



South East Midlands

# Local Skills Report

## Annex B: Additional Analysis and References

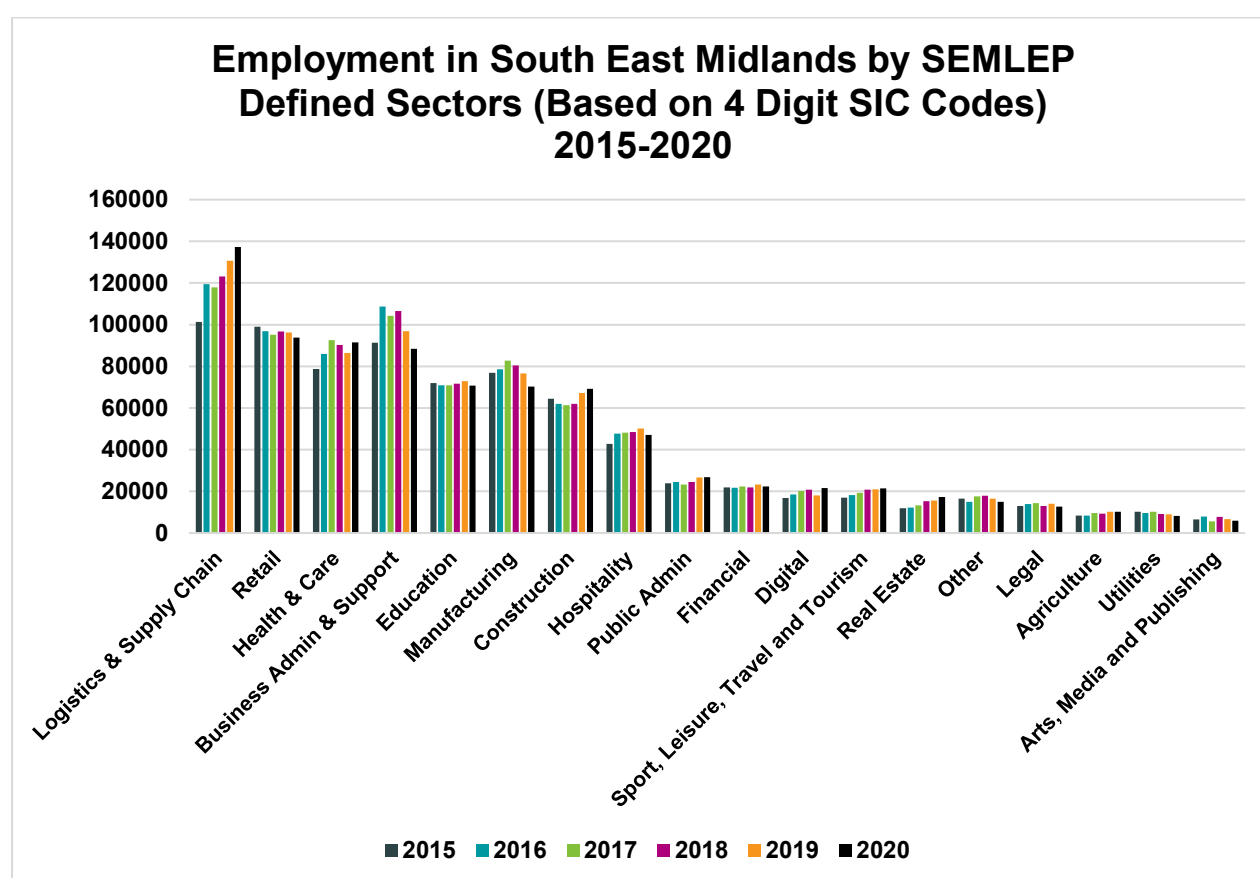


## Annex B – Additional Analysis and References

### Local Landscape

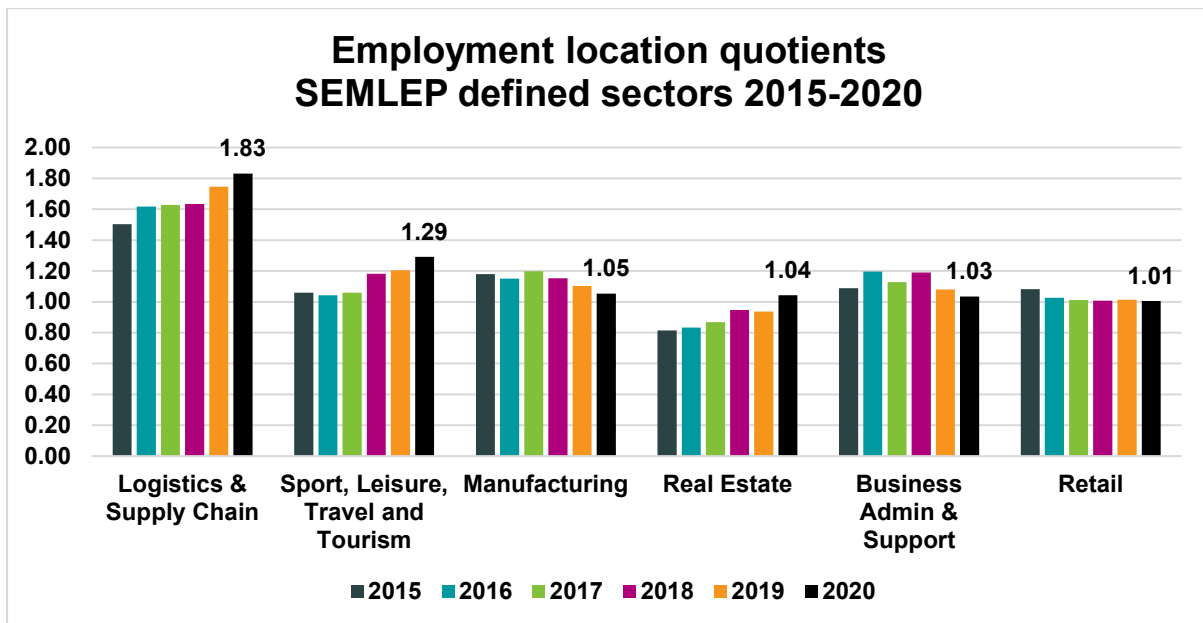
#### Employment by Sector

- Logistics and Supply Chain is the highest employment sector and is growing at the fastest rate.
- Positive employment growth trends in logistics and supply chain; health and care; construction; digital; sport, leisure and tourism; real estate.
- Decline in employment numbers in retail; business admin and support; manufacturing.
- Education; hospitality; financial have remained consistent.



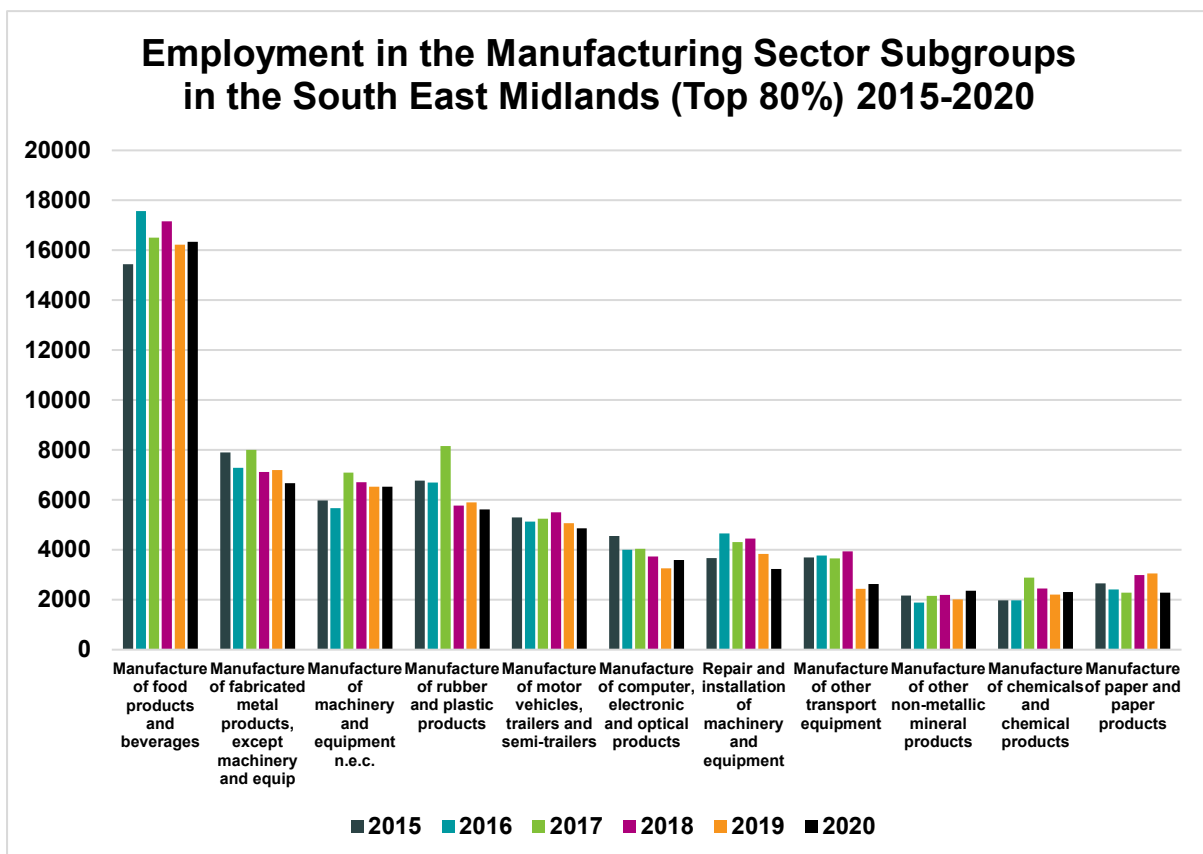
Source: Business Register and Employment Survey: ONS, 2021

- Logistics and supply chain; retail; business administration and support; manufacturing; sport, leisure, travel and tourism; real estate have high employment location quotients in the South East Midlands, i.e., proportionally more employment in the South East Midlands than the national average.
- The location quotients for logistics; supply chain and sport, leisure, travel and tourism; real estate are increasing.
- The location quotients for business administration and support and manufacturing are decreasing.



Source: Business Register and Employment Survey: ONS, 2021

- Whilst there has been a decline of employment in manufacturing there have been increases in the sector subgroups from 2015 to 2020 for food products and beverages; machinery and equipment n.e.c.; other non-metallic mineral products.
- The reductions in employment have occurred in most sub groups.



Source: Business Register and Employment Survey: ONS, 2021

- The sectors providing employment across the South East Midlands in 2020 differ in the local authority areas.

Rank	Bedford	Central Bedfordshire	Luton	Milton Keynes	North Northamptonshire	West Northamptonshire
1	Health & Care	Retail	Logistics & Supply Chain	Logistics & Supply Chain	Logistics & Supply Chain	Logistics & Supply Chain
2	Retail	Construction	Business Admin & Support	Business Admin & Support	Manufacturing	Health & Care
3	Logistics & Supply Chain	Logistics & Supply Chain	Health & Care	Retail	Retail	Retail
4	Construction	Business Admin & Support	Construction	Education	Health & Care	Business Admin & Support
5	Business Admin & Support	Education	Retail	Health & Care	Business Admin & Support	Manufacturing
6	Education	Manufacturing	Education	Construction	Construction	Construction
7	Manufacturing	Hospitality	Manufacturing	Hospitality	Education	Education
8	Public Admin	Health & Care	Hospitality	Manufacturing	Hospitality	Hospitality
9	Hospitality	Public Admin	Other	Financial	Sport, Leisure, Travel and Tourism	Financial
10	Real Estate	Real Estate	Sport, Leisure, Travel and Tourism	Digital	Real Estate	Public Admin

Source: Business Register and Employment Survey: ONS, 2021

- The sectors providing employment growth across the South East Midlands from 2015 to 2020 differ in the local authority areas with logistics and supply chain and health and care dominating.
- Construction, digital, real estate, hospitality, sport, leisure, travel and tourism also feature in multiple areas.

Rank	Bedford	Central Bedfordshire	Luton	Milton Keynes	North Northamptonshire	West Northamptonshire
1	Construction	Logistics & Supply Chain	Logistics & Supply Chain	Health & Care	Logistics & Supply Chain	Logistics & Supply Chain
2	Health & Care	Construction	Health & Care	Logistics & Supply Chain	Health & Care	Health & Care
3	Logistics & Supply Chain	Public Admin	Business Admin & Support	Construction	Sport, Leisure, Travel and Tourism	Digital
4	Hospitality	Education	Real Estate	Sport, Leisure, Travel and Tourism	Real Estate	Hospitality
5	Real Estate	Real Estate	Sport, Leisure, Travel and Tourism	Legal	Digital	Sport, Leisure, Travel and Tourism

Source: Business Register and Employment Survey: ONS, 2021

- The indicators for the impact of Covid-19 suggest there will be reductions in employment numbers in:
  - Accommodation and food service activities
  - Some manufacturing – primarily motor vehicle components
  - Retail
  - Administrative and support service activities
- The areas most at risk of longer-term reductions in employment are:
  - Luton
  - Central Bedfordshire
  - West Northamptonshire
  - Milton Keynes
- Some of the redundancies will be offset through the need for replacement employees due to the impact of leaving the EU and reduction of predominantly eastern European cohorts in the labour market.

*Sources: CLGU: HR1 Redundancies, November 2021, HMRC/Coronavirus Job Retention Scheme (CJRS) Statistics, August 2021/Labour Insight December 2021, SEMLEP Business Survey 2021.*

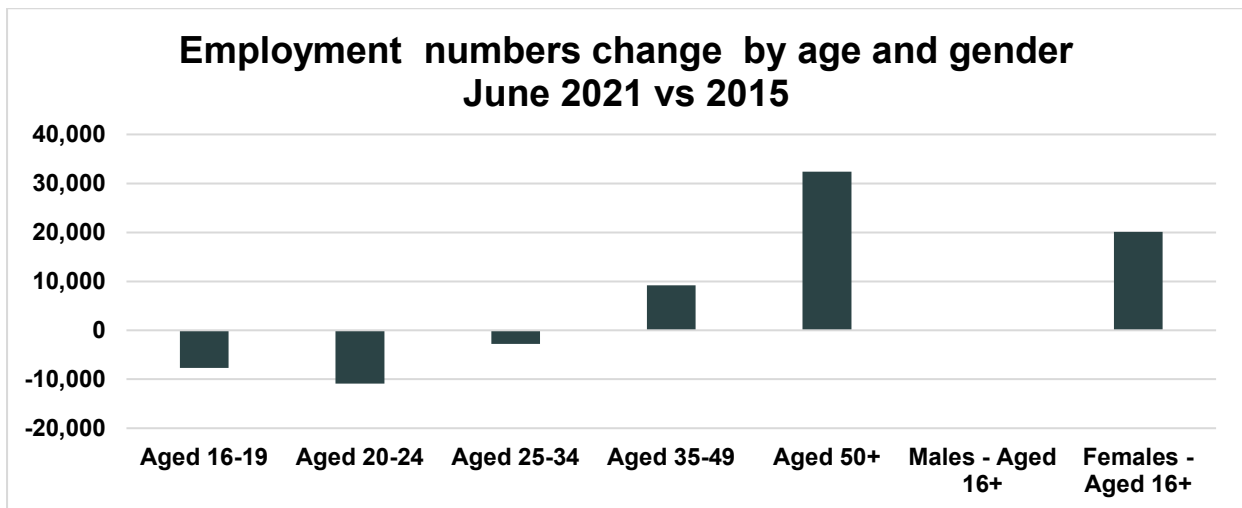
## Employment Demographics – June 2021 vs 2015

- Employment is increasing for male and female from 2015 to December 2021.
- Employment rates reduced due to the impact of Covid-19.
- Highest employment numbers increase since 2015 for those aged +50 and 35-49.
- Employment growth for women (+5%) has increased by over 20,000 since 2015.
- Women in employment continue at 47% of the local workforce compared to 2020.

Cohort	Population	Employment Numbers	Employment Rates (% points)	Main Drivers
<b>Age</b>				
Aged 16+	▲ 4%	▼ 2%	▼ -3%	Population increase, reduction in employment due to impact of Covid-19 and some of the labour force returning to the EU.
Aged 16-19 *	▲ -3%	▼ -29%	▼ -22%	Small population increase since 2019, reduction in employment due to people remaining in education and impact of Covid-19.
Aged 20-24	► -6%	▼ -15%	▼ -12%	Population numbers stable compared with previous year, reduction in employment due to people remaining in education and impact of Covid-19. No extensive HE pathways available in Milton Keynes.
Aged 25-34	▼ -3%	▼ -2%	▼ -2%	Population decrease, reduction in employment due to impact of Covid-19 and some of the labour force returning to the EU.
Aged 35-49	▲ 2%	▼ 3%	▼ 0%	Population increase, but reduction in employment numbers due to impact of Covid-19 and some of the labour force returning to the EU.
Aged 50+	▲ 10%	▲ 13%	▼ 1%	Population and employment number increase, but slight reduction in employment rate due to impact of Covid-19 and some of the labour force returning to the EU.
<b>Gender</b>				
Female - aged 16+	▲ 4%	▼ 5%	▼ 1%	Population increase, reduction in employment due to impact of Covid-19 and some of the labour force returning to the EU.
Male - aged 16+	▲ 4%	▼ 0%	▼ -6%	Population increase, reduction in employment due to impact of Covid-19 and some of the labour force returning to the EU.
<b>Ethnic Groups</b>				
Black or black British	▼ 29%	▼ 40%	▼ 11%	Population decrease, reduction in employment due to impact of Covid-19.
Indian	▲ 18%	▼ 29%	▼ 4%	Population increase, reduction in employment due to impact of Covid-19.
Mixed ethnic group	▲ 9%	▼ -9%	▼ -36%	Population increase, reduction in employment due to impact of Covid-19.
Other ethnic group	▲ 28%	▲ 33%	▲ 13%	Population increase with increasing employment numbers and rate.
Pakistani/Bangladeshi	▼ 25%	▲ 45%	▲ 15%	Population decrease but with increasing employment numbers and rate.
White	▲ 2%	▼ -2%	▼ -2%	Population increase, reduction in employment due to impact of Covid-19.

Source: Annual Population Survey: ONS, June 2021.

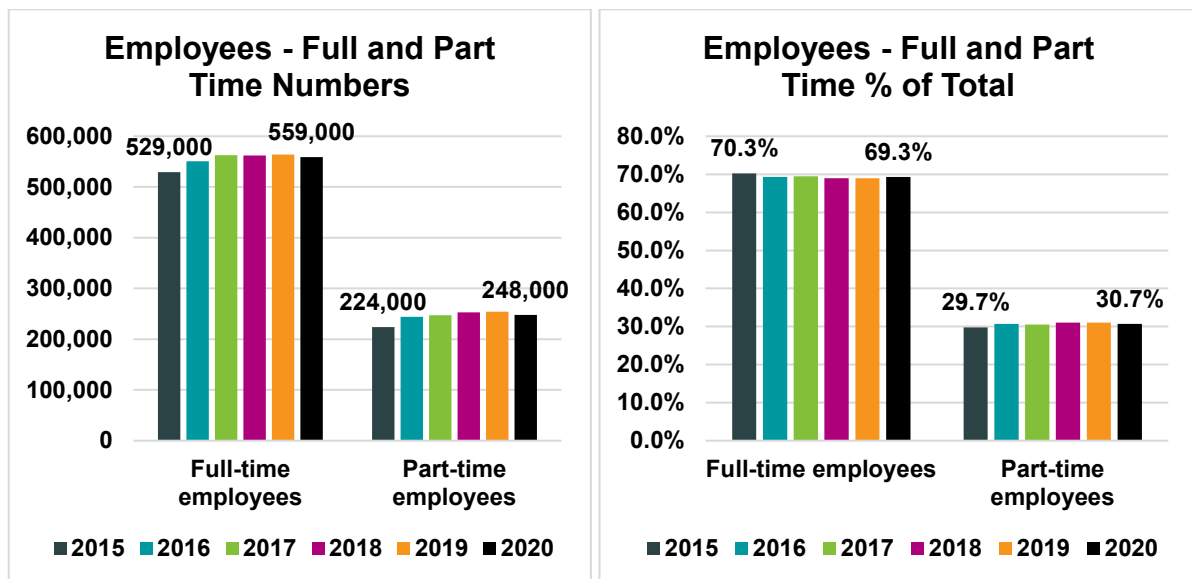




Source: Annual Population Survey: ONS, June 2021

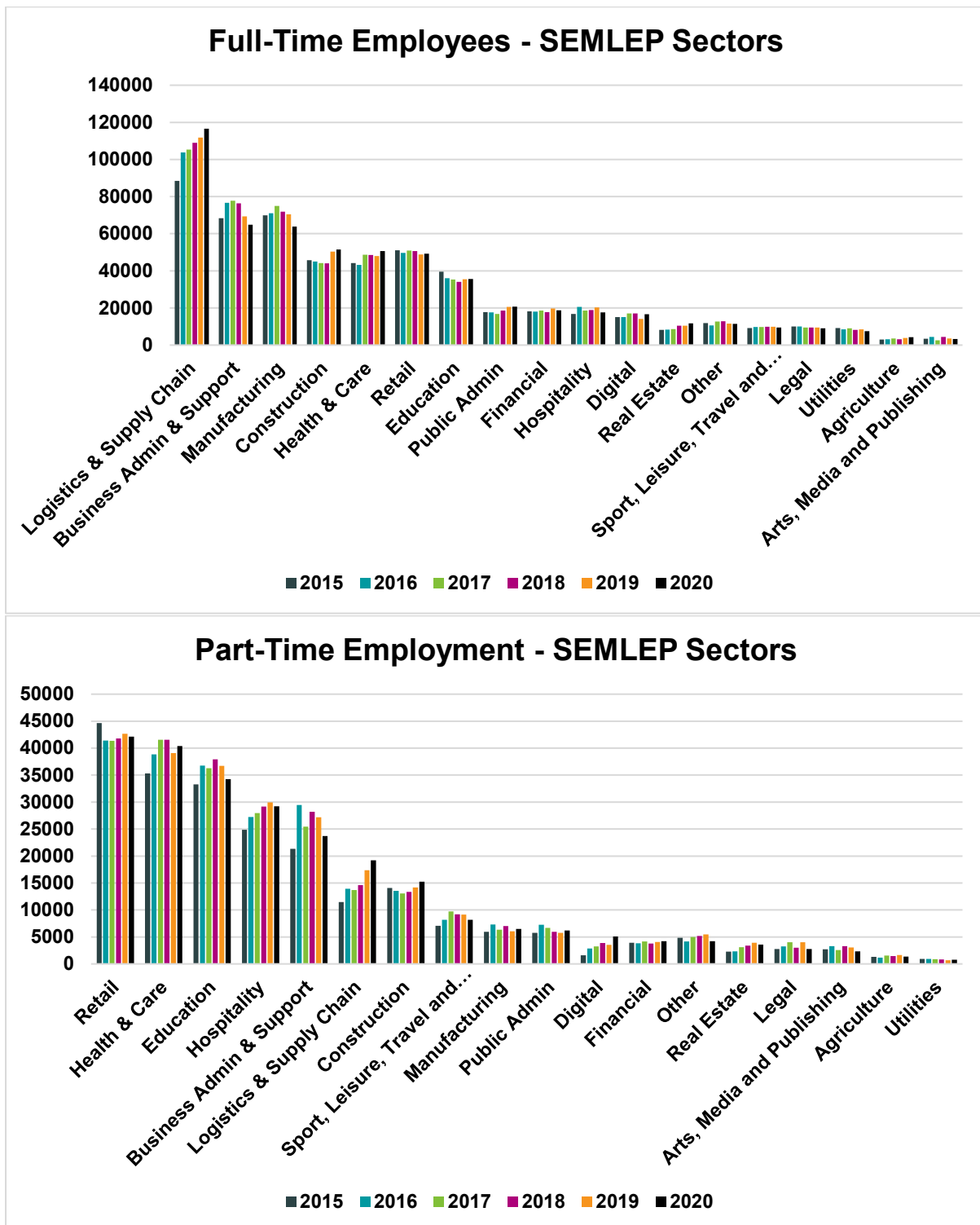
## Employment Type

- Both full and part time employment have increased from 2015 to 2020 with a slight decrease from 2019 to 2020.
- Full-time employment has increased by 6% and part-time by 11% since 2015.
- Part-time employment has slightly increased by 1% as a proportion of the total due to the gig economy, flexibility required by employers and individuals.



Source: Business Register and Employment Survey: ONS, 2020

- Full-time employment has increased the most and at the fastest rate in logistics and supply chain
- Increases in full-time employment are also being seen in construction, health and care, public administration, financial, digital, real estate, agriculture.
- Retail, health and care, education and hospitality are the top sectors for employers of part-time staff.
- Part-time employment has increased in several sectors the main increases being in health and care, logistics and supply chain, construction, digital.

