

Labour Market Intelligence

Newbury constituency

Including: Lambourn, Kintbury, Aldermaston, Upper Basildon and Newbury

A toolkit giving education and employment information on the local labour market

August 2019



workwiltshire

Wiltshire Council
Where everybody matters

Labour Market Intelligence (LMI)

What is it?

Labour Market Intelligence, or LMI for short, is all about providing employment information.

This information is aimed at informing you the reader about patterns, trends, facts and figures on the job market so you can understand what types of employment opportunities are around you and to help you plan your future.

Specifically within this document it focuses on your local area, to inform you of what the job market looks like now and in the future. It shows you where young people have gone onto after finishing Key Stage 4 and 5, as well as showing you a selection of businesses in your area.

At the back of the document you will find comparison data (page 13), so you can see how your local averages compare to the county, regional and national levels; and there is also a section giving definitions (page 10) to the terms and levels described within this document.

We hope this helps to inform and make the best decision for your future.

Contents

Demographics

This section looks at your local area; whose employed, what type of employment they have, what the qualifications residents in your area have and average weekly earnings

Employment breakdown

This breaks down what level of occupation people are in and ranks which industry sectors are in your area

Key Stage 4 destinations

This part gives you information on where students went after they finished Key Stage 4

Key Stage 5 destinations

Similar to the previous section, this part gives you information on where students went after they finished

Apprenticeships

On this page it gives you figures on how many people started an apprenticeship and vacancies

Employers in Thames Valley Berkshire

In this section it gives you information on how employers hire staff in Thames Valley Berkshire

Future jobs in Thames Valley Berkshire between 2012/22

This page gives you future employment and industry sector projections.

Definitions

This part explains the terms used in this document

Comparison data

In the last section, it show's how your local area compares to the county, region and national averages

page

3

4

5

6

7

8

9

10

13

Demographics

57,600 Economically active

81.7% In employment

2.6% Unemployed

40,700

In full-time
employment

15,200

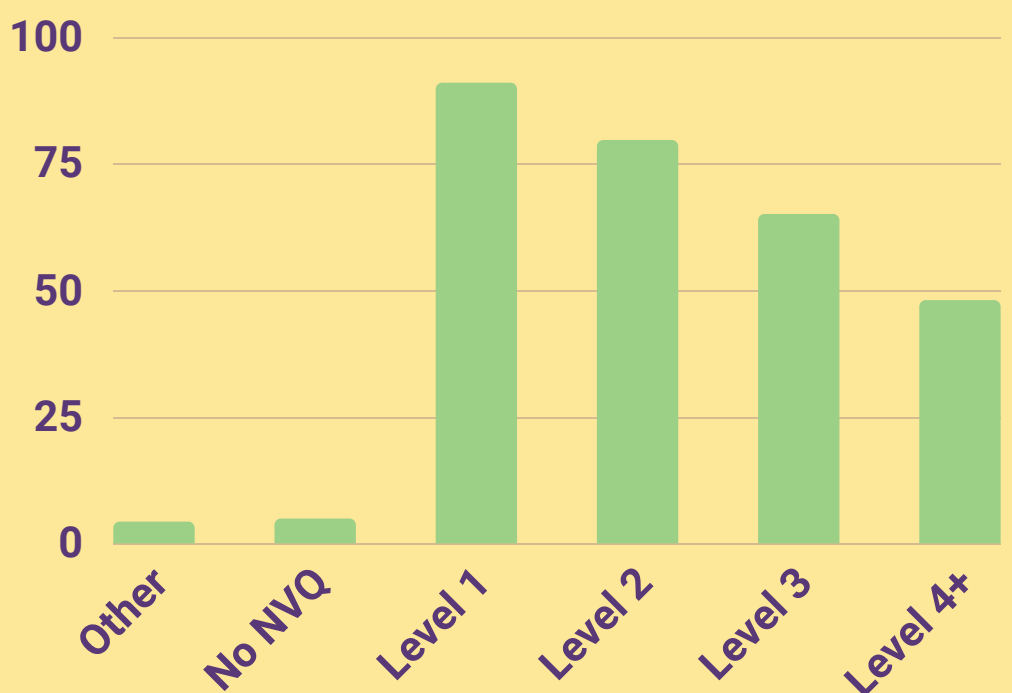
In part-time
employment

8,100

Self
employed

63.4% of 18-24 year olds are employed

Highest level
of resident
qualifications



Average annual earnings



People who live in the area:
£32,763

Salary paid by businesses in
the area: £37,733

Definitions are located on page 10 and comparison data on page 13

Sources:

Demographics: ONS Annual Population Survey Jan-Dec 18

Qualifications: ONS Annual Population Survey Jan-Dec 18

Pay rates: ONS Annual Survey of Hours and Earnings 2018



Employment Breakdown

Employment by occupation



23%

of jobs are in professional occupations

25%

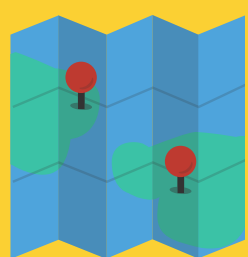
of jobs are in public administration, education and health sector



Biggest industry sectors

| | |
|--------|---------------------------------------------|
| 14,100 | Public administration, education and health |
| 10,300 | Banking, finance and insurance |
| 8,100 | Distribution, hotels and restaurants |
| 7,400 | Transport and communications |
| 6,400 | Manufacturing |
| 4,000 | Construction |
| 4,000 | Other services |
| 900 | Agriculture and Fishing |
| 700 | Energy and Water |

Key Stage 4 Destinations



96%

of Newbury students continued in education or employment or training (EET) destination

94%

of students nationally continued into an EET destination

5% of students went into employment/training



Top schools for an employment or training destination

1. Kennet School (5%)
2. Trinity School (5%)
3. Park House School (5%)
4. St Bartholomew's School (4%)
5. The Downs School (4%)

4% of students started an apprenticeship

Top schools for an apprenticeship destination

1. Trinity School (5%)
2. Park House School (5%)
3. Kennet School (4%)
4. The Downs School (4%)
5. St Bartholomew's School (3%)



87%

continued into an education destination

22%

went into a further education college

62%

went into a school sixth form

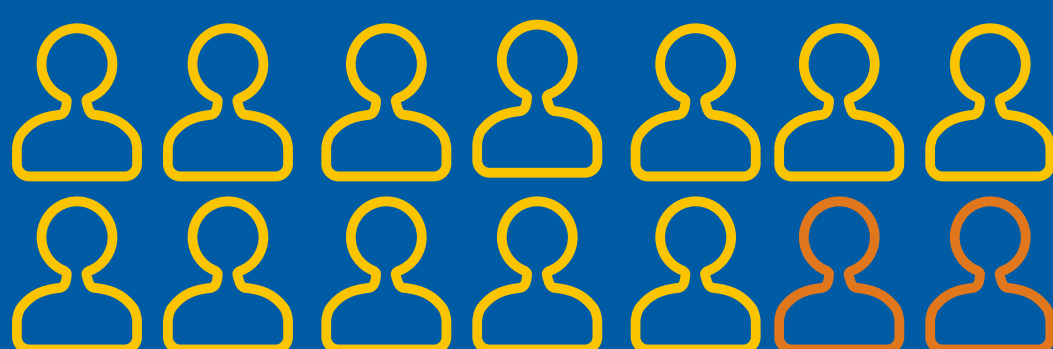
Definitions are located on page 10 and comparison data on page 13
Source:

Key Stage 4 destination measures: 2015/16 cohort into 2016/17 destinations

Key Stage 5

Destinations

91% of Newbury students continued in education or employment or training (EET)



