



East of England Labour Market Update

This bulletin covers sectors in the East of England region where jobs are growing with local labour market information including links to business / jobs news, employment trends, upcoming events.

Quick Links: [Labour Insight](#) # [Labour Market News](#) # [Resources](#) # [National / Regional News](#)

County Links: [Bedfordshire](#) # [Buckinghamshire](#) # [Cambridgeshire \(& Peterborough\)](#) # [Essex](#) # [Hertfordshire](#) # [Norfolk](#) # [Suffolk](#)

This information was correct at the time of publishing and has been gathered for the purposes of distribution to careers professionals within Futures.

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If you come across any info that you think should be included in the bulletin, or have any feedback at all on the content, please feel free to get in touch at LMI@futuresforyou.com

Labour Insight - Regional Scans: Attached to this issue of the bulletin are regional reports from Labour Insight covering the last 30 days (Jan. 16, 2020 - Feb. 14, 2020).

There is one report for each area covered in the bulletin. The reports show, amongst other things the employers who have been hiring recently and the types of roles being recruited for.

Some of the reports on the different counties have been split up to include different local authority areas to hopefully give a better picture of what is happening there. If you would like me to include more focused reports (such as on a particular district or TWA area), please get in touch!

Click the link to access the report for that region.

[Bedfordshire](#)

[Buckinghamshire](#) and [Milton Keynes](#)

[Cambridgeshire](#) and [Peterborough](#)

[Essex](#) and [Southend-on-Sea](#) and [Thurrock](#)

[Hertfordshire](#)

[Norfolk](#)

[Suffolk](#)

If you would like to find out more about creating your own reports in Labour Insights or would like more info on your particular area, please speak to the LMI expert within your team.

If the LMI experts have any questions or need any help in producing reports in Labour Insights please feel free to contact myself (James Walmsley) at LMI@futuresadvice.co.uk or on 0115 9601809.

The Labour Insight tool provides valuable up to date labour market information that can be used to support people with their career and job choices.

You are encouraged to utilise this tool when working with your customers in both face to face and group delivery situations.

Labour Market News





BCC/Totaljobs: Budget must address critical skills shortages to ‘level up’ UK growth: Over half of UK firms attempted to recruit in the last quarter of 2019, but almost three quarters have struggled to find the right talent, the largest survey of UK employers has found.

- Labour market remains stable as over half (55%) of UK businesses attempted to recruit in the final quarter of 2019.
- Skills shortages continue to impact growth as 72% of firms reported recruitment difficulties in Q4 2019.
- With greater political stability, one in four (26%) businesses expect to increase their workforce in Q1 2020.

The latest Quarterly Recruitment Outlook from the British Chambers of Commerce, in partnership with Totaljobs, revealed continued skills shortages in the UK workforce ahead of the government's first Budget next month.

While over half of UK firms (55%) were looking to hire, the report revealed that 72% of businesses had difficulty finding the right talent.

The figures illustrate a critical skills deficit across the UK workforce, with shortages most apparent in the construction and hospitality sectors, with 79% and 77% respectively struggling to recruit.

Read more: [British Chamber of Commerce](#)

PhD-level apprenticeship plans move a step closer: Plans for PhD-level apprenticeships have moved a step closer, despite the government's failing to agree a policy position on the controversial concept.

A proposal for the first ever level 8 apprenticeship – the clinical academic professional – has been approved for development.

It is not known how long the standard, for the health and science sector, will take to develop before its final programme can be put to the government and be signed off for approval and delivery.

Read more: [FE Week](#)

Sector Trends





'Almost 10,000' retail jobs lost this year: There have been almost 10,000 retail job losses in the UK so far in 2020, according to retail sector analysts, with more failures forecast.

In total, 9,949 jobs have gone, said the Centre for Retail Research (CRR).

A further 1,200 jobs are under threat with the collapse of Beales and Hawkin's Bazaar in January.

The UK retail sector employs about three million people, so the latest losses would mean that one job in 300 has disappeared this year so far. According to the CRR, the sector lost 143,100 jobs during 2019.

