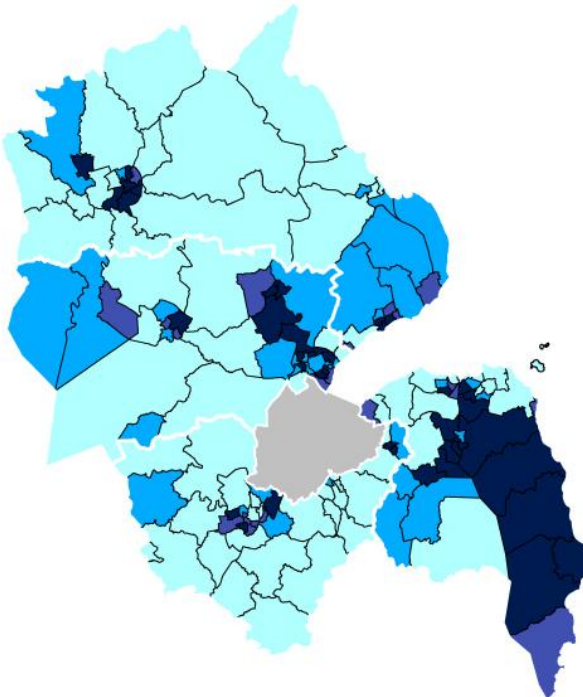
% of school leavers
Not achieving at least 5 GCSEs, A*-C
- Above 30%
- Above 20% but below 30%
- Above 15% but below 20%
- Below 15%
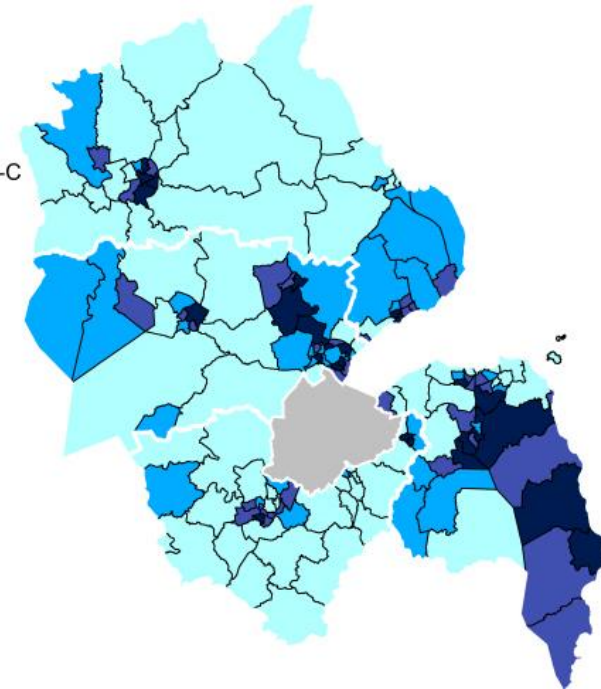
Source: NI School Leavers Survey

Annex B3: Highest qualification below NQF level 2 (2011) versus school leavers not entering education, employment or training (2013/14 to 2014/15), East DEA's/SOA's

Highest qualification below NQF level 2 (2011) versus school leavers not entering education, employment or training (2013/14 to 2014/15), East DEA's/SOA's

Working age population (%) with NQF level 2 or below, East DEA's (2011)
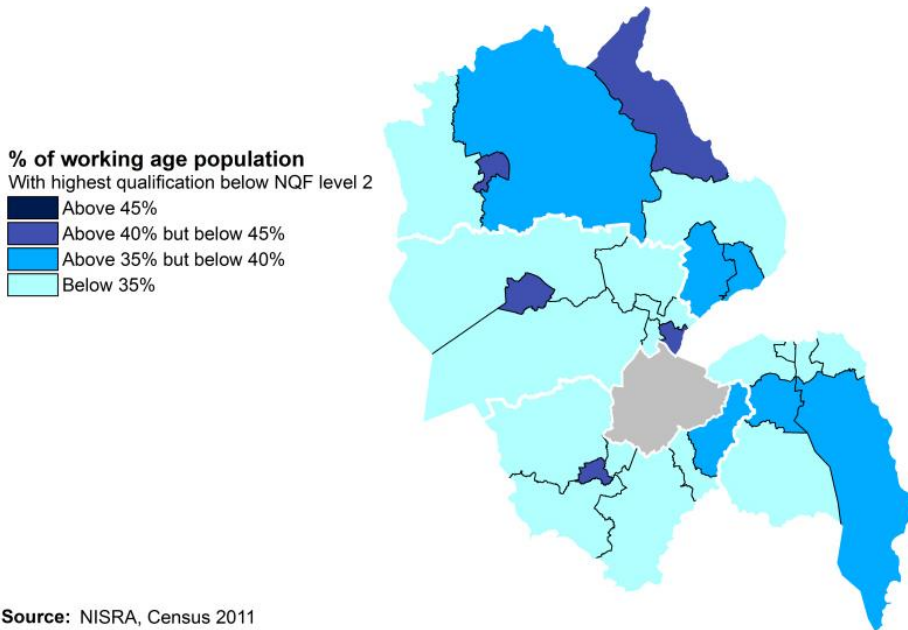
School leavers (%) not entering education, employment or training, East SOA's (2013/14 to 2014/15)

% of working age population
With highest qualification below NQF level 2
- Above 45%
- Above 40% but below 45%
- Above 35% but below 40%
- Below 35%

Source: NISRA, Census 2011

% of school leavers aged 16-18
Not entering Education, Employment or
Training (NEETs)
- Above 5%
- Above 3% but below 5%
- Above 2% but below 3%
- Above 1% but below 2%
- Below 1%
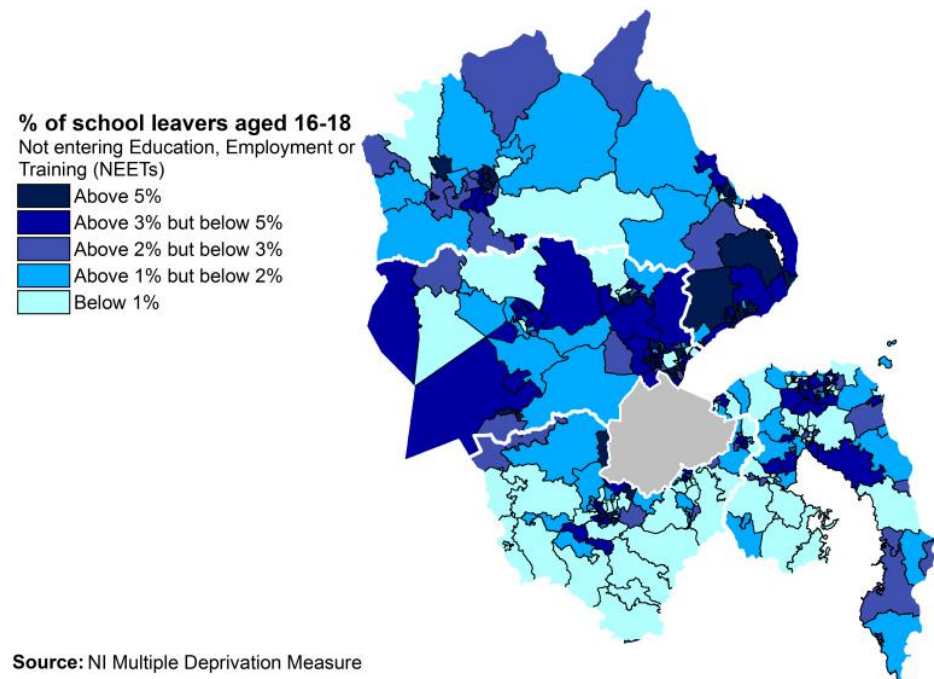
Source: NI Multiple Deprivation Measure

Annex B4: Employment deprivation (2015/16) versus population aged 18-21 not enrolled in a HE course at HE or FE, East SOA's (2012/13-2014/15)

Employment deprivation (2015/16) versus population aged 18-21 not enrolled in a HE course at HE or FE, East SOA's (2012/13-2014/15)

Proportion (%) of population aged 25-64 who are employment deprived, East SOA's (2015/16)

Proportion (%) of population aged 18-21 not enrolled in a HE course at HE or FE, East SOA's (2012/13-2015/16)

% of population aged 25-64
Employment deprived
- Above 25%
- Above 20% but below 25%
- Above 15% but below 20%
- Below 15%
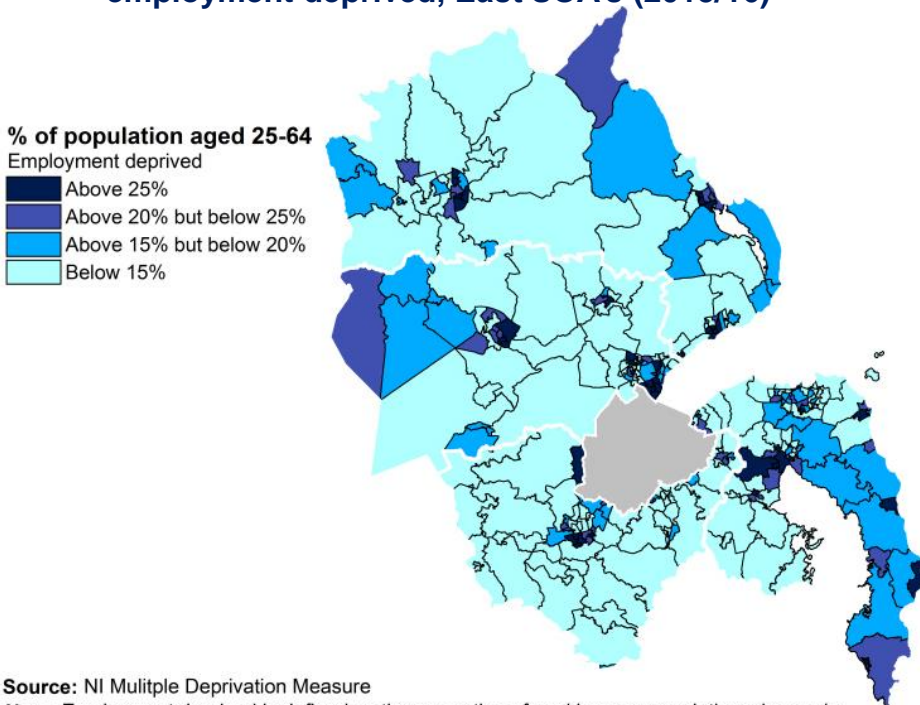
Source: NI Mulitple Deprivation Measure
Note: Employment derpived is defined as the proportion of working age population who are in reciept of at least one employment benefit and individuals who are not in receipt of the selected benefits, nor have received income from employment.

% of population aged 18-21
Not enrolled in Higher Education
- Above 80%
- Above 70% but below 80%
- Above 60% but below 70%
- Above 50% but below 60%
- Below 50%
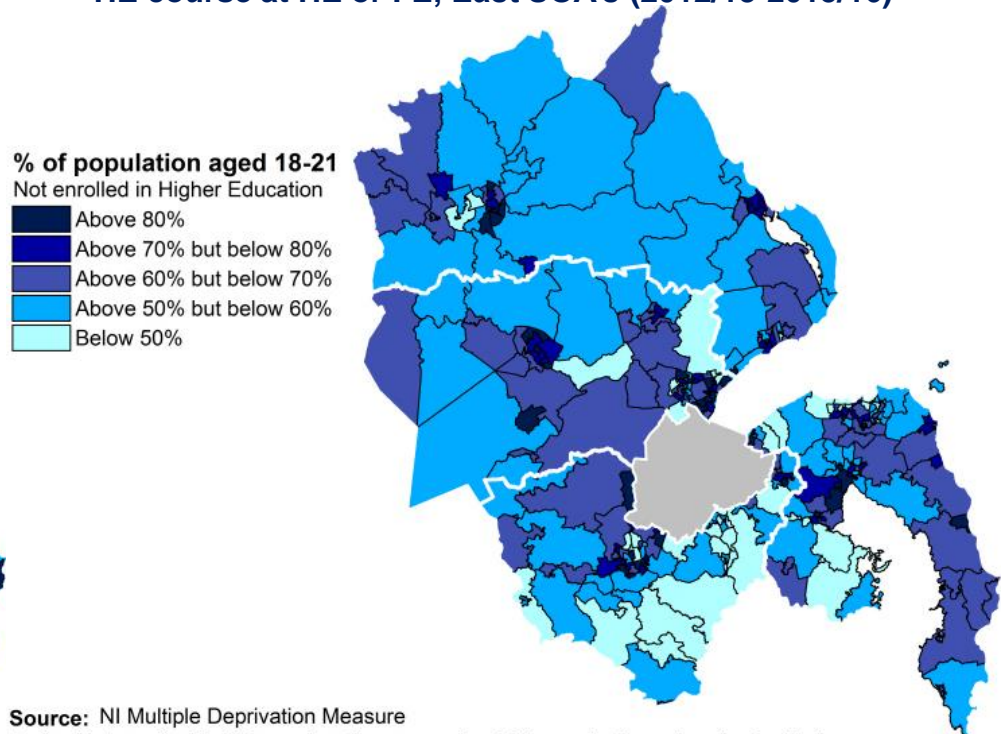
Source: NI Multiple Deprivation Measure
Note: Not enrolled in higher education course in a higher or further education institution

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Annex B5: NQF level 4+ qualifications, workplace versus resident, East SOA's (2011)

NQF level 4+ qualifications, workplace versus resident, East SOA's (2011)

Proportion (%) of 16-74 population with NQF level 4+ qualifications (workplace based), East SOA's (2011)
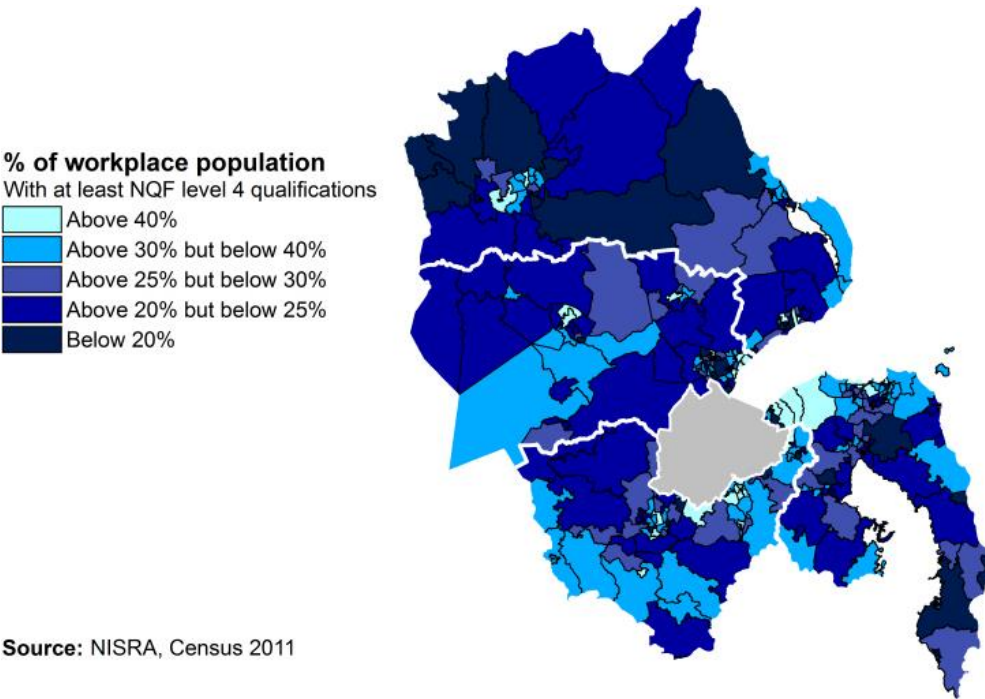
Proportion (%) of 25-64 population with NQF level 4+ qualifications (resident based), East SOA's (2011)

% of workplace population
With at least NQF level 4 qualifications
- Above 40%
- Above 30% but below 40%
- Above 25% but below 30%
- Above 20% but below 25%
- Below 20%

Source: NISRA, Census 2011

% of population aged 25-64
With at least NQF level 4 qualifications
- Above 40%
- Above 30% but below 40%
- Above 25% but below 30%
- Above 20% but below 25%
- Below 20%

