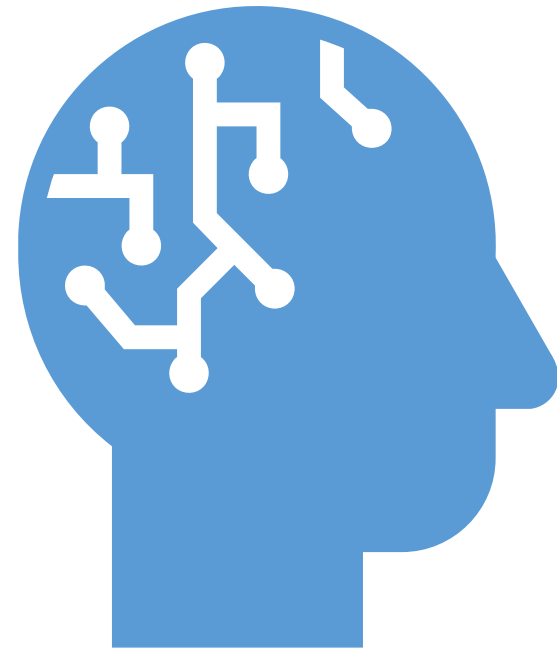


Labour Market Intelligence

SWLEP Jun 2020



Contents

Swindon and Wiltshire Skills Plan

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Claimant Counts

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So what?



Swindon and Wiltshire Skills Plan

PRIORITY 1: ADDRESS SKILLS SUPPLY AND DEMAND IMBALANCE



Intelligence

- Improve use of skills and labour market intelligence



Apprenticeships

- Achieve a step change in take-up and achievement of apprenticeships



Higher Education

- Meet the demand for high skill jobs, in particular those requiring STEM skills

PRIORITY 2: ENSURE INCLUSIVE GROWTH



Aspirations & Employability

- Raise aspirations and improve employability of under-represented groups



Employee Health

- Promote programmes to improve physical and mental health of employees



Contents

Swindon and Wiltshire Skills Plan

Online Job Postings

Claimant Counts

Coronavirus Job Retention Scheme (CJRS) Statistics

Self-Employment Income Support Scheme (SEISS) Statistics

So what?



What data do we have available



Business Register Employment Survey (BRES)
Workforce Jobs Series (WJS)
Annual Survey of Hours and Earnings (ASHE)
Labour Force Survey (LFS)
Annual Population Survey (APS)
Mid-Year Population Estimates



Job postings: 800,000 – 1m postings harvested per month
Normalised job titles connected through Emsi taxonomy to occupations (SOC)
Skills data: hard and soft; current and longitudinal (4 years)
Employers identified



LabourInsight

real-time LMI, with historic job postings since 2012

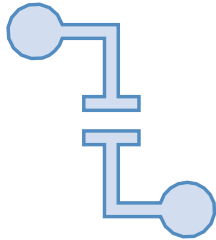
40,000 data sources; extracting 70 different data points from job ads

View the actual job advert/posting that all reports and data is based on

salaries against government data

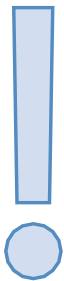


Analysis based on online job postings data should be treated with care



Key characteristics of the job postings data:

- Real-time data, e.g. on 1 June, showing data up to 31 May
- Indicative, providing a sample of jobs
- More qualitative, providing 'colour and context'
- Rich detail, incl. job titles, locations, employers, skills – anything that's available in a job advert

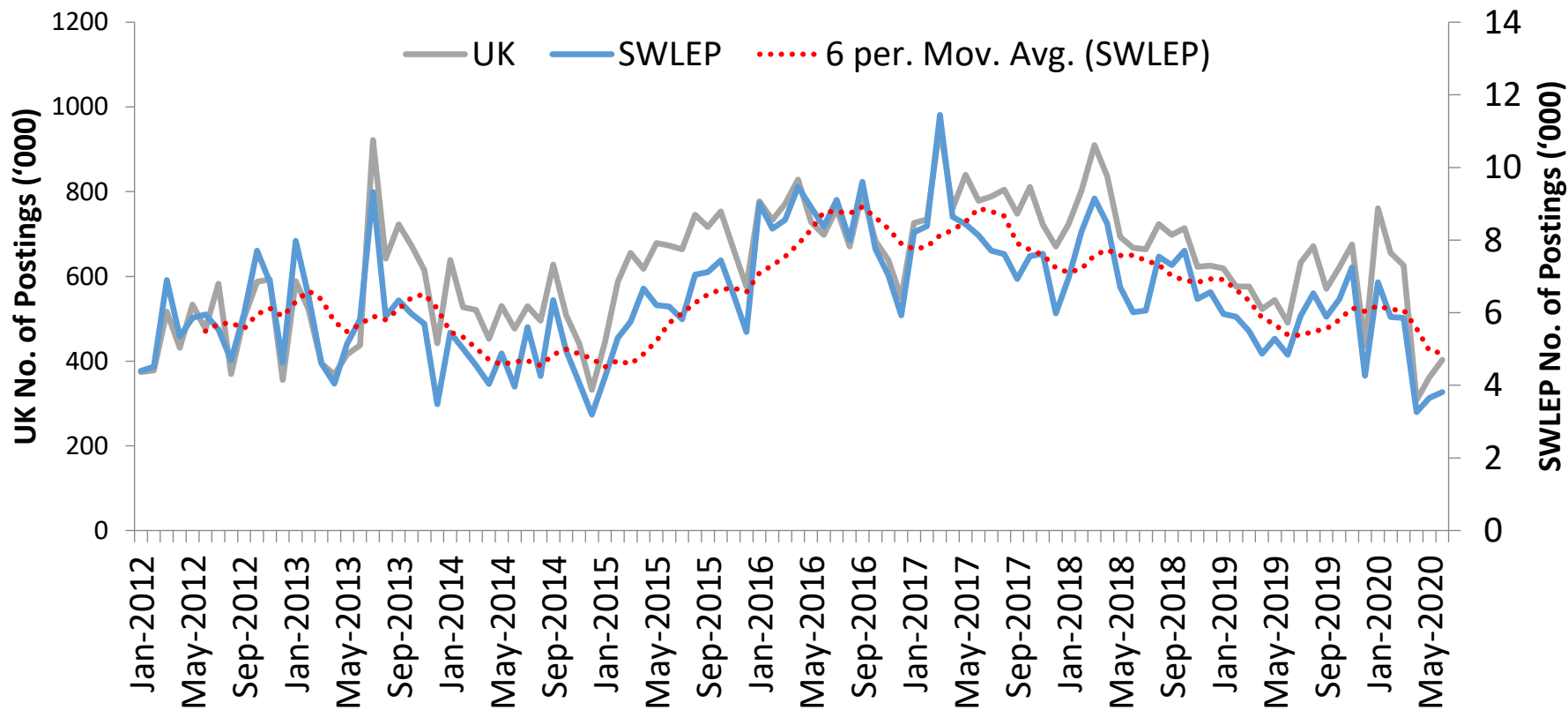


Therefore:

- Treat with extreme caution
- Use as a starting point to identify potential trends
- Find other data sources to corroborate

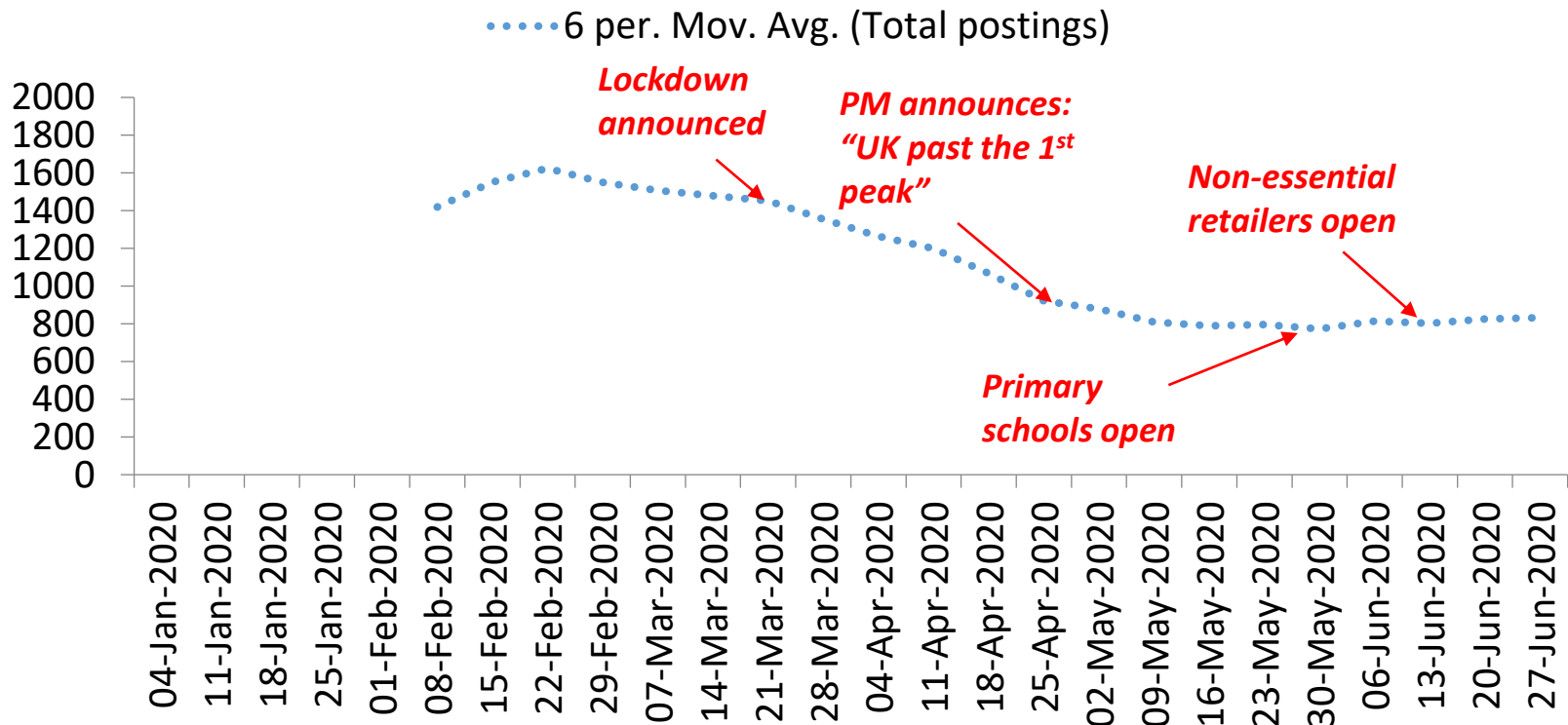
The slight May increase in job postings continued into June

