

Tonbridge & Malling Economic Profile 2017 Summary

Section 1: Qualification Levels

1.1: Comparative Qualification Levels with the South East and GB

- Tonbridge & Malling residents are less well qualified than the Kent average at NVQ 4 and above, but better qualified at other NVQ levels.
- For Tonbridge & Malling, consistently small sample sizes in the “other qualifications” and “no qualifications” categories in the time series data below (tables 1.2 to 1.7) suggest percentages below 5%, meaning residents are probably ahead of Kent, South East and GB averages.
- Between January 2006 and December 2016, qualifications for Tonbridge & Malling residents (16-64) increased by the following:

	Ton & Malling	Kent	South East	GB
Level 4 & above	22.4% to 34.9%	23.8% to 36.9%	29.4% to 41.4%	26.6% to 38.2%
Level 3 & above	45.9% to 55.0%	42.5% to 54.4%	48.4% to 58.8%	44.4% to 55.8%
Level 2 & above	64.8% to 75.3%	61.9% to 73.1%	67.2% to 77.5%	62.9% to 74.3%
Level 1 & above	82.1% to 91.0%	79.7% to 86.6%	82.2% to 88.8%	77.1% to 85.3%
No quals	11.7% to < 5%	13.3% to 7%	10.3% to 5.4%	14.3% to 8.0%

Source: ONS annual population survey.

Comparing districts against the Kent average:

- Canterbury, Gravesham, Maidstone, Sevenoaks, Tonbridge & Malling and Tunbridge Wells have more highly skilled resident populations.
- Ashford, Dover, Shepway, Swale and Thanet have lower skilled resident populations.
- Dartford sits around the average.

Section 2: The Tonbridge & Malling Economy

2.1: Population

- According to the KCC interactive population toolkit, the population of Tonbridge & Malling will increase between 2017 and 2026 in the following ways:

	0-15		16-19		16-64		65+	
	2017	2026	2017	2026	2017	2026	2017	2026
Male	13,700	29,300	3,200	3,700	38,600	41,300	11,200	13,900
Female	12,700	14,000	3,100	3,300	40,300	43,300	13,300	15,800
Total	26,300	29,300	6,300	7,100	78,900	84,600	24,500	29,700

2.2: Economic activity in Tonbridge & Malling

In the year to December 2016;

- **80.9%** of the Tonbridge & Malling population of 16 - 64 year olds were economically active. This compares to **78.9%** in Kent, **81%** in the South East, and **77.8%** in Great Britain.
- **65.6%** of the Tonbridge & Malling population of 16-64 year olds were employees and **11.3%** were self-employed. This is above the average of **10.6%** for self-employment in Great Britain.
- **3.7%** of the Tonbridge & Malling economically active population over 16 years old were unemployed. This compares to **5.2%** in Kent and **4.0 %** in the South East.
- economic activity across Kent districts can be divided into 3 groups:

% 16-64 year olds economically active	Low – 70% to 77.9%	Medium – 78% to 79.9%	High – 80% to 85.9%
Districts	Canterbury Gravesham Thanet	Maidstone Sevenoaks	Ashford Dartford Dover Shepway Tonbridge & Malling Tunbridge Wells Swale

Source: ONS population survey.

- unemployment as a proportion of economic activity can also be divided into 3 groups:

Unemployment as a % of economically active population	High – 5.9% to 7.1%	Medium – 5.0% to 5.8%	Low – 3.4% to 4.9%
Districts	Gravesham Swale Thanet	Canterbury Dover Shepway	Ashford Dartford Maidstone Sevenoaks Tonbridge & Malling Tunbridge Wells

Source: ONS population survey.

2.3: Overall NEET and Not Known Figures in Tonbridge & Malling

- In April 2017, Tonbridge & Malling had **2.58%** of Yr 12 & 13 NEETS (academic age 16 & 17) and **3.99%** unknowns. The target for January is 1.67% NEET.
- Since April 2014, the NEET figure in Tonbridge & Malling has varied between - 4.17% and -0.91% of target.

2.4 Employment and Self-Employment in Tonbridge & Malling– what do people do

- The key **employment sectors** in Tonbridge & Malling are:

	Main employment sectors 2015	No. employees	% total employment
Ton & Malling	Wholesale and retail	11,300	19.7
	Admin & support services	5,500	9.5
	Education	5,400	9.4
	Human health & social work	4,600	8.0
	Transportation & storage	4,000	7.0
	Professional, scientific & technical	3,800	6.6

Source: BRES 2016

	Main employment sectors 2015	No. employees	% total employment
Kent	Wholesale & retail	109,500	18.1
	Human health & social work	82,900	13.7
	Education	60,400	10.0
	Admin. & support services	56,700	9.4
	Accommodation & food service	43,600	7.2

Source: BRES 2016

- The **occupations of Tonbridge & Malling** residents are summarised below:

	Ton & Malling (%)	Kent (%)	South East (%)	Great Britain (%)
Soc 2010 Major Group 1-3	52.3	45.1	49.7	45.5
1 Managers, Directors And Senior Officials	19.2	11.1	11.9	10.6
2 Professional Occupations	16.8	19.2	22.4	20.3
3 Associate Professional & Technical	16.3	14.7	15.3	14.4
Soc 2010 Major Group 4-5	19.1	22.4	20.6	20.6
4 Administrative & Secretarial	10.9	10.1	10.3	10.2
5 Skilled Trades Occupations	8.2	12.3	10.3	10.3
Soc 2010 Major Group 6-7	15.6	16.6	16.0	16.8
6 Caring, Leisure And Other Service Occupations	7.7	9.0	9.2	9.1
7 Sales And Customer Service Occs	8.0	7.5	6.8	7.5
Soc 2010 Major Group 8-9	13.0	16.0	13.6	17.2
8 Process Plant & Machine Operatives	3.9	5.8	4.8	6.4
9 Elementary Occupations	9.1	10.2	8.8	10.7

Source: ONS annual population survey

- The differences in the relative structure of the largest industry sectors across Kent are small. However differences in the occupations of residents, which include out-commuters and the self-employed, are more marked. Tonbridge & Malling residents are more likely to be senior managers, and in sales occupations than the rest of Kent.

