

Appendix E - Job Growth and labour market changes

1. Job growth

Table 1 below shows the job growth in Lincoln since 2012 (baseline) and shows 2018, 2019 and 2020. The data shows that since 2012 there has been an increase of 3000 jobs. However, we can see that pre Covid in 2018 the job growth was greater than it is now. It appears from the data that the jobs growth is stable currently and may be likely to have increased further since 2020

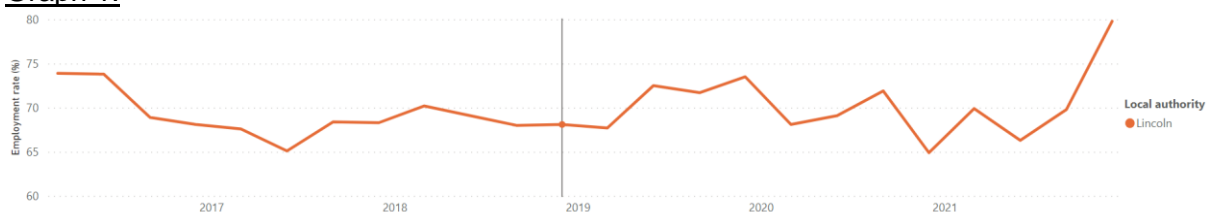
Table 1:

ENA target/presumption/measure	Indicator	Baseline (2012 unless otherwise stated)	data report 2018	data report 2019	Data report 2020
JOB GROWTH					
7% FTE job growth target for Lincoln 2012-2036 The Lincoln job growth target of is the basis for establishing Central Lincolnshire Local Plan Economic and housing need.	*Nomis Total jobs includes employees, self-employed, government-supported trainees and HM Forces 2012 baseline. Latest 2017	*58,000 (Lincoln)	*64,000 Lincoln 10% increase	*61,000 Lincoln 8.6% increase from baseline	*61,000 Lincoln 8.6% increase from baseline
	** Nomis Total Employee jobs excludes self-employed, government-supported trainees and HM Forces. Data excludes farm-based agriculture 2015 baseline Latest 2017	**55,000 (Lincoln)	**55,000 Lincoln	**53,000	**54,000

2. employment rate

The graph shown below in Graph 1. Shows the employment rate in Lincoln quarterly from 2016 to December 2021. The data shows that there has been some disruption in employment rates throughout Covid. However the last 3 quarters of 2020 appears to show the employment rate increasing quarter upon quarter.

Graph 1:

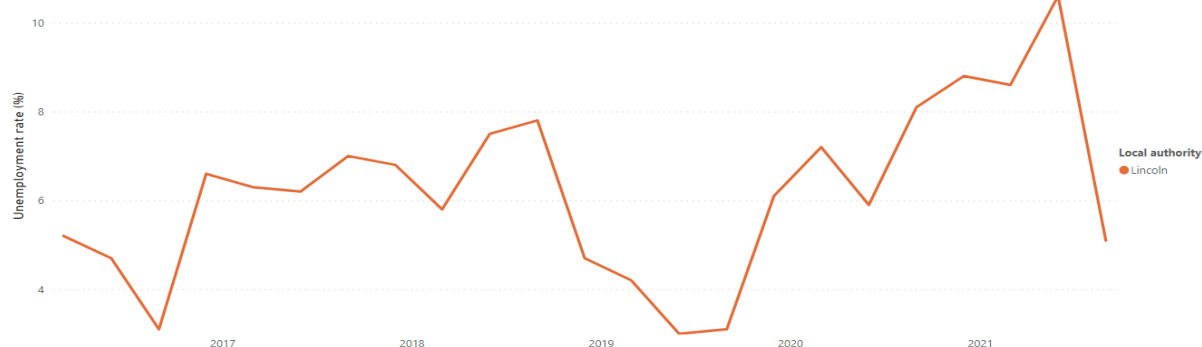


Date	Lincoln	Date	Lincoln	Date	Lincoln
01 March 2016	73.90	01 June 2018	69.10	01 December 2019	73.50
01 June 2016	73.80	01 September 2018	68.00	01 March 2020	68.10
01 September 2016	68.90	01 December 2018	68.10	01 June 2020	69.10
01 December 2016	68.10	01 March 2019	67.70	01 September 2020	71.90
01 March 2017	67.60	01 June 2019	72.50	01 December 2020	64.90
01 June 2017	65.10	01 September 2019	71.70	01 March 2021	69.90
01 September 2017	68.40	01 December 2019	73.50	01 June 2021	66.30
01 December 2017	68.30	01 March 2020	68.10	01 September 2021	69.80
01 March 2018	70.20	01 June 2020	69.10	01 December 2021	79.80

3. unemployment rate

Graph 2 below shows that the unemployment rate has fallen sharply since June 2021 following a high in March 21.

