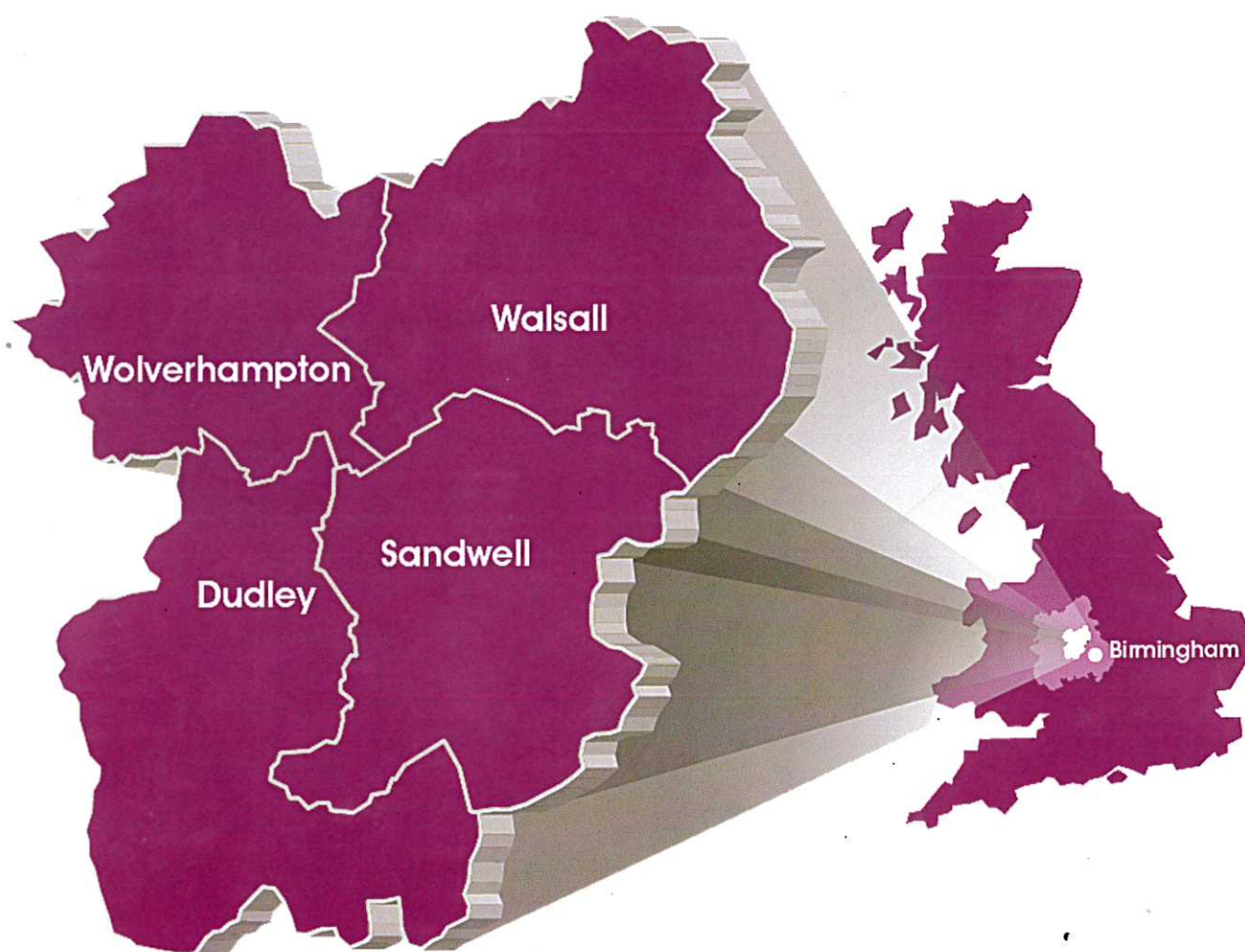


The
BLACK COUNTRY LABOUR MARKET
&
Regional and National Comparisons



WOLVERHAMPTON

The **POPULATION** of Wolverhampton is **254,400** made up **49% MALES** and **51% FEMALES**. The Sectors that currently employ the most people are:

- **34%** Public Admin, Education and Health
- **18%** Retail and Motor Trades
- **15%** Financial and other Business Services
- **15%** Manufacturing
- **5%** Logistics and Transport

