
Dorset LEP: Weymouth College

2 December 2022

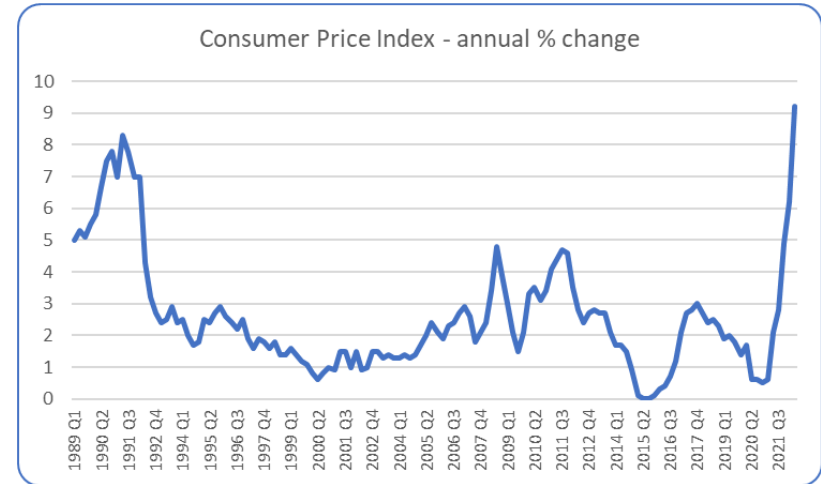
Dorset Labour Market Insights



After an unprecedented political whirlwind, the UK saw its third premier appointed in three months. As former chancellor Rishi Sunak settles in as the new prime minister, he is clearly facing a winter of discontent. We look closer at the latest economic and labour market developments, marked by financial volatility, rising prices and a decline in real terms earnings over the third quarter of the year.

Q3 2022

Economic pressures



- Gross Domestic Product (GDP) is estimated to have fallen by 0.3% in August 2022.
- The latest inflation rate hit >10% and is expected to rise further through the remainder of 2022
- 1-in-10 UK businesses reported a moderate-to-severe risk of insolvency. Total company insolvencies in the second quarter of 2022 reached their highest quarterly level since late 2009 - driven by Creditors Voluntary Liquidations.
- Rising prices have largely eroded any increases in (nominal) wages.
- UK wages are now only 4% higher than then they were in 2015 in real terms, and the high inflation that has been building over much of 2022 has meant that real wages have actually declined through the year.

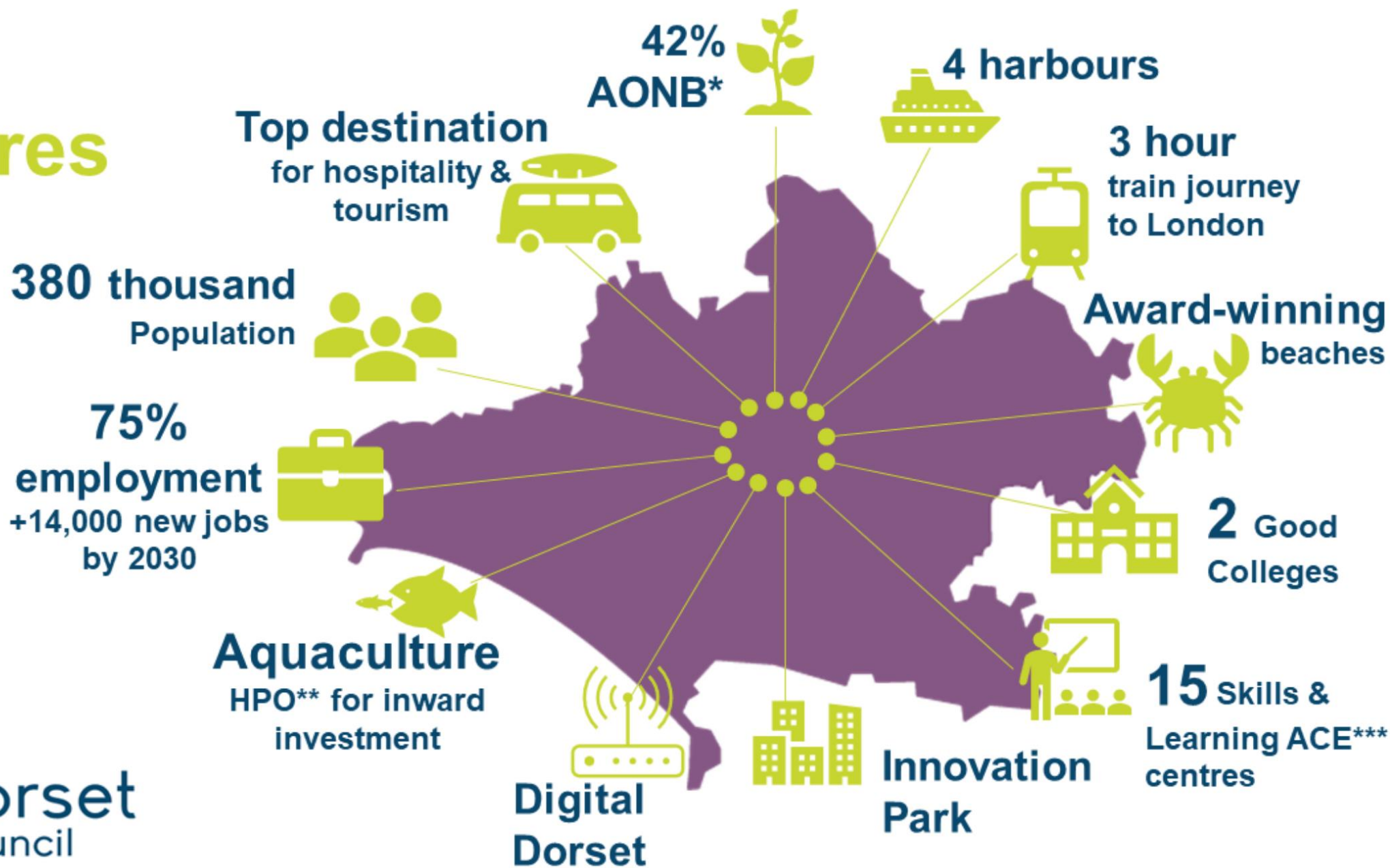
Employers response

[The Bank of England](#) reported that:

- Companies' hiring plans slowed and recruitment difficulties stabilised and there are signs of slowing staff turnover as employees are becoming more cautious about changing jobs.
- Many companies continued to struggle to find staff.
- Businesses still wanted to retain skilled people but slowing the pace of recruitment, reducing hours, redeploying staff or not replacing leavers.
- Pay awards continued to increase, with more firms offering one-off payments to offset rising living costs. Nominal pay inflation averaged around 6% - real wage growth expected to be negligible/ negative.

<https://www.bankofengland.co.uk/agents-summary/2022/2022-q3>

Key features



Dorset
Council

*Area of Outstanding Natural Beauty | ** High Potential Opportunity | ***Adult Community Education

Population (2021)*

379,600

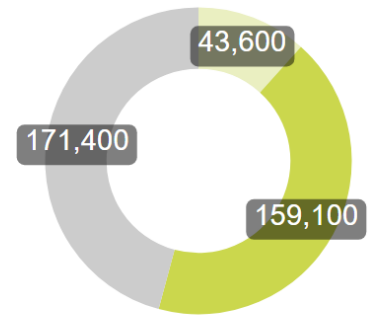
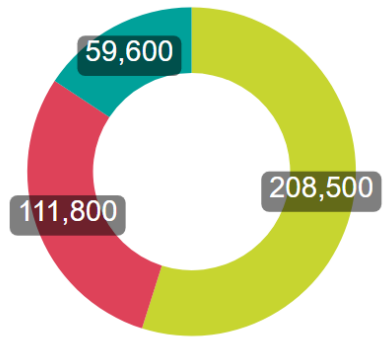
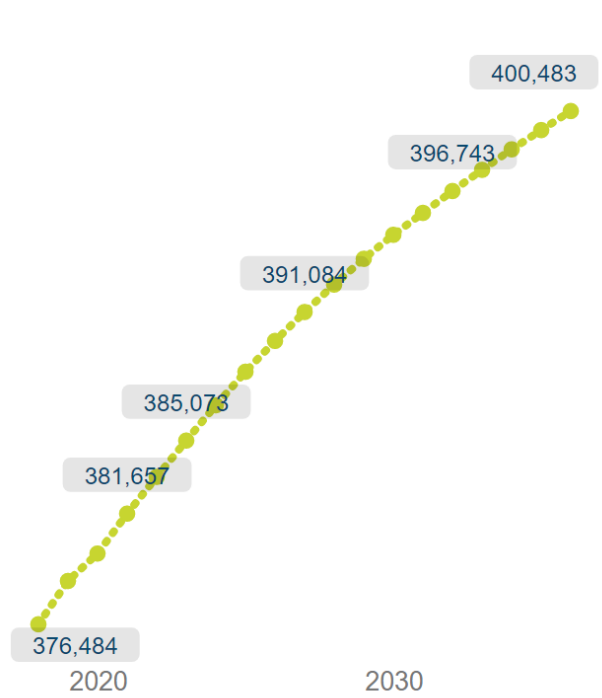
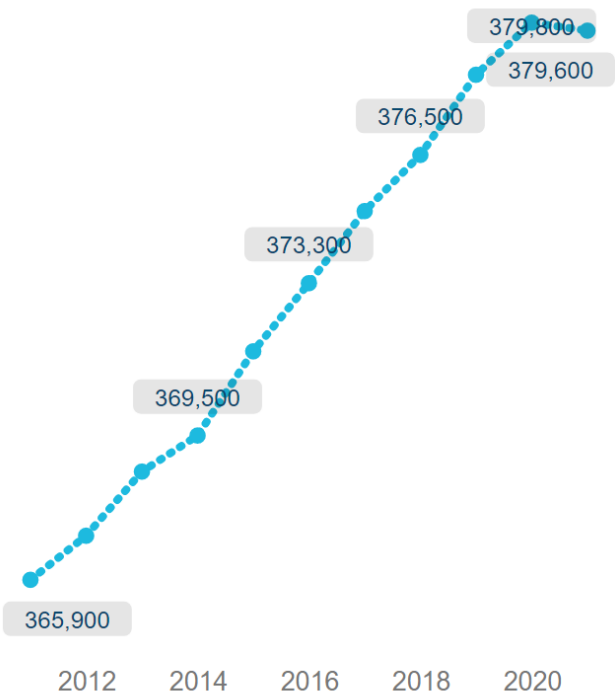
Population in working age (2020)**

