



# South East Midlands Labour Market Information

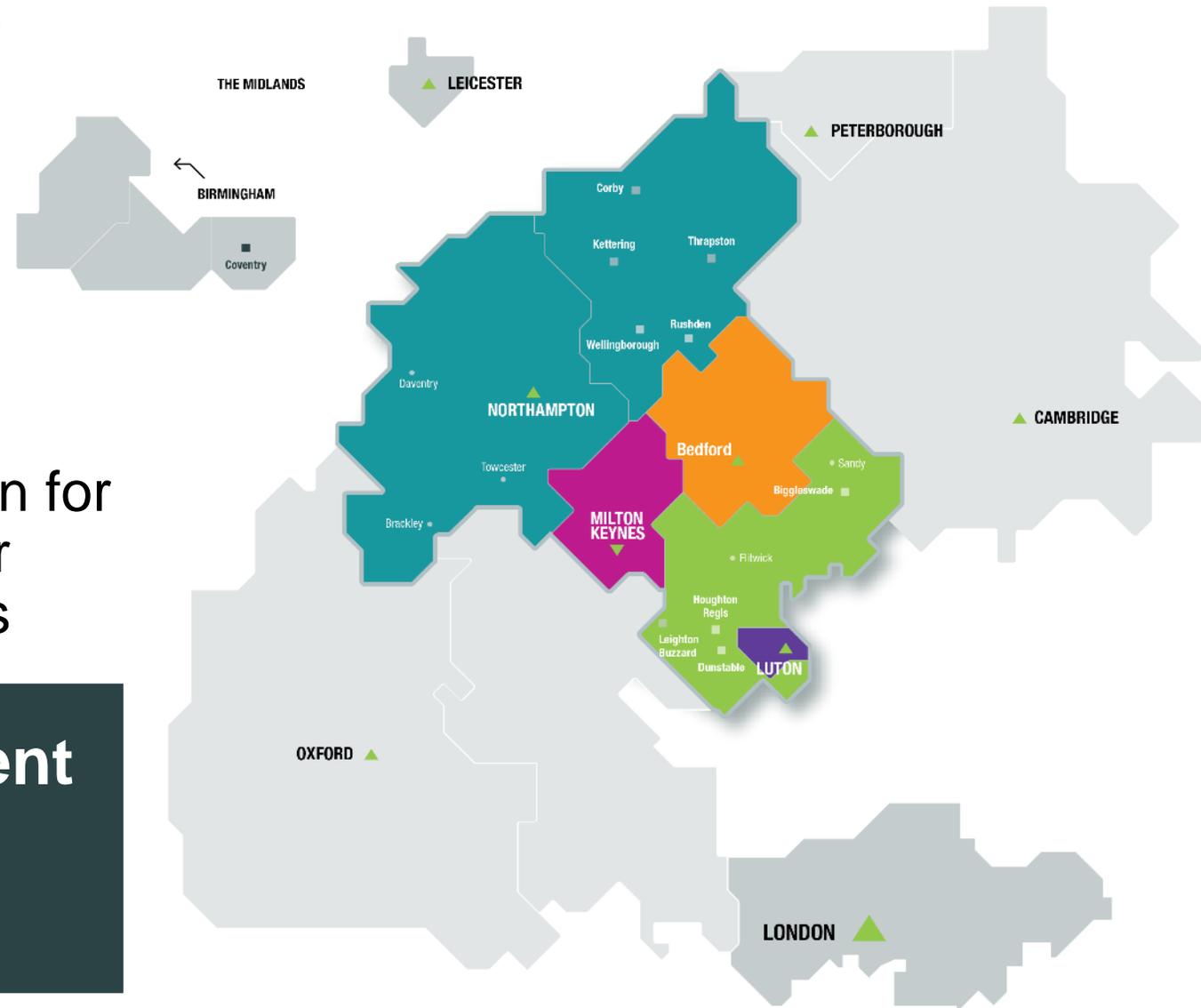
January 2022

# 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**



# The Labour Market



Growing people

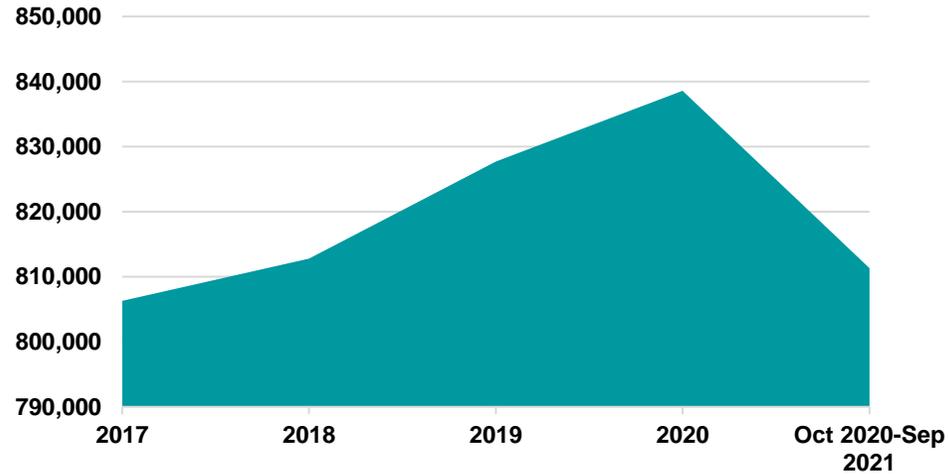


Growing business

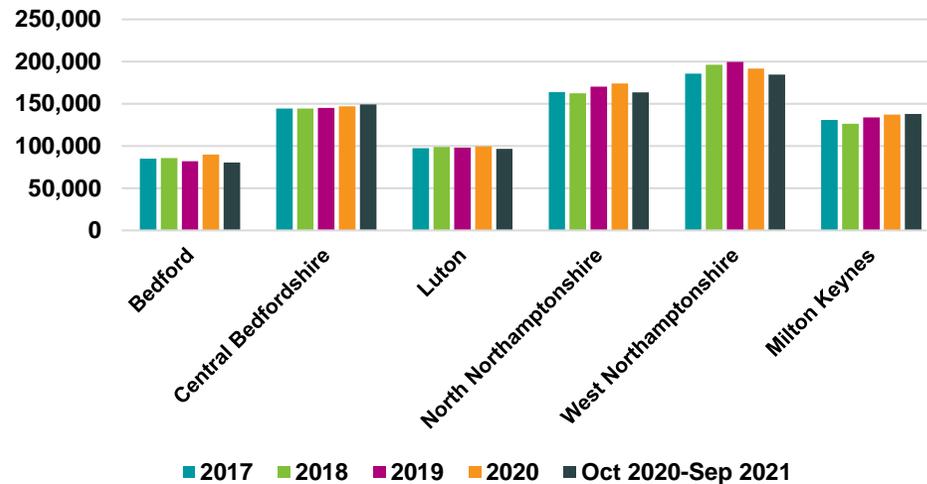


