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Employment, Jobs and Skills Profile for Hertfordshire

This profile looks at data on employment, apprenticeships, job density, job vacancies and education and employment deprivation in Hertfordshire.

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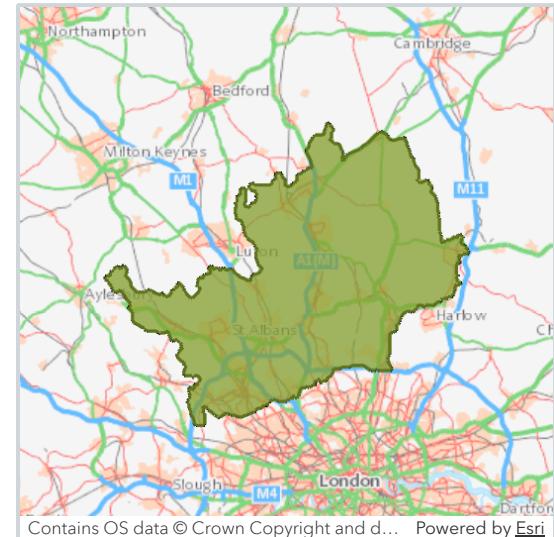
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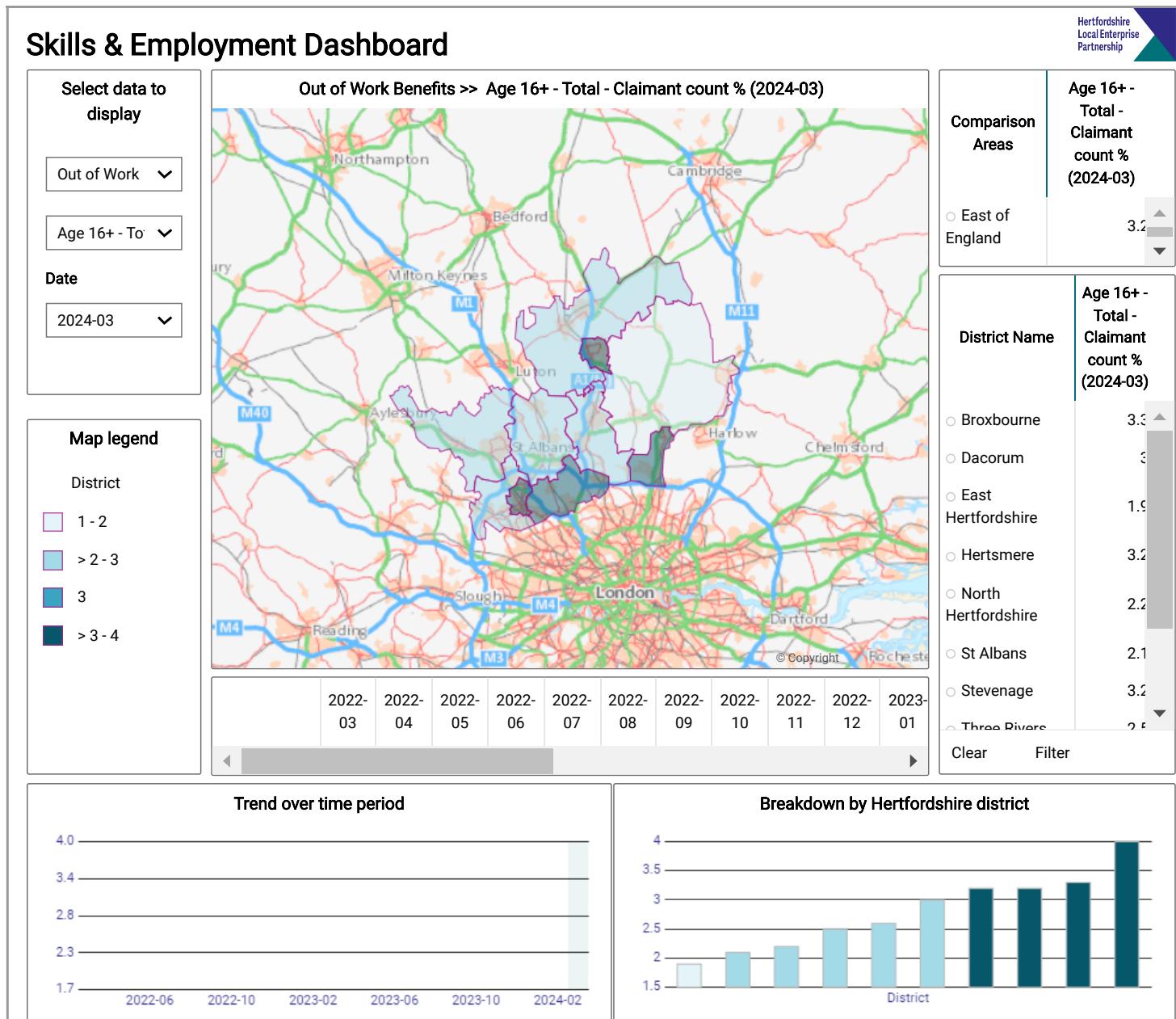
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Skills and Employment Dashboard

Hertfordshire's Local Enterprise Partnership (LEP) has produced an excellent Dashboard showing key indicators on a District level map. e.g. Full time and part time employment rates, job density, apprenticeships and qualifications.



Explore Skills and Employment further:

- [District Employment, Jobs and Skills Profile](#)
- [Skills and Employment](#) on the Hertfordshire Local Enterprise Partnership
- [Skills](#) Section of the Hertfordshire Local Enterprise Partnership

See also:

- [Labour Market Profile](#)
- [Business and Industry Profile](#)

Labour Supply

Employment Rate

Of the estimated working age (16-64) population of Hertfordshire in the year ending 2023-12,

77.8%

were employed.

Source: Annual Population Survey.

73.2% of Hertfordshire females aged 16-64 were employed in the year ending 2023-12

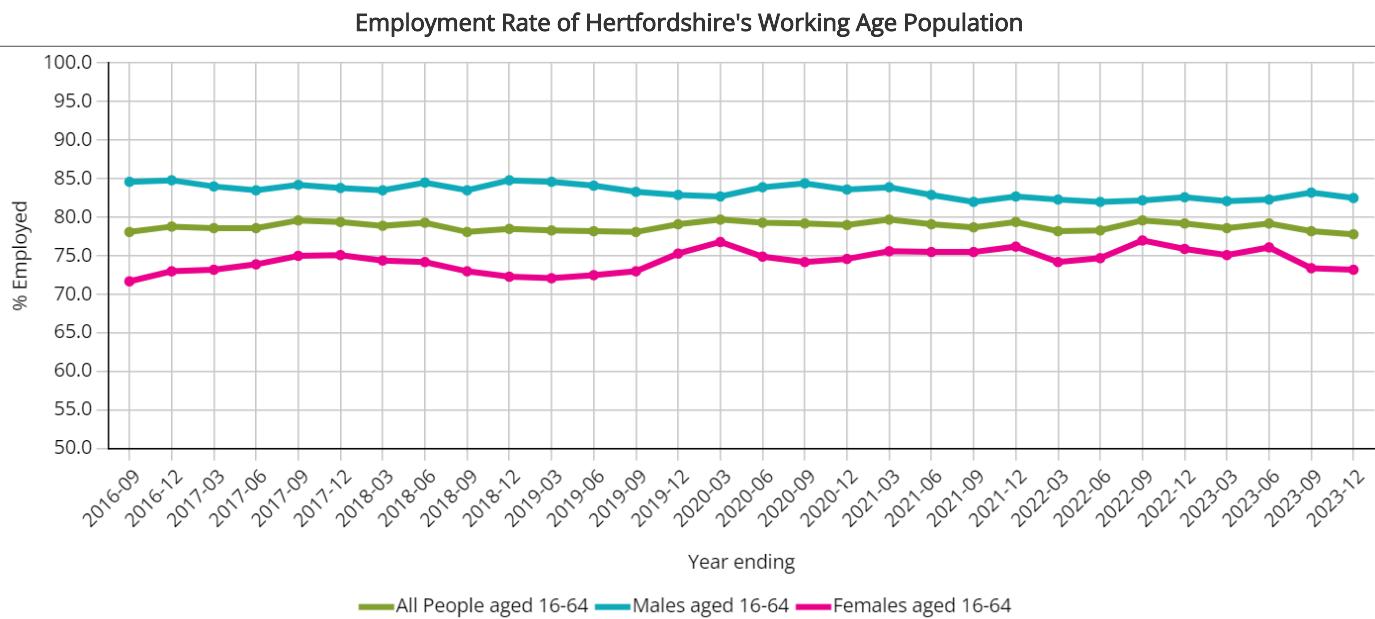


Hertfordshire 73.2%

82.5% of Hertfordshire males aged 16-64 were employed in the year ending 2023-12



Hertfordshire 82.5%



Source: Annual Population Survey. To view and download this data, click on the grid icon to the right -->

Employment Rate for the Working Age (16-64) Population in YE 2023-12

Area	All People	Males	Females
Hertfordshire	77.8%	82.5%	73.2%
Broxbourne	76.1%	70.1%	82.4%
Dacorum	74.3%	84.2%	67.7%
Hertsmere	70.7%	77.4%	64.6%
North Hertfordshire	80.9%	84.6%	77.0%
Three Rivers	74.7%	85.3%	62.6%
Watford	81.2%	91.3%	73.6%
St Albans	85.0%	90.3%	78.7%
Welwyn Hatfield	79.8%	86.3%	71.9%
East Hertfordshire	79.5%	84.2%	74.0%
Stevenage	71.9%	61.2%	80.9%
East of England	77.5%	81.8%	73.3%
England	76.0%	79.7%	72.2%

Source: Annual Population Survey. To view and download this data, click on the cloud icon to the right -->

Employed People in the Working Age (16-64) Population in YE 2023-12

Area	All People	Males	Females
Hertfordshire	586,500	306,800	279,700
Broxbourne	46,700	22,000	24,700
Dacorum	72,200	32,400	39,800
Hertsmere	48,200	25,000	23,200
North Hertfordshire	66,300	34,800	31,400
Three Rivers	43,300	26,300	16,900
Watford	53,900	25,900	28,000
St Albans	75,600	43,700	31,900
Welwyn Hatfield	65,800	39,000	26,800
East Hertfordshire	73,200	41,400	31,700
Stevenage	41,400	16,200	25,300

Source: Annual Population Survey. To view and download this data, click on the cloud icon to the right -->

See Also:

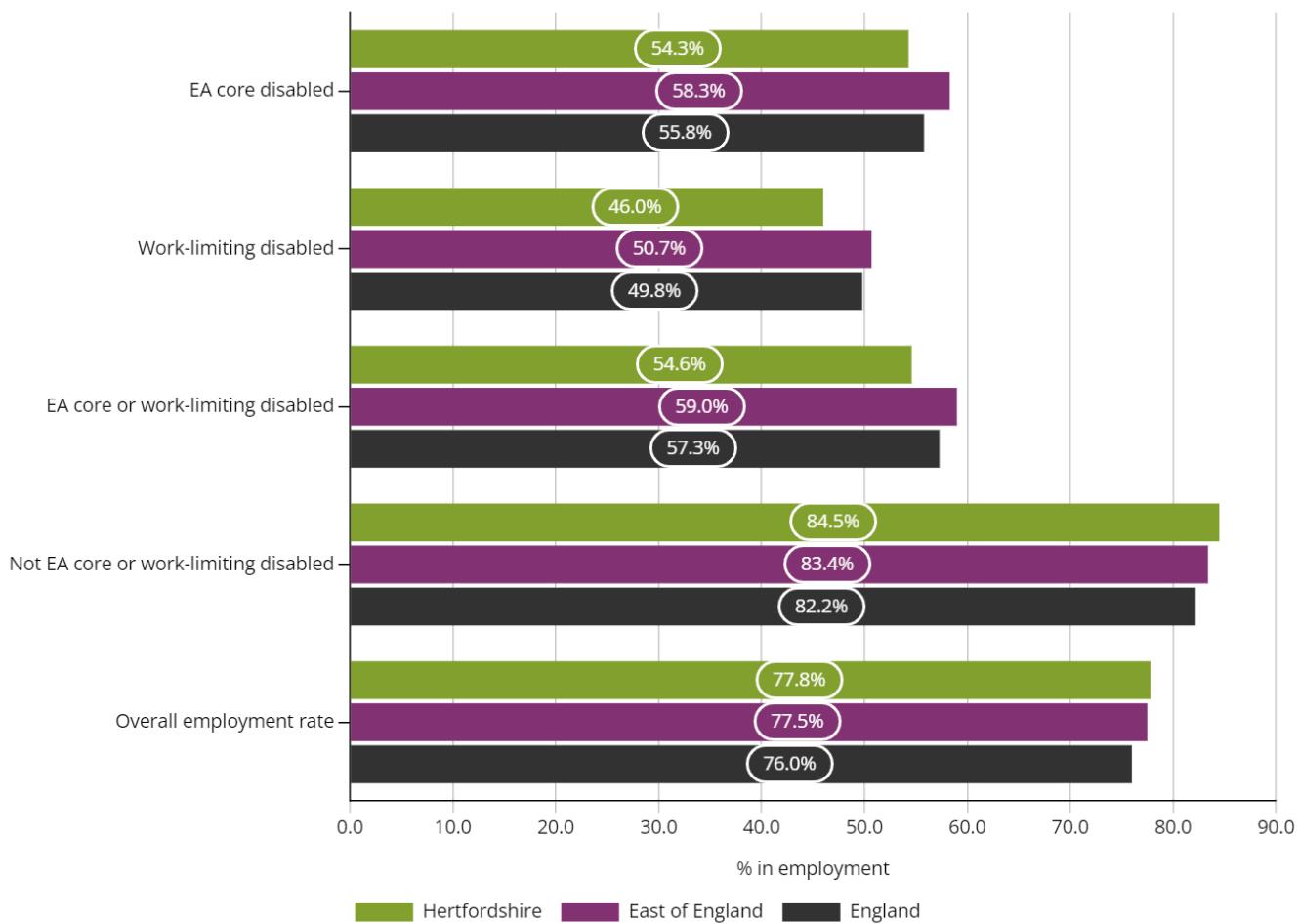
- [Hertfordshire Unemployment Rates](#) in the County Unemployment and Benefits Profile

Employment Rate by Disability

EA Core disabled includes those who have a long-term disability which substantially limits their day-to-day activities.

