



North Northamptonshire Career Opportunities

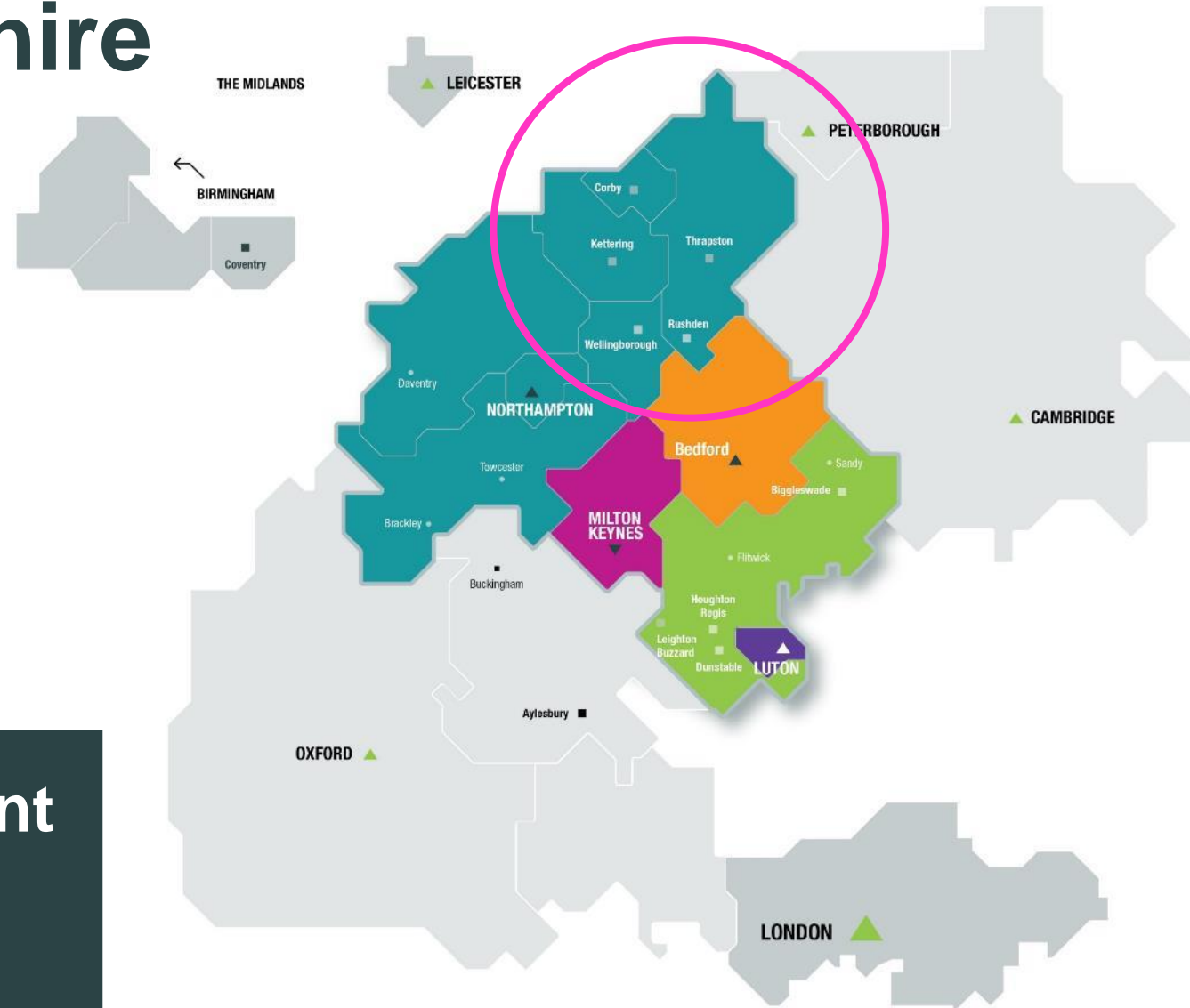
September 2021

North Northamptonshire

- Corby
- East Northamptonshire (includes Rushden and Oundle)
- Kettering
- Wellingborough

This presentation includes information for the labour market, showing trends for occupational groups and occupations

