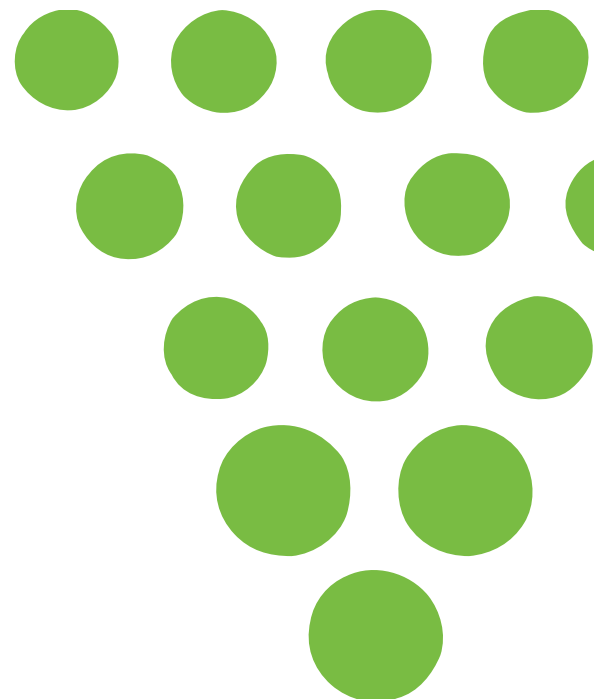




Labour Market Analysis

October 2019

Economic Growth and Development



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A. Summary

1 Cornwall

Alternative Claimant Count

- The latest figure for August 2019 shows there were 8,447 claimants, down by 38 on the July total of 8,485 but up by 806 on the August 2018 total of 7,641.
- Over the year the rate¹ has increased from 3.0% to 3.2%.

Universal Credit

- In September² there were 19,559 UC claimants³ in Cornwall. The main group was 'Searching for work', which accounted for 6,482 or 33% of the total. [NB. Numbers may not sum to the total]. There were 19,572 claimants in Cornwall and the Isles of Scilly.

Labour market – Resident based

- Labour market figures for Cornwall and the Isles of Scilly from the Annual Population Survey are available up to June 2019⁴. This data set covers those of working age namely the 16-64 age groups who are resident in the area⁵.
- In total there were 327,200 aged 16-64, of whom 261,200 were economically active and 66,000 who were economically inactive. A total of 253,400 were employed. Of these; 196,600 were employees with 55,500 self-employed⁶; while 180,500 worked full-time with 73,000 working part-time. There were 7,800 who were unemployed.
- The figures show that over the last year the total aged 16-64 has remained stable⁷, with major changes in the numbers of economically active – up and economically inactive - down. Employment numbers were up, with an increase in both employee and self-employed numbers. The number of those working full-time rose while part-time numbers fell back. The number of unemployed fell slightly compared to previous year.

¹ The rate is derived using the 16-64 economically active figures for residents from the Annual Population Survey. The previous data set used the wrong denominator.

² NB Each month's figures are provisional and revised a month later.

³ This section presents details of Universal Credit data. The transfer of all claimants to UC is not complete and therefore these figures are for the record rather than presenting a complete picture.

⁴ Figures cover a year and are produced quarterly; all figures for age group 16-64.

⁵ Data has been reweighted in line with the latest ONS estimates.

⁶ Numbers may not sum to all those employed.

⁷ Due to the volatility of the data changes in figures from one period to another may not reflect underlying trends.

- Looking at percentage changes over the year, the 16-64 age group remained stable; economically active numbers increased by 4% while the number who were inactive decreased by 14%. Numbers employed were up by 4%, mainly due to a rise of 4% for employees, while Self-employed numbers were up by 6%. Full-time numbers were up by 8% while Part-time were down by 3%.
- Over the year: the economically active rate went up from 76.7% to 79.8%, the employment rate rose from 74.1% to 77.4%, the self-employment share of employment moved up marginally from 21.6% to 21.9%. The share taken by full-time increased from 68.7% to 71.2% while part-time fell from 31.0% to 28.8%. Unemployment rates fell from 3.3% to 3.0%.⁸

All employment, flexible and 65+

- The 16 plus age group grew over the year, as did numbers in employment and the economically active and inactive. Those working on a non-permanent/flexible basis rose over the year by 3,000 from 9,300 to 12,300.
- The share of those in employment rose slightly over the year while the unemployment rate fell back as did the economically inactive share. The rate of those in non-permanent employment rose from 3.6% to 4.5%.⁹
- The latest figures show that there were 17,500 people aged 65 plus in the workforce. This represents 6.5% of the workforce, down from the figure of 7.2% a year earlier.

Labour market - Workplace data

- Latest data shows all those in employment, including those aged 65 plus, whose workplace is in Cornwall¹⁰, up to the year ending June 2019. The data shows there were 262,600 working in Cornwall. Of these 61,800 were self-employed, with 190,800 employees, and with another 10,000 employees deemed to be working on a flexible basis. Compared to the previous quarter total employment has fallen slightly. Over the year however, numbers in employment rose by 3,400 from 259,200 to 262,600. Broken down by category showed there was a rise in employee numbers while self-employment numbers fell back. The number on flexible contracts increased from 7,900 to 10,000.
- Average employment figures are running at 260,780 over the last five quarters compared to 260,580 for the previous five quarters.

⁸ NB totals for sub-categories may not sum to 100, due to rounding.

⁹ Those working on a non-permanent basis as a % of all employed 16+.

¹⁰ Data has been reweighted in line with the latest ONS estimates.

- Over the year as a share of the workforce, the self-employed share was down by 1.4% points, while the employee share rose by 0.6% points and those on flexible contracts moved up by 0.8 points.

Sixty-five plus

- Overall since 2004 there has been a general upward trend in both the numbers and share of the workforce of those aged 65 plus. In 2004 there were 6,600 followed by an upward trend until the 2011 downturn. From 2014 onwards, numbers recovered to peak in late 2016 at 20,000. Since then the total has varied with a downward movement over the last two quarters and now stands at 16,700.
- In 2004, the 65 plus age group constituted 2.8% of the workforce, by late 2016 it had reached 7.3%, peaking in early 2018 at 7.7%. However, it now stands at 6.4%. Over the last 8 quarters, the average share has been 7.2%.

Vacancies

- In September there were 2,091 job postings in Cornwall and the Isles of Scilly. This was down by 483 (19%) from 2,574 in August, and down on the 2,360 in September 2018. [NB. The vacancy data used here is from a different source than that used by ONS at a UK level].
- The rolling three month figures show an average of 2,383 vacancies per month in the July to September quarter compared to 2,317 during the June to August quarter.
- Vacancy data at Parliamentary Constituency level shows that the highest rates – the vacancy number as a percentage of all those employed aged 16-64 - occurred in Truro & Falmouth at 1.5% with the lowest rates in South East Cornwall at 0.4%.

2 United Kingdom

Main points for the three months to August 2019

- The UK labour market showed signs of slowing, with the level of employment falling by 56,000 to 32.69 million and the level of unemployment increasing by 22,000 to 1.31 million, in the three months to August 2019.
- Over the same period, the employment rate for men remained unchanged (80.2%) and that for women declined to 71.6%.
- The total number of people working part-time fell by 129,000 on the quarter, which is the largest fall since the three months to August 2011.
- The unemployment to vacancy ratio has increased slightly in the latest period, which may be an early indication that the labour market tightness is levelling out.
- In the three months to August 2019, both real regular pay and real total pay were below their pre-downturn peaks.

Introduction

This report sets out the latest data relating to the labour market, based on the data released by the Office for National Statistics (some of which is provided through NOMIS).

As Universal Credit has been rolled out it has impacted on the numbers claiming Jobseekers Allowance making them increasingly unreliable and unrepresentative of those seeking work and claiming benefits. Therefore the JSA figures are now no longer used in this report.

With the introduction of the Alternative Claimant Count, which provides a more meaningful assessment of the numbers claiming employment related benefits and allows for measuring trends, the ACC will now be the main indicator used. Until Universal Credit has been fully rolled out it will be difficult to determine whether changes in numbers or the rate reflect changes in the labour market or the transition to the new system. Therefore, only the figures for the latest month will be included.

