

DELIVERING OUR COMMUNITY PLAN

SKILLED AND ENTERPRISING INDICATOR BASELINES



Skilled Economy

Long-term outcome: People are better equipped to take full advantage of the opportunities provided by our dynamic economy.

Two indicators are being used to monitor progress towards the skilled economy long-term outcome for the borough:

- Percentage of the workforce in employment qualified to level 1 and above, level 2 and above, level 3 and above, and level 4 and above
- Employment rate (age 16-64)

Data source: [Labour Force Survey \(LFS\)](#), NISRA, [Department for the Economy](#).

Both of these skilled economy indicators are also draft Programme for Government indicators (as of October 2016).

Indicator: Percentage of the workforce in employment qualified to level 1 and above, level 2 and above, level 3 and above, and level 4 and above.

In 2016 in the borough 34% of those in employment were qualified to level 4 or above (degree level or higher). Just under three quarters (72%) were qualified to level 2 or above (5 or more GCSEs grade A*-C or equivalent), therefore 28% of those in employment were not qualified to at least level 2.

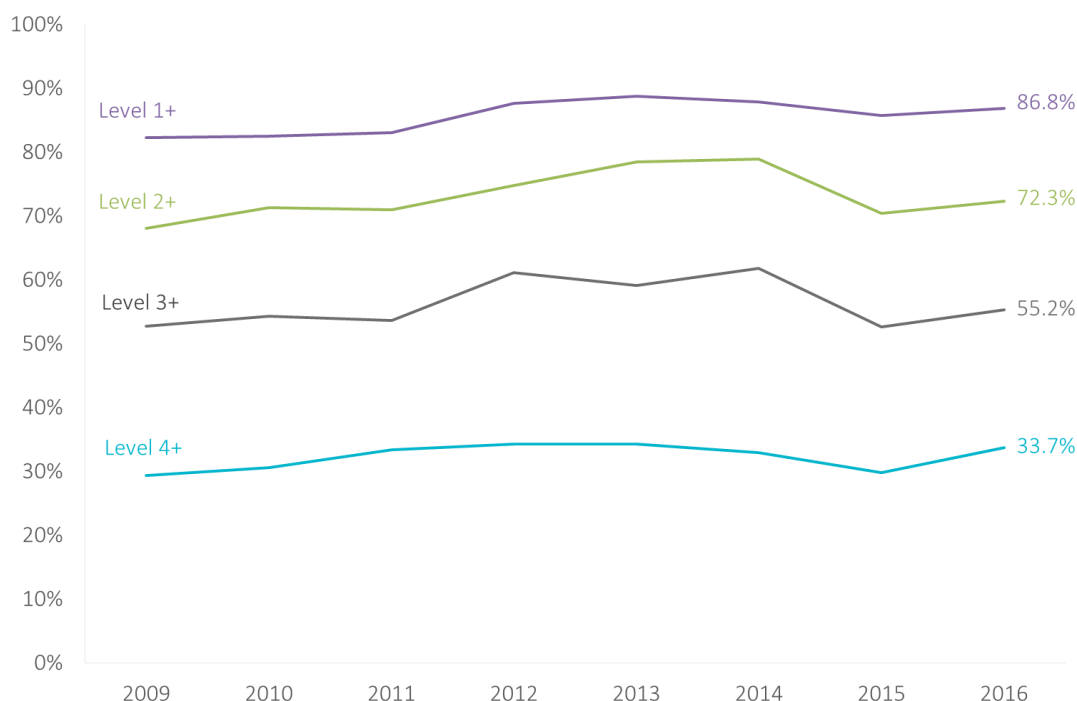


Figure 1. Qualification levels of those in employment aged 16+. Armagh City, Banbridge and Craigavon Borough, 2009-2016. Source: Labour Force Survey (LFS), NISRA. Note – the LFS is a household sample survey, so the estimates from it are subject to sampling error, see 'notes on indicator data' section below.

	Qualification levels of those in employment age 16+								
	Armagh City, Banbridge and Craigavon				Northern Ireland				
	L4+	L3+	L2+	L1+	L4+	L3+	L2+	L1+	
2009	29.3%	52.7%	68.1%	82.2%	33.4%	56.0%	71.7%	84.9%	
2010	30.6%	54.3%	71.3%	82.5%	34.6%	57.5%	74.0%	86.4%	
2011	33.4%	53.6%	71.0%	83.0%	33.6%	55.9%	71.8%	85.7%	
2012	34.3%	61.1%	74.8%	87.7%	35.9%	58.8%	74.2%	87.9%	
2013	34.3%	59.1%	78.4%	88.8%	35.8%	58.1%	74.1%	87.6%	
2014	32.9%	61.7%	78.9%	87.8%	37.4%	59.6%	75.8%	88.1%	
2015	29.8%	52.6%	70.3%	85.7%	37.2%	59.0%	75.3%	88.6%	
2016	33.7%	55.2%	72.3%	86.8%	37.6%	60.7%	76.9%	88.8%	

Table 1. Qualification levels of those in employment aged 16+. Armagh City, Banbridge and Craigavon Borough and Northern Ireland, 2009-2016. Source: Labour Force Survey (LFS), NISRA. Note – the LFS is a household sample survey, so the estimates from it are subject to sampling error, see ‘notes on indicator data’ section below.

While the indicator looks at the percentage of the workforce qualified to at least a certain level, it is also useful to know the percentage and approximate numbers in each qualification category. In 2016 in the borough 15% or 14,000 individuals in employment had only level 1 qualifications (i.e. less than 5 GCSE grade A*-C or equivalent), and 13% or 13,000 individuals had no qualifications.

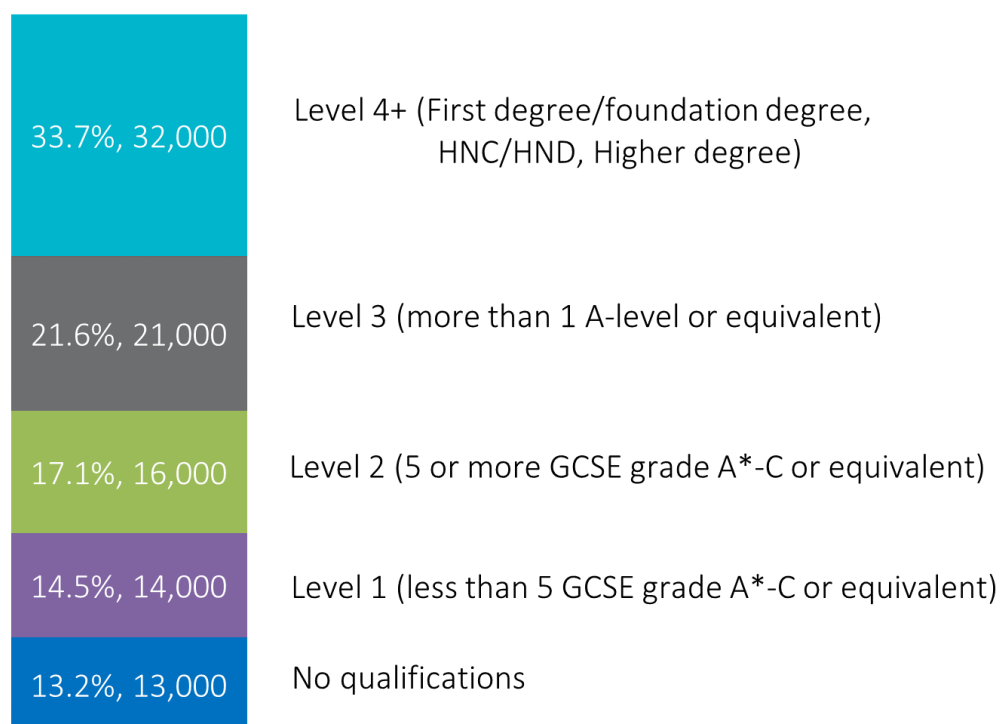


Figure 2. Qualification levels of those in employment aged 16+, Armagh City, Banbridge and Craigavon Borough, 2016. Source: Labour Force Survey (LFS), NISRA. Note – while example qualifications are on the right hand side, there are a range of equivalent qualifications that are included in the categories. Further details are in the ‘notes on indicator data’ section below.

Further analysis of the Labour Force Survey in Northern Ireland (April-June 2017) has shown:

- The qualification levels of those aged 16-64 who were economically active were consistently higher than those who were economically inactive. For example, 39% of

those aged 16-64 who were economically active had above A-level qualifications, compared to 13% of economically inactive.

- One-third (33%) of economically inactive persons had no formal qualifications at April - June 2017, compared with 11% of economically active.

Just over one in five persons (22%) of working age (16-64) in Northern Ireland had a disability. More than double the proportion of disabled persons (31%) had no qualifications compared to non-disabled persons (12%). While 18% of disabled persons had degree or other higher qualification, compared to 36% of non-disabled persons.

Notes on indicator data

The [Labour Force Survey](#) (LFS) is a household sample survey carried out by interviewing individuals about their personal circumstances and work. It provides a rich source of information on the labour force using internationally agreed definitions. The LFS is a household survey so records the employment in the Local Government District that the person lives, not necessarily where they work.

The LFS uses the International Labour Organisation definition of employed which applies to anyone (aged 16 or over) who has done at least one hour's paid work in the week prior to interview, or has a job they are temporarily away from (e.g. on holiday). Also included are people who do unpaid work in a family business and people on Government-supported employment training schemes.

As the LFS is a household sample survey, the estimates from it are subject to sampling error and care should be taken when making inferences from them. The table below shows the confidence intervals for both the numbers and percentages.

	Level 4+				Level 3			
	Number		Rate		Number		Rate	
	Value	C.I.	Value	C.I.	Value	C.I.	Value	C.I.
ABC	32,000	5,000	33.7%	4.9%	21,000	4,000	21.6%	4.3%
NI	308,000	15,000	37.6%	1.8%	188,000	13,000	23.0%	1.6%

	Level 2				Level 1			
	Number		Rate		Number		Rate	
	Value	C.I.	Value	C.I.	Value	C.I.	Value	C.I.
ABC	16,000	4,000	17.1%	3.9%	14,000	4,000	14.5%	3.7%
NI	133,000	11,000	16.3%	1.4%	97,000	10,000	11.8%	1.2%

Table 2. Confidence intervals for numbers and rates of qualification levels of those in employment aged 16+. Armagh City, Banbridge and Craigavon Borough and Northern Ireland, 2016. Source: Labour Force Survey, NISRA.

Notes on indicator data continued

The qualifications and levels used in the Labour Force Survey are below.

