

## Tunbridge Wells Economic Profile 2017 Summary

### Section 1: Qualification Levels

#### 1.1: Comparative Qualification Levels with the South East and GB

- The average qualification levels of the Tunbridge Wells population are above the Kent and Great Britain averages, but only broadly in line with the South East averages.
- The proportion of the population with no qualifications has not fallen as sharply as the Kent average and, considering time series averages, is probably slightly above the Kent, South East and Great Britain averages.
- Between January 2006 and December 2016, qualifications for Tunbridge Wells residents (16-64) has increased by the following:

	<b>Tunbridge Wells</b>	<b>Kent</b>	<b>South East</b>	<b>GB</b>
Level 4 & above	26.6% to 49.4%	23.8% to 36.9%	29.4% to 41.4%	26.6% to 38.2%
Level 3 & above	43.7% to 59.8%	42.5% to 54.4%	48.4% to 58.8%	44.4% to 55.8%
Level 2 & above	61.7% to 77.3%	61.9% to 73.1%	67.2% to 77.5%	62.9% to 74.3%
Level 1 & above	79.2% to 91.8%	79.7% to 86.6%	82.2% to 88.8%	77.1% to 85.3%
No quals	11.1% to $\cong$ 7.0%	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 Tunbridge Wells Economy

#### 2.1: Population

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

	<b>0-15</b>		<b>16-19</b>		<b>16-64</b>		<b>65+</b>	
	<b>2017</b>	<b>2026</b>	<b>2017</b>	<b>2026</b>	<b>2017</b>	<b>2026</b>	<b>2017</b>	<b>2026</b>
<b>Male</b>	12,000	12,200	2,600	2,900	35,800	36,700	10,100	12,200
<b>Female</b>	11,500	11,800	2,700	2,900	35,400	35,300	12,400	14,600
<b>Total</b>	<b>23,500</b>	<b>23,700</b>	<b>5,300</b>	<b>5,800</b>	<b>71,200</b>	<b>72,000</b>	<b>22,500</b>	<b>26,700</b>

## 2.2: Economic activity in Tunbridge Wells

In the year to December 2016;

- **84.8%** of the Tunbridge Wells 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.
- **63.1%** of the Tunbridge wells population of 16-64 year olds were employees and **18.9%** were self-employed. This is above the average of **10.6%** for self-employment in Great Britain.
- **3.2%** of the Tunbridge Wells 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:

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

Source: ONS population survey.

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

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

Source: ONS population survey.

## 2.3: Overall NEET and Not Known Figures in Tunbridge Wells

- In April 2017, Tunbridge had **2.67%** of Yr 12 & 13 NEETS (academic age 16 & 17) and **3%** unknowns. The target for January is 1.65% NEET.
- Since April 2014, the NEET figure in Tunbridge Wells has varied between -4.88% and -0.82% of target.

## 2.4 Employment and Self-Employment in Tunbridge Wells – what do people do

- The key **employment sectors** in Tunbridge Wells are:

	<b>Main employment sectors 2015</b>	<b>No. employees</b>	<b>% total employment</b>
<b>Tunbridge Wells</b>	Wholesale and retail	10,800	19.5
	Health & social work	8,100	14.7
	Professional, scientific & technical	5,400	9.7
	Education	4,700	8.5
	Financial & insurance activities	4,600	8.3
	Admin. & support services	3,800	6.8
	Accommodation & food service	3,700	6.7

Source: BRES 2016

	<b>Main employment sectors 2015</b>	<b>No. employees</b>	<b>% total employment</b>
<b>Kent</b>	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 **Tunbridge Wells** residents are summarised below:

	<b>Tunbridge Wells (%)</b>	<b>Kent (%)</b>	<b>South East (%)</b>	<b>Great Britain (%)</b>
<b>Soc 2010 Major Group 1-3</b>	<b>65.5</b>	<b>45.1</b>	<b>49.7</b>	<b>45.5</b>
1 Managers, Directors And Senior Officials	12.7	11.1	11.9	10.6
2 Professional Occupations	28.6	19.2	22.4	20.3
3 Associate Professional & Technical	24.2	14.7	15.3	14.4
<b>Soc 2010 Major Group 4-5</b>	<b>11.1</b>	<b>22.4</b>	<b>20.6</b>	<b>20.6</b>
4 Administrative & Secretarial	#	10.1	10.3	10.2
5 Skilled Trades Occupations	#	12.3	10.3	10.3
<b>Soc 2010 Major Group 6-7</b>	<b>12.2</b>	<b>16.6</b>	<b>16.0</b>	<b>16.8</b>
6 Caring, Leisure And Other Service Occupations	7.4	9.0	9.2	9.1
7 Sales And Customer Service Occs	4.8	7.5	6.8	7.5
<b>Soc 2010 Major Group 8-9</b>	<b>11.1</b>	<b>16.0</b>	<b>13.6</b>	<b>17.2</b>
8 Process Plant & Machine Operatives	1.8	5.8	4.8	6.4
9 Elementary Occupations	9.3	10.2	8.8	10.7

Source: ONS annual population survey

# Sample size too small for reliable estimate

- 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. Residents of Tunbridge Wells overwhelmingly describe themselves as being in senior manager occupations compared to Kent averages.

