

Education Sector

1. Executive Summary

- This sector employs a total resident population of 9,009
- There are more females employed in this industry than males (30.4% male and 69.6% female)
- There is a larger representation of the Other Black, Black Caribbean and White and Asian Mixed ethnic groups employed in this sector. However distribution of employment by ethnicity is fairly even, with a small percentage range between 3.7% and 11.01%
- The age range with the most employees is 30-39 for males and 40-49 for females (9.64% male and 21.43% female)
- This sector provides 11% of workplace¹ employment (a total of 6,687 jobs within the borough), the four highest employment share out of all the sectors
- Professional and technical occupations provide the most employment
- Females dominate all occupations apart from process, plant and machine operative occupations.
- Despite the large number of females employed there s a relatively high number of male managers in this sector, with 3.5% of all males in this sector being managers compared to 1.9% of all female workers
- 26% of all females in this industry work part-time, this is a high percentage
- The highest qualification attainment for both sexes is level 4/5 (36.7% female and 18.25% male)

¹ Workplace population are all those employed by a company located within Waltham Forest, therefore both those who live and work in Waltham Forest and those who inflow, commute, into the borough from outside to work in the industry.

2. Employment figures

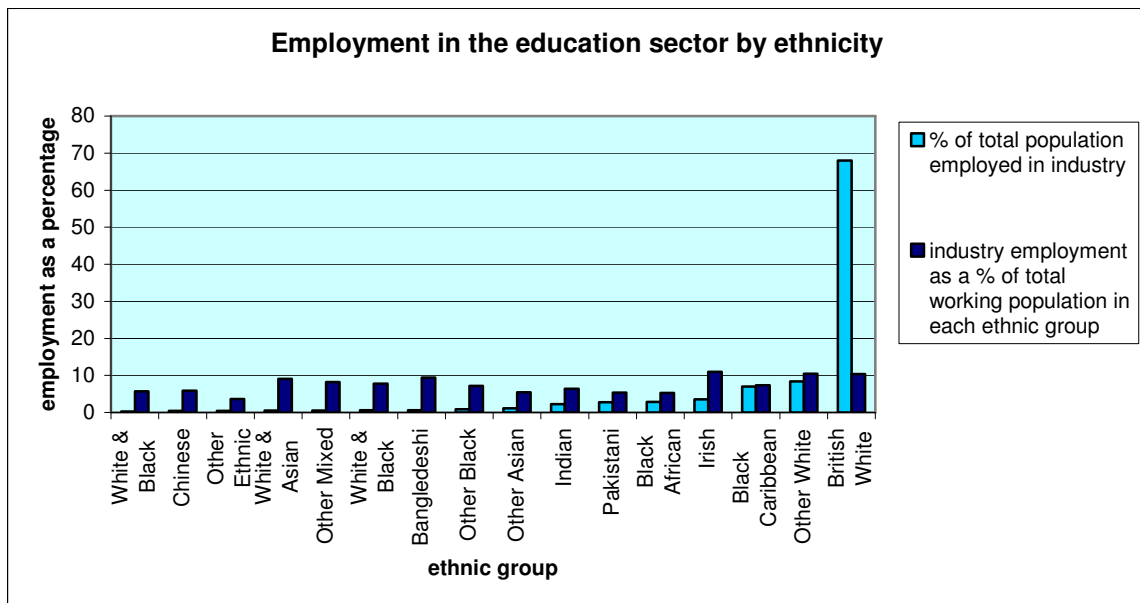
2.1 The education sector in Waltham Forest employs a total of 9,009 people of which (30.4% are Male and 69.6% are female). As a whole the education sector accounts for 5.25% of the total male employment for those living in Waltham Forest, and 13.77% of the borough’s female resident employment².

3. Employment by ethnicity

3.1 As graph 1 below highlights the education sector is dominated by White British workers, who make up 67.9% of the total number employed in this industry. The Black Caribbean (6.9%) and Other White (8.3%) groups also have slightly higher employment in this sector than the other ethnic groups. This is in contrast with the rest of the UK where 85% of the workers in the education sector are White British, with the next largest employment group being Other White with 3.67%.

3.2 However when the numbers employed are taken as a percentage of the total working population of each ethnic group, employment in education looks less dominated by the White British ethnic group. In fact it is the Other Black (8.53%), Black Caribbean (9.2%) and White and Asian (7.6%) groups that have the higher employment rates in relation to the total workforce by ethnicity, White British by contrast only have a 6.89% representation. The fact that all the ethnic groups share of employment in this sector has a small range (3.7-11.01%) shows the diversity and equal opportunities for employment provided by this sector.

