

## South East Midlands Labour Market Overview

### Where are the opportunities?

There are a number of business types within 'sectors' that are growing and need skilled people in the South East Midlands.



#### High-Performance Technology

- Automotive vehicle and component manufacturing
- Automotive research, design and testing
- Sales and marketing head quarters
- Motorsport
- Aerospace component manufacturing and research



#### Manufacturing & Advanced Technology

- Food and drink production
- Packaging
- Automation, mechatronics, robotics
- Additive manufacturing (3D printing)



#### Logistics & Supply Chain

- Storage and warehousing
- Road freight transport
- Rail freight terminals
- Luton Airport



#### Cultural & Creative

- Digital creative industries
- Leisure and tourism
- Performing arts
- Sport

We have other sectors that are also growing and/or have high staff replacement needs due to an ageing workforce or changes in the skills they require.

## What types of businesses need people?



### Health & Social Care

- Nursing
- Care & home care
- Nursery care



### Education

- Teaching
- Education support
- Early years support



### Construction

- Trade professions
- Civil engineering
- Architects



### Retail/Wholesale

- Vehicle maintenance & repair
- Pharmacy



### Business & Financial

- Sales & marketing
- Accountancy
- Human resources



### Accommodation & Food

- Restaurants
- Hotels
- Entertaining

## The Impact of Digital and Artificial Intelligence

The adoption of digital systems and technology is already and will continue to impact skills needed for employment.

Examples include:

- Robotics and mechatronics in Manufacturing and Advanced Technology
- Autonomous vehicles (driverless), artificial intelligence in High Performance Technology.
- Automation and process control in Logistics.
- Process automation and chatbots in Retail, Business and Financial Services;
- Digital creative media in Creative and Cultural.
- The application of cyber security and data analytics are already happening in all sectors

### Within 20 years

**90% of jobs will require some digital proficiency**

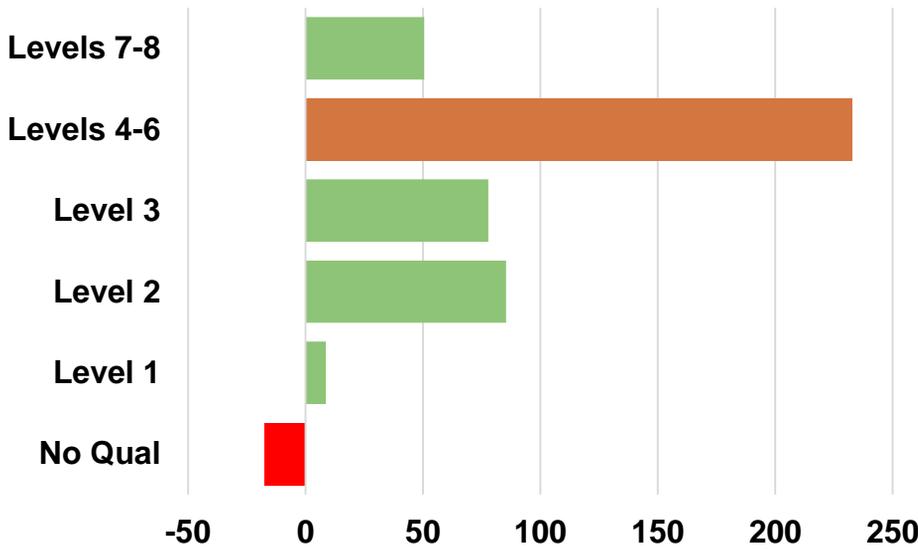
**Up to 35% of all UK jobs could be replaced or altered by AI**



## What qualification levels are employers looking for?

From businesses, the predictions for the qualification levels in the future are:

**Increase in Jobs by Qualification Level up to 2024 (thousands)**



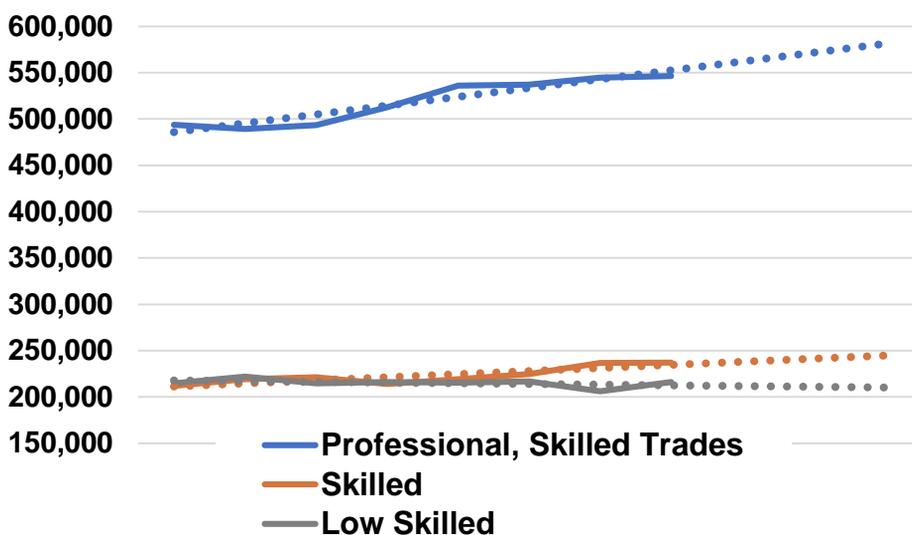
Most jobs require qualifications higher than level 2 (GCSE)