Level 1	Level 2	Level 4
BTEC/SCOTVEC First or General diploma et	A-level or equivalent - 1	First degree/foundation degree
Higher (14-19) Diploma)	AS-level or equivalent	Other degree
Level 2 Diploma	NVQ level 2 or equivalent	NVQ level 4
Level 2 Certificate	Intermediate Welsh Baccalaureate	Level 6 Diploma
Scottish National Level 5	GNVQ/GSVQ intermediate	Level 6 Certificate
O-level, GCSE grade A*-C or equivalent - less than 5	City & Guilds Craft/Part 2	Level 7 Award
Level 3 Award	O-level, GCSE grade A*-C or equivalent - 5 or more	Diploma in higher education
NVQ level 1 or equivalent		Level 5 Diploma
Foundation Welsh Baccalaureate	Level 3	Level 5 Certificate
GNVQ/GSVQ foundation level	NVQ level 3	Level 6 Award
Foundation (14-19) Diploma)	Advanced/Progression (14-19) Diploma	HNC/HND/BTEC higher etc
Level 1 Diploma	Level 3 Diploma	Teaching – further education
Scottish Nationals below Level 3	Advanced Welsh Baccalaureate	Teaching – secondary education
CSE below grade 1, GCSE below grade C	International Baccalaureate	Teaching – primary education
BTEC/SCOTVEC First or General certificate	Scottish Baccalaureate	Teaching – foundation stage
SCOTVEC modules	GNVQ/GSVQ advanced	Teaching – level not stated
RSA other	A-level or equivalent - more than 1	Nursing etc
Scottish National Level 4	RSA advanced diploma	RSA higher diploma
Scottish Nationals Level 3	OND/ONC/BTEC/SCOTVEC National etc	Other higher education below degree
City & Guilds foundation/Part 1	City & Guilds Advanced Craft/Part 1	Level 4 Diploma
Level 1 Certificate	Scottish 6 year certificate/CSYS	Level 4 Certificate
Level 2 Award	SCE higher or equivalent	Level 5 Award
YT/YTP certificate	Access qualifications	
Key skills qualification		Level 5
Basic skills qualification		Higher degree
Entry level qualification		NVQ level 5
Entry level Diploma		Level 8 Diploma
Entry level Certificate		Level 8 Certificate
Level 1 Award		Level 7 Diploma
Entry level Award		Level 7 Certificate
Other qualification		Level 8 Award

Table 3. Qualification levels of those in employment aged 16+ used in the Labour Force Survey. Source: Labour Force Survey, NISRA.

Skills Barometer

The Northern Ireland skills barometer¹ provides a detailed understanding of the skill requirements for the Northern Ireland economy up to 2026, with forecasts of both the demand and supply of skills. The skills barometer focuses on job opportunities created that will not be filled by those already in the labour market, i.e. anticipated demand for skills from education and inward migration.

At the macro level, the skills barometer forecasts that the demand for skills in NI will outstrip supply but the nature of the skills gap varies across National Qualifications Framework (NQF) levels.

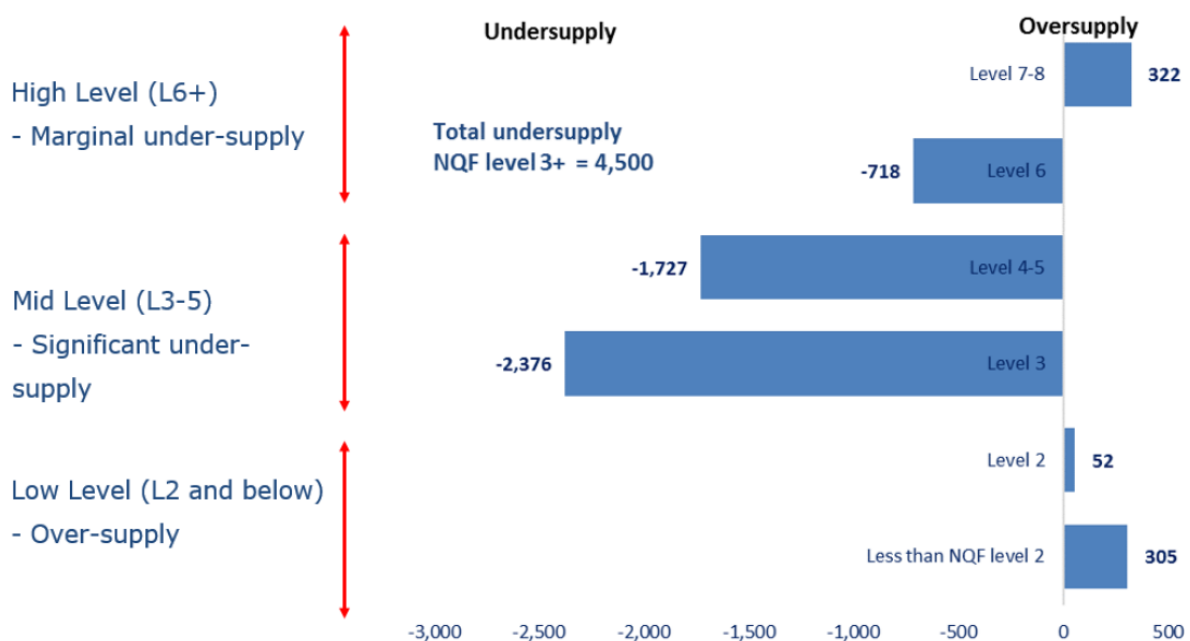


Figure 3. Annual average labour market supply gap 2016-2026. Source: NI Skills Barometer 2017, University of Ulster Economic Policy Centre for Department of the Economy.

The analysis highlights the need to encourage much greater numbers of young people who currently leave school with low/ no qualifications to stay in education.

There are a number of findings across different skill levels:

- **Marginal supply gap at the graduate level (NQF L6+)** – overall the supply of graduates is forecast to fall marginally short of demand. However, the fundamental issue is the mix of subject areas studied which is out of balance. Strong demand for the STEM related subjects is forecasted. Given the importance of the public sector to the recruitment of those with higher skills, austerity will have an impact on the supply gap.
- **Shortage most acute in mid-tier skills (NQF L3 and L4-5)** – the largest supply gaps are likely to emerge in the mid-tier skills levels across most subject areas (analysis of level 4-5 skills shows, similar to higher level skills, the subject areas with the largest under-supply are STEM related). However this is primarily a supply issue, typically most

¹ <https://www.economy-ni.gov.uk/publications/ni-skills-barometer>

students studying at NQF level 3, continue their education thereby reducing the supply leaving education at that level. Therefore, the challenge is to encourage greater numbers who leave education at level 2 and below to remain in education for longer and achieve a higher skill level;

- **Over-supply of low and no skills (NQF L2 and below)** – the demand for formal qualifications across all areas of the economy will increasingly impact the employment prospects of people with low or no skills.

The report also provides **wider careers advice information** identified during the research. This includes the average earnings of people across their working lives based on their highest qualification, which demonstrates that the higher the level of qualifications achieved, the higher the average earnings potential. Therefore there are significant lifetime benefits associated with continuing education post 16 and into tertiary level education (i.e. Further or Higher Education) and young people should be encouraged to stay in education for as long as possible.

Employers identified **employability skills**, in addition to the academic or technical skills provided through education, as a critically important skillset for young people leaving education. Examples include problem solving, communication and professional attitude. The report quotes research by 'The Graduate Market' in 2016, which shows the importance of placement and internship programmes as an approach to securing graduate level employment after qualification. The proportion of vacancies filled by previous interns or placement students varies across sector, but on average, it is approximately 1 in 3.

Qualifications and Destinations of School Leavers

In 2015/2016, 78% of school leavers in Armagh City, Banbridge and Craigavon borough achieved at least 5 GCSEs A*-C; this level decreased to 67% when English and Maths were included, meaning one third of school leavers did not achieve at least at least 5 GCSEs A*-C including English and Maths. These levels are similar to those in Northern Ireland overall (82% and 68% respectively). In the borough, looking at those who left school in years 12 and 13, 37% achieved at least 5 GCSEs A*-C including English and Maths (33% NI).

Analysis of school leavers data for Northern Ireland showed that the percentage of school leavers achieving at least 5 GCSEs A*-C including English and Maths has steadily increased over the last nine years, from 56% in 2007/08 to 68% in 2015/2016. Similarly the percentage of school leavers achieving at least 5 GCSEs A*-G, has also increased from 89.7% in 2007/2008 to 95.7% in 2015/2016.

Looking at achievement of 5 GCSEs A*-C including English and Maths in NI in 2015/2016:

- Girls (72.2%) achieved a higher proportion than boys (63.3%) did.
- Grammar school leavers (94.5%) had a high proportion than non-grammar school leavers (47.5%).
- Those entitled to Free School Meals (FSM) (44.8%) had a lower proportion compared to those not entitled to FSM (75.8%).

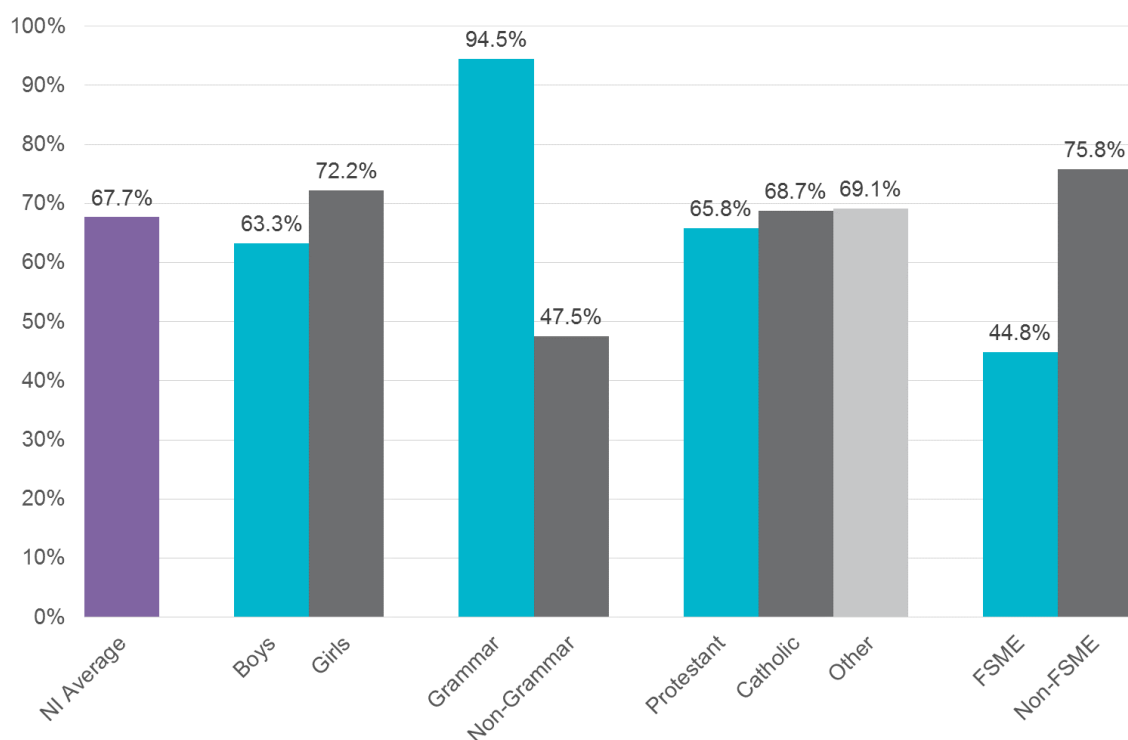


Figure 4. Percentage of school leavers achieving at least 5 GCSEs A*-C (including equivalents) including GCSE English and Maths 2015/2016. Source: School Leavers Survey, NISRA, Department of Education.

Within the borough, while a number of District Electoral Areas (DEAs) had lower proportions achieving at least 5 GCSEs A*-C including English and Maths than for the borough overall (e.g.

Craigavon, Lurgan and Portadown DEAs) the gap between those entitled to FSM and those not entitled was present in each DEA.

