

WELCOME TO ISSUE 35 OF C&K CAREERS NEWS!

We hope that you find this edition of C&K Careers News useful and informative. As usual, we should like to receive articles, information or your suggestions for improving C&K Careers News.

Copy deadlines are:

16 February 2018

6 April 2018

18 May 2018

Go to:

-  **Careers professional issues and policy**
-  **Schools, colleges and education**
-  **Employment and training**

STOP PRESS...

The Government has published its new careers strategy. The strategy will address the issue of variable quality across the country. It will bring together the education, business, and public sectors, to provide careers advice and employer encounters that are 'dynamic' and link to the modern workplace. Every young person will be presented with two choices after the age of 16, an academic route and a technical route, receiving help to understand the choices they need to make. The new strategy will support adults to continue to learn and train regardless of which stage they are at in their lives. Schools, colleges, universities and other education and training providers will have clear roles and work together with the expertise of employers and careers professionals to help people make the right choices for them. Secondary schools and colleges will continue to be responsible for making sure that their students can access independent careers guidance, which must meet the eight Benchmarks of good career guidance, developed by the Gatsby Charitable Foundation. The National Careers Service will be the single service that provides careers information, advice and guidance and it will have an improved website. It will prioritise the people and places that are in greatest need of support while raising the standard for everyone. Schools or colleges will be expected to design a careers programme based around individual young person's needs and makes sure they get 'seven employer encounters' across secondary school and college, as well as opportunities to meet education and training providers, clear information about the labour market, and personal guidance to make decisions. Adults will be able to access local, high-quality advice from a National Careers Service adviser.

W:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf

Careers professional issues and policy

- ☞ CEIAG - careers education, information, advice and guidance
- ☞ Careers resources

CEIAG - careers education, information, advice and guidance

Young people's career decision-making methods vary considerably. Some prefer to use a search engine to find the information they need and others prefer a mix of face-to-face guidance and online careers support. Although most young people recognise that they have access to the information they need to make informed decisions, they want improvements in the careers support they get. There is evidence that for some, access to impartial and independent information, advice and guidance (IAG) is limited. Young people are most likely to turn to parents, friends and class teachers for help with decision-making, which means they may have limited knowledge and experience of the full range of options. A 'coherent careers IAG framework' would incorporate both 'push and pull' interventions, addressing barriers while simultaneously promoting the benefits for different groups of individuals. According to the latest Government research, this can be achieved by [\(GOV 12/17\)](#):

- understanding that different young people will have different requirements at different times in their lives and that support should be personalised and tailored accordingly
- focusing on the needs of particular groups of learners who experience difficulty in course choice and decision making such as BAME (black, Asian, and minority ethnic) groups and learners with SEND (special educational needs and/or disabilities)
- raising awareness of the full range of opportunities amongst young people and their informal and formal support networks, particularly from Year 9 onwards
- supporting young people to access and make effective use of IAG in order for them (and their families) to have meaningful careers discussions that supports their education and career decisions
- enabling young people to have the skills to understand student destinations, labour market intelligence/information (LMI) and 21st century career paths
- recognising that strategic leadership is essential, particularly in schools and colleges, to ensure all young people from an early age have the right level of support.

Careers resources

Amazing Apprenticeships, the communication channel for the National Apprenticeship Service, has created a series of live broadcasts for schools and colleges. The broadcasts include the latest apprenticeship information W: <http://amazingapprenticeships.com>

Schools, colleges and education

- ☞ Qualifications
- ☞ Further education news
- ☞ Higher education news
- ☞ Student finance

Qualifications

T levels are new technical study programmes taught full-time, that will sit alongside apprenticeships. T levels will be available to study from September 2020, meaning at 16 young people will be presented with two choices: the academic or the technical option. The technical option will prepare individuals for skilled employment that requires technical knowledge and practical skills valued by industry. It will be offered as two routes to skilled employment, T levels and apprenticeships. The T level study programme will generally be over two years and will include a new technical qualification that may be taught in a classroom, workshop or simulated work environment. The programme will include a work placement of up to three months as well as English, maths and digital content. A T level is designed to train young people with the knowledge, skills and behaviours they need to enter skilled employment in a particular occupational area. The content of the T level will be based on the same occupational standards used for the apprenticeship route, with content defined by employers and others. T levels will generally be taken by 16 to 19 year olds, but will take account of the needs of adult learners. T levels are for students who want to develop work-related knowledge and skills, but are not yet clear about the specific occupation they want to work in. They are for students who want to get the specialist knowledge and skills they need to progress to employment in a highly skilled occupation, including higher and degree apprenticeships. Individuals will be assessed at the end of the programme to test and certify their skills. Students who pass all parts of the programme will be awarded a T level certificate ([GOV 10/11](#)).

Further education news

Kirklees College competitions and events:

Art and design – invent your own character competition, also digital poster competition, and inter-schools photography competition – closing date 6 April 2018 for all, also character games day, and art and design day on 24 January 2018.

Music technology – 24 January, 12 to 4pm at the Huddersfield Centre.

