

# The Local Job Market

A guide for young people in Oxfordshire

Oxfordshire Labour Market Information, Winter 2016  
Produced by Oxfordshire Local Enterprise Partnership



The data in this flyer is taken from a more detailed report called 'Oxfordshire's Labour Market Information' which is updated twice a year and is published on the Ozi website: [www.ozi.org/content/lmi](http://www.ozi.org/content/lmi)



## Oxfordshire's Job Market

Oxfordshire has a rich employment market with low unemployment and many opportunities.

- Lots of small to medium sized businesses. 89% of businesses employ 9 people or fewer;
- Lots of jobs: There are 95 jobs for every 100 residents;
- 37% of employees work in higher skilled jobs;
- It's a well-qualified workforce. 52% have at least a HND or equivalent qualification
- Unique job specialism's with a concentration of scientists, higher and further education teaching professionals and a strong publishing sector of writers, editors and graphic designers.



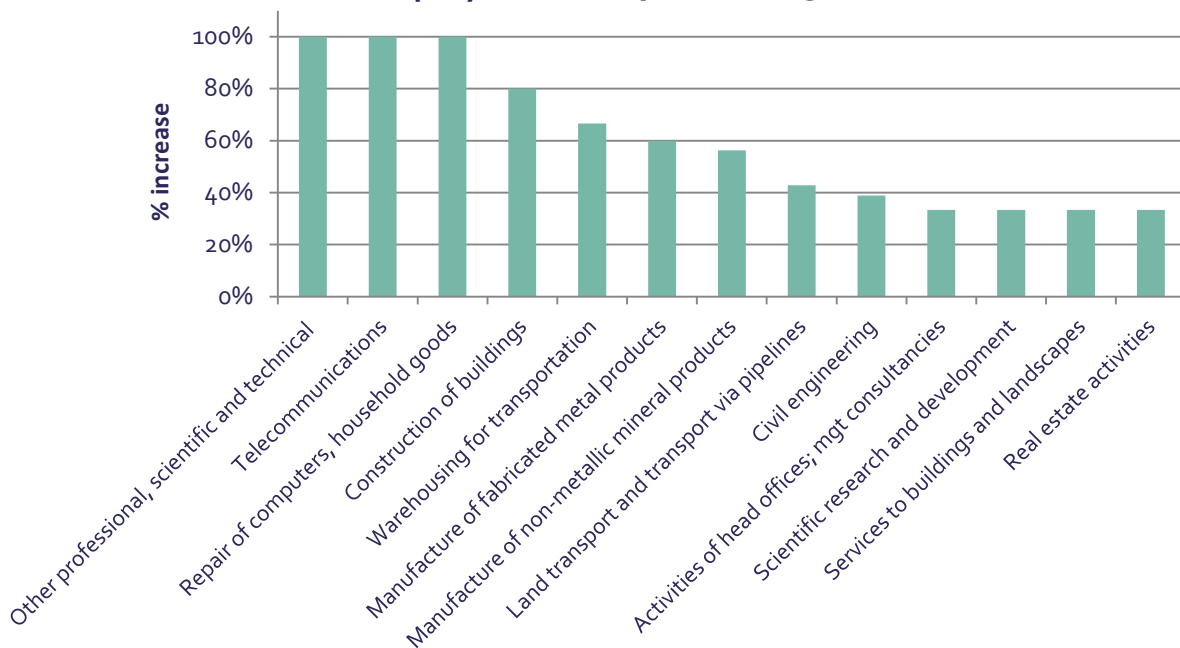
## Current jobs in Oxfordshire

The largest sectors for employment are education; professional, scientific and technical (which includes jobs for Engineers, Scientists, Lawyers and Accountants for example); Health; Retail; and Accommodation and Food services. There is also a large employee based in tourism, which involves many sectors.

The largest occupations are Computer Programmers, Retail assistants; Administrators; Cleaners; Nurses; and Carers.

