



Buckinghamshire's Labour Market Intelligence

Rupert Waters
14 March 2018

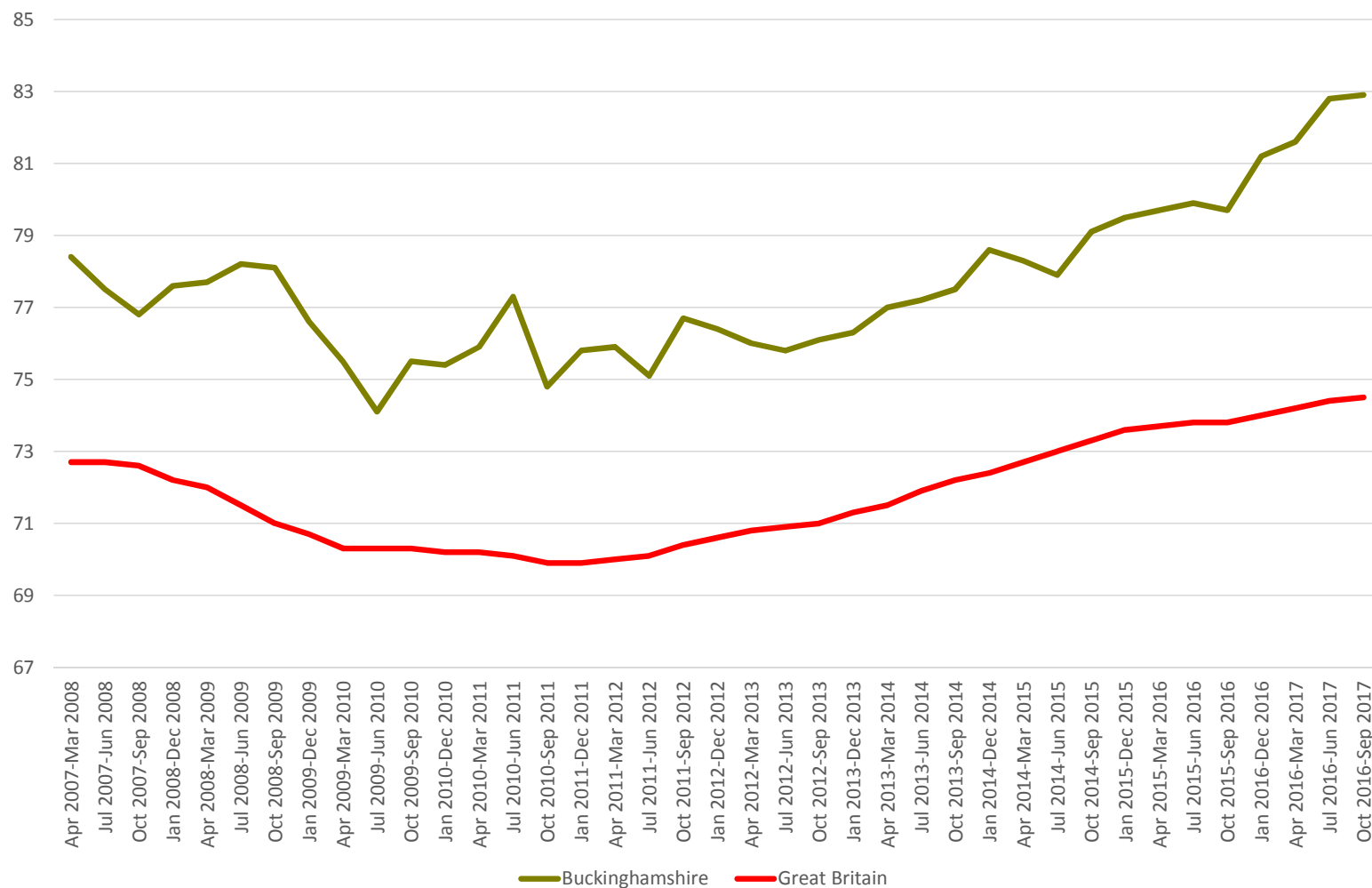
Buckinghamshire
Thames Valley LOCAL ENTERPRISE
PARTNERSHIP
THE ENTREPRENEURIAL HEART OF BRITAIN



