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NATIONAL NEWS**[ONS – Latest labour market statistics February 2019 – April 2019](#)**

- The UK employment rate was estimated at 76.1%, higher than a year earlier (75.6%) and the joint-highest on record.
- The UK unemployment rate was estimated at 3.8%; it has not been lower since October to December 1974.
- The UK economic inactivity rate was estimated at 20.8%, lower than a year earlier (21.0%) and close to a record low.

[More electricians needed according to TESP report](#)

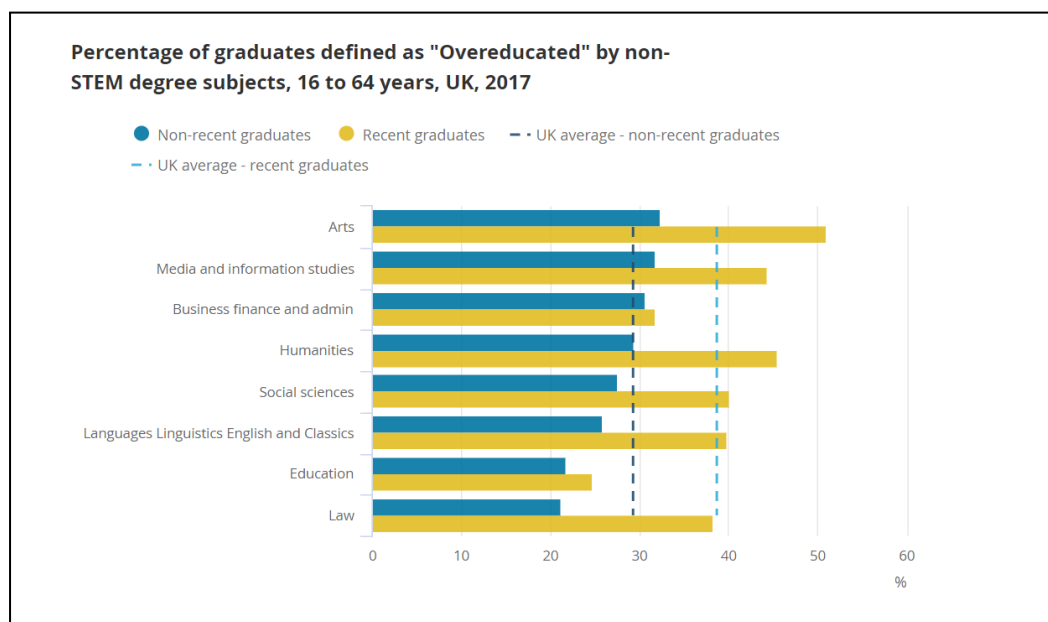
The Electro Skills Partnership (TESP) has produced a [labour market report](#) on the electrotechnical industry which claims that an estimated 12,500-15,000 additional skilled electricians will be needed over the next five years to accommodate forecasted growth. Within this figure, the research suggests that even if an extra 5000 new apprentices qualified by 2023 (representing a 33% increase), this would still leave a shortfall of 7,500-10,000 electricians needing to be sourced from elsewhere. These workforce predictions are based on meeting demands solely due to sector expansion and do not cover the additional staff turnover occurring from leavers and retirement.

Overeducated in the labour market

According to this study by ONS, in 2017, around 16% or 1 in 6, of all those in employment aged 16 to 64 years were overeducated. The UK 'overeducated for your job' figure rises to 31% for graduates and is similar for both men and women and similar for 25 – 34 and 35 – 49-year olds.

There is a lot in the report and the graph below, which looks at overeducation by subject is just one of these which shows that Arts, Humanities, Media and Information Studies has the highest incidence of overeducation in recent graduates.

For those interested it is also worth looking at for the opening sections which focus on age and sex.



More nurses being recruited from overseas

The Times reports on a global recruitment drive for many foreign nurses over the next five years in order to boost the profession within the NHS. As the need for elderly care for an ageing population increases so does the demand for nurses to ensure that the shortage over the next five years is filled.

Working in British Intelligence

[MI5](#) and [MI6](#) have an ongoing recruitment drive. There are also opportunities to work in a technical role at [GCHQ](#).