The largest growth in jobs will be at levels 4 to 6 (Higher and Degree levels)

## What occupations are in need?

The trend is for an increase in the number of occupations needing skills.

**Occupations by Skill Level with Trends**



The largest growth in jobs will continue to be either professional, technical and skilled trades

Low skilled jobs will decrease in some businesses

## What occupations are in need?

### Occupations with increasing need include:

#### High-Performance technology

Engineering Professionals  
Design and development engineers

#### Advanced Manufacturing

Production managers  
Biological scientists and biochemists  
Natural and social science professionals  
Quality assurance technicians  
Assemblers and routine operatives  
Metal working machine operators

#### Accommodation and Food

Chefs  
Restaurant/catering managers/proprietors

#### Health and Social Care

Care workers and home carers  
Nursing

#### Construction

Carpenters and joiners  
Production managers  
Civil engineers  
Architectural and town planning technicians  
Building and civil engineering technicians  
Plumbers and heating ventilating engineers  
Painters and decorators  
Construction and building trades supervisors  
Bricklayers and masons  
Plasterers  
Roofers, roof tilers and slaters  
Scaffolders, staggers and riggers  
Mobile machine drivers and operatives  
Electrical and electronics technicians

#### Logistics and Supply Chain

Large goods vehicle and van drivers  
Automation engineers  
Managers in transport and distribution  
Data analysts  
Procurement and buying professionals  
Bus and coach drivers

#### Digital Across Sectors

Programmers and software developers  
Information technology/telecommunications profs.  
IT project and programme managers  
IT user support technicians  
Web design and development professionals

#### Education

Teachers  
Educational support assistants  
Nursery nurses and assistants

#### Cultural and Creative

Graphic designers  
Product, clothing and related designers  
Sports coaches, instructors and officials  
Actors, entertainers and presenters

#### Business and Financial Services

Sales accounts/business development managers  
Financial managers  
Financial accounts managers  
Marketing and sales managers  
Marketing associate professionals  
Human resource managers  
Human resources/industrial relations officers  
Business and related associate professionals

### Investigate for yourself

- ▶ [icould](#) Careers inspiration and information for young people
- ▶ [Prospects](#) Information on jobs, work experience and pathways
- ▶ [Youth Employment](#) Careers in various sectors
- ▶ [Careers Helpline for Teenagers](#)

**Click here for  
job  
information**

## Qualifications are not enough

From the SEMLEP Business Survey and consultation with employers, there is a need and increasing focus for behaviours, attitudes, core competencies and key employability skills, defined as:

### Basic Skills

- ▶ Numeracy
- ▶ Literacy

### Attitudes and Behaviours

- ▶ Work ethic
- ▶ Curiosity
- ▶ Independence
- ▶ Reflective
- ▶ Honesty
- ▶ Reliability
- ▶ Politeness
- ▶ Humility

### Core Competencies

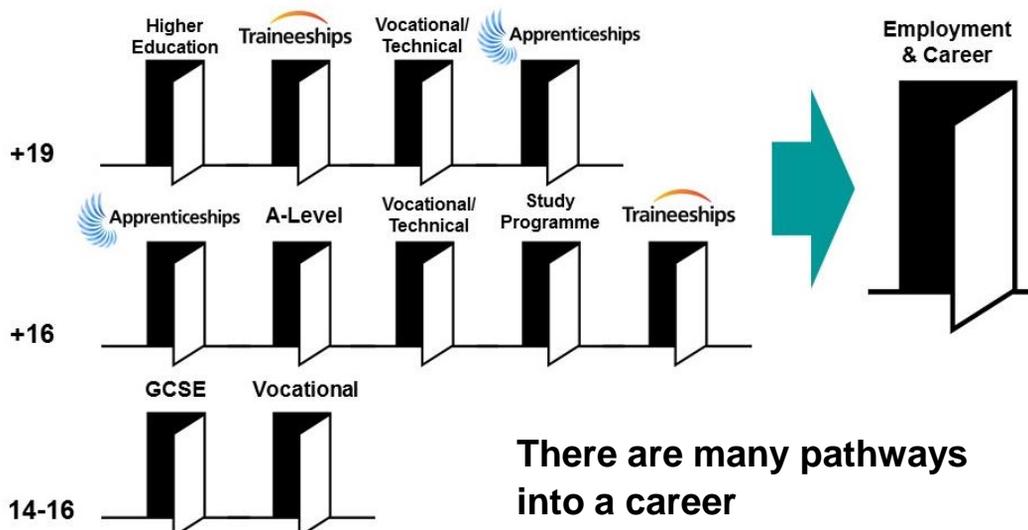
- ▶ Communication
- ▶ Problem solving
- ▶ Resilience
- ▶ Initiative
- ▶ Organisation
- ▶ Teamwork
- ▶ Digital literacy
- ▶ Creativity

