

# South East Midlands The Labour Market

January 2023



**SEMLEP**  
South East Midlands  
Local Enterprise Partnership



HM Government

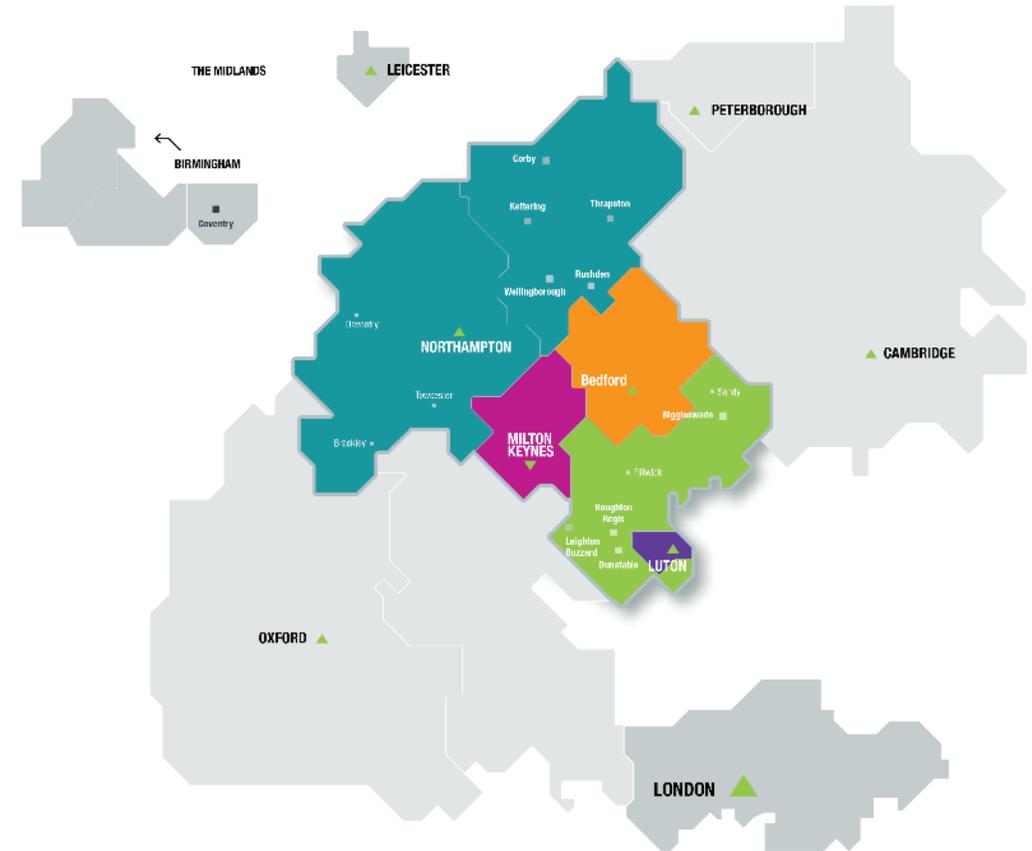
THE CAREERS &  
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COMPANY

# Introduction

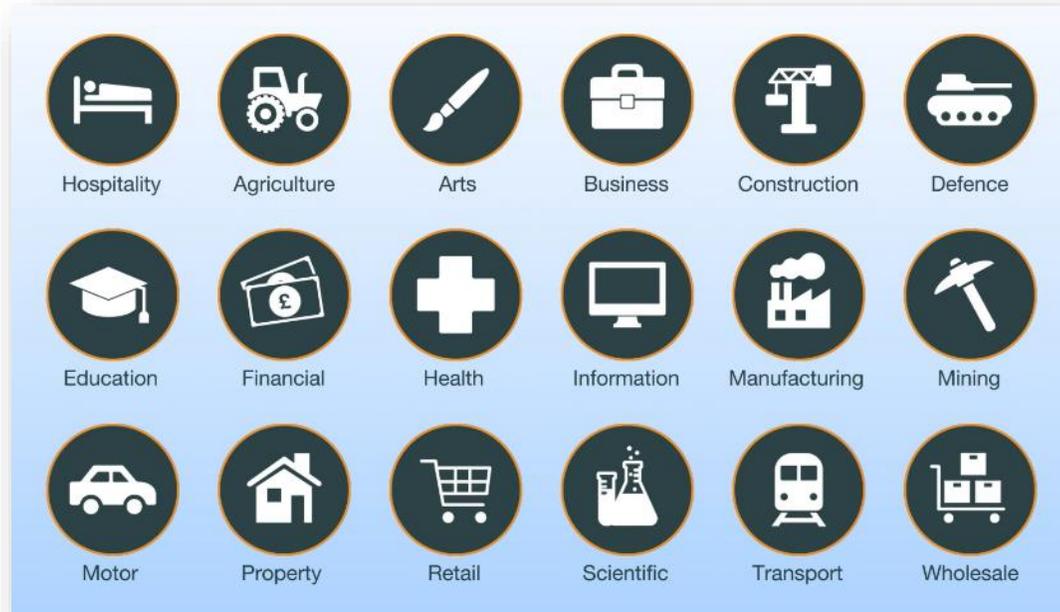
## South East Midlands comprises:

- Bedfordshire
- Luton
- Milton Keynes
- Northamptonshire

Our role is to help economic growth thrive across the South East Midlands by supporting job creation, a pipeline of talented people and skills development for the future prosperity of the local communities.