Empowering women to enter the construction industry

The CITB report states that around 168,500 jobs will be created in the construction industry between now and 2023 and at their recent International Women's Day event women were being encouraged to enter the profession with so many diverse roles

available. This follows a [message](#) from Bake-off star Ruby Bhogal in Wales empowering women to take up the profession. Ruby, who has a Master's Degree in Architecture said 'we need to break stereotypes and showcase the hidden talent amongst young women'.

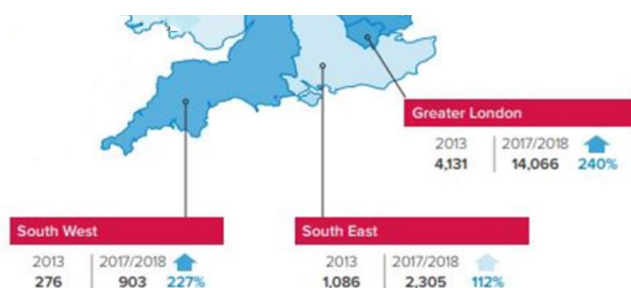
Higher and Degree Apprenticeships v Traditional University Degrees

A useful article from FE news on the differences between taking a university degree and a higher or degree apprenticeship. A higher apprenticeship is a Level 4/5 qualification and is equivalent to the first two years of a degree programme. A degree apprenticeship is a Level 6 qualification and is academically comparable to a traditional degree.

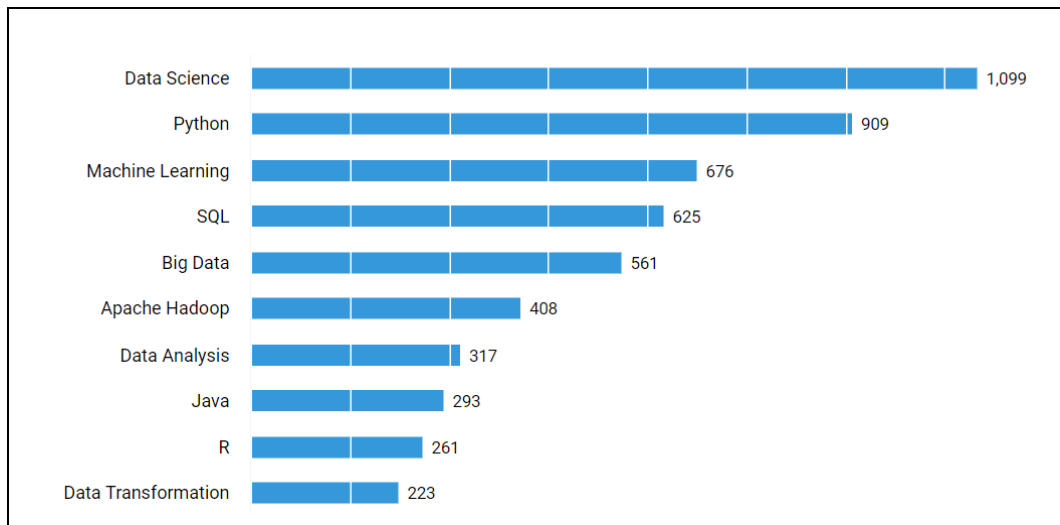
These are the main differences between them:	
Higher and Degree Apprenticeships	Traditional Degree
You are usually at work Monday to Friday with a day allocated to attend theory training	The days you spend at University are variable and will depend on your subject area
You will work and study all year round	You can have long holidays
Requires extremely good time management and a high level of commitment	Requires good time management and commitment, but there is often more time available to pursue other interests
Gain important work-based skills from day one	You need to have a proactive approach to finding work and gaining work experience
Earn money from the first day of working	You can be awarded a maintenance loan from Student Finance England to cover your living costs
Individual application process	Apply through UCAS
Often performance related which can be recognised through increased pay	Performance related which is recognised through grades achieved
The tuition fees could be paid for by the Employer	Tuition fees can be paid for by Student Finance England

