

Labour Market Intelligence

Wantage constituency

Including: Watchfield, Faringdon, Sparsholt, Didcot and Wantage

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 13), 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 10) 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

Employers in Oxfordshire

In this section it gives you information on how employers hire staff in Oxfordshire

Future jobs in Oxfordshire 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 shows how your local area compares to the county, region and national averages

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Demographics

61,000 Economically active

81.7% In employment

3.7% Unemployed

44,700

In full-time
employment

14,100

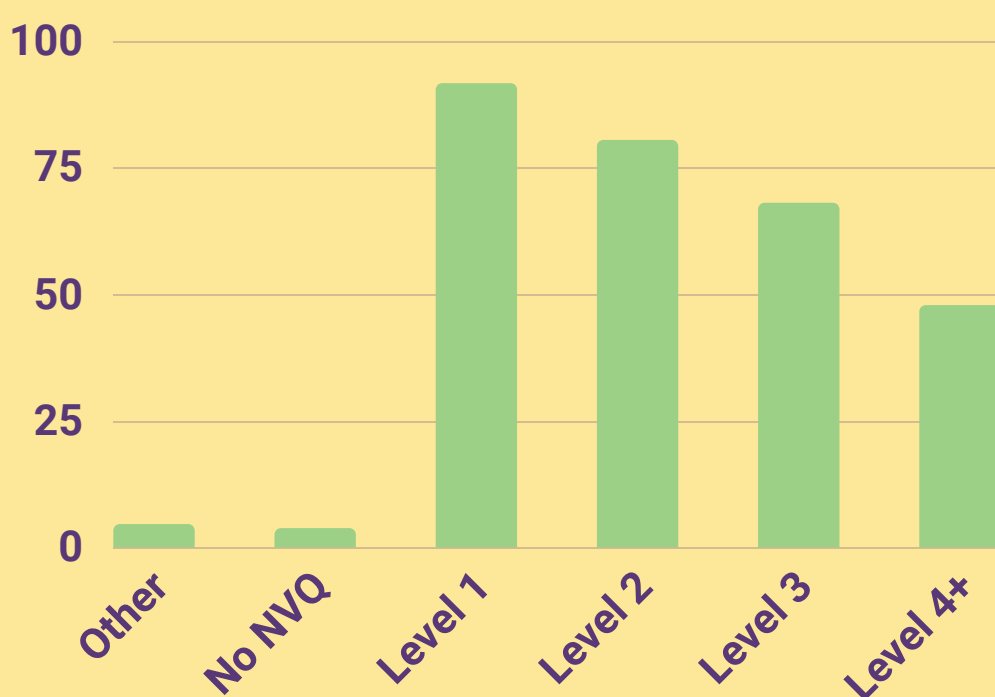
In part-time
employment

6,600

Self
employed

80.2% of 18-24 year olds are employed

Highest level
of resident
qualifications



Average annual earnings



People who live in the area:
£35,612

Salary paid by businesses in
the area: £34,235

Definitions are located on page 10 and comparison
data on page 13

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



27%

of jobs are in professional occupations

24%

of jobs are in public administration, education and health



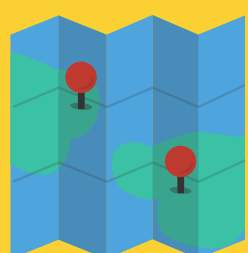
Biggest industry sectors

14,100	Public administration, education and health
12,400	Banking, finance and insurance
9,200	Manufacturing
7,400	Distribution, hotels and restaurants
6,800	Transport and communications
4,700	Other services
3,100	Construction

Definitions are located on page 10 and comparison data on page 13
Sources:

ONS Annual Population Survey January-December 2018

Key Stage 4 Destinations



96%

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

94%

of students nationally continued into an EET destination

4% of students went into employment/training



Top schools for an employment or training destination

1. St Birinus School (6%)
2. Didcot Girls' School (5%)
3. Wallingford School (5%)
4. King Alfred's (3%)
5. Faringdon Community College (1%)

