

The Labour Market Impact of Covid-19 and Employer Demand for Skills in Cheshire and Warrington

David Brennan

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This Presentation

- **The Current Impact of Covid-19 on the Labour Market**
- **Employer Demand for Labour and Skills**
- **Example Occupation and Industry Sector Profiles**

The Current Impact of Covid-19 on the Labour Market

Forecasts for big falls in UK GDP and increases to unemployment. Most forecasts predate the JSS and 2nd wave announcements

	Percentage change on a year earlier, unless otherwise stated					
	Scenario period					
	2019	2020	2021	2022	2023	2024
Central scenario						
Gross domestic product (GDP)	1.4	-12.4	8.7	4.5	2.1	1.9
CPI inflation	1.8	0.7	1.3	1.9	2.0	2.0
Employment (million)	32.8	31.3	30.9	32.2	32.6	33.0
Unemployment (million)	1.3	3.0	3.5	2.4	2.1	1.9
Unemployment rate (per cent)	3.8	8.8	10.1	6.9	5.9	5.3
Upside scenario						
Gross domestic product (GDP)	1.4	-10.6	14.5	1.9	1.3	1.4
CPI inflation	1.8	0.7	1.3	1.9	2.0	2.0
Employment (million)	32.8	31.6	32.5	33.2	33.3	33.4
Unemployment (million)	1.3	2.7	1.9	1.4	1.4	1.4
Unemployment rate (per cent)	3.8	7.9	5.6	4.0	4.0	4.1
Downside scenario						
Gross domestic product (GDP)	1.4	-14.3	4.6	5.4	3.3	2.5
CPI inflation	1.8	0.7	1.3	1.9	2.0	2.0
Employment (million)	32.8	31.2	30.4	31.7	32.3	32.6
Unemployment (million)	1.3	3.1	4.0	2.8	2.4	2.2
Unemployment rate (per cent)	3.8	9.1	11.6	8.1	6.9	6.3

Source: OBR, July 2020

In the OBR's view, the UK is on track to record the largest decline in annual GDP for 300 years, with output falling by more than 10 per cent in 2020 in all three of its July scenarios. In its central scenario, 2020 GDP declines by 12.4% and output recovers slowly, regaining its pre-virus peak by the end of 2022. Cumulative business investment is 6 per cent lower than in the March forecast over five years, while unemployment and business failures remain elevated. Real GDP is 3 per cent lower in the first quarter of 2025 than in the March OBR forecast.

The most recent stocktake of independent forecasts produced by HMT was published in mid-September. The table (above right) summarises the average and range of independent forecasts for 2020 and shows the average of September's new forecasts. The averages of the early September forecasts for 2020 were close to the OBR's upside scenario for 2020.

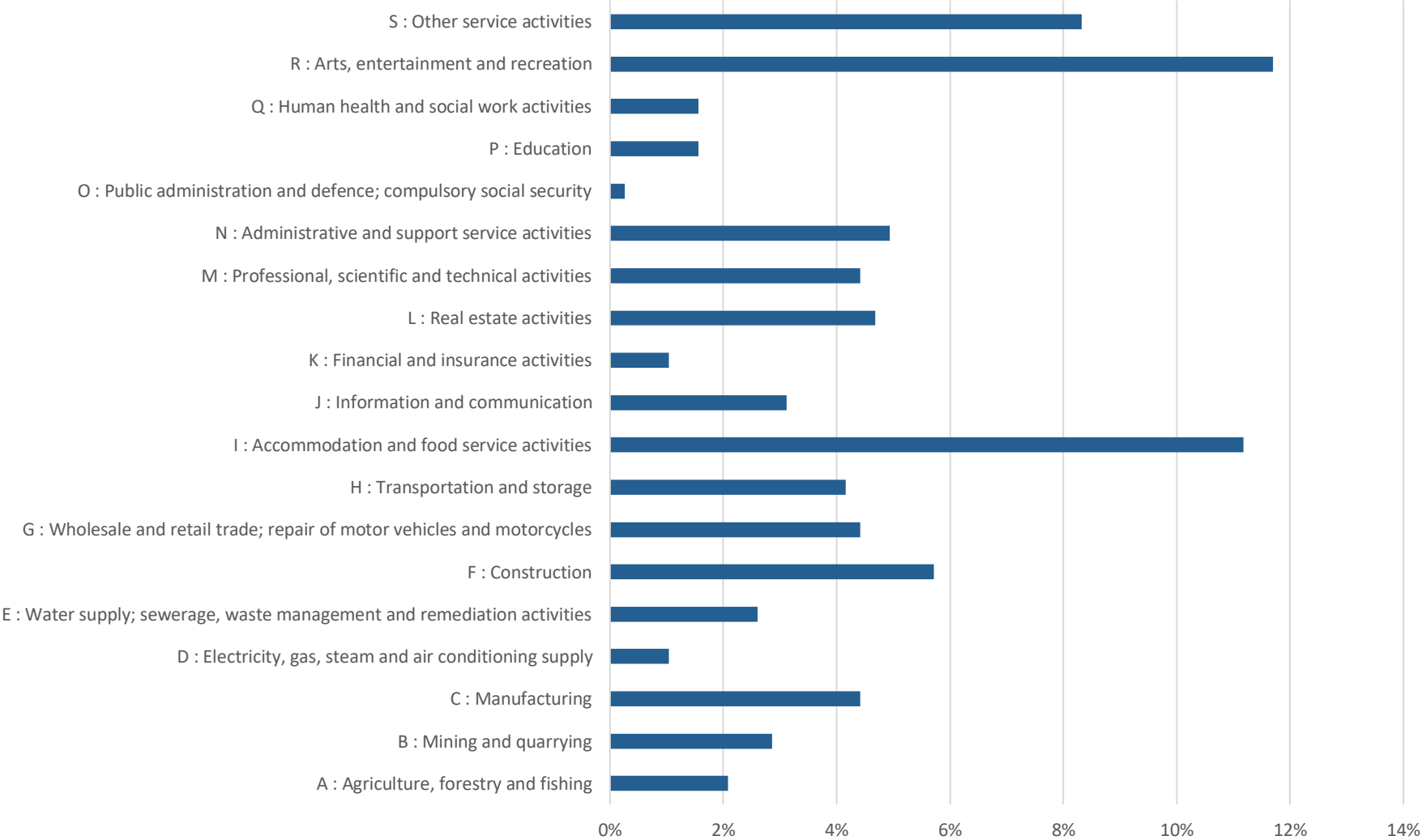
The above forecasts and scenarios predate the Government's "Winter Recovery Plan" (September 24th) and confirmation of the "Second Wave" (September 18th)

Forecasts for 2020					
	Independent ⁺				Average of new* forecasts
	Averages		September		
	September	August	Lowest	Highest	
GDP growth (per cent)	-10.1	-10.0	-13.4	-6.6	-10.0
Inflation rate (Q4: per cent)					
- CPI	0.6	0.5	-0.1	1.8	0.6
- RPI	1.2	1.1	0.1	2.3	1.2
LFS unemployment rate (Q4: %)	8.3	8.3	6.2	12.7	8.0
Current account (£bn)	-60.3	-76.8	-103.0	-22.1	-56.8
PSNB (2020-21: £bn)	326.6	322.2	239.1	385.0	323.6

Source: HMT, "Forecasts for the UK economy: a comparison of independent forecasts", September 2020

It is clear there will be job losses in Cheshire and Warrington. The volume of job losses is not clear

Possible Job Decline by December 2020 in C&W: OBR Central Scenario



If 15% of those furloughed at the end of May become unemployed (OBR central scenario), the highest number of job losses in sectors by December in Cheshire and Warrington could be as follows:

More than 3,000 jobs lost

- Wholesale and retail trade; repair of motor vehicles and motorcycles
- Accommodation and food service activities

More than 2,000 jobs lost

- Professional, scientific and technical activities
- Administrative and support service activities

More than 1,000 jobs lost

- Construction
- Transportation and storage
- Arts, entertainment and recreation

The Bank of England's September outlook was more optimistic than in August but a marked rise in unemployment is expected

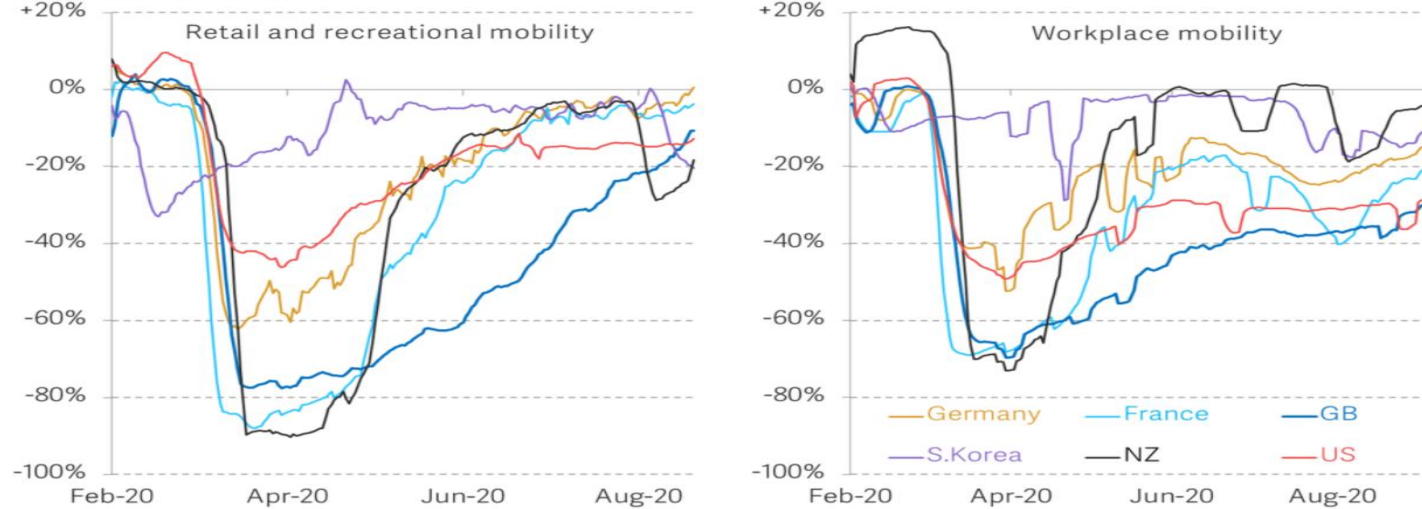
The Bank of England Monetary Policy Summary for September was published on September 17th, the day before the Government confirmed the UK had entered a second Covid-19 wave. Key points from the Summary included:

- The outlook for the economy remains unusually uncertain.
- UK GDP was projected to continue to recover, conditional on a) the direct impact of Covid-19 on the economy dissipating gradually; and b) an immediate, orderly move to a comprehensive free trade agreement with the European Union on 1 January 2021.
- The unemployment rate was projected to rise markedly and there remains a risk of a more persistent period of elevated unemployment than in the central projection.
- UK GDP in July was around 18½% above its trough in April and around 11½% below its 2019 Q4 level
- For 2020 Q3 as a whole, Bank staff expect GDP to be around 7% below its 2019 Q4
- Administrative data suggest that the number of paid employees has fallen by around 700,000 between February and August

The recession may not be “V” shaped

Figure 1 : Improvements in mobility had stalled even before social distancing restrictions were reintroduced

Change in google mobility trends, seven-day moving average: selected countries, since February 15, 2020



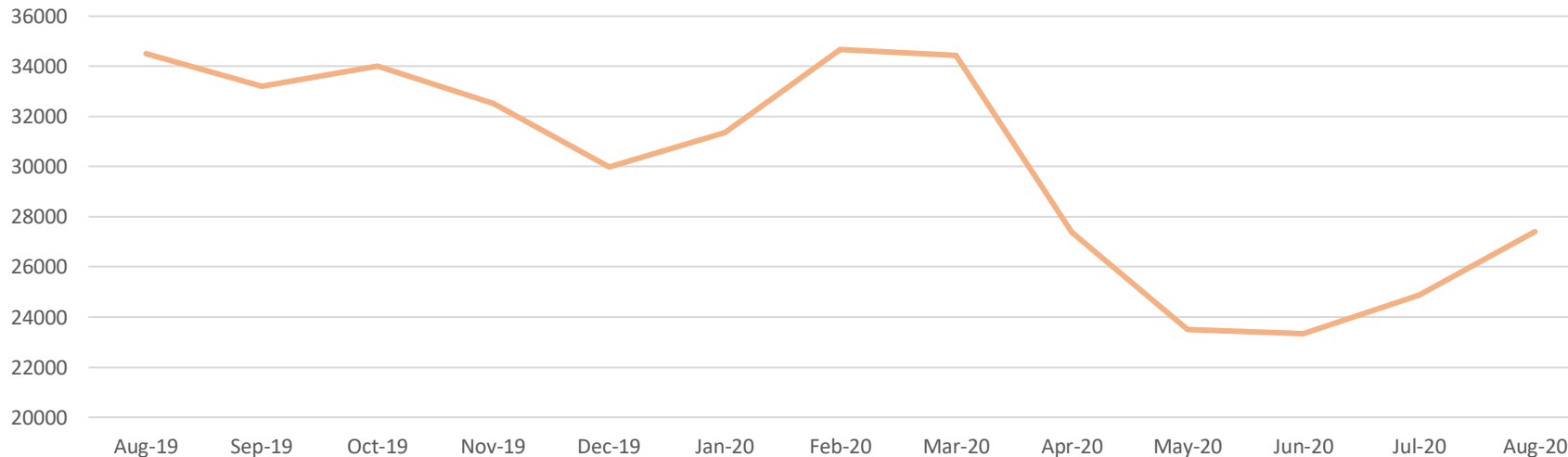
Notes: The data uses aggregated, anonymized data to chart movement trends over time by geography, across different high-level categories of places such as retail and recreation, groceries and pharmacies, parks, transit stations, workplaces, and residential. Google recommends not using the data to compare places with different characteristics. The baseline is the median value, for the corresponding day of the week, during the 5-week period Jan 3–Feb 6, 2020. Source: RF analysis of Google, Community Mobility Reports. © Resolution Foundation 2020 resolutionfoundation.org



The Resolution Foundation has argued that despite fast rebounds of economic activity (output in July up nearly 20 per cent relative to its trough in April; overall retail sales recovering strongly; and the hospitality sector reportedly boosted by the Eat Out to Help Out), there will not be a “V shaped” recovery. In support of their argument, they cite recent Purchasing Manager Indices that show a slowing between September and August. They also argue that short-term activity indicators – such as the Google mobility data (graphs opposite) – suggests that activity levels have stalled well short of previous norms.

Some economists are suggesting there may be a number of economic peaks and troughs. Only time will tell whether the recession is shaped V, W, U, L or something else.

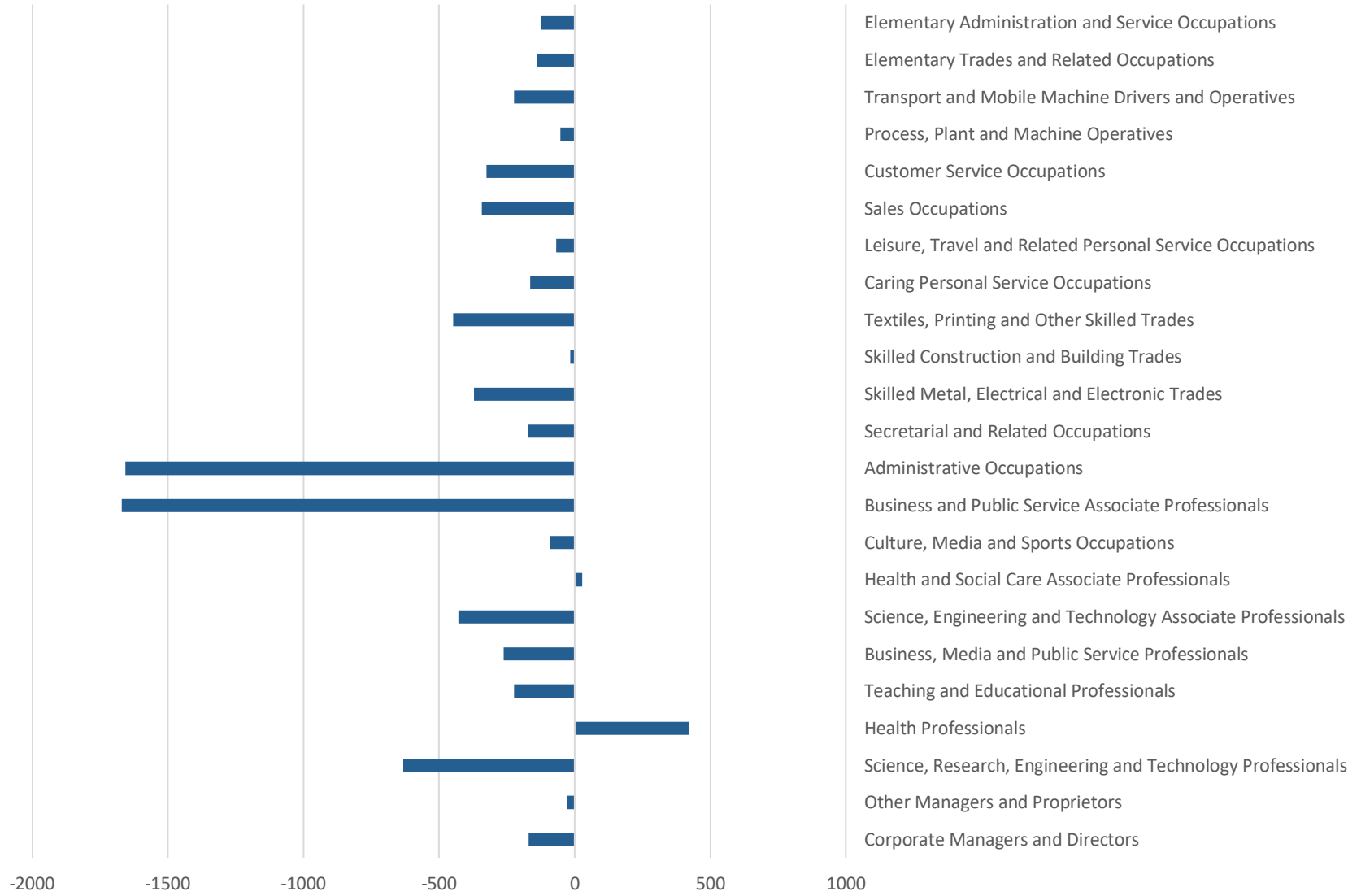
Total Unique Job Postings Across All Occupations in Cheshire and Warrington Aug 2019 to Aug 2020



The graph opposite illustrates EMSI data from August 2019 to August 2020 for all unique job postings in Cheshire and Warrington. Unique job postings declined by 33% between February 2020 and June 2020. Unique job postings fell by 21% between August 2019 and August 2020. The recovery in the demand for labour in Cheshire and Warrington suggests that there may not be a quick rebound to previous levels in Cheshire and Warrington.

Aug 2019 to Aug 2020, demand for labour has declined in every occupational area excepting health

Increase/Decrease in Unique Job Postings Aug 2019 to Aug 2020



With the exception of postings for Health Professionals and Health and Social Care Associated Professionals unique job postings have declined for every 2-digit occupational area in Cheshire and Warrington between August 2019 and August 2020.

The 2-digit occupational areas in Cheshire and Warrington where unique job posting declined by more than 21% (the average decline) are:

- Textiles, Printing and Other Skilled Trades
- Customer Service Occupations
- Administrative Occupations
- Sales Occupations
- Secretarial and Related Occupations
- Elementary Trades and Related Occupations
- Business and Public Service Associate Professionals
- Science, Engineering and Technology Associate Professionals
- Leisure, Travel and Related Personal Service Occupations
- Skilled Metal, Electrical and Electronic Trades

Source: EMSI

Government is intervening to mitigate the labour market downturn

Initial Labour Market Intervention

- Coronavirus Job Retention Scheme (furlough)
- Self Employment Income Support (SEIS)

Chancellor's July Statement – Labour Market Interventions

- Kickstart Scheme
- Payments for employers who hire new apprentices
- High value courses for school and college leavers
- Expanded Youth Offer
- Enhanced work search support
- Job finding support service
- Flexible Support Fund Increase
- New funding for sector-based work academies