## 2.5 Employment in Tunbridge Wells: What People Earn

- The table below illustrates average earnings in Tunbridge Wells by residence, including out commuters. Earnings in the 2016 snapshot are broadly equivalent to the average in Kent. However the trend shown in time series data suggests that earnings are higher than the Kent average.

December 2016	Tunbridge Wells £	Kent £
<b>Gross weekly pay</b>		
Full-time workers	551.7	555.3
Male full-time workers	571.8	600.2
Female full-time workers	477.7	470.0
<b>Hourly pay - excluding overtime</b>		
Full-time workers	13.95	13.78
Male full-time workers	14.37	14.78
Female full-time workers	12.25	12.36

Source: ONS – Inter Departmental Business Register 2016

- The table below illustrates the average earnings by workplace in Tunbridge Wells, including in commuters. Workplace earnings are comparable to the Kent average.

December 2016	Tunbridge Wells £	Kent £
<b>Gross weekly pay</b>		
Full-time workers	524.4	517.5
Male full-time workers	525.0	566.8
Female full-time workers	517.2	450.4
<b>Hourly pay - excluding overtime</b>		
Full-time workers	13.10	12.95
Male full-time workers	12.91	13.63
Female full-time workers	13.58	11.91

Source: ONS – Inter Departmental Business Register 2016

## 2.6: Employment in Tunbridge Wells: Company Size

- In Tunbridge Wells, 90.3% of companies are micro, a slightly larger percentage than the averages for Kent, the South East and Great Britain.
- In Tunbridge Wells, 0.2% of companies are large, a smaller percentage than the Kent, South East and Great Britain averages.

<b>Enterprises</b>	<b>Tunbridge Wells %</b>	<b>Kent %</b>
Micro (0 to 9)	90.3	89.5
Small (10 to 49)	8.2	8.7
Medium (50 to 249)	1.4	1.5
Large (250+)	0.2	0.3

Source: ONS – Inter Departmental Business Register 2016

## 2.7 Employment in Tunbridge Wells: 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 Tunbridge Wells. 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 Tunbridge Wells economy.

<b>Year to 31 May 2017</b>	
<b>Occupation</b>	<b>No. Postings</b>
Nurses	466
Business sales executives	448
Programmers and software development professionals	364
Web design and development professionals	349
Chefs	315
Other administrative occupations	308
Managers and directors in retail and wholesale	304
Secondary education teaching professionals	262
Chartered and certified accountants	246
Book-keepers, payroll managers and wages clerks	234

- In the year to 31 May 2017, the top 20 employers advertising online for vacancies in Tunbridge Wells were:

NHS, Fenwicks, Fusion Lifestyle (Sports centre), Hotel du Vin, Camp Beaumont Day Camps (Summer school provider), Ashdown Appointments Ltd (Hotel and catering recruitment specialist), Shepherd Neame, AXA, ATTB (Recruitment agency), Newcross Healthcare, (Healthcare recruitment agency), Floss Agency

(Recruitment agency), ID Medical Ltd (Medical recruitment agency), PDR Solutions (Recruitment agency and training provider), Benenden School, Motorline (Car sales franchise group), Gerrard White (Financial services and executive recruitment), Spire Healthcare (Private medical care), Interserve (Construction and infrastructure), Comtecs (IT recruitment)

**Tunbridge Wells Data Pack  
Tunbridge Economic Profile 2017**

**Section 1: Skill Levels of 16-64 Year Olds**

**1.1: Comparative Qualification Levels in Tunbridge Wells**

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

<b>Table 1.1</b>	<b>Tun. Wells No.</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
NVQ 4 And Above	34,800	49.4	36.9	41.4	38.2
NVQ 3 And Above	42,100	59.8	54.4	60.3	56.9
NVQ 2 And Above	54,400	77.3	73.1	77.5	74.3
NVQ 1 And Above	64,600	91.8	86.6	88.8	85.3
Other Qualifications	4,500	6.3	6.5	5.8	6.6
No Qualifications	#	#	7.0	5.4	8.0

Source: ONS annual population survey.

# Sample size too small for reliable estimate

The average qualification levels of the Tunbridge Wells population are above the Kent and Great Britain averages, but only broadly in line with the South East averages. However the proportion of the population with no qualifications has not fallen as sharply as the Kent average and, considering time series averages, is probably slightly above the Kent, South East and Great Britain averages.

Looked at on a time series basis the improvement in qualifications over time is evident. Tables 1.2 to 1.7 illustrate the growth in qualification levels from January 2006 to December 2016.

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

<b>Table 1.2</b>	<b>Tun. Wells Actual</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
Jan 06-Dec 06	17,300	26.6	25.5	30.4	27.5
Jan 07-Dec 07	21,600	32.6	26.0	30.8	28.6
Jan 08-Dec 08	21,900	31.8	25.1	31.1	28.6
Jan 09-Dec 09	22,600	32.4	28.6	32.7	29.9
Jan 10-Dec 10	29,100	41.1	30.0	34.0	31.2
Jan 11-Dec 11	25,000	35.5	31.5	36.1	32.8
Jan 12-Dec 12	28,700	41.0	29.5	36.8	34.2
Jan 13-Dec 13	29,800	41.8	33.4	38.2	35.1
Jan 14-Dec 14	28,400	40.1	32.4	39.1	36.0
Jan 15-Dec 15	30,900	44.4	34.3	39.8	37.1
Jan 16-Dec 16	34,800	49.4	36.9	41.4	38.2

Source: ONS annual population survey.