Compared to a national average of 89%

Students who went into employment or training **30%**



58% continued in education

47% continued into Higher Education

17% went to a Russell Group higher education institution

3% of students started an apprenticeship

Definitions are located on page 10 and comparison data on page 13

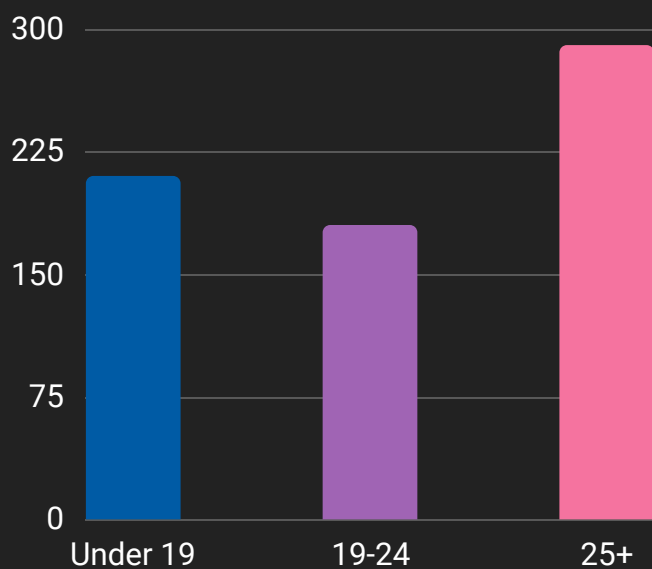
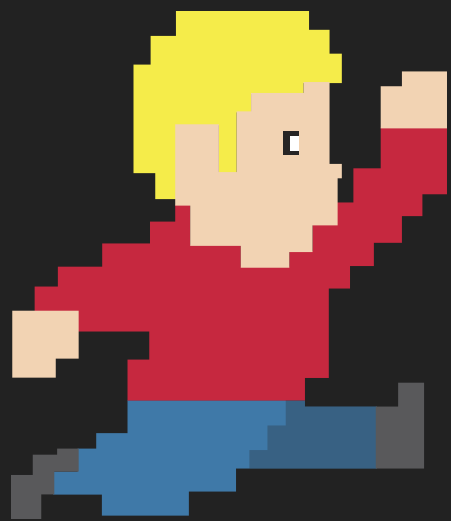
Source:

Key Stage 4 and Key Stage 5 Destinations: Dfe Destinations of KS4 and KS5 pupils 2017

Apprenticeships

680 individuals started an apprenticeship in 2017/18

Age of apprentices



Level of apprenticeship started by individuals

280 Intermediate level

310 Advanced level

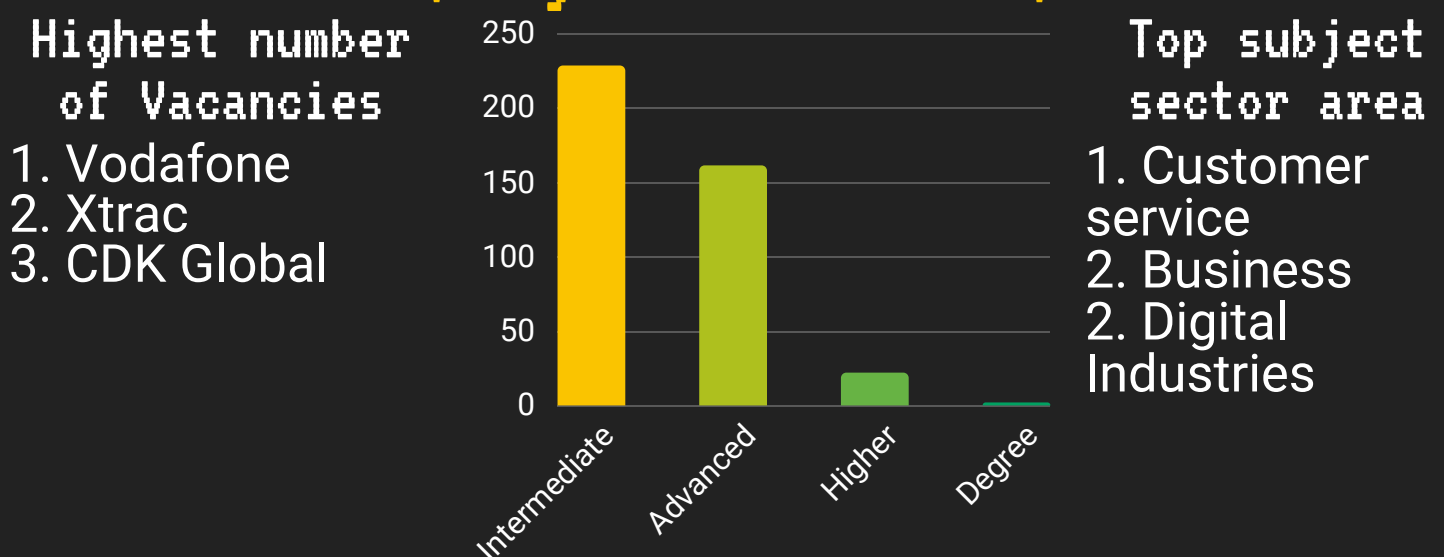
80 Higher level

Most popular subject areas

- ★ 200 apprenticeships in business, administration and law
- ★ 170 apprenticeships in health, public services and care
- ★ 110 apprenticeships in engineering and manufacturing technologies
- ★ 100 apprenticeships in retail and commercial enterprise