Graph 2:



Source: Analysis of Annual Population Survey

Date	Lincoln	Date	Lincoln	Date	Lincoln
01 March 2016	5.20	01 June 2018	7.50	01 September 2019	3.10
01 June 2016	4.70	01 September 2018	7.80	01 December 2019	6.10
01 September 2016	3.10	01 December 2018	4.70	01 March 2020	7.20
01 December 2016	6.60	01 March 2019	4.20	01 June 2020	5.90
01 March 2017	6.30	01 June 2019	3.00	01 September 2020	8.10
01 June 2017	6.20	01 September 2019	3.10	01 December 2020	8.80
01 September 2017	7.00	01 December 2019	6.10	01 March 2021	8.60
01 December 2017	6.80	01 March 2020	7.20	01 June 2021	10.60
01 March 2018	5.80	01 June 2020	5.90	01 September 2021	5.10

Graphs 3 and 4 below show further information on economic activity within Lincoln.

Graph 3 (figure 37):

PERCENTAGE OF PEOPLE AGED 16-64 WHO ARE ECONOMICALLY ACTIVE/INACTIVE APRIL 2009 - MARCH 2021

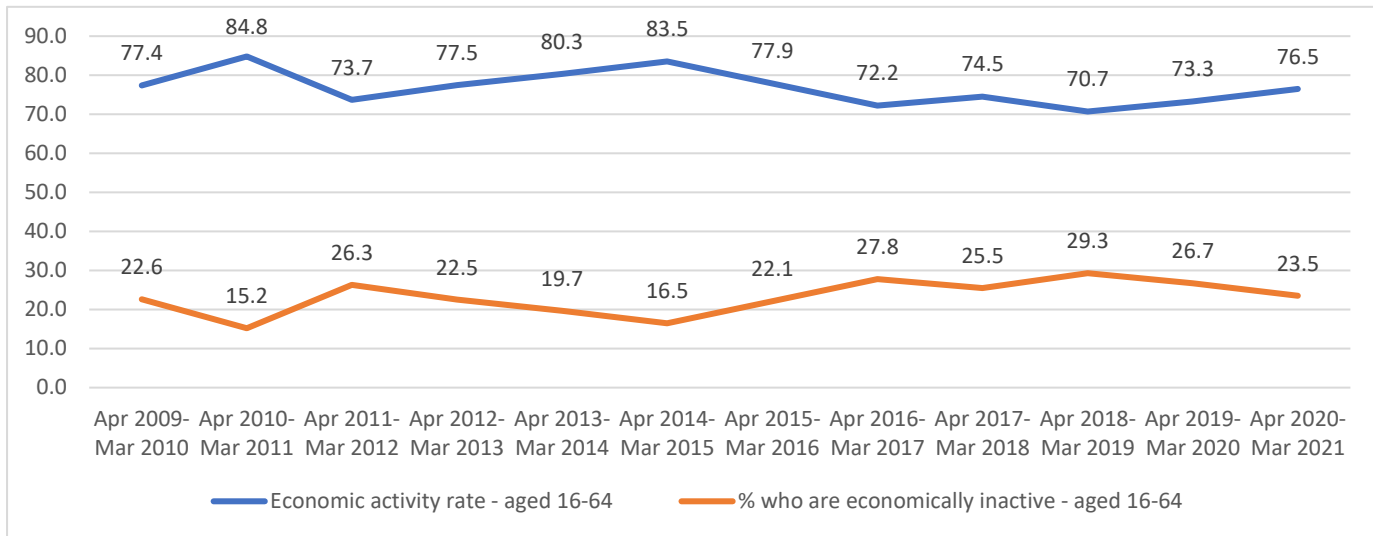


Figure 37

Source – NOMIS 2021

Figure 37 shows the economic activity rate in Lincoln has increased slightly from 73.3% in 2019/20 to 76.5% in 2020/21. Also, the percentage of those who are economically inactive has thus decreased from 26.7% in 2019/20 to 23.5% in 2020/2021.