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

<b>Table 1.3</b>	<b>Tun. Wells Actual</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
Jan 06-Dec 06	28,400	43.7	43.4	49.2	45.3
Jan 07-Dec 07	34,300	51.7	44.5	49.4	46.2
Jan 08-Dec 08	34,100	49.4	45.0	49.8	46.1
Jan 09-Dec 09	38,100	54.8	47.6	50.7	47.3
Jan 10-Dec 10	41,300	58.3	48.3	52.1	48.9
Jan 11-Dec 11	36,100	51.3	50.2	55.1	50.8
Jan 12-Dec 12	42,400	60.5	51.8	56.6	53.1
Jan 13-Dec 13	41,300	58.0	53.7	57.7	53.9
Jan 14-Dec 14	43,200	60.8	53.8	58.8	55.0
Jan 15-Dec 15	41,500	59.5	53.8	58.8	55.8
Jan 16-Dec 16	42,100	59.8	54.4	60.3	56.9

Source: ONS annual population survey.

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

<b>Table 1.4</b>	<b>Tun. Wells Actual</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
Jan 06-Dec 06	40,100	61.7	63.6	67.6	63.6
Jan 07-Dec 07	48,500	73.1	63.3	67.9	64.2
Jan 08-Dec 08	46,200	66.9	63.6	67.8	63.9
Jan 09-Dec 09	49,500	71.2	66.9	69.0	65.3
Jan 10-Dec 10	51,700	73.0	68.9	70.8	67.2
Jan 11-Dec 11	49,100	70.0	69.2	73.3	69.5
Jan 12-Dec 12	52,900	75.5	71.2	75.4	71.8
Jan 13-Dec 13	56,600	79.5	74.7	76.5	72.4
Jan 14-Dec 14	54,700	77.1	74.0	77.1	73.3
Jan 15-Dec 15	52,600	75.5	73.5	76.8	73.6
Jan 16-Dec 16	54,400	77.3	73.1	77.5	74.3

Source: ONS annual population survey.

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

<b>Table 1.5</b>	<b>Tun. Wells Actual</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
Jan 06-Dec 06	51,500	79.2	80.0	82.4	77.5
Jan 07-Dec 07	57,900	87.3	79.4	82.0	77.9
Jan 08-Dec 08	54,500	78.9	80.4	82.4	77.6
Jan 09-Dec 09	58,500	84.0	81.8	83.0	78.8
Jan 10-Dec 10	59,800	84.5	82.4	84.1	80.1
Jan 11-Dec 11	58,500	83.4	84.4	86.6	82.5
Jan 12-Dec 12	60,600	86.6	85.0	87.7	83.9
Jan 13-Dec 13	63,200	88.8	87.5	88.4	84.3
Jan 14-Dec 14	62,700	88.4	87.4	89.2	85.0
Jan 15-Dec 15	59,200	84.9	87.0	88.5	84.9
Jan 16-Dec 16	64,600	91.8	86.6	88.8	85.3

Source: ONS annual population survey.

**Table 1.6: Time series for Tunbridge Wells residents with other qualifications**

<b>Table 1.6</b>	<b>Tun. Wells Actual</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
Jan 06-Dec 06	6,300	9.7	7.5	7.8	8.6
Jan 07-Dec 07	4,100	6.2	8.2	8.2	8.9
Jan 08-Dec 08	5,600	8.2	7.0	7.9	8.9
Jan 09-Dec 09	#	#	6.6	7.9	8.8
Jan 10-Dec 10	#	#	6.0	7.5	8.5
Jan 11-Dec 11	6,700	9.6	5.2	5.5	6.8
Jan 12-Dec 12	4,400	6.3	6.9	5.4	6.3
Jan 13-Dec 13	5,400	7.6	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	4,500	6.3	6.5	5.8	6.6

Source: ONS annual population survey.

# Sample size too small for reliable estimate

Includes foreign qualifications and some non-accredited professional qualifications.

**Table 1.7: Time series for Tun. Wells residents with no qualifications**

<b>Table 1.7</b>	<b>Tun. Wells Actual</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
Jan 06-Dec 06	7,200	11.1	12.6	9.8	13.9
Jan 07-Dec 07	4,300	6.5	12.4	9.8	13.3
Jan 08-Dec 08	8,900	12.9	12.6	9.7	13.5
Jan 09-Dec 09	7,000	10.1	11.6	9.1	12.4
Jan 10-Dec 10	7,600	10.8	11.6	8.4	11.3
Jan 11-Dec 11	4,900	7.0	10.4	7.9	10.7
Jan 12-Dec 12	4,900	7.1	8.1	6.9	9.7
Jan 13-Dec 13	#	#	7.3	6.5	9.4
Jan 14-Dec 14	5,400	7.6	6.6	5.6	8.8
Jan 15-Dec 15	6,700	9.6	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 estimate

## Section 2: The Tunbridge Wells Economy

### 2.1: Population

**Table 2:1 The resident population of Tunbridge Wells in 2016:**

	<b>Tunbridge Wells</b>	<b>Kent</b>	<b>South East</b>	<b>Great Britain</b>
<b>Total</b>	117,100	1,524,700	8,947,900	63,258,400
<b>Males</b>	57,800	747,400	4,404,400	31,165,300
<b>Females</b>	59,300	777,300	4,543,500	32,093,100

Source: ONS annual population survey population

**Table 2:2 Age and sex breakdown of Tunbridge Wells population 2016:**

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

Note: all percentages are of the total population.