Winter Recovery Plan – Labour Market Interventions

- Job Support Scheme
- Extension of SEIS

Partners are intervening to mitigate the labour market downturn

Workforce Recovery Programme

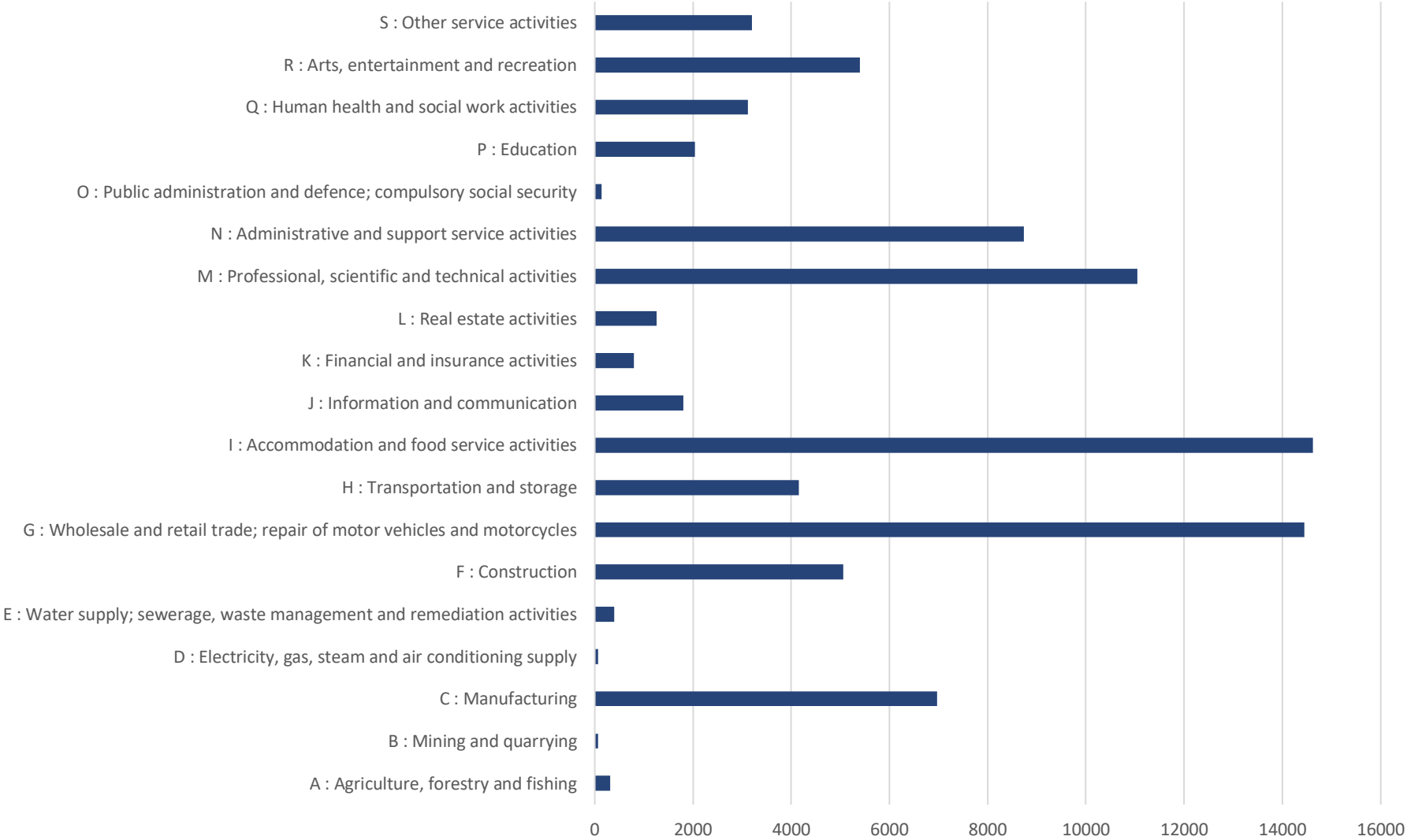
- Provision of information and help
- Support to get another job
- Into work board
- Working with employers, localities and sectors
- Enhanced start-up
- Skills and retraining

Skills and Employment Partners

- Reported increased recruitment of 16 and 18 yr olds
- Kickstart
- Accelerate

Tens of thousands still on furlough in C&W at end of July

Estimated Furloughed Employments in C&W by Sector, July 31st

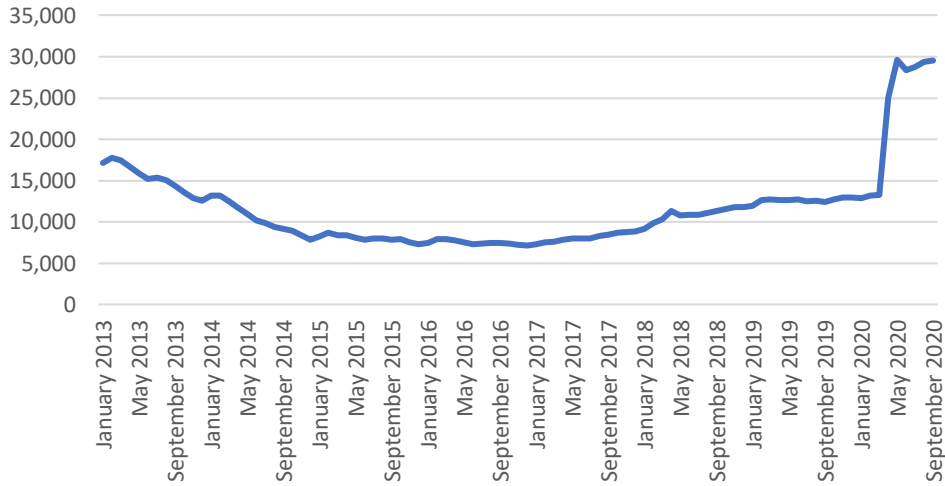


It is possible to apply the national data on sectoral uptake of the furlough scheme to the composition of Cheshire and Warrington’s industrial structure. This allows for an estimate to be made of the number of employments furloughed by industry sector in Cheshire and Warrington. These estimates are presented in the graph opposite for employments furloughed as of July 31st 2020. It is estimated that “Accommodation and food service activities”, “Wholesale and retail trade; repair of motor vehicles” and “Professional, scientific and technical activities” all had more than 10,000 employments furloughed in Cheshire and Warrington at this time.

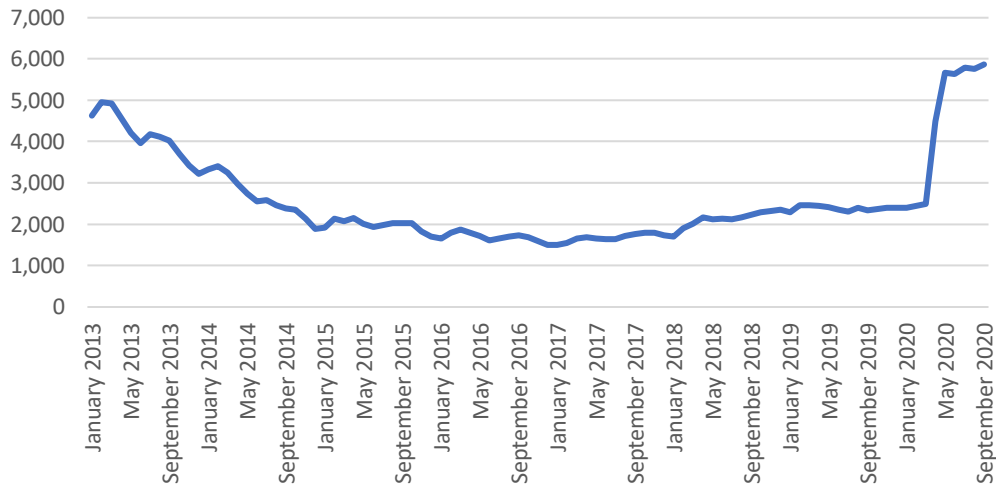
Source: HMRC CJRS Statistics

After a pause in July, the all-age, 16-24 and 50+ claimant count were at record levels in September

Claimant Count Age 16+



Claimant Count Aged 16-24



Claimant Count aged 50+

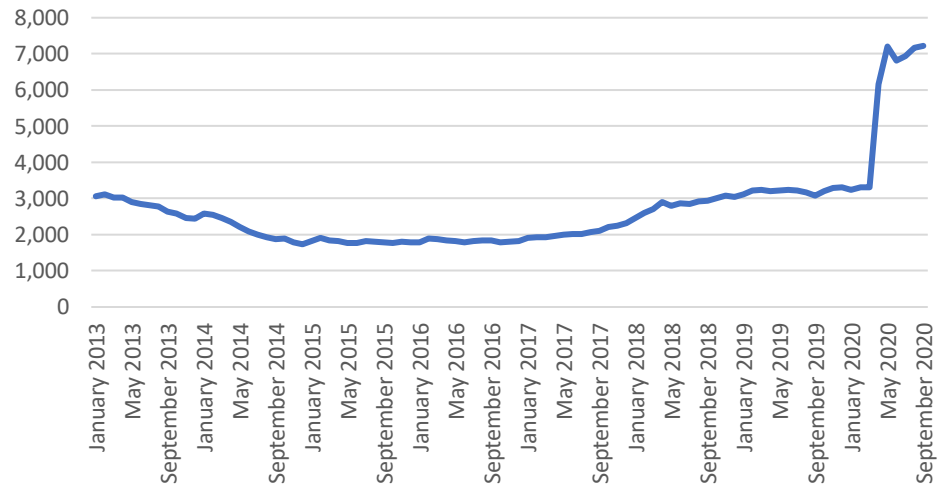
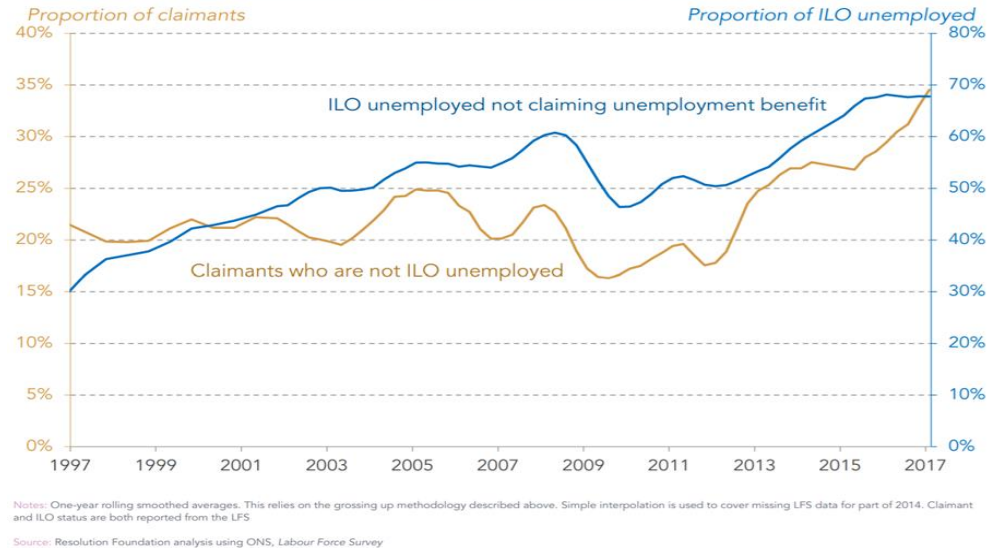


