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NATIONAL NEWS

[**Higher and Degree Apprenticeships**](#)

A complete guide to higher and degree apprenticeships is available in addition to the [simplified guide](#) highlighted previously. This guide includes a listing of universities and employers offering apprenticeships, subjects available, information on how to apply and some application tips.

[**Success at interview**](#)

An interesting article in Business Insider highlighting interview responses which would impress Traci Wilk, Senior Vice President at The Learning Experience and former HR executive at Starbucks. Traci wants to see evidence of a 'growth mindset' where candidates are able to reflect on how they would do things differently as a result of experience and have good self-awareness. In essence, the focus is more about an ability to demonstrate how a candidate has learned from their mistakes.

Construction training hubs to boost skills

With 158,000 new construction workers needed over the next five years in the UK, the Government have set up 26 'hubs' based on construction sites across the country to train over 17,000 people to be job ready by March next year.

The Creative Sector receives Government funding

In recognition of the large contribution to the UK economy, £20m government investment has been received by the UK creative industry, part of which will be used to create a Creative Careers Programme to highlight employment opportunities within the sector to schools and colleges. A new [report](#) entitled 'Growing the UK's Creative Industries' from the Creative Industries Federation was published in December. According to the report, one in eight UK enterprises are creative enterprises which are collectively responsible for two million jobs. The report breaks down the creative industries into 12 sub-sectors which are:

Advertising and marketing	Architecture	Crafts	Design (product, graphic and fashion)
Film, TV, video, radio and photography	IT, software and computer services	Publishing	Museums, galleries and libraries
Music, performing and visual arts	Animation (visual and special effects)	Video games	Heritage

Neurodiversity

Recruiter have reported on research conducted entitled 'The UK's Forgotten Talent'. Neurodiversity refers to a range of traits such as Autism, Asperger's Syndrome and Dyslexia. Epilepsy, OCD and ADHD are also included. The report finds that 76% of managers are not aware of neurodiversity or how to support those with cognitive differences. More encouragingly 90% of respondents, however, believed that cognitive diversity could help their organisations succeed.

Employment opportunities for offenders

Ex-offenders may be gaining more skills than in the past with a scheme designed to bring more employers into custody to provide offenders with the skills they need to gain employment. A new body called the New Futures Network, has been established to liaise with prisons and employers to equip offenders with the skills they need and jobs on release.

Best places to work 2019

Glassdoor have published their guide to the best places to work in 2019. In addition, according to job site Indeed, Cancer Research UK is the top charity to work for. Interestingly the top 10 employers named were all charities, a list of which can be accessed [here](#).

Career Development Loans

The Professional and Career Development Loan scheme has closed. Those already on an existing loan will not be affected.

Working in the Cyber sector – a look at KPMG

For anyone interested in a career in Cyber, the KPMG website is worth a visit. In addition to their current vacancies in Risk Consulting there are some videos on the diverse projects within the industry and the advancement of women at KPMG. The [KPMG apprenticeship programme](#) is also open.

BAE to recruit 700 new apprentices

BAE Systems are to recruit 700 new apprentices this year, across their Air, Land and Maritime businesses. Applications to join the 2019 intake can be made via www.baesystems.com/apprentices. The closing date is 28 February 2019.

BCC report on skills shortages

The British Chamber of Commerce have surveyed over 6,000 companies and report that UK firms are being hit by labour shortages. Their figures suggest that two sectors, i.e. Manufacturing and Services are having difficulties finding the right staff with appropriate qualifications and experience.

Government targets graduates for social work

The government are targeting graduates with their announcement of funding for Frontline to support the training of up to 900 new social workers, i.e. 450 next year and 450 in 2021. Any graduates considering a change of direction can apply to [Frontline](#), who will be recruiting in the South West and the Midlands.

Flexible working

Employers are to be encouraged, in a new Government campaign, to offer flexible working in their job advertisements. The number of employees using formal flexible working arrangements has flatlined since 2010 according to a new CIPD report '[Megatrends: Flexible Working](#)'. Although many people are benefitting from flexible working already there is a significant proportion of the workforce who are not availed of this opportunity. The CIPD are working with the government and other stakeholders as part of a Flexible Working Taskforce to raise awareness of the benefits of flexible working to employers and to boost flexible working across the UK.