#### Male

<b>Area</b>	<b>Aged 0 - 15</b>		<b>Aged 16 - 64</b>		<b>Aged 16-19</b>		<b>Aged 65 and over</b>	
	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>
Tun. Wells	12,000	20.8	35,800	61.9	3,500	6.0	9,900	17.2
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

<b>Area</b>	<b>Aged 0 - 15</b>		<b>Aged 16 - 64</b>		<b>Aged 16-19</b>		<b>Aged 65 and over</b>	
	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>
Tun. Wells	11,500	19.4	35,600	60.0	3,700	6.3	12,200	20.5
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**

<b>Area</b>	<b>Aged 0 - 15</b>		<b>Aged 16 – 64</b>		<b>Aged 16-19</b>		<b>Aged 65 and over</b>	
	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>
Tun. Wells	23,500	20.1	71,400	61.0	7,200	6.2	22,100	18.9
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 Tunbridge Wells population forward to 2026, using the KCC Interactive Population Toolkit

**Table 2.3: Projected Tunbridge Wells Population aged 0-15**

<b>Tunbridge Wells Population Aged 0-15 - Projection</b>										
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Male</b>	12,000	12,100	12,200	12,300	12,300	12,300	12,200	12,200	12,200	12,200
<b>Female</b>	11,500	11,600	11,800	11,900	11,900	11,900	11,900	11,900	11,800	11,800
<b>Total</b>	<b>23,500</b>	<b>23,700</b>	<b>24,000</b>	<b>24,100</b>	<b>24,200</b>	<b>24,200</b>	<b>24,100</b>	<b>24,100</b>	<b>24,000</b>	<b>24,000</b>

**Table 2.4: Projected Tunbridge Wells Population aged 16-64**

<b>Tunbridge Wells Population Aged 16-64 - Projection</b>										
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Male</b>	35,800	35,800	36,200	36,500	36,600	36,600	36,700	36,700	36,700	36,700
<b>Female</b>	35,400	35,300	35,500	35,700	35,700	35,700	35,600	35,500	35,400	35,300
<b>Total</b>	<b>71,200</b>	<b>71,100</b>	<b>71,800</b>	<b>72,100</b>	<b>72,300</b>	<b>72,300</b>	<b>72,300</b>	<b>72,200</b>	<b>72,100</b>	<b>72,000</b>

**Table 2.5: Projected Tunbridge Wells Population aged 16-19**

<b>Tunbridge Wells Population Aged 16-19 - Projection</b>										
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Male</b>	2,600	2,500	2,500	2,600	2,600	2,700	2,800	2,900	2,900	2,900
<b>Female</b>	2,700	2,600	2,600	2,600	2,600	2,600	2,700	2,800	2,900	2,900
<b>Total</b>	<b>5,300</b>	<b>5,100</b>	<b>5,100</b>	<b>5,100</b>	<b>5,200</b>	<b>5,300</b>	<b>5,500</b>	<b>5,600</b>	<b>5,800</b>	<b>5,800</b>

**Table 2.6: Projected Tunbridge Wells Population aged 65+**

<b>Tunbridge Wells Population Aged 65+ - Projection</b>										
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Male</b>	10,100	10,300	10,500	10,700	10,900	11,100	11,400	11,600	11,900	12,200
<b>Female</b>	12,400	12,600	12,900	13,100	13,300	13,500	13,800	14,000	14,300	14,600
<b>Total</b>	<b>22,500</b>	<b>22,900</b>	<b>23,400</b>	<b>23,800</b>	<b>24,200</b>	<b>24,600</b>	<b>25,200</b>	<b>25,700</b>	<b>26,200</b>	<b>26,700</b>

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

## 2.2: Economic Activity in Tunbridge Wells

Table 2.7 below illustrates employment and unemployment rates in Tunbridge Wells 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: Tunbridge Wells Economic Activity Rates as at December 2016.**

	Tun. Wells No.	Tun. Wells %	Kent %	South East %	Great Britain %
<b>All People</b>					
Economically Active†	60,800	84.8	78.9	81.0	77.8
In Employment†	58,800	81.9	74.7	77.6	74.0
Employees†	44,400	63.1	61.0	65.3	63.1
Self Employed†	14,400	18.9	13.4	12.1	10.6
Unemployed§	2,000	3.2	5.2	4.0	4.8
<b>Males</b>					
Economically Active†	33,600	92.1	84.9	86.3	83.2
In Employment†	32,100	87.7	80.1	82.6	79.0
Employees†	24,100	68.3	62.7	66.6	64.4
Self Employed†	8,000	19.4	17.4	15.7	14.2
Unemployed§	!	!	5.4	4.1	4.9
<b>Females</b>					
Economically Active†	27,200	77.5	73.1	75.8	72.6
In Employment†	26,700	76.1	69.4	72.7	69.1
Employees†	20,300	57.8	59.4	64.0	61.7
Self Employed†	6,400	18.3	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

! - Sample size disclosive

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: Tunbridge Wells economic inactivity rates as at December 2016 (Note ages 16-64 only) – category breakdown**

