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## NATIONAL NEWS

### [1,700 new apprenticeship and graduate positions for BT](#)

BT have announced that they will be creating 1,700 new apprenticeships and graduate positions over the next 12 months.

### [Industry infographics](#)

Economic Modelling (EMSI) have produced a number of sector based infographics on Agriculture, Forestry and Fishing, Construction, Finance and Insurance, Electricity, Gas and Air Conditioning, Mining and Quarrying, Information and Communication, Water Supply, Sewerage, Waste Management, Manufacturing and Remediation Activities. These are free to download.

### [Tesco to change management structure and increase staffing](#)

Tesco is to replace 1,700 deputy managers with 3,300 'shift leader roles' across its stores. The company has announced that this will mean 1,500 additional roles.

### [Technical Education](#)

The announcement in the Budget that the Sainsbury Report recommendations from 2016, for changes to technical education, will be delivered with:

- Investment in technical education for 16 to 19 year olds rising to over £500 million
- New T-levels for 16 to 19 year old technical students will be introduced from autumn 2019. Students will be able to choose from 15 different routes such as construction, digital or agriculture.

- The number of hours of training for these students will increase by over 50%. As part of the course, all students will take part in an industry work placement.
- The government will also provide maintenance loans for students doing higher-level technical courses at National Colleges and Institutes of Technology – like those available to university students

### Non-continuation rates

HESA, the higher education statistics agency, has published the latest data on non-continuation rates.

In England the figures for 2014/15, for students not continuing after their first year, were:

#### **First Degree and full-time**

Young (aged under 21) 6.7%

Mature (21 and over) 11.7%

#### **Other undergraduate and full-time** (this includes PGCE, foundation degrees, HE Diplomas, HNDs etc)

Young 14.5%

Mature 12.9%

For **part-time students**, (this looks at students after their second year)

For age over 30 the non-continuation rate in English universities is 33%

Another helpful indicator is the **projected outcomes**. This uses the pattern of non-continuation rates applied to a cohort of full time first degree students. The overall figure is that **80.7% of full time first degree starters** at English universities are expected to gain a degree. This has risen by 4% since the late 1990s.

### National Labour Market headlines for the 3 months to January 2017

- There were 31.85 million people in work - 315,000 more than for a year earlier.
- There were 23.34 million people working full-time, 305,000 more than for a year earlier. There were 8.52 million people working part-time, 10,000 more than for a year earlier.
- The employment rate (the proportion of people aged from 16 to 64 who were in work) was 74.6%, the joint highest since comparable records began in 1971.
- There were 1.58 million unemployed people (people not in work but seeking and available to work) - 106,000 fewer than for a year earlier.
- The unemployment rate was 4.7%, down from 5.1% for a year earlier. It has not been lower since June to August 1975. *The unemployment rate is the proportion of the labour force (those in work plus those unemployed) that were unemployed.*

- Latest estimates show that average weekly earnings for employees in Great Britain in nominal terms (that is, not adjusted for price inflation) increased by 2.2% including bonuses, and by 2.3% excluding bonuses, compared with a year earlier.

### Volunteering

ONS have published some interesting figures about volunteering in the UK between 2000 and 2015 some of which are:

- Participation rates have increased (now 41% men and 42% women)
- The time spent has decreased to approximately 11.3 minutes for men and 15.7 minutes for women.
- In 2015 50% of women from high income households volunteered compared with 38% of low-income households.
- Those in the 16 – 24 age group were the highest in both participation and time spent volunteering.

### Apprenticeship providers

The new DfE and Skills Funding Agency list of [approved apprenticeship providers](#) has been published. This provides employers with approved trainers from May 2017. Only those providers who meet the Register of Apprenticeship Training Providers (RoATP) will be able to deliver apprenticeships from 1<sup>st</sup> May.

### Shortage of Agricultural Workers

The Environment, Food and Rural Affairs Committee has launched an inquiry into the challenges to the food supply chain from shortages of workers. The committee is responding to farm and factory businesses reporting, both prior to and since the EU referendum, that they find it hard to hire enough workers. Each year farms rely on tens of thousands of temporary workers, with some 80,000 of these workers currently coming from outside the UK.

