

SAFE WELL PROSPEROUS CONNECTED

North Lincolnshire Labour Market Briefing

January 2023

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Overview

This briefing provides an overview of North Lincolnshire's labour market.

The effects of the coronavirus pandemic is clearly still having a serious effect on the UK economy. Households, businesses, employees and the self-employed are having to continuously adapt through these challenging times. Measuring this impact is problematic, particularly due to the gaps between gathering statistics and publishing their findings. All data within this report are from the latest published figures unless otherwise stated, and therefore do not always reflect the current coronavirus labour market effects.

This report includes information about the working age population, employed and unemployed people and qualifications gathered from the Annual Population Survey (APS). The APS is a continuous household survey, providing information on important social and socio-economic variables at local authority level. Although the sample size is considerable the APS may be subject to sampling errors. The latest population data update has caused a revision to this data which is reflected in this report.

Also included in this briefing is claimant count data (Nomis); job vacancy data (EMSI); industry sector breakdown (BRES); earnings and hours data from the Annual Survey of Hours and Earnings (ASHE). Furloughed employees (GOV.UK), self-employment support data (SEISS) (GOV.UK) and Business and Insights survey data (BICS) is discontinued, however the latest data remains included in this report.

Throughout the document, where available, comparisons have been to the region (Yorkshire and Humber), England and the Greater Lincolnshire Local Enterprise Partnership area. The Greater Lincolnshire area includes the following local authorities taken collectively: North Lincolnshire, North East Lincolnshire, Lincoln, West Lindsey, East Lindsey, Boston, North Kesteven, South Kesteven and South Holland. It does not include the area of Rutland which officially joined the Greater Lincolnshire LEP region in May 2020.

Headline Statistics

- North Lincolnshire employment rate increased by 0.9 percentage points since the last quarter.
- 69,600 people are in employment in North Lincolnshire, a rate of 77.6%, higher than the regional average of 74.5% and the national average of 75.8%.
- North Lincolnshire self-employment rate at 14.1% is now back above the national average of 12.5%.
- Job postings in September 2022 were up 36.6% on December 2021.
- In December 2022 there was high demand again for support workers.
- The North Lincolnshire ratio of claimants to job vacancies has remained at 1.1 in December 2022. It has fallen from a high of 6.6 in May 2020.
- The manufacturing sector employs 24.1% of all in employment in North Lincolnshire, over triple the national figure of 7.3%.
- The percentage employed in higher income occupations, deemed as highly skilled in North Lincolnshire is considerably lower than the regional and national averages (53.0% compared to 57.5% regionally and 60.6% nationally).
- North Lincolnshire has a high level of skilled trades and process, plant & machine operatives compared to regionally and nationally.
- The median gross weekly pay for North Lincolnshire workers was £511.90 in April 2022, up 25.4% from the 2016 baseline figure of £408.30.
- Female workers saw an increase in earnings of 41.9% from 2016, male full-time workers saw an increase of 12.5% over the same period.
- North Lincolnshire's working age population qualified to NVQ4 have increased from 21.1% in 2011 to 31.3% in 2021 but remains considerably lower than the Yorkshire and the Humber (38%) and England (43.1%).
- Trade apprenticeships are down from 4.4% in 2011 to 2.9% in 2021. This rate, however, remains slightly higher than the England rate of 2.7%.
- North Lincolnshire unemployment remains at 1.6% in September 2022, noticeably below the regional and the national rates of 3.7% and 3.8%.
- The number of claimants in North Lincolnshire has increased by 85 from the previous month and currently stands at 3,615 in December 2022.
- The North Lincolnshire claimant count rate at 3.5% remains lower than the regional and national rates of 4.0% and 3.8%.
- The economic inactivity rate in North Lincolnshire has declined by -0.8 percentage points during current quarter.
- The economic inactivity rate of 21.2% mirrors the national average and is below the regional rate of 22.6%.

Strengths	Challenges
North Lincolnshire employment rate has seen a significant rise in recent quarters and is now higher than the regional and national averages.	
Self-employment rate risen above England average once more.	
North Lincolnshire has a high level of skilled trades and process, plant & machine operatives compared to regionally and nationally.	The percentage employed in highly skilled occupations in North Lincolnshire is considerably lower than the regional and national averages.
	Residents qualified to NVQ4 remain considerably below regional and national rates and have fallen since the previous year.
	Trade apprenticeships are down from 4.4% in 2011 to 2.9% in 2021.
With an established history, manufacturing plays an important role in North Lincolnshire, with a higher-than-average employment rate.	
North Lincolnshire unemployment noticeably below regional and national rates.	
The North Lincolnshire claimant count rate remains lower than the regional and national rates.	The North Lincolnshire claimant count rate for young people (18-24-year-olds) remains higher than the regional and national rates.
North Lincolnshire economically inactive rate mirrors the national average.	High number of economically inactive 'retired' residents, and low number of economically inactive 'students'.
In 2022, the Median gross weekly pay for full-time workers in North Lincolnshire was 7.8% higher than the previous year and higher than the regional amount.	The North Lincolnshire gender pay gap has increased significantly over the last 12 months and is now higher than the national gender pay gap.

Working Age Population

The working age population (age 16-64) is made up of three groups, the employed, unemployed and economically inactive. Everyone of working age falls into one of these categories but nobody can fall within more than one category at the same time. The economically active are those people who are either in employment or unemployed and actively seeking employment. The chart below shows the breakdown of the North Lincolnshire working age population.

Figure 1 - Working Age Population Table

Working Age Population					
	North Lincolnshire		Greater Lincolnshire	Yorkshire and The Humber	England
Employment Rate	69,600	77.6	74.4	74.5	75.8
Unemployment Rate	1,100	1.6	2.7	3.7	3.8
Economically Inactive	19,000	21.2	23.5	22.6	21.2

Source: Nomis, Annual Population Survey (Sept-2022)

Employment

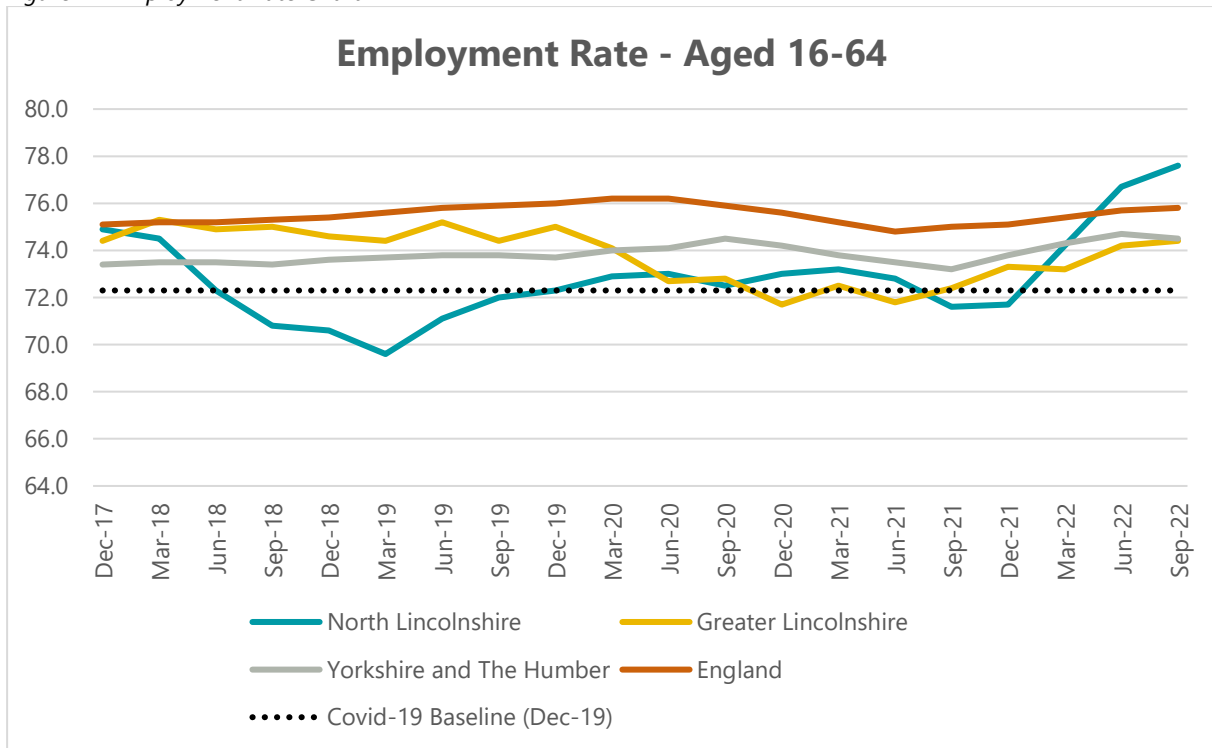
Anyone doing one hour or more of paid work per week is defined as being employed and is counted in the employment figures. This includes people on Government supported training programmes if they are engaging in any form of work, work experience or work-related training. People working without pay (for example volunteers in charity shops) are not included in the employment figures. The employment rate is the number of people in employment aged 16-64 expressed as a percentage of all working age people.

