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# Cambridgeshire and Peterborough's Local Skills Improvement Plan:

## Regional labour market analysis

October 2024

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## 1. INTRODUCTION

This report has been developed on behalf of Cambridgeshire Chambers of Commerce and Industry by economic development consultancy, PolicyDepartment.

As the designated Employer Representative Body (ERP) that led the development of Cambridgeshire and Peterborough's Local Skills Improvement Plan (LSIP), Cambridgeshire Chambers of Commerce is committed to regularly reviewing and articulating employers' recruitment and skills needs. This includes gathering up-to-date labour market intelligence, covering insights from standard indicators and metrics relevant to LSIP delivery – such as labour market participation rates, job growth across the area and in priority sectors, recruitment difficulties, skills gaps, educational

performance, and participation in education and training.

Through quarterly and annual reports, these insights will be shared with education and training providers, the Department for Education, and local government partners.

These labour market reviews will form a collection of, and complement, other materials that will be shared with partners on progress against LSIP objectives and intelligence gathered from the business community and partners on major job-related developments and employer skills needs across Cambridgeshire and Peterborough.

### 1.1 KEY OBSERVATIONS THIS QUARTER

This Q3 report provides an update to data on labour market participation, jobs, job postings, T Levels, and participation in work-related training that was contained within previous reports. It also includes some new datasets, such as Quarterly Economic Survey (QES) data from Cambridgeshire Chamber and jobs data from local membership organisation, Cambridge Ahead. Where no new data have been released (e.g. for skills gaps and most education and training data), the information in this report remains the same as in the previous report. New and updated data highlight the following:

The Cambridgeshire Chamber's latest QES shows that **economic conditions** and recruitment activity in the area stalled in Q3, but recruitment difficulties increased among those seeking to hire new workers (this contradicts evidence below on the median posting duration of online job postings, which suggests that recruitment difficulties have eased. The contradiction could be due to a number of reasons, including small sample sizes within the QES when data are disaggregated).

The QES also shows that labour costs are currently the biggest price pressure facing businesses while many are concerned about the potential business impacts of the Government's Employment Rights Bill, which is likely to be causing some hesitancy when making significant hiring decisions.

**Labour market statistics** indicate further weakening of the region's labour market, with the employment rate falling to its lowest in 11 years in the year to June 2024. This translated into increased unemployment (the highest rate for 10 years) but, much more significantly, increased economic inactivity (the highest rate for 12 years). The statistics suggest that half of the increase in inactivity was due to an increase in the number of inactive students, with inactivity due to being a student rising to a record high rate. Economic inactivity due to long-term sickness was also at a record high, as was male inactivity, with the gap between male and female inactivity being at its lowest on record.

Reflecting the rise in inactivity due to **long-term sickness**, the fall in employment was concentrated among those with a disability/work-limiting illness, whose employment rate fell sharply, while the employment rate for those without a disability/work-limiting illness was unchanged. The number of 16-64-year-olds with a disability/work-limiting illness is currently 20% higher than the pre-pandemic level. Rising inactivity due to long-term sickness has occurred alongside increased NHS waiting lists (+160%) and increased waiting times for treatment (more than double the pre-pandemic level). The Chamber's latest QES explored the extent to which long-term sickness was impacting on businesses in the region and found that one-third of respondents were concerned about the impact of long-term

sickness on staff retention. Where respondents provided more information, the main impact was increased workload for staff and/or pressure to find temporary cover (using temps or existing workers). The most popular strategies for dealing with/preventing long-term sickness were: employee support/wellbeing programmes, provision of occupational health support, flexible working/home working/good work-life balance, adjustments to sick pay, providing temporary cover, improved monitoring of sickness absence, and provision of private healthcare.

**Peterborough** continues to be an area of concern, with its employment rate falling most sharply over the past year and economic inactivity also increasing more than in other areas. Peterborough has also experienced a much sharper-than-average increase in its claimant unemployment rate over the past year. Elsewhere, employment rates fell in Cambridge, Fenland and Huntingdonshire, but increased in South Cambridgeshire and East Cambridgeshire.

**Fenland** now has some of the poorest rates of labour market participation in England, with its employment rate now the 10<sup>th</sup> lowest of over 300 local authority areas and its inactivity rate the sixth highest. Since the pandemic, Fenland has also experienced the fifth largest increase in its economic inactivity rate of 361 local authority areas in Great Britain, with Peterborough and Cambridge also experiencing well above average increases in economic inactivity.

At industry level, the services sector drove the fall in employment, particularly Business/Professional Services (Finance, Property, Admin, Professional, Scientific) and Transport and Communications. This coincided with a fall in employment for Elementary Administrative and Service Occupations, Business Associate Professionals and Business Professionals, and also a range of blue-collar occupations.

Conversely, employment increased in public sector services (Public Admin, Education and Health) and Wholesale, Retail, Hotels and Restaurants – in line with increased employment for Sales Occupations, Health and Social Care Associate Professionals, Teaching and Educational Professionals, Protective Service Occupations and Health Professionals.

New **population** statistics (for 2023) show a further fall in Fenland's working age population, driven

again by a fall in the number of people aged under 50, particularly 18-24-year-olds. As noted previously, this could be due to young people leaving the area for education or employment opportunities elsewhere and could have implications for the area's labour supply.

**Job postings** data continue to indicate a slowdown in the number of new job vacancies across Cambridgeshire and Peterborough, which were slightly below the six-monthly average for the past 10 years during Apr-Sep 2024. However, job postings have fallen less sharply in Cambridgeshire and Peterborough than nationally and even increased in South Cambridgeshire (driven by an increase in job postings for Health Professionals). The number of job postings for temporary jobs fell more than those for permanent roles, with temporary recruitment now forming a lower share of all recruitment than the long-term average.

Across the area, occupations driving the fall in vacancies included Science, Research, Engineering and Technology Professionals (particularly Programmers and Software Development Professionals, IT Business Analysts, Architects and Systems Designers and IT Network Professionals), Science, Engineering and Technology Associate Professionals (particularly Engineering Technicians and IT User Support Technicians) and Administrative Occupations (particularly Book-keepers, Payroll Managers and Wages Clerks). Comparing the share of job postings by occupation over the past six months to the past five years also highlights the drop in demand for IT occupations, particularly Programmers and Software Development Professionals.

Despite the drop in job postings for Programmers and Software Development Professionals, they continued to be the most in-demand occupation over the past six months, followed by Sales-Related Occupations, Care Workers and Home Carers, Cleaners and Domestic, and Retail and Wholesale Managers and Directors. Within the area, Programmers and Software Development Professionals remained the most in-demand occupation in Cambridge, while job postings were highest for Cleaners and Domestic in East Cambridgeshire, Care Workers and Home Carers in Fenland, Huntingdonshire and South Cambridgeshire, and Sales Related Occupations in Peterborough.

Across the area, the job market was buoyant for a small number of occupations, with the numbers of job postings increasing for Teaching and Other Educational Professionals (particularly Secondary Education Teaching Professionals), Leisure, Travel and Related Personal Service Occupations (particularly Sports and Leisure Assistants), Health Professionals (particularly Specialist Medical Practitioners) and Community and Civil Enforcement Occupations (driven by Probation Officers). Comparing the share of job postings by occupation over the past six months to the past five years also highlights the increase in demand for people to fill hospitality and leisure roles and teaching roles.

The increase in teaching vacancies remains consistent with other evidence highlighting that more teachers are leaving the profession, e.g. due to increased workload and working hours and low wage growth since the pandemic. In Cambridgeshire and Peterborough, the number of teachers has increased over the past year, but within the area, has decreased in Fenland (to the lowest for four years) and Peterborough (to the lowest for three years). This is of concern given poor educational outcomes in these areas, as highlighted within this report.

Median posting duration for online job postings suggests that **recruitment difficulties** have eased, with the average time taken to fill a vacancy being 23 days in the six months to September 2024 – the same as across England and down from a peak of 35 days three years ago, but above the pre-pandemic six-monthly average of 19 days. Median posting duration remained highest in Cambridge (24 days). Recruitment difficulties by occupation were highest for Estate Agents (31 days), Primary Education Teaching Professionals (29) and Solicitors and Lawyers (29), with other occupations taking an average of at least 27 days including Engineering professions (Civil Engineers, Electrical Engineers and Electrical and Electronics Technicians), a number of Health professions, some Skilled Trades occupations, including those linked to greening (e.g. Pipe Fitters, Electricians, and Plumbers and Heating and Ventilating Installers and Repairers) and some lower-skilled Manufacturing occupations. The Q3 QES also highlighted that engineers/engineering skills was the most frequently cited skills shortage by respondents.

Recruitment difficulties for **Care Workers and Home Carers** eased to a median posting duration of 25 days although this remained higher than the average for all occupations and, as above, demand for workers remained high.

The focus on **digital skills** continues to indicate a fall in recruitment for digital workers. In the six months to September 2024, the number of job postings for digital occupations was at its lowest level since the earliest period of data and was 51% lower than the long-term six-monthly average, while job postings across all other occupations were 11% higher. ARM continued to be the biggest recruiter of digital workers, followed by The University of Cambridge and the NHS.

Likely due to the decline in job postings for digital professionals, basic digital skills (Microsoft Excel, Microsoft Office, Computer Literacy and Microsoft Outlook) are now the most in-demand skills within all job postings. Specialised digital skills falling most within the rankings of most in-demand digital skills include programming languages (Java, Javascript, DevOps and C#) while those rising in rank include SAP Applications, Artificial Intelligence, Debugging and Technical Support.

**Job postings** for green skills continue to indicate a fall in demand this year, in line with the fall in job postings generally. However, green job postings remained 28% higher than their long-term average in the six months to September 2024. Anglian Water was top recruiter of workers with green skills, followed by The University of Cambridge and NHS.

Slightly more dated – but newly released – **jobs** data provides a positive picture of the region's labour market in 2023, with strong growth in the number of VAT/PAYE-registered jobs of 4.5% - above national growth of 1.2%. Job growth was strongest in South Cambridgeshire and Cambridge while jobs increased least strongly in Fenland (albeit above the national rate). Sectors experiencing the largest increases in jobs were Professional, Scientific and Technical Activities (particularly Other Research and Experimental Development on Natural Sciences and Engineering) and Education (particularly Primary Education). Across **growth sectors**, jobs were unchanged in Advanced Manufacturing and Materials and Digital and IT, after falling in 2022 and against growth across England. Meanwhile

jobs increased in Agri-Tech and Life Sciences – above national rates.

Newly-released **T Level** data for 2023/24 shows that T Level participation remains under-represented in the East of England. Since 2021/22, the highest numbers of T Level students across the region have studied Education and Early Years while, compared to nationally, much greater shares of all students have studied Maintenance, Installation and Repair for Engineering and Manufacturing. However, much lower shares have studied Health and Digital Production, Design and Development.

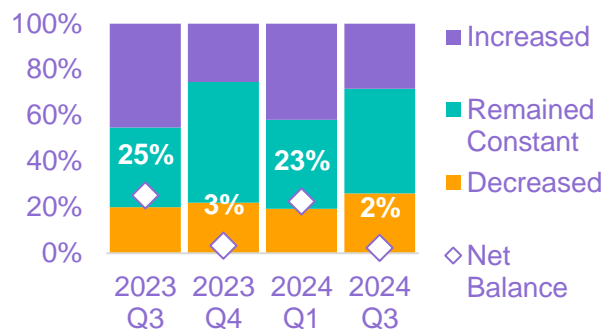
On **employer training**, the latest labour market statistics suggest further weakness, with the percentage of employees living in Cambridgeshire and Peterborough and receiving job-related training falling to a record low in the year to June 2024, with incidence of training falling for all categories of workers. The Q3 QES also supported other evidence of the increasing popularity of online training, with 69% of respondents engaging with online training activities over the past 12 months – more than any other type of training.

## 1.2 KEY INSIGHTS FROM THE CHAMBER

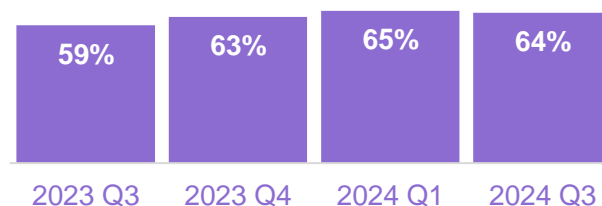
### ECONOMIC CONDITIONS AND RECRUITMENT ACTIVITY HAVE STALLED, BUT RECRUITMENT DIFFICULTIES HAVE INCREASED

The Cambridgeshire Chamber of Commerce’s latest QES indicates that economic conditions in the area have stalled with a corresponding weakening of recruitment activity. In 2024 Q3, a net balance of +2% of respondents reported that UK sales/bookings had increased. While marginally positive, this was down from +25% a year ago (Chart 1.2.1). The export market remained weak, with a net balance of -6% reporting an increase in overseas sales/bookings – similar to a year ago (-9%). As a result, more respondents reported that they were operating below capacity (64%) than the same time last year (59%) (Chart 1.2.2).

**Chart 1.2.1: Over the past 3 months, UK sales/custom/bookings have...**



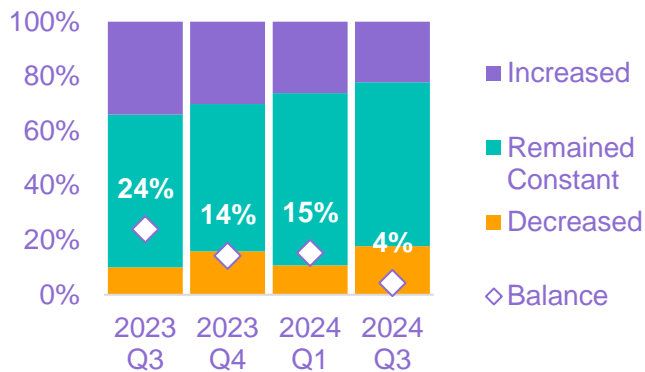
**Chart 1.2.2: Percentage of respondents operating below capacity**



Source: Cambridgeshire Chamber of Commerce Quarterly Economic Survey

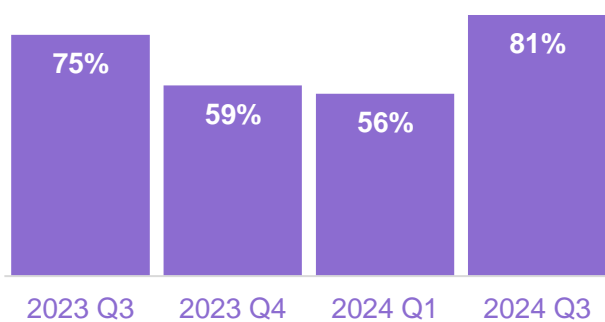
Reflecting weaker business conditions, workforce growth stalled, with a net balance of +4% of respondents reporting growth in staffing levels in Q3 – down from +24% the same time last year (Chart 1.2.3). More than half of respondents said they had attempted to recruit over the quarter (56%) although, again, this was weaker than a year ago (67%). Despite a weakening of recruitment activity, recruitment difficulties increased with 81% of those that attempted to recruit reporting difficulties filling their vacancies, the highest level over the past year and higher than a year ago (75%) (Chart 1.2.4). Of those experiencing recruitment difficulties, the categories of workers that were most difficult to recruit were professional/managerial staff (56% of those experiencing recruitment problems) and skilled manual/technical staff (50%). Looking ahead to Q4, a positive balance of +14% expected their workforces to grow although, again, hiring expectations were weaker than a year ago (+25%).

**Chart 1.2.3: Over the past 3 months, has your workforce...?**



Source: Cambridgeshire Chamber of Commerce Quarterly Economic Survey

**Chart 1.2.4: Percentage of recruiting respondents experiencing difficulties finding suitable staff**



Source: Cambridgeshire Chamber of Commerce Quarterly Economic Survey

**BUSINESSES ARE CONCERNED ABOUT LABOUR COSTS AND NEW EMPLOYMENT REGULATIONS**

Labour costs were the biggest price pressure facing businesses in 2024 Q3, with 70% reporting that they were under pressure to raise prices from labour costs – higher than any other overheads.

QES respondents also expressed concern about Government’s proposed Employment Rights Bill and the potential for increased statutory costs, like expanded sick pay and parental leave, which is likely to be causing some hesitancy with making significant hiring decisions:

*“The government’s proposed changes make me very apprehensive about the labour market.”*

*“The potential changes to employment law is a major concern and is making us think about the level of direct employment that we have”*

*“The biggest worry we have at the moment is what changes Labour are planning to make to the labour*

*market and the additional workers’ rights. We need to know and have time to plan for change, and as a small business I fear we are going to have to take on staff to cover as people are given mandatory flexi time and the worry over instant rights as you start at a company will needlessly increase stress over new hires and probably extend the interview process.”*

*“Very concerned about impact of new Labour proposals on SMEs like us. E.g. 4-day work week is not practical for us to continue delivering service, and compressed hours won’t cut it as engineers can’t focus and deliver quality over a longer working day.”*

**BUSINESSES HAVE CITED ENGINEERS AND IT PROFESSIONALS AS KEY SKILLS SHORTAGE OCCUPATIONS**

The QES asked respondents about the key skills shortages in their sector. The most frequently cited were a lack of engineers/engineering skills and a lack of IT professionals/digital skills. Other key themes included a lack of available people with relevant work experience, a lack of people with good soft/transferable skills and poor work ethic/attitude. See Section 5.1 for more information.

**BUSINESSES ARE MORE LIKELY TO ENGAGE IN ONLINE TRAINING THAN ANY OTHER TYPE OF TRAINING/EDUCATION ACTIVITIES**

The QES also asked respondents which education or training activities they/their employees had engaged in within the last 12 months. The most popular were online training activities (69%) and in-work training by existing employees (59%). In terms of engagement with the education sector, respondents were most likely to have provided work experience opportunities (28%) and engaged in careers fairs/talks (20%). Just over one-in-10 (11%) had not engaged in any training/education activities. The majority (83%) of non-trainers were sole traders or small employers (less than five employees). See Section 6.8 for more information.

**ONE-THIRD OF LOCAL BUSINESSES ARE CONCERNED ABOUT THE IMPACT OF LONG-TERM SICKNESS ON STAFF RETENTION**

The QES explored the extent to which long-term sickness was impacting on businesses in the region. One-third of respondents stated that they were concerned about the impact of long-term sickness on staff retention and one-in-10

respondents agreed that long-term sickness absences had made it more difficult to retain staff. Where respondents provided more information, the main impact of long-term sickness was increased workload for staff and/or pressure to find temporary cover (using temps or existing workers). The most popular strategies for dealing with/preventing long-term sickness were: employee support/wellbeing programmes, provision of occupational health support, flexible working/home working/good work-life balance, adjustments to sick pay, providing temporary cover, improved monitoring of sickness absence, and provision of private healthcare. See Section 3.5 for more information.

### **THE MAJORITY OF LOCAL BUSINESSES BELIEVE THAT ARTIFICIAL INTELLIGENCE (AI) WILL MAKE THEIR BUSINESSES MORE COMPETITIVE BUT ONLY 7% ARE FULLY EQUIPPED WITH THE SKILLS TO WORK WITH/IMPLEMENT AI**

The Cambridgeshire Chambers of Commerce and The Ely Cathedral Business Group held an 'AI in the Octagon' event at Ely Cathedral on 26th September to discuss the benefits and challenges of AI and to provide insights to help businesses to understand its potential impact. Results from a survey held at the event are detailed in Section 7.5, which highlighted a need for training in AI technologies among the majority of respondents.

### **1.3 STAKEHOLDER INPUT**

Attendees at the Ely & East Cambridgeshire Business Forum on 9 September raised some queries and observations about the data included within the Q2 report. These included the following:

#### ***Could the analysis incorporate data for neighbouring areas, to understand how Cambridgeshire and Peterborough is performing within the wider area?***

Where new data have been included in this report, e.g. updated job postings data, business growth data, updated labour market participation data, statistics for neighbouring local authority areas have been included within charts (Bedford, Braintree, Central Bedfordshire, King's Lynn and West Norfolk, North Hertfordshire, North Northamptonshire, South Holland, South Kesteven, Uttlesford and West Suffolk).

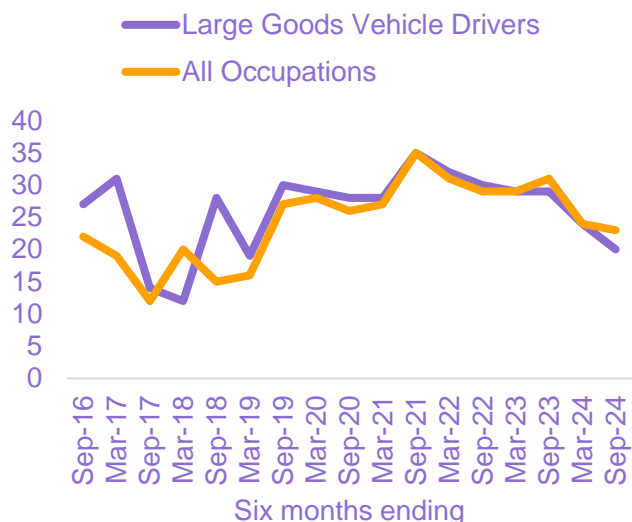
#### ***Could the report include information on recruitment difficulties for HGV drivers, given recent experience of recruitment problems?***

Online job postings data highlight that, while the overall number of job postings for Transport and Mobile Machine Drivers reduced in the six months to September 2024 compared to a year ago (-8%) the number of postings for Large Goods Vehicle Drivers increased (+8%) and featured within the five most in-demand occupations in Fenland, Huntingdonshire and Peterborough.

Median posting duration (the average time taken to fill a vacancy) for a Large Goods Vehicle Driver vacancy increased throughout 2018 to 2021 (from 12 days in the six months to March 2018 to 35 days in the six months to September 2021) and was above average during much of this time – although median posting duration increased for all occupations by a similar degree.

Median posting duration has since fallen, to 20 days in the six months to September 2024 – below the average of 23 days for all occupations. However, this varied from just 16 days in Huntingdonshire to 23 days in Cambridge and 24 days in South Cambridgeshire. There was also large variation between recruiters, e.g. with job postings at Turner's taking an average of 14 days to fill and job postings by Ignition Driver Recruitment taking an average of 43 days. Job postings by recruiters of trainee HGV drivers have some of the highest median posting durations for Large Goods Vehicle Drivers, e.g. HGV Training Services Ltd (38 days) and HGV Training Network Limited (52 days), indicating challenges in finding people to train and enter this occupation.

**Chart 1.3.1: Median Posting Duration for Online Job Postings**



Source: Lightcast

**Could job postings information provide a breakdown of trends in demand for temporary and permanent roles advertised?**

This report contains data on trends in temporary and permanent job postings, and highlights that recruitment for temporary roles has declined more than that for permanent roles over the past six months (p.50).

**Could information be provided on how batch job ads for an unspecified number of vacancies are treated within job postings data?**

Information gained from Lightcast states that one advert for a number of vacancies would be classed as one vacancy, as there would be one job ID. Job postings data are therefore likely to slightly underestimate the number of jobs advertised, where bulk job adverts exist.

**In areas where GCSE Attainment 8 (A8) scores are below average, is this the case for both boys and girls?**

Unfortunately, district-level data are unavailable by gender but, across Cambridgeshire and Peterborough, average A8 scores were higher for girls (49.1) than boys (44.8) in 2022/23 – mirroring the national picture, but scores for both were slightly above national averages. However, comparing scores to pre-pandemic (2018/19) averages shows that scores have fallen slightly for girls (49.7 to 49.1) but remained stable for boys – again mirroring the national trend.

## 2. EXECUTIVE SUMMARY

### 2.1 LABOUR MARKET PARTICIPATION

#### CAMBRIDGESHIRE AND PETERBOROUGH'S LABOUR MARKET HAS WEAKENED FURTHER

The area's employment rate has fallen for the past two years and, in the year to June 2024, fell to its lowest for 11 years. Falling employment translated into higher unemployment but, most significantly, increased economic inactivity, which increased to its highest rate for 12 years. Key areas to note include the following:

**Working-Age Population:** The working-age population has continued to fall in Fenland, indicating that the pool of potential labour available to local employers has continued to reduce. Official population statistics suggest that Fenland's working-age population has decreased since 2017, driven by a fall in the number of residents aged under 50-years, particularly 18-24-year-olds. This could be due to young people leaving the area for education or employment opportunities elsewhere.

**Employment:** The employment rate fell in all local authority areas apart from East Cambridgeshire and South Cambridgeshire. Peterborough experienced the sharpest fall in its employment rate over the past year while employment rates were lower than two years ago in Cambridge, Fenland and Peterborough and at their lowest for 12 years in all three areas. Fenland's employment rate was also the 10<sup>th</sup> lowest of over 300 local authority areas in England. Across the region, employment fell for all age groups under 50 years, while the employment rate for 50-64-year-olds rose to a record high.

**Employment by Industry:** Much of the recent fall in employment was concentrated in the services sector, particularly Business/Professional Services and Transport and Communications. Employment losses were partially offset by strong employment growth in public sector services and Wholesale, Retail, Hotels and Restaurants.

**Employment by Occupation:** Falling employment in Business/Professional services was consistent with falling employment for Business Professionals and Associate Professionals. There was also a large fall in employment for Elementary Administrative and Service Occupations and falling employment among many blue-collar occupations. Likewise, employment gains in public services and

retail/hospitality were consistent with employment gains for Sales Occupations, Health and Social Care Associate Professionals, Teaching and Educational Professionals, Protective Service Occupations and Health Professionals.

**Economic Inactivity:** While unemployment increased by 2,300 in the year to June and the unemployment rate increased to a 10-year high, economic inactivity increased much more sharply (+12,200) and to a 12-year high. The sharp increase in inactivity was driven by an increase in the shares of people who were inactive due to being a student and long-term sickness – with both at record-high rates. Rising inactivity due to long-term sickness has also been a national trend and national data on types of conditions causing inactivity due to poor health shows that depression/anxiety is the top reason for health-based inactivity and the health condition that increased the most between 2019 and 2023. Likewise, 'fit note' statistics – which provide data on the number of fit notes issued to patients by healthcare professionals following an assessment of their fitness for work – also highlight that, where a reason was provided, 'mental and behavioural disorders' have been the key reason for work-related absence lasting more than seven days in Cambridgeshire and Peterborough over the past year (30% of fit notes where a reason was provided)

Looking at other patterns of inactivity, the gap between male and female inactivity fell to a record low. This was due to male inactivity rising to its highest rate on record, while female inactivity has been on a downward trend for 12 years (in line with increases in the state retirement age and increases in funded childcare).

At local authority level, economic inactivity remained highest in Fenland (the sixth highest rate of over 300 local authority areas in England) and Peterborough, with a sharp increase in Peterborough's economic inactivity rate over the year. Since the pandemic, Fenland has also experienced the fifth largest increase in its economic inactivity rate of 361 local authority areas in Great Britain, with Peterborough and Cambridge also experiencing well above average increases in economic inactivity.

**Long-Term Sickness:** Reflecting the rise in inactivity due to **long-term sickness**, the fall in employment over the past year was concentrated among those with a disability/work-limiting illness, whose employment rate fell sharply, while the employment rate for those without a disability/work-limiting illness was unchanged. The number of 16-64-year-olds with a disability/work-limiting illness is currently 20% higher than the pre-pandemic level. Rising inactivity due to long-term sickness has occurred alongside increased NHS waiting lists (+160%) and increased waiting times for treatment (more than double the pre-pandemic level). The Chamber's latest QES explored the extent to which long-term sickness was impacting on businesses in the region and found that one-third of respondents were concerned about the impact of long-term sickness on staff retention. Where respondents provided more information, the main impact of long-term sickness was increased workload for staff and/or pressure to find temporary cover (using temps or existing workers). The most popular strategies for dealing with/preventing long-term sickness were: employee support/wellbeing programmes, provision of occupational health support, flexible working/home working/good work-life balance, adjustments to sick pay, providing temporary cover, improved monitoring of sickness absence, and provision of private healthcare.

**Claimant Unemployment:** The area's claimant unemployment rate increased between November 2023 to March 2024, to the highest rate since February 2022. After stabilising, it then increased further in July before reducing slightly in August, and remaining stable in September. The increase in claimant unemployment in July follows an increase in the administrative earnings threshold for working claimants to engage in full work search and to have more work availability. It is therefore difficult to ascertain the extent to which labour market weakening and/or benefit conditionality have caused increases in the claimant count rate over the past few months. At local authority level, Peterborough has experienced a sharp increase in its claimant unemployment rate over the past year.

## 2.2 JOBS

### THE NUMBER OF JOBS INCREASED STRONGLY IN 2023

The number of jobs in Cambridgeshire and Peterborough fell between 2020 and 2022, against job growth across England. In 2022, the fall in jobs

was due to falls in Fenland, Huntingdonshire, and South Cambridgeshire.

More recent data on VAT/PAYE-registered jobs indicates that jobs increased strongly in 2023, after falling in 2022, and well above the national rate. Jobs increased most strongly in South Cambridgeshire and Cambridge and least strongly in Fenland (albeit above the national rate).

Sectors experiencing the largest increases in jobs in 2023 were Professional, Scientific and Technical Activities (particularly Other Research and Experimental Development on Natural Sciences and Engineering) and Education (particularly Primary Education).

The area's growth sectors experienced mixed fortunes, with jobs remaining unchanged in Advanced Manufacturing and Materials and Digital and IT, after falling in 2022 and against national growth. Meanwhile, jobs increased in Agri-Tech and Life Sciences and more strongly than across England.

### JOBS DENSITY REMAINED THE SAME, BUT FELL SHARPLY IN FENLAND

Jobs density – the number of jobs per resident aged 16-64 years – remained the same, at 0.90 in 2022, but decreased in Fenland, Huntingdonshire and South Cambridgeshire. Fenland now has jobs for just two-thirds of its working-age population.

### JOB VACANCIES HAVE REDUCED FROM THEIR POST-COVID PEAK AND ARE BACK TO LONG-TERM AVERAGE LEVELS

Online job postings have reduced over the past two years, following a surge of recruitment activity once COVID-19 lockdown restrictions lifted. In the six months to September 2024, the number of job postings fell to slightly below the six-monthly average for the past 10 years. Despite this, job vacancies fell less sharply than across England and even increased in South Cambridgeshire.

### JOB POSTINGS FOR SCIENCE, ENGINEERING AND TECHNOLOGY OCCUPATIONS DECLINED BY MORE THAN ONE THIRD WHILE POSTINGS FOR TEACHING AND OTHER EDUCATIONAL PROFESSIONALS INCREASED

Over the six months to September 2024:

- Some of the sharpest reductions in vacancies across Cambridgeshire and Peterborough were for Science, Research, Engineering and

Technology Professionals and Science, Engineering and Technology Associate Professionals, while job postings increased for four occupational groups (Teaching and Other Educational Professionals, Leisure, Travel and Related Personal Service Occupations, Health Professionals and Community and Civil Enforcement Occupations). The increase in job postings in South Cambridgeshire was driven by an increase in vacancies for Health Professionals.

- **Programmers and Software Development Professionals** remained the most in-demand occupation, followed by Sales Occupations and Care Workers and Home Carers. However, Programmers and Software Development Professionals and other IT roles accounted for a much lower share of postings than the five-year average, along with a range of accounting/book-keeping occupations.
- In contrast, **hospitality and teaching roles** represented larger shares of job postings over the past six months than five-year averages, along with Cleaners, Large Goods Vehicle Drivers, Specialist Medical Practitioners, Social Workers, Vehicle Technicians, Mechanics and Electricians, and Authors, Writers and Translators.
- The increase in demand for teaching roles is consistent with other evidence, such as that from the National Foundation for Educational Research suggesting that teaching vacancies are now substantially higher than before the COVID-19 pandemic due to more teachers leaving the profession. Statistics on the **teaching workforce** highlight that, while the number of full-time equivalent (FTE) teachers increased in Cambridgeshire and Peterborough in 2023, the FTE teacher workforce declined in Fenland and Peterborough to the lowest levels for four and three years respectively. This is likely to be particularly concerning given the poorer-than-average educational outcomes in these areas.
- The most in-demand occupations by local authority area continued to be **Programmers and Software Development Professionals** in Cambridge, **Sales-Related Occupations** in Peterborough and **Care Workers and Home Carers** in Fenland, Huntingdonshire and South Cambridgeshire. Cleaners became the most in-demand occupation in East Cambridgeshire (previously Care Workers and Home Carers). Large Goods Vehicle Drivers also entered the

top five in-demand occupations in Fenland, Huntingdonshire and Peterborough.

- The **NHS** remained the biggest recruiter, followed by University of Cambridge, Cambridgeshire County Council, ARM and Absolute Interpreting and Translations.
- **Project Management** and **Auditing** were the most in-demand specialised skills within job postings. Specialist skills representing larger shares of job postings over the past six months than the five-year average included Auditing, Effective Communication, Mental Health and Information Privacy along with a number of skills related to Education, Health and Hospitality. Skills representing much lower shares of job postings were those relating to IT roles – consistent with the drop in job postings for IT-related occupations.

## 2.3 SKILLS GAPS AND SHORTAGES

### RECRUITMENT DIFFICULTIES HAVE FALLEN FROM THEIR PANDEMIC-RELATED PEAK

The latest Employer Skills Survey shows that the share of employers reporting hard to fill vacancies increased sharply between 2019 to 2022. More recent job postings data suggests that recruitment difficulties have since eased, signalled by a reduction in median posting duration, which highlights that employers are now filling vacancies more quickly, although the average length of time taken to fill a vacancy remains higher than the long-term average.

### RECRUITMENT DIFFICULTIES ARE HIGHEST FOR ESTATE AGENTS, PRIMARY EDUCATION TEACHING PROFESSIONALS AND SOLICITORS AND LAWYERS

Median posting duration across Cambridgeshire and Peterborough in Apr-Sep 2024 was longest for Estate Agents (31 days), Primary Education Teaching Professionals (29 days) and Solicitors and Lawyers (29 days). Other occupations with a median posting duration of at least 27 days included some engineering occupations, health workers, business professionals, skilled trades and some types of process, plant and machine operatives.

### RECRUITMENT DIFFICULTIES ARE HIGHEST IN CAMBRIDGE

Within the area median posting duration in Apr-Sep 2024 was longest in Cambridge (24 days) and

Peterborough (23 days) and shortest in South Cambridgeshire (19 days).

### **LOCAL BUSINESSES HAVE CITED ENGINEERS AND IT PROFESSIONALS AS KEY SKILLS SHORTAGE OCCUPATIONS**

The Chamber's latest QES asked respondents about the key skills shortages in their sector. The most frequently cited were a lack of engineers/engineering skills and a lack of IT professionals/digital skills. Other key themes included a lack of available people with relevant work experience, a lack of people with good soft/transferable skills and poor work ethic/attitude.

### **SKILL GAPS ARE HIGHEST IN HOTELS AND RESTAURANTS AND INFORMATION AND COMMUNICATION**

The latest Employer Skills Survey shows little change in incidence of skill gaps (employees that are not fully proficient) between 2019 and 2022, but skill gap density (share of employees not fully proficient) in 2022 was above average in Hotels and Restaurants, Information and Communication, and Wholesale and Retail.

## **2.4 EDUCATION AND TRAINING**

### **THERE CONTINUES TO BE SIGNIFICANT DISPARITY BETWEEN YOUNG PEOPLE'S QUALIFICATIONS ATTAINMENT ACROSS CAMBRIDGESHIRE AND PETERBOROUGH**

In 2022/23, GCSE Attainment 8 scores were above the national average in Cambridge, South Cambridgeshire, and East Cambridgeshire and below average in other areas, particularly Fenland, which had the 11<sup>th</sup> lowest score across England.

In 2022/23, the rate of 19-year-olds with a Level 2 qualification remained above average in South Cambridgeshire, Cambridge, East Cambridgeshire, fell below average in Huntingdonshire and remained well below average in Fenland and Peterborough. Fenland's rate was the 17<sup>th</sup> lowest of all 307 local authority areas in England for which data were available.

The share of 19-year-olds with a Level 3 qualification also remained well above average in South Cambridgeshire and Cambridge, fell below average in East Cambridgeshire and remained below average in other areas, particularly Fenland, which had the 14<sup>th</sup> lowest achievement Level 3 achievement rate by age 19 in England.

At local authority level:

- Level 3 achievement rates were well above average in South Cambridgeshire and Cambridge. Despite being lower than the previous three years, they were above pre-pandemic levels
- Fenland continued to have the lowest Level 3 achievement rate in the region and the 14<sup>th</sup> lowest of all 307 local authority areas in England for which data were available. But the achievement rate was higher than in most preceding years except 2021/22
- Peterborough's rate remained well below average but above the pre-pandemic rate
- Huntingdonshire's below-average rate was also the lowest since the earliest year of data (2016/17)
- East Cambridgeshire's Level 3 achievement rate fell below the national average and was at its lowest since 2016/17. Participation in education and training among 16- and 17-year-olds has increased to slightly above average levels

Compared to national average rates, greater shares of young people were in full-time and part-time education in 2023, while lower shares were participating in apprenticeships or work-based learning, although the increase in participation in 2023 was driven by an increased rate of apprenticeship participation.

### **T LEVEL PARTICIPATION IS UNDER-REPRESENTED IN THE EAST OF ENGLAND**

Between 2021/22 and 2023/24, there were 912 T Level students in the East of England region. These represented 7.6% of all T Level students across England – lower than the region's share of England's 16-19-year-olds (10.6%). Of the 16 subject areas available, Education and Early Years represented the largest share of the region's T Level students, followed by Design, Surveying and Planning and Digital Production, Design and Development.

### **PROGRESSION TO HIGHER EDUCATION HAS REACHED A NEW RECORD RATE BUT THE PROGRESSION GAP IS WIDENING**

Almost half of all 19-year-olds progressed to higher education (HE) in 2021/22. The progression rate remained below the England average while the HE progression gap (between those entitled to free

school meals (FSM) and non-FSM children) rose to a record high.

### **CAMBRIDGESHIRE AND PETERBOROUGH'S WORKING AGE POPULATION HAS BECOME MORE HIGHLY QUALIFIED OVER THE PAST YEAR**

In 2023, the percentage of 16-64-year-olds qualified to at least RQF Level 4 and at least RQF Level 2 increased, while the share with no qualifications declined.

### **ADULT PARTICIPATION IN FURTHER EDUCATION HAS CONTINUED TO INCREASE BUT REMAINS BELOW PRE-PANDEMIC LEVELS, DUE TO A SHARP FALL IN COMMUNITY LEARNING SINCE 2018/19**

In 2022/23, the 19+ further education (FE) participation rate remained highest in Peterborough and Fenland, with Peterborough being the only area to see adult FE participation increase to above 2018/19 levels.

