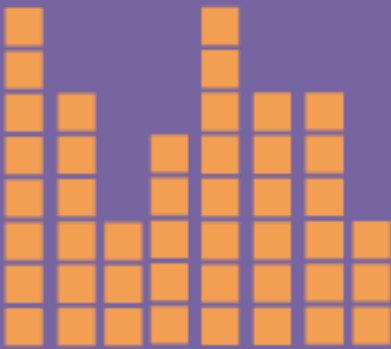




Gyrfa Cymru
Careers Wales

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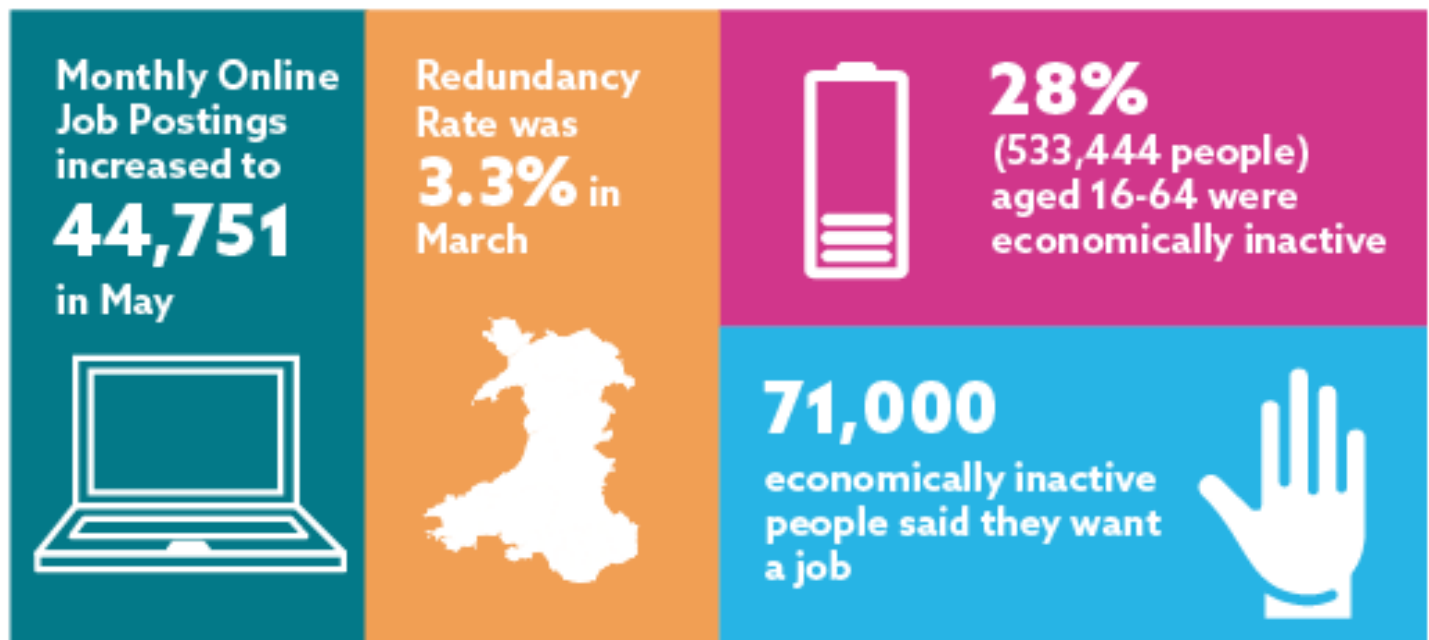


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1. Key Headlines for Wales in this edition





