

SAFE WELL PROSPEROUS CONNECTED

# North Lincolnshire Labour Market Briefing

*October 2022*

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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 a significant 2.5 percentage points since the last quarter, an increase of 2,900 workers.
- 79,100 people are now in employment in North Lincolnshire, a rate of 76.7%, now higher than the regional average of 74.7% and the national average of 75.7%.
- North Lincolnshire self-employment rate noticeably decreased for the second quarter after a long period of growth, down -1.4 percentage points.
- Local self-employment is now below the national average of 9.4%, at 9.3%.
- Job postings in September 2022 were down -8.5% on September 2021.
- In September 2022 there was high demand again for support workers.
- The North Lincolnshire ratio of claimants to job vacancies has risen from 1.1 in July 2022 to 1.3 in September 2022. It has fallen from a high of 6.6 in May 2020
- The manufacturing sector employs 23.7% of all in employment in North Lincolnshire, over triple the national figure of 7.6%.
- The percentage employed in higher income occupations, deemed as highly skilled in North Lincolnshire is considerably lower than the regional and national averages (52.4% compared to 56.9% regionally and 60.2% 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 full-time workers in North Lincolnshire was £584.60 in April 2021, up 10.7% from the 2016 baseline figure of £528.10.
- Female full-time workers saw an increase in earnings of 13.9% from 2016, male full-time workers saw an increase of 7.9% 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 stands at 1.6% in June 2022, significantly below the regional and the national rates of 4.1% and 3.9%.
- The number of claimants in North Lincolnshire at 3,535 in September 2022 remains unchanged from the previous month.
- The North Lincolnshire claimant count rate at 3.4% remains lower than the regional and national rates of 4.0% and 3.8%.
- The economic inactivity rate in North Lincolnshire has declined by -2.6 percentage points during current quarter.
- The economic inactivity rate of 22.0% remains higher than the national average of 21.2% but has now fallen to below the regional rate of 22.2%.

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 remains higher than Greater Lincolnshire average and regionally.	North Lincolnshire self-employment rate continues to decline and is now below national average.
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 significantly 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 higher than national average.	High number of economically inactive 'retired' residents, and low number of economically inactive 'students'.
In 2021, the Median gross weekly pay for full-time workers in North Lincolnshire was 12.6% higher than the previous year and higher than the regional amount.	The North Lincolnshire gender pay gap has declined and is now lower than the national 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
<b>Employment Rate</b>	79,100	76.7	74.2	74.7	75.7
<b>Unemployment Rate</b>	1,300	1.6	3.0	4.1	3.9
<b>Economically Inactive</b>	22,700	22.0	23.5	22.2	21.2

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

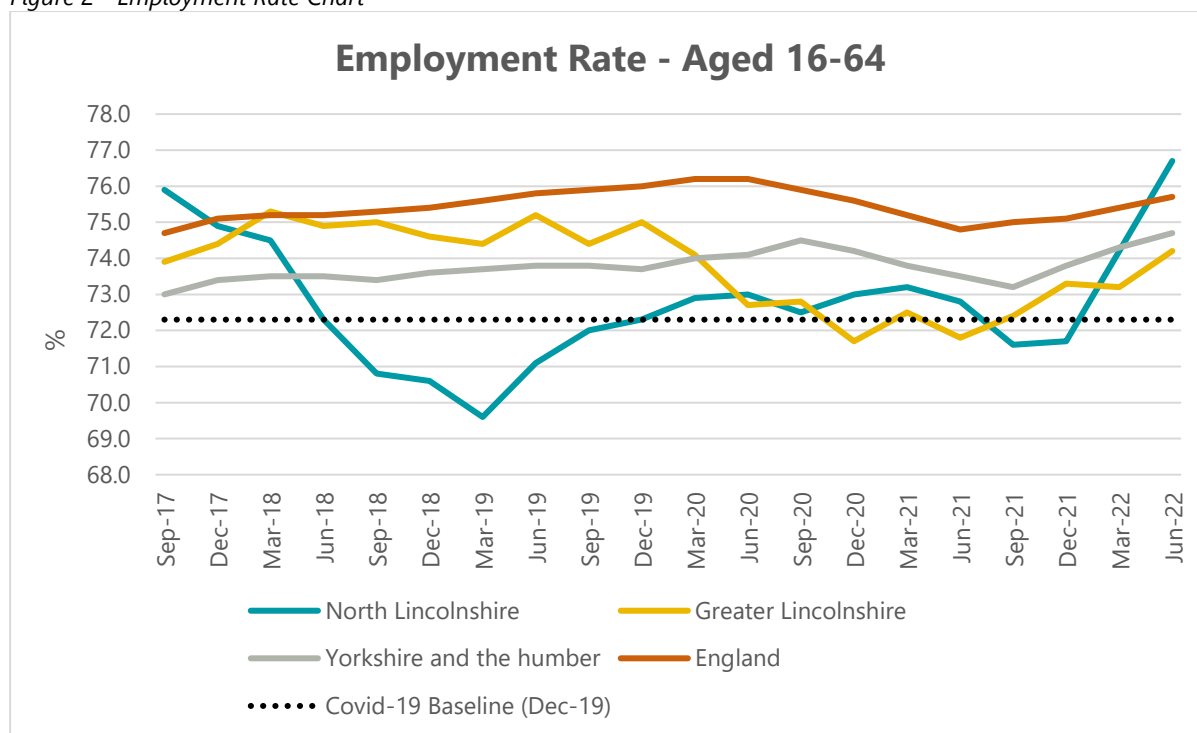
## Employment

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 79,100 people in employment, equating to an employment rate of 76.7%, higher than the Greater Lincolnshire LEP at 74.2%, the region at 74.7% and England at 75.7%. The North Lincolnshire employment rate has increased by a significant 2.5 percentage points on the last quarter (equating to an increase of 2,900 workers). This is a much higher increase in employment than seen for Greater Lincolnshire (1.0), Yorkshire and The Humber (0.4) and England (0.3) during the same quarter.

Figure 2 - Employment Rate Chart



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

Higher than average employment rate due to recent upward trend.

