

**Labour Market Information Bulletin**  
January Edition

**East Sussex Claimant Count**

**Total Claimant Count** – 45,666 individuals claiming Job Seekers Allowance (JSA) or Universal Credit (UC) in December 2021. Note, 31,776 of those individuals are not required to be moving towards the labour market.

**Total Claimant Count as % of working age population** – 14%.

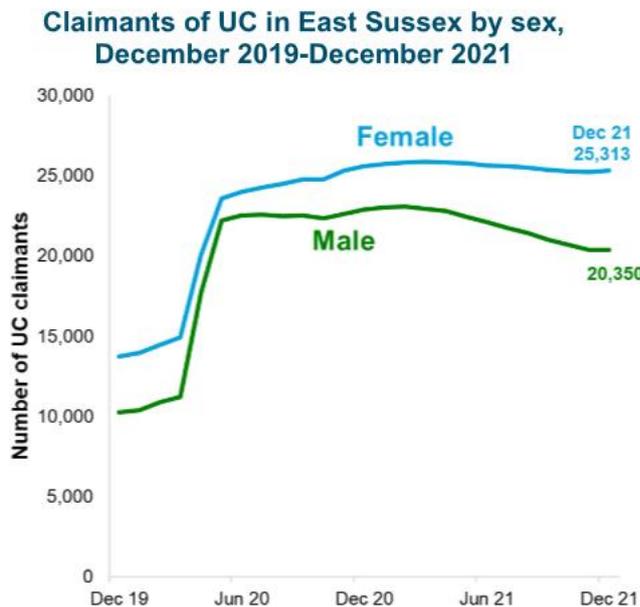
**Claimants pro-actively seeking work** – 13,890 claimants of Job Seekers Allowance (JSA) or Universal Credit (UC) expected to be moving towards the labour market/increasing their working hours.

**Claimants pro-actively seeking work as a % of working age population** - 4.4%.

**Claimant Count Trend**- August 2021 - December 2021 have shown consecutive decreases in the East Sussex and National claimant count.

**Universal Credit/Job Seeker’s Allowance claimants aged 18-24** – 2,390.

**Universal Credit/Job Seeker’s Allowance claimants aged 18-24** – 6.7%.



**Female claimants of Universal Credit in December 2021** - 25,313.

**Male claimants of Universal Credit in December 2021** - 20,350.

**Female and Male claimants have risen by over 10,000 during the two-year period of the pandemic.**

## **East Sussex Vacancy Statistics**

Vacancies by District (December 2021):

- Wealden - 4,708
- Lewes - 1,791
- Eastbourne - 1,447
- Hastings - 1,126
- Rother - 989



Figure 1: (Emsi)