179,900 people in employment
28,900 job vacancies in
the last year



North Northants - Employment



Growing people

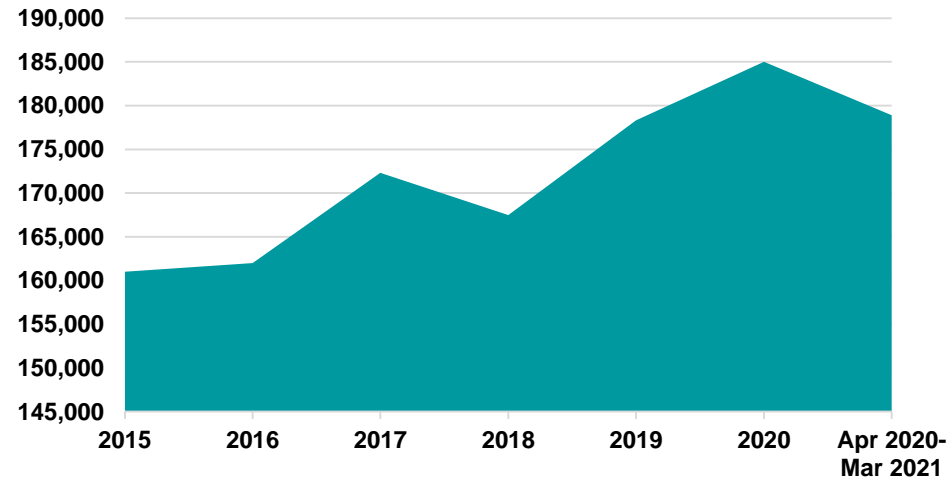


Growing business

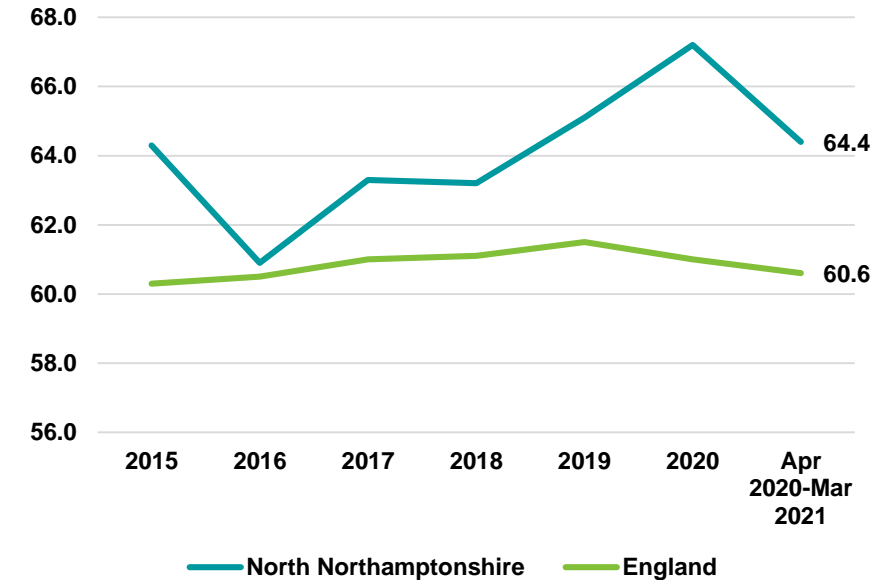


Growing places

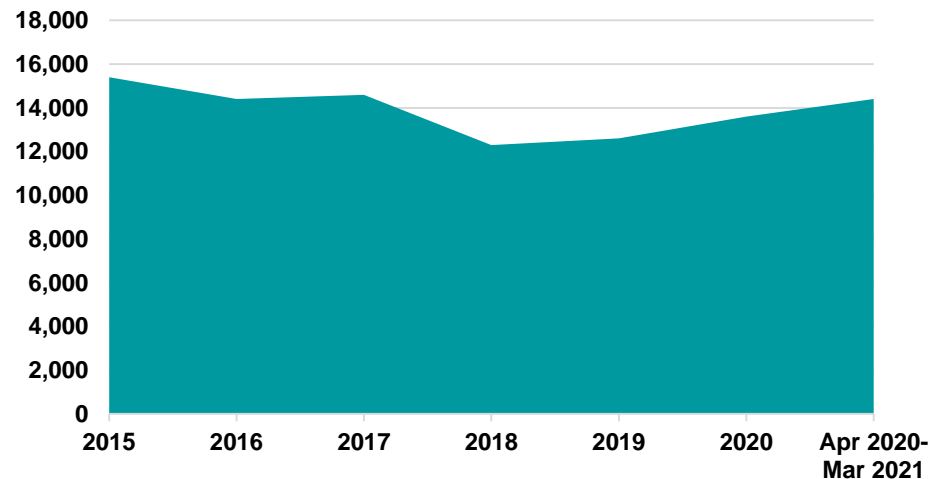
Employment Aged 16+



Employment Rates +16



Employment Aged 20-24



**We have high levels
of employment**

North Northants – Job Vacancies



Growing people

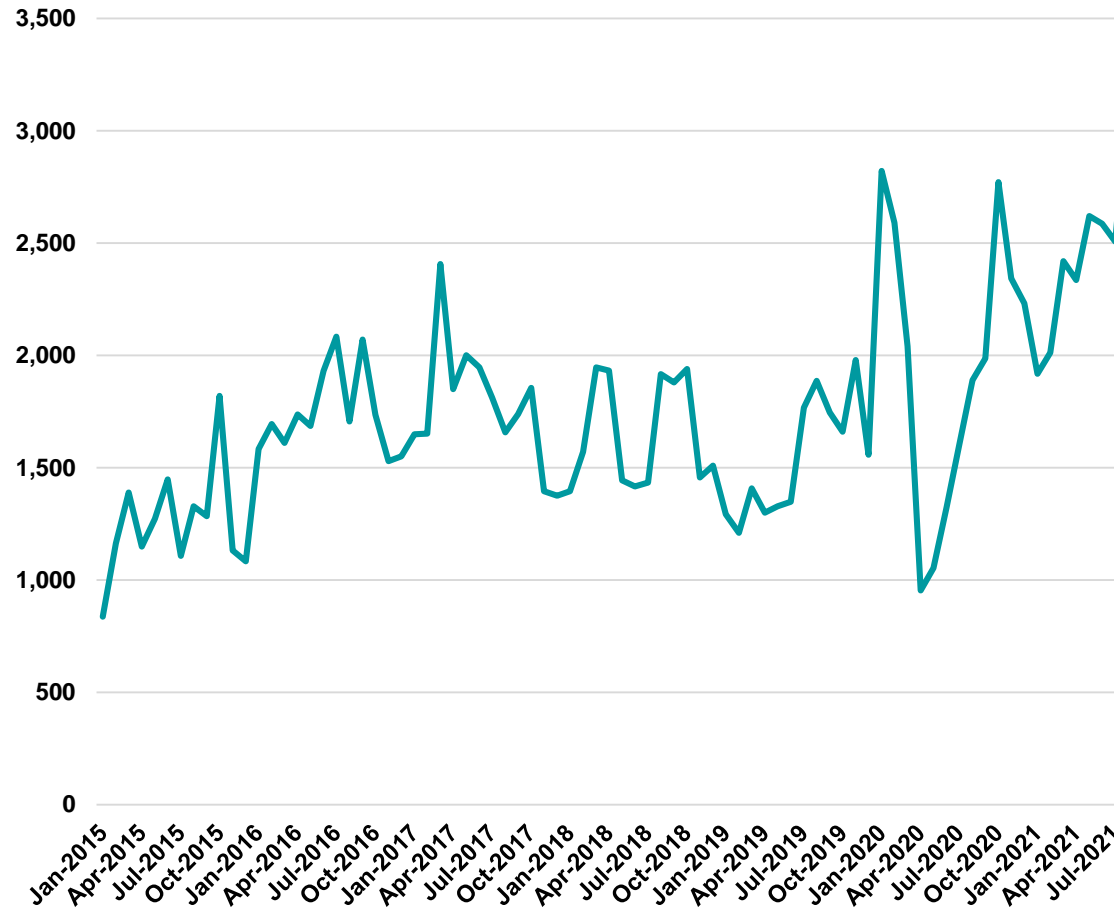


Growing business



Growing places

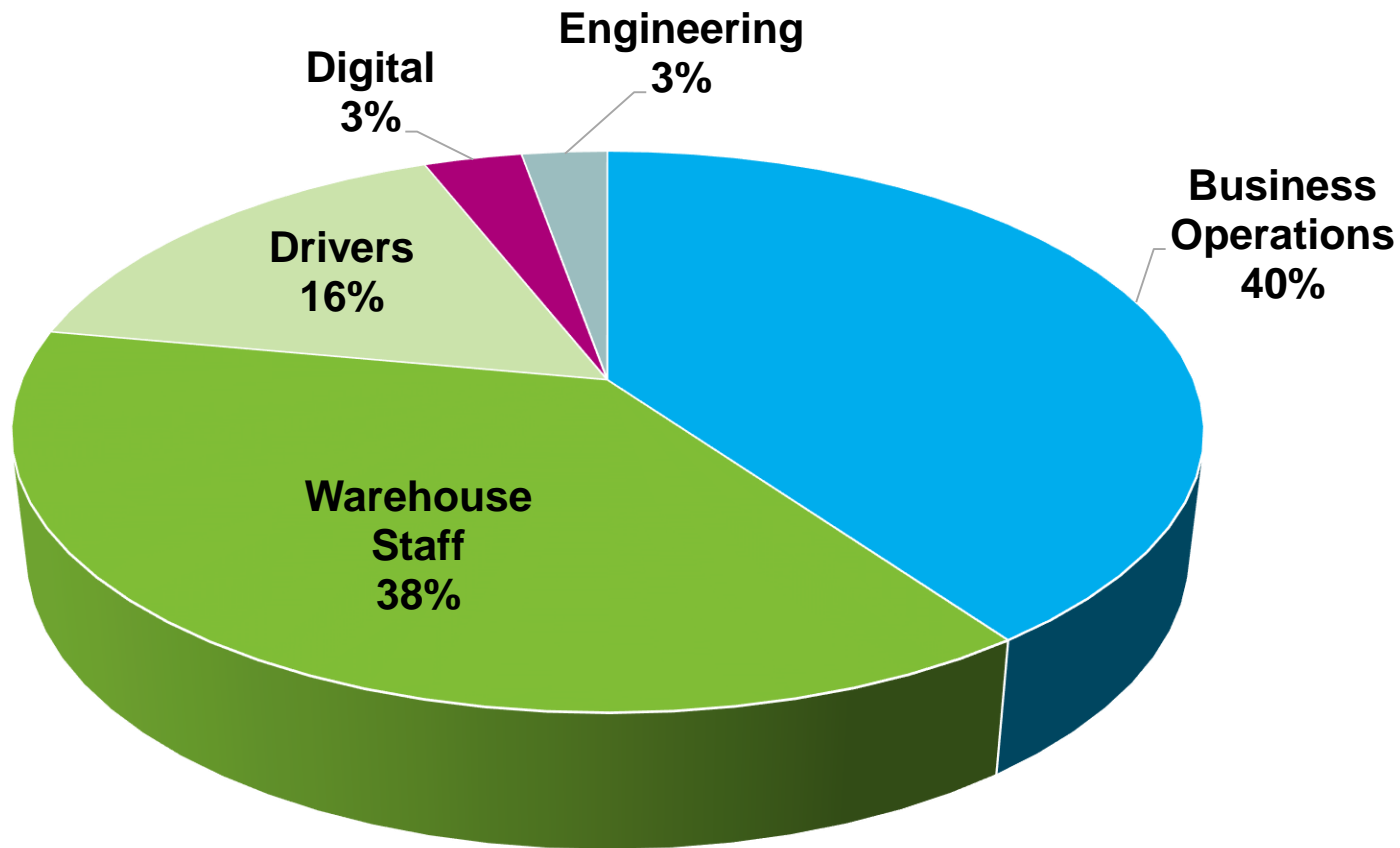
Job Vacancies per Month



Currently have the highest job vacancy levels since 2012

Occupational Groups – Example

Occupational Groups - Logistics



Occupational groups/sectors with future need

Occupational groups/sectors with employment growth/high replacement need

Cross cutting transferable occupational groups