Read more: [BBC News](#)

Research & Reports





Survey shows adult participation in education has fallen to record

low: The government has been urged to put lifelong learning at the heart of its domestic agenda, as a national survey shows the number of adults taking part in learning has fallen to a record low.

The "Adult Participation in Learning Survey 2019", released yesterday (1st Jan 2020) by Learning and Work Institute, shows the number of adult learners has plummeted by nearly 4 million since 2010.

Learning and Work Institute's adult participation survey has been tracking the number of adults taking part in learning for over two decades.

The latest data from this year's survey shows that just one in three (33 per cent) adults have taken part in learning in the last three years, the lowest figure ever recorded.

In addition to the decline in participation, the survey shows deep inequalities in access to learning, with those who could most benefit from taking part, being least likely to do so. Adults in

lower socio-economic groups (DE) are half as likely to take part in learning than those in higher socio-economic groups (AB).

Adults who left school at 16 or younger are half as likely to take part in learning as those who stayed on in full time education until at least 21.

Read more: [FE News](#)

Client Groups



Autism to ADHD: thinking differently about recruitment: The term “diversity and inclusion” has become ubiquitous in the corporate world yet neurodiverse people – those with autism, attention deficit hyperactivity disorder (ADHD), dyspraxia or dyslexia – are often overlooked.

One in seven people are “neurodivergent”, according to ACAS. Despite this, a recent study by the CIPD found that seven in 10 businesses ignored their own neurodiversity policy.

Neurodiverse people can, however, often bring a dazzling array of skills and an alternative perspective to the workplace.

Those with ADHD, for example, could have the ability to “hyper focus” and excel when working to tight deadlines. People with autistic spectrum disorder may have the ability to concentrate for long periods of time and be supremely reliable. And those with dyslexia might have strong verbal skills.

Some employers have realised that standard recruitment methods, such as panel interviews, might not work as well for neurodiverse people: Ernst and Young, BT and Siemens all have programmes for neurodivergent employees.

Consumer goods giant P&G has recently launched an apprenticeship programme in conjunction with the National Autistic Society (NAS) for its innovation sector.

Read more: [The Guardian](#)

Resources



Resources

MENU (Hold 'Ctrl' and Click on title for quick jump to the section)

1. [Labour Market](#)
2. [Graduates](#)
3. [NHS/ Health Careers](#)
4. [Oil & Gas Careers/CV help](#)
5. [Home/distance Learning](#)
6. [Courses](#)
7. [Voluntary](#)
8. [Funding](#)
9. [Business Start Up/ franchise](#)
10. [Women Returners](#)

Quick Links Pack: You will find in the attached word document a handy list of links to a

number of careers related websites and resources. Use the menu shown above to quickly find the information you want.

This resource pack can also be found on LMI section of the Extranet under

<https://www.ncs.futuresforyou.com/lmi/lmi-resources-for-advisers/>.

Download it here - [Quick Links Pack](#)

Activity 6: Can you do this job through a degree apprenticeship?



You will be amazed at the range of opportunities!

There are lots of jobs that you might expect would require someone to go to University full-time and gain a degree in the traditional way. However, there are also lots of jobs that you can now gain through a degree apprenticeship that you might not be aware of. Work through the table below and see if you can figure out which jobs you can get through a degree apprenticeship or whether you'd have to go to University full-time, or if you can do either.

Job	Description	Degree apprenticeship route	Full-time University route
Arts therapist	Using art, drama or music to carry out therapy interventions to improve a person's mental, physical health and wellbeing.		
Aerospace Engineer	Creating craft component and equipment, specialising in a specific engineering discipline.		
Bespoke tailor	Producing tailored clothes that are cut and made to a unique pattern for an individual.		
Church Minister	Offering leadership to local churches and supporting and supervising other practitioners in areas such as leading worship, preaching, pastoral care, facilitating faith development and community action.		
Nuclear Scientist and Engineer	Ensuring nuclear systems and equipment operate safely and efficiently and in an environmentally sustainable way.		
Forensic Practitioner	Use analytical and scientific techniques to examine evidence from crimes and prepare legal statements that summarise the results for court cases.		