Apprenticeship vacancies (May 18-Jul 19)



APPLY NOW



Definitions are located on page 10 and comparison data on page 13

Sources:

Apprenticeships: Apprenticeships and traineeships data 2017/18

Apprenticeship vacancies: ESFA Weekly Live Vacancies



Employers in Thames Valley Berkshire

Recruitment methods

50% of employers relied on word of mouth or personal recommendations

31% used other paid-for recruitment service

33% placed adverts on their websites



Job adverts

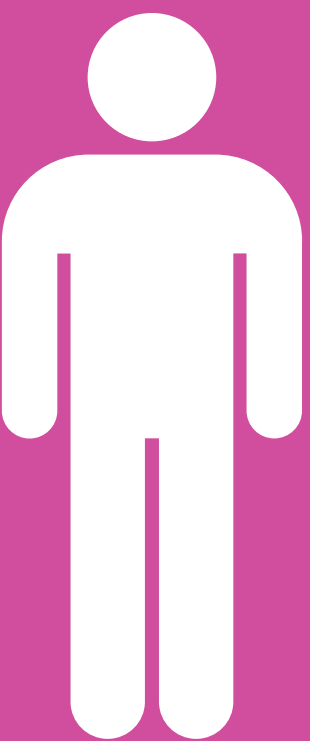


37%

of employers required candidates to have a specific level of qualification (GCSEs, A Levels, degree)

54%

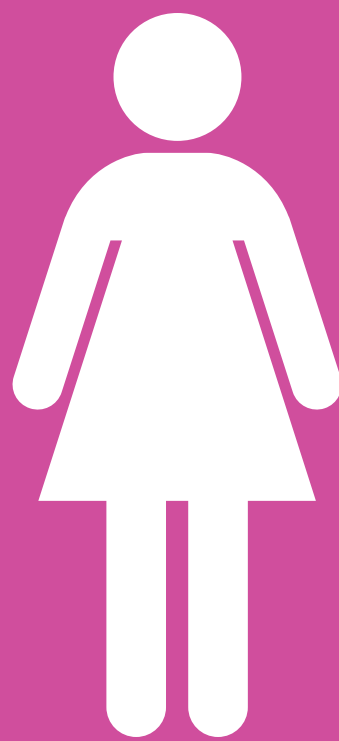
required candidates to have maths and English GCSEs at Level 4 or above (A*-C)



39% of employers offer work experience

11% of employers have hired someone aged between 16-18 years old

27% of employers have hired someone aged between 19-24 years old



Definitions are located on page 10 and comparison data on page 13

Source:

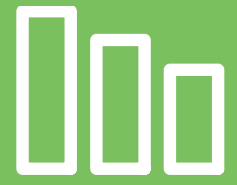
UKCES Employer Perspective Survey 2016

Future jobs in Thames Valley Berkshire between 2012-2022

Jobs



60,000



Between 2012 and 2022 the number of jobs in Thames Valley Berkshire is thought to rise by 60,000

Job occupations



31,000



- 31,000 more jobs will require specialist training or licenses, including: architects, engineers and doctors
- 26,000 more jobs are predicted in the information and technology sector
- 11,000 more jobs are predicted caring, leisure and other service occupations
- 3,000 less jobs are predicted in the engineering sector
- 9,000 less jobs predicted in administrative and secretarial occupations, which including: civil servants, secretaries, receptionists and local government assistants

Replacement demand



50,000



50,000 job vacancies are expected through the replacement of current staff than hiring staff for new positions in professional occupations which require specialist training or licenses

20,000 job vacancies are expected through the replacement of current staff than hiring staff for new positions in administrative and secretarial occupations

Workforce qualifications



54%



People qualified to Level 4 and above is projected to increase from 41% to 54%

Workers with no GCSEs are expected to reduce to 13%

Definitions

Apprenticeship

An apprenticeship where you gain recognised qualifications whilst working and earning a wage.

