

Oxfordshire Labour Market Information

helping to build a responsive skills support system

Issue 1 Summer 2014



Working in Oxfordshire

Produced by the Economy & Skills Team
Oxfordshire County Council

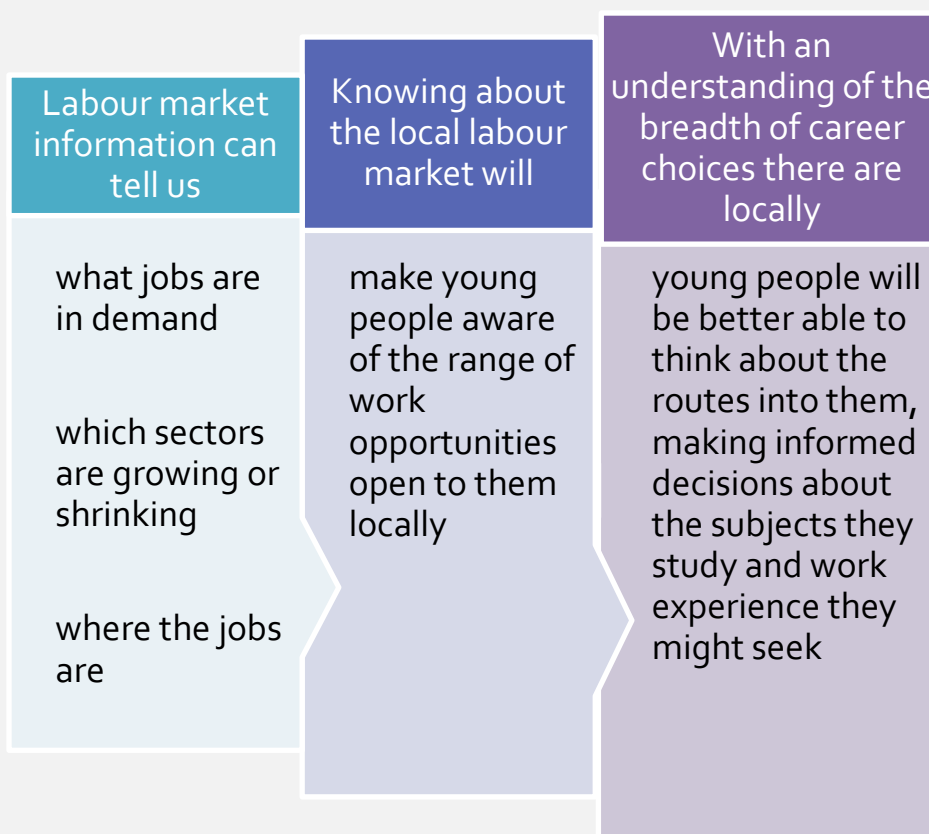
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Why LMI is important

The purpose of this labour market bulletin is to bring to young people's attention the job opportunities available locally, now and in the future. As our economy grows there is increased demand from local employers for people to fill jobs, alongside an increasing number of people who choose self-employment. Our aim is to broaden young people's knowledge and understanding of our labour market, raise their aspirations and help them plan their career pathways based on high quality, locally relevant information.

Whilst the focus of our LMI bulletin is young people the information and intelligence in this report is equally applicable to all.

This LMI bulletin is for teachers, careers advice workers, others working with young people, parents and carers and those with an interest in young people's employment choices and career pathways. It is a tool to be used for educational or guidance purposes. By gaining a better understanding of the local job market - what jobs are currently in demand and how jobs are changing - young people and those who advise them will be better able to make informed decisions about their educational options and how these may be linked to future career opportunities. We intend to update LMI twice yearly, with the next publication due in Winter 2015



A recent report shows just how important careers education and advice is for young people; *'Nothing in Common'*¹ showed that teenager's aspirations at age 14, 16 and 18, when mapped against projected labour demand (2010-2020), had almost "nothing in common" with the realities of the UK job market.

Have you seen?

Oxfordshire Skills Strategy to 2020: Building a responsive skills support system

<http://www.oxfordshireskillsboard.org/oxfordshire-skills-strategy-2020/>

¹ Nothing in common: The career aspirations of young Britons mapped against projected labour market demand (2010-2020); Dr Anthony Mann, David Massey, Peter Glover, Elnaz T. Kashefpadkel and James Dawkins. March 2013

Oxfordshire's economy

The national economy is currently improving with Oxfordshire leading the way

The national economy is out of recession and is growing with Oxfordshire leading the way. Oxfordshire is one of the strongest economies in the South East, which in turn is the powerhouse of the national economy. Oxfordshire has a buoyant and resilient economy – it has a high level of people in work and local residents are also highly qualified and well trained. It has unique assets – two universities; the University of Oxford is rated one of the best in the world and Oxford Brookes is one of the top performing modern universities nationally. Science and research facilities include Harwell Oxford Innovation & Science Campus: home to the Rutherford Appleton Laboratory, Diamond

Light Source and the gateway to the space sector – the newly established European Space agency is here alongside the Satellite Applications Catapult Centre. Also, the UK Atomic Energy Authority Culham Centre for Fusion Energy is home to the UK's national fusion research laboratory.

We are home to globally recognised organisations like MINI Plant Oxford, Oxfam, Oxford University Press, Siemens, Oxford Instruments and more.

Oxfordshire also has a culturally rich environment making the county an attractive place to live and work.

Our Strategic Economic Plan² sets our ambition for Oxfordshire to 2030 to drive accelerated economic growth to meet the needs of our science and knowledge rich economy placing Oxfordshire at the forefront of the UK's global growth ambitions. It states an ambition for up to 75,000 new jobs to 2030 – many of which have yet to be 'invented' – reflecting the pace of change and effects of new and emerging technologies on the labour market.

Key Statistics

A key measure of economic performance - GVA per capita was £16.6 billion in 2012 - the 4th highest GVA per capita among the 39 Local Enterprise Partnerships (LEPs)

According to the UK Competitiveness Index 2013, the Oxfordshire area ranked 6th out of the 39 LEPs.

Unemployment (Job Seekers Allowance) in the county, at 0.8%, is the lowest in the country.

What does this show?

Oxfordshire is a dynamic and competitive county.

Opportunities for employment and enterprise are very good.

² Oxfordshire Strategic Economic Plan, Oxfordshire Local Enterprise Partnership, March 2014. See footnote 11, page 16.

'We live in a fast-changing world, and producing more of the same knowledge and skills will not suffice to address the challenges of the future. A generation ago, teachers could expect that what they taught would last their students a lifetime. Today, because of rapid economic and social change, schools have to prepare students for jobs that have not yet been created, technologies that have not yet been invented and problems that we don't yet know will arise.'

Andreas Schleicher, OECD Education Directorate

Growth brings challenges – not least our ability to provide a well-educated, appropriately skilled workforce for our employers, a challenge exacerbated by an extremely tight labour market with low levels of unemployment (0.8% Job Seekers Allowance claimants) and high job density at 0.89 and rising – i.e. there are 89 jobs available for every 100 residents of 'working age'.

Overview

Summary

- Small to medium sized businesses dominate the economy.
- While the education and health sectors are major employers, employment in the professional, scientific and technical sectors is above national averages
- Levels of self-employment are at their highest level
- 54% of Oxfordshire residents, in employment, work in higher skilled jobs

Business and enterprise

Oxfordshire is dominated by small and medium sized businesses³ although large firms employ a significant percentage of the workforce. Of the 28,000 businesses in the county, 90% employ less than 9 staff, and less than 3% employ more than 250 staff. On average, about 2,800 new businesses start up in Oxfordshire each year.

The top 4 sectors are: professional, scientific and technical firms, followed by construction, information and technology firms, and the arts, entertainment and recreation.

Table 1: Businesses in Oxfordshire by sector, 2012

Business Sectors	Number of firms	% of total
Professional, scientific & technical	5,780	21
Construction	3,090	11
Information & communication	2,575	9
Arts, entertainment, recreation and other services	2,200	8
Business administration and support services	1,990	7
Retail	1,845	7
Agriculture, forestry & fishing	1,590	6
Accommodation & food services	1,475	5
Production	1,450	5
Wholesale	1,110	4
Health	985	4
Property	940	3
Motor trades	815	3
Education	640	2
Transport & storage (inc. postal)	605	2

³ ONS Business Demography, 2013

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Finance & insurance	400	1
Public administration and defence	135	0

Employment, occupations and earnings

Latest estimates show that 345,400 of Oxfordshire's working age population (77.9%) are in employment, above the national average (71.5%⁴).