Catering – young chef of the year 2018 for 9 to 11 year olds, closing date 20 March, also junior chef academy for 10 to 16 year olds.

Sports and public services – match fit competitions for Years 9 to 12, 17 May, 10am to 3pm.

Computing and IT – app design competition – closing date 6 April, also app design day on 24 January 2018.

Enterprise Innov8 – challenge competition for students in Calderdale and Kirklees, three days 25/27/29 June, 9.30am to 12 noon.

Tag football (girls and boys) tournament – 28 March, 4pm to 6pm; **Tag rugby (girls) tournament** – 6 June, 4pm to 6pm.

For more information, to book and for entry forms E: schoolsliasion@kirkleescollege.ac.uk

W: www.kirkleescollege.ac.uk

Open days

Kirklees College: Dewsbury centres – Tuesday 30 January, 5.30pm to 8pm; Saturday 17 March, 10.30am to 12.30pm. Huddersfield centres – Saturday 27 January, 10.30am to 12.30pm; Tuesday 20 March, 5.30pm to 8pm; Tuesday 3 July, 4pm to 6.30pm. Last entry half an hour before the end.

W: www.kirkleescollege.ac.uk/open-days/

Barnsley College: Thursday 1 February, 6pm to 8pm. T: 01226 216 123 E: info@barnsley.ac.uk

W: www.barnsley.ac.uk

Higher education news

The Government has set up the Office for Students (OfS). It combines the existing regulatory functions of HEFCE (Higher Education Funding Council for England) and OFFA (Office for Fair Access). The OfS will 'operate on behalf of students and tax payers to support a competitive environment and promote choice, quality and value for money'. The aim is to 'put students at the heart of how higher education is regulated ... be pro-student choice, a champion of transparency, and will make sure that a high quality higher education experience is available for students from all backgrounds'. W: www.gov.uk/government/publications/office-for-students-business-case

Open days

University of Huddersfield: offers a number of subject specific activities, including taster days, subject specific presentations that can be delivered in school or college, as well as continued professional development for teachers.

For more information and to book W: www.hud.ac.uk/subject-specific-activities/

Student finance

The Future Teaching Scholars programme is a new route into teaching, which includes a £15,000 grant. It is aimed at 'exceptional' students who want to study a maths-related or physics-related degree at university. Applications are open for those planning to start university in Autumn 2018. Spaces are limited, so students need to apply as soon as possible. For more details

W: www.futureteachingscholars.com

Employment and training



- ☞ Employment initiatives
- ☞ Voluntary work
- ☞ Health problems/disability
- ☞ Work trends national
- ☞ Work trends regional
- ☞ Focus on Calderdale & Kirklees

Employment initiatives

Two providers have been approved to offer degree apprenticeships by the Nursing & Midwifery Council (NMC). They are Anglia Ruskin and the Open University. They have contracts to run with one or two NHS trusts for a small number of apprentices. There are plans to expand these. Current places are likely to be for existing staff. A further nine universities are about to be approved by the NMC. For approved programmes, look for the type of registered nursing and scroll to look for the available apprenticeships on W: www.nmc.org.uk/education/approved-programmes/
There will be apprenticeships on offer in February, March and September 2018, but how many and where is not yet known. Approved universities will need to get contracts with hospital trusts. Nursing degree apprenticeships are an alternative route to the full-time degree route to registered nurse. They are expected to have the same entry requirements as the full-time degree course and be open to new staff, as well as existing staff such as healthcare assistants and nursing associates, a new role being

introduced to bridge the gap between healthcare assistant and registered nurse. Nursing associate apprenticeships have started in a few places but so far none in the Calderdale and Kirklees area. One of the first is in the Midlands, with the qualification at the University of Wolverhampton. Locally, Leeds Trinity has been given funding to develop a number of degree apprenticeships, including nursing. Huddersfield University is part of the consortium. Vacancies are likely to begin appearing on NHS jobs and the National Apprenticeship Service websites ([NT 08/11/17](#)).

W: www.jobs.nhs.uk

Voluntary work

The Government has published recommendations for local authorities to ensure young people get involved with the National Citizen Service (NCS) ([GOV 10/17](#)):

- Assign a responsible officer for NCS – a senior designated officer to lead on NCS and act as the main point of contact for the NCS provider locally
- Arrange a meeting with the local NCS provider(s) to discuss ways to maximise the impact of NCS in their area. Details of local NCS providers are available from E: policy@ncstrust.co.uk
- Establish local priorities with the NCS provider(s) – every NCS participant undertakes 30 to 60 hours planning and delivering social action projects
- Connect NCS provider(s) with local stakeholders
- Promote NCS to all young people, including young people with disabilities, and young people who are vulnerable or disadvantaged
- Include NCS in local strategies

W: www.ncsyes.co.uk

Health problems/disability

Starting Line is an employment service in Calderdale that supports disabled people of working age to find, apply for and keep a job W: <https://nhpworksupport.com/2017/03/09/starting-line-employment-service-for-disabled-customers/>

The Government announced a 10 year strategy to get 1m more people with a disability(s) or long term health condition(s) into work. As part of the strategy, two new employment trials will be launched in the West Midlands and Sheffield City Region combined authorities to provide employment support ([T 20/12/17](#)).

