



DORSET

Local Enterprise Partnership

**HELP
WANTED**

Dorset Labour Market & Skills Insights

The latest labour market and economic indicators show switching the entire economy on over the summer created a unique spike in labour demand with an unseen peak in vacancies and the employment indicators holding up well.

Quarter 3 2021

Published October 2021

As businesses were struggling to fill their increased demand from the same talent pool, the narrative has changed from a peak in unemployment, feared at the start of the pandemic to now widely reported labour shortages and a job seekers market.

In this update, we focus on analysing these trends and the possible effects from the furlough scheme closure.

This report provides commentary to [the Labour Market Insights dashboards by Dorset Local Enterprise Partnership.](#)

Photo by [Tim Mossholder](#) on [Unsplash](#)

Contents

Key Findings	3
Dorset LEP and Skills Advisory Panel & Board Skills (SAPB) Initiatives	5
In the Spotlight: Labour shortages, the economy and the end of furlough	6
Vacancies & Opportunities in Dorset.....	13
Employment Statistics in Dorset.....	19
Chart of the Quarter: The end of the furlough Scheme	25
Future Career Corner: Grow your Green Career in Dorset.....	28

Key Findings



In the Spotlight: Labour shortages, the economy and the end of furlough

ONS reports the highest vacancies on record, and Dorset follows the national trend in a spike in demand adding to existing recruitment difficulties. Both posting intensity and duration are elevated among the most in demand jobs in Dorset.

Whilst supply challenges have been attributed to a 100,000 shortage of HGV drivers, wide-ranging labour shortages are emerging, and some of them with far-reaching economic aftershocks.

We analyse the complex puzzle of contributing factors, including pandemic and Brexit developments accelerating existing trends and discuss how furlough and out-of-work benefits relate to shortages and how much these have to do with job quality.

Calling for a “skills ecosystem” approach, we propose looking at both the supply and demand side and focusing on training and investment in technology, research and innovation to address skills shortages and enhance productivity on the long run.

We also offer support from Dorset Gateway’s Back to Business programme and some top recruitment tips by local expert Helen Stacey.

See [In the Spotlight](#)



Chart of the Quarter: The end of the furlough scheme

As the Job Retention Scheme ended in September we feature its rise and fall in Dorset as chart of the quarter and reflect on the scheme’s swift action to protect jobs and ease the financial burden for businesses. Clearly the scheme has prevented catastrophic rises in unemployment - in Dorset close to a half (44%, n=137,100) of all eligible jobs were furloughed at some point over the scheme’s 18-month term.

Over the months leading to its end in September, the number of furloughed jobs fell exponentially to 13,200 (4%) in Dorset.

This marks a 78% decline (45,500 fewer jobs furloughed) in August from this year’s peak in February and 88% decline (94,300 fewer jobs) from their highest levels in July of last year.

Amidst these positive developments, there is still a risk of increase in unemployment, yet reports are optimistic suggesting no significant increase in claimants has been noted over the first weeks of October.

See [Chart of the Quarter](#)



Vacancies & Opportunities in Dorset: Record growth

A record high 1.1 million vacancies were advertised nationally in Quarter 3 and Dorset saw similar picture with c59,750 vacancies advertised in the first three quarters of 2021- 48% higher than 2020, 25% higher than 2019.

In Quarter 3 vacancies in Dorset reached highs not seen since 2013. There were 22,804 vacancies – a 35% increase on pre-pandemic (January to March 2020) level, over 60% up on same period last year and 40% up on 2019.

See [Vacancies & Opportunities in Dorset](#)

Demand grew on pre-pandemic levels across all industries



Quarter 3 demand grew across all industries in Dorset above their January to March 2020 pre-pandemic levels. Demand grew most notably by 138% in

Information and Communication and was 117% up in Tourism and Hospitality.



Top employers, jobs and skills

Whilst the employers topping the chart have not seen a significant reshuffle (NHS, J.P.Morgan, the Councils, Bournemouth University and residential care firms), hospitality and catering employers are the notable exception with exponential growth in their recruitment volumes (over 200% growth).

Increased hiring activity

Most of the top employers ramped up recruitment significantly, and recruitment agencies appeared among the top employers signifying the difficulties employers are facing with filling their vacancies.

Occupation Growth

Nurses, software developers and carers remain most in demand in Dorset, with office administrators, chefs, food service team members and customer service representatives back in demand.

When compared to 2019, demand in 2021 saw the highest growth in financial professions (58%↑), community & social services roles (44%↑) and business management & operations (36%↑).

Education, Experience and Skills

Engineering, Nursing Science and Business Administration were the subject areas most frequently quoted by employers. Baseline communication, organisational, detail-orientation and planning skills topped the skills charts. Over half (57%) of the advertised jobs in 2021 required less than 2 years of experience and half of the jobs required GCSE's and A Levels as a minimum.

See [Vacancies & Opportunities in Dorset](#)



Employment holding up, unemployment rising, return to work accelerating

Return to work has accelerated with out-of-work benefit claimants seeing a month-on-month drop from a peak back in March. There were 7,535 fewer claimants and 1,805 less young people on unemployment support at the end of September, marking a 30% overall decline and a more pronounced 40% decline in youth unemployment since March.

At the end of June 2021, employment rate was 77% (74.3% nationally) marking a small 0.2 percentage points increase on the quarter.

Unemployment rate was up to 4.3% (5.1% nationally), marking a small 0.1 percentage points decline on the quarter.

Overall, an estimated 6,500 fewer people were in employment and 5,000 more were unemployed in Dorset in June 2021 compared to a year earlier.

Both younger and older workers more likely to be unemployed

Between July 2020 and June 2021 in Dorset, 60% of the rise in unemployment from a year earlier was accounted for by young people aged 16-24, and 40% by those aged 50-64.

There was an increased number of people aged 65+ in employment.

Declines in employment are occupation and sector specific

Occupations with largest pandemic disruption to employment were Associate Professional & Technical, Skilled Trades, and Elementary & Management occupations, while employment increased significantly in Professional occupations.

The sectors with largest declines in employment were Public Administration, Education & Health; Distribution, Hotels & Restaurants; and Construction.

Self-employment cautiously back on growing trajectory

In Dorset, 11,400 were in receipt of Self Employment Income Support grant in September - an increase of 3,100 on the previous month. While there were 3,100 fewer self-employed in June 2021 compared to a year earlier, a positive movement of 300 up was recorded on the quarter.

Increase in pay seen nationally not yet reflected in Dorset.

ONS estimated growth in pay have not yet been reflected in local data, which illustrates only a marginal growth in annual gross pay in 2020 and a decline in advertised average salary for job vacancies in 2021 in Dorset.

See [Employment levels](#)

Future Career Corner: Green

As the Government unveiled its landmark Net Zero Strategy: Build Back Greener we dive deeper into green job opportunities in Dorset, exploring employers, salary, skills and educational requirements needed to grow your green career and where to start.

See [Grow your Green Career in Dorset](#)

Dorset LEP and Skills Advisory Panel & Board Skills (SAPB) Initiatives

- Dorset's Skills Advisory Panel and Board congratulates Chair Professor Emma Hunt on new appointment with thanks for a successful and collaborative leadership term
- Dorset LEP's Skills Brokerage continues to support employers with extended Apprenticeship incentive, Kickstart and JET schemes
- Dorset LEP's Back to Business offers free solutions to common business challenges, including recruitment and training
- Support Dorset Careers Hub - Follow LinkedIn, Twitter or complete the 'Get Involved' form
- BCP Council Future Skills & Employment Week
- Dorset's Careers and Apprenticeship Show opened for bookings
- A range of free technical and digital skills bootcamps open for applications for September – December start dates
- Bournemouth and Poole College launched Career Ready hubs
- Weymouth bounces back event hosted by Weymouth College
- Work starts on new Skills & Learning centre to open doors in Poole's Dolphin centre in the spring

In the Spotlight

In the aftermath of a pandemic that displaced thousands of jobs and forced millions into furlough leave, a labour market with growing availability of jobs is welcome news.

Yet businesses are becoming increasingly desperate to hire new staff as lack of applicants and skills gaps endanger their recovery. We discuss the complexities behind the emerging staff shortages and some solutions going forwards.

In the Spotlight: Labour shortages, the economy and the end of furlough

Back in the summer of 2020, the national press was flooded with employers reporting that they were drowning under a sea of job applications...Fast forward to Q3 of 2021, switching the entire economy on over the summer created a unique peak in demand, while the number of candidates fell sharply and "labour shortage" reports are now flooding the press.

Staff shortages in the press

Whilst [supply challenges](#) have been attributed to a [100,000 shortage of HGV drivers](#), the labour shortages are wide-ranging with cross-sector effects and the run-up to Christmas has accelerated the staff shortage coverage in the press:

- [The Food & Drink Federation](#) warned of a "battle for labour" as Christmas approaches.
- [Amazon to offer "sign-up bonuses"](#) of up to £3,000 to recruit 20,000 temporary staff.
- [Bouncers](#) announced the latest hot commodity as nightclubs pay security staff 25% more.
- [NHS warns staff shortages, sickness and exhaustion](#) create a "very challenging situation" amongst [warnings](#) waiting lists could reach 13 million.

The economic reports



[The Recruitment and Employment Confederation and KPMG](#) signalled further rapid increase in hiring activity in September while availability of candidates fell at record rate with both permanent and temporary candidate numbers deteriorating.

[The Bank of England](#) reported recruitment difficulties increased sharply and became widespread and acute, leading to some upward pressure on pay and increase in unfilled vacancies constraining growth in many sectors, including business services, logistics, hospitality, construction, engineering, manufacturing, especially automotive and food production.



[The British Chamber of Commerce](#) released a survey of 5,600 firms revealing over three-quarters of businesses that attempted to recruit report difficulties, including 92% of hotels and catering sector, 80% of manufacturing and 75% of service sector firms.

[The Confederation of British Industry](#) said businesses ranging from farming to fast food are disrupted by lack of staff, causing firms to actively cut capacity or close.



The [Business Insights and Conditions Survey](#) (BICS) found circa 1 in 8 businesses reported vacancies were more difficult to fill in the month to the end of September 2021 compared with normal expectations for the time of year. These included 29% of businesses in the other service activities industry, 27% in accommodation and food service activities and 24% in human health and social work activities. The most difficulties linked to lack of qualified applicants for the roles (53%), with information and communication industry the highest (84%).

The labour shortages and supply-chain issues mix has already caused its ill effects on the economy as measured by Gross Domestic Product (GDP).

After the historic dip in April 2020 caused by pandemic lockdowns, the economy has seen a sharp recovery in GDP growth this year. However, after a 1.0% growth in June, the economy slowed down to 0.1% growth in July, which was later revised by ONS to a 0.1% decline. GDP is estimated to have grown by 0.4% growth in August, and remains 0.8% under its pre-pandemic levels.