Growing places

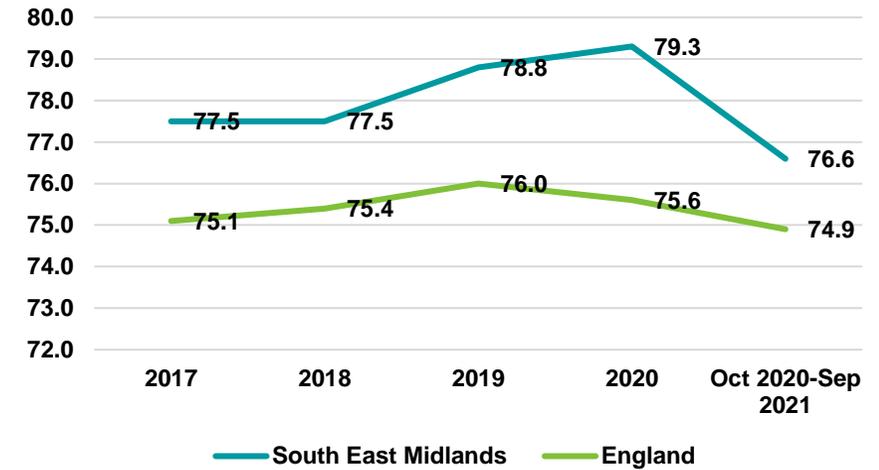
Total Employment - SEMLEP Area



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**

# Job Posting Trends



Growing people

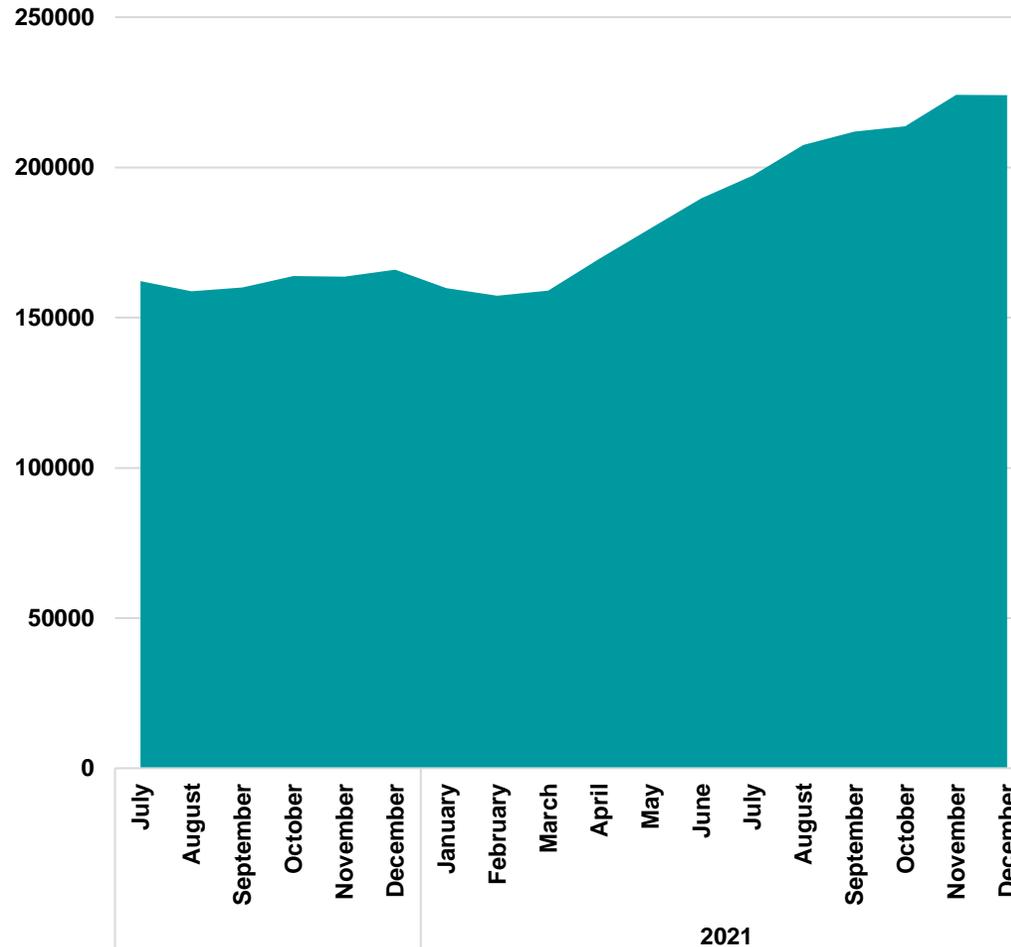


Growing business



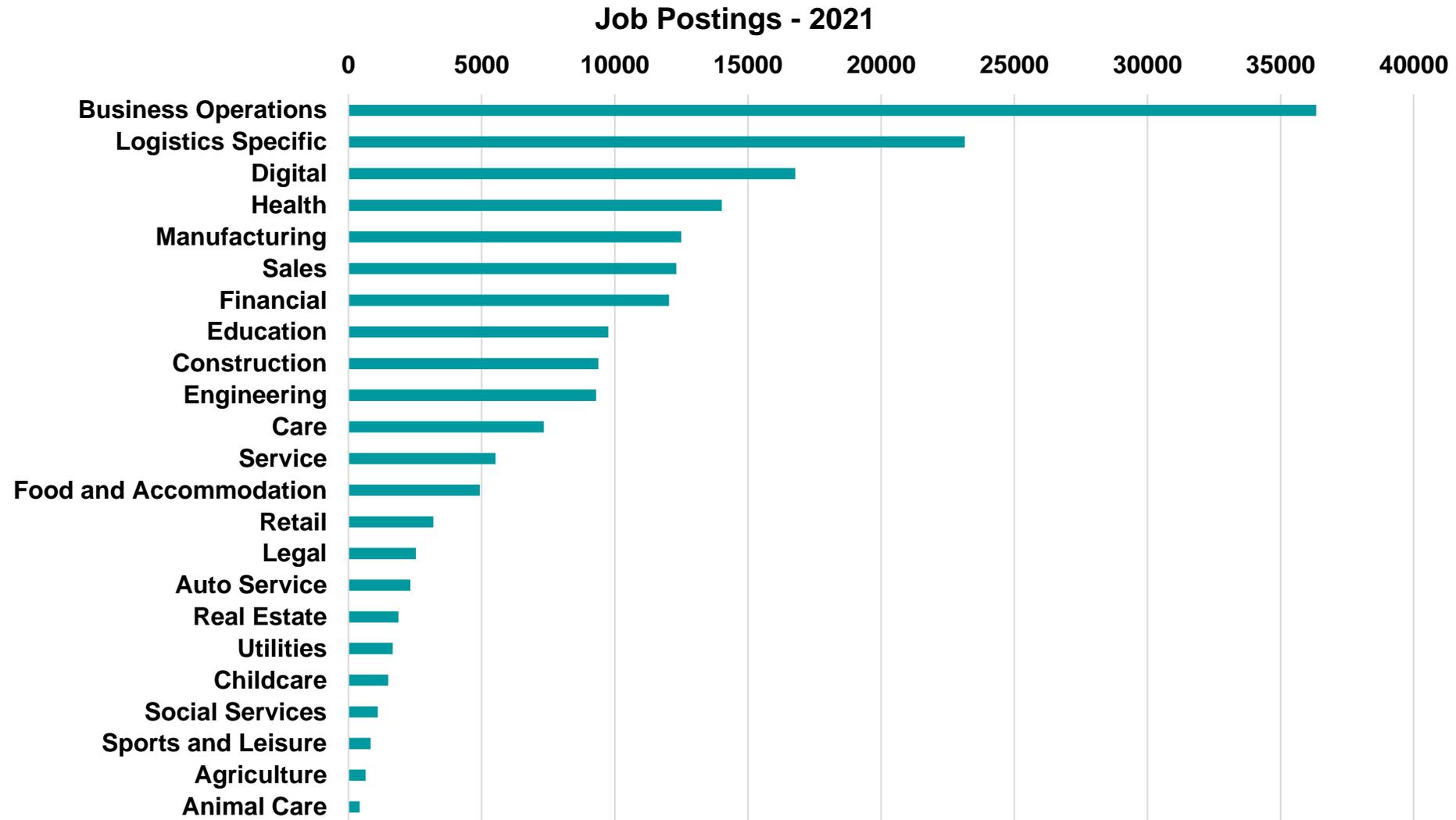
Growing places

