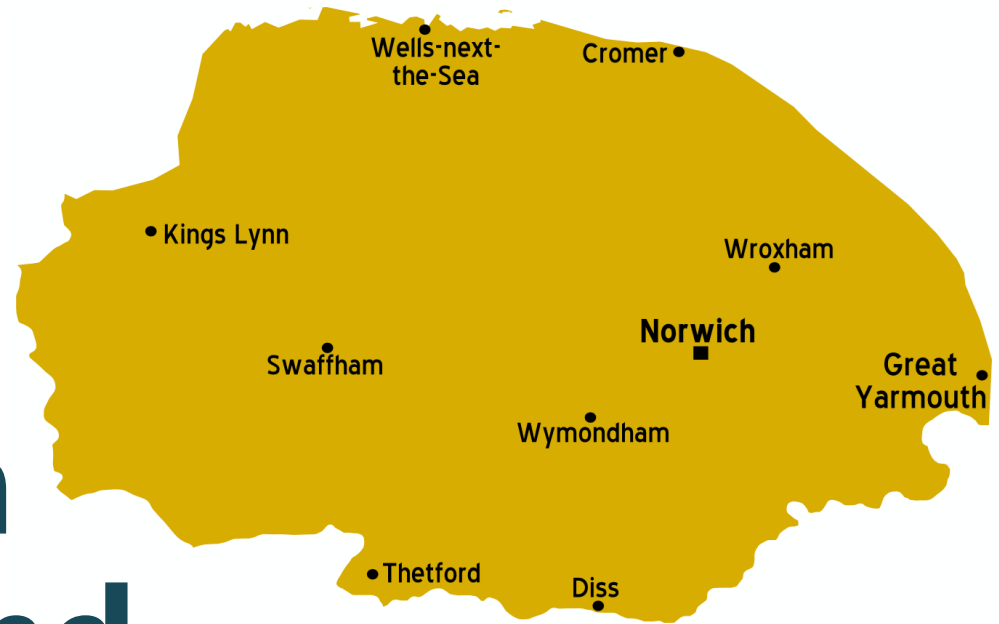


What's happening in the labour market and how can young people prepare?



Helen Janota MCLIP MCDI RCDP



Over the last two years...