Commercial enterprise

A business that engages in buying and selling products to make a profit.

Economically active

People who are either in employment or unemployed.

In employment

People who were in some form of paid work (whether as an employee or self-employed); those on government-supported training and employment programmes; and those doing unpaid family work.

Further education college

Further Education (FE) colleges generally offer both vocational and specialist qualifications.

Higher education institution

An organisation that provides higher level education, typically including degrees.

Hospitality

A diverse range of careers offered by organisations including hotels, restaurants, bars, theme parks and fast food outlets.

Part-time employed

A part-time worker is someone who works fewer hours than a full-time worker. There is no specific number of hours that makes someone full or part-time, but a full-time worker will usually work 35 hours or more a week.

Public sector

Are state-owned institutions, including nationalised industries and services provided by Local Authorities.

Replacement demand

Replacement demands are job openings created by people leaving the labour force either temporarily or permanently.

Russell Group

The Russell Group is a self-selected association of twenty-four leading research universities.

Self employed

Working for yourself or being the owner of a business instead of having an employer.

Sixth Form

The term Sixth Form describes the school years numbered 12 and 13, where students typically study A levels.

Training

A person is considered to be in training if they are on a government supported training programme or job-related training.

Unemployed

Refers to people without a job but are able to start one.

Occupations

Managers directors and senior officials

A significant amount of knowledge and experience is needed as these roles involve a lot of strategic decision making. Example jobs are: senior officials in local government, office managers, directors, officers in armed forces, police officers (inspectors and above).

Professional

Usually require specialist training or obtaining a professional license. Example jobs are: scientists, engineers, doctors, teaching, lawyer, architects, social workers.

Associate professional and technical occupations

Tend to require a high-level of qualification or training. Example jobs are: science and engineering technicians, draughtsman, nurses, therapists.

Administrative and secretarial

Day-to-day activities that are related to financial planning, record keeping & billing, personnel, physical distribution and logistics, within an organisation. Example jobs are: admin officers, civil service and local government assistants, secretaries, receptionists.

Skilled trades

Often involve vocational qualifications. Example jobs are: plumber, electrician, joiner.

Caring, leisure and other services

A good standard of general education which may require some further work-based vocational training. Example jobs are: recreation assistant, healthcare assistant, swim teacher.

Sales and customer service

These jobs involve selling products or services to customers, and will usually require training on sales procedures. Example jobs are: Sales assistants, retail cashiers, call centre agents or operators, Customer care occupations.

Process plant and machine operatives

These roles require employees to operate vehicles and other machinery, to operate and monitor industrial plant and equipment, to assemble products. Example jobs are: production line worker, machine operator, metal worker.

Elementary

Usually require a minimum general level of education, have short periods of work-related training. Example jobs are: cleaner, farming, mining, construction

Qualifications

No NVQ

No formal qualifications held.

Level 1 qualifications

e.g. fewer than 5 GCSEs at grades 1-5 or A*-C, foundation GNVQ, NVQ 1, or equivalent.

Level 2 qualifications

e.g. 5 or more GCSEs at grades 1-5 or A*-C, intermediate GNVQ, NVQ 2, or equivalent.

Level 3 qualifications

e.g. 2 or more A levels, advanced GNVQ, NVQ 3, or equivalent.

Level 4 qualifications

e.g. HND, Degree and Higher Degree level qualifications or equivalent.

Other qualifications

includes foreign qualifications and some professional qualifications. organisations including hotels, restaurants, bars, theme parks, fast food outlets.

Apprenticeships

Intermediate level

For an intermediate apprenticeship you will need to have already achieved some GCSEs, preferably including English and maths. On completion you will have achieved a Level 2 qualification.

Advanced level

For an Advanced Apprenticeship you will need to have at least 5 GCSEs with grades A* to C (4-9 on the new GCSE grading system) with, ideally, English and maths being two of those subjects. On completion these lead to a Level 3 qualification.

Higher and degree level

Higher Apprenticeships are equivalent to the first year or two of university level study and some go all the way to Level 7. There are also Degree Apprenticeships where you can work and study to degree level at the same time.

Industry sectors

Agriculture and fishing

Crop and animal production, hunting, forestry and logging, fishing and aquaculture.