The North Lincolnshire employment rate has fluctuated but overall, in recent years, has been on an upward trajectory, although remaining below regional and national rates. However latest data shows that the North Lincolnshire rate now exceeds the average trends.

There are now 69,600 people in employment, equating to an employment rate of 77.6%, noticeably higher than the Greater Lincolnshire LEP at 74.4%, the region at 74.5% and England at 75.8%. The North Lincolnshire employment rate has increased by 0.9 percentage points on the last quarter. This is a much higher increase in employment than seen for Greater Lincolnshire (0.2), Yorkshire and The Humber (-0.2) and England (0.1) during the same quarter.

CAVEAT: Please note although the Employment rate has apparently gone up this period (mainly in the male rate +5%). The actual people employed has gone down in physical numbers. The main cause of this anomaly is the denominator (number of working population total divided by), the Census 2021 release shows a drop in the North Lincolnshire population from previous mid-Year estimates. This has artificially driven up the percentage figure.

Figure 2 - Employment Rate Chart



Source: Nomis, Annual Population Survey (Sept-2022)

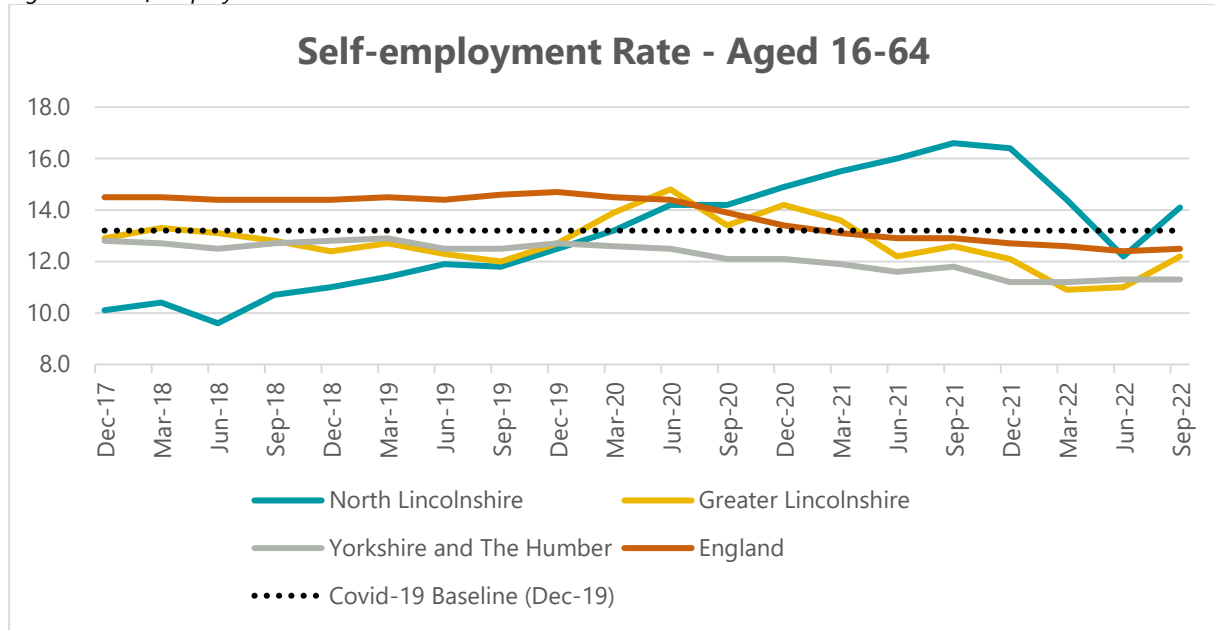
Higher than average employment rate due to recent upward trend.

Self-Employment

Some research has suggested that those who are self-employed may be more at risk of economic impact owing to the COVID-19 Pandemic. Reasons put forward for this include a lack of employment protection rights and “firm-specific” skills which large organisations may be keen to retain within its workforce. Research undertaken by the Enterprise Research Centre, for example, concludes that 22% of the self-employed are in sectors most at risk of loss of earnings. This would result in the loss of all the UK growth in self-employment activity evidenced since the 2008 financial crash. Furthermore, the probabilities of being at risk of losing one’s livelihood is twice as high as those in paid employment (ERC, April 2020).

The North Lincolnshire self-employment rate has been rising over recent years. In September 2020 the rate climbed above the Greater Lincolnshire LEP, regional and national rates following years of being considerably below average. However, the North Lincolnshire self-employment rate began decreasing rapidly in recent quarters, falling back below the national rate in the last quarter (June 2022). Latest data, September 2022, shows another increase resulting in overtaking England once again. The North Lincolnshire self-employment rate now stands at 14.1% compared to 12.2% in Greater Lincolnshire, 11.3% in Yorkshire and The Humber and 12.5% in England.

Figure 3 - Self Employed Chart



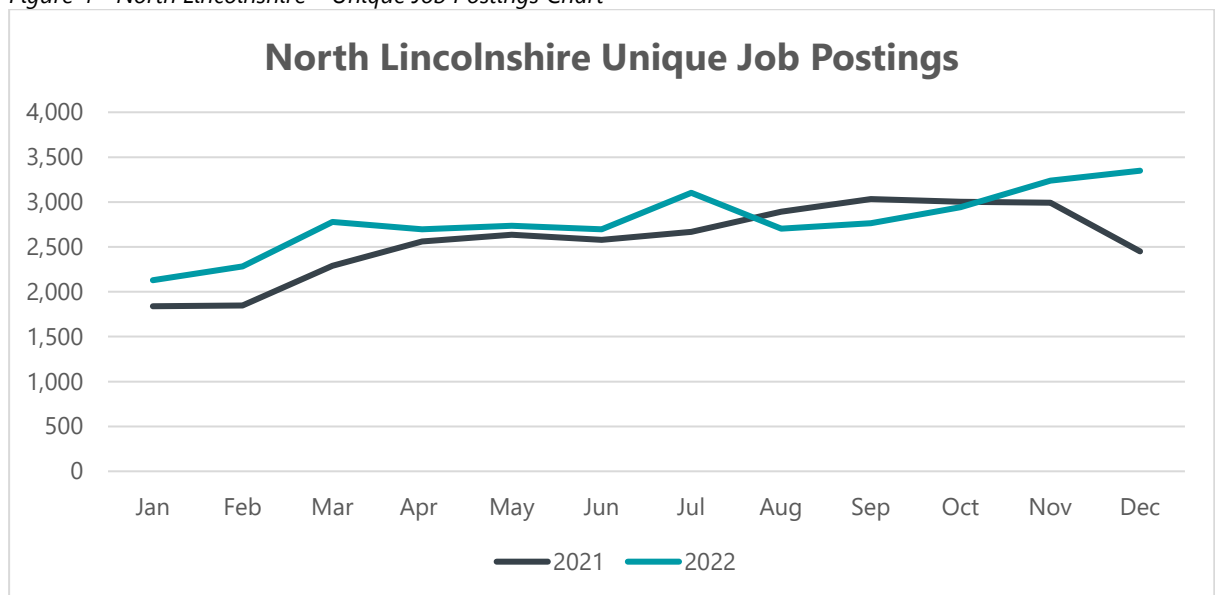
Source: Nomis, Annual Population Survey (September-2022)

Self-employment locally risen above the national rate once again.

Job Opportunity

North Lincolnshire Council use a licence to Lightcast [nee EMSI] data, to provide latest information on job postings in the area. Reviewing the number of job postings from January 2021 to December 2022 we can see that the number of unique job postings has been unstable, and in August dropped below the previous year. However, the latest data for December 2022 shows 3,349 job postings, an increase of 36.6% compared to the same period last year of 2,451.

Figure 4 - North Lincolnshire – Unique Job Postings Chart



Source: EMSI (December-2022)

Job postings during December were 36.6% higher than the previous December (2021).

