



# Employment & Skills

## At a glance:

- Bradford's labour market does not perform well against sub-regional and national averages and when compared to our statistical neighbours.
- Unemployment and worklessness are high in Bradford. Youth and long-term unemployment continues to be a concern. There are also large numbers of people in Bradford who are out of work due to physical or mental health issues.
- Unemployment is not a major issue in all parts of the District.
- Bradford's working age population has lower than average qualification levels.
- Bradford has a higher proportion of residents employed in lower-skilled jobs than average, and the competition for these jobs is highest
- Both the occupational structure and the low skills levels of our residents contribute to a low skill low wage economy.
- Under-employment is also a growing issue with an increase in part time working.

## Introduction

Bradford's labour market does not perform well against sub-regional and national averages and when compared to our statistical neighbours. Although the labour market has improved since the recession the June 2015 employment rate is still lower than it was 10 years ago.

Unemployment and worklessness are high in Bradford. Youth unemployment continues to be a concern. Numbers peaked in June 2005 at 5775 - the latest figures in October 2015 show that numbers have fallen to 2,385 which is a big improvement but still high when compared to our statistical neighbours. Long-term unemployment continues to be a concern with 2860 long term claimants. An analysis of long term claimants shows that older age groups are more likely to be affected with 42% of these claimants in the 50-64 age group. There are also large numbers of people in Bradford who are out of work due to physical or mental health issues. Recent figures show that more than 17,000 in Bradford are economically inactive due to being classed as long term sick.

Unemployment is not a major issue in all parts of the District. The highest concentrations of out of work residents can be found within inner urban areas of Bradford such as Bowling, Barkerend and Manningham. Keighley and outlying housing estates also have high unemployment.

Bradford's working age population has lower than average qualification levels.

Bradford has a higher proportion of residents employed in lower-skilled jobs than average, and the competition for these jobs is highest

Both the occupational structure and the low skills levels of our residents contribute to a low skill low wage economy.

Under-employment is also a growing issue with an increase in part time working. This reflects the slow rate of jobs growth and a drop in the number of job vacancies since before the recession.

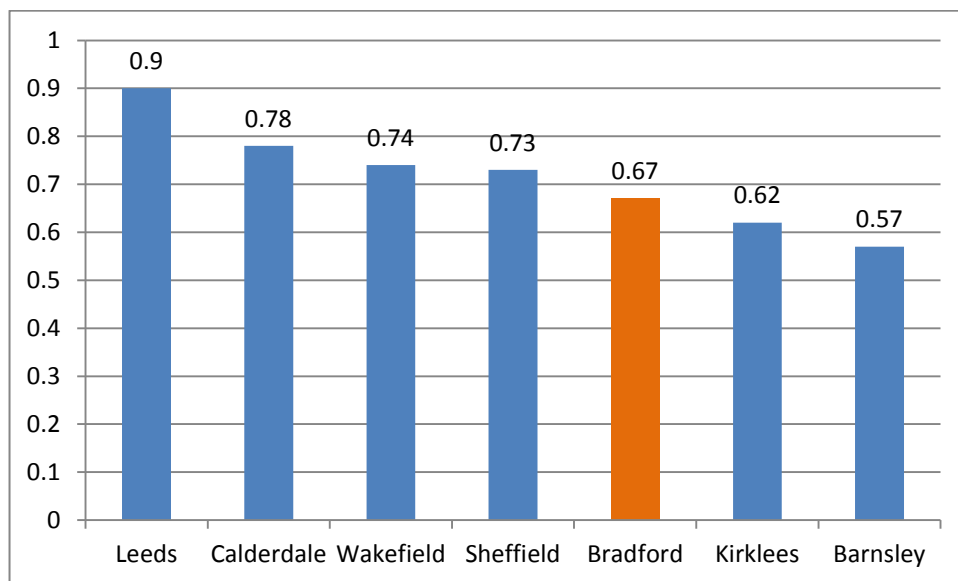
## Employment

Despite improvements over the last 12 months including falls in JSA claimants, Bradford's employment rate at 64.9% is still well below pre- recession levels and regional and national averages.

