



# Shape Your Future...

York and North Yorkshire  
2018/19



**Careers**  
Yorkshire and  
the Humber

# Use this booklet to shape your future

**The job market, which sectors are growing or shrinking, and which skills are in demand are important when thinking about your future career, training and study plans.**

This booklet gives an overview of the job market in York and North Yorkshire, focusing on significant parts of the economy or "key sectors", with some important messages about the growing job opportunities and skills in demand. Here you can look at the local job market and start to plan your working future.

There is more detailed job market information at [careersyandh.co.uk](https://careersyandh.co.uk) where you can also download this booklet.

## Need more help to shape your future?

### Contact the National Careers Service

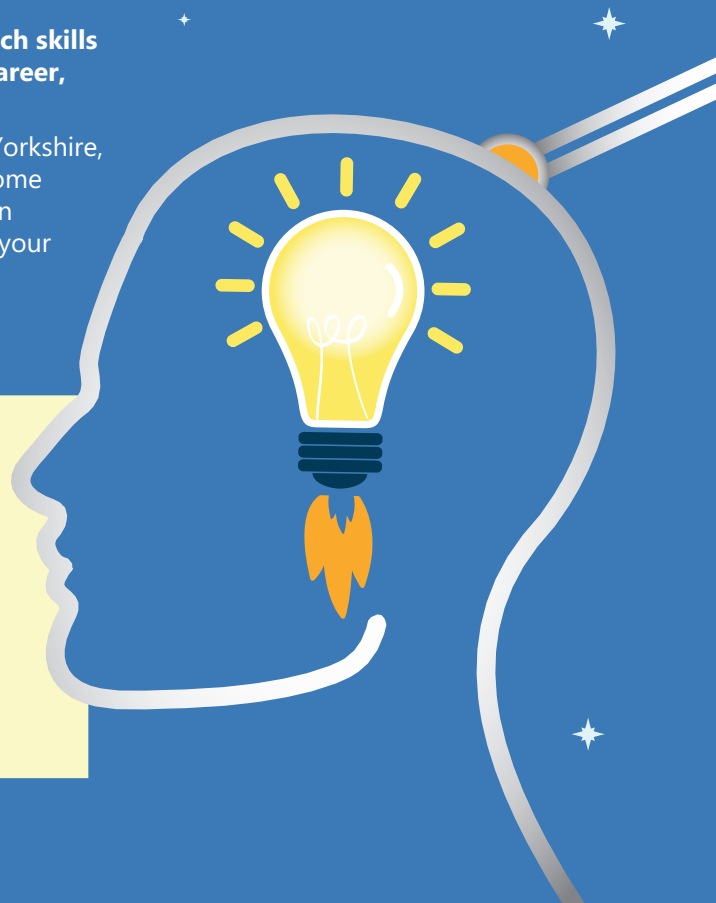


<https://nationalcareersservice.direct.gov.uk>

**Phone:** 0800 100 900 (8am-10pm, seven days a week)

Give a phone number and get a call back for free

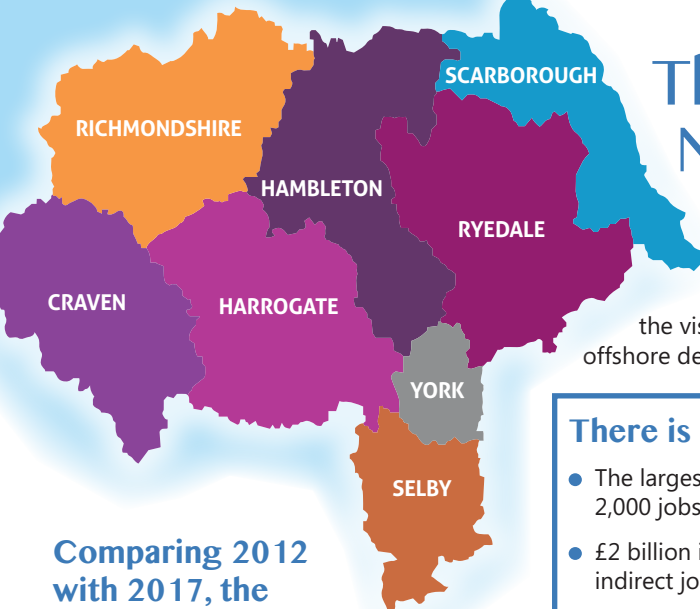
**Chat:** via web chat or email



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# The job market in York and North Yorkshire

Farming is at the heart of the region's economy with strong food and tourism sectors. York, Skipton and Harrogate tend to have a more business and commercial focus with larger employers, whilst Selby has a concentration of manufacturing and energy. The coast is dominated by the visitor economy, with a growing engineering industry and major mining and offshore developments.

## Comparing 2012 with 2017, the largest numbers of new businesses were in:

- Professional, scientific and technical services
- Agriculture/horticulture
- Business, administration and support services
- Information and communication
- Accommodation and food services

## There is major growth planned in York and North Yorkshire

- The largest offshore wind farm in the world, with £40 billion investment creating 2,000 jobs.
- £2 billion investment in the potash mine near Whitby, creating 2,500 direct and indirect jobs.
- The National Agri-Food Innovation Campus at Sand Hutton, near York, aims to double in size by 2021 with 1600 people employed on site.
- York is one of the fastest growing cities in the country, with major construction projects planned for the city centre and 22,000 homes to be built in the next 15 years potentially creating 1,000 jobs per year.
- Beyond Escapes, a luxury holiday company, is investing £4m to open a flagship site in Pickering, North Yorkshire creating 250 jobs.
- Work has begun on Sherburn2 a 75 acre business park of logistics and warehousing units, creating up to 2,550 new jobs.

Office for National Statistics' (ONS) annual study of the nation's happiness and wellbeing  
Working Futures UKCES 2015

Business Register Employment Survey NOMIS 2018 (2016 figures)  
UK Business Counts, ONS 2017  
Labour Insight, Burning Glass Technologies 2018

Please note that all statistics in this publication relate to York and Yorkshire and come from the following sources unless otherwise stated: Annual Survey of Hours and Earnings, ONS 2017





# Small business and self-employment is big in York and North Yorkshire

**16% OF THE WORKING POPULATION IS SELF-EMPLOYED AND THIS IS FORECAST TO RISE.**

- 89% of businesses are 'micro-businesses' with less than 10 employees.
- 98% are 'small businesses' with less than 50 employees.
- We have some of the highest self-employment rates in the country.



- New businesses are more likely to survive in York and North Yorkshire. Businesses are 10% more likely to survive compared to the national average and Selby businesses are the most likely to survive.
- Self-employment is significantly higher in rural areas particularly Richmondshire where it is 21% and Craven where it is 16%.

## Are you a budding entrepreneur? Think about:

- What is your business offering?
- Who are your customers?
- What is the competition?
- How will you let people know about your business?
- How much will it cost to set up?
- What laws apply to setting up a business?
- Keeping records, Tax, National Insurance etc
- Developing a business plan



## Skills/qualities

- Determination
- Self-discipline
- Good organisation skills
- Persistency
- Flexibility
- Imaginative
- Willing to take risks
- Competitive
- Communication

## Useful subjects include

- Business and Finance
- Administration
- ICT
- Maths
- English

Self employment in the UK 2014, Annual Survey of Hours and Earnings, Office of National Statistics.

More information...