## **Job Trends**

Top three Sectors hiring in East Sussex December 2021

- Retail and Wholesale
- Hospitality
- Health and Social Care

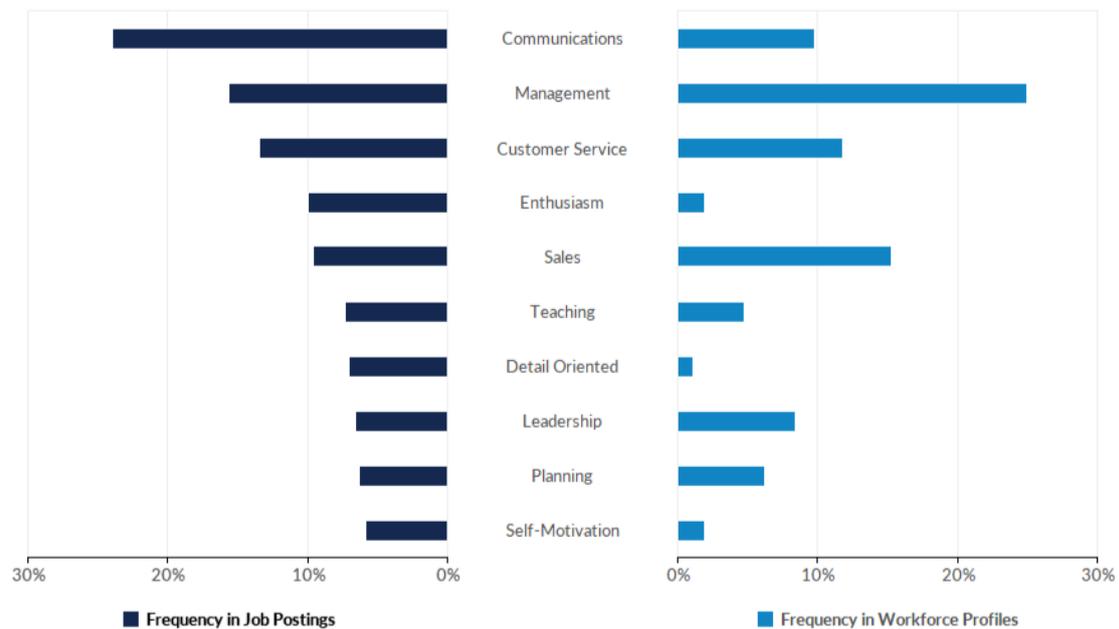
## **Job Trend Headlines**

Job vacancies have already risen above pre-pandemic levels and due to the continued changes to the labour market. Key drivers for staff shortages reported by employers include:

- salary inflation impacting retention
- opportunities for remote working increasing the distance people can work from their employer (e.g. East Sussex residents now have options for remote working for London roles)
- requirement for digital skills creating demand for new roles
- technical skills shortages for key sectors (e.g. HGV, Chef, Nursing)

## **Skill demand in East Sussex based on vacancy data**

Top Common Skills



Data taken from job vacancies in East Sussex in December 2021 days based on frequency and volume.

### **Learnability**

What is Learnability? Click here to explore a short interactive resource in relation to your ability to learn new skills and adapt to the needs of the changing labour market: [Test your Learnability – ManpowerGroup](#)

### **National Employment Picture**

At a national level it is estimated that in December 2021 there were 29.5 million employees working in the UK.

This figure has increased by 184,000 from November 2021 and is an increase of 409,000 in relation to the pre-Covid-19 February 2020 level.

All regions in the UK are now above pre-Covid levels for people in employment.

The latest Office for National Statistics report on the Labour Market suggests a continuing Labour Market recovery. This is displayed by an increase in the employment rate on a quarterly basis and the unemployment rate has decreased.

Job vacancies rose to an all-time high between October to December 2021 with 1,247,000 job vacancies available. This was an increase of 462,000 from the pre-

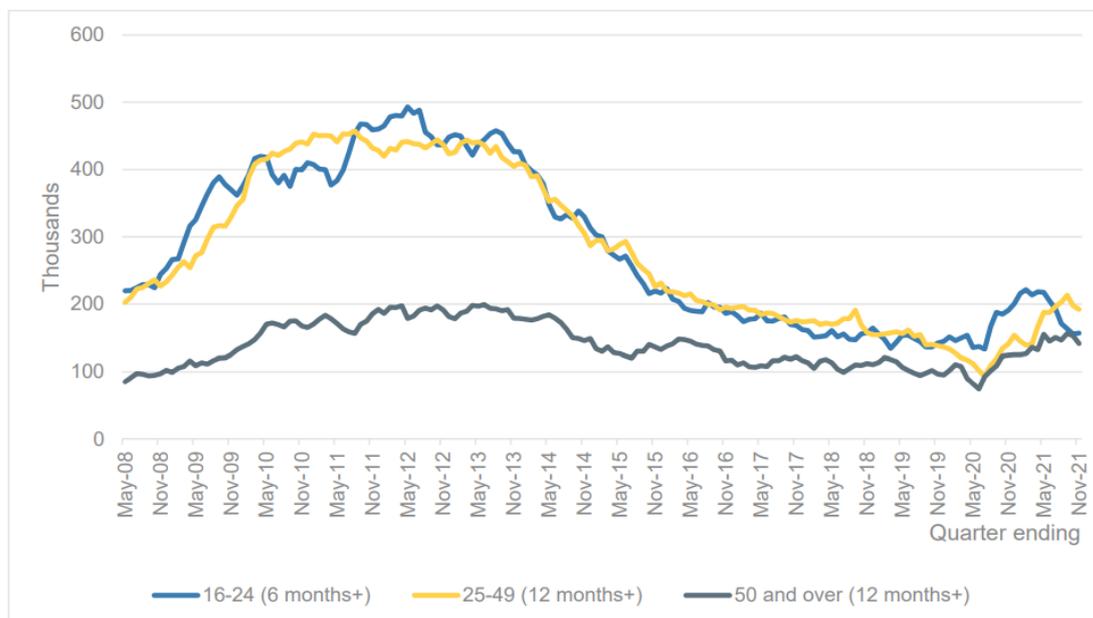
coronavirus January to March 2020 level. Many industries were reporting a record number of vacancies. The largest increase was in health and social work which was up 26,800 (14.9%) to a new record of 206,000. The current ratio of jobs to vacancies across all sectors is given as 100:4.1.