Engineering & Manufacturing



Digital



Business Operations & Management

- Business Operations
- Management
- Sales/Marketing
- Financial
- Legal

Plus other sector focused occupations



Health & Care



Logistics & Supply Chain



Education



Construction

Future opportunities

- Digital
- Engineering
- Health & Care

- Education
- Business Management & Operations

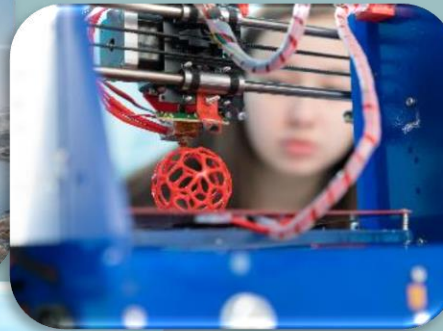
Artificial Intelligence



Aerospace/Space



Manufacturing



Intelligent Mobility



Green Economy



Logistics



Agri-tech



Modern Methods of construction



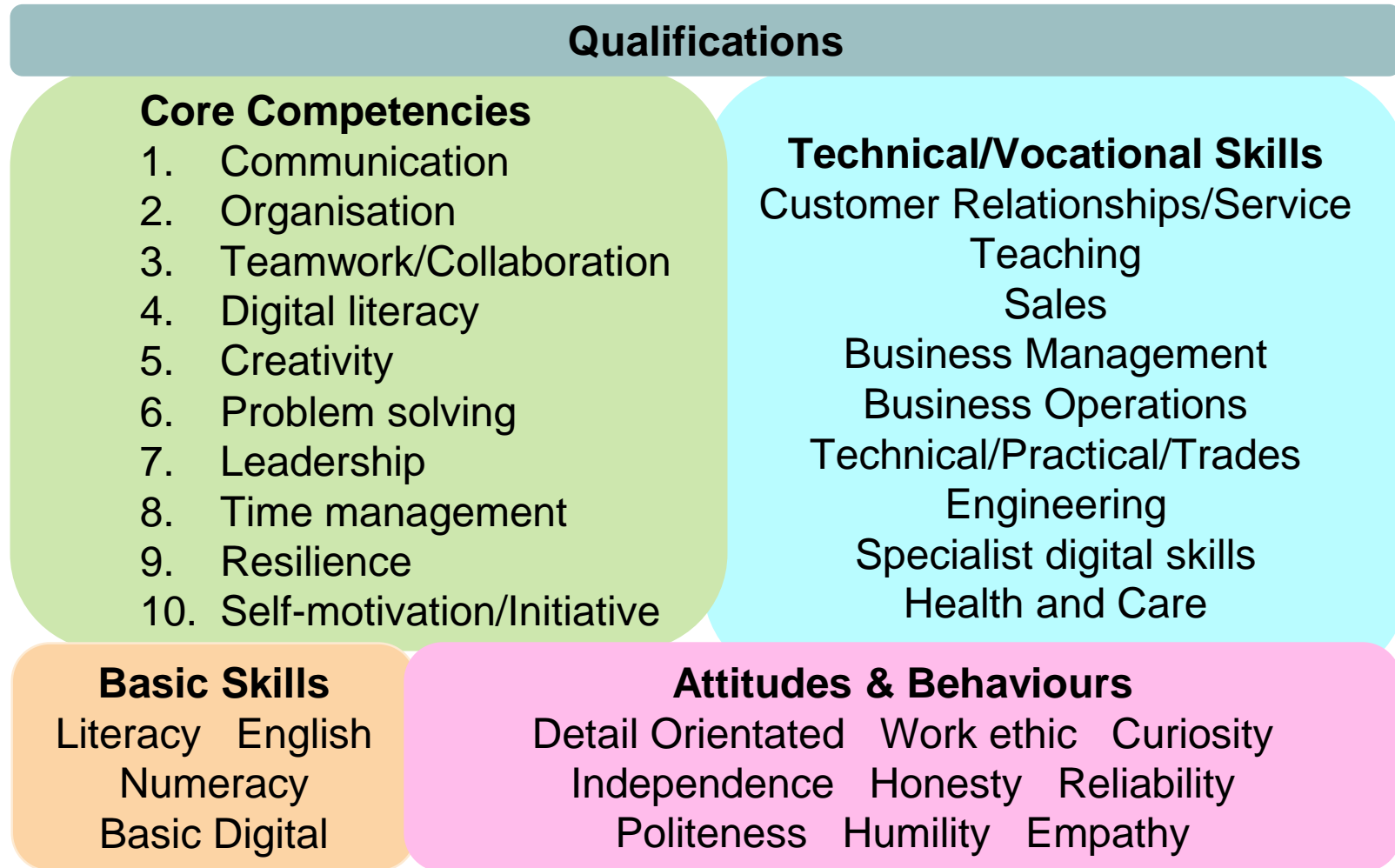
Health and Care



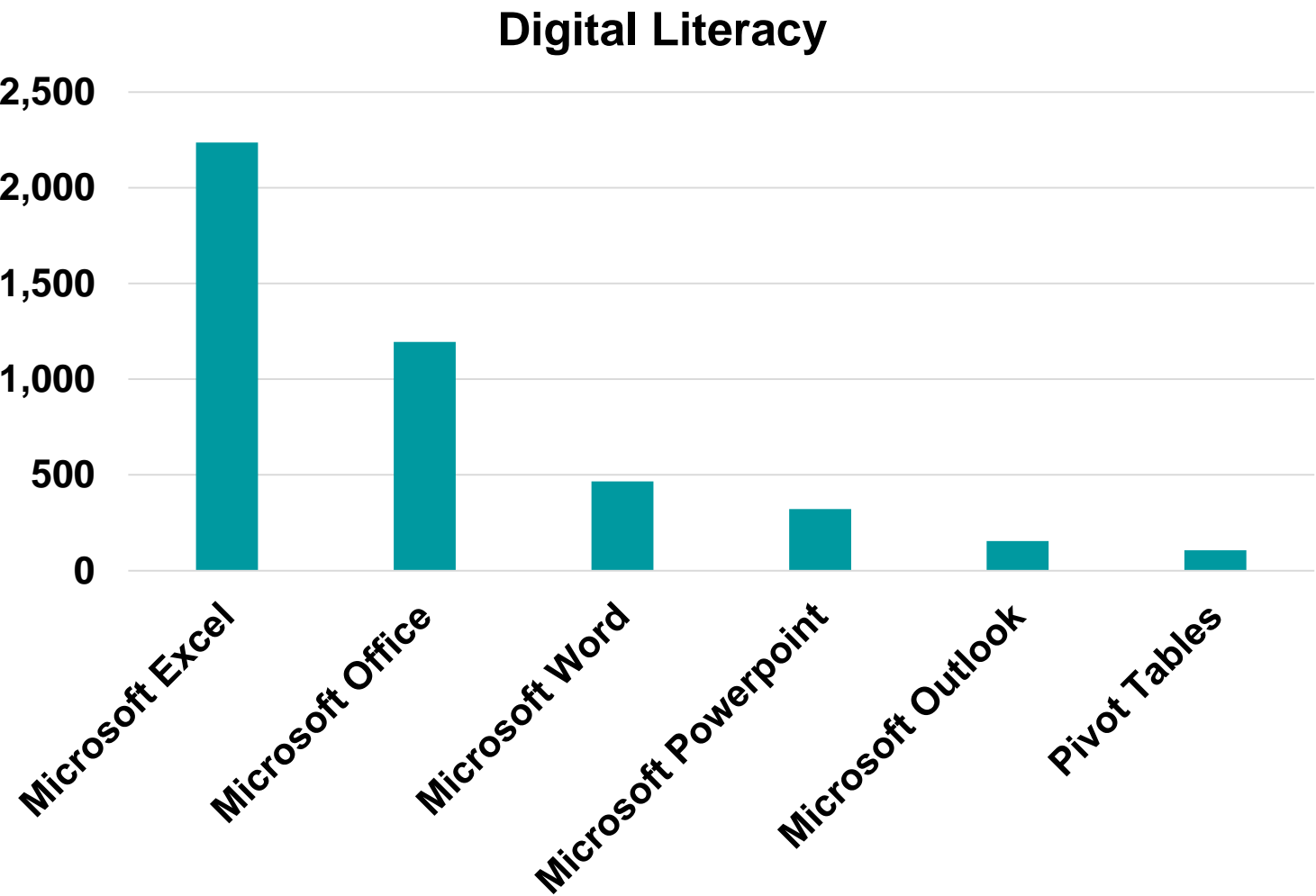
Non Carbon Fuelled Transport

“Employability Skills”

Defined as behaviours, attitudes, core competencies and technical/vocational skills of the individual, plus some qualifications



