



Learning and Labour Market Intelligence for Wales: Mid Wales

May 2005

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Learning and Labour Market Intelligence for Wales: The 2005 Regional Reports

Introduction

Successful economies are adapting to the increasingly competitive international environment by shifting production towards higher value-added products and economic growth is now more dependent than ever on accumulation of knowledge and skills that can generate increasing returns. The historical advantages of low wages, low taxes, and low input costs are less important in the “knowledge economy”, where competitive advantage follows from innovation, quality, and productivity-driven cost reductions. It follows that those countries that can offer an environment where firms become more productive and innovative will generally experience superior performance to those that are only able to offer low costs.

Developing the nation’s stock of human capital resources has become a central strand of economic policy in the UK. In Wales, the National Assembly has assumed strategic responsibility for tackling a low skill, low wage and high dependency problem endemic to the region. Accordingly, investment in people is given priority, and considered to be the key to successful community development, social inclusion and wealth creation.

However, it is necessary that decisions on learning provision are based on a sound understanding and evidence of need. Those responsible for planning and delivering learning and education need to know where best to target their resources, what is being achieved in return for those resources, and whether the broad policy directions are being achieved. It follows that accurate and timely intelligence on the needs of employers and learners and the supply of skills within the framework of a rapidly changing labour market are made available to policymakers.

Using the Reports

The 2005 Labour Market Intelligence Reports for Wales succeed the previously published Baseline Data Reports (2003). The formula of 1 National, 4 Regional and 22 local area reports has been retained and, as with the baseline documents, the purpose of the Labour Market Intelligence reports is to alert readers to the range of statistical and intelligence resources relevant to the learning agenda in Wales.

Several new data sets have been included and some older ones have been omitted pending revision. Where source materials can be accessed via the internet, the appropriate URLs have been referenced.

The structure and format of the new reports have been modified slightly. The main body of the national and regional reports is comprised of 3 chapters. Each of these is divided into separate text and exhibit sections, with hypertext links at appropriate reference points. Many of the data exhibits have been annotated so as to emphasise the key messages. The new format should be especially welcome news to those users whose needs are well defined and specific. Those who require access to a broader information set will also find the shorter narrative and annotated data sections more convenient. While the regional reports are capable of being used as free-standing documents, the common format makes for easier cross referencing between geographies, and we would recommend that the reports are used in this way.

The data reported in the 2005 reports are up-to-date and timely, in the sense of embodying most recent revisions. Notwithstanding discontinuities and some gaps, this still means that in many instances data can be as much as two years old. A variety of education, training and learning market data beyond 2003 were not available at the time of publication. In addition, release of the complete dataset for the 2002/2003 Welsh boost to the Labour Force Survey has been subjected to delay, and full access was therefore not possible at the time of publication. However, limited coverage and summary analyses of these data via NOMIS was unaffected.

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Chapter 1

Overview of Mid Wales: a brief economic profile

Introduction

The National Report has given a picture of the pattern of change in Welsh employment, unemployment and inactivity. It also provides a comparison of Wales with the rest of Great Britain. The regional reports will also show how various indicators have been changing over time, but comparisons of labour market developments will be restricted to within Wales.

Population

At 9%, population growth in mid Wales in the 10 years to 2003 was well in excess of the all-Wales average. As a consequence the region's share of the Welsh population increased by 0.3%. Accompanying this expansion in the population have been changes in the age profile. These may have implications for the amount of learning required and perhaps the nature of that learning.

Between mid 1993 and 2003 the population of retirement age in Mid Wales increased by 13%, while the numbers aged 75 and over grew at twice this rate ([Table 1.1](#)). The relatively higher numbers in the retired and hence largely inactive age band have lowered the dependency ratio¹ in the region from 2.75 in 1993 to just 2.67. Over the same period, the Welsh dependency ratio remained relatively stable (increasing slightly from 3.02 to 3.03).

The consequences of this ageing process are difficult to predict. Evidently changes in the age profile impact on consumption patterns and this has implications for public service provision including learning requirements. Given the historically low propensity of older people to participate in learning, a predicted decline in the aggregate participation rate could be anticipated as the population ages. However, with the

¹ The ratio of working age to retirement age population.

prospect that more people of retirement age will be economically active in the future then changes in the nature of learning provision may have to be contemplated.

Elsewhere along the age spectrum, the effects of population change on the demand for learning is more predictable. Since 1993 there has been a fall of 12% in the number of pre-school age children and, over the coming years, as these effects work through, this is likely to reduce the need for early school places. Meanwhile, the working age population of Mid Wales has grown by almost 11,000 (9%). However, with a 26% increase (9,000) in those aged 45-59, compared to just 1% (900) in the population aged 15-44, changes in the composition of the working age population are likely to be reflected in different learning aspirations and preferences. A continuation of current trends towards more flexible modes of study / learning would seem inevitable.

Population size is determined by a combination of birth rates, death rates and net migration. With deaths exceeding births, the natural component of population change at Unitary Authority level in Mid Wales is negative². Population increase is therefore driven by net inward migration, and both Ceredigion and Powys exhibit positive net in-migration ([Table 1.2](#)). However, these population flows must be qualified in several respects.

- There is a large movement of population into and out of Mid Wales, although some of these flows may represent short distance relocations across local authority boundaries rather than long distance (migratory) moves.
- The largest gross flows occur in the age range 16 - 44 while net flows are greatest among the 45-64 age group, with inflows exceeding outflows in Ceredigion and Powys. There is little or no in-migration at the upper end of the age distribution (age 65 and over).
- In Powys there is a net outflow of population in the age group 16 to 24 and in Ceredigion a smaller net outflow from the prime age population (25-44).

² Digest of Welsh Local Area Statistics, 2004

Gross Value Added

Gross value added³ (GVA) is the difference between the values of inputs and outputs and can therefore be used to measure regional rates of economic growth. Spatial GVA data giving the closest match to the ELW_a mid Wales region are based on NUTS 3 areas and these are shown in [Table 1.3](#).

Measured in current basic prices (and therefore before taking account of inflation) these data illustrate that in recent years the highest rates of (total GVA) growth have occurred in Powys. With average growth of 4.1% per annum Powys' share of the combined GVA of the 3 sub-areas increased from 22.7% in 1995 to 24.1% in 2002 ([Table 1.3a](#)).

A better measure of relative performance and prosperity is provided by GVA per capita. Taking account of population, intra-regional differences in GVA growth rates are reduced slightly. Nevertheless, Powys remains the strongest economy with average annual growth in excess of 3% p.a. and a gross value added that leaves it more than £2,000 per head better off than South West Wales ([Table 1.3b](#)).

Index numbers describing local area GVA per head relative to the UK indicate a sustained deterioration in relative prosperity in all 3 areas. In 1995 GVA per head ranged from 72% of the UK average (in South West Wales) to 81% in Gwynedd and 88% in Powys. By 2002, the gap with the UK had widened further with South West Wales at just 59% of the UK average and Gwynedd and Powys at 68% and 74% respectively. These index numbers further suggest that the prosperity gap within Mid Wales and between Powys and the Objective One area may also, in fact be growing ([Table 1.3c](#)).

As in the rest of Wales, significant structural change has been taking place resulting in a reduced emphasis on manufacturing activity and greater production in the service economy. Since 1995, the share of manufacturing and “other industrial output” in the

³ The headline estimates that are presented are a moving average based 'trend' of the unadjusted estimates for each region. The trending removes some of the year-to-year volatility in the unadjusted series. Under the European System of Accounts 1995 (ESA 95) the term GVA is used to denote estimates that were previously known as gross domestic product (GDP) at basic prices. Under ESA 95 the term GDP denotes GVA plus taxes (less subsidies) on products i.e. at market prices. Regional Accounts are only published at basic prices.

total GVA of Mid Wales has fallen by 6%, and that of agriculture (forestry and fishing) by a further 3%. The service industry has correspondingly increased its share of GVA by 9% ([Figure 1.1](#)).

The implications of these structural changes for the region's long-term growth prospects are uncertain. For instance, much of the activity in the service economy is directed inwardly in the sense of being dependent on local consumption demand, and hence on income within the region. The absence of export markets (i.e. outside Mid Wales), limits the capacity of these businesses to create (net) wealth and contribute to economic growth in the region. At the same time, pockets of deteriorating prosperity levels within the home region may act as a brake on sustained expansion of the service sector generally.

Business Formation and Survival

VAT registrations and de-registrations are the best official guide to business start-ups and closures. They are crude indicators of entrepreneurship and, used judiciously, can yield insights about business formation and survival rates. It is common to express registrations and deregistrations either as a percentage of the stock of VAT businesses or as proportion of the resident population. Both conventions have been adopted in this report because levels of entrepreneurship can sometimes appear high or low depending on which denominator is applied ([Table 1.4](#)).

In 2003, registrations in Mid Wales amounted to 5.5% of the VAT stock - well below that in Wales generally. However, relative to its population, the business formation rate in Mid Wales exceeds the all-Wales average. The difference can be explained by variations in business density. Accordingly, Wales has a lower density (businesses per 10,000 population) than Mid Wales, the effect of which is to artificially inflate the ratio of registrations to VAT stock.

Regions with high levels of registrations also tend to exhibit higher de-registration. This reflects the short lifespan of many new enterprises. Typically the 12 month survival rate of new registrations in Mid Wales is around 90%, which is somewhat higher than in other regions of Wales ([Figure 1.2](#)).

Because of statistical association between the volume of VAT registrations and deregistrations estimated closure rates are subject to the same problems of interpretation as are encountered with the business formation rate. Fortunately, the difference between registrations and deregistrations is less ambiguous and, compared to Wales, the net deregistration rate is decidedly greater in Mid Wales, irrespective of how it is measured.

The industrial structure of Mid Wales differs quite fundamentally from that of Wales in total. Location quotients show that Agriculture (and Fishing) is twice as important in the Mid Wales economy as in Wales generally. Almost one half of VAT registered businesses in Mid Wales are in the agricultural sector but the manufacturing sector and the service economy are under-represented in the business population. In total, the service industries account for just 40% of the VAT stock compared to 60% in Wales. Financial and other business services are significantly few in number. However, in both the hotel sector and real estate/other business services VAT registration (formation) rates are high and associated with increasing numbers of businesses ([Table 1.5](#)).

Firm Size Distribution

Micro enterprises (employing less than 10 people) account for 95% of all businesses in Mid Wales. That a large proportion of the business stock should comprise very small enterprises is not unusual - the corresponding proportions for Wales and the UK are 94% and 95% respectively. However, unlike Wales where just 31% of employment is located in the micro sector (28% in the UK), more than one half (53%) of Mid Wales employment is located in units of size 0-10.

At the top end of the distribution, larger establishments (with 250 or more employees) make up just over 1% of the firm stock. This again is not unusual – the corresponding all-Wales share of large firms is just under 1%. But whereas in Wales these account for over 40% of Welsh employment, just 21% of all employment in Mid Wales is located in large firms ([Table 1.6](#)).

These figures indicate that a disproportionate concentration of employment in Mid Wales is located within SMEs (including micro-enterprises). Average firm size (employees per establishment) may be slightly higher in Powys than in Ceredigion, but no less than ¾ of all jobs are in the SME sector ([Table 1.7](#); [Table 1.8](#)). By virtue of scale, establishments in this sector tend to exhibit lower productivity and the enterprises are invariably more insecure. For these reasons they may not exhibit the same capacity for, or commitment to, training and development as bigger firms.

Synthesis and Themes

Population growth in Mid Wales has been above average in recent years, and the region's share of the Welsh population has increased since 1993. In spite of this, the dependency ratio has fallen and the population is ageing faster than elsewhere. The advancing age profile of the population need not restrict labour supplies but meeting the skill needs of employers could present some challenges should the propensity to learn or willingness to train decline as the average age of the workforce rises. Consequently strategies may be needed to overcome the natural reluctance of middle-aged and older people to re-skill and which recognise the more varied family and caring circumstances in which older people are likely to find themselves.

Population flows reveal significant net in-migration of the 45-64 age group, while the mobility of young adults is continuing to erode their numbers. The implications of this demographic imbalance are serious, not least because the distinctive nature of community life in rural Wales is permanently weakened.

Learning encourages economic mobility and can induce further out-migration. But it can also stimulate enterprise and encourage adaptation and survival. In rural communities, the survival of firms in rural communities can be just as important as their ability to grow. Even those businesses with no plans to expand may perform an essential social cohesion role in marginal communities. A learning environment that promotes business retention and survival may therefore be just as vital as that which seeks to stimulate economic growth and expansion. It may be especially appropriate in some rural communities.

Micro and small businesses comprise virtually the whole of the business environment in Mid Wales – accounting for 99% of establishments and 8 out of 10 jobs. Business size and density clearly has a rural dimension and brings added vulnerability. Research on the behaviour of such firms indicates that they are less likely to provide formal learning opportunities for employees, yet at the same time will feel the impact of skills shortages disproportionately. The smaller size and the occupational composition of the local labour markets in rural areas can pose serious recruitment problems for all but the very small business. But fragmentation and lower population densities also make it generally more expensive to deliver business support and learning to rural than to comparable urban-based businesses. This gap has to be bridged by the public sector, whilst measures to break down barriers to learning created by isolation may also be necessary.

