

Gravesham Economic Profile 2017 Summary

Section 1: Qualification Levels

1.1: Comparative Qualification Levels with the South East and GB

- Gravesham residents are better qualified at all NVQ levels, compared to the Kent average and the South East and Great Britain averages.
- Looked at on a time series basis from 2006, initially Gravesham residents were less well qualified than the averages for Kent, South East and GB from 2006, but with particular improvements being seen from 2012 onwards.
- The percentage of residents with no qualifications is above Kent and South East averages and equal to GB averages. (Note sample size for this figure is small and may be unreliable).
- Between January 2006 and December 2016, qualifications for Gravesham residents (16-64) increased by the following:

	Gravesham	Kent	South East	GB
Level 4 & above	18.3% to 43.7%	23.8% to 36.9%	29.4% to 41.4%	26.6% to 38.2%
Level 3 & above	37.4% to 61.5%	42.5% to 54.4%	48.4% to 58.8%	44.4% to 55.8%
Level 2 & above	59.5% to 77.7%	61.9% to 73.1%	67.2% to 77.5%	62.9% to 74.3%
Level 1 & above	81.6% to 86.6%	79.7% to 86.6%	82.2% to 88.8%	77.1% to 85.3%
No quals	10.9% to 7.9%	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 Gravesham Economy

2.1: Population

- According to the KCC interactive population toolkit, the population of Gravesham 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	11,500	12,300	2,600	2,900	33,300	34,900	8,500	10,200
Female	11,000	11,800	2,400	2,800	33,400	35,000	10,000	11,300
Total	22,500	24,000	5,000	5,800	66,800	69,900	18,400	21,500

2.2: Economic activity in Gravesham

In the year to December 2016;

- **69.6%** of the Gravesham 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.
- **49.5%** of the Gravesham population of 16-64 year olds were employees and **13.5%** were self-employed. This is above the average of **10.6%** for self-employment in Great Britain.
- **7.1%** of the Gravesham 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 Well

Source: ONS population survey.

2.3: Overall NEET and Not Known Figures in Gravesham

- In April 2017, Gravesham had **3.59%** of Yr 12 & 13 NEETS (academic age 16 & 17) and **3.67%** unknowns. The target for January is 2.52% NEET.
- Since April 2014, the NEET figure in Gravesham has varied between -5.52% and -1.07% of target.

2.4 Employment and Self-Employment in Gravesham – what do people do

- The key **employment sectors** in Gravesham are:

	Main employment sectors 2015	No. employees	% total employment
Gravesham	Wholesale and retail	4,800	16.7%
	Admin & support services	3,300	11.6%
	Education	3,200	11.1%
	Human health & social work	3,000	10.4%
	Transportation and storage	2,400	8.4%
	Accommodation & food service	2,000	6.8%
	Construction	1,900	6.2%

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 **Gravesham** residents are summarised below:

	Gravesham (%)	Kent (%)	South East (%)	Great Britain (%)
Soc 2010 Major Group 1-3	36.3	45.1	49.7	45.5
1 Managers, Directors And Senior Officials	#	11.1	11.9	10.6
2 Professional Occupations	#	19.2	22.4	20.3
3 Associate Professional & Technical	#	14.7	15.3	14.4
Soc 2010 Major Group 4-5	23.8	22.4	20.6	20.6
4 Administrative & Secretarial	#	10.1	10.3	10.2
5 Skilled Trades Occupations	#	12.3	10.3	10.3
Soc 2010 Major Group 6-7	19.7	16.6	16.0	16.8
6 Caring, Leisure And Other Service Occupations	#	9.0	9.2	9.1
7 Sales And Customer Service Occs	#	7.5	6.8	7.5
Soc 2010 Major Group 8-9	20.2	16.0	13.6	17.2
8 Process Plant & Machine Operatives	#	5.8	4.8	6.4
9 Elementary Occupations	#	10.2	8.8	10.7

Source: ONS annual population survey

sample size too small for reliable estimates

- 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. Gravesham residents are less likely to be senior managers, and more likely to in admin, sales, caring and process occupations, than the rest of Kent.

2.5 Employment in Gravesham: What People Earn

- The table below illustrates average earnings in Gravesham by residence, including out commuters. Earnings are equivalent to the average in Kent.