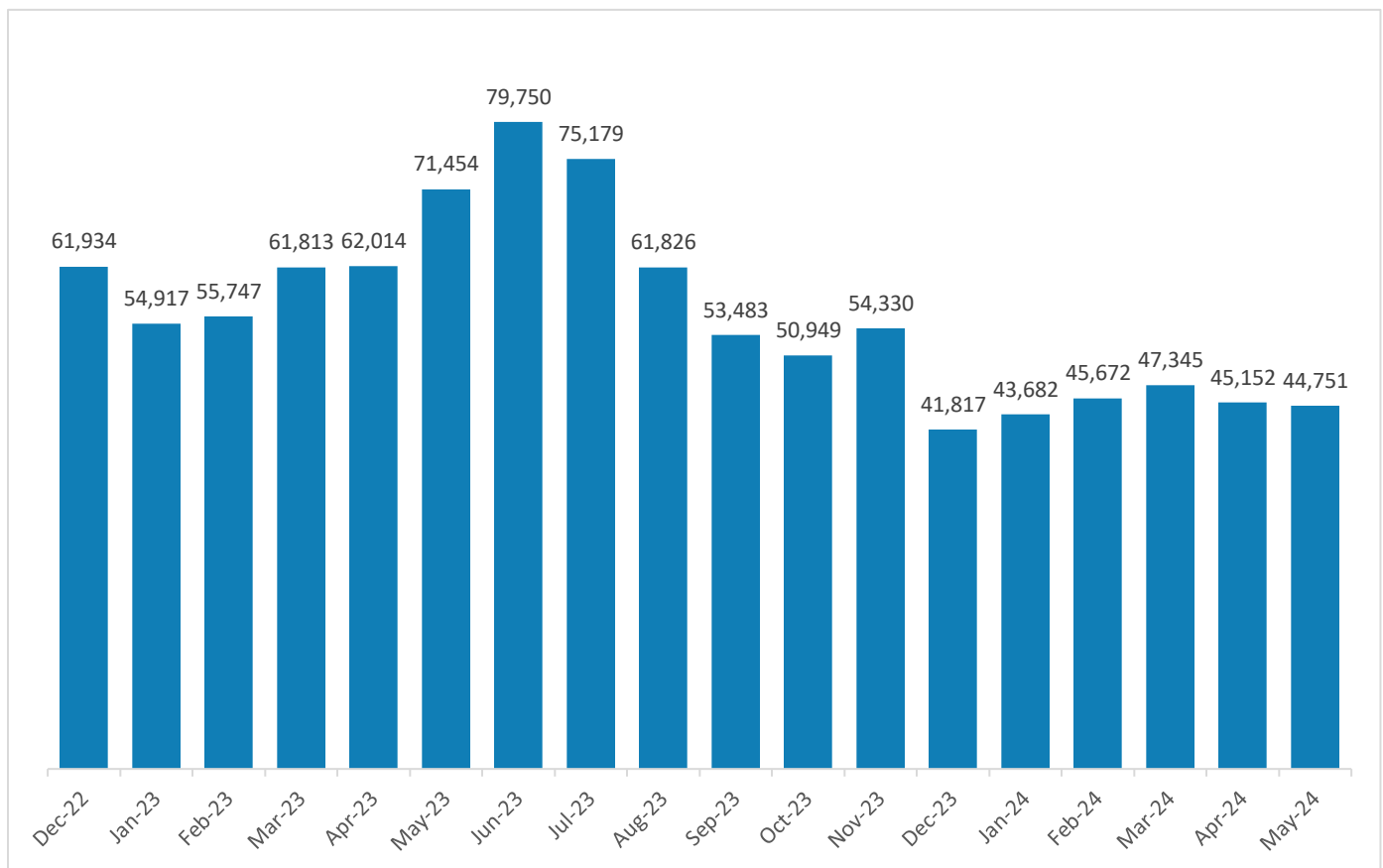
2. Job Posting Trends in Wales

NOTE: Monthly fluctuations in online job postings continue to provide us with a crude but responsive indication of the job market in Wales. The absolute numbers should be used with caution as they provide only a snapshot of the total recruitment picture.

Recruitment trends in Wales

As Bar Chart 1 (below) illustrates, monthly online job postings in Wales have been steadily decreasing since their highest level in the last 12 months seen in June 2023. Unique Job Postings have fluctuated between 41,000 – 48,000 in the 5 months since December 2023, after a significant decrease of 23% from December 2023.

Bar Chart 1: Monthly online job postings in Wales



Source: Lightcast™ Job Posting Analytics, June 2024

[Appendix 1: Accompanying Table of Data](#)

Posting Intensity is the total number of job postings for each unique job vacancy. The average intensity of 2:1 for March 2024 means that each new job posted in March was being advertised in 2 different media. A specific occupation with a posting intensity higher than the average of 2:1 for the month of March would suggest that employers are putting more effort into filling that vacancy.



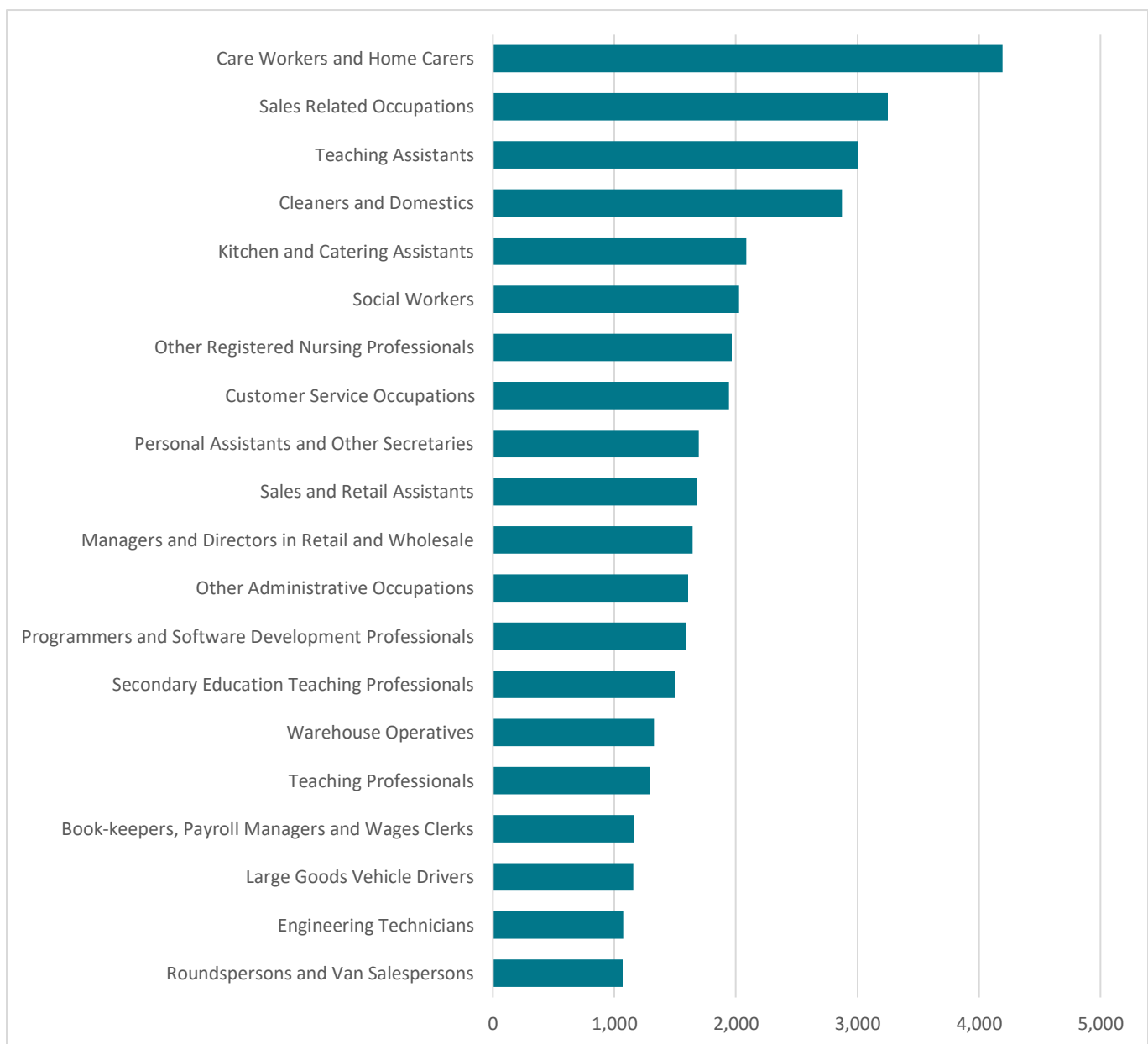
3. Occupation Recruitment Trends

Top 20 occupations advertised in the period February to May 2024

Bar Chart 2 below shows that Care Workers and Home Carers continue to be the top occupation with the highest total number of online job postings. Job postings for Care Workers and Home Carers in this reporting period was 4,192. The posting intensity for Care Workers in this period was slightly higher than the average at 3:1, which suggests that vacancies continue to be hard to fill.