Source: NISRA, Census 2011

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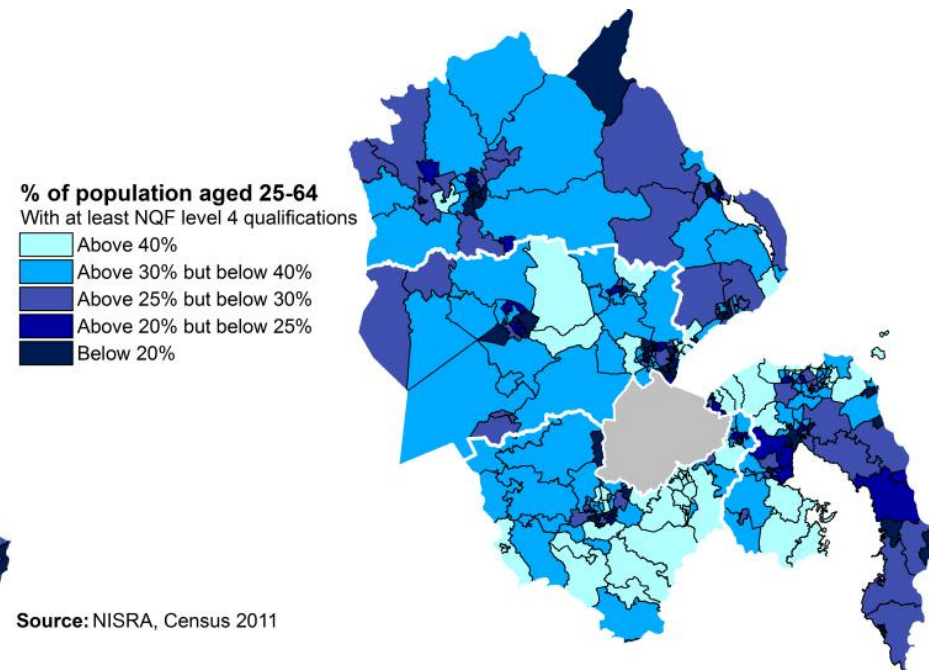
Annex C: Scatters

Annex C1: Employment deprivation (2015/16) versus low or no qualifications (2011), East and NI SOA's

% working age population employment deprived (2015/16) versus % of 25-64 population with low or no qualifications (2011), East SOA's

$y = 0.6127x - 0.0248$
$R^2 = 0.7809$

% working age population employment deprived (2015/16) versus % of 25-64 population with low or no qualifications (2011), NI SOA's

$y = 0.7309x - 0.0517$
$R^2 = 0.7613$

Source: NI Multiple Deprivation Measure

Note: Employment deprived is defined as proportion of working age population who are in receipt of at least one employment related benefit, and individuals who are not in receipt of an employment related benefit, nor have received income from employment

Source: NI Multiple Deprivation Measure

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Annex C2: Educational attainment (2013/14-2015-16) versus proportion of pupils entitles to free school meals (2013/14-2015/16), East and NI wards

% school leavers not achieving 5+ GCSEs including English and maths (2013/14-2015/16) versus % of pupils receiving FSME (2013/14-2015/16), East Wards

$$y = 1.0613x + 0.1426$$
$$R^2 = 0.6409$$
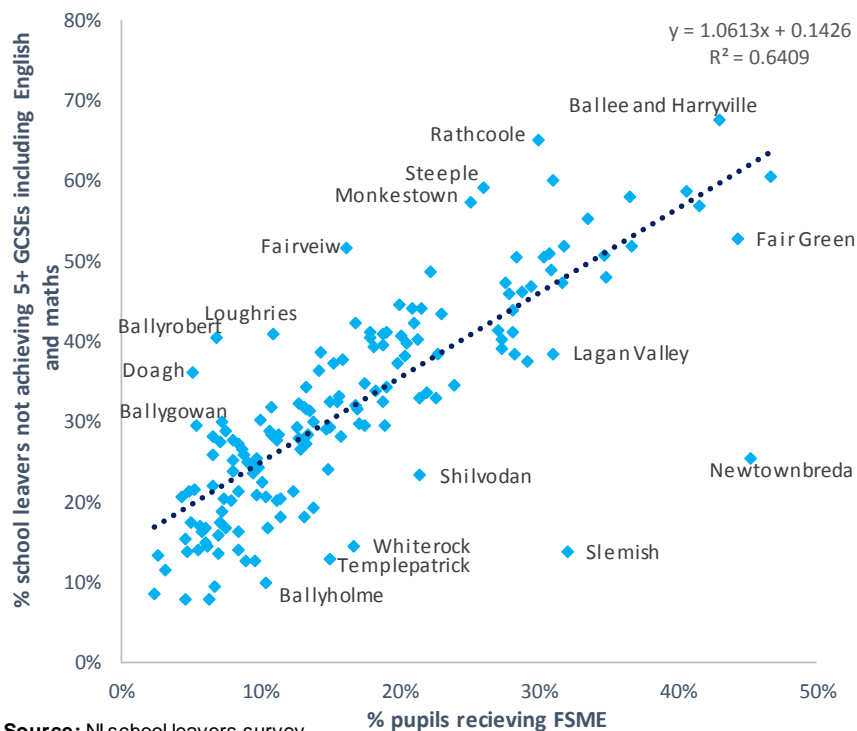
% school leavers not achieving 5+ GCSEs including English and maths (2013/14-2015/16) versus % of pupils receiving FSME (2013/14-2015/16), NI Wards

$$y = 0.6898x + 0.1789$$
$$R^2 = 0.5391$$

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148
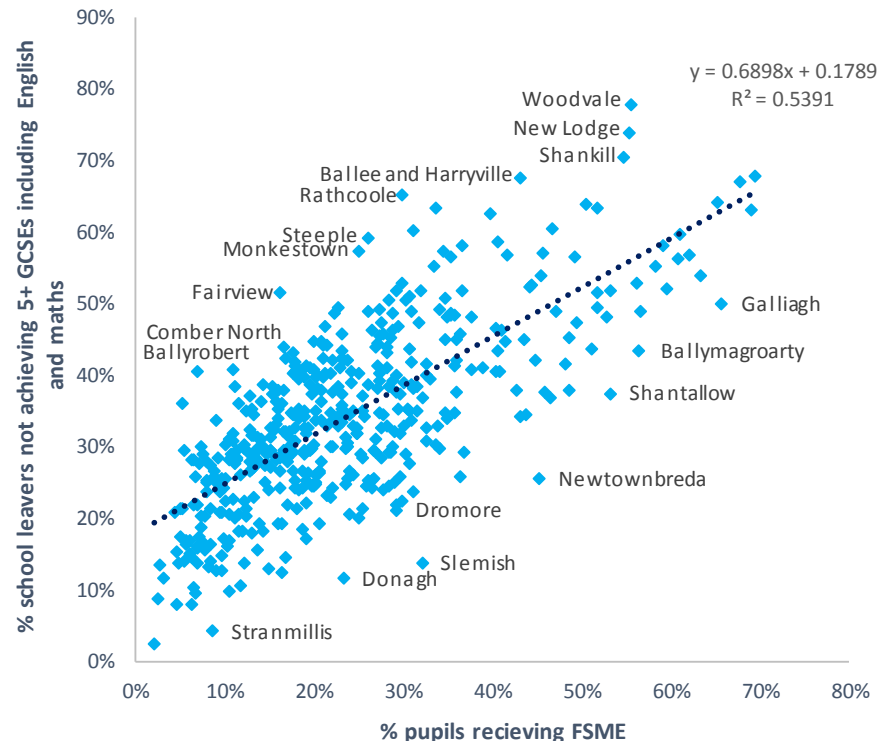
Annex C3: Educational attainment (2013/14-2015/16) versus proportion of births to unmarried mothers (2014-15), East and NI wards

% school leavers not achieving 5+ GCSEs including English and maths (2013/14-2015/16) versus % of births to unmarried mothers (2014-2015), East Wards

$y = 0.7022x + 0.0451$
$R^2 = 0.6639$

Labels on chart: Ballee and Harryville, Rathcoole, West Winds, Kilcooley, Fair View, Portavogie, Ballyrobert, Whitehouse, Gardenmore, Toome, Portglenone, Carnlough and Glenarm, Magheralave, Crumlin, Maghaberry, Broughshane, Galgorm, Ballyholme, Ravernet

X-axis: % births to unmarried mothers

Y-axis: % school leavers not achieving 5+ GCSEs including English and maths

Source: NI school leavers survey
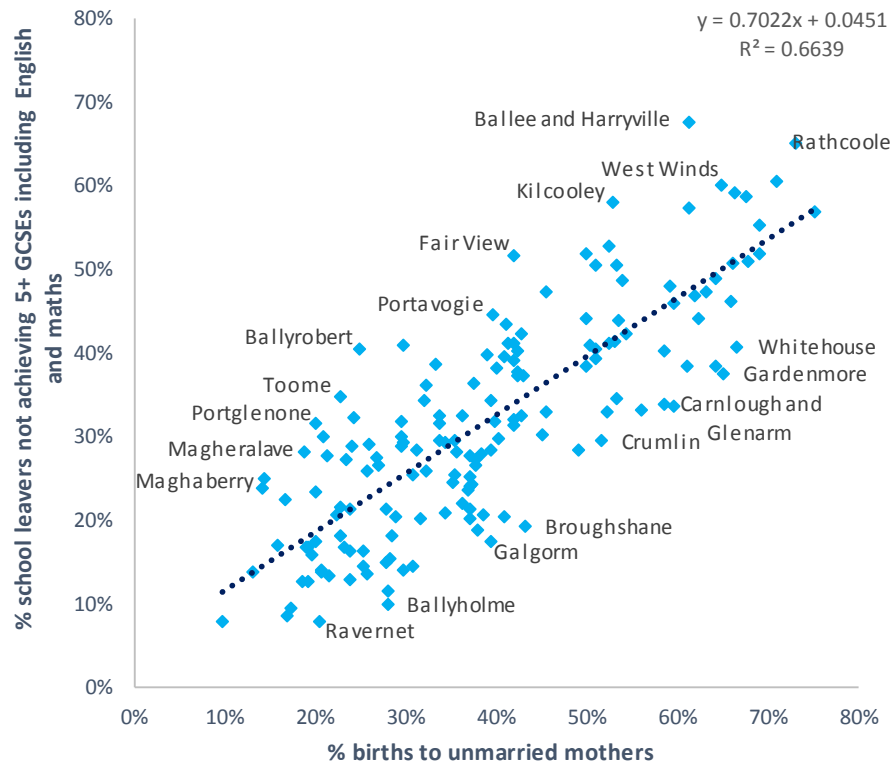
% school leavers not achieving 5+ GCSEs including English and maths (2013/14-2015/16) versus % of births to unmarried mothers (2014-2015), NI Wards

$y = 0.536x + 0.1192$
$R^2 = 0.5409$

Labels on chart: Woodvale, Shankill, Ballee and Harryville, Ballybay, Kilcooley, Brownlow, Fairview, Ardboe, Coagh, Beechmount, Ballygawley, Lisnagelvin, Derrylin, Shaw's Road, Ballymaguigan, Springtown, Camowen, Dunmurry, Ballyholme, Culmore, Malone

X-axis: % births to unmarried mothers

Y-axis: % school leavers not achieving 5+ GCSEs including English and maths

Source: NI School leavers survey

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149
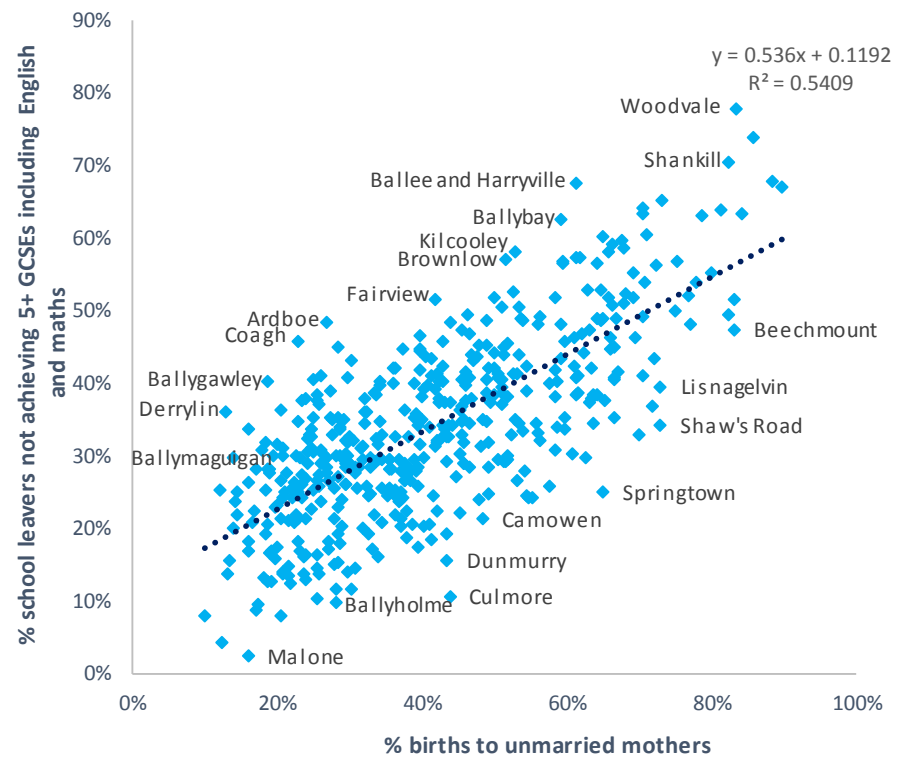
Annex C4: Educational attainment (2015/16) versus employment deprivation (2015-16), East and NI SOA's

% school leavers not achieving 5+ GCSEs including English and maths (2015/16) versus % of working age population employment deprived (2015/16), East SOA's

$y = 1.6976x + 0.037$
$R^2 = 0.5938$

% school leavers not achieving 5+ GCSEs including English and maths (2015/16) versus % of working age population employment deprived (2015/16), NI SOA's

$y = 1.1262x + 0.1044$
$R^2 = 0.4984$

Source: NI Multiple Deprivation Measure

Note: Employment deprived is defined as proportion of working age population who are in receipt of at least one employment related benefit, and individuals who are not in receipt of an employment related benefit, nor have received income from employment

Source: NI Multiple Deprivation Measure

Note: Employment deprived is defined as proportion of working age population who are in receipt of at least one employment related benefit, and individuals who are not in receipt of an employment related benefit, nor have received income from employment

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Annex C5: Educational attainment (2015/16) and adult population with low or no qualifications (2011), East and NI SOA's

% school leavers not achieving 5+ GCSEs including English and maths (2015/16) versus % of 25-64 population with low or no qualifications (2011), East SOA's

$y = 1.2495x - 0.0704$
$R^2 = 0.6693$

Labels shown: Ballee, Northland, Springfarm_2, Steeple, Killycrot, Clandyboye_3, Dunanney, Ballyduff_2, Bradshaw's Brae_1, Old Warren, Ballykeel, Cairnshill_2, Ballyloran, Hilden_2, Gortalee, Broadway_2, Carnlough, Galgorm_1, Rostulla_2, Abbey_2, Jordanstown_3, Lagan Valley_2, Slemish, Drumbo_1, Churchill_2

x-axis: % 25-64 population with low or no qualifications

Source: NI Multiple Deprivation Measure

% school leavers not achieving 5+ GCSEs including English and maths (2015/16) versus % of 25-64 population with low or no qualifications (2011), NI SOA's

$y = 1.1262x + 0.1044$
$R^2 = 0.4984$

Labels shown: Ballee, New Lodge_3, Windsor_4, Bloomfield_1, Steeple, Scrabo_1, Lambeg_2, Botanic_4, New Lodge_2, Loughview_2, Windsor_3, Water Works_2, Shantallow West_1, The Diamond, Westland, Shantallow East, Strand_1, Carn Hill_1, Donard_1, Lagan Valley_2, Ebrighton_1, Pennyburn_2

x-axis: % working age population employment deprived

Source: NI Multiple Deprivation Measure

Note: Employment deprived is defined as proportion of working age population who are in receipt of at least one employment related benefit, and individuals who are not in receipt of an employment related benefit, nor have received income from employment