Table 1.1 Population and Migration: Population Change, 1993 to 2003, by Age

Population and Migration: Population Change, 1993 to 2003, by Age						
			Mid 1993	Mid 2003	Change from 1993 1993-2003	%
Total population		All ages	190,000	206,600	16,600	8.7%
		Children:				
	Pre-school	0-4	11,000	9,700	-1,300	-11.8%
	School age	5-9	11,400	11,800	400	3.5%
		10-14	11,600	13,000	1,400	12.1%
Total		Under 15	34,000	34,500	500	1.5%
		Working age				
		15-29	36,100	35,800	-300	-0.8%
		30-44	37,700	38,900	1,200	3.2%
		45-59	35,200	44,200	9,000	25.6%
		60-64M	5,400	6,300	900	16.7%
Total		15-59F/64M	114,400	125,200	10,800	9.4%
		Retirement age				
		60-64F	5,400	6,400	1,000	18.5%
		65-74	20,600	20,800	200	1.0%
		75-84	11,900	14,900	3,000	25.2%
		85+	3,700	4,800	1,100	29.7%
Total		60F/65M+	41,600	46,900	5,300	12.7%

Source: Mid Year Population Estimates, National Statistics

The population of Mid Wales reached 206,000 in 2003, up 9% since 1993.

The other key feature of these data is the changing age distribution. Compared to 1993 there are

- Virtually no increase in the number of children (under 15) and a fall of 1,300 in the youngest age group
- 11,000 more people of working age
- 5,000 more people of retirement age and 4,000 more people aged 75 or over.

Table 1.2 Population Migration across UA Boundaries: 2002- 2003

Internal migration within the United Kingdom: Unitary Authorities 2002-2003				
Thousands		Persons		
AREA	Age	Inflow	Outflow	Balance
		0-15	0.6	0.5
	16-24	2.5	2.4	0.1
	25-44	1.2	1.3	-0.1
	45-64	0.8	0.5	0.4
	65+	0.3	0.3	0.0
Ceredigion	All Ages	5.5	4.9	0.6
	0-15	1.1	0.8	0.4
	16-24	0.8	1.1	-0.3
	25-44	1.9	1.3	0.6
	45-64	1.4	0.7	0.7
	65+	0.6	0.4	0.2
Powys	All Ages	5.9	4.3	1.6

Source: National Statistics
<http://www.statistics.gov.uk/StatBase/ssdataset.asp?vlnk=8488&Pos=1&ColRank=1&Rank=272>
 Estimates are prepared using data from former Health Authority patient registers. These are combined with migration data from National Health Service Central Register to give internal migration estimates.

Total net in-migration is positive in both UA areas although there is a net outflow of 16-24 year olds in Powys. Inflows and outflows for this age group are surprisingly large in Ceredigion and the balance of change is marginally positive.

Table 1.3 Gross Value Added: NUTS 3 level

Table 1.3a			
Gross Value Added at current basic prices (£ million)			
£ million	South West Wales	Gwynedd	Powys
1995	2,764	1,025	1,117
1996	2,799	1,054	1,161
1997	2,848	1,044	1,189
1998	2,886	1,040	1,262
1999	2,919	1,034	1,274
2000	3,057	1,065	1,306
2001	3,224	1,147	1,363
2002	3,315	1,222	1,438
Annual % change	2.8%	2.7%	4.1%
Table 1.3b			
Gross Value Added per head at current basic prices			
£ per year	South West Wales	Gwynedd	Powys
1995	7,806	8,725	9,165
1996	7,910	8,974	9,368
1997	8,022	8,877	9,546
1998	8,097	8,857	10,063
1999	8,153	8,885	10,138
2000	8,484	9,122	10,356
2001	8,904	9,816	10,784
2002	9,067	10,431	11,254
Annual % change	2.3%	2.8%	3.3%
Table 1.3c			
GVA per head Index (UK=100)			
	South West Wales	Gwynedd	Powys
1995	72	81	85
1996	69	79	82
1997	66	73	79
1998	63	69	79
1999	61	67	76
2000	61	66	75
2001	61	67	74
2002	59	68	74
Percent Point Change since 1995	-13	-13	-11

Source: National Statistics

<http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=7359>

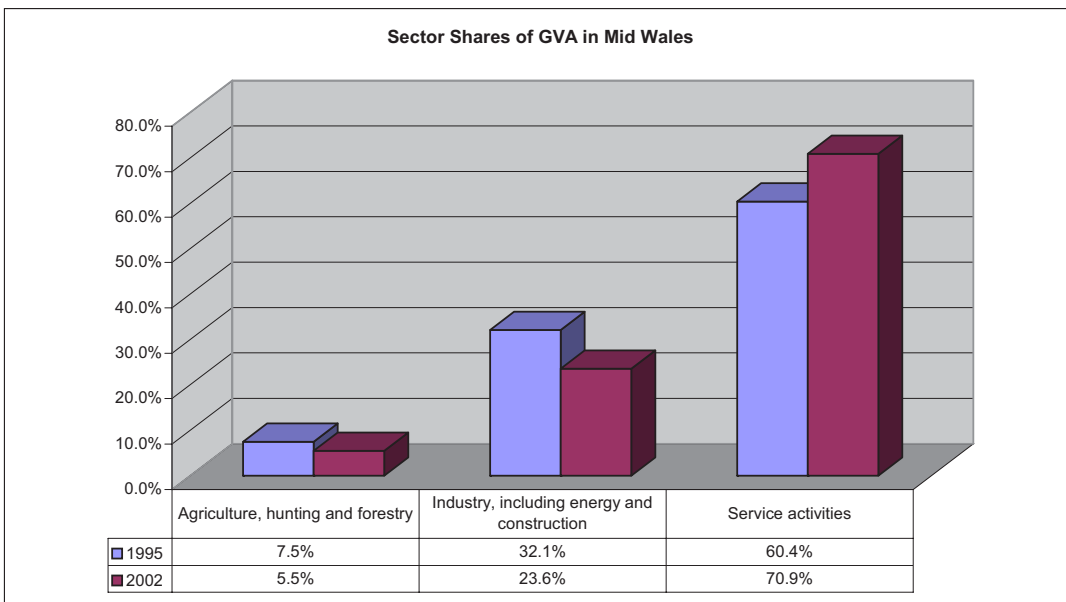
http://www.statistics.gov.uk/downloads/theme_economy/Nuts3_Tables_1-12.xls

The highest rates of (total GVA) growth have occurred in Powys. With average growth of 4.1% per annum Powys' share of the combined GVA of the 3 sub-areas increased from 22.7% in 1995 to 24.1% in 2002.

Powys also has the highest rates of GVA per capita.

Index numbers suggest that the prosperity gap within Mid Wales and between Powys and the Objective One area may be growing.

Figure 1.1 Structural Change in GVA 1995-2002



Source: National Statistics: http://www.statistics.gov.uk/downloads/theme_economy/Nuts3_Tables_1-12.xls (Location N39)

Since 1995, the share of manufacturing in total GVA has fallen from 32% to 24% while the service industry's contribution has increased from 60% to 71%.

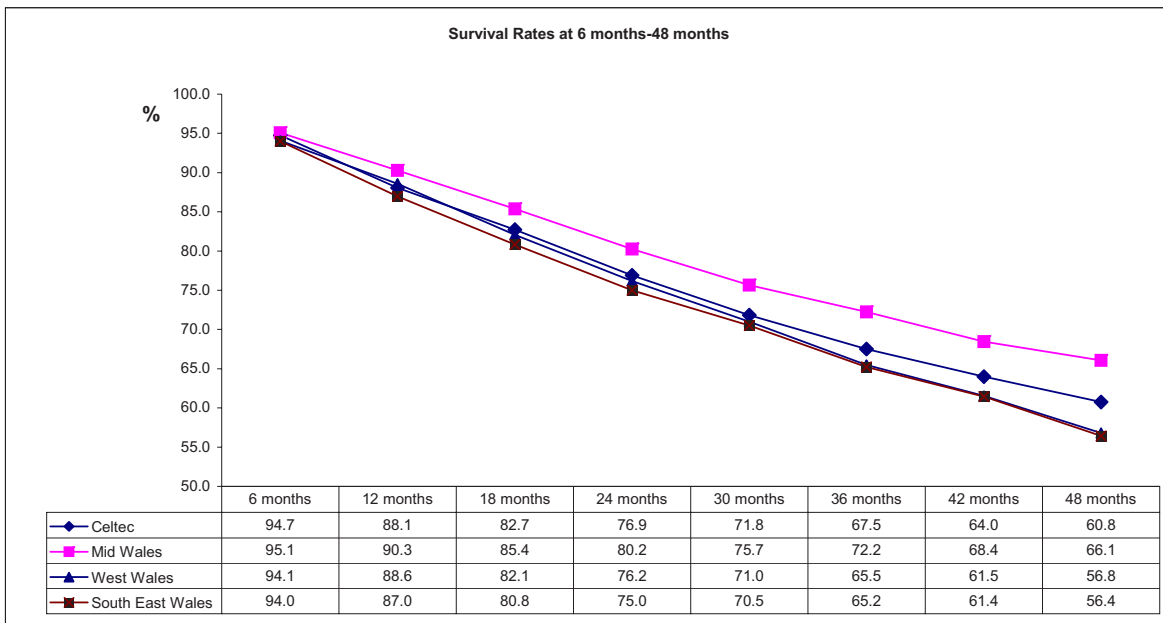
Table 1.4 Business Density, Formation and Survival, 2003.

	<i>Percent of VAT Stock</i>			<i>Per 10,000 resident population</i>				
	Registration	Deregistration	Net Registration	Registration	Deregistration	Net Registration	Business Density	<i>Firm Size Employees per ABI Workplace Unit</i>
Ceredigion	5.6	7.1	(1.5)	27.2	35.0	(7.8)	482	8
Powys	5.4	6.9	(1.5)	34.4	43.3	(8.9)	623	8
Mid Wales	5.5	6.9	(1.4)	31.7	40.2	(8.5)	570	8
Wales	8.7	8.8	(0.1)	23.5	23.6	(0.1)	269	12

Source: NOMIS tables: vat registrations/deregistrations by industry 2003 ; midyear population estimates 2003 ; annual business inquiry workplace analysis 2003

Registrations in Mid Wales amounted to 5.5% of the VAT stock, well lower than Wales generally. However, relative to its population, the business formation rate in Mid Wales exceeds the all-Wales average. This is because Wales has a lower density (businesses per 10,000 population) than Mid Wales, the effect of which is to artificially inflate the ratio of registrations to VAT stock.

Figure 1.2 Business Survival Rates by Training and Enterprise Areas^(a)



Source: DTI Small Business Service, *VAT Survival Statistics*, 2004 (Businesses registered in 1998)

Note: Geographies and labels are as they appear in the DTI database.

Typically in Mid Wales, the 12 month survival rate of new registrations is around 90%, which is somewhat higher than in other regions of Wales.

Table 1.5 VAT Registered Businesses by Industrial Group, 2003

	Number of VAT businesses	%	LQ (Benchmark =Wales)	Registrations as % of stock beginning 2003	Deregistrations as % of stock beginning 2003	Absolute change in VAT Stock
Agriculture; fishing	5,380	45.7	2.2	1.9	5.4	-195
Mining; energy/water	10	0.1	1.0	-	-	-
Manufacturing	595	5.1	0.7	7.4	9.1	-10
Construction	1,010	8.6	0.8	8.4	8.4	0
Wholesale & retail	1,725	14.7	0.7	5.4	7.4	-35
Hotels & restaurants	835	7.1	0.8	15.2	9.5	45
Transport & communications	390	3.3	0.8	9.3	5.3	15
Finance	15	0.1	0.3	0.0	25.0	-5
Real estate, business services	1,225	10.4	0.6	11.3	8.4	35
Public administration; other	470	4.0	0.7	6.3	7.4	-5
Education; health	115	1.0	0.7	4.2	8.3	-5
Total	11,770	100.0	1.0	5.5	6.8	-160

Source: National Statistics

Note: 1. Mid Wales defined as Ceredigion and Powys Unitary Authority areas.

Mid Wales exhibits high dependence on Primary sector activities with 1 in 2 VAT businesses in Agriculture and Fishing. The service economy accounts for 40% of the business stock. By comparison with the Welsh benchmark, the Financial and other business services are significantly under-represented. There is high turnover of the VAT register among hotels & restaurants as well as real estate and business services (where registrations exceed deregistrations). This is also associated with increasing numbers of these business.

Table 1.6 Size Structure of Welsh Business, 2003

Employee Size band	Enterprises			Employment		
	Mid Wales ¹	Wales	UK	Mid Wales ¹	Wales	UK
Micro (0 - 9)	95.3	93.8	94.5	53.1	31.3	28.2
Small (10 - 49)	2.7	4.2	4.5	14.6	14.8	15.1
Medium (50 – 249)	0.7	1.0	0.8	11.3	12.4	13.3
Large (250+)	1.3	0.9	0.2	21.0	41.5	43.4
All	100.0	100.0	100.0	100.0	100.0	100.0

Notes: 1. Ceredigion and Powys UA areas.

Source: National Statistics, Size analysis of Welsh business, Sept 2004

<http://www.wales.gov.uk/keypubstatisticsforwales/content/publication/economy/2004/sdr69-2004/sdr69-2004.pdf>

Micro enterprises account for 95% of all businesses in Mid Wales
 In the Wales, 31% of employment is located in the micro sector (28% in the UK), whereas in Mid Wales, more than one half (53%) of employment is located in units of size 0-10.

Table 1.7 Enterprises by Unitary Authority Area

Local Authority	Percent				Total %	Number
	Micro 0-9	Small 10-49	Med 50-249	Large 250+		
Ceredigion UA	96	2	1	2	100	8,505
Powys UA	95	3	1	1	100	14,405
Mid Wales (Total)	95	3	1	1	100	22,910

Table 1.8 Employment by Unitary Authority Area

Local Authority	Percent				Total %	Number
	Micro 0-9	Small 10-49	Med 50-249	Large 250+		
Ceredigion UA	55	12	9	24	100	24,660
Powys UA	52	16	13	19	100	45,305
Mid Wales (Total)	53	15	11	21	100	69,965

Notes: 1. Ceredigion and Powys UA areas.

