Weekly vacancy analysis:

Vacancy trends in week-ending 3 May 2020

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This is the fourth in a series of weekly briefings exploring changes in vacancies since the Covid-19 crisis began. The work is funded by the Joseph Rowntree Foundation and uses vacancy data collected by Adzuna (www.adzuna.co.uk) – one of the largest online job search engines in the UK.[1] This briefing covers vacancies up to Sunday 3 May 2020. It follows the same format as previous briefings, with analysis of new vacancies, vacancy levels, changes by area and changes by job type. This week's briefing includes new analysis of changes in vacancies by the productivity level of the local area. This analysis assesses whether vacancy levels are likely to recover first in the most productive areas of the country.

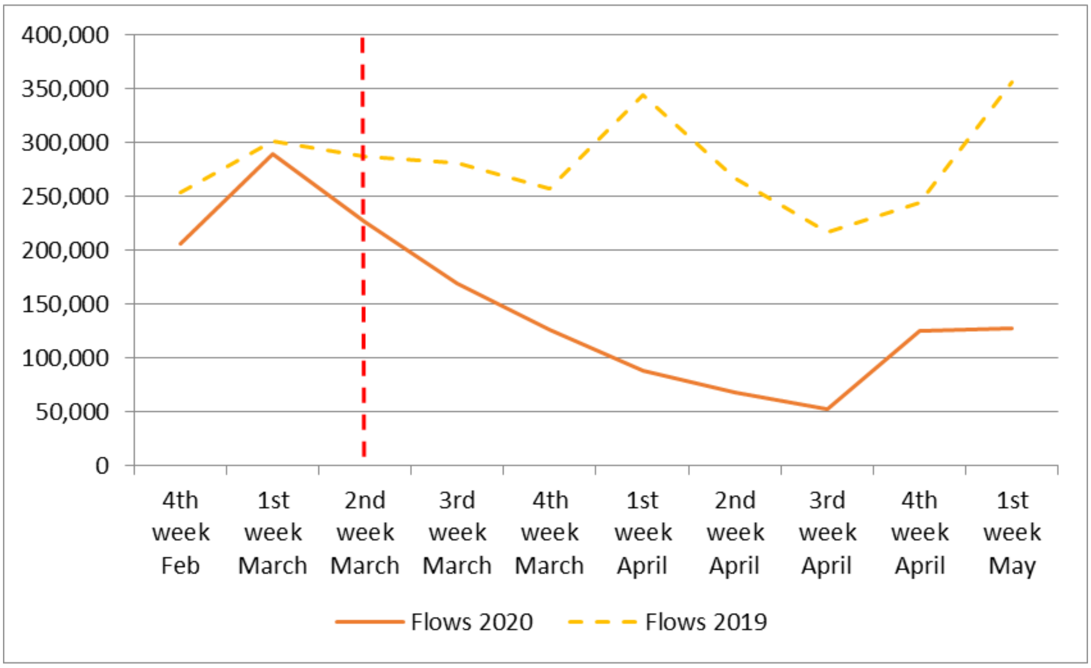
As set out in the second briefing note, we use week ending 15 March (2nd week in March in text) when making comparisons with pre-crisis data.

Changes in new vacancies and vacancy levels

Our analysis finds that in the last week, there were 128 thousand new vacancies notified (shown in Figure 1). This is 43% lower than in the week before the crisis began (indicated by the red broken line) and new vacancies stand at just over one-third (36%) of the level notified in the same week in 2019. Nevertheless, there are signs of continued recovery in the number of new vacancies advertised. The week to 26 April saw the first rise in the number of new vacancies since the start of the crisis and there was a further rise last week. The number of new vacancies notified in the week to 3 May exceeded levels last seen in the final week of March.

[1] Adzuna runs the government's 'Find a Job' service. It 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.

