

2016

Population and Housing Census Education Brief



GOVERNMENT OF BERMUDA
Department of Statistics

Because
People Count
BERMUDA CENSUS 2016

INTRODUCTION

This *2016 Population and Housing Census Education Brief* is an update to the 2010 Census brief titled *Education: Springboard to Employment and Higher Earnings*. The level of educational attainment is one of the most important factors influencing socio-economic well-being. One's level of education can influence the types of occupations available to him/her and ultimately the amount of income that could potentially be earned. Although Bermuda's residents have continued to make progress in educational attainment, differences remain as it relates to sex, race, age, etc.

The 2016 Census counted 37,441 residents aged between 25 and 64 years. This brief presents the findings of the 2016 Census questions that relate to the highest level of academic qualifications/educational attainment across selected demographic characteristics of this particular population group with comparisons to the 2010 Census results.

In the 2016 Census, educational attainment was gathered for the population aged 16 years and over. However, many young persons aged 16 to 24 years are still enrolled in an academic institution. Therefore, their current level of education would understate the qualifications that they would bring to the labour force. Consequently, this brief on education focuses primarily on the academic attainment of the population aged 25 to 64 years. From a life cycle point of view, the 25 to 64 year age group is old enough to obtain a university degree and young enough to work.

TECHNICAL NOTE

For full 2010 and 2016 Census technical information, concepts and definitions, please refer to the *2016 Population and Housing Census Report*. Additional details not contained within the substantive report are outlined below.

Limitations and Comparability

Due to a much higher degree of non-response to the question of highest academic qualification for the unemployed population (47%) compared to the working population (4%) in the 2010 Census, the result is an understatement of unemployment rates by highest academic qualification. For this reason, comparisons are not advised between the unemployment rates presented in this brief and the unemployment rates presented in the 2010 Census education brief.

The Organization for Economic Co-operation and Development (OECD) 2016 data in this brief is based on the International Standard Classification of Education (ISCED) 2011. This classification directly aligns with Bermuda's classification of a university degree (i.e. bachelor's, master's or doctorate degrees). The OECD data in the 2010 Census education brief was based on ISCED 1997 which included tertiary qualifications other than bachelor's, master's or doctorate degrees. As a result, the OECD data in the 2010 and 2016 education briefs are not comparable.

Additional Data

For additional data, please contact the Social Division at the Department of Statistics at 297-7761 or statistics@gov.bm.

Note: Percentages in tables and figures may not add to 100% due to rounding.

2016 CENSUS HIGHLIGHTS FOR THE POPULATION AGED 25 TO 64 YEARS

- Bermuda ranked fifth among the 35 OECD member countries as 36% had achieved a university degree.
- For non-Bermudians, 52% had a university degree compared with 30% for Bermudians.
- Among women, 40% held a university degree compared with 31% for men.
- For whites, 52% were university degree holders compared with 26% for blacks.
- For 25 to 34 year olds, 44% held a university degree compared with 25% for 55 to 64 year olds.
- Median annual gross income from the main job for workers without any academic qualifications was \$47,186 compared to \$98,108 for university degree holders.
- The unemployment rate for persons without any academic qualifications was 13.0% compared to 2.9% for university degree holders.

PROFILE OF BERMUDA'S LEVEL OF EDUCATIONAL ATTAINMENT

Note: Analyses in this section refer to the five academic qualification groupings of: none, high school certificate, technical/vocational certificate, diploma/associate degree and university degree.

Share of persons with university degrees on the rise; no academic qualifications on the decline

University degree holders aged 25 to 64 years had the largest increase in their share (+4 percentage points) between 2010 and 2016, increasing from 32% to 36% (Table 1). Of the population aged 25 to 64 years, 7% had no academic qualifications in 2016 compared to 16% in 2010. This was the only category to decline in its percentage distribution (-9 percentage points).

Figure 1 shows the geographic distribution of the 2,709 persons aged 25 to 64 years who had not received any formal academic qualifications across Bermuda's 245 census districts. The map shows that the largest concentration of persons without any academic qualifications was in eastern Pembroke. At the parish level, Pembroke and Sandys had the greatest percentage of persons without any academic qualifications at 9% whereas Paget had the lowest at 5%.

Figure 1
Population aged 25 - 64 years with no academic qualifications by Census District, 2016