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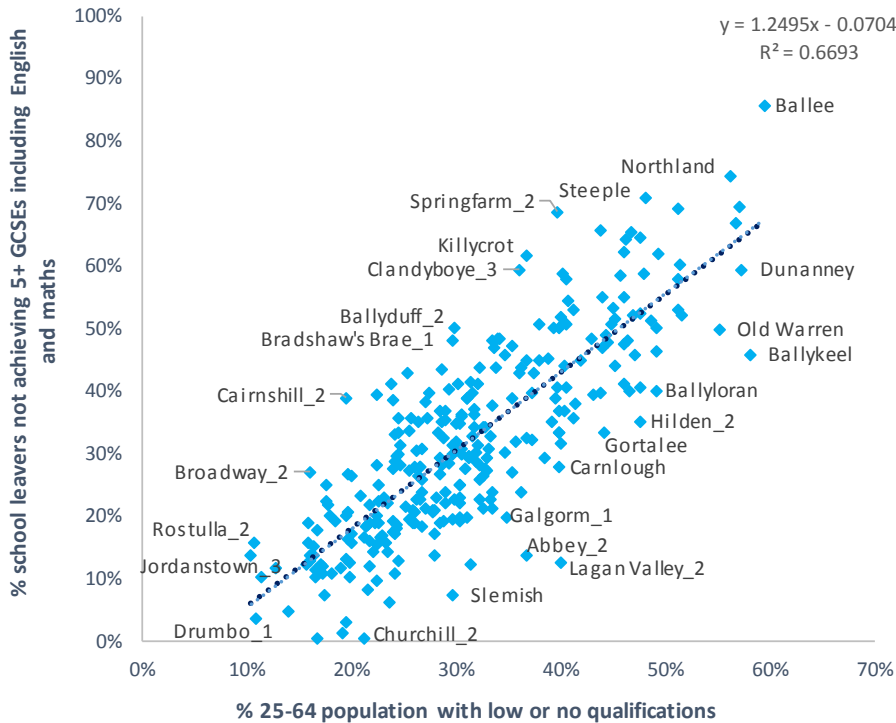
Annex C6: Tertiary education participation (2015/16) versus adult population with low or no skills (2011), East and NI SOA's

% 18-21 population not enrolled in HE course at HE or FE (2015/16) versus % of 25-64 population with low or no qualifications (2011), East SOA's

$y = 0.9978x + 0.3253$
$R^2 = 0.6881$

Source: NI Multiple Deprivation Measure

% 18-21 population not enrolled in HE course at HE or FE (2015/16) versus % of 25-64 population with low or no qualifications (2011), NI SOA's

$y = 0.7435x + 0.3743$
$R^2 = 0.568$

Source: NI Multiple Deprivation Measure

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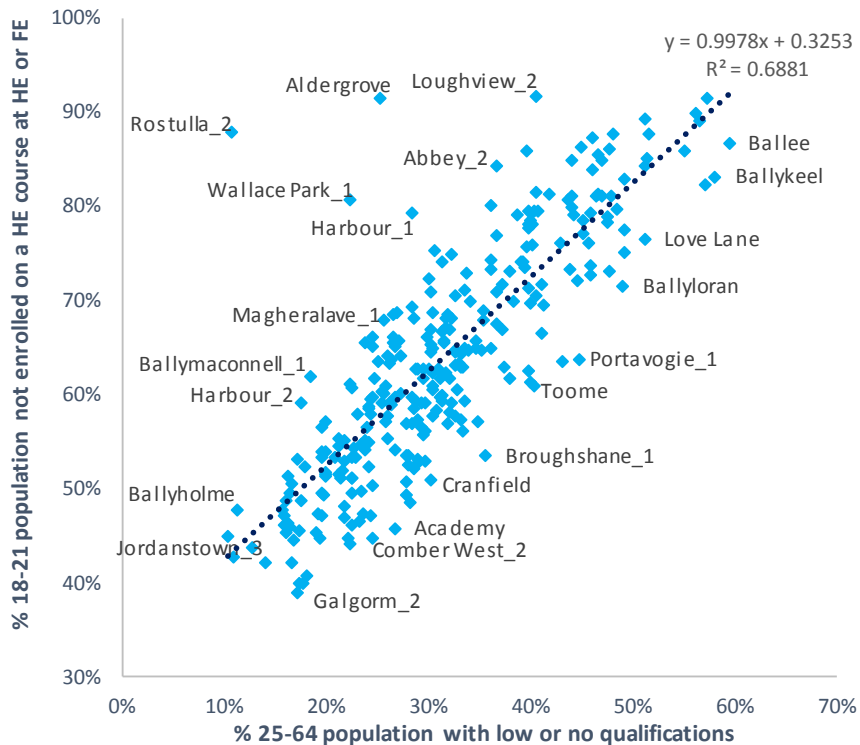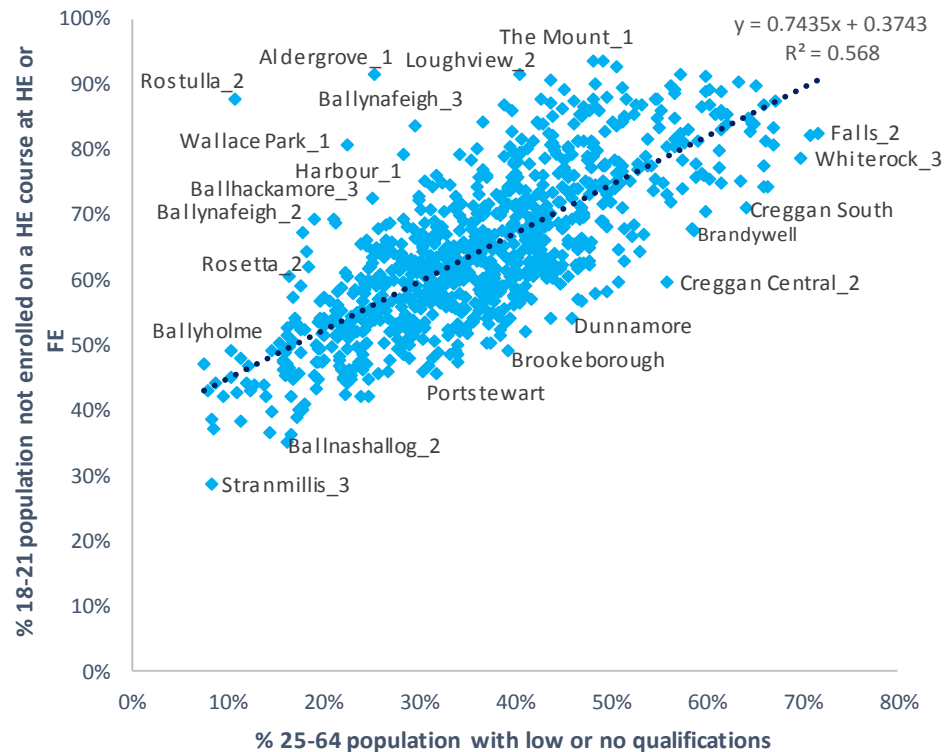
Annex D: DEA Net Requirement

Annex D1: DEA Net Requirement (Airport and Antrim)

Net requirement (East) vs skills profile of labour market entrants (Airport) (2017-2027)
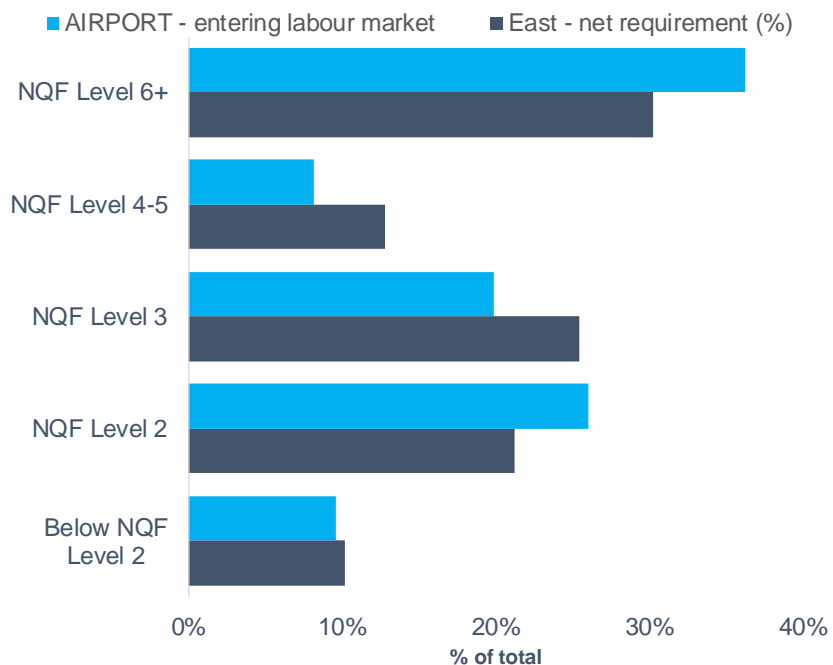
Legend: ■ AIRPORT - entering labour market ■ East - net requirement (%)

Categories (top to bottom): NQF Level 6+, NQF Level 4-5, NQF Level 3, NQF Level 2, Below NQF Level 2

X-axis: % of total (0% to 40%)

Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Antrim) (2017-2027)

Legend: ■ ANTRIM - entering labour market ■ East - net requirement (%)

Categories (top to bottom): NQF Level 6+, NQF Level 4-5, NQF Level 3, NQF Level 2, Below NQF Level 2

X-axis: % of total (0% to 50%)

Source: UUEPC

Ulster University
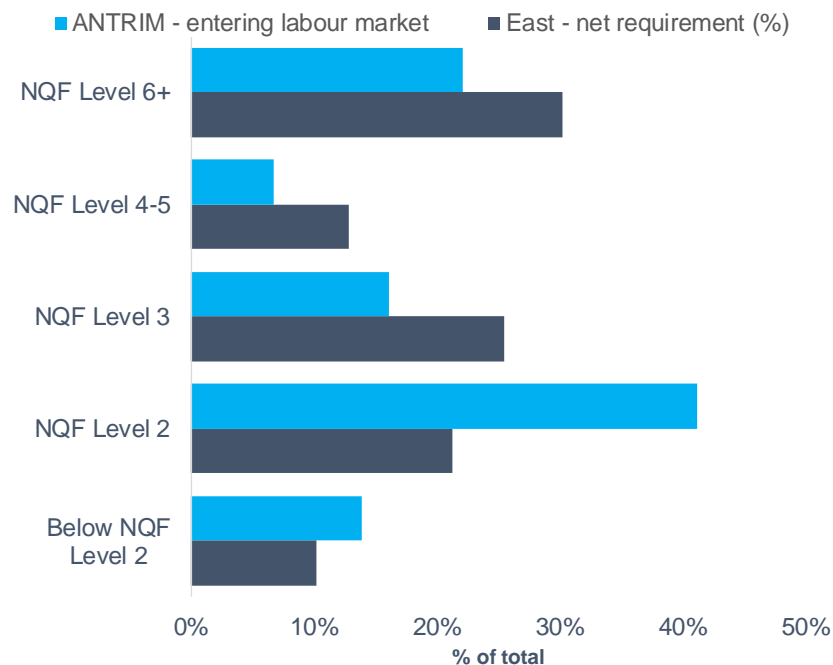
Annex D2: DEA Net Requirement (Ards Peninsula and Ballyclare)

Net requirement (East) vs skills profile of labour market entrants (Ards Peninsula) (2017-2027)
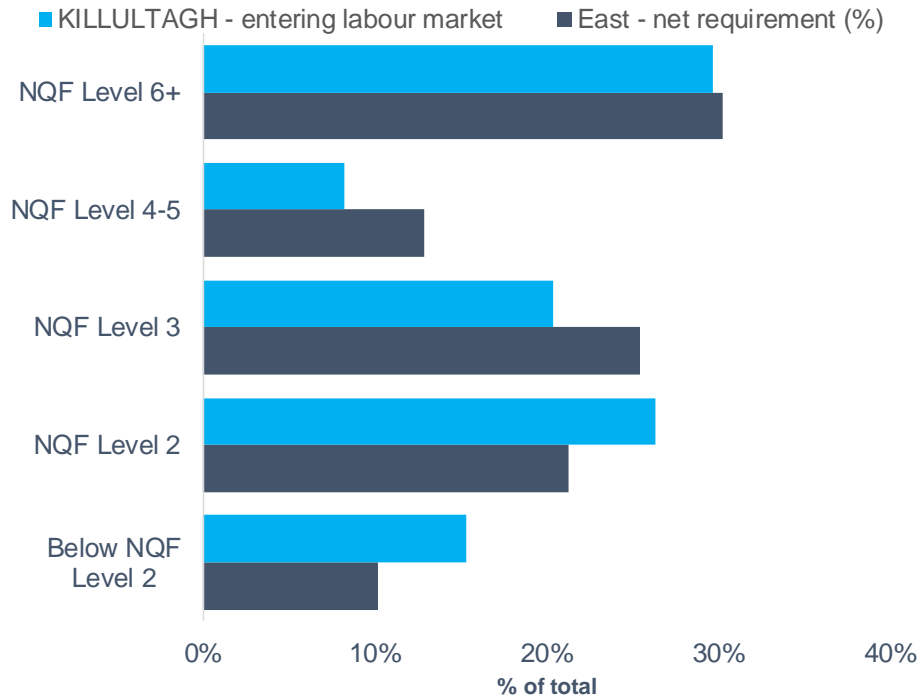
Source: UUEPC
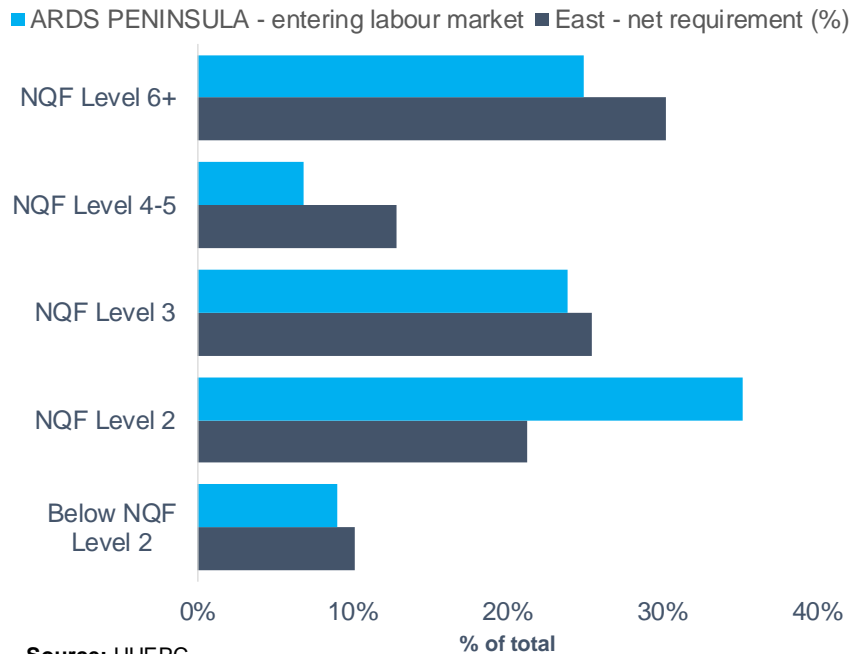
Net requirement (East) vs skills profile of labour market entrants (Ballyclare) (2017-2027)

