

# Situations vacant: Online job adverts during the crisis and recovery

James Cockett and Tony Wilson

**30 June 2021**

This briefing note sets out new analysis of online job postings, drawing on vacancy data held by Adzuna ([www.adzuna.co.uk](http://www.adzuna.co.uk)), one of the largest online job search engines in the UK. Adzuna aggregates job ads from thousands of sources and cleans, de-duplicates and standardises the information to provide a robust picture of employer demand, covering at least 90 per cent of all vacancy activity. This is the same data source as is used by the Office for National Statistics in their fortnightly [Economic activity and social change in the UK](#) bulletins, and builds on work conducted by IES between April and October of last year (with the full series [available here](#)).

The analysis confirms that there has been a strong recovery in vacancies this summer, to levels well above the same time two years ago. It appears likely that next month will see the ONS Vacancy Survey reporting the highest single-month vacancy figures since the series began in 2001.

This recovery is being driven by new job adverts – with nearly 350 thousand new vacancies in the last week alone – and appears to reflect both ‘structural’ changes with the pandemic (with strong demand in IT, warehousing/ logistics and public services) as well as a ‘cyclical’ recovery in industries like construction, hospitality and manufacturing.

- Nearly one third of all vacancies are in IT, construction/ trades or warehousing/ logistics (330 thousand in total); while
- There are nearly 130 thousand vacancies in healthcare, nursing and social work; and
- Nearly 75 thousand in both hospitality and sales.

This fairly broad-based recovery across industries has also fed through into generally larger rises in vacancies in regions and areas where demand was previously lower. Vacancies are up by between two fifths and two thirds across the Midlands, north of England and Wales, while they have risen less strongly in southern England (and in fact have fallen in London). Scotland and Northern Ireland are also faring relatively less well. These local differences reflect both the impacts of the crisis – where areas with larger private sectors and those more exposed to ‘shutdown’ industries fared worse – but also

likely a different pattern of job creation in the recovery, both from pandemic-related jobs and the shift to online.

Nonetheless while gaps have narrowed, it remains the case that vacancies are higher in London and southern England than in the north of England and the other nations – with three or more vacancies per hundred people of working age in London, southern and eastern England, compared with fewer than two in the North East of England, Wales, Scotland and Northern Ireland.

At the same time, higher vacancies have been accompanied by even larger rises in unemployment – both on the official and ‘claimant’ measures – which mean that there are more unemployed people chasing each vacancy now than there were before the crisis began. On the ‘claimant count’, which measures all of those who are on social security benefits and are required to be available and looking for work, there are now 2.2 claimant unemployed people per vacancy compared with 1.2 before the crisis began.

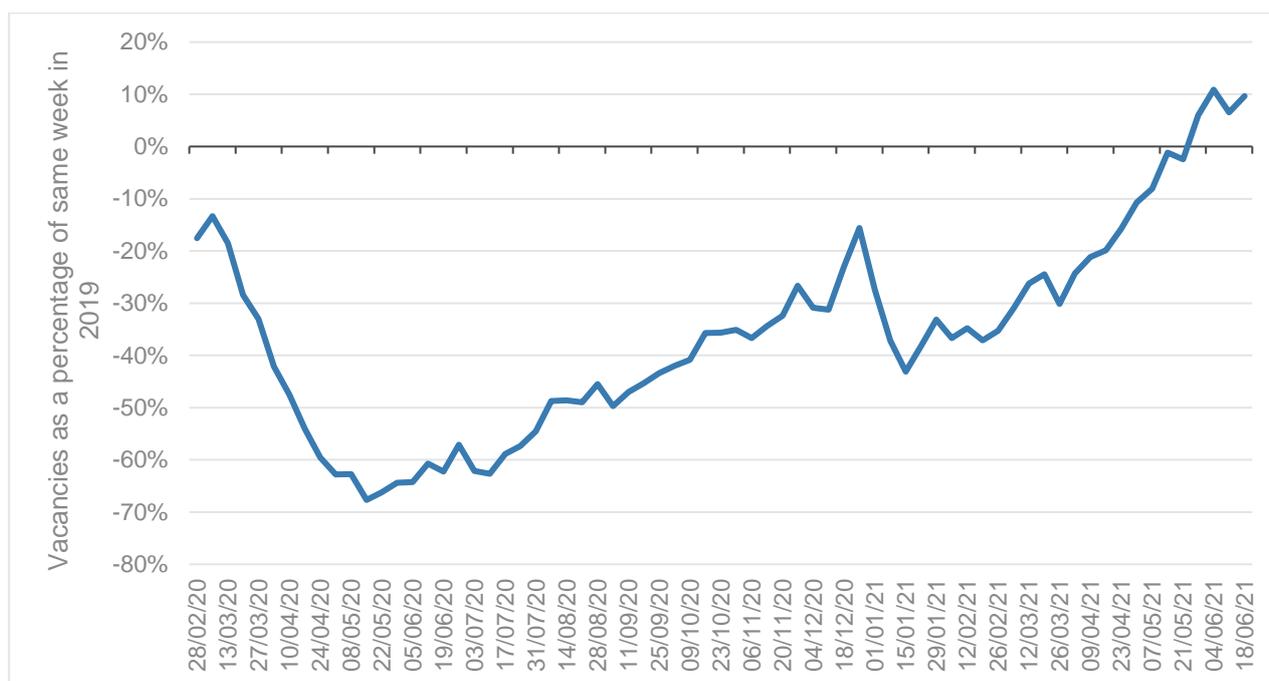
There are also significant differences between places in the number of claimant unemployed people per vacancy. In around a quarter of local areas, there are five or more claimant unemployed for each job opening, and in 21 local areas there are more than ten. Areas with higher numbers of claimant unemployed per vacancy are generally those areas that had higher ratios before the crisis as well – with ex-industrial areas, coastal towns, inner cities (especially London) and Northern Ireland all standing out. Priority areas for ‘Levelling Up’ funding stand out as having high unemployment to vacancy ratios, with ratios more than twice as high as in those areas not prioritised. Nonetheless, as with vacancy figures overall, gaps have narrowed somewhat between areas that were more and less disadvantaged before the crisis.

Looking ahead, this analysis suggests that despite a strong recovery in hiring we still have a long way to go both in supporting those out of work to take up new jobs being created and in helping employers to fill their posts. This points to the need to quickly mobilise the increased investment that has been made in supporting the unemployed; to work much better with employers to support re-training and job matching; and to ensure that the ‘levelling up’ agenda helps to create opportunities for those already out of work.

## Vacancy levels and new vacancies

Figure 1 below shows the level of online vacancies recorded by Adzuna since early 2020, as a percentage of vacancy levels in the same week in 2019. This shows that going into the crisis vacancies were slightly below levels in the previous year, fell to two thirds below 2019 levels in the first lockdown, but then recovered to within a fifth of 2019 levels by the end of the year. The second wave and January lockdown saw a further sharp dip, followed by a steep recovery through the first half of this year. Online vacancies have been above 2019 levels since the end of May, with the latest ONS Adzuna data – for 18 June – reporting vacancy levels 10% above the same week two years ago.