Work-limiting disabled includes those who have a long-term disability which affects the kind or amount of work they might do.

Employment Rate of Working Aged (16-64) people with a Disability in YE 2023-12



Source: ONS, Annual Population Survey. To view or download this data, click on the grid icon to the right -->

Employment Rate of Working Aged (16-64) People with a Disability in YE 2023-12						
Measure	Hertfordshire		East of England		England	
	Rate	Count	Rate	Count	Rate	Count
EA core disabled	54.3	76,300	58.3	478,400	55.8	4,399,200
Work-limiting disabled	46	50,800	50.7	336,000	49.8	3,249,200
EA core or work-limiting disabled	54.6	82,200	59	520,800	57.3	4,915,800
Not EA core or work-limiting disabled	84.5	500,900	83.4	2,418,100	82.2	21,609,800
Overall employment rate	77.8	586,500	77.5	2,957,800	76	26,695,000

Source: ONS, Annual Population Survey. To download this data, click on the cloud icon to the right ----->

Employment Rate Gap of those with a Learning Disability (aged 18-64)

The disability employment gap is **the difference between how many disabled people are in work compared to how many non-disabled people are in work**. A definition, and what can be done about reducing the gap is available from the [Together Trust](#)

This section looks at the gap between the percentage of working age **learning disabled** clients known to Councils with Adult Social Services Responsibilities (CASSRs) in paid employment (aged 18 to 64) and the percentage of all respondents in the Annual Population Survey classed as employed (aged 16 to 64). This percentage point gap is calculated by subtracting the percentage of working age learning disabled clients in employment from the percentage of all respondents in the Annual Population Survey classed as employed (aged 16 to 64)

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In [redacted], the gap between people aged 18-64 with a learning disability in Hertfordshire and the overall employment rate aged 16-64 was [redacted] percentage points.

Source: Public Health Outcomes Framework, Indicator B08b.

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See Also:

- [Hertfordshire Unemployment Rates](#) in the County Unemployment and Benefits Profile

Employment by Industry

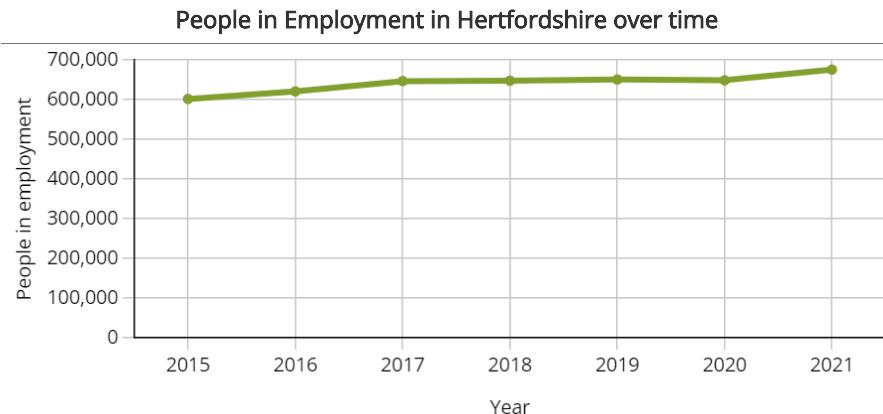
The Business Register and Employment Survey (BRES) is a survey of employers carried out annually by the Office for National Statistics. The survey covers around 85,000 UK businesses registered for Value Added Tax (VAT) and/or Pay-As-You-Earn (PAYE), the Inter-Departmental Business Register (IDBR) is used as the survey sampling frame.

The resulting publication contains **workplace** employee and employment estimates at detailed geographical and industrial levels. Although results are published annually, the latest figures are provisional until the following year when they are finalised. The number in employment includes both employees and working owners. The figures do not include self-employed workers. The number in employment can be higher than the number of employees because an employee may be employed in more than one job.

The estimated number of people in employment in Hertfordshire in 2021 was

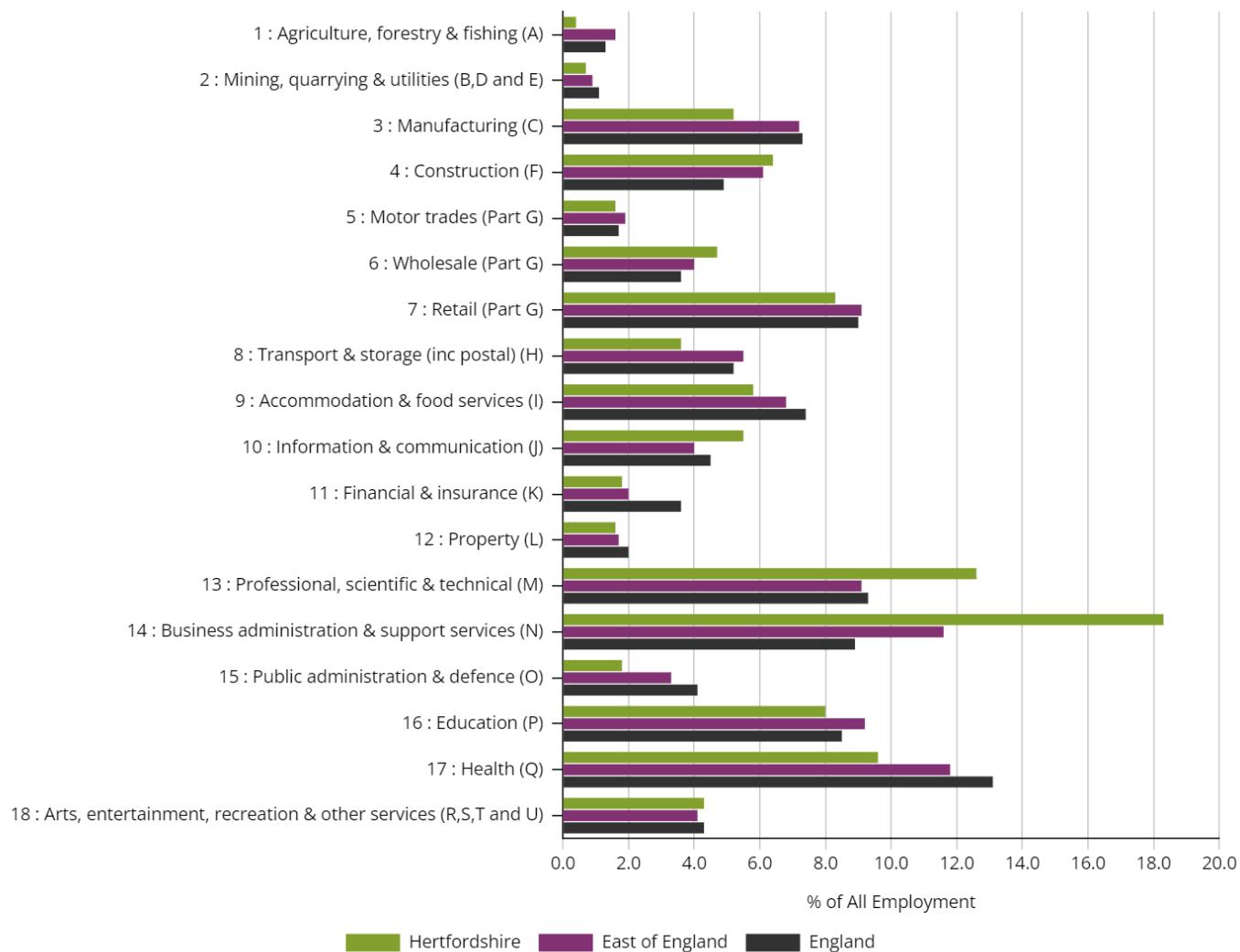
676,000

Source: ONS, Business Register and Employment Survey



Source: ONS, Business Register and Employment Survey. To view and download this data, click on the grid icon to the right -->

Percentage in People in Employment in each Industry Group as at 2021



Source: ONS, Business Register and Employment Survey. To view or download this data, click on the grid icon to the right -->

Count of Employment in Broad Industry Groups as at 2021	
Industry Group	Hertfordshire
1 : Agriculture, forestry & fishing (A)	3,000
2 : Mining, quarrying & utilities (B,D and E)	5,000
3 : Manufacturing (C)	35,000
4 : Construction (F)	43,000
5 : Motor trades (Part G)	11,000
6 : Wholesale (Part G)	32,000
7 : Retail (Part G)	56,000
8 : Transport & storage (inc postal) (H)	24,000
9 : Accommodation & food services (I)	39,000
10 : Information & communication (J)	37,000

Source: ONS, Business Register and Employment Survey. To download this data, click on the cloud icon.

Count of Employment in Broad Industry Groups as at 2021	
Industry Group	Hertfordshire
11 : Financial & insurance (K)	12,000
12 : Property (L)	11,000
13 : Professional, scientific & technical (M)	85,000
14 : Business administration & support services (N)	124,000
15 : Public administration & defence (O)	12,000
16 : Education (P)	54,000
17 : Health (Q)	65,000
18 : Arts, entertainment, recreation & other services (R,S,T and U)	29,000
Total Employment	676,000

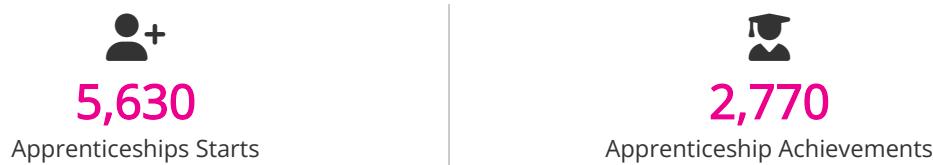
Source: ONS, Business Register and Employment Survey. To download this data, click on the cloud icon.

See also:

- [District Employment, Jobs and Skills Profile](#)
- [County Labour Market Profile](#)
- [District Labour Market Profile](#)

Apprenticeships

2022-2023 at a glance...



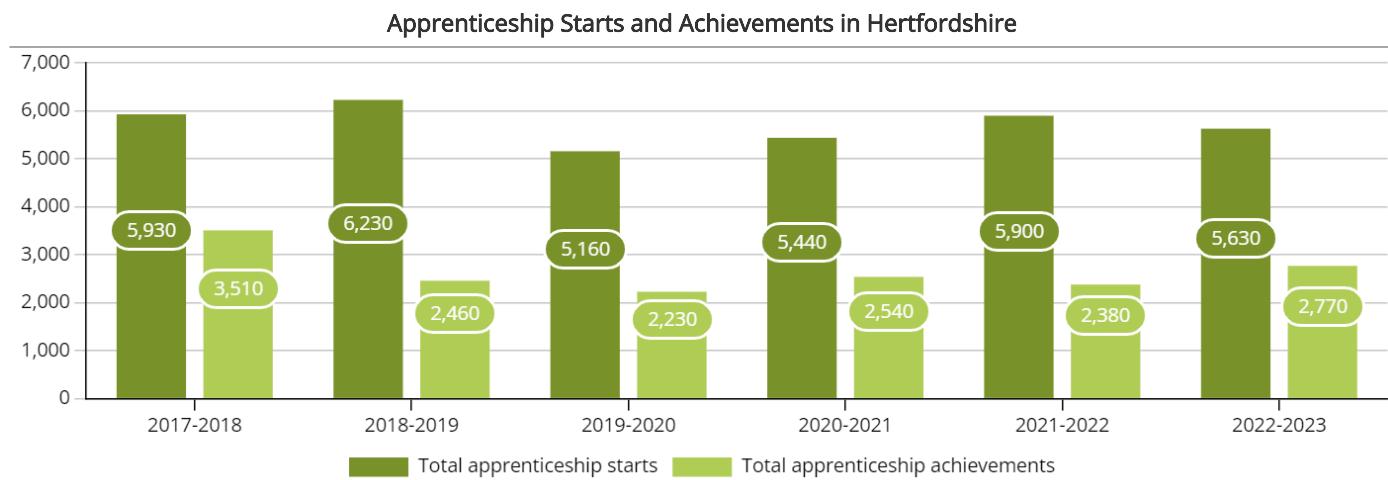
Apprenticeships are paid jobs that incorporate on-the-job and off-the-job training leading to nationally recognised qualifications. As an employee, apprentices earn as they learn and gain practical skills in the workplace. Apprenticeships range in level through Intermediate (GCSE equivalent), Advanced (A level equivalent) and Higher levels (HNC and degree equivalent). Apprentices must be aged 16 and over.

Apprenticeship data is based on annual Individualised Learner Record (ILR) data returns from Further Education and apprenticeship providers. The ILR is an administrative data collection system designed primarily for operational use in order to fund training providers for learners in FE and on apprenticeship programmes.

