

Dorset Labour Market Insights



Dorset has a robust labour market as demonstrated by historic job vacancy figures holding up well and bouncing back relatively quickly after spells of economic uncertainty.

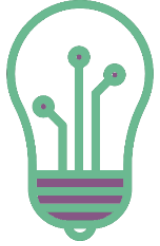
The Covid-19 pandemic arrived at what was a pre-existing state of subdued economic and labour market activity brought by the prolonged economic and political uncertainty of Britain's exit from the EU.

The combined effects were two consecutive years of subdued labour demand which spilled into early 2021.

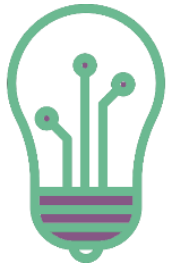
But did 2021 break the spell?

Look back
at 2021

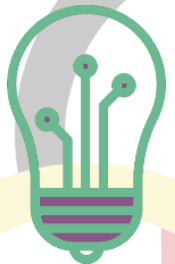
The economy



[Latest ONS Quarterly estimates](#) illustrate that the economy grew by 1% in the last quarter of 2021 and is now 0.4% below its pre-coronavirus level. Following the large 9.4% fall in 2020 because of the initial impact of the coronavirus (COVID-19) pandemic and public health restrictions, UK GDP saw an annual rise of 7.5% in 2021.



[The Bank of England](#) reported recruitment difficulties remained acute in many sectors even after the furlough scheme ended; pay settlements continued to rise. Growing reports of rising costs being passed through to prices; further upward pressure from higher pay and energy costs expected in 2022.



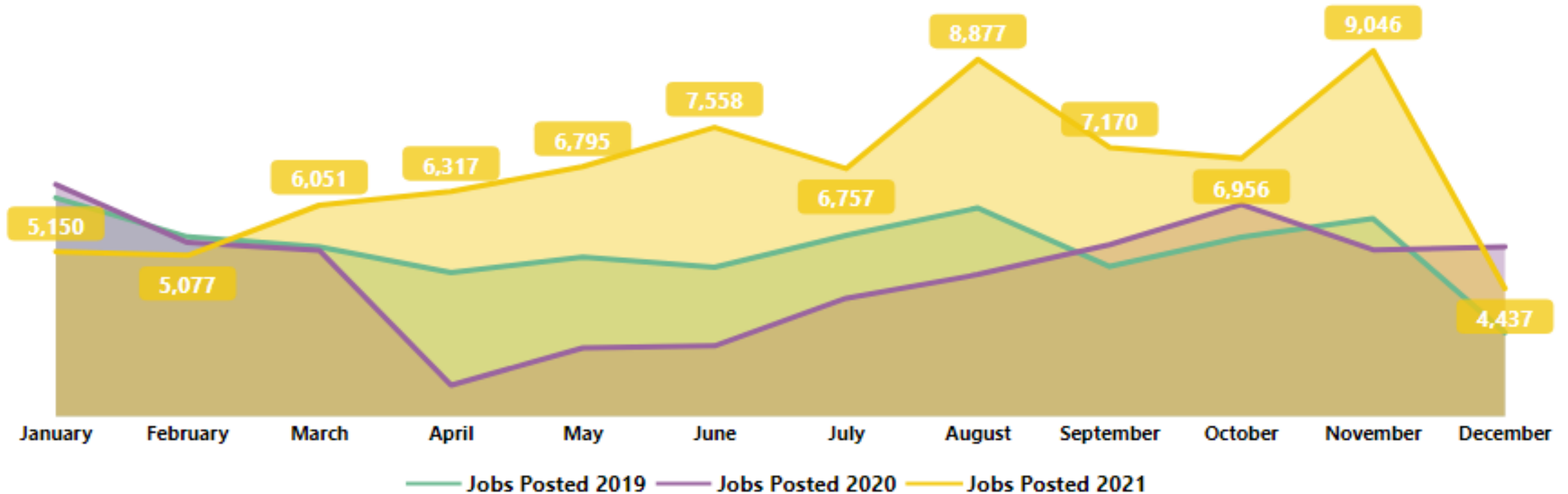
[The Recruitment and Employment Confederation Jobs Outlook](#) finds in November 2021-January 2022, business confidence in the UK economy rose by six percentage points from the previous rolling quarter. This suggests more positive expectations for the economy in 2022, despite the threat of rising inflation and labour shortages. Confidence in making hiring and investment decisions rose to net: +17 in the three months to January - eight percentage points higher than the previous rolling quarter.

A year of dips and spikes



The jobs market was tumultuous but strong. Overall recruitment recovered in 2021, exceeding previous two years over most of the year, but demand fluctuated considerably over the course of the year and across industries and with Christmas overshadowed by Omicron - it ended with a drop mirroring the one last seen with the first lockdown back in April 2020.

Monthly Vacancies (2019, 2020, 2021)



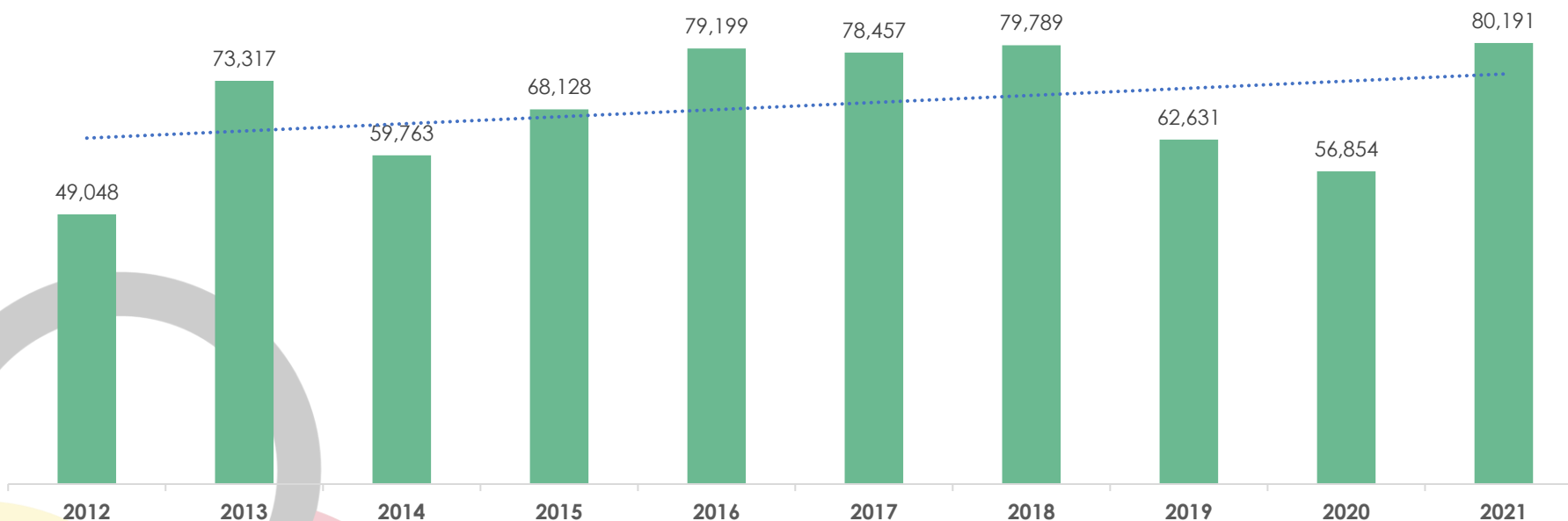
Strongest job demand on record



Despite the dips and spikes, the aggregate vacancies advertised throughout 2021 were the highest on record - 41% on 2020 and 28% on 2019.

