



# Milton Keynes Labour Market Information

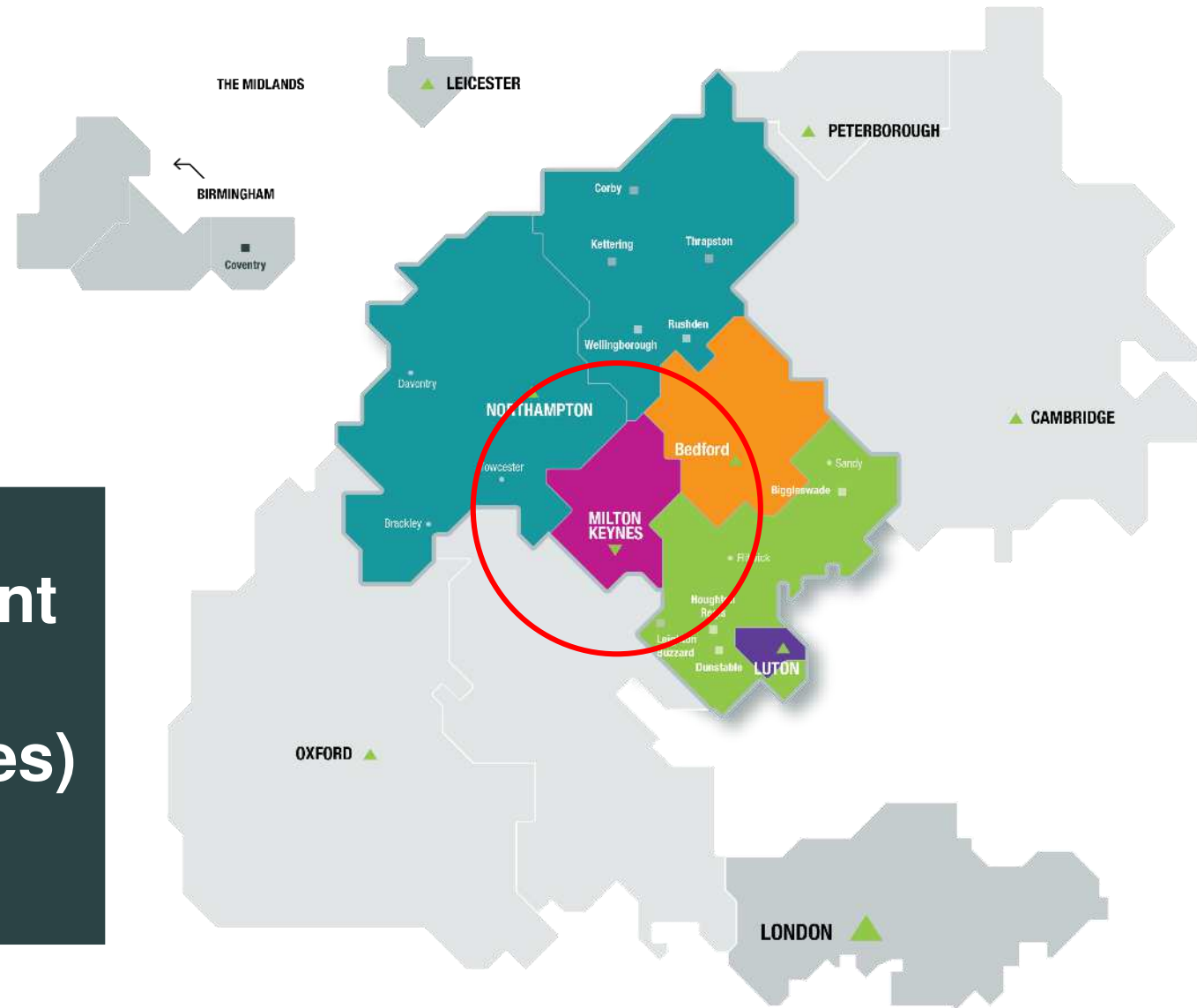
January 2022

# Milton Keynes

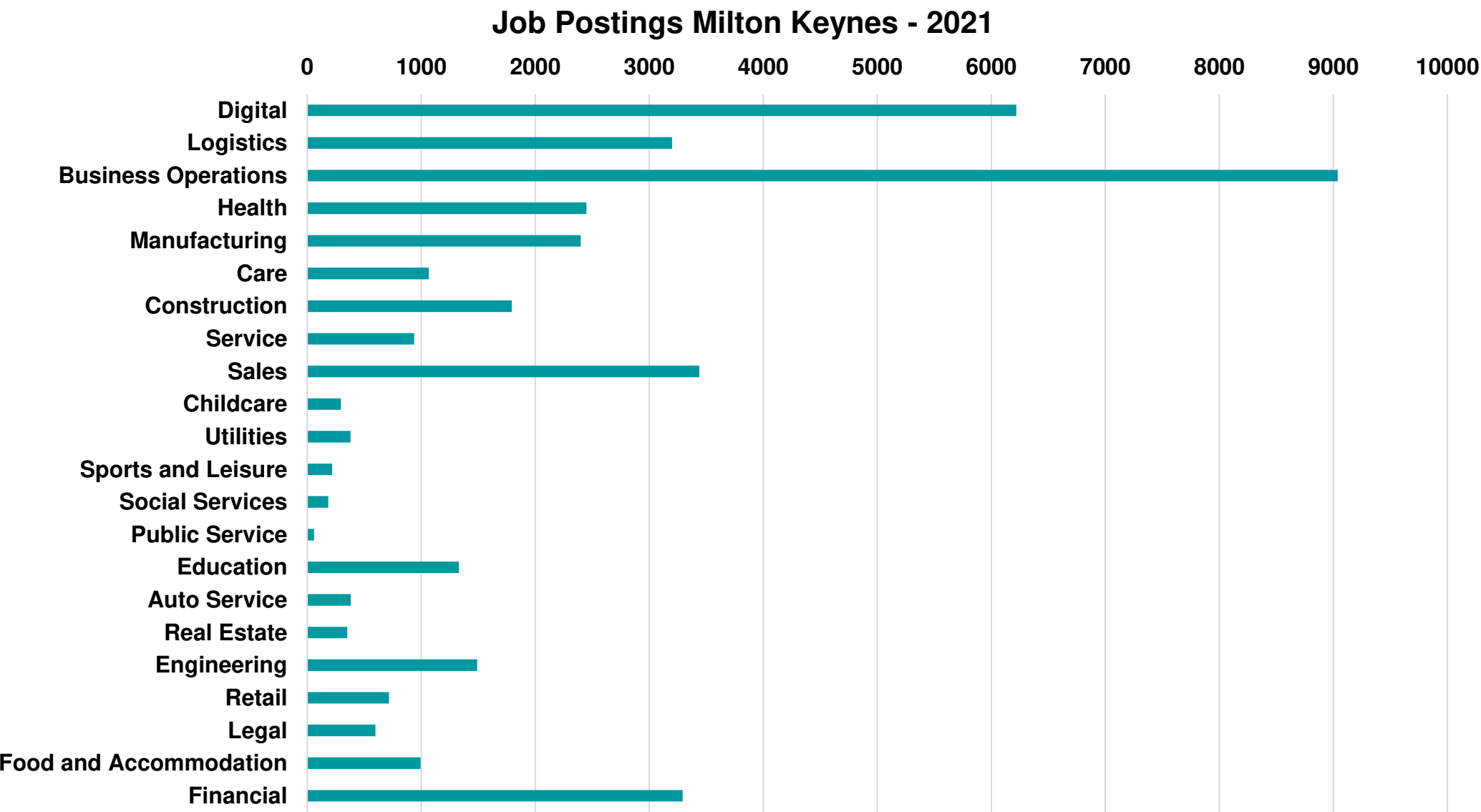
This presentation includes information for the labour market, showing trends for occupational groups and occupations

**137,900 people in employment**

**49,500 job postings (vacancies)  
in 2021**



# Top occupational groups in demand now



# Occupational groups/sectors with need

## Occupational groups/sectors with employment growth/high replacement need

### Cross cutting transferable occupational groups



**Engineering & Manufacturing**



**Digital**



### **Business Operations & Management**

- Business Operations
- Management
- Sales/Marketing
- Financial
- Legal
- Human Resources
- Procurement

### Plus other sector specific focused occupations



**Health & Care**



**Logistics & Supply Chain**



**Education**



**Construction**



# Future opportunities

- Digital
- Engineering
- Health & Care
- Education

- Business Management & Operations
- Construction
- Logistics

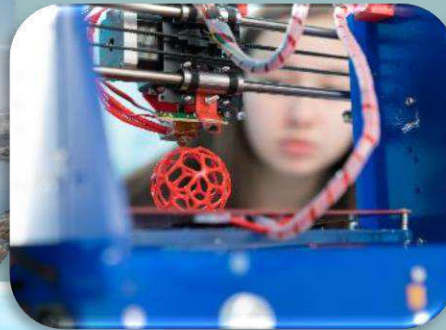