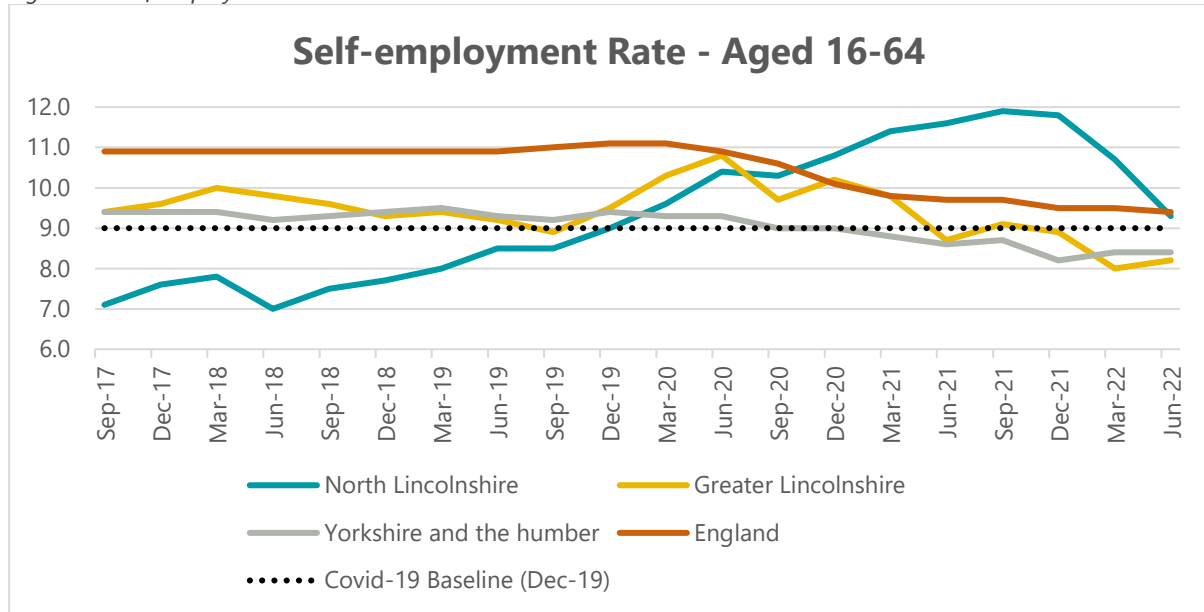
### Self-Employment

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 March 2020 the rate climbed above the Greater Lincolnshire LEP rate and by September 2020 was above regional and national rates. However, the North Lincolnshire self-employment rate has began decreasing rapidly in recent quarters. In June 2022 it has decreased considerably by -1.4 percentage points (-1,400 people) on the previous quarter. This is a higher decrease than seen in England (-0.1), whilst Greater Lincolnshire has increased by 0.2 percentage points and Yorkshire and The Humber have remained the same. At 9.3% it remains higher than the Greater Lincolnshire rate of 8.2% and the Yorkshire and The Humber rate of 8.4%, however it has now fallen to below the England rate of 9.4%.



Figure 3 - Self Employed Chart



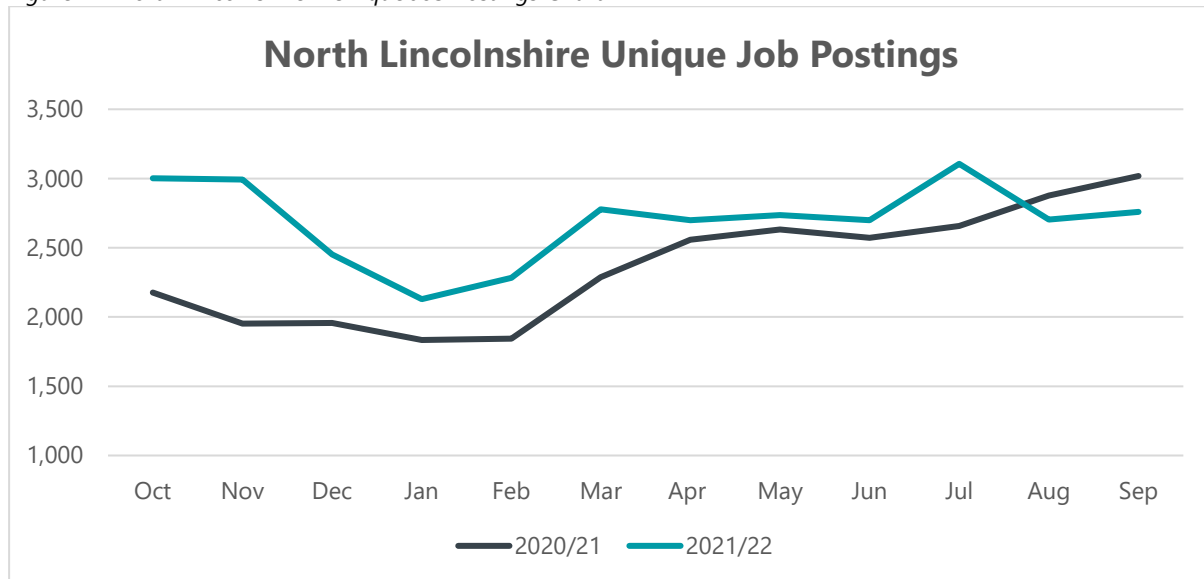
Source: Nomis, Annual Population Survey (June-2022)

Self-employment locally fallen below the national rate.

### Job Opportunity

North Lincolnshire Council use a licence to Lightcast [EMSI] data, to provide latest information on job postings in the area. Reviewing the number of job postings from October 2021 to September 2022 we can see that the number of unique job postings has been unstable, and is currently lower than the previous year. The latest data for September 2022 shows 2,760 job postings, a decrease of -8% compared to same period last year of 3,018.

Figure 4 - North Lincolnshire – Unique Job Postings Chart



Source: EMSI (September-2022)

Job postings during September were 8% lower than the previous September (2021).

Figure 5 - Full Time – Unique Job Postings Chart

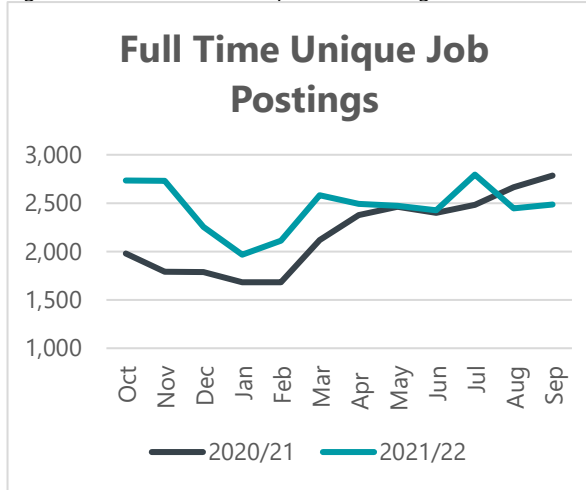
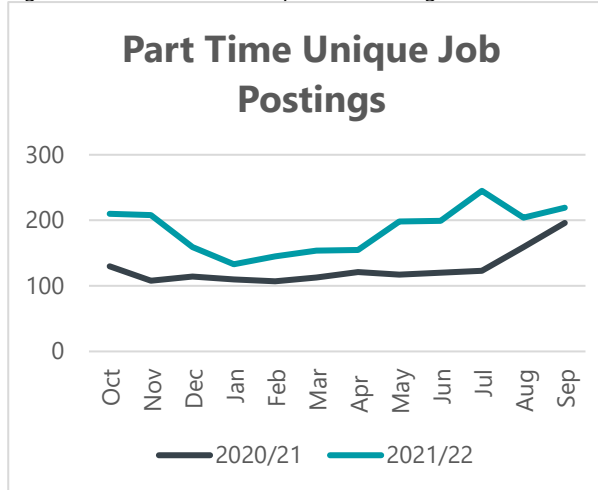


