



# Our Children's Future



Job trends in our region  
for the next 7 years:  
A Guide for Teachers,  
Pupils  
and Parents

## Aim of Session

- Raise awareness of work opportunities in our community
- Raise awareness of other DYW resources
- Help you support your young person in finding the best employment opportunities possible

## HGIOS 4 Links

**2.2 CURRICULUM:** *We have a school team who are up-to-date about career and employability prospects.*

**3.3 CREATIVITY AND EMPLOYABILITY:**  
*the school .... works well with all partners to develop an effective approach to careers' education and ensure positive destinations.*



# OUR LOCAL EMPLOYMENT CONTEXT 1: LABOUR MARKET

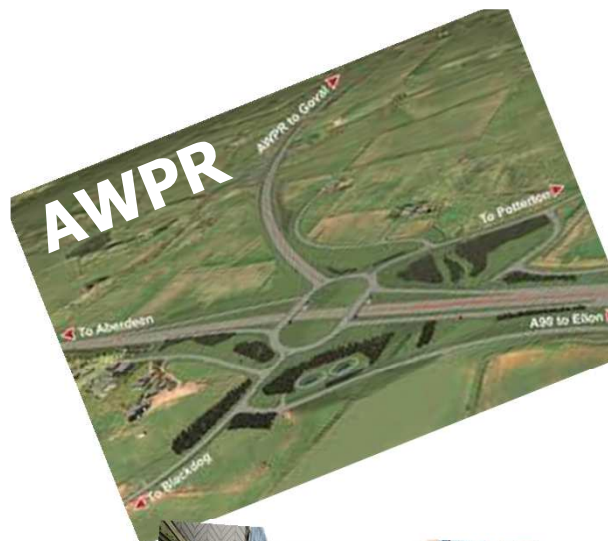
# Our Region Now?

- Top performing industries/sectors?
- Number of vacancies over next 7 years in Shire/City?
- Prediction for our population as whole?



