

LMI Bulletin

Produced by Education Development Trust in the South Central for the
National Careers Service delivery network

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NATIONAL NEWS

[Ford Recruitment Drive](#)

Ford dealers are looking for trained software, electronics and electrical skills technicians in a recruitment drive to take on 1,000 new staff.

[Social Mobility and Young Muslims](#)

A report from the [Social Mobility Commission](#) published in September, found that young Muslims in the UK are not achieving their full potential in the UK job market. The report highlights that only 20% of the Muslim community are in full-time employment and just 6% in the higher managerial, administrative and professional categories of occupation.

Business minister Margot James yesterday urged the importance of organisations being more open about diversity in their workforce ahead of the first meeting of the [business, diversity and inclusion group](#). This group will focus on many aspects of diversity including race and ethnic diversity.

[The UK Low Carbon economy](#)

In September, the Government launched a taskforce to focus on [green finance](#) and the UK's low carbon economy. For those interested in a 'green' career, the sector is set for high growth and high-value jobs with huge investment planned up to 2030 as part of the Government's industrial strategy.

Foreign Direct Investment looking strong for job creation

Banking and investment specialist Turnerlittle.com project that 75,226 new jobs will be created as due to foreign direct investments (FDIs) in 2016/17 from recent analysis conducted. The projection is that 13,603 jobs will be created in business and consumer services, 10,971 jobs will be created in software and computers and 8,847 jobs in the financial services sector. Ernst & Young (EY), in their survey back this up in finding that the UK is a favourite destination for foreign businesses to invest in new project, and the Organisation for Economic Co-operation and Development (OECD), who found that FDI inflows had risen by 20% on the previous year.

Manufacturing is on the increase for UK

New facts and figures published by manufacturers' organisation EEF and Santander, reveal that the British manufacturing sector is growing. The figures reveal that Britain is the 8th largest industrial nation this year (9th last year). 2.6 million people work in the UK manufacturing sector. Food and Drink makes the largest contribution at 16% whilst pharmaceuticals and transport sectors account for 14% of output each. It is worth noting that not all jobs in manufacturing are low-paid. Average earnings for the sector last year were £31,489 to £32,047 for highly skilled jobs.

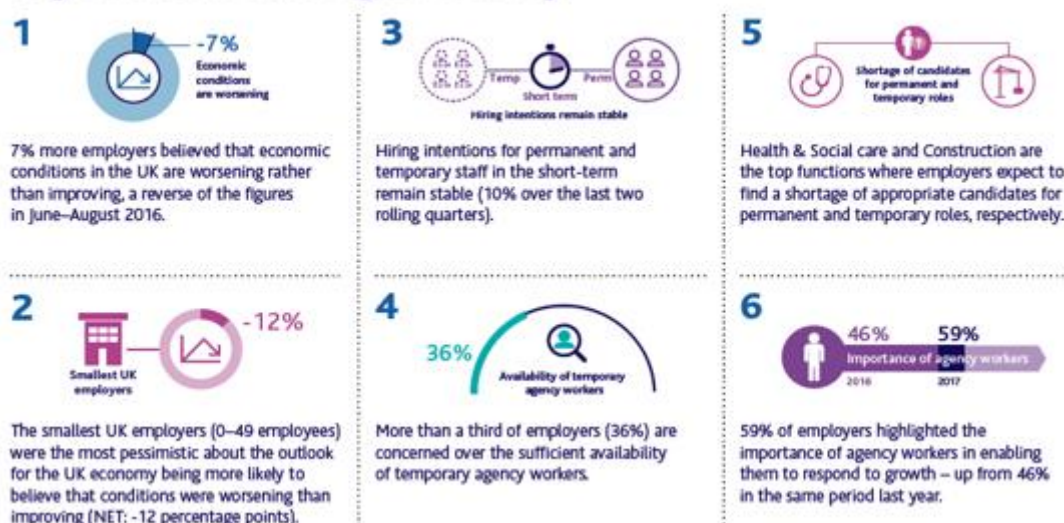
Key points from August survey by REC

REC have published their latest JobsOutlook survey of 600 employers which shows:

- six in ten (59 per cent) say that agency workers are important to responding to growth
- more than a third (36 per cent) expect to find a shortage of temporary agency workers to meet their needs
- a shortage of temporary workers is expected in the construction sector in particular
- a shortage of candidates to fill permanent health & social care roles is anticipated