The education sector provides the largest proportion of employment (15.2%, well above the national average of 9.6%), followed by the health sector. This is due to the presence of two top universities and the health and research facilities in Oxford. Employment in the professional, scientific and technical (11.3%) sector is also above the national and regional averages.

Table 2: Number of employees in Oxfordshire by sector, 2012

Employment by Sector ⁵	Number of employees	% of total
Education	48,600	15.2
Human health and social work activities	39,900	12.5
Professional, scientific and technical activities	36,200	11.3
Retail	32,100	10.0
Manufacturing	24,600	7.7
Accommodation and food service activities	20,900	6.5
Administrative and support service activities	20,200	6.3
Information and communication	17,700	5.5
Construction	12,400	3.9
Wholesale	12,100	3.8
Public administration and defence	11,200	3.5
Transportation and storage	10,400	3.3
Arts, entertainment and recreation	7,600	2.4
Other service activities	6,700	2.1
Motor trades	6,100	1.9
Financial and insurance	5,200	1.6

⁴ ONS Annual Population Survey, December 2013

⁵ Business Register Employment Survey 2012

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Property	4,700	1.5
Water supply, sewage and energy	3,400	1.0
Mining and quarrying	200	0.1
Agriculture, forestry and fishing	100	0.0

Self-employment: Latest figures show that 56,100 people were self-employed in December 2013; the highest level of self-employment ever recorded in the county.

Over half the population (54%) in the county are employed in higher skilled occupations. This is above regional and national averages.

Table 3: People in employment in Oxfordshire by occupational group, 2014

Occupational Group	Numbers	Oxfordshire %	South East %	Great Britain %
SOC 2010⁶ major group 1-3	187,000	54.3	48.6	44.2
1 Managers, directors and senior officials	39,900	11.5	11.5	10.2
2 Professional occupations	95,600	27.7	21.3	19.8
3 Associate professional & technical	51,500	14.9	15.7	14
SOC 2010 major group 4-5	64,100	18.6	20.6	21.5
4 Administrative & secretarial	31,300	9.1	10.7	10.8
5 Skilled trades occupations	32,800	9.5	9.8	10.6
SOC 2010 major group 6-7	42,500	12.3	16.4	17.1
6 Caring, leisure and other service occupations	25,700	7.4	9.3	9.1
7 Sales and customer service occs	16,800	4.9	7.1	7.9
SOC 2010 major group 8-9	50,900	14.8	14.3	17.1
8 Process plant & machine operatives	18,300	5.3	4.6	6.3
9 Elementary occupations	32,600	9.4	9.7	10.7

Source: ONS Annual Population Survey. % is for all 16+ and in employment

⁶ SOC – Standard Occupational Classification 2010

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Earnings: The median annual salary for full time employees living in Oxfordshire in 2013 was £29,393. This is up 1.4% from the previous year and is above the national average (£27,375) although slightly below the regional wage (£29,732).

Economic outlook

With falling unemployment, growing business confidence and positive economic growth the outlook is very promising. Skills shortages are, however, very real⁷. Skills development and training, beginning in the classroom through to high quality, locally relevant careers education information advice and guidance is vital in ensuring local people have access to jobs and businesses are not constrained as the economy improves.

The strength of the Oxfordshire economy is its diversity. From outer space to outdoors arts festivals and from biosciences to banking, Oxfordshire has a rich mix of business sectors all with potential job opportunities. Employment opportunities exist in the private, public and charitable sectors but it is within the private sector where job growth is expected to be highest.

⁷ UKCES National Employer Skills Survey for Great Britain 2013

Present job opportunities

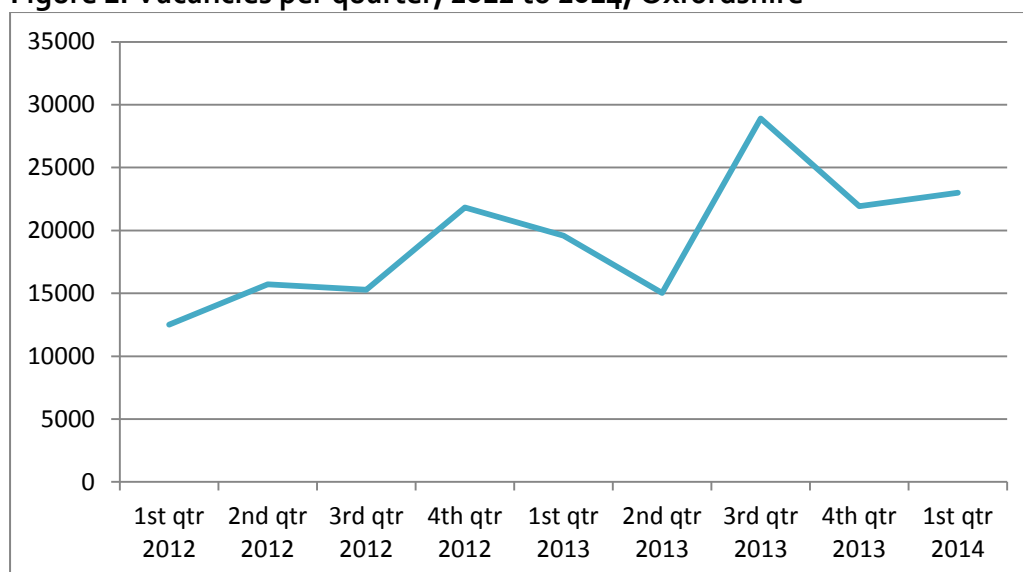
Summary

- With the economy improving there has been a corresponding increase in vacancies
- Top jobs currently advertised are in IT, sales, business and financial services, health and care
- Over recent years demand in retailing and IT has remained high. Jobs in recreation, leisure and arts are also significant. 'STEM' jobs (Science, Technology, Engineering and Mathematics) represent 20% of all vacancies advertised
- 70% of job vacancies are 'high skilled'; 20% medium skilled and 10% low skilled
- Public sector jobs have decreased while private sector jobs have increased

Vacancy data can tell us a lot about the labour market such as jobs most in demand and how the jobs market is changing. This section draws on data from Labour Insight that scans and collates online job advertisements to provide vacancy data. As it is limited to web based postings the data below may not be representative of all vacancies, as for example a good number of vacancies are filled informally. It is, however, reflective of our current situation.

According to data from Labour Insight, the number of vacancies advertised across Oxfordshire has been steadily rising over recent years. There were on average 16,300 postings per quarter through 2012; rising to 21,600 per quarter in 2013. In the first quarter of 2014, vacancies advertised totalled 23,000.

Figure 1: Vacancies per quarter, 2012 to 2014, Oxfordshire



What jobs are currently in demand?

Table 4 show the top 20 occupations most in demand, 1st quarter 2014⁸.

Rank	Occupation	Job Postings	Job Group
1	Programmers and software development professionals	1,708	IT
2	IT business analysts, architects and systems designers	952	IT
3	Nurses	644	Health
4	Web design and development professionals	519	IT
5	Business and financial project management professionals	433	Business
6	Business sales executives	423	Sales
7	IT operations technicians	387	IT
8	IT user support technicians	382	IT
9	Other administrative occupations n.e.c.	381	Admin
10	Human resources and industrial relations officers	365	HR
11	Marketing and sales directors	361	Sales
12	Sales Supervisors	358	Sales
13	Information technology and telecommunications professionals n.e.c.	312	IT
14	Chartered and certified accountants	304	Financial
15	Book-keepers, payroll managers and wages clerks	273	Financial
16	Mechanical engineers	261	Engineering
17	Financial managers and directors	255	Financial
18	IT specialist managers	251	IT
19	Care workers and home carers	241	Care
20	Sales related occupations n.e.c.	225	Sales

