

In this edition:

**East Sussex Claimant Statistics -**

Total number claiming Universal Credit (UC) any conditionality - 47,326 (July)

Total claiming UC any conditionality as % of the working-age population - 14.9% (July)

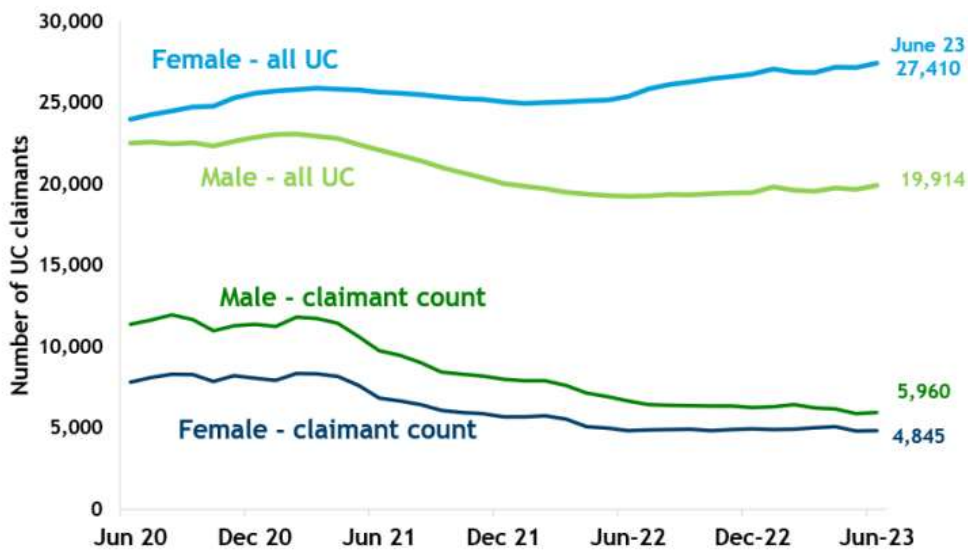
Number of claimants of UC searching for work or Job Seekers Allowance - 10,805 (July)

UC/JSA searching for work % of the working-age population - 3.4% (July)

Source: East Sussex in Figures (ESiF)

**All UC claimant rates living in East Sussex by conditionality and gender**

**Male and female claimants of Universal Credit and UC/JSA unemployed Claimant Count, June 2020-2023, East Sussex**



Graphs: Courtesy of ESIF

## East Sussex Vacancy Statistics

Vacancies (unique job postings) by District for the last 30 days to end of 28/08/23

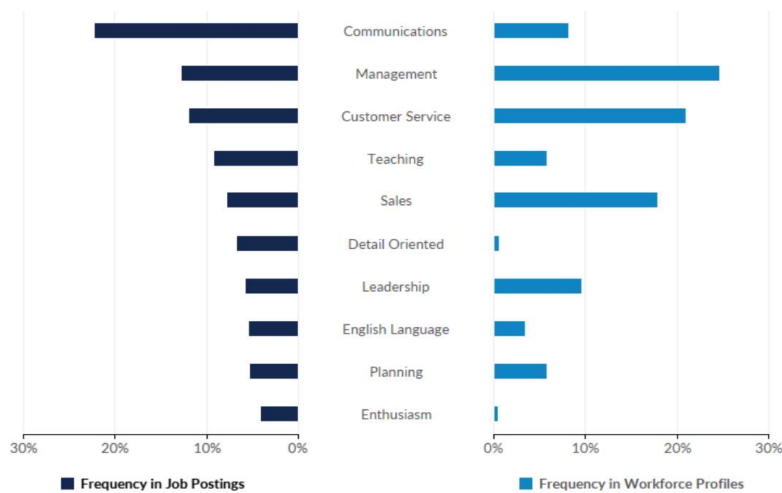
- Eastbourne: 4,133
- Wealden: 3,430
- Lewes: 3,670
- Hastings: 2,551
- Rother: 1,264

## Top 5 Posted Job Titles in East Sussex

Last 30 days to end of 28/08/23

- Care Workers and Home Carers
- Nurses
- Teaching Assistant
- Teaching and other Education Professionals
- Administrators

