

Weekly vacancy analysis:

Vacancy trends in week-ending 31 May 2020

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05 June 2020

This is the eighth 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 31 May 2020. The briefing sets out analysis of new vacancies, overall vacancy levels, and vacancies by area, job type and salary band.

This week's briefing also includes a deep dive exploring trends within four local authorities that have had relatively high levels of deprivation in order to explore the characteristics of the jobs advertised in those areas.

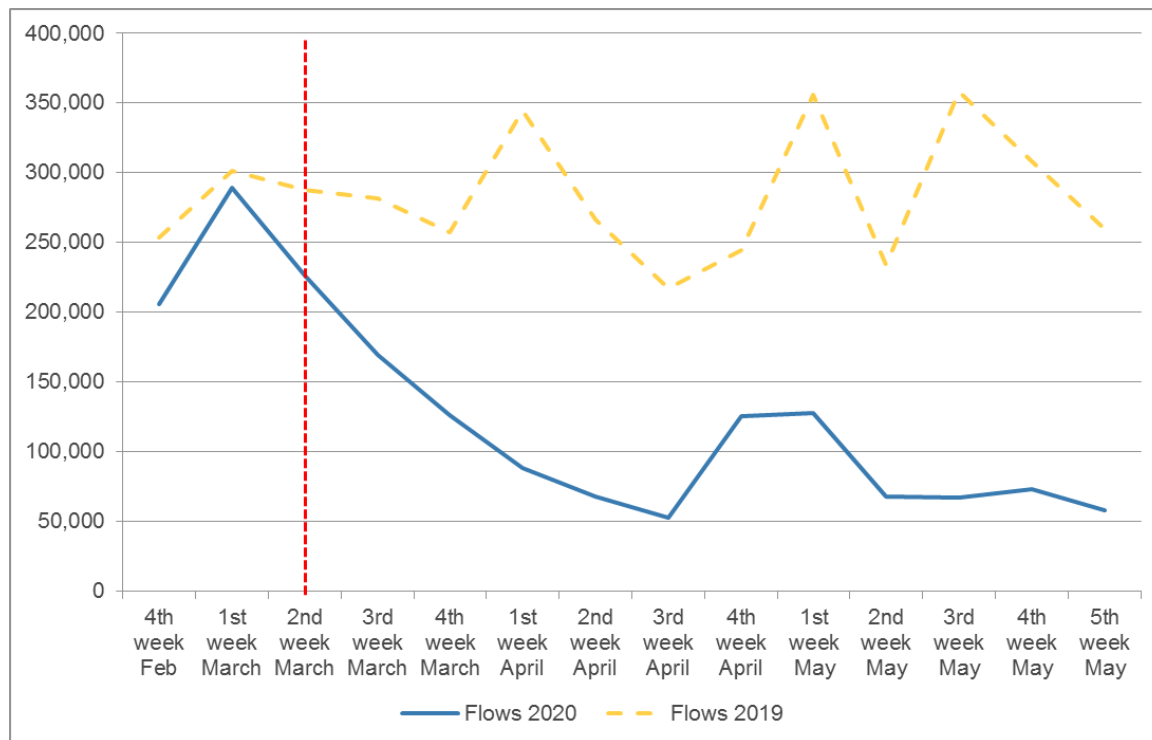
As set out in the [second briefing note](#), we use week ending 15 March (2nd week in March in text) when making comparisons with pre-crisis data.

Changes in new vacancies and vacancy levels

Our analysis finds that in the last week, there were **57 thousand new vacancies notified** (shown in Figure 1). This is 74 per cent lower than in the week before the crisis began (indicated by the red broken line), and lower than the level in the previous week (74 thousand). With the exception of the 3rd week of April, this is the lowest level of new vacancies recorded in a week since the crisis began. Comparison with the same week last year suggests that this decline may in part be seasonal, with last week including a Bank Holiday Monday.

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

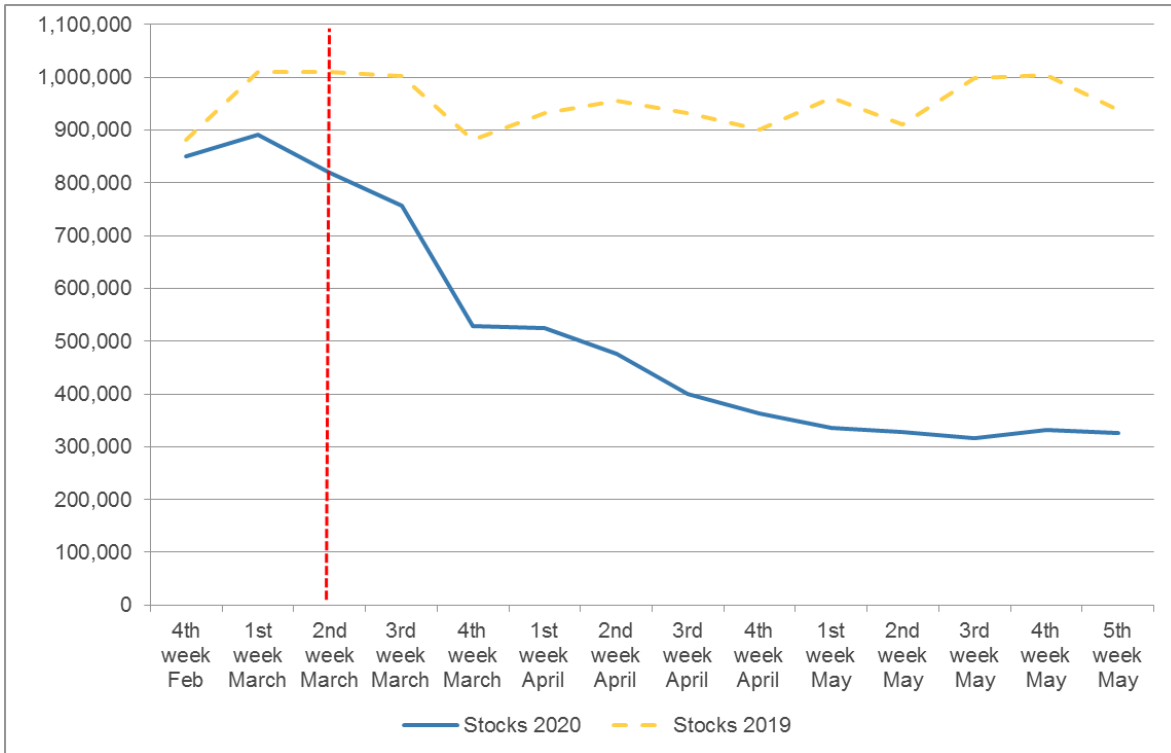


Source: Institute for Employment Studies analysis of Adzuna vacancy data

The **overall level of vacancies at 31 May was 326 thousand** (shown in Figure 2). For a fifth consecutive week, this is almost half a million vacancies below the level just before the crisis, when there were 820 thousand vacancies. The latest figure is also a small decrease on the previous week (6 thousand lower, a decrease of 2 per cent).

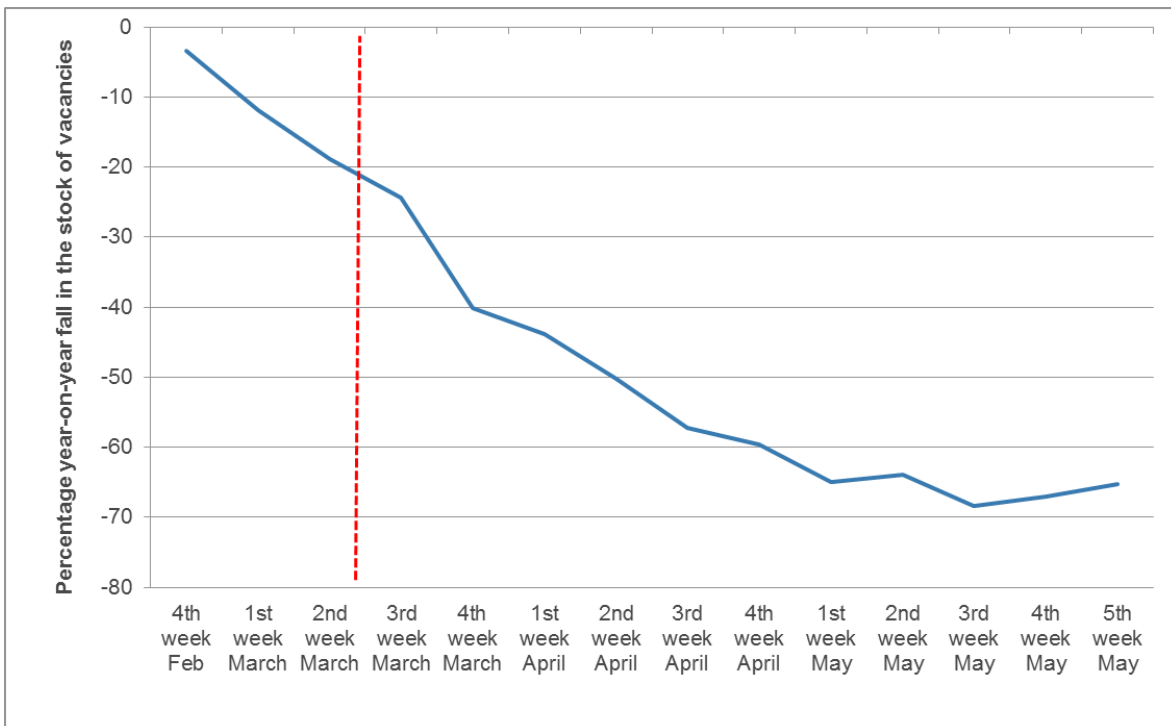
The current stock of vacancies is now 60 per cent lower than before the start of the crisis, and 65 per cent lower than the same week in 2019. The year-on-year fall is marginally lower than was recorded last week (67 per cent), which again suggests that part of the decline this week may be explained by seasonal factors (Figure 3).