Apprenticeships data is published on an academic year basis, however apprenticeships may start at any time of the year. Data is updated quarterly:

- **Quarter 1:** Data from August to October published in January
- **Quarter 2:** Data from August to January published in March
- **Quarter 3:** Data from August to April published in July
- **Full Year:** Data from August to July published in November

Apprenticeship Starts and Achievements



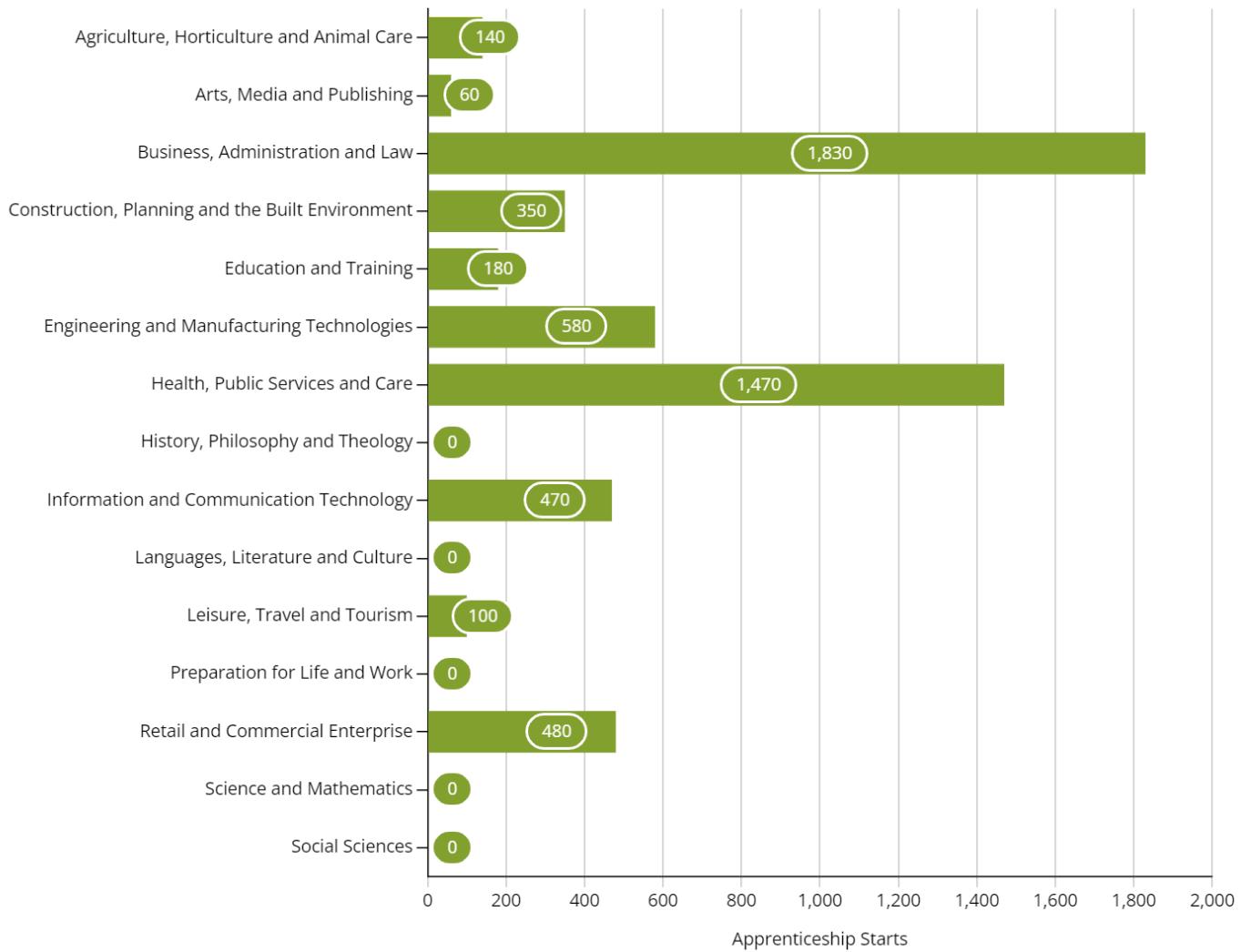
Source: DfE, Apprenticeships and traineeships

Apprenticeship Achievements are recorded when a learner reaches an end point of assessment and not at the end of learning. Apprenticeships generally take over a year or more to complete, so comparisons of participation and achievements in an individual year will be misleading. The graph above is provided to show a general level of starts and achievements over time.

Apprenticeship Starts

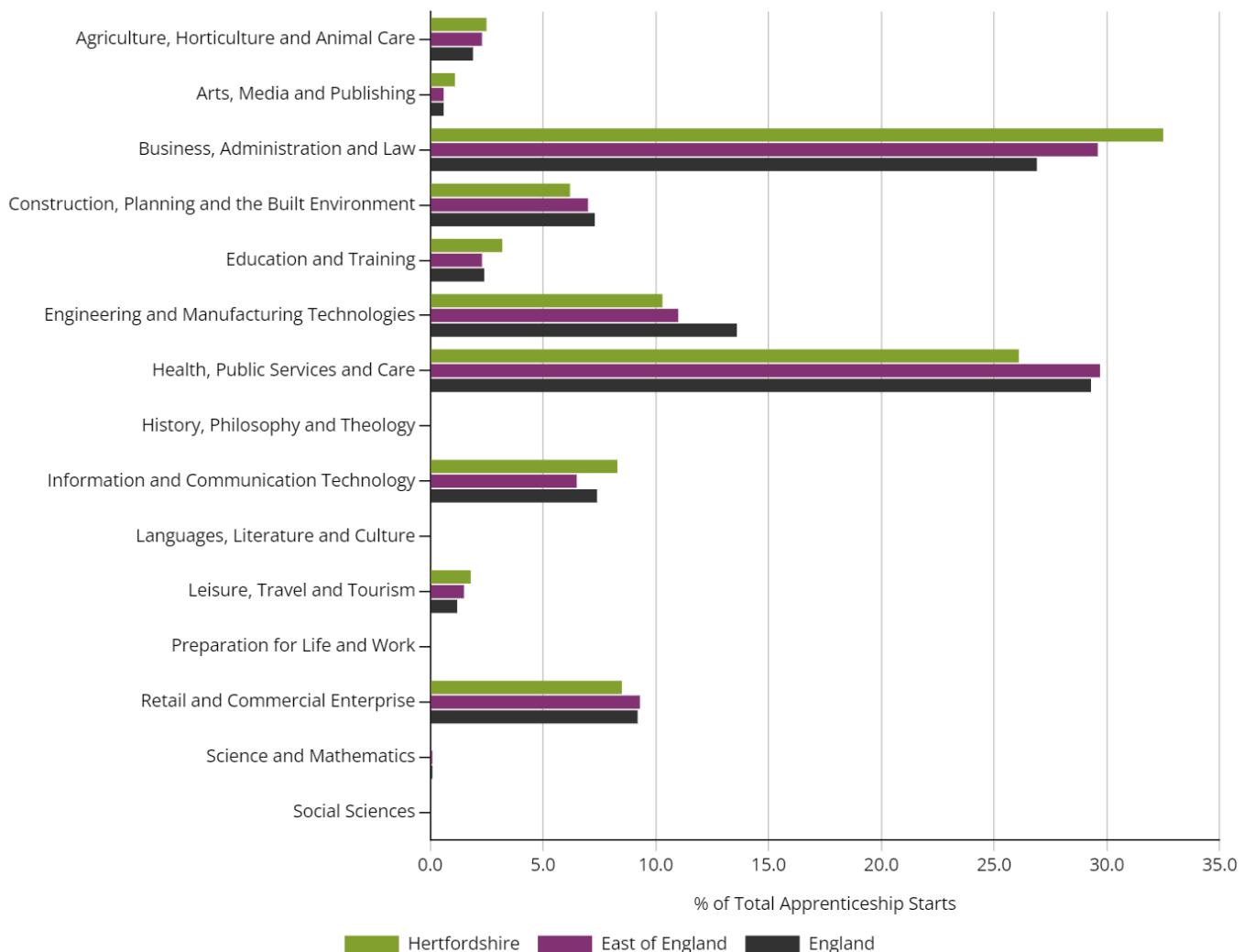
Apprenticeship Starts is the **count of apprenticeship programmes that begin in an academic year**, showing the take-up of programmes. An apprentice is counted for each apprenticeship they start at a provider. This counts starts on each apprenticeship programme and is **not a count of unique learners**. If a learner changes their programme, level or pathway, they will be treated as a new start.

Count of Apprenticeship Starts by Sector Subject Area in Hertfordshire 2022-2023



Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

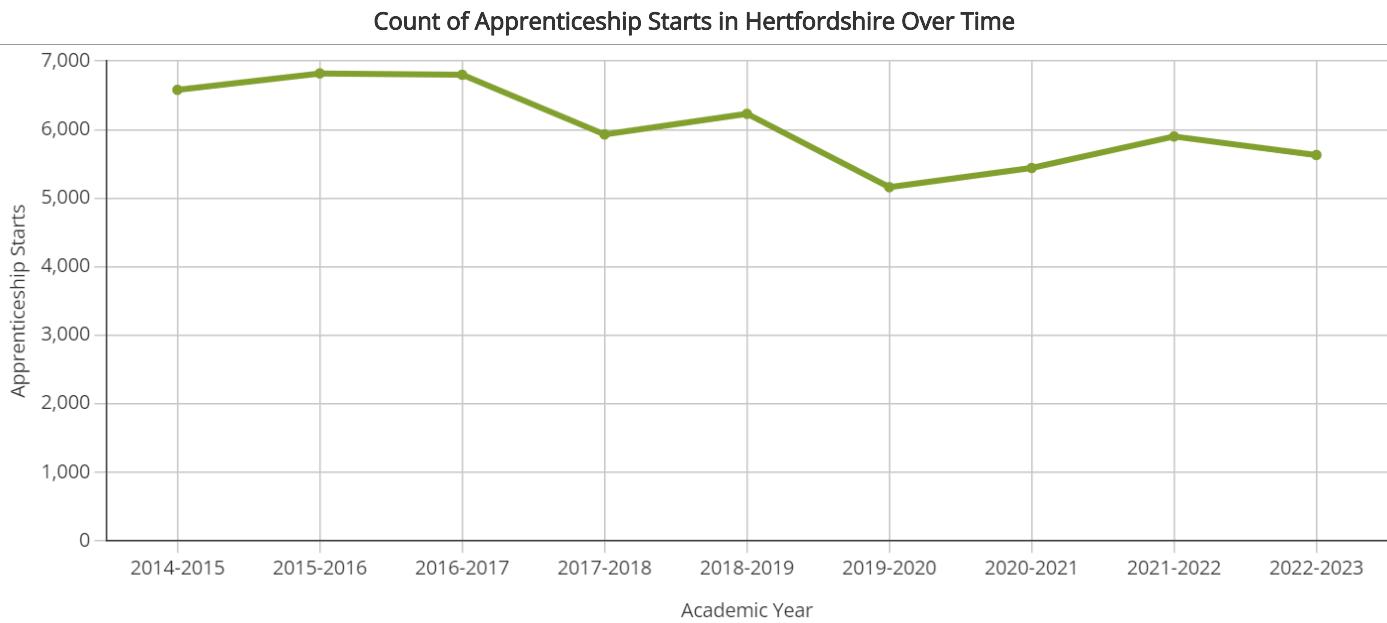
Percentage of Apprenticeship Starts by Sector Subject Area in 2022-2023



Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

Percentage of Apprenticeship Starts in each Sector Subject Area in 2022-2023			
Sector Aубject Area	Hertfordshire	East of England	England
Agriculture, Horticulture and Animal Care	2.5%	2.3%	1.9%
Arts, Media and Publishing	1.1%	0.6%	0.6%
Business, Administration and Law	32.5%	29.6%	26.9%
Construction, Planning and the Built Environment	6.2%	7.0%	7.3%
Education and Training	3.2%	2.3%	2.4%
Engineering and Manufacturing Technologies	10.3%	11.0%	13.6%
Health, Public Services and Care	26.1%	29.7%	29.3%
History, Philosophy and Theology	0.0% N/A%		0.0%
Information and Communication Technology	8.3%	6.5%	7.4%
Languages, Literature and Culture	0.0%	0.0%	0.0%
Leisure, Travel and Tourism	1.8%	1.5%	1.2%
Preparation for Life and Work	0.0%	0.0%	0.0%
Retail and Commercial Enterprise	8.5%	9.3%	9.2%
Science and Mathematics	0.0%	0.1%	0.1%
Social Sciences	0.0%	0.0%	0.0%

Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

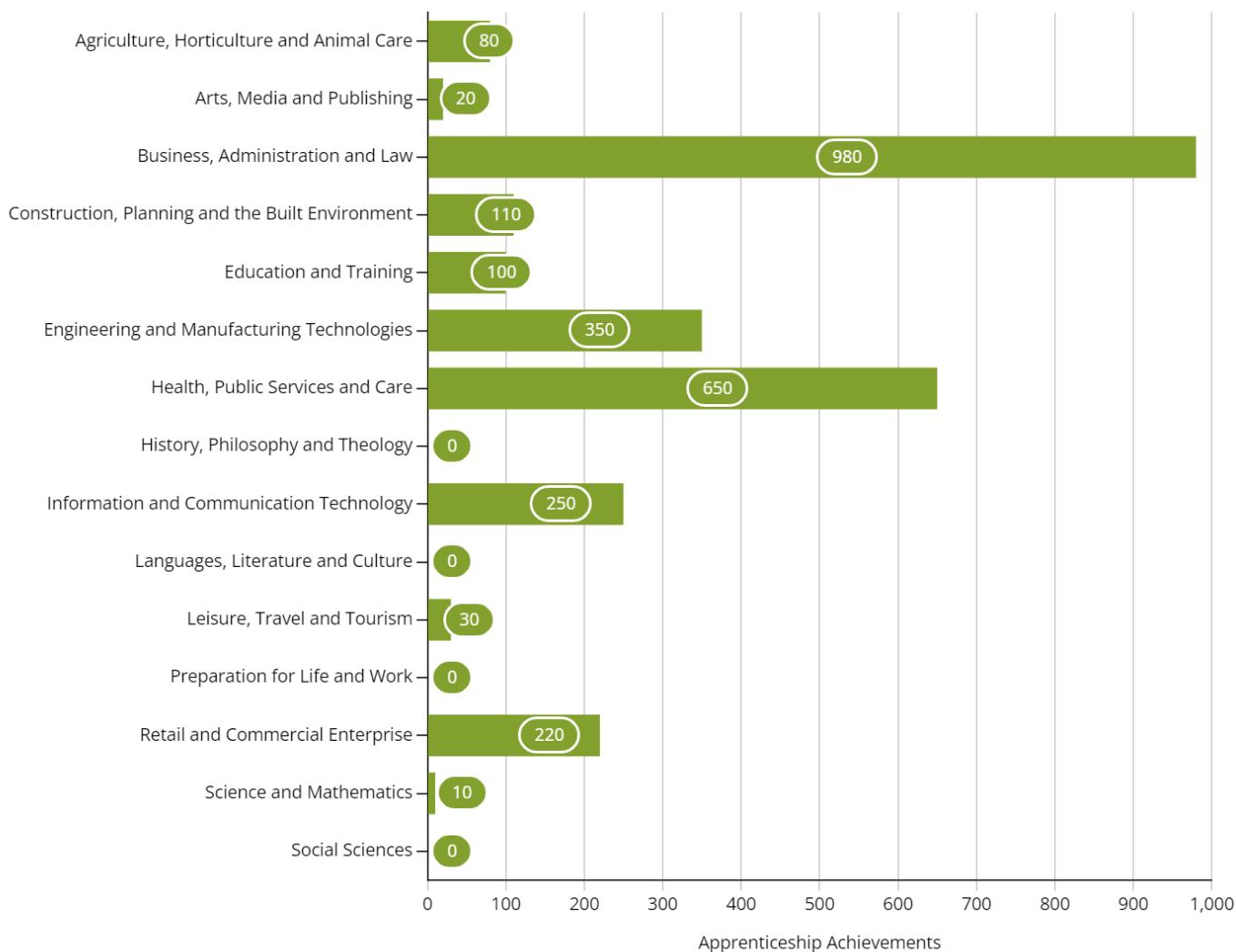


Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

Apprenticeship Achievements

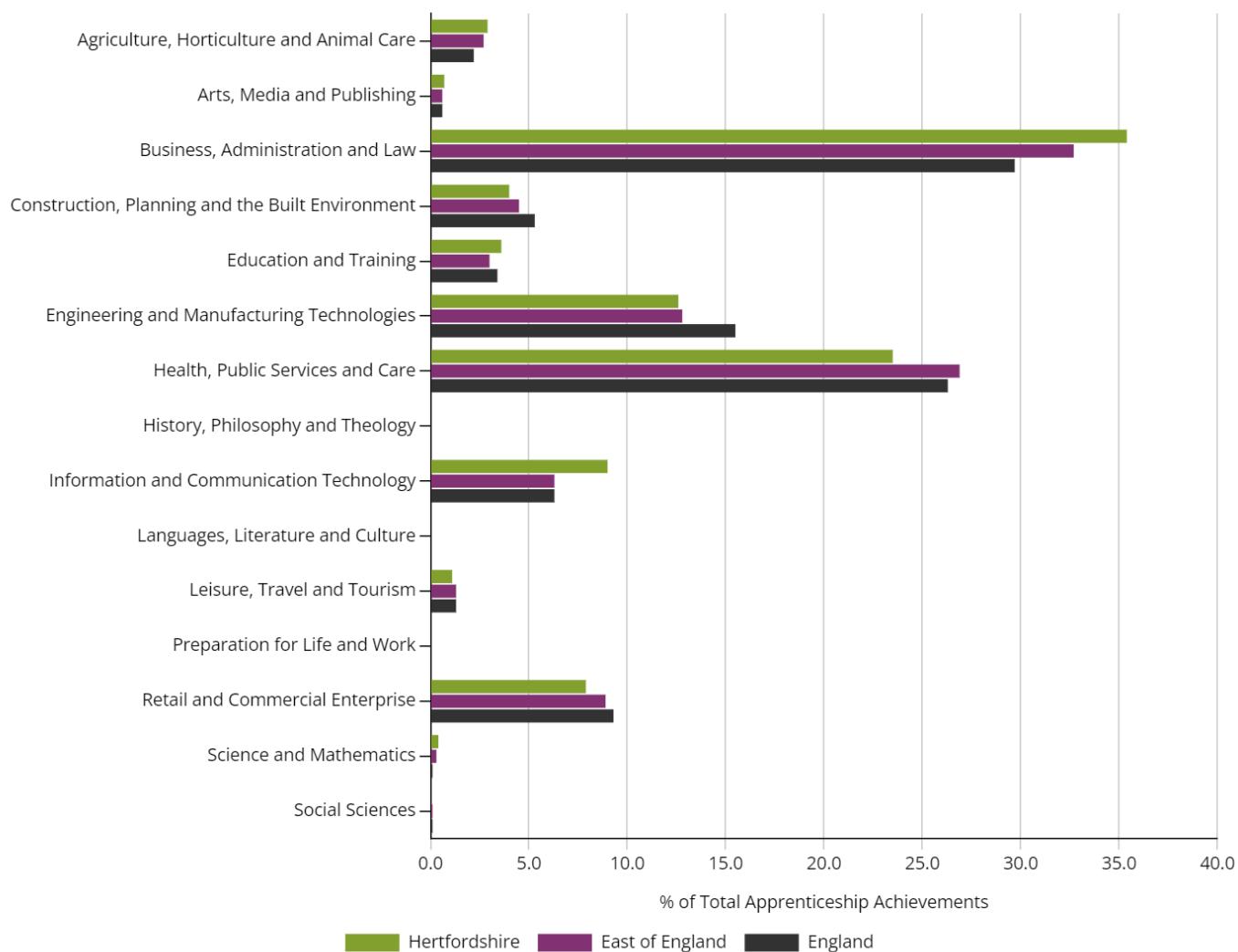
Apprenticeship Achievements are recorded when a learner reaches an end point of assessment and not at the end of learning. Apprenticeships generally take over a year or more to complete, so **comparisons of participation and achievements in an individual year will be misleading.**

Apprenticeship Achievements by Sector Subject Area in Hertfordshire in 2022-2023



Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

Percentage of Apprenticeship Achievements by Sector Subject Area in 2022-2023

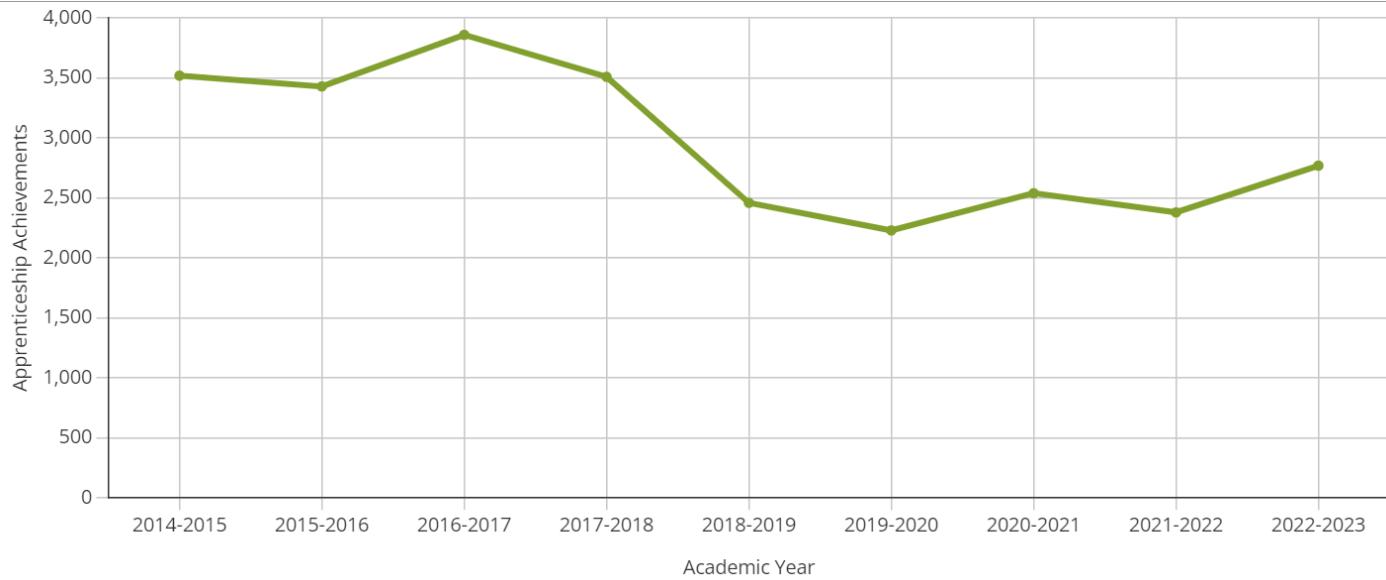


Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

Percentage of Apprenticeship Achievements in each Sector Subject Area in 2022-2023			
Sector Subject Area	Hertfordshire	East of England	England
Agriculture, Horticulture and Animal Care	2.9%	2.7%	2.2%
Arts, Media and Publishing	0.7%	0.6%	0.6%
Business, Administration and Law	35.4%	32.7%	29.7%
Construction, Planning and the Built Environment	4.0%	4.5%	5.3%
Education and Training	3.6%	3.0%	3.4%
Engineering and Manufacturing Technologies	12.6%	12.8%	15.5%
Health, Public Services and Care	23.5%	26.9%	26.3%
History, Philosophy and Theology	0.0% N/A%		0.0%
Information and Communication Technology	9.0%	6.3%	6.3%
Languages, Literature and Culture	0.0%	0.0%	0.0%
Leisure, Travel and Tourism	1.1%	1.3%	1.3%
Preparation for Life and Work	0.0%	0.0%	0.0%
Retail and Commercial Enterprise	7.9%	8.9%	9.3%
Science and Mathematics	0.4%	0.3%	0.1%
Social Sciences	0.0%	0.1%	0.1%

Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

Count of Apprenticeship Achievements in Hertfordshire Over Time



Source: DfE, Apprenticeships and traineeships. To view or download this data, click on the grid icon to the right -->

Trade Apprenticeships

Percentage of people employed with Trade apprenticeships by Gender in YE 2021-12



Source: ONS, Annual Population Survey (APS). To view or download this data, click on the grid icon to the right -->

See Also:

- [Hertfordshire Business and Industry profile](#)
- [Hertfordshire Education and Lifelong Learning Profile](#)

Indices of Deprivation

The Indices of Deprivation (IoD) are the official measure of relative deprivation for small areas or neighbourhoods (LSOAs) across England. The Indices of Deprivation 2019 are the most recent release from the Department for Levelling Up, Housing and Communities (DLUHC). The indices are refreshed every few years.

The indices measure relative deprivation across seven domains which are then combined to create the overall Index of Multiple Deprivation (IMD). For the IMD and each of the domains, every small area (LSOA) in England is given a score which is then used to rank the LSOAs from 1 (most deprived area) to 32,844 (least deprived area). There is no definitive cut-off at which an area is described as deprived, LSOAs are said to be more or less deprived than others.

Two deprivation domains relate to Employment, Jobs and Skills. They are the:

- Employment Deprivation Domain and
- Education, Skills and Training Deprivation Domain

More information on the Indices of Deprivation can be found in our [Hertfordshire Deprivation and Poverty Profile](#).

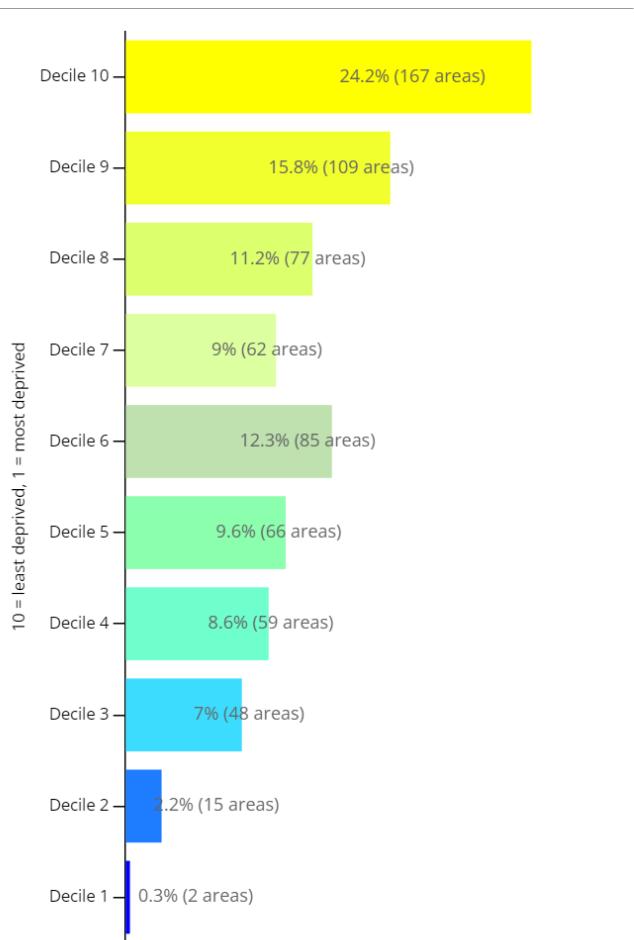
Employment Deprivation Domain

The **Employment Deprivation Domain** measures the proportion of the working-age population in an area involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities.

