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## NATIONAL NEWS

### [Office of National Statistics labour market information – August to October 2019](#)

The latest labour market figures were released from ONS last month. The main points are:

- The UK employment rate was estimated at 76.2%, 0.4 percentage points higher than a year earlier but little changed on the previous quarter and broadly flat over the last few quarters.
- The UK unemployment rate was estimated at 3.8%, 0.3 percentage points lower than a year earlier but largely unchanged on the previous quarter.
- The UK economic inactivity rate was estimated at 20.8%, 0.2 percentage points lower than a year earlier but largely unchanged on the previous quarter.
- There were an estimated 794,000 vacancies in the UK for September to November 2019; 20,000 fewer than last quarter and 59,000 fewer than a year earlier.

## [Young people not in Employment, Education or Training \(NEETS\)](#)

These are the quarterly figures for the UK (there is no regional breakdown of this data) from ONS taken from the Labour Force Survey. The headlines are:

- There were 800,000 young people (aged 16 to 24 years) in the UK who were classed as NEET in July to September 2019
- This represents 11.6% of all people this age. Compared to the same period last year, this has gone up in actuals by 42,000 in the last year and the rate has also increased
- 40% (317,000) of the 16-24 years categorised as NEET were looking for, and available for, work and therefore classified as unemployed; the remainder were either not looking for work and/or not available for work and therefore classified as economically inactive.

## [The changing face of Engineering](#)

A number of big business names have joined forces to change the face of Engineering in an attempt to alter perceptions and encourage more people into the sector. As part of this a number of new photos have been released on [flickr](#) as previous images provided a narrow portrayal of the profession. Research shows that many young people and sometimes parents are unaware of the role of Engineer and with a UK shortage of up to 59,000 engineers this needs to be addressed.

## [More people applying for Medicine courses](#)

Encouraging news from UCAS with the number of people applying to study to become a doctor as well as dentistry and veterinary courses has risen to 23,710 - a rise of 6% on last year. Just under 70,000 people have applied for under-graduate courses – a four per cent rise on last year.

## [Large Babcock contract will create UK jobs](#)

Babcock International Group PLC have secured a large contract to build a new fleet of frigates for the Royal Navy. Over 2,500 jobs will be created across the country including 150 apprenticeships. The manufacturing will commence in 2021 and finish in 2027.

## [Lidl Supermarket](#)

An article in the Yorkshire Post reports on Lidl supermarket who currently have 770 stores across the UK and a target of 1,000 stores by 2023. The store which has announced a large investment into British food, farming and production over the next five years are also investing in their employees. Entry-level pay is £9.30 per hour (£10.75 in inner London) and going up to £11.70 for loyal employees who remain with the company, depending on location.

## [The Co-op are recruiting](#)

The Co-op are recruiting across the UK for Member Pioneers to work on a flexible basis. They are paying £12.00 per hour for an 18-hour week and the role is home-based role. Click [here](#) to find out where the vacancies are. There have recently been vacancies in covering Aldershot, Farnham, Wokingham, Bracknell, Crowthorne, Farnborough, Fleet, Godalming, Guildford, Hindhead, Haslemere, Sandhurst & Yateley.

## What employers want from their employees

Monster report on the skills which employers say they want their employees to have. Interestingly they would appear to care more about the 'soft skills' and their top five are:

- Dependability/Reliability
- Integrity
- Respect
- Team Player
- Customer-focused

Whilst hard skills can be taught employers favour those who have a natural ability to display these soft skills. Certainly, when we look at online vacancies, customer service skills and an ability to be a team player are often the top skill requirements.

## Support for homeless, ex-offenders and veterans

Only a pavement away aims to act as a conduit to employment to help those struggling to find work in the hospitality, pub and restaurant industry. The charity is based in London and anyone who wishes to make contact with them can do so by completing an [online form](#).

## Improvements to icould website

icould have made some changes to their website which include

- Easier to understand Labour Market Information (LMI) with each video – they have added a question mark symbol in the corner of each dataset for more information.
- The [career paths](#) section now has ten categories: Getting started; Getting a job; Career development; GCSE options; Apprenticeships; A-levels and college; University; Volunteering, travel and gap years; Revision, study and exams; and Wellbeing.

## Barclays LifeSkills programme

Barclays LifeSkills programme is being extended to help millions of adults across the country, with the aim of giving them the skills, knowledge and confidence needed to succeed in the workplace. Free online tools and **resources** including articles, videos and career case studies are available as Barclays launches a drive to boost workplace skills to meet the needs of the UK economy.