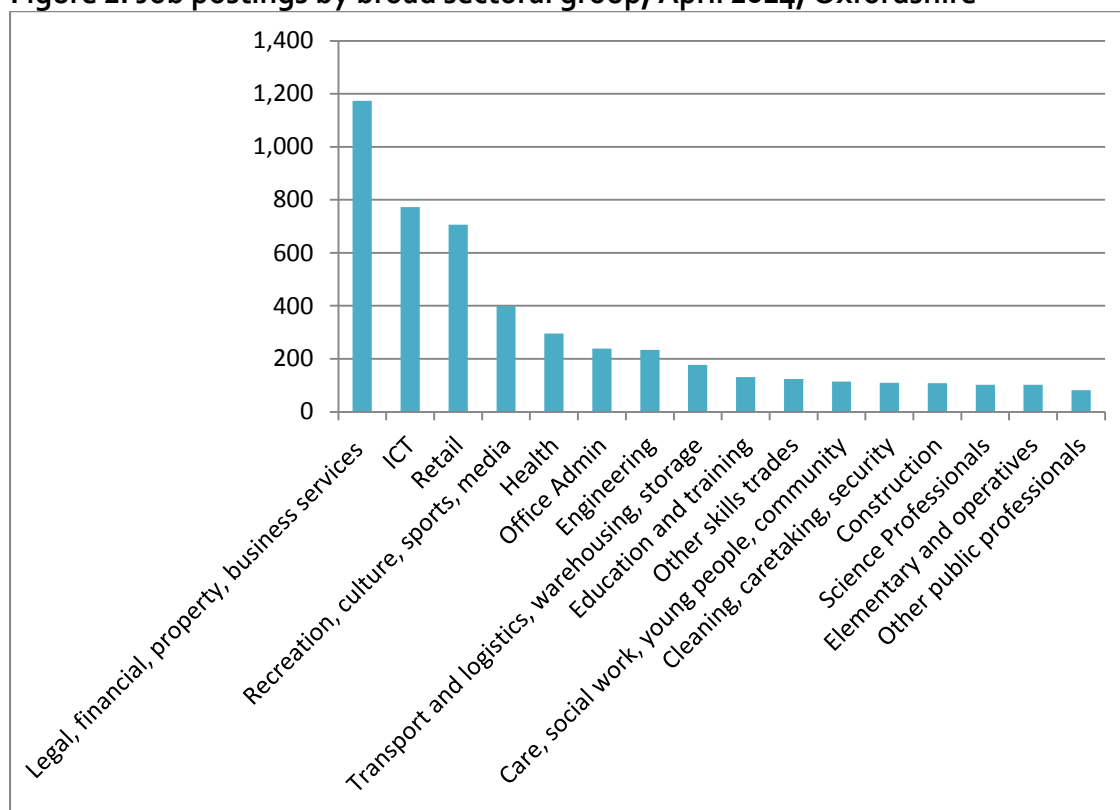
- 50% of the occupations in the top 20 are for jobs in IT.
- IT related jobs account for five of the top ten occupations. Other occupational groups where demand is high include sales, financial services, health and care.

Figure 2 show all job postings for April 2014 categorised by broad sectoral groups⁹. This allows us to see those sectors where demand is greatest.

⁸ 1st quarter, 1st January 2014 to 31st March 2014.

⁹ n.e.c - 'not elsewhere classified'

Figure 2: Job postings by broad sectoral group, April 2014, Oxfordshire



Jobs in the financial, legal, property and business service sectors lead demand, representing 24% of all postings over this period. Jobs in retail represent 15% of all postings.

Jobs in information and communications technology constitute 16% of all postings. These postings have been grouped together and occur across industry sectors.

Jobs in 'STEM' - Science, Technology, Engineering and Mathematics – are important to the future growth of the local economy (see Oxfordshire Strategic Economic Plan). It is difficult to account for all the jobs where education and training in STEM subjects may be required but simply taking vacancies specifically advertised for science, IT, and engineering professionals we see they accounted for nearly a quarter (23%) of all postings in April 2014.

What sectors are advertising most jobs?

Table 5 shows the change in demand for jobs by sectoral groups in recent years.

Table 5: Job vacancies by sectoral group, April 2012 to April 2014

Rank	Sectoral Group	April 2012	Rank	Sectoral Group	April 2013	Rank	Sectoral Group	April 2014
1	Retail	682	1	ICT	722	1	ICT	772
2	ICT	628	2	Retail	459	2	Retail	706
3	Health	397	3	Financial	387	3	Financial	484
4	Recreation, culture, sports, media	396	4	Other business professionals and managers	346	4	Other business professionals and managers	465
5	Other business professionals and managers	387	5	Health	293	5	Recreation, culture, sports, media	399
6	Financial	347	6	Office Admin	321	6	Health	295
7	Care, social work, young people, community	314	7	Engineering	241	7	Office Admin	238
8	Office Admin	267	8	Recreation, culture, sports, media	216	8	Engineering	234
9	Engineering	256	9	Care, social work, young people, community	175	9	Transport and logistics, warehousing, storage	177
10	Education and training	185	10	Transport and logistics, warehousing, storage	146	10	Education and training	131
	Transport and logistics, warehousing, storage	137		Other skilled trades	134		Other skilled trades	124
	Other skilled trades	128		Education and training	121		Property	115
	Property	104		Construction	115		Care, social work, young people, community	114

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	Science Professionals	86		Property	103		Legal	109
	Construction	64		Cleaning, caretaking, security	86		Cleaning, caretaking, security	109
	Other public professional	63		Other public professional	80		Construction	108
	Other Elementary and operatives	60		Science Professionals	69		Other Elementary and operatives	102
	Cleaning, caretaking, security	46		Other Elementary and operatives	49		Science Professionals	102
	Legal	39		Legal	41		Other public professionals	57

- Jobs in retailing and IT are consistently in high demand. Public sector jobs covering health, education and care have all seen a fall in recent years reflecting cuts in public service roles overall.
- The increase in demand for jobs in the financial services sector and other allied business services – legal, property services, business managers and professional reflects the broad improvement in the economy.
- Jobs in recreation, culture, sports and media is a significant sector; with transport and logistics emerging as an important sector.
- Job postings in certain sectors have seen modest increase or remain steady – skilled trades and construction are examples.

Jobs in demand and jobs in decline

Analysing data over time provides an indication of jobs growing in demand and jobs possibly in decline. A full list of job postings, between 2012 and 2014, have been analysed to get a picture of what jobs are changing and why; attached at Annex 1.

The possible reasons for these changes include new technology which is a big reason why many jobs are changing or disappearing. People are living longer and this is resulting in an increase in health and social care.

Vacancies and skill levels

Data is not available to understand what proportion of the postings advertised are open to entry level candidates and those jobs requiring experience. However, we are able to categorise each posting into one of the major occupational groups, the categorisation of which is based on jobs with similar levels of skill and qualifications. Using the National Vocational Qualification¹⁰ competency framework allows us to see jobs by skill level, with Skills Level 4 plus equating to a degree/HNC/HND, or equivalent; Skills Level 3 equal to A levels/BTEC or equivalent; Skills Level 2 – five GCSEs at grade A-C, or equivalent, and Skills Level 1 equating to GCSEs grade D-G and equivalent.

Table 6 shows vacancies advertised in April 2014 by broad occupational group and skill level

Occupation group	Total number of jobs	% of total Jobs	Skill Level	
Managers, directors and senior officials	456	9	4	High
Professional	1,736	34	4	High
Associate Professional and technical	1,034	20	3	High
Skilled trades	295	6	3	High
Administrative and secretarial	432	9	2	Medium
Sales and customer service	365	7	2	Medium
Caring, leisure and other service occupations	274	5	2	Medium
Elementary	266	5	1	Low
Process, plant and machine operatives	214	4	1	Low

- This indicates that two-thirds of jobs advertised in the county in April 2014 required a substantial level of education and/or training at 'A' level or equivalent and above.
- 21% are medium skilled jobs and 10% low skilled jobs.

¹⁰ NVQs are based on national occupational standards that describe the 'competencies' required in any given job role.

The job market of tomorrow

SUMMARY

- Local forecasts suggest c75,000¹¹ jobs could be created between 2014 to 2031 across the county
- 'Replacement' jobs will also provide job opportunities
- 'Higher' skilled jobs are increasing in demand but a third of jobs will be medium to low skilled
- Key areas for job growth will be in the business, financial and professional services, science and technology, retail and tourism.. Jobs will continue to 'professionalise'.
- Key localities for job growth will be Oxford, Science Vale Oxford (centred around the Didcot area) and Bicester

This section seeks to give an overview of the number and type of jobs that may arise to 2030, drawn from a variety of sources and economic forecasts. It is hoped it will provide young people with information that will help inform their education and training options now for when these jobs become reality.