### Shortage of FE Teachers

A report from the Education and Training Foundation (ETF) has found that there has been a 22 percent decrease in the number of students studying initial teacher education (IFE) for FE which equates to a drop of more than 11,000 between 2013/14 and 2014/15. The Association of Colleges has called on the government to create a workforce plan to attract more people to teach in FE.

### Travelodge expansion

Travelodge has announced the identification of 250 further UK locations where it hopes to create jobs and create a further 7,000 new jobs.

## Insecure and secure work contribution to employment growth

The TUC estimates that over 3 million people work in insecure jobs, i.e. seasonal, casual, temporary or agency work. This includes zero-hours contracts and low-paid self-employed roles. As can be seen from the graph below, the South East (39%) and the South West (33%) are around the middle in terms of job growth since 2011 which is insecure. London is the lowest at 17%.

	Total employment growth	Insecure employment growth	Secure employment growth	Proportion of job growth since 2011 that was insecure
North East	59788	39816	19972	67%
North West	197503	93517	103986	47%
East of England	163996	63918	100078	39%
South East	268145	104329	163816	39%
Wales	48272	16242	32030	34%
South West	210952	68643	142309	33%
Scotland	126572	40043	86529	32%
West Midlands	211612	59436	152176	28%
East Midlands	163474	41864	121610	26%
Yorkshire + Humber	216610	39336	177274	18%
London	779874	133408	646466	17%

All data used is from ONS – Q4 2011-2016

## 24 Jobs of the future

A reminder of some of the new job titles on the horizon which didn't exist 20 years ago.

App Designer	Interior Re-designers
App Developer	Market Research Data Miner
Big Data Architect	Patient Advocates
Blogger	Printed Clothing Designer
Chief Privacy Officer	Search Engine Optimisation Specialist
Cloud Services Specialist	Social Media Manager
Data Scientist	Social Media Strategist

Data Visualiser	Sustainability Expert
Digital Marketing Specialist	User Experience Analyst
Elderly Care	User Experience Designer
Green Deal Assessor	Video Journalist
Green Funeral Director	Virtual Lawyer

### The human touch versus robotics

An interesting BBC article on the risk of automation has been published. PwC have drawn up a list showing the risk of automation in percentage terms on different sectors, i.e.

- Transportation and storage - 56%
- Manufacturing - 46%
- Wholesale and retail trade - 44%
- Administrative and support services - 37%
- Financial and insurance - 32%
- Professional, scientific and technical - 26%
- Construction - 24%
- Arts and entertainment - 22%
- Agriculture, forestry and fishing - 19%
- Human health and social work - 17%
- Education - 9%

As can be seen, those sectors which require more human intervention such as Education and Human Health and social work are much safer in terms of risk.

### Taylor Review - 750,000 people with disabilities are self-employed

People with disabilities comprise a larger proportion of the overall self-employed workforce (16%) than among employees (13%). The recent article gives interesting perspective on self-employment for people with disabilities.

### More protections to be considered for new mothers

The women and equalities committee are calling on the government to strengthen protection from redundancy during pregnancy, maternity leave or 6 months after return to work.

### EHRC Report on religion or belief

Report concludes that the Equality Act is striking the right balance in relation to addressing religion or belief discrimination.

### Mandatory gender pay gap reporting

From 2017, organisations in the private or charitable sectors that have a headcount of more than 250 employees must publish and report specific figures about their gender pay gap.

Employers must publish their gender pay gap data and written statement on their public-facing website, and report their data to government online via GOV.UK.

### [Locksmiths and Safe Engineers](#)

Locksmiths and Safe Engineers no longer need to hold a CSCS card.

### [Merging in Education](#)

Alongside the merger of the Skills Funding Agency and Education Funding Agency to become the Education and Skills Funding Agency last month, two of the teaching unions have merged. The National Union of Teachers and the Association of Teachers and Lecturers will become [the National Education Union \(NEU\)](#)

