

## **Labour Market Information (LMI) and Job Market Trends**

Please bear in mind that Forecasts and Job Market Trend Information are likely to be affected by the Coronavirus (COVID-19) Outbreak

### What is LMI and why is it useful?

Labour Market Information tells you:-

- What job roles and skills employers are looking for
- Which industries are recruiting and where they are located
- Which job areas are growing in the future, so basically where the future job opportunities will be and expected trends in some of the main sectors in the UK
- Some of the ways in which work is changing
- What you should do in order to make yourself as employable as possible

Below see a summary of the eCLIPS leaflet called 'Job Market Trends'. If you wish to read the full leaflet use [www.eclips-online.co.uk](http://www.eclips-online.co.uk), ask your tutor for the login details.

Recently, the UK has experienced high levels of job creation and relatively sustained economic growth. Figures from the Office for National Statistics quote:-

- Over 32.6 million people in the UK are in work
- The adult working age population unemployment rate in the UK is approximately 4%, this is low compared to years gone by
- The 16 – 24 year olds unemployment rate is approximately 11.8%, this is also lower than in recent years but young people are still finding it difficult to find work

Forecasts and job market trend information can never be absolutely guaranteed as lots of factors can affect the labour market so only a general idea can be provided. Some factors that can affect the labour market are:-

- Technological advances
- Political events (e.g. Brexit)
- Economic problems in other countries
- Health scares (e.g. COVID – 19)

However here are some general changes and trends in the workforce:-

- There is an increasing demand for staff at professional, managerial and technician level
- There is also a demand for people in lower skilled occupations in areas such as hospitality and caring
- There is a shortage of people in skilled trades e.g. vehicle technicians, chefs, electricians
- Skills in demand are customer handling skills, advanced I.T. and digital skills, sales, leadership and complex analytical skills
- Hotels, restaurants and health and social work sectors are struggling to fill their vacancies
- Technological advances e.g. robotics and artificial intelligence and digitisation in many industries mean that job roles will change and in some areas fewer people will be required e.g. finance, business, transportation, warehousing, administration, information management, retail and manufacturing. Least likely to be affected are customer facing roles, engineering, computer and mathematician roles, specialised sales, health, education, architecture and data analysis.
- The nine to five pattern of working is no longer the only way to work. Different ways of working include zero hour contracts, working from home, annualised hours (where you build up the hours you work over the year) and various shift patterns
- There are continuing opportunities for people to work for themselves, around 4.8 million people in the UK are currently self employed
- An increase in the number of migrant workers has had an impact on employment patterns in some areas of the country but this is subject to change due to Brexit
- In the public sector many jobs have been lost e.g. local authorities, central government departments, the Armed Forces, the Police and fire and rescue services due to spending cuts. However employment in the NHS has steadily increased. Graduate vacancies in public sector organisations are expected to rise

### The Labour Market Picture in some of the Main Broad Occupational Areas

Do remember, as people retire these positions will need to be filled so even in occupations where employment is predicted to decline, for those with the right skills there may still be some decent prospects.

### Healthcare & Care

- The NHS is one of the largest employers in the world. Employment in this sector has steadily increased

- A wider range of organisations are delivering healthcare services for the NHS, including private health care suppliers and charities, so not all staff delivering NHS services have NHS terms and conditions
- More people now work in local clinics or visit patients at home rather than just in hospitals
- There will be more opportunities going forward to work across both healthcare and social care, as many roles in these areas are integrating
- There are skill shortages in radiography, biological science, general practice medicine, nursing and medical physics and there is a shortage of social workers and careworkers to look after our ageing population

### Digital and Tech Roles

- 1.3 million people in the UK work in tech specialist roles, there will be an increase in the number of people working in these roles, 171,000 new recruits will be needed each year at least up to 2025
- The highest predicted employment growth areas will be in software design and development, digital project management, tech and digital support and cyber security. Cyber security specialists will be needed in the digital industries themselves but also in the public sector and in the financial services sector
- Graduates with numerical and analytical skills are in high demand for jobs in data analysis e.g. in digital marketing
- There are many initiatives to encourage more young people and women to consider tech and digital careers

### Construction and Property

- The sector employs almost 3 million people and is experiencing steady growth. Employment in the construction sector is forecasted to rise but not as fast as previously expected. Over the next 5 years 158,000 jobs are predicted to be created.
- The job role most in demand will be labourers, interior fitters, wood tradespeople, construction technicians and professionals such as quantity surveyors and civil engineers, and I.T. and technical staff who support the construction industry

### Manufacturing and Engineering

- Almost 5.7 million employees work in engineering enterprises in the UK, 19% of total UK employment
- Approximately 124,000 engineers and technicians with core engineering skills are estimated to be required until 2024

- Despite predictions of fewer people to be employed overall in the manufacturing sector, it is still a major sector in the UK
- Skill shortage areas include automotive, aerospace, electricity transmission and distribution, nuclear decommissioning and chemical engineering industries. There are also increasing opportunities in nanotechnology and biotechnology
- Demand will continue for production managers, professional engineers and scientists

### Financial and Business Services

- Nearly 2.3 million people work across the UK in financial and related professional services (as well as legal services, banking, management consultancy, accountancy services and insurance), that's 1 in every 14 people. The majority work in banking and insurance. London is a leading global area for finance services, but around 2/3 of people in the sector are employed in other parts of the UK
- There have been job losses, however it is predicted that there will be a particular demand for those working in business analysis, project management, accountancy, financial and investment advice and management consultancy
- There will be big increases in vacancies for graduates in accounting and professional services