Figure 2: Total number of vacancies by week



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Figure 3: Decrease in vacancy stocks compared with the same week last year



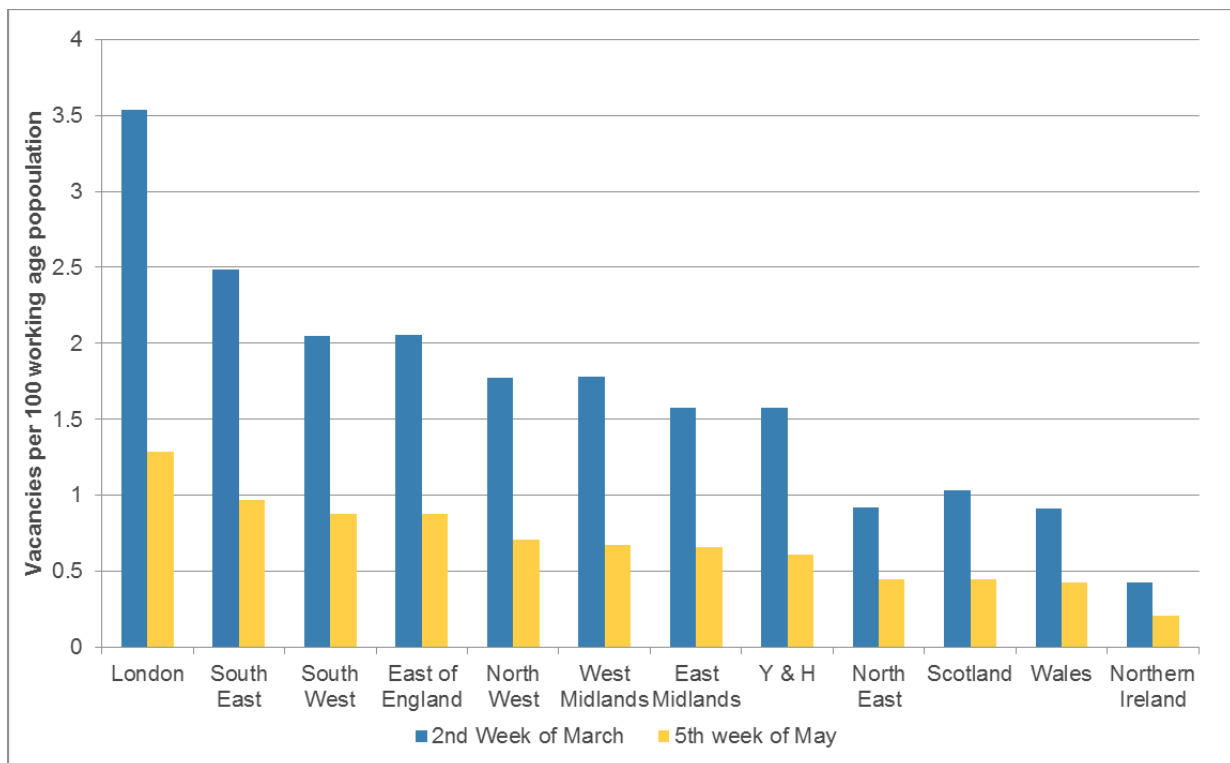
Source: Institute for Employment Studies analysis of Adzuna vacancy data

Local and regional changes in vacancy levels

This week we are changing our analysis of vacancies by region, job type and salary band to report on the level of vacancies rather than the percentage fall since the crisis began. This is both to reflect that in recent weeks vacancies appear to have bottomed out, and to enable us to focus our commentary on describing the current picture on job openings.

Figure 4 below sets out vacancy levels by English region and devolved nation, in the last week and in the week before the crisis began. To account for differences in the population size between the areas, we look at the number of vacancies per 100 people of working age. The blue bars in Figure 4 indicate this vacancy to population ratio for the last week in May 2019, while the yellow bars show the same for the second week of March.

Figure 4: Vacancies per 100 working age population w/e 15 March 2020 and w/e 31 May 2020



Source: Institute for Employment Studies analysis of Adzuna vacancy data

This analysis shows that before the crisis began, there were around two vacancies per 100 people of working age in most parts of England, and the ratio was greater than this in London and the South East. However in the devolved nations and the North East of England, the ratio was around one vacancy or less per 100 people of working age.

In the latest week's data, there remains just over one vacancy per 100 people of working age in London, around one vacancy per 100 in other parts of the South and East of England, and a ratio of between 0.6 and 0.7 in the Midlands, North West and in Yorkshire

and Humberside. In Scotland, Wales and Northern Ireland there are around 0.4 vacancies per 100 people of working age, with this declining to 0.2 in Northern Ireland.

These significant disparities between the regions tell a very similar story to our analysis of unemployment to vacancy ratios in our [sixth weekly briefing](#) while our [seventh briefing](#) further explored how this reflected disparities between more affluent and cosmopolitan areas, compared with ex-industrial and inner city ones. It is important to note however that the largest percentage falls in vacancies have been in London, as previous weekly analyses have set out.

As with the previous briefings, 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 on the figures for the previous week and the same point the previous year. Caution should be used in assessing vacancy levels and changes at the local authority level as those have been identified at a best fit case.

Vacancies by job type

Figure 5 shows the number of vacancies by the high level 'job types' that are recorded by Adzuna. Those job types categorise all jobs into one of 27 groups, reflecting the broad occupational category for that work. Figure 5 below shows the number of vacancies at week ending 31st May, and the number in the week before the crisis began (week ending 15th March).

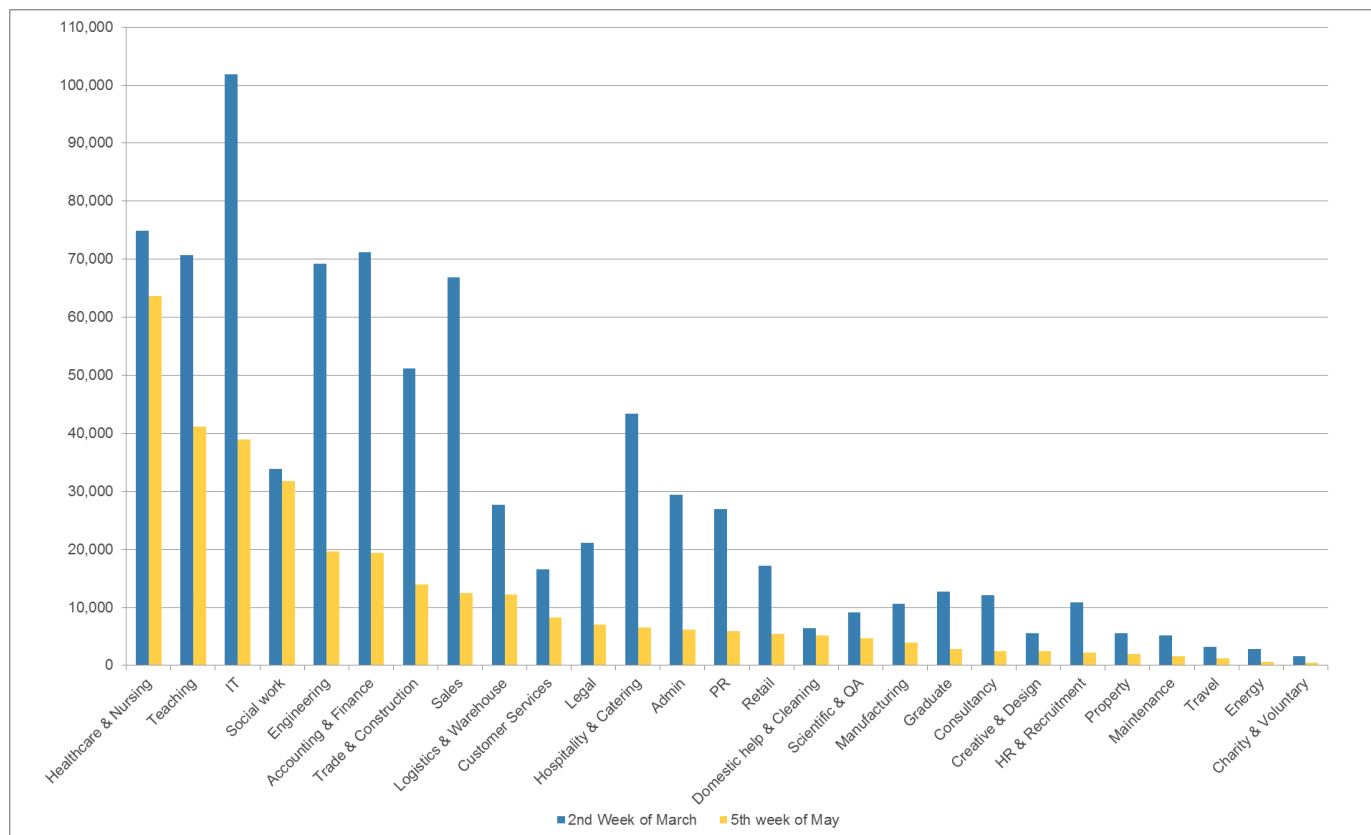
This analysis shows that the largest categories of job vacancies are healthcare and nursing, teaching, IT and social work. Pre-crisis IT was the largest category followed by healthcare and nursing. Accounting and finance, teaching, engineering and sales all had above 60,000 vacancies in the week ending 15th March.

