

The Buckinghamshire job market

<http://www.buckskillshub.org/>

A ONE-STOP SHOP FOR ALL SKILLS
AND WORK RELATED ADVICE.

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Careers and Enterprise Company (Department for Education)

Priorities:

- Raise Quality
- Drive experience with Employers
- Boost skills pathways
- Tackle disadvantage
- Connect careers to economic need

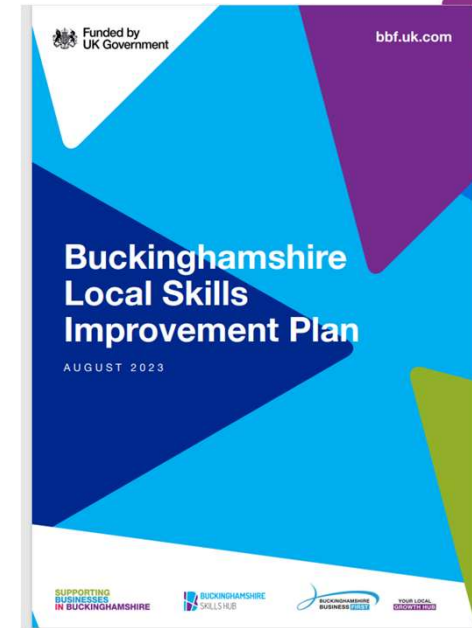
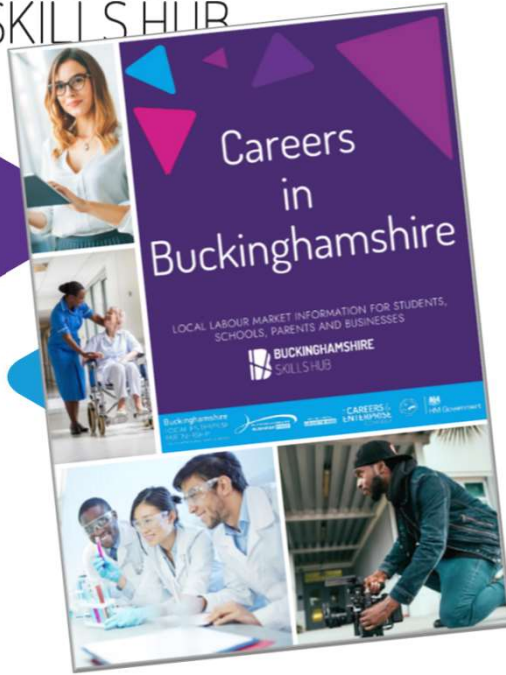
How does that affect you?

- Biggest influencers on your child's decision making
- Employer interaction is key
- More support for those who need it
- Understanding the Bucks economy

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www.bucksskillshub.org

[Local Skills Improvement Plan
- Buckinghamshire Business
First \(bbf.uk.com\)](https://www.bbf.uk.com)

www.bucksskillshub.org

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The five sectors of the Buckinghamshire economy that employ the most people are...

Wholesale & retail	Hospitality	Education	Finance & insurance
Manufacturing	Construction	Admin & support services	IT / digital
Public administration	Transport & storage	Professional, scientific & technical	Agriculture
Health & social work	Property	Energy & water	Creative

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Some large local employers...



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And some smaller ones (with big ambitions!)



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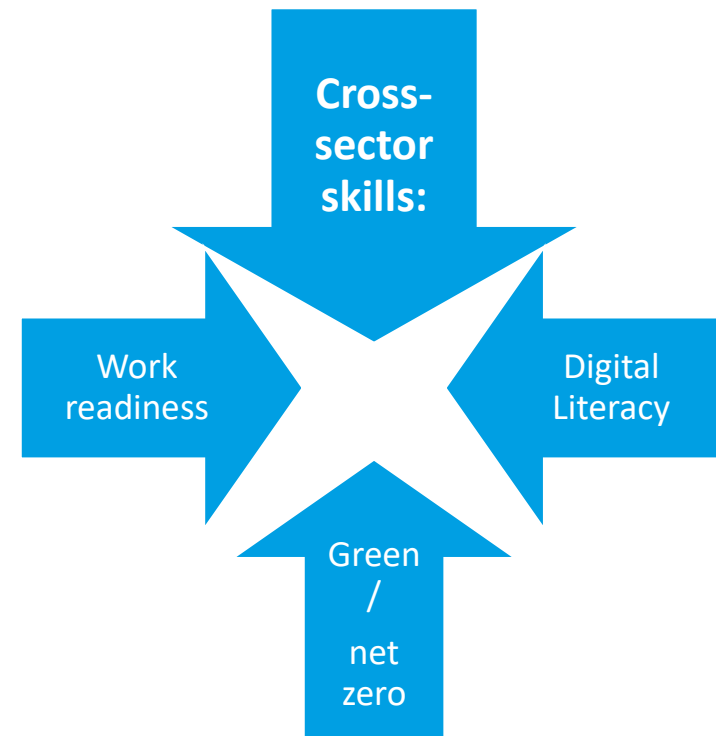
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The priority sectors in Buckinghamshire...

