



# Inclusive Growth 2040

Plymouth: Present and Future

Metro — Dynamics



**Will existing approaches to recruiting and retaining people in Plymouth enable our economy, businesses, communities and residents to prosper between now and 2040?**

**If not, what needs to change to attract and develop talent and skills?**

# To help answer that, first think about ...

How many people are [working] in Plymouth?

Who are they?

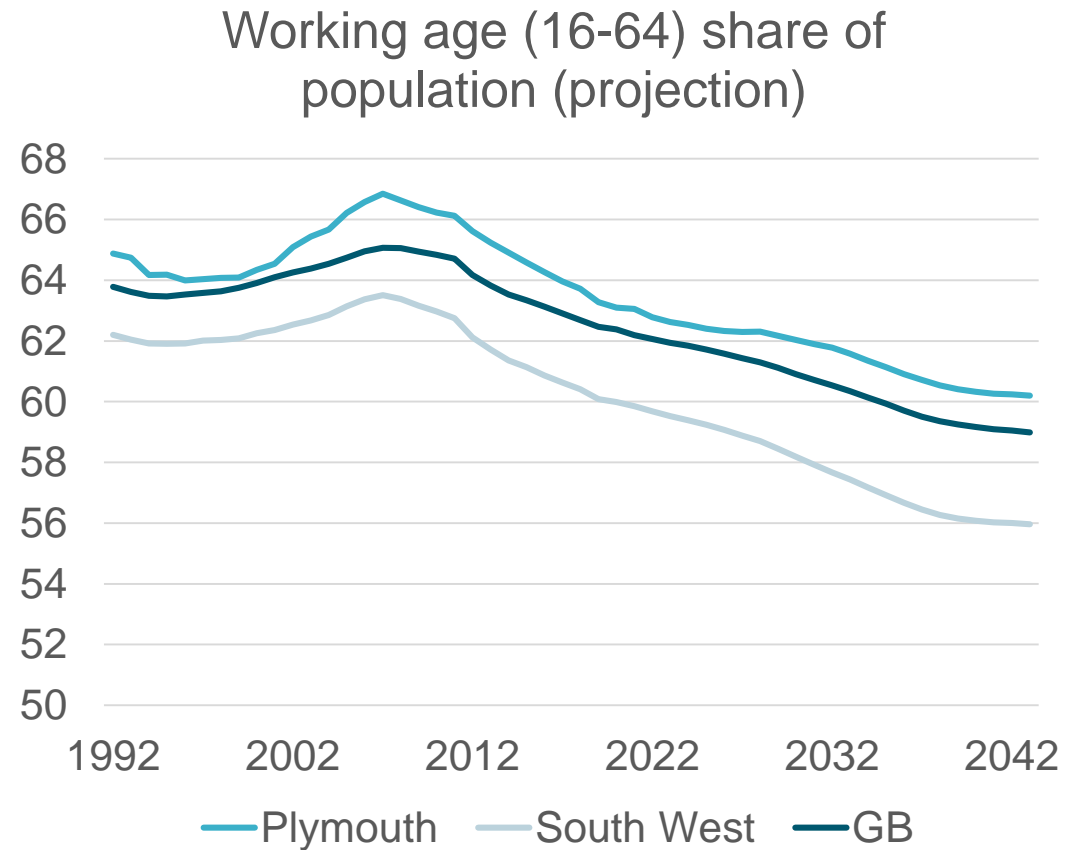
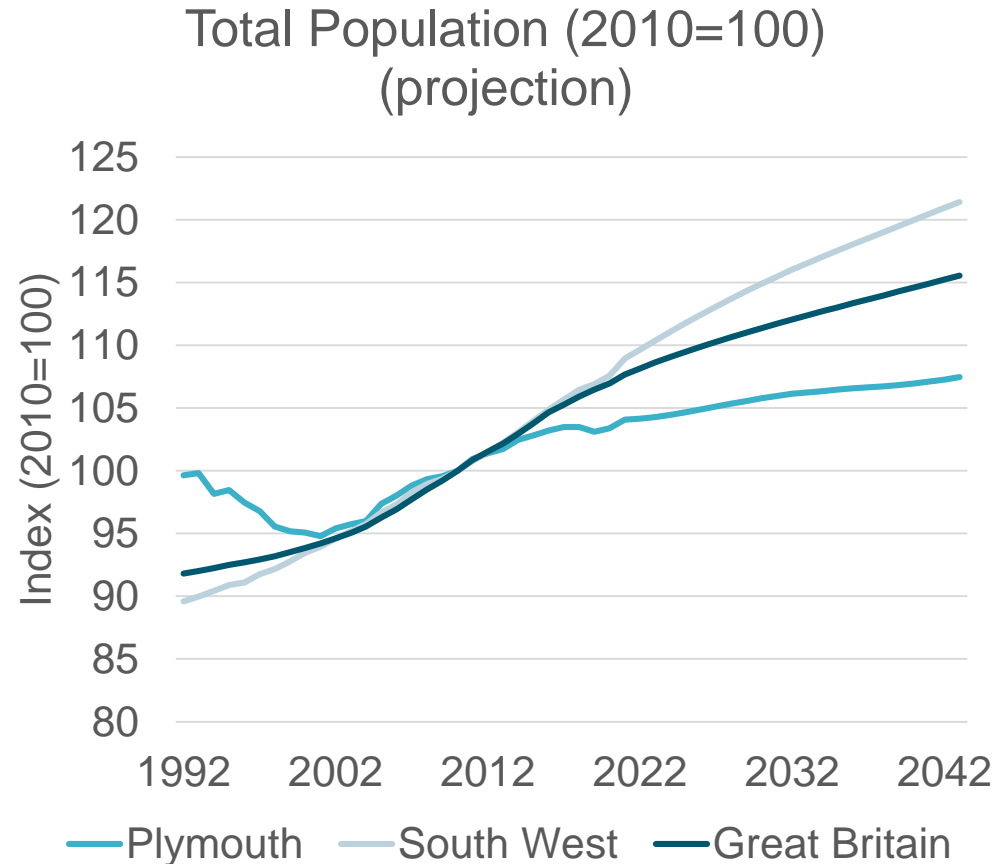
What are their working patterns?