## Skills demand in East Sussex



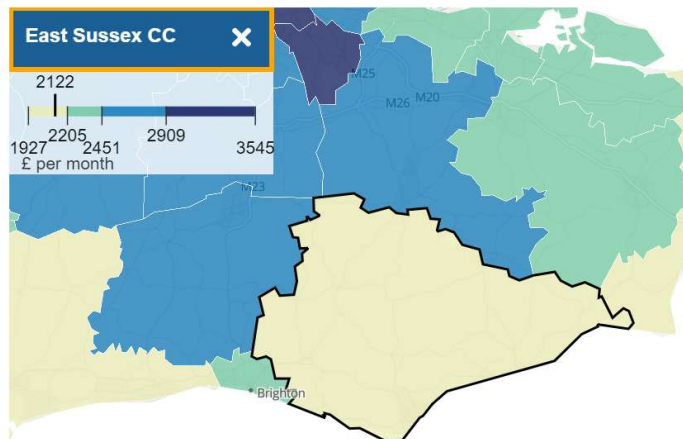
Source: Lightcast

## Monthly Median Pay in East Sussex

Monthly median pay in East Sussex:

£2122 per month using the HM Revenue and Customs Pay As You Earn Real Time Information in July 2023.

Median pay, seasonally adjusted, UK, NUTS3 level, July 2023



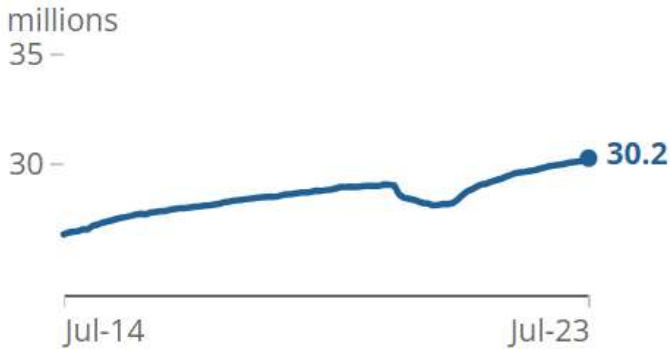
**Source:** [Earnings and employment from Pay As You Earn Real Time Information, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

## National Employment Picture

The number of payrolled employees shows a monthly increase from June to July of 97,000 to 30.2 million nationally.

- 10% of payrolled employees earned equal to or less than £748 per month
- 90% of payrolled employees earned equal to or less than £5,395 per month
- 99% of payrolled employees earned equal to or less than £15,081 per month

Wholesale and Retail, Health and Social Care and Education are the three largest sectors nationally and account for approximately 40% of the UK's total employees.



The unemployment rate nationally between April and June 2023 increased by 0.3 percentage points. This took the national unemployment rate up to 4.2% for the quarter. The economic inactivity rate at a national level decreased by 0.1 percentage points for the quarter to 20.9% between April and June 2023.

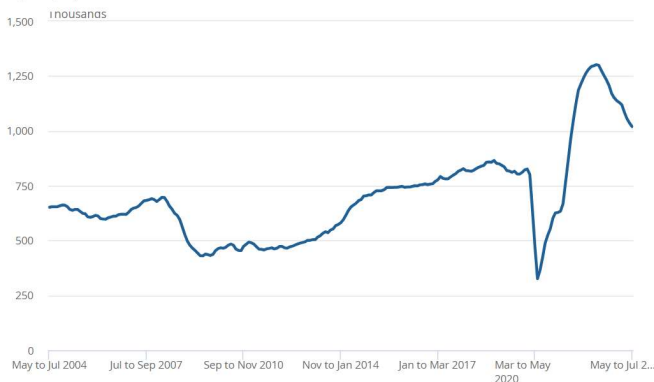
**Unemployment (all aged 16+)**

Three month change: 0.3pp ▲  
Dec 2019 to Feb 2020: 0.2pp ▲



Vacancies in the UK between May and July 2023 were at 1,020,000, a decrease of 66,000 from February to April 2023.

**Number of vacancies in the UK, seasonally adjusted, May to July 2004 to May to July 2023**



## **Job Postings Nationally (25/08/23)**

- London: 371,915
- South East: 394,142
- North West: 266,759
- South West: 231,735

*Source: lightcast*

## **Focus on - Hospitality**

### **Defining the Hospitality Industry:**

The hospitality industry is a multifaceted sector that primarily encompasses food and accommodation services. This includes a diverse range of establishments such as restaurants, cafes, pubs, bars, catering services, hotels, campsites, and other lodging facilities.