See W: www.gov.uk/government/publications/improving-lives-the-future-of-work-health-and-disability

Work trends national

In the 2017 autumn budget the following points were set out ([BBC 23/11/17](#)):

- Tax-free **personal allowance** on income tax will rise to £11,850 in April 2018. The higher-rate tax threshold will increase to £46,350
- **National Living Wage** will increase in April 2018 by 4.4%, from £7.50 an hour to £7.83
- **Economic growth** forecast for 2017 slashed from 2% to 1.5%. The forecasts for 2018, 2019, 2020 and 2021 were revised down to 1.4%, 1.3%, 1.5% and 1.6% respectively. The UK productivity growth was also revised down by an average of 0.7% a year up to 2023
- An additional **600,000 people are forecast to be in work** by 2022
- £1.5bn package made available to 'address concerns' about the delivery of **Universal Credit**. The seven day initial waiting period for processing of claims is to be scrapped. Claimants will get 100% advance payments within five days of applying from January 2018. A typical first payment should take five weeks rather than the current six weeks. The repayment period for

advances will increase from six to 12 months. New universal credit claimants in receipt of housing benefit will continue to receive it for two weeks

- **8,000 new computer science teachers** will be recruited and a new National Centre for Computing will be set up
- Secondary schools and sixth-form colleges will get **£600 for each additional pupil taking maths or further maths at A level and core maths**
- There will be a further devolution of powers to Greater Manchester
- **Young person's railcard extended to 26 to 30-year-olds**, giving a third off rail fares.

The IMF (International Monetary Fund) has cut its UK economic growth forecast. The Fund expects growth of 1.6% in 2017, down slightly from its previous forecast of 1.7%. It expects growth to slow further this year – 2018, to 1.5% ([BBC 20/12/17](#)).

Around 25% of low paid workers are permanently stuck in poorly paid jobs in the UK with little chance of earning more, according to new research by the Social Mobility Commission. The report found that women are more likely to be stuck on low pay and fewer than 17% of low paid workers had managed to escape from poorly paid jobs since 2007. According to the report, low pay is hourly earnings below 66% of the median hourly wage, which was £8.10 in 2016. The median hourly wage for an average British worker was £12.10 an hour in 2016 ([BBC 19/10/17](#)).

Wages continue to lag behind the cost of living in the UK. Workers' earnings, excluding bonuses, rose 2.2% in the three months to September compared with the same period in 2016, according to the Office for National Statistics. However, earnings fell 0.5% in real terms when accounting for inflation, marking seven months of negative pay growth ([BBC 15/11/17](#)).

FTSE 100 companies are 'on course' to meet a voluntary 33% target for women on boards by 2020, according to a Government-backed review. The review found that smaller firms on the London Stock Exchange are lagging behind. For FTSE 350 firms to hit the target, they would need to fill at least 40% of top jobs with women by 2020 ([BBC 08/11/17](#)).

Pressure to succeed at school and other factors are said to be the cause of a fall in the number of young people with part-time Saturday jobs. The number of schoolchildren with a part-time job has fallen by 20% since 2012, according to a Freedom of Information (FOI) request to all local authorities across the UK responsible for issuing child employment permits. Employers need to apply for a permit to hire staff under the age of 16 ([BBC 04/12/17](#)).

The main findings of the 2017 report on graduates are:

- in July to September 2017, there were 14m graduates in the UK
- there has been a steady increase in the number of graduates in the UK since 2007
- in July to September 2017, graduates were more likely to be employed than non-graduates
- non-graduates aged 21 to 30 have consistently higher unemployment rates than all other groups; non-graduates aged 21 to 30 have much higher inactivity rates than recent graduates
- 40% of graduates worked in the public administration, education and health industries. Graduates were more likely to work in high-skilled jobs than non-graduates
- annual earnings for graduates are higher than for non-graduates and reach a peak at a later age
- in July to September 2017, those graduates that had an undergraduate degree in medicine or engineering were the most likely to be employed and had the highest average gross annual pay
- male graduates were more likely to have a high- or 'upper middle'-skill job than female graduates.

W:www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/graduatesintheuklabourmarket/2017

Administration, business & office work

Nottingham City Council is cutting 200 jobs by April 2019 to save £27m ([BBC 19/12/17](#)).

Bath and North East Somerset Council is cutting 300 jobs by 2019 to save money ([BBC 15/11/17](#)).

Swindon Borough Council is cutting over 400 jobs to save an estimated £30m by 2021 ([BBC 24/10/17](#)).

Building & construction

The Construction Industry Training Board (CITB) is cutting a number of jobs when it shut its offices and college at Bircham Newton, Norfolk, by the end of 2019. The CITB will no longer carry out specialist in-house training. It is funded by a levy on building firms ([BBC 15/11/17](#)).