Who is employing them?

What are going to be the influences on their future work?

How many people are [working] in Plymouth?

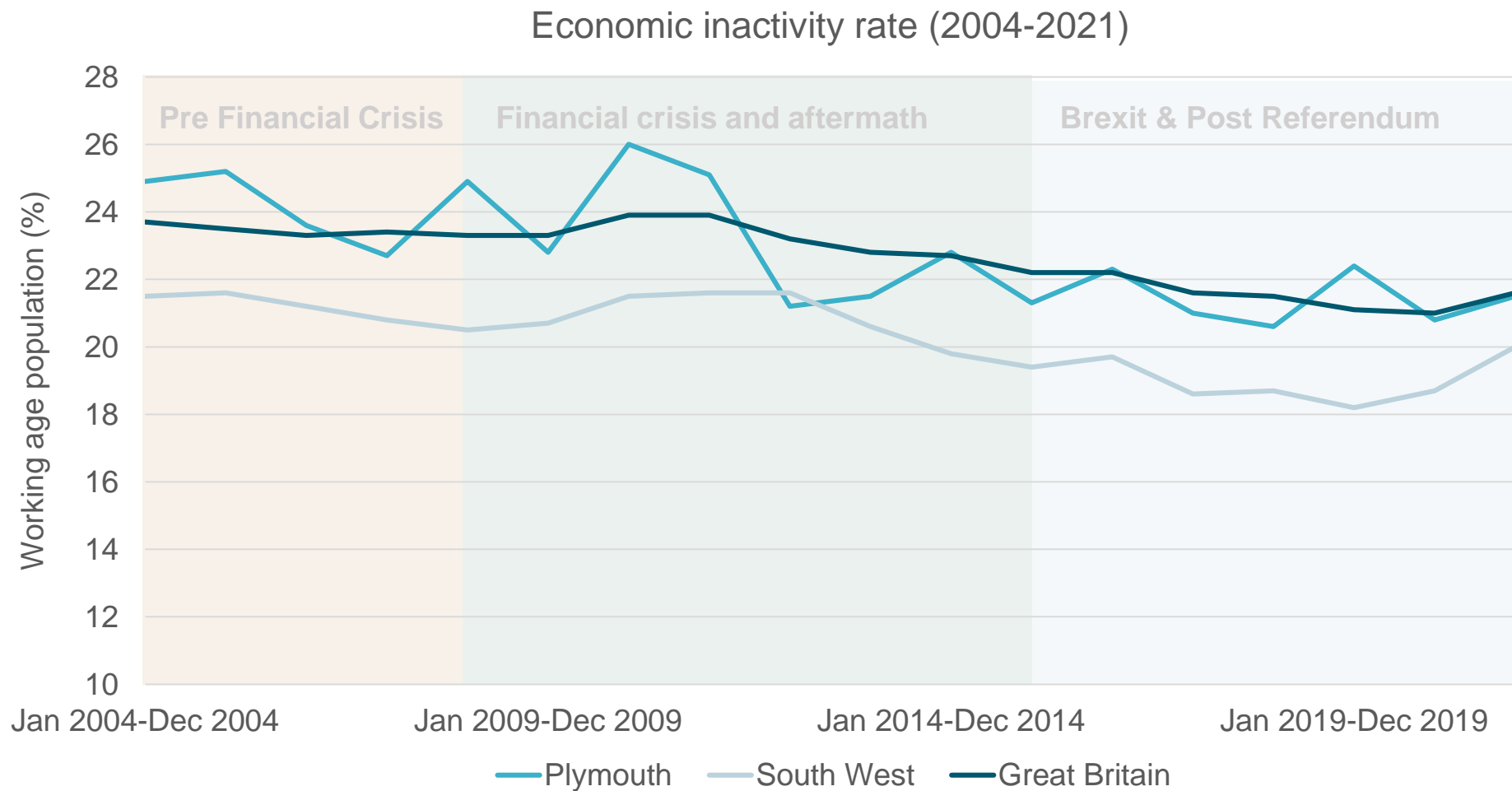
# Population



Source: Metro Dynamics analysis of ONS Population Estimates/Population Projections (2022).

How many people are [working] in Plymouth?