● 16-64 Working Age Population ● 65+ Retirement Age ● Under 16

Labour Force (2020)***

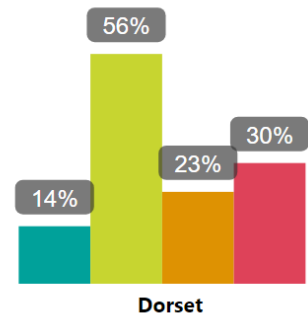
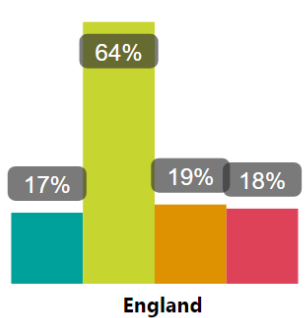
Population Estimates

Population Projectio...



Age profile (2021)

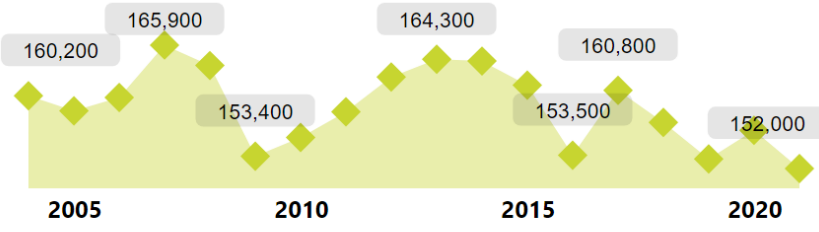
● % Aged 0 - 14 ● % Aged 15 - 64 ● % Aged 50-64 ● % Aged 65 +



Employed (2021)

152,000

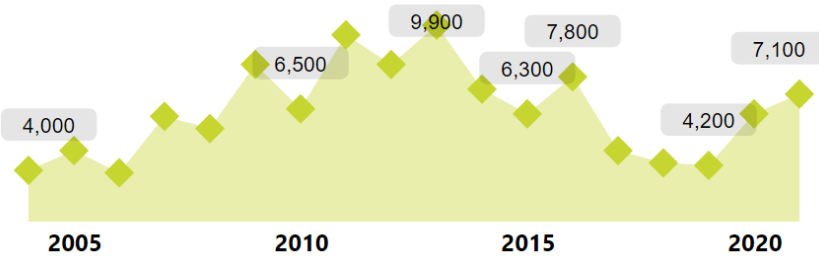
Employed # (aged 16-64)



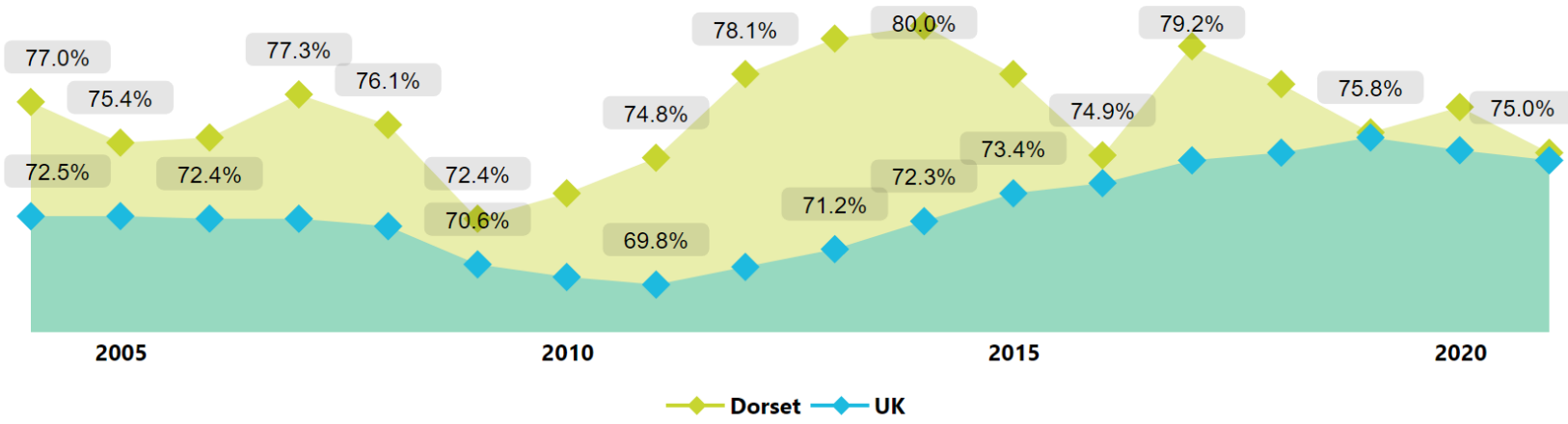
Unemployed (2021)

7,100

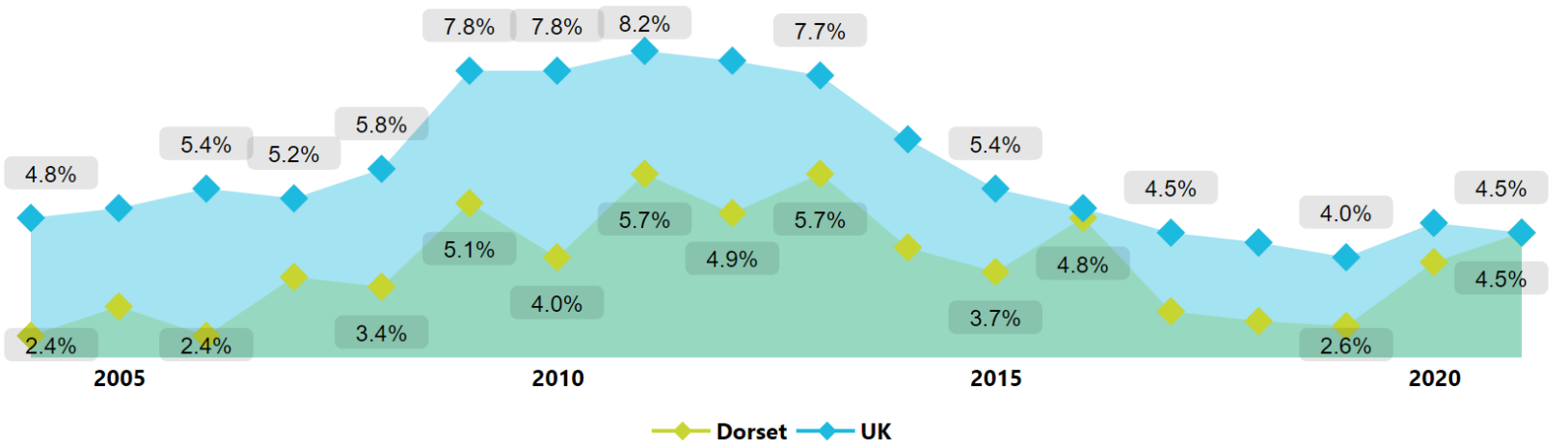
Unemployed # (aged 16-64)



Employment rate (aged 16-64)