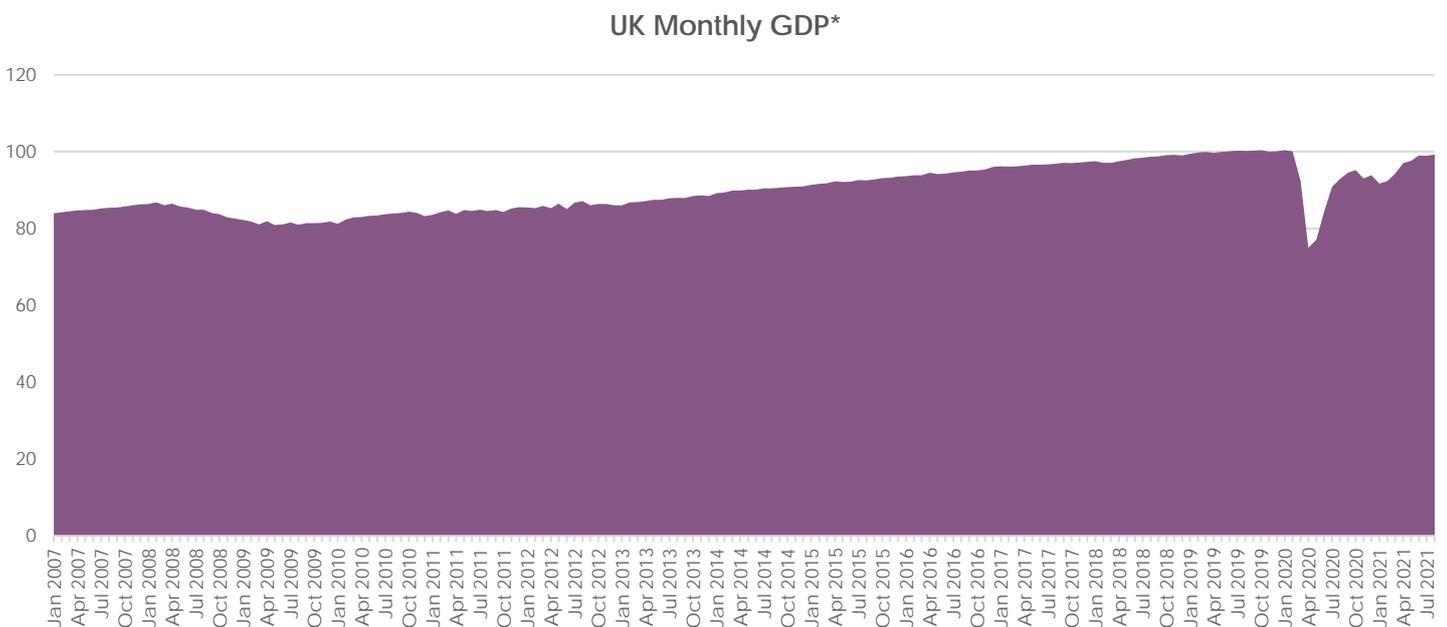


Figure 1. ONS, GDP monthly estimates, UK Aug 2021, Oct 13, 2021

What is the local picture?

Amidst [ONS reporting](#) the highest vacancy levels on record, the growing labour demand in Dorset follows the national trends as seen in [Vacancies & Opportunities in Dorset](#).

This spike in demand adds to a [well-documented](#) pre-Covid labour shortage issue that placed Dorset LEP in the top three areas nationally for employer reported hard-to-fill and skills shortage vacancies - 61% of Dorset employers had at least one hard-to-fill vacancy that compared to 44% nationally, and 50% of all vacancies were hard-to-fill vs 36% nationally.

Recent indicators also point out to increased difficulty and time to fill vacancies.



Figure 2. Dorset posting intensity – Quarter 3 2021. EMSI/Burning Glass 2021

These indicators of hiring difficulty - **Posting Intensity** and **Posting Duration** (Figure 2) show that throughout the past quarter in Dorset, for every unique job vacancy, there were six postings on average online with an average posting duration of 30 days.

Higher posting intensity illustrates recruiters are working harder to reach applicants and higher posting duration shows there are fewer applicants which drives the duration of postings up.

To find out how these indicators fare across some of the most in demand occupations in Dorset, we looked up the quarter 3 reference values for Dorset’s top 20 most wanted job titles.

Figure 3 illustrates that over the past three months in Dorset, over half of those jobs scored higher than the average in both posting intensity and duration.

- **Software Developers/ Engineers** topped the posting intensity chart with 14 postings per job, followed by **Nurses** where the posting intensity was 10:1.
- Posting duration for **Care workers** was highest, reaching 46 days, followed closely by **Nurses** and **Project Managers** where it was 44 and 42 days respectfully.

Job Title	Postings	Average Posting Intensity	Median Posting Duration
		QUARTER 1-3 2021	QUARTER 3 2021
Care Assistant	3,282	8 :1	46
Nurse	2,297	10 :1	44
Administrator	1,986	4 :1	18
Software Developer/ Engineer	1,642	14 :1	33
Customer Service Advisor/ Representative	1,480	8 :1	31
Project manager	1,325	6 :1	42
Accountants/Bookkeepers	1,300	6 :1	21
Account manager	1,172	7 :1	34
Chef	902	8 :1	32
Teaching Assistant	802	9 :1	28
Labourer	750	5 :1	30
Cleaner	744	6 :1	31
Lawyer	701	5 :1	30
Food Service Team Member	646	9 :1	38
Healthcare Assistant	604	4 :1	31
Sales Representative	564	7 :1	17
Receptionist	560	5 :1	30
Computer Support Specialist	524	8 :1	30
Financial Manager	503	7 :1	32
Sales Assistant	485	4 :1	22

Figure 3. Dorset’s 2021 job titles in highest demand – average job posting intensity and duration in Quarter 3 2021. EMSI/Burning Glass 2021

What is behind staff shortages?

- **Furlough, out-of-work benefits and the missing workers puzzle**

Whilst there are record vacancy levels, the pandemic also displaced large numbers of workers (i.e. workers still on furlough and excess numbers of unemployment benefit claimants) which makes the narrative of acute shortage where businesses are finding it impossible to hire, puzzling:

- Over 13 thousand workers in Dorset and more than 1.5 million nationally were still on furlough in August (see [Chart of the Quarter: The end of the Furlough Scheme](#));
- There were over 17 thousand people in Dorset claiming universal credit due to unemployment –8 thousand in excess of pre-pandemic levels (see [Employment levels](#))

In reality, some labour shortages are structural and had existed prior to the pandemic, for example in engineering and technology. The people currently unemployed or furloughed would not necessarily have the right skills mix or readiness to fill these gaps as illustrated in Figure 4 below, which compares the latest numbers of furloughed workers with the labour demand by sector and shows significant mismatch between the two.

Actually, as we see further in this update, **workers are being hired at increased rates as evidenced by the declining claimant counts – but getting large numbers of people back to work after shutting down the economy for such long periods, will simply take time.**

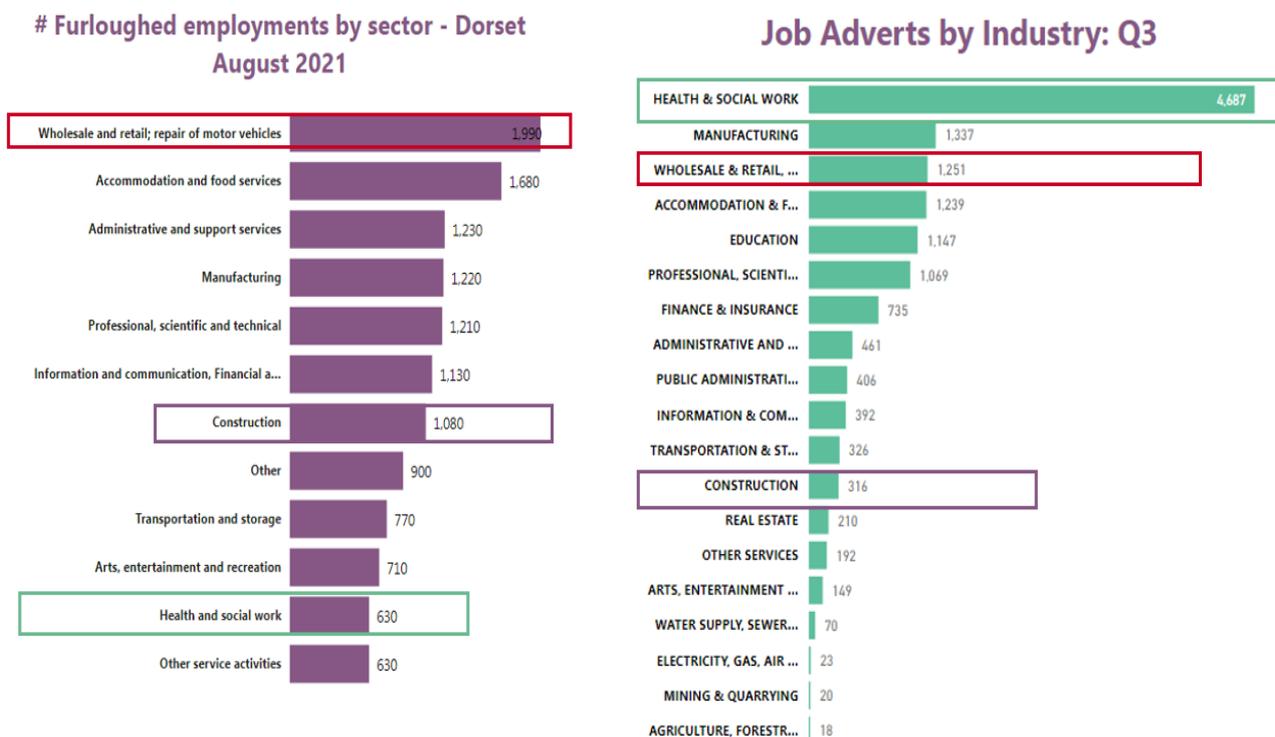


Figure 4. Comparison between furloughed employments by sector (HMRC CJRS statistics) and job vacancy demand by sector (Labour insight, Burning Glass)

- Covid and Brexit thrown in the mix of existing challenges

Whilst many economies are experiencing these challenges post-Covid, Britain is unique in facing Brexit at the same time.

The [Bank of England analysis](#) summarises some of the COVID and Brexit - related factors that recent hiring difficulties can be partially attributed to:

- Demand is recovering quicker than expected, with firms having shed too many workers early on in the pandemic;
- Large number of reopening businesses are trying to hire at the same time;
- Ageing workforce - more workers left jobs than could be replaced in the short term – partially blamed for haulage workers shortage;
- Nervousness among candidates about changing jobs;
- General shortage of EU workers - linked to EU withdrawal

There are layers of complexity explaining the labour market supply and demand fluctuations that cause the labour shortages across sectors and occupations. Seen across the economy, they affect certain sectors disproportionately with some shortages having significant reverberations across the whole economy.

Example – the HGV Drivers Crisis



In a very useful recent analysis of [heavy goods vehicle \(HGV\) drivers' shortage](#), ONS finds the downward trend in the number of drivers, working in the UK started since 2017, with the greatest decline occurring over the past 2 years and particularly during the pandemic;

Over the year ending in June 2021, there were 39,000 (13%) fewer HGV drivers than the year ending June 2019 and **53,000 (17%) fewer than year ending June 2017**.

- There were **42,000 (15%) fewer UK nationals** employed as HGV drivers since 2017.
- While there was a small (3000) increase of EU nationals in the job between 2017 and March 2020, the number has subsequently declined during the coronavirus pandemic with overall **12,000 (30%) fewer EU nationals** working as HGV drivers in 2021 than 2017.
- There is an **ageing workforce** with larger older age proportions than the total working population. The **age group 46 - 55 years** has seen the largest decline in HGV drivers over the past four years, **falling almost 34,000 (29%)**.
- The number of younger HGV drivers **aged up to 35 years has also fallen by nearly 4,000 (7%)** over the same 4 year period.
- **Vacancies** in transport and storage are their **highest on record**.
- The **number of driving tests** passed during the first year of the pandemic **was the lowest for more than a decade** (16,022 tests passed in the year ending March 2021 compared with an average of 41,731 over the previous 5 years).
- HGV drivers **worked an average of 48 hours a week in 2019**, which was largely unchanged since 2005.
- Average **paid hours** for the workforce were **much lower at 33 hours in 2019**.
- Average (mean) earnings were £12.25 per hour in 2020 - similar to bus and coach drivers (£12.28); the average pay for all occupations was £17.57 an hour.

As shown in this example there is a complex set of variables at play, including increased demand, lockdown challenges, ageing workforce as well as long standing issues with training, workers pay and job quality.

- **The “good job” conundrum**

[Economists](#) argue that for some sectors, where over-reliance on migrant labour existed pre-Covid (15% of large goods vehicle drivers and almost half of those employed in food manufacturing were foreign born), there is a job appeal issue for UK workers. They say businesses have “put their heads in the sand” for too long whilst “change has been on the cards for some time”.

