Careers in Berkshire:
Local labour market information

2018
This pack provides information on career opportunities in the Thames Valley Berkshire area.

Thames Valley Berkshire stretches from Hungerford in the West, to Slough in the East.
Key facts
There are many more jobs in the ICT / digital technology sector in Berkshire than elsewhere in England (14% of all jobs in Berkshire are in this sector).

Those working in this sector mainly work in IT, sales, marketing and project management roles.
Key facts
There are a large number of ‘big name’ employers in Berkshire.

There are more international companies in Berkshire than elsewhere in the UK (outside of London).

Many jobs with these companies provide the opportunity for overseas travel.

Leading Berkshire employers

Berkshire’s largest employers and those featured on the Sunday Times’ Best Companies to Work For 2018 list
Key fact

27% of all jobs in Berkshire are classified as STEM jobs, compared to 22% across England as a whole.

10% are classified as ‘core’ STEM jobs. STEM skills are at the core of these roles.

17% of jobs in Berkshire contain a relatively high STEM element.

The importance of Science, Engineering, Maths and Technology (STEM)

27% of jobs are STEM jobs

22% of jobs are STEM jobs
Interested in working for a large global company or a small start-up business? The private, public or voluntary sector? Or working for yourself?

**Key facts**

- **68%** of jobs in Berkshire are in small or medium-sized companies.
- **13%** of people working in Berkshire are self-employed.
  - Most young people who are self-employed work in construction, hairdressing and arts/literary occupations.
- **81%** of Berkshire residents work in the private sector and **19%** in the public sector (including the NHS, schools, local government and emergency services).
Key fact
IT and sales roles are in high demand by employers in Berkshire.

1 in 9 jobs in Berkshire are IT specialist roles.

This is 2.5 times the national average.

Jobs in highest demand in Berkshire – 2017*

1. Software developer/engineer
2. Account manager
3. Project manager
4. Office/administrative assistant
5. Sales manager

6. Customer service representative
7. Registered General Nurse (RGN)
8. Computer support specialist
9. Recruiter
10. Systems analyst

*Measured by the number of vacancies being advertised
### Key fact

The number of local job opportunities in different sectors / occupations varies considerably.

In IT, whilst there are lots of jobs, the skills required are very specific and therefore employers can struggle to fill roles.

### Are there many jobs locally in...?

<table>
<thead>
<tr>
<th>Sector / occupation</th>
<th>Number of jobs in Berkshire</th>
<th>Level of competition for jobs?</th>
<th>Examples of employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT / Software development</td>
<td>51,000</td>
<td>Low – lots of jobs</td>
<td>CA Technologies, Fujitsu, Microsoft, Vodafone, Symantec, Cisco, Cloud Distribution, Datasift</td>
</tr>
<tr>
<td>Warehousing / distribution</td>
<td>14,500</td>
<td>Low – lots of jobs</td>
<td>Tesco, Waitrose, Kuehne &amp; Nagel, Brakes Group</td>
</tr>
<tr>
<td>Accountancy</td>
<td>11,500</td>
<td>Low – lots of jobs</td>
<td>Grant Thornton, Deloitte, Ernst &amp; Young, PWC</td>
</tr>
<tr>
<td>Social care</td>
<td>8,200</td>
<td>Low – lots of jobs</td>
<td>Local authorities, West Berkshire Mencap, Excel Support Services</td>
</tr>
<tr>
<td>Construction</td>
<td>7,600</td>
<td>Medium</td>
<td>AMEX Foster Wheeler, Anesco</td>
</tr>
<tr>
<td>Engineering</td>
<td>7,100</td>
<td>Low – lack of applicants</td>
<td>Peter Brett, Xtrac, Magal Engineering Ltd</td>
</tr>
<tr>
<td>Catering (chefs)</td>
<td>4,000</td>
<td>Low – lack of applicants</td>
<td>Westbury Street Holdings, Stoke Park Country Club &amp; Resort</td>
</tr>
<tr>
<td>Sports and leisure</td>
<td>3,900</td>
<td>Medium</td>
<td>Reading Football Club, Nirvana Spa and Leisure, John Nike Leisuresports Ltd</td>
</tr>
<tr>
<td>Law</td>
<td>3,200</td>
<td>Medium</td>
<td>Pitmans, Blandy &amp; Blandy, Osborne Clarke</td>
</tr>
<tr>
<td>Beauty</td>
<td>1,300</td>
<td>Medium</td>
<td>Sally Beauty, Aura Spa, Indigo Rye</td>
</tr>
<tr>
<td>Veterinary</td>
<td>450</td>
<td>High</td>
<td>Falkland Veterinary Clinic, Moor Cottage Veterinary Hospital</td>
</tr>
<tr>
<td>Psychology</td>
<td>300</td>
<td>High</td>
<td>NHS, schools and colleges, police service</td>
</tr>
<tr>
<td>Computer game developer</td>
<td>Very few</td>
<td>High</td>
<td>Try Surrey or London</td>
</tr>
</tbody>
</table>
Key fact
Job positions that employers in Berkshire find most difficult to fill include: engineers; social workers; chefs; waiting and bar staff; software developers; lorry drivers; health workers; teachers and Apprentices.