December 2016	Gravesham £	Kent £
Gross weekly pay		
Full-time workers	544.5	555.3
Male full-time workers	602.7	600.2
Female full-time workers	416.8	470.0
Hourly pay - excluding overtime		
Full-time workers	13.38	13.78
Male full-time workers	14.62	14.78
Female full-time workers	11.13	12.36

Source: ONS – Inter Departmental Business Register 2016

- The table below illustrates the average earnings by workplace in Gravesham, including in commuters. Workplace earnings are higher than the Kent average, with male full-time workers are significantly better off.

December 2016	Gravesham £	Kent £
Gross weekly pay		
Full-time workers	540.5	517.5
Male full-time workers	679.4	566.8
Female full-time workers	395.1	450.4
Hourly pay - excluding overtime		
Full-time workers	14.29	12.95
Male full-time workers	16.88	13.63
Female full-time workers	10.82	11.91

Source: ONS – Inter Departmental Business Register 2016

2.6: Employment in Gravesham: Company Size

- In Gravesham, 91% of companies are micro, a larger percentage than the average for Kent, the South East and Great Britain.
- In Gravesham, 0.1% of companies are large, a smaller percentage than the Kent, South East and Great Britain averages.

Enterprises	Gravesham %	Kent %
Micro (0 to 9)	91.0	89.5
Small (10 to 49)	7.6	8.7
Medium (50 to 249)	1.2	1.5
Large (250+)	0.1	0.3

Source: ONS – Inter Departmental Business Register 2016

2.7 Employment in Gravesham: 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 Gravesham. 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 Gravesham economy.

Year to 31 May 2017	
Occupation	No. Postings
Secondary education teaching professionals	234
Primary and nursery education teaching professionals	217
Nurses	140
Teaching assistants	121
Other administrative occupations	110
Business sales executives	103
Large goods vehicle drivers	98
Care workers and home carers	88
Sales related occupations	66
Managers and directors in retail and wholesale	65

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

NHS, Absolute Interpreting Translations Ltd, Gravesham Borough Council, Northfleet School for Girls, Travis Perkins, Livis Ltd (civil engineering & construction company), BUPA, Capita, St. Georges C of E school, Thanestview School, Meopham School, Copperfield Academy, Ifield School, Mitchells & Butlers (pubs)

and restaurants), NFU Mutual, Port of London Authority, Red Driving School, Wincanton (transport and logistics), Compass Group

**Gravesham Data Pack
Gravesham Economic Profile 2017**

Section 1: Skill Levels of 16-64 Year Olds

1.1: Comparative Qualification Levels in Gravesham

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

Table 1.1	Gravesham No.	Gravesham %	Kent %	South East %	GB %
NVQ 4 And Above	29,900	43.7	36.9	41.4	38.2
NVQ 3 And Above	42,100	61.5	54.4	60.3	56.9
NVQ 2 And Above	53,200	77.7	73.1	77.5	74.3
NVQ 1 And Above	59,200	86.6	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.

Gravesham residents are better qualified at all NVQ levels, compared to the Kent average and the South East and Great Britain.

Looked at on a time series basis the improvement in qualifications of the workforce overtime is evident. Initially Gravesham residents were less well qualified than the averages for Kent, South East and GB in 2006, with particular improvements being seen from 2012 onwards. 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.