2.5 Employment in Tonbridge & Malling: What People Earn

- The table below illustrates average earnings in Tonbridge & Malling by residence, including out commuters. Earnings are significantly above the average in Kent, suggesting the influence of out commuting of residents to London.

December 2016	Ton & Malling £	Kent £
Gross weekly pay		
Full-time workers	655.1	555.3
Male full-time workers	738.6	600.2
Female full-time workers	565.6	470.0
Hourly pay - excluding overtime		
Full-time workers	17.34	13.78
Male full-time workers	17.50	14.78
Female full-time workers	15.34	12.36

Source: ONS – Inter Departmental Business Register 2016

- The table below illustrates the average earnings by workplace in Tonbridge & Malling, including in commuters. Workplace earnings are closer to the Kent average, and below the South East average, suggesting in commuters are filling in lower paid occupations. Such as retail and support services.

December 2016	Ton & Malling £	Kent £
Gross weekly pay		
Full-time workers	550.8	517.5
Male full-time workers	567.7	566.8
Female full-time workers	495.7	450.4
Hourly pay - excluding overtime		
Full-time workers	13.66	12.95
Male full-time workers	13.55	13.63
Female full-time workers	13.68	11.91

Source: ONS – Inter Departmental Business Register 2016

2.6: Employment in Tonbridge & Malling: Company Size

- In Tonbridge & Malling, 89.3% of companies are micro, a similar percentage to the average for Kent, the South East and Great Britain.
- In Tonbridge & Malling, 0.5% of companies are large, a greater percentage than the Kent, South East and Great Britain averages.

Enterprises	Ton & Malling %	Kent %
Micro (0 to 9)	89.3	89.5
Small (10 to 49)	8.7	8.7
Medium (50 to 249)	1.6	1.5
Large (250+)	0.5	0.3

Source: ONS – Inter Departmental Business Register 2016

2.7 Employment in Tonbridge & Malling: Vacancies by Occupation

- Using data derived from the Burning Glass “Labour Insight” database of vacancies advertised online, the table below summarises the 10 occupations with the most adverts across the year, in Tonbridge & Malling. The occupations broadly correspond with the key industrial sectors identified in section 2.5, representing both total employment demand and high levels of employment “churn” in the Tonbridge & Malling economy.

Year to 31 May 2017	
Occupation	No. Postings
Secondary education teaching professionals	378
Other administrative occupations	339
Business sales executives	329
Large goods vehicle drivers	282
Vehicle technicians, mechanics and electricians	275
Customer service occupations	264
Book-keepers, payroll managers and wages clerks	208
Transport and distribution clerks and assistants	204
Programmers and software development professionals	201
Nurses	199

- In the year to 31 May 2017, the top 20 employers advertising online for vacancies in Tonbridge and Malling were:

Headford Shipping (transport and logistics agency), NHS, Hadow College, West Kent and Ashford College, Beacon Plus (employment agency specialising in sales & marketing, professional & senior appointments, IT and insurance industry), Nationwide Accident Repair services, Tonbridge School, TechEng (infrastructure contractors), Technical Placements Ltd (specialist recruitment agency for engineering, technical and pharmaceutical companies), Brakes Group, Rark Soutions (IT recruitment specialist), Club Group (wholesaler & distributor), Weald of Kent Grammar School, ATTB (recruitment agency), Holmsdale Technology College, HR Go (recruitment agency), Macdonald's, PDR Solutions (recruitment agency), Newcross Healthcare, Bowerford Associates (IT and technology recruitment)

Tonbridge & Malling Data Pack
Tonbridge & Malling Economic Profile 2017

Section 1: Skill Levels of 16-64 Year Olds

1.1: Comparative Qualification Levels in Tonbridge & Malling

Table 1.1 below compares the qualification levels of Tonbridge & Malling working age population residents (16-64) against Kent, South East and Great Britain, as at December 2016.

Table 1.1	Ton & Malling No.	Ton & Malling %	Kent %	South East %	GB %
NVQ 4 And Above	27,300	34.9	36.9	41.4	38.2
NVQ 3 And Above	43,000	55.0	54.4	60.3	56.9
NVQ 2 And Above	58,900	75.3	73.1	77.5	74.3
NVQ 1 And Above	71,700	91.0	86.6	88.8	85.3
Other Qualifications	#	#	6.5	5.8	6.6
No Qualifications	#	#	7.0	5.4	8.0

Source: ONS annual population survey.

Tonbridge & Malling residents are less well qualified than the Kent average at NVQ 4 and above, but better qualified at other NVQ levels.

Looked at on a time series basis the improvement in qualifications of the workforce overtime is evident. Tables 1.2 to 1.7 illustrate the growth in qualification levels from January 2006 to December 2016. Consistently small sample sizes in the “other qualifications” and “no qualifications” in the time series data suggest percentages below 5%, and therefore probably ahead of Kent, South East and GB averages.

Table 1.2: Time series for NVQ Level 4 qualifications and above.

Table 1.2	Ton & Malling Actual	Ton & Malling %	Kent %	South East %	GB %
Jan 06-Dec 06	23,800	22.4	25.5	30.4	27.5
Jan 07-Dec 07	19,700	28.1	26.0	30.8	28.6
Jan 08-Dec 08	17,800	24.3	25.1	31.1	28.6
Jan 09-Dec 09	26,200	35.2	28.6	32.7	29.9
Jan 10-Dec 10	28,600	37.9	30.0	34.0	31.2
Jan 11-Dec 11	25,100	32.8	31.5	36.1	32.8
Jan 12-Dec 12	25,900	34.4	29.5	36.8	34.2
Jan 13-Dec 13	36,000	48.2	33.4	38.2	35.1
Jan 14-Dec 14	32,700	43.1	32.4	39.1	36.0
Jan 15-Dec 15	27,000	36.2	34.3	39.8	37.1
Jan 16-Dec 16	27,300	34.9	36.9	41.4	38.2

Source: ONS annual population survey.

