

## Notice of Meeting

### Education, Skills and Growth Overview and Scrutiny Panel

Councillor Mrs Birch (Chairman),  
Councillor Brossard (Vice-Chairman),  
Councillors Ms Gaw, Gbadebo, Mrs Hamilton, Ms Hayes, Ms Merry,  
Skinner and Temperton



### Agenda

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6.	<b>Local Labour market information 2019, Careers in Berkshire</b>	15 - 32
7.	<b>Links to apprenticeship web sites</b>	
	Links to apprenticeship vacancy websites:  Berkshire Opportunities <a href="https://www.berkshireopportunities.co.uk/">https://www.berkshireopportunities.co.uk/</a>  Bracknell and Wokingham College / Activate Apprenticeships <a href="https://activateapprenticeships.co.uk/">https://activateapprenticeships.co.uk/</a>  QA Training <a href="https://www.qa.com/learners/become-an-apprentice/">https://www.qa.com/learners/become-an-apprentice/</a>  Business Growth Hub - Thames Valley Berkshire (Apprenticeship week events) <a href="https://www.berkshirebusinesshub.co.uk/news/national-apprenticeship-week-2019">https://www.berkshirebusinesshub.co.uk/news/national-apprenticeship-week-2019</a>  Information on the Government's 'Kickstart' Scheme: <a href="https://www.gov.uk/government/collections/kickstart-scheme">https://www.gov.uk/government/collections/kickstart-scheme</a>  Government information website on Apprenticeships: <a href="https://www.apprenticeships.gov.uk/">https://www.apprenticeships.gov.uk/</a>	
8.	<b>Recent news articles on apprenticeships</b>	

### **EMERGENCY EVACUATION INSTRUCTIONS**

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	<p>Apprentice redundancy numbers rise: 'I was devastated', BBC News, 19 November 2020,  <a href="https://www.bbc.co.uk/news/business-54990050">https://www.bbc.co.uk/news/business-54990050</a>.</p> <p>The Good, the bad and the ugly of hairdressing apprenticeships,  <a href="https://myhairdressers.com/blog/the-good-the-bad-and-the-ugly-of-hairdressing-apprenticeships/">https://myhairdressers.com/blog/the-good-the-bad-and-the-ugly-of-hairdressing-apprenticeships/</a></p> <p>'I love being hands on': why engineering apprenticeships are an 'under rated' route for women', The Guardian  <a href="https://www.theguardian.com/careers/2020/jul/24/i-love-being-hands-on-why-engineering-apprenticeships-are-an-under-rated-route-for-women#">https://www.theguardian.com/careers/2020/jul/24/i-love-being-hands-on-why-engineering-apprenticeships-are-an-under-rated-route-for-women#</a></p> <p>"Modern apprenticeships: How parents can support their children"  <a href="https://www.theguardian.com/global/2020/feb/04/modern-apprenticeships-how-parents-can-support-their-children">https://www.theguardian.com/global/2020/feb/04/modern-apprenticeships-how-parents-can-support-their-children</a></p>	
9.	<p><b>Links to local authority apprenticeship web sites</b></p>	
	<p>Please find below links to other local authority pages on Apprenticeships:</p> <p>Southwark Council  <a href="https://www.southwark.gov.uk/jobs-and-careers/apprenticeships">https://www.southwark.gov.uk/jobs-and-careers/apprenticeships</a></p> <p>Apprenticeship stories:  <a href="https://www.southwark.gov.uk/jobs-and-careers/apprenticeships/become-an-apprentice?chapter=5">https://www.southwark.gov.uk/jobs-and-careers/apprenticeships/become-an-apprentice?chapter=5</a></p> <p>London Councils – Apprenticeships awards  <a href="https://www.londoncouncils.gov.uk/london-borough-apprenticeship-awards-2019">https://www.londoncouncils.gov.uk/london-borough-apprenticeship-awards-2019</a></p>	

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## Apprenticeships Review Education, Skills and Growth Overview & Scrutiny Panel

### Reason for review

In January 2020 Government data showed the number of people starting an apprenticeship in England fell to 125,800 between August and October, down 4.7% from 132,000 in the same quarter a year earlier. That number was up by 15.4% year-on-year.<sup>1</sup> One reason for this appears to be the Apprenticeship Levy, introduced in 2017, which requires businesses with annual payrolls of over £3m to pay 0.5% of their wage bill into a pot each month. Last year a total of £96m of unused funds expired in July and August 2019 due to the complexities of this system.

Bracknell Forest Council employs several apprentices and promotes apprenticeships across the borough but apprenticeship participation in Berkshire is lower than the national average. Only 6% of workplaces in Berkshire have an apprentice, compared to 12% nationally.<sup>2</sup> Also, in July 2020 the Government announced a range of new incentives for companies to hire apprentices as part of its response to the Covid-19 pandemic which include additional funding and a six month 'Kickstart' program.

### Objectives/scope

The review is looking to identify how to:

- increase in the number of young people taking up apprenticeships in the borough
- increase in the range of apprenticeships in the borough
- reduce the barriers locally which prevent young people taking up apprenticeships with focus on the impact of Coronavirus.
- Identify and assess barriers to local businesses employing apprentices and reduce those barriers.