[Travelodge](#) has launched a [new flexible recruitment programme](#) within their housekeeping teams, aimed to help parents by fitting around the school-run.

Office of National Statistics – UK labour market statistics (January 2019)

- Estimates from the Labour Force Survey show that, between June to August 2018 and September to November 2018, the number of people in work increased, the number of unemployed people did not change much and the number of people aged from 16 to 64 years not working and not seeking nor available to work (economically inactive) decreased.
- There were an estimated 32.53 million people in work, 141,000 more than for June to August 2018 and 328,000 more than for a year earlier.
- The employment rate (the proportion of people aged from 16 to 64 years who were in work) was estimated at 75.8%, higher than for a year earlier (75.3%) and the highest since comparable estimates began in 1971.
- There were an estimated 1.37 million unemployed people (people not in work but seeking and available to work), little changed compared with June to August 2018 but 68,000 fewer than for a year earlier.
- The unemployment rate (the number of unemployed people as a proportion of all employed and unemployed people) was estimated at 4.0%, it has not been lower since December 1974 to February 1975.

REGIONAL NEWS

Open Reach Engineer recruitment drive

The Telegraph has announced Open Reach plans to recruit 3,000 apprentice engineers to roll out high speed internet across the UK this year. 441 of these are in the [South West](#). 93 placements are in [Hampshire](#). 53 are based in [Sussex](#).

Office of National Statistics – Regional labour market statistics (January 2019)

- For the three months ending November 2018, the highest employment rate estimate in the UK was in the South West (79.1%).
- For the three months ending November 2018, lowest unemployment rate was in the South West and the East of England (both 3.1%).
- For the three months ending November 2018, the lowest economic inactivity rate was in the South West (18.2%).
- In September 2018, the region with the highest estimated proportion of workforce jobs in the services sector was London at 91.8%.
- The highest average estimated actual weekly hours worked, for the 12 months ending September 2018, was in London at 33.8 hours and the lowest was in the South West at 31.2 hours; for full-time and part-time workers.

Flybe take-over

Flybe, based in Exeter, but also with flights from Southampton, is to be taken over by Virgin Atlantic and the Stobart Group.

Occupational data

Nomis have updated the regional occupation numbers by employment type. For South East and South West these are listed below. Professional occupations remain the highest in both regions.

Occupation	South East	South West
	number	number
Total	4,539,800	2,743,700
1 Managers, directors and senior officials	551,900	311,700
11 Corporate managers and directors	416,600	204,300
2 Professional occupations	1,015,400	521,600
3 Associate professional and technical occupations	725,900	398,100
4 Administrative and secretarial occupations	471,200	265,200
5 Skilled trades occupations	432,100	312,500
6 Caring, leisure and other service occupations	406,200	261,900
7 Sales and customer service occupations	321,000	205,100
8 Process, plant and machine operatives	207,500	166,000
9 Elementary occupations	401,300	300,500

Construction in the South West

Construction is strong in the South West according to the chief executive of Midas Construction, based in Exeter, particularly within the student accommodation, retirement living and residential areas. As part of their expansion plans they are looking expand their maintenance business in housing and to open a new office in Leatherhead, Surrey

Opportunities through Apprenticeships

Four local authorities, including Portsmouth and Torbay in South East and South West have signed up for new pilot scheme 'Opportunities through Apprenticeships'. The aim of the initiative is to increase the number of opportunities for people from disadvantaged communities by working with employers and training providers to promote and encourage people into apprenticeships in key sectors. The pilot project runs until 2020.

Long-term labour market predictions for London (no link)

Over the next 10 years the growth/decline of the number of employees is expected to increase by 463,000 across all sectors. A breakdown by sector is shown below depicting the predicted growth/decline from this year to 2028.