UK vs. SWLEP Job Postings, Jan 2012 - Jun 2020



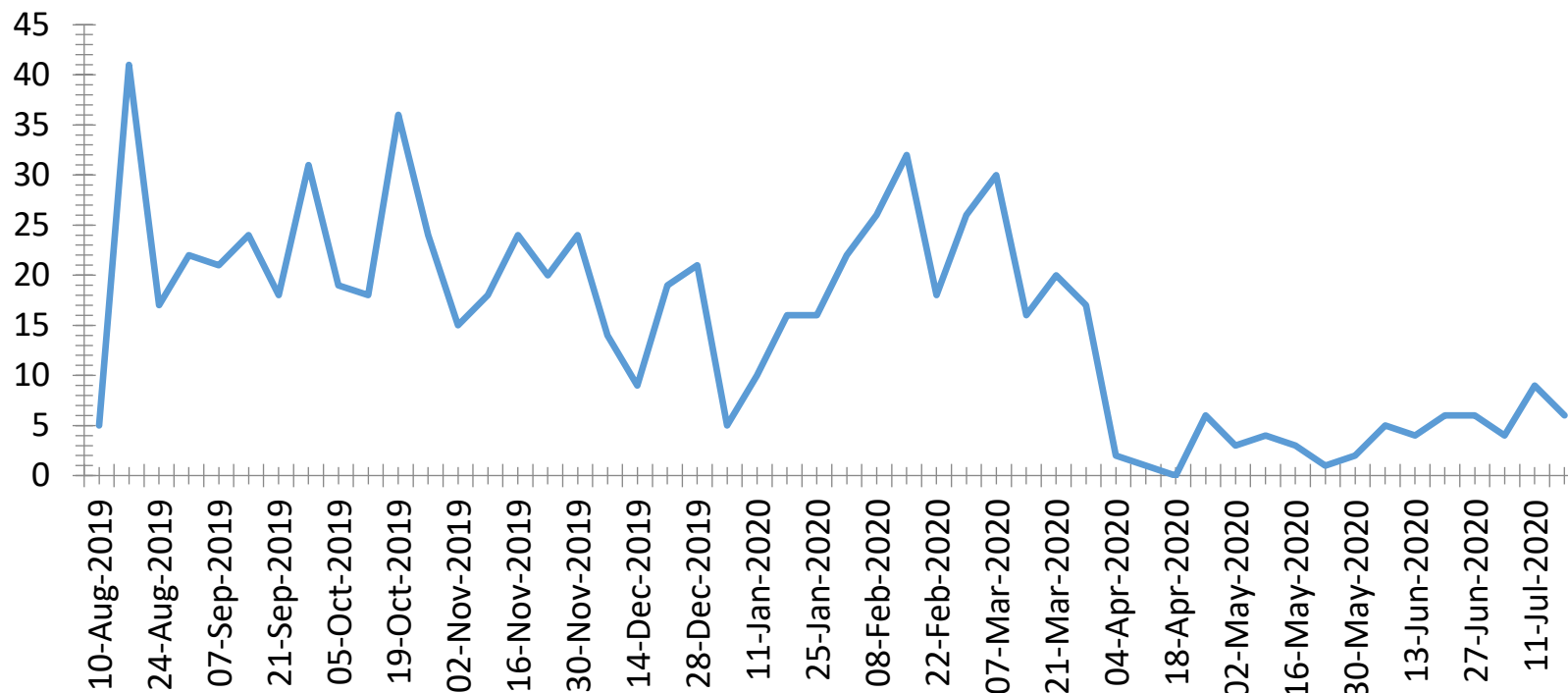
However, the recovery has been very slow for job postings...

SWLEP Job Postings, YTD 30 Jun 2020



...and apprenticeship vacancies

**Swindon and Wiltshire Apprenticeship Vacancies, by Week, July 2019
– July 2020**



49 occupations had no job adverts in Jun 2020

Marketing Representative	Market Research Analyst
Vocational Education Trainer / Tutor	CAD Designer / Draughtsperson/Draughtsman
Van / Taxi / Shuttle Driver	Business Continuity Planner / Analyst
Telemarketer	Pet Care Manager
Quantity surveyors	Industrial / Mechanical Engineering Technician
Bartender	English / Language Arts Teacher
Welder / Solderer	Chartered architectural tech & town planning tech
Parts Specialist / Salesperson	CNC Operator
Veterinary Nurses and Assistants	Administration Manager
Recreation / Activities Worker	Water / Wastewater Engineer
Database Architect	Purchasing Assistant
Data Warehousing Specialist	Product Demonstrator
Credit Analyst / Authoriser	Producer
Compliance Manager	Mobile machine drivers and loaders
Quality Control Systems Managers	Medical Laboratory Technician
Electrical / Electronic Engineering Technician	Lifeguard
Coating / Painting Worker	Insurance Sales Agent
Safety Coordinator	History / Social Studies Teacher
Machinist	Event Specialist
Fashion Designer	Driving instructors
Civil Engineering Technician	Cook
Business Intelligence Analyst	Bus Driver
Social Services Manager	Brokerage Clerk
Optician	Avionics Technician
	Asset Protection / Security Manager

- The most worrying are the 3 occupations in blue boxes, which had no vacancies in Apr, May or 2020
- However, this has improved from 12 occupations in May

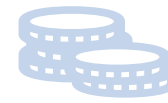
After 2 months on no job adverts, we are seeing shifts in several occupations in June



Plumber



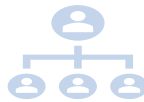
Painter



Fundraising /
Development
Specialist



Waiter /
Waitress



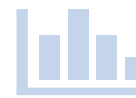
Restaurant /
Food Service
Manager



Marketing
Coordinator /
Assistant



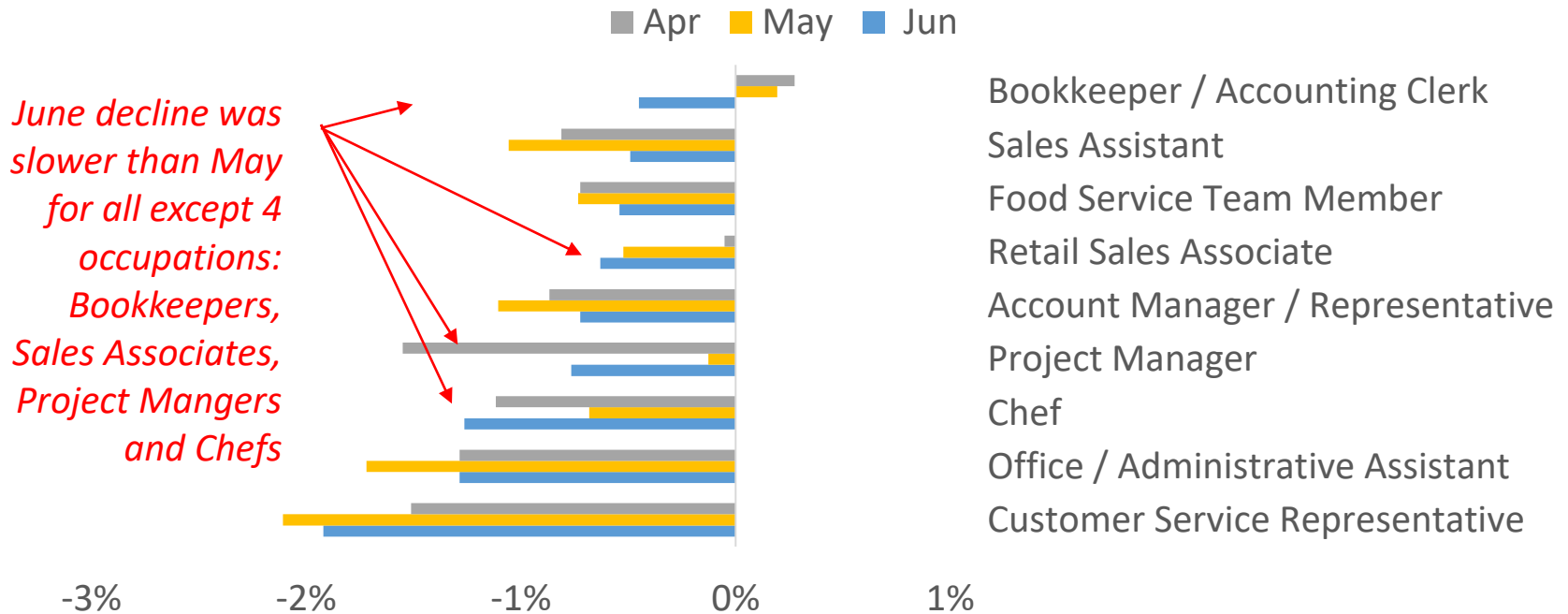
Health and Safety
Engineer &
Manufacturing
Engineer