Job Postings - 12 Months Moving Average

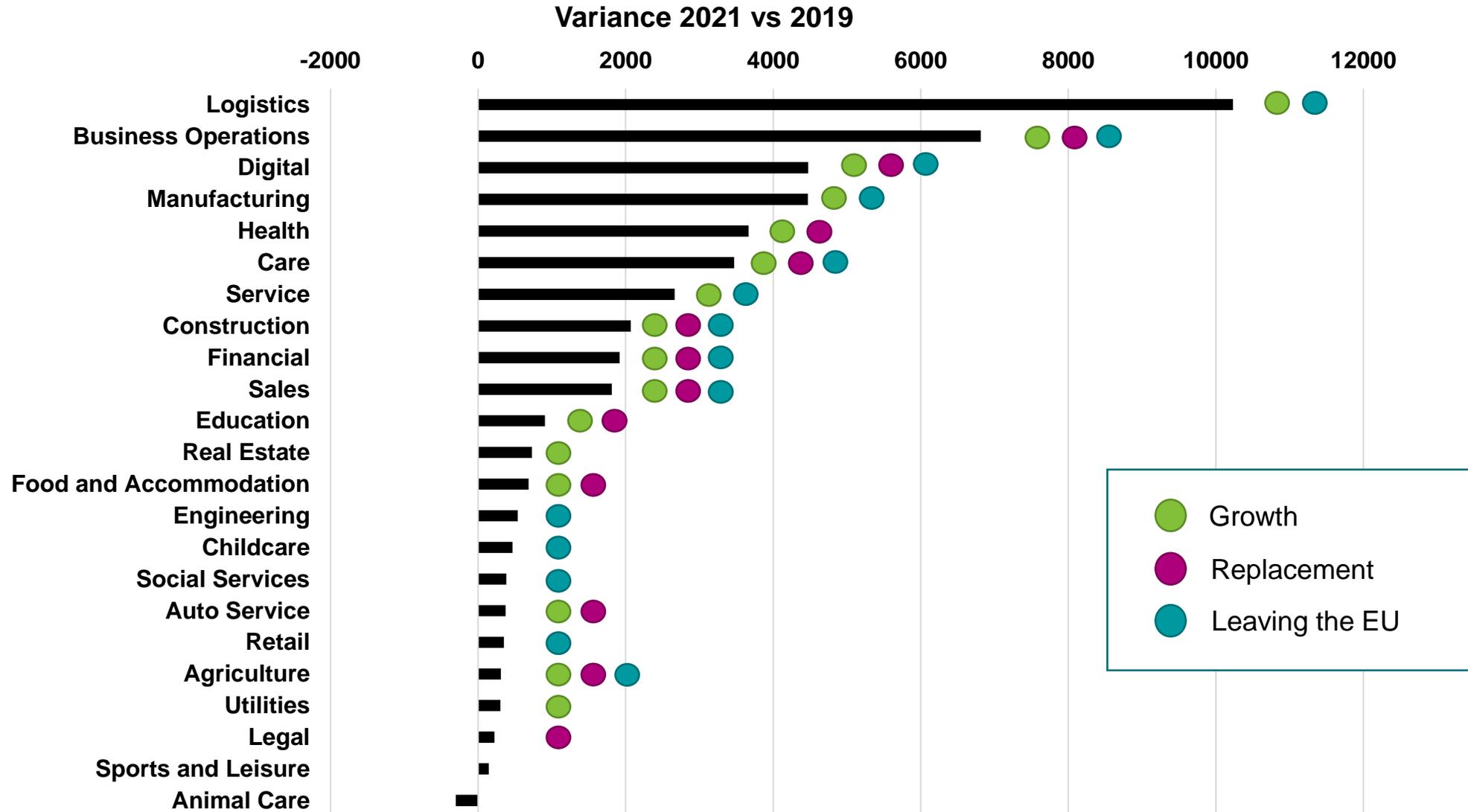


- ▶ The impact of COVID-19 had stalled growth but there is a large increase from Easter 2021
- ▶ Currently, job vacancies are highest since 2018
- ▶ SEMLEP Business Survey – Most employers advertise on websites, social media and through word of mouth