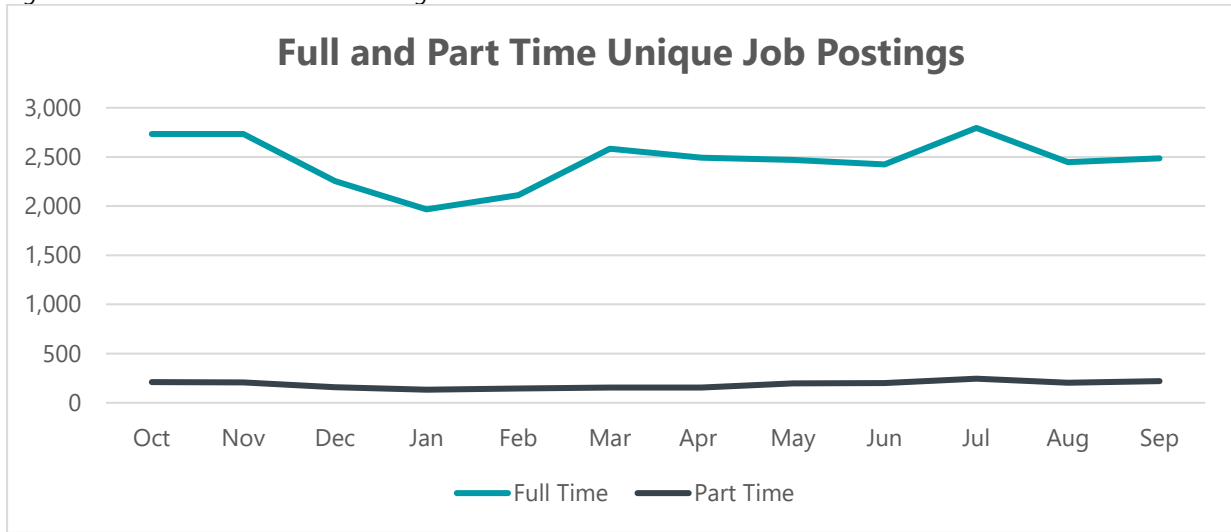
Figure 6 - Part Time – Unique Job Postings Chart



Source: EMSI (September-2022)

Full time job postings in North Lincolnshire have decreased by 10.8% over the 12 month period to a total of 2,485 in September 2022, whilst part time jobs in North Lincolnshire have increased by 11.7% to 219. Although the increase is higher for part time jobs, the number of opportunities available is still much lower than full time vacancies.

Figure 7 - Full and Part Time Job Postings Chart



Source: EMSI (September-2022)

The latest job postings show a high demand for support workers again in September 2022 with 82 job opportunities, an increase of 13% from the previous month. There has also been a high amount of job adverts for warehouse operatives with 47 job postings, although this is a monthly decrease of -10%. Primary teacher job vacancies have increased by a significant 73% (22 total postings) whilst machine operatives have seen a large decrease of -30% (28 total postings).

Figure 8 - Unique Posting – by Job Title Table

Job Title	Unique Postings from Aug 2022 – Sept 2022	% Change (Aug 2022 – Sept 2022)
Support Workers	82	13%
Warehouse Operatives	47	-10%
Care Assistants	44	0%
Teaching Assistants	40	12%
Cleaners	32	-4%
Multi-Skilled Maintenance Engineers	31	5%
Production Operatives	30	5%
Disability Assessors	30	-15%
Machine Operators	28	-30%
Primary Teachers	22	73%

Source: EMSI (September-2022)

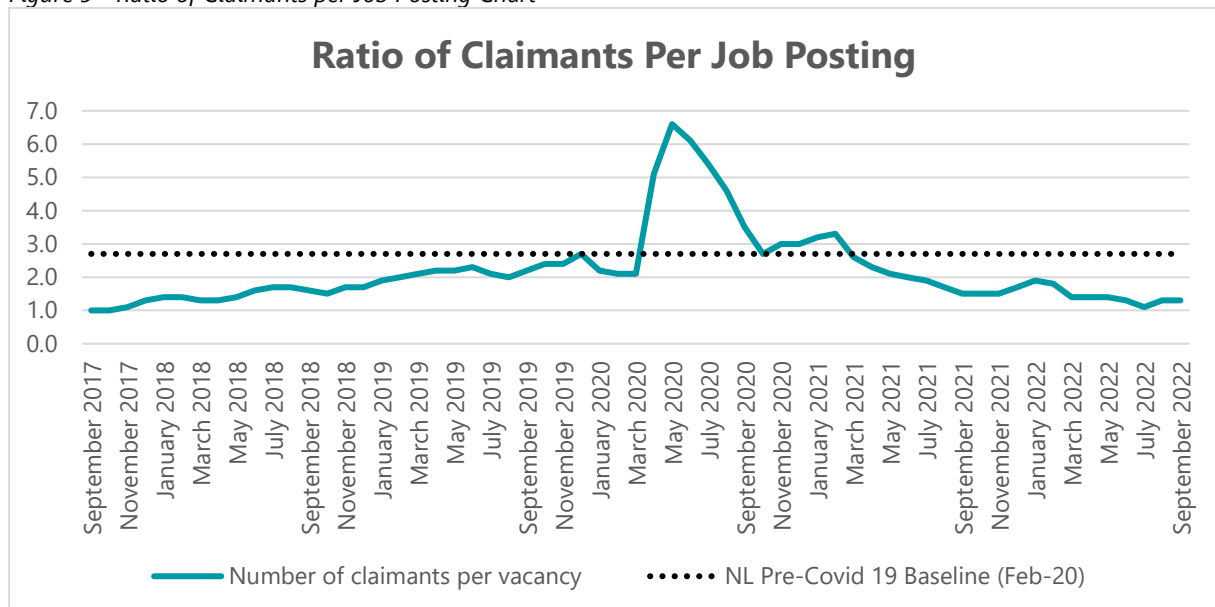
The latest daily job postings show there was a high demand for support workers, a significant monthly increase for primary teachers and a large monthly decrease of machine operatives.

### 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 1.3 in September 2022. There are currently an estimated 2,760 job vacancies posted in North Lincolnshire, this compares to 3,525 people claiming unemployment-related benefit support (claimant count).

Figure 9 - Ratio of Claimants per Job Posting Chart



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

The North Lincolnshire ratio of claimants to job vacancies has fallen from 6.6 in May 2020 to 1.3 in September 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 17,000 in 2019 to 18,000 people in 2020. This sector remains North Lincolnshire's largest sector for employment, with 23.7% of all people in employment, considerably higher than the Greater Lincolnshire LEP at 13.9% and the regional and national rates of 11% and 7.6%.