## REGIONAL NEWS

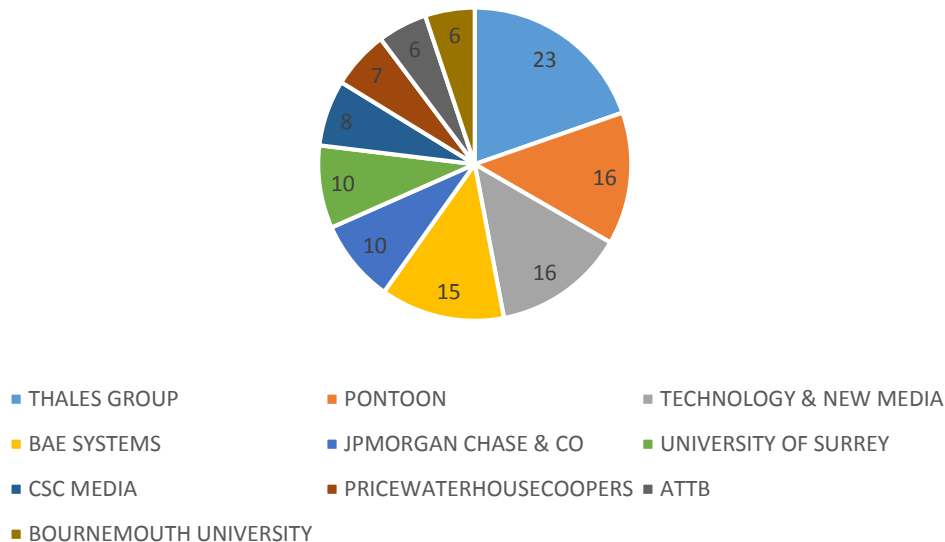
### [Regional Labour Market headlines for the 3 months to January 2017](#)

- For the 3 months ending January 2017, the highest employment rate in the UK was in the South East (78.5%)
- For the 3 months ending January 2017, the lowest unemployment rate was in the South East (3.5%).
- For the 3 months ending January 2017, the lowest economic inactivity rate was in the South East (18.6%).
- Between September 2016 and December 2016, the largest decrease in workforce jobs was in the South East at 11,000.
- In December 2016, the region with the highest proportion of workforce jobs in the service sector was London at 92.2%, which had decreased by 0.3 percentage points since September 2016.
- The lowest average actual weekly hours worked, for the 12 months ending September 2016, was in the South West at 31.3 hours.

### [Cyber Security \(no link\)](#)

The UK has a serious shortage of cyber skills as highlighted by the opening of the new [Cyber Security Centre](#) in London earlier this year, and the Government initiative to offer [Cyber Security lessons](#) in schools. The graph below highlights the top employers across the South Central region with Cyber Security vacancies in the 12 months to April 2017. Thales had the most vacancies.

Top 10 Cyber Security employers advertising online in the 12 months to April 2017



Source: Labour Insight (Burning Glass)

## Disclosure and Barring Service

Changes are afoot regarding DBS checks and will be introduced over the next 12 months. From Autumn 2017 anyone can apply to the DBS for a basic criminal record check. The DBS intend to introduce online standard and enhanced checks which will allow employers and organisations to:

- Create an online account with the DBS
- Manage DBS applications online
- Track the progress of DBS applications online and do status checks

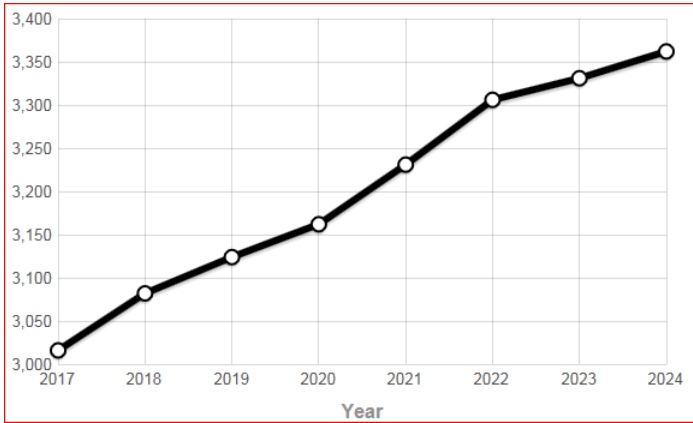
A DBS [eligibility tool](#) is available to establish which type of criminal record check is necessary, depending on the job being applied for.

