

Buckinghamshire Local Skills Report Annex B: Additional Data

About

This Annex provides additional tables and charts produced by Buckinghamshire LEP. Links to accompanying documents are provided below.

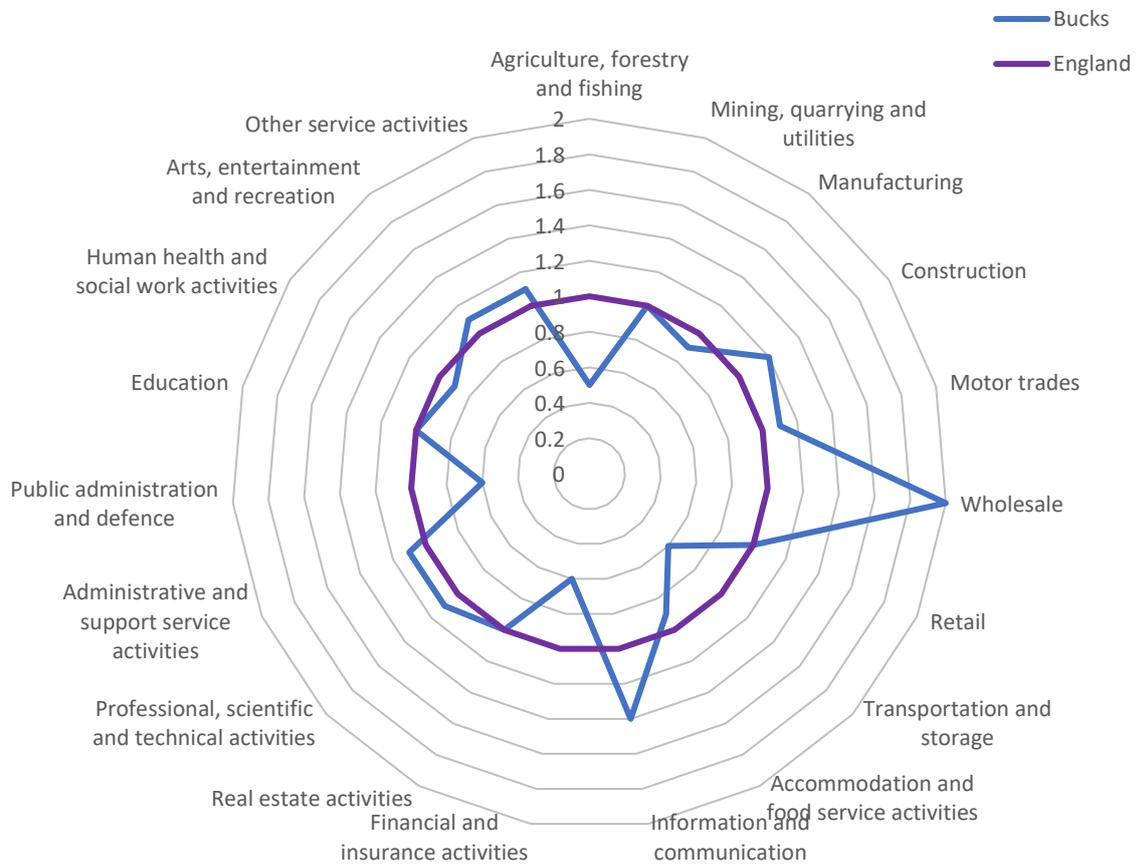
- [Impact of Covid-19 on the Buckinghamshire Economy](#)
- [Buckinghamshire Economic Recovery Plan Evidence Base](#)
- [Claimant Count Report](#)
- [Job Postings Report](#)

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1: Local Landscape

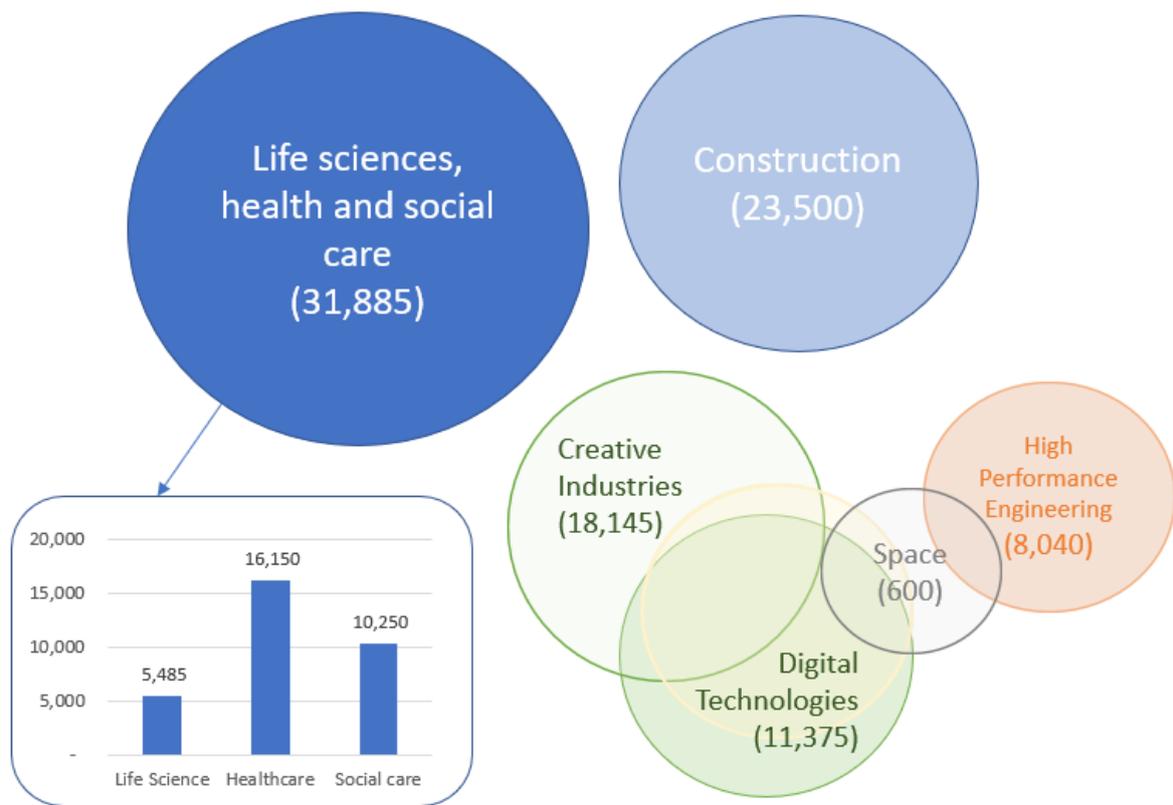
Chart B1: Employee location quotients¹ (greater than 1 (purple ring) = Buckinghamshire specialism)