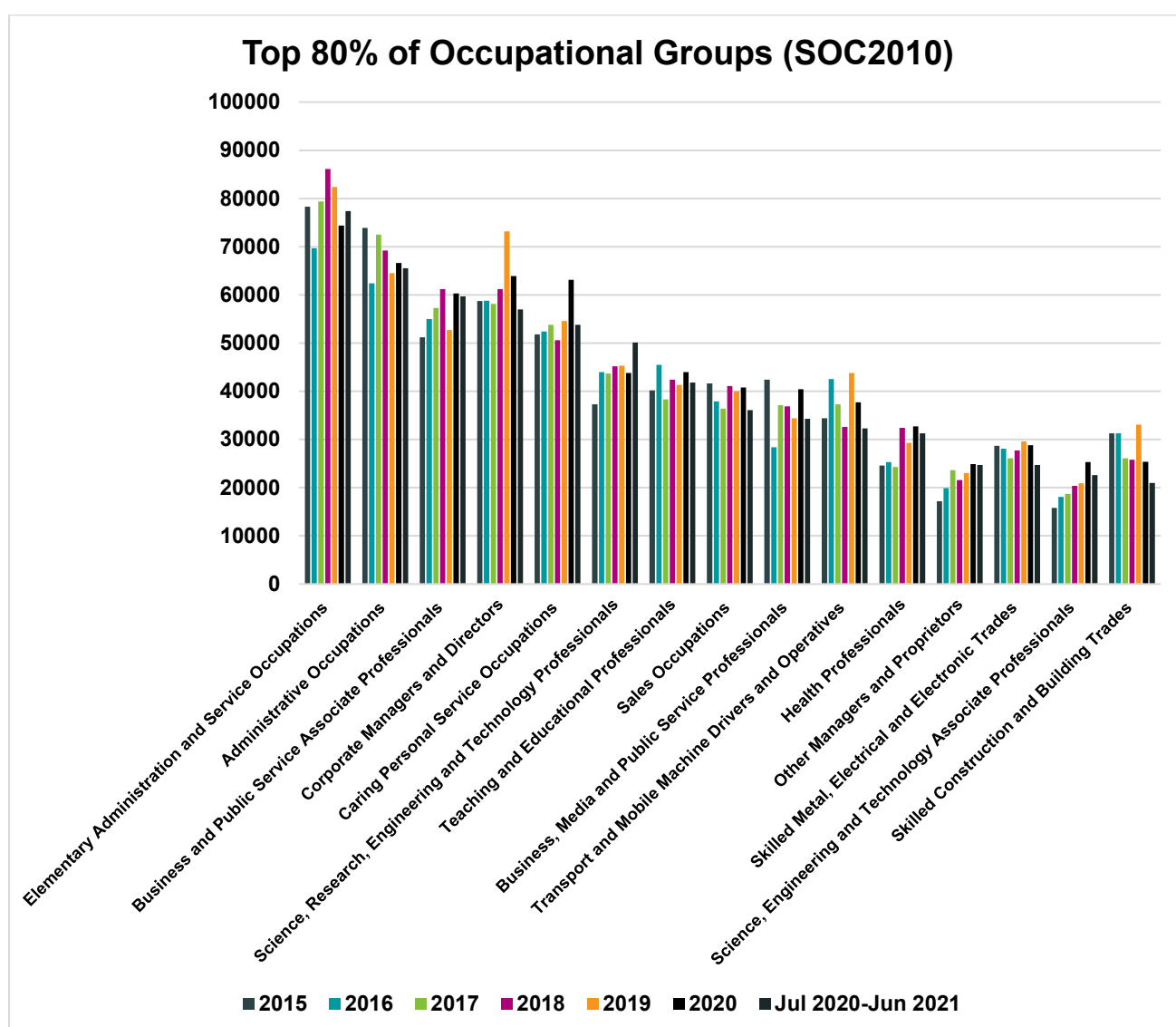


Source: Business Register and Employment Survey: ONS, 2020



## Employment by Occupation

- Occupational groups that have seen the greatest growth from 2015 to June 2021 are Science, Research, Engineering and Technology Professionals, Business and Public Service Associate Professionals, Other Managers and Proprietors, Science, Engineering and Technology Associate Professionals,
- There has also been significant growth for administrative occupations, Health Professionals, Elementary Trades and Related Occupations, Health and Social Care Associate Professionals, Protective Service Occupations, Skilled Agricultural and Related Trades, Caring Personal Service Occupations, Teaching and Educational Professionals.
- Reductions have been seen in Skilled Construction and Building Trades, Administrative Occupations, Business, Media and Public Service Professionals, Sales Occupations, Process, Plant and Machine Operatives, Textiles, Printing and Other Skilled Trades, Skilled Metal, Electrical and Electronic Trades, Culture, Media and Sports Occupations, Customer Service Occupations, Transport and Mobile Machine Drivers and Operatives, Corporate Managers and Directors, Secretarial and Related Occupations.



Source: Annual Population Survey: ONS, June 2021

- The participation in occupational groups differs for males and females.
- There is growth of employment for females within Caring Personal Service Occupations, Health Professionals, Elementary Trades and Related Occupations, Health and Social Care Associate Professionals, Science, Research, Engineering and Technology Professionals, Science, Engineering and Technology Associate Professionals, Protective Service Occupations, Business and Public Service Associate Professionals, Skilled Agricultural and Related Trades, Teaching and Educational Professionals, Corporate Managers and Directors, Textiles, Printing and Other Skilled Trades.
- There is growth of employment for males within Science, Research, Engineering and Technology Professionals, Other Managers and Proprietors, Business and Public Service Associate Professionals, Science, Engineering and Technology Associate Professionals, Elementary Administration and Service Occupations, Health Professionals, Skilled Agricultural and Related Trades, Leisure, Travel and Related Personal Service Occupations, Customer Service Occupations, Protective Service Occupations, Teaching and Educational Professionals, Culture, Media and Sports Occupations.

Rank	Male	Female
1	Elementary Administration and Service Occupations	Administrative Occupations
2	Science, Research, Engineering and Technology Professionals	Caring Personal Service Occupations
3	Corporate Managers and Directors	Elementary Administration and Service Occupations
4	Business and Public Service Associate Professionals	Teaching and Educational Professionals
5	Transport and Mobile Machine Drivers and Operatives	Business and Public Service Associate Professionals
6	Skilled Metal, Electrical and Electronic Trades	Health Professionals
7	Skilled Construction and Building Trades	Sales Occupations
8	Business, Media and Public Service Professionals	Corporate Managers and Directors
9	Other Managers and Proprietors	Business, Media and Public Service Professionals
10	Science, Engineering and Technology Associate Professionals	Secretarial and Related Occupations

Source: Annual Population Survey: ONS, June 2021

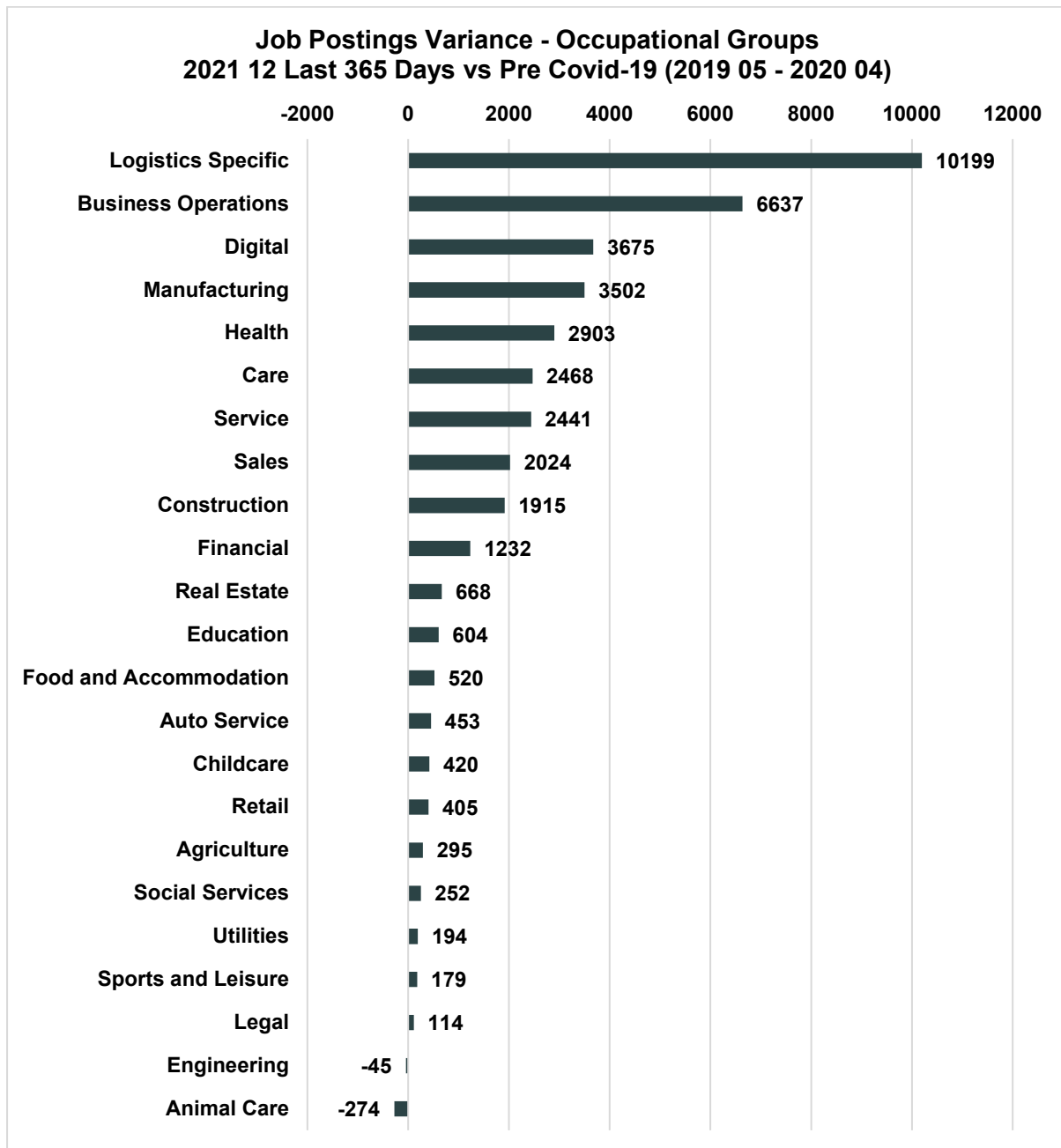
- The distribution and density of occupational groups differs throughout the area.
- The top 5 **growth** occupational groups for each local authority area are shown below together with common occupational groups highlighted.

Rank	Bedford	Central Bedfordshire	Luton	North Northamptonshire	West Northamptonshire	Milton Keynes
1	Elementary Administration and Service Occupations	Corporate Managers and Directors	Administrative Occupations	Elementary Administration and Service Occupations	Elementary Administration and Service Occupations	Administrative Occupations
2	Administrative Occupations	Elementary Administration and Service Occupations	Business and Public Service Associate Professionals	Caring Personal Service Occupations	Caring Personal Service Occupations	Science, Research, Engineering and Technology Professionals
3	Corporate Managers and Directors	Science, Research, Engineering and Technology Professionals	Elementary Administration and Service Occupations	Administrative Occupations	Corporate Managers and Directors	Business and Public Service Associate Professionals
4	Business and Public Service Associate Professionals	Administrative Occupations	Teaching and Educational Professionals	Corporate Managers and Directors	Business and Public Service Associate Professionals	Corporate Managers and Directors
5	Health Professionals	Caring Personal Service Occupations	Caring Personal Service Occupations	Business and Public Service Associate Professionals	Administrative Occupations	Caring Personal Service Occupations

Source: Annual Population Survey: ONS, June 2021

## Job Vacancies

- Business growth, the impact of Covid-19 and the UK leaving the EU has changed the demand for some occupational groups.
- Job vacancies within the occupational groups for Logistics Specific, Business Operations, Digital, Manufacturing, Health, Care, Service, Sales and Construction have significantly increased when compared to April 2020 (pre Covid-19).
- Occupational groups for Engineering and Animal Care have reduced.



Source: Labour Insight (Burning Glass Technologies), SEMLEP defined occupational groups

The occupations with a demand of over 1000 in the year up to December 2021 are listed below.

Occupation	2021 12 Last 365 Days	2019 05 - 2020 04	Variance	Occupational Group
Office / Administrative Assistant	7,517	5226	2291	Business Operations
Labourer / Material Handler	5,906	2637	3269	Logistics Specific
Customer Service Representative	5,485	4658	827	Sales
Software Developer / Engineer	4,812	3453	1359	Digital
Registered General Nurse (RGN)	4,263	3735	528	Health
Caregiver / Personal Care Aide	4,257	2645	1612	Care
Account Manager / Representative	3,963	3276	687	Business Operations
Project Manager	3,831	3891	-60	Business Operations
Delivery Driver	3,393	2095	1298	Logistics Specific
Production Worker	3,019	1498	1521	Manufacturing
Warehouse / Inventory Associate	2,989	1243	1746	Logistics Specific
Bookkeeper / Accounting Clerk	2,944	2673	271	Financial
General cleaner	2,941	1531	1410	Service
Accountant	2,463	2135	328	Financial
HGV / LGV Class 1 Driver	2,408	1749	659	Logistics Specific
Care assistant	2,385	1617	768	Care
HGV / LGV Class 2 Driver	2,352	1787	565	Logistics Specific
Sales Manager	2,288	1893	395	Sales
Computer Support Specialist	2,266	1936	330	Digital
Maintenance Technician	2,112	1872	240	Engineering
Teaching Assistant	2,104	1523	581	Education
Automotive Service Technician / Mechanic	2,031	1531	500	Auto Service
Human Resources / Labour Relations Specialist	1,985	1379	606	Business Operations
Data / Data Mining Analyst	1,968	1599	369	Digital
Sales Assistant	1,886	1524	362	Sales
Financial Manager	1,869	1471	398	Financial
Retail Sales Associate	1,817	1395	422	Retail
Tutor	1,756	1177	579	Education
Chef	1,750	1679	71	Food and Accommodation
Lawyer	1,726	1715	11	Legal
Utilities Technician	1,671	1472	199	Utilities
Sales Representative	1,657	1523	134	Sales
Recruiter	1,634	1385	249	Business Operations
Receptionist	1,453	984	469	Business Operations
Mechanical Engineer	1,419	1739	-320	Engineering
Construction Helper / Worker	1,390	962	428	Construction
Marketing Manager	1,330	1056	274	Business Operations
Civil Engineer	1,330	1195	135	Construction
Primary School Teacher	1,302	1584	-282	Education
Retail Store Manager / Supervisor	1,237	1182	55	Retail
Food Service Team Member	1,236	1116	120	Food and Accommodation
Computer Systems Engineer / Architect	1,222	998	224	Digital

Occupation	2021 12 Last 365 Days	2019 05 - 2020 04	Variance	Occupational Group
Physician	1,208	1157	51	Health
Operations Manager	1,193	954	239	Manufacturing
Electrician	1,187	873	314	Construction
Scheduler / Operations Coordinator	1,151	855	296	Business Operations
Forklift / Pallet Jack Operator	1,148	483	665	Logistics Specific
University Lecturer	1,107	903	204	Education
Family / School / General Social Worker	1,092	837	255	Social Services
Nursing Assistant / Healthcare Assistant	1,072	820	252	Health
Manufacturing Machine Operator	1,070	753	317	Manufacturing
Security Officer	1,064	787	277	Service
Construction Manager	1,047	837	210	Construction
Buyer / Purchasing Agent	1,023	972	51	Business Operations

Source: Labour Insight (Burning Glass Technologies), SEMLEP defined occupational groups

The occupations in demand within the SEMLEP defined occupational groups are:

Occupational Group	Occupation	2021 12 Last 365 Days	2019 05 - 2020 04	Variance
Agriculture	Landscaping / Groundskeeping Worker	459	216	243
	Farm / Nursery / Greenhouse Worker	177	121	56
Animal Care	Veterinarian	323	513	-190
	Veterinary Nurses and Assistants	101	191	-90
Auto Service	Automotive Service Technician / Mechanic	2031	1531	500
	Auto Body Technician	307	338	-31
Business Operations	Office / Administrative Assistant	7517	5226	2291
	Account Manager / Representative	3963	3276	687
	Project Manager	3831	3891	-60
	Human Resources / Labour Relations Specialist	1985	1379	606
	Recruiter	1634	1385	249
	Receptionist	1453	984	469
	Marketing Manager	1330	1056	274
	Scheduler / Operations Coordinator	1151	855	296
	Buyer / Purchasing Agent	1023	972	51
	Senior Administrator	992	836	156
	Procurement Manager	892	691	201
	Business / Management Analyst	840	678	162
	Training and Development Specialist	586	473	113
	Marketing Representative	559	512	47
	Human Resources Manager	539	476	63
	Executive Assistant	536	469	67
	General Manager	475	432	43
	Compliance Manager	465	411	54
	Safety Coordinator	388	268	120
	Contract Administrator / Manager	363	278	85
	Purchasing Assistant	362	249	113

	Order Processor / Order Entry Clerk	354	116	238
	Business Continuity Planner / Analyst	337	258	79
	Business Intelligence Analyst	327	210	117
	Safety Manager	323	290	33
	Interpreter / Translator	292	170	122
	Administration Manager	283	182	101
	Document Control / Management Specialist	280	151	129
	Market Research Analyst	271	267	4
	Human Resources Assistant	269	265	4
	Programme Manager	266	200	66
	Marketing Coordinator / Assistant	247	228	19
	E - Commerce Analyst	247	140	107
	Operations Analyst	246	154	92
	Public Relations Specialist	231	228	3
	Telemarketer	218	297	-79
	Social Media Strategist / Specialist	213	139	74
	Merchandising Specialist	205	176	29
	Chief Executive Officer	194	178	16
	Event Specialist	173	176	-3
	Telephone Operator	159	158	1
	Fundraising / Development Specialist	122	162	-40
Care	Caregiver / Personal Care Aide	4257	2645	1612
	Care assistant	2385	1617	768
	Assistant Care Worker	471	357	114
	Nursing Home / Home Health Administrator	332	327	5
Childcare	Nursery nurses, assistants and playworkers	891	701	190
	Preschool / Childcare Teacher	359	280	79
	Nanny / Babysitter	224	72	152
Construction	Construction Helper / Worker	1390	962	428
	Civil Engineer	1330	1195	135
	Electrician	1187	873	314
	Construction Manager	1047	837	210
	Quantity surveyors	898	1111	-213
	Carpenter	749	444	305
	HVAC Mechanic / Installer	651	481	170
	Land Surveyors	545	412	133
	Painter	470	142	328
	Plumber	387	187	200
	Chartered architectural technologists/town planning technicians	324	348	-24
	Pipe Fitter	208	158	50
	Architect	152	164	-12
	Civil Engineering Technician	82	179	-97



Digital	Software Developer / Engineer	4812	3453	1359
	Computer Support Specialist	2266	1936	330
	Data / Data Mining Analyst	1968	1599	369
	Computer Systems Engineer / Architect	1222	998	224
	IT Project Manager	947	681	266
	Web Developer	851	882	-31
	Information Security Engineer / Analyst	634	477	157
	Software QA Engineer / Tester	623	378	245
	Systems Analyst	606	481	125
	Database Administrator	473	380	93
	Network / Systems Support Specialist	441	299	142
	Network Engineer / Architect	386	200	186
	Network / Systems Administrator	385	269	116
	Graphic Designer / Desktop Publisher	383	308	75
	Computer Programmer	381	336	45
	Chief Information Officer / Director of Information Technology	326	246	80
	Business Intelligence Architect / Developer	136	162	-26
Education	Teaching Assistant	2104	1523	581
	Tutor	1756	1177	579
	Primary School Teacher	1302	1584	-282
	University Lecturer	1107	903	204
	Secondary School Teacher	567	713	-146
	Vocational Education Trainer / Tutor	411	317	94
	Science Teacher	329	501	-172
	Maths Teacher	302	411	-109
	Researcher / Research Associate	286	195	91
	Driving instructors	274	143	131
	Special Education Needs (SEN) Teacher	272	258	14
	English / Language Arts Teacher	257	366	-109
	Supply Teacher	243	312	-69
	Primary and Secondary School Headteacher	198	201	-3
	Bilingual / ESL / Foreign Language Teacher	113	194	-81
	Physical Education Teacher	43	160	-117
Engineering	Maintenance Technician	2112	1872	240
	Mechanical Engineer	1419	1739	-320
	Electrical Engineer	919	1053	-134
	Industrial Engineer	702	710	-8
	Validation Engineer	689	608	81
	Engineering Manager	659	526	133
	Repair / Service Technician	593	539	54
	Product Development Engineer	559	515	44
	Electronics Engineer	363	330	33
	Electrical / Electronic Engineering Technician	353	387	-34
	Maintenance / Service Supervisor	348	298	50
	CAD Designer / Draughtsperson/Draughtsman	305	439	-134

	Chemical / Process Engineer	171	127	44
	Sales Engineer	136	189	-53
Financial	Bookkeeper / Accounting Clerk	2944	2673	271
	Accountant	2463	2135	328
	Financial Manager	1869	1471	398
	Financial Analyst	899	639	260
	Payroll Specialist	781	561	220
	Credit Analyst / Authoriser	659	767	-108
	Auditor	554	598	-44
	Estimator	361	472	-111
	Personal Financial Advisors	334	304	30
	Financial Services Sales Agent	322	284	38
	Insurance Sales Agent	270	208	62
	Finance Assistant	193	149	44
	Tax Manager	164	111	53
	Cashier	149	176	-27
	Insurance Claims Specialist	114	175	-61
Food and Accommodation	Chef	1750	1679	71
	Food Service Team Member	1236	1116	120
	Kitchen Staff	662	412	250
	Restaurant / Food Service Supervisor	406	292	114
	Waiter / Waitress	338	281	57
	Restaurant / Food Service Manager	272	217	55
	Bartender	256	304	-48
Health	Registered General Nurse (RGN)	4263	3735	528
	Physician	1208	1157	51
	Nursing Assistant / Healthcare Assistant	1072	820	252
	Healthcare Manager	987	765	222
	Psychologist	685	326	359
	Nurse Practitioner	635	539	96
	Health Technician / Technologist (Other)	595	342	253
	Occupational Therapist	564	344	220
	Pharmacist	465	346	119
	Physiotherapist	448	400	48
	Medical Laboratory Technician	291	152	139
	Registered Mental Nurse (RMN)	280	183	97
	Chemist	259	141	118
	Dental Assistant	254	235	19
	Nursing Manager / Supervisor	238	230	8
	Care assistant (Mental health)	238	64	174
	Medical Scientist	216	163	53
	Pharmacy Technician	211	111	100
	Medical / Clinical Social Worker	206	137	69
	Optometrist	202	164	38
	Health Visitor	201	126	75