### Key Employability Skills

- ▶ Job specific
- ▶ Technical and practical
- ▶ Higher digital skills including programming
- ▶ Customer relationships including sales and marketing

Have a look at [Life Skills](#) to help prepare you for making the first step into a career.

## Pathways to a career



**There are many pathways  
into a career**

**There are no  
'right' or 'wrong'  
ways, or 'better'  
or 'worse'. Just  
a way to get to  
your chosen  
career.**

## Apprenticeships

You want the best possible start in life. There are many pathways available to you after you leave school and apprenticeships offer many benefits as a route into a successful career.

### What is an Apprenticeship?

- ▶ It's a real job with training and a nationally recognised qualification
- ▶ There are apprenticeships for accountancy through to zoo keeping
- ▶ A mix of learning in the workplace developing new skills in a real work environment and formal off-the-job training (minimum 20%) by a training provider, further education college or university, either on site or away from the working environment, during normal working hours
- ▶ There are a range of levels for apprenticeships:

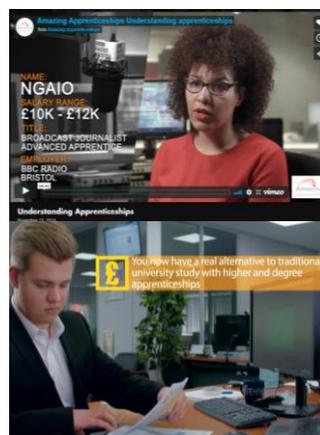
Level	Type	Equivalent to
2	<b>Intermediate</b>	5 GCSE passes
3	<b>Advanced</b>	2 A-level passes
4, 5, 6 & 7	<b>Higher</b>	Foundation degree and above
6 & 7	<b>Degree</b>	Bachelor's or master's degree

### Benefits

- ▶ You can earn while you learn with a salary and paid holidays days
- ▶ Increased future earning potential with apprentices receiving salary increases when their training is complete and/or the associated levels of salary with having a higher or degree level qualification
- ▶ Tuition fees are paid by your employer and the government

### Hear about apprenticeships from the apprentices themselves

(click on the image)



### Apprentices talk about Higher and Degree Apprenticeships and making them your Plan A

(click on the image)

### How to apply online using the 'Find an Apprenticeship' website



#### [Apprenticeships – Fire it Up](#)

Introduction to apprenticeships

#### [Amazing Apprenticeships](#)

Resources to support the understanding of apprenticeships

#### [National Apprenticeship Show](#)

Employers and providers highlighting pathways and benefits of apprenticeships

#### [Parents' Guide to Apprenticeships](#)

Information for parents about the benefits of apprenticeships and the opportunities they provide

## Further Education

The Further Education colleges can offer a diverse range of subjects and pathways including vocational study.

Recent substantial investment has seen a range of state of the art new facilities being available and coming online over the next 5 years including:

- ▶ Northampton College, Daventry Campus, Digital Academy
- ▶ Bedford College, Advanced Engineering Centre
- ▶ Central Bedfordshire College, Engineering & Construction Skills Centre
- ▶ Moulton College, Food and Drink Innovation Centre



To come:

- ▶ Northampton College, Advanced Construction Engineering College
- ▶ Milton Keynes College, New City Centre Campus
- ▶ Tresham College, Redevelopment of Wellingborough Campus

For information on the local Further Education colleges and the courses they offer see links below:

[Aylesbury Campus](#)

[Barnfield College](#)

[Bedford College](#)

[Central Bedfordshire College](#)

[Milton Keynes College](#)

[Moulton College](#)

[Northampton College](#)

[Tresham College](#)

## Higher Education

Going to university offers to enrich your life and have new experience as well as expanding your knowledge.

What about the debt?

- ▶ There are Students Loans for the tuition fees, but you only start to pay this back once you are in a job earning a certain amount of money and even then it is less than £40/month!
- ▶ The real costs come from your accommodation and living costs. There are ways to help support this but one option could be to attend a local university and live at home.