The job density rate is also low compared to our statistical neighbours. This is an indicator which is worked out by dividing the number of jobs filled by the working population. The lower the figure the indication is a shortage of jobs.

The table below shows how Bradford compares to near neighbours:

### Job Density - October 2015:



source NOMIS

Rates of employment are lowest among ethnic minority communities. The employment rate for the 16-64 year old white group is 71.6% compared to 47.5% for 16-64 year olds in the ethnic minority communities.

Other groups with low employment rates include those with low or no qualification levels, those with an illness or disability (in particular mental health problems, lone parents and those with caring responsibilities).

Bradford has a higher proportion of employees working part time than the national average. The number of people with part time jobs has actually fallen from 69,500 to 62,000 since 2009. However Bradford has 33% of its residents working part-time compared to the national average of 31.7%. Together with a reduction in the average number of hours worked it indicates a rise in underemployment.

## Occupations and earnings

There are more people than average in Bradford employed in lower paid elementary occupations and fewer managers and directors than average. According to the Annual Population survey, elementary occupations account for 13.3% of Bradford's employed residents. When looking over the last ten years this rate has not changed and remains higher than both the West Yorkshire, Yorkshire and Humber and England rates.

At the other end of the occupation profile there are 18,000 or 8.1% of Bradford's employed residents employed as managers, directors and senior officials. This number has fallen by 2,600 over the last ten years and remains lower than the regional and national averages.

Wage levels reflect the occupation profile of Bradford’s employed residents. Mean weekly full – time earnings of Bradford residents are £456 compared to £479 for Yorkshire and Humber with £520 being the national average. However, growth in earnings since 2008 has been at a slightly higher rate than regional and national growth and the gap has narrowed slightly.

## Vacancies and jobs

The information posted by the Department of Works and Pensions about vacancies notified to Jobcentre Plus is no longer updated by them and there is no suitable alternative source. When looking on a Bradford employment agency website it showed 2,689 permanent job vacancies, 342 temporary job vacancies of which 251 were part time jobs, all within a 10 mile travelling distance of Bradford. This equates to 3 jobseekers for each of those job vacancies.

The District’s working age population is rising at a faster rate than the regional and national average and this is driving the need for jobs growth. To maintain Bradford’s current employment rate of 64.9% an additional 10,000 people will have to find employment by 2021. In order to improve the employment rate to the national average (73.1 %) then 31,000 additional people would need to find work. The latest economic forecasts predict that the number of full-time equivalent jobs in Bradford is expected to grow by 14,300 to 2021.

## Unemployment and worklessness

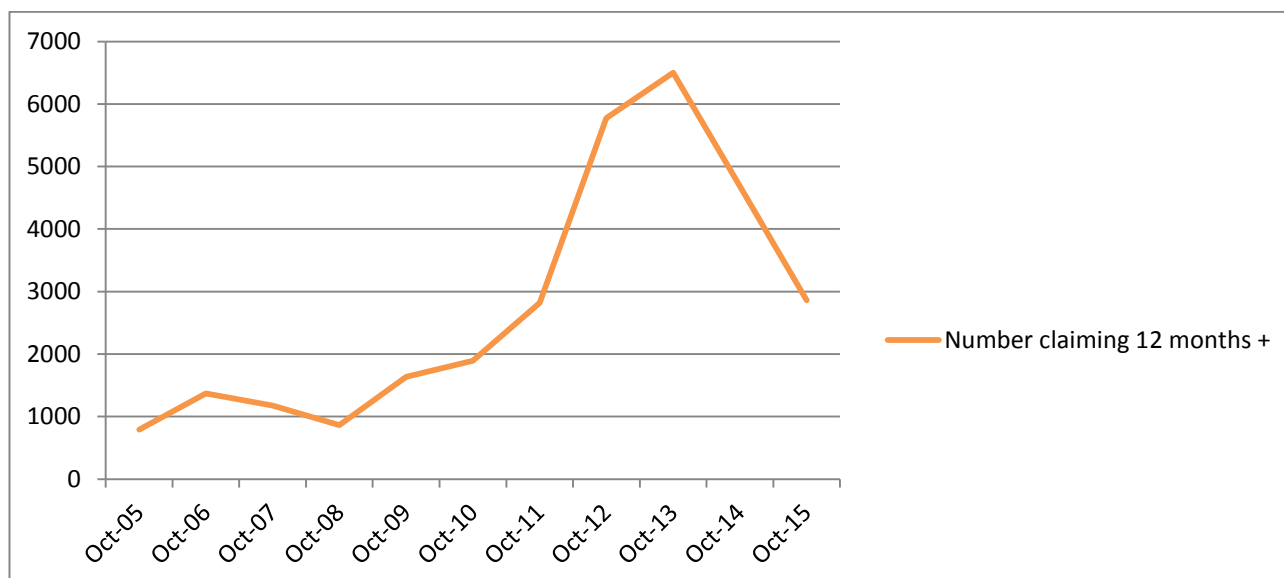
There is a higher rate of unemployment than regional and national averages in Bradford and particularly high levels of economic inactivity when compared to our statistical neighbours