The review will do this by:

- Undertaking a desk top analysis of apprenticeship opportunities in the borough for young people aged 16+.
- Benchmarking against comparator authorities.
- Consulting young people about what apprenticeship opportunities they would like in the borough and, specifically, apprentices from a disadvantaged background. Survey
- Reviewing current barriers/incentives.
- Analysing the uptake of 'Degree' apprenticeships for current employees versus new apprenticeships.
- Reviewing uptake of the 'Kickstart' program in the borough and considering options for

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<sup>1</sup>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/861944/Apprenticeships-and-traineeships-commentary.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/861944/Apprenticeships-and-traineeships-commentary.pdf)

<sup>2</sup> in Berkshire, October 2017:

<http://www.thamesvalleyberkshire.co.uk/getfile/Public%20Documents/Data/Skills%20Education%20and%20Employment/Apprenticeships%20in%20Berkshire%202017%20-%20Final.pdf?inline-view=true>

<p>how this might be promoted to increase take up further.</p> <p>At the conclusion of this work the Panel will produce a report highlighting its findings and propose recommendations to the Executive about how the Council, its partners and private companies in the borough can increase the number and diversity of apprenticeships in the borough.</p>	
<p><b>Delivery methods:</b> Challenge sessions; interviewing young people and providers of apprenticeships; desktop analysis of local and national apprenticeship data.</p>	
<p><b>Council theme:</b> Education and Skills</p>	<p><b>Council team:</b> Education and Learning</p>
<p><b>Review due:</b> January 2021</p>	<p><b>Proposed by:</b> Cllr Mrs Birch, Chair Education, Skills and Growth Panel</p>
<p><b>Equalities Impact Assessment</b></p> <p>The Social Mobility Commission published a report in June 2020 <sup>3</sup> which noted disadvantage gaps existed at “every stage” of the apprenticeship journey, from initial selection of candidates by employers to the quality of training available. Their analysis found there was a 36% decline in starts by learners from disadvantaged backgrounds between 2015/16 and 2017/18 – the year the levy was introduced – in comparison to a 23 per cent decline for more privileged apprentices. At the same time only 13% of degree-level apprenticeships – the “fastest growing and most expensive apprenticeship option” – were taken by disadvantaged apprentices. During this review the Panel will ensure they consult specifically with apprentices from a disadvantaged background.</p>	
<p><b>Financial and legal implications</b></p> <p>There are potentially legal and financial implications of any recommendations arising from this review which will be fully addressed in the review report.</p>	
<p><b>Climate Change implications</b></p> <p>Offering apprenticeships to school leavers who would like to train in fields which support climate change e.g. growth of renewable energy, would not only support young people into gainful employment but also ensure skills meet new industry needs and could benefit the borough in terms of meeting its climate change targets. Potential opportunities and recommendations between apprenticeships and climate change will be fed into the O&amp;S Commission’s work on climate change.</p>	

<sup>3</sup> <https://www.gov.uk/government/news/apprenticeships-and-social-mobility>

## Apprenticeship Review: Witness days and Evidence Pack

### Objectives/scope

The review is looking to identify how to:

1. increase in the number of young people taking up apprenticeships in the borough
2. increase in the range of apprenticeships in the borough
3. reduce the barriers locally which prevent young people taking up apprenticeships with focus on the impact of Coronavirus.
4. Identify and assess barriers to local businesses employing apprentices and reduce those barriers.

### Witnesses & survey questions

Objective number	Aim	Witness	Key questions	Attendance date/ Time
3, 4	<ul style="list-style-type: none"> <li>• To determine what their experience is of employing apprenticeships – what has been good and what has been more challenging.</li> <li>• To understand how Coronavirus affected employment of apprentices and the reasons.</li> <li>• To understand what the current and future barriers are to employing apprentices.</li> <li>• To understand whether businesses are taking advantage of the government 'Kick start' scheme</li> </ul>	<p><b>Large Bracknell Business; TBC</b></p> <p><i>Plus survey will the same questions be used?</i></p>	<ol style="list-style-type: none"> <li>1. What are the best things about employing apprentices for your business?</li> <li>2. What has been challenging or created a barrier to employing more apprenticeships?</li> <li>3. What would encourage you to employ more apprentices?</li> <li>4. Do you foresee any problems occurring in the future which may affect you employing apprentices?</li> <li>5. How do we encourage more businesses to create apprenticeship opportunities?</li> <li>6. Are you looking to use the Kick start scheme to employ apprentices and what are the reasons for that decision?</li> <li>7. How have you managed to support any apprentices you have through Covid 19, particularly if you needed to furlough them?</li> </ol>	

3

1, 2	<ul style="list-style-type: none"> <li>To understand how much interest there is for apprenticeships for young people</li> <li>To understand what reasons young people have for undertaking apprenticeships and what</li> <li>To understand what types of apprenticeships are most popular and most sought after</li> <li>To understand the impact of Coronavirus on apprenticeship vacancies</li> </ul>	<b>Bracknell and Wokingham College Apprenticeship Co-ordinator</b>	<ol style="list-style-type: none"> <li>How much interest do you get for apprenticeships? Are you oversubscribed/undersubscribed?</li> <li>What are young people's concerns about taking up apprenticeships?</li> <li>How do you get new businesses interested in taking on apprenticeships?</li> <li>Which are your most popular apprenticeship schemes? Do you have enough vacancies to fill demand?</li> <li>How has Coronavirus affected vacancies and interest in apprenticeships?</li> <li>How do you advertise apprenticeships?</li> <li>Are there apprenticeships you would like to offer and how do you think that can be facilitated?</li> </ol>	
1,2	<ul style="list-style-type: none"> <li>To understand the reasons for undertaking an apprenticeship from the perspective of an apprentice</li> <li>To understand what made an apprenticeship an attractive career prospect</li> <li>To understand what the barriers were from undertaking an apprenticeship.</li> </ul>	<b>BFC Apprentice and survey on social media</b>  <i>Plus survey will the same questions be used?</i>	<ol style="list-style-type: none"> <li>Why were you interested in doing an apprenticeship?</li> <li>How did you learn about apprenticeship opportunities?</li> <li>What would have influenced you to undertake an apprenticeship?</li> <li>Were there any challenges to you taking up an apprenticeship opportunity, and if yes, what were they?</li> </ol>	<b>26/11/20 – 16.00pm</b>
3, 4	<ul style="list-style-type: none"> <li>To determine what their experience is of employing apprenticeships – what has been good and what has been more challenging.</li> <li>To understand how Coronavirus affected</li> </ul>	<b>Small Bracknell businesses TBC</b>  <i>Plus survey will the same questions be used?</i>	<ol style="list-style-type: none"> <li>What are the best things about employing apprentices for your business?</li> <li>What has been challenging or created a barrier to employing more apprenticeships?</li> <li>What would encourage you to employ more apprentices?</li> <li>Do you foresee any problems occurring in</li> </ol>	

