



Gyrfa Cymru
Careers Wales

Careers Wales LMI Bulletin: November 2020

Impact of the COVID-19 pandemic on the labour market in Wales

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A second coronavirus wave and the associated lockdowns and restrictions in the run up to Christmas are once again impacting the economy, jobs and job recruitment and slowing the signs of recovery we had begun to see. The hospitality, accommodation and food sectors are being hit the hardest once again during their traditionally busy periods. Where the economy can reopen, many businesses feel that they are no longer viable with social distancing measures limiting customer numbers and behaviour or when furlough support and other support schemes end.

Official statistics are starting to show the real impact of the pandemic with unemployment rate in Wales now at 4.6% , the fastest increasing unemployment rate in all of the regions in the UK and closing the gap to the UK rate at 4.8%. The redundancy rate has jumped to 11.3 per 1,000 employees in the UK, getting close to its peak of 12.2 during the recession of 2009. Over 500,000 planned redundancies had been notified to government by the end of the October and in the last few weeks the latest casualties of the big high street names Debenhams and Arcadia group have added 1,000s of further job losses.

At the same time news of the vaccine brings hope for recovery and a return to some normality as 2021 progresses and trends for the medium to longer term are positive, predicting that more jobs will be created than lost by 2025.

In the turbulent situation, trying to make sense of the labour market is difficult. The latest emerging thoughts among experts is that while the economy and labour market are being disrupted by the short term impacts of the pandemic, the longer term trends we expect associated with technological and digital advances, automation and artificial intelligence remain the same but accelerated by the pandemic.

The labour market is therefore being hit by a 'double-disruption' scenario, the immediate disruptive impact of the pandemic causing economic downturn and so creating short term job losses, alongside the longer term trends of technological advances; automation, artificial intelligence, data and cloud computing which will change the nature and mix job roles going forward. The World Economic Forum has published its Jobs of the Future Report 2020 early, giving a valuable forecast of the trends expected over the next 5 years 2020-25 which is a recommended read for all - see Section 3.

In the short term, for those still in employment, facing redundancy, unemployment or trying to enter the labour market, as well as their employers, the UK and Welsh government support schemes such as Kickstart, Jets Scheme and in Wales Redundancy support, the new ReAct funding and employer support schemes cannot come quickly enough. See a summary of the key short-term support schemes for both job seekers and employers in section 4.

We continue to welcome feedback from staff on the relevance of the data and key messages included in this bulletin. [Please send your feedback to information@careerswales.gov.wales.](mailto:information@careerswales.gov.wales)



The topics featured in this issue:

1. Introduction
2. Summary monthly stats
3. Emerging theme: The Future of Jobs Report 2020-2025 (World Economic Forum, October 2020)
4. Welsh Government & UK response: A summary of key funding and support schemes
5. Impact on job postings in Wales
6. Occupations most severely hit or seeing growth
7. Sectors most severely impacted by the COVID-19 Crisis
8. Redundancies & Furlough
9. Unemployment/Employment and Claimant count
10. Key Coronavirus update and support links

Data use caution:

We need to use LMI data with caution in the current environment, please see Cautionary notes at the end of the bulletin.



Summary stats

- The number of job postings in Wales continues to rise. However, the rate of increase shows some signs of slowing through October and November, reflecting the second wave of restrictions. Monthly online job postings rose by 7053 (9.67%) to a total of 70,000 in October 20.
- In the latest 30 days to 29th November, the occupations with the highest total number of online job vacancies in Wales continued to be Nurses, Care Workers, Delivery and storage roles, Sales, but also included Metal workers and fitters, programmers and finance roles.
- Overall, the rate of increase in postings shows some slowing down through October and November, but in the latest 30 days we see large % increases for jobs where lifted restrictions has allowed services to start up again like Driving Instructors and Fitness instructors.
- In the latest 30 days to 29th November we see falls in demand for hospitality staff and other service roles in response to the second wave of restrictions.
- The number of furloughed workers was down to 9% during the period 19 October to 1 November.
- More than 9m jobs at more than 1m companies in Britain have been furloughed since the launch of the government's wage subsidy scheme in March.
- The Arts, entertainment and recreation industry continues to have the highest proportion of its workforce on partial or full furlough at 34%. Followed by Accommodation and food services with 21.9% of its workforce still on furlough by 1st November. We are likely to see furlough rates rise again as pre-Christmas restrictions are put into place in the hospitality industry, particularly in Wales.
- The number of apprentices furloughed is down to a total of 1,760 still furloughed on 30 October 2020. At its peak, nearly 8000 (7770) apprentices were furloughed in May 2020.
- Official data for redundancies in the UK is just beginning to reveal the real picture of how many redundancies may be caused by the pandemic. The number of redundancies rose to a record high of 314,000 in the latest 3 month rolling period, July to September 2020.



- The number of redundancies per 1,000 workers across all sectors in the UK, has jumped to 11.3 per 1000 employees. The upward trend continues to reflect the growing number of companies reporting job losses.
- Whilst just over 300,000 redundancies have officially been counted in the latest ONS data release at the end of September, the real total is expected to far exceed this. Nearly half a million (480,000) planned redundancies were notified by 1,000's of employers to the UK government in the first 5 months of the pandemic up to August. During September, a further 1,734 employers planned redundancies, the highest levels since 2006, and 842 more employers in October. This adds a further 100,000 planned redundancies to the end of October.
- The actual total number of redundancies that will result from the pandemic remains unknown, but experts predict that around of 10% of furloughed jobs will become redundancies once the Furlough scheme is lifted.
- At the end of the latest survey period, to 1st November, 16.5% of all industries were still temporarily closed or permanently ceased trading. The industries with the highest percentage closed were:

Accommodation and food service activities	35.2%
Arts Entertainment and Recreation	24.2%
Administrative and Support Services	20.1%
All industries	16.5%
- The accommodation and food service activities industry had the highest percentage (34%) of businesses with no or low confidence that their businesses would survive the next three months.
- Unemployment has risen faster in Wales than anywhere else in the UK. There was 70,000 unemployed in Wales for the period July to September 2020.
- The LFS: ILO Unemployment rate has risen to 4.6% in Wales , a rise of 1.9% on the previous period. Unemployment rate in Wales remains below the UK rate at 4.8% but the gap is closing.
- Since the start of the pandemic young people have been hardest hit in terms of unemployment and employment The UK unemployment rate (the proportion of the



economically active population who are unemployed) for 16-24 year olds was 14.6% in July-September 2020. This is up from 12.9% in the previous quarter and from 11.9% a year before. (ONS, Nov 2020)

- In October, the number of claimants totalled 114,216 claimants in Wales (7.5%) and 2,633,724 (7.3%) in the UK.
- Claimant count numbers have increased by 112% the UK since March 2020.



