

Current jobs



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Produced by the Oxfordshire Local Enterprise Partnership

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Introduction

Oxfordshire employees have no shortage of job opportunities. This highly-skilled and engaged workforce is spoilt for choice.

There are challenges to the labour market however. With low unemployment there is a limited market for new jobs within Oxfordshire. There are skills shortages in professional, caring and skilled trades and conversely many are not working to their full potential.

This section looks primarily at Oxfordshire's current labour market and job opportunities. It considers the current employee and employer structure of Oxfordshire. It uses vacancy data from *Labour Insight* to assess online job postings and summarises the current apprenticeship position.

Oxfordshire's employee structure¹

| Sectors | Count of employees | % of employees |
|---|--------------------|----------------|
| Education | 51,000 | 14.9 |
| Professional, scientific & technical | 41,200 | 12.1 |
| Health | 40,200 | 11.8 |
| Retail | 32,000 | 9.4 |
| Accommodation & food services | 24,800 | 7.3 |
| Manufacturing | 24,200 | 7.1 |
| Business administration and support services | 24,200 | 7.1 |
| Construction | 17,700 | 5.2 |
| Information & communication | 16,600 | 4.9 |
| Wholesale | 13,200 | 3.9 |
| Transport and Storage | 11,300 | 3.3 |
| Public Administration and defence | 10,600 | 3.1 |
| Arts, entertainment, recreation, other services | 7,300 | 2.1 |
| Other service activities | 6,800 | 2 |
| Motor Trades | 6,600 | 1.9 |
| Financial and Insurance | 5,100 | 1.5 |
| Real estate activities | 5,300 | 1.6 |
| Water supply, sewage and energy | 2,700 | 0.8 |
| Agriculture, forestry, mining | 400 | 0.1 |

