Southampton Economic Assessment 2017

February 2018 refresh: Summary of findings

A city of opportunity where everyone thrives

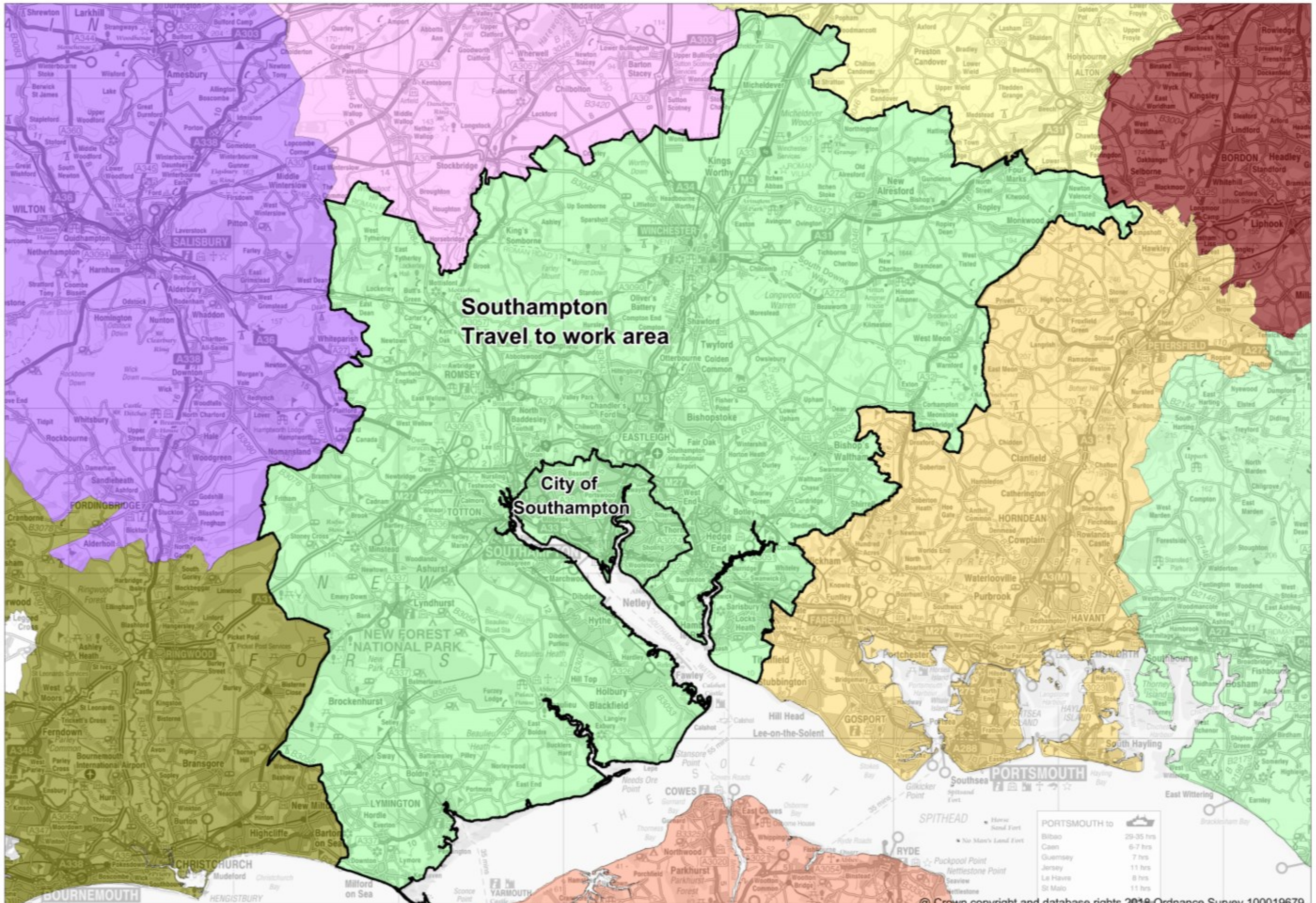
SOUTHAMPTON CITY COUNCIL

Southampton Economic Assessment

Background to the assessment

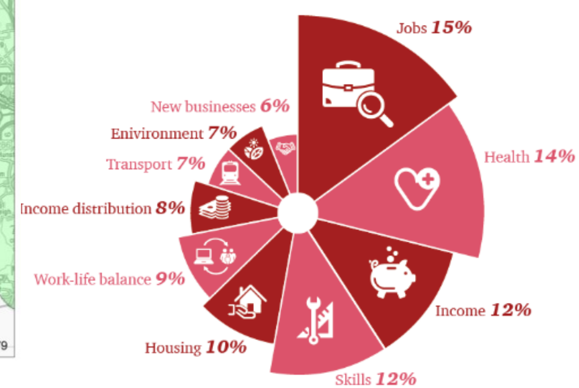
- Extended the JSNA model to economic development
  - Ensure decisions and strategic intent are based on the best available evidence
  - Use of appropriate analytical methods and statistics to turn data into intelligence
    - Benchmarking – ONS Statistical Neighbours
    - Trend analysis – pre and post recession periods
    - Deep dive analysis – demographics / industry / geography
  - ONS – primary data source; time lag limitations
  - Baseline assessment based on available data

Economic Geography



PWC Good Growth for Cities 2017

Highest ranking cities	Index score
Oxford	1.02
Reading	0.97
Southampton	0.79
Edinburgh	0.72
Bristol	0.69
Milton Keynes	0.60
Cambridge	0.60
Coventry	0.60
Leicester	0.59
Swindon	0.57



Southampton Economic Assessment

Key topics covered

- Productivity and growth – analysis of GVA
- Business and enterprise
- Employee jobs
- Labour market
- Skills & qualifications
- Earnings and economic flows

Headline Productivity & Growth

Productivity and Growth – GVA(i)

Southampton economy in 2016

6.2 billion

- 12.5% of Hampshire Economic Area economy
- 2.4% of the overall South East economy

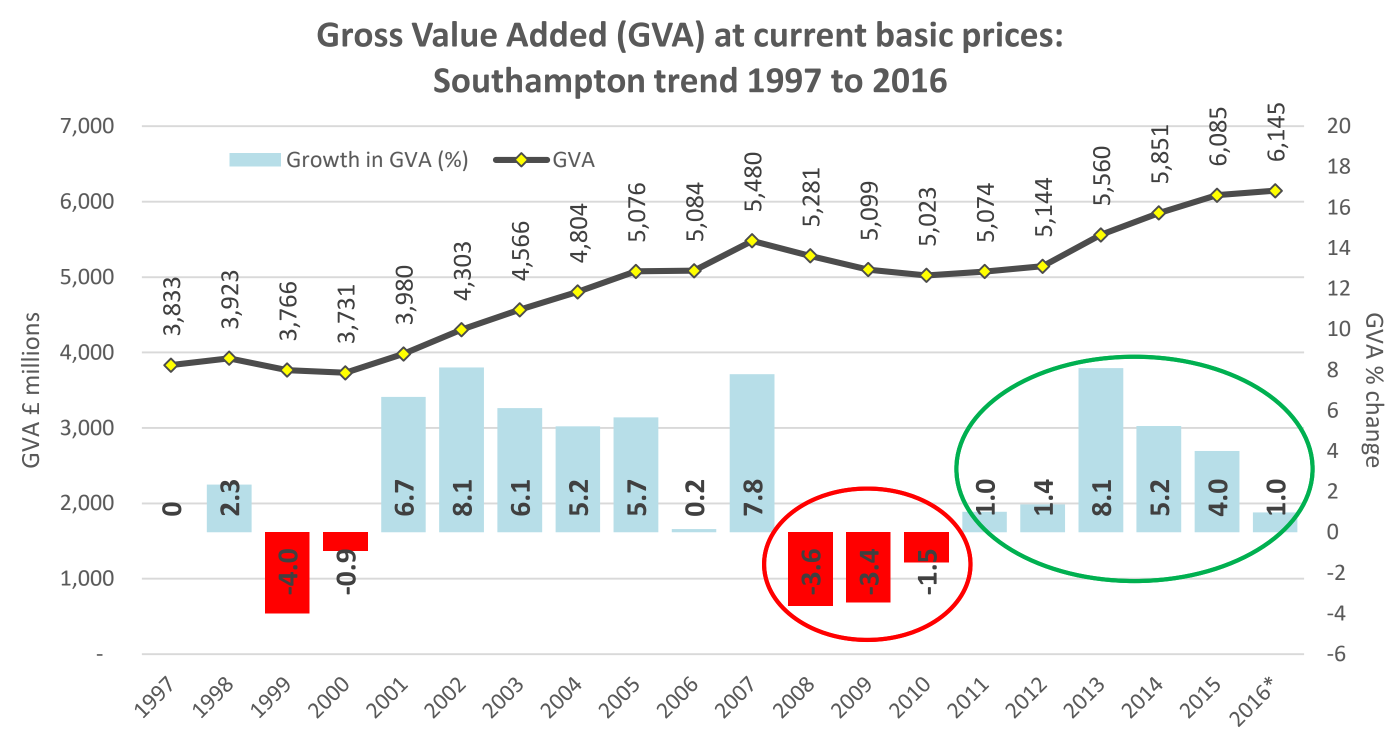
Since 2015

1.0% Southampton

2.5% South East

3.6% England

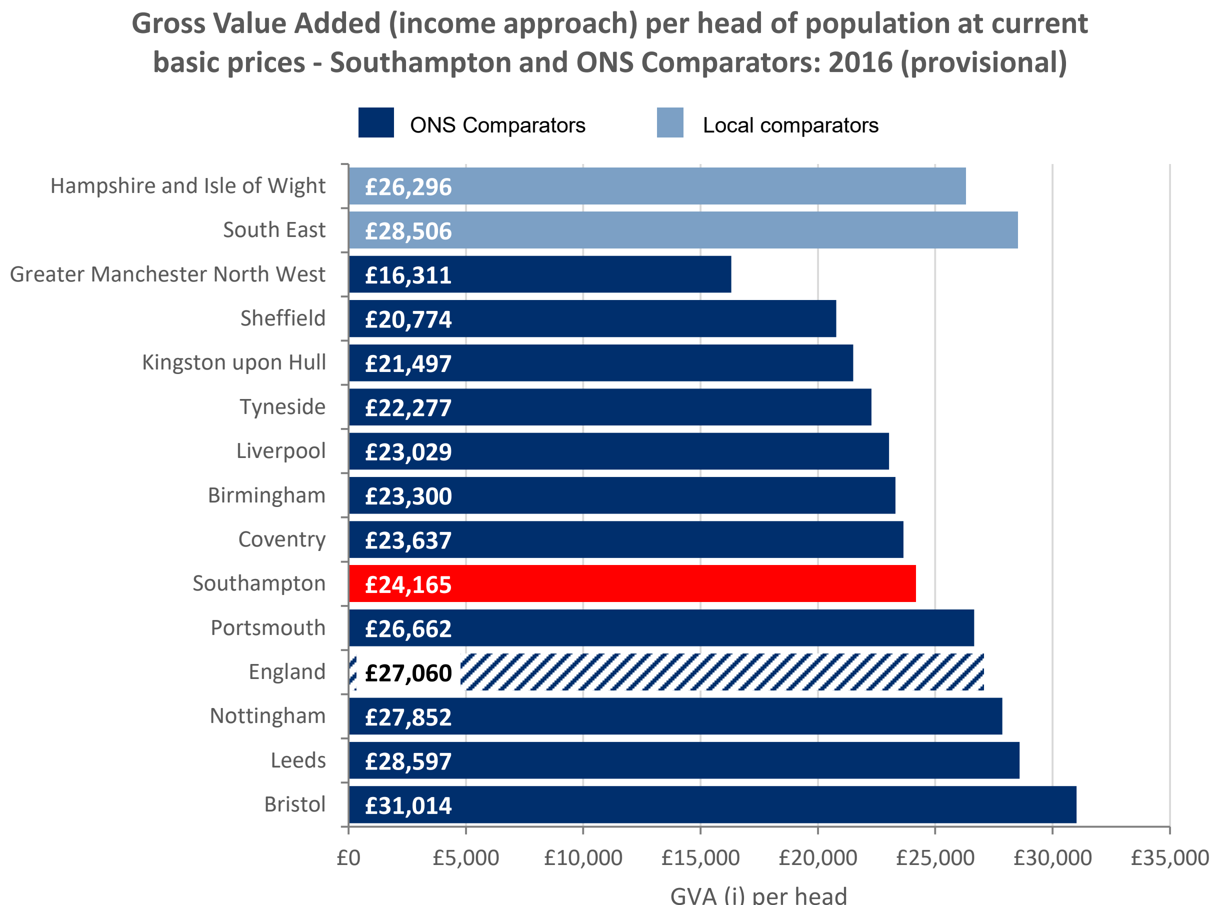
Productivity and Growth – GVA(i)



Source: ONS. * Data for 2016 is provisional

- **GVA(i) fell 8.3% 2007 to 2010**
- **Grew by 3.2% nationally**
- **GVA(i) grew 22.3% 2010 to 2016**
- **Grew by 24.2% nationally**

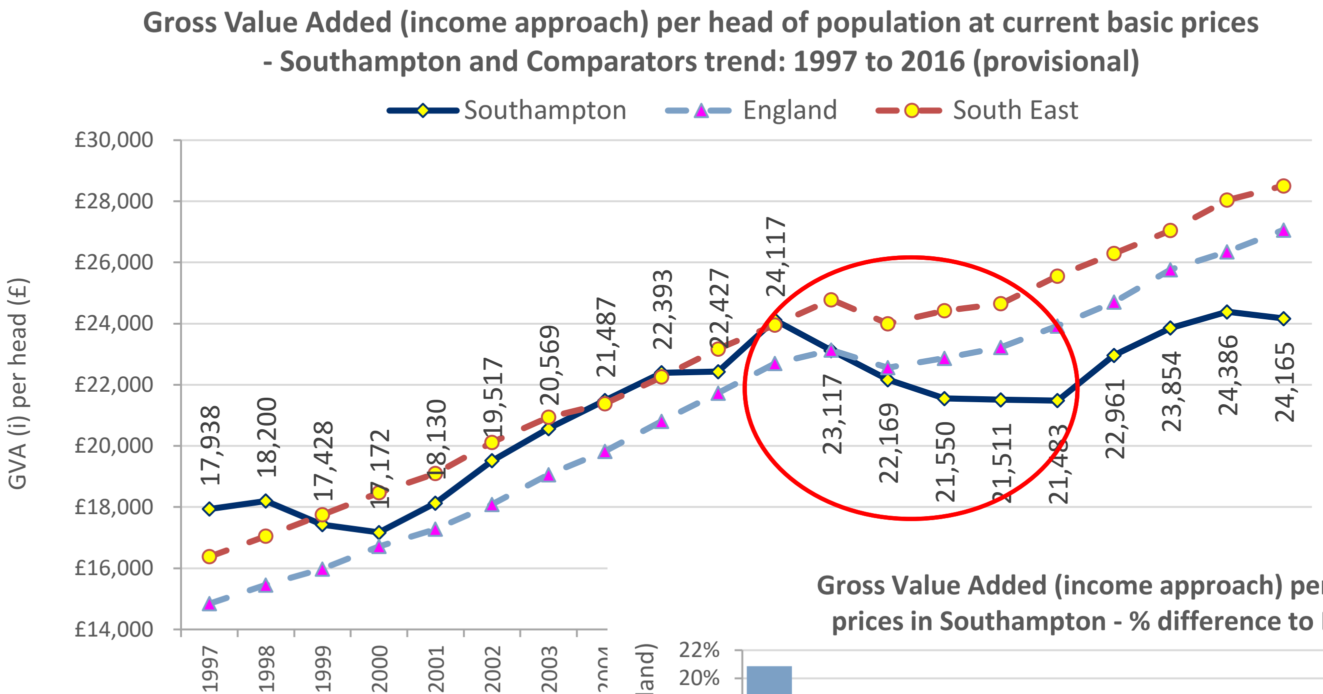
Benchmarking - GVA(i) per head



Source: Office for National Statistics

- **£24,165 GVA(i) per head in Southampton**
- **5th amongst comparators**
- **Below England and SE average**