B. Cornwall

1 Alternative Claimant Count

[Released quarterly]

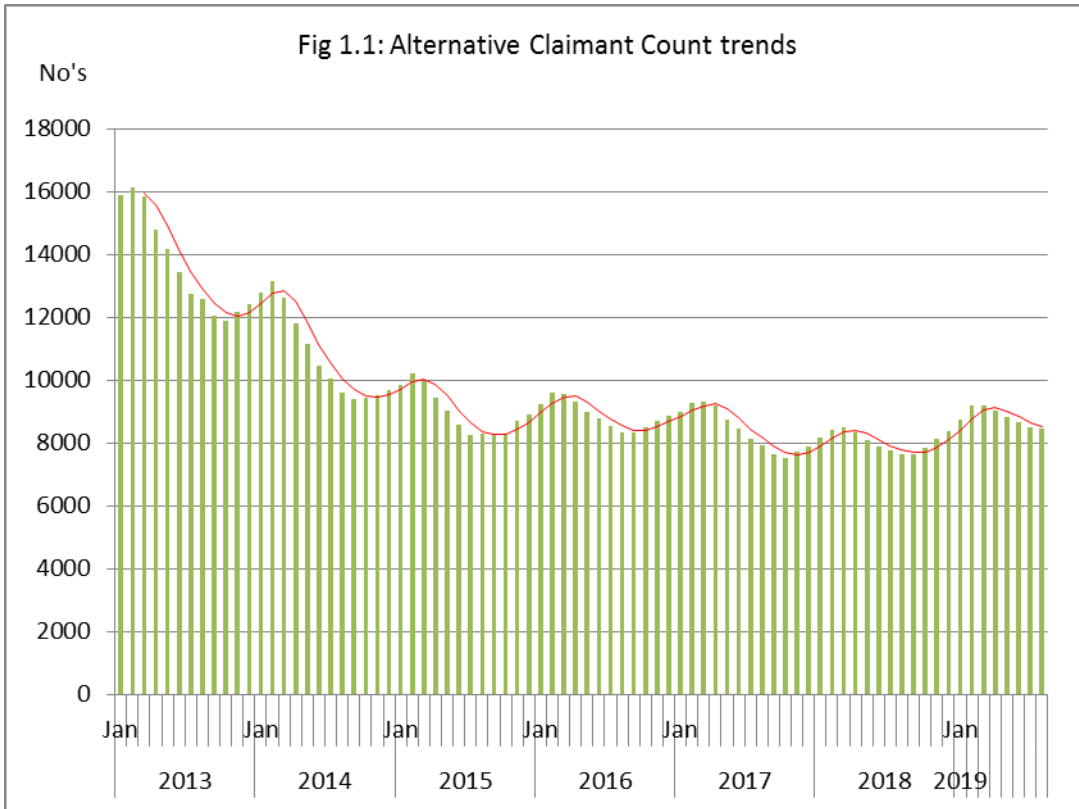
The latest figure for August 2019 shows there were 8,447 claimants, down by 38 on the July total of 8,485 but up by 806 on the August 2018 total of 7,641.

Over the year the rate¹¹ has increased from 3.0% to 3.2%.

Table 1.1: Alternative Claimant count			
Date		No's	Rate
2018	Aug	7641	3.0
	Sep	7648	3.0
	Oct	7850	3.1
	Nov	8115	3.2
	Dec	8365	3.3
	Jan	8746	3.4
	Feb	9199	3.6
	Mar	9186	3.6
	Apr	9039	3.5
	May	8817	3.4
	June	8656	3.3
	July	8485	3.2
	August	8447	3.2
		No's	Rate
Monthly change		-38	0.0
Annual change		806	0.2
		%	
Monthly change		-0.4	-0.4
Annual change		10.5	7.2

Fig 1.1 illustrates trends in the numbers on the ACC have changed over time. There is a seasonal pattern with peaks in the winter months.

¹¹ The rate is derived using the 16-64 economically active figures for residents from the Annual Population Survey. The previous data set used the wrong denominator.



For most of the period covered by the data, numbers decreased each month compared to the same month in the previous year. However, since October 2018, there has been an increase in the number of claimants compared to the same month in the previous year.

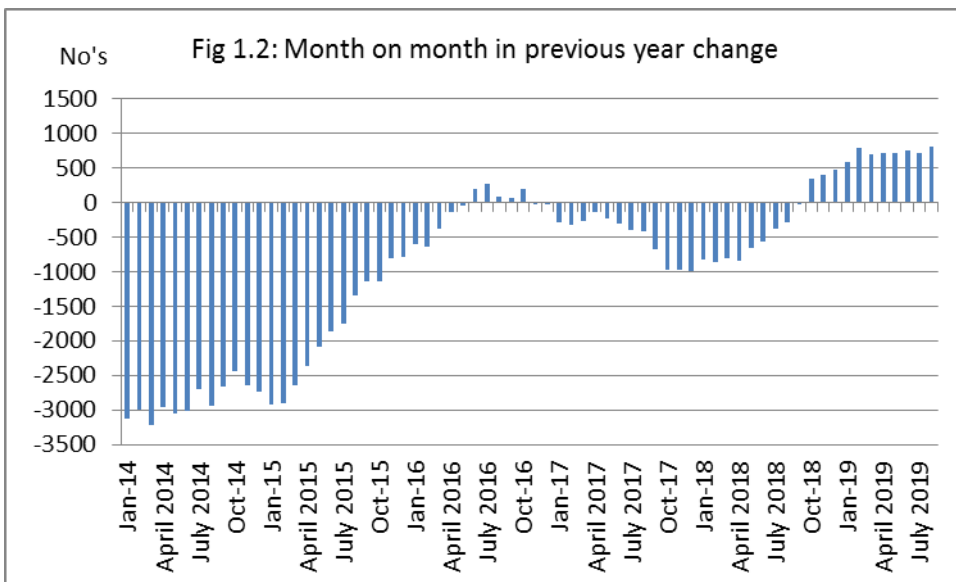


Table 1.2 shows the number of ACC claimants by Parliamentary Constituency in August 2018 and 2019. Over the year the number of claimants increased by 10.5%. The largest increase was recorded in Camborne & Redruth at 12.5%, the smallest in South East Cornwall at 7.2%.

Table 1.2: Alternative Claimant count				
Constituency	August 2018	August 2019	Change	
			No's	%
Camborne & Redruth	1549	1743	194	12.5
North Cornwall	1195	1316	121	10.1
South East Cornwall	1236	1325	89	7.2
St Austell & Newquay	1543	1716	173	11.2
St Ives	1041	1149	108	10.4
Truro & Falmouth	1079	1203	124	11.5
Total	7650	8454	804	10.5

Table 1.3 looks at the number of claimants as a percentage of the economically active. It clearly shows that rates vary across Cornwall, with the highest in Camborne & Redruth at 4.4% and the lowest in St. Ives at 2.7%.

Table 1.3: Alternative Claimant count				
Constituency	Aug 2018	Aug 2019	Aug 2018	Aug 2019
	No's	No's	Rate	Rate
Camborne & Redruth	1549	1743	3.9	4.4
North Cornwall	1195	1316	2.9	3.2
South East Cornwall	1236	1325	3.0	3.1
St Austell & Newquay	1543	1716	3.0	3.3
St Ives	1041	1149	2.7	2.7
Truro & Falmouth	1079	1203	2.8	2.8
Total	7650	8454	3.0	3.2

The statistics form a modelled statistical series. The statistics are formed as a count of the number of people claiming a benefit that is – or would be under Universal Credit – related to being actively available and searching for work i.e. the number of people claiming Jobseeker's Allowance (JSA), or Universal Credit Searching for Work conditionality (excluding those on the health journey pre-Work Capability Assessment), or a legacy benefit or Child tax Credit that would under Universal Credit place the claimant with Searching for Work conditionality. [DWP]

Source: DWP, 15 October 2019.

2 Universal Credit

In September¹² there were 19,559 UC claimants¹³ in Cornwall. The main group was 'Searching for work', which accounted for 6,482 or 33% of the total. [NB. Numbers may not sum to the total]. There were 19,572 claimants in Cornwall and the Isles of Scilly.