¹ ONS BRES, 2015

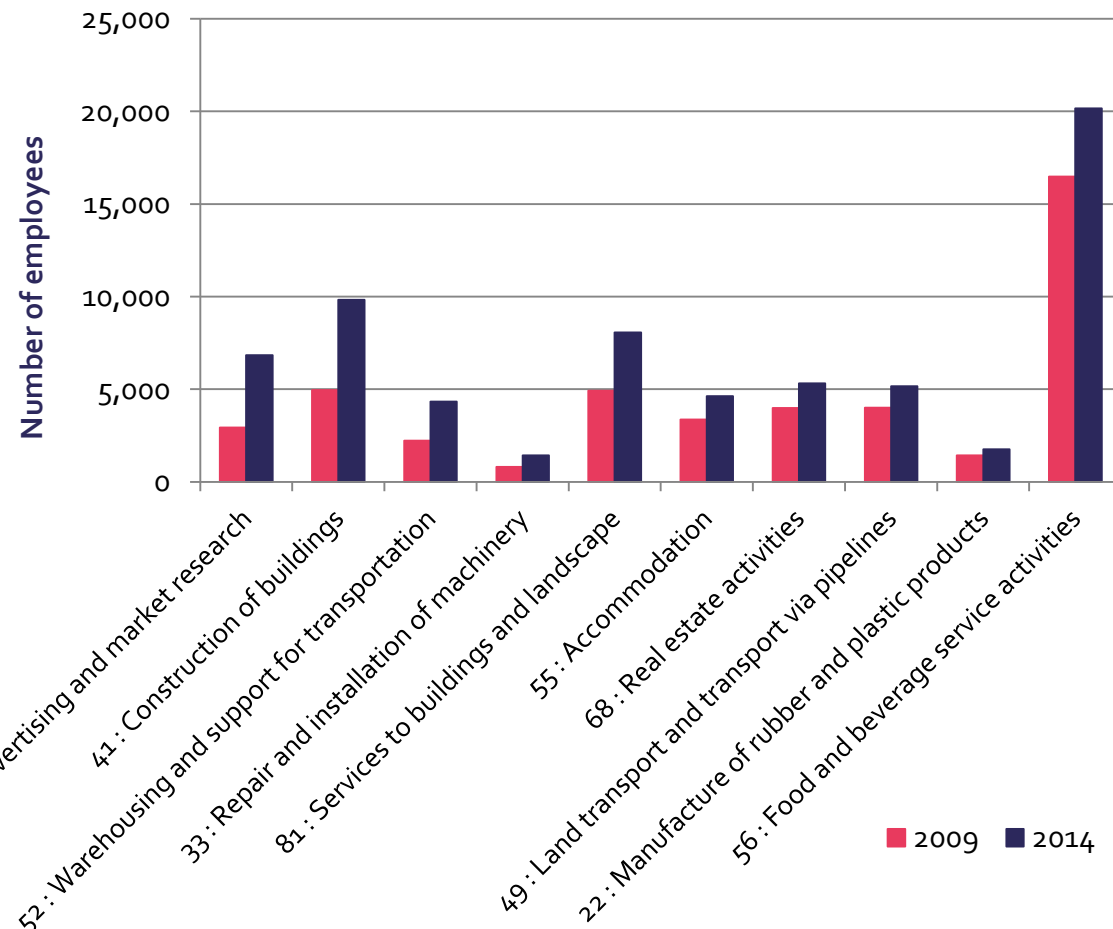
Employee breakdown

The majority of employees work in the Education sector despite the number of business enterprises in education only making up 2% of all enterprises in Oxfordshire. In fact higher education teaching professional are four times more concentrated here than nationally. There is a large Professional, Scientific and Technical sector, above the national average, with 41,200 employees and scientists are over three times more likely to be found in Oxfordshire. The health sector has the third largest proportion of employees with the two big hospitals, John Radcliffe and Churchill, at its heart.

The following table shows the top sub-sectors that have seen the most growth over the past five years.

Advertising and market research has seen the most growth in Oxfordshire rising by 134%. Building construction employees have almost doubled with 98% growth and Warehousing and support for transportation also almost doubled at 94%.

Sub-sectors that have seen most growth in employees, 2014²



² ONS Business Register Employment Survey (BRES), 2014

Job specialisms

While the occupation with most employees in Oxfordshire is 'Sales and Retail Assistants' (see box below), there are concentrations of job specialisms that make Oxfordshire unique³ i.e. occupations that are more prevalent locally than the national average. Oxfordshire has a science, education and creative specialism.

The specialism table shows the occupations in which there are predicted to be a relatively high number of future job openings across the area.

Many of the jobs identified are high-skill roles that require higher level qualifications, such as at degree level or above.

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Oxfordshire's largest occupations: Top 5

| Occupations | No. of jobs |
|---|-------------|
| Sales and retail assistants | 14,400 |
| Other administrative occupations n.e.c. | 9,100 |
| Cleaners and domestics | 8,200 |
| Nurses | 7,200 |
| Care workers and home carers | 7,100 |

Source: EMSI Analyst, Q1 2015

³ EMSI Analyst, 2015

| Job specialisms | |
|--|---|
| Biological scientists and biochemists |  |
| Laboratory technicians | |
| Natural and social science professionals | |
| Physical scientists | |
| Research and development managers | |
| Senior professionals of education |  |
| Higher education teaching professionals | |
| Further education teaching professionals | |
| Graphic designers |  |
| Authors, writers and translators | |
| Photographers, audio-visual and broadcasting equipment operators | |
| Journalists, newspaper and periodical editors | |
| Market research interviewers | |
| Clergy | Other |

Key:

| | |
|----------|-----------|
| Science | Education |
| Creative | Other |

Largest employers⁴

| Rank | Company name | Total UK employees 2012 | Employees in Oxon 2012 | Nature of business | Head Office Location |
|------|------------------------------------|-------------------------|------------------------|--------------------------|----------------------|
| 1 | University of Oxford (incl. OUP) | 16,500 | 16,200 | Education/Publishing | Oxford |
| 2 | Oxfordshire County Council | 15,902 | 15,902 | Local authority | Oxford |
| 3 | Ministry of Defence | 257,000 | 11,280 | Armed forces | Various sites |
| 4 | Oxford University Hospitals | 10,732 | 10,732 | NHS Trust | Oxford |
| 5 | Oxford Health NHS Foundation Trust | 6,233 | 5,164 | NHS Trust | Oxford |
| 6 | BMW (UK) Manufacturing | 8,000 | 3,700 | Motor manufacturer | Oxford |
| 7 | Thames Valley Police | 7,847 | 3,167 | Police | Kidlington |
| 8 | Oxford Brookes University | 2,823 | 2,823 | Education | Oxford |
| 9 | Midcounties Co-op | 9,000 | 2,200 | Retail/consumer business | Leamington HQ |
| 10 | Waitrose | 48,400 | 1,400 | Retailer | Bracknell |
| 11 | STFC | 1,650 | 1,200 | Research Council | Didcot |
| 12 | Oxford City Council | 1,100 | 1,100 | Local authority | Oxford |
| 13 | Fresh Direct | 1,036 | 1,036 | Vegetable wholesaler | Bicester |
| 14 | Royal Mail | 176,242 | 1,000 | Postal services | London |
| 15 | Unipart Group | 9,253 | 967 | Logistics | Oxford |
| 16 | RM plc | 1,662 | 956 | Technology | Milton Park |
| 17 | Oxfam UK | 2,245 | 900 | Charity | Oxford |
| 18 | Activate Learning | 1,410 | 850 | Education | Oxford |
| 19 | Abingdon & Witney College | 750 | 750 | Education | Abingdon |
| 20 | Stagecoach | 32,906 | 750 | Transport | Oxford |