Employers are taking action to address hiring challenges throughout the Labour Market both nationally and locally in East Sussex. Such actions include offering increasing wages, upskilling staff, employing more apprentices, and improving job quality (CIPD).

Economic inactivity for those aged 16 to 24 had been increasing throughout the pandemic but is slowing.

Long-term unemployment appears to be decreasing for people aged 25 and over. However, it is not clear if this could be related to a number of people who were long-term unemployed who have now moved into economic inactivity and stop their search for employment. It is more likely to be caused by individuals who were long-term unemployed moving into employment with the current support available in East Sussex and at a national level to support the unemployed into work.

[Labour Market Statistics, January 2022 | Institute for Employment Studies \(IES\) \(employment-studies.co.uk\)](https://www.institute-for-employment-studies.co.uk/labour-market-statistics-january-2022)



Source: Labour Force Survey. Long-term unemployment is defined as unemployment of more than six months for young people, or more than twelve months for those aged 25 and over.

Employers are responding to recruitment challenges through actions such as raising wages (47%), upskilling staff (44%), hiring more apprentices (27%) and improving job quality (20%).

The percentage of employers looking to make redundancies has fallen to 10%, which compares with 13% three months ago.

The net employment balance – which measures the difference between employers expecting to increase staff levels in the next three months and those expecting to decrease staff levels – has risen yet again. At +38, it has reached its highest level since tracking began.

For more information click here: [Labour Market Outlook: Autumn 2021 \(cipd.co.uk\)](https://www.cipd.co.uk)

### **Sector Focus – Health & Social Care**

Health & Social Care services have been placed under sustained pressure since the start of the pandemic in March 2020.

The National Care Forum's survey of providers released in January 2022 advised that 43% of care homes and 66% of care at home services are having to decline new clients due to staff shortages. Additionally, 21% of home care providers are closing existing care packages as they are unable to maintain them.

This is creating a backlog for hospital discharges as individuals are not able to return to their care settings meaning the pressure on available hospital beds is increasing.

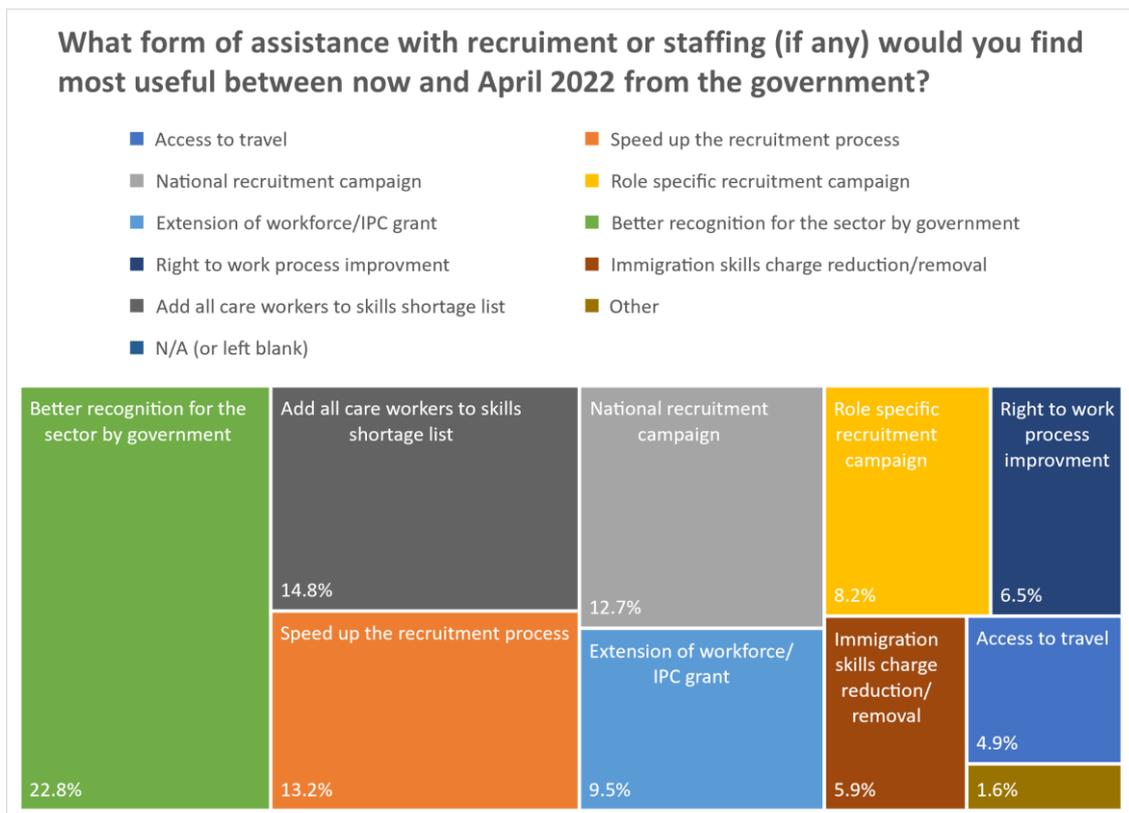
Staff shortages are linked to 3 key themes:

1. Short term staff absence due to isolation periods linked to the Omicron variant.
2. Very high levels of staff attrition. Staff turnover is 39% nationally, rising to 44% in the South. **Source:** [NCF Press Releases - National Care Forum](#)
3. Long term staff shortages linked to increasing recruitment demand for roles in the sector.

Mandatory Covid vaccinations have also impacted staffing levels. The Department of Health & Social Care monthly statistics (to 20 December 2021) report that in older adult care homes, 94.7% of staff have had two Covid vaccinations and 38.4% have received a booster. However, these figures drop when looking at workers in younger care homes (93.5% and 34.6% respectively) and fall further for staff in domiciliary care (79.6% and 25.6% respectively).

The adult social care workforce survey, which ‘collected data responses from almost 9,000 adult social care settings’, ran from 13 September 2021 to 14 October 2021 was published late December 2021. It covered workforce morale and staffing. The survey asked about the level of workforce challenge (on recruitment, retention, maintaining morale and accessing agency staff) compared to April 2021.

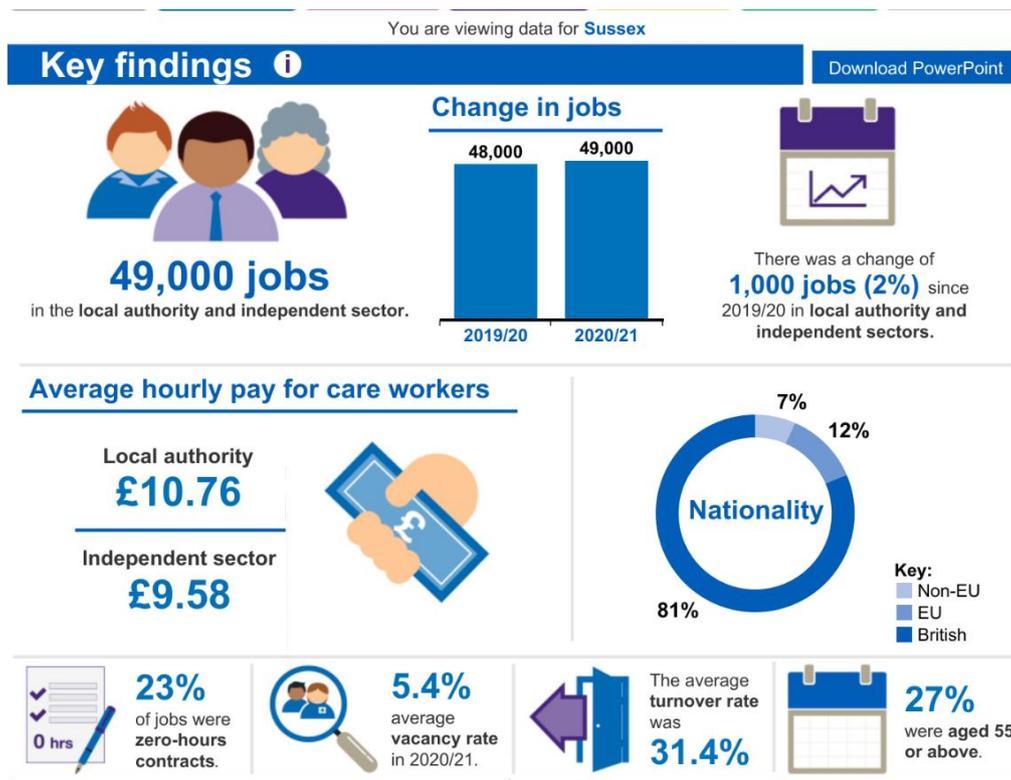
An interesting snapshot of the support the care sector needs to recruit was also collected. The survey question included the ALL that apply option, and the graphic contains weighted percentage responses from over 13,000 responses from both Care Homes and Domiciliary Care. See below.