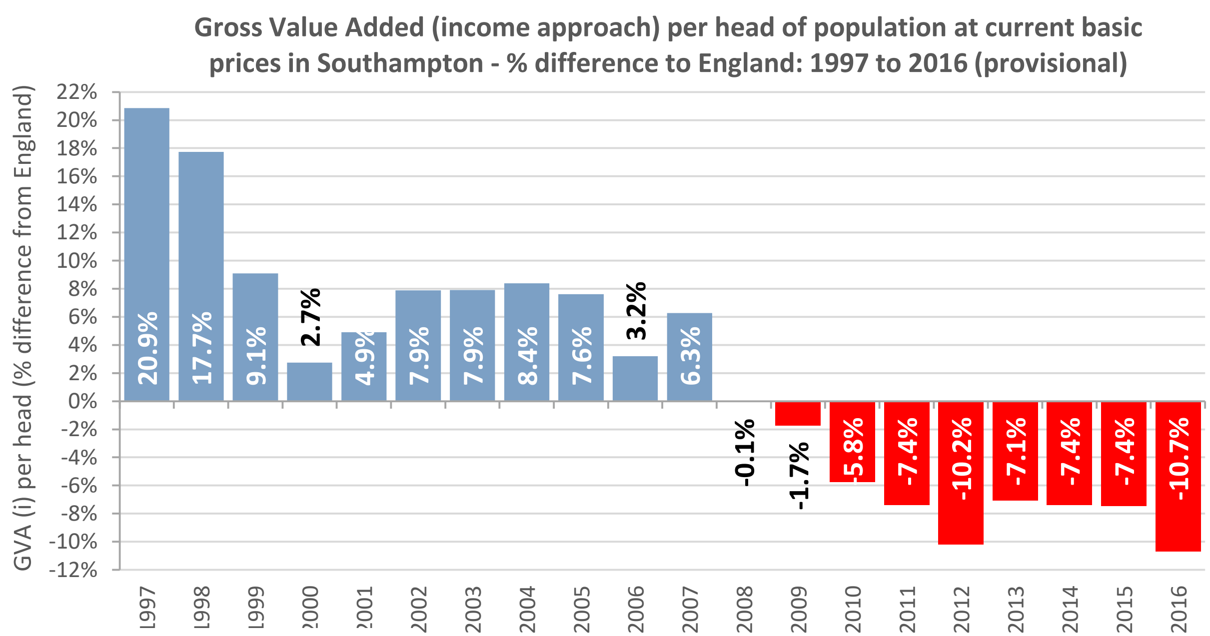
Trend - GVA(i) per head



Source: Office for National Statistics

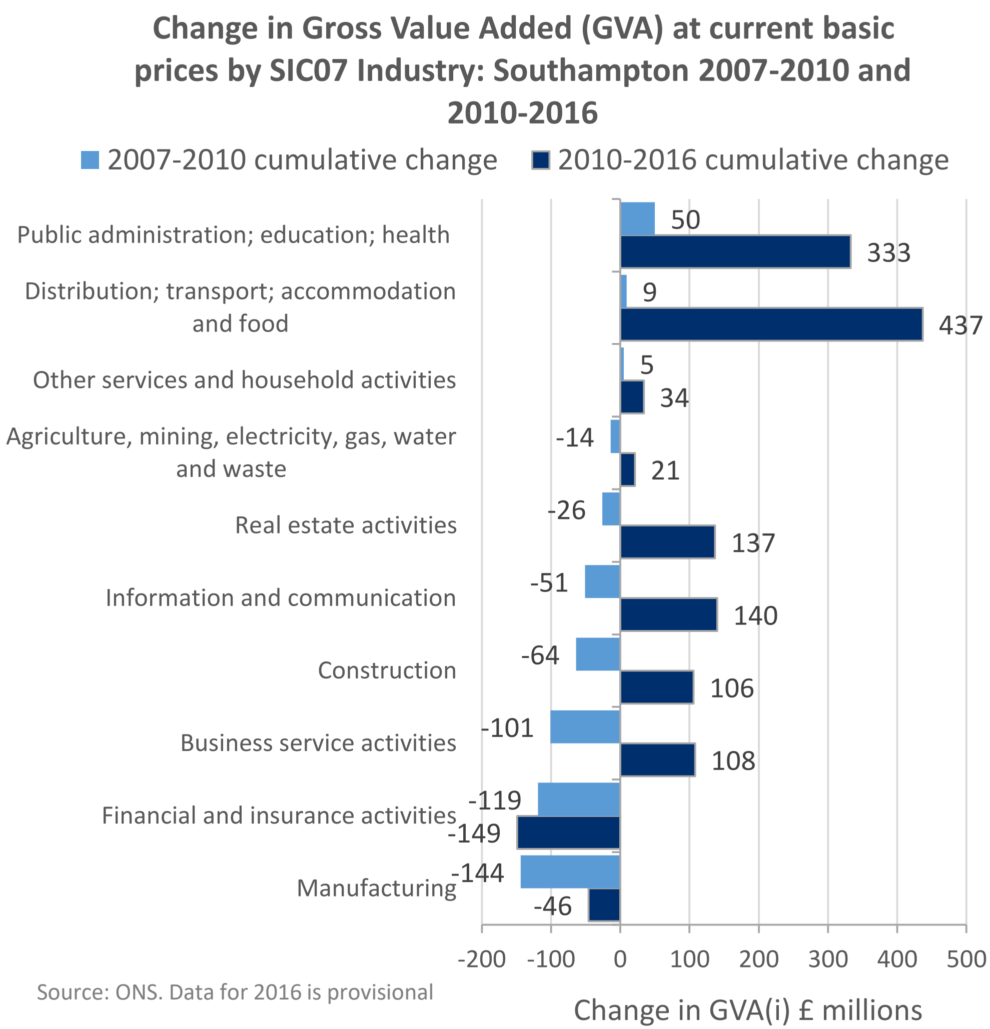
- **10.6% fall in Southampton 2007-10**
- **Impact lesser for comparators**
- **Coventry – 3.4% fall**
- **12.5% growth 2012-16 (England 13.1%)**

- **However, 1% fall in 2016; 2.7% growth for England overall**
- **Largely due to falls in financial & insurance AND public sectors**
- **Gap to England persists**

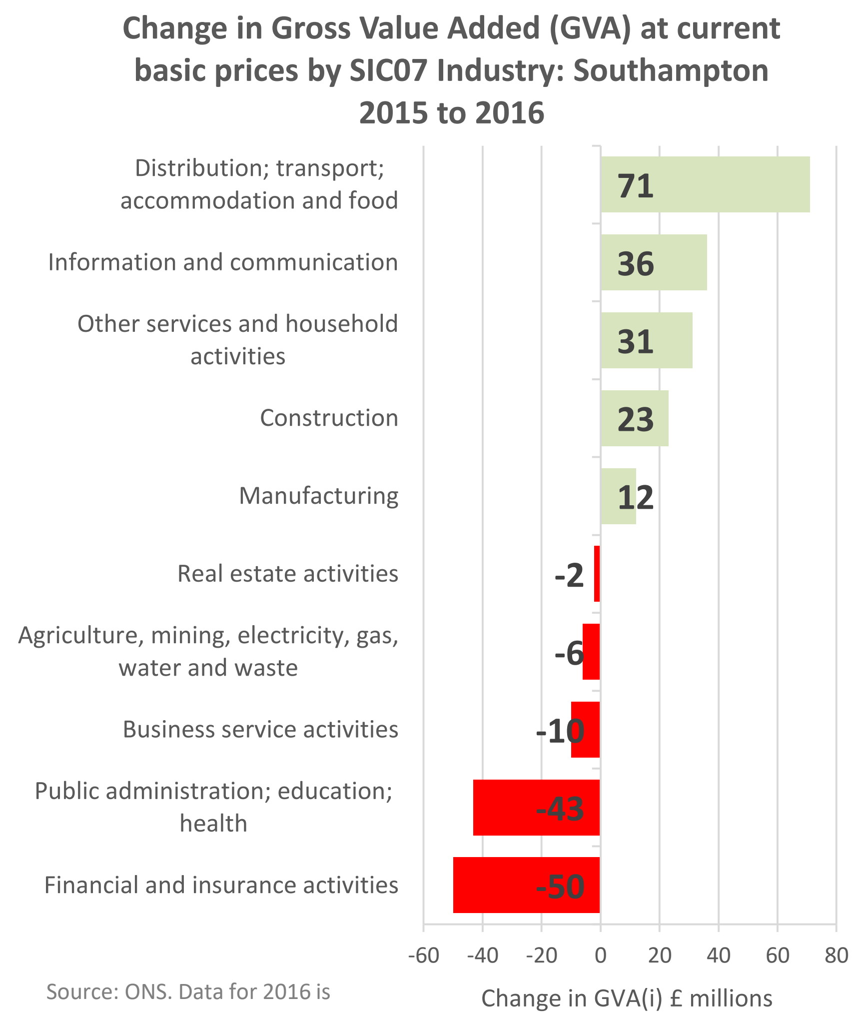


Source: Office for National Statistics

Changes in GVA(i) by industry

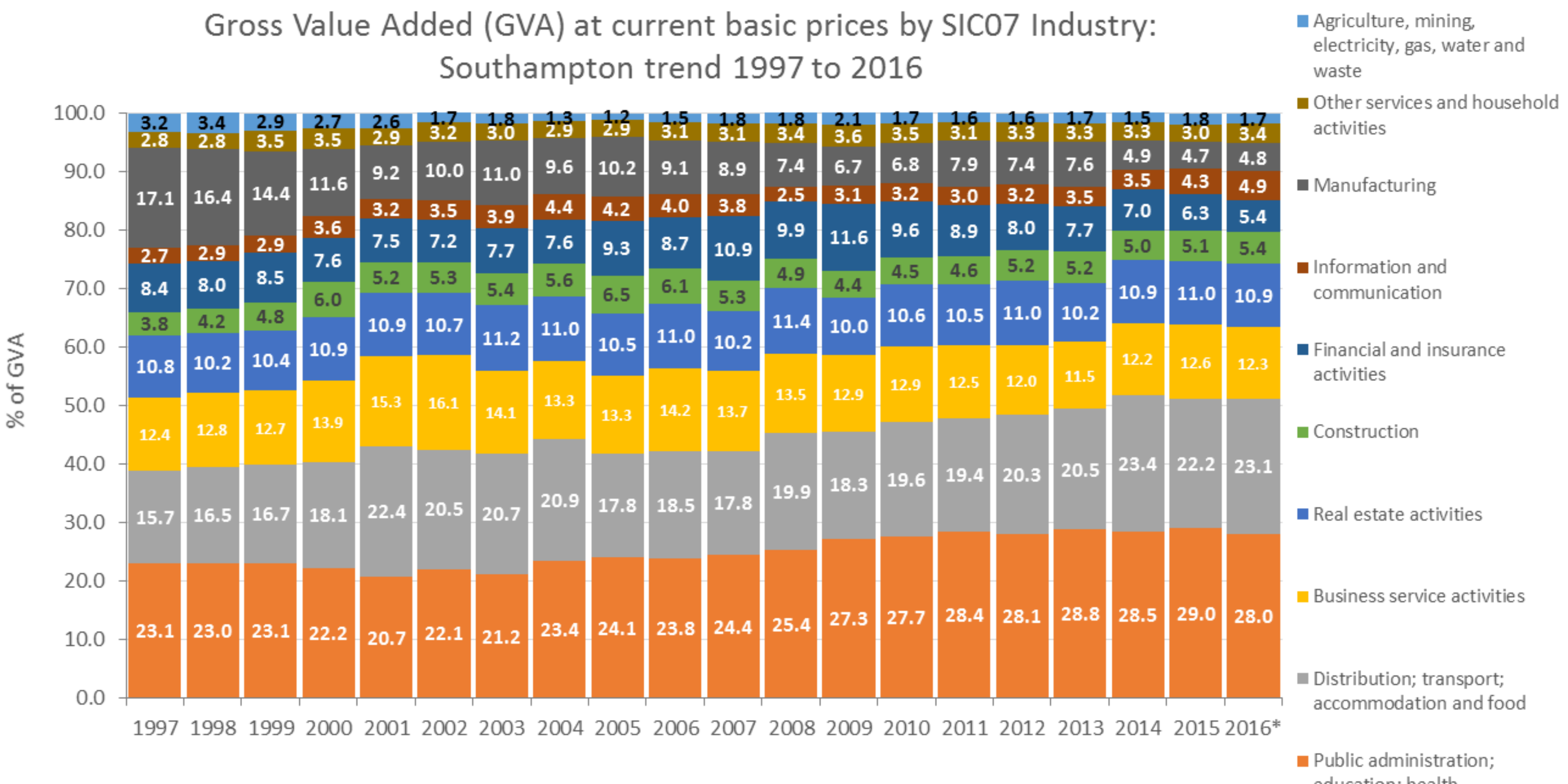


Source: ONS. Data for 2016 is provisional



Source: ONS. Data for 2016 is

Changes in GVA(i) by industry

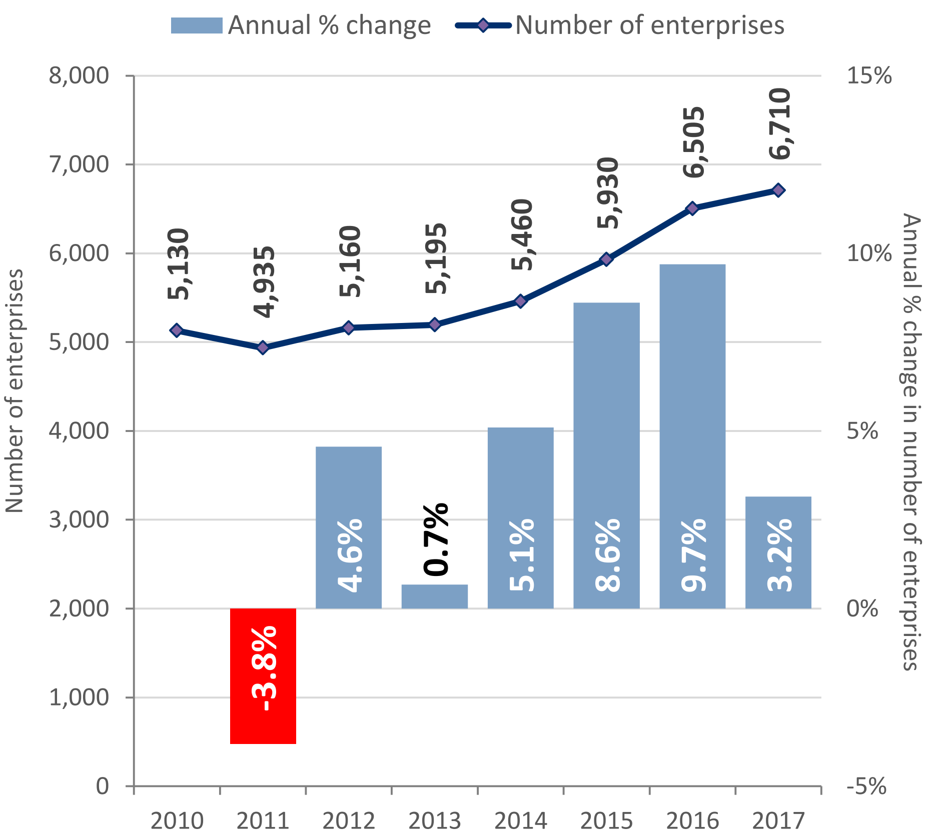


*Source: ONS. * Data for 2016 is provisional*

Business & Enterprise

Business growth

Number of VAT and/or PAYE based business enterprises in Southampton: 2010 to 2017

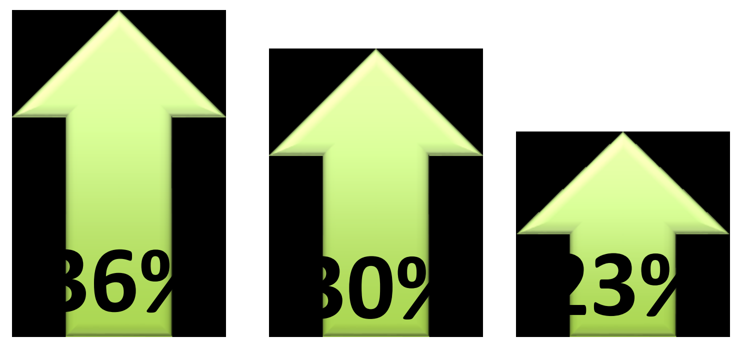


Source: UK Businesses, Office for National Statistics

In 2017, there were just over 6,700 businesses in Southampton

Since 2011….

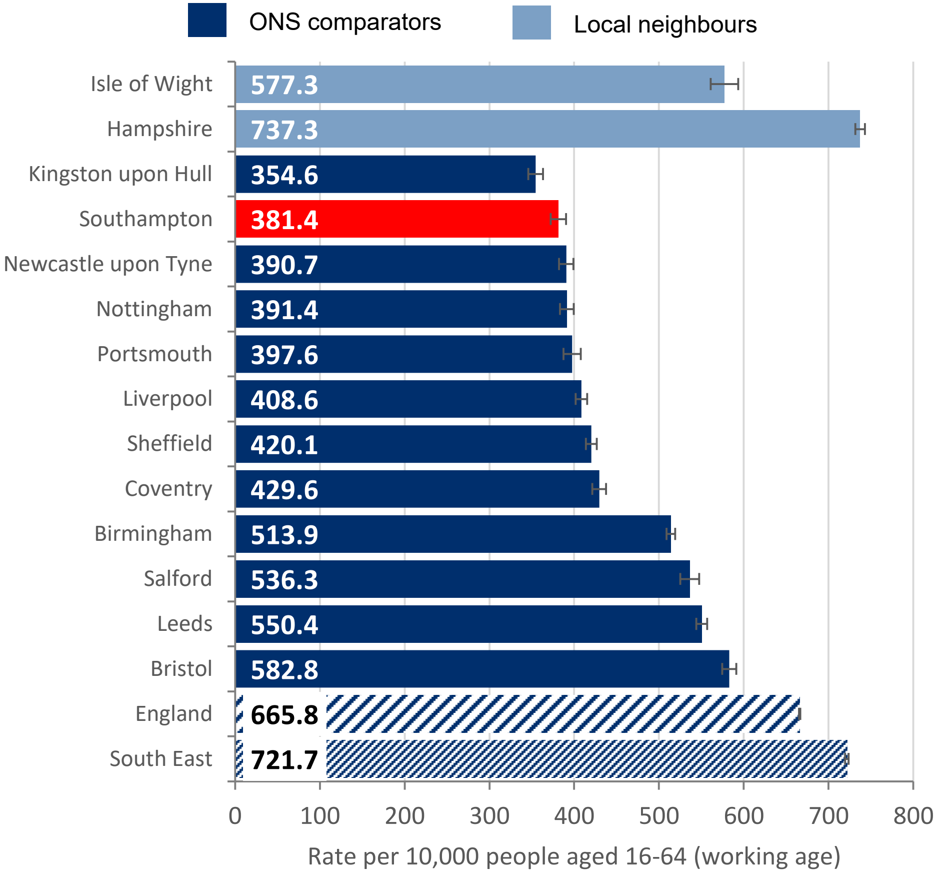
+1,775 net



Southampton **England** **South East**

Business density

Business enterprises, rate per 10,000 population (aged 16-64), Southampton and ONS comparators: 2017



Source: UK Business, Office for National Statistics

- Argued that the higher the business density, the higher the local competition, which is a driver for productivity
- However, business density is much lower than the national average
- 2nd lowest amongst comparators
- Caveats…
  - May reflect the local industry profile; large public sector employers may lower the density
  - large student population may also skew the working age population
  - Based on LA boundary but there are employment centres on the boundary
- Nonetheless, there may be implications in terms of urban planning policies and the provision of suitable premises for new businesses in the city.