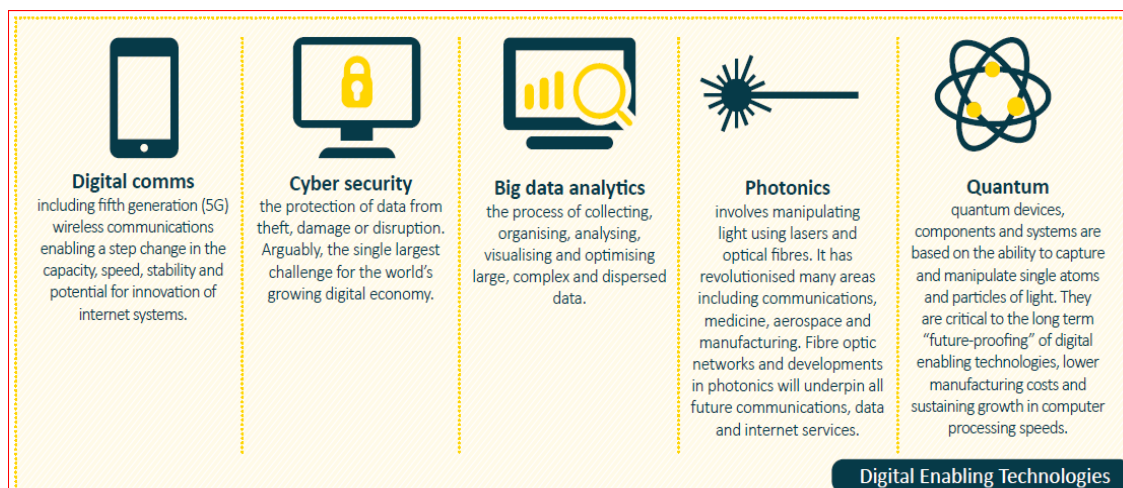
They have also produced this information in infographic format:

Key Points from August Survey



Innovation South

Innovation South, one of eight is driving the digital economy according to a new [science and innovation audit](#) carried out by the Government. The Digital, Marine and Maritime, Bioscience and Advanced Engineering sectors in particular, are showing strengths in digital enabling technologies. The area has the largest share of foreign direct investment outside of London which includes Heathrow, Gatwick, Southampton and Bournemouth Airports and the Port of Southampton. Below are five of the digital enabling technologies which are driving our economy in the South and are therefore likely to be where jobs of the future will be found within the digital sector:



Top UK Cities and Towns to work in 2017

Glassdoor have published their 2017 report on the 25 best cities and towns in the UK to work in. [Slough](#) comes out as the top place to work with an industrial estate with over 350 businesses in it and with such businesses as Mars and O2 based in the town. Southampton also appears in the list with Recruitment Consultant, Administrator and Receptionist as the top 'hot' jobs. The table below provides a summary by number of jobs, median salary and the hot jobs all of the cities and towns in the list:

City	No of jobs	Median Base Salary	Hot jobs
Slough	26,387	£35,000	Mobile Developer, Sales Manager, Recruitment Consultant
Manchester	41,555	£23,998	Data Scientist, Digital Marketing Executive, Retail Store Manager
Cambridge	21,645	£31,225	Software Engineer, Graphic Designer, Registered Nurse
Swindon	15,307	£31,000	Maintenance Engineer, Account Manager, Facilities Manager
Stoke on Trent	16,381	£21,000	Business Development Manager, Production Operator, Sales Consultant
Reading	23,305	£35,000	Social Media Manager, Electrician, Sales Executive
Leeds	41,097	£24,000	Project Manager, Business Analyst, Building Surveyor
Milton Keynes	16,164	£28,000	Solutions Architect, Communications Manager, HR Manager
Bolton	11,233	£21,000	Net Developer, Account Assistant, IT Business Analyst
Oxford	28,649	£30,000	Software Engineer, Chef, Banker
Coventry	14,891	£27,000	Quality Engineer, Site Manager, Systems Engineer
Derby	12,807	£25,000	Maintenance Engineer, Production Engineer, Truck Driver
Nottingham	14,698	£23,500	Teacher, Recruitment Consultant, Project Manager