Source: BRES, ONS, 2019

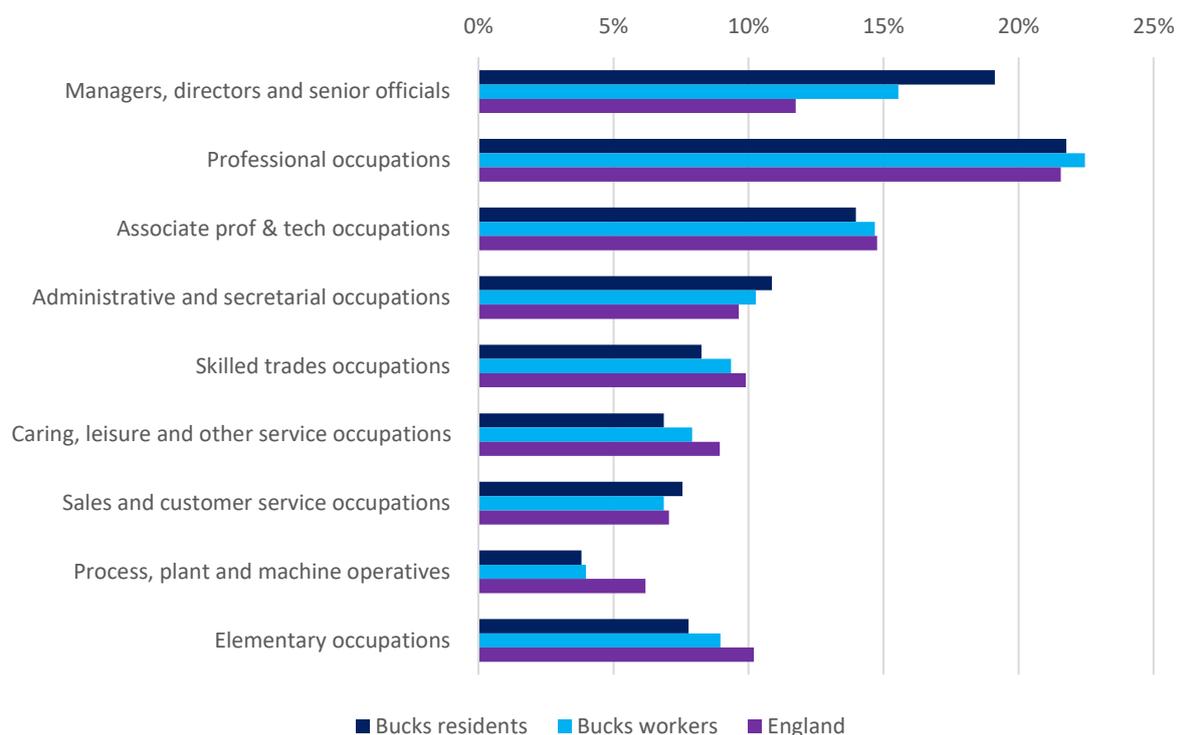
¹ Location quotients (LQ) are a way of quantifying how concentrated a particular sector or, occupation is in a local area as compared to the nation. A LQ greater than 1 indicates a specialism. A LQ of 2 would show that twice as many people are employed in a certain sector locally than nationally.

Figure B1: Number of people working in Buckinghamshire's priority sectors



Source: BRES 2019 plus estimates of self-employment.

Chart B2: Occupations in which Buckinghamshire residents and those working in the Buckinghamshire economy work



Source: Annual Population Survey, ONS, 2019

Table B1: Occupational specialisms

Description	2018 Jobs	Location Quotient ²
Artistic, Literary and Media Occupations	2,300	1.9
Animal Care and Control Services	1,100	1.5
Hairdressers and Related Services	1,600	1.5
Cleaning and Housekeeping Managers and Supervisors	900	1.4
Sports and Fitness Occupations	1,300	1.3
Sales, Marketing and Related Associate Professionals	11,400	1.3
Agricultural and Related Trades	1,600	1.3
Elementary Cleaning Occupations	8,700	1.3
Design Occupations	1,000	1.3
Information Technology and Telecommunications Professionals	8,900	1.3

Source: EMSI Analyst (based on BRES and APS data)

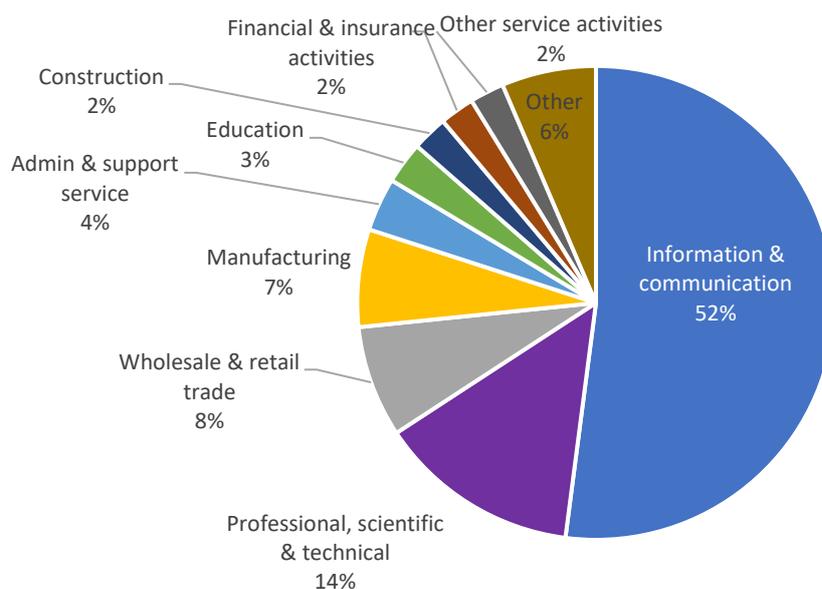
² Location quotients (LQ) are a way of quantifying how concentrated a particular sector or occupation is in a local area as compared to the nation. A LQ greater than 1 indicates a specialism. A LQ of 2 would show that twice as many people are employed in a certain sector or occupation locally than nationally.

Table B2: Number of people self-employed by occupation

Occupation	Self-employed
Taxi and cab drivers and chauffeurs	2,300
Construction and building trades (not elsewhere classified)	1,800
Carpenters and joiners	1,600
Cleaners and domestics	1,600
Hairdressers and barbers	1,400
Photographers, audio-visual and broadcasting equipment operators	1,300
Painters and decorators	1,300
Gardeners and landscape gardeners	1,300
Actors, entertainers and presenters	1,200
Arts officers, producers and directors	1,100
Animal care services occupations (not elsewhere classified)	1,100
Shopkeepers and proprietors – wholesale and retail	1,000
Plumbers and heating and ventilating engineers	900
Childminders and related occupations	800
Authors, writers and translators	800
Teaching and other educational professionals (not elsewhere classified)	700
Managers and directors in retail and wholesale	700
Management consultants and business analysts	700
Managers and proprietors in other services (not elsewhere classified)	700

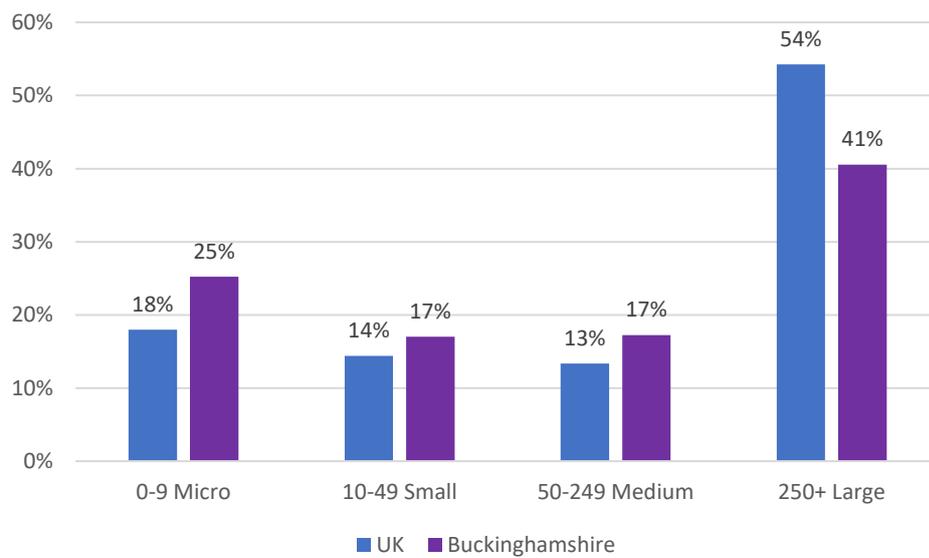
Source: Estimates based on the Annual Population Survey and Business Register and Employment Survey, ONS, 2019