Sales Related Occupations, Teaching Assistants, and Cleaners and Domestic remained in the top 4 occupations with the highest total number of online postings in Wales from the previous edition of this Bulletin.

Bar Chart 2: Top 20 occupations advertised in the period February to May 2024 in Wales



Source: Lightcast™ Job Posting Analytics, June 2024

[Appendix 2: Accompanying Table of Data](#)

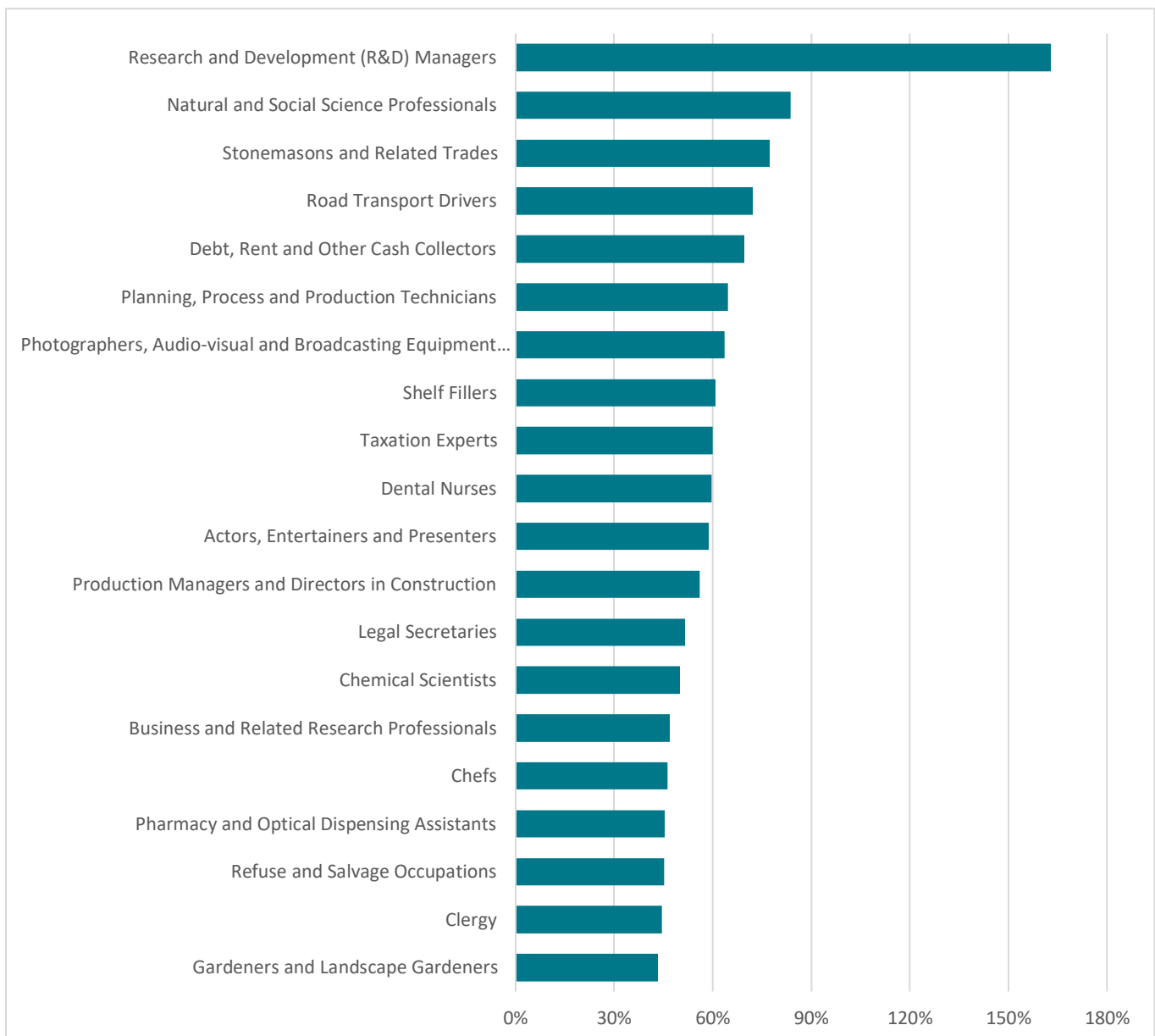


Occupations with increasing demand in the period February - May 2024

Bar Chart 3 below shows the highest % increase in demand for this reporting period is for Research and Development (R&D) Managers. In numerical terms, this represents 43 job postings across Wales which suggests a short-term skills gap and vacancies. A more noteworthy increase in numerical terms is an increase of ~317, or 46%, in job postings for Chefs, suggesting more skills shortages and hard to fill vacancies.

Increases in demand should be used with caution. The increases and decreases in demand across the 4 month period cannot be considered as a trend due to the short duration; it is a snapshot of that period and may reflect seasonal and regional or sector trends. It should also be noted that a high percentage change does not necessarily mean the highest number of vacancies.