Key workers: we now know who is providing essential roles

More people remote working / hybrid working

Faster adoption of digitisation, automation and AI



Where we are now

1.1 million fewer people participating in the labour market

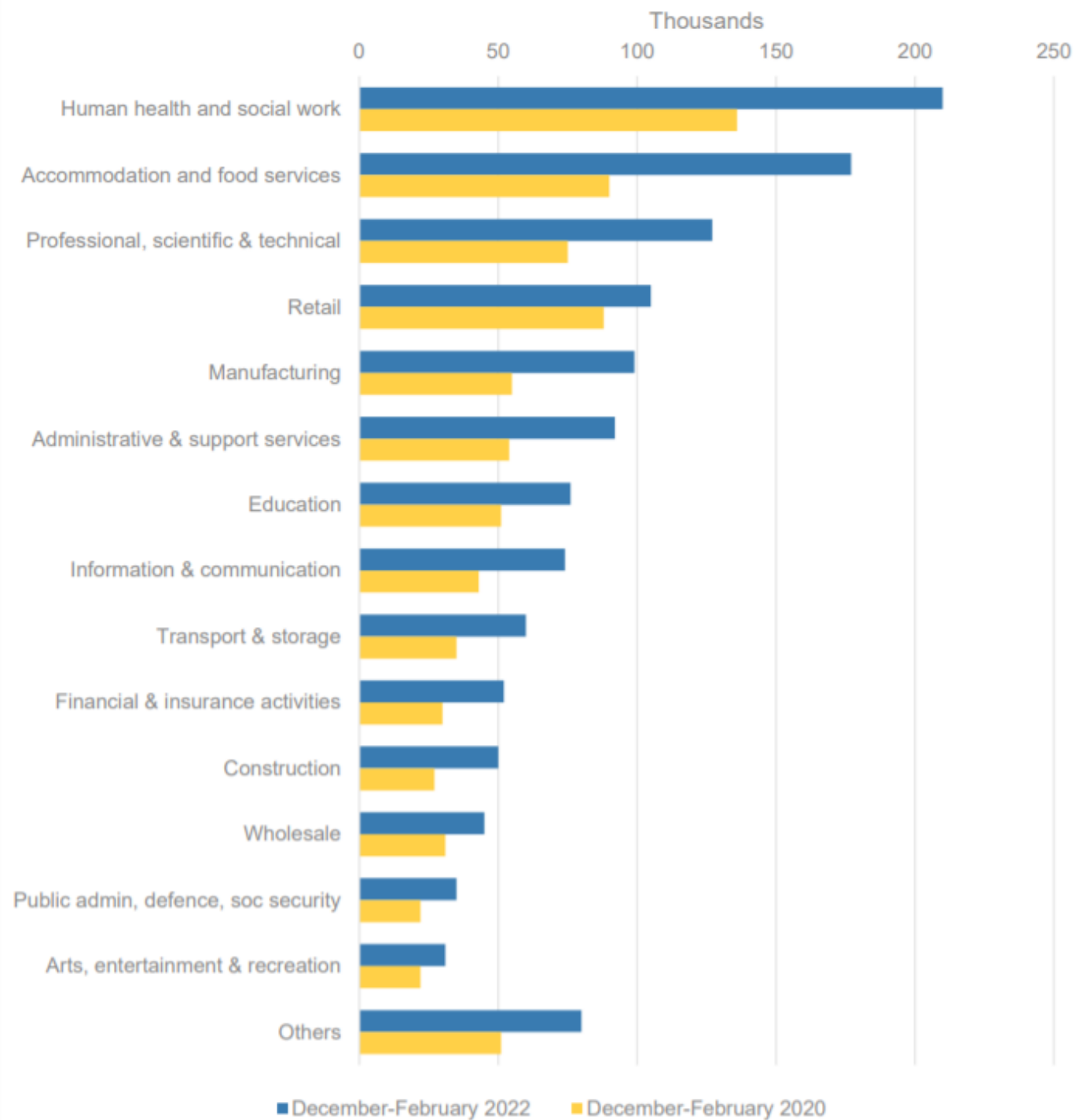
More young people staying on in education at 18

Tighter labour market / exacerbation of skills shortages

For the first time ever, over 50% of jobs in England are in high-skilled occupations*

*High-skilled occupations:

1 Managers, directors and senior officials, 2 Professional occupations,
3 Associate professional & technical (Soc 2010 Major Group 1-3)



Source: ONS Vacancy Survey March 2022



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Takeaway 1

Level up! Most jobs growth is in high-wage, higher-skilled jobs

Most new jobs created will require level 4 and above qualifications and skills

Technology is automating more routine tasks but in doing so, creating more tech roles

Share of employment in low-wage jobs is slowly declining

Key drivers for change



Fourth Industrial Revolution



People living longer



Global shifts



Environmental challenges



Attitudes and consumer behaviours

Growth areas in tech

virtual & augmented reality (VR/AR)

Internet of Things (IoT)

3D printing

artificial intelligence (AI)

fintech

battery technologies

autonomous vehicles

5G wireless technology

space technology

carbon capture

robotics

haptics

gaming

mechatronics

biotech

agritech

drone technology

UX/UI

blockchain

VFX

cloud computing

next generation transport

esports

nanotechnology

wearable technologies

GPS

cyber security

data analytics

createch

machine learning



Takeaway 2

Digital skills are essential for the vast majority of jobs

Digital skills are an essential entry requirement for two-thirds of UK jobs

Digital skills are required in at least 82% of online UK job vacancies

Jobs requiring digital skills pay 29% (£8,300 pa) more than those that don't

Source: Gov.UK/DCMS *No Longer Optional: Employer Demand for Digital Skills*. 2019

Digital skills

Basic / Foundation level

using a browser

sending emails

participating on social media

keeping data secure

completing online forms

Advanced level

Coding and programming for:

cyber security

big data / data analytics

AI

robotics

cloud computing

VFX

search engine optimisation (SEO)

user experience (UX)

data visualisation

and much more!

What are digital skills, why are they so important, and how can you learn them?