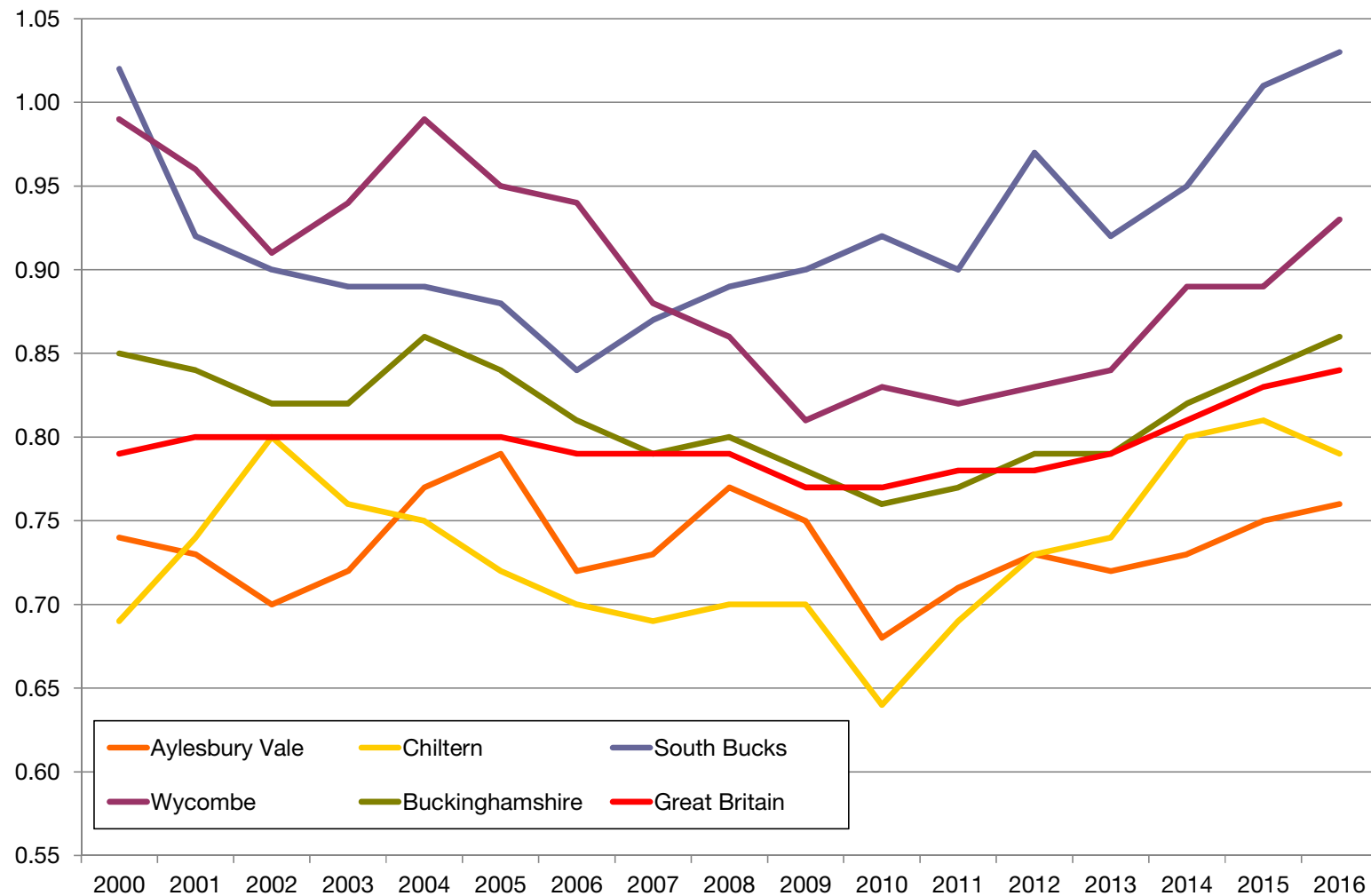
**YOUR LOCAL
GROWTH HUB**



Employment rate



Job density



Changing labour market

“The world is undergoing a technological revolution ... this fourth industrial revolution is of a scale, speed and complexity that is unprecedented ... it will disrupt nearly every sector in every country, creating new opportunities and challenges for people, places and businesses to which we must respond”

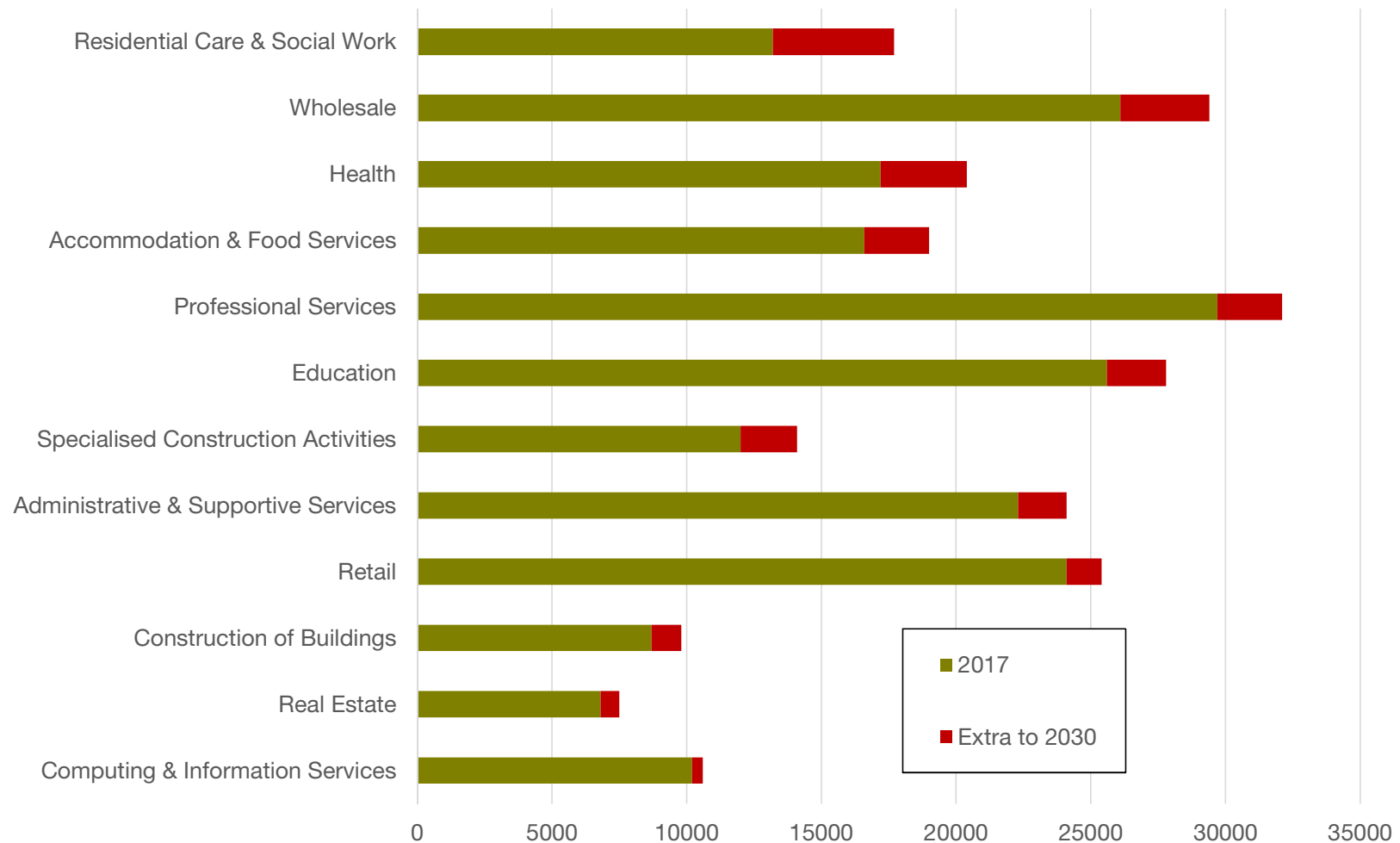
HM Government (2017, 32) *Industrial Strategy:
building a Britain fit for the future*