Keepmoat Homes, based in Doncaster, and **Elliot** are opening **ilke Homes**, a modular homebuilding company, specialising in intelligent off-site build processes, in 2018, with the creation of hundreds of jobs that don't require construction skills. ilke Homes is aiming to build 2,000 homes a year at its UK factory by 2020 ([YBI 23/10/17](#)).

Catering & hospitality

Aria Resorts, the Hampshire-based holiday company, is creating up to 150 jobs as part of a £30m investment in the Priory Bay Hotel on the Isle of Wight. The investment will provide accommodation, a spa and a restaurant. Jobs will be in managerial and sales, housekeeping, and entertainment and activities ([BBC 19/12/17](#)).

Turtle Bay, the Caribbean restaurant and bar chain, plans to create a significant number of new jobs when it opens two more sites as part of its expansion plans. Currently Turtle Bay has 40 sites in the UK and another two in Germany. It opened 14 new UK restaurants, including sites in Liverpool and Bristol, as well as two in Germany, in the cities of Dresden and Oberhausen. New Turtle Bays are due to open in Colchester in December 2017 and Winchester in January 2018 ([YBI 16/11/17](#)).

Computers & IT

Wurkhouse, the Londonderry-based technology firm, is creating 30 digital marketing jobs as part of its export sales expansion programme. The new jobs will include design, web development, search engine optimisation and social media jobs. The workforce at Wurkhouse will rise to 49 by 2020 ([BBC 18/12/17](#)).

Facebook, the social media company, is opening a new London office and creating 800 new UK jobs in 2018. By the end of 2018 around 2,300 people will work for Facebook in the UK ([BBC 04/12/17](#)).

ICT4Collaboration Ltd, the Leeds-headquartered internet and IT services provider to the education sector, has gone into administration with the loss of nine jobs ([YBI 25/10/17](#)).

Education & training

Persistently underachieving schools in England struggle to recruit teachers and keep head teachers. Ofsted's annual report shows there are around 80 primary and 50 secondary schools that have been below the level of 'good' since 2005 ([BBC 13/12/17](#)).

The Government has published the apprenticeship standard for teaching. The standard is at Level 6 and is for postgraduate entry

W: www.gov.uk/government/publications/apprenticeship-standard-teacher-approved-for-delivery

The number of childminders has fallen by more than 25% since 2012, according to latest Ofsted registration figures. Between April and August 2017, there was a 2% fall in childminders and brings the total number of childminders to have left the profession since the end of August 2012 to 14,669, a fall of 26% ([CYPN 21/11/17](#)).

Engineering

Burgess Marine Ltd, the Dover-based maritime engineering firm, has gone into administration with the loss of 102 jobs at sites in Devonport, Portchester, Portsmouth and Southampton ([BBC 15/12/17](#)).

UK aerospace firms are being stopped from bidding for space contracts because the UK is leaving the European Union (EU). It is a requirement that the companies that participate and get funding for their contracts are in an EU country ([BBC 21/11/17](#)).

Siemens, the German industrial group, plans to cut around 6,900 jobs worldwide mostly in its fossil fuels division. The cuts are due to the fall in global demand for large turbines produced by its power and gas division. Around 50% of the jobs will be lost in Germany, 1,100 will go in the rest of Europe and 1,800 in the US ([BBC 16/11/17](#)).

Environment, animals & plants

Cleveland Potash Limited is to stop producing potash at its mine, leading to a number of job losses. The site at Boulby will instead produce polyhalite from the summer onwards. Up to 230 of the 700 jobs at the site are at risk ([BBC 04/01/18](#)).

Scottish Power, one of the big UK power suppliers, is cutting up to 200 jobs in 2018 as part of a voluntary redundancy programme. The energy company said the scheme would be open to staff across all its UK businesses. Scottish Power has its headquarters in Glasgow and more than 50% of its 6,500 UK employees are based in Scotland ([BBC 27/12/17](#)).

Financial services

PwC, one of the big four accountancy firms, is closing six of its offices across the UK in Sheffield, Plymouth, Liverpool, Norwich, Swansea and Dungannon by April 2018. Staff at these sites will be offered jobs elsewhere in the business. The assurance team in the Hull office will also be moving but its tax accounting services team will remain for up to two years. The changes are said to be because of 'its clients' changing footprint and needs' ([YBI 20/11/17](#)).

Healthcare

The NHS National Workforce body has announced that 2,500 nursing associate apprentices are expected to begin training in England in the first few months of 2018. More nursing associates will start apprenticeships in autumn 2018 ([NTN 02/01/18](#)).

The NHS has seen a fall in the number of full-time GPs, from 34,495 in September 2016 to 33,302 in September 2017, adding to the shortage ([HDE 22/11/17](#)).

Legal & political services

The Government Legal Department (GLD) is opening a regional centre in Leeds. The new centre will enable it to take advantage of the growing market of skilled lawyers based in the north of England. The legal sector in Leeds has grown faster than any other UK city since 2007. According to the Office for National Statistics (ONS), the number of legal jobs in Leeds grew 20% between 2010 and 2015 ([YBI 21/11/17](#)).