Business Start-ups & Entrepreneurialism

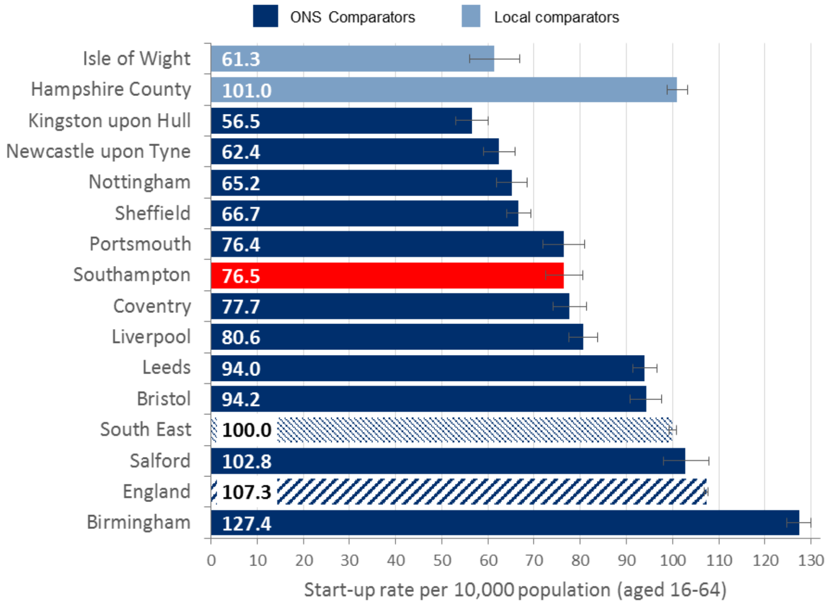
Annual percentage change in the number of micro and small enterprises

Region name	2011	2012	2013	2014	2015	2016	2017	2010-2017 cumulative change	2010-2017 annual rate of change
Micro Enterprises (0 to 9) employees									
England	-0.8	3.3	0.6	4.8	9.1	5.1	5.2	30.3	3.8
South East	-0.5	2.9	0.2	3.8	7.3	4.3	3.2	22.9	2.9
Southampton	-3.5	5.1	-0.4	5.6	9.1	11.5	3.1	33.7	4.2
Small Enterprises (10 to 49) employees									
England	-2.5	5.4	4.9	4.1	4.6	-0.1	1.8	19.4	2.4
South East	-2.6	4.1	4.9	3.7	4.6	-0.6	0.6	15.3	1.9
Southampton	-4.5	-1.9	9.6	1.8	7.8	-3.2	1.7	10.8	1.4

- **Recent growth dominated by micro-businesses (<9 employees); increased by 4.2% per year since 2010 (SE average = 2.9%). Sign of increased entrepreneurship? Slowing in 2017?**
- **However, growth in small businesses is lower than average – may suggest micro-businesses are not expanding or surviving?**
- **The number of medium and large enterprises has generally remained stable since 2010. However, in 2017 there has been a 14% increase in medium businesses (+15)**

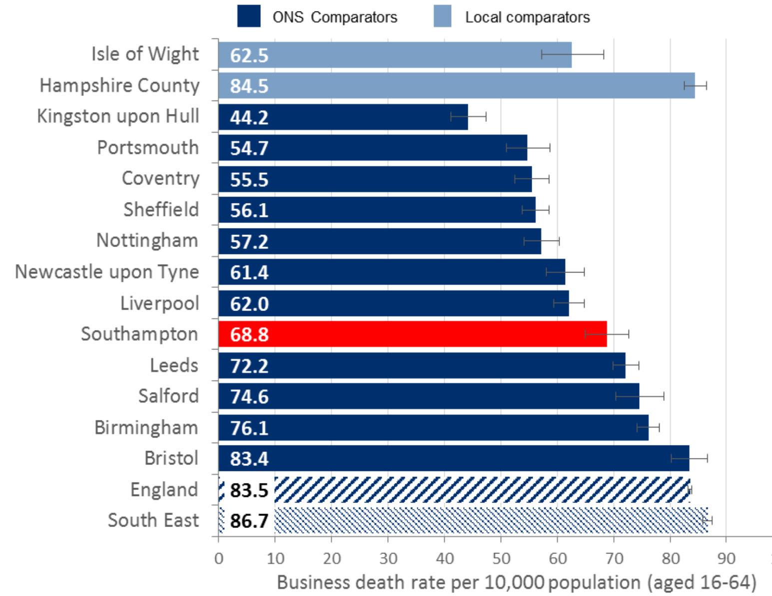
Business Start-ups & Deaths

Newly registered businesses for VAT and PAYE (births) per 10,000 population (aged 16-64) - Southampton and ONS Comparators: 2016



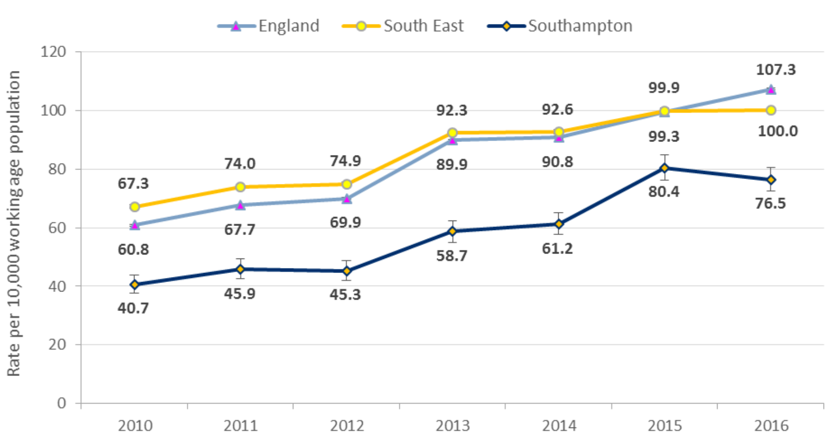
Source: ONS Business Demography 2016 & ONS MYE 2015

Deaths of enterprises per 10,000 population (aged 16-64) - Southampton and ONS Comparators: 2016



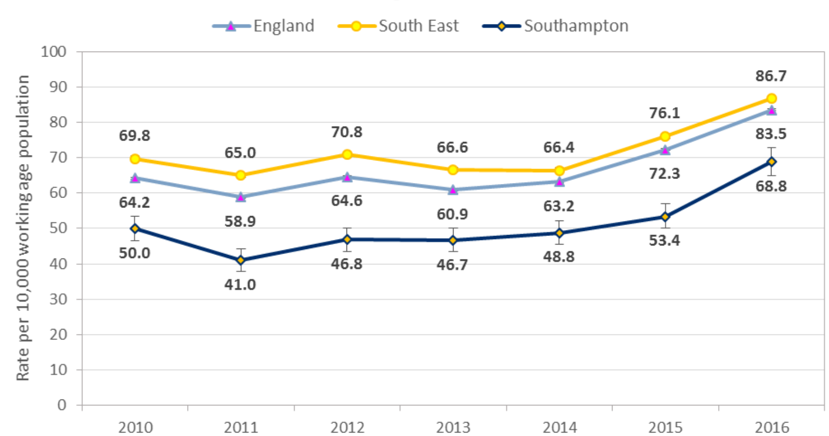
Source: ONS Business Demography 2016 & ONS MYE 2016

Business start-ups, rate per 10,000 working age population - Southampton, Portsmouth, South East and England trend 2010-2016



Source: Office for National Statistics

Business deaths, rate per 10,000 working age population - Southampton, South East and England trend 2010-2016

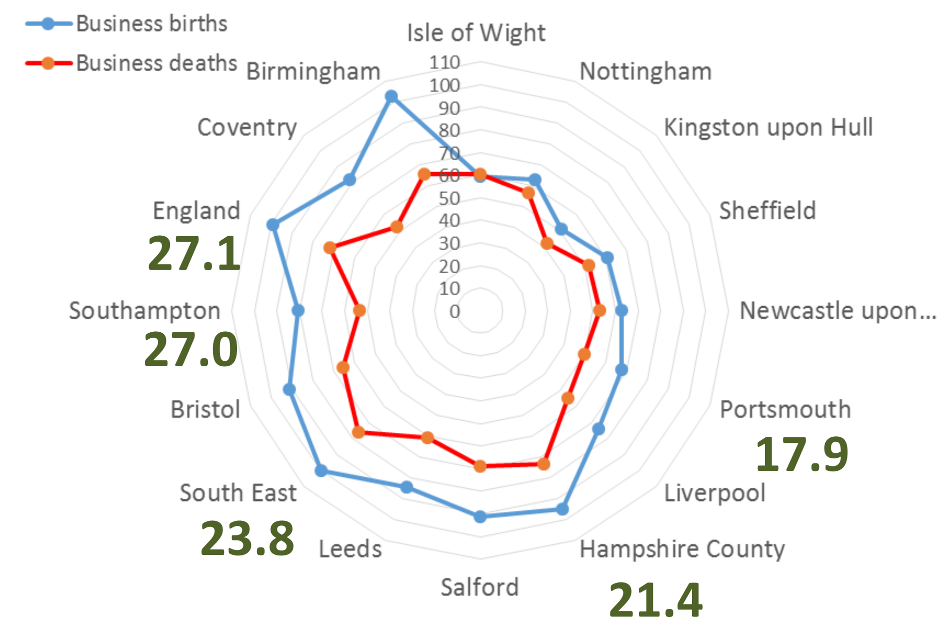


Source: Office for National Statistics

Business Start-ups & Deaths

2015

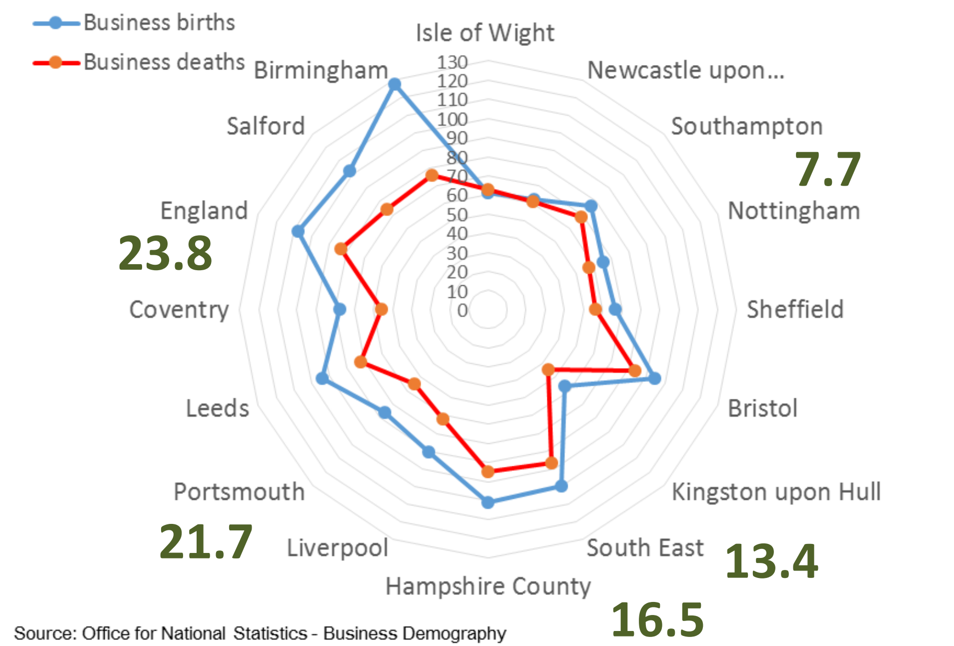
Business births and deaths per 10,000 residents (aged 16-64): Southampton and comparator areas: 2015



Source: Office for National Statistics - Business Demography

2016

Business births and deaths per 10,000 residents (aged 16-64): Southampton and comparator areas: 2016

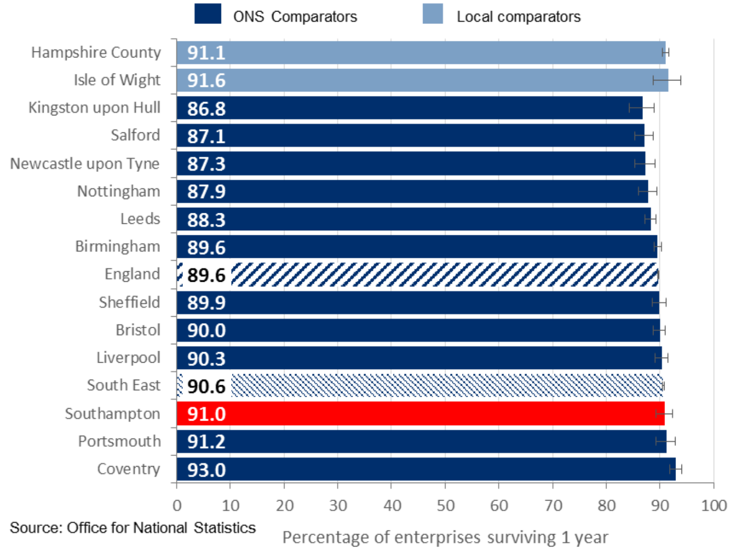


Source: Office for National Statistics - Business Demography

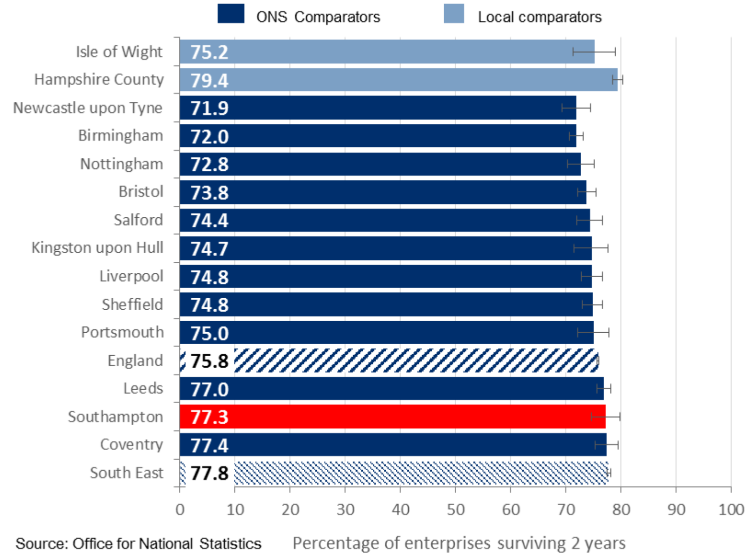
Growth in businesses per 10,000 resident population (aged 16-64):

Business Survival

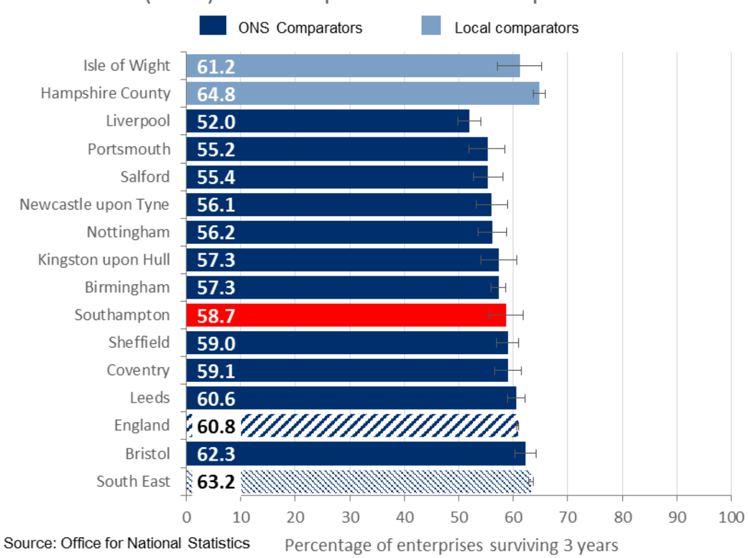
Survivability of new enterprises, in 2015, over 1 year (2016): Southampton and ONS Comparators



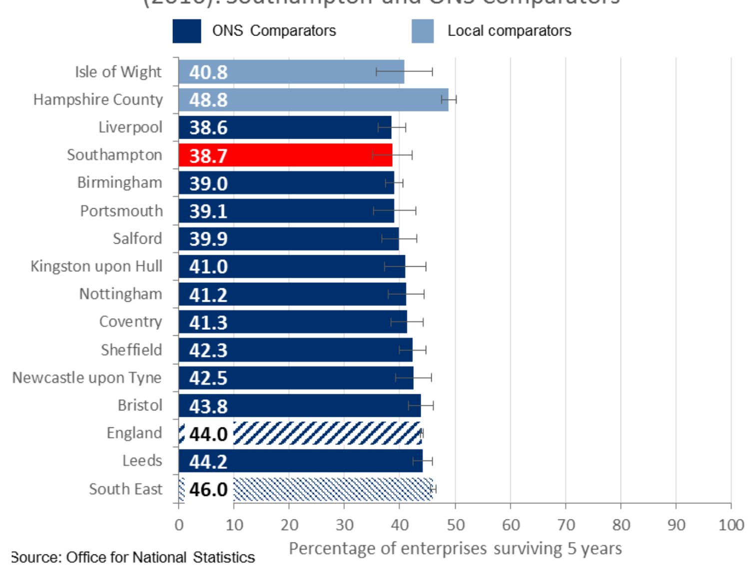
Survivability of new enterprises, in 2014, over 2 years (2016): Southampton and ONS Comparators



Survivability of new enterprises, in 2013, over 3 years (2016): Southampton and ONS Comparators



Survivability of new enterprises, in 2011, over 5 years (2016): Southampton and ONS Comparators



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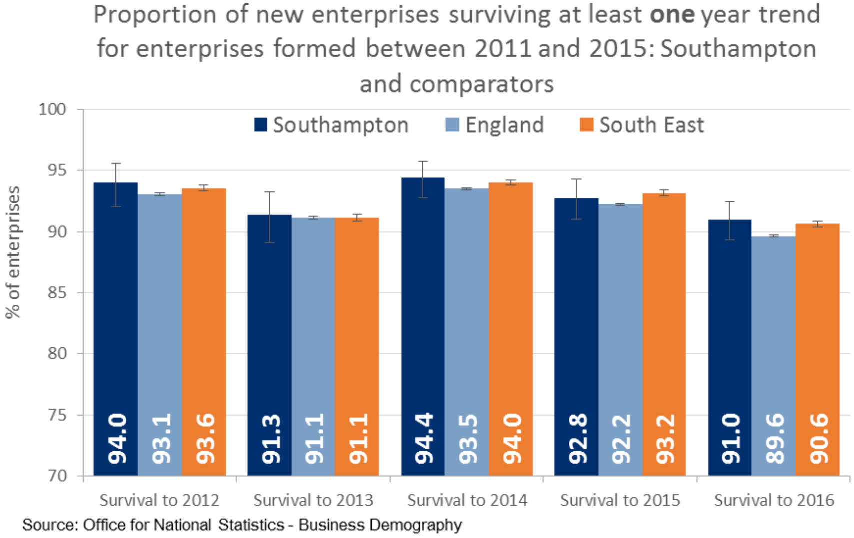
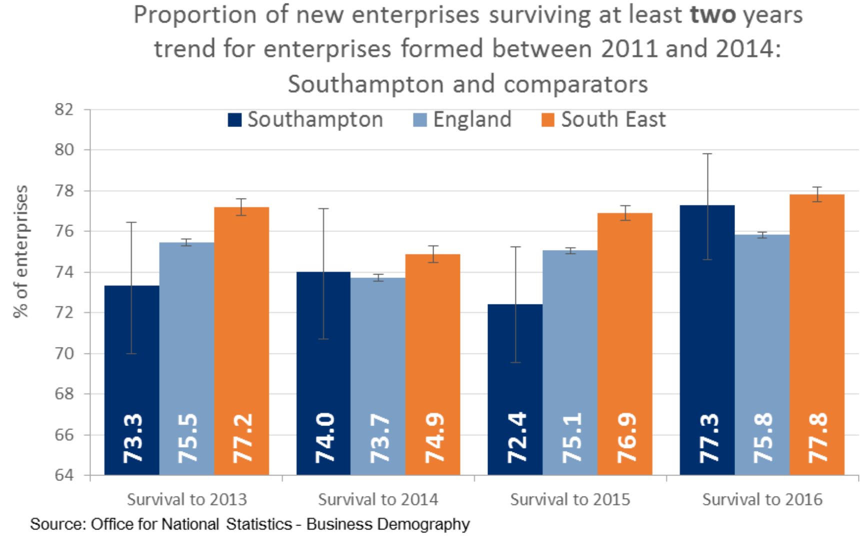
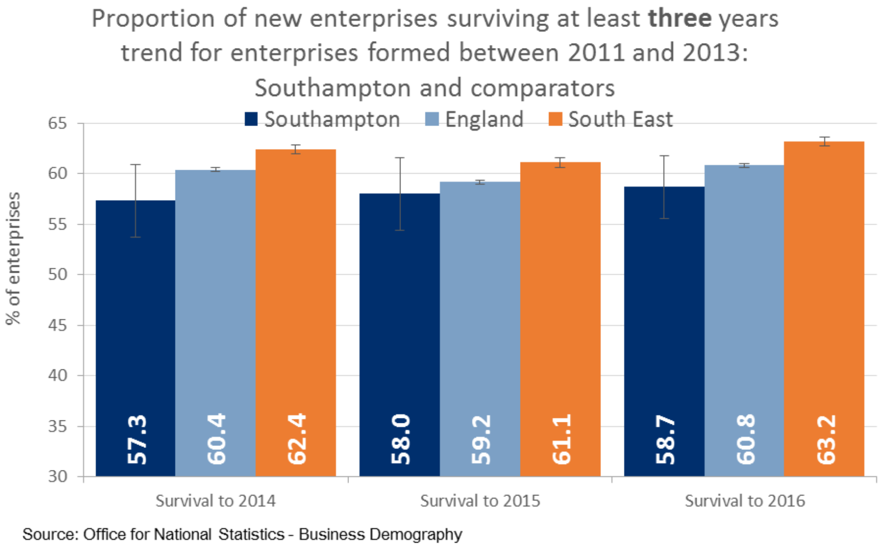
Business Survival