Digital Skills in Vacancies

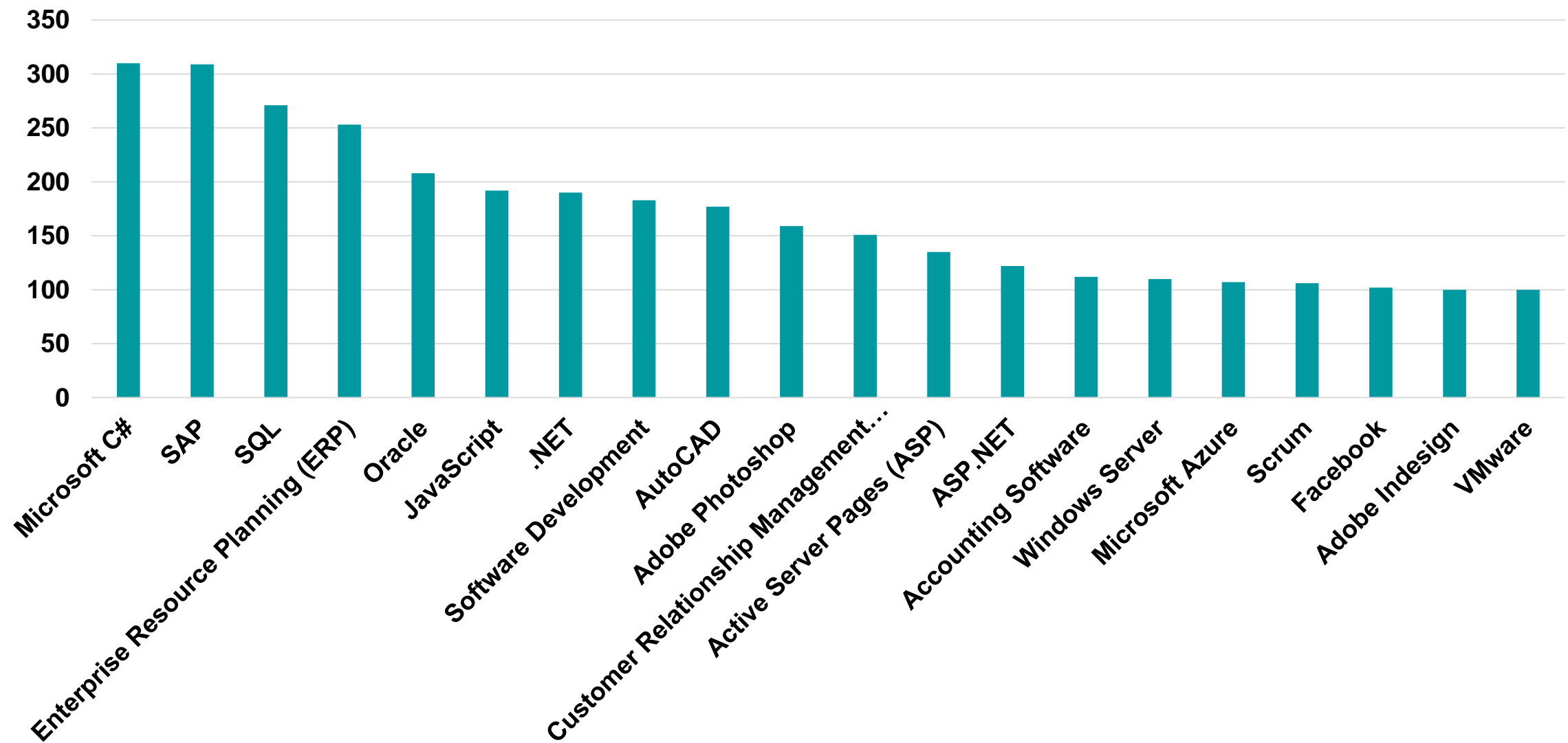


Digital Literacy

Majority of occupations require the use of Microsoft Excel and/or elements of MS Office

Digital Skills in Vacancies

Specialist Digital Skills



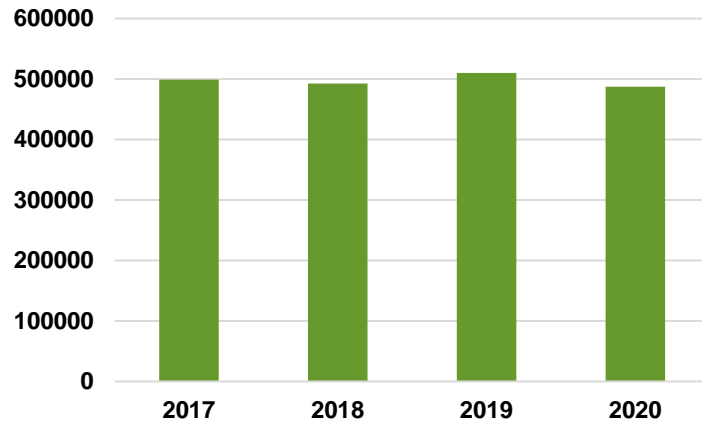


North Northamptonshire Career Opportunities

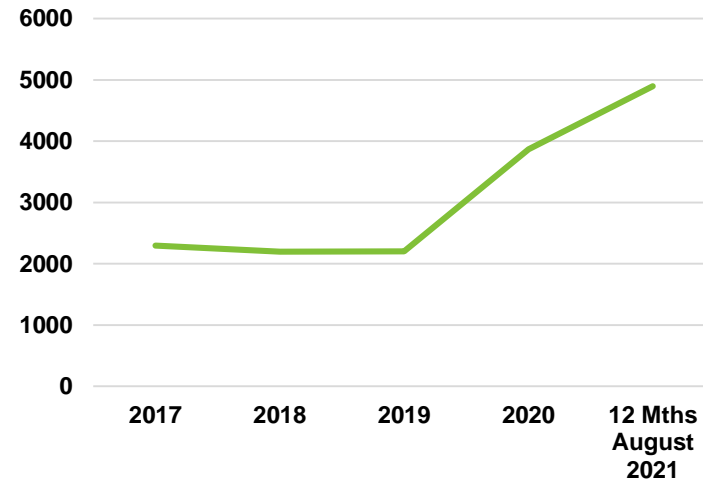
Top 10 Occupational Groups

1. Logistics Specific

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Switch to online shopping is driving opportunities
- ▶ Over 45% of job posting in the logistics sector are for Business Operations, Digital and Engineering
- ▶ Large demand for drivers at all levels. Most have to be over 24 for insurance purposes
- ▶ Immediate need for warehouse staff and forklift drivers

Employer Preferred Pathways

- ▶ In house and independent training providers
- ▶ Further education college
- ▶ Apprenticeships
- ▶ University

(check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

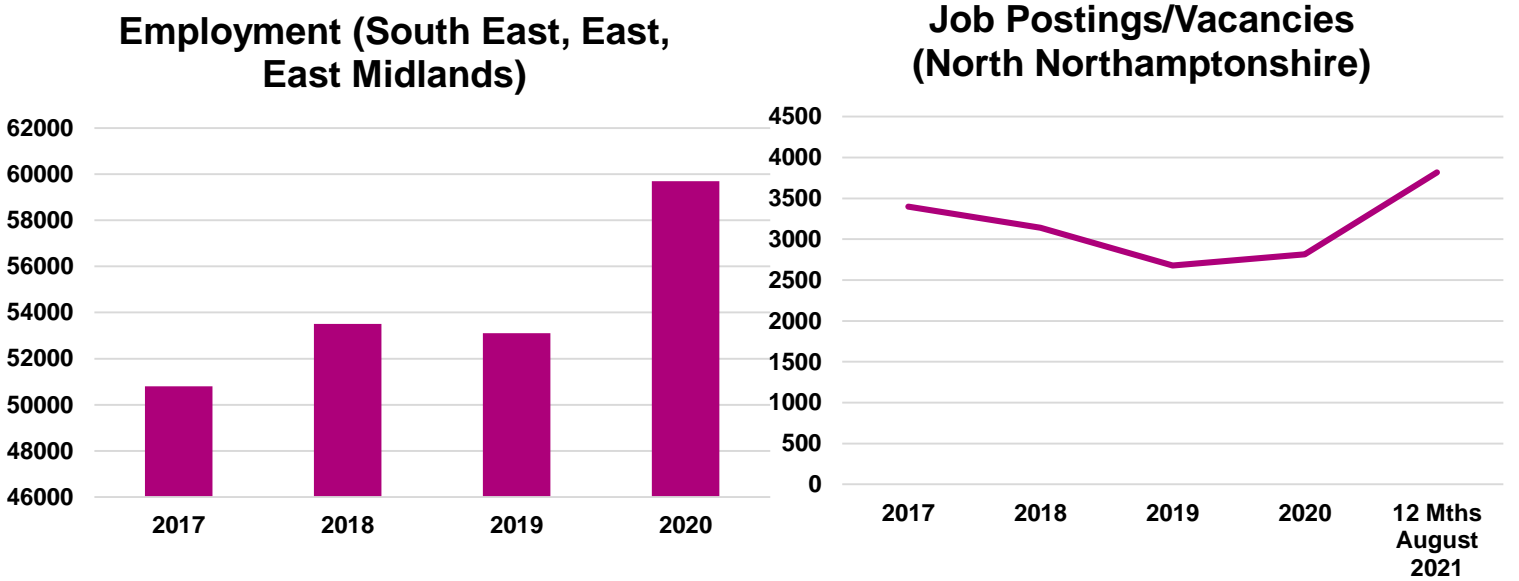
- ▶ Communication Skills
- ▶ Organisational Skills
- ▶ Planning
- ▶ Detail-Orientated
- ▶ Microsoft Excel



