

Labour Market Intelligence

North Swindon constituency

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

August 2019



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 14), 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 11) 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

Local businesses

This part has links to interactive maps showing a selection of local businesses

Employers in Swindon and Wiltshire

In this section it gives you information on how employers hire staff in Swindon and Wiltshire

Future jobs in Swindon and Wiltshire 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

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Demographics

59,100 Economically active

78.6% In employment

4.7% Unemployed

43,000

In full-time
employment

13,300

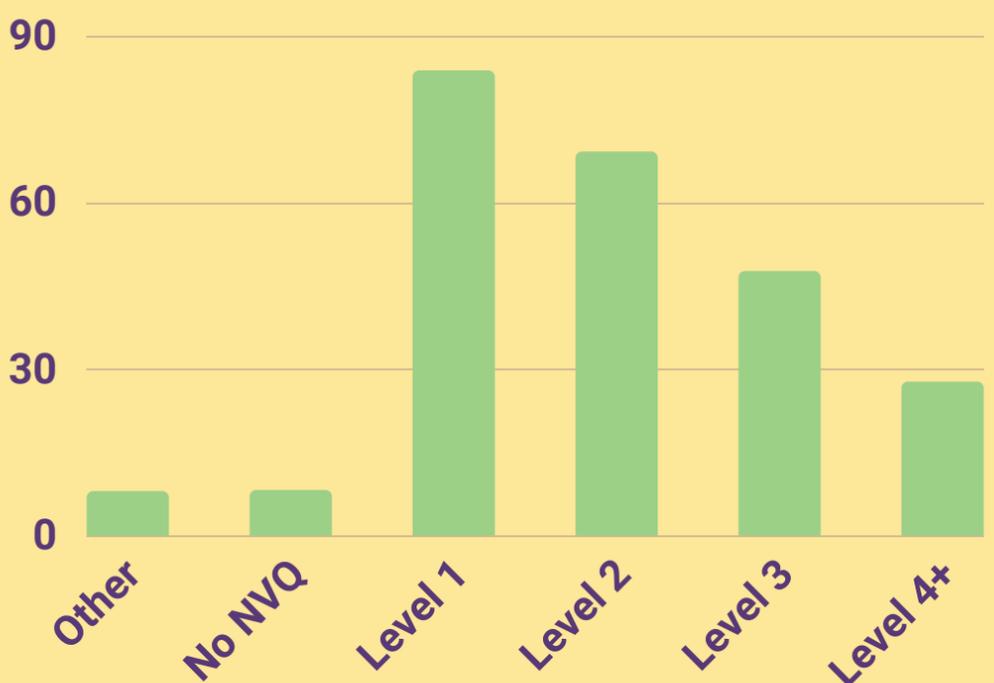
In part-time
employment

6,200

Self
employed

74.7% of 18-24 year olds are employed

Highest level
of resident
qualifications



Average annual earnings



People who live in the area:
£29,913

Salary paid by businesses in
the area: £31,035

Definitions are located on page 11 and comparison data on page 14

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



16%

of jobs are in associate professionals and technical occupations

24%

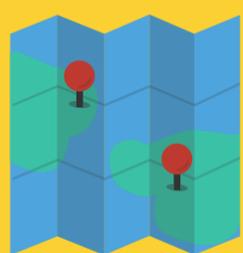
of jobs are in public administration, education and health sector



Biggest industry sectors

13,300	Public administration, education and health
9,100	Distribution, hotels and restaurants
9,100	Banking, finance and insurance
8,400	Manufacturing
7,100	Construction
5,100	Transport and communications
2,900	Other services
700	Energy and Water

Key Stage 4 Destinations



96%

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

94%

of students nationally continued into an EET destination

3% of students went into employment/training



Top schools for an employment or training destination

1. Kingsdown School (4%)
2. Swindon Academy (4%)
3. Nova Hreod Academy (3%)
4. Highworth Warneford School (2%)

7% of students started an apprenticeship

Top schools for an apprenticeship destination

1. Nova Hreod Academy (9%)
2. Swindon Academy (7%)
3. Kingsdown School (6%)
4. Highworth Warneford School (4%)



86%

continued into an education destination

57%

went into a further education college

8%

went into a school sixth form

Definitions are located on page 11 and comparison data on page 14
Source:

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

Key Stage 5

Destinations

80%

of North Swindon students continued in education or employment or training (EET)



