



South East Midlands Labour Market Information

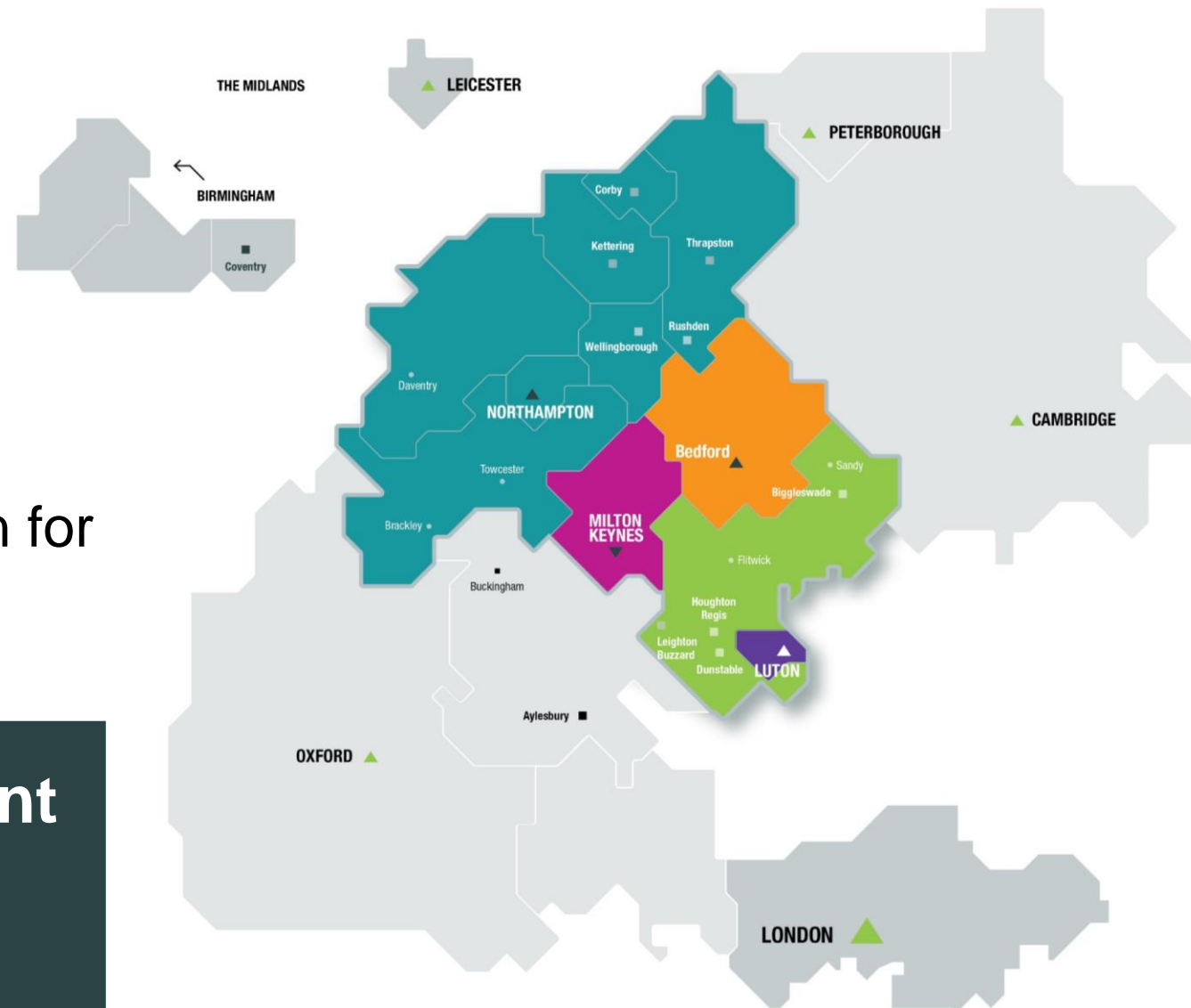
October 2020

South East Midlands

- Bedfordshire
- Luton
- Milton Keynes
- Northamptonshire

This presentation includes information for the labour market, showing trends for occupational groups and occupations

865,000 people in employment
160,000 job postings
(vacancies) per year



The Labour Market



Growing people

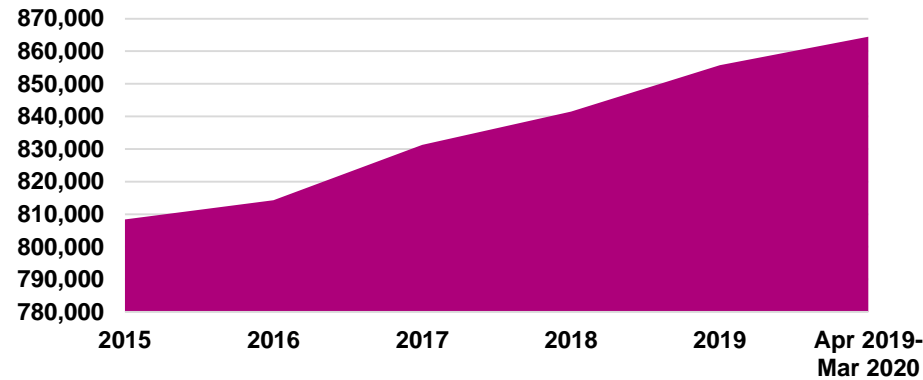


Growing business

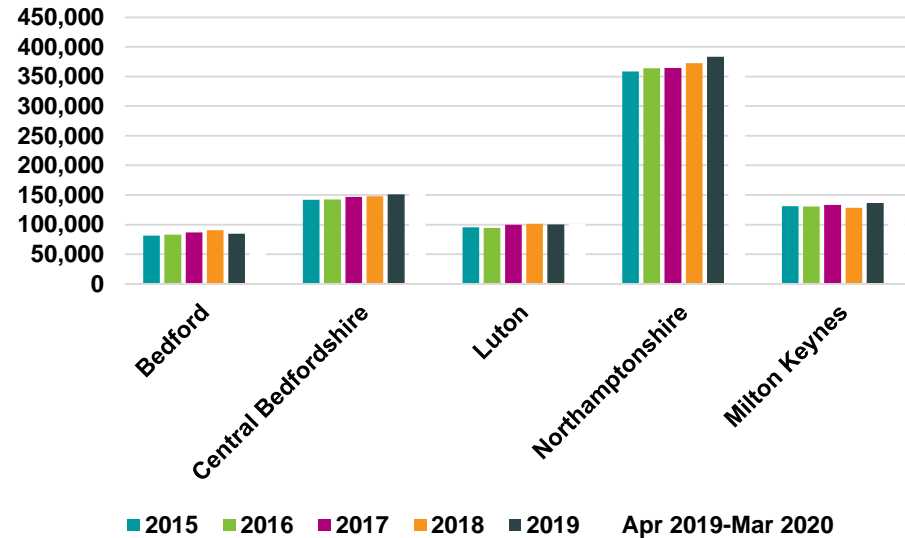


Growing places

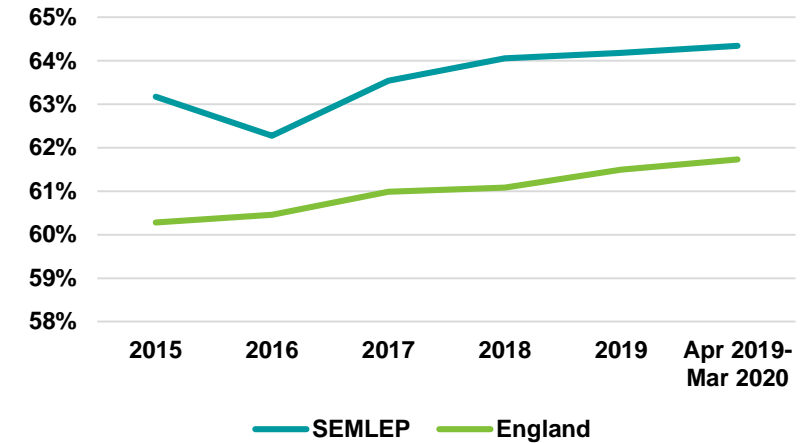
Total Employment - SEMLEP Area



Employment - SEMLEP Area



Employment Rates +16
(versus Population)



Job Density (2018)

Ratio of total jobs to population aged 16-64

▶ Milton Keynes	1.17
▶ Northampton	1.04
▶ SEMLEP	0.86
▶ England	0.87

Over 1 indicates more jobs than 16-64 population

High levels of employment

Job Posting Trends



Growing people

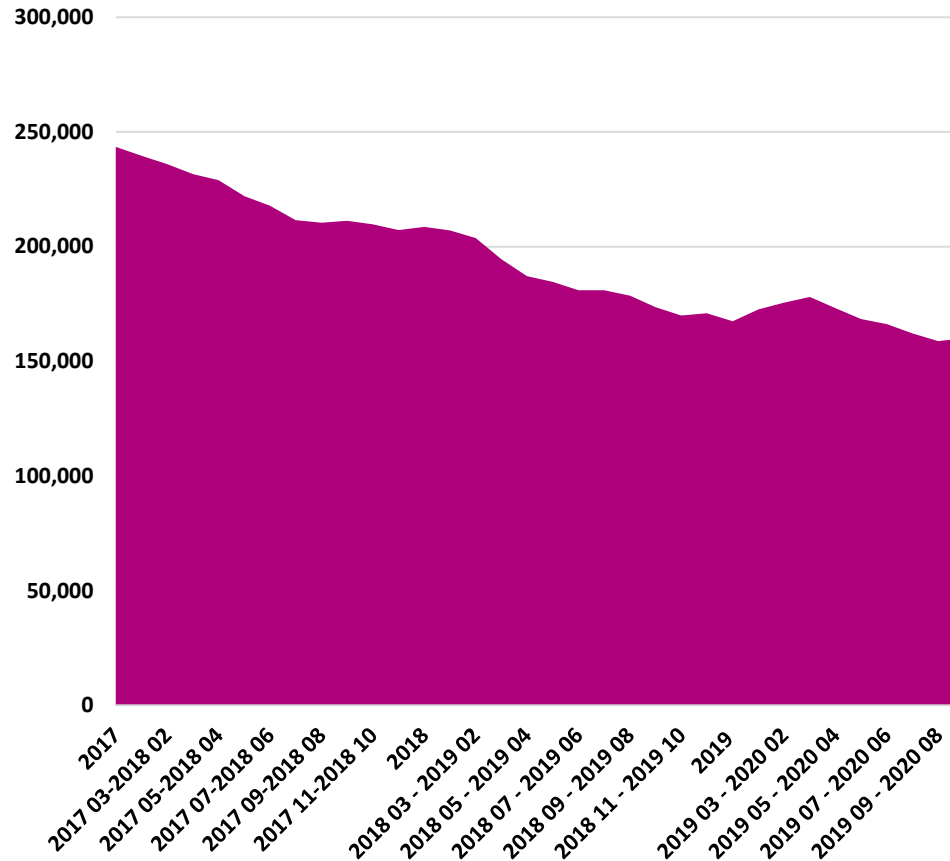


Growing business



Growing places

Job Postings -12 Months



- ▶ Job postings are captured from agencies, websites and social media
- ▶ There has been a decline in line with the national picture for over two years until the beginning of 2020 where we started to see a consistent increase
- ▶ The impact of Covid-19 has stalled this growth but there are now signs of an increase again
- ▶ Currently, job vacancies have dropped to 70% of the peak in week 4 of 2020
- ▶ Some sectors are proving more resilient than others such as health, education, digital and logistics
- ▶ SEMLEP Business Survey 2019 – Most employers advertise on websites, social media and through word of mouth

- Highest average vacancies per 100 working age residents in England
- Largest percentage increase in vacancies from July in England

Source: Institute for Employment Studies 13/9/20

Top Job Postings

Position	Job Postings Last 90 days from 28 September 2020	Job Postings	Job Postings 2019 05 - 2020 04	Job Postings	Current Position
1	Software Developer / Engineer	1098	Office / Administrative Assistant	5226	
2	Labourer / Material Handler	1077	Customer Service Representative	4658	
3	Registered General Nurse (RGN)	919	Project Manager	3891	
4	Office / Administrative Assistant	719	Registered General Nurse (RGN)	3735	
5	Caregiver / Personal Care Aide	701	Software Developer / Engineer	3453	
6	HGV / LGV Class 1 Driver	670	Account Manager / Representative	3276	
7	Project Manager	664	Bookkeeper / Accounting Clerk	2673	
8	Customer Service Representative	662	Caregiver / Personal Care Aide	2645	
9	Delivery Driver	661	Labourer / Material Handler	2637	
10	General cleaner	610	Accountant	2135	
11	Warehouse / Inventory Associate	567	Delivery Driver	2095	
12	Account Manager / Representative	541	Computer Support Specialist	1936	28
13	HGV / LGV Class 2 Driver	484	Sales Manager	1893	
14	Production Worker	474	Maintenance Technician	1872	
15	Accountant	424	HGV / LGV Class 2 Driver	1787	
16	Care assistant	421	HGV / LGV Class 1 Driver	1749	
17	Bookkeeper / Accounting Clerk	414	Mechanical Engineer	1739	27
18	Maintenance Technician	387	Lawyer	1715	
19	Teaching Assistant	383	Chef	1679	46
20	Primary School Teacher	374	Care assistant	1617	
21	Utilities Technician	368	Data / Data Mining Analyst	1599	34
22	Sales Manager	359	Primary School Teacher	1584	
23	Automotive Service Technician / Mechanic	353	Automotive Service Technician / Mechanic	1531	
24	Tutor	352	General cleaner	1531	
25	Lawyer	340	Sales Assistant	1524	48

Demand for types of occupation have not changed much from before Covid-19

Health, Care, Education, Digital and roles in Logistics are now higher on the list