## Graduate Outcomes

A report from Prospects using data from the Higher Education Statistics Agency (HESA) on the destination of the graduates of 2016/17, six months after graduating. Some of the findings show:

- the graduate labour market movement is perhaps overplayed as only 18% of graduates moved away from home for university and then moved somewhere else on graduation

- almost 60% of graduates stay to work in the region they studied in
- 45% of graduates are described as 'loyals' - live, study and work in the same region  
They point out that this dispels the myth that all graduates go to London to find work, it also suggests that in careers guidance of people looking at HE, there should be a good understanding of the local labour market. It also adds to the debate of to what extent universities are/should be providing education and skills for the local communities/economies - the idea of the civic university.

The South East of England has the second largest regional economy after London, making it a prime destination for graduates to find employment. It also boasts an employment rate of 79.6% for working age individuals, which is higher than the average for London and the UK overall. Healthcare roles are becoming increasingly popular, with a 13.5% rise in entrants since 2015/16<sup>1</sup>. Graduates in this profession gravitate towards nursing, medical practitioner and midwifery roles. The table below is copied from the report

## South East

TOP 10 INDUSTRIES ENTERED	TOP 10 PROFESSIONAL-LEVEL JOBS
<ul style="list-style-type: none"> <li>• Human health activities</li> <li>• Education</li> <li>• Retail trade, except of motor vehicles and motorcycles</li> <li>• Public administration and defence; compulsory social security</li> <li>• Food and beverage service activities</li> <li>• Computer programming, consultancy and related activities</li> <li>• Legal and accounting activities</li> <li>• Architectural and engineering activities; technical testing and analysis</li> <li>• Social work activities without accommodation</li> <li>• Sports activities and amusement and recreation activities</li> </ul>	<ul style="list-style-type: none"> <li>• Nurses</li> <li>• Primary and nursery education teaching professionals</li> <li>• Marketing associate professionals</li> <li>• Medical practitioners</li> <li>• Programmers and software development professionals</li> <li>• Business and related associate professionals</li> <li>• Business sales executives</li> <li>• Human resources and industrial relations officers</li> <li>• Sales accounts and business development managers</li> <li>• Chartered and certified accountants</li> </ul>

## South West

For the most-part, graduates working in South West were not drawn in from other areas of the UK. 67.4% were originally domiciled in the South West - the second most common location being the South East at 10.7%. For graduates in the region, health was the most popular industry (19.9%) followed by retail (11.6%) and education (11.1%).

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<sup>1</sup> Regional labour market statistics in the UK: August 2019, ONS, accessed September 2019.

## ScreenSkills quarterly report

ScreenSkills latest snapshot report based on surveying 35 businesses in the tv, film and games industries has been published. There is a lot of detail in the report most of which will be more useful for those in the industry but the overall message is upbeat with demand for screen skills. There is also a list of the occupations which are hard to recruit for. Apparently, the Games people didn't get their response in, so the Games jobs are not included – but otherwise this is the list from the report:

Figure 8: Jobs hard to recruit for<sup>3</sup>

Film		VFX	
1 <sup>st</sup> assistant director Art director Assistant accountant Assistant coordinator Assistant location manager Cinematographer Edit assistant Editor Financial controller Gaffer	Guest services manager Line producer Location manager Marketing officer Post-production supervisor Production accountant Production coordinator Production manager Project manager Training manager Unit production manager	Composer Creature FX technical director (all levels) Executive producer Experienced digital matte painter	Experienced environment technical director Head of production Graphics software developer Virtual production manager
High-end TV		Animation	
1 <sup>st</sup> assistant director Accounts assistant Assistant production accountant Director Editor Electrician Finance controller Grip (all levels)	Line producer Location manager Post producer Post-production supervisor Producer Production accountant Production manager Prop hand VFX supervisor	Animators (2D traditional high-end) Assistant animators/clean-up artists (2D traditional high-end) Character FX artist Creative director Creative producer Head of production	Layout artist (2D traditional high-end) Pipeline technical director Previz Production coordinator Rigging technical director Story artist Storyboard artist Writer
Children's TV		Unscripted TV	
1 <sup>st</sup> assistant director 2 <sup>nd</sup> assistant director Assistant editor Assistant production accountant	Location manager Production accountant Production coordinator Production secretary Prop buyer	Casting researcher Editor Edit assistant Production accountant	Production assistant Production coordinator Production manager Production secretary

## Amazing Apprenticeships

The December issue of the Parents' Pack is now available. Click [here](#) to access this. There are some live broadcasts in January to learn more about apprenticeships with specific employers listed below. All live streamed events will begin at 10.30 am.