KEY EMPLOYERS

AM • Alstom UK • MOOG

Jaguar Land Rover • UTC Aerospace Systems

GE Aviation • Marston's • Tata Steel

Eurofins • ISP • Carillion • Carvers

AM Griffiths and Sons • Lloyds Banking Group

Charter Court Financial Services

KGJ Insurance • Santander

State Bank of India



TOP OCCUPATIONS



SKILLED TRADES

e.g. Mechanics, Plumbers, Electricians

ELEMENTARY OCCUPATIONS

e.g. Packers, Goods Handlers, Couriers

QUALIFICATIONS:

- **28.5%** have NVQ4 and above
- **18.4%** NVQ3
- **16.5%** NVQ2 (GCSE A* - C)
- **11.5%** NVQ1
- **3%** Trade apprenticeship



SECTOR FACTS

- > Projected growth in business services will mean more demand for higher skilled jobs.
- > The aerospace industry is thriving due to JLR building their Engine Centre in the area.

EMPLOYMENT GROWTH

- Growth **OPPORTUNITIES EXIST** with the establishment of the i54 technology business park and the new Science, Technology and Prototype Centre at Wolverhampton Science park attracting new businesses
- New £10m Science, Technology and Prototype Centre at Wolverhampton Science Park will enhance the capacity of Black Country businesses to innovate and **EXPLOIT NEW OPPORTUNITIES**
- Bilston Urban Village in development will provide residential and employment development sites including 580 houses



DUDLEY

The **POPULATION** of Dudley is **316,500** made up **49% MALES** and **51% FEMALES**. The Sectors that currently employ the most people are:

- **32%** Public Admin, Education and Health
- **22%** Retail and Motor Trades
- **15%** Manufacturing
- **14%** Financial and other Business Services
- **8%** Construction



TOP OCCUPATIONS



PROFESSIONAL

e.g. Engineers, Software, IT, Lawyers

SKILLED TRADES

e.g. Mechanics, Plumbers, Electricians

KEY EMPLOYERS

Timken Aerospace • Boss Design

Joseph Ash Galvanising

Marcegaglia UK • PGS Global Logistics Ltd

TDR Transport • Russells Hall Hospital

Dudley Group NHS Foundation Trust

Brierley Hill Health & Social Care Centre

Sandvik • TM Specialist Engineers

Brockmoor Foundry • Somers Forge

Westley Plastics • Dudley Zoo

QUALIFICATIONS:

- **28.8%** have NVQ4 and above
- **19.3%** NVQ3
- **19.0%** NVQ2 (GCSE A* - C)
- **12.2%** NVQ1
- **3.5%** Trade apprenticeship



SECTOR FACTS

- > Qualification levels are lower than the West Midlands, with 22% of employees having less than NVQ Level 2, compared with 20% in the West Midlands and 16% in Great Britain.
- > Skill levels will need to increase if employees want to compete for jobs with neighbouring areas.
- > The dominance of low wage sectors in the area is reflected in the low level of higher skills which is below the national average.
- > Manufacturing remains a key industry with 15% of workers employed in the sector compared to 8.5% in Great Britain.
- > Knowledge intensive roles are expected to help grow the economy - 37.6% of total employment is in this sector compared with 44.4% for England.

EMPLOYMENT GROWTH

- The growth of the advanced manufacturing and business services sectors will be boosted through **LOCAL GROWTH FUND INVESTMENT**.
- **£3M INVESTMENT** in the Advanced Science, Engineering and Technology Skills Centre in Halesowen
- New Advanced Manufacturing Training and Education Centre and Construction Centre BMET Stourbridge Campus
- New teaching and workshop facilities in the Dudley Advance Centre for Advanced Building Technologies & Construction Centre ensuring the **SECTOR IS READY FOR HS2**



WALSALL

The **POPULATION** of Walsall is **276,100** made up **49% MALES** and **51% FEMALES**. The Sectors that currently employ the most people are:



TOP OCCUPATIONS



PROFESSIONAL

e.g. Engineers, Software, IT, Lawyers

SKILLED TRADES

e.g. Mechanics, Plumbers, Electricians

- 28% Public Admin, Education and Health
- 20% Retail and Motor Trades
- 17% Financial and other Business Services
- 14% Manufacturing
- 8% Logistics and Transport

KEY EMPLOYERS

Joseph Ash Galvanising

Walsall Pressing Company Ltd

Poundland • A.F. Blakemore & Sons

Homeserve • Castings Plc • RAC

Walsall Teaching Primary Care trust

United Living Group

Barhale Construction Plc • Boltight

QUALIFICATIONS:

- 25.2% have NVQ4 and above
- 14.9% NVQ3
- 20.2% NVQ2 (GCSE A* - C)
- 13.6% NVQ1
- 2.7% Trade apprenticeship



SECTOR FACTS

- > The rate of residents with no qualifications has improved since 2006 when it was 28.7%, but the level is still more than twice the national average.
- > Some job losses in the public sector may be balanced with increased demand for health and social care roles.
- > Financial, professional and business services and wholesale and retail, hotels and restaurants are forecast to experience modest growth to 2020, creating 500 and 400 jobs respectively.