7% of students started an apprenticeship

Top schools for an apprenticeship destination

1. Faringdon Community College (9%)
2. Wallingford School (8%)
3. Didcot Girls' School (7%)
4. St Birinus School (7%)
5. King Alfred's (5%)



85%

continued into an education destination

32%

went into a further education college

48%

went into a school sixth form

Definitions are located on page 10 and comparison data on page 13
Source:

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

Key Stage 5

Destinations

89% of Wantage students continued in education or employment or training (EET)



Compared to a national average of 89%

Students who went into employment or training

25%



59% continued in education

50% continued into Higher Education

18% went to a Russell Group higher education institution

5% of students started an apprenticeship

Definitions are located on page 10 and comparison data on page 13

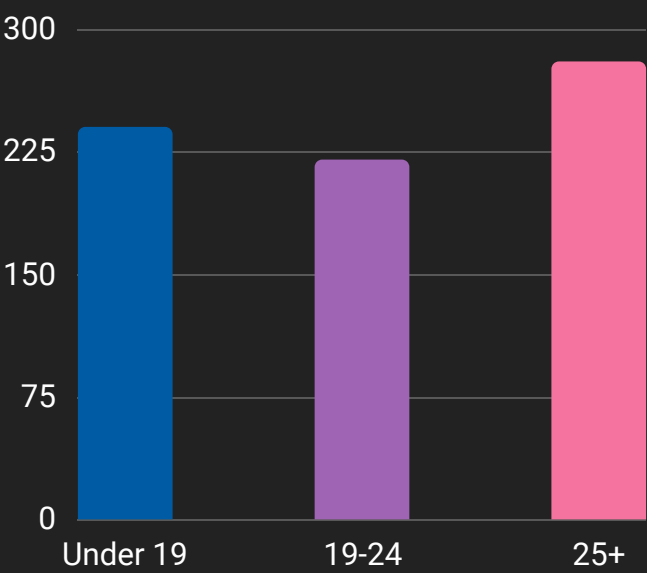
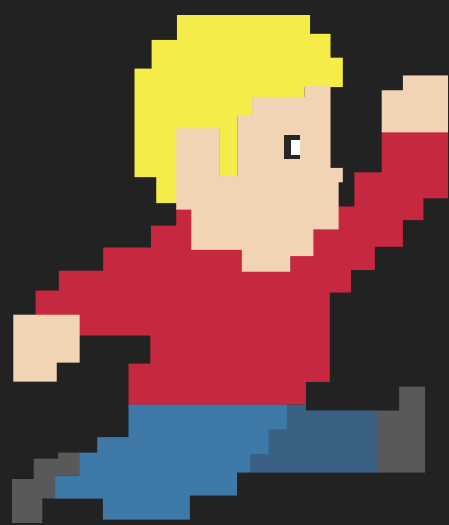
Source:

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

Apprenticeships

750 individuals started an apprenticeship in 2017/18

Age of apprentices



Level of apprenticeship started by individuals

- 290 Intermediate level
- 380 Advanced level
- 70 Higher level

Most popular subject areas

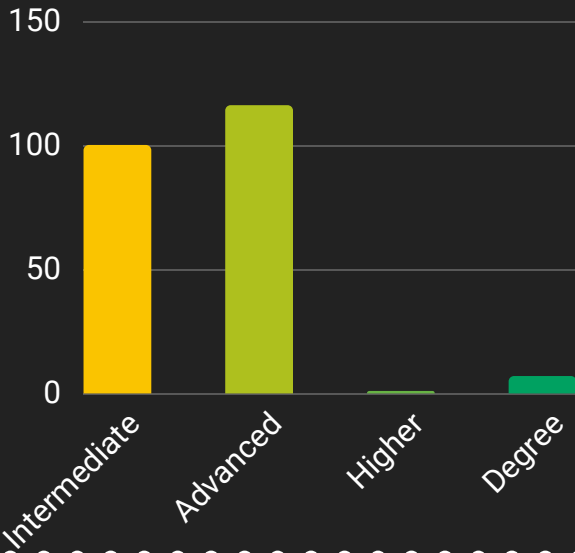
- ★ 200 apprenticeships in health, public services and care
- ★ 190 apprenticeships in business, administration and law
- ★ 160 apprenticeships in engineering and manufacturing technologies
- ★ 100 apprenticeships in retail and commercial enterprise