Social work vacancies are the only category where job vacancies have continued to hold up at similar levels to before the crisis began. In the week ending 31st May there were 32 thousand social work vacancies (1 in 10 of all vacancies). Despite healthcare and nursing vacancies falling since the beginning of the crisis (15 per cent), they continue to make up 1 in 5 available vacancies.

There were signs last week of a pick up amongst some job types. In the last week the number of vacancies rose 14 per cent in sales, 9 per cent in customer services, 8 per cent in charity and volunteering and 7 per cent in property.

Hospitality/catering, administration, consultancy, and HR/recruitment continue to be the occupational categories with the largest percentage drop, reflecting areas of the economy highly affected by the 'shut down'. [Previous weekly briefings](#) set out in detail the percentage change in vacancies by job type.

Figure 5: Vacancies by high level job type, w/e 15 March and w/e 31 May



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Vacancies by salary level

This section contains analysis of vacancy levels by salary bands. We do this using Adzuna’s predicted salary², which is provided for each role, and set out the number of vacancies in week ending 31st May and in week ending 15th March.

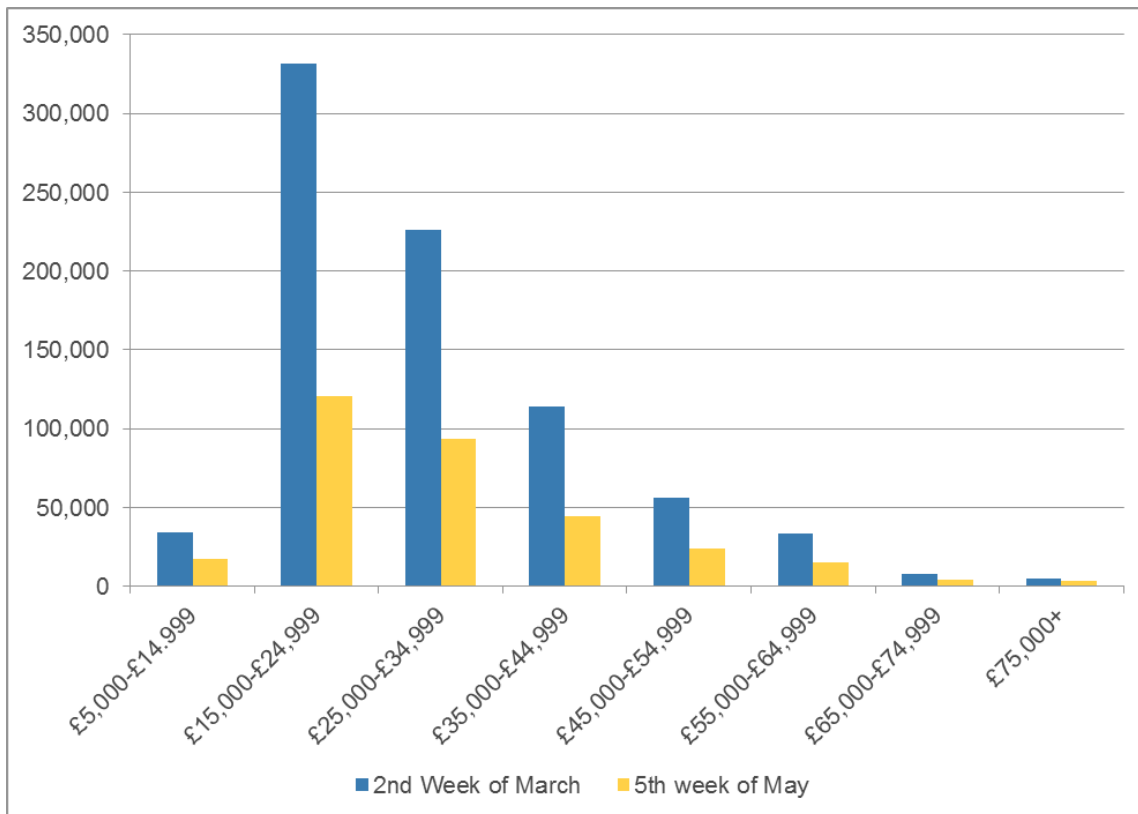
This shows that the plurality of vacancies is in the salary bands with prospective earnings of £15,000-£24,999 and £25,000-£34,999, both for the period before the lockdown and the 5th week of May.

The drop in vacancies between the 2nd week of March and week ending 31st May is the highest for the second salary band, with prospective earnings of £15,000-£24,999, with a

² To predict these salaries Adzuna uses ‘Jobsworth’ (<https://www.adzuna.co.uk/jobs/salary-predictor.html>), a machine learning algorithm that predicts a job’s salary based on relevant information including the job title, job description and other factors, and which is trained using the job adverts on the site where the salary is stated. Note the minimum and maximum values assigned to a vacancy are £5,000 and £100,000 per annum.

fall of 64 per cent (Figure 6). Vacancies in the fourth salary band, with prospective earnings of £35,000-£44,999, are the only other category where vacancies have dropped by over 60 per cent (61.4 per cent). More detail on the changes by salary band is available in [previous weekly briefings](#).

Figure 6: Number of vacancies by salary group, w/e 15 March and w/e 31 May



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Deep dives in areas with high levels of deprivation

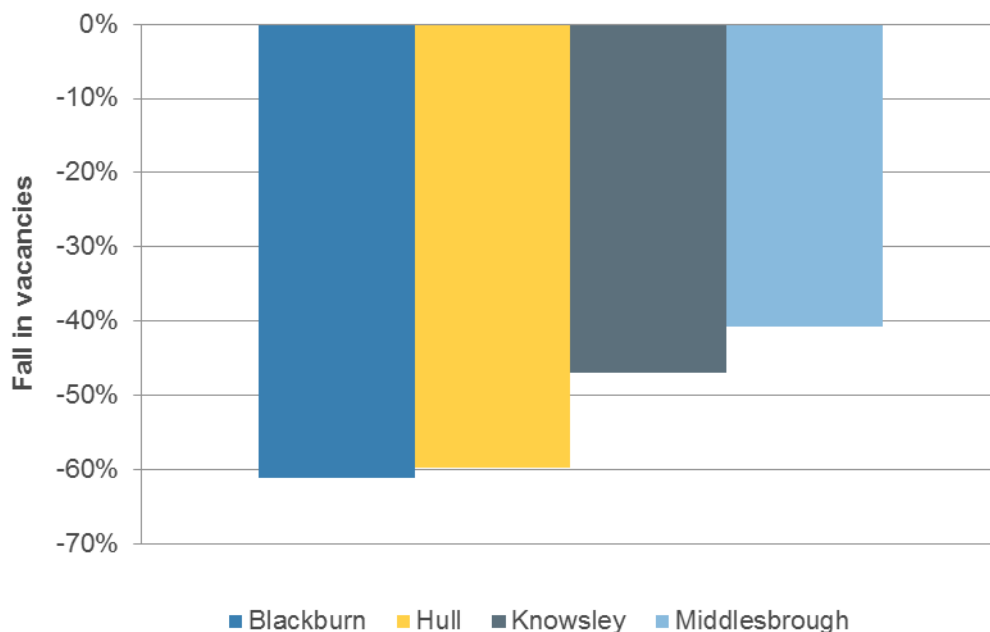
This week we are looking in detail at changes in vacancies within a small number of local authorities with higher levels of deprivation (based on the Index of Multiple Deprivation) in order to understand how the number and types of vacancies available in these areas have changed since mid-March. We have selected areas in different regions and with different sizes of falls in vacancy levels, in order to explore what is driving the experience of different places. We have focused on relatively more deprived areas as a key area of interest in this project is understanding how the crisis is impacting on disadvantaged areas and groups. The areas we focus on are:

- Blackburn with Darwen in the North West – with a 61 per cent fall in vacancies
- City of Kingston upon Hull in Yorkshire and Humber (referred to henceforth as Hull) – 59 per cent fall
- Knowsley in the North West – 47 per cent fall; and

■ Middlesbrough in the North East – 41 per cent fall.