Source: UUEPC
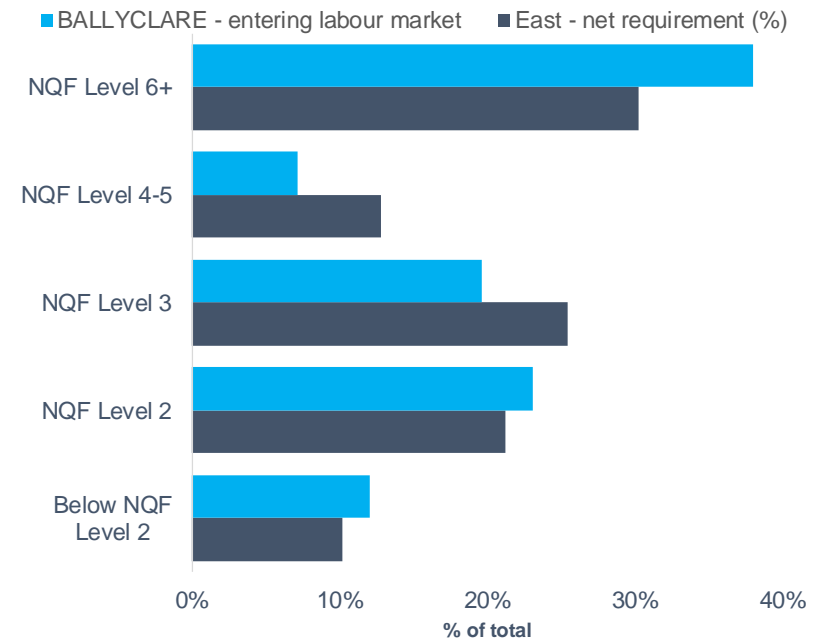
Annex D3: DEA Net Requirement (Ballymena and Bangor Central)

Net requirement (East) vs skills profile of labour market entrants (Ballymena) (2017-2027)
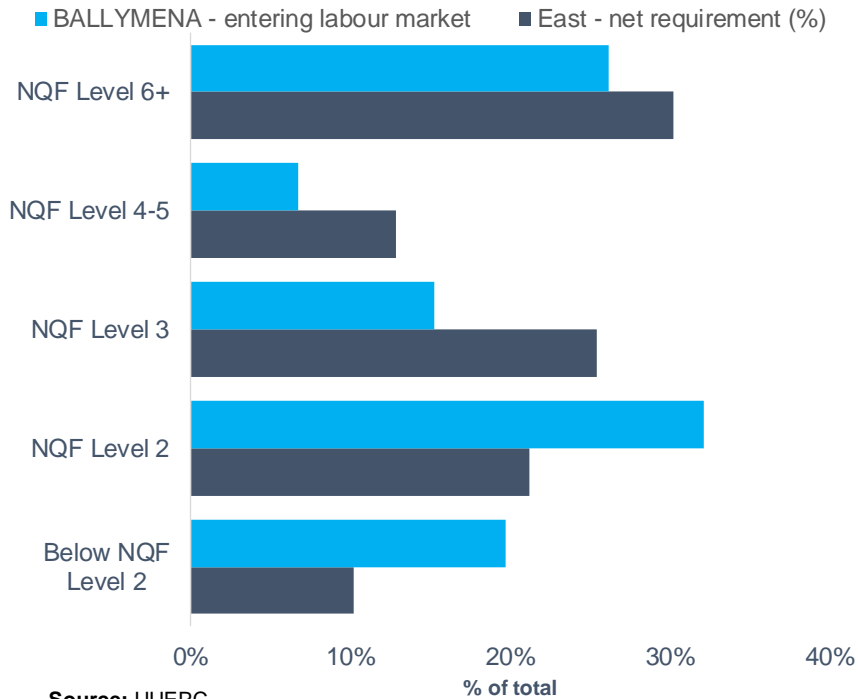
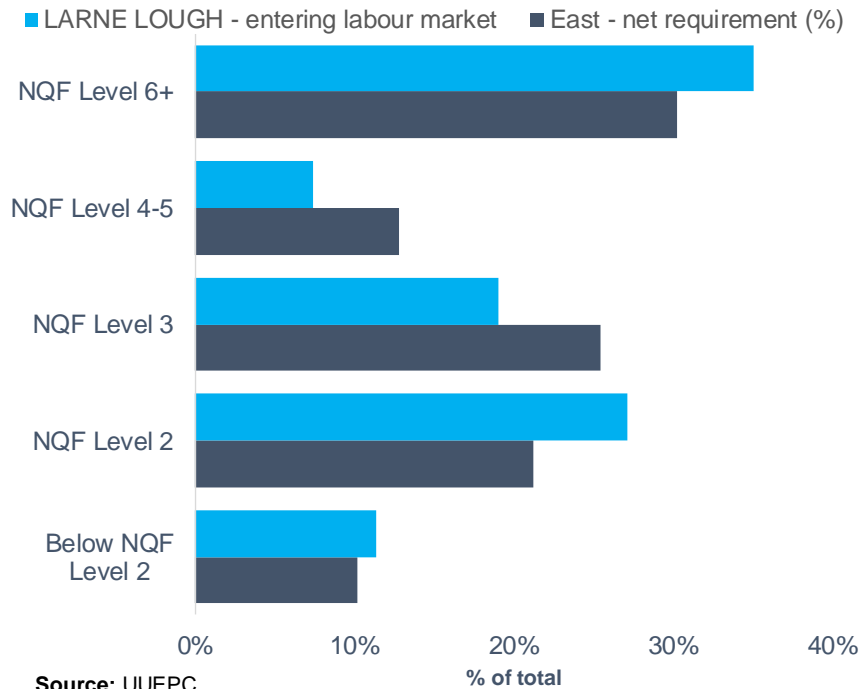**Net requirement (East) vs skills profile of labour market entrants (Bangor Central) (2017-2027)**
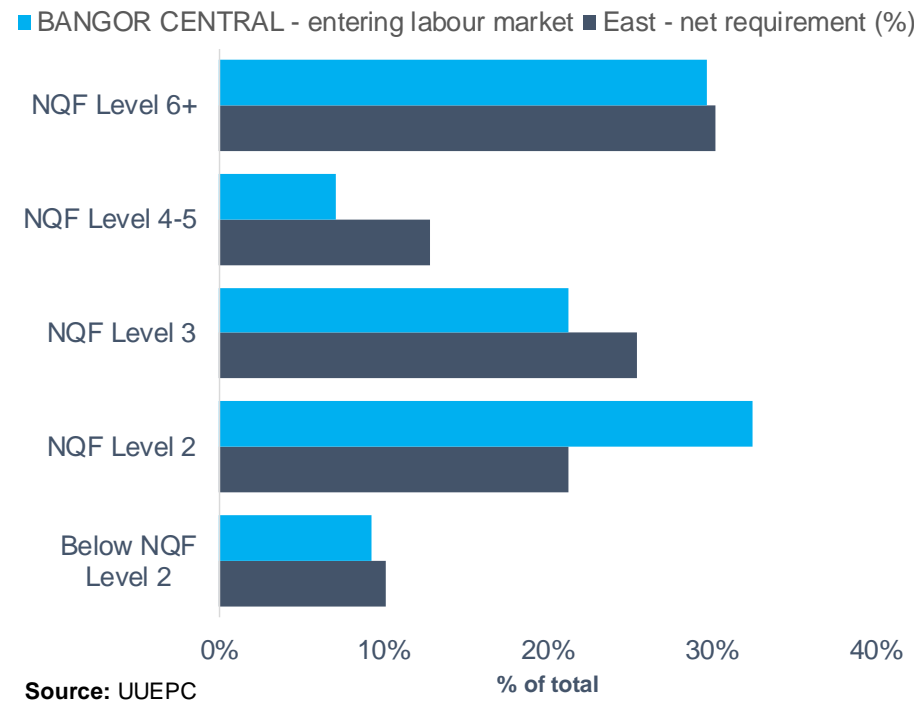
Source: UUEPC

Annex D4: DEA Net Requirement (Bangor East and Donaghadee and Bangor West)

Net requirement (East) vs skills profile of labour market entrants (Bangor East and Donaghadee) (2017-2027)

Legend:
- ■ BANGOR EAST AND DONAGHADEE - entering labour market
- ■ East - net requirement (%)

Categories (top to bottom):
- NQF Level 6+
- NQF Level 4-5
- NQF Level 3
- NQF Level 2
- Below NQF Level 2

X-axis: 0%, 10%, 20%, 30%, 40%
% of total
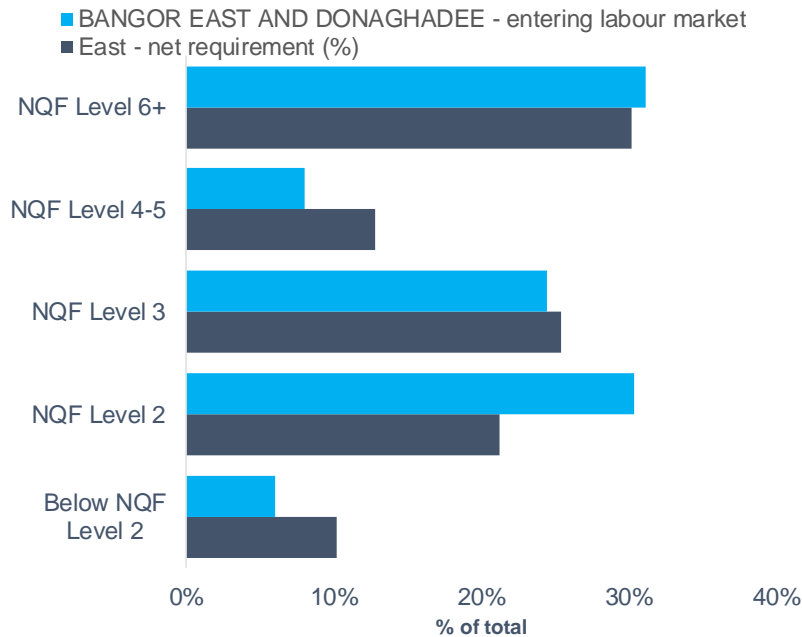
Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Bangor West) (2017-2027)

Legend:
- ■ BANGOR WEST - entering labour market
- ■ East - net requirement (%)

Categories (top to bottom):
- NQF Level 6+
- NQF Level 4-5
- NQF Level 3
- NQF Level 2
- Below NQF Level 2

X-axis: 0%, 10%, 20%, 30%, 40%
% of total

Source: UUEPC

Ulster University
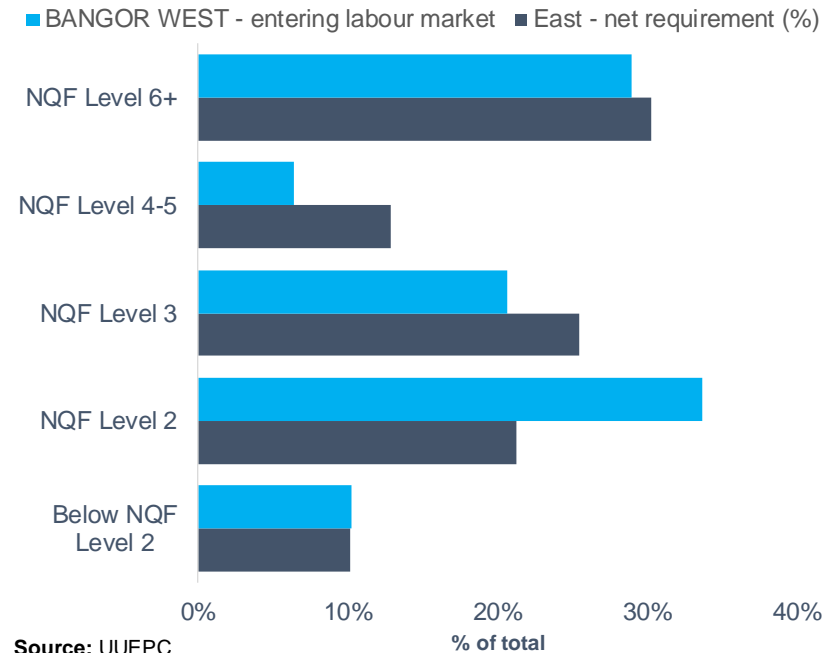
Annex D5: DEA Net Requirement (Bannside and Braid)

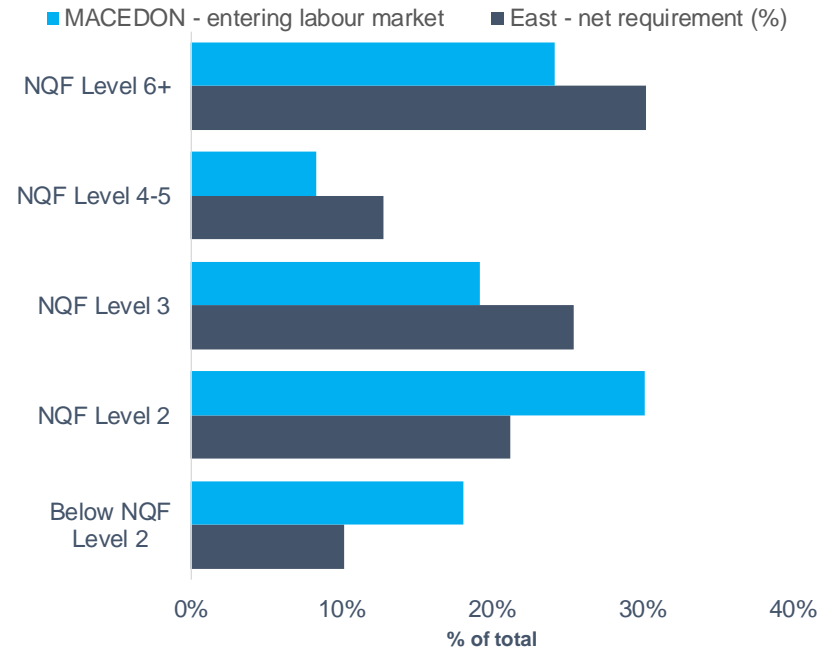**Net requirement (East) vs skills profile of labour market entrants (Bannside) (2017-2027)**

■ BANNSIDE - entering labour market ■ East - net requirement (%)
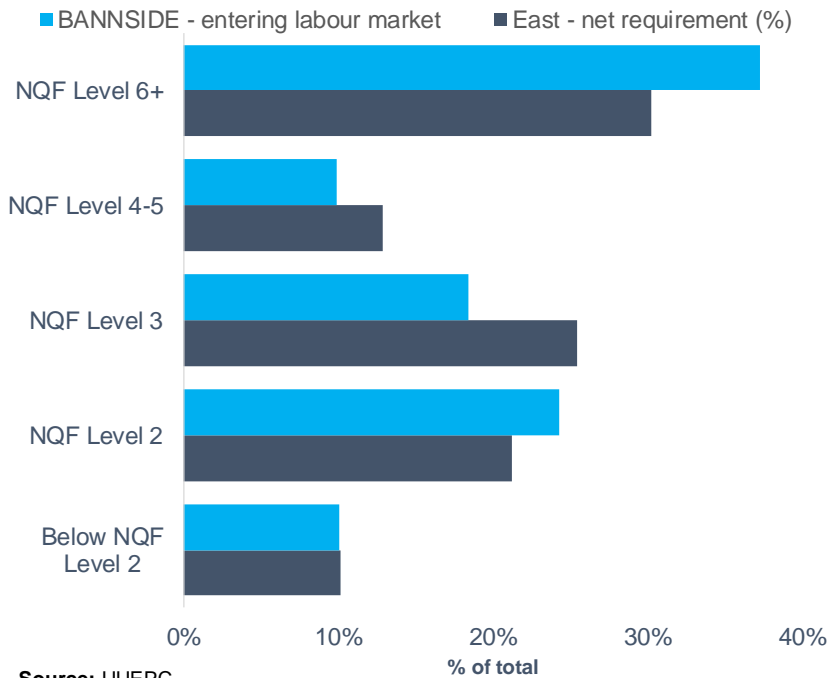
Net requirement (East) vs skills profile of labour market entrants (Braid) (2017-2027)

■ BRAID - entering labour market ■ East - net requirement (%)