<b>All People</b>	<b>Tun. Wells No.</b>	<b>Tun. Wells %</b>	<b>Kent %</b>	<b>South East %</b>	<b>Great Britain %</b>
<b>Total</b>	<b>10,700</b>	<b>15.2</b>	<b>21.1</b>	<b>19.0</b>	<b>22.2</b>
Student	4,600*	43.3	29.4	25.0	26.3
Looking After Family/Home	3,600*	34.0	24.6	25.9	24.7
Temporary Sick	!	!	!	1.6	2.0
Long-Term Sick	!	!	17.8	18.3	22.3
Discouraged	!	!	!	0.2	0.4
Retired	1,300*	11.7	15.1	14.9	13.3
Other	!	!	12.8	14.1	10.9
Wants A Job	2,600*	24.2	22.8	26.2	23.9
Does Not Want A Job	8,100	75.8	77.2	73.8	76.1

**Source: ONS annual population survey**

\* may be unreliable due to small sample size

! Sample size disclosive

**Table 2.9: Tunbridge Wells economic activity rates from January 2012 to December 2016**

	Tun. Wells Numbers 2016	Tun. Wells %	Tun. Wells Numbers 2015	Tun. Wells %	Tun. Wells Numbers 2014	Tun. Wells %	Tun. Wells Numbers 2013	Tun. Wells %	Tun. Wells Numbers 2012	Tun. Wells %
<b>All people</b>										
Economically active†	60,800	84.8	56,200	76.0	56,400	76.0	59,900	81.2	57,900	80.3
In employment†	58,800	81.9	54,200	73.2	53,900	72.6	58,000	78.4	56,200	77.9
Employees†	44,400	63.1	43,500	60.1	43,700	59.7	46,300	63.7	47,100	66.2
Self employed†	14,400	18.9	10,300	13.1	10,200	12.8	11,200	14.0	8,300	10.6
Unemployed§	2,000	3.2	2,100	3.7	2,300	4.1	2,300	3.8	2,500	4.2

**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 Tunbridge Wells – monthly comparison**

Tunbridge Wells	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	2,533	67	2.65%	1.65%	-0.99%	99	3.91%
Jan 2017	2,552	62	2.45%	1.65%	-0.80%	70	2.74%
Feb 2017	2,543	66	2.62%	1.65%	-0.97%	71	2.79%
March 2017	2,541	63	2.50%	1.65%	-0.85%	61	2.40%
April 2017	2,530	67	2.67%	1.65%	-1.01%	76	3.00%

Source: KCC Management Information

**Table 2.11: Overall NEET and Not Known Figures in Tunbridge Wells – annual comparisons**

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

Tunbridge Wells	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	3,768	147	4.39%	3.57%	-0.82%	279	7.40%
April 2015	4,008	173	4.80%	1.65%	-3.15%	348	8.68%
April 2016	3,989	202	5.54%	0.66%	-4.88%	257	6.44%
	*Total cohort Y12 & Y13	No. NEET Y12 & Y13	% NEET Y12 & Y13	Target Jan 2018	Diff from Target	Total	% cohort
April 2017	2,530	67	2.67%	1.65%	-1.01	76	3.00%

## 2.4: Employment and Self-Employment in Tunbridge Wells – what do people do

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

**Table 2.12: Employment by industrial sector in Tunbridge Wells 2010 - 2015**

<b>Tunbridge Wells</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>Structure 2015</b>
Primary Industries (Agriculture/Mining/Utilities)	1,700	1,800	1,800	1,800	1,800	<b>1,800</b>	<b>3.2%</b>
Manufacturing	2,800	2,800	2,600	1,900	3,100	<b>3,300</b>	<b>5.9%</b>
Construction	2,200	1,600	1,600	1,600	1,500	<b>1,500</b>	<b>2.7%</b>
Wholesale and retail trade	10,100	10,900	11,300	10,900	10,700	<b>10,800</b>	<b>19.5%</b>
Transportation and storage	1,000	900	1,000	800	1,100	<b>1,000</b>	<b>1.8%</b>
Accommodation and food service activities	2,800	3,300	3,000	3,400	3,900	<b>3,700</b>	<b>6.7%</b>
Information and communication	2,000	1,900	2,300	2,300	2,000	<b>2,500</b>	<b>4.5%</b>
Financial and insurance activities	3,400	3,300	3,200	3,700	4,600	<b>4,600</b>	<b>8.3%</b>
Real estate activities	900	900	1,000	800	1,000	<b>1,100</b>	<b>2.0%</b>
Professional, scientific and technical activities	3,900	3,400	3,700	3,600	5,400	<b>5,400</b>	<b>9.7%</b>
Administrative and support service activities	2,400	2,800	2,800	3,000	4,800	<b>3,800</b>	<b>6.8%</b>
Public administration and defence	1,100	800	600	500	600	<b>600</b>	<b>1.1%</b>
Education	5,400	4,900	4,300	4,300	4,300	<b>4,700</b>	<b>8.5%</b>
Human health and social work activities	7,100	7,900	7,600	7,700	7,800	<b>8,100</b>	<b>14.7%</b>
Arts, entertainment and recreation	800	800	800	800	800	<b>700</b>	<b>1.3%</b>
Other service activities	1,800	1,800	1,800	1,500	1,500	<b>1,600</b>	<b>2.9%</b>
<b>Total</b>	<b>49,400</b>	<b>49,600</b>	<b>48,600</b>	<b>48,600</b>	<b>54,900</b>	<b>55,200</b>	<b>100%</b>