Table 1.2	Gravesham Actual	Gravesham %	Kent %	South East %	GB %
Jan 06-Dec 06	29,900	18.3	25.5	30.4	27.5
Jan 07-Dec 07	28,300	15.2	26.0	30.8	28.6
Jan 08-Dec 08	23,900	20.7	25.1	31.1	28.6
Jan 09-Dec 09	19,400	23.1	28.6	32.7	29.9
Jan 10-Dec 10	18,500	25.7	30.0	34.0	31.2
Jan 11-Dec 11	19,600	31.0	31.5	36.1	32.8
Jan 12-Dec 12	16,600	29.0	29.5	36.8	34.2
Jan 13-Dec 13	15,000	30.5	33.4	38.2	35.1
Jan 14-Dec 14	13,100	37.7	32.4	39.1	36.0
Jan 15-Dec 15	9,300	42.9	34.3	39.8	37.1
Jan 16-Dec 16	11,200	43.7	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	Gravesham Actual	Gravesham %	Kent %	South East %	GB %
Jan 06-Dec 06	22,900	37.4	43.4	49.2	45.3
Jan 07-Dec 07	19,200	31.5	44.5	49.4	46.2
Jan 08-Dec 08	26,100	41.1	45.0	49.8	46.1
Jan 09-Dec 09	27,100	41.7	47.6	50.7	47.3
Jan 10-Dec 10	26,900	41.8	48.3	52.1	48.9
Jan 11-Dec 11	28,200	44.6	50.2	55.1	50.8
Jan 12-Dec 12	26,800	42.0	51.8	56.6	53.1
Jan 13-Dec 13	31,300	49.2	53.7	57.7	53.9
Jan 14-Dec 14	34,700	54.8	53.8	58.8	55.0
Jan 15-Dec 15	37,900	57.6	53.8	58.8	55.8
Jan 16-Dec 16	41,200	61.5	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	Gravesham Actual	Gravesham %	Kent %	South East %	GB %
Jan 06-Dec 06	36,400	59.5	63.6	67.6	63.6
Jan 07-Dec 07	30,300	49.6	63.3	67.9	64.2
Jan 08-Dec 08	36,200	57.0	63.6	67.8	63.9
Jan 09-Dec 09	39,100	60.2	66.9	69.0	65.3
Jan 10-Dec 10	46,300	71.9	68.9	70.8	67.2
Jan 11-Dec 11	40,000	63.4	69.2	73.3	69.5
Jan 12-Dec 12	36,900	58.0	71.2	75.4	71.8
Jan 13-Dec 13	45,000	70.8	74.7	76.5	72.4
Jan 14-Dec 14	48,000	75.8	74.0	77.1	73.3
Jan 15-Dec 15	49,600	75.3	73.5	76.8	73.6
Jan 16-Dec 16	53,200	77.7	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	Gravesham Actual	Gravesham %	Kent %	South East %	GB %
Jan 06-Dec 06	49,900	81.6	80.0	82.4	77.5
Jan 07-Dec 07	42,900	70.1	79.4	82.0	77.9
Jan 08-Dec 08	48,800	76.7	80.4	82.4	77.6
Jan 09-Dec 09	48,200	74.2	81.8	83.0	78.8
Jan 10-Dec 10	51,500	80.0	82.4	84.1	80.1
Jan 11-Dec 11	49,700	78.7	84.4	86.6	82.5
Jan 12-Dec 12	48,400	76.0	85.0	87.7	83.9
Jan 13-Dec 13	55,700	87.6	87.5	88.4	84.3
Jan 14-Dec 14	56,200	88.7	87.4	89.2	85.0
Jan 15-Dec 15	60,300	91.6	87.0	88.5	84.9
Jan 16-Dec 16	59,200	86.6	86.6	88.8	85.3

Source: ONS annual population survey.

Table 1.6: Time series for Gravesham residents with other qualifications

Table 1.6	Gravesham Actual	Gravesham %	Kent %	South East %	GB %
Jan 06-Dec 06	4,600	7.6	7.5	7.8	8.6
Jan 07-Dec 07	7,900	13.0	8.2	8.2	8.9
Jan 08-Dec 08	5,700	8.9	7.0	7.9	8.9
Jan 09-Dec 09	7,500	11.6	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	7,900	12.5	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 estimate

Table 1.7: Time series for Gravesham residents with no qualifications

Table 1.7	Gravesham Actual	Gravesham %	Kent %	South East %	GB %
Jan 06-Dec 06	6,600	10.9	12.6	9.8	13.9
Jan 07-Dec 07	10,300	16.9	12.4	9.8	13.3
Jan 08-Dec 08	9,100	14.4	12.6	9.7	13.5
Jan 09-Dec 09	9,200	14.2	11.6	9.1	12.4
Jan 10-Dec 10	9,100	14.2	11.6	8.4	11.3
Jan 11-Dec 11	10,700	16.9	10.4	7.9	10.7
Jan 12-Dec 12	7,400	11.6	8.1	6.9	9.7
Jan 13-Dec 13	#	#	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	4,900	7.9	7.0	5.4	8.0

Source: ONS annual population survey.