**Artificial Intelligence**



**Aerospace/Space**



**Manufacturing**



**Intelligent Mobility**



**Green Economy /Net Zero**



**Logistics**



**Agri-tech**

**Modern Methods of construction**



**Health and Care**



**Non Carbon Fuelled Transport**



# “Employability Skills”

Defined as behaviours, attitudes, core competencies and technical/vocational skills of the individual, plus some qualifications

Main causes of having hard to fill vacancies

1. Skills
2. Required attitude, motivation, personality
3. Qualifications
4. Work experience

Skills difficult to obtain when recruiting staff?

1. Technical or practical skills
2. Job specific skills
3. Literacy
4. Communication skills

## Qualifications and Certification

### Core Competencies

1. Communication
2. Organisation
3. Teamwork/Collaboration
4. Digital literacy
5. Planning
6. Problem solving
7. Creativity
8. Leadership
9. Time management
10. Resilience

### Technical/Vocational Skills

- Job specific (logistics, construction, financial, food preparation, engineering, manufacturing, teaching, health, care)
- Business Management
- Business Operations
- Specialist digital skills
- Customer Relationships /Service/Sales

### Basic Skills

Literacy Numeracy  
Spoken English  
Basic Digital

### Attitudes & Behaviours

Detail Orientated Work ethic Flexibility/Adaptability  
Curiosity Self-motivation/Initiative/Independence  
Honesty Reliability Politeness Humility Empathy