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 2019 to 2020 and employs 9.2% (7,000) of all people in employment, higher than the Greater Lincolnshire LEP at 5.6%, regionally at 5.3% 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 2019 to 2020 and employs 7.9% of all people in employment. This is significantly higher than the Greater Lincolnshire LEP with 5.1%, regionally with 5.3% and nationally with 4.9%.

Two of the broad industry groups; professional, scientific & technical (3.9%) and information and communication (0.7%) are under-represented in North Lincolnshire when compared to the regional and national averages.

Figure 10 - Employment by Industry Table

% of all in employment aged 16-64 by Broad Industry Group							
	North Lincolnshire				Greater Lincolnshire	Yorkshire and The Humber	England
	2019		2020		2020	2020	2020
	Number	%	Number	%	%	%	%
Agriculture, forestry and fishing	1,750	2.3	1,750	2.3	4.5	1.6	1.4
Mining and quarrying	225	0.3	200	0.3	0.2	0.1	0.1
Manufacturing	17,000	22.1	18,000	23.7	13.9	11	7.6
Electricity, gas and steam	250	0.3	400	0.5	0.3	0.4	0.4
Water supply; sewerage and waste	900	1.2	800	1.1	1	0.8	0.7
Construction	6,000	7.8	6,000	7.9	5.1	5.3	4.9
Wholesale, retail and motor trades	11,000	14.3	10,000	13.2	16.5	14.7	14.9
Transportation and storage	6,000	7.8	7,000	9.2	5.6	5.3	5.2
Accommodation and food services	4,000	5.2	3,500	4.6	7.1	6.3	7.1
Information and communication	600	0.8	500	0.7	1.7	2.6	4.5
Financial and insurance activities	400	0.5	450	0.6	0.7	2.8	3.5
Real estate activities	1,000	1.3	800	1.1	1.7	2.1	2
Professional, scientific and technical	2,500	3.2	3,000	3.9	4.5	6.8	9.1
Administrative and support services	5,000	6.5	5,000	6.6	7.3	9.4	8.8
Public administration and defence	2,000	2.6	2,500	3.3	3.2	4.4	4.1
Education	5,000	6.5	5,000	6.6	8.4	9.2	8.7
Human health and social work	10,000	13	9,000	11.8	13.9	13.3	12.9
Arts, entertainment and recreation	1,250	1.6	1,250	1.6	2.6	2.3	2.3
Other service activities	1,500	1.9	900	1.2	1.7	1.6	2

Source: Nomis, Business Register and Employment Survey: open access (2020)

North Lincolnshire boasts a strong manufacturing sector.

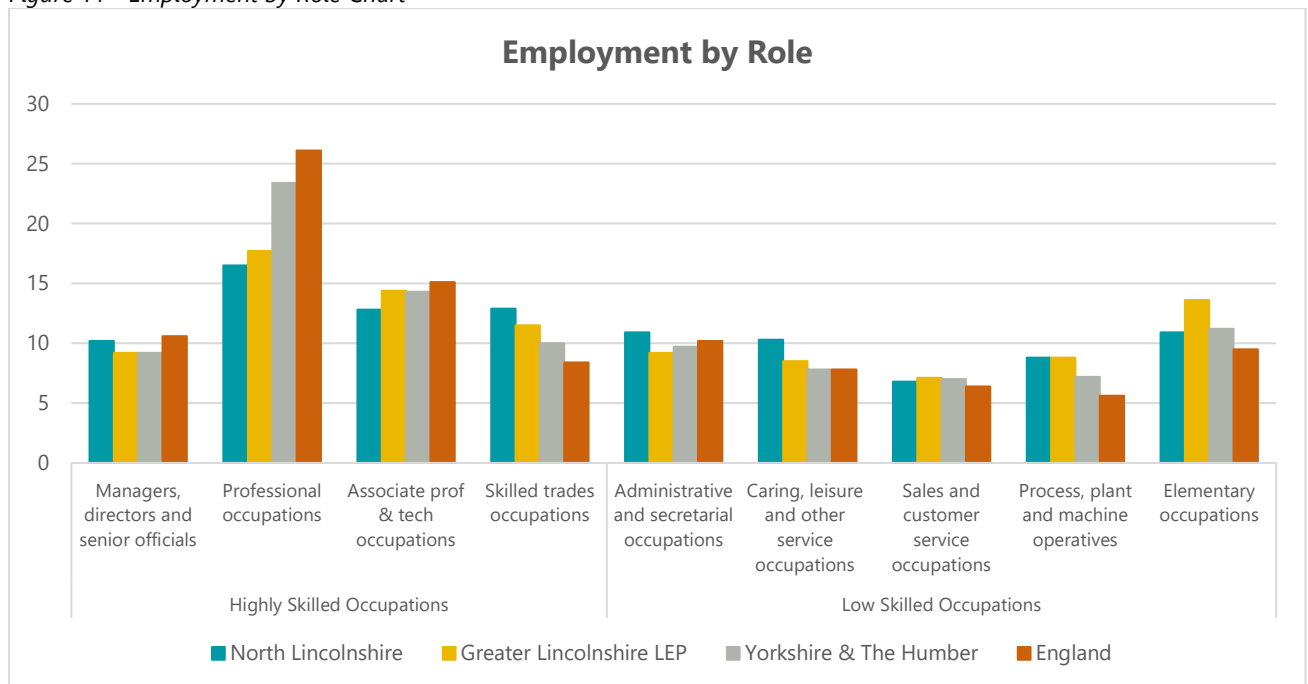
### Employment by Role

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 (52.4% compared to 56.9% regionally and 60.2% 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 12.9% of North Lincolnshire’ workforce is employed in skilled trades, compared to 10.0% regionally and 8.4% nationally. A further 8.8% of the workforce is employed in process plant and machine operative roles, compared to 7.2% regionally and 5.6% nationally.

Professional occupations employ a significantly low percentage of people in North Lincolnshire, with 16.5% of people employed in this role compared to Yorkshire and The Humber (23.4%) and the national average (26.1%). Professional occupations typically attach a higher income.

Figure 11 - Employment by Role Chart



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

High level of skilled trade workers and process, plant & machine operatives.