National Apprenticeship Week 2020 Apprenticeship Activity Pack:

National Apprenticeship Week provides a fantastic opportunity to help people to think about their future careers and to raise awareness of the different options available.

The National Apprenticeship Service have put together this useful Apprenticeship Activity Pack with 10 different apprenticeship activity ideas.

Download it here - [Apprenticeship Activity Pack](#)

National

Apprenticeship Schemes

Volvo Car UK looks to take on 130 apprentices in 2020: Volvo Car UK is aiming to fill 130 apprentice positions throughout 2020, with 110 apprentices having joined its local retailers across the UK in 2019.

The roles available include service technician, product specialist, accident repair technician and business administrator. Apprentices are employed by their local Volvo retailer.

Read more: [Motor Trader](#)

More info: Available at [Volvo Car Apprenticeships](#)

Stagecoach to recruit 600 extra apprentices in 2020: Stagecoach is to recruit 600 extra apprentices during 2020, the company announced today.

Britain's biggest bus and coach operator made the pledge as it marks National Apprenticeship Week in England, which runs until 9 February.

Stagecoach currently employs a total of around 550 driver and engineering apprentices across its operations in England, Scotland and Wales.

By the end of 2020, Stagecoach will employ around 1,000 driver apprentices and around 200 engineering apprentices.

Read more: [Essex Magazine](#)

More info: Available at [Stagecoach Apprenticeships](#)

Firms announce new roles for National Apprenticeship Week: To mark the start of National Apprenticeship Week (3-9 February), a number of UK employers have already announced they are bolstering apprenticeship numbers.

- **BT** has recruited over 900 apprentices and grads over the past 12 months and will hire a further 700+ for its September 2020 intake. The telco giant has committed to creating many more digital roles in 2020 and is offering a range of apprenticeships that will help develop the cyber security experts, software developers, data analysts and network engineers of the future.

More info: [BT Apprenticeships](#)

- **Govia Thameslink Railway (GTR)** is set to provide over 300 apprenticeships across 14 different roles ranging from drivers, engineers and operations to business administration and marketing. The scheme, open to people of all ages and backgrounds, including current GTR employees, will be based across the GTR network, from Brighton in the South to King's Lynn in the North, with drivers located at main depots including Selhurst

and Hornsey. Business and head office apprenticeships will be based across sites in London, as well as Three Bridges in Crawley, West Sussex and Bedford.

- **More info:** [Govia Thameslink Railway Apprenticeships](#)
- Global technology-forward solutions company **Jacobs** has announced a third of its planned 1,200 new hires in the UK over the next year will focus in early years careers for apprentices, graduates and interns. These new roles will be based across its UK network, delivering digital and other advanced technical solutions in a bid to support more connected communities, cleaner air and water, cyber defences, strategic deterrent, clean energy and environmental clean-up.

More info: [Jacobs Early Careers](#)

Read more: [Recruiter.co.uk](#)

East of England

Hospitality

Wetherspoons to open new pubs across the UK: JD Wetherspoon has announced plans to open up to 15 more pubs in 2020, in a move that could pave the way 10,000 new jobs over the next few years.

The majority of the investment will be channelled into developments in "small and medium-sized towns", but will also include larger towns and cities, the company said.

These are set to include new pubs in Bourne, Diss, Ely, Felixstowe, Hamilton, Newport Pagnell, Prestatyn and Waterford.

Read more: [The Daily Mirror](#)

Labour Market Information

National
Careers
Service

East of England & Buckinghamshire

Employment

78.5%



UK average 76.3%.

Female 74.6% Male 82.5%



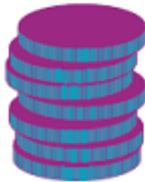
Unemployment

3.3%



UK average 3.8%.