The borough has the highest proportion of school leavers of the eleven Local Government Districts (LGDs) who leave in year 12 and the lowest proportion who leave in year 14+. Looking at all School leavers in 2015/2016, 40.7% of school leavers in the borough were year 12, compared to 30.5% in NI overall and 51.4% were year 14+ compared to 60.6% in NI overall.

In 2015/2016, 95% of school leavers resident in Armagh City, Banbridge and Craigavon Borough entered education, employment or training, similar to NI overall (96%).

In the borough, 37% of pupils leaving school in 2015/2016 entered Higher Education Institutions, the lowest proportion of the eleven LGDs, while 43% of pupils leaving school continued on to Institutions of Further Education, the highest proportion of the 11 LGDs.

By District Electoral Area (DEA), Lagan River DEA had the highest proportion of school leavers entering Higher Education Institutions (50%), while Portadown DEA had the lowest (30%).

	Qualifications			Destination				
	2+ A-levels A*-E (%)	5+ GCSEs A*-C (%)	5+ GCSEs A*-C inc. GCSE English and Maths (%)	Higher Education (%)	Further Education (%)	Employment (%)	Training (%)	Unemployment / Unknown (%)
Antrim and Newtownabbey	55	79	66	41	35	11	9	5
Ards and North Down	59	83	71	41	40	10	6	3
Armagh City, Banbridge and Craigavon	49	78	67	37	43	6	9	5
Belfast	58	79	62	42	26	14	13	6
Causeway Coast and Glens	53	84	68	42	40	7	7	4
Derry City and Strabane	60	82	68	46	35	4	12	4
Fermanagh and Omagh	62	81	70	47	33	8	10	2
Lisburn and Castlereagh	64	87	78	49	32	8	7	3
Mid and East Antrim	56	81	68	42	31	10	11	6
Mid Ulster	58	85	66	44	35	8	9	4
Newry, Mourne and Down	59	83	69	45	33	9	10	3
Northern Ireland	57	82	68	43	34	9	10	4

Table 4. Qualifications and destination of school leavers by Local Government District of pupil residence 2015/2016. The main destination of the school leaver is reported by the pupil and recorded by the school. Source: School Leavers Survey, NISRA, Department of Education.

	Qualifications					Destination				
	2+ A-levels A*-E (%)	5+ GCSE's grades A*-C (%)	5+ GCSE's grades A*-C inc. GCSE English and Maths (%)			Higher Education (%)	Further Education (%)	Employment (%)	Training (%)	Unemployed / Unknown (%)
			All	Non-FSME	FSME					
Armagh	49	82	71	78	53	33	35	6	17	8
Banbridge	50	78	69	74	44	38	44	6	10	2
Craigavon	49	79	63	71	35	35	48	8	5	4
Cusher	47	82	70	77	43	41	45	2	10	2
Lagan River	60	79	74	78	39	50	33	6	7	4
Lurgan	51	74	62	71	42	35	42	8	8	7
Portadown	40	74	62	70	41	30	54	2	8	6
Armagh City, Banbridge and Craigavon	49	78	67	74	44	37	43	6	9	5
Northern Ireland	57	82	68	76	45	43	34	9	10	4

Table 5. Qualifications and destination of school leavers by District Electoral Area of pupil residence 2015/2016. The main destination of the school leaver is reported by the pupil and recorded by the school. Source: School Leavers Survey, NISRA, Department of Education.

	Year 12		Year 13		Year 14+		Total Leavers
	Number	%	Number	%	Number	%	Number
Antrim and Newtownabbey	575	34.0	140	8.3	977	57.7	1,692
Ards and North Down	545	31.2	138	7.9	1,066	60.9	1,749
Armagh City, Banbridge and Craigavon	1,061	40.7	208	8.0	1,340	51.4	2,609
Belfast	805	21.8	460	12.4	2,430	65.8	3,695
Causeway Coast and Glens	681	35.9	164	8.6	1,054	55.5	1,899
Derry City and Strabane	623	29.0	192	8.9	1,333	62.1	2,148
Fermanagh and Omagh	371	27.8	105	7.9	860	64.4	1,336
Lisburn and Castlereagh	428	26.2	116	7.1	1,091	66.7	1,635
Mid and East Antrim	542	34.8	116	7.5	898	57.7	1,556
Mid Ulster	607	32.3	130	6.9	1,145	60.8	1,882
Newry, Mourne and Down	651	26.7	247	10.1	1,542	63.2	2,440
Northern Ireland	6,929	30.5	2,027	8.9	13,790	60.6	22,746

Table 6. Proportion of school leavers in each year group by Local Government District of pupil residence 2015/2016. Source: School Leavers Survey, NISRA, Department of Education. Note - a small number of Invalid/Missing/Unknown Postcodes are included in the overall NI total.

	Year 12 and 13 school leavers				
	5+ GCSEs A*-C		5+ GCSEs A*-C inc. GCSE English and Maths		Total Leavers
	Number	%	Number	%	Number
Antrim and Newtownabbey	373	52.2	208	29.1	715
Ards and North Down	383	56.1	246	36.0	683
Armagh City, Banbridge and Craigavon	707	55.7	475	37.4	1,269
Belfast	560	44.3	287	22.7	1,265
Causeway Coast and Glens	554	65.6	330	39.1	845
Derry City and Strabane	428	52.5	243	29.8	815
Fermanagh and Omagh	229	48.1	136	28.6	476
Lisburn and Castlereagh	339	62.3	235	43.2	544
Mid and East Antrim	370	56.2	227	34.5	658
Mid Ulster	467	63.4	244	33.1	737
Newry, Mourne and Down	487	54.2	270	30.1	898
Northern Ireland	4,923	55.0	2,911	32.5	8,956

Table 7. Qualifications of those leaving school in year 12 or year 13 by Local Government District of pupil residence 2015/2016. Source: School Leavers Survey, NISRA, Department of Education. Note - a small number of Invalid/Missing/Unknown Postcodes are included in the overall NI total.

Further Education

In 2015/16, there were 8,551 people in the borough enrolled on regulated courses in further education colleges, of these 15% were studying at entry level or level 1, and a further 42% were studying at level 2. Of the 8,551 people, 82% were enrolled in Southern Regional College, with 7% in South Eastern Regional College and 7% in Belfast Metropolitan College.

Indicator: Employment rate (age 16-64)

In 2016, the percentage of people aged 16 to 64 in work (the employment rate) in the borough was 70.7%, similar to the Northern Ireland rate of 69.3%. The employment rate for the borough has been steady over the over the eight year period 2009-2016.

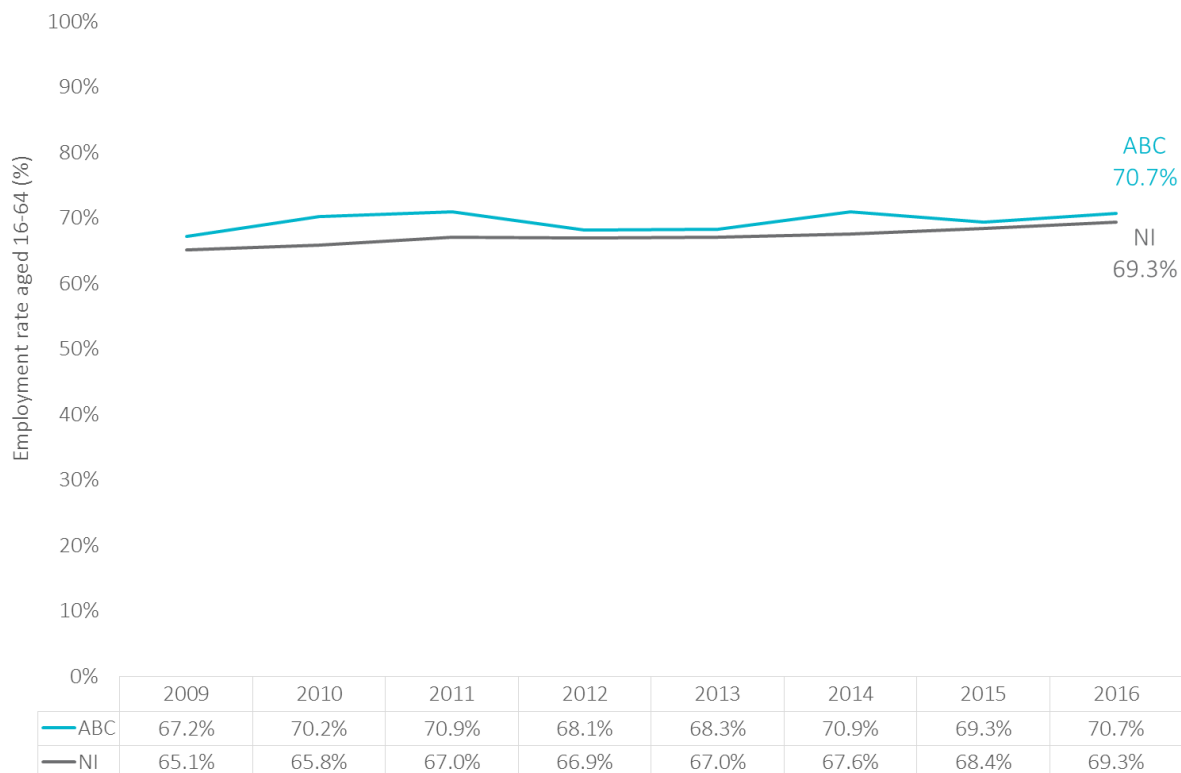


Figure 5. Employment rate (age 16-64) for Armagh City, Banbridge and Craigavon Borough and Northern Ireland, 2009-2016 (seasonally adjusted). Source: Labour Force Survey, NISRA. Note – The LFS is a household sample survey, so the estimates from it are subject to sampling error, see notes on indicator data.

In 2015 in the borough, almost four fifths (79.3%) of the working age in employment worked full-time and one fifth (20.7%) worked part-time. The majority of people were employees, while almost one tenth (9.6%) were self-employed.

	Armagh City, Banbridge and Craigavon		Northern Ireland	
	Number	Rate	Number	Rate
Total employment	93,000	69.3%	798,000	68.4%
- full-time work	73,000	79.3%	608,000	76.6%
- part-time work	19,000	20.7%	186,000	23.4%
- employees	83,000	89.7%	689,000	86.4%
- self-employed	9,000	9.6%	98,000	12.3%

Table 8. Total in employment rate (16-64) for Armagh City, Banbridge and Craigavon Borough and Northern Ireland, 2015. Source: Labour Force Survey, NISRA.

Employment rates are higher for males than for females. In April-June 2017, the male employment rate for the borough was 73.8% compared to 70.2% for females (NI 72.2% males and 66.1% females)

	Employment rate (16-64)		
	Male (%)	Female (%)	All persons (%)
Apr-Jun 2007	75.8	61.9	68.8
Apr-Jun 2008	75.2	62.2	68.6
Apr-Jun 2009	68.9	59.0	63.9
Apr-Jun 2010	71.1	61.4	66.2
Apr-Jun 2011	72.1	63.3	67.7
Apr-Jun 2012	71.0	62.7	66.8
Apr-Jun 2013	70.5	61.8	66.1
Apr-Jun 2014	72.5	63.9	68.1
Apr-Jun 2015	72.5	63.0	67.6
Apr-Jun 2016	73.4	64.7	69.0
Apr-Jun 2017	72.2	66.1	69.1

Table 9. Working age employment rate (16-64) for Northern Ireland, April to June 2007-2017 (not seasonally adjusted). Source: Labour Force Survey, NISRA.