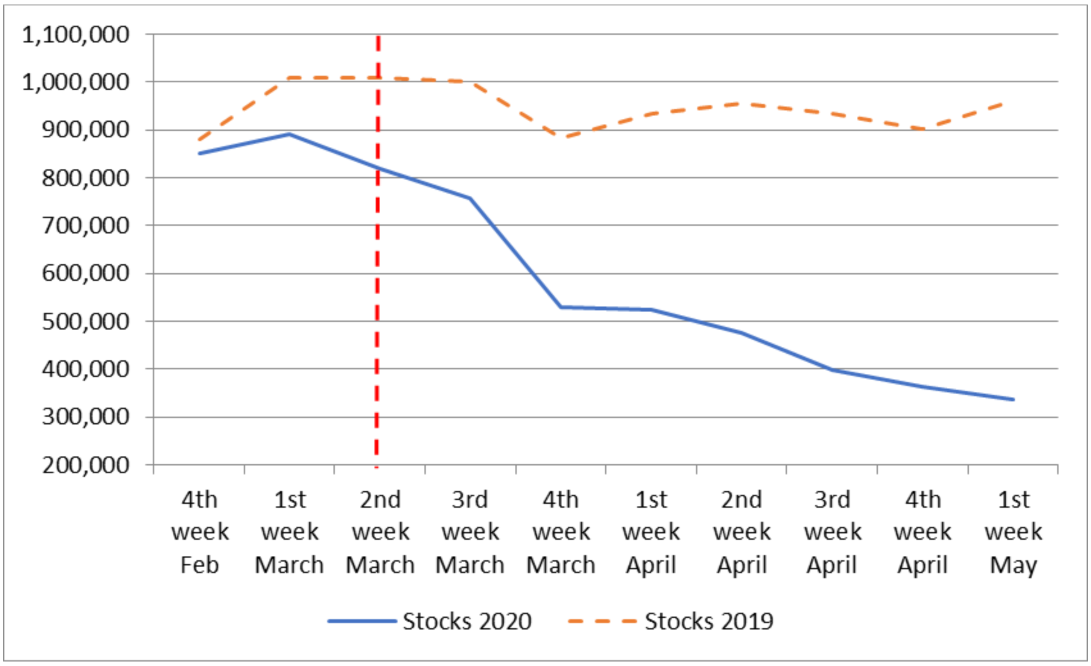
Figure 1: Number of new vacancies by week



Source: Institute for Employment Studies analysis of Adzuna vacancy data

The overall level of vacancies at 3 May was 337 thousand (shown in Figure 2). This is 483 thousand (59%) lower than before the crisis and 27 thousand (7%) lower than the previous week. The continuing fall in the total number of vacancies being advertised each week is driven by the substantial reduction in the number of new vacancies being advertised in the period up to the 4th week in April. Provided the increase in new vacancies apparent from the end of April onwards is sustained, this will start to reverse the downward trend in the total number of vacancies.

Figure 2: Total number of vacancies by week



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Changes in the number of new vacancies from week-to-week should be treated with some caution, but the South East and Yorkshire and Humber were the only two regions where the number of new vacancies notified in the week to 3 May was markedly lower than in the previous week. The largest percentage increases in the number of new vacancies compared to the previous week were seen in Northern Ireland and Wales, but in the case of Northern Ireland this may have been partly because the rise in the number of new vacancies advertised in the previous week was behind that seen in other parts of the UK.

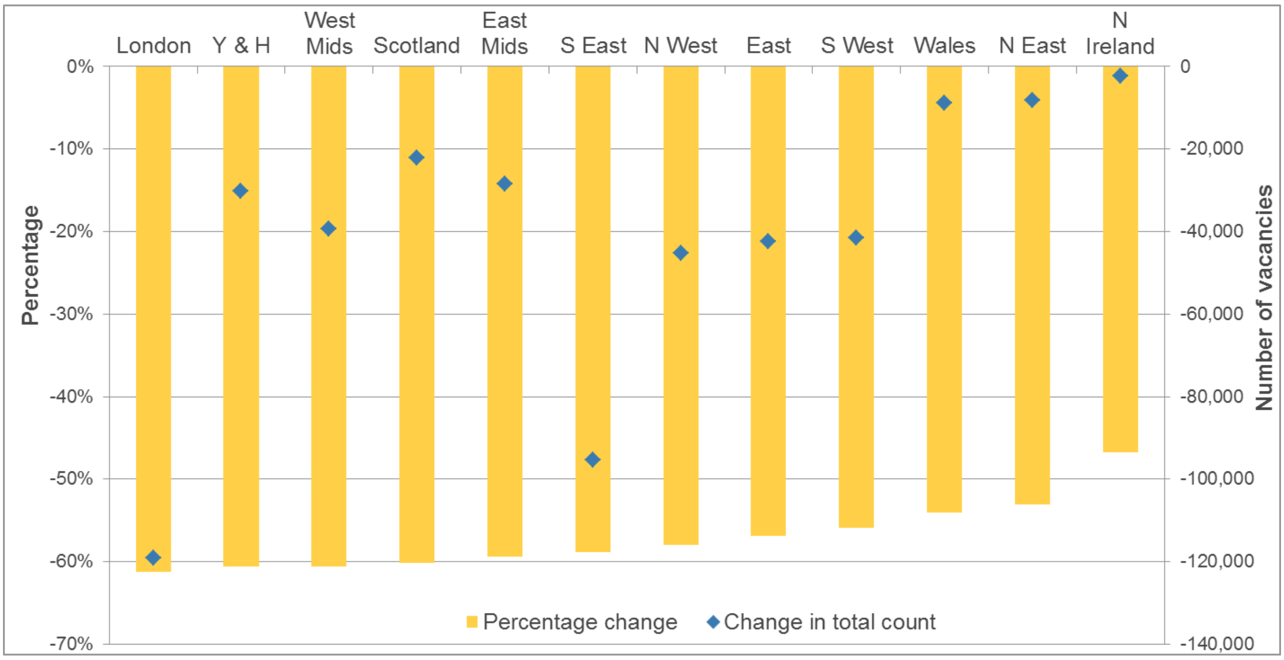
Healthcare and nursing jobs were most prevalent amongst new vacancies, accounting for over one-fifth of jobs advertised last week, at 32 thousand. Just over one-in-eight new vacancies were in IT (18 thousand). The fact that jobs in social work and teaching were not far behind IT in the league table of new vacancies being advertised (at 17 thousand and 16 thousand respectively) suggests that public sector recruitment is recovering faster than that in the private sector.