# Our Region Now?





1 November 2016

Signing ceremony completes £250m Aberdeen City Region Deal







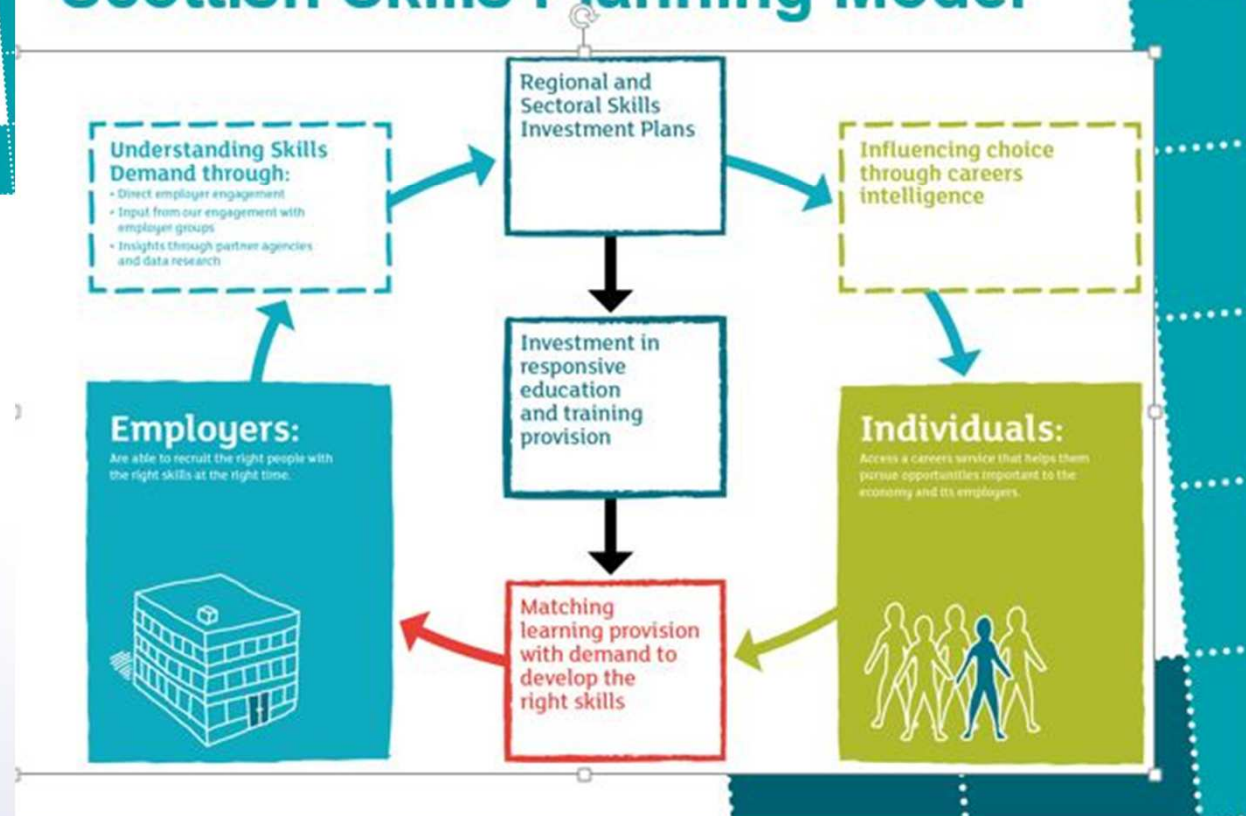


# Where's the Data From...

Skills  
Development  
Scotland

**Skills  
Assessments**  
Aberdeenshire  
December 2016

## Scottish Skills Planning Model



**DYW**

ABERDEENSHIRE

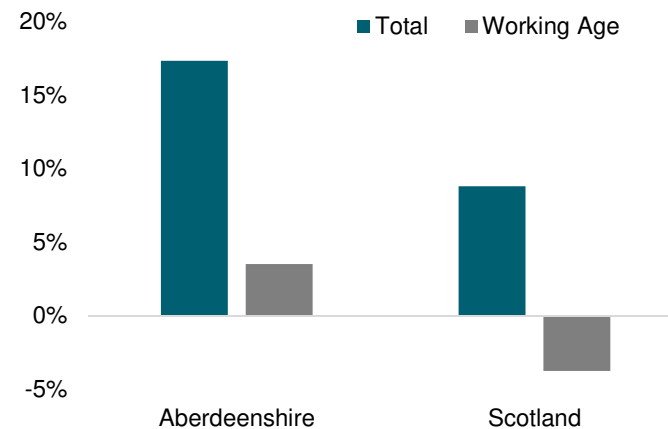
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# Population and Projections

## Forecast Population Growth 2012-2037:



- Total population forecast to increase by 17% - almost twice that for Scotland (9%)
- Aberdeenshire working age population projected to increase by 4% in contrast to fall (4%) in Scotland

# Overall Job Demand 2016-2024

**Total: 38,200.**



# Most vacancies in:

## Professional - 9,400

- Eg. Scientists
- Health, nursing, therapists (Physio etc), opticians
- HE/FE/School teachers,
- Architects
- Social workers
- Librarians
- Env health
- Journalists

## Skilled trades – 5,300

- Eg. Farmers, food processing, fishing skipper
- Welders and construction trades (joiner, bricklayer etc)
- Grounds and greenkeeping,
- Chef, bar/catering manager

# **Most vacancies in:**

## **Elementary**

### **Occupations – 6,400**

- Electrician's mate
- Labourer, farm/forestry worker, fishing
- Postal worker, courier
- Office worker/junior
- Cleaner, security guard, shelf filler, warehouse assistant.

**care, leisure and other  
service occupations –  
3,900**

# Growth areas for Jobs 2016-2024

**Total employment** up slightly (0.2%) on average each year from 2016 to 2024.

Growth in:

Professional, scientific and technical activities: 1,700 jobs

Construction: 1,200

Administrative and support activities: 900

Wholesale and retail trade sector: 400 each

Accommodation and food services jobs (2015) 600



# Falling demand



**Falling employment over next 7 years within:**

<b>Manufacturing</b>	<b>- 1800</b>
<b>Mining (ie extraction of oil/gas)</b>	<b>- 800</b>

# Implications of Labour Market Data

?

# What does this mean for me?

**flexibility,**



- **Need to be flexible.** Non-traditional employment increasing.
- Fewer conventional career-paths, and less movement between sectors.
- Variety of skills needed including career management.
- Need for both traditional learning (theory) and work based learning (practical).