The following charts show the proportion and count of Hertfordshire LSOAs in the Employment Domain national deciles. There are a total of 690 LSOAs in Hertfordshire.

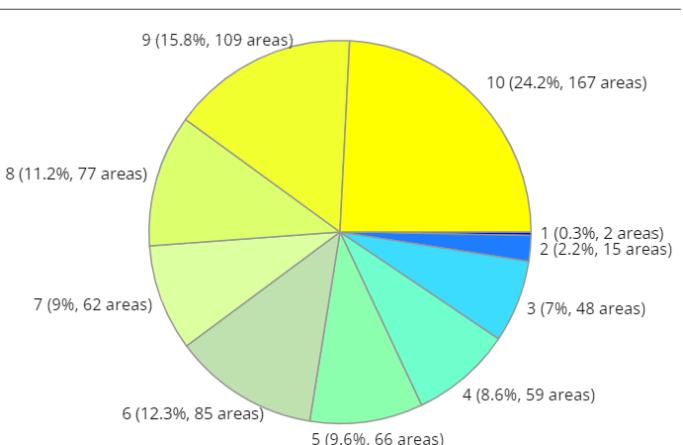
Employment deprivation can be visualised on a LSOA map via our [Hertfordshire Deprivation and Poverty Profile](#).

Proportion of LSOAs in Hertfordshire by Employment Decile



Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right --->

Proportion of LSOAs in Hertfordshire by Employment Decile



Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right --->

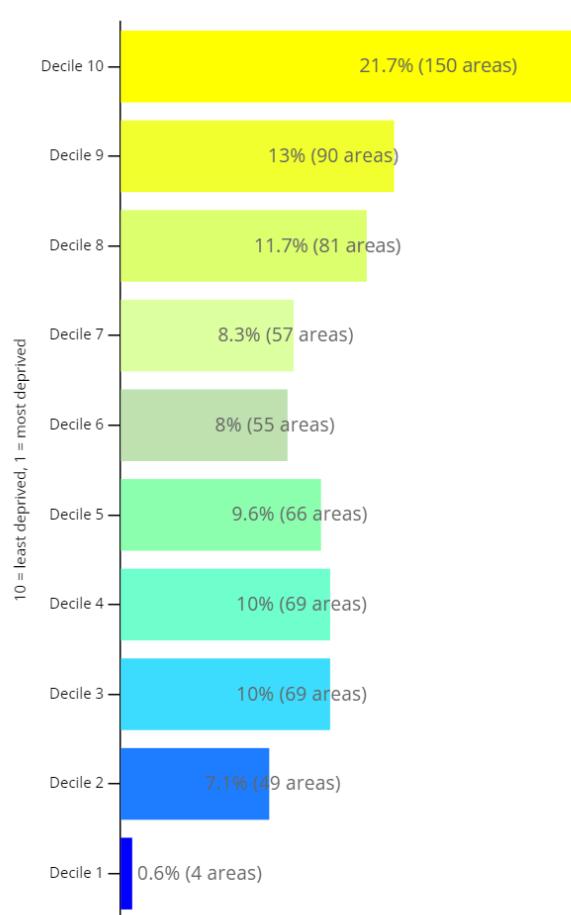
Education, Skills and Training Deprivation Domain

The Education, Skills and Training Deprivation Domain measures the lack of attainment and skills in the local population. The indicators fall into two sub-domains: one relating to children and young people and one relating to adult skills.

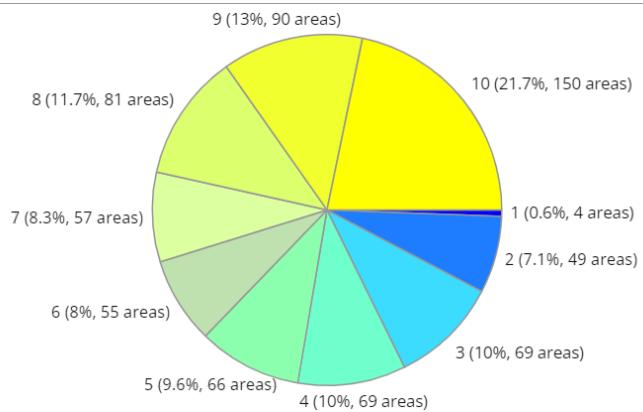
The following charts show the proportion and count of Hertfordshire LSOAs in the Education, Skills and Training Domain national deciles. There are a total of 690 LSOAs in Hertfordshire.

Education, Skills and Training Deprivation can be visualised on a LSOA map via our [Hertfordshire Deprivation and Poverty Profile](#).

Proportion of LSOAs in Hertfordshire by Education, Skills and Training Decile



Proportion of LSOAs in Hertfordshire by Education, Skills and Training Decile



Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right --->

Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right --->

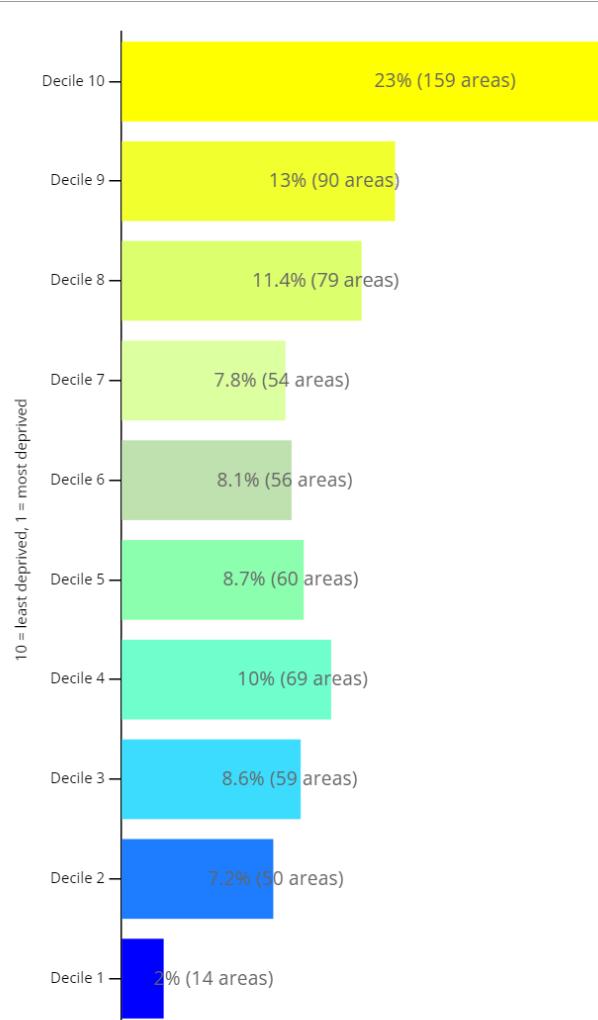
Children and Young People Sub-domain

Children and Young People is a sub-domain of the Education, Skills and Training Deprivation Domain and measures the lack of attainment relating to children and young people using the following measures:

- Key Stage 2 attainment
- Key Stage 4 attainment
- Secondary school absence
- Staying on in education post 16
- Entry to higher education

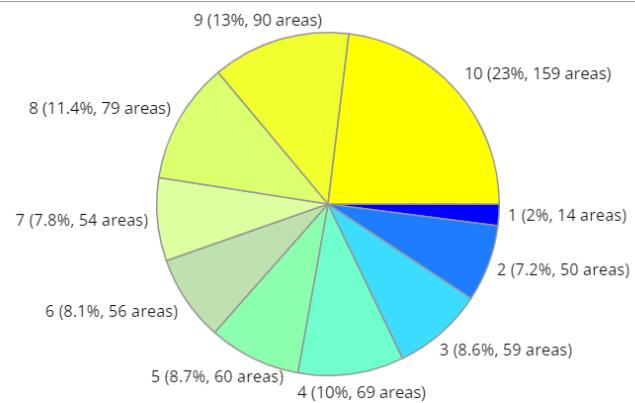
The following charts show the proportion and count of Hertfordshire LSOAs in the Children and Young People Sub-domain national deciles. There are a total of 690 LSOAs in Hertfordshire.

Proportion of LSOAs in Hertfordshire by Children and Young People Sub-domain Decile



Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right --->

Proportion of LSOAs in Hertfordshire by Children and Young People Sub-domain Decile



Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right --->

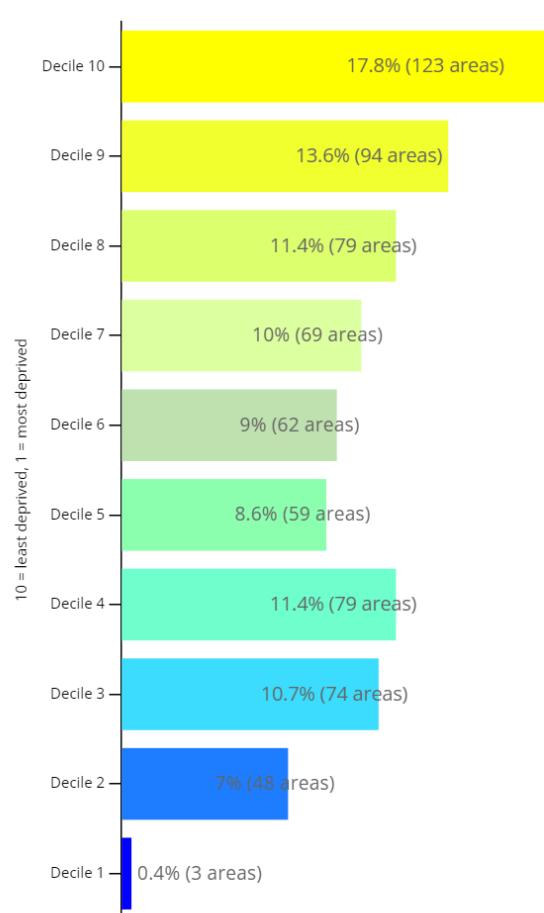
Adult Skills Sub-domain

Adult Skills is a sub-domain of the Education, Skills and Training Deprivation Domain and measures the lack of adult skills using the following measures:

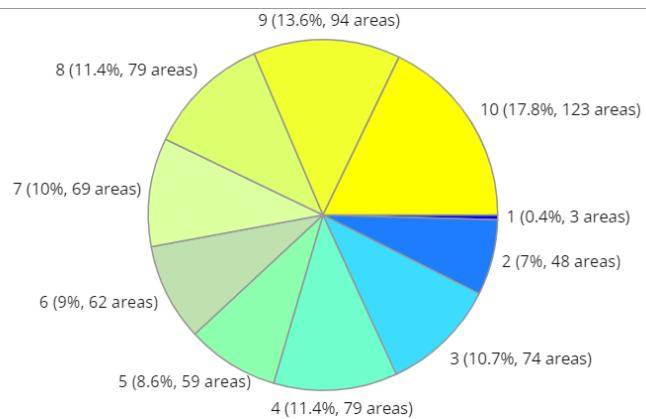
- Working-age adults with no or low qualifications
- Working-age adults who cannot speak English or cannot speak English well

The following charts show the proportion and count of Hertfordshire LSOAs in the Adult Skills Sub-domain national deciles. There are a total of 690 LSOAs in Hertfordshire.

Proportion of LSOAs in Hertfordshire by Adult Skills Sub-domain Decile



Proportion of LSOAs in Hertfordshire by Adult Skills Sub-domain Decile



Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right -->

Source: DLUHC, Indices of Deprivation, 2019. To view or download this data, click on the grid icon to the right -->

Explore Deprivation further:

- [Hertfordshire's Deprivation and Poverty Profile](#)

Labour Demand

Jobs Density

Jobs density is the number of jobs in an area per **resident** aged 16-64. It is a measure of the mismatch between the supply and demand for labour in an area. A jobs density of 1.0 would mean that there is one job for every resident of working age. Values above 1.0 mean that there is a surplus of jobs compared to the number of working-age residents and values below 1.0 mean that there is a shortage of jobs. This does not take into account the fact that residents can commute to their job in another area and workers can commute from other areas.

The **total number of jobs** is a workplace-based measure and comprises:

- employees (from the Business Register and Employment Survey),
- self-employment jobs (from the Annual Population Survey),
- government-supported trainees (from DfES and DWP) and
- HM Forces (from MoD).

The number of jobs in an area is composed of jobs done by residents (of any age) and jobs done by workers (of any age) who commute into the area. The number of people with jobs is not the same as the number of jobs. This is because a person can have more than one job.