Compared to a national average of 89%

Students who went into employment or training

35%



35%

continued in education

17%

continued into Higher Education

<5%

went to a Russell Group higher education institution

10%

of students started an apprenticeship

Definitions are located on page 11 and comparison data on page 14

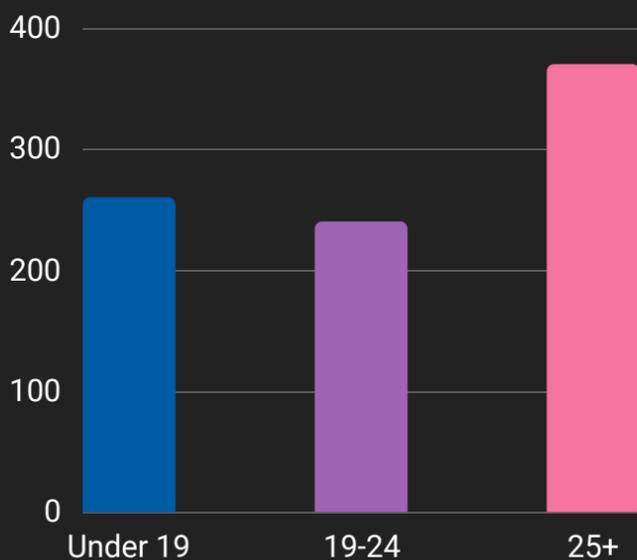
Source:

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

Apprenticeships

860 individuals started an apprenticeship in 2017/18

Age of apprentices



Level of apprenticeship started by individuals

380 Intermediate level

400 Advanced level

90 Higher level

Most popular subject areas

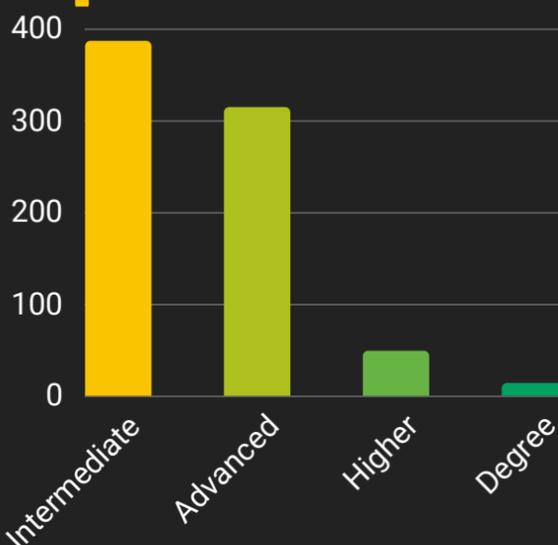
- ★ 240 apprenticeships in business, administration and law
- ★ 180 apprenticeships in health, public services and care
- ★ 180 apprenticeships in engineering and manufacturing technologies
- ★ 110 apprenticeships in retail and commercial enterprise



Apprenticeship vacancies (May 18-Jul 19)