The COVID-19 pandemic induced lockdowns causing global recession has created a very uncertain future outlook for labour markets both in the short and longer term, here in Wales and across the world. The World Economic Forum has published its Future Jobs Report early to try and make sense of the double disruption of:

- a) The impact of the pandemic related disruption, and
- b) The expected trends for technology development and its impact on jobs and skills in the next 5 years.

Key Findings

- **Technology racing.** The pace of technology adoption is expected to continue and accelerate in some areas like:
 - Cloud computing
 - Big data
 - e-commerce
 - Encryption
 - Non-humanoid robots
 - Artificial Intelligence
- **Double disruption on jobs.** The 'double disruption' scenario of the pandemic with automation will transform the job opportunities and skills needed by 2025. By 2025 the time spent on current tasks in work by humans and machines will be equal.
- **More jobs will be created than lost.** By 2025 jobs created due to technology will be greater than the jobs lost. The WEF estimates that 85 million jobs will be lost because of the shift of labour from humans to machines, but 95 million new roles may emerge that are more adapted to the new division of work between humans, machines and algorithms (computers and data).
- **Skills in demand.** Skills-gaps in the workforce continue to be high as the in-demand skills change in the next 5 years. Top skills that employers see increasing in demand include:
 - Critical thinking & Analysis
 - Problem solving
 - Active learning



- Resilience
- Stress Tolerance
- Flexibility

'94% of business leaders expect employees to pick up new skills on the job by 2025'

- **Digital and remote working to increase.** 84% of employers are set to digitalise working processes including a significant rise in remote working. To address the concerns of productivity and well-being, a third of employers expect to create a sense of community, connection and belonging among employees through digital tools to tackle the well-being challenges of working remotely.
- **Online learning and training on the rise.** More workers are seeking out opportunities for learning online through their own initiative, and more employers are providing online learning for their workforces. Those in employment are placing greater emphasis on personal development courses, whilst the unemployed are seeking learning on digital skills like data analysis, computer science and information technology.
- **The window for upskilling has become shorter.** 50% of all employees will need reskilling by 2025.
- **The value of human resource.** Despite the current economic downturn, most employers recognize the value of human capital investment.
- **Workers to be redeployed.** Businesses hope to redeploy 50% of workers displaced by technology and augmentation
- **Public sector needs to provide stronger support for reskilling and upskilling for at risk or displaced workers.**

You can find the full report and useful supporting resources, including infographics and videos, [@The Future of Jobs Report 2020: World Economic Forum](#)

And some local good news

- [Ammanford firm expands manufacturing capacity with Welsh Government support | GOV. WALES](#)
- [Wrexham Pharmaceutical Laboratory providing 'salvation for humanity](#)



During October the Chancellor announced a further extension of the Furlough scheme. The Coronavirus Job Retention Scheme (CJRS) - also known as the Furlough scheme - will now remain open until March 2021, with employees receiving 80% of their current salary for hours not worked, up to a maximum of £2,500.

Under the extended scheme, the cost for employers of retaining workers will be reduced compared to the previous scheme, which ended on 31 October 2020.

Welsh Government have announced a range of funding and support schemes for those made redundant, the unemployed, the young unemployed, those facing economic barriers and employers. Here is a summary of some of the key support schemes:

- **Kickstart:** six-month work placements for young people between 16-14 on Universal credit. Referral through Job Centre plus
- **Business Wales Start up Barriers Fund:** Grants to support the unemployed who are facing greater economic barriers to start a business
- **Business Wales Employer incentives to employ apprentices under 25**
- **Job Entry Targeted Support (JETS)** - help and support for those out of work for three months to move into targeted growth sectors
- **£340m support for Welsh Hospitality and leisure sectors as new coronavirus rules announced**
- **Small Business Research Initiative (SBRI):** Welsh Government challenge for innovative ideas in response to coronavirus pandemic | GOV.WALES
- **North Wales partners working together to support region | GOV.WALES**
- **Minister for Economy, Transport and North Wales, Ken Skates on the latest Labour Market Statistics | GOV.WALES**
- **UK gov coronavirus Guidance and Support**
- **Wales.gov Coronavirus Support**
- **Business Wales COVID-19 Support for Businesses**
- **Uk.gov Business Support**
- **Self-employment income support**



Working Wales / Careers Wales

- [New extended ReAct funding for redundancy and unemployed](#)
- [Personal Learning Accounts: For low paid employed, on furlough or job at risk](#)
- [Job Vacancy Bulletin](#)
- [Apprenticeship Search](#)
- [Jobs Growth Wales](#)
- [Employers who offer Apprenticeships](#)
- [Getting a job](#)
- [Redundancy Support](#)
- [Furlough support](#)
- [Employers recruiting now](#)
- [Start learning today : New online learning platform](#)

Support resources from DWP

- ['Find A Job' Job vacancies](#)
- ['Employer Help'](#)
- ['Job Help'](#)

Additional Support Resources

- [The Money Advice Service: Money Navigator Tool](#)
- [MoneySavingExpert \(Martin Lewis\) Coronavirus Guides](#)