**Source:** *Adult social care monthly statistics, England: January 2022 - GOV.UK (www.gov.uk)*

[Adult social care monthly statistics, England: January 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/adult-social-care-monthly-statistics-england-january-2022)

Skills for Care's key findings for the adult social care workforce in **Sussex** for 2020/21 are shown below.



The average turnover rate for Social Care staff in Sussex is double that of the general workforce as whole nationally.

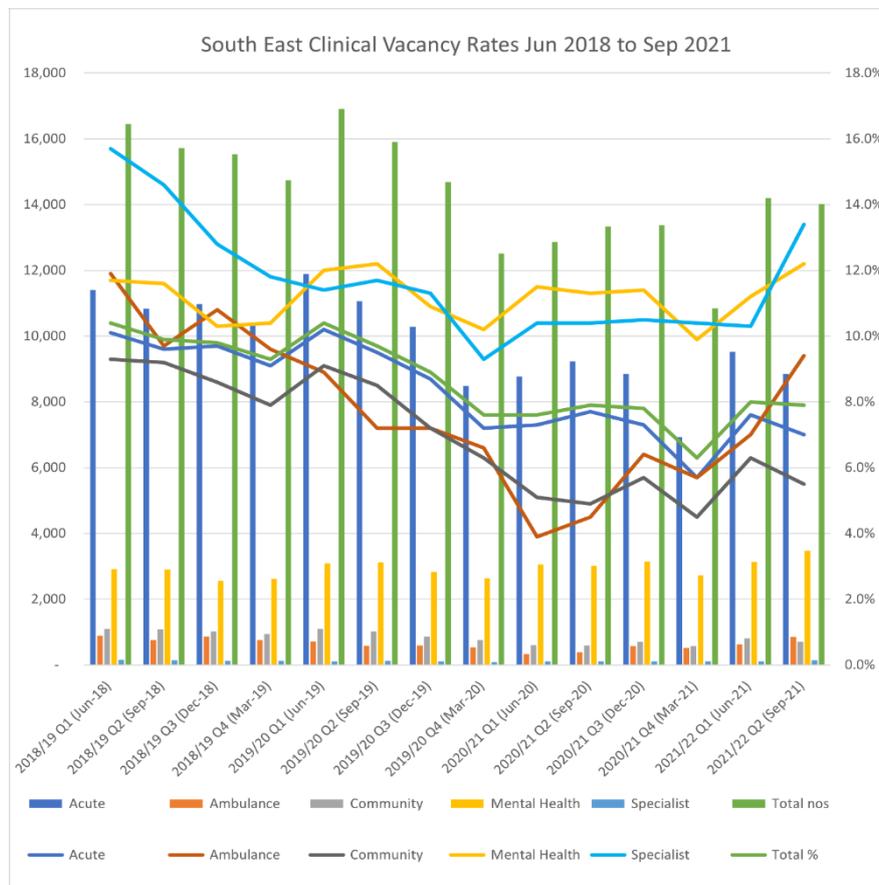
However, it is important to note that some (not all) of this very high attrition rate can be linked to the fact that two-thirds of recruitment into Social Care roles is from those already working within the sector. This indicates that people working in Social Care are moving between employers regularly.

Despite perceptions, less than a quarter of jobs are zero hours contracts and less than 20% of the workforce are non-British. Nationally, non-EU staff made up 12% of the workforce in 2012/13 decreasing to 9% in 2020/21. EU workers in Sussex remain higher than the country as whole at 12% with non-EU workers lower than the national average.

More recent monthly data tracking is national and broken into regions. The current vacancy rate for all job roles in Social Care is 9.9% in the South-East (9.4% nationally). For the most up to date figures go to [My ICS area \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)

The NHS is the largest employer in England. NHS Hospital & Community Health Service (HCHS) staff equated to 1,205,362 Full Time Equivalent (FTE) in September 2021. Headcount was 1,355,780 in September 2021. This is 3.8% (44,168) and 3.4% (46,010) more than in September 2020. Prioritising Covid meant that there were fewer vacancies advertised between March and June 2020.