Source: National Statistics, Size analysis of Welsh business, Sept 2004

<http://www.wales.gov.uk/keypubstatisticsforwales/content/publication/economy/2004/sdr69-2004/sdr69-2004.pdf>

Average firm size (employees per establishment) may be slightly higher in Powys than in Ceredigion, but no less than $\frac{3}{4}$ of all jobs are in the SME sector.

By virtue of scale, establishments in this sector tend to exhibit lower productivity and the enterprises are invariably more insecure.

Chapter 2

Participation in Learning

Introduction

Learning is a necessary undertaking for securing a range of economic, social and personal rewards. The amount of learning undertaken within society is difficult to gauge precisely. Using a broad definition of learning (to encompass reading and practicing) NIACE (2003) have estimated that 42% of adults in Wales (people aged 17 or over) were either currently engaged in learning or had undertaken some sort of learning activity during the previous 3 years¹. This was a higher proportion than for any other UK country. Yet it still means that nearly 6 out of 10 people had had no exposure to any form of learning in the preceding 3 years. In fact almost one third of the NIACE sample (32%) had not undertaken any learning since leaving full-time education.

In Mid Wales the findings of the NIACE survey are less encouraging ([Table 2.1](#)) with just 29% of people claiming to be current or recent learners. This implies that 71% of people had no exposure to learning in the previous 3 years. In fact more than 4 out of 10 people in Mid Wales claim not to have participated in any learning since compulsory education.

Participation Rates

Participation rates in formal learning are highest among 16-18 year olds and tail off quickly thereafter. The participation of young people in post compulsory education and training is largely governed by their destinations after completion of their GCSEs. Destinations at age 16 provide a good indication of their likelihood of participation in post-compulsory education.

Destinations data are published by Careers Wales. At the all-Wales level these indicate that the participation of 16 year olds in full-time education (i.e. post

¹ This is a small sample survey (approximately 1,000 individuals) with especially small samples outside of South East Wales. Standard deviations are not reported and the robustness of the estimated proportions cannot be ascertained.

compulsory education) may have fallen since the beginning of the decade. However, the change is slight and perhaps a reaction to an increasingly buoyant labour market. Overall the participation of 16 year olds in education and training has remained relatively steady (at around 82%) since the beginning of the decade.

A complete set of destination data for the Mid Wales region is currently unavailable for 2003 (or more recent years). However examination of the 2002 data suggests that participation in learning after compulsory education is far higher in the counties of Powys and Ceredigion than in Wales generally. In all, just over 2,000 16 year-olds completed statutory education in Ceredigion and Powys in 2002. Almost 9 out of 10 (1,902) went into some form of continued learning in education or work based learning with 80% continuing in full-time education at a school or a college. Rates of work based learning were almost twice as great in Ceredigion as in Powys, where relatively more school leavers enter employment. The net effect of this was higher overall learning participation in Ceredigion ([Table 2.2](#)).

At 3.6% non-participation in learning or employment in Mid Wales is below the Welsh average. However, this figure needs to be cautiously interpreted as “first destinations” data may considerably understate the true quantum of inactivity among 16 year olds. While a high proportion of young people who may start a learning opportunity, a number of them will subsequently drop out, not complete, or not progress.

Learning Pathways

Roughly 4 out of 5 16 year olds in Mid Wales will remain in full-time education either at school or a Further Education Institution. This stage of the learning process involves further testing and filters individuals into and along particular careers and labour market pathways.

Out of a population of around 2,100 pupils of post school leaving age in 2002/03 around 40% were entered for 2 or more A/AS levels or advanced GNVQs. Their performance in these assessments was better than the all-Wales average with 71%

achieving two or more grades A-C and 94% gaining two or more grades A-E². The 2003/04 cohort shows a marginal improvement in results with 72% gaining two or more grades A-C. Again the 2004 results in Mid Wales exceeded the all-Wales average ([Table 2.3](#)).

Opportunities to progress onto formal or vocational learning are available at Further and Higher Education institutions. Higher Education in Wales is provided in 13 HE institutions, the Open University, and (to a much lesser extent) in 18 Further Education institutions in Wales. In all some 53,488 students from Wales attended HE institutions in the UK in 2002/03. Almost 90% of these (47,998) were undergraduates and 62 % were studying at Welsh institutions. This proportion of home students has been increasing steadily since the early 1990s.

There are 2 HE Institutions in Mid Wales located at Aberystwyth and Lampeter (University of Wales). Together they account for 13% of enrolments (16,500) in the Welsh HE sector. Student numbers in higher education in Wales have been increasing by steadily at around 4.5% per annum since 1998. However the HE population in Mid Wales has been growing at almost twice rate (9% p.a.)³.

Further Education

By far the largest increase in the learning population has occurred in the Further Education sector. Since 1995/96, the total number of further education students in Wales has risen by 30%, a trend driven by increasing numbers of people electing to study on a part-time basis. More than 8 out of 10 FE students in Wales are enrolled on part-time courses and since 1995, their numbers have grown by 42%.

There are 4 colleges of Further Education in Mid Wales that during the academic year 2002/03 had a combined population of almost 22,000 students ([Table 2.4](#)). Approximately one third of these (8,000 students) attended Coleg Meirion-Dwyfor and Coleg Harlech. Although for recording purposes the two colleges are classified as

² For further details see statistical bulletin SDR 72/2003 released by NAW , 27 Nov. 2003

³ University of Wales Lampeter has been responsible for most of this.

within the ELWa Mid Wales region, they are in fact located in Gwynedd. Coleg Powys is by far the largest FE provider in Mid Wales with 9,000 students and over 40% of the FE population in Mid Wales. At the other end of the scale Coleg Meirion-Dwyfor is the smallest institution with just 13% of the student market ([Table 2.5](#))

Part time students outnumber the full-time population by more than 6:1 but this varies considerably by institution. The ratio of parttime to full-time students ranges from under 2 in Coleg Meirion Dwyfor to over 40 in Coleg Harlech. Although each of these two colleges are located in Meirionnydd, there are fundamental differences in the nature of the learning provision afforded by each institution, which are reflected in the contrasting emphasis on full and part-time delivery modes ([Figure 2.1](#)).

Adult learners (i.e. those aged 19 or over) make up the bulk of the part-time population, while more than two thirds (68%) of the full-time student population are 16-18 years olds ([Table 2.6](#)). Nearly one fifth (19%) of students attending FE colleges in Mid Wales are supported by employers, and in Coleg Powys the proportion is almost 40% ([Table 2.7](#)). Without further knowledge of what learning is being supported and for what purpose, such data have to be interpreted cautiously. But they give an indication of the degree to which learning providers are able to match their provision with the requirements of the business sector.

The total number of FE student registrations for courses leading to qualifications (i.e. qualification aims) is almost 50,000 indicating that many students are pursuing more than one qualification. GNVQs, Key Skills, GCSEs and A/AS level qualifications figure more strongly among the qualification aims of the full-time student body which tends to reflect the younger age profile of this group. Among those registered for part-time and other modes of study, qualification aims are dominated by Open College Network credits and 'Other' qualifications ([Table 2.8](#)).

Many, if not most, new job opportunities in Wales are located in the service economy and in activities such as administration, health care and social services. Not surprisingly this pattern is also reflected in the subject choices of students. One third of the subject qualifications aimed for by students on FE courses in Mid Wales are in IT and Care subjects. The 4 most popular subjects accounting for 53% of all

qualification aims are IT, Cultural studies, Care, and Business and Management ([Figure 2.2](#)).

In 2002/03, almost 8 out of 10 students (79%) at FE institutions across Wales completed their programme of study. In Mid Wales the completion rate was just marginally lower at 78%. The implication is that on average roughly 1 in 5 FE students are not achieving their learning objectives. There are large variations in student attrition at the institutional level ranging from just 15% in Coleg Meirion Dwyfor to 35% in Coleg Powys. That these two institutions happen to correspond to the smallest and largest providers in the region may be purely coincidence. Indeed, the causes of student turnover are likely to be complex and are certainly not well understood. While one fifth of leavers in Mid Wales appear to have left for financial reasons, to take up employment or else transferred to other institutions, 4 out of 5 were motivated by “personal”, “other” or “unknown” reasons ([Table 2.9](#)).

Of those who remain in learning most will successfully complete their programmes of study. However, attainment rates do appear to vary with mode and level of study. For so-called “Mainstream A” qualifications such as GCSEs and A Levels, full-time students generally outperform part-timers. This perhaps is not altogether surprising given that those engaged in part-time study differ markedly from the full-time student population and may be confronted by greater obstacles to learning. Nevertheless, for “Mainstream B” qualifications such as OCN units, part-time students universally exhibit higher attainment rates than full-time students ([Table 2.10](#)).

Work Based Learning (WBL)

There were 3,300 ELWa funded Work Based Learners in Mid Wales in the financial year to March 2003⁴. Almost all of these were regarded as being in full-time training with many receiving that training in the work place either in full-time employment or with non-employed status. Modern Apprenticeships and Foundation Modern Apprenticeships accounted for two thirds of trainees, most of whom were under 25 years of age ([Table 2.11](#); [Figure 2.3](#))

⁴ Financial year totals for 2003/04 are not currently available.

This is also reflected in a similar distribution of qualification outcomes, most of which were at Level 1 or 2. Just 8% of qualification outcomes were at Level 3 or higher. A total of 3,358 qualifications were achieved by trainees (including 157 continuing a training episode) in 2002-03. The most frequently achieved qualifications were Key Skills at Levels 1 and 2 (54%) followed by NVQs or GNVQs at Levels 1 and 2 (26%) - [Table 2.12](#).

Destinations of leavers from WBL show that many of those leaving the youth programme will go on to further training and education. Employment is the most likely outcome, accounting for 41% of all leavers and 64% of those aged 19-24. However, not all outcomes are positive, and post training transition to unemployment is a particular problem for some adults, especially the over 50s. More than 1 in 3 trainees aged 25-49 and almost one half (44%) of those over 50 enter unemployment following training. Given the relatively high incidence of unemployment among trainees generally (17%), it is interesting that only 2% enter self-employment ([Table 2.13](#)).

Adult and Continuing Education

Adult education provision in Wales is currently either provided or facilitated by local education authorities (LEAs). Objectives for adult education are not wholly economic and enable community objectives such as social inclusion and regeneration to be promoted.

Maintained provision has traditionally been “General” in nature - comprising, for example, Foreign (“holiday”) Languages, Physical Education/Sport/Fitness and Practical Crafts/Skills. “General” courses accounted for over 14,300 enrolments (88 per cent of the total) in Wales in 2002/03 and almost four fifths of students enrolling on “General” courses were female. In 2002/03 two fifths of all enrolments in Wales were in Practical Crafts/Skills and around a half of enrolments were part-time day and half evening only.

There has been a sustained fall in the number of venues for maintained provision in Wales and the bulk of provision is LEA facilitated ([Table 2.14](#)). Local authority maintained provision in Mid Wales accounts for 35% of all venues and 31% of

enrolments. The total number of enrolments for sessions in 2002/03 in Mid Wales came to 3,900 ([Table 2.15](#)).

Welsh Language Provision

The last decade has marked a substantial change in the way Welsh speakers have addressed their Welsh language skills. This ranges from experiencing and using Welsh mainly in a social context to using Welsh in a professional context. At the same time, more employers and non-Welsh speakers have come to regard bilingual competences as advantageous.

The demographics of the Welsh language varies considerably across Wales and Welsh is provided as a first language in most maintained schools in Mid Wales ([Table 2.16](#)). In Ceredigion Welsh is available as a first language in all schools and in 85% of schools in Powys. For the Mid Wales region 36% of pupils in years 7-11 attending maintained secondary schools in 2002/2003 were taught Welsh as first language. By LEA this ranged from 12% in Powys to 50% in Ceredigion.⁵

In addition, courses providing “Welsh for Adults” (funded through ELWa) are offered by all Higher and Further Education institutions in Mid Wales. During the academic year 2002/03 there were 5,760 Welsh for Adults enrolments at these institutions⁶. The bulk of enrolments (85%) were at Coleg Ceredigion, Coleg Powys and UCW Aberystwyth ([Table 2.17](#)).

Workforce Development

Workforce development is a broader concept than education or training alone, and encompasses those interventions (including education and training) that equip individuals with the knowledge and skills to participate more effectively in the workplace and in society. The most robust aggregate information relates to training received by those in employment and is provided by the Local Area Labour Force

⁵ 2004 School Census.

⁶ For further details and analysis see *Evaluation of the national Welsh for Adults programme*, NFER, ELWa, 2003

Survey. This shows the numbers of people who received training (other than Government-supported work-based learning) in the preceding four weeks before the survey.

Results from the 2002/2003 LFS for Mid Wales are remarkably similar to the all-Wales data ([Table 2.18](#)). On average,

- 14% of the Mid Wales workforce had received some form of training in the 4 weeks preceding the survey;
- Women were more likely to receive training than men;
- Part-time workers received the same amount of training as fulltime ones.

The distribution of training also favours those already well qualified. Of those who were already qualified to Level 4 and above (mostly graduates), 24% had received job-related training in the previous four weeks. For those qualified to Level 3 or lower, the equivalent figure was just 11% ([Table 2.19](#)). It may be that employers anticipate a higher return from investment in those workers who are already highly qualified and thus perceived as more productive. However, some of the higher level of training for those at already high levels of qualification may be due to requirements of various professions to be able to demonstrate continuing professional development to retain qualified status. The same will apply to a number of craft trades such as electricians, who require to up-date themselves to a competence in the latest electrical regulations. This factor would be most apparent at NVQ level 3 and above.

The likelihood of receiving training also differs markedly by sector, and this may underlie many of the other differences noted. In the public sector, 26% of staff had received training in the last four weeks, compared to 13% in private services and 12% in production industries. As the public sector employs a high proportion of women, and a high proportion of highly qualified workers, this sectoral difference could account for some of the observed difference in workforce development. Structural explanations, such as the relative size of the public sector may also be important in accounting for variations in the incidence of workforce training by Unitary Authority area ([Table 2.20](#)).