The jobs density in Hertfordshire in 2021 was

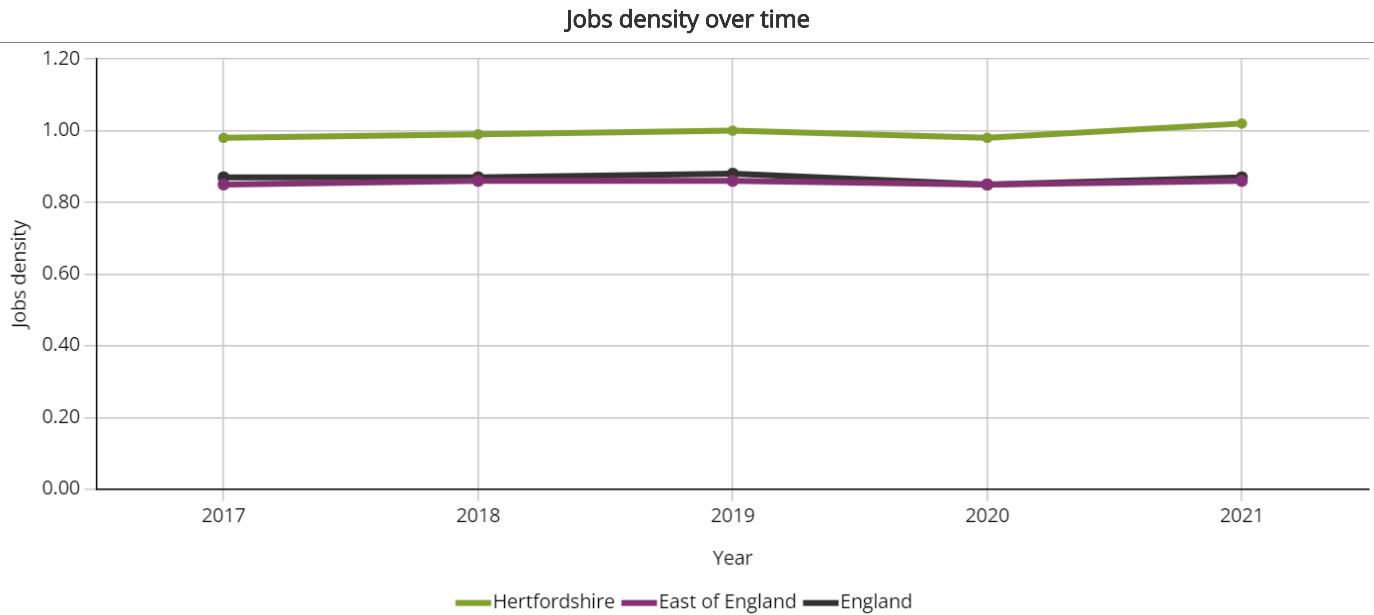
1.02

Source: ONS, Jobs density

The estimated number of jobs in Hertfordshire in 2021 was

759,000

Source: ONS, Jobs density



Source: ONS, Jobs density. To view and download this data, click on the grid icon to the right -->

Jobs density over time in Hertfordshire and its Comparators						
Area	2017	2018	2019	2020	2021	
Hertfordshire	0.98	0.99	1.00	0.98	1.02	
Broxbourne	0.71	0.68	0.67	0.73	0.67	
Dacorum	0.84	0.83	1.16	1.20	1.39	
Hertsmere	0.97	0.98	1.03	0.98	1.09	
North Hertfordshire	0.73	0.78	0.80	0.80	0.79	
Three Rivers	0.90	0.91	0.94	0.87	0.87	
Watford	1.68	1.56	1.16	1.28	1.34	
St Albans	0.96	1.01	0.97	0.92	0.95	
Welwyn Hatfield	1.24	1.25	1.29	1.15	1.24	
East Hertfordshire	0.93	1.02	0.90	0.89	0.84	
Stevenage	0.91	0.93	0.96	0.93	0.93	
East of England	0.85	0.86	0.86	0.85	0.86	
England	0.87	0.87	0.88	0.85	0.87	

Source: ONS, Jobs density. To download this data, click on the cloud icon to the right -->

Total job count over time in Hertfordshire and its Districts						
Area	2017	2018	2019	2020	2021	
Hertfordshire	724,000	734,000	738,000	729,000	759,000	
Broxbourne	43,000	41,000	40,000	44,000	41,000	
Dacorum	81,000	80,000	111,000	115,000	134,000	
Hertsmere	62,000	62,000	65,000	62,000	69,000	
North Hertfordshire	60,000	63,000	66,000	65,000	64,000	
Three Rivers	51,000	52,000	54,000	50,000	50,000	
Watford	105,000	98,000	72,000	80,000	83,000	
St Albans	86,000	91,000	87,000	83,000	86,000	
Welwyn Hatfield	100,000	101,000	104,000	94,000	101,000	
East Hertfordshire	85,000	94,000	84,000	84,000	79,000	
Stevenage	51,000	52,000	54,000	52,000	52,000	

Source: ONS, Jobs density. To download this data, click on the cloud icon to the right -->

See also:

- [District Employment, Jobs and Skills Profile](#)
- [County Labour Market Profile](#)
- [District Labour Market Profile](#)

Unique Job Postings

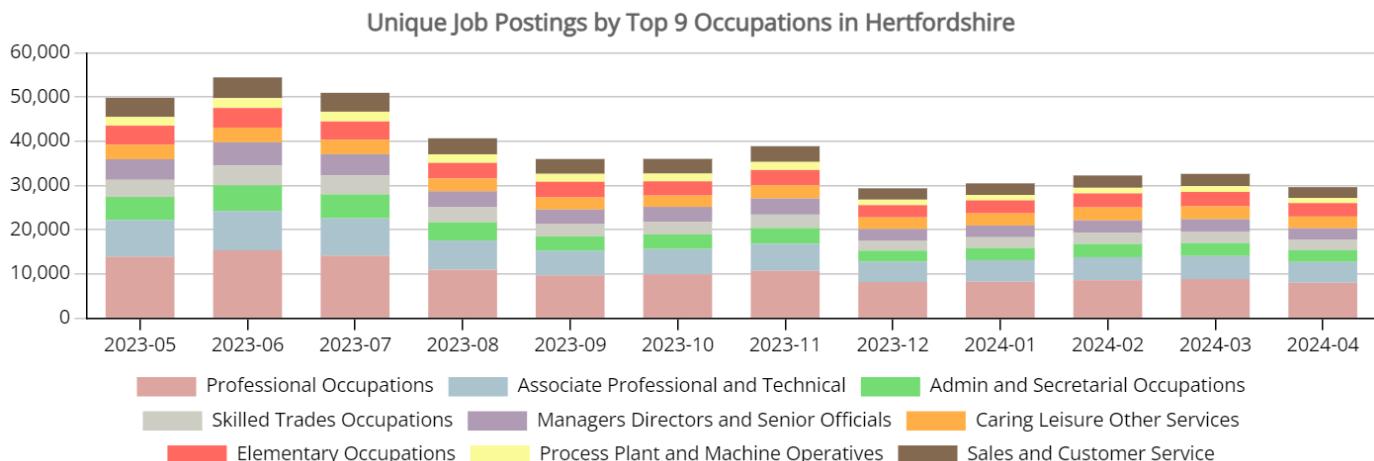
Unique Job Posting Analytics provides an overview of job posting activity over time with data related to regions and occupations. The key thing to note is that when employers are looking for employees they often post or advertise multiple times across different sites, which creates the duplication. Lightcast (formerly EMSI) uses a deduplication process to determine how many of these postings are unique.



Source: Lightcast, Job Posting Analytics. To view and download this data, click on the grid icon to the right -->

Total unique job postings over time in Hertfordshire and its Districts													
Area	2023-05	2023-06	2023-07	2023-08	2023-09	2023-10	2023-11	2023-12	2024-01	2024-02	2024-03	2024-04	
Hertfordshire	49,957	54,577	51,070	40,777	36,073	36,087	38,981	29,451	30,559	32,335	32,716	29,702	
Broxbourne	1,947	2,116	2,096	1,701	1,493	1,668	1,762	1,230	1,261	1,353	1,396	1,298	
Dacorum	6,932	7,844	7,655	6,274	5,591	5,701	6,077	4,602	4,670	4,910	4,908	4,296	
Hertsmere	3,515	3,867	3,620	2,981	2,600	2,583	2,745	2,013	2,176	2,316	2,372	2,145	
North Hertfordshire	4,276	4,747	4,559	3,811	3,345	3,368	3,613	2,698	2,753	2,831	2,888	2,528	
Three Rivers	1,137	1,294	1,182	932	805	773	840	672	695	804	823	794	
Watford	8,891	10,011	8,748	6,218	5,252	5,022	5,264	3,820	4,130	4,420	4,518	4,258	
St Albans	6,059	6,426	6,134	4,947	4,506	4,508	5,019	3,849	4,020	4,186	4,121	3,507	
Welwyn Hatfield	5,856	6,275	6,055	4,653	4,107	3,944	4,290	3,398	3,602	4,026	3,978	3,606	
East Hertfordshire	5,027	5,317	4,914	3,983	3,408	3,476	3,817	2,899	3,078	3,389	3,454	3,261	
Stevenage	6,317	6,680	6,107	5,277	4,966	5,044	5,554	4,270	4,174	4,100	4,258	4,009	

Source: Lightcast, Jobs posting analytics. To download this data, click on the cloud icon to the right -->



Source: Lightcast, Job Posting Analytics. To view and download this data, click on the grid icon to the right -->

See also:

- [District Employment, Jobs and Skills Profile](#)
- [County Labour Market Profile](#)
- [District Labour Market Profile](#)

Not in Education, Employment or Training (NEET) - 16 and 17 year olds

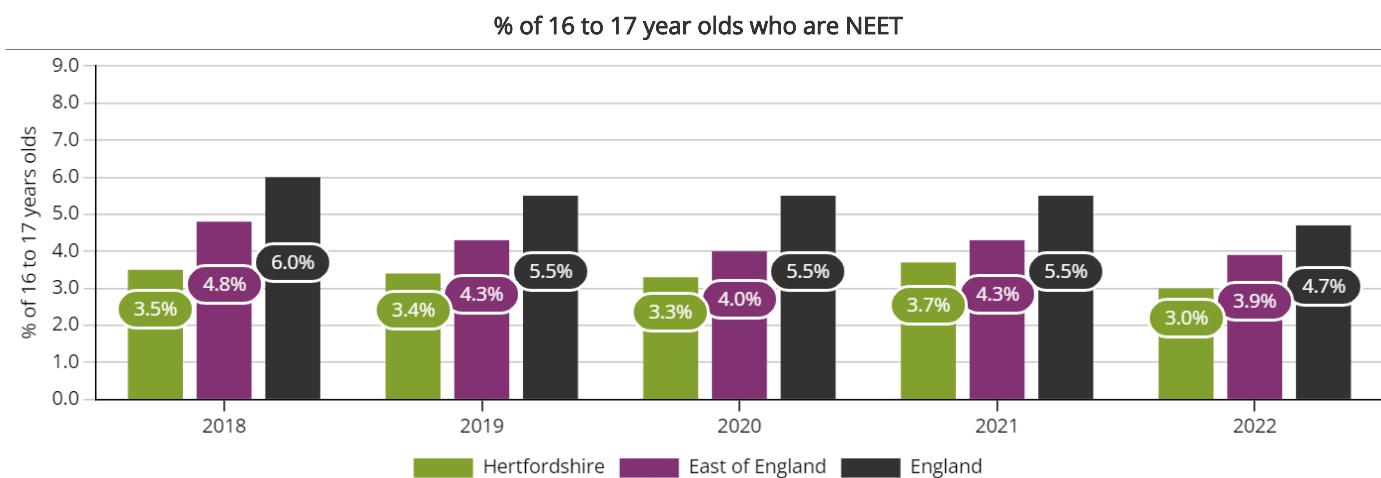
The Education and Skills Act 2008 requires young people aged 16 and 17 to participate in appropriate education or training until age 18, including those in employment who should be undergoing suitable job-related training. This is also known as the duty to participate. Participation in education or training includes:

- Full time education and training
- Apprenticeship
- Employment combined with study
- Working towards participation

Those who are not participating are said to be Not in Education, Employment or Training (NEET).

Under Section 68 of the Education and Skills Act 2008, local authorities have a duty to encourage, enable or assist young people's participation in education or training. Statutory guidance that underpins this duty directs local authorities to collect information to identify young people who are not participating, or who are at risk of not doing so, and to target their resources on those who need them most. This data includes an estimate of the proportion and number of 16 and 17 year olds who are recorded as NEET or whose activity is "not known".