# OUR LOCAL EMPLOYMENT CONTEXT 2: SKILLS' NEEDS

# What do employers want?

## Important skills for business (Top 3)



**90%**

Communication  
Skills



**88%**

Team Work

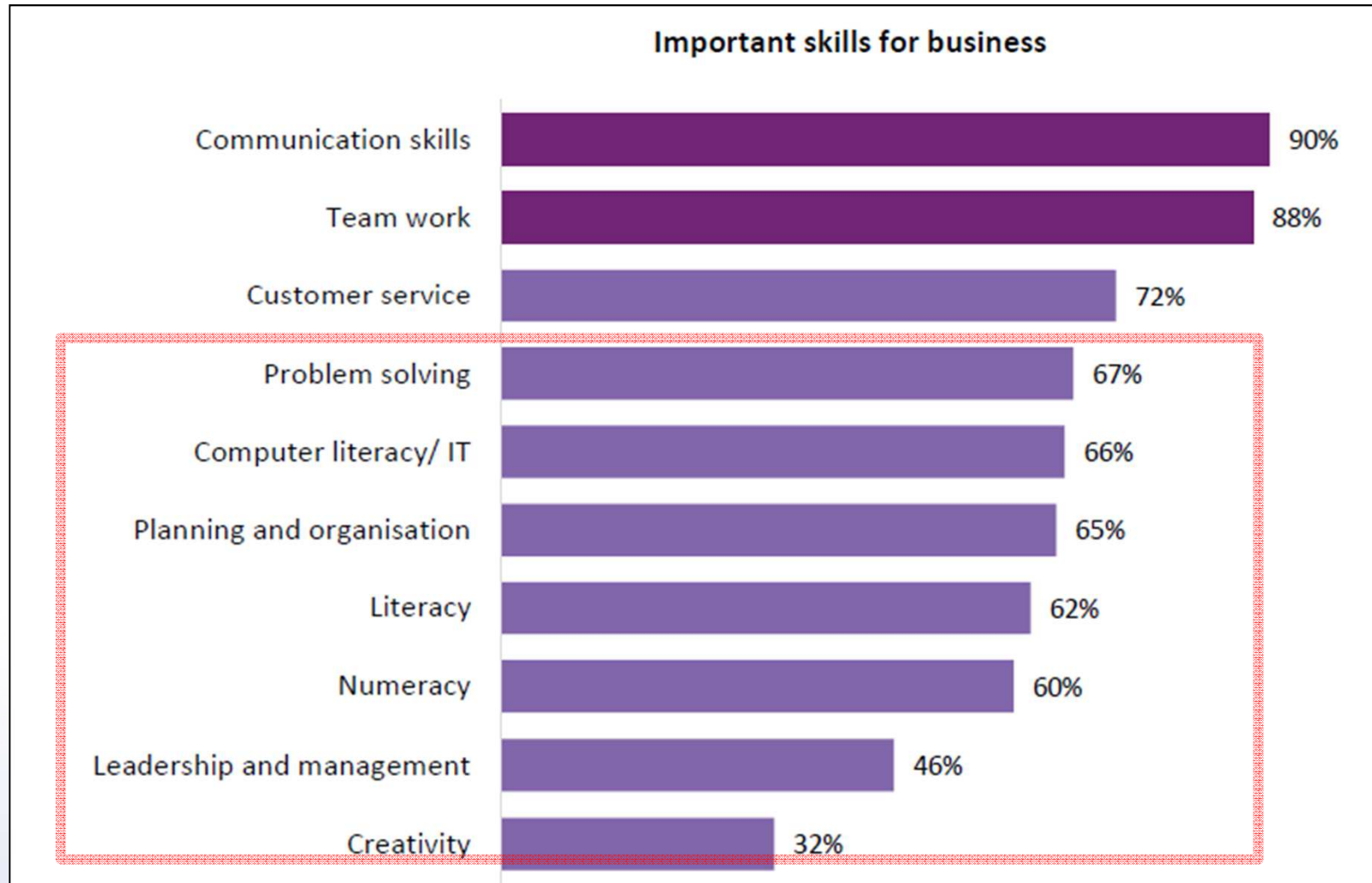


**72%**

Customer Service