Sector	Growth/Decline over the next 10 years
Primary and Utilities	-2,000
Manufacturing	-18,000
Construction	+24,000
Wholesale	-13,000
Retail	+13,000
Transport and Storage	-9,000
Accommodation and Food Services	+43,000
Information and Communication	+62,000
Financial and Insurance Services	+16,000
Professional, Real Estate, Scientific and Technical	+151,000
Administrative and Support Services	+58,000
Public Admin and Defence	-6,000
Education	+56,000
Health	+53,000
Arts, Entertainment and recreation	+27,000
Other services	+8,000

Source: <https://data.gov.uk/dataset/0ff7bc4a-1819-4ded-b28b-3ae009a8b068/london-long-term-labour-market-projections>

More police required in Devon and Cornwall

Devon and Cornwall Police are recruiting more armed officers. Armed Response Vehicle constables wanted for Camborne, Bodmin, Plymouth, Exeter and Barnstaple.

CORNWALL AND THE ISLES OF SCILLY

Nansledan job creation

Nansledan, on the outskirts of Cornwall is growing with six new businesses already trading. The development, which is due to see 4,000 new homes built, is expected to create many jobs. A new primary school opens in September this year.

Cornish Software Company recruiting Software Engineers

Bluefruit Software are looking to recruit a further 15 people in 2019 at their Redruth office.

Screen Cornwall

Creative graduates could be able to gain local employment in the TV and film industry if talks between Cornwall Council and key members of the film and TV industries are able to create 'Screen Cornwall' a hub to deliver the skills to create films in the area.

New development near Newquay will create retail jobs

A large retail park at Trevithick manor Farm will include a hotel and pub, two fast-food restaurants and five retail units. Occupiers already confirmed are Aldi, Costa Coffee, Pts at Home, B & M, Wilko, Iceland and KFC. The first phase of the project will open this year, creating around 350 jobs overall and 150 during construction.

DEVON

Michelin restaurateur to open with Exmouth restaurant

An opportunity for those seeking an apprenticeship in the catering and hospitality industry will be available when a Michelin chef, Michael Caines opens a new restaurant and water sports facility on Exmouth seafront. Construction will

commence in late summer 2019 with the restaurant opening the following summer. Michael was head chef at the lovely [Gidleigh Park](#) at Dartmoor for 21 years and currently runs [Lympstone Manor hotel](#) on the River Exe. Both of these restaurants regularly advertise for staff.

Dogs dinners expansion

Okehampton's pet food factory, Forthglade, is expanding. Based in the Okehampton East Business Park the company who make 'posh' pet foods and currently employ 130 staff in their production team, aim to take on a further 20 staff over the next few years.

Oceansgate

The Marine sector is of vital importance to Plymouth and Oceansgate enterprise zone is being developed to house businesses within the industry. For those interested in finding out more about this development there is a video available which provides a detailed explanation about the marine sector in the area and this enterprise zone.

Exeter Tech company expansion

[Software Solved](#), an Exeter-based technology company is to expand its workforce by 40%.

Exeter – fast growing city

According to EY's Regional Economic Forecast Exeter is set to be one of the UK's fastest growing cities over the next three years with a growth forecast of 1.8%. This is slightly higher than the UK average of 1.7%. According the EY's chief economist the main reason for Exeter's growth is its strength in the IT, professional services and renewable energy growth sectors.

The green light has been given by Exeter City Council for a multi-use site at [St Sidwell's Point](#), Exeter which will regenerate the area. The site will include a new bus station and leisure facilities as well as a multi-purpose performance venue.

Jobs for North Devon

Tapi Carpets will be creating jobs by opening a branch in the [Anchorwood Bank](#) complex and [The Big Sheep](#) theme park in Bideford will create 35 - 50 new seasonal jobs via North Devon job centres.

New hotel for Paignton to create jobs

A new hotel in Paignton will create up to 100 jobs and more during the construction phase.

[Planning decisions by Devon Councils](#)

Devon Live reports on the 23 biggest planning decisions made by Devon Councils in 2018.

[New STEMM Open Innovation Building for Exeter](#)

A new build at Exeter Science Park has been given the green light and will provide employment space for the STEMM sectors (Science, Technology, Engineering, Maths and Medicine). Up to 158 jobs will be created in the Open Innovation Building which will be ready for occupation late next year. This will form part of the East Devon Enterprise zone.