Two new legal service centres are to open in the Midlands, creating over 600 jobs. The courts and tribunal centres will open in Birmingham and Stoke-on-Trent and each will employ around 300 people ([BBC 02/11/17](#)).

Rahman Ravelli, the Halifax-headquartered law firm that specialises in business crime, has expanded into bigger premises in London due to demand from international clients. The firm will be recruiting more solicitors to deal with the demand. Rahman Ravelli also has offices in Halifax and Birmingham ([YBI 23/10/17](#)).

Leisure, sport & tourism

JD Sports, the sports retailer, plans to open six more **JD Gyms**, including one in Huddersfield, in 2018. There are already 11 JD Gyms in the UK (HDE 14/11/17).

Manufacturing & production

Multiyork, the Norfolk-based furniture maker, has cut 112 jobs and nearly 500 jobs may also be cut, as its administrator looks for a buyer. The jobs will go at its headquarters and manufacturing plant ([BBC 12/12/17](#)).

Fabplus, the Strabane-based manufacturer of prefabricated pipe work for use in fire sprinkler systems, is creating 83 jobs by 2020, in a £7m expansion ([BBC 12/12/17](#)).

Fairline Yachts, the Hampshire-based luxury boat builder, is creating 200 jobs when it opens a factory to produce large motor yachts at Hythe in the summer of 2018 ([BBC 01/12/17](#)).

Hotpack Packaging, the Dubai-based company, is creating 250 jobs in Wrexham when it opens its new European headquarters between 2020 and 2022. **Ipsen**, the life sciences firm, is employing an extra 100 people in 2017 by expanding its facility in Wrexham ([BBC 17/11/17](#)).

Clyde Union Ltd, the Glasgow-based pumps specialist, cut 145 jobs in 2016, down from 547 in 2015, as it continued to suffer from the downturn in global oil and gas markets ([BBC 07/11/17](#)).

VG Energy, the Ayrshire-based renewable technology firm, has gone into administration with the loss of 34 jobs, after it suffered severe cash flow difficulties. A further five jobs will go once the process is complete ([BBC 03/11/17](#)).

Marketing & advertising

Pursuit Marketing, the telemarketing firm, is creating 75 new jobs at its headquarters in Glasgow. The firm has experienced a rise in demand for its services from IT and technology providers. Around 30 jobs are English-speaking roles and the remaining jobs are for bilingual and native speakers fluent in French, Spanish, Italian and Nordic languages ([BBC 08/11/17](#)).

Retail sales & customer services

The Co-op, one of the UK's main supermarkets, plans to open 100 new stores and carry out 150 store updates in 2018, creating around 1,600 jobs ([BBC 02/01/18](#)).

Toys R Us, the leading UK toy retailer, is cutting up to 800 jobs and closing at least 26 UK stores. It needs to agree a restructuring deal with the Pensions Protection Fund to avoid putting the remaining 3,200 staff at risk of redundancy ([BBC 19/12/17](#)).

Pretty Green, the fashion brand of rock and roll star Liam Gallagher, has secured £11m investment to speed up its growth plans in the UK and internationally. Pretty Green was founded in 2009

specialising in British music and fashion-inspired collections, growing to 40 stores and concessions worldwide and a growing global online presence ([YBI 13/11/17](#)).

Marks and Spencer has cut the number of Simply Food shops it planned to open after same store foods sales fell in the first six months of its financial year. In 2017, M&S said it would open 200 Simply Food shops over the next five years. It had planned to open 90 new Simply Food stores in 2017, 45 of these were due to be opened by M&S and the rest would be operated by franchisees. It now plans to open 80 stores, 40 M&S and 40 franchised. M&S planned to open a further 90 Simply Food stores in 2018 but this will also now be reduced ([BBC 08/11/17](#)).

Greenwoods, the menswear retailer, has been bought out of administration, saving 181 jobs. However, 88 redundancies have been made following the closure of 22 stores. Versatile International Trading Ltd purchased 40 retail stores, the central warehouse and head office functions. Two unstaffed concessions and the Rugby store had already shut before the sale went ahead ([YBI 24/10/17](#)).

Misco UK, the Northamptonshire-based computer reseller, has made 300 staff redundant at its warehouses in Inverclyde and Greenock. Around 30 staff remain at its headquarters and Greenoch site to deal with the administration process ([BBC 19/10/17](#)).

Sainsbury's is cutting up to 2,000 jobs, mostly from its human resources staff as part of plans to reduce costs. The decision will affect jobs in stores, as well as in the company's central offices. The supermarket plans to make 1,400 payroll and HR clerks redundant, mainly from within its supermarket stores. A further 600 jobs are also under threat in HR roles across the supermarket chain, its newly acquired Argos chain and Sainsbury's bank ([BBC 17/10/17](#)).