Identified by Aberdeen and Grampian Chamber of Commerce

# What employers want....Skills



# What employers want... Skills Gaps

## Skills shortages (Top 3)



**38%**

Leadership and  
management



**32%**

Languages



**25%**

Computer literacy  
/ IT

Identified by Aberdeen and Grampian Chamber of Commerce

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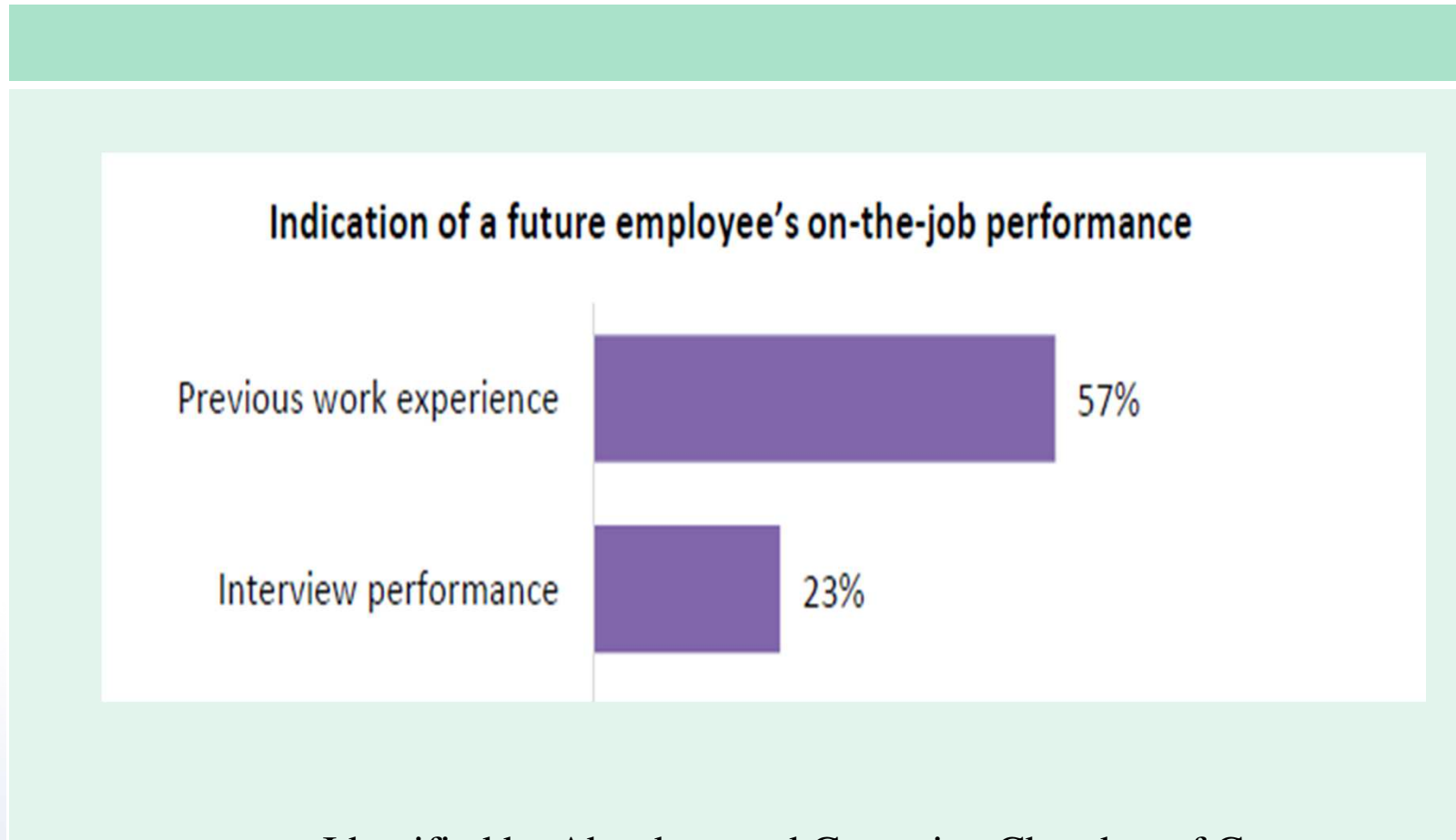
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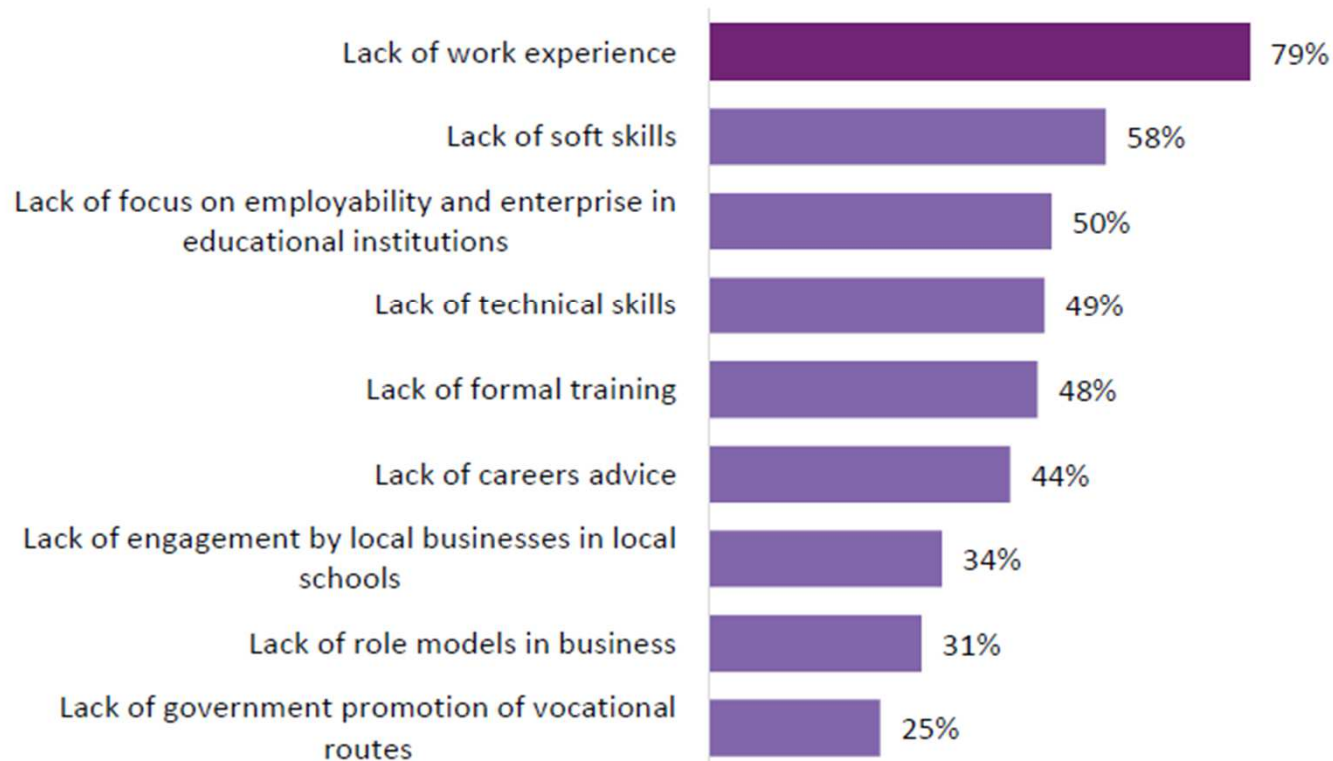
# What employers want... experience