⁴ The Oxford Times Top 100 Employers, 2012, <http://www.oxfordtimes.co.uk/> N.B. this is the most up-to-date information on largest employers.

Largest employer vacancies

While most job postings online are posted via recruitment agencies (especially small companies looking for finance, marketing, administration and human resource positions to be filled), the table on the right gives an indication of the type of employers that were recruiting in quarter 4 2015, directly and online.

Largest employers from online job postings, Q4 2015

| Rank | Company name | No. of job postings | Nature of business |
|------|---------------------------|---------------------|-------------------------------------|
| 1 | University of Oxford | 955 | Education |
| 2 | National Health Service | 746 | Health |
| 3 | STFC | 124 | Research - Science and Engineering |
| 4 | Travelodge | 121 | Hotelier |
| 5 | Reed Elsevier | 104 | Publisher |
| 6 | Oxford Brookes University | 95 | Education |
| 7 | Sophos | 67 | Cyber security |
| 8 | Carillion | 61 | Facilities management |
| 9 | Amey plc | 51 | Infrastructure support services |
| 10 | Greenwich Leisure | 44 | Leisure centre operator |
| 11 | Sodexo | 42 | Facilities management |
| 12 | Mitchells & Butlers | 40 | Restaurant, pub and bar operator |
| 13 | Diamond Light Source | 40 | Synchrotron science facility |
| 14 | Compass Group | 38 | Food service, cleaning and property |
| 15 | HS Marston Aerospace | 33 | Aerospace products |

Source: Labour Insight, Burning Glass Technologies

Did you know?



In 2016, three companies with Oxfordshire headquarters were recognised in the Sunday Times best 100 companies to work for.

These were:

Connect Catering in Wallingford;

Bibby Financial Services in Banbury;

Audley Travel in Witney.

They have happy and motivated workforces.

Did you know?

73% of employers in Oxfordshire recruited in the last two years.

32% of these employers recruited someone to their first job from leaving school, college or university.

Source: UKCES ESS, 2013

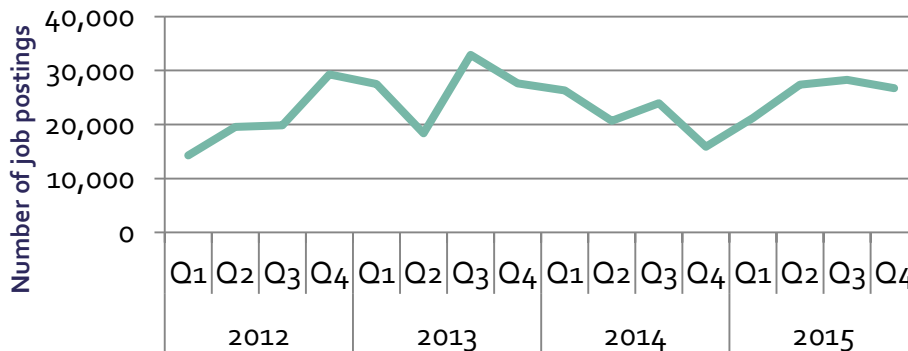


Job vacancies

Job vacancies data gives a good indication of the current labour market in Oxfordshire; showing what employers are looking for, as well as which occupations are potentially hard-to-fill.

Labour Insight is an online labour market tool that scans and collates online job postings. However, it should be noted that the data is limited to web based postings and therefore may not be representative of all vacancies – a good number of vacancies are filled informally but it does provide a broad overview of the job market.

Number of job vacancies posted online, 2012-15, Oxfordshire



Source: Labour Insight, Burning Glass Technologies

Current Jobs: Working in Oxfordshire

Did you know?