Apprenticeship vacancies (May 18-Jul 19)

Highest number of Vacancies

1. Science & Technology Facilities Council
2. McDonald's
3. Busy Bees Childcare



Top subject sector area

1. Digital industries
2. Engineering
3. Hospitality



APPLY NOW



Definitions are located on page 10 and comparison data on page 13

Sources:

Apprenticeships: Apprenticeships and traineeships data 2017/18

Apprenticeship vacancies: ESFA Weekly Live Vacancies



Employers in Oxfordshire

Recruitment methods

48% of employers relied on word of mouth or personal recommendations

28% placed adverts on social media

37% placed adverts on their websites



Job adverts

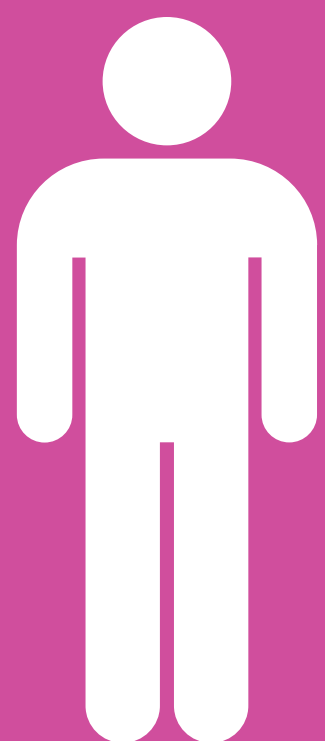


47%

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

55%

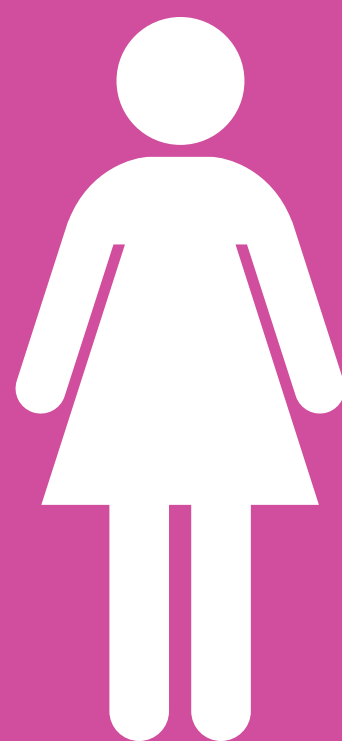
required candidates to have maths and English GCSEs at Level 4 or above (A*-C)



37% of employers offer work experience

13% of employers have hired someone aged between 16-18 years old

36% of employers have hired someone aged between 19-24 years old



Definitions are located on page 10 and comparison data on page 13

Source:

UKCES Employer Perspective Survey 2016

Future jobs in Oxfordshire between 2012-2022

Jobs



17,000



Between 2012 and 2022 the number of jobs in Oxfordshire is thought to rise by 17,000

Job occupations



13,000



13,000 more jobs will require specialist training or licenses, including: architects, engineers and doctors



9,000 more jobs are predicted caring, leisure and other service occupations



4,000 more jobs are predicted in the information technology sector



3,000 less jobs are predicted in the manufacturing sector



9,000 less jobs predicted in administrative and secretarial occupations, which including: civil servants, secretaries, receptionists and local government assistants

Replacement demand



35,000



35,000 job vacancies are expected through the replacement of current staff than hiring staff for new positions in professional occupations which require specialist training or licenses

13,000 job vacancies are expected through the replacement of current staff than hiring staff for new positions in administrative and secretarial occupations