Source: UUEPC

Source: UUEPC

Ulster University
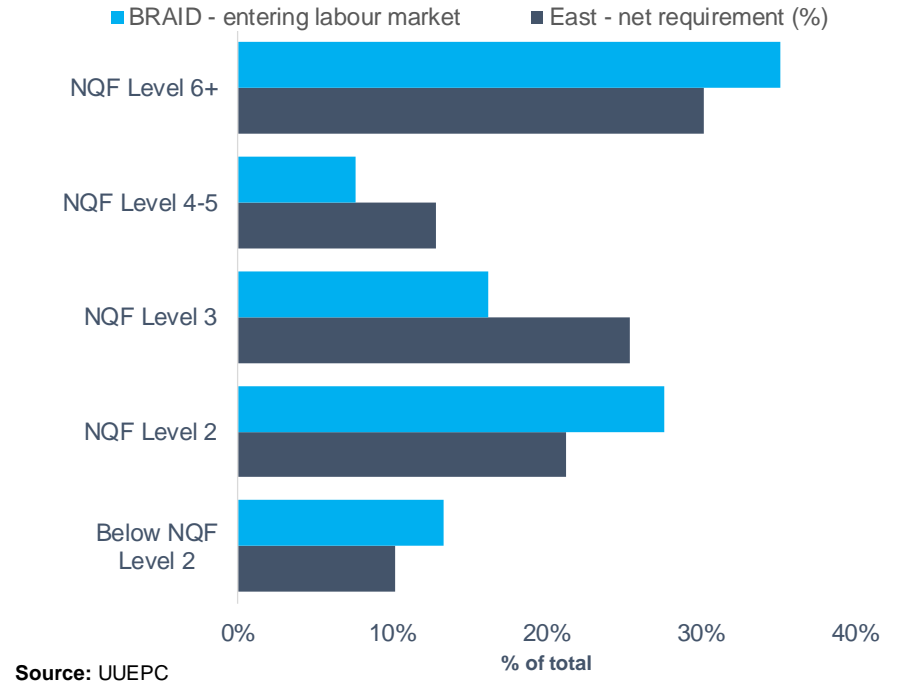
Annex D6: DEA Net Requirement (Carrick Castle and Castlereagh East)

Net requirement (East) vs skills profile of labour market entrants (Carrick Castle) (2017-2027)

- CARRICK CASTLE - entering labour market
- East - net requirement (%)

NQF Level 6+
NQF Level 4-5
NQF Level 3
NQF Level 2
Below NQF Level 2

0% 10% 20% 30% 40% %

% of total

Source: UUEPC
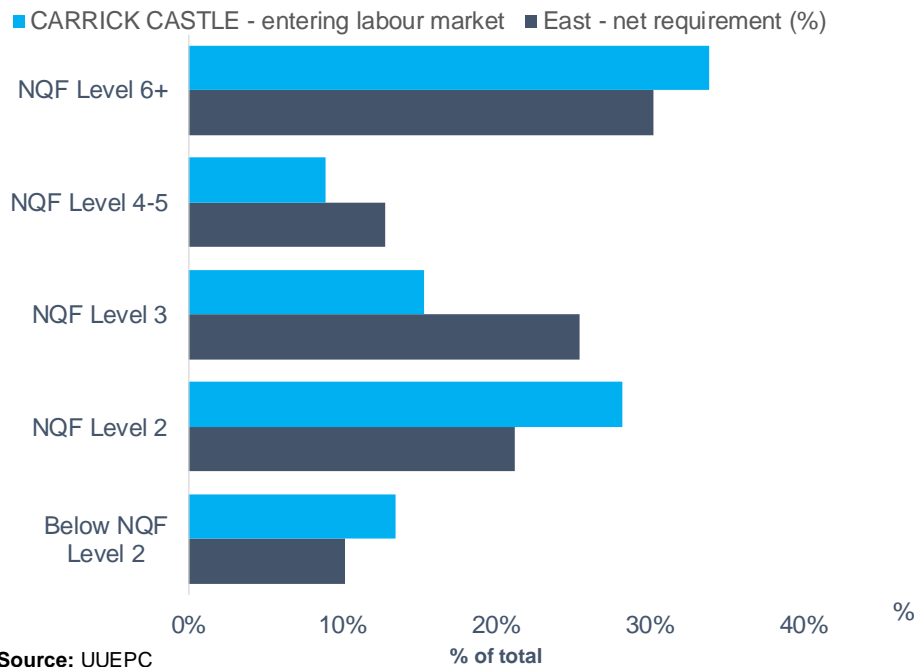
Net requirement (East) vs skills profile of labour market entrants (Castlereagh East) (2017-2027)

- CASTLEREAGH EAST - entering labour market
- East - net requirement (%)

NQF Level 6+
NQF Level 4-5
NQF Level 3
NQF Level 2
Below NQF Level 2

0% 10% 20% 30% 40%

% of total

Source: UUEPC

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159
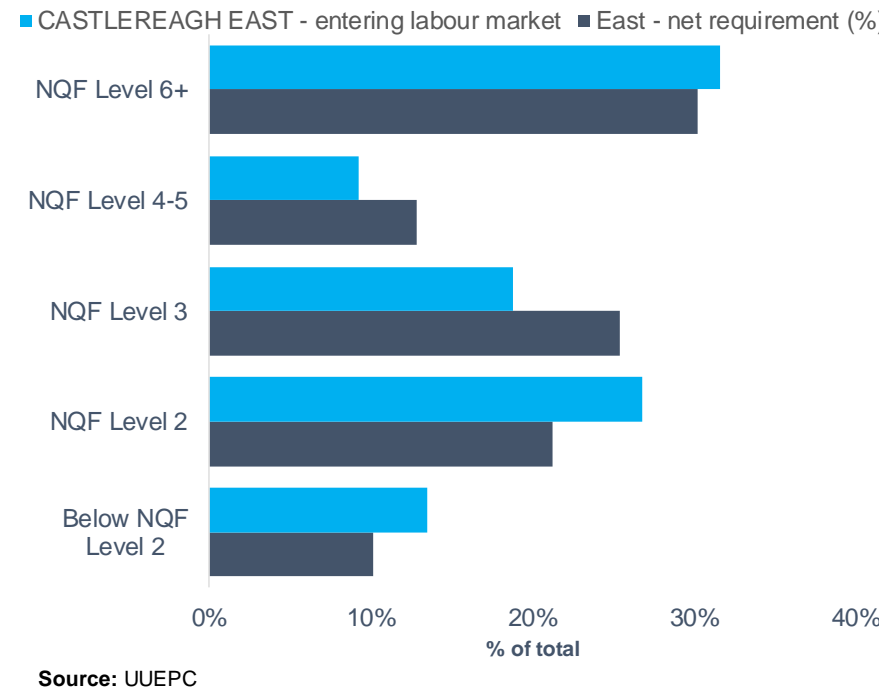
Annex D7: DEA Net Requirement (Castlereagh South and Coast Road)

Net requirement (East) vs skills profile of labour market entrants (Castlereagh South) (2017-2027)

■ CASTLEREAGH SOUTH - entering labour market ■ East - net requirement (%)
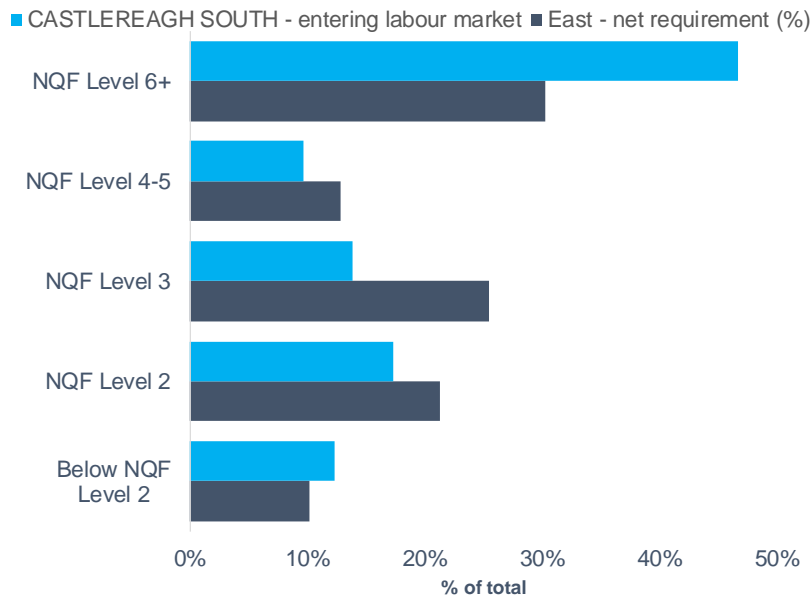
Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Coast Road) (2017-2027)

■ COAST ROAD - entering labour market ■ East - net requirement (%)

Source: UUEPC

160
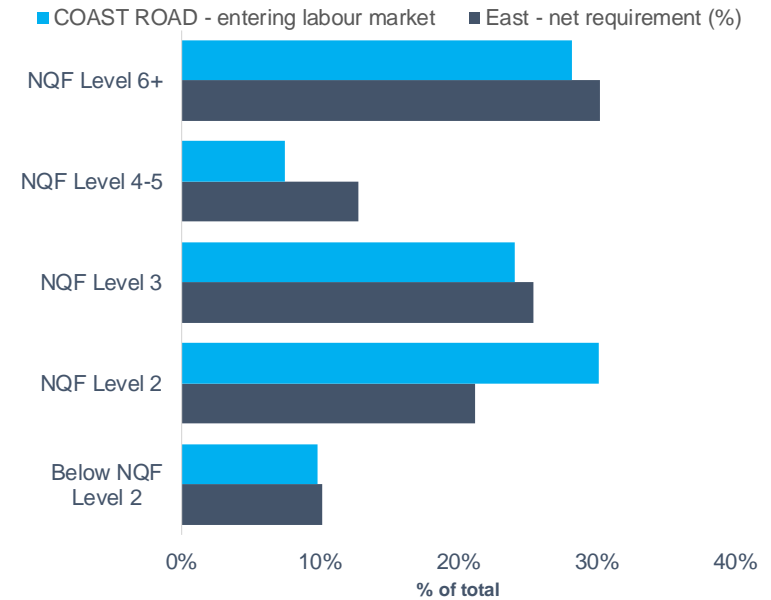
Annex D8: DEA Net Requirement (Comber and Downshire East)

Net requirement (East) vs skills profile of labour market entrants (Comber) (2017-2027)
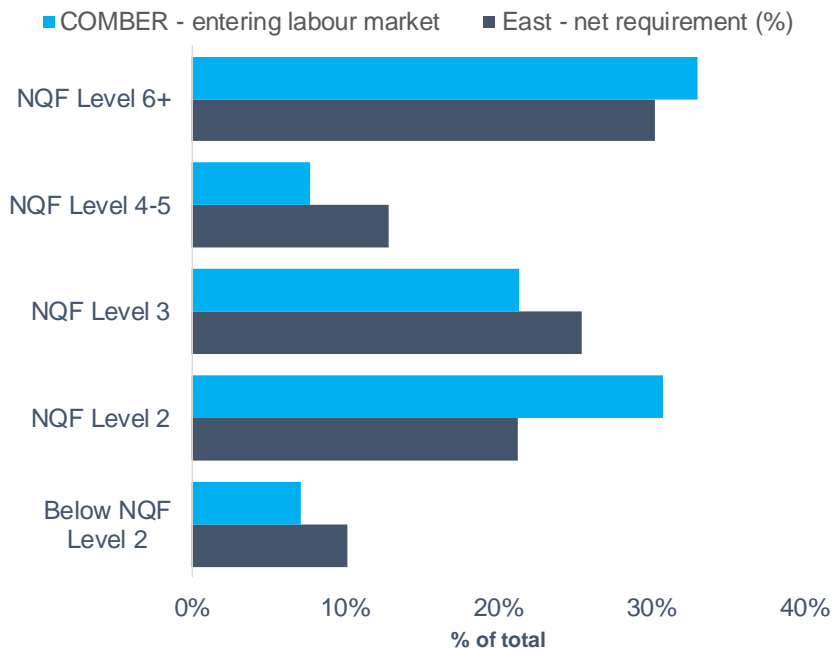
Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Downshire East) (2017-2027)
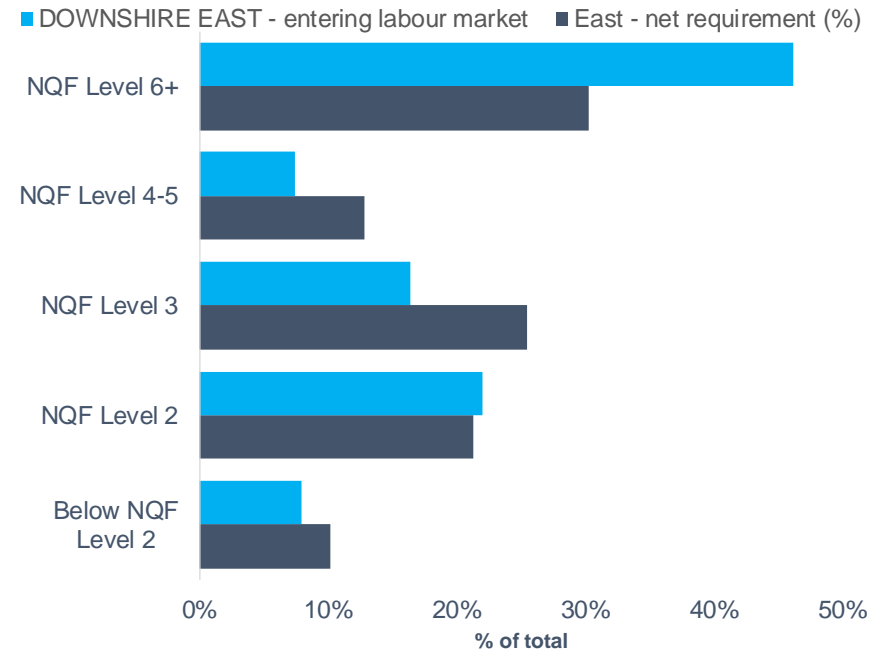
Source: UUEPC

Annex D9: DEA Net Requirement (Downshire West and Dunsilly)

Net requirement (East) vs skills profile of labour market entrants (Downshire West) (2017-2027)

■ DOWNSHIRE WEST - entering labour market ■ East - net requirement (%)
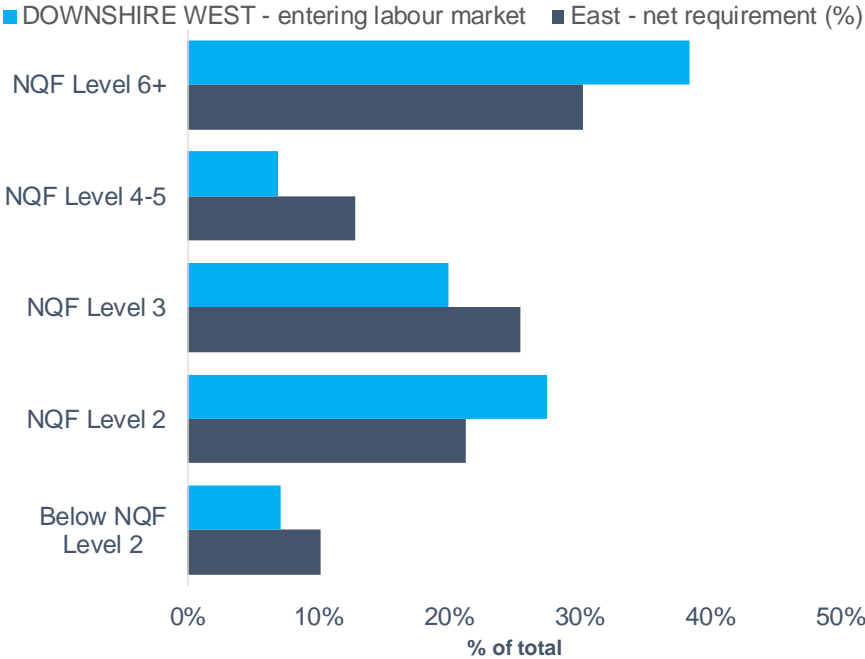
Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Dunsilly) (2017-2027)