# Milton Keynes Career Opportunities

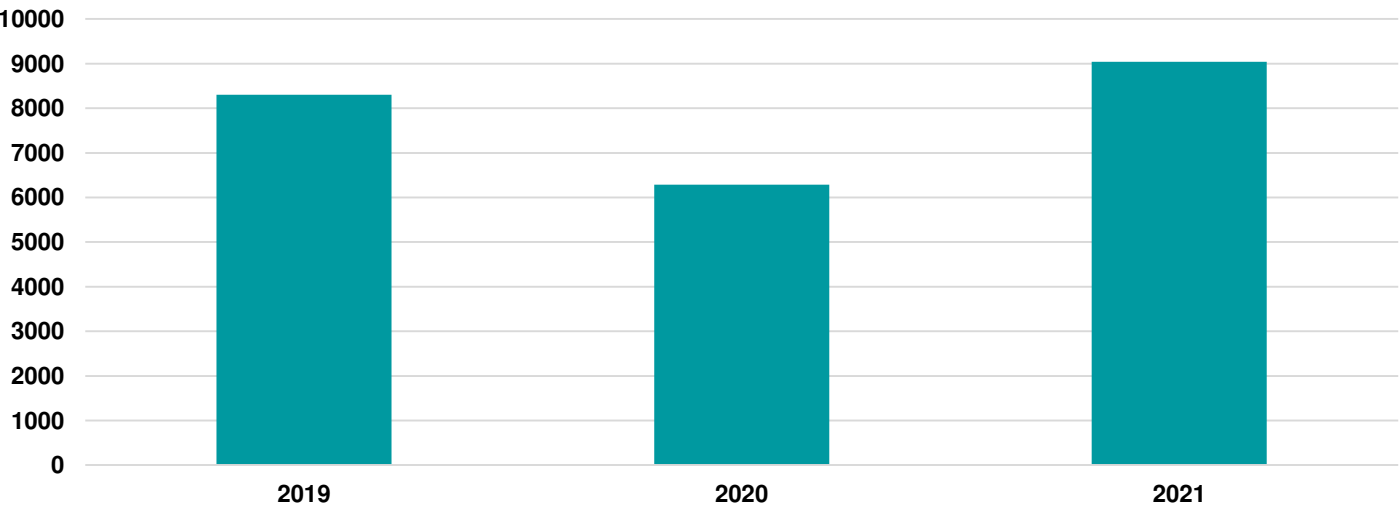
## Top 10 Occupational Groups



# 1. Business Operations



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top 10 Vacancies	Last 12 Months
Office / Administrative Assistant	1,581
Account Manager / Representative	1,087
Project Manager	983
Human Resources / Labour Relations Specialist	504
Recruiter	476
Marketing Manager	460
Receptionist	401
Business / Management Analyst	303
Senior Administrator	276
Procurement Manager	250

Comments

- ▶ Job postings increasing
- ▶ Many positions are hidden jobs in businesses
- ▶ Opportunities for roles in human resources, marketing and procurement (buying)
- ▶ These occupations are in most sectors and occupations tend to be transferable across sectors

Employer Preferred Pathways

- ▶ Further education college
  - ▶ Apprenticeships
  - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Planning
Organisational Skills
Creativity
Microsoft Excel

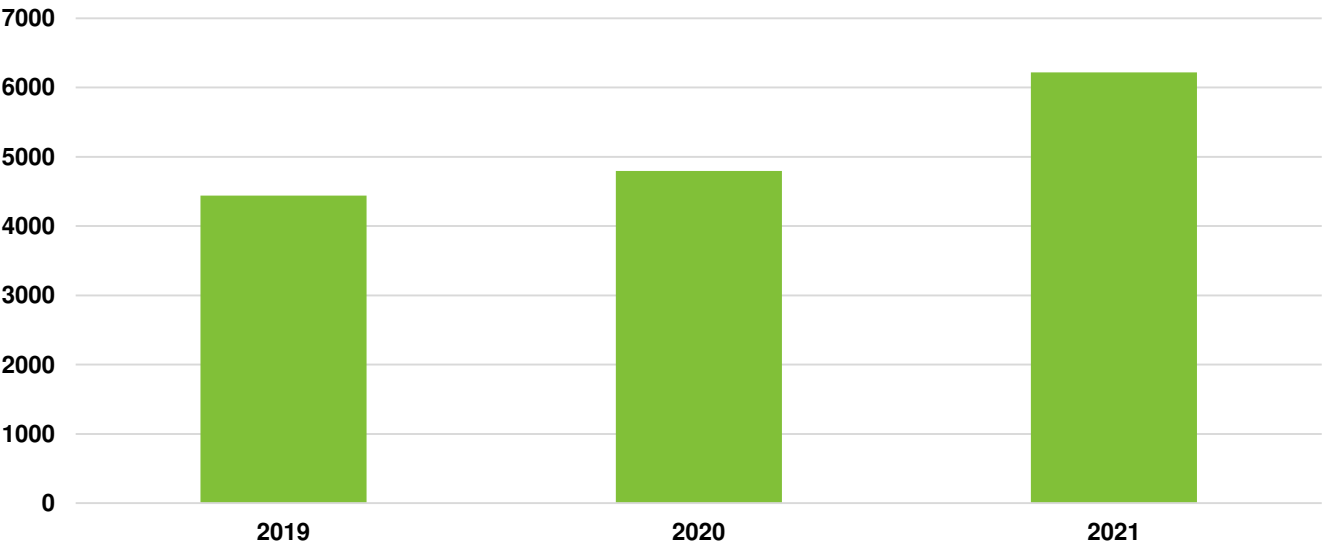




# 2. Digital



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Software Developer / Engineer	1,713
Computer Support Specialist	782
Data / Data Mining Analyst	639
Computer Systems Engineer / Architect	446
Web Developer	331
IT Project Manager	329
Software QA Engineer / Tester	278
Systems Analyst	205
Information Security Engineer / Analyst	201
Database Administrator	198