The number of jobs requiring higher skill levels is increasing and the number of unskilled jobs is declining. Technological development is also leading to new jobs – some of which are yet to emerge – and resulting in a decline in some areas as more job functions become automated.

Re-balancing of the economy is an important aspect of the current recovery away from an over reliance on financial services and public sector jobs towards private sector based job creation in other sectors, in particular advanced manufacturing and the creative industries to the green industries. In this scenario knowledge-based, 'STEM' sectors (Science, Technology, Engineering and Mathematics) are favoured.

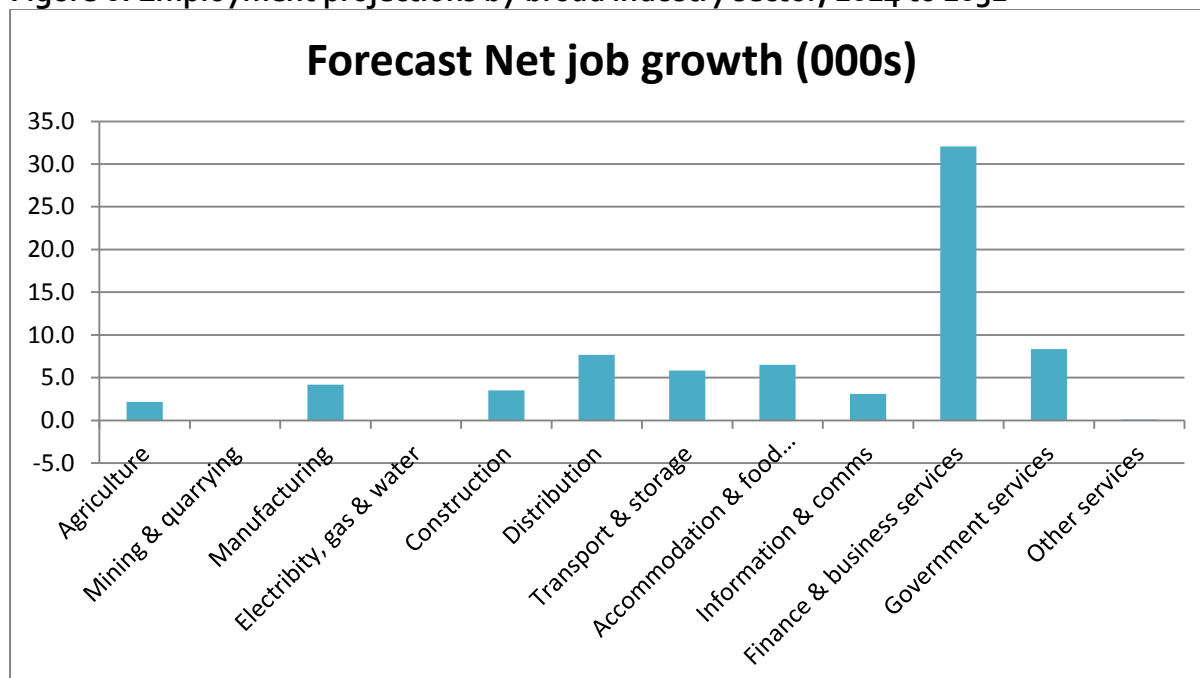
Looking ahead to the jobs that may arise over the next decade or longer is of course fraught with challenges as some changes cannot be predicted. However evidence of the last few decades has shown how technological developments can change how we do things – this is reflected in the changes we can see in the table in Annex 1.

¹¹ Economic Forecasting to Inform the Oxfordshire Strategic Economic Plan and Strategic Housing Market Assessment, Final report for Vale of White Horse District Council and partners, January 2013, SQW and Cambridge Econometrics. One of the three scenarios run for the report, the 'planned economic growth scenario', forecasts 88,000 jobs between 2011 to 2031, or 4,400 per annum. 75,000 is the figure pro-rata 2014 to 2031.

Job forecasts for Oxfordshire

Oxfordshire’s Strategic Economic Plan indicates that up to 75,000 new jobs could be created between 2014 and 2031.

Figure 6: Employment projections by broad industry sector, 2014 to 2031



Across the broad sectors there is forecast growth in construction jobs, manufacturing, distribution, transport and storage and accommodation and food services. Growth in government services reflects forecast demand in the health and education sectors. However, the financial and business services are forecast to see the biggest increases in job opportunities, providing an additional 32,000 jobs over the period 2014 to 2031. These forecasts confirm the demand forecast in higher skilled jobs.

Replacement jobs - It should be noted however that in addition to the forecast of potential new jobs, by far the greatest number of jobs will come from 'replacement' jobs – new people to fill posts created by those leaving the workforce; swelled by the baby boom generation retiring over the coming years¹². It is estimated that nationally 12.5 million replacement jobs¹³ will be required by 2022. Applying that locally suggests a total of 156,000 replacements jobs over the same period. Research by the IPPR shows that contrary to the demand for higher skilled jobs from new jobs; the picture is very different when replacement jobs are considered where there is strong growth projected in high skilled,

¹² Replacement demand is defined by UKCES as 'job openings created by those leaving the labour force'. While this will primarily be people who are retiring, it also includes other factors such as mortality, people migrating or people changing career into a different occupation.

¹³ Ambition 2020; World Class Skills and Jobs for the UK, July 2009, UKCES: Working Futures, UKCES, 2014; Winning the Global Race, IPPR, June 2014

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medium skilled and low skilled job, with large increases in administrative occupations and caring and personal service occupations.

Locality focus: the number and type of jobs being created by planned new development in Oxfordshire

Significant new commercial and industrial development, new housing and supporting infrastructure, such as transport projects, are planned¹⁴ to be built between now and 2030 delivering new jobs before, during and after construction.

Across Oxfordshire as a whole, the main locations for economic growth will be in the 'knowledge spine' – this is an area that includes Bicester in the north, through to Oxford, and south, into Science Vale Oxford.



Map provided by kind permission of Oxfordshire County Council

The Oxfordshire Local Enterprise Partnership's Strategic Economic Plan for the county seeks to ensure that Oxfordshire becomes one of the top performing, most innovative

¹⁴ Each local authority in the county has also taken a long term view of which sites and schemes are likely to come forward by 2030 and are planning for this through the local planning process. Details of these schemes, listed below, including estimates of the number and type of jobs, are also included in the Oxfordshire Strategic Economic Plan.

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areas in England, with globally renowned academia and a unique grouping of 'big science'¹⁵ and other research facilities. Working with partners to put in place the land and infrastructure the LEP's ambition is to support the county's key sectors and those poised for growth, including:

- **Life sciences and medical instruments**
- **Space and satellite applications**
- **Advanced engineering - including cryogenics (Europe's largest cluster), advanced materials, nano-technology and motorsport**
- **Information technology**
- **Also, publishing, energy and environment, creative industries and tourism**

Did you know?

10,000 jobs are estimated to be created to 2030 in space and related industries centred in and around Harwell – the 'home' of the UK's space industry¹⁶.

The Life Sciences sector in Oxfordshire is set to see significant growth in the coming years¹⁷. The UK is the largest centre for life sciences in Europe with 'MedCity' the centre¹⁸. This 'golden triangle' of Oxford-Cambridge-London has attracted an investment of £4.1m to help spur the discovery of new treatments and medical technologies.

Oxfordshire's Science Vale Oxford is looking to create up to 20,000 jobs by 2031 – largely high tech, knowledge rich opportunities.

Significant redevelopment plans around Oxford and including key sites in city centre will bring growth in retail and leisure – including c3500 new jobs created by the Westgate shopping centre redevelopment due to open in September 2017.

5,000 new jobs alone will be created within the proposed eco-town at north-east Bicester¹⁹. The new jobs are intended to be in the environment/low carbon sector to relate to the ethos of the eco-town.