2021

Dorset Annual Vacancies



Increased

 41.05%

2020 - 2021

(see [Vacancies and Opportunities dashboard](#))

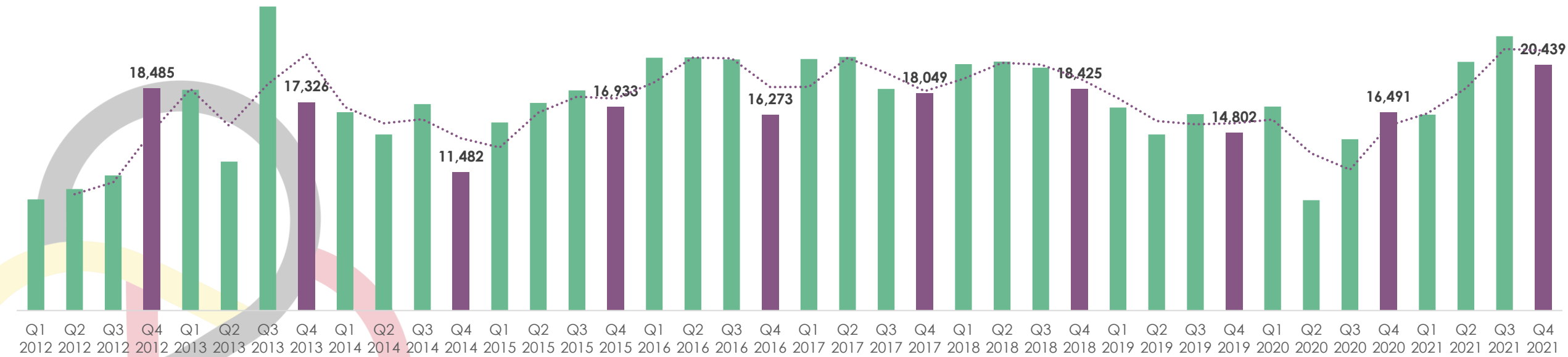
Burning Glass Technologies. Labour Insight. 2021

A matching last quarter



Whilst traditionally there is seasonal drop in recruitment towards the end of the year, the last quarter of 2021 was extraordinary: Job postings in November marked the highest on record, followed by a nosedive ending with 51% decline in December, and the last quarter levelled at c.20,440. Although 10% down on Quarter 3, this was 24% higher than the vacancies over the same period last year and the highest seen over the last quarter since 2012 when the record began.

Dorset vacancies (quarterly) - time series



Top employers & jobs



The National Health Service is by far the largest employer in Dorset – accounting for over 9% of all vacancies and over 6 times as many as the second largest employer - J.P.Morgan. Demand is also high at local Councils, Bournemouth University and residential care firms.

Whilst the employers topping the chart have not seen a significant reshuffle from 2020, manufacturing, hospitality, catering and retail employers are the notable exception with exponential growth in their recruitment volumes (over 80% growth in some employers' activity).

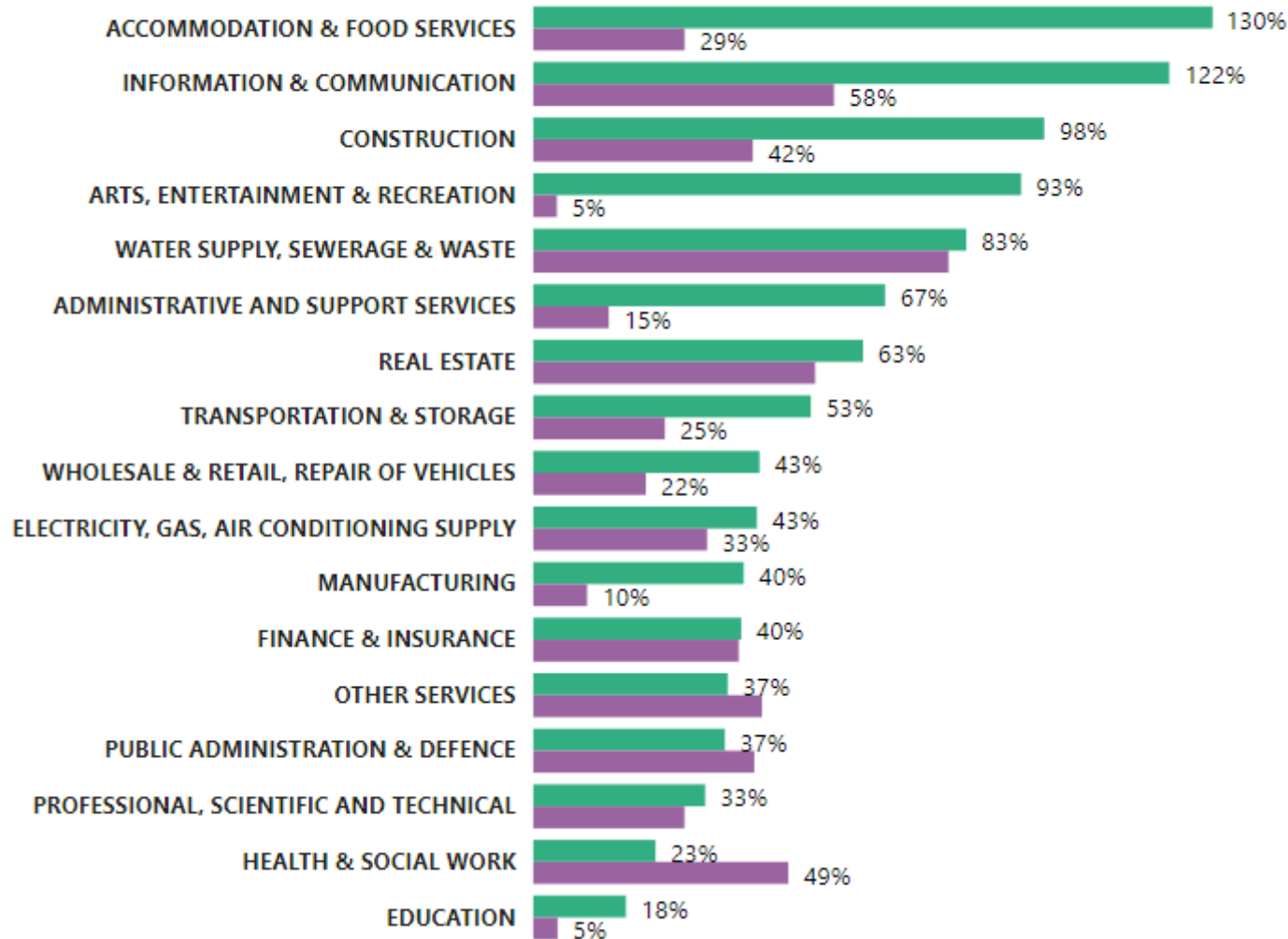
The other trend is the growth in recruitment agencies activity – 2021 was the first year when several agencies appeared among the top employers reflecting the difficulties employers are facing with filling up their vacancies.

Top Employers	#Jobs
NATIONAL HEALTH SERVICE	7,587
JPMORGAN CHASE & CO	1,125
BCP COUNCIL	1,085
DORSET COUNCIL	631
BOURNEMOUTH UNIVERSITY	620
COLTEN CARE LIMITED	436
WHITBREAD	380
AGINCARE GROUP LTD	368
VITALITY LIMITED	346
HOLT ENGINEERING LIMITED	330
BOURNE LEISURE HOLDINGS	218
COMPASS GROUP PLC	208
NUFFIELD HEALTH	182
BOURNEMOUTH AND POOLE COLLEGE	173
CO-OPERATIVE GROUP LIMITED	168
MORSON TALENT	160
INPLOI LIMITED	158
RNLI	156
SHAW HEALTHCARE	155
TRU TALENT	151
CURTISS WRIGHT CORPORATION	150

Industries

Dorset Industries Number of Vacancies - Difference (%)

● 2021 vs 2020 ● 2021 vs 2019



Labour demand saw considerable growth in 2021 across all industries in Dorset when compared to vacancies in the previous two years . Most notably, 2021 vacancies in tourism, hospitality and ICT were more than double those advertised in the 2020, and close to double in Construction and Arts & Entertainment, while Utilities saw the highest sustained growth when compared to both 2020 and 2019 pre-pandemic levels.