<https://www.princes-trust.org.uk/> <http://www.shell-livewire.org/>



# Advanced Manufacturing and Engineering

**33,000**  
People in  
manufacturing  
and engineering

Advanced manufacturing involves the use of computers and new technology including robotics and data driven technologies to design and process products. Engineers work on the design, development and production of anything from smartphones to cars, the lights you switch on and the food you eat.

- Many jobs of the future don't exist yet!
- York and North Yorkshire has businesses manufacturing automotive components, satellite components, state-of-the-art metal castings for aircraft, diagnostic components for the life sciences sector and many more.
- Local clusters of advanced manufacturing exist in Ryedale, Scarborough, Skipton and Tadcaster.
- The UK will need more than a million new engineers and technicians by 2020, which means doubling the number of annual engineering graduates and apprentices.
- There is a growing demand for engineers whose knowledge is strong across electronic, electrical and mechanical engineering as products become increasingly governed by electronic and computer control.

## In the future...

Growth in this sector will be in highly skilled jobs rather than the more traditional engineering roles.

More information...

[www.euskills.co.uk](http://www.euskills.co.uk) <https://www.energyinst.org/home> <http://www.futuremorph.org/>  
<http://www.tomorrowsengineers.org.uk/> <https://www.theengineer.co.uk/>

| Types of Job                   | National Average Salary |
|--------------------------------|-------------------------|
| Mechatronics technician        | £36,397                 |
| Manufacturing systems engineer | £46,909                 |
| Maintenance fitters            | £32,128                 |
| CNC machinist                  | £28,322                 |
| CAD technician                 | £31,290                 |
| Welder                         | £26,515                 |

Sources: Annual Survey of Hours and Earnings, ONS 2015  
Business Register Employment Survey, NOMIS 2016 (2014 figures).

## Skills/qualities

- Mechanical aptitude
- Problem solving – practical and theoretical
- Communication
- Decision making
- Ability to meet deadlines
- Organisational and planning skills
- Teamwork
- Health and safety aware

## Useful subjects include

- Maths
- English
- ICT
- Sciences
- Design and Technology
- Business

## Some local employers

Econ Engineering Ltd  
Lambert Engineering Ltd  
Dechra Pharmaceutical  
Marshall Aerospace  
Sylatech Limited  
Rosti Automotive  
Unison  
Samuel Smiths Brewery



# Agriculture

**21,500  
JOBS**

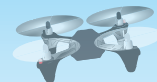
**6,300  
BUSINESSES**

This sector is becoming increasingly science and technology-driven with York and North Yorkshire being a global leader for agri-tech. Agri-tech brings together farmers and growers with scientists and technologists to use new technologies to improve and expand food production. There are a vast range of job roles from very practical and hands on jobs like shepherding to management, agricultural science, agricultural engineering, administration and finance.

- Farming is becoming a high-tech business, with drones able to identify pests and diseases affecting crops and GPS able to control combine harvesters.
- Agriculture employs over 5% of all employees compared to less than 2% for Great Britain.
- Agriculture has an aging workforce. This will mean there will be increased job opportunities.
- The National Agri-food Innovation Campus at Sand Hutton, near York is a hub of public and private agricultural research agencies.
- Fera Science Ltd. has over 350 scientists investigating and problem solving plant and bee health, crop protection, sustainable agriculture, food and feed quality and chemical safety in the environment.

## In the future...

Business and IT skills will be in demand in addition to scientific and technological understanding of the industry.



| Types of job            | National Average Salary |
|-------------------------|-------------------------|
| Estate worker           | £18,718                 |
| Farm manager            | £32,190                 |
| Agricultural engineer   | £32,128                 |
| Rural surveyor          | £40,133                 |
| Agricultural contractor | £28,335                 |
| Agricultural inspector  | £31,553                 |
| Bio-scientist           | £42,715                 |

Sources: Annual Survey of Hours and Earnings, ONS 2015  
UK Business Counts, NOMIS

## Skills/qualities

- Problem solving
- Attention to detail
- Team working
- Health and safety aware
- An interest in the natural world and the outdoors

## Useful subjects include

- Science
- Maths
- English
- ICT
- Business

## Some local employers

Russell Group  
Ibbotson's Potatoes  
ADAS  
Hobson Farming Ltd  
Fera Science Ltd  
Cargill

## More information...

Lantra [www.lantra.co.uk](http://www.lantra.co.uk) [www.fera.co.uk](http://www.fera.co.uk)  
<http://www.brightcrop.org.uk/explore-your-career>





# Business Services

**3,000  
new jobs  
over the  
next few  
years.**

Business services includes administrative services, contact centres, human resources provision, management consultancy, sales, recruitment and training. There are employment opportunities in a wide range of occupational areas.

- Employment in York and North Yorkshire was 27,000, 7% of all jobs in 2016.
- There were 2,130 businesses in 2017.
- Jobs in the region are forecast to rise by 3,000 between 2014-2024 with 17,000 vacancies expected.
- The conference and exhibition industry is the focus of Harrogate's business and Harrogate International Centre is one of the largest conference and exhibition centres in Europe.

## • Top advertised Business Services vacancies 2017:

- Human resources officers
- Cleaners and domestics
- Other sales occupations
- Customer service occupations
- Security guards
- Managers in other services.

**In the future...** There will be an increasing emphasis on digital skills in many administrative and customer facing roles.

| Types of job             | National average salary |
|--------------------------|-------------------------|
| Business administrator   | £23,404                 |
| Human resources manager  | £55,568                 |
| Call centre worker       | £19,318                 |
| Customer service adviser | £21,494                 |
| Recruitment consultant   | £31,994                 |
| Sales executive          | £37,720                 |

## Skills/qualities

- Communication
- Business skills
- Customer service
- IT
- Team work
- Problem solving
- Organising
- Attention to detail

## Useful subjects include

- English
- Maths
- ICT
- Business

## Some local employers

Charterhouse Recruitment  
Capita  
Premium Collections  
Tyro Training  
Stephensons Estate Agents  
Northern Recruitment Group  
Harrogate Convention Centre



More information... [www.cipd.co.uk](http://www.cipd.co.uk) [www.ccma.org.uk](http://www.ccma.org.uk)



# Construction



**3,350  
businesses**

**Jobs in demand:**

- Professional, technical and IT staff
- Wood trades and interior fit-out staff
- Electrical and insulation staff
- Process managers

Construction is about building roads, railways and bridges, as well as houses, schools, shopping centres and hospitals. There are over 150 professions which can involve anything from planning, design, financing, project management or safety through to trades such as bricklaying and joinery. New roles involving green technology, use of new materials and environmental specialisms are emerging.

- Construction is the fastest growing sector in the area with 19,500 people employed in construction.
- Major projects like the potash development near Whitby and offshore windfarms on the coast will need 'an army' of skilled workers.
- York is said to be the second fastest growing city in the country, with a major regeneration in the city centre and 22,000 homes in the next 15 years potentially creating 1,000 jobs per year.
- Many employers are micro (employing less than 10 people) or small (employing less than 50) and there are many opportunities to be self-employed.
- Nationally over 400,000 construction workers are likely to retire in the next decade which means there will around 480,000 job opportunities up to 2024, with high demand for apprentices.