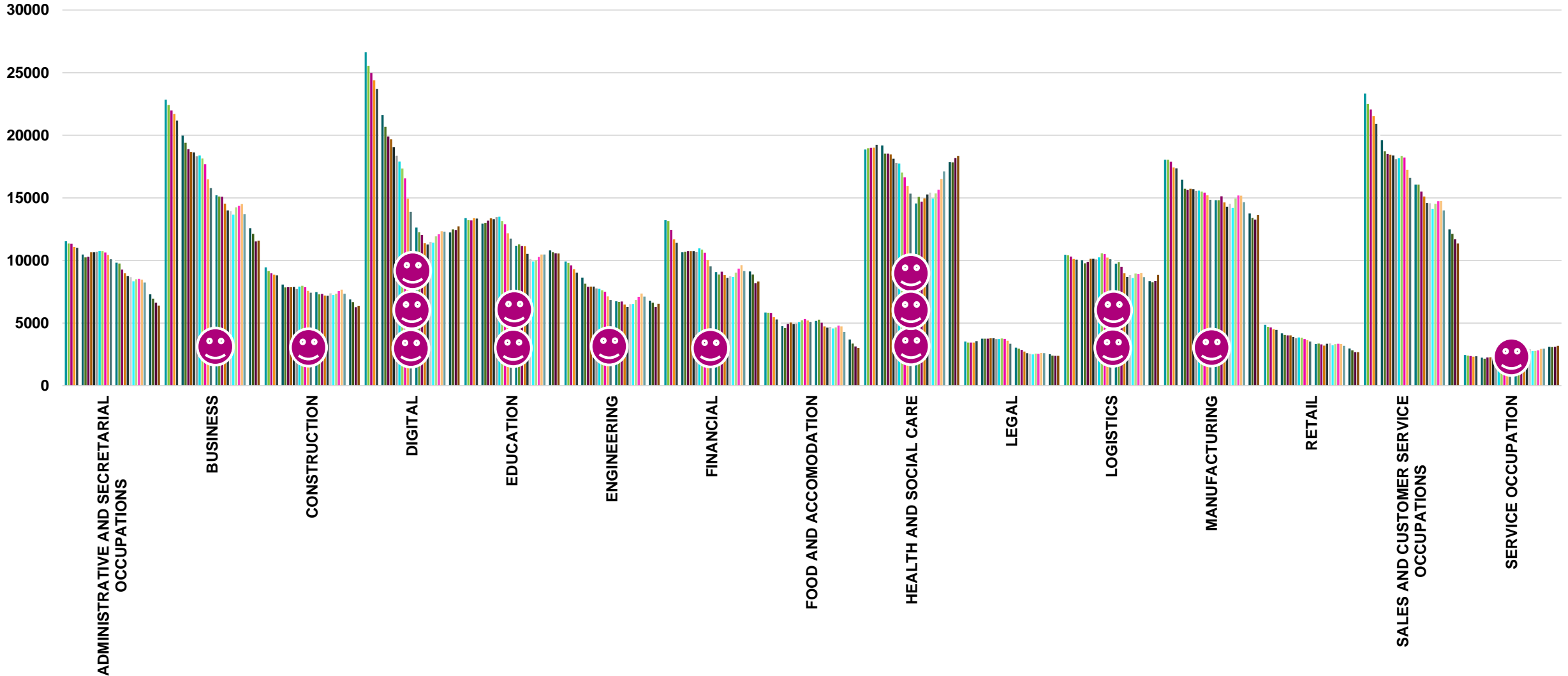
Top 200 roles includes more new Digital and Medical occupations

Remains in the top 25
New to top 25 vs pre Covid-19 list

Remains in the top 25
Dropped out of top 25 - last 90 days position

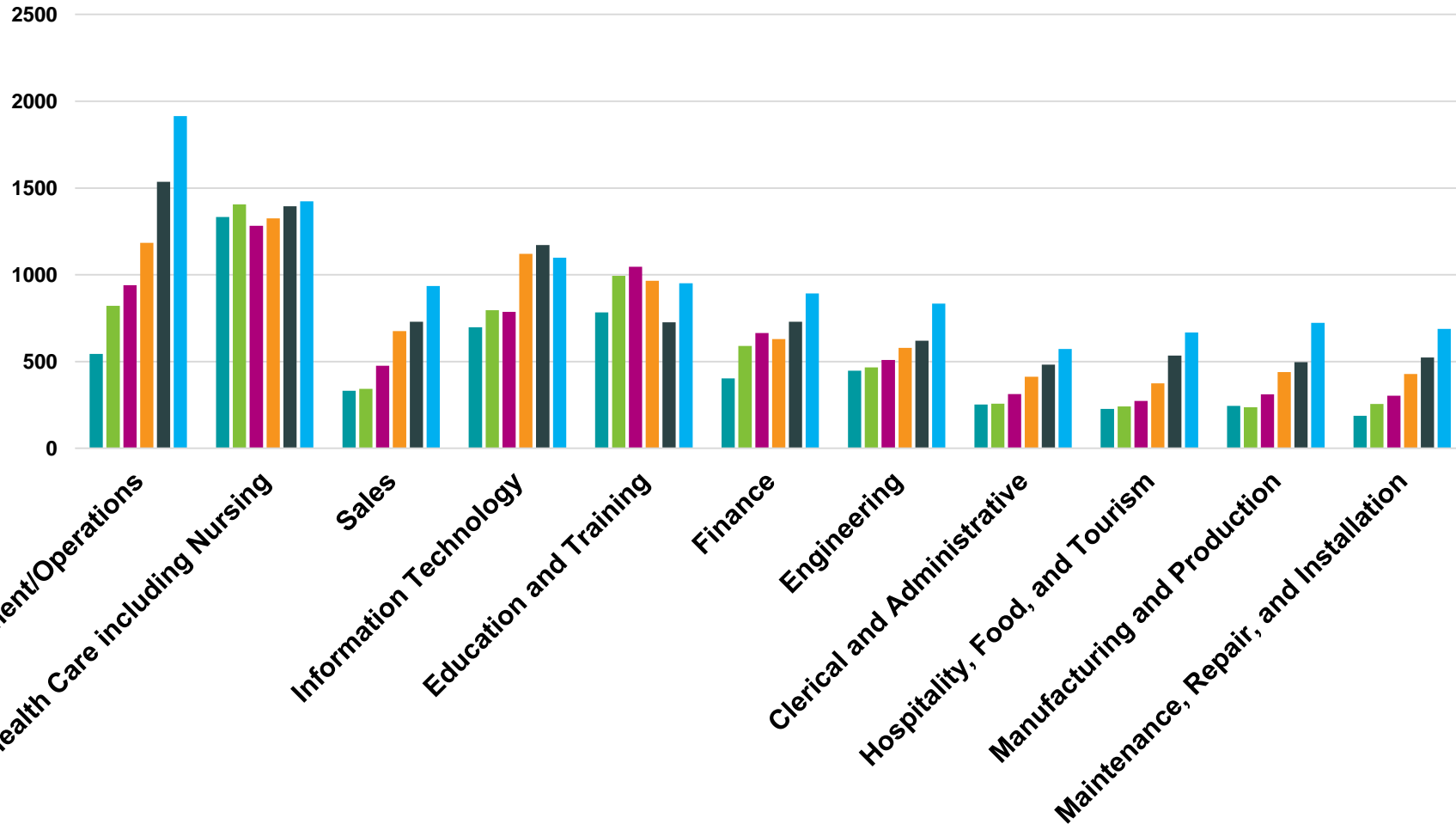
Top Occupational Groups at a % of Job Postings

Job Postings Occupation Groups 2017 – 2020 YTD



Top Occupational Groups Job Postings

Job Postings - Top Occupational Groups - March to September 2020



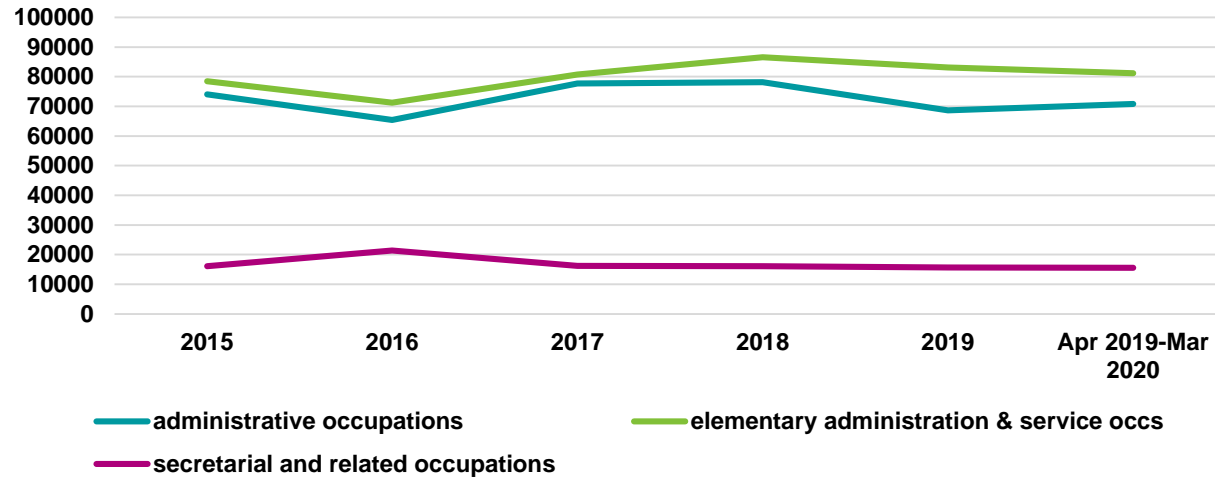
Business Management and Operations increase due to logistics sector

Engineering increase due to manufacturing and logistics sectors

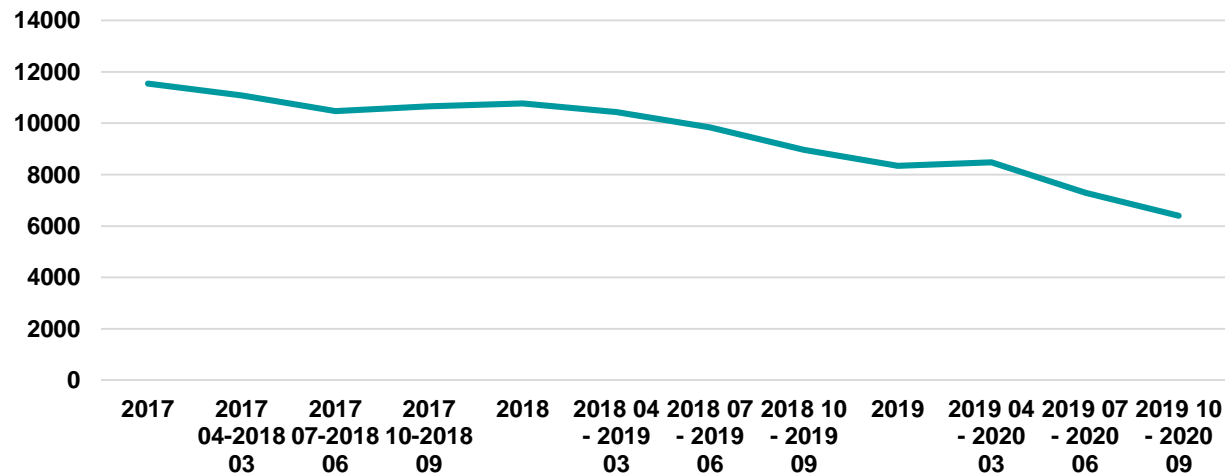
Sales increase in wholesales and business to business

Administrative and Secretarial Occupations

Employment



Job Postings



Top Vacancies	Last 12 Months
Office / Administrative Assistant	4089
Receptionist	735
Senior Administrator	713
Executive Assistant	357
Database Administrator	339
Administration Manager	160

Comments

- ▶ Reducing vacancies although **still high numbers in employment**
- ▶ Digital literacy essential for all roles
- ▶ Numeracy and English needed

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

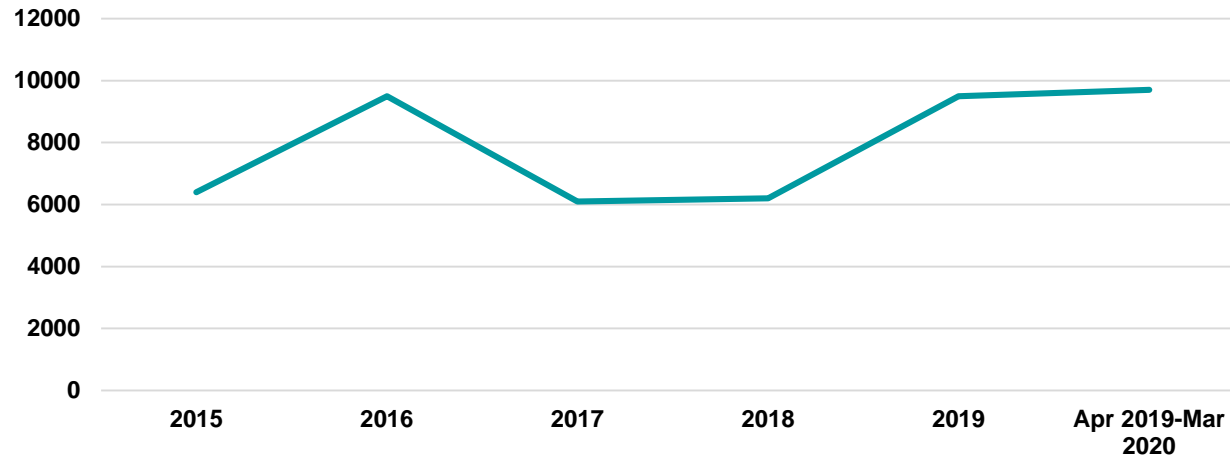
Top 5 Core Competencies/Skills Needed

- Communication Skills
- Organisational Skills
- Microsoft Excel and Word
- Planning and Time Management
- English

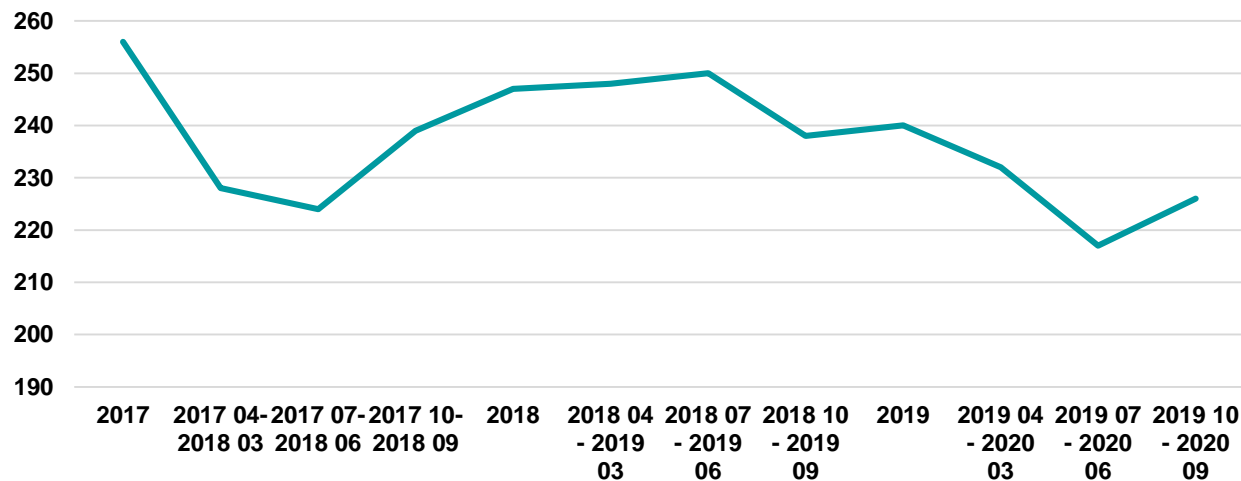


Agricultural and Landscape

Employment



Job Postings



Top Vacancies	Last 12 Months
Landscaping / Groundskeeping Worker	226

Comments

- Increases in employment of Farmers, Gardeners and landscape gardeners, Groundsmen and greenkeepers and Managers and proprietors in agriculture and horticulture pre Covid-19
- High need at present for with a lack of staff due to Covid-19 and restrictions in immigrant workers