- The Defence Infrastructure Organisation (DIO) - 22nd January– click [here](#) to register.
- United Utilities - 23<sup>rd</sup> January – click [here](#) to register
- Travis Perkins – 24<sup>th</sup> January – click [here](#) to register
- QA – 28<sup>th</sup> January – click [here](#) to register
- Accenture -29<sup>th</sup> January– click [here](#) to register
- Essity – 30<sup>th</sup> January – click [here](#) to register

In addition, on 22<sup>nd</sup> January at 1230 pm there will be a webinar to learn more about T levels. Click [here](#) to register.

## REGIONAL NEWS

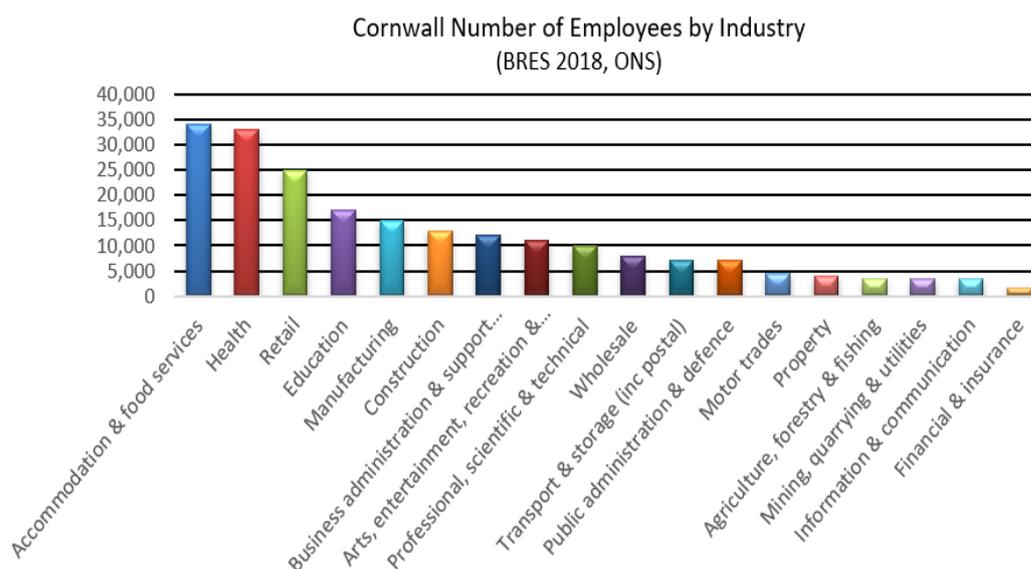
### [Working for Skanska Construction company return to work programme](#)

Applications for Skanska's return to work programme opens in February with placements starting in April. Those who have taken career breaks for two years or more can apply for the 12-week programme. Most opportunities are in London or South East within the areas of Engineering, Commercial, Design, planning and Construction/Project Management. Skanska also offer apprenticeships up to degree level. Since 2017 Skanska have had a branch in Winchester. The company do not accept speculative applications but a list of their [current vacancies](#) is available on their website.

## CORNWALL AND THE ISLES OF SCILLY

### [Business Register of Employment update \(no link\)](#)

Nomis have updated the BRES data, i.e. the number of employees employed by industry in Cornwall. The Accommodation and Food Services sector employs the greatest number of people in Cornwall with 34,000 or 16% of the workforce employed in this industry.



## Cornwall's Space Industry

The Space sector is growing in Cornwall and it is a good time for young people to consider a career in the Space or Science industry. The latest news for Spaceport Cornwall is the go-ahead from Cornwall Council, following a grant from the UK Space Agency (SKSA) of £7.35m, to launch Richard Branson's Virgin Orbit. This development will enable Spaceport Cornwall to send satellites into space from aircraft.