Top Vacancies	Last 12 Months
Labourer / Material Handler	1,276
Warehouse / Inventory Associate	781
HGV / LGV Class 1 Driver	692
Delivery Driver	647
HGV / LGV Class 2 Driver	449
Forklift / Pallet Jack Operator	195
Packager	188
Stocking Clerk / Sales Floor Support	113
Storage / Distribution Manager	96
Logistics / Supply Chain Analyst	92



2. Business Operations



- Comments
- ▶ Highest occupational group and increasing
 - ▶ Job postings starting to increase
 - ▶ Many positions are hidden jobs in businesses
 - ▶ Opportunities for roles in human resources, marketing and procurement (buying)
 - ▶ These occupations are in most sectors and occupations tend to be transferable
 - ▶ Increasing need for languages in logistics

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

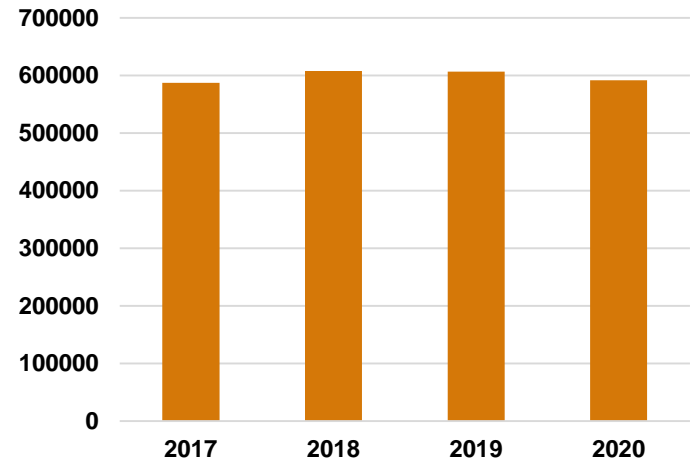
- ▶ Communication Skills
- ▶ Planning
- ▶ Organisational Skills
- ▶ Creativity
- ▶ Microsoft Excel



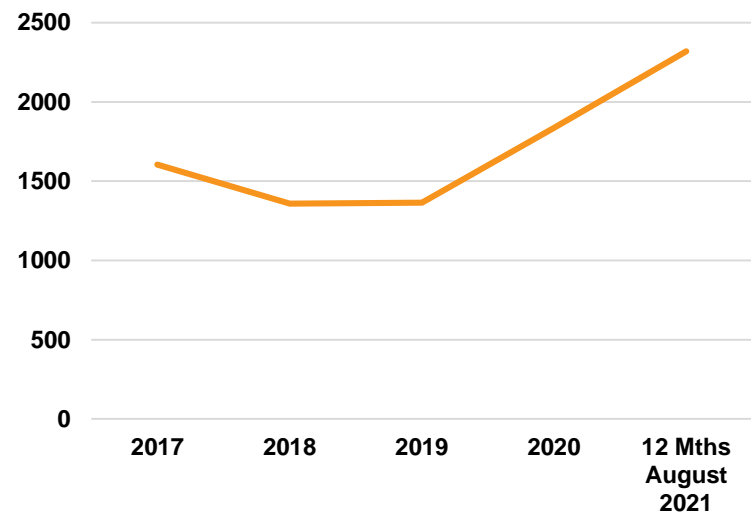
Top 10 Vacancies	Last 12 Months
Office / Administrative Assistant	902
Project Manager	498
Account Manager / Representative	394
Human Resources / Labour Relations Specialist	195
Receptionist	194
Scheduler / Operations Coordinator	146
Recruiter	131
Senior Administrator	115
Order Processor / Order Entry Clerk	99

3. Manufacturing

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- Majority of occupations have positive trends
- Diverse sector from motorsport, motor vehicle components to food production
- Other occupational groups required in manufacturing businesses, especially business operations, digital and engineering

Employer Preferred Pathways

- Further education college
 - Apprenticeships
 - University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

- Communication Skills
- Planning and Organisational Skills
- Detail-Orientated
- Problem Solving
- Microsoft Excel

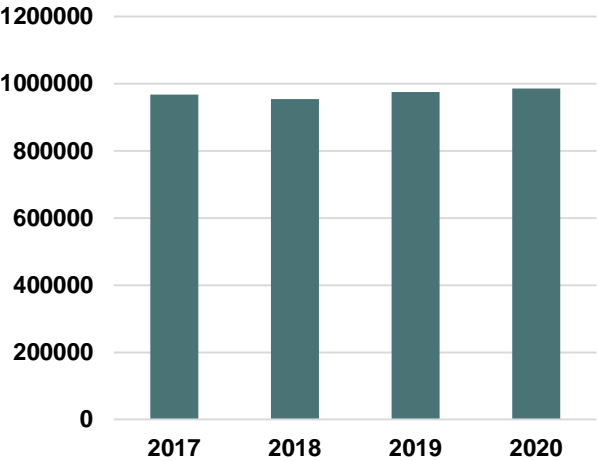


Top Vacancies	Last 12 Months
Production Worker	660
Manufacturing Machine Operator	295
Welder / Solderer	232
CNC Operator	206
Operations Manager	151
Production Supervisor	144
Quality Inspector / Technician	141
Production Plant Manager	117
Machinist	83
Test Technician	60

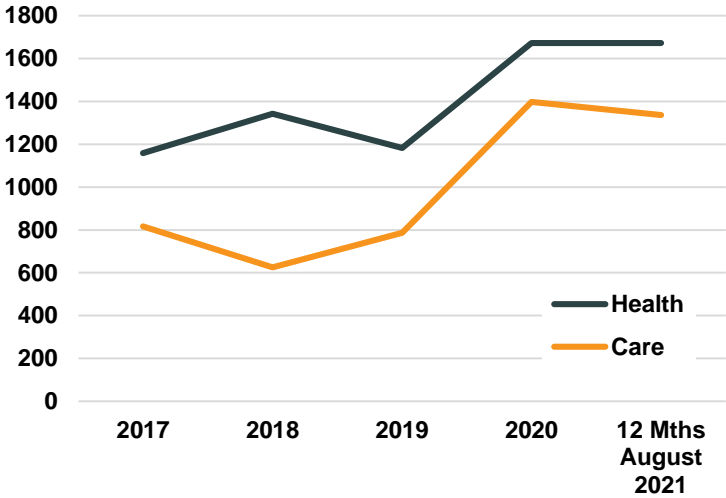


4. Health and Care

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Very high demand for nurses and care related occupations
- ▶ The ability to empathise is sought in all occupations
- ▶ New pathways emerging for entry into sector
- ▶ Will continue to grow to support an ageing population
- ▶ Other occupational groups in need within sector such as Digital, Business Operations and Maintenance

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

- ▶ Communication Skills
- ▶ Organisational Skills
- ▶ Planning
- ▶ Leadership
- ▶ English