Source: BRES 2016, via KCC Business Intelligence Unit

**Table 2.13: Change in industrial sector employment between 2010 and 2015 in Tunbridge Wells**

Tunbridge Wells	Change 2010 to 2015	
	No.	%
Primary Industries (Agriculture/Mining/Utilities)	100	5.9%
Manufacturing	500	17.9%
Construction	-700	-31.8%
Wholesale and retail trade	700	6.9%
Transportation and storage	0	0.0%
Accommodation and food service activities	900	32.1%
Information and communication	500	25.0%
Financial and insurance activities	1,200	35.3%
Real estate activities	200	22.2%
Professional, scientific and technical activities	1,500	38.5%
Administrative and support service activities	1,400	58.3%
Public administration and defence	-500	-45.5%
Education	-700	-13.0%
Human health and social work activities	1,000	14.1%
Arts, entertainment and recreation	-100	-12.5%
Other service activities	-200	-11.1%
<b>Total</b>	<b>5,800</b>	<b>11.7%</b>

Source: BRES 2016

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

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

Source: BRES 2016, via KCC Business Intelligence Unit

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

	Change 2010 to 2015	
	No.	%
<b>Kent</b>		
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%
<b>Total</b>	<b>35,200</b>	<b>6.1%</b>

Source: BRES 2016, via KCC Business Intelligence Unit

Using ONS Annual Population Survey we can describe the Standard Occupational Classification of jobs in Tunbridge Wells 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 Tunbridge Wells, December 2016**

	<b>Tun. Wells (Numbers)</b>	<b>Tun. Wells (%)</b>	<b>Kent (%)</b>	<b>South East (%)</b>	<b>Great Britain (%)</b>
<b>Soc 2010 Major Group 1-3</b>	<b>38,600</b>	<b>65.5</b>	<b>45.1</b>	<b>49.7</b>	<b>45.5</b>
1 Managers, Directors And Senior Officials	7,500	12.7	11.1	11.9	10.6
2 Professional Occupations	16,800	28.6	19.2	22.4	20.3
3 Associate Professional & Technical	14,200	24.2	14.7	15.3	14.4
<b>Soc 2010 Major Group 4-5</b>	<b>6,500</b>	<b>11.1</b>	<b>22.4</b>	<b>20.6</b>	<b>20.6</b>
4 Administrative & Secretarial	#	#	10.1	10.3	10.2
5 Skilled Trades Occupations	#	#	12.3	10.3	10.3
<b>Soc 2010 Major Group 6-7</b>	<b>7,200</b>	<b>12.2</b>	<b>16.6</b>	<b>16.0</b>	<b>16.8</b>
6 Caring, Leisure And Other Service Occupations	4,400	7.4	9.0	9.2	9.1
7 Sales And Customer Service Occs	2,800	4.8	7.5	6.8	7.5
<b>Soc 2010 Major Group 8-9</b>	<b>6,500</b>	<b>11.1</b>	<b>16.0</b>	<b>13.6</b>	<b>17.2</b>
8 Process Plant & Machine Operatives	1,000	1.8	5.8	4.8	6.4
9 Elementary Occupations	5,500	9.3	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

# Sample size too small for reliable estimate

**Table 2.17: Time series changes in occupational structure in Tunbridge Wells**

	Tun. Wells 2016		Tun. Wells 2015		Tun. Wells 2014		Tun. Wells 2013	
	Number	%	Number	%	Number	%	Number	%
<b>Total SOC 2010 major group 1-3</b>	<b>38,600</b>	<b>65.5</b>	<b>28,600</b>	<b>52.8</b>	<b>28,000</b>	<b>51.9</b>	<b>30,400</b>	<b>52.9</b>
1 Managers, directors and senior officials	7,500	12.7	6,500	11.9	7,300	13.6	9,800	16.9
2 Professional occupations	16,800	28.6	11,000	20.3	14,100	26.2	11,900	20.5
3 Associate professional & technical	14,200	24.2	11,200	20.6	6,500	12.1	8,700	15.1
<b>Total SOC 2010 major group 4-5</b>	<b>6,500</b>	<b>11.1</b>	<b>8,600</b>	<b>15.8</b>	<b>9,100</b>	<b>16.9</b>	<b>11,800</b>	<b>20.6</b>
4 Administrative & secretarial	#	#	6,200	11.4	#	#	6,000	10.4
5 Skilled trades occupations	#	#	#	#	6,700	12.4	5,800	10.0
<b>Total SOC 2010 major group 6-7</b>	<b>7,200</b>	<b>12.2</b>	<b>10,400</b>	<b>19.2</b>	<b>10,500</b>	<b>19.4</b>	<b>8,900</b>	<b>15.4</b>
6 Caring, leisure and other service occupations	4,400	7.4	#	#	5,400	10.1	#	#
7 Sales and customer service occupations	2,800	4.8	6,300	11.7	5,000	9.4	4,700	8.2
<b>Total SOC 2010 major group 8-9</b>	<b>6,500</b>	<b>11.1</b>	<b>6,600</b>	<b>12.2</b>	<b>6,300</b>	<b>11.7</b>	<b>6,400</b>	<b>11.1</b>
8 Process plant & machine operatives	1,000	1.8	#	#	#	#	#	#
9 Elementary occupations	5,500	9.3	#	#	#	#	5,100	8.8
<b>Total</b>	<b>58,800</b>		<b>54,200</b>		<b>53,900</b>		<b>57,500</b>	