Figure 6: Shifting composition of the ILO unemployed and reported claimant population

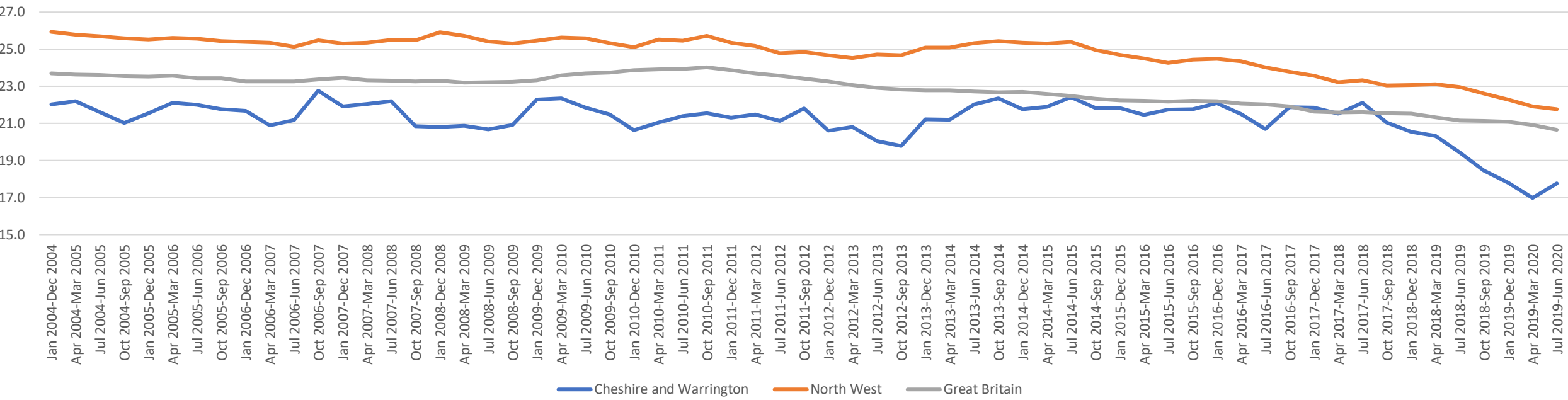


Not everyone counted in the claimant count is unemployed as defined by the International Labour Organisation (ILO), and not everyone who is ILO unemployed is a claimant. In 2017 just less than 70% of ILO unemployed were not claiming benefits and just less than 35% of claimants did not meet the definition of ILO unemployment (adjacent graph).

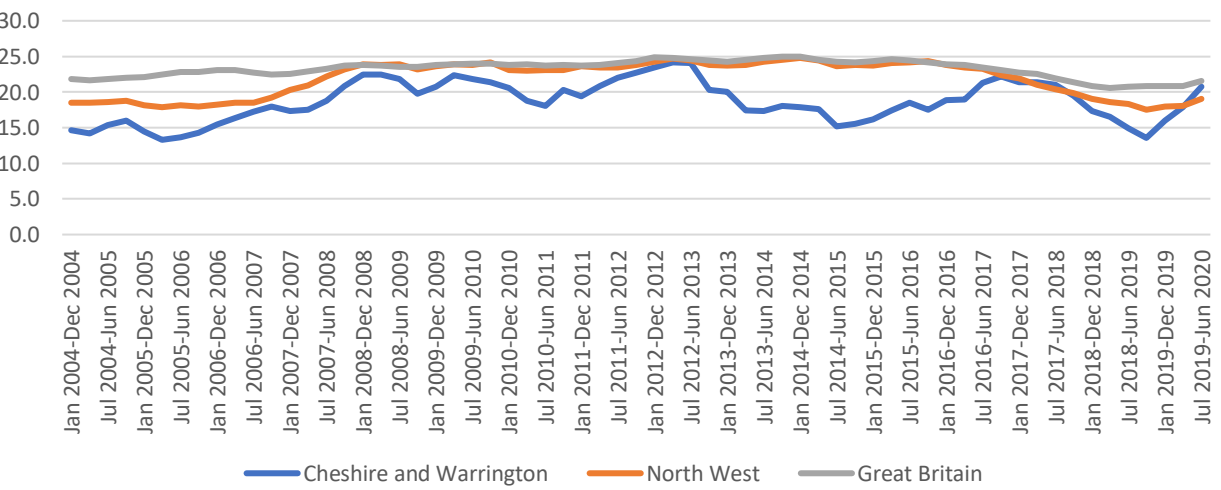
The Cheshire and Warrington 'All Age' claimant count was a whisker below 30,000 in September 2020, 138% higher than the September 2019 figure and was the second highest this century. The 16-24 claimant count was also the second highest this century and the 50+ claimant count was the highest on record.

Economic inactivity increasing in C&W. Proportions economically inactive 'wanting a job' and 'retired' increasing in C&W

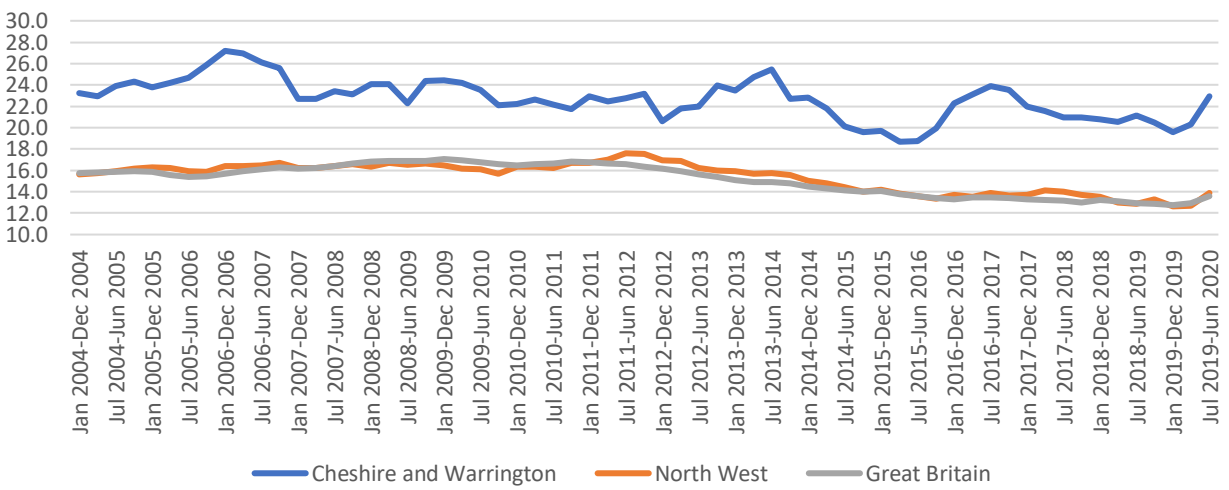
C&W, NW and GB % Economically Inactive 16-64



C&W, NW and GB % Economically Inactive who want a job

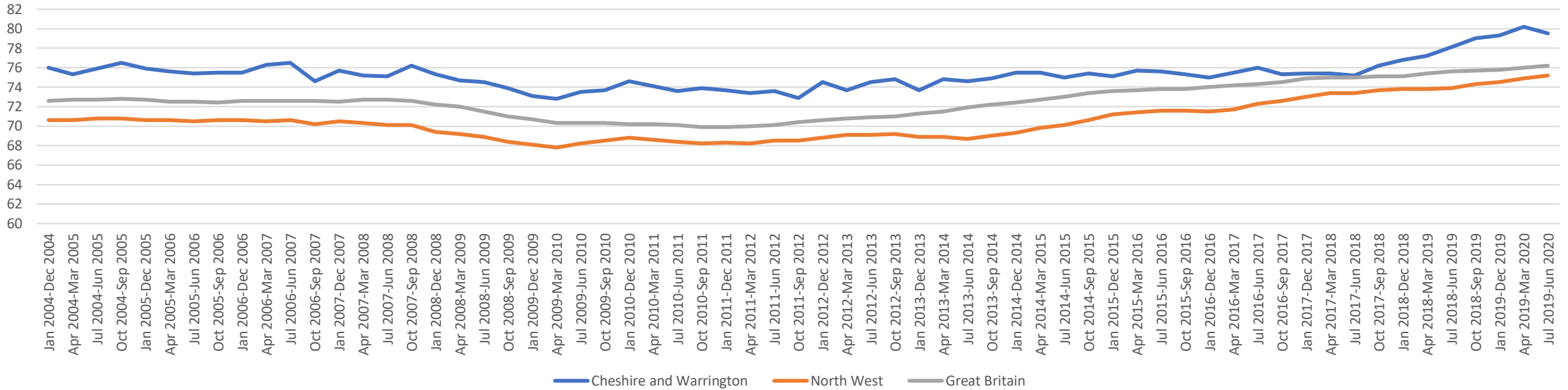


C&W, NW and GB % economically inactive retired

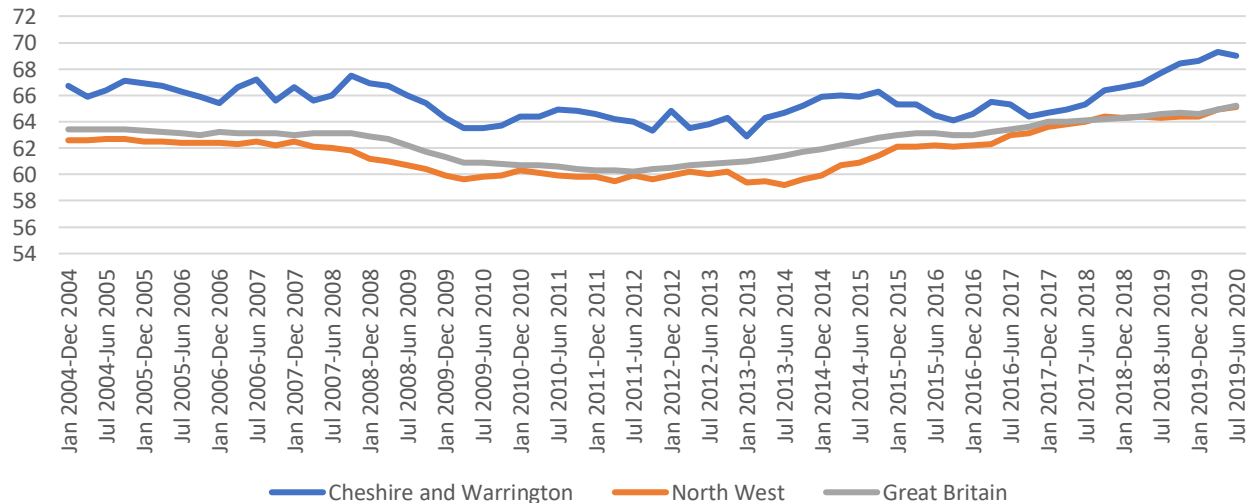


12 month employment rate declined in July 2020 compared to March 2020. Declines in both employment and self-employment