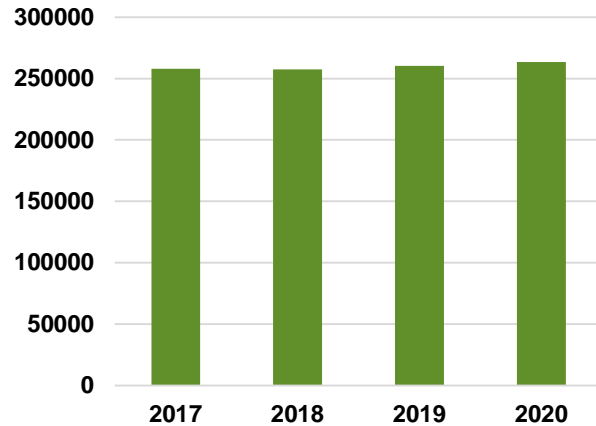


Top Vacancies	Last 12 Months
Caregiver / Personal Care Aide	809
Registered General Nurse (RGN)	545
Care assistant	391
Nursing Assistant / Healthcare Assistant	139
Physician	133
Healthcare Manager	99
Assistant Care Worker	92
Medical Laboratory Technician	73
Nurse Practitioner	72
Health Technician / Technologist (Other)	70

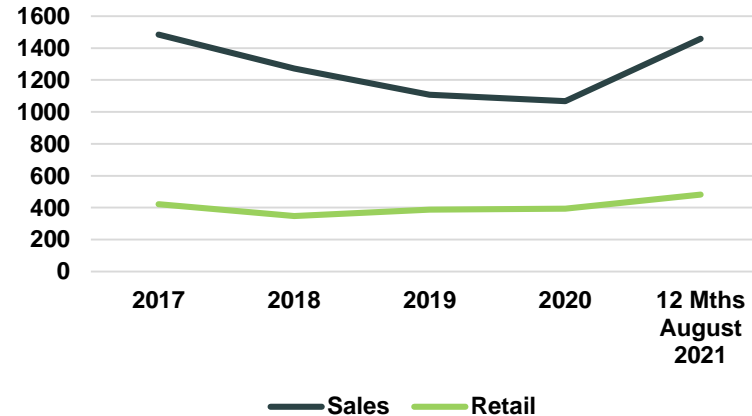


5. Sales and Customer Service

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Increasing demand in business to business sales and service
- ▶ Retail is steadily increasing
- ▶ Retail growth is mainly through new sites and leaving the EU, but employment will level off due the introduction of technology such as Artificial Intelligence

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

Top 5 Core Competencies/Skills Needed

- ▶ Communication Skills
- ▶ Organisational Skills
- ▶ Building Effective Relationships
- ▶ Detail-Orientated
- ▶ Microsoft Excel

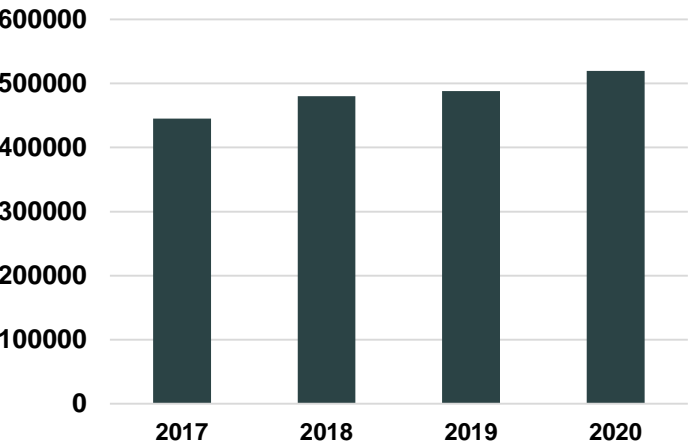


Top Vacancies - Sales	Last 12 Months
Customer Service Representative	793
Sales Assistant	230
Sales Representative	160
Sales Manager	117
Customer Service Manager	97
Product Demonstrator	31
Top Vacancies - Retail	Last 12 Months
Retail Sales Associate	262
Retail Store Manager / Supervisor	195
Barber / Hair Stylist / Cosmetologist	25

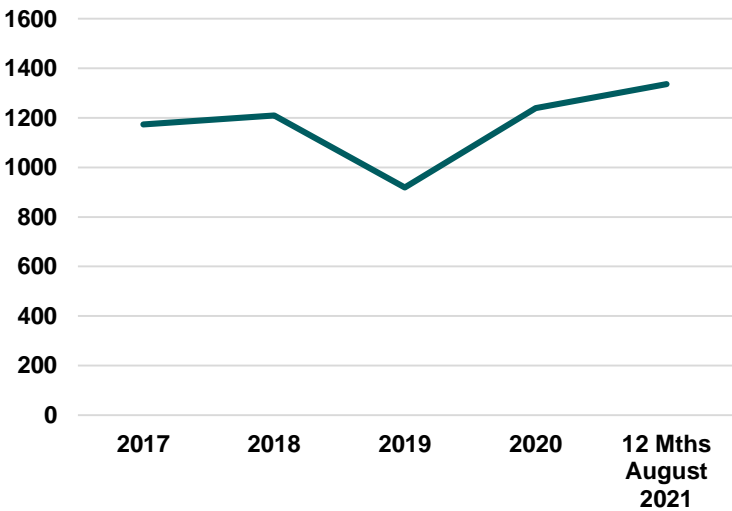


6. Digital

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Increasing demand for software developer/engineers, computer support specialists and data/data mining analysts
- ▶ Over 60% of occupations are in sectors outside of the specialist digital businesses

Employer Preferred Pathways

- ▶ Further education college/Institute of Technology
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

- ▶ Communication Skills
- ▶ Problem Solving and Troubleshooting
- ▶ Planning
- ▶ Creativity
- ▶ Microsoft Excel

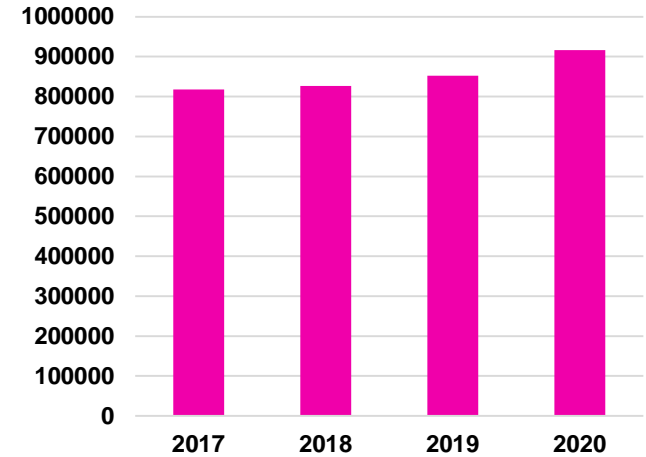


Top Vacancies	Last 12 Months
Software Developer / Engineer	342
Computer Support Specialist	259
Data / Data Mining Analyst	155
Web Developer	79
Computer Systems Engineer / Architect	69
Software QA Engineer / Tester	62
Systems Analyst	58
Graphic Designer / Desktop Publisher	56
Network / Systems Support Specialist	48
IT Project Manager	42

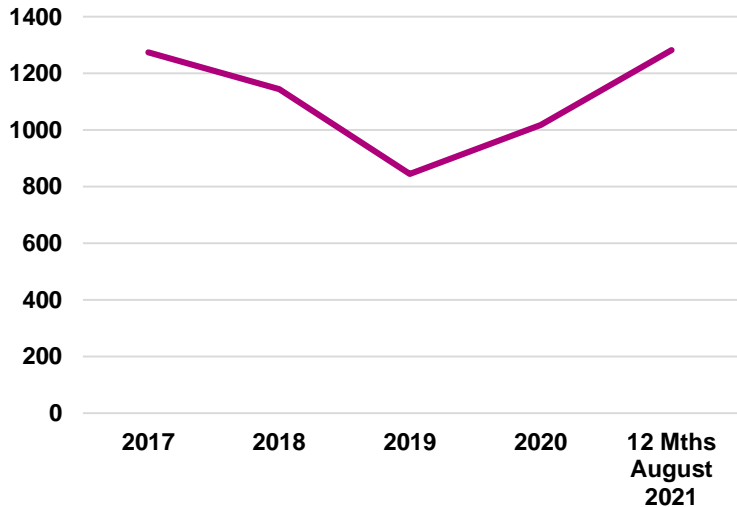


7. Financial

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Large demand for accountants and bookkeepers
- ▶ Occupations cut across sectors and roles are transferable

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

- ▶ Microsoft Excel
- ▶ Communication Skills
- ▶ Detail Orientated
- ▶ Meeting Deadlines
- ▶ Problem Solving and Analytical Skills