Figure 7 shows the percentage fall in vacancies since the crisis began. For context, the average fall in vacancies by local area has been 52 per cent since mid-March, so Blackburn and Hull have seen heavier declines in vacancies than the area average, whereas Knowsley and Middlesbrough have seen smaller percentage declines.

Figure 7: Percentage change of number of vacancies by deep dive area, between w/e 15 March and w/e 31 May



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Social work, healthcare and nursing, and teaching vacancies

All four areas had a relatively higher proportion of vacancies before the crisis began in the three main job types that have seen smaller declines overall – namely social work, healthcare and nursing, and teaching. In Blackburn and Hull, these job types were roughly a third of vacancies pre crisis, while in Knowsley and Middlesbrough they accounted for over 4 in 10 vacancies. This compares with a national share of 22 per cent.

Interestingly, the two areas with the largest shares of vacancies in these three job types are also the two areas that saw smaller declines in vacancies overall. In effect, their greater reliance on health, teaching and care jobs has helped to cushion the fall in vacancies overall. However, with vacancies in other job types falling significantly, this has meant that these three job types now account for the large majority of all vacancies in all four areas. They make up a remarkable two thirds of all vacancies in Knowsley and Middlesbrough, and slightly less than three fifths of vacancies in Blackburn and Hull. There are very few jobs available in these deprived areas that are not in health, social care or teaching. This is illustrated in Table 1 below.

Table 1: Proportion of vacancies in Social work, Healthcare and Nursing and Teaching, w/e 15 March and w/e 31 May

	Area	2nd week of March	5th week of May
Healthcare & Nursing	Blackburn	12%	21%
	Hull	15%	30%
	Knowsley	23%	33%
	Middlesbrough	15%	35%
Social work	Blackburn	3%	11%
	Hull	6%	11%
	Knowsley	8%	16%
	Middlesbrough	9%	11%
Teaching	Blackburn	15%	24%
	Hull	12%	15%
	Knowsley	12%	18%
	Middlesbrough	17%	21%

Source: Institute for Employment Studies analysis of Adzuna vacancy data

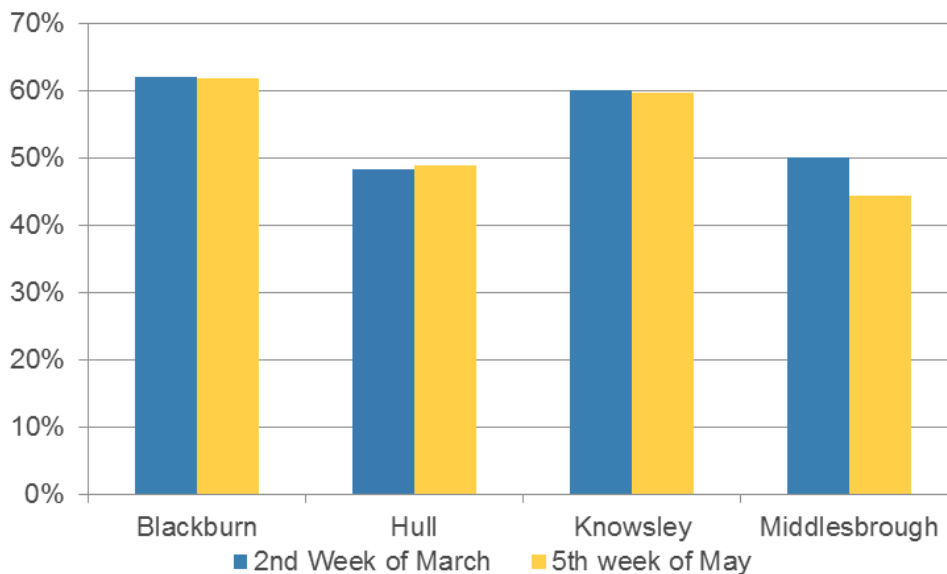
A large part of the explanation for the higher share of jobs in these sectors and lower shares in other sectors will be that more deprived areas are generally more reliant on public sector jobs and have weaker and less diverse private sectors. As a consequence, as we have set out in [previous briefings](#), areas with higher Gross Value Added per capita have seen larger percentage falls in vacancies – as they have had larger private sectors, and so further to fall, than less affluent areas.

However part of the difference may also be explained by population health – with Annual Population Survey data showing that in these four areas between 7.0 per cent and 8.6 per cent of the employment work in healthcare, compared with 5.1 per cent of the population as a whole. It is also possible that there have been greater demands on health services in these areas as a consequence of Covid-19, and therefore greater recruitment, given the evidence from the [Disparities Review](#) that has suggested that more deprived areas have seen more significant impacts.

Vacancies by salary band

All four areas had, pre-crisis, and continue to have a larger proportion of vacancies in the lower salary bands than the country as a whole. Nationally 45 per cent of vacancies in mid-March had prospective earnings of less than £25,000; for Blackburn and Knowsley this figure was around 60 per cent and for Hull and Middlesbrough was around 50 per cent. In the UK overall there has been little change to the end of May with 43 per cent of vacancies with prospective earnings less than £25,000. Figure 8 shows this is also evident for these four deep dive areas which continue to have a higher proportion of lower paid vacancies.

Figure 8: Proportion of vacancies with prospective earnings under £25,000 by deep dive area, between w/e 15 March and w/e 31 May



Source: Institute for Employment Studies analysis of Adzuna vacancy data

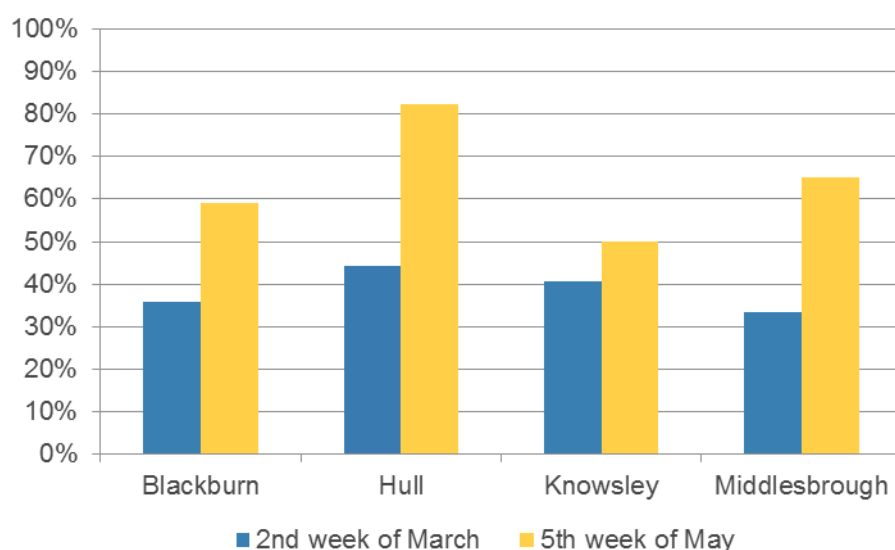
Permanent employment

Adzuna categorises vacancies as permanent or contract (non-permanent)³. Figure 9 shows that in all four areas, the share of jobs advertised as permanent has increased during the crisis. This change was relatively modest in Knowsley (10 percentage points), was stronger in Middlesbrough and Blackburn, and has nearly doubled in Hull (from 44 per cent in the second week of March to 82 per cent by the end of May). For reference, the national average change was from 60 per cent to 76 per cent.

Given that two thirds of all vacancies in Hull are now in health, social care and teaching, this increase largely reflects the far greater likelihood that jobs in these professions are offered on permanent rather than temporary terms.

