

CONTENTS

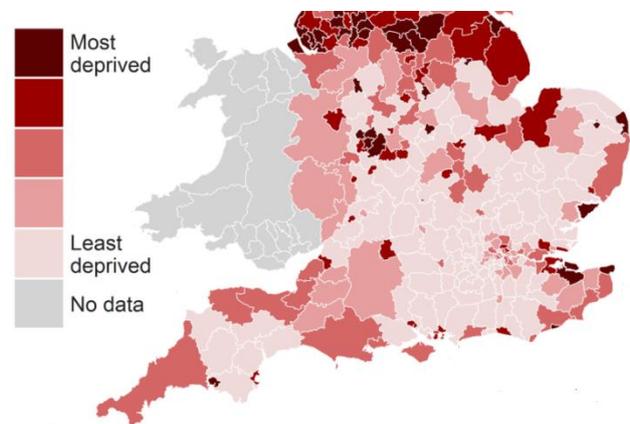
- [National news](#)
- [Regional news](#)
- [Cornwall](#)
- [Devon](#)
- [Dorset, Bournemouth and Poole](#)
- [Hampshire and the Isle of Wight](#)
- [Somerset](#)
- [Surrey](#)
- [West Sussex, Brighton and Hove](#)
- [LEP News](#)
- [Useful websites](#)
- [Future events](#)

NATIONAL NEWS

[Coastal communities](#)

New BBC News analysis reports that coastal areas of the UK are paying less wages than those living inland, and that the most deprived places in England, according to government figures, are to be found on the coast. Many people struggle with seasonal jobs and have to make the choice either to move away or take jobs which do not pay well. In coastal areas the typical (median) worker earned £22,104 gross in 2018 according to ONS figures. The government are investing £200m into regenerating some deprived coastal resorts and it is possible to find out where these are in South East and South West by clicking on [Coastal Communities Fund](#).

This map shows where the deprived areas are in the South and although none fall into the most deprived areas there is still significant deprivation along our coastal areas.



[T Levels](#)

The Next Level Campaign has been launched to advise young people on T Levels starting in September next year. The campaign will feature on social media, on-demand television, posters and other digital platforms. There will also be a new website. Guidance for providers [T Level Transition Programme](#) has also been published.

25 T levels will be introduced over the next four years with Digital, Education and Childcare and Construction starting the ball rolling in September 2020. For more information click [here](#).

Careers practitioners are invited to join in with this [helpful webinar](#) with the T-Level team to find out more about T-Levels, including what's involved, what subjects are available, timescales etc. Join the webinar on 22 January from 12 - 1pm.

[The destiny of seven-year-olds](#)

An interesting report from the BBC can be accessed [here](#). It reports on the limitations of career paths for seven-year olds due to *'ingrained stereotyping about social background, gender and race.'*

[Tackling the class ceiling](#)

The Investment Association has published a new report aimed at encouraging investment management firms to promote social mobility in their recruitment practices. The report, 'Tackling the class ceiling – recognising potential over polish', and sets out five recommendations to ensure managers attract and develop diverse talent from different classes and socio-economic background as follows:

- Broadening outreach to schools and colleges not previously targeted
- Providing more entry routes to the industry other than the traditional graduate route
- End bias in recruitment – lower education attainment in a more challenging environment may say more about a person's ability and character
- Recruit for potential rather than polish – the way someone dresses or speaks at interview will tell you very little about how effectively they will do their job and academic achievements don't always mean that a person will be effective at work
- Provide mobility in the workplace – ensuring workplace culture doesn't favour people who have come from a more privileged background.

[Getting into law and journalism webinars \(no link\)](#)

Amazing Apprenticeships have released the first two webinars in a series that focusses on apprenticeships in specific areas of industry. The webinars look at apprenticeships in the [Law and Journalism](#) sectors, and feature industry bodies, The Press Association and CILEx.

50+ night workers on the rise

According to new analysis conducted by the TUC the number of over-50 age group working nights has risen to its highest level since official records began in 2005. Most night work involves care work, nursing, road transport and security according to the TUC. Around 924,000 of the 3.2 million who regularly work nights are over 50.

Tackling youth unemployment

The DWP have announced that funding is to be made available to enable 90 more advisers to work in jobcentres and schools to tackle the problem of helping pupils at risk of falling into unemployment. £7m has been allocated, half of which will be spent on advisers and the remaining half to be spent on special educational needs for those up to the age of 24.