Birmingham	47,551	£24,864	Sales Executive, Customer Service Adviser, Design Engineer
Ipswich	11,446	£24,985	Quantity Surveyor, Chef, Service Adviser
Belfast	11,775	21,000	Business Analyst, Data Analyst, Restaurant Manager
Southampton	19,319	£26,000	Senior Recruitment Consultant, Administrator, Receptionist
Aberdeen	4,548	£32,500	Civil Engineer, Language Teacher, Delivery Driver
Luton	9,786	£29,000	Finance Manager, Account Manager, Property Manager
Dundee	4,992	£20,000	Field Sales, Customer Service Adviser, Language Teacher
Newcastle Upon Tyne	13,734	£22,000	Production Operator, Project Manager, Store Manager
Bristol	37,367	£25,598	Maintenance Engineer, Web Developer, Teacher
Blackpool	2,013	£18,000	Registered Nurse, Chef, Teaching Assistant
Hull	2,102	£22,500	Site Manager, Electrician, Science Teacher
Peterborough	8,944	£22,060	Maintenance Engineer, Site Manager, Recruitment Consultant

Barclays introduces Agriculture apprenticeships

Barclays, who have had over 3,000 participants since the apprenticeship programme began in 2012, are going to introduce Higher Apprenticeships specialising in Agriculture. The aim is to be able to support UK farmers with specialist managers.

New GCSE grading structure

A useful template is shown below for the new GCSE grading structure. English Language, English Literature and maths are the first subjects to be graded with another 20 subjects following in 2018 and remainder in 2019.

New Grading Structure	Current Grading Structure	Functional Skills
9	A*	GCSE A – C
8		
7	A	GRADES 9 – 4
6	B	
5		CONSESSION AT L2 FS
4	C	
3	D	GCSE D – E GRADES 3 – 2
2	E	EQUIVALENT – FS LEVEL 1 *COF – Upskill required to L2
1	F	GCSE F/ G/ U GRADE 1/U
	G	
U	U	LEVEL 1 FS REQUIRED

ECS Labourer Cards

The Electrotechnical Certification Scheme (ECS) Labourer Card is to be amended to avoid people obtaining one of these instead of a CSCS card. From 1st October applicants for the card will need to be working for an electrical contractor or other electrotechnical employer.

Gainful Gigging – Employment services for the platform economy

A publication from Reform which looks at the changing nature of the labour market and the benefits that flexible working can bring to some individuals has been published. The report focuses specifically on the numbers of online platforms that have come into play in recent years, offering individuals the opportunity to work on short term, freelance projects. The authors acknowledge the controversy over these new working practices in terms of workers' rights and conditions, however it presents a positive view of how this way of working provides opportunities for individuals who may not otherwise be able to engage in the labour market e.g. those with caring responsibilities or health conditions.

Graduate market trends – Summer 2017

The latest edition of Graduate Market Trends, produced by HECSU is now available online. This edition has a particular focus on gender and includes an article on the 'Graduate Gender Pay Gap', 'Degree Fraud' and 'Internships'.

Universal credit and debt

Research undertaken by the Citizens Advice Bureau which identifies some 'flaws' with UC and describes that although the aims of UC are right, the way it is currently being implemented may lead to claimants experiencing debt and hardship.

New Navy contracts will support jobs

The Government's Defence Secretary has announced a Royal Navy deal which is likely to support jobs throughout the country including Portsmouth. Babcock and BAE Systems have already signed up to support the naval surface fleet and Thales will support communications systems on board ships to name a few companies who will benefit from the deal.

The Tech Sector – wages rise higher than other sectors

In 2018 the salaries for those working in the Tech sector are expected to rise more than in any other sector (1.9% compared to 1.4% in other sectors) according to Recruitment Consultancy Robert Half.

The [UK's largest cities for Tech Jobs](#) are London (who have [60% more Tech jobs](#) than any other industries with an average salary of £56,000), Manchester, Bristol, Glasgow and Bournemouth, which had [212% growth](#) between 2014 and 2015. For further information on job roles in the industry see also, [Technology jobs in high demand](#).

Opportunities for nursing associates to become registered nurses

Last month the Government announced plans to expand the number of apprenticeship places for nursing associates to qualify as registered nurses. This means that nursing associates working in the NHS already can become registered nurses after their four-year apprenticeships without having to do a full-time university course.