A higher proportion of female employees (41%) worked part-time than males (12%) (NI April-June 2017). The main reasons cited by female employees for working part-time were that they did not want a full-time job (74%) or were students (13%).

	Employment status of those in employment, 16+		
	Male (%)	Female (%)	All persons (%)
All employees	76.0	89.9	82.6
Full-time	88.3	59.2	73.2
Part-time	11.7	40.8	26.8
Self-employed	22.2	8.8	15.8
Govt. schemes	*	*	1.0

Table 10. Employment status of those in employment aged 16+, Northern Ireland, April to June 2017 (not seasonally adjusted). Source: Labour Force Survey, NISRA. * Too small for a reliable estimate.

Looking at religion, the difference between the two communities' working age employment rates has decreased over time in Northern Ireland: in 1992, 70% of working age Protestants and 54% of working age Catholics were in employment; by 2015 these rates were 68% and 67% respectively. In 2015, there was no statistically significant difference in working age employment rate for Protestants (71%) and Catholics (67%) in Armagh City, Banbridge and Craigavon Borough.

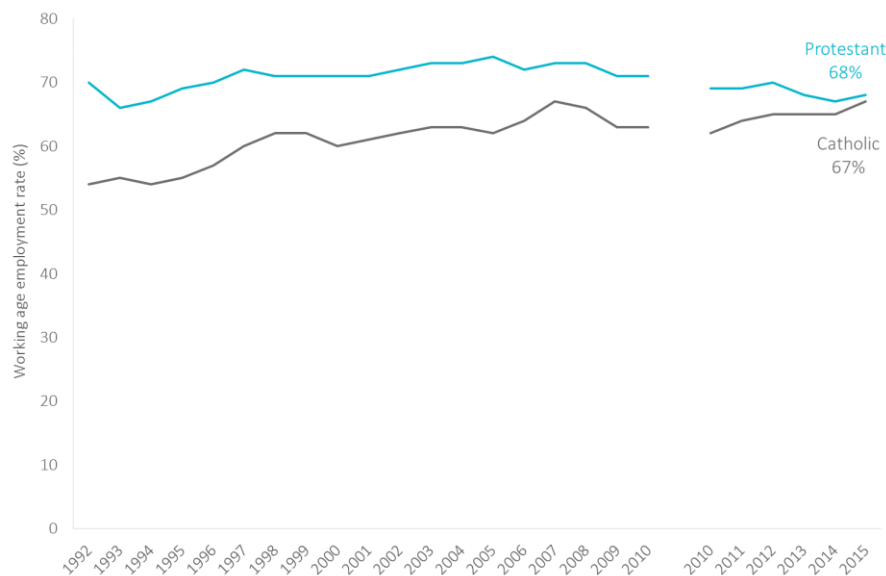


Figure 6. Working age employment rate for Northern Ireland, 1992-2015. Source: Labour Force Survey, NISRA. Note – the 'working age' definition was changed in August 2010 to include those aged from 16 to 64 for both men and women. Previously these rates were based on upper age limits of 59 for women and 64 for men, reflecting the state pension ages in the UK. However, between 2010 and 2018, the state pension age for women is increasing in stages from 60 to 65, thereby making a change to the definition necessary.

In 2015 the employment rate for those of working age was lower in urban areas (66.3%) than in rural areas (71.9%), this compared to an overall NI rate of 68.4%.

Just over one in five persons (22%) of working age in Northern Ireland had a disability. People without a disability were more than twice as likely to be in employment (78%) than those with a disability (38%) (Apr-Jun 2017).

Notes on indicator data

The [Labour Force Survey](#) (LFS) is a household sample survey carried out by interviewing individuals about their personal circumstances and work. It provides a rich source of information on the labour force using internationally agreed definitions. The LFS is a household survey so records the employment in the Local Government District that the person lives, not necessarily where they work.

The LFS uses the International Labour Organisation definition of employed which applies to anyone (aged 16 or over) who has done at least one hour's paid work in the week prior to interview, or has a job they are temporarily away from (e.g. on holiday). Also included are people who do unpaid work in a family business and people on Government-supported employment training schemes.

As the LFS is a household sample survey, the estimates from it are subject to sampling error and care should be taken when making inferences from them. The table below shows the confidence intervals for both the numbers and percentages.

	Number		Rate	
	Value	C.I.	Value	C.I.
Armagh City, Banbridge and Craigavon	95,000	5,000	70.7%	3.9%
Northern Ireland	810,000	16,000	69.3%	1.4%

Table 11. Confidence intervals for numbers and rates for those in employment aged 16-64. Armagh City, Banbridge and Craigavon Borough and Northern Ireland, 2016. Source: Labour Force Survey, NISRA.

Labour Market

In 2016, three quarters (74.6%) of 16-64 year olds in Armagh City, Banbridge and Craigavon Borough were economically active and one quarter (25.4%) were economically inactive. Economically active includes those in employment and those seeking work, while economically inactive is those not looking for work or not available for work, this will include all those who are looking after a home, long term sick or disabled, students and retired.

Economically Active - Unemployed

The claimant count is an administrative data source derived from Jobs and Benefits Offices systems, which records the number of people claiming unemployment-related benefits (Jobseeker's Allowance). Historically the borough has had a lower claimant count rate than Northern Ireland as a whole. In August 2017, 1.9% of the working age population in the borough (2,544 people) were claiming Job Seekers Allowance, compared to 2.6% in Northern Ireland. In the borough, the claimant count rate for males was 2.3% and females 1.5%.

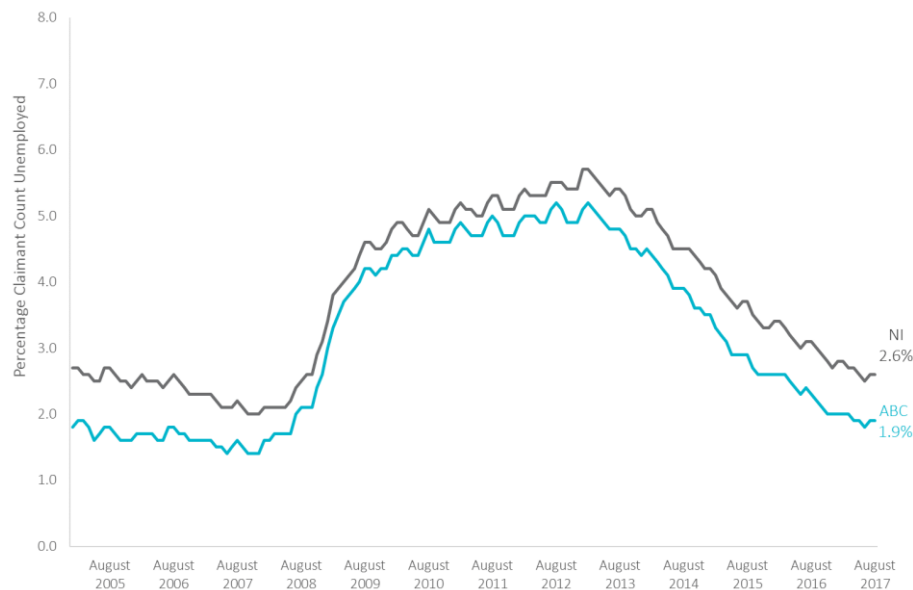


Figure 7. Percentage claimant count unemployed monthly (August 2005 - August 2017), not seasonally adjusted. Armagh City, Banbridge and Craigavon Borough and Northern Ireland. Source: Claimant count, NISRA.

In August 2017, 16 wards in the three former council areas had a claimant count rate above the NI rate (above 2.6%), and a further 14 wards had a claimant count rate above the borough rate (above 1.9% to 2.6%).

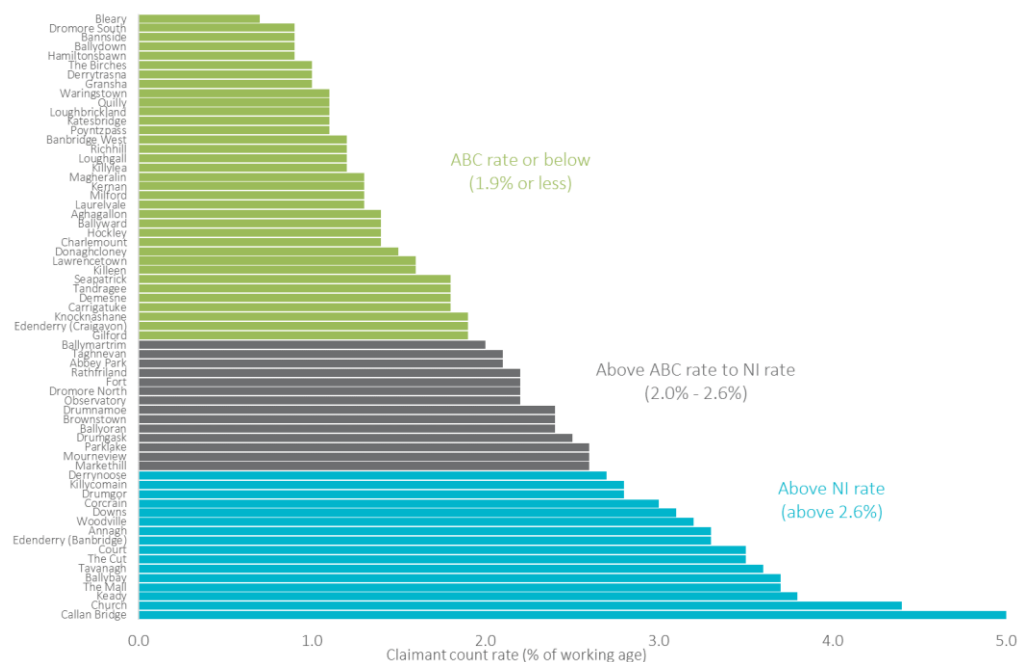


Figure 8. Claimant count as percentage of working age population, former wards in the three former council areas Armagh, Banbridge and Craigavon, August 2017. Source: Claimant count, NISRA.

Of those in the council area who were claiming unemployment related benefits in August 2017, the most common occupation sought was Sales (490 people or 19% of total claimants).

Sought Occupation	Skill Level	Number of claimants
71 : Sales Occupations	2	490
92 : Elementary Administration and Service Occupations	1	300
81 : Process, Plant and Machine Operatives	2	290
91 : Elementary Trades, Plant and Storage Related Occupations	1	240
41 : Administrative Occupations	2	185
61 : Caring Personal Service Occupations	2	180
82 : Transport and Mobile Machine Drivers and Operatives	2	160
53 : Skilled Construction and Building Trades	3	95
23 : Teaching and Research Professionals	4	75
62 : Leisure and Other Personal Service Occupations	2	75
51 : Skilled Agricultural Trades	3	55
52 : Skilled Metal and Electronic Trades	3	55
11 : Corporate Managers	4	50
34 : Culture, Media and Sports Occupations	3	50
21 : Science and Technology Professionals	4	40
31 : Science and Technology Associate Professionals	3	35
35 : Business and Public Service Associate Professionals	3	30
42 : Secretarial and Related Occupations	2	25
72 : Customer Service Occupations	2	25
24 : Business and Public Service Professionals	4	20
54 : Textiles, Printing and Other Skilled Trades	3	20
32 : Health and Social Welfare Associate Professionals	3	15
12 : Managers and Proprietors in Agriculture and Services	3	5
00 : Occupation unknown	-	5
Total		2,525

Table 12. Occupations sought by claimant count in Armagh City, Banbridge and Craigavon Borough, August 2017. Source: Claimant count, NISRA. Note - Data rounded to nearest 5, the total may not add due to rounding.