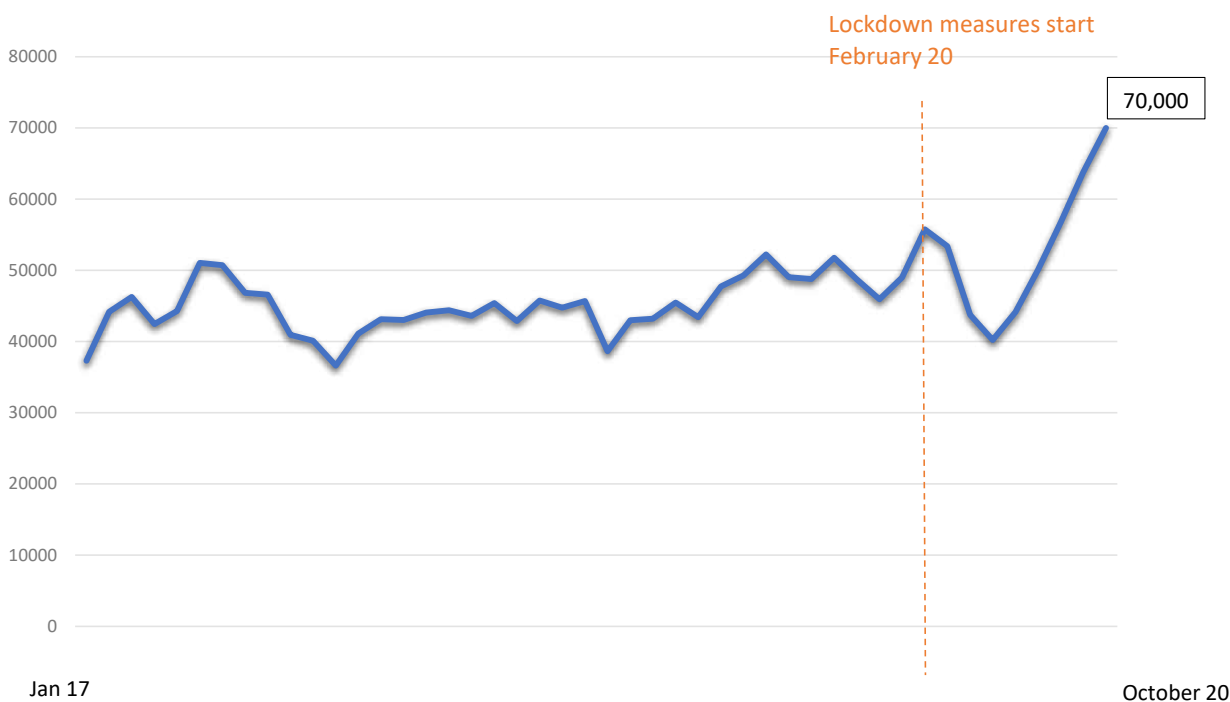


Monthly fluctuations in online Job postings continue to provide us with a crude but responsive indication of how the job market is responding as restrictions imposed due to COVID-19 are constantly being revised. (The absolute numbers should be used with caution as they provide only a snapshot of the total recruitment picture. By their nature, posting numbers fluctuate daily and methods for collection vary but the general trends seen can give us an idea of how job opportunities in Wales are being impacted.

Recruitment trend in Wales 2020

The number of job postings in Wales continue to rise. However, the rate of increase shows some signs of slowing through October and November, possibility reflecting the second wave of restrictions. Monthly online job postings rose by 7053 (9.67%) to a total of 70,000 in October 20.

Monthly Online job postings in Wales since January 2017



Emsi, Job Posting Analyst

5. Impact on job postings in Wales



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	Unique Job postings	% Monthly change	Posting Intensity (number of postings per unique job vacancy)
January 2020	49,011		6.1
February 2020	55,756	+13.8%	6.1
March 2020	53,376	-4.3%	6.1
April 2020	43,738	-18%	7.1
May 2020	40,214	-8%	7.1
June 2020	44,158	+9.8%	6.1
July 2020	50,068	+13.4%	6.1
August 2020	56,773	+13.4%	6.1
September 2020	63,826	+12.4%	7.1
October 2020	70,000	+9.67	7.1

6. Occupations most severely hit or seeing growth



Top occupations advertised in the latest 30 days to 29th November

In the latest 30 days to 29th November, the occupations with the highest total number of online job vacancies in Wales continued to be Nurses, Care Workers, Delivery and storage roles, Sales, but also included Metal workers and fitters, programmers and finance roles.

Nurses	5,125
Care workers and home carers	2,916
Van drivers	1,840
Sales accounts and business development managers	1,530
Elementary storage occupations	1,500
Other administrative occupations	1,435
Medical practitioners	1,309
Teaching assistants	1,297
Primary and nursery education teaching professionals	1,186
Cleaners and domestics	1,176
Metal working production and maintenance fitters	1,101
Programmers and software development professionals	1,099
Finance and investment analysts and advisers	1,053

Table: 1 Total Number Of Unique Job Postings (Active) In Wales In The Latest 30 Days (31st October - 29th November, 2020)

Occupation (SOC) (Occupations with >50 postings in latest 30 days)	Latest 30 days ¹ Unique Postings (Active)	Latest 30 days Unique Postings % Change ² (Active)	Avg. Posting Intensity ³ (May 2020 - Jun 2020)
Nurses	5,125	(5.1%)	9 : 1
Care workers and home carers	2,916	(1.7%)	7 : 1
Van drivers	1,840	(12.3%)	7 : 1
Sales accounts and business development managers	1,530	0.7%	6 : 1
Elementary storage occupations	1,500	(13.2%)	10 : 1
Other administrative occupations	1,435	4.8%	6 : 1
Medical practitioners	1,309	(8.1%)	5 : 1
Teaching assistants	1,297	6.2%	9 : 1
Primary and nursery education teaching professionals	1,186	(0.4%)	8 : 1
Cleaners and domestics	1,176	(12.3%)	6 : 1

6. Occupations most severely hit or seeing growth



Occupation (SOC)	Latest 30 days ¹ Unique Postings (Active)	Latest 30 days Unique Postings % Change ² (Active)	Avg. Posting Intensity ³ (May 2020 - Jun 2020)
Metal working production and maintenance fitters	1,101	3.8%	8 : 1
Programmers and software development professionals	1,099	(7.7%)	9 : 1
Finance and investment analysts and advisers	1,053	6.9%	6 : 1
Sales and retail assistants	993	(16.7%)	7 : 1
Human resources and industrial relations officers	984	8.6%	6 : 1
Nursing auxiliaries and assistants	924	(1.8%)	5 : 1
Book-keepers, payroll managers and wages clerks	888	0.2%	8 : 1
Production managers and directors in manufacturing	858	1.3%	8 : 1
Business and financial project management professionals	838	6.2%	6 : 1
Business sales executives	806	(7.9%)	7 : 1
Social workers	792	(5.5%)	8 : 1
Customer service occupations	735	(5.6%)	6 : 1
Engineering technicians	713	1.1%	9 : 1
Youth and community workers	712	(8.0%)	5 : 1
Kitchen and catering assistants	694	(10.6%)	4 : 1
Legal associate professionals	656	10.3%	7 : 1
Science, engineering and production technicians	642	(3.2%)	8 : 1
Residential, day and domiciliary care managers and proprietors	641	(1.5%)	6 : 1
Business and related associate professionals	617	(0.2%)	5 : 1
Fitness instructors	603	252.6%	4 : 1
Secondary education teaching professionals	601	(7.1%)	9 : 1
Information technology and telecommunications professionals n.e.c.	600	9.3%	9 : 1
Security guards and related occupations	593	(1.0%)	6 : 1
Managers and directors in storage and warehousing	591	(7.9%)	7 : 1
Solicitors	589	(0.5%)	7 : 1
Electricians and electrical fitters	550	2.0%	9 : 1
Financial administrative occupations	523	34.4%	6 : 1
Production and process engineers	520	1.8%	9 : 1
Civil engineers	512	(2.7%)	9 : 1
Marketing associate professionals	511	(12.2%)	6 : 1
Educational support assistants	511	0.0%	6 : 1