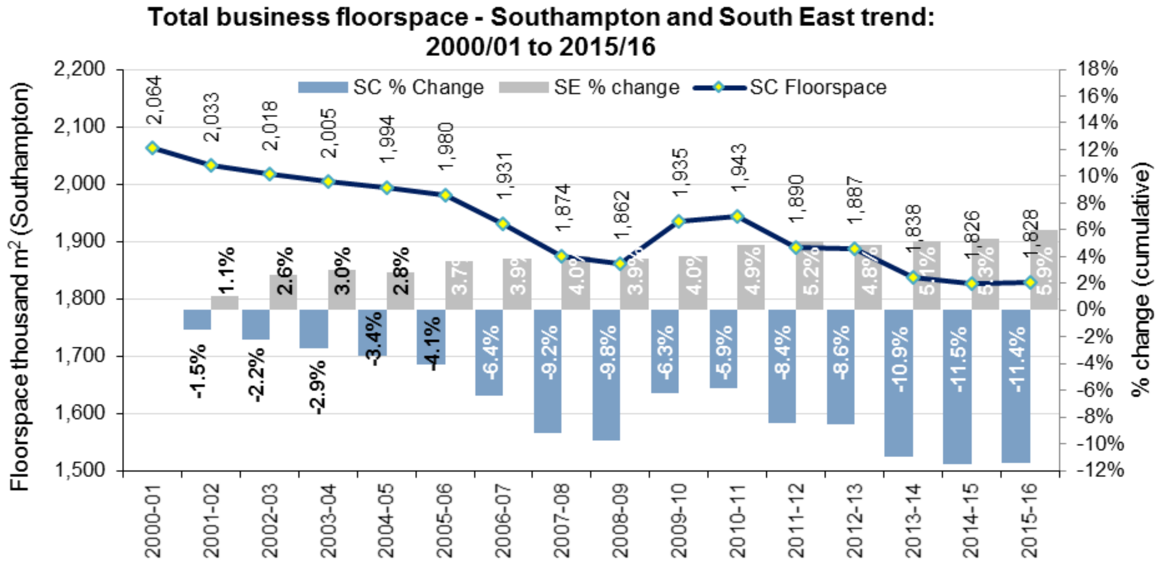




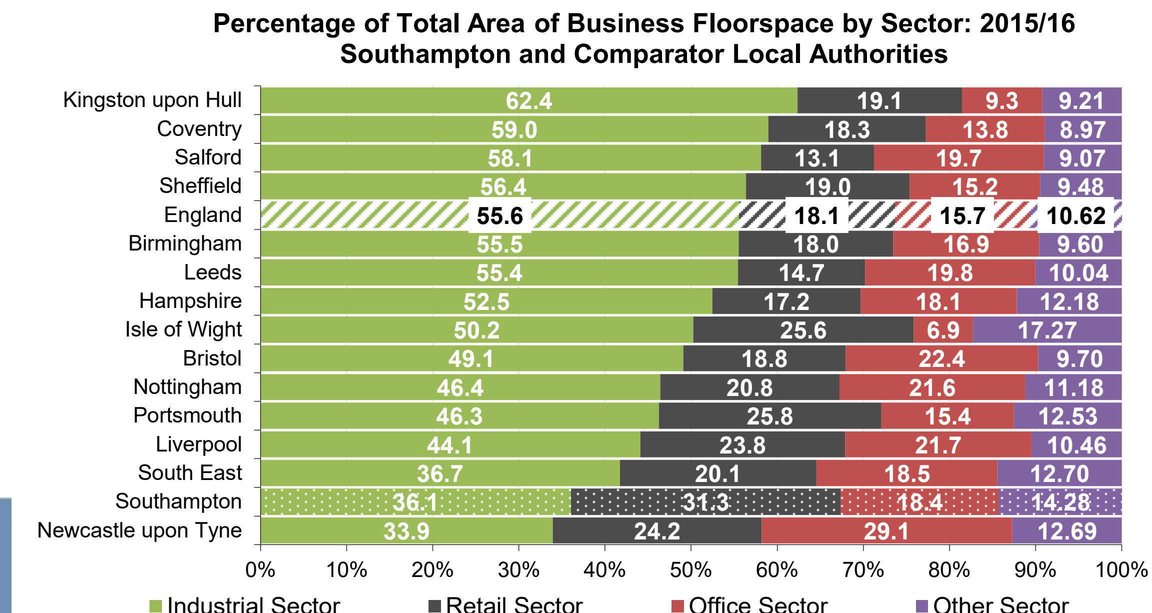


- **70% of small businesses that receive mentoring survive 5 years or more**
- **Twice the rate compared with non-mentored entrepreneurs**
- **Mentored businesses also 20% more likely to experience growth**

Business Floorspace



Sources: Valuation Office Agency



- **1,828,000 m2 of available business floorspace in Southampton in 2015/16**
- **Reduction of 11.4% since 2000/01, in comparison it has increased overall in England (1.9%) and the South East (5.9%)**
- **Office (-20.8%) and industrial (-23.3%) floorspace reduced the most**
- **The majority of floorspace is still classed as industrial (36.1%), much lower than the England average (55.6%) and the second lowest amongst comparator cities.**
- **Almost a third (31.3%) of floorspace is classified as retail, the largest amongst comparator cities; Southampton has 17.4% of all retail floorspace in the Hampshire area.**

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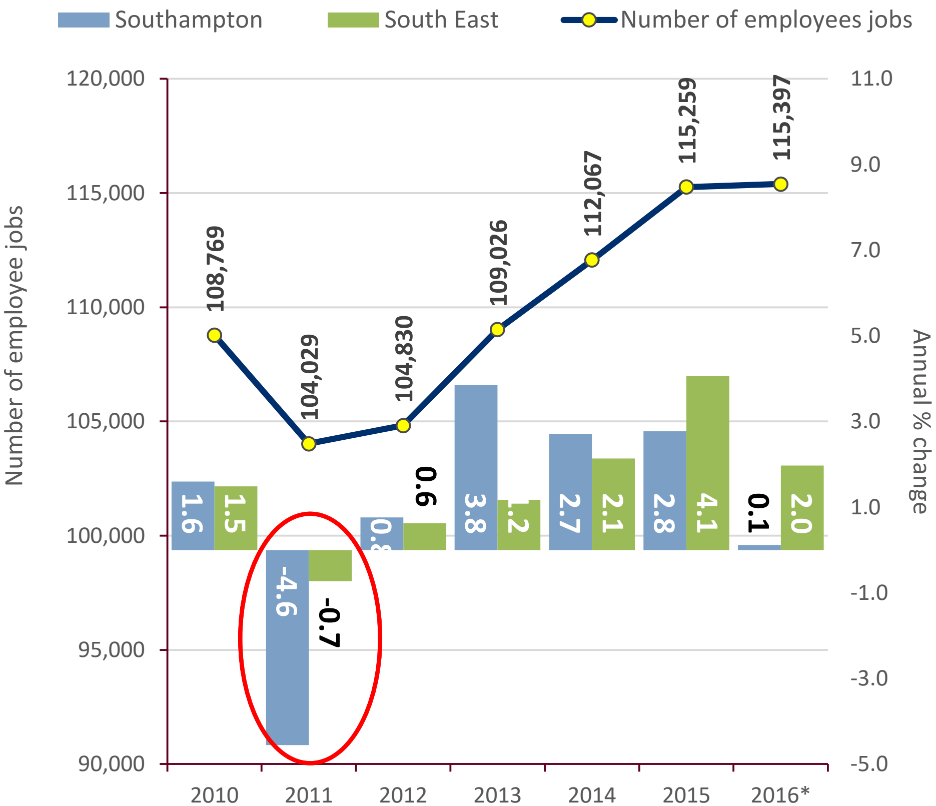
Southampton Economic Assessment

Employee Jobs

Employee Jobs

Number of employee jobs trend in Southampton: 2009 to 2016 (provisional)



Source: ONS Business Register & Employment Survey (BRES)
* 2016 data is provisional

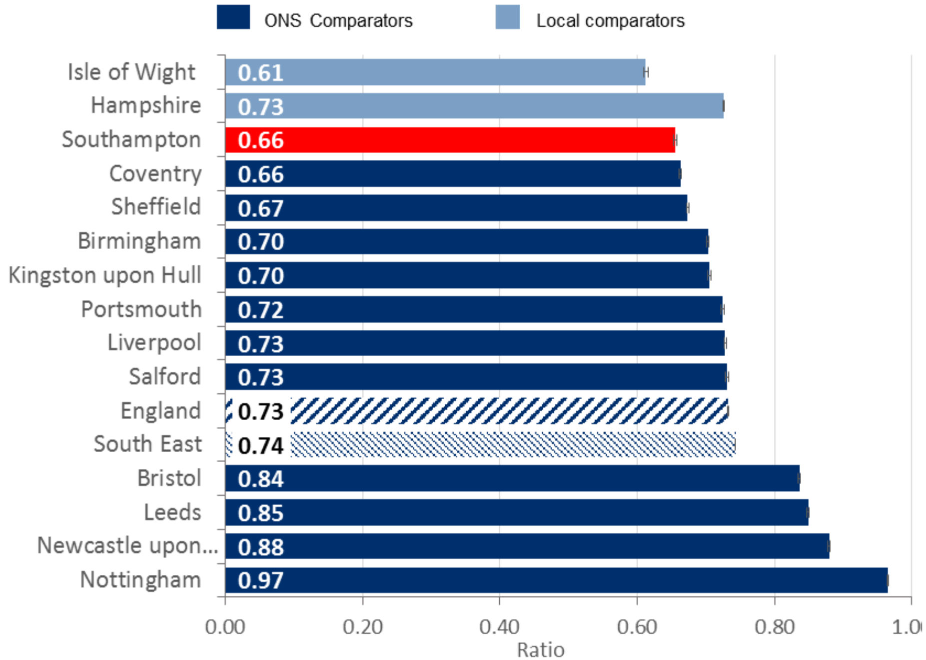
- **In 2016, there were just over 115k workers employed in Southampton**
- **Since 2011….**

+11,300 net

Southampton **England** **South East**

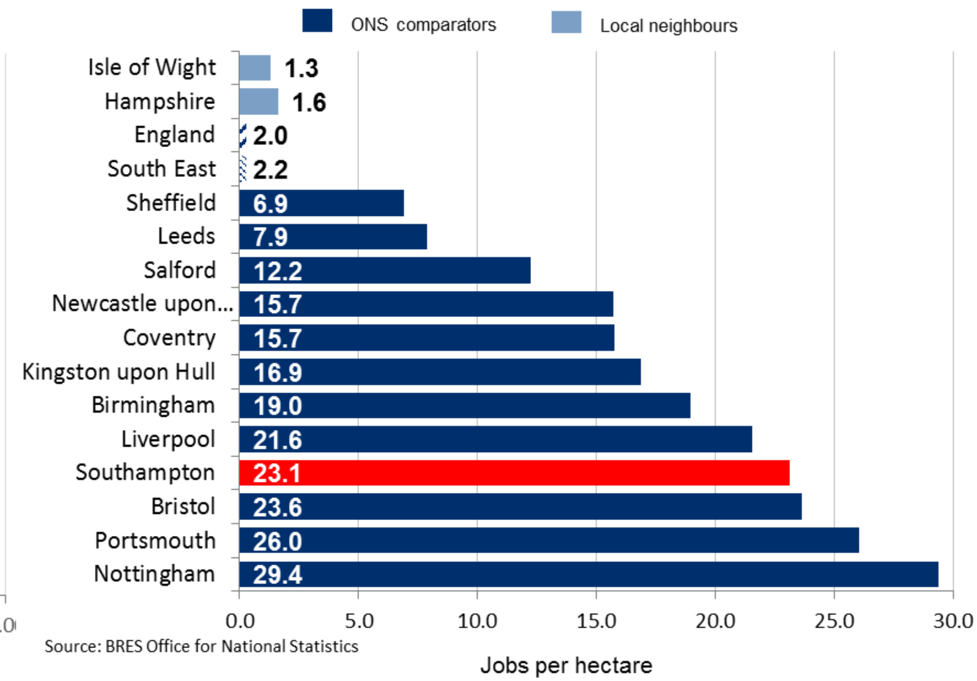
Employee Job Density

Ratio of employee jobs to working age (16-64) residents - Southampton and ONS Comparators: 2016 (provisional)



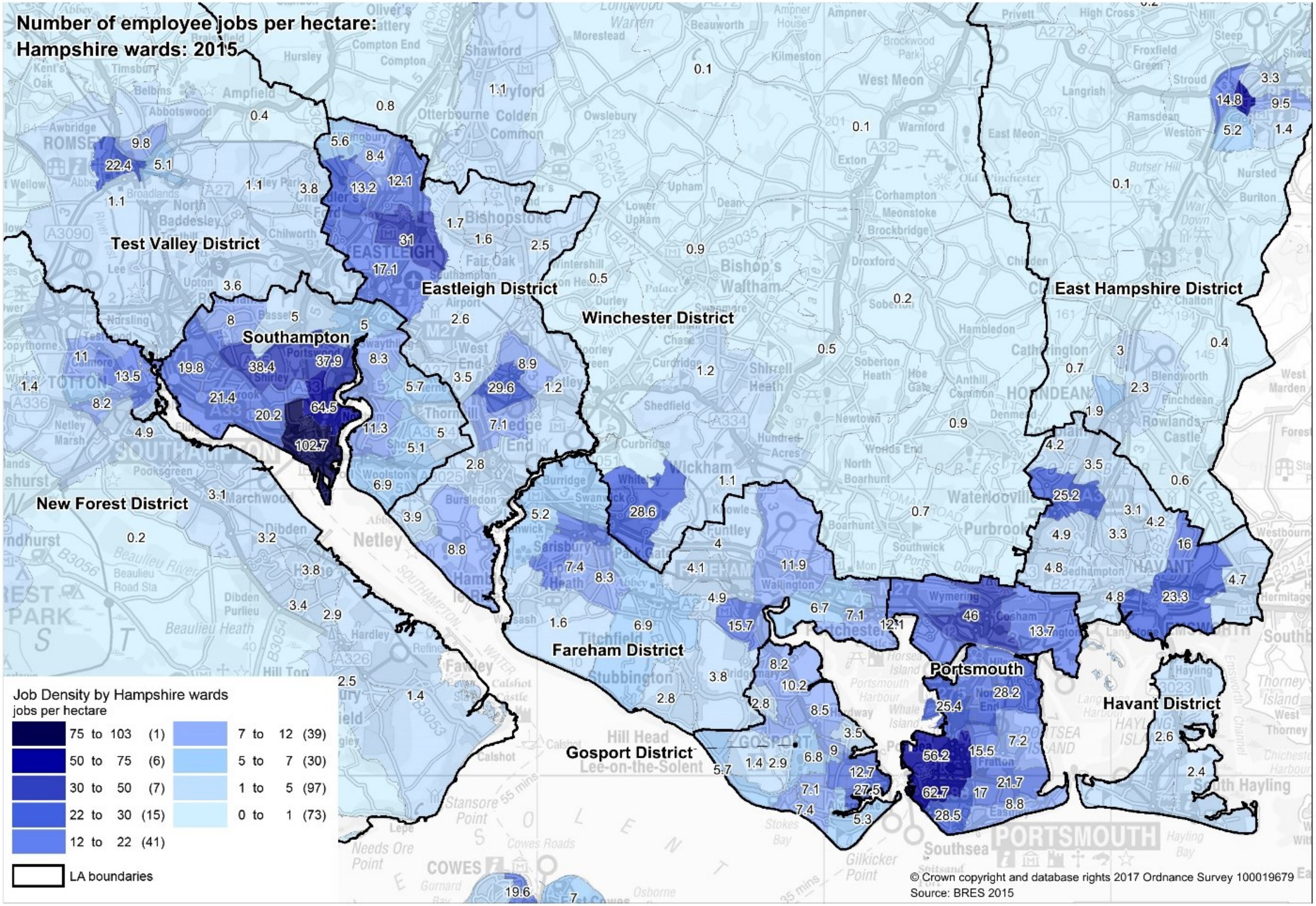
Source: ONS Business Register & Employment Survey (BRES)

Total number of jobs per hectare: Southampton and ONS Comparators 2016 (provisional)

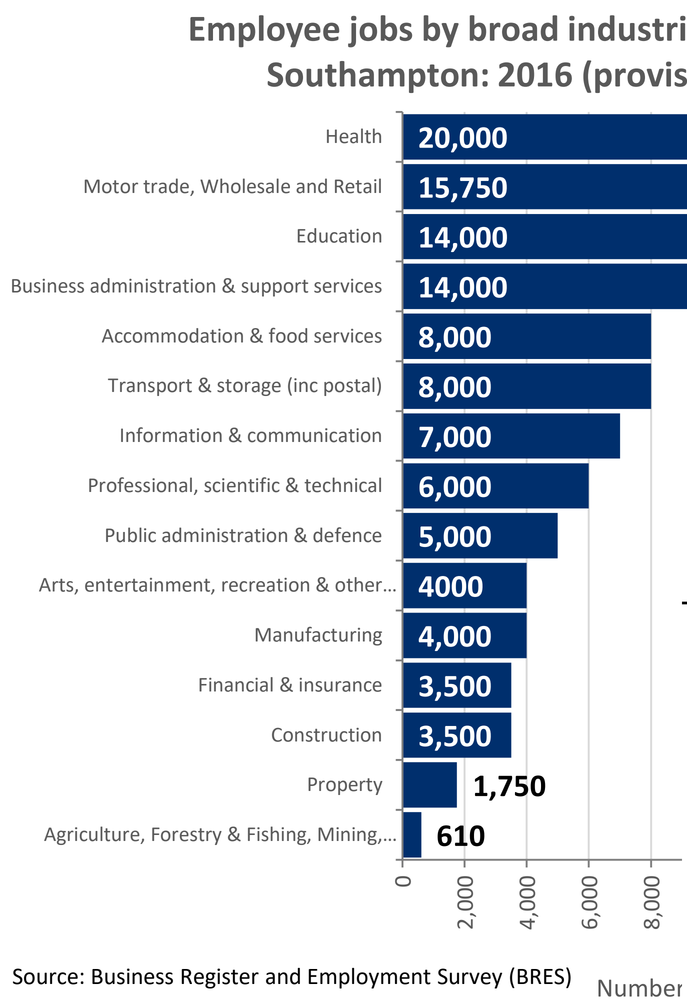


- **The ratio of employee jobs to working age residents in Southampton is comparatively low (0.66); this is the lowest amongst comparator cities.**
- **However, Southampton has a job density of 23.1 jobs per hectare, the third highest amongst comparator cities.**

