

Labour Market Information (LMI) and Job Market Trends

Please bear in mind that Forecasts and Job Market Trend Information have probably been and to some extent still 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, ask your tutor for the login details.

Until recently, the UK was experiencing high levels of job creation and relatively sustained economic growth, however the Covid 19 pandemic has caused economic disruption. Figures from the Office for National Statistics now quote:-

- Over 32.4 million people in the UK are in work
- The adult working age population unemployment rate in the UK is approximately 5%, this is a significant increase since last year
- The 16 – 24 year olds unemployment rate is approximately 14.4%. The Covid 19 pandemic has disproportionately affected young people

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)
- Fashion trends

- New laws, initiatives and regulations

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

- There is an ongoing demand for staff at professional, managerial and technician level
- There is also a demand for people in lower skilled occupations in areas such as health and social care
- Some sectors – such as education, engineering and tech – report certain hard-to-fill vacancies and skills shortages
- 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. Some areas most likely to be affected by automation are e.g. finance, transportation, retail, information management and manufacturing.
- 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. Sectors where people have been able to work from home have been less affected by Covid 19 restrictions than those that haven't
- There are continuing opportunities for people to work for themselves, around 4.6 million people in the UK are currently self employed
- It is thought that small to medium sized businesses will be important to economic recovery as they can probably change more quickly than large companies so can be responsive to gaps in the market
- In the public sector which currently employs about 5.6 million people employment is picking up. The largest recruiter of 2021 graduates will be the public sector e.g. the Police, the Civil Service and through the Teach First scheme
- The Government has recently launched a taskforce to support the creation of two million 'green jobs' by 2030. Skilled workers will be needed to for example work on offshore wind farms, to work in waste / resource management and in the area of low carbon retrofitting of homes

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

- The NHS is one of the largest employers in the world. Employment in this sector has steadily increased and opportunities in this area are forecast to grow
- 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
- There are skill shortages in radiography, qualified doctors, nursing, paramedics and mental health specialists
- New roles such as nursing associates, psychological wellbeing practitioners and physician associates have emerged

Social Care

- There is a shortage of social workers
- There is a shortage of care workers as Britain has an ageing population, care workers can find work in residential care and in the homes of older people
- Plans to fully integrate healthcare and social care will mean there will be more opportunities to work across both sectors

Digital and Tech Roles

- There are employment opportunities both in tech specialist firms as well as with organisations in many other sectors including retail, manufacturing, financial services and the public sector
- The highest predicted employment growth areas will be in software design and development, programmers, cyber security and data scientists. Cyber security specialists will be needed in the digital industries themselves but also in the public sector and in the financial services sector
- There are many initiatives to encourage more young people and women to consider tech and digital careers

Construction

- The sector employs almost 2.1 million people, there has been a reduction in employment over the past year but it is hoped that investment in infrastructure projects and residential house building will prevent any further downturn. People with skills in certain trades, technicians, professionals e.g. civil engineers and architects and those that can embrace new technology – from AI architecture to operating building drones – will be in demand

- The job roles 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

- Despite not being as prominent as in the past and predictions of fewer people to be employed overall, manufacturing is still a major sector employing approximately 2.7 million people
- Certain areas of manufacturing such as pharmaceuticals and food and drink processing have experienced growth and there is still a need for engineers, scientists and skilled production managers
- There are also increasing opportunities in areas such as nanotechnology and biotechnology

Engineering

- 19% of the total UK workforce is employed in the engineering sector
- There is predicted to be an annual shortfall of up to 59,000 engineering graduates and technicians to fill core engineering roles
- There are increases in engineering enterprises relating to construction, renewable energy, and information and communication, leading to more vacancies
- The industry is trying to encourage more women (only 12% of those in engineering occupations are female) and young people as well as more from ethnic minority backgrounds to enter engineering