Top places to find a job

In a recent job market survey by Adzuna the following list came out as being the best cities for jobseekers to find work. Cambridge came out in first place but interestingly, out of the top 10 cities four of them are in the South Central region.

The list is as follows:

1. Cambridge	2. Warrington	3. Guildford	4. Southampton	5. Winchester
6. Reading	7. Swindon	8. Oxford	9. Manchester	10. Crawley

Education and skills measures

The Government has announced a number of new measures to improve education and skills. These include

- upping the student loan repayment threshold from £21,000 to £25,000 and freezing tuition fees for 2018/19
- attracting more teachers into schools that need them most - challenging schools and challenging areas, particularly in the north of England
- tackling inequality and boosting opportunity across the country including literacy and numeracy initiatives in schools in the north
- more support for expanding degree apprenticeships

Labour Market Statistics

National labour market statistics from ONS for the period to August 2017 show:

- The unemployment rate was 4.3% in the three months to August 2017, the joint lowest since 1975.
- There were 94,000 more people in work compared with the three months to May 2017, out of which 78,000 were women.
- The inactivity rate was 21.4%, down slightly when compared with the previous three months.
- In the three months to June 2017 (the latest available period), the probability of remaining in employment, for those in work, was 97.3%, the highest comparable rate since 1997.

The future of jobs and skills

NESTA have published a report on what they consider to be the future direction of employment and skills. The key findings are:

- *Around one-tenth of the workforce are in occupations that are likely to grow as a percentage of the workforce and round one-fifth are in occupations that will likely shrink.*
- *Education, healthcare, and wider public sector occupations are likely to grow while some low-skilled jobs, in fields like construction and agriculture, are less likely to suffer poor labor market outcomes than has been assumed in the past.*
- *The report highlights the skills that are likely to be in greater demand in the future, which include interpersonal skills, higher-order cognitive skills, and systems skills.*
- *We also identify how the skills make up of different occupations can be altered to improve the odds that they will be in higher demand in the future.*

REGIONAL NEWS

Travelodge expansion

Travelodge are having a recruitment drive in the next few months, taking on around 900 new staff. 120 of these posts will be at new sites which includes one in Redhill and another in London Harrow. The remainder of posts will be at existing sites.

Top manufacturing companies in the South West

The [Manufacturing 100 list](#), has been published and in South West Aerospace and Defence are shown to be particularly strong with Airbus Operations in Bristol coming top of the league, closely followed by Meggit in Christchurch and Cobham in Wimborne. The top ten manufacturers in South Central region are:

Meggit, Christchurch (2 nd)	Extreme environment components for air industry
Cobham, Wimborne (3 rd)	Aerospace and Defence products
Lush Cosmetics, Poole (16 th)	Cosmetics
Matt Foundry, Poole (20 th)	Automotive components
Sunseeker, Poole (26 th)	Motor Yachts
Sandown Motors, Poole (28 th)	Motor Dealer
Numatic International, Camberley (38 th)	Professional Cleaning Equipment
Megellen Aerospace UK, Bournemouth (42 nd)	Aero structures and metallic components
Manitou, Verwood (47 th)	Materials Handling Equipment
Hall and Woodhouse, Blandford (48 th)	Brewer

Surrey and Sussex show strong growth for medium sized businesses

According to Accountancy and Business Advisory firm BDO, Surrey and Sussex's top 20 businesses in the mid-size stream are demonstrating excellent growth in the past year i.e. 32% in Surrey and 43% in Sussex. Top of the league is Giggling Restaurants in Surrey which has grown by 61% in the last three years. Sussex's top employer for growth is Envision Pharma.

Royal Mail gears up for busy festive season

As the Royal Mail gears up for the festive season, Southampton's sorting office are hiring around 340 new staff to cope with the demand. Overall in the UK there will be around 20,000 seasonal roles up to January 2018.