Table 2.1: UC September 2019							
Conditionality Regime/Area	Cornwall	IoS	CloS		Cornwall	IoS	CloS
	No's	No's	No's		%	%	%
Searching for work	6482	9	6494		33	69	33
No work requirements	4714		4714		24	0	24
Working – no requirements	3502	7	3508		18	54	18
Working – with requirements	3142		3148		16	0	16
Preparing for work	1083		1083		6	0	6
Planning for work	615		615		3	0	3
Unknown or missing regime	13		13		0	0	0
Total	19559	13	19572		100	100	100

Of the 19,559 in Cornwall, 12,309 (63%) were not in employment with 7,246 (37%) in employment.

Table 2.2: UC September 2019							
Area	Cornwall	IoS	CloS		Cornwall	IoS	CloS
	No's	No's	No's		%	%	%
Not in employment	12309	9	12316		63	69	63
In employment	7246	7	7252		37	54	37
Total	19559	13	19572		100	100	100

Table 2.3 shows the breakdown by Parliamentary Constituency. St. Austell and Newquay had the largest number with 4,041, with a rate of 6.6%¹⁴. The highest rate was in Camborne and Redruth at 7.0%. The lowest rates were in St. Ives and Truro & Falmouth at 5.1%.

¹² NB Each month's figures are provisional and revised a month later.

¹³ This section presents details of Universal Credit data. The transfer of all claimants to UC is not complete and therefore these figures are for the record rather than presenting a complete picture.

¹⁴ As a % of all those aged 16-64.

Table 2.3: UC September 2019 – Parliamentary Constituency			
Parliamentary Constituency	No's	%	16-64
Camborne and Redruth	3637	7.0	52,000
North Cornwall	3295	6.2	53,000
South East Cornwall	3205	5.8	55,700
St Austell and Newquay	4041	6.6	60,900
St Ives	2612	5.1	51,100
Truro and Falmouth	2783	5.1	54,500
Total	19572	6.0	327,200

[Rate based on UC claimants as % of those aged 16-64 in the area – APS data].

UC claimants can be grouped into various categories relating to conditionality. These are set out in table 3.4.

[As the transition from providing a various range of benefits to Universal Credit continues, it will be possible to track the numbers of UC claimants. However, as people are still being transferred it is not possible to draw any conclusions from changes in numbers over time].

Table 2.4: Universal Credit – conditionality	
Conditionality	Description a) Aged 1 - 2, prior to April 2017. (b) Aged 3 - 4, prior to April 2017.
Searching for work	Not working, or with very low earnings. Claimant is required to take action to secure work - or more / better paid work. The Work Coach supports them to plan their work search and preparation activity.
Working - with requirements	In work but could earn more, or not working but has a partner with low earnings.
No work requirements	Not expected to work at present. Health or caring responsibility prevents claimant from working or preparing for work.
Working - no requirements	Individual or household earnings over the level at which conditionality applies. Required to inform DWP of changes of circumstances, particularly if at risk of decreasing earnings or losing job.
Planning for work	Expected to work in the future. Lone parent / lead carer of child aged 1 ^(a) . Claimant required attending periodic interviews to plan for their return to work.
Preparing for work	Expected to start preparing for future even with limited capability for work at the present time or a child aged 2 ^(b) , the claimant is expected to take reasonable steps to prepare for work including Work Focused Interview.

Source: DWP, Stat-Xplore.

3 Labour market – Resident data

Labour market figures for Cornwall and the Isles of Scilly from the Annual Population Survey are available up to June 2019¹⁵. This data set covers those of working age namely the 16-64 age groups who are resident in the area¹⁶.

In total there were 327,200 aged 16-64, of whom 261,200 were economically active and 66,000 who were economically inactive. A total of 253,400 were employed. Of these; 196,600 were employees with 55,500 self-employed¹⁷; while 180,500 worked full-time with 73,000 working part-time. There were 7,800 who were unemployed.

The figures show that over the last year the total aged 16-64 has remained stable¹⁸, with major changes in the numbers of economically active – up and economically inactive - down. Employment numbers were up, with an increase in both employee and self-employed numbers. The number of those working full-time rose while part-time numbers fell back. The number of unemployed fell slightly compared to previous year.

All data in Table 3.1.

Table 3.1: Labour market indicators – Cornwall & IoS							
Date	Period					Change	
	Jul-17	Oct-17	Jan-18	Apr-18	Jul-18	Prev Qtr	Year
	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19		
Group	No's	No's	No's	No's	No's	No's	No's
16-64	327,700	329,400	327,600	328,200	327,200	-1,000	-500
Econ active	251,300	253,300	252,000	257,400	261,200	3,800	9,900
Econ inactive	76,400	76,100	75,600	70,800	66,000	-4,800	-10,400
Employed	242,900	246,200	245,300	250,600	253,400	2,800	10,500
Unemployed	8,400	7,100	6,700	6,800	7,800	1,000	-600
Employees	188,800	192,400	190,500	194,500	196,600	2,100	7,800
Self employed	52,500	52,700	52,900	54,400	55,500	1,100	3,000
Full-time	167,000	166,700	167,600	176,500	180,500	4,000	13,500
Part-time	75,400	79,300	77,500	73,800	73,000	-800	-2,400

Looking at percentage changes over the year, the 16-64 age group remained stable; economically active numbers increased by 4% while the number who were inactive decreased by 14%. Numbers employed were up by 4%, mainly due to a rise of 4% for

¹⁵ Figures cover a year and are produced quarterly; all figures for age group 16-64.

¹⁶ Data has been reweighted in line with the latest ONS estimates.

¹⁷ Numbers may not sum to all those employed.

¹⁸ Due to the volatility of the data changes in figures from one period to another may not reflect underlying trends.

employees, while Self-employed numbers were up by 6%. Full-time numbers were up by 8% while Part-time were down by 3%.

Table 3.2: Labour market indicators – Cornwall & IoS

Date	Apr-17	Jul-18	Change year-on-year	
	Mar-18	Jun-19		
Group	No's	No's	No's	%
16-64	327,700	327,200	-500	0
Econ active	251,300	261,200	9,900	4
Econ inactive	76,400	66,000	-10,400	-14
Employed	242,900	253,400	10,500	4
Unemployed	8,400	7,800	-600	-7
Employees	188,800	196,600	7,800	4
Self employed	52,500	55,500	3,000	6
Full-time	167,000	180,500	13,500	8
Part-time	75,400	73,000	-2,400	-3

Over the year: the economically active rate went up from 76.7% to 79.8%, the employment rate rose from 74.1% to 77.4%, the self-employment share of employment moved up marginally from 21.6% to 21.9%. The share taken by full-time increased from 68.7% to 71.2% while part-time fell from 31.0% to 28.8%. Unemployment rates fell from 3.3% to 3.0%.¹⁹

Table 3.3: Labour market indicators – Cornwall & IoS

Date	Period					Change	
	Jul-17	Oct-17	Jan-18	Apr-18	Jul-18	Qtr	Qtr-on-qtr
	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19		in previous year
Group	%	%	%	%	%	%	%
Econ active	76.7	76.9	76.9	78.4	79.8	1.4	3.1
Econ inactive	23.3	23.1	23.1	21.6	20.2	-1.4	-3.1
Employed	74.1	74.7	74.9	76.4	77.4	1.0	3.3
Unemployed	3.3	2.8	2.7	2.6	3.0	0.4	-0.3
Employees	77.7	78.1	77.6	77.6	77.6	0.0	-0.1
Self employed	21.6	21.4	21.6	21.7	21.9	0.2	0.3
Full-time	68.7	67.7	68.3	70.4	71.2	0.8	2.5
Part-time	31.0	32.2	31.6	29.5	28.8	-0.7	-2.2

¹⁹ NB totals for sub-categories may not sum to 100, due to rounding.