	<p>employment of apprentices in small businesses and the reasons.</p> <ul style="list-style-type: none"> <li>To understand what the current and future barriers are to employing apprentices.</li> <li>To understand whether businesses are taking advantage of the government 'Kick start' scheme</li> </ul>		<p>the future which may affect where you employ apprentices?</p> <ol style="list-style-type: none"> <li>How do we encourage more businesses to create apprenticeship opportunities?</li> <li>Are you looking to use the kick start scheme to employ apprentices and what are the reasons?</li> <li>How have you managed to support any apprentices you have through Covid 19, particularly if you needed to furlough them?</li> </ol>	
1, 3	<ul style="list-style-type: none"> <li>To understand what Bracknell Forest Council is currently doing to promote apprenticeships</li> <li>To understand what encourages young people to undertake apprenticeships.</li> </ul>	<b>Kashif Nawaz,</b> Head of Children's services	<ol style="list-style-type: none"> <li>What does the council currently do to promote apprenticeships?</li> <li>What impact has coronavirus had on apprenticeships?</li> <li>What good practise can you share about what the council is doing to promote apprenticeships?</li> <li>How do you think the council can reduce the barriers to taking up apprenticeships?</li> </ol>	<b>26/11/20 – 3pm</b>
1,3	<ul style="list-style-type: none"> <li>To understand how young people are accessing information on Apprenticeships</li> <li>To understand the barriers facing young people taking up these opportunities.</li> </ul>	<b>Head Teachers/Career advisors</b> ( <i>email response</i> ) Who would be interested in giving us feedback by email or phone?	<ol style="list-style-type: none"> <li>How do schools currently advertise and promote apprenticeships to young people?</li> <li>What are young people's concerns about taking up apprenticeships?</li> <li>What barriers are there to young people taking up apprenticeships?</li> <li>Do you have any suggestions about how we can overcome these barriers?</li> </ol>	
1, 2	<ul style="list-style-type: none"> <li>To understand how much interest there is for apprenticeships for young people</li> </ul>	<b>Kashif Nawaz,</b> Head of Children's services to	<ol style="list-style-type: none"> <li>How much interest do you get for apprenticeships? Are you oversubscribed/undersubscribed?</li> <li>What are young people's concerns about</li> </ol>	<b>26/11/20 – 3pm</b>

	<ul style="list-style-type: none"> <li>• To understand what reasons young people have for undertaking apprenticeships and what</li> <li>• To understand what types of apprenticeships are most popular and most sought after</li> <li>• To understand the impact of Coronavirus on apprenticeship vacancies</li> </ul>	<p>provide evidence for <b>Elevate</b>, Bracknell Forest</p>	<p>taking up apprenticeships?</p> <ol style="list-style-type: none"> <li>3. How do you get new businesses interested in taking on apprenticeships?</li> <li>4. Which are your most popular apprenticeship schemes? Do you have enough vacancies to fill demand?</li> <li>5. How has Coronavirus affected vacancies and interest in apprenticeships?</li> <li>6. How do you advertise apprenticeships?</li> </ol>	
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# Agenda Item 3

## Schedule Education, Skills and Growth Panel Review into Apprenticeships

### Apprenticeship review: Survey and witness question planning

**Monday 23 November 2020 – 14.00 – 15.30pm**

Teams meeting

**Agenda:**

- Apologies
- Declarations of interest
- Witness questions
- Survey questions

*This meeting of the panel will be to agree the witness questions and agree the survey questions which we will be sending out to businesses and young people. Please keep in mind the scope so we make sure we are getting the information we need.*

### Apprenticeship review: Survey and witness question planning

**Thursday 23 November 2020 – 14.00 – 17.00**

Teams meeting

**Agenda:**

**15.00 – 15.45pm**

***Kashif Nawaz, Head of Children's Services***

*Kashif will answer questions around the council's approach to Apprenticeships and the Elevate Scheme*

**16.00 – 16.30pm**

**Bracknell Forest Apprentice**

The apprentice will speak about his experiences as an apprentice and what attracted him to the role as well as talk about challenges, he has had to overcome

*Please note: Bracknell and Wokingham College are interested in speaking to the Council about Apprenticeships however we need to confirm their availability so will need to be scheduled for another date.*

### Apprenticeship review: Survey and witness question planning

**Monday 2 December 2020 – 18.00pm**

Teams meeting

**Agenda: TBC**

*For further information contact Emma Young, Governance and Scrutiny Team*

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# Apprenticeship Review – Evidence pack source

## BFC Apprenticeship data and analysis of vacancies

Scope Focus: “increase in the range of apprenticeships in the borough”

### Source: Bracknell Forest Council

Below are the statistics reported to the Department of Education and relate to apprenticeships undertaken in Bracknell.

*\*\*please note the 2020 data is only complete up until October 2020 and therefore does not represent the entire year.*

*\*Due to this information being the public domain, where there are less than 5 individuals that has been stated so that they cannot be identified.*

	2017	2018	2019	2020**
Total number in Apprenticeships	23	28	45	28
Advanced apprenticeships	6	0	>5	0
Intermediate apprenticeships	17	28	42	28
Female	8	7	13	7
Male	15	21	32	21
SEND	>5	>5	0	>5

Agriculture, forest and fisheries	0	0	>5	0
Catering	>5	0	>5	0
Childcare	0	0	5	0
Clerical / Secretarial	0	>5	>5	>5
Electronic	0	>5	>5	>5
Hairdressing	>5	>5	5	>5
Labouring/unskilled industrial	>5	0	0	0
Other Elementary Occupation	>5	>5	>5	>5
Other Personal services occupation	0	>5	12	>5
Other Skilled Trade	>5	0	0	0
Protective Services	>5	>5	0	>5

#### Total

>5

>5

5

6

>5

9

>5

13

18

>5

5

6

Sales	>5	>5	0	>5	<u>&gt;5</u>
Skilled Construction	>5	>5	5	>5	<u>15</u>
Skilled Engineering	0	0	>5	0	<u>&gt;5</u>
Unknown Occupation	12	9	6	9	<u>36</u>
Vehicle					
	>5	>5	>5	>5	<u>&gt;5</u>

The below analysis was provided by Kashif, Head of Children's services.