- Construction
- Digital
- Engineering
- Film & TV
- Health & Social Care



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Areas of the economy our County specialises in...



From space propulsion, outside broadcasting, high-end TV and film and spinal injuries...



... to precision engineering, manufacture of measuring instruments, digital technology and wholesale of pharmaceutical and computing products.

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Common Skills Issues in Bucks:

Skills mismatch: Between skills sought by employers and those held by residents.

Attracting talent: Challenges due to high housing costs, lack of vibrancy in urban centres, poor public transport to rural areas.

Retaining talent: High proportion of skilled residents leave for university or move out for better jobs.

Small businesses: 42% of employees work for companies with fewer than 50 people (32% nationally).

Recruitment difficulties: 18% of employers had hard-to-fill vacancies (15% nationally).

Skills shortage vacancies: over a third of vacancies are due to skills shortages.

Staff proficiency: 13% of employers had staff not fully proficient (national average 15%).

Training issues: 30% of employers with a skills gap cited lack of appropriate training; 58% funded or arranged training (national average of 60%).

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FILM & TV

- UK Film and TV sector is booming.
- There are nearly twice as many creative industry jobs per head in Bucks than the national average.
- Pinewood Studios, the home of the British film industry; the James Bond and Star Wars franchises; and Disney's UK base, is located within Buckinghamshire.
- The National Film and Television School in Beaconsfield is one of the top film schools in the world.
- Other local companies include CTV Outside Broadcasts and Naked West: think Strictly Blackpool and royal weddings; The Apprentice and Grand Designs.

NFTS

NATIONAL
FILM AND
TELEVISION
SCHOOL



NAKED
A Fremantle Label

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Pinewood Studios:

- For over 85 years, Pinewood Studios have been making films, enabling storytellers to bring their creations to life on big & small screens. (Taskmaster, Ru Paul's Drag Race)
- Home to classics including James Bond, Star Wars and the Marvel Cinematic Universe. (23 of the 25 007 films)
- Pinewood Studios in south Bucks is home to the legendary 007 Stage, 23 stages, 3 dedicated state of the art TV studios, the unique permanently-filled Underwater Stage, acres of backlot production space plus post-production and lighting services.
- It has plans approved to grow further over the next few years and will create thousands of new jobs.
- Visit www.pinewoodgroup.com/



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FILM & TV

Fastest growing occupations by employment (2019-2023)

- Actors, Entertainers and Presenters
- Musicians
- Arts Officers, Producers and Directors

Top occupations by online vacancies (2024)

- Graphic and Multimedia Designers
- Authors, Writers and Translators
- Arts Officers, Producers and Directors
- Photographers, Audio-visual and Broadcasting Equipment Operators

Skills shortages and gaps

- Virtual Production & VFX
- Adaptable and transferable skills: ability to work across production and post-production
- Technical skills: ability to work with new software, Artificial Intelligence, and sustainable production practices

GCSE / A Level Options

- **Film studies:** English language or literature, Art and design, IT and computing, Media studies / Film studies, Photography
- **Digital Media production and technology:** Art, Design technology, Computing, Engineering, Graphic design, Photography
- More information is available at: [UCAS](#)

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High Performance Engineering

From electric cars, 3D printing and sports engineering companies based at Silverstone Technology Park near Buckingham (opposite the Silverstone Formula 1 racing circuit) to world-famous aircraft ejection seat manufacturer Martin-Baker in the south of the county, Buckinghamshire is home to ground-breaking high-tech engineering companies.

Jobs within the sector include:

- product developer
- human factors engineer
- programme manager
- software engineer
- geotechnical engineer

New property developments at Silverstone Park and Westcott Venture Park are attracting new high-tech businesses and are creating new jobs.