6. Occupations most severely hit or seeing growth



Source: Emsi Job Posting Analyst, November 2020

¹ Latest 30 days: October 31st-November 29th, 2020

² Latest 30 days % change in unique active postings: Comparing October 1st-October 30th to October 31st-November 29th

³ Posting intensity = number of postings per unique job vacancy

Occupations with increasing demand in the latest 30 days to 29th November

The % increases and decreases in postings we see each month show the rapidly changing needs of the labour market. We get an immediate (if crude) indication of which occupations are bouncing back or in demand. However, since the start of the pandemic, we have seen unusual spikes and troughs as restrictions are lifted or reinforced, so it is difficult to determine what the more permanent trends might be.

Overall, the rate of increase in postings shows some slowing down through October and November, but in the latest 30 days we see large % increases for jobs where lifted restrictions has allowed services to start up again like Driving Instructors and Fitness instructors.

Table: 2 % Change (Increasing) in Unique Job Postings (Active) In Wales In the latest 30 Days (Oct 31st-Nov 29th, 2020)

Occupation (SOC) (Occupations with >50 postings in latest 30 days)	Latest 30 Days ¹ ¹ Unique Postings (Active)	Latest 30 Days Unique Postings % Change ² (Active)
Driving instructors	261	832.1%
Fitness instructors	603	252.6%
Market research interviewers	64	106.5%
Financial administrative occupations	523	34.4%
Financial managers and directors	269	26.3%
Chartered and certified accountants	134	24.1%
Finance officers	60	22.4%
Chemical scientists	56	21.7%
Plasterers	59	20.4%
Metal machining setters and setter-operators	84	20.0%
Teaching and other educational professionals	223	18.0%
Human resources administrative occupations	309	17.9%
IT engineers	127	17.6%
Property, housing and estate managers	254	17.1%

6. Occupations most severely hit or seeing growth



Occupation (SOC) (Occupations with >50 postings in latest 30 days)	Latest 30 Days ¹ ¹ Unique Postings (Active)	Latest 30 Days Unique Postings % Change ² (Active)
Medical radiographers	171	16.3%
Natural and social science professionals	94	16.0%
Construction and building trades	121	15.2%
Welfare and housing associate professionals	262	12.4%
Further education teaching professionals	263	12.4%
Construction project managers and related professionals	90	11.1%
Chief executives and senior officials	105	10.5%
Legal associate professionals	656	10.3%
Quantity surveyors	205	10.2%

Source: Emsi Job Posting Analyst, November 2020

¹ Latest 30 days: October 31st – November 29th, 2020

² Latest 30 days % change in unique active postings (comparing October 1st–October 30th to October 31st–November 29th)

Data use caution:
Remember a high % change does not necessarily mean the highest total number of active vacancies. Job posting figures fluctuate from day to day, and sources of data vary.

Occupations with falling demand in the latest 30 days to 29th November

In the latest 30 days to 29th November we see falls in demand for hospitality staff and other service roles in response to the second wave of restrictions. The occupations with highest % decreases in the number of job postings include:

- Catering and bar managers
- Bar staff
- Mobile machine drivers and operatives n
- Caretakers
- Leisure and sports managers
- Biological scientists and biochemists
- Ophthalmic opticians
- Chefs
- Medical and dental technicians
- Fork-lift truck drivers
- Childminders and related occupations
- Pharmaceutical technicians
- Nursery nurses and assistants

6. Occupations most severely hit or seeing growth



Table:3. % Change (Decreasing) In Unique Job Postings (Active) In Wales In The Latest 30 Days (October 31st-November 29th, 2020)

Occupation (SOC) (Occupations with >50 postings in latest 30 days)	Latest 30 Days ¹ Unique Postings (Active)	Latest 30 Days Unique Postings % Change ² (Active)
Catering and bar managers	51	(42.7%)
Bar staff	59	(37.9%)
Mobile machine drivers and operatives	329	(32.7%)
Caretakers	51	(29.2%)
Leisure and sports managers	50	(28.6%)
Biological scientists and biochemists	122	(28.2%)
Ophthalmic opticians	110	(25.2%)
Chefs	381	(25.0%)
Medical and dental technicians	58	(24.7%)
Fork-lift truck drivers	104	(23.5%)
Childminders and related occupations	68	(22.7%)
Pharmaceutical technicians	86	(22.5%)
Nursery nurses and assistants	154	(20.6%)
Planning, process and production technicians	181	(18.5%)
School midday and crossing patrol occupations	123	(18.0%)
Product, clothing and related designers	73	(18.0%)
Medical secretaries	99	(17.5%)
Sales and retail assistants	993	(16.7%)
Credit controllers	72	(16.3%)
Large goods vehicle drivers	481	(15.9%)
Speech and language therapists	96	(15.8%)
Construction operatives	312	(15.4%)
Estate agents and auctioneers	77	(15.4%)
Skilled metal, electrical and electronic trades supervisors	79	(15.1%)
Authors, writers and translators	74	(14.9%)
Marketing and sales directors	81	(14.7%)
Health professionals	177	(14.1%)
Elementary construction occupations	200	(13.4%)
Telephone salespersons	72	(13.3%)

6. Occupations most severely hit or seeing growth



Occupation (SOC) (Occupations with >50 postings in latest 30 days)	Latest 30 Days ¹ Unique Postings (Active)	Latest 30 Days Unique Postings % Change ² (Active)
Elementary storage occupations	1,500	(13.2%)
Refuse and salvage occupations	115	(12.9%)
Cleaners and domestics	1,176	(12.3%)
Van drivers	1,840	(12.3%)
Marketing associate professionals	511	(12.2%)
Carpenters and joiners	210	(11.8%)
Managers and directors in transport and distribution	93	(10.6%)
Kitchen and catering assistants	694	(10.6%)
Financial accounts managers	115	(10.2%)
Merchandisers and window dressers	152	(10.1%)
Office supervisors	90	(10.0%)
Managers and proprietors in other services	101	(9.8%)
Health services and public health managers and directors	277	(9.8%)
Sales administrators	161	(9.6%)
Call and contact centre occupations	149	(9.1%)
Other skilled trades	50	(9.1%)
Legal professionals	102	(8.9%)
Psychologists	277	(8.9%)
Receptionists	292	(8.8%)
Purchasing managers and directors	161	(8.5%)
Managers and directors in retail and wholesale	282	(8.4%)
Food, drink and tobacco process operatives	143	(8.3%)
Medical practitioners	1,309	(8.1%)
Youth and community workers	712	(8.0%)
Managers and directors in storage and warehousing	591	(7.9%)
Business sales executives	806	(7.9%)
Programmers and software development professionals	1,099	(7.7%)
Plumbers and heating and ventilating engineers	290	(7.6%)
Secondary education teaching professionals	601	(7.1%)
Gardeners and landscape gardeners	66	(7.0%)
Web design and development professionals	477	(7.0%)
Quality assurance technicians	213	(7.0%)
Health and safety officers	200	(7.0%)