Qualifications act as a proxy for skill levels and provide an objective basis for assessing what progress is being made in up-skilling the workforce. On this measure the Mid Wales results are encouraging with relatively more high achievers at NVQ 4+ and NVQ 3 ([Table 2.21](#)). Compared against the Wales or Great Britain benchmark Mid Wales has the lowest proportion qualified to NVQ 1, while its share of unqualified workers is 2% lower than the Welsh average. There is, however, a slight clustering of people at NVQ 2 level. This could indicate a progression towards the attainment of additional higher level qualifications. It could also indicate a phenomenon that has progressed to its limits.

Conclusions

The experience of learning can be a powerful stimulus helping to create a virtuous cycle of learning. But not all learning outcomes are necessarily positive ones. Even in the currently favourable labour market conditions almost 4 out of 10 training episode leavers over 50 end up unemployed. While first destinations suggest high participation in learning immediately following compulsory education, subsequent dropout may significantly reduce the learning cohort. Evidence from the FE sector suggests that, on average, 1 in 5 do not complete their intended programme of study, and in some institutions attrition rates are as high as 40%. Few of these premature leavers do so in order to take up employment.

The working age population of Mid Wales is generally better qualified than that of Wales as a whole. However, there is a need to find ways of stimulating and sustaining more learning activity among those who need it most, but are inclined to participate least. This is not just a matter of encouraging individual participation but equally of convincing employers of the benefits of training. The relatively low incidence of employer support in the FE sector generally suggests a narrow view of the benefits from learning. This is reinforced by inequalities in the distribution of workplace training, and which tends to favour those who are perceived to have most to offer – invariably these are often already well qualified.

Table 2.1 Participation in Learning, 2003

Current, Recent and Past Learning		
	Mid Wales %	Wales %
Current Learning	12	22
Recent learning (within the last 3 years)	17	20
Past learning (over 3 years ago)	28	26
Not since full-time education	43	32

Source: Moving Forward, Survey on Adult Participation in Learning in Wales 2004; Table 11.

42% of adults in Wales are current or recent learners. This is a much higher proportion than Mid Wales (29%)
32% in Wales and 43% in Mid Wales had not undertaken any learning since leaving full-time education.

Table 2.2: Destinations of Pupils at the End of Compulsory Education in Mid Wales 2002

Destinations of leavers from compulsory education						
	Powys	%	Ceredigion	%	Mid Wales	%
All						
Continuing in full time education	1,126	80.9%	625	79.6%	1,751	80.4%
Work-based training – employed and non employed status	75	5.4%	76	9.7%	151	6.9%
Employed – other	106	7.6%	34	4.3%	140	6.4%
Known not to be in education, training or employment	51	3.7%	27	3.4%	78	3.6%
No response / Left the area	34	2.4%	23	2.9%	57	2.6%
In learning or planned training	1,201	86.3%	701	89.3%	1,902	87.4%
Total	1,392	100.0%	785	100.0%	2,177	100.0%

Source: Careers Wales

The proportion staying on in full-time education differs little by county. However, the proportion entering work based training is almost twice as high in Ceredigion as in Powys.

Table 2.3: Pupils aged 17 at the Start of the Academic Year, 2002/03 and 2003/04, by Local Education Authority

Deleted: ¶

maintained schools in.....	percentage of pupils entering two or more A/AS levels or achieved vocational equivalent who...					
	number of pupils entering two or more A/AS levels or achieved vocational equivalent		achieved two or more A/AS levels grade A-C or vocational equivalent		achieved two or more A/AS levels grade A-E or vocational equivalent	
	2002/03	2003/04	2002/03	2003/04	2002/03	2003/04
Ceredigion	338	328	77	73	97	97
Powys	504	550	67	72	96	95
Mid Wales	842	878	71	72	96	96
Wales	9,848	10,041	68	68	94	95

Includes independent schools, but excludes further education institutions.

Source: Statistical Directorate, NAFW, November 2003

Performance at A level or equivalent in Mid Wales is above the all-Wales average.

Table 2.4 Students Enrolled at FE institutions in Mid Wales 2002/2003

Students	Full-time	Part-time	All modes
FE students at FE institutions	2,835	18,785	21,620
HE students at FE institutions	15	134	149
Total students at FE institutions	2,850	18,919	21,769

Source: ELWa (extract from "HE, FE and Training Statistics in Wales 2002/2003")

Notes: 1) All students enrolled in 2002/03 are counted

2) Includes all FE and HE institutions excluding some Welsh for Adults provision in HE institutions.

3) Extract from tables F1.1 and F1.2

Part-time students outnumber the full time population by around 7:1

Table 2.5 Further Education Students in Mid Wales by Institution

Further Education Institutions in Mid Wales		
Institution	Student Numbers	Market Share %
Coleg Ceredigion	4,156	19.2%
Coleg Harlech/WEA (North)	5,683	26.3%
Coleg Meirion-Dwyfor	2,754	12.7%
Coleg Powys	9,027	41.8%
All Mid Wales	21,620	100.0%

Source: ELWa, "HE, FE and Training Statistics in Wales 2002/2003"

Powys is the largest provider with over 40% of the FE sector in Mid Wales.

Table 2.6 Students Enrolled by Age Group and Mode of Attendance, Mid Wales 2002/03

Age Group	Full Time		Part Time		Total	
	No	%	No	%	No	%
Under 16	70	2	607	3	677	3
16-18	1,958	69	739	4	2,697	13
19-20	174	6	549	3	723	3
21-24	136	5	1,064	6	1,200	6
25-39	297	10	5,282	29	5,579	27
40-59	172	6	6,851	38	7,023	34
60+	22	1	3,024	17	3,046	15
Total	2,829	100	18,116	100	20,945	100

Source: ELWa (extract from "HE, FE and Training Statistics in Wales 2002/2003" Table F3.4)

Instances of unknown age are excluded from individual age rows but included in the total. Percentages are based on totals excluding age not known

Adult learners (i.e. those aged 19 or over) make up the bulk of the part-time population while more than two thirds (69%) of the full-time student population are 16-18 years olds

Table 2.7: FE Students Enrolled at FE Institutions Who Were Supported by Employers 2002/2003

College	Number of students	Supported by employers	Percent
Coleg Ceredigion	4,156	455	11%
Coleg Harlech / WEA (North)	5,683	0	0%
Coleg Meirion-Dwyfor	2,754	83	3%
Coleg Powys	9,027	3,497	39%
All Mid Wales	21,620	4,035	19%
Wales	258,600	57,699	22%

Source: ELWa (extract from "FE Performance Indicators 2002/2003")

Extract from Target 7

Rates of employer support are lower than in Wales overall.

Table 2.8: Qualification Aims of FE Students enrolled at FE Institutions by Qualification Type, Level, 2002/2003

Level of qualification	Full Time		Part Time	
	Number	Percent	Number	Percent
GNVQ Foundation	37	0	0	0
NVQ Level 1	159	1	285	1
GCSE	279	1	341	1
GNVQ Intermediate / First	238	1	13	0
NVQ Level 2	723	4	1,444	5
GCE A/AS Level	1,500	8	241	1
GNVQ Advanced / National / AVCE	1,472	8	141	0
NVQ Level 3 and above	190	1	565	2
Key Skills	4,616	24	932	3
OCN Units	5,472	28	8,436	28
SLDD Course	248	1	408	1
Other	4,489	23	17,252	57
Total	19,423		30,058	

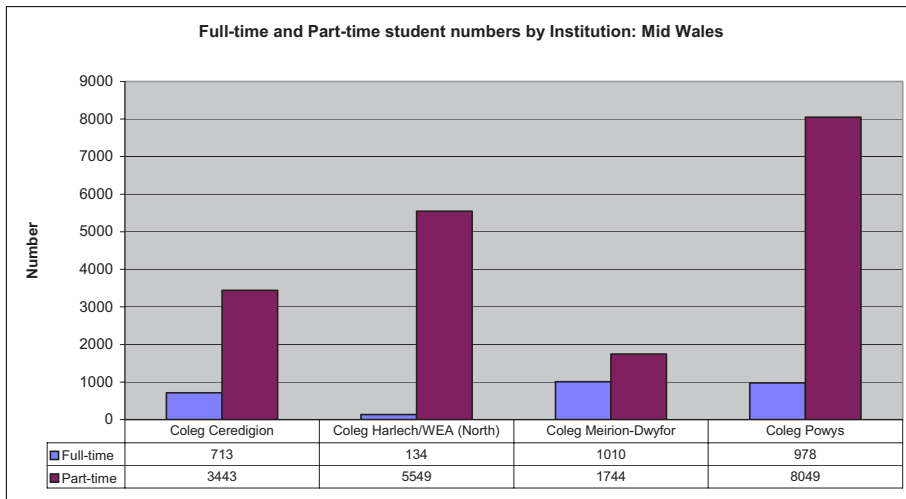
Source: ELWa (extract from "HE, FE and Training Statistics in Wales 2002/2003")

Notes: 1) All qualification aims being taken by FE students, however they are funded, in 2002/2003

4) Extract from table F4.3

FE student registrations for courses leading to qualifications indicate that many students are pursuing more than one qualification. GNVQs, Key Skills, GCSEs and A/AS level qualifications figure more strongly among the qualification aims of the full-time student body. Open College Network credits and 'Other' qualifications figure more strongly of the part-time student body

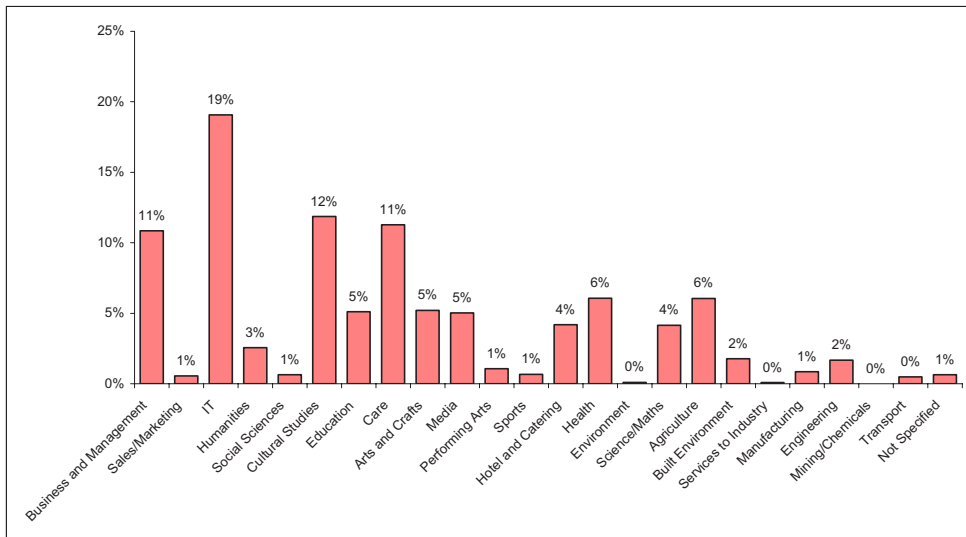
Figure 2.1 FE Student Numbers by Institution: Mid Wales 2002/2003



Source: ELWa Performance Indicators, 2002/03 (PI 1)

Part time students outnumber the full time population by more than 6:1 but this varies considerably by institution.

Figure 2.2 Qualification Aims of FE Students by Subject, Mid Wales 2002/2003



Source: ELWa (extract from "HE, FE and Training Statistics in Wales 2002/2003, Table F4.1

Almost one third of qualification aims are in IT and Care subjects. The 4 most popular subjects accounting for 53% of all qualification aims are IT, Cultural studies, Care, Business and Management.

Table 2.9: Student Completion Rates for all FE Students at FE Institutions who Completed or Terminated their Programme of Study, 2002/03

	All students	Percent completed programme of study	Transferred to another Institution	Left without completing programme of study				Total leavers
				Entered Employment	Financial Reasons	Personal Reasons (incl. dropped out)	Other incl not known	
Coleg Ceredigion	593	73%	1%	4%	1%	8%	12%	27%
Coleg Harlech/WEA (North)	134	84%	0%	0%	0%	0%	16%	16%
Coleg Meirion-Dwyfor	825	85%	0%	4%	0%	2%	8%	15%
Coleg Powys	322	66%	0%	2%	0%	10%	21%	34%
Mid Wales	1,874	78%	1%	3%	0%	5%	12%	22%
Wales	30,761	79%	1%	4%	0%	6%	11%	21%

Source: ELWA, FE Performance Indicators (Table PI3)

Rates of student attrition are above average and especially high in Coleg Powys and Ceredigion

Table 2.10: Attainment rates for Full-Time and Part-Time FE Students at FE Institutions who Completed their Qualification Aims in 2002/2003

	Mainstream A Qualifications			Mainstream B Qualifications			All Other Qualifications		
	Number of individual qualifications fully achieved (Q)	Number of qualification-based learning progs. completed whether successfully or not (P)	Q/P (%)	Number of individual qualifications fully achieved (Q)	Number of qualification-based learning progs. completed whether successfully or not (P)	Q/P (%)	Number of individual qualifications fully achieved (Q)	Number of qualification-based learning progs. completed whether successfully or not (P)	Q/P (%)
Full Time									
Coleg Ceredigion	383	530	72%	972	1,775	55%	514	706	73%
Coleg Harlech/WEA (North)	50	82	61%	0	1	0%	69	74	93%
Coleg Meirion-Dwyfor	1,349	1,471	92%	470	1,195	39%	1,057	1,273	83%
Coleg Powys	412	688	60%	2,098	4,631	45%	67	427	16%
All Mid Wales	2,194	2,771	79%	3,540	7,602	47%	1,707	2,480	69%
Part Time									
Coleg Ceredigion	222	305	73%	605	1186	51%	895	2,489	36%
Coleg Harlech/WEA (North)	0	0	n/a	213	685	31%	1,127	2,484	45%
Coleg Meirion-Dwyfor	77	99	78%	446	610	73%	504	725	70%
Coleg Powys	322	543	59%	3,152	4,796	66%	880	2,100	42%
All Mid Wales	621	947	66%	4,416	7,277	61%	3,406	7,798	44%

Source: ELWa, FE Performance Indicators (PI4)
 Mainstream A = GNVQ, Advanced VCE, NVQ, GCSE, First, National, A/AS Level and Access to HE
 Mainstream B = All other qualifications formerly categorised as Schedule 2a, b and c.