Workforce qualifications



53%



People qualified to Level 4 and above is projected to increase from 47% to 53%

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	Oxfordshire	South East	National
Demographic				
Economically active	61,100	352,700	4,493,700	31,458,500
% in employment	81.7%	81.3%	78.0%	75.1%
% unemployed	3.7%	2.2%	3.5%	4.3%
% of 18-24 year olds employed	80.2%	67.1%	64.0%	61.3%
In full-time employment	44,700	259,300	3,176,800	22,571,900
In part-time employment	14,100	85,100	1,150,900	7,487,900
Self-employed	6,600	46,000	653,300	4,241,400
Highest level of resident qualification				
Other qualifications	4.6%	5.1%	5.2%	6.8%
No NVQ's	3.8%	4.2%	5.6%	7.8%
Level 1	91.6%	90.7%	89.2%	85.4%
Level 2	80.4%	82.8%	78.9%	74.9%
Level 3	68.0%	69.4%	61.8%	57.8%
Level 4+	47.8%	50.5%	42.2%	39.3%
Average gross annual earnings				
Residents	£35,612	£34,413	£32,230	£29,661
Work place	£34,235	£33,518	£30,826	£29,648
Employment breakdown				
Employment by occupation				
Managers, directors and senior officials	9,200	47,400	554,500	3,392,100
Professional occupations	16,700	94,600	1,014,000	6,490,300
Associate professional & technical occupations	12,300	67,100	733,900	4,614,600
Administrative and secretarial occupations	2,800	30,800	468,600	3,159,600
Skilled trades occupations	5,100	30,100	430,800	3,145,200
Caring, leisure and other service occupations	6,100	26,500	391,500	2,820,100
Sales and customer service occupations	2,600	27,400	330,400	2,345,000
Process, plant and machine operatives	-	15,100	201,100	1,985,800
Elementary occupations	6,200	21,400	396,400	3,261,400
Employment by industry sector				
Agriculture and fishing	-	2,500	27,100	267,700
Energy and water	-	3,000	64,400	533,800
Manufacturing	9,200	34,700	355,100	2,707,200
Construction	3,100	16,800	312,700	2,160,100
Distribution, hotels and restaurants	7,400	52,100	746,100	5,485,600
Transport and communications	6,800	31,200	460,400	2,756,500
Banking, finance and insurance	12,400	64,100	807,600	5,247,900
Public administration, education and health	14,100	122,100	1,285,200	9,082,100
Other services	4,700	18,100	261,600	1,742,000
Student destinations				
Key Stage 4 destinations				
In education, employment/training	96%	95%	95%	94%
In education	85%	85%	87%	86%
In an apprenticeship	7%	6%	4%	5%

	Constituency	Oxfordshire	South East	National
In employment/training	4%	4%	3%	3%
In FE college or provider	32%	32%	29%	34%
In school sixth form	48%	48%	39%	39%
Key Stage 5 destinations				
In education, employment/training	89%	89%	89%	89%
In education	59%	54%	57%	61%
In employment/training	25%	29%	27%	22%
In Higher Education	50%	44%	46%	50%
In a Russell Group Higher Education Institution	18%	11%	12%	12%
In an apprenticeship	5%	6%	5%	6%
Apprenticeships				
Total starts	750	3,410	52,550	375,760
Under 19 year old starts	240	1,030	14,010	106,570
19-24 year old starts	220	1,000	16,450	113,710
25+ year old starts	280	1,380	22,090	155,480
Apprenticeship level				
Intermediate level	290	1,390	21,820	161,390
Advanced level	380	1,640	23,780	166,220
Higher level	70	380	6,960	48,150
Subject sector area				
Agriculture, horticulture and animal care	20	100	1,070	6,640
Arts, media and publishing	-	-	130	950
Business, administration and law	190	890	14,660	111,100
Construction, planning and the built environment	20	170	3,170	22,660
Education and training	10	30	650	5,610
Engineering and manufacturing technologies	160	650	8,900	61,400
Health, public services and care	200	870	12,440	88,320
Information and communication technology	30	120	2,810	18,480
Leisure, travel and tourism	30	130	1,410	8,750
Retail and commercial enterprise	100	470	7,290	51,650
Science and Mathematics	-	-	10	190

	Local Enterprise Partnership	South East	National
Employers in Oxfordshire			
Employers with vacancies in the past 12months	60%		53%
Recruitment methods			
Relied on word of mouth or personal recommendations	48%		42%
Placed adverts on their website to recruit	37%		29%
Placed adverts on social media to recruit	28%		24%
Used some other form of paid-for recruitment service	30%		24%
Used a government recruitment service or scheme	19%		20%
Paid someone to place adverts on their website or social media	7%		5%
Used school, college or university job	10%		10%