Data Entry
Clerk

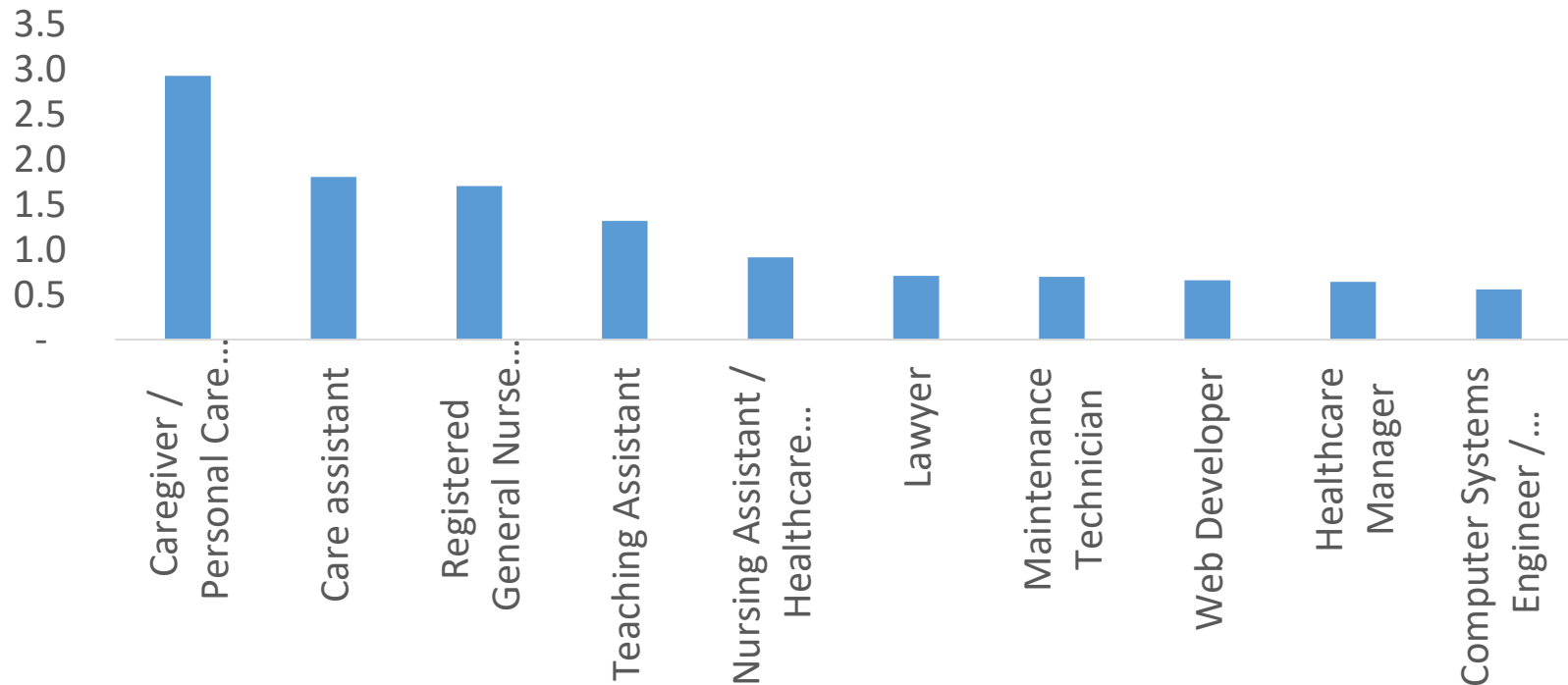
Customer service and office assistants continue to be amongst the fastest declining

SWLEP 10 Fastest Declining Occupations Jun'20 vs. Jun'19, May'20 vs. May'19 and Apr'20 vs. Apr'19 (% Total)



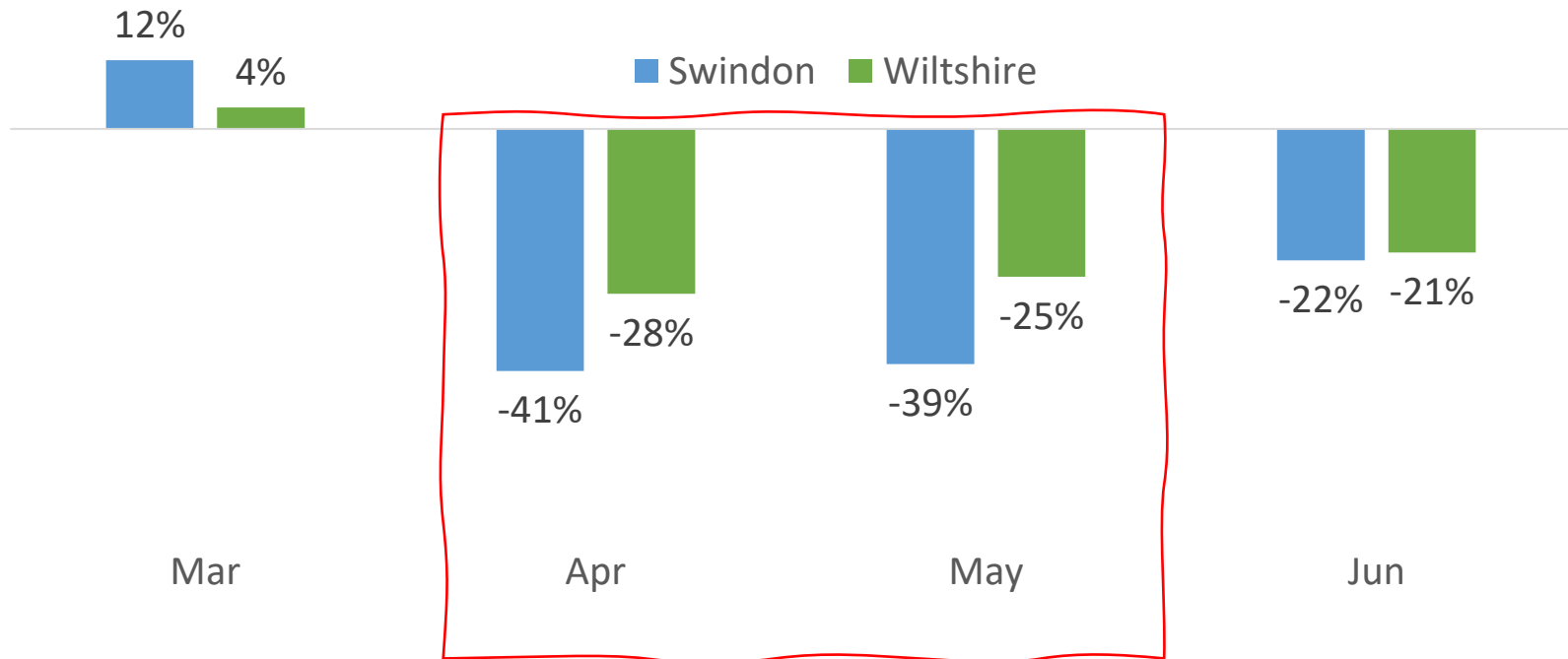
Care and nursing staff jobs continue at the heightened levels

