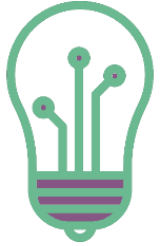


Dorset Labour Market Insights

Q 1 2022

Employers' confidence in the economy took a downward turn during the first quarter of 2022 as inflation reached its highest for 30 years and energy and commodity prices picked up further as the conflict in Ukraine escalated. Hiring intentions however increased, particularly for permanent workers, perhaps reflecting challenges in filling vacancies. In Dorset 2022 started with a new high of over 25,000 vacancies being posted online - levels unseen before. But there is scarcity on the labour market despite significantly lower employment levels than before the pandemic with rising numbers of people who aren't working but also aren't looking for a job.

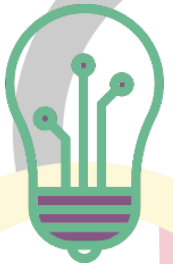
The economy



Latest ONS Quarterly estimates illustrate that the economy grew by 0.8% in Quarter 1 of 2022 and by 8.7% on Quarter 1 2021 and is now 0.7% above its pre-coronavirus level. There have been increases in output in: services (particularly in information & communication, while retail declined with global supply chain disruptions), production (mainly manufacturing), and construction.



The Bank of England reported energy and commodity prices picked up further as the conflict in Ukraine escalated, companies expected to raise prices to protect margins. Rising costs and supply shortages continued to hold back growth in output, lowered expectations for growth. Labour shortages remained acute in many sectors with pay settlements continued to rise, although demand appeared to be stabilising.



The Recruitment and Employment Confederation Jobs Outlook finds employers' confidence in the UK economy took a turn for the worse, falling to net -11 during the first quarter of 2022 as inflation reached its highest for 30 years. Despite this, more employers remained positive than negative about their ability to hire with businesses' confidence in hiring at net +8. In particular, employers' intentions to hire permanent workers have spiked over the first three months of the year, perhaps reflecting challenges in filling vacancies.

The background image shows a beach scene with several wooden huts on the left and a group of people walking along a path on the right. The image is overlaid with a semi-transparent purple filter.

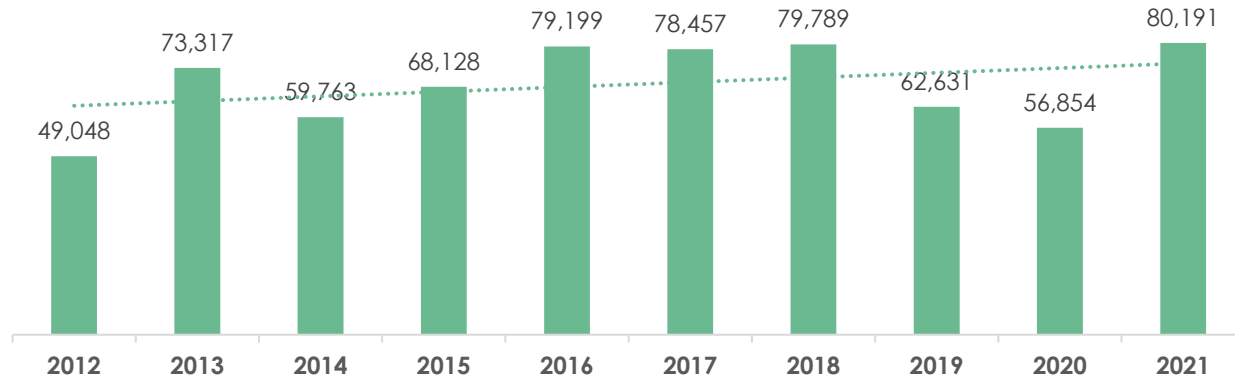
LABOUR MARKET & ECONOMIC CONTEXT IN DORSET

- Demand for labour
- Employment, unemployment & out-of-work claimants
- Top employers
- Industry developments
- Professional trends
- Skills, education and experience requirements

Demand for Labour

The jobs market was characterised by significant shifts and fluctuations over the past years but there were record levels of aggregate vacancies advertised throughout 2021 - 41% on 2020 and 28% on 2019. 2022 started with a new high of over 25,000 vacancies being posted online - levels unseen before in Dorset.