Employee Job Density



Employee Jobs by Industry



Source: Business Register and Employment Survey (BRES)

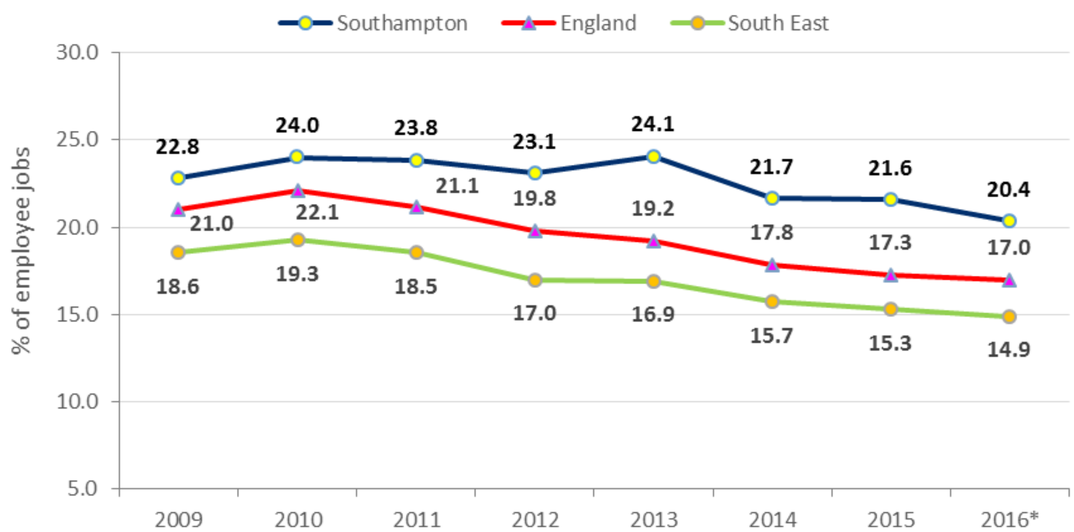
- **Health, retail and education sectors are the largest employers in Southampton**
- **Health and education employers account for almost a third of jobs in the city**
- **Predominantly public sector**
- **Public sector accounts for over 20% of employee jobs (15% SE) – Possible risk to the local economy?**

Employer	Activity	Number of employees
University Hospital Southampton	Healthcare	10,500
University of Southampton	Education	6,000
Southampton City Council	Local government	3,000
Old Mutual Wealth	Life insurance	1,500
Southampton Solent University	Education	1,400
Carnival UK	Cruises	1,200
British American Tobacco (BAT)	Tobacco industry	1,200
DP World	Container handling services	570
Lidl	Supermarket distribution	500
John Lewis Partnership	Retail	500
J Sainsbury	Retail	500

Employee Jobs – Public vs Private Sector

Region name	2010	2011	2012	2013	2014	2015	2016	2009-2011 change	2011-2016 change
Public sector employee jobs									
England	5.2	-4.4	-5.5	-1.7	-4.4	-0.2	0.3	0.5	-11.0
South East	5.4	-4.6	-7.7	0.8	-5.0	1.4	-0.7	0.6	-11.0
Southampton	7.0	-5.0	-2.4	8.4	-7.5	2.4	-5.5	1.6	-5.3
Portsmouth	3.0	-8.9	-7.1	-3.8	6.3	-11.3	5.5	-6.1	-11.1
Isle of Wight	10.7	-8.7	-16.9	7.3	-6.1	3.2	-2.9	1.0	-16.2
Hampshire County	11.2	-4.7	-13.4	1.7	-6.1	1.2	0.0	6.0	-16.3
Private sector employee jobs									
England	-1.3	1.2	2.5	2.0	4.9	3.8	2.3	-0.1	16.5
South East	0.6	0.2	2.5	1.3	3.6	4.8	2.5	0.8	15.5
Southampton	0.0	-4.2	1.8	2.7	6.1	3.0	1.7	-4.1	16.0
								0.6	9.4
								3.5	5.9
								-0.1	11.9

Proportion of employee jobs in the public sector in Southampton, the South East and England: 2009 to 2016

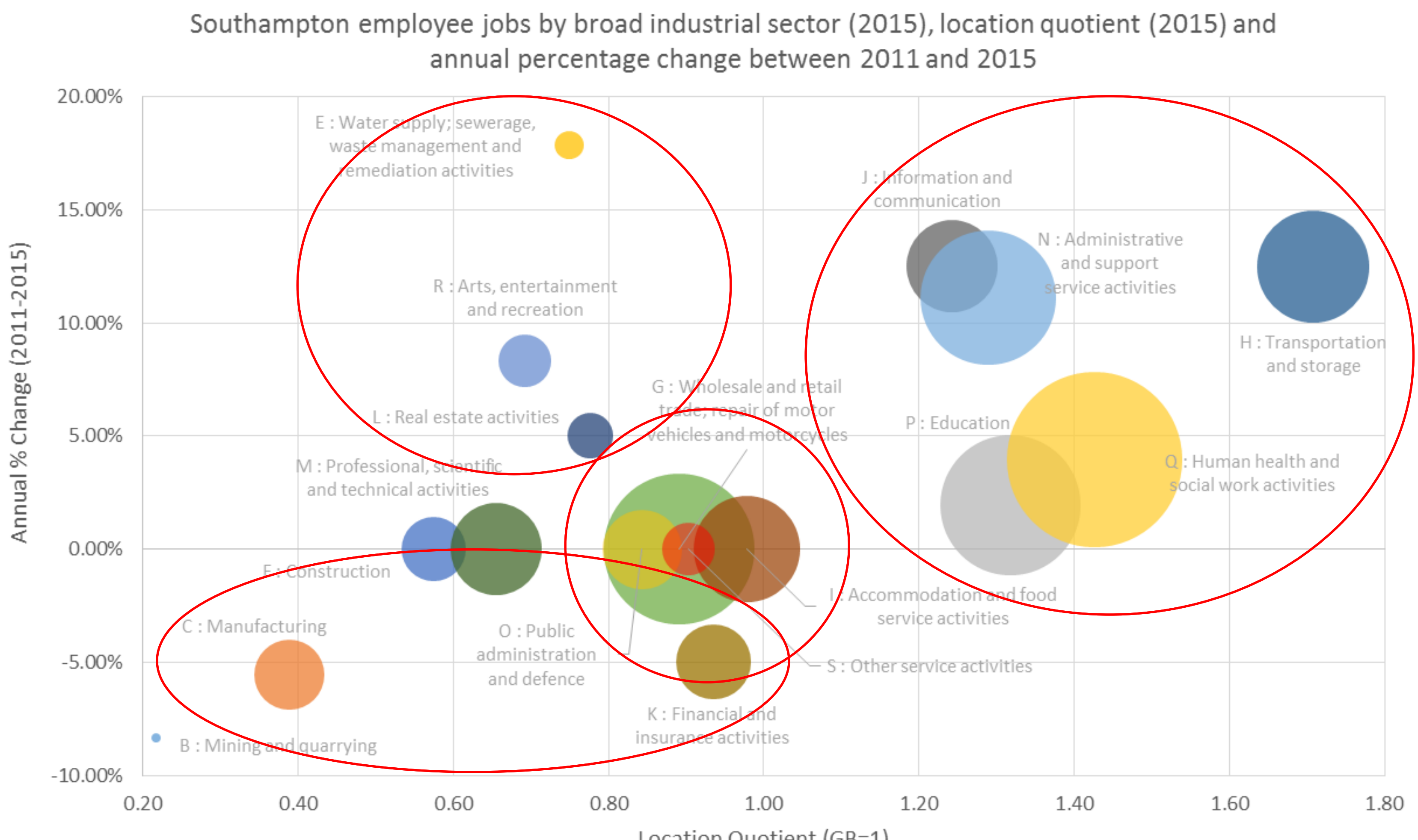


Source: ONS Business Register & Employment Survey (BRES)

* 2016 figures are provisional

- **Private sector jobs suffered most in recession**
- **Public sector not suffered as elsewhere**
- **Despite growth in private sector, public sector still a major employer – future risk?**

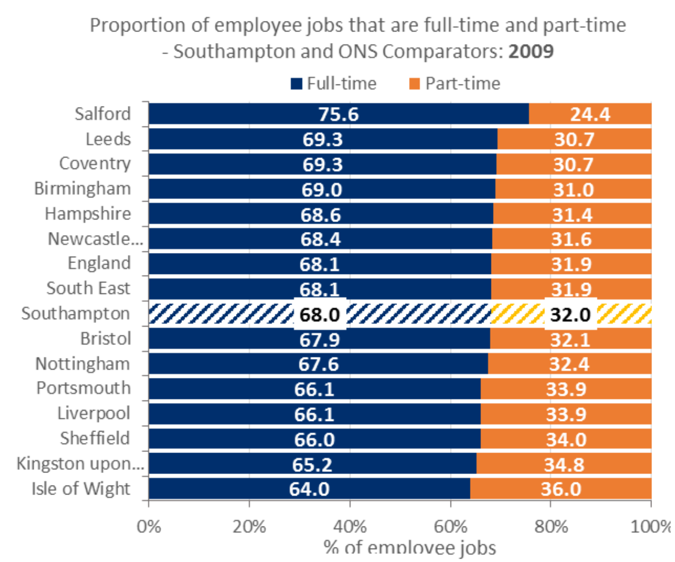
Employee Jobs by Industry



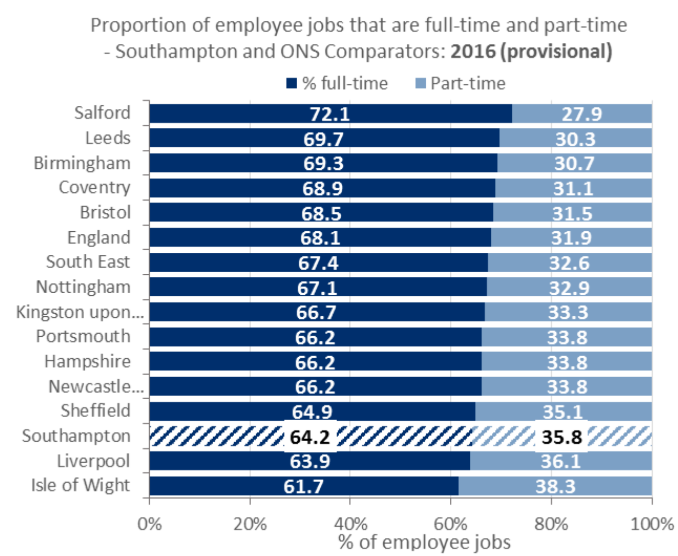
Source: ONS Business Register & Employment Survey (BRES)

Employee Jobs – Shift to Part-Time Work

Region name	2010	2011	2012	2013	2014	2015	2016	2009-2016 change	2009-2011 change	2011-2016 change
Full-time employee jobs										
England	-0.1	-0.6	0.5	2.0	4.1	3.7	0.6	10.7	-0.6	11.3
South East	0.6	-2.4	1.7	0.5	4.1	4.8	0.9	9.7	-1.9	12.5
Southampton	-1.6	-7.8	1.7	2.3	3.4	4.2	0.0	3.4	-9.3	12.2
Portsmouth	0.6	-1.7	4.6	-1.9	-3.5	1.8	3.4	2.5	-1.1	4.3
Isle of Wight	-0.8	-2.7	3.8	-4.7	3.2	4.3	-2.8	0.6	-3.5	3.5
Hampshire County	2.1	-3.2	-1.5	1.0	3.4	3.5	-0.9	2.2	-1.2	5.5
Part-time employee jobs										
England	0.4	1.0	1.5	-0.1	0.9	1.9	4.8	10.8	1.4	9.3
South East	3.5	2.8	-1.5	2.5	-1.6	3.1	4.4	13.9	6.4	7.0
Southampton	8.6	2.2	-0.8	7.1	1.7	0.4	0.3	20.8	11.0	8.8
Portsmouth	-1.3	-0.1	3.6	-5.8	5.1	-2.7	4.3	2.7	-1.4	4.1
Isle of Wight	10.4	3.6	-12.5	12.7	-6.5	5.4	-0.6	10.5	14.4	-3.4
Hampshire County	2.4	3.1	2.6	3.6	-3.1	3.3	3.3	16.0	5.5	9.9



Source: ONS Business Register & Employment Survey



Source: ONS Business Register & Employment Survey

- **Clear shift to part-time working**
- **Move towards less stable temporary employment?**

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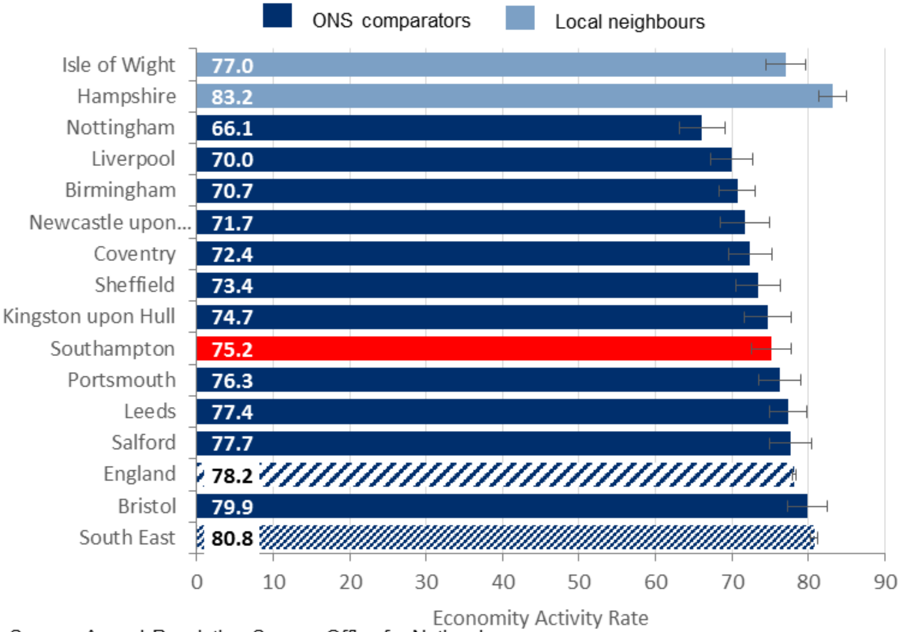
Labour Market

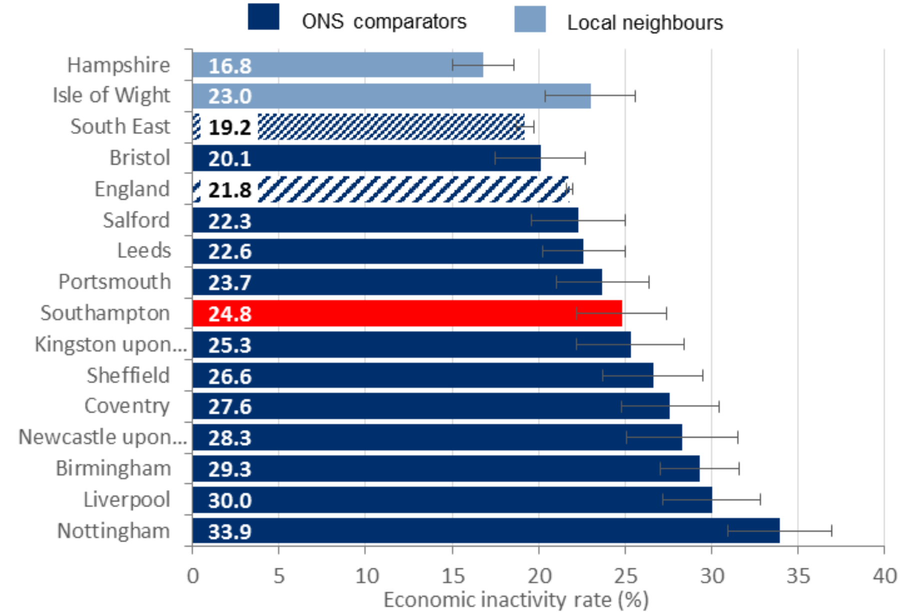
Economically Active / Inactive

Economic Activity Rate, people aged 16 to 64, Southampton and ONS comparators: April 2016-March 2017



Source: Annual Population Survey, Office for National

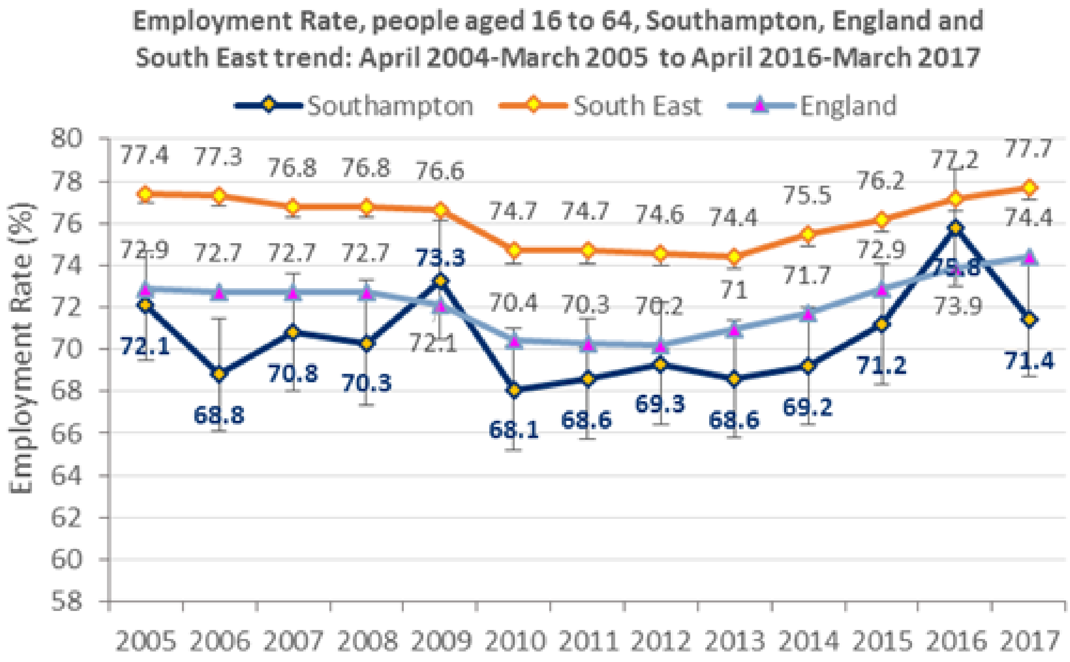
Economically inactive people aged 16 to 64 - Southampton and ONS comparators: April 2016-March 2017