## **Focus on Report – Ophthalmic Opticians (no link)**

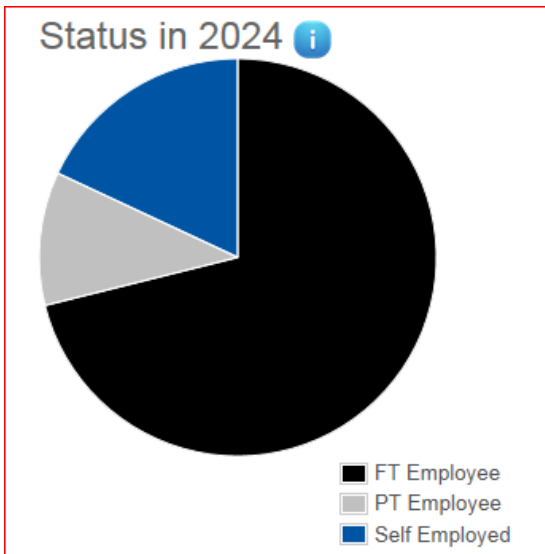
Specsavers, who operate on a franchise basis, have around 30,000 employees, operate out of 700 stores and command a 42% share of the optics business worldwide. They are struggling to recruit Optometrists in Hampshire, in particular. There are many roles to consider within the company and they are currently taking on 500 apprentices who, in the next 6 months, will have the opportunity to take a Level 2 Optical Retail Programme or a Level 2 Optical and Level 3 Management



apprenticeship. The future of Ophthalmic Opticians in South East, as shown by the graph below is 3016 in 2017 rising to 3362 in 2024.<sup>1</sup>

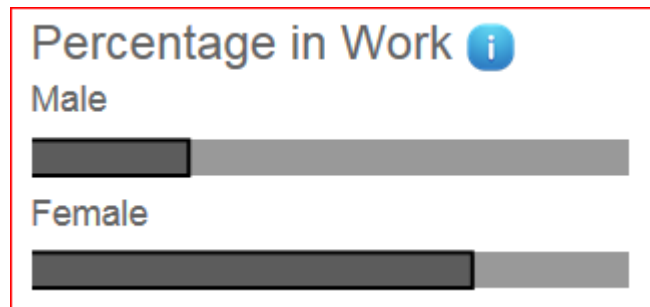


### Employment Status



71% work on a full-time basis  
18% work on a part-time basis  
11% work on a self-employed basis