**Figure 1: Online vacancies as a percentage of vacancy levels in the same week in 2019**



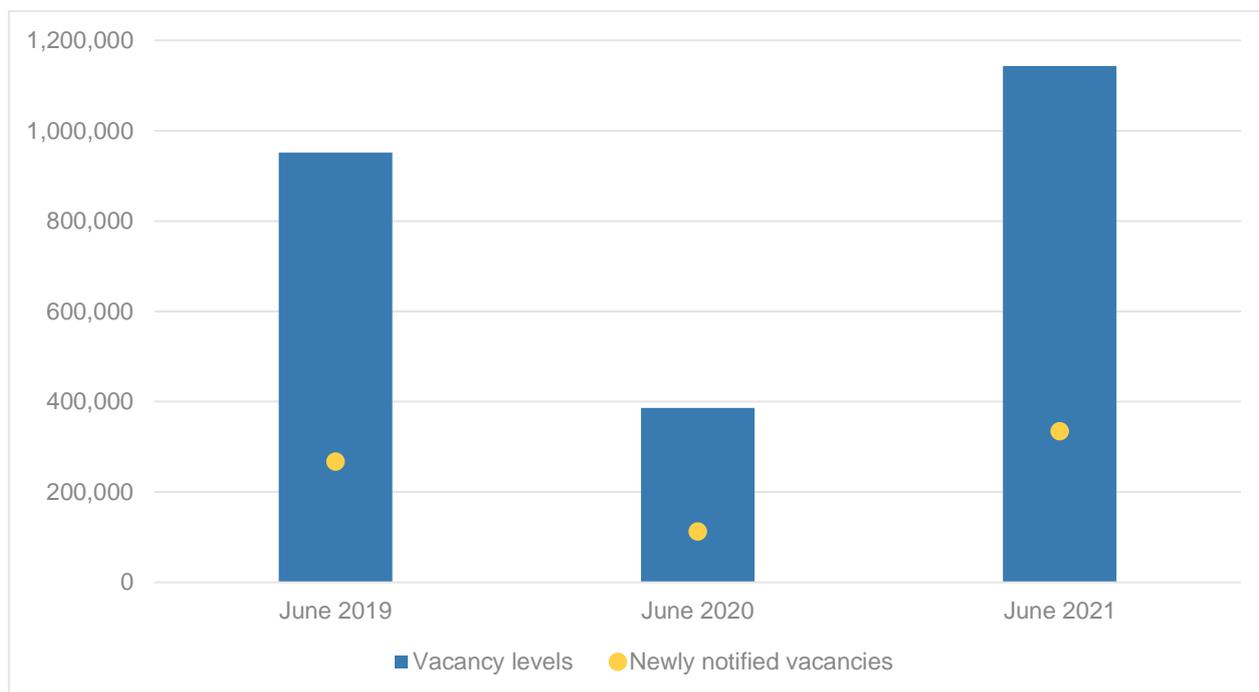
Source: ONS Adzuna Online job advert estimates, Adverts by category de-duplicated

The ONS analysis of Adzuna data does not report on the number of online vacancies over time, so this is set out in Figure 2 below – for 16 June 2019, 21 June 2020 and 21 June 2021. This shows that there are currently 1.14 million online vacancies in the UK. It should be noted however that the headline online vacancy figures are higher than those reported through the ONS Vacancy Survey (by around 15%) – which may reflect either some duplication within the online dataset, under-recording through the vacancy survey, or both. However even if these figures are overstated by 15%, then this would suggest that June will see comfortably the highest ever single-month figure reported through the ONS Vacancy Survey since the series began in 2001<sup>1</sup>.

Figure 2 below also shows, on the right-hand axis, the number of vacancies for each point in time that had been notified in the previous week (yellow dots). This shows a consistent picture across the three dates, with 28-29% of all vacancies being newly notified. In the last week alone, there were 334 thousand new jobs advertised.

<sup>1</sup> The current highest figure, of 928 thousand vacancies, was reported in October 2018.

**Figure 2: Vacancy levels and new vacancies**



Source: Institute for Employment Studies analysis of Adzuna vacancy data

## Vacancies by job type

The ONS fortnightly briefing also sets out changes in vacancies by Adzuna ‘job type’, which places all jobs into one of 27 groups reflecting their broad occupational category. The ONS analysis shows changes relative to pre-crisis levels, rather than the absolute number of vacancies recorded in each group. So in Figure 3 below we have presented the data showing vacancy levels on the eve of the crisis (8 March 2020), a year ago (21 June 2020) and in the latest data (21 June 2021).

Consistent with the ONS analysis, this shows that vacancies are at or above pre-crisis levels across all job types. However there is significant variation across types both in the levels and rate of growth in vacancies.

Both before and since the crisis, IT jobs have accounted for the highest number of vacancies – at nearly one in eight (11.9%) of all job postings. These have risen by one third on pre-crisis levels. Trade and construction jobs have doubled compared with March 2020, while logistics and warehousing vacancies have more than trebled – from 28 thousand to nearly a hundred thousand openings. Combined, these three job types account for nearly one third (30%) of all vacancies.

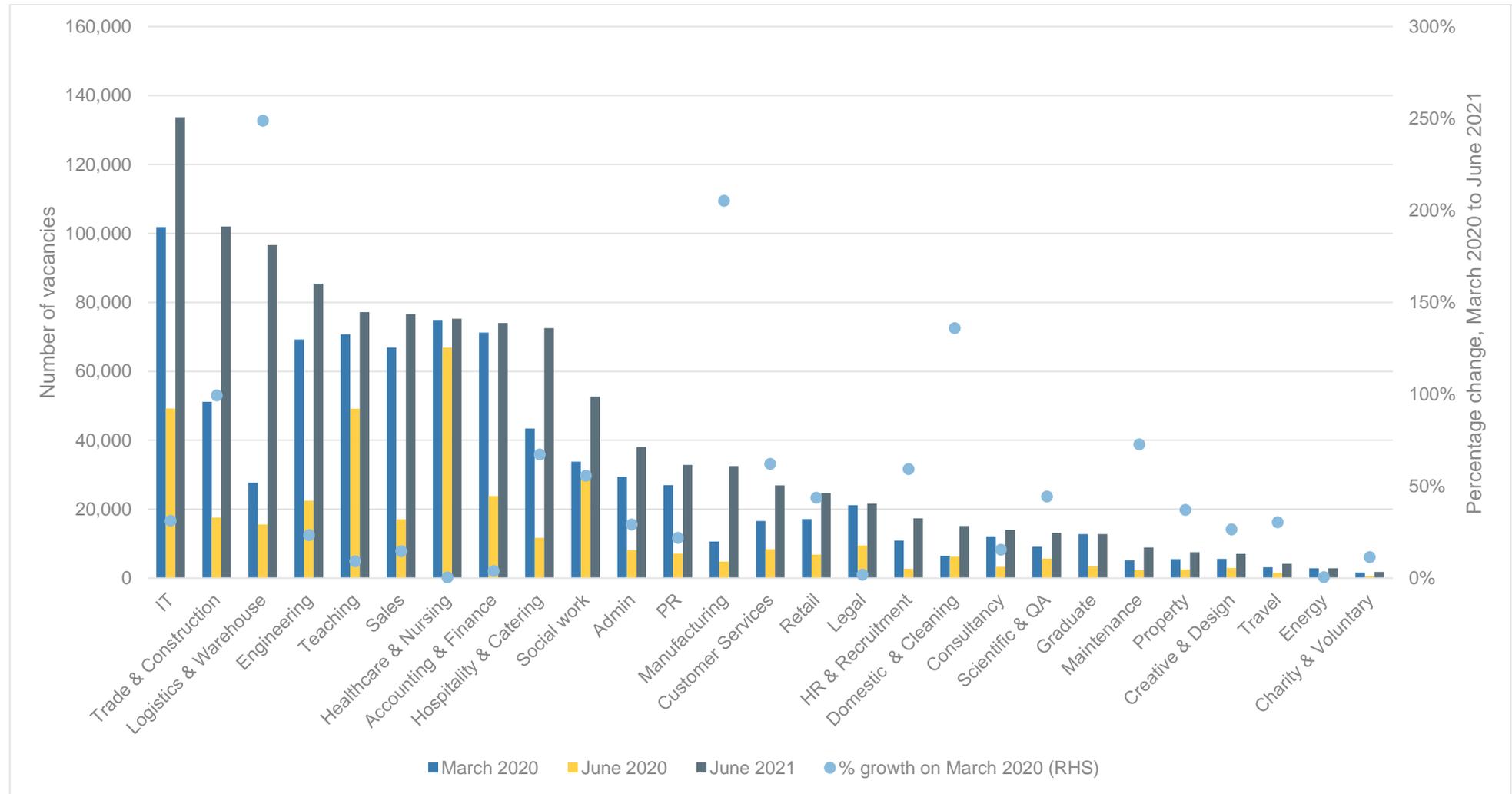
Looking further down the list, manufacturing jobs have more than trebled, from 10 thousand to over 30 thousand online vacancies; while hospitality has also seen a very strong bounceback – with just over 70 thousand vacancies, up by two thirds on pre-crisis