Local and regional changes in vacancy levels

Figure 3 shows how vacancy levels have changed by English region and devolved nation since the crisis began. Some caution is necessary when interpreting this figure, as the regions and devolved nations with the smallest percentage changes in vacancies were those where the total number of vacancies prior to the crisis was lower, meaning they had less far to fall. However, in percentage terms, Northern Ireland has seen the smallest reduction in vacancy levels, at 47%, followed by Wales at 54%. Vacancy levels in

Scotland have dropped by 60% compared to the period before the crisis and most parts of England have experienced a similar decline. Vacancy levels have held up better in the North East, where the reduction compared to the pre-crisis period was 53%, but again, this may be partly due to this region having a lower volume of vacancies than other parts of England prior to the crisis.

Figure 3: Percentage difference in vacancies (left-hand axis) and in the level of vacancies (right-hand axis) by region and devolved nation between w/e 15th March and w/e 3rd May



Source: Institute for Employment Studies analysis of Adzuna vacancy data

As with the previous week's briefing, the changes within regions are far greater than those between them. The attached Annex sets out by local area: current vacancy levels; the change in vacancies since the crisis began; and the changes in the figures compared with the previous week and the same week in the previous year. Again, caution should be exercised in assessing week-to-week changes.

Looking at trends since the crisis began, six areas have seen the number of vacancies advertised fall by more than two-thirds since the week ending 15 March:

- Solihull in the West Midlands, down by 69%
- Trafford in the North West, Bracknell Forest in the South East, and Edinburgh, all down by 68%
- The city of York in Yorkshire and Humber and Leicestershire in the East Midlands, both down by 67%.

At the other end of the spectrum, five areas have seen vacancies fall by less than one-third, namely:

- The Isle of Wight in the South East, down 8%

- Redcar and Cleveland in the North East, down 18%
- Tameside in the North West, down 26%
- Powys in Wales, down 28%
- The Isles of Scilly in the South West, down 29%.

