



South East Midlands Labour Market Information

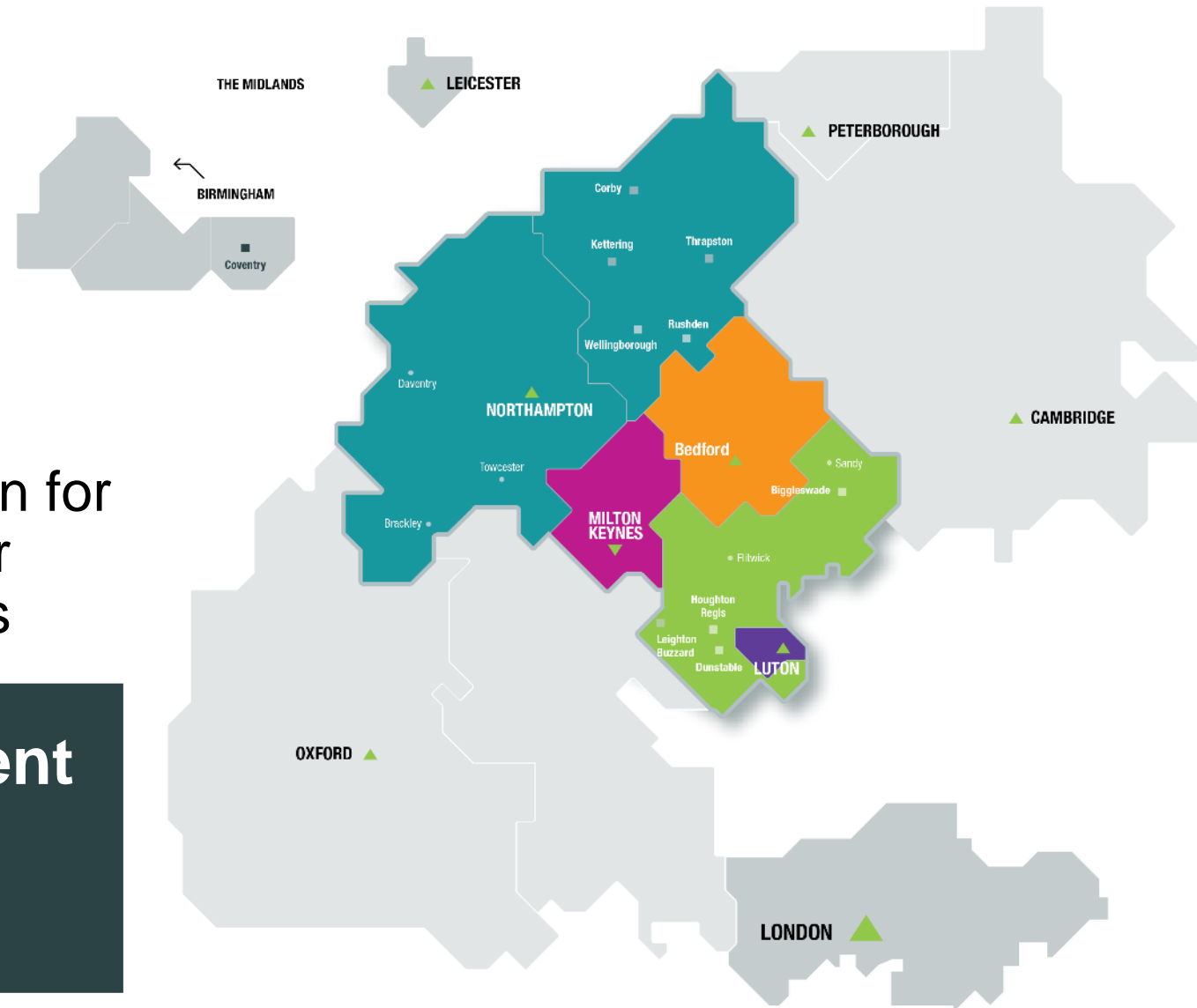
January 2022

South East Midlands

- Bedfordshire
- Luton
- Milton Keynes
- Northamptonshire

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

811,300 people in employment
224,000 job postings
(vacancies) in 2021





Growing people



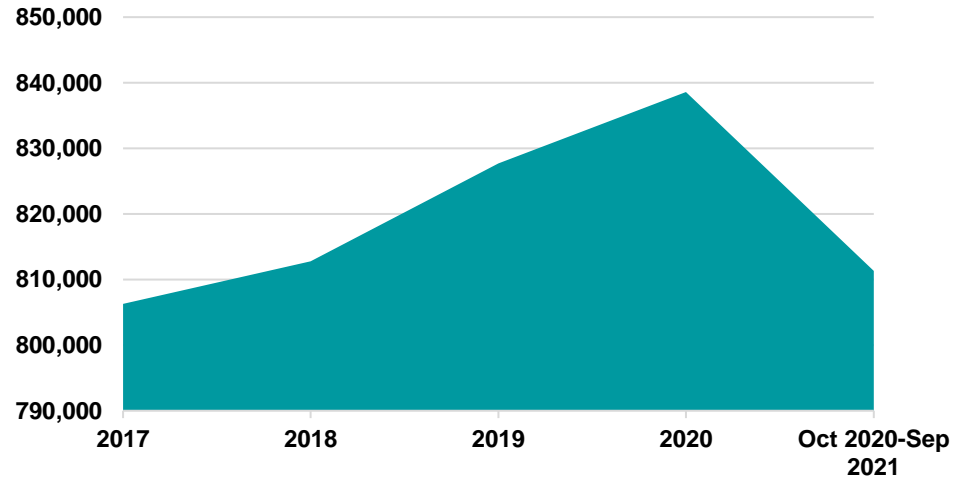
Growing business



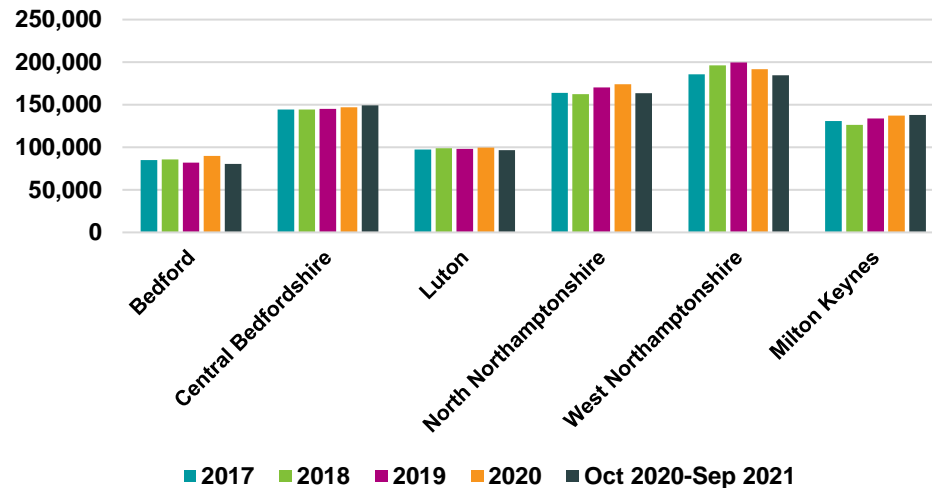
Growing places

The Labour Market

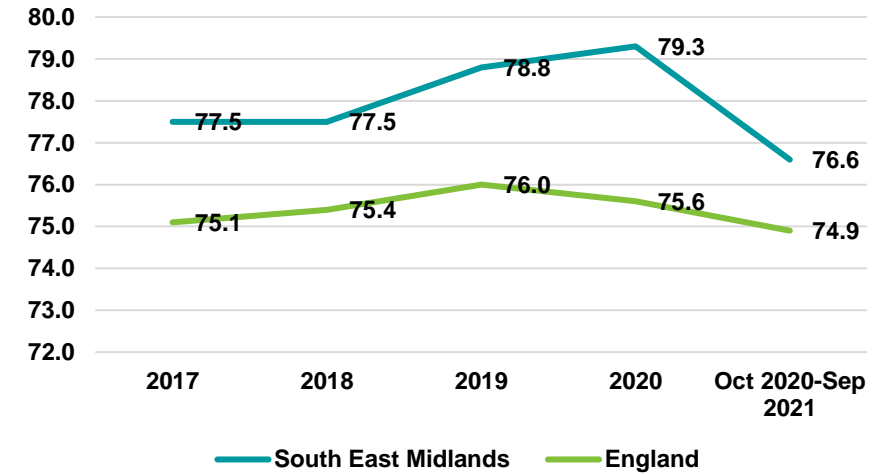
Total Employment - SEMLEP Area



Employment - SEMLEP Area



Employment rates 16-64



Job Density (2020)

Ratio of total jobs to population aged 16-64

▶ Milton Keynes	1.13
▶ West Northamptonshire	0.95
▶ SEMLEP	0.87
▶ England	0.85

Over 1 indicates more jobs than 16-64 population

High levels of employment



Growing people

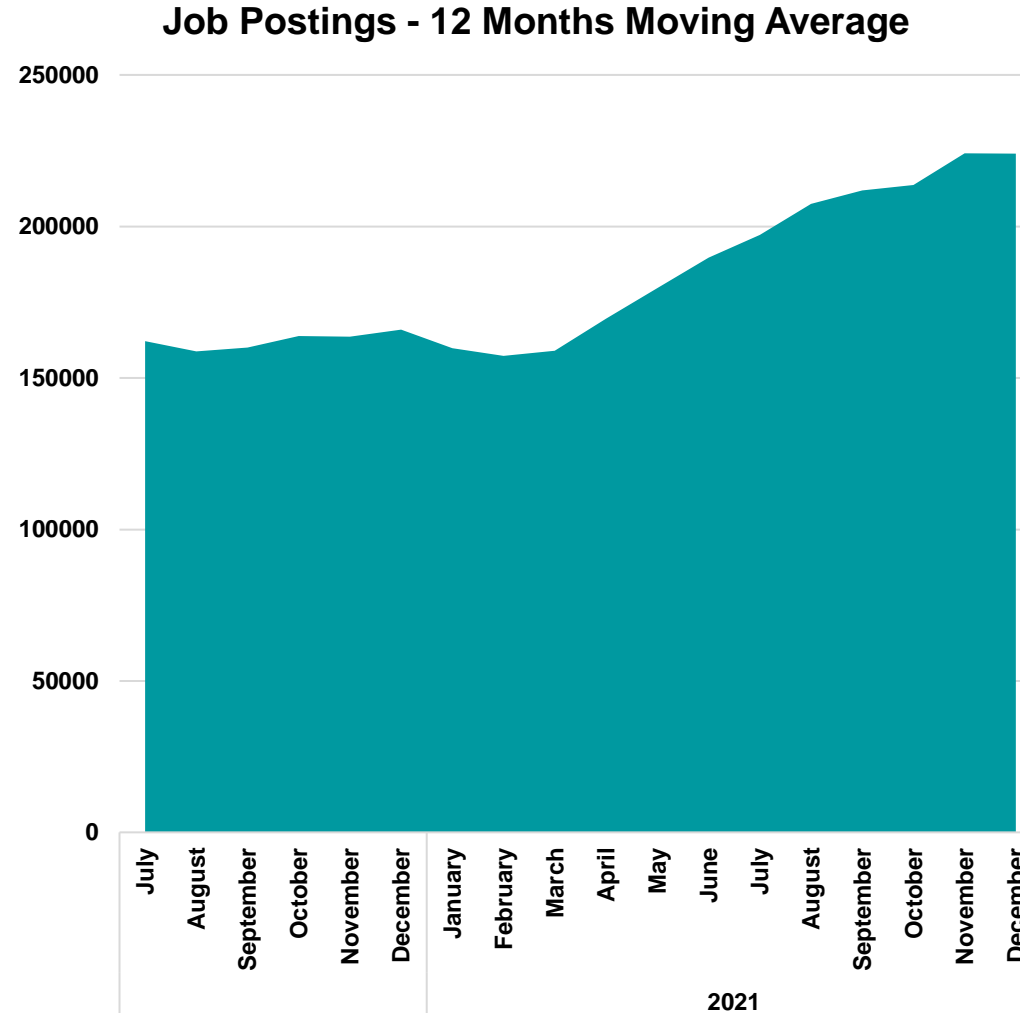


Growing business



Growing places

Job Posting Trends



- ▶ The impact of COVID-19 has stalled this growth but there is a large increase from Easter 2021
- ▶ Currently, job vacancies are highest since 2018
- ▶ SEMLEP Business Survey – Most employers advertise on websites, social media and through word of mouth

Top 50 Job Postings

Office / Administrative Assistant
Customer Service Representative
Project Manager
Registered General Nurse (RGN)
Software Developer / Engineer
Account Manager / Representative
Bookkeeper / Accounting Clerk
Caregiver / Personal Care Aide
Labourer / Material Handler
Accountant
Delivery Driver
Computer Support Specialist
Sales Manager
Maintenance Technician
HGV / LGV Class 2 Driver
HGV / LGV Class 1 Driver
Mechanical Engineer
Lawyer
Chef
Care assistant
Data / Data Mining Analyst
Primary School Teacher
General cleaner
Automotive Service Technician / Mechanic
Sales Assistant

Teaching Assistant
Sales Representative
Production Worker
Utilities Technician
Financial Manager
Retail Sales Associate
Recruiter
Human Resources / Labour Relations Specialist
Warehouse / Inventory Associate
Civil Engineer
Retail Store Manager / Supervisor
Tutor
Physician
Food Service Team Member
Quantity surveyors
Marketing Manager
Electrical Engineer
Computer Systems Engineer / Architect
Receptionist
Buyer / Purchasing Agent
Construction Helper / Worker
Operations Manager
University Lecturer
Web Developer
Electrician

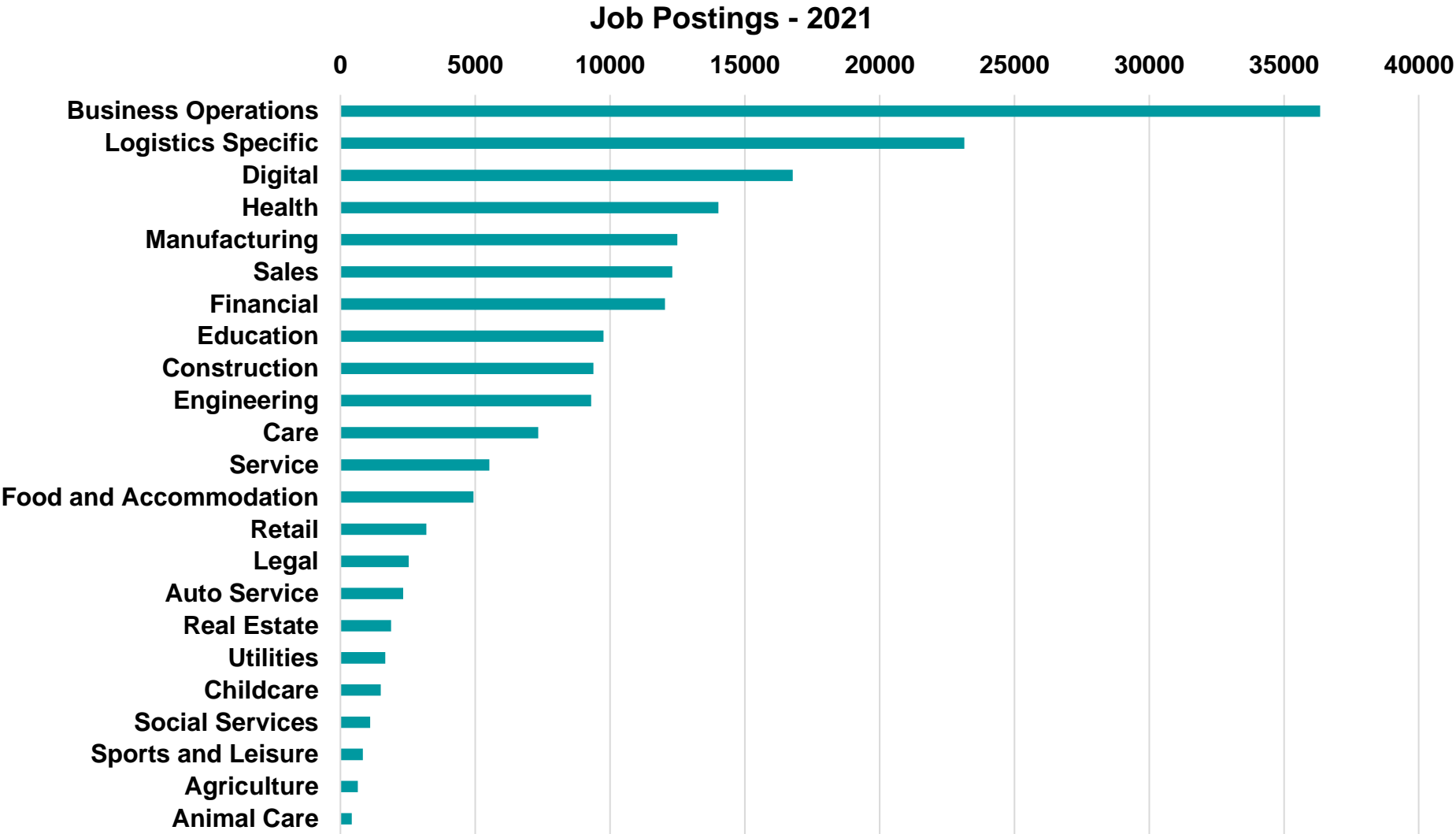
Labour Market Facts

Demand for types of occupations in top 25 have not changed much from before Covid-19

Health, Care, Education, Digital, Construction and roles in Logistics are now higher on the top 200 list