³ Not all vacancies are successfully identified as permanent or contract. This part of the analysis refers to the sub-sample that has fallen within one of those two categories.

Figure 9: Proportion of vacancies listed as permanent by deep dive area, between w/e 15 March and w/e 31 May



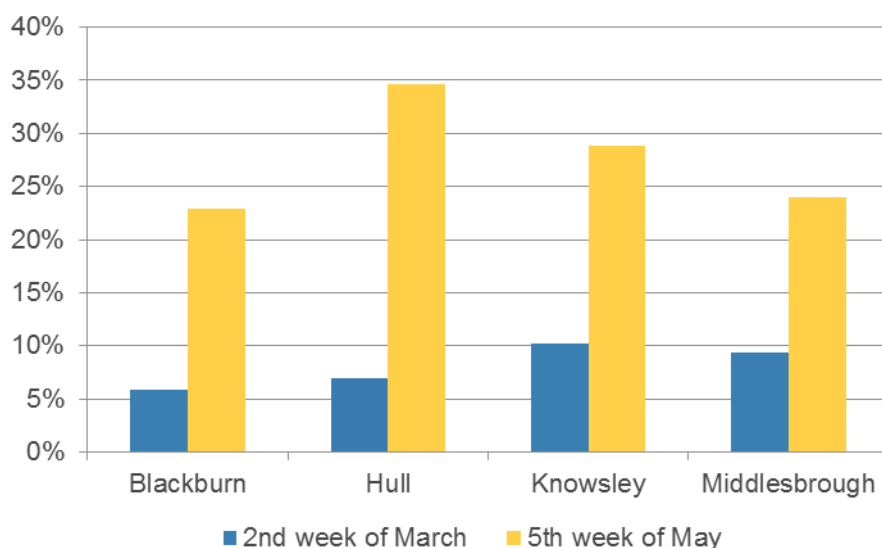
Source: Institute for Employment Studies analysis of Adzuna vacancy data

Part-time employment

Interestingly, in all four areas there have also been very large increases in the share of jobs being advertised as part-time, which can be associated with higher levels of poverty (see Figure 10). Pre-crisis, less than one in ten vacancies advertised were for part time roles; this is now closer to one in three to one in four within these local authorities. In Hull, in the second week of March, 7 per cent of vacancies were for part time roles, whereas as of the fifth week in May this number was 35 per cent.

While these changes will partly be explained by a greater likelihood of jobs in health, teaching and social care being advertised on part-time terms, the scale of the changes here is concerning – as they suggest both that full-time work has been lost in the last two months, and that of the new jobs being created there is a greater chance that these will be part-time. This would be consistent with trends in previous recessions, where the downturn and recovery has been associated with much higher incidences of involuntary part-time work and of under-employment.

Figure 10: Proportion of vacancies listed as part time by deep dive area, between w/e 15 March and w/e 31 May



Source: Institute for Employment Studies analysis of Adzuna vacancy data

Taken together, the stand-out fact from these deep dives is the scale of the reliance on public sector jobs, and in particular on health and social care, in all four deprived areas. Many jobs in these sectors are regulated professions (i.e. they require specific qualifications) and so will not be immediately available to unemployed people – although some jobs will be more accessible. There are also signs that weaker demand may be feeding through into shorter hours and continuing weaker pay within vacancies.

Conclusions and next steps

Vacancies and new flows are slightly lower compared with last week, which may reflect seasonal trends – as the year-on-year change remains broadly stable. However there are no signs yet of any significant recovery in hiring and employer confidence. Patterns by region are similar to those in previous weeks' briefings, while there has been a small uptick in vacancies in some sectors – most notably sales and customer services.

Our deep dive analysis illustrates in more depth the extent to which deprived areas are now reliant on public service jobs for new hiring, and in particular health, social care and education. There are some worrying signs that jobs may be offering fewer hours, and therefore potentially less pay, than before the crisis began. Stimulating job creation, and in particular hiring into jobs that do not require specific qualifications, may need to be a priority in the coming months.

We will continue to publish further vacancy analyses at the end of each week, and anticipate that future briefings will include a detailed analysis of the reduction in vacancies for different occupations.

The Office for National Statistics (ONS) has begun producing a weekly update at the aggregate level using Adzuna data. Their analysis, including details on the differing methodologies used between our analyses, is detailed [here](#).

Annex: Vacancy levels by local area

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

Local Authority	Region/ Nation	w/e 31 May 2020	Change since 15 March	Change in last week	Year on year change
City of London	London	4,398	-82.8%	-7.5%	-78.2%
Watford	East of England	752	-74.6%	-0.8%	-76.5%
Bolsover	East Midlands	54	-73.3%	20.0%	-76.0%
Aberdeen City	Scotland	784	-73.0%	5.1%	-81.6%
Tunbridge Wells	South East	381	-72.3%	-8.0%	-79.9%
Broxtowe	East Midlands	34	-72.1%	-5.6%	-77.9%
Crawley	South East	664	-71.8%	2.9%	-77.2%
Spelthorne	South East	96	-71.2%	2.1%	-76.6%
Tonbridge and Malling	South East	426	-70.7%	6.2%	-77.0%
Rushcliffe	East Midlands	71	-70.7%	-10.1%	-66.2%
Teignbridge	South West	282	-70.6%	-2.1%	-67.0%
Solihull	West Midlands	461	-69.9%	-5.3%	-79.0%
Milton Keynes	South East	1,646	-69.3%	2.0%	-75.5%
Leeds	Yorkshire and The Humber	5,633	-69.1%	-3.5%	-66.8%
Tamworth	West Midlands	672	-69.1%	-1.8%	-72.8%
Slough	South East	784	-68.9%	-1.3%	-76.4%
Ribble Valley	North West	69	-68.8%	4.5%	-92.5%
Runnymede	South East	728	-68.6%	0.1%	-74.5%
Dacorum	East of England	619	-68.3%	-1.0%	-74.0%
Worcester	West Midlands	868	-68.0%	-0.3%	-69.7%
Wycombe	South East	853	-68.0%	-4.4%	-74.8%
Bracknell Forest	South East	532	-67.8%	0.9%	-74.8%
South Oxfordshire	South East	588	-67.5%	2.1%	-67.7%
East Staffordshire	West Midlands	256	-67.5%	1.2%	-74.3%
St Albans	East of England	640	-67.4%	0.0%	-71.4%
Wellingborough	East Midlands	220	-67.0%	0.0%	-73.7%
Manchester	North West	8,357	-66.9%	-3.0%	-68.4%
City of Edinburgh	Scotland	2,252	-66.9%	1.8%	-71.5%
Harborough	East Midlands	210	-66.8%	0.0%	-70.4%
Harrogate	Yorkshire and The Humber	648	-66.8%	5.7%	-67.2%
Bristol, City of	South West	4,603	-66.7%	-0.8%	-73.0%
York	Yorkshire and	1,409	-66.7%	-3.0%	-52.5%

The Humber					
Aylesbury Vale	South East	1,802	-66.6%	-1.2%	-63.9%
Glasgow City	Scotland	2,502	-66.4%	-3.8%	-71.3%
Reading	South East	4,003	-66.1%	0.3%	-66.7%
Tewkesbury	South West	299	-66.1%	-4.8%	-57.8%
Allerdale	North West	194	-66.0%	1.0%	-58.1%
Wychavon	West Midlands	280	-65.9%	-2.4%	-74.9%
Coventry	West Midlands	1,197	-65.9%	-1.3%	-72.9%
Basingstoke and Deane	South East	1,010	-65.8%	-3.4%	-72.9%
Welwyn Hatfield	East of England	1,826	-65.7%	-2.9%	-70.6%
Oxford	South East	2,343	-65.7%	-2.5%	-72.4%
Cardiff	Wales	2,101	-65.4%	-3.9%	-64.0%
South Staffordshire	West Midlands	943	-65.4%	-5.4%	685.8%
Rushmoor	South East	498	-65.3%	1.0%	-73.6%
Winchester	South East	2,394	-65.1%	-3.4%	-62.9%
Hart	South East	231	-65.1%	2.7%	-78.3%
Bolton	North West	702	-65.0%	-10.2%	-59.0%
Cherwell	South East	739	-64.9%	-0.8%	-70.5%
Epsom and Ewell	South East	407	-64.9%	-1.5%	-69.0%
Dartford	South East	553	-64.8%	-5.6%	-74.3%
Guildford	South East	2,945	-64.8%	0.3%	-67.0%
Bromsgrove	West Midlands	222	-64.8%	1.4%	-63.2%
Birmingham	West Midlands	5,075	-64.6%	0.0%	-72.9%
Stratford-on-Avon	West Midlands	442	-64.6%	-0.2%	-68.8%
Erewash	East Midlands	116	-64.4%	-4.9%	-62.2%
Croydon	London	1,129	-64.4%	-4.5%	-68.0%
Derby	East Midlands	1,901	-64.3%	-5.8%	-66.4%
Trafford	North West	541	-64.3%	-1.6%	-66.1%
Epping Forest	East of England	359	-64.3%	-6.0%	-72.3%
High Peak	East Midlands	142	-64.2%	11.8%	-65.9%
Chorley	North West	187	-64.2%	-2.1%	-75.0%
Redditch	West Midlands	248	-64.1%	5.5%	-71.3%
Warwick	West Midlands	1,420	-64.0%	2.0%	-62.9%
Salford	North West	728	-64.0%	1.7%	-65.6%
South Lakeland	North West	287	-64.0%	3.2%	-64.3%
Richmond upon Thames	London	543	-63.8%	0.0%	-71.3%
Hinckley and Bosworth	East Midlands	158	-63.8%	-6.5%	-66.7%
Torfaen	Wales	90	-63.7%	-5.3%	-73.0%
Windsor and Maidenhead	South East	1,017	-63.4%	-0.4%	-70.1%