Sample size too small for reliable estimate

Section 2: The Gravesham Economy

2.1: Population

Table 2:1 The resident population of Gravesham in 2016:

	Gravesham	Kent	South East	Great Britain
Total	106,800	1,524,700	8,947,900	63,258,400
Males	52,700	747,400	4,404,400	31,165,300
Females	54,100	777,300	4,543,500	32,093,100

Source: ONS annual population survey population

Table 2:2 Age and sex breakdown of Gravesham 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	%
Gravesham	11,300	21.5	33,100	62.2	3,400	6.5	8,300	15.8
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	%
Gravesham	10,900	20.1	33,300	61.6	3,000	5.6	9,900	18.4
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	%
Gravesham	22,200	20.8	66,400	62.2	6,400	6.0	18,300	17.1
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 Gravesham population forward to 2026, using the KCC Interactive Population Toolkit

Table 2.3: Projected Gravesham Population aged 0-15

Gravesham Population Aged 0-15 - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	11,500	11,700	11,800	11,900	12,000	12,100	12,100	12,200	12,300	12,300
Female	11,000	11,200	11,400	11,500	11,600	11,700	11,700	11,800	11,800	11,800
Total	22,500	22,800	23,200	23,400	23,600	23,700	23,800	23,900	24,100	24,000

Table 2.4: Projected Gravesham Population aged 16-64

Gravesham Population Aged 16-64 - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	33,300	33,600	33,700	33,900	34,000	34,200	34,400	34,600	34,700	34,900
Female	33,400	33,700	33,700	33,800	34,000	34,300	34,400	34,600	34,800	35,000
Total	66,800	67,200	67,500	67,700	68,000	68,500	68,900	69,200	69,600	69,900

Table 2.5: Projected Gravesham Population aged 16-19

Gravesham Population Aged 16-19 - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	2,600	2,600	2,600	2,600	2,600	2,700	2,800	2,800	2,900	2,900
Female	2,400	2,400	2,300	2,300	2,400	2,500	2,600	2,700	2,800	2,800
Total	5,000	4,900	4,900	4,900	5,000	5,200	5,400	5,500	5,600	5,800

Table 2.6: Projected Gravesham Population aged 65+

Gravesham Population Aged 65+ - Projection										
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Male	8,500	8,600	8,800	8,900	9,100	9,300	9,500	9,700	9,900	10,200
Female	10,000	10,100	10,200	10,300	10,400	10,500	10,700	10,900	11,000	11,300
Total	18,400	18,700	19,000	19,200	19,500	19,800	20,200	20,600	21,000	21,500

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

2.2: Economic Activity in Gravesham

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

	Gravesham No.	Gravesham %	Kent %	South East %	Great Britain %
All People					
Economically Active†	48,500	69.6	78.9	81.0	77.8
In Employment†	44,000	63.0	74.7	77.6	74.0
Employees†	34,700	49.5	61.0	65.3	63.1
Self Employed†	9,200	13.5	13.4	12.1	10.6
Unemployed§	3,300	7.1	5.2	4.0	4.8
Males					
Economically Active†	24,300	71.4	84.9	86.3	83.2
In Employment†	21,600	63.5	80.1	82.6	79.0
Employees†	15,800	46.1	62.7	66.6	64.4
Self Employed†	#	#	17.4	15.7	14.2
Unemployed§	#	#	5.4	4.1	4.9
Females					
Economically Active†	24,300	68.0	73.1	75.8	72.6
In Employment†	22,300	62.4	69.4	72.7	69.1
Employees†	18,900	52.7	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

sample size too small for reliable estimates

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

All People	Gravesham No.	Gravesham %	Kent %	South East %	Great Britain %
Total	20,800	30.4	21.1	19.0	22.2
Student	4,800	23.1	29.4	25.0	26.3
Looking After Family/Home	2,900	14.0	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	5,300	25.8	15.1	14.9	13.3
Other	5,900	28.6	12.8	14.1	10.9
Wants A Job	7,800	37.2	22.8	26.2	23.9
Does Not Want A Job	13,000	62.8	77.2	73.8	76.1