levels (and more than six times higher than a year ago). Social work has also seen strong growth, from 34 thousand to 53 thousand adverts, having barely fallen during the crisis.

Nonetheless a number of job types have seen very low or no growth – with accounting/finance, legal, energy, healthcare/ nursing and graduate jobs all seeing growth of 4% or less. Healthcare jobs have been largely flat across the crisis. However the figures for legal, graduate and finance jobs are more concerning, and suggest a slower than average recovery in some professions.

This analysis suggests a fairly broad recovery across job types, and a combination of both ‘structural’ changes driven by the pandemic – with strong demand in IT, warehousing/ logistics and public services – alongside a gathering ‘cyclical’ recovery in industries like construction, hospitality and manufacturing. It is also plausible that we are seeing some impacts from Brexit and lower net migration from the EU, as we know from Labour Force Survey data that EU nationals were previously over-represented in hospitality, manufacturing, transport and construction jobs (and relatively under-represented in for example healthcare and teaching).

**Figure 3: Vacancies by high level job type – March 2020, June 2020 and June 2021**



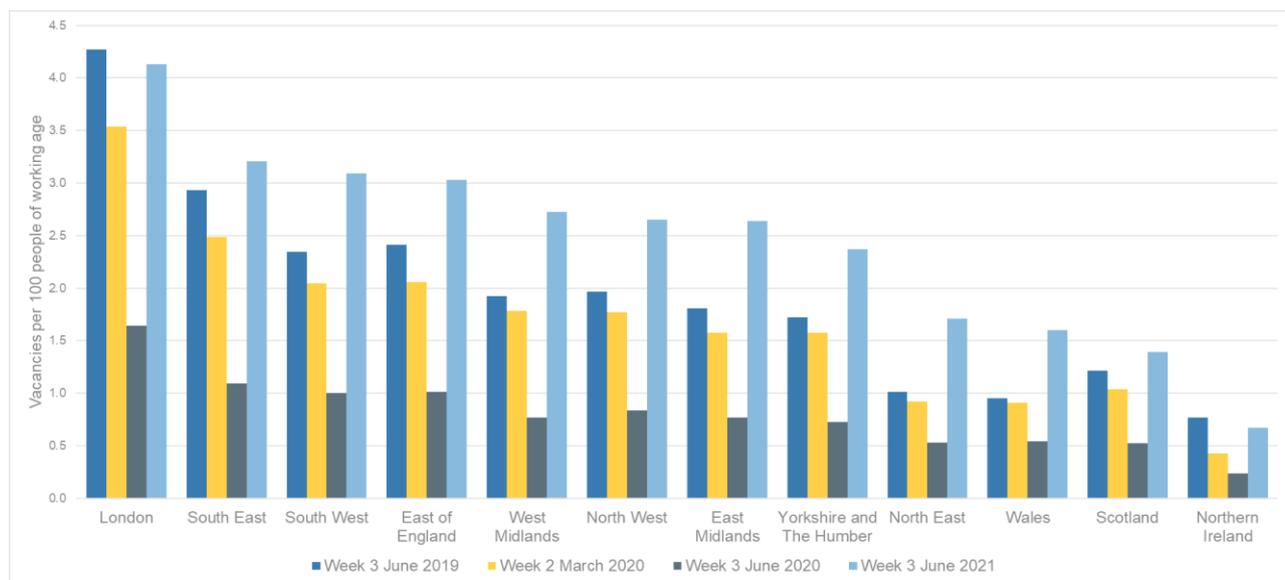
Source: Institute for Employment Studies analysis of Adzuna vacancy data

## Vacancies by area

Figure 4 below shows vacancies by region and nation. This builds on the ONS analysis by showing the level of vacancies in each region or nation, standardised as the number of vacancies per hundred people of working age in order to take account of different region/nation sizes. The crisis has seen the gap in vacancy levels narrow between regions and nations, with vacancies still lower in London than they were two years ago, while they have risen strongly (by between two fifths and two thirds) in the Midlands, north of England and Wales. The North East and Wales have seen particularly strong growth. At the same time, Scotland and Northern Ireland are faring relatively less well – with vacancies in Scotland up by 14% on 2019 levels, and vacancies in Northern Ireland still lower (by 13%).

Previous [monthly labour market briefings](#) have set out some of the reasons for some of these differential impacts – in particular that London has been hit very hard given the impacts of the crisis on office work, hospitality, leisure, tourism and aviation; while areas with relatively higher public sector employment have been relatively better insulated during the slowdown. However this data does also reiterate what appears to be a relatively broad-based recovery in hiring.