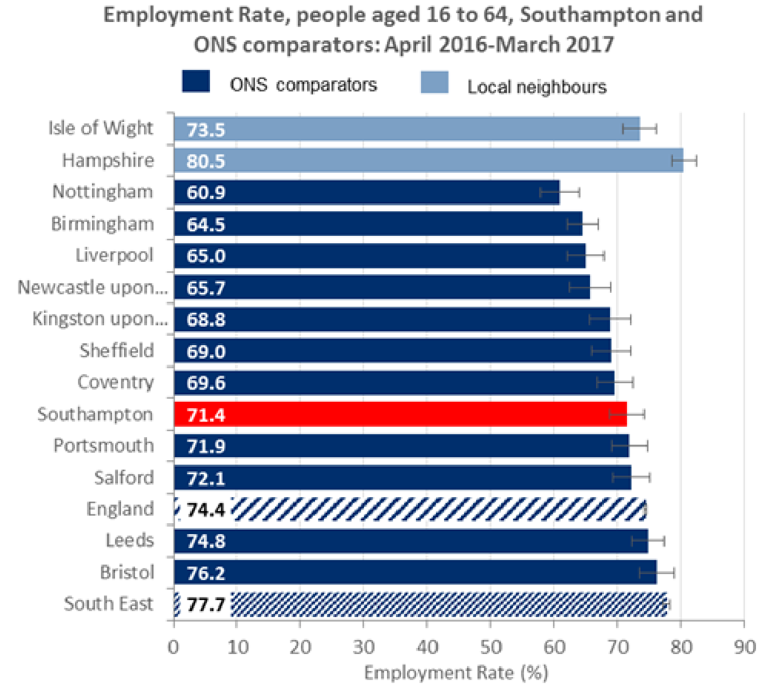
Source: Annual Population Survey, Office for National Statistics

- **In 2016/17, three quarters (75.2%) of the working age population in Southampton classes as being economically active, lower than England and South East.**
- **Following a low in 2011, economic activity rates have gradually increased in the city although have continually been lower than average**
- **Large student population in the city may be one reason why this rate is comparatively low; 42% of economically inactive people reported the main reason as being a student in 2016/17.**

Employment Rate



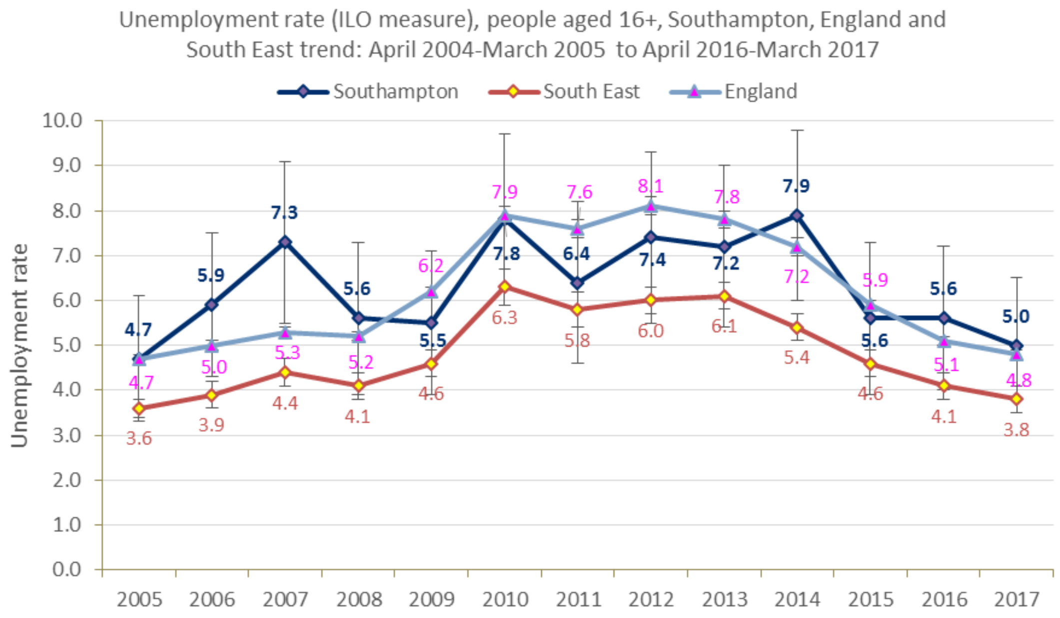
Source: Annual Population Survey, Office for National Statistics



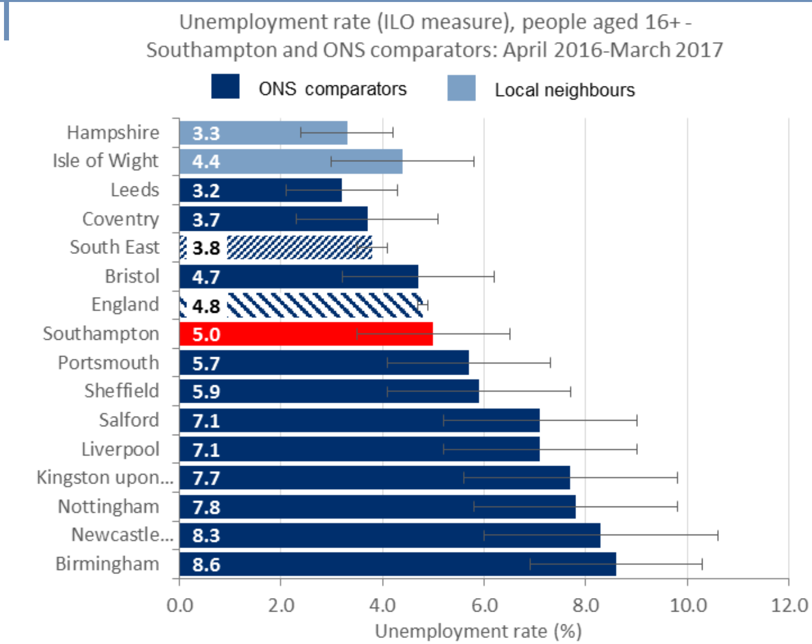
Source: Annual Population Survey, Office for National Statistics

- **The recession clearly impacted upon employment rates in the city falling to a low of 68% in 2010**
- **Since this point the rate has shown signs of recovery; employment in 2017 similar to those pre-recession at 71.4%; a 3.3% point increase since 2010.**
- **However, this is still below the England (74.4%) and South East (77.7%) average. Again this might be impacted by the large student population, although Bristol and Leeds have a similar issue.**
- **Employment rates amongst 16+ population are better, suggesting older residents want or need to stay in employment in the city**

Unemployment



Source: Annual Population Survey, Office for National Statistics



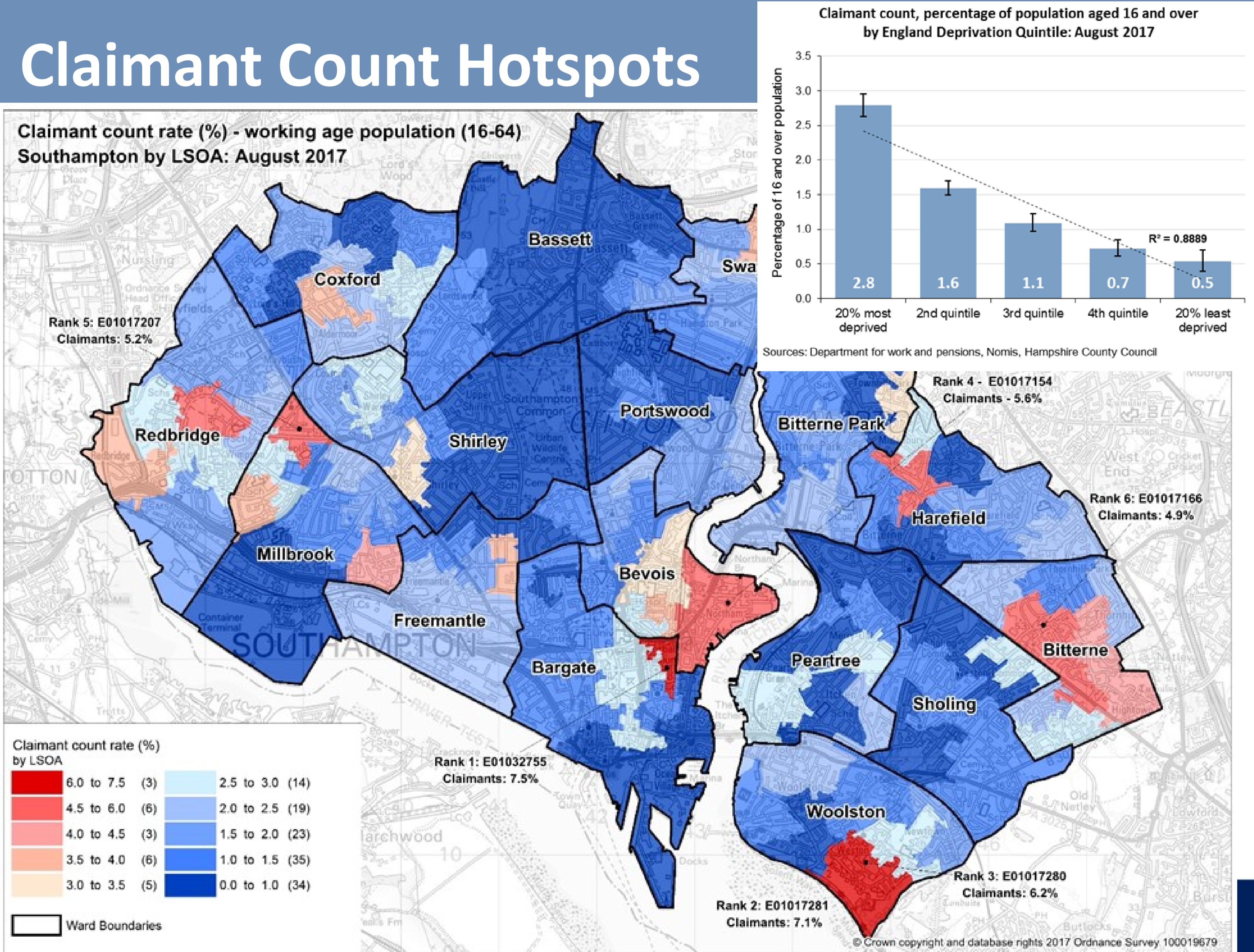
Source: Annual Population Survey, Office for National Statistics

- **Following changes to the benefits system, the Labour Force Survey (LFS) is the most reliable source of unemployment data.**
- **Following a period of fairly high unemployment (between 2010 and 2014), unemployment in the city has improved in line with the national trend.**
- **In March 2017, 6,600 people were estimated to be unemployed in Southampton, 5.0% of the economically active population - higher than England (4.8%) and South East (3.8%), but 4th lowest amongst comparator cities**
- **Rate of fall is slightly greater in Southampton; -2.9% points over the last three years, compared to England (-2.4% pts) and the South East (-1.6% pts).**

Unemployment – additional intelligence

- The 16-19 age group is the most at risk; around a third (33.9%) estimated to be unemployed in the city.
- The small sample size and large confidence intervals means that this number is unreliable.
- Nonetheless, analysis over time and at a higher geography confirm this age group to be the most at risk of unemployment, which suggests that 16-19 year olds require the most support to get into work nationally and locally.
- Claimant Count data mirrors the trend of LFS. In August 2017, the claimant count for Southampton was 2.0% or 3,395 people compared with 1.2% in the South East and 1.9% in England.
- Monthly data suggests that claimants may be increasing in the city; rising from 1.4% in April 2017 to 2.0% in August 2017 - However, this should be treated with some caution due to the unknown impact of Universal Credit.
- Although the LFS is most reliable for tracking unemployment, benefits data useful for highlighting hotspots in the city……
- Unsurprisingly, the rates are clearly higher in wards and neighbourhoods in the city with higher levels of deprivation.
- At neighbourhood (LSOA) level the rates range significantly from 0% to 7.5%, with the highest being located in Bargate with a rate of 7.5%.

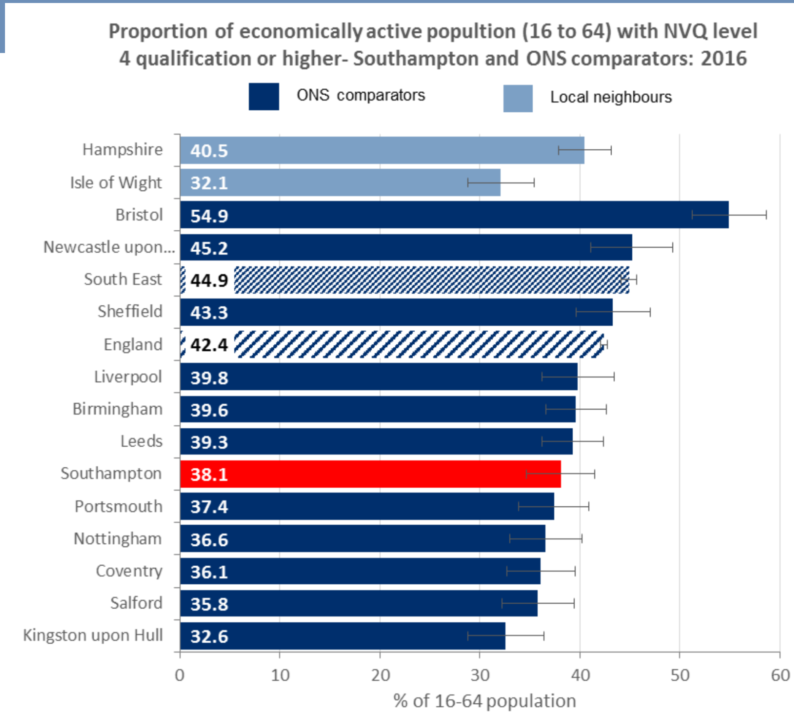
Claimant Count Hotspots

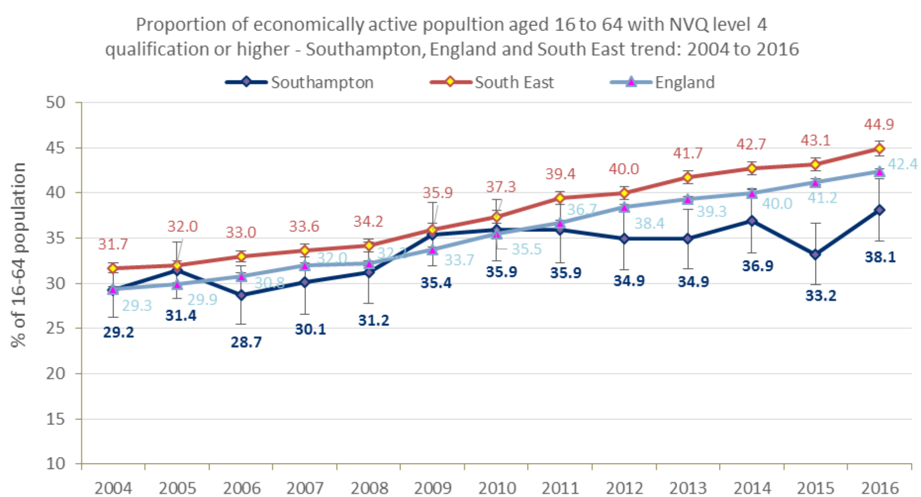


Sources: Department for work and pensions, Nomis, Hampshire County Council

Skills & Qualifications

Skills & Qualifications – High End



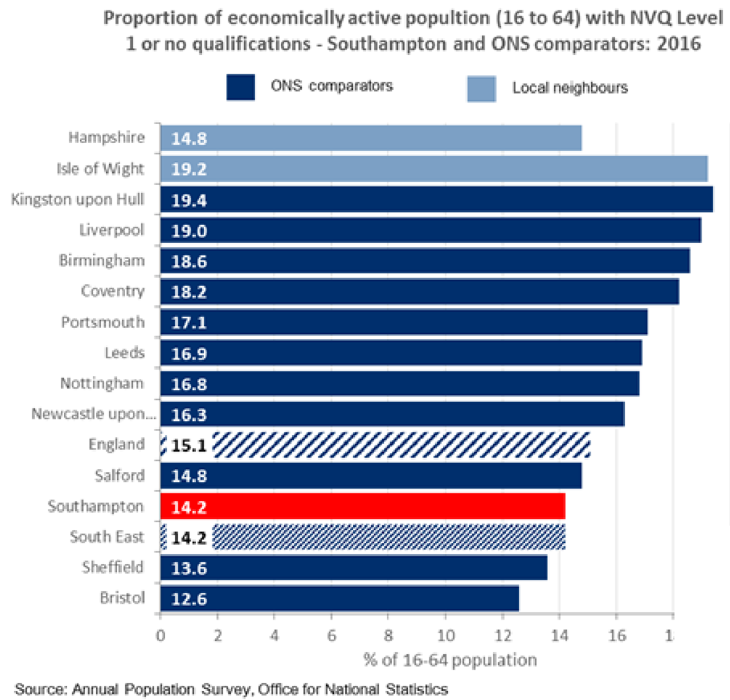


Source: Annual Population Survey, Office for National Statistics

- The Annual Population Survey (APS) records the qualifications of working age residents classified into a number of NVQ and equivalent levels
- NVQ Level 4 + (degree level) qualifications often taken as a prerequisite for participation in the high value-added knowledge economy
- 38% of Southampton's working age resident population qualified to NVQ Level 4+, which is lower than both the England (42.4%) and South East (44.9%) average.
- NVQ 4+ levels have increased, but not at the same pace as England and the South East, meaning the gap in high end skills has developed and is widening.
- Perhaps a little surprising given that the city has two universities, and a ready supply of graduates.
- Graduate retention data was not available for this report, but it may be an area for further investigation.
- However, above average proportion qualified up to NVQ Level 3 (highest amongst comparators). Likely to be because of large student population.