Exceptional rise in demand for Data Scientists/Data Engineers

Research by Burning Glass Technologies reveals that the demand for Data Scientists and Data Engineers has tripled over the past five years with a rise of 231%. [Four main areas](#) for action have been highlighted by the Royal Society. In South East there were 1,092 job postings in the last year alone with Jefferson Frank having the most (17 vacancies). There were 1,051 in South West with Nationwide Building Society had the most vacancies (13 vacancies). The map below shows how the demand has changed in the South between 2013 and 2017/18:



The top skill requirements in both South East and South West in the last 12 months to work in this field are shown below, with Data Science skills being the top requirement with 1,099 vacancies in the last year¹:



[In-work training benefits](#)

ONS have published their findings on the characteristics and benefits of training whilst in work.

The main points were:

- In 2017, 26% of employees in the UK said they had taken part in in-work training or education in the previous three months.
- Participation in in-work training varies by occupation group, with employees in professional occupations most likely (37.3%) to undertake in-work training in 2017.
- Participation in in-work training is higher for women, though the training women undertake is typically shorter than training undertaken by men.
- Employees with higher levels of formal education are more likely to participate in in-work training, as are younger employees.
- One of the potential benefits of in-work training for employees is higher pay, where those in the mid-skilled occupation groups, such as builders, see the largest wage benefit despite more modest participation rates.

For higher-skilled occupation groups, such as Professional occupations, like Scientists and Business Managers, there is an increase in managerial and supervisory responsibilities as a result of taking part in in-work training.

¹ Labour Insight (Burning Glass)

[Tech Nation 2019](#)

The new Tech Nation report has been released and the UK is a world-wide leader when it comes to Technology with scale-ups driving the sector forward with the UK scaleup digital tech firms growing by 61% between 2017 and 2018.

Southampton and Basingstoke as well as London appear in the list of top cities for scale up tech investment in the South between 2015 – 2018.

The full report is available by clicking on the link above and contains key statistics on the industry, emerging technology, performance, people and trends.

[Over a quarter of those who do an Access to Higher Education gain a First](#)

FE news have report that twenty-six percent of those who do an Access to Higher Education course leave university with a First-class degree.



Key statistics for 2018/19 show that:

- 37,045 students registered to study for an Access Diploma
- 23,295 Access students were offered places to start university in September 2018
- 25.6% of Access students graduating university in 2018 achieved a First, compared with the UK average of 26.4%
- 50% of Access to HE registrations were to health courses
- 34% of Access students (over 8,000) entered HE to study nursing.
- 57% of Access students entering HE in September 2017 were 25+
- 73% of Access students entering HE in September 2017 were women
- 77% of Access students stayed in their local area to study in Higher Education

A good [infographic](#) is available which summarises all of these and other stats regarding Access to HE.

[Job Hunters guide to Gamification](#)

Gamification, or games-based assessment, involves using games-based tools to assess candidates for different competencies and personality traits. Over the last couple of years, the number of employers adopting gamification in their recruitment processes has been on the increase. It is being used in a range of sectors such as Banking, Law, Retail and Transport to name a few, so if you haven't come across games-based assessment yet, there's a good chance you might in the future. You can find out what to expect from Target Jobs' guide to gamification.

Best places to work in Hospitality

The Caterer have announced the 30 best places to work in Hospitality. Many of these are located in the London hotels but in South East the Grand Hotel, Brighton and The Pig in the Wall, Southampton have made it to the list.

Gender Neutral Language trials to encourage more females into STEM apprenticeships

Research has found that 'masculine' words in job adverts such as 'ambition', 'challenging' and 'leader', deter females from applying. The under-representation of women taking apprenticeships in Science, Technology, Engineering, and Mathematics (STEM), currently only nine per cent take-up, is high on the Government's agenda to change. It is hoped that trials undertaken by the Institute of Apprenticeships using gender-neutral language will see an increase in female applicants.

A career in Film and Production – back-room roles

The Cannes Film Festival was chosen to announce the serious skills shortages for 'back-room' roles in the Film and Production sector. Skilled technical staff, construction workers, make-up, hair and costume artists, and other 'back-room' jobs are in high demand with 33% of production companies facing recruitment difficulties in the last year.