Dorset Annual Vacancies



2021

Total Vacancies
Dorset LEP
80,191

Increased

41.05%

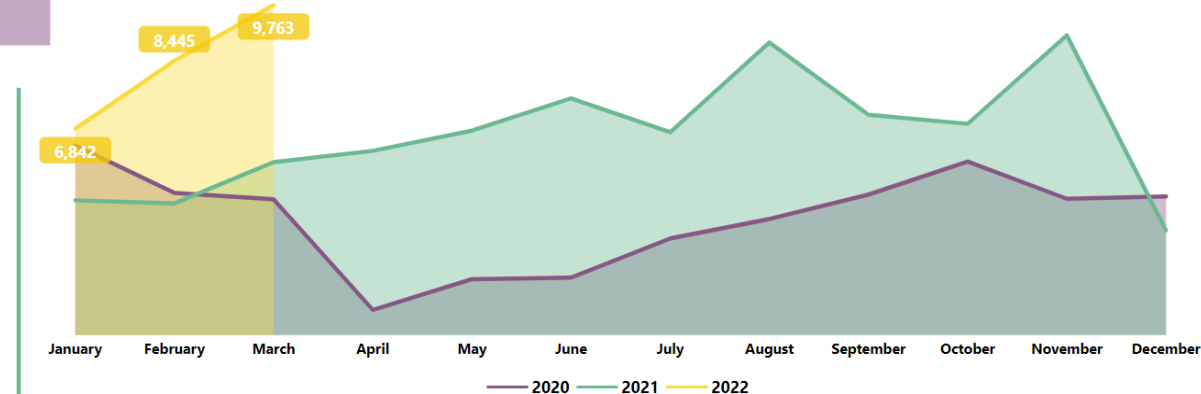
2020 - 2021

2022

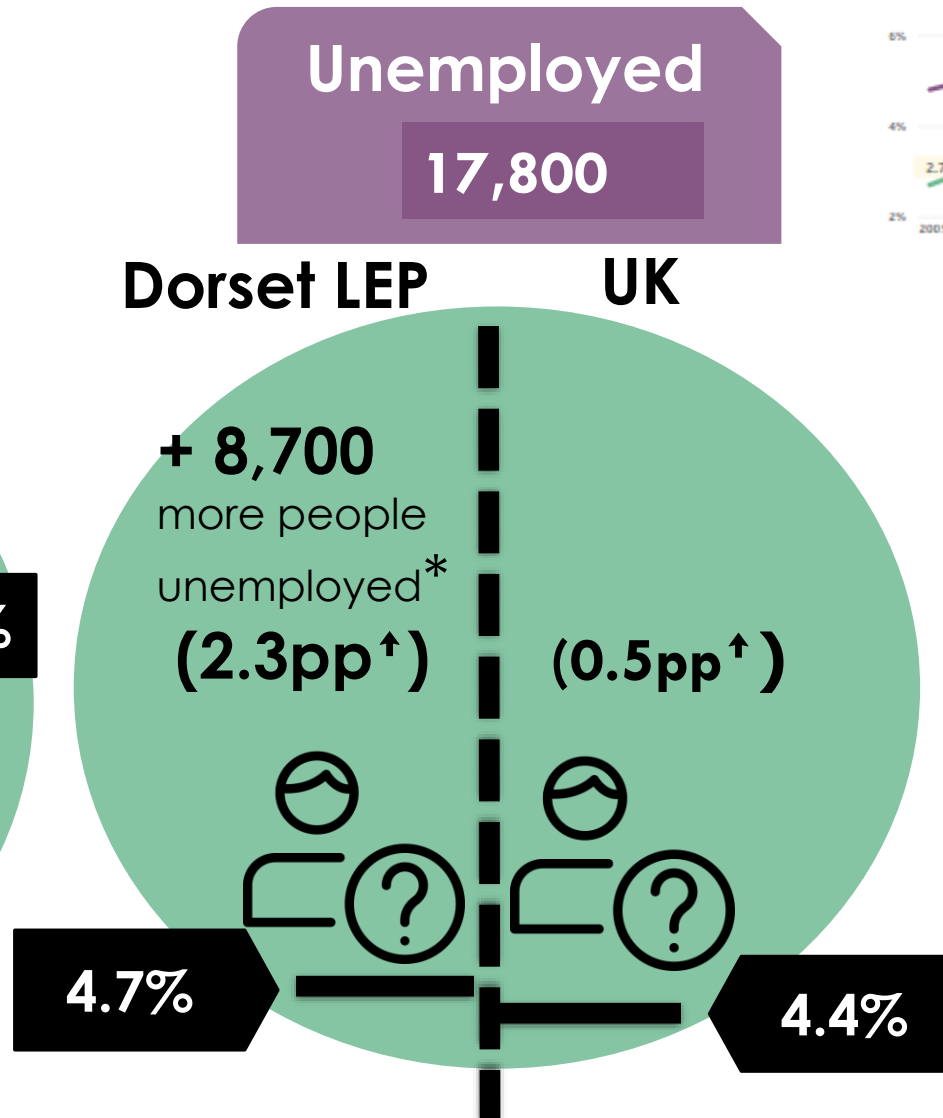
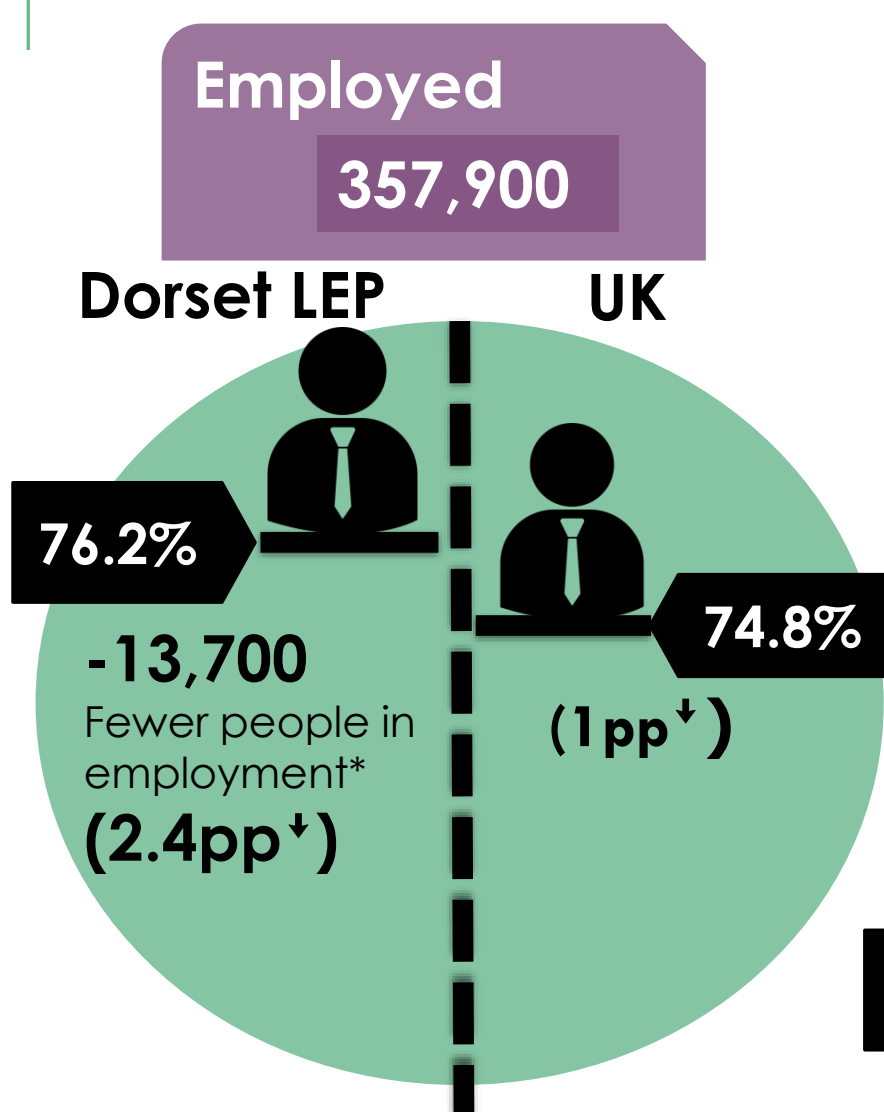
Vacancies Quarter 1