Science, maths & statistics

More women are working in science, technology, engineering and maths (STEM) in 2017, 61,430 more women work in 'core STEM' in 2017 than in 2016. During the same period, the number of men working in core STEM fell by 45,980. Women still make up just 23% of those in core STEM occupations in the UK and 24% of those working in core STEM industries. Breaking this down there are ([WISE 06/12/17](#)):

- nearly 12,000 more women professional engineers than in 2016, 11% of the total. The number of men in engineering professional roles dropped by 36,000. There are nearly 22,000 more women working as science and engineering technicians than in 2016. Women make up 27% of the total. In the same period the number of men increased by 52,000
- nearly 11,000 fewer women working as ICT professionals than in 2016. Women make up 17% of the total, a drop of 1%. Men working in ICT professional occupations has dropped by 15,000. There are more than 3,000 more women working as ICT technicians than in 2016. Women make up 19% of the total. Men working in IT technician roles has increased by 15,000
- around 7,000 fewer women working as science professionals in 2017, which includes chemists, biochemists, biologists, physicists, geologists and meteorologists, than in 2016. Women make up 42% of the total. Men working in science professional roles has dropped by 16,000
- around 5,500 fewer women working in skilled trades than in 2016. Women make up 8% of the total. The total number of men working in skilled trade occupations has dropped by 35,000
- there are nearly 5,500 more women working in management roles in science, engineering and technology than in 2016. Women make up 15% of the total. The number of men in these management jobs fell by 32,800.

Dupont Teijin Films (DTF) manufacturing plant near Dumfries has secured new funding, which will safeguard 70 jobs and create new ones. The company manufactures polymer and other types of film for hi-tech speciality markets using cutting-edge chemical processes ([BBC 12/12/17](#)).

GlaxoSmithKline, the pharmaceutical manufacturing giant, announced plans to invest £40m in UK genetic research as part of the Government's life sciences sector deal. This follows earlier announcements from US drug maker Merck, and diagnostics company QIAGEN, of plans to invest more than £1bn in the UK. A number of other companies are expected to announce further deals. The plans are likely to lead to an increase in jobs in the sector ([BBC 06/12/17](#)).

Seqirus, one of the biggest flu vaccination firms in Europe, is creating 100 new high-tech jobs by expanding its operation in Liverpool. The £40m project will allow new vaccines to be created more quickly at its plant in Speke, which provides around 50% of the vaccine used in the UK ([BBC 09/11/17](#)).

Security & armed forces

Norfolk Constabulary plans to cut 150 police community support officers (PCSOs) as part of saving money. They will be replaced by an extra 81 police officers and 16 other staff posts ([BBC 19/10/17](#)).

Transport & logistics

Ryanair, the budget airline, has created 30 new jobs in Derry/Londonderry ([BBC 18/12/17](#)).

Transport for London (TfL) is cutting 1,400 jobs as part of its plans to save £5.5bn by 2021. The cuts will affect jobs in engineering and parts of London Underground (LU). Already 49 managers have left and there have been savings in 'duplication' and agency staff ([BBC 07/11/17](#)).

West of Scotland Heavy Haulage, the Scottish wind turbine delivery specialists, has gone into administration with the loss of 21 jobs. The job losses are due to growing competition and rising costs ([BBC 01/11/17](#)).

Work trends regional

Vacancies for legal professionals in Yorkshire rose by 39% month-on-month in the final three months of 2017. Demand was particularly strong for conveyancing experts, according to the latest survey from specialist recruiter Clayton Legal. Shoosmiths, which opened its Leeds office in 2016, increased its staff from seven to 60 ([BL 22/12/17](#)).

Yorkshire's farming sector is performing relatively strongly with one of the lowest levels of businesses in the sector at higher than normal risk of insolvency, compared with other parts of the UK, according to research by insolvency and restructuring trade body R3. In November 2017, 23.5% of agricultural businesses in Yorkshire were considered to be at higher than normal risk of insolvency, below the UK average of 24.3%. Only the East of England at 21%, Scotland at 21.2% and East Midlands at 21.5% had lower levels of agricultural businesses at risk of insolvency. Yorkshire has still seen a rise of 7.4% in the level of agricultural businesses at higher than normal risk in October 2017 ([BL 06/12/17](#)).

Yorkshire is one of two regions with the highest rates of night shift working in the country. The number of people working nights has risen by 260,000 over the past five years. Britain's late-night workforce has almost reached 3.2m after a 9% rise. Yorkshire and the North West have the highest rates of night working, with 11% of workers on night duty ([YP 29/10/17](#)).

Frazer Carter Group, the Hull-based construction company, has ceased trading with the loss of 11 jobs and the release of a number of subcontractors. Frazer Carter specialised in the installation of cladding in large-scale developments ([YBI 04/01/18](#)).

Neom Organics, the Harrogate-based beauty and wellbeing brand, has secured investment for its online business and stores to enable it to open new stores and increase its product range. Neom currently has two stores in London, Chelsea and Wimbledon, one in Leeds and its headquarters in Harrogate. It currently employs 50 staff ([YBI 03/01/18](#)).