Comments

- Increasing demand for software developer/engineers, computer support specialists and data/data mining analysts
- Over 60% of occupations are in sectors outside of the specialist digital businesses

Employer Preferred Pathways

- Further education college/Institute of Technology
  - Apprenticeships
  - University
- (check pathways for each occupation)

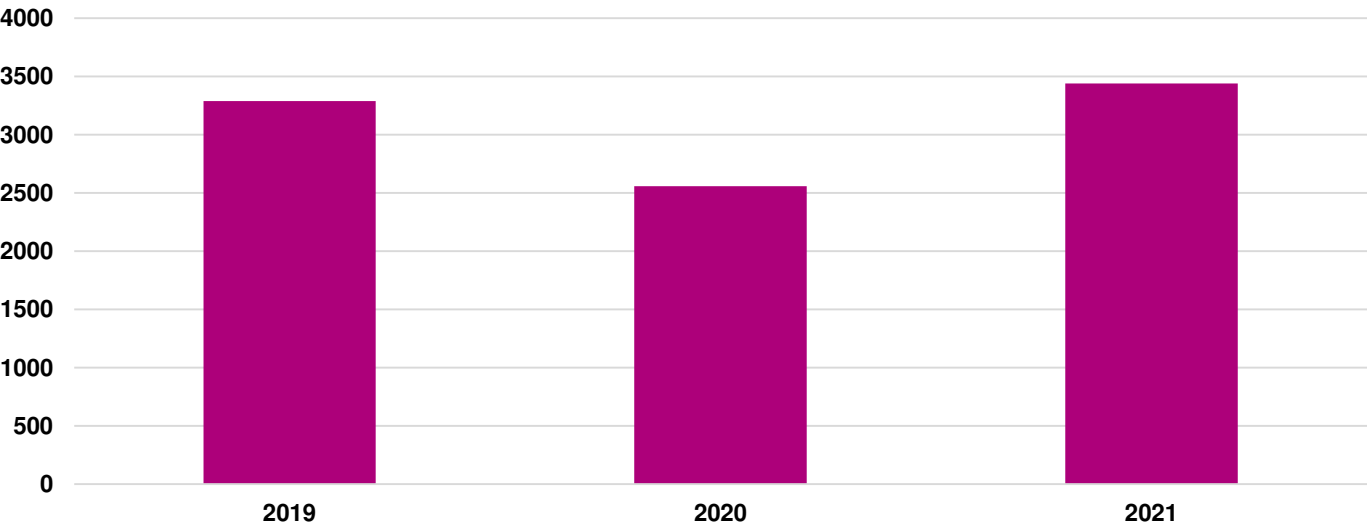
Top 5 Core Competencies/Skills Needed
Communication Skills
Problem Solving and Troubleshooting
Planning
Creativity
Microsoft Excel



# 3. Sales and Customer Service



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Customer Service Representative	1,531
Sales Manager	720
Sales Assistant	468
Sales Representative	390
Customer Service Manager	184
Sales Engineer	51

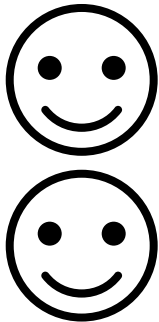
Comments

- ▶ Increasing demand in business to business sales and service
- ▶ Need to be outgoing, a good listener and problem solver

Employer Preferred Pathways

- ▶ Further education college
- ▶ Apprenticeships

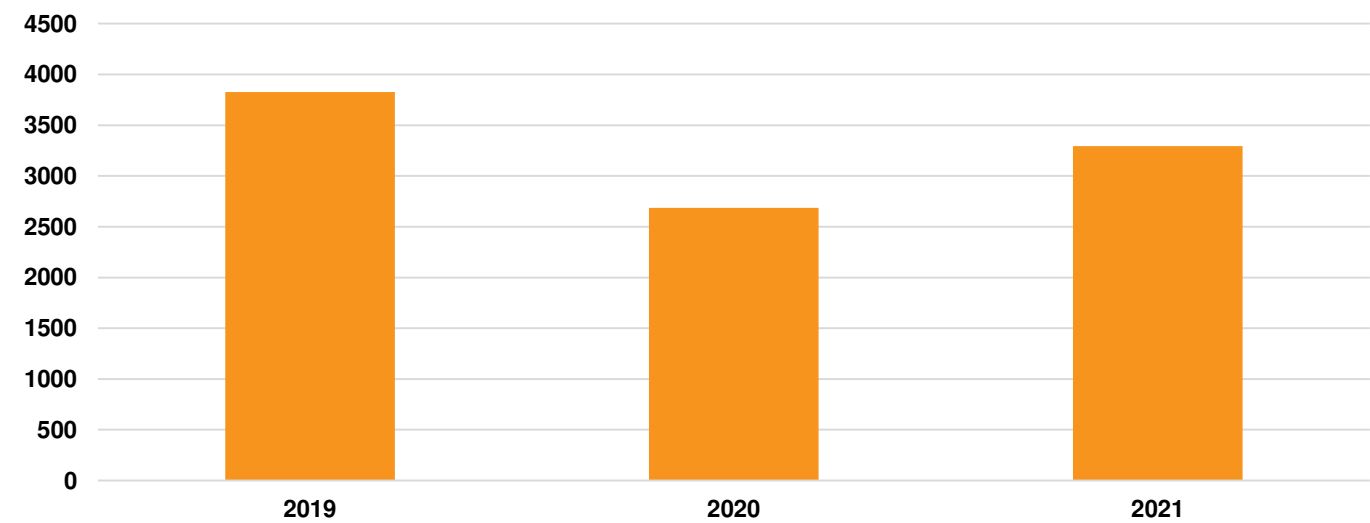
Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Building Effective Relationships
Detail-Orientated
Microsoft Excel