Financial Services

- Nearly 1.5 million people work across the UK in finance 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 some major job losses in recent years due to the closure of high street bank branches, automation, off-shoring and competition from overseas e.g. the impact of Brexit may lead to more institutions moving their operations away from the UK, however it is predicted that there will be a particular demand for graduates to work in areas such as accountancy and professional services, and investment banking

Retail, Customer Services and Sales

- Retail has been in recent years the largest private sector employer. The highest number of job opportunities were in sales and customer service

- Some well-known high-street names have gone out of business e.g. BHS, Top Shop, Debenhams, Covid 19 has added to the problems already being faced by such stores, however, other parts of the retail sector have performed well during the pandemic e.g. convenience stores and supermarkets
- Those that are likely to survive the pandemic are those who can keep up with consumer wants and needs. There has been a massive growth in online retailing resulting in a demand for those with skills in digital marketing, logistics and supply chain management

Education

- In order to attract the best graduates into teaching and address skills shortages, there are financial incentives for those who want 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 practitioners as more parents are going out to work
- There's also a growing demand for head teachers

Creative and Cultural Skills

- The UK is a global leader in this sector. The sector is made up of art, design, craft, fashion, gaming, TV, film, music and publishing. In recent years the sector has made a big contribution to the economy, but venue based roles in particular have been badly impacted by the pandemic restrictions. Special funding has been announced by the Government to help galleries, theatres and museums to reopen and to help with recovery
- Most employers are micro businesses employing a small number of staff
- Although there is a lot of competition for jobs in the creative sector there are skill shortages in areas such as special effects (VFX) and computer animation, film and TV production and in games programming

Hospitality and Tourism and Sport

- This sector has been severely impacted by Covid 19 with the temporary closure of pubs, restaurants, holiday centres, visitor attractions, hotels etc. as well as restrictions on international travel, Despite the more recent closure of many pubs, some restaurant chain and travel agencies, pre Covid, the sector was experiencing growth and a demand for hospitality managers and skilled chefs is still expected. Overall some businesses have adapted well but the long-term impact is uncertain, a pent-up demand may help with recovery.
- Unskilled jobs in this sector are not well paid but for those who have the right qualifications, promotion prospects are normally good

- There has been an increased number of people participating in sport and exercise in recent years which led to good employment opportunities, however the pandemic has had a big impact on employment in this sector as there have been temporary closures of gyms and leisure centres etc. and a restriction on spectators at events. However Government funding has been allocated to help with the recovery of professional and grassroots sports and there is a National Leisure Recovery Fund to support publicly owned leisure facilities

Land-Based Sector

- Both Covid 19 and Brexit have had a large impact on employment in horticulture, agriculture, fishing etc. in the UK. Technological advances have also led to a decline in the number of people working in the sector. Greater levels of skill are now needed as workers must cope with a range of tasks, be able to deal with environmental issues and use computer controlled machinery.
- There is a demand currently for qualified vets and for people who work with pets e.g. dog walking and in day care etc.

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. Jobs for those with high level qualifications, technical and professional level qualifications can often 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 taster days 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

Some jobs may require 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

Future Jobs???????

No one can absolutely predict the future and do please remember that for young people there will jobs available when they complete their education that do not yet

exist. However here are some jobs that may be in demand over the next 15 years. If you want to know more about these jobs carry out some research by using eCLIPS, www.eclips-online.co.uk ask your tutor for the login.

Software developer

Cyber security specialist

User experience (UX) designer

Esports coach

Data analyst

VFX /CGI

Maintenance technician

Robotics engineer

Diagnostics technician (light vehicle

Smart meter fitter

Carpenters & Joiners

Bricklayers

Electricians

Epidemiologist

Agronomist

Countryside Officer

Sales account managers

Accountant

Teachers

Care worker

Nurse

Artists / Designers / Game Development & Designers

For more info on LMI and Jobs Market Trends use:

- **eCLIPS** - 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 or 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
- The National Careers Service website has a new LMI section – <https://nationalcareers.service.gov.uk>

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