Bar Chart 3: Top 20 occupations with the greatest % increase in Unique Job Postings advertised in the period February to May 2024 in Wales



Source: Lightcast™ Job Posting Analytics, June 2024

[Appendix 3: Accompanying Table of Data](#)



Occupations with falling demand in the period February to May 2024

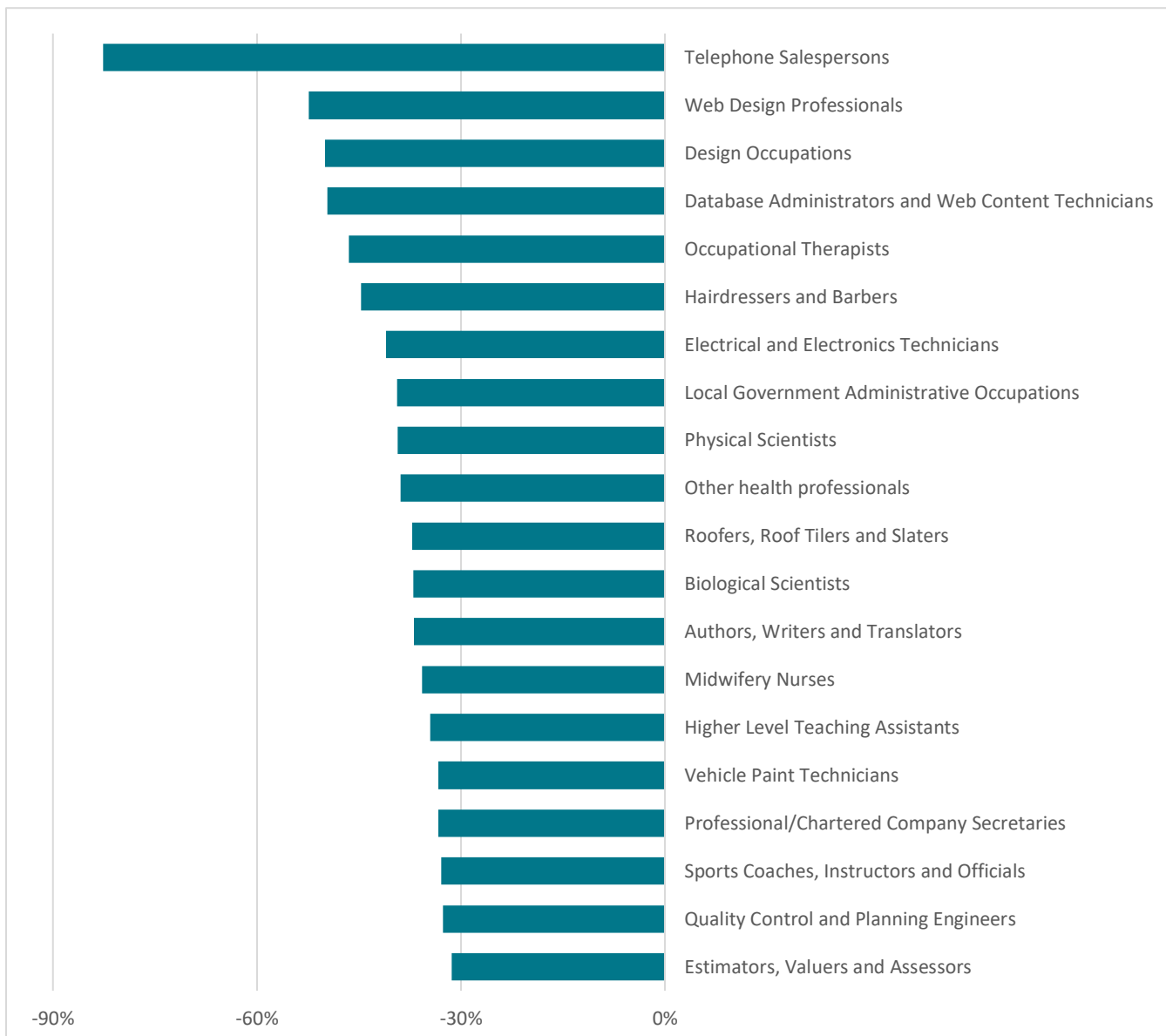
Bar Chart 4 below shows the occupations with the highest % falls in job postings from February to May 2024. Similar caution should be used to interpret the occupations with decreasing demand as this represents a short-term snapshot of 4 months and a high % can often represent very low numbers.

The occupations with the highest % falls in job postings included:

- Telephone Salespersons
- Web Design Professionals
- Design Occupations

In percentage terms, Telephone Salespersons showed the greatest fall of 83% (in numerical terms a decrease of ~298 job postings).

Bar Chart 4: Top 20 occupations with the greatest % decrease in Unique Job Postings advertised in the period February to May 2024 in Wales



Source: Lightcast™ Job Posting Analytics, June 2024

[Appendix 4: Accompanying Table of Data](#)