Table 1.3: Time series for NVQ Level 3 qualifications and above.

Table 1.3	Ton & Malling Actual	Ton & Malling %	Kent %	South East %	GB %
Jan 06-Dec 06	31,800	45.9	43.4	49.2	45.3
Jan 07-Dec 07	34,400	49.1	44.5	49.4	46.2
Jan 08-Dec 08	34,300	46.8	45.0	49.8	46.1
Jan 09-Dec 09	38,100	51.1	47.6	50.7	47.3
Jan 10-Dec 10	38,900	51.6	48.3	52.1	48.9
Jan 11-Dec 11	37,000	48.3	50.2	55.1	50.8
Jan 12-Dec 12	42,000	55.7	51.8	56.6	53.1
Jan 13-Dec 13	47,200	63.3	53.7	57.7	53.9
Jan 14-Dec 14	46,900	61.8	53.8	58.8	55.0
Jan 15-Dec 15	42,500	57.0	53.8	58.8	55.8
Jan 16-Dec 16	43,000	55.0	54.4	60.3	56.9

Source: ONS annual population survey.

Table 1.4: Time series for NVQ Level 2 qualifications and above.

Table 1.4	Ton & Malling Actual	Ton & Malling %	Kent %	South East %	GB %
Jan 06-Dec 06	44,800	64.8	63.6	67.6	63.6
Jan 07-Dec 07	47,700	68.1	63.3	67.9	64.2
Jan 08-Dec 08	48,300	66.0	63.6	67.8	63.9
Jan 09-Dec 09	56,900	76.2	66.9	69.0	65.3
Jan 10-Dec 10	56,900	75.0	68.9	70.8	67.2
Jan 11-Dec 11	56,500	68.4	69.2	73.3	69.5
Jan 12-Dec 12	59,200	78.6	71.2	75.4	71.8
Jan 13-Dec 13	60,900	81.6	74.7	76.5	72.4
Jan 14-Dec 14	62,900	82.9	74.0	77.1	73.3
Jan 15-Dec 15	58,500	78.5	73.5	76.8	73.6
Jan 16-Dec 16	58,900	75.3	73.1	77.5	74.3

Source: ONS annual population survey.

Table 1.5: Time series for NVQ Level 1 qualifications and above.

Table 1.5	Ton & Malling Actual	Ton & Malling %	Kent %	South East %	GB %
Jan 06-Dec 06	56,800	82.1	80.0	82.4	77.5
Jan 07-Dec 07	56,700	81.0	79.4	82.0	77.9
Jan 08-Dec 08	58,200	79.6	80.4	82.4	77.6
Jan 09-Dec 09	66,000	88.4	81.8	83.0	78.8
Jan 10-Dec 10	63,400	84.2	82.4	84.1	80.1
Jan 11-Dec 11	66,000	86.3	84.4	86.6	82.5
Jan 12-Dec 12	70,300	93.2	85.0	87.7	83.9
Jan 13-Dec 13	67,800	91.0	87.5	88.4	84.3
Jan 14-Dec 14	68,900	90.8	87.4	89.2	85.0
Jan 15-Dec 15	68,900	92.4	87.0	88.5	84.9
Jan 16-Dec 16	71,700	91.0	86.6	88.8	85.3

Source: ONS annual population survey.

Table 1.6: Time series for Tonbridge & Malling residents with other qualifications

Table 1.6	Ton & Malling Actual	Ton & Malling %	Kent %	South East %	GB %
Jan 06-Dec 06	4,300	6.2	7.5	7.8	8.6
Jan 07-Dec 07	7,200	10.3	8.2	8.2	8.9
Jan 08-Dec 08	7,000	9.6	7.0	7.9	8.9
Jan 09-Dec 09	4,100	5.5	6.6	7.9	8.8
Jan 10-Dec 10	#	#	6.0	7.5	8.5
Jan 11-Dec 11	#	#	5.2	5.5	6.8
Jan 12-Dec 12	#	#	6.9	5.4	6.3
Jan 13-Dec 13	#	#	5.2	5.2	6.3
Jan 14-Dec 14	#	#	6.0	5.2	6.2
Jan 15-Dec 15	#	#	6.1	5.2	6.5
Jan 16-Dec 16	#	#	6.5	5.8	6.6

Source: ONS annual population survey.

Includes foreign qualifications and some non-accredited professional qualifications.

sample size too small for reliable estimates

Table 1.7: Time series for Tonbridge & Malling residents with no qualifications

Table 1.7	Ton & Malling Actual	Ton & Malling %	Kent %	South East %	GB %
Jan 06-Dec 06	8,100	11.7	12.6	9.8	13.9
Jan 07-Dec 07	6,100	8.7	12.4	9.8	13.3
Jan 08-Dec 08	7,900	10.8	12.6	9.7	13.5
Jan 09-Dec 09	4,500	6.1	11.6	9.1	12.4
Jan 10-Dec 10	10,700	14.2	11.6	8.4	11.3
Jan 11-Dec 11	7,600	10.0	10.4	7.9	10.7
Jan 12-Dec 12	#	#	8.1	6.9	9.7
Jan 13-Dec 13	4,900	6.6	7.3	6.5	9.4
Jan 14-Dec 14	#	#	6.6	5.6	8.8
Jan 15-Dec 15	#	#	6.9	6.3	8.6
Jan 16-Dec 16	#	#	7.0	5.4	8.0

Source: ONS annual population survey.

sample size too small for reliable estimates

Section 2: The Tonbridge & Malling Economy

2.1: Population

Table 2:1 The resident population of Tonbridge & Malling in 2016:

	Ton & Malling	Kent	South East	Great Britain
Total	125,700	1,524,700	8,947,900	63,258,400
Males	61,500	747,400	4,404,400	31,165,300
Females	64,200	777,300	4,543,500	32,093,100

Source: ONS annual population survey population

Table 2:2 Age and sex breakdown of Tonbridge & Malling population 2016:

The population can be broken down by ages in the following way:

Note: all percentages are of the total population.

