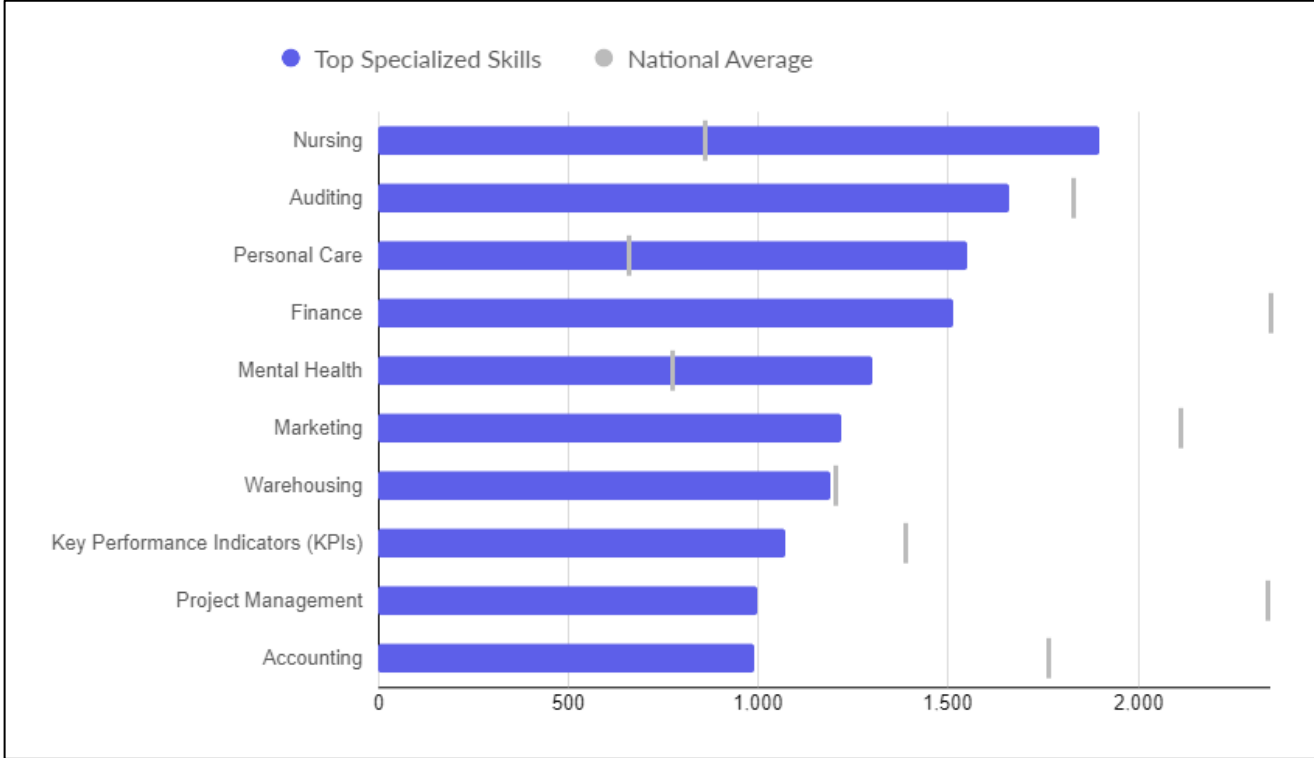
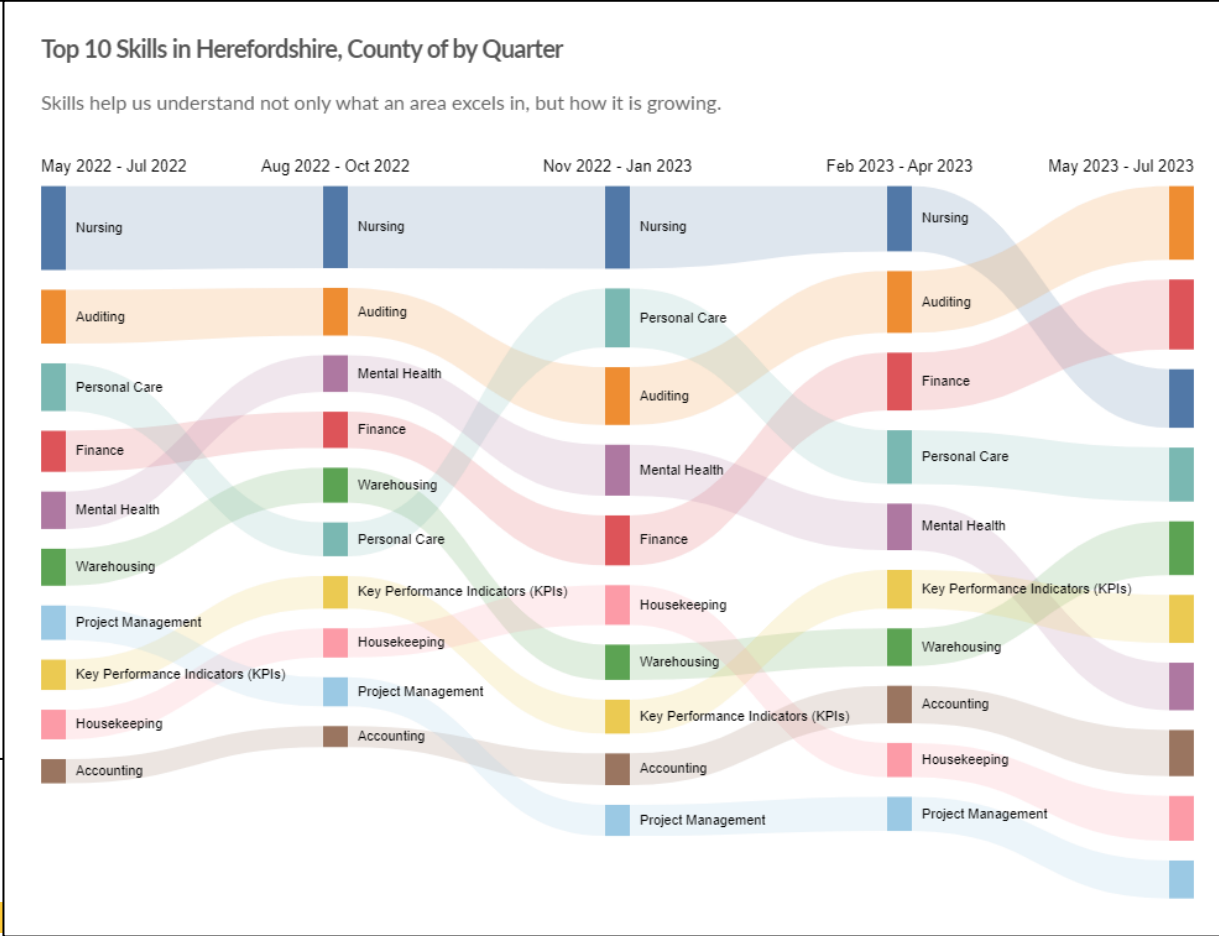