There are 114,500 people aged 16-64 who are out of work , 21,200 are classed as unemployed (seeking work and available to start work) and 93,300 are classed as economically inactive ( not actively looking for a job and or / not available for work .)

Unemployment levels were rising in Bradford even before the recession in 2008, and increased at a fast pace between 2008 and 2012. Although numbers have fallen over the last two years (6,000 less unemployed people ) there are still nearly 50% more people unemployed now that in June 2005.

In October 2015, 9,341 were claiming Jobseekers Allowance (JSA) - this is a big improvement on the levels of 20,000 which were reached in 2012 and 2013. Long term unemployment is of concern. Analysis of claimants shows that the number of people claiming JSA for more than 12 months is now 2,860. This is an improvement on the levels in 2013 which were 6,500. However, these claimants form 30.6% of the Districts JSA claimants and of these 42% will be aged between 50 and 64. Findings show that being out of work for over a year can increase an individual’s risk of poverty, social exclusion and becoming dependent on benefits.

### Long term unemployment trends in Bradford - JSA claimants over 1 year duration:

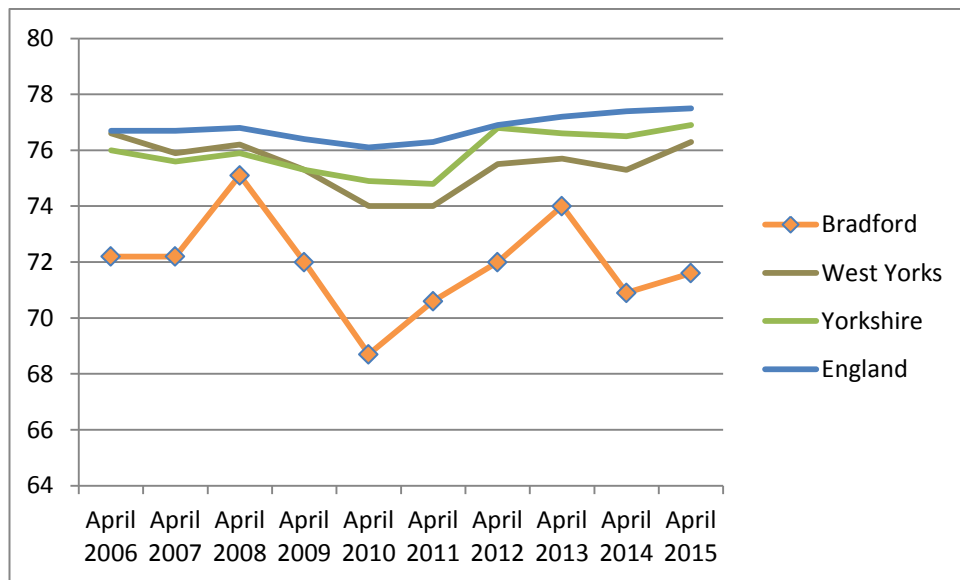


The latest Annual Population Survey figures show that 52, 349 residents said they had never had a job which is 14.3% of people in the district.