Fig 3.1 shows trends over time. Overall, since 2004:

- The number aged 16-64 rose by 13,500 or 4%;
- Economically active rose by 25,100 from 236,100 to 261,200 or 11%;
- Economically inactive fell by 11,600 from 77,600 to 66,000 or 15%;
- Employment increased by 28,000 from 225,200 to 253,400 or 13%;
- Much of the increase in economically active can be related to the overall increase in population with a transfer from the economically inactive. The increase in employment was largely a result of bigger rises in self-employment;
- Employee numbers went up by 16,200 from 180,400 to 196,600, (an increase of 9%);
- The number of self-employed rose from 41,800 to 55,500, an increase of 13,700 or 33%;
- The trend towards part-time also continued, with part-time numbers up from 67,800 to 73,000 (+5,200 or 8%);
- Full-time numbers rose by 23,300 from 157,200 to 180,500 or 15%;
- Unemployment fell by just over a quarter (28%), down 3,000 from 10,800 to 7,800.

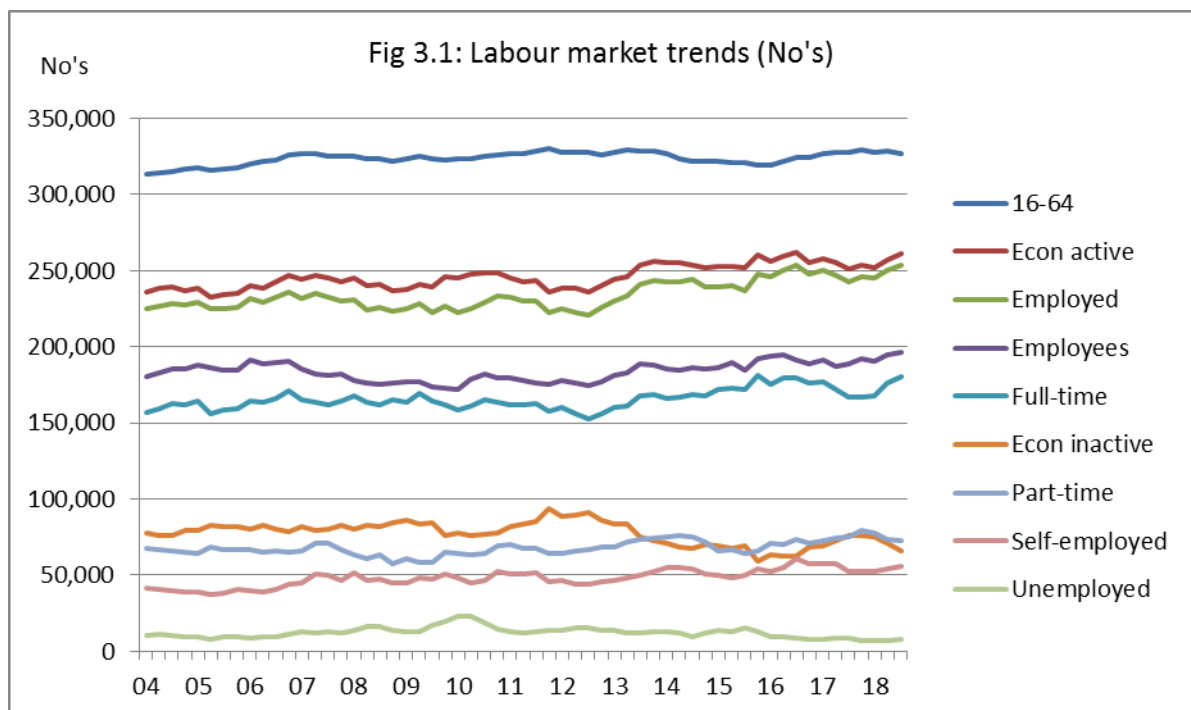
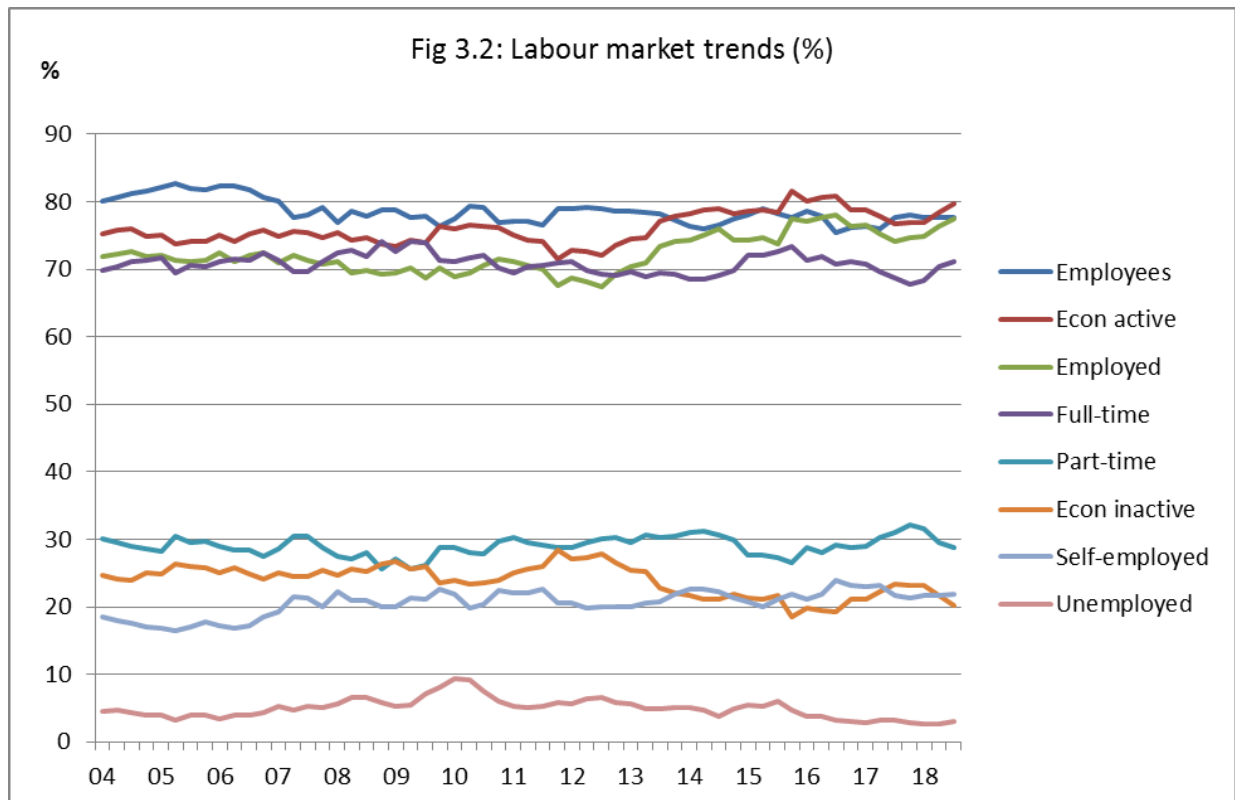


Fig 3.2 shows rates and shares over time. Since 2004:

- Economically active rate went up from 75.3% to 79.8%, up 4.5% points;
- Economically inactive rate fell back from 24.7% to 20.2%, down 4.5% points;
- Employment rate rose from 71.8% to 77.4%, up 5.6% points;
- Of those in employment, employees fell back from 80.1% to 77.6%, down 2.5% points;
- Conversely, the self-employed share rose from 18.5% to 21.9%, up 3.4% points.

The steady move towards more part-time and less full-time employment was reversed:

- Part-time down 1.3 points from 30.1% to 28.8%;
- Full-time up 1.4 points from 69.8% to 71.2%;
- The unemployment rate fell back 1.6 points from 4.6% to 3.0%.



Comparing Cornwall to the UK using the average for four sets of yearly data²⁰, removes some of the volatility in the data. Comparing the averages in Table 3.4 below shows that: economically active, inactive and employment rates are similar to the UK rates. As expected both self-employment and part-time employment are higher in Cornwall and conversely employee levels and full-time employment are lower. Average unemployment runs at 2.8%, below the UK average of 4.2%.

²⁰ Each period covers one year, and each year includes 3 of the quarters covered in the previous year.