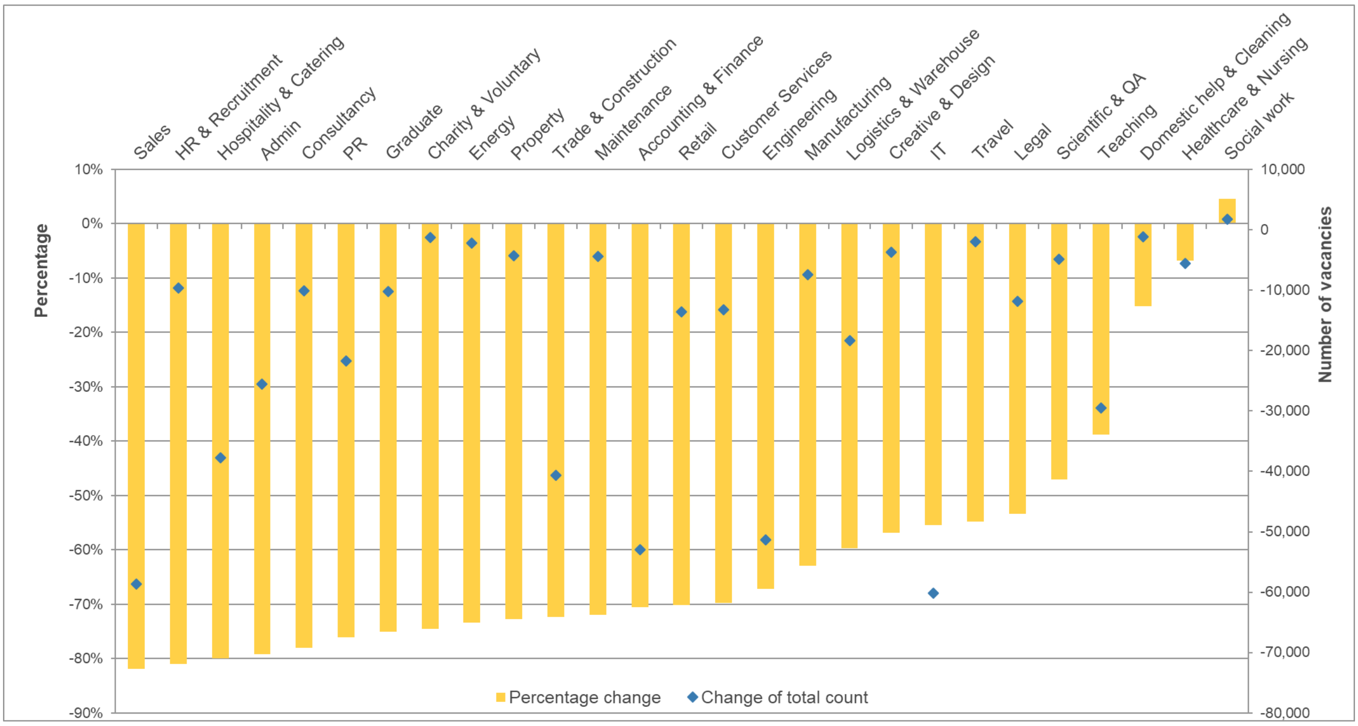
Changes by job types

We have analysed changes in vacancies by the high level 'job types' that are recorded by Adzuna. These categorise all jobs into one of 27 groups, reflecting the broad occupational category for that work. This analysis is presented in Figure 4 below, showing the change in the level of vacancies and the percentage change for each type.

This shows that the largest reductions in vacancies advertised between the 2nd week in March and the week to 3 May were in sales, HR and recruitment and hospitality and catering roles. The number of vacancies advertised for these jobs currently stands at about 20 per cent of the level seen prior to the crisis. As well as experiencing the largest percentage reduction in vacancies, jobs in sales also accounted for the second largest fall in the volume of jobs advertised (down by 59 thousand), just behind IT (60 thousand). There were also large reductions in the volume of accounting and finance (53 thousand) and engineering vacancies (51 thousand) compared with the period before the start of the crisis.

Social work is the only type of employment where the number of vacancies has increased compared with the 2nd week in March. Reductions in the numbers of vacancies have also been much more modest for jobs in domestic help and cleaning and healthcare and nursing.

Figure 4: Percentage fall in vacancies (left-hand axis) and change in the level of vacancies (right-hand axis) by high level job type between w/e 15 March and w/e 3 May



Source: Institute for Employment Studies analysis of Adzuna vacancy data

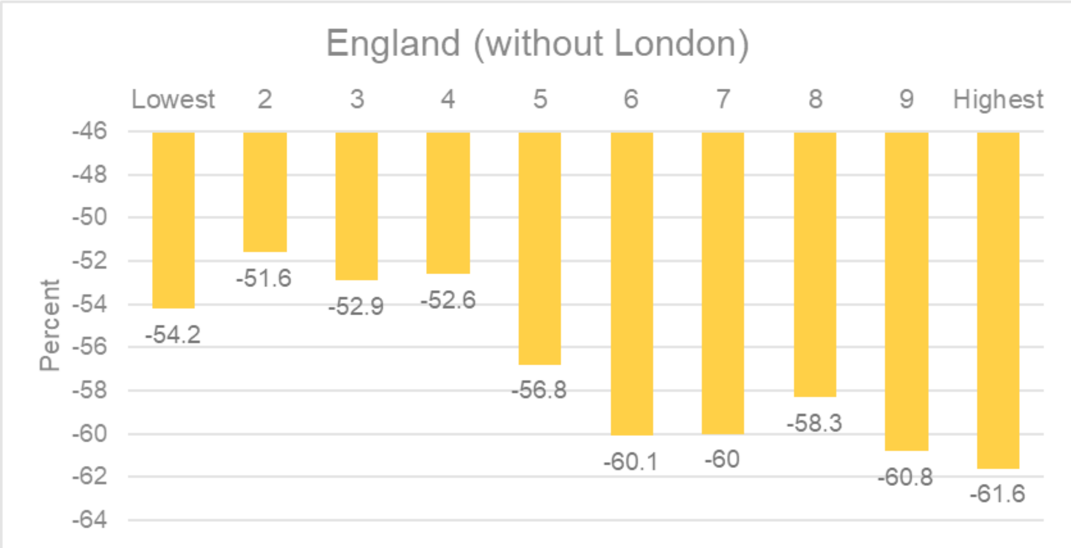
Changes in vacancies by productivity per person

This week's briefing considers changes in vacancy levels by productivity per person, measured as Gross Value Added (GVA) per capita within each English Upper Tier Local Authority.

Figure 5 shows the drop in the percentage of vacancies advertised between the 2nd week of March and last week, by the productivity level of the local area. The least productive areas are included within the bars on the left of the figure (the lowest deciles in the distribution of productivity per person) and the areas with the highest levels of productivity per person are included in the bars to the right of the figure. As productivity per head is particularly high in London, local authorities falling within Greater London are excluded from the analysis.

Figure 5 suggests that the largest reductions in the numbers of vacancies following the crisis have occurred in the most productive areas. By contrast, areas where productivity levels per person were lower prior to the crisis have experienced more modest falls in the total number of vacancies advertised. Nevertheless, irrespective of the level of productivity per person, it is apparent that all areas have experienced substantial reductions in vacancy levels compared to pre-crisis levels.