**Figure 4: Vacancy levels by region and nation**



Source: Institute for Employment Studies analysis of Adzuna vacancy data

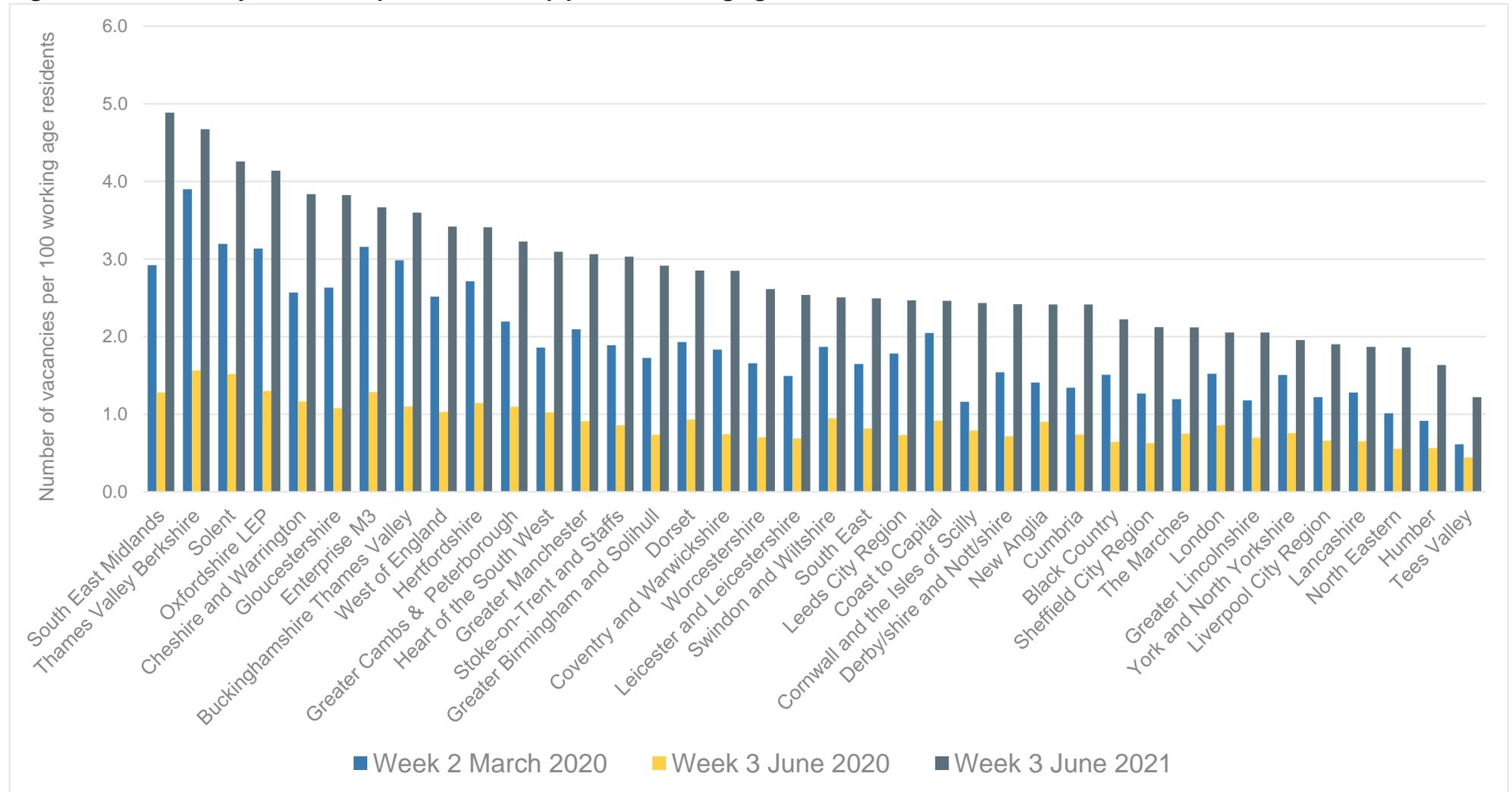
Analysis by Local Enterprise Partnership areas for England (Figure 5) again shows significant variation across places, and far greater than that between regions. The highest level of vacancies (at 4.9 per hundred working age residents) is now in the South East Midlands – covering Milton Keynes, Northampton, Luton and surrounding areas. These have grown by two thirds since March 2020. Thames Valley, the Solent, Oxfordshire and London are all also above four vacancies per hundred. However these latter four areas have seen among the weakest growth compared with March 2020 – up by between one sixth and one third on March 2020 levels – while areas in southern England and particularly within London’s economic orbit have generally seen lower rises.

By contrast, areas that had relatively lower vacancy levels have (again) seen stronger growth. However, this LEP analysis suggests that these are also often areas that are:

- More rural – with vacancies in Cornwall more than doubling, and up by three quarters or more in Cumbria, the Marches, Greater Lincolnshire and New Anglia; and/ or
- In northern and eastern England – with vacancies doubling in Tees Valley, and up by around four fifths in the North Eastern area and the Humber.

These differences do appear to reflect the particular impacts of the crisis – in the toll that it has taken on major cities and specific industries; the extent to which areas with more public sector jobs have fared less badly; but potentially too that jobs growth in logistics, IT, construction and manufacturing may be helping to narrow gaps between areas.

**Figure 5: Vacancies by Local Enterprise Partnership per 100 working age residents**



Source: Institute for Employment Studies analysis of Adzuna vacancy data

## Unemployed claimants per vacancy

The above analysis of overall vacancy levels paints a broadly positive picture of a labour market recovering from the Covid-19 crisis. However at the same time, we have also seen over the last fifteen months increases in unemployment (from 3.9% to 4.7% of the labour force) and particularly pronounced rises in the number of people who are claimant unemployed – meaning that they are claiming social security benefits (usually Universal Credit) and are required to be actively seeking and available for work.

Since the onset of the crisis, claimant unemployment has doubled, from 1.24 million (in February 2020) to 2.50 million (May 2021). This means that on average there were 2.2 claimant unemployed people for every vacancy in the economy – nearly double the rate at the same point in 2019, when there were just 1.2 claimant unemployed for every vacancy. However the current ratio is still a significant improvement on a year ago, when there were nearly six people claimant unemployed for every vacancy.<sup>2</sup>

The claimant count is an imperfect measure of unemployment for a number of reasons – most importantly, it only captures those who are on social security benefits and treated as unemployed, and so *includes* people who may not actually be actively seeking or available for work (and so should not be counted as unemployed) while it *excludes* those who may be seeking/ available for work but may not be claiming benefits (like students). There are also further issues with the data as currently collected, in that:

- Universal Credit has led to more people being brought into the requirements for actively seeking and being available for work – with the government producing an [‘Alternative Claimant Count’](#) that seeks to account for this, and suggests that it may explain around 200 thousand of the 1.2 million growth in claimant unemployment; and
- Around one in ten of those on the ‘claimant count’ are actually in work but on very low earnings (below £78 a week for single people or £125/ week for couples) – this *proportion* is unchanged during the crisis, but this means that the *number* has doubled as the overall count has doubled.

Nonetheless the claimant count is a useful indicator of those who are out of work (in the vast majority of cases), on social security benefits and required to look for and be available for work. It also has the strong advantage of providing timely, detailed data to local authority level – which enables us to then compare the relative position of local areas in terms both of labour demand (vacancies) and supply (jobseekers).

The overall position – of the claimant-to-vacancy ratio currently standing at nearly twice its pre-crisis rate – suggests that although labour demand has recovered strongly, there is still significant potential capacity to meet that demand.