# Top occupational groups in demand now



# 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

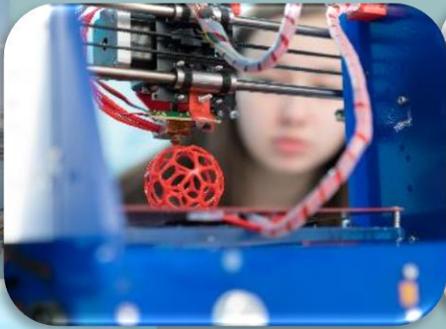
**Artificial Intelligence**



**Aerospace/Space**



**Manufacturing**



**Intelligent Mobility**



**Green Economy /Net Zero**



**Logistics**



**Agri-tech**



**Modern Methods of construction**



**Health and Care**



**Non Carbon Fuelled Transport**

# “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

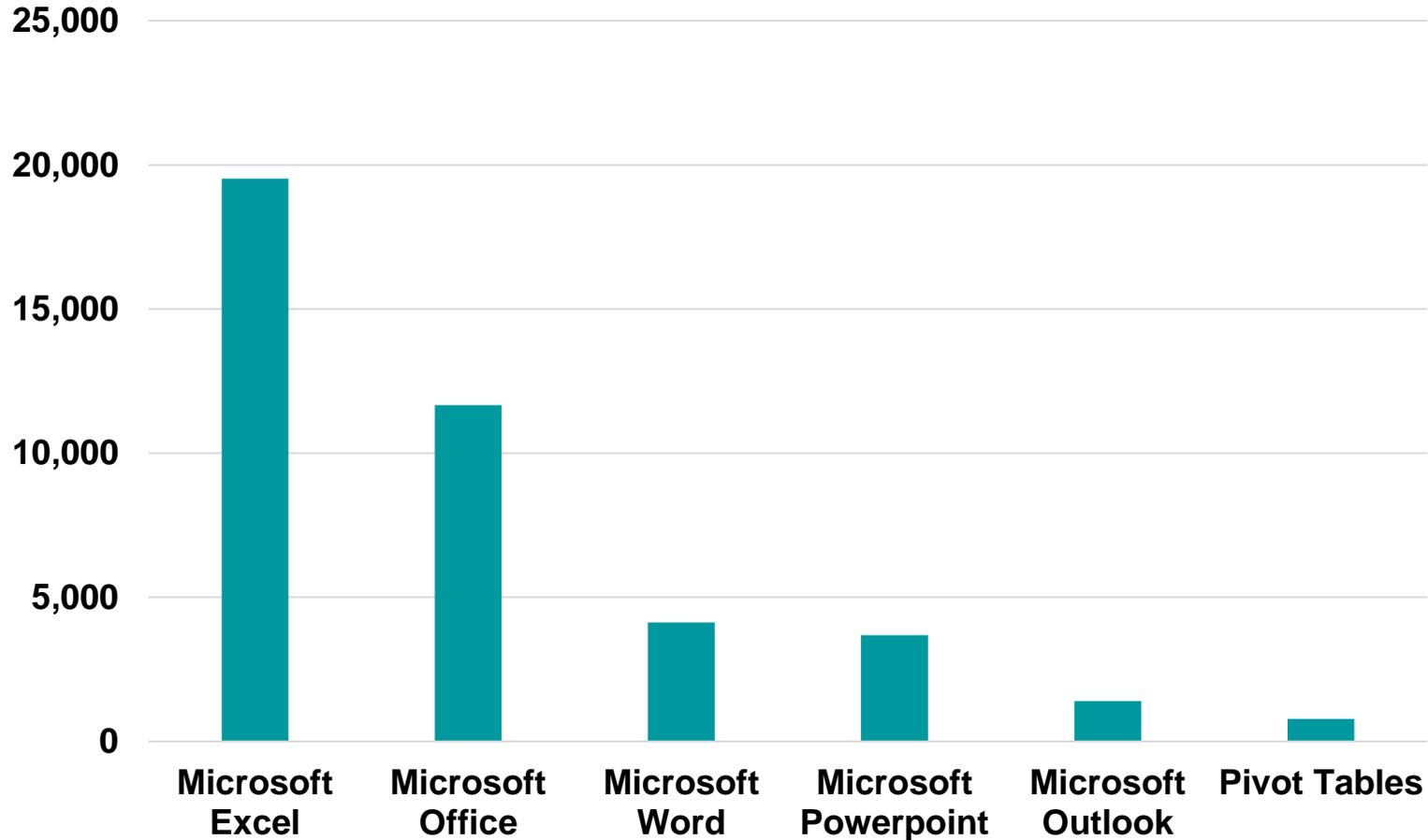
Literacy Numeracy  
Spoken English  
Basic Digital

### Attitudes & Behaviours

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

# Digital Skills in Vacancies

## Digital Literacy and Job Postings



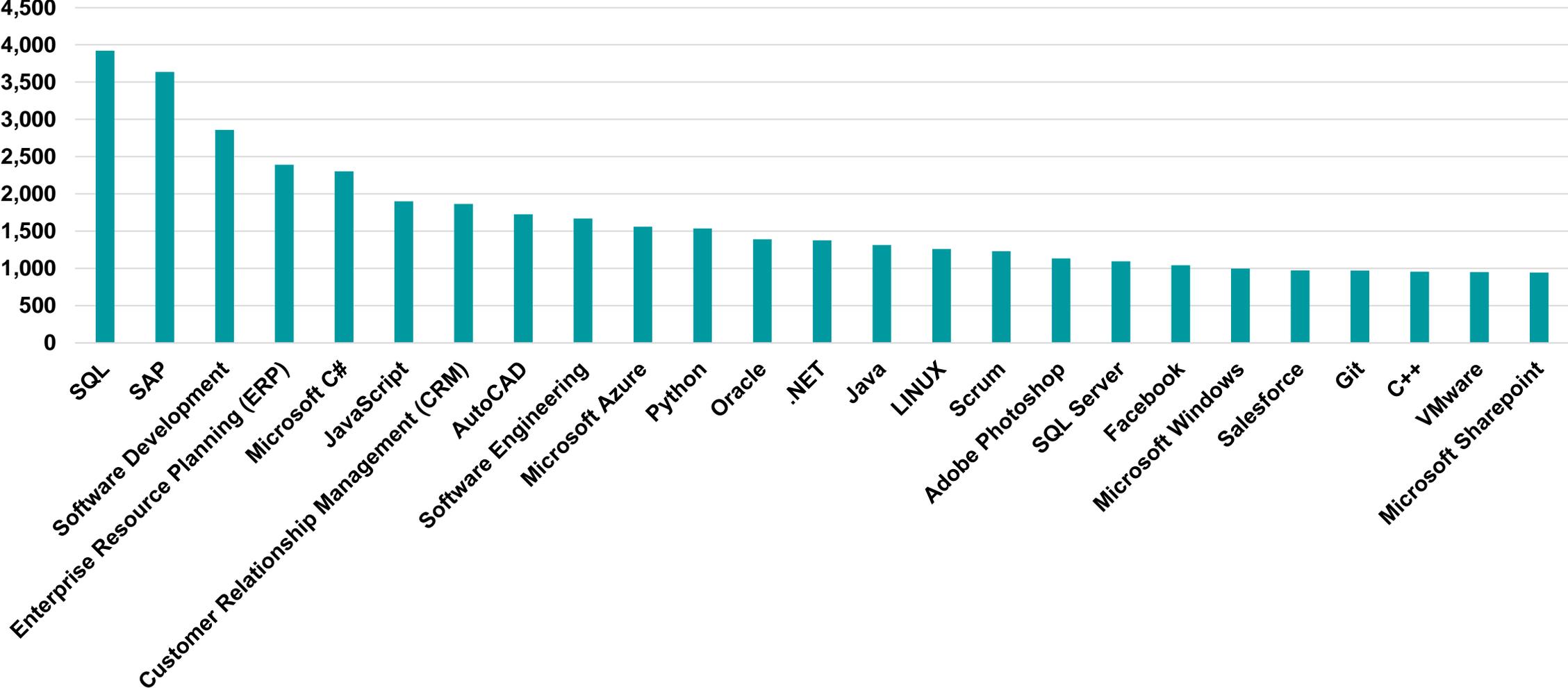
### Digital Literacy

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



Source: Labour Insight (Burning Glass Technologies)