Highest number of Vacancies

1. National Trust
2. Great Western Hospital NHS
2. UK Research and Innovation



Top subject sector area

1. Business, administration and law
2. Digital industries
3. Engineering and manufacturing



APPLY NOW



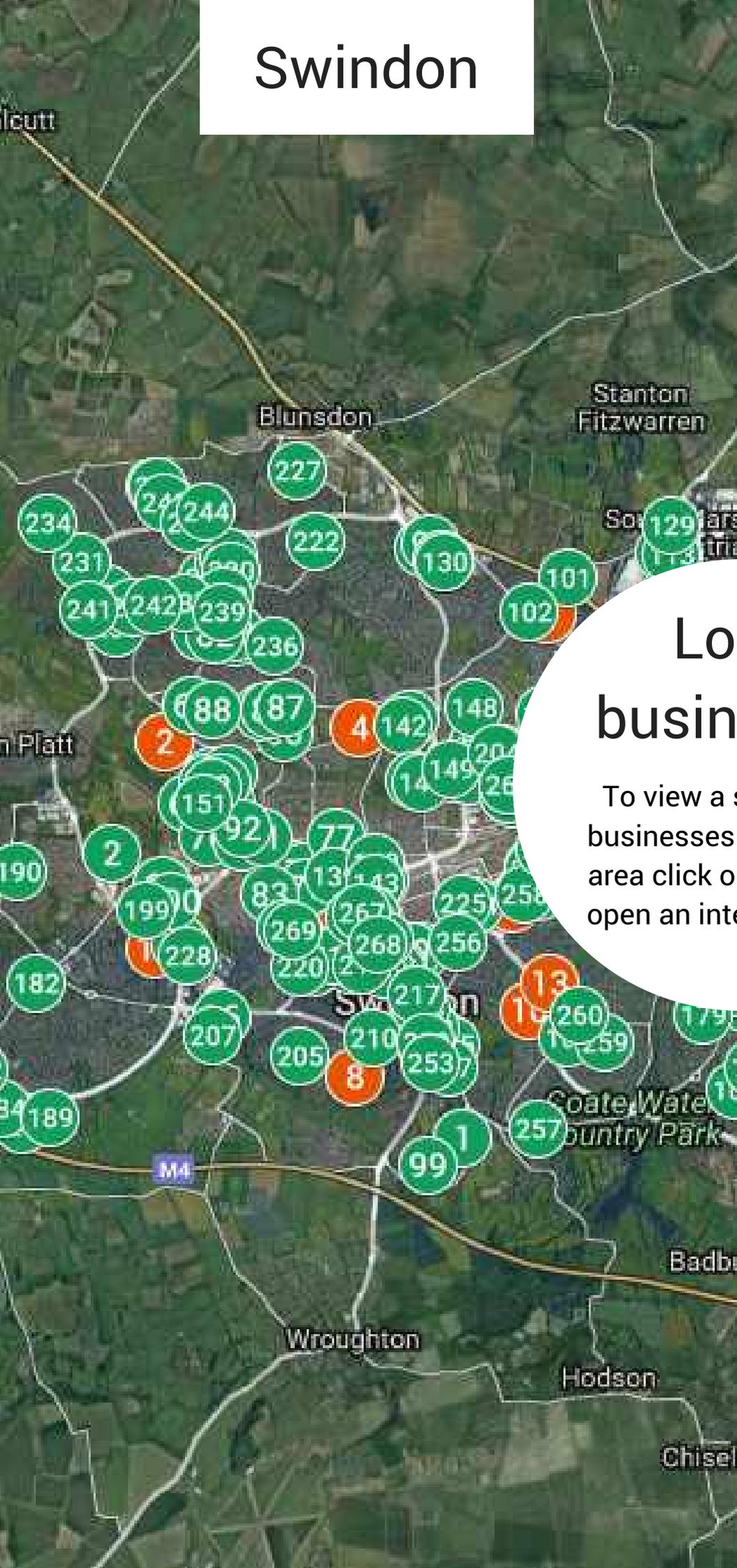
Definitions are located on page 11 and comparison data on page 14

Sources:

Apprenticeships: Apprenticeships and traineeships data 2017/18

Apprenticeship vacancies: ESFA Weekly Live Vacancies

Swindon



Local businesses

To view a selection of businesses in your local area click on the map to open an interactive map



Wiltshire



Employers in Swindon and Wiltshire

Recruitment methods

55% of employers relied on word of mouth or personal recommendations

29% placed adverts on social media

32% placed adverts on their websites



Job adverts



41%

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

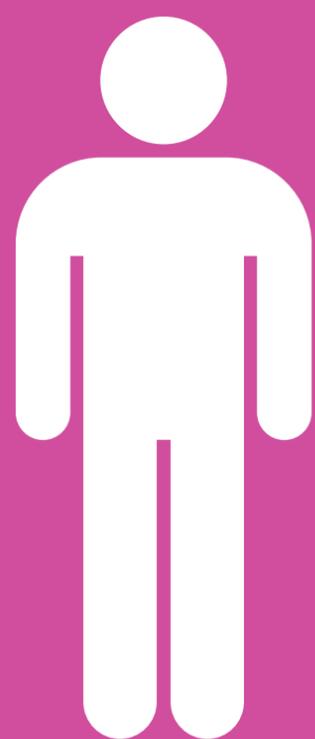
53%

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

40% of employers offer work experience

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

32% of employers have hired someone aged between 19-24 years old



Definitions are located on page 11 and comparison data on page 14

Source:

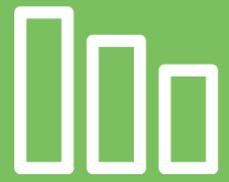
UKCES Employer Perspective Survey 2016

Future jobs in Swindon and Wiltshire between 2012-2022

Jobs



19,000



Between 2012 and 2022 the number of jobs in Swindon and Wiltshire is thought to rise by 19,000