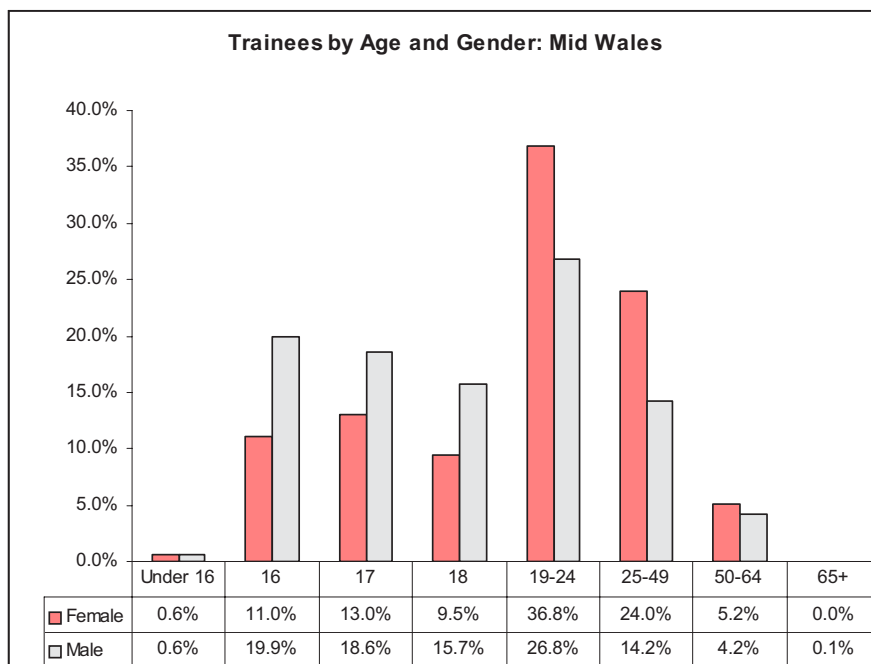
Attainment rates vary with mode and level of study. For Mainstream A qualifications full-time students tend to be more successful than part timers, while the opposite tends to follow for Mainstream B qualifications.

Table 2.11 Trainees by Programme and Region 2002-03

	No	Mid Wales %	Wales %
Skillbuild	398	12	16
Foundation Modern Apprenticeship	1,224	37	37
Modern Apprenticeship	918	28	29
Other Youth Programmes	17	1	0
Employability Training	141	4	3
Skills Training	363	11	7
Recruit and Train	38	1	4
Modern Skills Diploma	166	5	3
Total	3,265	100	100

Source: ELWa, Higher Education, Further Education and Training Statistics, 2002/03; T2.6

Fig. 2.3 Trainees by Age and Gender: Mid Wales



Source: National Trainee Database; ELWa, Higher Education, Further Education and Training Statistics, 2002/03- Table T2.1

Modern Apprenticeships and Foundation Modern Apprenticeships accounted for two thirds of trainees most of whom were under 25 years of age.

Table 2.12: Qualification Outcomes by Type and Age Group: Mid Wales 2002-03

Outcome Type	Leaving Age Group						Continuing Training Episode	Total
	Under 16	16-18	19-24	25-49	50-64	65+		
(G)NVQ Level 1	0	92	85	147	63	1	17	405
(G)NVQ Level 2	0	121	202	95	47	0	16	481
(G)NVQ Level 3	0	3	122	32	5	0	5	167
(G)NVQ Level 4	0	0	5	4	0	0	0	9
(G)NVQ Level 5	0	0	0	0	0	0	0	0
Key Skill Level 1	1	441	271	196	89	2	25	1,025
Key Skill Level 2	0	181	435	89	23	0	77	805
Key Skill Level 3	0	3	65	17	1	0	7	93
Key Skill Level 4	0	0	0	0	0	0	0	0
C&G Profile of Achievement	0	0	0	0	0	0	0	0
OCR Skills Profile	0	0	0	0	0	0	0	0
Pacific Institute Award	1	168	7	72	27	0	3	278
ASDAN	0	0	0	0	0	0	0	0
Vocational Access Certificate	0	0	0	0	0	0	0	0
Wordpower	0	8	2	1	0	0	0	11
Numberpower	0	14	3	1	0	0	0	18
Language Units	0	0	0	0	0	0	0	0
Management Units	0	0	0	0	0	0	0	0
Other Qualification	0	12	35	11	1	0	7	66
Total	2	1,043	1,232	665	256	3	157	3,358

Source: (National Trainee Database): ELWa, FE Performance Indicators, Table T3.3

Just 8% of qualification outcomes are Level 3 or higher.

Table 2.13 Training Episode Leavers by Destination and Age Group: Mid Wales 2002-03

Leaver Destination	Leaving Age Group						Total
	Under 16	16-18	19-24	25-49	50-64	65+	
Education	0	87	18	11	2	0	118
Training	0	189	37	71	27	1	325
Employed	0	197	481	123	29	0	830
Self-employed	0	1	3	19	11	0	34
Unemployed	0	96	49	142	59	1	347
Other	2	174	161	52	5	0	394
Total	2	744	749	418	133	2	2048
%							
Education	0%	12%	2%	3%	2%	0%	6%
Training	0%	25%	5%	17%	20%	50%	16%
Employed	0%	26%	64%	29%	22%	0%	41%
Self-employed	0%	0%	0%	5%	8%	0%	2%
Unemployed	0%	13%	7%	34%	44%	50%	17%
Other	100%	23%	21%	12%	4%	0%	19%

Source: (National Trainee Database): ELWa, FE Performance Indicators, Table T3.5

Not all training outcomes are positive. The risk of unemployment increases with age of trainee.

Table 2.14: Adult and Continuing Education Learners in 2002/2003 by Type of Provision

Type of provision	Mid Wales		Wales	
	N	%	N	%
Maintained provision	1,221	31	16,231	29
Contracted out	1,054	27	3,457	6
Contracted in	1,085	28	30,812	55
Assisted	545	14	5,120	9
All	3,905	100	55,710	100

Source: ELWa ; NafW, Statistical Bulletin SB 52/2003

Learners enrolled in the week of 1st December

There has been a sustained fall in the number of venues for maintained provision in Wales and the bulk of provision is LEA facilitated

Table 2.15: Adult and Continuing Education Learners in 2002/2003 by Type of Provision and LEA.

	Maintained		Facilitated		All	
	Venues	Enrolments	Venues	Enrolments	Venues	Enrolments
Powys	16	938	9	1,804	25	2,742
Ceredigion	7	284	33	880	40	1,164
Mid Wales	23	1,222	42	2,684	65	3,906

The total number of enrolments for sessions in 2002/03 in Mid Wales came to 3,900

Notes: There are 4 categories of provision:

Maintained: Courses controlled and managed by the local authority, or by a local authority maintained institution of Further Education for adults.

Assisted: Courses controlled and managed by another organisation, but which the local authority supports either financially, or by providing premises or other facilities free of charge or at subsidised rates.

Contracted out: Provision that the local authority purchases under a formal contractual arrangement from another Further Education provider (e.g. a college).

Contracted In: Provision where the learner is enrolled at a further education institution but is taught at a local authority site under a third party arrangement.

Table 2.16 Maintained Secondary Schools Teaching Welsh, 2002/03

	Welsh as both a first and second language	Welsh as a first language only	Welsh as a second language only	All schools
Powys	84.6	0.0	15.4	100.0
Ceredigion	71.4	28.6	0.0	100.0

Source: Digest of Welsh Local Area Statistics, 2004

The demographics of the Welsh language vary between Powys and Ceredigion; this is reflected in Welsh language provision in schools.

Table 2.17: Welsh for Adults Enrolments at FE and HE Institutions located in Mid Wales - 2002/2003

Welsh for Adult Enrolments at FE and HE Institutions located in Mid Wales -	
Institution	Total
Coleg Ceredigion	2,156
Coleg Harlech/WEA (North)	505
Coleg Meirion-Dwyfor	329
Coleg Powys	1,235
Lampeter	32
Aberystwyth	1,503
Total	5,760

Source: ELWa (extract from "HE, FE and Training Statistics in Wales 2002/2003" extract from tables F1.4

The bulk of adult enrolments (85%) are at Coleg Ceredigion, Coleg Powys and UCW Aberystwyth

Table 2.18: Workforce Development: ELWa Mid Wales (March 2003 – Feb 2004)

Workforce development training		
	Mid Wales	Wales
Working age population	139,000	1,742,000
In employment	102,000	1,218,000
Training in last 4 weeks (in work)	15,000	197,000
Training as % of in employment (employees + self employed)	14%	16%
Males: Training as % of in employment (employees + self employed)	12%	14%
Females: Training as % of in employment (employees + self employed)	18%	18%
Full-time workers: Training as % of in employment	15%	17%
Part-time workers: Training as % of in employment	15%	15%

Source: Welsh Local Area Labour Force Survey 2003-04, National Statistics

- 14% of the Mid Wales workforce had received some form of training in the 4 weeks preceding the survey;
- Women were more likely to receive training than men;
- Part-time workers received the same amount of training as full time ones.

Table 2.19: Workforce Development by Sector and Qualification Level: ELWa Mid West Wales (March 2003 – Feb 2004)

Workforce development training:			
	Mid Wales		Wales
	Number	%	%
Training in last 4 weeks			
Production Industries	2,000	12%	13%
Private services	5,000	13%	13%
Public Sector	8,000	26%	24%
NVQ 4 +	6,000	24%	25%
NVQ 3 and below	8,000	11%	18%

Source: Welsh Local Area Labour Force Survey 2003-04, National Statistics

The distribution of training favours those already well qualified.
The likelihood of receiving training also differs markedly by sector.

Table 2.20: Workforce Development: Unitary Authorities (March 2003 – Feb 2004)

	Population (working age)	In employment	Training in last 4 weeks (employed + self empl)	Training as % of employment
Powys	74,000	57,000	7,000	13%
Ceredigion	48,000	33,000	5,000	16%
Mid Wales	122,000	90,000	12,000	13%

Source: Welsh Local Area Labour Force Survey 2003-04, National Statistics

Note: Mid Wales as defined above does not conform to the same ELWa region.

There are variations in the incidence of workforce training by Unitary Authority area

Table 2.21: Skills and Qualifications: ELWa Mid Wales (Mar 2003-Feb 2004)

Working age population	Skills and qualifications –			
	ELWa Mid Wales	ELWa Mid Wales	Wales	GB
	No.	%	%	%
with NVQ4+	32,000	23.1	22.5	25.2
with NVQ3	22,000	15.9	14.3	14.7
with trade apprenticeships	9,000	6.4	6.7	6.5
with NVQ2	24,000	17.4	16.7	15.2
with NVQ1	18,000	12.7	13.9	14.6
with other qualifications	13,000	9.2	8.0	8.8
with no qualifications	22,000	15.4	17.8	15.1

Source: Welsh Local Area Labour Force Survey 2003-04, National Statistics

Mid Wales results are encouraging with relatively more high achievers at NVQ 4+ and NVQ 3.

Compared against the Wales or Great Britain benchmark Mid Wales has the lowest proportion qualified to NVQ 1 while its share of unqualified workers is 2 percentage points lower than the Welsh average.

Chapter 3

Patterns of Employment, Unemployment and Inactivity

Patterns of employment

Mid Wales has continued the progress that was noted in the last of these reports. Over the twoyear period between 2001 and 2003, the economic activity rate in the region increased from 76.1% to 76.8%, which means that in 2003 there were about 4,000 more people employed or seeking work than there were in 2001. ([Table 3.1](#)) Changes in the activity rate are made up of changes in both the employment and the unemployment rates. Over this same two year period, employment in Mid Wales rose to 73.1% and unemployment rose slightly to 4.8%. This unemployment rate is slightly lower than the rate for Wales as a whole, which was 5.1% in 2003.

By all these indicators, then, the Mid Wales economy has shown some improvement in providing jobs for a greater proportion of the working age population. Furthermore, the benefits of these changes have been evenly spread across the age spectrum, and across genders.

The current figures for employment by age are given in [Table 3.2](#), where the rates are also compared with the rest of Wales and with the UK as a whole. The higher recorded employment rate in Mid Wales is not consistent across ages. It is in fact concentrated among the older age groups. The 20-24 age band have particularly low employment rates in Mid Wales. Comparing the employment rates recorded in [Table 3.2](#) with the rates recorded for 2001 in the last of these reports, shows that despite this apparent disadvantage, employment rates for the 20-24 age group have improved by 7.3 percentage points.

[Tables 3.3](#) and [3.4](#) show employment rates for men and women respectively. Female employment rates are generally lower than male employment rates, as is usually the case. However, the comparisons with Wales as a whole and the UK show that male employment rates in Mid Wales are slightly larger than in Wales as a whole, and lower than UK rates for males. Female employment is higher in Mid Wales than it is either in Wales or UK. Once again, the age distribution of employment is skewed relative to that in Wales or the UK, with older age groups having higher employment rates, and younger age groups generally lower employment rates than in the larger geographical units.