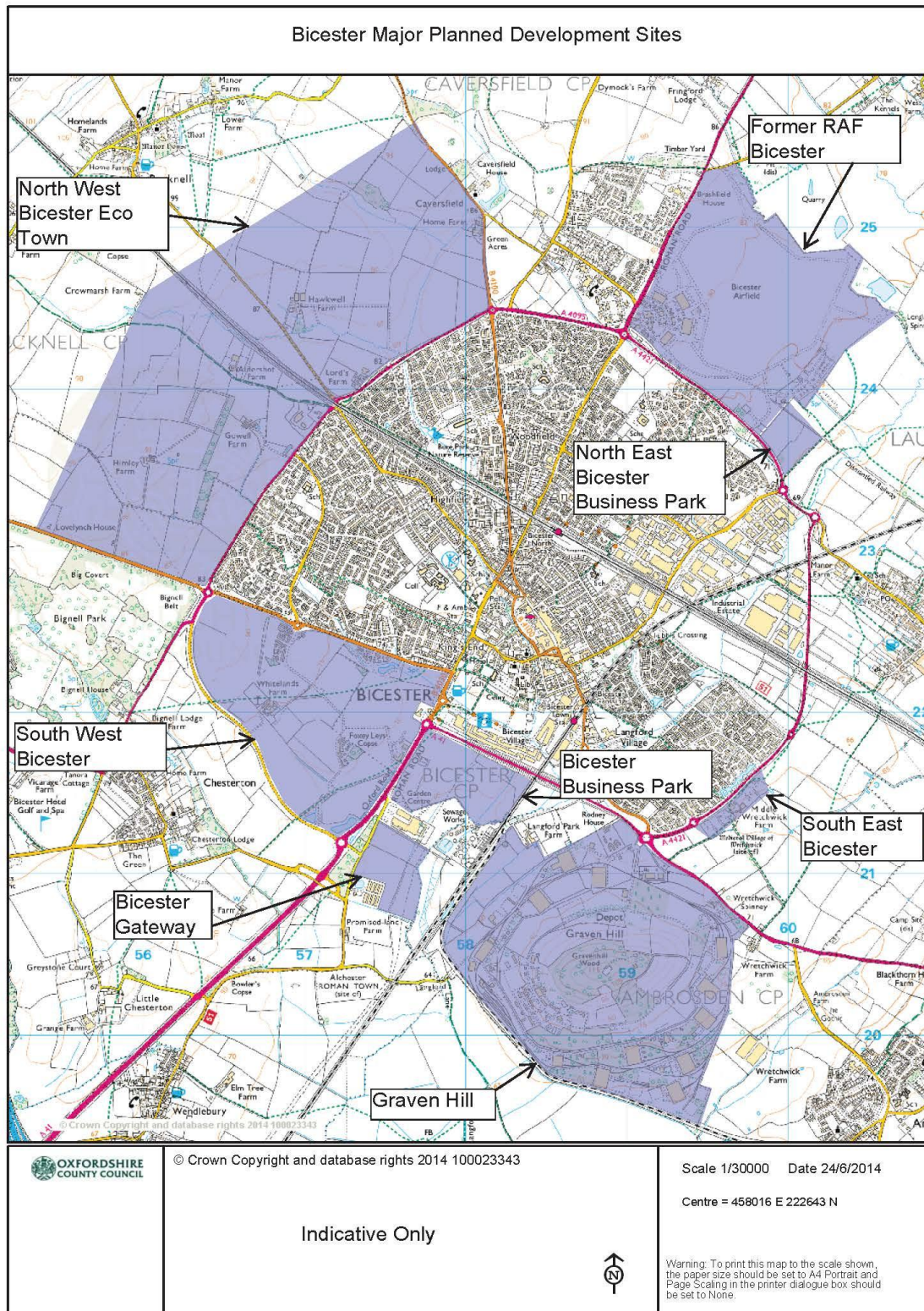
¹⁶ A UK Space and Innovation Growth Strategy 2010 to 2030, Space IGS, estimates 100,000 jobs could be created in space related industries. From this it is estimated 10,000 could be located at Harwell; home to The European Space Agency, the National Space Agency, the Satellite Applications Catapult and Rutherford Appleton Laboratory Space.

¹⁷ Life Sciences Cluster report, Jones Lang LaSalle, 2014

¹⁸ Investment of £4.1m was announced with the launch of MedCity in April 2014. The aim of Medcity is to position Oxford-Cambridge-London as world leading in life sciences.

¹⁹ 2,500 jobs are expected to be created to 2030 with the remainder created thereafter.

Bicester Growth Town



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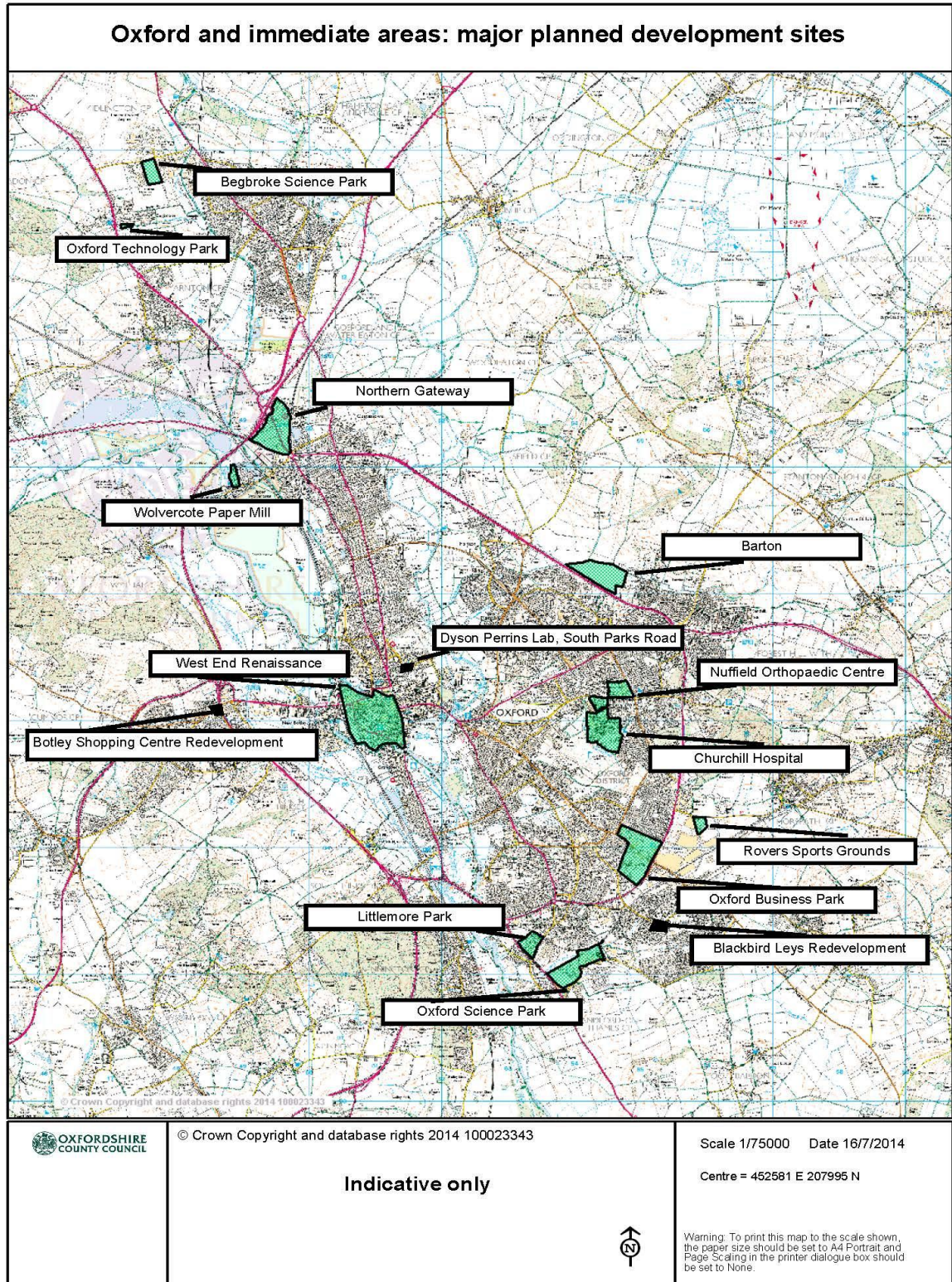
About Bicester's economy: Bicester's economy is centred on the defence activities at MoD Bicester, on storage and distribution and on food processing, engineering and publishing. In terms of the current major employees of the town, MoD Bicester employs approximately 3,000 people (service and civilian), with Bicester Village employing around 600 people, along with other major employers including BGP Printing, Fresh Direct and Paragon Fleet Solutions

Bicester has major ambitions for growth (see map) through the further development of the internationally recognised Bicester Village Shopping Centre (which attracts over 5.5m visitors a year), the recently completed £70m town centre redevelopment and the proposed North West Bicester Eco-town (a planned extension of 5,000 new homes and land for employment).