Industries

Top industries by number of vacancies

Industry	2021
HEALTH & SOCIAL WORK	16,880
MANUFACTURING	4,718
EDUCATION	4,520
PROFESSIONAL, SCIENTIFIC AND TECHNICAL	3,861
WHOLESALE & RETAIL, REPAIR OF VEHICLES	3,826
ACCOMMODATION & FOOD SERVICES	3,646
FINANCE & INSURANCE	2,435
PUBLIC ADMINISTRATION & DEFENCE	1,694
ADMINISTRATIVE AND SUPPORT SERVICES	1,570
INFORMATION & COMMUNICATION	1,286
TRANSPORTATION & STORAGE	1,161
CONSTRUCTION	1,084
OTHER SERVICES	814
REAL ESTATE	713
ARTS, ENTERTAINMENT & RECREATION	410

Industry	2020
HEALTH & SOCIAL WORK	13,672
EDUCATION	3,837
MANUFACTURING	3,362
PROFESSIONAL, SCIENTIFIC AND TECHNICAL	2,904
WHOLESALE & RETAIL, REPAIR OF VEHICLES	2,669
FINANCE & INSURANCE	1,741
ACCOMMODATION & FOOD SERVICES	1,585
PUBLIC ADMINISTRATION & DEFENCE	1,239
ADMINISTRATIVE AND SUPPORT SERVICES	938
TRANSPORTATION & STORAGE	758
OTHER SERVICES	593
INFORMATION & COMMUNICATION	580
CONSTRUCTION	548
REAL ESTATE	437
ARTS, ENTERTAINMENT & RECREATION	212

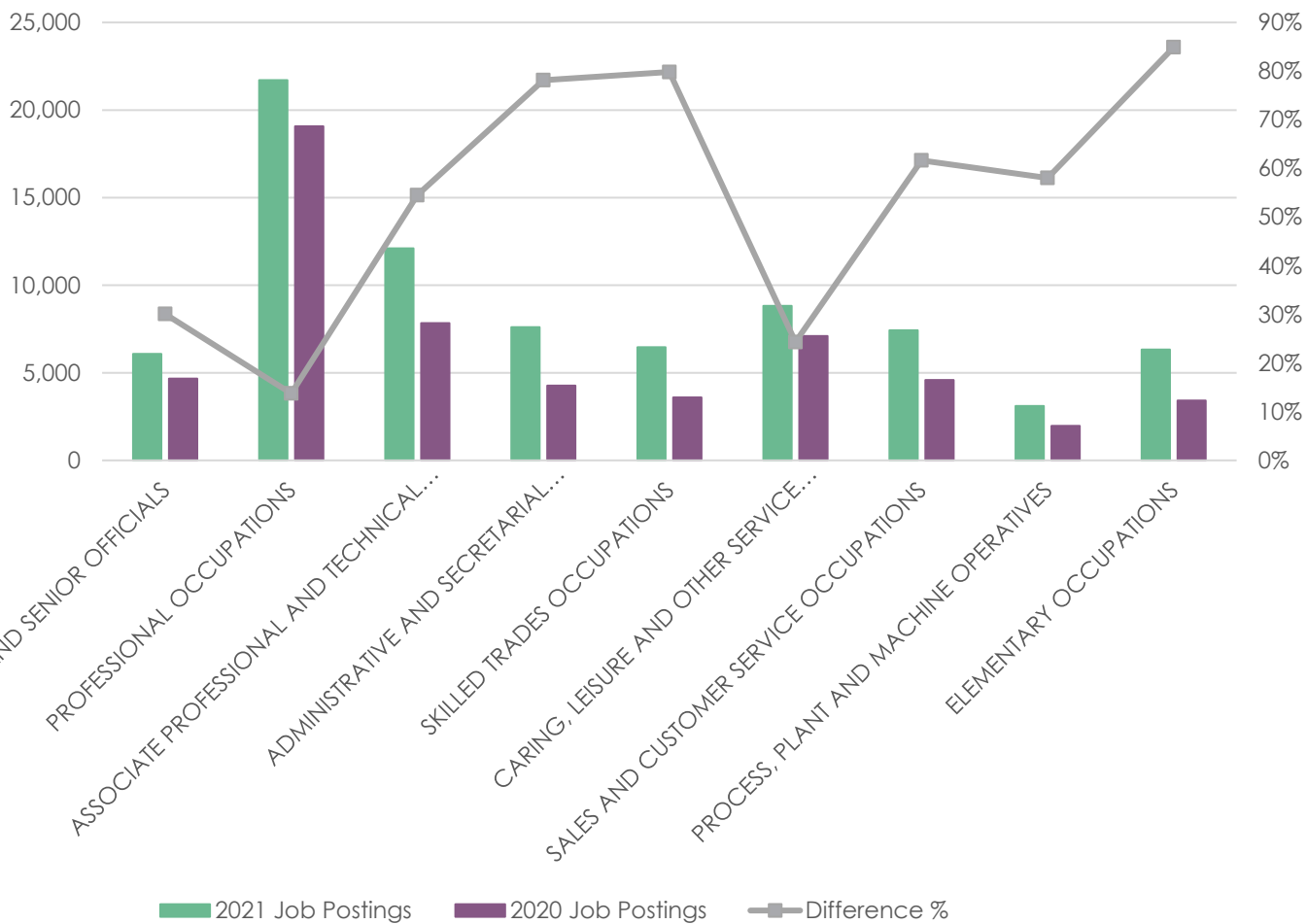


Vacancies by SOC | 2021



In 2021 demand exceeded both 2020 and the levels seen in 2019 across all occupational groups.

Dorset Job Postings by Occupation (2021 vs 2020)



Demand was strong and grew across all major occupation groups (using Standard Occupational Classification (SOC) and recovered notably among those occupations most affected by the pandemic, such as Elementary (85% up), Skilled Trades (80% up), Administrative (78% up) and Sales Occupations (62% up).