There is some evidence in support of this argument in Dorset:

- Reflecting on the previous recession Dorset LEP’s [Skills Strategy Evidence Base](#) finds it was a period of slow output growth, but relatively robust labour market, where business investment fell due to the credit squeeze and many businesses substituted labour for capital – partly explaining why employment levels remained high but productivity was muted.
- The recent rise in precarious jobs on offer in Dorset noted in [our previous report](#) could be partially to blame for the lack of applicants looking for more secure job options.

Are there solutions?

- **Companies are already making changes to attract candidates**

The [Bank of England reports](#) many companies are already:

- launching or expanding apprenticeship programmes;
- hiring remote workers;
- increasing in-house training;
- investing in automation;
- streamlining product lines;
- increasing hours of existing staff or redeploying staff;
- improving non-pay benefits;
- offering flexible working;
- increasing pay (companies have increased pay settlements for skills in short supply, ranging from 10% to 40% and one-off bonuses to retain staff are also more common)

Whilst a range of migration solutions are part of the solution, these are [not going to solve all staff shortages and may prolong existing issues](#) with pay and conditions.

Dorset LEP calls for considering labour and skills holistically and looking at the “skills ecosystem” bigger picture where policy interventions and investment in skills address both the supply and demand side locally to enhance overall productivity levels within Dorset’s businesses and the economy as a whole. Supporting [collaborative partnerships for long-term solutions](#) that include a combined action on attraction and retention and focus on training and investment in technology, research and innovation, we strive to address skills shortages on the long run.

Support available from Dorset LEP

Dorset Gateway’s [Back to Business](#) initiative supports businesses with their growth plans and offers solutions to many common business challenges, including staff recruitment and training. There is also a dedicated [Skills Brokerage advice](#) service at hand, ready to support businesses through their skills and talent related difficulties.



Looking for top tips for employers currently recruiting in Dorset, we spoke to Helen Stacey – a recruitment expert from local agency Aspire Jobs with over 30 years of experience in the business.

The recruitment expert's advice



"Today's labour market is a perfect storm for employers", says Helen, "There are many jobs out there and employers are forced to compete over a narrow talent pool to fill their vacancies."

"Creating an appealing company brand and culture, and offering something extra is therefore becoming critical. Candidates now value flexibility and work-life balance more than ever, so hybrid working, increased annual leave or higher rates of pay could give a company the edge."

"Communicating promptly with applicants and making quick decisions are also key in making a company stand out", advised Helen, urging companies to "increase diversity, consider transferable skills and think outside the box when thinking of the perfect candidate."

Helen Stacey, Aspire Jobs

Vacancies & Opportunities in Dorset

Vacancies January - September



Vacancies & Opportunities in Dorset

Record growth

[ONS reports](#) 1.1 million vacancies nationally in the **third Quarter (July-September 2021)** are record high, marking an increase of 41% from pre-pandemic (January to March 2020) level.

Dorset saw a similar picture with circa 59,750 vacancies advertised over **the first three quarters of 2021**, which was 48% higher than 2020 and 25% higher than 2019.

In Quarter 3 vacancies in Dorset reached highs not seen since 2013. There were 22,804 vacancies – a 35% increase on pre-pandemic (January to March 2020) level, 10% higher than the previous quarter, over 60% higher than the same period last year and 40% higher than 2019.

There were a record number of vacancies posted in **August 2021**. The circa 8,880 jobs posted in August marked a 31% increase on the previous month, an almost 90% increase on the levels seen over the same month last year and 48% increase on 2019.

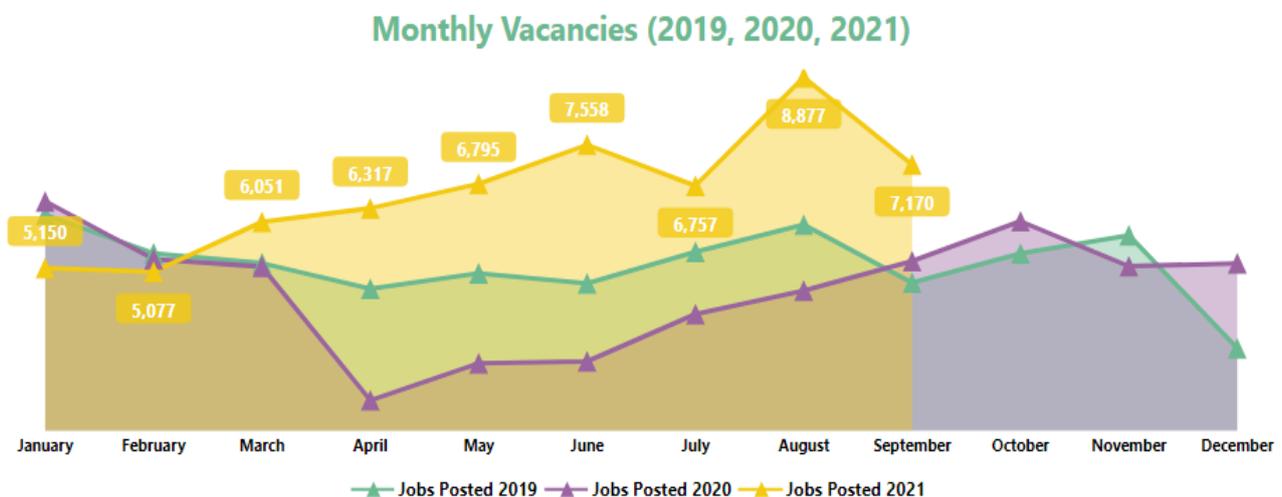


Figure 5. Dorset vacancies comparison Burning Glass Technologies: Labour Insight. 2021.



Top employers and job creation in Dorset January - September 2021

Top Employers	#Jobs
NATIONAL HEALTH SERVICE	5,161
JPMORGAN CHASE & CO	963
BCP COUNCIL	722
DORSET COUNCIL	457
BOURNEMOUTH UNIVERSITY	393
COLTEN CARE LIMITED	330
AGINCARE GROUP LTD	280
WHITBREAD	276
VITALITY LIMITED	251
HOLT ENGINEERING LIMITED	233
BOURNE LEISURE HOLDINGS	164
BOURNEMOUTH AND POOLE COLLEGE	141
COMPASS GROUP PLC	130
NUFFIELD HEALTH	129
CURTISS WRIGHT CORPORATION	127
HAVEN LIMITED	127
CO-OPERATIVE GROUP LIMITED	126
LV= GENERAL INSURANCE	123
MORSON TALENT	123
WALGREENS BOOTS ALLIANCE	121

Figure 6. Dorset Top Employers by number of jobs posted Jan-Sep 2021, Burning Glass Technologies: Labour Insight. 2021.

Significant growth was noted in hospitality, finance and insurance, and retail employers while the National Health Service, J.P.Morgan, the Councils, Bournemouth University and residential care firms remain the top recruiters.

Whilst the employers topping the chart have not seen a significant reshuffle from the same period last year, hospitality and catering employers are the notable exception with exponential growth in their recruitment volumes (over 200% growth).

Most of the top employers have ramped up recruitment significantly, with smallest increase amongst educational providers.

Recruitment agencies have also appeared among the top employers signifying the difficulties employers are facing with filling their vacancies.

Nurses, software developers and carers remain most in demand in Dorset, while office administrators move back in the top 3 as many workers return to physical work places.

Chefs, and food service team members are back in demand, as are customer service representatives while other professionals such as project, account and financial managers, lawyers and accountants continuously remain high in demand.

There are also exciting plans for new projects and jobs in Dorset:

- [South West Tourism Partnership plan could generate 66,000 jobs](#)
- [Regal Leisure Homes – a holiday homes maker has taken on 60 staff and expects to employ 300 within the next five years](#)



Industries, Occupations and Skills

Latest [ONS national report](#) suggests vacancies across all industry sectors nationally were above or equal to their

January to March 2020 pre-pandemic levels in July to September 2021, with Accommodation and food service activities increasing the most, by nearly 50,000 (59%).

Over the third quarter of 2021 labour demand saw considerable growth across all industries in Dorset when compared to their January to March 2020 pre-pandemic levels.

Greatest growth was recorded in Information & Communication (138% up), and Accommodation & Food services (117% up).

The ramped up demand in Accommodation and Food and Retail has meant these moved up the ranks in Q3 of this year, overtaking Education and Professional services in terms of demand (Figure 8).

Dorset Industries Number of Vacancies - Difference (%)

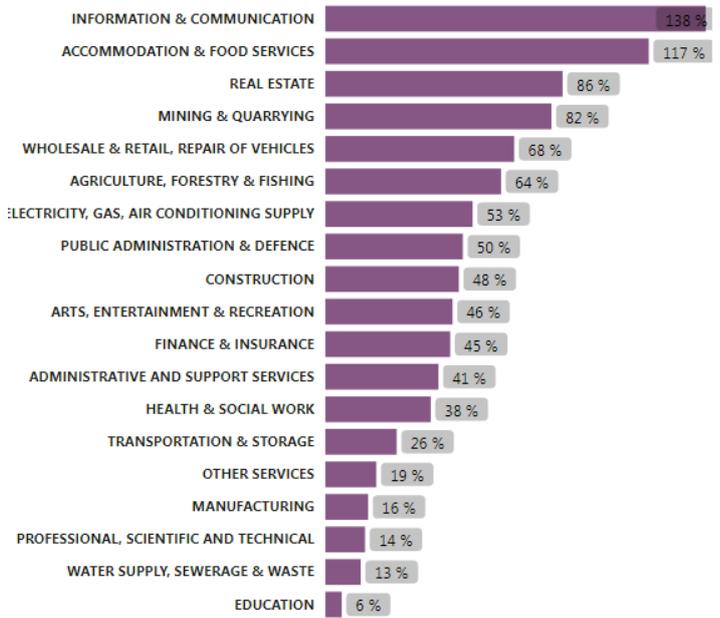


Figure 7. % Difference in the number of vacancies per industry in Q3 2021 when compared to Q1 2020

Industry	#Jobs Q1 2020
HEALTH & SOCIAL WORK	3,391
MANUFACTURING	1,157
EDUCATION	1,082
PROFESSIONAL, SCIENTIFIC AND TECHNICAL	934
WHOLESALE & RETAIL, REPAIR OF VEHICLES	743
ACCOMMODATION & FOOD SERVICES	571
FINANCE & INSURANCE	506
ADMINISTRATIVE AND SUPPORT SERVICES	327
PUBLIC ADMINISTRATION & DEFENCE	271
TRANSPORTATION & STORAGE	259
CONSTRUCTION	213
INFORMATION & COMMUNICATION	165
OTHER SERVICES	162
REAL ESTATE	113
ARTS, ENTERTAINMENT & RECREATION	102
WATER SUPPLY, SEWERAGE & WASTE	62
ELECTRICITY, GAS, AIR CONDITIONING SUPPLY	15
AGRICULTURE, FORESTRY & FISHING	11
MINING & QUARRYING	11

Industry	#Jobs Q3 2021
HEALTH & SOCIAL WORK	4,687
MANUFACTURING	1,337
WHOLESALE & RETAIL, REPAIR OF VEHICLES	1,251
ACCOMMODATION & FOOD SERVICES	1,239
EDUCATION	1,147
PROFESSIONAL, SCIENTIFIC AND TECHNICAL	1,069
FINANCE & INSURANCE	735
ADMINISTRATIVE AND SUPPORT SERVICES	461
PUBLIC ADMINISTRATION & DEFENCE	406
INFORMATION & COMMUNICATION	392
TRANSPORTATION & STORAGE	326
CONSTRUCTION	316
REAL ESTATE	210
OTHER SERVICES	192
ARTS, ENTERTAINMENT & RECREATION	149
WATER SUPPLY, SEWERAGE & WASTE	70
ELECTRICITY, GAS, AIR CONDITIONING SUPPLY	23
MINING & QUARRYING	20
AGRICULTURE, FORESTRY & FISHING	18

Figure 8. Vacancies by industry – Q1 2020 (pre-pandemic) ranking vs Q3 2021. Burning Glass Technologies: Labour Insight. 2021.

Labour demand also exceeded last year's across all occupations

The highest demand in Dorset over the past two years has been for Professional, Associate Professional & Technical, and Caring, Leisure & Service occupations (Figure 9).