The town wants to develop a broader 'knowledge' economy including science and technology based businesses, taking advantage of the materials engineering and biotechnology sectors. Bicester is a significant anchor of the knowledge spine and becoming an increasingly significant location in the Oxford-Cambridge Arc, with new opportunities arising from an increase in science and technology based businesses exploiting innovations and spin-outs from academic research.

	Site name and location	Estimate of jobs to 2031	Planned employment sector
Housing	Graven Hill (1,900 homes)		Construction
	SW Bicester (Kingsmere) (2,200 homes)		Construction
	NW Bicester (eco-town, 5,000 in total)		Construction
Commercial and industrial	NW Bicester (eco-town)	2,500	1,500 commercial and offices; 500 industry and 500 warehousing.
	Graven Hill	2,100	Distribution and warehousing
	Bicester Business Park	3,800	Commercial, knowledge rich
	South East Bicester	3,200	1,600 logistics, 960 light industry, 640 commercial and office.
	Bicester Gateway	1,000	High-tech knowledge
	NE Bicester Business Park	1,100	Commercial knowledge rich
Retail, leisure and culture	Town centre	1,000	90% retail
	RAF Bicester	2,240	Leisure – museum, hotel and conference. Some distribution and warehousing

Oxford and immediate area



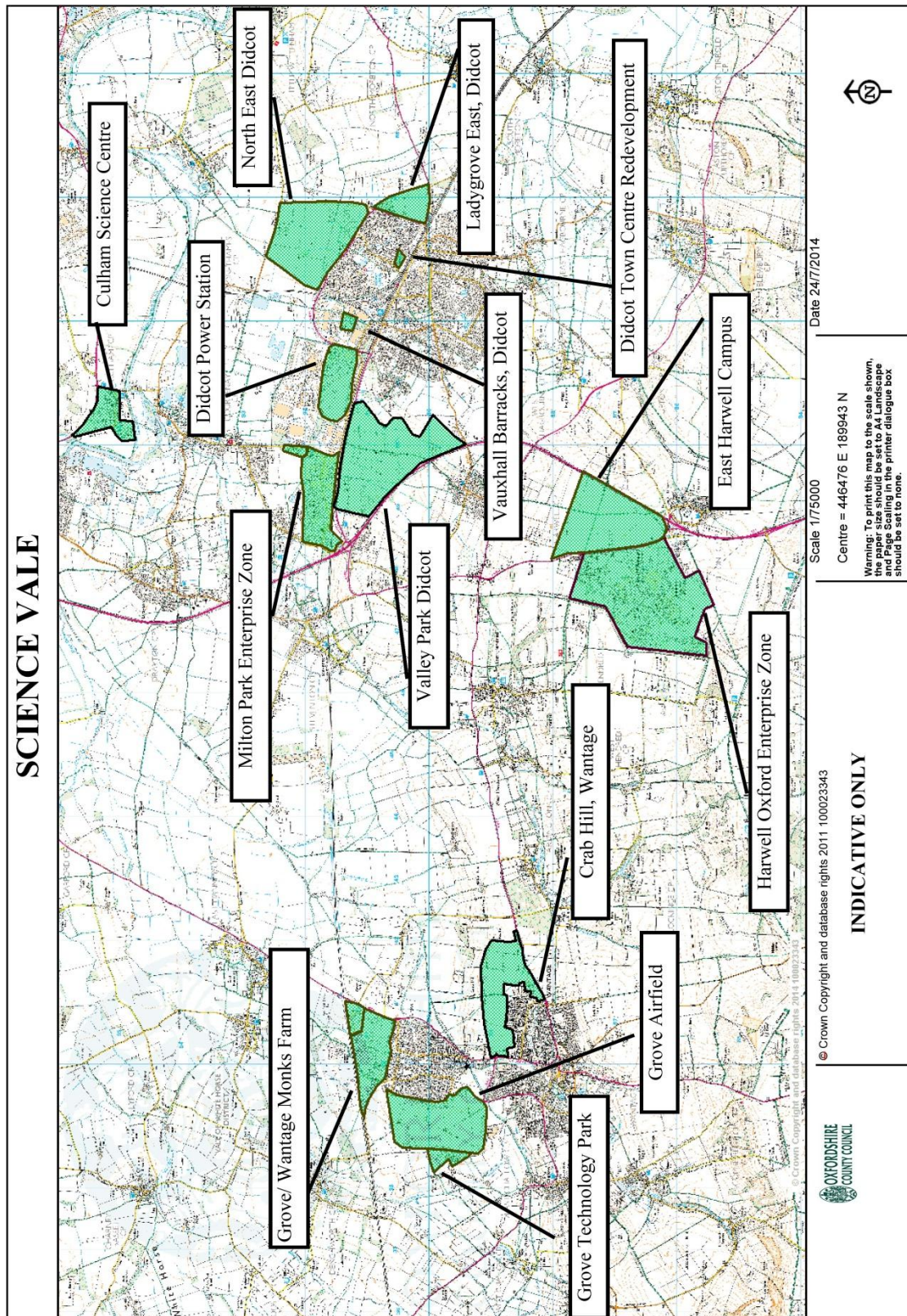
About Oxford's economy: Oxford City is the key engine of growth for the Oxfordshire economy and a national economic asset. The city contributes £4.7bn to the UK economy each year and has a GVA per capita of £30,800 - the fifth highest GVA per capita of any city in the UK and significantly higher than the national average of £20,300. One of the key reasons for the city's success is its diversity. Oxford is an international brand, a global seat of education, learning and research, a centre of engineering and scientific excellence, a world leader in automotive and advanced manufacturing, publishing, health care and life sciences and an iconic tourist destination. This diversity has helped Oxford remain resilient throughout the global economic recession.

	Site name and location	Estimate of jobs to 2031	Planned employment sector
Housing	Barton (1,000 houses)		Construction
	Blackbird Leys (500 houses)		Construction
	West End Renaissance (800 houses)		Construction
Commercial and industrial	West End Renaissance - Oxpens	800	Offices
	West End Renaissance - Oxford Station Gateway	1,000	Offices
	Churchill Hospital redevelopment - inc Oxford Bioescalator	1,200	Science Park and medical research
	Northern Gateway	8,400	Business park
	Oxford Business Park	4,600	Offices
	Oxford Science Park	1,300	Research and development
	Blackbird Leys redevelopment	400	Start up units
	Dyson Perrins Lab	300	Research and development
	Nuffield Orthopaedic Centre	180	Light industry
	Rover Sports Ground	900	Research and development and offices
	Littlemore Park	300	Business park
	Wolvercote paper mill	300	Offices and light industry
	Oxford Technology Park, Kidlington		Offices and research and development
	Begbroke Science Park		Offices and research and development
Retail, leisure and culture	West End Renaissance – Westgate redevelopment	3,500	Retail led including- 70 new stores but will include hospitality & catering, security and facilities management
	Northern Gateway	?	Hospitality & leisure

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	Botley shopping centre redevelopment	700	Retail and leisure
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Science Vale Oxford



About Science Vale Oxford's economy: Science Vale Oxford has one of the largest concentrations of research and development activity in Western Europe. In total the Science Vale Oxford area contains 13% of all research and development employment in the south east (4% nationally). Lying in the southern part of Oxfordshire, the area is home to world class science research and development establishments including, Harwell Oxford – which includes the world leading Diamond Synchrotron, Science and Technology Facilities Council, the Rutherford Appleton Laboratory, the Medical Research Council and the European Space Agency Space Centre; Culham - where the Joint European Torus nuclear fusion facility is located; and, Milton Park, which has become a home for growing science based enterprises, including a leading life sciences cluster. - In the west of the Science Vale Oxford area, Grove is home to the world class Williams Formula 1 team and Oxford Instruments PLC - an early spin-out from Oxford University, designs and manufactures tools and systems for industry and research, is a globally significant company, listed in the FTSE 250 and employs 1500 people.

The Science Vale area is planned to provide 20,000 new jobs over the next 15 years and these can be expected to be largely in high tech sectors. This will be achieved by building on the area's designation as a national science and innovation campus to become the National Centre of Excellence for Science and Innovation. Also, much of the area is an Enterprise Zone that provides business rates discounts to new businesses.