Figure 5: Percentage difference in vacancies between w/e 15th March and w/e 3rd May, by Gross Value Added per capita decile



Source: Institute for Employment Studies analysis of Adzuna vacancy data and ONS Gross Value Added per capita data

Figure 6 explores the link between the drop in total vacancies compared with the period before the start of the crisis and productivity per person in the local area across Scotland, Wales and Northern Ireland, as well as London. Within London, the scale of reductions in vacancies following the crisis has been fairly similar, regardless of the productivity level within the local area. This is likely to be partly due to the interconnectedness of the London economy and the fact that productivity per person is relatively high compared with other parts of the country.

Northern Ireland shows a similar pattern to London in that there is little evidence that the fall in vacancies since the start of the crisis varies with the level of productivity per person in the local area. Scotland and Wales appear more similar to England (excluding London) in experiencing larger reductions in vacancies in more productive areas following the crisis, although this general pattern is not linear across the productivity distribution.

Figure 6: Percentage difference in vacancies between w/e 15th March and w/e 3rd May, by Gross Value Added per capita quintile

Source: Institute for Employment Studies analysis of Adzuna vacancy data and ONS Gross Value Added per capita data

The finding that the drop in the total number of vacancies advertised following the crisis has been smallest in areas where productivity per person is lowest may be partly due to vacancies in these areas being more heavily dominated by jobs for key workers. Table 1 shows the percentage of vacancies for particular types of jobs within the most, and least, productive areas of England in the week prior to the start of the crisis and in the week ending 3 May.

Within areas where productivity per person is lowest, jobs in healthcare and nursing and teaching accounted for the largest percentage of vacancies advertised prior to the crisis. By contrast, IT and accounting and finance jobs were responsible for the largest share of vacancies advertised in the most productive areas in the week before the crisis.

Last week, jobs in healthcare and nursing, teaching, and social work accounted for around 58 per cent of vacancies advertised in the least productive areas, compared with 42.8 per cent of vacancies in the most productive areas. While vacancies in healthcare and nursing and social work accounted for a larger percentage of all vacancies in the most productive areas last week, IT vacancies continue to be the second most common type of job advertised in the most productive areas.

Table 1: Percent of job type by the lowest versus the highest Gross Value Added per capita decile, England (without London), w/e 3rd May

	w/e 15/03/2020		w/e 03/05/2020	
	Lowest Decile	Highest Decile	Lowest Decile	Highest Decile
Accounting & Finance	9.2	9.3	2.9	6.3
IT	9.4	14.0	5.1	14.3
Sales	8.1	9.2	2.4	4.2
Customer Services	1.8	2.5	1.3	1.4
Engineering	9.2	7.7	7.4	5.0
HR & Recruitment	1.4	1.4	0.4	0.8
Healthcare & Nursing	11.7	8.8	27.8	21.2
Hospitality & Catering	4.2	7.1	2.1	3.1
PR	3.0	3.4	0.8	1.7
Logistics & Warehouse	4.0	2.9	4.1	2.6
Teaching	10.4	6.9	16.2	10.4
Trade & Construction	6.0	5.5	3.4	3.1
Admin	3.5	3.8	1.4	1.6
Legal	2.0	2.3	1.2	3.1
Creative & Design	0.6	0.4	0.5	0.6
Graduate	1.5	1.6	0.6	1.1
Retail	2.0	2.2	1.5	1.4
Consultancy	1.3	1.4	0.4	0.5
Manufacturing	2.1	0.7	1.8	0.6
Scientific & QA	0.7	1.6	0.9	2.2
Social work	5.4	4.1	14.1	11.2
Travel	0.4	0.4	0.5	0.4
Energy	0.2	0.6	0.1	0.5
Property	0.6	0.6	0.4	0.3
Charity & Voluntary	0.2	0.1	0.1	0.2
Domestic help & Cleaning	0.8	0.8	2.1	1.9
Maintenance	0.7	0.7	0.5	0.5

Source: Institute for Employment Studies analysis of Adzuna vacancy data and ONS Gross Value Added per capita data

Conclusions and next steps

There are signs that the increase in the number of new vacancies noted in last week's briefing has been sustained, with a further modest increase on the previous week's rise. Nevertheless, new vacancies notified last week were at around one-third of the level seen in the same week in 2019. Public sector recruitment appears to be recovering faster than that in the private sector, with healthcare and nursing jobs dominating new vacancies, but with teaching, and social work roles also accounting for a sizeable percentage of new vacancies.

In general, areas where productivity levels per person were lowest prior to the crisis have experienced relatively smaller reductions in the total number of vacancies being advertised than areas where productivity levels were highest. It seems likely that this is due to vacancies being more heavily dominated by jobs for key workers in areas with the lowest levels of productivity per person. A recovery in vacancies in the private sector, and across areas with higher levels of productivity, appears some way off at present.