The three occupations most in demand in 2015 in Oxfordshire were:

1. **Programmer and Software Development professionals**, with top programming languages being Java, C#, C++, Asp.Net, Python and SQL;
2. **Nurses**, with registered and staff nurses most sought after; and
3. **Other administrative occupations**, with administrative clerks and assistants in demand



- Job postings averaged 20,800 per quarter through 2012; rising to 26,600 in 2013, 21,700 in 2014 and rising again to 26,000 in 2015.

What occupation groupings are currently most in demand?

In the 4th quarter 2015, 26,700 postings were advertised online via employer sites, job boards and staffing agencies for jobs in Oxfordshire.

Top 15 of occupation groups most in demand, 4th quarter 2015, Oxfordshire⁵.

| Rank | Occupation | No. of Job Postings | Broad sector | ONS Skill level ⁶ |
|------|--|---------------------|---|------------------------------|
| 1 | Programmers and software development professionals | 2,063 | ICT | 4 |
| 2 | Nurses | 1,061 | Health | 4 |
| 3 | Other administrative occupations n.e.c. ⁷ | 1,020 | Office Admin | 2 |
| 4 | Web design and development professionals | 626 | ICT | 4 |
| 5 | Business sales executives | 609 | Retail | 3 |
| 6 | IT business analysts, architects and systems designers | 567 | ICT | 4 |
| 7 | Chefs | 518 | Recreation, culture, sports, media | 3 |
| 8 | Managers and proprietors in other services n.e.c. | 476 | Legal, financial, property, other business services | 3 |
| 9 | Managers and directors in retail and wholesale | 473 | Retail | 4 |
| 10 | Human resources and industrial relations officers | 433 | Legal, financial, property, other business services | 3 |
| 11 | Design and development engineers | 423 | Engineering | 4 |
| 12 | Information technology and telecommunications | 393 | ICT | 4 |
| 13 | Sales accounts and business development managers | 392 | Legal, financial, property, other business services | 3 |
| 14 | Customer service occupations n.e.c. | 370 | Retail | 2 |
| 15 | Management consultants and business analysts | 367 | Legal, financial, property, other business services | 4 |

Source: Labour Insight, Burning Glass Technologies

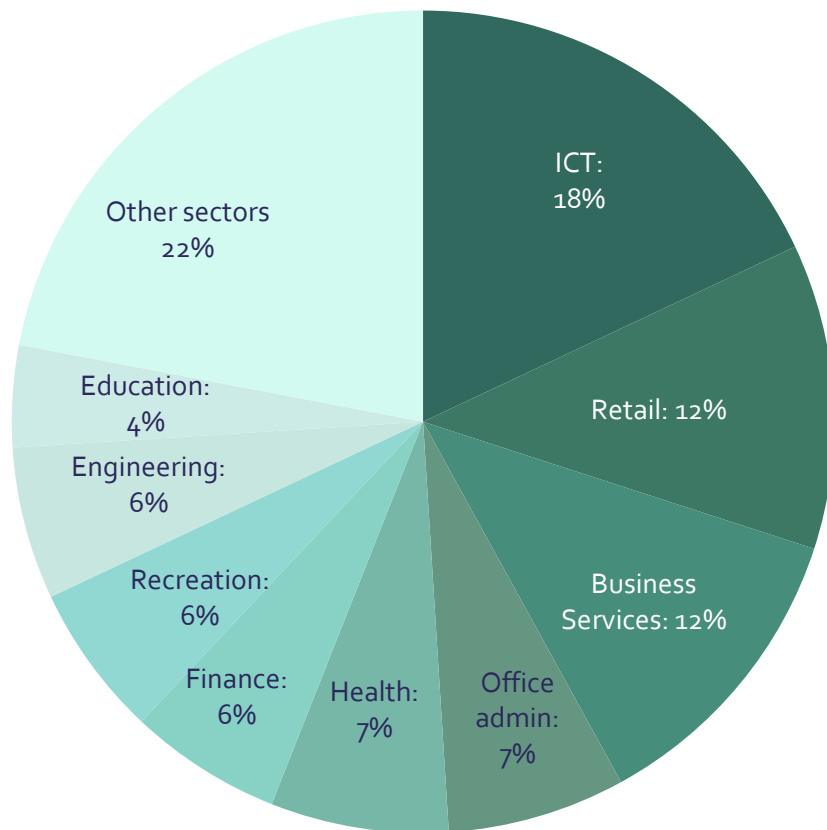
⁵ 4th quarter, 1 October 2015 to 31 December 2015.