Chart B3: Industries in which digital tech occupations are employed



Source: EMSI Analyst, 2020

Chart B4: Employment by size of employer (Buckinghamshire and England)

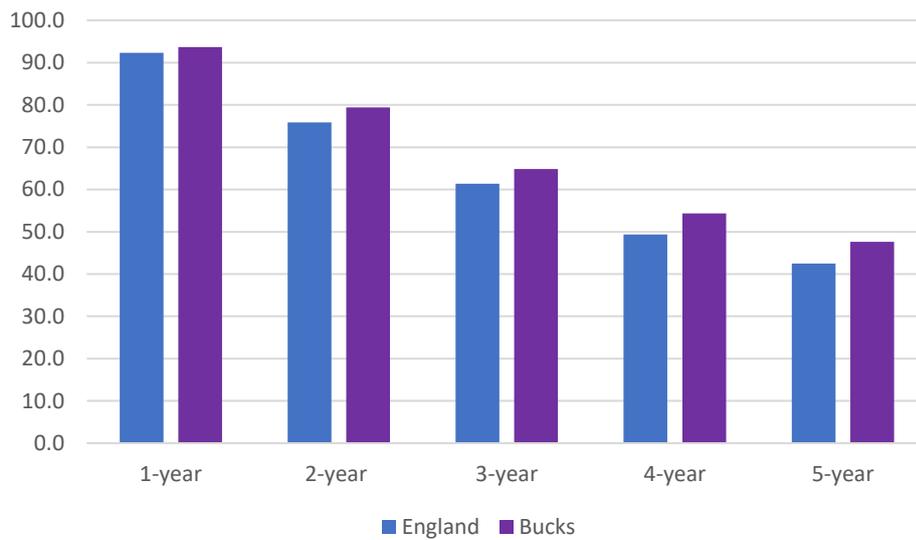


Source: [IDBR 2019](#), ONS

Figure B2: Large local employers

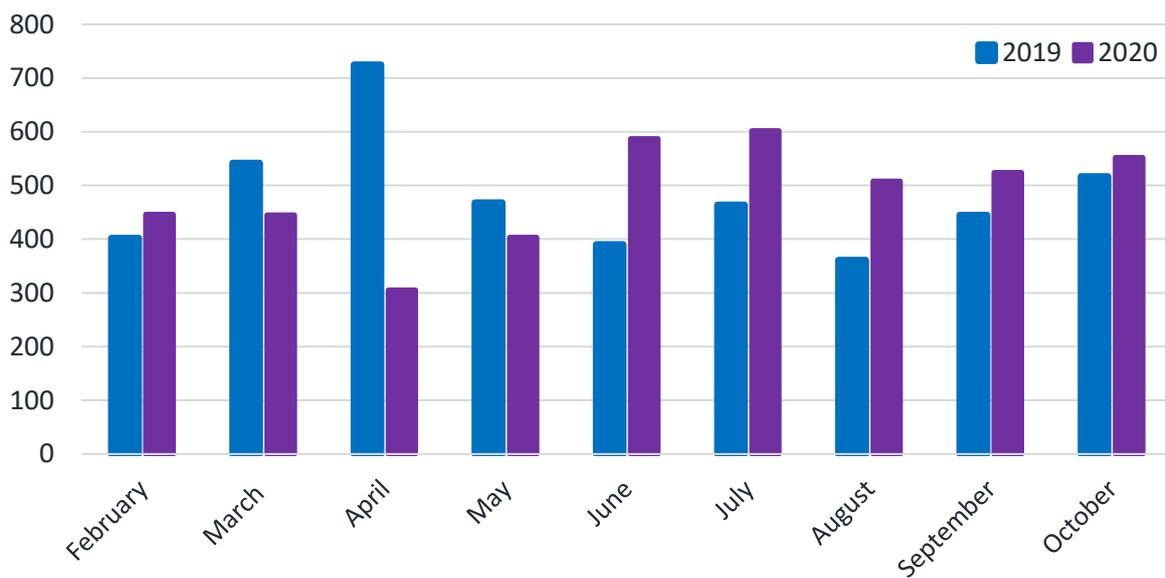


Chart B5: Business survival rates (%) of firms born in 2014



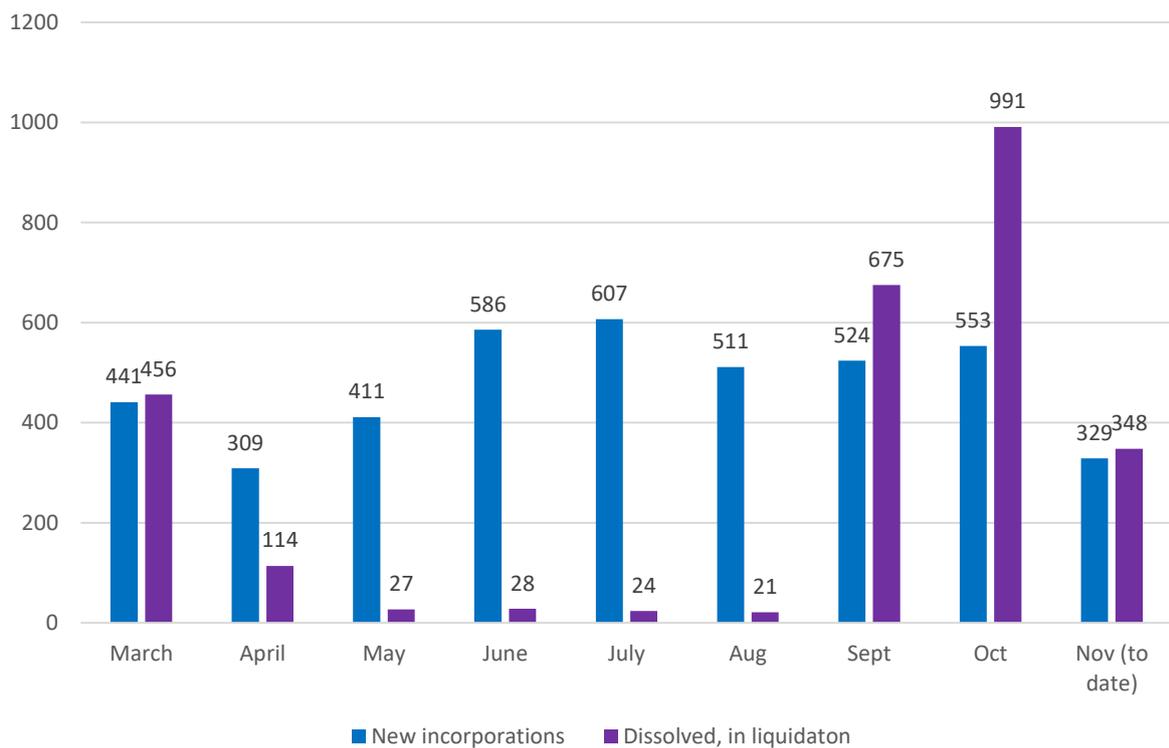
Source: Business Demography 2019, ONS

Chart B6: New incorporations in Buckinghamshire by month (2019 and 2020)