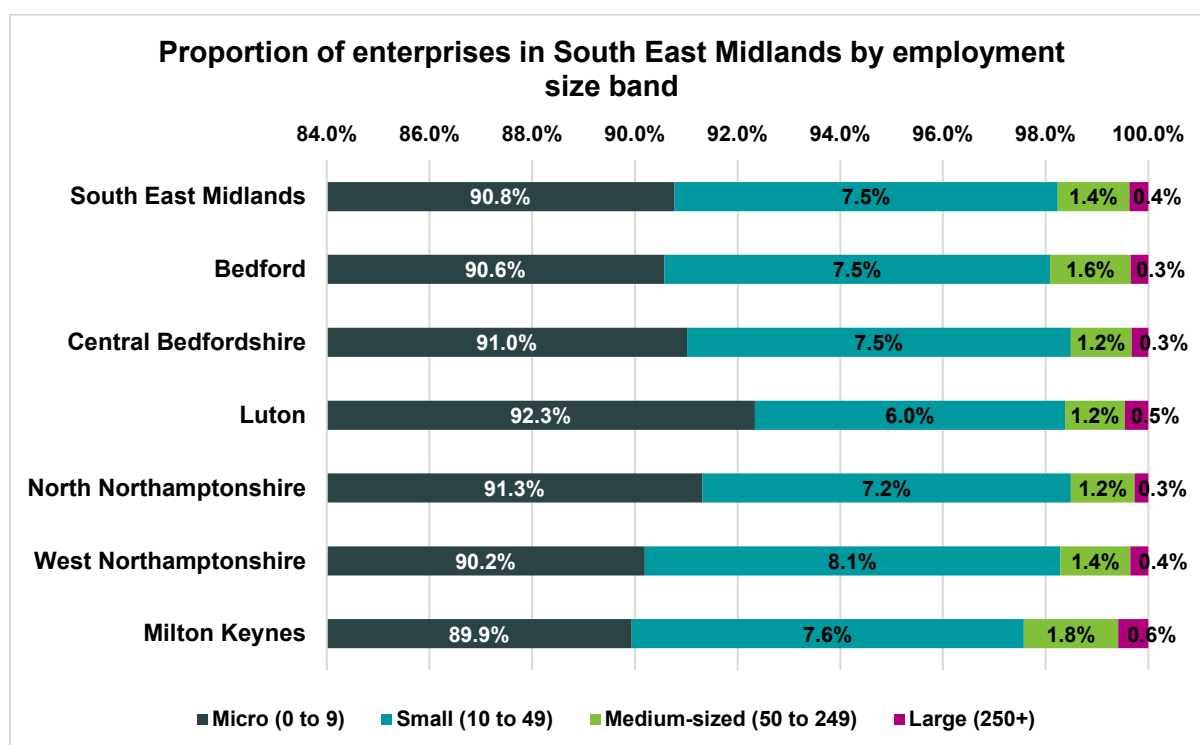
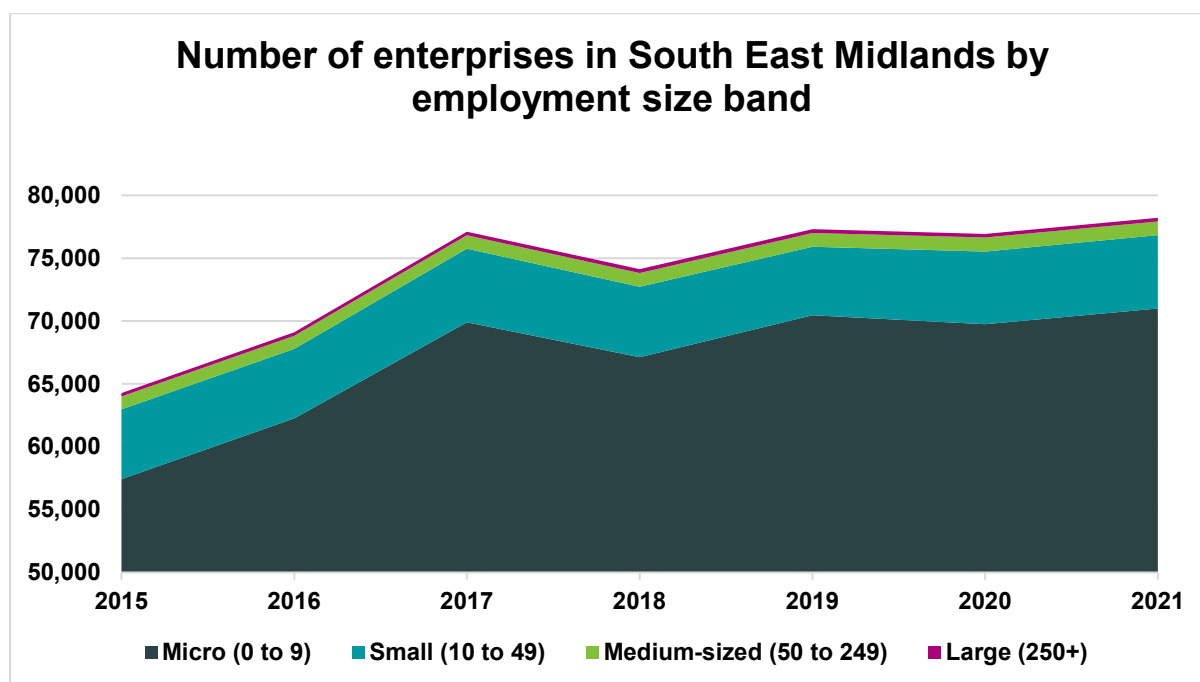
	Optician	175	165	10
	Radiology Technician	171	178	-7
	Dentist / Orthodontist / Prosthodontist	148	233	-85
Legal	Lawyer	1726	1715	11
	Paralegal / Legal Assistant	580	425	155
	Legal Secretary	218	235	-17
Logistics Specific	Labourer / Material Handler	5906	2637	3269
	Delivery Driver	3393	2095	1298
	Warehouse / Inventory Associate	2989	1243	1746
	HGV / LGV Class 1 Driver	2408	1749	659
	HGV / LGV Class 2 Driver	2352	1787	565
	Forklift / Pallet Jack Operator	1148	483	665
	Logistics / Supply Chain Analyst	670	339	331
	Van / Taxi / Shuttle Driver	647	468	179
	Storage / Distribution Manager	541	347	194
	Stocking Clerk / Sales Floor Support	506	244	262
	Packager	506	186	320
	Transportation Planner / Analyst	476	275	201
	Mobile machine drivers and loaders	285	170	115
	Postal Service / Mail Room Worker	271	133	138
	Logistician / Supply Chain Specialist	261	125	136
	Data Warehousing Specialist	222	172	50
	Transportation Supervisor	219	106	113
	Logistics Manager	218	148	70
	Parts Specialist / Salesperson	201	168	33
Manufacturing	Production Worker	3019	1498	1521
	Operations Manager	1193	954	239
	Manufacturing Machine Operator	1070	753	317
	Welder / Solderer	983	636	347
	CNC Operator	962	798	164
	Quality Inspector / Technician	931	798	133
	Production Supervisor	872	662	210
	Production Plant Manager	640	504	136
	Test Technician	372	401	-29
	Electronic / Electrical Assembler	354	251	103
	Product Manager	353	187	166
	Manufacturing Engineer	323	257	66
	Machinist	272	192	80
	Coating / Painting Worker	265	218	47
	Facilities Manager	211	183	28
	Manufacturing / Production Technician	202	113	89
	Quality Control Analyst	193	150	43
	CNC Programmer	145	221	-76
	Quality Control Systems Managers	142	158	-16

Real Estate	Property / Real Estate / Community Managers	712	494	218
	Real Estate Agent / Broker	659	366	293
	Licensed Conveyancer	343	216	127
	Property Appraiser / Assessor	168	137	31
Retail	Retail Sales Associate	1817	1395	422
	Retail Store Manager / Supervisor	1237	1182	55
	Barber / Hair Stylist / Cosmetologist	147	174	-27
Sales	Customer Service Representative	5485	4658	827
	Sales Manager	2288	1893	395
	Sales Assistant	1886	1524	362
	Sales Representative	1657	1523	134
	Customer Service Manager	774	487	287
	Product Demonstrator	230	84	146
Service	General cleaner	2941	1531	1410
	Security Officer	1064	787	277
	Janitor / Cleaner	605	341	264
	Maid / Housekeeping Staff	492	303	189
	Prison Officer	403	111	292
Social Services	Family / School / General Social Worker	1092	837	255
Sports and Leisure	Coach	456	267	189
	Personal Trainer / Fitness Instructor	374	380	-6
Utilities	Utilities Technician	1671	1472	199

Source: Labour Insight (Burning Glass Technologies), SEMLEP defined occupational groups

## Enterprises by Employment Size Band

- The number businesses in the South East Midlands have increased by 13,940 from 2015 to 2021, an increase of 21.7%.
- Micro, small and medium enterprises (0-249 employees) make up 99.6% of all businesses in the area and this has remained unchanged since 2015.
- The number of Micro Businesses (0-9 employees) has increased by 13,585, 23.7%.
- Small (10-49) increased by 5%, medium (50-249) by 5.8% and large by 5.5%

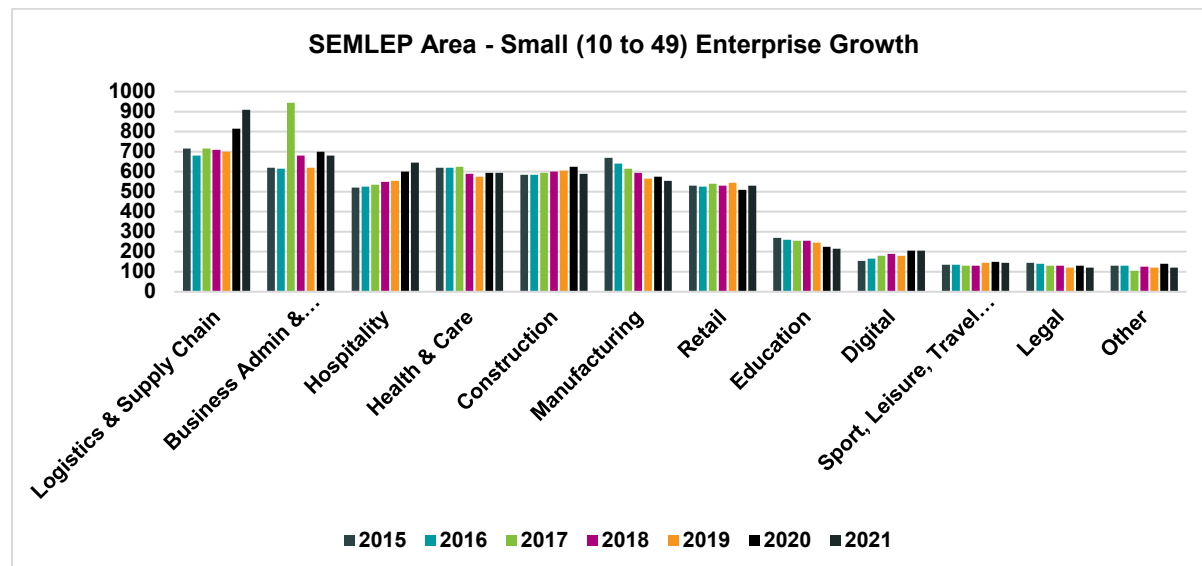
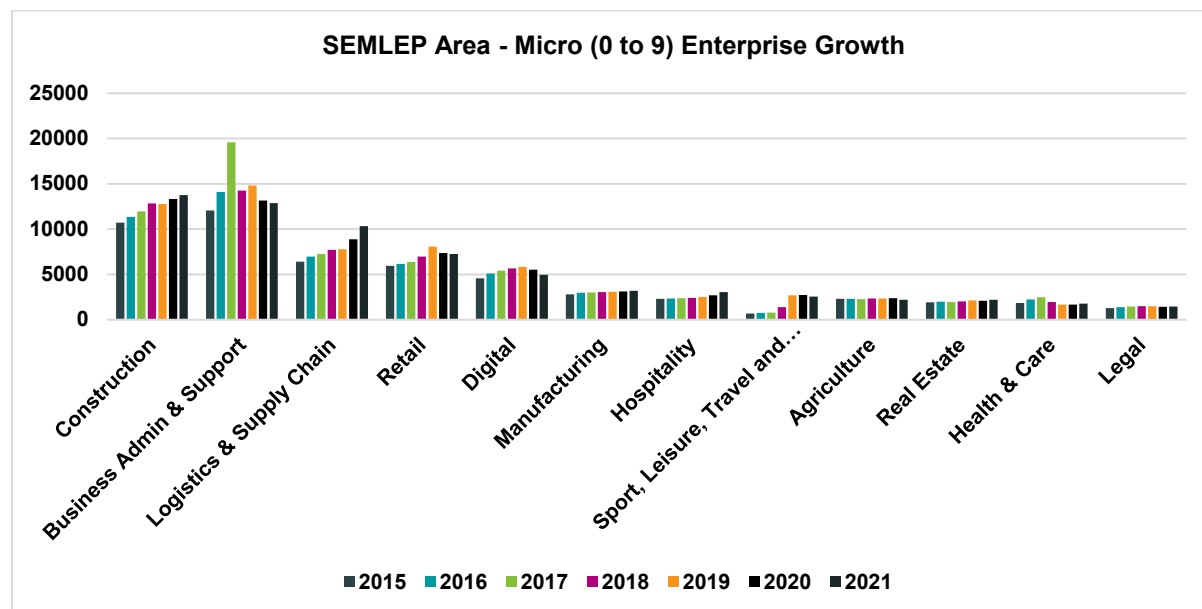


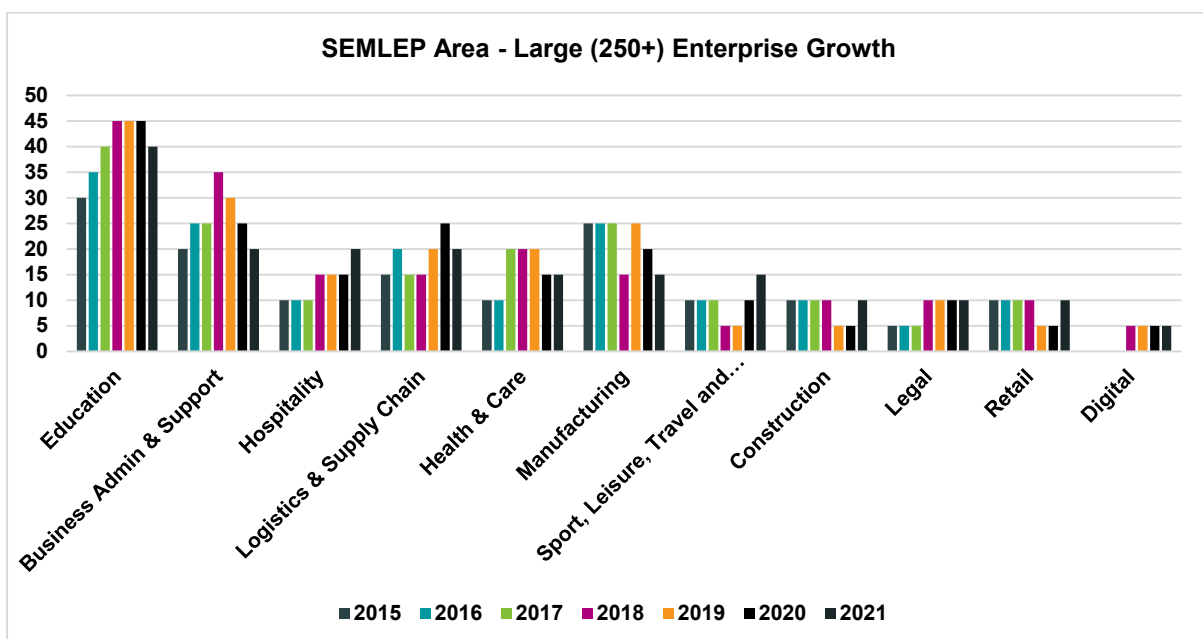
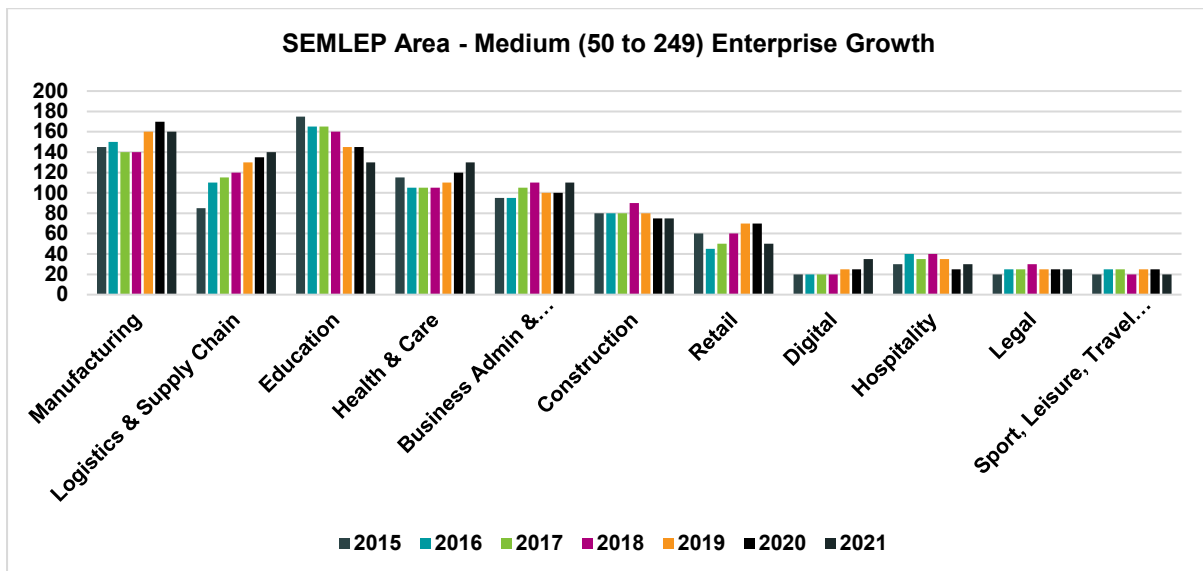
Source: UK Business Counts - enterprises by industry and employment size band: ONS, 2021

The growth of the sector varies for each business size.

Fastest growth for:

- Micro (0 to 9) - Construction, Logistics and Supply Chain
- Small (10 to 49) - Logistics and Supply Chain, Hospitality
- Medium (50 to 249) - Logistics and Supply Chain, Health and Care, Manufacturing
- Large (250+) – Hospitality, Sports, Leisure, Travel and Tourism



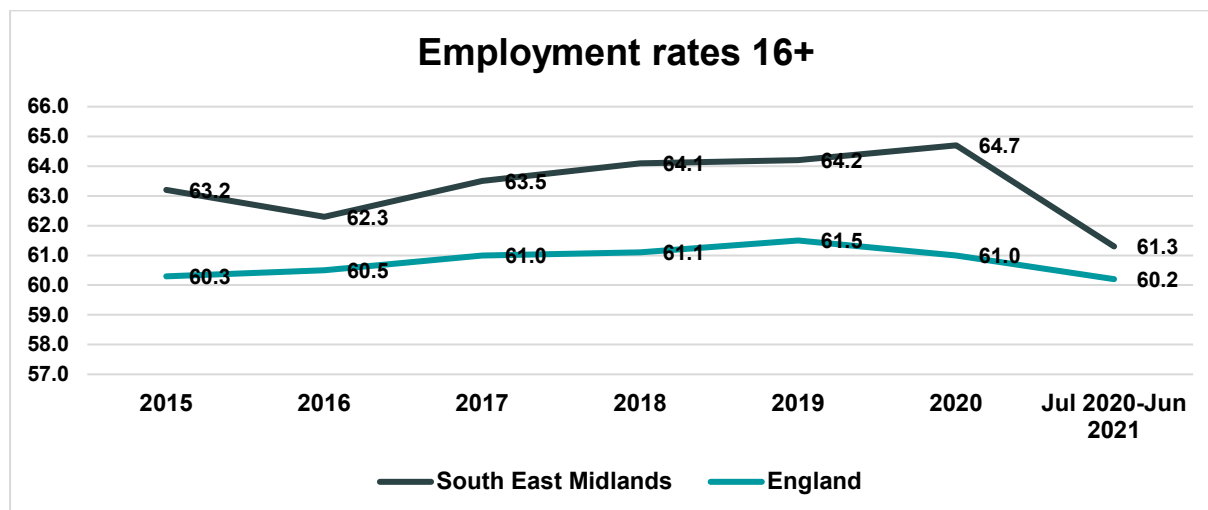


Source: UK Business Counts - enterprises by industry and employment size band: ONS, 2021



## Employment Rates

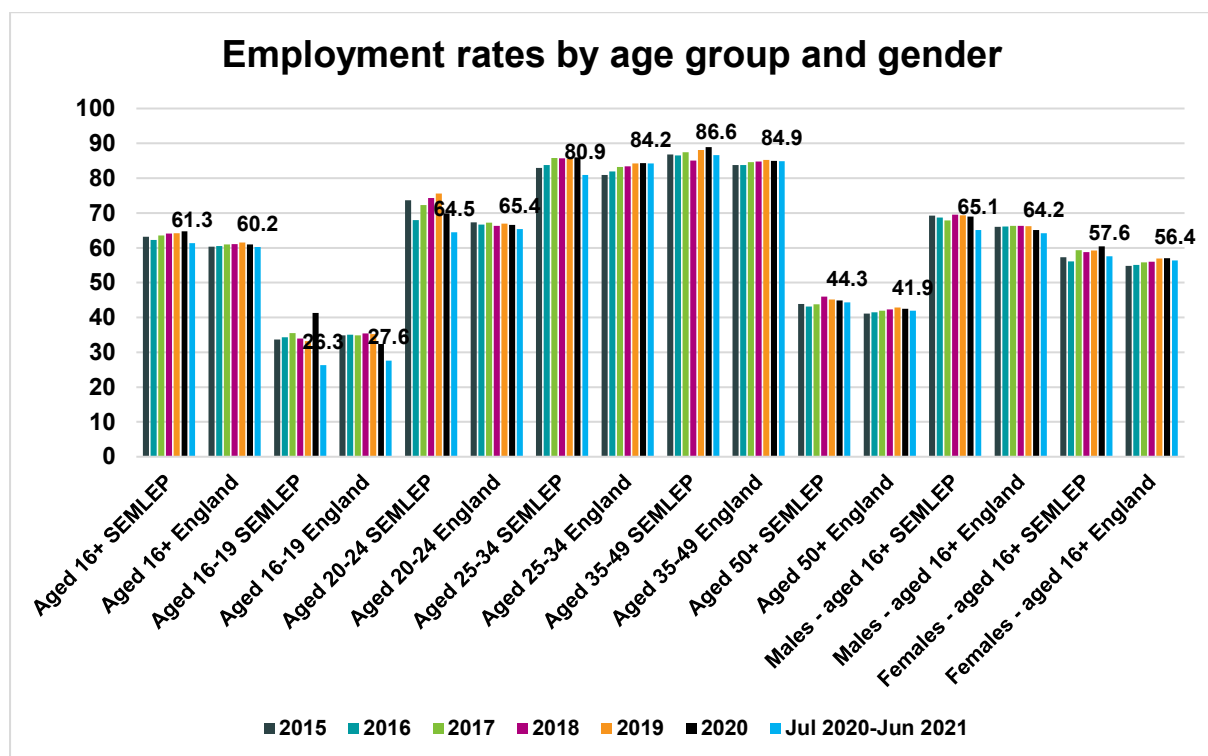
- The employment rate for the South East Midlands remains above the national rate for England but dropped significantly by 3.4% from 2020 to June 2021 compared to 0.8% for England due to the impact of Covid-19 and loss of workforce back to the EU.



Source: Annual Population Survey: ONS, June 2021

## Age and gender

- Employment rates for all age groups have reduced from 2020 to below the national averages for ages 16 to 34 and above for 35+.
- Employment rates for both males and females are above the national averages.



Annual Population Survey: ONS, June 2021

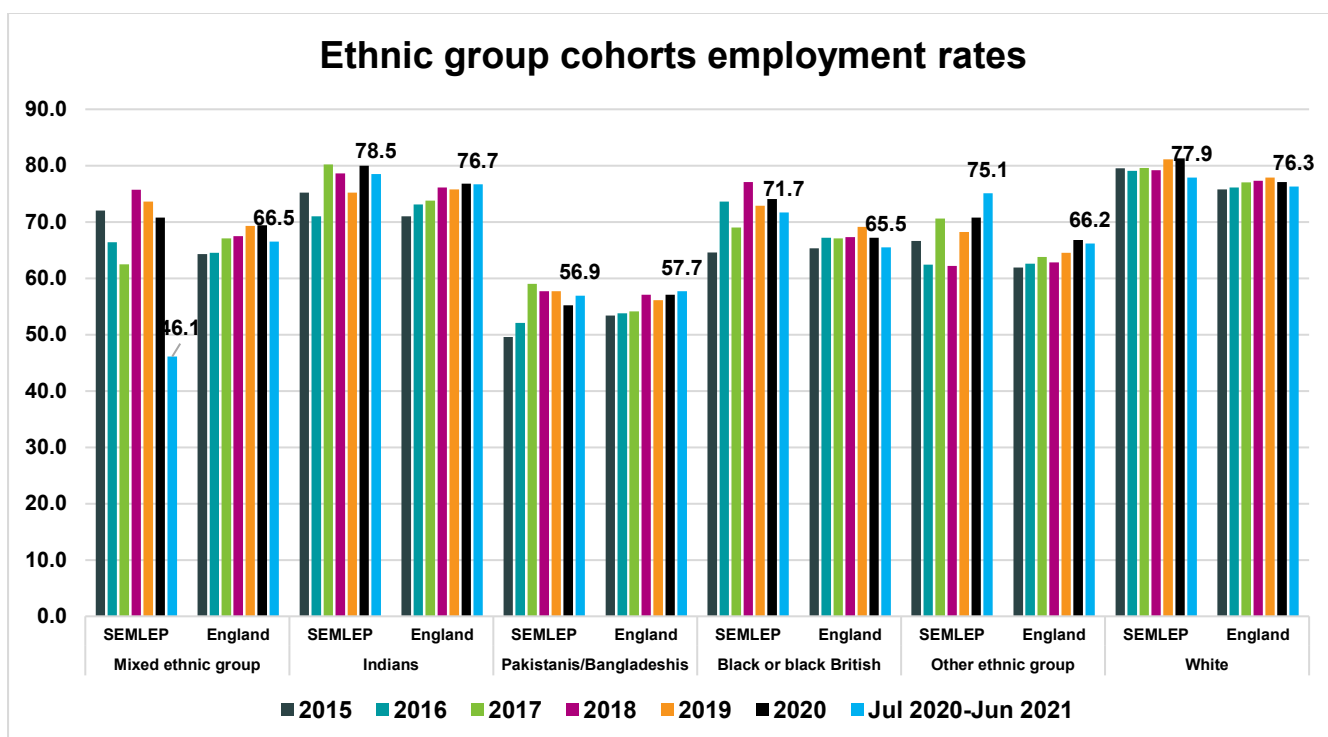
- There are cold spots within the area.
- All age groups and genders are below the national averages in Luton.
- Age 16 to 34 rates and males are below the national average in West Northamptonshire.
- Age 20 to 34 rates are below the national average in North Northamptonshire.
- Age 25 to 34 rates are below the national average in Milton Keynes.