[Devon – Live Apprenticeship Broadcasts](#)

A 15-minute Apprenticeships LIVE streamed event will be broadcast on [7th February at 10.00 am](#) by Northern Devon NHS Trust. Click on the link above for more details. Also in the county the University of Exeter are holding a broadcast on [4th March at 1.30 pm](#) and Devon County Council are holding a broadcast on [24th April at 10.00 am](#). For other live apprenticeship broadcasts see end of bulletin.

DORSET, BOURNEMOUTH AND POOLE

[More food stores planned for Dorset](#)

Jobs could be created with plans for a new Aldi store in Weymouth. This is in addition to the application for a new Lidl on Portland which, if passed, will create 40 new jobs.

[Rockley Park recruitment drive](#)

Rockley Park are holding several recruitment days this month to recruit their 2019 team. They are:

- Thursday 7th February 5.00 pm – 8.00 pm
- Friday 8th February 1.00 pm – 4.00 pm
- Saturday 9th February 9.00 am – 12.00 pm

[Going Ape](#)

Recruitment day coming up at Monkey World on Feb 28th. Retail, catering, car parking and customer service positions are available as well as working with the animals for those with experience.

New restaurant could create jobs for Dorchester

50 full and part-time jobs could be created in Dorchester if plans for a KFC restaurant are passed.

Weymouth/Portland tourist economy thriving

According to a report in the Dorset Echo, 60,000 passengers are expected to pass through Portland's port on 44 liners. This is a huge boost for the local tourist economy.

Seaside roles (no link)

Bournemouth, Christchurch and Poole' seafront teams are holding recruitment events on Saturday 2nd February at Christchurch Library and Saturday 9th February at Sandbanks Hotel in Poole for beach jobs which include:

- Seafront General Assistant
- Land Train Guard
- Kidzone Assistant
- Lift Operator
- Beach Cleaning
- Maintenance Assistant
- Car Park Assistants
- Mini-golf attendants
- Pier attendants
- Catering Assistants

There will also be an open weekend at the Marsham Court Hotel on February 23rd and 24th.

HAMPSHIRE AND THE ISLE OF WIGHT

Industrial scheme at Whiteley to create jobs

A new industrial scheme at Whiteley called Logistic City, Whiteley is expected to create many new jobs for the business park.

Southampton Airport

Proposals are in consultation to extend Southampton Airport's runway and terminal in their long-term plans for growth. By 2037 they aim to support over 1,500 jobs.

Winchester's new leisure centre gets green light

The green light has been given to Winchester's new leisure centre which will include a cafe, a swimming pool, treatment and therapy rooms and a sports hall. The River Park Leisure Centre will open in early 2021. Jobs will undoubtedly be available for Lifeguards, sports staff, beauty therapists and café staff once construction is completed on the complex.

Southampton third best city to live and work

Southampton has moved up the rankings into 3rd place for the best places to live and work in PwC's (Price Waterhouse Cooper) good growth for cities index. PwC think one of the reasons for this is the number of new business start-ups. The town has also been named as a growing high-tech digital destination, ranking fifth in the world's super clusters.

Drone flying courses

iRed, based in Emsworth, have launched commercial drone flying courses for anyone who is interested in training as a Drone Pilot. For more information visit <https://ired.ac.uk/courses/drone/>.

Plans for retail and leisure park in Newport submitted

Up to 200 jobs could be created if plans submitted to Isle of Wight Council for a new retail and leisure park are given the green light. The complex, based in Newport, would include a gym, DIY/garden centre, a restaurant and two retail units one of which is [rumoured to be Aldi](#).

New CETC centre for Fareham College

Fareham College's new Civil Engineering Training Centre (CETC) will be built by Amiri construction and aims to deliver 1,600 groundwork and civil engineering apprenticeships over a five-year period. The new campus will open in the autumn. Applications for this year's cohort has ended.

Winchester construction company expansion

Winchester based [Ridge and Partners](#) are expanding and hope to grow their team to 100 staff by 2020. Ridge are a property and construction consultancy operating across 11 offices in the UK including Winchester, London and Reading.

Hampshire brewer seeks backing to expand

Southsea based, Staggeringly Good brewery, is looking to expand its business by launching a crowdfunding campaign. If successful, the business will expand its team of sales staff and brewers.