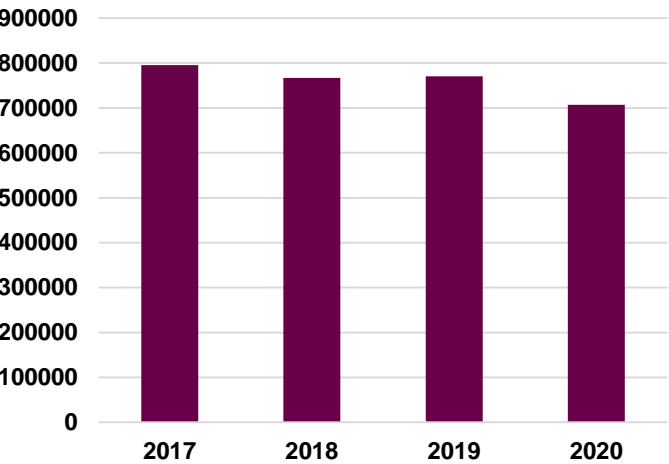


Top Vacancies	Last 12 Months
Bookkeeper / Accounting Clerk	409
Accountant	316
Financial Manager	211
Payroll Specialist	113
Auditor	58
Financial Analyst	42
Financial Services Sales Agent	36
Estimator	34
Personal Financial Advisors	33
Credit Analyst / Authoriser	30

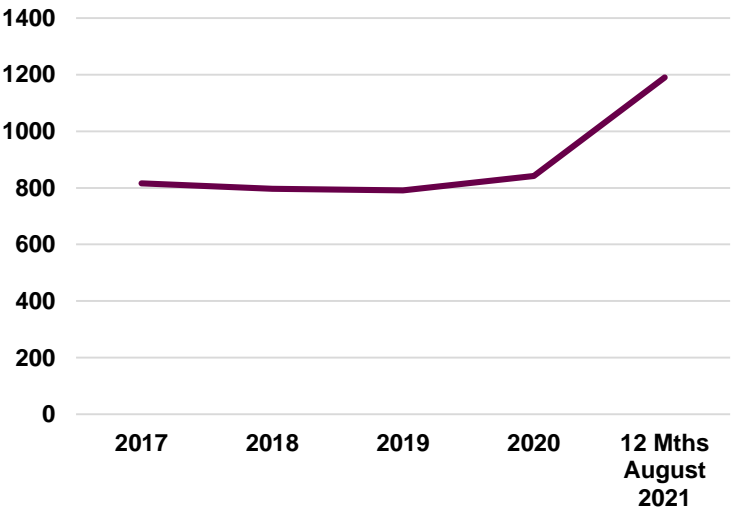


8. Construction

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Opportunities in all occupations at all levels, especially trades
- ▶ Large building programmes locally
- ▶ Green economy will create/change many jobs
- ▶ Will need other certification (CSCS card)

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ Construction Industry Training Board
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

- ▶ Communication Skills
- ▶ Planning
- ▶ Organisational Skills
- ▶ Problem Solving
- ▶ Microsoft Excel

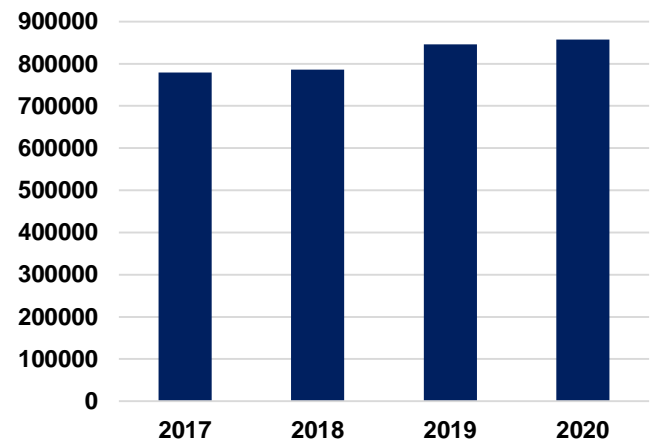


Top Vacancies	Last 12 Months
Electrician	232
Construction Helper / Worker	167
Carpenter	159
Civil Engineer	98
Painter	85
Construction Manager	80
HVAC Mechanic / Installer	60
Plumber	59
Quantity surveyors	53
Land Surveyors	41

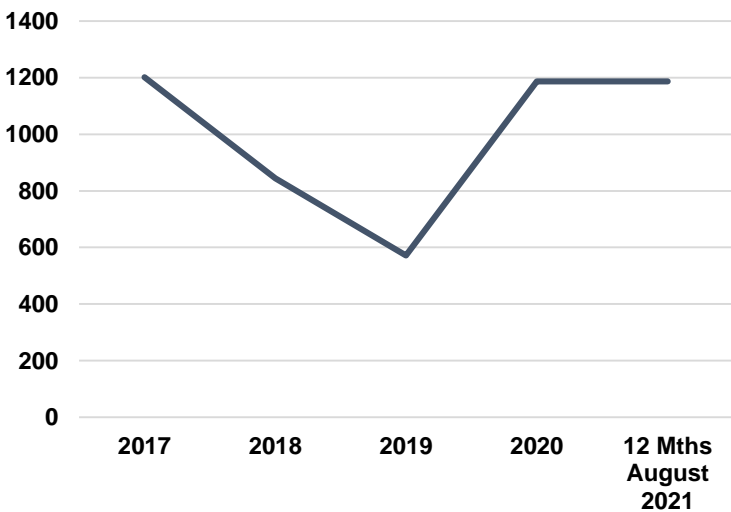


9. Education

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Increasing demand for primary school teachers and teaching assistants
- ▶ Need for tutors in further education
- ▶ Ageing workforce offering opportunities
- ▶ Financial incentives available to become a teacher
- ▶ Need digital literacy skills

Employer Preferred Pathways

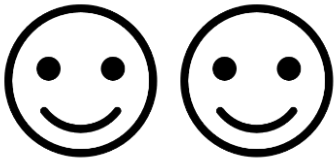
- ▶ Teaching school hubs (Brooke Weston)
 - ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

- ▶ Creativity
- ▶ Communication Skills
- ▶ Planning
- ▶ English
- ▶ Organisational Skills

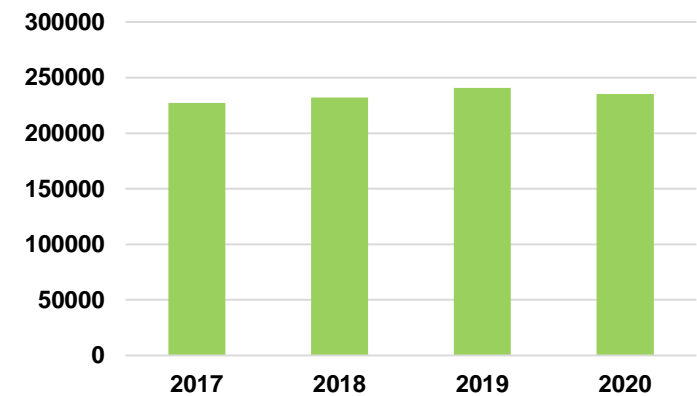


Top Vacancies	Last 12 Months
Teaching Assistant	272
Tutor	245
Primary School Teacher	217
Secondary School Teacher	73
Maths Teacher	71
University Lecturer	61
Driving instructors	58
Supply Teacher	51
Science Teacher	50
Vocational Education Trainer / Tutor	37

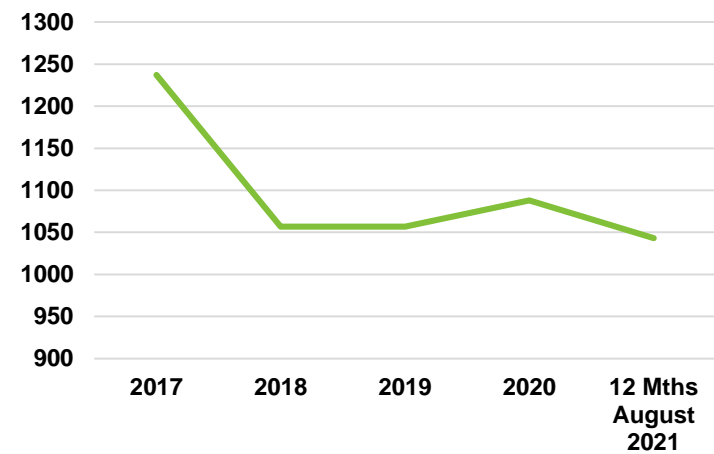


10. Engineering

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Comments

- ▶ Large demand for maintenance technicians and mechanical engineers
- ▶ Increasing demand in design, testing and product development related careers
- ▶ Ageing workforce will need replacements
- ▶ Need digital literacy, especially MS Excel
- ▶ Impacted by Covid-19 but will increase again