# Sectors and Occupational Groups



## Sectors

Types of business or organisation in terms of product or service



## Occupational Groups

Types of jobs or occupations

# Occupational Groups in Sectors Example



## Manufacturing

Production Line  
Quality  
Packaging



## Engineering

Design and Development  
Production  
Maintenance



## Financial

Accountancy  
Bookkeeping



## Business Operations

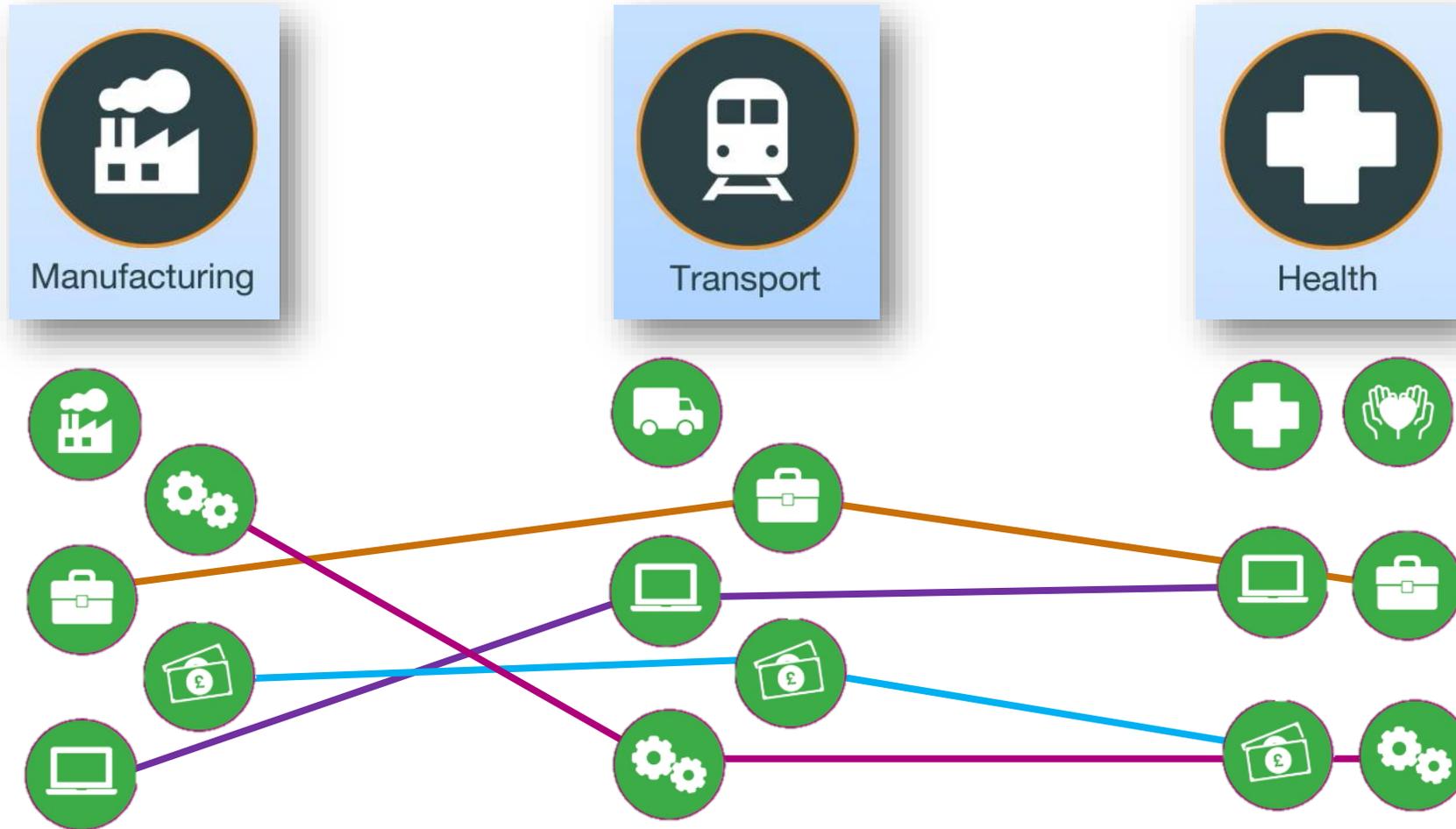
Sales and Marketing  
Human Resources  
Procurement  
Administration  
Reception



## Digital

Computer Support  
Programming

# Transferable Occupational Groups



# Opportunities in the Labour Market



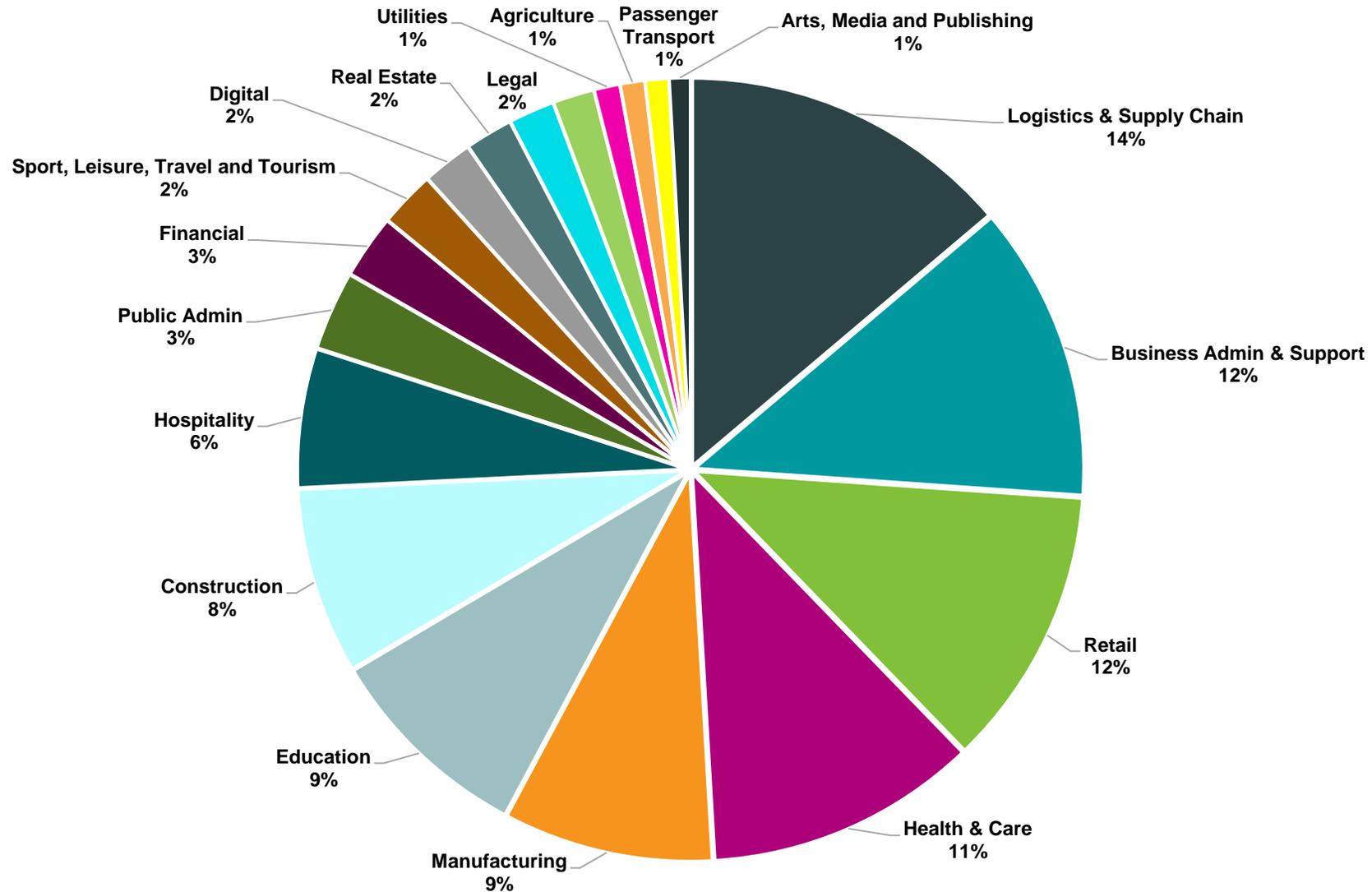
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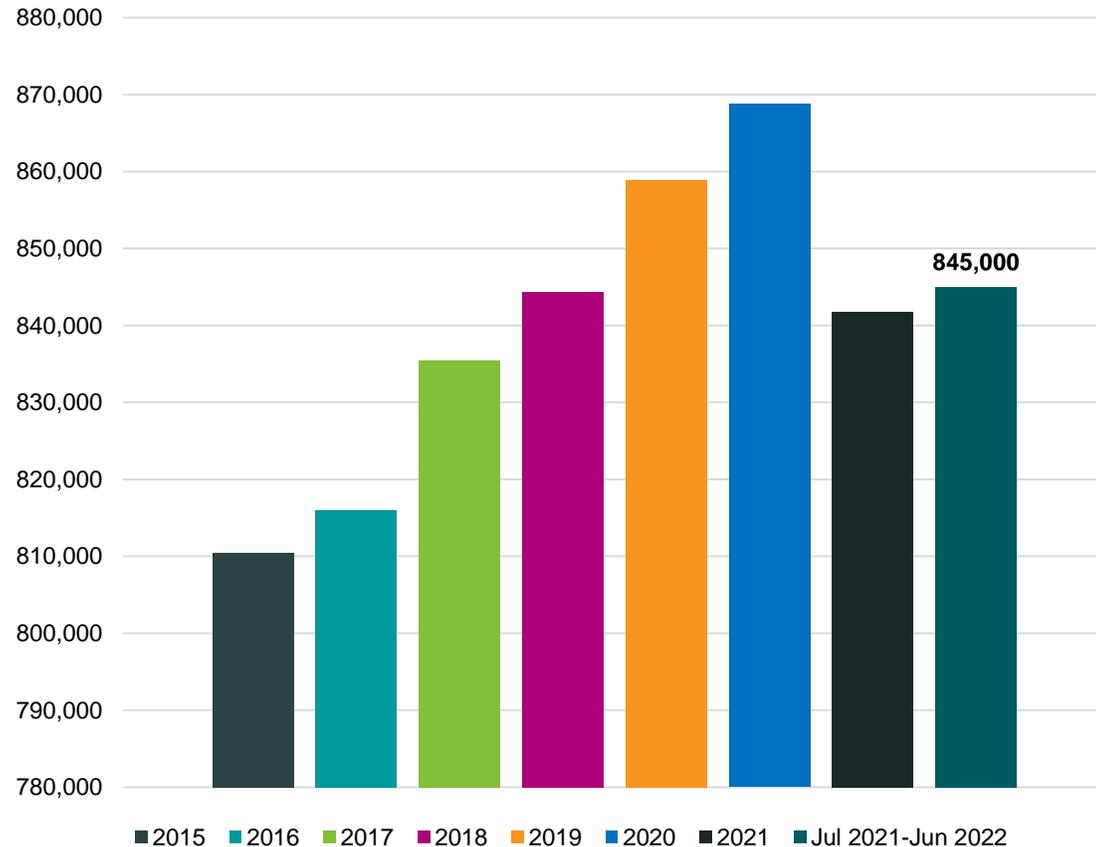
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# Employment - Sectors