Employer Preferred Pathways

- Further education college, specialism at:
 - Moulton College
 - Bedford College (Shuttleworth College)
 - Apprenticeships
 - University
- (check pathways for each occupation)

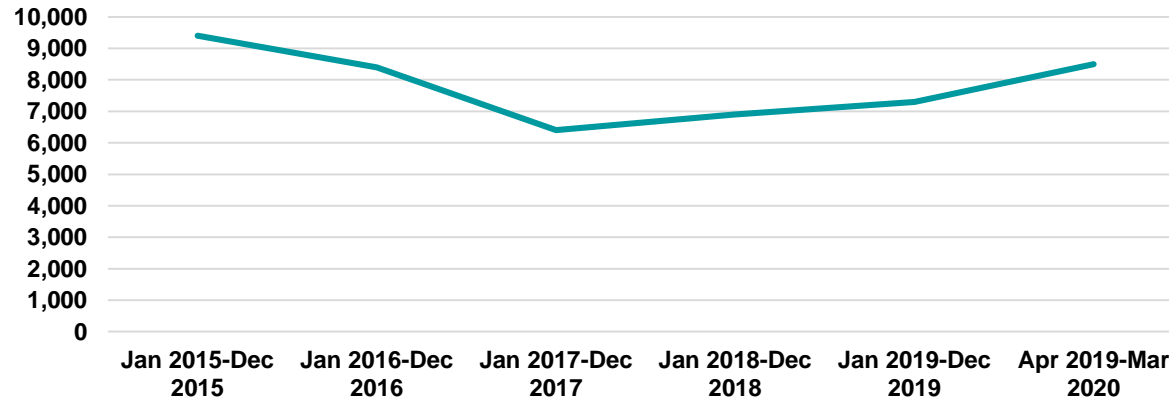
Top 5 Core Competencies/Skills Needed

Communication Skills
Organisational Skills
Detail-Orientated
Physical Demand
Creativity

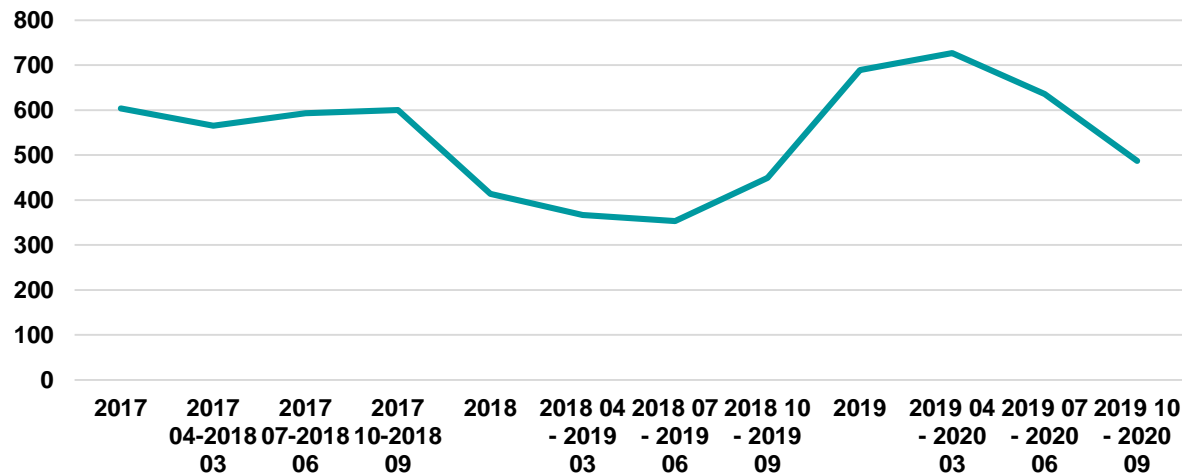


Animal Care

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Veterinarian	361
Veterinary Nurses and Assistants	126

Comments

- ▶ Increasing demand pre Covid-19
- ▶ Sciences required

Employer Preferred Pathways

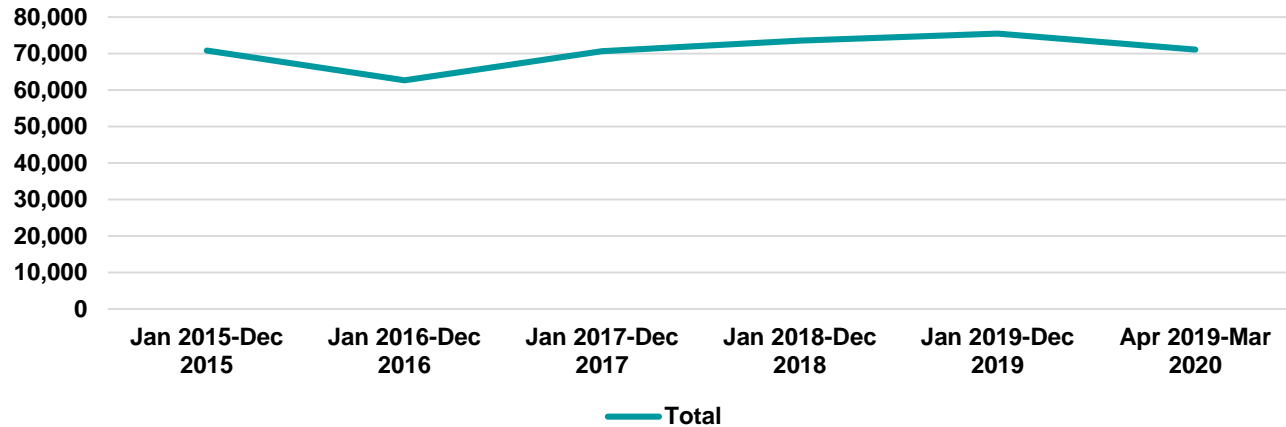
- ▶ Further education college, specialism at:
 - Moulton College
 - Bedford College (Shuttleworth College)
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Being Positive
Microsoft Excel and Word
English

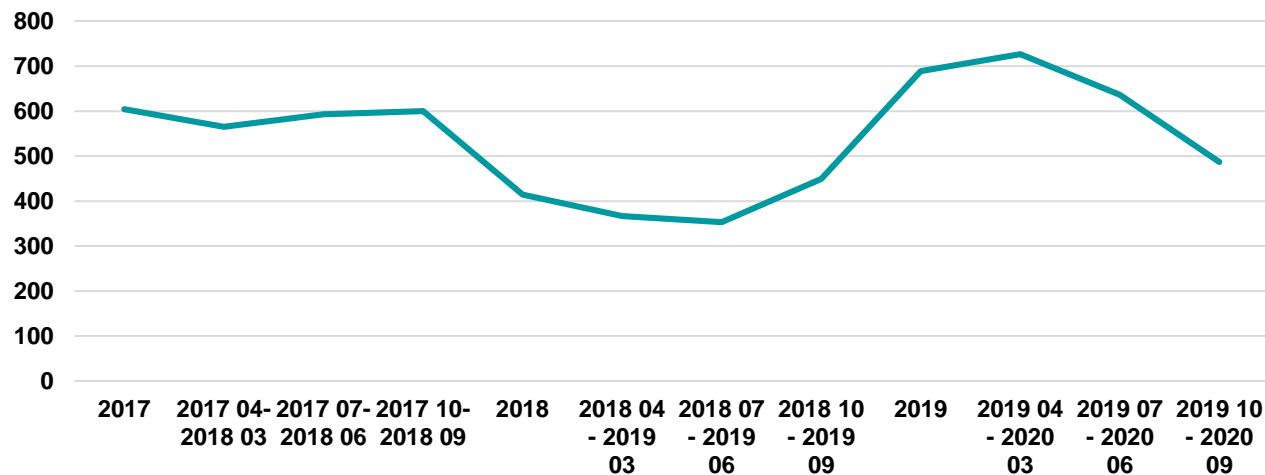


Automotive – Skilled Trade

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Automotive Service Technician / Mechanic	1434
Auto Body Technician	275

Comments

- ▶ Opportunities for service technicians and mechanics with changes in vehicle technologies to electric
- ▶ Ageing workforce, opportunity for young people and changes in careers
- ▶ Auto body technician trend is flat
- ▶ Work experience is preferred
- ▶ Computer literacy becoming increasingly important
- ▶ Sector has been impacted by Covid-19

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

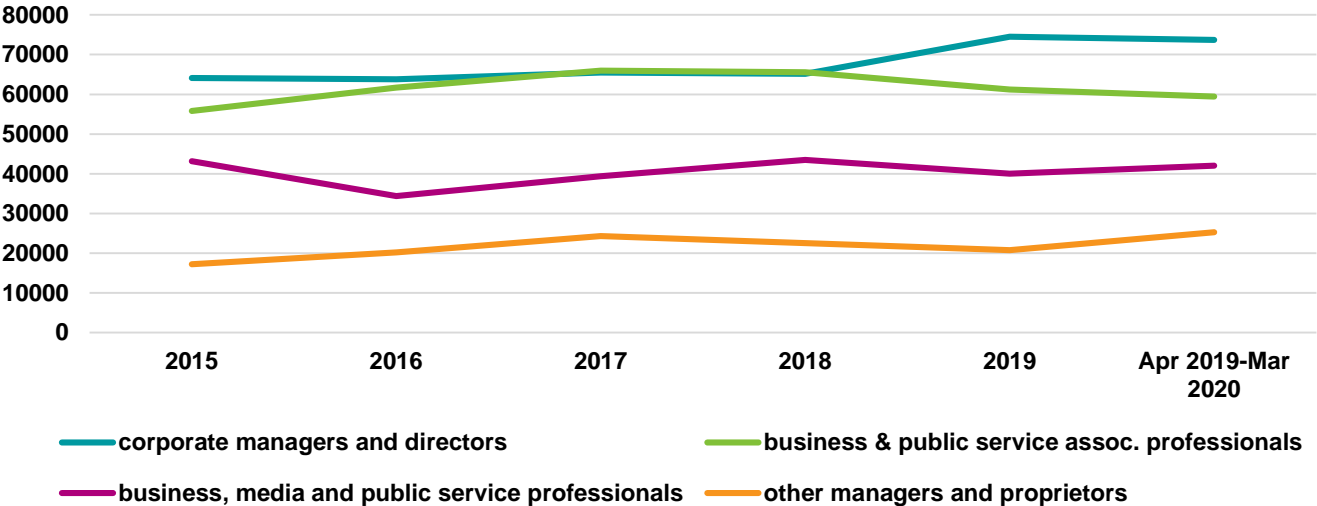
Top 5 Core Competencies/Skills Needed

Detail-Orientated
Communication Skills
Organisational Skills
Problem Solving
English

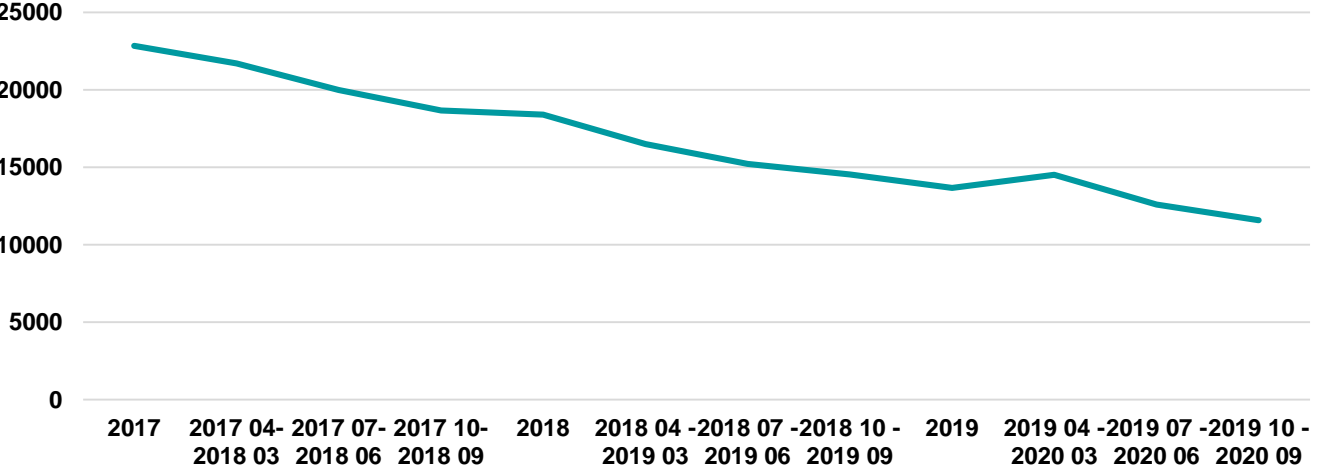


Business Professionals

Employment



Job Postings



Top Vacancies	Last 12 Months
Project Manager	3126
Human Resources / Labour Relations Specialist	1080
Recruiter	1054
Marketing Manager	957
Buyer / Purchasing Agent	896
Procurement Manager	630
Business / Management Analyst	553

Comments

- ▶ Declining job postings, but high employment
- ▶ Hidden jobs
- ▶ Opportunities for roles in human resources, marketing and procurement (buying)
- ▶ These occupations are in most sectors and occupations tend to be transferable across sectors