Total Vacancies
Dorset County
25,050

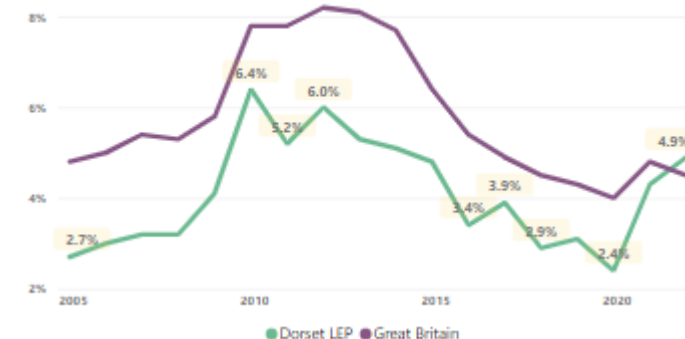
Monthly Vacancies (2020, 2021, 2022)



(Un)Employment



Unemployment rate - aged 16-64



The past two years (2020-21) of pandemic disruption created seismic shifts affecting the Dorset labour market more severely than the rest of the UK. After a year of record employment levels in 2019 (79%), and despite the cushioning effects of the furlough scheme, the pandemic resulted in fewer economically active people, 2.4 pp decline in employment (vs 1 pp nationally) and unemployment rates doubling locally and exceeding national levels for the first time on record.

* Figures refer to the period Jan 2021-Dec 2021 in comparison to Jan 2019-Dec 2019 - ONS Annual Population Survey 2021