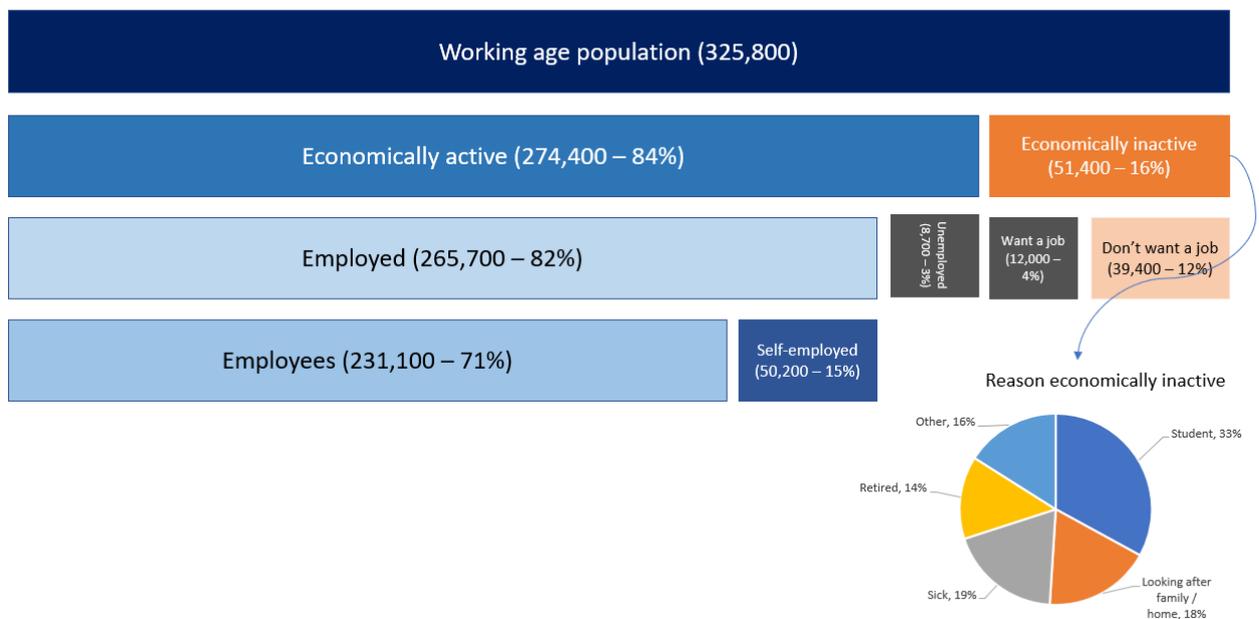
Source: Companies House (via FAME, BvD)

Chart B7: New incorporations and closures in Buckinghamshire by month (2020)



Source: Companies House (via FAME, BvD)

Figure B3: Economic activity of Buckinghamshire residents



Source: Annual Population Survey, 12 months to March 2020, ONS

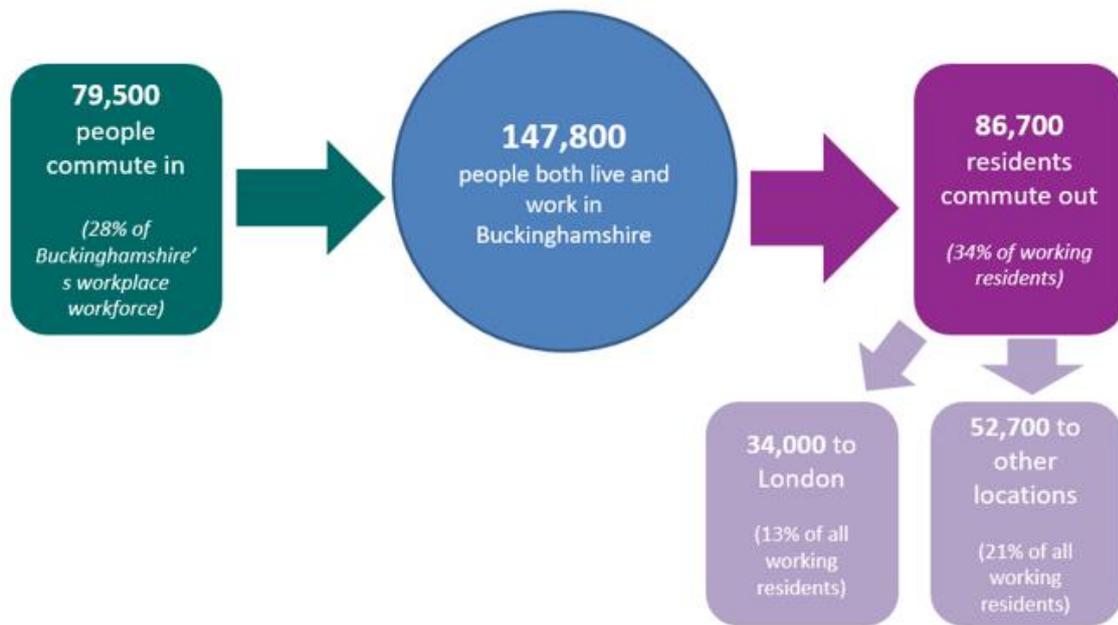
Note, percentages are % of the working age population

Table B3: Productivity levels and employee growth by industry, 2010 to 2018

	Productivity (£ per hour worked)	Additional employees (2010 to 2018)	Bucks employee growth 2010-2018	UK employee growth 2010-2018
Financial and insurance activities	57.9	-510	-10%	0%
Production industries	48.9	600	22%	9%
Information and communication (<i>including some creative industries and some aspects of space industry</i>)	41.9	2,130	18%	22%
Manufacturing (<i>including advanced manufacturing and aspects of MedTech and space industries</i>)	36.9	1,370	9%	4%
Highest productivity industries - total		3,590	10%	8%
Professional, scientific and technical activities (<i>including aspects of MedTech and space industries</i>)	28.4	1,380	7%	35%
Transportation and storage	27.5	1,650	31%	18%
Construction	26.0	590	5%	14%
Wholesale and retail trade; repair of motor vehicles and motorcycles	25.3	3,090	8%	5%
Arts, entertainment and recreation (<i>includes some creative industries</i>)	21.7	1,050	21%	9%
Administrative and support service activities	18.4	9,360	67%	26%
Accommodation and food service activities	17.1	3,120	26%	27%
Lowest productivity industries - total		12,490	48%	27%

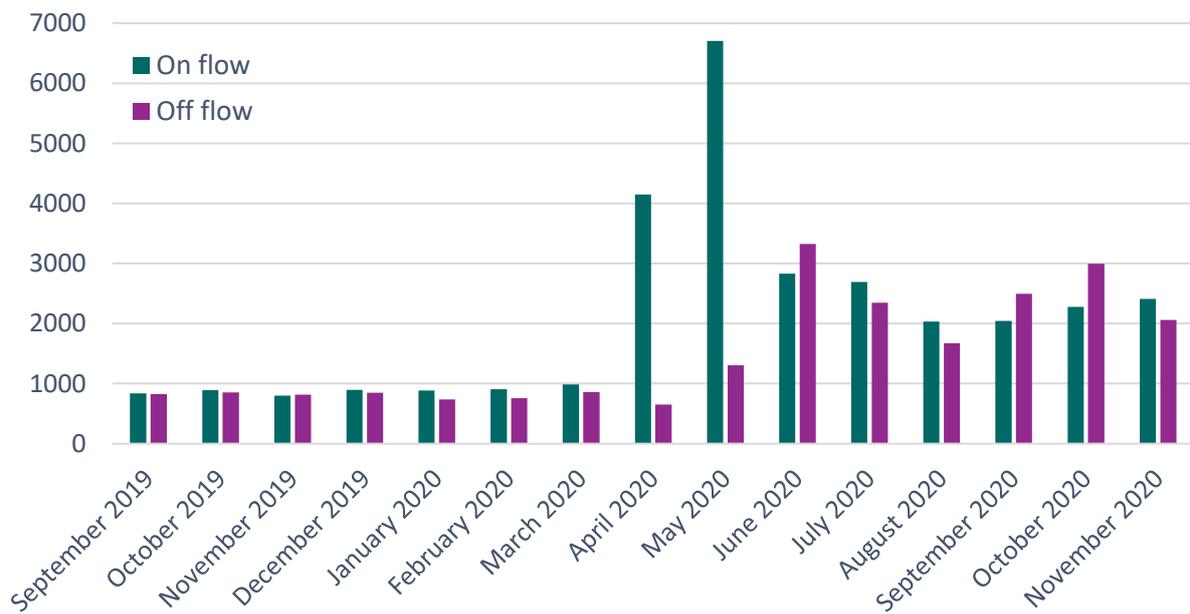
Source: Productivity data, ONS (2020) and employee data, EMSI Analyst, 2010 and 2018 (based on ONS Business Register and Employment Survey (BRES) and Annual Business Inquiry (ABI) data)