Job occupations



5,000



- 5,000 more jobs will require specialist training or licenses, including: architects, engineers, doctors
- 4,000 more jobs are predicted in the health and social care sector
- 3,000 more jobs are predicted in information technology
- 2,000 less jobs predicted in public administration which includes those working for charities, civil service and local government
- 20% decrease expected in the number of agricultural jobs

Replacement demand



141,000



141,000 job vacancies are expected through the replacement of current staff than hiring staff for new positions

Administration roles are predicted to drop by 2,000 jobs, however there will likely be 13,000 job openings from replacement demands

Workforce qualifications



48%



People qualified to Level 4 and above is projected to increase from 38% to 48%

Workers with no GCSEs are expected to reduce to 12%

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	Swindon	South West	National
Demographic				
Economically active	59,100	114,600	2,702,900	31,458,500
% in employment	78.6%	79.2%	78.7%	75.1%
% unemployed	4.7%	4.1%	3.2%	4.3%
% of 18-24 year olds employed	74.7%	72.4%	67.8%	61.3%
In full-time employment	43,000	85,600	1,879,200	22,571,900
In part-time employment	13,300	24,400	733,700	7,487,900
Self-employed	6,200	11,100	410,300	4,241,400
Highest level of resident qualification				
Other qualifications	8.0%	9.7%	5.3%	6.8%
No NVQ's	8.2%	7.9%	5.3%	7.8%
Level 1	83.7%	82.4%	89.4%	85.4%
Level 2	69.1%	68.3%	78.6%	74.9%
Level 3	47.6%	49.4%	60.6%	57.8%
Level 4+	27.7%	32.2%	38.7%	39.3%
Average gross annual earnings				
Residents	£29,913	£30,019	£28,418	£29,661
Work place	£31,035	£29,841	£27,969	£29,648
Employment breakdown				
Employment by occupation				
Managers, directors and senior officials	5,400	10,800	308,100	3,392,100
Professional occupations	8,200	19,900	543,300	6,490,300
Associate professional & technical occupations	9,000	15,200	398,800	4,614,600
Administrative and secretarial occupations	6,600	12,200	267,000	3,159,600
Skilled trades occupations	7,200	12,000	317,700	3,145,200
Caring, leisure and other service occupations	5,600	9,600	251,100	2,820,100
Sales and customer service occupations	4,100	6,900	202,200	2,345,000
Process, plant and machine operatives	6,300	12,500	171,500	1,985,800
Elementary occupations	5,000	12,600	305,000	3,261,400
Employment by industry sector				
Agriculture and fishing	-	-	45,600	267,700
Energy and water	700	1,100	42,900	533,800
Manufacturing	8,400	15,900	248,300	2,707,200
Construction	7,100	9,800	186,800	2,160,100
Distribution, hotels and restaurants	9,100	18,600	504,500	5,485,600
Transport and communications	5,100	12,400	190,400	2,756,500
Banking, finance and insurance	9,100	20,900	421,000	5,247,900
Public administration, education and health	13,300	25,300	823,900	9,082,100
Other services	2,900	5,000	148,800	1,742,000
Student destinations				
Key Stage 4 destinations				
In education, employment/training	96%	96%	95%	94%
In education	86%	87%	86%	86%
In an apprenticeship	7%	6%	6%	5%

	Constituency	Swindon	South West	National
In employment/training	3%	3%	3%	3%
In FE college or provider	57%	55%	41%	34%
In school sixth form	8%	18%	39%	39%
Key Stage 5 destinations				
In education, employment/training	80%	88%	89%	89%
In education	35%	49%	53%	61%
In employment/training	35%	29%	29%	22%
In Higher Education	17%	38%	41%	50%
In a Russell Group Higher Education Institution	-	10%	11%	12%
In an apprenticeship	10%	10%	7%	6%
Apprenticeships				
Total starts	860	1,580	43,430	375,760
Under 19 year old starts	260	410	12,230	106,570
19-24 year old starts	240	450	13,910	113,710
25+ year old starts	370	720	17,290	155,480
Apprenticeship level				
Intermediate level	380	680	19,380	161,390
Advanced level	400	740	19,680	166,220
Higher level	90	160	4,370	48,150
Subject sector area				
Agriculture, horticulture and animal care	10	30	1,030	6,640
Arts, media and publishing	-	-	80	950
Business, administration and law	240	430	9,530	111,100
Construction, planning and the built environment	70	100	2,760	22,660
Education and training	20	40	520	5,610
Engineering and manufacturing technologies	180	310	8,900	61,400
Health, public services and care	180	360	9,980	88,320
Information and communication technology	50	90	3,270	18,480
Leisure, travel and tourism	10	20	980	8,750
Retail and commercial enterprise	110	200	6,360	51,650
Science and Mathematics	-	-	20	190