### **APPRENTICESHIP ACHIEVEMENTS HAVE INCREASED, DRIVEN BY A FURTHER STRONG RISE IN HIGHER APPRENTICESHIP ACHIEVEMENTS**

There were 2,180 apprenticeship achievements among Cambridgeshire and Peterborough residents in 2022/23. By subject area, the highest numbers were in Business, Administration & Law, Health, Public Services & Care, and Engineering & Manufacturing Technologies. By provider, the highest numbers were at Cambridge Regional College, Anglia Ruskin University and Inspire Education Group. Apprenticeship levels continued to increase, with a further strong rise in Higher Apprenticeship achievements, while the age profile of apprenticeship achievers also continued to increase, with the biggest rise in achievements among those aged 25 years and over.

### **EMPLOYER TRAINING HAS REDUCED TO RECORD LOW LEVELS, PARTICULARLY FOR NEW TECHNOLOGY**

The Employer Skills Survey showed that, in 2022, incidence of employer training was at its lowest level since 2013 (the earliest year of data), with the share of businesses providing new technology training decreasing the most. A survey of workers living in Cambridgeshire and Peterborough also shows that incidence of work-related training has fell to a record low rate in the year to June 2024,

and declined most sharply in Cambridge and Peterborough.

### **OFF-THE-JOB TRAINING HAS DECREASED THE MOST WHILE ONLINE/E-LEARNING HAS INCREASED IN POPULARITY**

The decline in off-the-job training over the past decade shows that employers are now significantly less willing to take their employees out of their day-to-day activities for training. Meanwhile, online learning has increased, with more employers providing training using online learning methods since 2015 (the earliest year of data).

Cambridgeshire Chamber of Commerce's latest QES supports the trend towards more online training. The Q3 2024 QES asked respondents which education or training activities they/their employees had engaged in within the last 12 months. The most popular were online training activities (69%) and in-work training by existing employees (59%). In terms of engagement with the education sector, the most popular activities were providing work experience (28%) and careers fairs/talks (20%). Just over one-in-10 (11%) had not engaged in any training/education activities. The majority (83%) of non-trainers were sole traders or small employers (less than five employees).

## **2.5 FOCUS ON DIGITAL SKILLS**

### **ONE-IN-11 PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN DIGITAL OCCUPATIONS**

This is above the England average rate (one-in-15 workers). Digital employment rates are highest in South Cambridgeshire, Cambridge, and Peterborough and lowest in the rural Fens, particularly Huntingdonshire. The number of digital workers has increased by over 50% over the past five years against a 1% fall in employment across the rest of the labour market, with digital employment growing fastest in East Cambridgeshire and Fenland and Peterborough.

### **PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS ACCOUNT FOR ALMOST ONE-THIRD OF ALL DIGITAL WORKERS**

They are also the most in-demand occupation in Cambridgeshire and Peterborough, with the number of job postings being higher than any other occupation.

## **70% OF DIGITAL WORKERS WORK OUTSIDE OF THE IT SECTOR**

While the IT sector employs the largest number of digital workers, 70% of the digital workforce is employed elsewhere, particularly Manufacturing and Professional, Scientific and Technical Activities, with Manufacturing accounting for almost half of new digital employment over the past five years.

## **ARM, THE UNIVERSITY OF CAMBRIDGE AND THE NHS ARE THE BIGGEST RECRUITERS OF DIGITAL WORKERS**

Job postings data shows that by far the biggest recruiters of people working in digital occupations over the past five years have been ARM, The University of Cambridge and the NHS, followed by Amazon and AstraZeneca.

## **RECRUITMENT FOR DIGITAL OCCUPATIONS IS NOW AT A RECORD LOW LEVEL**

In the six months to September 2024, job postings for digital occupations in Cambridgeshire and Peterborough were at the lowest since the earliest period of data (six months to September 2012). Job postings for digital occupations were also 51% lower than the long-term six-monthly average, while job postings across all other occupations were 11% higher.

## **DIGITAL SKILLS ARE NOT CONFINED TO THE ABOVE DIGITAL OCCUPATIONS - THEY ARE NOW ESSENTIAL ENTRY REQUIREMENTS FOR MORE THAN FOUR-FIFTHS OF ALL JOB OPENINGS**

Types of digital skill clusters include Baseline Digital Skills (computer literacy skills) and Specific Digital Skills Clusters: Software & Programming, Networking Systems, Data Analysis, Digital Marketing, Digital Design, Customer Relationship Management Software, and Machining & Manufacturing Technology.

## **ALMOST ONE-THIRD (30%) OF THE MOST REQUESTED 'SPECIALISED SKILLS' WITHIN JOB POSTINGS OVER THE PAST FIVE YEARS HAVE BEEN DIGITAL SKILLS**

By far the most requested specialised digital skills included Python and software engineering, followed by data analysis, computer science and software development. Five of the 50 most requested 'common skills' within all job postings

were also digital skills and included Microsoft Excel, Microsoft Office, computer literacy, Microsoft Outlook and Microsoft PowerPoint. Taking specialised and common digital skills together, Microsoft Excel was the most requested digital skill within job postings, followed by Python, Microsoft Office and Software Engineering.

## **HOWEVER, ONLY 14% OF THE MOST REQUESTED SKILLS OVER THE PAST SIX MONTHS WERE DIGITAL SKILLS**

During Apr-Sep 2024, just seven digital skills featured within the top 50 specialised skills. These included Data Analysis, Python, Computer Science, Software Engineering, Automation, Software Development and C++. The eight digital skills dropping out of the top 50 included: JavaScript, Linux, SQL, C#, Amazon Web Services, Java, Machine Learning and Microsoft Azure.

## **2.6 FOCUS ON GREEN SKILLS**

### **ONE-THIRD OF PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN OCCUPATIONS AFFECTED BY THE TRANSITION TO A GREEN ECONOMY**

16.3% of people work in Green Increased Demand occupations – such as Programmers and Software Development Professionals, Biological Scientists & Biochemists, and Electricians & Electrical Fitters – which will be in higher demand due to greening but experience no significant change in worker requirements. Cambridge, East Cambridgeshire, Fenland and Peterborough have high rates of people employed in these occupations and could therefore experience the strongest employment growth due to greening if sufficient labour and skills are available to meet increased demand.

9.5% of people work in Green Enhanced Skills occupations – such as Production Managers, Plumbers & Heating & Ventilating Engineers, and Large Goods Vehicle Drivers – which will require significant changes in worker requirements due to green economy activities.

5.3% of people work in Green New and Emerging Occupations – such as Management Consultants, Engineering Professionals and IT Business Analysts & Systems Designers – in which entirely new roles could be created.

Huntingdonshire and South Cambridgeshire have the highest rates of people employed in both 'green

enhanced skills' and 'green new and emerging' occupations, and are therefore likely to require the most support to upskill their workforces to meet the requirements of a green economy.

### **SECTORS MOST AFFECTED BY GREENING ARE LARGELY BLUE-COLLAR SECTORS**

Construction has the highest share of people working in occupations affected by greening, at 70% of all workers, followed by Professional, Scientific and Technical Activities (which includes Engineering & Scientific R&D), Manufacturing, Transport, 'Other Sectors' (e.g., Mining & Quarrying and Electricity & Gas) and Agriculture.

### **PIPE FITTERS ARE EXPECTED TO BE THE FASTEST GROWING GREEN OCCUPATION**

The number of pipe fitters is expected to grow by 10.5% between 2023 and 2031. In terms of the largest absolute increase in employment, the number of people employed in Elementary Storage Occupations is expected to grow most (+470) followed by Programmers and Software Development Professionals (+410).

### **JOB POSTINGS REQUESTING SPECIALIST GREEN SKILLS BUCKED THE REGIONAL TREND OF REDUCED VACANCIES BETWEEN EARLY-2022 AND MID-2023, BUT HAVE FALLEN OVER THE PAST YEAR**

In Cambridgeshire and Peterborough, online job postings requesting specialist green skills increased sharply (+243%) from 2020 to 2023. Between the six months to March 2022 and the six months to September 2023, job postings requesting green skills also bucked the regional trend, increasing by 19%, against a 32% fall across other job postings. Green job postings then fell by 26% to the six months to September 2024, in line with the fall in other job postings (21%). Nonetheless, green job postings remained 28% above the six-monthly average, while other job postings were 1% below average.

### **WASTE MANAGEMENT HAS BEEN THE MOST REQUESTED GREEN SKILL OVER THE PAST SIX MONTHS**

Over the past six months, the top four green skills requested in job postings remained the same as the past five years: skills relating to Waste Management, Water Treatment, Wastewater and Environment Health and Safety.

Engineering occupations featured strongly within the occupations most likely to require green skills. These included Engineering Professionals Not Elsewhere Classified, Production & Process Engineers, Engineering Technicians and Mechanical Engineers. Likewise, the top industry requesting green skills has been Professional, Scientific and Technical Activities, which includes Engineering Activities and Scientific R&D.

By far the top recruiter of workers with green skills over the past five years has been The University of Cambridge, followed by Anglian Water, the Environment Agency, NHS, the British Antarctic Survey and Mott MacDonald.

### **GREEN JOBS ALSO REQUIRE A RANGE OF 'NON-GREEN' SKILLS, PARTICULARLY PROJECT MANAGEMENT**

...followed by Risk Analysis, Auditing, Data Analysis and Procurement. Communication has also been the most requested soft skill within green jobs, followed by Management, Planning, Research and Operations.

## **2.7 FOCUS ON SOFT SKILLS**

### **THE MOST REQUESTED SKILLS IN CAMBRIDGESHIRE AND PETERBOROUGH ARE ALL SOFT SKILLS**

Job postings data are consistent with other research findings that soft skills are the most utilised skills within the labour market. Across all job postings in Cambridgeshire and Peterborough over the past five years, the top eight skills required were all soft skills, while soft skills accounted for 16 of the top 25 skills.

### **COMMUNICATION IS BY FAR THE MOST REQUESTED SKILL**

...followed by Management, Customer Service, being Detailed Orientated, Sales, Planning, Research and Leadership. The 25 most requested soft skills in Cambridgeshire and Peterborough can be grouped into five categories:

**Analytical/Creative Skills:** being Detailed Orientated, Research, Problem Solving, Innovation and Decision-Making

**Interpersonal Skills:** Communication, Interpersonal Communications, Verbal Communication, Presentations, Customer Service, Sales, Teamwork and Influencing

**Self-Management Skills:** Planning, Operations, Self-Motivation, Organisation, Time Management and positive attitudes to work (Enthusiasm and Willingness to Learn)

**Leadership Skills:** Management and Leadership

**Knowledge Transfer Skills:** Teaching, Coaching and Mentorship

## THE ESSENTIAL SKILLS FOR EMPLOYMENT IN 2035

Research suggests that the six 'Essential Employment Skills' that would be most important for employment in 2035 are:

- Collaboration
- Communication
- Creative Thinking
- Information Literacy
- Organising, Planning and Prioritising
- Problem Solving and Decision Making

## 2.8 PRIORITY AREAS FOR INSIGHT FOR THE NEXT QUARTER

Working with employers and education and training providers, the Chamber will seek to better understand the following issues.

### DECLINES IN OCCUPATIONAL EMPLOYMENT RELEVANT TO EDUCATION AND TRAINING PROVISION

The report continues to highlight increased demand for people to fill teaching vacancies. This reflects national trends in teachers leaving the profession after the pandemic, especially across primary schools. In Fenland and Peterborough, the teacher workforce also reduced in 2023. The Chamber's insight programme will seek to understand local factors behind this decline, how it affects non-primary education, the prospects for future employment, and the impact on LSIP delivery.

### IMPACT ON EMPLOYERS OF RISING INACTIVITY DUE TO LONG-TERM SICKNESS

The report finds that the share of working-age people in Cambridgeshire and Peterborough that are economically inactive due to long-term sickness has risen to a record high. The Chamber will explore how employers have experienced this through impacts on recruitment and staff retention, strategies and mitigations, and the consequences for delivery of LSIP priorities.

### DECLINE IN JOBS ACROSS CAMBRIDGESHIRE AND PETERBOROUGH'S PRIORITY SECTORS FOR ECONOMIC DEVELOPMENT STRATEGIES

Among the region's four priority sectors (as identified in the plans of the Mayoral Combined Authority and its Business Board) there were 5,000 fewer jobs in Advanced Manufacturing and Materials, and Digital and IT, more than offsetting the gain of 2,000 jobs across Agri-Tech and Life Sciences. Jobs data reveal declining occupational clusters within these industries, such as Engineering Design Activities, Computer Programming, Consultancy and Related activities, while job postings data reveal a sharp decline in recruitment for digital occupations over the past two years. The Chamber will explore with employers in these industries the significance of these numbers for skills needs – are these the result of company churn, isolated closures, or broader trends in the demand for skills?

### LABOUR MARKET EXCLUSION AND POOR OUTCOMES FOR YOUNG PEOPLE IN FENLAND

Outcomes for young people continue to be poor, with Fenland having the 11th lowest GCSE Attainment 8 score in England, the 17th lowest share of 19-year-olds achieving a Level 2 qualification and the 14th lowest share achieving a Level 3 qualification. Population statistics also show that the area's working age population has been declining since 2017, driven by a fall in the number of 18-24-year-olds – likely those leaving the area for education/employment opportunities elsewhere. Among the adult population, Fenland continues to have one of the lowest employment and highest economic inactivity rates in the region and has experienced the fifth largest increase in economic inactivity since the pandemic of 361 local authority areas across Great Britain. The Chamber will work with employers and education providers to develop skills and training-based responses to

improve employment outcomes in Fenland and to better understand employers' recruitment difficulties.

### **RECENT LABOUR MARKET DECLINE IN PETERBOROUGH**

The latest labour market statistics show that employment has fallen to its lowest rate for 12 years, economic inactivity has risen to its highest rate on record and claimant unemployment has increased sharply. The Chamber will work with employers to better understand reasons for recent labour market weakness.

### **DECLINE IN EMPLOYER TRAINING TO RECORD LOW LEVELS, ESPECIALLY FOR INSTRUCTION IN NEW TECHNOLOGY**

The report finds that the shares of employers providing both on-the-job and off-the-job training were at their lowest. Within the mix of training activities, online / e-learning has increased in significance, but it is unclear how this relates, if at all, to the broader trend of fewer employers investing in training for their staff, and new technology in particular. The Chamber will work with employers to unpack these findings.

### **IMPACT ON FUTURE DIGITAL SKILLS DEMAND FROM RECENT ADVANCES IN AI AND OTHER INDUSTRY DEVELOPMENTS**

In the five years to September 2024, programming and software development and engineering were the top-rated digital skills in demand from Cambridge employers and accounted for the largest number of job postings across the region. But among local authority areas, Cambridge saw the slowest growth in digital employment, well behind East Cambridgeshire and Fenland, where digital skills listed in job postings are more oriented to foundational skills and those related to

fabrication, such as Computer Aided Design. We will work with employers across Cambridgeshire and Peterborough to understand how the market for digital skills is evolving; how recent developments such as the wider availability and use of AI in software development has impacted workforce planning, emerging roles and competences.

### **THE DETAILED REQUIREMENTS BEHIND THE INCREASED DEMAND FOR GREEN SKILLS**

Demand from employers for green skills has increased sharply over the past three years and, at present, one in six people work in occupations likely to be in increased demand due to greening while one in seven work in occupational groups that could see significant changes to worker requirements or where entirely new or renewed roles could be created. The Chamber will work with employers to better understand their green skills requirements and any emerging green skills gaps and shortages.

### **THE SHORTAGE OF CARE WORKERS**

Cambridgeshire and Peterborough has an ageing population and, between 2020 and 2035, 30,000 additional people will be required to fill Caring Personal Service occupations (7,000 from employment growth and 23,000 due to natural attrition) – the second highest forecast employment requirement of all occupations. However, recruitment difficulties above average for this occupational group. The Chamber will work with employers to understand how they are responding to these recruitment difficulties, the impact of recruitment difficulties, and develop responses to ensure that future employment demand can be met.

### 3. LABOUR MARKET PARTICIPATION

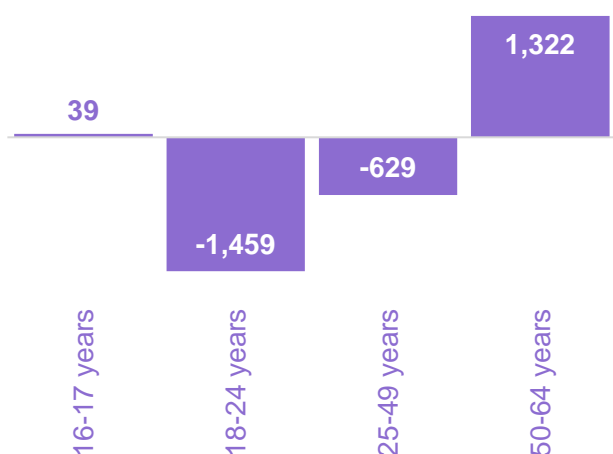
#### 3.1 LABOUR SUPPLY – THE WORKING AGE POPULATION

##### THE WORKING-AGE POPULATION HAS DECREASED IN FENLAND, WITH IMPLICATIONS FOR LABOUR SUPPLY

Annual Population Survey (APS) denominators suggest that Cambridgeshire and Peterborough’s 16-64-year population increased by 1,400, or by 0.3% in the year to June 2024 – similar to growth across England (0.4%). However, denominators indicate that the working age population declined in Fenland and Huntingdonshire, with the number of 16-64-year-olds being the lowest for 12 and three years respectively. A fall in the working age population means that the pool of potential labour available to local employers has reduced.

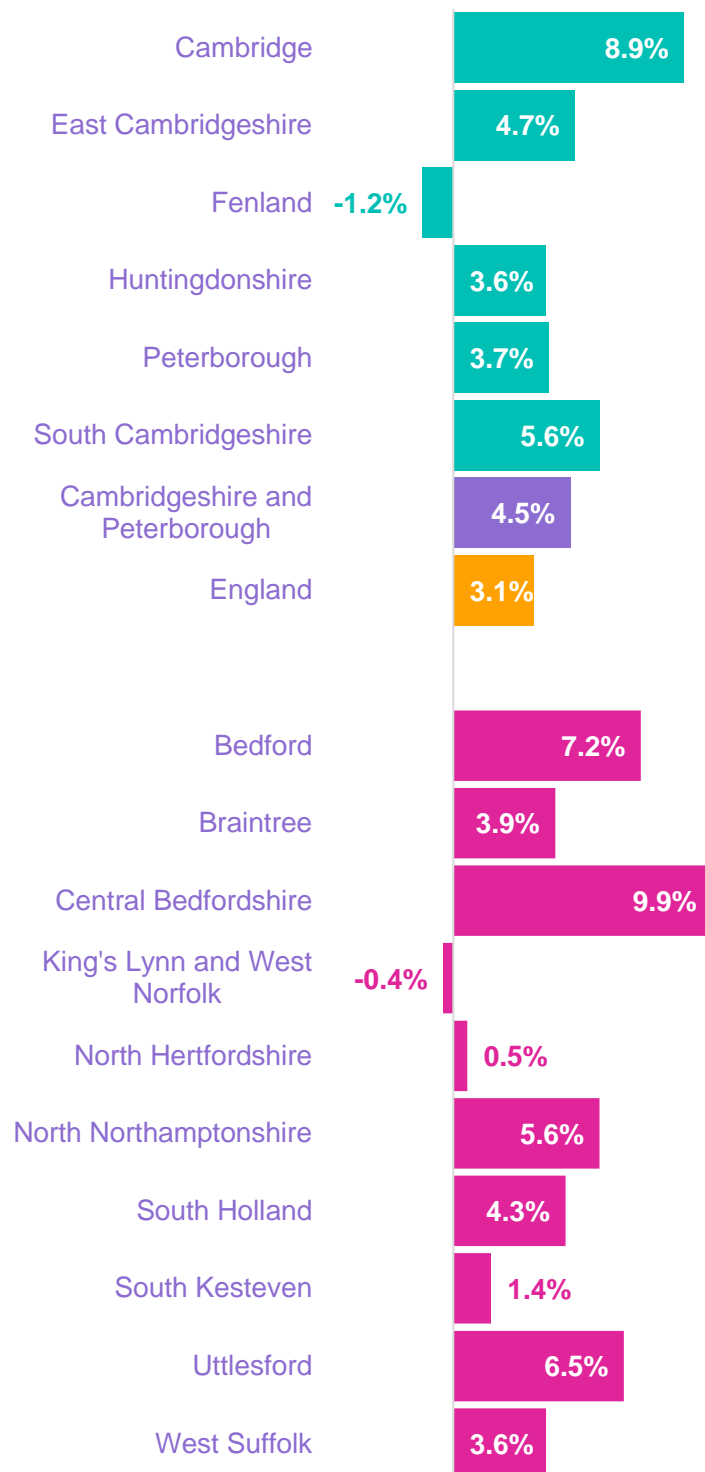
Official population statistics – released annually with the latest data being for 2023 – also highlight that the number of 16-64-year-olds in Fenland has fallen since 2017 (Chart 3.1.1), driven by a fall in the number of residents aged under 50-years, particularly 18-24-year-olds (Chart 3.1.2) which were at their lowest level for 18 years in 2023. This could be due to young people leaving the area for education or employment opportunities elsewhere. Official population statistics do not indicate a fall in the working age population in Huntingdonshire. Of neighbouring authority areas, population statistics indicate a fall in the working-age population in Fenland’s neighbouring district, King’s Lynn and West Norfolk, with the number of 18-24-year-olds also at a 20-year low.

**Chart 3.1.2: Change in Fenland’s Working-Age Population by Age, 2017-2023**



Source: Mid-Year Population Estimates, Office for National Statistics

**Chart 3.1.1: Change in Population Aged 16-64 Years, 2017-2023**



Source: Mid-Year Population Estimates, Office for National Statistics

## 3.2 EMPLOYMENT

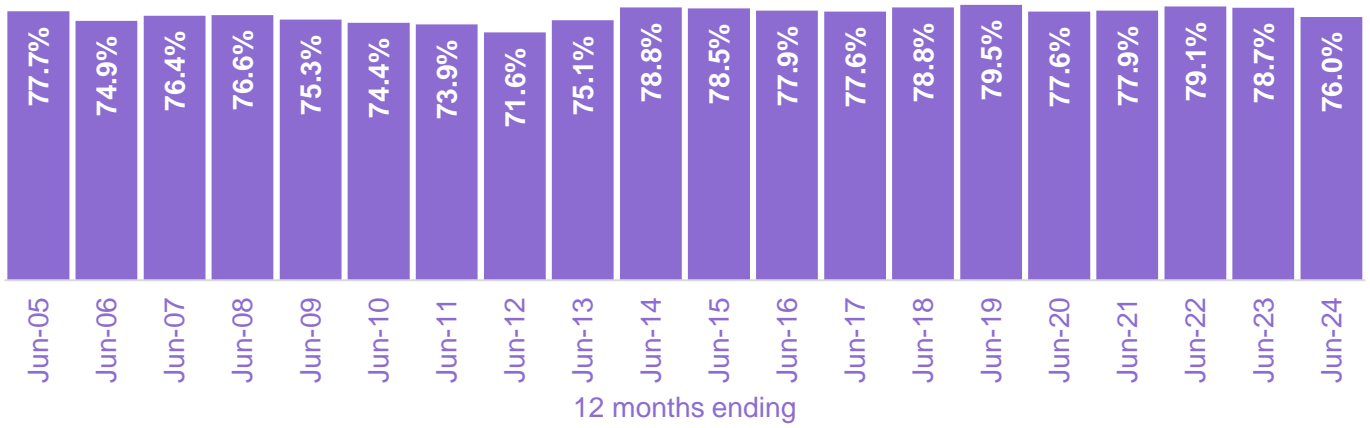
### EMPLOYMENT AMONG RESIDENTS FELL TO ITS LOWEST FOR 11 YEARS

In the year to Jun-24, 76.0% of people aged 16-64 years and living in Cambridgeshire and Peterborough were in employment. The area's employment rate has fallen over the past two years (from 79.1% in the year to Jun-22) and, in the year to Jun-24, was at its lowest for 11 years. Across England, the employment rate fell slightly in the year to Jun-24, by 0.1 percentage points (ppts), but was the same as two years ago.

### THE FALL IN EMPLOYED PEOPLE LIVING IN CAMBRIDGESHIRE AND PETERBOROUGH WAS DRIVEN BY:

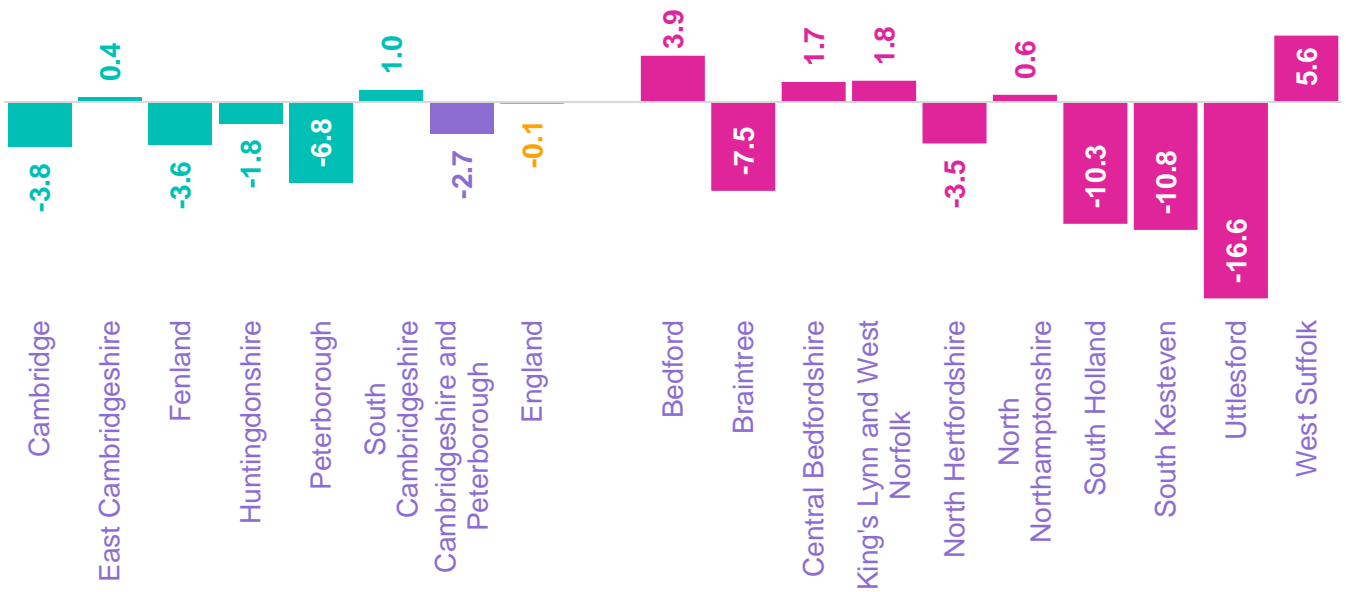
- **A fall in employment in Peterborough, Fenland, Cambridge and Huntingdonshire:** compared to the previous year, the employment rate fell most sharply in Peterborough (-6.8 ppts to 70.0%), with the employment rate also falling in Cambridge, Fenland and Huntingdonshire (Chart 3.2.2). Across neighbouring areas, districts north of Fenland and Peterborough (South Holland and South Kesteven) experienced sharp falls in their employment rates, along with the Essex districts bordering South Cambridgeshire (Braintree and Uttlesford). However, the employment rate increased in South Cambridgeshire, by 1.0 ppts. Compared to two years ago, the employment rate has fallen in Cambridge (-13.2 ppts), Fenland (-12.0 ppts) and Peterborough (-5.2 ppts).
  - Employment rates in Cambridge, Fenland and Peterborough were at their lowest for 12 years and Fenland's employment rate was the 10<sup>th</sup> lowest of 308 local authority areas in England for which data were available (compared to 25<sup>th</sup> lowest during the previous year).
  - Local authority employment rates are displayed in Chart 3.2.3, and show that employment rates remained highest in East Cambridgeshire and Huntingdonshire and lowest, and below the national average, in Peterborough and Fenland (along with neighbouring district, South Kesteven)
- **A fall in employment for those aged under 50 years:** across Cambridgeshire and Peterborough, employment rates fell for all age groups under 50-years, particularly 16-24-year-olds (-10.4 ppts to 45.7% - the lowest rate on record). The employment rate for 25-34-year-olds fell by 1.7 ppts to 79.7% - the lowest for 11 years and the employment rate for 35-49-year-olds fell by 3.1 ppts to 86.7% - the lowest for six years. The employment rate for 50-64-year-olds increased by 1.6% to 79.1% - the highest on record.
  - **A fall in employment in the services sector, particularly Business/Professional Services (Finance, Property, Admin, Professional, Scientific)** (-20,900) and Transport and Communications (-15,800). Employment losses were partially offset by strong employment growth in largely public sector services (Public Admin, Education and Health) (+16,900) and Wholesale, Retail, Hotels and Restaurants (+9,400). (Chart 3.2.4)
  - **Large falls in occupational employment in Elementary Administrative and Service Occupations** (-11,700), Business Associate Professionals (-7,200) and Business Professionals (-7,000). Blue collar occupations also featured within those experiencing falling employment – including Skilled Construction Trades (-5,300), Transport/Mobile Machine Drivers/Operators (-4,900), Textiles, Printing and Other Skilled Trades (-3,800), Elementary Trades (-3,200) and Skilled Metal, Electrical and Electronic Trades (-2,400). These losses were partially offset by employment gains in other occupations, particularly Sales Occupations (+11,300) and Administrative Occupations (+9,500), with public service occupations also featuring, i.e. Health and Social Care Associate Professionals (+4,400), Teaching and Educational Professionals (+4,100), Protective Service Occupations (+2,500) and Health Professionals (+2,400) (Chart 3.2.5).

**Chart 3.2.1: Employment Rate in Cambridgeshire and Peterborough**



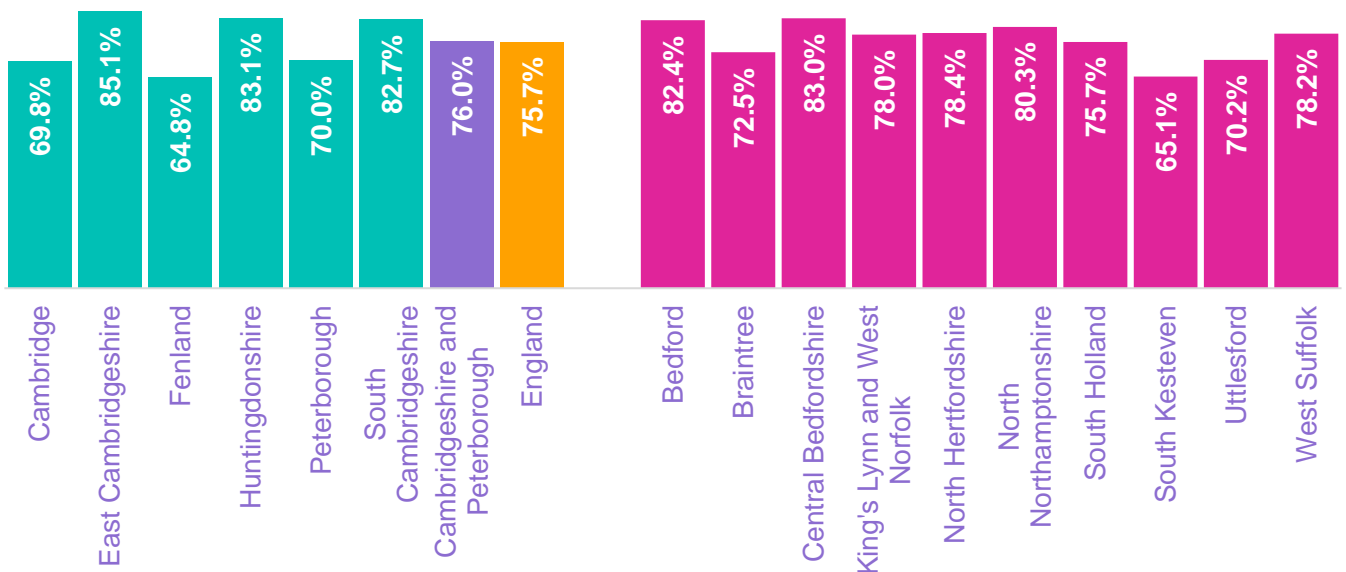
Source: Annual Population Survey, Office for National Statistics

**Chart 3.2.2: Percentage Point Change in Employment Rate, Year to Jun-24**



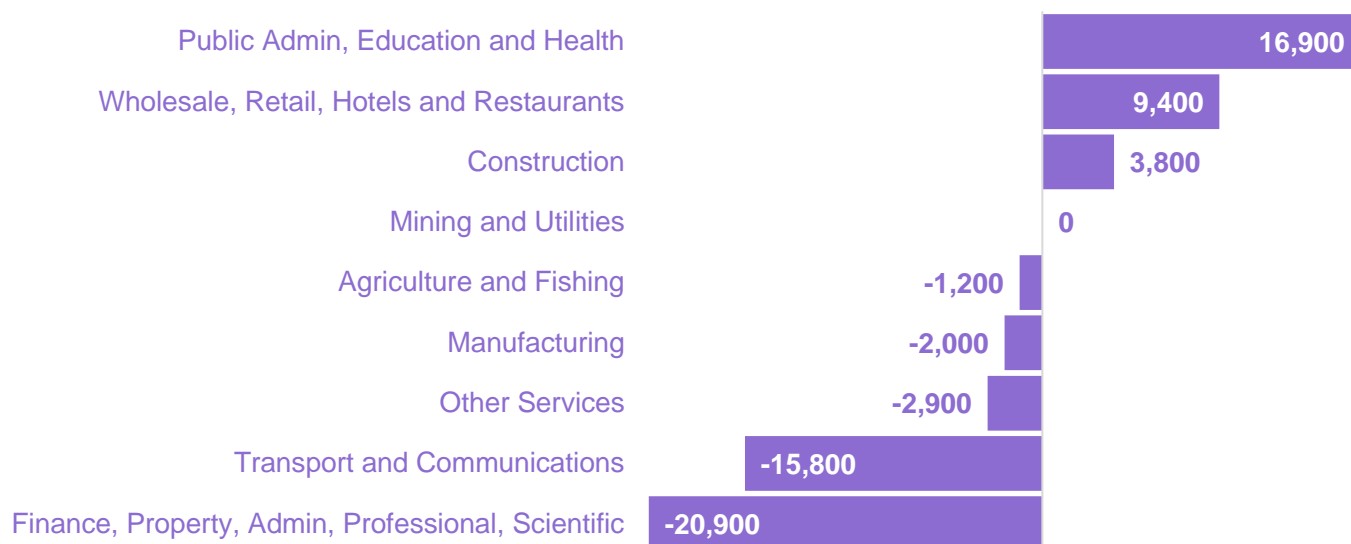
Source: Annual Population Survey, Office for National Statistics

**Chart 3.2.3: Employment Rate, Year to Jun-24**



Source: Annual Population Survey, Office for National Statistics

**Chart 3.2.4: Change in Employment by Industry, Cambridgeshire and Peterborough, Year to Jun-24**



Source: Annual Population Survey, Office for National Statistics

**Chart 3.2.5 Change in Employment by Occupation, Cambridgeshire and Peterborough, Year to Jun-24**



Source: Annual Population Survey, Office for National Statistics

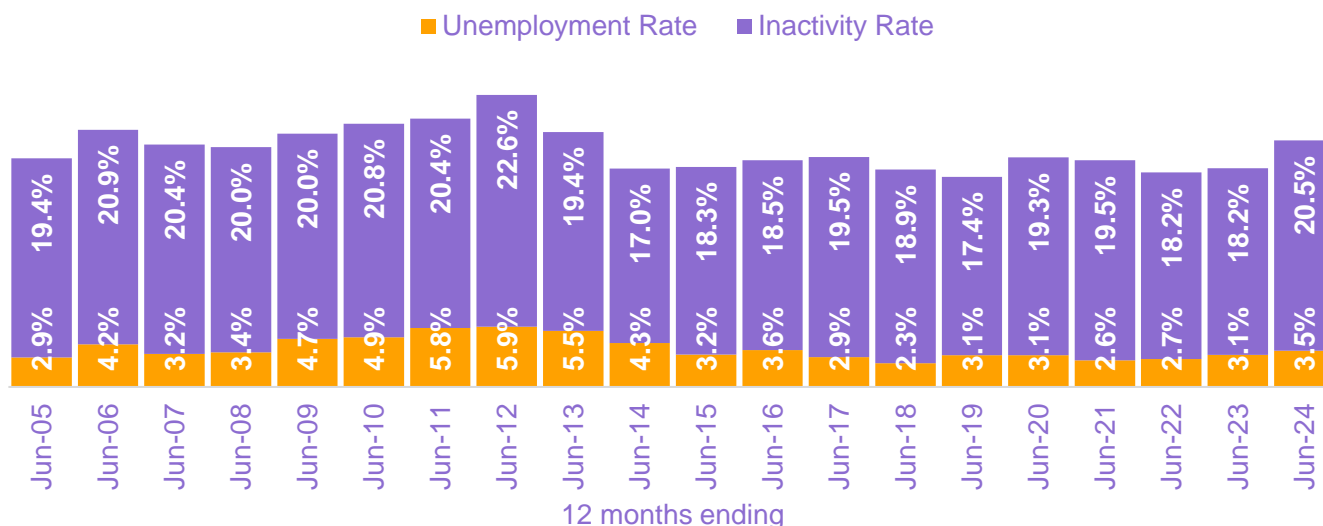
### 3.3 UNEMPLOYMENT AND ECONOMIC INACTIVITY

#### ECONOMIC INACTIVITY HAS INCREASED TO A 12-YEAR HIGH

In the year to Jun-24, 24.0% of 16-64-year-olds were out of work – the highest rate for 11 years. The biggest increase was in the numbers of

economically inactive people (+12,200) with the economic inactivity rate rising by 2.3 ppts to 20.5% - the highest for 12 years. Unemployment increased by 2,300 with the unemployment rate increasing by 0.4 ppts to 3.5% - the highest for 10 years.

Chart 3.3.1: Out-of-Work Rates in Cambridgeshire and Peterborough



Source: Annual Population Survey, Office for National Statistics

#### THE SHARES OF WORKING-AGED PEOPLE THAT ARE INACTIVE DUE TO LONG-TERM SICKNESS AND BEING A STUDENT HAVE RISEN TO RECORD HIGHS

The sharp increase in the share of people that were economically inactive in the year to Jun-24 was driven by an increase in the shares of people who were inactive due to being a student and long-term sickness.

In the year to Jun-24, 7.1% (one-in-14) of 16-64-year-olds in Cambridgeshire and Peterborough were inactive due to being a student. This was up by 1.3 ppts on the previous year, against no change nationally and was the highest rate on record. The increase in the number of people that were inactive due to being a student (+6,700) accounted for more than half of the increase in inactivity (+12,200). Consistent with this increase, the share of 16-24-year-olds that were economically inactive increased sharply, to 48.7% - also a record high.

The share of people out of work because of long-term sickness also increased by 1.4 ppts to 5.9% (one-in-17) - by far the highest rate on record. Inactivity due to long-term sickness has been on an upward trend for five years – since the COVID-19 pandemic – and has also occurred across England. National data on types of conditions causing inactivity due to poor health shows that depression/anxiety is the top reason for health-based inactivity and the health condition that increased the most between 2019 and 2023<sup>1</sup>.