#### **Berkshire Opportunities, 28 October 2020**

Labour Market Information contends that the apprenticeship priority sectors for recruitment in Berkshire are in Business and Finance, Digital Technology, Health and Care, and Life Sciences.

Berkshire Opportunities are advertising 110 apprenticeships across Berkshire:

	<b>Bracknell</b>	<b>Maidenhead</b>	<b>Reading</b>	<b>Slough</b>	<b>West Berkshire</b>	<b>Wokingham</b>	<b>Berkshire wide</b>	<b>Total</b>
Intermediate	2	8	27	7	9	4	2	<b>59</b>
Advanced	1	9	17	10	5	2	0	<b>44</b>
Higher	0	0	0	0	1	0	4	<b>5</b>
Degree	1	0	0	1	0	0	0	<b>2</b>

#### **Find an Apprenticeship, 28 October, 2020**

This government service is advertising fourteen apprenticeships within a five-mile radius.

Barber / Hairdresser – 4 (4 x Advanced)  
 Business Administration – 1 (Advanced)  
 Care Worker – 1 (Intermediate)  
 Childcare Early Years – 4 (4 x Intermediate)  
 IT Help Desk – 1 (Advanced)

Motor Vehicle Technician – 2 (2 x Advanced)  
Sale / Insight Manager – 1 (Degree)

The figure of fourteen apprenticeships available, within a five-mile radius, is vastly below the total one would usually expect to see. Anecdotally, in normal times, [Kashif] would expect the number of available apprenticeships to be around 140 (+/- 20).

**Key topics to consider:**

- What do you think of the range of opportunities currently being undertaken?
- Is the range representative of Bracknell Businesses?
- Are you surprised by the data? Why?

*Some notes regarding the data:*

- Hairdressing is one of the top category apprenticeships
- There are over double the number of males taking up apprenticeships than women
- The lowest categories of apprenticeships appear to be in construction, labouring and vehicles
- Advanced apprenticeships are equivalent to A-levels (level 2)
- Intermediate apprenticeships are equivalent to GCSEs (level 3)
- Higher apprenticeships are equivalent to a Foundation degree or year 1 of university.

For further information on the Apprenticeship Review, contact Emma Young, Governance and Scrutiny

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## Apprenticeship Review – Evidence pack source Gaia Innovation

<https://gaiainnovation.com/overcoming-barriers-accessing-apprenticeships/>

<b>Scope Focus:</b>	“Reduce the barriers locally which prevent young people taking up apprenticeships with focus on the impact of Coronavirus.”
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### Source: Gaia Innovation

Gaia Innovation Ltd is a non-profit Social Enterprise founded by Julia Muir to facilitate positive interactions between students and employers in order to inspire young people to equip themselves with higher-level skills, and to connect employers and universities to diverse talent pools.

We are funded by sponsors, employers and universities, and therefore our services are always free of charge to schools and students.

### Key topics to consider:

- Do you agree with the reasons given?
- Is this a reflection of the situation in Bracknell?
- Are there any solutions to the issues presented that would apply to the Bracknell area?

For further information on the Apprenticeship Review, contact Emma Young, Governance and Scrutiny

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# Careers in Berkshire:

## Local labour market information

2019



# The Thames Valley Berkshire area



This pack provides information on career opportunities in the Thames Valley Berkshire area.