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

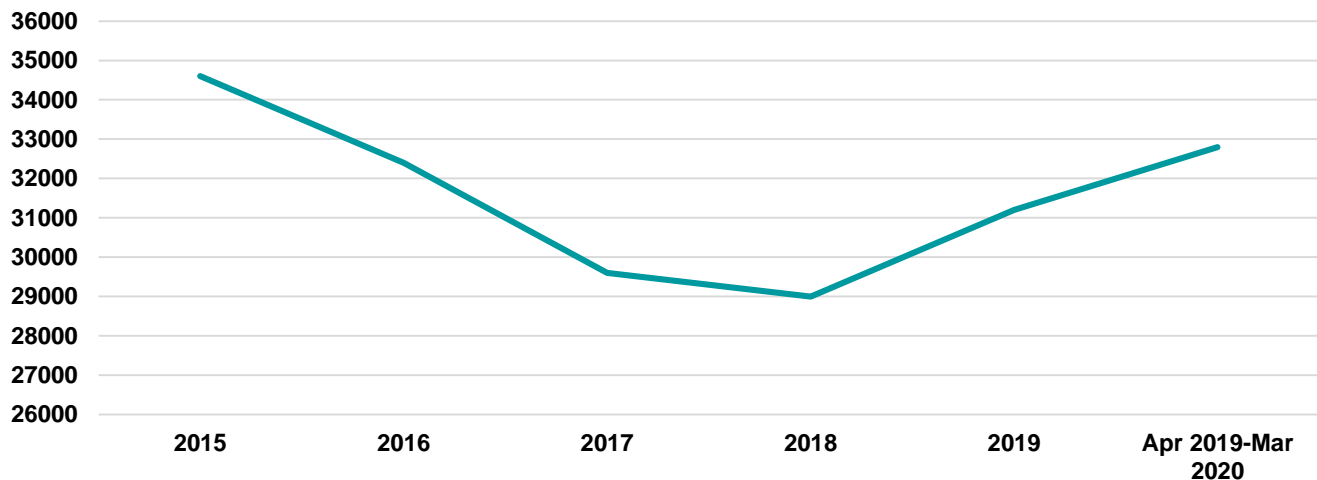
Top 5 Core Competencies/Skills Needed
Communication Skills
Planning
Organisational Skills
Creativity
Microsoft Excel



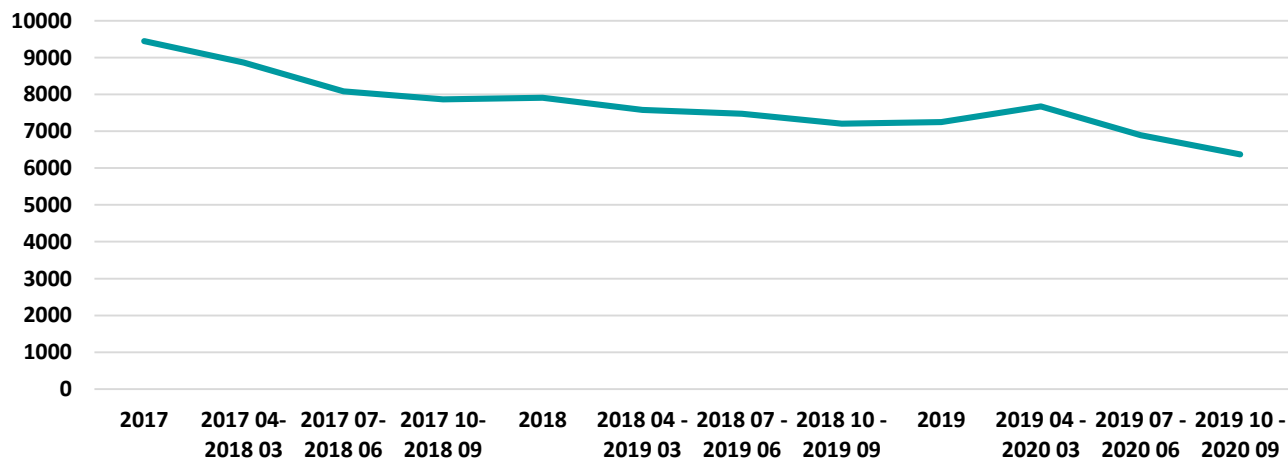
Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Construction

Employment



Job Postings



Top Vacancies	Last 12 Months
Civil Engineer	1040
Construction Helper / Worker	917
Electrician	903
Quantity surveyors	879
Construction Manager	653
HVAC Mechanic / Installer	456
Carpenter	407
Land Surveyors	371
Chartered architectural technologists and town planning technicians	237
Painter	182
Plumber	180

Comments

- ▶ Opportunities in all occupations at all levels
- ▶ Trends positive before slow down for Covid-19
- ▶ Large building programmes promised
- ▶ Green economy will create many jobs
- ▶ Will need other certification (CSCS card)

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ Construction Industry Training Board
 - ▶ University
- (check pathways for each occupation)

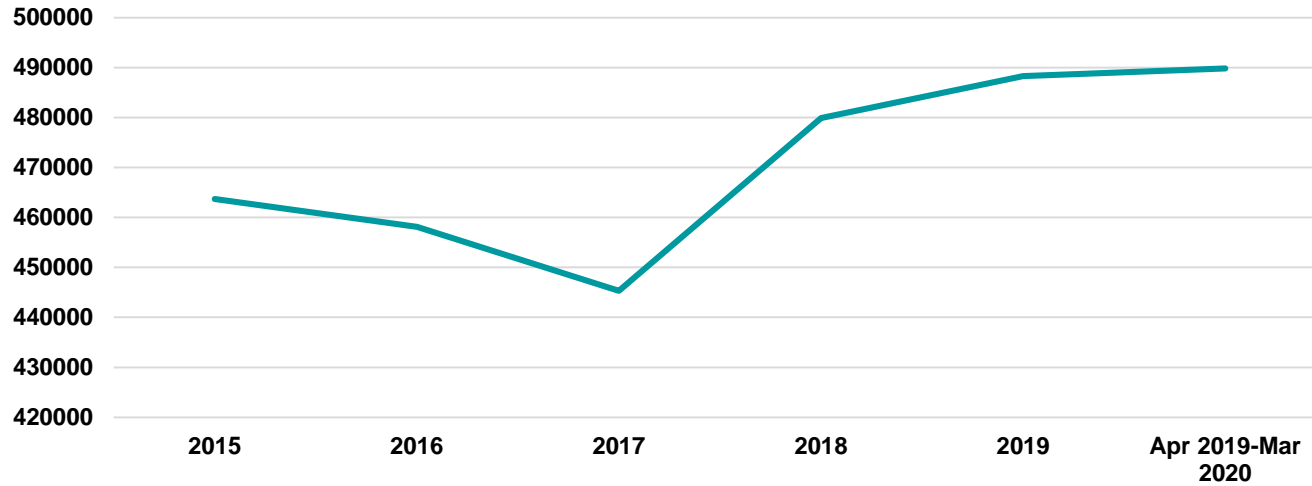
Top 5 Core Competencies/Skills Needed

- Communication Skills
- Planning
- Organisational Skills
- Problem Solving
- Microsoft Excel

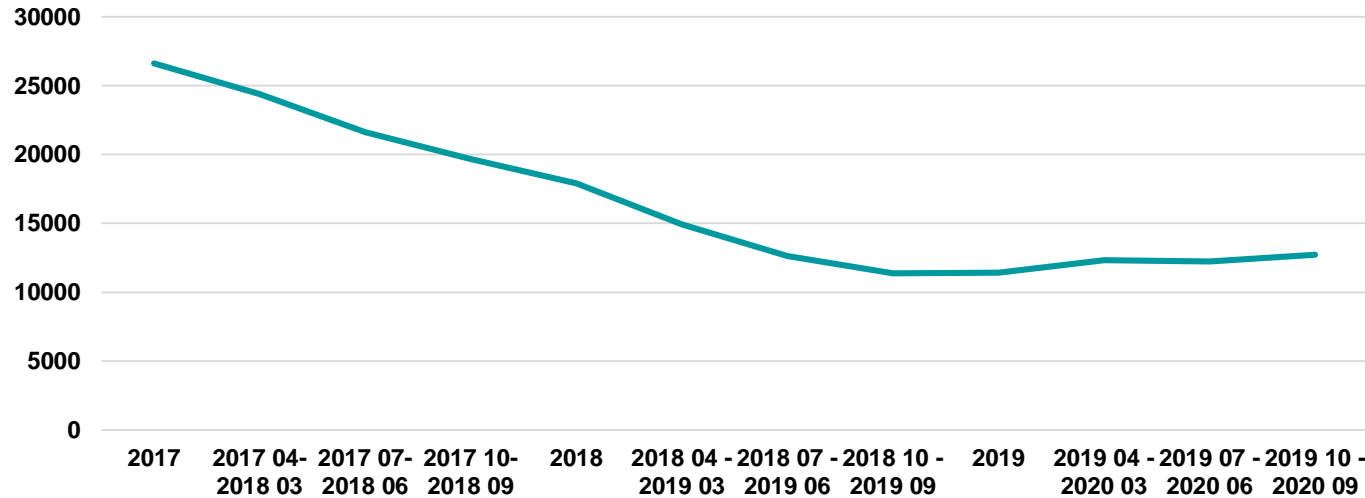


Digital

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Software Developer / Engineer	3824
Computer Support Specialist	1779
Data / Data Mining Analyst	1311
Computer Systems Engineer / Architect	1075
Web Developer	919
IT Project Manager	644
Systems Analyst	541
Information Security Engineer / Analyst	522
Software QA Engineer / Tester	402
Computer Programmer	367

Comments

- ▶ Increasing demand for software developer/engineers, computer support specialists and data / data mining analysts
- ▶ About 60% of occupations are in sectors outside of the specialist digital businesses

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

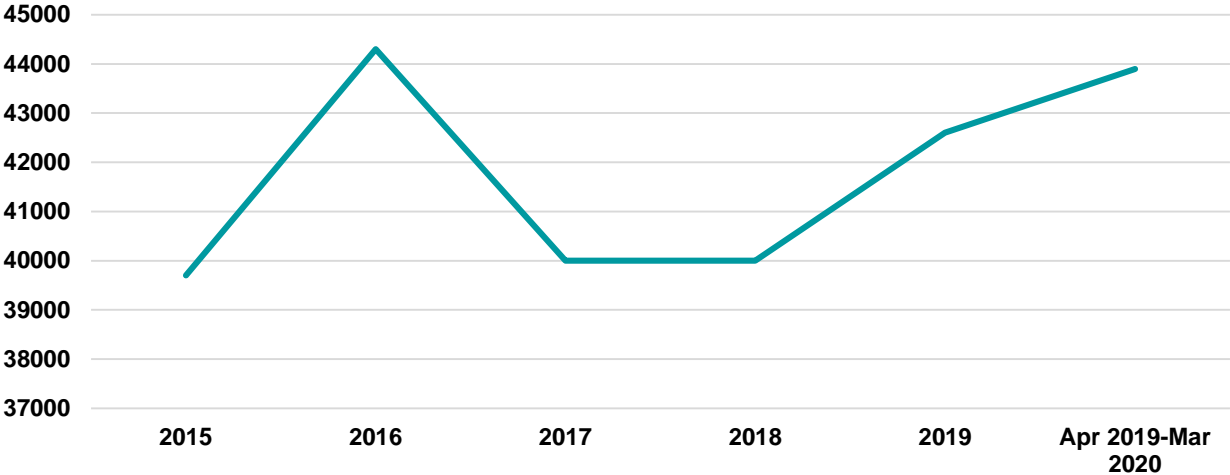
Top 5 Core Competencies/Skills Needed

Communication Skills
Problem Solving and Troubleshooting
Planning
Creativity
Microsoft Excel

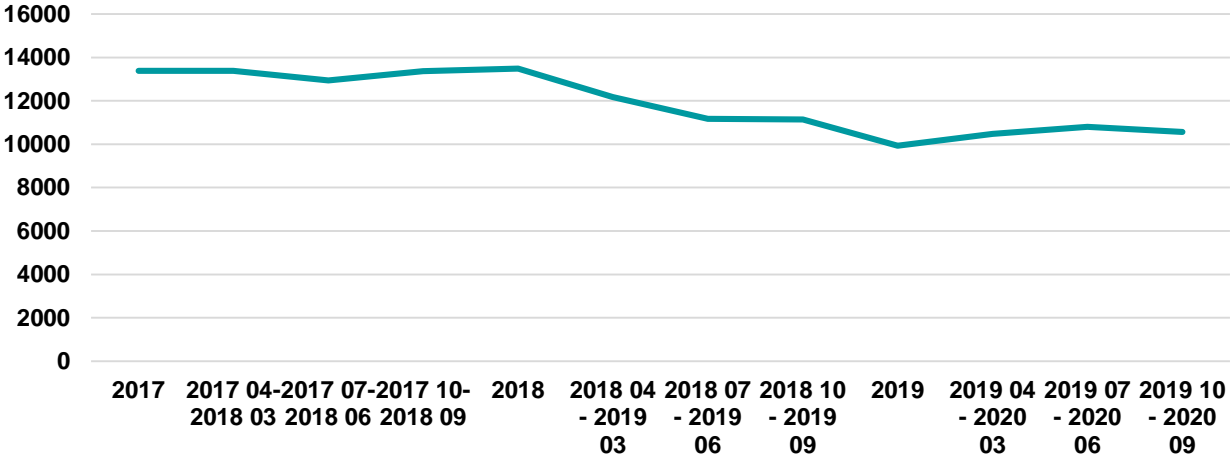


Education and Children

Employment



Job Postings



Top Vacancies	Last 12 Months
Primary School Teacher	1633
Teaching Assistant	1606
Tutor	1303
University Lecturer	904
Secondary School Teacher	736
Nursery nurses, assistants and playworkers	534
Science Teacher	528
Maths Teacher	452
Training and Development Specialist	376
English / Language Arts Teacher	370

Comments

- ▶ Increasing demand for primary school teachers and teaching assistants
- ▶ Need for tutors in further education
- ▶ Ageing workforce offering opportunities
- ▶ Financial incentives available to become a teacher
- ▶ Need digital literacy skills

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

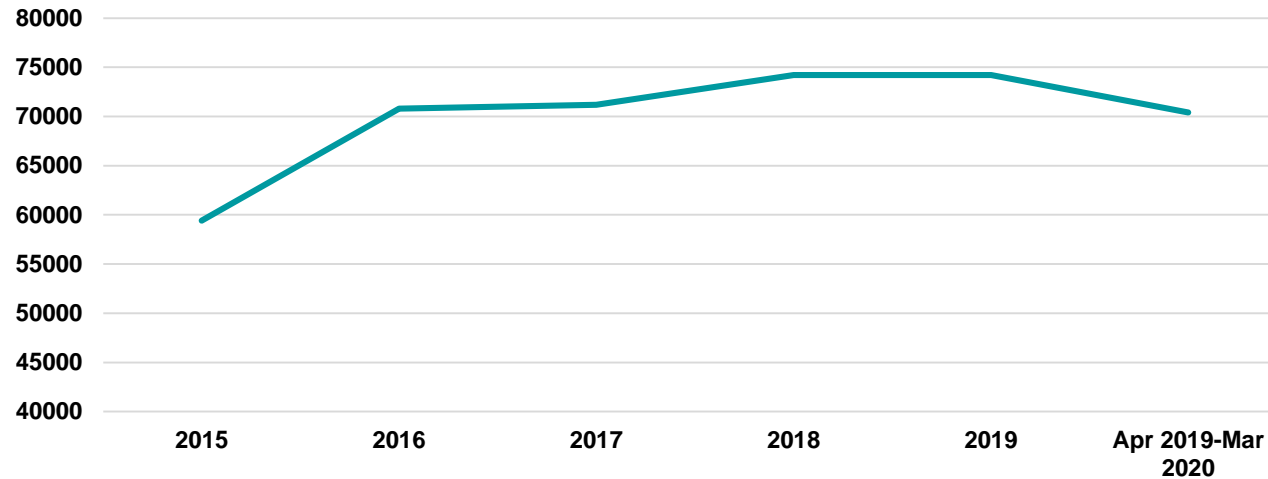
Top 5 Core Competencies/Skills Needed
Creativity
Communication Skills
Planning
English
Organisational Skills