More pilots needed over next 20 years

Analysis from Boeing's 2019-2038 Pilot Technician Outlook and German consultancy WingX indicates that there will be a need for 98,000 business aircraft pilots to include 2,500 new crew to support the UK market in the next twenty years.

Royal Navy seeks Submariners with gaming skills

The Royal Navy has launched a new campaign to recruit 250 submariners by the end of 2020. The firm are encouraging gamers to apply as they will have acquired the core transferable skills required for the role through playing video games.

Apprenticeship Standards and Occupational Maps

The Institute for Apprenticeships is the keeper of the Occupational Maps. This came out of the Sainsbury's Report and the development of a simplified description of the routes to employment in 15 occupational areas. The interesting thing is that it shows all the occupations and their status in terms of apprenticeship standard from awaiting development to a published standard. Another way of showing the range of occupations available.

Morrisons Degree Apprenticeships

Morrisons are currently advertising their degree apprenticeships. The company states that: *"We're looking for resilience, determination and good leadership skills, along with the flexibility to meet the changing needs of our business. You'll also need a minimum of 104 UCAS points (based on the new UCAS tariff or 260 based on the old tariffs) and Grade C (4) or more in Maths and English GCSEs"*.

Annual Survey of Hours and Earnings (ASHE)

The Annual Survey of Hours and Earnings data (ASHE) was released last month. This informs LMI with updates on the average earnings by industry and occupation. The other thing which is often used to provide a benchmark, are average earnings for full-time and part-time workers¹.

The headlines are:

- Median weekly earnings for full-time employees reached £585 in April 2019, an increase of 2.9% since April 2018.
- While the North East region still has the lowest average weekly wage for full time employees of £533, it increased by 5.1% in the last year - the highest growth of the English regions
- Wage growth has been highest in the lowest paid sectors - probably due to the National Living Wage/NMW
- The average monthly salary for full time workers in the South East is £613.50 and in the South West £551.40.

There is a chart available which lets you play the game of 'guess what the average salary is' for each occupation.

<https://www.ons.gov.uk/visualisations/dvc696/occupationpay/index.html>

Families and the labour market

ONS have released statistics on the employment rates of parents with dependent children in the labour market in 2019. The statistics show:

"In 2019, three-quarters of mothers with dependent children were in work, up from two-thirds of mothers at the start of the century. In comparison, over 9 in 10 fathers were working". "Many parents make changes to their work to help balance work and family life. Almost 3 in 10 working mothers said they had reduced their hours to help with childcare, compared with 1 in 20 fathers".

Over the last 20 years, fathers have consistently had a higher employment rate than men without dependent children. During this period, the rate of mothers in employment has overtaken the employment rate of women without dependent children. In 2019, the employment rate of mothers (75.1%) was greater than men without dependent children (73.5%).

Which subjects have potential for greatest earnings?

TES reports on new data from the Department of Education which reveals the ten most lucrative A-level subjects and the ten most lucrative other level 3 courses which lead to greater earnings. Further mathematics and Physics top the A-level list with

¹ [^] Average in this case uses the median, which is the middle value in the range. Full-time is defined as employees working more than 30 paid hours per week (or 25 or more for the teaching professions). Part-time is defined as employees working less than or equal to 30 paid hours per week (or less than 25 hours for the teaching professions).

Economics followed by Engineering topping the other level 3 courses. For the full lists click on the link above.

National Labour Market Statistics from Office of National Statistics (period July – Sept 2019) – Published November 2019

- The UK employment rate was estimated at 76.0%; 0.5 percentage points higher than a year earlier but 0.1 percentage points lower than last quarter.
- The UK unemployment rate was estimated at 3.8%; 0.2 percentage points lower than a year earlier and 0.1 percentage points lower than last quarter.
- The UK economic inactivity rate was estimated at 20.8%; 0.3 percentage points lower than a year earlier but 0.1 percentage points higher than last quarter.
- For August to October 2019, there were an estimated 800,000 vacancies in the UK, 18,000 fewer than for the three months to July 2019 (this is the ninth consecutive fall on the previous three months) and 53,000 fewer than a year earlier (this is the fifth consecutive annual fall).

Amazing Apprenticeships (no link)

Amazing Apprenticeships have released the November issue of the [Parents' Pack](#). A video is also available showing information about [apprenticeships within the House of Commons](#). In addition a guide for School Leaders, Governing Bodies and Local Authorities has been released by the government entitled [A Guide to Apprenticeships for the School Workforce](#).