■ DUNSILLY - entering labour market ■ East - net requirement (%)
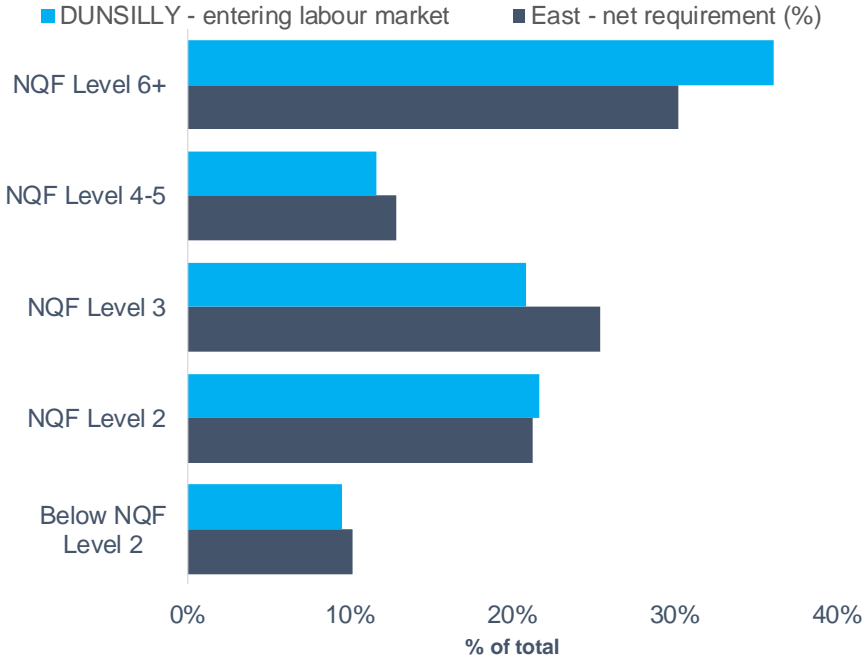
Source: UUEPC

Annex D10: DEA Net Requirement (Glengormley Urban and Holywood and Clandeboye)

Net requirement (East) vs skills profile of labour market entrants (Glengormley Urban) (2017-2027)

■ GLENGORMLEY URBAN - entering labour market ■ East - net requirement (%)
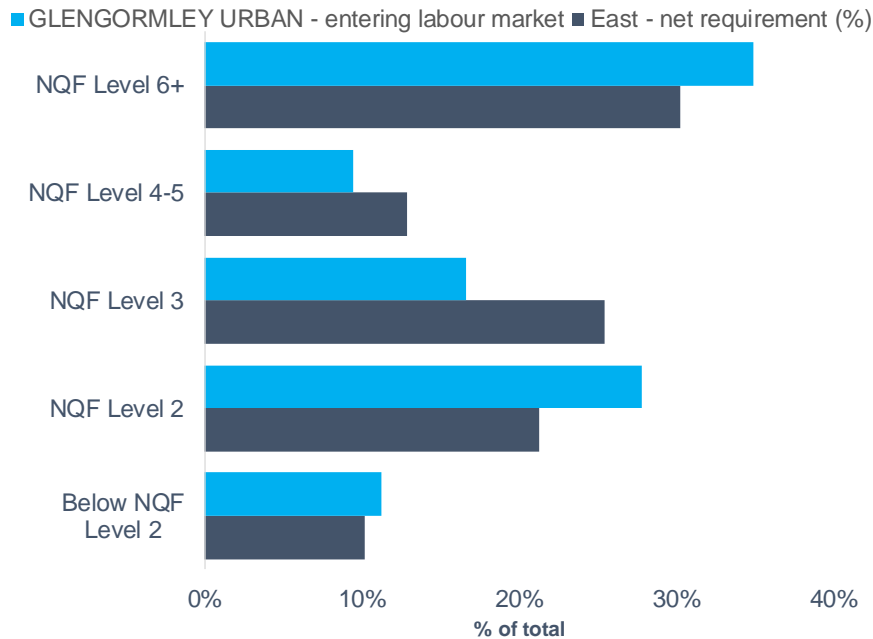
Net requirement (East) vs skills profile of labour market entrants (Holywood and Clandeboye) (2017-2027)

■ HOLYWOOD AND CLANDEBOYE - entering labour market ■ East - net requirement (%)
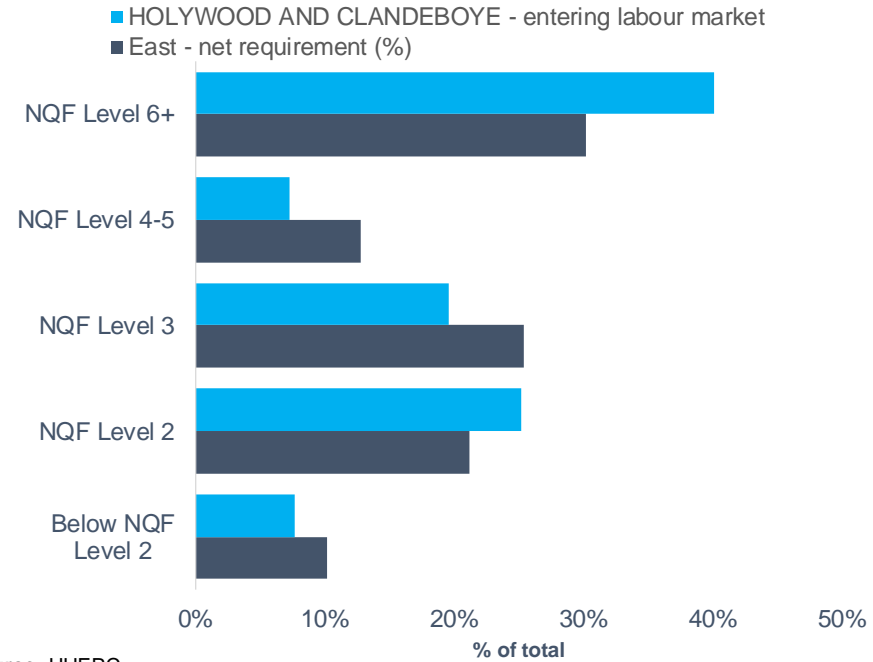
Source: UUEPC

Source: UUEPC

Annex D11: DEA Net Requirement (Killultagh and Knockagh)

Net requirement (East) vs skills profile of labour market entrants (Killultagh) (2017-2027)

■ KILLULTAGH - entering labour market   ■ East - net requirement (%)

% of total

Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Knoackagh) (2017-2027)

■ KNOCKAGH - entering labour market   ■ East - net requirement (%)

% of total

Source: UUEPC

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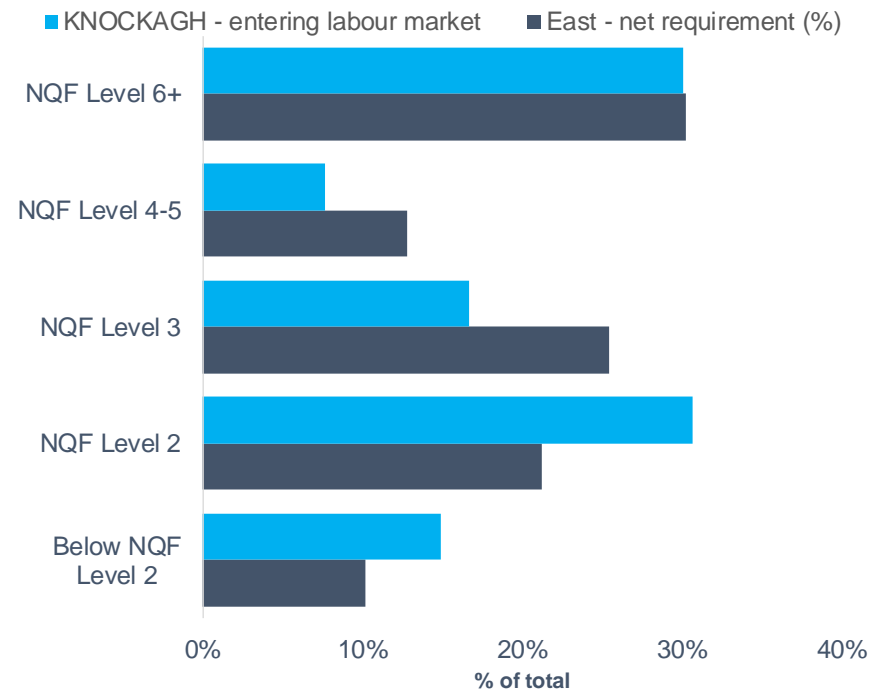
Annex D12: DEA Net Requirement (Larne Lough and Lisburn North)

Net requirement (East) vs skills profile of labour market entrants (Larne Lough) (2017-2027)

■ LARNE LOUGH - entering labour market ■ East - net requirement (%)

NQF Level 6+

NQF Level 4-5

NQF Level 3

NQF Level 2

Below NQF Level 2

0%   10%   20%   30%   40%
% of total

Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Lisburn North) (2017-2027)

■ LISBURN NORTH - entering labour market ■ East - net requirement (%)

NQF Level 6+

NQF Level 4-5

NQF Level 3

NQF Level 2

Below NQF Level 2

0%   10%   20%   30%   40%
% of total
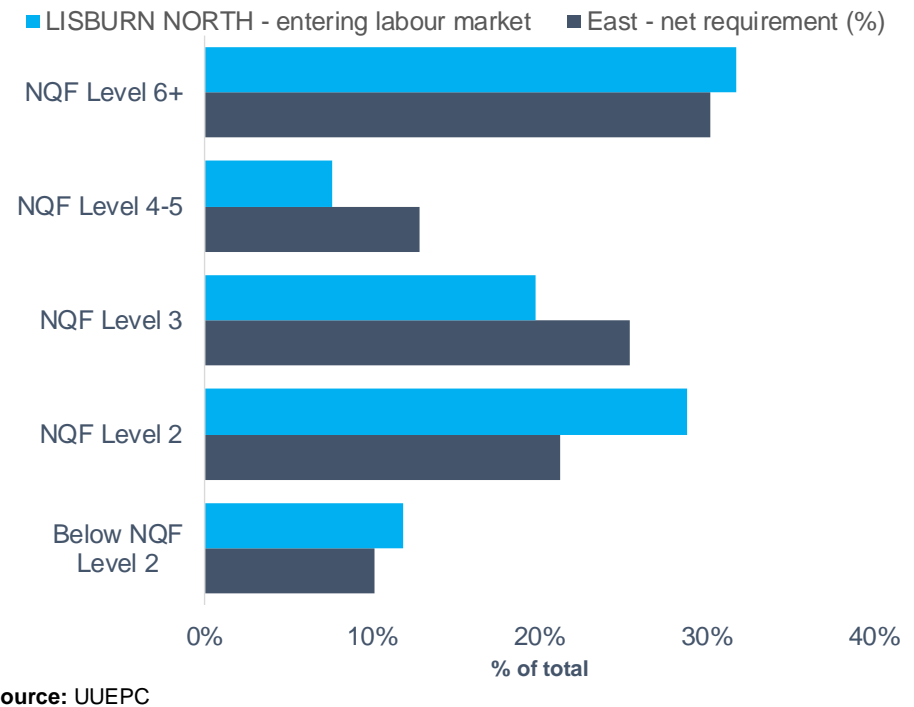
Source: UUEPC

Annex D13: DEA Net Requirement (Lisburn South and Macedon)

Net requirement (East) vs skills profile of labour market entrants (Lisburn South) (2017-2027)

- LISBURN SOUTH - entering labour market
- East - net requirement (%)

NQF Level 6+
NQF Level 4-5
NQF Level 3
NQF Level 2
Below NQF Level 2

% of total
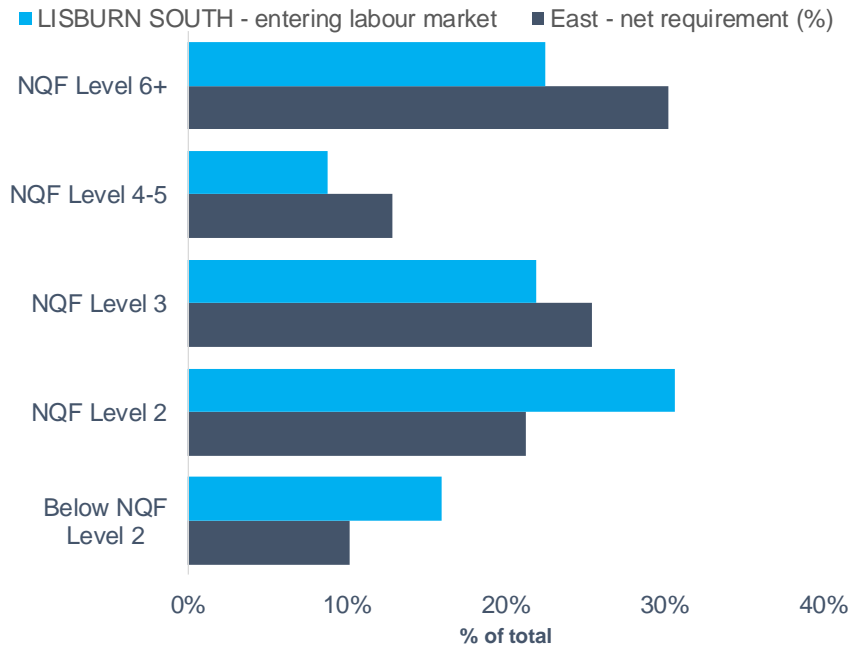
Source: UUEPC

Net requirement (East) vs skills profile of labour market entrants (Macedon) (2017-2027)

- MACEDON - entering labour market
- East - net requirement (%)

NQF Level 6+
NQF Level 4-5
NQF Level 3
NQF Level 2
Below NQF Level 2

% of total

Source: UUEPC

Annex D14: DEA Net Requirement (Newtownards and Three Mile Water)

Net requirement (East) vs skills profile of labour market entrants (Newtownards) (2017-2027)

■ NEWTOWNARDS - entering labour market   ■ East - net requirement (%)
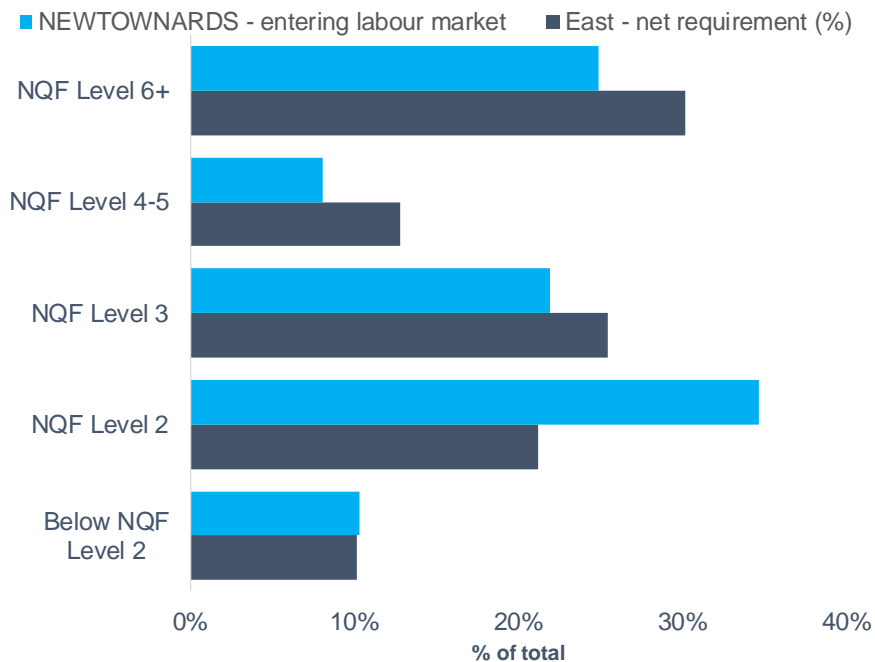
Net requirement (East) vs skills profile of labour market entrants (Three Mile Water) (2017-2027)

■ THREE MILE WATER - entering labour market   ■ East - net requirement (%)

Source: UUEPC

Source: UUEPC

Ulster University
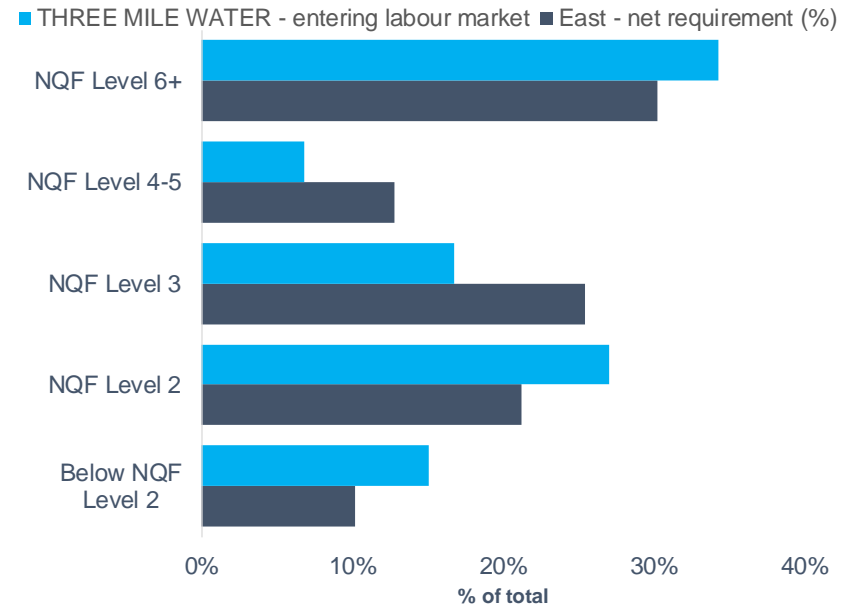
Annex E: DEA Score cards

