



## East Midlands Labour Market Update

This bulletin covers sectors in the East Midlands region where jobs are growing with local labour market information including links to business / jobs news, employment trends, upcoming events.

**Quick Links:** [Labour Insight](#) # [Labour Market News](#) # [Resources](#) # [National / Regional](#)

**County Links:** [Derbyshire](#) # [Leicestershire](#) # [Lincolnshire](#) # [Northamptonshire](#) # [Nottinghamshire](#)

*This information was correct at the time of publishing and has been gathered for the purposes of distribution to careers professionals within Futures.*

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*If you come across any info that you think should be included in the bulletin, or have any feedback at all on the content, please feel free to get in touch at [LMI@futuresforyou.com](mailto:LMI@futuresforyou.com)*

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**Labour Insight – Regional Scans:** Attached to this issue of the bulletin are regional reports from Labour Insight covering the last 30 days (*Nov. 14, 2019 - Dec. 13, 2019*).

There is one report for each area covered in the bulletin.

The reports show, amongst other things the employers who have been hiring recently and the types of roles recruited for.

*Some of the reports on the different counties have been split up to include different local authority areas to hopefully give a better picture of what is happening there. If you would like me to include more focused reports (such as on a particular district or TWA area), please get in touch!*

Click the link to access the report for that area.

[Derby](#) and [Derbyshire](#) (county only)

[Leicester](#) and [Leicestershire](#) (county only)

[Lincolnshire](#)

[Northamptonshire](#)

[Nottingham](#) and [Nottinghamshire](#) (county only)

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If you would like to find out more about creating your own reports in Labour Insights or would like more info on your particular area, please speak to the LMI expert within your team.

If the LMI experts have any questions or need any help in producing reports in Labour Insights please feel free to contact myself (James Walmsley) at [LMI@futuresadvice.co.uk](mailto:LMI@futuresadvice.co.uk) or on 0115 9601809.

*The Labour Insight tool provides valuable up to date labour market information that can be used to support people with their career and job choices.*

*You are encouraged to utilise this tool when working with your customers in both face to face and group delivery situations.*

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## **Labour Market News**





### **Businesses suffering skills shortages as recruitment difficulties**

**worsen:** Almost three-quarters of business who attempted to recruit faced difficulties in Q3, rising 9% compared with Q2, a new report reveals as skills shortages worsen.

The latest 'Quarterly Recruitment Outlook' from the British Chambers of Commerce (BCC) reveals that skills shortages were predominantly felt across skilled manual roles and professional

roles with 80% of construction firms and 71% of transport and distribution businesses facing difficulties recruiting the right staff.

In the run up to Christmas, 70,000 transport and distribution roles were advertised on Totaljobs in Q3, receiving an average of 23 applications per vacancy.

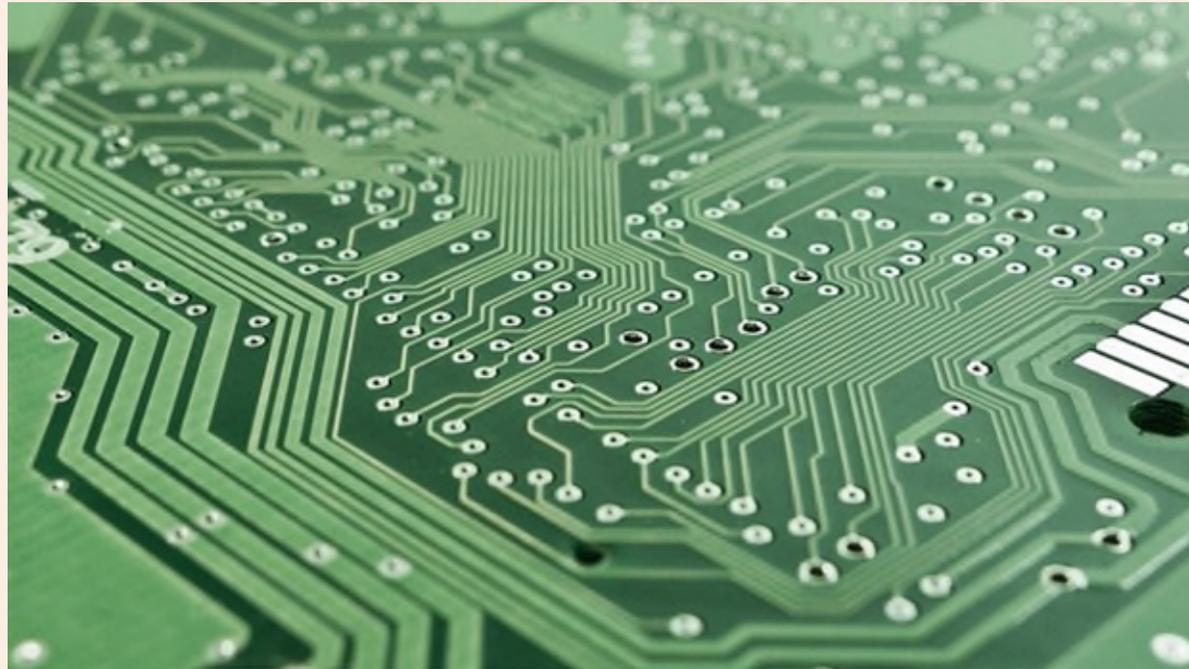
Despite concerns over Brexit deadlock, labour market performance and expectations are holding up fairly well. Only 11% of businesses have decreased their workforce in Q3, with one in four businesses increasing their total headcount. Headcount remained consistent at 62% of responding businesses.