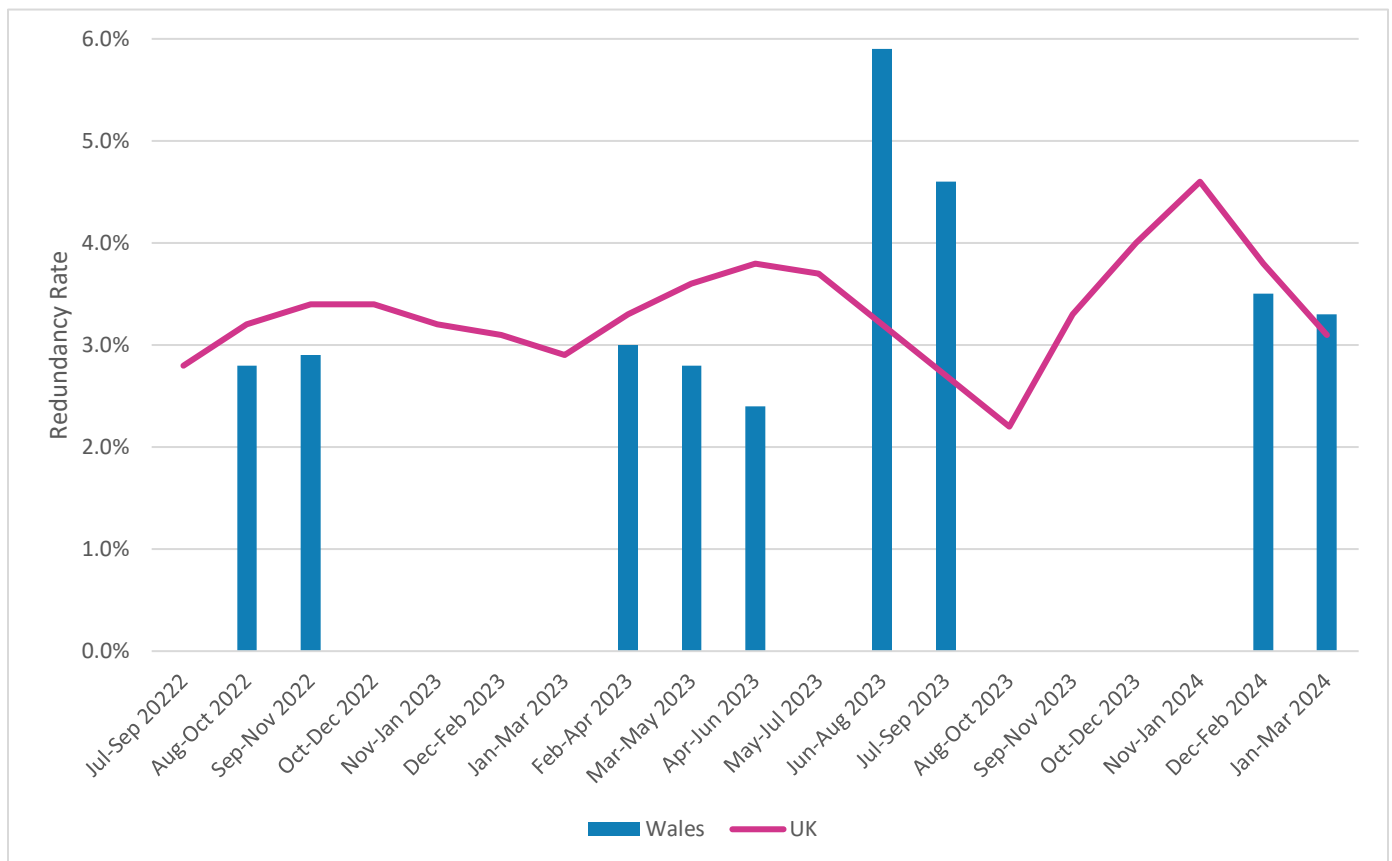
4. Redundancies

Redundancy figures for Wales are based on a small sample size and are therefore volatile. All redundancies relating to fewer than 3 businesses are suppressed by the ONS. This has resulted in less precise estimates and gaps in data for Wales, as reported in previous LMI Bulletins.

Gaps in data have been occurring in the Wales statistical releases since April 2022. The latest ONS release on redundancies for Wales has only been included in Graph 5 for the period from July to September 2022 onward, as the data has been reweighted, causing a discontinuity in previous publications.

Graph 5 shows fluctuations in the UK rate, and data gaps in the Wales rate since July 2022, but the last reported quarter shows a similar rate of 3.1% in the UK compared to 3.3% in Wales (4031 individuals).

Graph 5: A Comparison of the Redundancy Rates in Wales and the UK



Source: [ONS, May 2024](#)

[Appendix 5: Accompanying Table of Data](#)