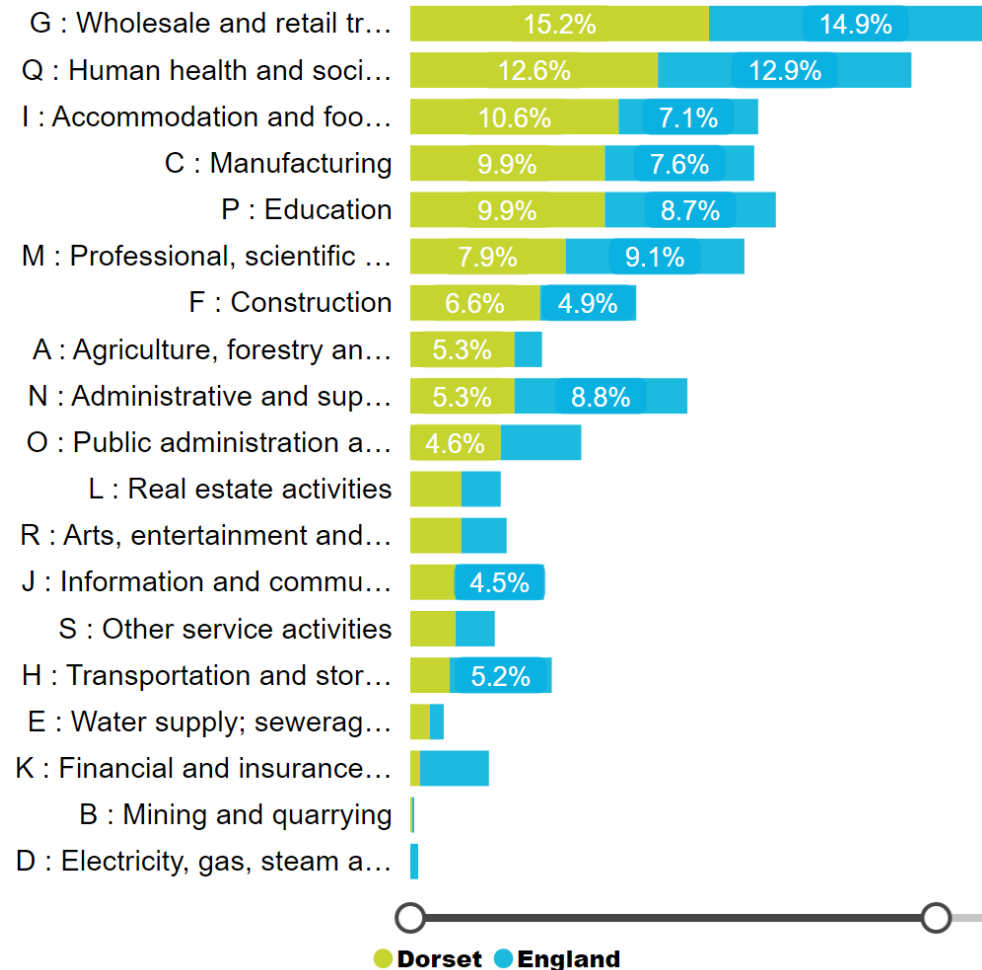
Unemployment rate (aged 16-64)