Graph 4 (figure 38):

PERCENTAGE OF UNEMPLOYED PEOPLE (MODEL BASED) APRIL 2011 – MARCH 2021

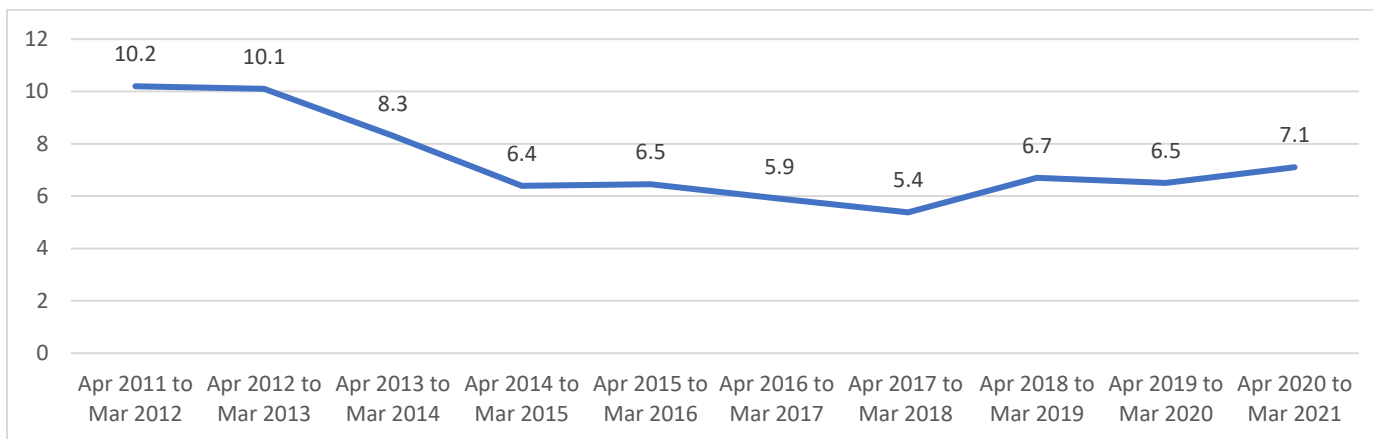


Figure 38

Source – NOMIS 2021

Figure 38 shows Lincoln has seen an increase in model-based unemployment rates, increasing from 6.5% for the period April 2019 to March 2020, to 7.1% for the period April 2020 to March 2021. Model based unemployment rates use a statistical model to provide better estimates of unemployment due to very small sample sizes which may be unreliable.

4. Employment type

Graph 5 below shows the breakdown of employment type across Lincoln between April 2020 and March 2021.

Graph 5 (figure 39):