Geographical Distribution

Despite this generally buoyant picture of the Mid Wales economy, the recorded increases in employment rates are not evenly distributed throughout the region. [\(Table 3.5\)](#) presents a breakdown of the data by parliamentary constituency, showing employment and inactivity rates for 2003, and the change in the employment rate since 2001. The table also shows the rank order of the constituencies according to employment rate in both years. There is little obvious pattern to any of these figures at this level of disaggregation except that the rankings of the four constituencies remain stable, despite the fact that the first ranked constituency has a lower employment rate, and the fourth ranked has a higher. This also implies that the inequality in employment rates in this region has fallen.

Industrial Sectors of Employment

There are two sources of information about employment that enable a breakdown by industrial sector: the Labour Force Survey (LFS), which has been the source of most of the information in this report so far, and the Annual Business Inquiry (ABI). These two sources differ in that the LFS is a survey of households, while the ABI is a survey of businesses. The LFS is probably a more reliable source for many issues to do with employment because the ABI includes only businesses that are VAT or PAYE registered. Small enterprises (such as self-employed building workers) are therefore excluded. Despite this, we report figures from both surveys in [Tables 3.6](#) and [3.7](#).

Despite the National report's claim that "Mid Wales (stands) out as having a bigger Agriculture and Fishing Sector and smaller Manufacturing and Services sectors" than other regions of Wales, the relative size of the first of these sectors has fallen (10.9% to 9.1%), while manufacturing has become even less important: its share has fallen from 13.5% to 11.9%. These falls in relative employment levels have been balanced by increases in Construction (8.7% to 9.5%), Distribution, Hotels and Restaurants (19.2% to 20.9%) and Public Admin, Education and Health (27.8% to 28.8%). The share of the service sector as a whole has risen from 65.6% to 68.3%.

Occupational patterns of employment

[Table 3.8](#) shows the occupational distribution of employment in Wales and in Mid Wales. The two distributions differ in several respects from each other. Managers and Senior Officials are more frequent in Mid Wales (13.8%) than in the country as a whole (12.1%), and Associate Professional and Technical occupations less frequent

(10.9% against 13.1%). Administrative and Secretarial jobs are slightly (1.8 percentage points) less frequent in Mid Wales than in the country as a whole, while there are substantially more in Skilled Trades Occupations (19.1% against 13%). Sales and Customer Service and Process, Plant and Machine Operatives are slightly less frequent. Since 2001, the proportion of Managers and senior Officials has risen from 12.6% to 13.8%, and the proportion of Skilled Trades has fallen, from 20.4% to 19.1%. Sales and Customer Service Occupations have risen slightly, while those in Elementary Occupations now account for 12.4%, compared with 2001 where they accounted for 13.6%

Self-employment

There has been a large increase in the self-employed in Mid Wales, from 22,000 to 26,000 a little over 18% since 2001. This change is not common to Wales, since the increase in all of Wales was only 3,000. Indeed, the rise in the number of self-employed is greater than the rise in total employment. As [Table 3.9](#) indicates, the working age population increased by 3,000, exactly the same as the increase in the total number employed. At the same time, the number of self-employed rose by 4,000.

Levels of Earnings

The New Earnings Survey (NES) was published for the last time in 2003 and has been replaced by the Annual Survey of Hours and Earnings (ASHE), the results of which have just become available. This gives rise to a discontinuity in earnings data as estimates of average weekly pay are higher in ASHE than in the NES. Further, the increase is higher for men than for women, thereby widening the estimated gender earnings differential. There are also regional effects with the level of earnings for people working in London rising more than in other regions. This in part is a consequence of the wider coverage of ASHE.¹ The statistics in [Table 3.10](#) refer to the Unitary Authorities that make up the Mid Wales region. Some of these are based on sample sizes that are too small to produce reliable results. These are indicated by (!), or (!!), and should be treated with some circumspection.

Between 2003 and 2004, earnings in Wales rose by 5.4 % compared to a 4.1% rise for the UK as a whole, so that average earnings in Wales in April 2004 were £441.7, a figure 12.5% below the UK average and 4.4% below the UK average excluding

¹ See C. Daffin, An Analysis of Historical ASHE Data 1998 to 2003, *Labour Market Trends*, December, 2004, pp 493-

London and the South-East. As noted in the national report, within Wales there are substantial differences in earnings between the Objective One area and the rest of Wales (Objective Three). In 2004 the gross weekly wage was £467.60 in the Objective Three area and £419.60 in the Objective One area. Mid Wales has low pay overall but a persistently high gender pay gap (Tables [3.10](#) and [3.11](#))². Mean weekly earnings in Ceredigion are slightly less than 90% of the Welsh average, and in Powys they are even lower – 83.5%. It should be noted that these figures take no account of different price levels between and within regions and, therefore, do not necessarily point to differences in the standard of living. Nor do they take into account differences in the occupation mix, so that they do not necessarily point to differences in pay for like-for-like work.

The national report observed that the gender pay gap in Wales is smaller than in the UK generally. [Table 3.11](#) indicates that it has also declined in Wales as a whole over the last 5 years. However, the Mid Wales region has not contributed to this decline at all. Of the two UA's one – Ceredigion - has experienced a slightly smaller gender wage gap, while Powys's wage gap has increased by a similar amount. Neither change is large enough relative to its standard error to be statistically significant.

Skills of the Employed

The skills of the employed workforce in Mid Wales have improved since 2001, with 25.7% now being qualified to NVQ Level 4 or above ([Table 3.12](#)). This represents an increase of more than 2 percentage points in the last two years. The down side of this statistic is that skills in Great Britain generally have improved. Nonetheless, Mid Wales' position vis a vis both the whole of Wales and GB has improved a little. The difference now is 2.9 percentage points, whereas in 2001 it was 4.4.

Non-employment – who is not working?

Non-employment in this report includes both those who are economically inactive and those who are classed as unemployed under the ILO definition³. We have already seen in [Table 3.1](#), that economic inactivity in 2003 in Mid Wales was 22.8% compared with 25.8% for Wales as a whole. Consistent with the employment fact

² These figures are taken from ASHE and come with a warning that they are based on rather small sample sizes.

³ The ILO definition is self-reported in work or actively seeking work. It is now generally regarded as preferable to the claimant count measure that is still published in Britain – not least because it is not directly affected by changes in the rules for claiming benefits.

noted above, unemployment in Mid Wales indicates that the local economy has not only been growing, but that it has been growing relatively to that of the rest of Wales.

Low qualifications

The recent work by WELMERC⁴ on patterns of inactivity in Britain has been summarised at some length in the National report. One of the main findings of that study is that: “Differences in economic activity rates between Wales and other regions are due in part to differences in the composition of populations and in part due to differences in propensities towards economic activity for individuals with similar characteristics. In most of the regional comparisons made, around half of the observed difference in regional economic activity rates cannot be accounted for by characteristic effects.” It is also true that one of the characteristics driving differences in inactivity rates is educational achievement: “Economic inactivity rates are lower the higher is an individual’s educational achievement. ... In 2001 economic inactivity rates were lowest among those with a degree and highest for those with no qualifications. For example, the economic inactivity rate in Wales (GB) in 2001 for individuals with no qualifications was 47 (42) %, while for individuals whose highest qualification was a degree the inactivity rate was only 12 (10) %.”

Disabilities

For the analysis of the employment situation of people with disabilities we use a wide definition of disability. Firstly, there are people who are defined as disabled within the meaning of the Disability Discrimination Act (DDA).. This covers people who have “a physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities”. An additional category is those who have a work-limiting disability. This has been identified in surveys as being a health problem which limits the type or amount of work which a person can undertake. In this analysis, we include people who are either DDA disabled or work-limited disabled, or both (the largest category). Therefore we include a wide range of people with health limitations to possible employment, as well as people with more immediately recognisable forms of disability.

[Table 3.13](#) shows the breakdown of the working age populations of Mid Wales and Wales as a whole. These are virtually unchanged from the figures reported in the last of these reports for 2001. 19.3% of the working age population of Mid Wales had at

⁴ WELMERC: “Identifying barriers to economic activity in Wales”
<http://www.wales.gov.uk/subiresearch/content/eru/rpt03-04-e.htm>.

least one of the types of disability described above. This compares with 18.0% in 2001, and 23.0% in Wales as a whole. The employment rate for people with disabilities in Mid Wales (as recorded in the Welsh boost to the Local Area Labour Force Survey) is 44.4%. This is higher than the Wales rate of 39.8%, but still only just under half the employment rate for those without disabilities.

It should be noted though that Mid Wales' indifferent economic health over the last two years has reflected impacted on the disabled, as well as on others. While the national employment rate for the disabled rose by just 2.5% to 39.8%, the Mid Wales employment rate actually fell from 45.8% to 44.4%. ([Table 3.14](#))

Finally, [Table 3.15](#) breaks down the economically inactive and unemployed by disability status. As far as we can tell, these figures are virtually unchanged from 2001. Indeed, the number of economically inactive has remained stable, while the number of economically inactive with a disability has risen a little. Information about subcategories of the unemployed in Mid Wales is unavailable due to small sample numbers.

People aged over 50

In 2003, 73.1% of people aged over 50 but under retirement age were working, which is a little below the rate for Great Britain, and 2.6% higher than for Wales as a whole ([Table 3.16](#)). It is hard to assess the extent to which the issue of low qualifications among the older age groups has changed in Mid Wales since figures for 2001 are not available, but the proportion of working age people over 50 who have not achieved NVQ2 is 43% - 3% below the Wales rate and 6% below the GB rate.

Unemployment

Unemployment on the ILO international standard measure was 5,000 in Mid Wales in 2003 ([Table 3.1](#)), which is 4.8% of the economically active. There is considerable variation in the unemployment rate across Wales. In [Table 3.17](#), Economy inactivity and non-employment rates are shown for the 2 Unitary Authorities (UAs) making up Mid Wales. Both rates are higher than for Wales as a whole in both the UAs, reinforcing the impression that employment in Mid Wales labour market has not been especially vibrant.

However, benefit claims are low relative to the rest of Wales. Claims for all the main benefits (JSA, Incapacity Benefit, Disability Allowances and Income Support) are lower as a percentage of the working age population in both UA's ([Table 3.18](#)). In [Table 3.19](#) data are provided for claimant count of Job Seekers' Allowance in June 2004 in the 2 Unitary Authorities making up the North Wales area. Both rates are substantially below the rate for Wales as a whole. It should, however, be pointed out that some of these figures are below the minimum publishable due to small sample size (1,000 or 2,000 being the minimum depending on area). The claimant count for the whole of Wales fell from 45,000 in June 2003 to 38,220 in June, 2004 (i.e. from 2.6% to 2.2%).

As shown in the National Report, New Deal statistics for March 2003 show that Wales was the second most successful region in securing sustained jobs for both 18-24 year olds unemployed for six months or more and for longer term unemployed adults. There is some difficulty in extracting regional information from the New Deal statistics, since the Jobcentre Plus districts are not conformable with the Assembly regions. In [Tables 3.20](#) and [3.21](#), we give the summary statistics for New Deal performance in the two districts that include the Mid Wales area: North West Wales and Powys (NWWP), and West Wales (WW) respectively. The Tables show that, as of December 2004, in WW 82.9% of those entering the New Deal for Young People obtained sustained employment. The corresponding figure for NWWP was 83.5%. The New Deal 25 Plus delivered 78.5% entrants to sustained employment in WW, and 91.3% in NWWP. These figures are all rather better than the figures for Wales as a whole given in the National Report.

A new data source that became available in 2003 is Job Centre Plus's district level statistics of performance relative to the Performance and Resources agreement. In 2003-4 the target for Wales as a whole was missed by 2.9%, and the two Mid Wales districts contributed substantially to this, with NWWP missing its target profile by a little over 5%, and WW missing it by over 13% ([Table 3.22](#)). For lone parents job entries for Wales as a proportion of the client base rose to 13.9 % compared to the GB average of 10.1 % ([Table 3.23](#)). In both the Mid Wales districts job entries for lone parents were close to the all Wales figure with 13.9% in NWWP and 11.3% in WW. In the case of people with disabilities, job entries as a proportion of the client base in Wales were only 2.1%, and ([Table 3.24](#)) they were little different in either of the Mid Wales' districts. Wales' performance comfortably exceeds that of GB in

relation to job entries for customers unemployed for six months or more and for other disadvantaged clients – 48.7% as opposed to 36.8%. Mid Wales is slightly below the Welsh average, but still comfortably above GB ([Table 3.25](#)). For customers unemployed for less than six months the difference is more marginal – 10.91% as opposed to 9.1% ([Table 3.26](#)). Of the North Wales districts, NWWP performed well above the (Welsh) national average – 13.5% - while WW was slightly below it.

We have referred to the WELMERC study of inactivity in Wales already in this chapter. This not only points to the fact that economic inactivity is substantial in Wales relative to other regions in Britain, but also that it varies significantly across Wales and so has a geographical dimension. The WELMERC study was not, however, structured in such a way as to be able to extract from it statistics that are reliable on a regional basis. Some basic facts can, however, be extracted from the Labour Force Survey. In 2003, the inactivity rate in Mid Wales was 23.2%. This is lower than the rate for Wales as a whole ([Table 3.1](#)). Of the economically inactive, 18.7% wanted a job, in comparison to 23.8% for Wales ([Table 3.27](#)).

The Demand for Skills

Most of what we have discussed above focuses on the supply of labour. As in the National Report, we also consider the employers' demand for labour as expressed in the current number employed, hours of work, vacancies and labour cost. Labour demand is closely linked to the business cycle. Thus during periods of growth, firms may initially respond by increasing the input of labour from their existing workforce, by increasing paid and unpaid overtime, and only when the additional demand seems longer term, recruit extra workers to produce the higher output required. In the recession, the initial response may be to cut hours and then lay off workers. Some workers who have particular skills which are in short supply may, however, be hoarded so that they are readily available when product demand recovers. For these reasons we expect hours of work to fluctuate much more than numbers employed over the cycle, and employment only to react after a time lag.