A series of cinema advertisements has been released to highlight case studies of those who have achieved satisfying careers in the world of film and television. The British film and television production sector employ over 80,000 people of which 55,000 work in film and video production. 50% are based in London and the South East, many of which work on a freelance basis.

Sectors paying the highest salaries

According to CV-Library analysis the IT, Construction and Engineering sectors were paying the highest salaries in April. They highlight the top ten:

- IT - £45,908
- Construction - £44,720
- Engineering - £36,709
- Finance - £35,166
- Property - £34,621
- Automotive - £34,489
- Marketing - £33,214
- Education - £31,796
- Design - £31,181
- Recruitment - £30,353

[Job Centre trialling extended opening hours](#)

Evening and Saturday opening is being trialled at seven job centres before deciding whether to roll out the change to all 600 JCPs across the country.

[Careers lessons motivate young people](#)

An interesting article published by the BBC finds that young people who have access to careers talks and an opportunity to engage with employers are more motivated to get better GCSE results.

[Ten skills that can make students instantly employable](#)

The Digital Marketing Institute have come up with ten skills which they believe will make students instantly employable. The skills are listed below but to find out more about why each of these skills made the list click on the link above:

Social Media	Mobile
Search Engine Marketing	Strategy and Planning
Analytics	Social Selling
Content Marketing	Pay-Per-Click Marketing (PPC)
Email	Video

At the same time [FE news](#) have reported on a survey conducted by Life Skills, created by Barclays to ascertain the seven core skills that employers deem essential: These are:

Problem-solving Communication Adaptability
Leadership Creativity Resilience
Proactivity

Problem-solving was ranked the most sought-after skill and adaptability was the skill they felt had become more important in the last decade. Communication followed by adaptability were thought to be the most essential skills required over the next decade.

[More employers sign up to help rehabilitate ex-offenders](#)

The Ministry of Justice have confirmed that 500 businesses have now agreed to work with ex-offenders on release from prison. 230 of these have registered in the last year. There are also [new rules](#) in place to enable those prisoners released on temporary licence (ROTL) to access employment and thus gain new skills, experience and work ethics prior to release. 81% of employers who have employed an ex-offender have responded positively, saying it has helped their business.

A list of employers who have signed up to the 'Ban the Box' campaign is available [here](#).

[Better pay benefitting young adults](#)

A BBC report states that the Resolution Foundation have found that the number of low-paid workers dropped by 200,000 in 2018 of which 120,000 were aged between 21 and 30. Although the new minimum wage level rose to £8.21 for over 25+ in April it is still below what is considered to be needed to meet the costs of living, according to the Living Wage Foundation, (£9 an hour in the UK and £10.55 in London). However, the increase has 'significantly' reduced low pay.

[Women benefit more quickly by going to University](#)

The Telegraph reports on how going to university is more advantageous regarding pay for women than men according to new analysis. Findings are that 18.6 percent of male graduates are paid less five years after gaining their degree.

[Deliveroo to create jobs](#)

Restaurant Delivery Service Deliveroo says it will create 70,000 jobs over the next year across the UK.

[The industrial strategy – an interactive map](#)

A great interactive map provided by Gov.uk showcasing some of the organisations driving growth across the UK.

REGIONAL NEWS

[West London project to create many jobs](#)

Two new sports and leisure centres are to be built in West London alongside new homes by EcoWorld, London. The redevelopment is said to be creating almost 700 jobs.

[South West Graduate resources](#)

Grad South West report on the top ten sources of graduate jobs in the South West. Many of these are national sites and equally apply to the South East. They are:

- [Gradsouthwest](#)
- [South West Creative Jobs](#)
- [TechSpark Jobs Board](#)
- [Unlocking Potential](#)

- [Devon Jobs](#)
- [Jobs.ac.uk](#)
- South West Science Parks
Exeter - <https://www.exetersciencepark.co.uk/>
Plymouth - <http://plymouthsciencepark.com/jobs/>
- [South West Jobs](#)
- [Charity Jobs](#)
- University Careers Services sites such as University of Plymouth - <https://www.plymouth.ac.uk/student-life/your-studies/academic-services/careers-and-employability>

A useful directory is also available to support Graduates in the South West – [South West Graduate Scheme Directory 2018/19](#)

[Aldi to open new stores in SE and SW](#)

Four new Aldi stores are opening in SE and SW. In August Pennywell, Devon will open a store. Basingstoke and Gillingham, Kingsmead Business Park will open stores in September, and a further store is coming to St Ives (no date given).