EMPLOYMENT GROWTH

- **TWO THIRDS OF WALSALL'S JOBS ARE FILLED BY WALSALL RESIDENTS.**
Increasing the availability of jobs accessible to Walsall residents is vital to support the local population into employment, especially those with few qualifications
- **GOSCOTE LANE CORRIDOR** regeneration project will provide local supply chain jobs and training opportunities
- **NEW JOBS** and opportunities are projected to be created through the **BENTLEY LANE REMEDIATION** project during 2017/18
- **THE WATERFRONT PROJECT** will bring **700 JOBS** to the area by creating high quality mixed-use development of homes, offices, café-bars and restaurants



SANDWELL

The **POPULATION** of Sandwell is **319,500** made up **49% MALES** and **51% FEMALES**. The Sectors that currently employ the most people are:

- 24% Public Admin, Education and Health
- 20% Retail and Motor Trades
- 18% Manufacturing
- 13% Financial and other Business Services
- 6% Logistics and Transport



TOP OCCUPATIONS



ELEMENTARY OCCUPATIONS

e.g. Cleaners, Security Guards, Labourers, Goods Handlers

PROFESSIONAL

e.g. Engineers, Software, IT, Lawyers

KEY EMPLOYERS

Sandwell and West Birmingham Hospital

NHS Health Trust • Olympus Distribution Ltd

Direct Corporate Clothing Plc

BT – Customer Services • The AA

Geopost UK Ltd

Sheldon Clayton Logistics Ltd

Pargat & Co Ltd • KUKA Robotics

Avery Weigh-Tronix • Hadley Industries Plc

Metsec • East End Food • Huf UK Ltd

Harper Group Construction Ltd

Generation UK Ltd

QUALIFICATIONS:

- 23.0% have NVQ4 and above
- 15.5% NVQ3 (A Level)
- 17.4% NVQ2 (GCSE A* - C)
- 14.9% NVQ1
- 2.3% Trade apprenticeship



SECTOR FACTS

- > Apprenticeship starts are higher than the rest of the Black Country but low compared to national figures.
- > There are significantly higher levels of people with no qualifications but the 5 A*-C GCSE rate is now above the national average.
- > Numbers of young people not in employment, education or training (NEET) has significantly reduced since 2010 but still remains high.
- > Manufacturing remains a significant part of the labour market - higher than the West Midlands average (12%) and more than double that in Great Britain (8.5%).
- > The job market is contracting. By 2020 there will not be enough jobs for those who want to work.
- > By 2020, there will be 26,000 more higher skilled people, but there will be 16,000 more unskilled 16-64 year olds than unskilled jobs.

EMPLOYMENT GROWTH

- The **FOOD SECTOR IS WELL ESTABLISHED** and offers **CONSIDERABLE OPPORTUNITY** for product development, the transfer of skills from other sectors and supplying the regional marketplace.
- Regeneration of West Bromwich will provide **NEW OPPORTUNITIES** for office based activities
- Key markets for development are renewable energy, energy management and water treatment with opportunities for linkage with construction

WEST MIDLANDS

The **POPULATION** of the West Midlands is **5,713,300** made up **49% MALES** and **51% FEMALES**. The Sectors that currently employ the most people are:



- 16.1% Retail and Motor Trades
- 11.7% Health & Social Work
- 11.4% Manufacturing
- 9.6% Education
- 7.4% Admin & Clerical



TOP OCCUPATIONS

PROFESSIONALS

e.g. Engineers, Software, IT, Lawyers

ASSOCIATE PROFESSIONALS

e.g. Science and Lab Technicians, Finance, Investment analysts, Paramedics.