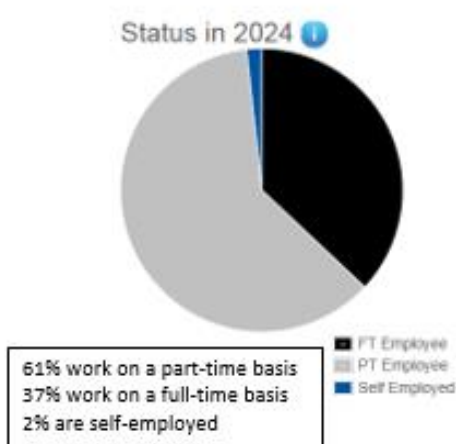
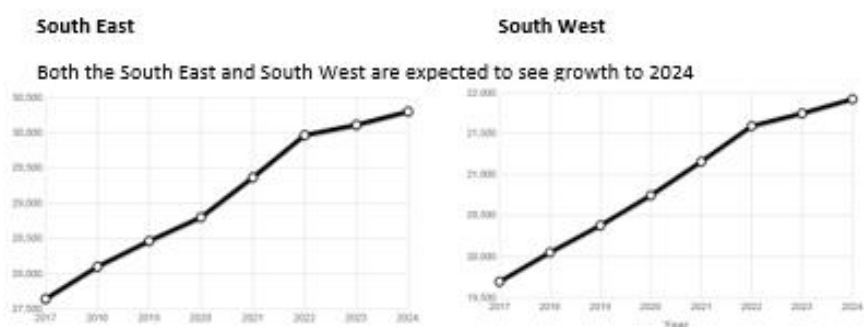
Regional labour market information

Regional labour market statistics from ONS for the period to August 2017 show:

- For the three months ending August 2017, the highest employment rate in the UK was in the South East (79.2%).
- For the three months ending August 2017, the lowest unemployment rate was in the South East (3.3%).
- For the three months ending August 2017, the lowest economic inactivity rate was in the South East (18.1%).
- In June 2017, the region with the highest proportion of workforce jobs in the services sector was London at 91.9%, which has increased by 0.6 percentage points since March 2017.

Focus on reports – Nursery Nurses and Assistants¹ (no link)

As can be seen below the demand for Nursery Nurses and Assistants is predicted to grow to 2024 in both South East with a requirement of 27,637 in 2017 to 30,295 in 2024 and in South West for 19,695 in 2017 rising to 21,921 in 2024.