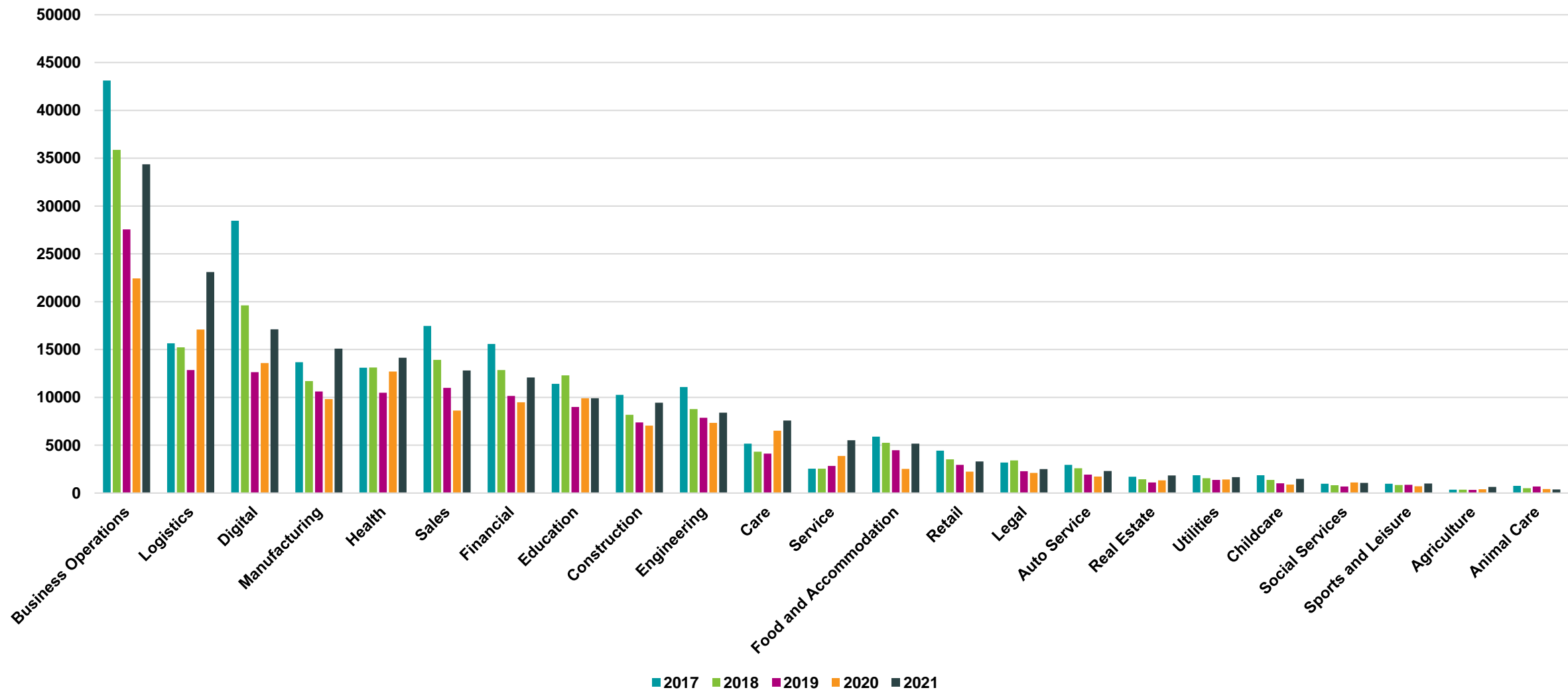
Top 200 roles includes more new Digital, Medical, Manufacturing and Construction occupations

Top occupational groups in demand now

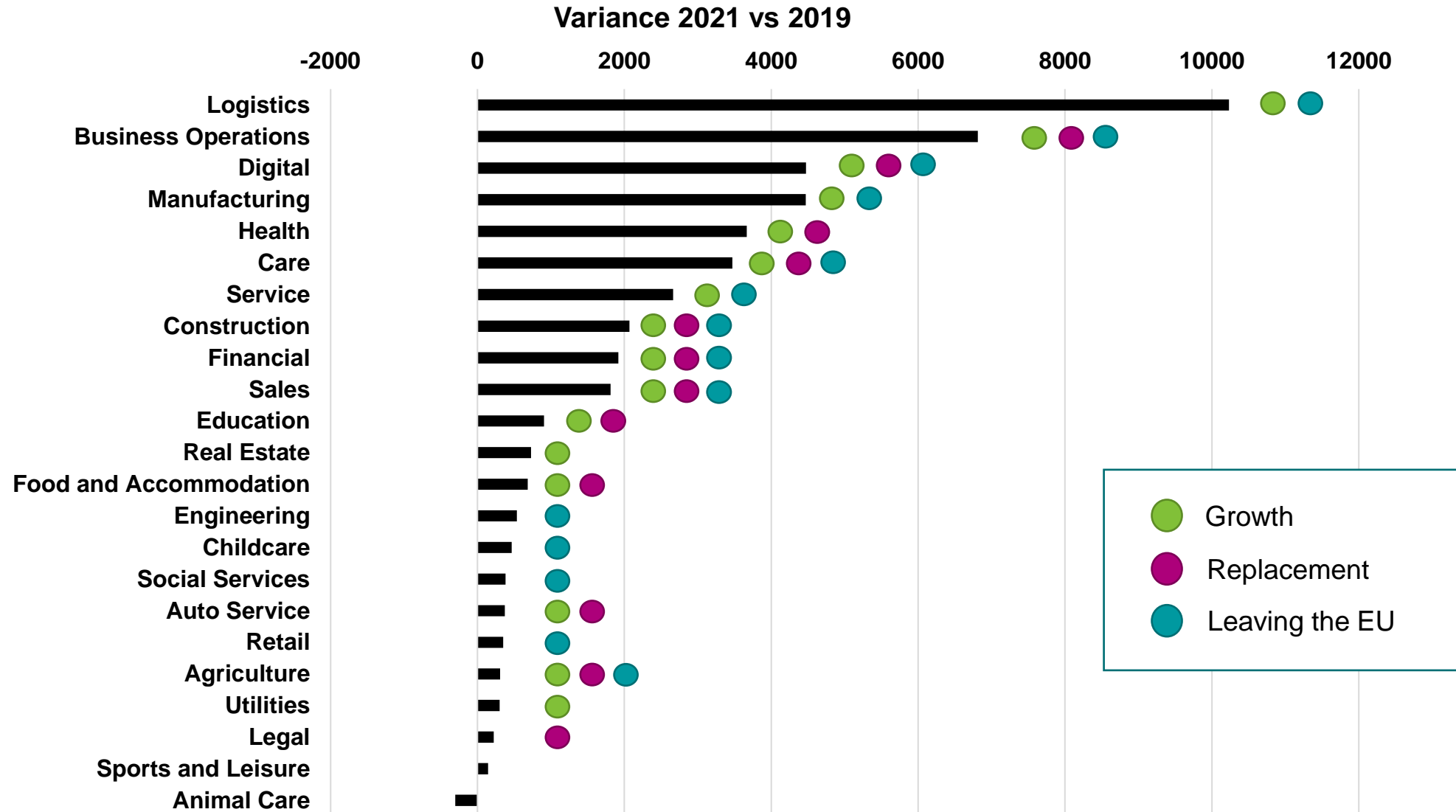


Top occupational groups in demand now

Top 200 Job Postings by Occupational Group



Top occupational groups vs pre Covid-19



Occupational groups/sectors with need

Occupational groups/sectors with employment growth/high replacement need

Cross cutting transferable occupational groups



Engineering & Manufacturing



Digital



Business Operations & Management

- Business Operations
- Management
- Sales/Marketing
- Financial
- Legal
- Human Resources
- Procurement

Plus other sector specific focused occupations



Health & Care



Logistics & Supply Chain



Education



Construction

Future opportunities

- Digital
- Engineering
- Health & Care
- Education

- Business Management & Operations
- Construction
- Logistics

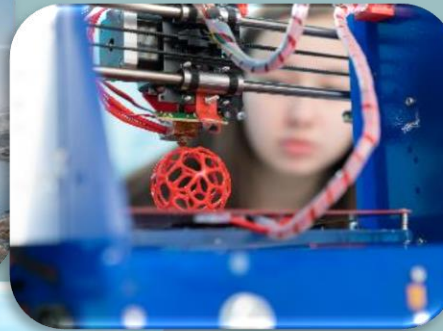
Artificial Intelligence



Aerospace/Space



Manufacturing



Intelligent Mobility



Green Economy /Net Zero



Logistics



Agri-tech



Modern Methods of construction



Health and Care



Non Carbon Fuelled Transport

The Green Economy/Net Zero

Government has a ten-point plan for a green industrial following areas:

- Offshore wind
- Low carbon hydrogen
- Nuclear power
- Zero emission vehicles – vehicles and infrastructure
- Green public transport, cycling and walking
- 'Jet zero' and greener maritime
- Greener homes and public buildings
- Carbon capture
- Nature
- Innovation and finance

South East Midlands

**17,500 direct jobs in low-carbon/
renewable energy in 2030**

Increasing to 28,750 by 2050

**Most roles within engineering
and manufacturing, digital,
construction and business
operations and management**



“Employability Skills”

Defined as behaviours, attitudes, core competencies and technical/vocational skills of the individual, plus some qualifications

Main causes of having hard to fill vacancies

1. Skills
2. Required attitude, motivation, personality
3. Qualifications
4. Work experience

Skills difficult to obtain when recruiting staff?

1. Technical or practical skills
2. Job specific skills
3. Literacy
4. Communication skills

Qualifications and Certification

Core Competencies

1. Communication
2. Organisation
3. Teamwork/Collaboration
4. Digital literacy
5. Planning
6. Problem solving
7. Creativity
8. Leadership
9. Time management
10. Resilience

Technical/Vocational Skills

- Job specific (logistics, construction, financial, food preparation, engineering, manufacturing, teaching, health, care)
- Business Management
- Business Operations
- Specialist digital skills
- Customer Relationships /Service/Sales

Basic Skills

Literacy Numeracy
Spoken English
Basic Digital

Attitudes & Behaviours

Detail Orientated Work ethic Flexibility/Adaptability
Curiosity Self-motivation/Initiative/Independence
Honesty Reliability Politeness Humility Empathy

“Digital Skills”

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

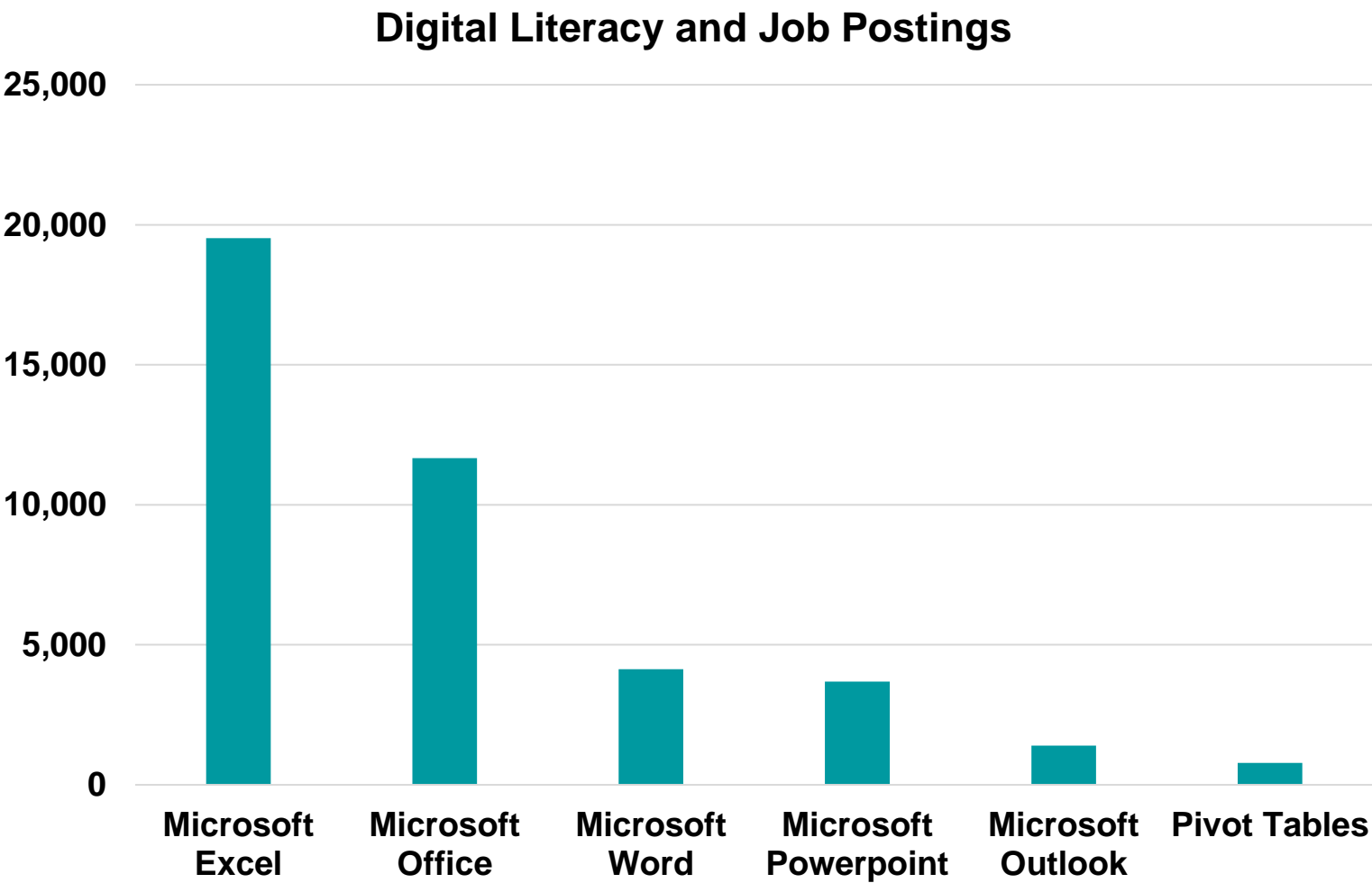
Digital Literacy

Use of spreadsheets, word processing and presentation software (Microsoft Office), along with personal and business data protection. Includes some common business systems

Basic Digital Skills

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

Digital Skills in Vacancies



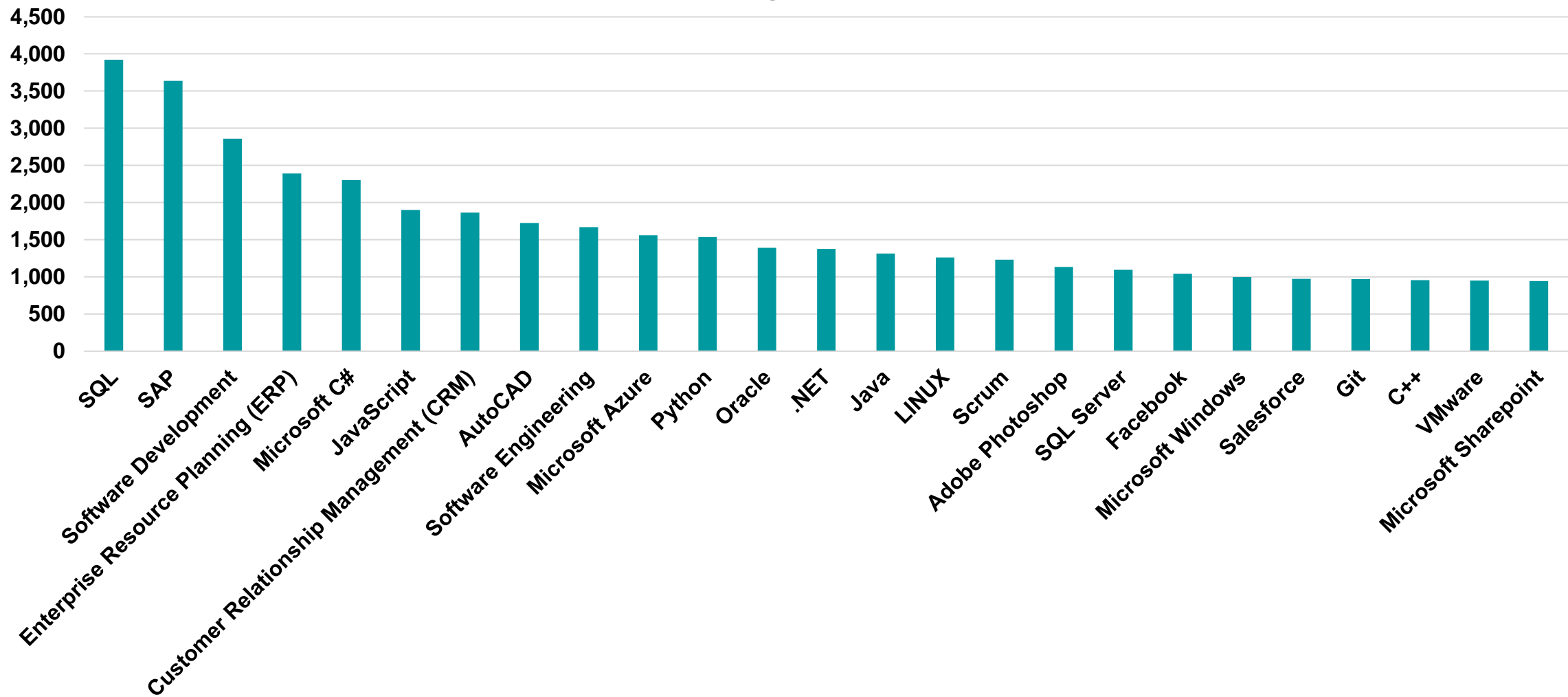
Digital Literacy

Majority of occupations require the use of Microsoft Excel and/or elements of MS Office