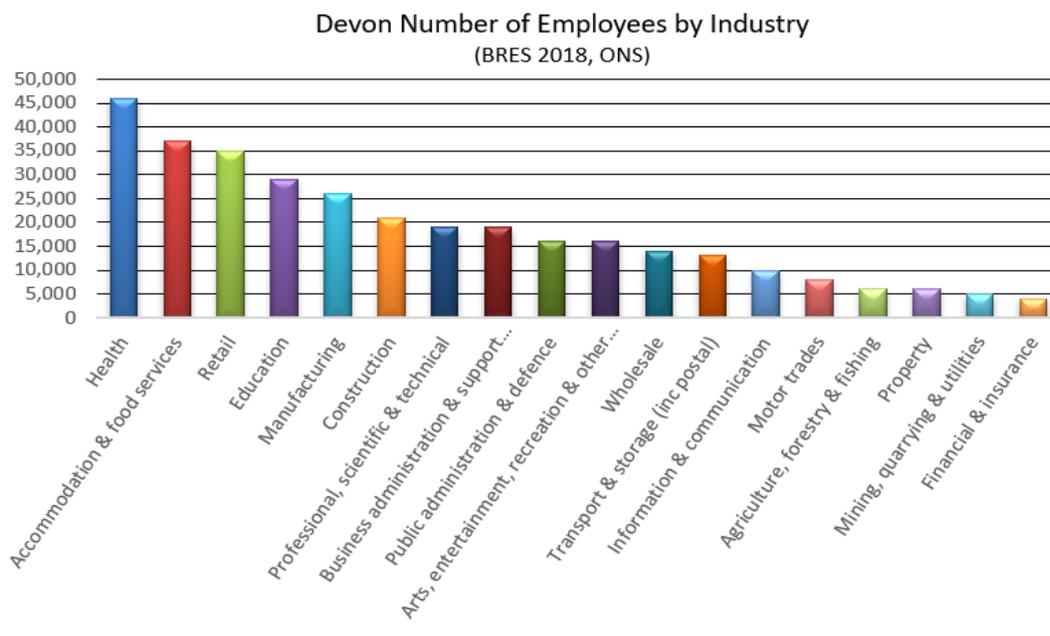
## New Climbing Centre and café for Wadebridge

The Tide Climbing Centre has opened in Barnfield Business Park in Wadebridge, creating 11 jobs currently. The complex also has a cafe area.

## DEVON

### **Business Register of Employment update (no link)**

Nomis have updated the BRES data, i.e. the number of employees employed by industry in Devon. The Health sector employs the greatest number of people in Devon with 46,000 or 14% of the workforce employed in this industry.



## **Maritime Business Park in Plymouth**

Business Live reports on Turnchapel Wharf, a former Royal Marines base, which is now a new Maritime business park with 25 companies currently occupying sites at this location.

## **Jobs for Whimble**

Construction jobs and permanent retail jobs in the petrol station, shop and drive-thru cafe are likely with the building of roadside services on the A30 in Whimble.

## **DORSET, BOURNEMOUTH AND POOLE**

### **Manufacturer expands into Dorset Innovation Park**

Skilled engineering and manufacturing jobs will become available with the expansion of Norco GRP into the Dorset Innovation Park. The company manufacture lightweight composite structures and mouldings.

### **Weymouth College – Centre of Excellence for Motor Technology**

Weymouth College's Centre of Excellence for Motor Technology's new upgrade was unveiled in November. This facility will enable people to train in hybrid and electric vehicle engineering and manufacturing to benefit the local economy.

### **Rockfish to create jobs at Poole Quay**

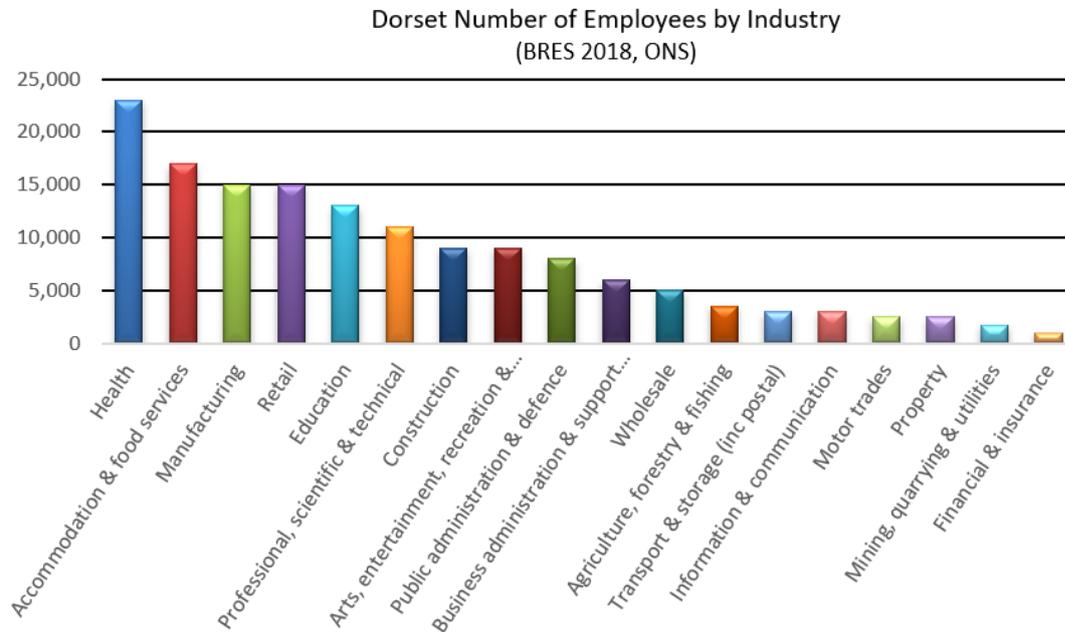
Rockfish restaurant will create 40 jobs for Poole when it opens on the former Purbeck Pottery site.