Vacancies by SOC | 2021

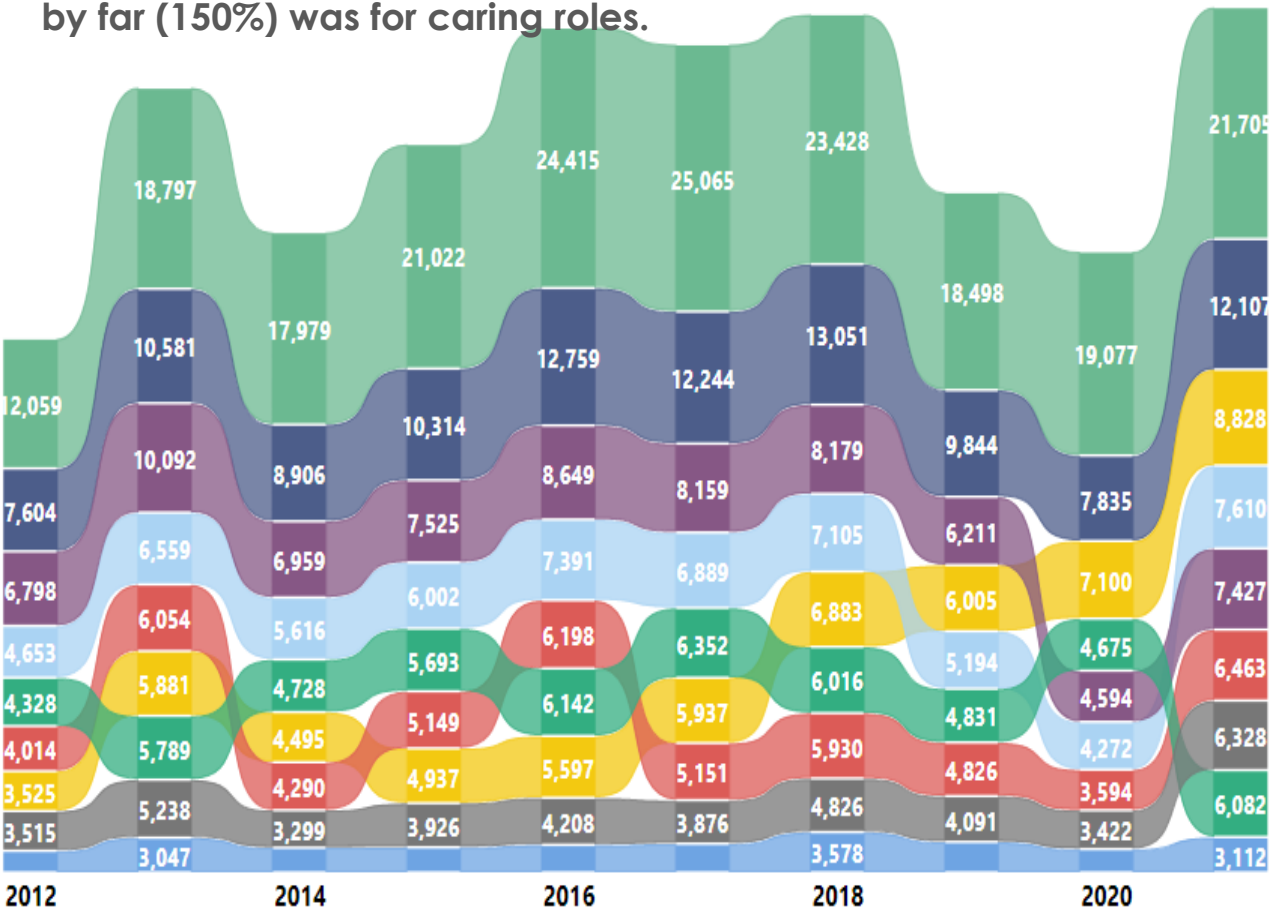


High skilled roles accounted for 50% of the demand, mid-skilled for 30% of and lower-skilled for 20% of the 2021 vacancies.

The high skilled labour market for college and university graduates is strong. Professional jobs demand stood out in numbers and saw an 80% increase since 2012. Similar growth was recorded across elementary low skilled roles over this period, but the highest increase by far (150%) was for caring roles.

Using the **Standard Occupation Classification (SOC)**, we can get an approximation of occupations that require high, medium or low skills and linked levels of education.

SOC 1-3 Digits	High skilled jobs
1 – Managers 2 – Professionals 3 – Associate Professionals	Generally require a graduate level education
SOC 4-6 Digits	Med-range skilled
4 – Admin 5 – Skilled trades 6 – Caring, leisure, service	Mostly require a Level 3-5 education
SOC 7-9 Digits	Low skilled jobs
7 – Sales 8 – Process, machine operatives 9 – Elementary	Mainly Level 2 qualifications and below

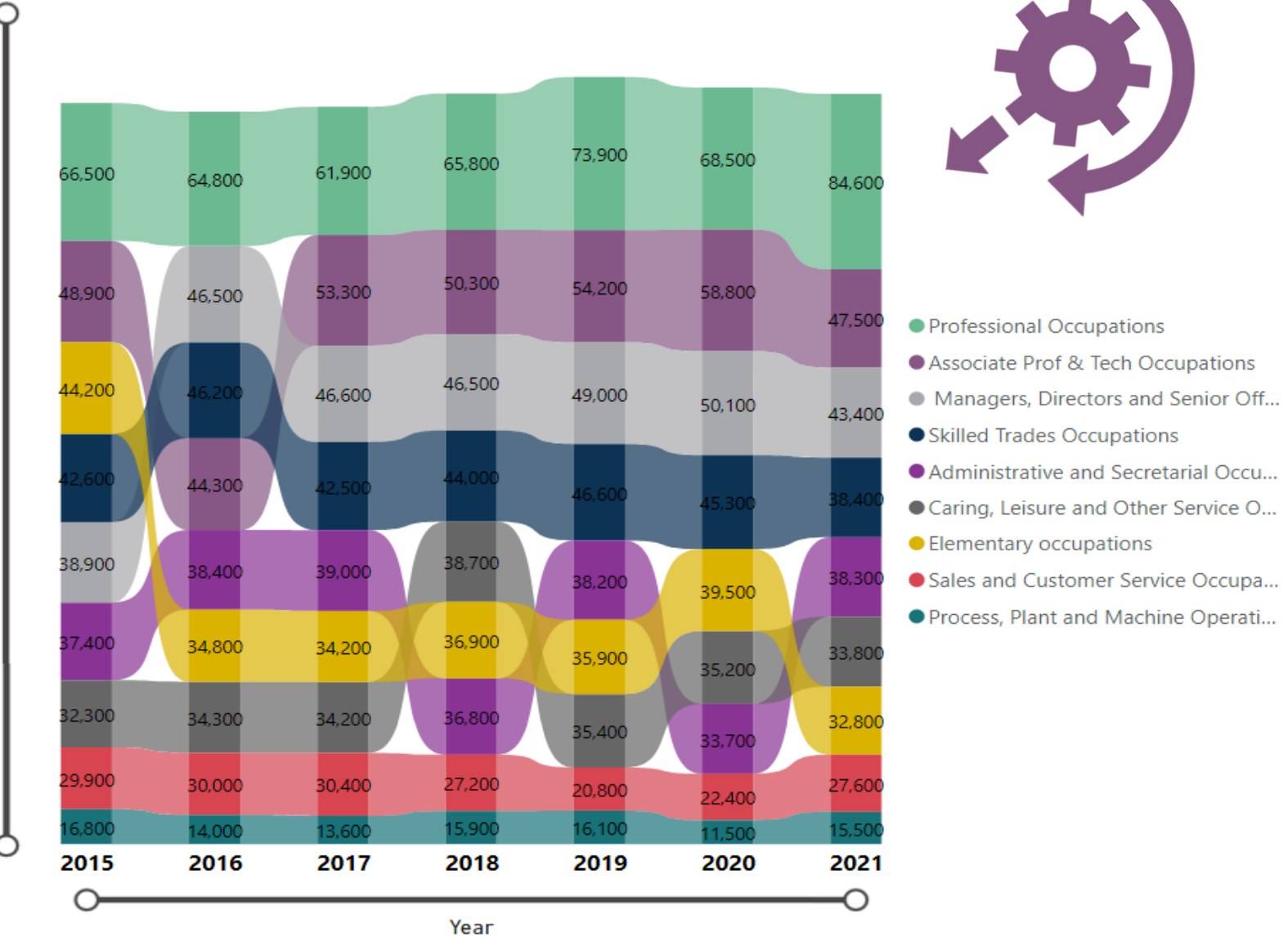


- PROFESSIONAL OCCUPATIONS
- ASSOCIATE PROFESSIONAL AND TECHNICAL OCCUPATIONS
- CARING, LEISURE AND OTHER SERVICE OCCUPATIONS
- ADMINISTRATIVE AND SECRETARIAL OCCUPATIONS
- SALES AND CUSTOMER SERVICE OCCUPATIONS
- SKILLED TRADES OCCUPATIONS
- MANAGERS, DIRECTORS AND SENIOR OFFICIALS
- ELEMENTARY OCCUPATIONS
- PROCESS, PLANT AND MACHINE OPERATIVES

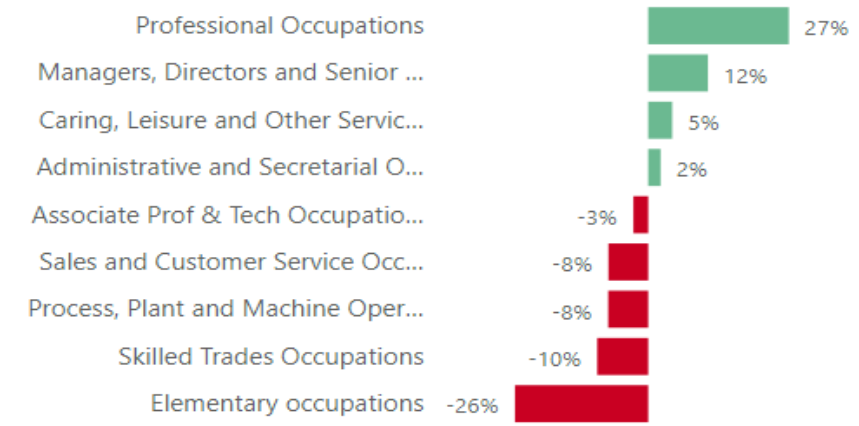
Employment by SOC | 2021



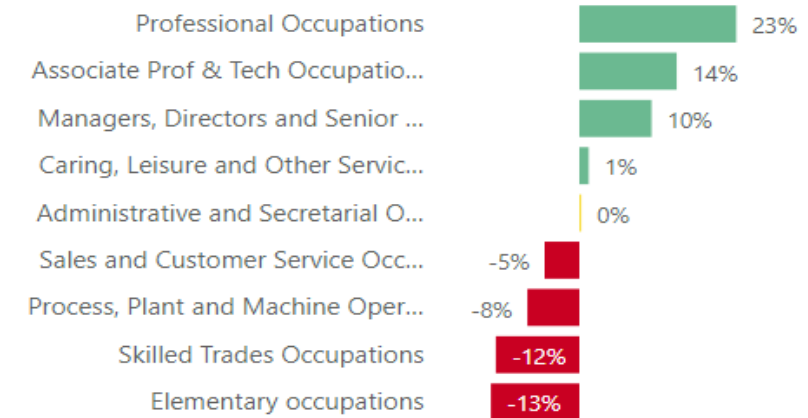
Dorset Employment by Occupation 2015-2021