PERCENTAGE OF EMPLOYMENT BY OCCUPATION TYPE IN LINCOLN APRIL 2020 – MARCH 2021

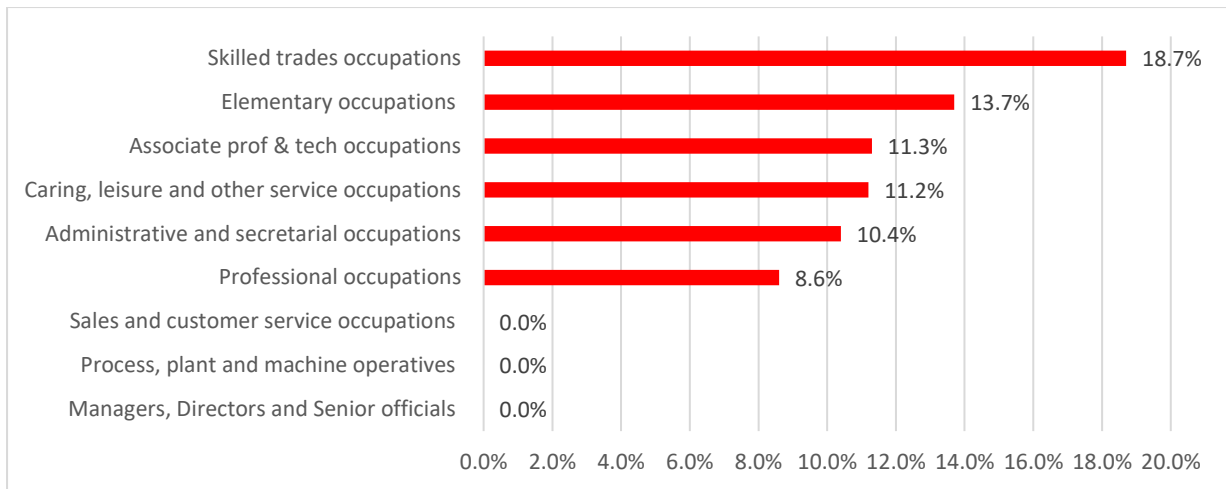


Figure 39

Source – NOMIS 2021

Figure 39 shows in the year 2020/21 skilled trades occupations occupied the majority of employment in Lincoln with a figure of 18.9% as opposed to professional occupations which was the lowest at 8.6%. Please note the values marked as 0.0% are not available due to the sample size being unreliable for this period. 'Elementary Positions' are those roles that don't require prior training and are lower skilled. N.B. This data may be unreliable during this period as it is collected via survey and covers the period of the covid lockdowns.

5. Job density

Graph 6 shows the Job density for Lincoln compared to Est Midlands and England. The data shows that there has been a dip in 2019 however from Job Growth in Table 1 above we can see that this is likely to show as recovering as further up to date data becomes available.

Graph 6 (figure 40):

JOB DENSITY 2009-2019 (LINCOLN VS EAST MIDLANDS AND ENGLAND)

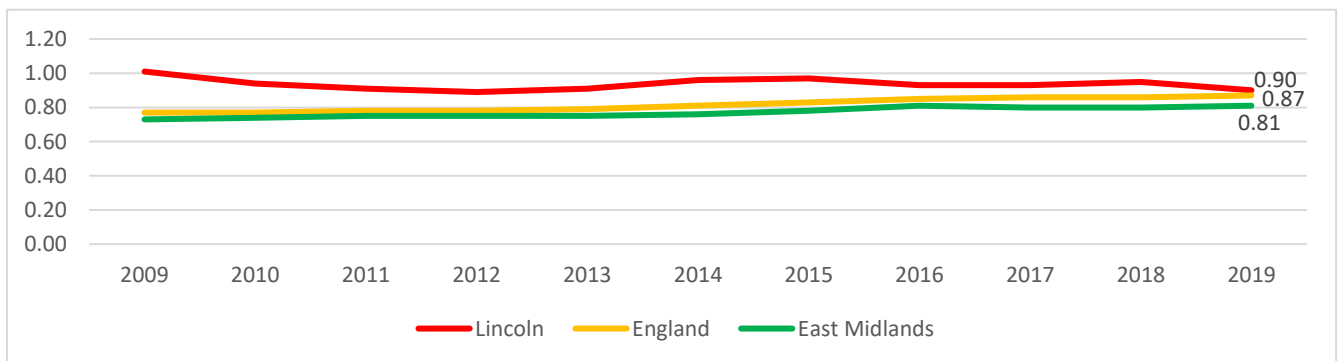


Figure 40

Source – NOMIS 2021

Figure 40 shows Job Density is the level of jobs per resident aged 16-64. For example, a job density of 1.0 would mean that there is one job for every resident aged 16-64. Lincoln's job density decreased slightly to 0.90 in 2019 as opposed to England and East Midlands who have both increased in 2019 but remain under the Lincoln density.

6. Disability employment levels

Table 2 below shows the current Disabled Employment Rates compared to the previous reporting period.

**In this context ‘disabled’ means those who have a long-term disability which substantially limits their day-to-day activities or affects the kind or amount of work they might do (it is not related to what benefits they may be claiming).

Table 2:

October 2020 – September 2021				January 2021 – December 2021			Change quarter
Local authority area	Working age disabled in work	All working age disabled	Disabled employment rate	Working age disables in work	All working age disabled	Disabled employment rate	
Lincoln	12,600	25,800	48.84%	15,700	23,400	67.09%	18.26%

7. skills levels

Graph 7 (figure 104) below shows the percentage of adults in Lincoln with NVQ level qualifications

Graph 7 (figure 104)