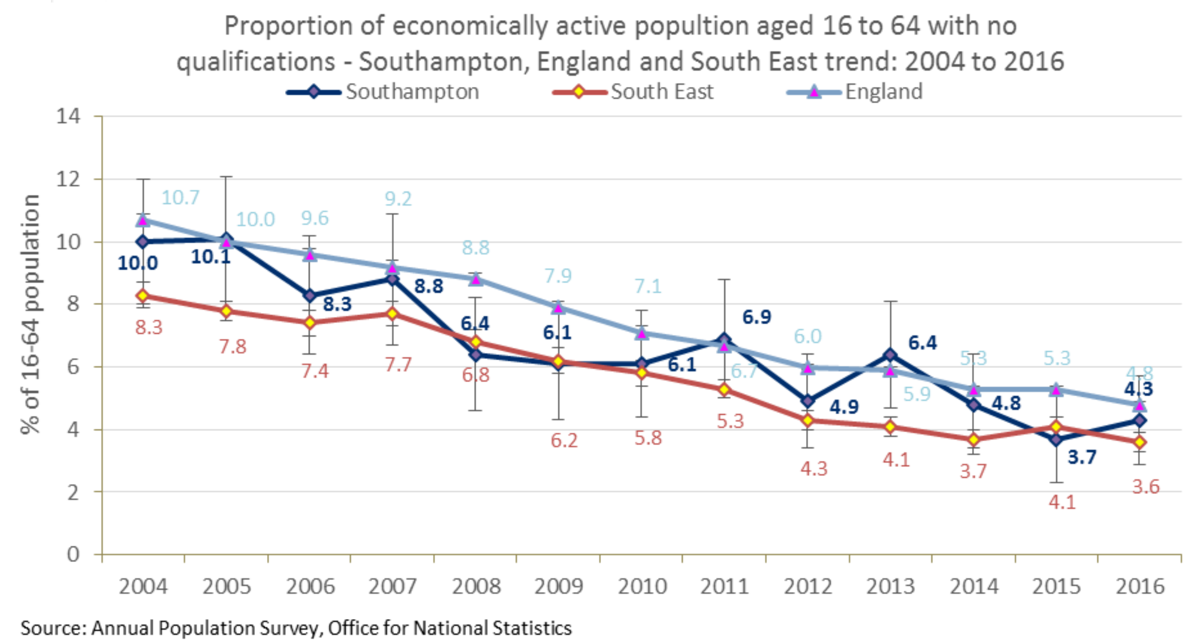
SOUTHAMPTON CITY COUNCIL

Skills & Qualifications – Low End

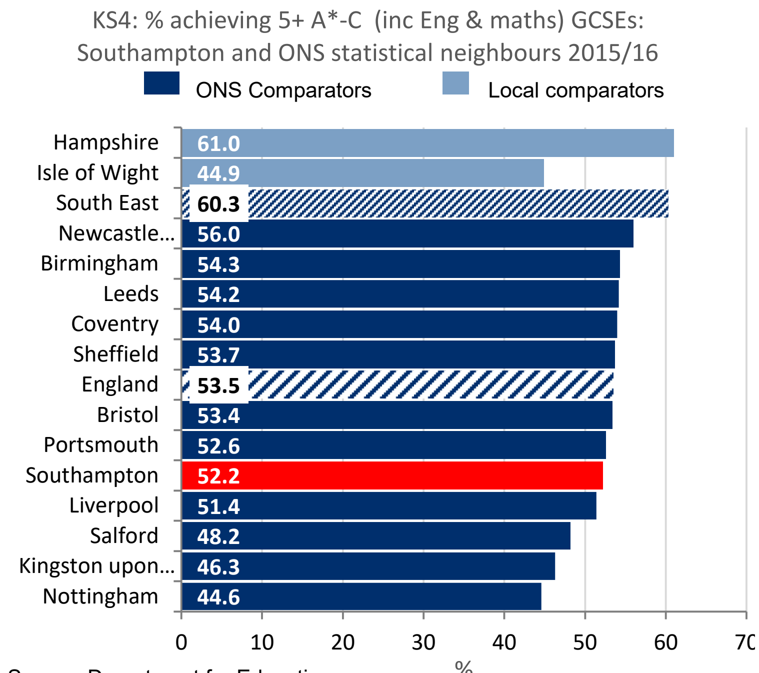


- At the other end of the skills spectrum, 14.2% of Southampton's economically active population have no or low qualifications (NVQ Level 1 or below), which is the same as the South East and below the England average (15.1%).
- In fact, amongst the comparator cities, only Bristol and Sheffield have a lower proportion.

- Similar to the national trend, the proportion with no qualifications in Southampton fallen over time from 10% in 2004 to 4.3% in 2016.

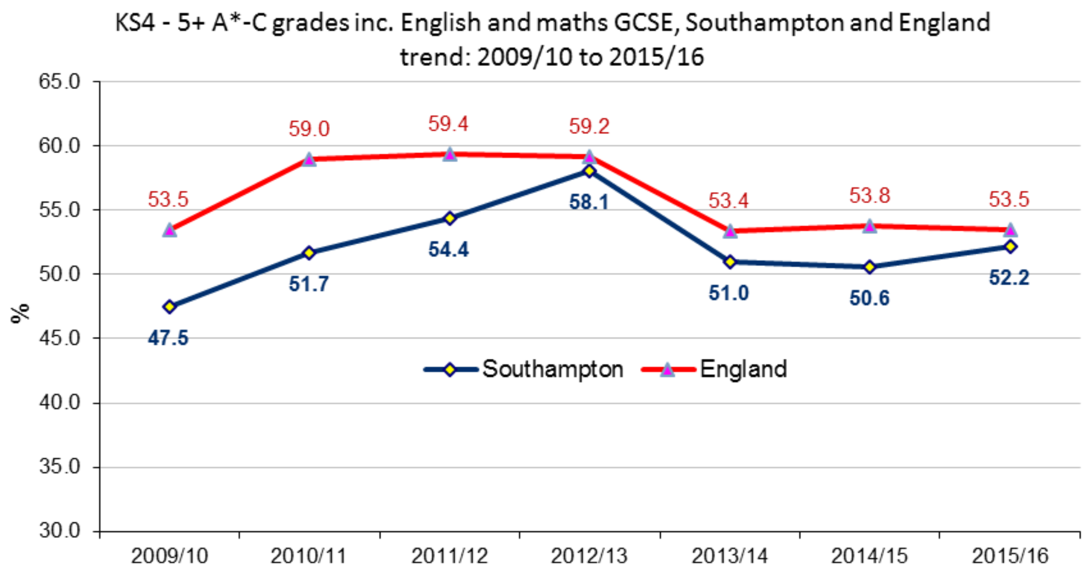


Skills & Qualifications – School Attainment



Source: Department for Education

- In 2015/16, 52.2% achieved 5+ GCSEs at grades A* to C (including English and Maths) compared to the England (53.5%) and South East (60.3%) average.
- Despite some signs of improvement in recent years, school attainment at GCSE level continues to be below average for Southampton pupils.
- Raising school attainment is important to improve life chance of young people in the city, particularly with regards to finding skilled employment on leaving school.
- Especially important for children from the most deprived areas of the city, where school attainment is poor and unemployment and benefit claimant rates high.



Source: Department for Education

Higher Education

University	Category	2011/12 No. students	2011/12 % change	2012/13 No. students	2012/13 % change	2013/14 No. students	2013/14 % change	2014/15 No. students	2014/15 % change	2015/16 No. students	2015/16 % change
University of Southampton	Postgraduate	7325	N/A	7060	-3.6%	7840	11.0%	7645	-2.5%	7390	-3.3%
	Undergraduate	16805	N/A	16055	-4.5%	16195	0.9%	16150	-0.3%	17485	8.3%
	Total	24135	N/A	23115	-4.2%	24040	4.0%	23795	-1.0%	24875	4.5%
Southampton Solent University	Postgraduate	665	N/A	575	-13.5%	440	-23.5%	355	-19.3%	405	14.1%
	Undergraduate	11865	N/A	11515	-2.9%	11285	-2.0%	10950	-3.0%	10885	-0.6%
	Total	12530	N/A	12090	-3.5%	11725	-3.0%	11305	-3.6%	11285	-0.2%
Southampton Total	Postgraduate	7990	N/A	7635	-4.4%	8280	8.4%	8000	-3.4%	7795	-2.6%
	Undergraduate	28670	N/A	27570	-3.8%	27480	-0.3%	27100	-1.4%	28370	4.7%
	Total	36665	N/A	35205	-4.0%	35765	1.6%	35100	-1.9%	36160	3.0%

- **In 2015/16, there were 36,160 HE students in Southampton, with just under 70% studying at the University of Southampton.**
- **Although there have been reduction in the number of higher education students in recent years, a 3% increase in 2015/16 might suggest that this trend is reversing.**
- **The two universities in Southampton are valuable assets in terms of employment, improving workforce skills and supporting knowledge based industries in the city.**
- **City must look to make the most of these institutions and look to improve graduate retention**

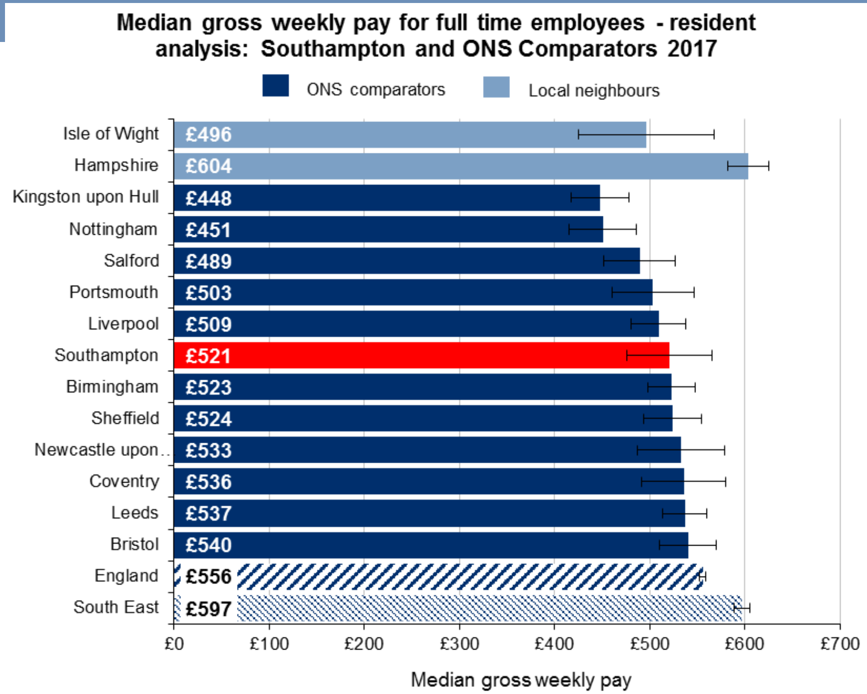
Workforce Skills

Region name	% with any vacancies	% with a skills shortage vacancy	% of vacancies which a due to skills shortage	% with any staff not fully proficient	% of workforce not fully proficient	% with any difficulties retaining staff	% training staff over last 12 months	No. trained as a % of total staff
England	20%	6%	23%	14%	5%	8%	66%	63%
South East	22%	7%	26%	14%	5%	9%	67%	61%
Southampton	25%	9%	19%	16%	4%	6%	67%	76%
Portsmouth	23%	5%	18%	22%	4%	10%	76%	64%
Isle of Wight	19%	3%	16%	18%	5%	3%	62%	53%
Hampshire County	21%	7%	28%	16%	5%	10%	70%	66%

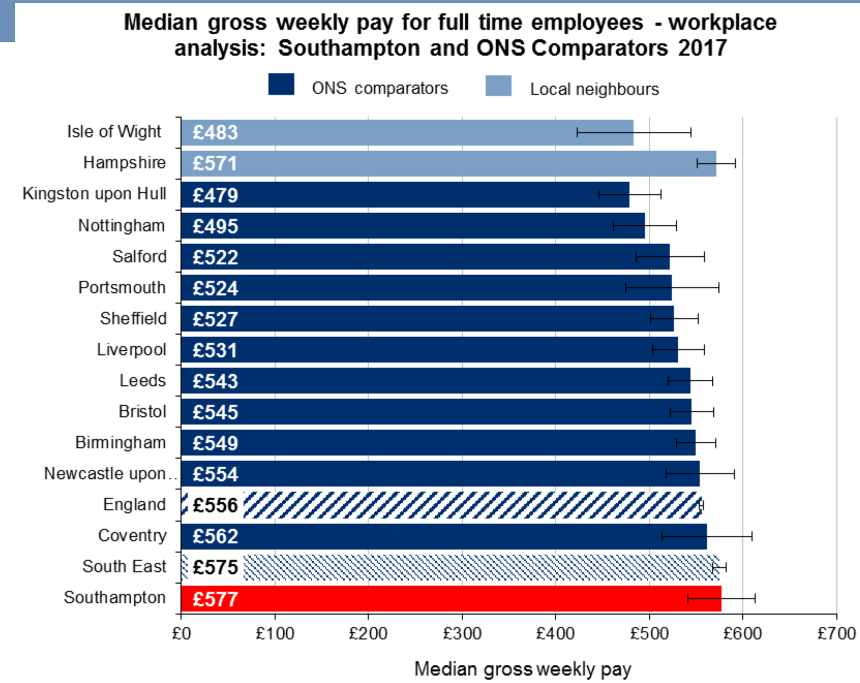
- **UK Commission's Employer Skills Survey (2015) examined the experiences and practices of over 91,200 employers in the UK**
- **Employers reporting issues with finding workers with the level of skills they need in a growing economy.**
- **In Southampton, 9% of all employers have at least one skill-shortage vacancy - higher than 6% reported nationally.**
- **16% of employers in Southampton reported skills gaps within their existing workforce - higher than both the England (14%) and South East average (14%).**
- **However, there appear to be fewer problems retaining staff in Southampton.**
- **90% of the current labour force may be active in the labour market a decade from now. Therefore, initial education alone is not enough to remain competitive. The workplace is a vital location to develop these skills and it is therefore vital that businesses invest significant resources in training.**
- **As a proportion of the total workforce, 76% of staff in Southampton were trained in the last 12 months, which is much higher than the England (63%) and South East (61%) average.**

Earnings & Economic Flows

Earnings



Source: Annual Survey of Hours and Earnings, ONS Crown Copyright

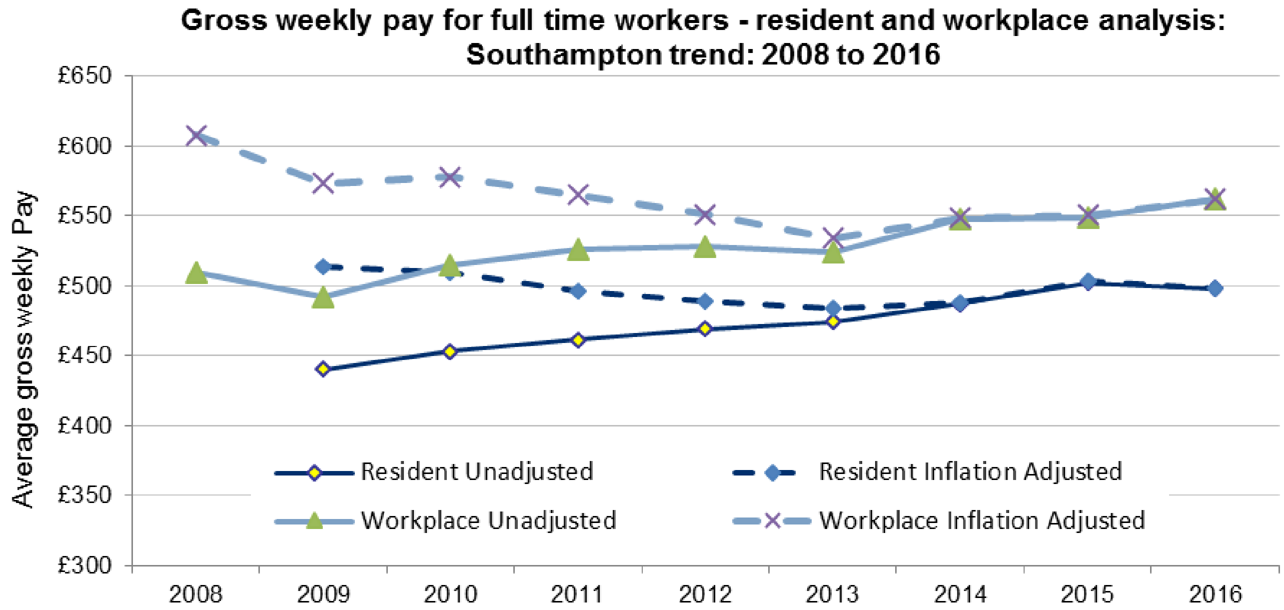


Source: Annual Survey of Hours and Earnings, ONS Crown Copyright

Southampton England South East

Southampton England South East

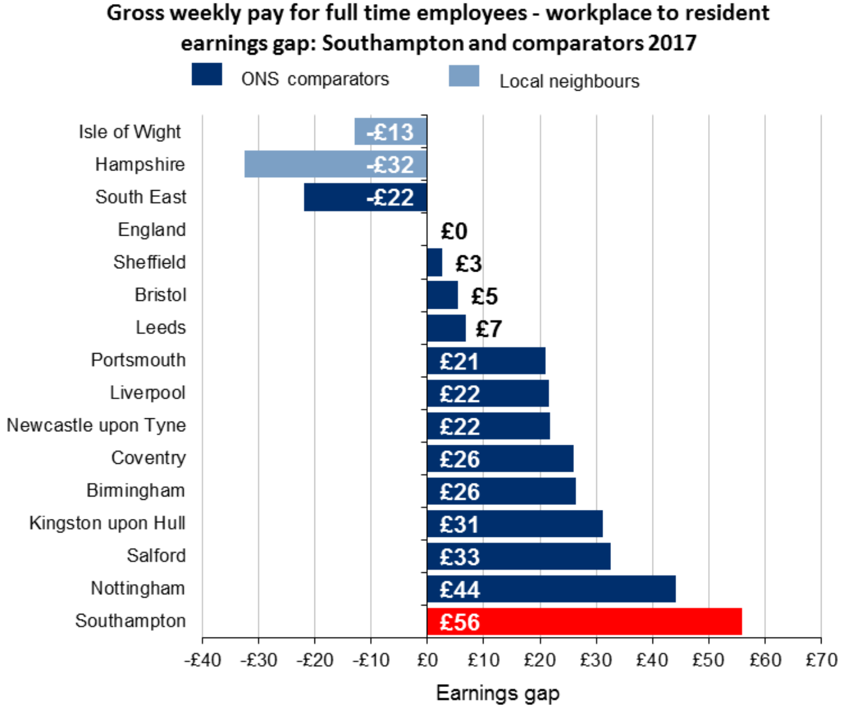
Earnings - Trends

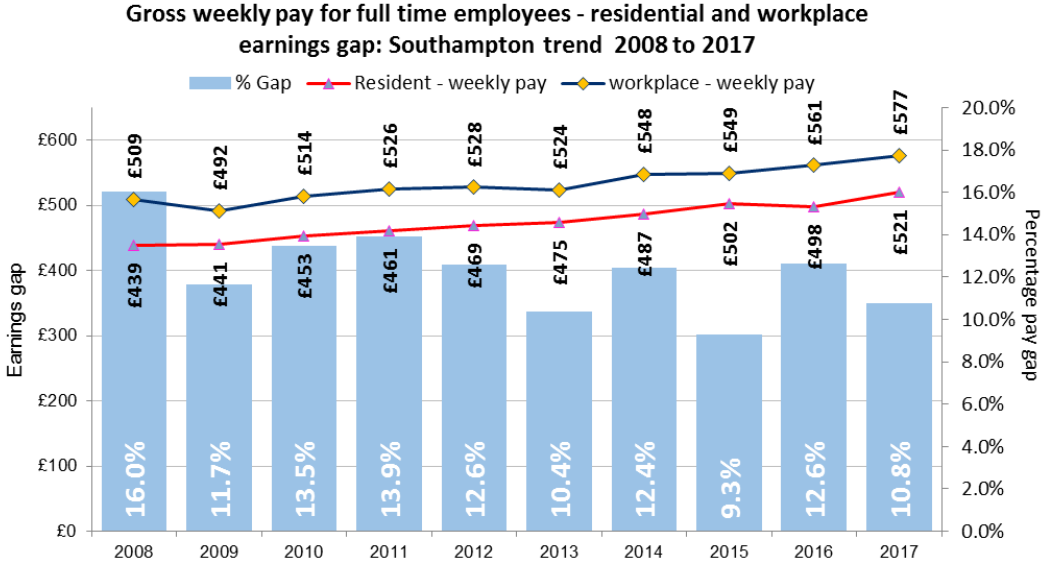


Source: Annual Survey of Hours and Earnings, ONS Crown Copyright

- ***Resident*** **and** ***workplace*** **earnings have increased in line with England, although there have been smaller increases for the 10% lowest earners in the city, potentially widening the inequality gap in the city.**
- **After adjusting for inflation, weekly pay declined in 'real' terms between 2008 and 2013.**
- **Since 2013, weekly pay in 'real' terms increased for both residents and workers in Southampton.**
- **However, adjusted for inflation, earnings are not yet back to their peak in 2008, and weekly earnings for residents fell slightly in 2016 by -1.2% in 'real' terms (workplace earnings increased by 2.1%).**