Variable	South East Midlands	Bedford	Central Bedfordshire	Luton	North Northants	West Northants	Milton Keynes	England
Aged 16+	61.3	64.2	63.8	56.4	61.2	59.0	64.6	60.2
Aged 16-19	26.3	No data	30.2	9.6	31.4	20.4	47.6	27.6
Aged 20-24	64.5	66.7	67.0	63.5	60.2	62.5	73.9	65.4
Aged 25-34	80.9	88.3	89.7	76.9	75.7	79.1	76.9	84.2
Aged 35-49	86.6	91.9	87.4	77.9	90.8	84.9	88.7	84.9
Aged 50+	44.3	47.2	43.3	37.6	48.5	42.5	44.6	41.9
Male aged 16+	65.1	66.2	67.4	62.5	66.4	60.0	70.3	64.2
Female aged 16+	57.6	62.0	60.2	51.0	56.5	57.8	58.9	56.4

Source: Annual Population Survey: ONS, June 2021

### Ethnic Cohorts

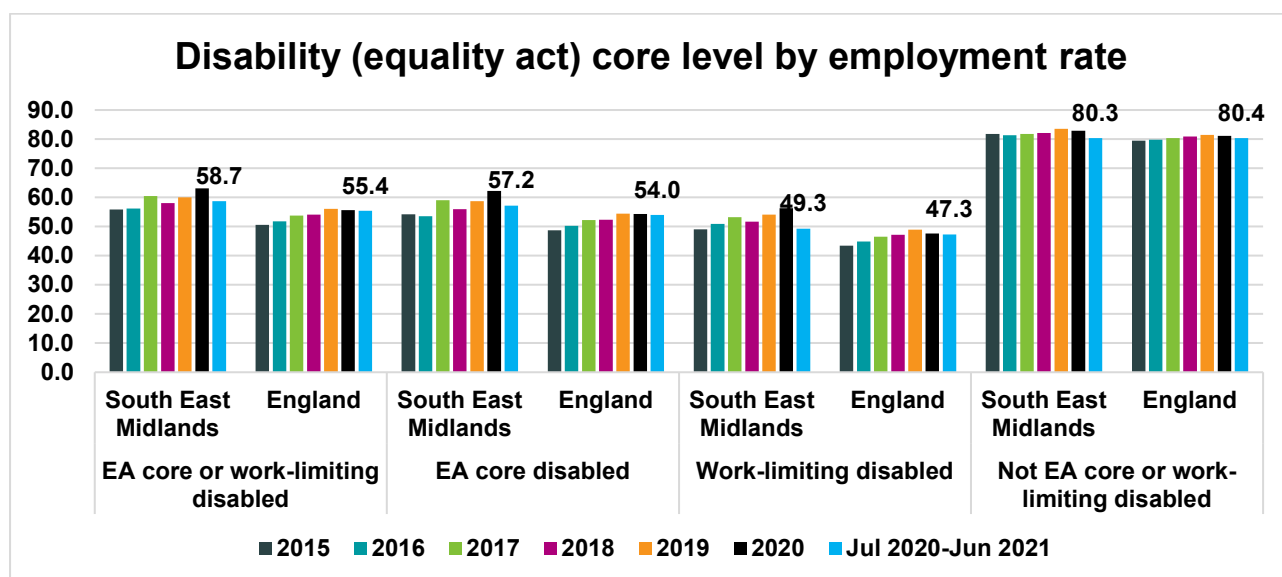
- Employment rates for Pakistanis/Bangladeshis and other ethnic groups increased in 2021. All other cohorts decreased.
- The employment rates are above the national averages apart from Pakistanis /Bangladeshis and Mixed ethnic groups.



Source: Annual Population Survey: ONS, June 2021

## Disability

- Employability rates in the SEMLEP for cohorts aged 16-64 with a disability as defined within the Equality Act, are higher or equal to those for England.
- All rates reduced in 2021 compared to 2020.



Source: Annual Population Survey: ONS, June 2021

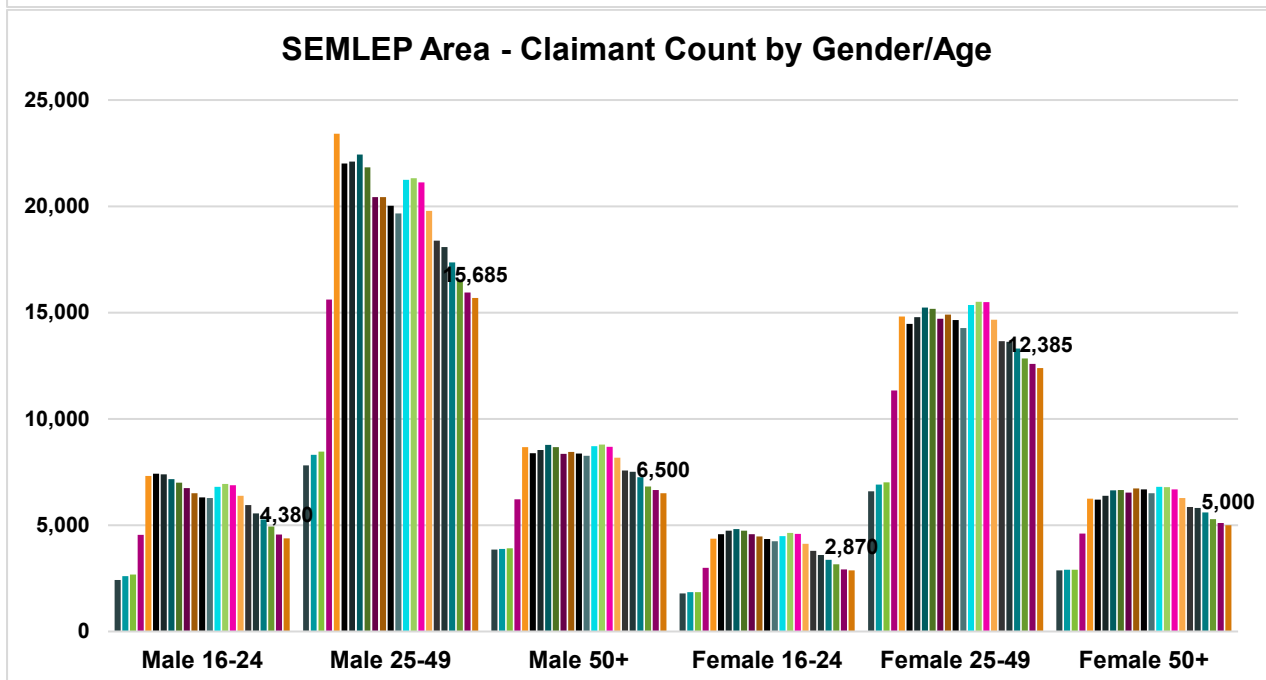
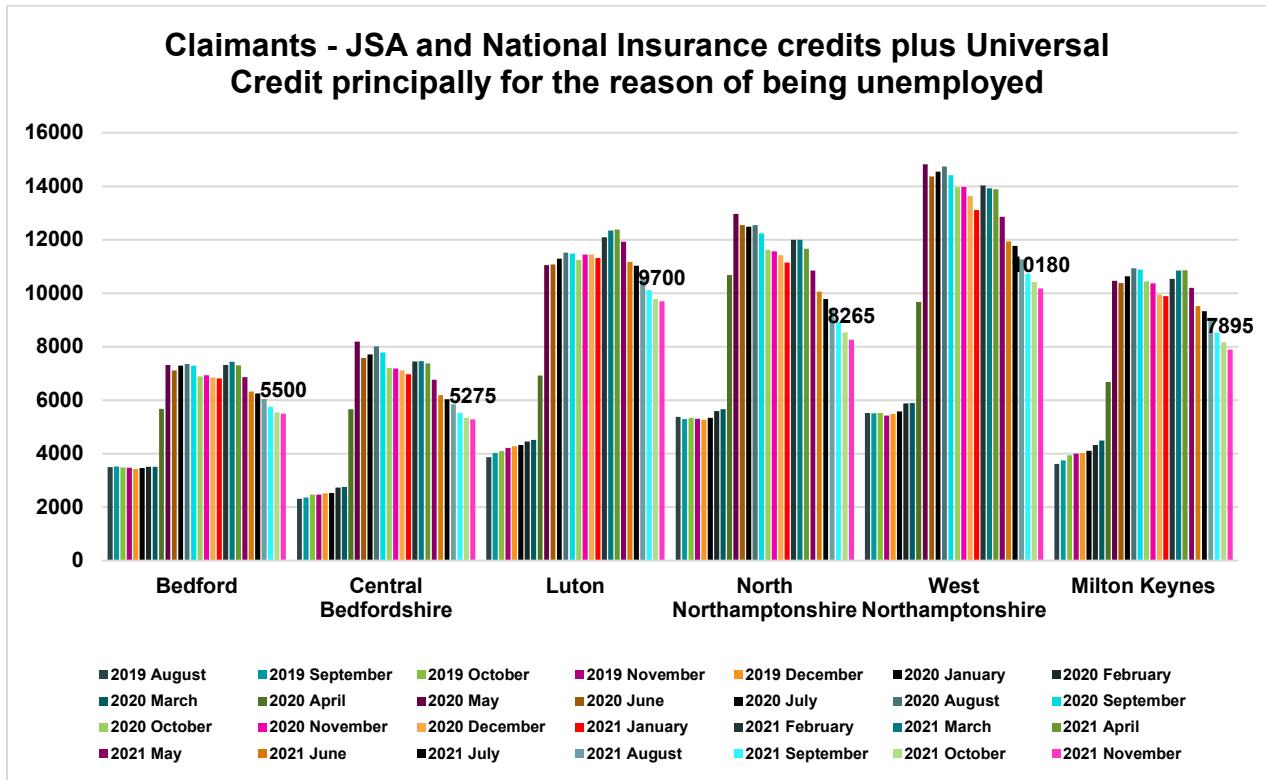
- There are cold spots within the area, primarily in Luton and West Northamptonshire.
- There are some cohorts that are below that national averages in Bedford, Central Bedfordshire and North Northamptonshire.

Variable	South East Midlands	Bedford	Central Bedfordshire	Luton	North Northants	West Northants	Milton Keynes	England
EA core or work-limiting disabled	58.7	60.4	58.6	49.6	65.1	52.6	63.6	55.4
EA core disabled	57.2	57.6	56.4	47.3	63.9	51.6	63.1	54.0
Work-limiting disabled	49.3	55.2	47.0	44.5	54.8	40.9	55.1	47.3
Not EA core or work-limiting disabled	80.3	83.2	83.2	72.8	80.2	79.5	82.4	80.4
Males - EA core or work-limiting disabled	59.1	66.6	62.3	51.6	67.8	49.9	59.4	55.9
Males - EA core disabled	57.1	63.3	57.5	48.7	66.4	48.6	59.6	54.3
Males - Work-limiting disabled	49.5	75.1	60.0	43.8	50.5	33.8	52.2	47.3
Males - Not EA core or work-limiting disabled	84.0	82.7	85.8	79.4	86.5	81.1	87.8	83.7
Females - EA core or work-limiting disabled	58.3	56.4	55.4	48.1	62.8	55.1	67.3	55.0
Females - EA core disabled	57.2	54.0	55.6	46.1	61.7	54.5	66.4	53.8
Females - Work-limiting disabled	49.1	37.6	29.0	45.1	57.9	48.3	58.2	47.4
Females - Not EA core or work-limiting disabled	76.3	83.9	80.5	66.7	74.3	77.8	76.4	76.9

Source: Annual Population Survey: ONS, June 2021

## The impact of Covid-19

- The impact of the Covid-19 has seen the number of job seeking claimants increase by a factor of 2.6 in August 2020 compared to January 2020, falling to 1.8 in November 2021. This is higher than the national increase for England at 1.6.
- Numbers rose to a peak of 65,085 and have fallen to 46,818 in November 2021.
- The order of the increase in numbers have been Luton, West Northamptonshire, Milton Keynes, North Northamptonshire, Central Bedfordshire and Bedford.
- The highest increases have been in the age ranges of 25-49 and +50.
- Claimant counts are reducing for all ages and genders at time of print.

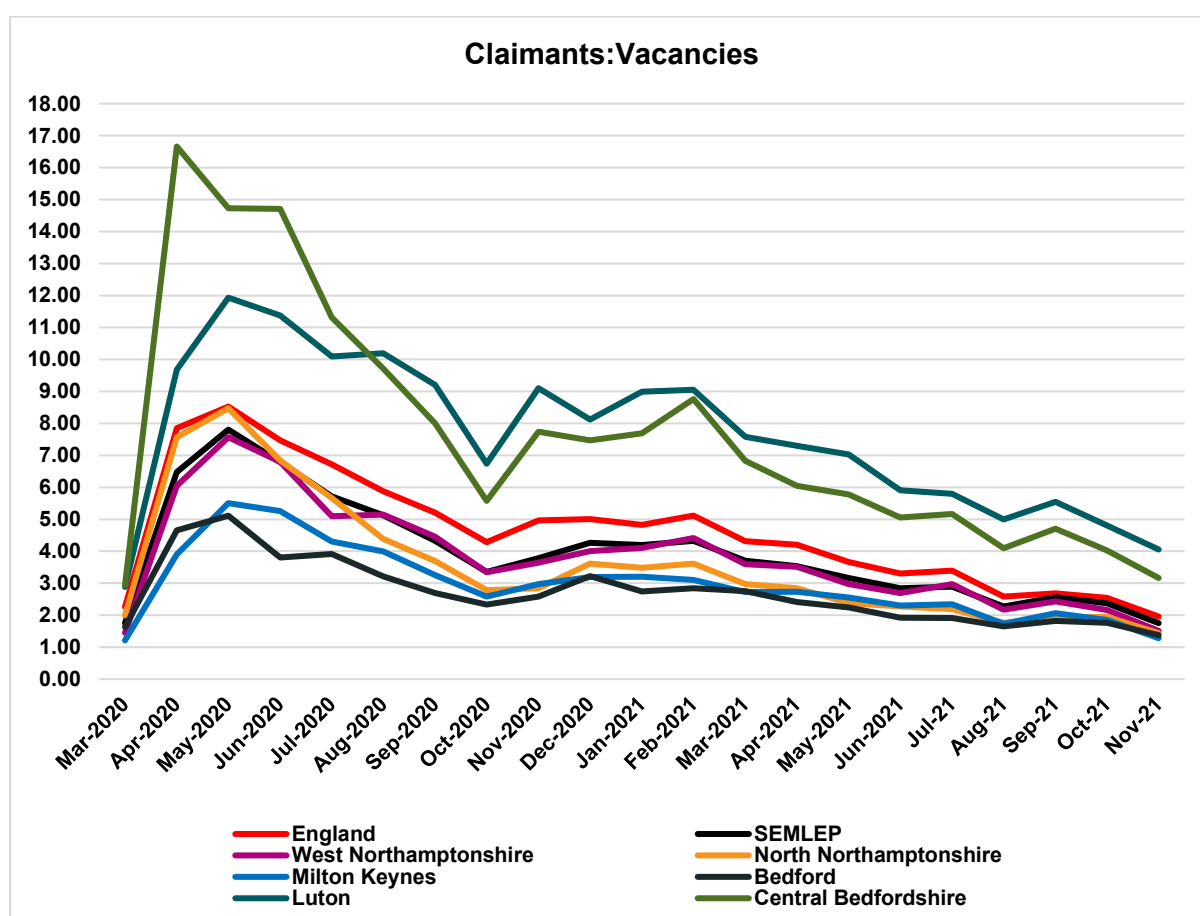


#### Variance November 2021 vs January 2020

Area	16-24	25-49	50+	Total
Bedford	260	1,435	350	2,045
Central Bedfordshire	420	1,670	655	2,745
Luton	825	3,365	1,185	5,375
North Northamptonshire	370	1,835	715	2,920
West Northamptonshire	620	2,925	1,055	4,600
Milton Keynes	545	2,420	820	3,785
SEMLEP	3,040	13,650	4,780	21,470

Source: Claimant count: ONS, November 2021

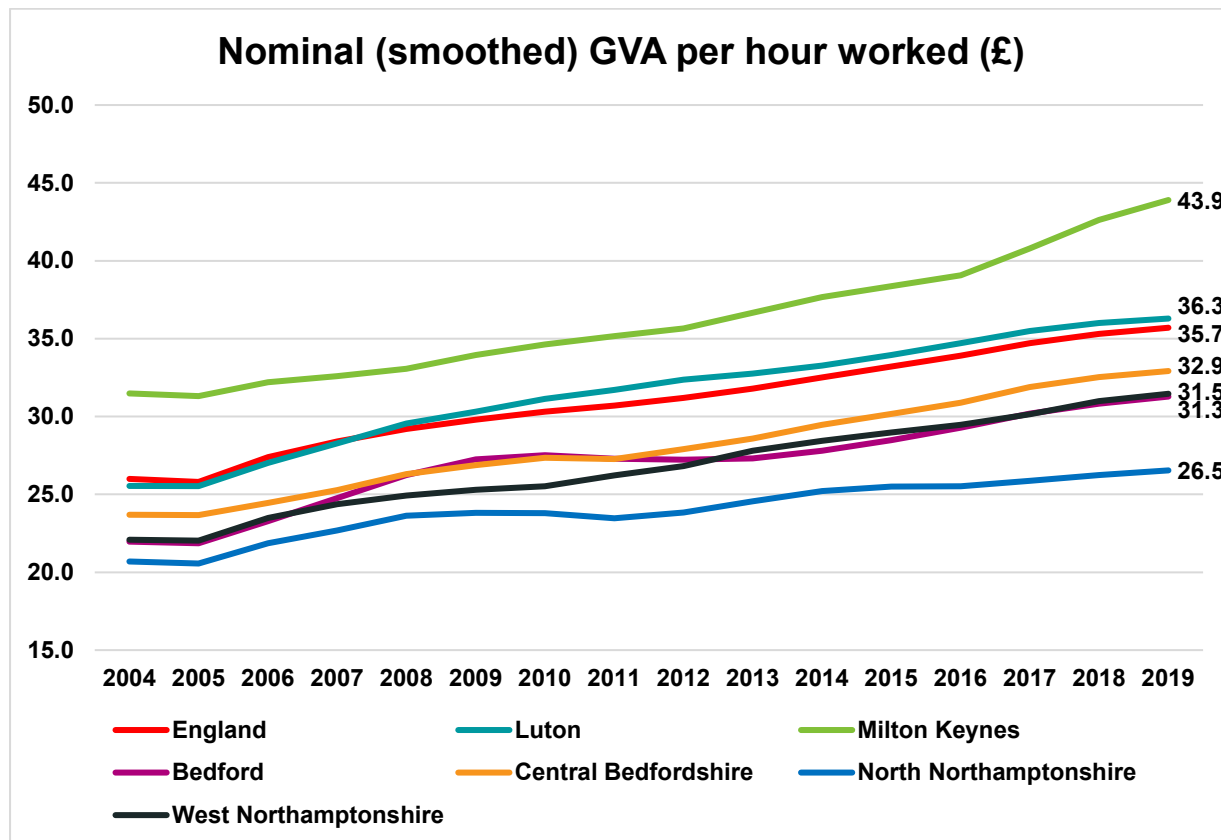
- SEMLEP has a lower ratio of claimants versus job vacancies at 1.8 compared with England at 2.0.
- The ratio of claimants versus job vacancies shows that Bedford, Milton Keynes, North and West Northamptonshire are all below the national average.
- Both Luton (4.1) and Central Bedfordshire (3.2) are considerably above the national average, indicating a slower recovery, centred around the return to normal for Luton Airport and associated sectors.
- Both Luton and Central Bedfordshire were above the national average prior to the impact of Covid-19.



Source: Derived from Claimant count: ONS, November 2021 and Labour Insight (Burning Glass Technologies).

## Productivity

- The nominal GVA per hour worked varies across the SEM area.
- Milton Keynes and Luton are above the national average.
- West Northamptonshire, North Northamptonshire, Central Bedfordshire and Bedford are below the national average.



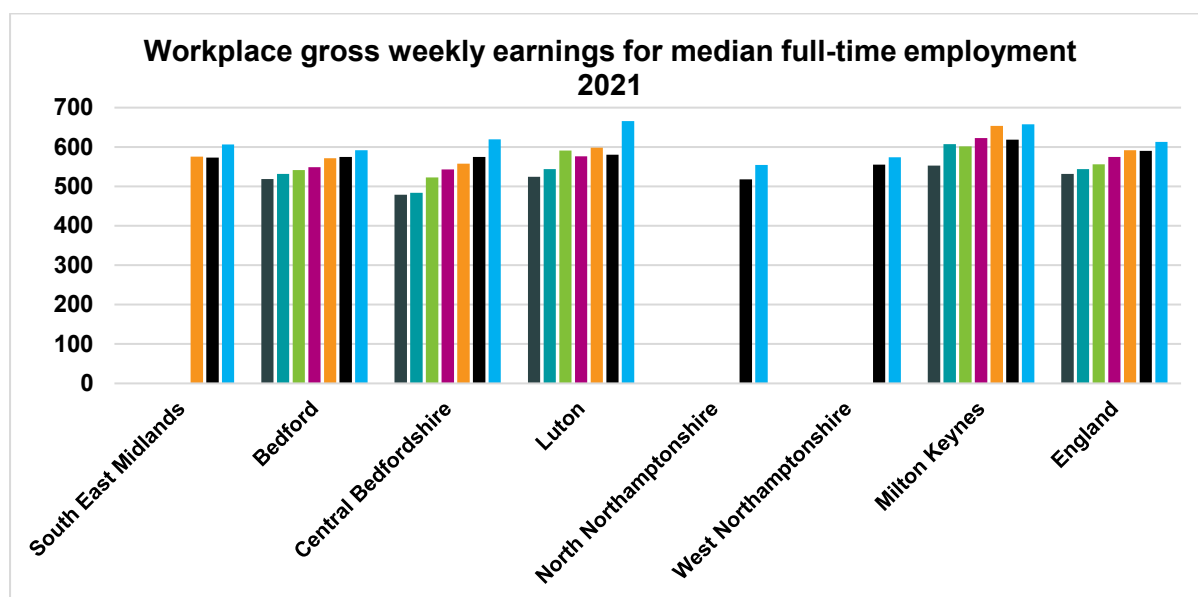
Source: ONS, Nominal (smoothed) GVA (B) per hour worked (£); Local Authority District, 2004 - 2019

## Salaries

### Workplace based

#### Full-time workers

- The Median gross weekly wage for workplace based full-time workers for the South East Midlands is £6.60 below the national average of £613.30.
- The value increased by 6% compared to 2020. England increased by 4%.
- The Median gross weekly wage for full-time workers varies across the Local Authority areas.
- Milton Keynes, Luton and Central Bedfordshire are above the national average for England. All of which increased by 6%, 15% and 8% respectively over 2020.
- Bedford, North and West Northamptonshire are below the national average.

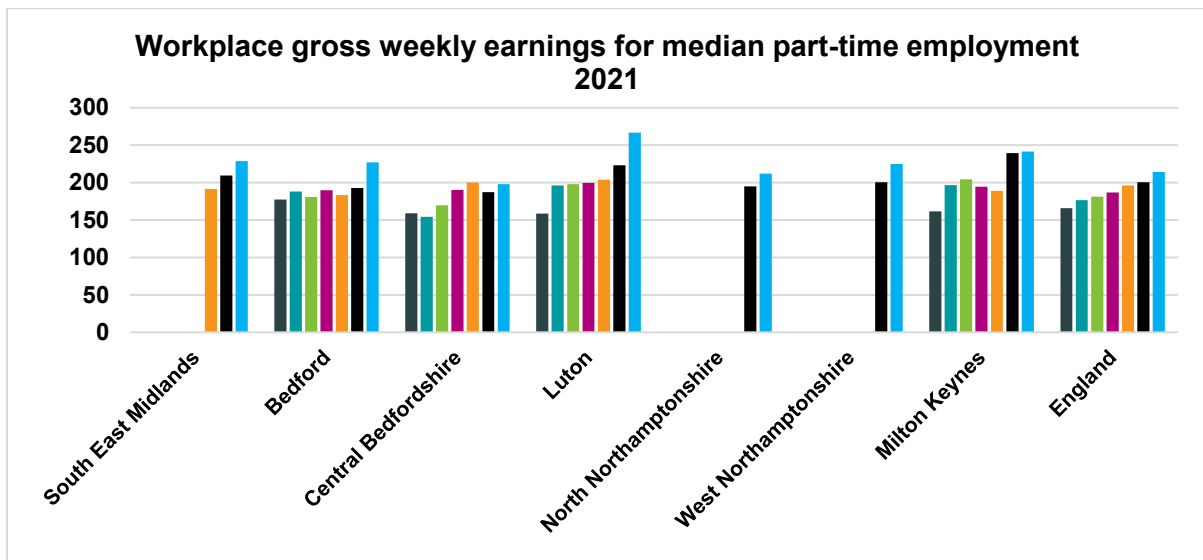


Source: Annual survey of hours and earnings – workplace analysis: ONS

#### Part-time workers

- The Median gross weekly wage for workplace based part-time workers for the South East Midlands is £14.40 above the national average of £214.30.
- The value increased by 9% compared to 2020. England increased by 7%.
- The Median gross weekly wage for part-time workers varies across the Local Authority areas.
- Milton Keynes, Luton, Bedford and West Northamptonshire are above the national average for England. All of which increased by 1%, 20%, 18 and 12% respectively over 2020.
- Central Bedfordshire and North Northamptonshire are below the national average.