In the National Report we examine job starts in Wales using the Labour Force Survey 2003-04. However, the relevant figures are not readily available at a more disaggregated level, so we are unable to carry out a parallel regional analysis.

Job density is defined as the number of filled jobs in an area (including self-employed, government supported trainees and HM forces) divided by the number of working-age residents in that area. It is an alternative measure of the demand for labour in the local area. Job Density figures are available for 2000, 2001 and 2002 and show little change for the constituent countries of the UK apart from Scotland. ([Table 3.28](#)) Within Wales job density is much higher in the Objective Three area than in the Objective One area. Mid Wales is partly in the O1 area and partly in the O3 area⁵, it is no surprise to find a spread of job density values within the region, with Ceredigion close to the Objective 1 figure, and Powys close to the Objective 3 figure.

Another means of meeting greater product demand is increasing labour productivity.⁶ This may be measured in a number of ways including productivity per worker and productivity per hour. Long-term UK productivity growth is around 2% per annum. In comparison of productivity across counties allowance should be made for differences in the vintage of the capital stock, in the capital/labour ratio and in the skill distribution of the workforce.

In [Table 3.29](#) productivity is measured in terms of gross value added per person employed and in 2002 Wales' productivity was only 83% of the UK average. However, within Wales there are substantial differences in productivity. While none of the NUTS areas that make up the Mid Wales region have productivity levels close to the UK average, there is a clear divide between the Objective 1 area and the rest. Powys's productivity is 71% of the UK average, while South West Wales is only 66% of the UK average.

Conclusions

According to the three main indicators: the employment rate, ILO unemployment and inactivity, the labour market in Mid Wales has shown some signs of improvement. Indeed, Mid Wales' performance in respect of employment has generally been better than in the UK. The ILO unemployment rate is now lower in Mid Wales than in Britain as a whole, but inactivity rates are lower than in Wales. By all these measures, then, Mid Wales seems to have been quite stable in recent years.

⁵ This is true of all the Assembly regions, except for SW Wales.

⁶ A useful discussion is contained in C. Lindsay, Labour Productivity, *Labour Market Trends*, November 2004, pp 447-454.

There have, however, been significant changes in the structure of employment: The service sector continues to expand in Mid Wales, while manufacturing continues to decline in terms of employment. Mid Wales has fewer of its workforce in occupations requiring higher level skills and higher proportions in those requiring lower level skills relative to Britain as a whole. As elsewhere in Britain self-employment continues to increase.

Aspects of particular concern in the Mid Wales' labour market are the relative lack of qualifications, low earnings, and the low productivity levels of its industries.

Table 3.1: Labour Market Statistics, Mid Wales and Wales, 2003

Labour market statistics (2003)			
	Mid Wales	Wales	Difference from Wales
Economically active	107,000	1,293,000	
In employment	102,000	1,227,000	
ILO unemployed	5,000	66,000	
Economically inactive	32,000	449,000	
Economic activity rate	76.8	74.2	2.6
Employment rate	73.1	70.5	2.6
ILO unemployment rate	4.8	5.1	-0.3
Economic inactivity rate	23.2	25.8	-2.6

All are working age

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

Mid Wales has continued its progress since 2001.
 Economic activity rate in the region increased from 76.1% in 2001 to 76.8% in 2003
 Over this same two year period employment in Mid Wales rose to 73.1%
 Unemployment rose slightly to 4.8%, which is slightly less than the rate for Wales as a whole,

Table 3.2: Employment Rates by Age, Mid Wales, Wales and UK, 2003

Employment rates by age					
	Mid Wales	Wales	UK	Difference from Wales	Difference from UK
16-19	44.3	47.1	49.9	-2.8	-5.6
20-24	59.2	68.1	69.1	-8.9	-9.9
25-34	78.6	77.2	79.2	1.4	-0.6
35-49	84.8	80.1	81.7	4.7	3.1
50-retirement age	70.3	61.9	69.0	8.4	1.3

Source: National Statistics Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

The higher recorded employment rate in Mid Wales is not consistent across ages. It is in fact concentrated among the older age groups.
 The 20-24 age band has particularly low employment rates in Mid Wales.
 Employment rates for the 20-24 age group have improved by 7.3 percentage points since 2001.

Table 3.3: Male Employment Rates by Age 2003

Employment rates by age %					
	Mid Wales	Wales	UK	Difference from Wales	Difference from UK
All males	75.6	74.0	78.7	1.6	-3.1
16-19	37.9	46.5	48.9	-8.6	-11
20-24	61.0	73.8	73.5	-12.8	-12.5
25-34	85.2	85.5	87.5	-0.3	-2.3
35-49	88.7	85.6	88.4	3.1	0.3
50-retirement age	72.2	62.6	71.0	9.6	1.2

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

Male employment rates in Mid Wales are slightly larger than in Wales as a whole, and lower than UK rates for males.

The male age distribution of employment is skewed relative to that in Wales or the UK, with older age groups having higher employment rates, and younger age groups generally lower employment rates than in the larger geographical units.

Table 3.4: Female Employment Rates by Age 2003

Employment rates by age %					
	Mid Wales	Wales	UK	Difference from Wales	Difference from UK
All Females	70.4	66.7	69.2	3.7	1.2
16-19	49.4	47.8	50.9	1.6	-1.5
20-24	57.0	62.6	64.8	-5.6	-7.8
25-34	72.2	69.4	71.2	2.8	1
35-49	81.0	74.9	75.1	6.1	5.9
50-retirement age	67.5	60.8	66.3	6.7	1.2

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

Female employment rates are generally lower than males.

Female employment is higher in Mid Wales, than it is either in Wales or UK.

Once again, the age distribution of employment is tilted relative to that in Wales or the UK, with older age groups having higher employment rates, and younger age groups generally lower employment rates than in the larger geographical units.

Table 3.5 Patterns of Employment and Economic Inactivity by Parliamentary Constituency, 2003

Patterns of employment and economic inactivity by parliamentary constituency, Mid Wales 2003					
	Employed	Rank	Change since 2001	Rank in 2001	Inactive
Meirionnydd Nant Conwy	72.0	3	-0.7	3	24.1
Ceredigion	67.9	4	2.8	4	27.2
Brecon & Radnorshire	74.1	2	-1.8	2	23.1
Montgomeryshire	79.0	1	0.5	1	18.0
Wales	70.5				25.8

Source: National Statistics, Local Area Labour Force Survey, Mar 2002-Feb 2003, NOMIS
<http://www.nomisweb.co.uk>

Employment rates are not evenly distributed throughout the region.
 The rankings of the four constituencies remain stable, despite the fact that the first ranked constituency has a lower employment rate, and the fourth ranked has a higher. This also implies that the inequality in employment rates in this region has fallen.

Table 3.6 Mid Wales and Wales: Employment by Industry 2003

	Mid Wales		Wales	
	No.	%	No.	%
Agriculture & fishing	9,000	9.1	24,000	1.9
Energy & water	1,000	1.3	15,000	1.2
Manufacturing	12,000	11.9	198,000	16.1
Construction	10,000	9.5	101,000	8.2
Distribution, hotels & restaurants	21,000	20.9	243,000	19.8
Transport & communication	4,000	4	69,000	5.6
Banking, finance & insurance etc	8,000	8	125,000	10.2
Public admin, education & health	29,000	28.8	379,000	30.8
Other services	7,000	6.5	72,000	5.9
Total services	70,000	68.3	888,000	72.4

Source: National Statistics, Local Area Labour Force Survey. <http://www.nomisweb.co.uk>

The relative size of the Agriculture and Fishing Sector and the Manufacturing sector has fallen.
 The relative size of Construction, Distribution, Hotels and Restaurants and Public Admin, Education and Health sectors has increased.
 The share of the service sector as a whole has risen from 65.6% to 68.3%.

3.7: Mid Wales and Wales: Employment by Industry – Annual Business Inquiry data, 2003

Mid Wales: employment by industry – Annual Business Inquiry data					
Thousands	Mid Wales		Wales		Difference from Wales
	Number	%	Number	%	%
Agriculture and fishing	278	0	1,723	0	0
Energy and water	515	1	7,997	1	0
Manufacturing	7,377	11	179,108	16	-5
Construction	2,725	4	47,110	4	0
Distribution, hotels and restaurants	18,532	27	262,483	24	3
Transport and communications	2,657	4	51,060	5	-1
Banking, finance and insurance, etc	7,466	11	133,146	12	-1
Public administration, education & health	24,524	36	366,261	33	3
Other services	4,078	6	55,587	5	1
Total	68,152	100	1,104,475	100	
Total services	57,257	84	868,537	79	5

These figures are aggregates from which agriculture class 0100 (1992 SIC) have been excluded by the Office for National Statistics.

N.B. Does not include self-employment, which according to the Labour Force Survey, would add around 22,000 in Mid Wales

Estimates are rounded so the totals may not sum to 100% and differences differ from the arithmetic difference in the table

Source: Annual Business Inquiry, National Statistics, 2003 <http://www.nomisweb.co.uk>

The public sector is the largest sector providing employment in Mid Wales.
The second largest employment sector is Distribution, Hotels and Restaurants, which which is more than within Wales as a whole.

Table 3.8: In Employment by Occupation, Mid Wales and Wales 2003

In employment by occupation, Wales 2003					
	Mid Wales		Wales		Difference from Wales
	No.	%	No.	%	
Managers and Senior Officials	15,000	13.8	153,000	12.1	1.7
Professional occupations	11,000	10.4	138,000	10.9	-0.5
Associate Professional and Technical	12,000	10.9	166,000	13.1	-2.2
Administrative and Secretarial	11,000	10.4	155,000	12.2	-1.8
Skilled Trades Occupations	21,000	19.1	166,000	13	6.1
Personal Service Occupations	9,000	8.3	100,000	7.9	0.4
Sales and Customer Service Occupations	7,000	6.5	106,000	8.3	-1.8
Process, Plant and Machine Operatives	9,000	8.2	123,000	9.7	-1.5
Elementary Occupations	13,000	12.4	160,000	12.6	-0.2
Total	108,000	100	1,267,000	100	0

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003
<http://www.nomisweb.co.uk>

Managers and Senior Officials, and Skilled Trades Occupations are more frequent in Mid Wales than in the country as a whole.

Associate Professional and Technical, Administrative and Secretarial, Sales and Customer Service , and Process, Plant and Machine Operatives are less frequent in Mid Wales than in the country as a whole.

Table 3.9: Self-Employment 2003 in Mid Wales and Wales

Self-employment 2003 in Mid Wales and Wales				
	Mid Wales 2001	Mid Wales 2003	Wales 2001	Wales 2003
Self-employed	22,000	26,000	143,000	146,000
Total in employment	99,000	102,000	1,223,000	1,227,000
% self-employed	22.2%	25.4%	11.7%	11.9%
Working age population	136,000	139,000	1,765,000	1,742,000
% self-employed	16.2%	18.7%	8.1%	8.4%

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003
<http://www.nomisweb.co.uk>

There has been a large increase in the self-employed in Mid Wales.

The rise in the number of self-employed is greater than the rise in total employment.

Table 3.10: Average Gross Weekly Earnings, Full-Time Employees on Adult Rates, by Local Authority, Gender

Year	1999			2004 (including supplementary survey information)		
	Persons	Males	Females	Persons	Males	Females
Area						
Wales	358.7	391.9	300.5	441.7	480.4	377.4
Ceredigion	(!) 316.5	(!) 358.8	(!) 263.2	(!) 394.9	(!) 435.4	(!) 331.1
Powys	322.8	(!) 340.6	(!) 287.9	369.2	(!) 390.5	(!) 319.8

(!!)

The data item has a coefficient of variation (CV) of between 10% and 20% and is therefore categorised as only 'acceptable' by the Office for National Statistics. Only estimates with a CV of less than 5% are considered 'precise', whilst estimates with a CV of between 5% and 10% are considered 'reasonably precise.' Estimates with a CV of above 20% are considered unacceptable and suppressed.

(!)

The data item has a coefficient of variation (CV) of between 5% and 10% and is therefore categorised as only 'reasonably precise' by the Office for National Statistics. Only estimates with a CV of less than 5% are considered 'precise', whilst estimates with a CV of between 10% and 20% are considered 'acceptable.' Estimates with a CV of above 20% are considered unacceptable and suppressed.

Source: Annual Survey of Hours and Earnings, Office for National Statistics
<http://www.statswales.wales.gov.uk/TableViewer/tableView.aspx?ReportId=113>

Between 2003 and 2004, earnings in Wales rose by 5.4 % compared to a 4.1% rise for the UK as a whole, so that average earnings in Wales in April 2004 were 12.5 %below the UK average. Mean weekly earnings in Ceredigion are slightly less than 90% of the Welsh average, and in Powys they are even lower – 83.5%.

Table 3.11: The Gender Pay Gap in North Wales

	Male earnings/Female earnings 1999	Male earnings/Female earnings 2004
Wales	1.30	1.27
Ceredigion	1.36	1.32
Powys	1.18	1.22

Source: Annual Survey of Hours and Earnings

Mid Wales has a persistently high gender pay gap.

Table 3.12: Qualifications of those in Employment in Mid Wales and Wales, 2003

Qualifications of those in employment			
	Mid Wales	Wales	GB
	%	%	%
NVQ 4+	25.7	26.8	28.6
NVQ 3	15.2	15	15.2
Under NVQ 3	59.1	58.2	56.2
Total	100.0	100.0	100.0

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

Mid Wales' position vis a vis both the whole of Wales and GB has improved a little. The difference now is 2.9 percentage points, whereas in 2001 it was 4.4.