Earnings Inequalities – Resident vs Workplace



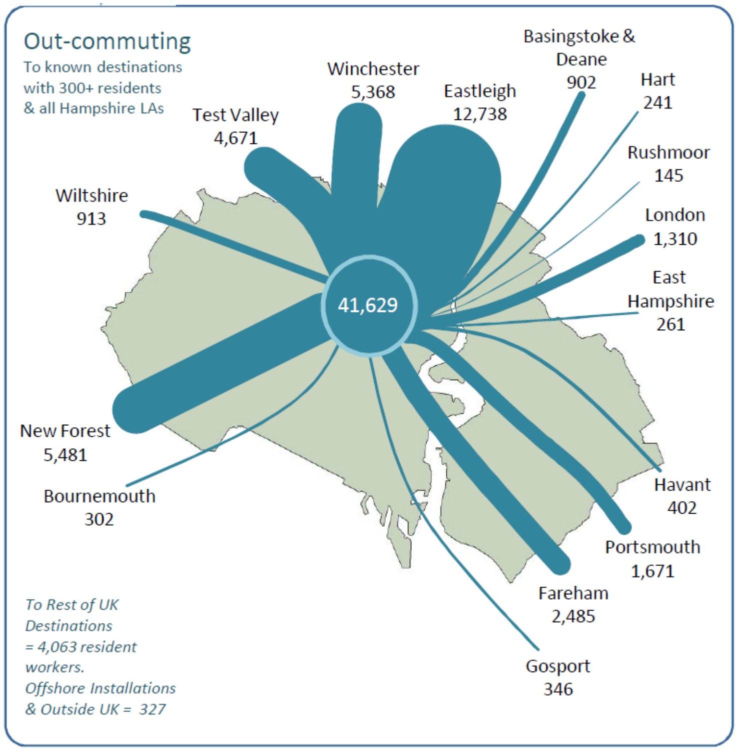


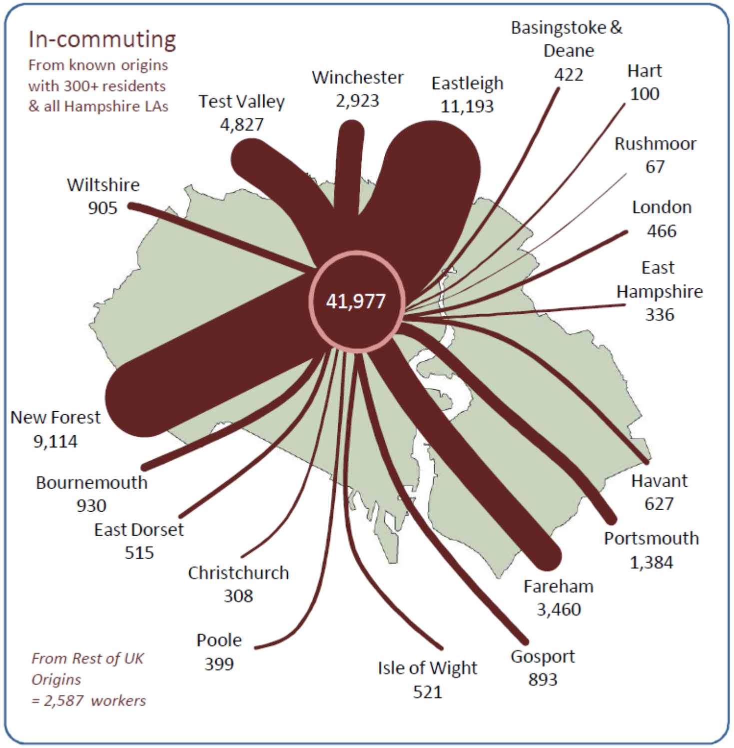
Source: Annual Survey of Hours and Earnings, ONS Crown Copyright

Source: Annual Survey of Hours and Earnings, ONS Crown Copyright

- ***Workplace*** **earnings in Southampton are £56 (10.8%) more per week than the** ***resident*** **earnings**
- **This ‘inequality’ gap is the largest amongst comparator cities**
- **The earnings trend shows that there is little evidence that this gap is narrowing.**

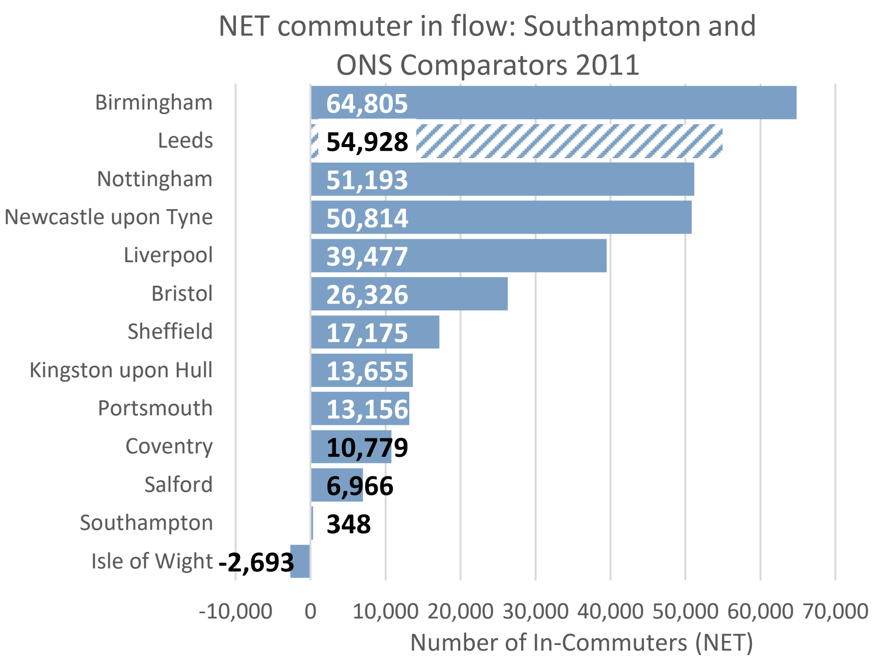
Earnings Inequalities – Economic Flows





- **Earnings inequalities data leads us to look at economic flows i.e. commuting**
- **Almost 42,000 commute into the city, and a similar number commute out**
- **Clear relationship between Southampton and Eastleigh - economic flows in both directions**
- **Significant numbers also commute into the city from the New Forest, Test Valley and Winchester**

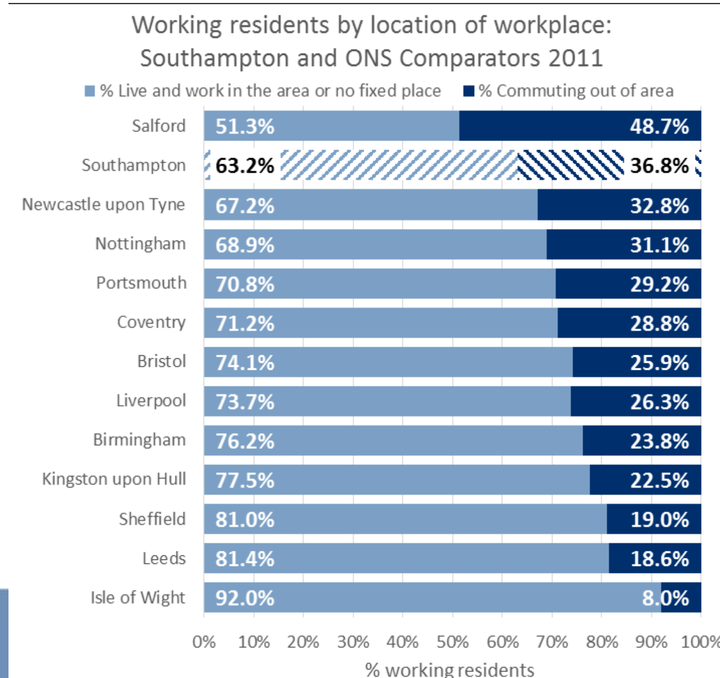
Earnings Inequalities – Economic Flows



Source: 2011 Census, Table WU01UK, ONS Crown Copyright

- **In-Commuting accounts for 37% of the city's *workforce* - similar to comparators**
- **However, almost 37% of Southampton working *residents* commute outside of the city for work – 2nd highest amongst comparators.**
- **Southampton is a NET importer of workers, but it is only marginal at 348, which is the lowest amongst all comparator cities.**

- **Given the difference between resident and workplace earnings, it is possible that some lower skilled residents are being displaced into lower paid employment outside of the city by skilled workers commuting into the city.**



Source: 2011 Census, Table WU01UK, ONS Crown Copyright

Earnings Inequalities – Economic Flows

Occupational group SOC(2010)	Workplace	%	Residents	%	Difference (+ in; - out)
Managers, directors and senior officials	10,500	7.3%	9,500	7.7%	1,000
Professional occupations	32,200	22.5%	24,700	19.9%	7,500
Associate prof & tech occupations	20,700	14.4%	14,300	11.5%	6,400
Administrative and secretarial occupations	15,100	10.5%	12,500	10.1%	2,600
Skilled trades occupations	12,100	8.4%	11,900	9.6%	200
Caring, leisure and other service occupations	12,800	8.9%	10,700	8.6%	2,100
Sales and customer service occupations	9,200	6.4%	9,500	7.7%	-300
Process, plant and machine operatives	11,400	7.9%	10,600	8.5%	800
Elementary occupations	19,400	13.5%	20,400	16.4%	-1,000
Total	*143,400*		*124,100*		*19,300*

- **More recent data from the 2016/17 ONS Annual Population survey gives further weight to this argument**
- **It shows particularly pronounced in-commuting for (well paid) professional and associated professional occupations (+7,500 and + 6,400 respectively)**
- **In addition, there is out-commuting for (low paid) elementary and sales and customer service occupations.**
- **High levels of income for workers is not directly reflected in the economic wellbeing of residents, which amongst other things is likely to result in poorer outcomes and higher demand for public services including health and social care.**

Earnings Inequalities – Gender

16.6%
£93

Southampton

5.6%
£33

17.1%
£103

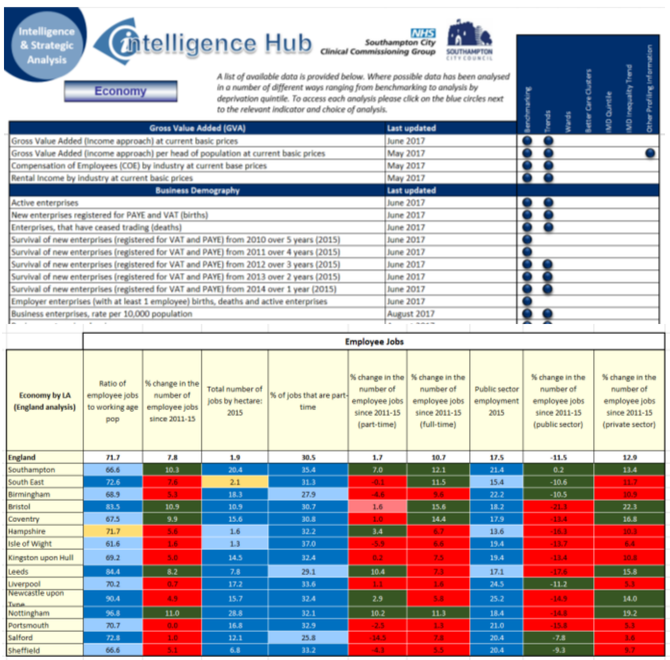
England

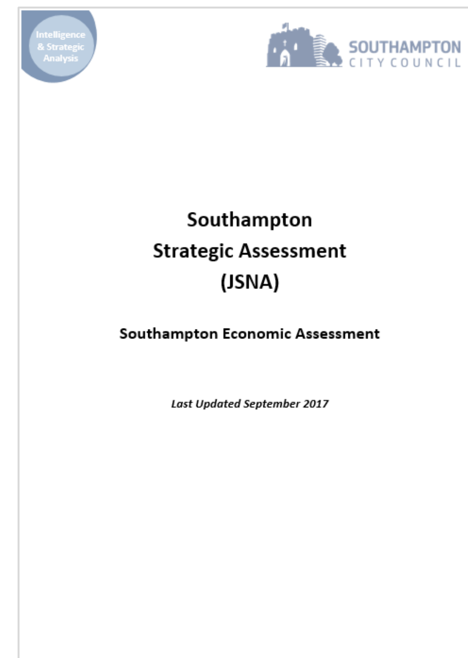
17.1%
£103

- **As reported nationally, there is also inequality between male and female pay in Southampton**
- **In 2017, the *workplace* FT gender pay gap in the city was 5.6% (£33) - lowest amongst comparators**
- **In contrast, the *resident* FT gender pay gap in the city was 16.6% (£93) – mid-way amongst comparators**
- **Females *residents* are impacted the most and are most likely to be in the lowest paid jobs.**
- **Some evidence of a narrowing the gap in Southampton, for both residents and the workforce.**

For more information….

- **Assessment and data compendium available as part of the Southampton Strategic Assessment (JSNA) website**

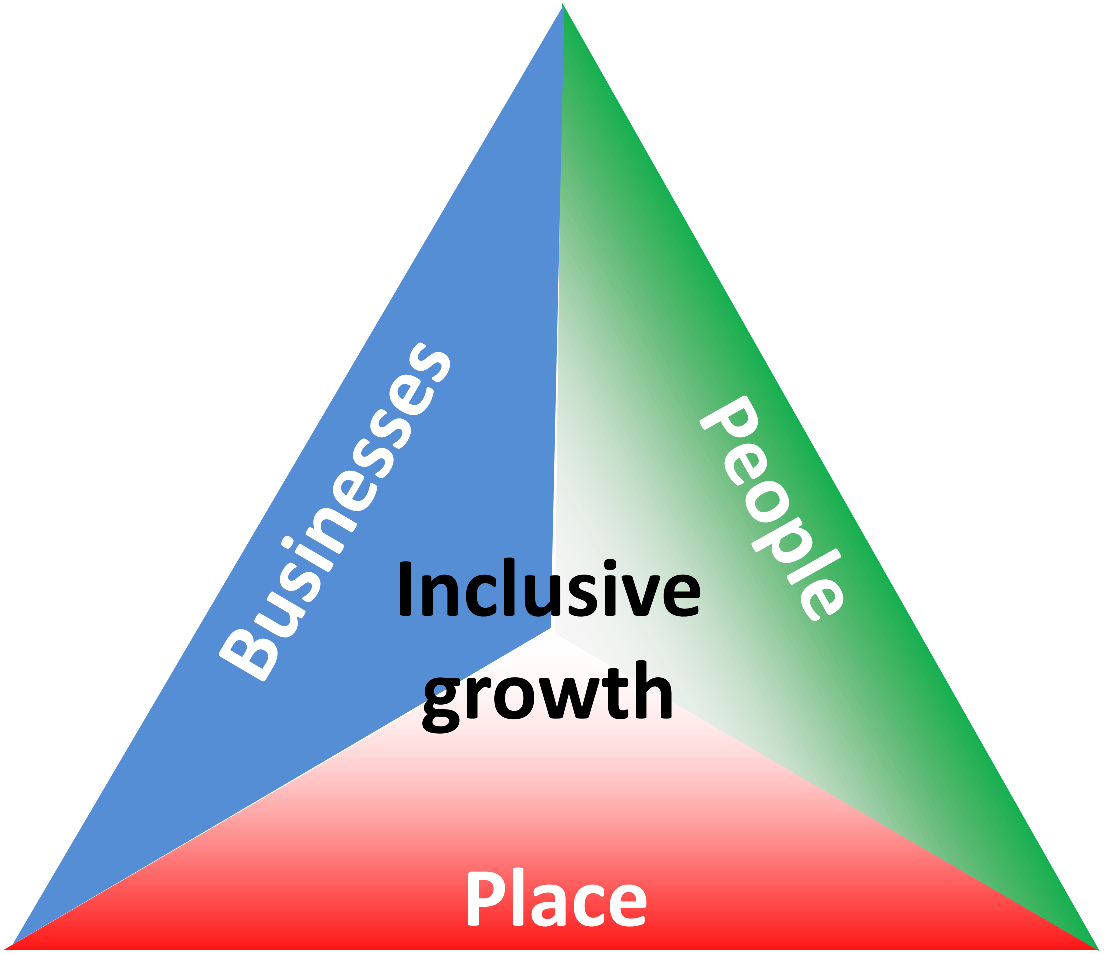




www.publichealth.southampton.gov.uk

Implications for Economic Development in Southampton

Implications for Economic Development



Inclusive Growth - Business

Business

- £400K programme to support start-up and growth
- Marlands Innovation Centre
- Business premises:
  - Provision (Solent Business Centre, Acorn Business Centre)
  - Funding and support (business rates discretion?)
- Information and Council offer for businesses (LATCO?)
- Apprenticeship Hub
- University partnerships
- Supply chain development
- Young Enterprise
- Planning for business space: Central Business District, Chapel, Centenary Quay, Above Bar
- BID
- Sectoral development (Marine/Maritime, retail/hospitality, health, care, digital…..

Inclusive Growth - People

People

- NEET prevention and support
- City Deal employment programme
- Integration- housing tenants, LD, mental health, care leavers, YOS..)
- S106 Employment and Skills Plans
- Technical education
- Careers Support, aspiration and inspiration through to higher skills and career progression
- Digital and functional skills development (e.g digital inclusion, health and care pathways, AI)
- Adult Education
- Innovation

Inclusive Growth - Place

Place

- Inward Investment
- Transport
- Planning
- Housing
- Fibre connectivity
- Low carbon
- Key sectors and agencies (Universities, Port, Football Club, Health, Retail, Hospitality, Marine, Culture)

Questions & Discussion

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