⁶ Skill levels are explained in further detail in the LMI Skills and Qualifications section pdf

⁷ n.e.c – not elsewhere classified

The occupation groups listed previously fit into employment sectors. What follows is the sector breakdown for all job postings in Q4 2015:

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- Nearly one in five of all job postings in this quarter are ICT jobs. Vacancies for Programmers and Software Development professionals have consistently topped the occupational chart in Oxfordshire.
- 12% of jobs are in Retail and Sales and 12% are in 'Other Business Services' (e.g. administration, business managers)
- The top 3 broad sectoral groups for job postings consistently top in Oxfordshire over the past four years are 'ICT'; 'Legal, Financial, Property and Other Business professionals'; 'Retail and Sales'.

Did you know?

Higher education teaching professionals are four times more concentrated in Oxfordshire than nationally.

Scientists are, on average, three times more concentrated.

Publishing success means **authors, publishers, translators, journalists** and **editors** all have a higher concentration in Oxfordshire.

EMSI Analyst, Q1 2015

What job titles lead demand in job vacancies?

It is job titles, and not occupation groupings, that head the job advert.

In this analysis for example, it is evident that in the ICT sector, the occupation group Programmers and Software Developers, encompass a number of varied job titles.

In fact, there can be numerous titles for similar types of jobs due to the specificity of the work being reflected in the title and many job titles straddle sectors – Assistant Manager for example. Job titles also change over time as the nature of the work involved also changes.

The table to the right shows the top 20 job titles in Oxfordshire to give an indication of the standardisation and popularity of job titles.

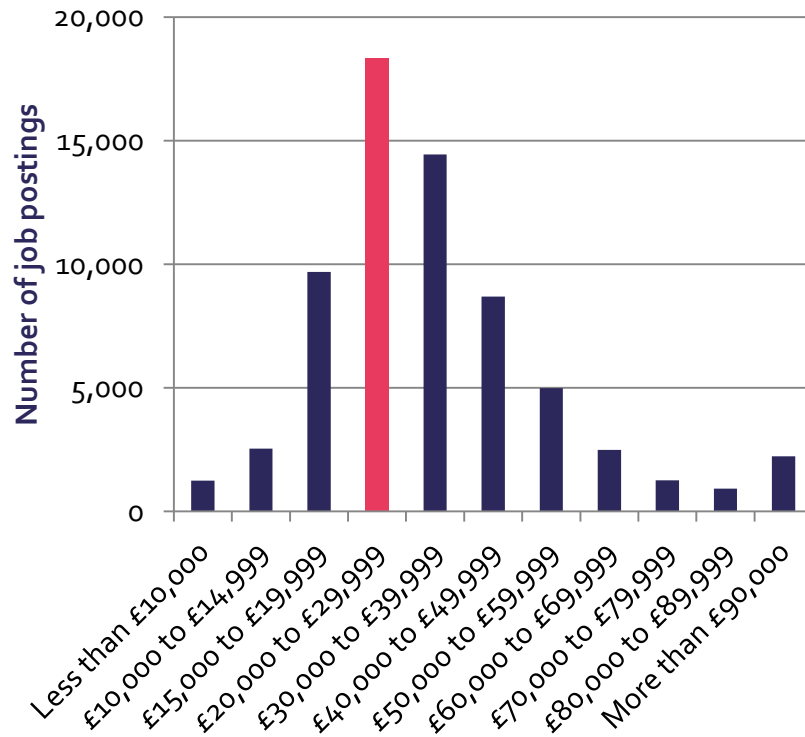
Number of postings for job titles, 4th quarter 2015, Oxfordshire

| Rank | Title | Broad Sectoral Group | Job Posts |
|------|-------------------------------|---|-----------|
| 1 | Registered Nurse | Health | 360 |
| 2 | Software Development Engineer | ICT | 284 |
| 3 | Software Developer | ICT | 235 |
| 4 | Business Analyst | ICT | 229 |
| 5 | Recruiting Consultant | Other Business Services | 226 |
| 6 | Assistant Manager | Recreation; Health; Other Business Services; Retail and Sales | 204 |
| 7 | Chef | Recreation, Leisure | 204 |
| 8 | Staff Nurse | Health | 186 |
| 9 | Java Software Developer | ICT | 174 |
| 10 | Account Manager | Other Business Services; Retail and Sales | 173 |
| 11 | Store Manager | Retail and Sales | 168 |
| 12 | Web Developer | ICT | 165 |
| 13 | Mechanical Design Engineer | Engineering | 150 |
| 14 | Sales Executive | Retail and Sales | 148 |
| 15 | Solutions Architect | ICT | 142 |
| 16 | Sous Chef | Recreation, Leisure | 135 |
| 17 | Sales Manager | Retail and Sales | 126 |
| 18 | Administrative Clerk | Office Admin | 114 |
| 19 | .Net Developer | ICT | 112 |
| 20 | Social Worker | Care | 106 |