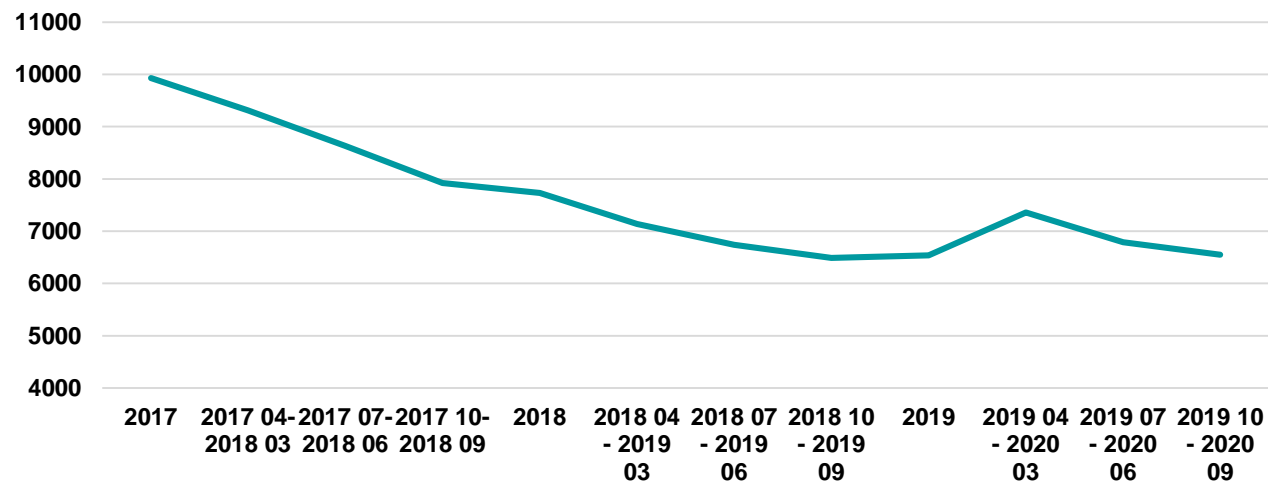
Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Engineering

Employment



Job Postings



Top Vacancies	Last 12 Months
Maintenance Technician	1837
Mechanical Engineer	1604
Engineering Manager	533
Repair / Service Technician	463
Product Development Engineer	430
Test Technician	362
Electrical / Electronic Engineering Technician	350
CAD Designer / Draughtsperson/Draughtsman	335
Electronics Engineer	323
Sales Engineer	169

Comments

- ▶ Large demand for maintenance technicians and mechanical engineers
- ▶ Increasing demand in design and product development related careers
- ▶ Ageing workforce
- ▶ Need digital literacy, especially MS Excel

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

Communication Skills

Problem Solving

Planning and Organisational Skills

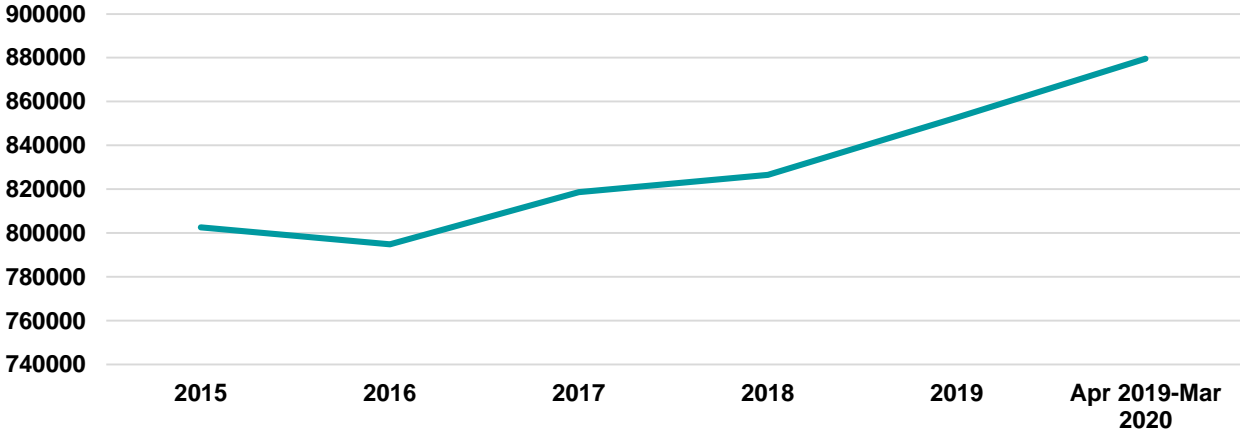
Creativity

Detail Orientated

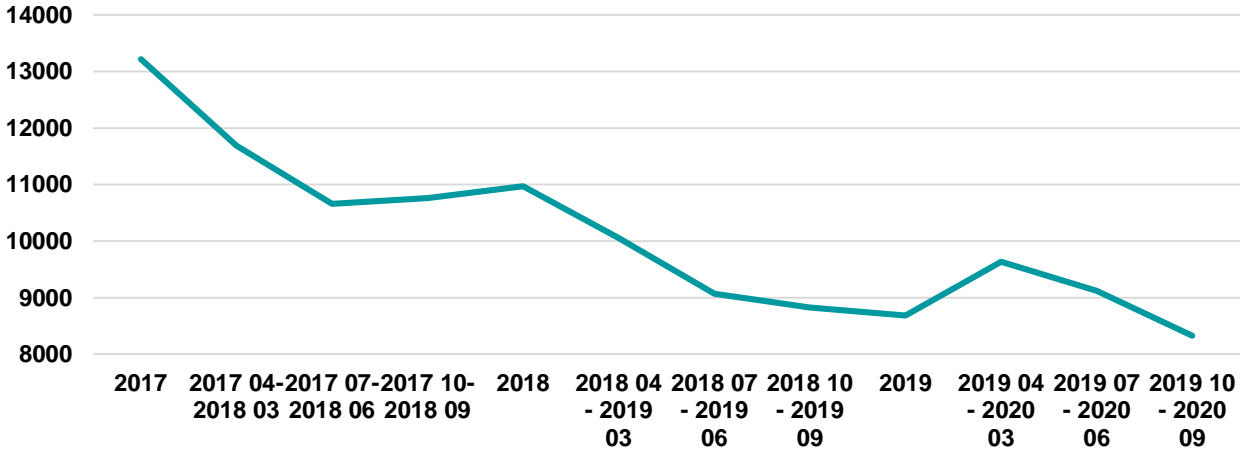


Financial

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Bookkeeper / Accounting Clerk	2228
Accountant	2095
Financial Manager	1290
Credit Analyst / Authoriser	643
Auditor	610
Payroll Specialist	591
Financial Analyst	574
Personal Financial Advisors	298

Comments

- ▶ Large demand for accountants and bookkeepers
- ▶ Occupations cut across sectors and roles are transferable

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

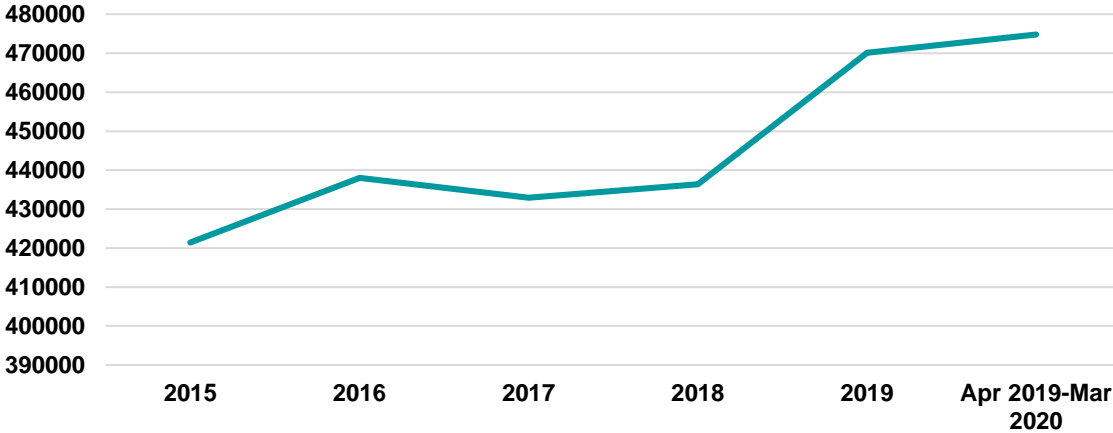
Top 5 Core Competencies/Skills Needed
Microsoft Excel
Communication Skills
Detail Orientated
Meeting Deadlines
Problem Solving and Analytical Skills

Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

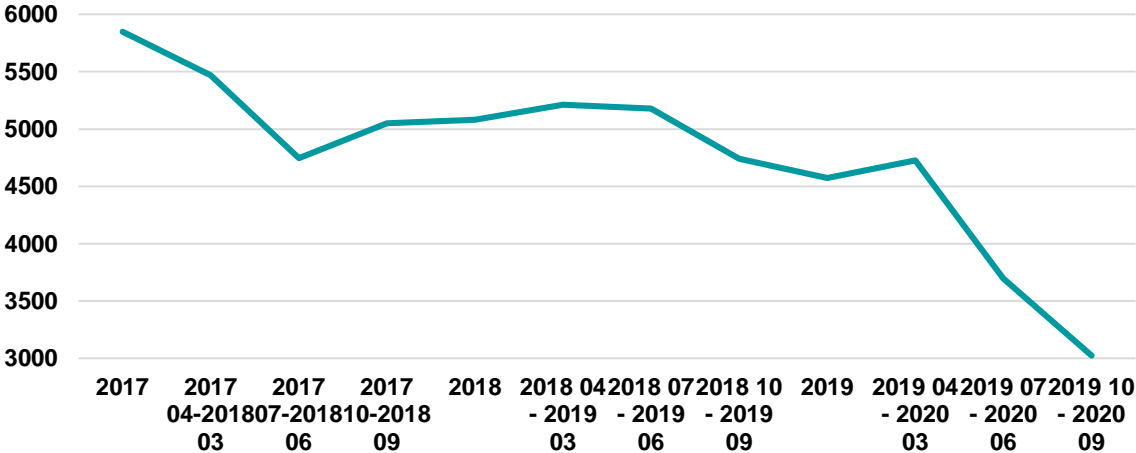


Food and Accommodation

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Chef	1170
Food Service Team Member	736
Kitchen Staff	340
Restaurant / Food Service Supervisor	223
Restaurant / Food Service Manager	194
Bartender	181
Waiter / Waitress	179

Comments

- ▶ Demand for Chefs
- ▶ Most other occupations have flat trends
- ▶ Sectors have been hard hit by Covid-19 (employment figures are up to March 2020, pre Covid-19)

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

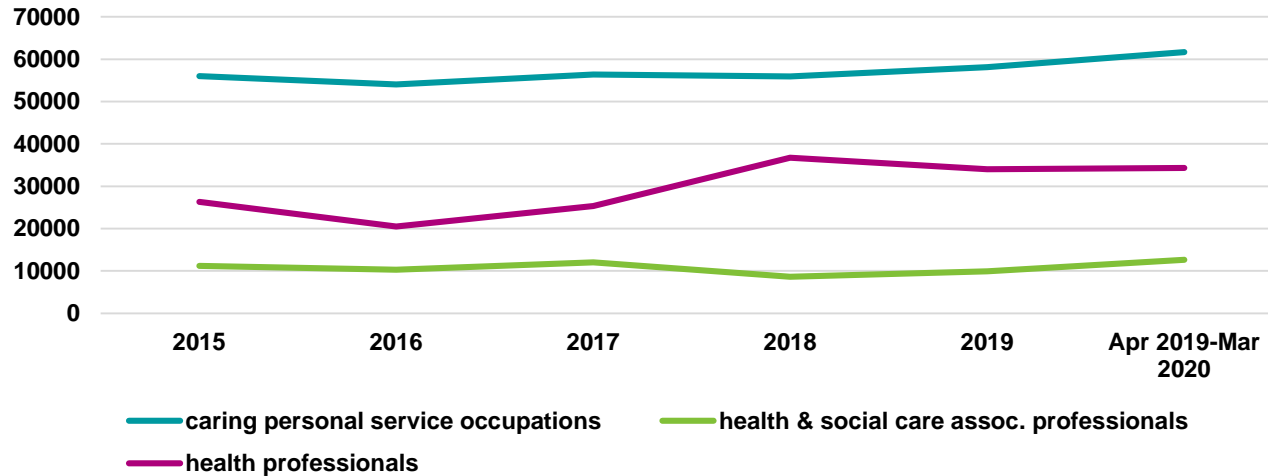
Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills and Planning
English
Creativity
Listening



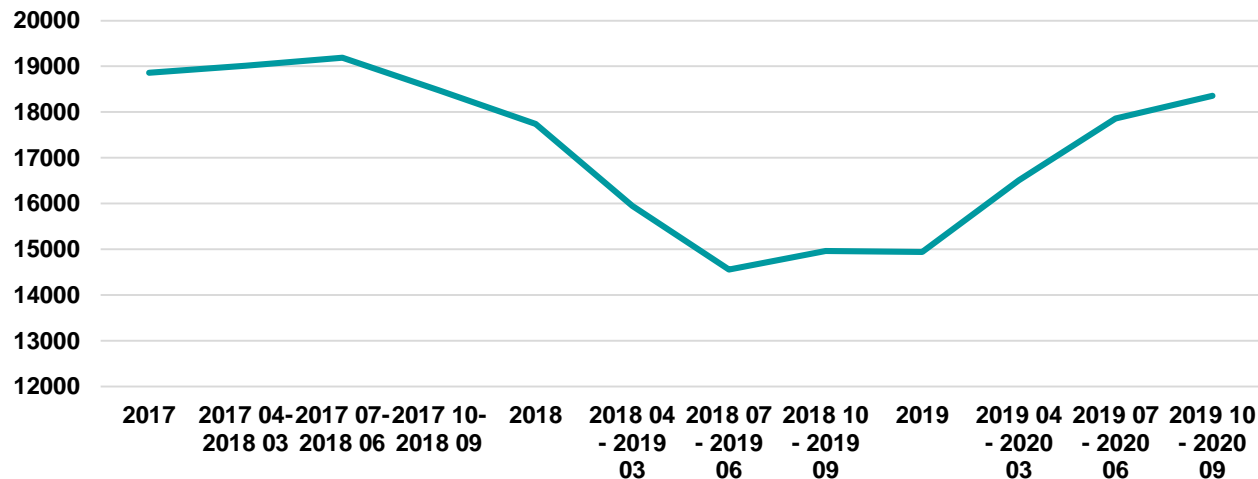
Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Health and Social Care