SOMERSET

[New visitor centre to create jobs](#)

A new visitor experience and interpretation centre just outside Wellington is set to create 200 full and part-time jobs in the next two to three years.

[Construction of new Aldi for Yeovil](#)

A new Aldi will be opening, possibly in late 2019, having received planning permission for the build on Sherborne Road.

[Council merger](#)

Taunton Deane Borough Council will merge with Somerset West and Taunton Council as of April this year. This is likely to result in a number of redundancies.

SURREY

[The Surrey labour market \(no link\)](#)

A brief snapshot of Surrey, showing some relevant labour market information within the last 12 months.

Top five online occupations:	Programmers and Software Developers, Nurses, Sales occupations, Care Workers, Customer Service
Top five online job titles	Chef, Personal Care Assistant, Nurse, Accountant/Accounts Manager, Assistant Manager
Top ten online employers	NHS, Surrey County Council, University of Surrey, Epsom Ltd, McClaren Group, VMware, Tesco PLC, Superprof, Nuffield Health, Centrica
Top five online skills	Customer Service, Teamwork, Sales, Teaching, Budgeting

Source: labour insight (burning glass)

Growth sectors: Aerospace and Defence, ICT and Digital Media, Pharmaceuticals, Professional and Business Services

Source: <https://enterprisem3growthhub.co.uk/em3-sectors>

50 care jobs in Richmond

50 new jobs are going to be available in Richmond with the opening of a new branch of Helping Hands.

More on the beat

100 more police and community support officers could be recruited in Surrey if the council tax rises. Recommendations are under consideration.

WEST SUSSEX, BRIGHTON AND HOVE

Jobs for former Amex House development project

Amex House in Brighton is to be redeveloped into a mixed-use combination of offices, coffee shops and restaurants. The construction phase, which is due to start in May 2019, is being run by McLaren and will require over 1,000 staff during the build and up to 2,000 jobs are thought to be supported on completion.

New urban village plans for Hove

Plans are under consideration for a [new urban village](#) in Hove. Mova Living and Apache Capital Partners wish to transform an area near Hove station in Brighton, which includes a large retirement complex, if Hove City Council approve the scheme. which it says will create 500 jobs as well as 90 apprenticeships and work placements.

Brighton Hippodrome site

A new spa hotel could be coming to Brighton if plans are granted, as well as the refurbishment of the Hippodrome which has stood empty for over 10 years.

Temporary customer service opportunities

120 temporary customer service agents are required by Rullion Engineering, based in Brighton Marina to help with customer queries whilst the Brighton mainline undergoes engineering works this month.

50 Open Reach jobs for Sussex

The Argus have announced 50 jobs in Sussex as part of Open Reach's recruitment drive to employ trainees to help engineers upgrade and install the company's broadband network.

LEP NEWS

Enterprise M3

Enterprise M3 LEP are supporting entrepreneurial projects in the South East within the digital, aerospace, defence, space, transport and med-tech industries. Applications must be in by 21 February.

Number of online vacancies by top five employers recruiting within LEP areas? (no link)

An interesting comparison by LEP area of the five employers with the most online vacancies in January. Across the board the NHS is the top employer with the most vacancies being in the Coast to Capital LEP area.

Coast to Capital	No	Cornwall and IOS	No	Dorset	No	Enterprise M3	No	Heart of the SW	No	Solent	No
NHS	759	NHS	211	NHS	359	NHS	436	NHS	544	NHS	504
London Jobs Adzuna	724	Cornwall Council	114	Fresh Group Ltd	120	Fresh Group Ltd	257	Fresh Group Ltd	292	Fresh Group Ltd	224
Fresh Group Ltd	274	Fresh Group Ltd	66	Tesco	44	Hampshire County Council	172	Devon County Council	266	Hampshire County Council	114
Epsom and St Helier University Hospitals NHS Trust	84	Truro and Penwith College	19	Borough of Poole	44	McLaren	82	University of Exeter	80	University of Southampton	99
American Express	78	Bidvine	17	J P Morgan Chase	39	Bidvine	72	Screwfix	78	Carnival (UK)	55

Source: Labour Insight (Burning Glass)