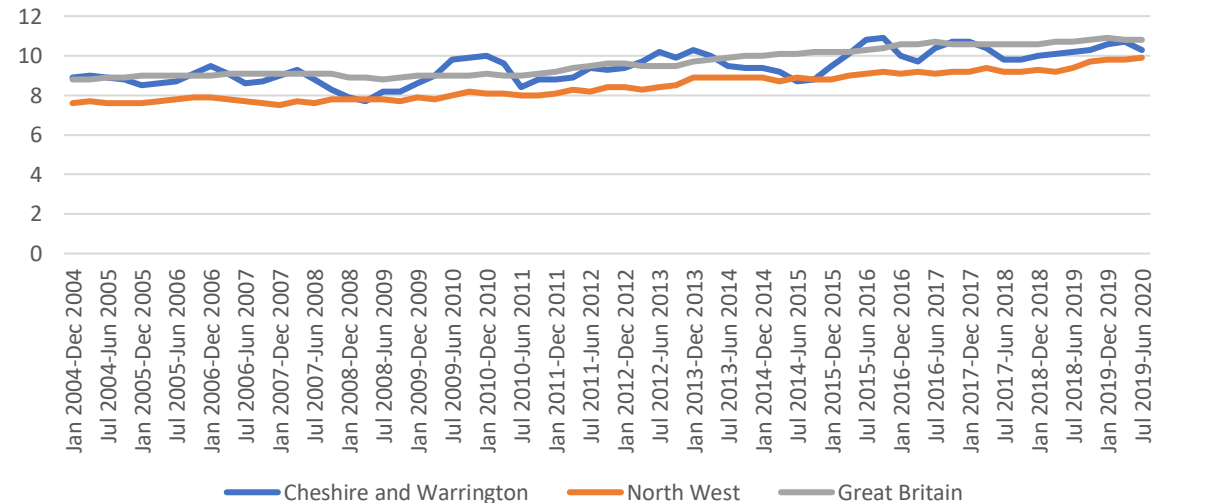
C&W,NW and GB Employment Rate



C&W, NW and GB % Employees

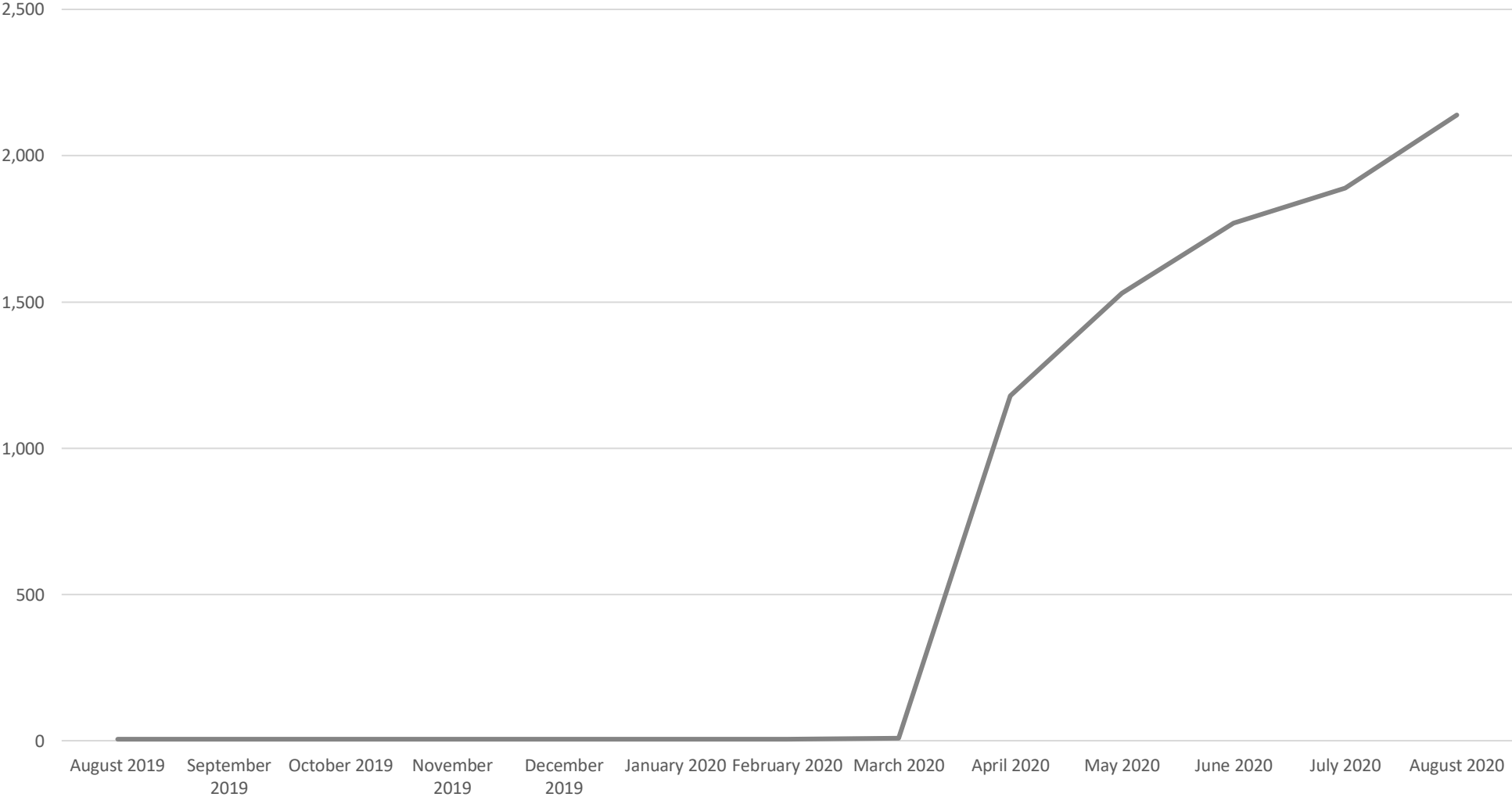


C&W, NW and GB % Self-employed



Very sharp rises in the number of JSA claimants citing “Elementary Construction Occupations” as their prior occupation

JSA Claimants whose usual occupation is Elementary Construction Occupations in Cheshire and Warrington



58% of JSA claimants in August 2020 gave their previous occupation as ‘Elementary Construction Occupations’. In August 2019, less than 0.5% of JSA claimants gave a previous occupation of ‘Elementary Construction Occupations’. The graph opposite shows that the number in this category was at 5 or 10 every month until April 2020 when the number increased from 10 to 1,180. The April 2020 figure had almost doubled by August 2020 to 2,140. This type of rise for this prior occupation has happened elsewhere

The Demand for Labour and Skills by Employers

Key Population and Jobs Indicators

Population

- In 2019 the total population of Cheshire and Warrington was 937,200.
- There was a 49%/51% male/female split.
- Between 2014 and 2019, Cheshire and Warrington's population increased by 2.0%.
- Population is expected to increase by a further 1.8% between 2019 and 2024.
- The proportion of C&W's population that is of working age is lower than both the North West and GB.
- The population of Cheshire and Warrington has an older profile than is to be found for GB and will further age.

Jobs

- Between 2010 and 2018 Jobs Density in Cheshire and Warrington increased from 0.84 to 1.
- Between 2014 to 2019, jobs increased by 8.7% in C&W compared to 8.4% national growth.
- In 2019, there were over 43,000 businesses in Cheshire and Warrington, employing 490,000 people.
- 45% of businesses were in Cheshire East, 33% in Cheshire West and Chester, and 22% in Warrington.
- 90% of businesses in Cheshire and Warrington employed fewer than 10 people.
- Only 0.4% of businesses employed more than 250 people.

Cheshire and Warrington has seen strong jobs growth in areas of sectoral strength

There are five sectors that have more than 40,000 jobs in Cheshire and Warrington. They are:

- Manufacturing
- Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
- Professional, Scientific and Technical Activities
- Administrative and Support Service Activities
- Human Health and Social Work Activities

The sectors which added the most jobs between 2014 and 2019 are:

- Wholesale and retail trade; repair of motor vehicles and motorcycles (+13,000 jobs)
- Professional, scientific and technical activities (c18,000 jobs)

Sectoral strengths in the Cheshire and Warrington local economy (ie those sectors with the highest location quotients - LQs) include:

- Wholesale and retail trade; repair of motor vehicles and motorcycles (LQ of 1.18)
- Professional, scientific and technical activities (LQ of 1.51)
- Financial and insurance activities (LQ of 1.18)
- Water supply; sewerage, waste management and remediation activities (LQ of 1.19).

In the main, the fastest growing sectors in Cheshire and Warrington pay above average wages

The table opposite presents information on those 2-digit SIC industry sectors that have grown more than 10% between 2015 and 2020 and currently employ more than 3,000 people in Cheshire and Warrington, ranked by the average wages per job. Fourteen of these seventeen sectors have an average wage higher than the Cheshire and Warrington average of £28,7000

The high employment sectors with average wages above £40,000 are:

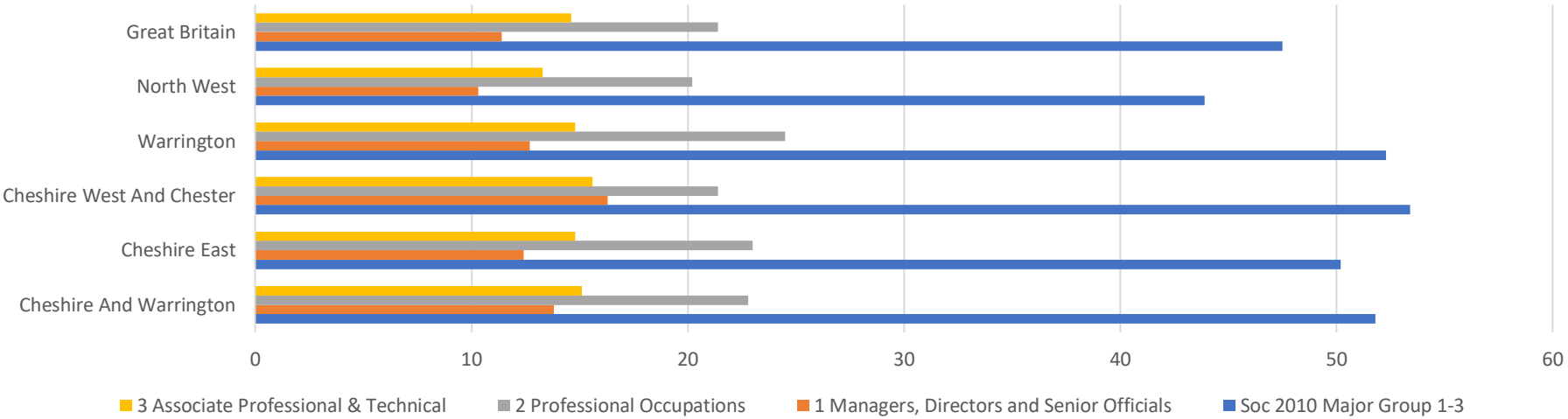
- Manufacture of chemicals and chemical products
- Scientific research and development
- Waste collection, treatment and disposal activities; materials recovery
- Activities auxiliary to financial services and insurance activities