Male

Area	Aged 0 - 15		Aged 16 - 64		Aged 16-19		Aged 65 and over	
	Number	%	Number	%	Number	%	Number	%
Ton & Malling	13,200	21.4	37,300	61.2	4,300	6.9	10,700	17.4
Kent	149,800	20.0	461,500	61.7	47,800	6.4	136,200	18.2
Great Britain	6,080,100	19.5	19,977,000	64.1	1,902,100	6.1	5,122,300	16.4
South East	874,500	19.9	2,770,400	62.9	274,300	6.2	758,300	17.2

Female

Area	Aged 0 - 15		Aged 16 - 64		Aged 16-19		Aged 65 and over	
	Number	%	Number	%	Number	%	Number	%
Ton & Malling	12,400	19.2	39,100	60.8	3,900	6.9	12,800	19.9
Kent	142,100	18.3	471,100	60.6	45,900	5.9	164,100	21.1
Great Britain	5,792,600	18.0	20,090,300	62.6	1,801,100	5.6	6,197,100	19.3
South East	829,900	18.3	2,794,300	61.5	256,500	5.6	921,300	20.3

All

Area	Aged 0 - 15		Aged 16 – 64		Aged 16-19		Aged 65 and over	
	Number	%	Number	%	Number	%	Number	%
Ton & Malling	25,500	20.3	76,700	61.0	8,100	6.5	23,500	18.7
Kent	291,000	19.1	932,500	61.2	93,700	6.1	300,300	19.7
Great Britain	11,872,700	18.8	40,042,600	63.3	3,703,300	5.9	11,319,300	17.9
South East	1,704,500	19.0	5,565,600	62.2	530,800	5.9	1,679,600	18.8

Source: ONS annual population survey; population

Tables 2.3 to 2.6 project the Tonbridge & Malling population forward to 2026, using the KCC Interactive Population Toolkit

Table 2.3: Projected Tonbridge & Malling Population aged 0-15

Tonbridge & Malling Population Aged 0-15 - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	13,700	13,900	14,200	14,400	14,500	14,700	14,900	15,000	15,200	15,300
Female	12,700	12,900	13,100	13,200	13,300	13,500	13,700	13,800	13,900	14,000
Total	26,300	26,800	27,300	27,600	27,900	28,200	28,600	28,800	29,100	29,300

Table 2.4: Projected Tonbridge & Malling Population aged 16-64

Tonbridge & Malling Population Aged 16-64 - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	38,600	39,000	39,600	39,700	39,700	40,000	40,400	40,700	41,000	41,300
Female	40,300	40,900	41,500	41,700	41,700	42,000	42,300	42,600	42,900	43,300
Total	78,900	79,900	81,100	81,400	81,400	82,100	82,700	83,300	84,000	84,600

Table 2.5: Projected Tonbridge & Malling Population aged 16-19

Tonbridge & Malling Population Aged 16-19 - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	3,200	3,200	3,200	3,200	3,200	3,300	3,400	3,600	3,700	3,700
Female	3,100	3,000	3,000	2,900	2,900	3,000	3,100	3,200	3,200	3,300
Total	6,300	6,200	6,200	6,100	6,200	6,400	6,500	6,700	6,900	7,100

Table 2.6: Projected Tonbridge & Malling Population aged 65+

Tonbridge & Malling Population Aged 65+ - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	11,200	11,500	11,800	12,000	12,200	12,500	12,800	13,200	13,500	13,900
Female	13,300	13,500	13,800	14,000	14,200	14,500	14,800	15,100	15,500	15,800
Total	24,500	25,000	25,600	26,000	26,400	27,000	27,600	28,300	29,000	29,700

Forecast produced by Business Intelligence, Research & Evaluation, Kent County Council.

2.2: Economic Activity in Tonbridge & Malling

Table 2.7 below illustrates employment and unemployment rates in Tonbridge & Malling compared to Kent, the South East and Great Britain, in December 2016. These are obtained from the ONS Annual Population Survey and reflect total economic activity and inactivity levels, not benefit claimant levels, which tend to be lower.

Table 2.7: Tonbridge & Malling Economic Activity Rates as at December 2016.

	Ton & Malling No.	Ton & Malling %	Kent %	South East %	Great Britain %
All People					
Economically Active†	68,400	80.9	78.9	81.0	77.8
In Employment†	65,200	76.9	74.7	77.6	74.0
Employees†	55,200	65.6	61.0	65.3	63.1
Self Employed†	9,700	11.3	13.4	12.1	10.6
Unemployed§	2,500	3.7	5.2	4.0	4.8
Males					
Economically Active†	35,600	89.3	84.9	86.3	83.2
In Employment†	33,500	83.6	80.1	82.6	79.0
Employees†	27,600	68.9	62.7	66.6	64.4
Self Employed†	5,900	14.7	17.4	15.7	14.2
Unemployed§	#	#	5.4	4.1	4.9
Females					
Economically Active†	32,800	73.2	73.1	75.8	72.6
In Employment†	31,700	70.7	69.4	72.7	69.1
Employees†	27,600	62.5	59.4	64.0	61.7
Self Employed†	#	#	9.6	8.5	7.0
Unemployed§	#	#	4.9	4.0	4.7

Source: ONS annual population survey

† - numbers are for those aged 16 and over, % are for those aged 16-64

§ - numbers and % are for those aged 16 and over. % is a proportion of economically active

The sum of employees and self employed will not equal the **in employment** figure due to the inclusion of those on government-supported training and employment programmes, and those doing unpaid family work in the **employment** figure.

Table 2.8 below breaks the remaining percentage of people into the categories of the economically inactive. In the table below the following definitions apply:

Economically inactive: People who are neither in employment nor unemployed. This group includes, for example, all those who were looking after a home or retired.

Wanting a job: People not in employment who want a job but are not classed as unemployed because they have either not sought work in the last four weeks or are not available to start work.

Not wanting a job: People who are neither in employment nor unemployed and who do not want a job.