6. Occupations most severely hit or seeing growth



Occupation (SOC) (Occupations with >50 postings in latest 30 days)	Latest 30 Days ¹ Unique Postings (Active)	Latest 30 Days Unique Postings % Change ² (Active)
Cleaning and housekeeping managers and supervisors	148	(6.9%)
Electrical engineers	121	(6.2%)
Buyers and procurement officers	145	(5.8%)
Restaurant and catering establishment managers and proprietors	83	(5.7%)
Pharmacists	300	(5.7%)
Customer service occupations	735	(5.6%)
Electrical and electronic trades	436	(5.6%)
IT operations technicians	319	(5.6%)
Social workers	792	(5.5%)
IT specialist managers	489	(5.2%)
Nurses	5,125	(5.1%)
Transport and distribution clerks and assistants	190	(5.0%)

Source: Emsi Job Posting Analyst, November 2020

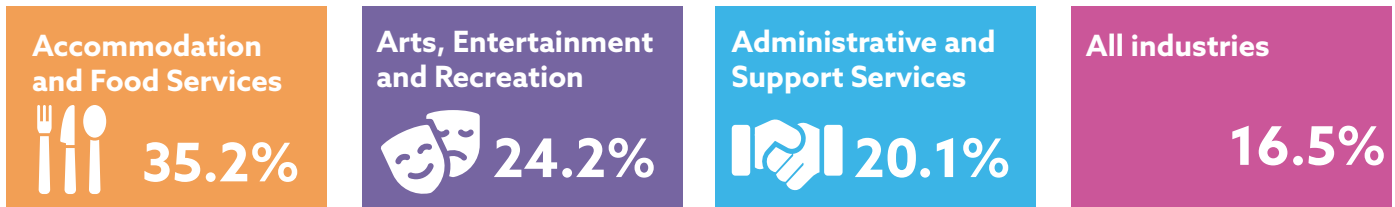
¹ Latest 30 days: October 31st – November 29th, 2020

² Latest 30 days % change in unique active postings (comparing October 1st–October 30th to October 31st–November 29th)

7. Sectors most severely impacted by the Covid-19 Crisis



At the end of the latest survey period, to 1st November, 16.5% of all industries were still temporarily closed or permanently ceased trading. The industries with the highest percentage closed were:



The accommodation and food service activities industry had the highest percentage (34%) of businesses with no or low confidence that their businesses would survive the next three months.

The arts, entertainment and recreation industry had the highest proportion of its workforce on partial or full furlough leave, at 34%, compared with 9% across all industries.

Across all industries, 7% of businesses expect to temporarily or permanently close a business site in the next two weeks, with 25% of businesses in the accommodation and food service activities industry expecting to close a business site.

[ONS Fortnightly business survey \(relating to period 19 October to 1 November 2020\)](#)

Read the latest reports from ONS:

- [The impact of the coronavirus so far: the industries that struggled or recovered](#)
- [Business insights and impact on the UK and sub-national economy \(including for Wales and Welsh Unitary Authorities \)](#)



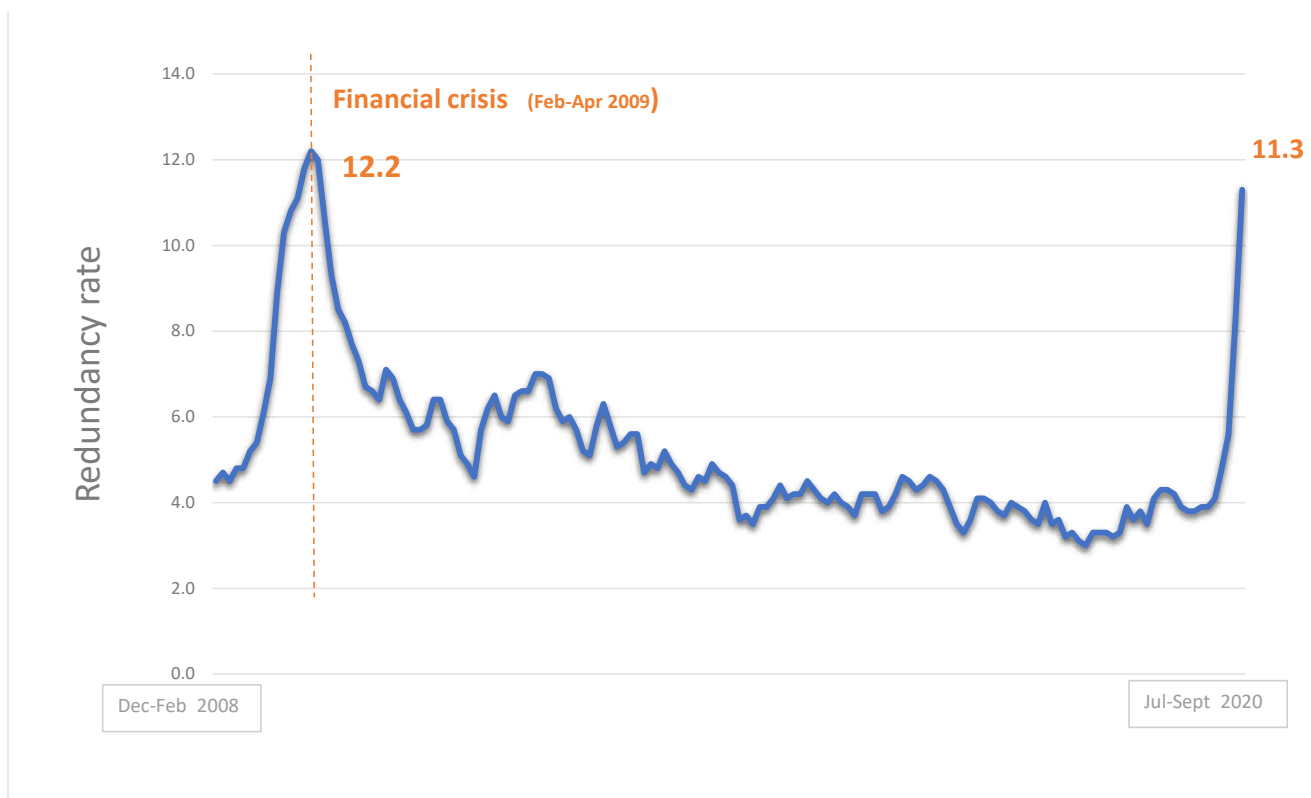
Redundancy data

Official data for redundancies in the UK is just beginning to reveal the real picture of how many redundancies may be caused by the pandemic. The number of redundancies rose to a record high of 314,000 in the latest 3 month rolling period, July to September 2020