USEFUL WEBSITES

- Logistics industry - for information about the logistics industry try this short video, [Love Logistics – Life without logistics](#), by the Chartered Institute of Logistics and Transport.
- Working abroad:
<https://www.charityjob.co.uk/jobs/international%2Bdevelopment>
<https://www.concern.org.uk/jobs>

<https://www.theguardian.com/voluntary-sector-network/2016/feb/05/taking-career-overseas-charity-job-abroad>
<http://www.thecareerbreaksite.com/projects/8>

- CV editor for working in Europe:
<https://europass.cedefop.europa.eu/editors/en/cv/compose>
- Special needs (SENS) resources - <https://www.tes.com/teaching-resources/hub/whole-school/special-educational-needs>
- Refurbished IT hardware at affordable prices for those on state benefits or with a disability - <https://www.getonlineathome.org/> . Some laptops are free with a broadband deal with Carphone warehouse - 0800 090 1297

FUTURE EVENTS

- 2nd February – Seaside recruitment fair at Christchurch Library
- 9th February – Seaside recruitment fair at Sandbanks Hotel
- 13th February – Job Fair, Reading Town Hall, 10.00 am – 2.00 pm
- 23rd and 24th February – Open beach recruitment weekend at Marsham Court Hotel, Bournemouth
- 27th February – Job Fair, Portsmouth Guildhall, 10.00 am – 1.00 pm
- 28th February – Recruitment day at Monkey World, Wool
- 1st March – Job Fair, Jury's Inn, Brighton, 10.00 am – 2.00 pm
- 5th – 9th March – National Apprenticeship week
- 5th – 10th March – National Careers Week
- 14th March – Cornwall Business Show – Showground, Wadebridge
- 19th March – Careers Guidance Show – Olympia Central, London
- 20th March – Exeter Jobs Fair, 11.00 am – 2.00 pm (special needs jobseekers can attend from 10.00 am) – Corn Exchange, Exeter
- 27th March – Job Fair, Plymouth Guildhall, 10.00 am – 2.00 pm
- 28th March – Careers Guidance Show – Ashton Gate Stadium, Bristol
- 5th April – Job Fair, Bournemouth Premier Inn, 10.00 am – 2.00 pm
- 3rd May – Job Fair, Southampton, Solent Conference Centre, 10.00 am – 1.00 pm
- 31st May – Job Fair, Reading Town Hall, 10.00 am – 2.00 pm
- 12th June – Job Fair, Jury's Inn, Brighton, 10.00 am – 2.00 pm
- 14th June – Job Fair, Guildhall, Portsmouth, 10.00 am – 2.00 pm
- 5th July – Job Fair, Guildhall, Plymouth, 10.00 am – 2.00 pm
- 19th July – Job Fair, Crawley Arora Hotel, 10.00 am – 1.00 pm
- 23rd August – Job Fair, Reading Town Hall, 10.00 am – 2.00 pm
- 6th September – Job Fair, Bournemouth Premier Inn, 10.00 am – 1.00 pm

- 25th September, Job Fair, Southampton Solent Centre, 10.00 am – 1.00 pm
- 11th October, Job Fair, Jury's Inn, Brighton, 10.00 am – 1.00 pm
- 25th October, Job Fair, Portsmouth Guildhall, 10.00 am – 1.00 pm

Apprenticeship live broadcasts

- Clarkson Evans - 12th February at 11.00 am 15 mins
<https://learnliveuk.com/apprenticeships-live-with-clarkson-evans/>
- Bentley Motors - 13th February at 11.00 am
<https://learnliveuk.com/apprenticeships-live-with-bentley-motors-ltd/>
- NHS Berkshire - 26th February - 26th February 11.00 am
<https://learnliveuk.com/apprenticeships-live-with-berkshire-healthcare-nhs-trust/>
- GSK 0 28th February - 10.30 am <https://learnliveuk.com/apprenticeships-live-with-gsk/>
- University of Exeter - 4th March 1.30 pm on 4th March
<https://learnliveuk.com/apprenticeships-live-with-the-university-of-exeter/>
- Devon County Council 24th April 10.00 am
<https://learnliveuk.com/apprenticeships-live-with-devon-county-council/m> – 1.00 pm