Increasing due to remote working

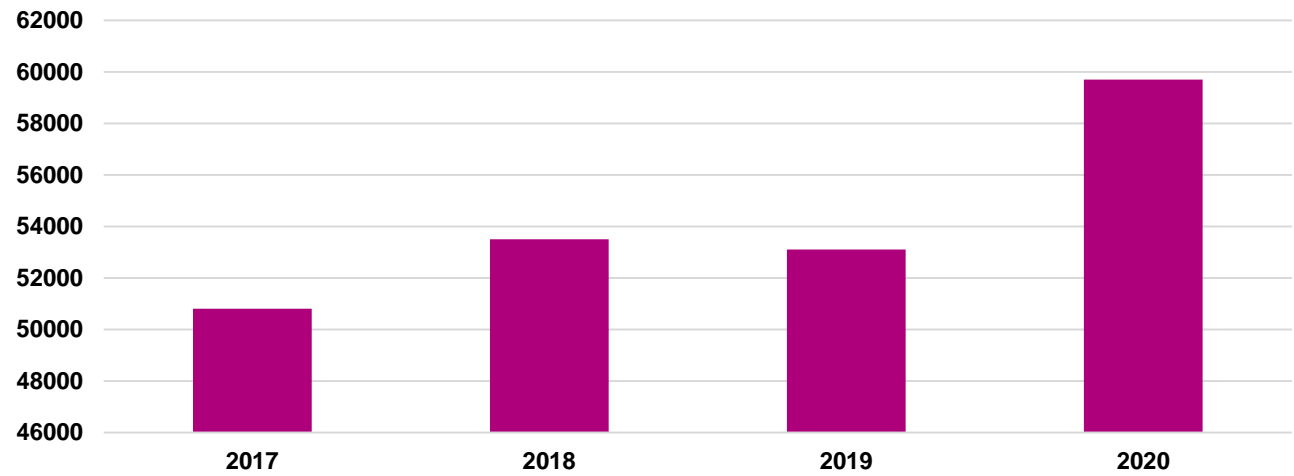
Digital Skills in Vacancies

Specialist Digital Skills

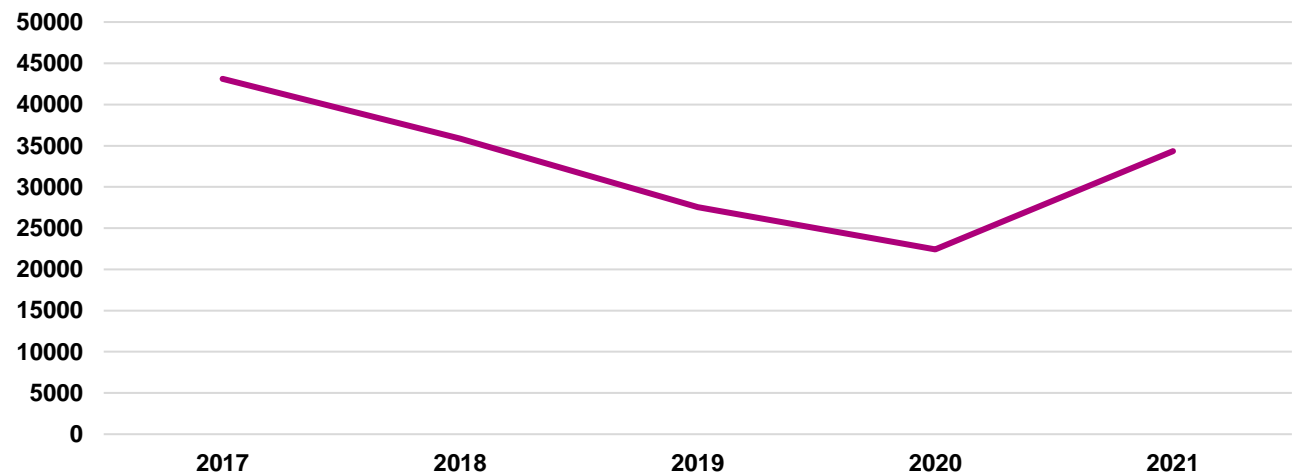


1. Business Operations

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top 10 Vacancies	Last 12 Months
Office / Administrative Assistant	7,524
Project Manager	3,809
Account Manager / Representative	3,933
Human Resources / Labour Relations Specialist	1,994
Recruiter	1,647
Receptionist	1,472
Marketing Manager	1,302
Buyer / Purchasing Agent	990
Senior Administrator	975

Comments

- ▶ Highest occupational group and increasing
- ▶ Job postings increasing
- ▶ Many positions are hidden jobs in businesses
- ▶ 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

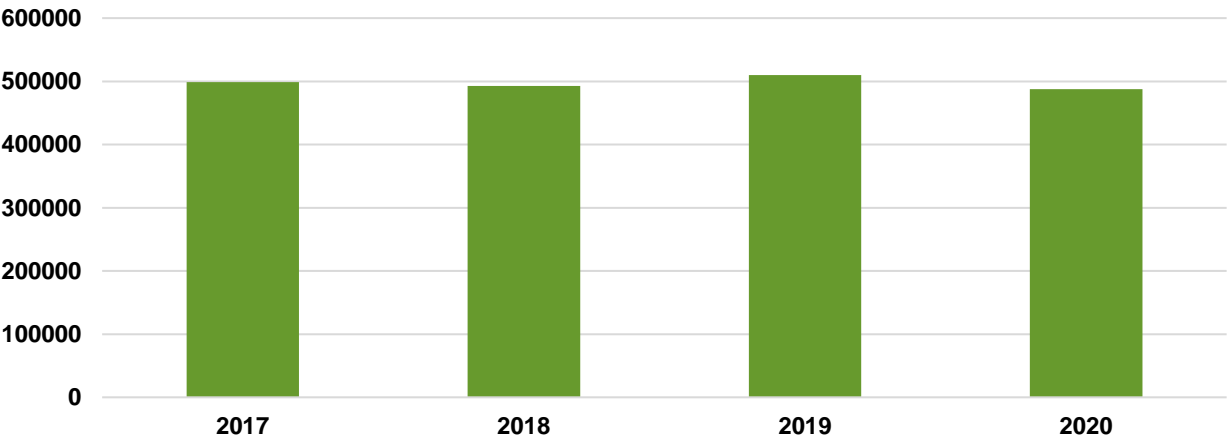
- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

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

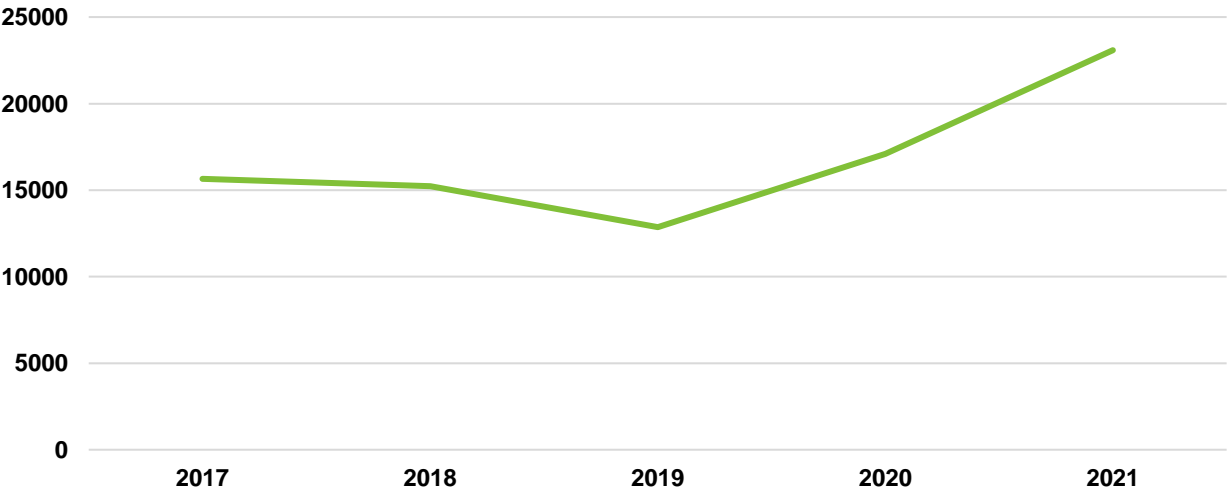


2. Logistics Specific

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



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

Top Vacancies	Last 12 Months
Labourer / Material Handler	5,877
Delivery Driver	3,304
Warehouse / Inventory Associate	2,990
HGV / LGV Class 1 Driver	2,351
HGV / LGV Class 2 Driver	2,318
Forklift / Pallet Jack Operator	1,132
Logistics / Supply Chain Analyst	665
Van / Taxi / Shuttle Driver	634
Storage / Distribution Manager	525
Packager	504

Comments

- ▶ Switch to online shopping is driving opportunities
- ▶ Over 45% of job posting in the logistics sector are for Business Operations, Digital and Engineering
- ▶ Large demand for drivers at all levels. Most have to be over 24 for insurance purposes
- ▶ Immediate need for warehouse staff and forklift drivers

Employer Preferred Pathways

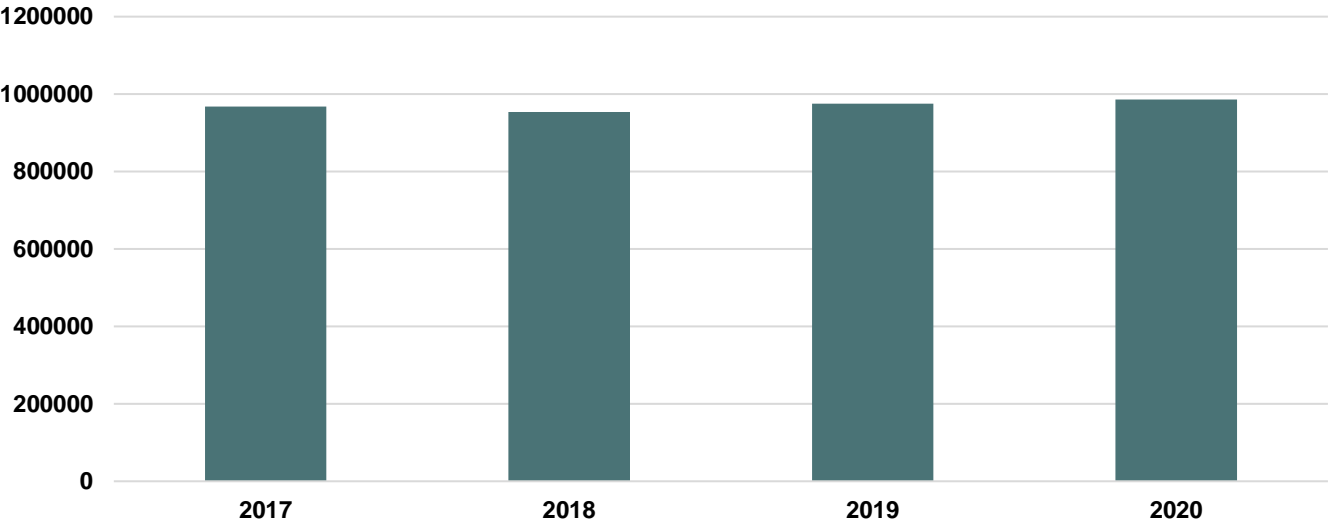
- ▶ In house and independent training providers
 - ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Planning
Detail-Orientated
Microsoft Excel

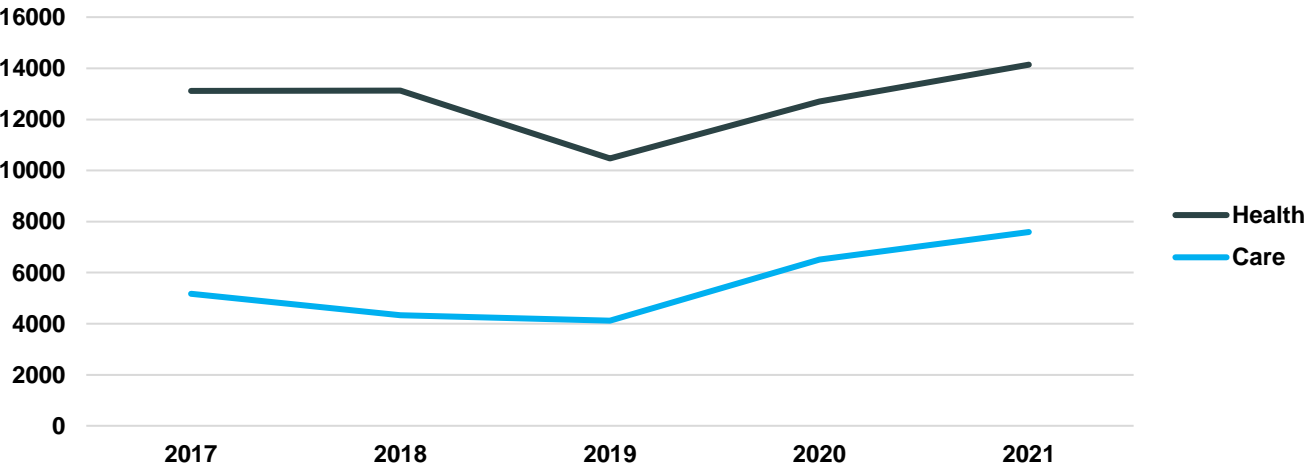


3. Health and Care

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Registered General Nurse (RGN)	4,219
Caregiver / Personal Care Aide	4,186
Care assistant	2,361
Physician	1,191
Nursing Assistant / Healthcare Assistant	1,054
Healthcare Manager	997
Psychologist	677
Nurse Practitioner	644
Health Technician / Technologist (Other)	580
Occupational Therapist	541

Comments

- ▶ Very high demand for nurses and care related occupations
- ▶ The ability to empathise is sought in all occupations
- ▶ New pathways emerging for entry into sector
- ▶ Will continue to grow to support an ageing population
- ▶ Other occupational groups in need within sector such as Digital, Business Operations and Maintenance

Employer Preferred Pathways

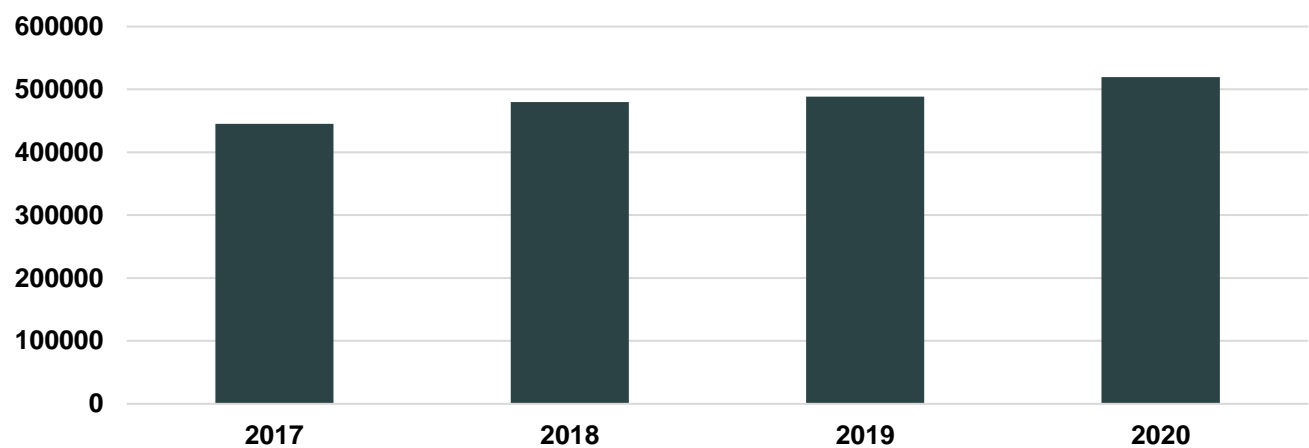
- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

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

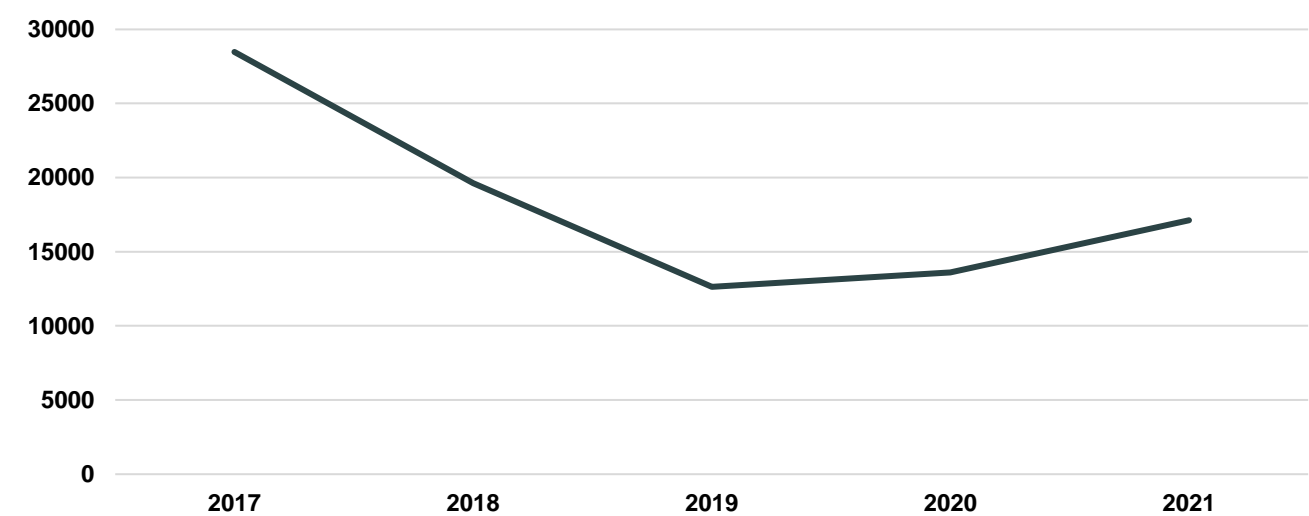


4. Digital

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



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

Top Vacancies	Last 12 Months
Software Developer / Engineer	4,712
Computer Support Specialist	2,293
Data / Data Mining Analyst	1,969
Computer Systems Engineer / Architect	1,194
IT Project Manager	940
Web Developer	817
Software QA Engineer / Tester	622
Information Security Engineer / Analyst	610
Systems Analyst	604
Network / Systems Support Specialist	439