# 4. Financial



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Bookkeeper / Accounting Clerk	712
Accountant	655
Financial Manager	455
Financial Analyst	294
Auditor	253
Credit Analyst / Authoriser	184
Payroll Specialist	172
Personal Financial Advisors	110
Financial Services Sales Agent	101
Tax Manager	74

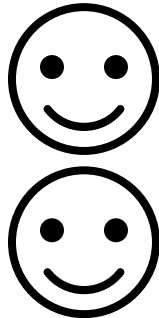
Comments

- ▶ Large demand for accountants and bookkeepers
- ▶ Occupations cut across sectors and roles are transferable

Employer Preferred Pathways

- ▶ Further education college
  - ▶ Apprenticeships
  - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Microsoft Excel
Communication Skills
Detail Orientated
Meeting Deadlines
Problem Solving and Analytical Skills

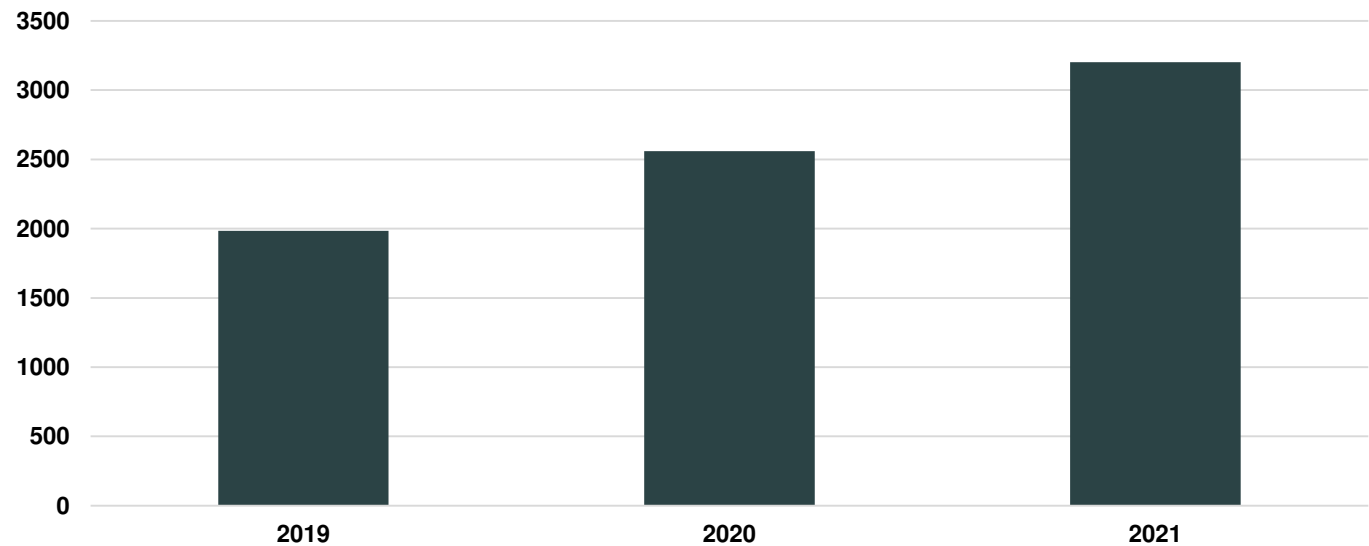




# 5. Logistics Specific



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Labourer / Material Handler	862
Delivery Driver	500
Warehouse / Inventory Associate	346
HGV / LGV Class 2 Driver	300
HGV / LGV Class 1 Driver	251
Logistics / Supply Chain Analyst	175
Forklift / Pallet Jack Operator	138
Van / Taxi / Shuttle Driver	119
Stocking Clerk / Sales Floor Support	98
Storage / Distribution Manager	87

### Comments

- ▶ Growth and switch to online shopping is driving opportunities
- ▶ Over 45% of job posting in the logistics sector are for Business Operations, Digital and Engineering
- ▶ Large demand for drivers at all levels. Most have to be over 24 for insurance purposes
- ▶ Immediate need for warehouse staff and forklift drivers

### Employer Preferred Pathways

- ▶ In house and independent training providers
  - ▶ Further education college
  - ▶ Apprenticeships
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Planning
Detail-Orientated
Microsoft Excel