Claimants

Out-of-work benefits

Claimants as a proportion (%)
of residents aged 16-64

3.4%

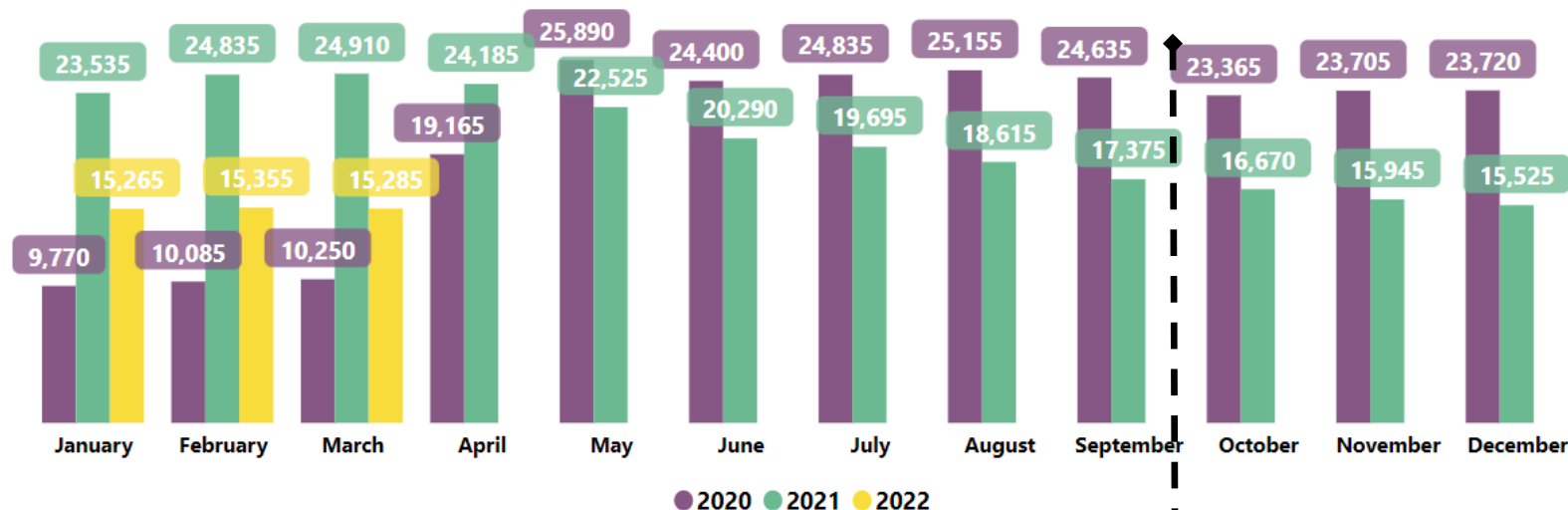
Youth unemployment

Claimants as a proportion
(%) of residents aged 18-24

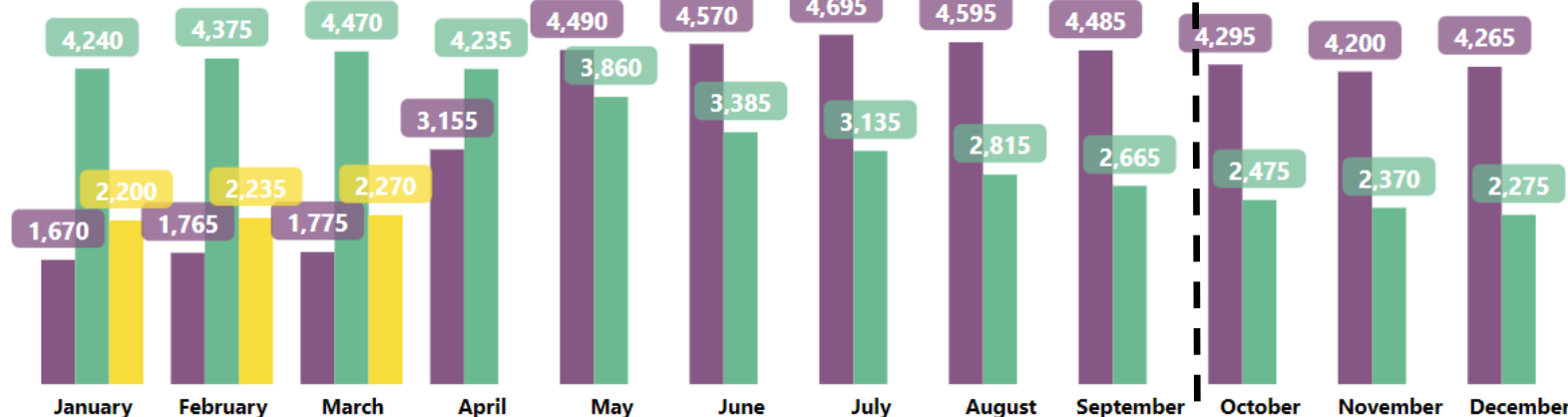
3.9%

Out-of-work benefit claimants
are still over 50% higher than
pre-pandemic.

Dorset County Claimants Aged 16+



Dorset LEP Claimants Aged 18-24



Furlough scheme closed 30 Sept 2021

Top employers



The top employers league table has seen some reshuffle over the first quarter with hospitality and tourism firms taking over, while NHS firmly remains on top of the chart, as well as local authorities and educational providers.