Annex E1: Airport (Antrim and Newtownabbey)

	Airport	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	77%	10
	% of school enrolments entitled to FSM	16%	11
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	9%	32
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	53%	26
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	12%	29
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	17%	26
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	23%	47
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	11%	53
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	30%	11
	% of 16-64 population with high qualifications (NQF level 4+)	32%	11
	% of 16-34 population with low qualifications (below NQF level 2)	22%	9
	% of 16-34 population with high qualifications (NQF level 4+)	30%	14
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	14%	8
	Social security clients (client group analysis) as a % of the population (16-34)	10%	11
	Housing benefit claimants as a % of the population (16-64)	4%	4
	Housing benefit claimants as a % of the population (16-34)	4%	12
	% of households with no adults in employment	21%	2
	% of households with no adults in employment with dependent children	3%	9
	% of households with lone parents with dependent children	7%	30
	% of people employed who are either managers/senior officials or professionals	11%	4
	Employment rate (%, 16-74 population)	71%	2
	Unemployed who have never worked (% of unemployed)	12%	21

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

■	Ranked in the top 10 performing DEA's in NI
■	Ranked in the bottom 10 performing DEA's in NI

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Annex E2: Antrim (Antrim and Newtownabbey)

	Antrim	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	55%	75
	% of school enrolments entitled to FSM	32%	57
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	8%	20
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	65%	72
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	13%	40
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	11%	73
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	26%	24
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	10%	65
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	44%	66
	% of 16-64 population with high qualifications (NQF level 4+)	21%	68
	% of 16-34 population with low qualifications (below NQF level 2)	36%	74
	% of 16-34 population with high qualifications (NQF level 4+)	20%	71
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	24%	59
	Social security clients (client group analysis) as a % of the population (16-34)	16%	54
	Housing benefit claimants as a % of the population (16-64)	13%	64
	Housing benefit claimants as a % of the population (16-34)	10%	60
	% of households with no adults in employment	34%	38
	% of households with no adults in employment with dependent children	6%	50
	% of households with lone parents with dependent children	11%	66
	% of people employed who are either managers/senior officials or professionals	7%	70
	Employment rate (%, 16-74 population)	64%	30
	Unemployed who have never worked (% of unemployed)	11%	5

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

Annex E3: Ballyclare (Antrim and Newtownabbey)

	Ballyclare	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	66%	49
	% of school enrolments entitled to FSM	16%	10
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	*	*
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	49%	10
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	9%	16
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	16%	33
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	33%	4
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	15%	14
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	32%	15
	% of 16-64 population with high qualifications (NQF level 4+)	29%	19
	% of 16-34 population with low qualifications (below NQF level 2)	24%	13
	% of 16-34 population with high qualifications (NQF level 4+)	29%	15
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	16%	12
	Social security clients (client group analysis) as a % of the population (16-34)	11%	22
	Housing benefit claimants as a % of the population (16-64)	6%	20
	Housing benefit claimants as a % of the population (16-34)	6%	34
	% of households with no adults in employment	29%	7
	% of households with no adults in employment with dependent children	3%	15
	% of households with lone parents with dependent children	8%	40
	% of people employed who are either managers/senior officials or professionals	9%	15
	Employment rate (%, 16-74 population)	69%	6
	Unemployed who have never worked (% of unemployed)	18%	60

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E4: Dunsilly (Antrim and Newtownabbey)

	Dunsilly	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	74%	23
	% of school enrolments entitled to FSM	13%	8
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	4%	6
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	45%	5
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	11%	23
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	16%	36
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	26%	27
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	19%	2
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	33%	20
	% of 16-64 population with high qualifications (NQF level 4+)	29%	15
	% of 16-34 population with low qualifications (below NQF level 2)	24%	15
	% of 16-34 population with high qualifications (NQF level 4+)	26%	27
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	16%	13
	Social security clients (client group analysis) as a % of the population (16-34)	11%	16
	Housing benefit claimants as a % of the population (16-64)	4%	9
	Housing benefit claimants as a % of the population (16-34)	3%	7
	% of households with no adults in employment	26%	5
	% of households with no adults in employment with dependent children	3%	19
	% of households with lone parents with dependent children	6%	20
	% of people employed who are either managers/senior officials or professionals	9%	16
	Employment rate (%, 16-74 population)	68%	8
	Unemployed who have never worked (% of unemployed)	15%	46

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E5: Glengormley Urban (Antrim and Newtownabbey)

	Glengormley Urban	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	67%	45
	% of school enrolments entitled to FSM	21%	27
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	3%	2
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	56%	47
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	12%	33
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	16%	35
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	25%	34
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	9%	76
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	34%	21
	% of 16-64 population with high qualifications (NQF level 4+)	27%	26
	% of 16-34 population with low qualifications (below NQF level 2)	25%	17
	% of 16-34 population with high qualifications (NQF level 4+)	28%	17
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	18%	27
	Social security clients (client group analysis) as a % of the population (16-34)	14%	46
	Housing benefit claimants as a % of the population (16-64)	5%	16
	Housing benefit claimants as a % of the population (16-34)	6%	39
	% of households with no adults in employment	33%	33
	% of households with no adults in employment with dependent children	4%	21
	% of households with lone parents with dependent children	9%	51
	% of people employed who are either managers/senior officials or professionals	8%	29
	Employment rate (%, 16-74 population)	65%	16
	Unemployed who have never worked (% of unemployed)	11%	7

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

　　　　 Ranked in the top 10 performing DEA's in NI

　　　　 Ranked in the bottom 10 performing DEA's in NI

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Annex E6: Macedon (Antrim and Newtownabbey)

	Macedon	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	58%	74
	% of school enrolments entitled to FSM	39%	71
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	11%	41
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	60%	59
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	18%	58
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	10%	75
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	19%	61
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	9%	71
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	44%	68
	% of 16-64 population with high qualifications (NQF level 4+)	21%	66
	% of 16-34 population with low qualifications (below NQF level 2)	34%	66
	% of 16-34 population with high qualifications (NQF level 4+)	21%	65
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	29%	69
	Social security clients (client group analysis) as a % of the population (16-34)	22%	67
	Housing benefit claimants as a % of the population (16-64)	17%	71
	Housing benefit claimants as a % of the population (16-34)	14%	72
	% of households with no adults in employment	43%	75
	% of households with no adults in employment with dependent children	6%	61
	% of households with lone parents with dependent children	12%	73
	% of people employed who are either managers/senior officials or professionals	7%	69
	Employment rate (%, 16-74 population)	58%	61
	Unemployed who have never worked (% of unemployed)	18%	63

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI
Ranked in the bottom 10 performing DEA's in NI

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Annex E7: Three Mile Water (Antrim and Newtownabbey)

Three Mile Water		%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	66%	48
	% of school enrolments entitled to FSM	17%	15
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	5%	9
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	59%	56
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	15%	47
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	14%	59
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	27%	20
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	10%	63
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	33%	16
	% of 16-64 population with high qualifications (NQF level 4+)	28%	23
	% of 16-34 population with low qualifications (below NQF level 2)	26%	22
	% of 16-34 population with high qualifications (NQF level 4+)	23%	51
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	17%	21
	Social security clients (client group analysis) as a % of the population (16-34)	12%	30
	Housing benefit claimants as a % of the population (16-64)	7%	26
	Housing benefit claimants as a % of the population (16-34)	6%	33
	% of households with no adults in employment	31%	22
	% of households with no adults in employment with dependent children	4%	29
	% of households with lone parents with dependent children	9%	48
	% of people employed who are either managers/senior officials or professionals	9%	21
	Employment rate (%, 16-74 population)	63%	35
	Unemployed who have never worked (% of unemployed)	13%	29

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI
Ranked in the bottom 10 performing DEA's in NI

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Annex E8: Ards Peninsula (Ards and North Down)

	Ards Peninsula	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	64%	62
	% of school enrolments entitled to FSM	22%	30
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	5%	10
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	52%	24
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	5%	1
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	15%	51
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	21%	51
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	9%	74
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	39%	39
	% of 16-64 population with high qualifications (NQF level 4+)	22%	61
	% of 16-34 population with low qualifications (below NQF level 2)	28%	37
	% of 16-34 population with high qualifications (NQF level 4+)	23%	52
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	23%	56
	Social security clients (client group analysis) as a % of the population (16-34)	17%	57
	Housing benefit claimants as a % of the population (16-64)	8%	38
	Housing benefit claimants as a % of the population (16-34)	7%	48
	% of households with no adults in employment	36%	52
	% of households with no adults in employment with dependent children	4%	32
	% of households with lone parents with dependent children	7%	28
	% of people employed who are either managers/senior officials or professionals	8%	31
	Employment rate (%, 16-74 population)	60%	50
	Unemployed who have never worked (% of unemployed)	11%	9

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

    Ranked in the top 10 performing DEA's in NI

    Ranked in the bottom 10 performing DEA's in NI

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Annex E9: Bangor Central (Ards and North Down)

	Bangor Central	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	68%	35
	% of school enrolments entitled to FSM	26%	41
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	15%	57
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	56%	43
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	9%	15
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	15%	40
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	30%	11
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	13%	33
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	31%	13
	% of 16-64 population with high qualifications (NQF level 4+)	33%	9
	% of 16-34 population with low qualifications (below NQF level 2)	26%	28
	% of 16-34 population with high qualifications (NQF level 4+)	30%	12
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	20%	38
	Social security clients (client group analysis) as a % of the population (16-34)	17%	55
	Housing benefit claimants as a % of the population (16-64)	12%	57
	Housing benefit claimants as a % of the population (16-34)	10%	59
	% of households with no adults in employment	36%	51
	% of households with no adults in employment with dependent children	4%	27
	% of households with lone parents with dependent children	8%	43
	% of people employed who are either managers/senior officials or professionals	10%	12
	Employment rate (%, 16-74 population)	64%	27
	Unemployed who have never worked (% of unemployed)	12%	15

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

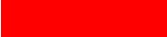Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E10: Bangor East and Donaghadee (Ards and North Down)

	Bangor East And Donaghadee	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	80%	7
	% of school enrolments entitled to FSM	15%	9
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	7%	18
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	50%	14
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	6%	2
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	18%	22
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	22%	50
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	9%	70
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	29%	8
	% of 16-64 population with high qualifications (NQF level 4+)	31%	13
	% of 16-34 population with low qualifications (below NQF level 2)	22%	6
	% of 16-34 population with high qualifications (NQF level 4+)	28%	16
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	15%	9
	Social security clients (client group analysis) as a % of the population (16-34)	10%	10
	Housing benefit claimants as a % of the population (16-64)	4%	8
	Housing benefit claimants as a % of the population (16-34)	3%	6
	% of households with no adults in employment	34%	37
	% of households with no adults in employment with dependent children	2%	4
	% of households with lone parents with dependent children	6%	14
	% of people employed who are either managers/senior officials or professionals	10%	6
	Employment rate (%, 16-74 population)	64%	25
	Unemployed who have never worked (% of unemployed)	9%	2

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E11: Bangor West (Ards and North Down)

	Bangor West	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	66%	53
	% of school enrolments entitled to FSM	23%	37
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	7%	16
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	58%	49
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	9%	12
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	17%	30
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	24%	41
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	9%	68
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	33%	18
	% of 16-64 population with high qualifications (NQF level 4+)	30%	14
	% of 16-34 population with low qualifications (below NQF level 2)	25%	20
	% of 16-34 population with high qualifications (NQF level 4+)	31%	11
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	20%	34
	Social security clients (client group analysis) as a % of the population (16-34)	12%	24
	Housing benefit claimants as a % of the population (16-64)	9%	51
	Housing benefit claimants as a % of the population (16-34)	8%	50
	% of households with no adults in employment	38%	61
	% of households with no adults in employment with dependent children	4%	22
	% of households with lone parents with dependent children	7%	35
	% of people employed who are either managers/senior officials or professionals	8%	37
	Employment rate (%, 16-74 population)	62%	36
	Unemployed who have never worked (% of unemployed)	11%	10

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E12: Comber (Ards and North Down)

	Comber	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	76%	13
	% of school enrolments entitled to FSM	12%	6
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	4%	7
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	52%	25
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	8%	7
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	19%	17
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	28%	19
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	14%	20
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	32%	14
	% of 16-64 population with high qualifications (NQF level 4+)	29%	18
	% of 16-34 population with low qualifications (below NQF level 2)	23%	10
	% of 16-34 population with high qualifications (NQF level 4+)	28%	18
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	14%	7
	Social security clients (client group analysis) as a % of the population (16-34)	10%	15
	Housing benefit claimants as a % of the population (16-64)	5%	12
	Housing benefit claimants as a % of the population (16-34)	5%	22
	% of households with no adults in employment	31%	21
	% of households with no adults in employment with dependent children	2%	5
	% of households with lone parents with dependent children	6%	10
	% of people employed who are either managers/senior officials or professionals	10%	8
	Employment rate (%, 16-74 population)	66%	11
	Unemployed who have never worked (% of unemployed)	13%	24

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC
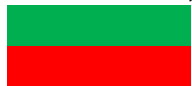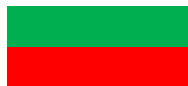
    Ranked in the top 10 performing DEA's in NI

    Ranked in the bottom 10 performing DEA's in NI

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Annex E13: Holywood and Clandeboye (Ards and North Down)

Holywood And Clandeboye	%	Rank
Skills flow		
% of school leavers achieving 5 GCSE's (including English and maths)	85%	3
% of school enrolments entitled to FSM	9%	2
% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	*	*
% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	55%	34
% of FE qualifiers achieving a highest level of qualification at NQF level 2	10%	22
Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	21%	9
% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	31%	9
% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	8%	79
Skills stock		
% of 16-64 population with low qualifications (below NQF level 2)	27%	4
% of 16-64 population with high qualifications (NQF level 4+)	40%	4
% of 16-34 population with low qualifications (below NQF level 2)	26%	29
% of 16-34 population with high qualifications (NQF level 4+)	31%	10
Labour market and socio-economic indicators		
Social security clients (client group analysis) as a % of the population (16-64)	12%	5
Social security clients (client group analysis) as a % of the population (16-34)	8%	6
Housing benefit claimants as a % of the population (16-64)	4%	7
Housing benefit claimants as a % of the population (16-34)	3%	9
% of households with no adults in employment	34%	40
% of households with no adults in employment with dependent children	2%	3
% of households with lone parents with dependent children	5%	4
% of people employed who are either managers/senior officials or professionals	13%	1
Employment rate (%, 16-74 population)	64%	26
Unemployed who have never worked (% of unemployed)	12%	14

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

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Annex E14: Newtownards (Ards and North Down)

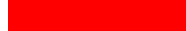|	Newtownards	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	63%	63
	% of school enrolments entitled to FSM	27%	43
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	10%	35
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	55%	36
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	9%	14
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	14%	58
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	26%	29
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	15%	16
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	39%	36
	% of 16-64 population with high qualifications (NQF level 4+)	23%	55
	% of 16-34 population with low qualifications (below NQF level 2)	30%	51
	% of 16-34 population with high qualifications (NQF level 4+)	22%	61
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	23%	54
	Social security clients (client group analysis) as a % of the population (16-34)	20%	65
	Housing benefit claimants as a % of the population (16-64)	12%	58
	Housing benefit claimants as a % of the population (16-34)	12%	65
	% of households with no adults in employment	35%	44
	% of households with no adults in employment with dependent children	5%	37
	% of households with lone parents with dependent children	9%	53
	% of people employed who are either managers/senior officials or professionals	8%	28
	Employment rate (%, 16-74 population)	62%	38
	Unemployed who have never worked (% of unemployed)	15%	45