This type of information can be used to inform discussions with young people about their career and learning choices

High Employment Sectors (2-digit SIC) with recent Growth in Cheshire and Warrington			
	Avg. Wages Per Job (£)	2020 Jobs	2015 - 2020 % Change
Manufacture of chemicals and chemical products	47,160	4149	17%
Scientific research and development	45,213	4566	83%
Waste collection, treatment and disposal activities; materials recovery	45,180	3638	16%
Activities auxiliary to financial services and insurance activities	43,615	6006	27%
Architectural and engineering activities; technical testing and analysis	39,880	14804	33%
Activities of head offices; management consultancy activities	38,922	13679	30%
Financial service activities, except insurance and pension funding	36,652	12747	17%
Construction of buildings	34,981	7003	19%
Civil engineering	34,446	3983	16%
Wholesale trade, except of motor vehicles and motorcycles	30,964	22640	19%
Land transport and transport via pipelines	29,763	9736	24%
Legal and accounting activities	29,304	27698	95%
Specialised construction activities	29,187	11974	11%
Wholesale and retail trade and repair of motor vehicles and motorcycles	29,143	12339	45%
Manufacture of fabricated metal products, except machinery and equipment	28,438	5564	19%
Human health activities	28,390	33159	16%
Warehousing and support activities for transportation	27,801	11203	18%
Source: EMSI Analyst			

Residents of C&W have higher skills and more higher skilled occupations. Men are better paid, women aren't

Percentage of Residents Employed in SOC 1-3



The occupational profile for residents of Cheshire and Warrington and all three Local Authorities is skewed towards higher skilled occupations (graph opposite).

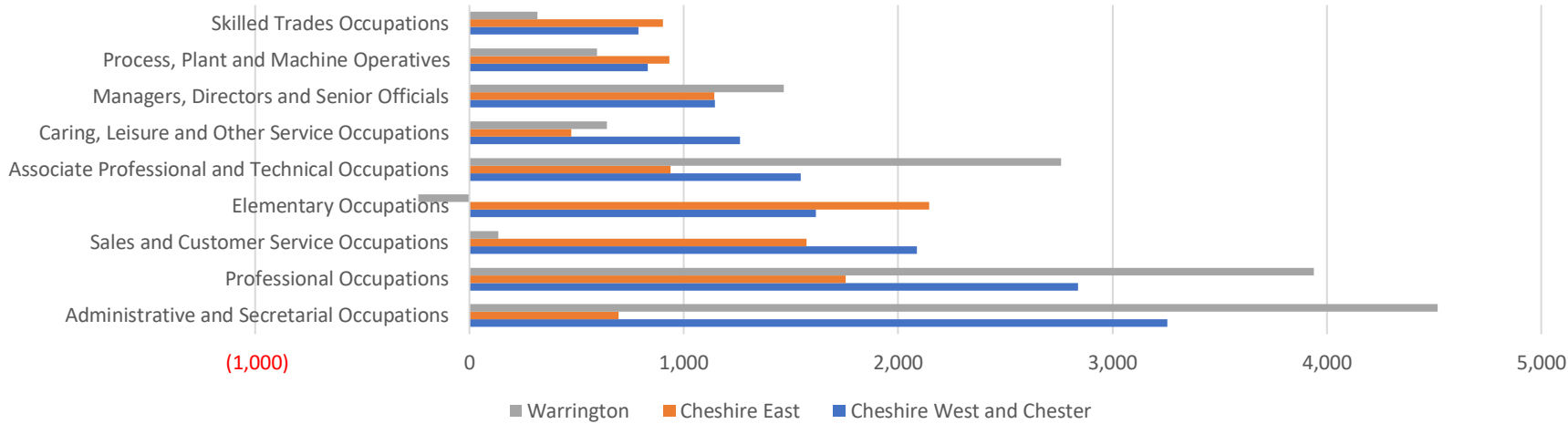
C&W has a higher proportion qualified at NVQ 4+ and a lower proportion with no qualifications (table bottom left).

The median Gross weekly pay for LEP residents was higher than that for the GB. However, there was a clear gender disparity. Whilst male full-time workers earned £55.50 a week more than their counterparts in Great Britain, female full-time workers resident in the LEP earned almost the same as those in Great Britain. Indeed, when hourly rates are considered, they were actually lower for female full-time workers in C&W (£13.90 for CWLEP compared to £13.99 for GB).

Earnings by place of residence (2019)							Qualifications (Jan 2019-Dec 2019)						
	Cheshire And Warrington (Pounds)	Cheshire East (Pounds)	Cheshire West And Chester (Pounds)	Warrington (Pounds)	North West (Pounds)	Great Britain (Pounds)		Cheshire And Warrington (%)	Cheshire East (%)	Cheshire West And Chester (%)	Warrington (%)	North West (%)	Great Britain (%)
Gross Weekly Pay													
Full-Time Workers	615.7	623.3	611.3	595.9	555.8	587.0	NVQ4 and Above	42.1	41.9	43.0	41.0	36.1	40.3
Male Full-Time Workers	685.5	691.2	692.8	669.3	598.0	632.0	NVQ3 and Above	60.7	59.6	61.6	61.1	55.2	58.5
Female Full-Time Workers	529.8	533.9	516.5	532.5	498.0	528.9	NVQ2 and Above	79.3	77.7	81.2	79.1	74.5	75.6
Hourly Pay - Excluding Overtime													
Full-Time Workers	15.59	16.02	15.55	15.34	13.95	14.88	NVQ1 and Above	88.2	86.8	89.7	88.2	85.0	85.6
Male Full-Time Workers	16.64	16.95	16.75	15.80	14.56	15.44	Other Qualifications	5.4	6.8	3.7	5.9	6.3	6.7
Female Full-Time Workers	13.90	14.38	13.68	14.00	13.16	13.99	No Qualifications	6.4	6.4	6.6	5.9	8.7	7.7
<i>Source: ONS annual survey of hours and earnings - resident analysis</i> , Notes: Median earnings in pounds for employees living in the area, figures for this table have been constructed on an Output Area basis							<i>Source: ONS annual population survey.</i> Numbers and % are for those of aged 16-64, % is a proportion of resident population of area aged 16-64						

All occupational areas have grown 2014-2019. Eight 4-digit SOC areas have grown by more than 1,000 jobs

Changes in Occupational Employment by Local Authority 2014-2019



The Table opposite illustrates the change in employment, by occupational area, in Cheshire and Warrington local authorities between 2014 and 2019. In this time, every 1-digit SOC occupational area has grown in every local authority area with the single exception of “Elementary Occupations” in Warrington, which declined by 237 jobs.

The greatest increase in the number of 4-digit SOC jobs between 2014 and 2019 was for:

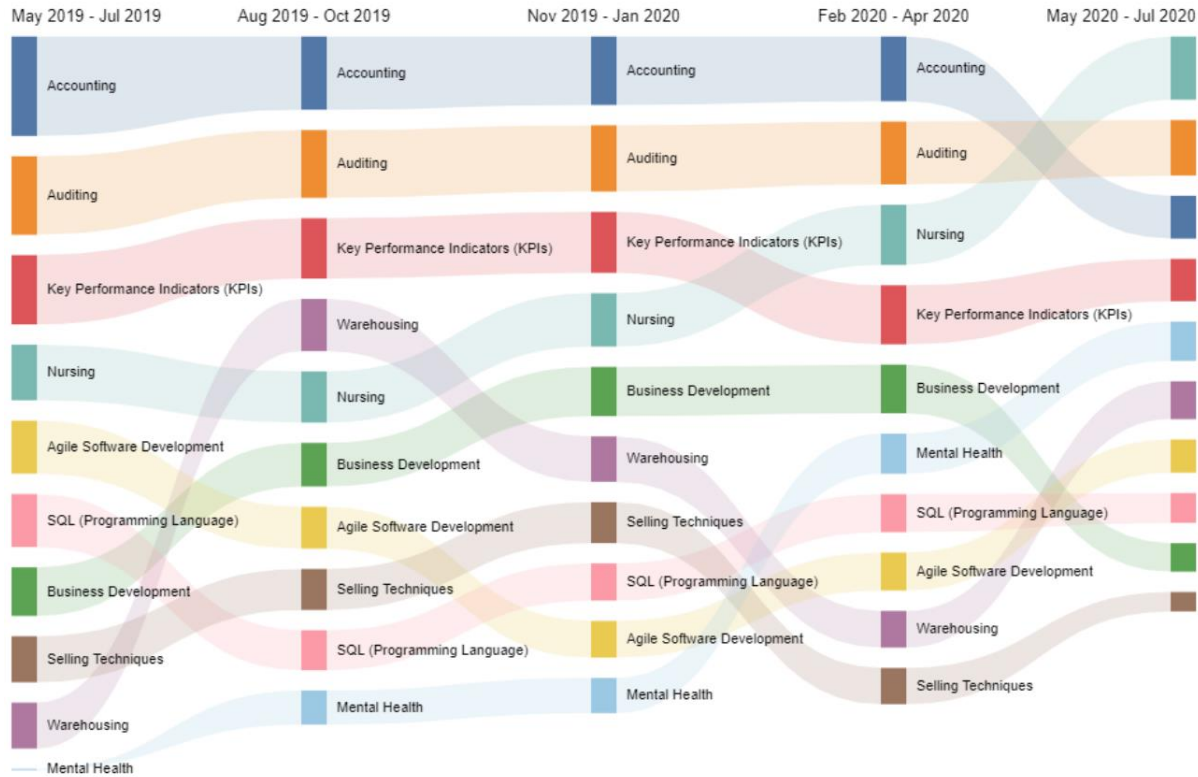
- Book-keepers, payroll managers and wages clerks
- Chartered and certified accountants
- Sales and retail assistants

Each of these occupational areas grew by more than 2,000 jobs in this period.