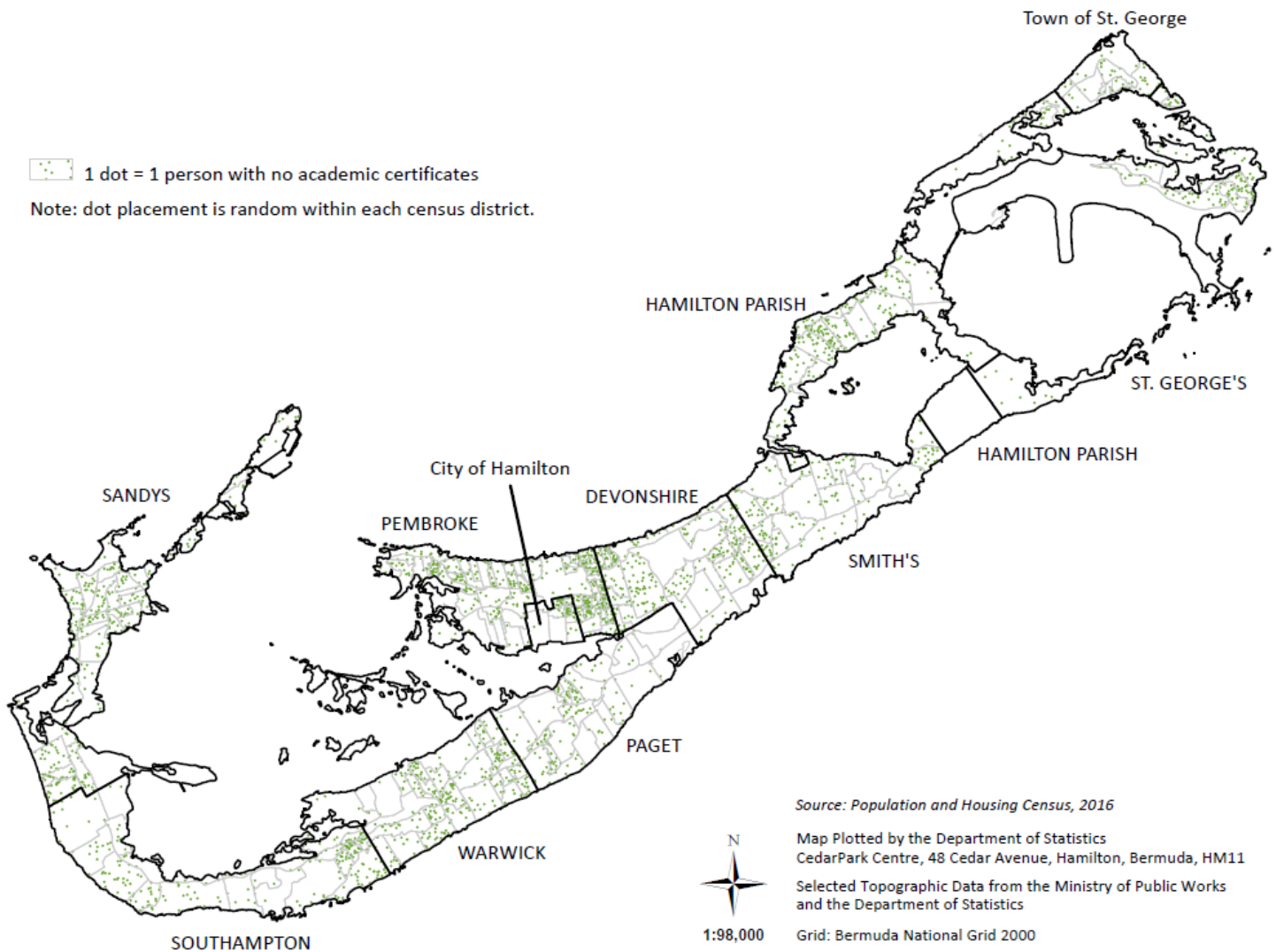


Table 1
POPULATION AGED 25-64 YEARS BY HIGHEST ACADEMIC QUALIFICATION, BERMUDIAN STATUS AND SEX, 2016 AND 2010

Highest academic qualification	2016				2010			
	Number	% Total	% Bermudian	% Non-Bermudian	Number	% Total	% Bermudian	% Non-Bermudian
Total								
Total	37,441	100	100	100	38,277 ¹	100	100	100
Non-tertiary	14,647	39	44	26	16,164	45	50	32
None	2,709	7	8	6	5,683	16	17	13
High school certificate	11,938	32	36	21	10,481	29	33	19
Tertiary	22,724	61	56	74	19,171	54	48	66
College degree (2 years)	9,347	25	26	22	7,860	22	23	18
Technical/vocational certificate	5,162	14	13	15	4,206	12	11	13
Diploma/associate degree	4,185	11	13	7	3,654	10	12	5
University degree (4 years)	13,377	36	30	52	11,311	32	25	48
Bachelor's degree	9,194	25	20	36	8,171	23	18	36
Master's degree	3,714	10	8	14	2,860	8	7	11
Doctorate degree	469	1	1	2	280	1	1	1
Other	1	**	**	**	467	1	1	2
Not Stated	69				866			
Men								
Total	18,304	100	100	100	17,797	100	100	100
Non-tertiary	8,126	44	51	31	8,726	50	56	37
None	1,729	9	10	7	3,560	21	22	17
High school certificate	6,397	35	40	24	5,166	30	34	20
Tertiary	10,136	56	49	69	8,403	48	43	62
College degree (2 years)	4,483	25	25	23	3,560	21	22	18
Technical/vocational certificate	2,859	16	15	17	2,189	13	12	14
Diploma/associate degree	1,624	9	10	6	1,371	8	10	4
University degree (4 years)	5,653	31	24	46	4,843	28	21	43
Bachelor's degree	4,032	22	18	32	3,585	21	16	32
Master's degree	1,398	8	6	12	1,111	6	5	10
Doctorate degree	223	1	1	2	147	1	1	2
Other	**	**	**	**	199	1	1	1
Not stated	42				469			
Women								
Total	19,137	100	100	100	18,871	100	100	100
Non-tertiary	6,521	34	38	21	7,438	40	45	26
None	980	5	5	4	2,123	11	13	8
High school certificate	5,541	29	33	17	5,315	29	33	18
Tertiary	12,588	66	62	79	10,768	58	53	72
College degree (2 years)	4,864	25	27	21	4,300	23	25	18
Technical/vocational certificate	2,303	12	12	12	2,017	11	11	12
Diploma/associate degree	2,561	13	15	9	2,283	12	14	7
University degree (4 years)	7,724	40	34	58	6,468	35	29	53
Bachelor's degree	5,162	27	22	41	4,586	25	19	41
Master's degree	2,316	12	11	16	1,749	9	9	12
Doctorate degree	246	1	1	2	133	1	1	1
Other	1	**	**	**	268	1	1	2
Not stated	27				397			

¹Total includes 1,609 persons for whom there is no data

** Less than 1%

Source: Population and Housing Censuses, 2016 and 2010

Demographic analysis by educational attainment

Bermudians trailed non-Bermudians in proportion with university degrees

The greatest difference in academic achievement between Bermudians and non-Bermudians continued to be at the university degree level (Table 1). The proportion of non-Bermudians with a university degree (52%) was 22 percentage points higher than Bermudians with a university degree (30%). This gap narrowed slightly from the 23 percentage point gap in 2010. Bermudians were more likely than non-Bermudians to have no academic qualifications or a high school certificate. The most frequently held qualification for Bermudians was a high school certificate and for non-Bermudians was a university degree.

Bermudians and non-Bermudians both had their largest proportional gains during the intercensal period for persons possessing university degrees (+5 and +4 percentage points, respectively). The largest percentage point decline occurred for Bermudians and non-Bermudians with no academic qualifications (-9 and -7 percentage points, respectively).

Of the Bermudian population, 24% of men had attained a university degree while 34% of their female counterparts had acquired the same certification. At the opposite end of the academic ladder, Bermudian men were twice as likely to have no academic qualifications as their female peers. In contrast, 46% of non-Bermudian men were university degree holders compared to 58% of non-Bermudian women. On the other hand, 7% of non-Bermudian men had no academic qualifications in comparison to only 4% of non-Bermudian women. This data indicates that, on average, non-Bermudian women had the strongest academic standing followed by non-Bermudian men, Bermudian women and Bermudian men. All four sub-populations improved in their level of educational attainment since 2010 through declining proportions without academic qualifications and increasing shares with university degrees.

Women more likely than men to have university degrees

Table 1 shows that women continued to have a higher percentage in possession of university degrees (40%) compared to men (31%) in 2016. This 9 percentage point disparity between the sexes was the largest among the five categories and increased from the 7 percentage point difference in 2010. Men were more likely than women to have non-tertiary qualifications, either no academic qualifications or high school certificates. The most commonly held qualification for men was a high school certificate and for women was a university degree.

Between 2010 and 2016, males and females both increased in their proportion of attainment at the university degree level and decreased in their proportion without an academic qualification. The largest percentage point increase in the percentage distribution for men was high school certificates (+5 percentage points) whereas for women it was university degrees (+5 percentage points). Men without any academic qualifications had the largest decline in its share (-12 percentage points) as was the case for women (-6 percentage points).