# Economic inactivity



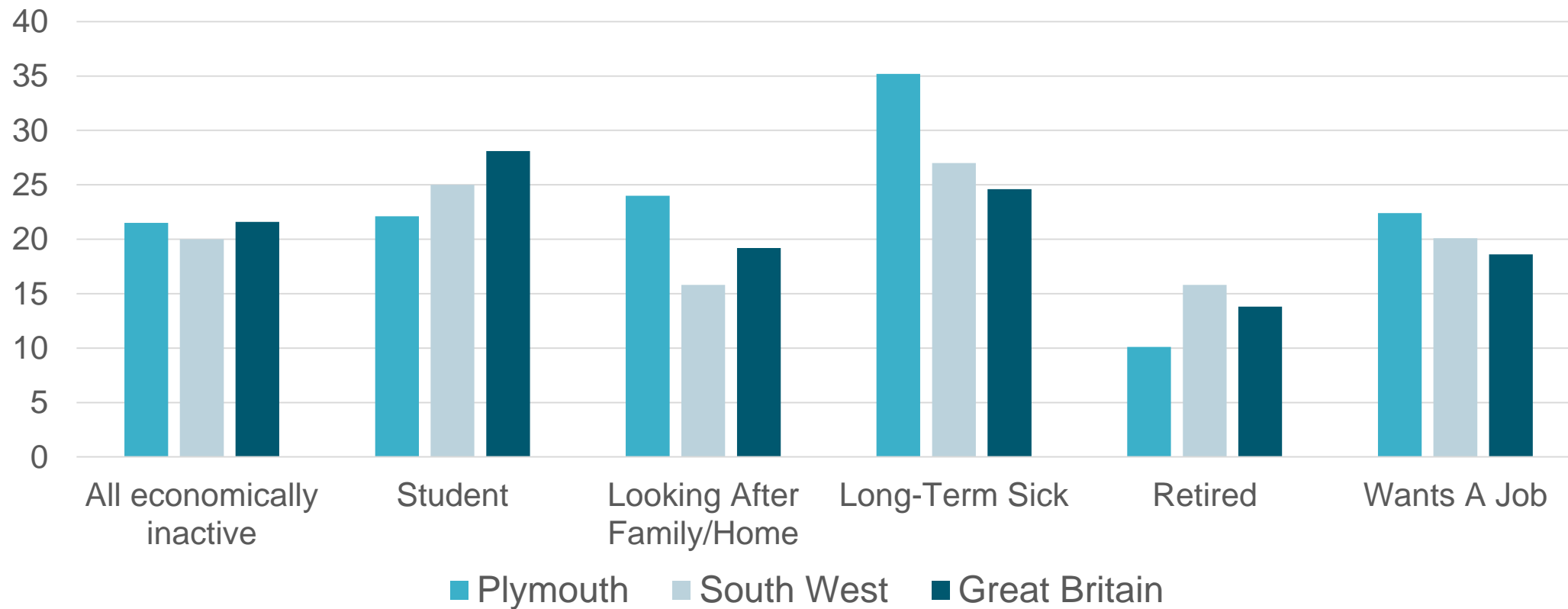
Source: ONS: Annual Population Survey (2021). Data provided by Plymouth City Council

Note: Economic Inactivity is not indexed as the measure is highly volatile at the local level due to smaller sample sizes, which makes comparison more difficult

How many people are [working] in Plymouth?