Changing labour market

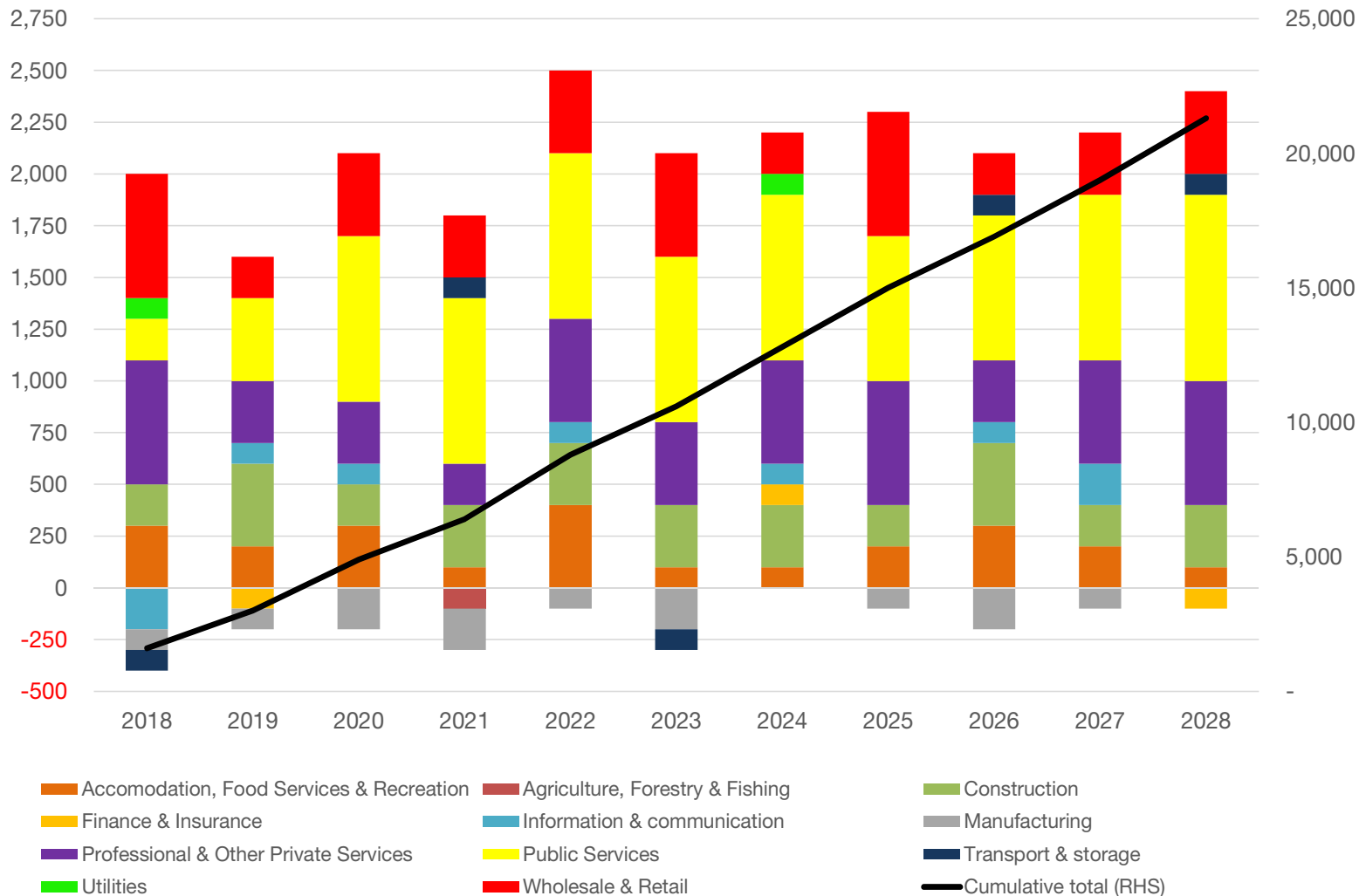
“As our economy changes, we must ensure people have the skills they need to seize the opportunities ahead.”