	Location	Housing Number	Estimate of jobs	Planned Employment sector
Housing	Ladygrove East, Didcot	642		Construction
	North East Didcot	2,030		Construction
	Vauxhall Barracks, Didcot	300		Construction
	Valley Park Didcot	2,150		Construction
	DIDCOT TOTAL	5,122		
	Wantage - Crabhill	1,500		Construction
	Grove - Monks Farm	750		Construction
	Grove Airfield consented development	2,500		Construction
	WANTAGE & GROVE TOTAL	4,750		
	West of Harwell	200		Construction
	East Harwell Campus *	1,400		Construction
	HARWELL TOTAL	1,600		
Commercial and industrial	Milton Park Enterprise Zone)	16,000	Science, business and light industry
)			
)			
	Harwell Oxford)		Science and

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	Enterprise Zone))		technology
	Culham Science Centre		1,000	Science and technology
	Didcot power station		1,400 to 4,000	Distribution and mixed use
	Wantage Monks Farm		600	Science and technology
	Grove Technology Park		3,000	Science and technology
Retail, leisure and culture	Didcot Town Centre redevelopment		1,000	Retail and leisure

Next issue: Banbury, Abingdon and Witney

Employment and Skills Plan

Employment and Skills Plans (ESPs) are currently being developed by the County Council in partnership with the local planning authorities. ESPs can be a vehicle, agreed between the local planning authorities, developers and potential 'end use' occupiers, to provide training and skills development to local residents, the ultimate aim being to optimise opportunities for local residents to access the new jobs that will be created either during the construction phase or when the buildings are occupied. At the same time, the developer and occupiers benefit from being able to draw from the local workforce, including those furthest from the labour market, crucial in such a tight labour market. Education and training providers, such as schools and colleges, will be key partners in delivering training activities.

The first ESP in Oxfordshire is being drawn up for the Westgate Centre redevelopment in Oxford city centre and discussed with the developer, Land Securities. Outline planning permission was granted in March 2014. Construction is due to commence in January 2015 with the development due to be completed by September 2017.

Westgate Centre redevelopment, Oxford	
<ul style="list-style-type: none"> • 72,500 Sqm new retail floorspace creating 70 new stores including John Lewis • New leisure uses, cafes, restaurants and potentially a cinema 	
Number of jobs	Type of jobs
450 jobs during construction 3,500 jobs once opened	Construction related Retail Catering and hospitality Centre management and administration Facilities management, cleaning and security

The construction phase ESP for the Westgate will provide over 200 training and skills outcomes for local people including:

- apprenticeships and traineeships
- work placements
- local training and skills events – i.e. Careersfest, National Apprenticeship Week etc
- School, college and university engagement initiatives such as site visits, school visits and project support.

The 'end use' ESP will be developed with Land Securities over the autumn and agreed by December 2014.

Working in Oxfordshire

As ESPs become established, they will be one route for young people in the county to map their career and training pathway. They could also be the mechanism through which those disadvantaged in the workplace could benefit most directly.

This issue's job profile:

Focus on Engineering

From the car we drive to the development of medical equipment; from super magnets to new low carbon technologies, here in Oxfordshire, engineers are involved in designing, developing, constructing and testing practically every product or process you can think of.

'Engineering' encompasses a huge array of jobs and industries and it is incredibly important to the national and local economy. According to The State of Engineering Report 2014, this sector makes up a nearly a quarter of the economy (24% of UK turnover) from all enterprises and it employs 5.4 million people. While most firms are small or micro, the construction sector accounts for 27% of all engineering related enterprises and 27% are in information and communication while manufacturing accounts for a fifth.

Physics, maths, design and technology are all relevant fields of study

Personal attributes to be an engineer: Practical, creative, enjoy solving problems, interested in craft, design and technology

This sector is thriving and the future capacity for growth in this area is very real. It is estimated there is a need, nationally, for 87,000 engineers every year for the next ten years and that these people will need to hold at least level 4 skills. However, there is a serious shortfall and women are currently under-represented across the field.

Oxfordshire is home to a number of global brands such as MINI Plant Oxford; centre of the motorsport industry; leaders in medical instruments and pioneers in life sciences and cryogenics.

A changing world means engineering roles are changing. Sectors identified for their strength, concentration and growth potential in Oxfordshire include: **automotive, motorsport, aerospace, space and satellite applications, life sciences, and low carbon technologies.**

Starting salary for a qualified engineer is about £25,000

Experienced engineers can expect to earn £35,000 to £45,000

Senior positions command up to £65,000

Engineering posts most in demand in Oxfordshire are for mechanical engineers and technicians, also civil and electrical engineers.

Mechanical Engineer

Mechanical engineers provide efficient solutions to the development of processes and products, ranging from small component designs to extremely large plant, machinery or vehicles.

They can work on all stages of a product, from research and development to design and manufacture, through to installation. Most industries rely on a form of mechanical systems so mechanical engineers are needed in a range of industries.

Civil Engineers

Civil engineers work on public projects involving the design, build and maintenance of the natural and built environment. These infrastructure projects can be roads and railways, hospitals, sports stadia, schools, access to drinking water and shelter from the weather.

A civil engineer will be closely involved in ensuring a project is delivered safely, on time and within budget.

Trainees usually begin their career in design, and progress to managing projects, liaising with clients and architects and supervising contractors.

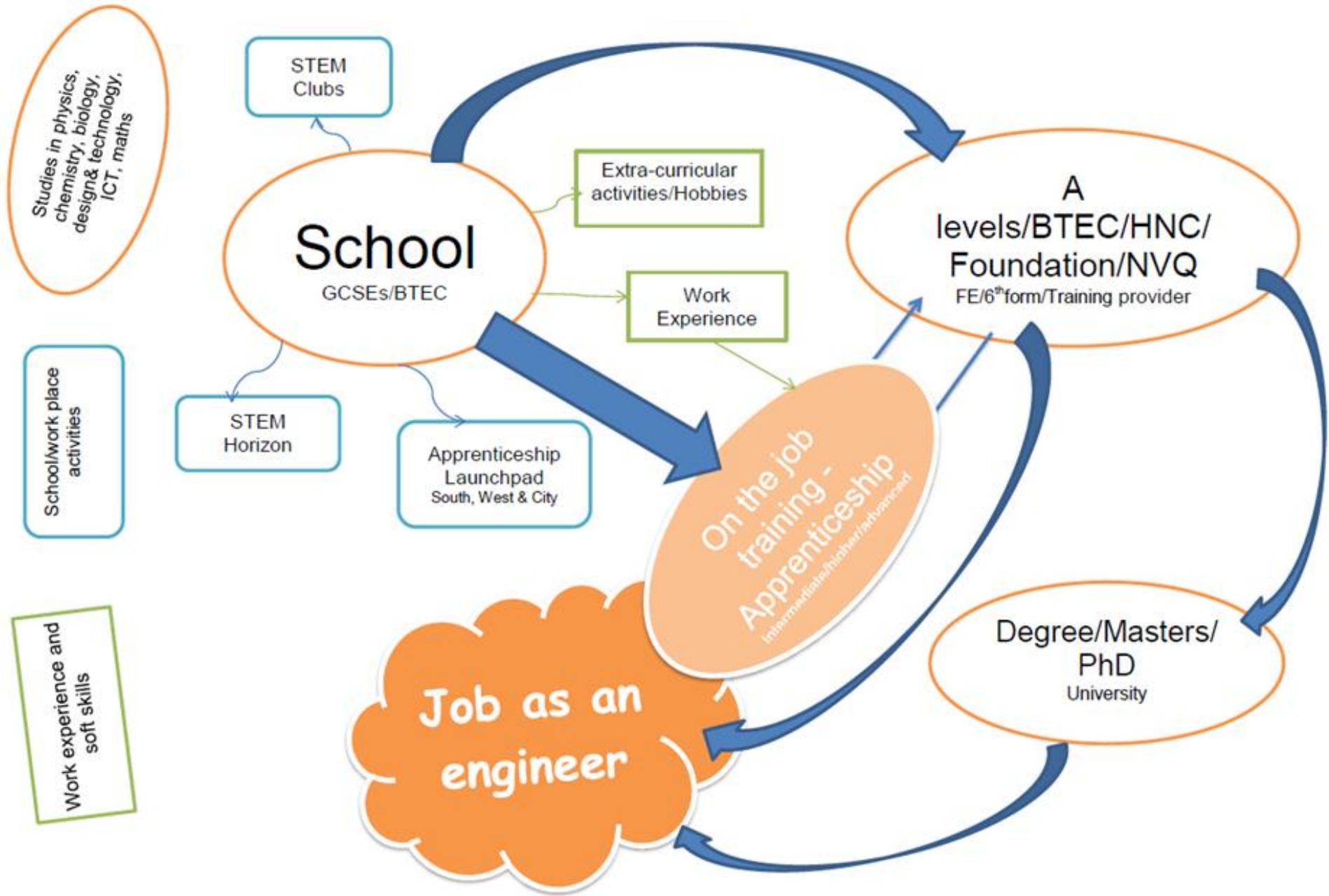
Vacancies April 2014, Oxfordshire

Mechanical engineers	57
Science, engineering and production technicians	38
Engineering technicians	34
Civil engineers	28
Electrical engineers	26
Production and process engineers	17
Electronics engineers	15
Engineering professionals	11