Looking forward, one in four businesses plan to increase their headcount in Q4 2019, and two in three expect to keep their workforce consistent. Just 8% of UK firms expect to decrease their headcount in Q4 2019.

**Read more:** [East Midlands Business Link](#)



## Sector Trends



**1 in 2 UK engineering and tech firms are concerned that a shortage of engineers is a business threat:** Demand for engineers continues to rise, but 60% of

employers report recruitment of engineering and technical staff with the right skills as the biggest anticipated barrier to achieving their business objectives over the next three years. This is according to the 2019 Skills and Demand in Industry report, published today (18th Nov) by the Institution of Engineering and Technology (IET).

The report also highlights that nearly half of companies (48%) report difficulties in respect of the skills available in the external labour market when trying to recruit, with only 20% expecting the supply of engineering and technical skills into industry to improve over the next 3-5 years.

From a positive perspective, almost one in three employers (31%) said they have expanded their engineering and technology workforce over the last three years and fewer companies now have internal skills gaps when compared with two years ago (22% compared to 25% in 2017).

However, those companies with internal skills gaps have seen them widen across the board, from apprentices and trainees through to fully-qualified professionals. 48% report gaps in the skills of their apprentices or other young trainees – which is up from 30% in 2017.

**Read more:** [Politics Home](#)

## Research and Reports





45% of employers value

**academic and technical qualifications equally:** 84% of firms are expecting to maintain or increase investment in training their workforce, according to the 2019 CBI/Pearson Education and Skills Annual Report.

Latest data shows that UK employers spent £44.2 billion on training in 2017.

The report 'Education and learning for the modern world' surveys 208 businesses and trade associations.

It reveals that 45% of respondents value all qualifications equally – with 29% looking for a mix of academic and technical education post-16. This includes academic (A-Levels), career-focused (such as BTEC) and occupational (apprenticeships and T Levels).

In addition, more than four in five businesses polled (86%) now offer apprenticeship programmes. 63% say they plan to expand their apprenticeship training in the future and 54% have created new schemes.

Yet more than one in four firms (26%) are simply absorbing the cost of the Apprenticeship Levy as a tax on doing business. Seven in ten firms (71%) that responded highlighted apprenticeship reform as their biggest priority.

Businesses are increasingly aware of the T Level reforms, with 79% of respondents actively aware of the new qualification. 77% were aware of the work placement element – up from 35% last year.

Read more: [FE News](#)

## Client Groups





**Disabled workers suffer pay penalty:** Disabled employees are paid 12.2% less than their non-disabled peers, according to official data.

The Office for National Statistics (ONS) found that in 2018 the median pay for non-disabled workers was £12.11 an hour, against £10.63 for disabled.

London had the widest disability pay gap at 15.3%, with the narrowest in Scotland, at 8.3%.

The gap was the widest for those in their 30s and 40s, the ONS said in its report.

The data underlines the struggle facing many disabled workers, the Chartered Institute of Personnel and Development (CIPD) said.