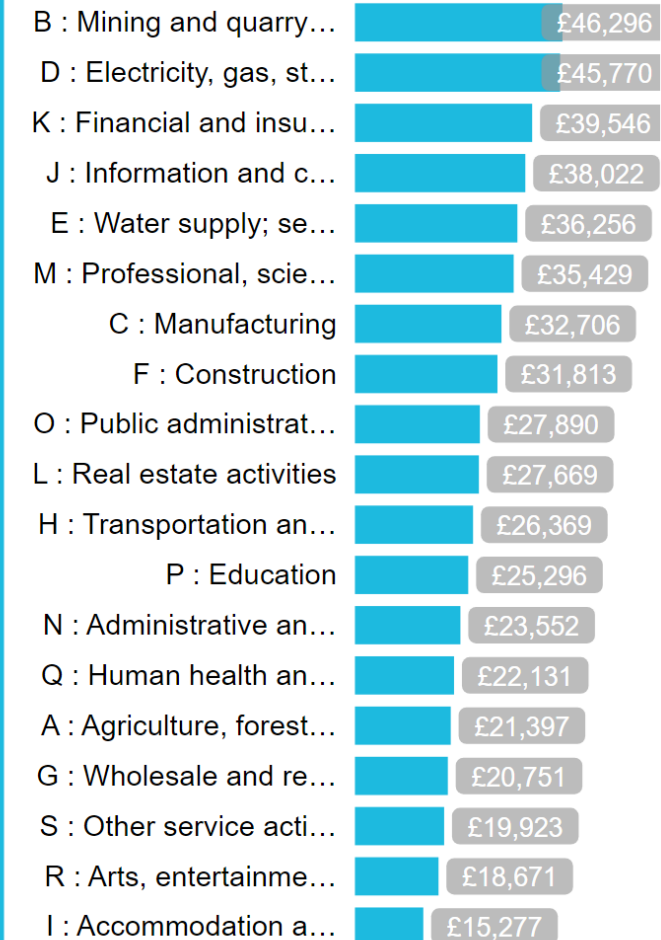
Employment by sector



% of employed in Dorset

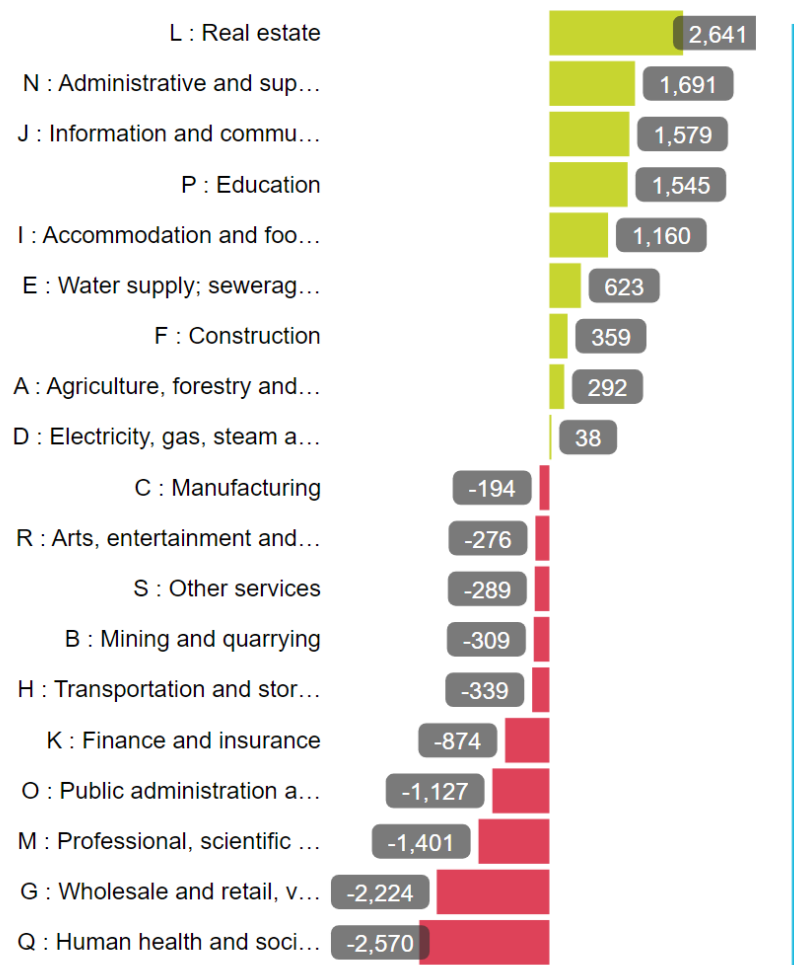


Average wages

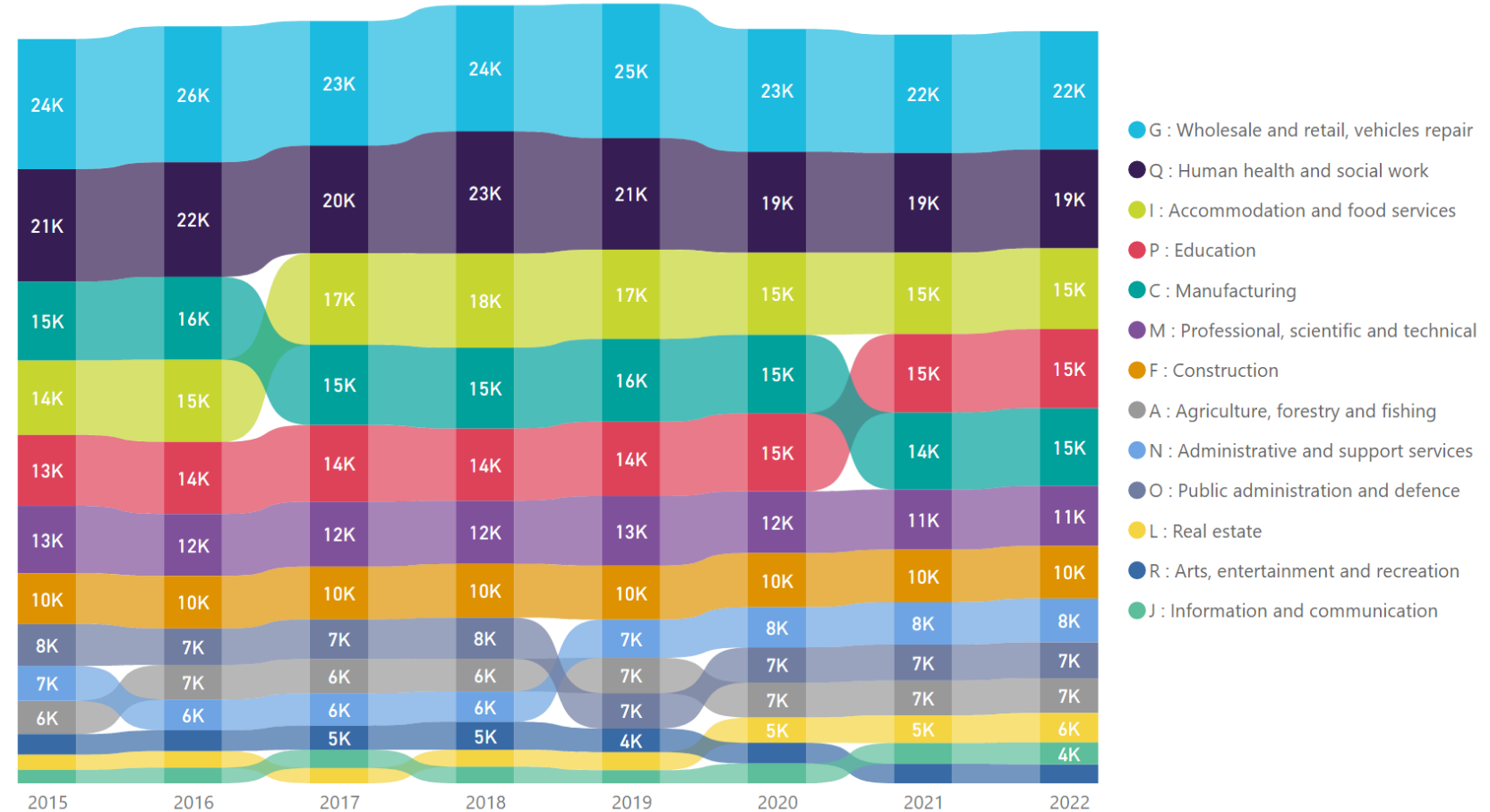


LABOUR MARKET INSIGHTS | Dorset

2015 - 2022 Change

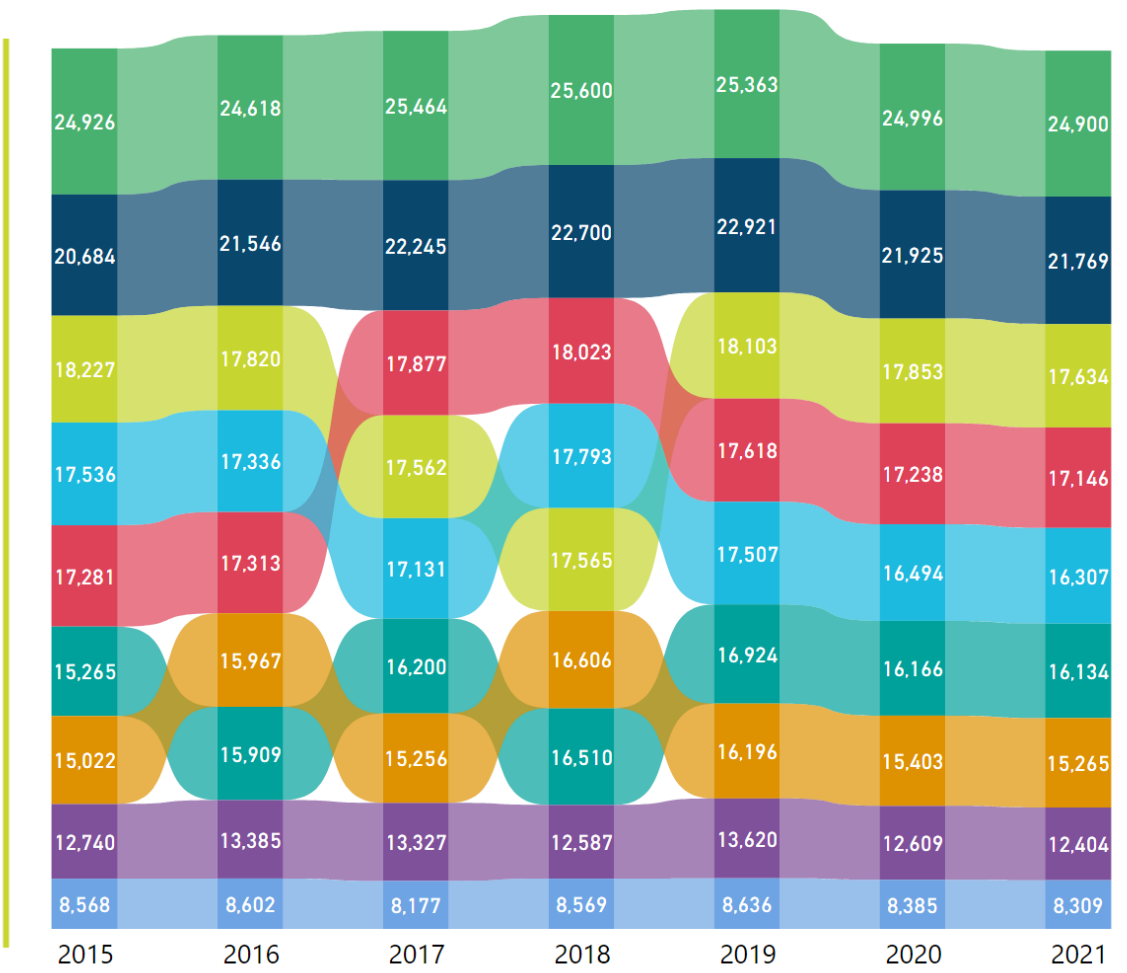
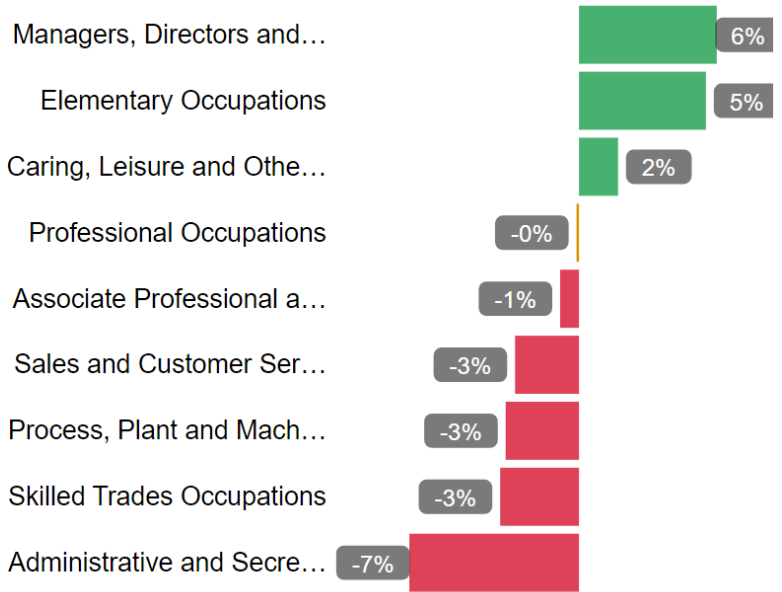


Sector Employment Developments





2015 - 2021 Change



- Professional Occupations
- Elementary Occupations
- Skilled Trades Occupations
- Associate Professional and Tec...
- Administrative and Secretarial ...
- Managers, Directors and Senior...
- Caring, Leisure and Other Servi...
- Sales and Customer Service O...
- Process, Plant and Machine Op...

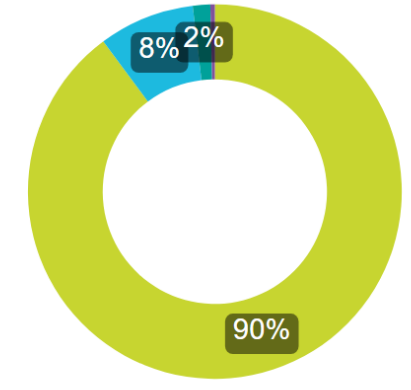
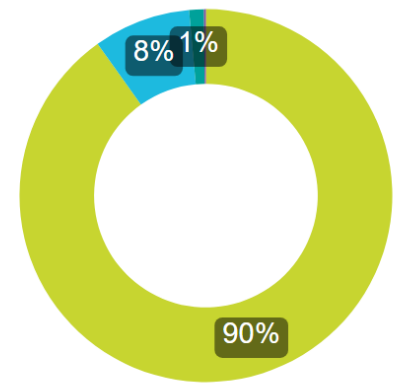
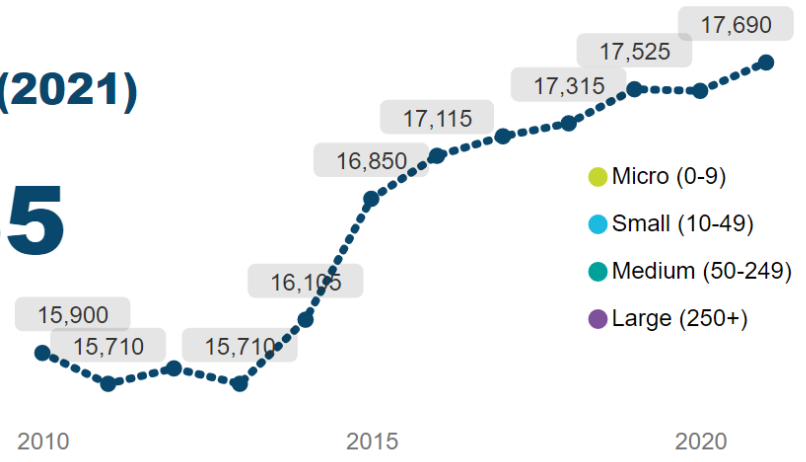
Enterprises*

Enterprise size - Dorset

Enterprise size - UK

Enterprises* (2021)