**In the future...** There is increasing demand for 'sustainable' construction skills and use of new technologies and materials, so new roles will emerge in the sector.

| Types of Job                | National Average Salary |
|-----------------------------|-------------------------|
| Architect                   | £46,737                 |
| Carpenter/joiner            | £26,875                 |
| Electrician                 | £31,617                 |
| Professional civil engineer | £43,284                 |
| Quantity surveyor           | £44,009                 |
| Plumber                     | £31,712                 |
| Labourer                    | £24,093                 |

Sources: Annual Survey of Hours and Earnings, ONS 2015  
Business Register Employment Survey, NOMIS 2016  
UK Business Counts 2015

## Skills/qualities

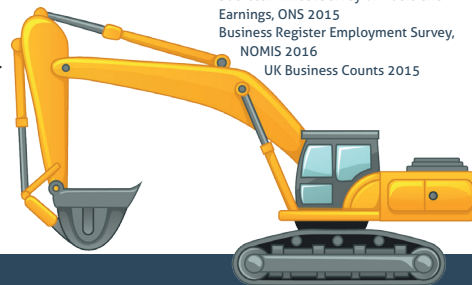
- Problem solving
- Attention to detail
- Team working
- Communication
- Practical and technical
- Safety aware
- Able to read drawings
- Accurate measurement

## Useful subjects include

- Maths
- Design
- Physics
- Science
- Design technology

## Some local employers

Persimmons Homes  
Shepherd Building Group  
Severfield PLC  
Thompson Homes  
Scothern Construction  
Simpson (York) Ltd



More information...

[www.citb.co.uk/bconstructive/](http://www.citb.co.uk/bconstructive/) [www.citb.co.uk/careers-in-construction/](http://www.citb.co.uk/careers-in-construction/) [www.goconstruct.org](http://www.goconstruct.org)



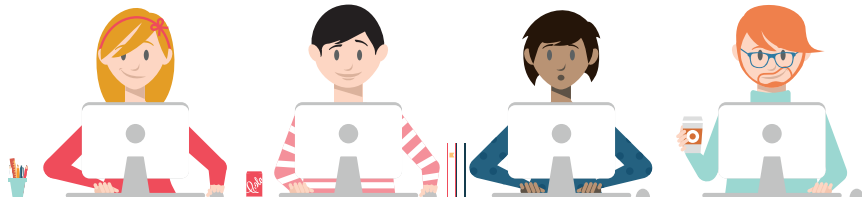


# Creative and Media

**There are creative and media hot spots in Skipton, York, Scarborough and Harrogate**

This sector is about generating and developing ideas and products, experiences or events. This includes interactive media, printing, publishing, design and advertising. Many jobs involve working with cutting edge technologies which are driving this sector. Roles include computer games design and animation, film and TV, social media, graphic design, interactive media, print, publishing and advertising.

- Screen Yorkshire has a large-scale film and TV studio, at Church Fenton, now home to ITV's Victoria.
- York is the UK's first UNESCO City of Media Arts. This will attract new businesses and provide employment opportunities.
- Skipton has a sizable publishing industry - most are small companies employing less than 25.
- The Harrogate area has a strong reputation for public relations, advertising and e-commerce.
- Scarborough has a growing creative and digital sector, with companies like Electric Angel Design supported by the Woodend Creative Workspace.
- Creative and Media in York and North Yorkshire is a small but expanding sector with many self-employed or working in micro-companies with less than 5 staff.



| Types of job        | National average salary |
|---------------------|-------------------------|
| Web content manager | £32,878                 |
| Games developer     | £45,153                 |
| Marketing officer   | £34,180                 |
| Publicity assistant | £38,932                 |
| Copy editor         | £34,180                 |
| Digital designer    | £32,878                 |

## In the future...

Roles increasingly involve working with innovative and new technologies which are driving the sector forward.

## Skills/qualities

- Creative thinking
- Presentation skills
- Problem solving
- Communication
- IT
- Design
- Attention to detail
- Customer service

## Useful subjects include

- Maths, English and ICT
- Design
- Art
- Media

## Some local employers

Barker Brooks Media  
Paragon Creative  
Church Fenton Studios  
Electric Angel Design  
Revolution Software  
Fever Digital

Additional source:  
Creative Skillset Workforce Survey Report 2014

More information...

<http://creativeskillset.org/> <http://www.futuremorph.org/> <http://www.gamesindustry.biz/>  
<https://www.thetechpartnership.com/tech-future-careers/> <https://www.screenyorkshire.co.uk/> <https://ccskills.org.uk/careers>





# Education

## IN DEMAND:

- Teachers of maths, physics, design technology and computing.
- Men in child care and early years education
- Apprentice assessors

Jobs in education are about helping people to develop and learn, this can be teaching in nursery, early years, primary, secondary, further and higher education or within on-line teaching. There are also a range of support roles such as mentor, education welfare, teaching assistant, school business manager, college business development, administration and maintenance.

- Education employs 36,000 people in York and North Yorkshire.
- 9.6% of jobs are in education
- There are approximately 450 schools, 6 colleges of further and higher education and 3 universities.
- High demand for secondary teachers, primary teachers and teaching assistants.
- York has an expanding Higher Education sector, attracting 20,000 students annually and high quality academics and researchers.

### In the future...

The growth of e-learning platforms and developments such as Moodles and MOOCs will see increasing demand for digital skills in education.

| Types of job               | National average salary |
|----------------------------|-------------------------|
| School teacher             | £38,022                 |
| Teaching assistant         | £16,806                 |
| Higher education lecturer  | £52,423                 |
| University administrator   | £54,184                 |
| Further education lecturer | £36,210                 |
| Learning mentor            | £24,371                 |

### Skills/qualities

- Communication
- Teamwork
- Patience
- An enquiring mind
- Problem solving
- An interest in working with people

### Useful subjects include

- Science
- Maths
- English

### Some local employers

University of York  
Coventry University, Scarborough Campus  
Hull York Medical School  
The Skills Network  
Selby College  
Local nurseries, schools and academies  
Language centres  
Children's centres  
Training providers

More information...

<https://getintoteaching.education.gov.uk> [www.feadvice.org.uk](http://www.feadvice.org.uk)  
[www.heacademy.ac.uk](http://www.heacademy.ac.uk) <https://www.cipd.co.uk/>





# Energy and Bio renewables

**Drax in Selby is the UK's largest power station**

The energy industry is changing with newer renewable energy sources, such as biomass, wind, solar and tidal, rapidly expanding and waste recovery is an increasingly important aspect of the industry. Closely linked is the bio renewables industry which converts animal, plant or crops into energy to power machinery, vehicles or homes or to create oils, fats, cosmetics and detergents. This sector is a very broad industry with job roles in the sciences, engineering, transport, production and management.

- 3,850 jobs in energy and utilities.
- The Leeming Biogas facility, one of the largest anaerobic digestion plants in the country, feeds gas into the national grid, by breaking down food waste and capturing the natural biomethane it releases.

- The region is an international hub for the bio-economy, focussing on the research, development and commercialisation of biobased products and processes.

## In the future...

By 2020 it is predicted that the renewable energy sector will create many new jobs in Yorkshire and the Humber, with offshore wind creating 11,500 jobs, onshore wind creating 750 jobs, and wave and tidal power creating 250 jobs.

- The world's biggest offshore windfarm will be built off the Yorkshire coast at Dogger Bank generating over half the UK's offshore power.



More information...