### **Best employers in Dorset**

Care Home Agincare made it to third place in the UK's best companies to work for according to a new report. Also, in the top ten are Lush, JP Morgan and Barclays. and just out of the top ten at eleventh place is Siemens. The best employer to work for in the UK, however, was taken by Pest Control firm Rentokil. See link for top 25 employers.

## Business Register of Employment update (no link)

Nomis have updated the BRES data, i.e. the number of employees employed by industry in Dorset. The Health sector employs the greatest number of people in Dorset with 23,000 or 16% of the workforce employed in this industry.



## HAMPSHIRE AND THE ISLE OF WIGHT

### Pharmaceutical company Eli Lilly comes to Basing View

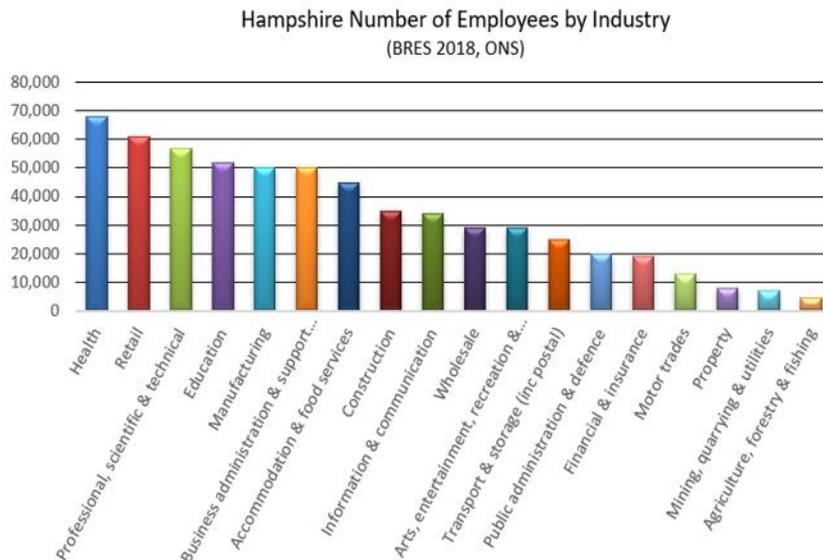
International Pharmaceutical blue-chip company Eli Lilly and Company are having their new headquarters built in Basingstoke. 200 jobs have been created during the construction of the building by Morgan Sindall Construction. This build will contribute to the growth of the Basing View Enterprise Zone. Completion is expected by mid-2020.

### Basingstoke – just the place for IT professionals

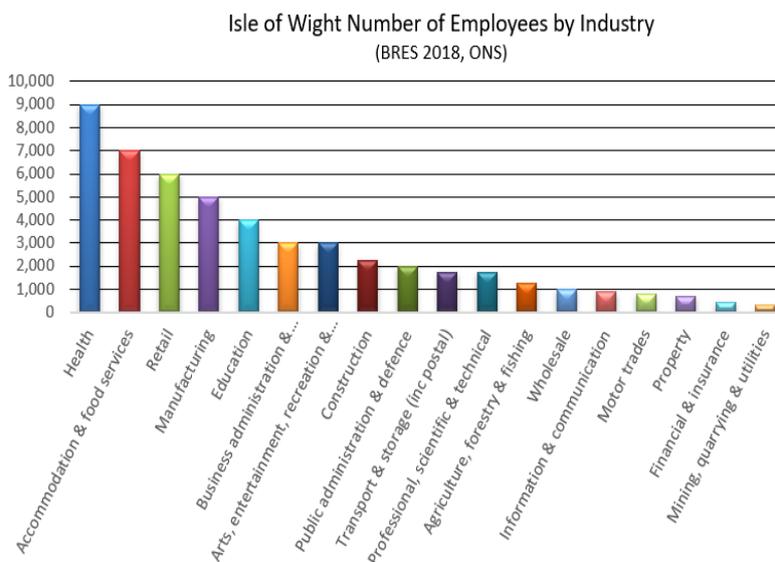
For those considering a career in IT, Basingstoke made it to ninth place on the [CompTIA's UK Tech Town Index 2019](#) list for one of the best places for IT professionals to live and work. When it comes to overall [best cities](#) to live and work in however, Southampton makes it the top of the [Good Growth for Cities](#) survey.