The chart shows that the Health service continues to have large numbers of vacancies for clinically qualified staff. Vacancy rates are higher than the pandemic start of March 2020.



Professionally qualified staff (doctors, qualified nurses and health visitors, midwives, qualified scientific, therapeutic, and technical staff and qualified ambulance) form 52.8% of FTE HCHS workers.

This data demonstrates a significant number of our health service staff are *not* medical personnel. There are a wide variety of non-clinical qualified posts be it reception, purchasing, call handling or medical secretary. Not everyone who works in health needs to be a medical specialist and there will be roles with on-the-job training

On 3<sup>rd</sup> November 2021, the Government issued the Adult Social Care Winter Plan including a Recruitment and Retention Fund to support local authorities.

The main purpose of the Workforce Recruitment and Retention Fund is to support local authorities to address adult social care workforce capacity pressures in their geographical area through recruitment and retention activity this winter, in order to:

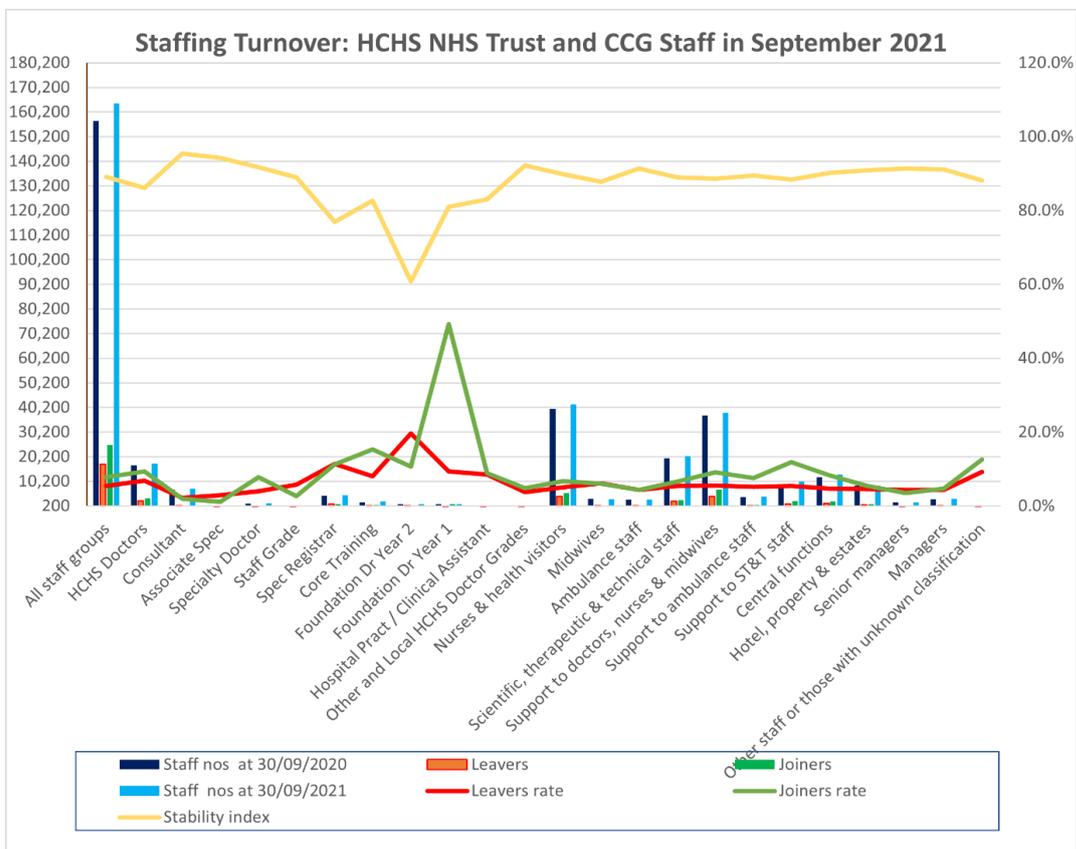
- support providers to maintain the provision of safe care and bolstering capacity within providers to deliver more hours of care
- support timely and safe discharge from hospital to where ongoing care and support is needed
- support providers to prevent admission to hospital
- enable timely new care provision in the community

- support and boost retention of staff within social care

This allocation of the grant must only be used to deliver measures that address local workforce capacity pressures in adult social care between 21 October 2021 and 31 March 2022 through recruitment and retention activity.