Bradford has an economic inactivity rate of 28.4% this is higher than both Yorkshire and Humber region and nationally.

Of the economically inactive total of 93,300 people only 14,600, (15.7%) would like to work – the rest do not want a job. The main reasons for not wanting a job is looking after home or family.

### Economic activity rate trends 2007 to 2015:



Source: Annual Population Survey, NOMIS

The Bradford female inactivity rate is high at 37% - the Yorkshire and Humber and Great Britain rate is 28%. Conversely male economic activity has increased at a faster rate than nationally over the last 5 years. This has had the result of lowering the male economic inactivity rate to 19.7% compared to the national rate of 18%.

There are significant gender and cultural differences in economic inactivity among different ethnic groups. If we exclude those who are retired and students it leaves the group looking after family / home and the group long term sick. There are 44,900 people who fall into these two categories. This is split 28% male and 72% are female.

When looking at the economically inactive in Pakistani and Bangladeshi populations women account for 70% and around half of them are looking after the family or home. These levels are similar to other parts of the country with large Pakistani and Bangladeshi populations.

The latest figures from NOMIS show that in December 2014 there were 28,900 households classed as workless in Bradford this equates to 17.7% of all households in the district which is an improvement on the 2011 figure of 24%. There are 22,500 children aged under 16 who live in households that are workless.

The highest levels of worklessness in Bradford are concentrated within inner urban areas of Bradford and Keighley and some outlying social housing estates.

### Out of work benefits

Benefit dependency in Bradford is high, with 40,800 working age people in Bradford claiming a key out of work benefit. This is 12.4% of the working age population higher than the regional (10.7 %) and national (9.4%) averages.

The largest group of claimants are those claiming ESA or Incapacity benefits at 23,680 people .While this number is declining as more people move to jobseekers allowance, the number of

people living in the District with work limiting illnesses or disabilities is of concern .This group face the greatest barriers to employment .

In the June 2015 annual population figures show that around 93,300 people aged over 16 in Bradford reported to have an illness or disability which limited their day to day activities including being employed in a job. The latest figures show that of these people only 20% were in employment.

## Young people and unemployment

Over the last few years there has been a significant drop in the number and proportion of young people aged 16-18 who were NEET (Not in Education , Employment or Training ) In September 2015 the NEET number ( 591) was a record low for the Bradford district, it was 121 lower than the previous record low in September 2014. The NEET rate for September was 3.6%, a record low for the Bradford District. The number of academic age 16 young people in apprenticeships rose from 148 last September to 215 in September 2015. The four wards with the highest NEET rates were Tong, Eccleshill, Little Horton and Clayton .

Youth unemployment peaked at 5,700 in June 2012 - since then it has steadily fallen and the latest figures in October 2015 show that there are 2,385 people between the age of 18-24 claiming Jobseekers Allowance . Although the numbers are falling Bradford has over 1000 more claimants than any of our statistical neighbours .

Long term unemployment is falling with 130 less claimants in October 2015 than the previous month . However there are still 2,860 people who have been claiming benefits for longer than 12 months. An analysis of long term groups shows that people in older age groups are more likely to be long term claimants with 42% of claimants aged 50-64 claiming for more than 12 months.

## Further and Higher Education

Apprenticeships remain a key economic development priority for the District. However in Bradford 4,240 started a government-backed apprenticeship scheme in 2013/14 a decline of 540 or 11.3 % on the previous year's total of 4,780. Across England, the number of apprenticeship starts plunged by 70,000 the lowest since the initiative started in 2010.

The latest figures in October 2015 from the Education and Employment team show that there are 17,020 young people between the ages of 16-18 years of age who are in further education or training, which is 48% of that age group.