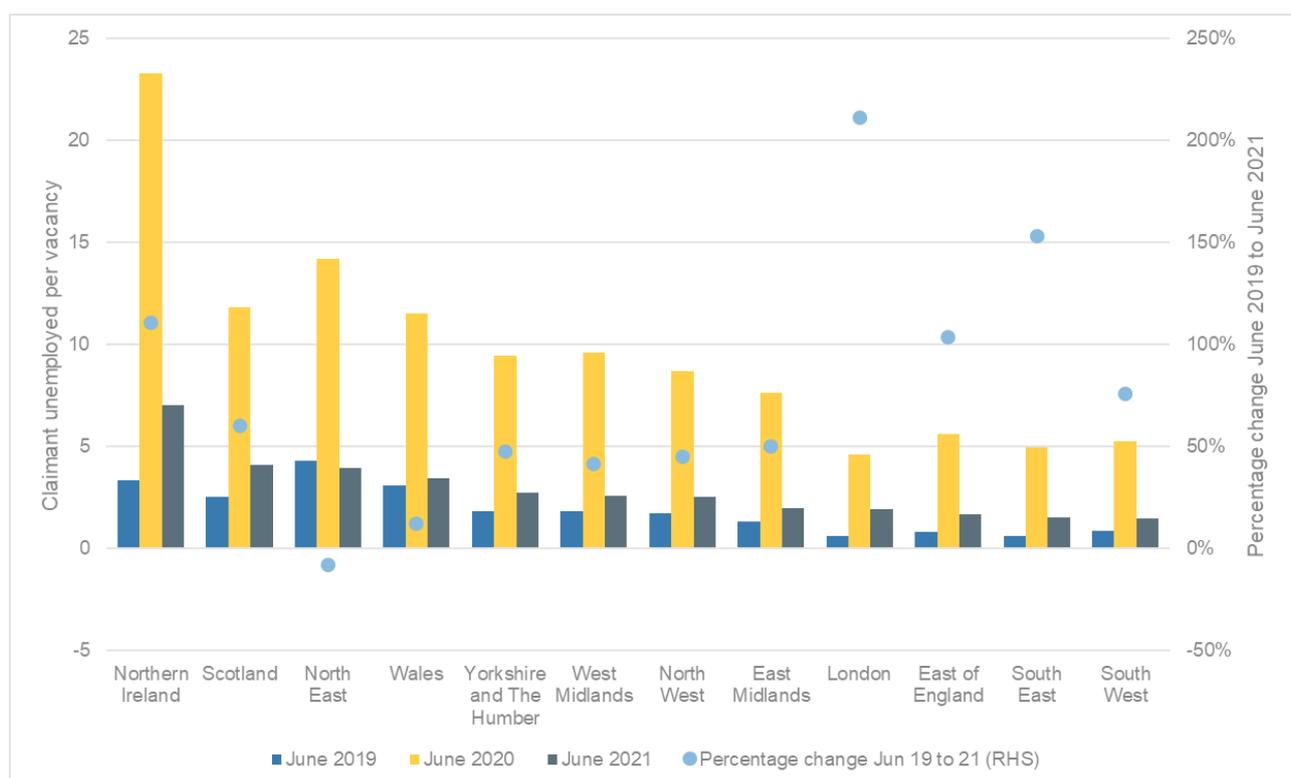
<sup>2</sup> The ‘latest’ claimant count to vacancy ratio compares the latest data for each – so the claimant count in May 2021 and online vacancy figures for June 2021. Previous years therefore also compare claimant data for May with vacancy data for June of that year.

Looking at regions and nations, Figure 6 below shows both the extreme impacts of the first lockdown – when there were close to or more than ten claimants per vacancy in half of all regions and nations – but also some continued and significant disparities between places both before the crisis and in the latest data. In Wales, the North East, Scotland and Northern Ireland there are more than twice as many people claimant unemployed per vacancy (3.5 or higher) as there are in the East of England, the South East and the South West (1.7 or fewer).

Northern Ireland clearly stands out (and to a greater extent than it did before the crisis, which may reflect the ongoing impacts on business of Brexit and trade uncertainty) but across nearly all other regions with high levels of unemployment relative to vacancies, we have also seen above average increases in demand. So a key challenge and opportunity in the recovery will be how we better support those people who are out of work and want jobs in areas of higher unemployment to take up more of the increased number of vacancies that are currently being advertised.

Figure 6 also shows the percentage change in the claimant to vacancy ratio between 2019 and 2021 (the blue dots, right hand scale). This shows very clearly that the areas that have seen the largest percentage rises in the claimant-to-vacancy ratio have been those areas where the labour market was stronger in the past – with the ratio in London more than trebling (from 0.6 to 2.0 claimants per vacancy), and more than doubling in the South East and in the East of England (from 0.6 to 1.5, and from 0.8 to 1.7 respectively). As set out earlier in the briefing, these are areas that have seen a relatively weaker recovery in demand, but nonetheless have very high levels of vacancies overall.

**Figure 6: Number of claimant unemployed per vacancy, by region and nation – June 2019, 2020 and 2021**



These differences between areas are even more pronounced when local areas are grouped according to their characteristics rather than their region. Figure 7 below does this, using ONS [residential classifications](#) based on demographic, household composition, housing, socio-economic and employment information. We present the 'supergroup' area break-down which categorises each local authority into one of eight groups.

For this analysis we have only compared 2019 and 2021 in order to bring out more clearly the difference between pre- and post-crisis ratios of claimant unemployment to vacancies. This shows that ratios have increased across all area types, but that ratios are higher in more urban and ex-industrial areas (with four or more claimants for each vacancy) than in more rural and affluent areas. The 'Ethnically diverse metropolitan living' category has seen particularly stark increases, from having one of the lowest ratios to the highest (an increase of 250%). This group comprises a number of London Boroughs plus Birmingham, Leicester, Luton and Slough. At the same time, ratios have often increased by a larger proportion in more affluent areas, but from a relatively low base.