Table 3.4: Labour market indicators - Cornwall and UK			
	Cornwall	UK	Ratio
Status	%	%	%
Econ active	78.0	78.5	0.99
Economically inactive	22.0	21.6	1.02
Employed	75.9	75.2	1.01
Unemployed	2.8	4.2	0.66
Employees	77.7	85.5	0.91
Self employed	21.7	14.1	1.53
Full-time	69.4	75.1	0.92
Part-time	30.5	24.7	1.24

The ratio shows with the figure for Cornwall divided by the UK figure. E.g. 78.0 divided by 78.5 gives a ratio of 0.99. Numbers greater than 1 show Cornwall has a higher percentage than the UK, less than 1 shows that Cornwall has a lower percentage share than the UK.

All employment, flexible and 65+

The 16 plus age group grew over the year, as did numbers in employment and the economically active and inactive. Those working on a non-permanent/flexible basis rose over the year by 3,000 from 9,300 to 12,300.

Table 3.5: Labour market indicators 16+							
Date	Jul-17	Oct-17	Jan-18	Apr-18	Jul-18	Change	
	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Qtr	Qtr on qtr a year ago
	No's	No's	No's	No's	No's		
16+	460,700	462,100	467,700	468,800	471,500	2,700	10,800
Employed	261,700	265,700	266,000	270,800	270,900	100	9,200
Unemployed	8,400	7,300	7,000	7,100	8,100	1,000	-300
Econ inactive	190,600	189,000	194,800	190,900	192,400	1,500	1,800
Econ active	270,100	273,100	273,000	277,800	279,000	1,200	8,900
Employees	195,000	198,200	198,500	202,800	205,200	2,400	10,200
Self-employed	64,300	65,600	64,200	65,000	63,500	-1,500	-800
Non-permanent employment	9,300	11,500	11,100	11,600	12,300	700	3,000

The share of those in employment rose slightly over the year while the unemployment rate fell back as did the economically inactive share. The rate of those in non-permanent employment rose from 3.6% to 4.5%²¹.

Table 3.6: Labour market indicators 16+

	Jul-17	Oct-17	Jan-18	Apr-18	Jul-18	Change	
	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Qtr	Qtr on qtr a Year ago
	%	%	%	%	%		
Employed	56.8	57.5	56.9	57.8	57.5	-0.3	0.7
Unemployed	3.1	2.7	2.6	2.5	2.9	0.4	-0.2
Econ inactive	41.4	40.9	41.6	40.7	40.8	0.1	-0.6
Econ active	58.6	59.1	58.4	59.3	59.2	-0.1	0.6
Employees	74.5	74.6	74.6	74.9	75.7	0.8	1.2
Self-employed	24.6	24.7	24.2	24.0	23.4	-0.6	-1.2
Non-permanent employment	3.6	4.3	4.2	4.3	4.5	0.2	0.9

The latest figures show that there were 17,500 people aged 65 plus in the workforce. This represents 6.5% of the workforce, down from the figure of 7.2% a year earlier. All details in Table 3.7.

Table 3.7: Labour market indicators 16+

	Jul-17	Oct-17	Jan-18	Apr-18	Apr-18	Change	
	Jun-18	Sep-18	Dec-18	Mar-19	Mar-19	Qtr	Qtr on qtr a Year ago
Group	No's	No's	No's	No's	No's	No's	No's
65+	18,800	19,500	20,700	20,200	17,500	-2,700	-1,300
16-64	242,900	246,200	245,300	250,600	253,400	2,800	10,500
All	261,700	265,700	266,000	270,800	270,900	100	9,200
Group	%	%	%	%	%	%	%
65+	7.2	7.3	7.8	7.5	6.5	-1.0	-0.7
16-64	92.8	92.7	92.2	92.5	93.5	1.0	0.7
All	100	100	100	100	100.0	0.0	0.0

Source: NOMIS, Annual Population Survey, 15 October 2019.

²¹ Those working on a non-permanent basis as a % of all employed 16+.

4 Labour market - Workplace data

Table 4.1 shows all those in employment, including those aged 65 plus, whose workplace is in Cornwall²², up to the year ending June 2019. The data shows there were 262,600 working in Cornwall. Of these 61,800 were self-employed, with 190,800 employees, and with another 10,000 employees deemed to be working on a flexible basis. Compared to the previous quarter total employment has fallen slightly. Over the year however, numbers in employment rose by 3,400 from 259,200 to 262,600. Broken down by category showed there was a rise in employee numbers while self-employment numbers fell back. The number on flexible contracts increased from 7,900 to 10,000.

Average employment figures are running at 260,780 over the last five quarters compared to 260,580 for the previous five quarters.

Table 4.1: Workplace Employment (No's)							
	Period					Change	
	Jul-17	Oct-17	Jan-18	Apr-18	Jul-18	Prev Qtr	Year ago
	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19		
Group	No's	No's	No's	No's	No's	No's	No's
Employees	186800	184800	185800	188300	190800	2500	4000
Self-employed	64500	64800	63900	63900	61800	-2100	-2700
Other flexibility	7900	9400	9900	11300	10000	-1300	2100
All	259200	259000	259600	263500	262600	-900	3400

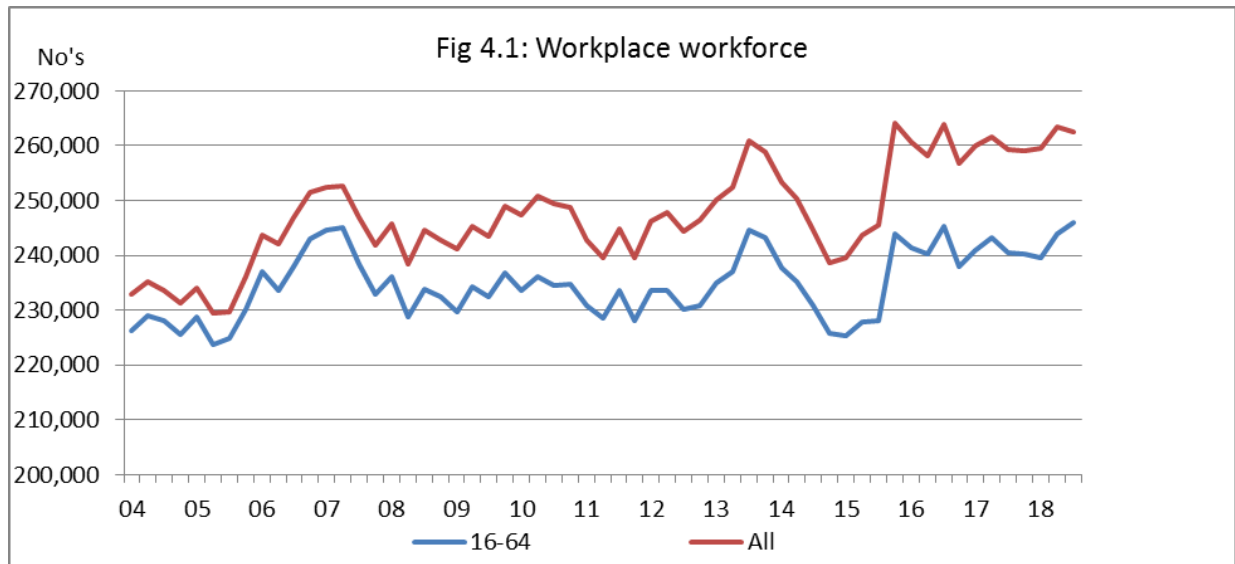
Over the year as a share of the workforce, the self-employed share was down by 1.4% points, while the employee share rose by 0.6% points and those on flexible contracts moved up by 0.8 points. All data in Table 4.2.

Table 4.2: Workplace Employment (%)							
	Period					Change	
	Jul-17	Oct-17	Jan-18	Apr-18	Jul-18	Prev Qtr	Year ago
	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19		
Group	%	%	%	%	%	%	%
Employees	72.1	71.4	71.6	71.5	72.7	1.2	0.6
Self-employed	24.9	25.0	24.6	24.3	23.5	-0.7	-1.4
Other flexibility	3.0	3.6	3.8	4.3	3.8	-0.5	0.8
All	100.0	100.0	100.0	100.0	100.0	0.0	0.0

²² Data has been reweighted in line with the latest ONS estimates.