Real time vacancy analysis: 05 June 2020

Cheltenham	South West	918	-63.4%	-1.5%	-67.2%
Lisburn and Castlereagh	Northern Ireland	54	-63.3%	3.8%	-79.8%
Northampton	East Midlands	1,906	-63.1%	-2.5%	-69.5%
Chelmsford	East of England	2,323	-63.1%	0.7%	-63.9%
Three Rivers	East of England	262	-63.1%	-4.0%	-64.4%
Calderdale	Yorkshire and The Humber	412	-62.9%	0.0%	-67.7%
South Bucks	South East	291	-62.8%	-3.3%	-67.8%
Chiltern	South East	355	-62.6%	4.1%	-65.8%
Nottingham	East Midlands	3,263	-62.6%	-2.7%	-63.7%
Hackney	London	643	-62.6%	-1.1%	-71.9%
Gloucester	South West	1,712	-62.4%	-4.4%	-67.1%
Hertsmere	East of England	539	-62.4%	-3.8%	-67.2%
Walsall	West Midlands	358	-62.3%	-4.5%	-76.2%
Dudley	West Midlands	2,742	-62.2%	1.3%	-51.9%
Dorset	South West	801	-62.2%	-6.6%	-55.2%
Stockport	North West	962	-62.2%	-3.7%	-69.2%
Thurrock	East of England	421	-61.8%	4.0%	-72.2%
Ashfield	East Midlands	141	-61.8%	-7.2%	-65.4%
Sandwell	West Midlands	462	-61.8%	-0.6%	-68.3%
Rugby	West Midlands	417	-61.8%	1.7%	-63.2%
Maidstone	South East	902	-61.5%	3.6%	-69.8%
Bath and North East Somerset	South West	1,111	-61.5%	-4.9%	-68.5%
Chichester	South East	1,069	-61.4%	0.5%	-66.3%
Wokingham	South East	415	-61.4%	-5.9%	-72.1%
Kingston upon Thames	London	483	-61.3%	-3.8%	-73.8%
Ashford	South East	378	-61.3%	-3.3%	-76.7%
Swindon	South West	650	-61.2%	-4.4%	-87.0%
Cheshire West and Chester	North West	2,930	-61.2%	1.2%	-57.2%
Stafford	West Midlands	1,273	-61.2%	0.9%	-62.0%
Blackburn with Darwen	North West	575	-61.1%	-7.4%	-65.4%
Worthing	South East	337	-61.0%	2.1%	-69.8%
Bassetlaw	East Midlands	317	-60.9%	6.7%	-64.4%
Hounslow	London	954	-60.9%	-2.4%	-74.3%
Wakefield	Yorkshire and The Humber	1,026	-60.9%	-2.5%	-66.4%
Richmondshire	Yorkshire and The Humber	83	-60.8%	12.2%	-66.0%
Melton	East Midlands	107	-60.8%	-5.3%	-69.3%
Sheffield	Yorkshire and The Humber	3,188	-60.7%	0.2%	-58.9%

Harlow	East of England	432	-60.7%	0.2%	-73.0%
West Berkshire	South East	1,018	-60.6%	-7.0%	-62.1%
Leicester	East Midlands	2,572	-60.6%	14.0%	-62.2%
North Lincolnshire	Yorkshire and The Humber	462	-60.6%	5.5%	-43.6%
Southampton	South East	1,620	-60.6%	-2.0%	-70.2%
Mole Valley	South East	611	-60.5%	-6.1%	-68.2%
Forest Heath	East of England	180	-60.4%	10.4%	-64.6%
Barking and Dagenham	London	279	-60.3%	-1.4%	-73.6%
Bridgend	Wales	162	-60.3%	0.0%	-66.2%
Fareham	South East	580	-60.2%	2.8%	-64.4%
Portsmouth	South East	974	-60.2%	-29.6%	-67.9%
Brighton and Hove	South East	1,566	-60.2%	-3.9%	-70.8%
Stroud	South West	389	-60.2%	-6.0%	-68.9%
North West Leicestershire	East Midlands	320	-60.1%	14.3%	-65.4%
Newcastle upon Tyne	North East	2,230	-60.1%	-3.1%	-59.8%
Bedford	East of England	1,699	-60.1%	2.3%	-56.1%
Hillingdon	London	863	-59.9%	-4.5%	-66.0%
Colchester	East of England	824	-59.8%	-5.3%	-69.2%
Kingston upon Hull, City of	Yorkshire and The Humber	592	-59.8%	-9.5%	-62.5%
Brent	London	390	-59.6%	-2.5%	-62.1%
Warrington	North West	1,144	-59.5%	5.2%	-67.4%
Cheshire East	North West	1,665	-59.5%	2.4%	-61.6%
Christchurch	South West	157	-59.5%	-1.9%	-71.8%
Basildon	East of England	691	-59.5%	-1.4%	-64.3%
South Kesteven	East Midlands	316	-59.4%	-2.2%	-69.9%
Waverley	South East	634	-59.3%	-1.2%	-70.3%
Sevenoaks	South East	616	-59.3%	-5.1%	-63.9%
Mid Sussex	South East	771	-59.2%	-1.3%	-66.4%
Corby	East Midlands	274	-59.2%	0.7%	-64.4%
Reigate and Banstead	South East	953	-59.0%	-2.7%	-73.0%
Poole	South West	608	-59.0%	-10.5%	-69.4%
Pembrokeshire	Wales	422	-58.9%	-3.4%	13.7%
Vale of White Horse	South East	690	-58.9%	-3.6%	-63.6%
Bournemouth	South West	796	-58.8%	-3.2%	-77.5%
Cambridge	East of England	4,565	-58.7%	-0.8%	-58.8%
Selby	Yorkshire and The Humber	185	-58.7%	-4.1%	-56.5%
Eastleigh	South East	321	-58.7%	4.9%	-71.3%
West Oxfordshire	South East	468	-58.6%	-0.8%	-64.1%
Woking	South East	662	-58.5%	0.0%	-68.9%

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Canterbury	South East	1,984	-58.5%	-1.9%	-60.4%
North Warwickshire	West Midlands	178	-58.4%	-13.6%	-65.0%
Bromley	London	1,071	-58.4%	-2.3%	-78.5%
Halton	North West	394	-58.2%	0.8%	-65.5%
East Hertfordshire	East of England	747	-58.0%	-9.8%	-62.4%
Rutland	East Midlands	147	-58.0%	-1.3%	-60.2%
Mendip	South West	554	-58.0%	-1.9%	-45.1%
Antrim and Newtownabbey	Northern Ireland	531	-57.9%	7.7%	-74.2%
Wigan	North West	534	-57.9%	-0.9%	-66.2%
Bradford	Yorkshire and The Humber	1,265	-57.8%	-9.1%	-63.8%
Eden	North West	139	-57.8%	13.9%	-47.5%
Newcastle-under-Lyme	West Midlands	238	-57.7%	1.7%	-44.7%
Amber Valley	East Midlands	290	-57.7%	1.8%	-62.8%
Brentwood	East of England	344	-57.6%	2.1%	-70.0%
Doncaster	Yorkshire and The Humber	778	-57.6%	0.1%	-67.8%
Uttlesford	East of England	296	-57.5%	7.6%	-70.5%
Preston	North West	1,219	-57.4%	-7.4%	-57.6%
Bexley	London	425	-57.4%	-3.2%	-63.1%
Chesterfield	East Midlands	489	-57.2%	-2.4%	-67.1%
Gateshead	North East	302	-57.2%	-2.6%	-67.1%
Ipswich	East of England	1,392	-57.1%	-6.6%	-65.5%
Pendle	North West	96	-57.1%	14.3%	-75.4%
Barnsley	Yorkshire and The Humber	340	-57.1%	2.7%	-71.2%
Caerphilly	Wales	181	-57.0%	-1.6%	-64.1%
Luton	East of England	597	-56.9%	-6.1%	-76.9%
Wolverhampton	West Midlands	714	-56.8%	-2.3%	-66.7%
Broxbourne	East of England	310	-56.6%	8.0%	-54.5%
Mid Devon	South West	155	-56.6%	-9.4%	-62.0%
Fenland	East of England	253	-56.5%	-7.7%	-47.1%
Maldon	East of England	93	-56.3%	3.3%	-71.2%
Charnwood	East Midlands	449	-56.3%	9.8%	-62.4%
Malvern Hills	West Midlands	172	-56.1%	-12.2%	-59.4%
Lichfield	West Midlands	276	-56.1%	4.2%	-61.2%
South Derbyshire	East Midlands	201	-56.1%	-7.4%	-52.9%
Telford and Wrekin	West Midlands	101	-56.1%	6.3%	-72.8%
Wiltshire	South West	2,853	-56.1%	-4.6%	-56.7%
Exeter	South West	2,072	-56.0%	-1.8%	-60.4%
New Forest	South East	659	-56.0%	-3.2%	-59.7%
Cannock Chase	West Midlands	275	-56.0%	5.4%	-64.4%