Figure B4: Commuting into and out of Buckinghamshire



Source: Census 2011

Chart B8: Movement onto and off the Claimant Count (Buckinghamshire)



Source: StatXplore

2. Skills Supply

Table B4: Employers interested in providing work placements to T-level students

	England	Bucks
Very interested / quite interested	36%	47%
Not very interested / not at all interested	57%	47%
Neither interested or not interested	2%	0%
Don't know	5%	6%

Source: Employer Skills Survey, DfE, 2019

Gatsby Benchmark Progress

[Charts B9.1-8](#) shows establishments in Buckinghamshire's Career Hub in 2020 have improved average overall progression against all eight Gatsby Benchmarks compared to the baseline in 2018. The establishments have also outperformed the national average, and moreover, the average for establishments in all Wave 1 Careers Hub nationally.

Baseline: Percentage of establishments in Buckinghamshire Careers Hub reporting achieving the benchmark in July 2018.

Where establishment data was not available in July 2018, data from December 2018 was taken.

Buckinghamshire Careers Hub: Percentage of establishments in Buckinghamshire Careers Hub reporting achieving the benchmark.

Wave 1 Careers Hub: Percentage of establishments in all Wave 1 Careers Hubs nationally reporting achieving the benchmark.

National: Percentage of all state-funded establishments nationally, who have completed Compass, reporting achieving the benchmark.

Chart B9.1-8: Progression against the eight Gatsby Benchmarks.

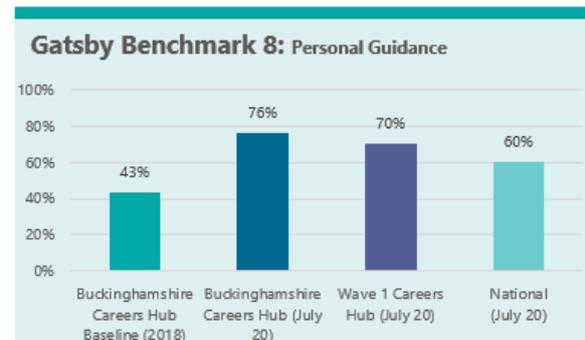
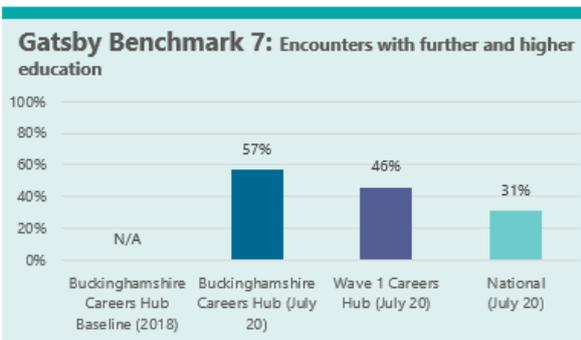
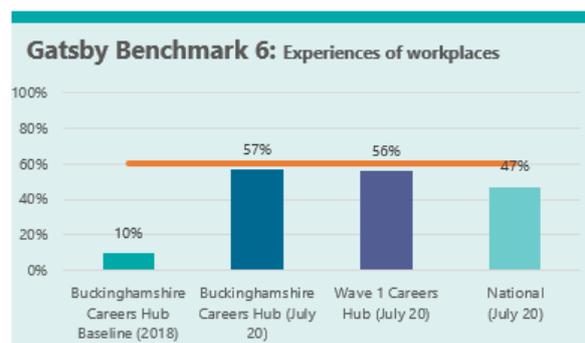
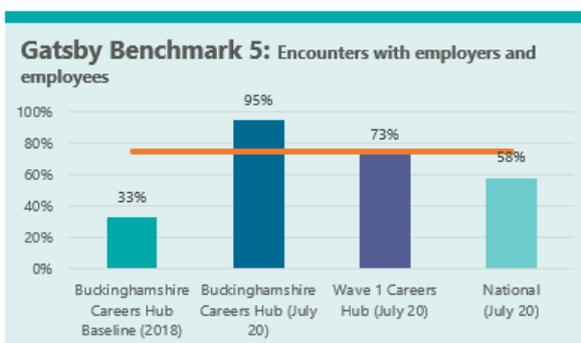
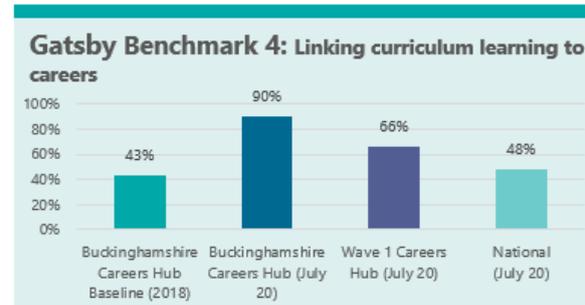
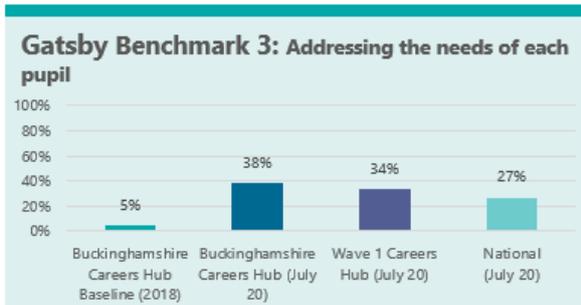
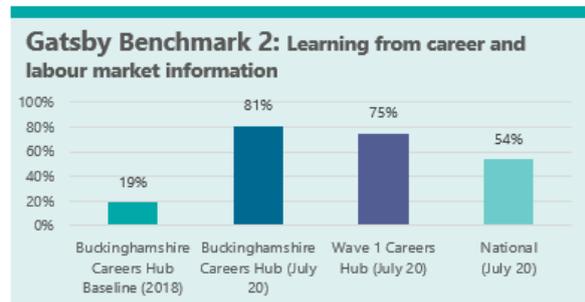
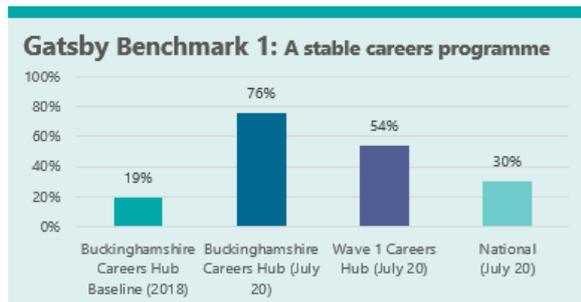