## Adult qualification levels

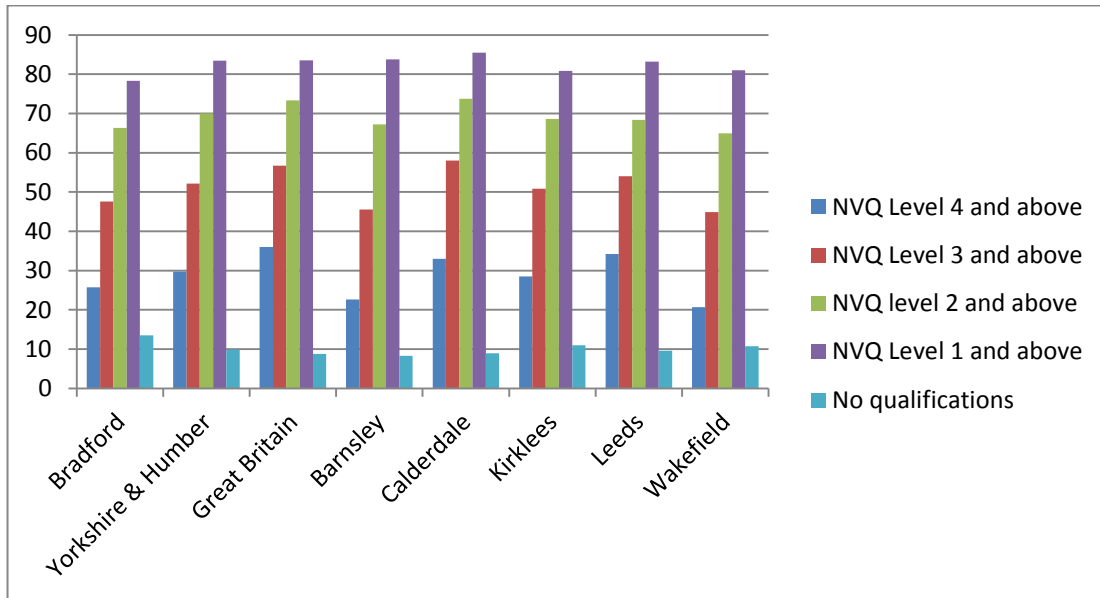
Despite improvements in educational attainment, qualification levels among Bradford's working age population are lower than the regional and national averages.

Only 66.3% of adults are qualified to level 2 (equivalent of 5 good GCSEs and considered to be entry level by most employers). This is below the national average of 73.3% and Yorkshire and Humber average of 70.0 %. There are 44,400 with no qualifications at all, this is 13.5% of the population in Bradford aged 16 -64. It is a big improvement on ten years ago when it was 61,500 and 20.9%.

However, Bradford's 13.5% rate of people aged 16-64 with no qualifications is still far higher than the national rate of 8.8% and Yorkshire and Humber rate of 9.8%.

There are 84,300 residents qualified to at least NVQ level 4, equivalent to degree level, accounting for 25.7% of the working age population. This is an improvement over the last ten years when 57,900 were qualified to this level. It is however lower than the national average of 36% and Yorkshire and Humber average of 29.7%.

## Levels of Qualification



Source: Nomis ONS annual population survey Jan 2014 to Dec 2014

Employment rates increase as qualification levels increase and the gap between Bradford's employment rate and the national rate is widest for those without qualifications.

## Skills gaps and in-work training

A skills gap exists where employers report having employees that do not have the full set of skills required for their jobs. The National Employer Skills Survey 2013 showed that 12% of employers in Bradford reported skills gaps.

The Annual Population survey for June 2015 showed that 10.0% of the population aged 16-64 received job – related training in the last 13 weeks. This is significantly lower than the average for Yorkshire and Humber which was 17.5% and the national average of 19.1 %.

## Travel to Work and commuting

The 2011 Census showed that 219,947 Bradford residents travelled to work and of those 129,611 made journeys within Bradford.

There were 131,700 people who made journeys less than 10 miles , 43,869 had journeys between 10miles and 30 miles, 9,346 who travelled more than 30 miles and 19,500 said they worked mainly from home the remainder gave 'other' as a category.

The mode of transport was split by: train 30,916, driving 124,520, other methods of travel to work 44,979 and the remainder are the working from home.

In Bradford 77.3% of the working age population is able to access key employment centres across West Yorkshire within 30 minutes using core public transport. Car or van ownership is generally lower in Bradford than national average levels – 67.9 % of households have either a car or van compared to 74 % nationally.