Whites were twice as likely to have a university degree as blacks

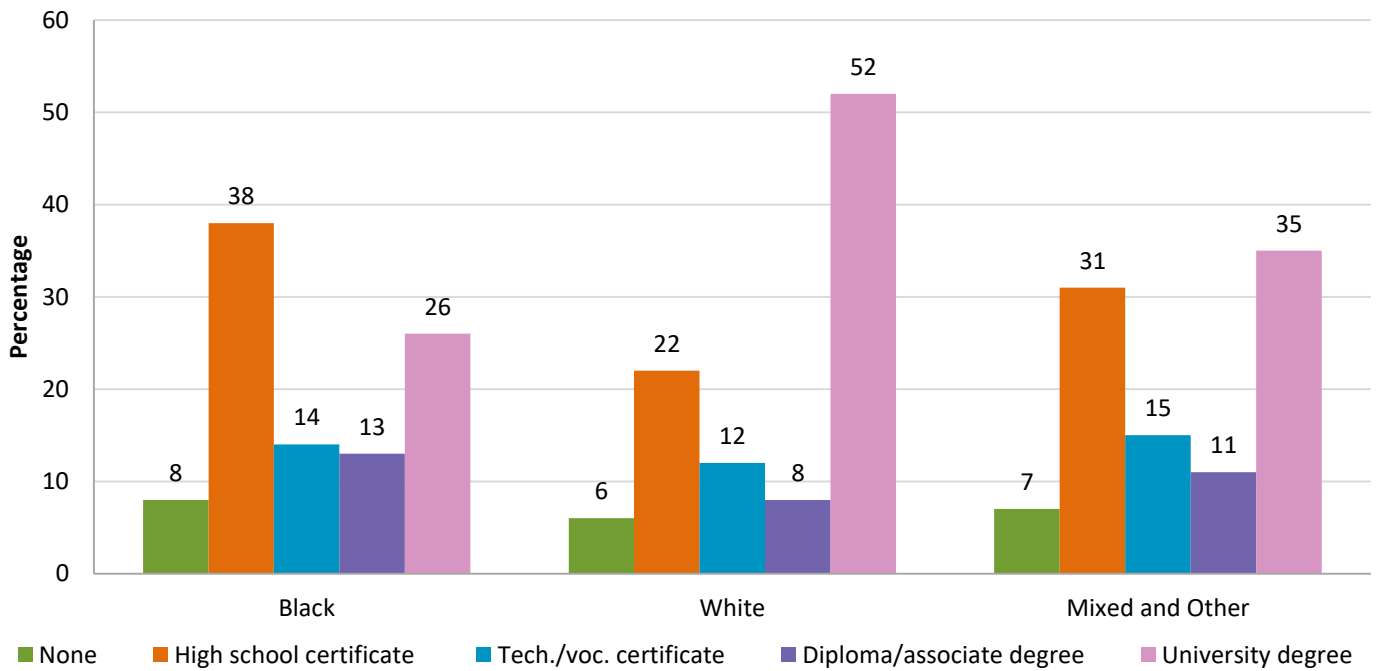
In 2016, 52% of the white population had a university degree compared to 35% of persons of mixed and other races and 26% of blacks (Figure 2.1). Blacks were the most likely to have no academic qualifications or high school certificates and whites were the least likely. The most commonly held qualification for blacks was a high school certificate and for whites and persons of mixed and other races was a university degree.

Between 2010 and 2016, each race increased their proportion of attainment at the university degree level and decreased their proportion without an academic qualification (Figures 2.1 and 2.2). The largest percentage point increase occurred for whites with a university degree (+6 percentage points). In contrast, the largest decrease was for blacks with no academic qualifications (-10 percentage points).

25 to 34 year olds most likely to have a university degree

As age increases, the proportion of persons holding a university degree declined and the likelihood of having no academic qualifications increased. Figure 3.1 shows that 44% of the population aged 25 to 34 years had a university degree in 2016. This was 1 percentage point higher than for 35 to 44 year olds, 11 percentage points higher than for 45 to 54 year olds and 19 percentage points higher than for 55 to 64 year olds. Persons aged 55 to 64 years were the most

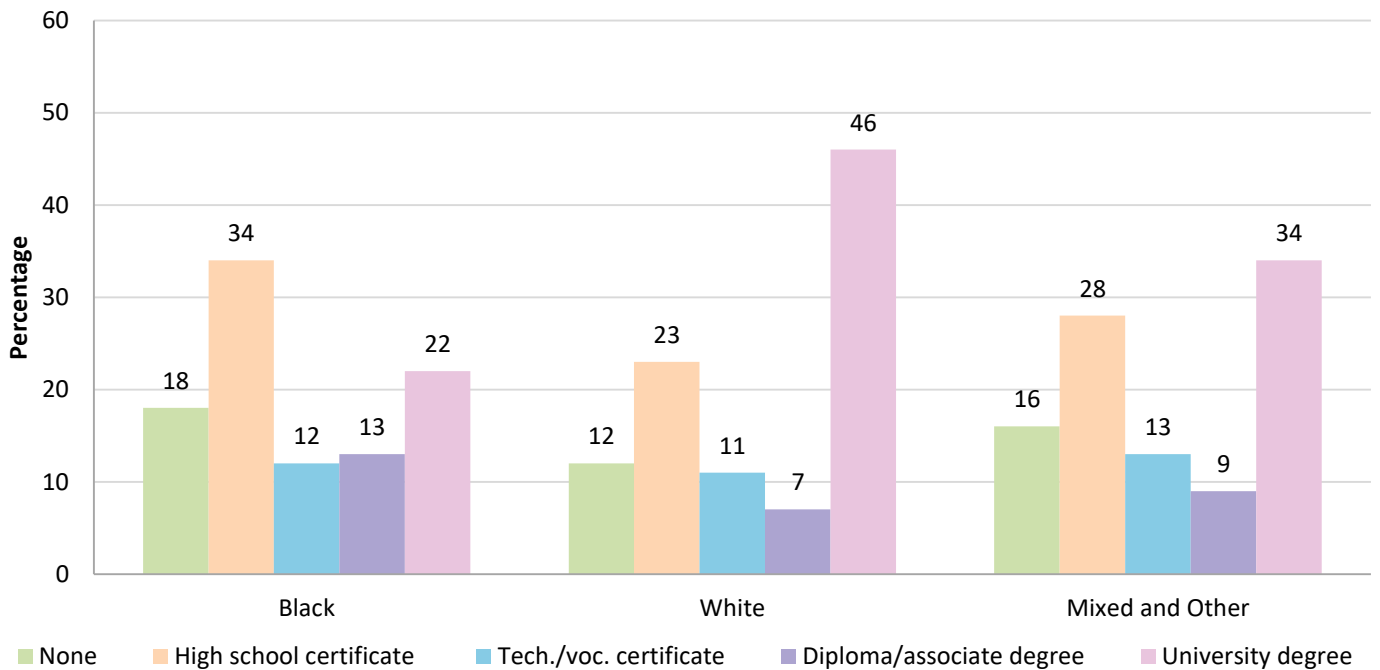
Figure 2.1
Population aged 25-64 years by highest academic qualification¹ and race, 2016