Read more: [BBC News](#)

## Resources



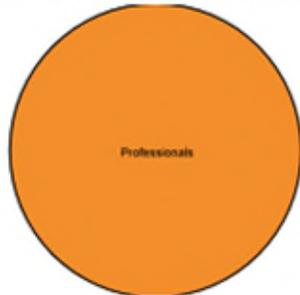
## Skills in occupations



Please select a country:

(AR)

Online job vacancies by occupation (1 digit ISCO)



Most requested skills (ESCO version 1)

Treemap  
 Word cloud

Online job vacancies by occupation (2 digit ISCO)



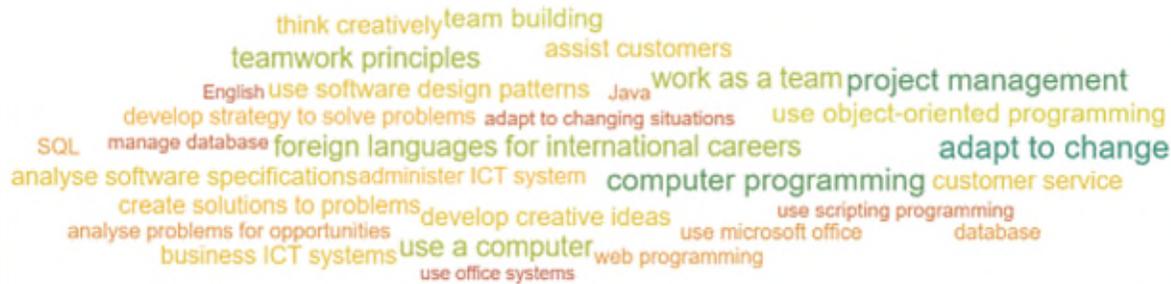
Online job vacancies by occupation (4-digit ISCO)



Minimum share of vacancies where skill is mentioned

22.00%

100.00%



**Skills-OVATE:** Skills-OVATE (Skills online vacancy analysis tool for Europe) draws on the huge potential for using big data and machine learning techniques with vacancy information.

Many millions of job vacancies from 18 EU countries (including the UK) were analysed to produce 'word clouds' on skills associated with specific occupations, interactive graphics on geographical spread of opportunities, the incidence of occupations within industrial sectors, and more.

It's worth setting aside just a bit of time to explore the potential of the site, which then can serve both your own needs and as a tool for clients, though it would best suit people who are fairly literate and tech-competent.

**Read more:** [CDI - Inspiring Your Continuous Professional Development - October 2019](#)

**More info:** [Skills-OVATE](#)

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**National**

## Engineering

**Engineering specialist Jacobs to create 2,400 jobs in UK:** A US-based engineering solutions firm has announced plans to create 2,400 UK jobs at the opening of its new European headquarters in London.

Jacobs, which already employs more than 9,000 people in the country, said its expansion was an indication of its confidence in the UK economy.

The company said the roles on offer would be spread across its 30 existing offices and contain significant opportunities for young graduates and apprentices.

**Read more:** [Sky News](#)

**More info:** Available at <https://www.jacobs.com/careers>

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## Derbyshire

### **South Normanton - Development**

**Green light for Derbyshire retail and industrial scheme which will create over 1,000 jobs:** Plans for the final phase of a major scheme on the Derbyshire/Nottinghamshire border which would create more than 1,000 jobs have been given the green light.

Park 38, off Cartwright Lane, opposite the East Midlands Designer Outlet at South Normanton, is a mixed used development, which would see a new £46 million retail park created on farmland, as well as a hotel and industrial/distribution units.

Bolsover District Council has already approved the first phase of the scheme for 10 retail units and a 95-bedroom hotel.

**Read more:** [Business Live](#)

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**Leicestershire**

Leicester

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Education

**Train to Teach - Leicester - 14th Jan 2020:** This free event will provide you with a wealth of information on how to get into teaching and how to apply for training in your region.

Takes place on Tuesday, 14th January 2020 from 16:30-19:30 at Mecure Leicester The Grand Hotel.

**More info:** [Train to Teach - Leicester](#)

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Leicester

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Development

**£450k boost for Fenwick revamp plans:** Plans for a major revamp of Leicester's historic former Fenwick building are set to get a boost with £450,000 of council investment for a new flexible workspace.

Leicester City Council has announced plans to create almost 12,000sqft of flexible co-working business workspace in part of the ground floor and basement of the 1880s-built four-storey property in Market Street.

The investment will support and complement Aimrok Holdings' £17million plans for the building which will see it converted into a 121-bedroom aparthotel, including a hotel lobby bar, restaurant and gym facilities, together with a series of ground floor and basement

commercial

units.