Top Employers

#Jobs

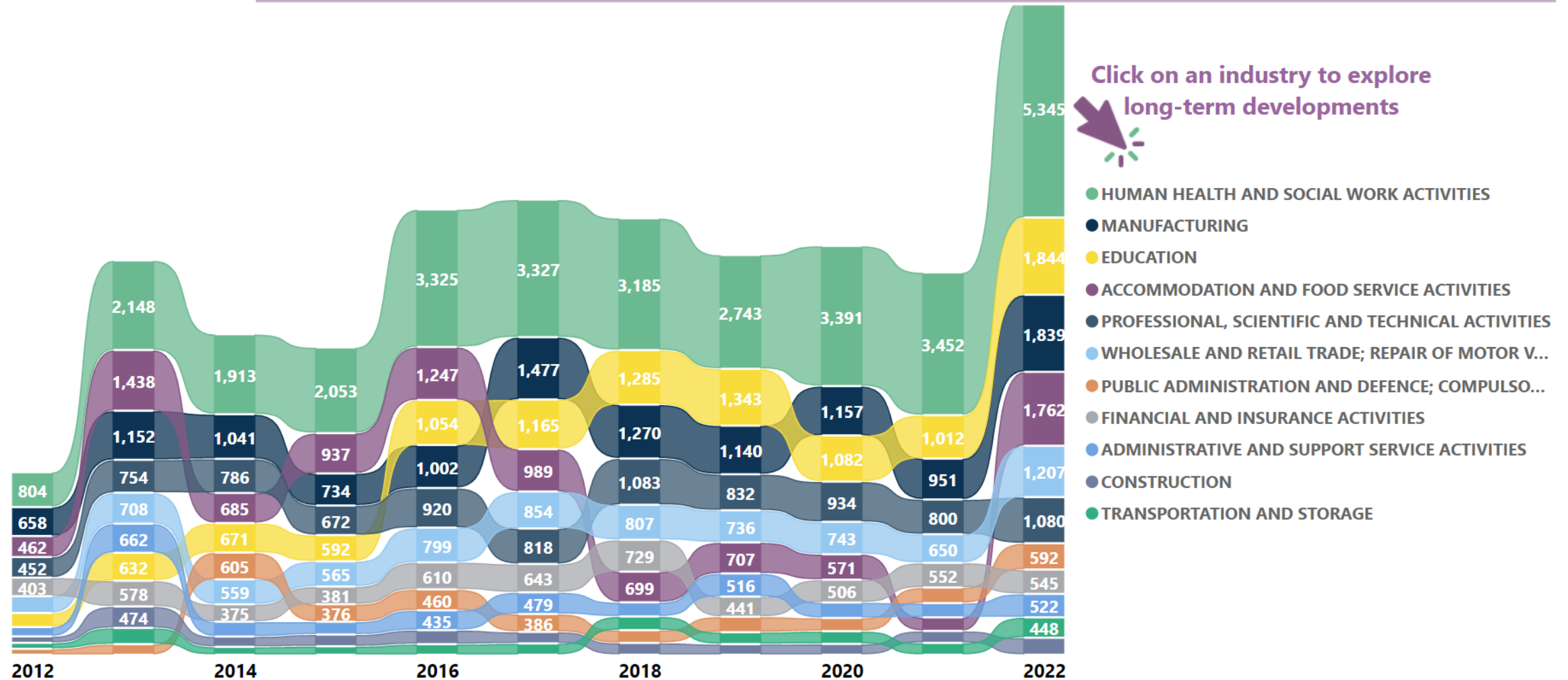


NATIONAL HEALTH SERVICE	2,482
BCP COUNCIL	351
BOURNE LEISURE	240
BOURNEMOUTH UNIVERSITY	192
COLTEN CARE LIMITED	129
JPMORGAN CHASE & CO	129
HOLT ENGINEERING LIMITED	124
HAVEN LIMITED	111
WHITBREAD	106
HALL & WOODHOUSE	102
VITALITY LIMITED	99
INPLOI LIMITED	91
AGINCARE GROUP LTD	86
TESCO PLC	83
RNLI	65
DORSET COUNCILS	61
SIEMENS	61
HM PRISON SERVICE	60
CARE SOUTH	57
NATIONAL TRUST	55
CO-OPERATIVE GROUP LIMITED	54

Industries

Vacancy growth continued in the first quarter of 2022 across sectors.