[www.greenenergyjobs.com/career-guide](http://www.greenenergyjobs.com/career-guide) [www.renewableuk.com/](http://www.renewableuk.com/)  
[www.energyinst.org/home](http://www.energyinst.org/home) [www.thinkpower.co.uk](http://www.thinkpower.co.uk) [www.greenporthull.co.uk](http://www.greenporthull.co.uk)

| Types of Job                               | National Average Salary |
|--|-------------------------|
| Offshore wind maintenance technician       | £36,066                 |
| Biomass and renewable maintenance engineer | £31,712                 |
| Professional energy engineer               | £43,633                 |
| Control room technician                    | £32,832                 |
| Biotechnologist                            | £42,715                 |
| Waste treatment technician                 | £28,560                 |

## Skills/qualities

- Problem-solving
- Attention to detail
- Computer skills
- Communication
- Team-working

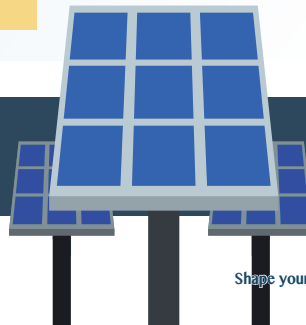
## Useful subjects include

- Science
- Maths
- Engineering
- Technology

## Some Local Employers

Allerton Waste Recovery Park  
 Drax Power Station  
 Duncan Renewables  
 Croda  
 Wilson Biochemical  
 North Selby Anaerobic Digestion and Horticultural Glasshouse Facility

Sources: Annual Survey of Hours and Earnings, ONS 2015  
 Forewind Annual Report 2015 Amey UK







# Financial Services

**17%** of Craven workers and **11%** of York workers are in this sector



Financial services includes banks, building societies, insurance, pensions, trusts, credit finance, accountancy and financial advice. This is a fast-paced industry with opportunities at many levels.

- Employs 10,000 in York and North Yorkshire. This is 2.7% of all jobs.
- There were 470 financial businesses in York and North Yorkshire in 2017.
- York is a major centre for financial services.
- Many financial services jobs are in smaller companies. There are also opportunities for self-employment.
- Skills in demand:
  - Design and database management
  - Network architecture
  - Cyber security
  - Customer relations management.



## In the future...

There is a growing need in financial services for people who have both IT and financial services skills.

More information...  
[www.nsafs.co.uk](http://www.nsafs.co.uk)

| Types of job                     | National average salary |
|----------------------------------|-------------------------|
| Claims adviser                   | £22,609                 |
| Financial adviser                | £43,760                 |
| Insurance underwriter            | £41,631                 |
| Banking customer service adviser | £24,232                 |
| Loss adjuster                    | £34,582                 |
| Pensions officer                 | £22,609                 |

## Skills/qualities

- Communication
- IT
- Problem solving
- Customer service
- Able to meet targets
- Attention to detail
- Sales

## Useful subjects include

- Maths, English and ICT
- Business

## Some local employers

Hiscox  
Aviva  
NFU Mutual  
Skipton Building Society  
Financialforce  
BHP Accountancy



# Food Manufacturing

**14,750**  
**jobs in food**  
**and drink**  
**manufacturing**

This involves preparation, production and packing food. It is not just operating machinery, there are roles creating recipes or tasting, roles in engineering, quality control and safety, through to senior management. Companies can specialise in anything from dairy, meat and poultry to bakery goods, fruit and vegetable processing to convenience foods or confectionery.

- Businesses range from small specialist artisan food manufacturers of chocolate, cheese or luxury ice-cream to large multi-nationals like Nestle who manufacture Kit Kat.

- The sector is a hands on sector, but increasingly manufacturers will rely on engineers and technical skills to keep a factory working rather than low skilled workers.

- Malton is developing a Food Enterprise Zone with an agri-food park to encourage small businesses to start up. Eventually this park will employ 500 people.

## In the future...

In Yorkshire and the Humber 14,000 new recruits will be needed by 2024.

| Types of Job                                 | National Average Salary |
|--|-------------------------|
| Baker  | £20,510                 |
| Food, drink and tobacco process operative    | £22,976                 |
| Planning, process and production technicians | £24,115                 |
| Production and process engineer              | £41,801                 |
| Food technologist                            | £43,633                 |

Sources: Business Register Employment Service, NOMIS. Annual Survey of Hours and Earnings, ONS.

## Skills/qualities

- Willing to work shifts
- Numerate and literate
- Able to follow instructions
- Good attention to detail
- High standards of hygiene and safety

## Useful subjects include

- Science
- Maths
- Food technology

## Some local employers

Karro Food Group  
Nestle  
Rank Hovis  
GreenCore  
McCain Foods (GB) Ltd  
Quorn Foods  
York Cocoa House  
T&R Theakston Ltd  
Wensleydale Creamery  
Heck Food

More information...

<http://www.tastesuccess.co.uk/> <http://www.fdf.org.uk/>

<http://www.ifst.org/> <http://nsafd.co.uk/nations>



# Health and Social Care

**The largest sector in York and North Yorkshire employing 52,000**

One of the UK's fastest growing areas. Health and Social Care involves supporting people to live well and independently. This includes jobs working in GP surgeries, hospitals and in the community, supporting people who are sick or injured, with disabilities, mental health problems, young and elderly. Job roles range from health care assistant and nurse to paramedic to doctor, dentist, care worker, care manager, social worker, social services manager and many, many more.

- The National Health Service is the biggest employer in the UK.
- There are over 350 different NHS careers, from radiographers and doctors to specialist nurses, caterers and accountants.
- Nursing is the second most advertised vacancy and care assistants the sixth.
- Between 2014 and 2024 over a third of the health sector workforce will retire so there will be many opportunities.

- The aging population in York and North Yorkshire will create many job opportunities in health and social care of the elderly.

## In the future...

New technology will be increasingly used in patient monitoring, diagnostics, robotics and bioscience and will create new job areas.



| Types of Job             | National Average Salary |
|--------------------------|-------------------------|
| Social worker            | £34,103                 |
| Care home assistant      | £18,255                 |
| Residential home manager | £33,447                 |
| Therapeutic radiographer | £36,698                 |
| Healthcare Scientist     | £40,973                 |
| Occupational therapist   | £31,413                 |
| Doctor                   | £79,157                 |
| Phlebotomist             | £19,507                 |

## Skills/qualities

- Communication
- Sense of responsibility
- Good timekeeping and organisational skills
- Team work
- A positive attitude towards working with people who need care and support.

## Useful subjects include

- Science and Maths
  - English and Social care
- Other specific subjects may be required depending on the role chosen. Degree level qualifications, training and experience may be needed.

## Some local employers

National Health Service  
North Yorkshire County Council  
The Avalon Group  
Barchester Healthcare  
Four Seasons Healthcare  
Christchurch Group

## More information...

<https://www.healthcareers.nhs.uk> [www.skillsforcare.org.uk/Home.aspx](http://www.skillsforcare.org.uk/Home.aspx)  
[www.hpc-uk.org](http://www.hpc-uk.org) [www.ukhca.co.uk](http://www.ukhca.co.uk) [www.communitycare.co.uk](http://www.communitycare.co.uk)

Sources: Business Register Employment Service, NOMIS, Annual Survey of Hours and Earnings, ONS



# Hospitality and Tourism



## SKILLS IN DEMAND:

- customer service
- digital marketing
- leadership and management
- skilled chefs

York and North Yorkshire has more national parks, areas of outstanding countryside and coast than practically anywhere in England. This sector covers events, food and service management, gambling, hospitality services, hotels, pubs, bars and nightclubs, restaurants, self-catering accommodation, holiday parks and hostels, tourist services and visitor attractions. Good people skills are essential for the majority of jobs as most roles involve dealing with customers on a daily basis.