Source: ONS annual population survey

Notes: Numbers and % are for those of 16+

% is a proportion of all persons in employment

# Sample size too small for reliable estimate

## 2.5: Employment in Tunbridge Wells: What People Earn

**Table 2.18: Earnings for adults resident in Tunbridge Wells, including those people who work out of county.**

<b>December 2016</b>	<b>Tunbridge wells £</b>	<b>Kent £</b>	<b>South East £</b>	<b>GB £</b>
<b>Gross weekly pay</b>				
Full-time workers	551.7	555.3	582.0	541.0
Male full-time workers	571.8	600.2	634.5	581.2
Female full-time workers	477.7	470.0	512.3	481.1
<b>Hourly pay - excluding overtime</b>				
Full-time workers	13.95	13.78	14.85	13.66
Male full-time workers	14.37	14.78	15.76	14.25
Female full-time workers	12.25	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 Tunbridge Wells, including those who work out of county**

	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
<b>Gross weekly pay</b>	£	£	£	£	£	£	£
Full-time workers	551.7	562.1	640.3	613.3	592.4	574.1	573.8
Male full-time workers	571.8	652.0	740.5	742.9	670.5	768.7	722.4
Female full-time workers	477.7	505.4	538.5	476.1	540.9	486.1	477.0

Source: ONS Annual survey of hours and earnings

**Table 2.20: Earnings by workplace; adult employees working in Tunbridge Wells but not necessarily living in Tunbridge Wells**

<b>2016 average</b>	<b>Tunbridge Wells £</b>	<b>Kent £</b>	<b>South East £</b>	<b>GB £</b>
<b>Gross weekly pay</b>				
Full-time workers	524.4	517.5	566.0	540.2
Male full-time workers	525.0	566.8	611.5	580.6
Female full-time workers	517.2	450.4	497.8	480.8
<b>Hourly pay - excluding overtime</b>				
Full-time workers	13.10	12.95	14.31	13.64
Male full-time workers	12.91	13.63	15.10	14.24
Female full-time workers	13.58	11.91	13.20	12.83

Source: ONS Annual survey of hours and earnings

**Table 2.21 Time series for workplace earnings in Tunbridge Wells**

	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
<b>Gross weekly pay</b>	£	£	£	£	£	£	£
Full-time workers	524.0	517.9	521.1	513.7	555.1	488.7	483.0
Male full-time workers	525.4	550.0	570.9	583.0	609.6	576.7	520.7
Female full-time workers	517.2	452.9	466.6	441.2	506.9	434.9	414.3

Source: ONS Annual survey of hours and earnings

## 2.6: Employment in Tunbridge Wells: Company Size

**Table 2.22: Company size by number of employees in Tunbridge Wells**

	<b>Tun. Wells No.</b>	<b>Tun. Wells %</b>	<b>Kent No.</b>	<b>Kent %</b>	<b>South East %</b>	<b>GB %</b>
<b>Enterprises</b>						
Micro (0 to 9)	5,620	90.3	52,740	89.5	89.8	89.2
Small (10 to 49)	510	8.2	5,110	8.7	8.3	8.9
Medium (50 to 249)	85	1.4	890	1.5	1.5	1.6
Large (250+)	15	0.2	195	0.3	0.4	0.4
<b>Total</b>	<b>6,225</b>		<b>58,940</b>			
<b>Local Units</b>						
Micro (0 to 9)	6,145	86.1	58,295	84.6	85.2	84.1
Small (10 to 49)	830	11.6	8,700	12.6	12.0	12.9
Medium (50 to 249)	145	2.0	1,650	2.4	2.4	2.7
Large (250+)	15	0.2	235	0.3	0.4	0.4
<b>Total</b>	<b>7,135</b>		<b>68,880</b>			

**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 Tunbridge Wells (enterprises)**

	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
Micro (0 to 9)	5,620	5,510	5,155	4,970	5,045	4,865
Small (10 to 49)	510	505	510	505	470	435
Medium-sized (50 to 249)	85	80	80	75	75	75
Large (250+)	15	15	10	10	10	10
<b>Total</b>	<b>6,225</b>	<b>6,115</b>	<b>5,755</b>	<b>5,555</b>	<b>5,600</b>	<b>5,385</b>

Source: ONS – Inter Departmental Business Register 2016

## 2.7: Employment in Tunbridge Wells: 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 Tunbridge Wells**

Year to 31 May 2015		Year to 31 May 2016		Year to 31 May 2017	
Occupation	No. Postings	Occupation	No. Postings	Occupation	No. Postings
Nurses	329	Business sales executives	431	Nurses	466
Programmers and software development professionals	266	Nurses	386	Business sales executives	448
Web design and development professionals	210	Programmers and software development professionals (2136)	379	Programmers and software development professionals	364
Business sales executives	189	Chefs	290	Web design and development professionals	349
Other administrative occupations	186	Managers and directors in retail and wholesale	264	Chefs	315
Care workers and home carers	165	Other administrative occupations	249	Other administrative occupations	308
Chefs	152	Web design and development professionals	243	Managers and directors in retail and wholesale	304
Sales related occupations	130	Human resources and industrial relations officers	208	Secondary education teaching professionals	262
Sales and retail assistants	127	Sales related occupations	207	Chartered and certified accountants	246
Marketing associate professionals	120	Care workers and home carers	193	Book-keepers, payroll managers and wages clerks	234
Primary and nursery education teaching professionals	118	Legal secretaries	188	Human resources and industrial relations officers	219
Solicitors	111	Secondary education teaching professionals	184	Care workers and home carers	217
Customer service occupations	109	Sales Supervisors	183	Sales related occupations	216