Dorset LEP - difference in employment by occupation 2021 vs 2015



England - difference in employment by sector 2021 vs 2015



Source: ONS Annual Population Survey.

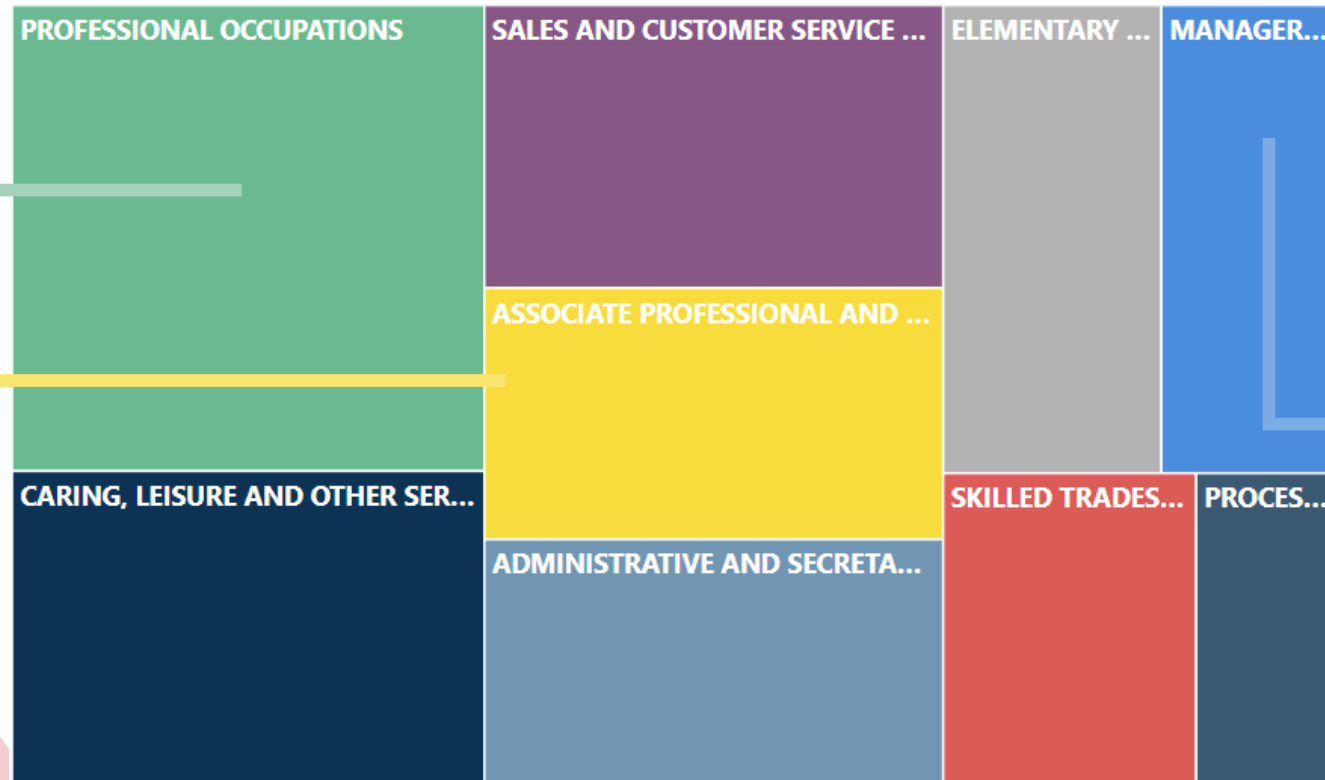
Vacancies by SOC | 1-3

The top high-skilled roles within SOC occupations 1-3 in Dorset in 2021



Jobs most in demand	#Job Postings
Nurses	4,038
Programmers and software development professionals	2,343
Chartered and certified accountants	958
Solicitors	888
IT business analysts, architects and systems designers	776
Teaching and other educational professionals n.e.c.	773
Management consultants and business analysts	679
Engineering professionals n.e.c.	676
Medical practitioners	619
Web design and development professionals	561

Top 10 Occupations 2021



Jobs most in demand	#Job Postings
Human resources and industrial relations officers	901
Engineering technicians	885
IT user support technicians	814
Marketing associate professionals	771
Science, engineering and production technicians n.e.c.	695
IT operations technicians	600
Finance and investment analysts and advisers	476
Buyers and procurement officers	475
Health associate professionals n.e.c.	435
Business sales executives	404

Jobs most in demand	#Job Postings
Managers and proprietors in other services n.e.c.	1,203
Marketing and sales directors	869
Financial managers and directors	604
Health services and public health managers and directors	497
Production managers and directors in manufacturing	370
Property, housing and estate managers	320
Managers and directors in retail and wholesale	250
Production managers and directors in construction	229
Purchasing managers and directors	225
Residential, day and domiciliary care managers and proprietors	211

Skills



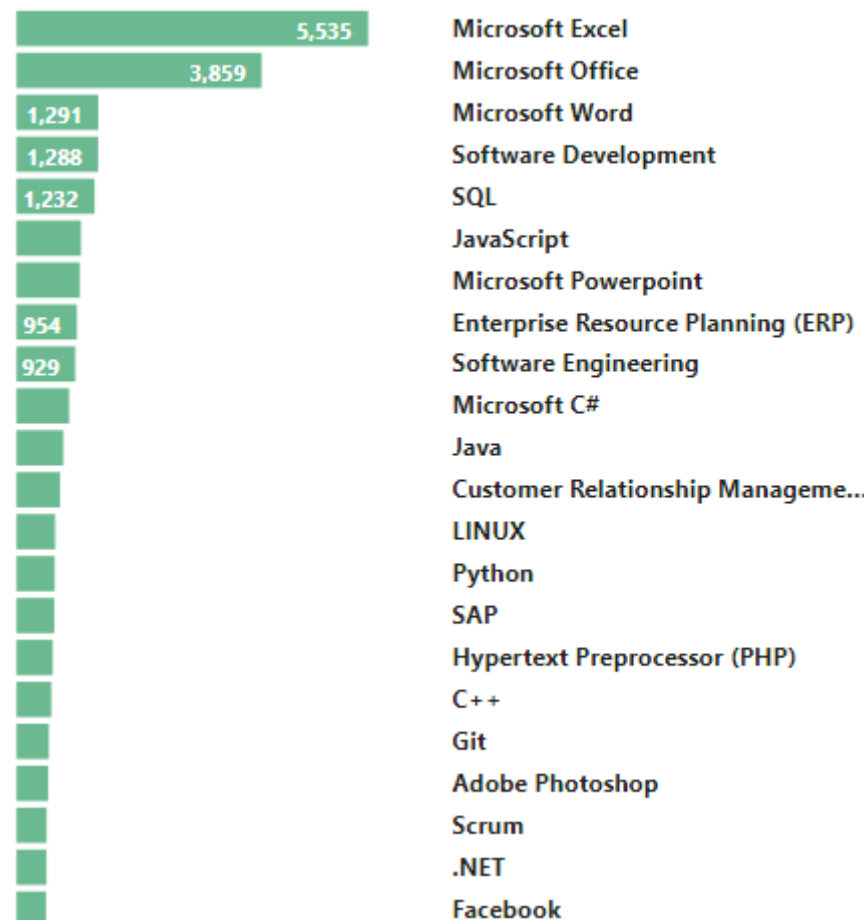
Employers most frequently requested skills were baseline communication, organisation, detail-orientation and planning skills. The majority of digital skills were stable or growing with MS Excel topping the lead table and Python growing amongst the programming languages.