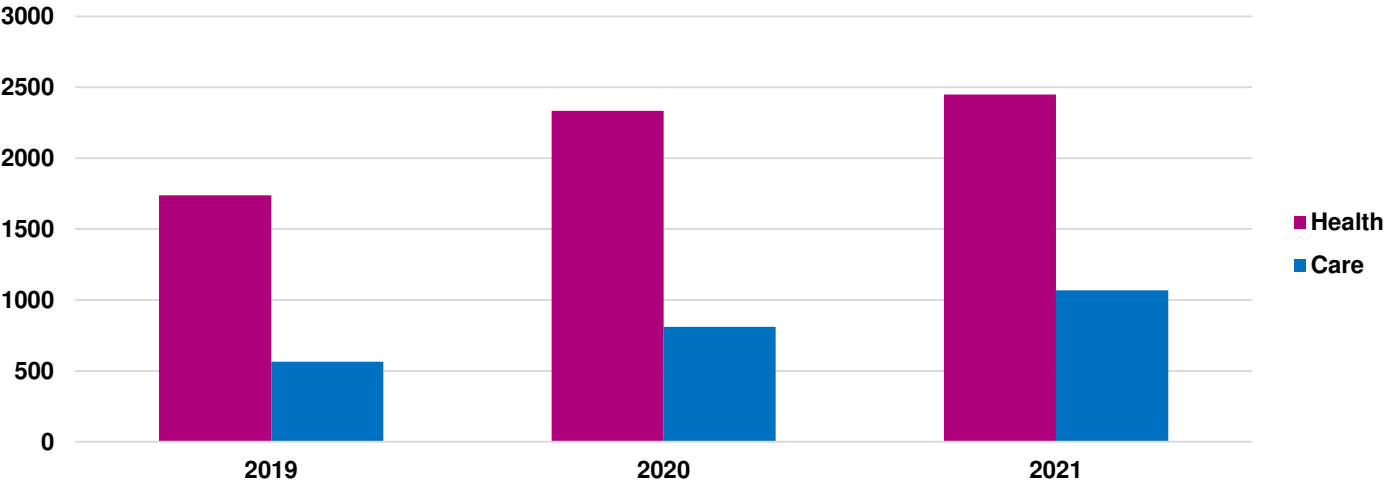




# 6. Health and Care



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Registered General Nurse (RGN)	805
Caregiver / Personal Care Aide	541
Care assistant	397
Physician	219
Psychologist	196
Nursing Assistant / Healthcare Assistant	173
Healthcare Manager	167
Nurse Practitioner	126
Occupational Therapist	117
Physiotherapist	100

### Comments

- ▶ Very high demand for nurses and care related occupations
- ▶ The ability to empathise is sought in all occupations
- ▶ New pathways emerging for entry into sector
- ▶ Will continue to grow to support an ageing population
- ▶ Other occupational groups in need within sector such as Digital, Business Operations and Maintenance

### Employer Preferred Pathways

- ▶ Further education college
  - ▶ Apprenticeships
  - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Organisational Skills
Planning
Leadership
English



# 7. Manufacturing



Top Vacancies	Last 12 Months
Production Worker	449
Operations Manager	286
Scheduler / Operations Coordinator	233
Validation Engineer	162
Quality Inspector / Technician	137
Manufacturing Machine Operator	137
Safety Coordinator	104
Welder / Solderer	98
Production Supervisor	94
CNC Operator	85

### Comments

- Diverse sector from food production to Formula 1
- Other occupational groups required in manufacturing businesses, especially business operations, digital and engineering

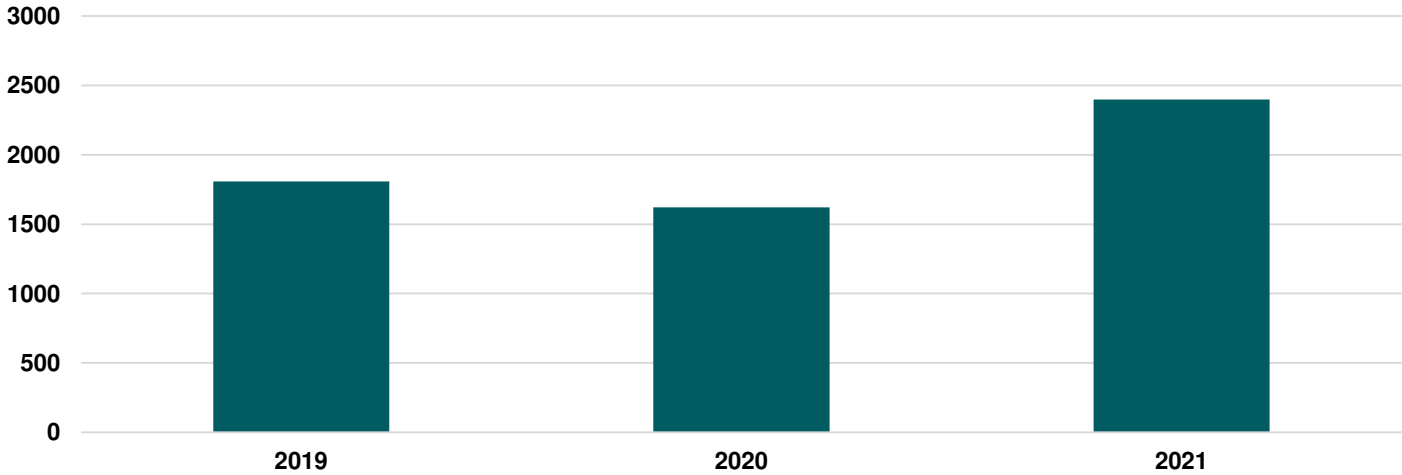
### Employer Preferred Pathways

- Further education college
  - Apprenticeships
  - University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Planning and Organisational Skills
Detail-Orientated
Problem Solving
Microsoft Excel



Top 200 Job Postings/Vacancies (Milton Keynes)