St. Helens	North West	280	-56.0%	7.7%	-64.1%
Wyre Forest	West Midlands	266	-56.0%	8.6%	-61.3%
East Lothian	Scotland	388	-56.0%	-8.7%	-26.9%
Perth and Kinross	Scotland	271	-55.9%	8.4%	-65.3%
Craven	Yorkshire and The Humber	134	-55.9%	1.5%	-65.7%
Horsham	South East	759	-55.9%	-3.6%	-64.5%
North Hertfordshire	East of England	658	-55.8%	-4.2%	-58.1%
Lambeth	London	4,961	-55.7%	-2.6%	-44.7%
Blaby	East Midlands	87	-55.6%	14.5%	-63.0%
Mid Ulster	Northern Ireland	76	-55.6%	1.3%	-74.3%
Waltham Forest	London	493	-55.5%	4.0%	17.9%
Enfield	London	674	-55.4%	-5.1%	-58.5%
Somerset West and Taunton	South West	755	-55.4%	-0.8%	-46.2%
East Cambridgeshire	East of England	422	-55.2%	0.7%	-11.7%
Cotswold	South West	455	-55.1%	6.3%	-63.5%
Sefton	North West	418	-55.0%	-2.6%	-56.9%
South Northamptonshire	East Midlands	243	-55.0%	-8.3%	-57.7%
Rotherham	Yorkshire and The Humber	514	-55.0%	-4.3%	-65.1%
Falkirk	Scotland	186	-55.0%	5.1%	-60.9%
North Lanarkshire	Scotland	333	-54.9%	5.4%	-75.1%
Bury	North West	455	-54.9%	-12.2%	-60.1%
Derbyshire Dales	East Midlands	293	-54.9%	-3.3%	-27.7%
Midlothian	Scotland	1,072	-54.8%	7.3%	-61.9%
Cornwall	South West	1,737	-54.6%	-2.7%	-59.8%
Huntingdonshire	East of England	714	-54.6%	-3.0%	-69.9%
Babergh	East of England	99	-54.6%	25.3%	-76.0%
Liverpool	North West	3,565	-54.5%	-2.0%	-54.8%
Kirklees	Yorkshire and The Humber	863	-54.4%	-0.9%	-65.5%
South Lanarkshire	Scotland	530	-54.3%	-9.4%	-25.5%
Merthyr Tydfil	Wales	64	-54.3%	-11.1%	-73.1%
Gravesham	South East	235	-54.3%	2.2%	-66.5%
Burnley	North West	311	-54.3%	2.0%	-63.7%
Blackpool	North West	317	-54.3%	6.4%	-73.7%
Elmbridge	South East	775	-54.2%	1.0%	-66.0%
Kettering	East Midlands	369	-54.2%	6.6%	-60.6%
Plymouth	South West	882	-53.8%	-4.0%	-61.0%
Stoke-on-Trent	West Midlands	938	-53.8%	1.8%	-60.9%

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Lewes	South East	1,064	-53.8%	-7.9%	-47.8%
Conwy	Wales	186	-53.7%	6.9%	-48.2%
Lancaster	North West	1,445	-53.7%	2.5%	-50.8%
Newark and Sherwood	East Midlands	236	-53.6%	0.4%	-66.0%
South Ribble	North West	203	-53.5%	-11.7%	-48.6%
Central Bedfordshire	East of England	864	-53.1%	0.7%	-62.7%
Peterborough	East of England	1,195	-53.0%	-1.7%	-64.2%
Surrey Heath	South East	559	-52.9%	1.5%	-58.8%
East Dorset	South West	338	-52.7%	-8.9%	-48.9%
Stevenage	East of England	833	-52.7%	0.5%	-58.5%
North Dorset	South West	299	-52.6%	-16.7%	-39.5%
Test Valley	South East	607	-52.6%	-4.4%	-67.7%
North Somerset	South West	687	-52.5%	-1.2%	-44.5%
East Hampshire	South East	505	-52.4%	-0.4%	-57.8%
Medway	South East	696	-52.4%	-0.4%	-73.8%
Norwich	East of England	1,832	-52.4%	-3.9%	-62.7%
Monmouthshire	Wales	177	-52.2%	11.3%	-54.3%
North Tyneside	North East	258	-52.0%	0.4%	-40.4%
Daventry	East Midlands	327	-51.8%	9.0%	-58.6%
North Devon	South West	427	-51.8%	-4.3%	-36.0%
Rhondda Cynon Taf	Wales	177	-51.6%	-1.1%	-76.1%
Aberdeenshire	Scotland	576	-51.6%	6.5%	-60.4%
Dundee City	Scotland	379	-51.6%	-3.3%	-64.5%
South Ayrshire	Scotland	223	-51.5%	-5.5%	-57.9%
Lincoln	East Midlands	1,427	-51.5%	1.1%	-54.3%
South Somerset	South West	820	-51.4%	-0.7%	-49.5%
Ards and North Down	Northern Ireland	54	-51.4%	8.0%	-81.1%
Blaenau Gwent	Wales	365	-51.3%	-0.5%	-50.3%
Southend-on-Sea	East of England	431	-51.3%	-2.9%	-76.2%
Fermanagh and Omagh	Northern Ireland	77	-51.3%	2.7%	-77.5%
Darlington	North East	371	-51.2%	-1.1%	-60.2%
Adur	South East	246	-51.1%	8.4%	-60.6%
Havant	South East	382	-51.0%	-10.5%	-56.8%
Havering	London	495	-50.8%	-1.0%	-72.5%
Carlisle	North West	796	-50.7%	0.1%	-50.9%
St Edmundsbury	East of England	653	-50.2%	2.4%	-58.2%
Newry, Mourne and Down	Northern Ireland	153	-50.0%	4.8%	-62.5%
Ryedale	Yorkshire and The Humber	203	-49.9%	-6.5%	-46.7%
County Durham	North East	1,429	-49.8%	1.9%	-50.4%

Wrexham	Wales	577	-49.8%	1.2%	-50.0%
West Lothian	Scotland	620	-49.8%	2.5%	-54.8%
Merton	London	415	-49.8%	-2.8%	-54.1%
Armagh City, Banbridge and Craigavon	Northern Ireland	116	-49.6%	4.5%	-79.8%
Fylde	North West	172	-49.4%	5.5%	-33.8%
Rochford	East of England	162	-49.4%	10.2%	-52.8%
Dover	South East	324	-49.3%	0.6%	-52.5%
Rochdale	North West	428	-49.3%	-3.4%	-65.8%
Wirral	North West	595	-49.2%	2.4%	-58.4%
Swale	South East	451	-49.2%	-2.6%	-58.7%
Highland	Scotland	770	-49.0%	-3.9%	-61.9%
Flintshire	Wales	246	-49.0%	20.0%	-53.8%
Causeway Coast and Glens	Northern Ireland	47	-48.9%	11.9%	-63.3%
Stirling	Scotland	231	-48.9%	-4.9%	-59.0%
Oldham	North West	499	-48.5%	-5.0%	-61.0%
West Lancashire	North West	280	-48.4%	4.9%	-42.6%
Carmarthenshire	Wales	243	-48.2%	-2.8%	-49.1%
Staffordshire Moorlands	West Midlands	170	-48.0%	-1.2%	-30.0%
East Northamptonshire	East Midlands	163	-47.9%	0.6%	-54.2%
Mansfield	East Midlands	440	-47.9%	1.1%	-59.6%
Renfrewshire	Scotland	443	-47.7%	-5.7%	-53.7%
Sunderland	North East	497	-47.7%	1.4%	-61.3%
Harrow	London	789	-47.6%	-3.2%	-52.6%
Hambleton	Yorkshire and The Humber	305	-47.4%	-7.9%	-65.9%
Rosendale	North West	101	-47.4%	0.0%	-57.9%
Tower Hamlets	London	393	-47.2%	1.0%	-51.8%
Belfast	Northern Ireland	1,100	-47.1%	2.3%	-74.0%
Knowsley	North West	214	-47.0%	1.9%	-43.8%
Ealing	London	626	-46.8%	-6.0%	-52.0%
Scarborough	Yorkshire and The Humber	281	-46.7%	8.1%	-59.5%
South Tyneside	North East	192	-46.7%	-1.0%	-55.3%
Taunton Deane	South West	767	-46.7%	3.5%	-55.4%
West Dorset	South West	443	-46.6%	-0.4%	-54.1%
Purbeck	South West	81	-46.4%	-19.0%	-62.8%
Westminster	London	9,610	-46.3%	0.7%	460.7%
Islington	London	484	-45.9%	-10.0%	-68.7%