Jobs local employers find difficult to fill

We are experiencing shortages of Application Developers (Software Engineers) and Project Managers. STEM skills in general are lacking
Small Berkshire tech company

“We continually suffer from a shortage of individuals with a STEM background”
Bion Engineering (Reading)

“Currently there is a major skills shortage across all organisations tasked with delivering development and infrastructure”
Peter Brett Associates LLP

There are particular difficulties recruiting children’s social workers, teachers and engineers with the required professional qualifications
Local Authority in Berkshire
Key facts
Salaries in Berkshire are the highest in the country (outside of London).

Whilst starting salaries can be low in sectors such as hospitality, retail and warehousing, it is possible to rise up the ranks quickly.

Some high paying jobs in Berkshire that you may not be aware of...

- Purchasing Managers
- Human Resource Managers
- Quantity Surveyors
- IT Architects And Systems Designers
- Garage Managers And Owners
- Business Analysts
- Civil Engineers
- Taxation Experts
- Transport And Distribution Managers
- Financial And Accounting Technicians
- Programmers And Software Developers
- Mechanical Engineers
- Advertising Account Managers
- Health Service Managers

Many of these require STEM skills...
**Key facts**

27% of Berkshire employers who recruit school leavers believe they are poorly prepared for work.

Of these, 12% say they believe young people have a poor attitude / lack motivation. So whilst most don’t think this, a fair chunk do.

The main **employability skills** Berkshire employers are looking for
The main general skills
Berkshire employers are looking for

Key fact
By far the main general skill that employers in Berkshire (and in the rest of the country) are looking for is good communication skills.

What activities could you undertake to improve yours?
The main **specialist** skills Berkshire employers are looking for

**Key fact**
Computer programming skills, sales, and business management skills, are the main specialist skills being sought by Berkshire employers.

Computer programming skills include the use of programming languages such as Javascript, SQL and Microsoft C#.
The world of work is changing. As we enter the Fourth Industrial Revolution, developments in fields such as robotics, artificial intelligence, nanotechnology, the Internet of Things and autonomous vehicles, look set to change the way we live and work.

Across all sectors of the economy, different skills will be needed. Some roles will disappear and many more will evolve.

Looking to the future, according to the World Economic Forum, the 10 skills you need to have a successful career in 2020 are:

- Complex problem solving
- Critical thinking
- Creativity
- People management
- Coordinating with others
- Emotional intelligence
- Judgement and decision making
- Service orientation
- Negotiation
- Cognitive flexibility
Key facts

Over a half (56%) of all jobs in Berkshire require mid-level qualifications but only a third (33%) of residents have their highest level of qualification at this level.

36% of jobs in Berkshire require a degree.

Level of qualification needed for jobs in Berkshire

Jobs that require mid-level qualifications include:

- Hotel & catering managers
- Chefs
- Teaching assistants
- Office managers
- Electricians
- IT support technicians
- Social care roles
- Health care roles
- Lorry drivers
- Estate agents
- Business sales executives
- Retail workers
Key facts
Nearly 2,500 Berkshire employers offer Apprenticeships.

Advanced Apprenticeships are more popular in Berkshire than nationally.

Number of Berkshire employers offering Apprenticeships by area

- Bracknell Forest: 322
- Reading: 674
- Slough: 368
- West Berkshire: 468
- Windsor and Maidenhead: 327
- Wokingham: 262
Useful resources:

- National Careers Service - https://nationalcareersservice.direct.gov.uk/Pages/Home.aspx
- The Careers and Enterprise Company - https://www.careersandenterprise.co.uk/
- Thames Valley Berkshire Local Enterprise Partnership Skills Priority Statement – http://www.thamesvalleyberkshire.co.uk/skills-and-employment

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