Figure 5 - Full Time – Unique Job Postings Chart

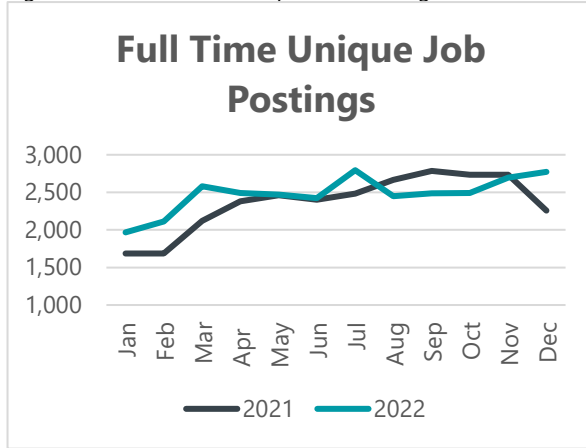


Figure 6 - Part Time – Unique Job Postings Chart

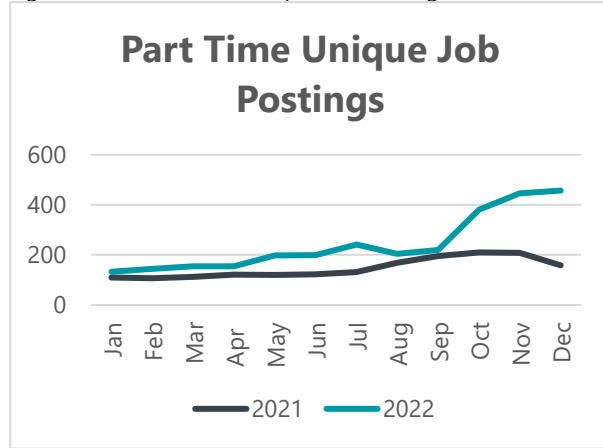
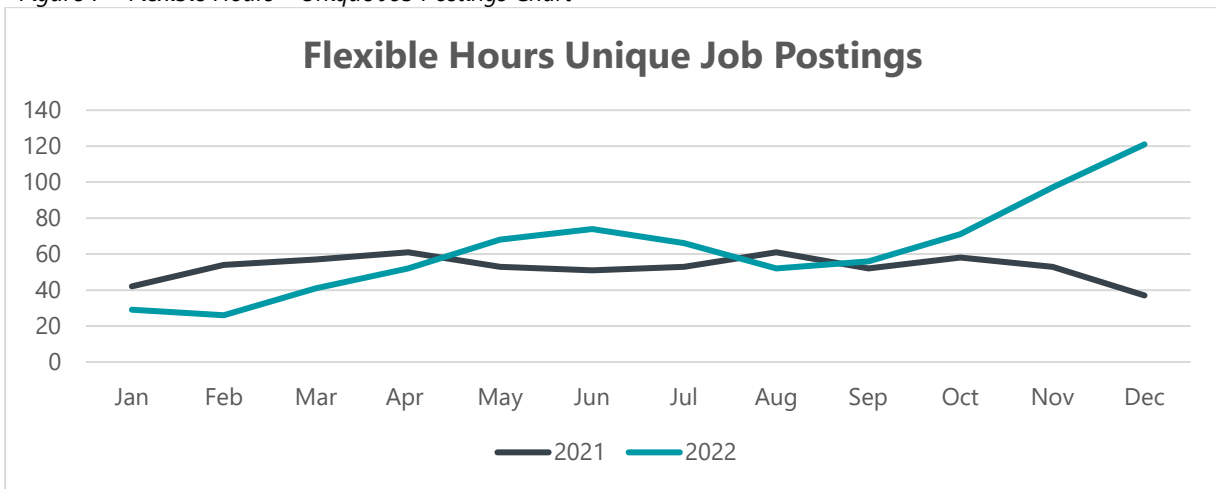


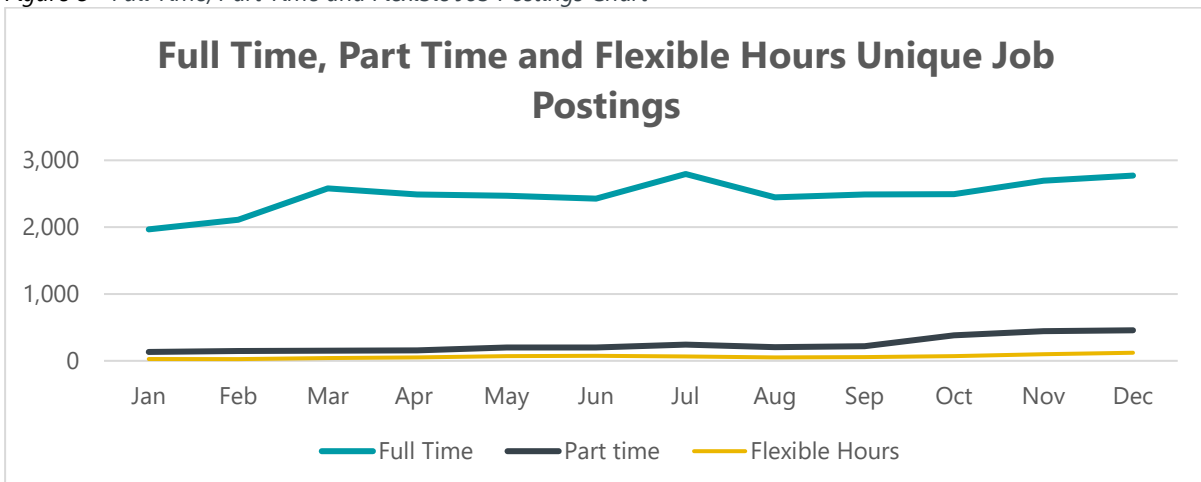
Figure 7 – Flexible Hours – Unique Job Postings Chart



Source: EMSI (December-2022)

Full time job postings in North Lincolnshire have increased by 22.9% over the 12-month period to a total of 2,771 in December 2022, whilst part time and flexible hours jobs in North Lincolnshire have both increased significantly by 187.4% (457 vacancies) 227% (121 vacancies) respectively. Although the increases are considerably higher for part time and flexible hours jobs, the number of opportunities available is still much lower than full time vacancies.

Figure 8 - Full Time, Part Time and Flexible Job Postings Chart



Source: EMSI (December-2022)

The latest job postings show a high demand for support workers again in December 2022 with 101 job opportunities, an increase of 4% from the previous month. There has also been a high amount of job adverts for teaching assistants with 59 job postings, although this is a monthly decrease of -8%. Administrators job vacancies have seen a large increase of 29% (34 total postings) whilst cleaners have seen a large decrease of -18% (39 total postings).

Figure 9 - Unique Posting – by Job Title Table

Job Title	Unique Postings from Nov 2022 – Dec 2022	% Change (Nov 2022 – Dec 2022)
Support Workers	101	4%
Teaching Assistants	59	-8%
Health Care Assistants	41	7%
Warehouse Operatives	41	-9%
Cleaners	39	-18%
Production Operatives	38	7%
Primary Teachers	36	-4%
Care Assistants	35	22%
Administrators	34	29%
Kitchen Assistants	26	12%

Source: EMSI (December-2022)

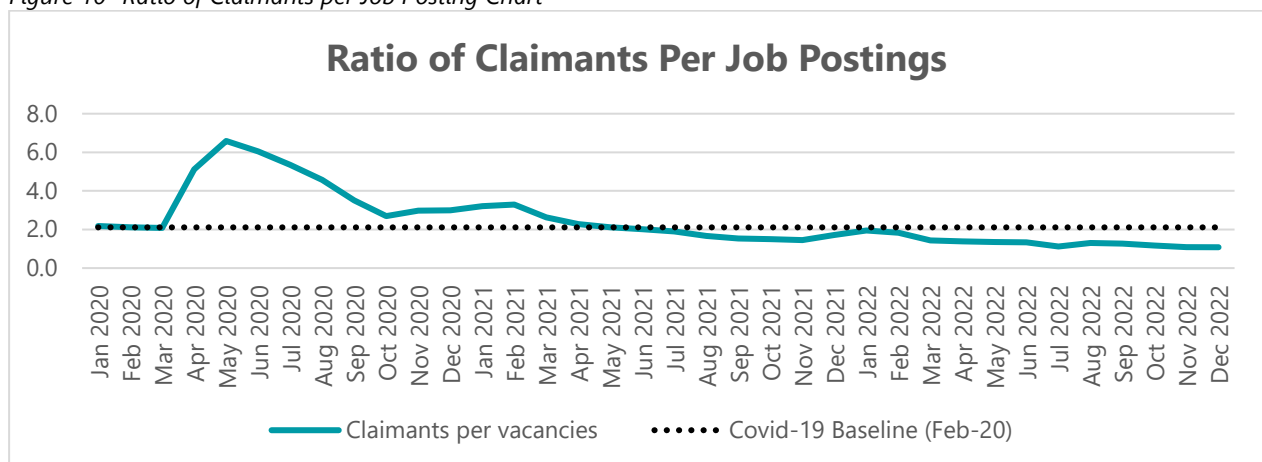
High demand for support workers, large increase of administrators and decrease of cleaners.

