

Beyond the school gates

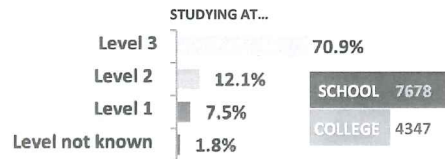
Hertfordshire students and the world of work



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

67%
of year 13s chose higher education



Most popular subject groups

- Business, finance & management = 619
- Biological sciences and psychology = 514
- Social sciences, economics, geography, environment = 483
- Creative and performing arts = 472

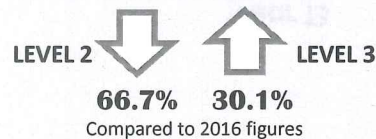
Hertfordshire apprenticeships

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



42 higher level apprenticeships were advertised

Wages

Average weekly wage = £176.21
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
£651.40 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...

- 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 ✦
- MOST ESSENTIAL

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 more data

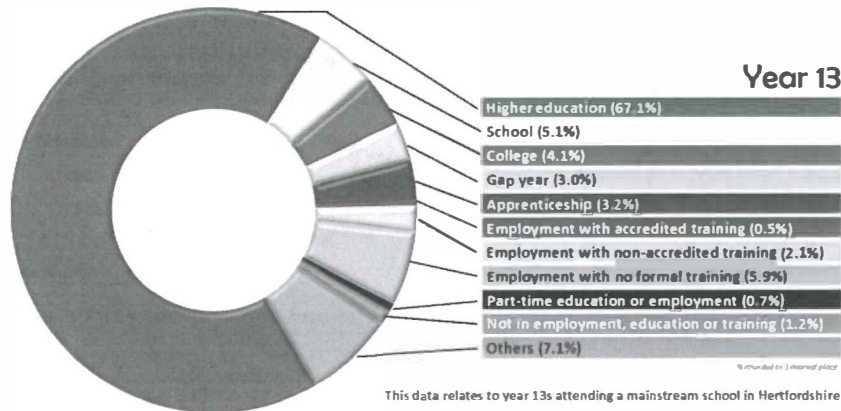
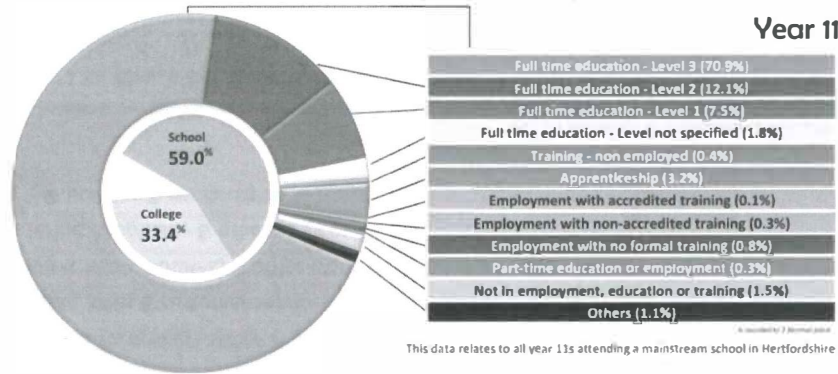
Beyond the school gates

Hertfordshire students and the world of work



Hertfordshire school leavers

Source: YC Hertfordshire Activity Survey - 2016 leavers



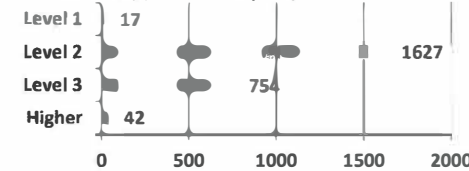
Hertfordshire apprenticeships

Source: YC Hertfordshire - Hertsjobs16to19 analysis of new apprenticeship vacancies Jan - Dec 2017

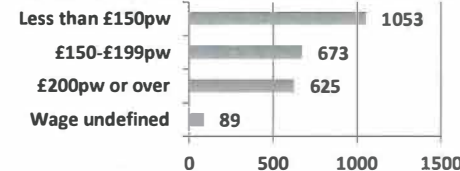
Number of apprenticeships by occupational group

Administration, Business and Office Work	671
Building and Construction	90
Catering, Hospitality and Other Services	258
Computers and IT	195
Creative and Media	42
Education and Training	13
Engineering	116
Environment, Animals and Plants	64
Financial Services	123
Hair and Beauty	90
Health and Social Care	227
Manufacturing	5
Motor Industry	189
Retail, Sales and Customer Services	102
Science	61
Sport and Leisure	151
Transport and Warehouse	43

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 2016

Qualifications

ONS Annual Population Survey Jan-Dec 2016

Unemployment

ONS Annual Population Survey Jul 2016-Jun 2017

Average earnings

ONS Annual Survey of Hours and Earnings 2017

Businesses and numbers of employees
Inter Department Business Register 2017

Residents commuting

Hertfordshire LEP – Labour Market Overview Jan 2018

Note: National average means GB average

Hertfordshire employers

Skills and Qualities

Source: Hertfordshire LEP / University of Hertfordshire / Hertfordshire County Council Skills Framework 2017

Hertfordshire predictions

Source: Hertfordshire LEP – Labour Market Overview Jan 2018

“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

www.ychertfordshire.org

Produced by YC Hertfordshire January 2018

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