Source: ONS annual population survey

Sample size too small for reliable estimate

! Sample size disclosive

Table 2.9: Gravesham economic activity rates from January 2012 to December 2016

	Gravesham Numbers 2016	Graves. %	Gravesham Numbers 2015	Graves. %	Graves. Numbers 2014	Graves. %	Graves. Numbers 2013	Graves. %	Graves. Numbers 2012	Graves. %
All people										
Economically active†	48,500	69.6	52,000	76.8	52,600	76.8	52,400	79.9	47,800	72.5
In employment†	44,000	63.0	47,100	69.3	49,800	73.6	48,400	73.5	43,500	65.7
Employees†	34,700	49.5	41,300	62.0	44,500	67.2	42,800	64.8	35,500	54.8
Self employed†	9,200	13.5	#	#	#	#	5,600	8.7	7,600	10.4
Unemployed§	3,300	7.1	3,100	6.2	3,400	6.3	4,400	8.5	4,500	9.4

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 too small for reliable estimate

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 Gravesham – monthly comparison

Gravesham	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	2,552	82	3.21%	2.52%	-0.69%	123	4.82%
Jan 2017	2,557	83	3.32%	2.52%	-0.80%	76	2.97%
Feb 2017	2,563	98	3.91%	2.52%	-1.39%	76	2.97%
March 2017	2,557	97	3.87%	2.52%	-1.35%	69	2.70%
April 2017	2,558	90	3.59%	2.52%	-1.07%	94	3.67%

Source: KCC Management Information

Table 2.11: Overall NEET and Not Known Figures in Gravesham – annual comparisons

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

Gravesham	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	3,949	228	6.67%	5.45%	-1.23%	487	12.33%
April 2015	3,987	231	6.44%	2.52%	-3.92%	383	9.61%
April 2016	3,970	236	6.53%	1.01%	-5.52%	289	7.28%
	*Total cohort Y12 & Y13	No. NEET Y12 & Y13	% NEET Y12 & Y13	Target Jan 2018	Diff from Target	Total	% cohort
April 2017	2,558	90	3.59%	2.52%	-1.07%	94	3.67%

2.4: Employment and Self-Employment in Gravesham – what do people do

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

Table 2.12: Employment by industrial sector in Gravesham 2010 - 2015

Gravesham	2010	2011	2012	2013	2014	2015	Structure 2015
Primary Industries (Agriculture/Mining/Utilities)	600	700	600	600	700	600	2.2%
Manufacturing	2,000	1,700	1,900	1,900	1,600	1,800	6.2%
Construction	1,900	1,700	1,800	2,000	2,000	1,900	6.6%
Wholesale and retail trade	4,600	4,500	4,600	4,700	4,600	4,800	16.7%
Transportation and storage	1,600	1,400	1,800	1,700	2,200	2,400	8.4%
Accommodation and food service activities	2,000	1,900	1,800	1,900	2,000	2,000	6.8%
Information and communication	300	400	400	400	400	500	1.9%
Financial and insurance activities	400	400	400	400	400	300	1.2%
Real estate activities	400	300	400	300	500	500	1.9%
Professional, scientific and technical activities	1,000	1,100	1,300	1,000	1,200	1,200	4.2%
Administrative and support service activities	2,000	1,700	2,400	2,100	2,700	3,300	11.6%
Public administration and defence	2,100	1,900	1,800	1,800	2,000	1,900	6.4%
Education	4,000	3,800	3,400	3,600	3,400	3,200	11.1%
Human health and social work activities	2,400	3,200	2,500	2,400	2,500	3,000	10.4%
Arts, entertainment and recreation	700	700	600	700	700	700	2.5%
Other service activities	400	400	500	500	500	600	2.0%
Total	26,400	25,900	26,300	26,000	27,500	28,700	100%

Source: BRES 2016, via KCC Business Intelligence Unit

Table 2.13: Change in industrial sector employment between 2010 and 2015 in Gravesham

Gravesham	Change 2010 to 2015	
	No.	%
Primary Industries (Agriculture/Mining/Utilities)	0	0.0%
Manufacturing	-200	-10.0%
Construction	0	0.0%
Wholesale and retail trade	200	4.3%
Transportation and storage	800	50.0%
Accommodation and food service activities	0	0.0%
Information and communication	200	66.7%
Financial and insurance activities	-100	-25.0%
Real estate activities	100	25.0%
Professional, scientific and technical activities	200	20.0%
Administrative and support service activities	1,300	65.0%
Public administration and defence	-200	-9.5%
Education	-800	-20.0%
Human health and social work activities	600	25.0%
Arts, entertainment and recreation	0	0.0%
Other service activities	200	50.0%
Total	2,300	8.7%