Our Getting Back to Work report explores these issues in more detail, and sets out proposals for ensuring that those out of work are supported to remain close to work and re-enter employment in due course. We suggest five priorities for action, including investment in new active labour programmes for those out of work; refocusing skills and training to support the recovery; an integrated and coherent offer for young people; an orderly withdrawal from the Job Retention Scheme; and a new, partnership-based, 'Back to Work' campaign.

We will aim to publish further vacancy analyses at the end of each week, and anticipate that future briefings will include:

- A deep dive on areas that have experienced the greatest reductions in job vacancies to assess the drivers of change in these places
- Using the information on the Claimant Count to explore the unemployment-vacancy ratio within areas
- A detailed analysis of the reduction in vacancies for different occupations

We would welcome input and feedback on this briefing note, and on the content and analysis for future briefings.

Annex: Vacancy levels by local area

Table A.2: Local area vacancies and changes since crisis began, in last week, and year-on-year

Local Authority	Region/ nation	w/e 03 May 2020	Change since w/e 15 March	Change in last week	Year on year change
Solihull	West Midlands	436	-69.4%	-11.4%	-79.9%
Trafford	North West	392	-68.4%	-5.3%	-74.8%
Bracknell Forest	South East	526	-67.6%	-13.5%	-74.7%
Edinburgh	Scotland	2,400	-67.6%	-4.9%	-73.3%
York	Yorkshire and Humber	969	-67.3%	-25.6%	-51.1%
Leicestershire	East Midlands	1,804	-66.8%	-10.2%	-70.0%
North Eastern Scotland	Scotland	1,580	-66.1%	-12.7%	-71.1%
South Ayrshire	Scotland	112	-66.1%	-10.4%	-75.3%
Slough	South East	895	-65.9%	-15.9%	-74.9%
South West London	London	4,675	-65.6%	-7.9%	-80.0%
Thurrock	East of England	380	-65.5%	-11.6%	-76.5%
Birmingham	West Midlands	6,218	-65.0%	-9.9%	-74.0%
Leeds	Yorkshire and Humber	5,116	-64.7%	-7.6%	-76.8%
Milton Keynes	South East	2,368	-64.4%	-15.0%	-66.2%
Warrington	North West	835	-64.4%	-4.8%	-77.2%
North West London	London	2,712	-64.4%	-8.6%	-66.1%
Northamptonshire	East Midlands	3,595	-64.2%	-8.8%	-67.5%
Glasgow	Scotland	2,701	-63.7%	-11.0%	-70.5%
Windsor and Maidenhead	South East	1,015	-63.5%	-10.3%	-72.5%
West Lothian	Scotland	453	-63.3%	-4.6%	-66.7%
West Berkshire	South East	534	-63.2%	-8.1%	-75.8%
Salford	North West	342	-63.1%	-15.3%	-79.7%
Buckinghamshire	South East	3,505	-63.0%	-7.7%	-64.4%
Warwickshire	West Midlands	2,665	-62.9%	-7.9%	-64.6%
Worcestershire	West Midlands	2,179	-62.3%	-7.2%	-68.6%
Coventry	West Midlands	1,394	-62.3%	-13.0%	-71.2%
Reading	South East	4,871	-62.3%	-7.4%	-62.6%
Central Bedfordshire	East of England	1,489	-62.2%	0.5%	-61.6%
Falkirk	Scotland	156	-62.1%	-8.2%	-65.0%