	Local Enterprise Partnership	South East	National
fairs or careers service			
Candidates having a particular level of achievement of academic qualification	47%		46%
Candidates have maths and English GCSE to at least level 2 or GCSE A*-C	55%		56%
Employers having work experience placements	37%		38%
Employers hiring:			
16-18 year olds	13%		12%
19-24 year olds	36%		28%
50+ year olds	20%		15%
Future Jobs (2012-2022)			
Change in amount of jobs	+17,000	+297,000	+1,613,000
Change in amount of jobs by occupations			
Managers, directors and senior officials		+111,000	+512,000
Professional occupations	+13,000	+168,000	+994,000
Associate professional & technical occupations		+90,000	+506,000
Administrative and secretarial occupations	-9,000	-89,000	-426,000
Skilled trades occupations		-43,000	-256,000
Caring, leisure and other service occupations	+9,000	+97,000	+554,000
Sales and customer service occupations		-13,000	-48,000
Process, plant and machine operatives		-17,000	-173,000
Elementary occupations		-7,000	-51,000
Change in amount of jobs by industry sector			
Agriculture		-10,000	-63,000
Mining and quarrying		-1,000	-5,000
Food drink and tobacco		-2,000	-21,000
Engineering		-14,000	-38,000
Rest of manufacturing	-3,000	-18,000	-131,000
Electricity and gas		+2,000	+14,000
Water and sewerage		+4,000	+20,000
Construction		+39,000	+260,000
Wholesale and retail trade		+29,000	+176,000
Transport and storage		+22,000	+93,000
Accommodation and food		+25,000	+100,000
Media		-1,000	-12,000
Information technology	+4,000	+69,000	+250,000
Finance and insurance		+5,000	+81,000
Real estate		+9,000	+57,000
Professional services	+4,000	+65,000	+309,000
Support services	+4,000	+36,000	+186,000
Public admin. and defence		-8,000	-91,000
Education		-3,000	-26,000
Health and social work		+31,000	+344,000
Arts and entertainment		+10,000	+48,000

	Local Enterprise Partnership	South East	National
Other services		+8,000	+61,000
Replacement demand by occupations			
Managers, directors and senior officials		229,000	1,204,000
Professional occupations	35,000	370,000	2,157,000
Associate professional & technical occupations		231,000	1,339,000
Administrative and secretarial occupations	13,000	227,000	1,354,000
Skilled trades occupations		157,000	985,000
Caring, leisure and other service occupations		191,000	1,129,000
Sales and customer service occupations		122,000	804,000
Process, plant and machine operatives		86,000	618,000
Elementary occupations		182,000	1,030,000
Replacement demand by industry sector			
Agriculture		21,000	125,000
Mining and quarrying		2,000	11,000
Food drink and tobacco		12,000	119,000
Engineering		22,000	118,000
Rest of manufacturing		66,000	502,000
Electricity and gas		5,000	31,000
Water and sewerage		11,000	65,000
Construction		98,000	609,000
Wholesale and retail trade		277,000	1,599,000
Transport and storage		85,000	541,000
Accommodation and food		140,000	733,000
Media		14,000	120,000
Information technology		81,000	328,000
Finance and insurance		50,000	388,000
Real estate		32,000	185,000
Professional services		175,000	900,000
Support services		142,000	889,000
Public admin. and defence		51,000	390,000
Education		173,000	971,000
Health and social work		223,000	1,386,000
Arts and entertainment		57,000	309,000
Other services		56,000	301,000
Workforce projected to be qualified to level 4+	53%	51.3%	51.4%
Workforce projected to have qualifications lower than Level 2	12%	12.6%	13.0%

workwiltshire

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You can contact us in the following ways:

By telephone

01225 716890

By post

Employment and Skills, Wiltshire Council, County Hall,
Bythesea Road, Trowbridge, Wiltshire BA14 8JN

By email

workwilts@wiltshire.gov.uk

By web

www.workwiltshire.co.uk
www.wiltshire.gov.uk