

Beyond the school gates

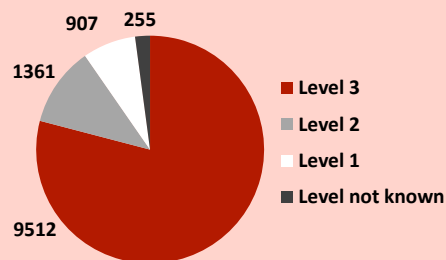
Hertfordshire students and the world of work



Hertfordshire school leavers

What 2018 year 11 leavers chose

94.2% chose **full-time education**
STUDYING TOWARDS...



STUDYING AT...	School	College
	7682	4353

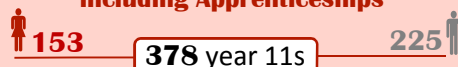
Of those students who chose **school**...



Of those students who chose **college**...



Full-time employment including Apprenticeships



Over **50%** of these chose jobs in the in the top three occupational groups

- 1 Building & construction 1
- 2 Hair & Beauty 2
- 3 Catering, hospitality & other services 3

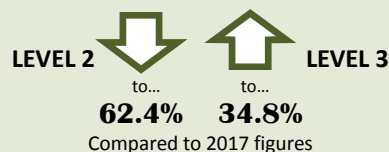
Hertfordshire apprenticeships

In 2018

Almost **200** new apprenticeships were advertised each month

Almost **50%** were in these 3 sectors
Administration, business office = 607
Health & social care = 296
Catering & hospitality = 230

Levels



53 higher level apprenticeships were advertised

Wages

Average weekly wage = £186.18
36% higher than the National Minimum Wage for apprentices

Highest weekly wage advertised = £454.28

Almost 30% of opportunities offered £200+ per week

Highest paid...

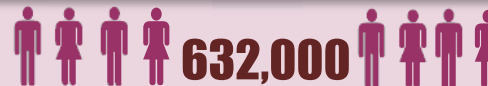
Sector = Engineering = £213.75*

District = St Albans = £192.55*

*Average weekly wage

1660 Hertfordshire under 19s started an apprenticeship in 2017/18

Hertfordshire and its workforce



Total employee jobs 2017

Over one-third of these are part-time

Sectors with the most jobs

Wholesale, retail, motor trades = 119,000
Admin & support services = 95,000
Professional, technical, scientific = 77,000

... KEY FACTS ...

Hertfordshire residents are highly qualified
42.8% to level 4 - national average = 38.6%

Unemployment in Herts is lower than the national average
3.7% compared to 4.2%

Hertfordshire residents earn more than the national average

£666.50 compared to **£571.10** per week

90.9% of Hertfordshire business enterprises have less than 10 employees

245 businesses have 250 employees or more
Many of these companies are household names

173,000 Hertfordshire residents commute out of Hertfordshire to work and **133,000** people travel into the county for work

Hertfordshire employers

...are looking for these skills and qualities in their employees...

- | MOST ESSENTIAL | Skills and Qualities | MOST ESSENTIAL |
|----------------|-------------------------------------|----------------|
| ★ | Respect & good manners | ★ |
| ★ | Numeracy | ★ |
| ★ | Literacy | ★ |
| ★ | Teamwork | ★ |
| ★ | Determination & resilience | ★ |
| ★ | Motivation and ambition | ★ |
| ★ | Confidence | ★ |
| ★ | Adaptability | ★ |
| ★ | Business & customer awareness | ★ |
| ★ | Analytical & problem-solving skills | ★ |
| ★ | Digital technology | ★ |
| ★ | Qualifications | ★ |

Hertfordshire predictions

51,000 new additional jobs will be created between 2012 and 2022, especially in...
PROFESSIONAL SERVICES • CONSTRUCTION • IT
WHOLESALE • HEALTH CARE & WELFARE

243,000 opportunities will also become available due to an aging workforce

Industries expecting to **recruit** in 2018...
MANUFACTURING & ADVANCED MANUFACTURING
ART & RECREATION SERVICES • LIFE & MEDICAL SCIENCES
FINANCIAL & PROFESSIONAL SERVICES • CONSTRUCTION
INFORMATION & COMMUNICATION

Hertfordshire will face **skills shortages** in...
PROFESSIONAL SERVICES • CONSTRUCTION • HEALTH CARE & WELFARE • IT & SOFTWARE ENGINEERING • SALES & MARKETING • LIFE SCIENCES • ENGINEERING & MANUFACTURING

The world of work today is complex and constantly evolving. Young people need knowledge, flexibility and resilience to be able to cope with this successfully and must be prepared to learn new skills to meet the changing demands of the labour market.