Graph 1 Source ONS Crown Copyright Census 2001



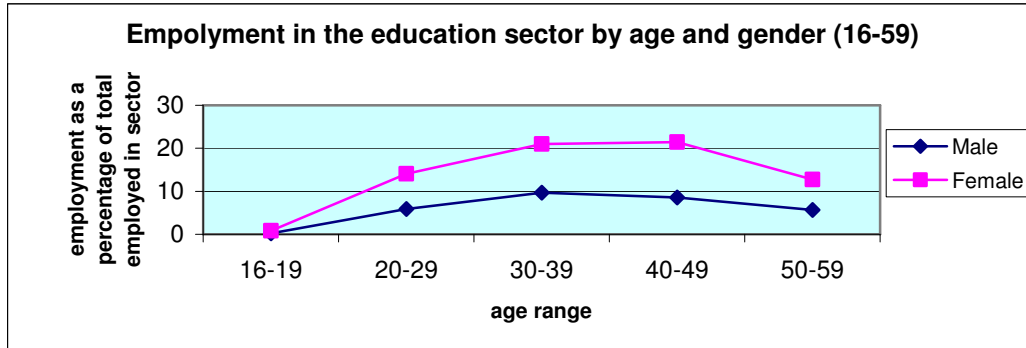
4. Employment by age

4.1 As graph 2 highlights there are very low numbers of young people (aged 16-19) entering the education sector, this will be primarily due to young people first needing to complete full-time training courses and qualifications in order to gain employment in this sector. However there is a dramatic increase in employment numbers after the age of 19, especially for females. The age range with the highest number of workers is 30-39 for males and 40-49 for females (9.64% male and 21.43% female). The later peak for female workers

² Figures ONS Crown Copyright Census 2001

could be due to many leaving to care for young children in the 30-39 age range then returning, or starting, a career in education once their caring responsibilities lessen. There is a decline for both sexes after the peak age; however the female decline is more dramatic than the male decline.

Graph 2 Source ONS Crown Copyright Census 2001



5. Workplace population

5.1 All the above figures have been related to those of the population who are residents in Waltham Forest and work in the education sector. However of the population of education workers who are residents in Waltham forest, 4,838 of them (53.7% of the total resident education sector workers) commute out of the borough to work in education establishments elsewhere.

5.2 4,171 workers both work in the Education sector, and live in Waltham Forest. In addition 2,516 workers commute from other areas into Waltham Forest to work in the education sector in the borough. This gives a total workplace³ population for the education sector of 6,687, a share of 11% of the total workplace population (4th highest sector). There is a deficit (-2,322) of those leaving the borough to work in education elsewhere.

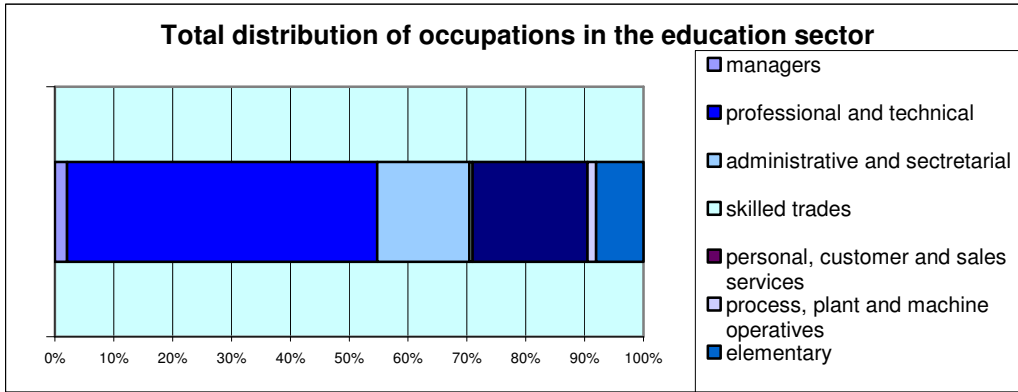
6. Occupation distribution

6.1 Using workplace population statistics on the education sector, graphs 3 and 4 below show which occupations are most prominent in this sector, and how the different sexes take up different roles within the industry.

6.2 As Graph 3 highlights it is professional and technical occupations that make up the largest proportion of the education sector (52.7%), therefore highlighting the need for professional teaching qualifications to enter this sector. Skilled trades and process, plant and machine operative occupations only account for 0.5% and 1.4% respectively.