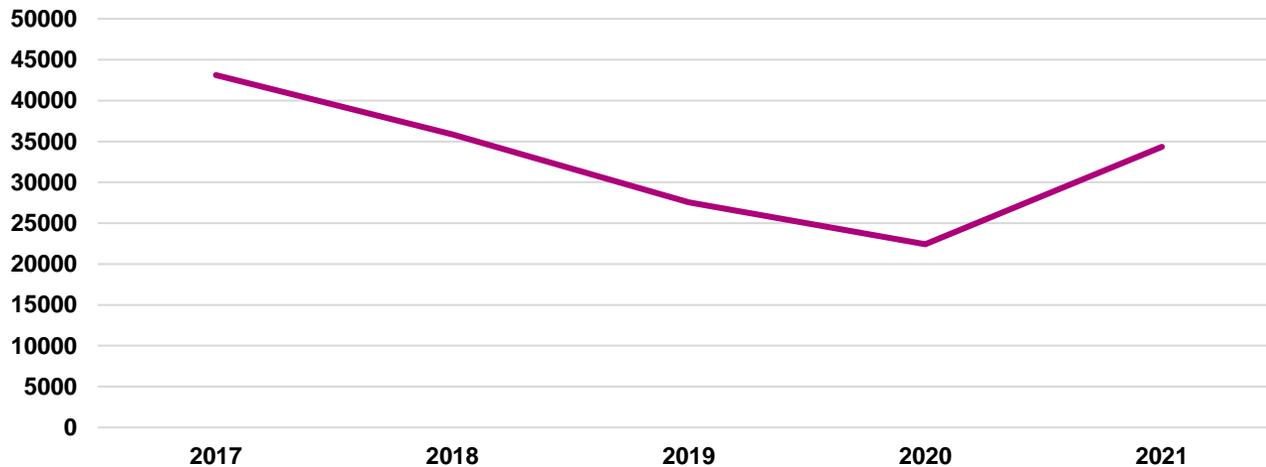
# South East Midlands Career Opportunities

## Top 10 Occupational Groups

# 1. Business Operations



**Top 200 Job Postings/Vacancies (South East Midlands)**



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

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

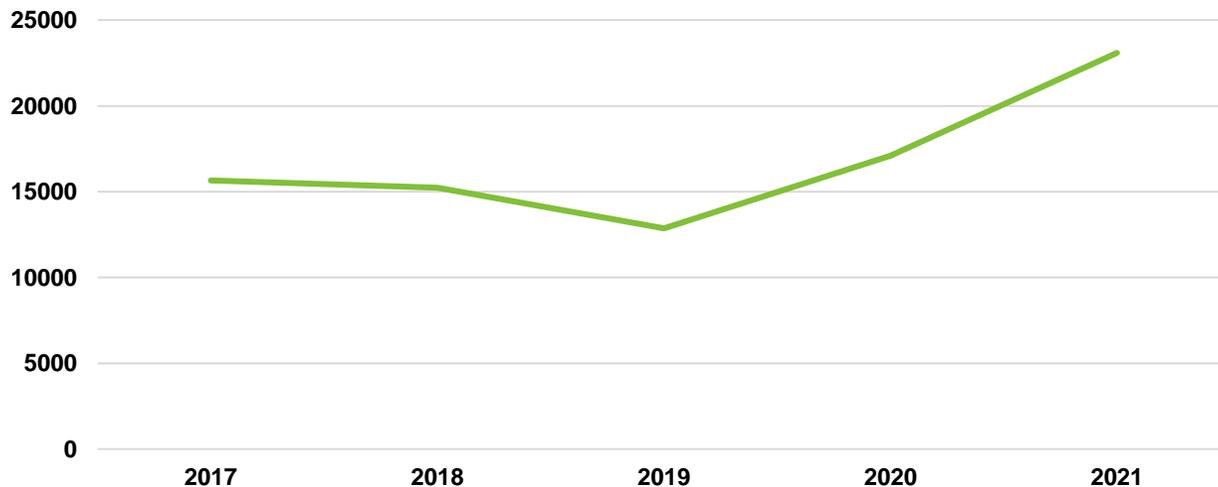
Communication Skills
Planning
Organisational Skills
Creativity
Microsoft Excel



# 2. Logistics Specific



**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

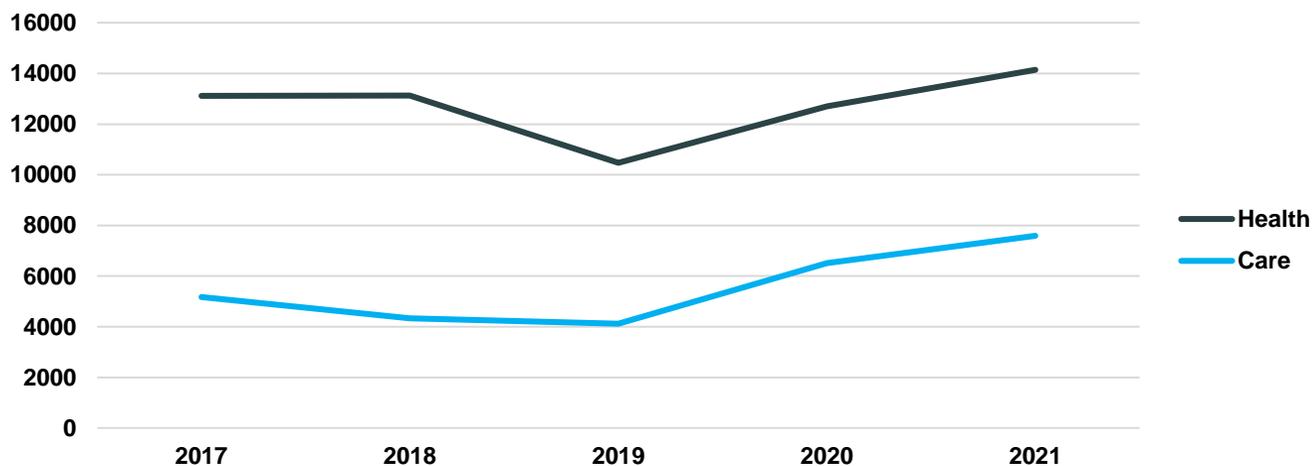


Top Vacancies	Last 12 Months
Registered General Nurse (RGN)	4,219
Caregiver / Personal Care Aide	4,186
Care assistant	2,361
Physician	1,191
Nursing Assistant / Healthcare Assistant	1,054
Healthcare Manager	997
Psychologist	677
Nurse Practitioner	644
Health Technician / Technologist (Other)	580
Occupational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