PERCENTAGE OF RESIDENTS AGED 16-64 IN LINCOLN WITH NVQ QUALIFICATIONS LEVELS 1-4 AS OF 2020

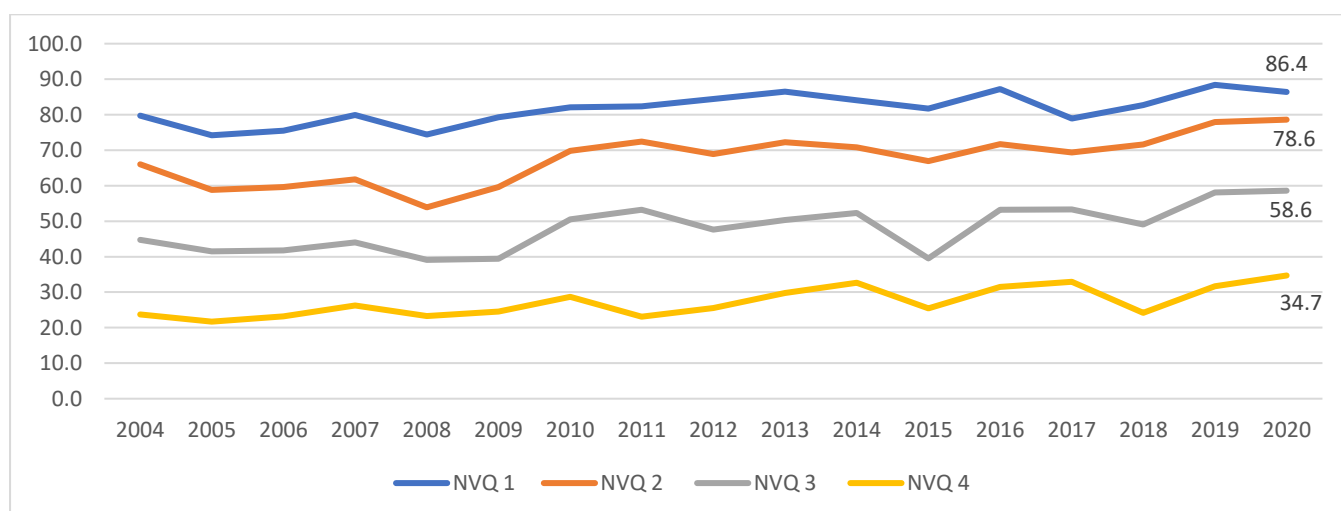


Figure 104

Source – NOMIS 2021

Figure 104 shows the percentage of residents 16-64 in Lincoln with NVQ qualifications Levels 1-4. Residents with NVQ Level 1 qualifications decreased slightly from 88.4% in 2020 to 86.4% in 2020. NVQ Levels 2,3 and 4 all saw increases in 2020. This may be because students already studying when Covid started found it easier to continue whilst new intake was reduced.

Please note that data for no qualifications has not been included due to the sample size being too small consecutively for the last three years.

Graph 8 (figure 105), graph 9 (figure 106), Graph 10 (figure 107) and Graph 11 (figure 108) below show the number of adults in Lincoln with NVQ levels 1, 2, 3 and 4 since 2004

compared to the East Midlands. For NVQ levels 2 and 3 Lincolns rate is higher than the East Midlands. Narrative on each of the graphs is provided below.

Graph 8 (figure 105):

PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 1 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)