# In-demand skills

## Top hard skills



## Top 10 hard skills by quarter



**Need to know:** Hard skills are abilities that have been taught to or learnt by a person.

Source: Lightcast (EMSI): [economicmodelling.co.uk](https://economicmodelling.co.uk)  
Date last updated: 3 August 2023  
Frequency of update: Monthly  
Next update: September 2023

# Hard to fill vacancies

## Key points

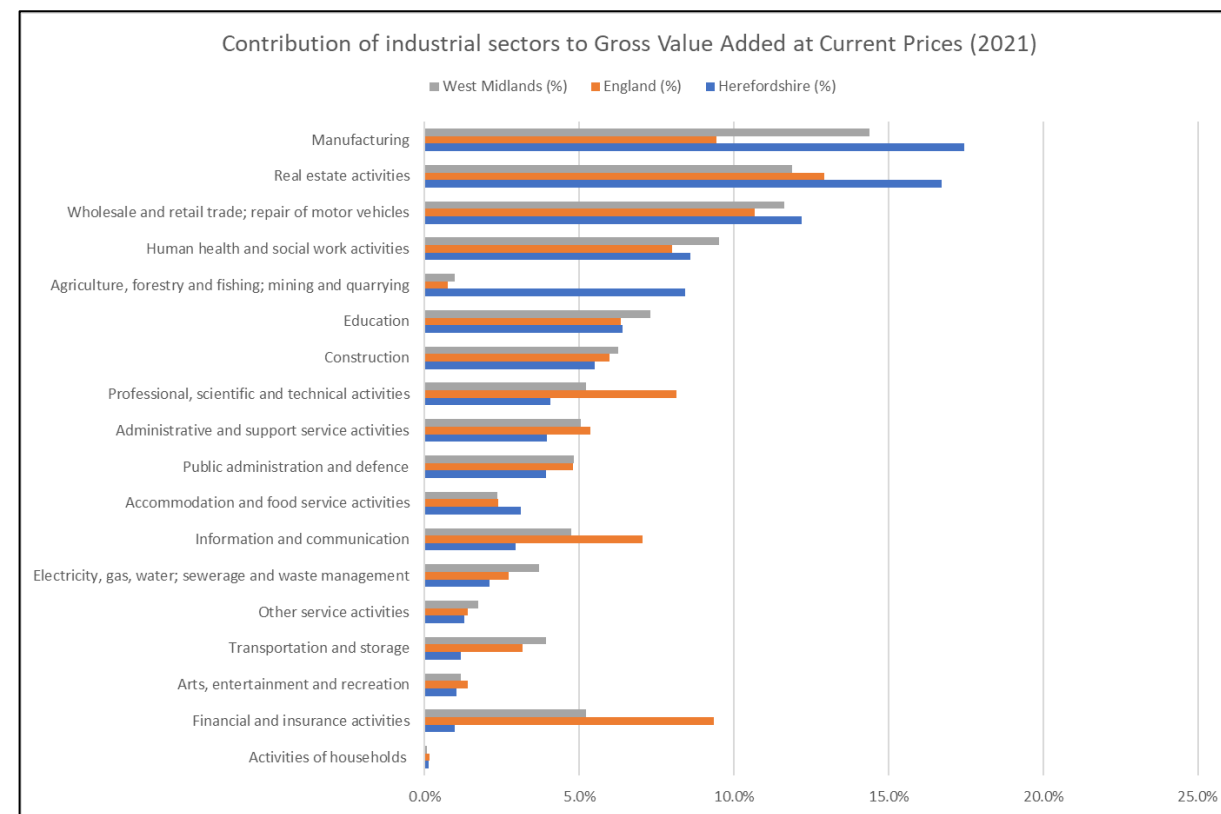
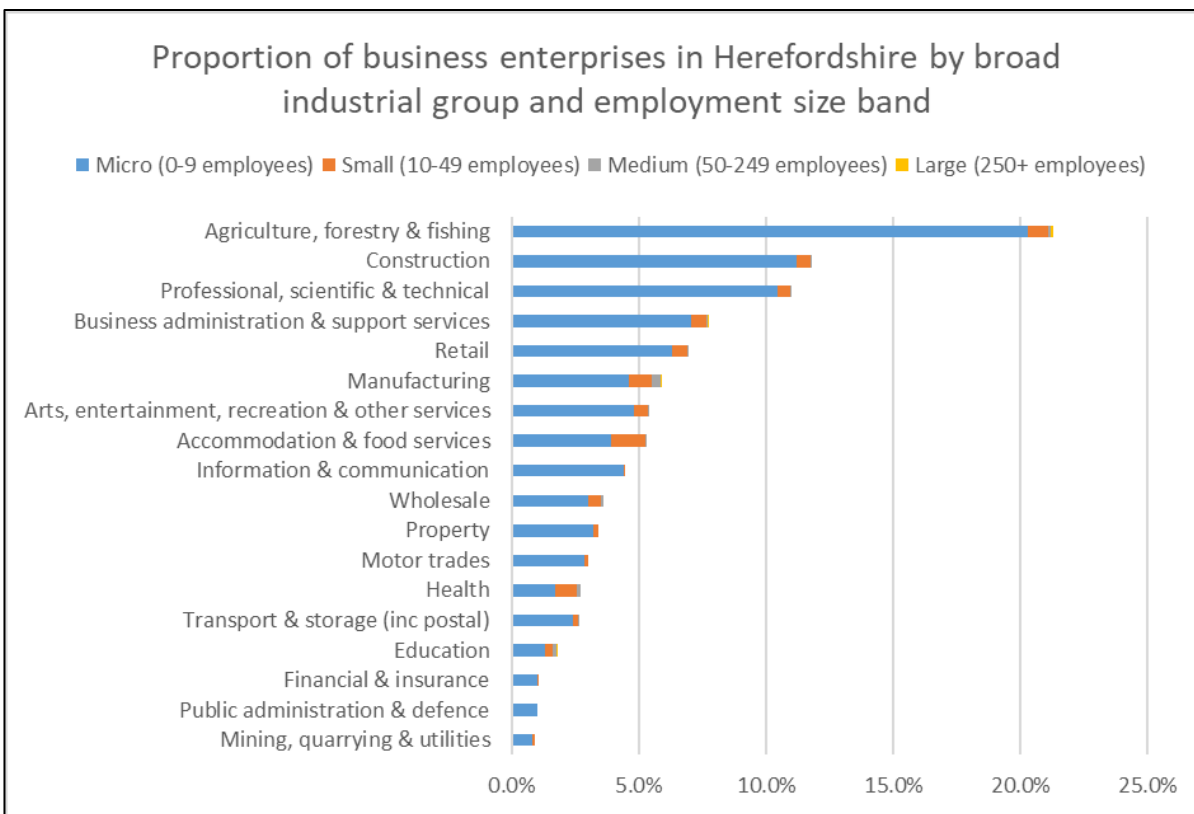
- There is no standard definition of a “hard-to-fill” vacancy but the table below shows those occupations (SOC 3 level) for the period July 2022 to June 2023 with a higher than average posting intensity. Those which also have a higher than average median posting duration (highlighted in red) are likely to be those most difficult to fill.
- This is the most timely proxy for “hard-to-fill” vacancies and although there are some issues associated with this methodology, it has been shown to be a robust approximation.