Useful explainer:

www.futurelearn.com/info/blog/the-complete-guide-to-digital-skills





Career areas linked to protecting the environment

soil scientist

software engineer

maintenance technician

sustainability manager

design engineer

research scientist

electric charging point installer

building information modeller (BIM)

electronics engineer

energy consultant

urban planner

robotics engineer

conservation officer

heating engineer

ecologist

geographical information systems officer

agritech technician

drone operator

chemist

building services engineer

construction retrofitter

electrician

electric vehicle technician

flood engineer

horticulturalist

water quality scientist

ecologist

waste services consultant

data analytics

farmer

artificial intelligence (AI) expert

meteorologist

Skills shortages / high demand roles

Some of the UK Shortage Occupations job titles

Engineer - *design & development, mechanical, civil, electrical, electronic, quality control and planning – all types!*

Nurse

Biological scientist

Cyber security specialist

Archaeologist

Software programmer

Maths and science teachers

Social worker

Occupational therapist

Radiographer

Architect

Quantity surveyor

Paramedic

Care home manager

Artist

Graphic designer

Care worker

Other roles in high demand but not on the Shortage Occupation List include:

Electrician

Chef

Carpenter / joiner

HGV driver

Train driver

Shortage Occupations List

www.gov.uk/government/publications/skilled-worker-visa-shortage-occupations

Skills shortages / high demand roles

READ: 21 Top Jobs for the Future

www.parentalguidance.org.uk/labour-market-information/top-jobs-of-the-future

READ: What Will the Future Job Market Be Like?

www.parentalguidance.org.uk/labour-market-information/what-will-the-future-job-market-be-like





Skills shortages / high demand roles

Apprenticeships and vocational qualifications

T level subjects

www.tlevels.gov.uk/students/subjects

Apprenticeship standards (for job titles at all levels)

www.instituteforapprenticeships.org/apprenticeship-standards

Higher and Degree Apprenticeship Listing

<https://amazingapprenticeships.com/higher-degree-listing>

Alan Bullock Careers weekly blog on higher and degree apprenticeships

<https://alanbullockcareers.com/blog>



Takeaway 3

Look beyond 'traditional' careers

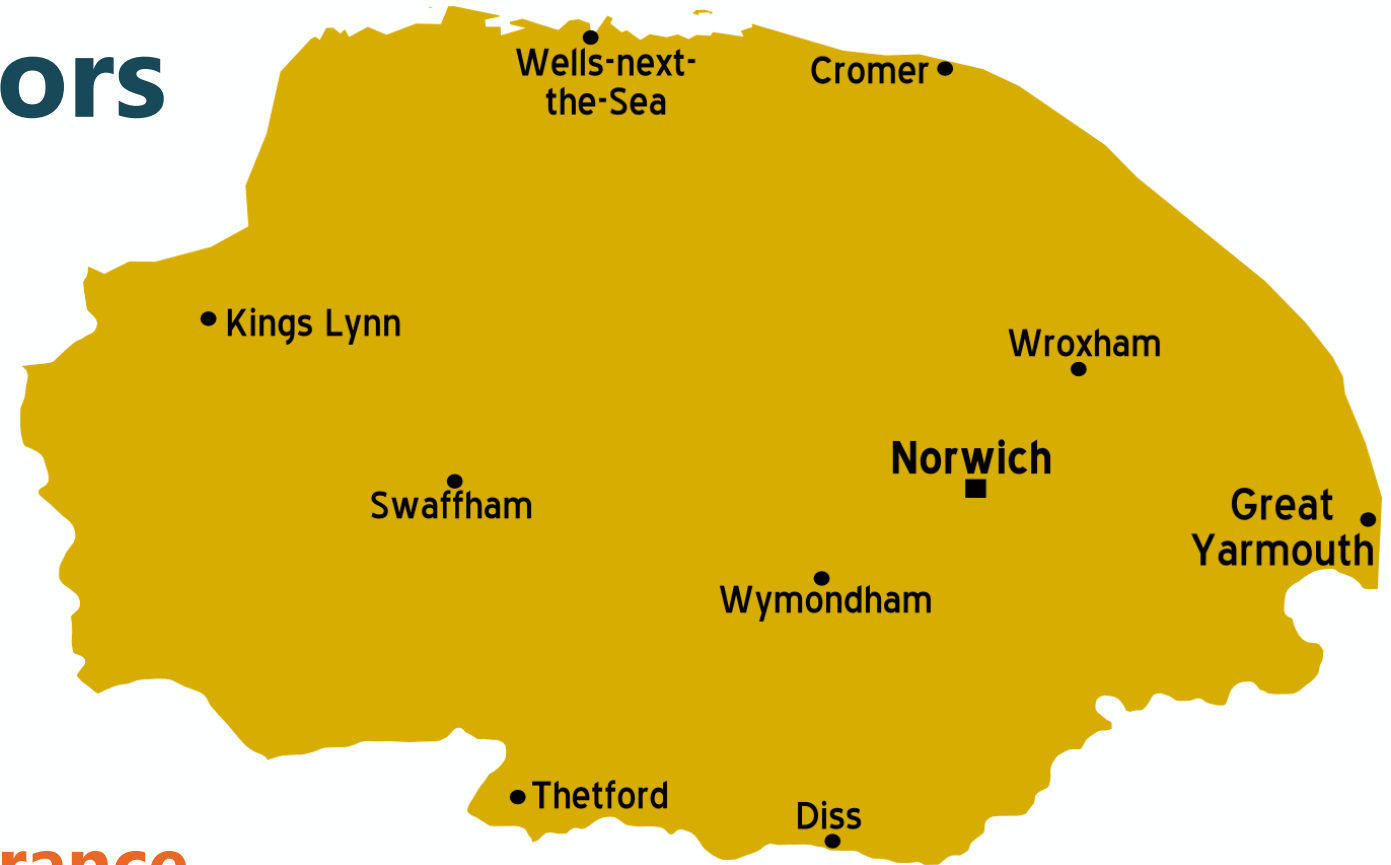
Most young people turn to their parents/carers for careers advice (Gatsby Benchmark 2 - “provide quality information for students and their parents / carers”).