### **Economic Contributions and Employment Trends:**

The hospitality sector is an integral part of the UK's economic landscape. In 2019, the industry generated an economic output of approximately £59.3 billion, contributing around 3% to the UK's total Gross Domestic Product (GDP) ([House of Commons Library, 2022](#)).

As of 2023, the hospitality industry is a significant employer, providing jobs for 2.6 million people, which constitutes about 7% of the total workforce in the UK ([ONS](#)). The sector has experienced consistent growth in employment opportunities since 2004. This growth has been particularly robust since 2013, indicating the industry's resilience and adaptability in response to various economic conditions.

## Workforce Distribution by Subsector

According to a [literature review](#) conducted by Economic Insight, the hospitality industry can be segmented into four principal subsectors: event management, catering, hotels and related services, and restaurants and related services.

In the context of the UK, the workforce in the hospitality industry is predominantly concentrated in the restaurant and related services subsector, accounting for a substantial 72% of the total employment in this field. This is closely followed by the hotel and related services subsector, which makes up an additional 23%. Collectively, these two subsectors represent a staggering 95% of the entire hospitality workforce in the UK ([Economic Insight](#)).

The Office for National Statistics (ONS) categorises 45% of job roles within the Hospitality and Tourism sectors as 'elementary' roles. These are positions where staff behaviour plays a pivotal role in shaping the customer experience. Such roles include kitchen and catering assistants, waiters and waitresses, bar staff, and leisure and theme park attendants.

Beyond elementary roles, the industry also offers a variety of other employment opportunities. Managerial roles constitute approximately 18% of the workforce, followed by sales and customer service roles at 14%. Skilled trades, which include specialised positions like bakers, flour confectioners, chefs, and cooks, make up around 10% of the industry's employment.

## Challenges and Opportunities in the UK Hospitality Labour Market

Despite the sector's strong economic output and rapid growth, the hospitality sector grapples with a negative public image, often being categorised as a secondary labour market. This perception is fuelled by issues such as:

- **Low Wages and Seasonality** : the industry's salaries being approximately 25% below the UK average ([Economic Insight](#)). The sector predominantly employs younger individuals and has a higher concentration of staff in elementary roles due to seasonality, which contributes to the wage disparity.
- **Productivity and Business Size**: The prevalence of small businesses in the sector and a decline in overall productivity since 2013 further contribute to low wages and slow career progression.
- **High Turnover**: The hospitality industry faces a high turnover rate of 30%, which is double the UK average ([Marsh Commercial](#)).

However, it is worthwhile to note that there are several key advantages to seeking employment in the hospitality sector:

- **Employment Resilience and Recovery**: Despite setbacks like Brexit and the pandemic, the sector has shown remarkable resilience. Employment levels have

not only recovered but now exceed pre-pandemic figures. Job vacancies have surged, showing a 72% increase compared to the pre-pandemic period of January-March 2020, indicating a robust demand for hospitality services. ([gov.uk](https://www.gov.uk))

- **Flexibility and Adaptability:** The sector offers flexible work hours and a variety of contract types, including part-time and zero-hour contracts. This flexibility makes the industry particularly attractive to individuals who need to balance work with other responsibilities, such as single parents or those in transitional phases of their careers.
- **Accessibility and Skill Requirements:** The hospitality sector is highly accessible for individuals without extensive career experience. Employers often prioritise generic skills for entry-level roles, such as adaptability, a willingness to learn, and the ability to follow instructions ([Partington, 2016](#)).