17,685

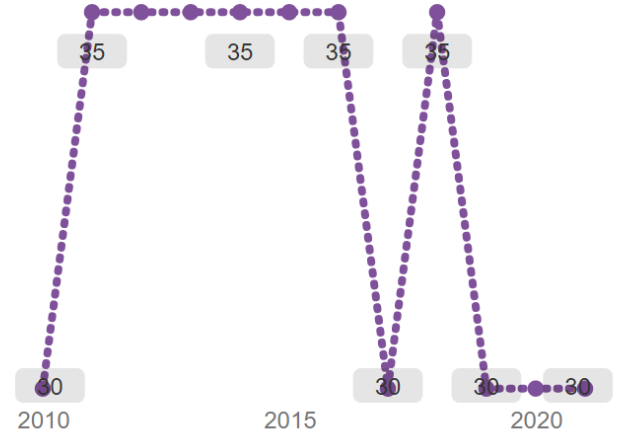
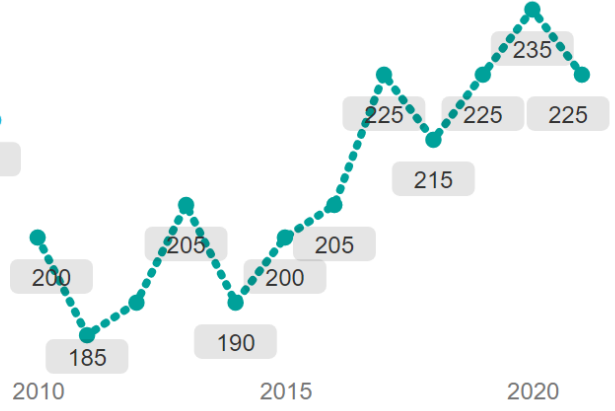
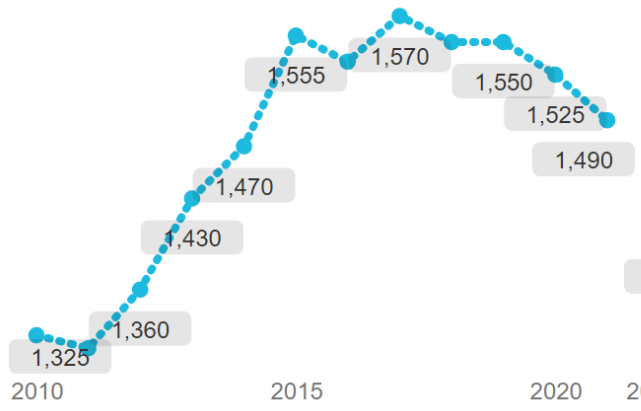
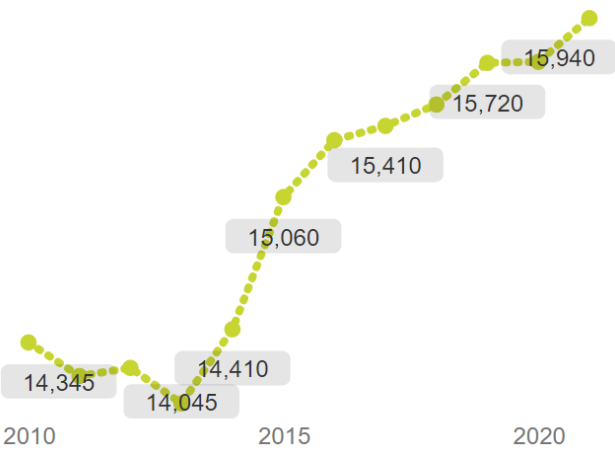


Micro (0-9)

Small (10-49)

Medium (50-249)

Large (250+)



Dorset jobs paid below the living wage (2021)

35,000

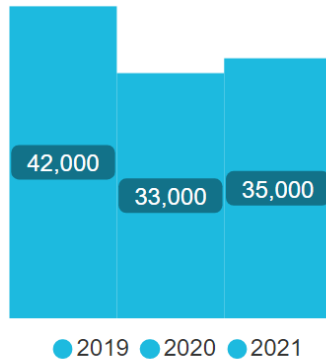
% Dorset jobs

22.7%

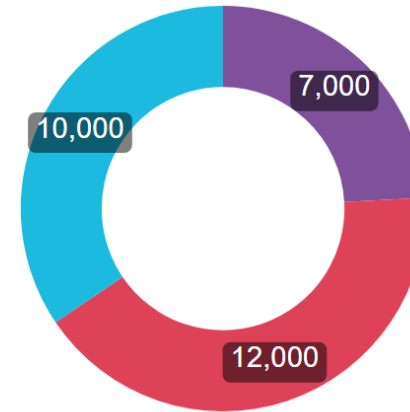
% England jobs

17.2%

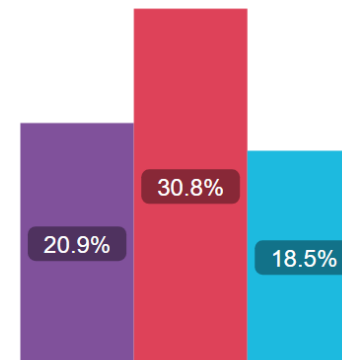
Jobs below the living wage (2019-2021)



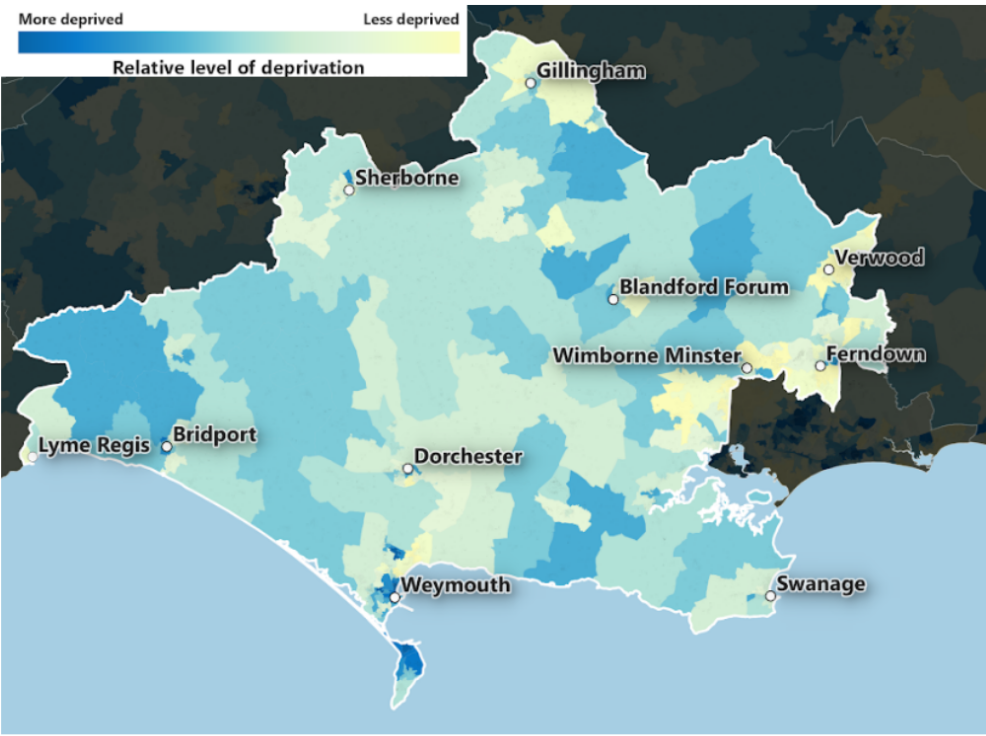
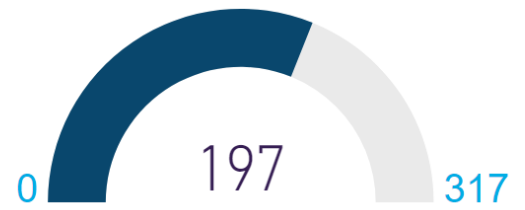
Jobs below the living wage by area



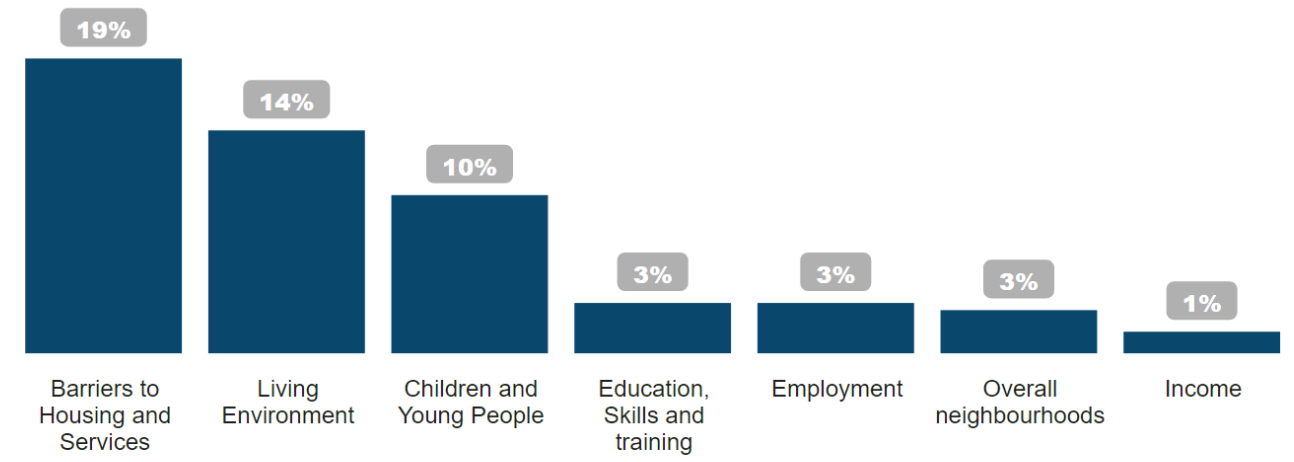
● North Dorset ● South Dorset ● West Dorset