Source: Labour Insight, Burning Glass Technologies

Job vacancy salary

Distribution of advertised salary, 2015, Oxfordshire



Source: Labour Insight, Burning Glass Technologies

- About a third of online jobs advertised a salary between 20,000-£40,000 - these include posts like nurses, other IT and business professionals, technicians and managers.
- Occupations in the higher salary brackets are IT professionals with specialised knowledge, management consultants and business analysts and medical consultants.
- Occupations found in the lower salary brackets tend to be customer service based, such as those in sales and retail, hospitality, child care and administration assistants.

Did you know?



£35,343: The mean real-time average salary for job vacancy postings in 2015.

Labour Insight, Burning Glass Technologies

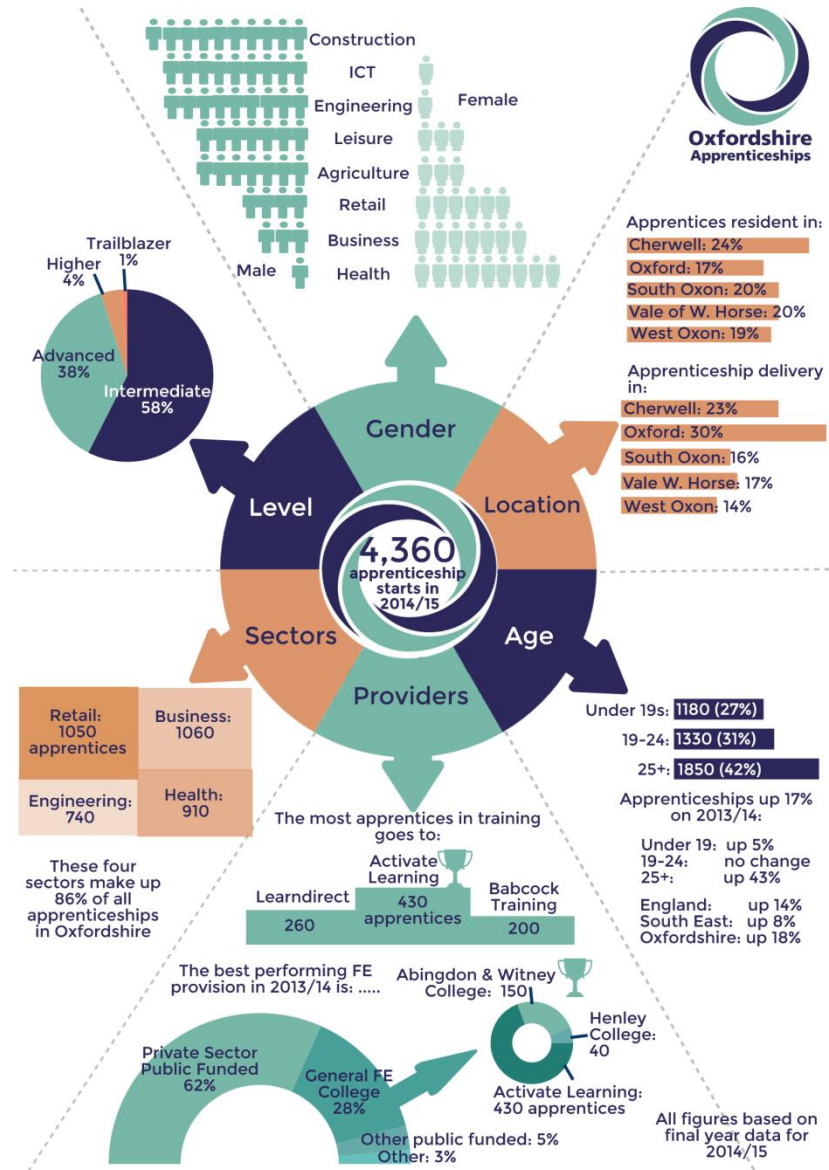
Apprenticeships

Apprenticeships provide an opportunity for young people to start paid work in an occupation of their choosing while receiving on and off the job training. A successful apprentice will receive a nationally recognised qualification on completion of their contract.