# Employment

Employment - aged 16+



## Facts

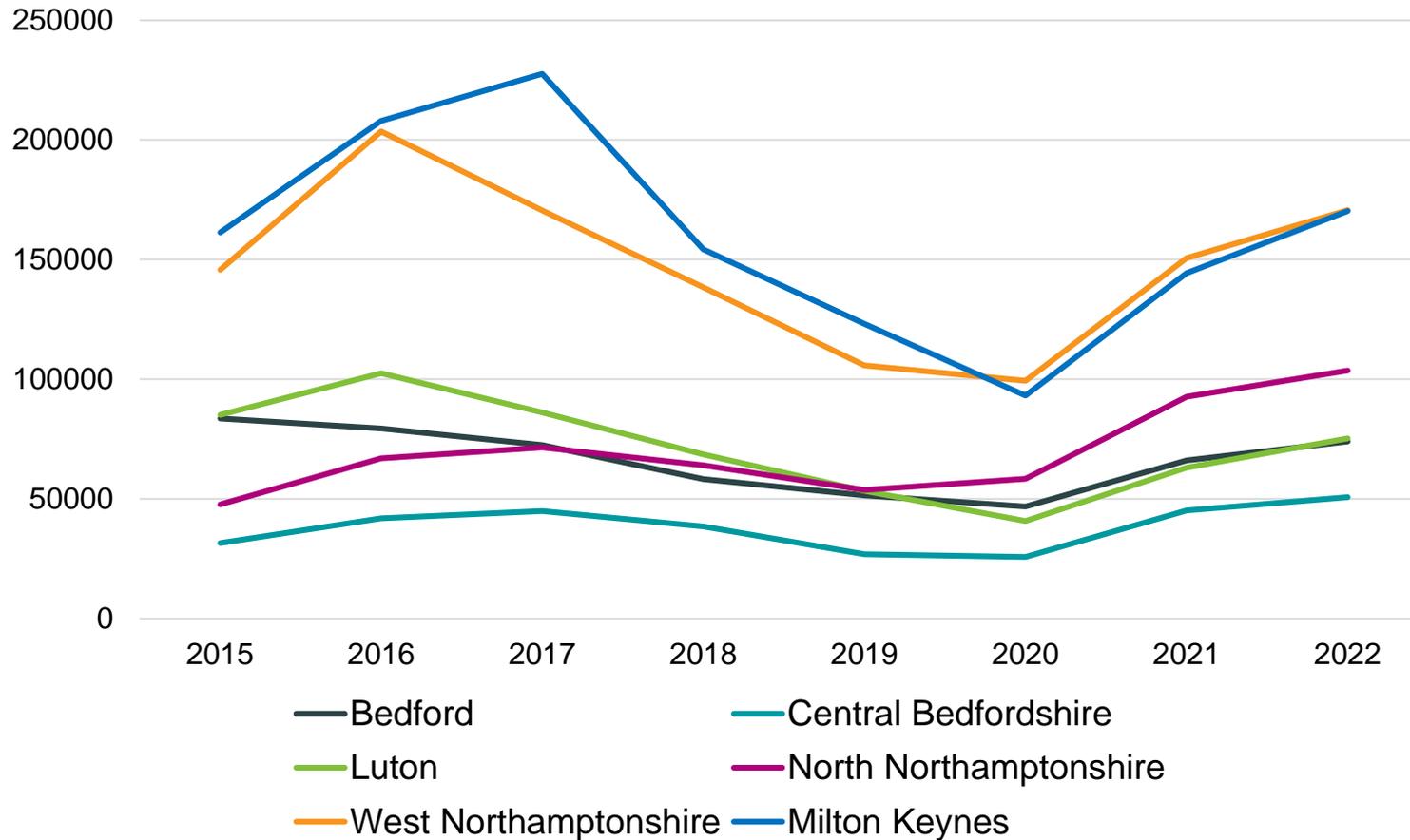
**Higher employment rate (people of working age who are working) than the national average**