Ratio of Claimants to Job Vacancies

In February 2020, prior to Covid-19 pandemic lockdown measures, the ratio of claimants to job vacancies was 2.1 (over double the number of claimants than job vacancies). During the nearly 2-year Covid-19 period there were over 6 claimants for each vacancy posted (peaked May 2020) - the highest level at 6.6.

Latest data shows, the North Lincolnshire ratio of claimants to job vacancies has fallen significantly to 1.1 in December 2022. There are currently an estimated 3,349 job vacancies posted in North Lincolnshire, this compares to 3,615 people claiming unemployment-related benefit support (claimant count).

Figure 10 -Ratio of Claimants per Job Posting Chart



Source: EMSI (December-2022) & Nomis: Claimant count by sex and age (December-2022)

The North Lincolnshire ratio of claimants to job vacancies has fallen from 6.6 in May 2020 to 1.1 in December 2022.

Employment by Industry

Business Register and Employment Survey (BRES) data is the official source of employee and employment estimates by detailed geography and industry, and therefore has been used for the purpose of this report. Employment data is the number of employees added to the number of working owners (for example, sole proprietors and partners). However, BRES does not cover the very small businesses registered for neither VAT nor PAYE, which make up a small part of the economy. As a result, there is a difference between the BRES UK estimate of employment and the estimate from the ONS workforce jobs series.

Manufacturing has been identified as a key sector in North Lincolnshire and is a significantly more important employment sector when compared to both regional and national profiles. The manufacturing sector is diverse, comprising a wide-ranging number of different industries, technologies and activities. The manufacturing sector in North Lincolnshire has an established history and plays a significant role in the area. The number of North Lincolnshire residents employed in the manufacturing sector has increased from 18,000 in 2020 to 19,000 people in 2021. This sector remains North Lincolnshire's largest sector for employment, with 24.1% of all people in employment, considerably higher than the Greater Lincolnshire LEP at 14.2% and the regional and national rates of 11.5% and 7.3%.

The Transportation and storage sector is an essential part of the economy, both in North Lincolnshire and in the rest of the UK. Our economy is highly dependent upon effective transport and North Lincolnshire is well situated for any logistics business due to our direct access to the strategic road network and close proximity to the South Humber ports. The amount of North Lincolnshire Residents employed in the transport & storage sector has increased by 1,000 people over the twelve-month period from 2020 to 2021 and employs 10.1% (8,000) of all people in employment, higher than the Greater Lincolnshire LEP at 6.0%, regionally at 5.6% and nationally with 5.2%.

The construction sector is another key indicator of the state of the economy. A modern, competitive and efficient construction industry is essential to economic prosperity locally, regionally and nationally. The construction sector has been a significant engine of growth following previous economic downturns; however, it has been affected disproportionately since the recession of 2008. The number of people employed in the North Lincolnshire construction sector recovered over the period 2015 to 2016, however dropped significantly from 2016 to 2018 from 8.2% to 6.4%, possibly due the uncertainty at the time over the future of Scunthorpe's British Steel. Latest data shows that the amount of North Lincolnshire residents employed in the construction sector has remained at 6,000 people over the twelve-month period from 2020 to 2021 and employs 7.6% of all people in employment. Although this is a decline of 0.3 percentage points, the employment rate remains significantly higher than the Greater Lincolnshire LEP with 5.2%, regionally with 4.6% and nationally with 4.9%.

Two of the broad industry groups; professional, scientific & technical (3.2%) and information and communication (0.8%) are under-represented in North Lincolnshire when compared to the regional and national averages.

Figure 11 - Employment by Industry Table

% of all in employment aged 16-64 by Broad Industry Group							
	North Lincolnshire				Greater Lincolnshire	Yorkshire and The Humber	England
	2020		2021		2021	2021	2021
	Number	%	Number	%	%	%	%
Agriculture, forestry and fishing	1,750	2.3	1,500	1.9	3.8	1.5	1.3
Mining and quarrying	200	0.3	150	0.2	0.2	0.1	0.1
Manufacturing	18,000	23.7	19,000	24.1	14.2	11.5	7.3
Electricity, gas and steam	400	0.5	225	0.3	0.3	0.3	0.4
Water supply; sewerage and waste	800	1.1	500	0.6	0.9	0.7	0.7
Construction	6,000	7.9	6,000	7.6	5.2	4.6	4.9
Wholesale, retail and motor trades	10,000	13.2	10,000	12.7	16.0	13.5	14.4
Transportation and storage	7,000	9.2	8,000	10.1	6.0	5.6	5.2
Accommodation and food services	3,500	4.6	4,500	5.7	7.5	7.2	7.4
Information and communication	500	0.7	600	0.8	1.7	3.1	4.5
Financial and insurance activities	450	0.6	450	0.6	0.8	2.7	3.6
Real estate activities	800	1.1	800	1.0	1.2	1.6	2.0
Professional, scientific and technical	3,000	3.9	2,500	3.2	4.6	6.5	9.3
Administrative and support services	5,000	6.6	4,500	5.7	7.5	8.7	8.9
Public administration and defence	2,500	3.3	2,500	3.2	3.3	4.5	4.1
Education	5,000	6.6	6,000	7.6	8.1	9.4	8.5
Human health and social work	9,000	11.8	10,000	12.7	14.4	14.4	13.1
Arts, entertainment and recreation	1,250	1.6	1,250	1.6	2.3	2.1	2.3
Other service activities	900	1.2	1,500	1.9	1.9	2.1	2.0

Source: Nomis, Business Register and Employment Survey: open access (2021)

North Lincolnshire boasts a strong manufacturing sector.

Employment by Role

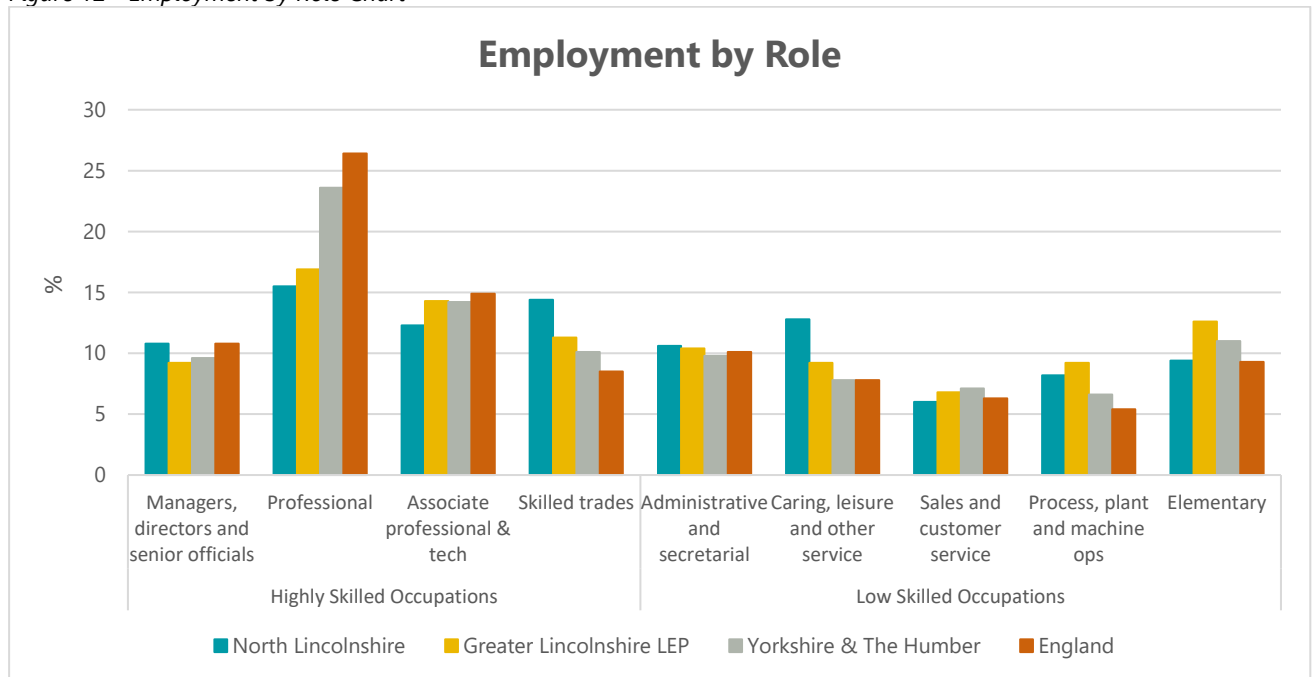
The Employment by Role chart below includes all in employment aged 16+. It highlights the differences in occupational roles locally, regionally, and nationally. The percentage of those employed in higher income occupations, deemed as highly skilled (managers and senior officials, professionals, associate professionals and technical occupations and skilled trade occupations) in North Lincolnshire is considerably lower than the regional and national averages (53.0% compared to 57.5% regionally and 60.6% nationally).