Sources of information and further data can be found on the reverse of this poster

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Data was the most up-to-date available at the time of production

February 2019

Beyond the school gates

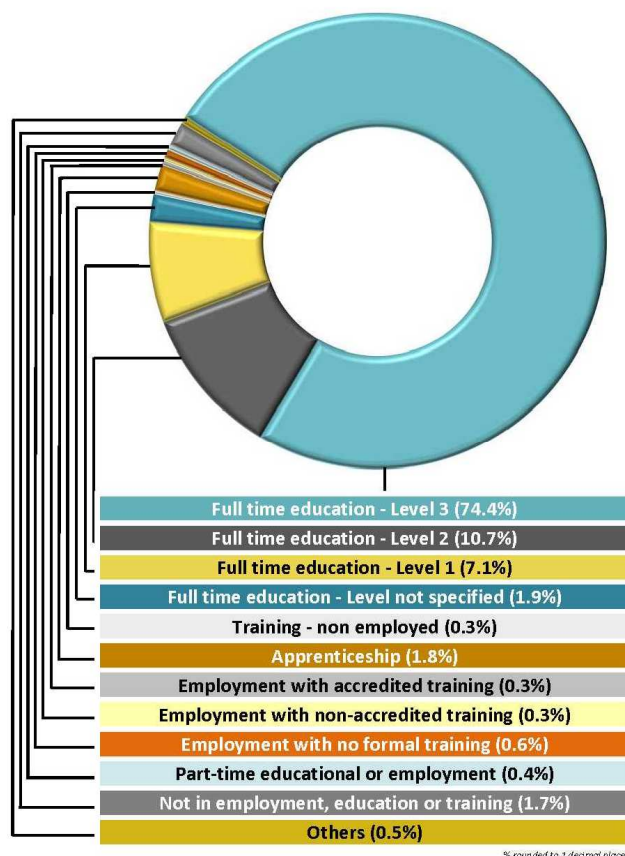
Hertfordshire students and the world of work



Hertfordshire school leavers

Source: YC Hertfordshire Activity Survey - 2018 leavers

What did year 11 leavers in Hertfordshire chose in 2018?



This data relates to all year 11s attending a mainstream school in Hertfordshire

www.ychertfordshire.org

Produced by YC Hertfordshire February 2019

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Hertfordshire apprenticeships

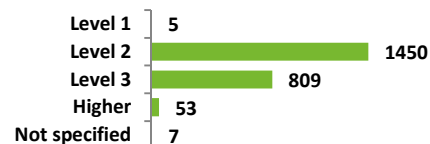
Source: YC Hertfordshire -

Hertsjobs16to19 analysis of new apprenticeship vacancies Jan - Dec 2018

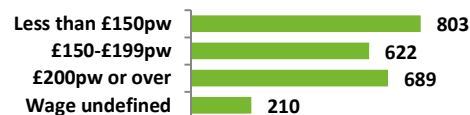
Apprenticeships advertised by occupational group

Administration Business and Office Work	607
Health and Social Care	296
Catering Hospitality and Other Services	230
Motor Industry	220
Computers and IT	153
Engineering	115
Retail Sales and Customer Services	108
Financial Services	106
Building and Construction	97
Sport and Leisure	92
Hair and Beauty	79
Environment Animals and Plants	70
Science	52
Transport and Warehouse	33
Creative and Media	29
Education and Training	29
Manufacturing	7
Security and Armed Forces	1

Number of apprenticeships by level



Number of apprenticeships in each wage band



Number of under 19s starting an apprenticeship

Source: Education and Skills Agency – Herts Insight

Hertfordshire and its workforce

Sources:

Total employee jobs and top sectors

ONS Business Survey and Employment Register 2017

Qualifications

ONS Annual Population Survey Jan-Dec 2017

Unemployment

ONS Annual Population Survey Oct 17-Sep 18

Average earnings

ONS Annual Survey of Hours and Earnings 2018

Businesses and numbers of employees

Inter Department Business Register 2018

Residents commuting

Hertfordshire LEP – Labour Market Overview Jan 2018

Note: National average means GB average

Hertfordshire employers

Skills and Qualities

Source:

Hertfordshire Employers' Skills Framework Survey - Hertfordshire LEP / University of Hertfordshire / Hertfordshire County Council

Hertfordshire predictions

Source: Labour Market Overview Jan 2018 - Hertfordshire LEP

"65% of children entering primary school today will ultimately end up working in completely new job types that don't yet exist"

Source: World Economic Forum – The Future of Jobs 2016