Philip Hammond, *Spring Statement*, yesterday

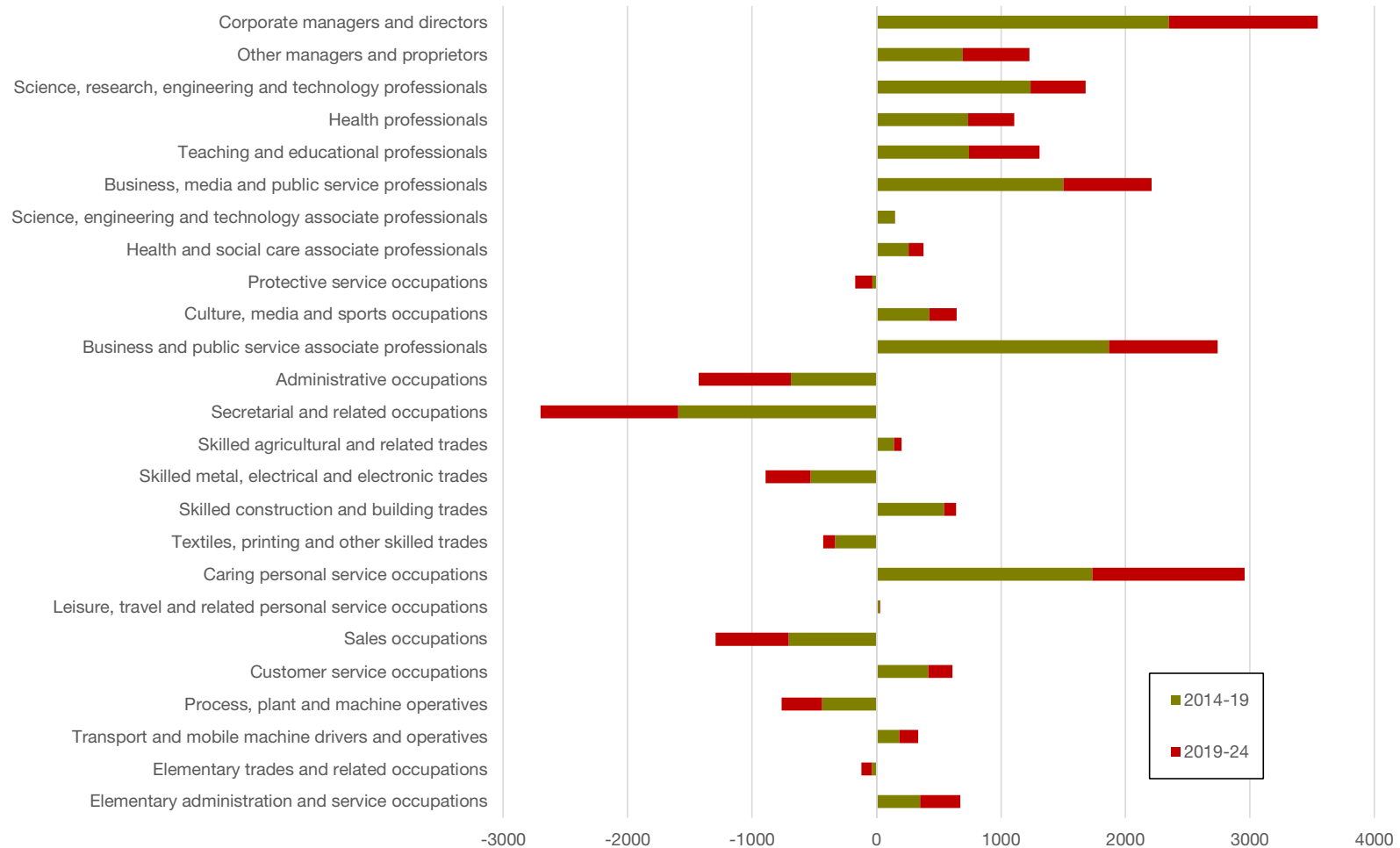
SICs, SOC's and Sectors



SICs, SOC's and Sectors



SICs, SOCs and Sectors



SICs, SOCs and Sectors

| | All categories: Industry | A, B, D, E Agriculture, energy and water | C Manufacturing | F Construction | G, I Distribution, hotels and restaurants | H, J Transport and communication | K, L, M, N Financial, Real Estate, Professional and Administrative activities | O, P, Q Public administration, education and health | R, S, T, U Other |
|---|--------------------------|--|-----------------|----------------|---|----------------------------------|---|---|------------------|
| 1. Managers, directors and senior officials | 30,571 | 515 | 3,313 | 2,225 | 9,485 | 2,990 | 6,569 | 4,073 | 1,401 |
| 2. Professional | 40,852 | 318 | 2,611 | 1,449 | 2,103 | 5,583 | 8,186 | 19,592 | 1,010 |
| 3. Associate professional and technical | 31,755 | 408 | 3,206 | 692 | 4,294 | 3,973 | 8,517 | 8,267 | 2,398 |
| 4. Administrative and secretarial | 24,977 | 461 | 1,969 | 1,330 | 4,097 | 1,822 | 6,970 | 7,044 | 1,284 |
| 5. Skilled trades | 27,141 | 1,196 | 4,116 | 9,580 | 5,971 | 1,368 | 2,727 | 1,179 | 1,004 |
| 6. Caring, leisure and other service | 21,183 | 101 | 108 | 78 | 734 | 621 | 1,417 | 14,678 | 3,446 |
| 7. Sales and customer service | 16,587 | 197 | 515 | 153 | 12,879 | 592 | 1,384 | 554 | 313 |
| 8. Process, plant and machine operatives | 11,946 | 603 | 2,685 | 1,410 | 2,013 | 3,434 | 836 | 734 | 231 |
| 9. Elementary | 19,970 | 710 | 1,049 | 1,178 | 7,592 | 2,085 | 3,482 | 2,858 | 1,016 |

Growing occupations

| | Occupational classification | Gross median full-time annual pay, 2017 | Entry routes and qualifications | Job titles include: | Number in Buckinghamshire, 2017 |
|-------|---|---|--|---|---------------------------------|
| SOC11 | Corporate Managers and Directors | 46,369 | By appointment or internal promotion | Chief executive, account director, shopkeeper, garage owner | 23,800 |
| SOC21 | Science, Research, Engineering and Technology Professionals | 41,508 | Degree / accredited degree | Internet developer, aerospace engineer, civil engineer, criminologist | 14,300 |
| SOC24 | Business, Media and Public Service Professionals | 38,547 | Degree / accredited degree | Accountant, architect, social worker, solicitor | 11,400 |
| SOC35 | Business and Public Service Associate Professionals | 33,812 | Formal qualification not always needed, professional qualification available | Buyers, insurance broker, air traffic controller, taxation expert | 21,400 |
| SOC61 | Caring Personal Service Occupations | 17,714 | No formal entry requirements | Ambulance staff, home carer, dental nurse, undertaker | 16,200 |