### Workforce

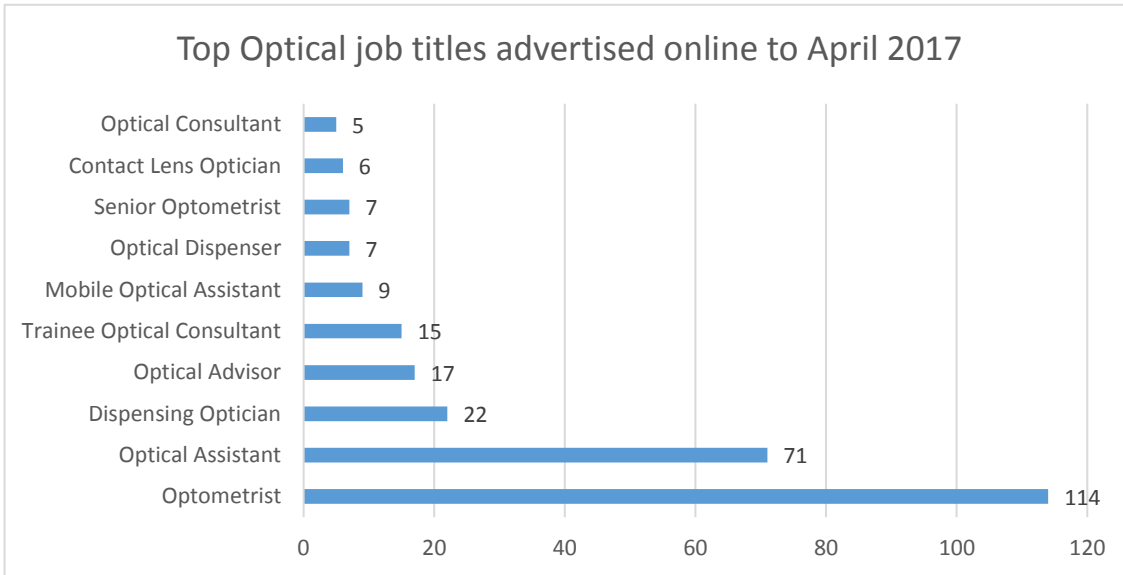


74% of Ophthalmic Opticians are female  
26% of Ophthalmic Opticians are male

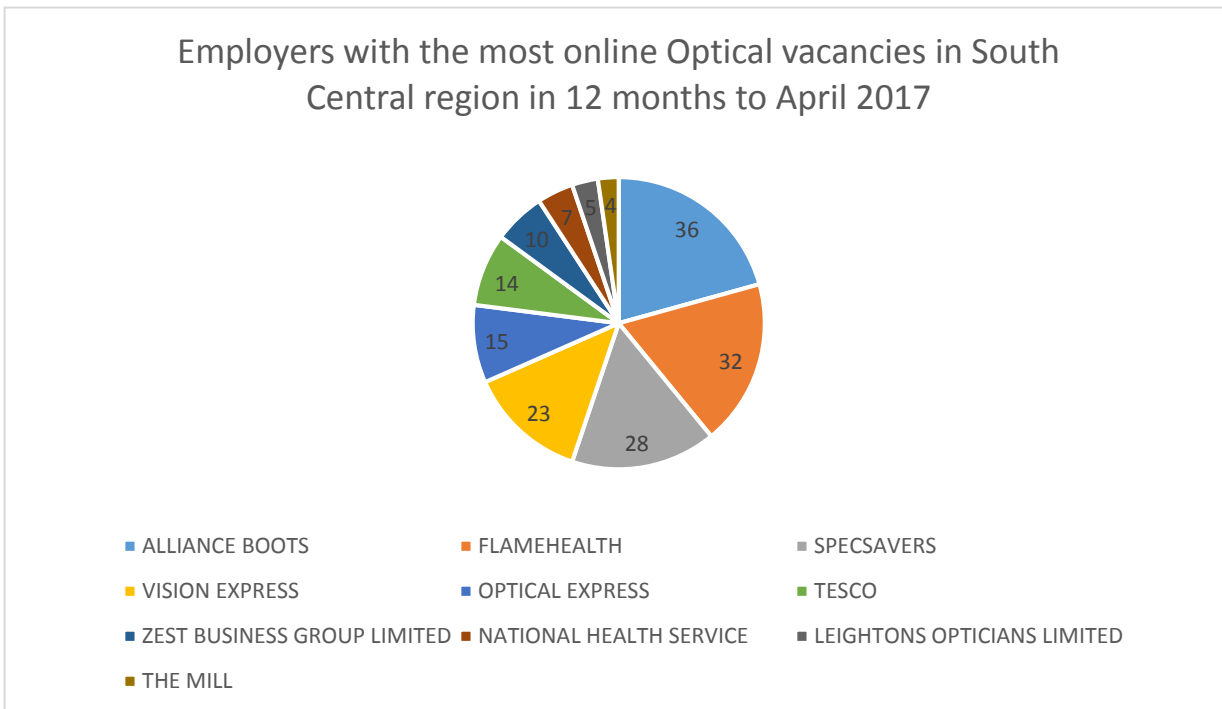
<sup>1</sup> Careers Explorer



**Top Job Titles<sup>2</sup>**



**Top Employers recruiting**



<sup>2</sup> Labour Insight (Burning Glass)

## DORSET, BOURNEMOUTH AND POOLE

### [Sunseeker's apprentices](#)

Skills minister Robert Halfon has visited Sunseeker to meet boat interiors and technology apprentices. The company has taken a record intake of apprentices and is to take on another 40 at its Poole and Portland factories, bring the total to over 100.

### [Jobs at Dorchester Hospital](#)

Dorset County Hospital is to get a new shop and a Costa Coffee shop which will create new jobs when they open in late May or early June.

### [Engineering jobs to be created](#)

BT's Openreach division will be creating approximately 30 engineering jobs in such locations as Bournemouth, Poole, Dorchester and Blandford. This is part of a UK-wide plan to hire 1,500 trainee engineers in the next few months.

### [Dorset Enterprise Zone expansion](#)

Dorset Enterprise Zone at Winfrith is to be expanded with the creation of 20 new units which will boost jobs in the area. Atlas Elektronik are planning to expand their business as part of this development.

### [Bournemouth and Poole best for digital growth companies](#)

The latest Tech Nation Report states that 26% of Bournemouth and Poole's digital cluster are high growth, beating anywhere else in the country. 15,763 people are employed in this sector and there have been 199 new businesses start up since the previous report. The average salary is £39,508. Locally, some firms are given a special mention, for example Bournemouth University's National Centre for Computer Animation and Visual Effects, and Nourish in Westbourne.