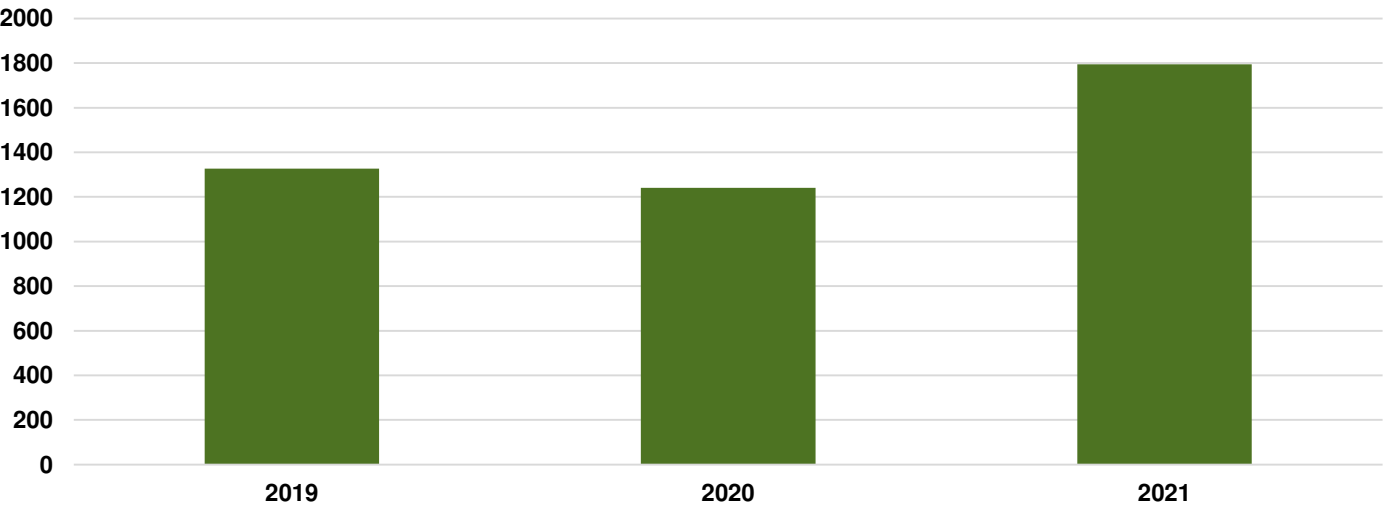


Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

# 8. Construction



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Civil Engineer	298
Construction Helper / Worker	282
Construction Manager	214
Electrician	193
Quantity surveyors	184
Land Surveyors	139
HVAC Mechanic / Installer	129
Carpenter	123
Painter	77
Plumber	57

Comments

- ▶ Opportunities in all occupations at all levels, especially trades
- ▶ Large building programmes locally
- ▶ Green economy will create/change many jobs
- ▶ Will need other certification (CSCS card)

Employer Preferred Pathways

- ▶ Further education college
  - ▶ Apprenticeships
  - ▶ Construction Industry Training Board
  - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Planning
Organisational Skills
Problem Solving
Microsoft Excel

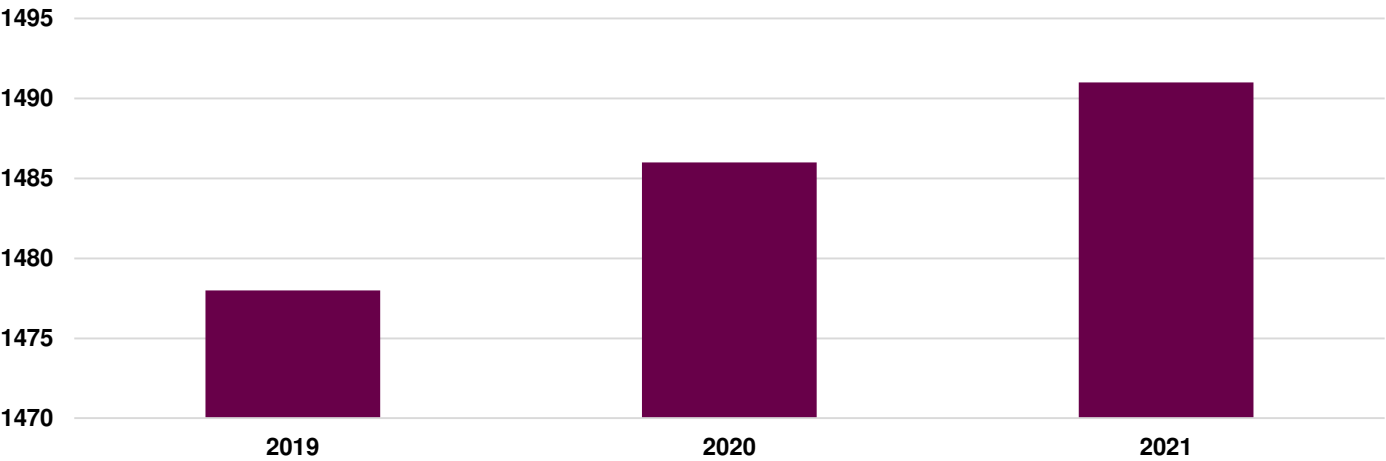




# 9. Engineering



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Maintenance Technician	325
Electrical Engineer	224
Mechanical Engineer	201
Industrial Engineer	156
Repair / Service Technician	147
Engineering Manager	117
Electronics Engineer	74
Product Development Engineer	70
Maintenance / Service Supervisor	67
Electrical / Electronic Engineering Technician	59
CAD Designer / Draughtsperson/Draughtsman	51

Comments

- ▶ Large demand for maintenance technicians, electrical and mechanical engineers
- ▶ Increasing demand in design and product development related careers
- ▶ Ageing workforce will need replacements
- ▶ Need digital literacy, especially MS Excel

Employer Preferred Pathways

- ▶ Further education college
  - ▶ Apprenticeships
  - ▶ University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Communication Skills
Problem Solving
Planning and Organisational Skills
Creativity
Detail Orientated