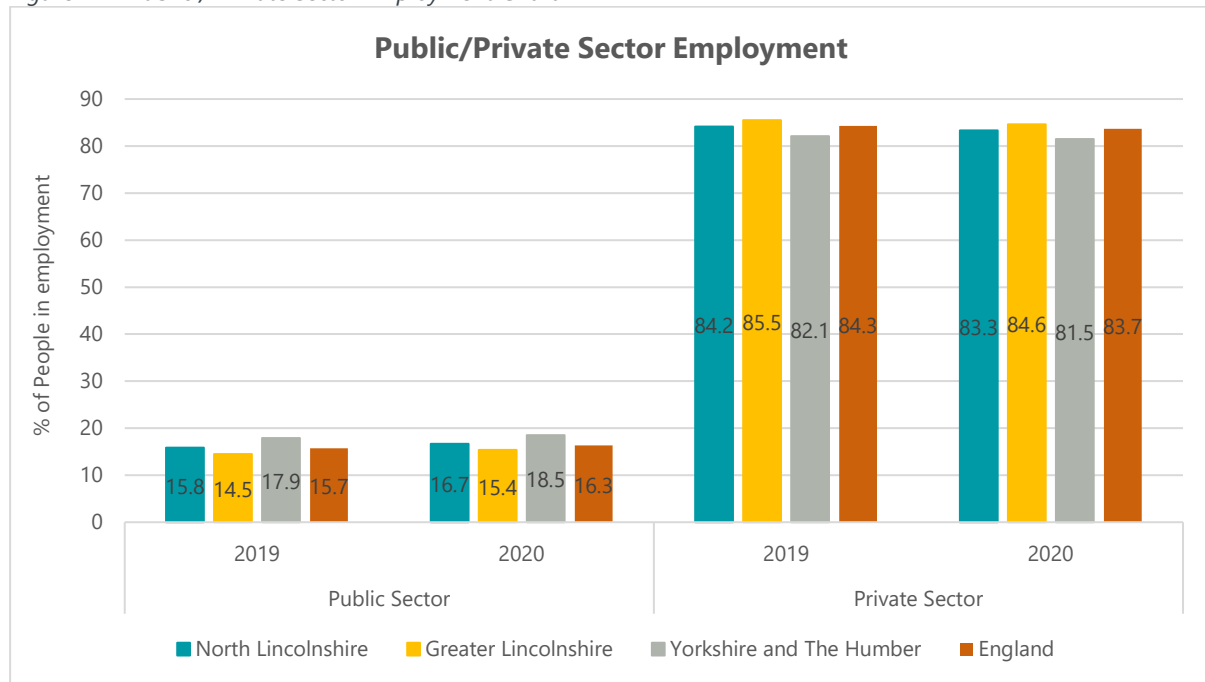
### Public/Private Sector Employment

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 had decreased during 2018-2019, however the latest 12 months to 2020 has seen an increase of 428 public sector workers in North Lincolnshire, and now stands

at 16.7% (12,618 people) of all people in employment. This compares to the Greater Lincolnshire LEP with 15.4%, regionally with 18.5% and nationally with 16.3%.

Figure 12 - Public / Private Sector Employment Chart



Source: Nomis, Business Register and Employment Survey (2020)

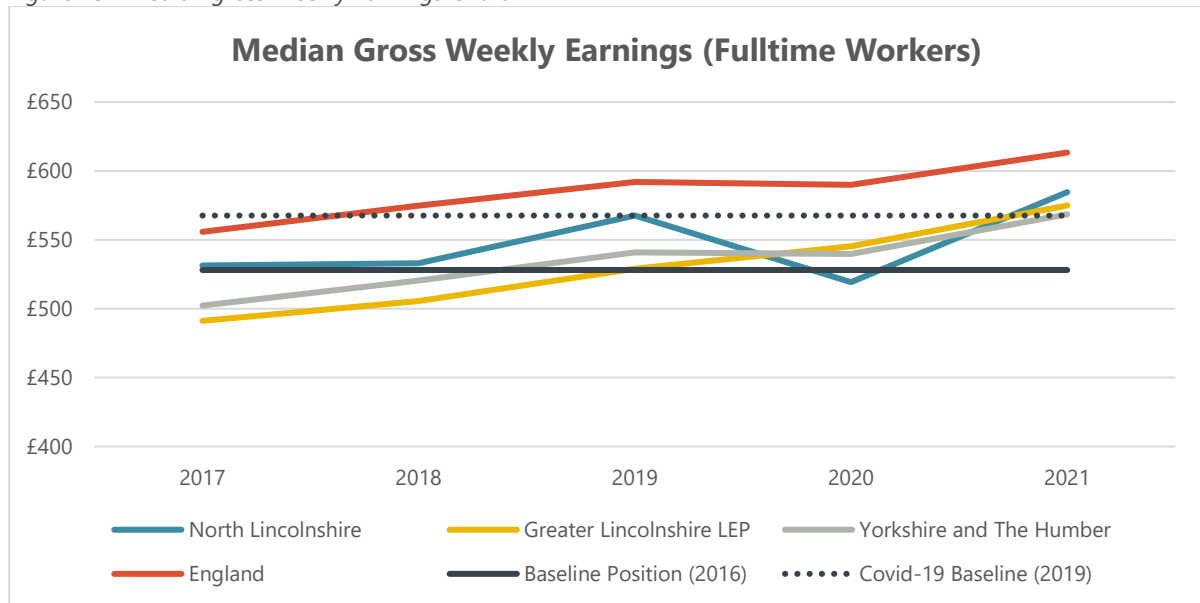
The amount of people employed in the public sector has increased in the last 12 months.

### 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. The Annual Survey for Hours and Earnings (ASHE) 2021 relates to the pay period that includes 21 April 2021, at which time approximately 6,700 of North Lincolnshire employees were furloughed under the Coronavirus Job Retention Scheme (CJRS). 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 full-time workers in North Lincolnshire was £584.60 in April 2021, up 10.7% from the 2016 baseline figure of £528.10. At £584.60, North Lincolnshire’s median gross weekly pay for full-time workers is now slightly higher than the Greater Lincolnshire LEP figure of £574.90, the regional figure of £568.50, it is however, noticeably lower than the national figure of £613.30.