Employment



Job Postings



Top Vacancies	Last 12 Months
Registered General Nurse (RGN)	4130
Caregiver/Personal Care Aide	3038
Care assistant	1921
Physician	1133
Family/School/General Social Worker	1040
Nursing Assistant/Healthcare Assistant	864
Healthcare Manager	816
Nurse Practitioner	562
Nursing Home/Home Health Administrator	408
Physiotherapist	407

Comments

- ▶ Very high demand for nurses and care related occupations
- ▶ The ability to empathise is sought in all occupations
- ▶ Sectors will be least impacted by Covid-19

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

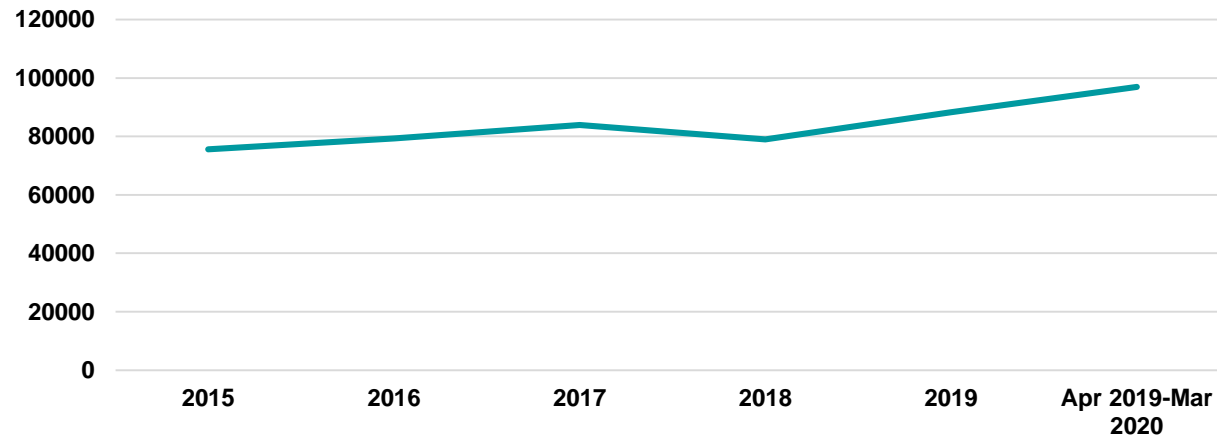
Top 5 Core Competencies/Skills Needed

Communication Skills
Organisational Skills
Planning
Leadership
English

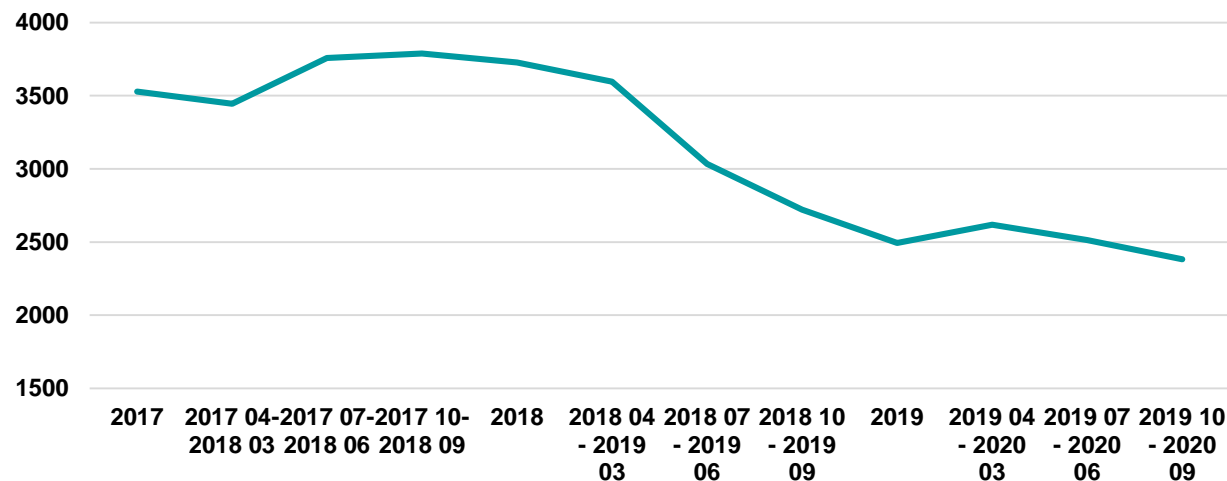


Legal

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Lawyer	1634
Paralegal / Legal Assistant	339
Licensed Conveyancer	222
Legal Secretary	188

Comments

▶ Continued high demand for lawyers

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships
- ▶ Specific legal pathways for some roles

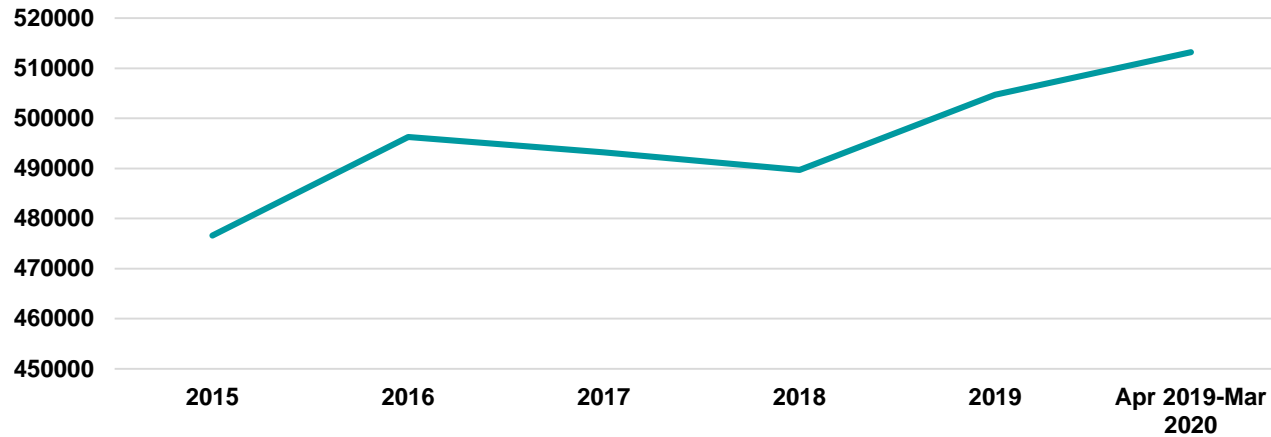
Top 5 Core Competencies/Skills Needed

Communication Skills
Organisational Skills
Detail-Orientated
Planning
Microsoft Excel

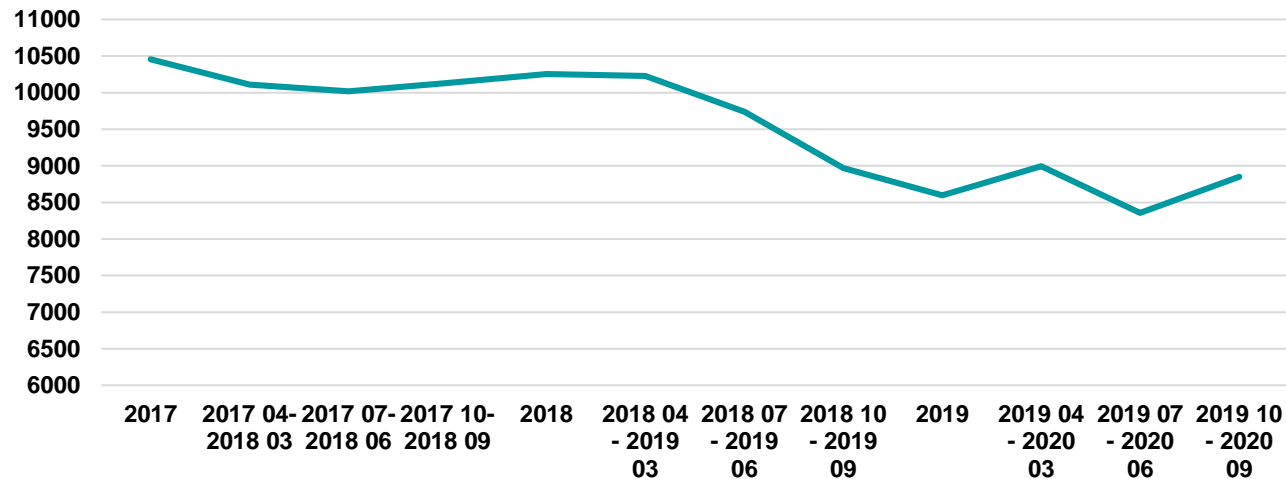


Logistics Specific

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Delivery Driver	2113
HGV / LGV Class 1 Driver	1846
Warehouse / Inventory Associate	1609
HGV / LGV Class 2 Driver	1559
Forklift / Pallet Jack Operator	560
Storage / Distribution Manager	373
Logistics / Supply Chain Analyst	341
Transportation Planner / Analyst	260
Data Warehousing Specialist	188

Comments

- ▶ Large demand for drivers at all levels. Most have to be over 24 for insurance purposes
- ▶ Warehouse/Inventory associate trend is positive
- ▶ All other trends for occupations are flat
- ▶ Many 'Business' and 'Engineering' occupations are related to the logistics sector
- ▶ Switch to online shopping is driving opportunities

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

Communication Skills

Organisational Skills

Planning

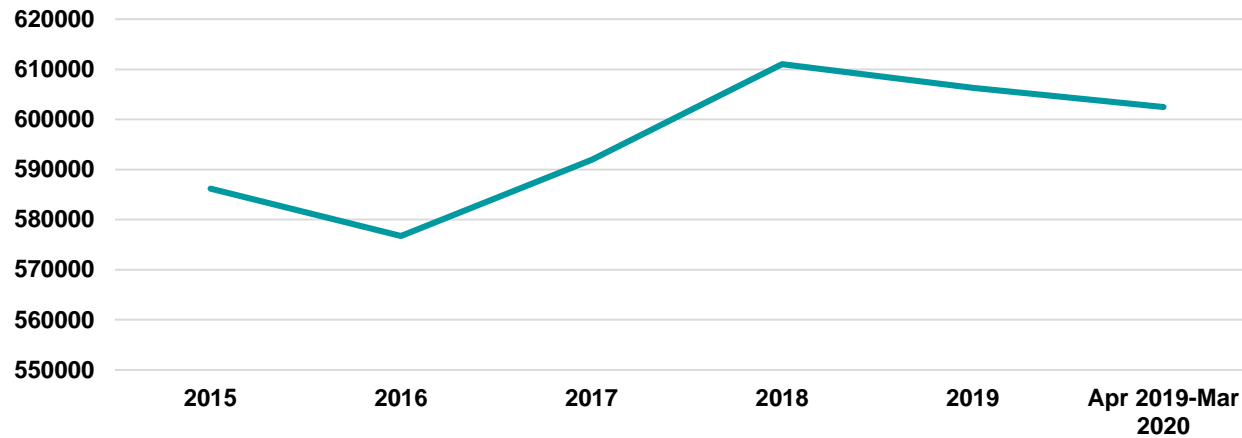
Detail-Orientated

Microsoft Excel

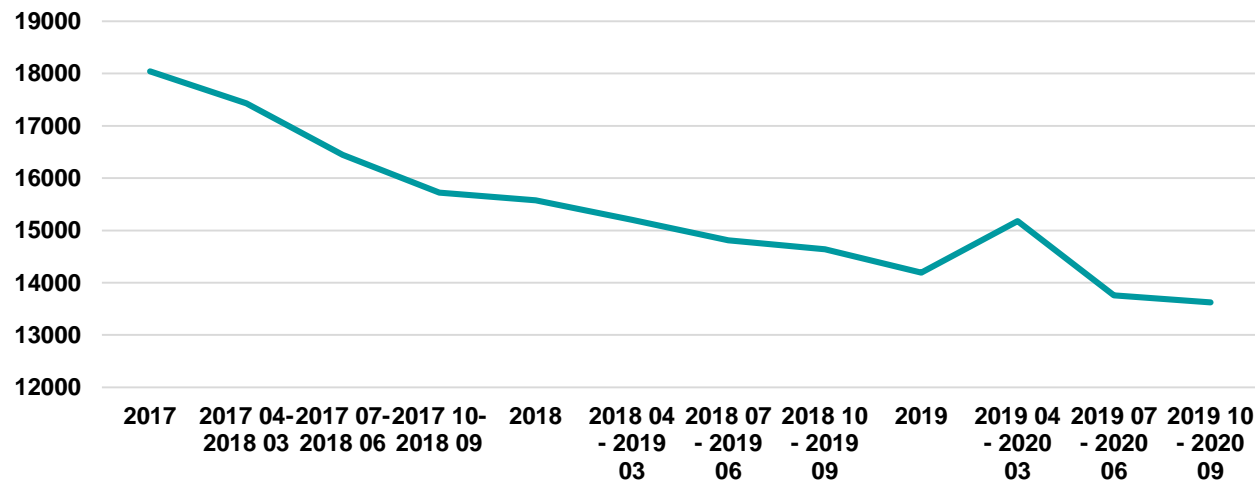


Manufacturing

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Labourer / Material Handler	2959
Production Worker	1524
Electrical Engineer	941
Operations Manager	837
CNC Operator	738
Scheduler / Operations Coordinator	702
Quality Inspector / Technician	671
Manufacturing Machine Operator	652
Industrial Engineer	597
Production Supervisor	559
Validation Engineer	509

Comments

- ▶ Majority of occupations have positive trends pre Covid-19
- ▶ Diverse sector from Formula 1 to food production