# Economic inactivity by reason

% economically inactive by type

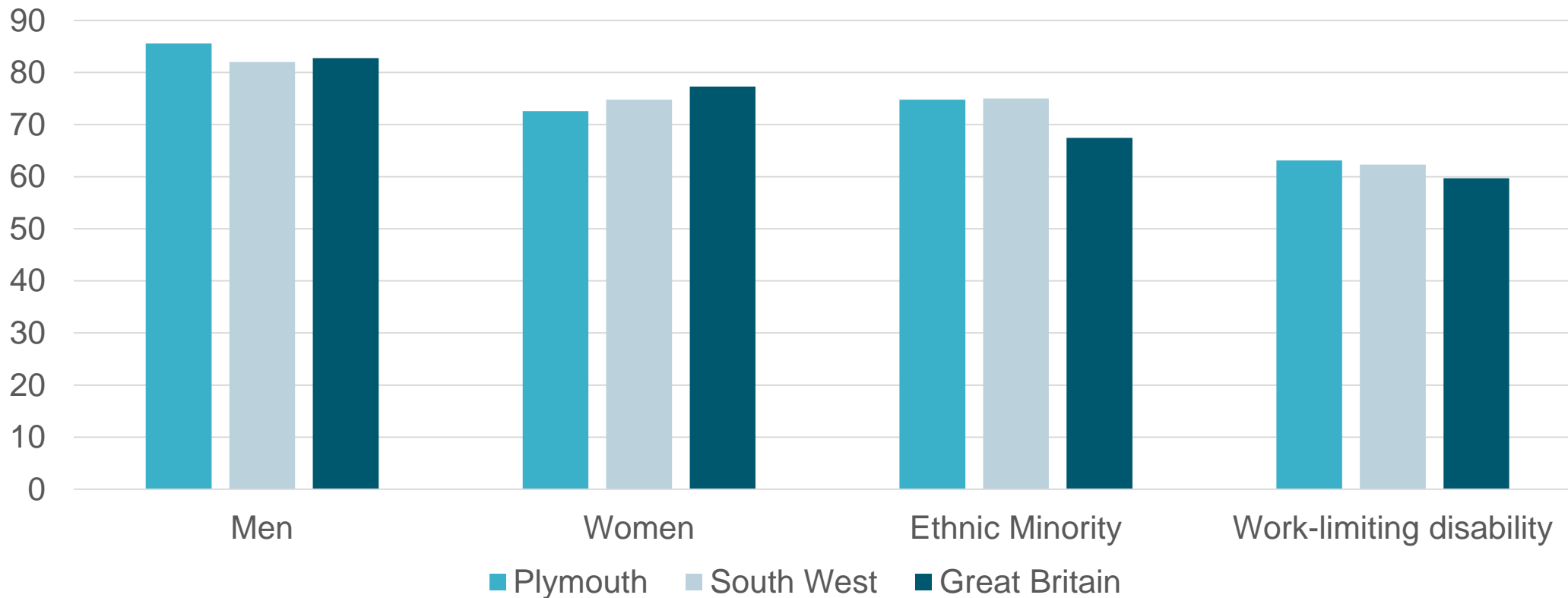


Source: ONS: Annual Population Survey (2021).

Who are they?

# Economic activity by group

Economic activity rates by demographic group (Jan 2021)



Source: ONS: Annual Population Survey (2021). Data provided by Plymouth City Council

Who are they?

# Employment rates by age



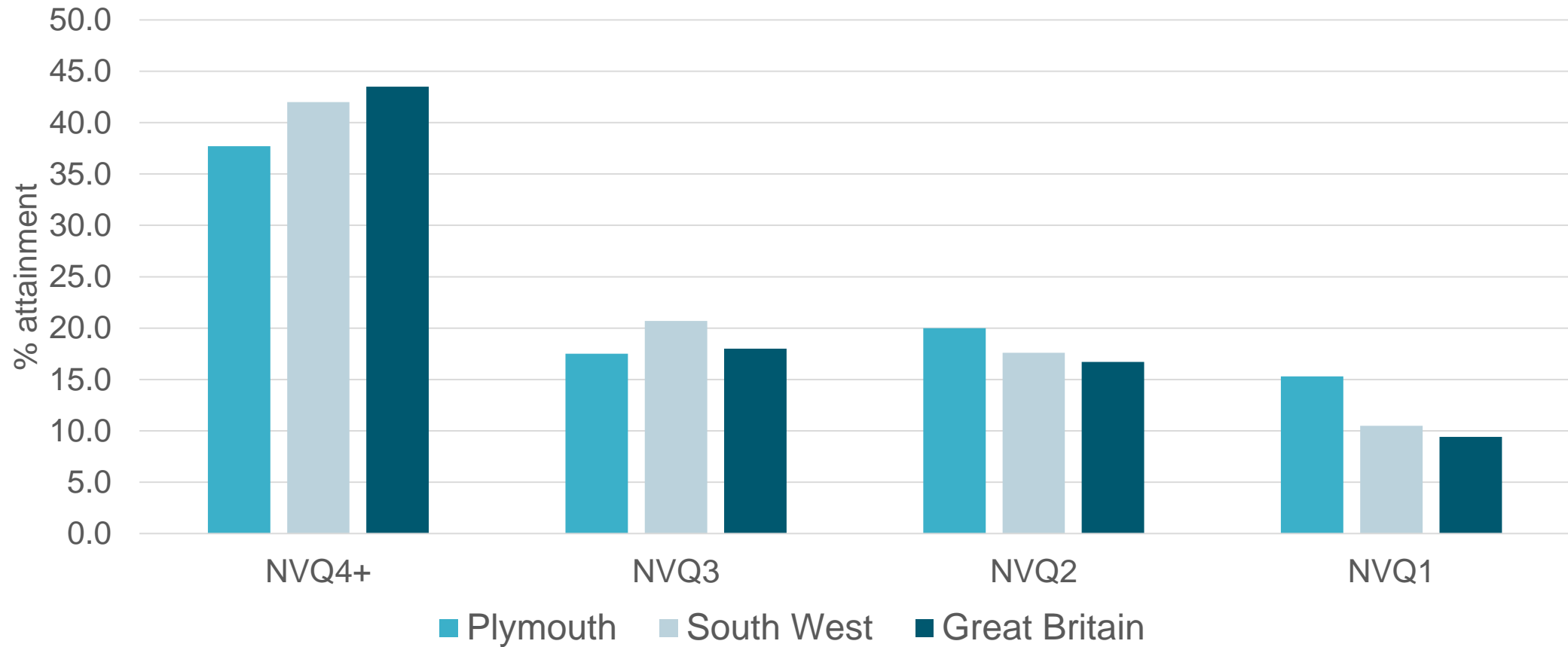
Source: ONS: Annual Population Survey (2022). Data Provided by Plymouth City Council



Who are they?