Of those claiming unemployment benefit in 2016, just under a third (30.6%) were long term (over one year) unemployed and almost a quarter (24.5%) were aged 18-24.

Armagh City, Banbridge and Craigavon	Number	Rate	Annual Change
Total	3,041	2.3%	-20.5%
Men	2,036	3.1%	-21.3%
Women	1,005	1.5%	-18.8%
Age Group	Number	% of Total	Annual Change
18-24	745	24.5%	-22.8%
25-49	1,560	51.5%	-23.5%
50+	725	24.0%	-9.9%
Duration	Number	% of Total	Annual Change
Over 6 Months	1,475	48.7%	-26.8%
Over a year	930	30.6%	-26.5%

Northern Ireland	Number	Rate	Annual Change
Total	36,108	3.1%	-16.1%
Men	24,926	4.3%	-16.8%
Women	11,181	1.9%	-14.4%
Age Group	Number	% of Total	Annual Change
18-24	8,965	25.0%	-17.9%
25-49	18,640	51.9%	-17.9%
50+	8,290	23.1%	-4.7%
Duration	Number	% of Total	Annual Change
Over 6 Months	19,365	53.9%	-19.7%
Over a year	12,975	36.1%	-17.1%

Table 13. Claimant count 2016 annual average, not seasonally adjusted. Armagh City, Banbridge and Craigavon Borough and Northern Ireland. Source: Claimant count, NISRA.

Economically Inactive

In May-July 2017, the NI economic inactivity rate for those aged 16-64 (seasonally adjusted) stood at 27.8%. Of the economically inactive 40% were male and 60% were female.

Figures unadjusted for seasonality show that, of the economically inactive:

- 80% did not want a job while 20% did
- 31% were long-term sick / disabled, 26% were students, 24% were looking after the family / home, 10% were retired and 10% cited an 'other' reason for inactivity.

The NI economic inactivity rate (27.8%) was significantly higher than the UK average rate (21.2%) and the highest of the twelve UK regions.

Enterprising Economy

Long-term outcome: Our borough is a centre of excellence for entrepreneurship, innovation and investment.

Three indicators have been identified to measure progress in achieving the enterprising economy long-term outcome for the borough, these are:

- Number of VAT and/or PAYE registered businesses
- Business birth rates
- Survival rate of newly born businesses

Data source: [Inter-Departmental Business Register, NISRA, Department for the Economy and Office for National Statistics](#).

Indicator: Number of VAT and/or PAYE registered businesses

There were 8,105 VAT and/or PAYE registered businesses in the borough in 2016, this number has been relatively similar over the last decade. The 8,105 businesses in the borough make up 12% of all businesses in NI, the third highest percentage after Belfast (14%) and Mid Ulster (12%).

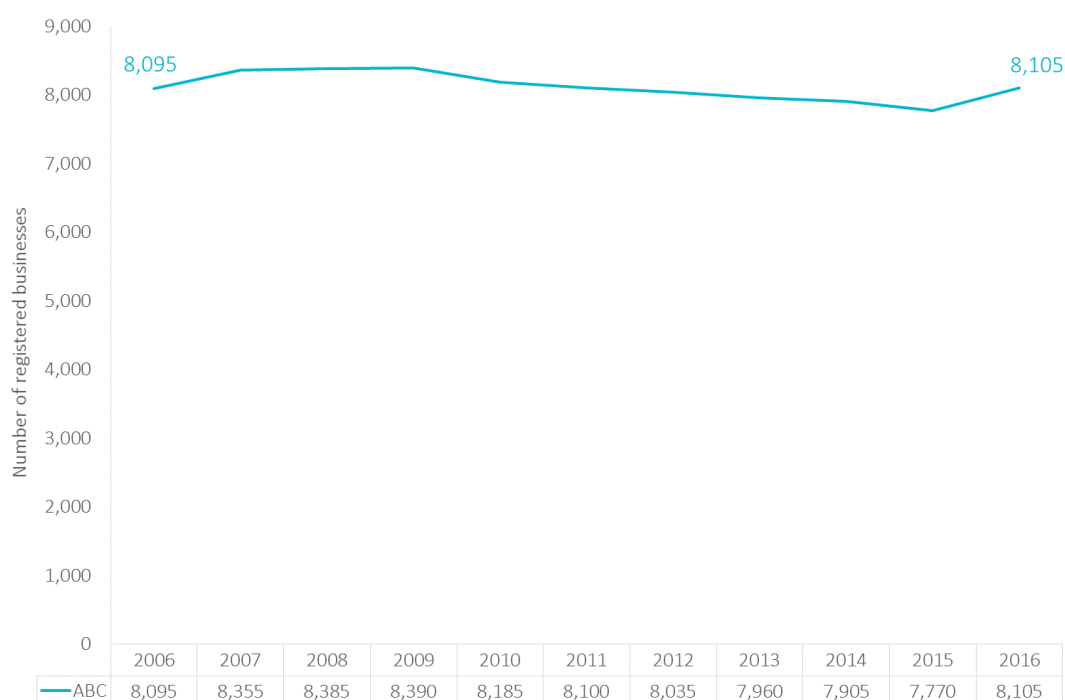


Figure 9. Number of VAT and/or PAYE registered businesses operating in Armagh City, Banbridge and Craigavon Borough, 2006 – 2016. Source: Inter-Departmental Business Register (IDBR), NISRA. Note – figures for 2006–2014 are an aggregation of the three former council areas (Armagh, Banbridge and Craigavon), 2015 and 2016 are for the current borough. In 2015, 1,615 businesses in NI could not be assigned to a LGD due to missing or inaccurate postcode information.

The majority of businesses in the borough are small enterprises which employ fewer than 50 people, these make up 98% of all enterprises. This picture is similar to the NI business profile. However, as described in the community plan, there are also notable large employers such as Moy Park, Tayto, Fane Valley, Almac, Irwins, Turkingtons and Wilsons.

The largest industry group is agriculture, forestry and fishing, accounting for 29% of all VAT and/or PAYE registered businesses in the borough in 2016, a higher proportion than for NI overall (25%). The second largest industry group is construction (14%) and the third largest is retail (9%). Together, these three industries represent just over half (51%) of all VAT and/or PAYE registered businesses in the borough.

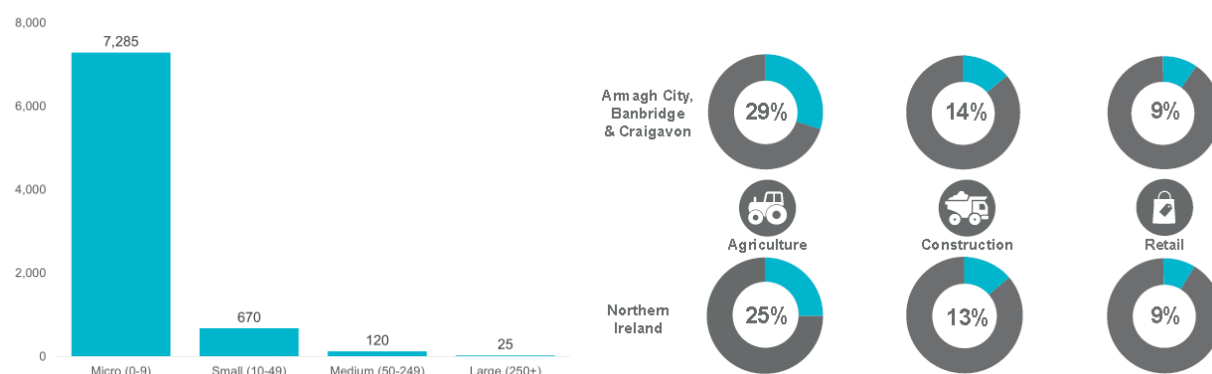


Figure 10. Number of VAT and/or PAYE registered businesses operating in Armagh City, Banbridge and Craigavon Borough by employment size band and top three broad industry groups, 2016. Source: Inter-Departmental Business Register (IDBR), NISRA.

Indicator: Business birth rates

In 2015, there were 605 enterprises born in the borough, giving a business birth rate of 9.9% (births as a percentage of active enterprises). This is similar to the NI business birth rate of 9.7%, however both are below the UK level of 14.3%.

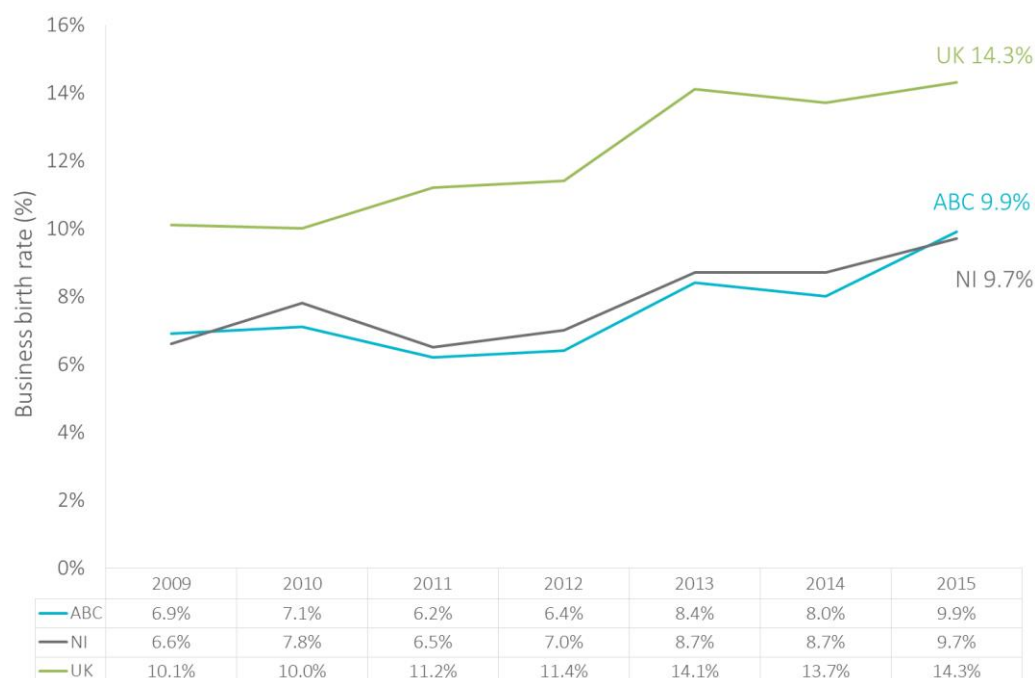


Figure 11. Business birth rates, Armagh City, Banbridge and Craigavon Borough, Northern Ireland and United Kingdom, 2009-2015. Source: Inter-Departmental Business Register (IDBR), Office for National Statistics and NISRA. Note – figures for ABC for 2009-2014 are an aggregation of the 3 former council areas (Armagh, Banbridge and Craigavon), 2015 is for the current borough.

In comparison, in 2015 there were 410 deaths of enterprises in the borough, giving a business death rate of 6.7%. This is similar to the NI business death rate of 7.1%, however both are below the UK level of 9.4%.