SOC	Occupation	Latest 30 Days Unique Postings	Avg. Posting Intensity (Jul 2022 - Jun 2023)	Unique Postings from Jul 2022 - Jun 2023	Median Posting Duration from Jul 2022 - Jun 2023
124	Managers and Proprietors in Health and Care Services	8	4 : 1	41	28
222	Therapy Professionals	48	4 : 1	186	32
321	Health Associate Professionals	96	4 : 1	405	33
323	Welfare and Housing Associate Professionals	57	4 : 1	240	33
614	Caring Personal Services	508	5 : 1	2,200	32
244	Welfare Professionals	63	5 : 1	242	34
117	Senior Officers in Protective Services	4	6 : 1	11	24
118	Health and Social Services Managers and Directors	42	6 : 1	244	33
223	Nursing and Midwifery Professionals	215	8 : 1	1,229	33
	<b>Total Across All Occupations</b>	<b>5,157</b>	<b>3 : 1</b>	<b>20,413</b>	<b>32</b>

**Need to know: Posting Intensity** is a ratio of total job postings to unique, or de-duplicated, job postings. A higher than average posting intensity can mean that employers are putting more effort than normal into hiring that position. Posting intensity is available by occupation, by job title, by company, and by region. The **median posting duration** (how long a posting was live before it was taken down) can be compared to the regional average for all postings in the region, giving an indication of whether these positions are harder or easier to fill than the typical job posting.

Source: Lightcast (EMSI): [economicmodelling.co.uk](https://economicmodelling.co.uk)  
 Date last updated: July 2023  
 Frequency of update: Monthly  
 Next update: t.b.c.

# Numbers of businesses (enterprises) by industry and size, and contribution to the value of economic output by industry



Data source: [ONS – NOMIS](#)

Frequency: Annually

Last updated: 28 September 2022

Next update: 31 October 2023.

## Key point:

The structure of Herefordshire's economy is significantly different to nationally and regionally, largely due to the rurality of the county, with agriculture, real-estate activities and manufacturing accounting for a greater proportion of economic output and financial and insurance activities and information and communication much less.