# Qualifications

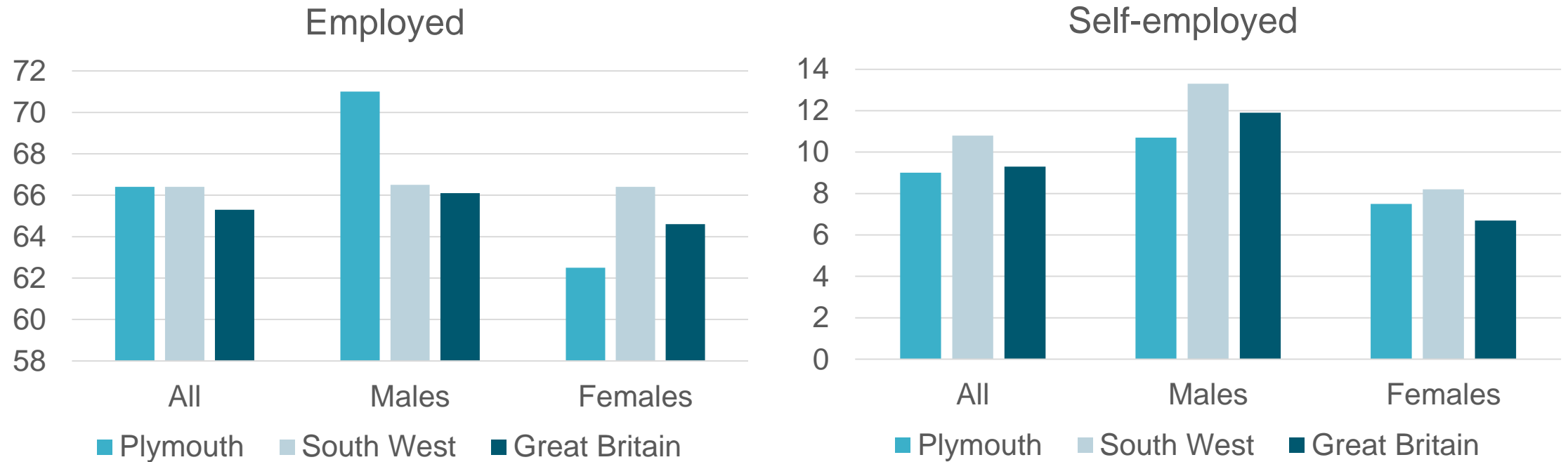
Highest Qualification Attainment (Working age)



Source: Annual Population Survey (2021). Data provided by Plymouth City Council

What are their working patterns?

# Employment & self-employment by gender



Source: ONS: Annual Population Survey (2021).

What are their working patterns?

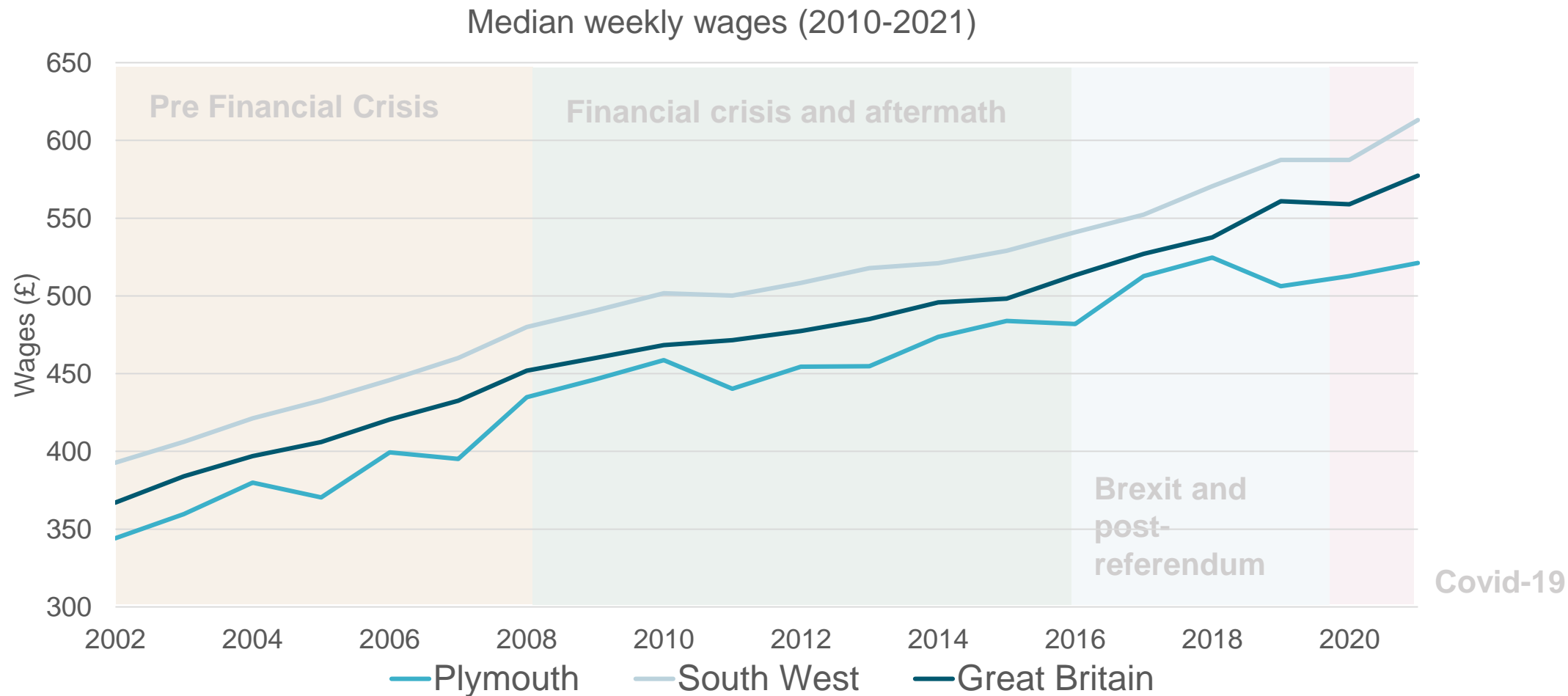
# Employment by occupation



Source: ONS: Annual Population Survey (2022). Data provided by Plymouth City Council  
Context: SOC Occupation codes

What are their working patterns?