¹ Excludes other qualifications

Source: Population and Housing Census, 2016

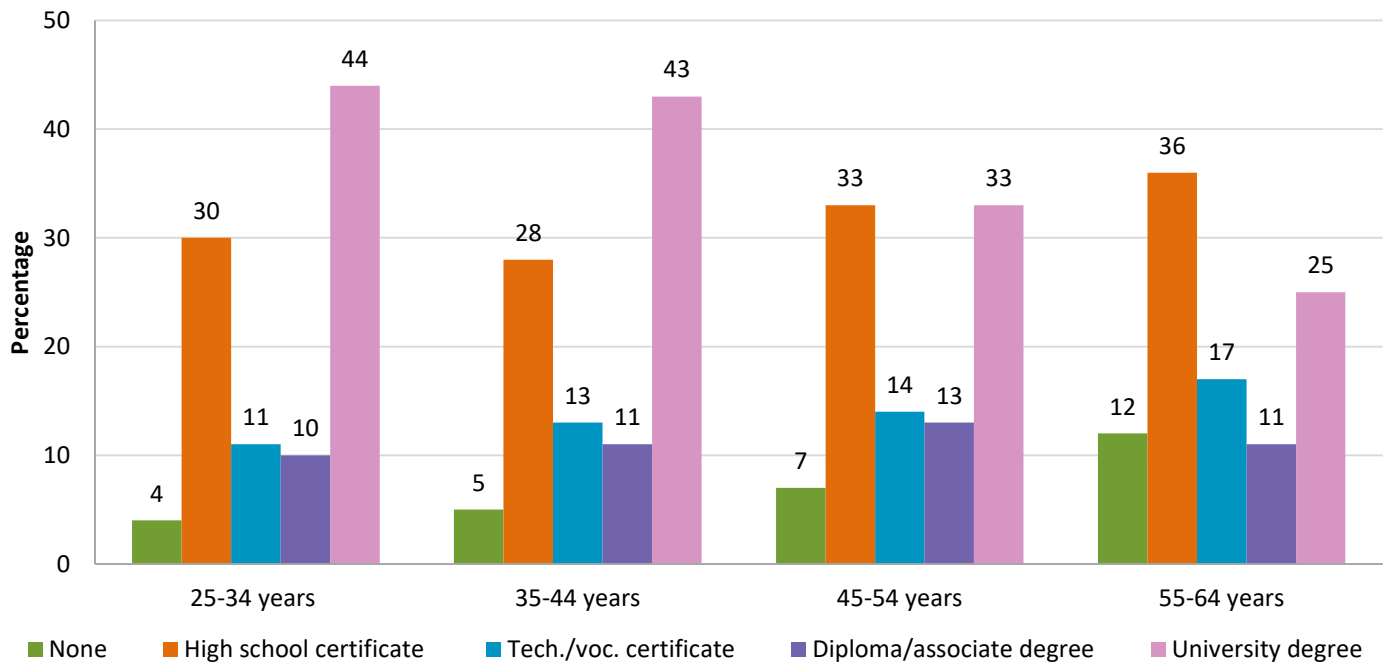
Figure 2.2
Population aged 25-64 years by highest academic qualification¹ and race, 2010



¹ Excludes other qualifications

Source: Population and Housing Census, 2010

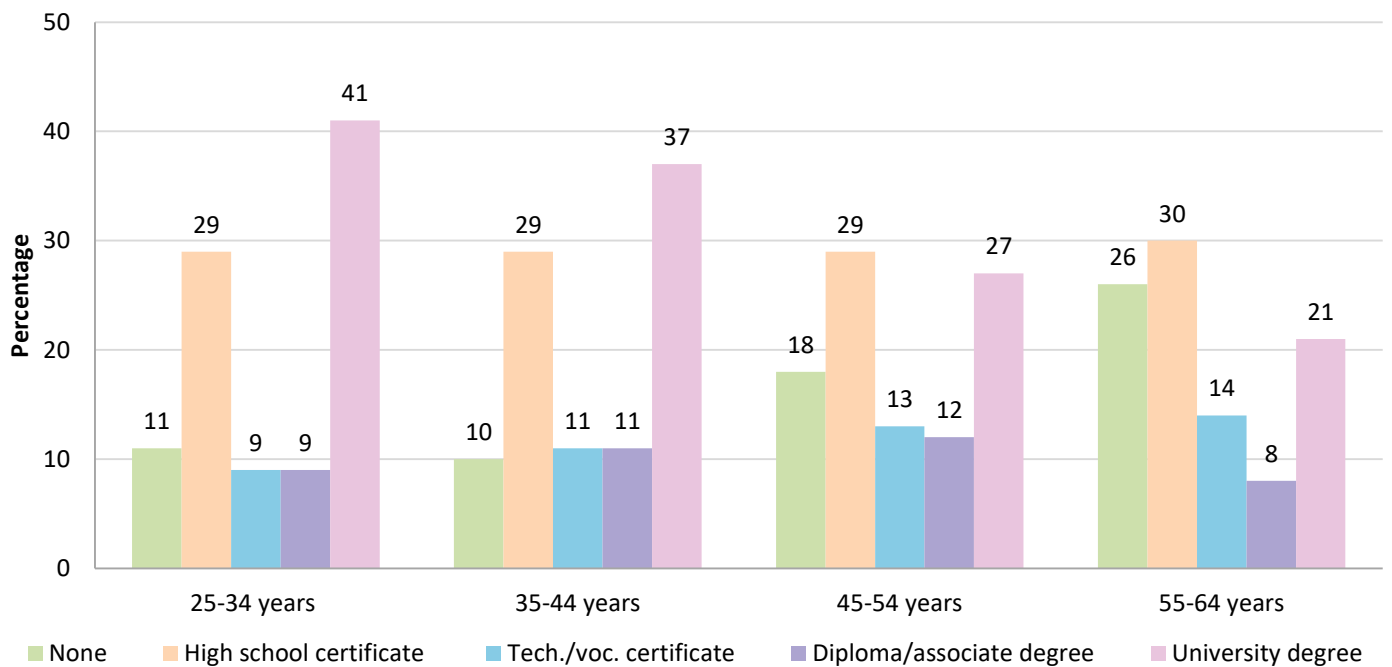
Figure 3.1
Population aged 25-64 years by highest academic qualification¹ and age group, 2016



¹ Excludes other qualifications

Source: Population and Housing Census, 2016

Figure 3.2
Population aged 25-64 years by highest academic qualification¹ and age group, 2010



¹ Excludes other qualifications

Source: Population and Housing Census, 2010

likely to have no academic qualifications and 25 to 34 year olds were the least likely. The qualification held most often for the youngest two age groups was a university degree. This differed for 45 to 54 year olds where a high school certificate and a university degree were equally as likely. A high school certificate was the qualification most likely for persons 55 to 64 years old to have obtained.