- More British holidaymakers visit the North Yorkshire coast than any other part of the country outside London.
- The hospitality industry employs over 10% of all workers in York and North Yorkshire.
- The sector is predominately made up of small businesses.
- Accommodation and food service is a big employer in Scarborough and Richmondshire where it is more than double the national average.
- The sector can offer fast promotion and a career with very few qualifications and there are growing opportunities for graduates too.

### In the future...

Demand for graduates is expected to grow, with 69,000 more managers required over the next few years and there will be a need to recruit an additional 11,000 chefs by 2022. The forecast is 26,000 vacancies in hospitality and catering in York, North Yorkshire and the East Riding up to 2024 and shortages of candidates for jobs after Brexit.



More information...

[www.hospitalityguild.co.uk](http://www.hospitalityguild.co.uk)

<http://www.yorkshire.com/places/north-yorkshire>

| Types of Job                         | National Average Salary |
|--------------------------------------|-------------------------|
| Hotel manager                        | £31,133                 |
| Tourist information centre assistant | £20,128                 |
| Travel consultant                    | £21,557                 |
| Chef                                 | £21,282                 |
| Events manager                       | £30,875                 |
| Events manager                       | £30,875                 |
| Waiting staff                        | £14,433                 |
| Catering manager                     | £26,473                 |
| Kitchen assistant                    | £15,487                 |

### Skills/qualities

- Team working
- Communication skills
- Problem solving
- Negotiation
- Patience
- Customer care

### Useful subjects include

- English
- Maths
- Sciences
- Business admin
- Languages
- ICT

### Some local employers

Hilton Worldwide  
Betty's and Taylors of Harrogate  
Superbreak  
Lightwater Valley  
Blue Dolphin Holiday Park  
Hotel du Vin and Malmaison  
Flamingoland

Sources: Labour Force Survey, NOMIS, Annual Survey of Hours and Earnings, ONS.



# IT and Telecoms

## SKILLS IN DEMAND:

- coding
- programming
- software development
- data analysis

The IT industry involves working with computers and information systems, including computer applications, software and hardware. There are jobs in design, development, manufacture, customer service, sales and installation. Telecoms is the technology that transmits information such as phone lines, TV, mobile phones, broadband and satellites. Jobs involve installing, testing, repairing, customer service and sales.

- IT occupations most in demand in York and North Yorkshire: software professionals, web developers and computer support specialists.
- The industry will need to recruit 5,000 employees between 2014-2024 in York, North Yorkshire and the East Riding, mainly professionals, managers and technicians.
- Yorkshire and the Humber employs 76,000 in IT occupations in a wide range of industries.

- BT is the largest employer in this sector in Yorkshire and the Humber, employing 1 in 6.
- Emerging technologies such as cloud computing, green IT, social and mobile computing and applications, big data/analytics, smart computing, and security and data protection will affect future skills needs.

### In the future...

Yorkshire and the Humber is forecast to have the second biggest job growth after London. The largest gains will be in tech services - IT consultancy and data, sales/distribution, and the games industry.

| Types of Job               | National Average Salary |
|----------------------------|-------------------------|
| IT user support technician | £30,825                 |
| Software developer         | £45,153                 |
| IT project manager         | £54,545                 |
| IT Systems designer        | £50,127                 |
| Web developer              | £32,878                 |
| Test engineer              | £43,633                 |
| Network engineers          | £34,825                 |
| Telecoms engineer          | £34,825                 |

### Skills/qualities

- Good communication
- Logical and analytical
- Attention to detail
- Organised, able to prioritise and work to deadlines
- Problem solving
- Team work

### Useful subjects include

- ICT
- Science
- Maths
- English

### Some local employers

MooD International  
Andisa IT  
Claro Communications  
Integral IT Fever Digital  
Skipton IT Services  
Whitethorn Telecom  
GCHQ

Sources: Business Register Employment Survey, NOMIS 2016  
Annual Survey of Hours and Earnings, ONS [www.btplc.com](http://www.btplc.com)

More information...

<https://www.thetechpartnership.com/> <http://www.itmb.co.uk/>  
[www.bcs.org](http://www.bcs.org) [www.e-skills.com/careers](http://www.e-skills.com/careers)



# Professional Services

**13% increase  
expected in  
York and North  
Yorkshire  
between  
2014-2024**

These businesses provide specialist support to businesses of all sizes and in all sectors as well as to individuals. Most professional services firms require employees or associates to hold professional qualifications such as architects, auditors, accountants, investment managers, management consultants, public relations professionals and lawyers. A person providing the service may often be described as a consultant.

- In York and North Yorkshire, employment is 28,000, 7% of all jobs.
- There were 4,470 businesses in York and North Yorkshire in 2017.

## • Top advertised Business Services vacancies 2017:

- Solicitors
- Vets
- Legal associate professionals
- Other sales occupations
- Marketing associated professionals
- Managers in other services.

## In the future...

It is likely that many routine tasks done by accountants, auditors and legal associates will be automated. So fewer, highly qualified staff will deal with more complex tasks.

| Types of job             | National average salary |
|--------------------------|-------------------------|
| Chartered accountant     | £42,728                 |
| Architect                | £46,737                 |
| Solicitor                | £53,100                 |
| Public relations officer | £37,799                 |
| Investment manager       | £46,252                 |
| Management consultant    | £49,079                 |

## Skills/qualities

- Communication
- ICT
- Customer service
- Project management
- Able to meet deadlines
- Decision making
- Problem solving

## Useful subjects include

- Maths, English and ICT
- Business

*Other specific subjects may be required depending on the role chosen. Degree level qualifications, training and experience may be needed.*

## Some local employers

McCormicks Solicitors  
Bowman Riley  
Quest PR  
BHP Accountancy  
Walker Crisps Investment Management

More information...

[www.thetechpartnership.com/tech-future-careers/](http://www.thetechpartnership.com/tech-future-careers/)  
[www.lawsociety.org.uk](http://www.lawsociety.org.uk) [www.architecture.com](http://www.architecture.com)

[www.cipr.co.uk](http://www.cipr.co.uk) [www.icaew.com](http://www.icaew.com)





# Retail

## SKILLS IN DEMAND:

Social media

Marketing

Team leadership skills

Retail is the largest private sector employer in the UK - that's big business! For those that enjoy dealing with people and team work, the industry has fast promotion opportunities and diverse roles including buying and merchandising as well as sale supervisors and managers.

- Retail is an important sector especially in major tourist areas like York and Harrogate, but also in the many market and coastal towns.
- The retail sector is one of the largest sectors in York, with 10% of jobs in retail.
- In 2017 there were 1,065 retail outlets in York, and 3,220 in the rest of North Yorkshire.
- The growth in online shopping has led to more opportunities in logistics and distribution with larger retailers.

### In the future...

Low and medium skilled jobs are most at risk due to automation. However, there are forecast to be around 41,000 job vacancies in York, North Yorkshire and the East Riding up to 2024.



| Types of Job               | National Average Salary |
|----------------------------|-------------------------|
| Retail buyer (experienced) | £34,376                 |
| Sales assistant            | £18,655                 |
| Delivery driver            | £28,784                 |
| Retail manager             | £33,696                 |
| Stock control assistant    | £23,282                 |
| Shelf filler               | £17,233                 |

Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics 2015.