Percentage in Work

Male



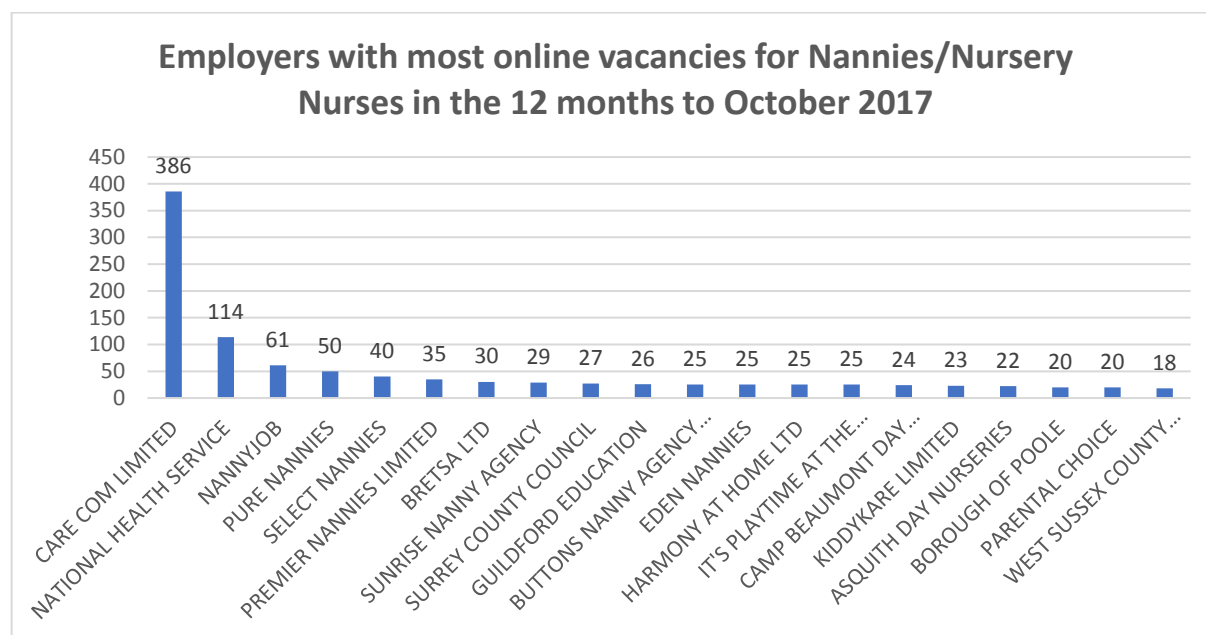
Female



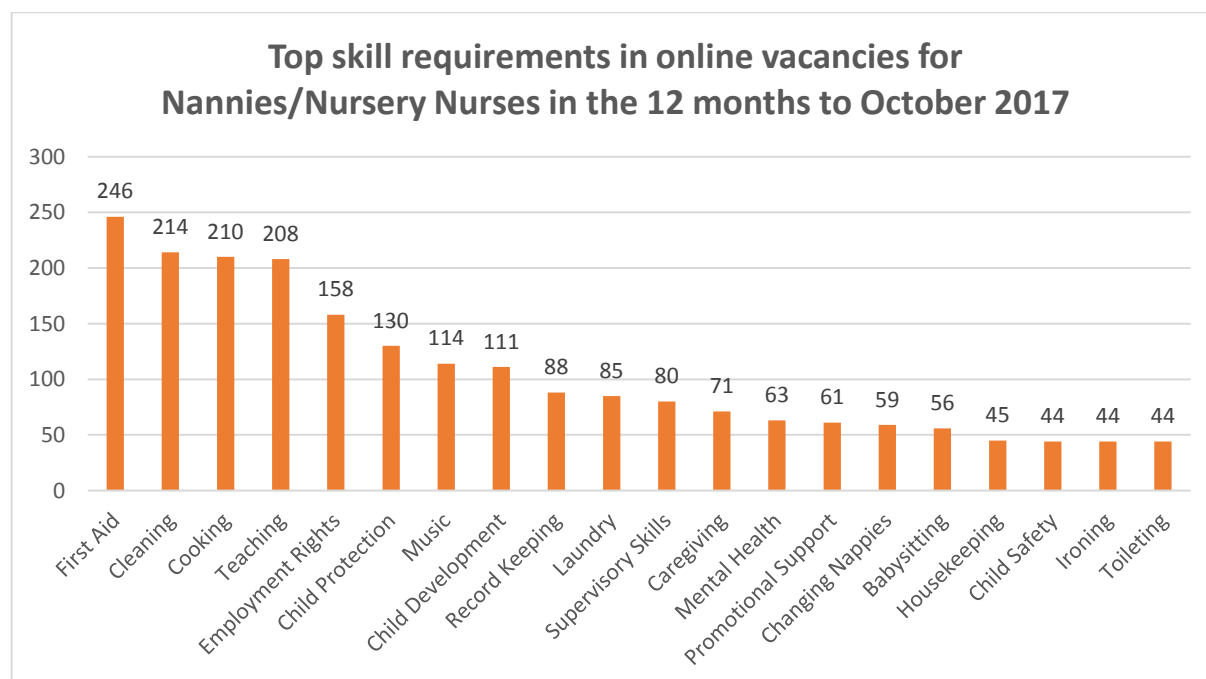
Unsurprisingly, 98% of those working as Nursery Nurses or Assistants are female

¹ Careers Explorer

Employers with most online vacancies for Nannies/Nursery Nurses in South Central in 12 months to October 2017²



Top skill requirements for online vacancies in South Central in 12 months to October 2017²

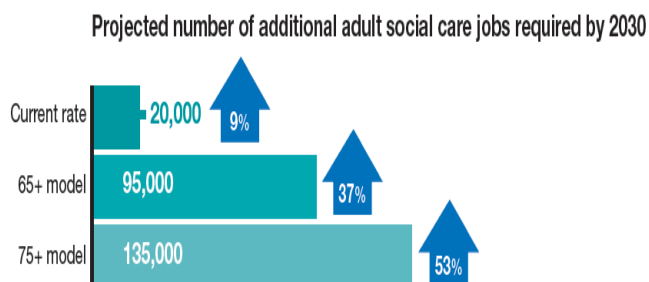


² Labour Insight (Burning Glass)