Salary



The average income is **£30,212** a year

Working Hours



On average people work **31.6 hours** a week

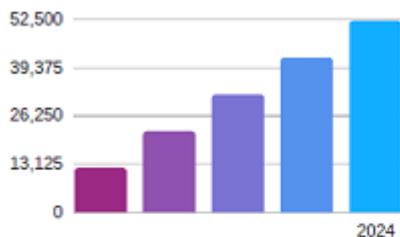
Self-Employed



7.6%

289,700 people are self-employed

Predicted Job Growth



+52,000 extra jobs by 2024

Sectors set to grow

- Health and Social Care
- Support Services
- Construction
- Wholesale and Retail
- Information Technology
- Professional Services

Where are the most jobs now?



Wholesale and
Retail



Health and
Social Care



Science and
Technology



Administration



Education

*LMI obtained from the Office for National Statistics and NOMIS. Last updated January 2020

Info taken from the latest NCS E-Pack and LMI Update

Buckinghamshire

Milton Keynes - Event

Milton Keynes Jobs Fair: The Milton Keynes Jobs Fair takes place on Friday 6th March 2020 at Doubletree by Hilton Stadium MK.

More info: [Milton Keynes Jobs Fair](#)

Cambridgeshire

Peterborough - Event

Peterborough Jobs Fair: Peterborough Jobs Fair takes place on Wednesday, 26th February 2020 at the Weston Homes Stadium.

Read more: [Peterborough Jobs Fair](#)

Waterbeach - Health and Social Care

Recruitment Open Day - Waterbeach Lodge: Waterbeach Lodge would like to welcome you to our recruitment open day on Saturday 29th February.

Come and discover our home and speak with the management and staff about how rewarding a role in the care sector can be.

More info: [Recruitment Open Day - Waterbeach Lodge](#)

Essex

Essex - LMI

The 17 new shops, restaurants and venues set to open in Essex in 2020: The county is home to a great selection of shops, leisure activities, and retail parks - but we are always excited for more.

Now that we have entered a new year and new decade, Essex is in store for plenty of new places to visit.

From luxury shops and restaurants, to gyms and supermarkets, there are some exciting things to look forward to in 2020.

Read more: [Essex Live](#)

Southend-on-Sea - Health and Social Care



Working to make
lives better
www.southend.gov.uk

**CARE
RECRUITMENT
FAIR 2020**

WANT A CAREER IN CARE?
Come and find out more about
building a career in the care sector!

**The Forum, Southend-on-Sea
5th March 2020 · 4:00-6:30**

Register via Eventbrite:
<https://carerecruitmentfair.eventbrite.co.uk>

FREE EVENT //

**OPPORTUNITY
& PROSPERITY**

southend
onsea
BOROUGH COUNCIL

More info: [Care Recruitment Fair 2020](#)

Colchester - Education

Train to Teach **Events.**

Take your next step towards teaching.
Colchester, 25 February 2020



More info: [Train to Teach Colchester](#)

Hertfordshire

Bishop's Stortford - Development

Project to transform Old River Lane into a leisure quarter moves forward: Part of Bishop's Stortford is set to undergo a major transformation as the Old River Lane scheme moves forward. The scheme is supported by a £9.6m injection of Local Growth Fund investment from Hertfordshire Local Enterprise Partnership.

The site, which is owned by East Herts Council, will see a mixed development of around 150 new homes alongside retail and commercial space, a new public square and parking facilities.

The 597-space multi-storey car park will include charging points for electric vehicles. Among the many exciting features in the arts centre will be a 544-seater theatre with state of the art staging system, a four-screen cinema and visual art displays.

Read more: [Hertfordshire LEP](#)

Stevenage - Health and Social Care



Herts Good Care Recruitment Fair!

Health & Social Care Job Opportunities

6 employers & hundreds of job opportunities, all in one place!

hpa **NHS** Hertfordshire

RECRUIT GOODCARE

Saturday 29th February 2020 | 10am - 2pm
The Ibis Forum | Stevenage | SG2 1EJ

Find out more at
www.hertsgoodcare.com
[@HertsGoodCare](https://twitter.com/HertsGoodCare)

More info: [Herts Good Care Recruitment Fair](#)

Suffolk

Ipswich - Event

Ipswich Jobs Fair: Ipswich Jobs Fair takes place on Wednesday, 4 March 2020 at the Corn Exchange.

More info: [Ipswich Jobs Fair](#)



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