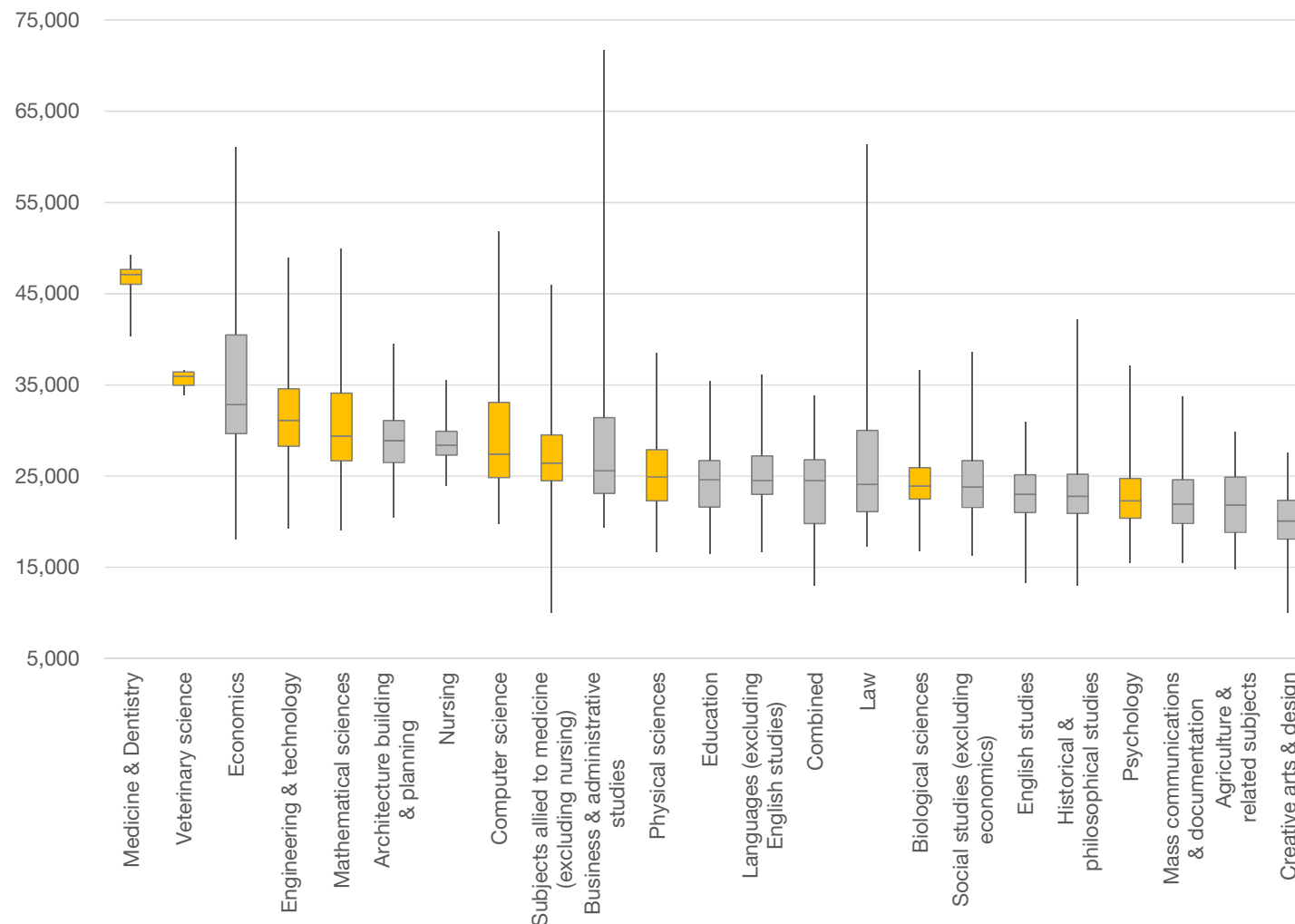
Priority sectors

| Sub-sector | SOC | Name | Jobs in UK | Median hourly pay, 2017 | Openings in Buckinghamshire in last year |
|--|------|--|------------|-------------------------|--|
| Advertising and marketing | 1132 | Marketing and sales directors | 210,851 | 36.33 | 607 |
| | 1134 | Advertising and public relations directors | 31,846 | 28.92 | 83 |
| | 2472 | Public relations professionals | 54,301 | 16.05 | 83 |
| | 2473 | Advertising accounts managers and creative directors | 43,436 | 19.00 | 20 |
| | 3543 | Marketing associate professionals | 195,734 | 13.79 | 1,176 |
| Architecture | 2431 | Architects | 52,932 | 19.52 | 110 |
| | 2432 | Town planning officers | 28,810 | 18.21 | 53 |
| | 2435 | Chartered architectural technologists | - | - | 52 |
| | 3121 | Architectural and town planning technicians | 27,812 | 14.78 | 65 |
| Crafts | 5211 | Smiths and forge workers | 5,829 | 11.31 | 2 |
| | 5411 | Weavers and knitters | 5,719 | 9.94 | 1 |
| | 5441 | Glass and ceramics makers, decorators and finishers | 11,744 | 9.67 | 9 |
| | 5442 | Furniture makers and other craft woodworkers | 27,599 | 9.97 | 31 |
| | 5449 | Other skilled trades n.e.c. | 43,079 | 11.03 | 147 |
| Design: product, graphic, and fashion design | 3421 | Graphic designers | 103,732 | 12.93 | 203 |
| | 3422 | Product, clothing and related designers | 89,316 | 13.79 | 89 |
| Film, television, video, radio and photography | 3416 | Arts officers, producers and directors | 96,615 | 17.20 | 50 |
| | 3417 | Photographers, audio-visual and broadcasting equipment | 68,577 | 12.94 | 19 |
| IT, software and computer services | 1136 | Information technology and telecommunications director | 98,138 | 34.55 | 72 |
| | 2135 | IT business analysts, architects and systems designers | 110,912 | 23.04 | 955 |
| | 2136 | Programmers and software development professionals | 292,024 | 20.77 | 2,674 |
| | 2137 | Web design and development professionals | 63,601 | 15.64 | 952 |
| Publishing | 2471 | Journalists, newspaper and periodical editors | 72,908 | 17.35 | 102 |
| | 3412 | Authors, writers and translators | 91,673 | 14.08 | 104 |
| Museums, galleries and libraries | 2451 | Librarians | 30,754 | 13.08 | 7 |
| | 2452 | Archivists and curators | 19,533 | 14.25 | 5 |
| Music, performing and visual arts | 3411 | Artists | 48,348 | 13.72 | 39 |
| | 3413 | Actors, entertainers and presenters | 45,216 | - | 35 |
| | 3414 | Dancers and choreographers | 21,280 | - | 11 |
| | 3415 | Musicians | 44,117 | 18.52 | 12 |