Apprenticeships, and vocational training generally, have been given a big boost with significant announcements from the Chancellor in his summer Budget 2015. These include:

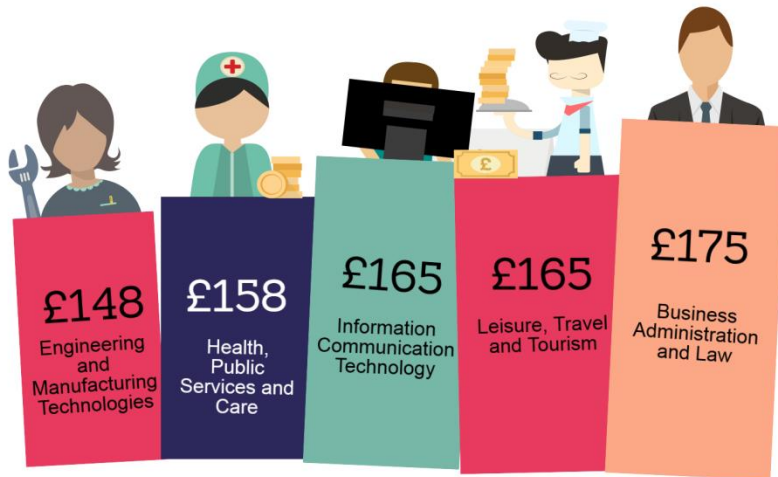
- A pledge to create three million apprenticeships by 2020 across the UK
- Give the term 'apprenticeship' legal protection to strengthen its reputation and to ensure the same legal status as university degrees.

Also high on the agenda are new funding mechanisms aimed at driving more apprenticeships and the creation of higher apprenticeships.





Oxfordshire Apprenticeships Average wages per week



Did you know?

The national minimum wage for apprentices rises by 10 pence to £3.40 an hour on 1 October 2016, which gives a 37 hour weekly wage of £125.80.



Where will the new apprenticeships be created?

Developments in the pipeline (Westgate Shopping Centre redevelopment, new housing at Barton, residential developments in Bicester, and warehousing at Didcot) indicate construction and logistics are key areas for growth for apprenticeships. With the growth in higher apprenticeships, we aim to see more high tech industries offering apprenticeship opportunities.

In his recent budget statement the Chancellor also said public bodies will be given targets to boost apprenticeships so we shall see more opportunities across the sector including health, police, prisons, defence, the care sector and more.

Did you know?

- Apprentices are likely to **earn more** during their lifetime than contemporaries with fewer qualifications;
- Just **5%** of apprentices are unemployed a year after starting their job hunt compared with 16 per cent of graduates and 13 per cent of those with A-levels
- Over **1/3** of apprentices who found employment were working **in the skilled trades** in jobs such as electrician or plumber.

Source: UK labour market insights - the entry-level dilemma. A Totaljobs.com report

Current apprenticeship opportunities

In December 2015, there were 212 unique apprenticeship postings advertising 271 vacancies that were open to applications⁸

Top 12 with most apprenticeship job vacancies by framework tier 2, December 2015, Oxfordshire

| Apprenticeship framework | No. of vacancies |
|--|------------------|
| Catering and Professional Chefs | 35 |
| Business and Administration | 23 |
| Customer Service | 18 |
| IT, Software, Web & Telecoms Professionals | 18 |
| Hospitality | 17 |
| Children and Young People's Workforce | 17 |
| Hairdressing | 15 |
| Health and Social Care | 8 |
| Retail | 6 |
| Warehousing and Storage | 4 |
| Health - Optical Retail | 4 |
| Accounting | 4 |