SWLEP Fastest Growing Occupations (% Total), June 2020 vs. June 2019

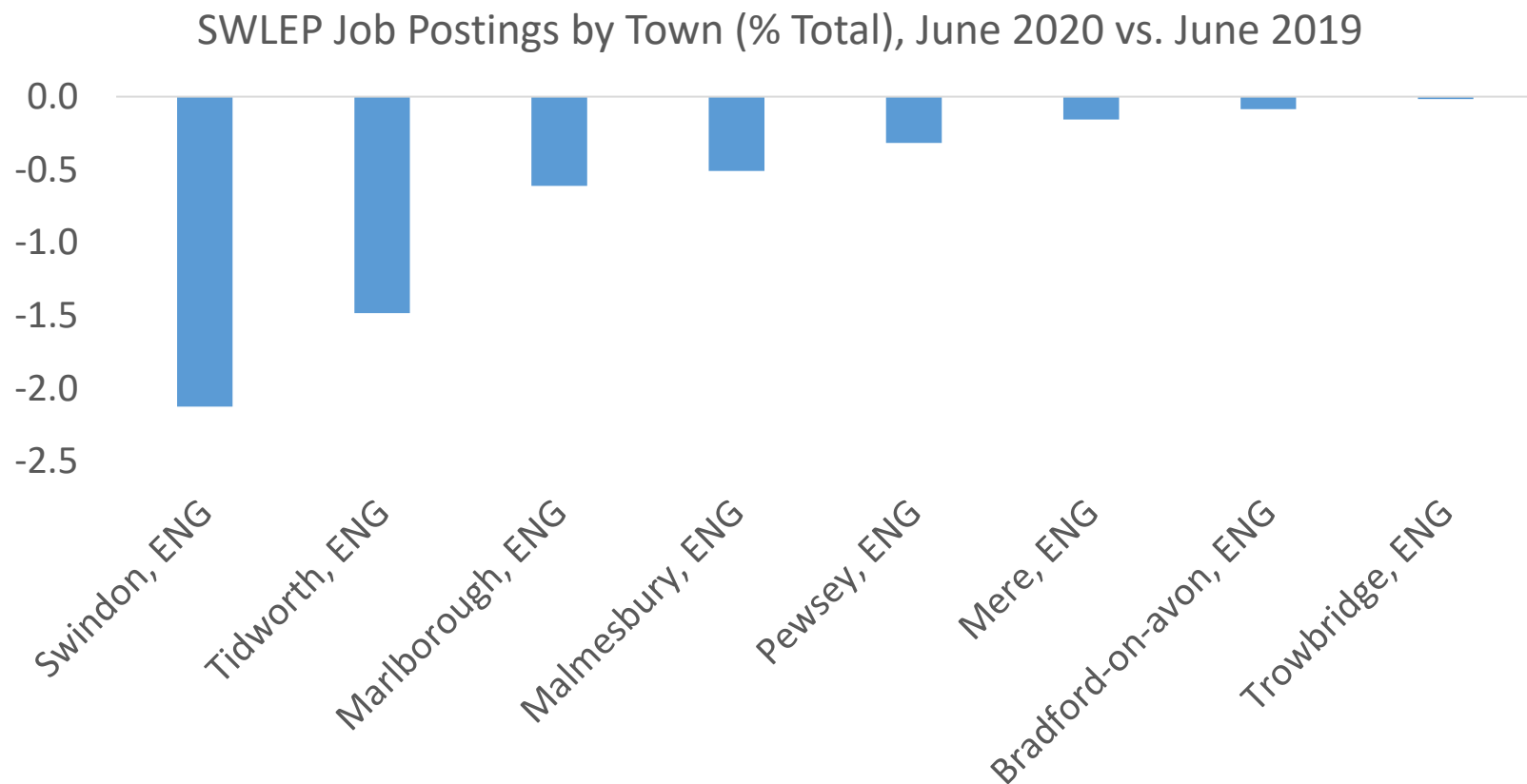


Swindon's decline steeper than Wiltshire's in Apr and May, but aligning in Jun

Change in No. of Job Postings 2020 vs. 2019, Swindon vs. Wiltshire

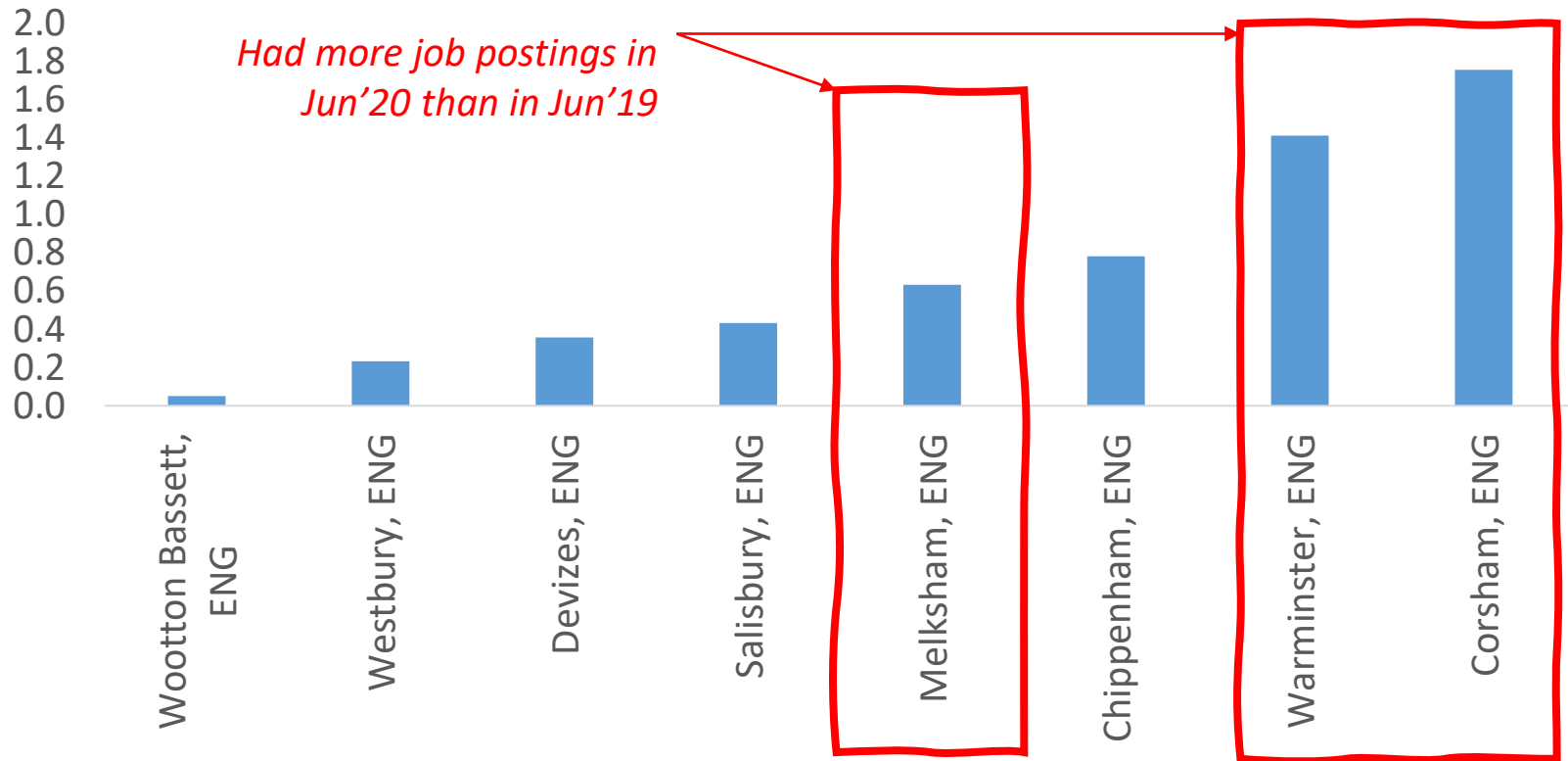


By town, Swindon vacancies continued to decline fastest



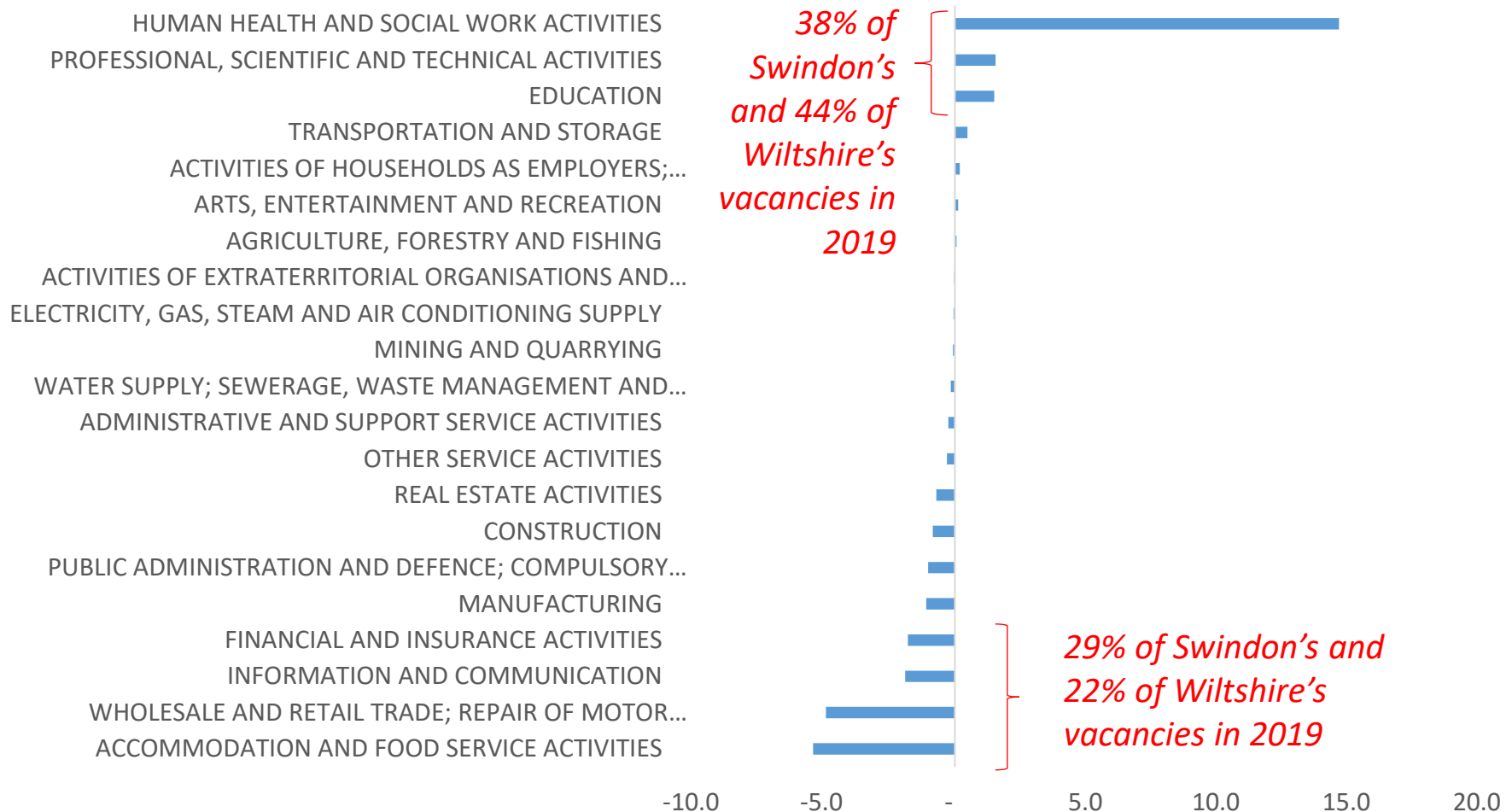
However, 3 towns have grown and several others are declining slower than average