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 Gravesham 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 Gravesham, December 2016

	Gravesham (Numbers)	Gravesham %	Kent (%)	South East (%)	Great Britain (%)
Soc 2010 Major Group 1-3	15,900	36.3	45.1	49.7	45.5
1 Managers, Directors And Senior Officials	#	#	11.1	11.9	10.6
2 Professional Occupations	#	#	19.2	22.4	20.3
3 Associate Professional & Technical	#	#	14.7	15.3	14.4
Soc 2010 Major Group 4-5	10,500	23.8	22.4	20.6	20.6
4 Administrative & Secretarial	#	#	10.1	10.3	10.2
5 Skilled Trades Occupations	#	#	12.3	10.3	10.3
Soc 2010 Major Group 6-7	8,600	19.7	16.6	16	16.8
6 Caring, Leisure And Other Service Occupations	#	#	9	9.2	9.1
7 Sales And Customer Service Occs	#	#	7.5	6.8	7.5
Soc 2010 Major Group 8-9	8,900	20.2	16	13.6	17.2
8 Process Plant & Machine Operatives	#	#	5.8	4.8	6.4
9 Elementary Occupations	#	#	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 estimates

Table 2.17: Time series changes in occupational structure in Gravesham

	Gravesham 2016		Gravesham 2015		Gravesham 2014		Gravesham 2013	
	Number	%	Number	%	Number	%	Number	%
Total SOC 2010 major group 1-3	15,900	36.3	21,800	46.4	19,100	38.4	24,100	49.9
1 Managers, directors and senior officials	#	#	#	#	#	#	#	#
2 Professional occupations	#	#	9,600	20.4	9,000	18.9	9,500	19.6
3 Associate professional & technical	#	#	7,800	16.6	6,600	13.3	10,000	20.7
Total SOC 2010 major group 4-5	10,500	23.8	11,500	24.4	12,400	24.9	6,300	13.1
4 Administrative & secretarial	#	#	9,200	19.6	6,900	13.9	#	#
5 Skilled trades occupations	#	#	#	#	5,500	11.0	#	#
Total SOC 2010 major group 6-7	8,600	19.7	7,400	15.6	10,000	20.1	11,600	24.1
6 Caring, leisure and other service occupations	#	#	#	#	6,600	13.3	6,300	13.1
7 Sales and customer service occupations	#	#	#	#	#	#	#	#
Total SOC 2010 major group 8-9	8,900	20.2	6,400	13.6	8,300	16.6	6,200	12.9
8 Process plant & machine operatives	#	#	#	#	#	#	#	#
9 Elementary occupations	#	#	#	#	#	#	#	#
Total								

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 estimates

2.5: Employment in Gravesham: What People Earn

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

December 2016	Gravesham £	Kent £	South East £	GB £
Gross weekly pay				
Full-time workers	544.5	555.3	582.0	541.0
Male full-time workers	602.7	600.2	634.5	581.2
Female full-time workers	416.8	470.0	512.3	481.1
Hourly pay - excluding overtime				
Full-time workers	13.38	13.78	14.85	13.66
Male full-time workers	14.62	14.78	15.76	14.25
Female full-time workers	11.13	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 Gravesham, including those who work out of county

	2016	2015	2014	2013	2012	2011	2010
Gross weekly pay	£	£	£	£	£	£	£
Full-time workers	544.5	546.2	536.6	525.8	552.5	548.5	550.9
Male full-time workers	602.7	576.7	591.3	569.8	612.3	573.7	558.1
Female full-time workers	416.8	474.0	424.8	401.0	460.7	487.6	529.2

Source: ONS Annual survey of hours and earnings

Table 2.20: Earnings by workplace; adult employees working in Gravesham but not necessarily living in Gravesham

2016 average	Gravesham £	Kent £	South East £	GB £
Gross weekly pay				
Full-time workers	540.5	517.5	566.0	540.2
Male full-time workers	679.4	566.8	611.5	580.6
Female full-time workers	395.1	450.4	497.8	480.8
Hourly pay - excluding overtime				
Full-time workers	14.29	12.95	14.31	13.64
Male full-time workers	16.88	13.63	15.10	14.24
Female full-time workers	10.82	11.91	13.20	12.83