### [Dorset businesses grow to record high](#)

Dorset's businesses reached over 50,000 s for the first time in 2016, up 6.4% on 2015. Poole has led the way in 2016 with 3,417 new businesses followed by Bournemouth 2ith 2,118.

### [Poole Mexican restaurant to create jobs](#)

Taco Bell will open a Mexican restaurant in Poole on May 10th, bringing 20 jobs to the town.

### HAMPSHIRE AND THE ISLE OF WIGHT

#### [New Premier Inn for Fareham proposed](#)

A new premier inn has been proposed for Fareham which could create 40 new jobs.

#### [Hampshire Tech company high on Europe's ranking list](#)

A Basingstoke based company has been ranked in a list of the fastest growing tech companies in Europe. The 2017 Tech Tour Growth 50 lists [New Voice Media](#), who are a cloud provider of sales technology

#### [Andover to get new trading park](#)

Andover's Glenmore Trade Park, which is due to be completed in July will see Topps Tiles, Magnet Kitchens and Formula One Autocentres take up units on the site.

#### [Welborne plans submitted](#)

If the new Welborne village plans are approved the project will not only see the construction of 6,000 new houses but also retail and commercial units, schools and healthcare facilities. It is anticipated that work could begin in the latter part of 2018 and could take more than 20 years to complete. The project would bring many jobs to the area just north of Fareham.

#### [Hampshire company secures MOD contract](#)

Hampshire based Remote Diagnostic Technologies (RDT) have won an MOD contract to supply medical monitors to the Armed Forces. This deal will support more than 60 jobs.

#### [Possible Construction jobs on the horizon](#)

Plans to use the old Ford site in Swaythling to build prefab homes and create between 200 – 400 jobs have been submitted for approval. The project is being run by Southampton City Council and Solent LEP. If approved, construction will start in December 2018.

#### [Revamped Portsmouth nightclub to create 75 jobs](#)

75 jobs are to be created in Portsmouth with the renovation of a nightclub in Portsmouth which will be rebranded from Liquid and Envy to PRYZM. The positions will be both full and part-time and include bar staff, sales assistants and hospitality staff.

### [Farnborough's Horizon Retail Park is underway](#)

Building work is underway at Farnborough's Horizon Retail Park. Sofology, Wren, Oak Furnitureland, Harveys, Tapi and Hobbycraft are all signed up to reside in the new complex which is due for completion by September 2017. This will bring new jobs to the town.

### [Southampton gains a new recruitment agency](#)

A new recruitment agency opened in Southampton recently. Platinum Recruitment specialising in the Hospitality Industry

### [Southampton's sector growth](#)

Southampton's businesses have grown by 18% since 2010 according to new research by Lloyds bank. The research cites the Professional, Scientific and Tech sector as having the largest growth, making up 27% of all new businesses. New enterprises in Construction and Wholesale and Retail sectors have also made a strong contribution.

### [Southampton recognises need for Nurses](#)

With the urgent need to train more nurses in the UK, a top-class centre to train nurses has opened at Southampton University, giving those studying for a university degree opportunities to work in varied environments and have access to the latest technology. The centre will be one of the leading centres in Europe.

## SURREY

### [New stores for Surrey](#)

Ashstead is to get a new [M & S foodhall](#) which will open in 2018. Lidl has also announced that it plans to open a new store in Epsom. Meanwhile, rival supermarket [Aldi](#) has plans to open a store in Chertsey.

### [Addlestone's regeneration project](#)

The regeneration of Addlestone which will include new shops, a Premier Inn hotel, restaurants and a cinema is well under way and is due to be completed in October 2017. 200 additional jobs will be created alongside those already created in the development stage of the project.

### WEST SUSSEX

#### [Fast-expansion for Worthing company](#)

Electronic Temperature Instruments (ETI) based in Worthing has been recognised as one of the 60 fastest expanding businesses in Sussex. The company employs 175 people currently and has grown by 100% in the last four years.

#### [Shoreham gets a new business and creates jobs](#)

A new property development business named Futureform will create 200 jobs in Shoreham. The roles will include carpentry, metalwork, plastering, dry-lining, mechanical and electrical positions.