In Northern Ireland in 2015 the net change was a growth of 1,455 businesses (5,440 births and 3,985 deaths). The largest net increases were in the construction (+240 businesses); professional, scientific and technical (+210 businesses); and production (+185 businesses).

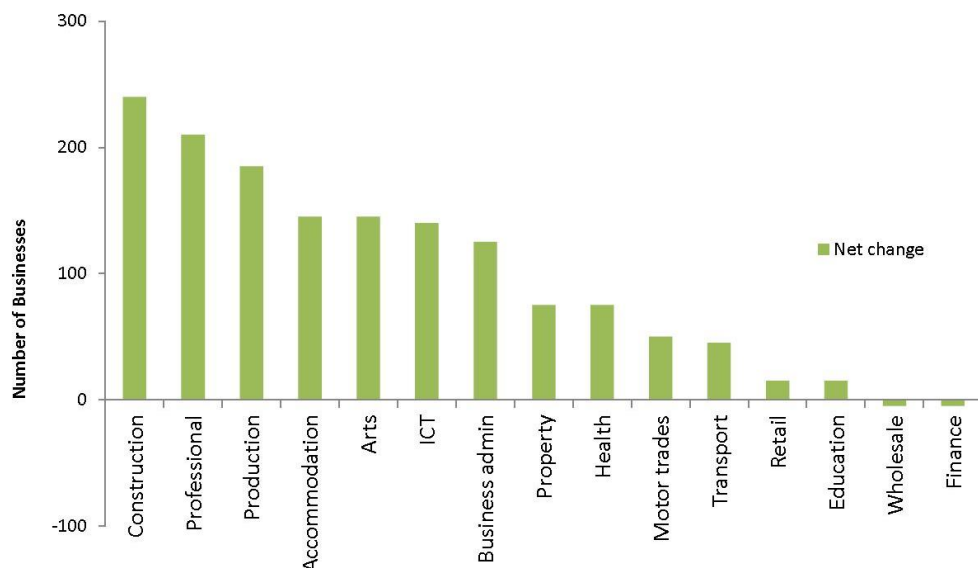


Figure 12. Net business births/deaths of Northern Ireland Businesses registered for VAT and/or PAYE by broad industry group, 2015. Source: Inter-Departmental Business Register (IDBR), NISRA.

Indicator: Survival rate of newly born businesses

Approximately 38% of newly born businesses in the borough survive 5 years, this is similar to the NI 5-year business survival rate (40%).

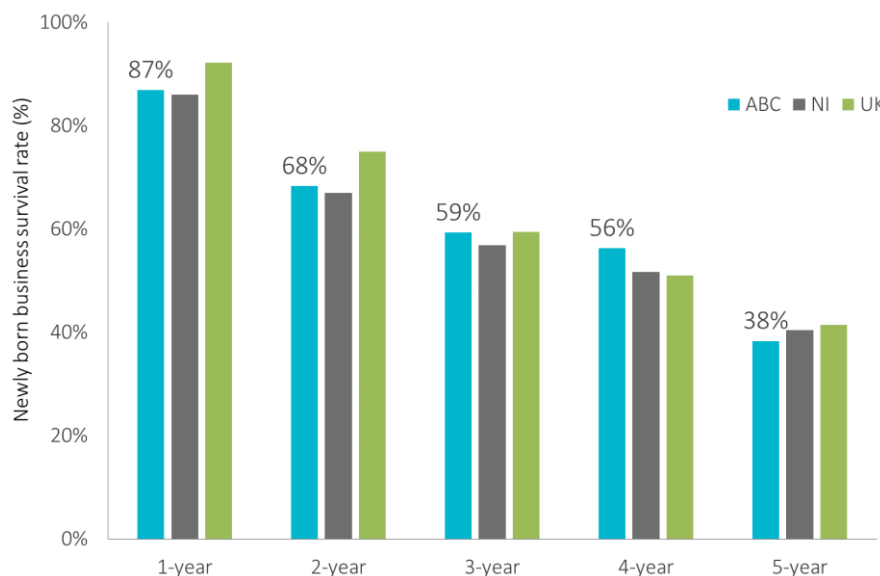


Figure 13. Survival rate of newly born businesses, Armagh City, Banbridge and Craigavon Borough, Northern Ireland and United Kingdom, 2010-2014. Source: Inter-Departmental Business Register (IDBR), Office for National Statistics and NISRA. Note – figures for businesses born in ABC 2010-2014 are an aggregation of the 3 former council areas (Armagh, Banbridge and Craigavon).

Year of business birth	ABC Survival rate (%)				
	1-year	2-year	3-year	4-year	5-year
2010	87	73	53	46	38
2011	90	75	63	56	-
2012	94	72	59	-	-
2013	88	68	-	-	-
2014	87	-	-	-	-

Year of business birth	NI Survival rate (%)				
	1-year	2-year	3-year	4-year	5-year
2010	87	72	56	47	40
2011	90	74	59	52	-
2012	90	69	57	-	-
2013	86	67	-	-	-
2014	86	-	-	-	-

Year of business birth	UK Survival rate (%)				
	1-year	2-year	3-year	4-year	5-year
2010	87	73	57	48	41
2011	93	76	61	51	-
2012	91	74	59	-	-
2013	94	75	-	-	-
2014	92	-	-	-	-

Table 14. Survival rate of newly born businesses, Armagh City, Banbridge and Craigavon Borough, Northern Ireland and United Kingdom. Source: Inter-Departmental Business Register (IDBR), Office for National Statistics and NISRA. Note – figures for businesses born in ABC 2010-2014 are an aggregation of the 3 former council areas (Armagh, Banbridge and Craigavon).

Notes on indicator data source

The [Inter-Departmental Business Register](#) (IDBR) contains information on all businesses in the UK which are VAT registered or operating a Pay As You Earn (PAYE) scheme. The IDBR covers most of the economy including the agriculture, production and service sectors. However, it does not include very small businesses that fall below the VAT threshold (£82,000 in 2015/2016) or do not operate a PAYE scheme. Figures for counts of businesses presented are rounded to the nearest 5.

The figures presented for the number of VAT and/or PAYE registered businesses are for all businesses operating in Northern Ireland. This will include companies which have a presence in Northern Ireland but have their registered UK address (or head office) elsewhere in the UK.

The business birth and survival rates are for businesses that have their registered address in Northern Ireland. This excludes companies which have a presence in Northern Ireland but have their registered UK address (or head office) elsewhere in the UK.

Self-employment

Self-employment has increased in Northern Ireland over the last decade. Analysis of the Labour Force Survey² showed that the number of self-employed people aged 16+ increased by 10,000 (9%) in the period 2007 to 2017, from 122,000 to 132,000 self-employed persons aged 16+ in Northern Ireland (15.8% of those in employment). The number of self-employed females has increased by 13,000 (59%) from the level reported in 2007, while the number of self-employed males decreased by 3,000 (3%) over the same period. The proportion of self-employed who were aged 16-29 in April - June 2017 (13%) was higher than in April - June 2012 (9%).

In April-June 2017 for Northern Ireland:

- Only 9% of females in employment were self-employed, compared to 22% of males.
- Those with higher qualifications were more likely to be self-employed than those with other types of qualifications, 36% of self-employed had higher qualifications (higher than A-Levels) while 16% had no qualifications.
- Of those classified as self-employed, 18% were employed in the construction industry, followed by 16% in agriculture, forestry and fishing.
- Over one third (35%) of those classified as self-employed were employed in skilled trade occupations.
- Northern Ireland (16%) ranked fifth highest across UK regions in terms of self-employment rates, after London, South West, South East and Wales.

The Ulster University Economic Policy Centre Outlook Summer 2017³ noted there has been a significant increase in self-employment, which can be seen as positive in terms of increased levels of entrepreneurialism but the greatest level of growth has been seen in part-time self-employment. This may suggest a growth in the gig economy which is attractive to employers as it reduces the need to make employers National Insurance and pension contributions.

Analysis at a UK level⁴ showed the level of self-employment in the UK increased from 3.8 million in 2008 to 4.6 million in 2015. While this strong performance is among the defining characteristics of the UK's economic recovery, the recent rise in self-employment is the extension of a trend started in the early 2000s.

Full-time and part-time workers each account for around half of the rise in the absolute number of self-employed workers, but the growth rate of the part-time mode has been much stronger. Part time self-employment grew by 88% between 2001 and 2015, compared to 25% for the full-time mode. As a result, part-time self-employment accounts for 1.2 percentage points of the 1.6 percentage point increase in the self-employment share of all employment between 2008 and 2015.

² <https://www.nisra.gov.uk/publications/quarterly-supplement-labour-market-report-april-june-2017>

³ https://www.ulster.ac.uk/_data/assets/pdf_file/0007/181276/Outlook_Summer-2017_UUEPC.pdf

⁴ <https://www.ons.gov.uk/releases/trendsinselfemployment>

The data presented suggest that in general, self-employed workers are broadly content with their labour market status. Relatively few report negative reasons for becoming self-employed, few indicate that they are looking for alternative employment and among the part-timers, many respondents report that they would prefer not to work full-time. Evidence of under-employment is strongest among younger, male workers, who display a greater degree of dissatisfaction.

The number of self-employed workers has risen over the long term as a consequence of stronger in-flows from employment and unemployment offsetting a net out-flow to inactivity. These movements, as well as stronger intraself-employment flows – movements from full-time to part-time self-employment in particular – suggest that recent growth in aggregate self-employment is in part related to workers managing their retirement in a different way to previously.

As groups, both the part-time and full-time self-employed have aged considerably over the last ten years and in excess of that indicated by simple demographics. The fraction employed in finance and business services has risen considerably, they are relatively concentrated in the South East and London, and changes in their usual hours worked have broadly followed trends for employees.

Entrepreneurship

Information on levels of entrepreneurship is available from the Global Entrepreneurship Monitor (GEM)⁵, which measures entrepreneurial activity of people who have started or are in the process of starting a new business – called Total early-stage Entrepreneurial Activity (TEA). Results are based on a survey so will have associated confidence intervals. The sample size in Northern Ireland was 1,738 adults aged over 16 years of age in 2014.

The rate of early-stage entrepreneurship in Northern Ireland in 2014 was 6.7%, a similar level to that for the UK overall (8.6%). The TEA rate of 6.7% in Northern Ireland equates to around one in every fifteen adults aged 18-64 or over 75,000 individuals.

Looking at the 2002-2014 period the rate of early-stage entrepreneurial activity in Northern Ireland, as in the UK, has risen throughout the recession, peaking around 2011-12. The level of early-stage entrepreneurial activity in Northern Ireland has typically tracked the UK trend.

Using data for 2003 to 2014, 5.8% of 18-64 year olds in Armagh City, Banbridge and Craigavon started or are in the process of starting a business, the second highest rate of the 11 council areas after Mid Ulster (6.6%).

One way of distinguishing between different types of entrepreneurial activity is the extent to which the activity is based on necessity (i.e. there are no better alternatives for work) or opportunity (where entrepreneurs may be exploiting the potential for new market creation). In 2014 in NI, necessity-driven TEA as a proportion of all TEA was 10.9%, the majority being opportunity-driven (90.1%).

Female TEA rate (4.4%) is lower than for males, the ratio being 47%.