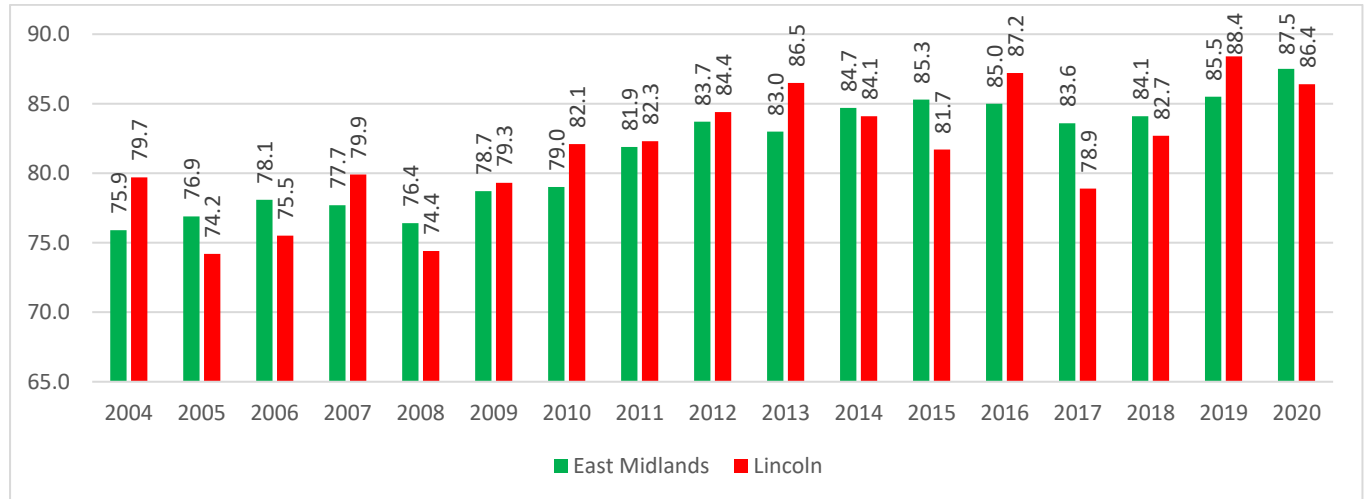


Figure 105

Source – NOMIS 2021

Figure 105 shows the percentage of residents aged 16-64 with NVQ Level 1 qualifications in Lincoln decreased in 2020 to 86.4%. In comparison the East Midlands figure increased to 87.5% in 2020 from 85.5% in 2019.

Graph 9 (figure 106):

PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 2 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)

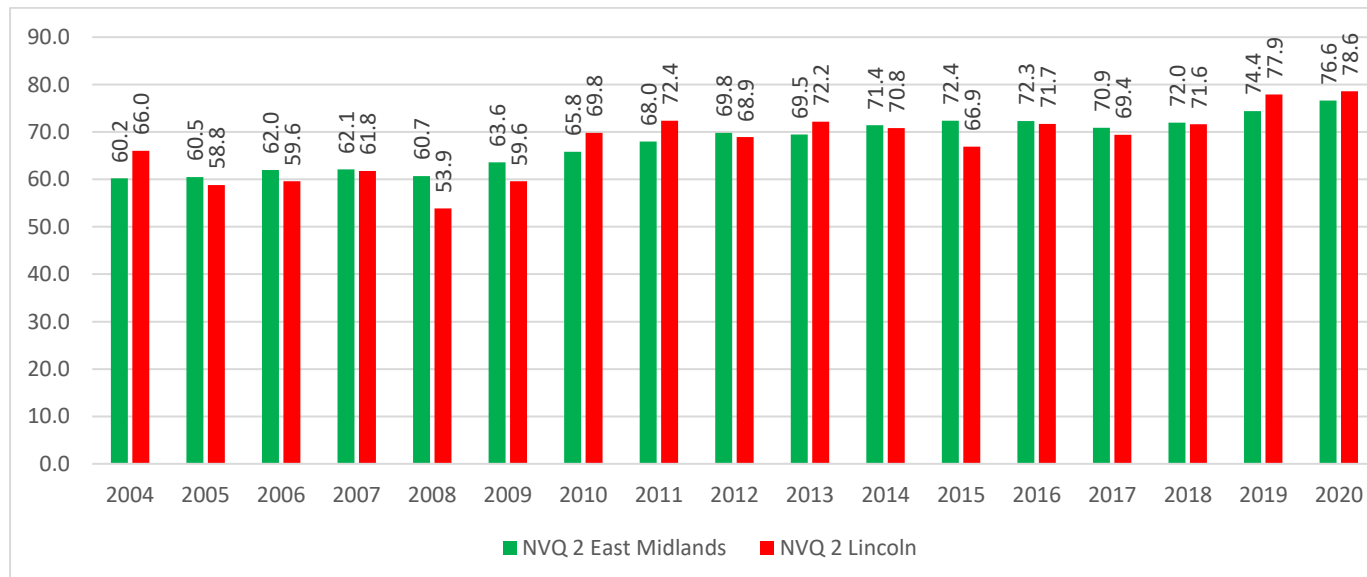


Figure 106

Source – NOMIS 2021

Figure 106 shows the percentage of residents aged 16-64 with NVQ Level 2 qualifications in Lincoln increased in 2020 to 78.6% and was higher than the East Midlands figure of 76.6% for 2020.