Conversely, when broken down to individual roles, North Lincolnshire have a higher proportion of people employed in skilled trades and process plant and machine operative roles, illustrating

North Lincolnshire’s strong industrial base, with 14.4% of North Lincolnshire’ workforce is employed in skilled trades, compared to 10.1% regionally and 8.5% nationally. A further 8.2% of the workforce is employed in process plant and machine operative roles, compared to 6.6% regionally and 5.4% nationally.

Professional occupations employ a significantly low percentage of people in North Lincolnshire, with 15.5% of people employed in this role compared to Yorkshire and The Humber (23.6%) and the national average (26.4%). Professional occupations typically attach a higher income.

Figure 12 - Employment by Role Chart



Source: Nomis, Annual Population Survey (Sept-2022)

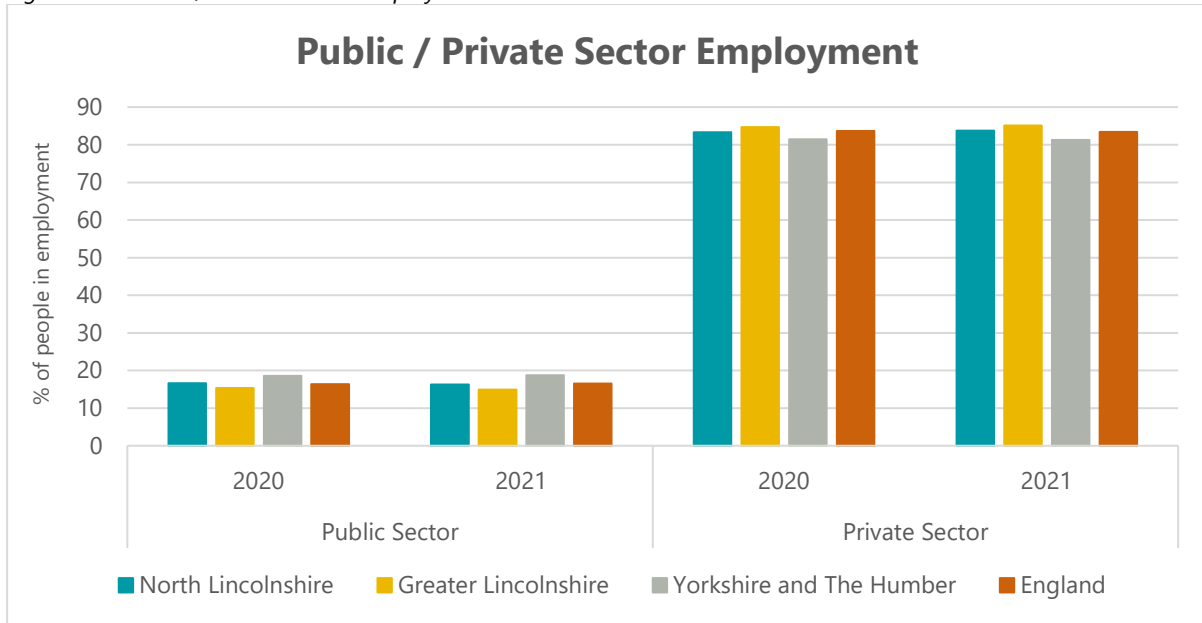
High level of skilled trade workers and caring leisure and other services.

Public/Private Sector Employment

The public sector comprises central government, local government and public corporations as defined for the UK National Accounts, and individuals are classified to the public sector dependent on the legal status of the organisation that they work for. Comparisons of all in employment in public and private sectors over time have been complicated by several major reclassifications where bodies employing large numbers of people have moved between the public and private sectors.

Public sector employment has seen an increase of 294 public sector workers in North Lincolnshire between 2020 and 2021, and now stands at 16.2% (12,908 people) of all people in employment. However, this is a decrease of 0.5 percentage points during the 12-month period. This compares to the Greater Lincolnshire LEP with 14.9%, regionally with 18.8% and nationally with 16.6%.

Figure 13 - Public / Private Sector Employment Chart



Source: Nomis, Business Register and Employment Survey (2021)

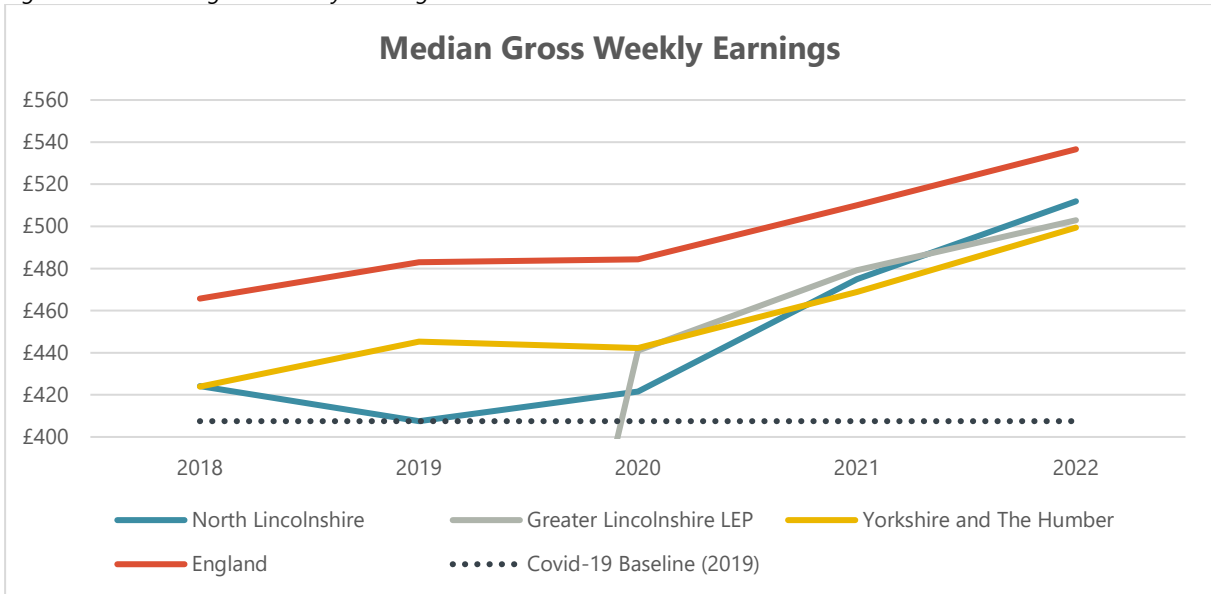
The number of people employed in the public sector has increased in the last 12 months, however the overall employment rate has decreased by 0.5 percentage points.

Annual Survey of Hours and Earnings (ASHE)

The Annual Survey of Hours and Earnings (ASHE) is the most comprehensive source of earnings information on the structure and distribution of earnings and hours in the UK. It is based on a 1% sample of employee jobs drawn from HM Revenue and Customs Pay as You Earn (PAYE) records. It does not cover the self-employed, nor does it cover employees not paid during the reference period. Due to complexities of the COVID-19 pandemic and disruption to the collection of data from businesses comparisons with 2020 data needs to be treated with caution and users are encouraged to focus on long-term trends rather than year on year changes.

According to ASHE the median gross weekly pay for workers in North Lincolnshire was £511.90 in April 2022, up 25.4% from the 2016 baseline figure of £408.30. North Lincolnshire’s median gross weekly pay is slightly higher than the Greater Lincolnshire LEP figure of £502.90, the regional figure of £499.40, it is however, noticeably lower than the national figure of £536.60.