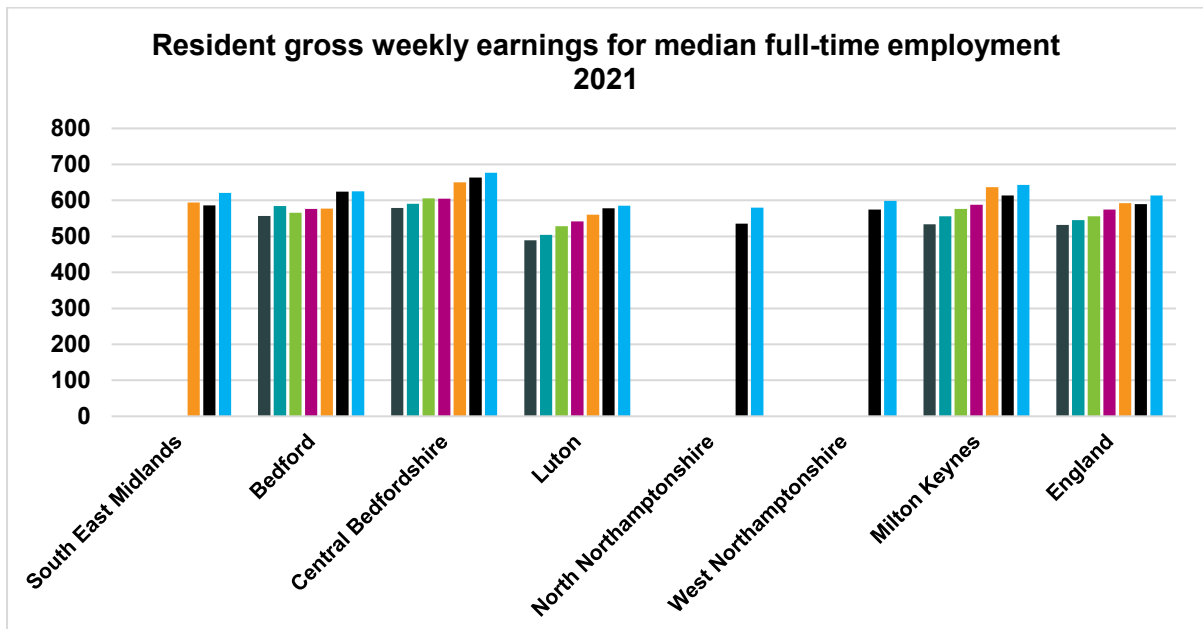


Source: Annual survey of hours and earnings – workplace analysis: ONS

### Resident based

#### Full-time workers

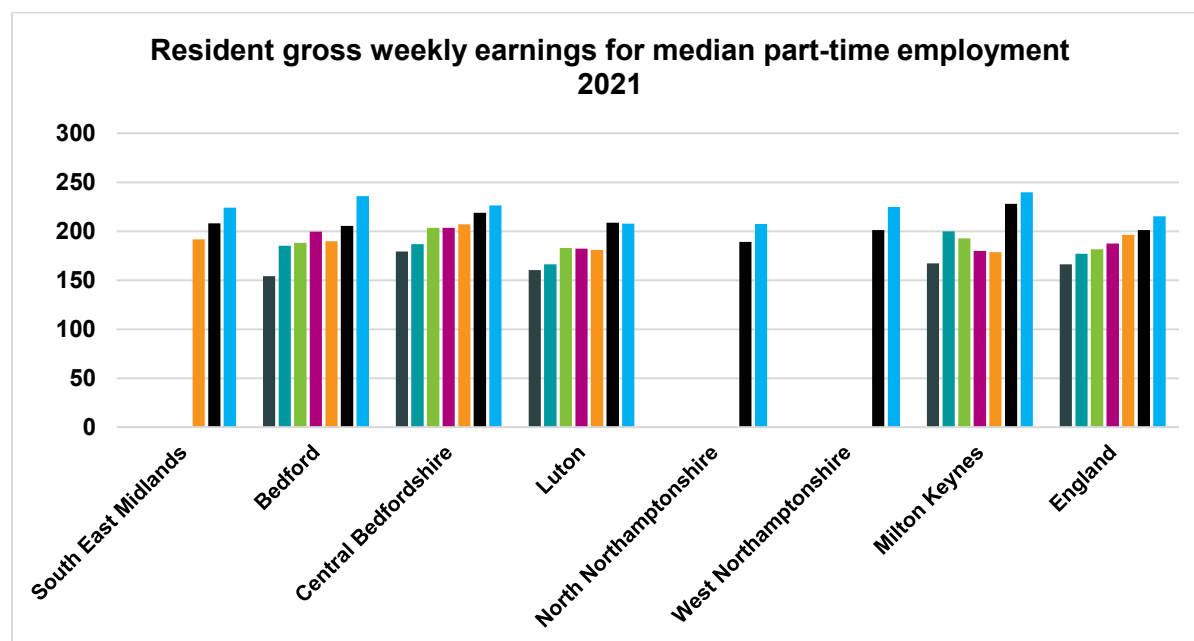
- The Median gross weekly wage for resident based full-time workers for the South East Midlands is £7.20 above the national average of £613.30.
- The value increased by 6% compared to 2020. England increased by 4%.
- The Median gross weekly wage for full-time workers varies across the Local Authority areas.
- Milton Keynes, Bedford and Central Bedfordshire are above the national average for England. All of which increased by 5%, 0.3% and 2% respectively over 2020.
- Luton, North and West Northamptonshire are below the national average.



Source: Annual survey of hours and earnings - resident analysis: ONS

## Part-time workers

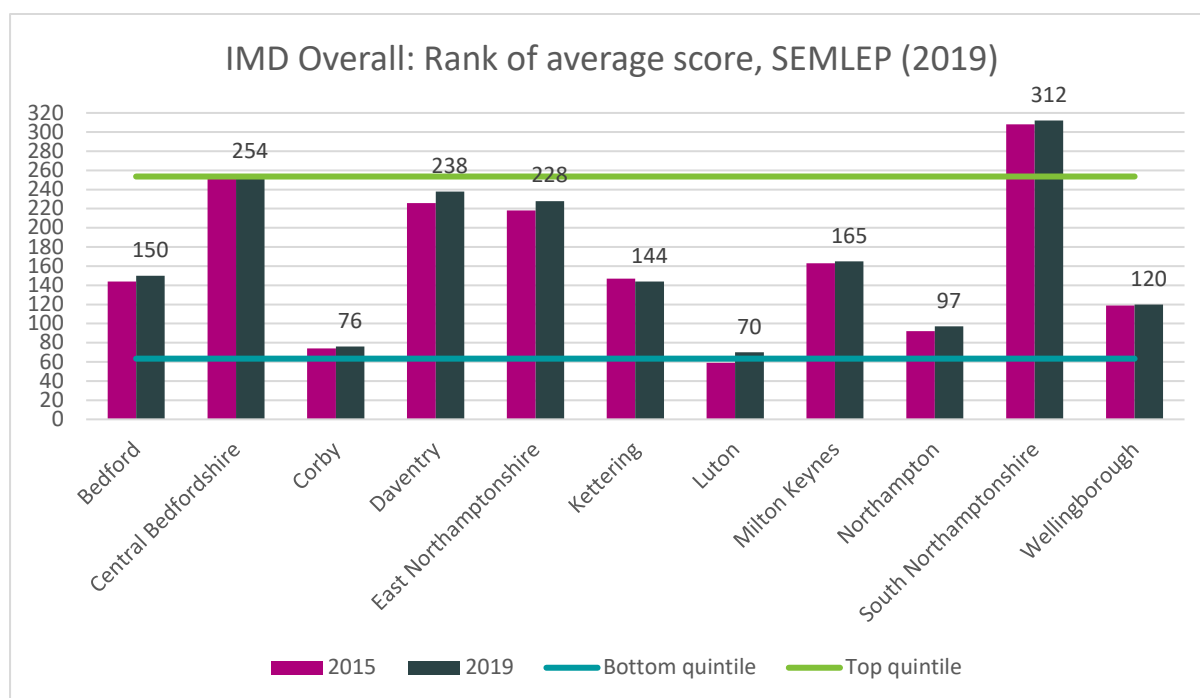
- The Median gross weekly wage for resident based part-time workers for the South East Midlands is £9.00 above the national average of £215.10.
- The value increased by 8% compared to 2020. England increased by 7%.
- The Median gross weekly wage for full-time workers varies across the Local Authority areas.
- Milton Keynes, Bedford, Central Bedfordshire and West Northamptonshire are above the national average for England. All of which increased by 5%, 15%, 3% and 12% respectively over 2020.
- Luton and North Northamptonshire are below the national average.



Source: Annual survey of hours and earnings - resident analysis: ONS

## Income, Employment and Education Deprivation

Whilst no local authority areas in the South East Midlands are within the bottom quintile for the overall Index of Multiple Deprivation, the indicators for employment, income and education are for some local authority areas.



Source: *Index of Multiple Deprivation, MHCLG, 2019, 2017 LEP boundaries*

### Employment Decile - Lower-Layer Super Output Areas in the Most 10% Deprived

- Improvement in the SEMLEP area for 2019 vs 2015
- Highest levels in Wellingborough, Corby and Kettering
- Small increases for Milton Keynes and Central Bedfordshire
- Improvements in Wellingborough, Corby, Bedford, Northampton and Luton

Area	2015	2019	Change
Wellingborough	11%	9%	-2%
Corby	15%	7%	-7%
Kettering	7%	7%	0%
Milton Keynes	5%	5%	1%
Northampton	6%	5%	-1%
Bedford	6%	4%	-2%
Luton	3%	2%	-1%
Daventry	2%	2%	0%
Central Bedfordshire	0%	1%	1%
East Northamptonshire	0%	0%	0%
South Northamptonshire	0%	0%	0%
SEMLEP	4.3%	3.7%	-0.6%

### ***Income Decile - Lower-Layer Super Output Areas in the Most 10% Deprived***

- Improvement in the SEMLEP area for 2019 vs 2015
- Highest levels in Wellingborough, Luton, Corby, Kettering
- Small increases in Kettering
- Improvements in Luton, Bedford, Daventry, Northampton, Milton Keynes and Central Bedfordshire

Area	2015	2019	Change
Wellingborough	9%	9%	0%
Luton	12%	7%	-5%
Corby	7%	7%	0%
Kettering	4%	7%	4%
Northampton	8%	7%	-1%
Milton Keynes	7%	5%	-1%
Bedford	6%	4%	-2%
Central Bedfordshire	1%	0%	-1%
Daventry	2%	0%	-2%
East Northamptonshire	0%	0%	0%
South Northamptonshire	0%	0%	0%
SEMLEP	5.4%	4.3%	-1.2%

### ***Education, Skills and Training Decile - Lower-Layer Super Output Areas in the Most 10% Deprived***

- Improvement in the SEMLEP area for 2019 vs 2015
- Highest levels in Corby, Wellingborough, Northampton, East Northamptonshire, Milton Keynes
- Small increases in Corby, East Northamptonshire, Milton Keynes and Luton
- Improvements in Northampton, Kettering, Bedford, Daventry and Central Bedfordshire

Area	2015	2019	Change
Corby	27%	32%	5%
Wellingborough	15%	15%	0%
Northampton	19%	11%	-8%
East Northamptonshire	4%	10%	6%
Kettering	11%	7%	-4%
Milton Keynes	5%	6%	1%
Daventry	7%	5%	-2%
Central Bedfordshire	5%	4%	-1%
Bedford	6%	2%	-4%
Luton	1%	2%	1%
South Northamptonshire	0%	0%	0%
SEMLEP	8.1%	6.8%	-1.3%

Source: English Indices of Deprivation 2015 and 2019: MHCLG

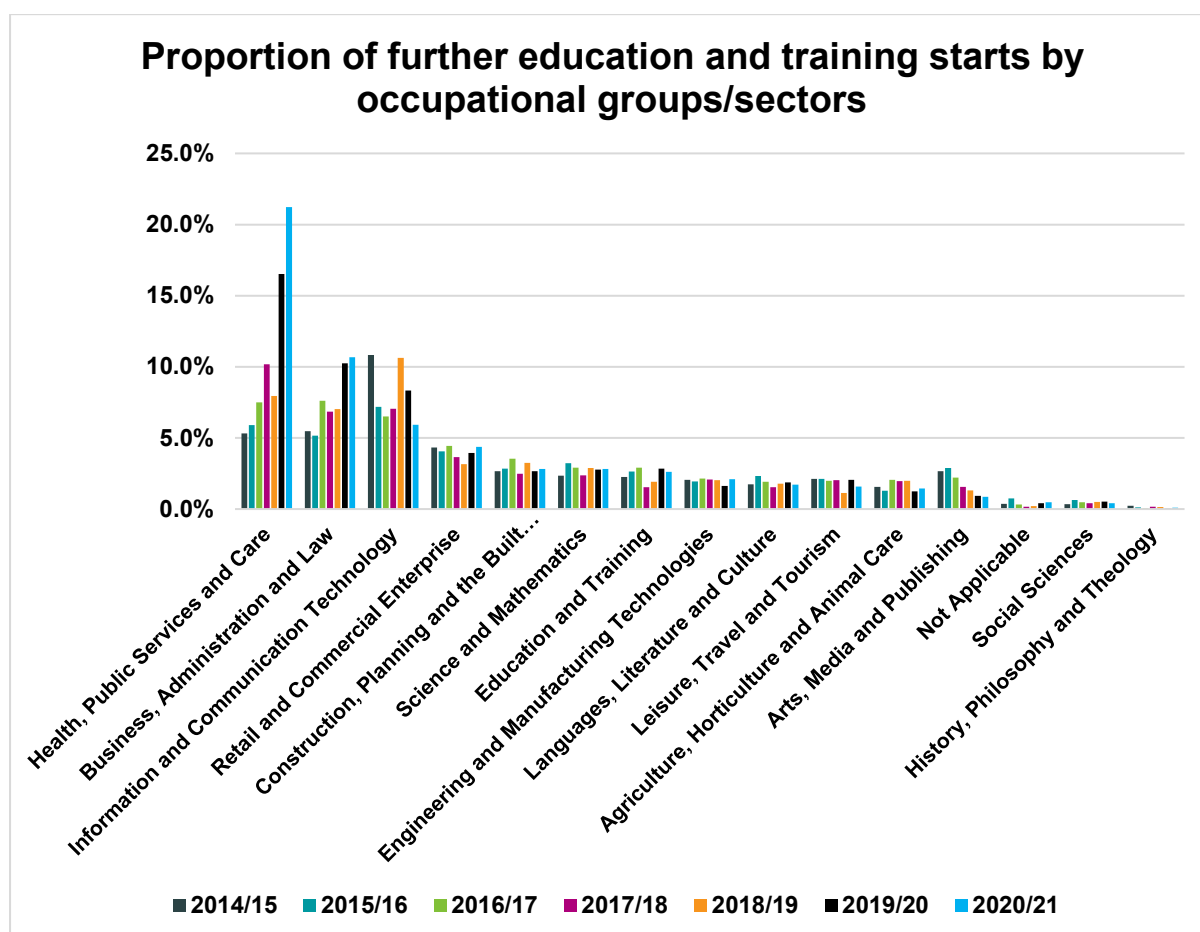
# Skills Supply

## Learner Starts

The development of the talent pipeline into pathways for occupational groups with needed by employers is a key element of the SEMLEP Skills Strategy.

### Further Education Starts – Proportion of Cohort

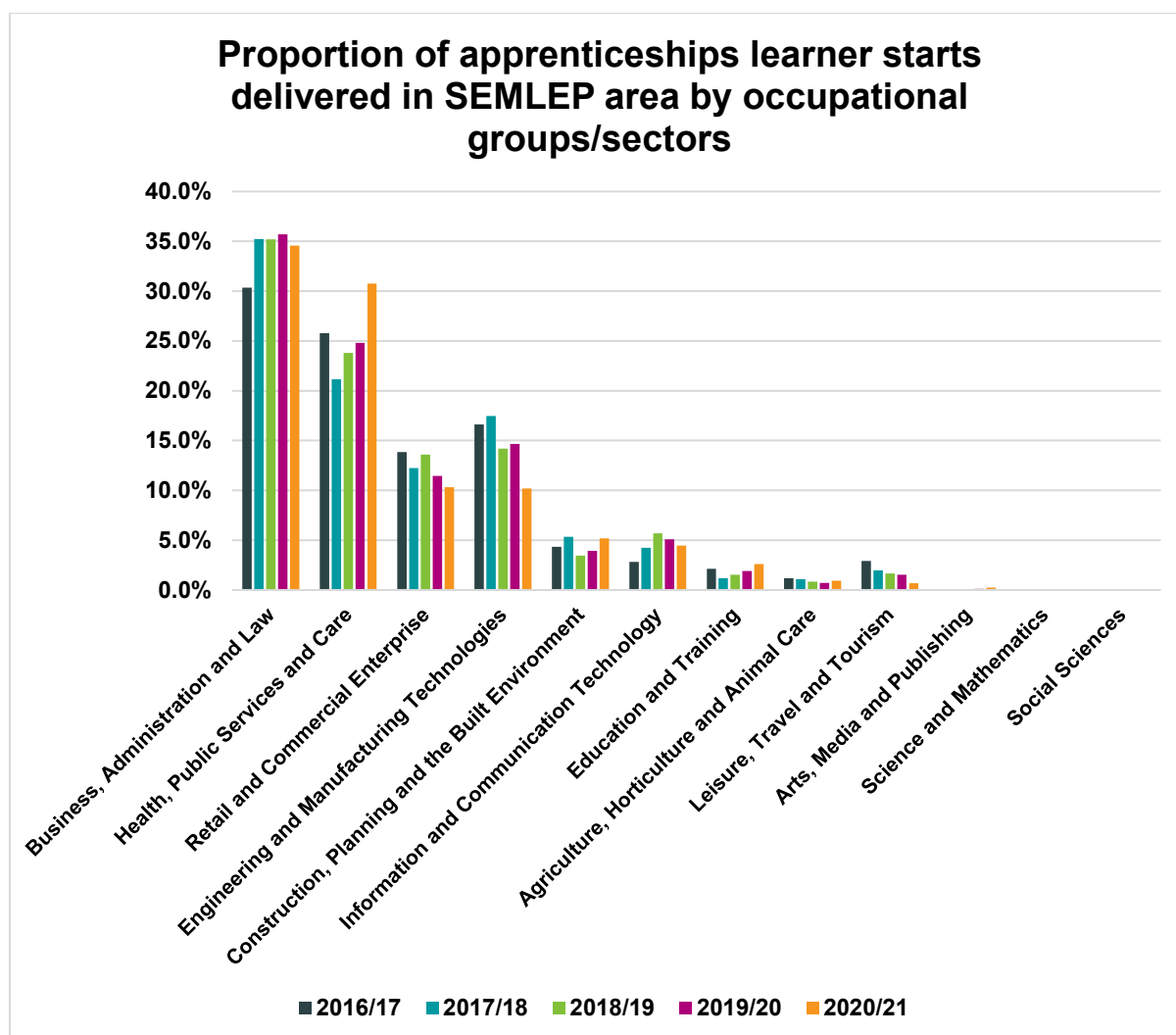
- Growth of learner numbers stalled versus 2019/20 due to the impact of Covid-19
- Health, public services and care and business, administration and law continued to grow.
- There was an increase in learner start for 2020/21 versus 2019/20 for retail and commercial enterprise; construction, planning and the built environment; science and mathematics; engineering and manufacturing technologies; agriculture, horticulture and animal care.



Source: DataCube: DfE and Further Education & Skills data, DfE, (published 2021).

### Apprenticeship Starts – Proportion of Cohort

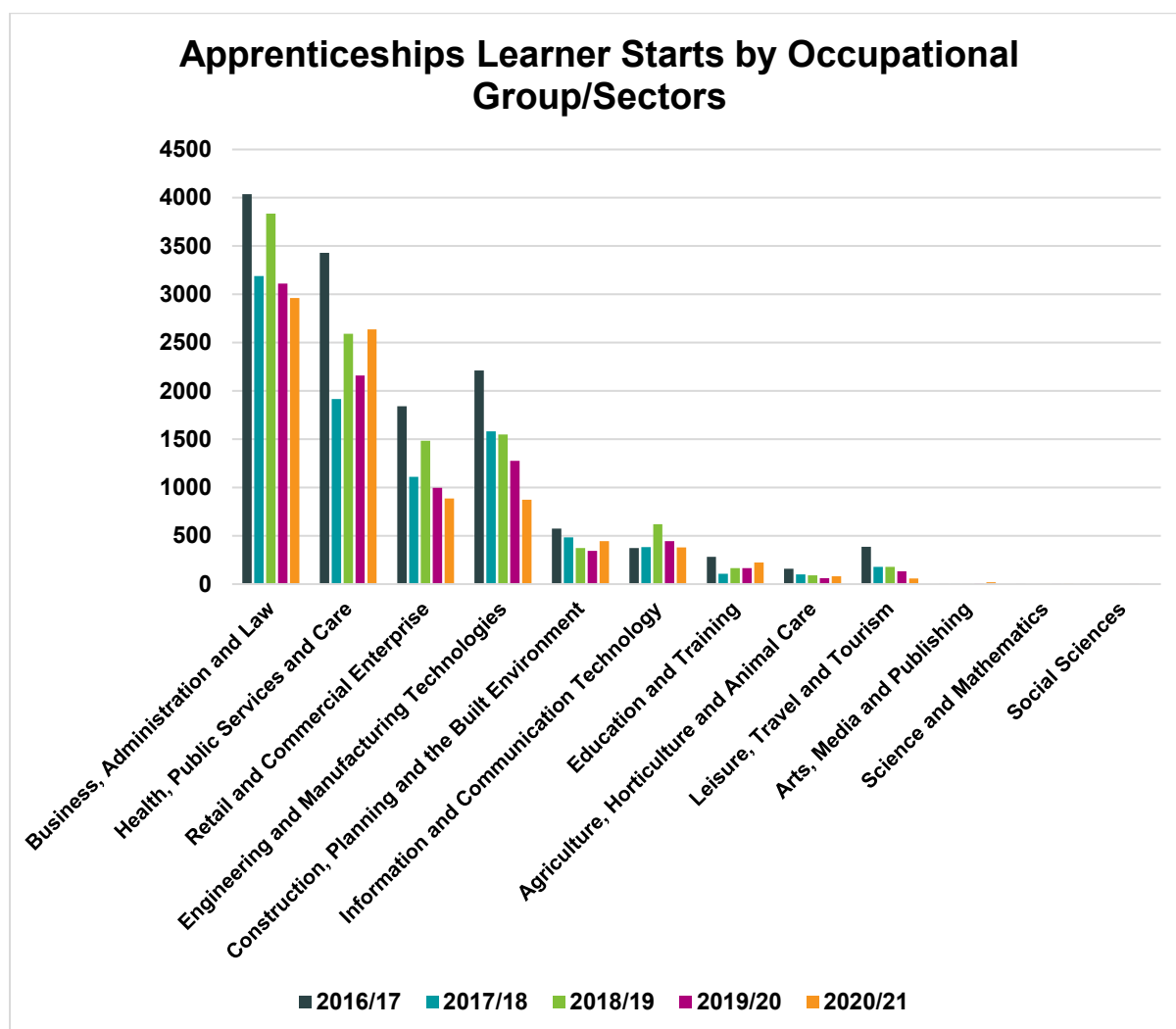
- Growth of learner numbers stalled versus 2019/20 due to the impact of Covid-19.
- Growth in occupational groups/sectors with health, public services and care; construction, planning and the built environment; education and training; agriculture, horticulture and animal care.
- Require more learners entering engineering/manufacturing, digital, construction and education.



Source: DataCube: DfE and Further Education & Skills data, DfE, (published 2021).

### Apprenticeship Starts – Numbers

- The impact of Covid-19 has seen apprenticeships starts fall in the South East Midlands to 8,572 in 2020/21 for 8,707 in 2019/20 and 10,898 in 2018/19.
- The main reduction in numbers since 2018/19 have been for Business, Administration and Law (-875), Engineering and Manufacturing Technologies (-674), Retail and Commercial Enterprise (-598) and Information and Communication Technology (-239) and Leisure, Travel and Tourism (-120).



Source: DataCube: DfE and Further Education & Skills data, DfE, (published 2021).



## Participation in Higher Education

- Participation of young people in higher education is deemed very low in Northampton, Corby and Wellingborough compared to the national average.
- Participation of young people in higher education is deemed low South West Bedfordshire, Kettering, Luton North and Milton Keynes compared to the national average.