### Retail, Customer Services and Sales

- Retail is the largest private sector employer. The highest number of job opportunities are in sales and customer service
- Some well-known high-street names have gone out of business e.g. BHS, however, other parts of the retail sector have been growing e.g. supermarkets, coffee shops and booksellers
- There is current high technological change with the growth of online retailing, but those stores and chains that keep up with customer demands are likely to thrive, while others will decline
- There has been a growth in jobs in logistics and supply chain management

### Education

- Public sector cuts have led to some schools reducing the number of staff, particularly support posts, there have also been cuts in further and higher education
- To attract the best graduates into teaching and address skill shortages there have been good financial incentives for those with degrees to train to teach shortage subjects e.g. physics, computing, maths, geography, chemistry and languages
- There is a continuing demand for childcare workers and early years teachers

- There's also a growing demand for headteachers

### Creative and Cultural Skills

- 1.8 million people work in creative and cultural industries across the UK. The largest number are in jobs relating to performing arts or literature
- 83% of cultural organisations have less than 5 employees each
- 37% of all cultural businesses are in London
- 38% of the cultural sector across the UK is self employed
- There is a demand for people to work in technical roles in special effects (VFX) and computer animation in the film and TV industry, in production roles, in games programming and project management

### Sport, Hospitality and Tourism

- The hospitality sector is likely to need to recruit an additional 1.3 million more staff by the end of 2024, the largest number of staff will be waiting and bar staff, skilled chefs and hospitality managers. However, recent restaurant chain and pub closures may have some effect on this
- Unskilled jobs in this sector are not well paid but for those who have the right qualifications, promotion prospects are good
- People are needed in the sports industry to assist, train and supervise both amateur and professional sportspeople
- There is also a demand for people to work in hotels, visitor attractions, heritage sites and holiday centres etc. but many jobs are seasonal

### Other Areas of Work

Areas of work where it is predicted that there may be more opportunities in the future for those with the right skills are:

- Horticulture, agriculture, landscape architecture (particularly crop production and soil management)
- Science and research, e.g. qualified geologists, food technologists and physicists
- The 'green economy'. Anything from those researching new energy sources to smart meter fitters. There is a particular demand for environmental professionals to work in flood risk management, renewable energy and energy management
- 500,000 people are employed across the UK in the energy and utilities sector, in the next 10 years it is predicted it will need 221,000 new recruits, particularly scientists in water and waste, IT specialists and engineers. There will be a growth of jobs in new technologies such as using sophisticated biological and chemical processes, smart

monitoring, the production of energy from waste, membrane chemistry and seawater desalination

## What will make you employable?

### Qualifications

- Many employers look for at least 4 or 5 GCSEs at grade 9-5/4 or A\*-C or equivalent, English and Maths are particularly sought after. To have the widest choice of careers and to find interesting work, with prospects you normally need to take your learning to as high a level as you can. Those with high level qualifications, technical and professional level qualifications can be more varied and better paid. Having a higher education qualification such as a degree will widen your employment options. Many jobs are open to graduates of any subject and the financial rewards for having a degree can be good in the long term. However, apprenticeships can be a very good alternative and nowadays are on offer up to degree level and beyond. You will be offered structured training and a chance to gain a qualification while being based in the workplace and whilst earning a wage.

### Experience

- Try to organise some work experience or do some voluntary work and/ or find a part time or temporary position in areas of work that interest you. If possible, attend local recruitment events or fairs and find out as much as you can about the different jobs, levels of work, qualifications, skills and qualities sought for entry. Relevant work experience can sometimes be even more important than qualifications. Those who gain some kind of work experience often benefit in the job market. Work experience can be sought when in year 10 or 11, when in the sixth form, at university, as part of an apprenticeship, or as part of a graduate internship

### Skills & Qualities

The skills and qualities often sought by employers include:

- Numeracy
- Communication
- I.T.
- Problem solving
- Teamwork
- Willingness to learn and improve
- Motivation and enthusiasm
- A pleasant manner and sense of humour
- Common sense

- Reliability and honesty
- Commercial awareness
- Flexibility
- Planning and time management skills

### More Tips and Information

Some jobs may require foreign languages and leadership skills

Always be as flexible as you can, e.g. the hours you work, be prepared to change employers and even relocate in order to find suitable work

Always be willing to retrain at certain times during your working life. Accept that it is essential to accept lifelong learning and take any opportunity to develop yourself

All of the above, will make you more employable.

Increasingly people will have 'portfolio careers' this means making a living from doing different things - perhaps some work with an employer, plus some freelancing

For more info on LMI and Jobs Market Trends use:

- **eCLIPS** - [www.eclips-online.co.uk](http://www.eclips-online.co.uk) (ask your tutor for login details) - There are links to relevant LMI within the individual occupational leaflets in eCLIPS
- **Office for National Statistics**- [www.ons.gov.uk](http://www.ons.gov.uk) or [www.nomisweb.co.uk](http://www.nomisweb.co.uk)
- **What do graduates do?**- <https://luminare.prospects.ac.uk/what-do-graduates-do>
- **LMI for All** - Careerometer which provides brief but helpful job statistic comparisons for 3 similar or completely different careers- [www.lmiforall.org.uk](http://www.lmiforall.org.uk)

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