Figure 13 - Median gross Weekly Earnings Chart



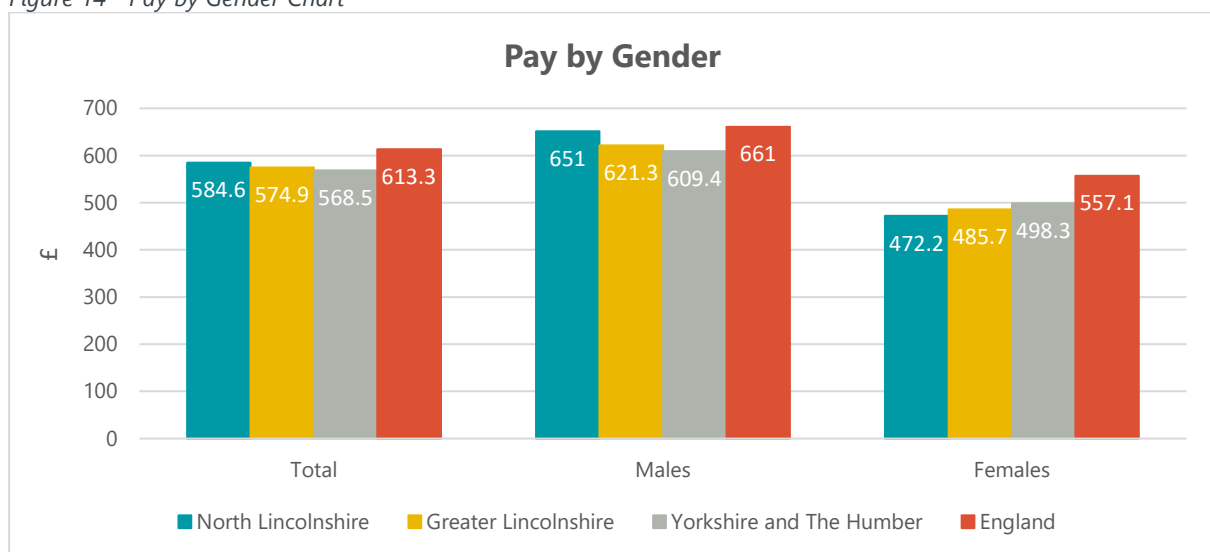
Source: Nomis, Annual Survey of Hours and Earnings (2021)

Earnings up 10.7% from the 2016 baseline but remains lower than national earnings.

From 2016, the increase in North Lincolnshire’s median gross weekly pay for full-time workers has mainly been driven by women. Earnings for female full-time workers saw an increase of 13.9% from 2016, and now stand at £472.20 compared to £414.50 in 2016. Earnings for male full-time workers saw an increase 7.9% from £603.10 to £651.00 over the same period.

The median gross weekly pay for male full-time workers in North Lincolnshire, at £651.00, remains significantly higher than that for female full-time workers, at £472.20. The median gross weekly pay for North Lincolnshire female full-time workers is also significantly lower than the Greater Lincolnshire LEP at £485.70 and the regional and national averages of £498.30 and £557.10 respectively.

Figure 14 - Pay by Gender Chart



Source: Nomis, Annual Survey of Hours and Earnings (2021)



From 2016, the increase in North Lincolnshire's median gross weekly pay for full-time workers 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. Indeed in 2017 the GPG for all employee jobs at 30%, was significantly higher than the England rate at 19.2%. GPG has been declining over time, this is true locally and nationally. Latest data shows that the North Lincolnshire GPG rate for all employee jobs has fallen to 15.6%, lower than the Greater Lincolnshire LEP at 20.2%, the Yorkshire and Humber rate at 16.6% and the England rate at 16.3%. 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.

Figure 15 - Gender Pay Gap Table

Median Gender pay gap (%)								
	North Lincolnshire		Greater Lincolnshire LEP		Yorkshire and The Humber		England	
	2017	2021	2017	2021	2017	2021	2017	2021
<b>For full-time employee jobs</b>	23.9	13.8	16.8	13.9	10.4	11.6	9.9	9.4
<b>Part-time employee jobs</b>	0.9	-3.3	-0.5	-0.6	-3.3	-1.3	-4.6	-2.4
<b>All employee jobs</b>	30.0	15.6	22.5	20.2	18.7	16.6	19.2	16.3

Source: ONS, ASHE, pay gap tables (2021)

Gender pay gap has declined and North Lincolnshire is now lower 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 16 - Qualifications of Working Age Population Table

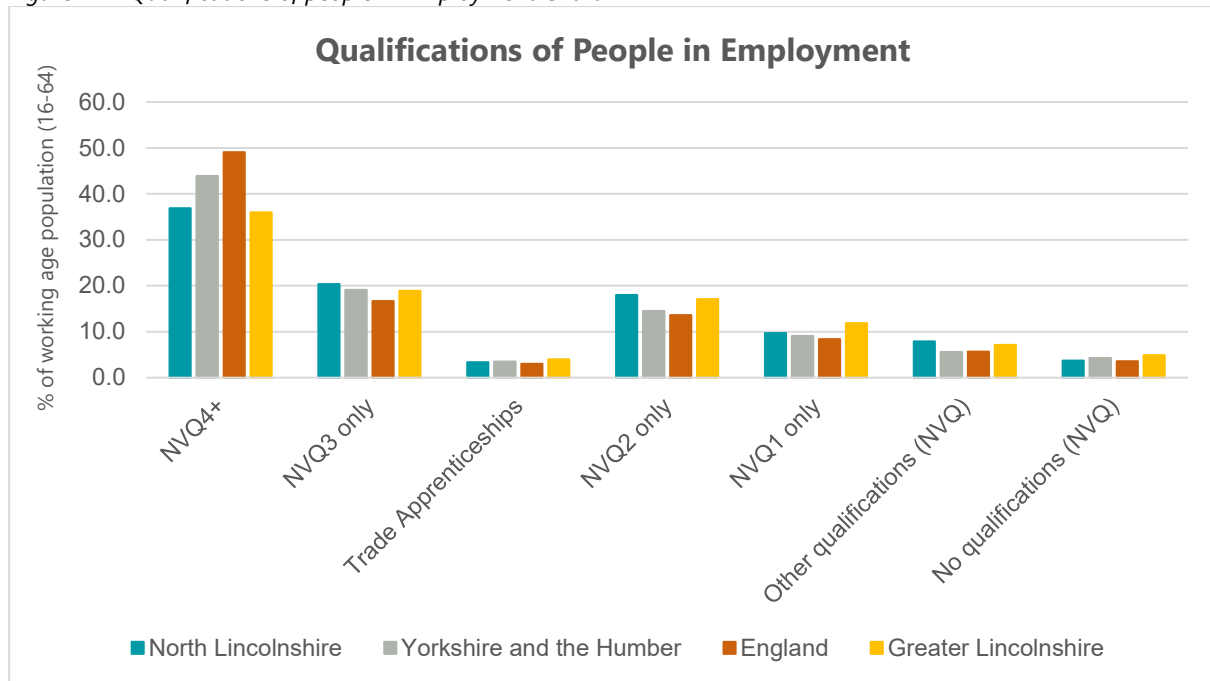
Qualifications 2011-2021								
Qualification	Dec 2011		Dec 2021		10 Year Change	Dec 2021		
	Number	%	Number	%	Percentage Point	Greater Lincolnshire LEP	Yorkshire and The Humber	England
% with NVQ4+	22,000	21.1	31,900	31.3	10.2	31.3	38.0	43.1
% with NVQ3	18,900	18.1	18,900	18.5	0.4	17.3	18.7	16.8
% 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 17 - Qualifications of people in Employment Chart



Source: Nomis, Annual Population Survey (Dec 2021)