Table 2.8: Ton & Malling economic inactivity rates as at December 2016 (Note ages 16-64 only) – category breakdown

All People	Ton & Malling No.	Ton & Malling %	Kent %	South East %	Great Britain %
Total	15,000	19.1	21.1	19.0	22.2
Student	6,400	43.3	29.4	25.0	26.3
Looking After Family/Home	1,200	8.3	24.6	25.9	24.7
Temporary Sick	!	!	!	1.6	2.0
Long-Term Sick	2,200	14.8	17.8	18.3	22.3
Discouraged	!	!	!	0.2	0.4
Retired	3,500	23.6	15.1	14.9	13.3
Other	1,100	7.5	12.8	14.1	10.9
Wants A Job	2,800	18.5	22.8	26.2	23.9
Does Not Want A Job	12,200	81.5	77.2	73.8	76.1

Source: ONS annual population survey

Sample size too small for reliable estimate

! Sample size disclosive

Table 2.9: Tonbridge & Malling economic activity rates from January 2012 to December 2016

	Ton & Malling Numbers 2016	Ton & Malling %	Ton & Malling Numbers 2015	Ton & Malling %	Ton & Malling Numbers 2014	Ton & Malling %	Ton & Malling Numbers 2013	Ton & Malling %	Ton & Malling Numbers 2012	Ton & Malling %
All people										
Economically active†	68,400	80.9	65,200	84.1	66,800	83.2	61,300	77.7	54,100	70.1
In employment†	65,200	76.9	63,200	81.3	65,400	81.3	57,900	73.8	49,000	63.3
Employees†	55,200	65.6	52,300	68.8	51,000	64.0	48,500	62.8	39,600	50.9
Self employed†	9,700	11.3	10,900	12.5	14,400	17.3	9,500	11.1	8,200	10.8
Unemployed§	2,500	3.7	2,700	4.1	2,600	3.9	3,200	5.2	3,300	6.3

Source: ONS annual population survey

† numbers are for those aged 16 and over. % are for those aged 16-64

§ numbers and % are for those aged 16 and over. % is a proportion of economically active.

The sum of employees and self employed will not equal the **in employment** figure due to the inclusion of those on government-supported training and employment programmes, and those doing unpaid family work in the **employment** figure

2.3: NEET and Vulnerable Groups

Table 2.10: Overall NEET and Not Known Figures in Tonbridge & Malling – monthly comparison

Tonbridge & Malling	NEETS					Not Knowns	
	Total cohort Y12 & Y13	No. NEET Y12 & Y13	% NEET Y12 & Y13	Target Jan	Diff from Target	Total Y12 & Y13	% of cohort
Dec 2016	2,834	70	2.47%	1.67%	-0.80	140	4.94%
Jan 2017	2,835	76	2.68%	1.67%	-1.01%	76	2.68%
Feb 2017	2,833	82	2.89%	1.67%	-1.22%	76	2.68%
March 2017	2,830	77	2.72%	1.67%	-1.05%	71	2.51%
April 2017	2,830	73	2.58%	1.67%	-0.91%	113	3.99%

Source: KCC Management Information

Table 2.11: Overall NEET and Not Known Figures in Tonbridge & Malling – annual comparisons

* The reportable cohort for NEET changed on 1 September 2016 from academic age 16 & 18 to academic age 16 & 17.

Tonbridge & Malling	NEETS					Not Knowns	
	*Total cohort 16-18	No. NEET 16-18	% NEET 16-18	Target 16-18 Jan	Diff from Target	Total	% cohort
April 2014	4,372	165	4.4%	3.61%	-0.83%	483	11.05%
April 2015	4,489	200	4.99%	1.67%	3.32%	417	9.29%
April 2016	4,466	199	4.84%	0.67%	-4.17%	300	6.72%
	*Total cohort Y12 & Y13	No. NEET Y12 & Y13	% NEET Y12 & Y13	Target Jan 2018	Diff from Target	Total	% cohort
April 2017	2,830	73	2.58%	1.67%	-0.91%	113	3.99%

2.4: Employment and Self-Employment in Tonbridge & Malling – what do people do

Using the Office for National Statistics Business Register and Employment Survey (BRES) we can describe the employment profile of Tonbridge & Malling by industrial sector. This excludes self-employment and is based on business location.

Table 2.12: Employment by industrial sector in Tonbridge & Malling 2010 - 2015

Tonbridge & Malling	2010	2011	2012	2013	2014	2015	Structure 2015
Primary Industries (Agriculture/Mining/Utilities)	2,800	2,800	2,800	3,100	3,000	2,900	5.1%
Manufacturing	3,900	3,800	3,700	3,200	3,300	3,100	5.4%
Construction	3,900	3,600	3,500	3,500	3,500	3,300	5.8%
Wholesale and retail trade	10,700	10,400	9,900	12,400	10,300	11,300	19.7%
Transportation and storage	4,700	4,000	3,800	3,500	4,500	4,000	7.0%
Accommodation and food service activities	2,600	2,900	2,500	3,000	3,000	3,000	5.2%
Information and communication	2,000	2,100	2,100	2,200	1,800	2,200	3.8%
Financial and insurance activities	2,600	2,500	2,700	2,400	2,300	2,700	4.6%
Real estate activities	700	900	800	900	1,100	1,200	2.0%
Professional, scientific and technical activities	3,000	3,200	3,500	3,000	3,700	3,800	6.6%
Administrative and support service activities	4,300	4,200	4,900	5,000	4,600	5,500	9.5%
Public administration and defence	3,100	2,500	2,200	2,000	2,000	2,100	3.6%
Education	5,200	5,600	5,200	5,500	5,400	5,400	9.4%
Human health and social work activities	4,500	7,100	4,000	3,600	3,800	4,600	8.0%
Arts, entertainment and recreation	1,200	1,200	1,100	1,200	1,600	1,200	2.1%
Other service activities	800	1,000	1,100	1,500	1,100	1,200	2.1%
Total	56,100	57,700	53,900	56,100	55,200	57,500	100%

Source: BRES 2016, via KCC Business Intelligence Unit

Table 2.13: Change in industrial sector employment between 2010 and 2015 in Tonbridge & Malling