**Figure 7: Percentage change of number of vacancies relative to March, by ONS typology**

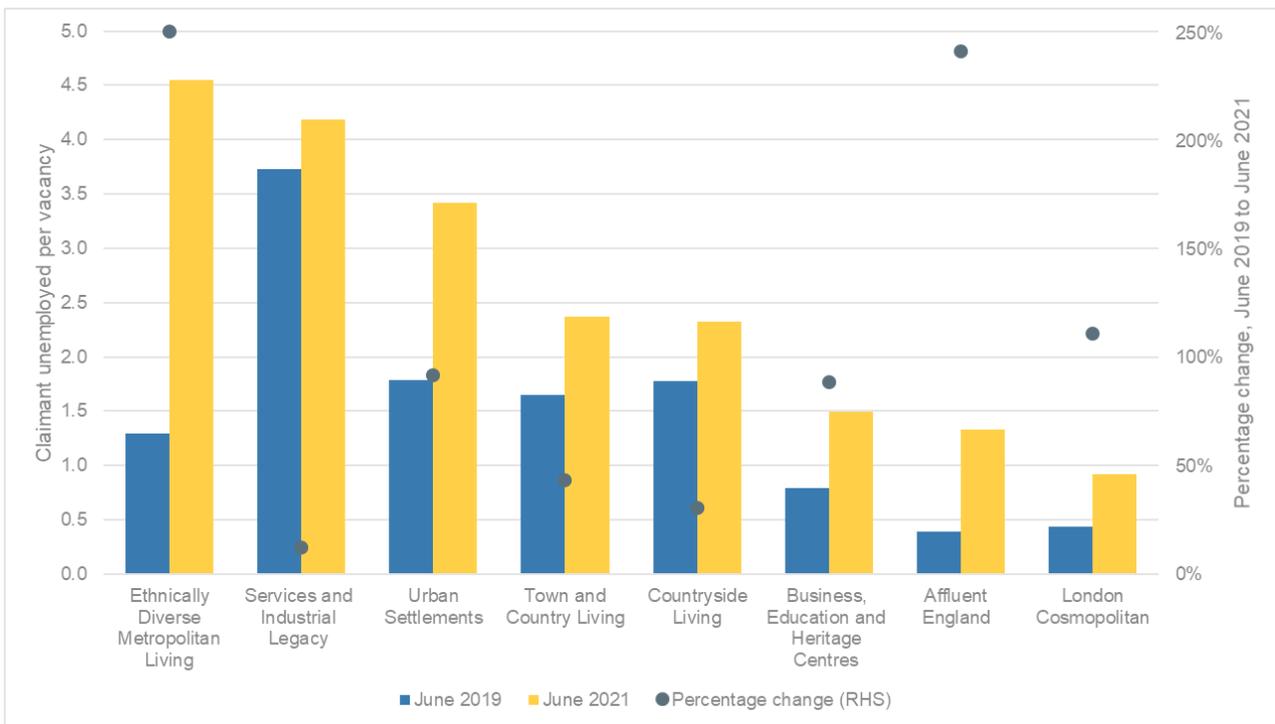
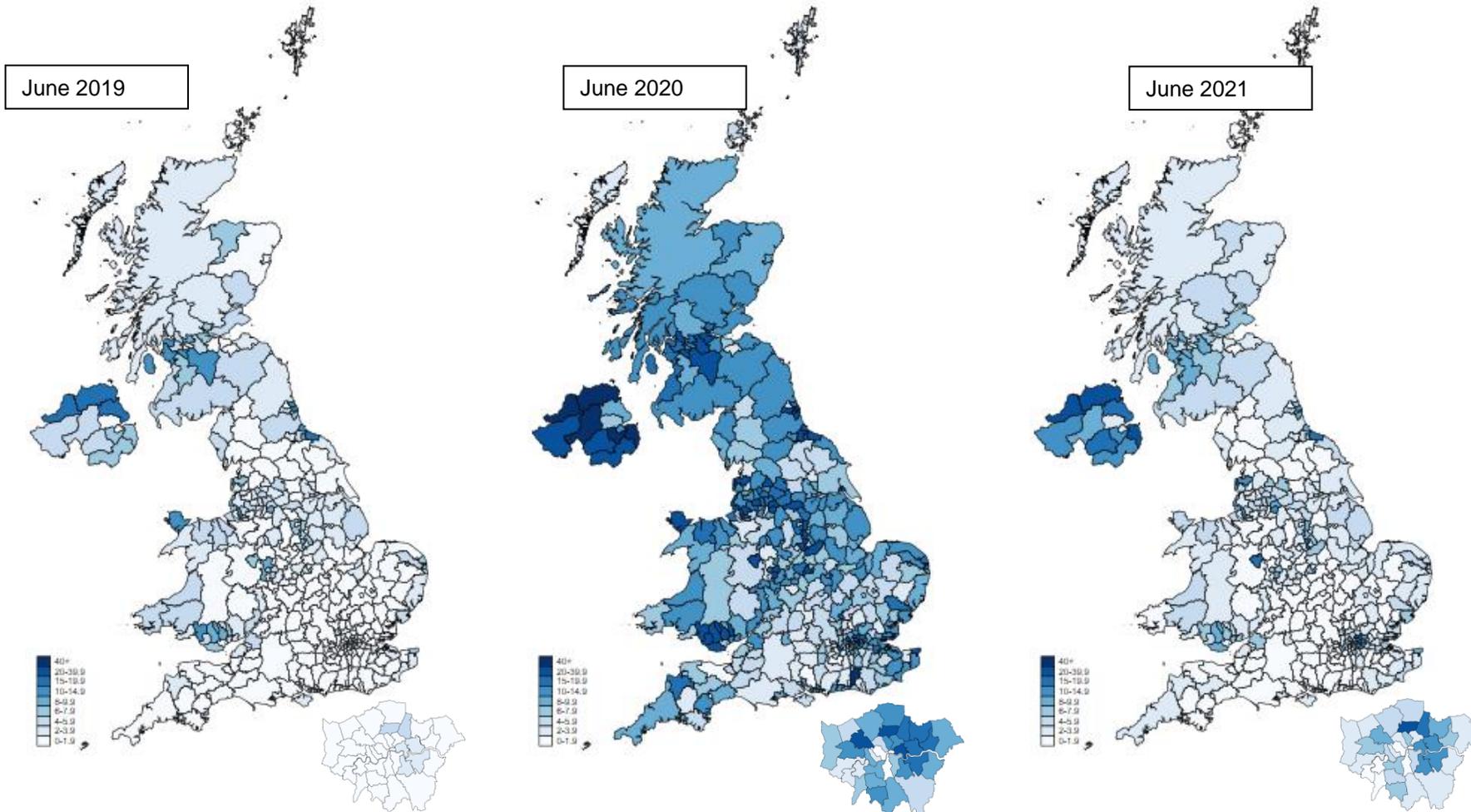


Figure 8 below then illustrates changes at local authority level – showing the claimant to vacancy ratios for all local areas in June 2019, 2020 and 2021 (with London also shown separately underneath each map). For ease of comparison, these use the same scale in each map. This brings out clearly that the same broad areas are darker in each of the three maps – again, in particular ex-industrial areas (like the central belt of Scotland, the Welsh Valleys, parts of the Midlands and North of England); coastal areas; inner cities; and Northern Ireland.

Looking between the maps, it is also clear that all areas were hit very hard during the crisis itself and all areas have recovered most of that ground in the recovery. However London in particular (especially central, north and East London), as well as coastal areas of England, have seen noticeable increases in the numbers of claimant unemployed for each vacancy.

**Figure 8: Number of claimant unemployed per vacancy, UK with London shown separately – June 2019, June 2020 and June 2021**



Source: Institute for Employment Studies analysis of Adzuna vacancy data and ONS Claimant Count data