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

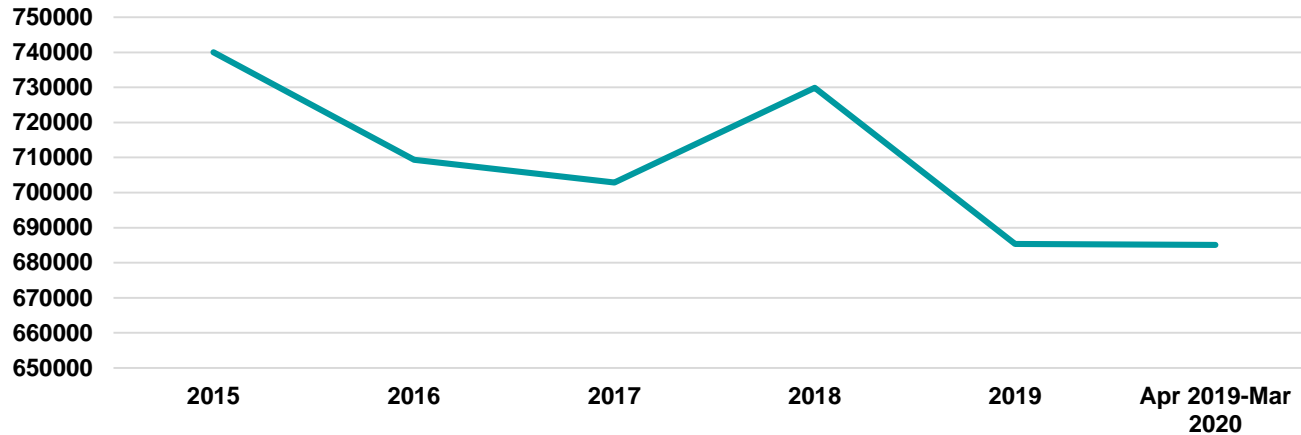
Top 5 Core Competencies/Skills Needed

Communication Skills
Planning and Organisational Skills
Detail-Orientated
Problem Solving
Microsoft Excel

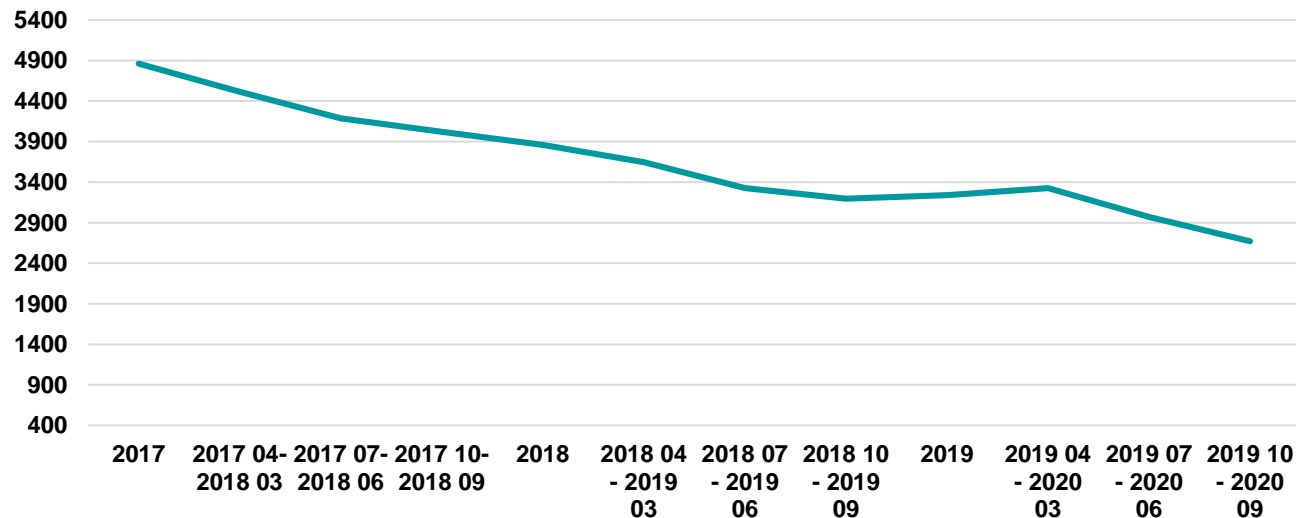


Retail, Hair and Beauty

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Retail Sales Associate	1138
Retail Store Manager / Supervisor	1004
Stocking Clerk / Sales Floor Support	224
Cashier	153
Barber / Hair Stylist / Cosmetologist	152

Comments

- ▶ Demand for all occupations reducing
- ▶ Largest negative impact due to Covid-19
- ▶ Some increase in food retail due to growth of some chains of supermarkets
- ▶ Increased use of technology replacing need for checkout staff
- ▶ Increased on-line ordering reducing the sector
- ▶ Hair and beauty under pressure due to rapid expansion and resulting over capacity

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

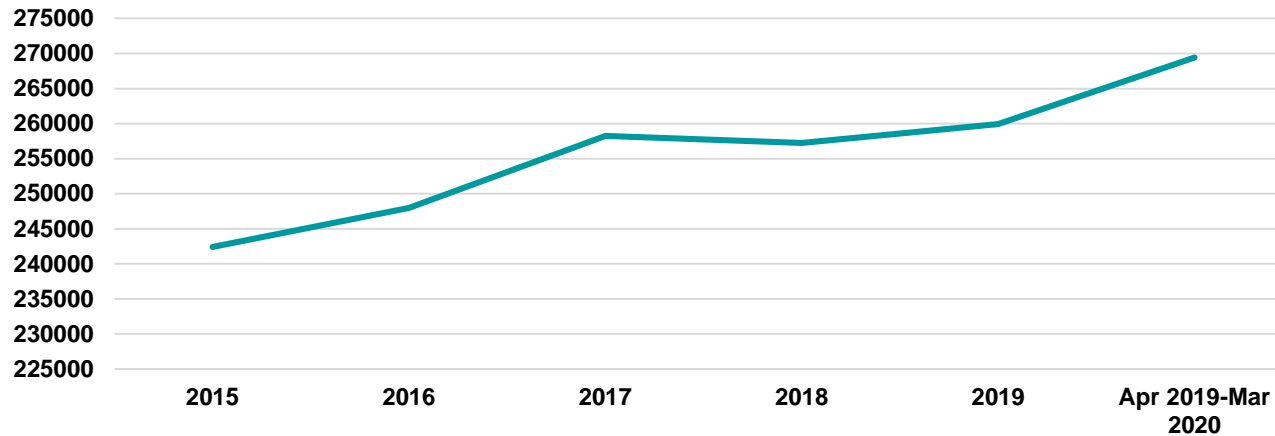
Top 5 Core Competencies/Skills Needed

- Communication Skills
- Organisational Skills
- Leadership
- Creativity
- Planning and Detail Orientated

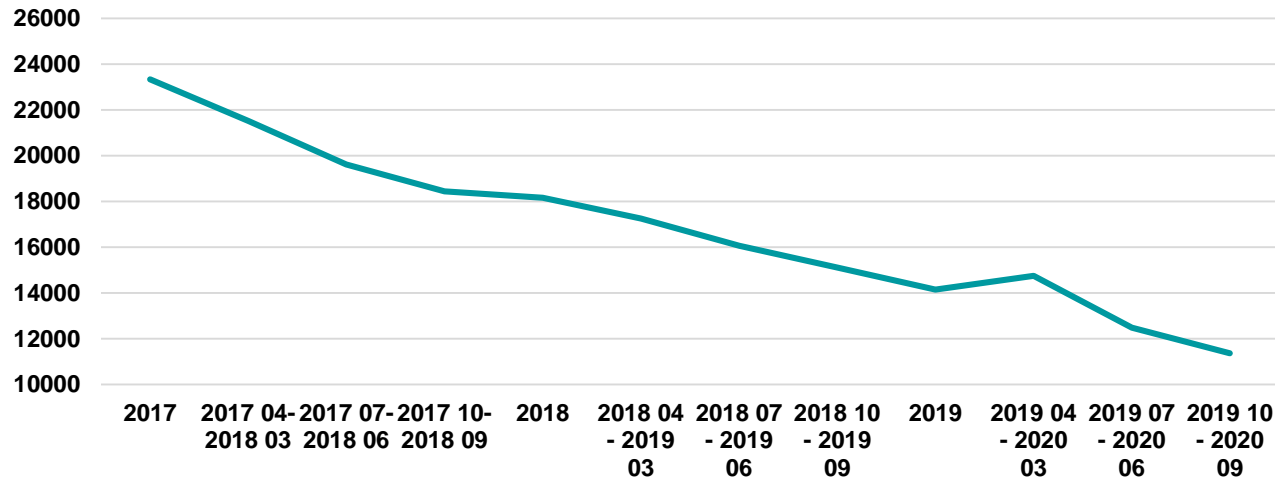


Sales and Customer Service

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Customer Service Representative	3587
Account Manager / Representative	2711
Sales Manager	1740
Sales Representative	1223
Sales Assistant	1096

Comments

- ▶ Increasing demand in business to business sales and service
- ▶ Reduction in overall partly due to the introduction of technology such as Chatbots

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

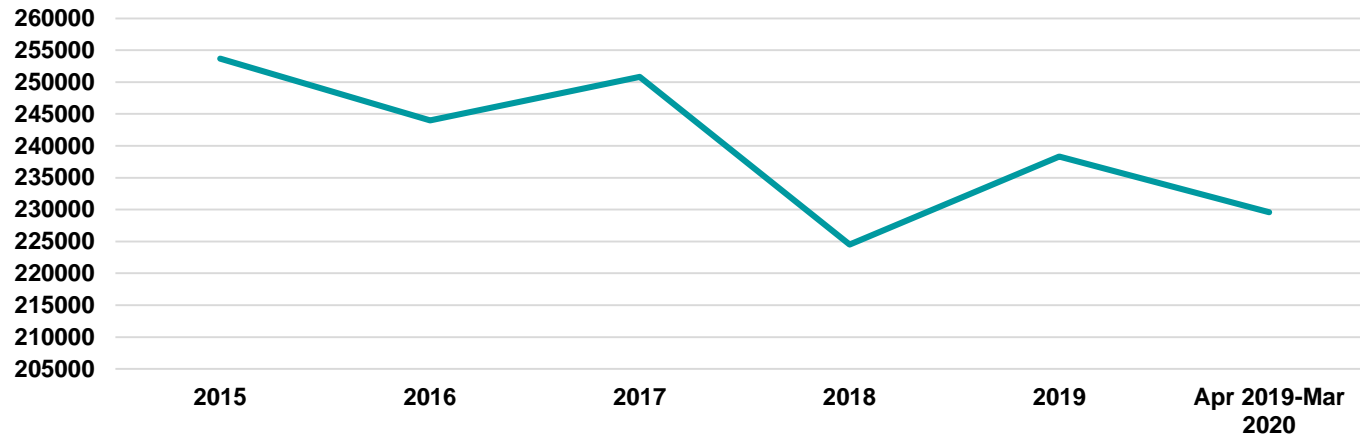
Top 5 Core Competencies/Skills Needed

Communication Skills
Organisational Skills
Building Effective Relationships
Detail-Orientated
Microsoft Excel

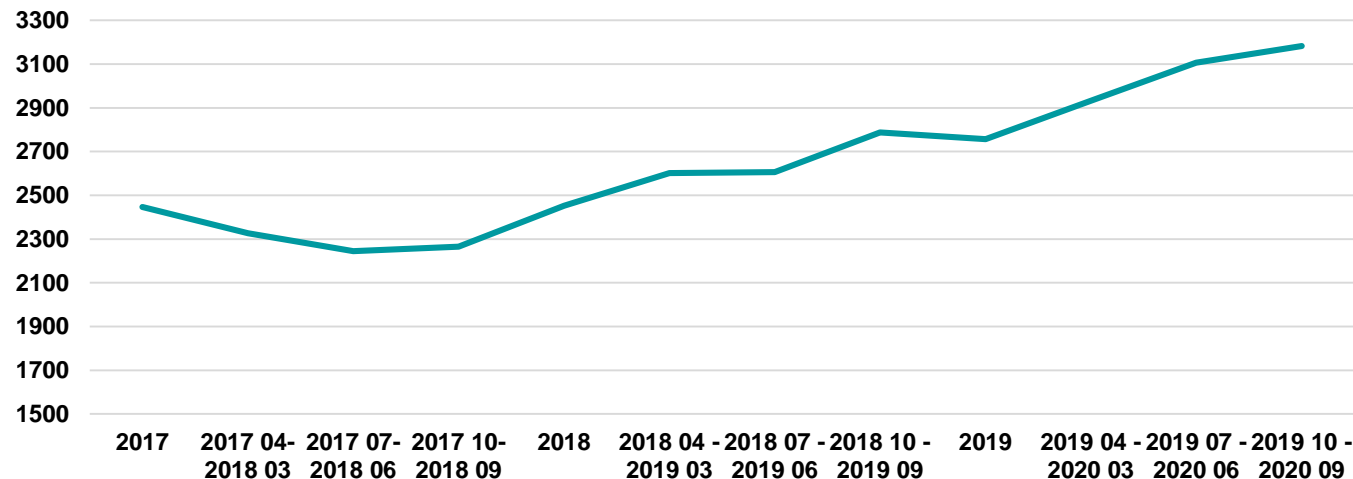


Service Occupations

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
General cleaner	1796
Security Officer	788
Janitor / Cleaner	382
Maid / Housekeeping Staff	217

Comments

- ▶ Increasing long term demand for cleaners and security staff
- ▶ Increasing demand for General Cleaners due influence of Covid-19

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

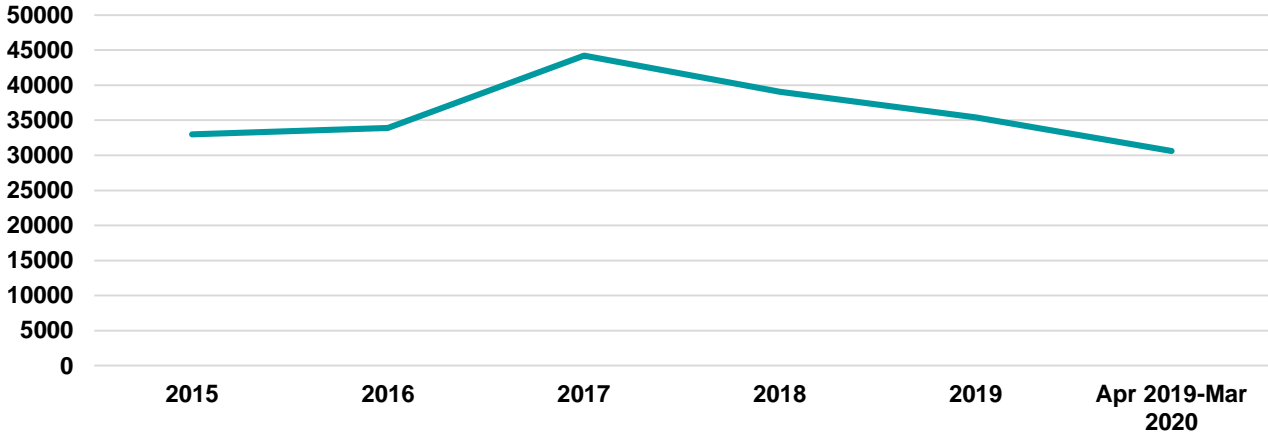
Top 5 Core Competencies/Skills Needed

- Verbal/Oral Communication Skills
- Detail-Orientated
- Organisational Skills
- Digital Literacy
- Time Management