Tonbridge & Malling	Change 2010 to 2015	
	No.	%
Primary Industries (Agriculture/Mining/Utilities)	100	3.6%
Manufacturing	-800	-20.5%
Construction	-600	-15.4%
Wholesale and retail trade	600	5.6%
Transportation and storage	-700	-14.9%
Accommodation and food service activities	400	15.4%
Information and communication	200	10.0%
Financial and insurance activities	100	3.8%
Real estate activities	500	71.4%
Professional, scientific and technical activities	800	26.7%
Administrative and support service activities	1,200	27.9%
Public administration and defence	-1,000	-32.3%
Education	200	3.8%
Human health and social work activities	100	2.2%
Arts, entertainment and recreation	0	0.0%
Other service activities	400	50.0%
Total	1,400	2.5%

Source: BRES 2016

Table 2.14: Employment by industrial sector in Kent 2010 - 2015

Kent	2010	2011	2012	2013	2014	2015	Structure 2015
Primary Industries (Agriculture/Mining/Utilities)	22,100	21,100	20,200	20,000	21,100	21,400	3.5%
Manufacturing	40,400	39,000	37,800	35,900	36,900	38,800	6.4%
Construction	35,500	30,300	31,300	35,300	35,100	34,200	5.7%
Wholesale and retail trade	103,600	106,000	106,100	106,100	105,100	109,500	18.1%
Transportation and storage	29,500	29,100	29,700	27,500	32,700	32,500	5.4%
Accommodation and food service activities	36,000	41,200	34,500	39,900	42,100	43,600	7.2%
Information and communication	13,000	13,400	15,100	16,000	14,400	17,800	2.9%
Financial and insurance activities	16,300	15,800	16,200	16,700	20,400	16,100	2.7%
Real estate activities	8,000	7,300	8,200	7,500	9,300	10,000	1.7%
Professional, scientific and technical activities	33,400	33,500	34,000	30,100	37,000	37,300	6.2%
Administrative and support service activities	41,400	44,900	48,800	48,900	52,100	56,700	9.4%
Public administration and defence	31,400	27,000	24,300	24,900	24,100	23,600	3.9%
Education	64,800	61,200	57,200	62,100	60,500	60,400	10.0%
Human health and social work activities	76,100	80,400	73,900	72,700	72,200	82,900	13.7%
Arts, entertainment and recreation	12,200	12,800	12,300	12,700	12,900	12,900	2.1%
Other service activities	10,800	11,000	11,500	11,900	11,400	12,000	2.0%
Total	574,500	573,800	561,200	568,200	587,300	609,700	100.0%

Source: BRES 2016, via KCC Business Intelligence Unit

Table 2.15: Change in industrial sector employment between 2010 and 2015 in Kent

Kent	Change 2010 to 2015	
	No.	%
Primary Industries (Agriculture/Mining/Utilities)	-700	-3.2%
Manufacturing	-1,600	-4.0%
Construction	-1,300	-3.7%
Wholesale and retail trade	5,900	5.7%
Transportation and storage	3,000	10.2%
Accommodation and food service activities	7,600	21.1%
Information and communication	4,800	36.9%
Financial and insurance activities	-200	-1.2%
Real estate activities	2,000	25.0%
Professional, scientific and technical activities	3,900	11.7%
Administrative and support service activities	15,300	37.0%
Public administration and defence	-7,800	-24.8%
Education	-4,400	-6.8%
Human health and social work activities	6,800	8.9%
Arts, entertainment and recreation	700	5.7%
Other service activities	1,200	11.1%
Total	35,200	6.1%

Source: BRES 2016, via KCC Business Intelligence Unit

Using ONS Annual Population Survey we can describe the Standard Occupational Classification of jobs in Tonbridge & Malling by residence. Differences between measures by business and by residency are accounted for by out commuting and the inclusion of self-employment data.

Table 2.16: Employment by Standard Occupational Classification in Tonbridge & Malling, December 2016

	Ton & Malling (Numbers)	Ton & Malling %	Kent (%)	South East (%)	Great Britain (%)
Soc 2010 Major Group 1-3	34,100	52.3	45.1	49.7	45.5
1 Managers, Directors And Senior Officials	12,500	19.2	11.1	11.9	10.6
2 Professional Occupations	10,900	16.8	19.2	22.4	20.3
3 Associate Professional & Technical	10,600	16.3	14.7	15.3	14.4
Soc 2010 Major Group 4-5	12,500	19.1	22.4	20.6	20.6
4 Administrative & Secretarial	7,100	10.9	10.1	10.3	10.2
5 Skilled Trades Occupations	5,400	8.2	12.3	10.3	10.3
Soc 2010 Major Group 6-7	10,200	15.6	16.6	16.0	16.8
6 Caring, Leisure And Other Service Occupations	5,000	7.7	9.0	9.2	9.1
7 Sales And Customer Service Occs	5,200	8.0	7.5	6.8	7.5
Soc 2010 Major Group 8-9	8,500	13.0	16.0	13.6	17.2
8 Process Plant & Machine Operatives	2,600	3.9	5.8	4.8	6.4
9 Elementary Occupations	5,900	9.1	10.2	8.8	10.7

Source: ONS annual population survey

Notes: Numbers and % are for those of 16+

% is a proportion of all persons in employment

Table 2.17: Time series changes in occupational structure in Tonbridge & Malling

	Ton & Malling 2016		Ton & Malling 2015		Ton & Malling 2014		Ton & Malling 2013	
	Number	%	Number	%	Number	%	Number	%
Total SOC 2010 major group 1-3	34,100	52.3	30,500	48.2	32,500	49.9	32,600	56.6
1 Managers, directors and senior officials	12,500	19.2	9,000	14.2	5,500	8.5	8,100	14.1
2 Professional occupations	10,900	16.8	11,300	17.9	14,200	21.8	15,400	26.7
3 Associate professional & technical	10,600	16.3	10,200	16.1	12,800	19.6	9,100	15.8
Total SOC 2010 major group 4-5	12,500	19.1	13,800	21.9	15,900	24.3	14,500	25.1
4 Administrative & secretarial	7,100	10.9	8,500	13.5	8,500	13.0	9,000	15.6
5 Skilled trades occupations	5,400	8.2	5,300	8.4	7,400	11.3	5,500	9.5
Total SOC 2010 major group 6-7	10,200	15.6	11,300	17.8	11,100	17.0	6,300	10.9
6 Caring, leisure and other service occupations	5,000	7.7	6,400	10.1	7,600	11.7	3,700	6.4
7 Sales and customer service occupations	5,200	8.0	4,900	7.7	3,500	5.3	2,600	4.5
Total SOC 2010 major group 8-9	8,500	13.0	7,600	12.1	5,800	8.9	4,400	7.6
8 Process plant & machine operatives	2,600	3.9	4,100	6.5	2,500	3.8	2,300	4.0
9 Elementary occupations	5,900	9.1	3,500	5.6	3,300	5.1	2,100	3.6
Total	65,300		63,200		65,300		57,800	