Comments

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

Employer Preferred Pathways

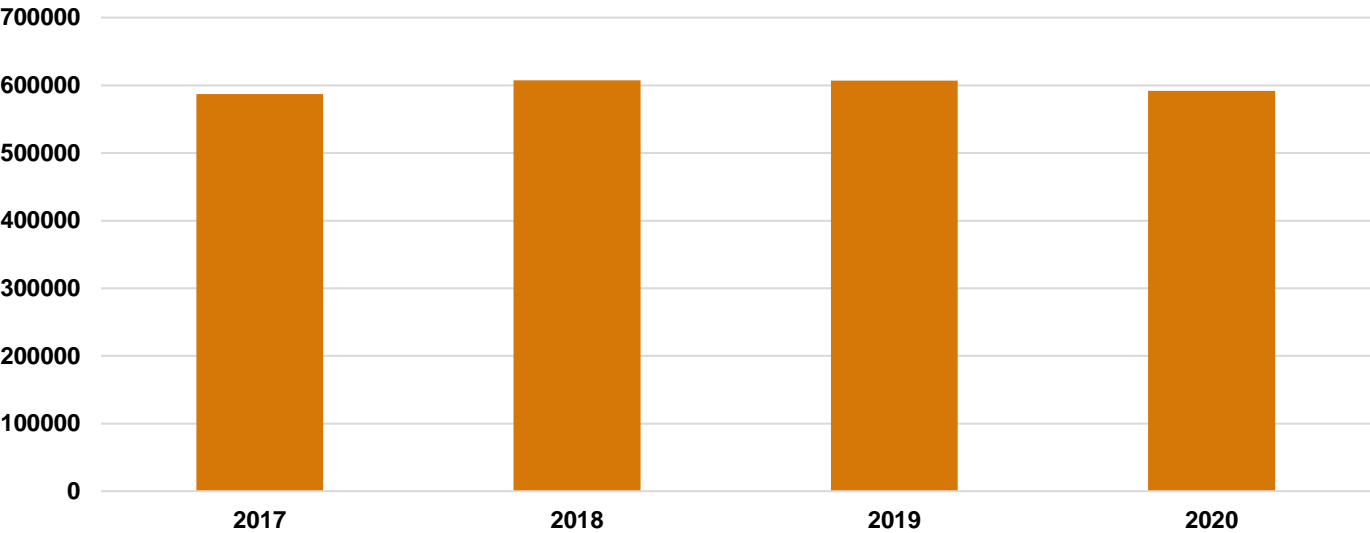
- ▶ Further education college/Institute of Technology
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Problem Solving and Troubleshooting
Planning
Creativity
Microsoft Excel

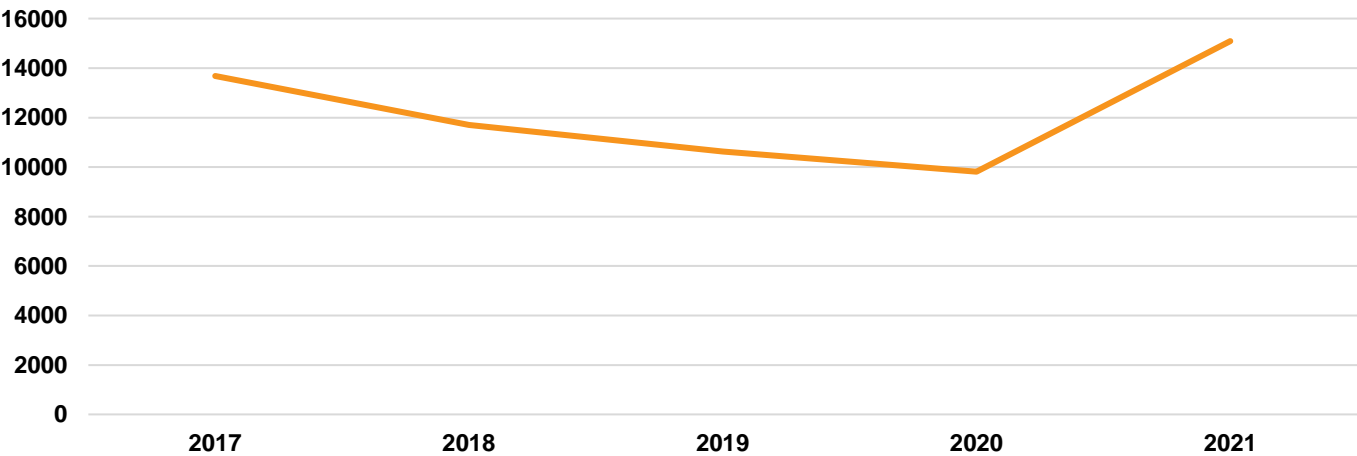


5. Manufacturing

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Production Worker	3,044
Operations Manager	1,182
Manufacturing Machine Operator	1,062
Scheduler / Operations Coordinator	1,135
Welder / Solderer	1,020
CNC Operator	965
Quality Inspector / Technician	925
Production Supervisor	875
Validation Engineer	697
Production Plant Manager	620

Comments

- ▶ Recovering post pandemic
- ▶ Diverse sector from space/aerospace to food production
- ▶ Other occupational groups required in manufacturing businesses, especially business operations, digital and engineering

Employer Preferred Pathways

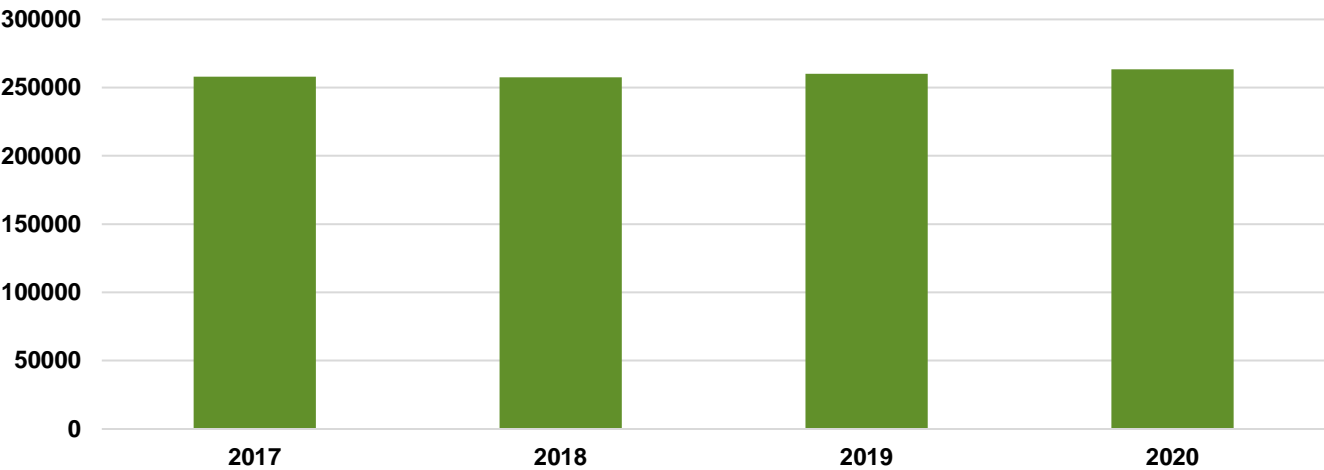
- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Planning and Organisational Skills
Detail-Orientated
Problem Solving
Microsoft Excel

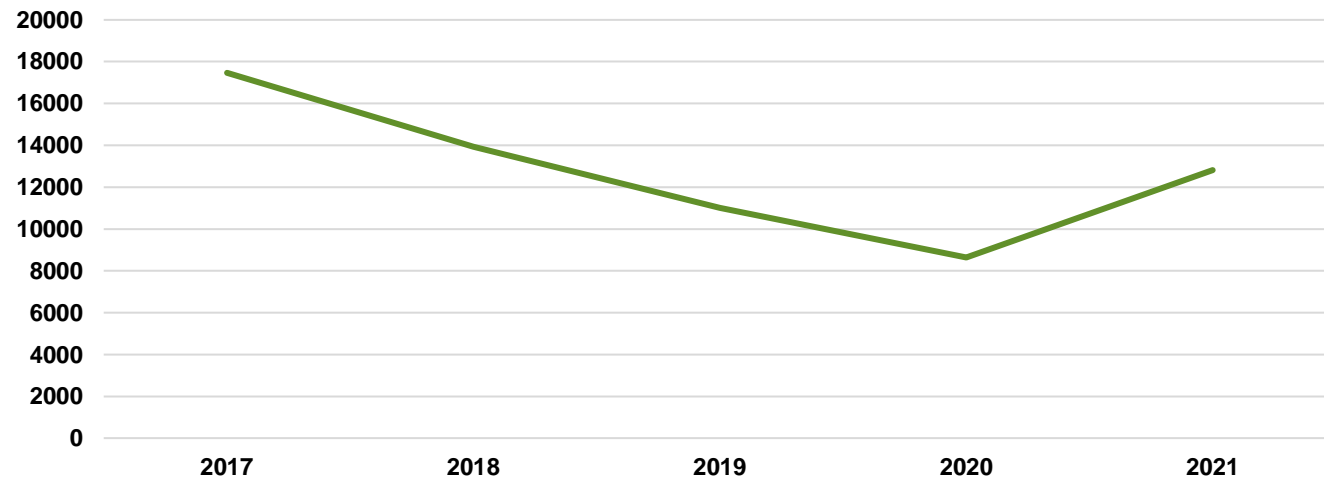


6. Sales and Customer Service

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Customer Service Representative	5,582
Sales Manager	2,222
Sales Assistant	1,866
Sales Representative	1,635
Customer Service Manager	778
Product Demonstrator	228

Comments

- ▶ Increasing demand in business to business sales and service
- ▶ Employment level flat due the introduction of technology such as Artificial Intelligence

Employer Preferred Pathways

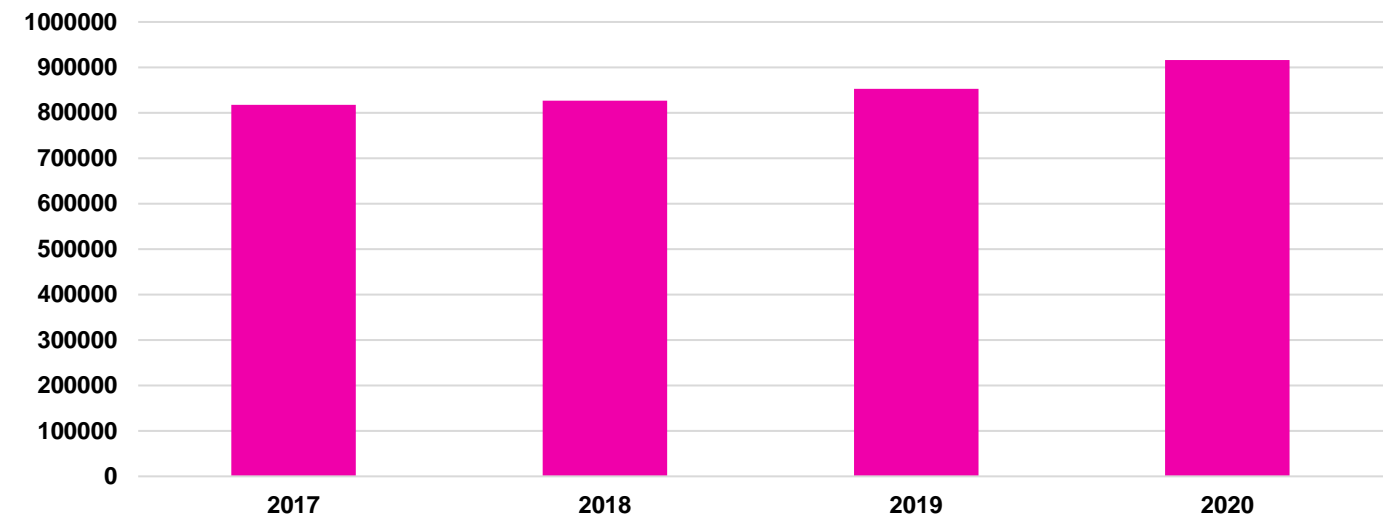
- ▶ Further education college
- ▶ Apprenticeships

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Building Effective Relationships
Detail-Orientated
Microsoft Excel

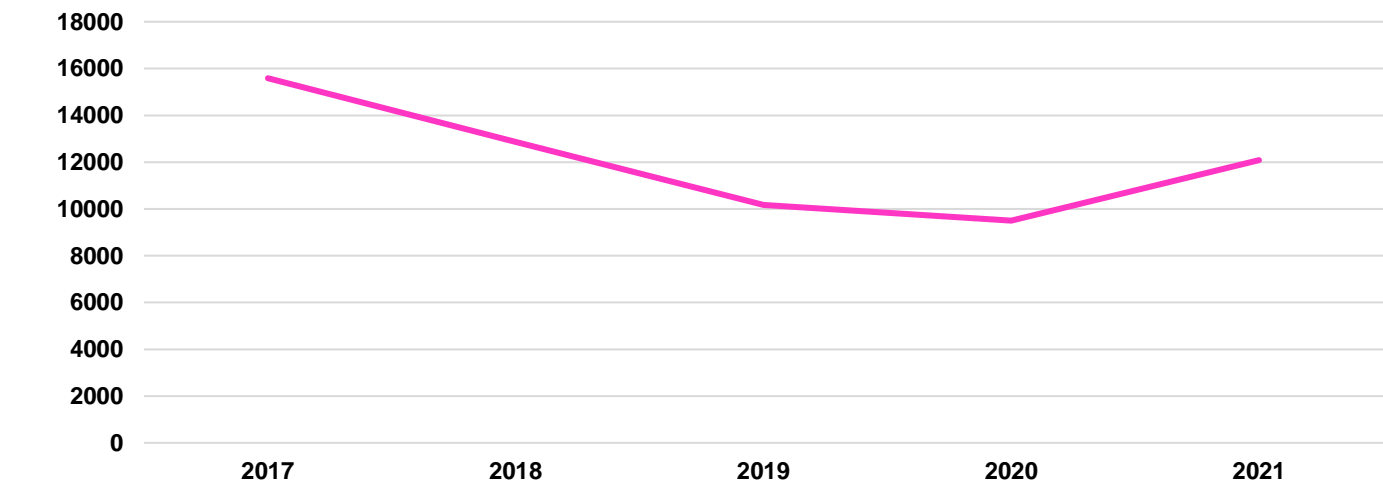


7. Financial

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Bookkeeper / Accounting Clerk	2,936
Accountant	2,439
Financial Manager	1,849
Financial Analyst	892
Payroll Specialist	763
Credit Analyst / Authoriser	651
Auditor	526
Estimator	362
Personal Financial Advisors	322
Financial Services Sales Agent	316

Comments

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

Employer Preferred Pathways

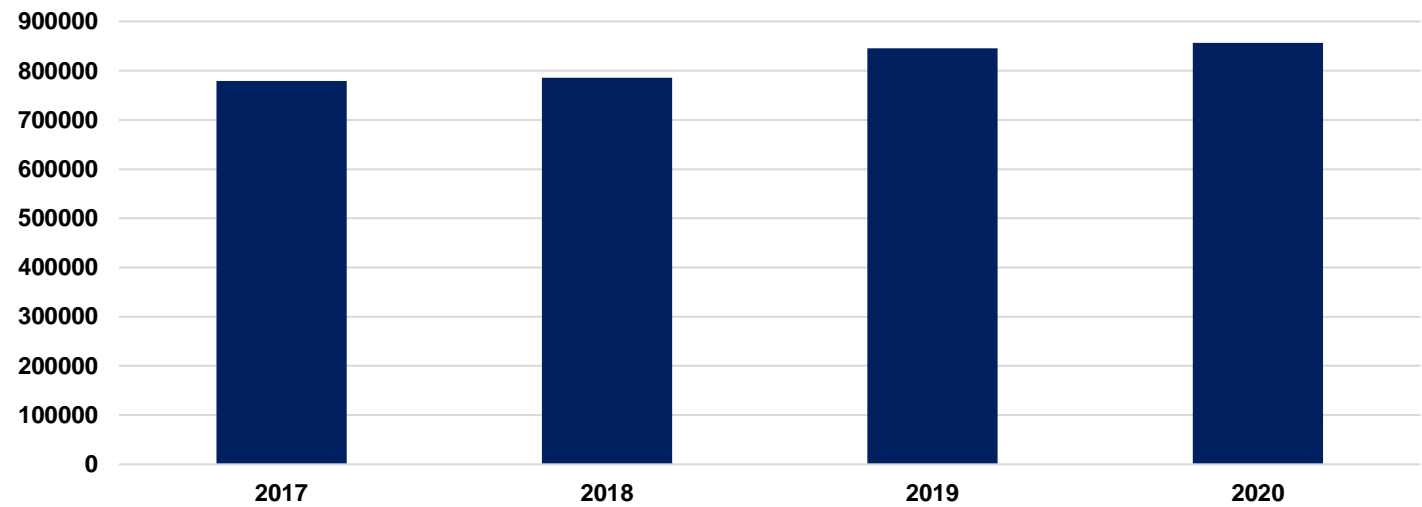
- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