## Business Register of Employment update (no link)

Nomis have updated the BRES data, i.e. the number of employees employed by industry in Hampshire and on the Isle of Wight. The Health sector employs the greatest number of people in Hampshire with 68,000 or 11% of the workforce employed in this industry.



The Isle of Wight Health sector is also the largest sector with 9,000 or 18% of the island workforce working in this sector.



## Aviation firm expands and creates jobs

Percival Aviation, based in Segenworth, is expanding and creating 30 new jobs in the process.

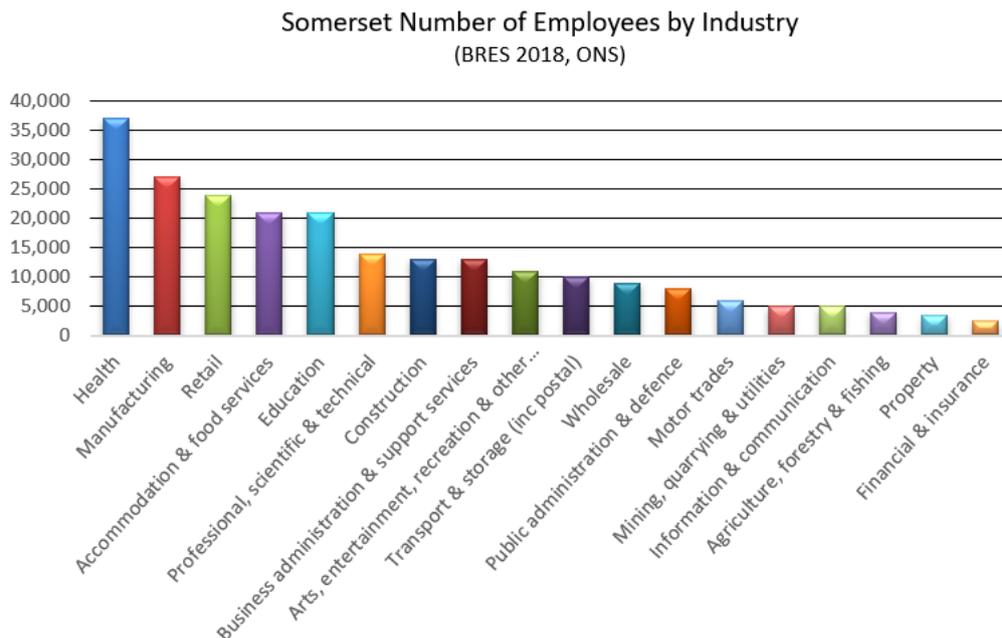
## [Oyster Yachts are recruiting](#)

Norfolk based Oyster Yachts are recruiting across their sites which includes Southampton for a range of roles including laminators, boat builders, joiners, electricians and engineers.

## SOMERSET

### [Business Register of Employment update \(no link\)](#)

Nomis have updated the BRES data, i.e. the number of employees employed by industry in Somerset. The Health sector employs the greatest number of people in Hampshire with 37,000 or 16% of the workforce employed in this industry.



### [Support for Agri-Tech sector in Taunton Deane to promote growth and job creation](#)

A scheme in Taunton Deane piloted by Barclays bank and other business leaders over a three-year period will bring tailored business support including a programme of workshops to help farmers and the rural business community. It will also run seminars on Agri-Tech led by the banks' specialist industry team and promote women in Agriculture.