Local Authority	Region/ nation	w/e 03 May 2020	Change since w/e 15 March	Change in last week	Year on year change
South East London	London	11,079	-62.1%	-3.2%	-76.1%
Telford and Wrekin	West Midlands	588	-62.1%	-7.5%	-72.8%
Sheffield	Yorkshire and Humber	3,496	-61.9%	-5.8%	-56.1%
Cardiff	Wales	2,495	-61.5%	-9.5%	-66.5%
East London	London	3,717	-61.3%	-9.5%	-69.9%
Kent	South East	8,754	-61.2%	-7.3%	-60.3%
Swindon	South West	686	-61.2%	-18.0%	-86.1%
Central Valleys	Wales	205	-61.2%	-17.0%	-78.9%
North London	London	2,463	-61.1%	-14.7%	-67.8%
Gateshead	North East	258	-61.1%	2.4%	-75.5%
Staffordshire	West Midlands	2,674	-61.1%	-11.4%	-64.1%
Manchester	North West	10,404	-61.0%	-7.8%	-66.8%
Central London (EC & WC postcodes)	London	45,876	-61.0%	-6.8%	-68.0%
Oxfordshire	South East	5,308	-60.9%	-7.6%	-66.9%
Derby	East Midlands	1,334	-60.7%	-9.9%	-66.9%
Gloucestershire	South West	5,230	-60.7%	-7.6%	-55.0%
Essex	East of England	6,726	-60.6%	-12.6%	-67.1%
Bristol, City of	South West	6,379	-60.6%	-0.5%	-66.5%
East Lothian and Midlothian	Scotland	1,328	-60.3%	-10.8%	-58.6%
Cheshire West and Chester	North West	2,999	-60.2%	-6.2%	-57.2%
Hertfordshire	East of England	7,756	-60.2%	-6.4%	-66.5%
Bridgend and Neath Port Talbot	Wales	257	-60.2%	-8.5%	-67.7%
Calderdale	Yorkshire and Humber	445	-60.0%	-3.1%	-69.2%
Surrey	South East	9,266	-59.9%	-7.4%	-68.2%
Wakefield	Yorkshire and Humber	1,069	-59.9%	-7.3%	-65.1%
Hampshire	South East	7,773	-59.8%	-7.4%	-63.3%
North Lincolnshire	Yorkshire and Humber	448	-59.7%	-4.1%	-38.5%
Bedford	East of England	856	-59.6%	-7.5%	-66.1%
Cheshire East	North West	1,792	-59.5%	-9.7%	-61.5%
Luton	East of England	613	-59.5%	-0.2%	-77.7%
Doncaster	Yorkshire and Humber	770	-59.4%	-16.2%	-70.9%

Local Authority	Region/ nation	w/e 03 May 2020	Change since w/e 15 March	Change in last week	Year on year change
North Yorkshire	Yorkshire and Humber	2,341	-59.2%	-7.0%	-61.1%
Wokingham	South East	349	-59.1%	-2.2%	-75.8%
Nottingham	East Midlands	2,745	-59.0%	-8.8%	-66.2%
Blackpool	North West	286	-59.0%	-1.0%	-78.6%
Dudley	West Midlands	4,052	-59.0%	2.8%	-27.6%
North Lanarkshire	Scotland	319	-58.7%	-8.9%	-78.0%
West Sussex	South East	4,242	-58.6%	-8.1%	-68.1%
Stockport	North West	1,099	-58.6%	-6.2%	-67.2%
Barnsley	Yorkshire and Humber	314	-58.6%	-13.3%	-70.5%
Derbyshire	East Midlands	2,425	-58.5%	-7.5%	-60.1%
Leicester	East Midlands	2,074	-58.4%	-10.3%	-72.9%
Lancashire	North West	4,017	-58.0%	-4.7%	-64.3%
Newcastle upon Tyne	North East	2,544	-57.7%	-6.9%	-59.9%
Bournemouth, Christchurch and Poole	South West	1,520	-57.5%	-6.3%	-73.8%
Portsmouth	South East	998	-57.3%	-16.8%	-66.0%
Blackburn with Darwen	North West	394	-57.2%	-8.2%	-77.0%
Bath and North East Somerset	South West	965	-57.2%	-2.0%	-64.0%
Devon	South West	4,334	-57.2%	-6.2%	-53.9%
Walsall	West Midlands	402	-57.1%	-16.4%	-70.2%
Bradford	Yorkshire and Humber	914	-56.9%	-12.5%	-76.0%
Nottinghamshire	East Midlands	2,322	-56.7%	-5.9%	-54.3%
Perth and Kinross, and Stirling	Scotland	457	-56.6%	-6.0%	-69.1%
North East Wales	Wales	707	-56.4%	-15.5%	-62.5%
Southampton	South East	2,075	-56.4%	-13.0%	-65.7%
Wolverhampton	West Midlands	759	-56.1%	-10.7%	-66.9%
Peterborough	East of England	1,181	-55.3%	-10.2%	-66.7%
Sandwell	West Midlands	521	-54.9%	-12.3%	-64.8%
Northumberland	North East	751	-54.8%	-10.7%	-55.3%
Cumbria	North West	2,173	-54.7%	-3.2%	-39.9%
Halton	North West	413	-54.6%	-9.0%	-63.5%
Kingston upon Hull, City of	Yorkshire and Humber	683	-54.6%	-12.8%	-59.9%
South Lanarkshire	Scotland	531	-54.5%	-11.6%	-24.6%