Chart B10: Compass self-assessment data for all benchmarks. Benchmarks achieved, partially achieved and not achieved - Nationally

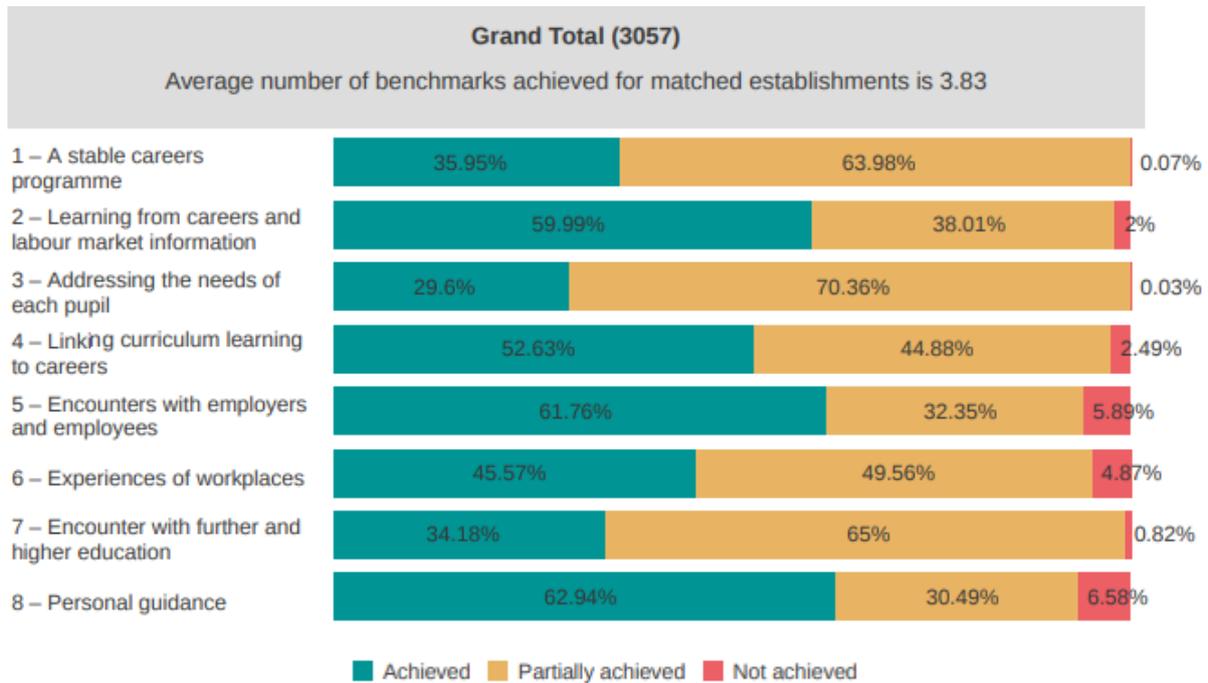


Chart B11: Compass self-assessment data for all benchmarks. Benchmarks achieved, partially achieved and not achieved - Buckinghamshire

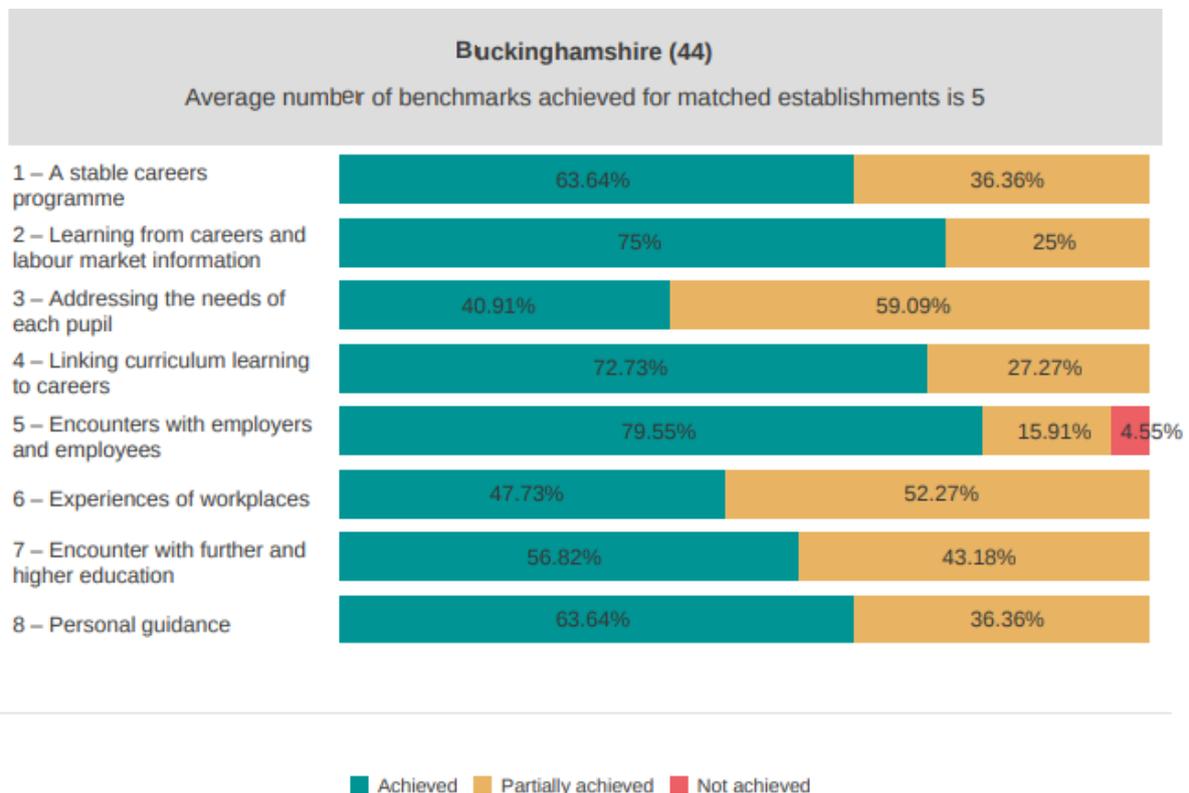


Table B5: Apprenticeship starts for Buckinghamshire and England between 2016/17 and 2019/20.

	2016/17	2017/18	2018/19	2019/20
Buckinghamshire	2,960	2,600	2,860	2,270
England	494,880	375,760	393,380	322,530

Source: DfE 2021

3: Skills Demand

Table B7: Job postings within the retail sector, 2019 and 2020 comparison

Occupation	% of all retail job postings		Change in demand between Q4 2019 and Q4 2020
	Q4 2019	Q4 2020	
Customer service, sales and retail assistants	29.4%	24.5%	-4.9%
Retail Store Manager / Supervisor	8.8%	7.8%	-1.0%
Pharmacist	3.1%	4.5%	1.4%
Delivery Driver	2.7%	4.3%	1.6%
Labourer / Material Handler	2.2%	3.3%	1.1%
Pharmacy Technician	1.3%	2.2%	0.9%
Project Manager	3.2%	2.2%	-1.0%
Software Developer / Engineer	1.3%	1.8%	0.6%
Account Manager / Representative	4.1%	1.7%	-2.4%
Warehouse / Inventory Associate	0.7%	1.7%	1.0%

Source: Labour Insight, Burning Glass Technologies, UK data, 2020

Table B8: Job postings by occupation, 2018/19 to 2019/20 (Buckinghamshire)