Banking, finance and insurance

Financial services, insurance and pension funding, real estate activities, legal and accounting activities, architecture, scientific research and development, advertising and market research, veterinary activities, rental and leasing activities, travel agencies, security, buildings services and office administration.

Construction

Construction of buildings, civil engineering and specialised construction activities.

Distribution, hotels and restaurants

Wholesale and retail trade, repair of motor vehicles and motorcycles, accommodation and food and beverages services.

Energy and water

Mining of coal and metal ores, extraction of crude petroleum and natural gas, quarrying, electricity, gas, steam and air conditioning supply, water collection, treatment and supply, sewerage, waste collection, treatment and disposal.

Manufacturing

Manufacturing of food products, beverages, tobacco products, textiles, clothes, leather products, wood products, paper, chemicals, refined petroleum products, pharmaceuticals, rubber and plastic, non-metallic mineral products, basic metals, fabricated metals, computer, electronic and optical products, electrical equipment, machinery and equipment, motor vehicles, transport equipment and furniture, and printing and reproduction of recorded media.

Other services

Creative, arts and entertainment, libraries, archives and museums, gambling and betting, sports activities and recreation, activities of membership organisations, repair of computer, household and personal goods and extraterritorial organisations.

Public administration, education and health

Public administration and defence, compulsory social security, education, human health activities, residential care and social work.

Transport and communications

Land transport and transport via pipelines, water and air transport, warehousing, postal and courier activities, publishing, motion picture, video and television production, sound recording, music publishing, programming and broadcasting activities, telecommunications, computer programming and information services.

Comparison data

| | Constituency | West Berkshire | South East | National |
|------------------------------------------------|--------------|----------------|------------|------------|
| Demographic | | | | |
| Economically active | 57,600 | 81,400 | 4,493,700 | 31,458,500 |
| % in employment | 81.7% | 82.2% | 78.0% | 75.1% |
| % unemployed | 2.6% | 2.9% | 3.5% | 4.3% |
| % of 18-24 year olds employed | 63.4% | 68.3% | 64.0% | 61.3% |
| In full-time employment | 40,700 | 57,000 | 3,176,800 | 22,571,900 |
| In part-time employment | 15,200 | 21,500 | 1,150,900 | 7,487,900 |
| Self-employed | 8,100 | 11,100 | 653,300 | 4,241,400 |
| Highest level of resident qualification | | | | |
| Other qualifications | 4.3% | 4.4% | 5.2% | 6.8% |
| No NVQ's | 4.9% | 5.0% | 5.6% | 7.8% |
| Level 1 | 90.9% | 90.6% | 89.2% | 85.4% |
| Level 2 | 79.6% | 79.3% | 78.9% | 74.9% |
| Level 3 | 65.0% | 64.0% | 61.8% | 57.8% |
| Level 4+ | 48.0% | 46.1% | 42.2% | 39.3% |
| Average gross annual earnings | | | | |
| Residents | £32,763 | £32,710 | £32,230 | £29,661 |
| Work place | £37,733 | £35,918 | £30,826 | £29,648 |
| Employment breakdown | | | | |
| Employment by occupation | | | | |
| Managers, directors and senior officials | 10,200 | 12,800 | 554,500 | 3,392,100 |
| Professional occupations | 13,800 | 19,900 | 1,014,000 | 6,490,300 |
| Associate professional & technical occupations | 8,300 | 12,100 | 733,900 | 4,614,600 |
| Administrative and secretarial occupations | 5,700 | 9,800 | 468,600 | 3,159,600 |
| Skilled trades occupations | 6,700 | 9,100 | 430,800 | 3,145,200 |
| Caring, leisure and other service occupations | 4,700 | 6,800 | 391,500 | 2,820,100 |
| Sales and customer service occupations | 3,400 | 4,200 | 330,400 | 2,345,000 |
| Process, plant and machine operatives | 3,200 | 3,500 | 201,100 | 1,985,800 |
| Elementary occupations | 3,100 | 4,800 | 396,400 | 3,261,400 |
| Employment by industry sector | | | | |
| Agriculture and fishing | 900 | 900 | 27,100 | 267,700 |
| Energy and water | 700 | 1,500 | 64,400 | 533,800 |
| Manufacturing | 6,400 | 8,000 | 355,100 | 2,707,200 |
| Construction | 4,000 | 6,000 | 312,700 | 2,160,100 |
| Distribution, hotels and restaurants | 8,100 | 10,400 | 746,100 | 5,485,600 |
| Transport and communications | 7,400 | 10,500 | 460,400 | 2,756,500 |
| Banking, finance and insurance | 10,300 | 15,900 | 807,600 | 5,247,900 |
| Public administration, education and health | 14,100 | 20,300 | 1,285,200 | 9,082,100 |
| Other services | 4,000 | 5,300 | 261,600 | 1,742,000 |
| Student destinations | | | | |
| Key Stage 4 destinations | | | | |
| In education, employment/training | 96% | 96% | 95% | 94% |
| In education | 87% | 87% | 87% | 86% |