Top 10 industries - long-term developments - Quarter 1

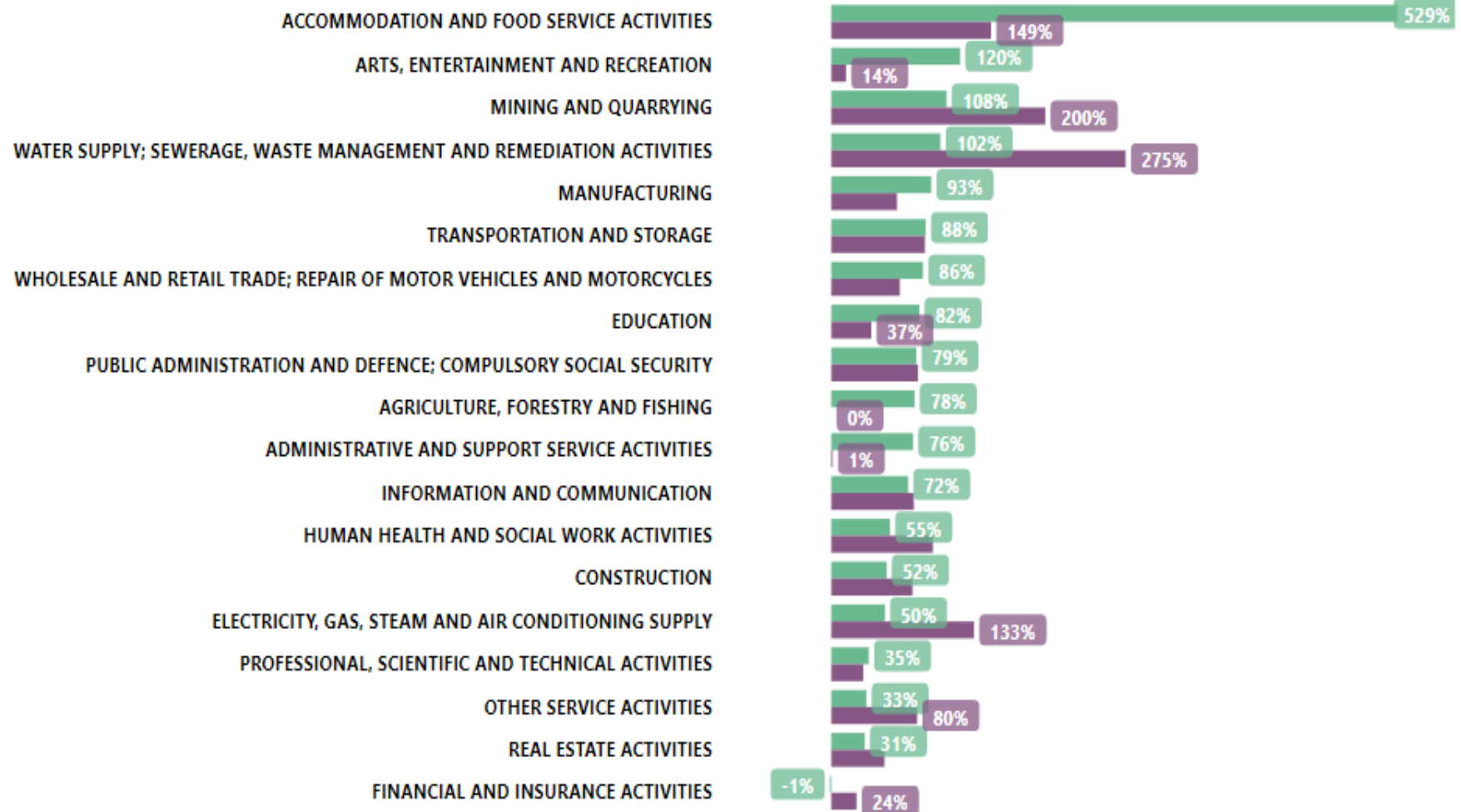


Industries

Most notably, vacancies in tourism & hospitality grew 5 times in the first quarter on those seen over the same period last year, and were twice as high in arts and entertainment, utilities and manufacturing.