Figure 14 - Median gross Weekly Earnings Chart



Source: Nomis, Annual Survey of Hours and Earnings (2022)

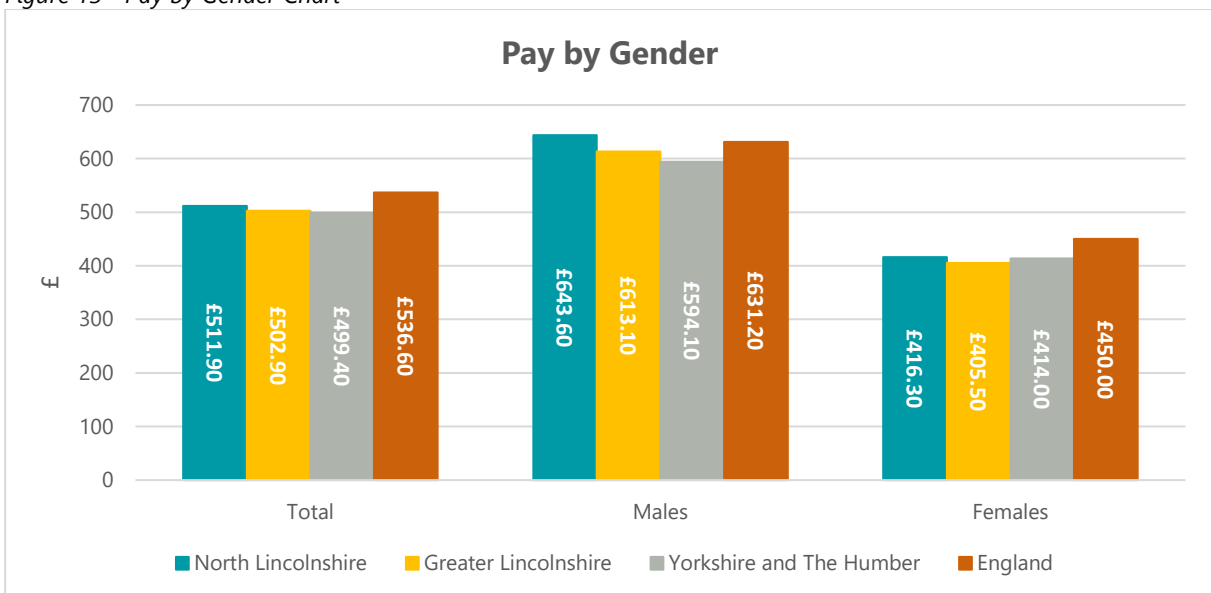
Please note: Greater Lincolnshire missing years data unavailable due to geography restructure in March 2021.

Earnings up 25.4% from the 2016 baseline but remains lower than national earnings.

From 2016, the increase in North Lincolnshire’s median gross weekly pay has mainly been driven by women. Earnings for resident females saw an increase of 41.9% from 2016, and now stand at £416.30 compared to £293.30 in 2016. Earnings for resident males saw an increase of 12.5% from £572.20 to £643.60 over the same period.

The median gross weekly pay for male residents in North Lincolnshire, at £643.60, remains significantly higher than that for resident females, at £416.30. The median gross weekly pay for North Lincolnshire female residents is also significantly lower the national average of £450.00, whereas the male amount in North Lincolnshire is higher than that seen nationally (£631.20).

Figure 15 - Pay by Gender Chart



Source: Nomis, Annual Survey of Hours and Earnings (2022)

Historically, North Lincolnshire resident earnings was lower than workplace earnings, however for the last two years, resident’s earnings have been higher, suggesting that residents may be moving to higher-paying opportunities out of North Lincolnshire.

From 2016, the increase in North Lincolnshire’s median gross weekly pay has mainly been driven by women.

Gender Pay Gap

Gender pay gap (GPG) - calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men. For example, a 4% GPG denotes those women earn 4% less, on average, than men. Conversely, a -4% GPG denotes those women earn 4% more, on average, than men.

Historically, the GPG in North Lincolnshire has been significantly higher than the England GPG but has been decreasing rapidly over recent years. Indeed in 2021 the GPG for all employee jobs at 15.6% was lower than the England rate at 16.3%.

However, latest data shows that the North Lincolnshire GPG rate for all employee jobs has increased significantly in the last 12 months, by 8 percentage points, whilst all other comparator area rates reduced. The North Lincolnshire gender pay gap (23.6%) is now once again noticeably higher than the Greater Lincolnshire LEP at 19.5%, the Yorkshire and Humber rate at 16.5% and the England rate at 15.7%.

The gender pay gap is higher for full-time employees than for part-time employees. This is because generally women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay. Moreover, the gender pay gap has increased for both full and part time North Lincolnshire employees, whilst the comparator areas all saw declines in both employment types.

Figure 16 - Gender Pay Gap Table

Median Gender pay gap (%)								
	North Lincolnshire		Greater Lincolnshire LEP		Yorkshire and The Humber		England	
	2018	2022	2018	2022	2018	2022	2018	2022
For full-time employee jobs	23.3	18.9	17.9	13.4	10.0	11.1	9.5	9.3
Part-time employee jobs	-2.0	0.9	-2.0	-1.2	-3.9	-0.6	-3.9	-2.9
All employee jobs	28.3	23.6	21.7	19.5	18.3	16.5	18.9	15.7

Source: ONS, ASHE, pay gap tables (2022)

North Lincolnshire gender pay gap has significantly increased in last 12 months and is now noticeably higher than the national pay gap.

Skills

Recognised qualifications reported on in the UK are:

- NVQ 1: 3 or 4 GCSEs grades D-E, BTEC first certificate, Foundation GNVQ.
- NVQ 2: 5 GCSEs at grades A*–C, BTEC first diploma.
- NVQ 3: 2 or more A' levels, BTEC Ordinary National Diploma (OND).
- NVQ 4+: BTEC Higher National Certificate (HNC) or Higher National Diploma (HND), National Qualifications Framework Level 7 to 8, Certificates of Higher Education, one year of full-time study at university, Master's degree
- Trade Apprenticeship: Standard – NVQ2, Advanced – NVQ3

Qualifications of the working age population of North Lincolnshire are generally on the increase according to the Annual Population Survey (APS), with 31.3% of North Lincolnshire residents now qualified to NVQ4+. This is an increase of 10.2 percentage points over the 2011 figure of 21.1%, but still considerably lower than the Yorkshire and the Humber (38%) and England (43.1%) and a decline on the previous year of 2020 at 32.4%.

Historically, North Lincolnshire had a noticeably higher rate of working aged residents with a trade apprenticeship than nationally. However, this has decreased by 0.9 percentage points (-900 residents) during December 2020 – December 2021. The rate of North Lincolnshire working aged residents with a trade apprenticeship is currently 2.9%, lower than the Greater Lincolnshire LEP rate of 3.8%, the Yorkshire and the Humber at 3.1% but only slightly higher than the England rate of 2.7%.

At 7.1%, North Lincolnshire also has a higher rate of other qualifications than regionally and nationally, highlighting the areas strong industrial roots. However, this rate has fallen by 1.2 percentage points from December 2020 to December 2021.

Figure 17 - Qualifications of Working Age Population Table

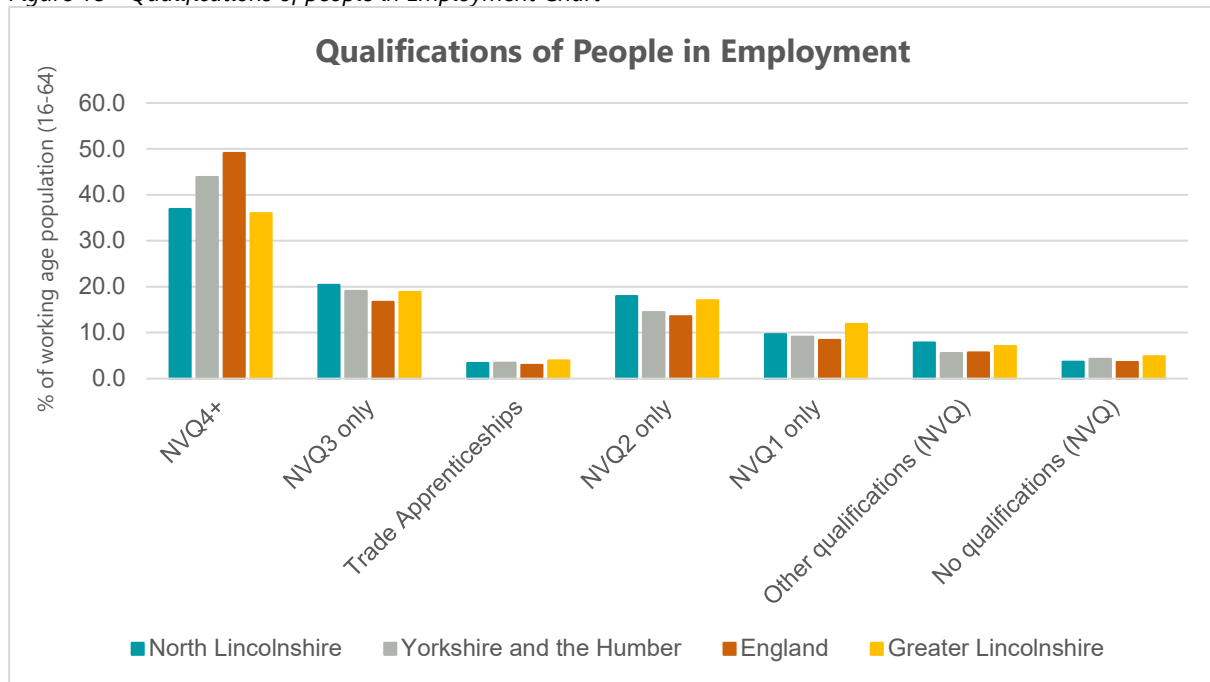
Qualifications 2011-2021								
Qualification	Dec 2011		Dec 2021		10 Year Change Percentage Point	Dec 2021		
	Number	%	Number	%		Greater Lincolnshire LEP	Yorkshire and The Humber	England
% with NVQ4+	22,000	21.1	31,900	31.3	10.2	31.3	38.0	43.1
% with NVQ3	18,900	18.1	18,900	18.5	0.4	17.3	18.7	16.8
% with Trade Apprenticeships	4,600	4.4	3,000	2.9	-1.5	3.8	3.1	2.7
% with NVQ2 only	22,200	21.4	19,700	19.4	-2.0	18.6	16.7	15.5
% with NVQ1 only	17,900	17.2	11,700	11.5	-5.7	12.9	10.1	9.6
% with other qualifications	8,700	8.3	7,200	7.1	-1.2	7.3	5.7	5.9
% with no qualifications (NVQ)	9,800	9.4	9,400	9.2	-0.2	8.7	7.8	6.4

Source: Nomis, Annual Population Survey (Dec 2021)

Higher rates of lower level and no qualifications.