Change in Job Numbers 2014-2019 (4 digit SOC)				
	2014 Jobs	2019 Jobs	Change	% Change
Book-keepers, payroll managers and wages clerks	8,755	13,489	4,734	54%
Chartered and certified accountants	3,525	6,651	3,126	89%
Sales and retail assistants	20,601	22,700	2,099	10%
Cleaners and domestics	9,553	11,485	1,932	20%
Elementary storage occupations	10,003	11,630	1,627	16%
Other administrative occupations n.e.c.	11,108	12,250	1,142	10%
Sales accounts and business development managers	7,948	9,069	1,121	14%
Taxation experts	801	1,807	1,006	126%

Source: EMSI Analyst

Employer demand for skills in Nursing and Warehousing and, to a lesser extent, in Accounting and SQL is higher in C&W



The chart above, from EMSI, illustrates the demand for skills by employers, over time, in Cheshire and Warrington as expressed in online job postings. The impact of the pandemic is clear both in the overall decline in the demand for labour when comparing May-July 2020 with May-July 2019; and also in the relative ranking of skills sought – for example the requirement for Nursing skills moving from fourth to first in this time period.

Top 'Hard Skills' Sought by Cheshire and Warrington Employers		
Top Hard Skills	Unique Postings	National Average
Accounting	11,482	11,033
Auditing	11,105	11,498
Key Performance Indicators (KPIs)	10,055	8,696
Nursing	8,944	7,052
Warehousing	8,019	6,031
Business Development	6,996	8,215
Selling Techniques	6,611	6,447
Agile Software Development	6,601	8,130
SQL (Programming Language)	6,506	6,002
Forecasting	5,888	5,716

Source: EMSI Analyst

The Table above sets out the top 'hard' skills sought by employers in job postings in Cheshire and Warrington. The demand for skills in Nursing and Warehousing and, to a lesser extent in Accounting and SQL are higher than might be expected if demand in Cheshire and Warrington were to mirror the national picture.

There are labour market failures where partners can take action

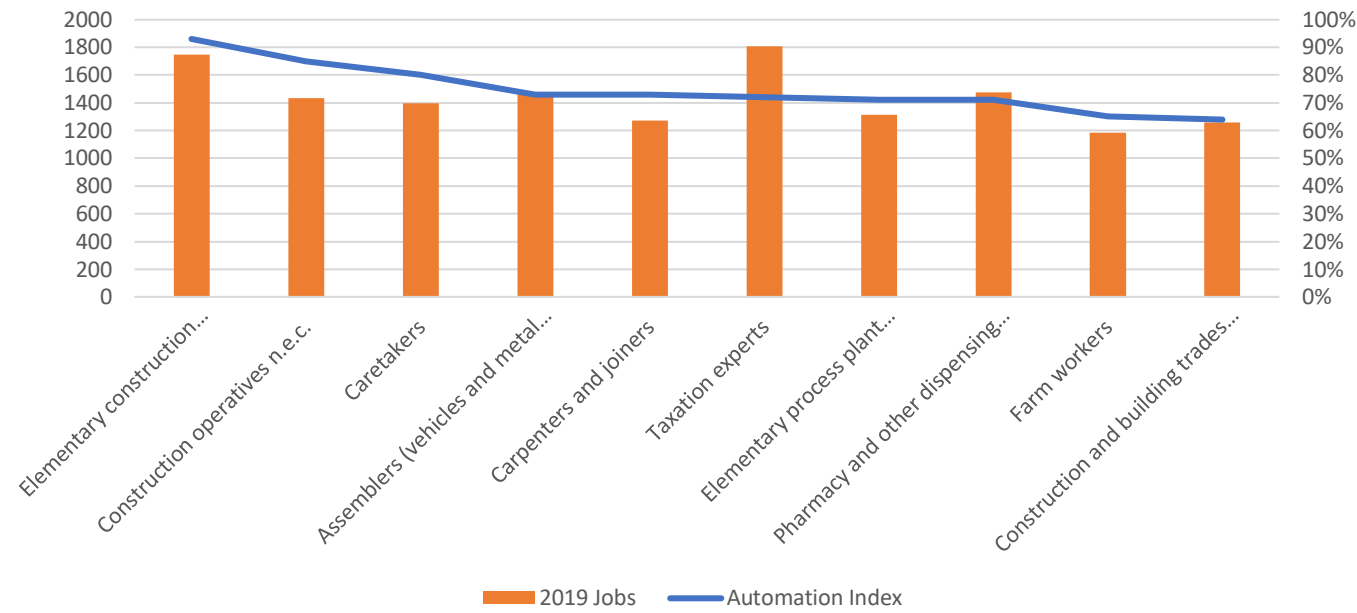
The table opposite sets out the 4-digit soc occupations which have had the highest 'average posting intensity' for vacancies between 2016 and 2020. For those roles with a high posting intensity and high current volumes, this suggests a market failure in the labour market that skills and employment partners should consider developing interventions to address. These interventions will vary from intensive vacancy-focussed support to individuals to longer-term high-level skills programmes. On this basis, the following occupational areas should be considered priorities for action by skills and employment partners:

- Managers and directors in storage and warehousing
- Programmers and software development professionals
- IT business analysts, architects and systems designers
- Web design and development professionals
- Quantity surveyors
- IT user support technicians
- Book-keepers, payroll managers and wages clerks
- Customer service occupations n.e.c.

Hard to fill Vacancies (4-digit SOC Occupations) in Cheshire and Warrington, 2016-2020				
Occupation	Avg. Posting Intensity (Jan 2016 - Aug 2020)	Latest 30 Days Unique Postings (Active)	Latest 30 Days Unique Postings % Change (Active)	Median Annual Wages
Caretakers	11 : 1	53	83%	20384
Managers and directors in storage and warehousing	10 : 1	278	13%	27747
Restaurant and catering establishment managers and proprietors	8 : 1	34	0%	23296
Programmers and software development professionals	8 : 1	898	10%	43555
Other skilled trades n.e.c.	8 : 1	10	-17%	23587
Travel agents	8 : 1	19	19%	19365
IT business analysts, architects and systems designers	7 : 1	167	-2%	44907
Web design and development professionals	7 : 1	364	9%	32406
Quantity surveyors	7 : 1	199	9%	45448
IT user support technicians	7 : 1	171	-1%	29120
Credit controllers	7 : 1	64	-25%	23816
Book-keepers, payroll managers and wages clerks	7 : 1	795	5%	25730
IT engineers	7 : 1	62	5%	31782
Customer service occupations n.e.c.	7 : 1	266	26%	20738
School midday and crossing patrol occupations	7 : 1	53	56%	18720
<i>Source: EMSI Analyst (excludes occupations with fewer than 300 unique postings)</i>				

Automation will threaten some existing occupations and will leave some occupations largely untouched

Main Occupations in C&W at Risk of Automation



The table opposite provides information on the top 10 4-digit SOC occupation types that employ more than 1,000 people in Cheshire and Warrington that can be considered at greatest risk from automation as measured by EMSI’s Automation Index. The three most ‘at risk’ occupations are:

- Elementary construction occupations
- Construction operatives n.e.c.
- Caretakers

Main Occupations in Cheshire and Warrington Least at Risk from Automation		
	Automation Index	2019 Jobs
Construction project managers and related professionals	0%	1175
Production managers and directors in construction	0%	1988
Legal associate professionals	1%	1161
Financial institution managers and directors	1%	1547
Mechanical engineers	1%	1100
Design and development engineers	2%	1571
Quality assurance and regulatory professionals	2%	1326
Business and related associate professionals n.e.c.	2%	1912
Production and process engineers	2%	1653
Managers and directors in transport and distribution	2%	1240
Teaching and other educational professionals n.e.c.	2%	1525
IT user support technicians	2%	1429

By contrast, the table opposite provides information about those 4-digit SOC occupations that are at least risk of automation as measured by EMSI’s Automation Index.

The Cheshire and Warrington labour market is forecast to experience significant levels of replacement demand to 2027

2017-2027 % Replacement Demand in C&W by 2-digit SOC



The chart below presents information on the percentage of the current workforce in each 2-digit occupation it is forecast will need to be replaced because of replacement demand in that occupation. Levels of replacement demand are expected to vary significantly for different occupations, ranging from 22% to 42%. Occupational areas that are expected to experience replacement demand more than 35% are:

- Caring personal service occupations
- Other managers and proprietors
- Health professionals
- Corporate managers and directors
- Business, media and public service professionals
- Teaching and educational professionals
- Transport and mobile machine drivers and operatives

Only the last of these is exposed to high risk of automation.

Example Occupational and Industrial Profiles

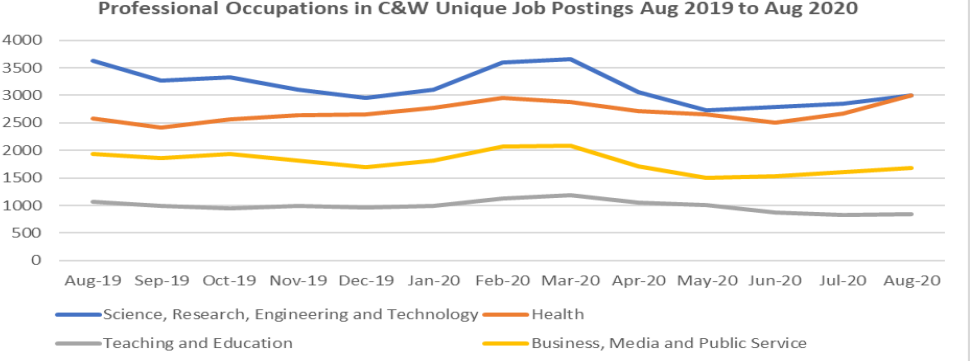
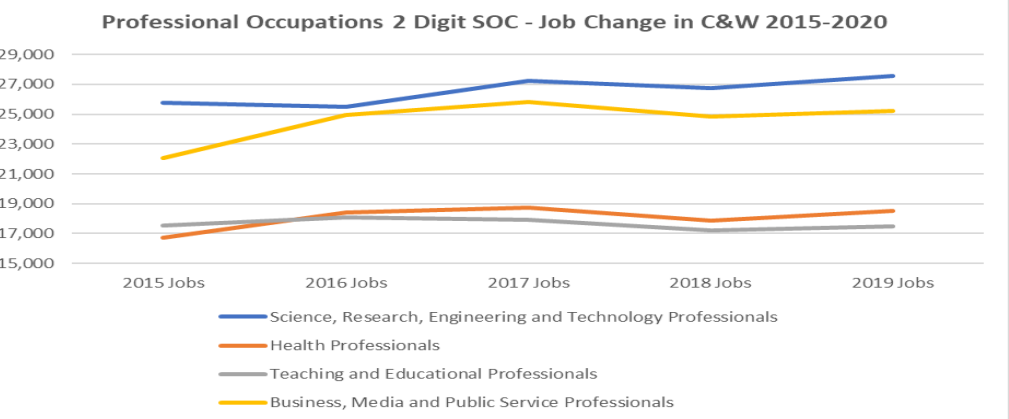
Nine Occupational Profiles (1-digit SOC/2- digit SOC)