REGIONAL NEWS

Regional Labour Market Statistics from ONS (July – Sept 2019) Published November 2019

- For the three months ending September 2019, the highest employment rate estimate in the UK was in the South West (81.0%)
- For the three months ending September 2019, the lowest economic inactivity rate estimate in the UK was in the South West (16.8%).
- Between March and June 2019, the largest estimated decrease in workforce jobs in the UK was in London at 35,000.
- In June 2019, the region with the highest estimated proportion of workforce jobs in the services sector was London at 91.4%.

Regional Best Companies Index (RBCI) (no link)

Insider Media have published a list of the [South East](#) Regional Best Companies Index (RBCI) - a list of 75 employers deemed to be great places to work based on employee responses to 50 questions. Top place goes to Connect Catering followed by Orion Electrotech Limited and Barrington James Ltd. The same information is available for the [South West](#) with Willmott Dixon Construction, followed by RedRock Consulting and MPloy Staffing Solutions. Also published for London are the 20 best [large](#) companies to work for with Direct Line Group coming top, the best 50 [medium sized](#) companies to work for, with Beaverbrooks the Jewellers coming top and the best 75 [small](#) companies, with LMA Recruitment coming top.

Anthropologie expansion

The retailer Anthropologie is expanding and will be opening two new stores in the South before the end of the year in Kingston and in Winchester. Currently the store, which operates worldwide has 12 stores in the UK, six of which are in London.

National Get Help to Retrain Service

Education Minister Michelle Donelan announced the 'National Get Help to Retrain' service in October this year. The service is currently available in six areas of the UK including the South West and aims to help adults achieve a better career. The new online service helps people identify their skills, explore job opportunities and access training courses. Eligibility for the scheme is as follows for those:

- who are already in work
- are aged 24 and over
- do not have a qualification at degree level
- are paid below a certain wage threshold – this threshold will be tested with people earning low to medium wages as we develop the scheme

The scheme will go nationwide in 2020 and is supported by The National Careers Service.

The South West economy

Business Live report that Manufacturing, Mining and the Defence sector have been influential in growing the South West economy, with the region seeing greater growth than the whole of the UK in the first quarter of 2019. Agricultural and Education sectors, however, saw a decrease for the same period.

The South West vegan economy

Business Live report on how veganism is growing within the South West economy. New research, according to the report, shows that the word 'vegan' in job postings has quadrupled over the last three years with food and beauty leading the way with

the demand for animal-free products. The reports highlights 26 businesses in the South West who are totally vegan and helping to drive the economy.

CORNWALL AND THE ISLES OF SCILLY

[New Technology Institute coming to Truro](#)

A new Institute of Technology is to be built in Truro to enable skilled technicians and engineers to be trained via Higher Level Apprenticeships, Certificates and Diplomas. Construction will commence in Spring next year.

[Building Cornwall](#)

A new website has been launched by the Cornwall and Isle of Scilly LEP together with the construction industry in the region. The site is aimed at encouraging people to work in construction in the area and showcases the range of career opportunities available.

[The Growth Programme](#)

A new round of Government funding is to be made available for Cornwall and the Isles of Scilly which provides grants for rural start-ups and others to grow their business. The Growth Programme is designed to help rural economies to grow by creating jobs and boosting tourism.

DEVON

[New hotels for Paignton](#)

Hospitality and other employment will undoubtedly be coming to Paignton with the building of a hotel in the town. The new four-star hotel will overlook Paignton Green. In addition, subject to planning permission, the old Lighthouse nightclub.

Care home provider expansion

Three care homes have been bought out by an expanding care home operator, i.e. St Benet's and Wolbrough Court in Newton Abbot and Bishopsteignton House in Bishopsteignton.

New Energy Park could be coming to Plymouth

Subject to planning permission, a new energy park which would be could be coming to the outskirts of Plymouth with the new partnership between South Hams District Council, Langage Power Station and Langage Energy Park.

High Growth areas of Plymouth

An interesting article from Business Live on *'the thriving sectors that are fuelling Plymouth's economy'*. Manufacturing, and in particular Marine Manufacturing, which provides 7,100 local jobs as well as Medical and Healthcare have been selected as particularly high growth sectors in the area.

Plymouth company expansion

Plymouth based company Valves online is rapidly growing and creating jobs according to Business Live. They have been recruiting for warehouse and sales staff.