Graph 10 (figure 107):

PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 3 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)

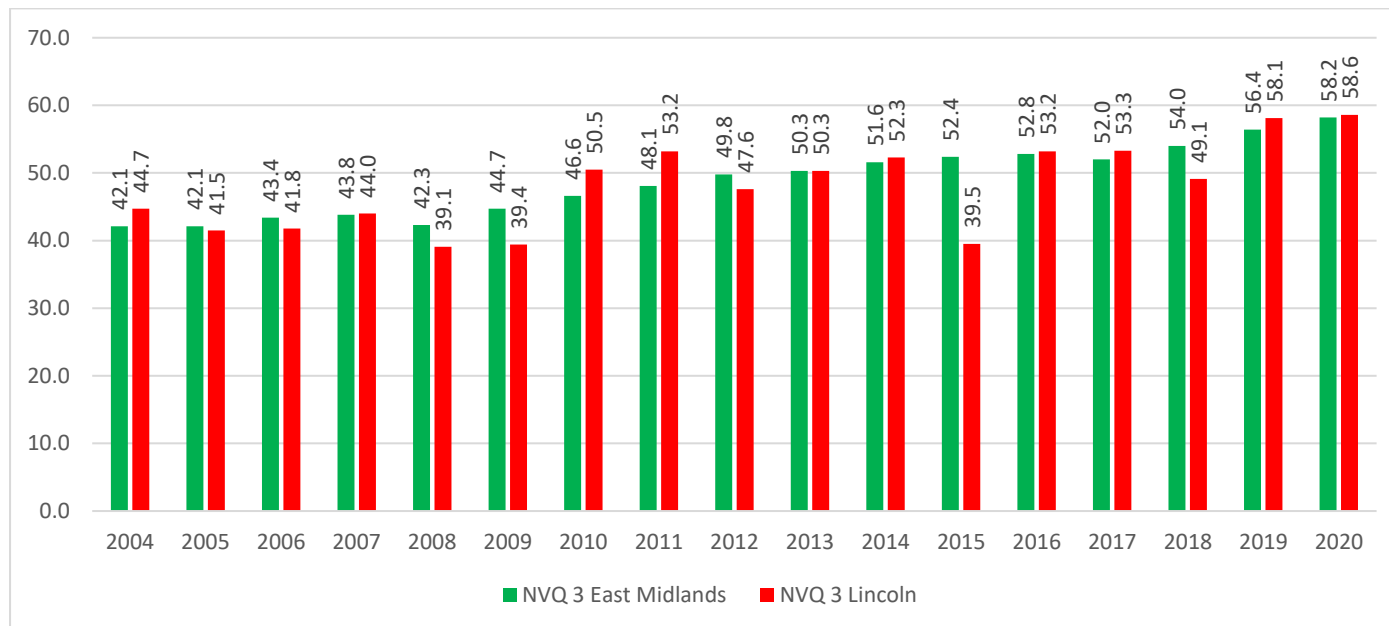


Figure 107

Source – NOMIS 2021

Figure 107 shows the percentage of residents aged 16-64 with NVQ Level 3 qualifications increased in Lincoln in 2020 to 58.6% and remained above the figure for East Midlands which reported at 58.2% in 2020.

Graph 11 (figure 108):

PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 4 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)