Employer Preferred Pathways

- ▶ Further education college
 - ▶ Apprenticeships
 - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed

- ▶ Communication Skills
- ▶ Problem Solving
- ▶ Planning and Organisational Skills
- ▶ Creativity
- ▶ Detail Orientated

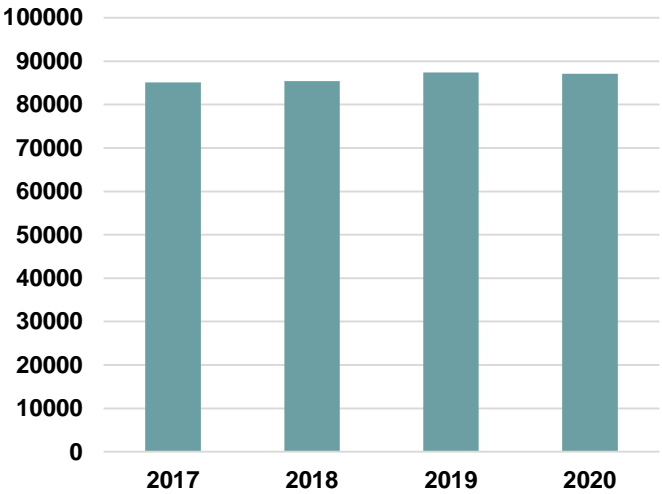


Top Vacancies	Last 12 Months
Maintenance Technician	269
Mechanical Engineer	200
Electrical Engineer	124
Engineering Manager	78
Industrial Engineer	71
Validation Engineer	62
Repair / Service Technician	52
Product Development Engineer	43
Maintenance / Service Supervisor	37
Chemical / Process Engineer	31
Maintenance Technician	269

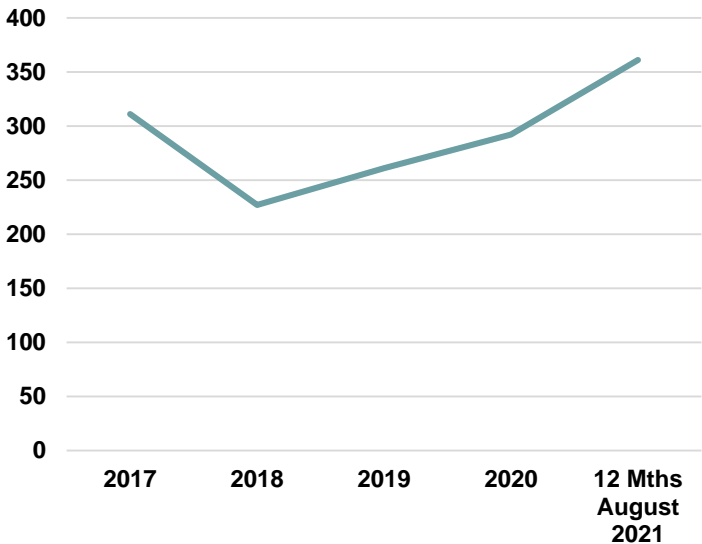


Focus on Automotive Service

Employment (South East, East, East Midlands)



Job Postings/Vacancies (North Northamptonshire)



Top Vacancies	Last 12 Months
Automotive Service Technician / Mechanic	326
Auto Body Technician	35

Comments

- ▶ Opportunities for service technicians and mechanics with changes in vehicle technologies to electric
- ▶ British Car Auctions, Cinch and We Buy Any Car moving into Rockingham Motor Speedway
- ▶ Ageing workforce, opportunity for young people and changes in careers
- ▶ Work experience is preferred
- ▶ Poor female representation in the sector
- ▶ Computer literacy becoming increasingly important
- ▶ Logistics related opportunities

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

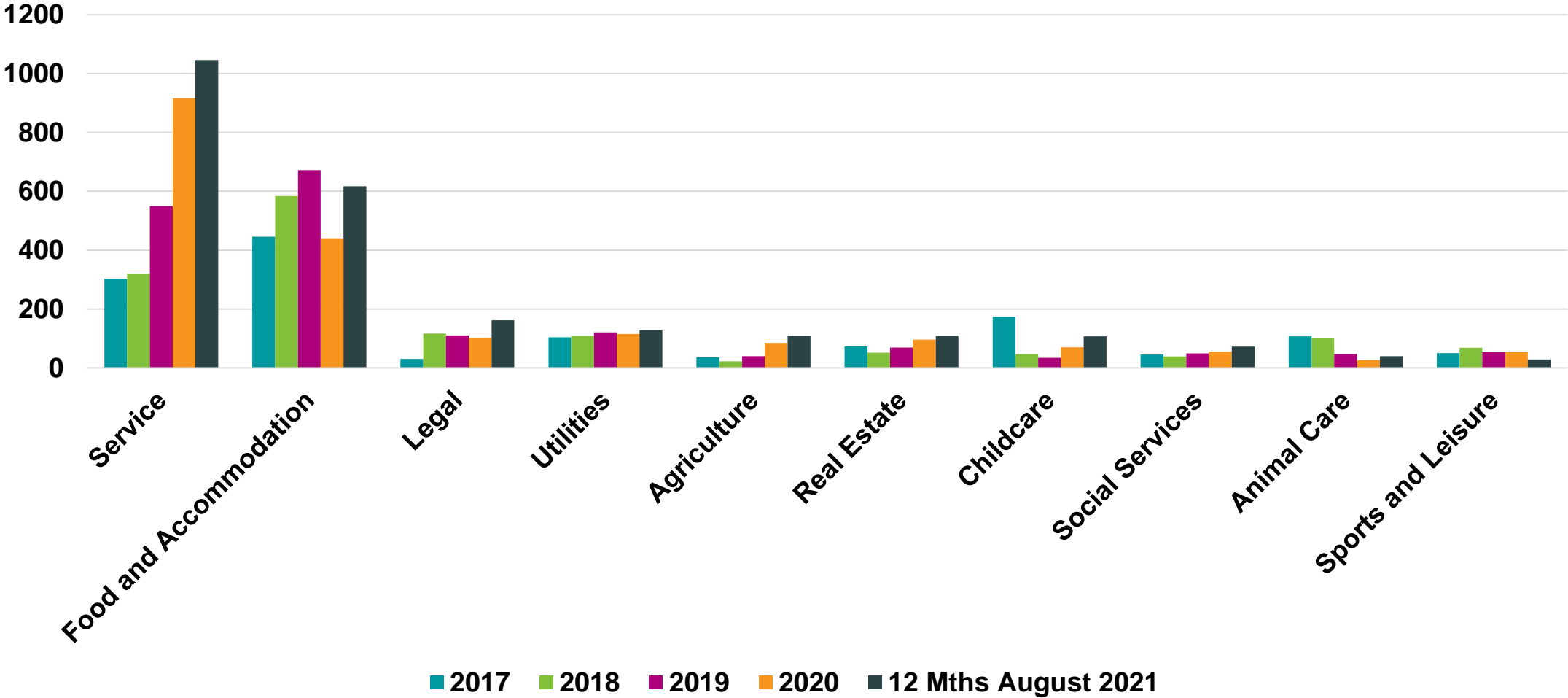
Top 5 Core Competencies/Skills Needed

- ▶ Detail-Orientated
- ▶ Communication Skills
- ▶ Organisational Skills
- ▶ Problem Solving
- ▶ English



Best of the Rest

Job Postings/Vacancies
(North Northamptonshire)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Remember

- If you have a burning desire and/or talent to do something or have a career in a certain occupation – do it
- Find something you love to do and get someone to pay you for doing it – it will never be ‘work’
- Be patient, do not go too fast too soon, you have your whole life before you
- Plan your first step – see where it takes you



Growing people



Growing business



Growing places

More information at

www.semlep.com/employment-support-for-students/

These slides and additional labour market information can be found at

www.semlep.com/school-labour-market-information/

Details of occupations can be found at

<https://nationalcareers.service.gov.uk/explore-careers>