Identified by Aberdeen and Grampian Chamber of Commerce

# What employers want... experience

## Reasons young people and the long term unemployed may be unprepared for work



Identified by Aberdeen and Grampian Chamber of Commerce

# How can we use employability skills information within our schools?

Do you talk to your young person about the skills they have/need to build?

**NORTH EAST  
SCOTLAND  
COLLEGE**



**Skills  
Development  
Scotland**

**APPRENTICESHIPS .SCOT**

From Skills Development Scotland

# WHERE CAN I FIND OUT MORE?

**DYW**

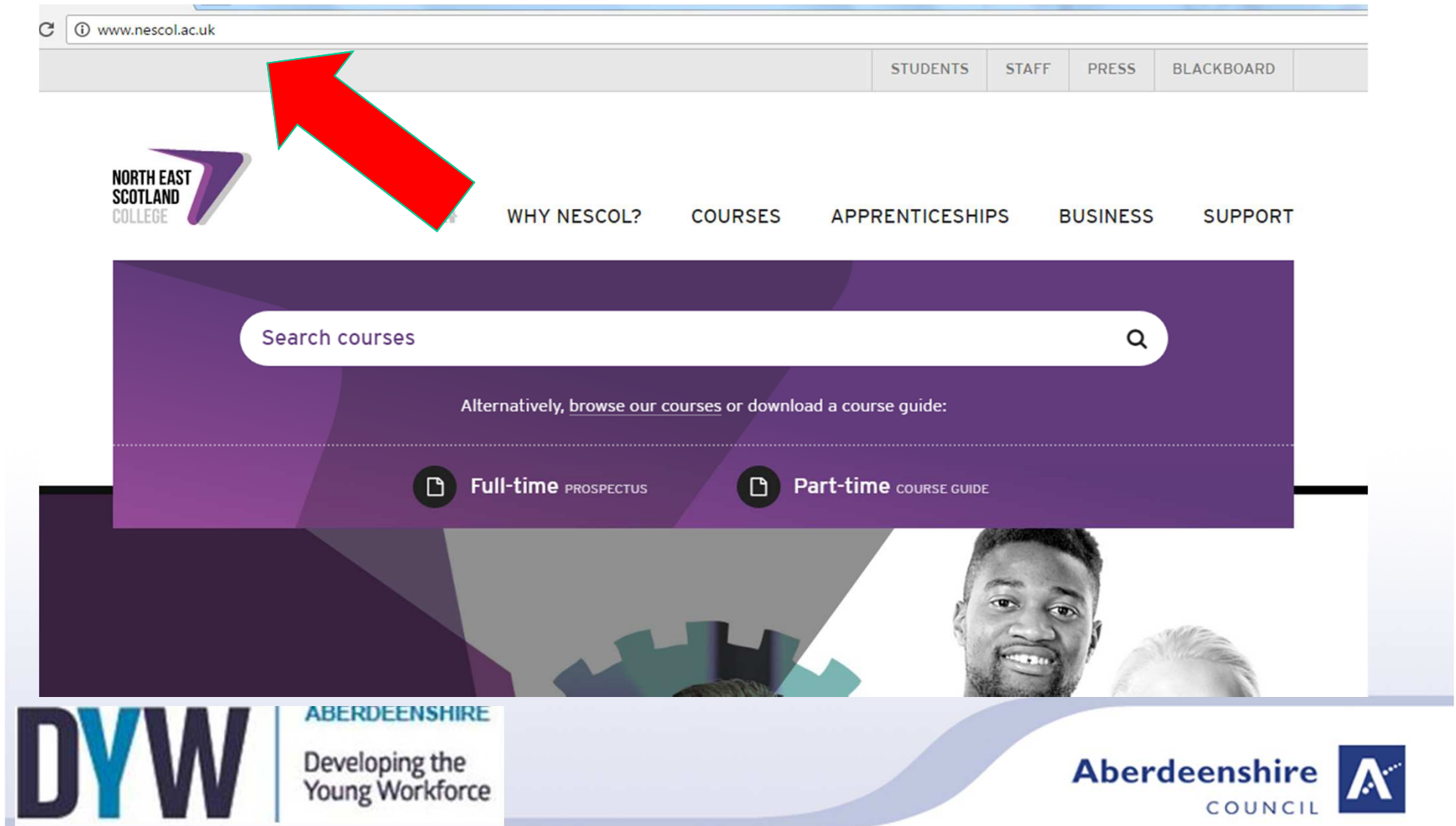
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# The NESCoL site: how can I use it?



The screenshot shows the NESCoL website interface. At the top, a browser address bar displays [www.nescol.ac.uk](http://www.nescol.ac.uk). A large red arrow points to this address bar. To the right of the address bar is a navigation menu with links: STUDENTS, STAFF, PRESS, and BLACKBOARD. Below this is the North East Scotland College logo. A secondary navigation menu contains links: WHY NESCOL?, COURSES, APPRENTICESHIPS, BUSINESS, and SUPPORT. The main content area features a purple search bar with the placeholder text "Search courses" and a magnifying glass icon. Below the search bar, it says "Alternatively, [browse our courses](#) or download a course guide:". There are two download buttons: "Full-time PROSPECTUS" and "Part-time COURSE GUIDE", each with a document icon. The bottom of the page features a banner with a photo of a smiling man and a gear graphic. The footer includes the "DYW" logo, the text "ABERDEENSHIRE Developing the Young Workforce", and the "Aberdeenshire COUNCIL" logo with its stylized 'A' icon.

www.nescol.ac.uk

STUDENTS STAFF PRESS BLACKBOARD

NORTH EAST SCOTLAND COLLEGE

WHY NESCOL? COURSES APPRENTICESHIPS BUSINESS SUPPORT

Search courses

Alternatively, [browse our courses](#) or download a course guide:

Full-time PROSPECTUS Part-time COURSE GUIDE

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Aberdeenshire COUNCIL



# Where can I find more information?

→ [www.nescol.ac.uk/courses/full-time](http://www.nescol.ac.uk/courses/full-time)

## Course A-Z



A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Q	R	S	T	U	V	W	X	Y	Z						

### A - B

- 3D Computer Animation HND (SCQF Level 8)
- Accounting HNC (SCQF Level 7)
- Accounting HND (SCQF Level 8)
- Acting & Performance HND (SCQF Level 8)