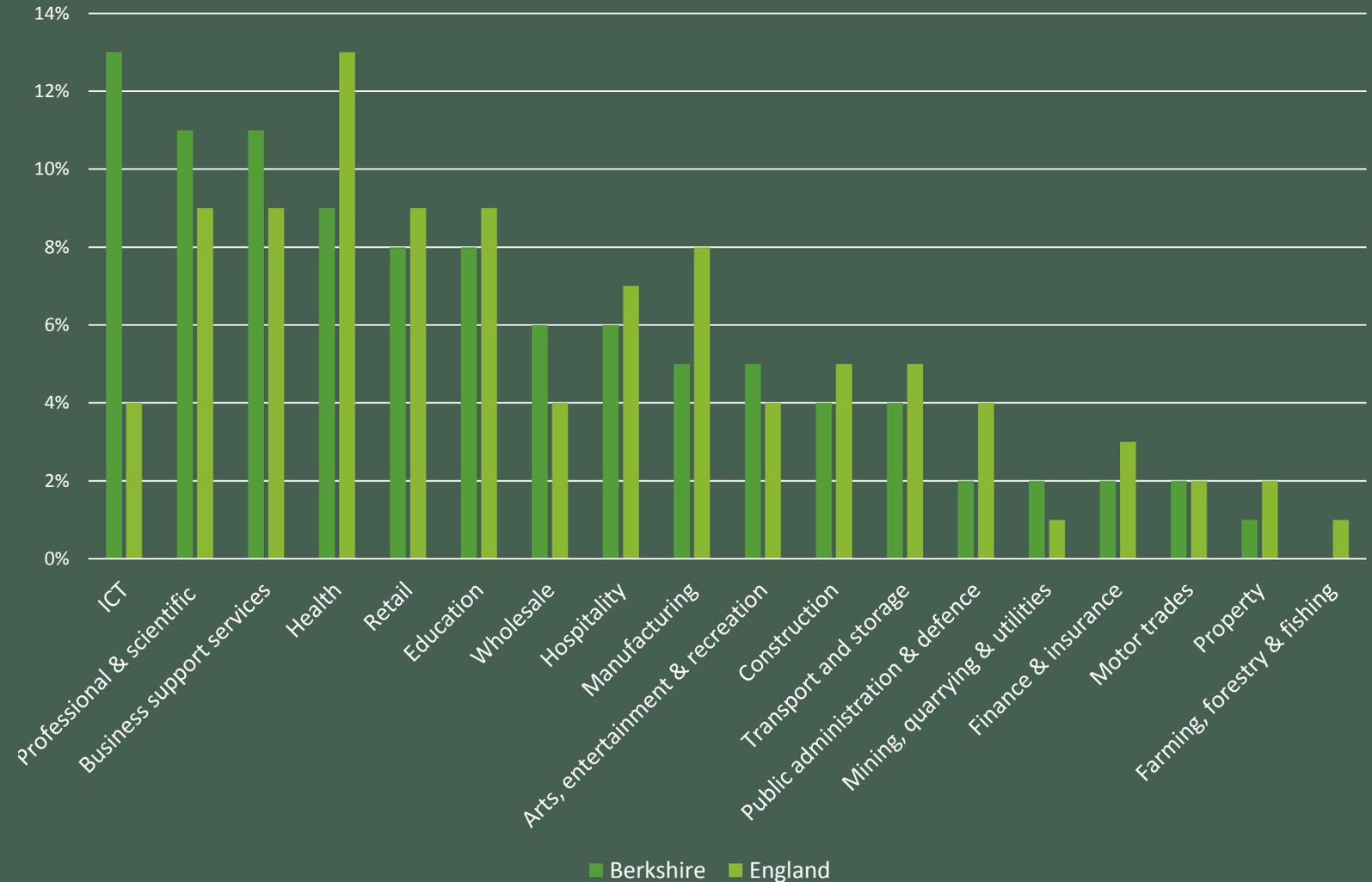
Thames Valley Berkshire stretches from Hungerford in the West, to Slough in the East.

## Key facts

There are many more jobs in the ICT / digital technology sector in Berkshire than elsewhere in England (13% of all jobs in Berkshire are in this sector).

Those working in this sector mainly work in IT, sales, marketing and project management roles.

## The local labour market - % jobs by sector



# Leading Berkshire employers

## Key facts

There are a large number of 'big name' employers in Berkshire.

There are more international companies in Berkshire than elsewhere in the UK (outside of London).

Many jobs with these companies provide the opportunity for overseas travel.



*Berkshire's largest employers and those featured on the Sunday Times' Best Companies to Work For 2019 list*

# The importance of Science, Engineering, Maths and Technology (STEM)

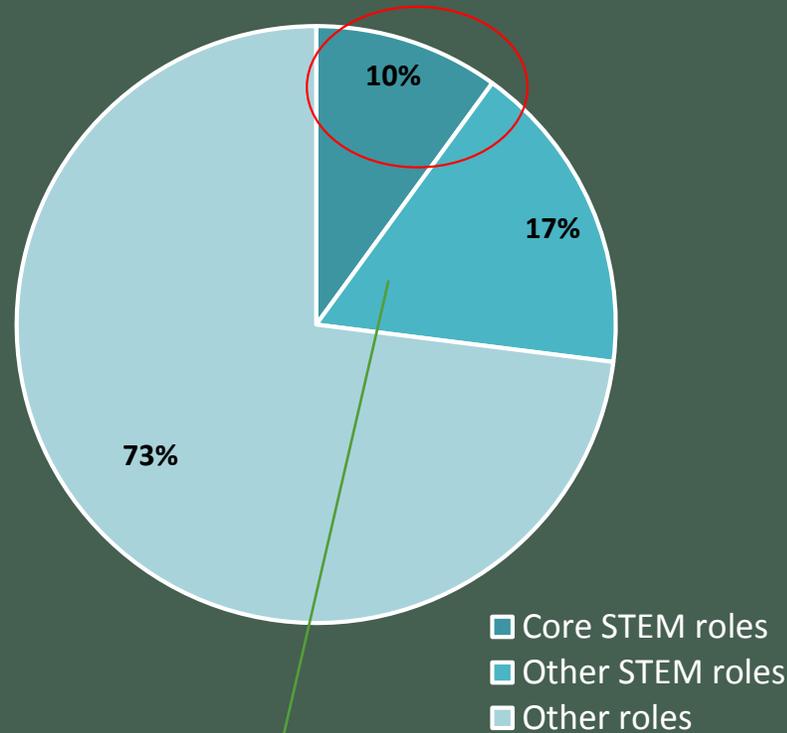
## Key fact

27% of all jobs in Berkshire are classified as STEM jobs, compared to 22% across England as a whole.

19  
10% are classified as 'core' STEM jobs. STEM skills are at the core of these roles.

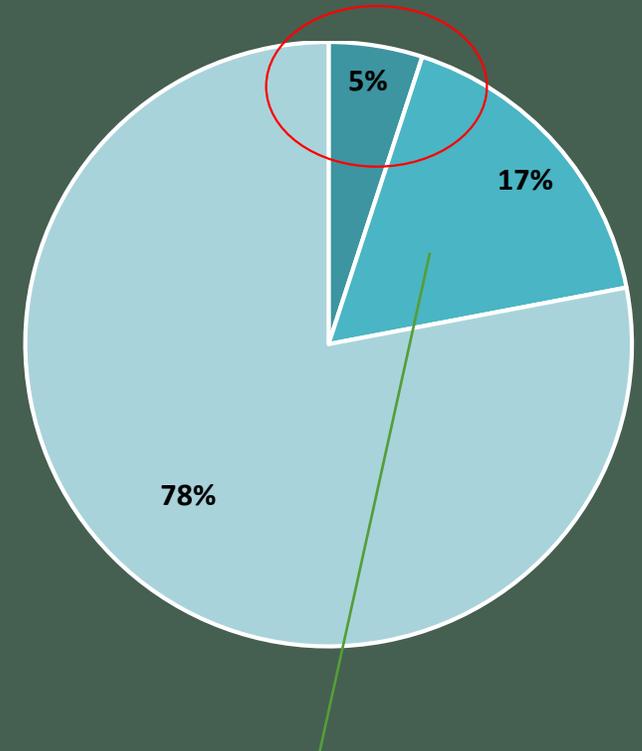
17% of jobs in Berkshire contain a relatively high STEM element.