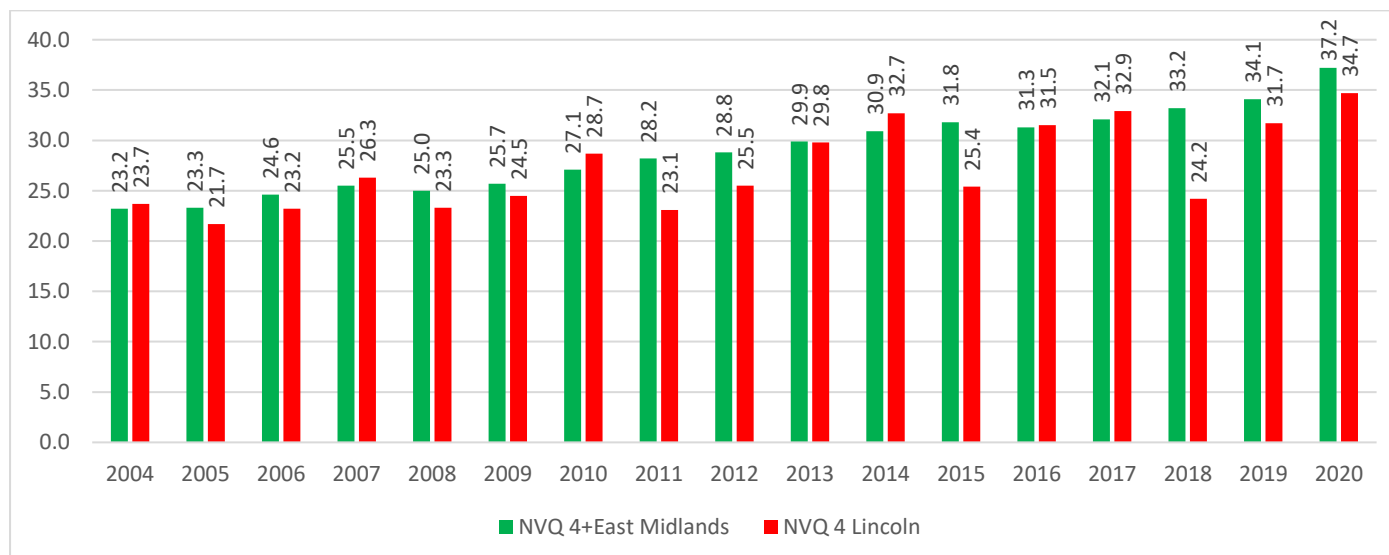


Figure 108

Source – NOMIS 2021

Figure 108 shows the percentage of residents aged 16-64 with NVQ Level 4+ qualifications in Lincoln increased in 2020 to 34.7%, however this continued to remain below the East Midlands figure which reported at 37.2% in 2020.

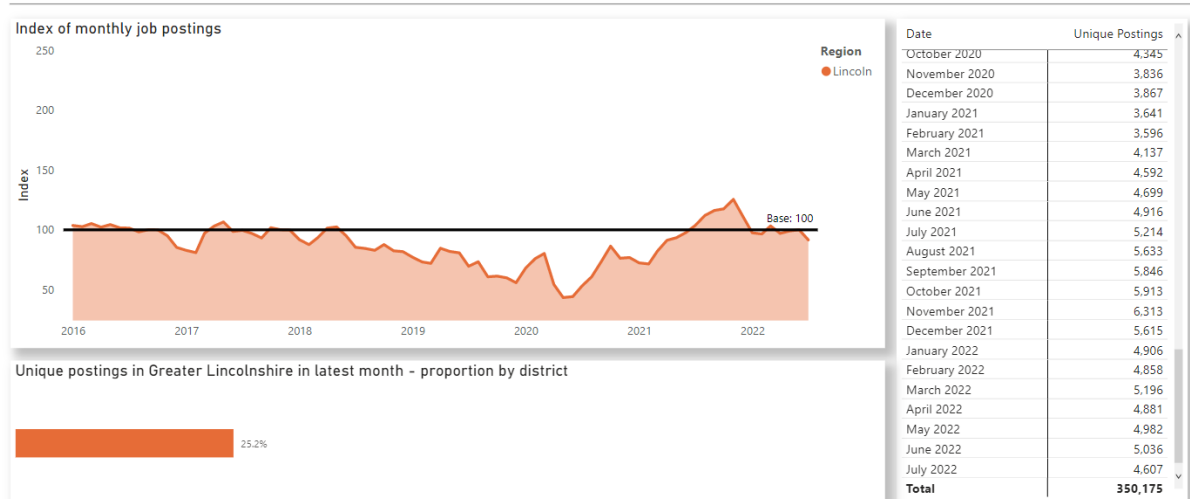
8. Pay

- 76.5% of 16-64 years olds are economically active in 2020/2021
- Median annual earnings for full time workers increased by £3,116 to £29,442 in 2020
- Median annual earnings for part time workers increased by £1,038 to £10,949 in 2020 (much nearer EM and England rates)
- Gross weekly pay for full time workers increased by £56.70 to £577.50 in 2020
- Gross weekly pay for part time workers increased by £24.80 to £199.20 in 2020

9. Job vacancy rates

Graph 12 below shows the job vacancy postings for Lincoln City since 2016. The data shows that leading up to 2022 vacancies were increasing however through 2022 the number has stabilised with only minor fluctuations.

Graph 12:



Source: EMSI Job Postings. Index based on average number of monthly job postings in 2016