Source: ONS Annual survey of hours and earnings

Table 2.21 Time series for workplace earnings in Gravesham

	2016	2015	2014	2013	2012	2011	2010
Gross weekly pay	£	£	£	£	£	£	£
Full-time workers	540.5	535.5	529.4	561.0	530.8	604.6	532.0
Male full-time workers	679.4	580.0	588.6	655.3	598.7	652.4	583.6
Female full-time workers	395.1	415.9	422.5	438.7	448.0	501.0	479.9

Source: ONS Annual survey of hours and earnings

2.6: Employment in Gravesham Company Size

Table 2.22: Company size by number of employees in Gravesham

Enterprises	Gravesham No.	Gravesham %	Kent No.	Kent %	South East %	GB %
Micro (0 to 9)	3,285	91.0	52,740	89.5	89.8	89.2
Small (10 to 49)	275	7.6	5,110	8.7	8.3	8.9
Medium (50 to 249)	45	1.2	890	1.5	1.5	1.6
Large (250+)	5	0.1	195	0.3	0.4	0.4
Total	3,610		58,940			
Local Units						
Micro (0 to 9)	3,540	87.4	58,295	84.6	85.2	84.1
Small (10 to 49)	420	10.4	8,700	12.6	12.0	12.9
Medium (50 to 249)	75	1.9	1,650	2.4	2.4	2.7
Large (250+)	15	0.4	235	0.3	0.4	0.4
Total	4,050		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 Gravesham (enterprises)

	2016	2015	2014	2013	2012	2011
Micro (0 to 9)	3,285	2,960	2,650	2,505	2,440	2,345
Small (10 to 49)	275	275	275	265	235	230
Medium-sized (50 to 249)	45	40	40	40	35	30
Large (250+)	5	5	5	5	5	5
Total	3,610	3,280	2,960	2,780	2,710	2,605

Source: ONS – Inter Departmental Business Register 2016

2.7: Employment in Gravesham: 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 Gravesham

Year to 31 May 2015		Year to 31 May 2016		Year to 31 May 2017	
Occupation	No. Postings	Occupation	No. Postings	Occupation	No. Postings
Primary and nursery education teaching professionals	148	Secondary education teaching professionals	193	Secondary education teaching professionals	234
Nurses	88	Primary and nursery education teaching professionals	174	Primary and nursery education teaching professionals	217
Large goods vehicle drivers	86	Large goods vehicle drivers	122	Nurses	140
Secondary education teaching professionals	85	Nurses	107	Teaching assistants	121
Other administrative occupations	78	Teaching assistants	98	Other administrative occupations	110
Authors, writers and translators	74	Business sales executives	97	Business sales executives	103
Teaching assistants	71	Other administrative occupations	97	Large goods vehicle drivers	98
Sales related occupations	63	Care workers and home carers	78	Care workers and home carers	88
Sales and retail assistants	58	Chartered surveyors	64	Sales related occupations	66
Care workers and home carers	52	Chefs	64	Managers and directors in retail and wholesale	65
Business sales executives	49	Sales related occupations	62	Chartered surveyors	62
Residential, day and domiciliary care managers and proprietors	42	Sales and retail assistants	60	Human resources and industrial relations officers	55

Solicitors	33	Managers and directors in retail and wholesale	50	Chefs	54
Fitness instructors	32	Vehicle technicians, mechanics and electricians	47	Legal secretaries	53
Van drivers	30	Fitness instructors	46	Estate agents and auctioneers	52
Vehicle technicians, mechanics and electricians	29	Property, housing and estate managers	46	Web design and development professionals	52
Customer service occupations	28	IT user support technicians	45	IT user support technicians	50
Managers and proprietors in other services	28	Engineering technicians	44	Fitness instructors	49
Quantity surveyors	28	Customer service occupations	43	Caretakers	46
Kitchen and catering assistants	27	Human resources and industrial relations officers	43	Engineering technicians	46