Over the first three quarters of this year, demand was strong across all occupations and it recovered notably among those most affected by the pandemic, such as Elementary (124% up), Administrative Occupations (120% up) and Skilled Trades roles (116% up). The most notable growth historically was seen in Caring Service occupations, where demand tripled over the past decade.

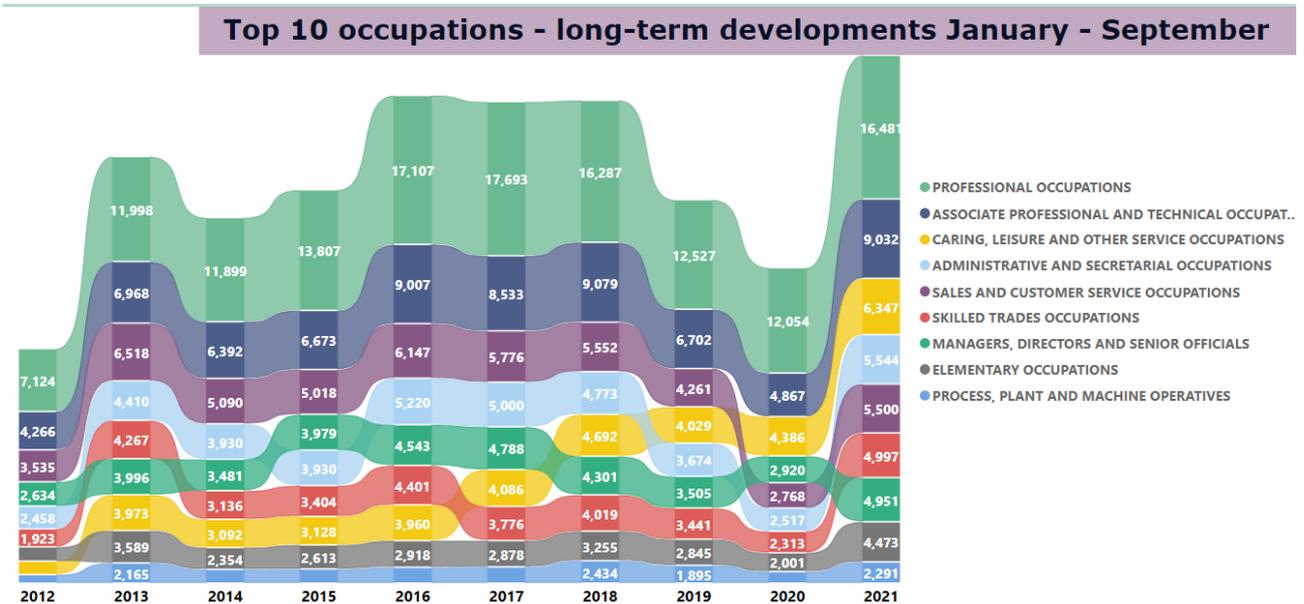


Figure 9. Occupational Developments Jan-Sep 2012-2021. Burning Glass Technologies: Labour Insight. 2021

Looking at the long-term developments in jobs grouped by professional families, we see an even more dynamic picture (Figure 10). Healthcare and IT professions have generally seen the highest demand in Dorset since 2015, when they overtook Sales roles from the top of the chart.

IT professions declined between 2017 and 2020 and picked up again in 2021, but not to levels seen back in 2017 and were overtaken by a ramped up demand in Business Management & Ops.

The largest increase over the past decade was in the demand for Healthcare professions, which grew by 340% since 2012.

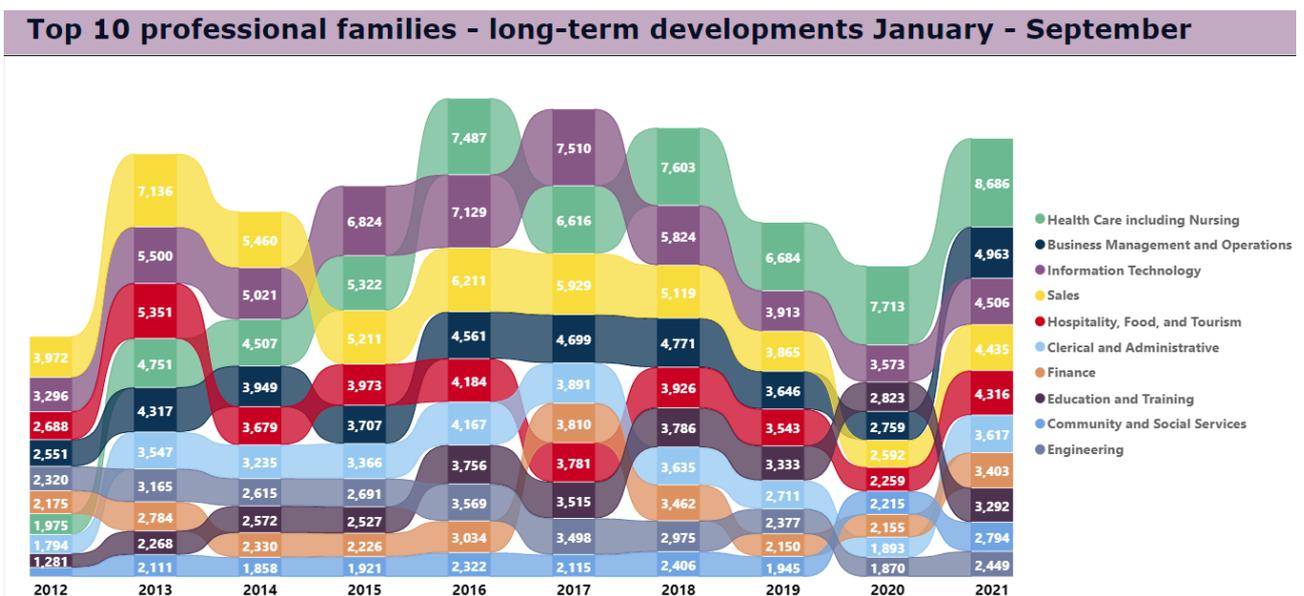


Figure 10. Professional Families Developments Jan-Sep 2012-2021. Burning Glass Technologies: Labour Insight. 2021

Between January and September 2021 demand exceeded both last year's and the levels seen in 2019 across all professional families except for Education where it was 1% down on 2019.

When compared to 2019, overall demand in the first three quarters of 2021 saw the highest growth:

- **Finance** (Bookkeepers, Accountants, Finance Managers and Analysts, etc) -58%↑
- **Community & Social Services** (Care works and Social workers, etc) -44%↑
- **Business Management & Operations** (Project Managers, Property, Real Estate Managers, Labourers, Warehouse associates etc) -36%↑

In reference to last year, the biggest increases in demand were seen among the professional families affected most throughout the pandemic:

- **Hospitality, Food, and Tourism** (Chefs, Cleaners, Team Members, Waiting and Bar staff. etc) -91%↑
- **Clerical and Administrative** (Administrators, Receptionists, Secretaries etc) -91%↑
- **Business Management and Operations** (Project Managers, Property, Real Estate Managers, Labourers, Warehouse associates etc) -80%↑

Most frequently requested subject areas and skills

Engineering, Nursing Science and Business Administration were the subject areas most frequently quoted by employers in job postings, while baseline skills were most in demand with communication, organisational, detail-orientation and planning skills topping the charts, closely followed by use of Microsoft applications, creativity and problem solving.

The majority of digital skills were stable or growing with MS Excel topping the lead table and Python growing amongst the programming languages.

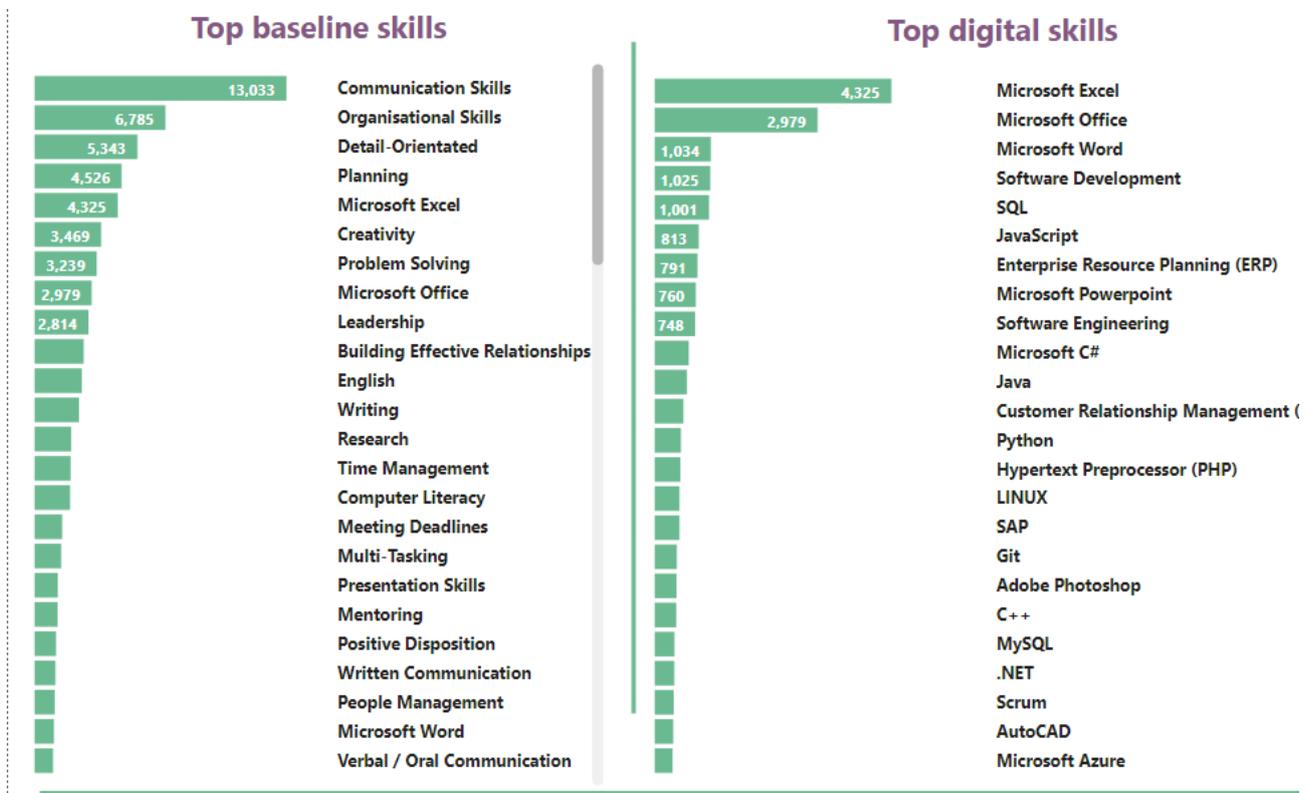


Figure 11. Skills most frequently requested by employers Jan-Jun 2021. Burning Glass Technologies: Labour Insight. 2021

Over half (57%) of the advertised jobs throughout the first three quarters of 2021 required less than 2 years of experience and a further third recommended between 3 and 5 years of experience.

Half of the jobs required GCSE's and A Levels as a minimum and 40% required degrees.