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

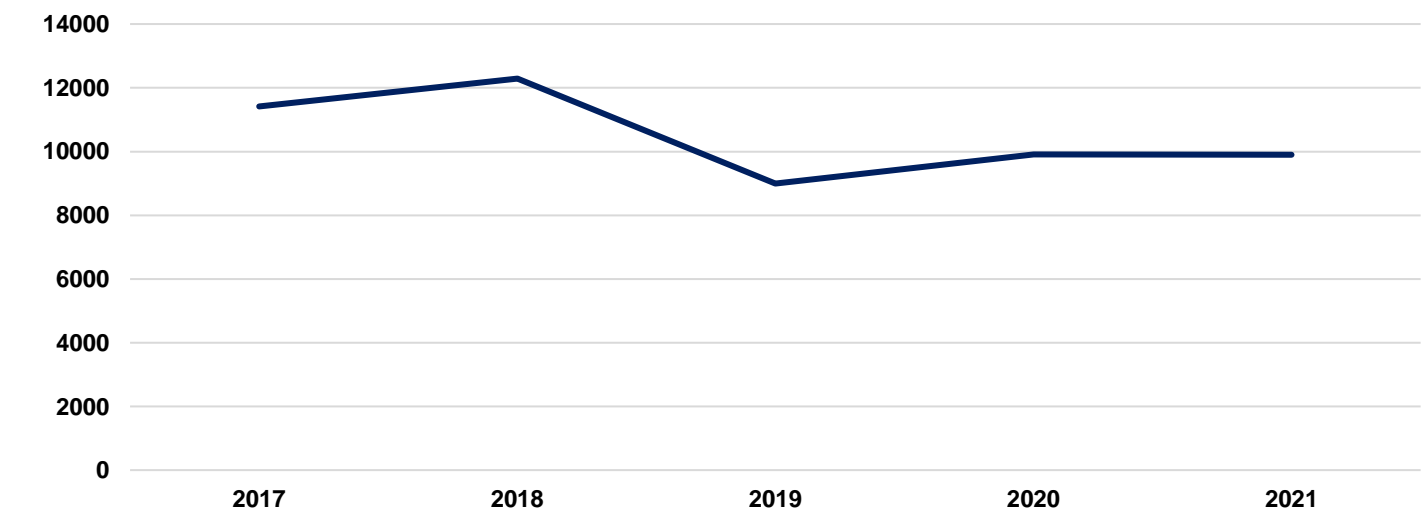


8. Education

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Teaching Assistant	2,133
Tutor	1,715
Primary School Teacher	1,294
University Lecturer	1,104
Secondary School Teacher	556
Vocational Education Trainer / Tutor	403
Science Teacher	313
Maths Teacher	292
Researcher / Research Associate	287
Special Education Needs (SEN) Teacher	279

Comments

- Increasing demand for teaching assistants in schools and tutors in colleges
- Ageing workforce offering opportunities
- Financial incentives available to become a teacher
- Need digital literacy skills

Employer Preferred Pathways

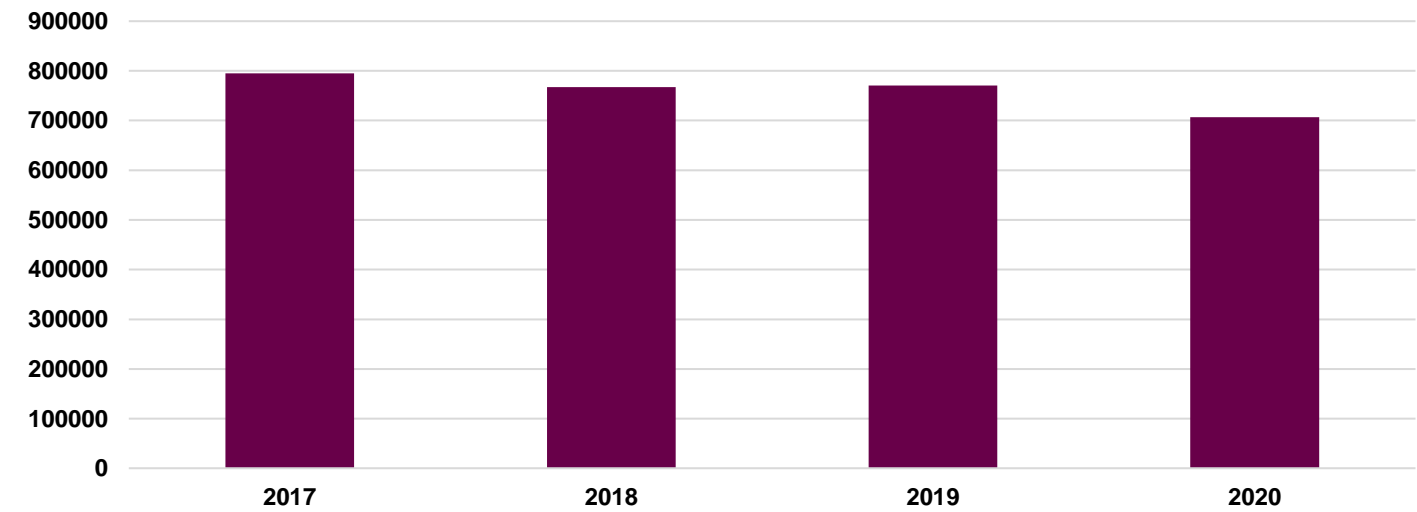
- Teaching school hubs (Denbigh and Brooke Weston)
 - Further education college
 - Apprenticeships
 - University
- (check pathways for each occupation)

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

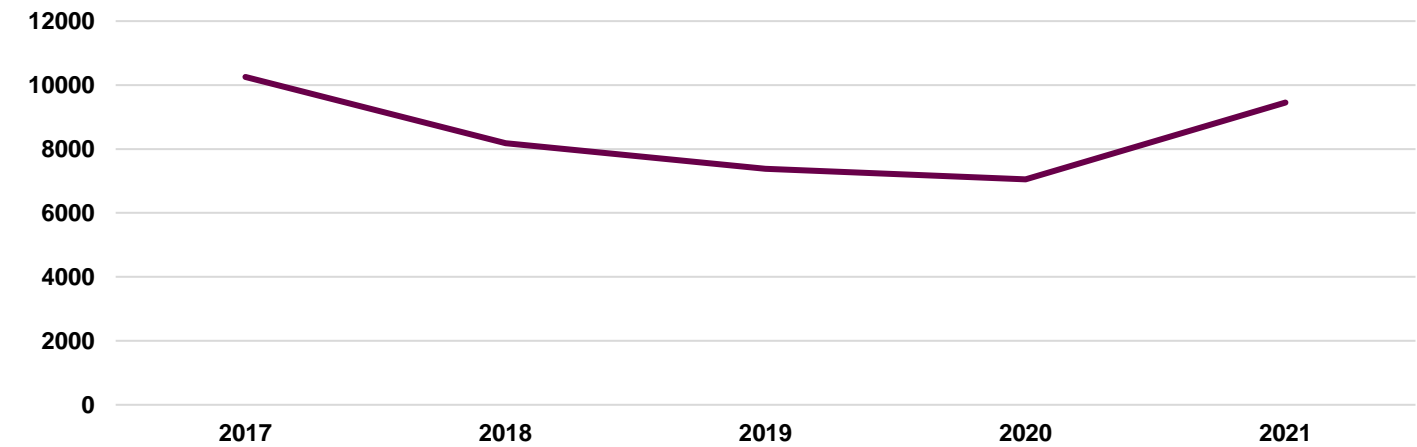


9. Construction

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Construction Helper / Worker	1,384
Civil Engineer	1,312
Electrician	1,153
Construction Manager	1,044
Quantity surveyors	895
Carpenter	726
HVAC Mechanic / Installer	638
Land Surveyors	533
Painter	466
Plumber	379

Comments

- ▶ Opportunities in all occupations at all levels, especially trades
- ▶ Large building programmes locally
- ▶ Green economy will create/change many jobs
- ▶ Will need other certification (CSCS card)

Employer Preferred Pathways

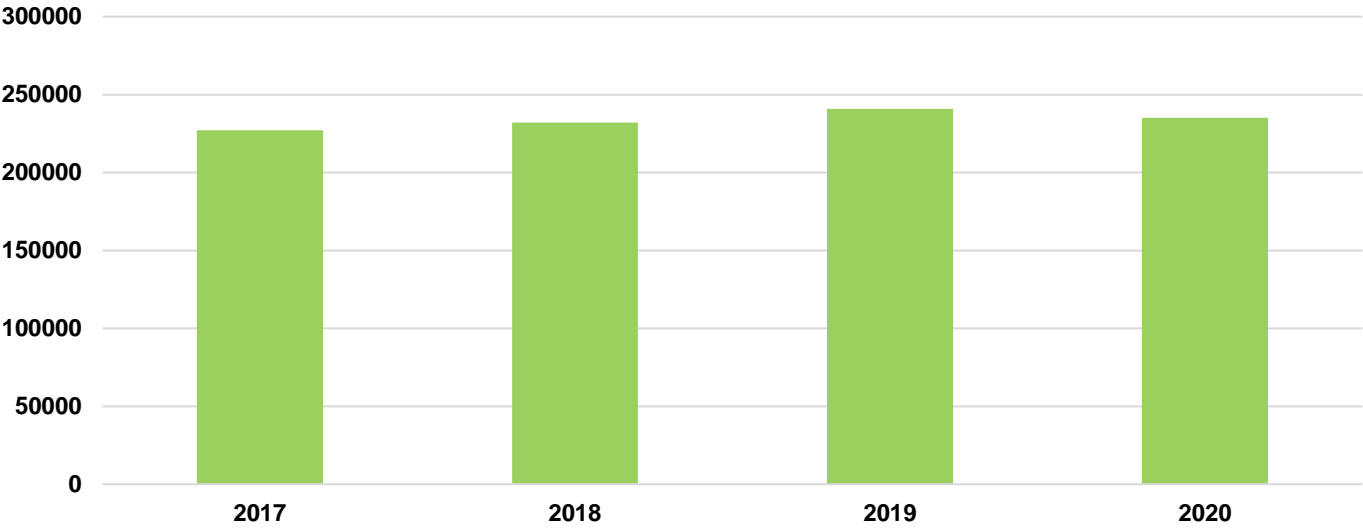
- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ Construction Industry Training Board
 - ▶ University
- (check pathways for each occupation)

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

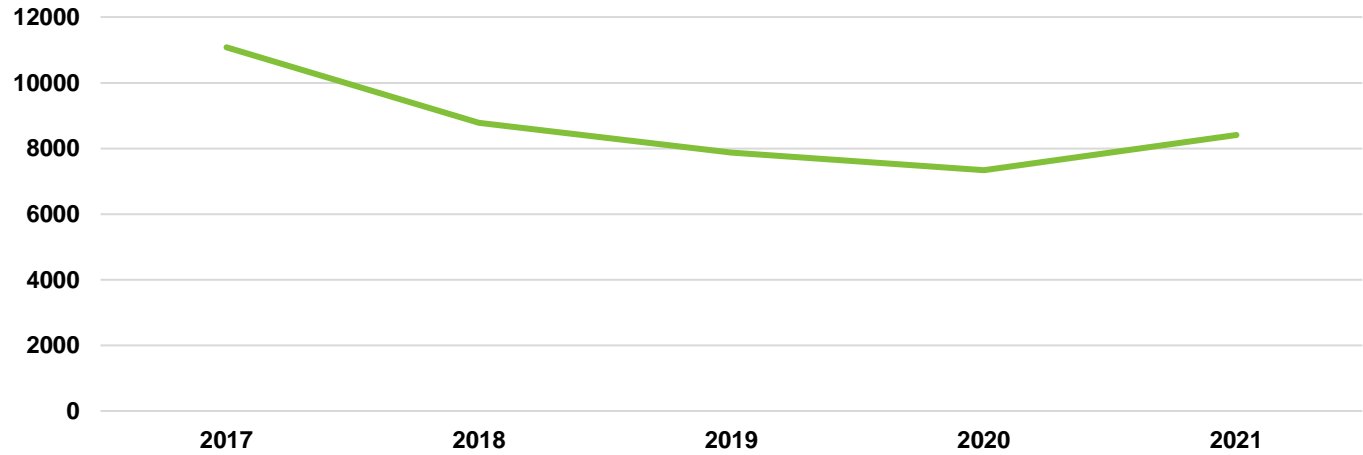


10. Engineering

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



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

Top Vacancies	Last 12 Months
Maintenance Technician	2,110
Mechanical Engineer	1,408
Electrical Engineer	898
Industrial Engineer	670
Engineering Manager	654
Repair / Service Technician	598
Product Development Engineer	538
Electrical / Electronic Engineering Technician	346
Electronics Engineer	357
Maintenance / Service Supervisor	358
CAD Designer / Draughtsperson/Draughtsman	309

Comments

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

Employer Preferred Pathways

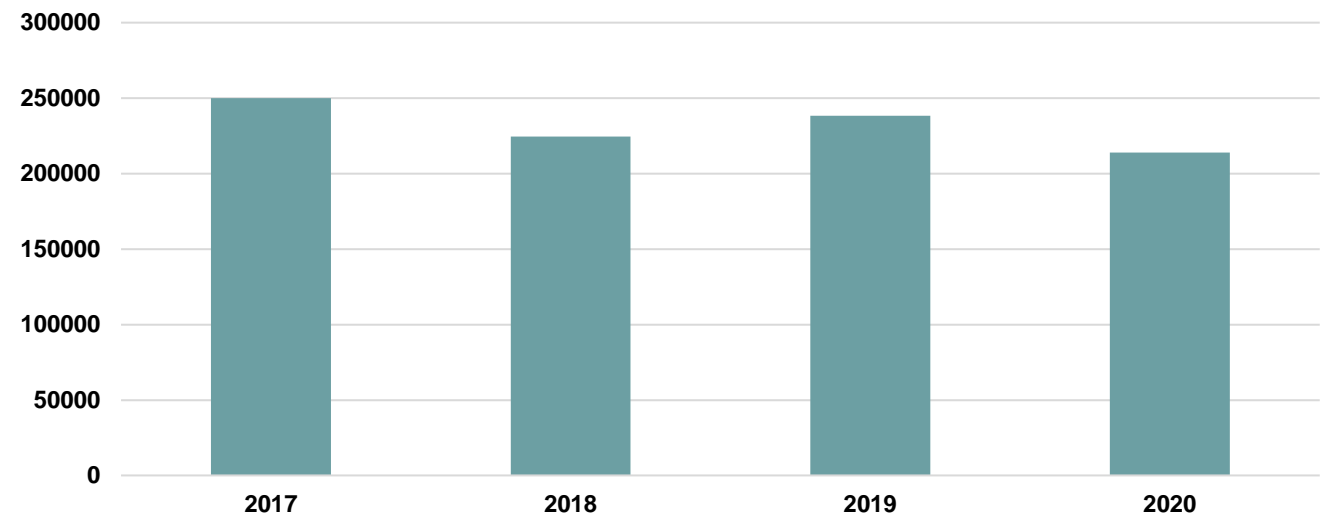
- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Problem Solving
Planning and Organisational Skills
Creativity
Detail Orientated

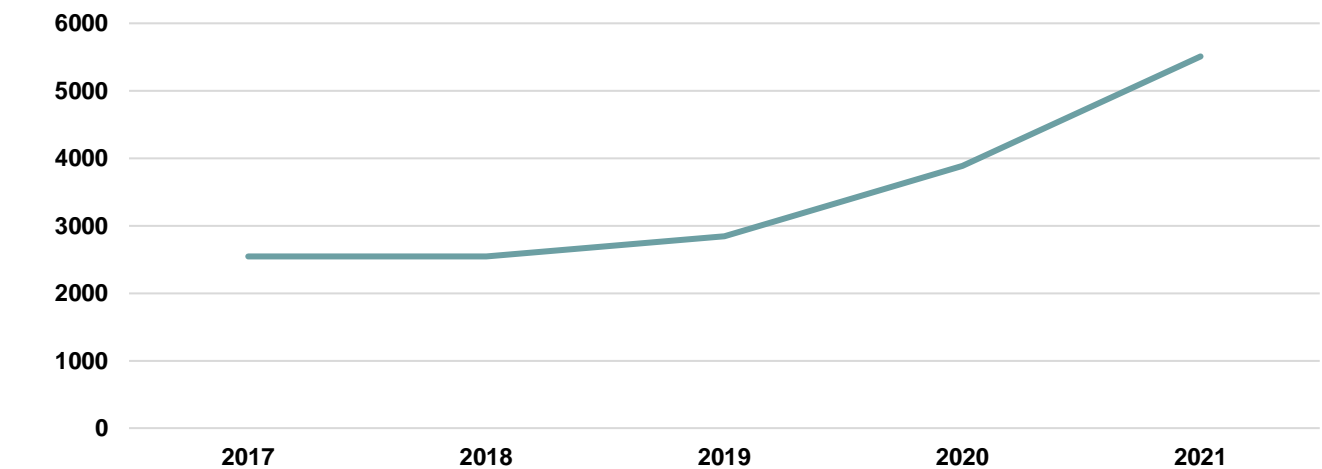


11. Service Occupations

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
General cleaner	2,923
Security Officer	1,070
Janitor / Cleaner	602
Maid / Housekeeping Staff	504

Comments

► Increasing long term demand for cleaners and security staff

Employer Preferred Pathways

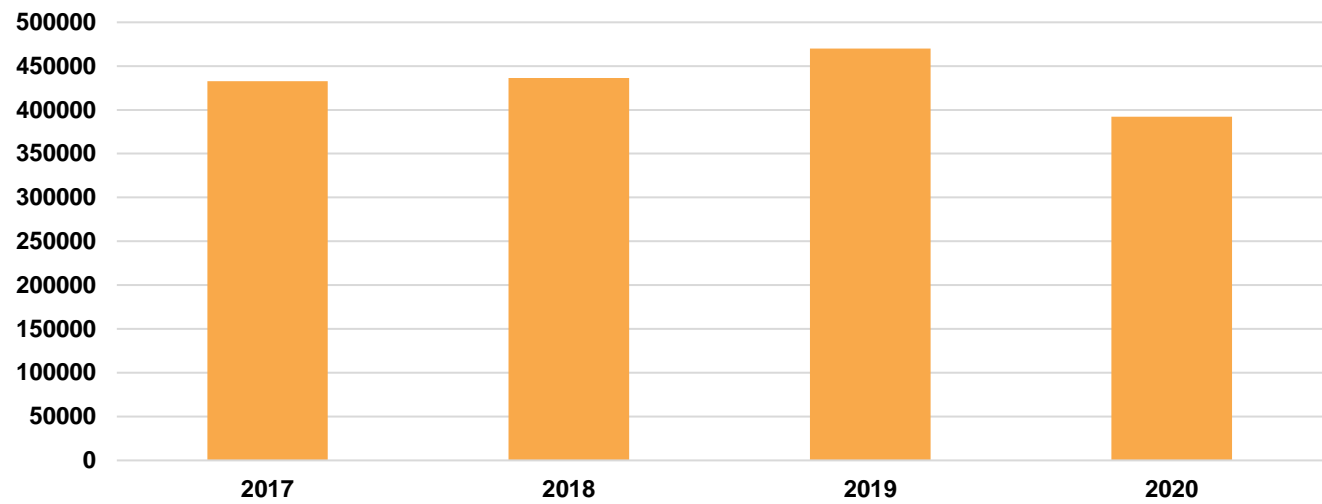
- Further education college
- Apprenticeships