During the intercensal period, each age group had an increase in their percentage share with university degrees and had a decrease in their percentage share with no academic qualifications (Figures 3.1 and 3.2). A 6 percentage point increase over the period was shared by 35 to 44 year olds and 45 to 54 year olds with a university degree and 55 to 64 year olds with a high school certificate. A 14 percentage point drop in the proportion of 55 to 64 year olds with no academic qualifications was the largest decrease among all age groups.

Bermuda ranked 5th among OECD countries in share with a university degree

The OECD comprised 35 member countries worldwide in 2016. The OECD provides an annual comparison of academic achievement for its member countries. In 2016, Bermuda tied with the United Kingdom for fifth place at 36% for the share of the population aged 25 to 64 possessing a university degree (Table 2). Bermuda exceeded the OECD average of 28% by 8 percentage points and trailed the leading country Switzerland by 5 percentage points. When only the Bermudian population is considered, the share with a university degree was 30%, slightly above the OECD average.

Table 2 PROPORTION OF THE POPULATION AGED 25 TO 64 WITH A UNIVERSITY DEGREE ¹ FOR OECD COUNTRIES AND BERMUDA, 2016		
Rank	Country	Percentage
1.	Switzerland	41
2.	Iceland and Luxembourg	38
4.	Belgium	37
5.	Bermuda and United Kingdom	36
7.	Israel and United States of America	35
9.	Korea and Netherlands	34
11.	Denmark	33
12.	Australia, Estonia, Finland and New Zealand	32
16.	Canada, Latvia, Norway and Sweden	31
20.	Ireland ²	30
21.	Greece, Japan and Poland	29
24.	Germany	28
25.	Spain	25
26.	Portugal	24
27.	Czech Republic and Slovenia	23
29.	Hungary and Slovak Republic	22
31.	France	20
32.	Italy	18
33.	Austria and Mexico	16
35.	Chile ²	15
36.	Turkey	14

Source: OECD (2017), *Education at a Glance 2017: OECD Indicators*, OECD Publishing, Paris, <https://doi.org/10.1787/eag-2017-en>. (see table A1.1)

¹ Bachelor's degree, master's degree or doctorate degree

² 2015 data

EARNINGS

Higher earnings from main job with increasing educational attainment levels

The 2016 Census data revealed that with increasing levels of education, persons earned more income from their main job in the form of salaries, wages, tips, bonuses, commissions and net earnings from self-employment. Table 3 displays the median annual gross income persons earned from their main job for full-time (35 hours or more per week) workers aged 25 to 64 years who worked for 12 months prior to Census Day, May 20, 2016.

In 2016, workers with no academic qualifications, a high school certificate, a technical/vocational certificate or a diploma/associate degree all earned less than half as much as doctorate degree holders. Furthermore, persons with bachelor's and master's degrees earned 70% and 80%, respectively, as much as persons with doctorate degrees. In absolute terms, the difference of \$28,014 between diploma/associate degree and bachelor's degree was the largest gap between the highest academic qualification categories. These figures indicate that there was a significant increase in earning power for persons who obtained a university degree.

Regarding changes in income between 2010 and 2016, there was a clear distinction between workers with and without university academic qualifications. Workers with a bachelor's degree or higher had increases in their incomes from main job while workers with less than a bachelor's degree experienced declines. Doctorate degree holders had the largest percentage increase (+12%) and workers with a high school certificate had the largest percentage decrease (-6%) in earnings. Note that the rate of inflation for the period was 12%.

Demographic analysis by income from main job

45 to 54 year olds were highest earners at most educational levels

In 2016, persons in every age group reported higher incomes from their main jobs as their educational attainment increased (Table 3). In total, 35 to 44 year olds were the highest earners. Workers aged 35 to 44 years earned the most at the doctorate degree level whereas for technical/vocational certificates, 55 to 64 year olds acquired the most money. For the remaining five levels of educational attainment, 45 to 54 year olds were the highest earners. Across all age groups and qualifications, doctorate degree holders aged 35 to 44 years had the highest earnings and workers 25 to 34 years old with no academic qualifications earned the least.

The changes in income levels by age group were similar to the findings at the total level; workers with one of the three university degrees earned more than they did in 2010. Exceptions to this occurred for 25 to 34 year olds with a bachelor's or master's degree and for 55 to 64 year olds with a bachelor's or doctorate degree. A 29% increase in remuneration for 35 to 44 year olds who possessed a doctorate degree was the largest among all age groups. On the other hand, the largest percentage decrease of 10% took place for workers aged 25 to 34 years with a diploma/associate degree.

Men earned more at all educational levels

With each increasing level of educational attainment, incomes for both men and women rose in 2016 (Table 3). Men continued to earn more on average from their main job than women at every level of educational attainment despite earning less in total. The greatest income disparity between the sexes transpired at the doctorate degree level; men earned \$51,257, or 43%, more than women.

Both women and men were subject to the same pattern regarding changes to their incomes over time; only workers with the highest three qualifications experienced gains over the six-year period. The largest intercensal percentage increase (+28%) occurred for men with doctorate degrees. Conversely, the largest decline in income (-7%) was for men with high school certificates.

Whites had highest incomes at all educational levels

Across the race categories, there was only one instance where income fell with a subsequent increase in educational attainment. This occurred for workers of mixed and other races with a technical/vocational certificate who earned \$368

less than high school certificate holders (Table 3). White workers continued to have the highest earnings from their main jobs at the total level and for every academic qualification. In 2016, white doctorate degree holders had the highest median income and workers of mixed and other races without any academic qualifications had the lowest. The largest earnings disparity between blacks and whites took place for workers with doctorate degrees; whites earned \$61,288, or 54%, more than blacks on average.

Between 2010 and 2016, black workers experienced a rise in income among university degree holders only. However, the increase in earnings for white workers expanded to also include the qualifications of technical/vocational certificate and diploma/associate degree. White workers who possessed doctorate degrees had income gains over the period of 37%. Each racial group shared the largest percentage decrease in income of 6%. This decline occurred for high school certificate holders who were black or white and diploma/associate degree holders of mixed and other races.