The number of redundancies per 1000 workers across all sectors in the UK, has jumped to 11.3 per 1000 employees. The upward trend continues to reflect the growing number of companies reporting job losses.

During the last recession, the redundancy rate was 12.2 per 1000 employees at its peak (Feb-April 2009)

LFS; ILO Redundancy rate UK since 2008 (per 1,000 workers)



(Source: ONS, November 2020)



Redundancy and planned job losses across Wales, UK and Globally announced in the press since the start of the pandemic

Since the last bulletin, Wales and the UK have been forced into further lockdowns and restrictions, in response to a second coronavirus wave. Redundancy announcements increased through September and October in response. The latest major redundancy announcements across the UK, have come from the closures of big high street names with 12,000 redundancies at Debenhams and 13,000 at the Arcadia group.

For Wales, the postponing of the Urdd Eisteddfod 2021 to 2022 will have a major impact for construction and events jobs, hospitality and leisure and the wider supply chain for this National event.

See a summary of some of the redundancy announcements made in the press since the beginning of the crisis are as follows:

Company	Planned job cuts or jobs at risk
Aberthaw Power Station	170
Arcadia (Topshop, Miss Selfridge, Burton, Dorothy Perkins)	13000
Aer Lingus	900
Airbus Broughton and Filton	1435 @ Broughton
Airbus Magellan plant Wrexham	240
Airbus	1700
Arup	350
Ask Italian & Zizzi	1200
Aston Martin Lagonda	500
Bathstore	531 across UK
BBC Cymru Wales	60
BBC Media	70
BBC	970
Bentley	1000
Bombardier	600
Book People	450 (250 Bangor)
Boots	4000

8. Redundancies & Furlough



Company	Planned job cuts or jobs at risk
BP	10000 global
Braka Foods (Rhondda)	84
Bright house	1000 across UK
British Airways	1000 (Welsh sites)
British Airways	12000
Burberry	500
Burger King	1600
Cambrian printers (Aberystwyth)	60
Cardiff University	169
Castell Howell	700 staff warned of possible job losses
Casual Dining	1900
Caterpillar	700
Celtic Manor	450
Centrica (British Gas)	5000
Cineworld	5,500
Clarks	900
Costa	1,600
Debenhams	12,000
DHL	2000
Dixons Carphone	800
DW Sports	1700
Dyson	600 UK (900 worldwide)
Easy Jet	1300 crew; 727 pilots
Ford Bridgend	1700
G4S	1150
Gaia Technologies Bangor	150
General Electric (GE), Caerphilly	369
Genting	1642
Greggs	820

8. Redundancies & Furlough



Company	Planned job cuts or jobs at risk
Guardian Media Group	180
Guidant Global	450
Harlech Foods	15
HSBC	35000 global
Jaguar Land Rover	1100
JCB	950 UK wide (400 currently employed Wrexham)
John Lewis	1500
Johnson Matthey	2500
Laura Ashley Mid Wales	Around 200 redundancies to date although Welsh Government task force announced to support.
M&S	7,000
Magnox	175
Marriott Hotel	Up to 1450 across Marriott Internationals UK portfolio
Marstons	2150
Media Wales	70
Metal Improvement Company, Broughton	60
Millenium Centre	250
Mitchell & Butlers	1300
Monsoon Accessorize	545
Mulberry	470
Nat West	500
National Trust	1200 UK
Northwood Hygiene Products	94
Oasis and Warehouse	1800 across UK
Ovo Energy	2600
P&O Ferries	1100
Pizza Express	1000
Pizza Hut	450 jobs at risk (29 UK restaurants)
Post office	134 UK (Branch Managers)
Poundstretcher	2000

8. Redundancies & Furlough



Company	Planned job cuts or jobs at risk
Pret a Manger	1000
Reach plc	550
Rolls Royce	9600 (UK jobs but implications for supply chain & impact for Wales)
Royal Dutch Shell Energy	9,000
Royal Mail	2000 Management roles UK
Ryanair	3000-3500
Sainsburys	3500
Selfridges	450
Shell	9000 globally
Sidoli	148
Signature Living (Cardiff Hotel)	Expected to be dissolved.
SSE	2600 (across UK - Meter readers, home service engineers)
SSP Group (Upper Crust)	5000 jobs across UK
Swissport	4175
Ted Baker	500
Tesco	4500 153 UK outlets
The Restaurant Group	1500
Timet Uk (Swansea)	142
TM Lewin	600 UK
Tomlinson's Dairy	200
Travelex	1,300
Travis Perkins	2500
Triumph Office Furniture	252
TSB	929
TUI	8,000 globally
Tyson Foods	71
Urdd Gobaith Cymru	80 jobs plus a further 70 casual posts
Vauxhall	200