Top 5 Core Competencies/Skills Needed
Verbal/Oral Communication Skills
Detail-Orientated
Organisational Skills
Digital Literacy
Time Management

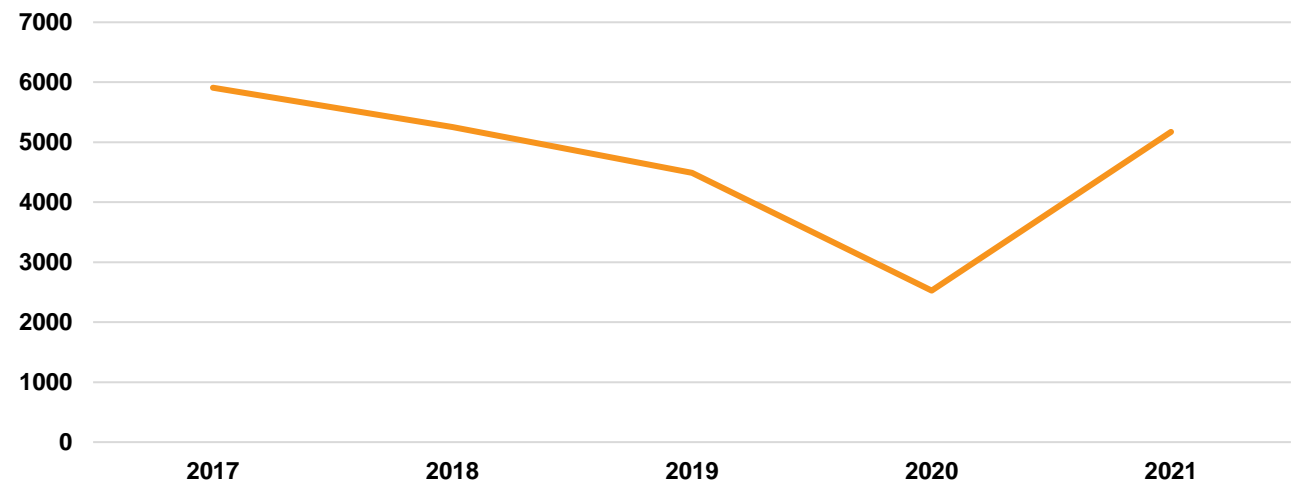


12. Food and Accommodation

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Chef	1,799
Food Service Team Member	1,259
Kitchen Staff	659
Restaurant / Food Service Supervisor	421
Waiter / Waitress	345

Comments

- Demand for Chefs increasing rapidly
- Most other occupations increasing

Employer Preferred Pathways

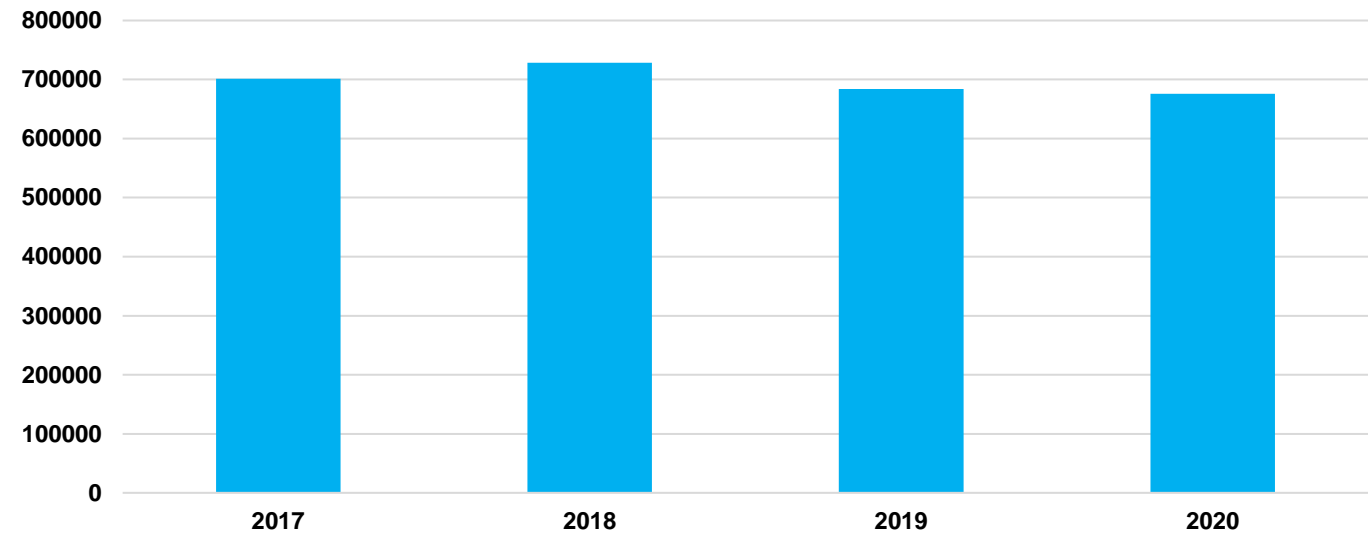
- Further education college
- Apprenticeships

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

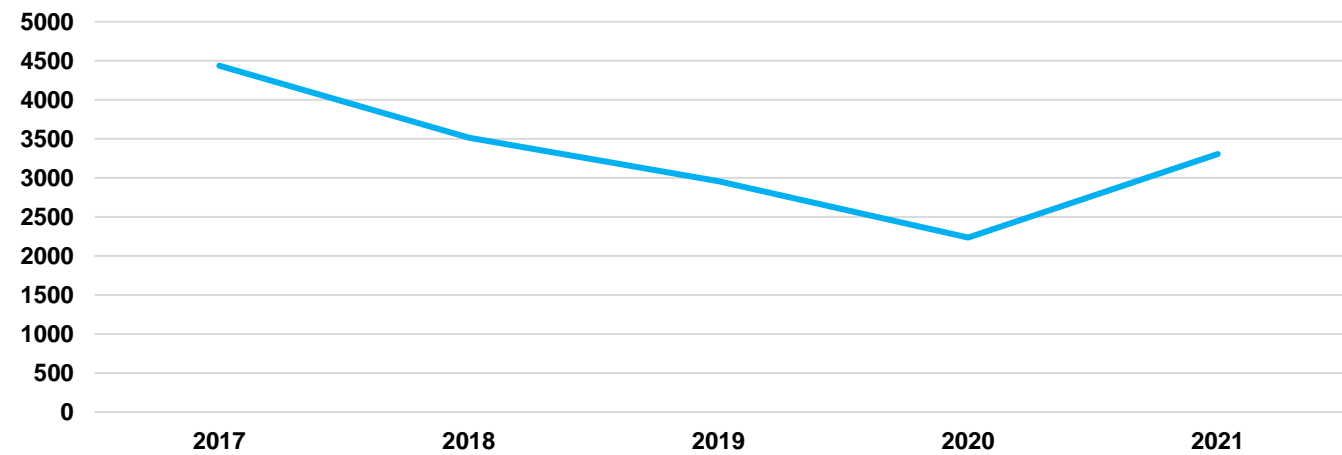


13. Retail, Hair and Beauty

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Retail Sales Associate	1,827
Retail Store Manager / Supervisor	1,240
Barber / Hair Stylist / Cosmetologist	141

Comments

- ▶ Demand for all occupations in retail has been reducing for a number of years but has started to increase again as some of the original workforce moved to other sectors and the loss of EU nationality people
- ▶ Some increase in food retail due to growth of some chains of supermarkets
- ▶ Use of technology replacing need for checkout staff
- ▶ Increased on-line ordering
- ▶ Hair and beauty under pressure due to rapid expansion and resulting in over capacity

Employer Preferred Pathways

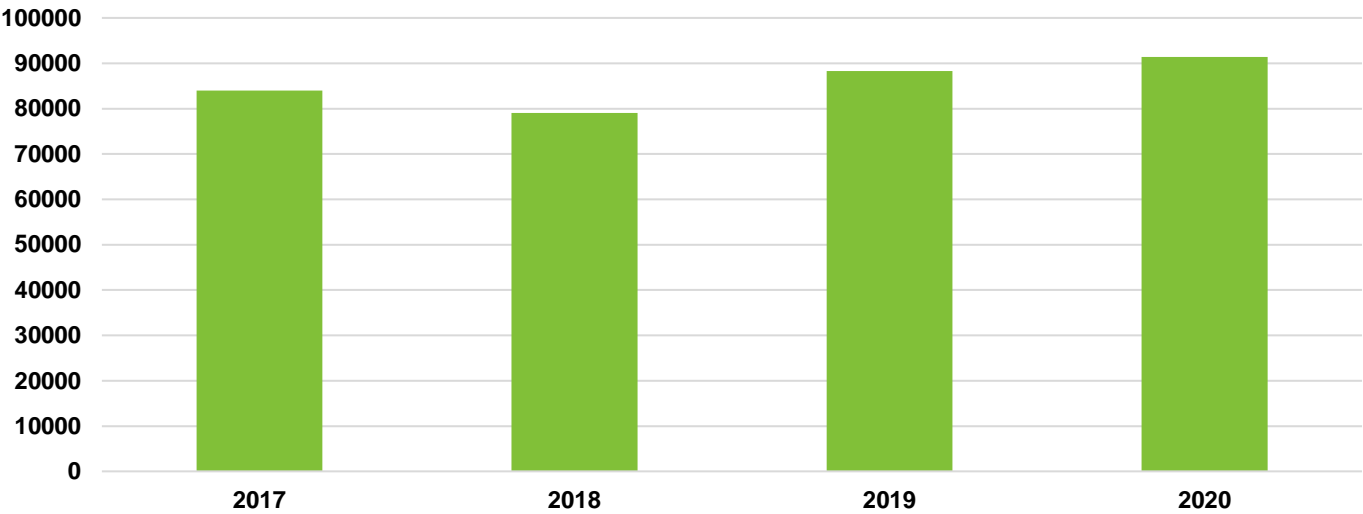
- ▶ Further education college
- ▶ Apprenticeships

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Leadership
Creativity
Planning and Detail Orientated

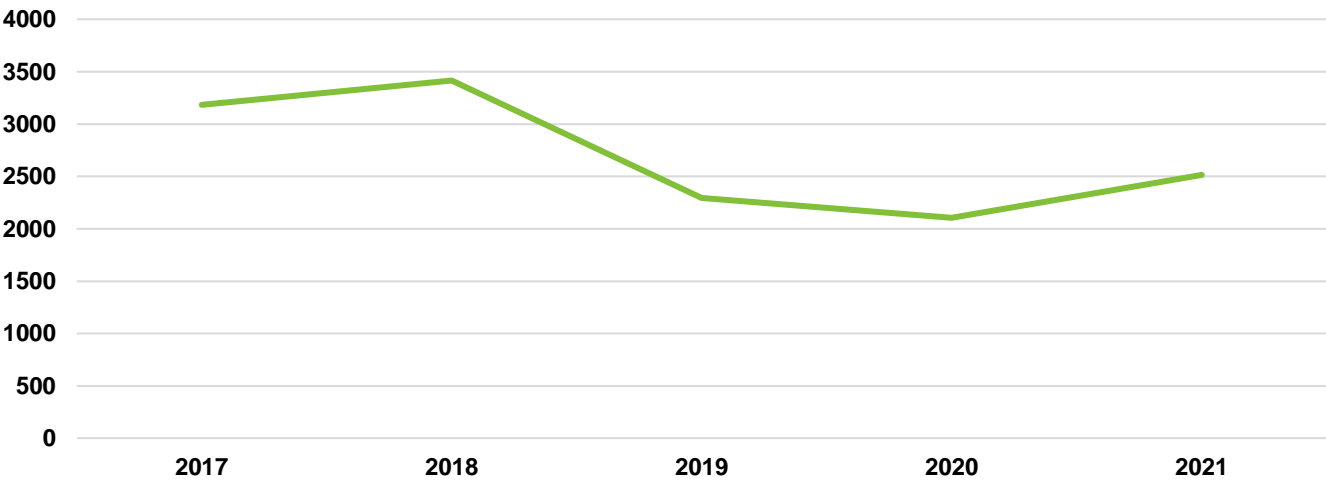


14. Legal

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Lawyer	1,705
Paralegal / Legal Assistant	588
Legal Secretary	222

Comments

- ▶ Continued high demand for lawyers
- ▶ Increasing demand for Paralegal/Legal Assistants

Employer Preferred Pathways

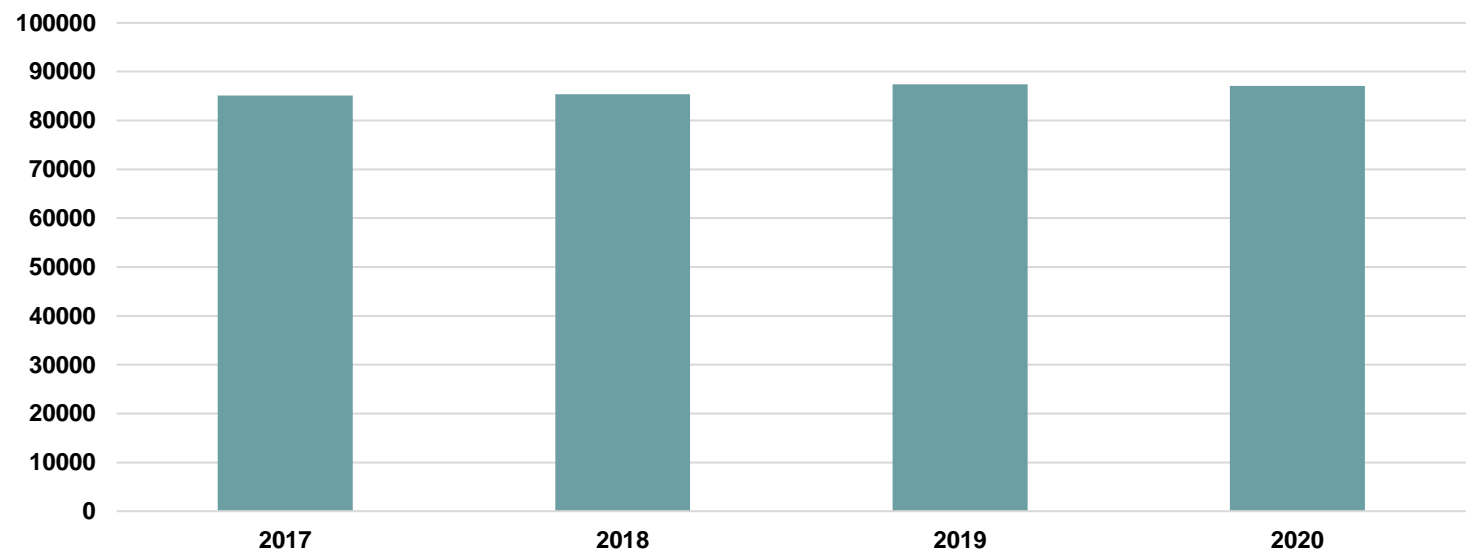
- ▶ Further education college
- ▶ Apprenticeships
- ▶ Specific legal pathways for some roles

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Detail-Orientated
Planning
Microsoft Excel

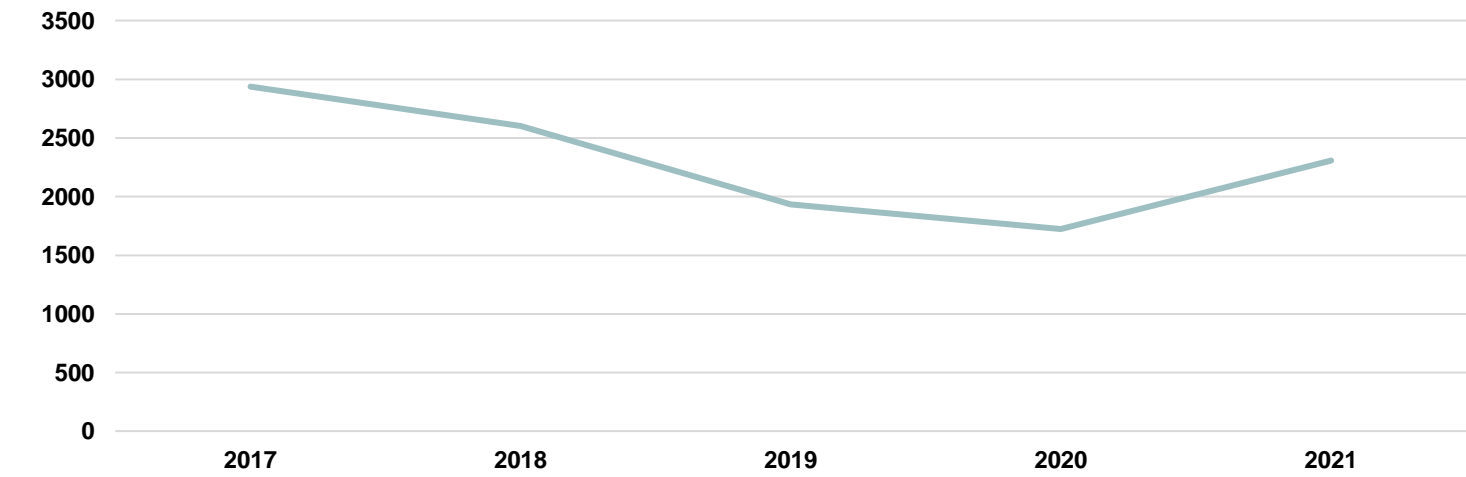


15. Automotive Service

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Automotive Service Technician / Mechanic	2,002
Auto Body Technician	305