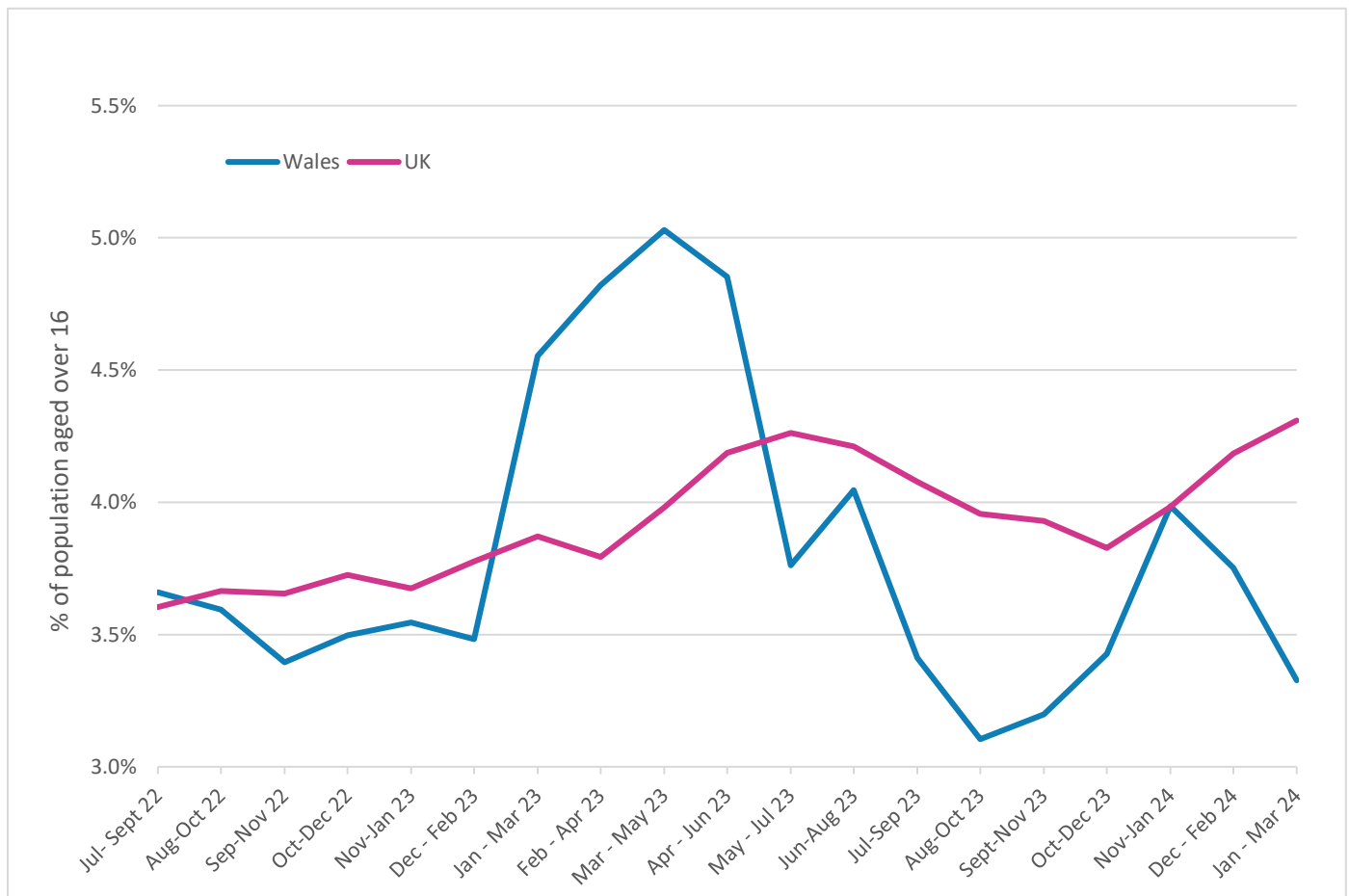
5. Unemployment and Economic Inactivity

Graph 6 (below) illustrates the latest unemployment trends in Wales and the UK from July 2022 - March 2024.

Unemployment rate changes in Wales should be considered alongside longer-term trends where possible due to the volatility of the series and small sample sizes. However, overall, the Wales and UK unemployment trends show similar movements.

During January to March 2024, there were 49,000 unemployed people in Wales. The trend for 2024 has been decreasing and an overall decrease of 18,000 when comparing the same period a year earlier. The UK rate has increased since December 2023, and has reached the rate it was at in July 2023.

Graph 6: Comparison of the Unemployment in Wales and the UK



Source: [Welsh Government, May 2024](#)

[Appendix 6: Accompanying Table of Data](#)



Economic Inactivity in Wales

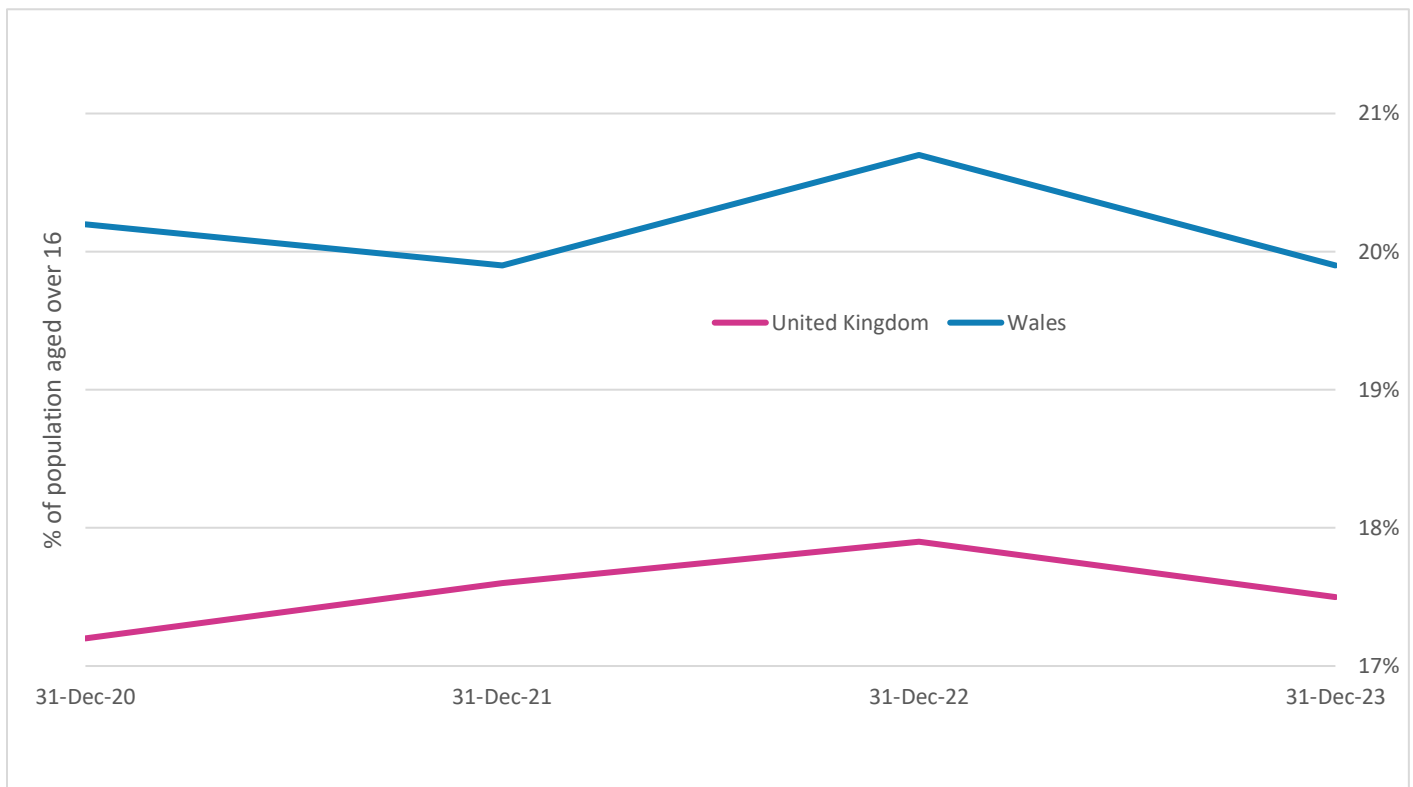
Economically Inactive defines people who are not in employment, not seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks.

The economic inactivity rate remains high in Wales and historically higher than the UK average. There has been a slow downward trend since its peak in 2022.