Source: ONS annual population survey

Notes: Numbers and % are for those of 16+

% is a proportion of all persons in employment

2.5: Employment in Tonbridge & Malling: What People Earn

Table 2.18: Earnings for adults resident in Tonbridge & Malling, including those people who work out of county.

December 2016	Tonbridge & Malling £	Kent £	South East £	GB £
Gross weekly pay				
Full-time workers	655.1	555.3	582.0	541.0
Male full-time workers	738.6	600.2	634.5	581.2
Female full-time workers	565.6	470.0	512.3	481.1
Hourly pay - excluding overtime				
Full-time workers	17.34	13.78	14.85	13.66
Male full-time workers	17.50	14.78	15.76	14.25
Female full-time workers	15.34	12.36	13.59	12.84

Source: ONS Annual survey of hours and earnings

Table 2.19: Time series for earnings by adults resident in Tonbridge & Malling, including those who work out of county

	2016	2015	2014	2013	2012	2011	2010
Gross weekly pay	£	£	£	£	£	£	£
Full-time workers	655.1	636.2	573.4	600.0	600.0	552.1	576.6
Male full-time workers	738.6	738.6	696.4	623.0	632.7	624.1	632.4
Female full-time workers	565.6	536.0	465.6	534.3	539.0	480.2	485.6

Source: ONS Annual survey of hours and earnings

Table 2.20: Earnings by workplace; adult employees working in Tonbridge & Malling but not necessarily living in Tonbridge & Malling

2016 average	Tonbridge & Malling £	Kent £	South East £	GB £
Gross weekly pay				
Full-time workers	550.8	517.5	566.0	540.2
Male full-time workers	567.7	566.8	611.5	580.6
Female full-time workers	495.7	450.4	497.8	480.8
Hourly pay - excluding overtime				
Full-time workers	13.66	12.95	14.31	13.64
Male full-time workers	13.55	13.63	15.10	14.24
Female full-time workers	13.68	11.91	13.20	12.83

Source: ONS Annual survey of hours and earnings

Table 2.21 Time series for workplace earnings in Tonbridge & Malling

	2016	2015	2014	2013	2012	2011	2010
Gross weekly pay		£	£	£	£	£	£
Full-time workers	550.8	517.1	528.0	522.2	527.7	491.9	533.8
Male full-time workers	567.7	550.2	551.7	555.1	535.1	545.8	541.2
Female full-time workers	495.7	414.8	422.1	425.9	452.8	430.3	432.1

Source: ONS Annual survey of hours and earnings

2.6: Employment in Tonbridge & Malling: Company Size

Table 2.22: Company size by number of employees in Tonbridge & Malling

	Ton & Malling No.	Ton & Malling %	Kent No.	Kent %	South East %	GB %
Enterprises						
Micro (0 to 9)	4,850	89.3	52,740	89.5	89.8	89.2
Small (10 to 49)	475	8.7	5,110	8.7	8.3	8.9
Medium (50 to 249)	85	1.6	890	1.5	1.5	1.6
Large (250+)	25	0.5	195	0.3	0.4	0.4
Total	5,430		58,940			
Local Units						
Micro (0 to 9)	5,275	84.6	58,295	84.6	85.2	84.1
Small (10 to 49)	750	12.0	8,700	12.6	12.0	12.9
Medium (50 to 249)	185	3.0	1,650	2.4	2.4	2.7
Large (250+)	30	0.5	235	0.3	0.4	0.4
Total	6,235		68,880			

Source:

ONS – Inter Departmental Business Register 2016

The table presents analysis of businesses at both Enterprise and Local Unit level. An Enterprise is the smallest combination of legal units (generally based on VAT and/or PAYE records) which has a certain degree of autonomy within an Enterprise Group. An individual site (for example a factory or shop) in an enterprise is called a local unit. For example at the end of 2016, Kent had 58,940 businesses (enterprises), which comprised 68,880 individual factories, shops or units.

Table 2.23: Time series of company size by number of employees in Tonbridge & Malling (enterprises)

	2016	2015	2014	2013	2012	2011
Micro (0 to 9)	4,850	4,605	4,275	4,135	4,160	4,035
Small (10 to 49)	475	470	470	465	480	455
Medium-sized (50 to 249)	85	95	95	90	80	80
Large (250+)	25	25	20	25	25	25
Total	5,430	5,195	4,860	4,715	4,750	4,590

Source: ONS – Inter Departmental Business Register 2016

2.7: Employment in Tonbridge & Malling Vacancies by Occupation

All data for tables 2.24 to 2.37 are derived from the Burning Glass “Labour Insight” database of online advertised vacancies.