16 to 17 Year Olds who are NEET



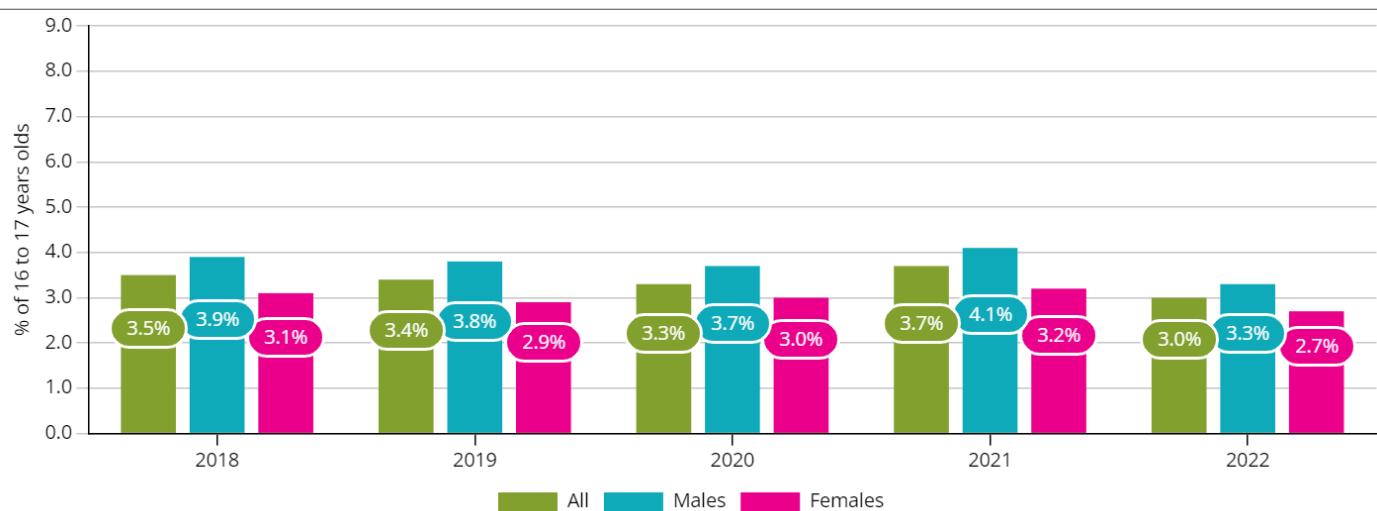
Source: DfE, NEET and participation: local authority figures

% of 16 to 17 year olds who are NEET in Hertfordshire and its comparators

Area	2018	2019	2020	2021	2022
Hertfordshire	3.5%	3.4%	3.3%	3.7%	3.0%
East of England	4.8%	4.3%	4.0%	4.3%	3.9%
England	6.0%	5.5%	5.5%	5.5%	4.7%

Source: DfE, NEET and participation: local authority figures. To download this data, click on the cloud icon to the right ----->

% of 16 to 17 year olds who are NEET in Hertfordshire by sex



Source: DfE, NEET and participation: local authority figures

% of 16 to 17 year olds who are NEET	Hertfordshire					East of England	England
	2018	2019	2020	2021	2022		
All	3.5%	3.4%	3.3%	3.7%	3.0%	3.9%	4.7%
Male	3.9%	3.8%	3.7%	4.1%	3.3%	4.3%	5.3%
Female	3.1%	2.9%	3.0%	3.2%	2.7%	3.4%	4.1%

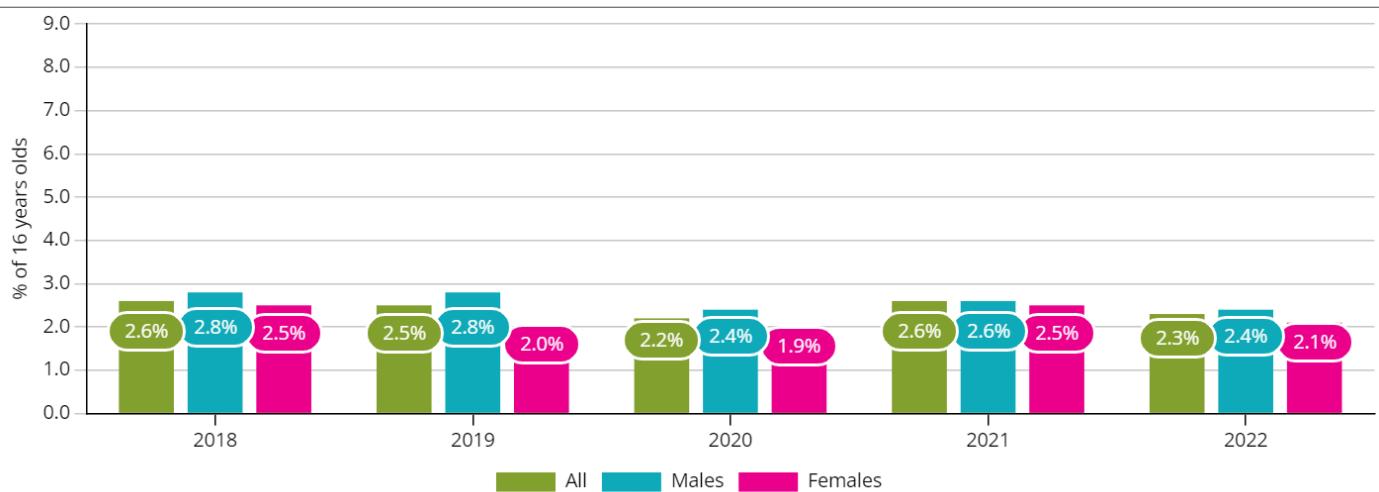
Source: DfE, NEET and participation: local authority figures. To download this data, click on the cloud icon to the right ----->

Count of 16 to 17 year olds who are NEET	Hertfordshire					East of England	England
	2018	2019	2020	2021	2022		
All	880	840	840	970	809	5,290	57,090
Male	500	490	480	560	450	3,010	32,180
Female	380	350	370	420	359	2,270	23,670
Known to the Local Authority	24,970	24,980	25,260	26,340	26,798	135,730	1,208,390

Source: DfE, NEET and participation: local authority figures. To download this data, click on the cloud icon to the right ----->

16 Year Olds who are NEET

% of 16 year olds who are NEET in Hertfordshire by sex



Source: DfE, NEET and participation: local authority figures

% of 16 year olds who are NEET	Hertfordshire						East of England	England
	2018	2019	2020	2021	2022	2022		
All	2.6%	2.5%	2.2%	2.6%	2.3%	2.7%		3.2%
Male	2.8%	2.8%	2.4%	2.6%	2.4%	3.0%		3.5%
Female	2.5%	2.0%	1.9%	2.5%	2.1%	2.4%		2.8%

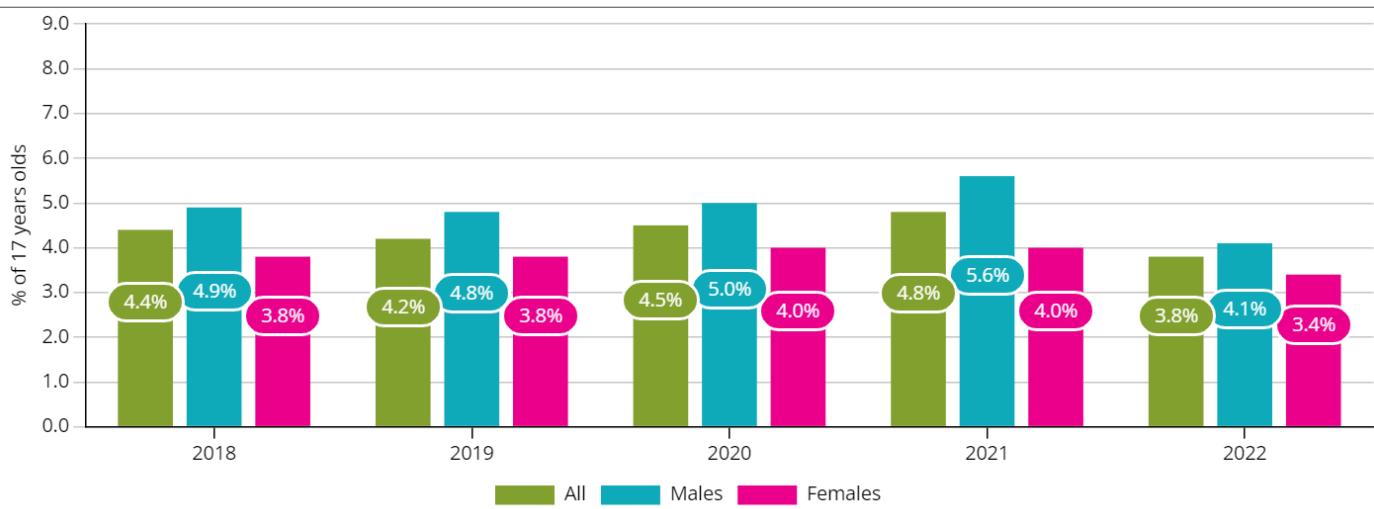
Source: DfE, NEET and participation: local authority figures. To download this data, click on the cloud icon to the right ----->

Count of 16 year olds who are NEET	Hertfordshire						East of England	England
	2018	2019	2020	2021	2022	2022		
All	330	310	280	340	305	1,860	19,130	
Male	180	180	160	180	168	1,060	10,620	
Female	150	120	120	160	137	800	8,000	
Known to the Local Authority	12,470	12,360	12,870	13,290	13,464	68,130	606,310	

Source: DfE, NEET and participation: local authority figures. To download this data, click on the cloud icon to the right ----->

17 Year Olds who are NEET

% of 17 year olds who are NEET in Hertfordshire by sex



Source: DfE, NEET and participation: local authority figures

% of 17 year olds who are NEET	Hertfordshire					East of England	England
	2018	2019	2020	2021	2022		
All	4.4%	4.2%	4.5%	4.8%	3.8%	5.1%	6.3%
Male	4.9%	4.8%	5.0%	5.6%	4.1%	5.6%	7.1%
Female	3.8%	3.8%	4.0%	4.0%	3.4%	4.5%	5.5%

Source: DfE, NEET and participation: local authority figures. To download this data, click on the cloud icon to the right ----->

Count of 17 year olds who are NEET	Hertfordshire					East of England	England
	2018	2019	2020	2021	2022		
All	550	530	560	630	504	3,430	37,960
Male	320	310	320	380	282	1,940	21,560
Female	230	230	240	250	222	1,470	15,670
Known to the Local Authority	12,500	12,620	12,400	13,050	13,334	67,600	602,080

Source: DfE, NEET and participation: local authority figures. To download this data, click on the cloud icon to the right ----->

See Also:

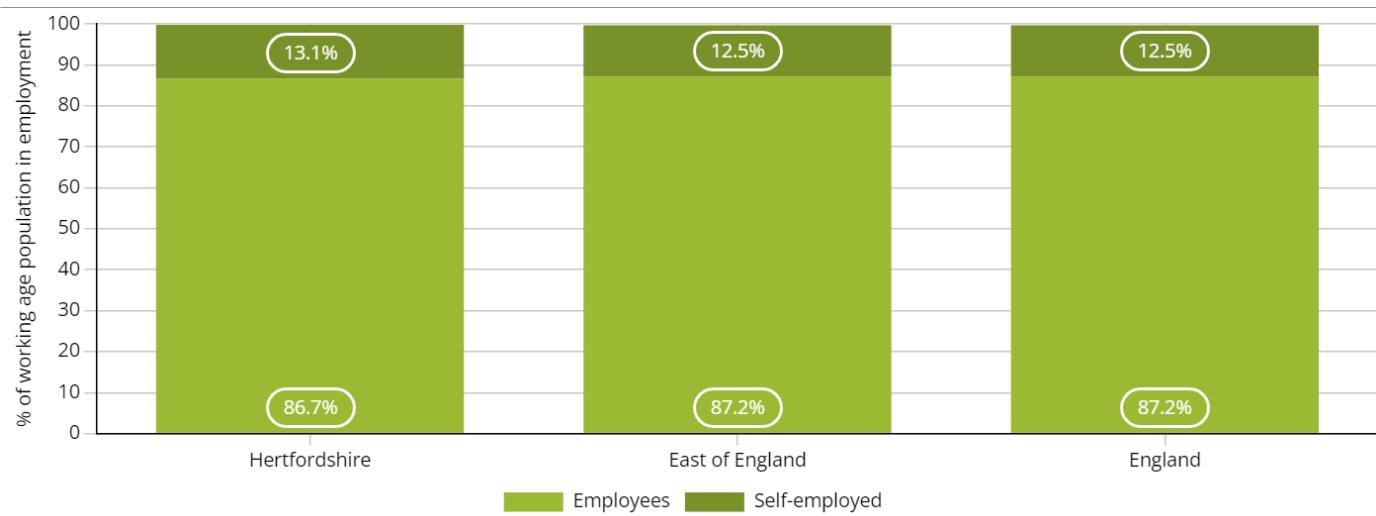
- [Hertfordshire Business and Industry profile](#)
- [Unemployment and Benefits Profile](#)

Self-Employment

People in employment are broken down into **employees**, who are employed by an employer, and those who are **self-employed**, who in their main employment work on their own account (whether or not they have employees). People in these two categories account for around 99% of people in employment.

Data may be suppressed in areas when the sample size is too small for a reliable estimate or is disclosive. These figures relate to those who are **resident** in the area.

Employment status of those aged 16-64 in employment in YE 2023-12



Source: Annual Population Survey. To view and download this data, click on the grid icon to the right -->

Of the estimated working age (16-64) population of Hertfordshire in employment in the year ending 2023-12,

13.1%

were self-employed.