- South East Midlands 62%
- England 61%
- Milton Keynes 67%
- Central Bedfordshire 65%
- West Northants 64%
- Bedford 62%

**More jobs than working age population in Milton Keynes and Northampton**

# Job Vacancies Trends

## Job Postings



## Facts

Job vacancies are the highest since the start of 2018

North Northamptonshire highest since 2015

# Top occupational groups in demand now

Job Postings Last 12 Months - Occupational Routes and Pathways



# “Employability Skills”

## Facts

**Main causes of having ‘hard to fill’ vacancies**

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

**Skills difficult to obtain when recruiting staff?**

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

## Qualifications and Certification

### Core Transferable Skills

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

### Technical/Vocational Skills

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

### Basic Skills

Literacy Numeracy  
Spoken English  
Basic Digital

### Attitudes & Behaviours

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

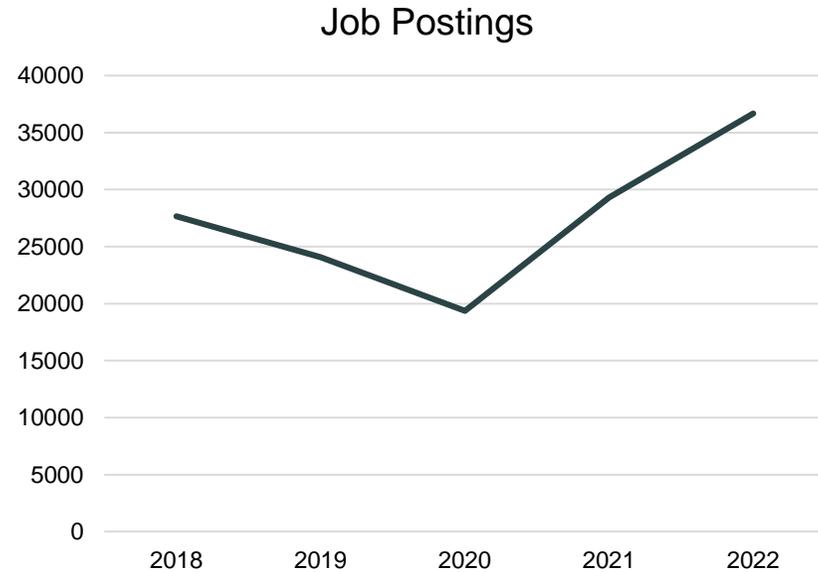
## Increase in demand for digital literacy

Rank	Software	Increase in demand 2022 vs 2020
1	Microsoft Excel	89%
2	Microsoft Office	75%
3	Microsoft Outlook	91%
4	Microsoft PowerPoint	80%
5	Microsoft Teams	317%
6	Microsoft Word	46%
7	Microsoft SharePoint	109%

## Most requested computer programming and other software and hardware skills

Microsoft Azure  
SQL (Programming Language)  
SAP Applications (Business System)  
Java (Programming Language)  
Aruba (Network Management Software)  
Application Programming Interface (API)  
Python (Programming Language)  
JavaScript (Programming Language)  
JIRA  
C# (Programming Language)  
Git (Version Control System)  
Information Technology Infrastructure Library  
Kubernetes  
Active Directory  
Tableau (Business Intelligence Software)  
.NET Framework  
Docker (Software)  
Terraform  
Gitlab  
Atlassian Confluence  
Apache Spark  
C++ (Programming Language)

# 1. Business & Administration



Administration	40%
Human Resources	15%
Project Management	14%
Account Management	13%
Analysts	7%
Management	4%
Other	7%



## Comments

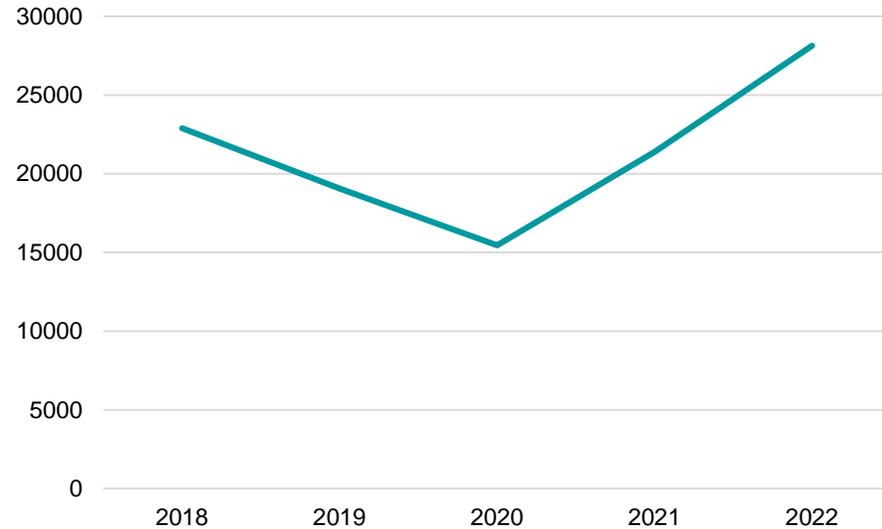
- ▶ Highest occupational group and increasing
- ▶ Job postings increasing
- ▶ Many positions are hidden jobs in businesses
- ▶ Opportunities for roles in human resources, project and account management
- ▶ These occupations are in most sectors and occupations tend to be transferable across sectors

## Employer Preferred Pathways

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

## 2. Sales, Marketing & Procurement (Buying)

Job Postings



Retail	52%
Marketing	18%
Management	12%
Procurement	10%
Other Sales	8%



### Comments

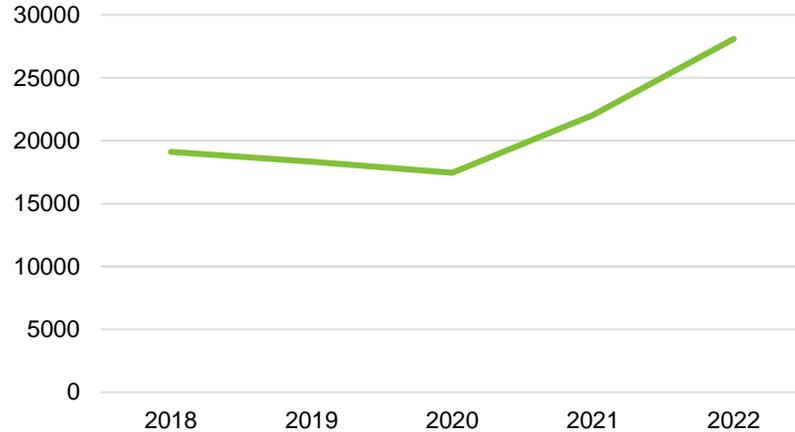
- ▶ Increasing demand in both retail and business to business sales and service
- ▶ Procurement and marketing roles are in demand and increasing and transferable
- ▶ Need to be outgoing, a good listener and problem solver

### Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

# 3. Engineering & Manufacturing

Job Postings



Manufacturing Production Line	22%
Engineering Maintenance	14%
Manufacturing Management	12%
Mechanical Engineers	9%
Electrical/Electronics Engineers	7%
Manufacturing Planning	5%
Manufacturing Quality	5%
Manufacturing Welding	4%
Manufacturing CNC	4%
Engineering Validation	4%
Other Engineering and Manufacturing	14%

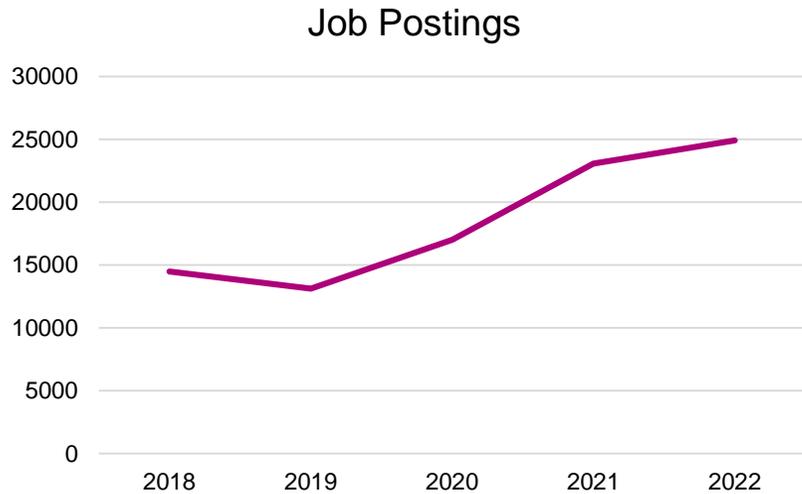
## Comments

- ▶ Growth and some coming back from abroad
- ▶ Diverse sectors from space/aerospace to food production
- ▶ Centre nationally for auto testing, motorsport and high performance technology
- ▶ Ageing workforce opening up opportunities

## Employer Preferred Pathways

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

# 4. Transport & Logistics



Warehouse Staff	46%
Drivers	36%
Management	7%
Analysts	6%
Forklift Operators	5%

## Comments

- ▶ Location and switch to online shopping is driving opportunities
- ▶ Over 45% of job posting in the logistics sector are for Business Operations, Digital and Engineering
- ▶ Large demand for drivers at all levels and recent changes allow 18 year olds
- ▶ Immediate need for warehouse staff and forklift drivers

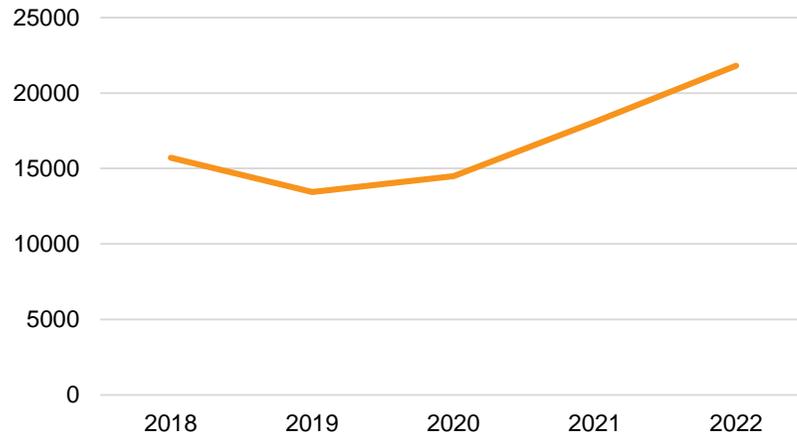
## Employer Preferred Pathways

- ▶ In house and independent training providers
- ▶ Further education college
- ▶ Apprenticeships
- ▶ University

(check pathways for each occupation)

# 5. Health

Job Postings



Nursing	44%
Physician	7%
Management	6%
Pharmacy	6%
Psychology	6%
Technician	5%
Occupational Therapy	4%
Physiotherapy	4%
Optical	3%
Social Worker	3%
Dental	3%
Health - Other	9%

## Comments

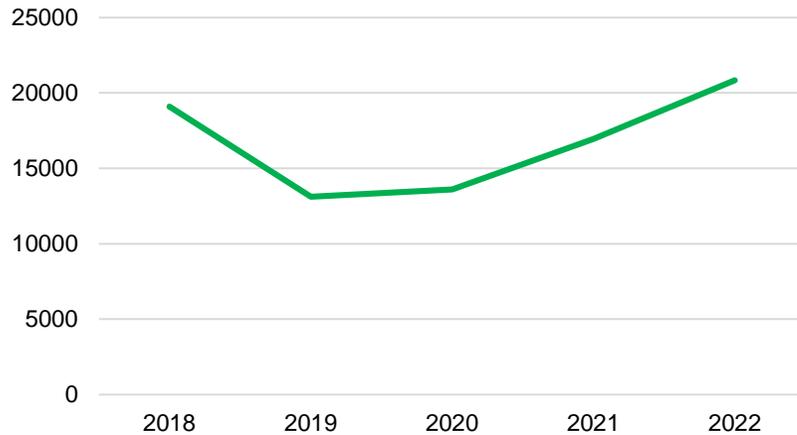
- ▶ Very high demand for nurses
- ▶ Growing need in pharmacy and psychology
- ▶ The ability to empathise is sought in all occupations
- ▶ New pathways emerging for entry into sector
- ▶ Will continue to grow to support an ageing population
- ▶ Other occupational groups in need within sector such as Digital,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

## Employer Preferred Pathways

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

# 6. Digital

Job Postings



Programming	26%
Digital Analysts	17%
Support	14%
Network/Systems	13%
Management	8%
Web Development	5%
Digital Architect/Engineer	5%
Quality	4%
Cyber Security	3%
Administration	3%
Graphic Design	2%

## Comments

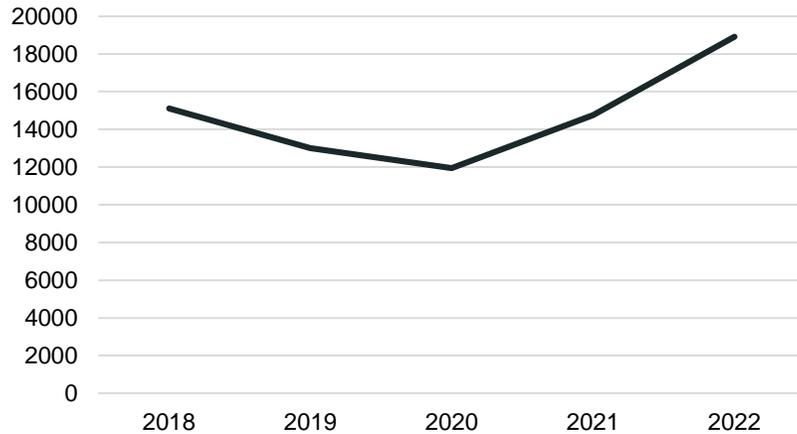
- ▶ Increasing demand for software developer/engineers, computer support specialists and data/data mining analysts
- ▶ Over 60% of occupations are in sectors outside of the specialist digital businesses