Difference in number of vacancies per industry - Quarter 1

● 2022 vs 2021 ● 2022 vs 2019



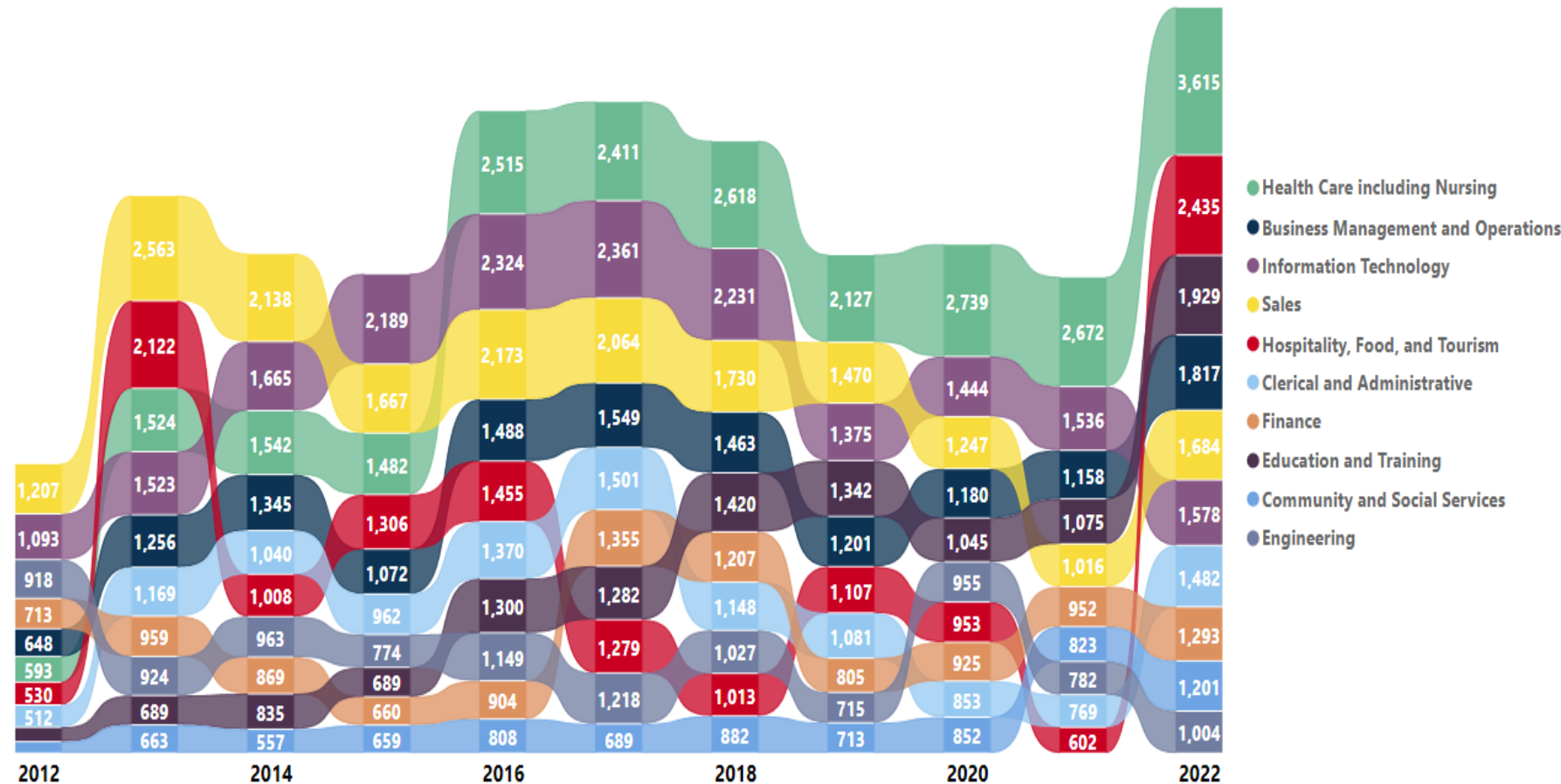
Professional trends

All professional groups saw an uplift in demand over the first quarter, with hospitality, food and tourism jobs reaching their highest on record, where a 300% growth lifted them from the bottom in Q1 of last year to only being topped by healthcare in the first three months of 2022.

Among the 2400 vacancies advertised were some 500 chefs, 500 kitchen and food service team members and 360 cleaners, illustrating the acute labour shortages faced by the hospitality sector in Dorset.

The highest spike in demand across occupations was noted in elementary lower skilled jobs where demand was twice higher in 2022 than back in 2019.

Top 10 professional families - long-term developments Quarter 1

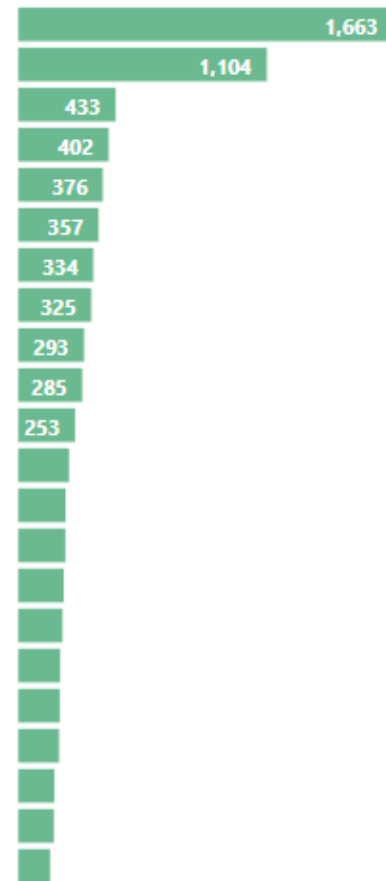


Skills



Employers most frequently requested skills were communication, customer service, management, sales, detail-orientation and marketing and personal attributes such as enthusiasm and self motivation.

Many of these were less prevalent in candidate profiles than in job postings. The majority of digital skills were stable or growing with MS Office topping the lead table and Python growing amongst the programming languages.

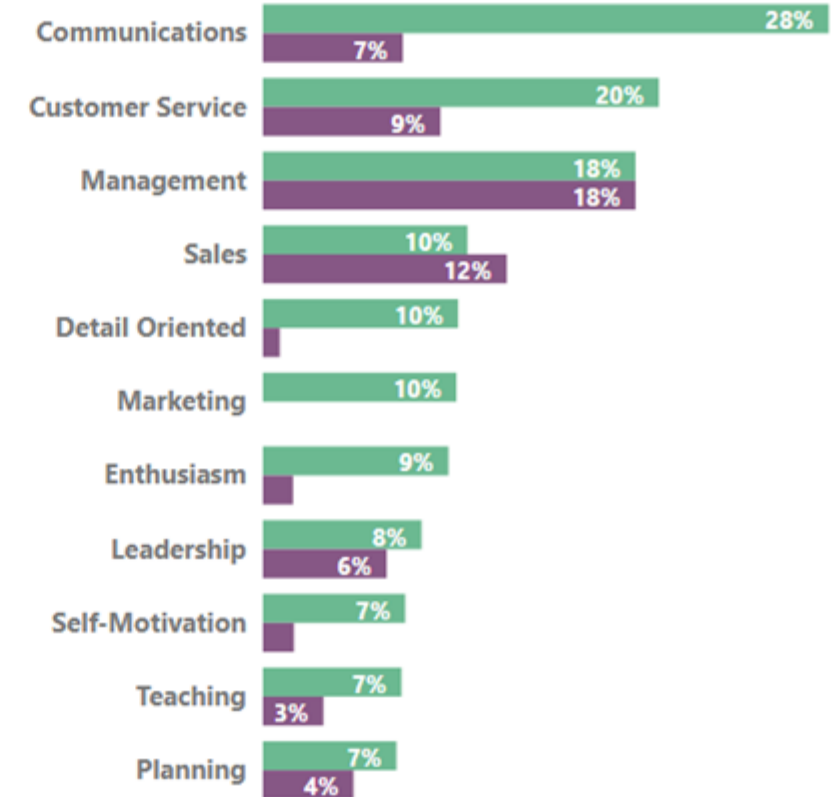


Top digital skills

Microsoft Excel
Microsoft Office
Software Development
Microsoft Word
SQL
Software Engineering
Enterprise Resource Planning (ERP)
Microsoft C#
Facebook
Microsoft Powerpoint
JavaScript
SAP
Python
Java
LINUX
Solomon
C++
.NET
Customer Relationship Management
Microsoft Azure
Scrum
Microsoft Outlook