| | Constituency | West Berkshire | South East | National |
|--------------------------------------------------|--------------|----------------|------------|----------|
| In an apprenticeship | 4% | 5% | 4% | 5% |
| In employment/training | 5% | 4% | 3% | 3% |
| In FE college or provider | 22% | 24% | 29% | 34% |
| In school sixth form | 62% | 57% | 39% | 39% |
| Key Stage 5 destinations | | | | |
| In education, employment/training | 91% | 91% | 89% | 89% |
| In education | 58% | 60% | 57% | 61% |
| In employment/training | 30% | 27% | 27% | 22% |
| In Higher Education | 47% | 48% | 46% | 50% |
| In a Russell Group Higher Education Institution | 17% | 14% | 12% | 12% |
| In an apprenticeship | 3% | 4% | 5% | 6% |
| Apprenticeships | | | | |
| Total starts | 680 | 970 | 52,550 | 375,760 |
| Under 19 year old starts | 210 | 310 | 14,010 | 106,570 |
| 19-24 year old starts | 180 | 280 | 16,450 | 113,710 |
| 25+ year old starts | 290 | 390 | 22,090 | 155,480 |
| Apprenticeship level | | | | |
| Intermediate level | 280 | 380 | 21,820 | 161,390 |
| Advanced level | 310 | 470 | 23,780 | 166,220 |
| Higher level | 80 | 120 | 6,960 | 48,150 |
| Subject sector area | | | | |
| Agriculture, horticulture and animal care | 20 | 30 | 1,070 | 6,640 |
| Arts, media and publishing | - | - | 130 | 950 |
| Business, administration and law | 200 | 280 | 14,660 | 111,100 |
| Construction, planning and the built environment | 20 | 40 | 3,170 | 22,660 |
| Education and training | 10 | 20 | 650 | 5,610 |
| Engineering and manufacturing technologies | 110 | 170 | 8,900 | 61,400 |
| Health, public services and care | 170 | 240 | 12,440 | 88,320 |
| Information and communication technology | 20 | 40 | 2,810 | 18,480 |
| Leisure, travel and tourism | 20 | 30 | 1,410 | 8,750 |
| Retail and commercial enterprise | 100 | 140 | 7,290 | 51,650 |
| Science and Mathematics | - | - | 10 | 190 |

| | Local Enterprise Partnership | South East | National |
|------------------------------------------------------|------------------------------|------------|----------|
| Employers in Thames Valley Berkshire | | | |
| Employers with vacancies in the past 12months | 59% | | 53% |
| Recruitment methods | | | |
| Relied on word of mouth or personal recommendations | 50% | | 42% |
| Placed adverts on their website to recruit | 33% | | 29% |
| Placed adverts on social media to recruit | 30% | | 24% |
| Used some other form of paid-for recruitment service | 31% | | 24% |
| Used a government recruitment service or scheme | 21% | | 20% |