## Employer Preferred Pathways

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

# 7. Legal, Finance & Accounting

Job Postings



## Comments

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

## Employer Preferred Pathways

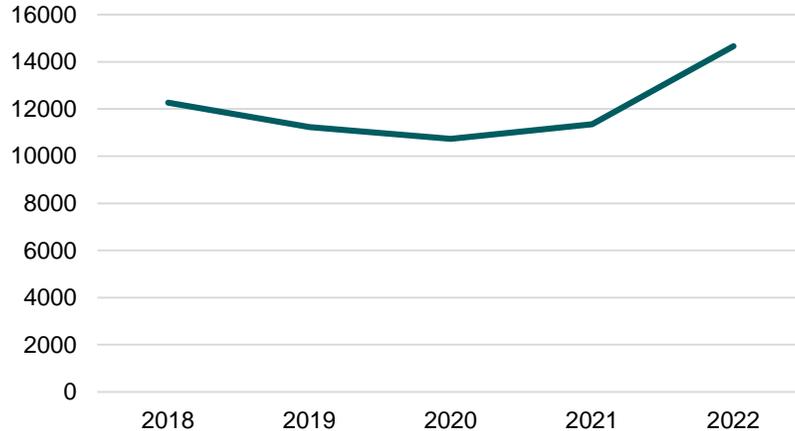
- ▶ Further education college
  - ▶ Apprenticeships
  - ▶ University
- (check pathways for each occupation)



Accountancy	36%
Legal	14%
Financial Management	13%
Credit	7%
Insurance	7%
Financial Advisory	7%
Financial Analyst	6%
Payroll	5%
Financial Audit	3%
Financial Other	2%

# 8. Education & Childcare

Job Postings



## Comments

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



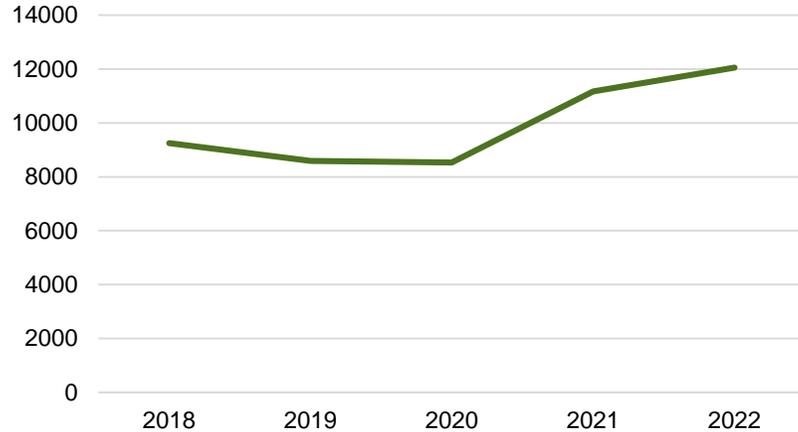
## Employer Preferred Pathways

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

Teaching Assistants	21%
Further Education (colleges)	17%
Childcare	14%
Higher Education (universities)	11%
Primary School Teachers	9%
Secondary School Teachers	6%
STEAM Teachers	6%
Support Staff	3%
Special Educational Needs & Disability Teachers	3%
Management	3%
Other Teachers	7%

# 9. Construction & Built Environment

Job Postings



Trades (plumbers, electrician, carpenter, etc)	28%
Utilities (water, electricity, gas, etc)	23%
Surveyors (land and quantity)	13%
Construction labourers and workers	11%
Civil engineers	11%
Management	9%
Architect	5%
Other	1%

## Comments

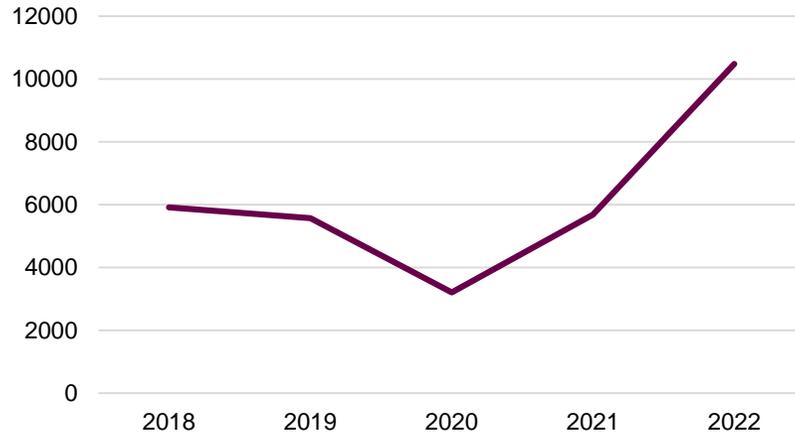
- ▶ Opportunities in all occupations at all levels, especially trades, surveyors and civil engineers
- ▶ Large building programmes locally
- ▶ Green economy will create/change many jobs
- ▶ Will need other certification (CSCS card)

## Employer Preferred Pathways

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

# 10. Catering & Hospitality

Job Postings



Back of House (kitchen/food preparation)	43%
Front of House (eating/drinking area)	42%
Beverages (tea, coffee, drinks)	9%
Accommodation Operations	5%
Accommodation Management	1%



## Comments

- ▶ Demand for Chefs, front and back of house increasing rapidly

## Employer Preferred Pathways

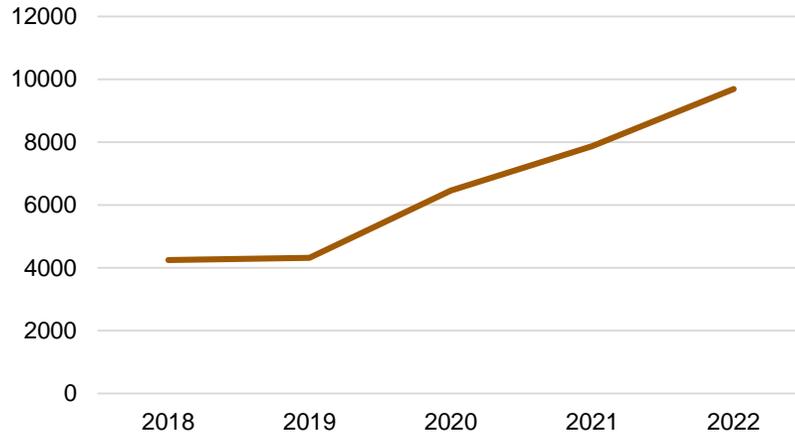
- ▶ Further education college
- ▶ Apprenticeships