### C - E

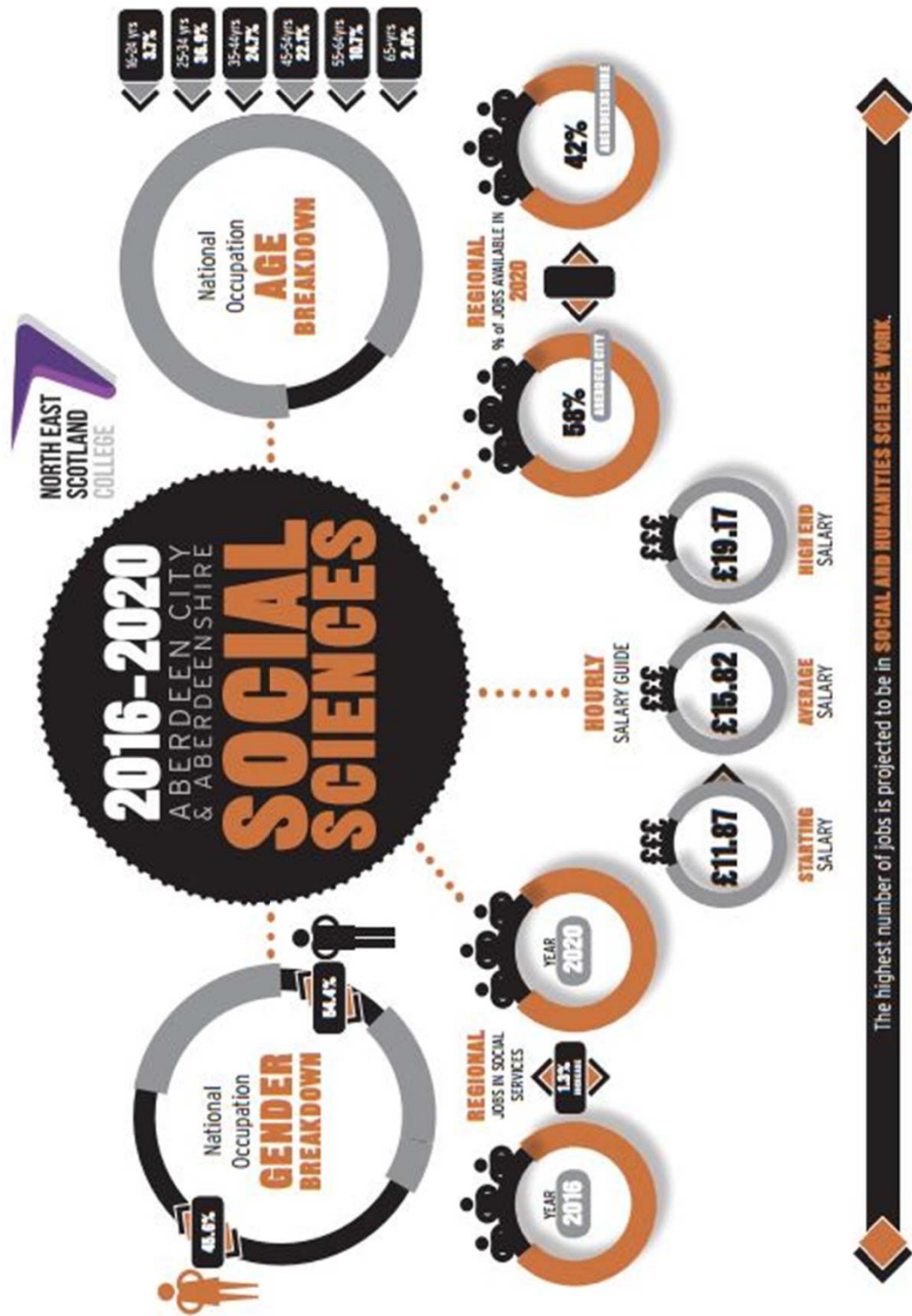
- Care & Administrative Practice (non-articulation/partnership route) HNC (SCQF Level 7)
- Childcare & Development (SCQF Level 5)

### F - P

- Fabrication & Welding NC (SCQF Level 5)
- Fashion Business HND (SCQF Level 8)
- Fashion Design & Manufacture NC (SCQF Level 6)

### Q - Z

- Qualification for Work: HNC (SCQF Level 3)
- Qualification for Work: SCQF Level 4
- Restart: College Study and Employment (SCQF Level 4)



(All data from EMSI Analyst, based on relevant occupations)

## Career Coach link

### ▼ Related Careers



[Social services manager or director](#)

**£42,627 Annual Wage 419 Currently Employed**

Social services managers and directors plan, organise, direct and co-ordinate the resources necessary to protect the welfare of certain groups within local authorities including...