**Read more:** [East Midlands Business Link](#)

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**Castle**

**Donington**

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**Employability**



**M&S**  
EST. 1884

**GET INTO LOGISTICS**



Prince's Trust

**WAREHOUSE  
WORK**

20TH JAN - 7TH FEB 2020

LOCATION: M&S  
CASTLE DONNINGTON

TASTER DAY: 13TH JAN 2020

CALL 0116 2550400 OR TEXT

More info: [Leicester Employment Hub](#)

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## Lincolnshire

### Lincolnshire

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### Construction

**Civil engineering firm to create 180 jobs:** Some 180 jobs are set to be created after Balfour Beatty Living Places revealed it has won a £217m contract to provide road maintenance to Lincolnshire County Council.

Balfour Beatty Living places will work with the Council to provide the maintenance of 9,000 km of highways, carriageways and footpaths.

Balfour Beatty says it will hire 90% of the workforce from the local area and create 63 apprenticeships and 24 graduate placements.

The contract will start in spring 2020.

**Read** **more:** [Business](#) [Desk](#)

**More info:** [Balfour Beatty Careers](#)

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**Lincoln** - **Construction**

**Free construction course for the unemployed - 13th Jan 2020:** Free construction course including CSCS card, abrasive wheels, silica dust, working at height, COSHH, asbestos awareness and manual handling training.

Takes place on Monday, 13<sup>th</sup> January 2020 at Train4, Greetwell Place, Lincoln.

Contact Train4 on 01522 420246 for more details.

**More info:** [Free construction course for the unemployed](#)

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**Teacher Training Information Event - 16th Jan 2020:** Are you interested in finding out more about getting into teaching or wanting to find out how to apply to train to teach?

Why not pop along to our information event to speak with our programme leaders and other vital members of the team to discuss why you should become a teacher.

**More info:** [Teacher Training Information Event](#)

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## Bourne

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## Hospitality

**Bourne bags bargain boozers:** Drinkers in Bourne will be raising a glass or three after JD Wetherspoon announced its intention to open a new pub in the Lincolnshire town.

The popular chain is set to bolster its presence in the county as part of a plan to invest more than £200 million in its pub estate over the next four years.

A number of jobs will be created when the new boozers open their doors.

**Read more:** [Business Desk](#)

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## Lincoln

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## Hospitality

**Lincoln's Holiday Inn to create new jobs as part of £4m upgrade:** Staff at the Holiday Inn on Lincoln's Brayford Waterfront are looking forward to welcoming guests to 55 new rooms being built in a £4m upgrade that will create 15 jobs.

The new executive bedrooms, a refurbished lobby and food and beverage areas are set to open in the summer of 2020.

New posts at the Holiday Inn will include new room attendants and bar and restaurant staff.

**Read more:** [Lincolnshire Live](#)

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## Northamptonshire

**Northampton**

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**Education**

**Northampton College Staff Recruitment Fair - 9<sup>th</sup> Jan 2020:** Are you looking for a rewarding career with excellent benefits and prospects?

If so, check out the exciting opportunities available within a career in education.

Come along to our staff recruitment fair at Northampton College on Thursday 9th January, 5.30pm - 7.30pm and find out more.

**More info:** [Northampton College Staff Recruitment Fair](#)

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## Nottinghamshire

### Nottingham - Leisure

**Leisure operator gets go-ahead for 450-capacity city centre venue:** A bar and leisure operator has been given the go-ahead to expand its Nottingham footprint in a move that will create almost 40 jobs in the city.

Roxy Leisure will open a second Nottingham venue. The company, which currently runs the Roxy Ballroom venue on Thurland Street, will open a larger bar and restaurant in the former Red Hot World Buffet unit in the Cornerhouse development in Nottingham city centre.

**Read more:** [Business Desk](#)

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## Mansfield - Education

### Nottingham Trent University to offer Higher Education in Mansfield with West Nottinghamshire College:

Nottingham Trent University (NTU) has announced an exciting new partnership with West Nottinghamshire College.

In short, this partnership will see its higher education (HE) delivered from the College's main campus in Mansfield.

Working closely with the College, local authorities and employers, NTU will provide a range of programmes. This will include full and foundation degrees and continuing professional education.

**Read more:** [Invest In Ashfield and Mansfield](#)



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