The share of 16-64-year-olds in Cambridgeshire and Peterborough who were inactive due to other reasons (such as being temporarily sick, discouraged, wanting to seek work but being unable to start within the next four weeks, and other reasons) also increased slightly (+0.3 ppts).

<sup>1</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/economicinactivity/articles/risingillhealtha>

ndeconomicinactivitybecauseoflongtermsicknessuk/2019to2023

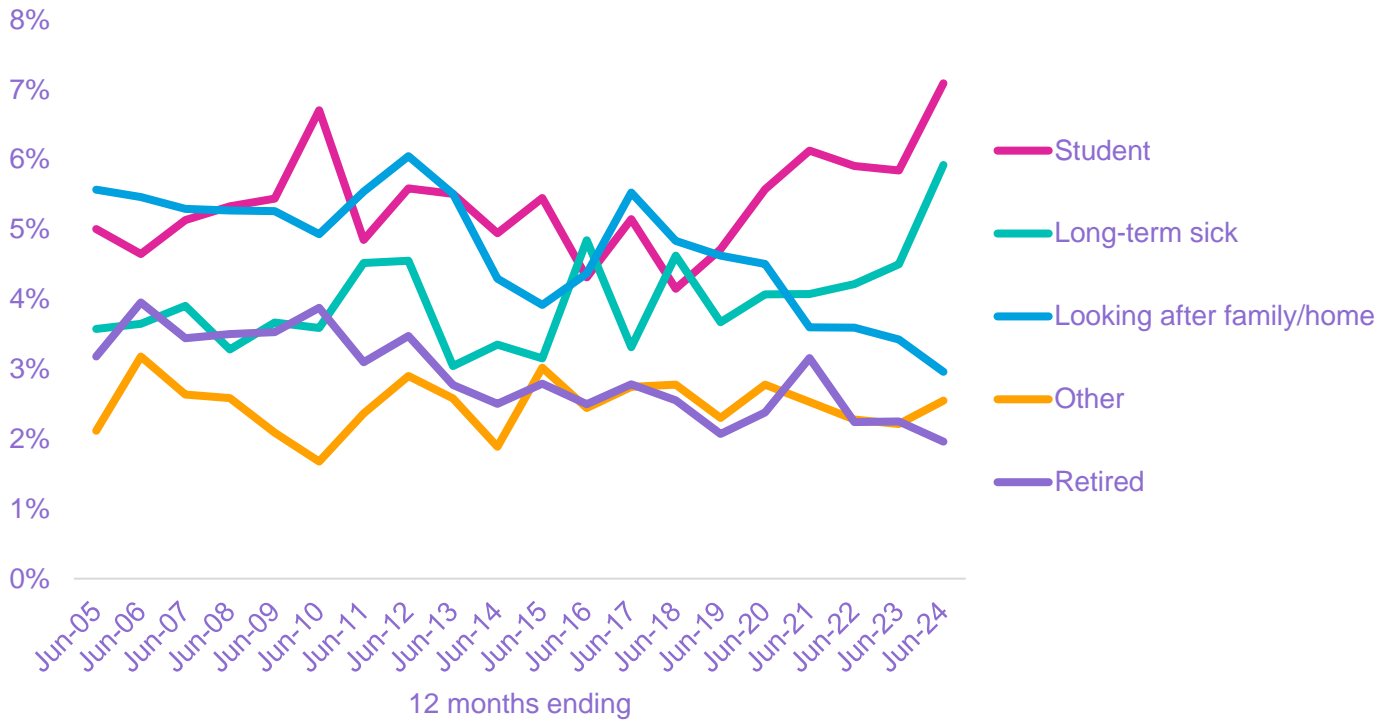
**CONVERSELY, THE SHARE OF 16-64-YEAR-OLDS THAT ARE ECONOMICALLY INACTIVE DUE TO LOOKING AFTER THE FAMILY/HOME OR BECAUSE OF RETIREMENT ARE AT RECORD LOWS**

The share of 16-64-year-olds who are inactive due to **retirement** has been on a downward trend for 14 years (in line with increases in the state pension age for women from 2010) and fell to a record low in the year to Jun-24 (2.0%). Likewise, the

inactivity rate for 50-64-year-olds has been on a downward trend over the same period and fell to a record low of 19.1% in the year to Jun-24.

The share of 16-64-year-olds who are inactive due to **looking after the family/home** has also been on a downward trend for 12 years (in line with the introduction of 30 hours of funded childcare for eligible parents) and fell to a new record low of 3.0% in the year to Jun-24.

**Chart 3.3.2: Economic Inactivity by Reason, % 16-64-Year-Olds, Cambridgeshire and Peterborough**

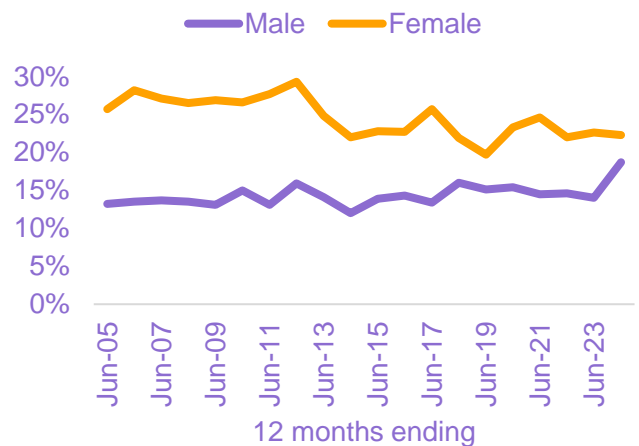


Source: Annual Population Survey, Office for National Statistics

**THE GAP BETWEEN FEMALE AND MALE INACTIVITY HAS FALLEN TO A RECORD LOW – DUE TO RECORD HIGH MALE INACTIVITY**

The increase in inactivity in the year to Jun-24 was driven by an increase in male inactivity (+12,900) while female inactivity fell slightly (-700). While the female inactivity rate (22.3%) remained higher than that for men (18.7%), the gap (3.6 pts) was the lowest on record. This is due to male inactivity rising to its highest rate on record, while female inactivity has been on a downward trend for 12 years (in line with increases in the state retirement age and funded childcare, as above).

**Chart 3.3.3: Economic Inactivity by Gender, % 16-64-Year-Olds, Cambridgeshire and Peterborough**



Source: Annual Population Survey, Office for National Statistics

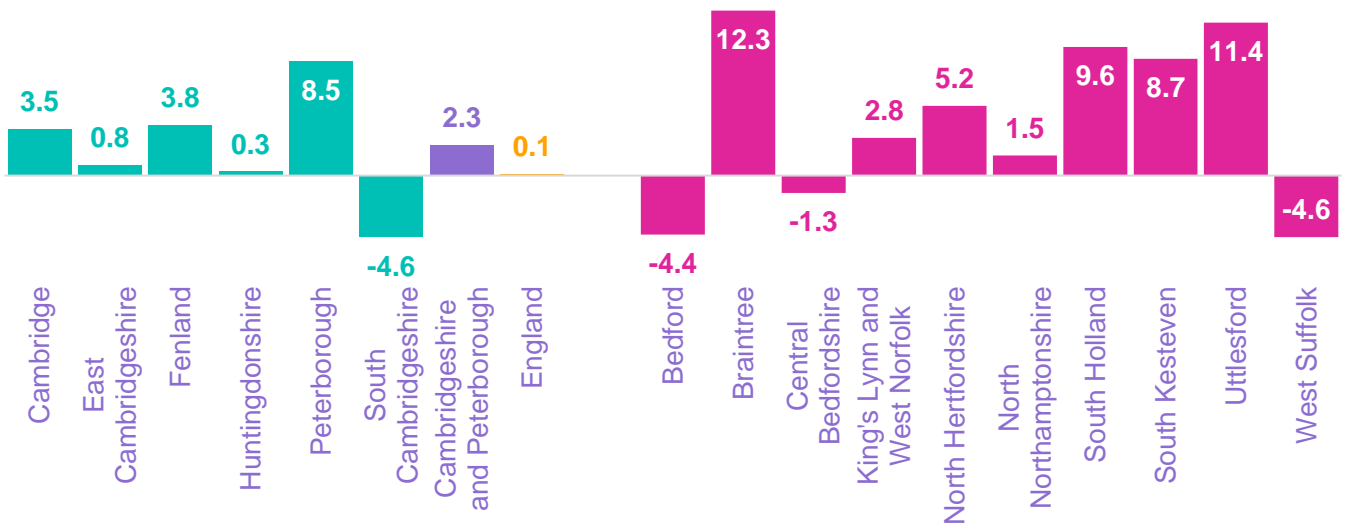
**ECONOMIC INACTIVITY REMAINS HIGHEST IN FENLAND AND PETERBOROUGH, WITH PETERBOROUGH'S RATE RISING TO A RECORD HIGH, FENLAND'S INACTIVITY RATE BEING THE SIXTH HIGHEST IN ENGLAND AND FENLAND EXPERIENCING THE FIFTH BIGGEST INCREASE IN ECONOMIC INACTIVITY ACROSS BRITAIN SINCE THE PANDEMIC**

In the year to Jun-24, economic inactivity remained lowest and well below the national average in South Cambridgeshire, Huntingdonshire and East Cambridgeshire, and was well above average in Fenland and Peterborough.

Compared to the previous year, the inactivity rate increased sharply in Peterborough, by 8.5 ppts to 27.2% - the highest on record. Rates also increased noticeably in Fenland (+3.8 ppts to 32.0%) and Cambridge (+3.5 ppts to 24.3%). The economic inactivity rate in Fenland was also the sixth highest of 307 local authority areas in England for which data were available, up from 28<sup>th</sup> highest during the previous year.

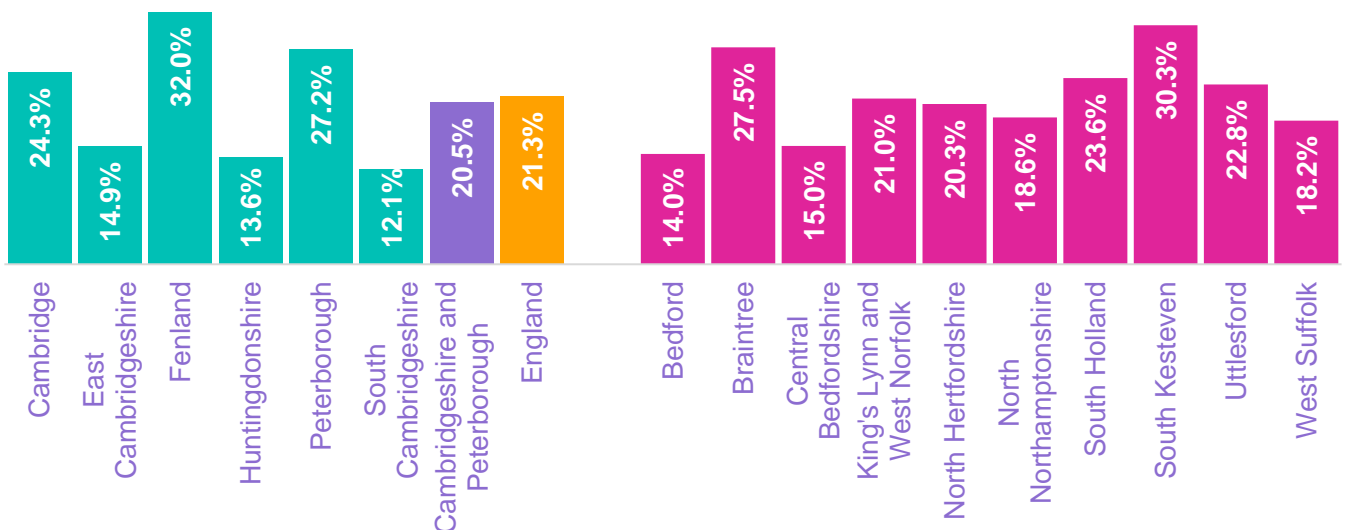
Compared to pre-pandemic rates (year to Jun-19), Fenland has experienced the fifth biggest increase in its economic inactivity rate since of 361 local authority areas across Great Britain for which data are available. Increases in inactivity have also been well above the national average in Peterborough and Cambridge (Table 3.3.1).

**Chart 3.3.4: Percentage Point Change in Economic Inactivity Rate, Year to Jun-24**



Source: Annual Population Survey, Office for National Statistics

**Chart 3.3.5: Economic Inactivity Rate, Year to Jun-24**



Source: Annual Population Survey, Office for National Statistics

**Table 3.3.1: Change in Economic Inactivity Rates, year to Jun-19 to year to Jun-24**

	Change in Economic Inactivity Rate (ppts)	Rank of 361 GB LA Areas (1 = biggest increase)
Fenland	+14.7	5
Peterborough	+7.0	31
Cambridge	+5.4	52
East Cambridgeshire	+0.6	175
Great Britain	+0.5	-
England	+0.4	-
South Cambridgeshire	-1.9	253
Huntingdonshire	-3.9	307

Source: Annual Population Survey, Office for National Statistics

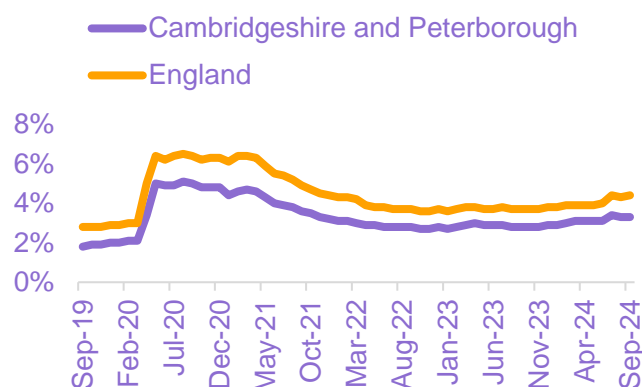
**CLAIMANT UNEMPLOYMENT HAS STABILISED OVER THE PAST TWO MONTHS AFTER INCREASING BETWEEN DEC-23 AND JUL-24**

In September 2024, 3.3% of 16-64-year-olds living in Cambridgeshire and Peterborough were claimant unemployed (claiming Jobseeker's Allowance or Universal Credit and required to seek work and be available for work, which tends to be lower than the official unemployment rate described above, as not all unemployed people claim benefits).

The area's claimant count rate increased from 2.8% in November 2023 to 3.1% in March 2024. After stabilising, it then increased to 3.4% in July before reducing to 3.3% in August, and remaining at 3.3% in September. The increase in claimant unemployment in July follows an increase in the administrative earnings threshold<sup>2</sup> for working claimants to engage in full work search and to have more work availability. It is therefore difficult to ascertain the extent to which labour market weakening and/or benefit conditionality have caused increases in the claimant count rate over the past few months.

<sup>2</sup> The amendment raised the Administrative Earnings Threshold (AET) to a monthly figure equivalent to 18 hours earnings per week at the National Living Wage

**Chart 3.3.6: Claimant Count Rate**

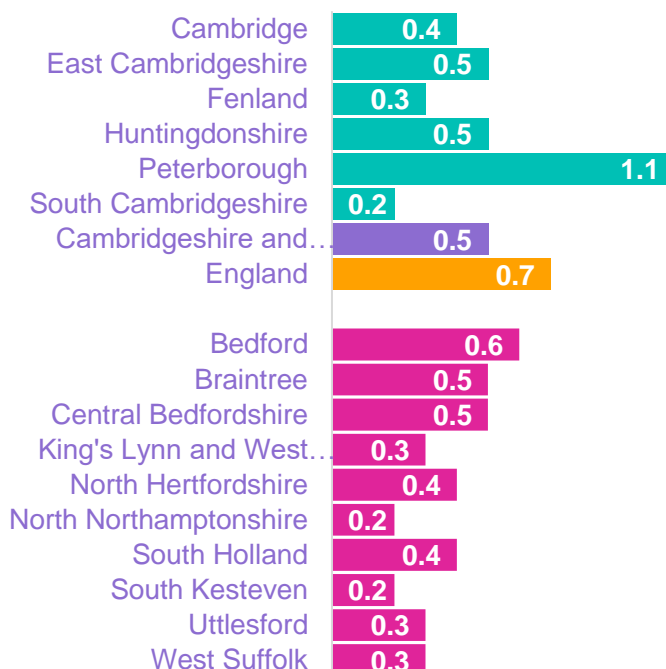


Source: Claimant Count, Office for National Statistics

**THE CLAIMANT COUNT RATE HAS INCREASED MOST SHARPLY IN PETERBOROUGH**

Compared to a year ago, claimant count rates in September 2024 were higher in all areas, with Peterborough being the only area to see its claimant rate increase more than the national average (+1.1 ppts, compared to +0.7 ppts across England). In September 2024, Peterborough was also the only area of the region to have a claimant count rate (6.2%) above the England average (4.4%).

**Chart 3.3.7: Percentage Point Change in Claimant Count Rates, Sep 23-Sep 24**



Source: Claimant Count, Office for National Statistics

(NLW) for individual claimants and to the monthly figure equivalent to 29 hours earnings per week at NLW for couples.

### 3.4 FOCUS ON PETERBOROUGH

As noted above, there appears to have been a sharp decline in Peterborough’s labour market over the past year, with a fall in employment and corresponding increase in inactivity. Due to small sample sizes at local authority level, disaggregating headline statistics should be treated with caution. However, in Peterborough, the latest labour market statistics suggest that:

The fall in employment over the past year has been concentrated among:

- 25-49-year-olds
- The Transport and Communications (-7,900), Manufacturing (-7,000) and Business/Professional/Financial/Scientific Services (-3,500) sectors
- Many lower skilled occupations: Elementary Admin and Service Occupations (-6,800), Transport and Mobile Machine Drivers/Operatives (-3,600), Sales Occupations (-1,200), Process, Plant and Machine Operatives (-800) and Customer Service Occupations (-800), as well as Business, Media and Public Service Professionals (-2,200), Science, Engineering and Technology Associate Professionals (-1,400) and Skilled Metal, Electrical and Electronic Trades (-1,100).

Meanwhile, some occupations experienced growth, particularly Caring Personal Service Occupations (+2,600), Other Managers and Proprietors (+2,400)

### 3.5 FOCUS ON HEALTH AND LONG-TERM SICKNESS

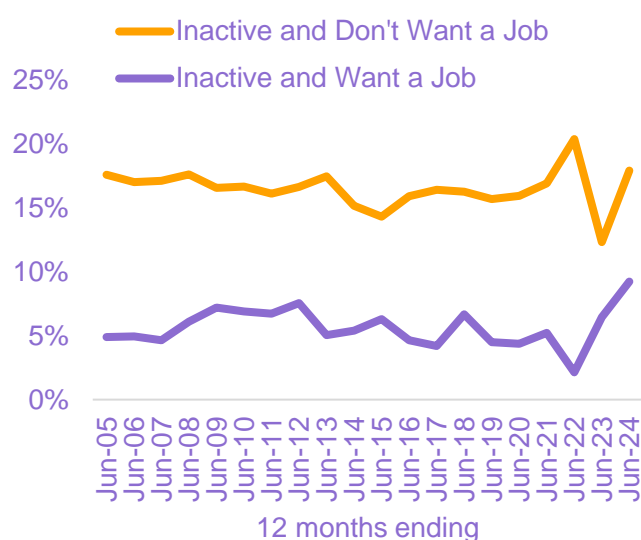
The number of 16-64-year-olds in Cambridgeshire and Peterborough with a disability/work-limiting illness increased sharply, by 34,600, or 33%, to 138,400 between the year to Jun-19 and the year to Jun-23. This number reduced by 13,600, or 10%, to 124,800 in the year to Jun-24 but remained much higher (+20%) than the pre-pandemic level.

In the year to Jun-24, the fall in employment across Cambridgeshire and Peterborough was concentrated among those who were disabled or had a work-limiting illness, whereas the employment rate for those who were not disabled/did not have a work-limiting illness remained stable.

and Health and Social Care Associate Professionals (+1,300).

Falling employment has largely translated into higher economic inactivity, with the main increases being in inactivity due to long-term sickness (+4,200) and being a student (+4,100). There has also been a sharp increase in the percentage of people that are inactive but want a job - suggesting scope to reduce inactivity with the right support.

**Chart 3.4.1: Percentage of People that are Economically Active and Want/Don't Want a Job, Peterborough**



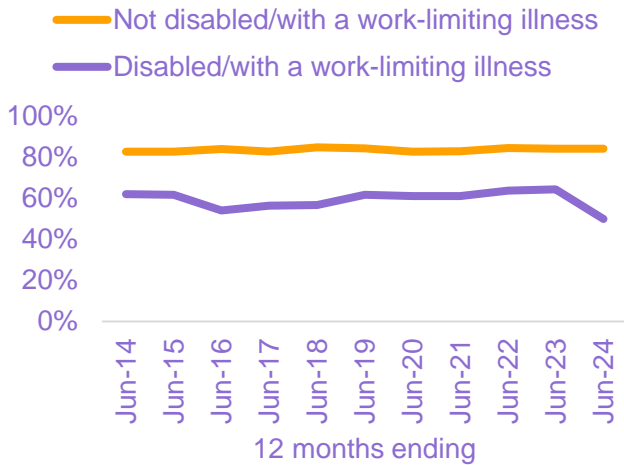
Source: Annual Population Survey, Office for National Statistics

**Chart 3.5.1: Number of 16-64-Year-Olds with a Disability or Work-Limiting Illness, Cambridgeshire and Peterborough**



Source: Annual Population Survey, Office for National Statistics

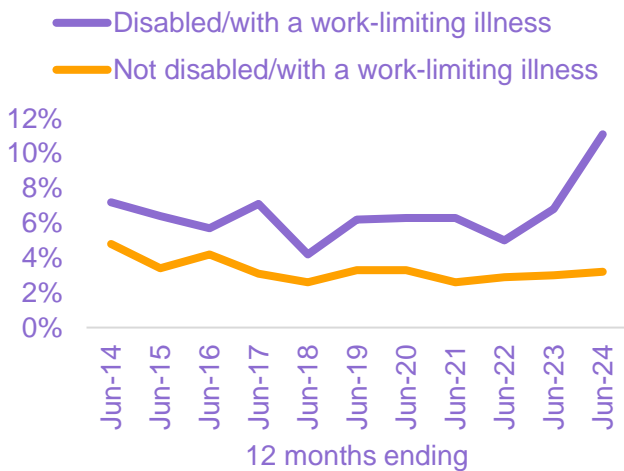
**Chart 3.5.2: Employment Rate by Disability Status, Cambridgeshire and Peterborough**



Source: Annual Population Survey, Office for National Statistics

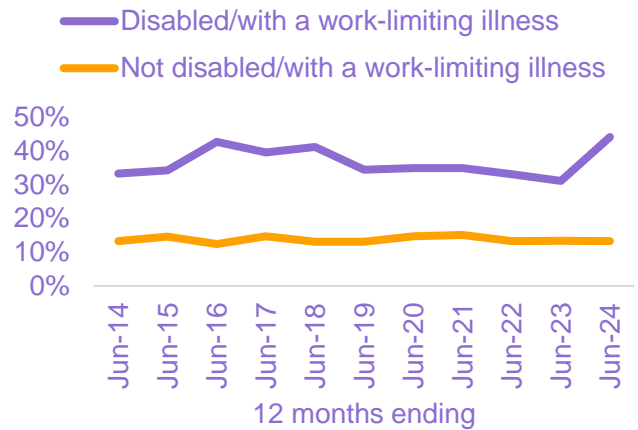
During the same period, there was a sharp increase in the unemployment rate for those with a disability/work-limiting illness, alongside a slight increase for those without a disability/work-limiting illness and a sharp increase in the economic inactivity rate for those with a disability/work-limiting illness, alongside a slight drop among those without a disability/work-limiting illness.

**Chart 3.5.3: Unemployment Rate by Disability Status, Cambridgeshire and Peterborough**



Source: Annual Population Survey, Office for National Statistics

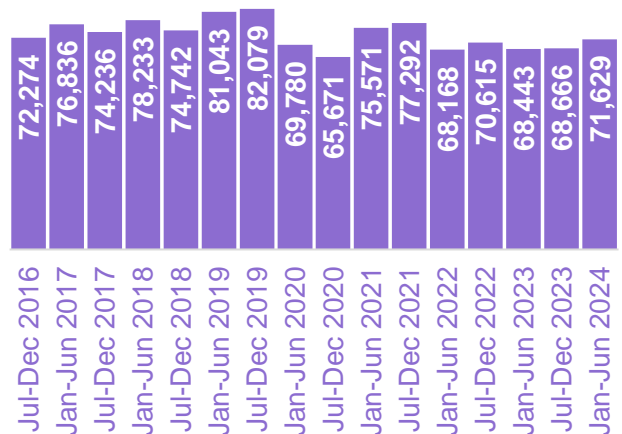
**Chart 3.5.4: Economic Inactivity Rate by Disability Status, Cambridgeshire and Peterborough**



Source: Annual Population Survey, Office for National Statistics

‘Fit note’ statistics – which provide data on the number of fit notes issued to patients by healthcare professionals following an assessment of their fitness for work – highlight that, where a reason was provided, ‘mental and behavioural disorders’ have been the key reason for work-related absence lasting more than seven days (30% of fit notes where a reason was provided) over the past year. However, the statistics do not suggest any discernible increase in the overall number of certifications compared to historic levels, although it is important to note that fit note data ‘will provide information on the patterns of certification of fitness for work by healthcare professionals, rather than on the patterns of long-term sickness absence from employment.’

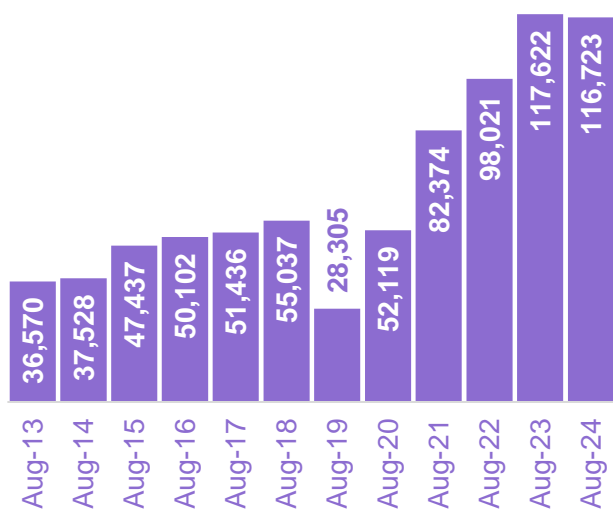
**Chart 3.5.5: Fit Notes Issues by GP Practices, Cambridgeshire and Peterborough Integrated Care Board**



Source: Fit Notes Issued by GP Practices, NHS England

Longer NHS waiting lists and waiting times could be one factor behind the increase in inactivity due to long-term sickness. The number of 'incomplete pathways' indicates that the number of people waiting for treatment across the Cambridgeshire and Peterborough Integrated Care Board area has increased sharply since the pandemic, and was 160% higher than the pre-pandemic average in August 2024, compared to 106% higher across England. Waiting times for treatment have also more than doubled over the past five years, from an average of 7.4 weeks in August 2019 to 15.6 weeks in August 2024, and are currently higher than the national average (14.6 weeks). NHS services in the region are also falling significantly short of the target for 92% of patients to receive treatment within 18 weeks, at just 55.2% in August 2024, below the national rate of 58.3%.

**Chart 3.5.6: Number of Incomplete Pathways, Cambridgeshire and Peterborough**

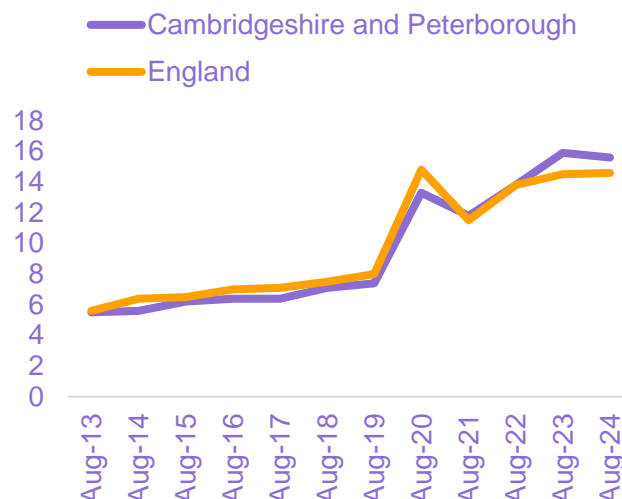


Source: Referral to Treatment (RTT) Waiting Times, NHS England

**ONE-THIRD OF LOCAL BUSINESSES ARE CONCERNED ABOUT THE IMPACT OF LONG-TERM SICKNESS ON STAFF RETENTION**

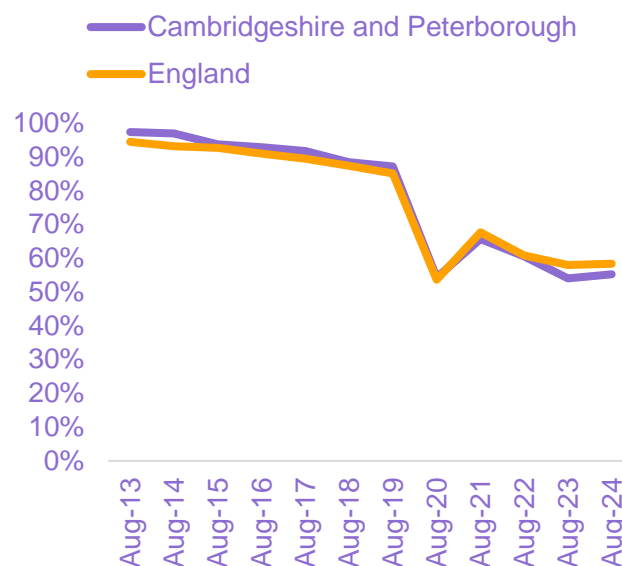
The Chamber’s latest QES explored the extent to which long-term sickness was impacting on businesses in the region. The survey found that one-third of respondents were concerned about the impact of long-term sickness on staff retention and one-in-10 respondents agreed that long-term sickness absences had made it more difficult to retain staff within their organisation.

**Chart 3.5.7: Average (Median) Waiting Time for Treatment (Weeks)**



Source: Referral to Treatment (RTT) Waiting Times, NHS England

**Chart 3.5.8: Percentage of Patients Receiving Treatment Within 18 Weeks (92% Target)**



Source: Referral to Treatment (RTT) Waiting Times, NHS England

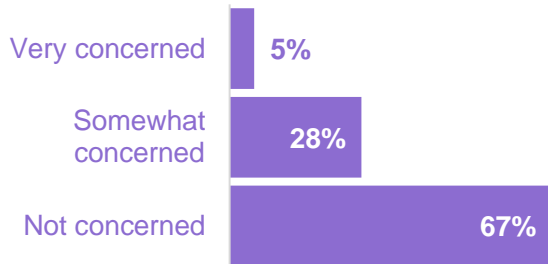
Where respondents provided more information, the main impact of long-term sickness was increased workload for staff and/or pressure to find temporary cover (using temps or existing workers).

*“Impact is significant as current staff & management have to pick up the extra workload. Causes issues in team dynamic”*

*“Small team so long-term sick impacts on ability to deliver workload, but most have returned and other staff have been accepting of the reasons for long term absence.”*

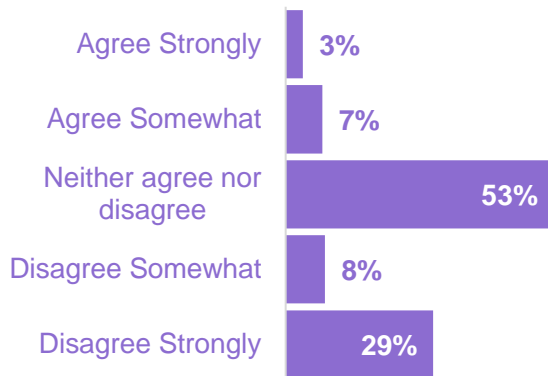
*“We often cover long term absence with temporary staff but this isn't always a quick solution and those temp staff often need additional support.”*

**Chart 3.5.9: How concerned are you about the impact of long-term sickness on staff retention?**



Source: Cambridgeshire Chamber of Commerce QES Q3 2024

**Chart 3.5.10: To what extent do you agree or disagree with the following statement? 'Over the last 6 months, long-term sickness absences in my organisation have made it more difficult to retain staff'**



Source: Cambridgeshire Chamber of Commerce QES Q3 2024

The most popular strategies for dealing with/preventing long-term sickness were:

**Employee support/wellbeing programmes** (29 responses)

*“Wellbeing checks are conducted regularly throughout the colleague’s absence, to ensure we are supporting them where possible and looking at arrangements in the work place that will assist them in returning”*

*“We have a mental health first aider and enhanced employee assistance programme”*

*“Practical workplace and job adjustments, external support”*

*“Learning more about illness/working closely with the individual to know we support them/light duties”*

*“Well-being checks, improved communications and improving work place facilities”*

*“Communication with the individuals. Addressing the issues directly. Support where needed, specifically with a long-term illness”*

**Provision of occupational health support** (12 responses)

*“Provision of Occupational Health appointments for those with more than 5 instances of sick per year”*

*“Regular reviews, referral to occupational health, phased returns, ill-health retirement”*

*“Working with team members on back to work strategies, wellbeing programs. Supporting people who cannot return with health schemes and on-site occupational health support”*

*“Early engagement with OH professionals, more detailed reporting and analysis of causes of absence”*

**Flexible working/home working/good work-life balance** (11 responses)

*“I try to provide flexibility around long-term sickness to ensure that the employee is encouraged to 1) get fully back to health 2) return to work in a manner that suits their needs”*

*“Hybrid working for 80% of the workforce, flexibility in working hours where appropriate”*

*“Referral to occupational health, flexible return to work arrangements, flexible working e.g more working from home”*

**Adjustments to sick pay** (9 responses)

*“We only pay SSP to discourage long term sickness”*

*“We only pay 5 days sickness a year. I pay more at my discretion. But no more than 10 days”*

*“Have changed contracts of employment, reducing paid sick leave”*

**Providing temporary cover** (7 responses)

*“Have to cover with temps whilst supporting long standing staff”*

*“We have had two cases of long-term sickness, but our sickness policy only covers four weeks so we were able to use the savings to hire temporary staff”*

**Provision of private healthcare** (6 responses)

“Recently provided BUPA private medical benefit”

“We have a holistic approach to wellbeing. This includes a comprehensive benefits package e.g. vitality private health cover, a social club, mental health first aiders”

**Improved monitoring of sickness absence** (6 responses)

*“Introduce monitoring software to highlight those members of staff who have a pattern to their days off”*

*“We use Bradford scoring to monitor sickness”*

## 4 LOCAL JOBS MARKET

### 4.1 NUMBERS OF JOBS

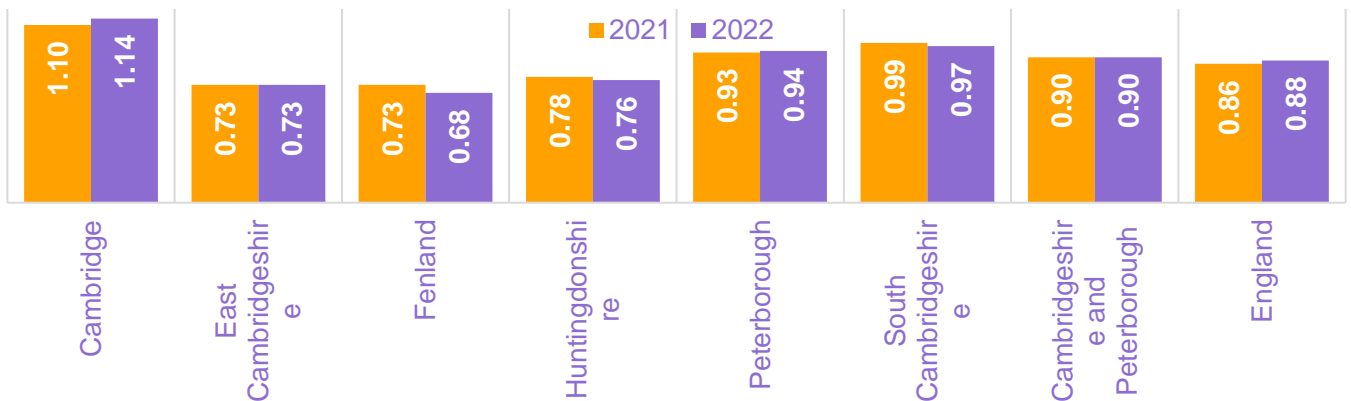
#### THE NUMBER OF JOBS<sup>3</sup> ACROSS CAMBRIDGESHIRE AND PETERBOROUGH CONTRACTED IN 2022 FOR THE SECOND CONSECUTIVE YEAR

Prior to 2020, Cambridgeshire and Peterborough experienced strong job growth, increasing by an average of 1.9% per year between 2010 and 2020 – faster than the England rate of 1.3% per year. However, jobs across the area have fallen since 2020, against job growth across England. In 2022, there were 513,000 jobs in Cambridgeshire and Peterborough, down from 519,000 in 2020 and 516,000 in 2021, which could be a result of continued labour market impacts following the COVID-19 pandemic. The 0.6% fall in jobs in 2022 contrasted with a 2.1% increase in jobs across England. The area-wide fall was driven by a fall in jobs in Fenland (-3,000, -6.7%), Huntingdonshire (-2,000, -2.3%) and South Cambridgeshire (-2,000, -2.0%). East Cambridgeshire experienced no change in job numbers while jobs grew in the city areas: Cambridge (+4,000, or +3.4%) and Peterborough (+1,000, or +0.8%).

#### JOBS DENSITY REMAINED THE SAME, BUT FELL SHARPLY IN FENLAND

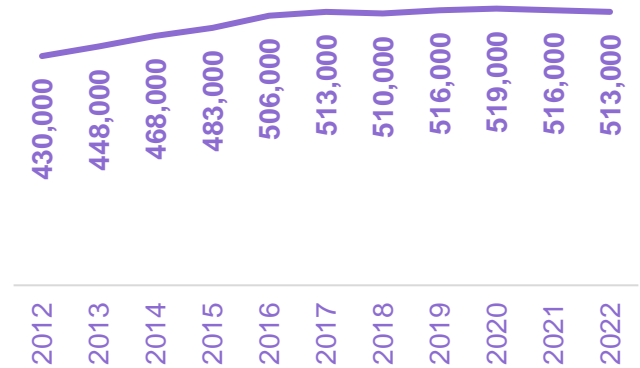
Jobs density – the number of jobs per resident aged 16-64 years – remained the same, at 0.90 in 2022, but decreased in Fenland, Huntingdonshire and South Cambridgeshire. Fenland now has jobs for just two-thirds of its working-age population (jobs density of 0.68).