Designer Yarns Ltd, the Keighley-based distributor of knitting yarns and patterns, has gone into administration with the loss of all 16 jobs. The closure was blamed on a 'squeeze on wholesalers of wool' ([YBI 03/01/18](#)).

Kirkgate Shopping in Bradford has let units to **Suit Direct**, which has created three new jobs, and to Bradford's **Berries Bagels & Shakes**, the local cafe chain ([BL03/01/18](#)).

Easy Bathrooms, the Leeds-based retailer, has opened its 17th showroom in Rotherham, creating four jobs. It has 96 stores across Yorkshire, the Midlands and the North West ([BL 02/01/18](#)); [YP 29/11/17](#)).

Pricecheck, the Sheffield wholesaler, is on track to double its workforce to 200 staff by 2020, due to the international growth of the discount retail sector. It supplies discount stores including Poundland, B&M and Home Bargains, and currently employs 130 staff at its headquarters ([YBI 19/12/17](#)).

KPMG, the accounting and professional services firm, expects to get work linked to regulatory and political changes in 2018, which will lead to further growth. KPMG has 1,000 staff based in Yorkshire. It plans to put greater emphasis on recruiting apprentices as part of its future recruitment strategy ([BBC 18/12/17](#)).

Coopland & Son, the bakery chain with bakeries in Scarborough, Durham and Hull and more than 140 shops, has received £8.5m to open 30 new shops across the north of England by 2020. Coopland delivers breads, sandwiches, pies, pasties and cakes to more than 140 Cooplands' shops, 11 cafes and 28 sandwich vans. It currently employs more than 1,500 people ([YBI 18/12/17](#)).

Boss Burgers, the Leeds-based burger restaurant business, stopped trading at the end of 2017, closing all its restaurants in the Chapel Allerton and Hyde Park areas with the loss of a number of jobs ([YBI 18/12/17](#)).

Town Centre Securities, the property developer is developing a new £20m scheme for Leeds City Council, next to the new Victoria Gate shopping centre. The development will be 117 separate aparthotel units and nine ground floor units for a range of commercial uses including retail, cafes, restaurants, bars and takeaways ([BBC 18/12/17](#)).

Deluxebase, the toy and gift manufacturer, has doubled its office space, to grow its business, by moving its HQ to new offices in Beverley ([BL 18/12/17](#)).

Countrywide Healthcare, the Barnsley-based specialist care home consumables and equipment supplier, has increased the number of jobs from 60 to 94 in South Yorkshire ([BL 11/12/17](#)).

RDS Global, the Barnsley-based IT firm, moved into new offices creating three digital jobs ([BL 08/12/17](#)).

IT@Spectrum and **The One Point**, sister office technology companies based in Hull and Leeds, have created 18 new jobs in 2017. The workforce of the sister companies is now over 90. New jobs include The One Point's sales team doubling in size and a new, four-strong marketing team for IT@Spectrum ([BL 07/12/17](#)).

Media Skunk Works, the SEO (search engine optimisation) agency based at York Science Park that specialises in work for the online gaming and casino industries, has gone into administration putting 21 jobs at risk ([YBI 07/12/17](#)).

Re:Work, the social enterprise and office furniture supplier, opened its new Leeds showroom, ready for further growth. It has already created two new jobs ([BL 30/11/17](#)).

Yorkshire Water is creating 300 new jobs, including 50 leak inspectors, engineers, sewer technicians, data scientists and analysts (HDE 29/11/17).

YEME Architects, the Bradford-based architecture firm, plans to open a London office in February 2018. The company plans to carry out more projects in London and the south east as part of its expansion plans ([YBI 20/11/17](#)).

BioEden Ltd, the West Yorkshire company which specialises in the extraction and storage of stem cells from teeth, has been bought out of administration, saving the jobs of its workforce ([YBI 16/11/17](#)).

Wilde Child Brewing, the Leeds-based brewery, relocated to Armley after securing new funding. The brewery plans to employ more people and open a tap room for customers to sample its products ([YBI 14/11/17](#)).

Zoo Digital, the Sheffield-based software business, plans to create new jobs in 2018, despite posting a loss. The loss is due to the cost of its newly launched dubbing systems. The ZOOdubs platform allows voice actors to record translations for movies or boxsets from any suitable recording space and takes away the need for costly recording sessions. The company currently employs 80 staff in Sheffield ([YP 13/11/17](#)).

BHP, the chartered accountancy firm, has recruited 20 apprentices, graduates and placement students to work across its Sheffield, Leeds, Cleckheaton, Chesterfield and York offices. The new recruits will be based in the audit and accounts, tax, and healthcare departments and its outsourcing business – Prosper. The apprentices will work towards the association of accounting technicians and the association of taxation technicians qualifications ([YBI 07/11/17](#)).

Joe Browns, the Leeds-based online and mail order fashion retailer, has opened its first store, at the Meadowhall shopping centre in Sheffield, with the creation of several jobs ([YBI 07/11/17](#)).