Luxury retirement flats to create jobs

150 jobs are to be created when a waterfront retirement block of flats is completed around the middle of next year. The luxury complex will include a cinema and a bar and will be located opposite the Millbay quayside.

Finance company seeks brokers

Start Point Finance is seeking new brokers in Plymouth Bristol and Kingsbridge.

DORSET, BOURNEMOUTH AND POOLE

Car company creates jobs in Poole

Car company Creditplus is to create 26 new jobs in Poole with its expansion move to Holes Bay.

Bournemouth Winter Gardens proposed development

Plans for Bournemouth's Winter Gardens site have been proposed to include bars and restaurants as well as retail, office and residential buildings.

Opportunity knocks for Engineering students

Top engineering students at Bournemouth University could secure a place on Siemen's Graduate Scheme and receive £3,000 a year from their second year at university as well as paid summer placements.

Alternative route to joining the Police force in Dorset

The first Police Constable Degree Apprenticeship (PCDA) has started in Dorset with university fees covered by Dorset Police. The course provides an alternative route in policing for those without a degree.

New cinema complex for Poole

Empire Cinemas have received the green light to develop a new multiplex cinema in the Dolphin Centre in Poole. Construction will commence in 2020.

Temp jobs for Dorset County Council

Dorset Council have been allocated over five million pounds to recruit temp staff over the next four years. Jobs, which could be anywhere within the organisation include specialists and consultants.

HAMPSHIRE AND THE ISLE OF WIGHT

New hotel in Basingstoke will create jobs

A new Village hotel, currently under construction in Basing View is expected to create 100 permanent jobs when it opens in 2020.

Hedge End company recruitment

NetPay are expanding their tech company and creating 30 jobs in doing so at Hedge End, by the end of this year.

Southampton Benefex expansion

50 new jobs will be created by Benefex with the expansion of their headquarters in Southampton.

Onecom expansion

Onecom, headquartered in Fareham, is looking for 25 staff to add to their team due to growth opportunities within the company.

[Southampton is thriving](#)

A report from UK Powerhouse for the Centre for Economic and Business Research (Cebr) finds that the Southampton economy is in the top ten for level of growth on the South Coast. Nationally, Southampton is eighth in the league table and the economy is predicted to grow by 18.5 per cent over the next ten years with employment expected to rise by ten per cent. This is higher than Portsmouth with a 16.7 per cent economic growth forecast with six percent rise in employment. Southampton's strengths lie in its Marine, Tech, Leisure, Education and Real Estate businesses.

[Highlighting the Isle of Wight \(no link\)](#)

The employers with the most vacancies on the Isle of Wight over the last 12 months were: a) National Health Service b) Isle of Wight College and c) Isle of Wight Council. These are the jobs they had advertised and the number of vacancies²:

National Health Service	671	Isle Of Wight College	362	Isle Of Wight Council	89
Registered Nurse	77	Chef	21	Accountancy Technician	2
Auxiliary Nurse	20	Cleaner	18	Accountant	2
Physiotherapist	19	Housekeeper	7	Marketing Officer	2
Clinical Nurse Specialist	12	Personal Care Assistant	7	Clerical Assistant	2
Occupational Therapist	11	Business Development Executive	4	Environmental Officer	2
Emergency Medicine	8	Kitchen Assistant	4	Licensed Surveyor	2
Charge Nurse	6	Receptionist	4	Social Worker	2
Gastroenterologist	6	Assistant Manager	3	Accountancy Assistant	1
Registered Mental Health Nurse	6	Auxiliary Nurse	3	Active Travel Officer X2	1
Consultant Old Age Psychiatrist	5	HGV2 / LGV C Driver	3	Administrative Support Officer Blue Badge	1

[New development for Southampton's Nelson Gate](#)

Southampton's Nelson Gate development will include a hotel and offices as well as new homes has been given the green light. The site has been unoccupied for nine years and this development will create jobs for the city.

[Lidl supermarket at Bargain Farm](#)

Another Lidl supermarket in Southampton is set to be approved by the City Council to be located at Bargain Farm on Brownhill Way.

[Oliver Bonas to open at West Quay, Southampton](#)

² Labour Insight (Burning Glass)

Oliver Bonas is set to open a new store at West Quay which will bring the number of stores to over 70 in total.