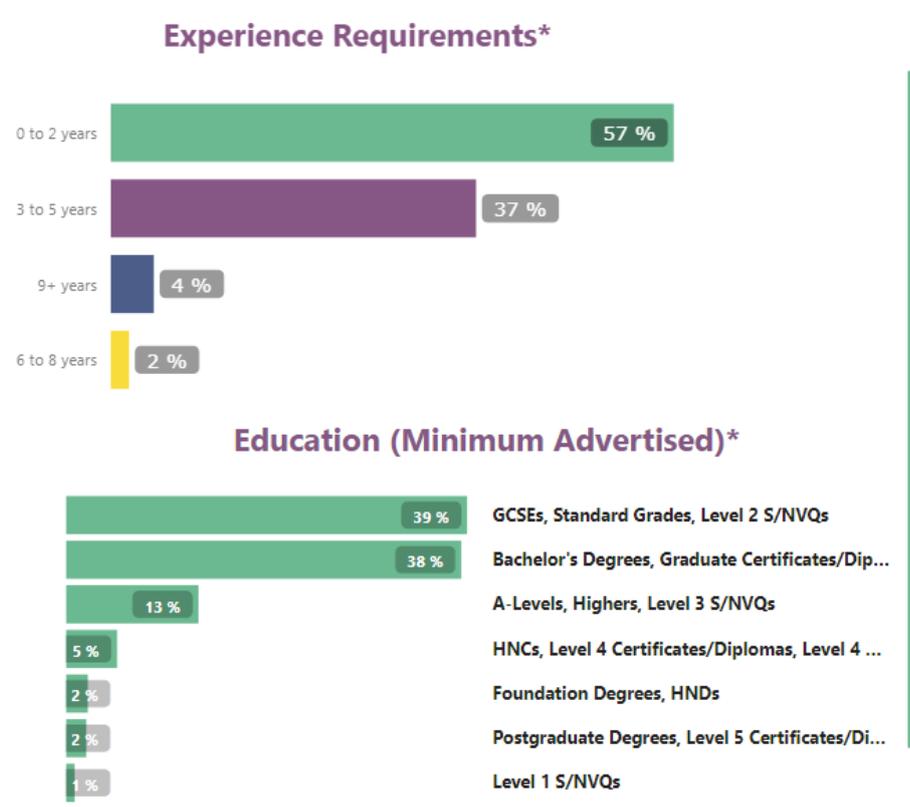


Figure 12. Figures to be taken with caution due to large number of missing data points. | Source: Burning Glass Technologies: Labour Insight. 2021.

Explore more local vacancies and opportunities by visiting Dorset LEP's [Vacancies and Opportunities Dashboard](#)



Employment Statistics in Dorset



Employment levels

While unemployment has risen, the fears of a steep spike in job losses has been avoided. Declines in employment are sector and occupation specific with younger and older age groups affected more.

After a period of near-full employment in Dorset, the pandemic generally brought a decrease in employment, and increase in unemployment rate. Throughout 2020, these effects were more pronounced in Dorset than nationally but have evened out in recent months while Dorset still compares favourably to the national picture. Lower than pre-pandemic levels, both employment and unemployment have improved slightly on the previous quarter.

The [latest employment figures](#) at local level are from June 2021 (for the period July 20- June 21).

Over the year ending in June 2021 compared to a year earlier (July 19 - June 20):

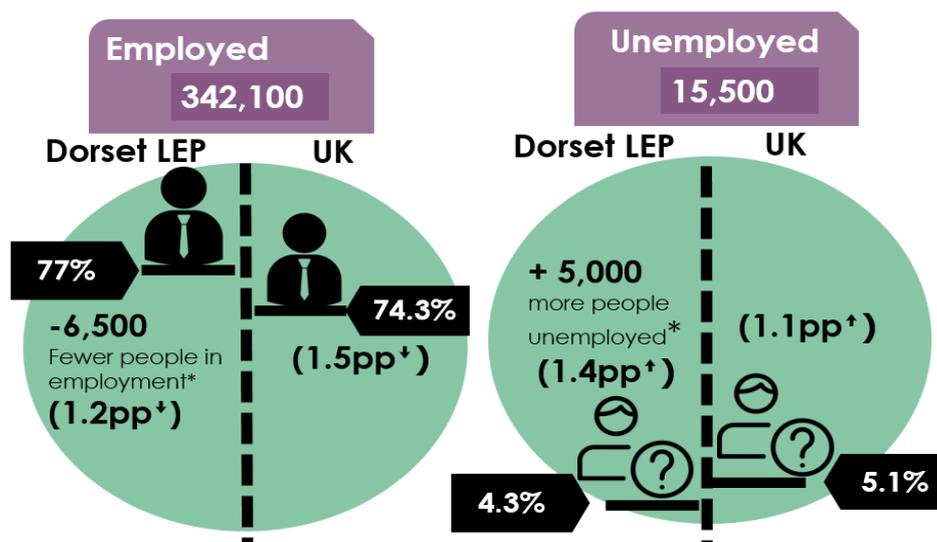
- Employment rate in Dorset fell to 77% (74.3% nationally) - 1.2 percentage points down (1.5 nationally) – with an estimated 6,500 fewer people in employment.

The employment rate was similar to 2018 levels and marked a small 0.2 percentage points increase on the previous quarter.

- Unemployment rate was 4.3% (closer to national rates of 5.1%), marking a 1.4 percentage points increase (1.1 nationally) and representing 5,000 more unemployed people in Dorset.

Unemployment rate was similar to 2015 levels and marked a small 0.1 percentage points decline on the quarter.

Employment indicators in Dorset compare favourably to national figures.



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

Figure 13. ONS Annual Population Survey 2021 (for the period July 20- June 21)

The recovery continues nationally over recent months.

The most recent [ONS national figures](#) show a continued recovery with some labour market indicators (e.g. number of payroll employees) returning to pre-pandemic levels in the UK. Employment levels have risen (0.5pp \uparrow), while unemployment (0.4pp \downarrow) and economic inactivity (0.2pp \downarrow) have fallen.

Falls in employment were sector-and-occupation dependant.

The sectors where the pandemic disruption caused the largest declines in employment between July 2020 and June 2021 (when compared to a year earlier) were Public Administration, Education & Health; Distribution, Hotels & Restaurants; as well as Construction. Over the same period, employment increased in Other Services, Manufacturing and the Finance sector in Dorset.

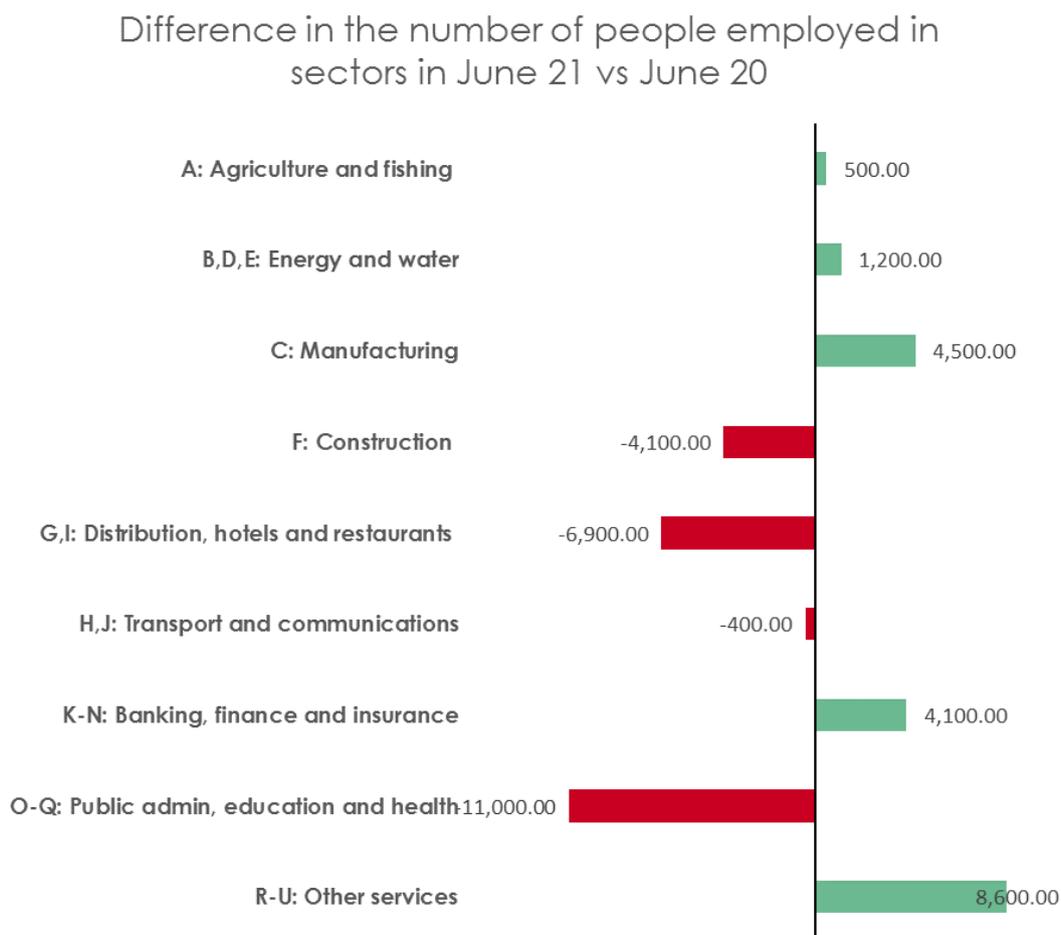


Figure 14. Employment change by sector. ONS Annual Population Survey 2021 (July 20- June 21 vs July 19- June 20)

The occupations with largest declines of employment were Associate Professional and Technical, Skilled Trades, Elementary and Management Occupations, while employment increased most significantly in Professional occupations. The proportions of people employed in professional occupations increased by 5 percentage points reaching 23.3% of all employed.

Difference - number of people employed in occupations - in June 21 vs June 20

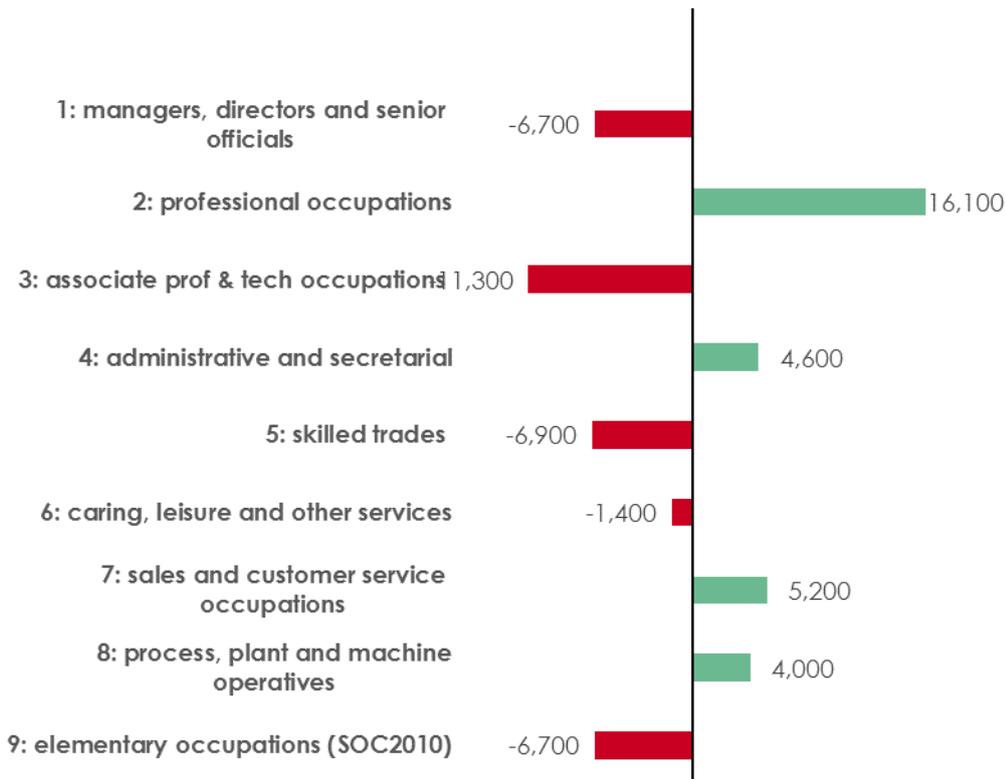


Figure 15. Employment change by occupation. ONS Annual Population Survey 2021 (July 20- June 21 vs July 19- June 20)

Increased unemployment amongst younger and older people.

The pandemic had the most significant impact on the labour market status of young workers in Dorset and those over 50, who were most likely to have become unemployed. **Between July 2020 and June 2021, 60% of the increase in unemployment in Dorset was accounted for by young people aged 16-24, and 40% by those aged 50-64.**

Both younger workers (aged 16-24) and those aged over 50 in Dorset were most likely to become unemployed.