Locally a Sussex wide “Made to Care” campaign to boost recruitment is being supported by the Department of Work & Pensions, running from January to April 2022.

Are people leaving the NHS? In the last year, Junior Doctor leaver rates for the South-East have been higher in year 2 (19.6%) than those starting (10.6%) year 2, giving a low stability rate of 60.8%. In stark contrast the highest stability rate of 95% is for consultants. Support staff and management stability ranges from 88%-90%.



What sort of role in the sector might suit you?

[Take our careers quiz | Health Careers](#) – NHS Find your career quiz.

## **Education and Training News Highlights**

### **National Apprenticeship Week: 7<sup>th</sup> – 13<sup>th</sup> February 2022**

Recent measures to stem the spread of the Covid Omicron variant mean that many organisations have not been able to plan in-person events until late in the day. However, through SCTP (Sussex College of Training Providers) ASK (Apprenticeships Skills and Knowledge) will have facilitators visiting schools/colleges throughout National Apprenticeship week.

There are also local activities in relation to the [Transform Programme - SCTP](#) and [Moving On Up! - SCTP](#) as well as work with DWP on these and highlighting learners already on the Kickstart programme.

There are over 1,200 virtual and in person events taking part nationally. To get involved click here [Events listing \(apprenticeships.gov.uk\)](#)

For more information on, go to [National Apprenticeship Week 2022 \(apprenticeships.gov.uk\)](#)



## **The Future of work**

This is what the Open University suggest are the top 5 future jobs for the next 5 years.

1. Sustainability Officer
2. AI Developer
3. Digital Content Strategist
4. Cyber Security Penetration Expert
5. Renewables Engineer



Many people increasingly value work/life balance in choosing a job.

On jobs site Indeed, 2.4% of December 2021 searches were for remote work, quite an increase from December 2019's 0.23%.

One in ten adverts offer remote working, a fourfold increase on pre-Covid.

Top sectors/roles offering remote working:

- Software development: 44%
- Information design & documentation: 31%
- Media & communications: 29%
- Marketing: 28%
- Arts & entertainment: 26%
- Insurance: 22%
- Project management: 24%
- Human resources: 22%
- Banking & Finance: 20%

**Source:** [Metro UK - Indeed on Remote Work Jan 2022](#)

### **And finally... The Long View**

When the 1921 census data was released it asked more employment questions for the first-time including travel to and from work.

In 1921 Sussex had relatively high numbers employed in painting and decorating, finance, and personal services (hairdressers, publicans and more not just servants). Some would have worked where they lived. Textiles and clothing manufacturers were large employers for a lot of the country, but not Sussex.

Look at the table for the males and females in employment across age groups (per 1,000) in East and West Sussex. You will see that over half of boys and more than 1/3 of girls were working aged 16 and 17, with a similar picture aged 12 and 13.

Girls not in paid employment would have had domestic chores including caring for babies and younger children.

Some boys and men will have been unable to secure a job due to injuries from World War I.

Total aged 12 and over	12 and 13	14 and 15	16 and 17	18 and 19	20-24	25-34	35-44	45-54	55-64	65-74	75 and over
<b>Males</b>	Numbers per 1,000 of the population										
<b>East Sussex</b>	815	9	572	862	947	951	960	953	922	841	621
<b>West Sussex</b>	813	—	559	846	941	955	965	959	926	843	642
<b>Females</b>	Numbers per 1,000 of the population										
<b>East Sussex</b>	343	3	371	628	750	657	394	296	290	251	160
<b>West Sussex</b>	303	1	394	679	743	618	331	242	243	223	141

**Source:** [Vision of Britain | 1921 Census: General | Occupation and Employment](#)

### Useful Resources

- LMI For All - [Explore LMI data – LMI For All](#)
- Careers Hub - [Careers > East Sussex \(careerseastsussex.co.uk\)](#)
- Advice for Young People making choices [Careers > East Sussex \(careerseastsussex.co.uk\)](#)
- Advice for helping a child making choices - [Careers > East Sussex \(careerseastsussex.co.uk\)](#)
- Local Employment Sectors - [Careers > East Sussex \(careerseastsussex.co.uk\)](#)
- Adzuna- [East Sussex salary stats | Adzuna](#)
- Youth Employment UK - [What is LMI, How Can It Help Young People, and How Do You Use It? - Youth Employment UK](#)