SOMERSET

[New development in Bridgwater could create jobs](#)

82 jobs could be created with building of a seven-screen cinema as well as other restaurants and bars in Bridgwater if planning permission is granted.

[Update on Hinkley C Nuclear Power Station](#)

A new report on the Hinkley C nuclear power station project appearing in the Somerset County Gazette says that Somerset County Council describe the project as '*the biggest economic boost for a generation*'. With already over 4,000 employees including 450 apprentices it is certainly a huge driver for the economy. Construction is currently in its third year of the planned ten-year schedule.

SURREY

[Dakota building in Weybridge filling up with businesses](#)

Weybridge's Dakota building is to gain two new companies with Robert Half Recruitment Company and Yooserve, a company which lets office space, taking up space in the building. 50% of the Dakota building is currently let.

[Barrington James require Sales staff](#)

Barrington James, who are Global Life Science Recruiters, are looking for 'exceptional' sales staff to join their team in Surrey. For more information on the company please click on the link above.

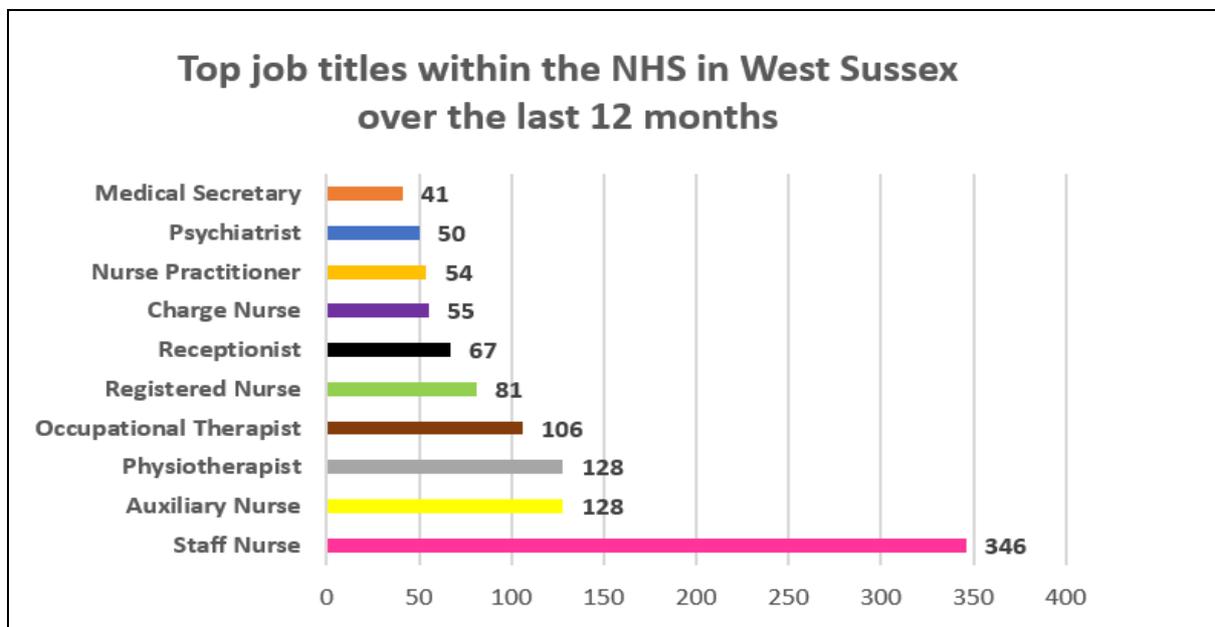
[Movement of Surrey County Council offices to Woking](#)

Surrey County Council are to move their Head Office from its current base in Kingston to Woking's Midas House next summer. Woking is undergoing extensive regeneration which is designed to encourage businesses into the town.

WEST SUSSEX, BRIGHTON AND HOVE

[A delve into the NHS job market in West Sussex² \(no link\)](#)

This may be of interest for anyone thinking of working for the NHS. There were 3,974 job postings within the West Sussex NHS over the last 12 months. The chart below shows the breakdown of the top job titles within the NHS in the county.



[New seafront café for Shoreham](#)

25 jobs will be created in Shoreham on completion of a cafe-restaurant at Boxpark.

[KFC creates 40 new jobs in Rustington](#)

KFC opens this month creating 40 new jobs for the town of Rustington.