Source: Annual Population Survey

8.8% of Hertfordshire females aged 16-64 in employment were self-employed in the year ending 2023-12



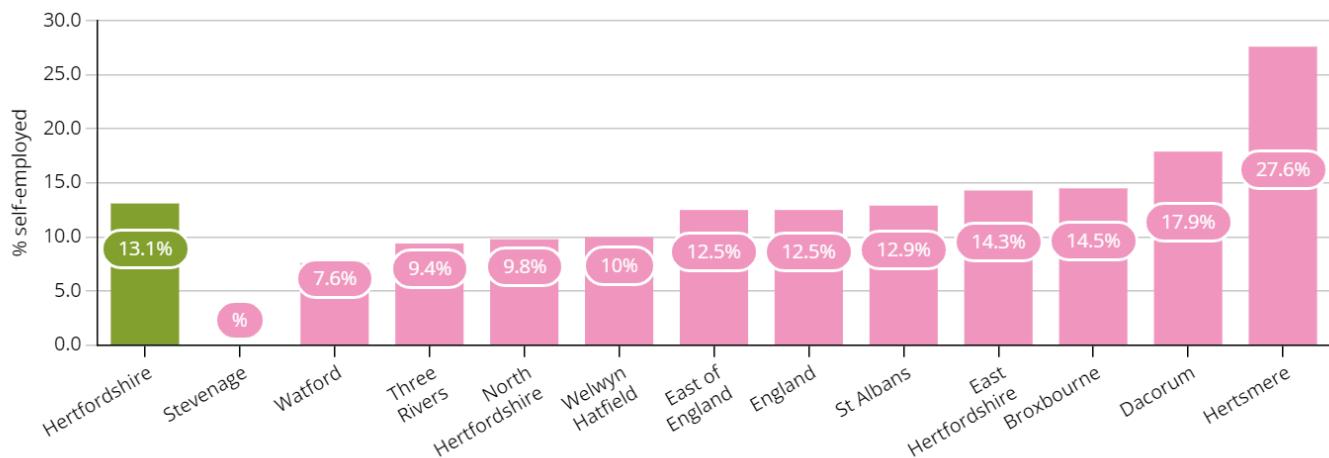
Hertfordshire 8.8%

17.0% of Hertfordshire males aged 16-64 in employment were self-employed in the year ending 2023-12



Hertfordshire 17.0%

Self-Employment Rate for the Working Age Population in Employment in YE 2023-12



Source: Annual Population Survey. To view and download this data, click on the grid icon to the right -->

Self-Employment Rate for those aged 16-64 in employment in YE 2023-12

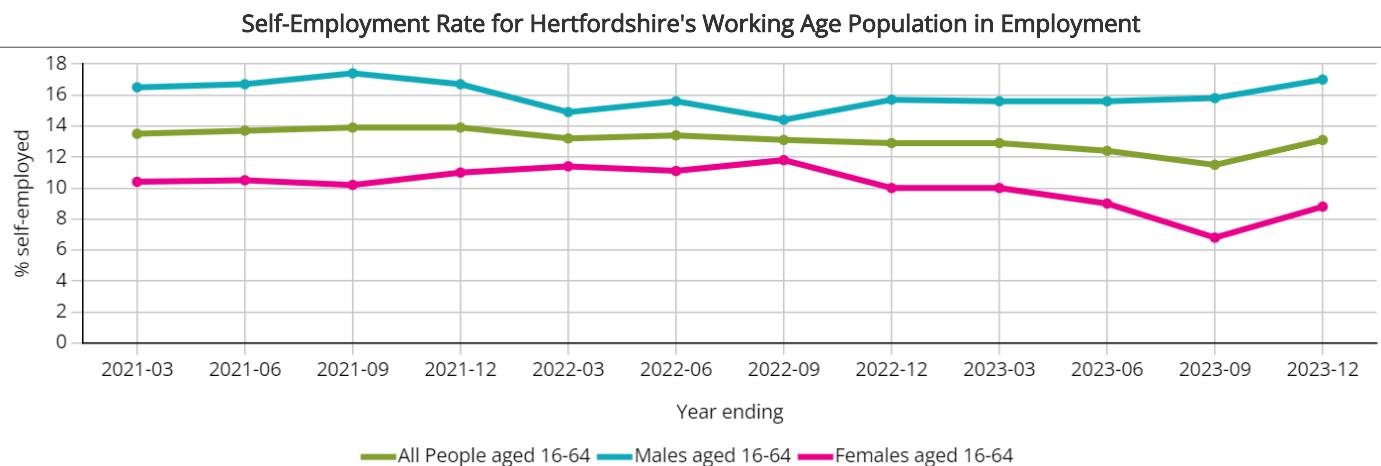
	% All People	% Males	% Females
Hertfordshire	13.1%	17.0%	8.8%
Broxbourne	14.5%	26.8%	N/A%
Dacorum	17.9%	19.5%	16.6%
Hertsmere	27.6%	41.2%	13.0%
North Hertfordshire	9.8%	9.1%	10.5%
Three Rivers	9.4%	7.9%	N/A%
Watford	7.6%	8.5%	N/A%
St Albans	12.9%	17.0%	7.3%
Welwyn Hatfield	10.0%	11.1%	8.5%
East Hertfordshire	14.3%	19.2%	7.9%
Stevenage	N/A%	N/A%	N/A%
East of England	12.5%	15.0%	9.7%
England	12.5%	15.1%	9.7%

Source: Annual Population Survey. To view and download this data, click on the cloud icon to the right -->

Self-Employed People aged 16-64 in employment in YE 2023-12

	All People	Males	Females
Hertfordshire	76,900	52,200	24,700
Broxbourne	6,800	5,900	N/A
Dacorum	12,900	6,300	6,600
Hertsmere	13,300	10,300	3,000
North Hertfordshire	6,500	3,200	3,300
Three Rivers	4,100	2,100	N/A
Watford	4,100	2,200	N/A
St Albans	9,800	7,400	2,300
Welwyn Hatfield	6,600	4,300	2,300
East Hertfordshire	10,500	8,000	2,500
Stevenage	N/A	N/A	N/A
East of England	368,700	232,600	136,100
England	3,341,900	2,105,800	1,236,200

Source: Annual Population Survey. To view and download this data, click on the cloud icon to the right -->



Source: Annual Population Survey. To view and download this data, click on the grid icon to the right -->

Explore employment further:

- [District Employment, Jobs and Skills Profile](#)
- [County Labour Market Profile](#)
- [District Labour Market Profile](#)

Adult Qualification Levels

Data on adult qualification levels is gathered via the Annual Population Survey (APS), a survey conducted by the Office of National Statistics (ONS), which is sent to randomly selected households across the country. Results from the APS are published on a **quarterly basis, but with each publication covering a year's data (four aggregated quarters)**.

APS data on qualifications is only published for the January to December period each year. In this section the survey periods are shown as being for the year ending the last month of the period, the latest data is for Year ending 2021-12.

Figures published in the APS can for those aged 16 and over or for those aged 16-64. Figures relate to those **resident** in the area.

41.6%

People aged 16-64 in Hertfordshire with a **degree or equivalent** qualifications and above

Source: ONS, Annual Population Survey, Year ending 2021-12

4.4%

People aged 16-64 in Hertfordshire with **no qualifications**

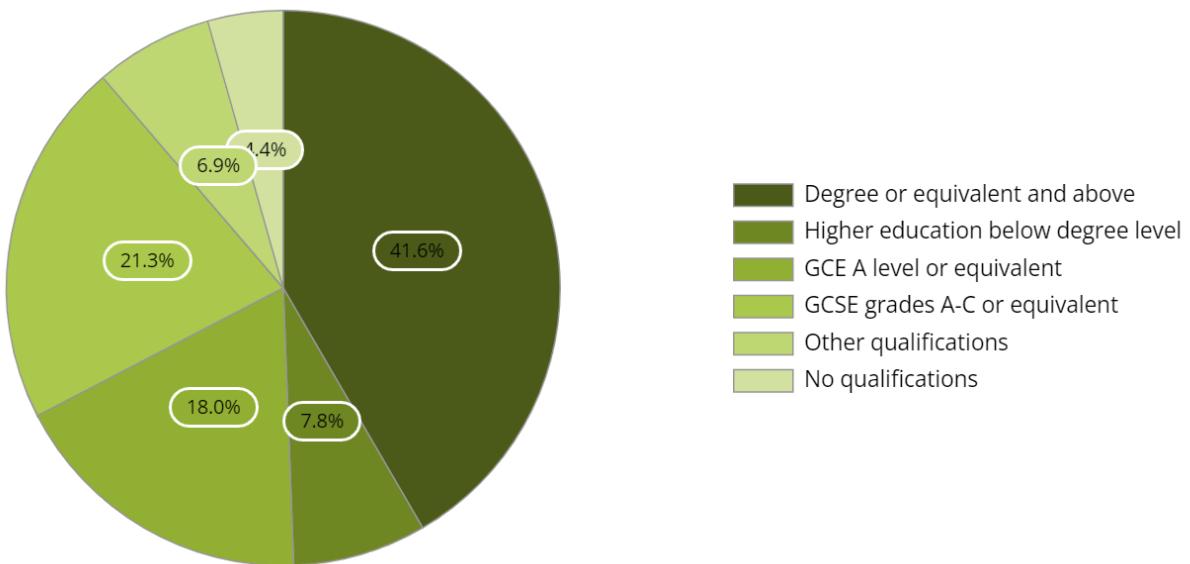
Source: ONS, Annual Population Survey, Year ending 2021-12

43,603

(4.5%) of people aged 16 and over in Hertfordshire with **an apprenticeship**

Source: ONS, Census 2021, Table TS067

Highest Level of Qualification attained (% of people aged 16-64)



Source: ONS, Annual Population Survey (Year ending 2021-12)

Highest Level of Qualification attained (% of people aged 16-64)

	Degree or equivalent and above	Higher education below degree	GCE A level or equivalent	GCSE grades A-C or equivalent	Other qualifications	No qualifications
Hertfordshire	41.6	7.8	18.0	21.3	6.9	4.4
Broxbourne	30.1	N/A	23.8	29.3	9.6	6.6
Dacorum	30.7	8.3	14.6	27.4	12.3	6.6
Hertsmere	41.3	10.3	17.8	20.2	8.8	N/A
North Hertfordshire	47.9	12.1	19.2	18.6	1.6	N/A
Three Rivers	35.5	10.1	22.6	19.4	5.8	6.5
Watford	47.0	7.2	17.1	17.8	7.7	3.2
St Albans	59.1	7.4	11.4	15.1	3.4	3.6
Welwyn Hatfield	40.5	5.9	19.1	19.8	11.2	3.6
East Hertfordshire	42.9	7.2	18.9	23.2	3.3	4.5
Stevenage	35.0	8.5	20.3	22.3	5.6	8.3

Source: ONS, Annual Population Survey (Year ending 2021-12)

See Also:

- [Highest level of qualification from Census 2021 in the County Census 2021 Profile](#)

49.0%

People aged 16-64 in Hertfordshire with **NVQ4 equivalent** qualifications and above

Source: ONS, Annual Population Survey, Year ending 2021-12

4.4%

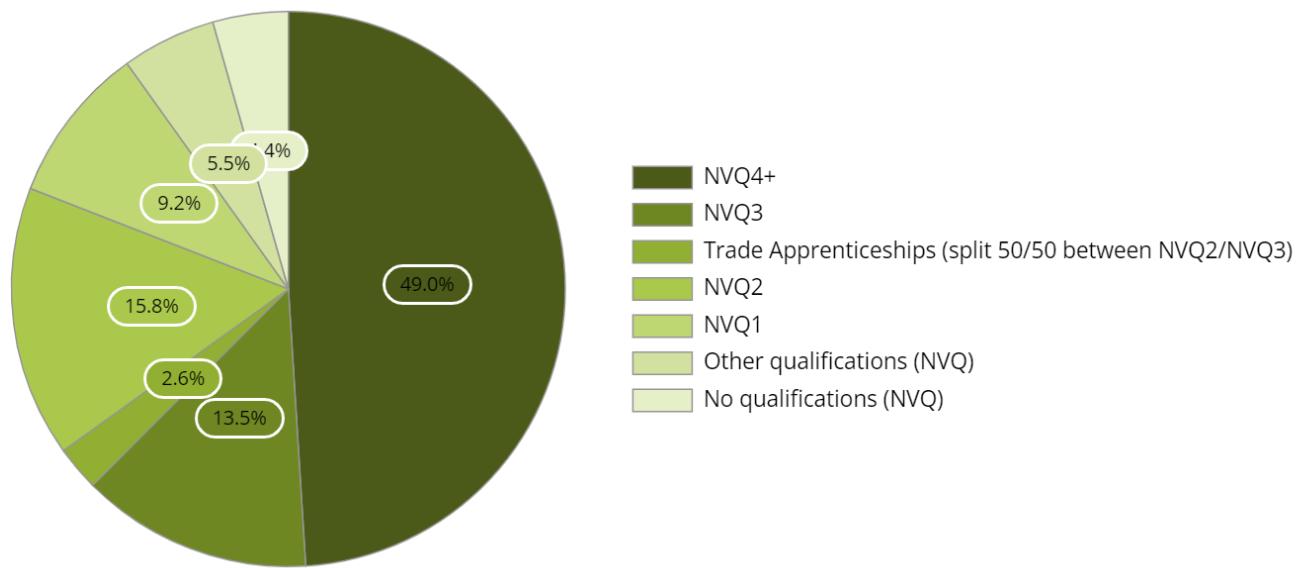
People aged 16-64 in Hertfordshire with **no NVQ equivalent** qualifications

Source: ONS, Annual Population Survey, Year ending 2021-12

19,600

(2.6%) of people aged 16-64 in Hertfordshire with a **trade apprenticeship**

Source: ONS, Annual Population Survey, Year ending 2021-12

Highest Level of NVQ Equivalent Qualification attained (% of people aged 16-64)

Source: ONS, Annual Population Survey (Year ending 2021-12)

	NVQ4+	NVQ3	Trade Apprenticeships	NVQ2	NVQ1	Other qualifications	No qualifications (NVQ)
Hertfordshire	49.0	13.5	2.6	15.8	9.2	5.5	4.4
Broxbourne	29.6	17.4	3.7	19.9	13.4	9.7	6.4
Dacorum	38.3	7.1	5.8	22.6	9.6	10.0	6.5
Hertsmere	51.3	15.1	N/A	15.4	7.0	7.9	N/A
North Hertfordshire	60.0	17.5	N/A	16.4	3.4	N/A	N/A
Three Rivers	45.3	15.7	4.8	15.2	9.5	2.9	6.5
Watford	53.9	14.2	1.7	13.1	8.7	5.2	3.2
St Albans	65.9	9.6	N/A	11.1	5.5	3.6	3.6
Welwyn Hatfield	45.9	13.2	2.3	12.9	14.1	8.1	3.6
East Hertfordshire	50.1	13.8	3.3	14.7	11.6	2.0	4.5
Stevenage	43.5	16.6	N/A	16.4	10.0	4.4	8.3

Source: ONS, Annual Population Survey (Year ending 2021-12)

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