Top skills requested by employers

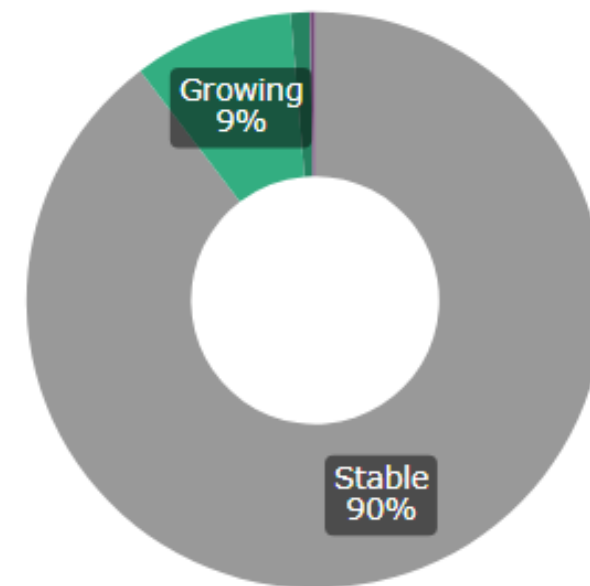
Top baseline skills



Top digital skills



Digital skills projections

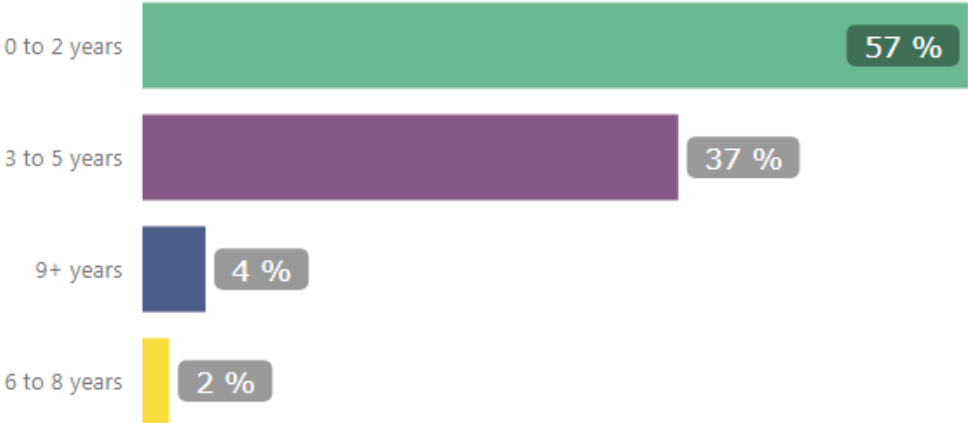


Education & Experience

| 2021



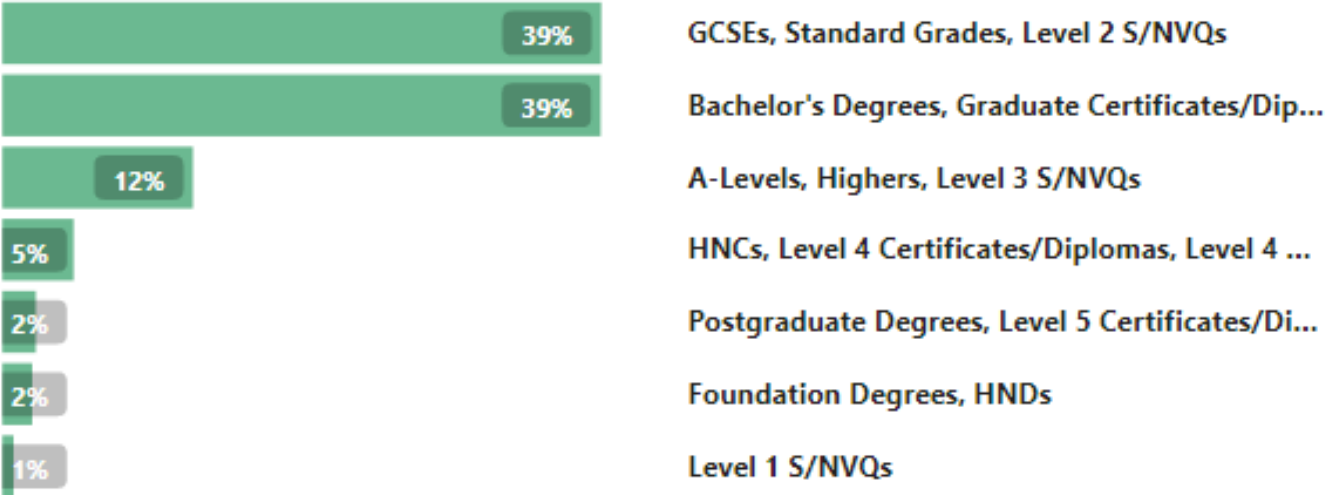
Experience Requirements*



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

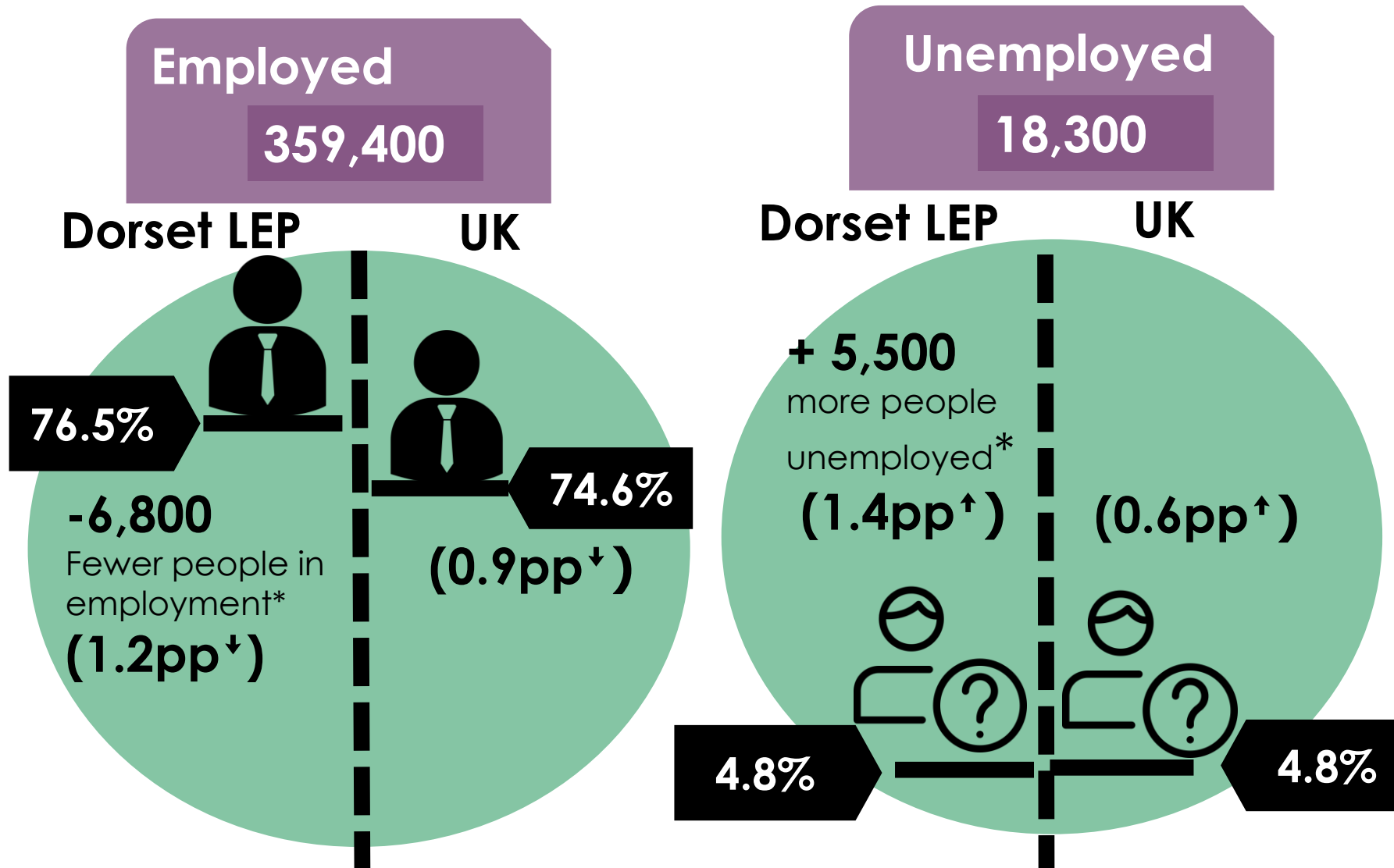
Over half of the jobs required GCSE's and A Levels as a minimum and 41% required degrees.