Table 2.25: Top 20 Skills Demanded in Gravesham

Year to 31 May 2015		Year to 31 May 2016		Year to 31 May 2017	
Skills	No. Postings	Skills	No. Postings	Skills	No. Postings
Teaching	254	Teaching	346	Teaching	364
Contract Management	197	Customer Service	276	Customer Service	279
Customer Service	146	Contract Management	217	Sales	202
Facebook	122	Sales	197	Microsoft Excel	156
Sales	120	Microsoft Excel	174	Contract Management	147
Microsoft Excel	114	Microsoft Office	140	Microsoft Office	136
Repair	87	Repair	124	Repair	134
Microsoft Office	70	Project Management	99	Business Management	121
Product Sales	69	Budgeting	97	Sales Recruiting	109
Supervisory Skills	58	Business Management	97	Secretarial Skills	102
Budgeting	55	Product Sales	97	Budgeting	100
Project Management	54	Sales Recruiting	90	Product Sales	97
Care Planning	50	Key Performance Indicators	87	Key Performance Indicators	92
Microsoft Windows	46	Customer Contact	84	Project Management	89
Sales Recruiting	46	Secretarial Skills	79	Budget Management	76
Cleaning	45	Office Administration	68	Office Management	75
Customer Contact	44	Invoicing	67	Microsoft Windows	74
Invoicing	44	Microsoft Windows	64	Administrative Functions	71
Mailing	44	Retail Setting	64	Cleaning	71
Business Management	43	Accountancy	63	Customer Contact	71

Table 2.26: Specific computer skills demanded in Gravesham

Year to 31 May 2017	
Computer Skills	No. Postings
Microsoft Excel	156
Microsoft Office	136
Microsoft Windows	74
Computer Aided Draughting/Design (CAD)	38
JavaScript	35
SAP	30
CSS	25
Microsoft Powerpoint	21
Hypertext Preprocessor (PHP)	17
Microsoft Word	14
Design Software	11
Graphical User Interface (GUI)	11
Microsoft Networking	11
Adobe Photoshop	10
MySQL	10

Table 2.27: Advertised salaries in Gravesham

	Year to 31 May 2015	Year to 31 May 2016	Year to 31 May 2017
More than £90,000	5	3	7
£80,000 to £89,999	5	8	8
£70,000 to £79,999	9	17	28
£60,000 to £69,999	30	32	61
£50,000 to £59,999	29	78	114
£40,000 to £49,999	101	160	182
£30,000 to £39,999	308	510	600
£20,000 to £29,999	408	754	760
£15,000 to £19,999	281	518	548
£10,000 to £14,999	114	129	125
Less than £10,000	44	116	112

Source: Burning Glass/Labour Insight 2016

Table 2.28: Top employers in Gravesham

Year to 31 May 2017	
Employer/Agency	No. Postings
NATIONAL HEALTH SERVICE	100
ABSOLUTE INTERPRETING TRANSLATIONS LTD	72
GRAVESHAM BOROUGH COUNCIL	45
NORTHFLEET SCHOOL FOR GIRLS	15
TRAVIS PERKINS	15
LIVIS LIMITED	14
BUPA	13
CAPITA PLC	13
ST GEORGES CHURCH OF ENGLAND SCHOOL	11
THAMESVIEW SCHOOL	11
MEOPHAM SCHOOL	10
COPPERFIELD ACADEMY	9
IFIELD SCHOOL	9
MITCHELLS & BUTLERS	9
NFU MUTUAL	9
PORT LONDON AUTHORITY LIMITED	9
RED DRIVING SCHOOL	9
WINCANTON	9
COMPASS GROUP	8

Table 2.29: Top industry sectors in Gravesham

Year to 31 May 2017	
Industry	No. Postings
EDUCATION (P)	385
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES (Q)	279
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES (M)	150
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES (G)	133
ACCOMMODATION AND FOOD SERVICE ACTIVITIES (I)	104
MANUFACTURING (C)	79
TRANSPORTATION AND STORAGE (H)	74
FINANCIAL AND INSURANCE ACTIVITIES (K)	47
OTHER SERVICE ACTIVITIES (S)	43
CONSTRUCTION (F)	34
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES (N)	26
INFORMATION AND COMMUNICATION (J)	20
ARTS, ENTERTAINMENT AND RECREATION (R)	19
REAL ESTATE ACTIVITIES (L)	18
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY (O)	9
AGRICULTURE, FORESTRY AND FISHING (A)	7
WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES (E)	4