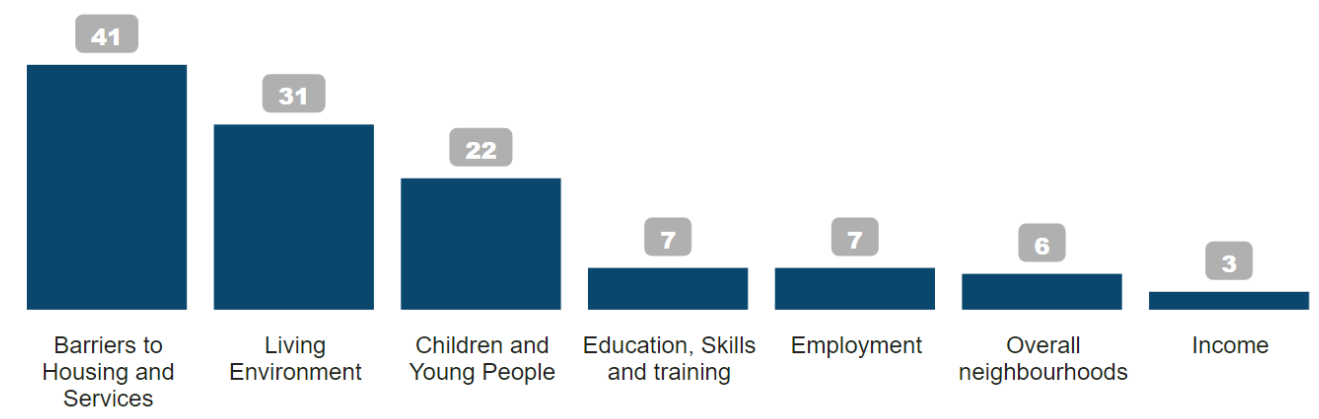
Index of Multiple Deprivation Rank



Domains of Deprivation - % of Dorset neighbourhoods among the top 10% most deprived nationally



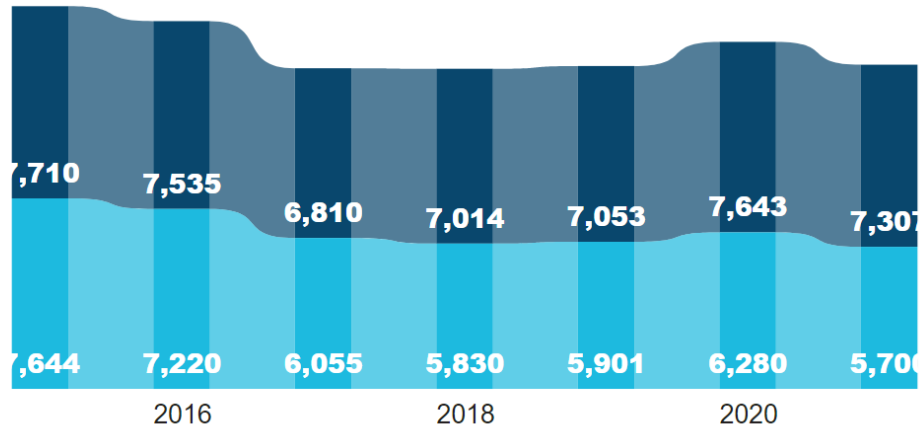
Number of neighbourhoods



Children (aged 0-19) living in families in Relative low income (2021)

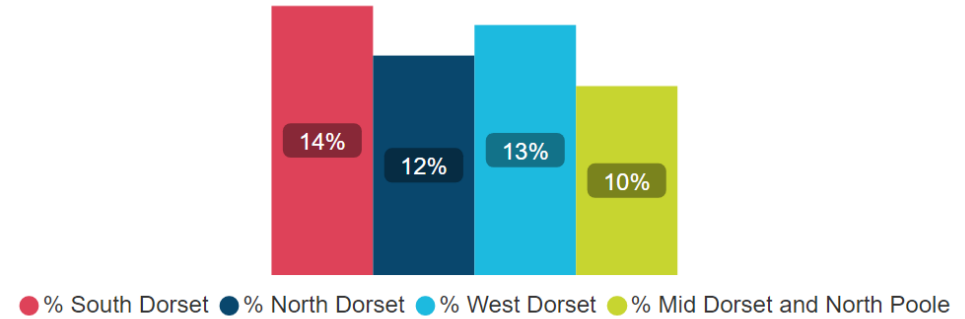
12% | 7,307

Children living in low income families

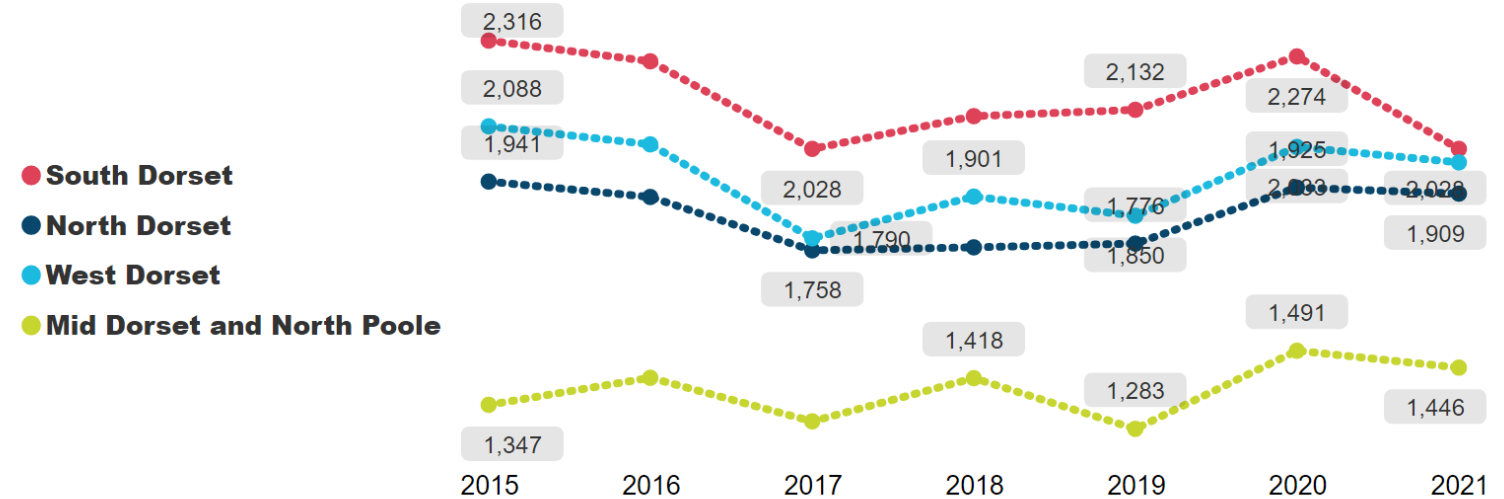


● Dorset Relative low income families ● Dorset Absolute low inc...

% Children living in Relative low income families by area (2021)*



Children living in Relative low income families by area



*Note. Parliamentary constituencies partly extend beyond BCP Council's boundaries.