[Best companies to work for in the South West](#)

Insider Media have published the Regional Best Companies Index (RBCI) a list of the best companies to work for in the South West. Top employer was Wilmott Dixon Construction company who have recently opened a [new base in Crawley](#) to gain more opportunities in Sussex . Click on the link above for the full list of companies who made the RBCI.

[Travelodge plans for 2019](#)

Travelodge plan to open 17 new hotels this year across England including one in Gosport and a recently opened hotel in Winchester. In total they expect to create over 350 jobs.

CORNWALL AND THE ISLES OF SCILLY

[Redruth company creates jobs](#)

34 jobs are to be created over the next three years by Redruth based Swoop Applications. The company provide software to enable retailers to manage their marketing.

Roche company reels in major Aldi contract

Great news for Roche-based Ocean Fish who have secured a contract with Aldi to supply them with fish for their new range. Ocean Fish, who currently employ over 150 staff says they will be able to create more jobs as a result of this contract.

Cleaning job opportunities

Spotless Cleaning in Cornwall are taking on new staff as a result of funding to enable growth.

Dozens of NHS jobs available

Cornwall Live reports that 'dozens' of jobs are available at both high and entry-level at Royal Cornwall Hospital in Treliske.

Boatbuilder to create jobs

Gweek based Henderson Fletcher Yachts is to create jobs with funding gained for their manufacturing business.

DEVON

Engineering company joins others at Skypark Business Park

Troy UK, an engineering company, have moved into Skypark Business Park in Exeter. The park has the potential to create 6,500 jobs once it is completed over the next 20 years. Troy UK joins logistics company DPD UK and housing group LiveWest who have already taken units at the park.

Potential new leisure facility could create jobs

Up to 100 jobs could be created if a project to build a new leisure and tourism development with a hotel, spa and leisure facilities in Newquay is passed.

Devon business expansion

Cullompton-based GRE Ltd, a thermal engineering business in is taking on more staff as it gains business.

[Construction jobs for Exeter](#)

127 full-time equivalent construction jobs could be created in Exeter by Eutopia Homes if planning permission is granted to build 400 homes and a care home in Exeter.

[Exeter College Apprenticeship and Employment Hub](#)

Exeter College has opened a new Apprenticeship and Employment Hub which is accessible by both employers and students and is designed to help equip students with support with their journey into work. There has been a rise in apprenticeship starts at the college with over 90 course options to choose from. Recently they have launched advanced and higher-level management, HR, Digital, Data Analyst, Project Management and a Laboratory Technician course.

DORSET, BOURNEMOUTH AND POOLE

[Ferndown Park development](#)

Ferndown may be getting a new industrial development site as plans are being submitted for 24 units of industrial, warehouse and trade counter units for Ferndown Park. The development should be available for occupation next year.

[Aviation company relocates to Bournemouth](#)

Gama Aviation has relocated from Oxford and Farnborough into a site Bournemouth Airport.

[New Careers Hub for Dorset](#)

Dorset has been named as one of the 20 new career hubs recently announced which aims to link young people with careers support.

[Portland's new Lidl on schedule for Autumn opening](#)

The new Lidl store on Portland will open in the autumn and is set to create 40 jobs.

[J P Morgan backs digital up-skilling initiative](#)

Investment Bank J P Morgan are funding a new initiative in Bournemouth to enable 'under-served' communities to acquire digital skills to make them more employable.

HAMPSHIRE AND THE ISLE OF WIGHT

Many construction jobs could be coming up

ExxonMobil is seeking approval from New Forest District Council to expand their refinery in Fawley. If successful, construction will begin later this year with completion expected by 2021. 1,000 construction jobs would be created during this time.