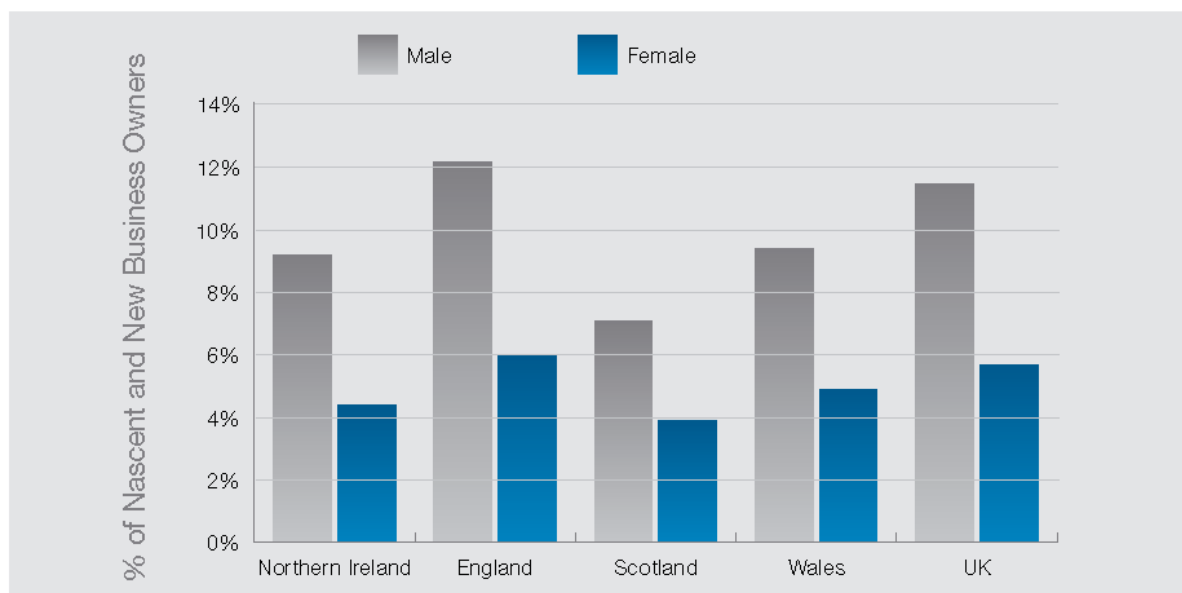


Figure 14. Total early-stage Entrepreneurial Activity by gender in the UK Home Nations in 2014. Source: Global Entrepreneurship Monitor (GEM) NI report 2014.

⁵ <https://secure.investni.com/static/library/invest-ni/documents/global-entrepreneurship-monitor-ni-report-2014.pdf>

The average level of total early-stage entrepreneurial activity for graduates residing in Northern Ireland was 10.0%, significantly higher than the TEA rate for non-graduates (5.0 %).

The sample sizes for the ethnic population in NI were too small to produce reliable estimates for entrepreneurial activity rates by ethnicity. However combining the 2002-2014 data resulted in an average TEA rate of 5.1% for the white population and 5.0% for the non-white population, indicating no significant difference between the two.

Entrepreneurial Attitudes and Intentions - GEM has developed a number of attitudinal statements that provide a proxy for entrepreneurial potential in a country/region. They include knowing a person who has started a business in the last 2 years, perception of good opportunities for start-up, self-belief in possessing the relevant skills to set up in business and the prevalence of fear of failure as a deterrent to setting up in business. GEM reports attitudinal data only for that portion of the population who are not already entrepreneurs, as individuals who are already entrepreneurs may feel compelled to provide positive answers in the survey.

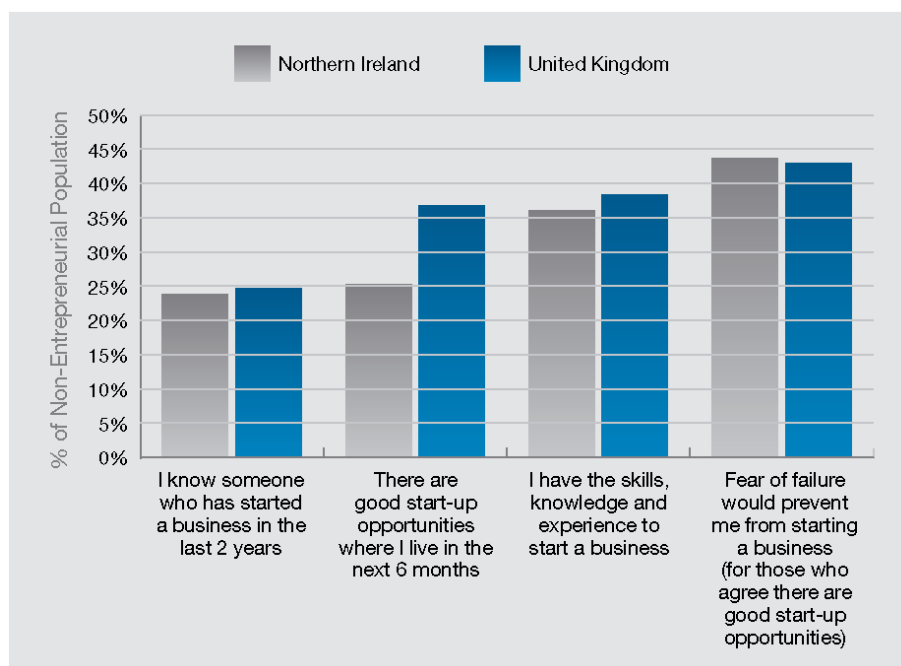


Figure 15. Entrepreneurial Attitudes and Perceptions in Northern Ireland and the UK 2014. Source: Global Entrepreneurship Monitor (GEM) NI report 2014.

In Northern Ireland in 2014:

- almost one in four (23.8%) individuals state that they know an entrepreneur, similar to the UK as a whole (24.7%).
- 36.1% of non-entrepreneurs believe they have the skills to set up in business, again similar to the UK average at 38.4%.
- 25.2% of the non-entrepreneurial working age population agreed there were good opportunities for starting a business in their local area in the next six months, compared with 36.8% across the UK. This gap opened up during the recession, with the UK having higher rate than Northern Ireland since around 2010. The rate in Northern Ireland remains significantly lower than the peak of 39.0% in 2007.

- 43.7% of non-entrepreneurial individuals of working age (UK: 43.0%) who agreed there were good start-up opportunities reported they were afraid of starting a business in case it might fail.

The proportion of non-entrepreneurial working age adults in Northern Ireland who expect to start a business within the next three years was up significantly from 3.4% in 2013 to 6.6% in 2014; this was consistent with the increase in the UK.

Around 17% of TEA entrepreneurs in Northern Ireland had high growth expectations compared to only 2% of established business owners; the latter is around half that of the comparable UK rate.

Contextual Information**Population**

With a population of 210,300 in 2016, the borough is the second largest after Belfast, making up 11% of Northern Ireland's population. The population of the borough is projected to grow by 13% - to around 238,400 - by 2030. This rate of growth is more than double that projected for Northern Ireland as a whole (6%). The numbers in each of the three broad age groups - young people, working age and older people are set to increase. The number of those aged 16-64 is projected to increase by 8% or an extra 10,600 people.

	2016 (mid-year estimate)	2030 (population projection)	Change 2016-2030	Percentage change 2016-2030
Aged 0-15 years	46,804	49,835	3,031	6%
Aged 16-64 years	131,773	142,337	10,564	8%
Aged 65+ years	31,683	46,242	14,559	46%
All	210,260	238,414	28,154	13%

Table 15. Population of Armagh City, Banbridge and Craigavon Borough. Source: 2016 mid-year population estimates and 2030 population projections (2014 based), NISRA.

Deprivation

The Northern Ireland Multiple Deprivation Measure (NIMDM) 2010 identifies small area concentrations of multiple deprivation across Northern Ireland. It provides information on seven types or 'domains' of deprivation and an overall multiple deprivation measure. The majority of results are presented at the Super Output Area (SOA) geography. With each SOA in Northern Ireland being ranked, giving a relative measure of deprivation. The SOA ranked 1 is the most deprived while the SOA ranked 890 is the least deprived.

NISRA has been commissioned to initiate work to update the NIMDM 2010, with a view to the updated results being published in November 2017. Until the new measures are published, the NIMDM 2010 remains the official measure.

Employment - The Employment domain measures the proportion of working age adults in an area that are involuntarily excluded from work. It is based on the proportion of the working age population (women aged 18-59 and men aged 18-64), who are in receipt of at least one of the following benefits: Job Seeker's Allowance, Incapacity Benefit, Severe Disablement Allowance, Carer's Allowance, Employment and Support Allowance, Steps to Work or New Deal Participants.

The Borough has 13 areas in the 20% most deprived areas in NI on the employment measure. Drumnamoe 1, Drumgask 2 and Drumgor 2 are within the top 10% and a further 10 within the top 11-20%.

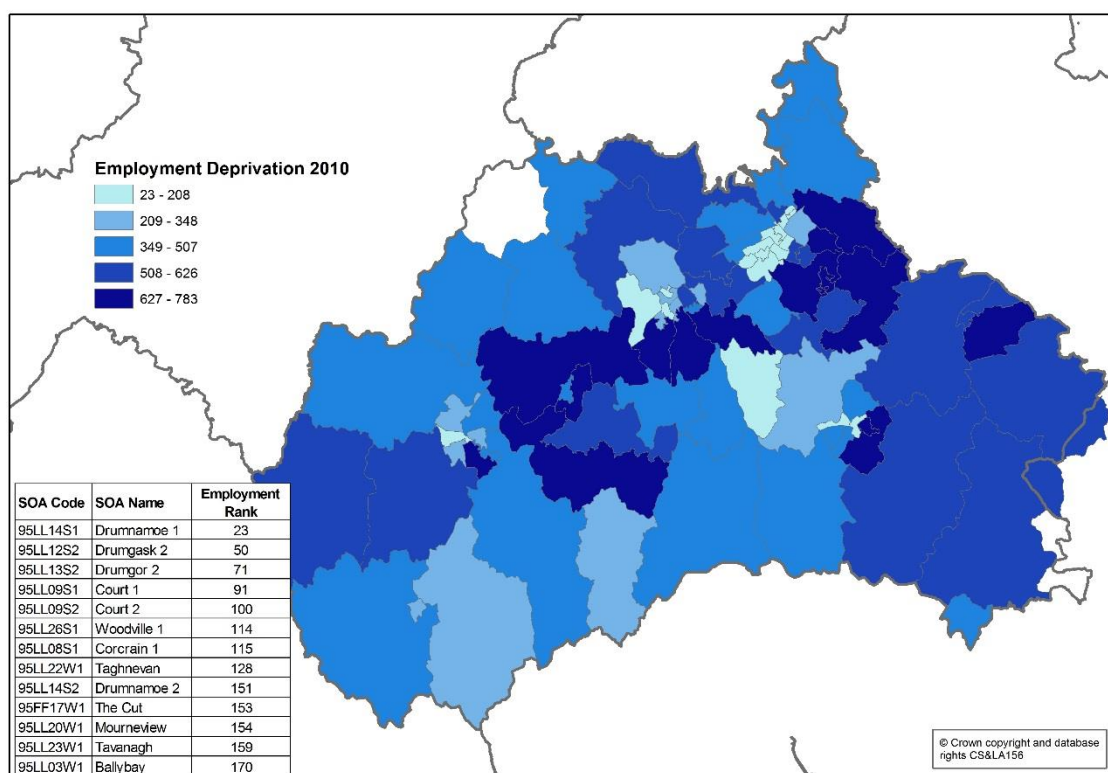


Figure 16. Employment Deprivation in Armagh City, Banbridge and Craigavon Borough. Most deprived shaded light blue, least deprived shaded dark blue. Areas which are in the most deprived 20% in NI listed. Source: Northern Ireland Multiple Deprivation Measure 2010, NISRA.