Source: Children in low income families: local area statistics 2014 to 2021

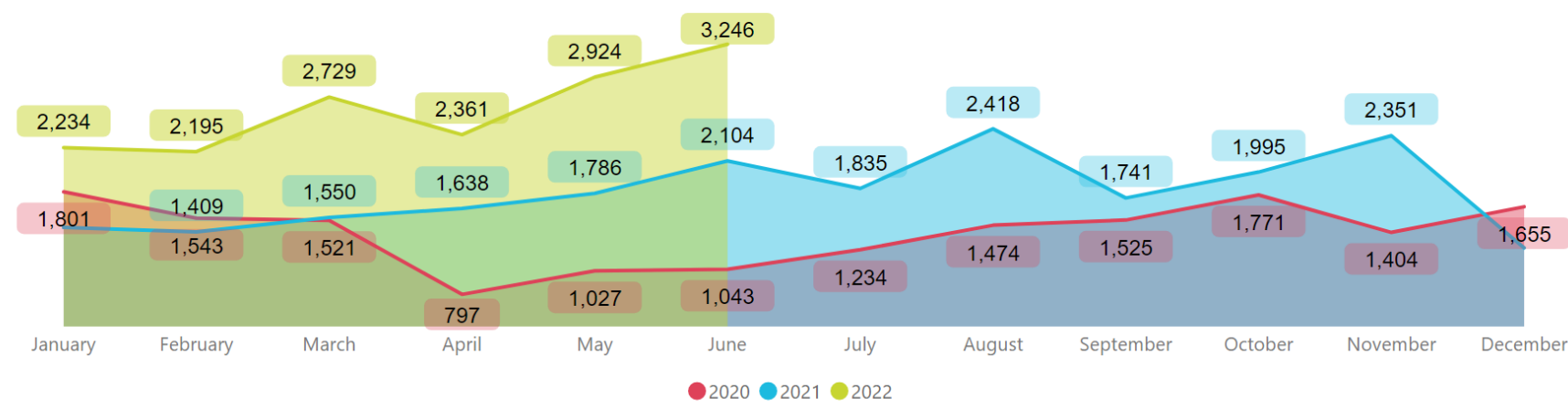
Updated: July 2022

Total Vacancies 2021
21,531

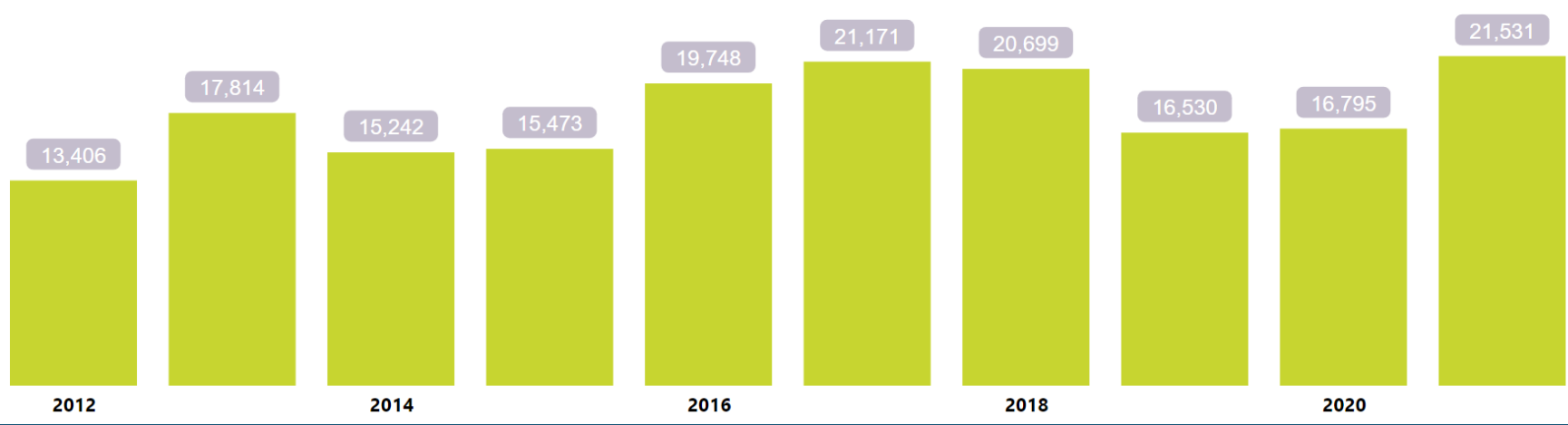
2021 v 2020 (Dorset)
28% ↑

(UK)
61% ↑

Monthly Vacancies (2020-2022)



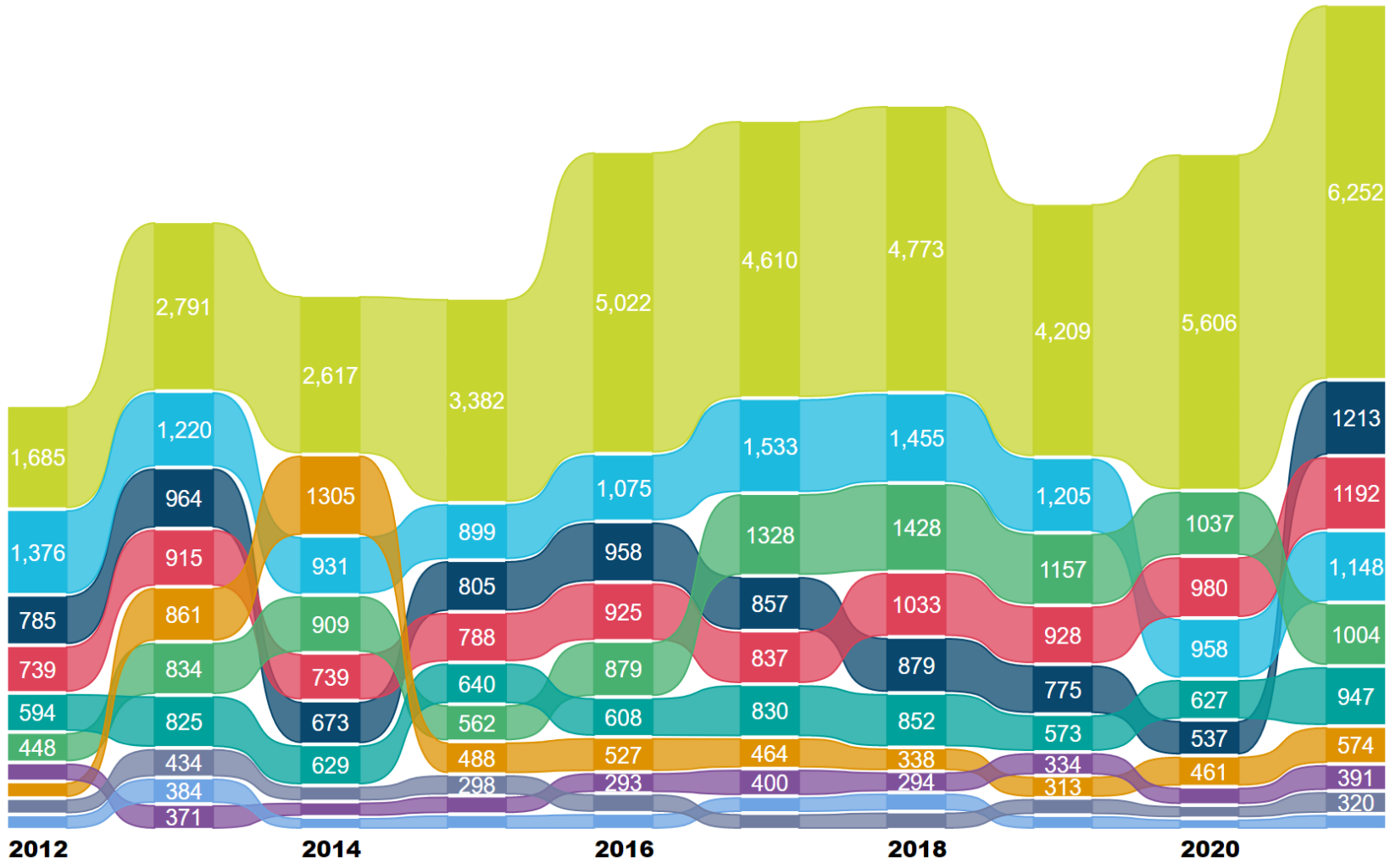
Annual Vacancies





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Top 10 sectors demand (vacancy trends)



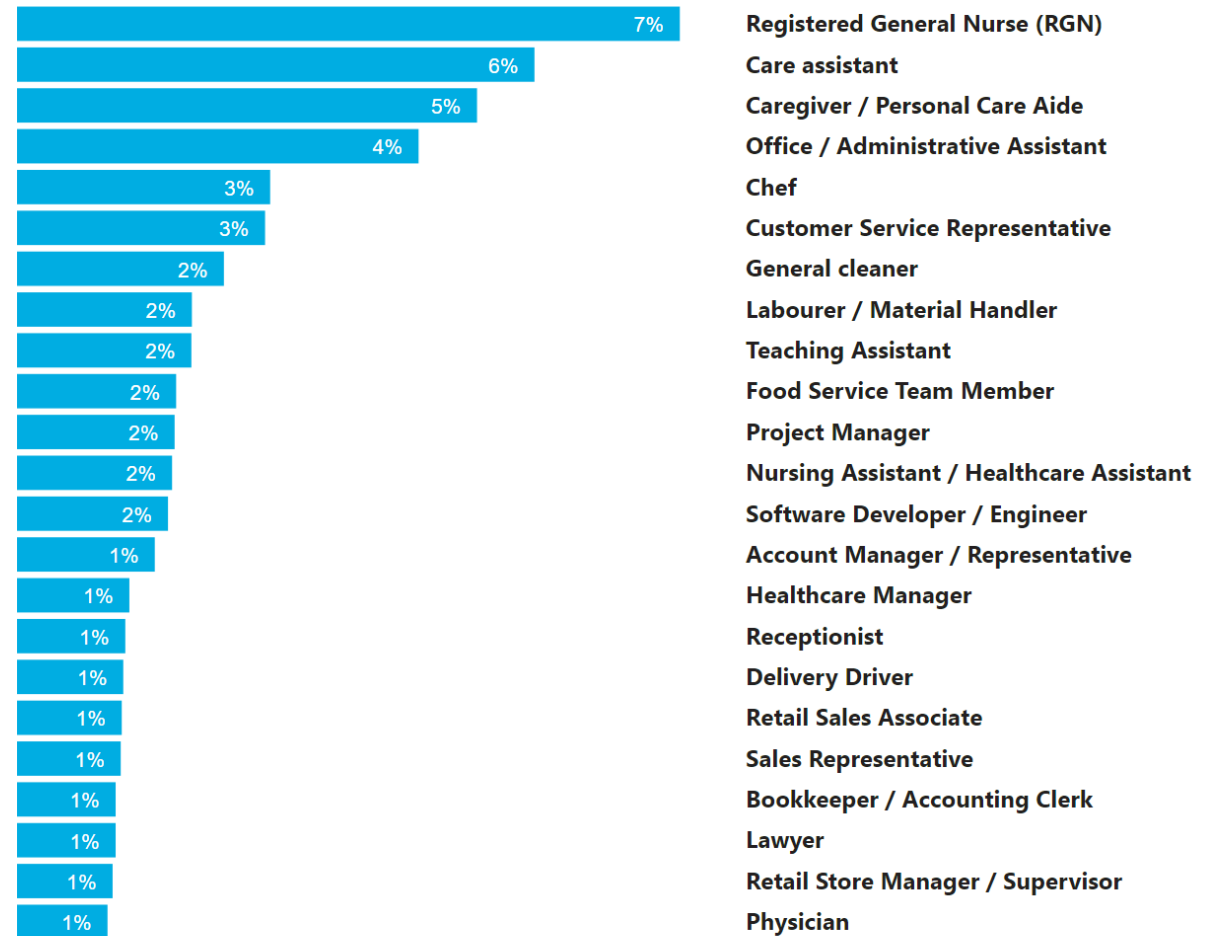
- HUMAN HEALTH AND SOCIAL WORK ACTIVITIES
- ACCOMMODATION AND FOOD SERVICE ACTIVITIES
- MANUFACTURING
- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES
- EDUCATION
- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES
- PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY
- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES
- TRANSPORTATION AND STORAGE
- CONSTRUCTION