From 2011 to 2015, sub sectors saw the biggest growth was other professional, scientific and technical activities, telecommunications and repair of computers with the number of employees doubling over this period:

**Top sub-sectors with most employee growth where employees >1000, 2011-2015**



## Current job vacancies

Entry level vacancies advertised for jobs with salaries under £20,000 show that, in 2016, admin; chef; customer service; front desk; and caring skills are in high demand. Of all vacancies, the most in demand occupations are shown below:

### Ten most common job vacancies, Oxfordshire, 2016

Occupation	Broad sector	Job Postings	Skill level
Programmers and software development professionals	ICT	7,290	High-skill
Nurses	Health	3,594	High-skill
Business sales executives	Retail and sales	3,284	Middle-skill
Other administrative occupations n.e.c. †	Office Admin	2,857	Service-intensive
Web design and development professionals	ICT	2,525	High-skill
IT business analysts, architects and systems designers	ICT	2,238	High-skill
Sales accounts and business development managers	Business services	2,210	Middle-skill
Chefs	Recreation	2,047	Middle-skill
IT user support technicians	ICT	1,985	Middle-skill
Managers and directors in retail and wholesale	Retail and sales	1,945	Middle-skill

† n.e.c. - not elsewhere classified

Source: Burning Glass Technologies, Labour Insights, Oxfordshire, 2016

## Oxfordshire's Future Job Market

Local forecasts suggest around 85,600 jobs could be created between 2011 and 2031.

The majority of these jobs are likely to be located around Oxfordshire's knowledge spine - stretching from Bicester in the north of the County, through Oxford to Science Vale in the south (including the major research centres at Harwell, Culham, the growing towns of Didcot, Grove and Wantage, and major employment areas such as at Milton Park and Harwell).

However, this is not exclusive. There are many more important businesses elsewhere in the County.

Given the rurality of Oxfordshire, good connectivity, transport links and broadband coverage, this will continue to be essential to meet future growth.



Map provided by kind permission of Oxfordshire County Council

## Future growth

Growth in new job posts (expansion demand) and where job openings occur by workers leaving the labour market (replacement demand) will be in the high skilled, professional, associate professional, and management occupations:

**Future occupation growth, Oxfordshire, 2014 to 2024**



Source: UKCES Working Futures 2014-2024

Where occupations have been grouped into families of similar skill sets, taking both expansion and replacement demand into account, there is projected percentage increase of at least 50% in land-based, teaching and business administration and management roles from 2014 to 2024:

**Future 'job family' growth, Oxfordshire, 2014 to 2024**



\*Small job families: <10,000 employees

Source: UKCES Working Futures 2014-2024

## Top 40 Careers of the Future

The UK Commission for Employment and Skills have worked out which jobs will be most in demand across the country in the near future:

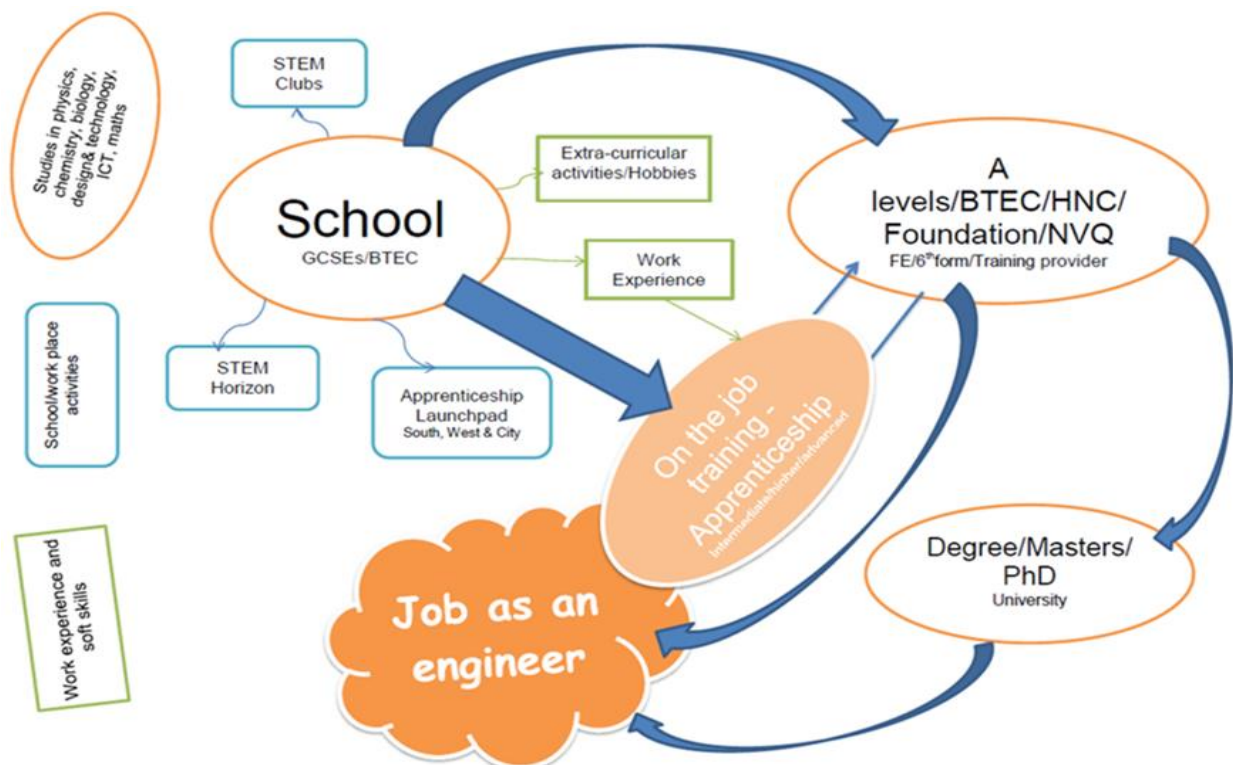
Farmers Carpenters and joiners Architects Construction project managers Sales accounts and business development managers Business and financial project managers Finance and investment analysts and advisers Chartered and certified accountants Management consultants and business analysts Secondary education teachers Teaching assistants Primary and nursery education teachers Senior education professionals Doctors Nurses Nursing auxiliaries and assistants Care workers and home carers Dentists Programmers and software developers IT specialist managers IT business ++analysts, architects and systems designers IT project and programme managers Web designers and developers Electricians and electrical fitters Metal working production and maintenance fitters Pipe fitters Aircraft maintenance and related trades Telecommunications engineers Police Officers Mechanical engineers Research and development managers Physical scientists Design and development engineers Biological scientists and biochemists Aircraft pilots Large goods vehicle drivers Ship officers Train and tram drivers



This link below shows a great booklet about the top 40 jobs, learning routes to those jobs and expected salaries. [www.gov.uk/government/publications/careers-of-the-future](http://www.gov.uk/government/publications/careers-of-the-future)

## Getting to the Job You Want

You can choose to study at school, college and university, or to learn 'on the job' by doing an apprenticeship. You could also get a job in a related area and train as you go along. There are many more different routes and this will help you to find out which is the best for you.



This chart shows the different routes of getting job as an engineer (but you could draw a chart like this for any job you were interested in!)

## What Employers Look For

Every employer is different but national surveys highlight some key things that they look for when employing younger people.

### 1 Work Experience

Work experience placements, Saturday jobs, traineeships and volunteering are more than just experience. They are evident that you can behave professionally in a work place, turn up on time, complete tasks, work in a team and have confidence.

### 2 GCSE Maths and English

Employers value GCSE Maths and English (at grade C or above). Some employers may be flexible about grades. But people who reach grade C in these two subjects find it much easier to find jobs and apprenticeships.

### 3 Qualifications – academic and vocational

Many jobs require qualifications. In Oxfordshire especially there is a growing need for people with qualifications in science, technology, engineering and maths (STEM). You can gain these qualifications by staying in education or learning alongside work or an apprenticeship.

### 4 Personal attitudes and behaviours

In employer surveys, every employer rated positive attitude as an important asset to have. Employability skills most sought after by employers are communication, decision-making, self-management, teamwork, professionalism and leadership skills. Develop and provide evidence of these skill sets so you have the competitive edge.

## Careers Information and Guidance

There are many careers and various learning opportunities in Oxfordshire. It can be difficult to work out the best route for you, but there is help available!



Produced by the Oxfordshire Local Enterprise Partnership for  
**O2i, Opportunities to Inspire**

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