Occupation	2018/19	2019/20	Change
Office / Administrative Assistant	3.76%	2.7%	-1.0%
Customer Service Representative	3.48%	2.6%	-0.9%
Software Developer / Engineer	2.58%	2.4%	-0.2%
Account Manager / Representative	2.49%	1.9%	-0.6%
Project Manager	2.44%	2.2%	-0.2%
Registered General Nurse (RGN)	2.32%	3.1%	0.7%
Chef	1.90%	1.0%	-0.9%
Caregiver / Personal Care Aide	1.49%	2.5%	1.0%
Computer Support Specialist	1.48%	1.2%	-0.3%
Sales Manager	1.44%	1.3%	-0.1%
Teaching Assistant	1.38%	1.6%	0.2%
Bookkeeper / Accounting Clerk	1.31%	1.5%	0.2%
Primary School Teacher	1.25%	1.4%	0.1%
Sales Assistant	1.14%	0.7%	-0.4%
Labourer / Material Handler	1.10%	1.3%	0.2%
Marketing Manager	1.06%	1.1%	0.1%
Receptionist	1.02%	0.5%	-0.5%
Accountant	0.95%	1.4%	0.5%
Sales Representative	0.95%	0.7%	-0.3%
Lawyer	0.95%	1.6%	0.6%
Physician	0.94%	0.8%	-0.1%
Care assistant	0.90%	1.8%	0.9%
Automotive Service Technician / Mechanic	0.88%	0.6%	-0.3%
Retail Store Manager / Supervisor	0.88%	0.8%	-0.1%
Human Resources / Labour Relations Specialist	0.81%	0.6%	-0.3%
Data / Data Mining Analyst	0.80%	0.8%	0.0%
Retail Sales Associate	0.78%	0.6%	-0.1%
Tutor	0.76%	0.7%	0.0%
Mechanical Engineer	0.75%	0.8%	0.0%
Recruiter	0.75%	0.4%	-0.3%
Financial Manager	0.72%	1.1%	0.4%
Nursery nurses, assistants and playworkers	0.70%	0.7%	0.0%
Utilities Technician	0.68%	0.7%	0.0%
Construction Helper / Worker	0.67%	0.7%	0.0%
Food Service Team Member	0.66%	0.4%	-0.3%
Production Worker	0.65%	0.7%	0.0%
Family / School / General Social Worker	0.64%	0.8%	0.2%
General cleaner	0.63%	0.9%	0.3%
Procurement Manager	0.63%	0.6%	0.0%
Web Developer	0.61%	0.4%	-0.2%

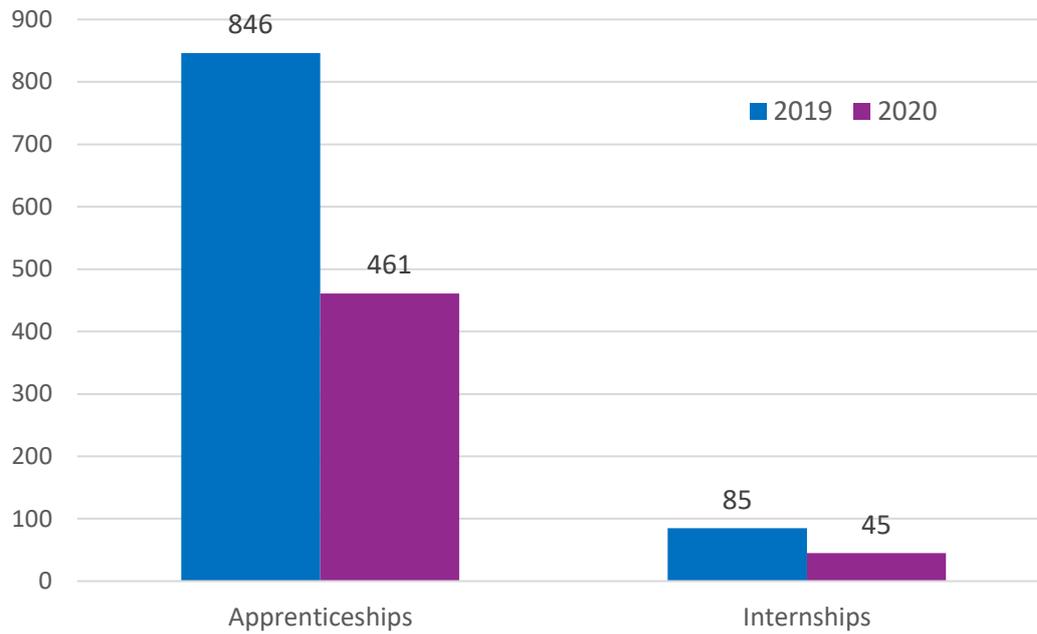
Source: Labour Insight, 2020

Table B9: Skills cited within job postings, 2018/19 to 2019/20 (Buckinghamshire)

Skill Cluster	2018/19	2019/20	Change
CUSTOMER AND CLIENT SUPPORT: Basic Customer Service	34.1%	28.4%	-5.7%
INFORMATION TECHNOLOGY: Microsoft Office And Productivity Tools	23.0%	18.5%	-4.6%
SALES: General Sales	22.2%	17.8%	-4.4%
EDUCATION AND TRAINING: Teaching	17.8%	19.4%	1.6%
FINANCE: Budget Management	15.9%	16.5%	0.6%
BUSINESS: Project Management	15.0%	14.6%	-0.4%
ADMINISTRATION: General Administrative And Clerical Tasks	11.8%	10.8%	-1.0%
BUSINESS: People Management	9.9%	10.2%	0.4%
FINANCE: General Accounting	9.4%	12.5%	3.1%
MARKETING AND PUBLIC RELATIONS: Customer Relationship Management (CRM)	9.3%	7.4%	-1.8%
ADMINISTRATION: Administrative Support	9.0%	7.0%	-2.1%
BUSINESS: Business Process And Analysis	8.6%	8.6%	-0.1%
PERSONAL CARE AND SERVICES: Food And Beverage Service	8.0%	6.1%	-2.0%
INFORMATION TECHNOLOGY: Technical Support	7.8%	7.6%	-0.3%
BUSINESS: Key Performance Indicators	7.6%	8.0%	0.4%
SUPPLY CHAIN AND LOGISTICS: Procurement	7.4%	7.1%	-0.2%
SALES: Business Development	6.7%	6.5%	-0.1%
BUSINESS: Contract Management	6.4%	6.0%	-0.3%
ENGINEERING: Drafting And Engineering Design	6.3%	5.1%	-1.2%
INFORMATION TECHNOLOGY: Enterprise Resource Planning (ERP)	6.2%	6.4%	0.2%
MARKETING AND PUBLIC RELATIONS: Social Media	6.2%	5.8%	-0.4%
BUSINESS: Business Strategy	6.1%	6.1%	0.0%
INFORMATION TECHNOLOGY: Software Development Principles	5.6%	5.1%	-0.5%
MARKETING AND PUBLIC RELATIONS: General Marketing	5.6%	4.3%	-1.3%
INFORMATION TECHNOLOGY: SQL Databases And Programming	5.4%	3.8%	-1.5%
ADMINISTRATION: Scheduling	5.4%	5.4%	0.0%
BUSINESS: Quality Assurance And Control	5.3%	5.1%	-0.1%
SALES: General Sales Practices	5.3%	4.5%	-0.8%
FINANCE: Billing And Invoicing	5.2%	5.3%	0.1%
PERSONAL CARE AND SERVICES: Child Care	4.7%	4.3%	-0.4%
INFORMATION TECHNOLOGY: System Design And Implementation	4.5%	4.3%	-0.2%
HEALTH CARE: Mental And Behavioral Health Specialties	4.4%	6.8%	2.4%
HEALTH CARE: Medical Support	4.3%	6.5%	2.2%
INFORMATION TECHNOLOGY: Telecommunications	4.3%	3.6%	-0.7%
HEALTH CARE: Basic Patient Care	4.3%	5.0%	0.7%
MARKETING AND PUBLIC RELATIONS: Online Marketing	4.2%	3.7%	-0.5%
HEALTH CARE: Advanced Patient Care	4.2%	5.5%	1.3%
MAINTENANCE, REPAIR, AND INSTALLATION: Equipment Repair And Maintenance	4.2%	5.0%	0.8%
BUSINESS: Business Management	4.0%	4.0%	0.0%
SALES: Account Management	4.0%	3.4%	-0.5%