### BRIGHTON AND HOVE

#### [Zara coming to Churchill Square](#)

Clothes store Zara is set to open in Churchill Square Brighton in what was the BHS premises. No opening date has been announced yet.

#### [Brighton lanes transformation](#)

Brighton's lanes are undergoing a transformation and will include a new restaurant named Coppa Club due to open in the next couple of months. An additional lane is being created too which will be completed by Summer 2018. Other proposals under consideration will be decided upon this month.

### LEP NEWS

#### [Coast to Capital](#)

Coast to Capital LEP have published a very comprehensive guide to Labour Market Information in the area which includes information on the economic activity and projected growth in the region, information on the future labour market changes, skills sector information. This is available on our Inspiration Portal and includes some interesting facts on the growth sectors for the area which are:

- Creative, Digital and Information Technology
- Advanced Manufacturing and Engineering
- Health and Life Sciences
- Financial and Business Services
- Green Jobs: Environmental Technology, Low Carbon and Environmental Goods and Services

### Solent LEP

Solent LEP have highlighted the sectors that will develop in the area due to above average growth, namely:

- Marine and Maritime
- Advanced Manufacturing, including Aerospace and Defence
- Business, Finance and Professional Services
- Construction and Regeneration
- Creative Industries, especially Digital Applications
- Education
- Healthcare
- ICT Industries and applications in all sectors, including virtual and augmented reality
- Low Carbon Economy e.g. Marine, Energy and Housing
- Transport and Logistics
- Visitor Economy *Source: Solent LEP*

### Solent LEP

New projects were announced by Solent LEP recently which they say will have the potential to create up to 6,000 new jobs. Some of the projects given the go-ahead include:

- Upgrading existing facilities and a new advanced technology block at Eastleigh College
- A new centre of excellence for composites, advanced manufacturing and marine technology on the Isle of Wight
- New transport infrastructure for North of Whiteley

### Enterprise M3 – Inspiring Enterprise project

Together with Enterprise M3 LEP, the [Inspiring Enterprise](#) project are offering tailored support for those who wish to become self-employed or create a social enterprise. The support offered includes workshops and training days, face-to-face meetings for advice on developing business ideas, mentoring to fine-tune business plans and networking opportunities.

Anyone based anywhere along the M3 corridor from Ringwood to Staines can take advantage of this free project. Contact [inspiringenterprise.org.uk](http://inspiringenterprise.org.uk) or call 0800 140 4537.

### USEFUL WEBSITES

- Solent Careers - <https://solent.emsicareercoach.co.uk/>
- Rate my Apprenticeship - [RateMyApprenticeship.co.uk](http://RateMyApprenticeship.co.uk)
- Digital Careers - [http://www.bubble-jobs.co.uk/career\\_portal/](http://www.bubble-jobs.co.uk/career_portal/)
- Careers in Intellectual Property - <http://www.careersinideas.org.uk/>
- Careers in Publishing - <http://publishers.org.uk/activities/publishing-careers/>

### FUTURE EVENTS

- 17<sup>th</sup> May 2017 – Farnborough Careers Fair, Farnborough College, 4.00 pm – 7.30 pm
- 21<sup>st</sup> June 2017 – Brighton, Jury's Inn 10.00 am – 2.00 pm
- 28<sup>th</sup> June 2017 – The Big Bang at Ardingly Showground, West Sussex
- 30<sup>th</sup> June 2017 – Premier Inn, Bournemouth, 10.00 am – 2.00 pm
- 5<sup>th</sup> July 2017– Colston Hall, Bristol, 10.00 am – 2.00 pm
- 12<sup>th</sup> July 2017 – Portsmouth Guildhall, 10.00 am – 2.00 pm
- 13<sup>th</sup> July 2017 – Borden jobs fair, 12 pm – 6.00 pm
- 28<sup>th</sup> July 2017 – Reading Town Hall, 10.00 am – 2.00 pm
- 6<sup>th</sup> September 2017 – Brighton, Jury's Inn 10.00 am – 2.00 pm
- 13<sup>th</sup> October 2017 – Reading Town Hall, 10.00 am – 2.00 pm
- 25<sup>th</sup> October 2017 – Colston Hall, Bristol, 10.00 am – 2.00 pm
- 1<sup>st</sup> November 2017 – Portsmouth Guildhall 10.00 am – 2.00 pm