SWLEP Job Postings by Town (% Total), June 2020 vs. June 2019



Hospitality and retail continue to show greatest declines

SWLEP Job Postings by Industry (% Total), June 2020 vs. June 2019



Contents

Swindon and Wiltshire Skills Plan

Online Job Postings

Claimant Count

Coronavirus Job Retention Scheme (CJRS) Statistics

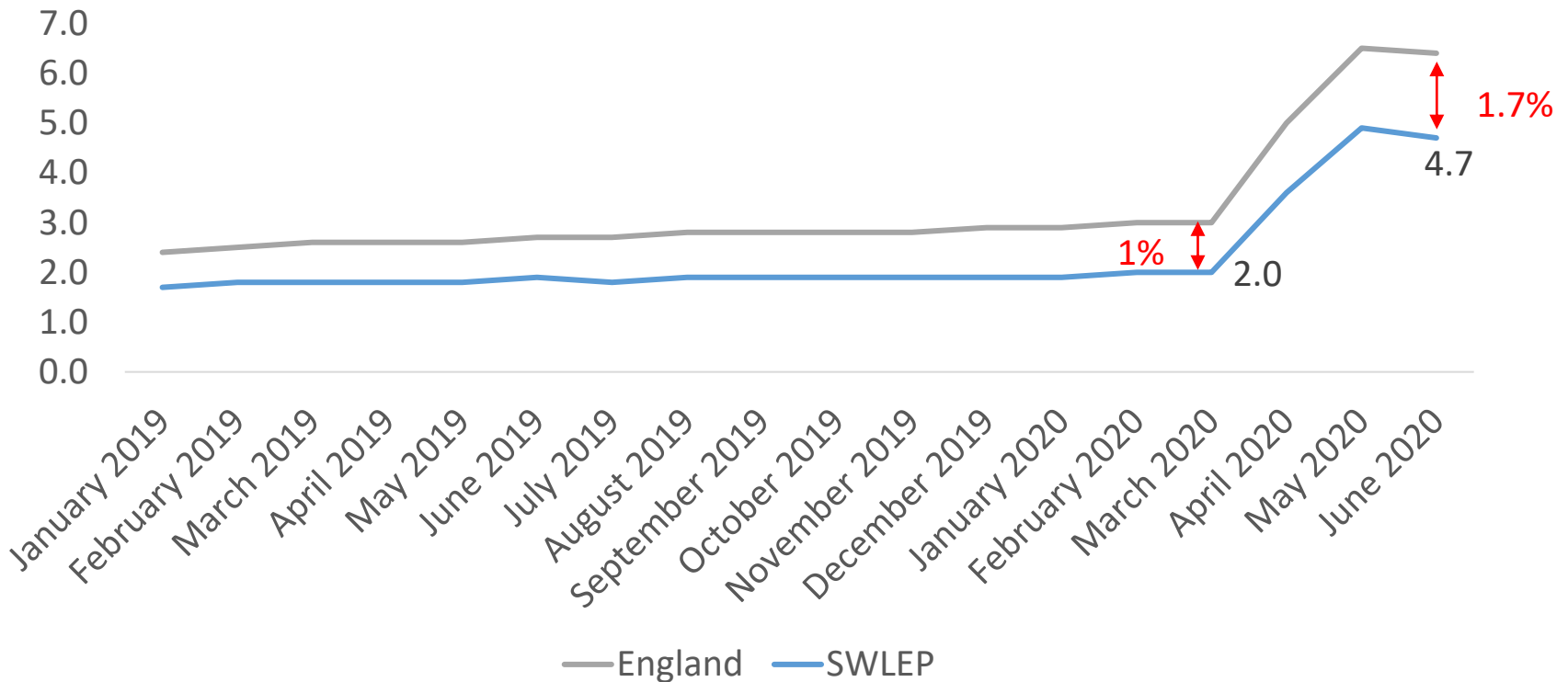
Self-Employment Income Support Scheme (SEISS) Statistics

So what?



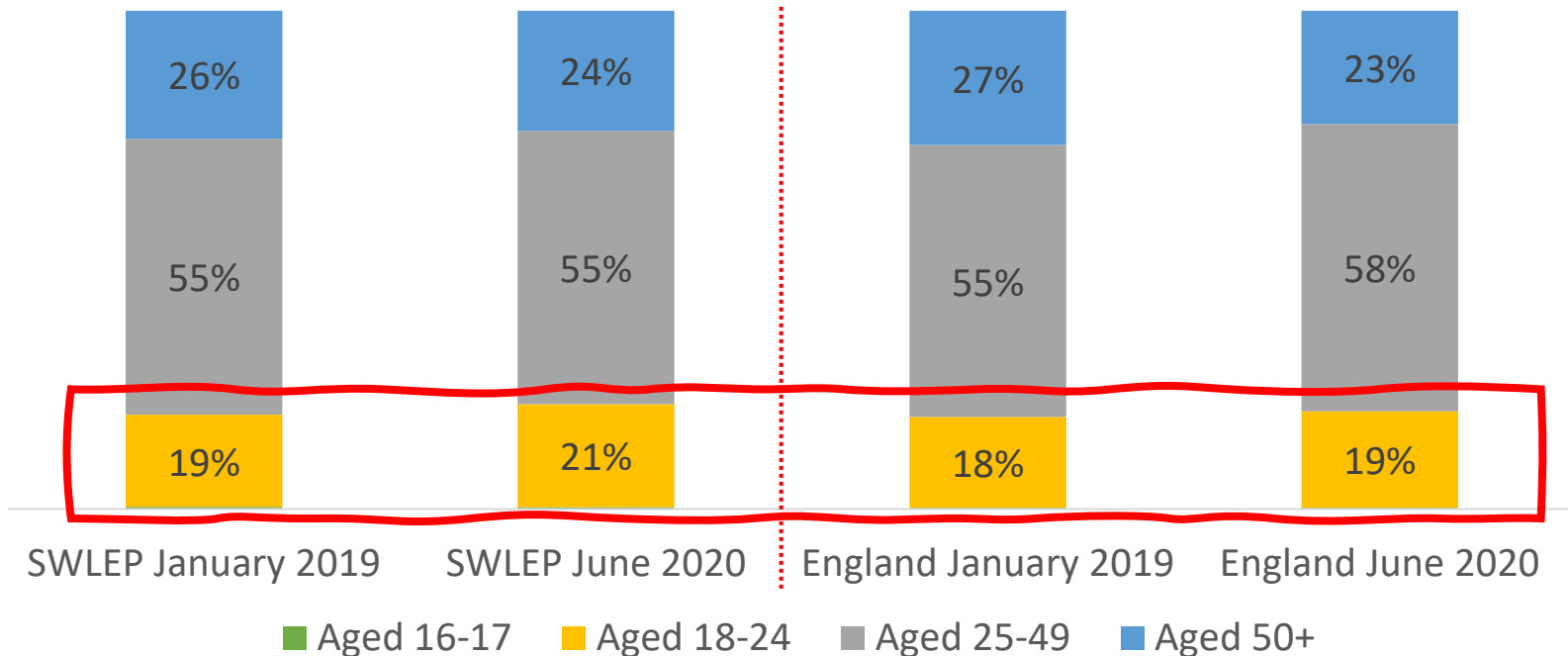
SWLEP still reporting lower proportion of claimants than the England average...