Top Employers

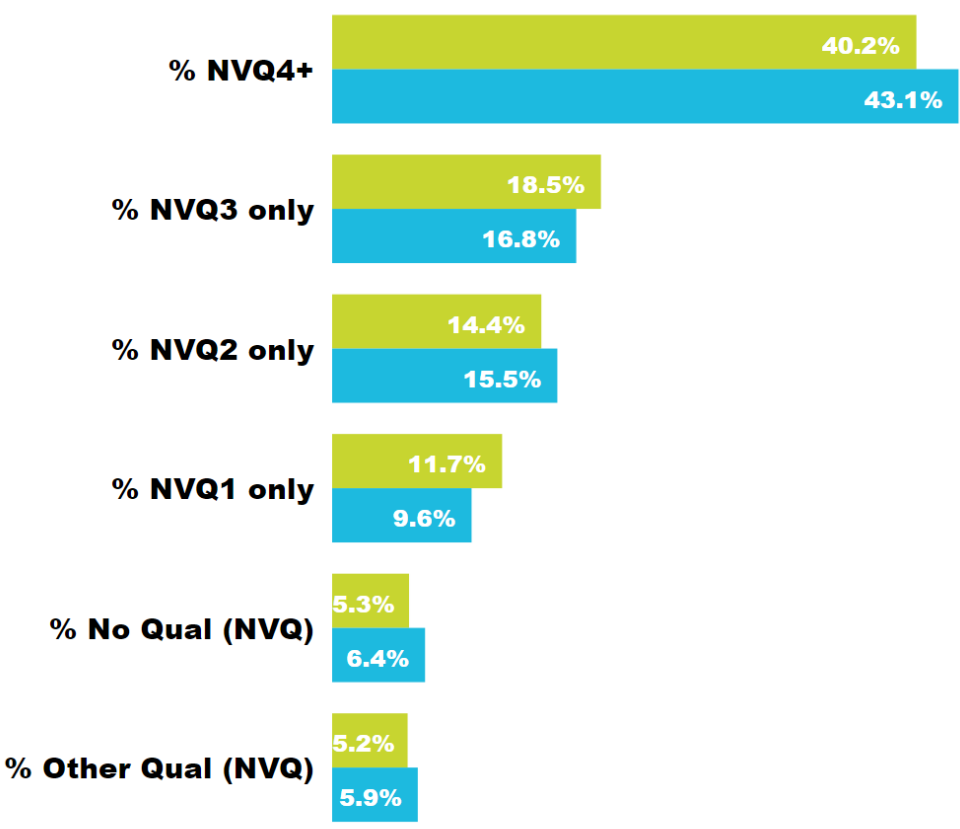
Jobs posted

NATIONAL HEALTH SERVICE	2,682
DORSET COUNCIL	458
COLTEN CARE LIMITED	276
AGINCARE GROUP LTD	224
BOURNE LEISURE HOLDINGS	142
COMPASS GROUP PLC	138
BARCHESTER HEALTHCARE	100
CO-OPERATIVE GROUP LIMITED	96
HM PRISON SERVICE	94
MORRISON (WM) SUPERMARKETS	91
HAMILTON CROSS	87
WHITBREAD	82
CARE UK HEALTH AND SOCIAL CARE	79
NATIONAL TRUST	77
HAVEN LIMITED	74
ALTOGETHER CARE	70
NURSEPLUS LIMITED	69
AVON GROUP LIMITED	65
CARE SOUTH	65
KINGSTON MAURWARD COLLEGE	64

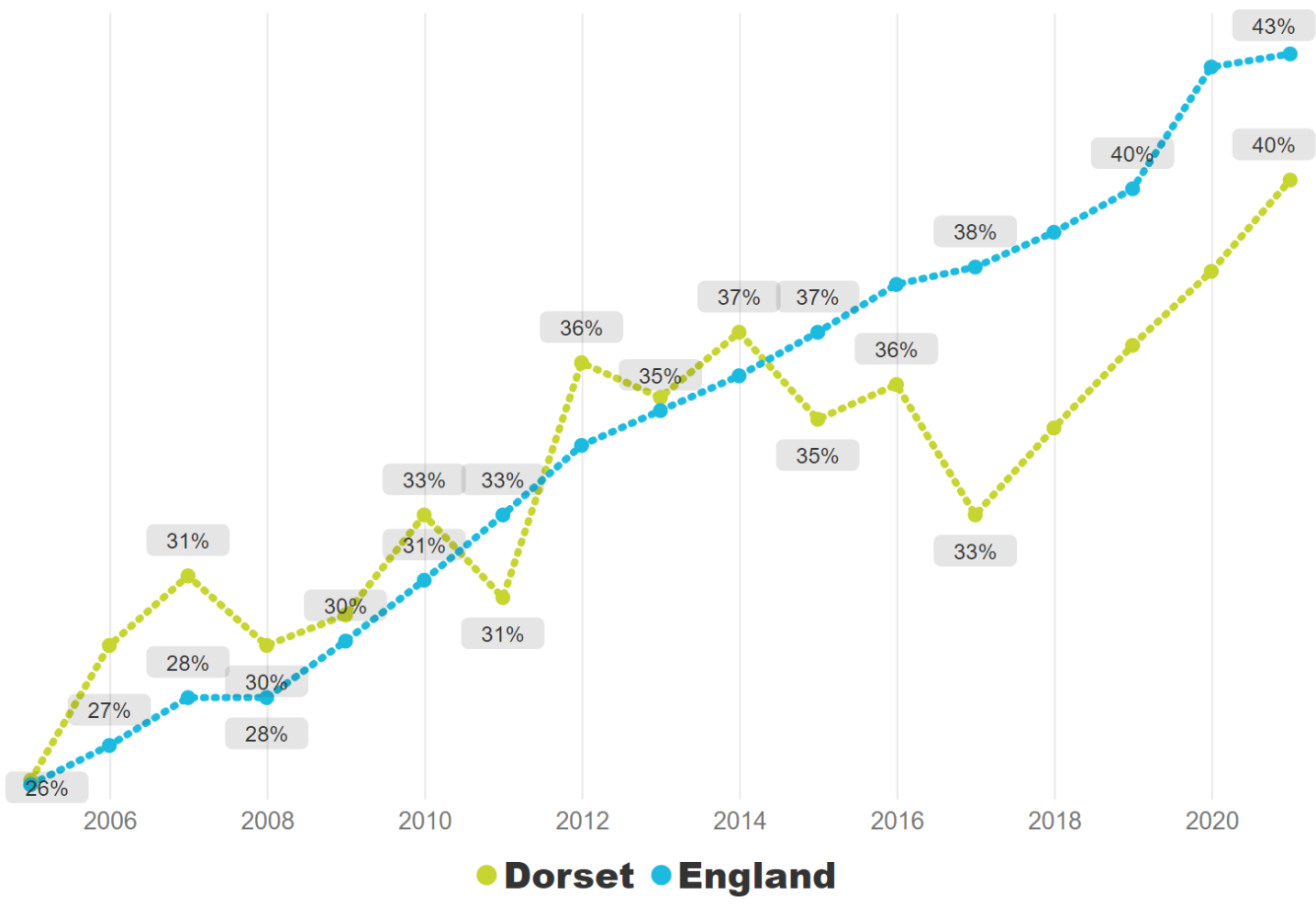
Top jobs in demand



Qualifications 2021



Proportion of people aged 16-64 educated to NVQ Level 4+



What is the government response?

- **Skills Boot Camps** – 12-16 week courses to upskill or skill the workforce in technical skills needed by business.
- **Apprenticeship promotion** – focus on driving the benefits of apprenticeships for all.
- **Local Skills Improvement Plans** – strategic technical education (L3) planning through Employer Relationship Bodies to deliver targeted output for local businesses
- **Mid-life MOT's** – DWP funded initiative to work with 40+ workforce to ensure sustainable employment, financial planning and wellbeing through to retirement.
- **Multiply** – flexible funding to support numeracy skills across the population age 16+
- **UK Social Prosperity Fund 2024/25** – skills funding anticipated to local authorities
- **Restart Programme** – DWP funded flagship programme providing coaching, skills, workshops for unemployed workforce
- **Local Skills Improvement Fund** – c.£98m strategic fund for L3 providers to deliver LSIP outcomes
- **Strategic Development fund** – DfE funds supporting FE college providers with capital purchases (Dorset won £1.6m 2022/23).

Local Skills Improvement Plan

Technical education for 16-64 years (L3) | Plan finalised by 31 May 2023 | 2 year delivery period

Dorset delivery focus on priority sectors :

Agriculture, Agri-tech and Aquaculture

Advanced Manufacturing and Engineering including Aerospace, Defence and Marine Construction

Digital Tech and Creative

Health and Social Care

Themes recognised within sectors :

Innovation and investment skills demand changes

Net Zero targets, Climate Change and other environmental goals

Business process change/digitalisation

Professional Services - roles with professional regulation