## Have a look at

<https://academy.grandecuisine.co.uk/learn/>

# 11. Care Services

Job Postings



Caregiver / Personal Care Aide	55%
Care assistant	32%
Assistant Care Worker	5%
Other	8%



## Comments

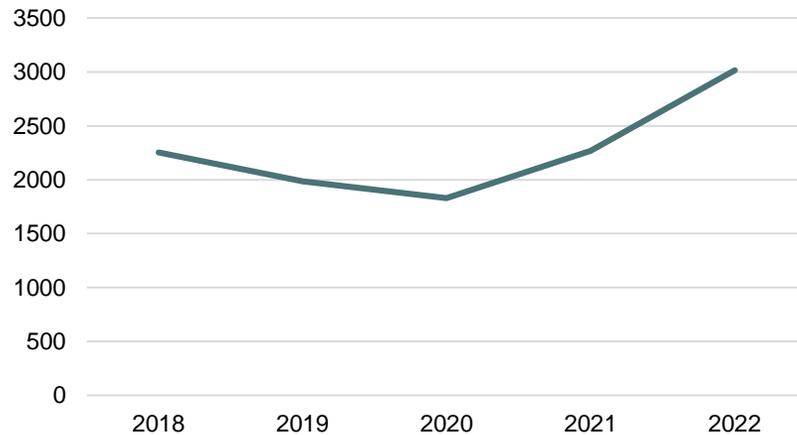
- ▶ Large demand for Caregiver / Personal Care Aide and Care Assistants
- ▶ UK leaving the EU and ageing workforce driving need for replacements
- ▶ Ageing population and drive to keep elderly people in their own homes will mean demand will continue to increase
- ▶ Other health occupations related to need

## Employer Preferred Pathways

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

# 12. Auto Service

Job Postings



Automotive Service Technician / Mechanic	82%
Auto Body Technician	11%
Other	7%



## Comments

- ▶ Increasing demand due to growth in the sector especially for used vehicles
- ▶ Large garage groups and large resellers recruiting
- ▶ Ageing workforce driving need for replacements
- ▶ New technology such as electric vehicles changing skills required

## Employer Preferred Pathways

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

# Future opportunities

- Digital
- Business Operations
- Engineering
- Construction
- Health & Care
- Logistics
- Education
- Logistics