When comparing those in employment of working age with the working aged population, the level of qualifications increases. In North Lincolnshire, the proportion of working aged population in employment attaining NVQ 4+ qualification is 5.6 percentage points higher than the average for the total working age population. However, North Lincolnshire's rate of 36.9% remains significantly lower than regionally at 43.9% and nationally at 49.1%.

Figure 18 - Qualifications of people in Employment Chart



Source: Nomis, Annual Population Survey (Dec 2021)

Higher qualification levels in employed residents than the working age population.

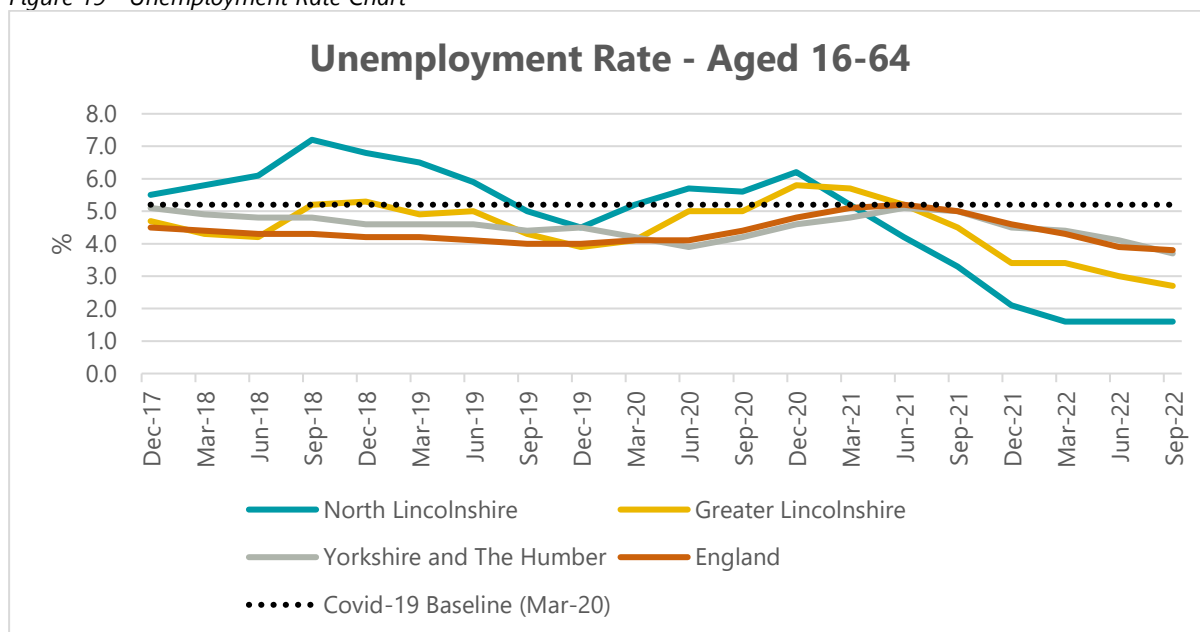
Unemployed

People not in employment are counted as unemployed if they have been looking for work in the last four weeks and if they are able to start work within the next two weeks. The unemployment estimates also include people who are out of work, have found a job and are waiting to start it in the next two weeks. The unemployment estimates are sometimes confused with the claimant count estimates. People who meet the criteria for unemployment are classified as unemployed irrespective of whether or not they claim benefits. 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.

The chart below shows how the North Lincolnshire unemployment rate has fluctuated over the past few years. In September 2018, the North Lincolnshire unemployment rate had started to decline, falling from 7.2% to 4.5% in December 2019, bringing the rate closer to the Greater Lincolnshire LEP, regional and national rates. However, from March 2020, due to the coronavirus pandemic, as expected unemployment rates began to climb, reaching 6.2% in December 2020. However, since March 2021 North Lincolnshire's unemployment rate has been

decreasing rapidly. Although rate has recently levelled off, it currently remains at 1.6%, noticeably lower than Greater Lincolnshire (2.7%), Yorkshire and The Humber (3.7%) and England (3.8%).

Figure 19 - Unemployment Rate Chart



Source: Nomis, Annual Population Survey (Sept-2022)

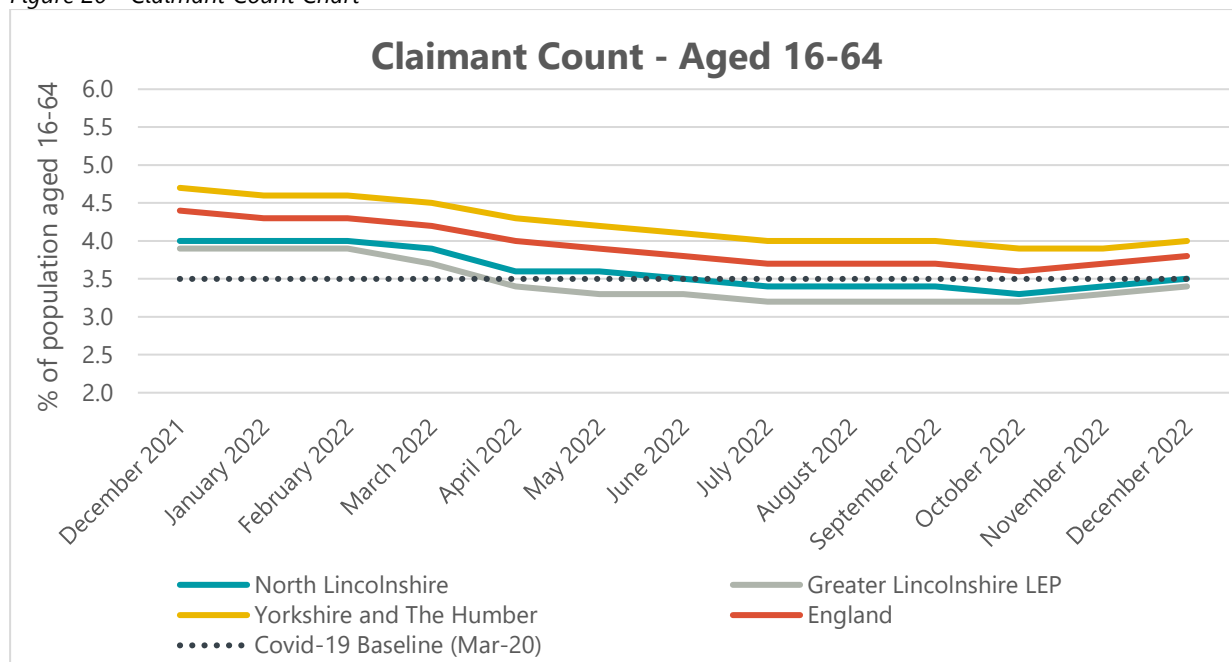
North Lincolnshire unemployment rate noticeably below regional and national averages.

Claimant Count

The Claimant Count is a count of the number of people claiming Jobseeker's Allowance plus those who claim Universal Credit who are out of work. This replaces the number of people claiming Jobseeker's Allowance as the headline indicator of the number of people claiming benefits principally for the reason of being unemployed. However, ONS has decided to remove Claimant Count from its statistical bulletins as it may now be providing a misleading representation of the UK labour market. Unfortunately, there is no alternative to these figures and so we will continue to monitor Claimant Count until an alternative is available. Furthermore, enhancements to Universal Credit as part of the UK government's response to the coronavirus (COVID-19) mean that an increasing number of people became eligible for unemployment-related benefit support, although still in work. Consequently, changes in the Claimant Count will not be wholly because of changes in the number of people who are not in work. We cannot identify to what extent people who are employed or unemployed have affected the numbers.