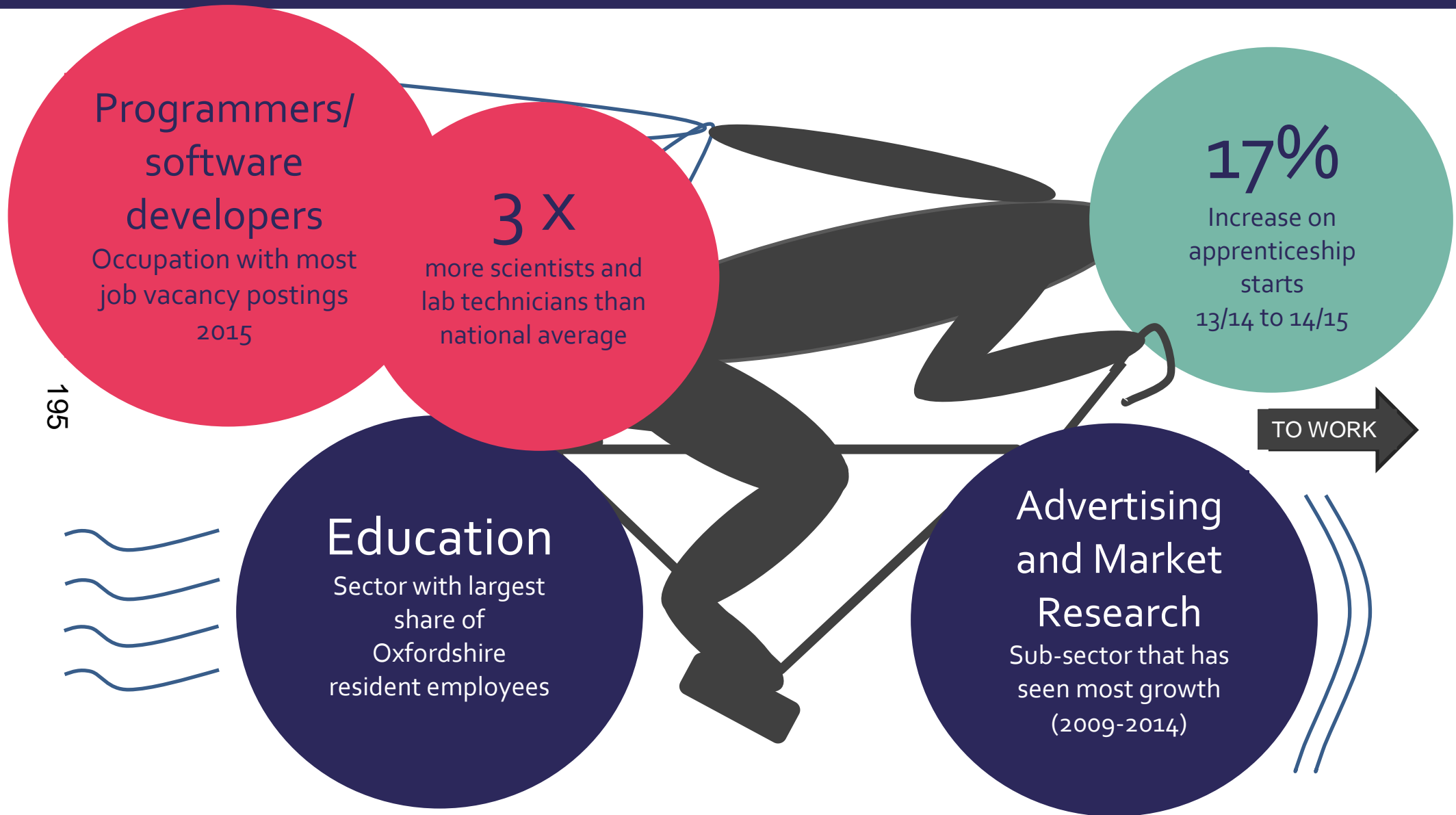
Source: National Apprenticeship Service for Oxfordshire,
<https://apprenticeshipvacancymatchingservice.lsc.gov.uk/>

⁸ These figures are all based on those vacancies posted to the National Apprenticeship Service website by training providers and may not include all vacancies.

- Retail and commercial enterprise apprenticeships lead demand with posts as chefs, front of house assistants and hairdressing top.
- 81% of vacancies were at intermediate level, 18% were advanced, 1% higher.
- Weekly wages ranged from £99 to £289, with the median average at £161. The pay goes up as the level goes up⁹. Intermediate level can expect a weekly average wage of £158, whilst higher level commands £204.
- A third of apprenticeships were based in Oxford City; Banbury was the next highest location of vacancy with 12% and Witney third with 10%.

The Oxfordshire apprenticeships website (www.oxfordshireapprenticeships.co.uk) provides a live vacancy feed for the current apprenticeship vacancies in Oxfordshire.

⁹ Intermediate level is the educational equivalent to 5 GCSE passes at grades A*-C; Advanced level is equivalent to 2 A level passes; Higher level is equivalent to a Foundation degree and above.



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