Professional Occupations in C&W Key Data					
Description	2015 - 2020 % Change	Automation Index	2020 Location Quotient	2020 Jobs	Median Wages
Science, Research, Engineering and Technology Professionals	8%	2.5%	1.08	27,778	£43,348.16
Health Professionals	11%	8.2%	0.88	18,581	£42,672.28
Teaching and Educational Professionals	(1%)	5.7%	0.79	17,447	£47,748.03
Business, Media and Public Service Professionals	16%	10.0%	1.02	25,540	£41,024.36

Source: EMSI Analyst

Average Posting Intensity (Jan 2016 - Dec 2019) for Professional Occupations in C&W	
Science, Research, Engineering and Technology Professionals	6 : 1
Health Professionals	5 : 1
Teaching and Educational Professionals	4 : 1
Business, Media and Public Service Professionals	5 : 1
Total Across All Occupations	5 : 1

Source: EMSI Analyst



Industries that Employ Professional Occupations in Cheshire and Warrington				
	Occupation Group Jobs in Industry (2020)	% Change (2015 - 2020)	% of Occupation Group in Industry (2019)	% of Total Jobs in Industry (2019)
Hospital activities	12,926	17%	14.4%	53.5%
Computer programming, consultancy and related activities	7,254	(2%)	8.2%	60.2%
Primary education	6,702	(6%)	7.6%	43.4%
Secondary education	6,553	(0%)	7.4%	54.5%
Accounting, bookkeeping and auditing activities; tax consultancy	6,330	117%	6.8%	26.4%
Architectural and engineering activities and related technical consultancy	5,825	31%	6.4%	45.4%
Management consultancy activities	3,250	40%	3.5%	30.6%
Research and experimental development on natural sciences and engineering	2,645	83%	2.9%	58.3%
Temporary employment agency activities	2,404	(13%)	2.8%	20.0%
Other human health activities	1,973	14%	2.2%	46.4%

Source: EMSI Analyst

Professional Occupations Hard to Fill Vacancies 2016-2020		
Occupation	Avg. Posting Intensity (Jan 2016 - Aug 2020)	Median Annual Wages
Programmers and software development professionals	8 : 1	43555
IT business analysts, architects and systems designers	7 : 1	44907
Web design and development professionals	7 : 1	32406
Quantity surveyors	7 : 1	45448
Design and development engineers	6 : 1	44886
Production and process engineers	6 : 1	45011
Information technology and telecommunications professionals n.e.c.	6 : 1	41746
Nurses	6 : 1	38563
Chartered and certified accountants	6 : 1	42494
Management consultants and business analysts	6 : 1	37190

Source: EMSI Analyst (excludes occupational areas with fewer than 1,000 postings)

Replacement and Growth Demand in Professional Occupations in C&W 2017-2027			
	Growth Demand	Replacement Demand	Overall
Science, research, engineering and technology professionals	3	8	10
Health professionals	3	7	10
Teaching and educational professionals	3	9	11
Business, media and public service professionals	4	10	13

Source: Working Futures 2017-2027, LEP Tables, IER

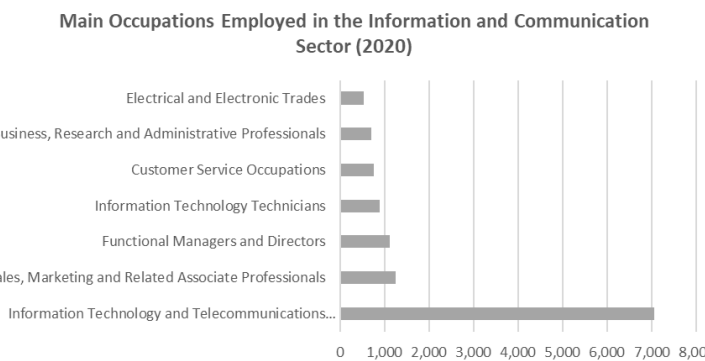
Profiles include:

- ✓ Key Occupational Sector Data
- ✓ Job Change
- ✓ Industries that employ the occupation
- ✓ Recruitment data
- ✓ Recent and Current Demand
- ✓ Hard to Fill Vacancies
- ✓ Future Replacement Demand

Thirteen Industry Sector Profiles (1-digit SIC/2-digit SIC)

Employment Change in the ICT Sector 2015-2020				
	2015 Jobs	2020 Jobs	Change	% Change
Cheshire and Warrington	19,106	16,939	(2,167)	(11.3%)
Cheshire West and Chester	4,935	4,612	(323)	(6.5%)
Cheshire East	8,161	7,950	(211)	(2.6%)
Warrington	6,010	4,377	(1,633)	(27.2%)
England	1,107,012	1,211,446	104,434	9.4%

Source: EMSI Abnalyst

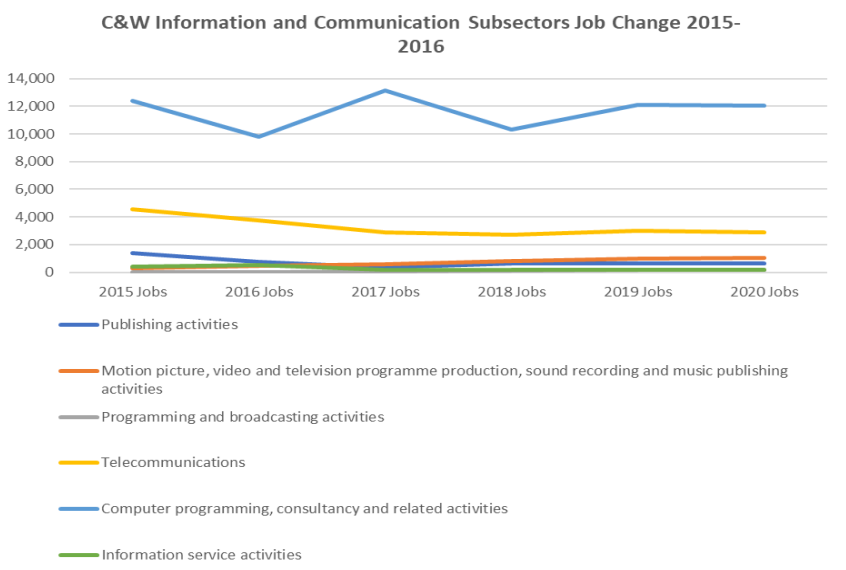
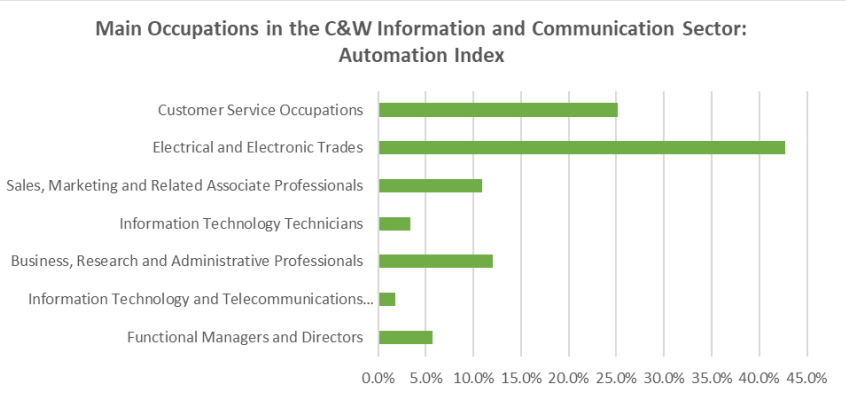
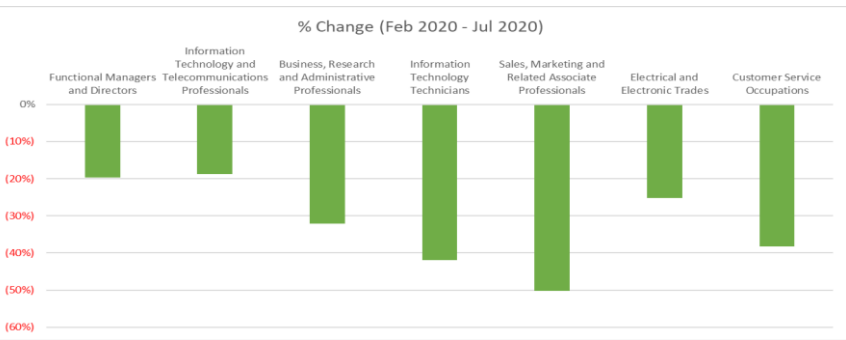


C&W Main Occupations in the Information and Communication Sector – Key Data					
Occupation	Employed in Industry (2020)	Change (2015 - 2020)	% Change (2015 - 2020)	% of Total Jobs in Industry (2019)	Median Hourly Wages
Information Technology and Telecommunications Professionals	7,067	(365)	(5%)	41.6%	£21.16
Sales, Marketing and Related Associate Professionals	1,249	(294)	(19%)	7.4%	£16.99
Functional Managers and Directors	1,124	(80)	(7%)	6.6%	£27.23
Information Technology Technicians	899	(102)	(10%)	5.3%	£14.76
Customer Service Occupations	758	(205)	(21%)	4.5%	£10.11
Business, Research and Administrative Professionals	705	(115)	(14%)	4.2%	£20.53
Electrical and Electronic Trades	538	(217)	(29%)	3.2%	£15.44

Source: EMSI Analyst

C&W Information and Communication Subsectors Key Data				
Subsector	Avg. Wages Per Job	2020 LQ	2019 Establishments	2020 Jobs
Publishing activities	£33,182	0.32	141	623
Motion picture, video and television programme production, sound recording and music publishing activities	£26,120	0.55	176	1,032
Programming and broadcasting activities	£25,013	0.24	23	165
Telecommunications	£36,367	0.88	191	2,911
Computer programming, consultancy and related activities	£39,054	0.94	2,746	12,031
Information service activities	£29,174	0.13	128	177

Source: EMSI Analyst



Profiles include:

- ✓ Employment Change
- ✓ Main Occupations data
- ✓ Subsectors Key data and job change
- ✓ Exposure to Automation
- ✓ Location of Employment

LSOAs with more than 20 Jobs in the Information and Communication Sector in C&W