Bermudians earned more at lower educational levels

Bermudian and non-Bermudian workers enjoyed higher incomes from their main jobs with each increase in educational attainment level (Table 3). Non-Bermudians earned more than Bermudians on average. However, Bermudians who possessed lower academic qualifications or none at all earned more from their main job than non-Bermudians. In contrast, non-Bermudians who had attained a bachelor's degree or higher received more income. Non-Bermudians with a doctorate degree earned \$63,951, or 53%, more than Bermudian doctorate degree holders which represented the largest gap in earnings.

The changes in income levels by Bermudian status were similar to the findings at the total level; workers with a university degree earned more than they did in 2010. For lower educational attainment levels, workers' incomes declined over time with the exception of non-Bermudian workers without an academic qualification. Non-Bermudian doctorate degree holders had the largest percentage increase (+24%) and non-Bermudians with high school certificates had the largest percentage decrease (-12%) in remuneration.

University graduates earned less in one-third of occupational groups

The data thus far in this brief has demonstrated that median income from main job increased as a worker's level of education increased when analysing the data by age, sex, race or Bermudian status. However, of the nine occupational groups, only senior officials and managers and clerks had a rise in earnings with each increase in educational attainment level (Table 4). Furthermore, possession of a university degree did not always result in a higher median income for workers in certain occupational groups. Data for 2016 shows that workers with at least one lower academic qualification earned more than university degree holders in the occupational groups of service workers and shop/market sales workers, skilled agricultural and fishery workers and craft and related trades workers. This could be a reflection of higher compensation based on skills and experience rather than qualifications as well as the specific occupations chosen.

Senior officials and managers were the highest earners of all occupational groups and remained so for each qualification of technical/vocational certificate and above. However, it was technicians and associate professionals who had the highest incomes for workers with no academic qualifications or a high school certificate in 2016. The largest difference between workers' earnings at the lowest and highest academic levels occurred for senior officials and managers. In this occupational group, workers without any academic qualifications earned less than half (48%) as much as their university graduate peers. In contrast, skilled agricultural and fishery workers without any qualifications earned 1% more on average than their counterparts with university degrees.

Technicians and associate professionals were the only occupational group where workers' incomes increased across all highest academic qualification categories between 2010 and 2016. Plant and machine operators and assemblers with a university degree had the largest percentage increase (+32%) in earnings. The largest percentage decrease (-22%) belonged to skilled agricultural and fishery workers with a diploma/associate degree.

Table 3

**WORKING POPULATION AGED 25-64 YEARS BY MEDIAN ANNUAL GROSS INCOME (\$) FROM MAIN JOB¹,
DEMOGRAPHIC CHARACTERISTICS AND HIGHEST ACADEMIC QUALIFICATION², 2016 AND 2010**

Demographic characteristics	Highest academic qualification							
	Total	None	High school certificate	Tech./voc. certificate	Diploma/ associate degree	Bachelor's degree	Master's degree	Doctorate degree
2016								
Total	67,442	47,186	52,928	57,954	64,615	92,629	105,348	131,593
Age group								
25-34	59,756	42,367	45,955	49,985	53,667	78,311	90,205	103,714
35-44	72,855	47,739	53,431	55,940	65,766	100,036	109,826	140,571
45-54	70,691	49,469	56,242	61,341	68,250	100,115	113,689	135,273
55-64	64,313	47,014	54,074	62,169	67,189	95,947	107,014	133,200
Sex								
Men	66,293	49,625	53,369	58,396	65,291	106,212	130,777	170,483
Women	68,539	41,314	52,319	57,338	64,097	85,500	97,420	119,226
Race								
Black	61,180	45,257	51,500	56,413	62,135	82,304	97,419	114,462
White	91,944	53,250	64,023	72,964	78,500	121,293	126,621	175,750
Mixed and other	57,262	44,467	47,592	47,224	58,854	75,792	104,618	150,000
Bermudian status								
Bermudian	65,232	47,322	53,842	59,393	64,653	87,495	100,642	121,674
Non-Bermudian	77,208	46,918	47,398	52,342	64,378	104,242	122,137	185,625
2010								
Total	65,993	47,827	56,263	59,897	65,863	89,153	102,410	118,000
Age group								
25-34	62,334	46,591	50,609	52,615	59,302	78,990	91,457	94,286
35-44	70,388	48,677	57,981	58,280	68,894	94,330	104,258	109,333
45-54	67,570	49,176	58,268	64,221	67,820	96,495	107,091	126,000
55-64	61,618	46,606	57,600	62,229	64,030	97,946	105,857	135,000
Sex								
Men	66,639	50,591	57,429	61,494	67,351	102,307	124,739	133,500
Women	65,401	42,094	55,116	58,299	65,015	81,802	94,570	110,400
Race								
Black	60,948	46,136	54,575	58,219	64,389	81,620	96,290	113,647
White	83,537	55,141	68,353	72,939	74,108	108,251	120,391	128,571
Mixed and other	55,235	42,455	48,317	46,684	62,760	70,872	96,273	118,000
Bermudian status								
Bermudian	64,067	48,407	56,651	61,200	65,551	85,986	98,217	106,500
Non-Bermudian	72,579	46,436	53,861	57,107	67,917	93,957	117,976	149,143

¹ 35 hours or more per week and 12 months prior to Census Day

Source: Population and Housing Censuses, 2016 and 2010

² Excludes other qualifications

Table 4
**WORKING POPULATION AGED 25-64 YEARS BY MEDIAN ANNUAL GROSS INCOME (\$) FROM MAIN JOB¹,
 OCCUPATIONAL GROUP² AND HIGHEST ACADEMIC QUALIFICATION³, 2016 AND 2010**

Occupational group	Total	Highest academic qualification				Diploma/ associate degree	University degree
		None	High school certificate	Tech./voc. certificate			
2016							
Total	67,442	47,186	52,928	57,954	64,615	98,108	
Senior officials and managers	98,809	62,077	71,262	80,561	82,371	128,169	
Professionals	92,092	52,800	70,826	70,500	71,588	96,961	
Technicians and associate professionals	82,865	67,500	75,591	73,333	75,316	106,091	
Clerks	58,540	48,000	53,506	59,230	61,941	71,195	
Service workers and shop/market sales workers	42,316	38,139	41,341	43,093	46,095	44,497	
Skilled agricultural and fishery workers	45,541	45,524	45,421	47,053	45,000	45,000	
Craft and related trades workers	55,428	54,212	53,800	56,677	60,197	57,730	
Plant and machine operators and assemblers	49,373	46,744	48,995	52,000	47,760	58,000	
Elementary occupations	46,588	45,714	45,918	48,316	48,000	54,000	
2010							
Total	65,993	47,827	56,263	59,897	65,863	93,279	
Senior officials and managers	88,511	63,000	71,108	79,462	79,878	118,958	
Professionals	86,140	54,429	68,000	70,200	69,278	91,222	
Technicians and associate professionals	78,288	62,286	71,339	69,261	72,407	103,745	
Clerks	56,912	46,660	54,346	59,212	61,154	68,690	
Service workers and shop/market sales workers	41,642	37,046	42,366	44,417	47,520	41,226	
Skilled agricultural and fishery workers	45,508	44,384	45,767	46,667	57,600	48,000	
Craft and related trades workers	55,009	53,675	53,504	58,034	59,036	56,364	
Plant and machine operators and assemblers	48,421	45,419	50,419	49,333	49,500	43,800	
Elementary occupations	46,388	45,051	46,737	47,000	47,333	56,000	