Parliamentary constituency name	Proportion of postcodes in low young higher education participation areas (POLAR4 quintiles 1 and 2)	Proportion of postcodes in very low young higher education participation areas (POLAR4 quintile 1)	Proportion of postcodes in low young higher education participation areas (POLAR4 quintile 2)
Northampton South	53.6%	25.8%	27.8%
Corby	49.2%	17.3%	31.8%
Wellingborough	48.4%	20.2%	28.1%
South West Bedfordshire	47.9%	5.7%	42.3%
Northampton North	43.5%	24.1%	19.4%
Kettering	42.5%	7.9%	34.5%
Luton North	35.9%	0.0%	35.9%
Bedford	35.8%	0.0%	35.8%
Milton Keynes South	32.1%	14.1%	18.0%
Milton Keynes North	25.7%	7.0%	18.7%
Daventry	23.1%	14.3%	8.8%
North East Bedfordshire	17.7%	0.0%	17.7%
Luton South	15.7%	0.0%	15.7%
South Northamptonshire	0.9%	0.9%	0.0%
Mid Bedfordshire	0.1%	0.0%	0.1%
<b>England</b>	<b>34%</b>	<b>16%</b>	<b>18%</b>

Source: [www.officeforstudents.org.uk/data-and-analysis/young-participation-by-area/get-the-area-based-measures-data/](http://www.officeforstudents.org.uk/data-and-analysis/young-participation-by-area/get-the-area-based-measures-data/)

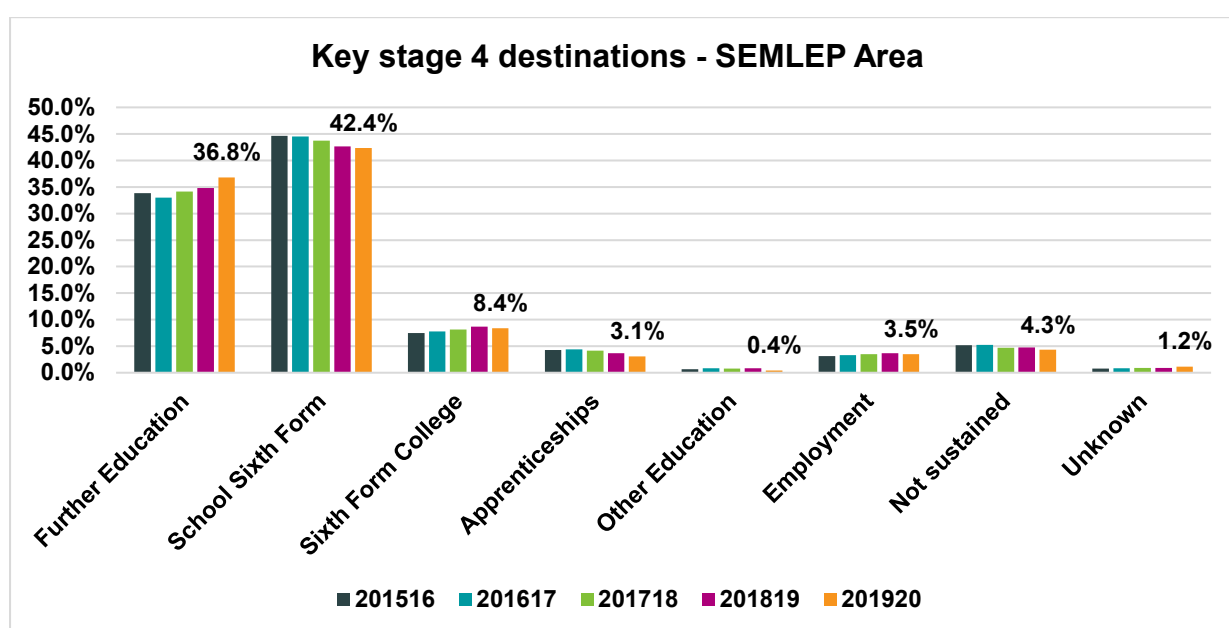
## Destinations from Education

### Key Stage 4

Overall the trends are for more students to enter further education from Key Stage 4 (year 11, usually age 16).

The proportion of young people destinations changed from 2018/19 to 2019/20 as below:

- Those entering Further Education increased by 2.0%
- Those entering sixth form in schools decreased by 0.3%
- Those entering sixth form colleges decreased by 0.3%
- Those entering apprenticeships reduced by 0.6%, impacted with the decline of options for level 2 apprenticeships and the impact of Covid-19
- Those entering employment decreased by 0.2%
- Not sustained education or employment reduced by 0.4%



Source: DfE - Key stage 4 destination measures (December 2021)

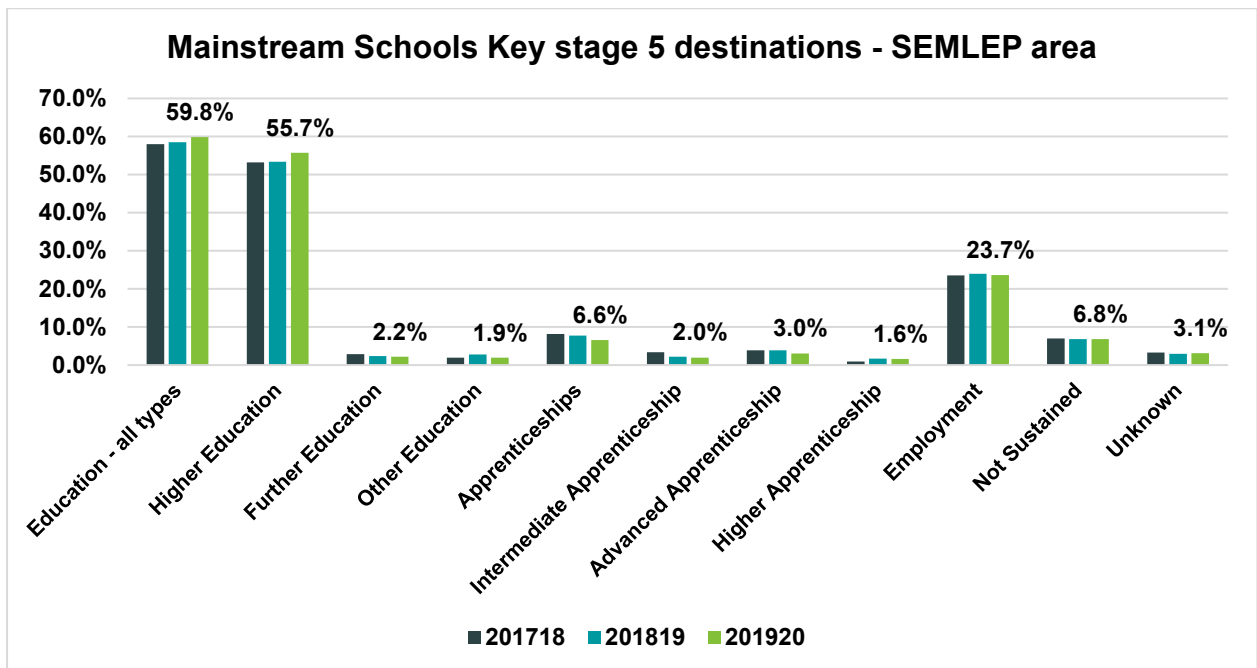
### Key Stage 5 (age 16-18)

#### Mainstream Schools

Overall the trends are for more students to enter higher education from age 16-18 for 2015 to 2020.

The proportion of young people destinations changed from 2018/19 to 2019/20 as below:

- Those entering Higher Education increased by 1.3%
- Those entering Further Education reduced by 0.2%
- Those entering apprenticeships decreased by 1.2% (level 2 -0.2%, level 3 -0.9%, level 4 -0.1%)
- Those entering employment decreased by 0.3%
- Not sustained education or employment remain unchanged



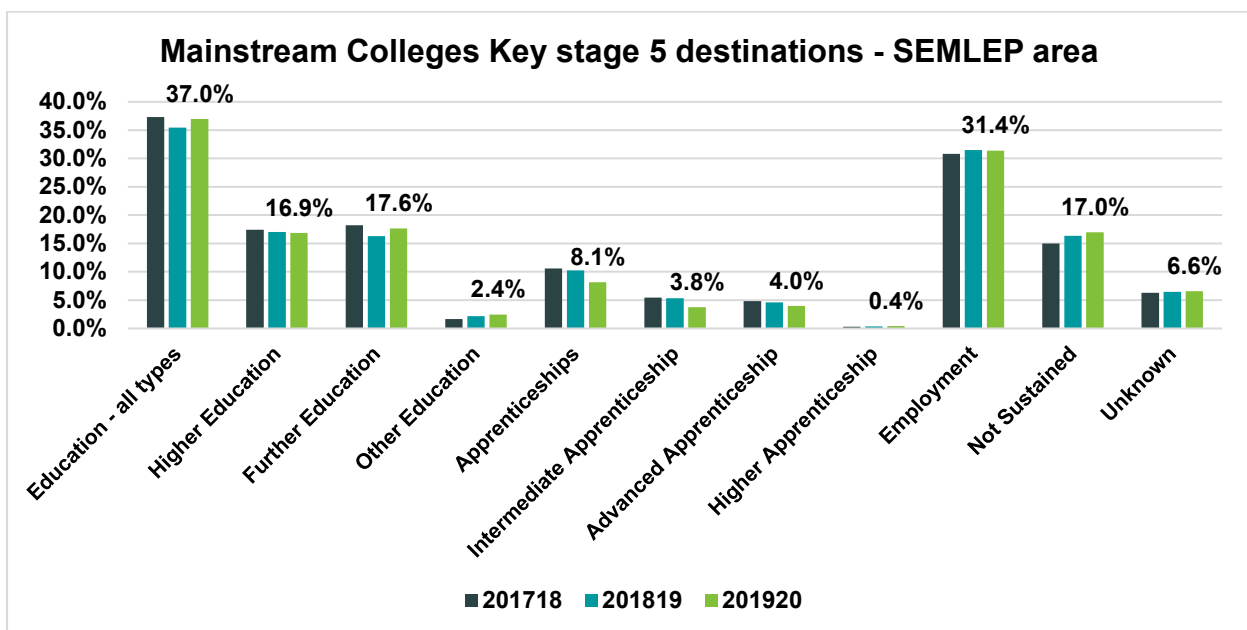
Source: DfE – Age 16-18 destination measures (December 2021)

#### Mainstream Further Education Colleges

Overall the trends are for more students to enter further and other education from age 16-18 for 2015 to 2020.

The proportion of young people destinations changed from 2018/19 to 2019/20 as below:

- Those entering Higher Education reduced by 0.1%
- Those entering Further Education increased by 1.3%
- Those entering Other Education increased by 0.3%
- Those entering apprenticeships decreased by 2.1% (level 2 -1.6%, level 3 -0.3%, level 4 unchanged)
- Those entering employment decreased by 0.1%
- Not sustained education or employment increased by 0.6%

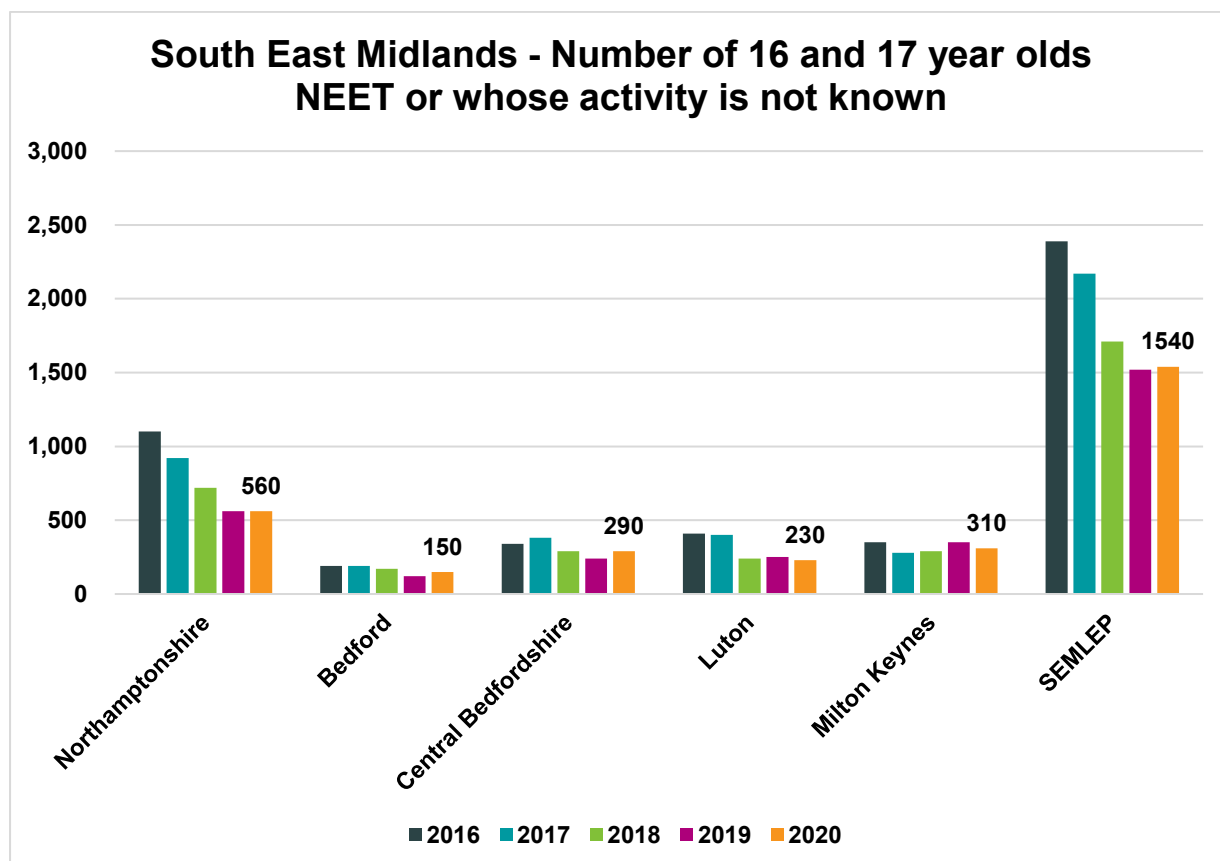


Source: DfE – Age 16-18 destination measures (December 2021)

## Not in Education, Employment of Training (NEET)

This refers to the Number and proportion of 16- and 17-year-olds not in education, employment or training (NEET) or whose activity is not known in each local authority.

- The number of NEETs has reduced in the South East Midlands from 2016 to 2020 but increased slightly from 2019 to 2020 by 20 (1.3%).
- Numbers in Bedford and Central Bedfordshire increased from 2019 to 2020 by 30 and 40 respectively (8% for both).



- The proportion of NEET versus the total cohort number is below the national average for England for the South East Midlands and reducing.
- The proportion of known NEETs are higher than the national average in Milton Keynes and Central Bedfordshire but reducing in Milton Keynes.

Region/LA name	Number of 16/17-year-olds known	Total number NEET or not known	Proportion NEET or not known	of which known to be NEET	of which activity not known	Change in year in percentage points <sup>2</sup>	Direction of change
<b>England</b>	<b>1181090</b>	<b>64720</b>	<b>5.5%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>0.03</b>	►
Northamptonshire	16390	560	3.4%	2.1%	1.3%	-0.13	►
Bedford	3860	150	3.8%	2.2%	1.7%	0.56	▲
Central Bedfordshire	6040	290	4.8%	3.7%	1.1%	0.70	▲
Luton	5380	230	4.2%	2.7%	1.5%	-0.61	▼
Milton Keynes	6580	310	4.7%	3.1%	1.6%	-0.99	▼
<b>SEMLEP</b>	<b>38250</b>	<b>1540</b>	<b>4.0%</b>	<b>2.6%</b>	<b>1.4%</b>	<b>-0.14</b>	▼

- The main ethnicity groups within NEET for the South East Midlands are White, Black or Black British. Mixed Race and Asian or Asian British.
- Higher rates than the national average:
  - White – Luton
  - Black or Black British – Bedford and Central Bedfordshire
  - Mixed Race – Bedford and Luton
  - Asian or Asian British – Bedford and Central Bedfordshire

Region/LA name	White	Black or black British	Mixed Race	Asian or Asian British
<b>England</b>	<b>5.8%</b>	<b>3.7%</b>	<b>5.6%</b>	<b>2.7%</b>
Northamptonshire	3.2%	2.2%	4.5%	1.7%
Bedford	3.6%	3.8%	5.7%	2.8%
Central Bedfordshire	5.0%	4.1%	4.9%	6.3%
Luton	6.4%	2.3%	6.6%	2.5%
Milton Keynes	5.6%	2.0%	3.7%	1.5%
<b>SEMLEP</b>	<b>4.4%</b>	<b>2.4%</b>	<b>5.1%</b>	<b>2.4%</b>

- NEET or activity not known for those with Special Education Needs and Disability (SEND) and SEN support is higher than the national average in Central Bedfordshire.
- NEET or activity not known for those SEN support is significantly higher than the national average in Luton and slightly above the average in Milton Keynes.

Region/LA name	with SEND (EHCP or statement)	with SEN support
<b>England</b>	<b>9.3%</b>	<b>9.6%</b>
Central Bedfordshire	10.5%	12.0%
Luton	6.0%	22.2%
Milton Keynes	6.0%	10.6%
<b>SEMLEP</b>	<b>6.2%</b>	<b>9.4%</b>

Source: 2021 NEET and Participation Tables: DfE

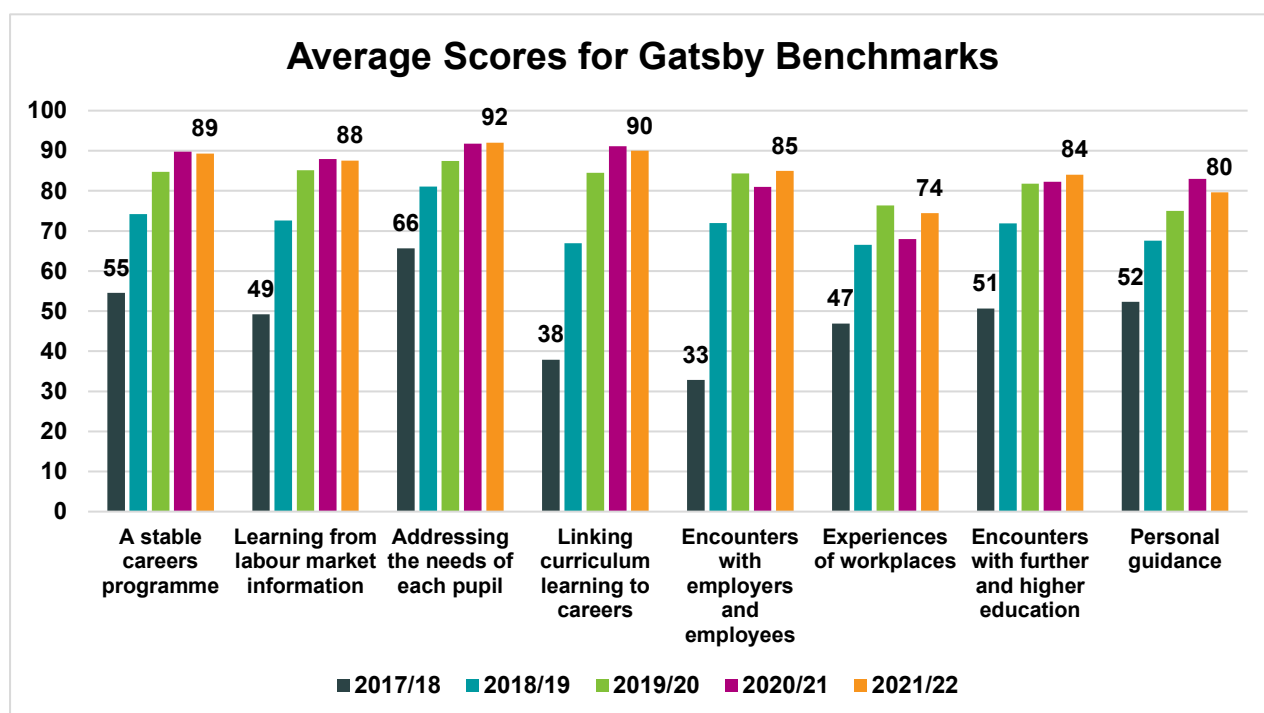
## Development of the Talent Pipeline

SEMLEP works with The Careers and Enterprise Company (CEC) with support from Luton Borough Council (LBC) and Milton Keynes College, through a team of Enterprise Coordinators to help develop quality careers provision in schools/colleges with employer engagement core to the activity. The network of schools/colleges increased from 61 in 2017 to 149 in 2021 with business volunteer Enterprise Advisers growing to 119 from 67.

The measure of careers provision is through the Gatsby Benchmarks, a framework of 8 guidelines that define the best careers provision in secondary schools/colleges. From 2017 to 2021 the average Gatsby Benchmark per school/college increased from 49% to 85%, with schools averaging over 4.7 benchmarks at 100%.

All the Gatsby Benchmarks (GBM) are above national averages except for GBM8, personal guidance. Both this and GBM5, encounters with employers and employees and GBM6 experiences of workplaces, were directly impacted by restrictions due to Covid-19.

GBM8 personal guidance also reduced to due to new guidance from CEC for middle schools who should now score 0%, The slight drop in other scores for 2021/22 is due to new schools joining the network with only one or two year groups.



Source: The Careers and Enterprise Company, Enterprise Adviser Network Register: November 2021

From the SEMLEP Business Survey 2021, respondents having the perception of the area having good quality schools showed a small increase for positive/neutral responses from 90% in 2019 to 91%. This perception is lower with larger businesses and in Luton.

# Skills Demand

## SEMLEP Business Survey 2021

The outcomes and detail from the SEMLEP Business Survey 2021 of over 1862 businesses can be found at: <https://www.semlep.com/news/2022/survey-finds-businesses-remain-resilient-despite-economic-challenges/>.

The perception of the availability of appropriately skilled Staff

- Decrease in rating by businesses.
- Overall, 40% positive (2019 47%), 29% neutral (2019 23%) and 31% (2019 29%) negative.
- Logistics and the creative/cultural sectors were the most positive
- High-performance technology, manufacturing and advanced technology the most negative
- Micro businesses were the most positive, medium most negative

The perception of good quality schools/colleges

- Improved rating by businesses.
- Overall, 70% positive (2019 70%), 22% neutral (2019 20%) and 8% (2019 10%) negative.
- High-performance technology, manufacturing and advanced technology, creative/cultural the most positive
- Logistics most negative
- Micro and small businesses most positive, large most negative

Lack of skilled labour force as a constraint on business growth

- Rose to 18% compared to 11% in 2019.
- Medium and large businesses rank this as a major constraint
- Major constraint for manufacturing and advanced technology.