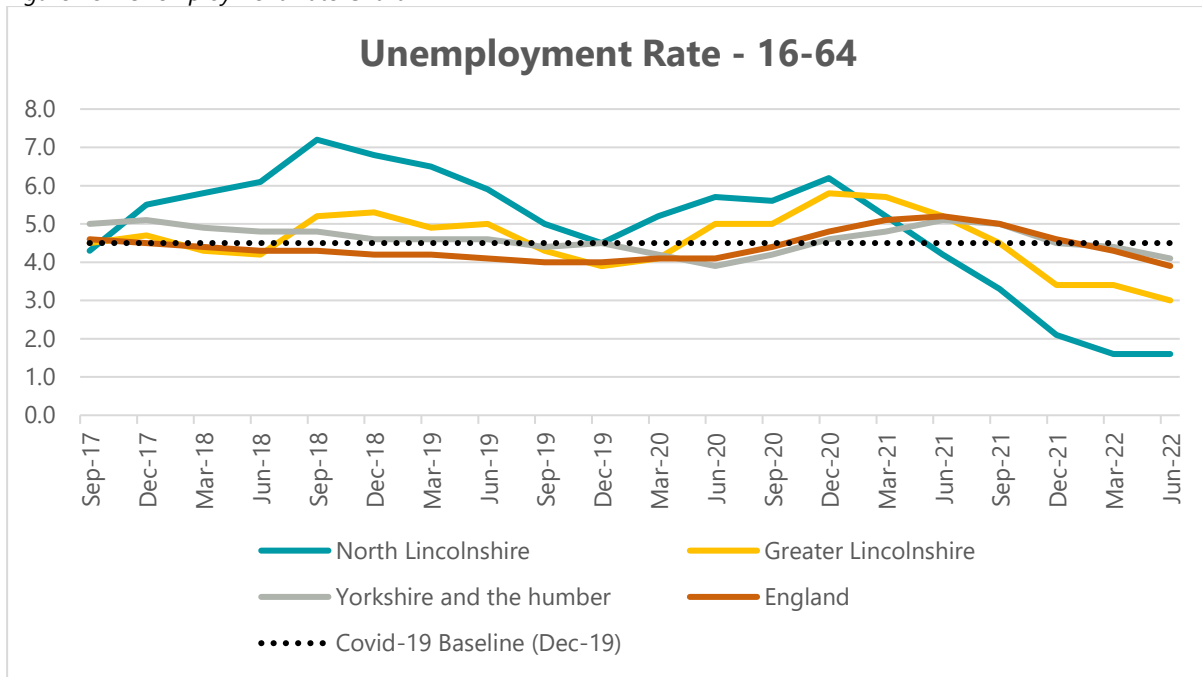
Higher qualification levels in employed residents than the working age population.

## 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 current 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 this quarter the rate has levelled off, it currently stands at 1.6%, significantly lower than Greater Lincolnshire (3.0%), Yorkshire and The Humber (4.1%) and England (3.9%).

Figure 18 - Unemployment Rate Chart



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

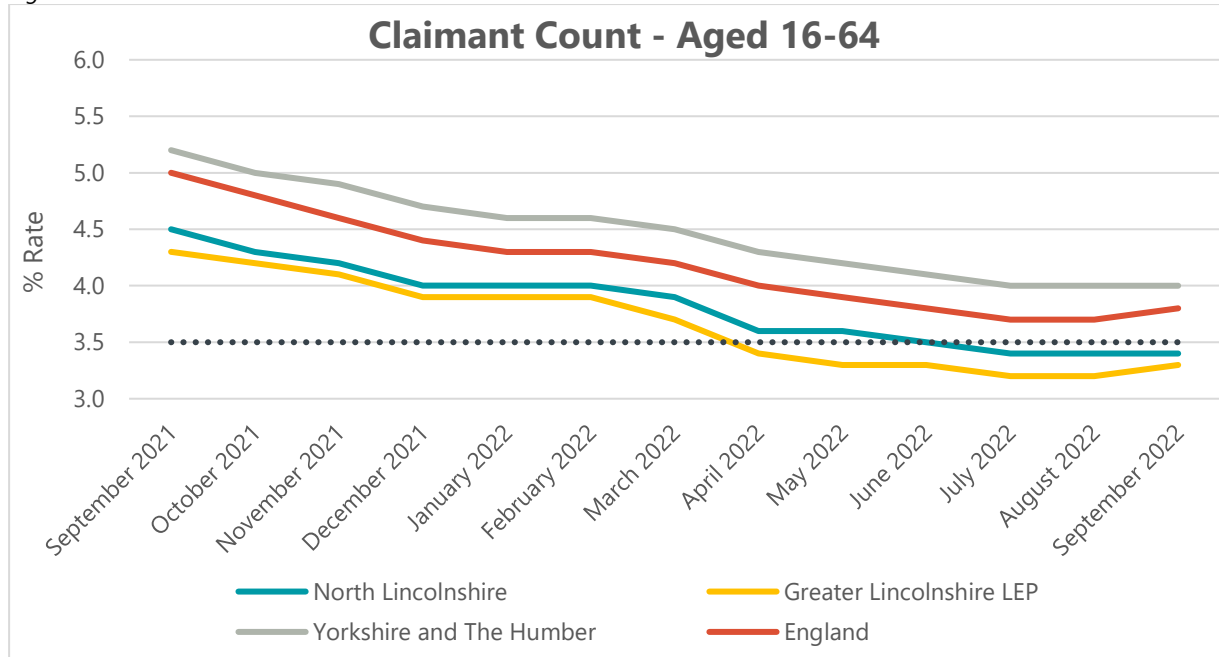
North Lincolnshire unemployment rate significantly below regional and national averages.

### 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 September 2022 is 3,535, a claimant rate of 3.4%, remaining unchanged from the previous month. The North Lincolnshire claimant count rate remains lower than the regional and national rates of 4.0% and 3.8% respectively.

Figure 19 - Claimant Count Chart



Source: Nomis: Claimant count by sex and age (September-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 (September 2022) shows that the North Lincolnshire claimant count rate for 18-24 age group has risen over the last month and now stands at 5.5% (615 people), this includes both those working with low income or hours and those who are not working. Latest data shows an increase of ten 18-24-year-old claimants in North Lincolnshire over the last month. The North Lincolnshire claimant count rate for this age group remains higher than the regional and national rates of 5.1% and 4.6% respectively.

Figure 20 - Claimant Count Table

Claimant Count by Age Band - Monthly Change							
	North Lincolnshire				Greater Lincolnshire LEP	Yorkshire and The Humber	England
	Aug-22		Sept-22		Sept-22	Sept-22	Sept-22
	Number	%	Number	%	%	%	%
<b>All claimants</b>	3,535	3.4	3,535	3.4	3.3	4.0	3.8
<b>Aged 18-24</b>	605	5.4	615	5.5	4.6	5.1	4.6
<b>Aged 25-49</b>	2,075	4.1	2,085	4.1	3.9	4.7	4.3
<b>Aged 50+</b>	845	2.3	830	2.2	2.3	2.9	2.9

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

High youth (18-24) claimant rate locally.