Source: Labour Insight, 2020

Chart B12: Online job postings for Apprenticeships and Internships (Buckinghamshire), 2019 and 2020



Source: Labour Insight, Burning Glass Technologies, 2021

Figure B5: Employer talent pipeline strategies

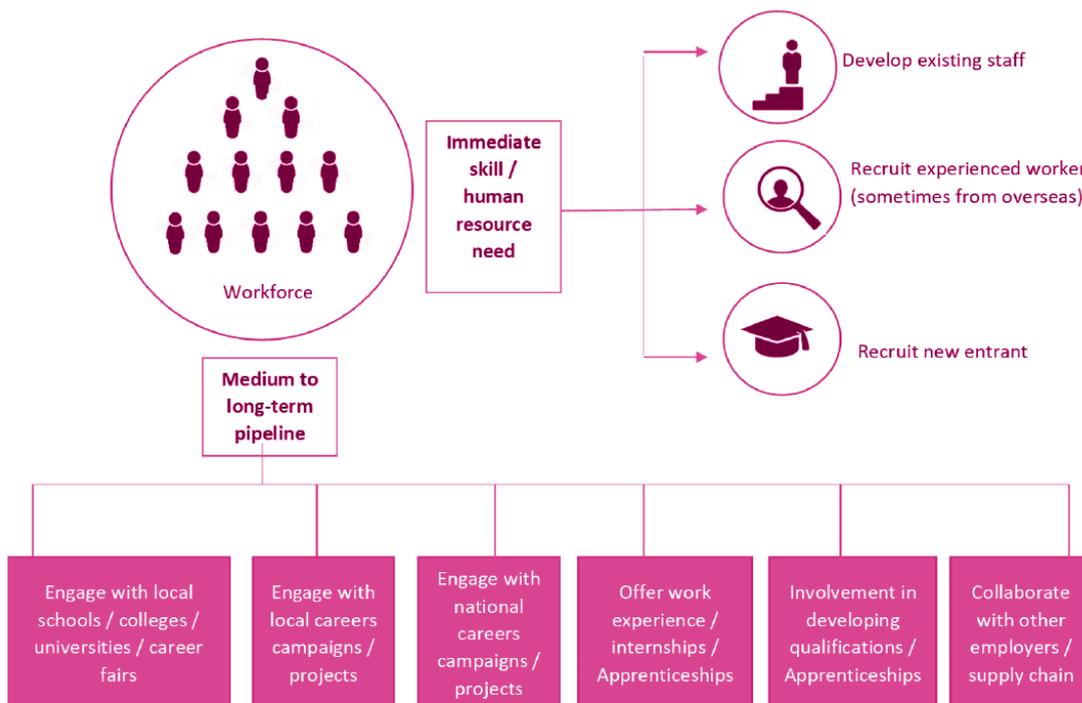


Table B10: Priority sectors and occupations

Sector	Reason why priority						Occupations in high demand or with vacancies that are difficult to fill
	High number of jobs	High % of jobs in Bucks	Significant job growth predicted	Employers struggle to fill vacancies	Drives economic growth (productivity / wages)	Enhances wellbeing of residents	
Construction	✓	✓	✓	✓	✓	✓	<p>HS2: Civil engineering operatives at Level 3 (e.g. site managers, steel fixers, people in off-site manufacturing for concrete sections etc). Plant operatives at Level 2 (e.g. 360 degree excavators, articulated dump truck operatives etc).</p> <p>Generally: Wet trades (ceramic tilers, bricklayers etc), groundworkers, plasterers, basic electricians, stonemasons/blacksmithing, scaffolders, IT and office-based staff, wood trades & interior fit-out, painters & decorators, plumbing & heating, ventilation & air conditioning trades, construction process managers, senior, executive & business process managers, glaziers, architects. Further info here.</p>
Creative industries	✓	✓	✓	✓	✓	✓	<p>Within the film and TV sub-sector, demand is currently high for production managers and co-ordinators, camera / sound operatives, visual effects professionals, location managers, production accountants and editing roles. Further info here.</p>
Life sciences, health & social care	✓		✓	✓	✓	✓	<p>Health and social care: Adult nursing, health care assistants that can convert to nursing associates, midwives, occupational therapists, podiatrists, social workers, learning disabilities nurses, mental health nurses, psychologists, GPs, general practice nurses, physicians' associates, dentists, paramedics, domiciliary care staff and care home workers.</p> <p>Medtech: Data scientists, designers, testers, Quality Assurance and regulatory professionals, business development and marketing professionals. Further info here.</p>
High performance engineering			✓	✓	✓		Mechanical engineers, electrical engineers
Space			✓	✓	✓		High end technician and development test engineers, rocket engineers, performance engineers; systems analysts. Occupations related to 5G, drones, cryogenics and space capabilities.

Sources used to develop this table include: Business Register and Employment Survey 2019, ONS, local intelligence from SAP sector groups, data from sector bodies, the Employer Skills Survey 2019, DfE, Labour Insight (Job Posting data), Burning Glass Technologies.

Table B11: Additional skills shortage occupations identified by local employers in 2020/21³.

Occupations in high demand or with vacancies that are difficult to fill
Ecologists
Horticultural roles
Software engineers / developers / architects
IT technicians
UX engineering
Town planners
Technician level cyber security professionals
Business development roles

³ This list is not exhaustive and will be regularly updated

Table B12: Skills reported by Buckinghamshire employers as being difficult to source or requiring focus due to anticipated future demand⁴

Sector	Skills
General	Management and leadership skills (including skills required to take advantage of digital, data and AI opportunities, and managing remote workforces)
	Self-employment skills (including interpersonal and networking skills, risk analysis, functional business skills, business knowledge)
	Entrepreneurial skills
	Hybrid skills (combing technical and business development skills)
	Digital skills at all levels
	Work-readiness of young people
	Analytical skills
	Sales and business development skills
	Automation skills
	Staff welfare and wellbeing skills
Creative industries	Fundraising
	Social media
	Technological change
	Advanced IT
High performance engineering	Science, technology, engineering and mathematics (STEM) skills
MedTech	High level digital, advanced data analytics and machine learning
	Skills to deploy Internet of Medical Things (IoMT) solutions e.g. network management
	Data scientists with advanced degrees and training in maths, statistics and/or computer science and experience in data mining and data visualisation
	Multidisciplinary talent technical, science and business
	Business skills to manage the path from R&D to market
	Applied knowledge of ISO
	Design skills
	Testing skills (including clinicians)
Partnership skills - to develop partnerships across relevant technological spheres and grow the products and business areas that develop.	
Space	Science, technology, engineering and mathematics (STEM) skills
	Cryogenics
	Skills associated with 5G, drones and space capabilities.
Construction	Analytical skills
	Skills associated with new construction methods
Digital	Social and language skills, incl. composition, sentence structure, fluency in second languages to enable successful provision of support to global customers.
	Problem navigation and solution skills (incl. applied technical knowledge e.g. networking, operation systems).

⁴ This list is not exhaustive and will be regularly updated