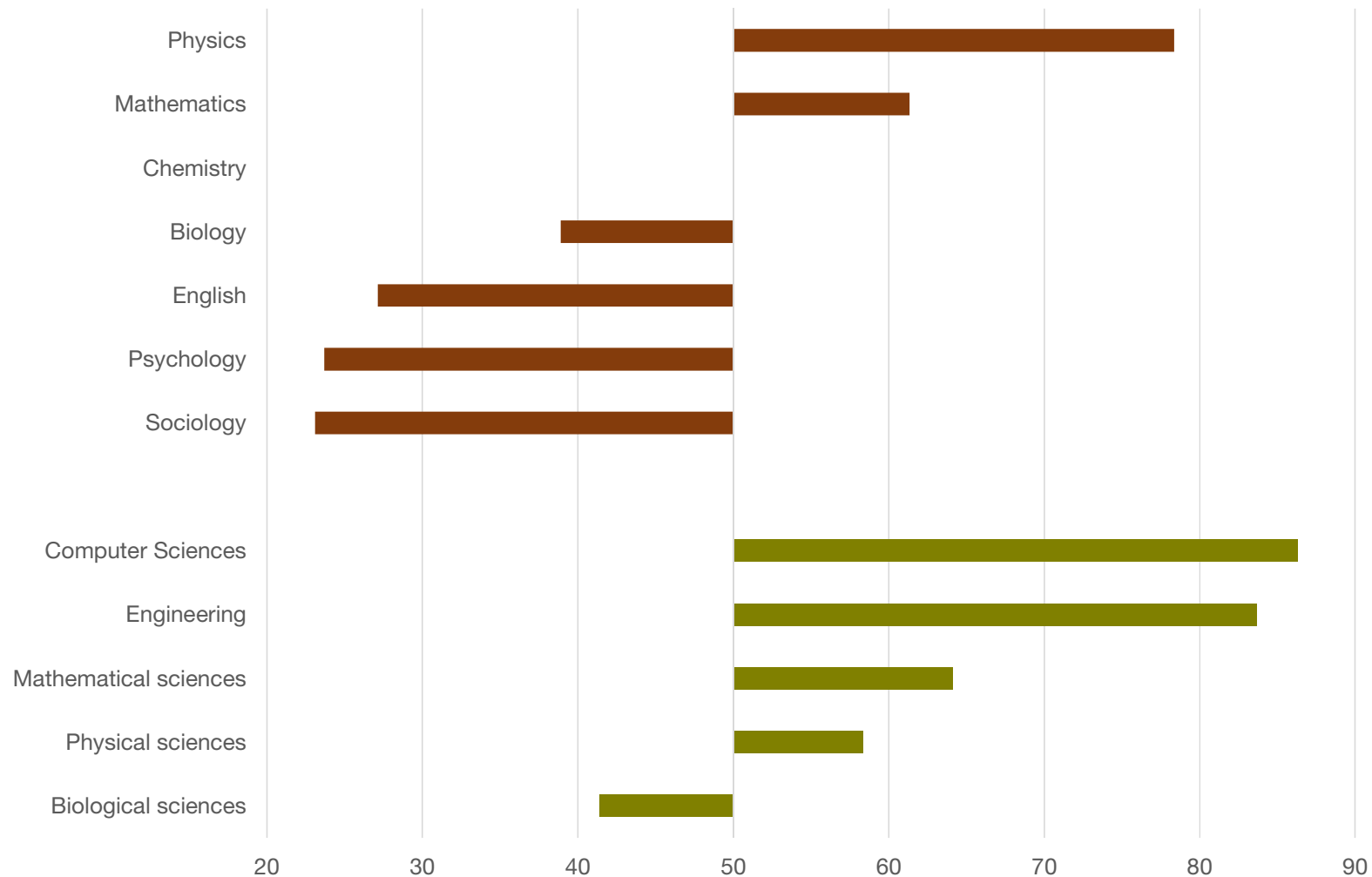
Priority sectors

| SOC | Name | Jobs in UK | Median hourly pay (£), 2017 | Openings in Buckinghamshire in last year |
|------|---|------------|-----------------------------|--|
| 1122 | Production managers and directors in construction | 195,177 | 20.35 | 338 |
| 2121 | Civil engineers | 77,535 | 19.90 | 288 |
| 2431 | Architects | 52,932 | 19.52 | 110 |
| 2432 | Town planning officers | 28,810 | 18.21 | 53 |
| 2433 | Quantity surveyors | 46,334 | 20.38 | 311 |
| 2424 | Business and financial project management professionals | 221,211 | 23.90 | 196 |
| 2435 | Chartered architectural technologists | - | - | 52 |
| 2436 | Construction project managers and related professionals | 68,887 | 17.32 | 28 |
| 3114 | Building and civil engineering technicians | 29,080 | 12.89 | 14 |
| 3121 | Architectural and town planning technicians | 27,812 | 14.78 | 65 |
| 5241 | Science, engineering and production technicians n.e.c. | 264,799 | 14.38 | 229 |
| 5311 | Steel erectors | 7,358 | 11.74 | 2 |
| 5312 | Bricklayers and masons | 69,932 | 11.80 | 41 |
| 5313 | Roofers, roof tilers and slaters | 51,332 | 11.85 | 15 |
| 5314 | Plumbers and heating and ventilating engineers | 191,478 | 14.35 | 212 |
| 5315 | Carpenters and joiners | 231,760 | 12.24 | 135 |
| 5316 | Glaziers, window fabricators and fitters | 40,573 | 9.65 | 5 |
| 5319 | Construction and building trades n.e.c. | 244,347 | 11.50 | 115 |
| 5321 | Plasterers | 58,156 | 11.85 | 8 |
| 5322 | Floorers and wall tilers | 27,936 | 11.80 | 8 |
| 5323 | Painters and decorators | 120,426 | 11.23 | 58 |
| 5330 | Construction and building trades supervisors | 63,569 | 15.07 | 51 |
| 8141 | Scaffolders, staggers and riggers | 29,852 | 15.60 | 14 |
| 8142 | Road construction operatives | 23,582 | 11.50 | 9 |
| 8143 | Rail construction and maintenance operatives | 6,152 | 12.15 | - |
| 8149 | Construction operatives n.e.c. | 97,945 | 9.61 | 81 |
| 9120 | Elementary construction occupations | 183,963 | 9.80 | 307 |