Claimant Count (% Residents Aged 16-64), SWLEP vs. England



...however, 18-24-year olds in SWLEP have been more affected than in England overall

Claimant Count by Age Group (% Total), SWLEP vs. England



Contents

Swindon and Wiltshire Skills Plan

Online Job Postings

Claimant Counts

Coronavirus Job Retention Scheme (CJRS) Statistics

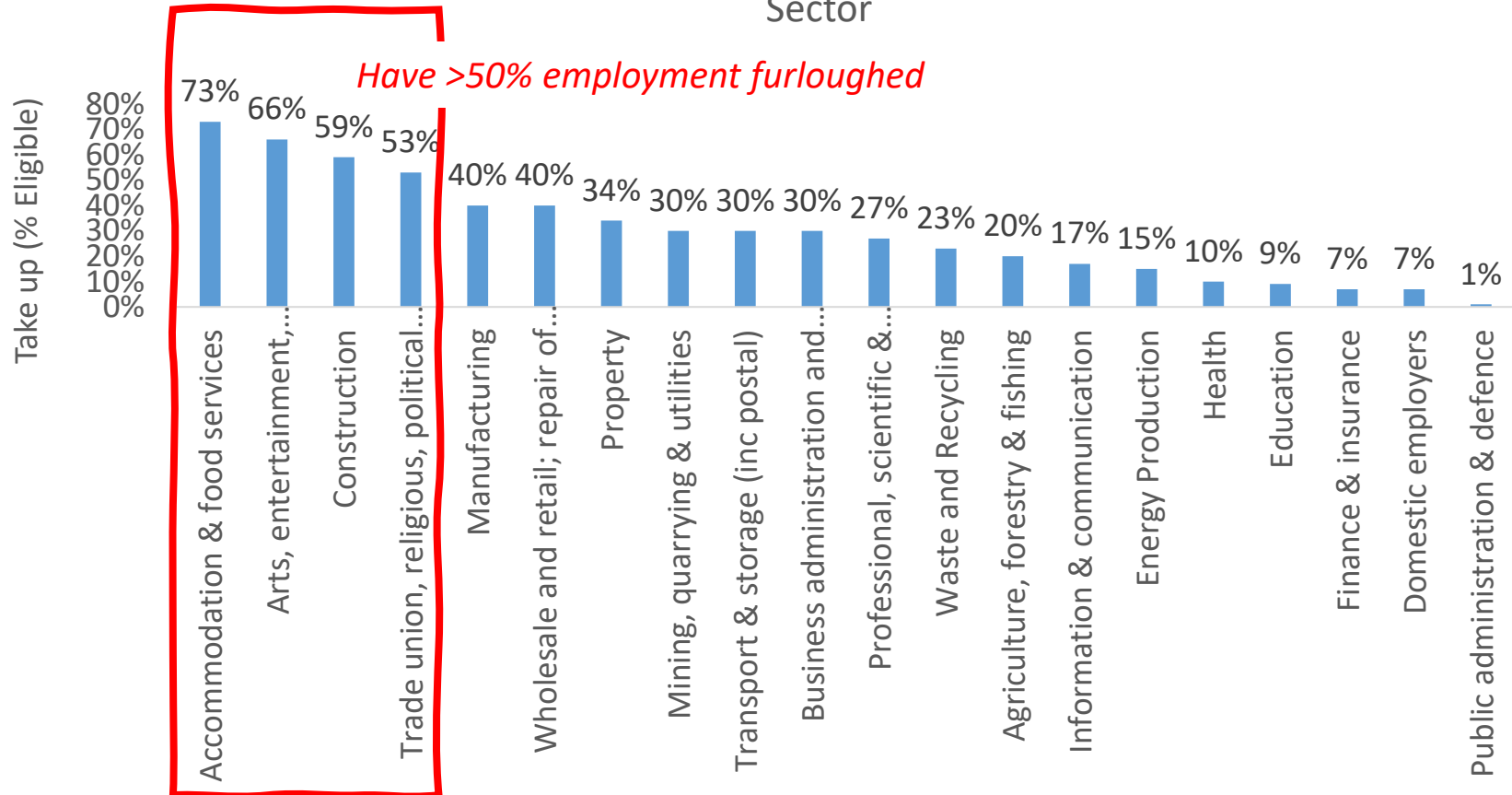
Self-Employment Income Support Scheme (SEISS) Statistics

So what?



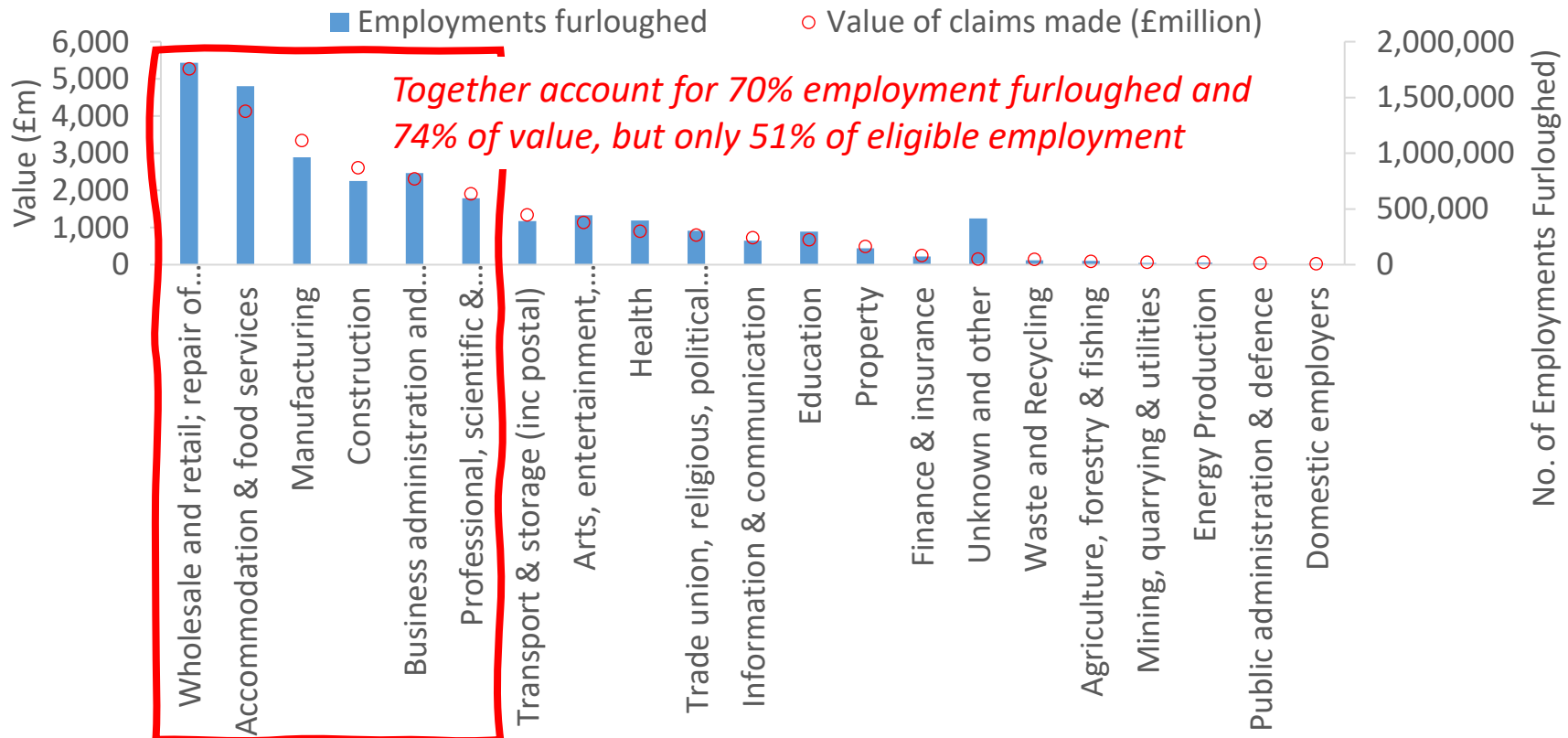
Nationally, 4 sectors have more than 50% of employments furloughed

CJRS Furloughed Employment Take-up Rate (% Eligible) to 30 June 2020, by Sector



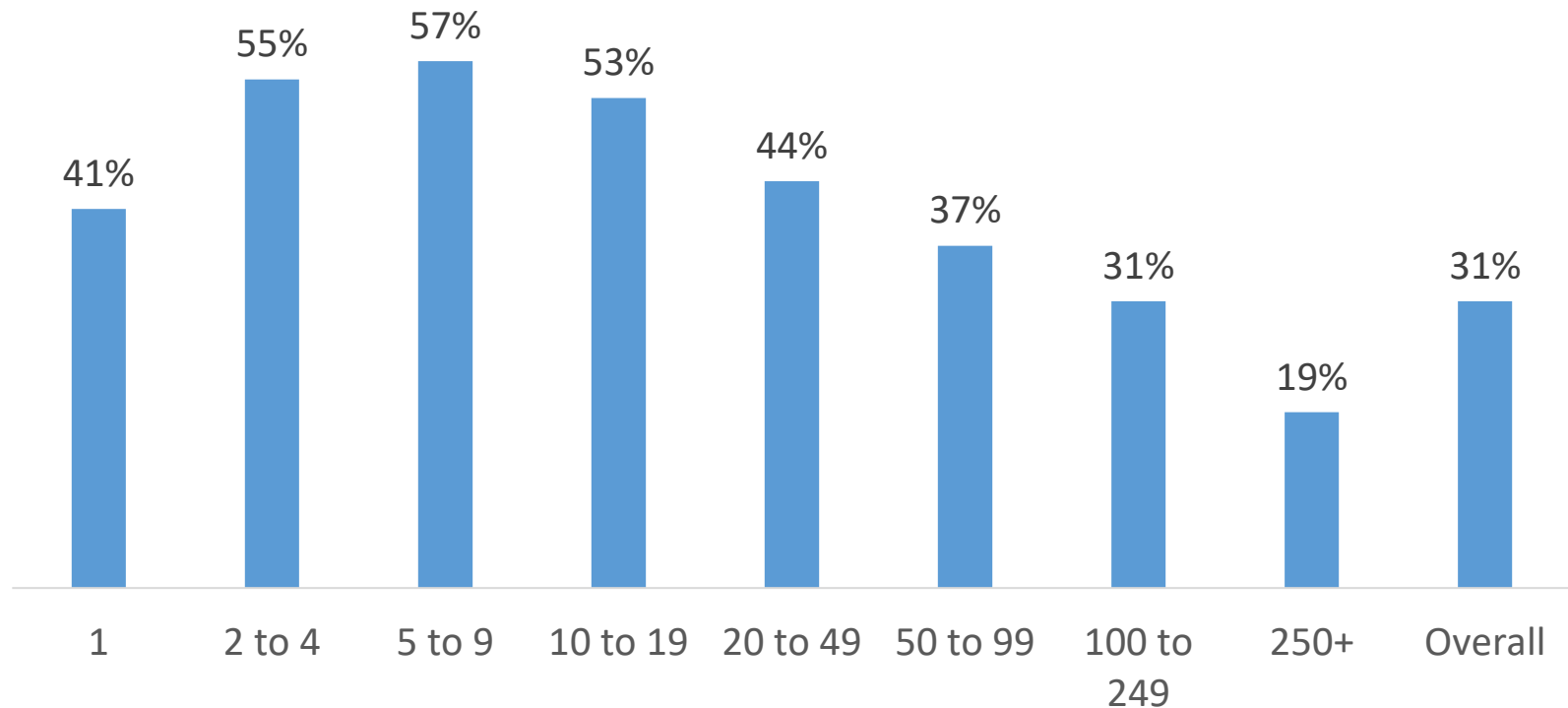
Top 6 sectors account for nearly 3/4 of £26.5bn worth of claims