¹ 35 hours or more per week and 12 months prior to Census Day

Source: Population and Housing Censuses, 2016 and 2010

² Excludes the armed forces

³ Excludes other qualifications

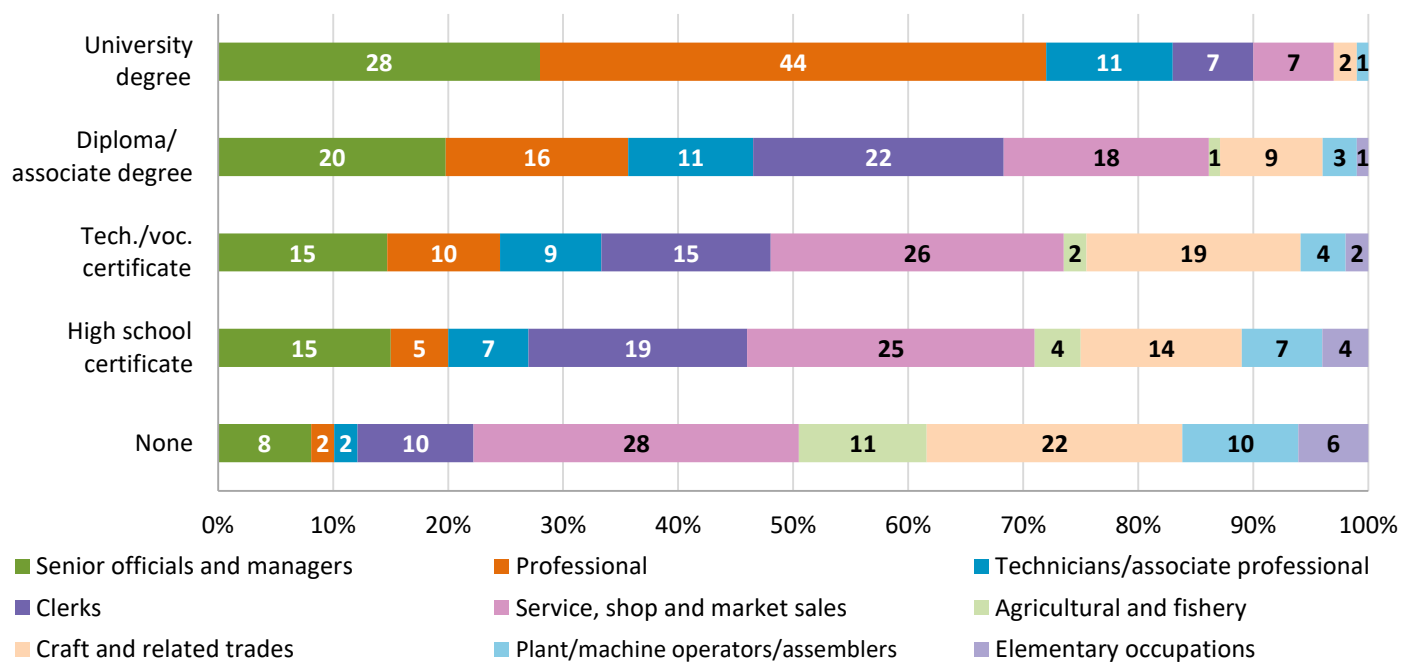
EMPLOYMENT AND UNEMPLOYMENT

University degree holders most likely to be senior officials or managers

Figure 4.1 shows that 72% of workers holding university degrees were in the two highest paying occupational groups of senior officials and managers or professionals compared with only 10% of persons with no academic certificates. Diploma/associate degree holders were most likely to be employed as clerks. Workers with qualifications of technical/vocational certificate, high school certificate or none were most likely to be service workers and shop/market sales workers. For all levels of educational attainment, the proportion of senior officials and managers declined and service workers and shop/market sales workers increased over time (Figures 4.1 and 4.2).

Figure 4.1

Working population aged 25-64 years by highest academic qualification¹ and occupational group², 2016