Education (Minimum Advertised)*



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

(Un)Employment



Unemployment in Dorset increased in September 2021 reaching 4.8% - levels last seen in 2014.

Employment also fell with 6,800 fewer people in employment compared to an year earlier, but rates remained favourable compared to those nationally.

* Figures refer to the period Oct 2020-Sep 2021 in comparison to Oct 2019-Sep 2020 - ONS Annual Population Survey 2021



Out-of-work benefits

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

3.4%



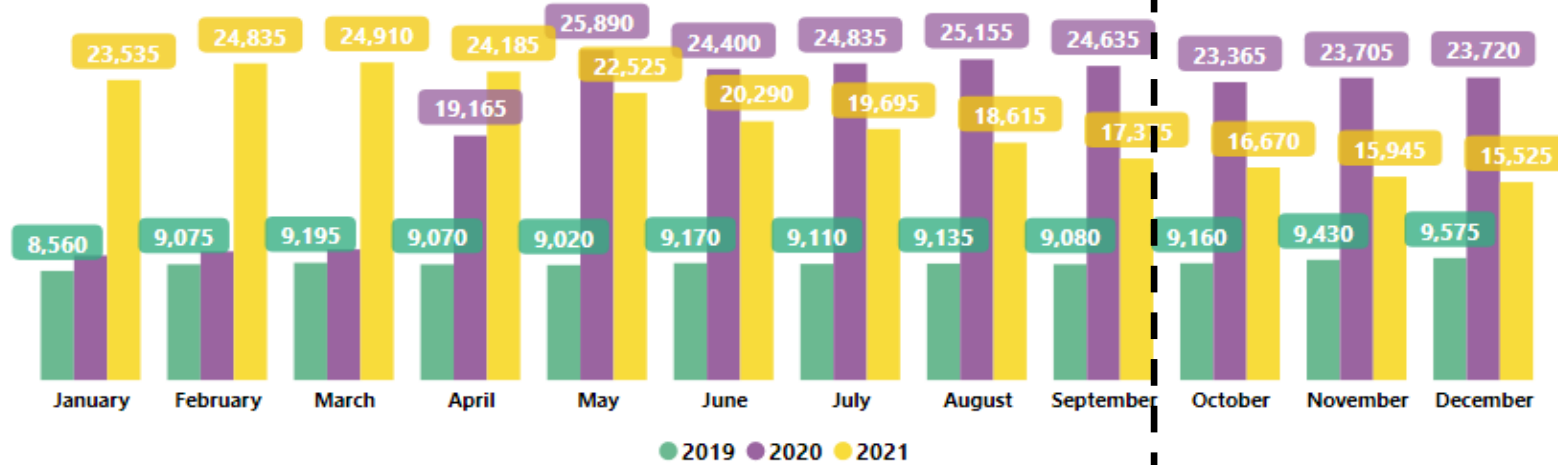
Youth unemployment

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

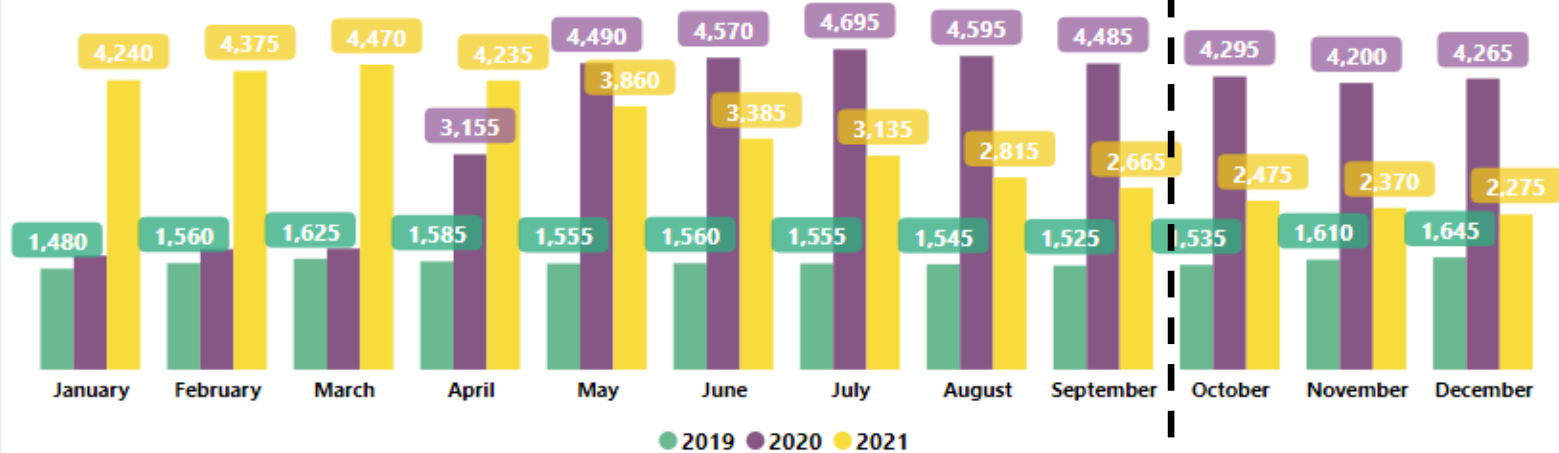
3.9%



Dorset LEP Claimant Count Age 16+



Dorset LEP Claimants Aged 18-24



Source: ONS, Claimant counts

Furlough scheme closed 30 Sept with 11,400 employments furloughed at the time.

The proportions of young people in unemployment remains higher, but the rate of decline has also accelerated.

Chart of the Quarter

Productivity



Gross Value Added at current basic prices [?]

(LEP areas)