A total of 23.0% (440,700 people) aged 16-64 in Wales were economically inactive in December 2023, compared to 21.3% across the UK. This is a significant number of people, and potential labour force, who are not contributing to the Welsh economy.

Graph 7 (below) shows the economic inactivity rate in Wales, when **excluding students**. The rate on 31 December 2023 for Wales was 19.9%, compared with 17.5% for the UK.

Graph 7: Comparison of Economic Inactivity in Wales and the UK aged 16-64, excluding students



Source: [Welsh Government, May 2024](#)

[Appendix 7: Accompanying Table of Data](#)

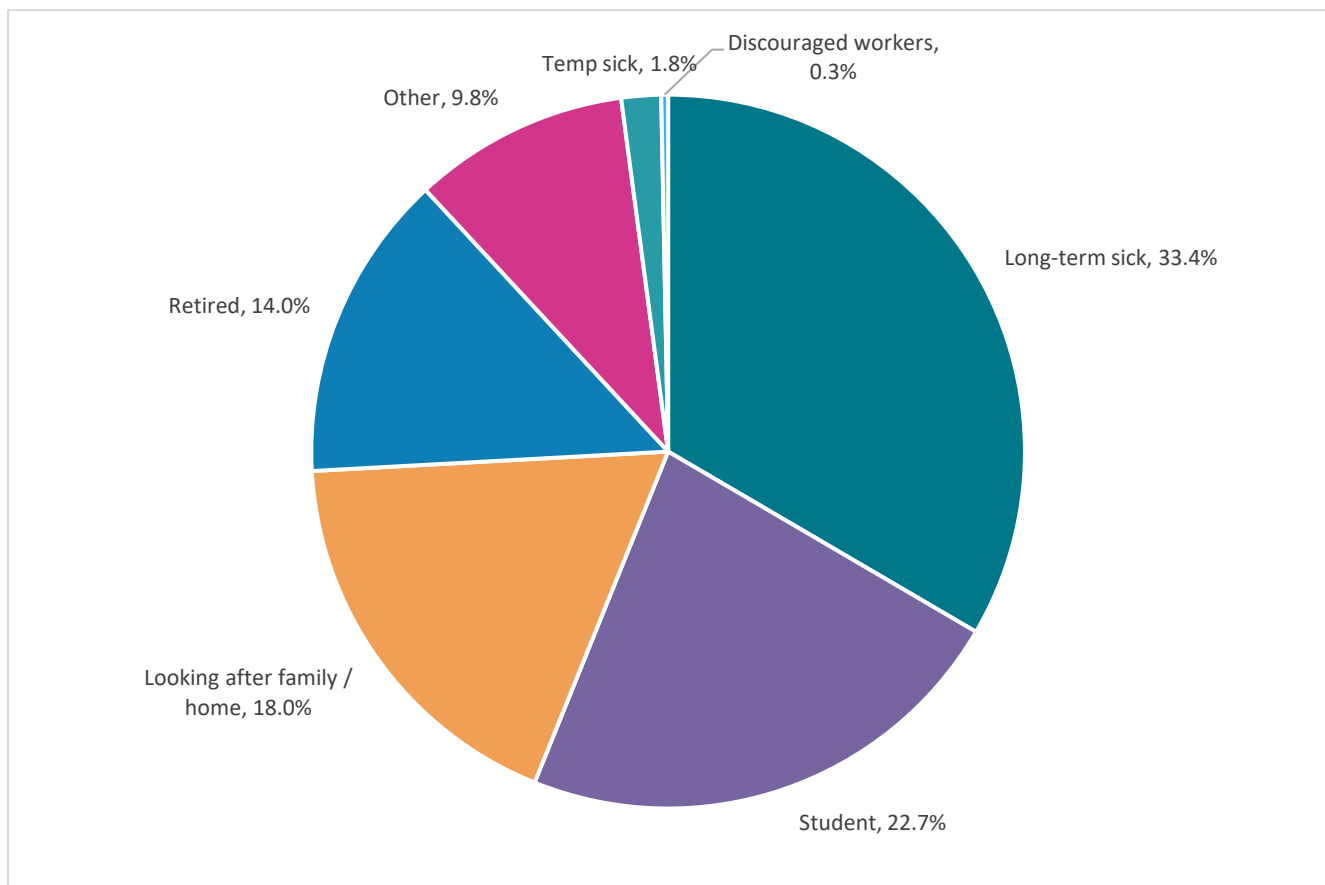


Research has shown that economic inactivity continues to be the biggest social and economic challenge in the labour market. The Economically Inactive population of Wales can be reviewed in terms of the reasons for economic inactivity.

The latest data, and historic trends, show that the main reason why people are economically inactive in Wales (and the UK) is due to long-term ill health, currently at 33.4% (or 147,303 people in Wales), followed by the student population at 22.7% (or nearly 10,000 students) for the 12 month period up to 31 December 2023.

This data source also highlighted that of the half a million economically inactive people in Wales, 16.1% or nearly 71,000 people did want to get a job.

Pie Chart 8: Economic Inactivity in Wales by Reason, January – December 2023



Source: [ONS, May 2024](#)

[Appendix 8: Accompanying Table of Data](#)