Change in the numbers unemployed by age group in July 20-June 21 vs July 19-June 20

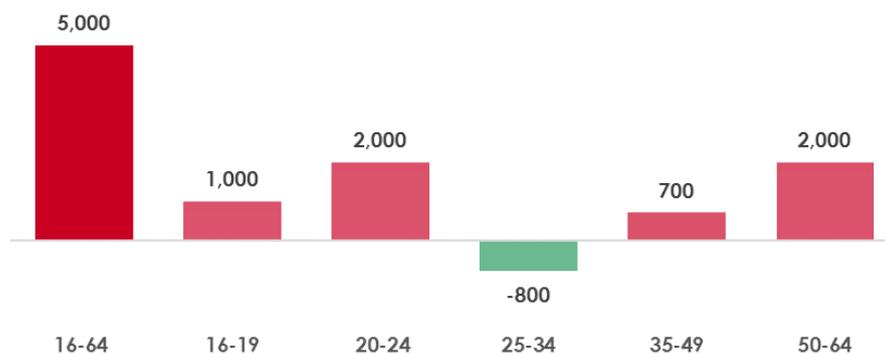


Figure 16. Unemployment change by age group. ONS Annual Population Survey 2021 (July 20- June 21 vs July 19- June 20)



Recognising the challenges faced by younger and older workers, the [recently announced extension to Plan for Jobs initiatives](#) extends the schemes of targeted support for young people and introduces a new enhanced support package to help workers 50 or over to stay in and return to work.

The largest portion of decline in employment in Dorset was concentrated in the 35-49 age bracket, and those aged 16-19, while employment increased among people aged 65 and over.

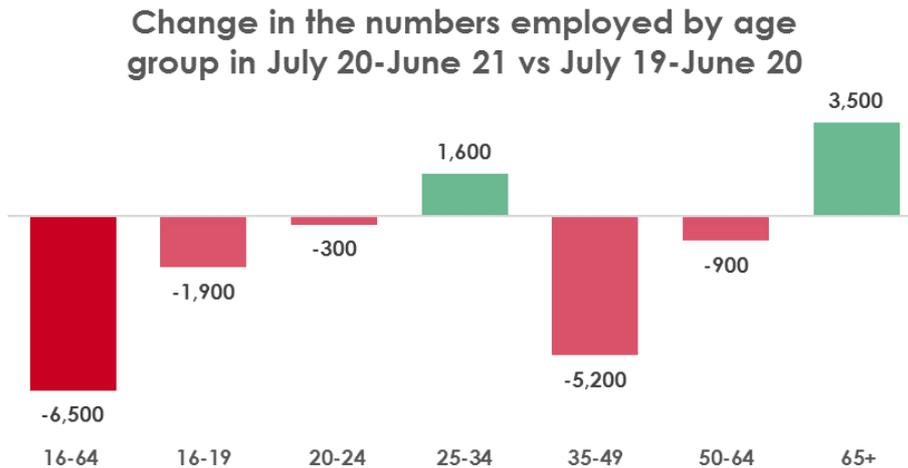
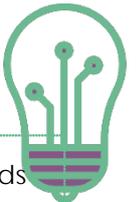


Figure 17. ONS Annual Population Survey 2021 (for the period Jan-Dec 2020)

The decline in employment among those aged 35-49 was not reflected in unemployment rates, but there was an increase in economic inactivity. It is difficult to determine the reasons behind the increase in employment amongst those aged 65+ and the stability of these trends. However, with Dorset's aging workforce well [documented](#) and over 40% of Dorset Council's residents expected to be aged 65+ by 2025, changes in employment patterns amongst people aged 50+ in Dorset are of particular interest.



[Recently published labour market statistics](#) indicate interesting long-term employment status trends for people aged 50 and over:

- Employment rate for people 50+ has been increasing and the employment rate gap between those aged 35-49 and 50-64 years has been narrowing.

(Employment rate of people aged 50-64 in Dorset increased by 6 p.p. to 72% between 2004 and 2021 with reference values for those aged 50 – 64 only 0.4 p.p. to 86%. The gap declined to 13.9 p.p. from 19p.p. back in 2004).

- The average age of exit from the labour market has been increasing steadily since 1990s reaching 64 years for women and 65.1 for men in 2021.
- The employment rate of people aged between 50 and 64 years has fallen slightly throughout the pandemic from 72.1% (73.3% in Dorset) in 2020 to 71.2% (72.1% in Dorset) in 2021.

Continued decline in unemployment benefit claimants.

The number of people claiming unemployment related benefits saw a month-on-month drop from a peak back in March. There were 7,535 fewer overall claimants and 1,805 less young people claiming unemployment support at the end of September. This marks a 30% decline since March and a more pronounced 40% decline in youth unemployment.

Dorset LEP Claimant Count Age 16+

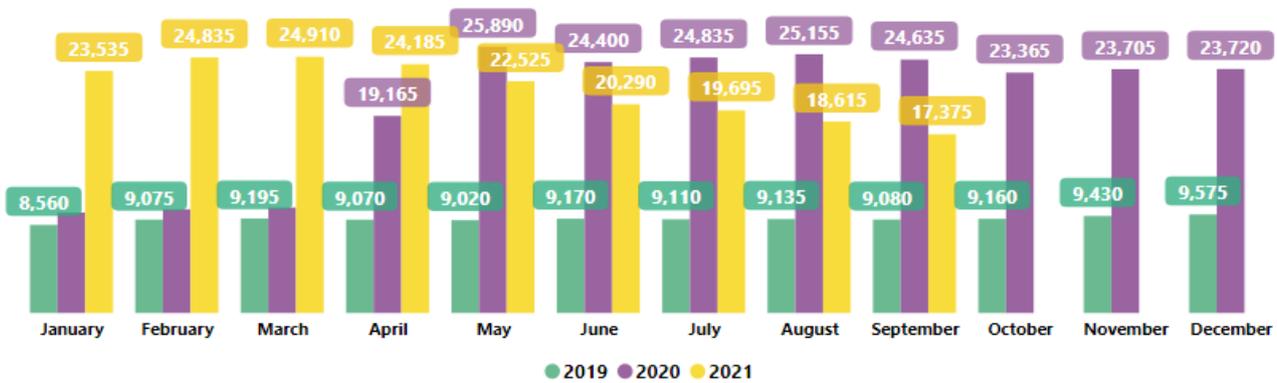


Figure 18. ONS, Claimant counts

At the end of September, there were 17,375 people in Dorset claiming universal credit due to unemployment, which represents around 3.9% of the working age residents in the county (5% UK) – down from 5.5% (6.4% UK) in March. The numbers were higher in Bournemouth, Christchurch and Poole (4.5%, n=10,975) and lower in Dorset Council area (3.1%, n=6,400).

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

3.9%

Whilst significant number of people have come off unemployment related benefits over the past months, claimant counts remain over 70% higher than pre-pandemic.

Young people still more affected, but levels declining faster.

Dorset LEP Claimants Aged 18-24

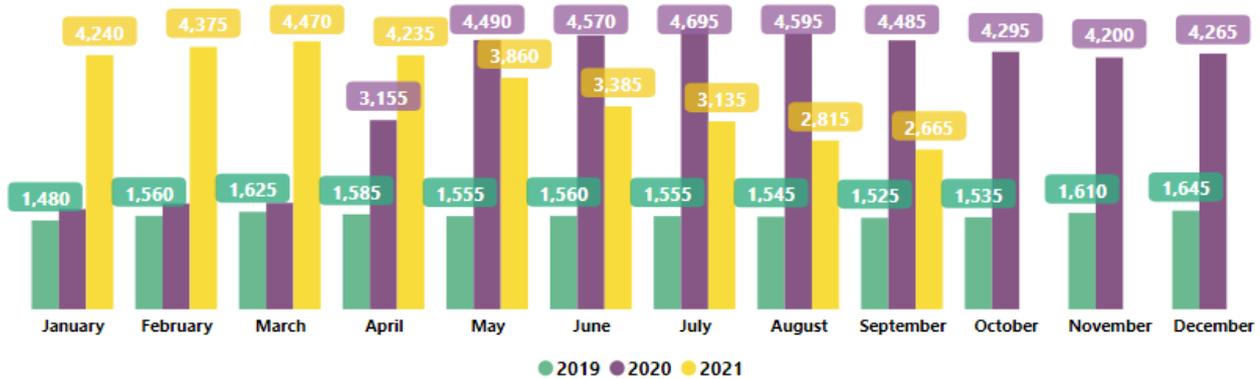


Figure 19. ONS, Claimant counts

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

4.6%

At the end of September 2,665 18-24 year olds in Dorset were in receipt of unemployment related benefits (4.6% with 6.5% UK reference) - 1,805 fewer than back in March. While young people in receipt of unemployment related benefits remain higher in proportion, the rate of decline has also accelerated, marking a 40% drop in claimants among this age group since March.

Cautious growth in Self-employment.

11,400 were in receipt of Self Employment Income Support grant in September - increase of 3,100 on the previous month, 27% take-up rate.

In Dorset, 3,100 fewer self-employed were recorded in June 2021 compared to a year earlier. Some positive movement of 300 up was noted on the quarter. The bulk of decline was recorded among self-employed men (3,000 fewer), while the number of self-employed women only declined by 200.

After the Centre for Economic Performance analysis revealed earlier in the year that movements from self-employment to employment were at their highest levels for 20 years, and Statista reported self-employment has fallen to levels not seen since the middle of 2015, latest ONS statistics indicate the downward trends have been reversed. Over first half of 2021, self-employment is back on a growing trajectory.

Increase in pay seen nationally not yet reflected in Dorset.

ONS latest estimates (for the three months June to August 2021) a 7.2% growth in average total pay (including bonuses) and 6.0% growth in regular pay (excluding bonuses) among employees nationally. ONS cautions however, annual growth in average employee pay is affected by temporary factors that have inflated the increase in the headline growth rate.

Local data available on annual basis, however illustrates only a marginal growth in annual gross pay in 2020 in Dorset and a decline in advertised average salary in job vacancies in 2021.

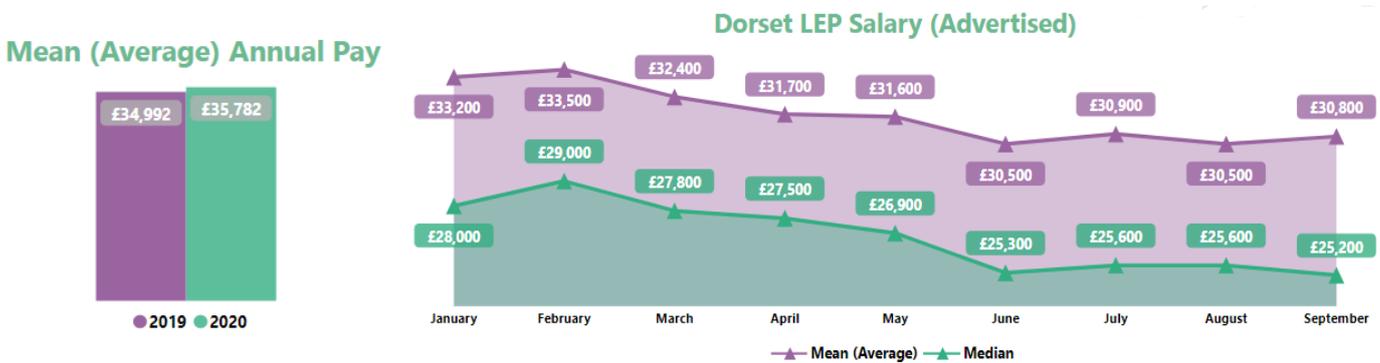


Figure 20. Source: ONS Annual Survey of Hours and Earnings | Burning Glass Technologies: Labour Insight. 2021.

To explore more trends visit dorsetlep.co.uk/employment-statistics



Chart of the Quarter



Chart of the Quarter: The end of the Furlough Scheme

Reflections on the Job Retention Scheme uptake and effects on the labour market as it comes to a close.