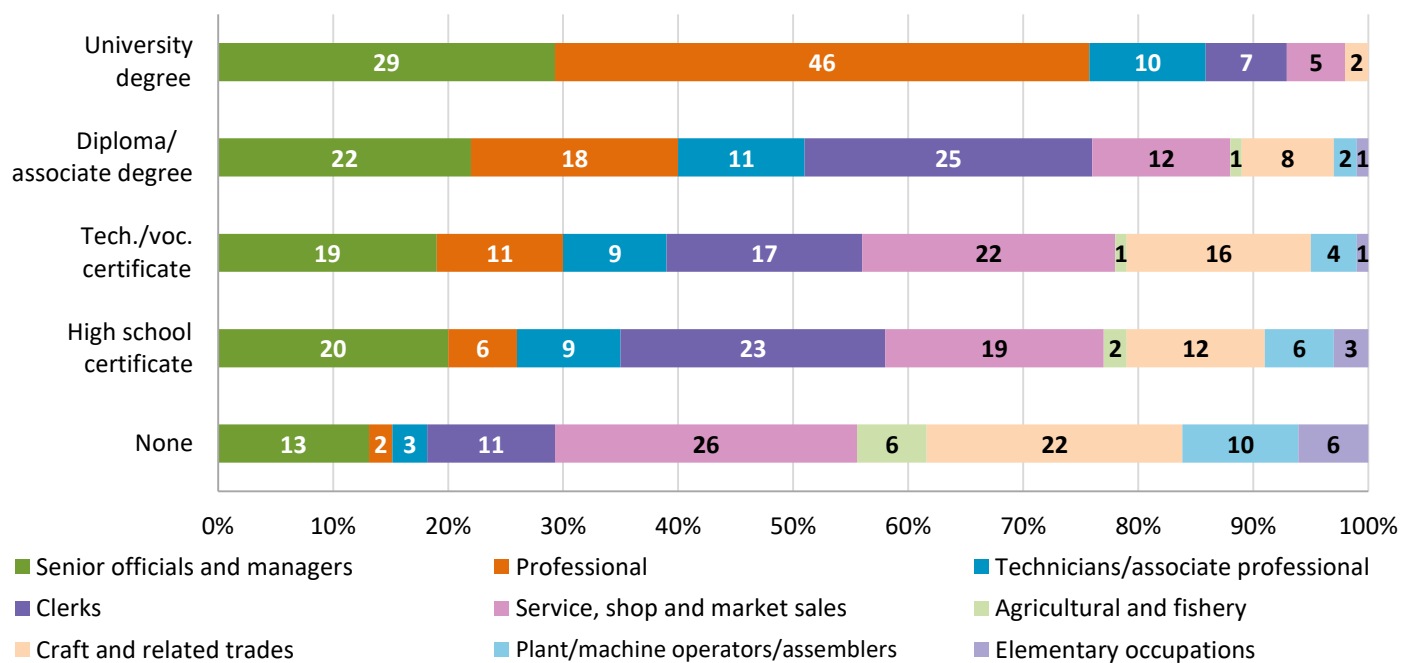
¹ Excludes other qualifications

² Excludes the armed forces

Source: Population and Housing Census, 2016

Figure 4.2

Working population aged 25-64 years by highest academic qualification¹ and occupational group², 2010



¹ Excludes other qualifications

² Excludes the armed forces

Source: Population and Housing Census, 2010

Unemployment rates were highest for persons with no academic qualifications

The 2016 Census counted 1,966 unemployed persons aged 25 to 64 years for an overall unemployment rate of 5.9% (Table 5). Unemployment rates decreased with each increase in educational attainment level. Furthermore, the unemployment rate for persons with no academic qualifications (13.0%) was more than four times the rate for university degree holders (2.9%).

Demographic analysis of unemployment rates

25 to 34 year olds had highest unemployment rates at all educational levels

Generally, the pattern of decreasing unemployment rates as educational attainment increased applied to each age group (Table 5). An exception occurred for 55 to 64 year olds who had a lower unemployment rate for holders of technical/vocational certificates than those with diploma/associate degrees. Persons aged 25 to 34 years had the highest unemployment rates of all age groups for every educational attainment category. In contrast, 35 to 44 year olds had the lowest unemployment rates in all qualification categories except for none. The unemployment rate of 19.4% for 25 to 34 year olds with no academic qualifications was the highest and 2.4% for 35 to 44 year olds with a university degree was the lowest.

Table 5 UNEMPLOYMENT RATES (%) FOR THE POPULATION AGED 25-64 YEARS BY DEMOGRAPHIC CHARACTERISTICS AND HIGHEST ACADEMIC QUALIFICATION ¹ , 2016						
Demographic characteristics	Highest academic qualification					
	Total	None	High school certificate	Tech./voc. certificate	Diploma/ associate degree	University degree
Total	5.9	13.0	8.5	5.2	4.8	2.9
Age group						
25-34	7.7	19.4	12.9	6.5	5.9	3.7
35-44	4.8	14.7	7.1	4.8	3.9	2.4
45-54	5.4	11.1	7.3	4.9	4.2	3.1
55-64	6.3	11.7	7.7	5.1	5.9	2.6
Sex						
Men	6.6	13.8	9.3	5.0	4.9	3.0
Women	5.2	11.3	7.6	5.4	4.8	2.9
Race						
Black	8.1	18.3	10.6	6.4	5.6	3.9
White	3.1	5.4	4.5	3.9	2.9	2.2
Mixed and other	4.6	8.5	6.3	3.8	4.6	2.7
Bermudian status						
Bermudian	7.1	15.9	9.6	6.2	5.2	3.4
Non-Bermudian	2.8	4.3	3.6	2.9	3.2	2.1

¹ Excludes other qualifications

Source: Population and Housing Censuses, 2016

Men had higher unemployment rates at most educational levels

Men and women had decreasing unemployment rates as educational attainment increased (Table 5). Men had higher unemployment rates than women for every academic qualification except for technical/vocational certificate. Between the sexes, the highest unemployment rate (13.8%) was for men with no academic qualifications and the lowest (2.9%) was for women with a university degree.

Blacks had highest unemployment rates at all educational levels

The inverse relationship between the unemployment rate and highest academic qualification applied to blacks and whites (Table 5). However, persons of mixed and other races had a lower unemployment rate for holders of technical/vocational certificates than persons with diploma/associate degrees. Blacks had the highest unemployment rates at every educational attainment level. With the exception of technical/vocational certificates, whites had the lowest unemployment rates. Among the three race categories, blacks without any academic qualifications had the highest unemployment rate (18.3%) and whites with a university degree had the lowest (2.2%).

Bermudians had higher unemployment rates at all educational levels

As with age and race, there was one exception to decreasing unemployment rates with each increase in educational attainment; non-Bermudians had a lower unemployment rate for holders of technical/vocational certificates than those with diploma/associate degrees (Table 5). Bermudians had higher unemployment rates than non-Bermudians for every academic qualification category. As a result, the unemployment rate of 15.9% for Bermudians with no qualifications was the highest and the unemployment rate of 2.1% for non-Bermudian university degree holders was the lowest.

CONCLUSION

This brief examined the level of educational attainment of the population aged 25 to 64 years, compared the academic standing between subpopulations, assessed how Bermuda fared with OECD countries and explored differences in earnings, employment and unemployment based on the highest academic qualification achieved. It was revealed that persons with higher academic qualifications had main job income growth over time, higher incomes and were less likely to be unemployed.

Between 2010 and 2016, Bermuda's population aged 25 to 64 years made progress towards achieving a higher level of educational attainment. During the period, the proportion of university graduates grew and there was a contraction in the share of persons with no academic qualifications. This finding also applied to each subpopulation of sex, Bermudian status, race and age. In 2016, the persons most likely to have university degrees were women, non-Bermudians, whites and 25 to 34 year olds within their respective categories. Internationally, Bermuda compared well with the 35 OECD countries by ranking joint fifth with the United Kingdom in the proportion of the population with university degrees. However, the share of the Bermudian population with a university degree was six percentage points lower at 30%.

In terms of income from main job, only workers with a bachelor's degree or higher had increases over the six-year period. The 2016 data indicated that workers earned more with each increase in educational attainment level. For all qualifications, the highest earners by sex and race were men and whites. Workers aged 45 to 54 years were the highest earners at most educational attainment levels and Bermudians earned more than non-Bermudians at lower educational attainment levels. The data also showed that university graduates were most likely to be high-income earners working as senior officials, managers or professionals. However, possession of a university degree did not always result in a higher median income for workers in certain occupational groups. This could be a reflection of higher compensation based on skills and experience rather than qualifications as well as the specific occupations chosen.

Unemployment rates decreased with each increase in educational attainment level, further indicating the importance of achieving a higher academic qualification. In their respective categories, 25 to 34 year olds, blacks and Bermudians had the highest unemployment rates at all levels of educational attainment. Men had higher unemployment rates than women in all but one educational attainment level.





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