Top skills demand and supply

Top Soft Skills



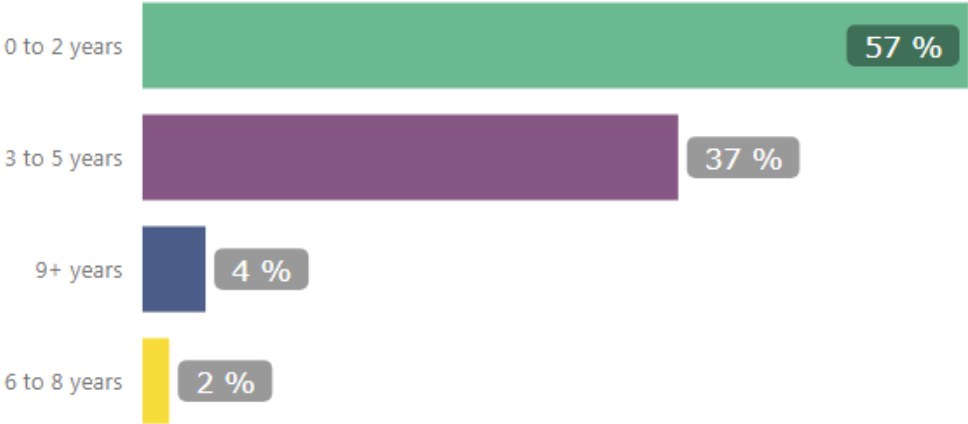
● Frequency in Postings ● Frequency in Profiles

Education & Experience

| 2021



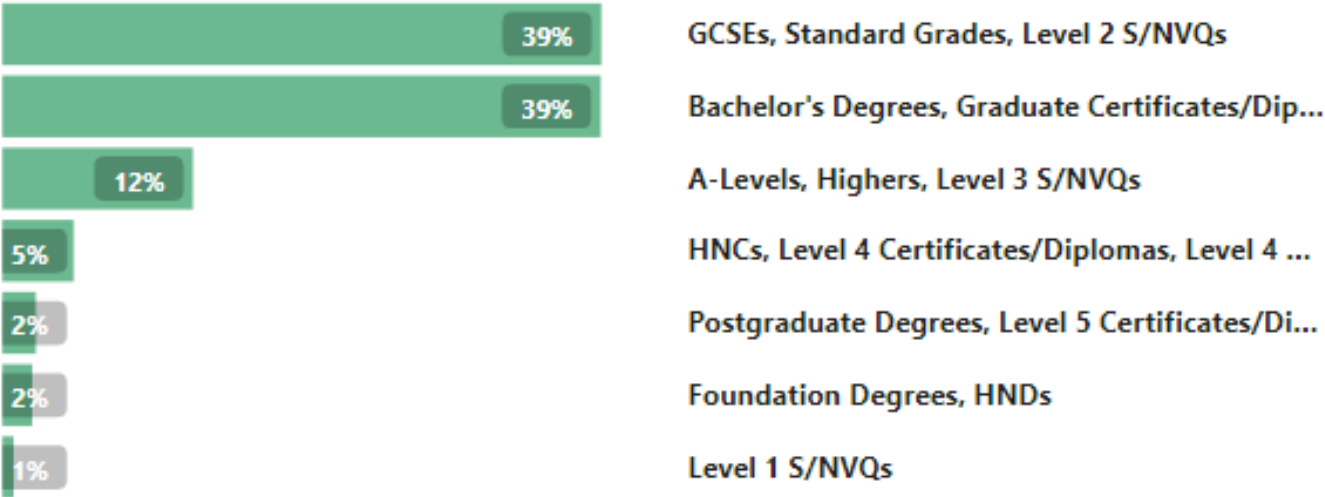
Experience Requirements*



Over half of the advertised jobs required less than 2 years of experience.

Over half of the jobs required GCSE's and A Levels as a minimum and 41% required degrees.

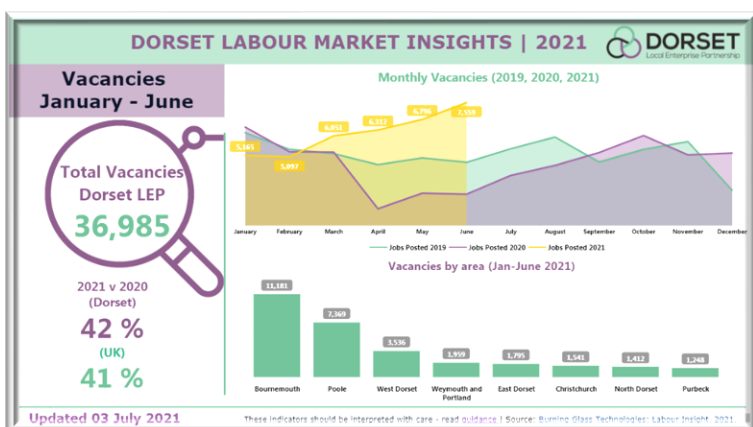
Education (Minimum Advertised)*



*Figures to be taken with caution due to large number of missing data points.

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Email DorsetLEP@bournemouth.ac.uk to subscribe for updates

Latest Labour Market Insights



Key industries



Apprenticeship Statistics