Employments Furloughed vs. Value of Claims Made (£m) to 30 June 2020, by Sector



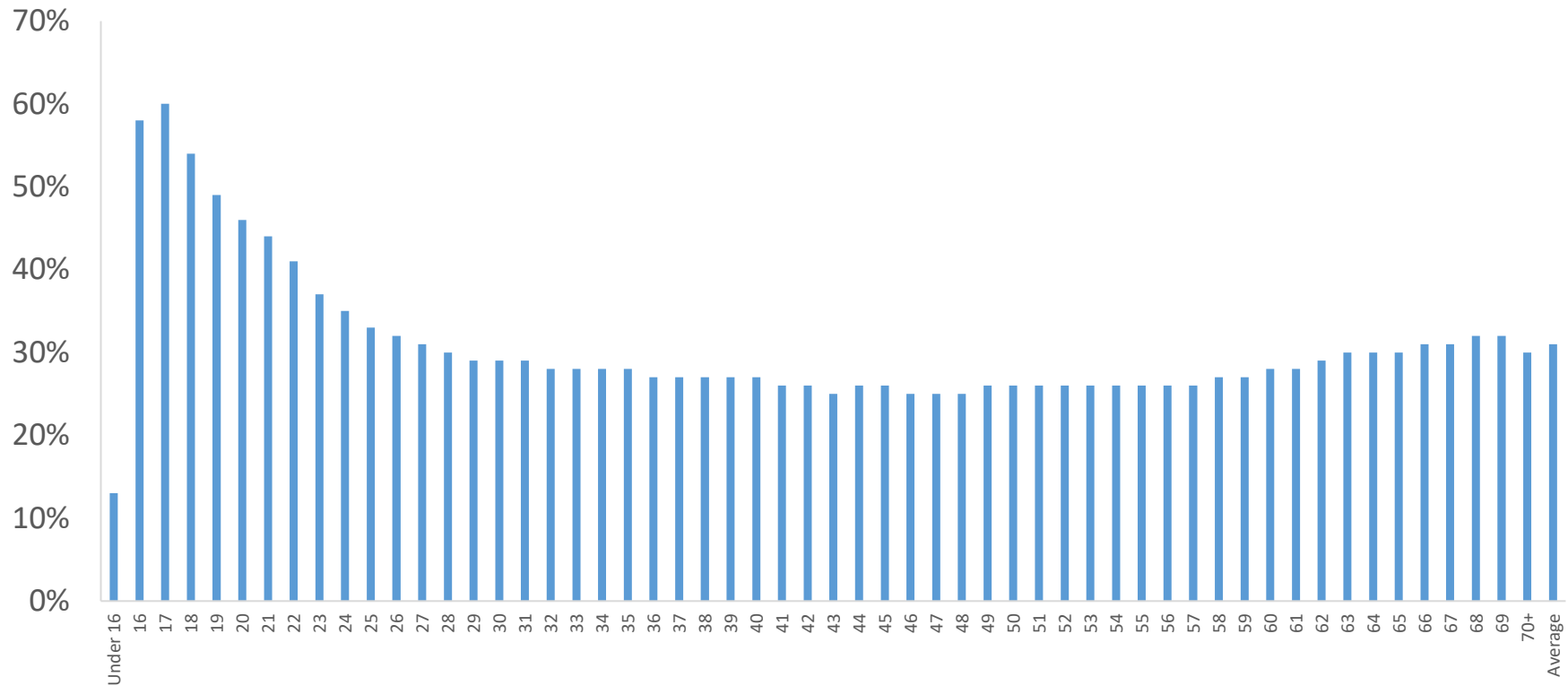
The take-up rate has been higher in smaller organisations...

CJRS Take-up Rate by Employer Size



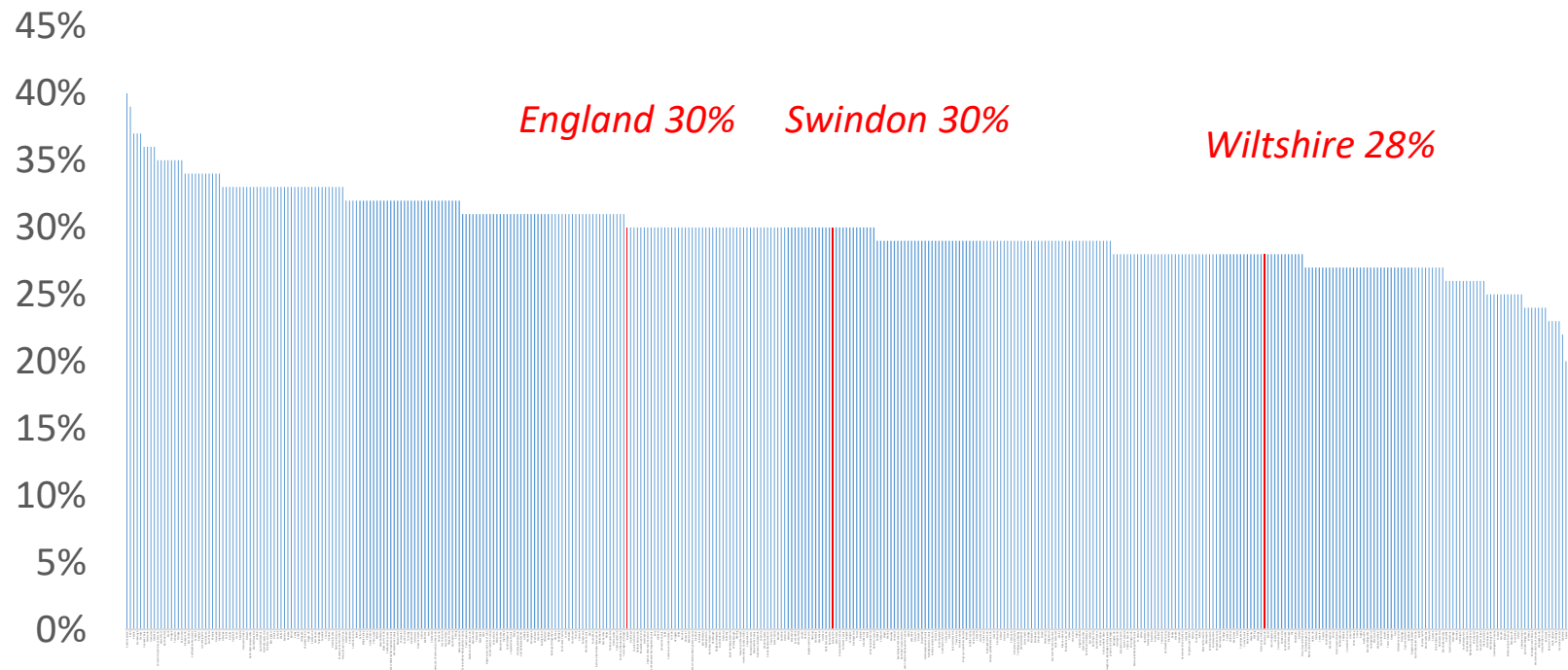
...and among the younger people

CJRS Take-up Rate by Age



Swindon in line with England average and Wiltshire below for take up of furlough scheme

CJRS Furloughed Employment Take-up Rate to 30 June 2020, by Local Authority and Region