**Top 200 Job Postings/Vacancies (South East Midlands)**



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

### Employer Preferred Pathways

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

### Top 5 Core Competencies/Skills Needed

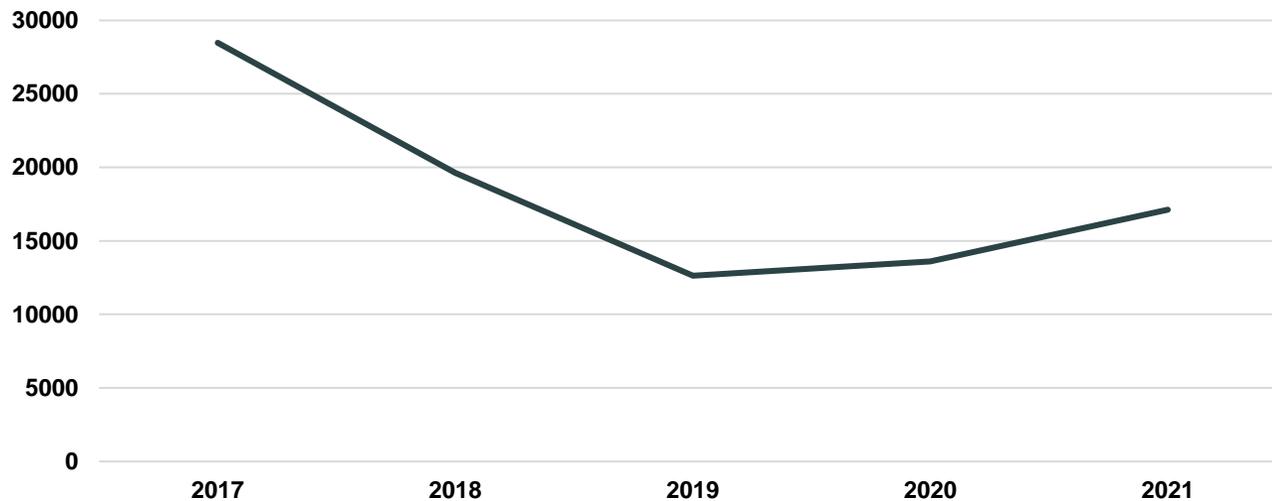
- Communication Skills
- Organisational Skills
- Planning
- Leadership
- English



# 4. Digital



**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



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

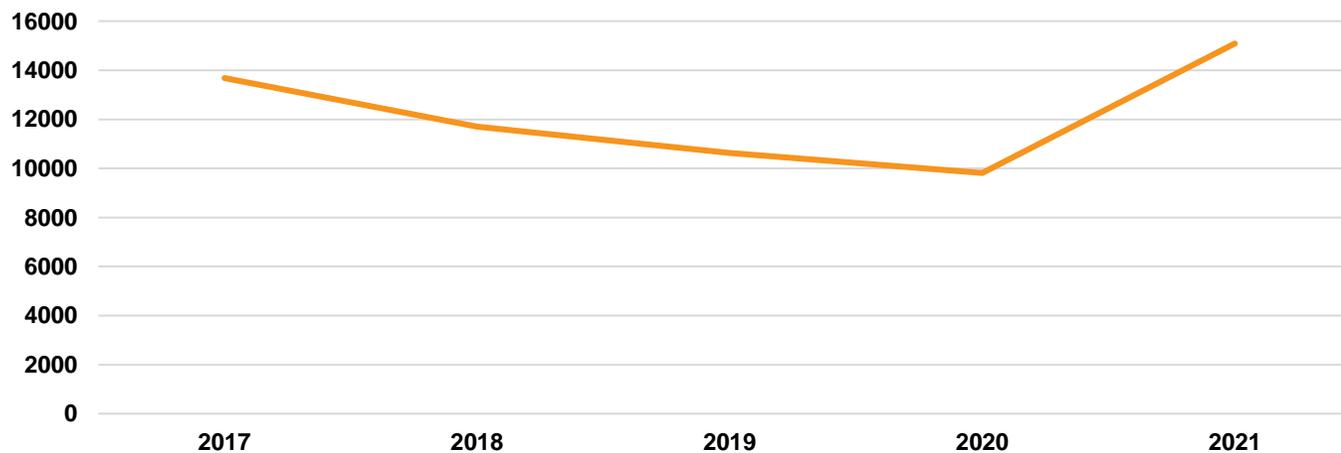
## Comments

- ▶ 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 200 Job Postings/Vacancies (South East Midlands)**



## Top 5 Core Competencies/Skills Needed

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



# 6. Sales and Customer Service



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

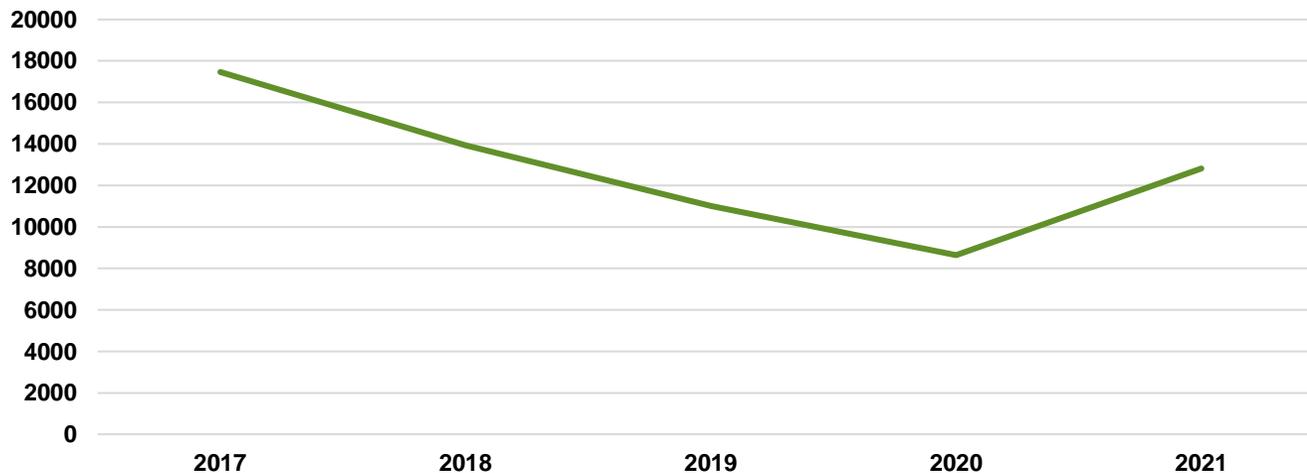
## Comments

- ▶ Increasing demand in business to business sales and service
- ▶ Need to be outgoing, a good listener and problem solver

## Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

Top 200 Job Postings/Vacancies (South East Midlands)