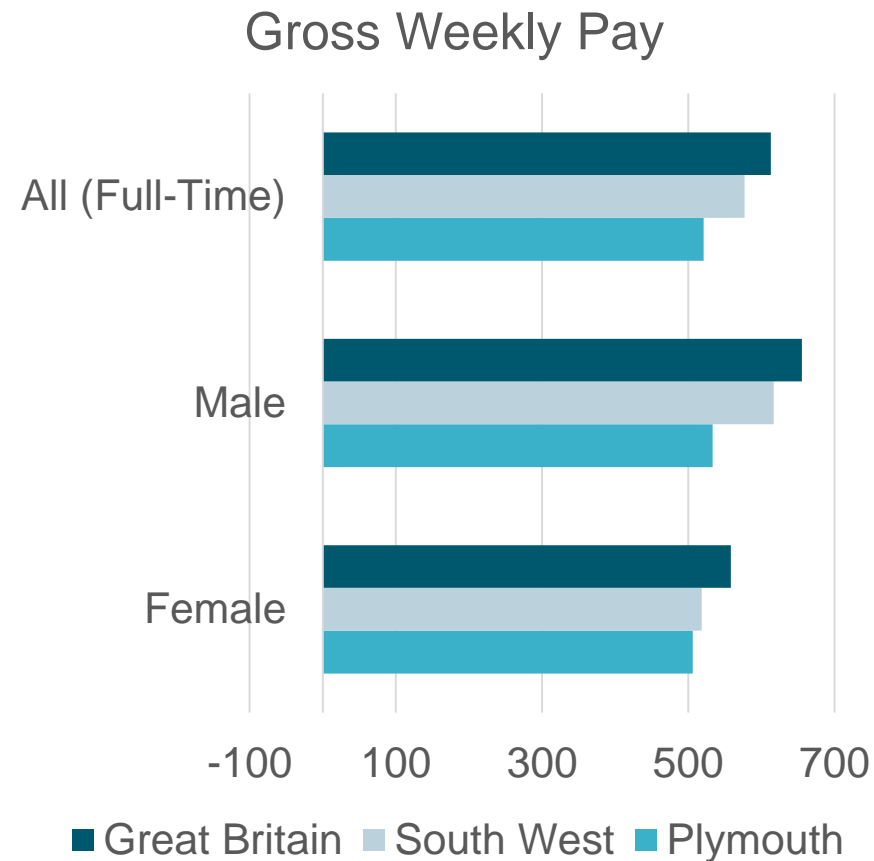
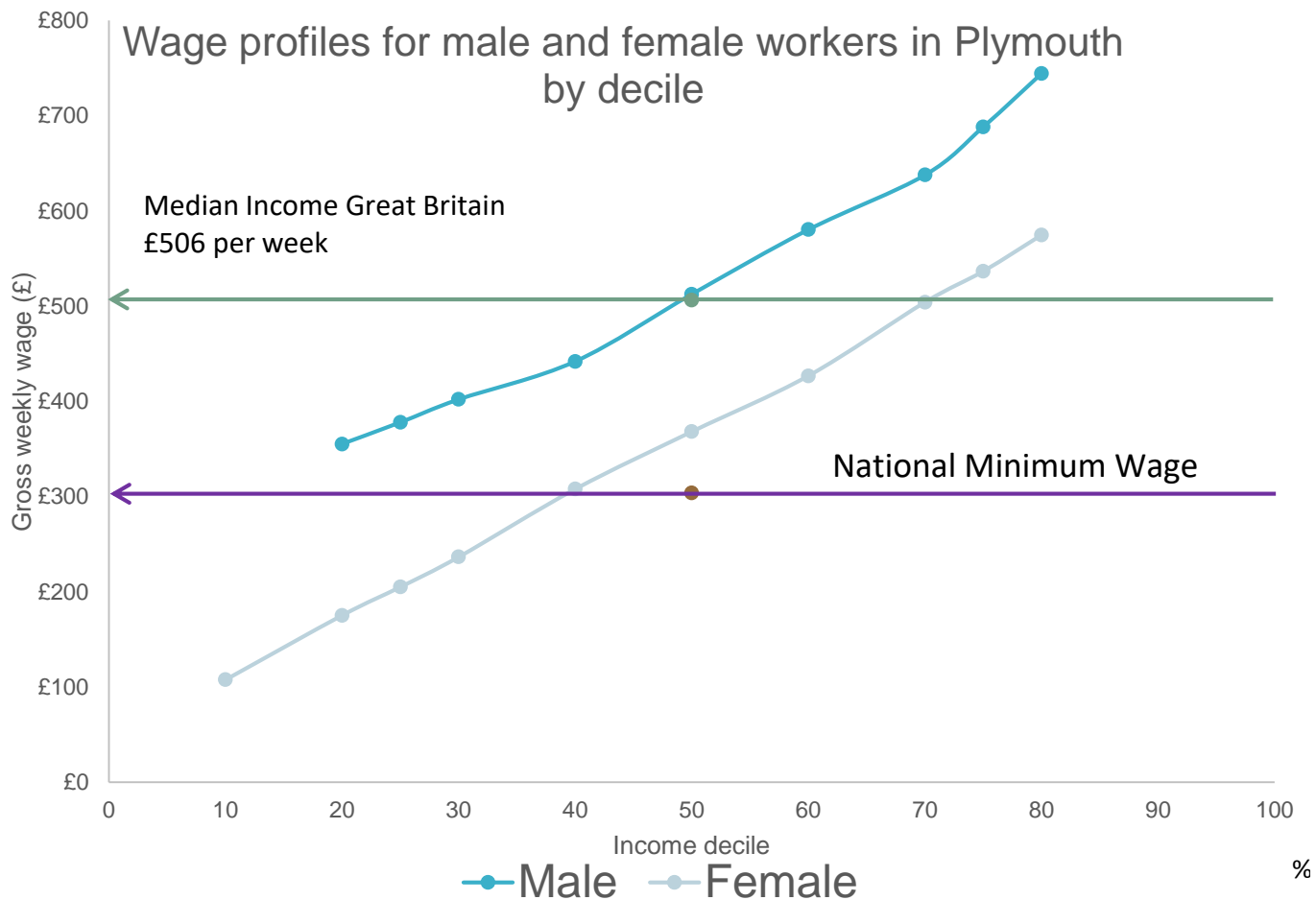
# Wages