**Table 1: Local authorities with eight or more claimant unemployed per vacancy**

	Local authority	Region/ nation	Claimants per vacancy			2019 to 2021	
			June 2019	June 2020	June 2021	Change in level	Percentage change
1	Derry City and Strabane	Northern Ireland	15.6	53.6	34.9	19.4	124%
2	Causeway Coast and Glens	Northern Ireland	19.3	89.1	30.8	11.6	60%
3	Ards and North Down	Northern Ireland	7.8	66.0	26.4	18.5	236%
4	Haringey	London	5.6	31.8	20.1	14.5	262%
5	Telford and Wrekin	West Midlands	7.4	36.2	19.2	11.7	157%
6	Waltham Forest	London	4.2	15.4	16.5	12.3	296%
7	Mid and East Antrim	Northern Ireland	15.7	83.0	16.4	0.7	5%
8	Broxtowe	East Midlands	7.6	39.1	16.2	8.6	114%
9	Armagh City, Banbridge and Craigavon	Northern Ireland	5.0	38.8	15.9	10.9	219%
10	Redcar and Cleveland	North East	16.0	29.0	15.2	-0.8	-5%
11	Lisburn and Castlereagh	Northern Ireland	6.1	57.7	14.3	8.3	137%
12	Newry, Mourne and Down	Northern Ireland	6.5	35.7	13.0	6.5	100%
13	Greenwich	London	2.2	16.5	12.7	10.5	486%
14	Newham	London	2.3	18.3	12.5	10.2	441%
15	Tameside	North West	8.8	36.6	12.0	3.1	35%
16	Tower Hamlets	London	2.8	21.9	11.7	8.9	319%
17	Lewisham	London	2.9	12.8	11.5	8.6	294%
18	Knowsley	North West	10.0	21.7	11.5	1.4	14%
19	Fermanagh and Omagh	Northern Ireland	4.0	31.5	10.7	6.6	164%
20	Castle Point	East of England	4.7	28.2	10.6	5.9	126%
21	Wyre	North West	7.1	32.4	10.2	3.1	43%
22	West Dunbartonshire	Scotland	4.8	25.0	9.9	5.1	106%
23	Brent	London	1.5	23.6	9.8	8.3	552%
24	Mid Ulster	Northern Ireland	5.5	45.8	9.6	4.2	77%
25	East Ayrshire	Scotland	7.1	9.6	9.6	2.4	34%
26	North Ayrshire	Scotland	11.1	18.5	9.5	-1.6	-14%
27	Vale of Glamorgan	Wales	7.8	23.0	9.4	1.6	21%
28	South Tyneside	North East	11.5	42.4	9.4	-2.2	-19%
29	Spelthorne	South East	1.8	31.2	9.2	7.5	422%
30	East Renfrewshire	Scotland	10.1	22.4	9.2	-0.9	-9%
31	Inverclyde	Scotland	11.6	18.4	9.1	-2.5	-21%
32	Hartlepool	North East	13.4	33.2	9.1	-4.3	-32%
33	Merthyr Tydfil	Wales	8.9	31.9	9.1	0.2	2%
34	Bolsover	East Midlands	6.2	33.4	9.0	2.8	45%
35	Thanet	South East	6.9	28.6	9.0	2.0	29%
36	Sandwell	West Midlands	5.5	32.6	8.9	3.4	62%
37	Blackpool	North West	3.6	28.5	8.9	5.3	150%
38	Sefton	North West	6.6	22.8	8.8	2.1	32%
39	Rhondda Cynon Taff	Wales	8.9	31.8	8.6	-0.3	-3%
40	North Lanarkshire	Scotland	5.8	37.9	8.6	2.7	47%
41	Redbridge	London	1.4	16.6	8.2	6.7	466%
42	Sunderland	North East	6.2	24.4	8.1	1.9	31%
43	Oldham	North West	4.9	22.2	8.0	3.1	63%

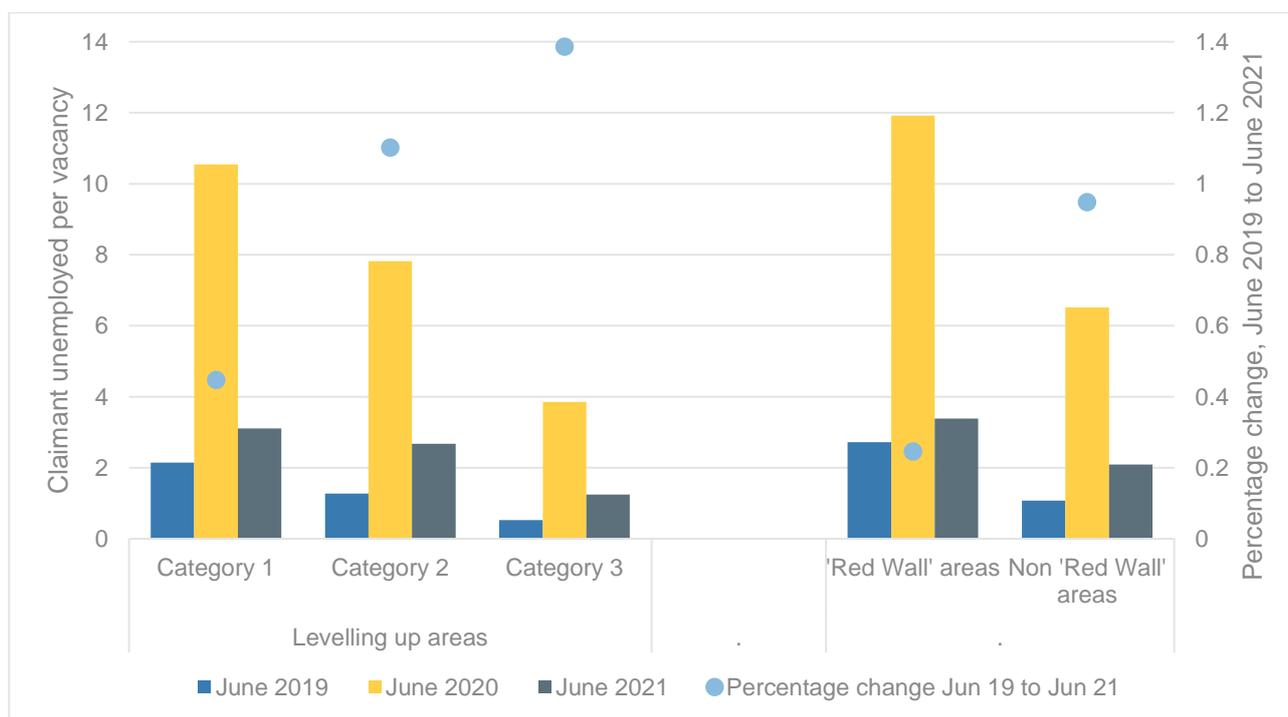
Source: Institute for Employment Studies analysis of Adzuna vacancy data and ONS Claimant Count data

Reassuringly, areas given higher priority for the new '[Levelling Up Fund](#)' also appear to have weaker labour markets than those not prioritised, as Figure 9 below shows. There is

not much difference between the highest priority areas (1) and the next group down (2) – with 3.1 and 2.7 claimants per vacancy respectively. And importantly, this analysis shows that the gap between Category 1 and Category 2 places has narrowed significantly during the crisis, with the ratio more than doubling in Category 2 areas but rising by less than a half in the top priority places. Given that the Fund’s methodology used pre-crisis data, this may suggest a need to look again at how to prioritise within and between categories – as well as of course the need to ensure that those who are out of work and living in areas that benefit from investment are given the support that they need to take up the new jobs created. The largest proportionate growth has been in Category 3 areas, but from a very low base (rising from 0.5 to still just 1.2 claimant unemployed per vacancy).

Finally, Figure 9 also examines whether so-called ‘Red Wall’ areas have fared any better or worse on this measure during the crisis. For these purposes, areas were selected as ‘Red Wall’ if they covered constituencies that were previously Labour but became Conservative in 2019; and are in the Midlands or northern England. These areas appear to have been hit particularly hard during the crisis itself – with the number of claimants per vacancy rising to nearly 12 – but have since recovered to 3.4 claimants per vacancy. However this does remain significantly above the figure for the rest of the UK.