Fig 4.1 shows workplace employment since 2004. Numbers peaked in early 2008 pre-recession, with a decline and lower figures before peaking in mid 2014 and falling back to late 2015. There was then a recovery in numbers up to late 2016; numbers then trended before a slight uptick with the latest figure at 262,600.

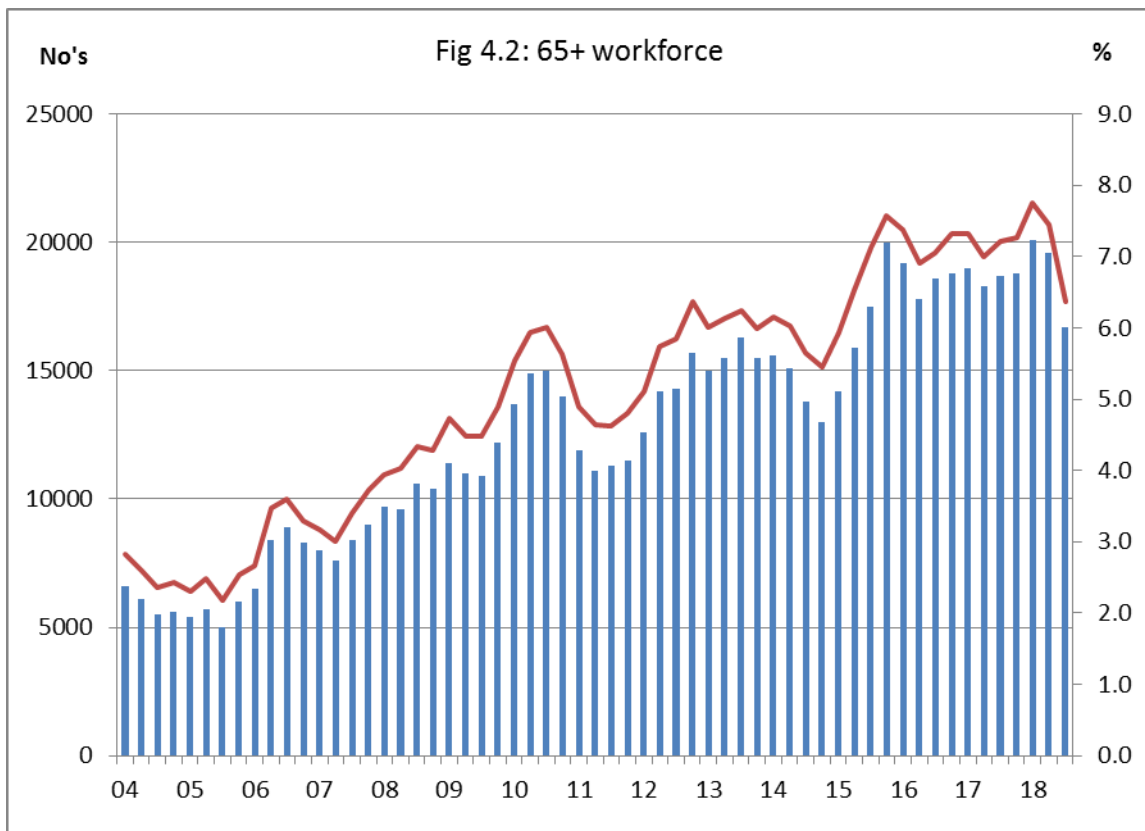
[Some of the movement in the data reflects the sample size; however the dip from mid 2013 to 2015 seems real enough].



Sixty-five plus

Fig 4.2 illustrates what has happened to those aged 65 plus in the workplace workforce. Overall since 2004 there has been a general upward trend in both the numbers and share of the workforce of those aged 65 plus. In 2004 there were 6,600 followed by an upward trend until the 2011 downturn. From 2014 onwards, numbers recovered to peak in late 2016 at 20,000. Since then the total has varied with a downward movement over the last two quarters and now stands at 16,700.

In 2004, the 65 plus age group constituted 2.8% of the workforce, by late 2016 it had reached 7.3%, peaking in early 2018 at 7.7%. However, it now stands at 6.4%. Over the last 8 quarters, the average share has been 7.2%.



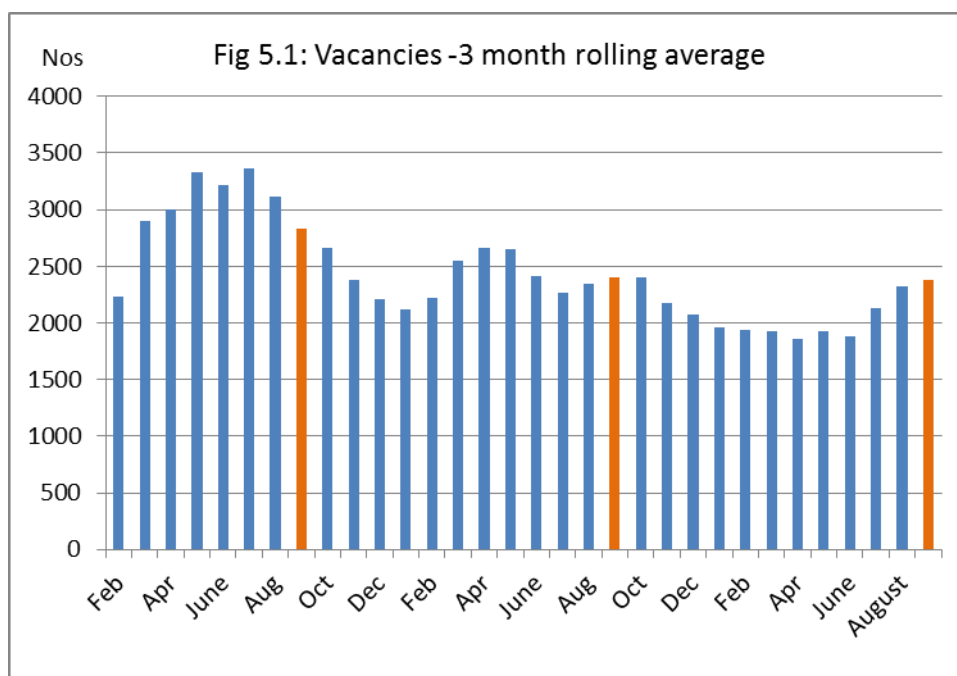
[NB Workplace data is now provided at both a Cornwall and Cornwall and Isles of Scilly level. However, there are issues about the accuracy of the latter set of data as the discrepancy between the two data sets is substantial. Therefore data for Cornwall is used instead].

Source: ONS, APS, Workplace analysis, 15 October 2019.

5 Vacancies

In September there were 2,091 job postings in Cornwall and the Isles of Scilly. This was down by 483 (19%) from 2,574 in August, and down on the 2,360 in September 2018. [NB. The vacancy data used here is from a different source than that used by ONS at a UK level].

The rolling three month figures show an average of 2,383 vacancies per month in the July to September quarter compared to 2,317 during the June to August quarter.



Vacancy data at Parliamentary Constituency level shows that the highest rates – the vacancy number as a percentage of all those employed aged 16-64 - occurred in Truro & Falmouth at 1.5% with the lowest rates in South East Cornwall at 0.4%.

Table 5.1: Vacancies by Parliamentary Constituency

PC	Vacancies	% rate	Employed
Camborne & Redruth	231	0.6	39,100
North Cornwall	355	0.9	41,400
SE Cornwall	153	0.4	40,600
St. Austell & Newquay	286	0.6	49,400
St. Ives	211	0.5	39,300
Truro & Falmouth	598	1.5	40,700
Cornwall	1834	0.7	250,600

[Parliamentary Constituency data based on best-fit towns. Not all vacancies can be allocated to towns or Parliamentary Constituencies, therefore both numbers and the

rate are an under-estimate of the total. Employed derived from APS resident based, 16-64 age group]

Truro was the top town accounting for 490 or 23.4% of all vacancies. Altogether the top ten towns accounted for 65.9% of all vacancies.