Winchester HR firm expansion plans

Winchester HR firm Oberon Solutions, a specialist recruitment agency for the oil and gas industry, is to create almost 100 jobs over the next two years.

MGS Laboratories leaves Gosport for Portsmouth

Microbiological company MGS Laboratories is a growing company and has moved to Portsmouth's Merlin Park development from Gosport as part of their expansion plans.

New commercial development given green light

The green light has been given to build a new commercial development in Segensworth which has the potential to create up to 150 jobs.

Basingstoke IT firm expansion plans

IT firm Voyager Software, based at Chineham Park in Basingstoke is growing and has relocated to the park as part of their expansion plans.

Who is recruiting on the Isle of Wight?¹ (no link)

This chart shows ten employers with the most online vacancies in 2018 and for the year to date this year. The top two employers remain the same for both years, i.e. National Health Service and the Isle of Wight Council.



Marine Business thriving in Hythe

Hythe Shipyard is to gain a new business with Southampton Marine Services Group (SMS) setting up a new site here. The company specialises in ship repair, marine engineering and major fabrication projects.

Portsmouth IT firm expansion

Curatrix Technologies, a specialist IT firm who relocated to Portsmouth at the end of last year is now securing further space to accommodate more staff.

New Care Home creates jobs in Hythe

Up to 100 jobs could be created with a new care home in Hythe coming later this year. Carpathia Grange will be managed by Care UK and have its own cinema, café and hairdressing salon.

Call Centre jobs coming to Isle of Wight

Cowes call centre Ascensos says it will be creating 200 local jobs.

GKN secures island jobs

GKN Aerospace is to make a huge investment into its East Cowes site on the Isle of Wight, which will, according to a GKN spokesperson, 'secure jobs on the island for years to come'.

SOMERSET

Taunton station area gets a make-over

A revamp of Taunton station area to include new shops and restaurants is to start soon with completion expected next summer.

Long-term contract secured

Suez recycling has won a ten-year contract with Somerset Waste Partnership (SWP) due to start in 2020.

Bridgwater cling-film manufacturer to create jobs

BPI stretchfilms is to create 20 full-time jobs at its factory in Bridgwater.

SURREY

[Heathrow Airport expansion](#)

The Heathrow Airport expansion plans began last month and will be completed by September. Work on the expansion will take 30 years to complete with the new runway scheduled for 2026. The project will create thousands of local and national jobs.

[London Resort theme park](#)

Although the London Resort theme park which is due to open in 2024 is based on the Swanscombe Peninsula in Kent, it is commutable from Epsom (76-mile round trip) and 1:30 minute train journey from Redhill. The project is forecast to create more than 30,000 jobs. It has recently signed a deal with ITV studios.

WEST SUSSEX, BRIGHTON AND HOVE

[More jobs for Haskins, Copthorne on re-opening](#)

60 new jobs are to be created when Haskins open their new re-vamped garden centre in February next year in Copthorne.

[The Gatwick Diamond area](#)

A useful link to companies based in the Gatwick Diamond area is available on their site, broken down by sector. There are around 45,000 businesses² based in the Gatwick Diamond area which is one of the strongest regional economies in the UK.

[Nursery to create jobs in Worthing](#)

Ten jobs are to be created with the opening of a second branch of Home from Home Nursery in Worthing.

² <http://www.gatwickdiamond.co.uk/the-gatwick-diamond/key-facts.aspx>

[LEPs join forces to ensure green objectives are met](#)

Coast to Capital, Enterprise M3 and the South East LEP are working in partnership with Siemens to deliver [South2East Local Energy Strategy](#) to meet the necessary climate change targets by 2050. The strategy aims to create or secure 75,652 jobs across the area. For those who are interested in the more detail behind the proposed projects there is an [action plan](#) which provides details. The projects are:

- Districts Heat Network Rollout – Brighton Marina – 2,016 jobs in 25 years
- Off-gas grid homes – Enterprise M3 area - 11,298 jobs by 2032
- Hydrogen injection into the National Gas Grid – 2,000 jobs by 2032
- Offshore Wind Development – 1,834 jobs by 2032
- District Heat Networks rollout – 4,000 jobs by 2032
- Solar and microgrid on landfill sites – 4,000 by +20 years
- Biomass supply chain development – 18,000 jobs by 2032
- Solar energy for Network Rail – 120 jobs by 2032
- Solar Car Parks – 88 jobs by 2032
- SME Efficiency Support Programme – 1,688 jobs by 2025
- SME Support – New Housing Smart Micro Grids - 22,700 jobs by 2032
- EV charging and Hydrogen fuelling infrastructure – 6,758 jobs by 2032
- CNG fleet rollout – 2,100 jobs by 2032
- Modernisation of Port Energy infrastructure – 50 jobs by 2032
- Set up of ESCo (Energy Services Company) and MUSCo (Multi-Utility Services Company) *
- New build homes on hydrogen grid *
- Bio-fuel evolution *
- Carbon Capture Use and Storage (CCUS) support developments *

*no estimate of job creation provided

[Enterprise M3 fund new digital tech hub](#)

Enterprise M3 have funded a digital technology learning hub at Basingstoke College of Technology (BCoT). This new build will enable digital skills and technology to be integrated across the curriculum.

[Enterprise M3 creating and safeguarding jobs](#)

Enterprise M3 report that they created or safeguarded 1,603 jobs in 2018/19 and that it forecasts in 2019/20 to create or safeguard 2,500 jobs as well as support 300 apprenticeships.

Dorset LEP (no link)

A series of useful LMI industry factsheets are available on the Dorset LEP site:
<https://dorsetlep.co.uk/index/employment-and-skills/careers-in-dorset/>.

USEFUL WEBSITES

- Some of the best technology companies for women according to Women in Tech: https://www.womenintech.co.uk/best-technology-companies-for-women?utm_source=email&utm_medium=candidate&utm_campaign=WIT,Newsletter2019.05.07
- For those considering a career in Retail: <https://www.rethinkretail.org.uk/whats-next>
- New Civil Service Careers website - <https://www.civil-service-careers.gov.uk/>
- For university comparisons - <https://university.which.co.uk/>
- Informed Choices is aimed at young people aged 14 and upwards who are considering university and want information to help them choose the right subjects to study at sixth form or college - <https://www.informedchoices.ac.uk/>

FUTURE EVENTS

- 5th July – Job Fair, Guildhall, Plymouth, 10.00 am – 2.00 pm
<https://www.facebook.com/events/1087744458061021/>
- 19th July – Job Fair, Crawley Arora Hotel, 10.00 am – 1.00 pm
<https://www.facebook.com/events/1102608386562493/>
- 23rd August – Job Fair, Reading Town Hall, 10.00 am – 2.00 pm
<https://www.facebook.com/events/1841430832640259/>
- 4th September – Job Fair, Exeter Corn Exchange, 10.00 am – 1.00 pm
<https://www.facebook.com/events/2467957353221701/>
- 6th September – Job Fair, Bournemouth Vitality Stadium, 10.00 am – 1.00 pm
<https://www.facebook.com/events/1911916832444044/>
- 25th September, Job Fair, Southampton Solent Centre, 10.00 am – 1.00 pm
<https://www.facebook.com/events/453180001831528/>
- 11th October, Job Fair, Jury's Inn, Brighton, 10.00 am – 1.00 pm

- <https://www.facebook.com/events/229516797759327/>
- 25th October, Job Fair, Portsmouth Guildhall, 10.00 am – 1.00 pm - <https://www.eventbrite.co.uk/e/portsmouth-jobs-fair-tickets-54582667227>
 - 25th October, IOW Job Fair, 11.00 am – 3.00 pm at Isle of Wight College, <https://www.iwcollege.ac.uk/event/your-future-careers-education-jobs-fair/>
 - 15th November, Job Fair, 10.00 am – 1.00 pm Town Hall Reading <https://www.facebook.com/events/2097965973854890/>
- 13th March 2020 – IOW Job Fair