Chart 4.1.3: Jobs Density



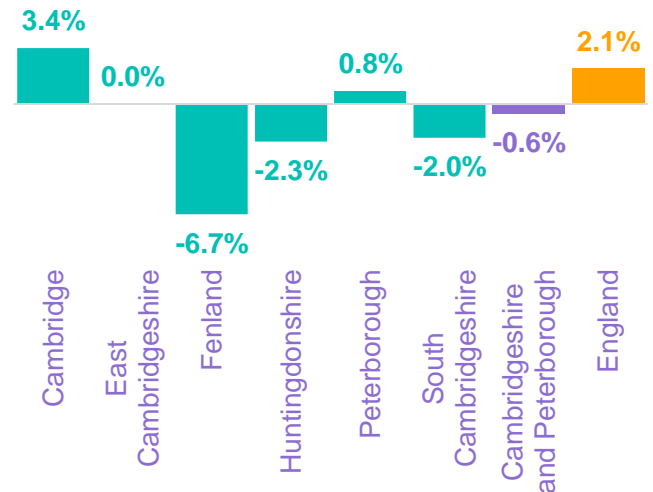
<sup>3</sup> 'Jobs' is a workplace-based measure of employment, i.e. regardless of where the employed person/people live, with a job able to be taken by more than one person, or with one person able to hold more than one

Chart 4.1.1: Jobs in Cambridgeshire and Peterborough



Source: Jobs Density, Office for National Statistics

Chart 4.1.2: Job Growth in 2022



Source: Jobs Density, Office for National Statistics

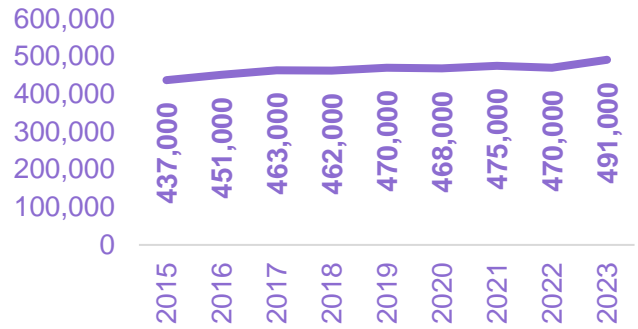
job. In contrast, the employment figures described in Section 3 are residence-based measures of individuals' labour market activity – regardless of where an individual works or how many jobs they hold.

**THE NUMBER OF VAT/PAYE-REGISTERED JOBS INCREASED STRONGLY IN 2023 AFTER DECLINING IN 2022**

More recent jobs data are available from the Business Register and Employment Survey, which excludes self-employed jobs not registered for VAT/PAYE, HM Forces and Government supported trainees. This shows that, after declining by 1.1% in 2022, the number of VAT/PAYE-registered jobs in Cambridgeshire and Peterborough increased strongly by 4.5% (+21,000) in 2023. Job growth in the region was much stronger than across England (+1.2%), after experiencing weaker growth in 2021 and a fall in jobs against national growth in 2022.

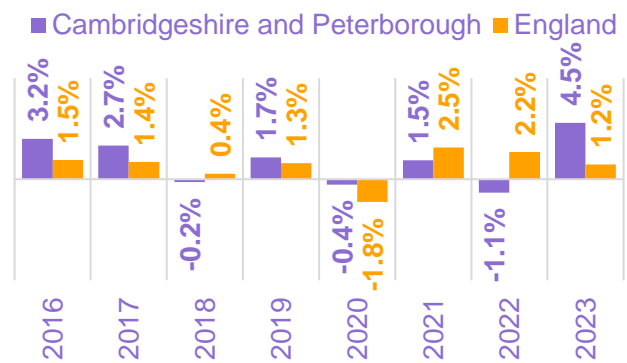
Within the region, the number of VAT/PAYE jobs increased most strongly in South Cambridgeshire (+5.7%) and Cambridge (+5.4%) and least strongly in Fenland (+2.6%) – although growth was still higher than the national rate.

**Chart 4.1.4: VAT/PAYE-Registered Jobs, Cambridgeshire and Peterborough**



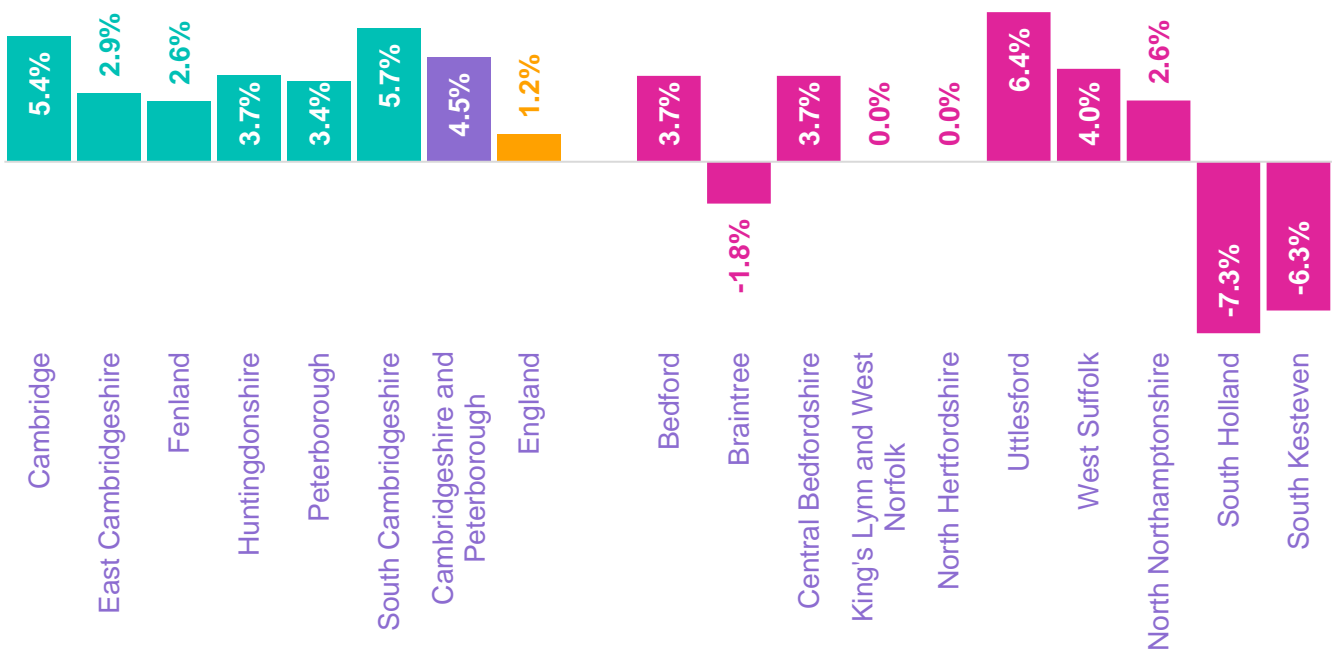
Source: Business Register and Employment Survey, Office for National Statistics

**Chart 4.1.5: Annual Change in VAT/PAYE-Registered Jobs**



Source: Business Register and Employment Survey, Office for National Statistics

**Chart 4.1.6: Change in VAT/PAYE Registered Jobs, Cambridgeshire and Peterborough and Surrounding Areas, 2023**



Source: Business Register and Employment Survey, Office for National Statistics

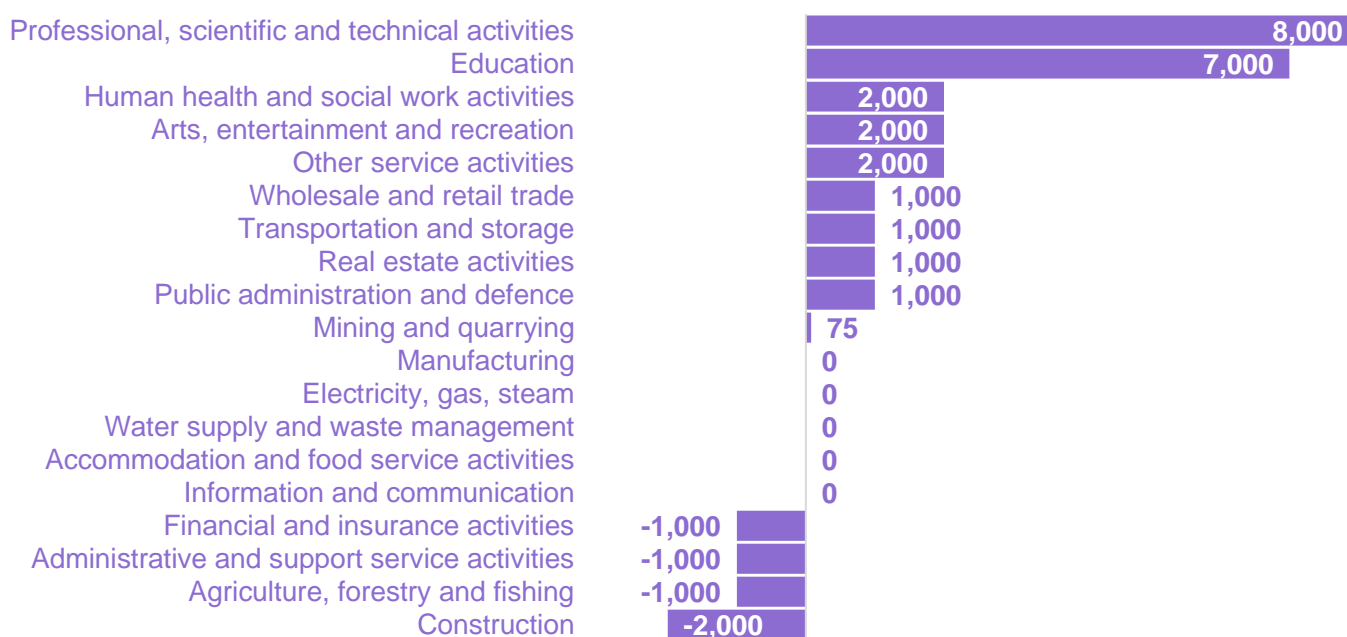
## THE INCREASE IN VAT/PAYE JOBS IN 2023 WAS DRIVEN BY PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES AND EDUCATION

At broad industry level, sectors experiencing the largest increases in jobs in 2023 were:

- **Professional, Scientific and Technical Activities** (+8,000), particularly Other Research and Experimental Development on Natural Sciences and Engineering (+2,000), Activities of Head Offices (+1,000), Research and Experimental Development on Biotechnology (+1,000) and Other Professional, Scientific and Technical Activities n.e.c. (+1,000). There was also a strong increase in Engineering Activities and Related Technical Consultancy jobs (+1,000) but this was not enough to offset the decrease (-3,000) in the previous year
- **Education** (+7,000), driven by Primary Education (+5,000), Tertiary Education (+1,000) and Other Education n.e.c. (+1,000).

Other areas of the economy experiencing an increase in jobs of at least +1,000 included Other Food Service Activities (+2,000), Computer Consultancy Activities (+2,000), Wholesale of Electrical Household Appliances (+1,850), Other Business Support Service Activities n.e.c. (+1,500), Artistic Creation (+1,025), Construction of Residential and Non-Residential Buildings (+1,000), Sale of Cars and Light Motor Vehicles (+1,000), Retail Sale in Non-Specialised Stores

**Chart 4.1.7: Change in VAT/PAYE Jobs by Industry, Cambridgeshire and Peterborough, 2023**



Source: Business Register and Employment Survey, Office for National Statistics

with Food, Beverages or Tobacco Predominating (+1,000), Freight Transport by Road (+1,000), Computer Programming Activities (+1,000), and Hospital Activities (+1,000).

Job growth across the region was partially offset by a fall in jobs in four broad sectors:

- **Construction** (-2,000), driven by Plumbing, Heat and Air-Conditioning Installation (-1,500) and Electrical Installation (-1,000)
- **Agriculture, Forestry and Fishing** (-1,000), driven by Crop and Animal Production (-1,000)
- **Financial and Insurance Activities** (-1,000), particularly Activities of Insurance Agents and Brokers (-750)
- **Administrative and Support Service Activities** (-1,000), driven by Temporary Employment Agency Activities (-2,000) and Activities of Call Centres (-1,950).

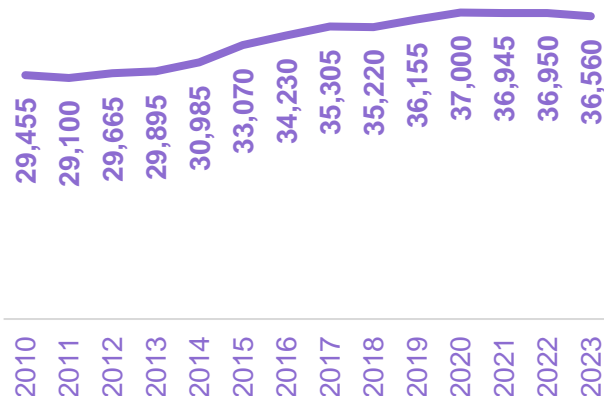
Jobs in Agriculture, Finance and Insurance, and Administrative and Support Services also fell to their lowest levels since the earliest year of data (2015).

Other sub-sectors experiencing a decrease in jobs of at least -1,000 included Beverage Serving Activities (-2,000), Other Residential Care Activities (-1,000), Other Human Health Activities (-1,000), General Secondary Education (-1,000), Publishing of Journals and Periodicals (-1,000), and Warehousing and Storage (-1,000).

## THE NUMBER OF CAMBRIDGESHIRE AND PETERBOROUGH BUSINESSES DECLINED IN 2023, PARTICULARLY IN SOUTH CAMBRIDGESHIRE AND FENLAND

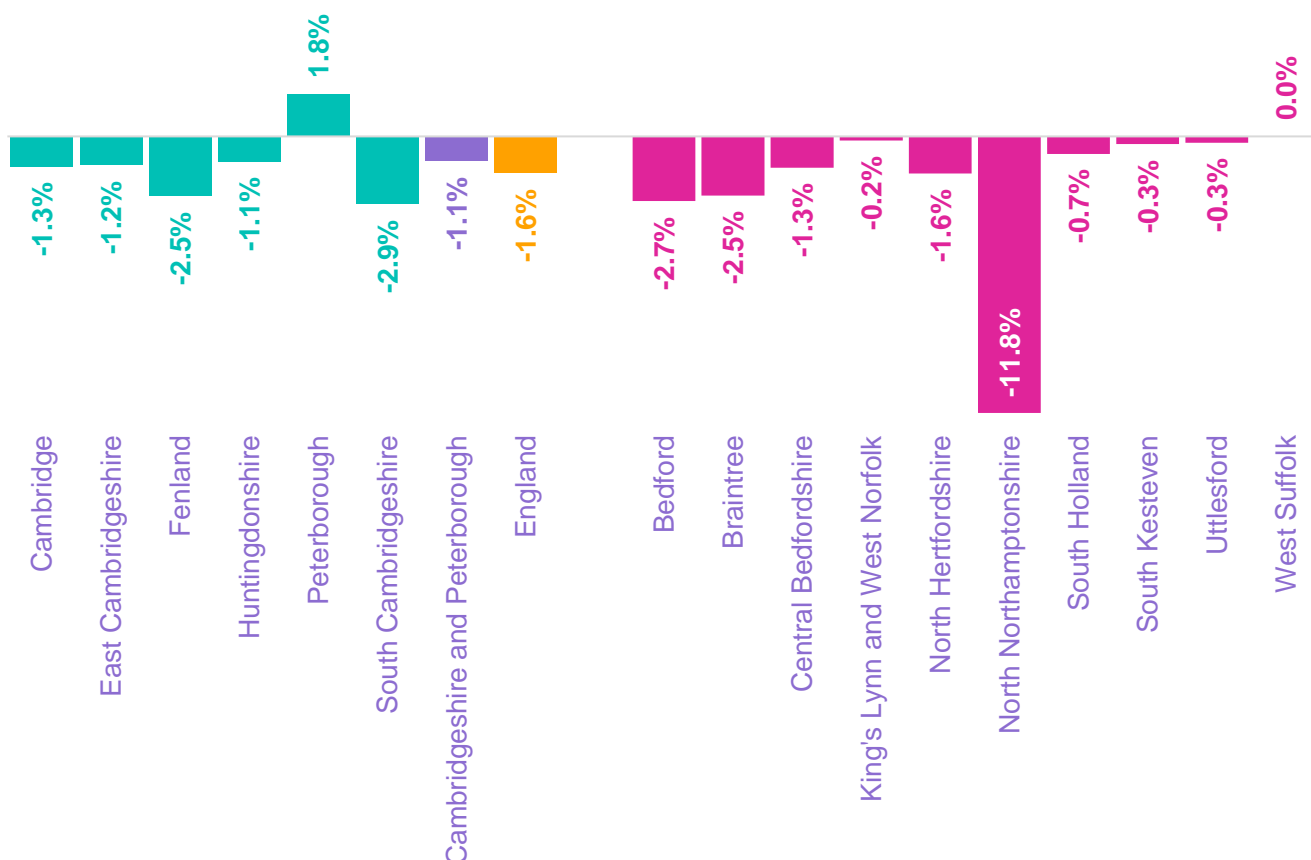
Despite the recent increase in VAT/PAYE jobs, business counts data indicates a downward trend in the number of Cambridgeshire and Peterborough businesses since 2020, with a 1.1% fall in the number of businesses (-390 to 36,560) in 2023, taking the business base to its lowest level since 2019. While the decline in 2023 was lower than across England (1.6%), the number of businesses contracted most sharply (and more than the national average) in South Cambridgeshire (2.9%) and Fenland (2.5%). However, the number of businesses in Peterborough bucked the regional trend, increasing by 1.8%.

Chart 4.1.8: Businesses in Cambridgeshire and Peterborough



Source: UK Business Counts, Office for National Statistics

Chart 4.1.9: Change in Business Numbers, Cambridgeshire and Peterborough and Surrounding Areas, 2023



Source: UK Business Counts, Office for National Statistics

## THE FALL IN BUSINESS NUMBERS IN 2023 WAS DRIVEN BY TRANSPORTATION AND STORAGE, MANUFACTURING AND INFORMATION AND COMMUNICATION

In 2023, the number of businesses fell most sharply in **Transportation and Storage** (-160), driven by Freight Transport by Road (-155). There were also large falls in the number of businesses in:

- **Manufacturing** (-90), driven by Repair and Maintenance of Aircraft and Spacecraft (-35), Machining (-30) and Manufacture of Other Parts and Accessories for Motor Vehicles (-25)
- **Information and Communication** (-90), particularly Computer Consultancy Activities (-70)
- **Professional, Scientific and Technical Activities** (-85), driven by Business and Other Management Consultancy Activities (-50) and Engineering Activities and Related Technical Consultancy (-35)
- **Agriculture** (-60), particularly Growing of Cereals and Oil Seeds (-45)

These falls were partially offset by business growth in:

- **Other Services Activities** (+60)
- **Health and Social Work Activities** (+50)
- **Wholesale and Retail Trade** (+45)

At district level, the sharper-than-average fall in the number of businesses in South Cambridgeshire was driven by a fall in Manufacturing (-100) and Information and Communication (-50) businesses, while Fenland's decline was driven by Transportation and Storage (-75). The increase in businesses in Peterborough was driven by growth

in the number of Wholesale and Retail Trade businesses (+80), particularly Non-Specialised Wholesale Trade (+100).

## CAMBRIDGE CLUSTER INSIGHTS DATA ALSO SUGGESTS EMPLOYMENT GROWTH IN THE REGION IN 2022/23 BUT A FALL IN THE NUMBER OF BUSINESSES

The Cambridge Cluster Insight database contains employment data for companies and limited partnerships across Cambridgeshire and Peterborough, based largely on accounting data submitted to Companies House. To note that the database excludes employment at sole proprietorships and other forms of unincorporated businesses, national businesses based outside the area such as retailers, banks and insurance companies and non-corporate non-knowledge intensive (KI) organisations.

This data suggests that private sector and non-corporate KI employment across Cambridgeshire and Peterborough has increased annually since 2016/17, with a 4.4% increase in employment in 2022/23. However, the numbers of businesses fell by 0.5% in the same year. It is important to note that the Cambridge Cluster Insight database may not capture falls in employment from company closure or companies relocating outside the area, as historic employment data from these companies is removed from the database when the company closes/relocates.

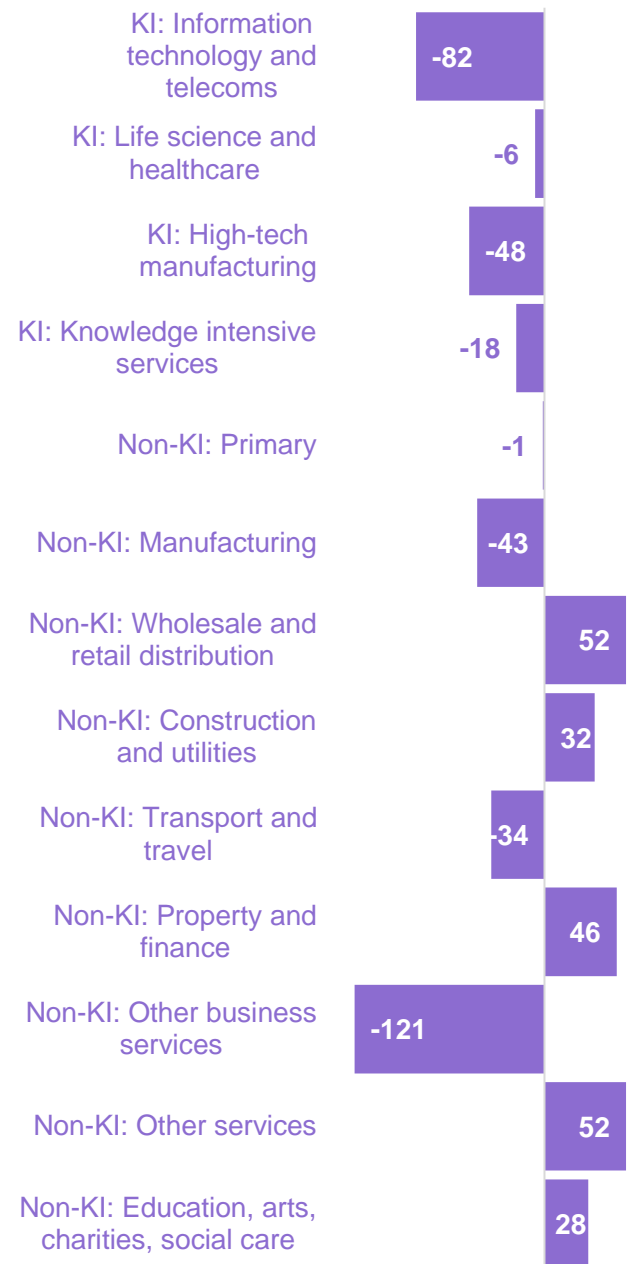
The Cambridge Cluster Insight data suggest that the fall in the number of businesses in 2022/23 was driven by KI sectors (-154), particularly Information Technology and Telecoms (-82) and High-Tech Manufacturing (-48), and Other Business Services (-121).

**Chart 4.1.10: Cambridge Cluster Insights – Employment and Companies in Cambridgeshire and Peterborough**



Source: Cambridge Cluster Insights, Cambridge Ahead

**Chart 4.1.11: Cambridge Cluster Insights – Change in Companies by Sector, Cambridgeshire and Peterborough, 2022/23**



Source: Cambridge Cluster Insights, Cambridge Ahead

## 4.2 JOBS IN GROWTH SECTORS

### JOBS REMAINED STABLE IN ADVANCED MANUFACTURING AND MATERIALS AND DIGITAL AND IT IN 2023 AFTER FALLING IN 2022 WHILE AGRI-TECH AND LIFE SCIENCES JOBS GREW MORE STRONGLY THAN NATIONALLY

Cambridgeshire and Peterborough’s four growth sectors experienced mixed fortunes in 2023. Jobs were unchanged in Advanced Manufacturing and Materials and Digital and IT after falling in 2022, but this was against national job growth in both sectors.

Conversely, jobs increased in Agri-Tech (+2,000) and Life Sciences<sup>4</sup> (+3,000). Rates of job growth were above national averages in both sectors, particularly in Life Sciences, as shown in Chart 4.2.1.

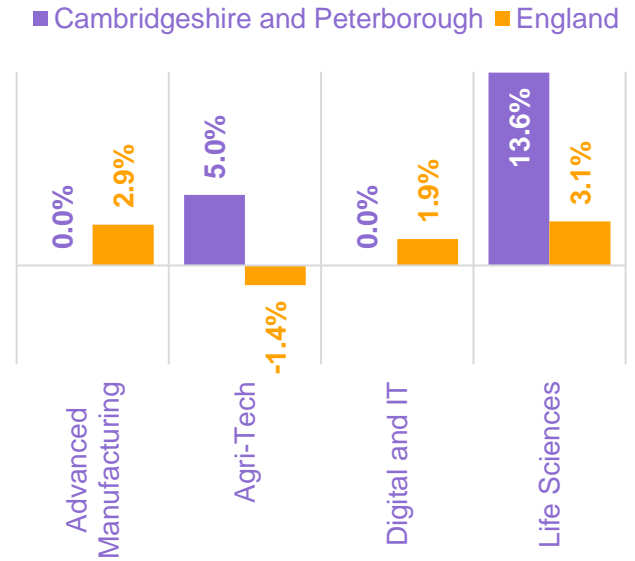
Cambridge Cluster Insights data suggest a more positive picture for Advanced Manufacturing and Digital, with employment increasing by more than +612 in High-Tech Manufacturing and +761 in Information Technology and Telecoms.

The data suggest that Primary sector employment fell slightly in 2022/23 (-11) but sector definitions are likely to be different to that for the Agri-Tech sector above, which includes employment outside of the Primary sector.

And in line with official data, Cambridge Cluster Insights data indicates a strong increase in Life Sciences and Healthcare employment (+2,202).

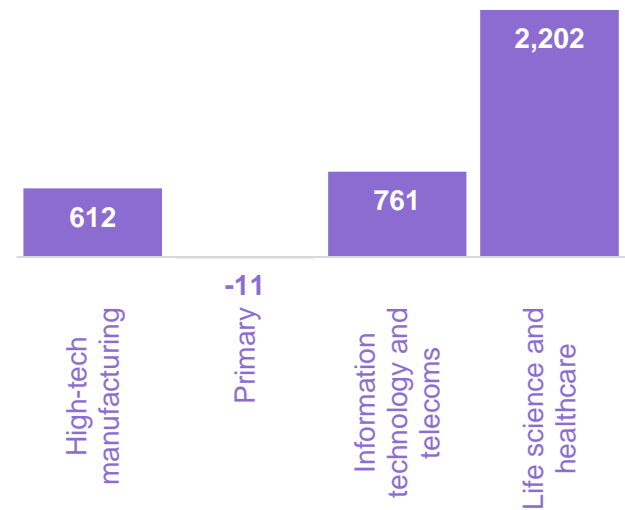
More detail on employment change within each growth sector is provided below.

Chart 4.2.1: Change in Growth Sector Jobs, Cambridgeshire and Peterborough, 2023



Source: Business Register and Employment Survey, Office for National Statistics

Chart 4.2.2: Change in Growth Sector Jobs, Cambridge Cluster Insights, Cambridgeshire and Peterborough, 2022/23



Source: Cambridge Cluster Insights, Cambridge Ahead

<sup>4</sup> To note that there is some overlap between the Agri-Tech and Life Sciences sectors, with Standard Industrial Classification definitions for both including ‘Other

Research and Experimental Development on Natural Sciences and Engineering’, although this sub-sector experienced no change in jobs in 2022.

**ADVANCED MANUFACTURING AND MATERIALS JOBS WERE UNCHANGED IN 2023**

In 2023, there were 21,000 jobs in Cambridgeshire and Peterborough’s Advanced Manufacturing and Materials (AM&M) sector<sup>5</sup>. This was unchanged on the previous year, and followed a fall of 3,000 jobs in 2022 (from a peak of 24,000). Stagnant growth in Cambridgeshire and Peterborough occurred against 2.9% growth across England.

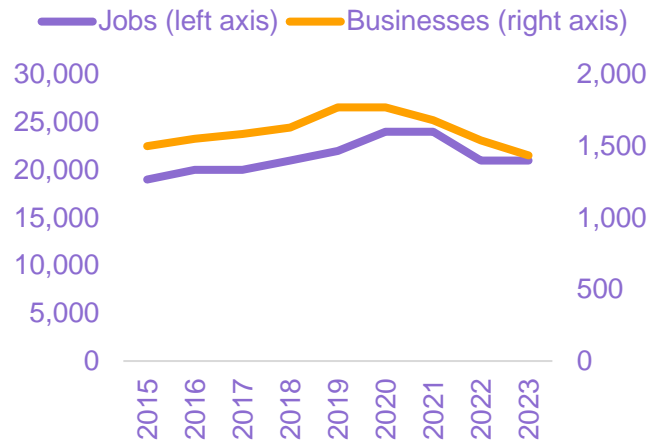
The AM&M sector accounted for 4.3% of all jobs in 2023, down from 5.1% in 2021, but remaining above the England average share of 3.0%.

Within the sector, there were sizeable increases in jobs in Machining (+500), Engineering Design Activities for Industrial Process and Production (+500) and Engineering Related Scientific and Technical Consulting Activities (+250), although Engineering job gains were insufficient to offset the loss of jobs in 2022. Offsetting these job gains were job losses in other areas, particularly Manufacture of Air and Spacecraft and Related Machinery (-250), Manufacture of Electronic Instruments and Appliances for Measuring, Testing, and Navigation (-250) and Manufacture of Motor Vehicles (-200).

Despite jobs remaining stable in 2023, the number of AM&M businesses continued to decline for the third consecutive year, with the largest declines in Repair and Maintenance of Aircraft and Spacecraft (-130) and Other Engineering Activities (-100).

Cambridge Cluster Insights data for the sector is more optimistic. This suggests that High-Tech Manufacturing employment fell across the region – by 2.2% between 2018/19 and 2021/22, but then increased by 2.9% to 21,932 in 2022/23 – the highest level since the earliest year of data (2016/17). However, the data also show that the number of High-Tech Manufacturing businesses in Cambridgeshire and Peterborough has declined since 2019/20, which may not be reflected in the employment data as all historic data from closed companies will have been removed from the database.

**Chart 4.2.3: Advanced Manufacturing Jobs and Businesses, Cambridgeshire and Peterborough**



Source: Business Register and Employment Survey, Office for National Statistics

**Chart 4.2.4: High Tech Manufacturing Employment and Companies, Cambridgeshire and Peterborough**



Source: Cambridge Cluster Insights, Cambridge Ahead

<sup>5</sup> Based on the Standard Industrial Classification (SIC) used within the ‘Cambridgeshire and Peterborough

### AGRI-TECH JOBS GREW BY 5.0% IN 2023

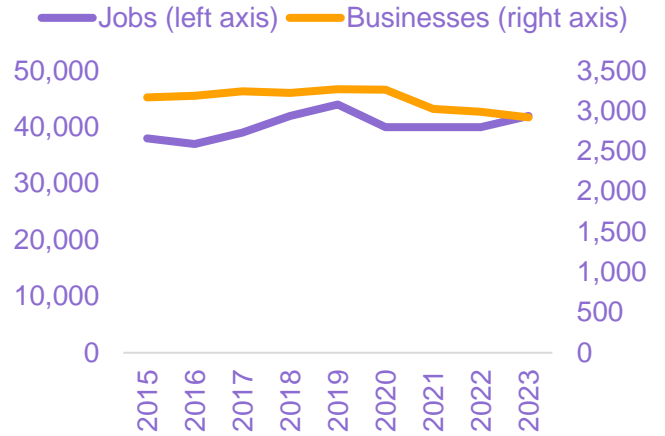
In 2023, there were 42,000 Agri-Tech<sup>6</sup> jobs in Cambridgeshire and Peterborough – up 2,000, or +5.0%, on the previous year – against a 1.4% fall in jobs across England. Despite growth, jobs remained below their 2019 peak (44,000). The Agri-Tech sector accounted for 8.6% of jobs – up from 8.5% in 2022 and remained well above the England average share of 3.7%.

Growth in 2023 was driven by Other Research and Experimental Development on Natural Sciences and Engineering (+2,000) and Manufacture of Food Products (+1,000), which was partly offset by a fall in jobs in Crop and Animal Production (-1,000).

Despite the recent increase in jobs, the number of Agri-Tech businesses across the region has declined since 2019 (by 10.7% to 2,920 in 2023), driven by a fall in the number of Primary sector businesses (Crop and Animal Production and Related Services).

Cambridge Cluster Insights data are available for the Primary Sector only, and do not include other Agri-Tech sub sectors, such as Food Manufacturing and Manufacture of Instruments and Appliances for Measuring, Testing and Navigation. This data shows an 8.2% decline in Primary sector employment since 2018/19 but, unlike official data, a 10.0% increase in the number of businesses over same period.

**Chart 4.2.5: Agri-Tech Jobs and Businesses, Cambridgeshire and Peterborough**



Source: Business Register and Employment Survey, Office for National Statistics

**Chart 4.2.6: Primary Sector Employment and Companies, Cambridgeshire and Peterborough**



Source: Cambridge Cluster Insights, Cambridge Ahead

<sup>6</sup> Based on the SIC definition used within the ‘East of England Science and Innovation Audit Appendix 2 – Agri-Tech’ (2017)

## DIGITAL AND IT JOBS WERE UNCHANGED IN 2023

There were 26,000 jobs in Cambridgeshire and Peterborough’s Digital and IT sector<sup>7</sup> in 2023 – unchanged on the previous year but down 2,000 on their 2021 peak (28,000). Stagnant growth in Cambridgeshire and Peterborough occurred against 1.9% growth across England.

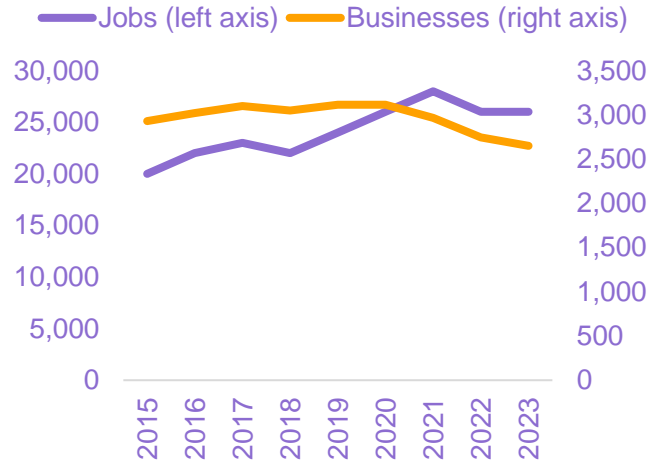
Digital and IT accounted for 5.3% of all jobs, down from 5.9% in 2021, but remaining above the England average share of 4.2%.

Within the sector, there was a large increase in Computer Programming, Consultancy and Related Activities jobs (+2,000), although this was not enough to offset the large loss of jobs in 2022 (-4,000). Jobs fell in all other sub-sectors, particularly Other Software Publishing (-500).

The number of Digital and IT businesses across the region has also fallen since 2020 (by 14.9% to 2,650 in 2023), driven by a decline in the number of Computer Programming, Consultancy and Related Activities businesses.

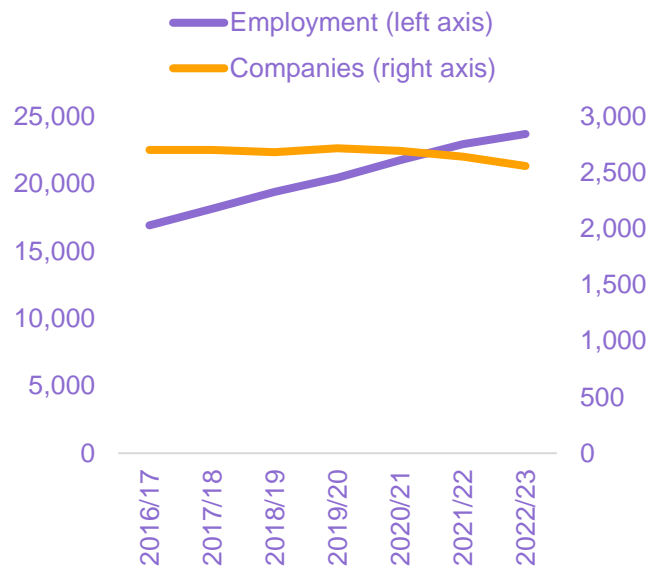
Cambridge Cluster Insight data are more positive, suggesting year-on-year increases in Information Technology and Telecoms employment since the earliest year of data (2016/17). However, this dataset also suggests that the number of businesses declined by 5.8% between 2019/20 and 2022/23. Again, the decline in employment from company closures will not be reflected within the employment dataset due to historic data from closed companies being removed from the database.

**Chart 4.2.7: Digital and IT Jobs and Businesses, Cambridgeshire and Peterborough**



Source: Business Register and Employment Survey, Office for National Statistics

**Chart 4.2.8: Information Technology and Telecoms Employment and Companies, Cambridgeshire and Peterborough**



Source: Cambridge Cluster Insights, Cambridge Ahead

<sup>7</sup> Based on the SIC definition used within DCMS’ Economic Estimates for the Digital Sector (and

excluding Publishing, Information Services, and Film, TV, Video, Radio and Music)

## LIFE SCIENCES JOBS GREW BY 13.6% IN 2023

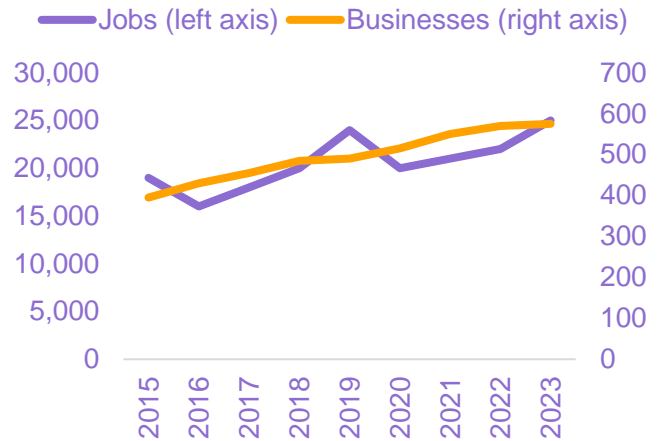
There were 25,000 Life Sciences<sup>8</sup> jobs in Cambridgeshire and Peterborough in 2023 – up 3,000, or +13.6% on the previous year – well above growth across England (+3.1%). The sector continued to account for a larger share of all jobs than nationally, at 5.1% of jobs (up from 4.7% in 2022), compared to 1.1% across England.

Within the sector, growth was driven by the Other Research and Experimental Development on Natural Sciences and Engineering (+2,000) and Research and Experimental Development on Biotechnology (+1,000).

Business growth within the sector has also been positive, with the number of businesses increasing each year, particularly in Research and Experimental Development on Biotechnology.

Cambridge Cluster Insights data gives an even healthier view of employment growth with annual increases in Life Sciences and Healthcare employment since the earliest year of data (2016/17). However, data on business growth is less positive, indicating a 2.3% fall in the number of businesses between 2019/20 and 2022/23.