Use quality careers and labour market information to dispel stereotyping, myths and misconceptions

Information literacy (where to find reliable information - fits in with 'fake news' training)

Norfolk key sectors

Advanced manufacturing
Construction
Digital creative and ICT
Energy
Life sciences
Visitor economy
Financial services and insurance
Agriculture, food and drink (inc. agri-tech)



For more information: Norfolk Work and Skills 2022 publication / Anglia LEP

Local LMI resources

I can be a...

www.icanbea.org.uk

icanbea...

New Anglia LEP – key sectors

<https://newanglia.co.uk/our-sectors/>

NEWANGLIA

Local Enterprise Partnership
for Norfolk and Suffolk

Norfolk Work and Skills publications

Hard copy (or find some of the content on Help You Choose)

**Norfolk
Work & Skills**

Help You Choose

<https://helpyouchoose.org/content/infoadvice/work-training/norfolk-work-skills>

 **HelpYouChoose**
Your future, your choice

Nomis

<https://bit.ly/NorfolkLMI>

nomis

official labour market statistics

Local LMI resources



Search



This is our Vision - 2020 Version

Norwich Research Park video
<https://bit.ly/NorwichRP>



Takeaway 4

Understand your local labour market

What jobs are available now, what are our strengths (e.g. sector clusters) and what are the trends?

These resources may help with future trends:

<https://bit.ly/FutureJobsAndIndustry> (short video)

<https://nationalcareersweek.com/2022fow> (guide)

Which roles are employers struggling to recruit for? Which skills do they need?

Norfolk Work and Skills publication

Who are the major employers? How to find the smaller employers.

Norfolk Work and Skills publication / New Anglia LEP / I Can Be A...

Check the information is up to date

Resilience

Emotional
intelligence

Collaboration

Curiosity

Social capital

Creativity

Networking





Takeaway 5

Nurture a growth mindset

- **2nd most important skill for 2025** (Future of Jobs report - World Economic Forum)
- **Helps increase potential**
- **Essential for transitioning from one job to another**
- **Will help you to stay in a job that's evolving**
- **Looked for by employers**
- **Helps to broaden outlook**



Key Takeaways

Takeaway 1 Level up! Most jobs growth is in high-wage, higher-skilled jobs

Takeaway 2 Digital skills are essential for the vast majority of jobs

Takeaway 3 Look beyond 'traditional' careers

Takeaway 4 Understand your local labour market

Takeaway 5 Nurture a growth mindset