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E15: Castlereagh East (Lisburn and Castlereagh)

	Castlereagh East	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	74%	18
	% of school enrolments entitled to FSM	19%	23
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	8%	22
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	56%	46
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	17%	53
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	15%	43
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	24%	40
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	11%	50
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	35%	27
	% of 16-64 population with high qualifications (NQF level 4+)	26%	29
	% of 16-34 population with low qualifications (below NQF level 2)	27%	30
	% of 16-34 population with high qualifications (NQF level 4+)	26%	30
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	18%	24
	Social security clients (client group analysis) as a % of the population (16-34)	12%	29
	Housing benefit claimants as a % of the population (16-64)	7%	27
	Housing benefit claimants as a % of the population (16-34)	6%	29
	% of households with no adults in employment	33%	31
	% of households with no adults in employment with dependent children	3%	17
	% of households with lone parents with dependent children	7%	33
	% of people employed who are either managers/senior officials or professionals	8%	33
	Employment rate (%, 16-74 population)	66%	13
	Unemployed who have never worked (% of unemployed)	15%	47

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E16: Castlereagh South (Lisburn and Castlereagh)

	Castlereagh South	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	82%	6
	% of school enrolments entitled to FSM	11%	3
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	6%	12
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	56%	41
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	22%	67
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	30%	1
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	33%	4
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	12%	40
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	22%	1
	% of 16-64 population with high qualifications (NQF level 4+)	46%	1
	% of 16-34 population with low qualifications (below NQF level 2)	18%	2
	% of 16-34 population with high qualifications (NQF level 4+)	39%	3
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	11%	1
	Social security clients (client group analysis) as a % of the population (16-34)	6%	1
	Housing benefit claimants as a % of the population (16-64)	3%	2
	Housing benefit claimants as a % of the population (16-34)	2%	1
	% of households with no adults in employment	26%	4
	% of households with no adults in employment with dependent children	2%	1
	% of households with lone parents with dependent children	5%	6
	% of people employed who are either managers/senior officials or professionals	10%	11
	Employment rate (%, 16-74 population)	70%	3
	Unemployed who have never worked (% of unemployed)	11%	4

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E17: Downshire East (Lisburn and Castlereagh)

	Downshire East	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	87%	2
	% of school enrolments entitled to FSM	11%	4
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	4%	4
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	56%	40
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	13%	39
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	25%	2
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	29%	16
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	13%	32
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	27%	6
	% of 16-64 population with high qualifications (NQF level 4+)	37%	8
	% of 16-34 population with low qualifications (below NQF level 2)	22%	7
	% of 16-34 population with high qualifications (NQF level 4+)	30%	13
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	12%	4
	Social security clients (client group analysis) as a % of the population (16-34)	7%	2
	Housing benefit claimants as a % of the population (16-64)	4%	6
	Housing benefit claimants as a % of the population (16-34)	3%	5
	% of households with no adults in employment	30%	12
	% of households with no adults in employment with dependent children	2%	7
	% of households with lone parents with dependent children	5%	3
	% of people employed who are either managers/senior officials or professionals	13%	2
	Employment rate (%, 16-74 population)	66%	12
	Unemployed who have never worked (% of unemployed)	11%	8

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E18: Downshire West (Lisburn and Castlereagh)

	Downshire West	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	88%	1
	% of school enrolments entitled to FSM	8%	1
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	4%	3
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	54%	28
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	10%	18
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	24%	3
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	29%	15
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	16%	9
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	29%	9
	% of 16-64 population with high qualifications (NQF level 4+)	39%	6
	% of 16-34 population with low qualifications (below NQF level 2)	23%	11
	% of 16-34 population with high qualifications (NQF level 4+)	34%	5
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	12%	3
	Social security clients (client group analysis) as a % of the population (16-34)	8%	4
	Housing benefit claimants as a % of the population (16-64)	4%	3
	Housing benefit claimants as a % of the population (16-34)	4%	13
	% of households with no adults in employment	29%	11
	% of households with no adults in employment with dependent children	2%	2
	% of households with lone parents with dependent children	4%	2
	% of people employed who are either managers/senior officials or professionals	12%	3
	Employment rate (%, 16-74 population)	68%	7
	Unemployed who have never worked (% of unemployed)	10%	3

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

    Ranked in the top 10 performing DEA's in NI

    Ranked in the bottom 10 performing DEA's in NI

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Annex E19: Killultagh (Lisburn and Castlereagh)

	Killultagh	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	80%	8
	% of school enrolments entitled to FSM	11%	5
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	5%	8
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	56%	45
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	19%	62
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	17%	27
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	31%	9
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	12%	42
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	29%	10
	% of 16-64 population with high qualifications (NQF level 4+)	32%	10
	% of 16-34 population with low qualifications (below NQF level 2)	21%	4
	% of 16-34 population with high qualifications (NQF level 4+)	32%	9
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	12%	2
	Social security clients (client group analysis) as a % of the population (16-34)	9%	9
	Housing benefit claimants as a % of the population (16-64)	2%	1
	Housing benefit claimants as a % of the population (16-34)	3%	3
	% of households with no adults in employment	19%	1
	% of households with no adults in employment with dependent children	2%	6
	% of households with lone parents with dependent children	6%	16
	% of people employed who are either managers/senior officials or professionals	11%	5
	Employment rate (%, 16-74 population)	72%	1
	Unemployed who have never worked (% of unemployed)	12%	18

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI
Ranked in the bottom 10 performing DEA's in NI

Annex E20: Lisburn North (Lisburn and Castlereagh)

	Lisburn North	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	71%	27
	% of school enrolments entitled to FSM	19%	22
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	8%	27
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	55%	38
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	15%	45
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	14%	56
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	30%	12
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	9%	78
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	35%	24
	% of 16-64 population with high qualifications (NQF level 4+)	29%	20
	% of 16-34 population with low qualifications (below NQF level 2)	29%	39
	% of 16-34 population with high qualifications (NQF level 4+)	25%	33
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	18%	26
	Social security clients (client group analysis) as a % of the population (16-34)	14%	44
	Housing benefit claimants as a % of the population (16-64)	9%	40
	Housing benefit claimants as a % of the population (16-34)	8%	51
	% of households with no adults in employment	36%	50
	% of households with no adults in employment with dependent children	3%	18
	% of households with lone parents with dependent children	7%	31
	% of people employed who are either managers/senior officials or professionals	9%	19
	Employment rate (%, 16-74 population)	64%	24
	Unemployed who have never worked (% of unemployed)	11%	12

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E21: Lisburn South (Lisburn and Castlereagh)

	Lisburn South	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	67%	41
	% of school enrolments entitled to FSM	30%	50
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	15%	59
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	55%	37
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	16%	52
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	11%	72
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	26%	24
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	9%	74
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	44%	64
	% of 16-64 population with high qualifications (NQF level 4+)	22%	63
	% of 16-34 population with low qualifications (below NQF level 2)	36%	72
	% of 16-34 population with high qualifications (NQF level 4+)	22%	57
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	23%	58
	Social security clients (client group analysis) as a % of the population (16-34)	22%	70
	Housing benefit claimants as a % of the population (16-64)	14%	67
	Housing benefit claimants as a % of the population (16-34)	15%	74
	% of households with no adults in employment	37%	57
	% of households with no adults in employment with dependent children	6%	57
	% of households with lone parents with dependent children	11%	70
	% of people employed who are either managers/senior officials or professionals	7%	66
	Employment rate (%, 16-74 population)	61%	43
	Unemployed who have never worked (% of unemployed)	12%	22

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

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Annex E22: Ballymena (Mid and East Antrim)

	Ballymena	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	64%	59
	% of school enrolments entitled to FSM	30%	54
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	12%	44
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	67%	76
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	22%	70
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	13%	66
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	19%	64
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	16%	7
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	45%	69
	% of 16-64 population with high qualifications (NQF level 4+)	23%	56
	% of 16-34 population with low qualifications (below NQF level 2)	39%	77
	% of 16-34 population with high qualifications (NQF level 4+)	21%	68
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	23%	57
	Social security clients (client group analysis) as a % of the population (16-34)	23%	71
	Housing benefit claimants as a % of the population (16-64)	13%	62
	Housing benefit claimants as a % of the population (16-34)	13%	70
	% of households with no adults in employment	37%	59
	% of households with no adults in employment with dependent children	5%	46
	% of households with lone parents with dependent children	9%	52
	% of people employed who are either managers/senior officials or professionals	8%	44
	Employment rate (%, 16-74 population)	61%	47
	Unemployed who have never worked (% of unemployed)	15%	43

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

🟩 Ranked in the top 10 performing DEA's in NI

🟥 Ranked in the bottom 10 performing DEA's in NI

Ulster University

Annex E23: Bannside (Mid and East Antrim)

	Bannside	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	74%	19
	% of school enrolments entitled to FSM	16%	14
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	7%	19
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	51%	20
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	12%	34
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	16%	34
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	29%	16
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	15%	10
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	35%	26
	% of 16-64 population with high qualifications (NQF level 4+)	26%	28
	% of 16-34 population with low qualifications (below NQF level 2)	24%	12
	% of 16-34 population with high qualifications (NQF level 4+)	27%	24
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	16%	14
	Social security clients (client group analysis) as a % of the population (16-34)	11%	17
	Housing benefit claimants as a % of the population (16-64)	5%	13
	Housing benefit claimants as a % of the population (16-34)	4%	16
	% of households with no adults in employment	29%	9
	% of households with no adults in employment with dependent children	3%	10
	% of households with lone parents with dependent children	6%	13
	% of people employed who are either managers/senior officials or professionals	8%	34
	Employment rate (%, 16-74 population)	67%	9
	Unemployed who have never worked (% of unemployed)	11%	6

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI
Ranked in the bottom 10 performing DEA's in NI

Ulster University

Annex E24: Braid (Mid and East Antrim)

	Braid	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	73%	25
	% of school enrolments entitled to FSM	19%	21
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	8%	25
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	59%	55
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	17%	54
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	15%	41
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	23%	47
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	10%	65
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	38%	31
	% of 16-64 population with high qualifications (NQF level 4+)	25%	43
	% of 16-34 population with low qualifications (below NQF level 2)	26%	24
	% of 16-34 population with high qualifications (NQF level 4+)	24%	39
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	17%	18
	Social security clients (client group analysis) as a % of the population (16-34)	11%	19
	Housing benefit claimants as a % of the population (16-64)	6%	22
	Housing benefit claimants as a % of the population (16-34)	5%	23
	% of households with no adults in employment	30%	17
	% of households with no adults in employment with dependent children	3%	20
	% of households with lone parents with dependent children	6%	27
	% of people employed who are either managers/senior officials or professionals	8%	25
	Employment rate (%, 16-74 population)	66%	10
	Unemployed who have never worked (% of unemployed)	12%	13

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

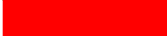Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

Ulster University

Annex E25: Carrick Castle (Mid and East Antrim)

	Carrick Castle	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	65%	58
	% of school enrolments entitled to FSM	21%	26
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	8%	21
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	60%	58
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	14%	42
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	15%	42
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	29%	16
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	14%	20
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	36%	30
	% of 16-64 population with high qualifications (NQF level 4+)	24%	44
	% of 16-34 population with low qualifications (below NQF level 2)	27%	32
	% of 16-34 population with high qualifications (NQF level 4+)	24%	43
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	21%	40
	Social security clients (client group analysis) as a % of the population (16-34)	13%	35
	Housing benefit claimants as a % of the population (16-64)	9%	42
	Housing benefit claimants as a % of the population (16-34)	7%	41
	% of households with no adults in employment	35%	45
	% of households with no adults in employment with dependent children	4%	23
	% of households with lone parents with dependent children	8%	44
	% of people employed who are either managers/senior officials or professionals	8%	38
	Employment rate (%, 16-74 population)	64%	31
	Unemployed who have never worked (% of unemployed)	12%	19

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI

Ranked in the bottom 10 performing DEA's in NI

Ulster University

Annex E26: Coast Road (Mid and East Antrim)

Coast Road	%	Rank
Skills flow		
% of school leavers achieving 5 GCSE's (including English and maths)	65%	54
% of school enrolments entitled to FSM	31%	56
% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	10%	36
% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	49%	12
% of FE qualifiers achieving a highest level of qualification at NQF level 2	12%	31
Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	12%	71
% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	24%	44
% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	15%	10
Skills stock		
% of 16-64 population with low qualifications (below NQF level 2)	40%	45
% of 16-64 population with high qualifications (NQF level 4+)	20%	70
% of 16-34 population with low qualifications (below NQF level 2)	31%	52
% of 16-34 population with high qualifications (NQF level 4+)	19%	75
Labour market and socio-economic indicators		
Social security clients (client group analysis) as a % of the population (16-64)	24%	60
Social security clients (client group analysis) as a % of the population (16-34)	20%	64
Housing benefit claimants as a % of the population (16-64)	12%	60
Housing benefit claimants as a % of the population (16-34)	12%	63
% of households with no adults in employment	39%	66
% of households with no adults in employment with dependent children	5%	42
% of households with lone parents with dependent children	10%	60
% of people employed who are either managers/senior officials or professionals	7%	56
Employment rate (%, 16-74 population)	60%	53
Unemployed who have never worked (% of unemployed)	14%	39

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

Ranked in the top 10 performing DEA's in NI
Ranked in the bottom 10 performing DEA's in NI

Ulster University

Annex E27: Knockagh (Mid and East Antrim)

	Knockagh	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	68%	38
	% of school enrolments entitled to FSM	24%	38
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	7%	17
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	60%	57
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	15%	46
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	13%	60
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	32%	8
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	13%	35
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	36%	28
	% of 16-64 population with high qualifications (NQF level 4+)	25%	35
	% of 16-34 population with low qualifications (below NQF level 2)	28%	38
	% of 16-34 population with high qualifications (NQF level 4+)	23%	46
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	20%	37
	Social security clients (client group analysis) as a % of the population (16-34)	17%	56
	Housing benefit claimants as a % of the population (16-64)	9%	43
	Housing benefit claimants as a % of the population (16-34)	10%	57
	% of households with no adults in employment	33%	30
	% of households with no adults in employment with dependent children	5%	44
	% of households with lone parents with dependent children	11%	69
	% of people employed who are either managers/senior officials or professionals	9%	20
	Employment rate (%, 16-74 population)	64%	29
	Unemployed who have never worked (% of unemployed)	16%	50

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

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Annex E28: Larne Lough (Mid and East Antrim)

	Larne Lough	%	Rank
Skills flow	% of school leavers achieving 5 GCSE's (including English and maths)	67%	46
	% of school enrolments entitled to FSM	17%	16
	% of school leavers entitled to FSM achieving 5 GCSE's (including English and maths)	6%	14
	% of FE qualifiers achieving a highest level of qualification at NQF level 2 and below	54%	32
	% of FE qualifiers achieving a highest level of qualification at NQF level 2	12%	30
	Qualifiers from tertiary level education in either FE or HE as a % of the 20-24 year olds	17%	28
	% of HE qualifiers achieving a postgraduate qualification (NQF level 7-8)	26%	24
	% of HE qualifiers gaining qualifications in maths, computing, engineering & technology	13%	37
Skills stock	% of 16-64 population with low qualifications (below NQF level 2)	33%	17
	% of 16-64 population with high qualifications (NQF level 4+)	28%	24
	% of 16-34 population with low qualifications (below NQF level 2)	25%	16
	% of 16-34 population with high qualifications (NQF level 4+)	24%	38
Labour market and socio-economic indicators	Social security clients (client group analysis) as a % of the population (16-64)	18%	28
	Social security clients (client group analysis) as a % of the population (16-34)	13%	32
	Housing benefit claimants as a % of the population (16-64)	8%	33
	Housing benefit claimants as a % of the population (16-34)	7%	43
	% of households with no adults in employment	33%	35
	% of households with no adults in employment with dependent children	3%	16
	% of households with lone parents with dependent children	7%	32
	% of people employed who are either managers/senior officials or professionals	9%	14
	Employment rate (%, 16-74 population)	65%	17
	Unemployed who have never worked (% of unemployed)	11%	11

Source: NISRA, DfE, DE, 2011 Census, DfC, UUEPC

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End

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