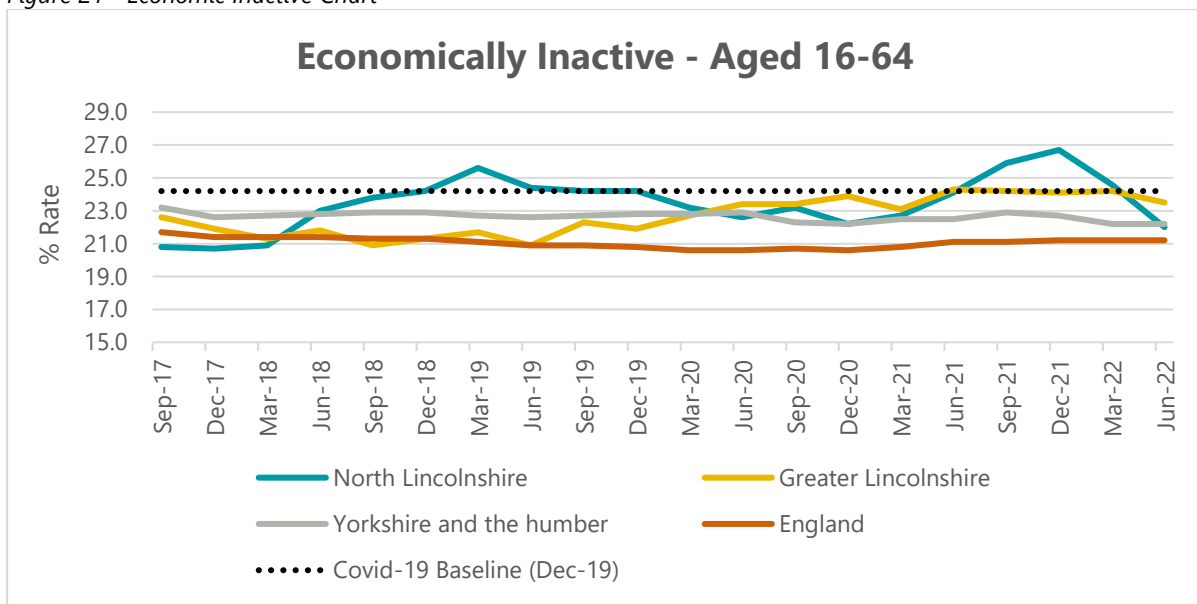
## Economic Inactivity

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 22.0% for September 2022, with 22,700 of the working aged population currently economically inactive. This is a decrease of 2,500 economically inactive people on the previous quarter, a decline of -2.6 percentage points. The rate remains higher than the England average of 21.2% but has fallen to below the rates for Greater Lincolnshire (23.5%), Yorkshire and The Humber (22.2%).

Figure 21 - Economic Inactive Chart



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

North Lincolnshire economically inactive rate higher than national averages but lower than the regional rate.

The main reason given for being economically inactive in North Lincolnshire is 'retired' with a rate of 28.8%, increasing by 4.9 percentage points since the last quarter. This rate is significantly higher than the regional and national averages of 15.0% and 13.6%.

The second most popular reason for economic inactivity was 'long-term sick' with a rate of 25.1%, comparable to the regional and national averages of 25.4% and 24.4%.

The proportion of 'students' has reduced dramatically by -4.4 percentage points this quarter, to 15.0% compared to much higher rates for Yorkshire and The Humber (26.6%) and England

(27.6%). This was North Lincolnshire’s highest reason for economic inactivity reported in December 2021, but is currently the second lowest cause for June 2022.

Figure 22 - Economic Inactivity by Reason Table

	North Lincolnshire				Greater Lincolnshire LEP	Yorkshire and The Humber	England
	April 2021-March 2022		July 2021-June 2022		July 2021-June 2022	July 2021-June 2022	July 2021-June 2022
	Number	%	Number	%	%	%	%
<b>Student</b>	4,900	19.4	3,400	<b>15.0</b>	<b>22.5</b>	<b>26.6</b>	<b>27.6</b>
<b>Looking after family/home</b>	4,400	17.6	3,500	<b>15.5</b>	<b>17.7</b>	<b>19.6</b>	<b>20.2</b>
<b>Temporary sick</b>	!	!	!	!	<b>0.7</b>	<b>2.1</b>	<b>2.2</b>
<b>Long-term sick</b>	5,300	21.1	5,700	<b>25.1</b>	<b>27.9</b>	<b>25.4</b>	<b>24.4</b>
<b>Retired</b>	6,000	23.9	6,500	<b>28.8</b>	<b>18.2</b>	<b>15.0</b>	<b>13.6</b>
<b>Other</b>	4,500	18.0	3,200	<b>14.2</b>	<b>12.7</b>	<b>10.8</b>	<b>11.9</b>

Source: Nomis, Annual Population Survey (June-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"> <li><u>Working Age Population</u></li> <li><u>Employment</u></li> <li><u>Self-Employment</u></li> <li><u>Unemployed</u></li> <li><u>Employment by Role</u></li> <li><u>Economically Inactive</u></li> </ul>	Nomis, Annual Population Survey	June-2022	11/10/2022	17/01/2023
<ul style="list-style-type: none"> <li><u>Job Opportunity</u></li> </ul>	EMSI	September-2022	07/10/2022	Monthly
<ul style="list-style-type: none"> <li><u>Ratio of claimants to job vacancies</u></li> </ul>	EMSI	September-2022	07/10/2022	Monthly
<ul style="list-style-type: none"> <li><u>Ratio of claimants to job vacancies</u></li> </ul>	Nomis, Claimant count by sex and age	September-2022	11/10/2022	15/11/2022
<ul style="list-style-type: none"> <li><u>Claimant Count</u></li> </ul>	Nomis, Claimant count by sex and age	July-2022	11/10/2022	15/11/2022
<ul style="list-style-type: none"> <li><u>Employment by Industry</u></li> </ul>	Nomis, Business Register and Employment Survey: open access	2020	09/11/2021	09/11/2022
<ul style="list-style-type: none"> <li><u>Public/Private Sector Employment</u></li> </ul>	Nomis, Business Register and Employment Survey public/private sector: open access	2020	09/11/2021	09/11/2022
<ul style="list-style-type: none"> <li><u>Annual Survey of Hours and Earnings</u></li> </ul>	ONS, ASHE, Nomis	2021	09/11/2021	08/11/2022
<ul style="list-style-type: none"> <li><u>Gender Pay Gap</u></li> </ul>	ONS, ASHE, pay gap tables.	2021	08/11/2021	08/11/2022
<ul style="list-style-type: none"> <li><u>Skills</u></li> </ul>	Nomis, Annual Population Survey	Dec-2021	12/04/2021	TBC April 2023