Comments

- ▶ Opportunities for service technicians and mechanics with changes in vehicle technologies to electric and increase sales of used vehicles
- ▶ Ageing workforce, opportunity for young people and changes in careers
- ▶ Auto body technician trend is slowly increasing
- ▶ Work experience is preferred
- ▶ Poor female representation in the sector
- ▶ Computer literacy becoming increasingly important
- ▶ Logistics related opportunities

Employer Preferred Pathways

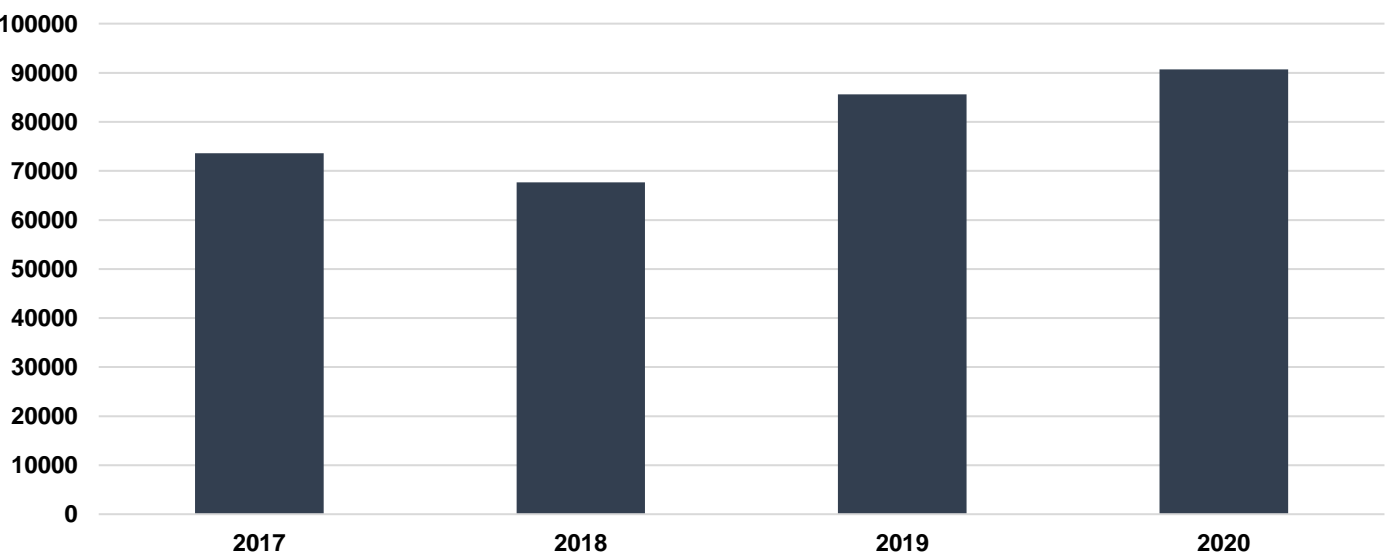
- ▶ Further education college
- ▶ Apprenticeships

Top 5 Core Competencies/Skills Needed
Detail-Orientated
Communication Skills
Organisational Skills
Problem Solving
English

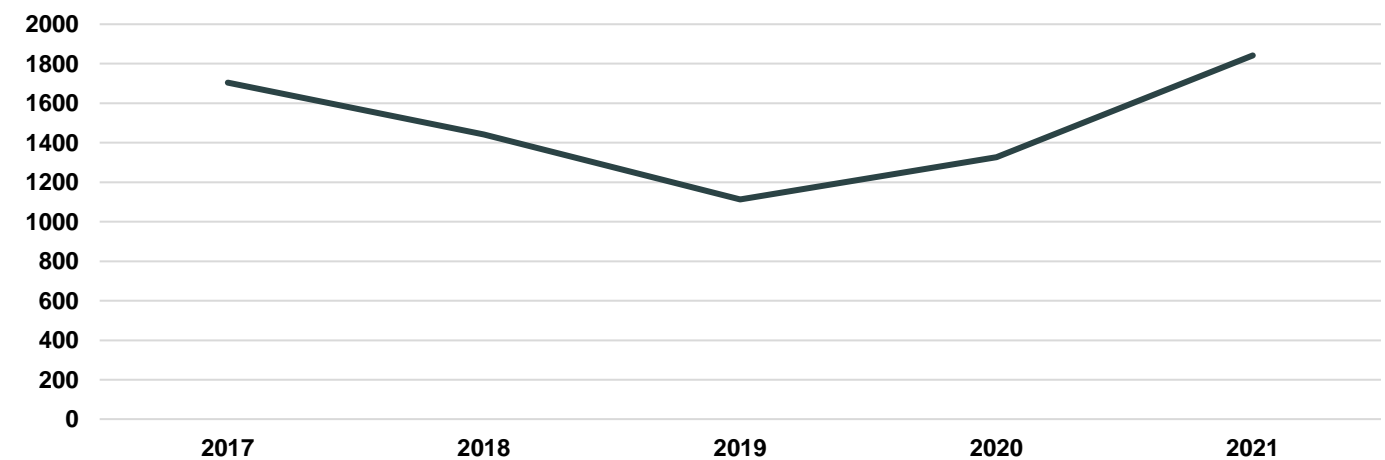


16. Real Estate (Property)

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Property / Real Estate / Community Managers	692
Real Estate Agent / Broker	667
Licensed Conveyancer	324
Property Appraiser / Assessor	158

Comments

- ▶ Increasing demand as property market recovers rapidly with South East Midlands being a hotspot
- ▶ Increasing house building and accommodation in the South East Midlands

Employer Preferred Pathways

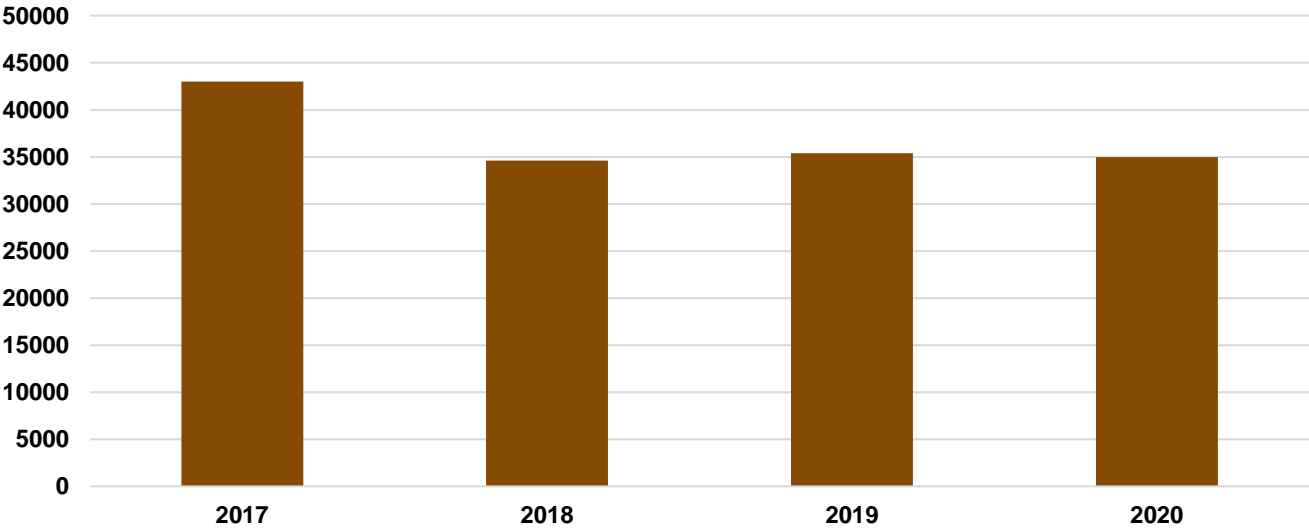
- ▶ Further education college
- ▶ Apprenticeships

Top 5 Core Competencies/Skills Needed
Communication Skills
Teamwork/Collaboration
Organisational Skills
Problem Solving
Digital Literacy

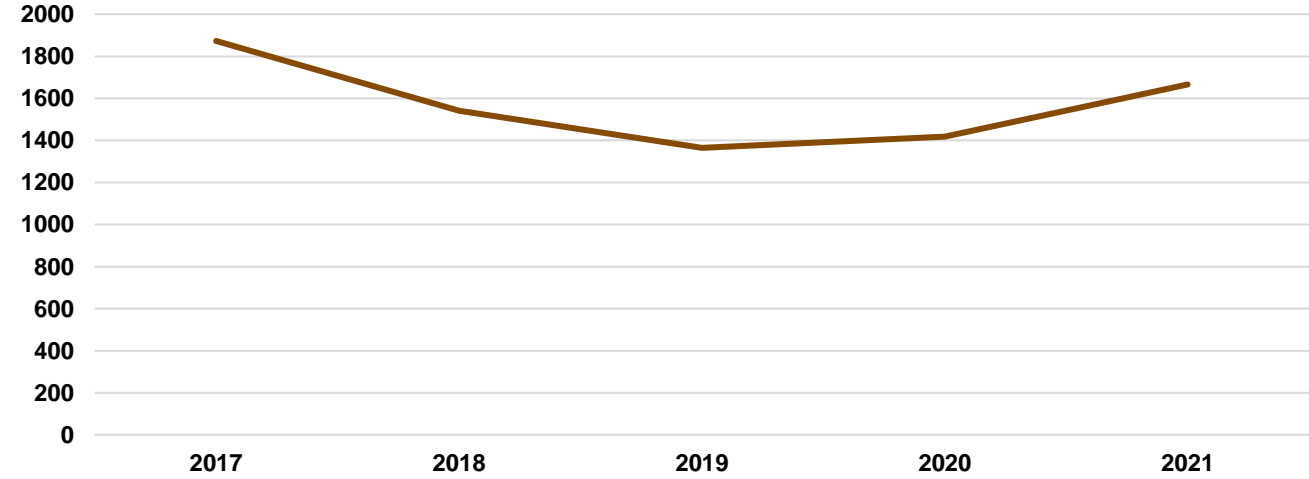


17. Utilities

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Utilities Technician	1666

Comments

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

Employer Preferred Pathways

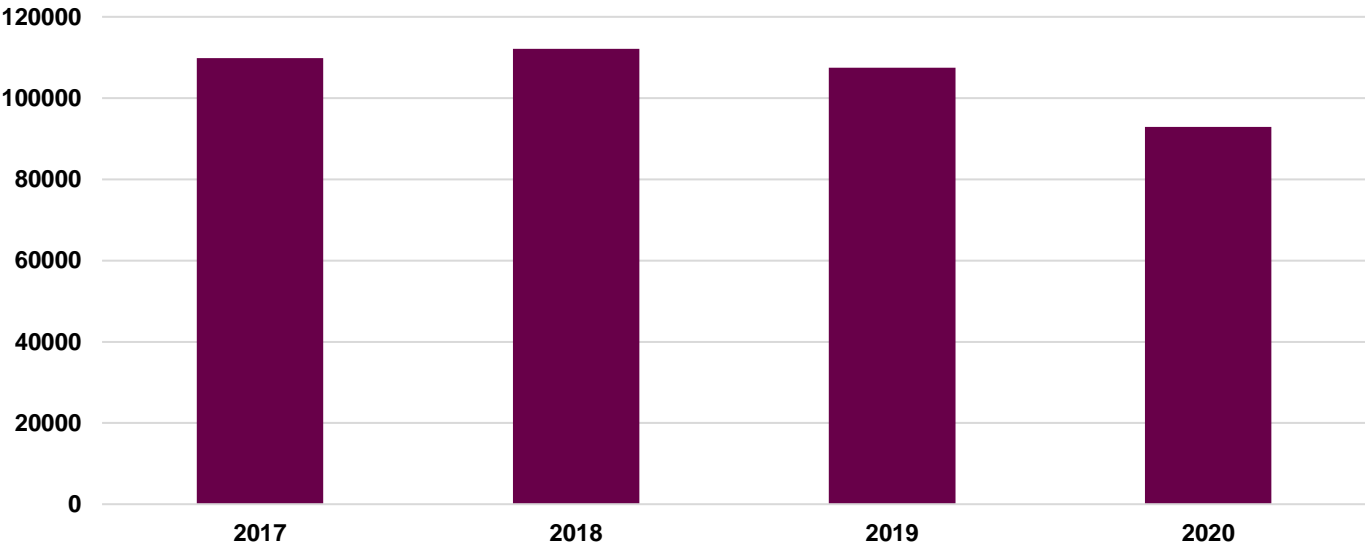
- ▶ Further education college
- ▶ Apprenticeships

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

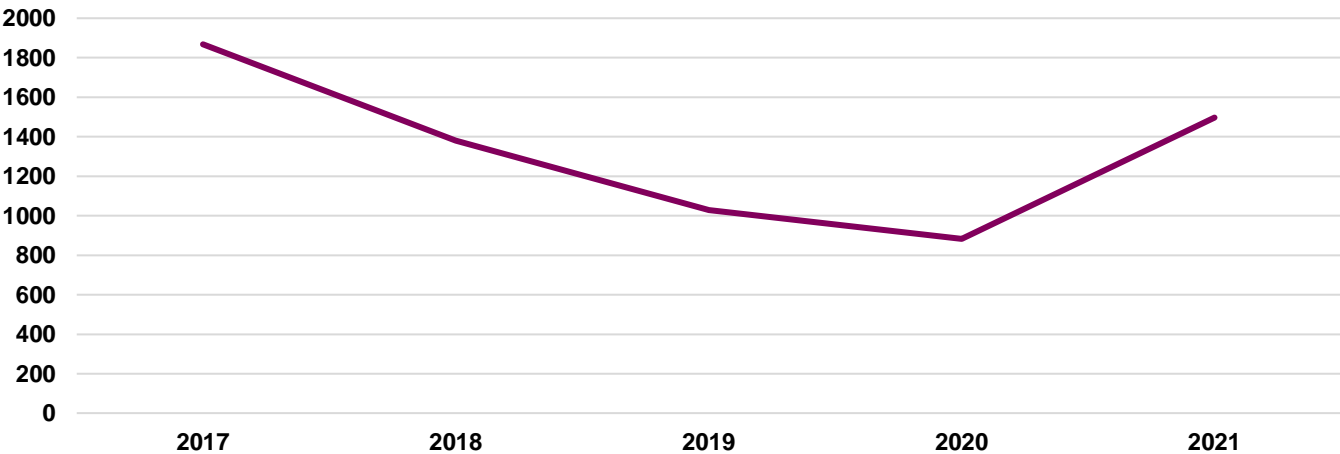


18. Childcare

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Nursery nurses, assistants and playworkers	922
Preschool / Childcare Teacher	354
Nanny / Babysitter	220

Comments

- ▶ Rewarding jobs
- ▶ More administration work than people think
- ▶ Reduction in 2020 with people working at home but demand increasing again
- ▶ Good English and writing skills required

Employer Preferred Pathways

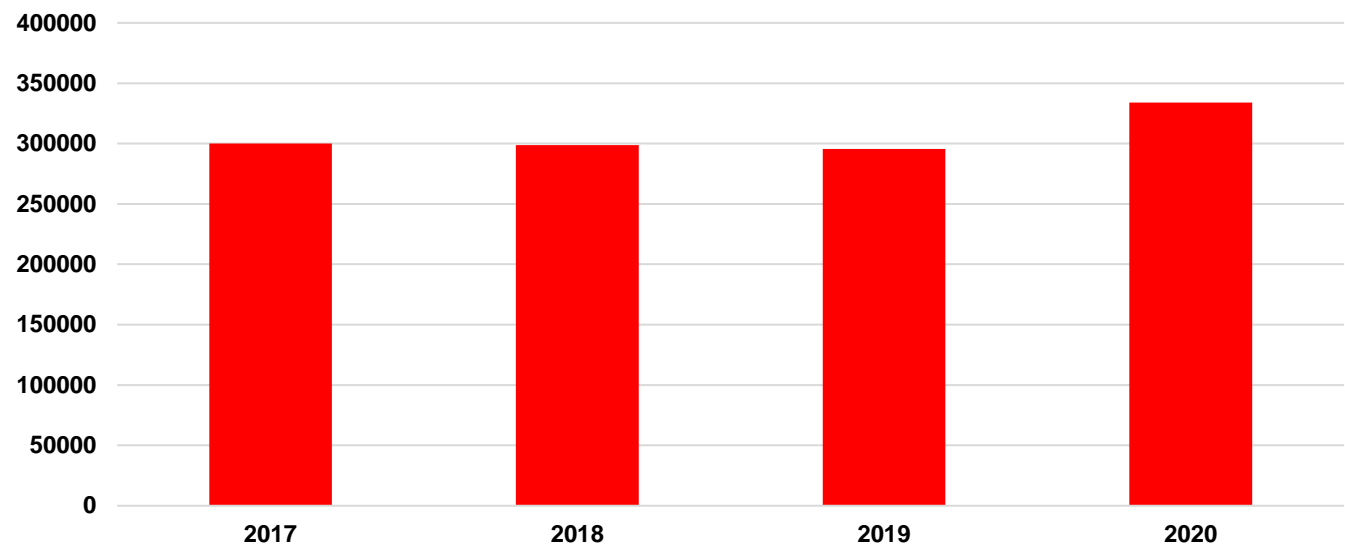
- ▶ Further education college
- ▶ Apprenticeships

Top 5 Core Competencies/Skills Needed
Communication Skills
Planning
Creativity
Organisational Skills
Teamwork/Collaboration