STEM jobs in Berkshire



27% of jobs are STEM jobs

STEM jobs in England



22% of jobs are STEM jobs

# Interested in working for a large global company or a small start-up business? The private, public or voluntary sector? Or working for yourself?

## Key facts

63% of jobs in Berkshire are in small or medium-sized companies.



13% of people working in Berkshire are self-employed.

Most young people who are self-employed work in construction, hairdressing and arts / literary occupations.

81% of Berkshire residents work in the private sector and 19% in the public sector (including the NHS, schools, local government and emergency services).

## Jobs in highest demand in Berkshire – 2018\*

### Key fact

IT and sales roles are in high demand by employers in Berkshire.

1 in 9 jobs in Berkshire are IT specialist roles.

This is 2.5 times the national average.

1. Software developer/engineer
2. Account manager
3. Office/administrative assistant
4. Project manager
5. Customer service representative
6. Registered General Nurse (RGN)
7. Sales manager
8. Chef
9. Computer support specialist
10. Recruiter

\*Measured by the number of vacancies being advertised



## Are there many jobs locally in...?

### Key fact

The number of local job opportunities in different sectors / occupations varies considerably.

In IT, whilst there are lots of jobs, the skills required are very specific and therefore employers can struggle to fill roles.

Occupation	Number of jobs in Berkshire	Level of competition for jobs?	Examples of employers
IT / Software development	55,700	Low – lots of jobs	Vodafone, Microsoft, NHS, O2, SSE, Oracle, Avanti, Verizon, Open Text Corporation, HP, Thales
Warehousing / distribution	20,800	Low – lots of jobs	Tesco, Waitrose, Kuehne & Nagel, Brakes Group
Construction	16,100	Low – lots of jobs	Costain, Wood Plc, Balfour Beatty
Social care	12,000	Low – lots of jobs	Local authorities, Voyage Care, Sunrise Senior Living
Accountancy	7,300	Medium	Deloitte, EY, PWC, KPMG, Grant Thornton
Engineering	7,100	Low – lack of applicants	Wood Plc, Jacobs, Xtrac, Honeywell
Sports and leisure	6,100	Medium	Reading Football Club, Nirvana Spa and Leisure, John Nike Leisuresports Ltd
Catering (chefs)	4,300	Low – lack of applicants	Fullers, Compass Group, Hilton, Whitbread
Law	3,000	Medium	Pitmans, Blandy & Blandy, Osborne Clarke
Beauty	1,100	Medium	Sally Beauty, Aura Spa, Indigo Rye
Veterinary	650	High	Falkland Veterinary Clinic, Moor Cottage Veterinary Hospital
Psychologists	600	High	NHS, schools and colleges, police service
Computer game developer	Very few	High	Try Surrey or London

# Jobs local employers find difficult to fill

## Key fact

Job positions that employers in Berkshire find most difficult to fill include: engineers; social workers; chefs; waiting and bar staff; software developers; lorry drivers; health workers; teachers and Apprentices.

*We are experiencing shortages of Application Developers (Software Engineers) and Project Managers. STEM skills in general are lacking*

**Small tech company**

*"We continually suffer from a shortage of individuals with a STEM background"*

**Engineering company**

*"Currently there is a major skills shortage across all organisations tasked with delivering development and infrastructure"*

**Engineering company**

*There are particular difficulties recruiting children's social workers, teachers and engineers with the required professional qualifications*

**Local Authority in Berkshire**

## Key facts

Salaries in Berkshire are the highest in the country (outside of London).

Whilst starting salaries can be low in sectors such as hospitality, retail and warehousing, it is possible to rise up the ranks quickly.

## Some high paying jobs in Berkshire that you may not be aware of...

*Purchasing Managers*  
*Human Resource Managers*  
*Quantity Surveyors*  
*Financial And Accounting Technicians*  
**IT Architects And Systems Designers**  
*Garage Managers And Owners* *Programmers And Software Developers*  
*Business Analysts* *Mechanical Engineers*  
*Civil Engineers* *Advertising Account Managers*  
**Taxation Experts** *Health Service Managers*  
*Transport And Distribution Managers*

*Many of these require STEM skills...*



# The main general skills Berkshire employers are looking for

## Key fact

By far the main general skill that employers in Berkshire (and in the rest of the country) are looking for is good communication skills.

26 What activities could you undertake to improve yours?





## Key facts

The world of work is changing. As we enter the Fourth Industrial Revolution, developments in fields such as robotics, AI, nanotechnology and autonomous vehicles, look set to change the way we live and work.

Across all sectors of the economy, different skills will be needed. Some roles will disappear and many more will evolve.