Artificial Intelligence



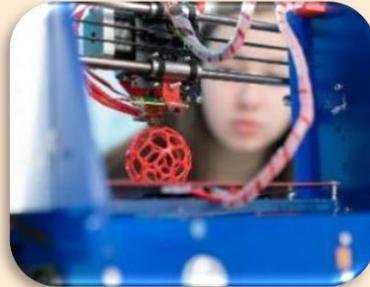
Logistics



Aerospace/Space



Manufacturing



Intelligent Mobility



Green Economy /Net Zero



Agri-tech



Modern Methods of construction

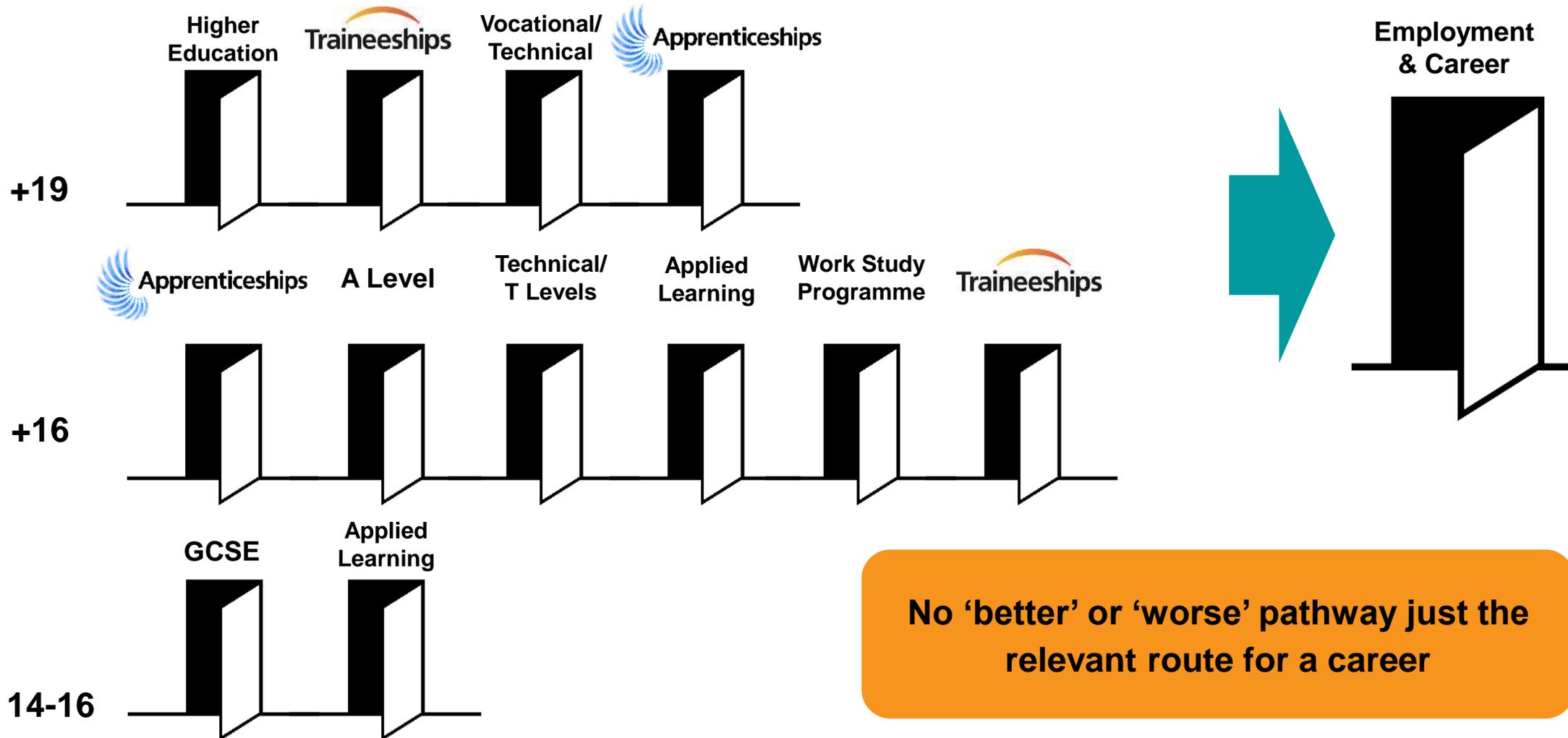


Health and Care



Non Carbon Fuelled Transport

# Pathways – Routes to Work



# Pathways – Innovative Further Education

**Moulton College**



**Northampton College**



**Tresham College**



**Northampton College  
Daventry Campus**



**Milton Keynes College**



**The South Central Institute of Technology**



**Central Bedfordshire College**



**Bedford College**



**Barnfield College**



# Pathways – Higher Education

University of Northampton



University of Buckingham  
Medical School



MK:U



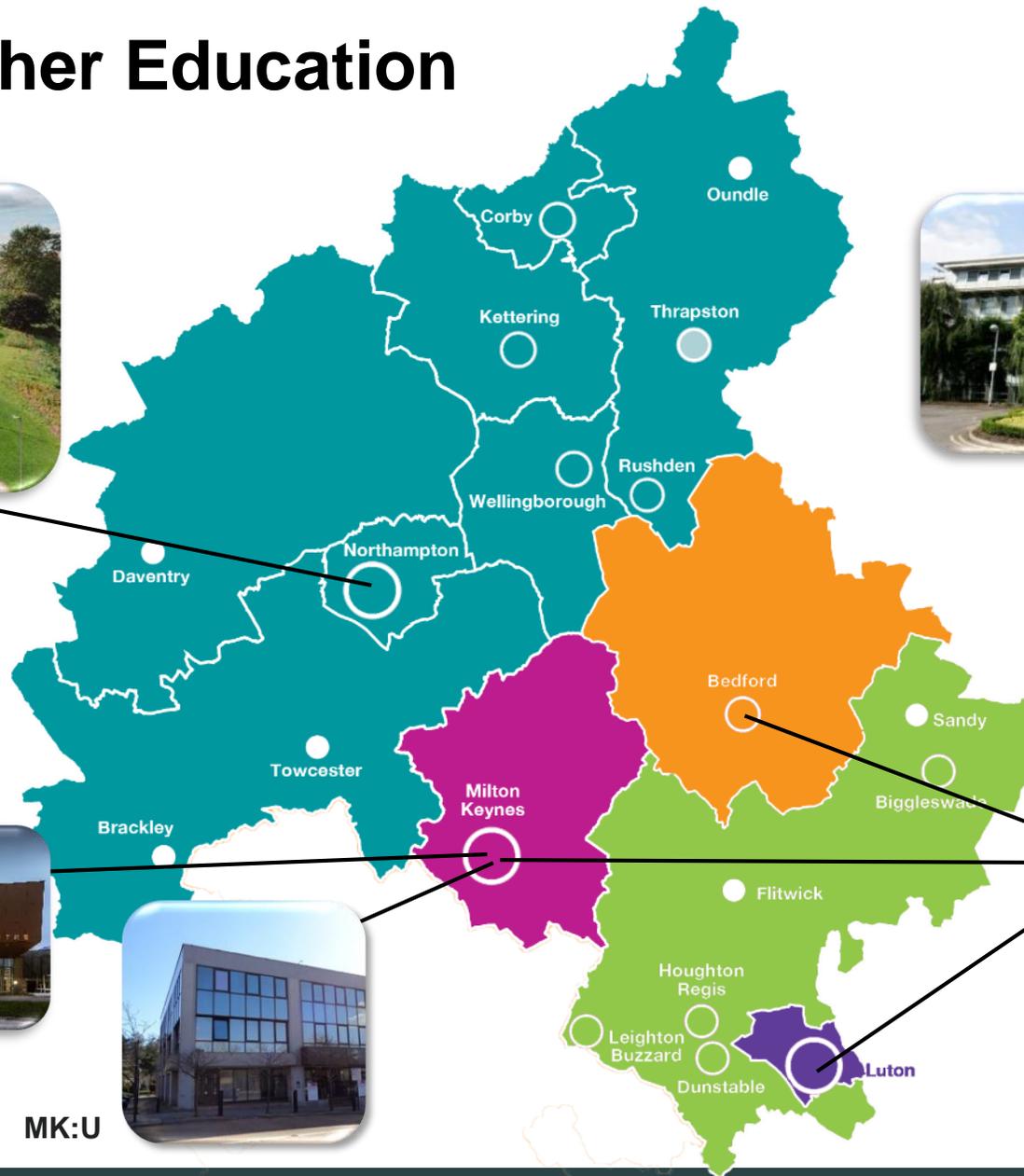
The Open  
University



Cranfield  
University



University of  
Bedfordshire



# Pathways – Other

Independent training providers delivering training provision

Primarily for apprenticeships, traineeships, specialist training or targeted to help particular groups of people

Northamptonshire County Council  
News Events Payments Maps Services A to Z Accessibility

**Business and economy**  
Current business projects Funding for your business Procurement Trading Standards Sponsorship and commercial opportunities

**PROUDLY SUPPORTED BY CONSTRUCTION SKILLS FUND**

Funded by Department for Education

**citb**

Anyone can work in construction, and that includes you!

**Northamptonshire construction skills programme**

**NITAL**  
Apprenticeships Available with NITAL

**merlin academy**  
START YOUR CAREER AS A CAT C (RIGID) DRIVER TODAY  
FINANCE AVAILABLE

**BEDFORDSHIRE HEALTH AND CARE ACADEMY**  
Nurturing the Next Generation Of Healthcare Isort

**TRAIN NOW PAY LATER... FINANCE AVAILABLE**

**MERLIN ACADEMY APPRENTICESHIP POLICIES**

# Considerations

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

# Other Sources of Information

- Explore your education and training choices at **Get the Jump** - <https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices>
- Explore careers at:  
**National Careers Service** - <https://nationalcareers.service.gov.uk/explore-careers>  
**Prospects** – Information on jobs, work experience and pathways  
<https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/>
- **Youth Employment Careers** and pathways into work  
<https://www.youthemployment.org.uk/careers-hub/>
- **icould** – video and careers information - <https://icould.com/explore/categories/job-types/#jobtype>

# Other Sources of Information

Explore occupational groups with need locally

- **Engineering** - This is Engineering - An introduction to the sector and the opportunities it offers <https://www.thisisengineering.org.uk/>
- **Construction** - GoConstruct, the construction industry guide to careers <https://www.goconstruct.org/>
- **Manufacturing** - Makeuk, what is it like to work in UK manufacturing - <https://www.makeuk.org/insights/blogs/what-is-it-like-to-work-in-uk-manufacturing>
- **Creative Industries** - Creative Industries Federation, discover creative careers <https://discovercreative.careers/#/>
- **Health** - NHS Find Your Career <https://www.healthcareers.nhs.uk/FindYourCareer>, MK, Bedfordshire, Luton <https://work-learn-live-blmk.co.uk/jobs/>, Northamptonshire <https://www.nhft.nhs.uk/academy-getting-experience>
- **Care** - Think Care Careers, Skills for Care <https://www.skillsforcare.org.uk/Careers-in-care/Think-Care-Careers.aspx>, **Logistics and Supply Chain** - Transport & Logistics careers - <https://generationlogistics.org/>
- **Digital** - Digital World - <https://www.digitalworld.net/industries-and-jobs>
- **Hospitality** (Food and Accommodation) - <https://academy.grandecuisine.co.uk/learn/>

# More information:

<https://www.semlep.com/school-labour-market-information/>