| | Local Enterprise Partnership | South East | National |
|-------------------------------------------------------------------------------|------------------------------|------------|------------|
| Paid someone to place adverts on their website or social media | 6% | | 5% |
| Used school, college or university job fairs or careers service | 10% | | 10% |
| Candidates having a particular level of achievement of academic qualification | 37% | | 46% |
| Candidates have maths and English GCSE to at least level 2 or GCSE A*-C | 54% | | 56% |
| Employers having work experience placements | 39% | | 38% |
| Employers hiring: | | | |
| 16-18 year olds | 11% | | 12% |
| 19-24 year olds | 27% | | 28% |
| 50+ year olds | 19% | | 15% |
| | | | |
| Future Jobs (2012-2022) | | | |
| Change in amount of jobs | +60,000 | +297,000 | +1,613,000 |
| Change in amount of jobs by occupations | | | |
| Managers, directors and senior officials | | +111,000 | +512,000 |
| Professional occupations | +31,000 | +168,000 | +994,000 |
| Associate professional & technical occupations | | +90,000 | +506,000 |
| Administrative and secretarial occupations | -9,000 | -89,000 | -426,000 |
| Skilled trades occupations | | -43,000 | -256,000 |
| Caring, leisure and other service occupations | +11,000 | +97,000 | +554,000 |
| Sales and customer service occupations | | -13,000 | -48,000 |
| Process, plant and machine operatives | | -17,000 | -173,000 |
| Elementary occupations | | -7,000 | -51,000 |
| Change in amount of jobs by industry sector | | | |
| Agriculture | | -10,000 | -63,000 |
| Mining and quarrying | | -1,000 | -5,000 |
| Food drink and tobacco | | -2,000 | -21,000 |
| Engineering | -3,000 | -14,000 | -38,000 |
| Rest of manufacturing | | -18,000 | -131,000 |
| Electricity and gas | | +2,000 | +14,000 |
| Water and sewerage | | +4,000 | +20,000 |
| Construction | | +39,000 | +260,000 |
| Wholesale and retail trade | | +29,000 | +176,000 |
| Transport and storage | | +22,000 | +93,000 |
| Accommodation and food | | +25,000 | +100,000 |
| Media | | -1,000 | -12,000 |
| Information technology | +26,000 | +69,000 | +250,000 |
| Finance and insurance | | +5,000 | +81,000 |
| Real estate | | +9,000 | +57,000 |
| Professional services | +13,000 | +65,000 | +309,000 |
| Support services | +5,000 | +36,000 | +186,000 |
| Public admin. and defence | | -8,000 | -91,000 |

| | Local Enterprise Partnership | South East | National |
|---------------------------------------------------------------|------------------------------|------------|-----------|
| Education | | -3,000 | -26,000 |
| Health and social work | | +31,000 | +344,000 |
| Arts and entertainment | | +10,000 | +48,000 |
| Other services | | +8,000 | +61,000 |
| Replacement demand by occupations | | | |
| Managers, directors and senior officials | | 229,000 | 1,204,000 |
| Professional occupations | 50,000 | 370,000 | 2,157,000 |
| Associate professional & technical occupations | | 231,000 | 1,339,000 |
| Administrative and secretarial occupations | 20,000 | 227,000 | 1,354,000 |
| Skilled trades occupations | | 157,000 | 985,000 |
| Caring, leisure and other service occupations | | 191,000 | 1,129,000 |
| Sales and customer service occupations | | 122,000 | 804,000 |
| Process, plant and machine operatives | | 86,000 | 618,000 |
| Elementary occupations | | 182,000 | 1,030,000 |
| Replacement demand by industry sector | | | |
| Agriculture | | 21,000 | 125,000 |
| Mining and quarrying | | 2,000 | 11,000 |
| Food drink and tobacco | | 12,000 | 119,000 |
| Engineering | | 22,000 | 118,000 |
| Rest of manufacturing | | 66,000 | 502,000 |
| Electricity and gas | | 5,000 | 31,000 |
| Water and sewerage | | 11,000 | 65,000 |
| Construction | | 98,000 | 609,000 |
| Wholesale and retail trade | | 277,000 | 1,599,000 |
| Transport and storage | | 85,000 | 541,000 |
| Accommodation and food | | 140,000 | 733,000 |
| Media | | 14,000 | 120,000 |
| Information technology | | 81,000 | 328,000 |
| Finance and insurance | | 50,000 | 388,000 |
| Real estate | | 32,000 | 185,000 |
| Professional services | | 175,000 | 900,000 |
| Support services | | 142,000 | 889,000 |
| Public admin. and defence | | 51,000 | 390,000 |
| Education | | 173,000 | 971,000 |
| Health and social work | | 223,000 | 1,386,000 |
| Arts and entertainment | | 57,000 | 309,000 |
| Other services | | 56,000 | 301,000 |
| Workforce projected to be qualified to level 4+ | 54% | 51.3% | 51.4% |
| Workforce projected to have qualifications lower than Level 2 | 12% | 12.6% | 13.0% |

workwiltshire

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