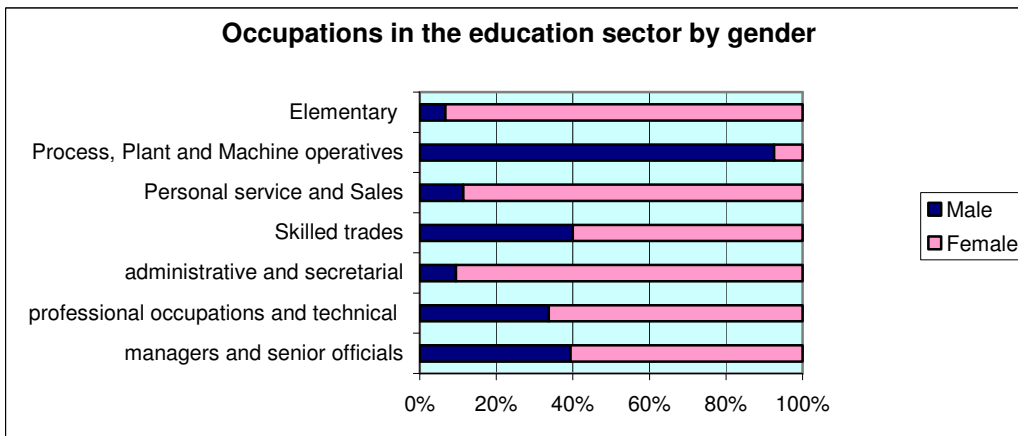
³ Workplace population are all those employed by a company located within Waltham Forest, therefore both those who live and work in Waltham Forest and those who inflow, commute, into the borough from outside to work in the industry.

Graph 3 Source ONS Crown Copyright Census 2001



6.3 Graph 4 shows the distribution of these occupations by sex. Females dominate this industry, apart from in process, plant and machine operatives, which account for 5.69% of the total male employment in this industry. Despite the female domination of this sector there is a relatively high number of male managers, (3.5% of all males in this sector are managers, compared to 1.9% of all female workers).

Graph 4 Source ONS Crown Copyright Census 2001



7. Hours worked

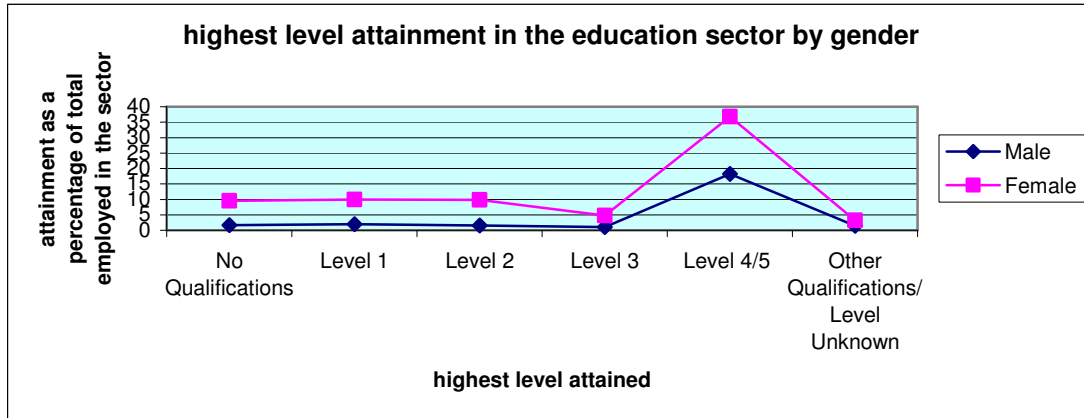
7.1 The majority of people in education are employees (95.7%) rather than self-employed. Of those who are self-employed 3.33% do not have any employees. This is in keeping with the main employers being schools, colleges and education centres, and any self-employed people being tutors, or peripatetic staff who support such institutions.

7.2 Of the part-time workers females make up the largest proportion (86%). 26% of females work part-time (30 hours or less per week). This is one of the highest rates of part-time female workers in any industry, apart from the Hotel and restaurant sector. This high rate could be due to female choice, or could be due to the inflexibility of the education sector; therefore forcing females to either take on part-time work to fit in around their caring responsibilities; or, as highlighted by graph two, taking time out to care for the family.

8. Qualification attainment

8.1 Graph 5 below shows that more females achieve higher level 4/5 qualifications than males in the education sector, and that the highest education attainment for both sexes is Level 4/5⁴ (36.7% female and 18.25% males). These findings are in keeping with the low start age of workers, reflecting the time needed to achieve level 4/5, and, or professional teaching qualifications.

Graph 5 Source ONS Crown Copyright Census 2001



Box 1

Qualification Definitions Census 2001

- Degree or Professional Qualification - Higher Degree, Degree or Professional Qualification
- Teaching, Nursing, HND or Equivalent - Teaching Qualification, Nursing Qualification, HND or Equivalent
- NVQ Level 3 or Equivalent - BTEC National Certificate, RSA Advanced Diploma, City and Guilds Advanced Certificate
- NVQ Level 2 or Equivalent - BTEC First or General Diploma, RSA Diploma and City and Guilds Craft
- NVQ Level 1 or Equivalent - BTEC First or General Certificate, Other RSA Qualifications, Other City and Guilds

9. Additional information

9.1 The ONS state that in 2003 one of the fastest growing public sector areas was education, with an introduction of over 88,000 new jobs. For further information log on to www.statistics.gov.uk.

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⁴ See box 1 for definitions