Table 5.2: Top ten towns					
Town	No's	%	Town	No's	%
Truro	490	23.4	Falmouth	78	3.7
Redruth	145	6.9	Penzance	69	3.3
Bodmin	144	6.9	Launceston	68	3.3
St. Austell	133	6.4	Bude	63	3.0
Newquay	127	6.1	Helston	61	2.9
			Sub-total	1378	65.9

[As % of total vacancies]

Table 5.3 shows the top 10 vacancies by job title. Chef was the top job title followed by Cleaner.

Table 5.3: Top ten vacancies by job title		
Title	No's	%
Chef	70	3.3
Cleaner	50	2.4
Personal Care Assistant	37	1.8
Teaching Assistant	37	1.8
Registered Nurse	32	1.5
Mystery Shopper	29	1.4
Staff Nurse	26	1.2
Social Worker	24	1.1
Support Worker	22	1.1
Sales Assistant	19	0.9
Sub-total	346	16.5

[% based on vacancies where the title was given]

Table 5.4 shows vacancies by sector. Not all vacancies can be allocated to a sector so the table below presents only a partial picture. The highest share was in 'Health and social work' at 22.6%, then 'Education' at 8.4% and 'Wholesale, retail & motors' at 7.7%.

Table 5.4: Vacancies by sector

Code	Sector	No's	%	Code	Sector	No's	%
A	Agriculture, forestry and fishing	0	0.0	K	Financial and insurance	17	0.8
B	Mining and quarrying	0	0.0	L	Real estate	28	1.3
C	Manufacturing	112	5.4	M	Professional, scientific and technical	127	6.1
D	Energy	1	0.0	N	Administrative and support services	26	1.2
E	Water, sewerage & waste	8	0.4	O	Public admin etc.	115	5.5
F	Construction	39	1.9	P	Education	176	8.4
G	Wholesale, retail & motors	161	7.7	Q	Health and social work	473	22.6
H	Transportation and storage	35	1.7	R	Arts, entertainment and recreation	1	0.0
I	Accommodation and food services	115	5.5	S	Other services	28	1.3
J	Information and communication	27	1.3	T	Households	1	0.0
				All		1,490	71

[% based on vacancies where the industry sector was named]

Table 5.5 shows the top ten employers including recruitment agencies, with vacancies. The top employer was the NHS with 220 then Cornwall Council with 144.

Table 5.5: Vacancies by employer - top ten

Sector	No's	%	Sector	No's	%
National Health Service	220	20.2	Bidvine	17	1.6
Cornwall Council	144	13.2	Tresco Estate	17	1.6
ServeLegal Limited	25	2.3	Cornwall College	16	1.5
Tesco plc	24	2.2	Truro College	16	1.5
St Austell Brewery Company Limited	19	1.7	University of Exeter	16	1.5
Gill Limited	18	1.7	Wetherspoon JD Plc	16	1.5
The Brandon Trust	18	1.7	Sub-total	566	52.1

[% share based on those vacancies with named employers].

Of the 2,091 jobs advertised, 1,386 (66.3%) were permanent with 318 (15.2%) temporary. 1,446 (69.2%) were full-time, 291 (13.9%) were part-time. 26 or 1.2% were for jobs where people could work from home.

Table 5.6: Job type					
Type	No's	%	Type	No's	%
Permanent	1386	66.3	Full-time	1446	69.2
Temporary	318	15.2	Part-time	291	13.9
Internship	0	0.0	Unknown	354	16.9
Apprenticeships	102	4.9	Work from home	26	1.2
Unknown	285	13.6	All	2091	100

[% based on total vacancies]

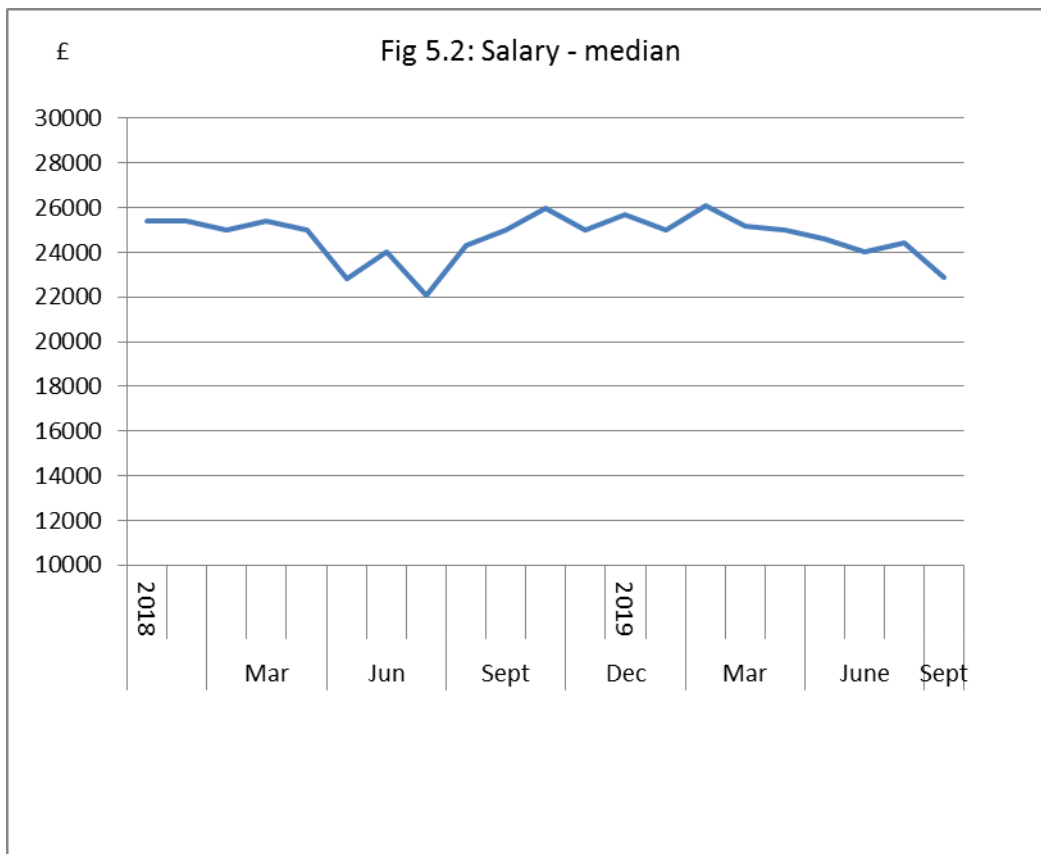
3.5% of vacancies were jobs with salaries below £15,000, with 32.5 between £15,000 and £19,999 and 31.8% between £20,000 and £29,999.

Table 5.7: Salaries					
Range	No's	%	Range	No's	%
£10,000 to £14,999	44	3.5	£50,000 to £59,999	41	3.2
£15,000 to £19,999	412	32.5	£60,000 to £69,999	8	0.6
£20,000 to £29,999	404	31.8	£70,000 to £79,999	12	0.9
£30,000 to £39,999	212	16.7	£80,000 to £89,999	7	0.6
£40,000 to £49,999	97	7.6	More than £90,000	32	2.5
				1,269	100.0

[% share based on those vacancies where a salary was included].

Mean real-time salary = £28,900. Median real-time salary = £22,900.

Fig 5.2 shows salaries since January 2018 for all vacancies. The totals dipped in June and August 2018, then moved up to November 2018, they were then static but have slipped back since March despite a slight uptick in August.



[Labour Insight uses data from real-time job postings. Salary figures are pro rata to reflect full-time, annual wage status].

Table 5.8 shows the top ten vacancies by occupational groups (using the two digit code). These accounted for 68.9% of all vacancies. 'Health professionals' at 11.0%, 'Caring personal service occupations' at 10.7%, and 'Administrative occupations' at 7.9% were the top three groups.

Table 5.8: Top ten occupations (2 digit)		
Occupation	No's	%
Health professionals (22)	230	11.0
Caring personal service occupations (61)	223	10.7
Administrative occupations (41)	165	7.9
Elementary administration and service occupations (92)	149	7.1
Sales occupations (71)	146	7.0
Business, media and public service professionals (24)	130	6.2
Science, research, engineering and technology professionals (21)	114	5.5
Science, engineering and technology associate professionals (31)	97	4.6
Business and public service associate professionals (35)	95	4.5
Textiles, printing and other skilled trades (54)	92	4.4
Sub-total	1,441	68.9

[% based on total vacancies]

Table 5.9 shows the top ten vacancies by occupation (4 digit level). These accounted for 35.0% of all vacancies. 'Care workers and home carers' and 'Nurses' topped the list. It should be noted that vacancy numbers also reflect the amount of 'churn', which for some occupations such as 'Care workers and home carers', 'Chefs' and 'Kitchen and catering assistants' is higher than the average.