Information on other financial support can be found [here](#).

## Higher Education

Going to university isn't just about more learning, the experience is a great pathway to a career and life:

- ▶ You get to study what you are interested in
- ▶ Develop and apply core competencies needed by employers
- ▶ Gain an internationally recognised qualification that's internationally recognised
- ▶ Experience independence, building self-confidence and looking after yourself and enjoy student life, it is not all work!

Locally, there has been large amounts of investment placed in the development of new, nationally leading facilities such as at the new Waterside Campus for the University of Northampton and a new STEM building at the University of Bedfordshire in Luton.



For information on the local Universities and the courses they offer see links below:

[University of Bedfordshire](#)  
[Buckingham New University](#)  
[University of Northampton](#)

Do not overlook [The Open University](#) with a range of flexible online courses

Below are some links to useful resources to help make informed choices about your future.

### [Whatuni?](#)

Student led website to help look for a university

### [The Complete University Guide](#)

A guide to universities with information on many aspects of studying at university

### [Bestcourse4me](#)

An independent, free website that shows the link between what is studied, what can be earned, and the jobs people get

### [Unistats](#)

Includes data for undergraduate courses on each university and college's satisfaction scores in the National Student Survey, jobs and salaries after study and other information for prospective students.

### [The Student Room](#)

Helpful website for students searching for courses

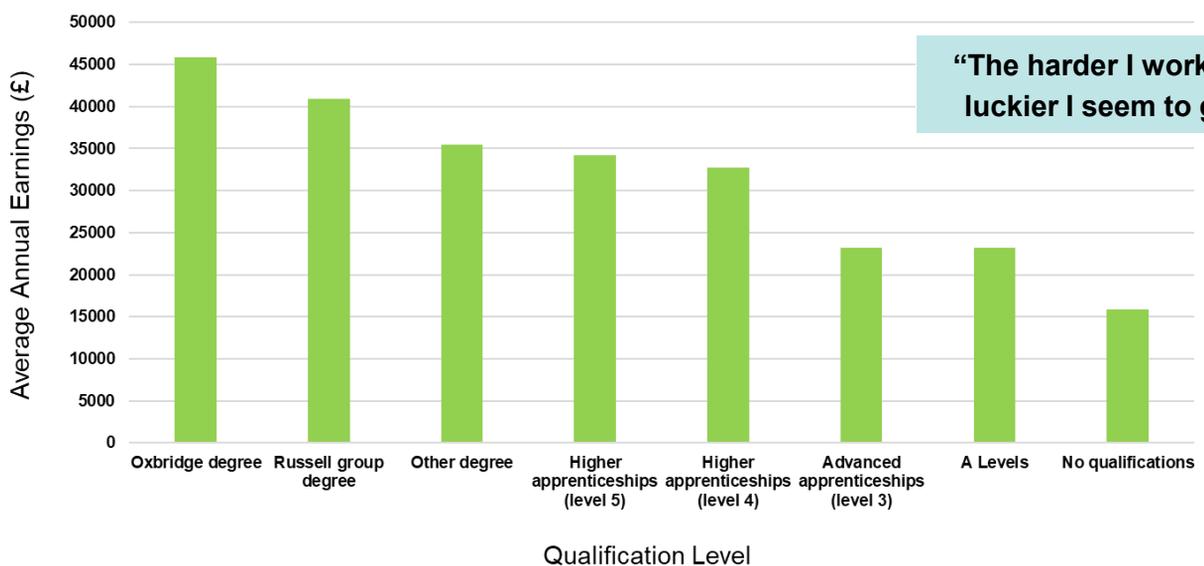
### [UCAS](#)

Website to explore options and apply to a university

## Earning Potential

Money is not everything, but it helps! There is statistical evidence that the pathway you take can have an impact on your average earnings through your career. Remember this is an indicator and not true in every case, the real decider is how hard you work, with opportunity and timing both playing a part.

Average Annual Earning by Qualification



## Alternative Pathways

There are other pathways and options in to a career.

### Traineeships

A flexible education and training programme with work experience that prepares young people to become ‘work ready’. They are designed to help people aged 16 to 24 who don’t yet have the skills or experience needed to get an apprenticeship or job.

### Access to Higher Education

A qualification which prepares people without traditional qualifications for study at university. Access to HE courses are delivered by colleges and available in a range of subjects.

### Get My First Job

Search tool for apprenticeships and opportunities

### Not Going to Uni

Website demonstrating options and pathways outside of going to university

Independent training providers offer an alternative to traditional education pathways

[Association of Employment and Learning Providers](#)

[Bedfordshire & Hertfordshire Provider Network](#)

[UK Register of Learning Providers](#)