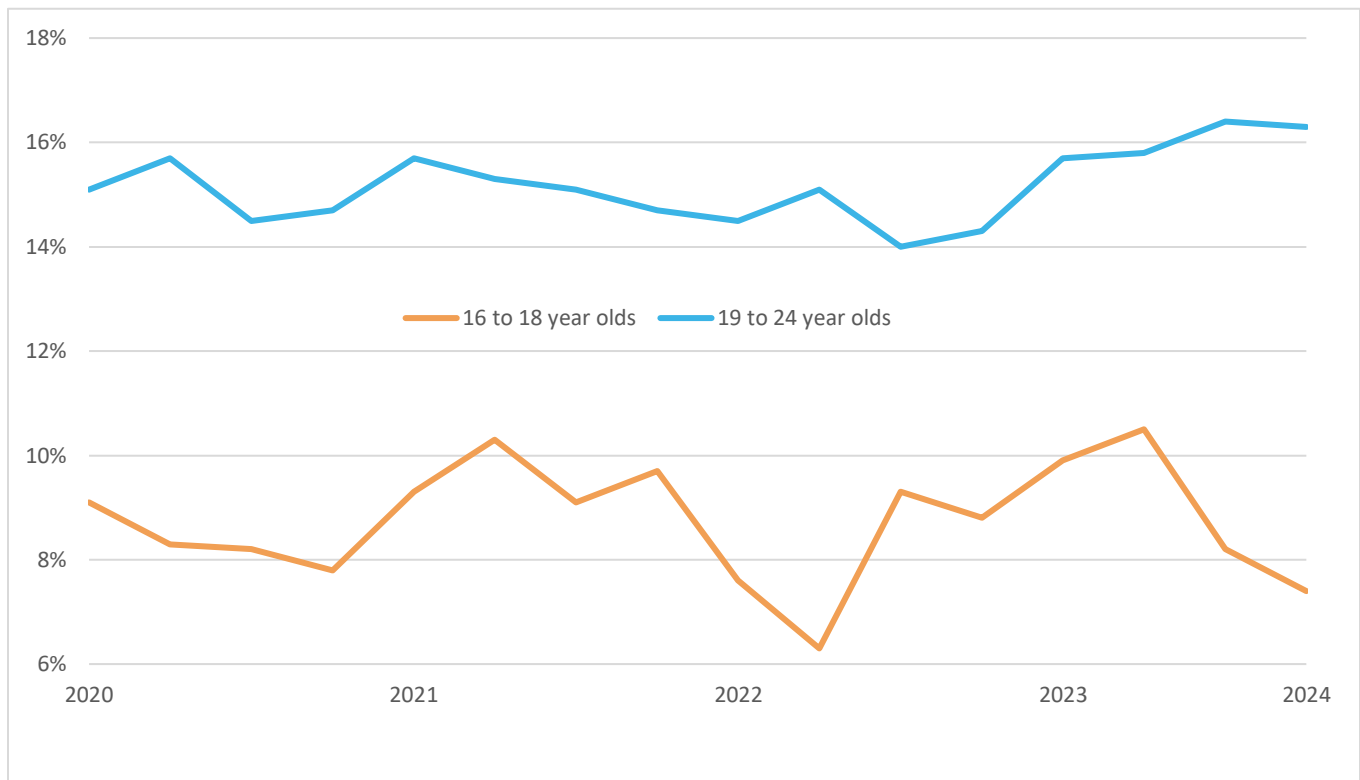
6. Youth Unemployment and Young People Not in Education, Employment or Training (NEET)

Graph 9 (below) illustrates that the percentage of 16 to 18 year olds reported as NEET (Not in Education, Employment or Training) continued to decline during 2023 from 9.9% to the current rate of 7.4% (7,300 individuals).

Historically the 19 to 24 year old NEET group continues to be at a much higher rate when compared to the 16-18 age group. The trend for this group has seen an increase during 2023 from 15.7% to 16.3%, currently 37,400 people.

This is a significant number of people, and potential labour force, who are not contributing to the Welsh economy.

Graph 9: Comparison of Young People Not in Education, Employment or Training (NEET) in the 16-18 and 19-24 age groups



Source: [Welsh Government, April 2024](#)

[Appendix 9: Accompanying Table of Data](#)

Note: The NEET statistics are based on a limited sample size and are categorised as being of low quality.

7. The Regional Skills Partnerships

Find out about skills needed by employers across the regions of Wales



[North Wales Regional Skills Partnership](#)

[Mid Wales Regional Skills Partnership](#)

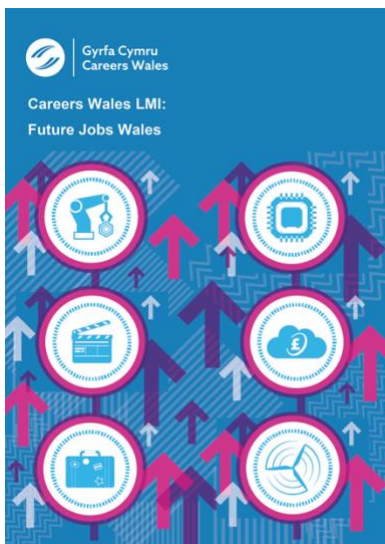
[South West Wales Regional Learning and Skills Partnership](#)

[Cardiff Capital Region Regional Skills Partnership](#)

The North Wales Regional Skills Partnership (RSP) and Cardiff Capital Region Skills Partnership (CCRP) have each produced a 'Young Persons Friendly' version of their Employment and Skills Plans:

- [Cardiff Capital Region Skills Partnership](#)
- [Empowering North Wales: Pathways to your future](#)

8. Feature: Future Jobs Wales





9. Support, information and statistics

Working Wales and Careers Wales offer information and help with

- [Young Person's Guarantee](#)
- [ReAct Plus](#)
- [Personal Learning Accounts](#)
- [Redundancy](#)
- [Apprenticeships](#)
- [Course Search](#)
- [Getting A Job](#)
- [Job Bulletin](#)

The **DWP** offer services including

- [Find A Job](#) and [Job Help](#) for jobseekers
- [Plan For Jobs](#) offers guidance and support for employers and jobseekers

Business Wales offer tailored support for businesses, including

- [Skills Gateway for Business](#)

Labour Market Statistics

- [Labour Market Overview: May 2024 | GOV.WALES](#)
- [Business insights and impact on the UK economy - Office for National Statistics May 2024](#)
- [Labour market overview, UK - Office for National Statistics May 2024](#)
- [Labour Market Statistics, May 2024 | Institute for Employment Studies](#)
- [Annual labour market summary \(16 to 64\) by Welsh local area and economic activity status](#)
- [Welsh economy in numbers: interactive dashboard | GOV.WALES](#)

We welcome questions and feedback on the data and key messages included in LMI Bulletins. Please send any feedback to information@careerswales.gov.wales.