Historically, North Lincolnshire's claimant count had been above national levels, however in June 2020 the North Lincolnshire rate dropped below the regional and national rates. Latest claimant count data shows that the number of claimants in North Lincolnshire in December 2022 is 3,615, a claimant rate of 3.5%, increasing slightly from the previous month (3.4%). The North Lincolnshire claimant count rate remains lower than the regional and national rates of 4.0% and 3.8% respectively.

Figure 20 - Claimant Count Chart



Source: Nomis: Claimant count by sex and age (December-2022)

Claimant count remains lower than the regional and national average.

North Lincolnshire has a relatively high percentage of the population aged 18-24 who are claiming unemployment benefits. Latest claimant count data (December 2022) shows that the North Lincolnshire claimant count rate for 18-24 age group has remained stable over the last month at 6.1% (680 people), this includes both those working with low income or hours and those who are not working. Latest data shows an increase of five 18-24-year-old claimants in North Lincolnshire over the last month, resulting in the rate remaining the same at 6.1%. However, the North Lincolnshire claimant count rate for this age group remains higher than the regional and national rates of 5.4% and 4.7% respectively.

Figure 21 - Claimant Count Table

Claimant Count by Age Band - Monthly Change							
	North Lincolnshire				Greater Lincolnshire LEP	Yorkshire and The Humber	England
	Nov-22		Dec-22		Dec-22	Dec-22	Dec-22
	Number	%	Number	%	%	%	%
All claimants	3,530	3.4	3,615	3.5	3.4	4.0	3.8
Aged 18-24	675	6.1	680	6.1	5.0	5.4	4.7
Aged 25-49	2,035	4.0	2,110	4.2	4.1	4.6	4.2
Aged 50+	810	2.2	820	2.2	2.4	2.8	2.9

Source: Nomis: Claimant count by sex and age (Dec-2022)

High youth (18-24) claimant rate locally.

Economic Inactivity

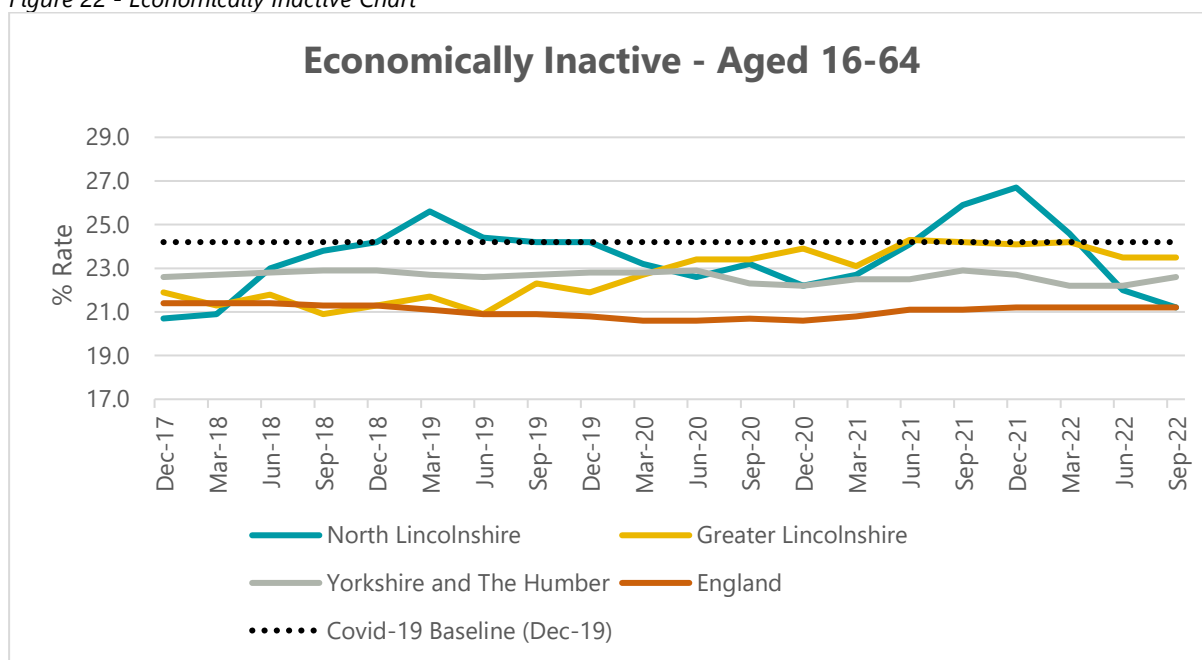
Economic inactivity measures people without a job but who are not classed as unemployed because they have not been actively seeking work within the last four weeks and/or they are unable to start work within the next two weeks. Our overall headline measure of economic inactivity is the normal baseline (based on those aged between 16 and 64 years).

The rate of economic inactivity in North Lincolnshire in recent years has fluctuated, and since June 2018 has been higher than regional and national rates. Although during June 2019–March 2021 economic inactivity in North Lincolnshire had generally been on the decline, it noticeably began increasing again to a high of 26.7% in December 2021.

Latest data shows a sharp decline during recent quarters and now stands at 21.2% for September 2022, with 19,000 of the working aged population currently economically inactive, a decline of -0.8 percentage points. The rate is now level with the England average of 21.2% and below the rates for Greater Lincolnshire (23.5%), Yorkshire and The Humber (22.6%).

CAVEAT: Please note explanation for Employed, which also affects these numbers to an extent.

Figure 22 - Economically Inactive Chart



Source: Nomis, Annual Population Survey (Sept-2022)

North Lincolnshire economically inactive rate higher on level with the national average and lower than the regional rate.

The main reason given for being economically inactive in North Lincolnshire is 'retired' with a rate of 31.6%, increasing by 2.8 percentage points since the last quarter. This rate is significantly higher than the regional and national averages of 14.8% and 14.0%.

The second most popular reason for economic inactivity was 'long-term sick' with a rate of 26.7%, comparable to the regional and national averages of 25.9% and 24.1%.

The proportion of 'students' has reduced dramatically again by -3.4 percentage points this quarter, to 11.6% compared to much higher rates for Yorkshire and The Humber (27.0%) and England (27.5%). This was North Lincolnshire's highest reason for economic inactivity reported in December 2021 but is currently the second lowest cause for September 2022.

Figure 23 - Economic Inactivity by Reason Table

	North Lincolnshire				Greater Lincolnshire LEP	Yorkshire and The Humber	England
	June 2022		September 2022		September 2022	September 2022	September 2022
	Number	%	Number	%	%	%	%
Student	3,400	15.0	2,200	11.6	22.5	27.0	27.5
Looking after family/home	3,500	15.5	3,400	17.9	19.7	18.9	20.1
Temporary sick	!	!	!	!	!	1.9	2.1
Long-term sick	5,700	25.1	5,100	26.7	29.5	25.9	24.1
Retired	6,500	28.8	6,000	31.6	18.2	14.8	14.0
Other	3,200	14.2	2,100	10.9	9.4	11.0	12.0

Source: Nomis, Annual Population Survey (September-2022)

North Lincolnshire has a higher-than-average rate of retired working age population.

Data Sources

Section	Data Source	Reporting period	Last Release Date	Next Release Date
<ul style="list-style-type: none"> <u>Working Age Population</u> <u>Employment</u> <u>Self-Employment</u> <u>Unemployed</u> <u>Employment by Role</u> <u>Economically Inactive</u> 	Nomis, Annual Population Survey	Sept-2022	17/01/2022	TBC April 2023
<ul style="list-style-type: none"> <u>Job Opportunity</u> 	EMSI	Dec-2022	12/01/2023	Monthly
<ul style="list-style-type: none"> <u>Ratio of claimants to job vacancies</u> 	EMSI	Dec-2022	12/01/2023	Monthly
<ul style="list-style-type: none"> <u>Ratio of claimants to job vacancies</u> 	Nomis, Claimant count by sex and age	Dec-2022	17/01/2023	TBC February 2023
<ul style="list-style-type: none"> <u>Claimant Count</u> 	Nomis, Claimant count by sex and age	Dec-2022	17/01/2023	TBC February 2023
<ul style="list-style-type: none"> <u>Employment by Industry</u> 	Nomis, Business Register and Employment Survey: open access	2021	09/11/2022	09/11/2023
<ul style="list-style-type: none"> <u>Public/Private Sector Employment</u> 	Nomis, Business Register and Employment Survey public/private sector: open access	2021	09/11/2022	09/11/2023
<ul style="list-style-type: none"> <u>Annual Survey of Hours and Earnings</u> 	ONS, ASHE, Nomis	2022	09/11/2022	09/11/2023
<ul style="list-style-type: none"> <u>Gender Pay Gap</u> 	ONS, ASHE, pay gap tables.	2022	11/11/2022	01/11/2023
<ul style="list-style-type: none"> <u>Skills</u> 	Nomis, Annual Population Survey	Dec-2021	12/04/2021	TBC April 2023