Labour and skills availability as a concern on leaving the EU

- Concerns increased in 2021 - labour availability 8% (2019 1%) and skills availability 4% (2019 less than 1%).
- Skills availability more of an issue for medium and large businesses

Vacancies in the last 12 months

- Overall, 28% had vacancies, down from 39% in 2019
- Highest response from medium and large businesses

### 'Hard to fill' vacancies

- Overall, 60% of those that had vacancies were 'hard to fill' (2019 45%), 17% of total respondents (2019 18%)
- 16% had a skill-shortage vacancy, (2019 20%)
- Highest response for high-performance technology, manufacturing and advanced technology
- Highest for medium and large businesses

### Occupations that are 'hard to fill':

Occupation	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Plant and Machine Operatives	18%	4%	<b>64%</b>	20%	30%	Small, Medium, Micro	Milton Keynes, West Northamptonshire, Central Bedfordshire, North Northamptonshire
Science, Engineering and Production Technicians	13%		<b>72%</b>	12%	7%	Micro, Large, Medium	Luton, Milton Keynes, Bedford, Central Bedfordshire
Food Preparation and Hospitality Trades	12%	<b>45%</b>				Large, Medium, Micro	Bedford, North Northamptonshire, Milton Keynes, Luton
Sales Assistants and Retail Cashiers	8%	15%		<b>16%</b>	7%	Large, Micro	West Northamptonshire
Managerial	10%	<b>23%</b>				Large, Small, Medium	West Northamptonshire, Central Bedfordshire, North Northamptonshire, Milton Keynes
Other Administrative Occupations	10%	<b>13%</b>		10%		Micro, Small, Medium	Luton, Milton Keynes, Central Bedfordshire, West Northamptonshire
Construction and Building Trades	7%			8%	<b>39%</b>	Small, Micro, Medium	North Northamptonshire, Central Bedfordshire, Bedford
Electrical and Electronic Trades	3%				<b>42%</b>	Large, Micro	North Northamptonshire, Milton Keynes
Sales, Marketing and Related Associated Occupations	7%	<b>13%</b>				Small, Micro	West Northamptonshire, North Northamptonshire
Road Transport Drivers	5%	4%		<b>21%</b>		Large, Medium, Small	Central Bedfordshire, Bedford
Housekeeping and Related Services	5%	<b>10%</b>				Small, Medium	Milton Keynes, Luton



Occupation	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Production Managers and Directors	2%	3%		8%	<b>11%</b>	Medium, Small	Milton Keynes, West Northamptonshire
Information Technology and Telecommunication	4%		7%		<b>13%</b>	Large, Micro, Small	Central Bedfordshire, Milton Keynes, North Northamptonshire
Business, Finance and Related Associated Occupations	3%	<b>1%</b>				Medium	Bedford, West Northamptonshire, Central Bedfordshire
Vehicle Trades	3%			<b>16%</b>		Medium, Micro	Bedford, West Northamptonshire, Central Bedfordshire
Elementary Cleaning Occupations	1%	<b>2%</b>				Small	Luton, Central Bedfordshire

Main causes of having hard to fill vacancies:

Response	Overall (2019)	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Low number of applicants with the required skills	54% (44%)	24%	<b>93%</b>	44%	39%	All	All
Low number of applicants generally	31% (27%)	32%	<b>58%</b>	17%		All	Milton Keynes, Luton, West Northamptonshire
Low number of applicants with the required attitude, motivation or personality	26% (26%)	16%	<b>65%</b>	25%		Micro, Medium, Small	Luton, Milton Keynes
Lack of qualifications the company demands	23% (15%)	6%	<b>72%</b>	24%	9%	Micro, Large	Luton, Milton Keynes, Bedford
Lack of work experience the company demands	18% (17%)	4%	<b>42%</b>	12%	9%	Micro	Milton Keynes, Luton
Too much competition from other employers	7% (8%)	<b>16%</b>	7%		12%	All	Milton Keynes, North Northamptonshire, Central Bedfordshire
Poor terms and conditions (e.g., pay) offered for post	6% (10%)	<b>6%</b>		5%		Medium	Milton Keynes, North Northamptonshire
Reduction in availability of EU applicants	6% (0%)	6%		<b>8%</b>		Medium, Small	Milton Keynes, Bedford, Central Bedfordshire
Job entails shift work/unsociable hours	5% (7%)	<b>19%</b>				Large	North Northamptonshire, Bedford
The growth of the business / increase in workload	1% (5%)		<b>7%</b>			Small	Bedford

## Skills difficult to obtain when recruiting staff:

Skill	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
None	44%	52%		61%	44%	Large, Small	Milton Keynes, Bedford, West Northamptonshire, North Northamptonshire
Technical or practical skills	23%	16%	85%	7%	33%	Medium, Micro, Small	Central Bedfordshire, Luton, Milton Keynes, West Northamptonshire
Job specific skills	23%	19%	47%	16%	10%	Medium, Small, Micro	Central Bedfordshire, Luton
Literacy	3%			17%		Large	North Northamptonshire
Managerial Skills	3%	2%				Medium, Small	Central Bedfordshire, West Northamptonshire, Luton
Foreign Languages	2%			17%		Large	North Northamptonshire
Communication skills	2%	4%				Micro, Small, Medium	Bedford, Central Bedfordshire, Luton
Customer Service skills	2%	4%				Micro, Small, Medium	Bedford
General employability	2%				7%	Small, Micro, Medium	Central Bedfordshire
Numeracy	1%	2%				Medium, Small	North Northamptonshire, West Northamptonshire

## Why are these skills difficult to obtain?

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Poor quality applicants generally	50%	42%	54%	<b>79%</b>	39%	Micro, Medium, Large	Luton, Milton Keynes, North Northamptonshire
Low quantity of applicants available	44%	39%	<b>88%</b>	61%		All	Milton Keynes, Luton, West Northamptonshire
Other	33%	34%	<b>53%</b>		42%	Micro, Large, Medium	Luton, Bedford, Milton Keynes
General lack of skills in available workforce	30%	21%	<b>65%</b>	11%	9%	Micro, Medium, Small	Luton, Milton Keynes, Bedford

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
People applying for jobs they are not suited to	11%	1%	6%	34%		Micro, Medium, Small	Luton, Central Bedfordshire, Milton Keynes
Lack of work ready college/further education leavers	7%	13%	6%	6%		Micro, Medium, Small	Bedford, Luton, North Northamptonshire
Reduction in availability of EU applicants	4%	10%				Medium, Small	West Northamptonshire, Milton Keynes, Central Bedfordshire, North Northamptonshire
Lack of work ready school leavers	4%	5%	6%			Micro, Medium, Small	Bedford
Lack of work ready university higher education leavers	3%	5%	6%			Medium, Small, Micro	Bedford, Luton
High and unaffordable salary expectations	2%				9%	Small, Medium	Central Bedfordshire, North Northamptonshire

#### Actions taken to increase skills:

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Not applicable - no skills gaps	41%	32%	28%	53%	37%	Micro, Small	All
Offering in-house training & development	20%	28%	22%	21%	37%	Large, Medium	All, lower in North Northamptonshire
Not doing anything	14%	10%	20%	12%	6%	Micro, Small	All, lower in West Northamptonshire
Outsourcing training & development / working with independent training providers	13%	18%	26%	1%	27%	Medium, Small	All, lower in Bedford
Other	11%	22%	2%	5%		Small, Micro	All, lower in North Northamptonshire
Providing on-line/remote training and support to staff	7%	9%	7%	1%		Medium, Small, Micro	All, lower in Bedford, Central Bedfordshire, Luton, Milton Keynes
Engaging with colleges	5%	2%	11%	9%	6%	Large, Medium	All, lower in West Northamptonshire, Milton Keynes, Bedford

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Investing in apprenticeships	4%	4%		9%	2%	Large	All, lower in Bedford, Central Bedfordshire, Luton, West Northamptonshire
Relying on agencies to recruit skilled people	1%	2%		3%		Medium	Milton Keynes
Engaging with universities	1%	1%	2%	1%	5%	Medium	All
Engaging with schools (e.g., Careers Enterprise Company) through in person or face-to-face activities	1%			3%		Micro, Small	North Northamptonshire, Luton

## Apprenticeships

Currently employing apprentices:

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Yes	7%	6%	6%	11%	8%	Large, Medium	All, lower in West Northamptonshire, Bedford, Central Bedfordshire
No	93%	94%	94%	89%	92%	Micro, Small	All

Would you take on an apprentice?

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Yes	33%	38%	30%	27%	56%	Large, Medium, Small	All
No	67%	62%	70%	73%	44%	Micro	All, higher in Bedford, Central Bedfordshire, Luton

## Why not take on an apprentice?

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
No current business need / not recruiting	39%	<b>58%</b>	38%	21%	35%	Micro, Small	All
Other	20%	13%		<b>24%</b>	23%	All	All
Size of business is too small	18%	9%	10%	<b>18%</b>		Micro, Medium	All, higher in West Northamptonshire
Business / type of work is unsuitable for apprentices	14%	16%		33%	<b>35%</b>	Large, Medium, Micro	West Northamptonshire, Bedford, Central Bedfordshire
Apprentices don't have the necessary skills / experience / qualifications / we want to employ people that are ready to do the job	11%	7%	<b>40%</b>	16%	12%	All	Milton Keynes, Central Bedfordshire, Bedford
Poor experience of apprenticeships	9%		14%	<b>16%</b>		Micro	All, lower in North Northamptonshire
Cost	6%	4%	7%	9%	<b>18%</b>	Micro, Small, Medium	Bedford, Luton
Cannot find suitable candidates	3%		<b>14%</b>	9%		Medium, Small	Milton Keynes, Bedford
Don't know	4%	6%		3%	<b>16%</b>	Large	Luton, Milton Keynes

## Levy payers

Are you a Levy Payer?	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
No, we are not a levy payer	73%	80%	74%	72%	80%	All	All
Yes	4%	2%		4%	3%	Large	All, higher in Luton
Don't know / not applicable	23%	18%	26%	24%	18%	All	All, higher in West Northamptonshire, North Northamptonshire, Milton Keynes

## How do you use, or plan to use, the Levy?

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
To take on new apprentices	23%	42%				Small, Medium, Micro	Central Bedfordshire, West Northamptonshire
We do not use the levy and have no plans to	23%					Large, Medium	Luton, North Northamptonshire
Don't know	20%	58%			100%	Medium, Small	Bedford, Milton Keynes, North Northamptonshire
To develop existing employees	19%					Large, Medium	Central Bedfordshire, Luton, Bedford
Other	18%			100%		Small, Micro	West Northamptonshire, Bedford
We do not use the levy yet, but have plans to in the future	12%					Large, Medium	Milton Keynes
By transferring the levy to other businesses	0%					Large, Medium	

## Offering work experience and/or employer engagement

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
No engagement conducted	67%	75%	62%	78%	44%	Micro, Small, Medium	All
School/College students age 17-19	15%	12%	17%	11%	10%	Small, Medium, Large	All, low in Luton
School students ages 14-16 (Year 10 to 12)	11%	9%	4%	6%	2%	Medium, Small, Micro	All, lower in Bedford, Luton, North Northamptonshire
Further or Higher Education Students age 19-24	5%	1%	6%	2%		Large	All except Luton
Other	5%	8%	8%	1%	15%	Small, Micro, Medium	All, low in West Northamptonshire
Don't know	5%	1%		8%	29%	Large	West Northamptonshire
Internships	1%	0%	7%			Large	North Northamptonshire
Kick-start scheme	1%	1%		1%		Large, Medium	Luton
People with Special Educational Needs and/or Disabilities	1%	1%				Micro	North Northamptonshire
Traineeships	1%			1%		Large	Luton
No responses for primary school students, school student ages 11-13 (Year 7 to 9) and adult schemes.							

## Why no engagement with schools, colleges, universities, adult education schemes?

Response	Overall	Creative and Cultural Sectors	High Performance Technology	Logistics	Manufacturing and Advanced Technology	Business Size Most Impacted	Area Most Impacted
Other	56%	52%	49%	62%	40%	All	All
Do not see value	23%	40%	15%	14%	6%	Medium, Micro, Small	All
Lack of time	15%	9%	37%	15%	21%	Micro, Medium, Small	Central Bedfordshire, Luton, North Northamptonshire
Lack of opportunities	13%	8%	48%	8%	0	Micro, Small, Medium	Bedford, Milton Keynes
Red tape/bureaucracy	7%	2%	0	4%	8%	Large, Micro	Bedford, Central Bedfordshire, Luton
Concerns about the safety of students	4%	7%	0	4%	25%	Medium, Micro, Small	Central Bedfordshire, Bedford, West Northamptonshire
Do not know how to arrange	1%	5%	0	0	0	Medium	West Northamptonshire

## Employability Skills

From consultation with local businesses, the SEMLEP Business Survey 2021, the SEMLEP Sector Skills Reports and job vacancy data the definition of employability skills required by employers are:

- Basic Skills
  - Literacy
  - Numeracy
  - Spoken English
  - Basic Digital (see below)
- Attitudes and Behaviours
  - Detail Orientated
  - Work ethic
  - Flexibility/adaptability
  - Curiosity
  - Self-motivation/Initiative/Independence
  - Honesty
  - Reliability
  - Politeness
  - Humility
  - Empathy
- Core Competencies:
  - Communication
  - Organisation
  - Teamwork/Collaboration
  - Digital literacy (see below)
  - Planning
  - Problem solving
  - Creativity
  - Leadership
  - Time management
  - Resilience

Core competencies can be referred to as 'transferable' or 'soft' skills. The term 'soft' devalues the importance of these skills which in many cases, relate to experience gained and as such are deemed more important than some qualifications when recruiting.

- Technical/Vocational Skills - Most in demand are:
  - Customer Relationships/Service/Sales
  - Business Management (staff/project/budgeting/strategy)
  - Business Operations (procurement/HR/quality control/marketing/administration)
  - Job specific (logistics/construction/financial/food preparation/engineering/manufacturing/teaching/health/care)
  - Specialist digital skills (see below)
- Qualifications and certification – both academic and/or technical, some certification such as CSCS cards for construction, HGV licences, etc.



## Digital Skills

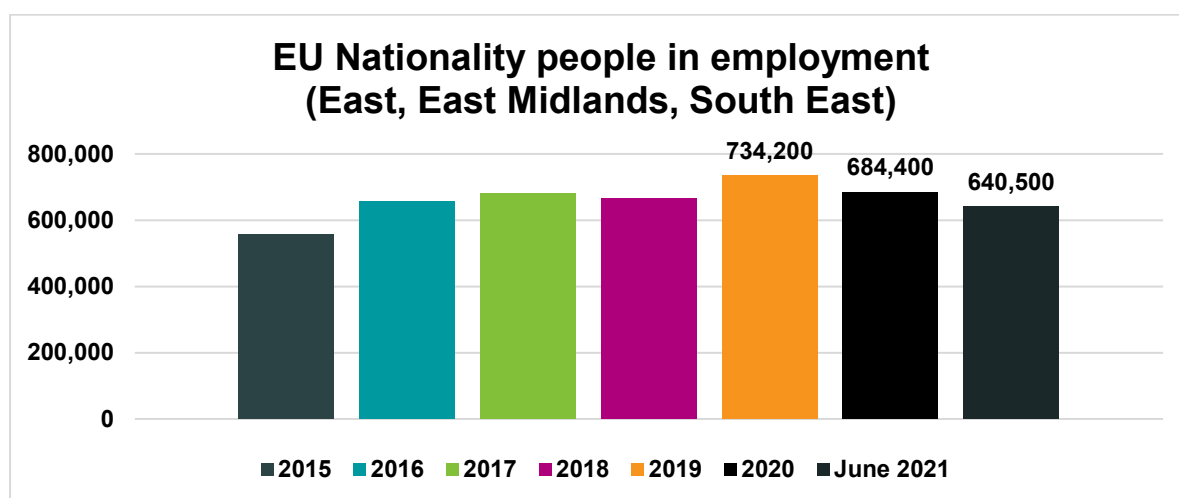
From the Skills Reports and consultation with employers, digital skills were defined as:

- 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 (Microsoft Office), along with personal and business data protection. Includes some common business systems such as SAP and Oracle.
- 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

## The Impact of Leaving the European Union combined with Covid-19

From data in the ONS, EMP06: Employment by country of birth and nationality report, employment levels for people over 16 with European members nationality fell by 337,000 in September 2021, compared to March 2020.

For the 3 regions that the South East Midlands is a part of, employment of EU nationals fell 13% (93,700) from 2019.



Source: ONS, Annual population survey - regional – nationality, June 2021

Corby (23%), Wellingborough (9%), Northampton (14%), Bedford (10%), Milton Keynes (8%) and Luton (13%) all have above average population numbers for EU nationals and have been impacted disproportionately with employers reporting a reduction in EU migrant

workers numbers within logistics, care, manufacturing and construction. This is supported by increasing job vacancies for roles with significant EU migrant worker participation

The SEMLEP Business Survey 2021 indicated that labour and skills availability increased as a concern on leaving the EU to 8% of participants compared to 1% in 2019.

Roles specifically impacted were:

- Office / Administrative Assistant
- Labourer / Material Handler
- Caregiver / Personal Care Aide
- Delivery Driver
- Production Worker
- Warehouse / Inventory Associate
- General cleaner
- HGV / LGV Class 1 Driver
- HGV / LGV Class 2 Driver
- Care assistant
- Automotive Service Technician / Mechanic

### ***An Ageing Workforce***

Employment of those aged 50+ in the South East Midlands increased by 13% from 2015 to December 2021 and is now makes up a higher proportion of the those in employment compared with England, 33.6% vs 32.4%.

The local workforce is experienced and maturing with 35.5% being aged 35-49 compared to 33.6% for England.

People will be living longer and as a result will work beyond the state retirement age to support their income. From the research and consultation, occupational groups most impacted by an ageing workforce and needing replacements are and will be:

- Engineering and manufacturing including engineers of all types
- Business Operations and Management roles such as procurement, human resources, management, accountancy/finance, legal positions
- Education, teachers, head teachers and teaching assistants
- Health and care, nursing, physicians, specialised roles

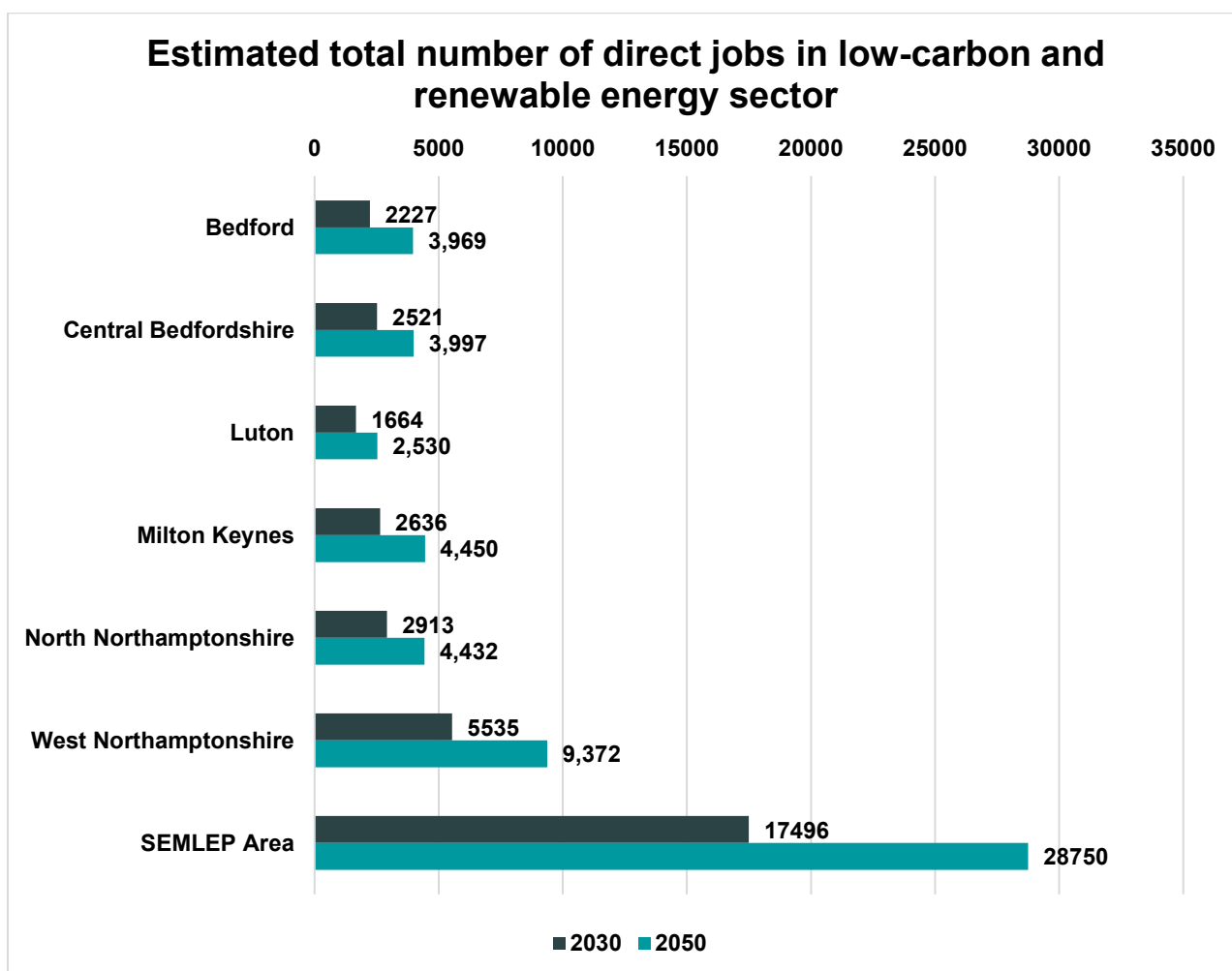
*Source: ONS, Annual population survey, June 2021/Labour Insight and Labour Insight (Burning Glass Technologies).*

## ***The Green Economy***

The Government has a ten-point plan for a green industrial, including the development of green jobs and industries of the future. The plan focuses on increasing activity and ambition in the following areas:

- **Offshore wind** - Producing enough offshore wind to power every home, quadrupling how much we produce to 40GW by 2030, supporting up to 60,000 jobs.
- **Low carbon hydrogen** - Aiming to generate 5GW of low carbon hydrogen production capacity by 2030 for industry, transport, power and homes, and aiming to develop the first town heated entirely by hydrogen by the end of the decade.
- **Nuclear power** - Advancing nuclear as a clean energy source, across large scale nuclear and developing the next generation of small and advanced reactors, potentially supporting 10,000 jobs.
- **Zero emission vehicles**
  - UK manufacturing bases to accelerate the transition to electric vehicles including battery manufacturing. UK will end the sale of new petrol and diesel cars and vans by 2030 and continue the sale of hybrid cars and vans that can drive a significant distance with no carbon emissions until 2035. Grants will be made available to buy zero or ultra-low emission vehicles.
  - Transforming the national infrastructure to better support electric vehicles by accelerating the rollout of charging points for electric vehicles in homes, streets and on motorways across England.
- **Green public transport, cycling and walking** - Making cycling and walking more attractive ways to travel and investing in zero-emission public transport of the future.
- **'Jet zero' and greener maritime** - Supporting difficult-to-decarbonise industries to become greener through research projects for zero-emission planes and ships.
- **Greener homes and public buildings** - Making homes, schools and hospitals greener, warmer and more energy efficient, whilst creating 50,000 jobs by 2030, and a target to install 600,000 heat pumps every year by 2028. This includes 'retrofit' in existing buildings.
- **Carbon capture** - Becoming a world-leader in technology to capture and store harmful emissions away from the atmosphere, with a target to remove 10MT of carbon dioxide by 2030.
- **Nature** - Protecting and restoring the natural environment, planting 30,000 hectares of trees every year, whilst creating and retaining thousands of jobs.
- **Innovation and finance** - Developing the cutting-edge technologies needed to reach these new energy ambitions and make the City of London the global centre of green finance.

It is predicted that there will be 17,500 direct jobs in low-carbon and renewable energy sector in 2030, increasing to 28,750 by 2050 in the South East Midlands.



Source: <https://lginform.local.gov.uk/reports/view/lga-research/estimated-total-number-of-direct-jobs-in-low-carbon-and-renewable-energy-sector>

The jobs are estimated to be in the sub sectors of:

Area	Low-carbon electricity	Low-carbon heat	Alternative fuels	Energy Efficiency	Low-carbon services	Low emission vehicles & infrastructure
Bedford	781	490	134	449	92	281
Central Bedfordshire	308	786	234	719	141	333
Luton	65	530	75	485	68	441
Milton Keynes	426	734	95	672	230	479
North Northamptonshire	279	980	212	897	72	473
West Northamptonshire	2,242	1,133	298	1,037	212	613
SEMLEP Area	4,101	4,653	1,048	4,259	815	2,620

Source: <https://lginform.local.gov.uk/reports/view/lga-research/estimated-total-number-of-direct-jobs-in-low-carbon-and-renewable-energy-sector>

The growth in estimated number of direct jobs for all sectors between 2030 and 2050:

Estimated total number of direct jobs in low-carbon and renewable energy sector	Bedford	Central Bedfordshire	Luton	Milton Keynes	North Northamptonshire	West Northamptonshire
Offshore wind	145	34	2	51	2	274
Onshore wind	54	13	0	6	9	847
Solar PV	752	351	76	386	361	628
Hydropower	0	0	0	0	0	0
Nuclear	20	5	2	25	4	181
Carbon capture & storage	8	6	5	18	1	72
Heat pumps	123	198	134	185	247	285
Hydrogen boilers	119	191	129	178	237	275
Renewable combined heat & power	5	8	5	7	10	10
Alternative fuels	113	120	39	66	105	310
Bioenergy	44	107	35	37	100	75
Hydrogen production	69	13	4	29	5	237
Energy Efficiency	24	39	27	36	49	57
Lighting	15	23	15	21	30	33
Insulation	1	2	2	2	2	3
Control & monitoring	9	14	10	13	17	21
Low-carbon services	167	255	123	418	132	387
Low emission vehicles & infrastructure	211	254	322	436	358	512
Electric vehicles	0	0	0	0	0	0
ICE --> EV transition	170	192	261	250	286	337
Chargepoints	3	11	18	13	8	19
HRS	4	14	8	31	2	36
EV battery	0	0	0	0	0	0
Fuel cell EVs	0	0	0	0	0	0
ICE --> FCEV transition	19	21	29	28	31	36
Stationary fuel cells	13	13	6	100	29	74
Energy storage	2	2	1	13	4	9
Low-carbon electricity	979	410	87	487	379	2,001
Low-carbon heat	248	397	268	371	496	573

Source: <https://lginform.local.gov.uk/reports/view/lga-research/estimated-total-number-of-direct-jobs-in-low-carbon-and-renewable-energy-sector>

The main demand for roles within these activities lie within occupational groups for:

- Engineering and manufacturing
- Digital
- Business operations and management
- Construction

**Currently engineering, digital and construction either do not have a sufficient or a barely adequate, pipeline of people entering the occupational groups. The construction sector will not be able to provide enough of the trades to meet the retrofit demand for older properties and facilities.**

New flexible standards/curriculum for further and higher education levels are required to meet the skills needs and ongoing employer engagement will be essential to inform education providers to ensure provision is both of a quality and remains relevant.

The Green Job Taskforce have announced initial actions including:

- Green apprenticeships: Existing green apprenticeships already up and running e.g., Nuclear Desk Engineers, Wind Turbine Maintenance and Operations Engineering Technicians, Research Scientists and Environmental Practitioners - endorsed by the Green Apprenticeships Advisory Panel (GAAP). The GAAP is working with employers across England to enhance the current apprenticeships offer
- Green Skills Bootcamps: Expansion of the offer to other areas of the country, which deliver free, flexible training courses of up to 16 weeks for adults so they can develop in-demand skills and fast-track to an interview with a local employer. This will include offering technical training in green home retrofit management, solar energy installation, sustainable agriculture, nuclear energy deployment, and green transport.
- Electrification skills boost: The Emerging Skills Electrification Project, which aims to encourage the adoption of skills in electrification technologies, such as battery-powered motors and drives, electric vehicle systems and software, battery maintenance, and recycling. The project will fund the development of short courses, teacher training support and free to access 'up-skilling' days for adults in the latest electrification technologies.
- Free Courses for Jobs (free Level 3 qualifications): Fully funded offer for any adult without an existing Level 3 qualification - equivalent to A levels. The offer includes qualifications in sectors such as Agriculture, Building and Construction, Engineering, Horticulture and Forestry and Science.