[Enterprise M3 \(no link\)](#)

[The Enterprise M3 Gaming Industry](#)

Enterprise M3 have announced that the Department for International Trade (DIT) are to promote the gaming industry cluster in the Aldershot and Guildford area in their aim to attract foreign investment. Ten per cent of Guildford's workforce work in the games industry and there are over 70 gaming companies in the Guildford and Aldershot areas - a sector which is growing rapidly.

[Heart of the South West \(no link\)](#)

[Heart of the South West quarterly bulletin](#)

The LEP have launched a quarterly bulletin which contains information on some of the key business surveys across the area and some of the key issues during this challenging period. Overall the region still shows growth although there is a decline in the manufacturing sector.

[New Enterprise Centre for North Devon to support jobs](#)

A new Enterprise Centre is to be located at Roundwell, near Barnstaple. Heart of the South West LEP have partially funded the development which is expected to be open late next year. The build will support around 350 jobs and be tailored to support entrepreneurs, small and medium sized businesses.

[Dorset LEP \(no link\)](#)

[Dorset LEP focuses on Engineering Education](#)

Insider Media reports that Dorset LEP have put £1.2m into Engineering education schemes within the county which include the new Engineering Centre of Excellence at Weymouth College and similarly at Bournemouth and Poole College. The Arts University in Bournemouth and Kingston Maurward College are also to receive funds.

[Solent LEP \(no link\)](#)

[Solent LEP quarterly economic bulletin](#)

Solent LEP have published their second quarterly economic bulletin which focuses on SMEs. There is also a section on the Global economy, the UK economy, the South East and the Solent LEP economy, news and investment.

USEFUL WEBSITES

- Roles in the Ambulance Service - <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/roles-ambulance-service>
- Working in Childcare and Early Years website - <https://www.pacey.org.uk/working-in-childcare/>
- Working for HM Prison Service - <https://www.gov.uk/government/organisations/hm-prison-service/about/recruitment>

FUTURE EVENTS

- 22nd January – Find out about T Levels webinar, 12.00 pm – 1.00 pm - <https://register.gotowebinar.com/register/8249162255769372171>
- 24th January 2020, Job Fair – Reading Town Hall, 10.00 am – 2.00 pm <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/reading>
- National Apprenticeship week will take place from 3rd to 7th February 2020 - <https://www.gov.uk/government/news/save-the-date-national-apprenticeship-week-2020-to-be-held-3-to-7-february-2020>
- 14th February 2020, Job Fair – Crawley Arora Hotel, 10.00 am – 1.00 pm <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/crawley>
- 19th February 2020, Job Fair, Portsmouth, Fratton Park, 10.00 am – 1.00 pm <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/portsmouth>
- 21st February 2020, Job Fair, Bournemouth, Vitality Stadium, 10.00 am – 1.00 pm <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bournemouth>
- 2nd – 7th March – National Careers Week - <https://nationalcareersweek.com/>
- 6th March – Jobs Fair, Southampton – Solent Conference Centre 10.00 am – 1.00 pm <https://www.thejobfairs.co.uk/network/event?e=eDNZXf9Mh79r4YPdn>
- 11th – 12th March, Skills South West, Plymouth Pavilions <https://10times.com/skills-south-west>
- 18th March – Job Fair, Exeter Corn Exchange 10.00 – 1.00 pm - <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/exeter>
- 20th March – Job Fair, Plymouth Guildhall 10.00 am – 1.00 pm <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/plymouth>
- 3rd April – Job Fair, Colston Hall, Bristol, 10.00 am – 2.00 pm <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bristol>
- 29th April – Job Fair, Reading Town Hall - times tbc <https://www.thejobfairs.co.uk/network/jobseeker/event-guides/reading>

- 22nd May – Job Fair, Bournemouth Vitality Stadium, times tbc
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bournemouth>
- 22nd May – Job Fair, Fratton Park Stadium, times tbc
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/portsmouth-2020>
- 27th May – Job Fair, London Stratford, times tbc
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/london-stratford>
- 12th June – Job Fair, Brighton Amex Stadium, times tbc
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/brighton-hove-2020>
- 24th June 2020, Job Fair,, Castle Hotel, Taunton, 10.00 am – 2,00 pm
<https://www.eventbrite.co.uk/e/taunton-careers-fair-tickets-65296755353>
- 26th June 2020, Job Fair, Coulston Hall, Bristol, 10.00 am – 2.00 pm
<https://www.thejobfairs.co.uk/network/jobseeker/event-guides/bristol>