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Engineering: Martin-Baker ejection seats

Visit <https://martin-baker.com>

- Martin-Baker is the world leader in the design and manufacture of ejection and crashworthy seats. A family-run business, it has saved over 7,600 lives.
- Martin-Baker says: “We believe in helping individuals grow... We are looking for talented and dedicated people that are interested in making a real difference.”
- Jobs range from admin support to IT network engineer, calibration inspector to equipment maintenance technician.
- Find out about its apprenticeship programme at <https://martin-baker.com/careers/apprenticeships/>



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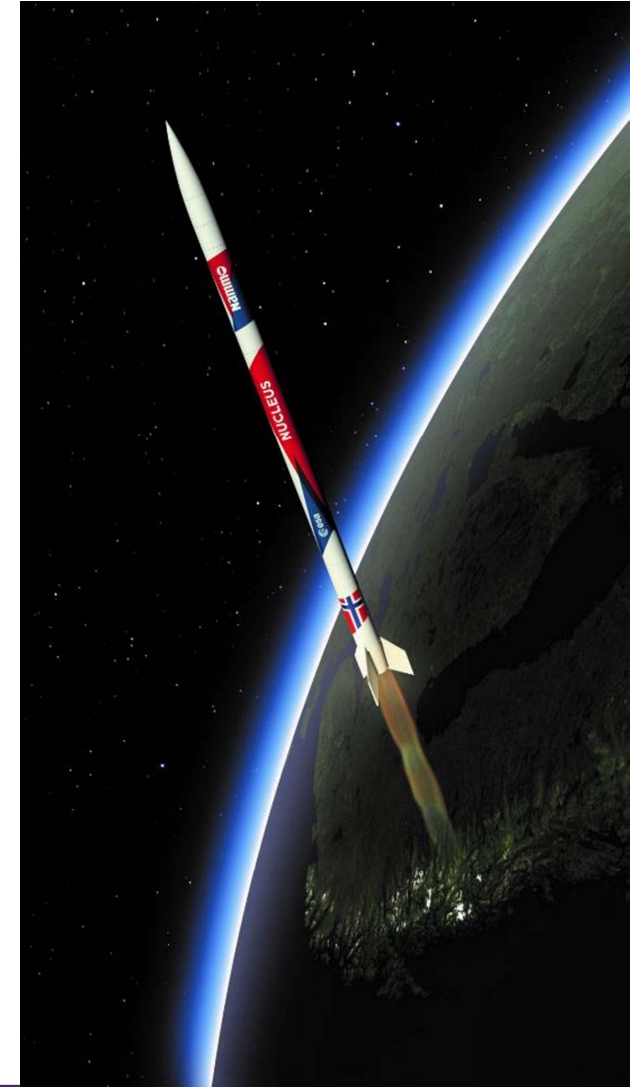


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Engineering: Westcott Space Cluster

- Space is one of the UK's fastest growing sectors.
- Westcott Space Cluster, near Aylesbury, is home to a growing number of space related-companies, developing new technologies include rocket propulsion, 5G comms & autonomous ('smart') systems like drones.
- Big developments are planned on the Westcott site over next 10 years. a £5.9m boost in Nov 23, and likely to create 2,300 highly skilled jobs in manufacturing and over 1,000 on-site technical apprenticeships.
- There are currently skills shortages for technicians and propulsion test specialists within the space sector. Studying STEM subjects at school is the best starting point for a career in the space sector.



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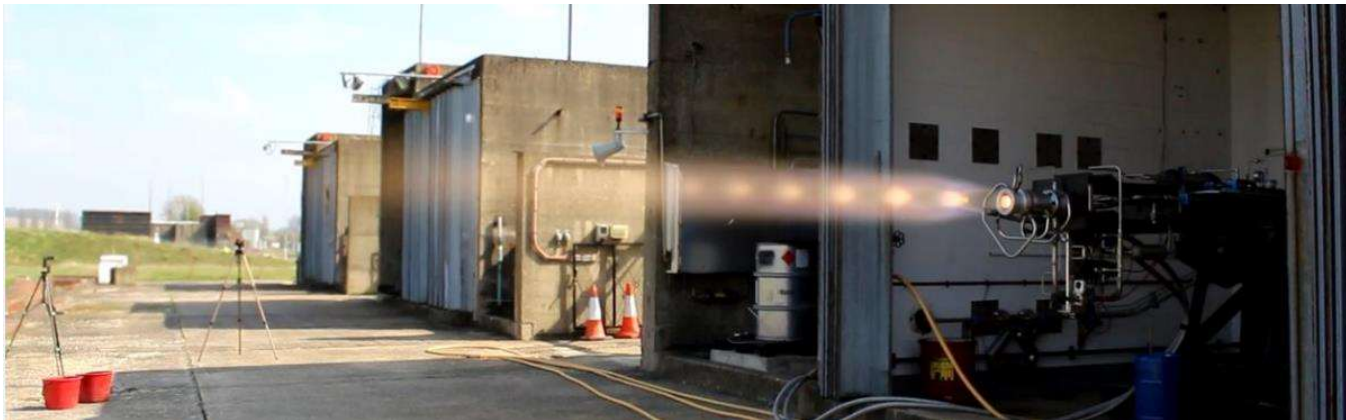
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Engineering: Nammo, Westcott

Nammo

Visit www.nammo.com/location/westcott/

- Nammo Westcott supplies chemical propulsion to spacecraft manufacturers.
- Rocket engines and thrusters are bought by commercial, defence and science markets.
- In 2016 it was a Nammo Westcott engine that provided the insertion burn to allow NASA's JUNO spacecraft to successfully enter into orbit around Jupiter.
- Their Westcott employees work on development, production and testing.