**Figure 9: Number of claimant unemployed per vacancy, by ‘Levelling Up Fund’ categorisation and whether a ‘Red Wall’ area**

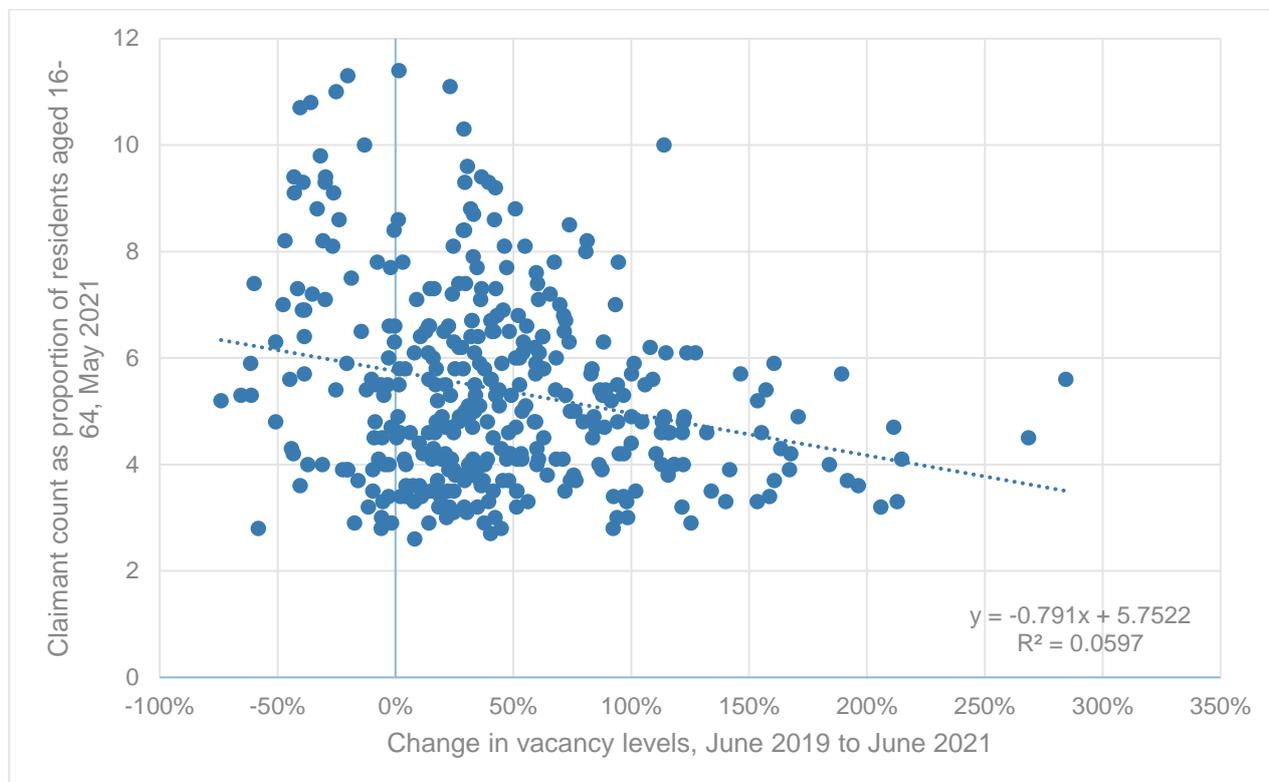


Source: Institute for Employment Studies analysis of Adzuna vacancy data and ONS Claimant Count data

Finally, we have also explored the extent to which the growth in vacancies has been in areas with relatively higher or lower claimant unemployment. The results of this analysis are pretty inconclusive, in that there does appear to be a weak negative correlation between claimant unemployment rates and the growth in vacancies – i.e. vacancies have

grown by slightly less in areas with higher claimant rates – but the relationship is not strong, reflecting the analysis earlier in the note that suggested that the recovery in vacancies had been fairly broad based. Figure 10 below illustrates this, with each dot representing a local authority district.

**Figure 10: Relationship between local authority level claimant unemployment rates (claimant count as a share of 16-64 population) and change in vacancies June 2019-21**



Source: Institute for Employment Studies analysis of Adzuna vacancy data and ONS Claimant Count data

## Conclusions and implications

This analysis reiterates that we have seen a strong recovery in vacancies in the last six weeks, to a point where the figures suggest that vacancies may now be at their highest level ever. This is a broad based recovery – with increases in hiring in pandemic related jobs, public services employment holding up or even growing, and a rebound in hiring in industries previously shut down. This appears to be leading to a narrowing of gaps between areas, although it remains the case that London and southern England have the highest levels of labour demand, even having been hit hard in the crisis. This general picture of rising demand is also increasingly being reflected in reports of labour and skills shortages in industries struggling to keep up with demand.

However if this is the positive news, of more concern is the fact that unemployment remains elevated – with the headline unemployment rate still well above pre-crisis levels, long-term unemployment rising at its fastest in a decade, and the claimant count still at double where it was on the eve of the crisis.

As a consequence, despite increasing demand in the labour market there are nearly twice as many claimant unemployed as there are vacancies and in around a quarter of all areas

there are five or more unemployed people for each opening. And again, while the crisis has seen gaps narrow between more and less disadvantaged areas, those places with the highest levels of unemployment per vacancy now are generally the same as those places before the crisis began – in particular ex-industrial, coastal and inner city areas.

However, while this analysis helps to fill some gaps in our understanding of local demand and potential supply, it does not tell us (much) about potential skills mis-matches between jobs that are seeking people and those people that are seeking jobs (beyond what we can tell from the headline levels of demand by 'job type'). The data that Adzuna collects does allow for this analysis, and IES briefings during the crisis showed how this could be used both to explore demand by occupational level and demand by job types within local areas.

Looking ahead, this analysis points to four potential priority areas for public policy and employer practice during the recovery:

- First, the central importance of Jobcentre Plus and contracted out employment services – including the new Restart programme – in actively supporting those who are out of work to prepare for work, look for work, apply for and then fill those jobs – based on active, person-to-person support, local partnerships and effective employer engagement. We also need to continue to invest in, and improve access to, careers services so that those looking to enter or change jobs can understand their own skills and the skills that they will need for work.
- Secondly, the need for employers to look at their own recruitment processes, job design and ways of working – as recent IES work with the [Centre for Ageing Better on older workers](#), and with [Timewise on flexible work](#), has shown, so that jobs can be more easily filled by people with different experience, caring responsibilities, older workers and those who may health needs.
- Thirdly, the need for local and national government, colleges/ training providers and employers to find ways to co-invest in the pre-employment and into-employment training that may be needed to meet demand. A key priority for the Spending Review should be to ensure that there are means to support this through pre-employment and in-work training, outside of the formal apprenticeships system.
- Finally, the importance of linking our approaches to levelling up and local economic growth with how we support employers and those out of work (and in low paid work) to meet their needs. IES has previously set out the case for local 'Good Work Partnerships' to underpin this, bringing together employer services, individual support and local development and to support decent work.

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## About IES

The Institute for Employment studies is an independent, apolitical centre of research and consultancy in employment policy and human resource management. It works with employers, government departments, agencies and professional and employee bodies to support sustained improvements in employment policy and practice.

## About Adzuna

[Adzuna](#) is a smarter, more transparent job search engine used by tens of millions of visitors per month and listing over a million jobs across the UK. We love using the awesome power of technology to bring together every job in one place, help match people to better, more fulfilling jobs and keep the nation working.

We also supply real-time data to the Number 10 Dashboard and Office for National Statistics labour market indices. In 2018, Adzuna won the contract to run Find a job, one of the British government's most used online services.

[Adzuna.co.uk](#) was founded in 2011 by Andrew Hunter and Doug Monro, formerly of eBay, Gumtree, Qype and Zoopla and is backed by leading Venture Capital firms Passion Capital, LocalGlobe, Index Ventures and Smedvig Capital.

We've spent a decade developing smarter, more transparent job search so jobseekers worldwide (we're in 16 countries) can zero in on the right role faster.