Data source: [ONS](#)

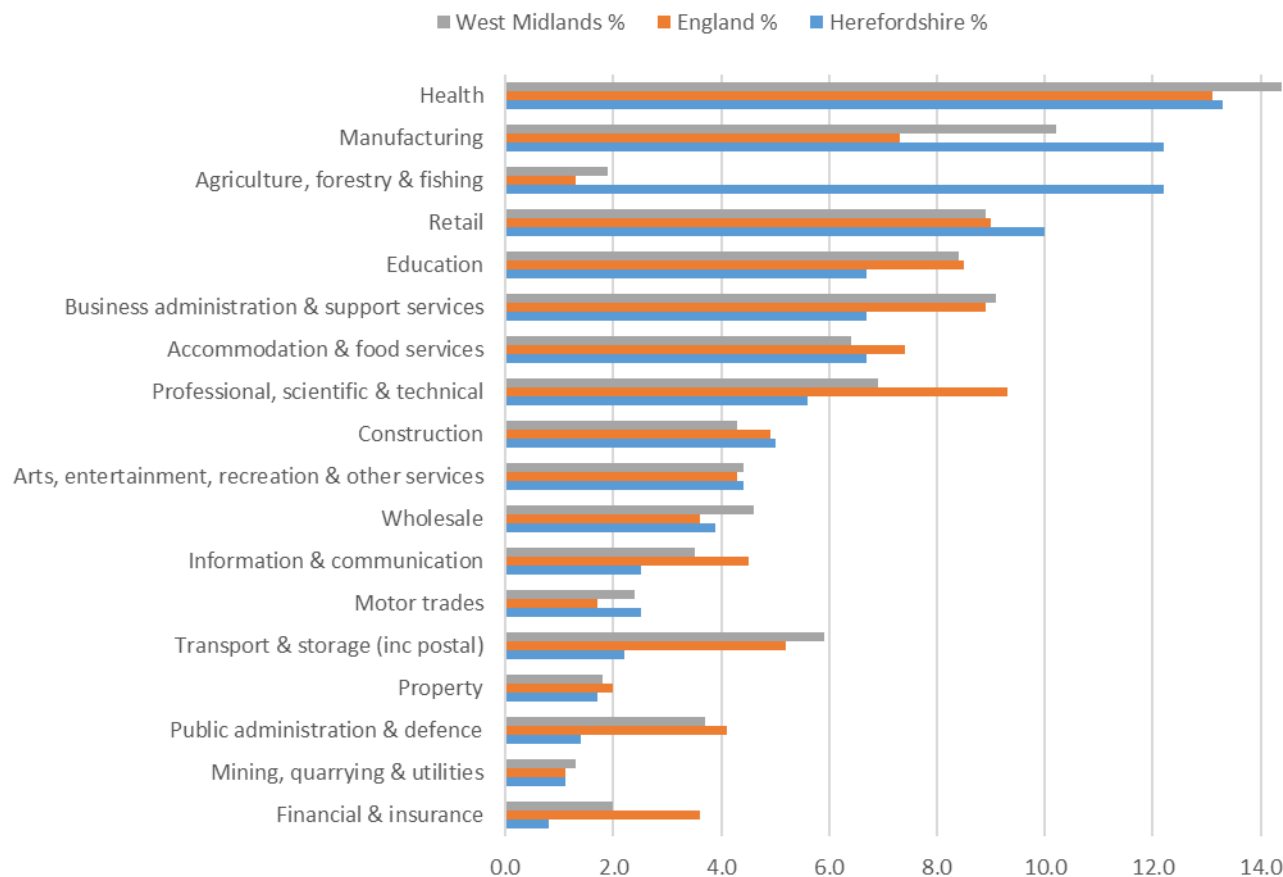
Frequency: Annually

Last updated: 25 April 2023

Next update: March 2024.

# Distribution of jobs

Proportion of total employments by broad industrial group



Data source: [ONS – NOMIS](#)  
Frequency: Annually  
Last updated: 13 October 2022  
Next update: 30 October 2023

## Key points:

A higher proportion of jobs are in agriculture and manufacturing than nationally. A greater proportion of people are self-employed than nationally. Most jobs are in the private sector.

The proportion of the working-age population who are self-employed is higher in Herefordshire than regionally and nationally



Data source: [ONS – NOMIS](#)  
Frequency: Quarterly  
Last updated: 15 August 2023  
Next update: 17 October 2023

Data source: [ONS – NOMIS](#)  
Frequency: Quarterly  
Last updated: 15 August 2023  
Next update: 17 October 2023

A slightly smaller proportion of people are employed in the public sector in Herefordshire than regionally or nationally