**Chart 4.2.9: Life Sciences Jobs and Businesses, Cambridgeshire and Peterborough**



Source: Business Register and Employment Survey, Office for National Statistics

**Chart 4.2.10: Life Sciences and Healthcare Employment and Companies, Cambridgeshire and Peterborough**



Source: Cambridge Cluster Insights, Cambridge Ahead

<sup>8</sup> Based on the SIC definition used within the ‘Life Science Strategy for the Cambridgeshire and Peterborough Combined Authority’ (February 2021)

### 4.3. JOB VACANCIES

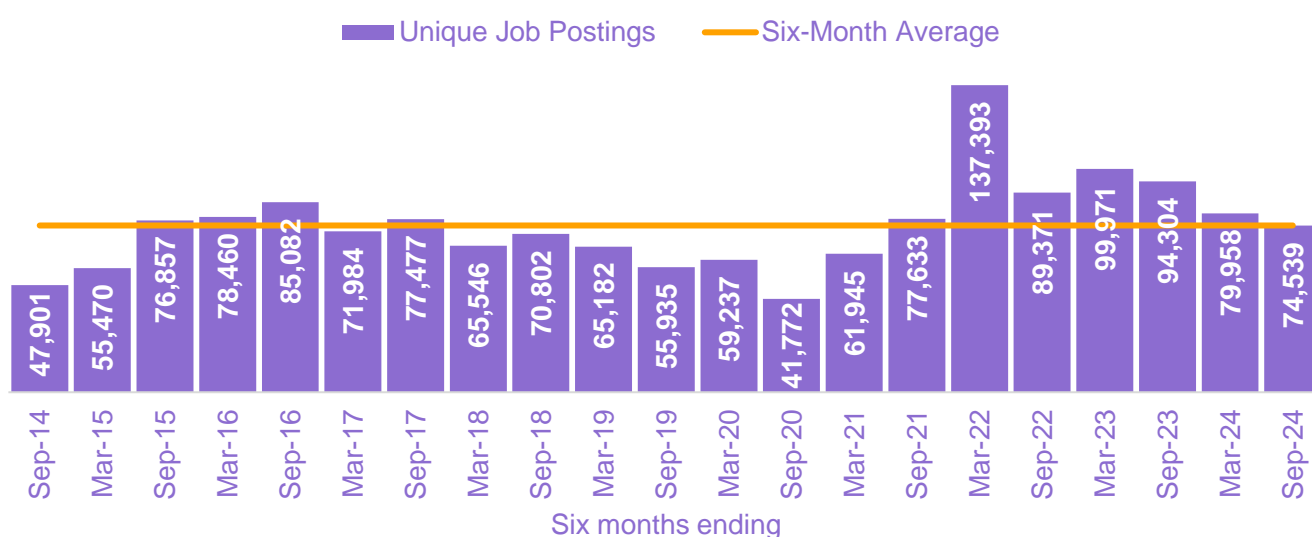
#### JOB VACANCIES HAVE REDUCED FROM THEIR POST-COVID PEAK AND ARE BACK TO LONG-TERM AVERAGE LEVELS

Online job postings data provides a useful barometer for the health of the jobs market. As it does not capture all activity, it should be considered as an estimate only. Job vacancies arise not just from new job creation, but also from natural attrition, i.e. by posts becoming vacant due

to employees taking another job or leaving the labour market, e.g. due to retirement.

In the six months to September 2024, there were over 74,500 online job postings in Cambridgeshire and Peterborough. Vacancies have reduced over the past two years following a surge of recruitment activity following the relaxation of COVID-19 related restrictions and, in Apr-Sep 2024, were slightly below the six-monthly average for the past 10 years (74,600).

Chart 4.3.1: Online Job Postings, Cambridgeshire and Peterborough



Source: Lightcast

#### JOB VACANCIES HAVE FALLEN LESS SHARPLY THAN ACROSS ENGLAND, AND HAVE INCREASED IN SOUTH CAMBRIDGESHIRE

Compared to a year ago (April to September 2023), job postings were down by more than one-fifth (-21.0%), but this was less than the reduction across England (-27.9%) and many surrounding districts. Most areas of Cambridgeshire and Peterborough experienced a similar reduction in job postings except South Cambridgeshire, where postings were up by 0.8%.

#### JOB POSTINGS FOR SCIENCE, ENGINEERING AND TECHNOLOGY OCCUPATIONS HAVE DECLINED BY MORE THAN ONE THIRD, WHILE POSTINGS FOR TEACHING AND OTHER EDUCATIONAL PROFESSIONALS HAVE INCREASED

The sharpest reductions in vacancies across Cambridgeshire and Peterborough were for:

- **Protective Service Occupations** (-74%, -415)
- **Science, Engineering and Technology Associate Professionals** (-35%, -1,402), particularly Engineering Technicians (-353) and IT User Support Technicians (-320)
- **Science, Research, Engineering and Technology Professionals** (-33%, -4,365), particularly Programmers and Software Development Professionals (-1,543), IT Business Analysts, Architects and Systems Designers (-402) and IT Network Professionals (-288)
- **Administrative Occupations** (-32%, -2,094), particularly Book-keepers, Payroll Managers and Wages Clerks (-647) and
- **Customer Service Occupations** (-30%, -634).

Conversely, job postings increased for four occupational groups:

- **Teaching and Other Educational Professionals** (+241), particularly Secondary and Primary Education Teaching Professionals

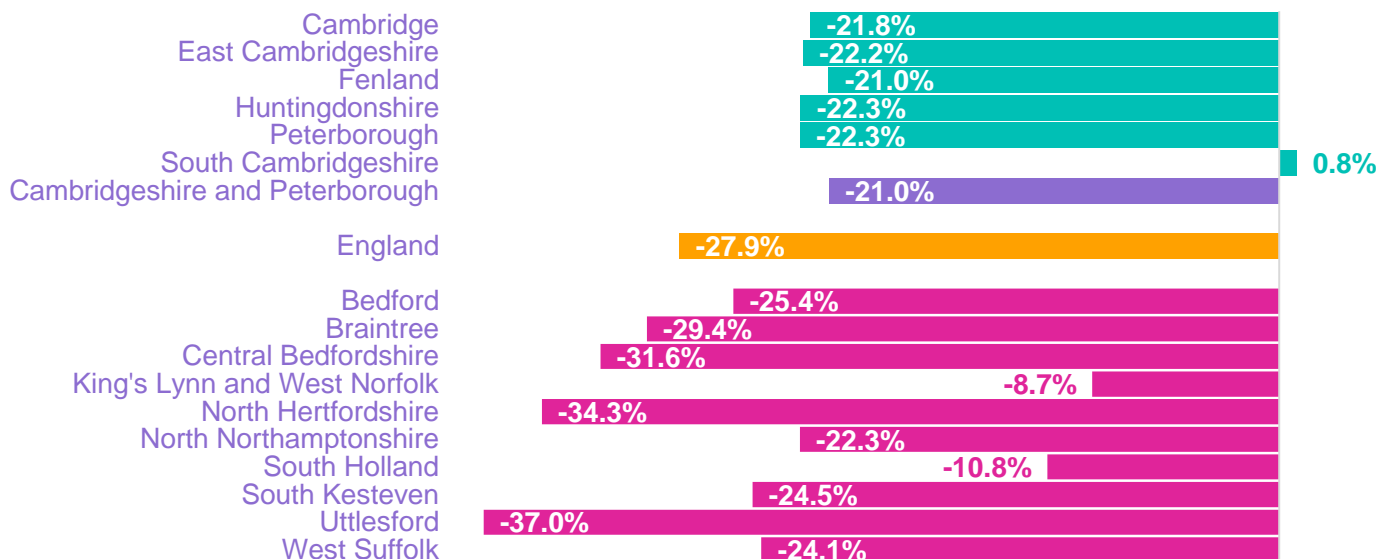
(+232 and +82) and Teaching Professionals not elsewhere classified (+87)

- **Leisure, Travel and Related Personal Service Occupations** (+50), particularly Sports and Leisure Assistants (+121)
- **Health Professionals** (+3), particularly Specialist Medical Practitioners (+157)

- **Community and Civil Enforcement Occupations** (+2), driven by Probation Officers (+31).

In South Cambridgeshire, the increase in vacancies was driven by Health Professionals (+210).

**Chart 4.3.2: Change in Online Job Postings, six months to September 2024 compared to a year ago, Cambridgeshire and Peterborough, surrounding districts and England average**



Source: Lightcast

**Chart 4.3.3: Change in Online Job Postings by Occupation, six months to September 2024 compared to a year ago, Cambridgeshire and Peterborough**

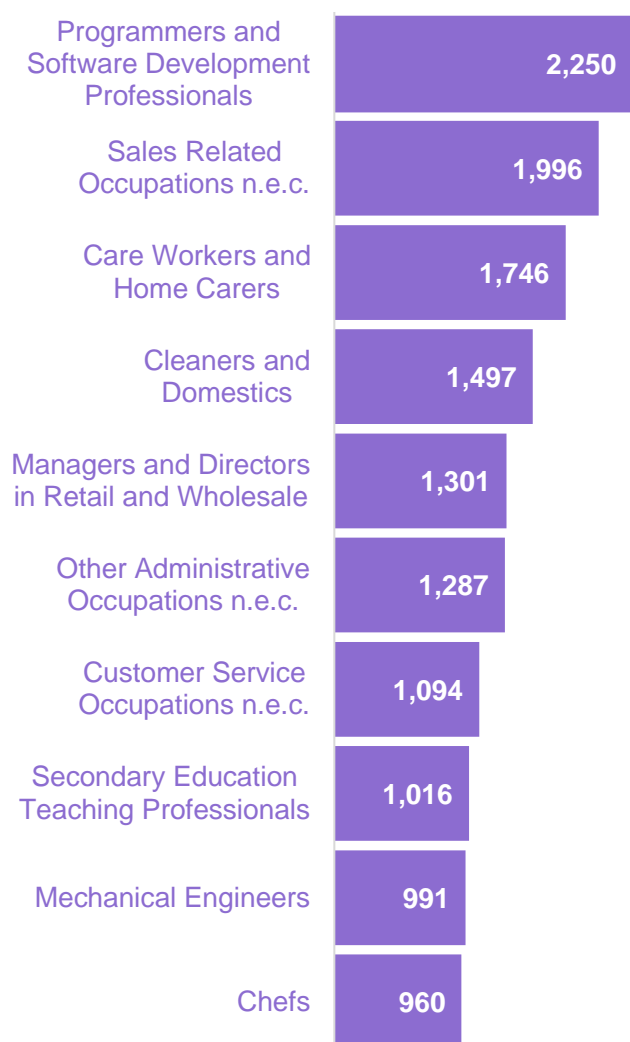


Source: Lightcast

## PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS REMAINED THE MOST IN-DEMAND OCCUPATION

Over the last six months, Programmers and Software Development Professionals continued to account for the highest share of all job postings (2,250 unique postings, 3.0% of all postings). This was followed by Sales-Related Occupations, Care Workers and Home Carers, Cleaners and Domestic, and Managers and Directors in Retail and Wholesale. Together, these five occupational groups (of a total of 412 occupations) accounted for 11.8% - or almost one-in-eight – job postings.

**Chart 4.3.4: Job Postings by Occupation, Top 10 in Cambridgeshire and Peterborough, Apr-Sep 24**



Source: Lightcast

## HOWEVER, PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS AND OTHER IT ROLES ACCOUNTED FOR A MUCH LOWER SHARE OF POSTINGS COMPARED TO THE FIVE-YEAR AVERAGE

Compared to the share of all job postings over the past five years, there was a sizeable drop in the share of postings for Programmers and Software Development Professionals: 3.0% of all postings in Apr-Sep 2024, down from 5.7% of all postings in Oct 2019-Sep 2024. The share of postings for other IT occupations also fell, including IT Business Analysts, Architects and Systems Designers, IT Network Professionals, IT User Support Technicians and IT Quality and Testing Professionals. Other occupations seeing a fall in the share of job postings of at least 0.2 ppts included accounting roles (Sales Accounts and Business Development Managers, Chartered and Certified Accountants and Book-keepers, Payroll Managers and Wages Clerks), Other Researchers, Care Workers and Home Carers, and Buyers and Procurement Officers.

## HOSPITALITY AND TEACHING ROLES DOMINATED THE OCCUPATIONS EXPERIENCING HIGHER SHARES OF JOB POSTINGS OVER THE PAST SIX MONTHS THAN FIVE-YEAR AVERAGES

Occupations experiencing the biggest increases in their shares of all postings included **hospitality and leisure** roles (Kitchen and Catering Assistants, Chefs and Coffee Shop Workers) and **teaching** roles (Secondary Education Teaching Professionals, Teaching Professionals n.e.c., Early Education and Childcare Practitioners, Teaching Assistants and Special and Additional Needs Education Teaching Professionals), as well as Cleaners, Large Goods Vehicle Drivers, Specialist Medical Practitioners, Social Workers, Vehicle Technicians, Mechanics and Electricians, and Authors, Writers and Translators.

The increase in demand for teaching roles is consistent with evidence, such as that from the National Foundation for Educational Research<sup>9</sup>, which suggests that teaching vacancies are now substantially higher than before the COVID-19 pandemic due to more teachers leaving the profession, e.g. due to increased teacher workload

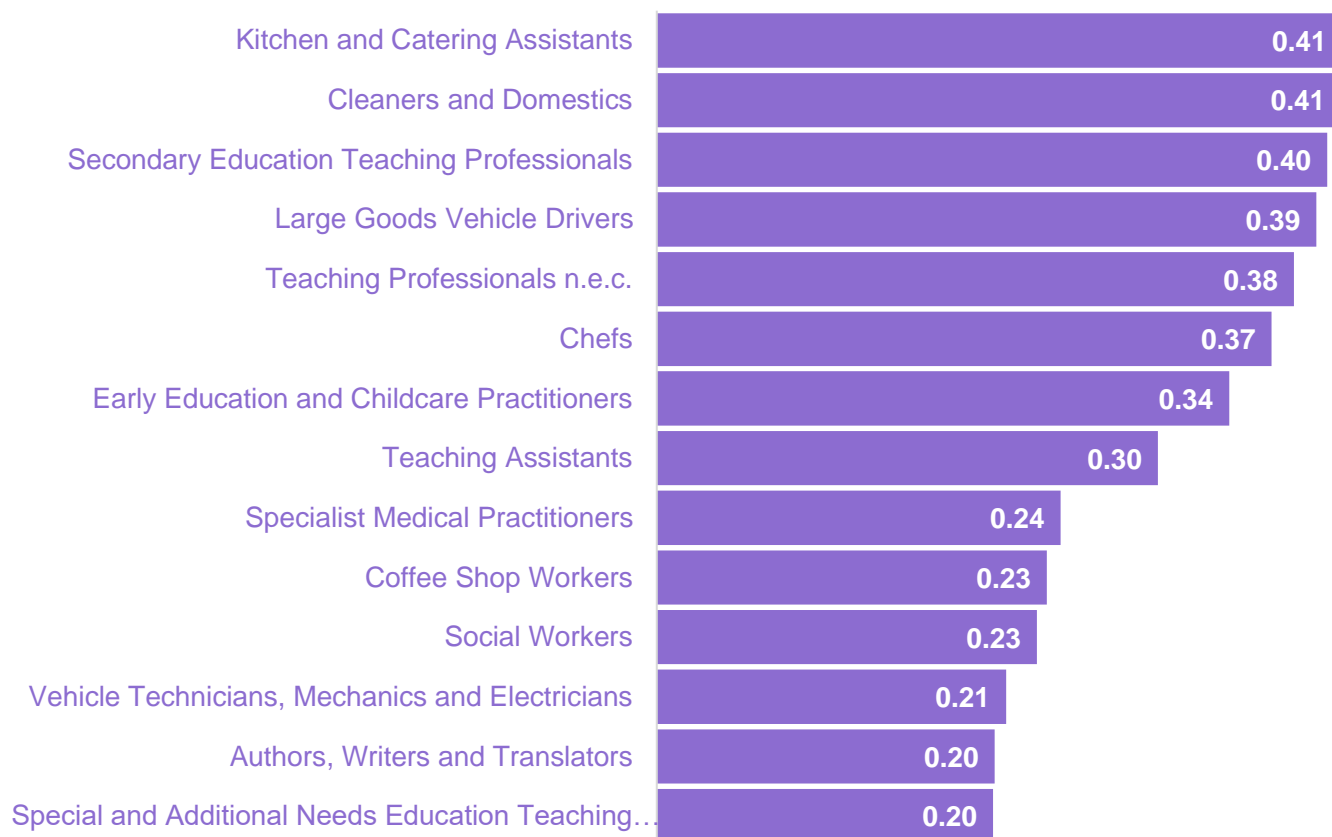
<sup>9</sup> <https://www.nfer.ac.uk/press-releases/teacher-recruitment-and-retention-crisis-shows-no-signs-of-abating-new-report-reveals/>

pressures and increased working hours along with low wage growth.

**Chart 4.3.5: Occupations experiencing at least a 0.2 percentage point decrease in the share of all vacancies, Cambridgeshire and Peterborough, Apr-Sep 2024 compared to Oct 2019-Sep 2024**



**Chart 4.3.6: Occupations experiencing at least a 0.2 percentage point increase in the share of all vacancies, Cambridgeshire and Peterborough, Apr-Sep 2024 compared to Oct 2019-Sep 2024**



Source: Lightcast

## THE TEACHING WORKFORCE HAS REDUCED IN FENLAND AND PETERBOROUGH

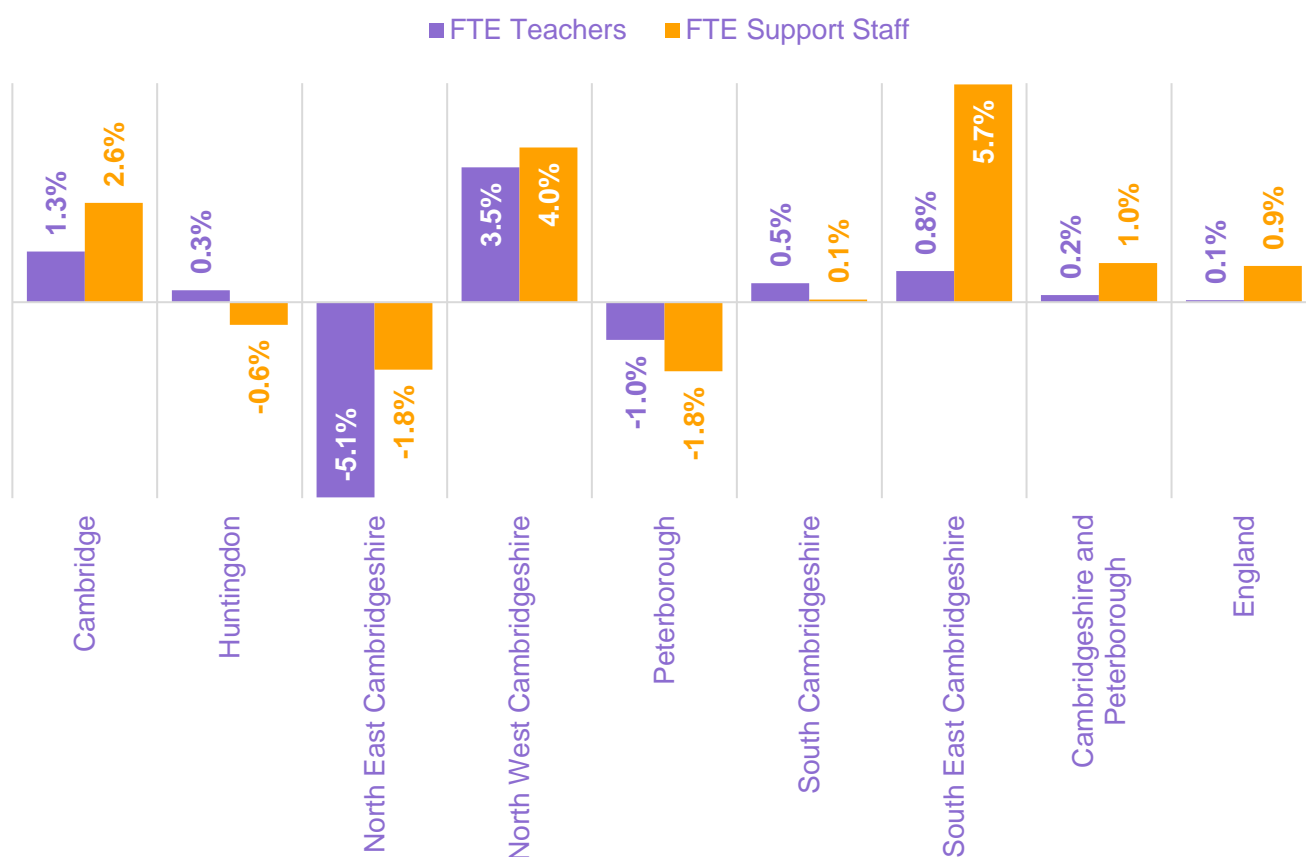
The School Workforce Census (SWC), which runs each November and collects information from schools and local authorities on the school workforce in state-funded schools in England, also found that teacher vacancies increased by 20% nationally in November 2023 compared to the previous year and more than doubled in three years. Temporarily filled posts also increased by 76% over three years.

The SWC also found that, in November 2023, the school full-time equivalent (FTE) workforce across England increased by 0.5% on the previous year, with a 0.9% increase in the number of FTE teachers and a 0.1% increase in the number of support staff. There were similar increases across Cambridgeshire and Peterborough. However, in

parliamentary constituencies across Cambridgeshire and Peterborough, school workforces fell in North East Cambridgeshire (-3.2%) – whose boundary is contiguous with Fenland district, Peterborough (-1.4%) and Huntingdon (-0.1%).

In North East Cambridgeshire, the FTE teaching workforce fell by 5.1% and the FTE support workforce fell by 1.8%). In Peterborough, the FTE workforce fell by 1.0% for teachers and 1.8% for support staff, while in Huntingdon, the FTE teacher workforce increased by 0.3% but FTE support staff fell by 0.6%). In Fenland and Peterborough, the number of FTE teachers was at its lowest for four and three years respectively. As highlighted in Section 6: Education and Training, this is likely to be concerning given the poorer-than-average educational outcomes in these areas.

Chart 4.3.7: Change in FTE School Workforce, November 2022 to November 2023



Source: School Workforce in England, Department for Education

**THE MOST IN-DEMAND OCCUPATIONS BY LOCAL AUTHORITY AREA CONTINUE TO BE PROGRAMMERS AND SOFTWARE DEVELOPERS IN CAMBRIDGE, SALES-RELATED OCCUPATIONS IN PETERBOROUGH, AND CARE WORKERS AND HOME CARERS IN FENLAND, HUNTINGDONSHIRE AND SOUTH CAMBRIDGESHIRE**

Cleaners and Domestics were the most in-demand occupation in East Cambridgeshire, which was previously Care Workers and Home Carers. These were also in high demand in Cambridge, Fenland, Huntingdonshire and South Cambridgeshire.

Large Goods Vehicle Drivers also entered the top five in-demand occupations in Fenland, Huntingdonshire and Peterborough.

**Table 4.3.1: Top Five Job Postings by Occupation (% of all job postings), Apr-Sep 24**

Cambridge	East Cambridgeshire
<ul style="list-style-type: none"> <li>• Programmers and Software Development Professionals (4.9%)</li> <li>• Sales Related Occupations n.e.c. (2.8%)</li> <li>• Managers and Directors in Retail and Wholesale (2.0%)</li> <li>• Other Administrative Occupations n.e.c. (1.9%)</li> <li>• Cleaners and Domestics (1.7%)</li> </ul>	<ul style="list-style-type: none"> <li>• Cleaners and Domestics (3.9%)</li> <li>• Care Workers and Home Carers (3.7%)</li> <li>• Teaching Assistants (3.2%)</li> <li>• Sales Related Occupations n.e.c. (3.0%)</li> <li>• Teaching Professionals n.e.c. (2.4%)</li> </ul>
Fenland	Huntingdonshire
<ul style="list-style-type: none"> <li>• Care Workers and Home Carers (7.6%)</li> <li>• Large Goods Vehicle Drivers (3.1%)</li> <li>• Social Workers (2.9%)</li> <li>• Cleaners and Domestics (2.6%)</li> <li>• Secondary Education Teaching Professionals (2.4%)</li> </ul>	<ul style="list-style-type: none"> <li>• Care Workers and Home Carers (3.4%)</li> <li>• Cleaners and Domestics (2.8%)</li> <li>• Sales Related Occupations n.e.c. (2.3%)</li> <li>• Large Goods Vehicle Drivers (2.2%)</li> <li>• Customer Service Occupations n.e.c. (1.9%)</li> </ul>
Peterborough	South Cambridgeshire
<ul style="list-style-type: none"> <li>• Sales Related Occupations n.e.c. (3.1%)</li> <li>• Care Workers and Home Carers (2.3%)</li> <li>• Customer Service Occupations n.e.c. (2.1%)</li> <li>• Large Goods Vehicle Drivers (1.9%)</li> <li>• Book-keepers, Payroll Managers and Wages Clerks (1.7%)</li> </ul>	<ul style="list-style-type: none"> <li>• Care Workers and Home Carers (3.4%)</li> <li>• Cleaners and Domestics (2.4%)</li> <li>• Other Administrative Occupations n.e.c. (2.2%)</li> <li>• Other Registered Nursing Professionals (2.0%)</li> <li>• Programmers and Software Development Professionals (1.9%)</li> </ul>

Source: Lightcast

**JOB POSTINGS FOR TEMPORARY ROLES HAVE REDUCED MORE THAN THOSE FOR PERMANENT ROLES OVER THE PAST SIX MONTHS**

In the six months to September 2024, the number of job postings for temporary roles reduced more sharply (-15.8%) than for permanent roles (-5.5%). The share of job postings for temporary roles increased during the pandemic to a peak of 17.7% but has since reduced to 12.8% - below the long-term average of 14.1%.

Over the last six months, the highest numbers of job postings for temporary roles have been for Teaching Assistants, Warehouse Operatives,

Other Administrative Occupations n.e.c., Elementary Construction Occupations n.e.c. and Large Goods Vehicle Drivers. Compared to averages for the past five years, teaching/education roles formed a larger share of all temporary roles in line with the trend across all job postings (Teaching Assistants, Secondary Education Teaching Professionals, Teaching Professionals n.e.c. and Early Education and Childcare Practitioners) along with Large Goods Vehicle Drivers and Elementary Construction Occupations n.e.c., while Programmers and Software Development Professionals and Other Researchers formed lower shares – again, in line with the trend across all job postings.

**Chart 4.3.8: Job Postings for Temporary Jobs as % All Job Postings, Cambridgeshire and Peterborough**



9Source: Lightcast

**THE NHS REMAINED THE AREA’S TOP RECRUITER**

The **NHS** recruited for the largest number of roles across Cambridgeshire and Peterborough and in each local authority area (as well as across England) in Apr-Sep 2024. NHS postings accounted for 7.0% of all postings – or one-in-14, and, at 5,226, NHS job postings were up 20.0% on a year ago (from 4,352). Key occupations advertised were Health Services and Public Health Managers and Directors (420 unique postings), Specialist Medical Practitioners (355), Other Registered Nursing Professionals (338), Registered Nurse Practitioners (259) and Registered Specialist Nurses (211).

The next biggest recruiters (excluding recruitment agencies) were:

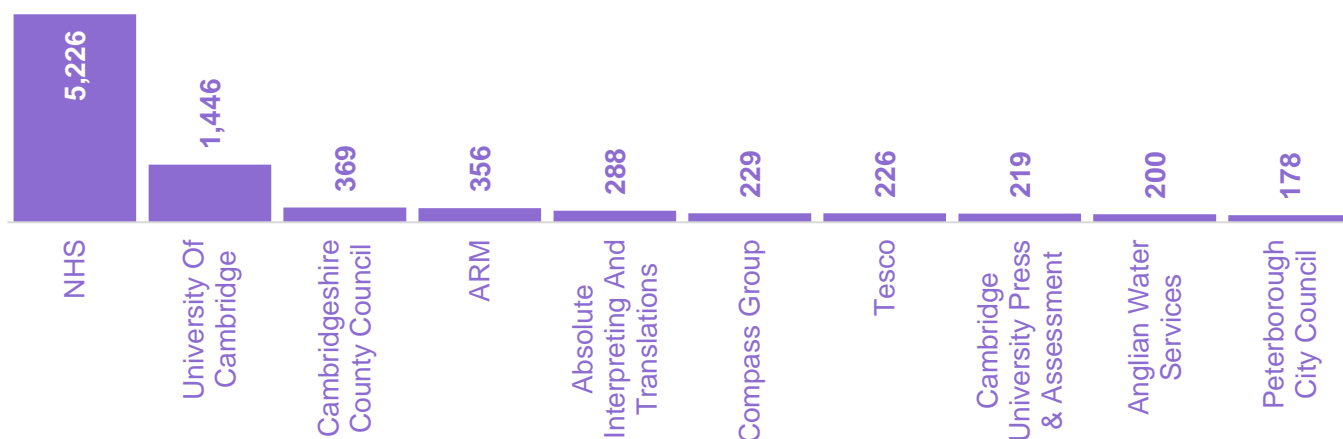
- **University of Cambridge** (1,446 postings), particularly Other Researchers (152) and Business and Related Research Professionals (125)
- **Cambridgeshire County Council** (369 postings), particularly Social Workers (67)

- **ARM** (356 postings), particularly Programmers and Software Development Professionals (107)
- **Absolute Interpreting and Translations** (288 postings) – all Authors, Writers and Translators).

Across local authority areas, key recruiters over the past five years and last six months have been:

- The NHS, University of Cambridge and ARM in **Cambridge**
- The NHS and manufacturing company, Thorlabs, in **East Cambridgeshire**
- The NHS, food manufacturer, Greencore and Caretech in **Fenland**
- The NHS, Cambridgeshire County Council, Anglian Water and Huntingdonshire District Council in **Huntingdonshire**
- The NHS, Peterborough City Council and manufacturing company, Caterpillar, in **Peterborough**
- The NHS, Tesco and care company, Barchester, in **South Cambridgeshire**.

**Chart 4.3.9: Ten Biggest Recruiters in Cambridgeshire and Peterborough, Apr-Sep 24**



Source: Lightcast

**Table 4.3.2: Five Biggest Recruiters by Local Authority Area, Oct 19-Sep 24 and Apr 24-Sep 24**

Cambridge Last Five Years	Cambridge Last Six Months
<ul style="list-style-type: none"> <li>• NHS (23,651)</li> <li>• University of Cambridge (17,419)</li> <li>• Astrazeneca (5,955)</li> <li>• ARM (3,093)</li> <li>• Thermo Fisher Scientific (2,350)</li> </ul>	<ul style="list-style-type: none"> <li>• NHS (2,247)</li> <li>• University Of Cambridge (1,445)</li> <li>• ARM (337)</li> <li>• Cambridge University Press/Assessment (212)</li> <li>• Mundipharma (131)</li> </ul>
East Cambridgeshire Last Five Years	East Cambridgeshire Last Six Months
<ul style="list-style-type: none"> <li>• NHS (882)</li> <li>• Thorlabs (325)</li> <li>• Maid2Clean (189)</li> <li>• Environment Agency (151)</li> <li>• Cambridgeshire County Council (148)</li> </ul>	<ul style="list-style-type: none"> <li>• NHS (59)</li> <li>• Thorlabs (35)</li> <li>• Sanctuary Group (33)</li> <li>• Barracudas Activity Day Camps (33)</li> <li>• DS Smith (30)</li> </ul>
Fenland Last Five Years	Fenland Last Six Months
<ul style="list-style-type: none"> <li>• NHS (1,384)</li> <li>• Greencore (403)</li> <li>• Barchester Plc (326)</li> <li>• Caretech (250)</li> <li>• Fulbridge (242)</li> </ul>	<ul style="list-style-type: none"> <li>• NHS (122)</li> <li>• Greencore (48)</li> <li>• Caretech (42)</li> <li>• Cambian Group (41)</li> <li>• Greenvale AP (34)</li> </ul>
Huntingdonshire Last Five Years	Huntingdonshire Last Six Months
<ul style="list-style-type: none"> <li>• NHS (5,596)</li> <li>• Cambridgeshire County Council (1,116)</li> <li>• Anglian Water International Limited (814)</li> <li>• Fortrea Inc (783)</li> <li>• Huntingdonshire District Council (766)</li> </ul>	<ul style="list-style-type: none"> <li>• NHS (683)</li> <li>• Cambridgeshire County Council (218)</li> <li>• Huntingdonshire District Council (122)</li> <li>• Absolute Interpreting and Translations (111)</li> <li>• Anglian Water Services (69)</li> </ul>
Peterborough Last Five Years	Peterborough Last Six Months
<ul style="list-style-type: none"> <li>• NHS (12,020)</li> <li>• Peterborough City Council (1,169)</li> <li>• Caterpillar (1,095)</li> <li>• BGL Group (808)</li> <li>• Compass Group (530)</li> </ul>	<ul style="list-style-type: none"> <li>• NHS (1,460)</li> <li>• Peterborough City Council (178)</li> <li>• Caterpillar (143)</li> <li>• Anglian Water Services (93)</li> <li>• Anglian Water International Ltd (86)</li> </ul>
South Cambridgeshire Last Five Years	South Cambridgeshire Last Six Months
<ul style="list-style-type: none"> <li>• NHS (2,543)</li> <li>• P.A Consulting (371)</li> <li>• Tesco (315)</li> <li>• Barchester Plc (306)</li> <li>• ARM (192)</li> </ul>	<ul style="list-style-type: none"> <li>• NHS (655)</li> <li>• Tesco (46)</li> <li>• Compass Group (44)</li> <li>• Alzheimer's Research UK (39)</li> <li>• Barchester Plc (30)</li> </ul>

Source: Lightcast

**PROJECT MANAGEMENT AND AUDITING ARE THE MOST IN-DEMAND SPECIALISED SKILLS WITHIN JOB POSTINGS**

The most in-demand specialised skills within job postings across Cambridgeshire and Peterborough during Apr-Sep 2024 were Project Management and Auditing, with both featuring in 4.9% of all postings. The ‘top four’ most in-demand skills over the past six months remained the same as over the past five years, albeit with different rankings: Project Management, Auditing, Finance and Marketing.

**SPECIALIST SKILLS RELATED TO EDUCATION, HEALTH AND HOSPITALITY HAVE INCREASED IN DEMAND**

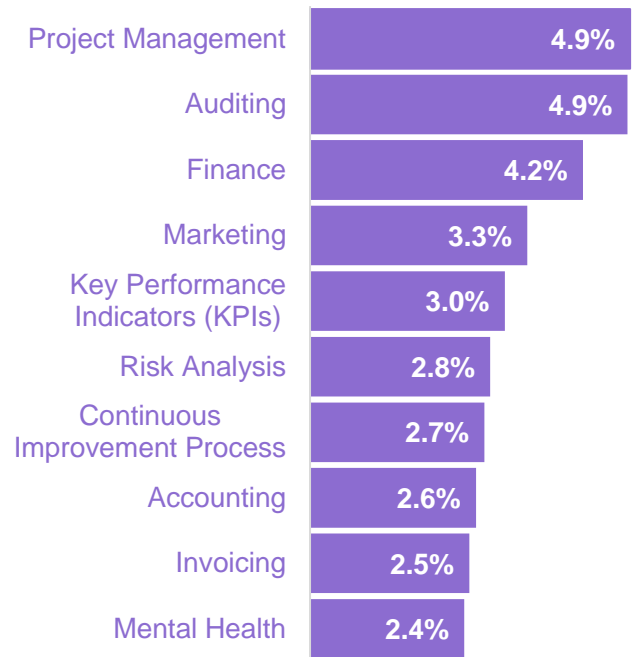
Specialist skills within the top 50 that have increased in demand (the share of job postings featuring these skills over the past six months compared to the past five years) include Auditing (4.9%, from 4.1%), Effective Communication (2.3%, from 1.6%), Mental Health (2.4%, from 1.8%) and Information Privacy (1.7%, from 1.2%). Eight skills also appeared within the top 50 over the past six months, with many relating to Education/working with children, Health and Hospitality: Child Protection, Working with Children, Primary Care, Psychology, Surgery, Food Safety and Sanitation, Restaurant Operation, and Data Entry.

**IT SKILLS REPRESENTED LOWER SHARES OF JOB POSTINGS AND SOME DROPPED OUT OF THE TOP 50**

In contrast, skills representing much lower shares of job postings related to computing roles: Python (1.9%, from 3.4%), Software Engineering (1.3%, from 2.6%), Agile Methodology (1.4%, from 2.5%) and C++ (1.0%, from 2.1%).

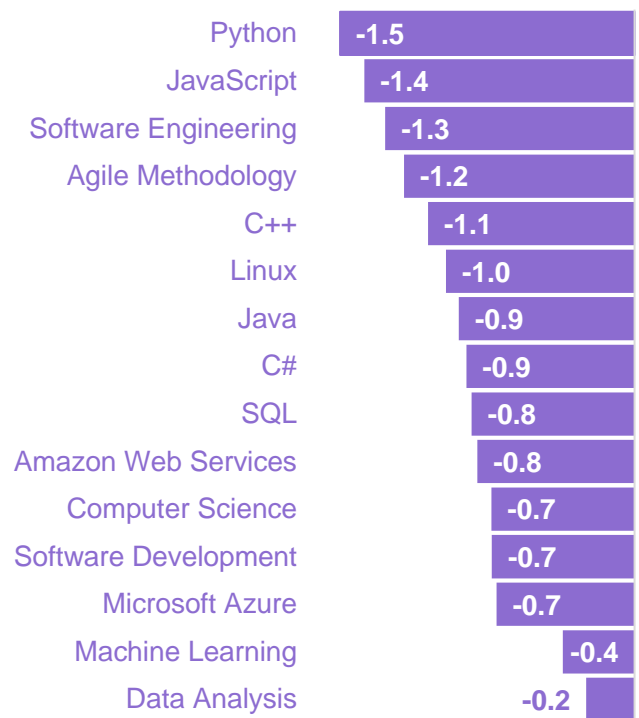
All eight skills dropping out of the top 50 over the past six months were also digital skills: Amazon Web Services, C#, Java, JavaScript, Linux, Machine Learning, Microsoft Azure and SQL.