Table 5.9: Top ten occupations (4 digit)		
Occupation	No's	%
Care workers and home carers (6145)	133	6.4
Nurses (2231)	133	6.4
Sales related occupations n.e.c. (7129)	83	4.0
Other administrative occupations n.e.c. (4159)	80	3.8
Chefs (5434)	73	3.5
Customer service occupations n.e.c. (7219)	60	2.9
Cleaners and domestics (9233)	48	2.3
Teaching assistants (6125)	43	2.1
Kitchen and catering assistants (9272)	41	2.0
Medical practitioners (2211)	38	1.8
Sub-total	732	35

[% based on total vacancies]

Table 5.10 shows that the most required education level is 'GCSEs, Standard Grades, Level 2S/NVQs' with 51.5% of the total. However, the figures are only for those vacancies where the education level is specified. Not all vacancies can be allocated to an education level so the table below presents only a partial picture.

Table 5.10: Vacancies by education level		
Level	No's	%
Postgraduate Degrees, Level 5 Certificates/Diplomas, Level 5 S/NVQs	2	0.6
Bachelor's Degrees, Graduate Certificates/Diplomas	94	28.8
Foundation Degrees, HNDs	5	1.5
HNCs, Level 4 Certificates/Diplomas, Level 4 S/NVQs	16	4.9
A-Levels, Highers, Level 3 S/NVQs	41	12.6
GCSEs, Standard Grades, Level 2 S/NVQs	168	51.5
Total	326	100.0

[% share based on those vacancies with a specified education requirement]

Table 5.11 shows the most in demand skills are 'CUSTOMER AND CLIENT SUPPORT: Basic Customer Service' at 41% and 'EDUCATION AND TRAINING: Teaching' at 32%. Not all vacancies have required skills so the table below presents only a partial picture. Of those vacancies where skills were included, many may have several required skills listed.

Table 5.11: Top ten skill clusters		
Skill cluster	No's	%
CUSTOMER AND CLIENT SUPPORT: Basic Customer Service	273	41
EDUCATION AND TRAINING: Teaching	209	32
PERSONAL CARE AND SERVICES: Food And Beverage Service	149	23
SALES: General Sales	112	17
ADMINISTRATION: Administrative Support	100	15
BUSINESS: People Management	100	15
HEALTH CARE: Mental And Behavioural Health Specialties	88	13
FINANCE: Budget Management	87	13
ADMINISTRATION: General Administrative And Clerical Tasks	80	12
HEALTH CARE: Mental Health Diseases And Disorders	75	11
INFORMATION TECHNOLOGY: Microsoft Office And Productivity Tools	75	11

[% based on those vacancies where the information was available]

Table 5.12 shows the top ten certifications in demand, headed by Construction Skills Certification Scheme (CSCS) Card.

Table 5.12: Top ten Certifications required	
Certification	No's
Construction Skills Certification Scheme (CSCS) Card	38
General Medical Council (GMC) Registration	26
Health and Care Professions Council (HCPC) Registration	24
Cavendish Care Certificate	19
Registered General Nurse (RGN)	17
Nursing and Midwifery Council (NMC) Registration	11
Category C/C+E Licence	10
Moving and Handling Certificate	10
Social Worker	10
Food Safety Certificate	7
Forklift Truck Licence	7
Lifeguard	7

Table 5.13 below shows vacancies by automation risk level. Although the low risk level is the largest category at 46.9% of vacancies, there were 14.2% of vacancies at a high risk of being automated.

Table 5.13: Vacancies by automation risk level		
Automation risk level	No's	%
High	297	14.2
Medium	814	38.9
Low	980	46.9
NA	0	0
All	2091	100

[% share based on those vacancies where an automation risk level is available]

The table below shows the top vacancies (10 or more) at the highest risk of automation.

Table 5.14: Vacancies with highest risk of automation (10 or more)	
Occupation	No's
Other administrative occupations n.e.c.	80
Kitchen and catering assistants	41
Book-keepers, payroll managers and wages clerks	25
Receptionists	25
Elementary construction occupations	17
Chartered and certified accountants	16
Company secretaries	12
Estate agents and auctioneers	10

Source: Labour Insight/Jobs, Burning Glass.

C. United Kingdom

1 Main points for the three months to August 2019

- “The UK labour market showed signs of slowing, with the level of employment falling by 56,000 to 32.69 million and the level of unemployment increasing by 22,000 to 1.31 million, in the three months to August 2019.
- Over the same period, the employment rate for men remained unchanged (80.2%) and that for women declined to 71.6%.
- The total number of people working part-time fell by 129,000 on the quarter, which is the largest fall since the three months to August 2011.
- The unemployment to vacancy ratio has increased slightly in the latest period, which may be an early indication that the labour market tightness is levelling out.
- In the three months to August 2019, both real regular pay and real total pay were below their pre-downturn peaks.

Overview of the labour market

2 Employment

The UK labour market showed signs of slowing, with employment falling by 56,000 to 32.69 million in the three months to August 2019. This was the first quarterly decrease since the three months to October 2017. The fall in employment was caused by changes in the numbers of men and women. The number of women entering employment has been a strong contributing factor to the current high employment levels, so a fall in their number in employment has had a larger impact on the current level of employment.

There was a decrease in the employment of young people (aged 16 to 24 years) on the quarter. The number of people working full-time increased by 73,000 to 24.16 million, while the number of people working part-time fell by 129,000 to 8.53 million. The fall in the number of part-time workers is the largest decrease since the three months to August 2011 and is the main reason for the fall in employment in the three months to August 2019.

3 Unemployment

The number of unemployed people in the UK aged 16 years and older increased by 22,000 to 1.31 million in the three months to August 2019. Although the most recent figures indicate a slight increase in unemployment, the rate is still low by historical standards.

4 Economic inactivity

In the three months to August 2019, the level of economic inactivity in the UK increased by 57,000 to 8.68 million. The inactivity rate increased by 0.1 percentage points to 3.9%. The increase in economic inactivity was entirely among women.

5 Average weekly earnings

Average weekly earnings (AWE) have continued to grow, with total average weekly pay, which includes bonuses, increasing by 3.8% in the year to August 2019 to £542. Regular average weekly pay, which excludes bonuses, increased by 3.8% to £509 over the same period. Real pay (that is, pay that has been deflated with the Consumer Prices Index including owner occupiers' housing costs (2015=100)) grew by an average 2.1%, and nominal pay grew by an average 4.0% from early 2001 up to the economic downturn.

Nominal and real wage growth rates began to increase in late 2014 after the labour market started tightening. Even though both nominal and real regular pay growth have been rising, they were still below their pre-downturn averages in the three months to August 2019.

Glossary

Employment

Employment measures the number of people in paid work and differs from the number of jobs because some people have more than one job. The employment rate is the proportion of people aged from 16 to 64 years who are in paid work.

Unemployment

Unemployment measures people without a job who have been actively seeking work within the last four weeks and are available to start work within the next two weeks. The unemployment rate is not the proportion of the total population who are unemployed. It is the proportion of the economically active population (those in work plus those seeking and available to work) who are unemployed.

Economic inactivity

People not in the labour force (also known as economically inactive) are not in employment but do not meet the internationally accepted definition of unemployment because they have not been seeking work within the last four weeks and/or they are unable to start work in the next two weeks. The economic inactivity rate is the proportion of people aged from 16 to 64 years who are not in the labour force.

Average weekly earnings

Average weekly earnings measures money paid by employers to employees in Great Britain before tax and other deductions from pay. The estimates are not just a measure of pay rises as they also reflect, for example, changes in the overall structure of the workforce. More high-paid jobs in the economy would have an upward effect on the earnings growth rate".

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15 October 2019

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