Real time vacancy analysis: 07 May 2020

Local Authority	Region/ nation	w/e 03 May 2020	Change since w/e 15 March	Change in last week	Year on year change
Rotherham	Yorkshire and Humber	478	-54.4%	3.7%	-71.7%
Medway	South East	679	-54.3%	-4.0%	-75.1%
West London	London	4,957	-54.0%	-13.8%	-29.7%
Stoke-on-Trent	West Midlands	1,042	-53.9%	-12.4%	-60.2%
Gwent Valleys	Wales	628	-53.9%	-7.6%	-60.7%
Monmouthshire and Newport	Wales	583	-53.7%	-17.8%	-73.7%
St. Helens	North West	274	-53.7%	-3.9%	-67.4%
Angus and Dundee	Scotland	575	-53.7%	-4.6%	-62.4%
Wigan	North West	583	-53.3%	-10.0%	-65.0%
Cornwall	South West	1,791	-53.2%	-6.4%	-54.2%
Liverpool	North West	3,844	-52.9%	-7.3%	-56.2%
Cambridgeshire	East of England	5,756	-52.8%	-5.7%	-63.7%
Wiltshire	South West	3,049	-52.7%	-5.8%	-56.1%
Kirklees	Yorkshire and Humber	900	-52.3%	-10.1%	-63.8%
East Riding Of Yorkshire	Yorkshire and Humber	1,171	-52.2%	-4.2%	-38.4%
East of Northern Ireland	Northern Ireland	951	-52.1%	-0.1%	-70.1%
Stockton-On-Tees	North East	259	-52.0%	-9.1%	-67.9%
County Durham	North East	1,385	-51.7%	-5.0%	-56.1%
Southend-on-Sea	East of England	450	-51.1%	-9.3%	-77.8%
Suffolk	East of England	3,387	-51.0%	-7.3%	-58.5%
Dumfries and Galloway	Scotland	264	-50.9%	-6.0%	-42.6%
South Tyneside	North East	165	-50.7%	-15.4%	-64.5%
Clackmannanshire and Fife	Scotland	794	-50.3%	-2.8%	-65.1%
East Sussex	South East	10,164	-50.3%	-15.1%	70.0%
Sunderland	North East	478	-50.3%	-11.5%	-65.8%
Knowsley	North West	131	-50.2%	-6.4%	-53.4%
Somerset	South West	3,790	-50.0%	-2.3%	-46.2%
Borders	Scotland	174	-50.0%	-2.8%	-48.4%
Highlands and Islands	Scotland	1,421	-49.6%	-7.8%	-56.0%
Bury	North West	255	-49.2%	-5.9%	-77.3%
Rutland	East Midlands	169	-49.1%	-21.0%	-60.7%
Lincolnshire	East Midlands	2,968	-48.9%	-1.7%	-55.5%
Darlington	North East	393	-48.5%	-17.8%	-58.8%
Dorset	South West	2,862	-48.4%	-4.1%	-37.7%

Local Authority	Region/ nation	w/e 03 May 2020	Change since w/e 15 March	Change in last week	Year on year change
North Somerset	South West	514	-48.3%	-7.4%	-48.3%
Sefton	North West	391	-47.9%	-6.5%	-55.3%
Brighton and Hove	South East	2,619	-47.9%	-3.4%	-62.4%
Swansea	Wales	817	-47.6%	-6.1%	-47.7%
Shropshire	West Midlands	1,620	-47.3%	-4.5%	-51.1%
Norfolk	East of England	3,659	-46.4%	-6.3%	-55.6%
East and North Ayrshire	Scotland	395	-45.5%	-8.8%	-49.2%
Wirral	North West	639	-45.4%	-0.9%	-59.3%
Oldham	North West	515	-45.2%	-4.5%	-62.8%
Belfast	Northern Ireland	1,313	-43.9%	-1.6%	-71.3%
South West Wales	Wales	518	-43.0%	-2.6%	-58.5%
North of Northern Ireland	Northern Ireland	108	-42.9%	-0.9%	-73.9%
Rochdale	North West	468	-40.6%	8.1%	-59.1%
North Tyneside	North East	152	-40.4%	-6.7%	-64.1%
West and South of Northern Ireland	Northern Ireland	297	-40.2%	1.0%	-74.7%
East Dunbartonshire, West Dunbartonshire	Scotland	302	-40.1%	-4.1%	-43.0%
South Gloucestershire	South West	6	-40.0%	-25.0%	-76.9%
North East Lincolnshire	Yorkshire and Humber	424	-39.5%	6.5%	-60.9%
Inverclyde, East Renfrewshire, and Renfrewshire	Scotland	667	-39.1%	10.4%	-49.4%
Torbay	South West	367	-39.1%	-0.3%	-54.3%
Bolton	North West	307	-39.0%	1.7%	-83.8%
North West Wales	Wales	882	-38.6%	-3.4%	-41.8%
Hartlepool	North East	144	-37.9%	-8.9%	-51.7%
Middlesbrough	North East	533	-37.9%	-6.0%	-52.5%
Herefordshire, County of	West Midlands	1,105	-37.6%	3.0%	-35.2%
Plymouth	South West	1,235	-36.8%	38.3%	-45.2%
Isles Of Scilly	South West	10	-28.6%	66.7%	-76.7%
Powys	Wales	471	-27.5%	7.3%	-55.6%
Tameside	North West	228	-26.2%	1.3%	-55.6%
Redcar and Cleveland	North East	122	-17.6%	8.0%	-27.8%
Isle Of Wight	South East	840	-8.0%	-0.8%	43.6%

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.

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