Education, Skills and Training – The purpose of the domain is to measure the extent of deprivation in education, skills and training for both children and working age adults.

The Borough has 13 areas in the 20% most deprived areas in NI on the education, skills and training measure. The five areas of Drumgask 2, Drumgor 2, Corcrain 2, Drumnamoe 1 and Corcrain 1 are within the top 10% and a further eight are within the top 11-20%.

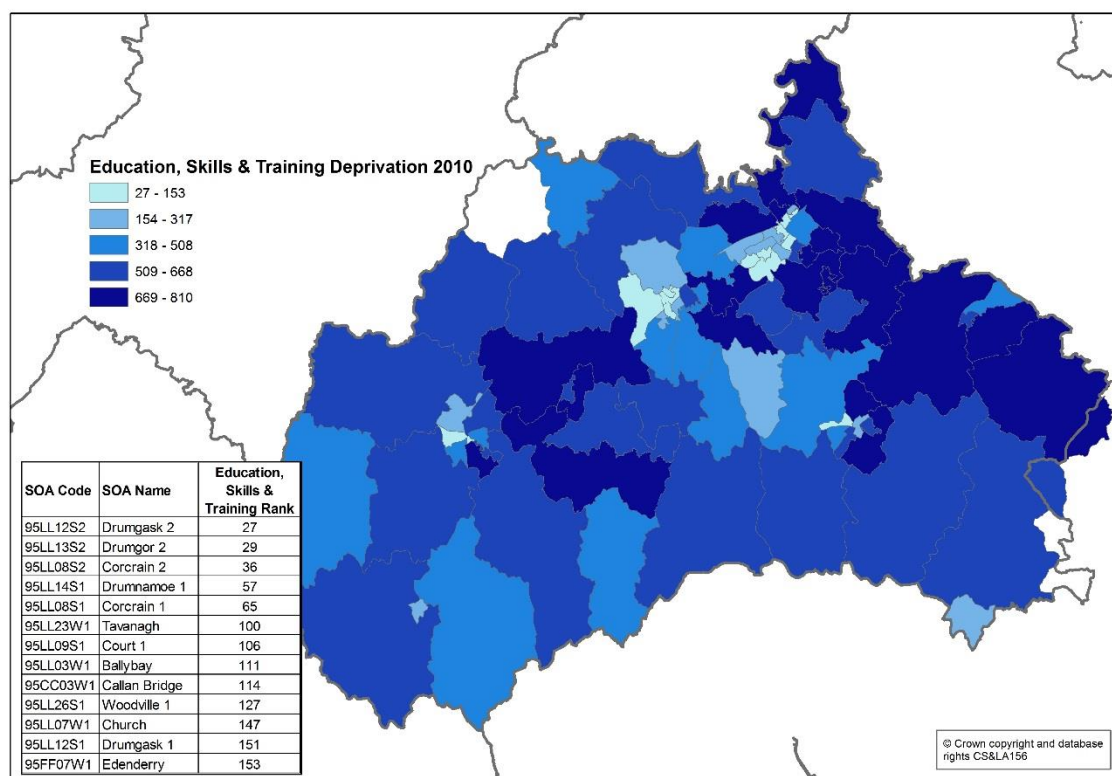


Figure 17. Education, Skills and Training Deprivation in Armagh City, Banbridge and Craigavon Borough. Most deprived shaded light blue, least deprived shaded dark blue. Areas which are in the most deprived 20% in NI listed. Source: Northern Ireland Multiple Deprivation Measure 2010, NISRA.

There are 87 SOAs in the borough; those which are ranked within the top 20% of most deprived in NI on either the overall multiple deprivation measure, the employment domain or the education, skills and training domain are shown in the table below.

SOA Code	SOA Name	Multiple Deprivation Measure	Employment Domain		Education, Skills and Training Domain
		Rank	Rank	Score	Rank
95LL14S1	Drumnamoe 1	31	23	29%	57
95LL12S2	Drumgask 2	34	50	25%	27
95LL13S2	Drumgor 2	55	71	23%	29
95LL26S1	Woodville 1	92	114	20%	127
95LL09S1	Court 1	99	91	21%	106
95CC03W1	Callan Bridge	106	195	17%	114
95LL08S1	Corcrair 1	119	115	20%	65
95LL12S1	Drumgask 1	129	196	17%	151
95LL09S2	Court 2	144	100	21%	233
95LL08S2	Corcrair 2	152	250	15%	36
95FF17W1	The Cut	155	153	18%	215
95LL03W1	Ballybay	163	170	18%	111
95LL22W1	Taghnevan	173	128	19%	199
95LL23W1	Tavanagh	174	159	18%	100
95LL07W1	Church	194	208	16%	147
95FF07W1	Edenderry (Banbridge)	203	200	17%	153
95LL20W1	Mourneview	228	154	18%	230
95LL14S2	Drumnamoe 2	255	151	18%	315

Table 16. Super Output Areas in the Borough which fall into the top 10 most deprived (dark blue) and into the top 11-20% most deprived (light blue) areas in NI on the domains shown. Source: Northern Ireland Multiple Deprivation Measure 2010, NISRA.

Deprivation levels within a District Electoral Area (DEA) can considerably. A DEA considered mostly deprived may also contain areas considered less deprived, and vice-versa. For instance, while Lurgan DEA has 31% of the population living in the most deprived quintile of the borough, 29% of the population of Lurgan DEA live in the least deprived quintile. The diagram below shows deprivation by the seven DEAs in the borough.



Figure 18. Deprivation District Electoral Area profiles in Armagh City, Banbridge and Craigavon Borough, using the NI Multiple Deprivation Measure 2010. Source: Health Inequalities Sub-regional Report 2017, NISRA, Department of Health.

Deprivation scores have been calculated for each DEA, ranging from -100 (entire population in most deprived quintile) to 100 (entire population in least deprived quintile). These scores have been calculated by using the quintile weights in the table below to weight the proportion of the population of the DEA living in each deprivation quintile. Deprivation scores for each DEA are shown in the charts above.

Worked Example:

Lagan River	(Most Deprived)				(Least Deprived)
	1	2	3	4	5
Percentage of Resident Population	0%	0%	17%	30%	52%
Quintile Weight	-100	-50	0	50	100
Percentage x Weight	0.00×-100 = 0	0.00×-50 = 0	0.17×0 = 0	0.30×50 = 15	0.52×100 = 52
Deprivation Score	$0 - 0 + 0 + 15 + 52 = +68$ (Largely Affluent)				

Craigavon	(Most Deprived)				(Least Deprived)
	1	2	3	4	5
Percentage of Resident Population	25%	5%	30%	20%	20%
Quintile Weight	-100	-50	0	50	100
Percentage x Weight	0.25×-100 = -25	0.05×-50 = -3	0.30×0 = 0	0.20×50 = 10	0.20×100 = 20
Deprivation Score	$-25 - 3 + 0 + 10 + 20 = 2$ (Balanced)				

Portadown	(Most Deprived)				(Least Deprived)
	1	2	3	4	5
Percentage of Resident Population	28%	27%	14%	19%	13%
Quintile Weight	-100	-50	0	50	100
Percentage x Weight	0.28×-100 = -28	0.27×-50 = -13	0.14×0 = 0	0.19×50 = 9	0.13×100 = 13
Deprivation Score	$-28 - 13 + 0 + 9 + 13 = -18$ (Most Deprived) ⁵⁵				

Figure 19. Worked example of deprivation scores for District Electoral Areas using the NI Multiple Deprivation Measure 2010. Source: Health Inequalities Sub-regional Report 2017, NISRA, Department of Health. Note – Values may not sum due to rounding.

Equality

An Equality Impact Assessment (EQIA) was completed on the community plan with the aim of ensuring that, in identifying and taking forward projects under the community plan, the council and its partners give due regard to the need to promote equal opportunity by addressing the inequalities within and between section 75 groups.

Feedback from stakeholder engagement, along with baseline data and other research reports were analysed to provide an insight into the potential impacts of the three strategic themes in the plan on people in the various section 75 groups. The EQIA highlighted some inequalities the community plan may help to address.

Religious Belief/Political Opinion - Findings from The Equality Commission draft statement on Key Inequalities in Education (2015), highlights Protestants persistently have lower levels of attainment than Catholics at GSCE including English and Maths, and A Level.

Racial Group - Two reports from the Northern Ireland Council for Ethnic Minorities (NICEM) and looked at the experiences of BME people. 'Voices for Change' (2014) found that BME people have found it difficult to find work that matches their qualifications, skills and experience. Recognition of qualifications was one of the pressing priorities.

Age - Information on levels of entrepreneurship is available from the Global Entrepreneurship Monitor (GEM), which measures entrepreneurial activity of people who have started or are in the process of starting a new business – called Total early-stage Entrepreneurial Activity (TEA). Results are based on a survey so will have associated confidence intervals. The rate of early-stage entrepreneurship in Northern Ireland in 2014 is 6.7% of adults aged 18-64, the 45-54 age group has the highest TEA rate and 55-64 age group the lowest.

The level of highest qualification achieved varied inversely with age. For instance, the 2011 Census showed in Northern Ireland people aged 25 to 34 were over twice as likely as those aged 65 and over (37% compared with 14%) to have achieved Level 4 or higher qualifications. Conversely, people aged 65 and over were around six times as likely as those aged 25 to 34 to have no qualifications (64% compared with 10%).

Marital Status - Results from the Household Below Average Income 2014/15 report released by the Department for Communities show that single working-age adults (28%) were more likely to be in relative poverty (before housing costs) than working-age adults living as a couple (17%). Single working age adults with children had higher poverty levels (35%).

Sexual Orientation - it was noted on the whole there is a lack of statistical data available on sexual orientation in Northern Ireland and within our borough.

Gender - Looking at women's participation in local government, almost a quarter (24%) of elected members (10 out of 41) of the Armagh City, Banbridge and Craigavon Borough Council are female.

Disability - Findings from the Labour Force Survey from April – June 2016 in Northern Ireland shows people without a disability were more than twice as likely to be in employment (78%) than those with a disability (33%).

Findings from the Labour Force Survey from April – June 2016 in Northern Ireland show almost three times the proportion (31%) of disabled persons had no qualifications compared to non-disabled persons (12%).

Dependants - A study carried out by Edinburgh Napier University on behalf of the then Department for Education and Learning examined economic inactivity from the perspective of those with disabilities and those with caring responsibilities. The study included an extensive literature review and it identified a number of barriers, one of which were qualifications and skills: a lack of qualifications and/or skills greatly reduces an individual's ability to access the labour market. For example, three quarters of disabled people with tertiary level of educational qualifications are in employment compared to a third of disabled people without qualifications in employment. Having caring responsibilities or a disability impedes individuals from gaining qualifications.

It is recognised in the EQIA that none of the section 75 groups operates as a silo and that people have multiple identities.