	Swindon and Wiltshire Local Enterprise Partnership	South West	National
Employers in Swindon and Wiltshire			
Employers with vacancies in the past 12 months	64%		53%
Recruitment methods			
Relied on word of mouth or personal recommendations	55%		42%
Placed adverts on their website to recruit	32%		29%
Placed adverts on social media to recruit	29%		24%
Used some other form of paid-for recruitment service	20%		24%
Used a government recruitment service or scheme	19%		20%
Paid someone to place adverts on their	9%		5%

	Swindon and Wiltshire Local Enterprise Partnership	South West	National
website or social media			
Used school, college or university job fairs or careers service	9%		10%
Candidates having a particular level of achievement of academic qualification	41%		46%
Candidates have maths and English GCSE to at least level 2 or GCSE A*-C	53%		56%
Employers having work experience placements	40%		38%
Employers hiring:			
16-18 year olds	16%		12%
19-24 year olds	32%		28%
50+ year olds	23%		15%
Future Jobs (2012-2022)			
Change in amount of jobs	+19,000	+156,000	+1,613,000
Change in amount of jobs by occupations			
Managers, directors and senior officials		+46,000	+512,000
Professional occupations		+99,000	+994,000
Associate professional & technical occupations		+47,000	+506,000
Administrative and secretarial occupations		-43,000	-426,000
Skilled trades occupations		-27,000	-256,000
Caring, leisure and other service occupations		+65,000	+554,000
Sales and customer service occupations		-7,000	-48,000
Process, plant and machine operatives		-16,000	-173,000
Elementary occupations		-8,000	-51,000
Change in amount of jobs by industry sector			
Agriculture	-2,000	-14,000	-63,000
Mining and quarrying		-1,000	-5,000
Food drink and tobacco		-4,000	-21,000
Engineering		-7,000	-38,000
Rest of manufacturing	-1,000	-5,000	-131,000
Electricity and gas		+1,000	+14,000
Water and sewerage		+2,000	+20,000
Construction		+29,000	+260,000
Wholesale and retail trade		+13,000	+176,000
Transport and storage		+10,000	+93,000
Accommodation and food		+7,000	+100,000
Media		-1,000	-12,000
Information technology	+3,000	+18,000	+250,000
Finance and insurance		+5,000	+81,000
Real estate		+4,000	+57,000
Professional services	+5,000	+30,000	+309,000
Support services		+14,000	+186,000
Public admin. and defence	-2,000	-7,000	-91,000

	Swindon and Wiltshire Local Enterprise Partnership	South West	National
Education		-2,000	-26,000
Health and social work	+4,000	+50,000	+344,000
Arts and entertainment		+5,000	+48,000
Other services		+7,000	+61,000
Replacement demand by occupations			
Managers, directors and senior officials		118,000	1,204,000
Professional occupations		211,000	2,157,000
Associate professional & technical occupations		121,000	1,339,000
Administrative and secretarial occupations		131,000	1,354,000
Skilled trades occupations		118,000	985,000
Caring, leisure and other service occupations		130,000	1,129,000
Sales and customer service occupations		87,000	804,000
Process, plant and machine operatives		57,000	618,000
Elementary occupations		107,000	1,030,000
Replacement demand by industry sector			
Agriculture		26,000	125,000
Mining and quarrying		2,000	11,000
Food drink and tobacco		12,000	119,000
Engineering		16,000	118,000
Rest of manufacturing		57,000	502,000
Electricity and gas		3,000	31,000
Water and sewerage		7,000	65,000
Construction		64,000	609,000
Wholesale and retail trade		158,000	1,599,000
Transport and storage		45,000	541,000
Accommodation and food		93,000	733,000
Media		8,000	120,000
Information technology		25,000	328,000
Finance and insurance		33,000	388,000
Real estate		20,000	185,000
Professional services		81,000	900,000
Support services		74,000	889,000
Public admin. and defence		39,000	390,000
Education		102,000	971,000
Health and social work		161,000	1,386,000
Arts and entertainment		28,000	309,000
Other services		27,000	301,000
Workforce projected to be qualified to level 4+	48%	47.8%	51.4%
Workforce projected to have qualifications lower than Level 2	12%	11.9%	13.0%

workwiltshire

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