Connection Retail has opened a new Direct Wood Flooring store in York, creating four new jobs. The opening is the first in Yorkshire and the sixth opening in the UK in 2017. Connection Retail currently employs over 90 staff, which is expected to rise to more than 100 by the end of the year due to further store launches ([YBI 07/11/17](#)).

La Casita, the Ilkley-based tapas restaurant business, opened its fourth restaurant in Leeds, with the creation of a number of jobs. The company has recently opened restaurants in Boston Spa and Horsforth ([YBI 03/11/17](#)).

Wish Digital, the digital marketing agency, has moved to new premises in Wetherby, creating two new jobs with plans to create three more by spring 2018 ([YP 01/11/17](#)).

Gleeson Homes, the Sheffield-based house builder, has increased its direct employment by over 300% since 2012 ([YP 29/10/17](#)).

Steakhouse Bar & Grill, owned by chef and restaurateur Marco Pierre White, is to open a branch in Hull in the new DoubleTree by Hilton, due to open in late 2017. The DoubleTree by Hilton will be the

first four star hotel to open in the city and will offer 165 rooms with suites, a conference centre, fitness centre and a roof-top bar ([YBI 25/10/17](#)).

Selco Builders Warehouse, the builders' merchant, is to open its latest branch in York, creating 50 jobs. Selco already has branches in Bradford and Leeds. Selco is planning a major branch expansion programme across the UK, aiming to double the size of its trade-only business over five years. Declan Ronayne, chief executive of Selco Builders Warehouse, said: "York will be the first opening in 2018 and will take the number of branches to 60 in the UK" ([YP 20/11/17](#)).

EYG, the Hull-based home improvement glazing solutions firm, is creating new jobs across North Yorkshire due to its rapid growth, which includes a new showroom in Scarborough and a depot in Newark ([YP 19/10/17](#)).

Liberty Special Steels, the Rotherham steel manufacturers, has reactivated equipment leading to the creation of hundreds of new jobs (HDE 04/10/17).

Focus on Calderdale & Kirklees

Job Gains

Fusion, the Liversedge-based musical instrument bag manufacturer, has expanded its premises and created two new jobs ([YBI 14/12/17](#)).

The Entertainer, the toy retailer, has opened a new store in Huddersfield, creating nine jobs. The retailer now has 46 stores in the UK (HDE 06/12/17).

Royal Bank of Scotland (RBS), has closed three branches – Cleckheaton, Heckmondwike and Penistone as part of its plans to close 259 branches, including Nat West branches, leading to the loss of 680 jobs (HDE 04/12/17).

All My Systems, the Hebden Bridge-based business systems consultancy, has expanded its premises and is creating two new jobs, to join its current team of nine (HDE 23/11/17).

Scriba PR, the Huddersfield-based technical public relations agency, has relocated to Heritage Exchange in Lindley, with the aim of growing the business and creating more jobs. At the start of 2017 Scriba had three employees and has since recruited a PR assistant, executive and two account managers, to take the workforce total to seven ([BL 17/11/17](#)).

Calderdale Council has created 15 new community warden jobs (HEC 17/11/17).

McDonald's, the fast food chain, has re-opened its Brighouse store after a refurbishment, creating 25 more jobs (HEC 10/11/17).

Yorkshire Payments, the Brighouse-based electronic payment services, plans to recruit more staff. It currently employs 30 people (HDE 01/11/17).

Icestone Gelato, the Huddersfield-based ice cream parlour, has opened a new parlour in Batley with the creation of 20 jobs. The company already has eight shops, including in Huddersfield, Bradford, Leeds and Liverpool. Icestone plans to open several more across the north and Midlands, including Chester, Leicester and Nottingham. The aim is to have 20 stores by the end of 2018 (HDE 24/10/17).

Mov3ment, is a new gym that has recently opened in Sowerby Bridge. It plans to recruit five staff to the end of 2018 (HEC 20/10/17).

Greggs, the bakery chain, opened a new store in Liversedge, creating a number of new jobs (HDE 14/10/17).

Aldi, the discount supermarket, is opening a new branch in Thongsbridge, which will create a number of new jobs (HDE 06/10/17).

Calderdale and Huddersfield NHS Foundation Trust, began recruiting nurses and theatre practitioners across a number of disciplines (HDE 04/10/17).

Sources

BBC	www.bbc.co.uk/news
BL	Business Link
CYPN	Children & Young People Now
GOV	www.gov.uk
HEC	Halifax Evening Courier
HDE	Huddersfield Daily Examiner
NT	Nursing Times
NTN	Nursing Times News
T	Touchbase
WISE	Women into Science and Engineering
YBI	Yorkshire Business Insider
YP	Yorkshire Post

We hope you enjoyed this edition of **C&K Careers News for Calderdale and Kirklees** and found it informative. Comments and articles are welcome; please contact:

Bev Baldwin

T: 01484 225500

E: enquiries@ckcareers.org.uk

W: www.ckcareersonline.org.uk