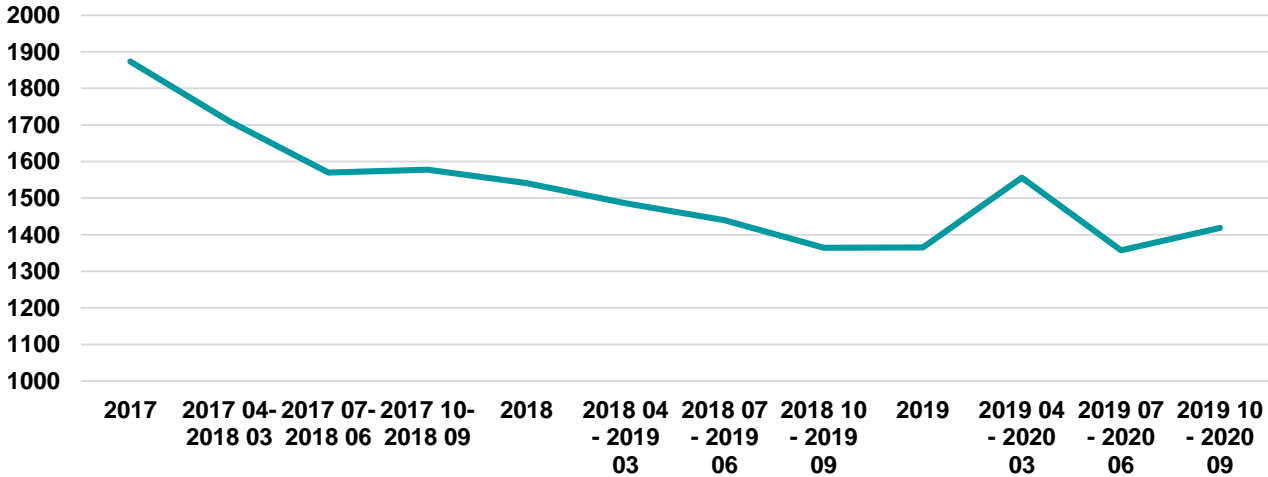


Utilities

**Employment
(East, South East, East Midlands)**



Job Postings



Top Vacancies	Last 12 Months
Utilities Technician	1419

Comments

- ▶ High demand for utilities technicians especially for telecommunications, water and energy
- ▶ See also 'Engineering'
- ▶ New opportunities with Green Economy agenda

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

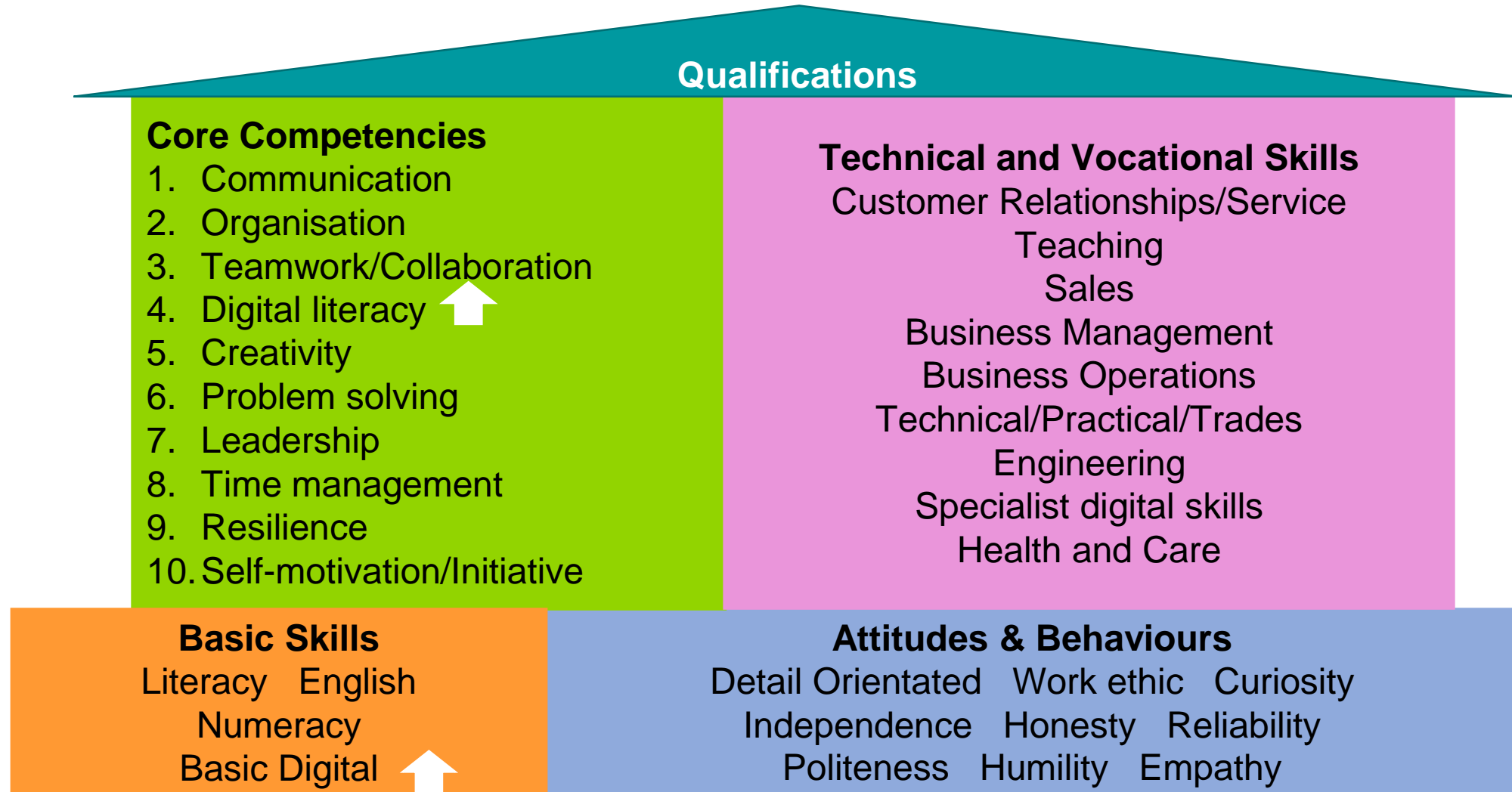
Top 5 Core Competencies/Skills Needed
Communication Skills
Problem Solving and Troubleshooting
Organisational Skills
Digital Literacy
Planning and Time Management



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

What Employability Skills are Employers Seeking?

More emphasis being placed on behaviours, attitudes, core competencies and technical/vocational skills of the individual, defined as:



Employers and Digital Skills Definitions

Basic Digital Skills

- ▶ The first steps for getting online through to basic online activities (emails, searching for information, banking, etc.)

Digital Literacy

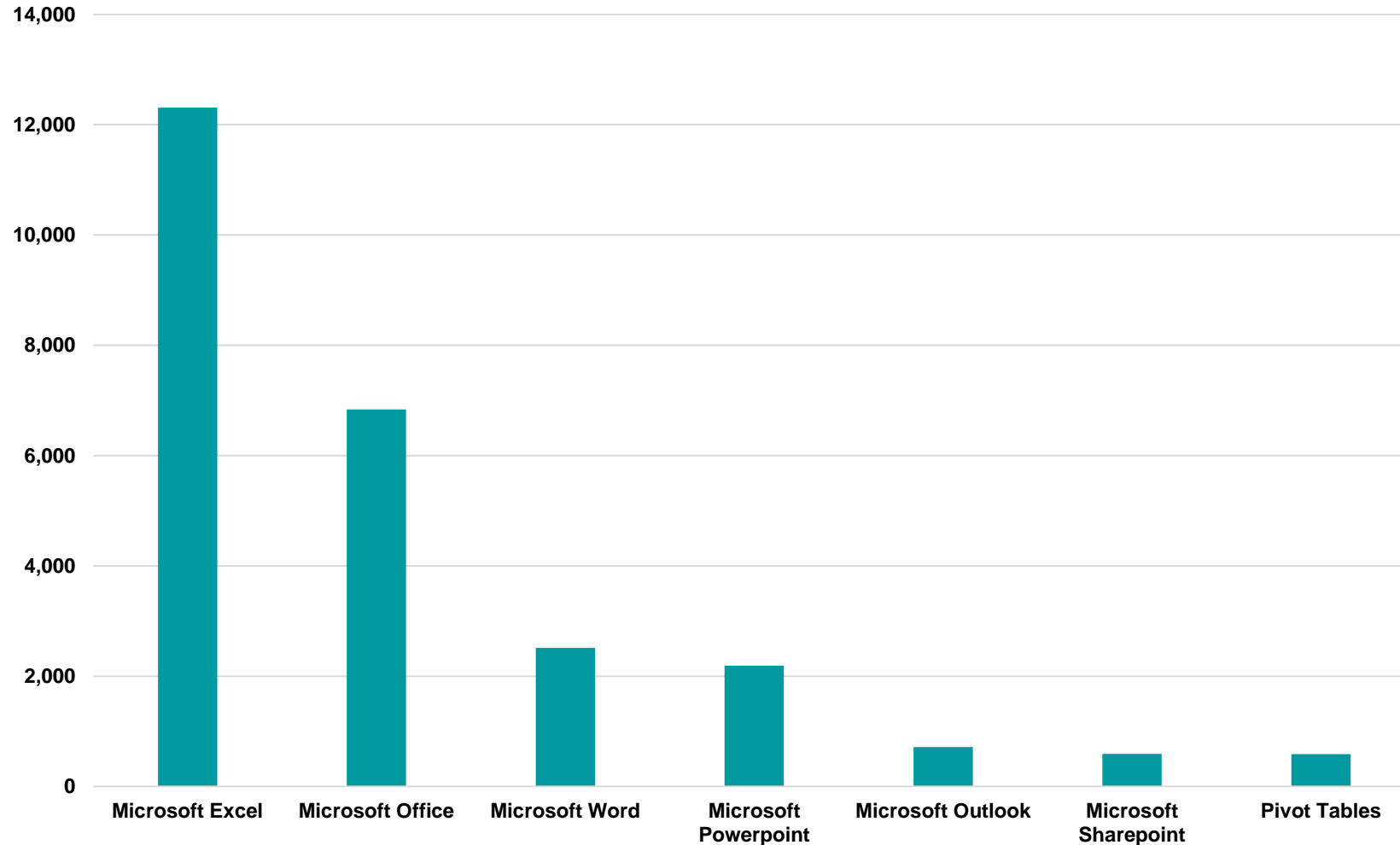
- ▶ Use of spreadsheets, word processing and presentation software, along with personal and business data protection. Includes some common business systems.

Specialist Digital Skills

- ▶ Relate to specific digital jobs and are at a higher level than general digital skills and include the subgroups of:
 - Programming
 - Development and Information Technology Operations (DevOps)
 - Hardware/Infrastructure support
 - Data analysis
 - Digital design
 - Customer Relationship Management (CRM)
 - Digital marketing
 - Manufacturing
 - Cyber security

Digital Skills in Vacancies

Digital Literacy and Job Postings

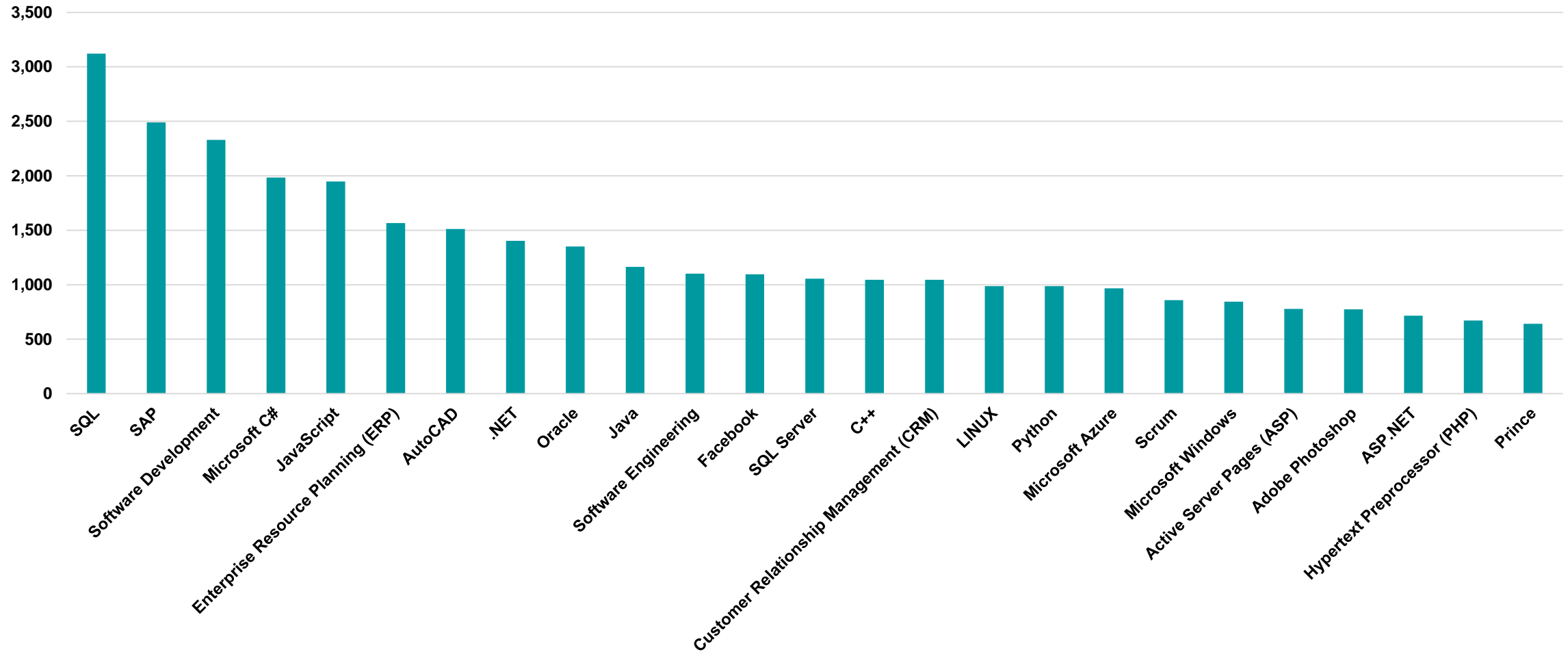


Digital Literacy

Majority of occupations require the use of Microsoft Excel and Office

Digital Skills in Vacancies

Specialist Digital Skills and Job Postings



Remember

- If you have a burning desire and/or talent to do something or have a career in a certain occupation – do it
- Find something you love to do and get someone to pay you for doing it – it will never be ‘work’
- Be patient, do not go too fast too soon, you have your whole life before you
- Plan your first step – see where it takes you
- Not why? Why not?



Growing people



Growing business



Growing places

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