Table 3.13: Employment Rates of Disabled And Non Disabled 2003, Mid Wales and Wales

Disabled employment rates			
	Mid Wales	Wales	Difference from Wales
All disabled	44.4	39.8	4.6
Not disabled	79.5	79.6	-0.1
Difference	-35.1	-39.8	

All are Working Age

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003

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

19.3% of the working age population of Mid Wales had at least one type of disability.

This compares with 18.0% in 2001, and 23.0% in Wales as a whole.

The employment rate for people with disabilities in Mid Wales is higher than the Wales rate, but still only just under half the employment rate for those without disabilities.

Table 3.14: Disability in Mid Wales and Wales, 2003

Disability in Mid Wales (2003)				
Disability	Mid Wales		Wales	
	No.	% of working age population	No.	% of working age population
DDA disabled and work-limiting disabled	17,000	12.3%	271,000	15.6%
DDA disabled	5,000	3.3%	68,000	3.9%
Work-limiting disabled only	5,000	3.7%	61,000	3.5%
Not disabled	113,000	80.8%	1,342,000	77.0%
All disabled	27,000	19.3%	400,000	23.0%
Total	140,000	100%	1,742,000	100.0%

N.B. Figures relate to the whole of Mid Wales
All are working age

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

Since 2001, the national employment rate for the disabled has risen by just 2.5 percentage points to 39.8%, the Mid Wales employment rate has fallen from 45.8% to 44.4%.

Table 3.15: Disability, Economic Inactivity and Unemployment, Mid Wales and Wales 2003

Disability, economic inactivity and unemployment (ILO definition)				
	Economically inactive		Unemployed	
	Mid Wales	Wales	Mid Wales	Wales
Total	33,000	449,000	4,000	66,000
With a disability	14,000	227,000	!	13,000
Percentage with a disability	42.4	50.6	!	19.7

All are Working Age

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2)
Estimate is less than 500

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

The number of economically inactive has remained stable since 2001.
The number of economically inactive with a disability has risen a little.

Table 3.16: Qualifications for the Working Age Population aged 50 and over, 2003

Qualifications for the working age population aged 50 and over			
	Mid Wales	Wales	GB
Number aged 50 plus	42,000	469,000	8,722,000
Number with qualifications below NVQ 2	19,000	222,000	4,049,000
Proportion of 50 plus below NVQ2	43%	46%	49%
Total number with qualifications below NVQ2 (working age)	53,000	692,000	13,542,000
50 plus proportion of those with low qualifications	36%	32%	30%
In Employment (Working Age)	73.1	70.5	74.3

Source: National Statistics, Welsh Local Area Labour Force Survey, 2003 <http://www.nomisweb.co.uk>

73.1% of people aged over 50, but under retirement age were working, which is a little below the rate for Great Britain, and 2.6 percentage points higher than for Wales as a whole. The proportion of working age people over 50 who have not achieved NVQ2 is 43% - 3 points off the Wales rate and 6 points off GB.

Table 3.17 Patterns of Non-employment by UA area, 2003

Patterns of non-employment by UA area				
Local authority	Economically inactive	Economic inactivity rate	Not employed	Non-employment rate
Ceredigion	13,000	27.1%	15,360	32.0%
Powys	15,000	20.7%	17,390	23.5%
Wales	449,000	25.8%	513,890	29.5%

There is considerable variation in the unemployment rate across Wales. Both economy inactivity and non-employment rates are higher than for Wales as a whole in both the Unitary Authorities.

Table 3.18 Patterns of Key Benefit Receipt by UA area, August 2004

Patterns of key benefit receipt by UA area										
August 2004	All		Unemployed		Sick & Disabled		Lone Parents		Other	
	000s	% ¹	000s	% ¹	000s	% ¹	000s	% ¹	000s	% ¹
Ceredigion	6.7	14	1	2	4.7	10	0.7	1	0.3	1
Powys	9.2	13	1	1	6.8	9	0.9	1	0.4	1
WALES	321.9	18	38.9	2	230.8	13	41.7	2	10.6	1

Figures under 500 marked '**' are subject to a high degree of sampling error and should be used only as a guide to the current situation.

"-" nil or negligible

Figures are rounded to the nearest hundred

Key benefits are Jobseeker's Allowance (JSA), Incapacity Benefit (IB), Severe Disablement Allowance, Disability Living Allowance,

Income Support and National Insurance credits only (through JSA or IB)

¹ Percentage of the population of working age

Source: Client Group Analysis of DWP Information Centre NOMIS, ONS

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

Claims for all the main benefits are lower as a percentage of the working age population in both UA's

Table 3.19: Claimant Count of Jobseeker's Allowance Claimants

Claimant Count of Jobseeker's Allowance claimants		
June 2004	Number	Rate %
Ceredigion	622	1.3
Powys	1,162	1.6
Wales	38,220	2.2

Residence-based proportions express the number of claimants resident in an area as a percentage of the working age population resident in that area.

Source: National Statistics, <http://www.nomisweb.co.uk>

Claimant count of Job Seekers' Allowance in the 2 Unitary Authorities making up the North Wales area are substantially below the rate for Wales as a whole.

The claimant count for the whole of Wales fell from 45,000 in June 2003 to 38,220 in June, 2004.

Table 3.20 Summary of People into Jobs through New Deal: Jobcentre Plus District: West Wales

Summary	New Deal for Young People		New Deal 25 Plus Enhanced programme			
	Total	<i>of which,</i> Sustained ⁷	Total	<i>of which,</i> Sustained	Total	<i>of which,</i> Sustained
as at end Dec-04	4,690	3,850	1,400	1,100	970	760
By Gender						
Male	3,460	2,840	-	-	810	630
Female	1,230	1,090	-	-	160	130
Disability						
People with Disabilities	870	700	-	-	340	270
Age Group						
18-24	4,690	3,850	-	-	210	170
25-29			-	-	170	140
30-34			-	-	160	130
35-39			-	-	260	210
40-49			-	-	160	130
50+			-	-		

Source: Department of Work and Pensions

http://www.dwp.gov.uk/asd/asd1/new_deal/ndyp_sept04/wales.asp

As of December 2004, in WW 82.9% of those entering the New Deal for Young People obtained sustained employment.

The New Deal 25 Plus delivered 78.5% entrants to sustained employment in WW,

⁷ A job from which the participant does not return to New Deal within 13 weeks. This includes jobs in which participants have been employed for less than 13 weeks, but have not yet returned to New Deal.

Table 3.21 Summary of People into Jobs through New Deal: Jobcentre Plus District: North West Wales and Powys

Summary	New Deal for Young People		New Deal 25 Plus Enhanced programme			
	Total	of which, Sustained ⁸	Total	of which, Sustained	Total	of which, Sustained
as at end Dec-04	3,850	3,200	900	840	360	310
By Gender						
Male	2,760	2,310	-	-	280	240
Female	1,090	900	-	-	80	70
Disability						
People with Disabilities	710	590	-	-	160	140
Age Group						
18-24	3,850	3,200	-	-	80	70
25-29			-	-	70	60
30-34			-	-	50	40
35-39			-	-	100	80
40-49			-	-	70	50
50+			-	-		

Source: Department of Work and Pensions

http://www.dwp.gov.uk/asd/asd1/new_deal/ndyp_sept04/wales.asp

As of December 2004, in NWWP 83.5% of those entering the New Deal for Young People obtained sustained employment.

The New Deal 25 Plus delivered 91.3% entrants to sustained employment in NWWP.

Table 3.22 Jobcentre Plus District Performance against Target Profile, 2003-4

Jobcentre Plus District Job Entry Performance		
	Performance variance against Profile April 03 to March 04	Total Points profile April 03 to March 04
District		
North West Wales & Powys	-5.1%	53,790
West Wales	-13.6%	70,923
National Total	-2.9%	7,681,000

The sum of district profiles is slightly higher than the national profile due to rounding and the allocation methodology. Total Points achieved includes the additional points awarded for retention and disadvantaged UA districts.

Source: Jobcentre Plus <http://www.jobcentreplus.gov.uk/documents/JobEntriesQ42004.xls>

NWWP missed its target profile by a little over 5%, and WW missed by over 13%

⁸ A job from which the participant does not return to New Deal within 13 weeks. This includes jobs in which participants have been employed for less than 13 weeks, but have not yet returned to New Deal.

Table 3.23 Jobcentre Plus District Performance: Lone Parent Job Entries 2003-04

Jobcentre Plus District Job Entry Performance			
	Lone Parents		
	No. of Job Entries	Customer base	Job entries as a proportion of client base
GB Total	107,233	1,062,303	10.1%
District			
North West Wales & Powys	599	4,320	13.9%
West Wales	613	5,425	11.3%
Wales	7,806	55,779	13.9%

Participants in New Deal for Lone Parents, and other jobless Lone parents.

Source: Jobcentre Plus <http://www.jobcentreplus.gov.uk/documents/JobEntriesQ42004.xls>

For lone parents job entries for Wales as a proportion of the client base rose to 13.9 % compared to the GB average of 10.1 %

In both the Mid Wales districts, job entries for lone parents were close to the all Wales figure with 13.9% in NWWP and 11.3% in WW.

Table 3.24 Jobcentre Plus District Performance: Job Entries by People with Disabilities 2003-04

Jobcentre Plus District Job Entry Performance			
	People with Disabilities		
	No. of Job Entries	Customer base	Job entries as a proportion of client base
National Total	35,726	2,997,396	1.2%
District			
North West Wales & Powys	356	17,521	2.0%
West Wales	591	28,097	2.1%
Wales	5,045	230,635	2.1%

People with disabilities including participants in New Deal for disabled people, disabled people in receipt of incapacity benefit, severe disability allowance income support, invalidity care allowance and bereavement benefit.

Source: Jobcentre Plus <http://www.jobcentreplus.gov.uk/documents/JobEntriesQ42004.xls>

In the case of people with disabilities, job entries as a proportion of the client base in Wales were only 2.1 %, they were little different in either of the Mid Wales districts.

Table 3.25 Jobcentre Plus District Performance 2003-04: Job Entries by Long Term Unemployed Customers

Jobcentre Plus District Job Entry Performance			
Customers unemployed for 6 months or more and other disadvantaged Clients			
	No. of Job Entries	Customer base	Job entries as a proportion of client base
National Total	307,775	837,272	36.8%
District			
North West Wales & Powys	2,038	4,404	46.3%
West Wales	2,283	4,703	48.5%
Wales	19,141	39,609	48.7%

Participants in ND50 plus, ND25+, NDYP, employment zones, other people with a disability who are not participants in NDDP or claiming an inactive benefit, and people in receipt of Jobseekers Allowance for 6 months or more.

Source: Jobcentre Plus <http://www.jobcentreplus.gov.uk-documents-JobEntriesQ42004.xls>

Wales' performance comfortably exceeds that of GB in relation to job entries for customers unemployed for six months or more and for other disadvantaged clients – 48.7 % as opposed to 36%.

Mid Wales is slightly below the Welsh average, but still comfortably above GB.

Table 3.26 Jobcentre Plus District Performance 2003-04: Job Entries by Long-Term Unemployed Customers

Jobcentre Plus District Job Entry Performance			
Customers unemployed for less than 6 months and other disadvantaged Clients			
	No. of Job Entries	Customer base	Job entries as a proportion of client base
Great Britain	292,431	3,201,023	9.1%
District			
North West Wales & Powys	2099	15,534	13.5%
West Wales	2129	20,258	10.5%
Wales	18,339	171,533	10.91%

Participants in ND50 plus, ND25+, NDYP, employment zones, other people with a disability who are not participants in NDDP or claiming an inactive benefit, and people in receipt of Jobseekers Allowance for 6 months or more.

Source: Jobcentre Plus <http://www.jobcentreplus.gov.uk-documents-JobEntriesQ42004.xls>

Of the North Wales districts, NWWP performed well above the (Welsh) national average – 13.5% - while WW was slightly below it.

Table 3.27: Economic Inactivity in Mid Wales and Wales, 2003

Economic Inactivity in Wales				
Labour market attachment 1998-2002	Mid Wales	% of the inactive	Wales	% of the inactive
Want work, seeking	0	0	9,000	2.0
Want work, not seeking	6,000	18.8	98,000	21.8
Do not want work	26,000	81.3	342,000	76.2
Economically inactive	32,000	100	449,000	100

Source: National Statistics, Welsh Local Area Labour Force Survey 2003 <http://www.nomisweb.co.uk>

Of the economically inactive in Mid Wales, 18.7% wanted a job, in comparison to 23.8% for Wales

Table 3.28 Job Density - Unitary Authority and Objective 1/3 Areas

Job Density 2000	Job Density 2001	Job Density 2002	Area
0.64	0.65	0.66	Objective One
0.86	0.86	0.84	Objective Three

Job Density 2000	Job Density 2001	Job Density 2002	Unitary Authorities
0.7	0.75	0.7	Ceredigion
0.82	0.82	0.83	Powys

Source: National Statistics

Job density is defined as the number of filled jobs in an area (including self-employed, government supported trainees and HM forces) divided by the number of working-age residents in that area. It is an alternative measure of the demand for labour in the local area.

Mid Wales is partly in the O1 area and partly in the O3 area¹. It is no surprise to find a spread of job density values within the region, with Ceredigion close to the Objective 1 figure, and Powys close to the Objective 3 figure.

Table 3.29 Productivity in Mid Wales, Wales, UK - 2002

Productivity in Wales				
GVA per person employed				
NUTS area	GVA 2002	In employment	GVA per person employed	Index UK=100
	£ million	2002	£	
South West Wales	3,315	144,000	23021	66
Powys	1,438	58,000	24793	71
Wales	34,997	1,212,000	28875	83
UK	906,000	25,987,000	34864	100

Source: www.statswales.wales.gov.uk

While none of the NUTS areas that make up the Mid Wales region have productivity levels close to the UK average, there is a clear divide between the Objective 1 area and the rest. Powys's productivity is 71% of the UK average, while South West Wales is only 66% of the UK average.