IT user support technicians	109	Solicitors	157	Primary and nursery education teaching professionals	199
Secondary education teaching professionals	93	Book-keepers, payroll managers and wages clerks	155	Legal secretaries	186
Sales Supervisors	92	Sales accounts and business development managers	155	Sales Supervisors	176
Human resources and industrial relations officers	88	Primary and nursery education teaching professionals	149	Managers and proprietors in other services	151
IT business analysts, architects and systems designers	87	Customer service occupations	146	Customer service occupations	149
Managers and proprietors in other services	86	Sales and retail assistants	142	Solicitors	148
Legal secretaries	79	Chartered and certified accountants	133	Marketing associate professionals	145

**Table 2.25: Top 20 Skills Demanded in Tunbridge Wells**

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	540	Customer Service	798	Customer Service	983
Microsoft Excel	445	Sales	688	Sales	688
Sales	330	Microsoft Excel	598	Microsoft Excel	640
SQL	308	Business Management	529	Teaching	506
Business Management	285	Product Sales	401	Business Management	494
Microsoft Office	272	Microsoft Office	382	Contract Accountancy	452
Microsoft C#	268	Teaching	375	Product Sales	452
Contract Management	263	SQL	368	SQL	443
Teaching	253	Business Development	323	Accountancy	416
JavaScript	239	Key Performance Indicators	319	Customer Contact	409
Project Management	239	Sales Recruiting	313	Sales Recruiting	364
Microsoft Windows	231	Contract Accountancy	310	Microsoft C#	356
SQL Server	231	Customer Contact	300	Microsoft Office	345
.NET Programming	223	Microsoft C#	290	Key Performance Indicators	340
Key Performance Indicators	208	Accountancy	286	.NET Programming	332
ASP	200	Project Management	278	Business Development	306
Product Sales	192	Repair	262	JavaScript	292
Customer Contact	185	.NET Programming	254	Secretarial Skills	284
Business Development	163	Contract Management	250	Repair	276
Repair	159	Sales Management	239	Budgeting	265

**Table 2.26: Specific computer skills demanded in Tunbridge Wells**

Year to 31 May 2017	
Computer Skills	No. Postings
Microsoft Excel	640
SQL	443
Microsoft C#	356
Microsoft Office	345
.NET Programming	332
JavaScript	292
Microsoft Windows	225
ASP	218
SQL Server	189
Transact-SQL	154
MySQL	151
jQuery	119
Microsoft Powerpoint	109
Git	108
Hypertext Preprocessor (PHP)	108

**Table 2.27: Advertised salaries in Tunbridge Wells**

	Year to 31 May 2015	Year to 31 May 2016	Year to 31 May 2017
More than £90,000	36	96	60
£80,000 to £89,999	39	71	55
£70,000 to £79,999	48	67	72
£60,000 to £69,999	103	171	201
£50,000 to £59,999	215	353	322
£40,000 to £49,999	394	664	729
£30,000 to £39,999	831	1,310	1,512
£20,000 to £29,999	1,372	2,370	2,509
£15,000 to £19,999	934	1,526	1,782
£10,000 to £14,999	280	310	272
Less than £10,000	71	127	148

Source: Burning Glass/Labour Insight 2016

**Table 2.28: Top employers in Tunbridge Wells**

<b>Year to 31 May 2017</b>	
<b>Employer/Agency</b>	<b>No. Postings</b>
NATIONAL HEALTH SERVICE	328
FENWICK	92
FUSION LIFESTYLE	71
HOTEL DU VIN AND MALMAISON	61
CAMP BEAUMONT DAY CAMPS	60
ASHDOWN APPOINTMENTS LIMITED	53
SHEPHERD NEAME LIMITED	52
AXA	43
ATTB	40
NEWCROSS HEALTHCARE	39
FLOSS AGENCY	38
NUFFIELD HEALTH	38
ID MEDICAL LIMITED	36
PDR SOLUTIONS	35
BENENDEN SCHOOL	32
MOTORLINE HOLDINGS LIMITED	29
GERRARD WHITE	25
SPIRE HEALTHCARE	24
INTERSERVE	23
COMTECs LTD	22

**Table 2.29: Top industry sectors in Tunbridge Wells**

<b>Year to 31 May 2017</b>	
<b>Industry</b>	<b>No. Postings</b>
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES (Q)	1,271
ACCOMMODATION AND FOOD SERVICE ACTIVITIES (I)	828
EDUCATION (P)	768
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES (G)	730
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES (M)	581
FINANCIAL AND INSURANCE ACTIVITIES (K)	324
MANUFACTURING (C)	282
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES (N)	236
ARTS, ENTERTAINMENT AND RECREATION (R)	145
OTHER SERVICE ACTIVITIES (S)	136
CONSTRUCTION (F)	131
INFORMATION AND COMMUNICATION (J)	114
TRANSPORTATION AND STORAGE (H)	106
REAL ESTATE ACTIVITIES (L)	83
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY (O)	22
WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES (E)	20
MINING AND QUARRYING (B)	11
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS-AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE (T)	5
ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY (D)	4