**Chart 4.3.10: Top 10 Specialised Skills as % of all Job Postings, Cambridgeshire and Peterborough, Apr-Sep 24**



Source: Lightcast

**Chart 4.3.11: Percentage Point Change in Share of Job Postings Featuring the Top Specialist Digital Skills, Cambridgeshire and Peterborough, Apr-Sep 24 Compared to Last Five Years (Oct 19-Sep 24)**

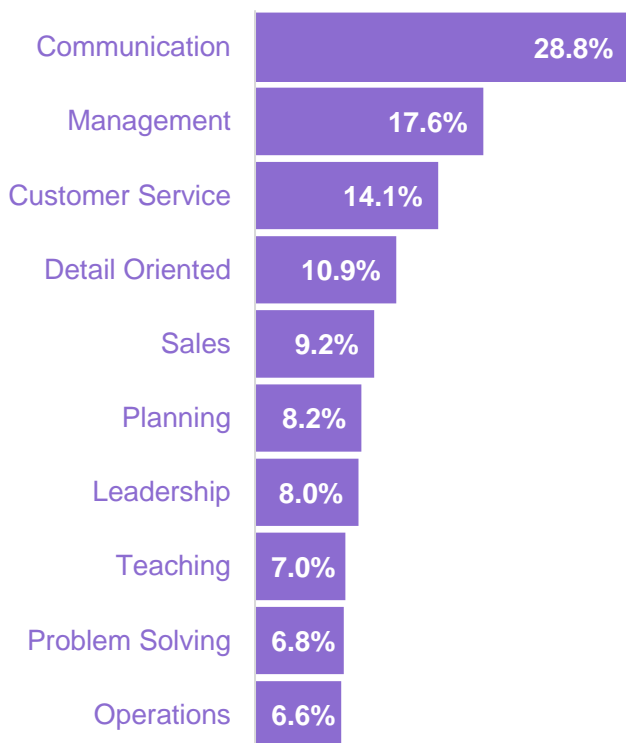


Source: Lightcast

### COMMUNICATION REMAINS THE MOST IN-DEMAND COMMON SKILL

There has also been little change in the most in-demand 'common' or 'soft' skills within the local job market. In the six months to September 2024, the most in-demand common skill within Cambridgeshire and Peterborough job postings was Communication, followed by Management, Customer Service, being Detailed Orientated, Sales, Planning and Leadership. These have also been the seven most in-demand common skills over the past five years.

**Chart 4.3.12: Top 10 Common Skills as % of all Job Postings, Cambridgeshire and Peterborough, Apr-Sep 24**



Source: Lightcast

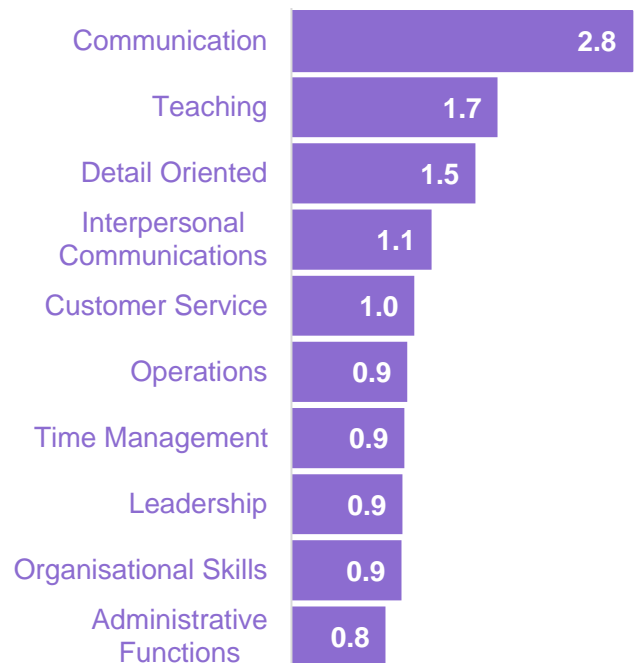
### TEACHING SKILLS HAVE INCREASED IN DEMAND

Comparing the shares of job postings over the past six months to the past five years shows that Communication and Teaching skills have increased in demand (Communication to 28.8%, from 26.0% and Teaching to 7.0%, from 5.3%), along with being Detailed Orientated, Interpersonal Communications and Customer Service. Three skills entered the top 50: Ability to Meet Deadlines, Cleanliness and Empathy.

These replaced three common skills that dropped out of the top 50: Advising, Analytical Skills and Microsoft PowerPoint.

Skills remaining within the top 50 but reducing in demand included Self-Motivation, Research, basic literacy and numeracy skills (English Language, Mathematics and Writing), basic digital skills (Microsoft Excel, Computer Literacy and Microsoft Outlook), Influencing, Forecasting, Sales and Budgeting.

**Chart 4.3.13: Common Skills Seeing the Biggest Increase in Demand, Cambridgeshire and Peterborough, Apr-Sep 24 Compared to Last Five Years (Oct 19-Sep 24), Percentage Point Change**



Source: Lightcast

## 5. SKILL GAPS AND SHORTAGES

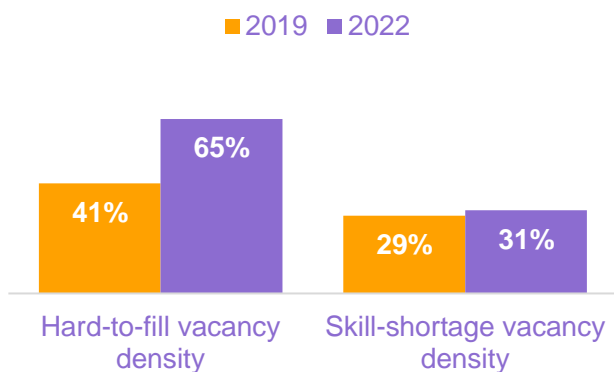
### 5.1 RECRUITMENT DIFFICULTIES AND SKILLS SHORTAGES

#### RECRUITMENT DIFFICULTIES INCREASED CONSIDERABLY BETWEEN 2019 AND 2022

In 2022, a survey of Cambridgeshire and Peterborough employers found that almost two-thirds of vacancies were hard to fill (65%), above the England average (57%) and up sharply from 2019 (41%) – in line with the national trend.

Skills shortage vacancies (vacancies that are hard to fill because applicants lacked the required skills) represented one-third of all vacancies (31%) – below the England average (36%) but slightly higher than in 2019 (29%).

**Chart 5.1.1: Hard to Fill Vacancies and Skills Shortage Vacancies as a share of all Vacancies, Cambridgeshire and Peterborough**



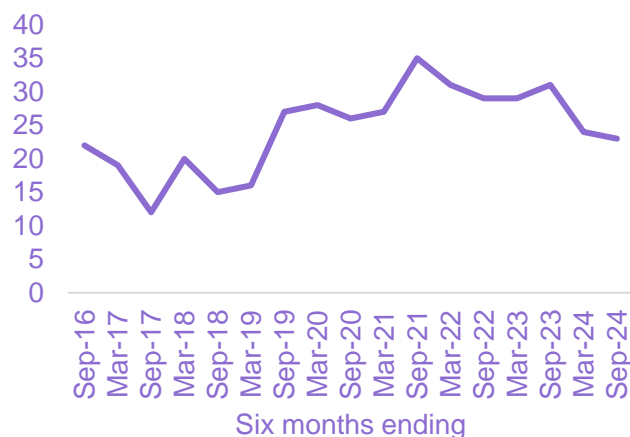
Source: Employer Skills Survey, Department for Education

#### JOB POSTINGS DATA SUGGEST THAT RECRUITMENT DIFFICULTIES HAVE FALLEN OVER THE PAST YEAR BUT ARE HIGHEST IN CAMBRIDGE

Job postings data also provides evidence of recruitment difficulties in the form of ‘median posting duration’: measuring how long a posting has been active and signalling how difficult it is to fill a position. The latest data suggest that recruitment difficulties have eased over the past year. Between early 2019 and mid-2021, the average time taken to fill a vacancy more than doubled, from 16 days to 35 days – with a big rise in vacancies not being matched by an increase in the labour supply and/or the number of people looking to change roles. This fell slightly to 31 days

by the year to September 2023. Over the past year, median posting duration dropped further, to 23 days in the six months to September 2024 – indicating that employers are now filling vacancies more quickly, although the average time taken to fill a vacancy remained above pre-pandemic levels (six-monthly average of 19 days).

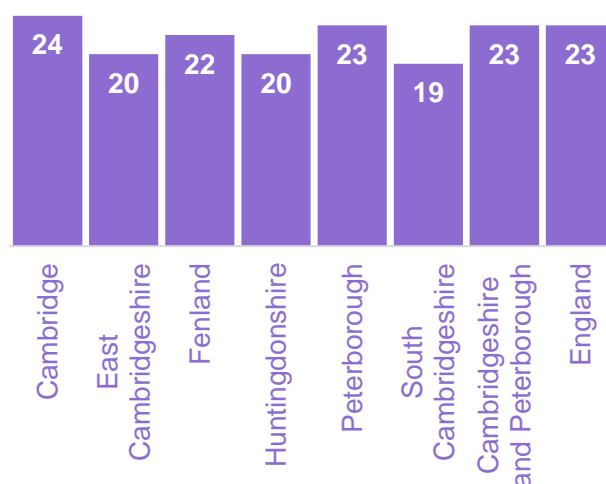
**Chart 5.1.2: Median Posting Duration, Cambridgeshire and Peterborough**



Source: Lightcast

Within the area median posting duration in the six months to September 2024 was longest in Cambridge (24 days) and Peterborough (23 days) and shortest in South Cambridgeshire (19 days).

**Chart 5.1.3: Median Posting Duration, Apr-Sep 2024**



Source: Lightcast

## JOB POSTINGS DATA SUGGEST THAT RECRUITMENT DIFFICULTIES ARE HIGHEST FOR ESTATE AGENTS, PRIMARY EDUCATION TEACHING PROFESSIONALS AND SOLICITORS AND LAWYERS

Of all occupations with at least 100 job postings in the six months to September 2024, median posting duration across Cambridgeshire and Peterborough was longest for Estate Agents (31 days), Primary Education Teaching Professionals (29 days) and Solicitors and Lawyers (29 days).

Other occupations with a median posting duration of at least 27 days included:

- **Engineering professionals and associate professionals:** Civil Engineers (28), Electrical Engineers (28) and Electrical and Electronics Technicians (27)
- **Health workers:** Occupational Therapists (29), Physiotherapists (29), Specialist Medical Practitioners (28), Speech and Language Therapists (27) and Nursing Auxiliaries and Assistants (27)
- **Business professionals:** Quality Control and Planning Engineers (29), Taxation Experts (27), Chartered Architectural Technologists, Planning Officers and Consultants (27) and Chartered Surveyors (27)
- **Skilled metal, electrical and electronic trades:** Welding Trades (28), Vehicle Technicians, Mechanics and Electricians (28), Pipe Fitters (27), Air-Conditioning and Refrigeration Installers and Repairers (27) and Electricians and Electrical Fitters (27)
- **Skilled construction and building trades:** Carpenters and Joiners (28) and Plumbers and Heating and Ventilating Installers and Repairers (27)
- **Process, plant and machine operatives:** Process Operatives n.e.c. (29), Textile Process Operatives (28) and Production, Factory and Assembly Supervisors (28).

## CAMBRIDGE HAS THE HIGHEST NUMBER OF HARD TO RECRUIT OCCUPATIONS

At local authority level, in-demand occupations representing at least 0.5% of job postings and with a median posting duration of 27 days or more included those listed in Table 5.1.1.

Cambridge had recruitment difficulties for the highest numbers of occupations. The hardest to fill occupations within local authority areas (median posting duration of more than 30 days) were for:

- **Estate Agents and Auctioneers** in Fenland (38 days) and East Cambridgeshire (33 days)
- **Bar and Catering Supervisors** in Fenland (33 days)
- **Occupational Therapists** in South Cambridgeshire (32 days)
- **Residential, Day and Domiciliary Care Managers and Proprietors** in East Cambridgeshire (31 days)
- **Housekeepers and Related Occupations** in Fenland (31 days)
- **Quantity Surveyors** in Huntingdonshire (31 days)
- **Authors, Writers and Translators** in South Cambridgeshire (31 days).

Occupations featuring the most frequently (in at least three local authority areas) included:

- **Vehicle Technicians, Mechanics and Electricians** in Cambridge, Peterborough and South Cambridgeshire
- **Specialist Medical Practitioners** in Cambridge, Huntingdonshire and Peterborough
- **Primary Education Teaching Professionals** in Cambridge, East Cambridgeshire and Peterborough
- **Solicitors and Lawyers** in Cambridge, Huntingdonshire and Peterborough.

**Table 5.1.1: Highest Median Posting Duration (Days) by Local Authority Area, Apr-Sep 24**

<p><b>Cambridge</b></p>	<ul style="list-style-type: none"> <li>• Solicitors and Lawyers (29)</li> <li>• Vehicle Technicians, Mechanics and Electricians (29)</li> <li>• Specialist Medical Practitioners (29)</li> <li>• Chartered Surveyors (29)</li> <li>• Security Guards and Related Occupations (29)</li> <li>• Primary Education Teaching Professionals (29)</li> <li>• Chefs (28)</li> <li>• Civil Engineers (28)</li> <li>• Electronics Engineers (28)</li> <li>• Construction and Building Trades Supervisors (28)</li> <li>• Special and Additional Needs Education Teaching Professionals (28)</li> <li>• Electrical Engineers (28)</li> <li>• Mechanical Engineers (27)</li> <li>• Production and Process Engineers (27)</li> <li>• Quantity Surveyors (27)</li> <li>• Teaching Assistants (27)</li> <li>• Engineering Technicians (27)</li> <li>• Early Education and Childcare Practitioners (27)</li> <li>• Social Workers (27)</li> <li>• Higher Education Teaching Professionals (27)</li> <li>• Electricians and Electrical Fitters (27)</li> <li>• Research and Development Managers (27)</li> <li>• Waiters and Waitresses (27)</li> <li>• Construction and Building Trades n.e.c. (27)</li> <li>• Authors, Writers and Translators (27)</li> </ul>
<p><b>East Cambridgeshire</b></p>	<ul style="list-style-type: none"> <li>• Estate Agents and Auctioneers (33)</li> <li>• Residential, Day and Domiciliary Care Managers and Proprietors (31)</li> <li>• Primary Education Teaching Professionals (30)</li> <li>• Mechanical Engineers (30)</li> <li>• Fork-Lift Truck Drivers (30)</li> <li>• Care Workers and Home Carers (28)</li> <li>• Assemblers and Routine Operatives n.e.c. (28)</li> <li>• Bar Staff (28)</li> </ul>
<p><b>Fenland</b></p>	<ul style="list-style-type: none"> <li>• Estate Agents and Auctioneers (38)</li> <li>• Bar and Catering Supervisors (33)</li> <li>• Housekeepers and Related Occupations (31)</li> <li>• Residential, Day and Domiciliary Care Managers and Proprietors (30)</li> <li>• Welding Trades (29)</li> <li>• Sales Supervisors - Retail and Wholesale (29)</li> <li>• Metal Machining Setters and Setter-Operators (28)</li> <li>• Production Managers and Directors in Manufacturing (28)</li> <li>• Electricians and Electrical Fitters (28)</li> <li>• Dental Nurses (27)</li> <li>• Construction and Building Trades Supervisors (27)</li> <li>• Youth and Community Workers (27)</li> </ul>
<p><b>Huntingdonshire</b></p>	<ul style="list-style-type: none"> <li>• Quantity Surveyors (31)</li> <li>• Textile Process Operatives (30)</li> <li>• Solicitors and Lawyers (30)</li> <li>• Care Workers and Home Carers (29)</li> <li>• Specialist Medical Practitioners (29)</li> <li>• Registered Nurse Practitioners (28)</li> <li>• Book-keepers, Payroll Managers and Wages Clerks (27)</li> <li>• Primary Education Teaching Professionals (27)</li> </ul>

Peterborough	<ul style="list-style-type: none"> <li>• Vehicle Technicians, Mechanics and Electricians (29)</li> <li>• Solicitors and Lawyers (29)</li> <li>• Financial Managers and Directors (29)</li> <li>• Primary Education Teaching Professionals (29)</li> <li>• Specialist Medical Practitioners (28)</li> <li>• Electrical Engineers (28)</li> <li>• Teaching Professionals n.e.c. (27)</li> <li>• Health Services and Public Health Managers and Directors (27)</li> <li>• Registered Nurse Practitioners (27)</li> <li>• Security Guards and Related Occupations (27)</li> </ul>
South Cambridgeshire	<ul style="list-style-type: none"> <li>• Occupational Therapists (32)</li> <li>• Authors, Writers and Translators (31)</li> <li>• Vehicle Technicians, Mechanics and Electricians (29)</li> <li>• Early Education and Childcare Practitioners (28)</li> </ul>

Source: Lightcast

### ENGINEERING AND DIGITAL SKILLS ARE THE MOST FREQUENTLY CITED SKILLS SHORTAGES BY LOCAL BUSINESSES

The Cambridgeshire Chamber of Commerce's Q3 2024 QES asked respondents to provide details of key skills shortages in their sectors. The most

frequently cited were engineers/engineering skills and IT professionals/digital skills. Other key themes included a lack of available people with relevant work experience, a lack of people with good soft/transferable skills and poor work ethic/attitude. Examples of responses are included in Table 5.1.2.

**Table 5.1.2: What do you consider the key skills shortages in your sector? Key Themes, 2024 Q3**

Theme	% Responses	Examples
Lack of engineers/engineering skills	7.9%	<ul style="list-style-type: none"> <li>• Engineering at all levels especially motor control engineering and supervisors. Our engineers have to travel globally for 2-6 weeks which is not popular</li> <li>• Skilled decarbonization labour (heat pump engineer, solar, renewables DESIGN engineers, retrofit engineer)</li> <li>• Engineers and Technical staff at level that is not degree. We used to get tech staff that had NVQ and City and Guilds in electronics, servicing but more people are getting degrees and want degree wages</li> </ul>
Lack of IT professionals/digital skills	7.0%	<ul style="list-style-type: none"> <li>• Not enough IT Technical skilled people</li> <li>• There is a real shortage of web developers in Cambridgeshire</li> <li>• Skilled and experienced 'oven-ready' cyber security staff are in huge demand</li> </ul>
Lack of people with relevant experience	6.0%	<ul style="list-style-type: none"> <li>• ... there just isn't the experience or knowledge within the data centre industry, with an aging demographic across the board</li> <li>• Experienced youth workers, people with grant writing experience</li> </ul>
Lack of soft skills	4.2%	<ul style="list-style-type: none"> <li>• Soft skills including organisation/prioritisation/time management</li> <li>• Resilience, communication, time management</li> </ul>
Poor work ethic/attitude	4.2%	<ul style="list-style-type: none"> <li>• Attitude; no one wants to work hard anymore</li> <li>• I work with organisations supporting their recruitment issues and they are finding it extremely difficult to recruit skilled and educated younger people [graduates to 35 years] who actually want to work. There is seemingly little concept of what work entails and that things like objectives and competencies are a key part of achievement. Covid</li> </ul>

		definitely made this worse and it's a real struggle for professional organisations [such as publishing] and service industries
Lack of young people interested in sector or lack of skills among young people	3.3%	<ul style="list-style-type: none"> <li>• Youngsters are not prepared to do manual work and the rest of us are getting older</li> <li>• Lack of interest in younger generation to enter manufacturing</li> <li>• Young new persons entering construction</li> </ul>
Accounting/finance skills	3.3%	<ul style="list-style-type: none"> <li>• Qualified accountants are hard to find</li> <li>• Qualified IFAs</li> </ul>
Managerial/leadership skills	2.8%	<ul style="list-style-type: none"> <li>• Personal relationship building, expertise in management and income expectations</li> </ul>
Lack of people with appropriate qualifications	2.3%	<ul style="list-style-type: none"> <li>• Qualified teaching status</li> <li>• Qualified chartered town planners</li> </ul>
Lack of teachers/trainers/tutors	2.3%	<ul style="list-style-type: none"> <li>• Industry experts in teaching roles, particularly construction trades and engineering. Learning Support Mentors to support learning within the classroom</li> <li>• Staff to deliver training in construction trades</li> </ul>
Lack of marketing/social media skills	1.9%	<ul style="list-style-type: none"> <li>• Digital, social and content marketing for technical and scientific products. Quality of candidates seems poor</li> </ul>
Lack of relevant/suitable training	1.9%	<ul style="list-style-type: none"> <li>• Available training for staff, we look to employ skilled electricians and engineers ...Lack of training facilities in the region makes it very difficult for us to employ trainee staff and to train so they are skilled</li> <li>• We have a huge skills shortage in our industry, the level of instruction/education is ridiculously low and the availability of machinery operators' qualification training courses is diabolical bordering on unworkable as the industry training bodies have no skilled instructors or assessors to allow us to get guys even the basic level of instruction for us to finish with on-the-job training. We also have the added issue of "training" courses that teach outdated and disproven theories.</li> </ul>

Source: Cambridgeshire Chamber of Commerce QES Q3 2024

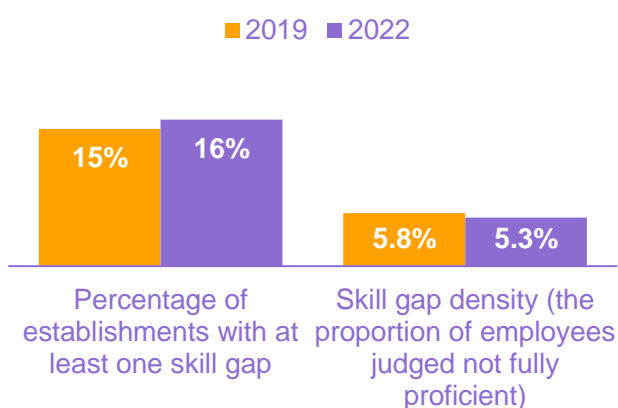
## 5.2 SKILL GAPS

### THERE WAS LITTLE CHANGE IN THE INCIDENCE OF SKILL GAPS OVER THE THREE YEARS TO 2022

In 2022, 16% of Cambridgeshire and Peterborough employers indicated that they had at least one skill gap (i.e. at least one employee that was not fully proficient). This was similar to the England average (15%) and the rate in 2019 (15%).

The percentage of all Cambridgeshire and Peterborough workers deemed to be not fully proficient was 5.3% (one-in-20), slightly lower than the England average (5.9%) and slightly below the rate in 2019 (5.8%).

**Chart 5.2.1: Incidence of Skill Gaps in Cambridgeshire and Peterborough**



Source: Employer Skills Survey, Department for Education

**Table 5.2.1: Incidence of Skill Gaps by Industry, Cambridgeshire and Peterborough, 2022**

Sector	Percentage of Establishments with at Least One Skill Gap	Skill Gap Density
Information & Communication	33%	7.9%
Hotels & Restaurants	22%	8.0%
Transport & Storage	22%	2.4%
Health & Social Work	19%	4.7%
Manufacturing	19%	4.1%
Wholesale & Retail	17%	7.2%
Education	16%	2.9%
Business Services	14%	4.8%
Arts & Other Services	12%	5.7%
Primary Sector & Utilities	10%	3.5%
Construction	8%	3.9%
Financial Services	n/a	n/a
Public Administration	n/a	n/a

Source: Employer Skills Survey, Department for Education

### SKILL GAPS WERE HIGHEST IN INFORMATION AND COMMUNICATION AND HOTELS AND RESTAURANTS

Industry data show that those with the highest percentages of establishments experiencing skill gaps in 2022 were Information and Communication (33%), Hotels and Restaurants (22%) and Transport and Storage (22%).

Industries with the highest shares of workers with skill gaps (skill gap density) were also Hotels and Restaurants (8.0% of all workers), Information and Communication (7.9%) and Wholesale and Retail (7.2%) (Table 5.2.1).

## 6. EDUCATION AND TRAINING

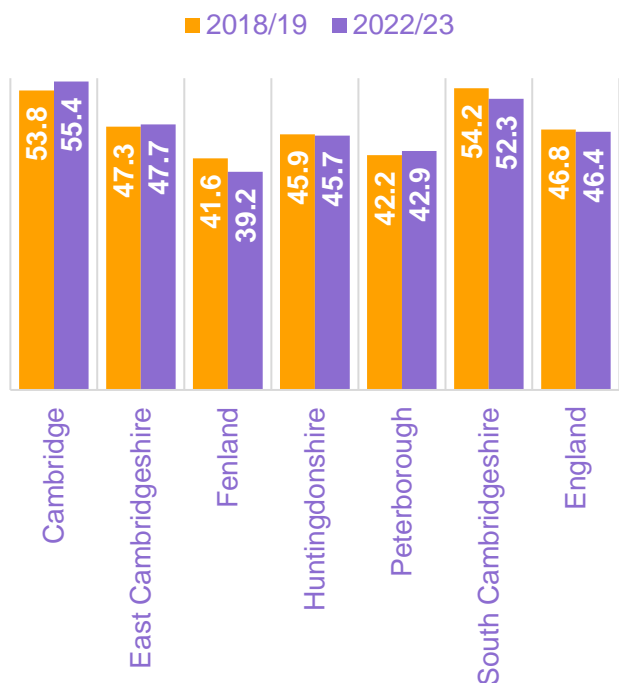
### 6.1 GSCE PERFORMANCE

#### CAMBRIDGESHIRE AND PETERBOROUGH'S LOCAL AUTHORITY AREAS HAD SOME OF THE HIGHEST AND LOWEST GCSE SCORES IN ENGLAND IN 2022/23

A key measure of Key Stage 4 performance at age 16 is the 'Attainment 8' score: each grade a pupil gets is assigned a point score from 9 (the highest) to 1 (the lowest). Each pupil's Attainment 8 score is calculated by adding up the points for their 8 subjects, with English and Maths counted twice. A local authority's Attainment 8 score is the average of all the scores of its eligible pupils.

In 2022/23, Attainment 8 scores were highest in Cambridge (55.4) – the ninth highest of 298 local authority areas in England and well above the England average of 46.4. Scores were also above average in South Cambridgeshire (52.3) and East Cambridgeshire (47.7). Scores were below average in other areas, particularly Fenland. At 39.2, its average Attainment 8 score was the 11<sup>th</sup> lowest in England.

**Chart 6.1.1: Average Attainment 8 Scores by Local Authority Area of School**



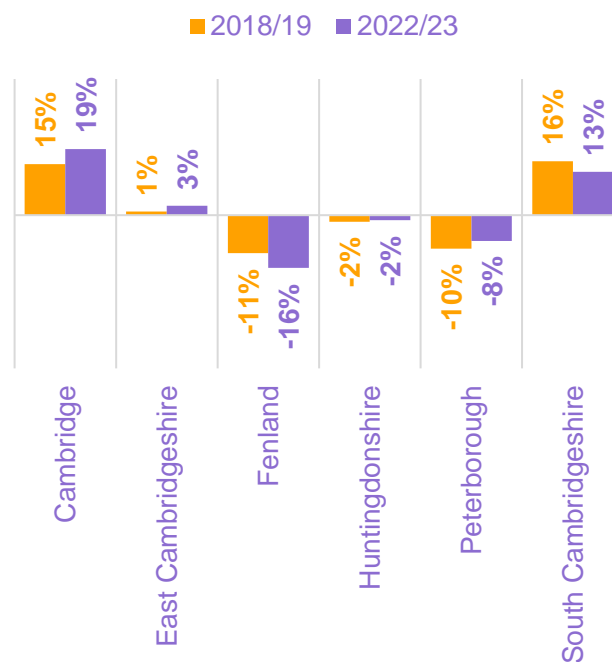
Source: Key Stage 4 Performance, Department for Education

#### GCSE PERFORMANCE HAS IMPROVED AND RISEN FURTHER ABOVE THE ENGLAND AVERAGE IN CAMBRIDGE AND EAST CAMBRIDGESHIRE, BUT HAS FALLEN AND MOVED FURTHER BELOW THE ENGLAND AVERAGE IN FENLAND

In 2022/23, there was a return to pre-pandemic standards for GCSEs, with protection built into the grading process to recognise the disruption that students had faced. To compare performance over time, it is most appropriate to compare to results from 2018/19, due to the changes in the approach to grading during the pandemic. Key changes between 2018/19 and 2022/23 in Cambridgeshire and Peterborough include the following:

- Average Attainment 8 scores increased in Cambridge and East Cambridgeshire, and also increased relative to the England average
- The average Attainment 8 score fell in Fenland and the distance below the England average also increased (from 11% below the England average in 2018/19 to 16% below the England average in 2022/23).

**Chart 6.1.2: Average Attainment 8 Scores Relative to the England Average**



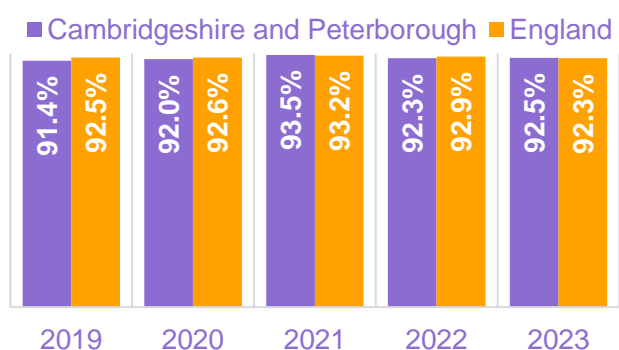
Source: Key Stage 4 Performance, Department for Education

## 6.2 16-17 PARTICIPATION IN EDUCATION AND TRAINING

### PARTICIPATION IN EDUCATION AND TRAINING AMONG 16-17-YEAR-OLDS WAS SLIGHTLY ABOVE AVERAGE IN 2023

In 2023, 92.5% of 16-17-year-olds in Cambridgeshire and Peterborough were participating in some form of education and training – slightly above the England average rate of 92.3%. Compared to national average rates, greater shares of young people were in full-time education and part-time education, while lower shares were participating in apprenticeships or work-based learning.

**Chart 6.2.1: Participation in Education and Training, 16-17-Year-Olds**



Source: Participation in Education, Training and NEET Age 16 to 17 by Local Authority, Department for Education

### PARTICIPATION HAS INCREASED SLIGHTLY, DRIVEN BY APPRENTICESHIP PARTICIPATION

Between 2022 and 2023, 16-17 participation increased slightly, from 92.3% to 92.5%. This was driven by an increase in the rate of young people participating in apprenticeships (from 3.2% to 3.8%) and a small increase in the share of people participating in work-based learning (0.56% to 0.58%). Conversely, there were small falls in participation rates across other types of education and training.

**Table 6.2.1: Rates of Participation by Type, Cambridgeshire and Peterborough**

	2022	2023
Full-time education	87.0%	86.7%
Apprenticeship	3.2%	3.8%
Employment with study	0.9%	0.8%
Other participation type	0.2%	0.1%
Part-time education	0.50%	0.47%
Work based learning	0.56%	0.58%

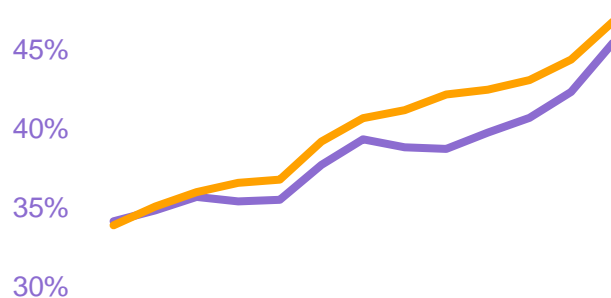
Source: Participation in Education, Training and NEET Age 16 to 17 by Local Authority, Department for Education

### PROGRESSION TO HIGHER EDUCATION INCREASED IN 2021/22 TO A NEW RECORD HIGH BUT REMAINED BELOW AVERAGE

In 2021/22, 45.5% of 19-year-olds from Cambridgeshire and Peterborough progressed to higher education (HE) – a new record high – and up from 42.3% in 2020/21. This remained below the England average rate, although the gap has narrowed for four years.

**Chart 6.2.2: Progression to Higher Education Among 19-Year-Olds, 2009/10 to 2021/22**

— Cambridgeshire and Peterborough  
— England



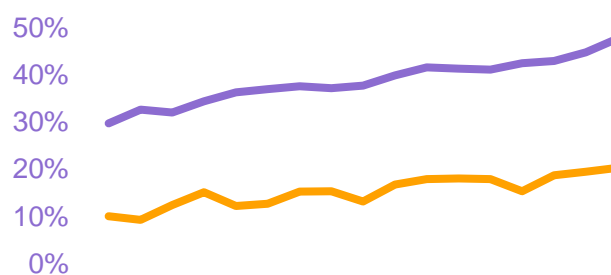
Source: Widening Participation in Higher Education, Department for Education

### THE HE PROGRESSION GAP IS WIDENING AND IS WELL ABOVE AVERAGE

The HE progression gap measures the percentage point gap between the HE progression rate of children entitled to Free School Meals (FSM) and that of all other children. In 2021/22, there was a 27.5 ppt gap between the non-FSM participation rate (47.8%) and the FSM participation rate (20.3%). This was a record high level and well above the England average gap (20.2 ppts).

**Chart 6.2.3: HE Progression Rates by FSM Status, Cambridgeshire and Peterborough, 2009/10 to 2021/22**

— Non-FSM — FSM



Source: Widening Participation in Higher Education, Department for Education

### 6.3 T LEVELS

#### T LEVEL PARTICIPATION IS UNDER-REPRESENTED IN THE EAST OF ENGLAND

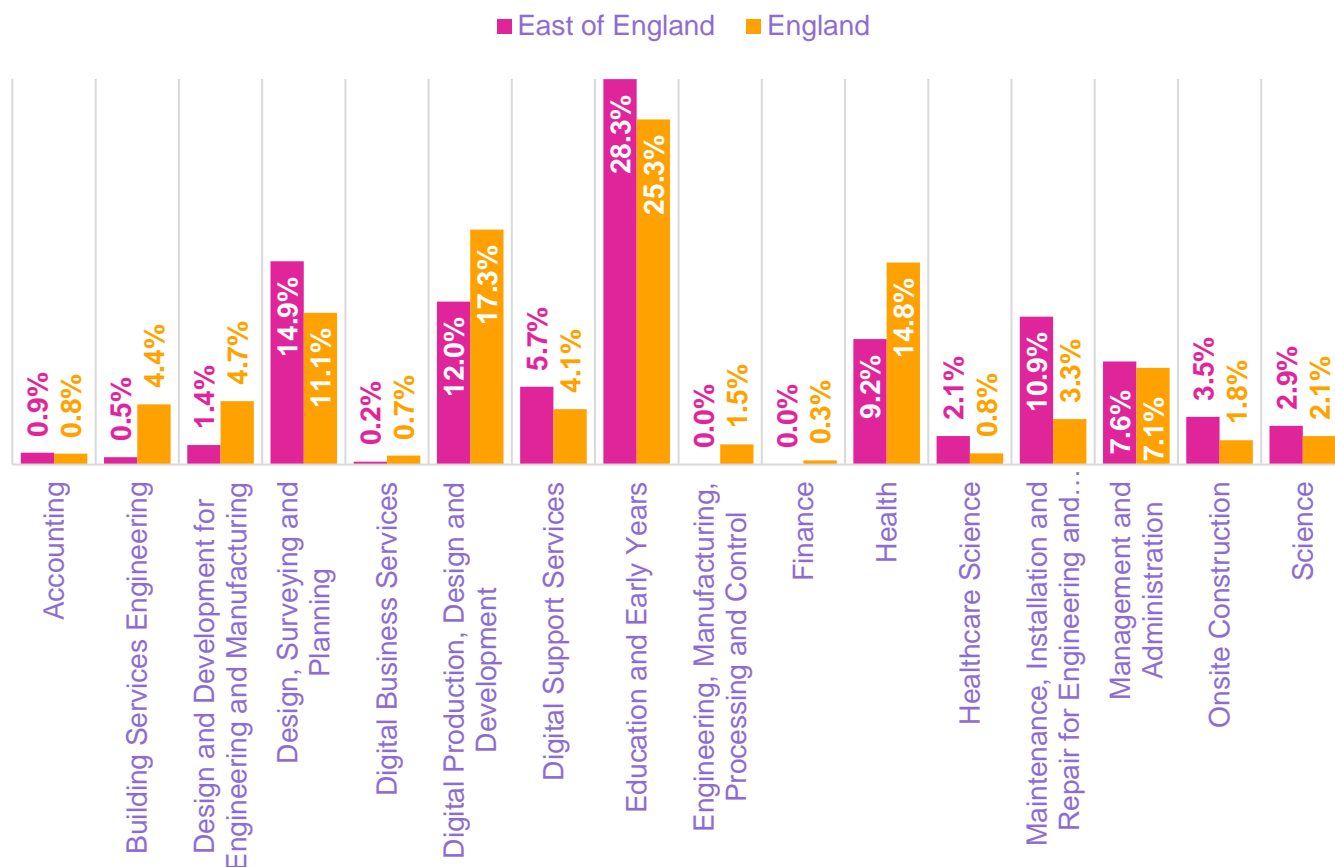
T Level statistics are available at regional and national levels only. Between 2021/22 and 2023/24, there were 912 T Level students in the East of England region. These represented 7.6% of all T Level students across England (11,935) – lower than the region’s share of England’s 16-19-year-olds (10.6%).

Of the 16 subject areas then available, Education and Early Years represented the largest share of the region’s T Level students (258 students, 28.3% of all students), followed by Design, Surveying and Planning (136, 14.9%) and Digital Production, Design and Development (109, 12.0%).

Compared to the national profile, much greater shares of East of England T Level students studied Maintenance, Installation and Repair for Engineering and Manufacturing (10.9% vs 3.3%) while greater shares also studied Design, Surveying and Planning (14.9% vs 11.1%) and Education and Early Years (28.3% vs 25.3%).

Conversely, much lower shares studied Health (9.2% vs 14.8%) and Digital Production, Design and Development (12.0% vs 17.3%).