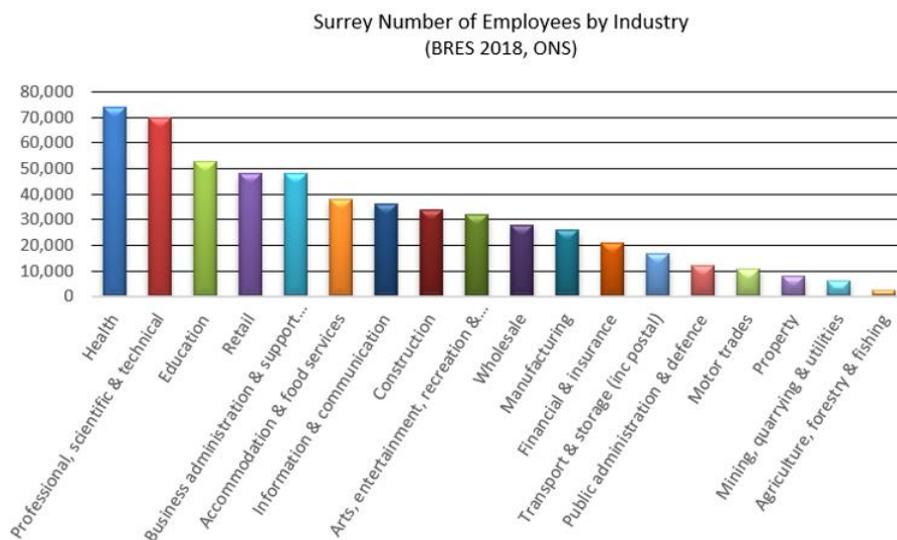
## [Lidl in Chard to create jobs](#)

Chard is the latest Somerset town to gain permission for a new Lidl store. Although this is a re-location for the store, 40 extra jobs will be created with the expansion.

## SURREY

### [Business Register of Employment update \(no link\)](#)

Nomis have updated the BRES data, i.e. the number of employees employed by industry in Surrey. The Health sector employs the greatest number of people in Somerset with 74,000 or 13% of the workforce employed in this industry.



### [Lidl plans for 30 new stores in Surrey](#)

Lidl stores are expanding throughout Surrey and the German supermarket have announced expansion plans for 30 new stores across the county including Guildford, Staines and Woking.

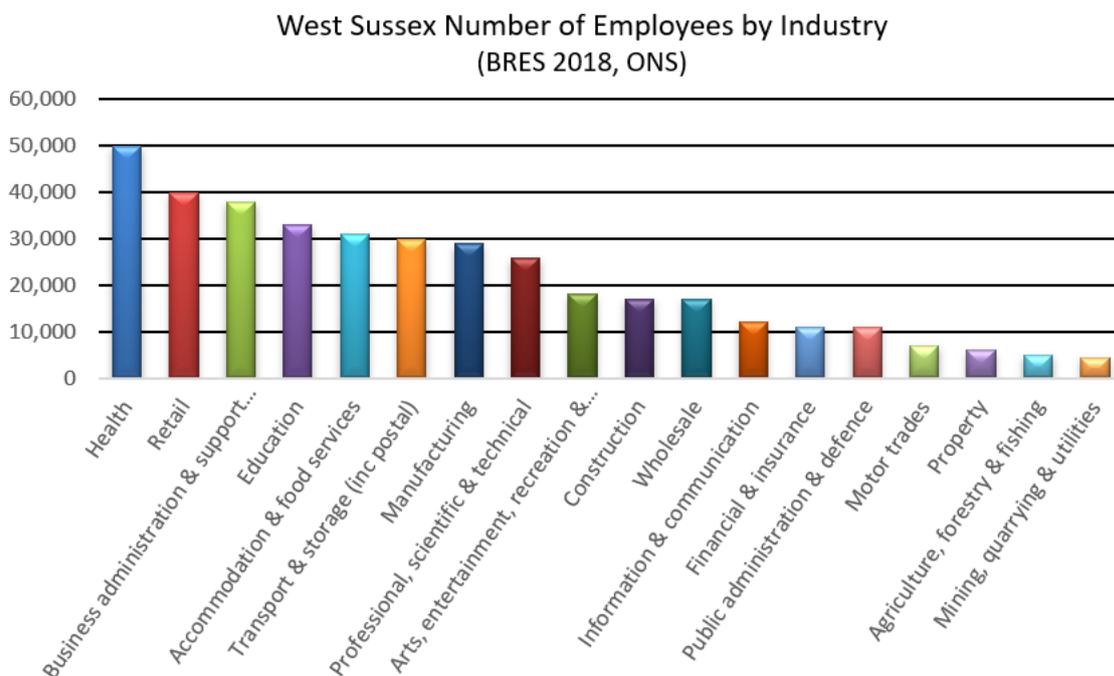
## WEST SUSSEX, BRIGHTON AND HOVE

### [The Track creative digital hub to open in Bognor](#)

Bognor Regis is to gain a new creative digital hub at the train station. The Track is due to open in 2020 and aims to attract businesses to the hub.

### [Business Register of Employment update \(no link\)](#)

Nomis have updated the BRES data, i.e. the number of employees employed by industry in West Sussex. The Health sector employs the greatest number of people in West Sussex with 50,000 or 13% of the workforce employed in this industry.