### Skills/qualities

- Teamworking
- Communication
- Problem solving
- Flexibility
- Customer focus

### Useful subjects include

- Business Admin
- Maths
- English
- ICT
- Design

### Some local employers

John Lewis  
Marks and Spencer  
Fenwick  
Barkers Northallerton  
Aldi  
Next  
B&Q  
Gear4music

**CYBER**  
**MONDAY**

For more information...

[www.people1st.co.uk](http://www.people1st.co.uk) [www.fashionretailacademy.ac.uk](http://www.fashionretailacademy.ac.uk)

<https://hireanapprentice.campaign.gov.uk>



# Scientific Research and Development

Advertised  
vacancies  
doubled  
between  
2012 & 2017  
from 289  
to 596

Scientific Research and Development is about experiments and investigation to broaden the knowledge and application of science. Jobs are in research and development (R&D), university research departments, government labs or for defence companies, usually working in a team with other scientists, technicians and support staff.

- As the UK's first National City of Science, York has a reputation for scientific innovation and supporting new businesses at the cutting edge of science.
- This region specialises in scientific research into biological resources particularly for the agricultural and food manufacturing industries.
- The region is an international hub for the bio-economy, green chemicals and agri-tech. The University of York and York St John University, FERA Science Ltd and the Bio renewables Development Centre are seen as key scientific assets for the York and North Yorkshire economy.

## In the future...

Demand will grow for experience or knowledge of AI (artificial intelligence), coding, computing or related areas.

| Types of Job              | National Average Salary |
|---------------------------|-------------------------|
| Research scientist        | £40,973                 |
| Technical project manager | £53,478                 |
| Laboratory technician     | £34,343                 |
| Microbiologist            | £42,715                 |
| Analytical chemist        | £38,656                 |

## Skills/qualities

- Communication
- Teamwork
- Patience
- An enquiring mind
- Problem solving
- Attention to detail

## Useful subjects include

- Science
- Maths
- English
- Business

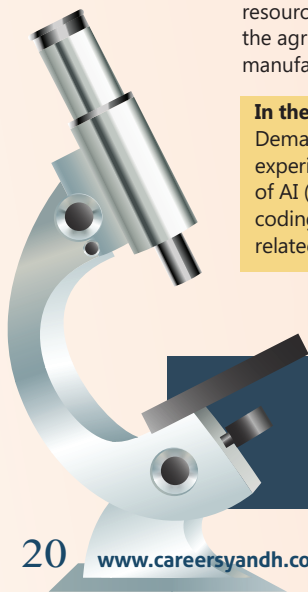
## Some local employers

University of York  
Unilabs  
FERA Science Ltd  
Abingdon Health  
Nestle Development Centre  
Covance  
Sciantec Analytical  
Forensic Science Services  
Laboratory

Sources: Business Register Employment Service, NOMIS. Annual Survey of Hours and Earnings, ONS

## More information...

<http://www.cogentskills.com/> <http://semta.org.uk/>  
<http://www.sciencebuddies.org/science-engineering-careers#lifesciences>  
<http://www.futuremorph.org/> <https://www.biovale.org/>







# Transport, Warehousing and Logistics

There are  
expected to be  
**11,000**  
vacancies  
up to 2024

This sector is about moving, handling and storing goods including passenger transport. It includes air freight, rail, shipping, road haulage, freight forwarding, postal services, couriership and wholesaling. Efficient distribution and storage is vital to York and North Yorkshire's many food producers, manufacturers, wholesalers and retailers.

- 10% of national employment in the rail industry is based in York, which is a hub for operations, signalling and head office functions for both rail operators and rail suppliers.
- The development of HS2, Harrogate Line and East Coast Mainline improvements as well as the modernisation of York Railway Station and the National Railway Museum, should also increase opportunities.
- In York and North Yorkshire, transport and storage employs 17,000 and wholesaling a further 17,000 people.
- IT and other technology systems are increasingly important both in warehouse and planning and organising the complex movement of goods and materials from suppliers and manufacturers through to customers.

## In the future...

Low and medium skilled warehouse jobs will be at risk from automation, but more LGV and forklift drivers, customer services, supply chain and warehouse managers will be needed.

## For more information...

[www.ciltuk.org.uk/](http://www.ciltuk.org.uk/) [www.skillsforlogistics.co.uk/](http://www.skillsforlogistics.co.uk/)  
[www.networkrail.co.uk](http://www.networkrail.co.uk) [www.nsar.co.uk](http://www.nsar.co.uk)  
[www.routesintorail.co.uk](http://www.routesintorail.co.uk)

| Types of Job                | National Average Salary |
|-----------------------------|-------------------------|
| Large goods vehicle driver  | £28,784                 |
| Transport planner           | £40,549                 |
| Rail engineering technician | £48,615                 |
| Health and safety manager   | £37,641                 |
| Fork lift truck driver      | £22,679                 |
| Logistics analyst           | £32,047                 |
| Warehouse supervisor        | £23,282                 |
| Signalling technician       | £33,065                 |

Sources: Business Register Employment Survey 2016. Labour Insight 2016

## Skills/qualities

- Team working
- Problem solving
- Good organisation
- Attention to detail
- Confidence
- Communication
- Ability to work under pressure

## Useful subjects include

- Maths, English and ICT
- Business studies
- Languages
- Engineering
- Science

## Some local employers

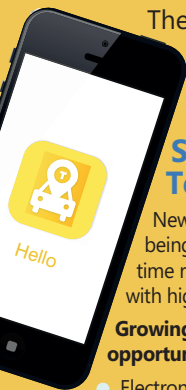
Nestle  
Bowker Group  
Virgin East Coast  
Funjwerk  
Clipper logistics  
Balfour Beatty Rail  
Wincanton  
YDL  
TEF Transport  
Network Rail



# Jobs in the future

The job market is always changing. Looking ahead, can help you to prepare for potential career changes and understand the knowledge and skills that will continue to be useful.

The areas of greatest demand in the future are likely to be highly skilled occupations i.e. managers, professionals and associate professionals (also known as technicians), together with lower skilled care and elementary roles (where tasks are simple and routine).



## Science and Technology:

New technology is being developed all the time requiring more jobs with higher level skills.

### Growing job opportunities:

- Electronics
- Design engineering
- Creative and media
- ICT and Big Data
- Aerospace
- Cyber security

## Demographic change:

People are living longer needing more health and social care.

### Growing job opportunities:

- Health care
- Social care
- Bioscience
- Pharmacology
- Leisure

## Globalisation:

The skills of people around the world are improving and increasing competition. China and Japan both have more than twice as many graduates as the UK.

### Growing job opportunities:

- Education
- Science
- Engineering
- Creative and media (including gaming)
- Manufacturing
- ICT
- Finance

## The Environment:

There is more research into saving energy and developing greener technologies as we take more care of the environment.

### Growing job opportunities:

- Engineering
- Chemical processing
- Recycling
- Agriculture
- Energy and utilities
- Innovation

## Social change and values:

People are spending more money on leisure with increased demand for leisure and tourism services like hotels, catering, fitness, health spas and gaming.