## Looking to the future, according to the World Economic Forum, the 10 skills you need to have a successful career in 2020 are:

- Complex problem solving
- Critical thinking
- Creativity
- People management
- Coordinating with others
- Emotional intelligence
- Judgement and decision making
- Service orientation
- Negotiation
- Cognitive flexibility

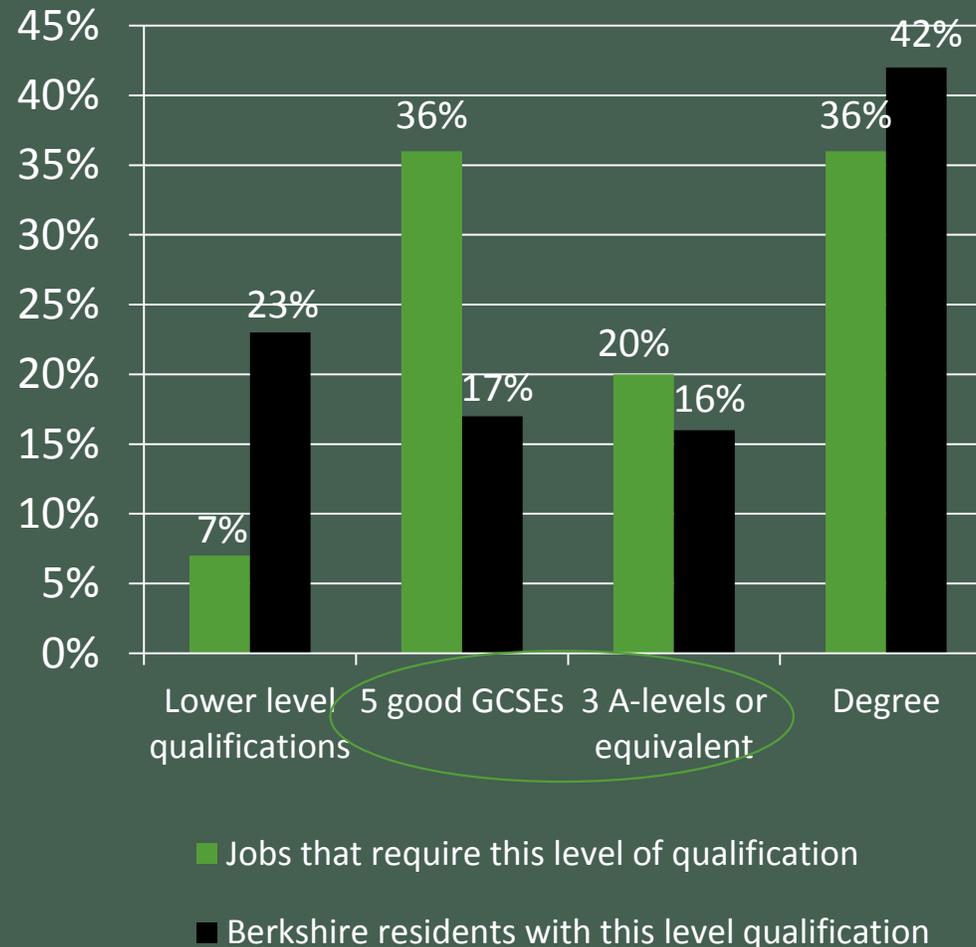


## Key facts

Over a half (56%) of all jobs in Berkshire require mid-level qualifications but only a third (33%) of residents have their highest level of qualification at this level.

36% of jobs in Berkshire require a degree.

## Level of qualification needed for jobs in Berkshire



Jobs that require mid-level qualifications include:

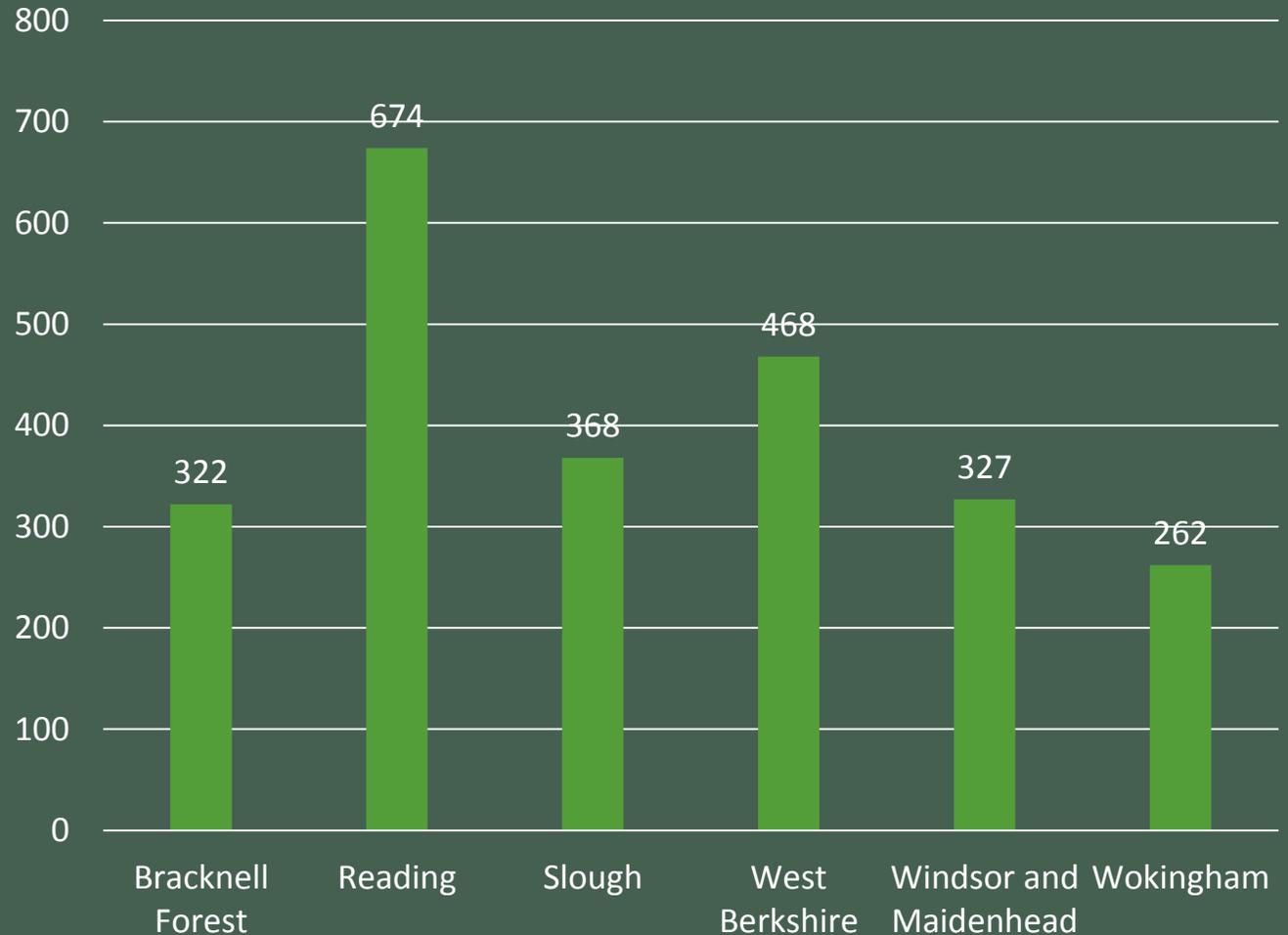
- Hotel & catering managers
- Chefs
- Teaching assistants
- Office managers
- Electricians
- IT support technicians
- Social care roles
- Health care roles
- Lorry drivers
- Estate agents
- Business sales executives
- Retail workers