### The Hospitality Sector in East Sussex

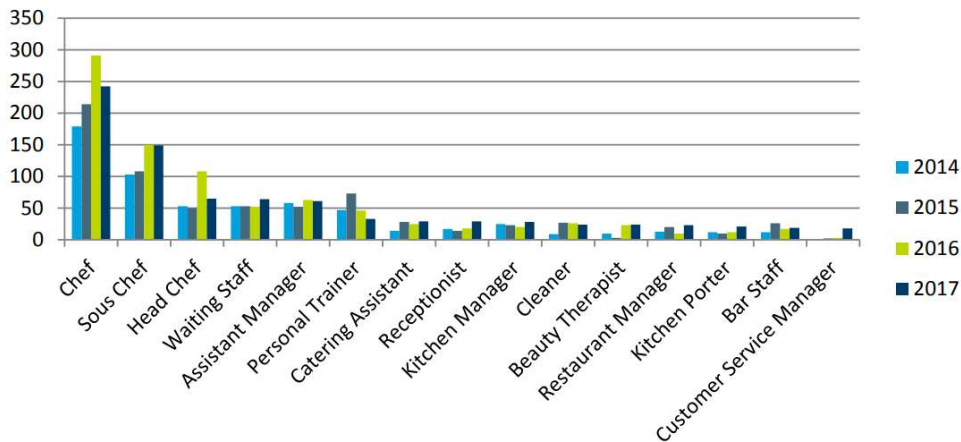
Hospitality is a major employment sector in East Sussex, with approximately 12,000 people employed in the hospitality sector in 2021 ([East Sussex in Figures](#)).

The Office for National Statistics Annual Business Survey (2018) revealed that 11% of hotel and restaurant businesses in the county had vacancies they couldn't fill ([East Sussex in Figures](#)). The primary reasons cited were a lack of applicants with the required soft skills (32%) and technical skills (31%). Other factors included a general lack of interest in hospitality jobs and logistical issues like remote locations and poor public transport.

However, the sector shows a strong commitment to employee training, with 73% of businesses providing training over the past year—well above the average of 60% across all sectors. This high rate of training is likely due to the sector's high turnover, necessitating frequent onboarding and training of new staff. The survey also indicated a positive outlook towards apprenticeships. About 28% of businesses are either already engaged in apprenticeship programmes or are considering it. Additionally, 44% of surveyed hotels and restaurants offer work experience or taster opportunities, significantly higher than the average of 34% across all sectors.

As indicated by the graph below, job advertisements from 2014 to 2017 show a growing demand for chefs, sous chefs, and head chefs, culminating in 454 adverts in 2017 alone. Despite this demand, the sector grapples with a persistent shortage of trained and experienced chefs. The most sought-after skills in 2017 job postings were cooking and customer service.

**Top job titles for posts advertised in East Sussex, 2017**



Source: [East Sussex in Figures \(2018\)](#)

**Education and Training News**

The government is increasing financial support to make healthcare studies more affordable - [Healthcare studies more affordable as financial support increased - GOV.UK \(www.gov.uk\)](#). Travel and accommodation support for students to be raised by 50% as part of the government’s drive to increase training in healthcare.

We all know it is of paramount importance to continue to support all children to attend school. This link provides you with key information on the importance of school attendance and the ongoing work in supporting children and their families who are persistently absent from education. [What are ‘ghost children’ and why is school attendance important? - The Education Hub \(blog.gov.uk\)](#)

**And Finally!**

Check out the wide variety of opportunities for those ages 19+ without a GCSE at grade C or equivalent in East Sussex through the Multiply project. [Multiply - Free Maths Courses - Skills & Learning \(careerseastsussex.co.uk\)](#)





### Further useful LMI and Careers resources

- **LMI For All** - [Explore LMI data - LMI For All](#)
- **Careers Hub** - [Careers > East Sussex \(careerseastsussex.co.uk\)](#)
- **Advice for Young People making choices** [Careers > East Sussex \(careerseastsussex.co.uk\)](#)
- **Advice for helping a child making choices** - [Careers > East Sussex \(careerseastsussex.co.uk\)](#)
- **East Sussex in Figures (ESiF)** - [Welcome to ESiF \(eastsussexinfigures.org.uk\)](#)
- **Office for National Statistics** - [Labour market overview, UK Statistical bulletins - Office for National Statistics \(ons.gov.uk\)](#)
- **Government funded training** - [Free courses for jobs - GOV.UK \(www.gov.uk\)](#)

### More links/further reading for this month's topics

Note on economic inactivity given by the ONS:

1. Other reasons for being economically inactive include those who are waiting for the results of a job application, those who have not yet started looking for work, those who do not need or want employment, those who have given an uncategorised reason for being economically inactive, or those who have not given a reason for being economically inactive.
2. [What are 'ghost children' and why is school attendance important? - The Education Hub \(blog.gov.uk\)](#)
3. [Multiply - Free Maths Courses - Skills & Learning \(careerseastsussex.co.uk\)](#)
4. [Healthcare studies more affordable as financial support increased - GOV.UK \(www.gov.uk\)](#).