The anticipated skills needs are summarised in the table below:

Activity	Anticipated Skills Needs
Commercial, financial services and consultancy	Opportunities with business operations and management, particularly financial, legal, commercial roles (level 4+) and administration (level2+) in the scaling of the use of low carbon technologies.
Low carbon electricity including solar, wind and networks	Installation will require an expansion of the existing technician base, generally qualified to level 3.
Smart heating control	Increasing needs for digital and engineering occupational groups. Opportunities for software developers/engineers, electrical engineers, electricians and technicians (level3+). Also, opportunities in manufacturing (level 2+).
Heat pumps	Opportunities for engineers, technicians and construction for both specification and installation, with need for both a pipeline into roles and upskilling/reskilling the current workforce (level 3+ including plant operators).

Activity	Anticipated Skills Needs
Retrofit	<p>There is and will be a need to equip tradespeople with the skills to deliver the desired outcomes to understand and manage the new technology and complexity of decarbonising existing buildings.</p> <p>The Construction Industry Training Board (CITB) quote that improving the building fabric energy efficiency of every building in the country in need of retrofit will require 12,000 workers nationally to be trained every year for about the next four years, before the need to increase yearly recruitment by up to 30,000 workers between years 2025 and 2030. This implies an increased trained workforce of up to 230,000 by the end of the decade.</p> <p>The over-arching document in the retrofit standards framework (PAS 2035) identifies 5 distinct roles:</p> <ul style="list-style-type: none"> <li>• Retrofit Advisor</li> <li>• Retrofit Assessor</li> <li>• Retrofit Coordinator</li> <li>• Retrofit Designer</li> <li>• Retrofit Evaluator</li> </ul>
Anaerobic digestion	<p>Connecting these systems to the grid will offer opportunities for specialist engineers and technicians (levels 3+) related to gas. Farmers will require skills development on management of feed for animals.</p>
Electric vehicles	<p>Opportunities for engineers and digital occupational groups in research, development and manufacture (level 4+) of vehicles, battery and cell manufacture, power, electronics, motors and drives, including pathways for upskilling/reskilling.</p> <p>There already a demand for Automotive Technicians/Mechanics, which will increase, for the maintenance and repair of hybrid and electric vehicles. This requires a pipeline into roles and upskilling/reskilling the current workforce (level3+).</p> <p>Engineers, technicians and construction are required for the installation to develop the infrastructure of charging points and associated supply from the grid.</p>
Hydrogen fuel cells	<p>Opportunities in research and development for engineers and scientists (level 4+). Also, opportunities for vehicle technicians upon adoption within vehicles including HGV and installation of infrastructure for refuelling, maintenance and repair (level 3+).</p>
Circular economy (make, use, recycle)	<p>Opportunities for Researcher, Designers, Chemists, Chemical/Process Engineers, Project Managers, Environmental Technician/Scientists/Specialists, Waste Disposal and Environmental Services</p>
Forestry	<p>Potential opportunities in the roles of Forester, Arboriculture Consultant, Tree Surgeon, Woodland Officer/Manager, Arborist</p>

# Mapping Skills Supply and Demand

## Current Status of Supply and Demand for Occupational Groups and Sectors

A summary of the status for each occupational group or sector is shown below:

Provision & learner starts, aligned with employer demand	Adequate provision & learner starts for employer demand	Low provision and/or learner starts for employer demand
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Business Operations and Management	Business Administrative and Secretarial Occupations	Business functions and Management
Employment Trend	▲	▼
Full-Time/Part-Time Employment (%)	64/36	86/14
Female/Male Participation (%)	63/37	37/63
BAME Participation	No data	No data
Job Postings Trend	▲	▲
Talent Pipeline/Provision	►	►
	High Learner Starts, High Provision	Adequate Learner Starts, Adequate Provision
Hard to Fill Vacancies (Business Survey 2021/Job Postings Demand)	Office/Administrative Assistant, Receptionist	Human Resources/Labour Relations Specialist, Project Manager, Managerial

Business Operations and Management	Financial	Legal	Sales and Customer Service
Employment Trend	►	►	►
Full-Time/Part-Time Employment (%)	82/18	77/23	55/45
Female/Male Participation (%)	48/52	47/53	58/42
BAME Participation	Under representation from Pakistani/ Bangladeshi cohort	No data	No data
Job Postings Trend	▲	►	▲
Talent Pipeline/Provision	►	►	►
	High Learner Starts, Adequate Provision	Adequate Learner Starts, Adequate Provision	Adequate Learner Starts, Adequate Provision
Hard to Fill Vacancies (Business Survey 2021/Job Postings Demand)	Financial Manager, Bookkeeper, Accounting Clerk, Accountant	Lawyer	Customer Service Representative, Sales, Marketing and Related Associated Occupations, Account Manager/ Representative, Sales Manager



	Logistics Operational Specific	Education	Health and Care
Employment Trend	▲	►	▲
Full-Time/Part-Time Employment (%)	86/14	51/49	56/44
Female/Male Participation (%)	23/77	73/27	81/19
BAME Participation	Under representation from the mixed ethnic group	No data	All ethnic groups have higher than national average
Job Postings Trend	▲	▲	▲
Talent Pipeline/Provision	►	►	▲
	Low learner Starts, Low ESFA Funded Provision	Low learner Starts, Adequate Provision	High Learner Starts, Adequate Provision
Hard to Fill Vacancies (Business Survey 2021/Job Postings Demand)	Warehouse/Inventory Associate, Delivery Drivers, HGV/LGV 1 & 1 Drivers, Forklift/Pallet Jack Operator	Teaching Assistants, Tutors, Primary School Teachers, Childcare and Related Personal Services	Caregiver/Personal Care Aide, Care assistant, Registered General Nurse (RGN)

	Engineering and Manufacturing	Digital	Construction
Employment Trend	▲	▲	▲
Full-Time/Part-Time Employment (%)	91/9	77/23	77/23
Female/Male Participation (%)	26/74	34/66	17/83
BAME Participation	Under representation from Black/Black British and Pakistani/ Bangladeshi	Under representation for Black/Black British and Pakistani/ Bangladeshi	Under representation from Black/Black British, Pakistani/ Bangladeshi and mixed ethnic groups
Job Postings Trend	▲	▲	▲
Talent Pipeline/Provision	►	►	►
	Low Learner Starts, Adequate Provision	Low Learner Starts, Adequate Provision	Low Learner Starts, Adequate Provision
Hard to Fill Vacancies (Business Survey 2021/Job Postings Demand)	Production Worker, Maintenance Technician, Science, Engineering and Production Technicians	Software Developer/Engineer, Computer Support Specialist	Plant and machine operatives, labourer, Construction and building trades

	Automotive Service	Food and Accommodation	Agriculture, Horticulture and Animal Care
Employment Trend	▲	▼	►
Full-Time/Part-Time Employment (%)	82/18	38/62	76/24
Female/Male Participation (%)	3/97	55/45	18/82
BAME Participation	Under representation from Black/Black British, Pakistani/ Bangladeshi and mixed ethnic groups	Under representation for Black/Black British and White Cohorts	No data but consultation suggests under representation from all ethnic minority groups
Job Postings Trend	▲	▲	▲
Talent Pipeline/Provision	►	►	▲
	Low Learner Starts, Inadequate Provision, Investment required for Electric Vehicles	Low Learner Starts, Adequate Provision	Adequate Learner Starts, Adequate Provision
Hard to Fill Vacancies (Business Survey 2021/Job Postings Demand)	Automotive Service Technician / Mechanic	Chef, Food Service Team Member, Kitchen Staff, Restaurant/Food Service Supervisor	Landscaping/ Groundskeeping Worker, Farm/Nursery/ Greenhouse Workers, Veterinarians

## Skills Supply and Demand

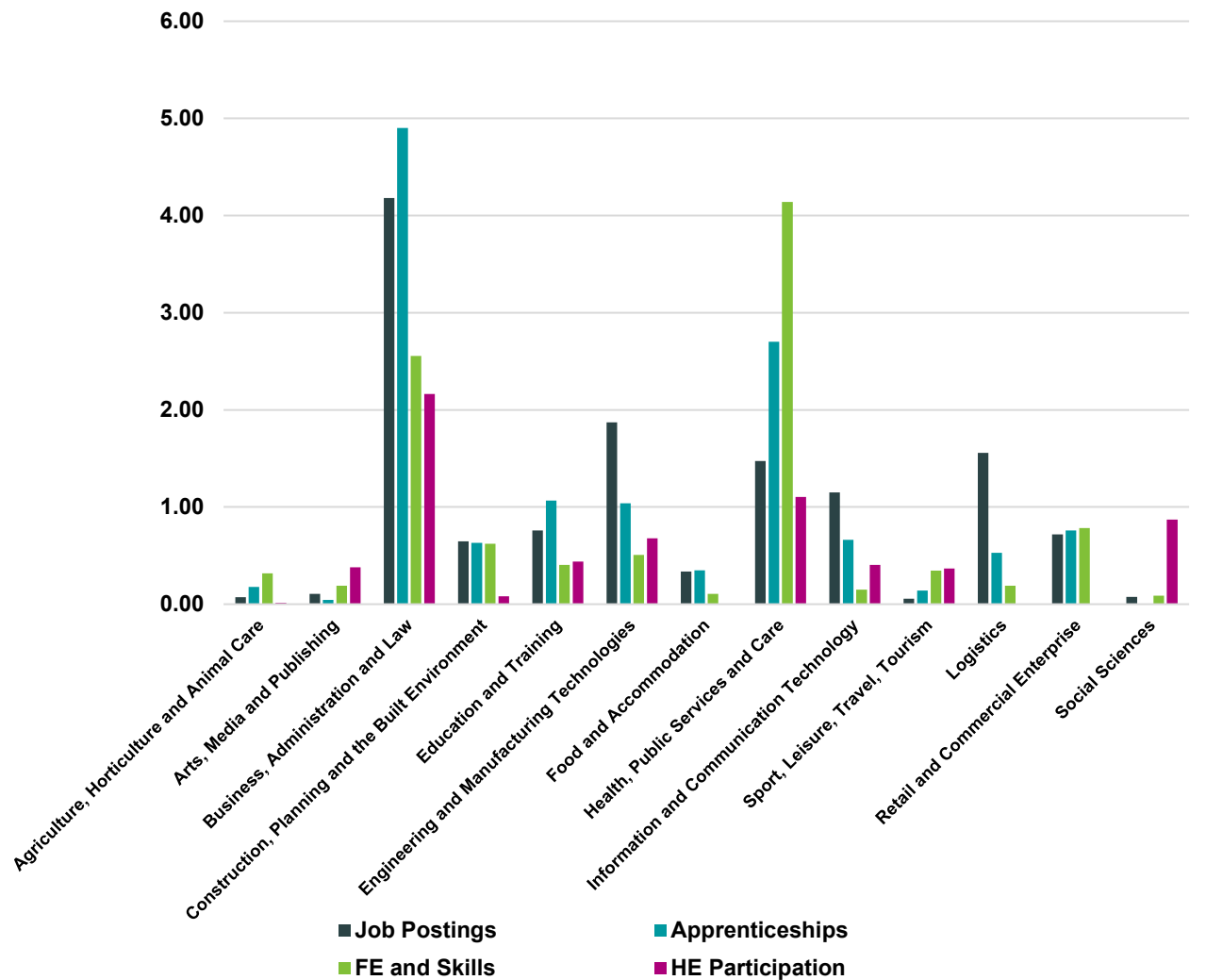
SEMLEP have profiled supply and demand for occupational groups through applying quotients of total numbers and cohorts for:

- Job Postings – Source: Labour Insight 2021
- Learners – <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-and-skills/2020-21>; <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships-and-traineeships/2020-21>; <https://www.hesa.ac.uk/data-and-analysis/students/table-49>.

The results are shown below.

Occupational Group	Job Postings	Apprenticeships	FE and Skills	HE Participation
Agriculture, Horticulture and Animal Care	0.07	0.18	0.32	0.01
Arts, Media and Publishing	0.11	0.04	0.19	0.38
Business, Administration and Law	4.18	4.90	2.56	2.16
Construction, Planning and the Built Environment	0.65	0.63	0.62	0.08
Education and Training	0.76	1.07	0.40	0.44
Engineering and Manufacturing Technologies	1.87	1.04	0.51	0.68
Food and Accommodation	0.34	0.35	0.10	0.00
Health, Public Services and Care	1.47	2.70	4.14	1.10
Information and Communication Technology	1.15	0.66	0.15	0.40
Sport, Leisure, Travel, Tourism	0.06	0.14	0.35	0.37
Logistics Specific	1.56	0.53	0.19	0.00
Retail and Commercial Enterprise	0.72	0.76	0.78	0.00
Social Sciences	0.07	0.00	0.09	0.87

## Quotients for Job Postings, Employment and Education Starts - SEMLEP Area



### Notes:

- The quotients for further and higher education assume 80% and 50% of students remain the area based on HESA data in Annex A
- This data does not capture provision outside of ESFA funded provision for further education and so data will be limited for logistics and transport, some construction and some education pathways

### Conclusions for occupational groups/sectors with high need:

- Comparable numbers of learners for business management and operations, health and care, construction
- More learners in the pipeline/pathways required for logistics, engineering/manufacturing and digital.

## Occupations in Demand and Local Mapping

From the Skills Reports, Job Postings and consultation the occupations within each occupational groups, both in demand currently and short-term future are:

<b>Business Operations and Management</b>	Business Administrative and Secretarial Occupations	Business functions and management
<b>Occupations - Job Postings (Vacancies)</b>		
<b>Within top 25</b>	Office/Administrative Assistant	Project Manager, Human Resources/Labour Relations Specialist
<b>Within top 50</b>	Receptionist	Recruiter, Marketing Manager
<b>Within top 100</b>	Senior Administrator	Buyer/Purchasing Agent, Procurement Manager, Business/Management Analyst, Training and Development Specialist, Marketing Representative, Human Resources Manager
<b>Increasing in Demand</b>	Office/Administrative Assistant, Receptionist, Senior Administrator, Executive Assistant, Order Processor/Order Entry Clerk, Data Entry Clerk	Human Resources/Labour Relations Specialist, Marketing Manager, Recruiter, Procurement Manager, Business/Management Analyst, Document Control/Management Specialist, Safety Coordinator, Business Intelligence Analyst, Purchasing Assistant, Training and Development Specialist, Interpreter/Translator, E-Commerce Analyst

<b>Further Education</b>	<b>Provision Available</b>	
Barnfield College	✓	✓
Bedford College	✓	✓
Central Bedfordshire College	✓	✓
Milton Keynes College	✓	✓
Moulton College	✓	✓
Northampton College	✓	✓
Tresham College	✓	✓

<b>Higher Education</b>	<b>Provision Available</b>	
University of Bedfordshire	✓	✓
University of Northampton	✓	✓
MK:U		✓
Cranfield University	✓	✓
The Open University	✓	✓

<b>T-Levels Starts</b>	<b>Provision Available</b>	
Barnfield College		
Bedford College	2022/23	2022/23
Milton Keynes College	2023/24	2023/24
Northampton College	2023/24	2023/24
Tresham College	2022/23	2022/23

Business Operations and Management	Financial	Legal	Sales and Customer Service Occupations
Occupations - Job Postings (Vacancies)			
Within top 25	Bookkeeper/Accounting Clerk, Accountant	Lawyers	Customer Service Representative, Account Manager/Representative, Sales Manager, Sales Assistant
Within top 50	Financial Manager		Sales Representative
Within top 100	Financial Analyst, Payroll Specialist, Credit Analyst/Authoriser, Auditor	Paralegal/Legal Assistant	Customer Service Manager
Increasing in Demand	Bookkeeper/Accounting Clerk, Accountant, Financial Manager, Financial Analyst, Payroll Specialist	Lawyer, Paralegal/Legal Assistant, Legal Secretary	Customer Service Representative, Account Manager/Representative, Sales Manager, Sales Assistant, Sales Representative, Customer Service Manager

Further Education	Provision Available		
Barnfield College	✓		✓
Bedford College	✓		✓
Central Bedfordshire College	✓		✓
Milton Keynes College	✓		✓
Moulton College	✓		✓
Northampton College	✓		✓
Tresham College	✓		✓

Higher Education	Provision Available		
University of Bedfordshire	✓	✓	✓
University of Northampton	✓	✓	✓
MK:U			
Cranfield University	✓		
The Open University	✓	✓	

T-Levels Starts	Provision Available		
Bedford College	2023/24	2023/24	
Tresham College	2023/24	2023/24	

Logistics	Logistics Operational Specific	Education
Occupations - Job Postings (Vacancies)		
<b>Within top 25</b>	Labourer / Material Handler, Delivery/Van Driver, Warehouse / Inventory Associate, HGV / LGV Class 1 Driver, HGV / LGV Class 2 Driver	Teaching Assistant
<b>Within top 50</b>	Scheduler / Operations Coordinator, Forklift / Pallet Jack Operator	Tutor Primary School Teacher University Lecturer
<b>Within top 100</b>	Logistics/Supply Chain Analyst, Storage/Distribution Manager	Secondary School Teacher
<b>Increasing in Demand</b>	Labourer / Material Handler Delivery Driver Warehouse / Inventory Associate HGV / LGV Class 1 Driver HGV / LGV Class 2 Driver Scheduler / Operations Coordinator Forklift / Pallet Jack Operator Logistics / Supply Chain Analyst Van / Taxi / Shuttle Driver Storage / Distribution Manager Stocking Clerk / Sales Floor Support Packager Transportation Planner / Analyst Mobile machine drivers and loaders	Teaching Assistant Tutor University Lecturer Driving instructors Admissions Officer Vocational Education Trainer/Tutor

Further Education	Provision Available	
Barnfield College	✓	✓
Bedford College	✓ (Warehousing)	✓
Central Bedfordshire College		
Milton Keynes College		
Moulton College	✓ (plant)	
Northampton College	✓	✓
Tresham College		✓
Higher Education	Provision Available	
University of Bedfordshire		✓
University of Northampton	✓	✓
MK:U		
Cranfield University	✓	
The Open University		✓

T-Levels Starts	Provision Available	
Barnfield College		2022/23
Bedford College		✓
Central Bedfordshire College		2023/24
Milton Keynes College		✓
Northampton College		2022/23
Tresham College		✓

Health and Care	
Occupations - Job Postings (Vacancies)	
<b>Within top 25</b>	Registered General Nurse, Caregiver/Personal Care Aide, Care Assistant
<b>Within top 50</b>	Physician, Nursing Assistant/Healthcare Assistant,
<b>Within top 100</b>	Healthcare Manager, Psychologist, Nurse Practitioner, Health Technician/Technologist (Other), Occupational Therapist
<b>Increasing in Demand</b>	Registered General Nurse (RGN), Psychologist, Nursing Assistant/Healthcare Assistant, Health Technician/Technologist (Other), Healthcare Manager, Occupational Therapist, Care assistant (Mental health), Medical Laboratory Technician, Pharmacist, Chemist Pharmacy Technician, Nurse Practitioner, Caregiver/Personal Care Aide, Care assistant, Assistant Care Worker

Further Education	Provision Available
Barnfield College	✓
Bedford College	✓
Central Bedfordshire College	✓
Milton Keynes College	✓
Moulton College	
Northampton College	✓
Tresham College	✓
Higher Education	Provision Available
University of Bedfordshire	✓
University of Northampton	✓
MK:U	
Cranfield University	
The Open University	✓

T-Levels Starts	Provision Available
Barnfield College	2023/24
Bedford College	✓
Central Bedfordshire College	2023/24
Milton Keynes College	2023/24
Northampton College	2022/23
Tresham College	✓



<b>Engineering and Manufacturing</b>	
<b>Occupations - Job Postings (Vacancies)</b>	
<b>Within top 25</b>	Production Worker, Maintenance Technician
<b>Within top 50</b>	Mechanical Engineer, Operations Manager
<b>Within top 100</b>	Manufacturing Machine Operator, Welder/Solderer, CNC Operator, Quality Inspector/Technician, Electrical Engineer, Production Supervisor, Industrial Engineer, Validation Engineer, Engineering Manager, Production Plant Manager, Repair / Service Technician, Product Development Engineer
<b>Increasing in Demand</b>	Production Worker, Welder/Solderer, Manufacturing Machine Operator, Maintenance Technician, Operations Manager, Production Supervisor, Product Manager, CNC Operator, Quality Inspector/Technician, Engineering Manager, Production Plant Manager, Electronic/Electrical Assembler, Manufacturing/Production Technician

<b>Further Education</b>	<b>Provision Available</b>
Barnfield College	✓
Bedford College	✓
Central Bedfordshire College	✓
Milton Keynes College	✓
Moulton College	
Northampton College	✓
Tresham College	✓
<b>Higher Education</b>	<b>Provision Available</b>
University of Bedfordshire	✓
University of Northampton	✓
MK:U	
Cranfield University	✓
The Open University	✓

<b>T-Levels Starts</b>	<b>Provision Available</b>
Barnfield College	2023/24
Bedford College	2022/23
Milton Keynes College	2022/23
Tresham College	2022/23

<b>Digital</b>	
<b>Occupations - Job Postings (Vacancies)</b>	
<b>Within top 25</b>	Software Developer/Engineer, Computer Support Specialist, Data/Data Mining Analyst
<b>Within top 50</b>	Computer Systems Engineer/Architect
<b>Within top 100</b>	IT Project Manager, Web Developer, Information Security Engineer/Analyst, Software QA Engineer/Tester, Systems Analyst
<b>Increasing in Demand</b>	Software Developer/Engineer, Data/Data Mining Analyst, Computer Support Specialist, IT Project Manager, Software QA Engineer/Tester, Computer Systems Engineer/Architect, Network Engineer/Architect, Information Security Engineer/Analyst, Network/Systems Support Specialist, Systems Analyst, Network/Systems Administrator

<b>Further Education</b>	<b>Provision Available</b>
Barnfield College	✓
Bedford College	✓
Central Bedfordshire College	✓
Milton Keynes College	✓
Moulton College	
Northampton College	✓
Tresham College	✓
South Central Institute of Technology	✓
<b>Higher Education</b>	<b>Provision Available</b>
University of Bedfordshire	✓
University of Northampton	✓
MK:U	✓
Cranfield University	✓
The Open University	✓

<b>T-Levels Starts</b>	<b>Provision Available</b>
Barnfield College	2023/24 Digital + Creative & Design
Bedford College	✓ + Creative & Design 2023/24
Central Bedfordshire College	2023/24
Milton Keynes College	✓ + Creative & Design 2023/24
Tresham College	✓ + Creative & Design 2023/24

<b>Construction</b>	
<b>Occupations - Job Postings (Vacancies)</b>	
<b>Within top 25</b>	
<b>Within top 50</b>	Construction Helper/Worker/Labourer, Civil Engineer, Electrician
<b>Within top 100</b>	Construction Manager, Quantity surveyors, Carpenter, HVAC Mechanic/Installer, Land Surveyors
<b>Increasing in Demand</b>	Construction Helper/Worker/Labourer, Painter, Electrician, Carpenter, Construction Manager, Plumber, HVAC Mechanic/Installer, Civil Engineer, Land Surveyors

<b>Further Education</b>	<b>Provision Available</b>
Barnfield College	✓
Bedford College	✓
Central Bedfordshire College	✓
Milton Keynes College	✓
Moulton College	✓
Northampton College	✓
Tresham College	✓
<b>Higher Education</b>	<b>Provision Available</b>
University of Bedfordshire	✓
University of Northampton	✓
MK:U	
Cranfield University	✓
The Open University	

<b>T-Levels Starts</b>	<b>Provision Available</b>
Barnfield College	2023/24
Bedford College	✓
Milton Keynes College	✓
Moulton College	2023/24
Northampton College	2023/24
Tresham College	✓

Other Occupational Groups	Automotive Service	Food and Accommodation	Agriculture, Environmental and Animal Care
<b>Occupations - Job Postings (Vacancies)</b>			
<b>Within top 25</b>	Automotive Service Technician/Mechanic		
<b>Within top 50</b>		Chef, Food Service Team Member	
<b>Within top 100</b>		Kitchen Staff	
<b>Increasing in Demand</b>	Automotive Service Technician/Mechanic	Restaurant/Food Service Supervisor Food Service Team Member Chef Waiter/Waitress Restaurant/Food Service Manager	Landscaping/Groundskeeping Worker, Farm/Nursery/Greenhouse Worker (Veterinarian and Veterinary Nurses and Assistants outside top 200 and demand decreasing)

Further Education	Provision Available		
Barnfield College	✓	✓	
Bedford College	✓	✓	✓
Central Bedfordshire College	✓	✓	
Milton Keynes College	✓	✓	
Moulton College		✓	✓
Northampton College	✓	✓	
Tresham College	✓	✓	

Higher Education	Provision Available		
University of Bedfordshire		✓	✓
University of Northampton		✓	
MK:U			
Cranfield University			✓
The Open University			

T-Levels Starts	Provision Available		
Barnfield College		2023/24	
Bedford College			2023/24
Milton Keynes College		2023/24	