Table 2.24: Top 20 Vacancies by Occupation in Tonbridge & Malling

Year to 31 May 2015		Year to 31 May 2016		Year to 31 May 2017	
Occupation	No. Postings	Occupation	No. Postings	Occupation	No. Postings
Large goods vehicle drivers	223	Other administrative occupations	344	Secondary education teaching professionals	378
Other administrative occupations	189	Secondary education teaching professionals	315	Other administrative occupations	339
Secondary education teaching professionals	183	Customer service occupations	287	Business sales executives	329
Programmers and software development professionals	178	Large goods vehicle drivers	276	Large goods vehicle drivers	282
Customer service occupations	140	Business sales executives	272	Vehicle technicians, mechanics and electricians	275
Business sales executives	128	Programmers and software development professionals	241	Customer service occupations	264
Van drivers	113	Vehicle technicians, mechanics and electricians	206	Book-keepers, payroll managers and wages clerks	208
Primary and nursery education teaching professionals	108	Care workers and home carers	166	Transport and distribution clerks and assistants	204
Care workers and home carers	106	Nurses	166	Programmers and software development professionals	201
Vehicle technicians, mechanics and electricians	100	Book-keepers, payroll managers and wages clerks	160	Nurses	199
Nurses	96	Primary and nursery education teaching professionals	157	Managers and directors in retail and wholesale	189
IT user support technicians	88	Managers and proprietors in other services	155	Care workers and home carers	184

Sales related occupations	84	Managers and directors in retail and wholesale	152	Sales accounts and business development managers	179
Web design and development professionals	84	Web design and development professionals	149	Elementary storage occupations	171
Elementary construction occupations	82	Van drivers	141	Primary and nursery education teaching professionals	168
Sales accounts and business development managers	82	Sales related occupations	138	Chartered and certified accountants	161
Chefs	71	Teaching assistants	134	Sales related occupations	158
Teaching assistants	71	Sales accounts and business development managers	130	Web design and development professionals	155
Cleaners and domestics	64	IT user support technicians	129	Marketing associate professionals	149
Sales and retail assistants	64	Marketing associate professionals	125	Teaching assistants	148

Table 2.25: Top 20 Skills Demanded in Tonbridge & Malling

Year to 31 May 2015		Year to 31 May 2016		Year to 31 May 2017	
Skills	No. Postings	Skills	No. Postings	Skills	No. Postings
Customer Service	470	Customer Service	958	Customer Service	1,108
Microsoft Excel	385	Microsoft Excel	833	Microsoft Excel	883
Teaching	355	Teaching	570	Teaching	676
Contract Management	306	Sales	505	Business Management	571
Business Management	260	Microsoft Office	480	Sales	561
Sales	258	Business Management	478	Microsoft Office	506
Repair	225	Repair	453	Repair	476
Microsoft Office	209	Contract Management	366	Contract Accountancy	464
SQL	180	Project Management	359	Key Performance Indicators	391
Project Management	168	Customer Contact	352	Customer Contact	385
Customer Contact	161	Key Performance Indicators	343	Project Management	385
Key Performance Indicators	158	Invoicing	338	Product Sales	378
JavaScript	152	Product Sales	323	Invoicing	374
Facebook	150	Contract Accountancy	261	Contract Management	340
Product Sales	140	Microsoft Windows	233	Sales Recruiting	312
Microsoft Windows	138	Sales Recruiting	231	Accountancy	309
Invoicing	131	SQL	228	Budgeting	276
Business Development	126	JavaScript	222	Business Development	261
Microsoft C#	126	Accountancy	214	SQL	257
.NET Programming	117	Business Development	205	Secretarial Skills	234

Table 2.26: Specific computer skills demanded in Tonbridge & Malling

Year to 31 May 2017	
Computer Skills	No. Postings
Microsoft Excel	883
Microsoft Office	506
SQL	257
JavaScript	213
Microsoft Windows	199
Microsoft C#	165
.NET Programming	146
Microsoft Powerpoint	120
SQL Server	114
ASP	97
SAP	86
Computer Aided Draughting/Design (CAD)	80
Microsoft Word	73
Facebook	67
Hypertext Preprocessor (PHP)	64

Table 2.27: Advertised salaries in Tonbridge & Malling

	Year to 31 May 2015	Year to 31 May 2016	Year to 31 May 2017
More than £90,000	31	90	73
£80,000 to £89,999	33	50	45
£70,000 to £79,999	43	79	60
£60,000 to £69,999	85	149	161
£50,000 to £59,999	157	329	339
£40,000 to £49,999	260	410	547
£30,000 to £39,999	499	1,158	1,436
£20,000 to £29,999	1,097	2,253	2,461
£15,000 to £19,999	971	1,680	1,828
£10,000 to £14,999	300	300	289
Less than £10,000	94	199	197

Source: Burning Glass/Labour Insight 2016

Table 2.28: Top employers in Tonbridge & Malling

Year to 31 May 2017	
Employer/Agency	No. Postings
HEADFORD SHIPPING	220
NATIONAL HEALTH SERVICE	158
HADLOW COLLEGE	90
WEST KENT AND ASHFORD COLLEGE	68
BEACON PLUS	40
NATIONWIDE ACCIDENT REPAIR SERVICES	40
TONBRIDGE SCHOOL	38
TECHENG	31
TECHNICAL PLACEMENTS LIMITED	29
BRAKES	28
RARK SOLUTIONS	27
CLUB LIMITED	24
WEALD OF KENT GRAMMAR SCHOOL FOR GIRLS	24
ATTB	23
HOLMESDALE TECHNOLOGY COLLEGE	23
HR GO CHATHAM	23
MCDONALD'S RESTAURANTS	23
PDR SOLUTIONS	23
NEWCROSS HEALTHCARE	22
BOWERFORD ASSOCIATES	21

Table 2.29: Top industry sectors in Tonbridge & Malling

Year to 31 May 2017	
Industry	No. Postings
EDUCATION (P)	1,174
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES (Q)	709
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES (G)	613
MANUFACTURING (C)	485
ACCOMMODATION AND FOOD SERVICE ACTIVITIES (I)	392
TRANSPORTATION AND STORAGE (H)	283
FINANCIAL AND INSURANCE ACTIVITIES (K)	265
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES (M)	257
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES (N)	205
CONSTRUCTION (F)	183
REAL ESTATE ACTIVITIES (L)	92
WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES (E)	68
OTHER SERVICE ACTIVITIES (S)	61
INFORMATION AND COMMUNICATION (J)	47
ARTS, ENTERTAINMENT AND RECREATION (R)	41
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY (O)	26
ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY (D)	8
MINING AND QUARRYING (B)	7
AGRICULTURE, FORESTRY AND FISHING (A)	3