Source: ONS: Annual Survey of Hours and Earnings (2022). Data provided by Plymouth City Council  
Context: Median weekly wages

What are their working patterns?

# Wage profile and gender



Source: ONS: Annual Survey of Hours and Earnings (2021). Data provided by Plymouth City Council



Who is employing them?

# Plymouth's sectors

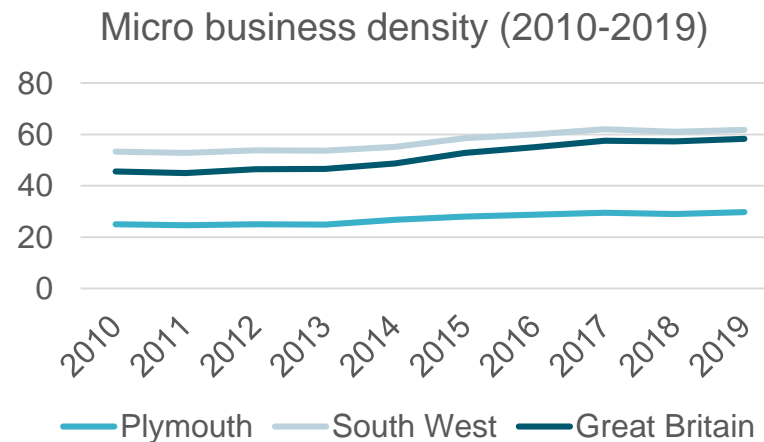
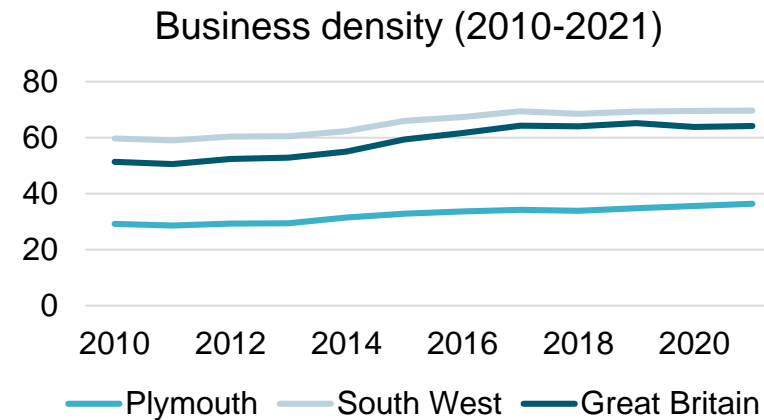
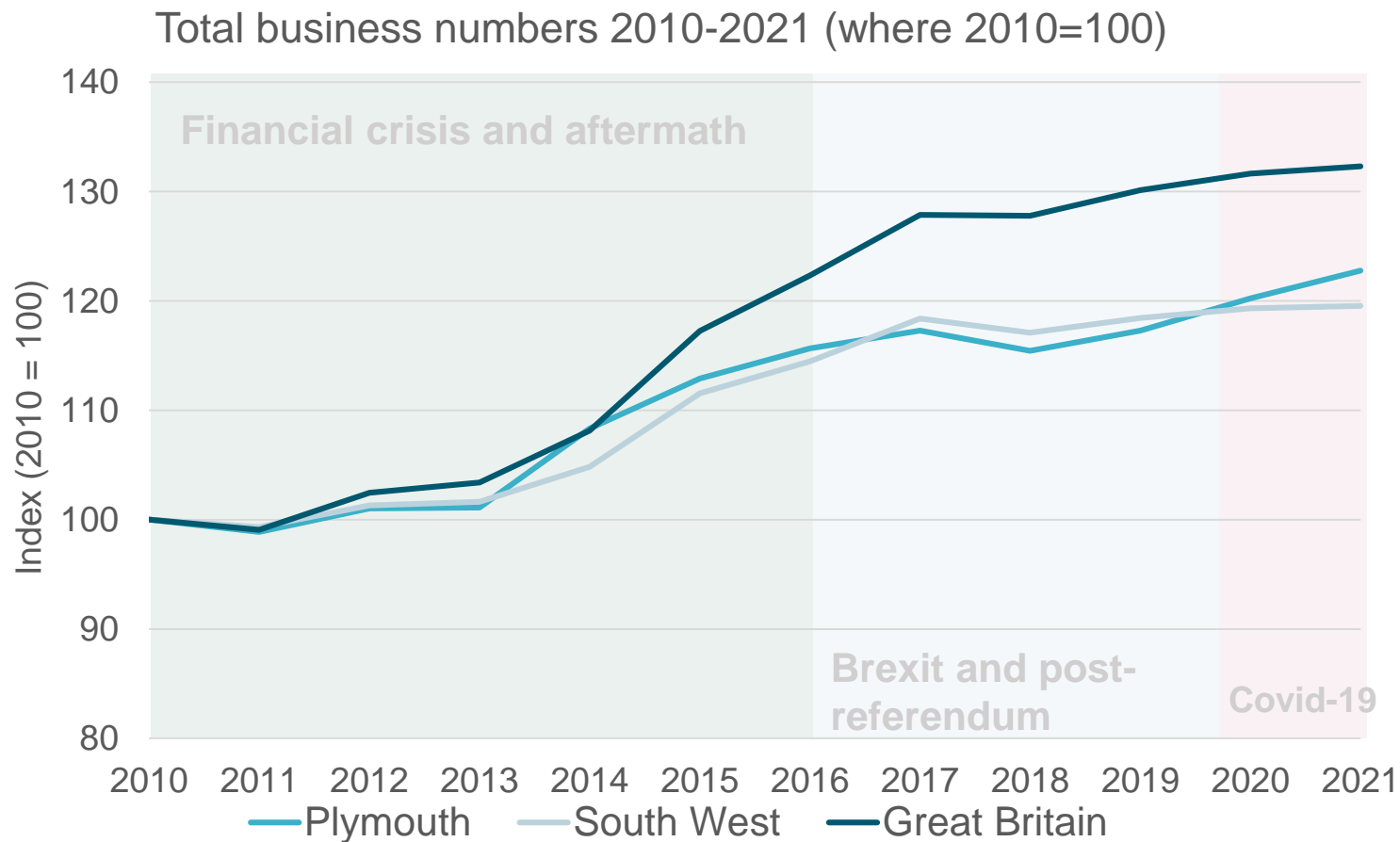
Employment by sector as % of total jobs