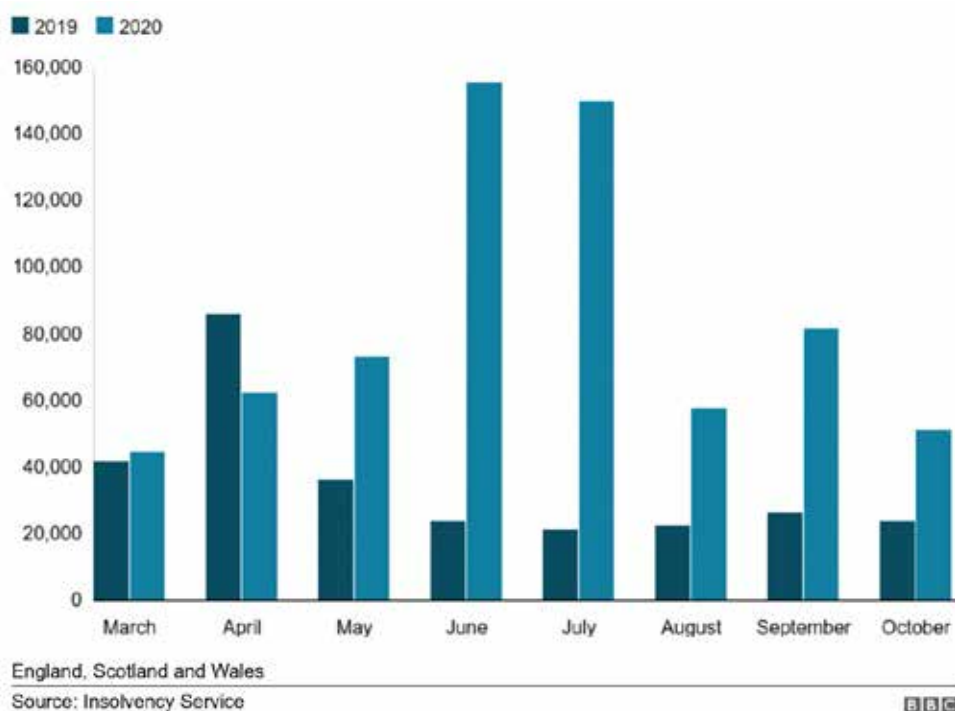


Company	Planned job cuts or jobs at risk
Victoria and Albert Museum	10% of workforce
Virgin Atlantic	3000
Webhelp	254
WH Smith	1,500
Whitbread (Premier Inn, Brewers Fayre)	6,000 Mostly UK

How many redundancies can we expect?

Over 300,000 redundancies have officially been reported in the latest ONS data available to the end of September 2020. (Source: ONS) However the real total is expected to far exceed this. Nearly half a million (480,000) planned redundancies were notified by 1,000's of employers to the UK government in the first 5 months of the pandemic up to August. During September, a further 1,734 employers planned redundancies, the highest levels since 2006, and 842 more employers in October. This adds a further 100,000 planned redundancies to the end of October.

Planned redundancies notified to UK Government. March to Oct



(Source: BBC News October redundancies double last year's rate - BBC News)



An ACAS-commissioned survey reported that 1 in 3 (37%) firms say they are likely to make redundancies before Christmas. ([Personnel Today, Oct 2020](#))

The real total number of redundancies that may result from the pandemic remains unknown, but experts predict that around of 10% of Furloughed jobs will become redundancies once the Furlough scheme is lifted.

Furloughed workers

The number of furloughed workers was down to 9% during the period 19 October to 1 November,

The Arts, entertainment and recreation industry continues to have the highest proportion of its workforce on partial or full furlough at 34%. Followed by Accommodation and food services with 21.9% of its workforce still on furlough by 1st November. We are likely to see Furlough rates rise again as pre-Christmas restrictions are put into place in the hospitality industry, particularly in Wales.

More than 9m jobs at more than 1m companies in Britain have been furloughed since the launch of the government's wage subsidy scheme in March. ([Guardian, Nov 2020](#))

Apprentices furloughed or made redundant in Wales during the coronavirus pandemic to 28 August 2020

Main points

- The number of furloughed apprentices continued to fall by 1,220 in October. At its peak, nearly 8000 apprentices were furloughed in May 2020.
- A total of 1,760 apprentices were still furloughed on 30 October 2020.
- 125 apprentices had their apprenticeship terminated due to redundancy.
- An additional 165 apprentices had been made redundant but remain in learning whilst their provider tries to source an alternative employer.



In every category the number of apprentices furloughed has fallen, but the apprentices still most affected were:

- young
- male
- white or mixed race
- working in hair and beauty; hospitality; or construction
- not studying higher apprenticeships
- working for companies with less than 10 employees
- not working in the public sector
- living in less deprived neighbourhoods
- those who self-identified as having a 'primary disability and/or learning difficulty'
- living in Wrexham or Flintshire

(Source: gov.wales, Nov 2020)

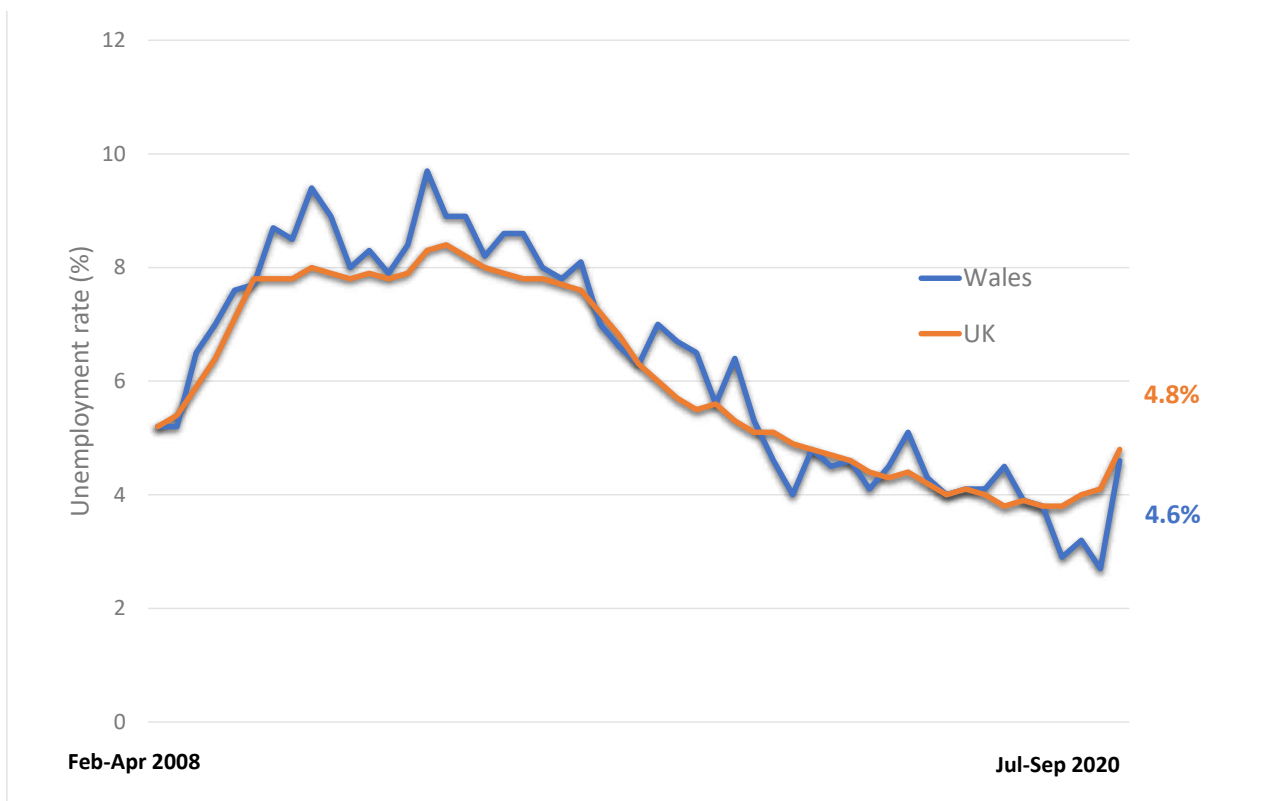


Unemployment

Unemployment has risen faster in Wales than anywhere else in the UK . There was 70,000 unemployed in Wales for the period July to September 2020.