Contents

Swindon and Wiltshire Skills Plan

Online Job Postings

Claimant Counts

Coronavirus Job Retention Scheme (CJRS) Statistics

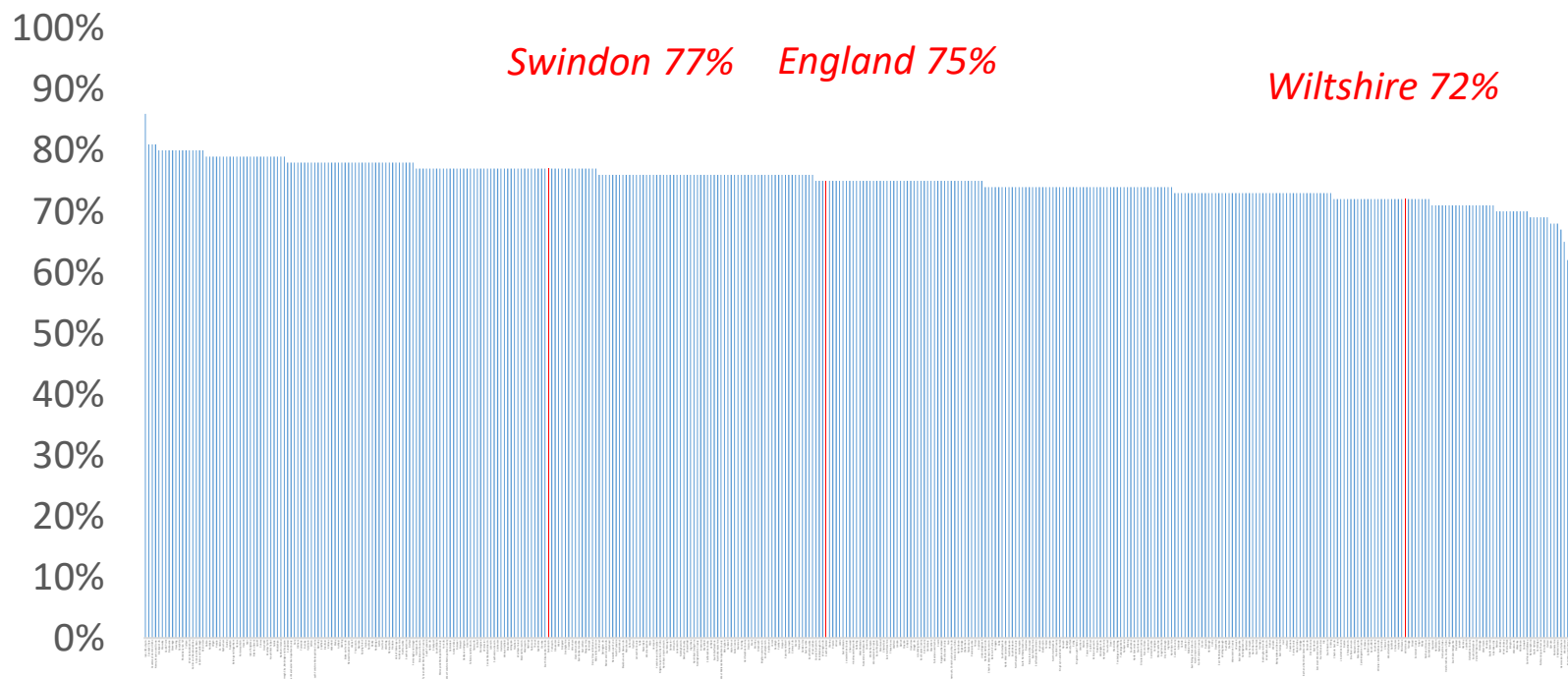
Self-Employment Income Support Scheme (SEISS) Statistics

So what?



More self-employed in Swindon taking up SEISS than in England overall or Wiltshire

Self-Employment Income Support Scheme (SEISS) Take-Up Rate to 30 June 2020, by Local Authority



Contents

Swindon and Wiltshire Skills Plan

Online Job Postings

Claimant Counts

Coronavirus Job Retention Scheme (CJRS) Statistics

Self-Employment Income Support Scheme (SEISS) Statistics

So what?



What actions should we be focussing on?



Unemployment

- How to support unemployed back to work

Sectors

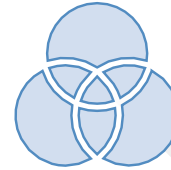
- Not all able to get back up and running



Geography

- Travel limiting factor to employment

Therefore:



There is no one size fit all approach



Need targeted interventions by location and sector

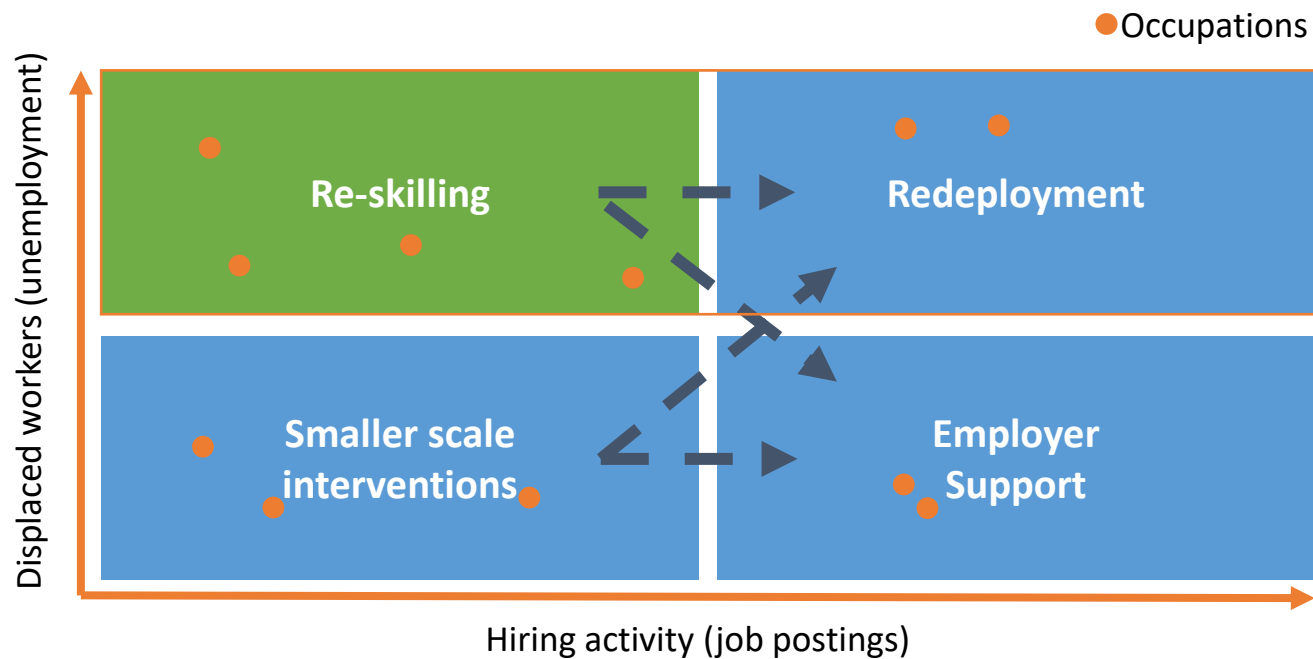


Matching labour supply (those becoming unemployed) and labour demand (job postings)



How can data guide our actions in re-emerging sectors?

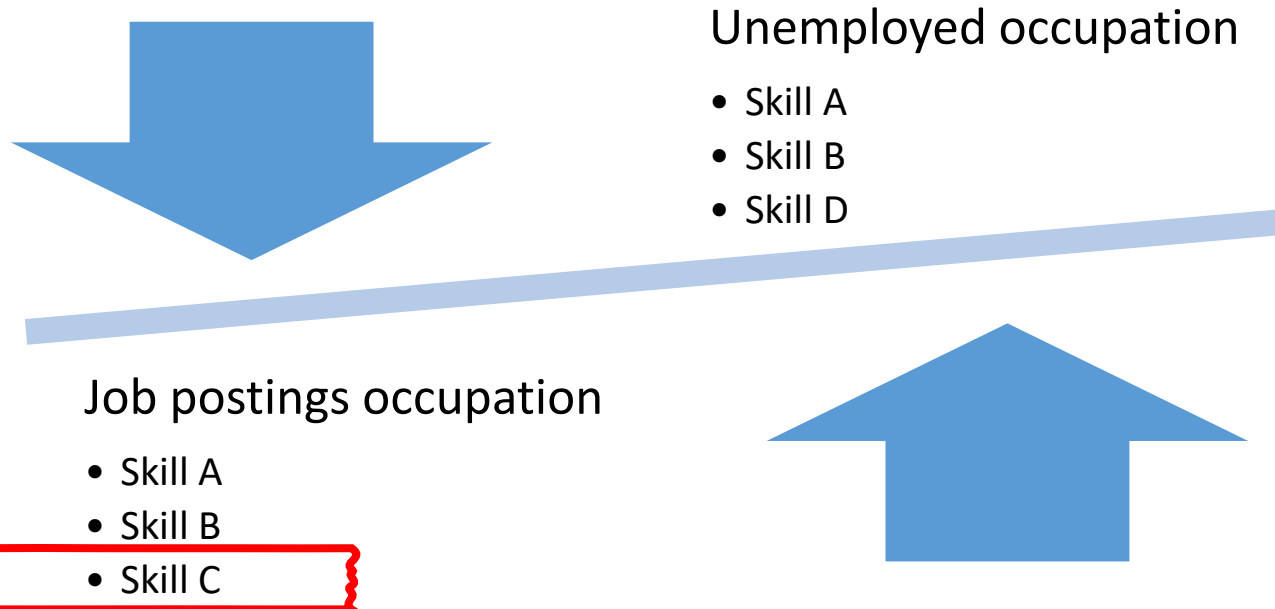
Mapping unemployment to job postings, by location



For occupations that require re-skilling...

Step 1 Match occupations that are claiming Job Seeker Allowance with most compatible occupations with high job postings using EMSI Compatibility Index

Step 2 Focus on developing the missing skills



Thank you for your time

Any questions?