## Top 5 Core Competencies/Skills Needed

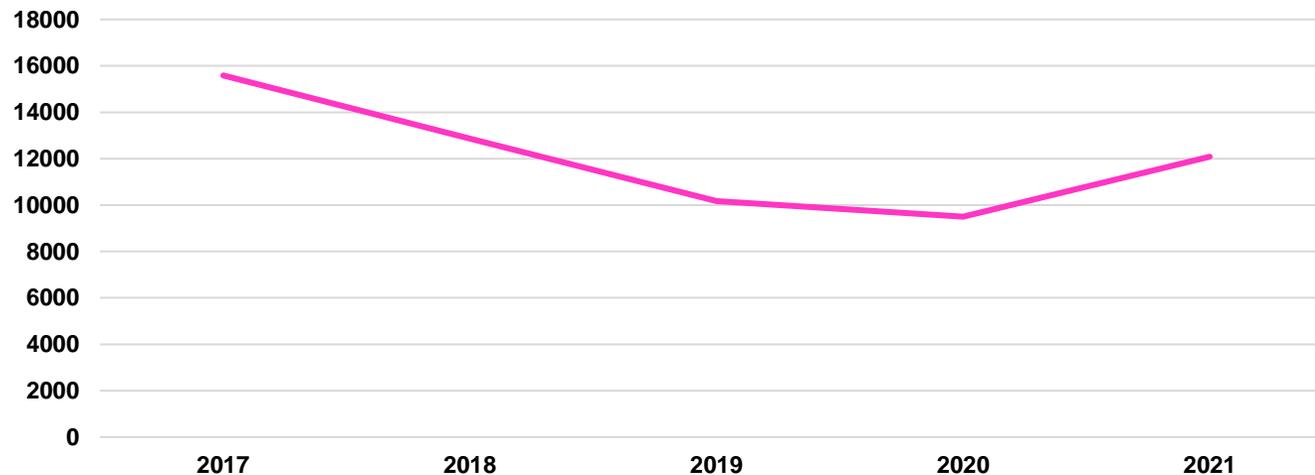
Communication Skills
Organisational Skills
Building Effective Relationships
Detail-Orientated
Microsoft Excel



# 7. Financial



**Top 200 Job Postings/Vacancies (South East Midlands)**



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

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

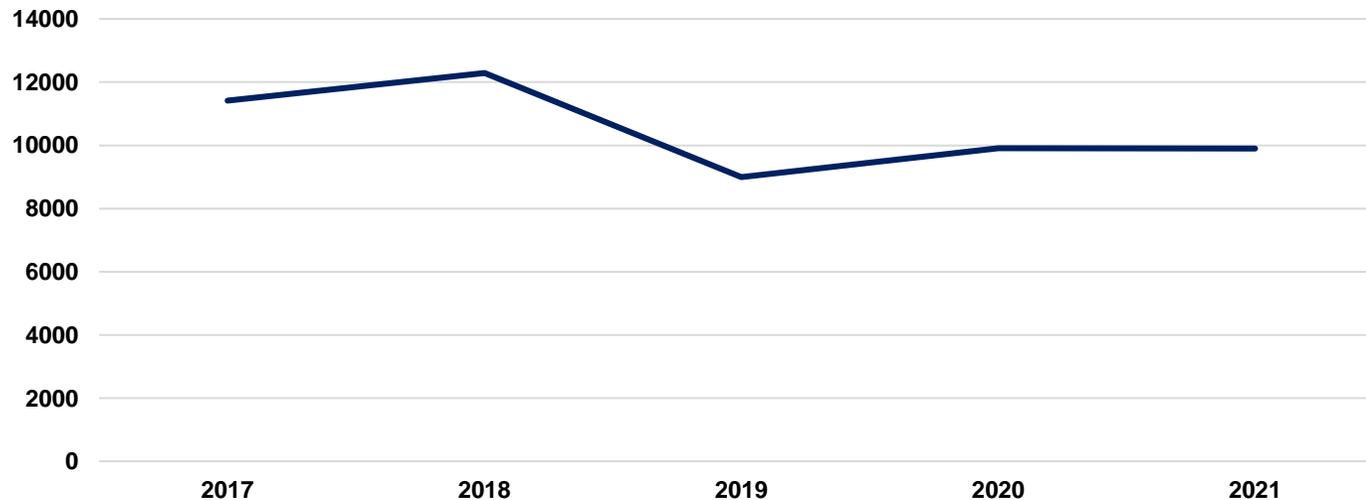
Microsoft Excel
Communication Skills
Detail Orientated
Meeting Deadlines
Problem Solving and Analytical Skills



# 8. Education



**Top 200 Job Postings/Vacancies (South East Midlands)**



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

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



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)

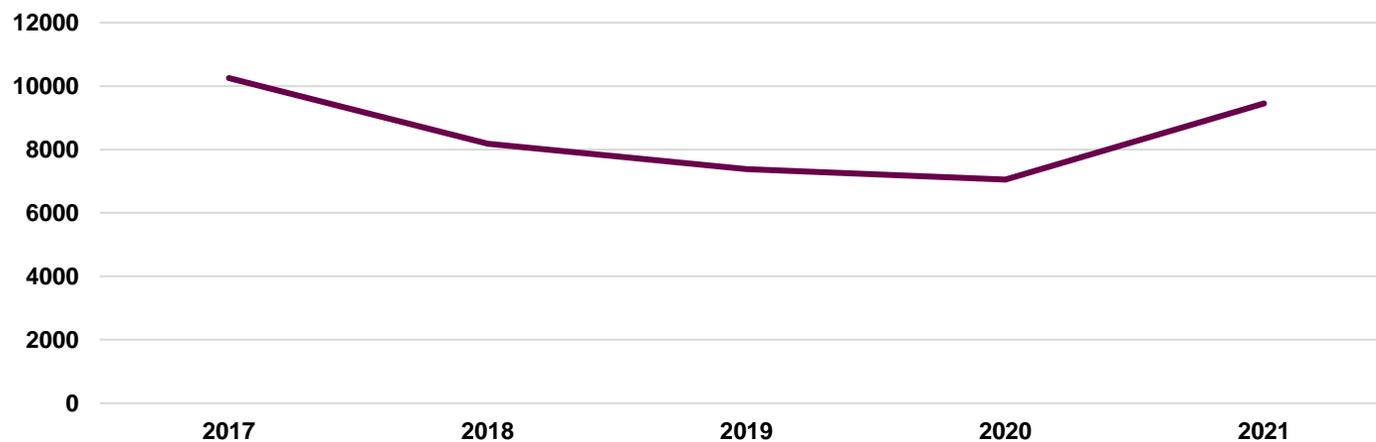
## Employer Preferred Pathways

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

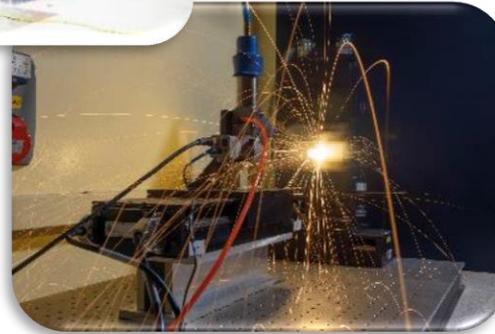
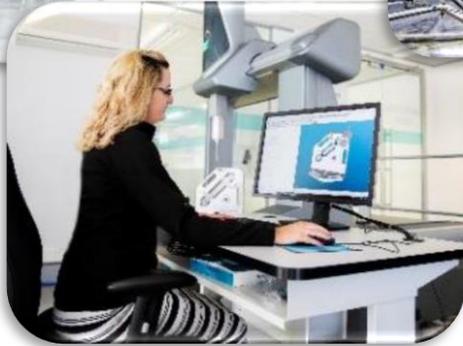
## Top 5 Core Competencies/Skills Needed