Engineering technician

Engineering technicians work in a range of industries solving practical engineering problems. They typically assist engineers and scientists. They can build or set up equipment, conduct experiments, and collect data and calculate results. They might also help to make a model of new equipment. Some technicians work in quality control, where they check products, do tests, and collect data. In manufacturing, they help to design and develop products. They also find ways to produce things efficiently. They may also be people who produce technical drawings or engineering drawings.

Career pathway to a job in engineering in Oxfordshire



Annex 1:

Occupations increasing or decreasing in demand, 2012-2014²⁰

Occupations highlighted indicate those most in demand within their respective sector.

Retail	Travel agents, sales supervisors, vehicle and parts supervisors, marketing and sales directors, sales and retail assistants, beauticians, business sales executives	↑
	Customer service managers and supervisors, Vehicle and parts salespersons and advisers, call centre staff	↔
	Telephone salespersons, bank and post office clerks, sales administrators, pharmacy assistants, postal workers, managers and directors in retail and wholesale	↓

Financial services	Finance and investment analysts and advisers , Financial administrative occupations, , Stock control clerks and assistants, Pensions and insurance clerks and assistants, Chartered and certified accountants , Financial managers and directors , Business and financial project management professionals , Financial and accounting technicians	↑
	Book-keepers, payroll managers and wages clerks, Estimators, valuers and assessors, Actuaries, economists and statisticians, Purchasing managers and directors, Collector salespersons and credit agents, Credit controllers	↔
	Financial accounts managers	↓

Property	Estate agents and auctioneers, chartered surveyors , Architectural and town planning technicians	↑
	Housing officers	↔
	Chartered architectural technologists, town planners, architects, property and estate managers	↓

Legal	Solicitors , Legal associate professionals, legal professionals	↑
	Legal secretaries	↓

²⁰ Based on change in demand between April 2012 to April 2014

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Other business professionals	Business and related research professionals, Human resources and industrial relations officers, Sales accounts and business development managers, Functional managers and directors n.e.c., Management consultants and business analysts	↑
	Company secretaries, Buyers and procurement officers, Marketing associate professionals, Managers and proprietors in other services n.e.c., Quality assurance and regulatory professionals, Human resource managers and directors, Production managers and directors in manufacturing, Business and related associate professionals n.e.c.	↔
Other public service professionals	Health and safety officers	↑
	Public relations professionals, Protective service associate professionals n.e.c., Officers of non-governmental organisations, Environment professionals	↔
	Public services associate professionals	↓
IT	Programmers and software development professionals, IT business analysts, architects and systems designers,	↑
	Information technology and telecommunications professionals n.e.c., IT engineers, IT operations technicians, Design and development engineers, IT specialist managers, Web design and development professionals, IT user support technicians	↔
	IT project and programme managers	↓
Recreation, culture, sports, media	Graphic designers, Arts officers, producers and directors, Conference and exhibition managers and organisers, Actors, entertainers and presenters, Waiters and waitresses	↑
	Sports and leisure assistants, Physiotherapists; Restaurant and catering establishment managers and proprietors; Dancers and choreographers; Cooks; Sports coaches, instructors and officials; Conservation professionals; Gardeners and landscape gardeners; Kitchen and catering assistants; Journalists, newspaper and periodical editors; Leisure and sports managers; Hotel and accommodation managers and proprietors; Catering and bar managers; Leisure and travel service occupations nec; Bar staff	↔

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	Chefs; Authors, writers and translators; Publicans and managers of licensed premises; Restaurant and catering establishment managers and proprietors	↓
Health	Psychologists	↑
	Paramedics, Medical practitioners, Nursing auxiliaries and assistants , Medical secretaries, Medical radiographers, Health professionals n.e.c., Medical and dental technicians; Health associate professionals n.e.c.; Health associate professionals n.e.c.; Occupational therapists; Psychologists; Health care practice managers; Health services and public health managers and directors; Therapy professionals n.e.c.; Pharmacists; Ophthalmic Opticians	↔
	Nurses , Health care practice managers	↓
Office Admin	Typists and related keyboard occupations, Office managers	↑
	Records clerks and assistants, Personal assistants and other secretaries , Elementary administration occupations n.e.c.; Elementary administration occupations n.e.c.; Other administrative occupations n.e.c.; Local government administrative occupations; Telephonists; HR Admin; Market Research Interviewers	↔
	Receptionists, Office supervisors	↓
Engineering	Engineering technicians, Science, engineering and production technicians n.e.c.	↑
	Civil engineers, Electronics engineers, Production and process engineers, Telecommunications engineers, Quality control and planning engineer	↔
	Electrical engineers, Mechanical engineers , Engineering professionals n.e.c.	↓

Transport and logistics, warehousing, storage	Other drivers and transport operatives n.e.c.,	↑
	Large goods vehicle drivers, Managers and directors in storage and warehousing; Rail transport operatives; Bus and coach drivers; Fork-lift truck drivers; Elementary storage occupations; Van drivers; Managers and directors in transport and distribution; Tyre, exhaust and windscreen fitters; Vehicle Paint technician;	↔
	Transport and distribution clerks and assistants, Vehicle technicians , mechanics and electricians,	↓
Other Elementary and operatives	Assemblers and routine operatives n.e.c., Textile process operatives, Routine inspectors and testers	↑
	Mobile machine drivers and operatives n.e.c., Chemical and related process operatives, Metal working machine operatives, Food, drink and tobacco process operatives, Energy plant operatives, Elementary process plant occupations n.e.c., Packers, bottlers, canners and fillers, Communication operators	↔
Other skilled trades	Electrical and electronic trades n.e.c., Electrical and electronics technicians, Quality assurance technicians; Metal working production and maintenance fitters; Draughtspersons	↑
	Security guards and related occupations, Electricians and electrical fitters, Other skilled trades n.e.c. ,Skilled metal, electrical and electronic trades supervisors, Tool makers, fitters and markers out	↔
	Metal machining setters and setter-operators, Welding trades	↓
Care, social work, young people, community	Childminders and related occupations,	↑
	Child and early years officers, Youth and community workers, Senior care workers, Senior care workers, Houseparents and residential wardens, Playworkers	↔
	Welfare and housing associate professionals n.e.c., Care workers and home carers , Social workers, Residential, day and domiciliary care managers and proprietors	↓

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Cleaning, caretaking, security	Housekeepers and related occupations, Cleaners and domestics , Cleaning and housekeeping managers and supervisors	↑
	Caretakers, Elementary security occupations n.e.c.	↔
	Launderers, dry cleaners and pressers	↓
Science Professionals	Natural and social science professionals n.e.c., Other elementary services occupations n.e.c., Laboratory technicians	↑
	Biological scientists and biochemists, Physical scientists	↔
	Chemical scientists, Research and development managers	↓
Education and training	Careers advisers and vocational guidance specialists, Primary and nursery education teaching professionals , Vocational and industrial trainers and instructors, Senior professionals of educational establishments; Careers advisers and vocational guidance specialists, nursery nurses and assistants	↔
	Teaching and other educational professionals n.e.c., Further education teaching professionals, Secondary education teaching professionals	↓
Construction	Plumbers and heating and ventilating engineers, Elementary construction occupations	↑
	Production managers and directors in construction, Painters and decorators, Carpenters and joiners, Construction project managers and related professionals; Crane drivers; Construction operatives n.e.c., Production managers in mining and energy	↔
	Construction and building trades supervisors, Bricklayers and masons, Pipe fitters	↓