KEY EMPLOYERS

Jaguar Land Rover • JCB • Local Councils • Civil Service
Schools/Colleges • Universities • Supermarkets Customer
Services • Hospitals • Care homes

SECTORS SET TO GROW BY 2020

- 19% Health Support
- 17% Caring Services
- 16% Senior Management
- 16% Customer Care
- 1.2% Trade & Transport
- 0.5% Construction

QUALIFICATIONS:

The West Midlands has **fewer residents with 5 A*-C qualifications than the UK average** and also less apprentices - 25.6% do not have 5 x A* - C GCSE's or equivalent; 3.3% have a trade apprentice. Improving both these figures will support growth in the region's economy

EMPLOYMENT FACTS

- > Manufacturing is the third largest sector but is set to decline in the UK and could have a large impact on employment in the region. Despite this manufacturing is still a key sector in the West Midlands.
- > Increasing demand for care workers, both at professional level and elementary skilled workers.



EMPLOYMENT GROWTH

- **JAGUAR LAND ROVER**, the fastest growing manufacturing group in 2015 with a £500 million engine plant in Wolverhampton, is set to see further growth and impact on the region's dealerships, suppliers and businesses
- **HSBC** relocating HQ to Birmingham
- **HIGH SPEED RAIL 2** will impact on the construction and manufacturing sectors and the supply chain. 1,500 jobs will be created through the national construction headquarters being based in Birmingham; the National College for High Speed Rail will see growth through the supply chain and plans for the two HS2 stations based in Birmingham and Solihull will create opportunity for more than 52,000 jobs.
- **40%** of the job market is **EMPLOYED IN HIGHLY SKILLED OCCUPATIONS** which are set to grow nationally - suggesting growth for the West Midlands.



UNITED KINGDOM

The **POPULATION** of the UK is **65,110,000** made up **49.3% MALES** and **50.7% FEMALES**. The Sectors that currently employ the most people are:



- 14.6% Retail
- 12.4% Health & Social Care
- 8.7% Professions, Scientific and Technical
- 8.6% Education
- 8.5% Admin and Support Services



TOP OCCUPATIONS

PROFESSIONALS

e.g. Engineers, Software, IT, Lawyers

ASSOCIATE PROFESSIONALS

e.g. Science and Lab Technicians, Finance, Investment analysts, Paramedics.



KEY EMPLOYERS

NHS - 1.6 million employees • Independent healthcare, e.g. Bupa, British Red Cross • Arcadia Group (Dorothy Perkins, Burton, Topshop, Evans etc.) • John Lewis • Aldi • Asda • Boots • Dixons Carphone Warehouse, PC World • Barclays • JP Morgan • ICAEW • Standard Life • Cognizant Technology Solutions UK Ltd • We got coders • Frontier • Royal Society of Chemistry • Institute of Physics • Teach First • City Year • Explore Learning

QUALIFICATIONS:

- 41.6% have NVQ 4 and above;
- 17.1% NVQ 3
- 3.5% a trade apprenticeship.



EMPLOYMENT FACTS

- > The UK is still recovering from global economic recession, but employment and productivity levels are improving.
- > There is an increasing older workforce.
- > Increasing numbers of people are working part-time and on zero-hour contracts.
- > Highly skilled workers are a continuing trend.



Sectors set to grow by 2020

- 14% Construction
- 10% Business Services
- 8% Trade, Accommodation and Transport

EMPLOYMENT GROWTH

- **CONSTRUCTION** and **FINANCIAL SERVICES** will see the **BIGGEST INCREASE IN EMPLOYMENT** growth in the UK whilst Manufacturing will decline
- On average, the UK will experience an **INCREASE IN EMPLOYMENT** by 1,810,000 people.
- The **CONSTRUCTION SECTOR** will experience the **HIGHEST GROWTH** in employment, an increase of 301,000 people





This resource has been produced under the Passport to Employment programme (P2E). This aims to support young people across the Black Country to develop their careers in key transformational sectors including Advanced Manufacturing, Building Technologies, Transport, Environmental Technologies and Business Services.

The P2E programme will connect year 9 pupils and teachers with employers from these key sectors through a variety of activities and events.

P2E is led by the Black Country LEP in partnership with the National Careers Service West Midlands, Business in the Community and the Education Business Partnerships across Wolverhampton, Dudley, Sandwell and Walsall



APPRENTICESHIPS

Apprenticeships are a high quality option. In the Black Country over 13,000 apprenticeship places have been taken up during 2015/16, the highest number for four years:

More about apprenticeships can be found here- <https://www.getingofar.gov.uk/>

All BC Apprenticeships	2012/13	2013/14	2014/15	2015/16
Intermediate	7,525	7,302	8,028	8,080
Advanced	5,054	3,295	4,273	4,701
Higher	292	378	671	847
Other	-	-	34	
Total	12,871	10,975	13,006	13,628