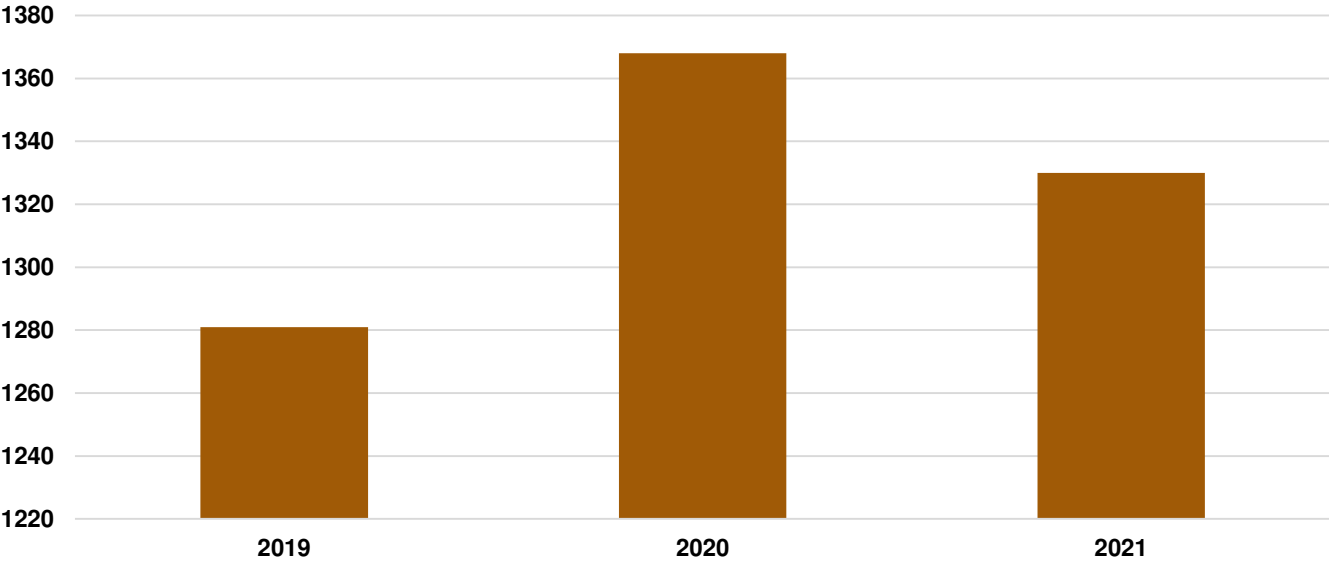




# 10. Education



Top 200 Job Postings/Vacancies (Milton Keynes)



Source: Labour Insight (Burning Glass Technologies) and ONS, Annual Population Survey

Top Vacancies	Last 12 Months
Teaching Assistant	326
Tutor	245
University Lecturer	219
Primary School Teacher	170
Secondary School Teacher	82
Special Education Needs (SEN) Teacher	63
Researcher / Research Associate	63
Driving instructors	56
Vocational Education Trainer / Tutor	53
Preschool / Childcare Teacher	53

Comments

- Increasing demand for teaching assistants in schools and tutors in colleges
- Ageing workforce offering opportunities
- Financial incentives available to become a teacher
- Need digital literacy skills

Employer Preferred Pathways

- Teaching school hubs (Denbigh and Brooke Weston)
  - Further education college
  - Apprenticeships
  - University
- (check pathways for each occupation)

Top 5 Core Competencies/Skills Needed
Creativity
Communication Skills
Planning
English
Organisational Skills



# Remember

- If you have a burning desire and/or talent to do something or have a career in a certain occupation – do it
- Find something you love to do and get someone to pay you for doing it – it will never be ‘work’
- Be patient, do not go too fast too soon, you have your whole life before you
- Plan your first step – see where it takes you

# Other Sources of Information

- Get the Jump' brings together all pathway choices for young people [gov.uk/get-the-jump](https://gov.uk/get-the-jump)
- Prospects – Information on jobs, work experience and pathways <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/>
- Youth Employment Careers and pathways into work <https://www.youthemployment.org.uk/careers-hub/>
- National Careers Service <https://nationalcareers.service.gov.uk/explore-careers>
- icould – video and careers information - <https://icould.com/explore/categories/job-types/#jobtype>
- This is **Engineering** - An introduction to the sector and the opportunities it offers <https://www.thisisengineering.org.uk/>
- GoConstruct - the **construction** industry guide to careers <https://www.goconstruct.org/>
- **Creative Industries** Federation - Discover creative careers <https://discovercreative.careers/#/>
- **NHS** Find Your Career <https://www.healthcareers.nhs.uk/FindYourCareer> and <https://www.jobs.nhs.uk/>
- Think **Care** Careers – Skills for Care <https://www.skillsforcare.org.uk/Careers-in-care/Think-Care-Careers.aspx>
- **Transport & Logistics** careers - <https://www.allaboutcareers.com/career-industry/transport-logistics/> and <https://www.think-logistics.co.uk/resources/>
- **Digital** World - <https://www.digitalworld.net/industries-and-jobs>



Growing people



Growing business



Growing places

**More information at**

[www.semlep.com/employment-support-for-students/](http://www.semlep.com/employment-support-for-students/)

**These slides and additional labour market information can be found at**

[www.semlep.com/school-labour-market-information/](http://www.semlep.com/school-labour-market-information/)

**Details of occupations can be found at**

<https://nationalcareers.service.gov.uk/explore-careers>