The Adult Care sector

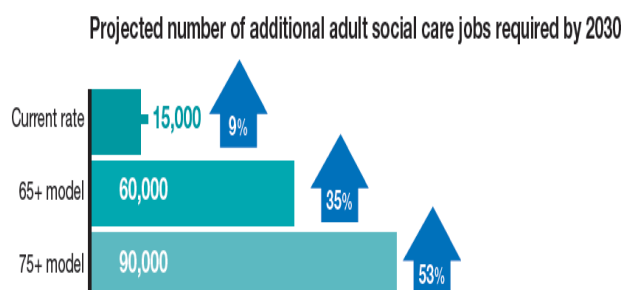
Skills for Care produce useful data on the sector at a regional level and have produced some infographics with useful facts and figures for both [South East](#) and South West. In 2016 there were 249,000 jobs in the sector in South East and 170,000 in South West. Below is a section of the infographic which highlights future growth predictions for additional social care jobs the sector for both regions.

South East



Current rate assumes the workforce will continue to grow at the same rate as it has between 2012 and 2016. 65+ model assumes the workforce will grow proportionally to the number of people aged 65 and over in the population. 75+ model assumes the workforce will grow proportionally to the number of people aged 75 and over in the population.

South West



Current rate assumes the workforce will continue to grow at the same rate as it has between 2012 and 2016. 65+ model assumes the workforce will grow proportionally to the number of people aged 65 and over in the population. 75+ model assumes the workforce will grow proportionally to the number of people aged 75 and over in the population.

DORSET, BOURNEMOUTH AND POOLE

H & M to open in Dolphin Centre

Fashion retailer H&M have announced that they will open a store in Poole's Dolphin Centre in 2018.

Regeneration of Poole

Plans have been submitted to develop the former power station site in Poole. If approved the nine-year plan will create around 1,000 new jobs across the 19 brownfield sites as well as 500 jobs during the construction phase.

Deliveroo strengthens in Bournemouth

'Gig economy' employer Deliveroo, who provide online food deliveries, have reported 305 percent growth in orders in Bournemouth in the last year. The company now has 400 riders in the town, all of whom work on a self-employed basis, i.e. being paid per job carried out. The company is still growing and aims to recruit 1,000 more riders by the end of 2017 across the UK.

Care home expansion

Colten Care, who operate 20 Care homes in the South, 11 of which are in Dorset, is intending to expand with the opening of a new home every two years. The company also operate in Hampshire, Sussex and Wiltshire.

Dorset's Verne Detention Centre to return to prison status

The Verne is to change its status again from a detention centre back to a prison. The change will take place in 2018.

HAMPSHIRE AND THE ISLE OF WIGHT

Andover manufacturer to create jobs

A manufacturer will be expanding its business in Andover and creating an unspecified number new jobs on the Walworth Business Park in addition to the 55 employees already working for the company.

50 new jobs for Southampton

A jobs boost is planned at the University of Southampton Science Park with Promega, a scientific research company, creating 50 new jobs.

Tesco's distribution centre to create jobs

Tesco is to expand its distribution centre in Nursling and in doing so will create over 70 roles to include driver and warehouse positions.

The regeneration of Gosport

Plans have been submitted to Gosport Borough Council to transform the town and create many jobs, both in the construction phase and on completion. The plans include transforming the waterfront to include retail units and restaurants.

Innovation centre expansion to create jobs

292 jobs are to be created with the expansion of Fareham's Innovation Centre. The new centre will open in Spring 2018.

750 jobs for Southampton

Southampton is to see 750 jobs with a new £30M development due for completion in May next year. Construction of a development in Nursling will be home to three large industrial units yet to be named.

Warehouse jobs for Andover

200 warehouse jobs will be created in Andover with the expansion of Ocado at Walworth Business Park.

Top occupations advertised on the Isle of Wight (no link)³

From the graph below Nurses are the occupation with the most online vacancies on the Isle of Wight in the last 12 months with 276 vacancies, followed by Medical Practitioners with 202 vacancies.

Top 15 occupations advertised online on the Isle of Wight in 12 months to October 2017



³ Labour Insight (Burning Glass)

SURREY

New Sports retailer to open in Guildford

Sports retailer Decathlon is to open a new branch in Guildford as part of its expansion plans.