Chart 6.3.1: Percentage of T Level Students by Subject, 2021/22 to 2023/43



Source: T Level Results, Department for Education

## 6.4 QUALIFICATION ATTAINMENT BY AGE 19

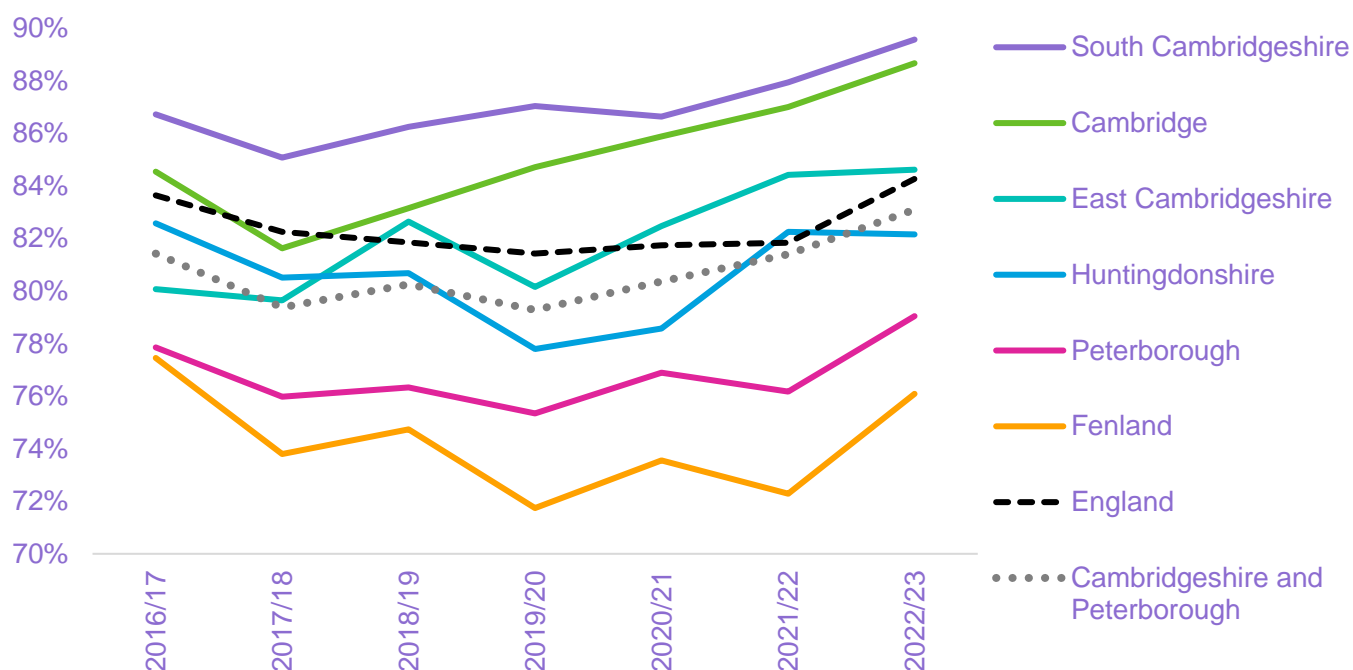
**CAMBRIDGESHIRE AND PETERBOROUGH HAS A BELOW AVERAGE RATE OF 19-YEAR-OLDS ACHIEVING A LEVEL 2 QUALIFICATION, WITH FENLAND HAVING ONE OF THE LOWEST RATES IN ENGLAND. PANDEMIC-RELATED GRADING CHANGES COULD BE BEHIND SOME OF THE INCREASE IN LEVEL 2 ATTAINMENT IN THE LATEST YEAR**

In 2022/23, 83.1% of 19-year-olds across Cambridgeshire and Peterborough had achieved a Level 2 qualification – below the England average rate (84.3%). However, Level 2 achievement increased on the previous year and was at its highest rate since the earliest year of data (2016/17). To note: most Level 2 qualifications are achieved at age 16 and this latest cohort of 19-year-olds were aged 16 in 2019/20 – during the COVID-19 pandemic. They would therefore have received calculated/teacher assessed grades, leading to a higher proportion achieving this standard at age 16. This could therefore be behind some of the increase in Level 2 achievement by age 19.

At local authority level:

- Level 2 achievement rates at age 19 were well above average in **South Cambridgeshire** and **Cambridge**, slightly above average in **East Cambridgeshire** and the highest since the earliest year of data (2016/17) in all of these areas
- **Fenland** continued to have the lowest rate of Level 2 achievement. At 76.1%, its rate was the 17th lowest of all 307 local authority areas in England for which data were available. While the achievement rate increased strongly on the previous year (more so than other LA areas), it remained lower than in 2016/17
- Level 2 achievement was also well below average in **Peterborough** but was at its highest rate since the earliest year of data
- Level 2 achievement slipped below the national average in **Huntingdonshire** in 2022/23, as well as declining slightly on the previous year and being below the 2016/17 rate.

**Chart 6.4.1: Level 2 Attainment by Age 19**



Source: Level 2 and Level 3 Qualification Attainment at Age 19, Department for Education

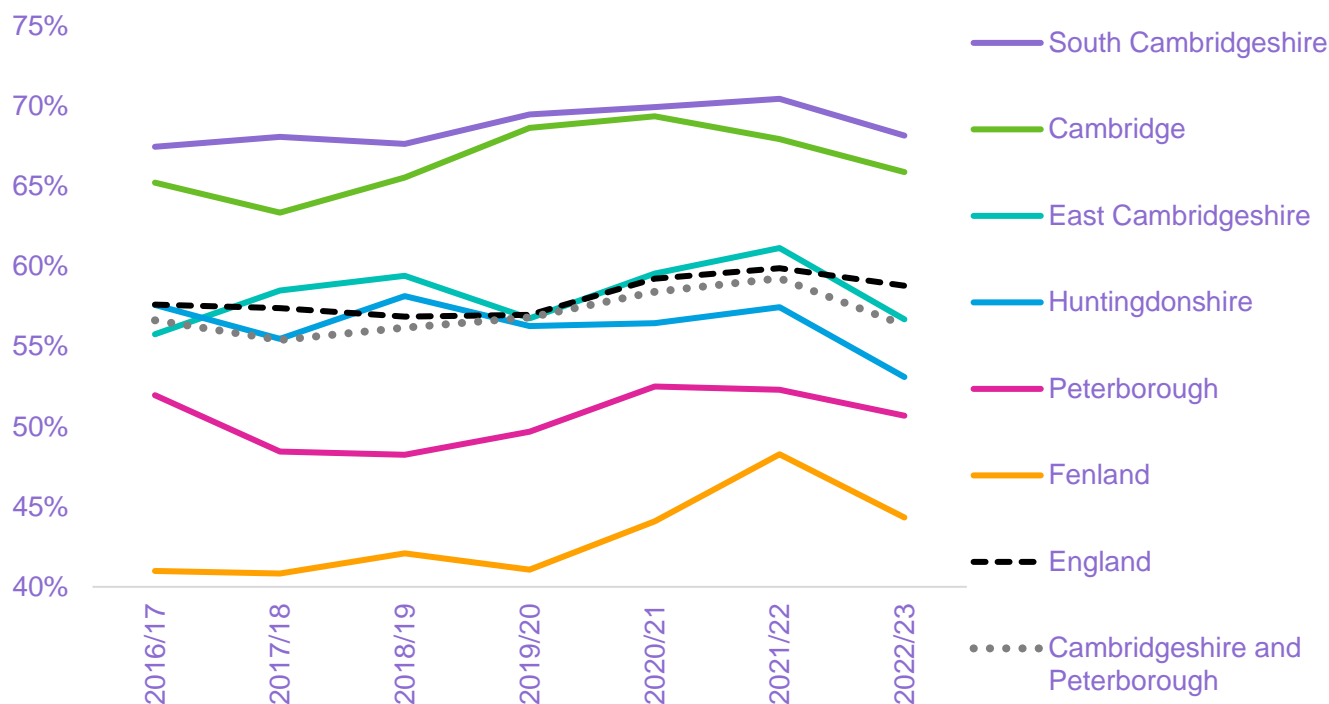
**LEVEL 3 ATTAINMENT AT AGE 19 IS ALSO SLIGHTLY BELOW AVERAGE, WITH FENLAND ALSO HAVING ONE OF THE LOWEST RATES IN ENGLAND. A RETURN TO EXAMS FOLLOWING PANDEMIC-RELATED GRADING CHANGES COULD BE BEHIND SOME OF THE DROP IN LEVEL 3 ATTAINMENT IN THE LATEST YEAR**

In 2022/23, 56.3% of 19-year-olds in Cambridgeshire and Peterborough had achieved a Level 3 qualification - below the England rate of 58.8% and almost three ppts lower than the previous year (59.2%). To note: most Level 3 qualifications are achieved at age 18 and this latest cohort of 19-year-olds were aged 18 in 2021/22, which saw the return of summer exams after the COVID-19 pandemic (but with adaptations and a grading approach that aimed to strike a balance between the results of 2019 and 2021). The drop in the Level 3 qualification rate could therefore reflect pandemic-related changes to grading, with attainment being similar to previous years and the pre-pandemic rate of 52.6% in 2018/19.

At local authority level:

- Level 3 achievement rates were well above average in South Cambridgeshire and Cambridge. Despite being lower than the previous three years, they were above pre-pandemic levels
- Fenland continued to have the lowest Level 3 achievement rate in the region and the 14th lowest of all 307 local authority areas in England for which data were available. But the achievement rate was higher than in most preceding years except 2021/22
- Peterborough's rate remained well below average but above the pre-pandemic rate
- Huntingdonshire's below-average rate was also the lowest since the earliest year of data (2016/17)
- East Cambridgeshire's Level 3 achievement rate fell below the national average and was at its lowest since 2016/17.

**Chart 6.4.2: Level 3 Attainment by Age 19**



Source: Level 2 and Level 3 Qualification Attainment at Age 19, Department for Education

## 6.5 ADULT QUALIFICATIONS

### CAMBRIDGESHIRE AND PETERBOROUGH'S WORKING AGE POPULATION HAS BECOME MORE HIGHLY QUALIFIED OVER THE PAST YEAR – ALTHOUGH QUALIFICATION RATES HAVE DECLINED IN CAMBRIDGE

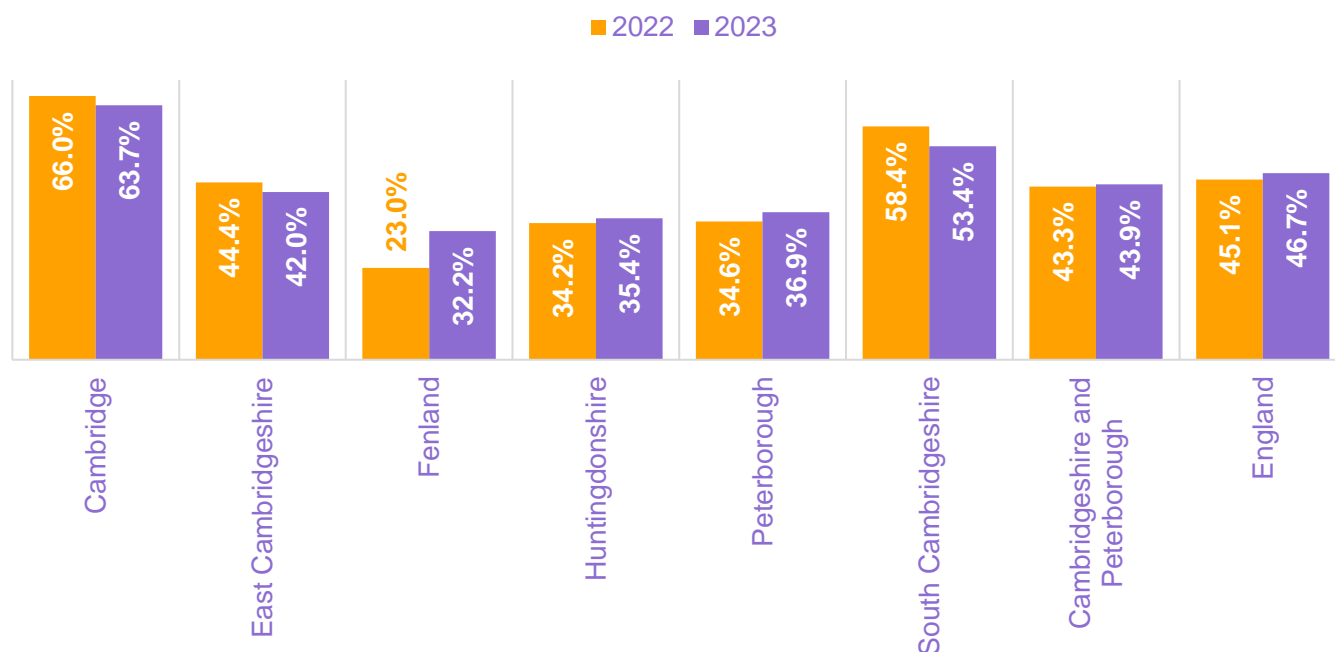
In 2023, 43.9% of 16-64-year-olds living in Cambridgeshire and Peterborough and were qualified to **RQF Level 4 and above** (equivalent to a Certificate of Higher Education or equivalent and higher). While this was below the England average (46.7%), it was slightly higher than in 2022 (43.3%).

Fenland continued to have the lowest proportion of 16-64-year-olds qualified to Level 4+, but there was a significant increase in 2023 (from 23.0% to 32.2%). Conversely, some areas experienced decline: South Cambridgeshire (58.4% to 53.4%), East Cambridgeshire (44.4% to 42.0%) and Cambridge (66.0% to 63.7%) (Chart 6.5.1).

While the share of 16-64-year-olds qualified to Level 4+ remained below the England average, the share with **at least a RQF Level 2 qualification** (GCSE grade C/4 or above) rose above the England average: 87.5% compared to 86.5% across England, and up from 85.2% in 2022. Peterborough continued to have the lowest Level 2+ qualification rate but experienced a robust increase, from 76.0% in 2022 to 80.9% in 2023. Cambridge was the only area to experience a fall in its Level 2 qualification rate (from 91.3% to 90.4%) (Chart 6.5.2).

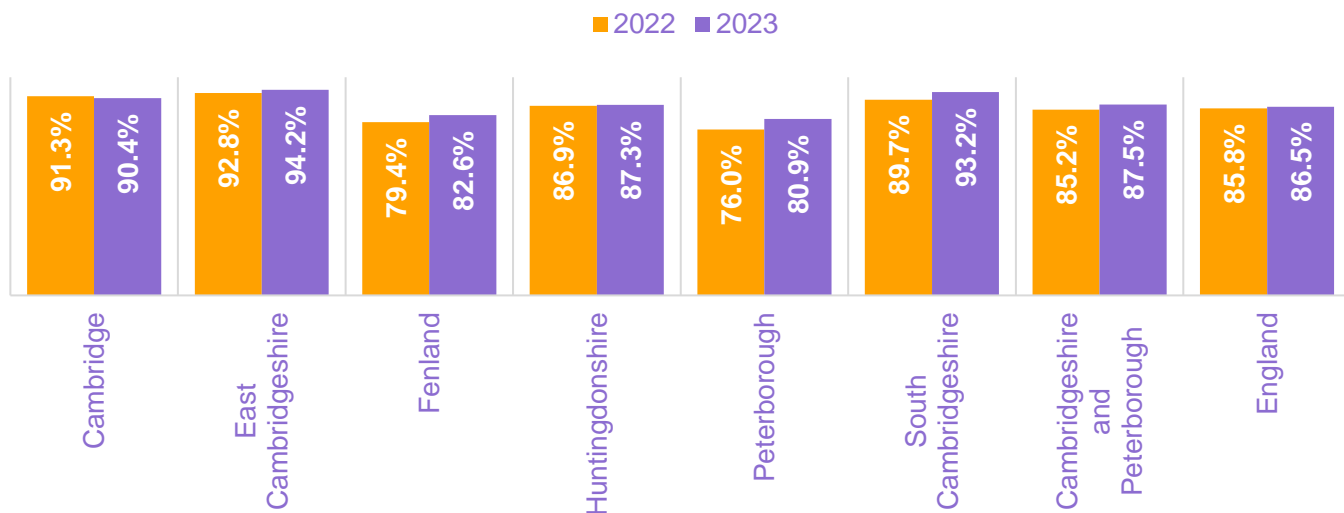
The share of 16-64-year-olds with **no qualifications** also fell to below England average levels: 4.8% compared to 6.2% across England, and down from 6.6% in 2022. There was a particularly large fall in Peterborough (from 10.6% to 6.6%). Huntingdonshire was the only area to see an increase in its share of adults with no qualifications, from 6.9% to 7.6%, and now has the highest share of 16-64-year-olds with no qualifications within Cambridgeshire and Peterborough (Chart 6.5.3).

Chart 6.5.1: Percentage of 16–64-Year-olds Qualified to RQF Level 4+

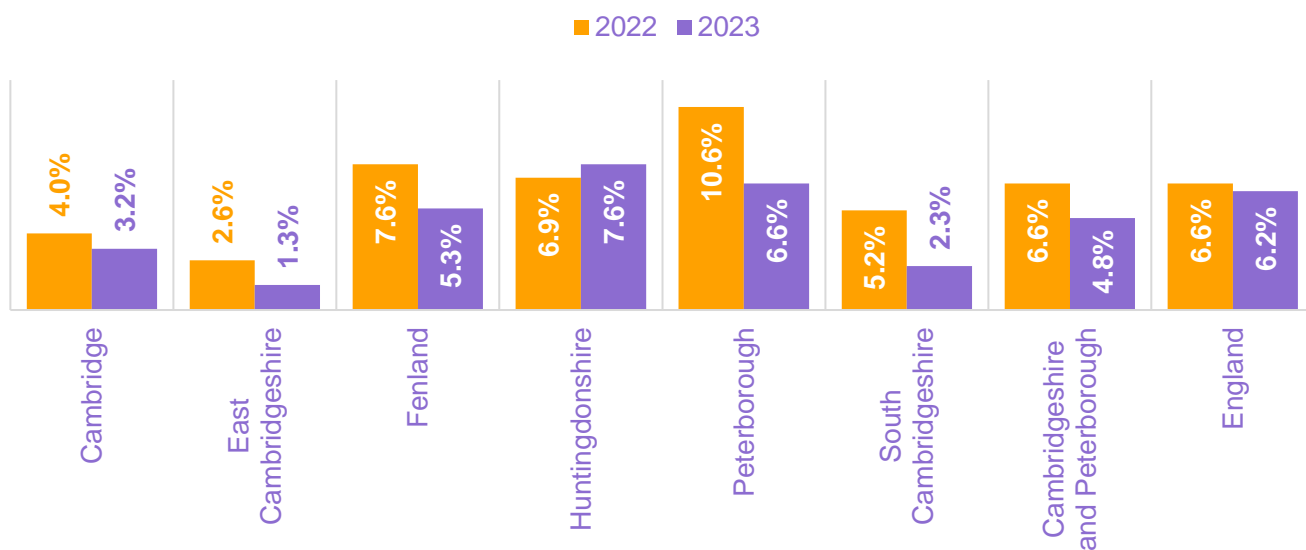


Source: Annual Population Survey, Office for National Statistics

**Chart 6.5.2: Percentage of 16–64-Year-olds Qualified to RQF Level 2+**



**Chart 6.5.3: Percentage of 16–64-Year-olds with No Qualifications**



Source: Annual Population Survey, Office for National Statistics

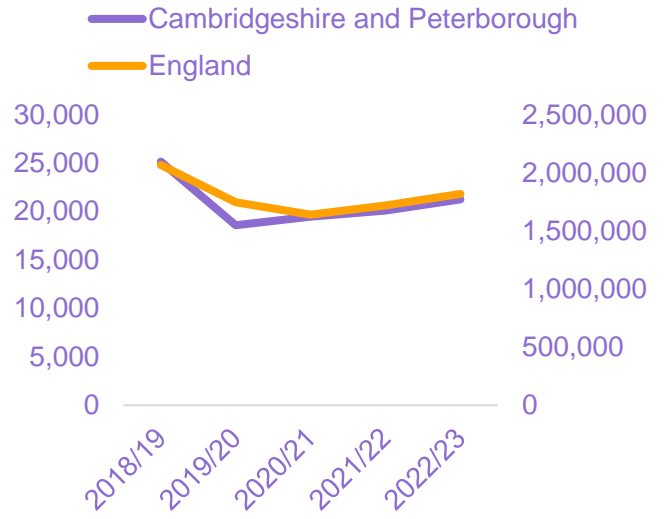
## 6.6 FURTHER EDUCATION PARTICIPATION

### ADULT PARTICIPATION IN FURTHER EDUCATION INCREASED FOR THE THIRD CONSECUTIVE YEAR IN 2022/23 BUT REMAINED BELOW PRE-PANDEMIC LEVELS

In 2022/23, 21,250 people aged 19 years and over were participating in Further Education (FE) in Cambridgeshire and Peterborough – up 5.7% on the previous year (similar to the England average increase of 5.8%). Despite increasing for three consecutive years, participation was 15.5% below 2018/19 (25,160). This mirrored the national trend.

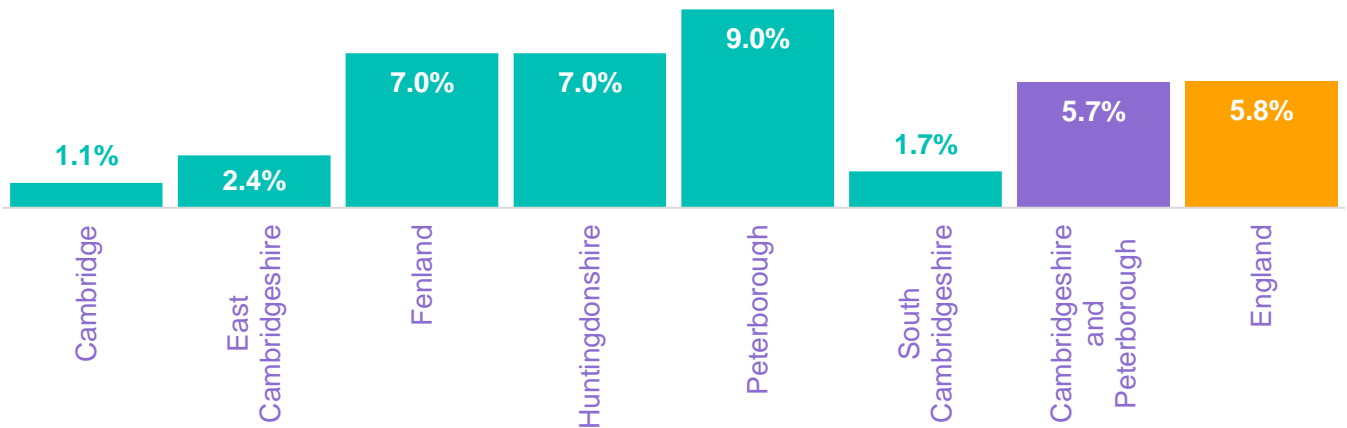
Participation increased most in Peterborough (+9.0%), followed by Huntingdonshire (+7.0%) and Fenland (+7.0%) (Chart 6.6.2). Participation remained below pre-pandemic rates in all areas apart from Peterborough (+1.0% on 2018/19) (Chart 6.6.3).

Chart 6.6.1: Numbers of People Aged 19 Years and Over Participating in FE



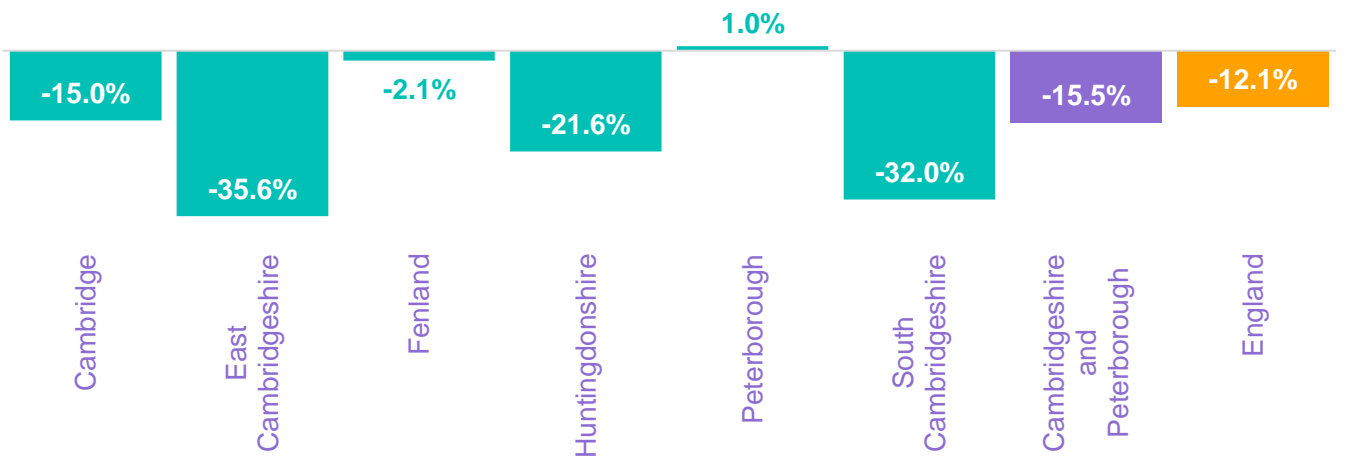
Source: Further Education and Skills, Department for Education

Chart 6.6.2: Change in 19+ FE Participation, 2021/22 to 2022/23



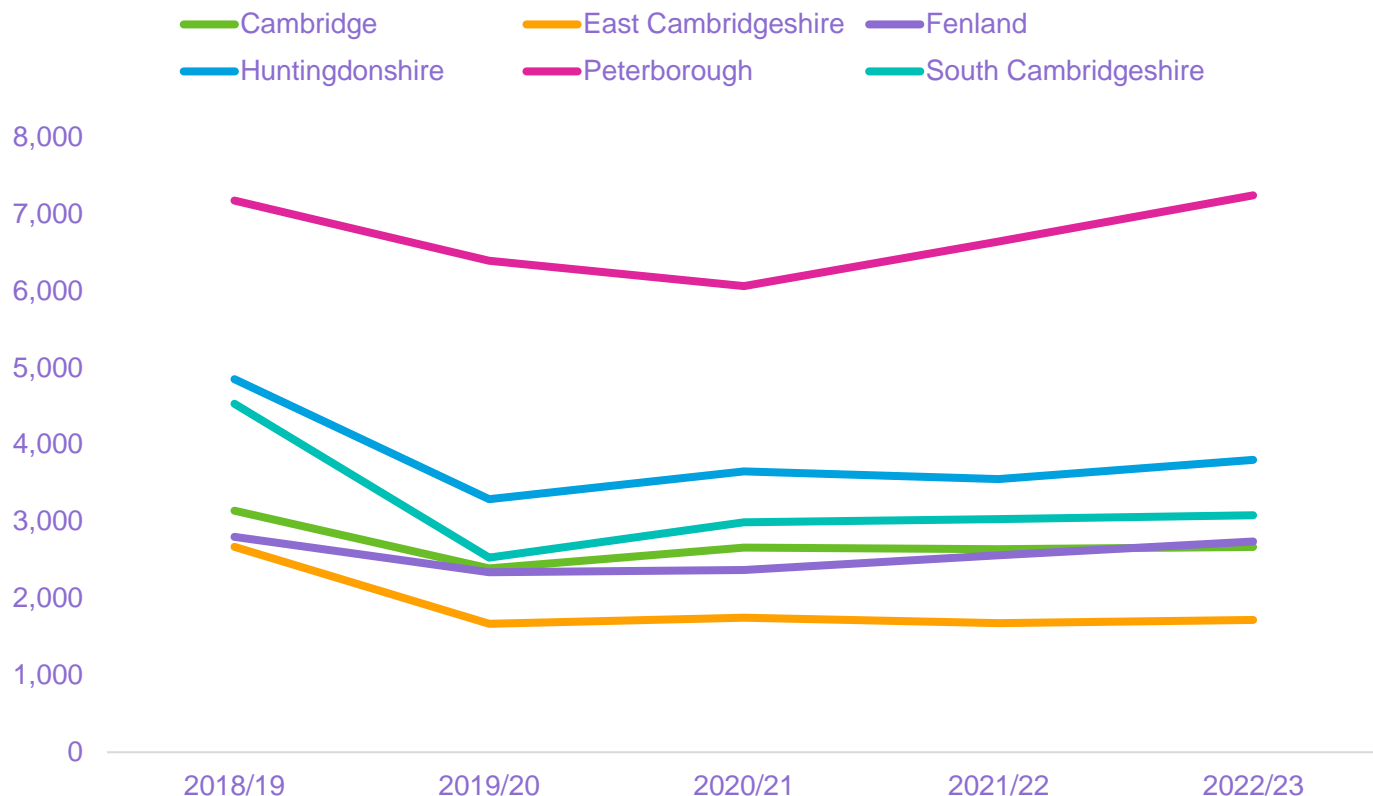
Source: Further Education and Skills, Department for Education

Chart 6.6.3: Change in 19+ FE Participation, 2018/19 to 2022/23



Source: Further Education and Skills, Department for Education

**Chart 6.6.4: Trends in Numbers of People Participating in FE**

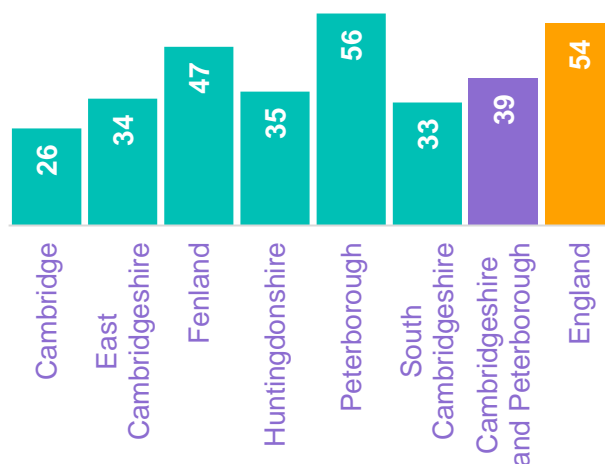


Source: Further Education and Skills, Department for Education

**FE PARTICIPATION RATES CONTINUED TO BE HIGHEST IN PETERBOROUGH AND FENLAND**

In 2022/23, 39 per 1,000 people participated in FE across Cambridgeshire and Peterborough – 27% below the England average rate of 54 per 1,000. FE participation continued to be highest – and above the national rate – in Peterborough, at 56 per 1,000 population, followed by Fenland, albeit below the national rate, at 47 per 1,000.

**Chart 6.6.5: FE Participation per 1,000 Population, 2022/23**



Source: Further Education and Skills, Department for Education

## PARTICIPATION IN ALL TYPES OF FE INCREASED IN 2022/23

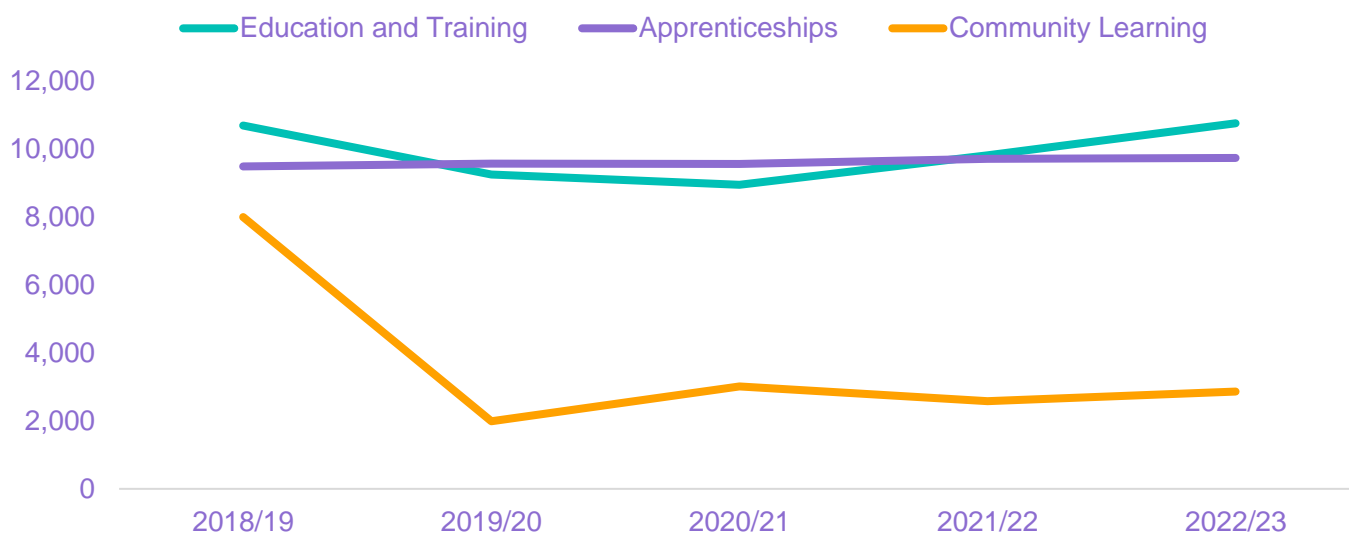
Participation in **FE Education and Training** fell during the pandemic, but recently increased to 0.7% above 2018/19 levels. In 2022/23, there were 10,760 learners: +940, or +9.6%, on the previous year. Over the past year, there was a strong increase in FE Education and Training with 'no level assigned' (+1,090 learners), followed by Essential Skills – English and Maths (+540) and Below Level 2 (+340).

Participation in **Apprenticeships** has increased almost year-on-year and was 2.6% above 2018/19 levels in 2022/23. There were 9,740 learners: +30,

+0.3% on the previous year. In terms of levels of Apprenticeships, the number of Higher Apprenticeships has increased strongly over the past few years, alongside a decline in the number of Intermediate Apprenticeships.

Participation in **Community Learning** nosedived in 2019/20 and is struggling to recover, being 64.3% below pre-pandemic levels in 2022/23. Much of this fall has been driven by a reduction in numbers undertaking 'Personal and Community Development Learning'. However, the overall number of learners did increase in the latest year, to 2,860 learners: +280, +10.9% on 2021/22, with a strong increase in 'Neighbourhood Learning in Deprived Communities'.

**Chart 6.6.6: Participation in FE by Type, Cambridgeshire and Peterborough**



Source: Further Education and Skills, Department for Education

## 'PREPARATION FOR LIFE AND WORK' AND 'HEALTH, PUBLIC SERVICES AND CARE' ACCOUNTED FOR THE LARGEST NUMBERS OF FE EDUCATION AND TRAINING AIM ENROLMENTS AND ACHIEVEMENTS IN 2022/23

In 2022/23, 'Preparation for Life and Work' accounted for almost half of all FE Education and Training aim enrolments (48.7%) and more than half of all achievements (51.5%) across Cambridgeshire and Peterborough. This was followed by 'Health, Public Services and Care' and 'Construction, Planning and Built Environment'.

**Table 6.6.1: FE Education and Training Aim Enrolments and Achievements by Tier 1 Sector Subject Area, Cambridgeshire and Peterborough, 2022/23**

SSA	Enrolments	Achievements	% Enrolments	% Achievements
Preparation for Life and Work	9,610	7,880	48.7%	51.5%
Health, Public Services and Care	3,620	2,710	18.3%	17.7%
Construction, Planning and the Built Environment	1,070	780	5.4%	5.1%
Business, Administration and Law	980	620	5.0%	4.0%
Arts, Media and Publishing	830	720	4.2%	4.7%
Retail and Commercial Enterprise	620	520	3.1%	3.4%
Information and Communication Technology	570	440	2.9%	2.9%
Education and Training	530	350	2.7%	2.3%
Not Applicable/ Not Known	520	250	2.6%	1.6%
Science and Mathematics	360	280	1.8%	1.8%
Languages, Literature and Culture	320	270	1.6%	1.8%
Agriculture, Horticulture and Animal Care	240	160	1.2%	1.0%
Leisure, Travel and Tourism	220	180	1.1%	1.2%
Engineering and Manufacturing Technologies	210	130	1.1%	0.8%
Social Sciences	40	30	0.2%	0.2%
History, Philosophy and Theology	10	<10	0.1%	n/a

Source: Further Education and Skills, Department for Education

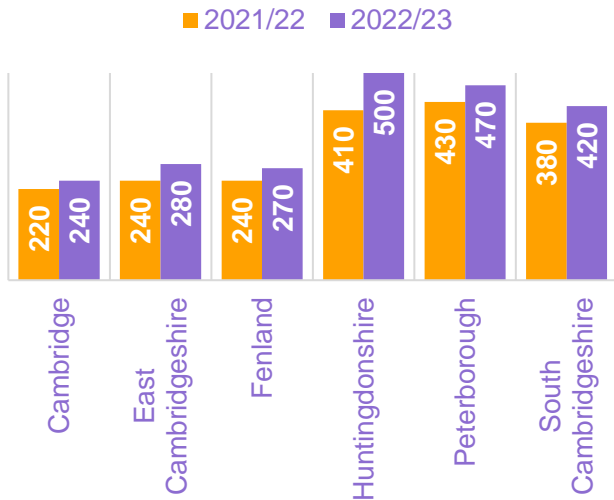
## 6.7 APPRENTICESHIP ACHIEVEMENTS

To note, the above information on Further Education provides data on total numbers participating in Apprenticeships aged 19+, whereas the following provides data on Apprenticeship achievements at all ages.

### APPRENTICESHIP ACHIEVEMENTS INCREASED IN 2022/23, DRIVEN BY A FURTHER STRONG RISE IN HIGHER APPRENTICESHIP ACHIEVEMENTS

There were 2,180 apprenticeship achievements among Cambridgeshire and Peterborough residents in 2022/23, up 13.0% on the previous year. Apprenticeship achievements increased in all local authority areas, particularly Huntingdonshire (+22.0%).

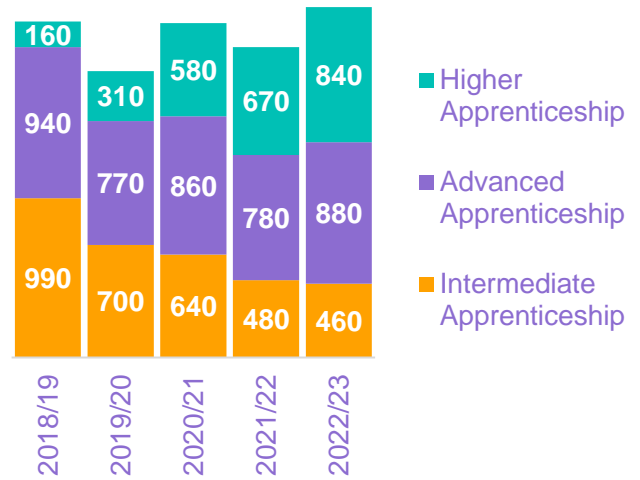
**Chart 6.7.1: Apprenticeship Achievements by Local Authority of Residence**



Source: Apprenticeships, Department for Education

Apprenticeship levels continued to increase, with a further strong rise in Higher Apprenticeship achievements (+25.4%) and continued fall in Intermediate Apprenticeship achievements (-4.2%).

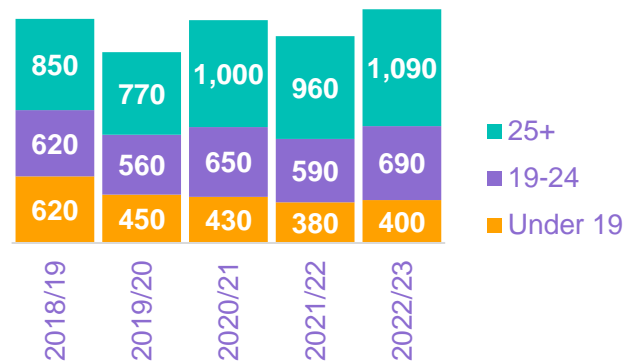
**Chart 6.7.2: Apprenticeship Achievements by Level, Cambridgeshire and Peterborough**



Source: Apprenticeships, Department for Education

The age profile of apprenticeship achievers continued to increase, with the biggest rise in achievements among those aged 25 years and over. The number of achievements among residents aged under 19 years increased slightly on the previous year, but was lower than between 2018/19 to 2020/21.