[Social or humanities scientist](#)

**£30,849 Annual Wage 176 Currently Employed**

Social and humanities scientists study and analyse human behaviour and the origin, structure and characteristics of language; undertake research in areas such as sociology...



[Natural or social science professional n.e.c.](#)

**£35,003 Annual Wage 446 Currently Employed**

Jobholders in this unit group perform a variety of scientific research and related activities not elsewhere classified in MINOR GROUP 211: Natural and Social Science Professionals.



[Psychologist](#)

**£44,577 Annual Wage 324 Currently Employed**

Psychologists research, study and assess emotional, cognitive and behavioural processes and abnormalities in human beings and animals and how these are affected by genetic...



[Probation officer](#)

**£35,510 Annual Wage 54 Currently Employed**

Probation officers work to rehabilitate offenders. They supervise, counsel and help them

**NORTH EAST  
SCOTLAND  
COLLEGE**



**Skills  
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Scotland**

**APPRENTICESHIPS .SCOT**

From Skills Development Scotland

# WHERE CAN I FIND OUT MORE...ABOUT ME?

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# Where now?

My interests?



Secure | <https://www.myworldofwork.co.uk>





# Where now?


Give me ideas


I have a rough idea


I have a career in mind


## Personalise your account


Select one of the sections below to get started. The more you complete, the better career suggestions we can give you.


  
About me

  
Ambition

  
Strengths

  
Skills

  
Education

  
Experience

# Where now?

ire | <https://www.myworldofwork.co.uk/youngpersonsstrengths>

## How well I do things

Save and Exit

Section 1

Section 2

Section 3

How much do you agree or disagree with each of the statements below?

Strongly disagree

Disagree

Neither agree/disagree

Agree

Strongly agree



1 I am good at following instructions very carefully



2 I'm good at motivating people to start a new project



# Where now?


Give me ideas


I have a rough idea


I have a career in mind


## Personalise your account


Select one of the sections below to get started. The more you complete, the better career suggestions we can give you.


  
About me

  
Ambition

  
Strengths

  
Skills

  
Education

  
Experience

# Where now?

## People and communication

Add skills



## Practical

Add skills



## Thinking

Add skills



## Organisational

# Where now?

## People and communication

Add skills

- + Communicating with people
- + Listening to people
- + Explaining things
- + Working as part of a team
- + Following instructions
- + Persuading people
- + Taking the lead
- + Caring for people
- + Helping customers
- + Being tactful
- + Using other languages
- + Helping people to learn
- + Presenting to people
- + Communicating ideas through writing
- + Working on your own



# Where now?

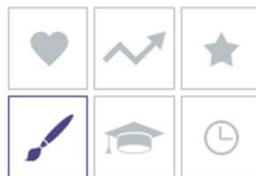
## Job profiles

11 results



### Arts administrator

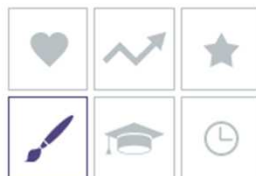
Job Category: Performing arts and media  
Organise exciting events like festivals, plays and concerts to entertain and thrill audiences.



☐ Compare

### Ambulance technician

Job Category: Healthcare  
Drive an ambulance to emergencies and help paramedics treat sick and injured people.



☐ Compare

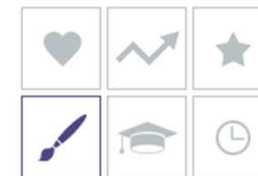
## Industries

11 results



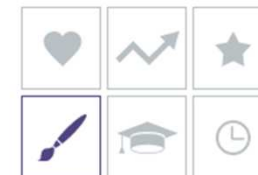
### Energy

Find your place in the energy industry – one of Scotland's biggest economic assets, and the source of countless exciting career options.



### Life sciences

Scotland is at the global forefront of life sciences. Explore the many ways you can join this dynamic industry, even without a degree.



### Tourism



# Where now?



## Talk to Guidance or Careers' Advisor

# Where now?