The Coronavirus Job Retention Scheme (CJRS) introduced ahead of the first lockdown in March 2020 as part of an unprecedented package of Governmental measures to protect jobs and incomes and help ease the financial burden for businesses adhering to lockdown restrictions, has **ended on 30 September 2021**.

As we have regularly talked about the economic benefits of this swift action as part of our [labour market updates](#), we have chosen to feature Dorset LEP's Job Retention Scheme dashboard as our chart of the quarter (Figure 21).

Creating the Job Retention Scheme and the Self-Employment Income Support Scheme helped hugely to cushion employees and businesses as large parts of the economy remained closed throughout the peaks of the pandemic:

- According to [most recent reports](#), by midnight on 14 September 2021, 11.7 million jobs, from 1.3 million different employers had been furloughed nationally, at a cost of £69.3 billion.
- [One in four](#) employees during the COVID-19 pandemic had been on furlough at some point and the scheme has provided for [2.3 billion days of furlough](#).
- [At the end of August 2021](#), 1.32 million jobs, 5% of eligible jobs were still on furlough nationally and 23% of employers had at least one member of staff still on furlough.

The rise and fall of furlough in Dorset

In Dorset, close to a half (44%, n=137,100) of all eligible jobs were furloughed at some point over the scheme's 18-month term.

As illustrated in our chart of the quarter (Figure 21) furlough levels in Dorset largely rose and fell with changes in lockdown restrictions. By June 2020, a quarter of residents aged between 16 and 65 were furloughed. Furloughed numbers then peaked in July reaching 107,500 – a third of eligible employments in Dorset. The rate fell throughout the summer and then increased in November and again in January 2021 after national lockdowns were introduced.

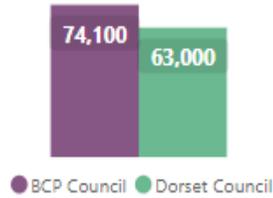
Since March 2021 furloughed employments in Dorset have been falling steadily and over the months leading to the scheme's end in September it seems to be arriving at its natural end with the number of furloughed jobs dropping to 13,200 (4% of the eligible employments) in August.

This is 78% down (45,500 fewer jobs furloughed) from this year's peak in February and marks an 88% decline (94,300 fewer jobs furloughed) from their highest levels in July of last year.



#Furloughed Employments -
March 2020 - August 2021

137,100



#Furloughed Employments
-August 2021

13,200

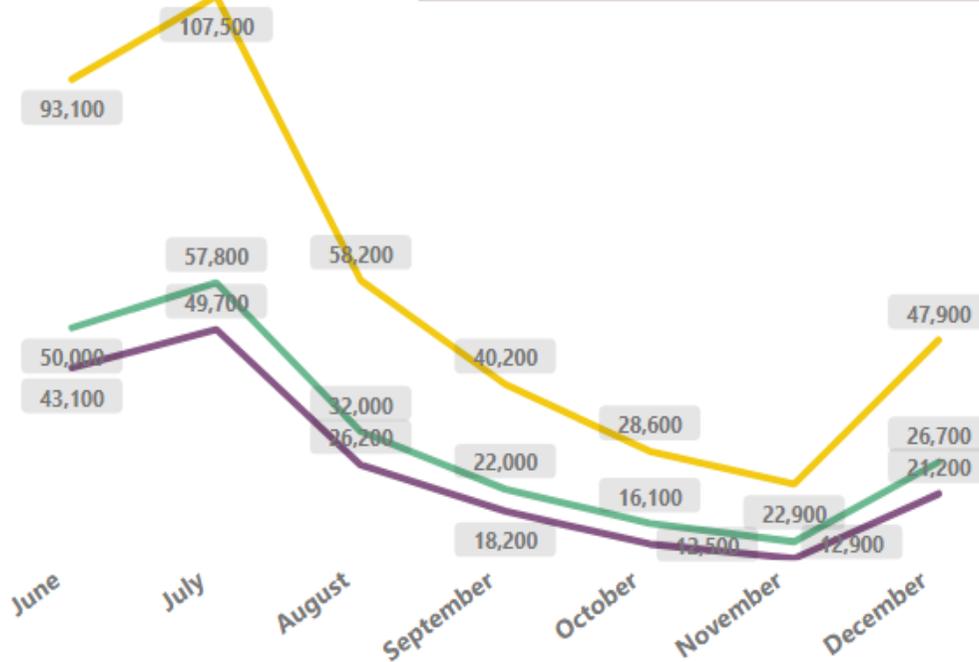
% of eligible
employments

4 %

Number of furloughed workers

2020

- Dorset LEP
- BCP Council
- Dorset Council



2021

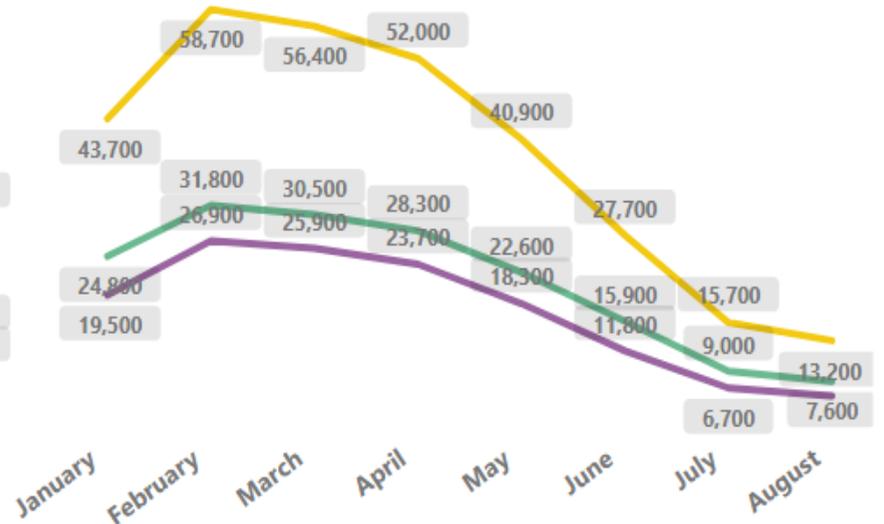


Figure 21. [Dorset LMI dashboards](#) - Coronavirus Job Retention Scheme developments in Dorset. Source: HMRC statistics

Sector effects

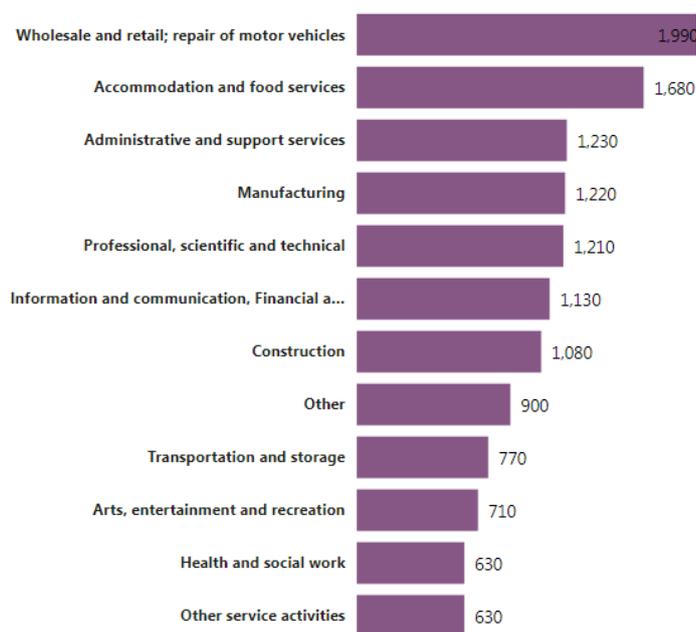
Some sectors have been disproportionately affected by the pandemic, and this is reflected in the proportion of eligible jobs furloughed in each sector.

In Dorset, as nationally Accommodation and food, and Wholesale and retail sectors saw the largest proportions of jobs furloughed.

Furlough rates in all sectors have been gradually decreasing since January 2021 and unlike previous months when furloughed workers were concentrated in a few sectors in Dorset there was a wider cross sector distribution noted in August.

Figure 22. HMRC Coronavirus Job Retention Scheme statistics

Furloughed employments by sector - Dorset August 2021



What does it mean for the labour market?

The CJRS has prevented catastrophic rises in unemployment.

Many of the workers on furlough would have been made redundant if the scheme had not been in place. In April 2020, the OBR published a reference scenario where unemployment would peak at 10.0% in Q2 2020. In reality, the highest rate of unemployment in 2020 was 5.1% nationally and 4.2% in Dorset in Q4 - the smallest rise in any recession. The scheme has also played a role in keeping workers matched to their employers, which means [time and money spent on recruitment, induction and training are minimised](#) for employers once lockdown lifts.

Amidst these positive developments, there is a risk of increase in economic inactivity and or unemployment in the months to come, as in Dorset there were still over 13,000 jobs supported by CJRS in August prior to the scheme's closure.

Yet [local DWP anecdotal reports](#) are optimistic suggesting no significant increase in claimants was noted over the first weeks of October. Our employment monitoring has also not indicated significant knock on effects on unemployment and claimants upon previous changes to the scheme. Previously the [Bank of England](#) has also stated the vast majority of furloughed employees are expected to go back to their regular working hours as the economy recovers.

We will be monitoring the situation closely and updating our [labour market dashboards](#) as new data emerges.

To support employers, CIPD has published a [Coronavirus \(COVID-19\): Post-furlough guide](#), outlining the options employers can consider now that the furlough scheme has ended.

Explore more statistics in our interactive [Employment Statistics Dashboard](#).

Future Career Corner



Future Career Corner

Grow your Green Career in Dorset

The Government unveiled its landmark [Net Zero Strategy: Build Back Greener](#) setting out how the UK will secure 440,000 well-paid jobs and unlock £90 billion in investment in 2030 on its path to ending its contribution to climate change by 2050.

The strategy outlines the need for tens of thousands of engineers to build and maintain new offshore wind farms, construct nuclear power stations, and manufacture electric vehicles; skilled builders and trades people to retrofit homes and buildings across the country; and conservation and biodiversity professionals to deliver nature-based solutions to climate change. It also ascertains that alongside a broader shift to digitisation and automation, the transition to net zero would be one of the dominant labour market trends in the next 30 years with one in five jobs likely to be affected by the transition to a green economy.

To mark the strategy, Dorset LEP and SAP Board Member and Principal/ Chief Executive of Kingston Maurward College Luke Rake outlined the opportunities for growing green careers in Dorset and developing the skills needed to achieve the county's net zero ambitions.

Click to [read Luke's feature article](#).



We feature here some of our key skills and career findings to inspire people in Dorset into green careers.

Exploring the Green Jobs developments in Dorset
Over the first three quarters of 2021 we found:

787

Green Job Vacancies in Dorset

Looking at developments in recent years, we find the demand for green jobs is expanding in Dorset with 787 vacancies advertised locally over the first three quarters of this year. There was a year on year rise in Dorset with an overall 73% increase in 2021 on 2018.