Poultry business merger

Two poultry businesses are to merge in a joint venture which will establish a new business. One of the companies is Cargill whose headquarters are based in Surrey with further operations in Weybridge. The other company is Faccenda who are currently not working in Surrey. The new business will employ existing employees from both companies and will have a total workforce of around 6,000.

WEST SUSSEX

Worthing's Montague Centre

Worthing's newly refurbished Montague Shopping Centre is to have a Montague Corner, dedicated to restaurants. Patisserie Valerie has signed up to be part of this and New River, who are responsible for the site have other known restaurants interested in securing premises in this location. Work commences on Patisserie Valerie next summer. Nando's has also confirmed it will be opening in the complex.

New restaurant application for Worthing

An old seafront shelter could be converted into a French restaurant if Worthing Borough Council approve the plans. Bistrot Pierre is part of a chain and will open in Summer 2019 subject to planning permission.

BRIGHTON AND HOVE

New School for Brighton

Brighton and Hove City Council have approved plans for a new secondary school in the town. The council have also approved a new HQ for Brighton and Hove Buses which will accommodate a further 20 staff.

New Brighton business to create jobs

Spabreaks.com is opening in Brighton, initially with 25 staff, but it hopes to have up to 60 in place by January. The company are recruiting team leaders, sales agents and customer service staff as well as developing a new tech team to include web designers and developers.

Staff required by two Brighton-based companies

95 staff are required in the coming weeks by two Brighton companies. McDonalds at Brighton Marina have 45 jobs available and OneFamily, will be recruiting 50 people over the next couple of months. OneFamily is a financial services company who have customer services roles as well as roles in IT, Digital and IT.

LEP NEWS

Arundel Lido transformation

Funded by Coast to Capital LEP, Arundel's Lido site is to be transformed into a wellbeing centre with a gym, cafe and multi-purpose hall. Construction will commence in February 2019 and will secure employment for 11 permanent full-time staff as well as part time casual work for lifeguards and kiosk assistants.

Crawley regeneration

7,000 jobs could be provided with a new Coast to Capital investment to regenerate Crawley. The town centre is to be transformed to provide new homes and jobs and what is to be called the 'Eastern Gateway' to bring in new businesses and jobs.

USEFUL WEBSITES

- Jobs site by region - <http://www.careersworld.co.uk/>
- Massive Open Online Courses - <http://mooc.org/>
- Business Navigator – support for those starting a business - <http://www.c2cbusiness.org.uk/>

FUTURE EVENTS

- 1st November 2017 – Careers Fair, Portsmouth Guildhall 10.00 am – 2.00 pm
- 8th November 2017 – Surrey Careers Fair, Epsom Downs Racecourse 3.30 – 6.30 pm
- 17th November 2017 – Jobs Fair, Novotel, Southampton 10.00 am – 2.00 pm
- 24th January 2018 – Jobs Fair, Colston Hall, Bristol, 10.00 am – 2.00 pm
- 9th February 2018 – Jury's Inn, Brighton, 10.00 am – 2.00 pm
- 28th February 2018 – Reading Town Hall, 10.00 am – 2.00 pm
- 5th and 6th March 2018 – The National Apprenticeship Show at Sandown Park - <http://www.nationalapprenticeshipshow.org/londonsoutheast/>
- 14th March 2018 – Job Fair, Portsmouth Guildhall 10.00 am – 2.00 pm



- 4th April – Jobs Fair, Jurys Inn, Brighton 10/00 am – 2.00 pm
- 18th April – Job Fair, Colston Hall, Bristol, 10.00 am – 2.00 pm
- 25th April – Job Fair, Reading Town Hall, 10.00 am – 2.00 pm
- 30th May – Job Fair, Mercure Hotel, Southampton, 10.00 am – 2.00 pm
- 22nd June – Job Fair, Jury's Inn, Brighton – 10.00 am – 2.00 pm
- 25th July – Job Fair, Portsmouth Guildhall, 10.00 am – 2.00 pm
- 27th July – Job Fair, Reading Town Hall, 10.00 am – 2.00 pm
- 22nd August – Job Fair, Colston Hall, Bristol, 10.00 am – 2.00 pm
- 24th August – Job Fair, Mercure Hotel, Southampton, 10.00 am – 2.00 pm