STEM 1 – earnings by subject



STEM 2 – % A levels & degrees to men

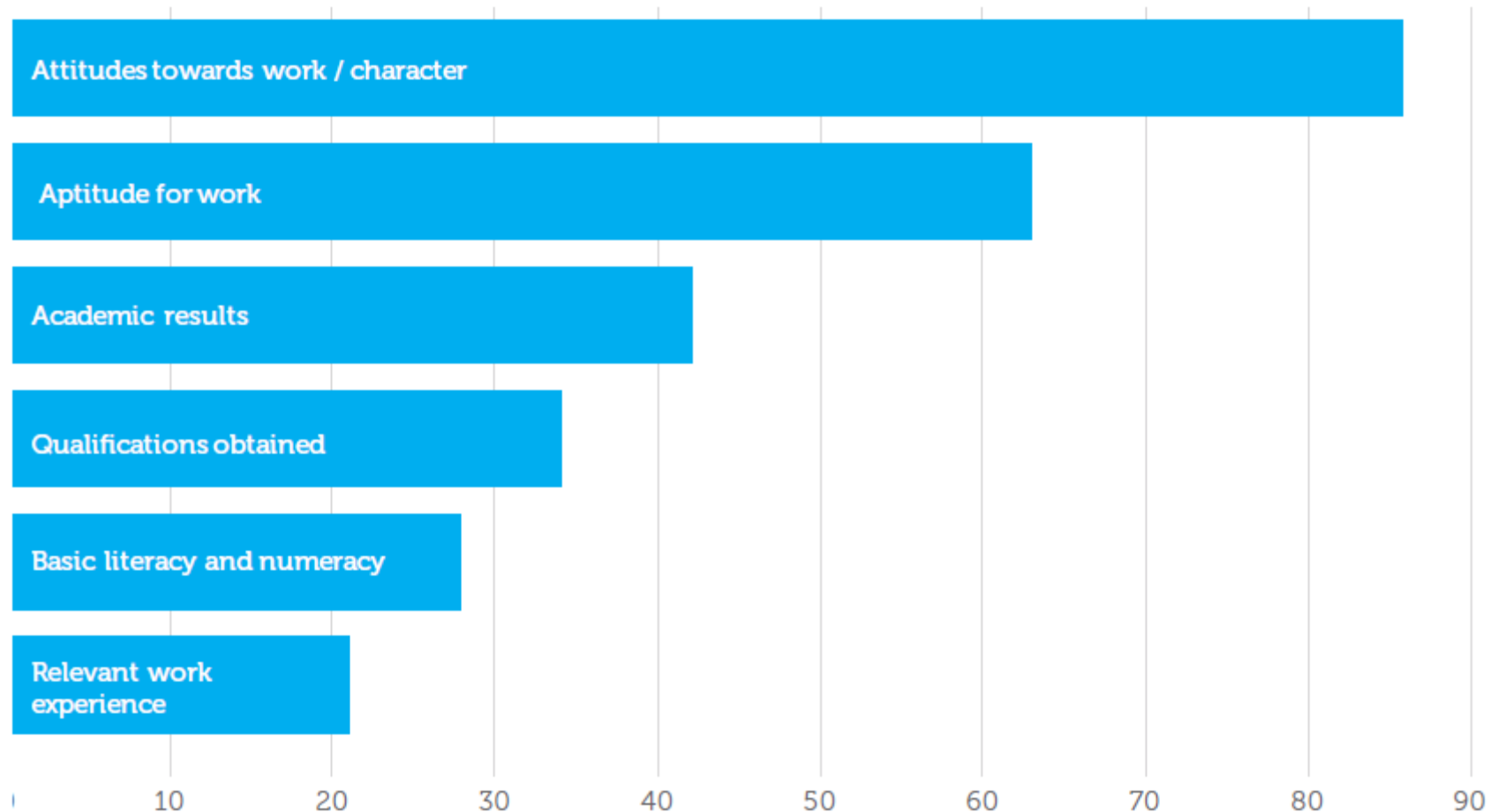


Brexit

| | 1 Managers, directors and senior officials | 2 Professional | 3 Associate professional and technical | 4 Administrative and secretarial | 5 Skilled trades | 6 Caring, leisure and other service | 7 Sales and customer service | 8 Process, plant and machine operatives | 9 Elementary | Total |
|---|--|----------------|--|----------------------------------|------------------|-------------------------------------|------------------------------|---|--------------|--------|
| Total | 1,151 | 1,829 | 1,249 | 842 | 1,544 | 1,271 | 640 | 749 | 1,969 | 11,244 |
| A Agriculture, forestry and fishing | 3 | 0 | 2 | 3 | 24 | 4 | 1 | 8 | 25 | 70 |
| B Mining and quarrying | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| C Manufacturing | 133 | 143 | 161 | 67 | 215 | 4 | 29 | 175 | 99 | 1,026 |
| D Electricity, gas, steam and air conditioning supply | 2 | 3 | 1 | 1 | 4 | 0 | 2 | 1 | 0 | 14 |
| E Water supply; sewerage, waste management and remediation activities | 8 | 9 | 8 | 13 | 4 | 1 | 7 | 34 | 25 | 109 |
| F Construction | 76 | 88 | 26 | 40 | 471 | 9 | 5 | 101 | 76 | 892 |
| G Wholesale and retail trade; repair of motor vehicles and motor cycles | 284 | 104 | 177 | 132 | 172 | 31 | 437 | 85 | 240 | 1,662 |
| H Transport and storage | 27 | 7 | 28 | 34 | 18 | 34 | 8 | 169 | 112 | 437 |
| I Accommodation and food service activities | 197 | 14 | 54 | 66 | 373 | 74 | 56 | 36 | 648 | 1,518 |
| J Information and communication | 74 | 242 | 138 | 47 | 45 | 11 | 14 | 15 | 19 | 605 |
| K Financial and insurance activities | 35 | 25 | 52 | 59 | 1 | 2 | 11 | 1 | 3 | 189 |
| L Real estate activities | 25 | 7 | 25 | 23 | 9 | 9 | 2 | 2 | 6 | 108 |
| M Professional, scientific and technical activities | 103 | 321 | 240 | 103 | 24 | 21 | 24 | 33 | 19 | 888 |
| N Administrative and support service activities | 38 | 19 | 66 | 61 | 96 | 86 | 12 | 45 | 412 | 835 |
| O Public administration and defence; compulsory social security | 29 | 38 | 58 | 63 | 6 | 9 | 6 | 4 | 19 | 232 |
| P Education | 8 | 383 | 58 | 38 | 20 | 190 | 3 | 13 | 85 | 798 |