Green Jobs in Dorset (Quarter 3 2018-2021)

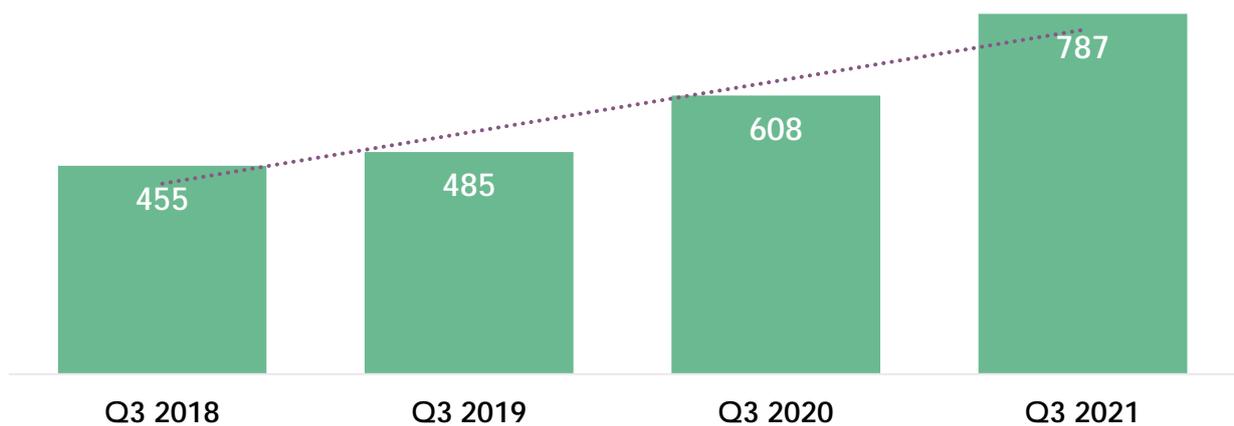


Figure 23. Green jobs vacancies time series. Burning Glass Technologies: Labour Insight. 2021



Top employers advertising green job opportunities locally include Draken, the NHS, the Environmental Agency, South-West & Bournemouth Water, Bournemouth University, BAE systems, and many more (Figure 24).

Every job has a potential to be green so these employers are operating in a wide range of industrial sectors from manufacturing, water supply and waste management, to professional and scientific activities, defence and even healthcare and education, making it an exciting field with varied opportunities to make a difference.

Green Jobs - Top Employers

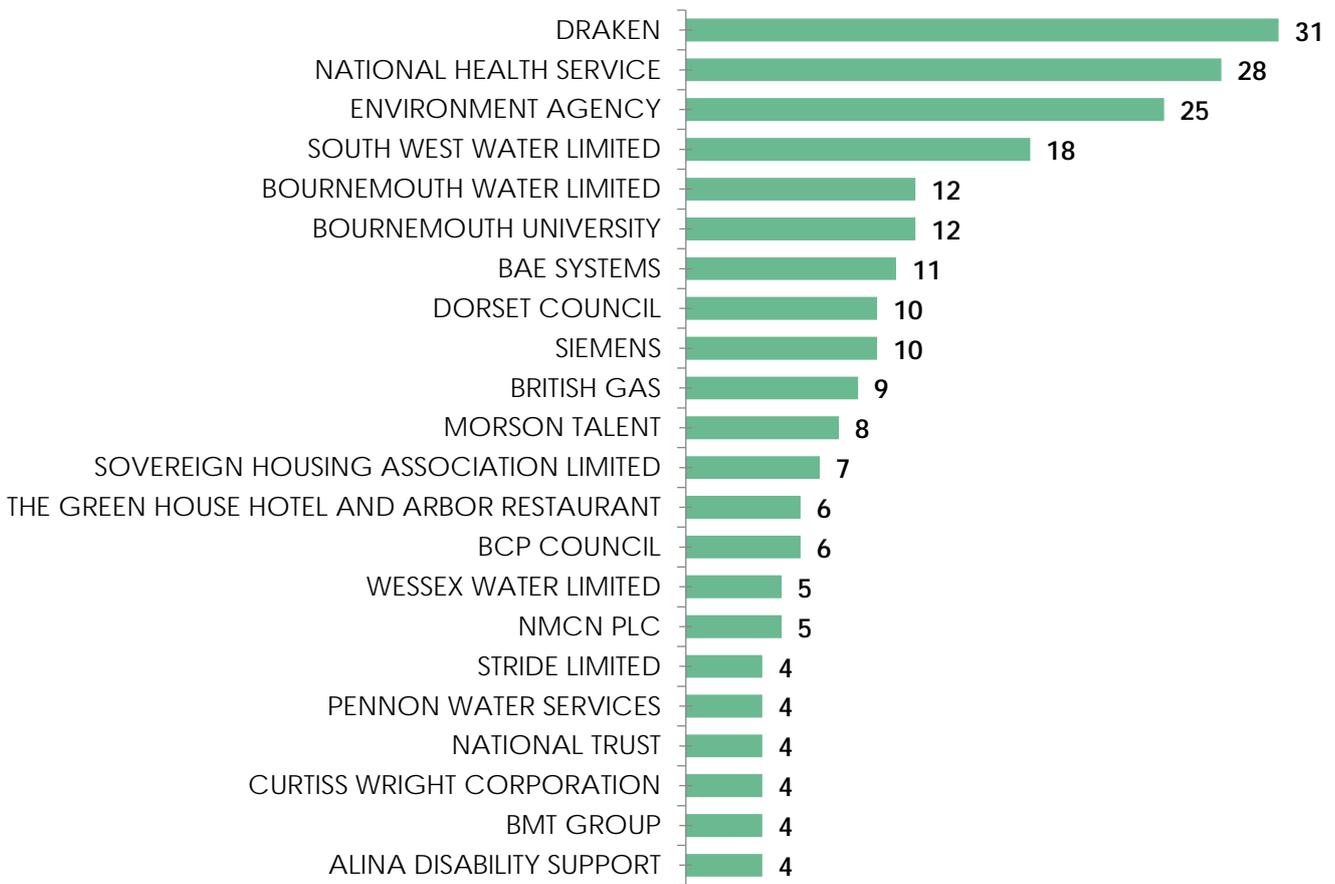


Figure 24. Green jobs Employers Jan-Sep 2021. Burning Glass Technologies: Labour Insight. 2021

Over this year, companies in Dorset were looking for Project Managers (including Estates Capital, Renewable and Solar energy projects), Mechanical and Chemical Engineers (i.e., Heating, Design, and Water Projects Engineers), Operations and Health and Safety Specialists, Civil and Construction Engineers, Recycling Managers, Renewable Energy Specialists and more specialisms are listed below.

Job Title	Total/Unique (Jan 2021 - Sep 2021)
Recycling Managers	94 / 31
Sustainability Consultants	99 / 27
Environmental Health and Safety Specialists	68 / 13
Environmental Health Officers	68 / 13
Renewable Energy Engineers	68 / 12
Solar Electricians	41 / 10
Solar Project Managers	143 / 10
Water/Wastewater Engineers	37 / 9
Renewable Energy Consultants	37 / 8
Safety and Environment Advisors	54 / 8

Figure 25. Source: Emsi / Burning Glass 2021

Green jobs also offer competitive salaries with the average advertised salary on the rise over the past years, currently reaching £32,800 and topping the average salary in the county by over £5,000.

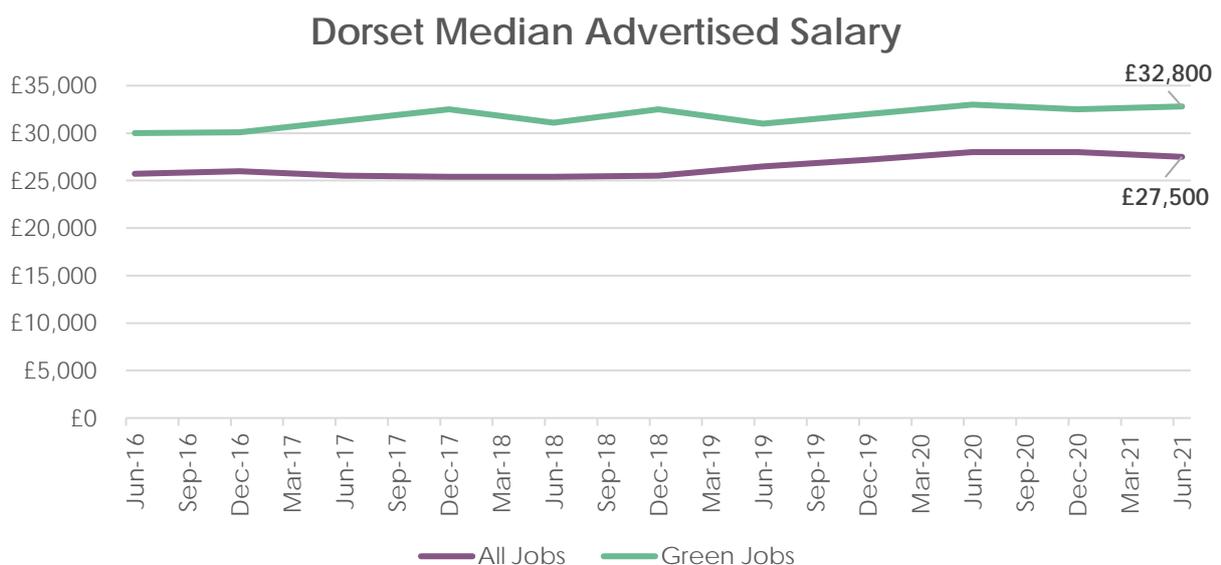


Figure 26 Green jobs median advertised salary over the past 5 years. Burning Glass Technologies: Labour Insight. 2021

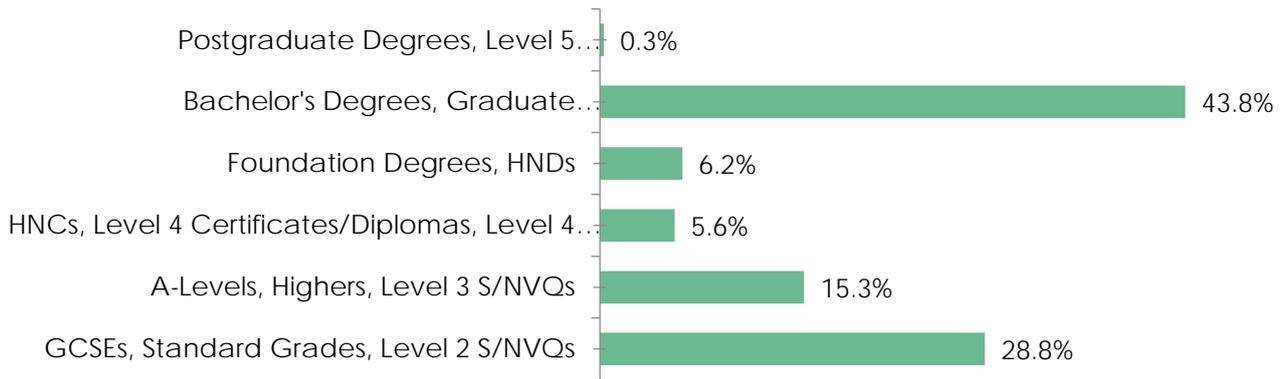
The top specialist skills employers requested for these roles in Dorset were Environmental Management, Regulation and Standards, Quality Assurance, Sustainability and Waste reduction whilst Communication, Planning, Problem Solving and Research were among the most frequently required transferable skills.

Half of the advertised jobs in 2021 required a degree (bachelor or foundation) as a minimum educational requirement. Subjects in the areas of STEM were the most commonly required as a requirement.



Figure 27. Green specialist skills in demand. Burning Glass Technologies: Labour Insight. 2021

Education (Minimum Advertised)



Subject Areas in Greatest Demand



Figure 28. Green jobs education and subject areas. Burning Glass Technologies: Labour Insight. 2021

Grow your green career in Dorset

Kingston Maurward College

The Kingston Maurward Business and University Hub is the first facility of its kind to co-locate environmental skills development with local businesses in Dorset. Kingston Maurward College has declared an ambition to become net zero by 2025 and in doing so secured a £2M SALIX grant for decarbonisation. The estate is accelerating its role in the green agenda as a leading specialist in land-based courses and apprenticeships, from ecology to conservation, including business studies, land management and rural development - [explore a variety of courses](#).

Bournemouth & Poole College

Bournemouth & Poole College offers a wide range of Engineering and Construction courses and apprenticeship opportunities that provide fantastic career prospects and offer an entry into the green sector – explore [The College](#).

Weymouth College

Weymouth College recently unveiled upgraded motor vehicle workshop with hybrid and electric vehicles added to the college's motor vehicle fleet and new Centres of Excellence to offer increased emphasis on environmentally sustainable construction and plumbing with solar/thermal pathways – find a course in [Weymouth College](#).

Bournemouth University

In terms of degree level opportunities, Bournemouth University also provides a number of courses in Life and Environmental sciences, and an IEMA accredited distance learning Master's Degree in Green Economy.