### Growing job opportunities:

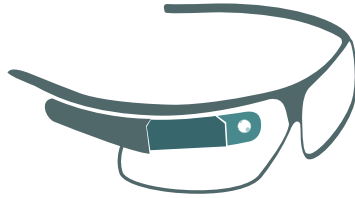
- Health and beauty
- Sport and leisure
- Hospitality and tourism
- Creative and media
- Sales and marketing



# Many jobs of the future do not exist yet!

## Social 'networking' worker

We may need social workers to help people who may be traumatised by social networking.



## Vertical farmers

Vertical farms could grow in skyscrapers in the middle of cities.

## Virtual clutter organiser

Clutter managers will help us organise our electronic lives, organising our emails, data, passwords and profiles.

## Space pilots, tour guides and architects

With space tourism we will need space pilots and tour guides, as well as architects to design housing and workspace. There are already projects which include a greenhouse on Mars, lunar outposts and space exploration vehicles.

## Weather modification police

Weather police already exist to control and monitor who is allowed to shoot rockets containing silver iodine into the air - this is how rainfall is created from passing clouds.



## Body part maker

Advances in science will make it possible to create living body parts, so we could need living body part makers, body part stores and body part repair shops.



For more about the future see: <http://www.futuremorph.org/>

# Qualifications and routes

Thinking about what qualifications are needed for different jobs is an essential part of careers research. Remember, you can reach your career goals by different routes depending on your career choice.

Qualifications are grouped together according to their difficulty and they are given a level from entry level to level 8.

Qualifications at the same level can vary in terms of content, ways of learning and the length of time they take to complete.

This chart outlines the different types of qualifications at each level.

For more information see [www.gov.uk/what-different-qualification-levels-mean](http://www.gov.uk/what-different-qualification-levels-mean)

## Changes in qualifications

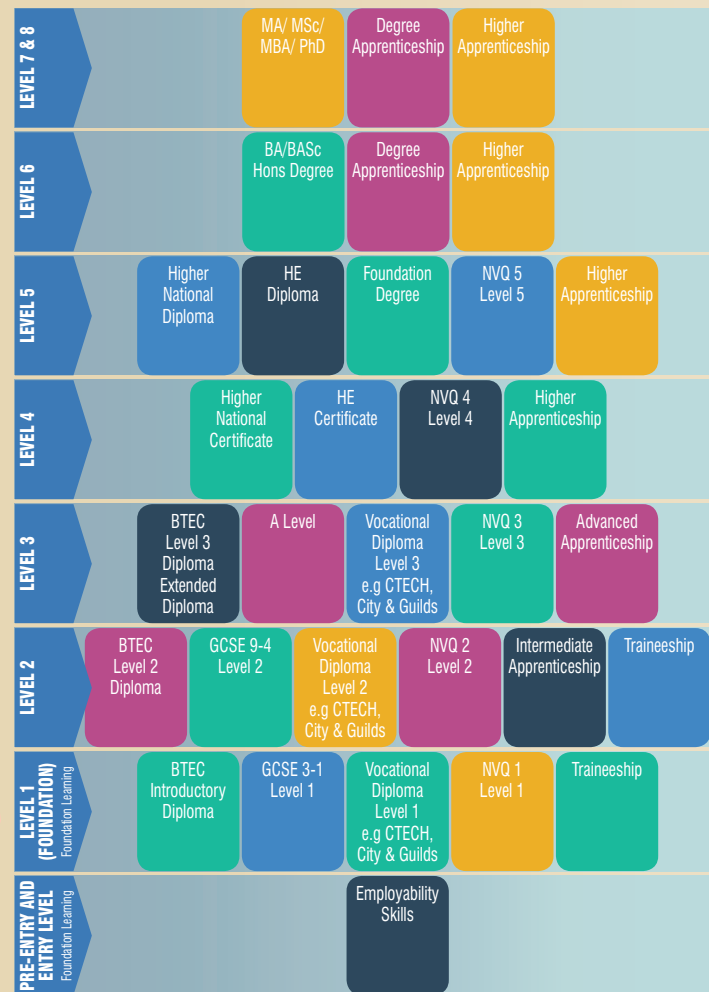
**GCSEs:** with numbered grades started in 2017. Grade 9 is the highest and grade 1 is the lowest. Grades 4-5 are roughly equivalent to a grade C in the old system.

For more information [www.gov.uk/ofqual](http://www.gov.uk/ofqual).

**T levels (Technical levels):** will be phased in between 2020 and 2022. They will be an alternative Level 3, post-16 pathway, with 15 technical routes covering areas such as construction, education and childcare, and engineering.

For more information:

[www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/650969/T\\_level\\_Action\\_Plan.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/650969/T_level_Action_Plan.pdf).



# It's all about skills!

Employers look for certain skills:



| Skill   | What is it?   | How can I show it?   |
|---|---|--|
| Communication                                   | People who get along with others, listen and understand instructions, and put their point across calmly.  | Contributing to discussions at school.<br>Presenting in school.  |
| Making decisions                                | People who can make decisions, who gather the important facts, seek advice, look at the big picture, consider alternatives and think about the effects so that they can make a good decision. | Researching things before making decisions and having a back-up plan.  |
| Showing commitment/<br>Accepting responsibility | People who are interested, dependable, reliable, enthusiastic, and enjoy hard work.   | Having good attendance at school.<br>Being part of a club or sports team.  |
| Flexibility                                     | People who are adaptable and flexible. Employers like a 'can-do' attitude.  | Being able to juggle different deadlines.<br>Having a part-time job.   |
| Time management                                 | People who are organised, good time keepers and can prioritise.   | Managing a number of deadlines for different subjects at school.<br>Fitting in a part-time job whilst at school. |
| Leadership skills                               | People who, constantly look to improve themselves, are positive, and know when to follow instructions and when to show initiative.  | Programmes such as the Duke of Edinburgh (D of E) Award or local cadets.   |
| Creativity and<br>problem solving skills        | People who apply both logic and creativity to solve problems.   | Writing a blog about something that interests you.<br>Learning computer coding.                                  |
| Being a team player                             | Team players have the team's goals in their mind and work with others to achieve them. People who are open and honest and listen to others.   | Playing team sports or contributing to group projects at school.   |
| Enterprise                                      | People who show initiative and take pride in their work.  | Work experience, setting up a new club at school or taking part in a Young Enterprise programme.                 |
| Ability to work under pressure                  | People who can work to targets or deadlines.  | Being organised with homework deadlines for a number of subjects.  |

# Positive attitudes

Positive attitudes create successful careers

| Attitude     | Remember...  |
|--------------|--|
| Resilience   | This is about not giving up, having a fighting spirit and being confident.   |
| Cooperative  | Being cooperative is about working well with others to achieve a common goal.  |
| Aspirational | These people create their own destiny. They aim to be the best they can be. They aim high!   |
| Informed     | Researching ideas, looking at options and preparing for the future shows maturity, work readiness and ambition.                              |
| Confidence   | Confident people believe in themselves and can take initiative.  |
| Experienced  | Any work experience, volunteering and contacts with employers can be a big learning opportunity when it comes to finding a career direction. |
| Motivated    | If you are motivated and enthusiastic you will learn things more quickly.  |
| Interested   | Exploring different interests and experiences makes people interesting. These people can be seen to have more of a 'can-do' attitude.        |
| Reliable     | Being on time - every time says a lot. Employers want someone they can rely on and who takes responsibility for their own actions.           |

# Get ready for the future

It starts with a serious think about different careers then researching or gaining experience to find out more. Try:

**Interests or hobbies:** Can develop skills, lead to careers and be useful on CVs. Employers like to see more than study.