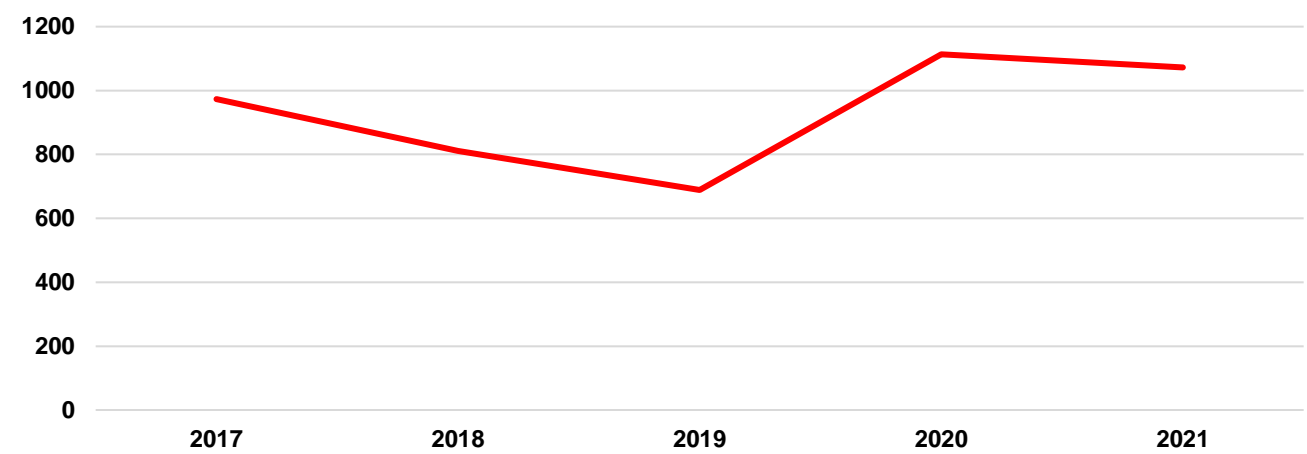


19. Support Services

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Family/School/General Social Worker	1072
Medical/Clinical Social Worker	209
Housing Officer	175
Benefit Assessment Officer	86

Comments

- ▶ Increasing demand to help support people in need
- ▶ Very rewarding jobs

Employer Preferred Pathways

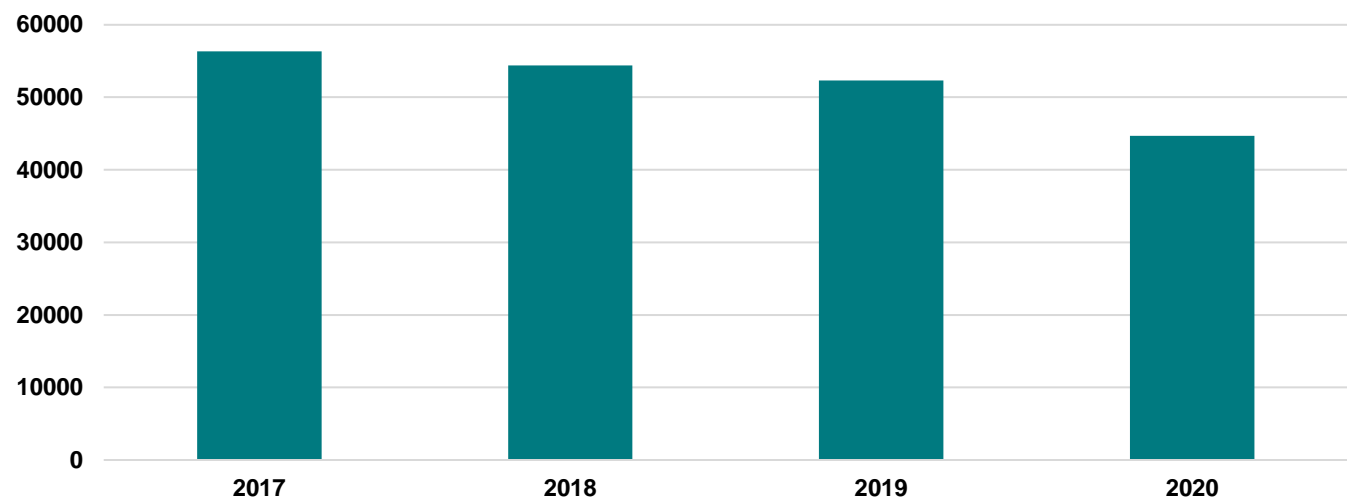
- ▶ Further education college
- ▶ Apprenticeships

Top 5 Core Competencies/Skills Needed
Communication Skills
Teamwork/Collaboration
Organisational Skills
Planning
Attention to Detail

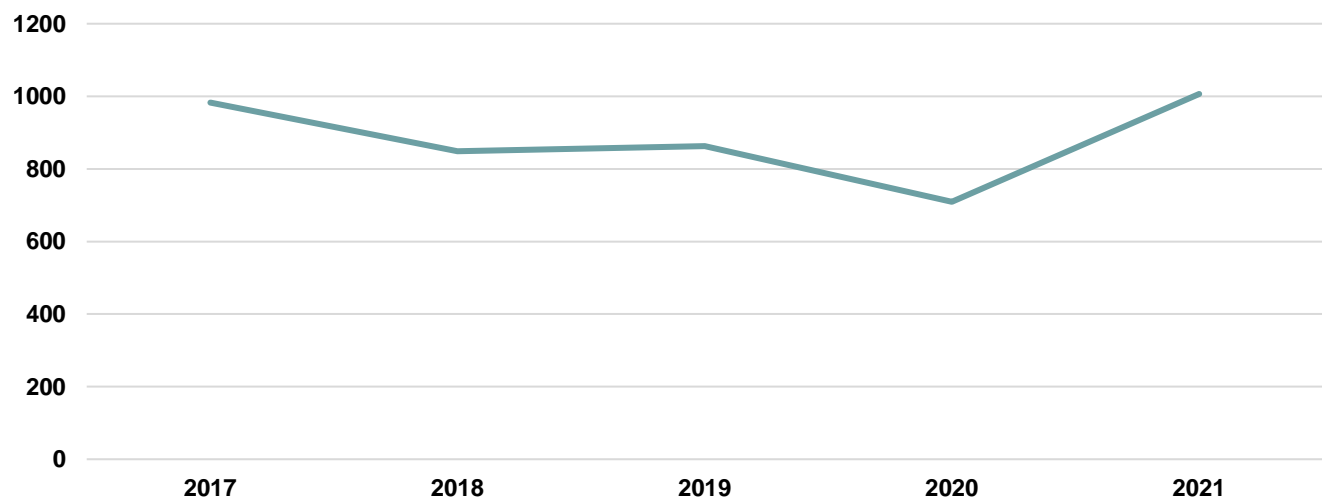


20. Sports and Leisure

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Coach	460
Personal Trainer / Fitness Instructor	358
Recreation / Activities Worker	189

Comments

- Cyclical recruitment numbers but reducing employment numbers
- Is showing signs of recovery

Employer Preferred Pathways

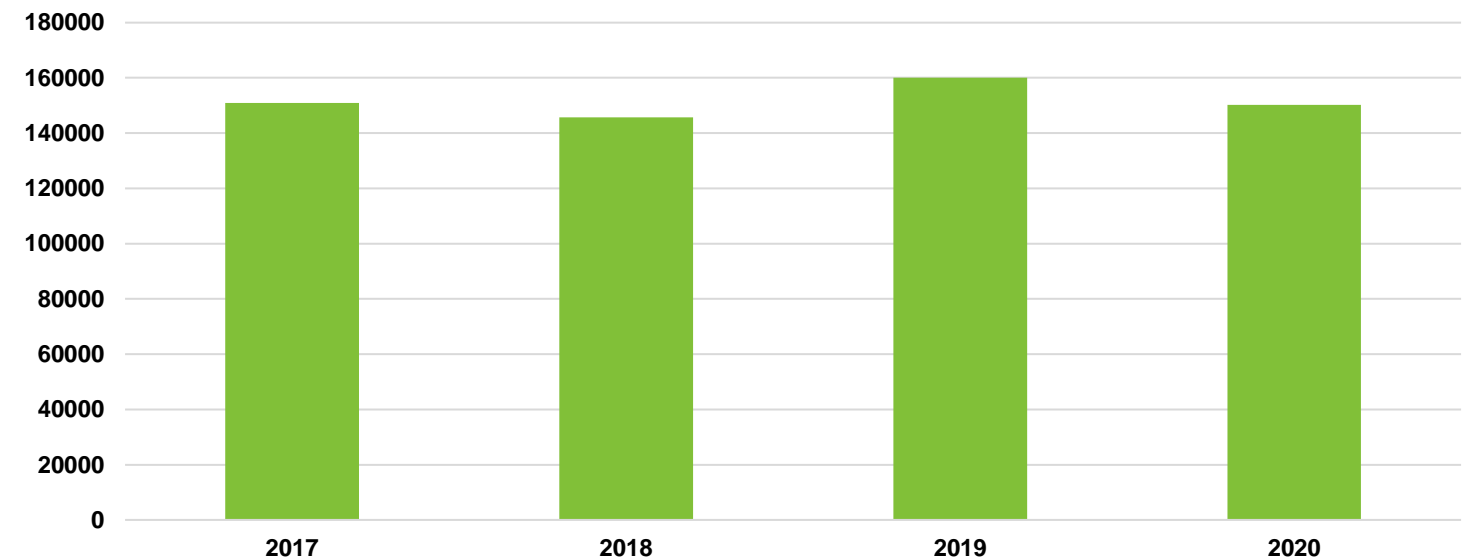
- Further education college
- Apprenticeships
- Higher Education

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Creativity
Planning
Teamwork/Collaboration

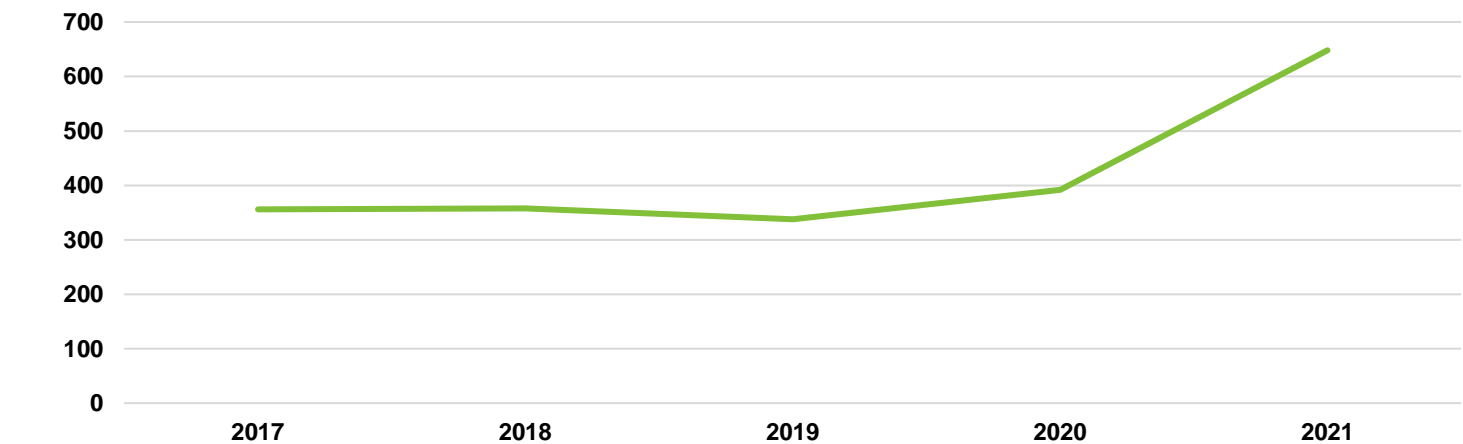


21. Agriculture

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Landscaping/Groundskeeping Worker	466
Farm / Nursery / Greenhouse Worker	182

Comments

- Increases in need of landscape gardeners, groundskeepers, farm and greenhouse workers
- Part reason for lack of staff is due to restrictions in movement of immigrant workers
- Small need for pest control, tree surgeons and farm managers locally
- Green economy will increase need

Employer Preferred Pathways

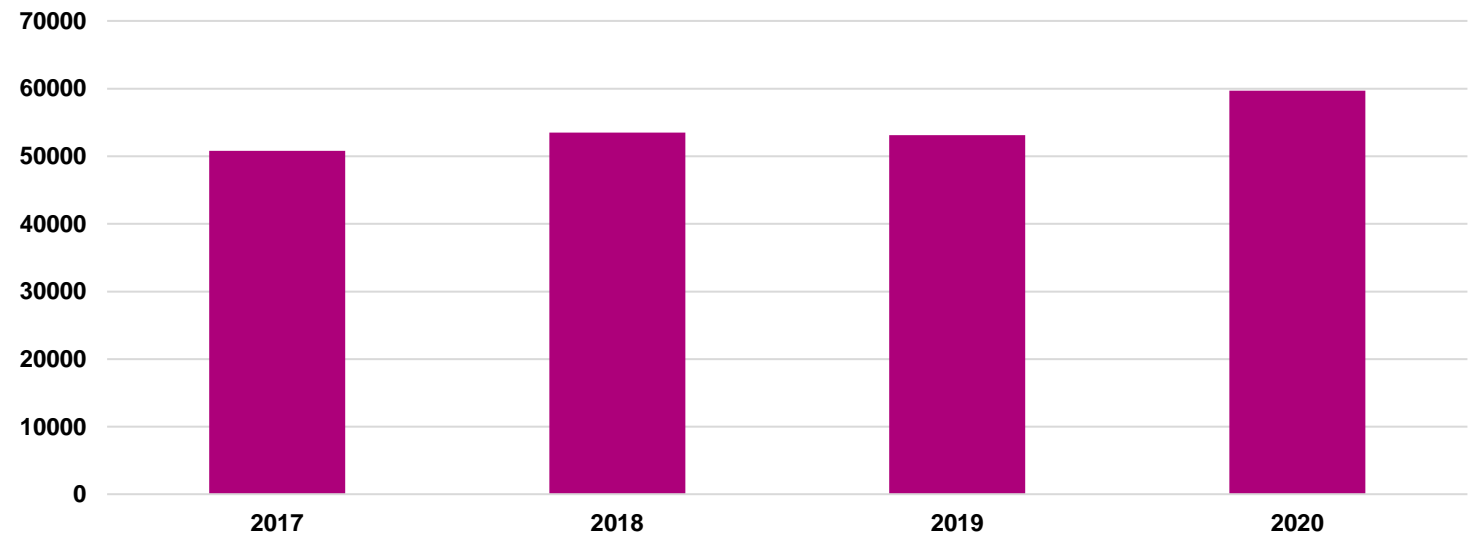
- Further education college, specialism at:
 - Moulton College
 - Bedford College (Shuttleworth College)
 - Apprenticeships
 - University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Detail-Orientated
Physical Demand
Creativity

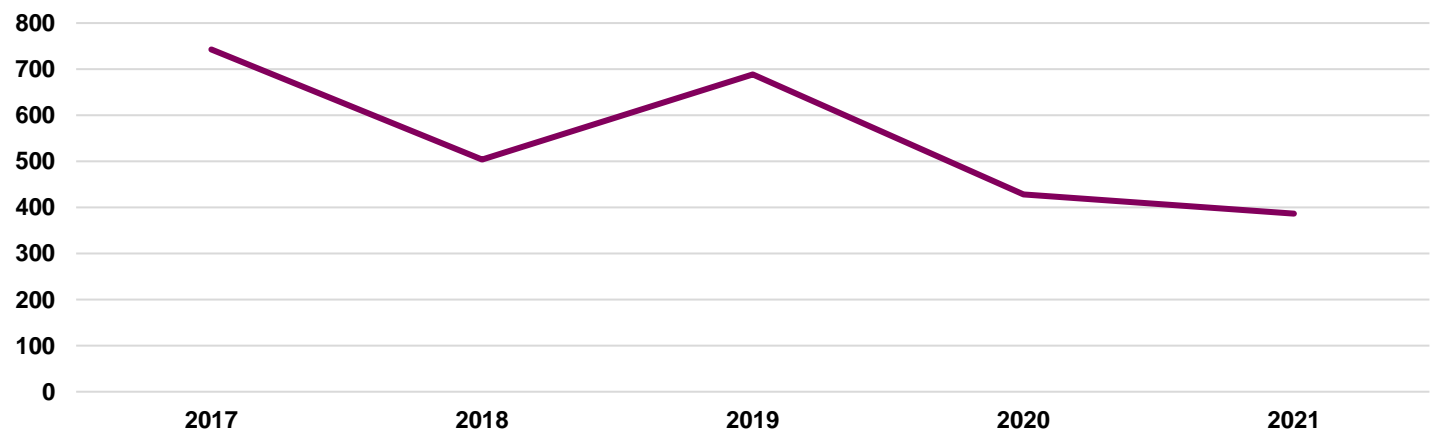


22. Animal Care

Employment (South East, East, East Midlands)



Top 200 Job Postings/Vacancies (South East Midlands)



Top Vacancies	Last 12 Months
Veterinarian	297
Veterinary Nurses and Assistants	90

Comments

- Cyclical recruitment pattern but increasing employment
- 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



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

Other Sources of Information

- Get the Jump' brings together all pathway choices for young people gov.uk/get-the-jump
- Prospects – Information on jobs, work experience and pathways <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/>
- Youth Employment Careers and pathways into work <https://www.youthemployment.org.uk/careers-hub/>
- National Careers Service <https://nationalcareers.service.gov.uk/explore-careers>
- icould – video and careers information - <https://icould.com/explore/categories/job-types/#jobtype>
- This is **Engineering** - An introduction to the sector and the opportunities it offers <https://www.thisisengineering.org.uk/>
- GoConstruct - the **construction** industry guide to careers <https://www.goconstruct.org/>
- **Creative Industries** Federation - Discover creative careers <https://discovercreative.careers/#/>
- **NHS** Find Your Career <https://www.healthcareers.nhs.uk/FindYourCareer> and <https://www.jobs.nhs.uk/>
- Think **Care** Careers – Skills for Care <https://www.skillsforcare.org.uk/Careers-in-care/Think-Care-Careers.aspx>
- **Transport & Logistics** careers - <https://www.allaboutcareers.com/career-industry/transport-logistics/> and <https://www.think-logistics.co.uk/resources/>
- **Digital** World - <https://www.digitalworld.net/industries-and-jobs>



Growing people



Growing business



Growing places

More information at

www.semlep.com/employment-support-for-students/

These slides and additional labour market information can be found at

www.semlep.com/school-labour-market-information/

Details of occupations can be found at

<https://nationalcareers.service.gov.uk/explore-careers>