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Nuneaton and Bedworth	West Midlands	433	-45.8%	2.4%	-56.7%
Tandridge	South East	321	-45.8%	-2.1%	-64.0%
East Ayrshire	Scotland	143	-45.6%	-9.5%	-70.6%
Stockton-on-Tees	North East	297	-45.6%	6.5%	-61.9%
Mid Suffolk	East of England	324	-45.5%	-2.7%	-28.9%
Wyre	North West	94	-45.3%	4.4%	-39.0%
Torbay	South West	328	-45.2%	-2.4%	-57.6%
Newport	Wales	485	-45.2%	1.9%	-72.9%
Braintree	East of England	1,070	-45.2%	-3.3%	-8.7%
Shropshire	West Midlands	1,604	-44.9%	0.7%	-53.5%
Sutton	London	277	-44.8%	4.9%	-68.2%
Gwynedd	Wales	316	-44.7%	2.3%	-57.6%
Copeland	North West	186	-44.3%	-5.1%	-22.8%
Mid and East Antrim	Northern Ireland	52	-44.1%	-10.3%	-64.9%
Redbridge	London	382	-44.1%	-1.3%	-50.3%
Herefordshire, County of	West Midlands	1,016	-44.0%	-5.9%	-43.9%
Northumberland	North East	918	-44.0%	5.9%	-46.5%
South Holland	East Midlands	280	-43.9%	-2.4%	-41.3%
Neath Port Talbot	Wales	141	-43.8%	2.9%	-57.3%
Sedgemoor	South West	511	-43.6%	2.8%	-50.0%
Thanet	South East	259	-43.1%	-1.9%	-63.9%
Boston	East Midlands	220	-43.0%	-9.8%	-49.9%
Bournemouth, Christchurch and Poole	South West	24	-42.9%	20.0%	-20.0%
Fife	Scotland	844	-42.2%	11.1%	-60.9%
Wealden	South East	631	-42.0%	-5.4%	-49.9%
Na h-Eileanan Siar	Scotland	164	-41.8%	7.9%	-7.3%
Ceredigion	Wales	93	-41.5%	0.0%	-72.9%
Barnet	London	782	-41.0%	-2.3%	-49.0%
Newham	London	506	-41.0%	-9.2%	-41.0%
West Dunbartonshire	Scotland	149	-40.9%	-12.9%	-65.4%
Middlesbrough	North East	478	-40.8%	-1.0%	-28.4%
Arun	South East	442	-40.8%	3.8%	-56.3%
East Dunbartonshire	Scotland	147	-40.5%	-3.9%	59.8%
South Hams	South West	436	-40.3%	-0.5%	-23.6%
Oadby and Wigston	East Midlands	67	-40.2%	13.6%	-47.2%
North East Lincolnshire	Yorkshire and The Humber	405	-40.1%	0.2%	-56.9%
Hammersmith and Fulham	London	589	-40.0%	7.7%	-26.2%

Gosport	South East	191	-39.4%	0.5%	-43.2%
North East Derbyshire	East Midlands	136	-38.7%	-1.4%	-26.9%
Angus	Scotland	271	-38.5%	-5.9%	-43.5%
King's Lynn and West Norfolk	East of England	395	-38.5%	2.6%	-51.1%
Tameside	North West	221	-38.4%	-6.8%	-62.5%
Greenwich	London	424	-38.2%	-6.4%	-46.6%
Camden	London	967	-38.1%	-6.8%	-60.0%
East Devon	South West	827	-38.0%	1.2%	-16.0%
Weymouth and Portland	South West	238	-37.5%	-0.8%	-46.4%
Swansea	Wales	958	-37.3%	3.6%	-28.1%
Lewisham	London	487	-37.2%	3.2%	-39.4%
West Lindsey	East Midlands	265	-37.1%	4.7%	-38.5%
South Norfolk	East of England	374	-36.7%	0.5%	-24.7%
Gedling	East Midlands	199	-36.6%	17.8%	-13.9%
Dumfries and Galloway	Scotland	331	-36.5%	3.8%	-23.6%
South Cambridgeshire	East of England	470	-36.4%	26.0%	-21.0%
Castle Point	East of England	114	-36.0%	0.9%	-39.0%
Vale of Glamorgan	Wales	150	-35.9%	4.2%	-40.9%
Denbighshire	Wales	210	-35.6%	-0.9%	-45.5%
Scottish Borders	Scotland	223	-35.5%	13.2%	-46.7%
North Norfolk	East of England	206	-35.0%	1.0%	-49.8%
South Gloucestershire	South West	351	-34.8%	6.7%	8.3%
Wandsworth	London	683	-34.3%	-3.3%	-33.0%
Argyll and Bute	Scotland	266	-33.8%	-4.7%	-64.3%
Torridge	South West	120	-33.7%	6.2%	-64.5%
Hyndburn	North West	185	-33.7%	-5.1%	-48.2%
Barrow-in-Furness	North West	209	-33.7%	0.0%	-47.6%
Tendring	East of England	356	-33.6%	-5.8%	-36.8%
Southwark	London	1,155	-33.5%	1.9%	-33.8%
Breckland	East of England	636	-31.2%	-0.6%	-22.1%
Hartlepool	North East	157	-31.1%	0.6%	-42.9%
Shepway	South East	396	-31.0%	-8.5%	-44.2%
Suffolk Coastal	East of England	367	-30.2%	-5.7%	-44.0%
Inverclyde	Scotland	114	-30.1%	-3.4%	-28.3%
East Lindsey	East Midlands	344	-27.7%	1.5%	-36.1%
Great Yarmouth	East of England	267	-27.4%	5.5%	-31.0%
North Ayrshire	Scotland	338	-27.2%	-9.6%	-13.8%
Eastbourne	South East	534	-26.8%	-1.5%	-47.9%
East Riding of Yorkshire	Yorkshire and The Humber	1,351	-26.2%	27.2%	-31.0%

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Forest of Dean	South West	135	-25.0%	-7.5%	-33.2%
Haringey	London	244	-24.7%	-0.4%	-25.4%
Waveney	East of England	375	-24.4%	1.4%	-29.2%
Derry City and Strabane	Northern Ireland	85	-22.7%	-1.2%	-75.0%
North Kesteven	East Midlands	240	-21.6%	0.0%	-28.8%
Moray	Scotland	273	-20.6%	42.9%	-19.7%
Powys	Wales	513	-19.6%	2.8%	-52.7%
Isle of Anglesey	Wales	104	-17.5%	11.8%	-19.4%
Hastings	South East	289	-17.0%	3.2%	-61.8%
Redcar and Cleveland	North East	161	-16.1%	11.0%	-17.0%
Orkney Islands	Scotland	105	-14.6%	-12.5%	-47.0%
Rother	South East	418	-8.7%	1.7%	-55.2%
East Renfrewshire	Scotland	75	-8.5%	-5.1%	-18.5%
Isle of Wight	South East	850	-6.9%	-0.2%	61.6%
West Somerset	South West	182	-5.7%	54.2%	109.2%
West Devon	South West	280	-2.8%	-2.1%	27.3%
Broadland	East of England	177	-1.7%	-9.7%	2.3%
Clackmannanshire	Scotland	145	5.8%	14.2%	-10.5%
Isles of Scilly	South West	18	28.6%	63.6%	-28.0%
Shetland Islands	Scotland	199	36.3%	-8.7%	28.4%
Kensington and Chelsea	London	1,397	155.9%	1.4%	116.6%

*West Suffolk and Folkstone and Hythe have been excluded due to lack of observations

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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