**Volunteering:** For developing skills, trying out career ideas, and gaining work experience.

**Work experience:** Work experience in school time or holidays helps to figure out what to do for a career.

**A part-time job:** Another way of gaining experience in the world of business. For example a job in a coffee shop can teach about business and customer service.

**Join clubs, sports teams, groups:** Good for building valuable skills such as communication and teamwork.

**Start a club, group or society:** Publicising a new club, recruiting new members and keeping them turning up is very useful experience and similar to many business situations.

**Get networking:** Start building a network of contacts for advice and job opportunities. Talking to people about their jobs is a good place to start.

**Learn how to code or start a blog:** Digital skills are much sought after by employers.

**Travel:** Being confident about travelling and using transport can be useful when it comes to looking at study and work options.



# Further information

## Careers Yorkshire and the Humber

[www.careersyandh.co.uk/inspiringyandh](http://www.careersyandh.co.uk/inspiringyandh)

Information and resources about career options, career planning and job market information at regional, local and district level.

## National Careers Service

[www.nationalcareersservice.direct.gov.uk](http://www.nationalcareersservice.direct.gov.uk)

General information on careers, skills and qualities required and pay.

## Careersbox

<http://www.careersbox.co.uk/>

## iCould

[www.icould.com](http://www.icould.com)

## Apprenticeships

[www.findapprenticeship.service.gov.uk](http://www.findapprenticeship.service.gov.uk)

## Not going to Uni

[www.notgoingtouni.co.uk](http://www.notgoingtouni.co.uk)

## UCAS

[www.ucas.com](http://www.ucas.com)

Information on university, apprenticeships, graduate jobs and internships.

## Federation for Industry Sector Skills and Councils

[www.fisss.org/sector-skills-council-body](http://www.fisss.org/sector-skills-council-body)

Links to all Sector Skills Councils and National Skills Academies.

## National STEM Centre

[www.stem.org.uk/](http://www.stem.org.uk/)

## UKCES

UK Commission for Employment and Skills

[www.gov.uk/government/organisations](http://www.gov.uk/government/organisations)

## National Citizen Service

<http://ncsyes.co.uk/>

## Duke of Edinburgh's Award

<http://www.dofe.org/>

## Volunteering

[www.do-it.org/](http://www.do-it.org/)

## Cadet organisations

<https://armycadets.com/>

[www.sea-cadets.org](http://www.sea-cadets.org)

[www.raf.mod.uk/aircadets/](http://www.raf.mod.uk/aircadets/)

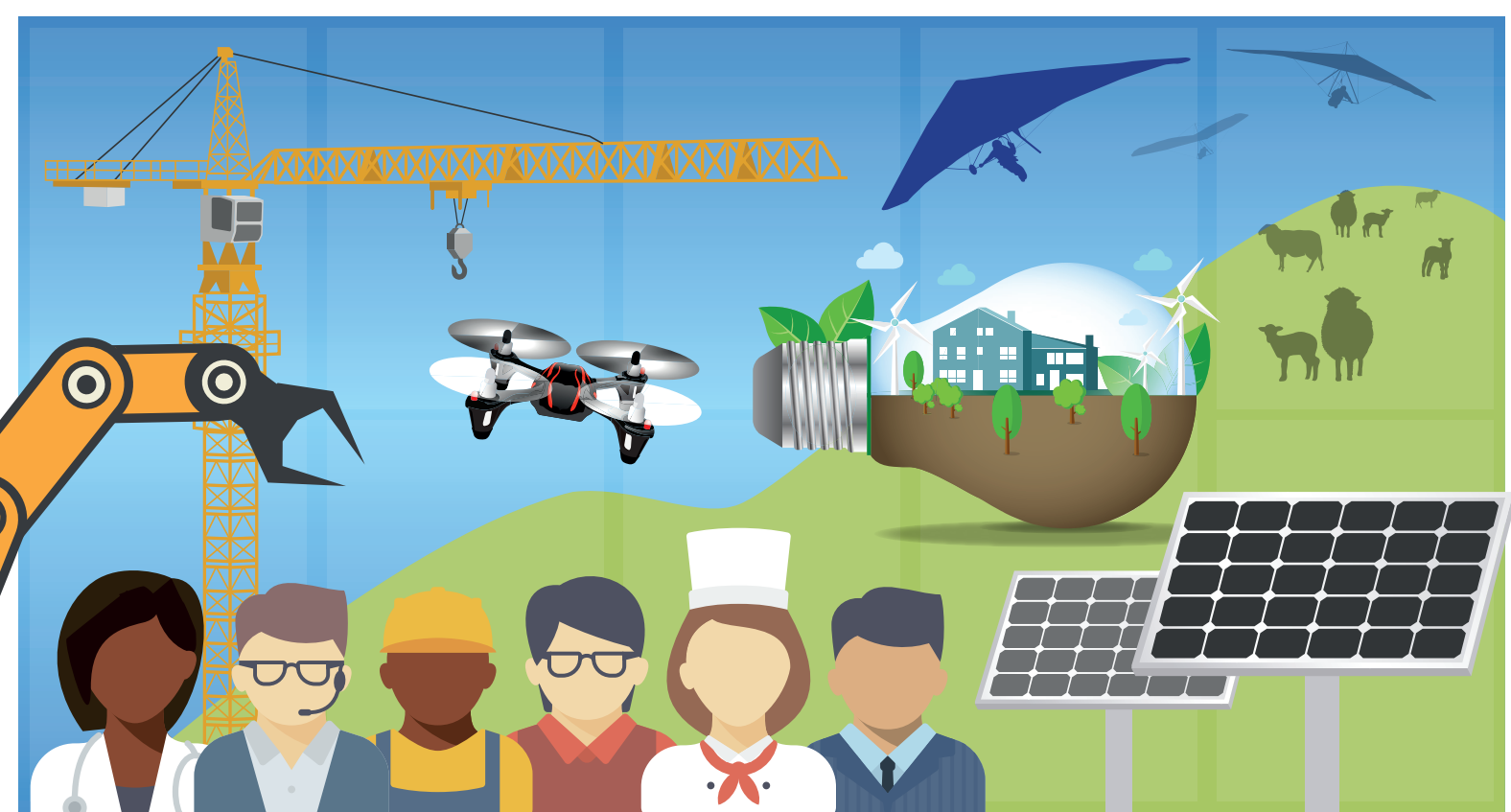
[www.nationalvpc.org/](http://www.nationalvpc.org/)

## Scouts and Guides

<http://scouts.org.uk/home/>

<http://www.girlguiding.org.uk/Guides/>





### Disclaimer

Careers Yorkshire and the Humber (CYH) staff have researched the web links referenced in this publication. However, website information can change rapidly. CYH does not endorse organisations or accept any responsibility for the content of external sites.

To give feedback on this booklet or find out more about Careers Yorkshire and the Humber in York and North Yorkshire contact [careersyandh@aspire-igen.com](mailto:careersyandh@aspire-igen.com).

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 **Careers**  
Yorkshire and  
the Humber

Prime contractor for the  
National Careers Service in  
Yorkshire and the Humber