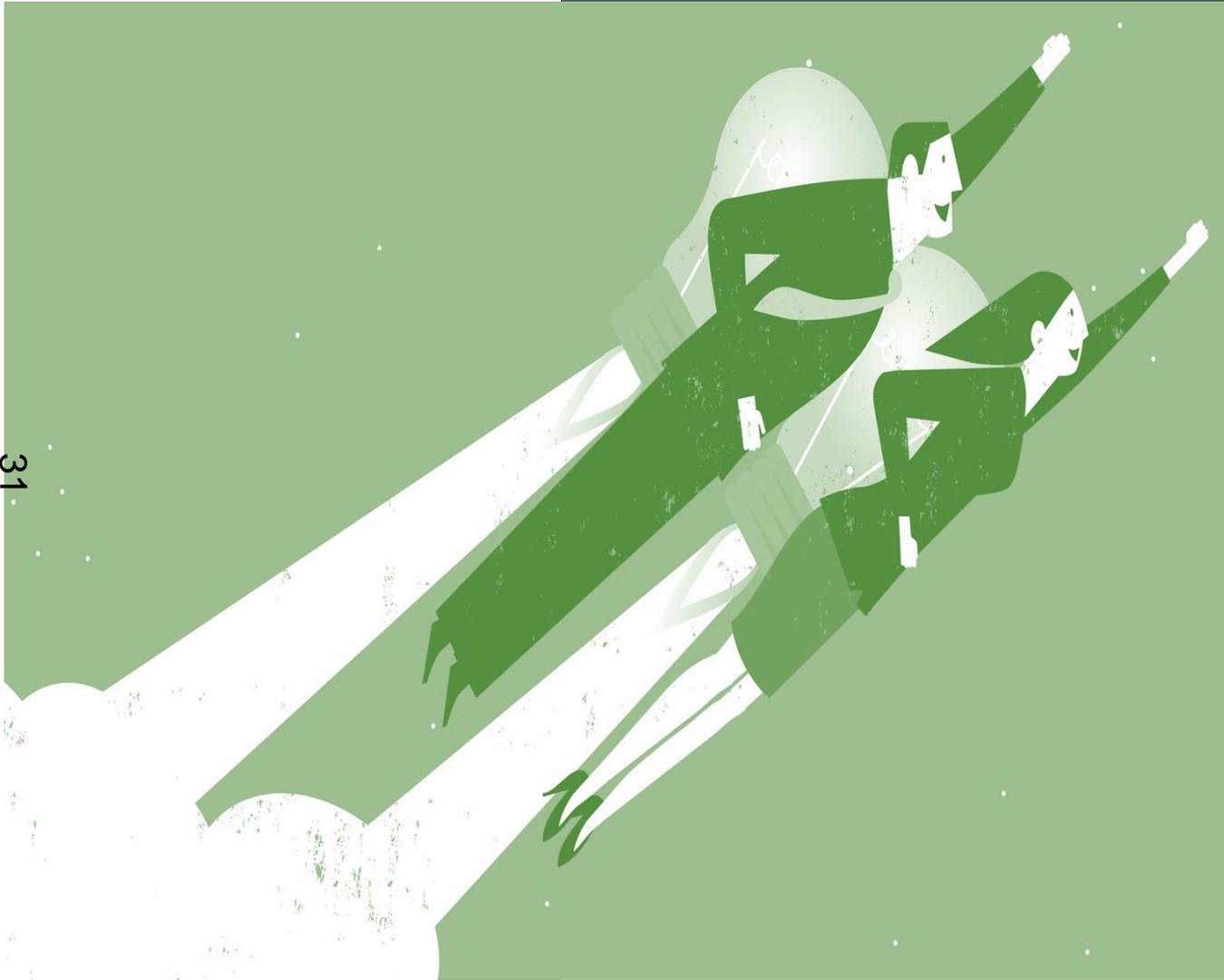
## Key facts

Nearly 2,500 Berkshire employers offer Apprenticeships.

Advanced Apprenticeships are more popular in Berkshire than nationally.

## Number of Berkshire employers offering Apprenticeships by area





## Useful resources:

National Careers Service -

<https://nationalcareersservice.direct.gov.uk/Pages/Home.aspx>

Amazing Apprenticeships -

<http://www.amazingapprenticeships.com/apprenticeship-pack/>

The Careers and Enterprise Company -

<https://www.careersandenterprise.co.uk/>

Thames Valley Berkshire Local Enterprise Partnership Skills Priority Statement –

<http://www.thamesvalleyberkshire.co.uk/skills-and-employment>

For queries about this slide pack please the Research Team at Thames Valley Berkshire Local Enterprise Partnership:

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