

# Beyond the school gates

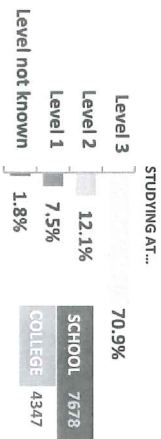
Hertfordshire students and the world of work

YC  
HERTFORDSHIRE

## Hertfordshire school leavers

### What 2016 leavers chose

92.3% of Year 11s chose full-time education



### Full-time employment including Apprenticeships

585 Year 11s

979 Year 13s

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

- 1 Retail, sales & customer services
- 2 Administration, business & office work
- 3 Catering, hospitality & other services
- 4 Building & construction

## Hertfordshire apprenticeships

In 2017

200 new apprenticeships were advertised each month

Almost 50% were in these 3 sectors  
Administration, business office = 671  
Catering & hospitality = 258  
Health & social care = 227

### Levels

LEVEL 2

66.7%

30.1%

LEVEL 3

Compared to 2016 figures

42 higher level apprenticeships were advertised

### Wages

Average weekly wage = £1176.21

36% higher than the National Minimum Wage for apprentices

Highest weekly wage advertised = £455.38

Over 25% of opportunities offered £200+ per week

Highest paid...

Sector = Engineering = £207.91\*

District = St Albans = £187.07\*

\*Average weekly wage

1800 Hertfordshire under 19s started an apprenticeship in 2016/17

## Hertfordshire and its workforce



Total employee jobs 2016

64.9% full-time 35.1% part-time

Sectors with the most jobs  
Wholesale, retail, motor trades = 107,700  
Admin & support services = 88,000  
Professional, technical, scientific = 73,000

### ... KEY FACTS ...

Hertfordshire residents are highly qualified  
42.5% to level 4 - national average = 38.2%

Unemployment in Herts is lower than the national average

3.7% compared to 4.6%

Hertfordshire residents earn more than the national average

£551.40 compared to £552.70 per week

91.3% of Hertfordshire businesses have less than 10 employees

235 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...

- |  |   |
|--|---|
| <p>MOST ESSENTIAL</p> <ul style="list-style-type: none"> <li>✦ Respect &amp; good manners ✦</li> <li>✦ Numeracy ✦</li> <li>✦ Literacy ✦</li> <li>✦ Teamwork ✦</li> </ul> | <p>MOST ESSENTIAL</p> <ul style="list-style-type: none"> <li>✦ Determination &amp; resilience ✦</li> <li>✦ Motivation and ambition ✦</li> <li>✦ Confidence ✦</li> <li>✦ Adaptability ✦</li> <li>✦ Business &amp; customer awareness ✦</li> <li>✦ Analytical &amp; problem-solving skills ✦</li> <li>✦ Digital technology ✦</li> <li>✦ Qualifications ✦</li> </ul> |
|--|---|

## 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 • 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  
© Hertfordshire County Council YC Hertfordshire All rights reserved

January 2018  
Data was the most up-to-date available at the time of production