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High Performance Engineering

Fastest growing occupations by employment (2019-2023)

- Metal Working Production and Maintenance Fitters
- Engineering Professionals - wide range of occupations in civil engineering, research & development, and science
- Aircraft Maintenance and Related Trades
- Assemblers and Routine Operatives

Top occupations by vacancies (2024)

- Mechanical Engineers
- Production and Process Engineers
- Engineering Technicians
- Vehicle Technicians, Mechanics and Electricians
- Telecoms and Related Network Installers and Repairers

Skills shortages and gaps

- Digital Skills & Automation - working with alongside robot
- Specialised engineering and installer skills – work experience is particularly important

GCSE / A Level Options

- **Aerospace engineer:** Physics, Maths, IT or computing, Design technology
- **Engineering and Technology:** Maths, Physics, Computing, Product Design
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Major infrastructure projects are underway in Buckinghamshire

These include: HS2, East-West Rail, CrossRail, M4 Smart Motorway

95,000 new homes required by 2045 in Buckinghamshire (according to the draft local plan)

Construction



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Construction

Fastest growing occupations by employment (2019-2023)

- Bricklayers
- Roofers, Roof Tilers and Slaters
- Glaziers, Window Fabricators and Fitters

Top occupations by vacancies (2024)

- Quantity Surveyors
- Construction and Building Trades – multi-skilled operators
- Elementary Construction Occupations – labourers / groundworkers

Skills shortages and gaps

- Shortages across various occupations, particularly experienced trades people, machinery operators, and civil engineering roles for HS2
- Health and safety skills increasingly in demand.

GCSE / A Level Options

- Maths, Physics, Design technology, Geography
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Digital



The digital sector has a significant influence in Bucks

Skills shortages exist across various occupations owing to new technology & the pace of change – AI and software development skills are particularly in demand

Relevant for virtually all businesses in Buckinghamshire!

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Digital

Fastest growing occupations by employment (2019-2023)

- Computer System and Equipment Installers and Servicers
- IT User Support Technicians
- Science, Engineering and Production Technicians

Top occupations by vacancies (2024)

- Programmers and Software Development Professionals
- IT Business Analysts, Architects and Systems Designers
- IT User Support Technicians
- IT Network Professionals

Skills shortages and gaps

- Artificial Intelligence skills – both for developers and users
- Cybersecurity – stricter requirements on digital security require more people with cybersecurity skills

GCSE / A Level Options

- Computing and IT, Physics, Maths, Design technology
- Art and Media studies – useful for digital marketing roles
- More information is available at: [UCAS](https://www.ucas.com)

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Health & Social Care



The largest employer in the county & the UK! With over 350 different careers.



BUT with acute recruitment and retention difficulties.



Good provision for clinical roles, the sector needs to attract more people into the 50% of jobs in non-clinical roles.



It needs to upskill the existing workforce especially in digital skills.

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Health & Social Care

Fastest growing occupations by employment (2019-2023)

- Physiotherapists
- General Nurses
- Midwifery Nurses

Top occupations by vacancies (2024)

- Care Workers and Home Carers
- Social Workers
- Nurses
- Health Care Practice Managers

Skills shortages and gaps

- Direct care: only 39% workers have a relevant qualification (Skills for Care, 2025)
- Reported lack of digital skills to support admin tasks across healthcare jobs – ICT GCSEs are becoming more important

GCSE / A Level Options

- English, Psychology, Sociology, Biology, Chemistry, Health and Social Care
- PE – useful for work in physical rehabilitation
- More information is available at: [UCAS](https://www.ucas.com)

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Other occupations in demand

Chefs

- **Why important?**
Restaurants need more chefs – some may close without them.
- **Facts:**
 - Over 400 new jobs since 2019
 - 837 job ads in 2024
- **Why it matters:** Good hospitality attracts visitors and workers.

Large Goods Vehicle (LGV) Drivers

- **Why important?**
Deliveries depend on drivers – many are retiring.
- **Facts:**
 - 515 job ads in 2024
 - 2,280 employed in 2024
- **Why it matters:** Needed for moving products, both between businesses and to customers.

Gardeners & Landscape Gardeners

- **Why important?**
Hard to find trained gardeners.
- **Facts:**
 - +428 new jobs since 2019
 - 314 job ads in 2024
- **Why it matters:** supports with visitor and leisure attractions

What else is missing?

Work-readiness model from employer feedback:



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Thank you. Any questions?

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