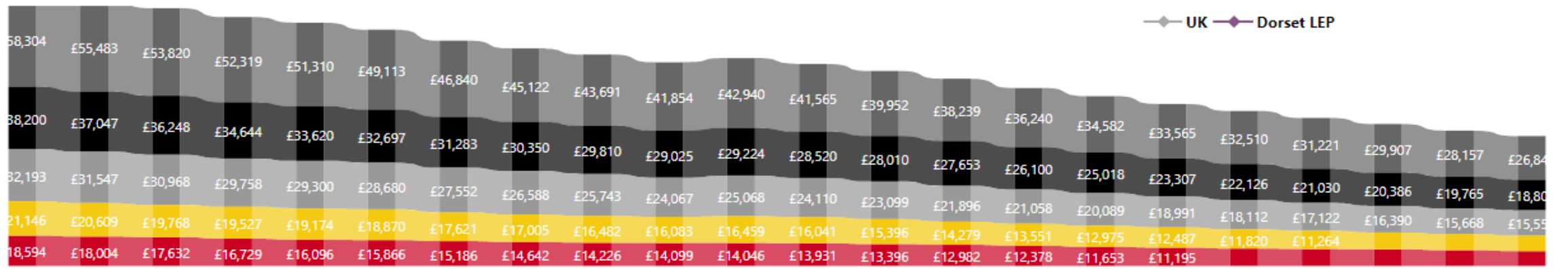
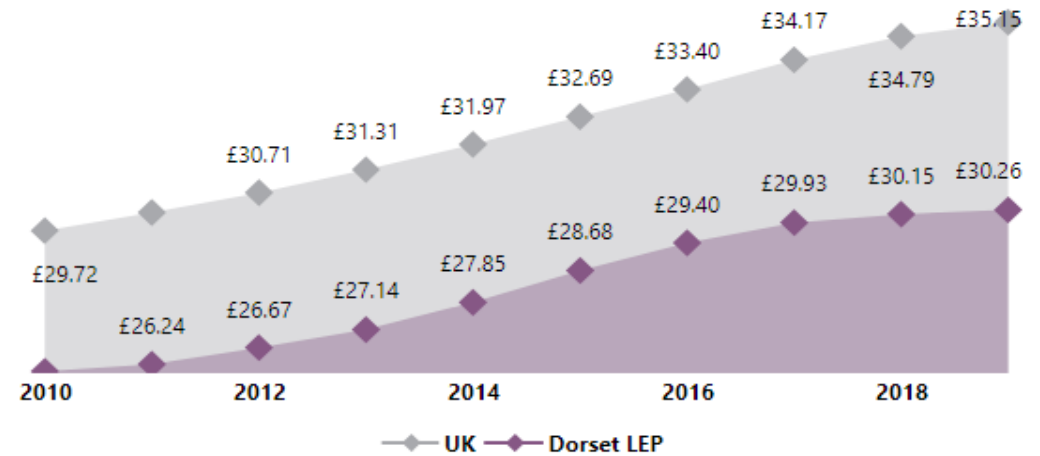


Average difference in productivity per hour worked in Dorset vs UK

-£4.89

£3 billion output gap

Nominal gross value added (GVA) per hour worked



● Dorset ● Enterprise M3 ● Heart of the South West ● Solent ● Swindon and Wiltshire

Source: Regional gross domestic product enterprise regions. ONS. 2019 (published 2021) | Subregional productivity. ONS. 2019 (published 2021)

Future Career Corner: Apprenticeships

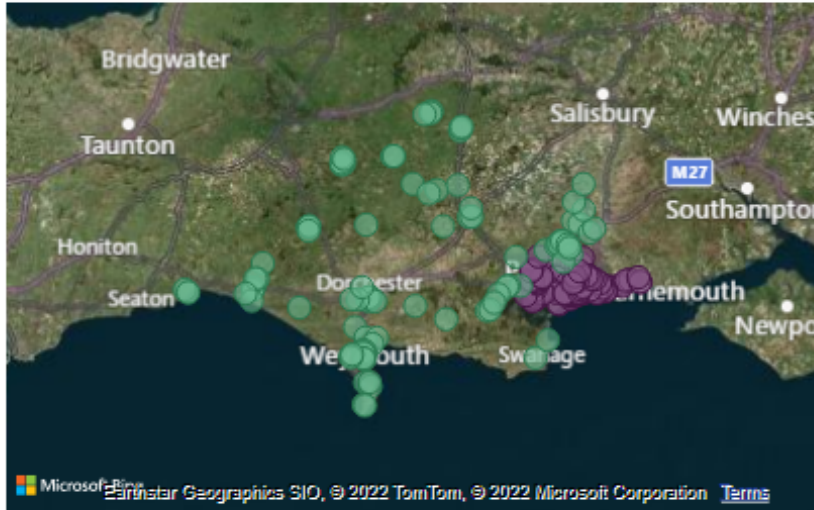
Current Vacancies*



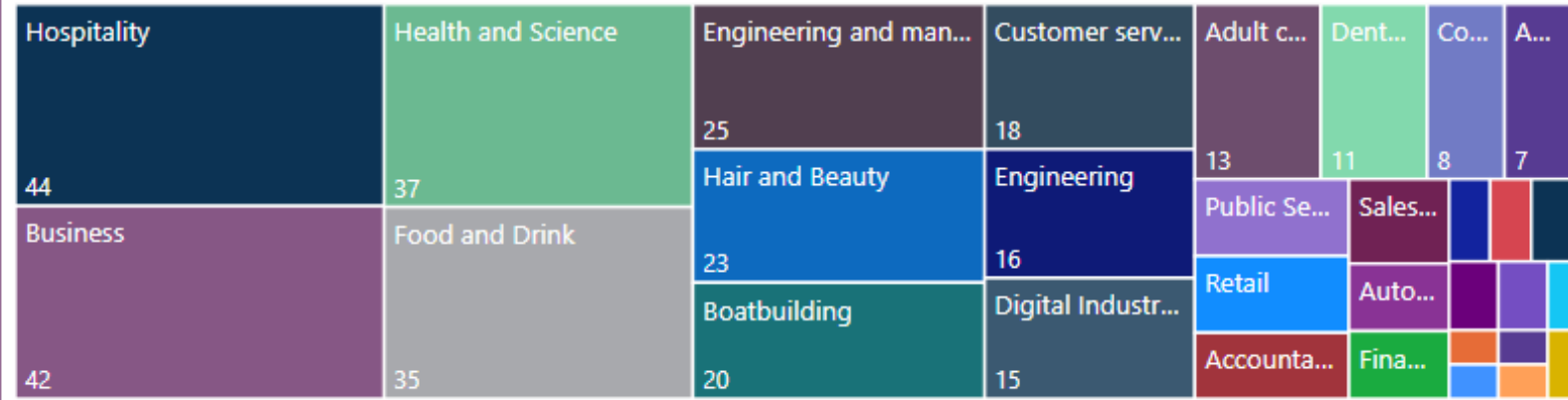
363

Search by Location

Local Authority ● Bournemouth Christchurch and Poole ● Dorset



Click on a sector to see apprenticeship vacancies available



Search by Job Title

Search by Employer

Search by Training Provider

Apprenticeship Name	#
Business administrator	39
Production chef	35
Hospitality team member	31
Boatbuilder	20
Early years practitioner	20
Engineering operative	19
Hair professional	19
Customer service practitioner	16

Employer	#
Sunseeker International Ltd (Poole)	23
BOURNE LEISURE LIMITED (Weymouth)	15
Sunseeker International Ltd (PORTLAND)	10
Bridmet Ltd (Bridport)	7
Superior Seals Limited (Wimborne)	6

Training Provider	#
BOURNEMOUTH AND POOLE COLLEGE THE	71
LIFETIME TRAINING GROUP LIMITED	61
WEYMOUTH COLLEGE	42
Paragon	27
YEOVIL COLLEGE	26
ASPIRE TRAINING TEAM LIMITED	14

Developed in collaboration with:



Find your chosen vacancy and apply

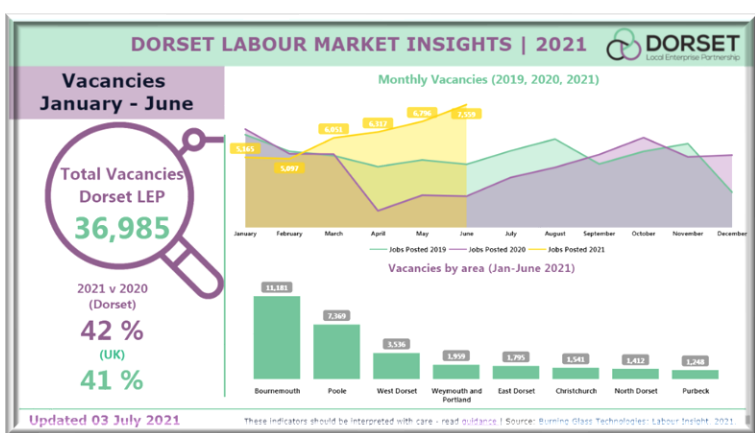
Find an apprenticeship

*in Dorset & BCP, updated 24 Feb 2022 | Source: Find an Apprenticeship Service

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Latest Labour Market Insights



Key industries



Apprenticeship Statistics

