

Information on Adur Employment taken from Nomis labour market statistics 2018

There were 63,700 people living in Adur, 31,000 male and 32,700 female

Of all these people, 74.8% were in employment, 3.7% registered unemployed. The comparable national average figures were 75% in employment, 4.3% unemployed.

	Adur %	UK as a whole %
Employment by occupation		
Professional	15.3	20.3
Admin/secretarial/skilled trades	20.5	20.6
Caring/leisure/services/sales	29.5	16.7
Qualifications		
NVQ4+	28.7	38.6
NVQ3+	55.5	57.2
NVQ2+	76.9	74.9
NVQ1+	90	85
Jobseekers claimants	1.2	2.2
Jobs by industry		
Wholesale/retail	20	15
Professional/scientific/retail	7.5	8.6
Health and social work	10	13

SUMMARY OF POINTS ILLUSTRATED BY THIS DATA

- Unemployment in the Adur region is lower than the national average. Therefore while additional opportunities for work are always welcome, unemployment is not a particular problem in this area
- There is a significantly lower number of people in Adur working in professional jobs (15.3% compared to a national average of 20.3%). Therefore, more professional opportunities seems to be the primary need of the area.
- There is a correspondingly relatively low level of academic achievement in Adur, with only 28.7 of people having qualifications of NVQ4 or higher, compared to a national average of 38.6%. So it could be argued an expansion of academic/training opportunities is a priority in the area.
- There is already a higher % of workers in wholesale/retail in Adur compared to the national average (20% compared to 15%)
- There are clear signs of economic improvement in Adur. Employment and business stocks have grown steadily and there has been a steady transition from public to private sector

employment. 62% of Adur businesses that were formed in 2012 were still trading in 2015 compared to 59% across England as a whole.

- However, gross median earnings for all workers in Adur are still 5% below the national average

Impact of IKEA on the local employment situation

IKEA estimate they will employ 350 retail staff and 80 support staff, 60% of which will be part time, making a full time equivalent of 172 jobs. The proposed development could generate around 332 construction jobs a year for 9 years; Adur would probably lack the capacity to provide the construction workers necessary, so many may come from outside the area – thus creating extra traffic.

According to IKEA data in April 2018, the average hourly rates for IKEA shopfloor staff vary from £6-70 for a warehouse worker to £10 for a drivers mate. Salaries vary from £10,000 a year for sales advisers to £40,000 for regional managers.

Local Employment information

Indeed website – recommended by Worthing Job centre as the best local source of employment

As at 4th September, the following vacancies were registered for the Adur district and five miles around

The largest number of vacancies were for care staff at all levels, plus nurses and ancillary health workers. Vacancies for jobs relevant to IKEA were as follows

Sales Assistant	68
Warehouse work	29
Retail management	73

Hunters Recruitment agency

In discussion, Hunters felt the key issue they face is finding staff with relevant skills in sales and in technical roles. They cover a wide range of jobs from support and admin to professional and specialised technical posts. They report that there are good opportunities for work in this area, though transport can be a problem. They have the following vacancies in relevant fields

Warehouse operatives 4

Sales Execs/Managers 4

Summary

From the evidence available, it appears there is no shortage of work at the warehouse/customer service level in the Adur district.

Conclusion

While additional employment opportunities are generally to be welcomed in that they are likely to increase local prosperity, there is little evidence that the sort of work that IKEA will bring, predominantly shopfloor and warehouse work is in demand locally at present, given the vacancy situation as demonstrated by Tesco.

Clearly , IKEA will also bring some management jobs in , but it may be that a new store will open with experienced management brought in from other branches. (I have been unable to contact an HR department to discuss their policy in this area with them)

As illustrated above , the overall level of employment in the Adur region is relatively high. The key issues for the Adur region appear to be

- Relatively low educational and skill levels of available workers
- Relatively low level of professional/managerial jobs
- Shortage of care and health service workers
- Gross average median earnings 5% below the national average

It is difficult to see how the advent of an IKEA store would address these key issues.