Source: ONS: Business and Employment Register (2021).  
Context: Standard Industrial Classification Broad sector groups

Who is employing them?

# Business numbers



Source: ONS: Business Counts (2022). Data provided by Plymouth City Council  
 Context: Business Density is the number of businesses for every 1000 people present in the local population

Who is employing them?

# Employment by sector (2015-2020)

	Size (2020)	Change in jobs	% change	South West % Change	GB % change
<b>Manufacturing</b>	15,000	2,000	15	0	-2
<b>Business administration &amp; support services</b>	8,000	2,000	33	16	1
<b>Public administration &amp; defence</b>	7,000	1,000	17	4	6
<b>Professional, scientific &amp; technical</b>	6,000	1,000	20	5	6
<b>Mining, quarrying &amp; utilities</b>	1,250	550	79	25	6
<b>Information &amp; communication</b>	2,250	500	29	44	10
<b>Property</b>	2,250	250	13	39	10
<b>Agriculture, forestry &amp; fishing</b>	125	25	25	0	7
<b>Health</b>	20,000	0	0	-1	5
<b>Accommodation &amp; food services</b>	8,000	0	0	12	2
<b>Wholesale</b>	2,000	0	0	-6	-4
<b>Motor trades</b>	2,250	-250	-10	-12	0
<b>Construction</b>	4,000	-500	-11	5	8
<b>Arts, entertainment, recreation &amp; other services</b>	4,000	-500	-11	-7	-6
<b>Education</b>	12,000	-1,000	-8	7	1
<b>Retail</b>	11,000	-1,000	-8	-6	-3
<b>Transport &amp; storage (inc postal)</b>	5,000	-1,000	-17	2	13
<b>Financial &amp; insurance</b>	800	-1,200	-60	-18	1
<b>Total</b>	110,925	1,875	2	4	3

Source: ONS: Business and Employment Register (2021).  
Context: Standard Industrial Classification Broad sector groups

What are going to be the influences on their future work?

# Core future influences



Globalisation



Environment



Technology



Demographic shifts

What are going to be the influences on their future work?



## Environment

- Ongoing pursuit of net-zero
- Transformation of business practice and patterns of consumption



## Globalisation

- Increasing international competition
- Increasingly diverse & remote supply and demand



What are going to be the influences on their future work?



## Technology

- Job changing, new jobs appearing
- AI, robotics, automation & self-service are day-to-day norms



## Demographic shifts

- Empathetic personal service roles in high demand
- Increased demand for special[ist] experiences

**Will existing approaches to recruiting and retaining people in Plymouth enable our economy, businesses, communities and residents to prosper between now and 2040?**

**If not, what needs to change to attract and develop talent and skills?**

# Final thoughts



- Plymouth has a higher than average proportion of people who are out of work but want a job.
- Jobs are increasing in important local sectors.
- In the future, Plymouth will have a larger share of the population who are working age.
- Opportunities will arise from future trends and there are unique strengths to leverage.



- There are fewer jobs per person than elsewhere, and fewer businesses to create jobs.
- The jobs that are available tend to be low-paid, low-skilled and offer fewer hours.
- Self-employment and enterprise does not appear to be an easy route for those who might choose it.