The LFS:ILO Unemployment rate has risen to 4.6% in Wales , a rise of 1.9% on the previous period. Unemployment rate in Wales remains below the UK rate at 4.8% but the gap is closing.

Unemployment Rate Wales and UK since 2008



Source: ONS Labour Force Survey, July – September 2020

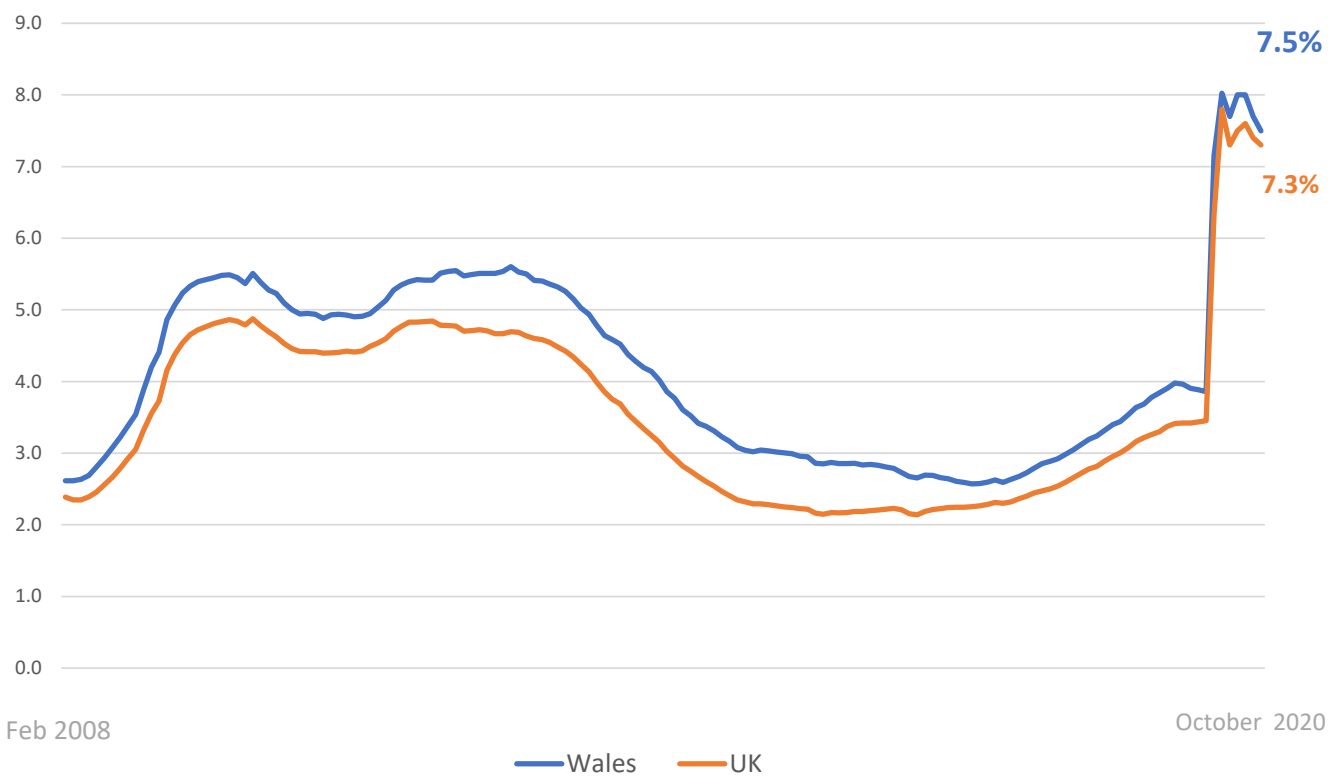


Claimant count

In October, the number of claimants totalled 114,216 claimants in Wales (7.5%) and 2,633,724 (7.3%) in the UK.

Claimant count numbers have increased by 112% the UK since March 2020.

Claimant count: Wales & UK since 2008



Source: NOMIS: ONS Claimant Count: Seasonally Adjusted, October 2020

Claimant Count % = number of claimants as % of claimants + total workforce jobs



- [UK gov coronavirus Guidance and Support](#)
- [Wales .gov](#)
- [Welsh Government Examinations and assessments guidance : 2020-21](#)
- [Welsh Government Announcements](#)
- [ONS Coronavirus and the economic impacts on the UK :](#)
- [ONS Coronavirus \(COVID-19\) roundup](#)
- [Welsh dashboard for Universal Credit](#)
- [Gov.wales COVID-19 and the production of statistics and social research](#)
- [Public Health Wales Rapid COVID-19 surveillance - COVID-19 cases, deaths and testing in Wales](#)
- [Coronavirus \(COVID-19\) in 10 charts](#)
- [UK coronavirus job losses: the latest data on redundancies and furloughs | World news | The Guardian](#)

Cautionary notes on the use of LMI data sources in the current environment

- Job posting figures are one of the first data sets to give an immediate indication of the impact on the labour market but are only an indication given:
 - They only reflect a proportion of all job vacancies, excluding informal recruitment..
 - In these exceptional times usual recruitment methods have changed drastically, particularly for Health and Care workers who have been recalled directly, head hunted etc.
 - Real impact will only start to be seen when lock down lifts, furlough support begins to ease etc.
 - The absolute numbers should be used with caution as they provide only a snapshot of the total recruitment picture, and the method of collection is constantly being improved but the general trends seen can give us an idea of how job opportunities in Wales are being impacted.
- Projections of employment which we usually use from our data suppliers such as EMSI are 'estimates of future trends based on past and current trends' so where projections are used they may be based on pre-crisis trend data, until Economic forecasting is available that models forecast scenarios of the impact of current events.