## LEP NEWS

### [Solent LEP \(no link\)](#)

Solent LEP are keen to promote female entrepreneurship and they have invested in expert support for local businesses to help local businesses, and in particular female entrepreneurs, to grow. A programme of events will be available to support women in business and they can sign up for a newsletter to keep informed of these. The [Alison Rose Review of Female Entrepreneurship](#) makes interesting reading for those interested. Alison Rose is the Deputy CEO of Nat West Holdings and CEO Commercial and Private Banking.

## USEFUL WEBSITES

- Tier 2 sponsorship employers – <https://www.gradcareerscoach.com/companies-offering-tier-2-sponsorship-uk/>
  - Helps under-represented people access work in the Creative industry - <https://creativeaccess.org.uk/about-us/>
  - Hospitality Careers Guide 2020 - <https://www.thecaterer.com/people/careers/check-into-hospitality-2020>
  - A reminder too that there is a wealth of resources on the [Amazing Apprenticeships](#) website which are downloadable free of charge. For example, there are infographic factsheets which promote apprenticeships in Engineering and in the NHS.
- 
- The image shows two infographic factsheets. The left one is orange and titled 'ENJOY ENGINEERING? WE'VE GOT THE APPRENTICESHIP FOR YOU!'. The right one is blue and titled 'NHS YOU COULD BE AN Apprentice WITH THE NHS'. Both contain text and graphics promoting apprenticeships in their respective fields.
- Step into the NHS – teaching resources for Key Stage 4 education - <https://www.stepintothens.nhs.uk/secondary-schools/KS4-resources-3>

## FUTURE EVENTS

- 22<sup>nd</sup> January – Find out about T Levels webinar, 12.00 pm – 1.00 pm - <https://register.gotowebinar.com/register/8249162255769372171>
- 24<sup>th</sup> January 2020, Job Fair – Reading Town Hall, 10.00 am – 2.00 pm <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/reading>
- National Apprenticeship week will be entitled 'Look beyond' will take place from 3<sup>rd</sup> to 7<sup>th</sup> February 2020 - <https://www.gov.uk/government/news/save-the-date-national-apprenticeship-week-2020-to-be-held-3-to-7-february-2020>

- 14<sup>th</sup> February 2020, Job Fair – Crawley Arora Hotel, 10.00 am – 1.00 pm  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/crawley>
- 19<sup>th</sup> February 2020, Job Fair, Portsmouth, Fratton Park, 10.00 am – 1.00 pm  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/portsmouth>
- 21<sup>st</sup> February 2020, Job Fair, Bournemouth, Vitality Stadium, 10.00 am – 1.00 pm  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bournemouth>
- 2<sup>nd</sup> – 7<sup>th</sup> March – National Careers Week - <https://nationalcareersweek.com/>
- 6<sup>th</sup> March – Jobs Fair, Southampton – Solent Conference Centre 10.00 am – 1.00 pm  
<https://www.thejobfairs.co.uk/network/event?e=eDNZXf9Mh79r4YPdn>
- 11<sup>th</sup> – 12<sup>th</sup> March, Skills South West, Plymouth Pavilions  
<https://10times.com/skills-south-west>
- 18<sup>th</sup> March – Job Fair, Exeter Corn Exchange 10.00 – 1.00 pm -  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/exeter>
- 20<sup>th</sup> March – Job Fair, Plymouth Guildhall 10.00 am – 1.00 pm  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/plymouth>
- 3<sup>rd</sup> April – Job Fair, Coulston Hall, Bristol, 10.00 am – 2.00 pm  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bristol>
- 29<sup>th</sup> April – Job Fair, Reading Town Hall - times tbc  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/reading>
- 22<sup>nd</sup> May – Job Fair, Bournemouth Vitality Stadium, times tbc  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bournemouth>
- 22<sup>nd</sup> May – Job Fair, Fratton Park Stadium, times tbc  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/portsmouth-2020>
- 27<sup>th</sup> May – Job Fair, London Stratford, times tbc  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/london-stratford>
- 12<sup>th</sup> June – Job Fair, Brighton Amex Stadium, times tbc  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/brighton-hove-2020>
- 24<sup>th</sup> June 2020, Job Fair, Castle Hotel, Taunton, 10.00 am – 2.00 pm  
<https://www.eventbrite.co.uk/e/taunton-careers-fair-tickets-65296755353>
- 26<sup>th</sup> June 2020, Job Fair, Colston Hall, Bristol, 10.00 am – 2.00 pm  
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bristol>