Communication Skills
Planning
Organisational Skills
Problem Solving
Microsoft Excel

Top 200 Job Postings/Vacancies (South East Midlands)



# 10. Engineering



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

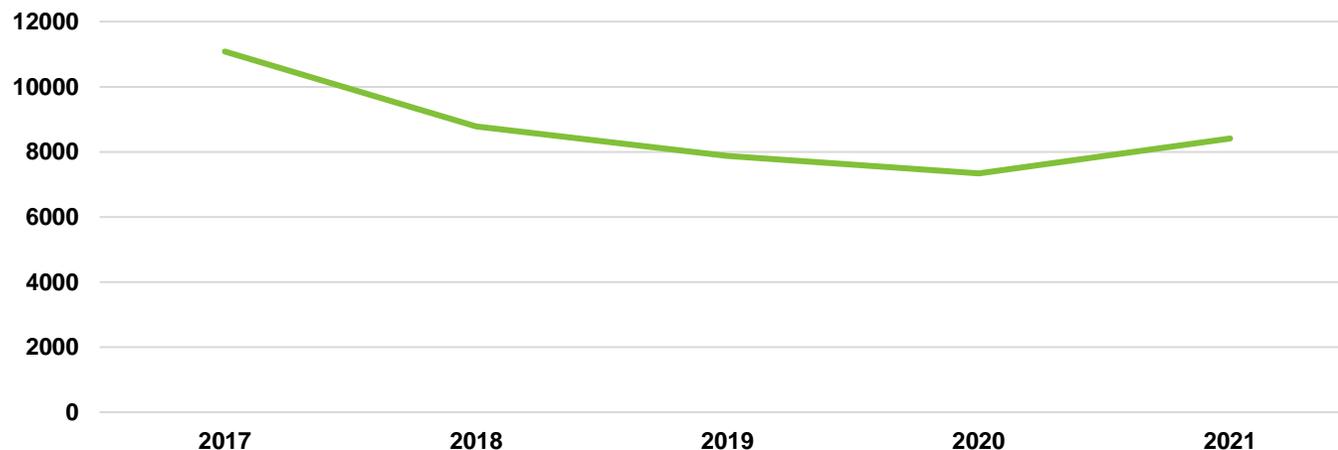
Problem Solving

Planning and Organisational Skills

Creativity

Detail Orientated

Top 200 Job Postings/Vacancies (South East Midlands)



# 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**



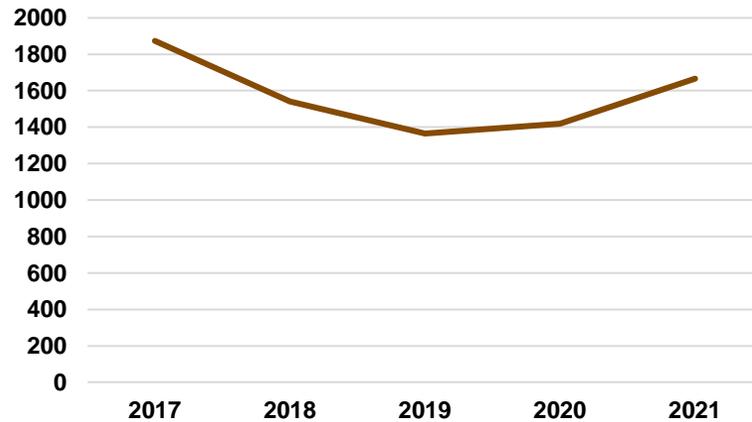
# Green Economy



## Utilities

Top Vacancies	Last 12 Months
Utilities Technician	1666

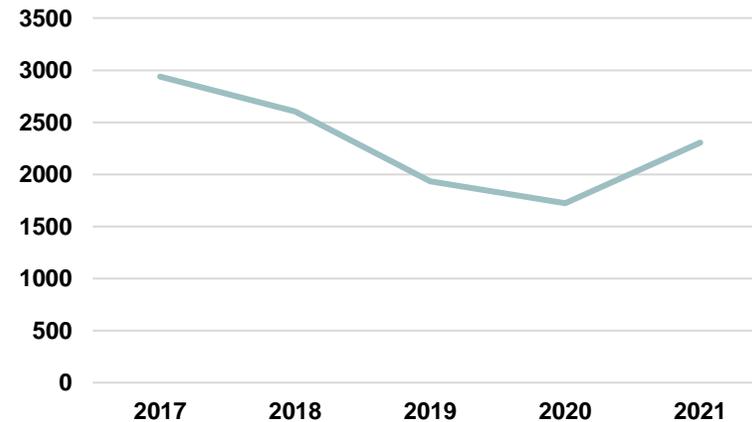
Top 200 Job Postings/Vacancies (South East Midlands)



## Automotive Service

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

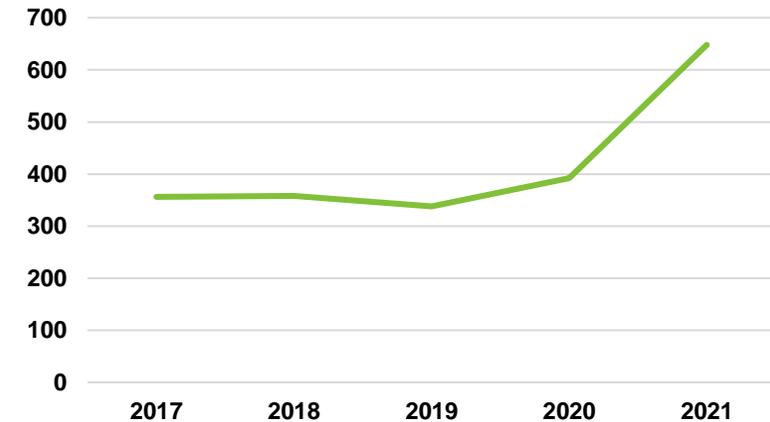
Top 200 Job Postings/Vacancies (South East Midlands)



## Agriculture/ Environment

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

Top 200 Job Postings/Vacancies (South East Midlands)



# 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](https://www.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/](http://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/](http://www.semlep.com/school-labour-market-information/)

**Details of occupations can be found at**

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