| Q Human health and social work activities | 64 | 392 | 71 | 55 | 19 | 608 | 12 | 13 | 110 | 1,344 |
| R Arts, entertainment and recreation | 26 | 10 | 51 | 13 | 20 | 23 | 5 | 8 | 29 | 185 |
| S Other service activities | 18 | 22 | 30 | 23 | 20 | 92 | 6 | 6 | 32 | 249 |
| T Activities of households as employers; producing activities of households | 0 | 0 | 0 | 0 | 3 | 63 | 0 | 0 | 10 | 76 |
| U Activities of extraterritorial organisations and bodies | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |

Skills required

Chart 1: Most important factors in recruiting school / college leavers



Source: CBI & Pearson (2017) Education & skill survey

Skills required

Table 3: Most sought skills, year to August 2017

| Specialised skill | Job postings no. | % | Baseline skill | Job postings no. | % |
|----------------------------|------------------|-----|-------------------------------|------------------|------|
| Customer Service | 5,284 | 8.3 | Communication Skills | 15,327 | 24.0 |
| Microsoft Excel | 5,091 | 8.0 | Organisational Skills | 8,873 | 13.9 |
| Business Management | 3,748 | 5.9 | Planning | 4,870 | 7.6 |
| Microsoft Office | 3,381 | 5.3 | Team Work/ Collaboration | 4,508 | 7.1 |
| Project Management | 3,124 | 4.9 | Detail-Orientated | 4,502 | 7.1 |
| Sales | 2,942 | 4.6 | Writing | 4,238 | 6.6 |
| Teaching | 2,872 | 4.5 | Problem Solving | 3,147 | 4.9 |
| Product Sales | 2,513 | 3.9 | English | 2,747 | 4.3 |
| Accountancy | 2,417 | 3.8 | Creativity | 2,657 | 4.2 |
| Contract Management | 2,182 | 3.4 | Leadership | 2,159 | 3.4 |
| Key Performance Indicators | 2,159 | 3.4 | Mathematics | 2,107 | 3.3 |
| SQL | 2,033 | 3.2 | Research | 2,020 | 3.2 |
| Budgeting | 1,990 | 3.1 | Computer Skills | 1,914 | 3.0 |
| Business Development | 1,966 | 3.1 | Time Management | 1,850 | 2.9 |
| Invoicing | 1,874 | 2.9 | Quality Assurance and Control | 1,624 | 2.5 |
| Customer Contact | 1,858 | 2.9 | Presentation Skills | 1,546 | 2.4 |

Source: Labour Insight, 2017

Closing remarks

Labour market is changing

- Industrially
- Occupationally

We can get better at mapping employers' needs

- Change in sought skills, sectorally as well as across the labour market

Response to Brexit?

Research questions / future directions