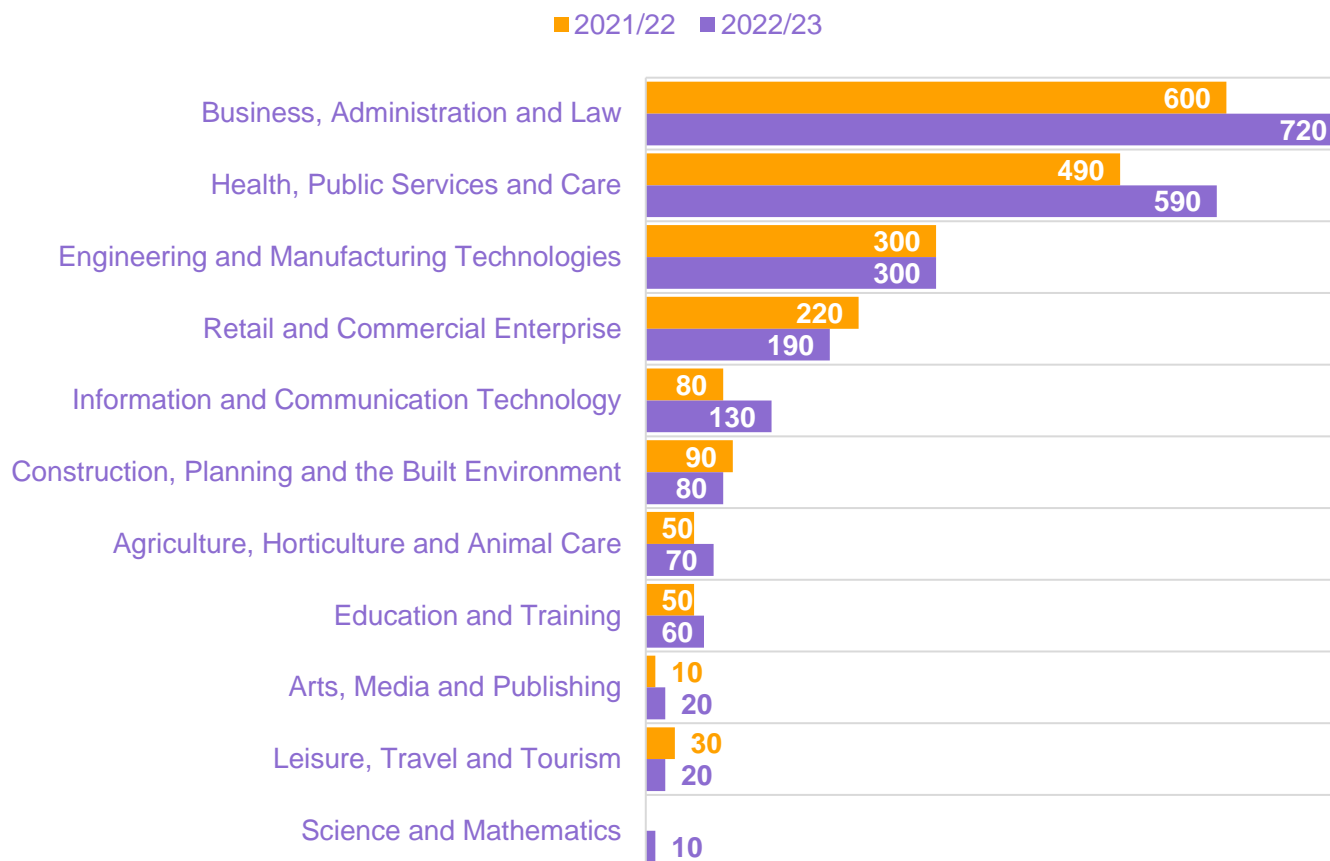
**Chart 6.7.3: Apprenticeship Achievements by Age, Cambridgeshire and Peterborough**



Source: Apprenticeships, Department for Education

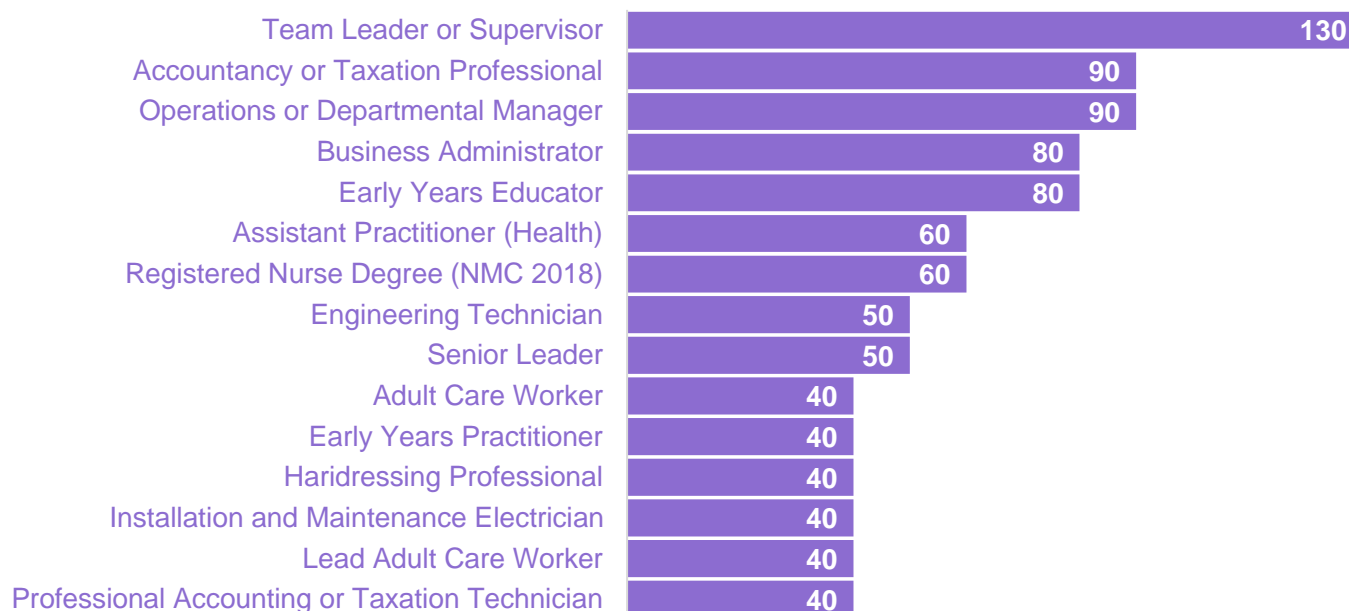
Across tier one Sector Subject Areas, apprenticeship achievements in 2022/23 were highest in Business, Administration and Law (720), Health, Public Services and Care (590), and Engineering and Manufacturing Technologies (300). Across Apprenticeship Standards/Frameworks, achievements were highest for Team Leader or Supervisor (130), Accountancy or Taxation Professional (90), and Operations or Departmental Manager (90).

**Chart 6.7.4: Apprenticeship Achievements by Sector Subject Area, Cambridgeshire and Peterborough**



Source: Apprenticeships, Department for Education

**Chart 6.7.5: Apprenticeship Achievements, Top 15 Apprenticeship Standards/Frameworks, Cambridgeshire and Peterborough, 2022/23**



Source: Apprenticeships, Department for Education

Providers with the largest numbers of apprenticeship achievements among Cambridgeshire and Peterborough residents were Cambridge Regional College (189, 8.7% of all achievements), Anglia Ruskin University (169, 7.8%), Inspire Education Group – which includes Peterborough Regional College, Stamford College and University Centre Peterborough (82, 3.8%), West Suffolk College (78, 3.6%) and Corndel Ltd (73, 3.4%).

The 15 providers with the largest numbers of Apprenticeship achievements among Cambridgeshire and Peterborough residents in 2022/23 are listed in Table 6.7.1. To note that the achievement rate is the overall achievement rate for the provider, which could also include learners not resident in Cambridgeshire and Peterborough.

**Table 6.7.1: Apprenticeship Achievements, Top 15 Providers, Cambridgeshire and Peterborough, 2022/23**

	Achievements	% of All Achievements	Overall Achievement Rate for Provider
Cambridge Regional College	189	8.7%	63.7%
Anglia Ruskin University	169	7.8%	63.5%
Inspire Education Group	82	3.8%	54.0%
West Suffolk College	78	3.6%	68.1%
Corndel Limited	73	3.4%	64.7%
First Intuition Cambridge Limited	66	3.0%	69.2%
Lifetime Training Group Limited	61	2.8%	35.0%
HIT Training Ltd	45	2.1%	41.0%
Kaplan Financial Limited	45	2.1%	55.9%
Bpp Professional Education Limited	44	2.0%	53.4%
The College Of West Anglia	43	2.0%	53.3%
Medipro Limited	33	1.5%	82.2%
Babington Business College Limited	31	1.4%	47.7%
Heart Of England Training Limited	28	1.3%	61.8%
Steadfast Training Ltd	28	1.3%	40.0%

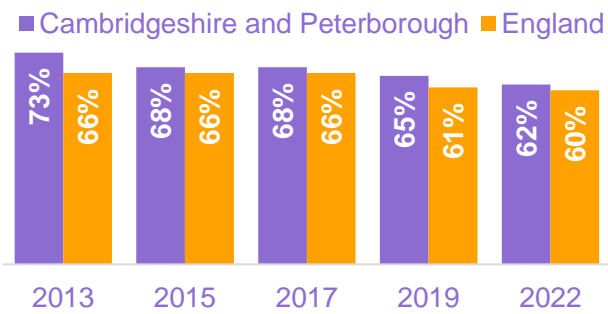
Source: Apprenticeships, Department for Education

## 6.8 EMPLOYER TRAINING

### EMPLOYER TRAINING HAS REDUCED TO RECORD LOW LEVELS, PARTICULARLY FOR NEW TECHNOLOGY TRAINING

In 2022, 62% of establishments in Cambridgeshire and Peterborough provided training to their employees. While this was slightly above the England average (60%), incidence of employer training reduced to its lowest level since 2013 (the earliest year of data).

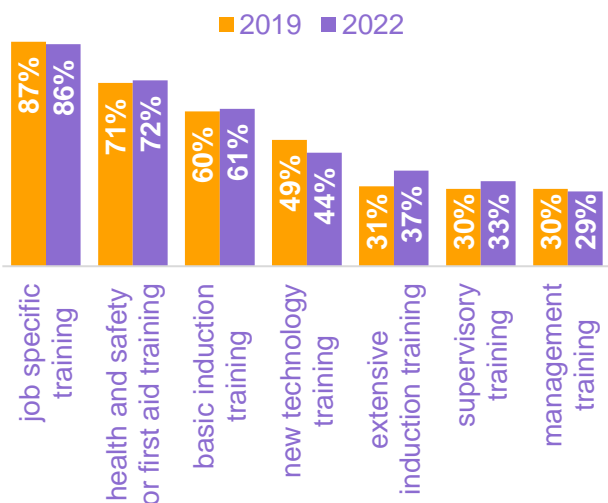
**Chart 6.8.1: Percentage of Establishments Providing Any Training for Staff Over the Last Six Months**



Source: Employer Skills Survey, Department for Education

Of those providing training, incidence of new technology training decreased the most (from 49% of in 2019 to 44% in 2022) while incidence of training increased for intensive induction training (31% to 37%) and supervisory training (30% to 33%).

**Chart 6.8.2: Types of Training Offered by Employers Providing Training, Cambridgeshire and Peterborough**

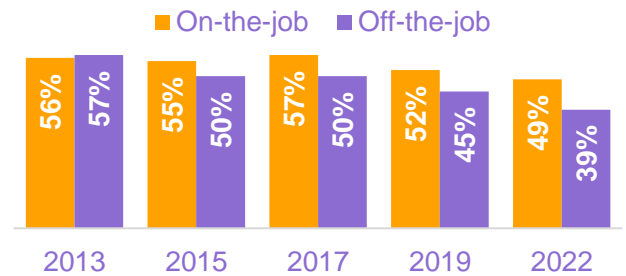


Source: Employer Skills Survey, Department for Education

### 'OFF-THE-JOB' TRAINING HAS DECLINED MORE SHARPLY THAN ON-THE-JOB TRAINING

On-the-job training continued to be more popular than off-the-job training (49% vs 39% of establishments providing training in 2022) – and increasingly so, with incidence of off-the-job training declining by more than that for on-the-job training. This is in contrast to 2013, when off-the-job training was slightly more popular than on-the-job training (57% vs 56%), suggesting that employers are now significantly less willing to take their employees out of work for training activities.

**Chart 6.8.3: Establishments Providing On-the-Job and Off-the-Job Training, as a Percentage of Establishments Providing Training, Cambridgeshire and Peterborough**

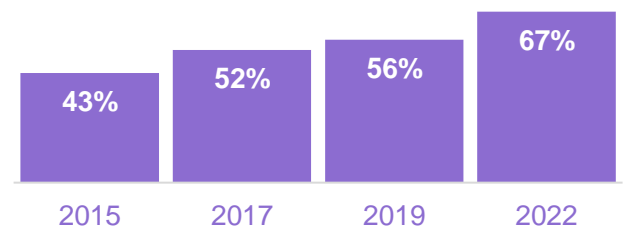


Source: Employer Skills Survey, Department for Education

### ONLINE TRAINING/E-LEARNING HAS INCREASED IN POPULARITY

While incidence of training has decreased overall, online training/e-learning has increased among establishments providing training. In 2022, two-thirds (67%) of employers providing training provided online training/e-learning opportunities – up from 56% in 2019 and the highest since the earliest year of data (2015).

**Chart 6.8.4: Establishments Providing Online Training/E-Learning, as a Percentage of Establishments Providing Training, Cambridgeshire and Peterborough**



Source: Employer Skills Survey, Department for Education

## THE PERCENTAGE OF EMPLOYEES RECEIVING JOB-RELATED TRAINING HAS ALSO FALLEN TO A RECORD LOW

In the year to Jun-24, 16.6% of employees aged 16-64 years and living in Cambridgeshire and Peterborough had received job-related training in the last 13 weeks. The rate of workers receiving training has fallen sharply over the past two years and, in the latest year, was at a record low rate. (Chart 6.8.5).

At local level, training incidence declined in all areas apart from South Cambridgeshire and East Cambridgeshire, and declined most sharply in Cambridge and Peterborough (Chart 6.8.6).

In terms of characteristics of employees, incidence of training declined for all categories of workers and...

- ...declined by similar degrees in the production (-5.9 ppts) and services sector (-5.3 ppts), with incidence of job-related training remaining higher in the services sector
- ...declined most in public sector services (-8.4 ppts) and more than in private services (-4.7 ppts), but remained highest in the public sector
- ...declined more for part-time workers (-5.8 ppts) than full-time workers (-4.5 ppts)
- ...declined more for females (-5.8 ppts) than males (-3.0 ppts).

Chart 6.8.5: Percentage of Employees Aged 16-64 Years Receiving Job-Related Training in the Last 13 Weeks

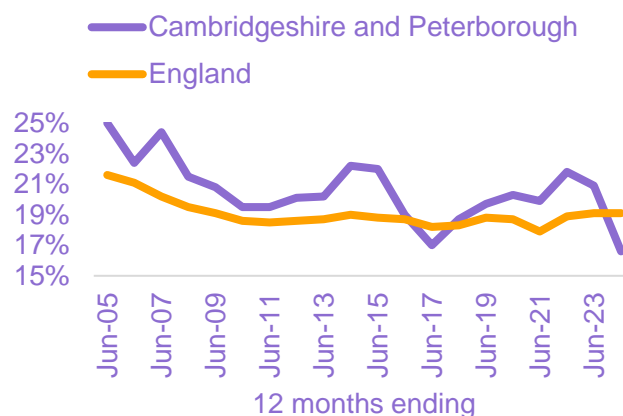
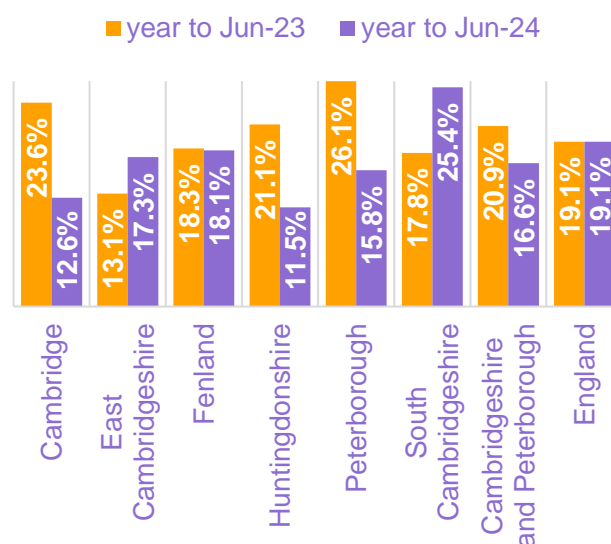
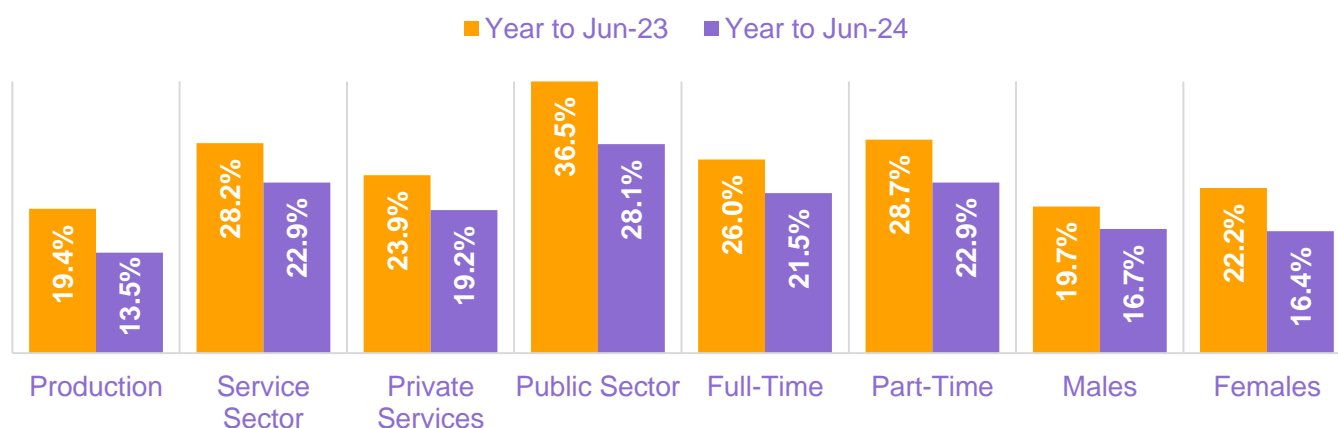


Chart 6.8.6: Percentage of Employees Aged 16-64 Years Receiving Job-Related Training in the Last 13 Weeks



Source: Annual Population Survey, Office for National Statistics

Chart 6.8.7: Percentage of Employees Aged 16-64 Years Receiving Job-Related Training in the Last 13 Weeks by Characteristics, Cambridgeshire and Peterborough



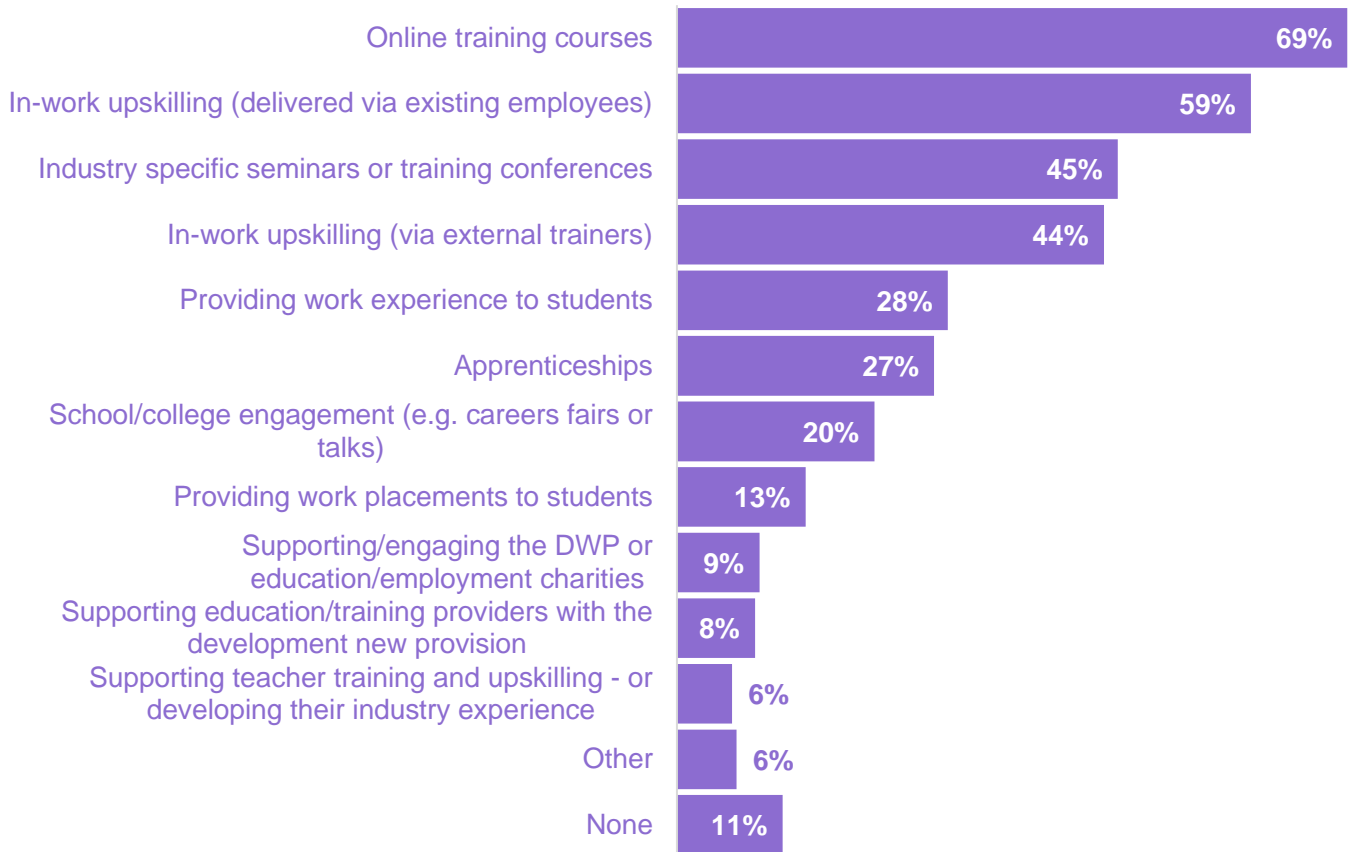
Source: Annual Population Survey, Office for National Statistics

**CAMBRIDGESHIRE CHAMBER OF COMMERCE'S LATEST QES SUPPORTS THE TREND TOWARDS MORE ONLINE TRAINING**

The Q3 2024 QES asked respondents which education or training activities they/their employees had engaged in within the last 12 months. The most popular were online training activities (69%) and in-work training by existing employees (59%). In terms of engagement with the education sector, 28% had provided work experience opportunities,

20% had engaged with schools/colleges in activities such as careers fairs or talks, 13% had provided work placements, 8% had supported providers to develop new provision and 6% had supported teacher training/upskilling/industry experience. Just over one-in-10 (11%) had not engaged in any training/education activities. The majority (83%) of non-trainers were sole traders (35%) or small employers (less than five employees) (48%).

**Chart 6.8.8: Please indicate the education or training activities your business/employees have engaged in within the last 12 months, 2024 Q3**



Source: Cambridgeshire Chamber of Commerce QES Q3 2024

## 7. FOCUS ON DIGITAL, GREEN AND SOFT SKILLS

The Cambridgeshire and Peterborough Local Skills Improvement Plan stated that it would ‘Provide a coherent articulation of cross-cutting issues such as Green (low carbon), Digital (digitalisation) and essential and transferable skills affecting businesses in all sectors’ and identified the following priorities:

**Digital Skills:** There is a need to define digitisation of occupations through the monitoring of specific skills codes and all stakeholders should be supported by future versions of the LSIP to understand the difference between Digital and IT as a growth sector and digitisation of current roles through the impact of technology and Artificial Intelligence.

**Green Skills:** The development of clear communications and definitions about skills will be a key aspiration for the next stage of the LSIP

process. This should be embedded as part of careers guidance and aligned to the messages currently being developed by the DWP on the identification of green jobs.

**Soft/Transferable Skills:** Agreement on the development and adoption for a regional transferable skills approach and language.

We have recently undertaken a project, commissioned by the Eastern Education Group and funded by the Local Skills Improvement Fund, to define digital, green and soft skills and assess recent trends across Cambridgeshire and Peterborough’s labour market, as well as producing a set of Business-Education translation guides to improve engagement and joint working in these areas. The full reports will shortly be available [here](#) and the findings are summarised below.

### 7.1 CATEGORISING DIGITAL OCCUPATIONS AND SKILLS

The Standard Occupational Classification (SOC) is a common classification of occupational information for the UK, with jobs classified in terms of their skill level and skill content. The UK government uses the following 11 SOC 2010

occupations to monitor digital employment<sup>10</sup> across the UK. However, SOC codes have since been updated and can be mapped to the following SOC 2020 occupations.

**Table 7.1.1: Standard Occupational Classification 2010 and 2020 – Digital Occupations**

SOC 2010	SOC 2020
1136 Information technology and telecommunications directors	1137 Information technology directors
2133 IT specialist managers	2131 IT project managers
2134 IT project and programme managers	2132 IT managers
2135 IT business analysts, architects and systems designers	2133 IT business analysts, architects and systems designers
2136 Programmers and software development professionals	2134 Programmers and software development professionals
2137 Web design and development professionals	2135 Cyber security professionals
2139 Information technology and telecommunications professionals n.e.c.	2136 IT quality and testing professionals
3131 IT operations technicians	2137 IT network professionals
3132 IT user support technicians	2139 Information technology professionals n.e.c.
5242 Telecommunications engineers	2141 Web design professionals
5245 IT engineers	2142 Graphic and multimedia designers
	3131 IT operations technicians
	3132 IT user support technicians
	3133 Database administrators and web content technicians
	3573 Information technology trainers
	5242 Telecoms and related network installers and repairers
	5244 Computer system and equipment installers and servicers

<sup>10</sup> DCMS Sector Economic Estimates Methodology (2022)

## 7.2 EMPLOYMENT IN DIGITAL OCCUPATIONS

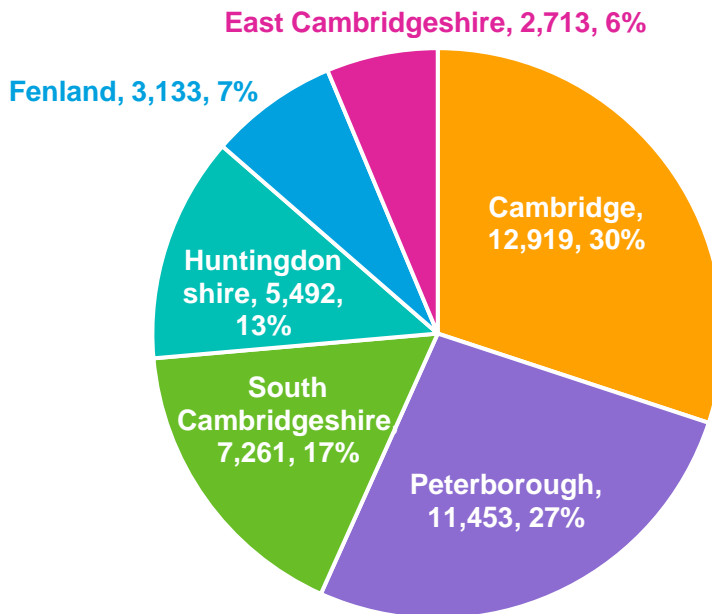
### ONE-IN-11 PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN DIGITAL OCCUPATIONS

Using the SOC 2020 classification shows that almost 43,000 people working in Cambridgeshire and Peterborough were employed in digital occupations in the year to September 2023, representing 9.3% of all employment (more than one-in-11 workers) – higher than the England average of 6.8% (one-in-15 workers). Levels of digital employment were highest in Cambridge (12,900, 30% of all digital employment across the combined authority area) and Peterborough (11,500, 27%).

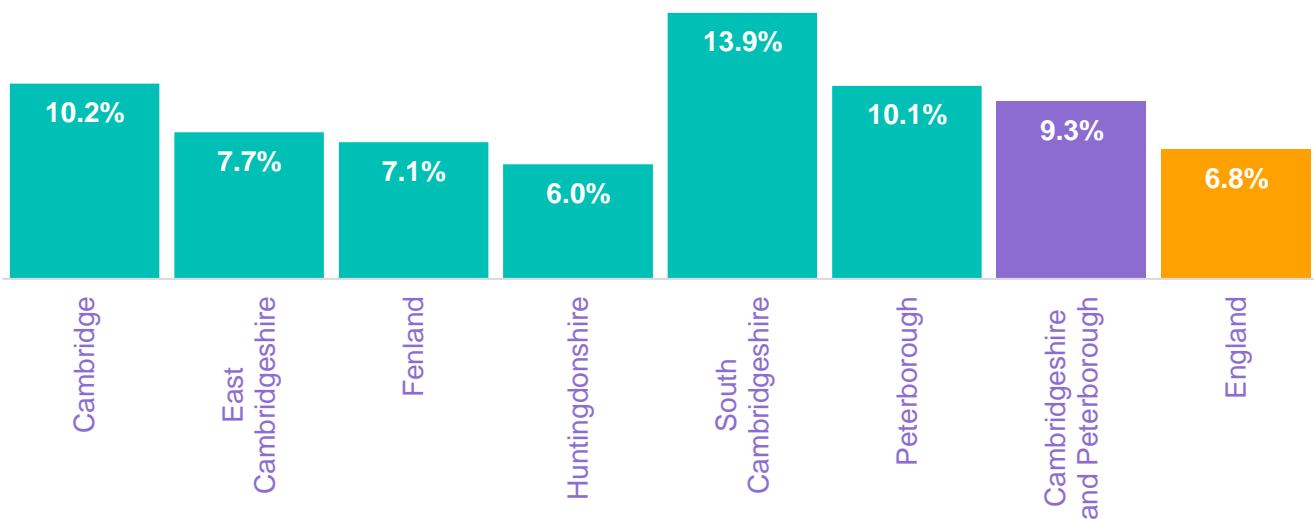
### DIGITAL EMPLOYMENT ACCOUNTS FOR VERY HIGH SHARES OF TOTAL EMPLOYMENT IN SOUTH CAMBRIDGESHIRE, CAMBRIDGE AND PETERBOROUGH

Rates of digital employment (the share of all workers that were employed in digital occupations) were highest – and well above the England average – in South Cambridgeshire (13.9%, one-in-seven workers, and more than double the England average rate), Cambridge (10.2%, one-in-10 workers) and Peterborough (10.1%, one-in-10 workers). Huntingdonshire was the only local authority area with a below-average rate of digital employment (6.0%, one-in-17 workers).

**Chart 7.2.1: Digital Employment in Cambridgeshire and Peterborough, Year to Sep-23**



**Chart 7.2.2: Percentage of all Employment in Digital Occupations, Year to Sep-23**



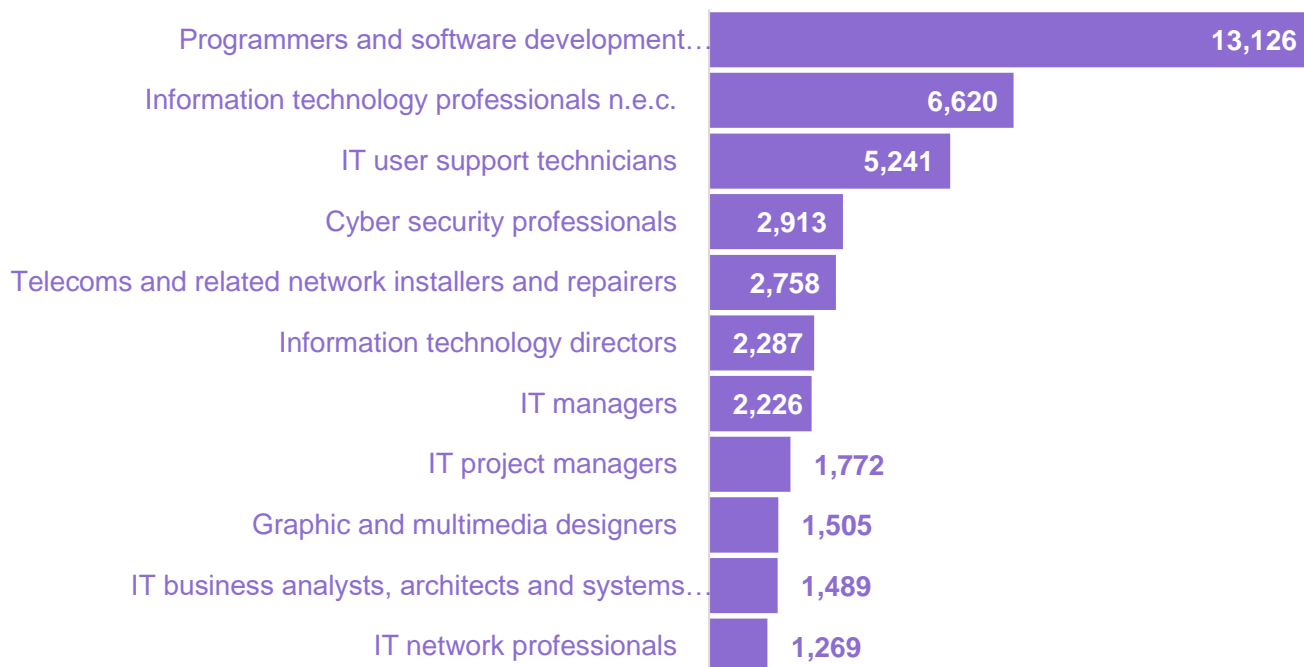
Source: Annual Population Survey, Office for National Statistics

**PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS ACCOUNT FOR ALMOST ONE THIRD OF ALL DIGITAL WORKERS**

Programmers and Software Development Professionals represented almost one-third

(30.5%) of all digital workers across Cambridgeshire and Peterborough in the year to September 2023, followed by Information Technology Professionals Not Elsewhere Classified (15.4%) and IT User Support Technicians (12.2%).

**Chart 7.2.3: Digital Employment by Occupation, Cambridgeshire and Peterborough, Year to Sep-23**



Source: Annual Population Survey, Office for National Statistics<sup>11</sup>

**THE NUMBER OF DIGITAL WORKERS INCREASED BY OVER 50% OVER THE PAST FIVE YEARS, AGAINST A FALL IN EMPLOYMENT ACROSS OTHER OCCUPATIONS<sup>12</sup>**

Over the past five years, the number of people working in digital occupations in Cambridgeshire and Peterborough increased by almost 14,000, or by 52.4%. This was against a 0.9% fall in employment across all other occupations and

higher than digital employment growth across England (41.9%).

**DIGITAL EMPLOYMENT HAS GROWN FASTEST IN EAST CAMBRIDGESHIRE AND FENLAND AND PETERBOROUGH**

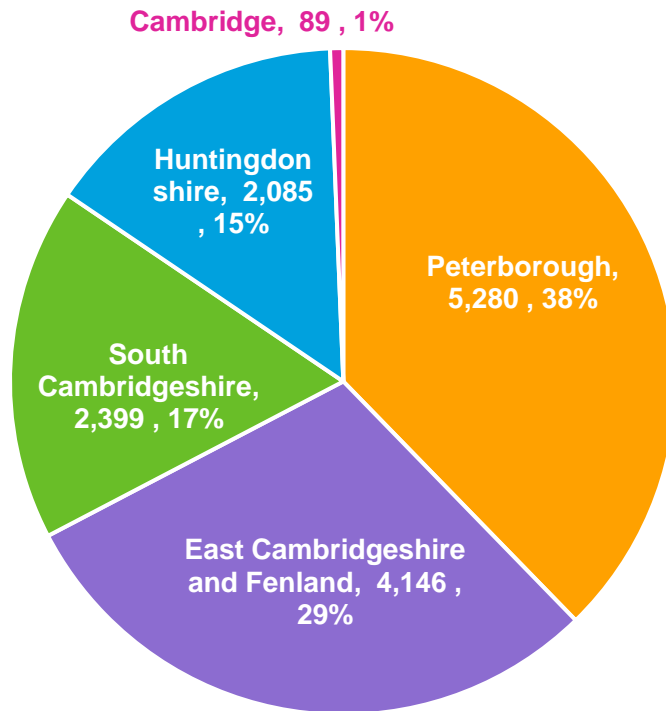
Almost two-fifths of net new digital employment over the past five years was created in Peterborough (+5,300, 38% of all net new digital employment across the combined authority area) while almost one-third was created in East Cambridgeshire and Fenland<sup>13</sup> (+4,200, 30%).

<sup>11</sup> Chart excludes the following four digital occupations, as data are unavailable due to small sample sizes: IT Quality & Testing Professionals, Web Design Professionals, Database Administrators & Web Content Technicians, and Information Technology Trainers. Chart also excludes the following two occupations, as there were no figures to report: IT Operations Technicians and Computer System and Equipment Installers and Servicers.

<sup>12</sup> To calculate growth in digital employment over time, data for SOC 2010 codes have been used as data for the SOC 2020 occupations detailed above are unavailable before 2021. There have been some changes in digital employment classification between 2010 and 2020, as digital work has evolved, for instance, the creation of classifications for 'Cyber Security Professionals' and 'IT Network Professionals' which would previously have fallen mostly within 'Information and Telecommunications Professionals Not Elsewhere Classified'. Using SOC 2010 provides a slightly lower digital employment figure in Cambridgeshire and Peterborough in the year to September 2023 than using SOC 2020 (40,734 SOC 2010 vs 42,971 SOC 2020).

<sup>13</sup> Data for East Cambridgeshire and Fenland have had to be combined in the year to September 2018 due to small sample sizes for each area individually.

**Chart 7.2.4: Location of Net New Digital Employment Across Cambridgeshire and Peterborough, Year to Sep-18 to Year to Sep-23**



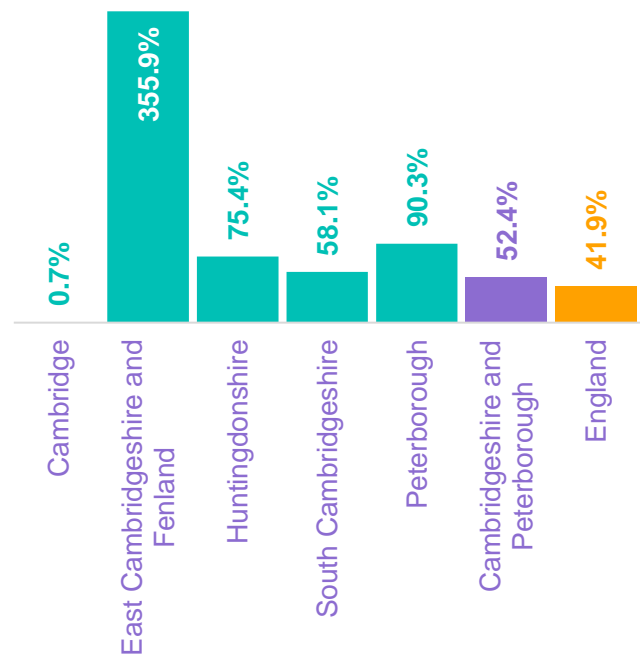
Source: Annual Population Survey, Office for National Statistics

Looking at rates of digital employment growth shows that digital employment increased fastest in East Cambridgeshire and Fenland (+355.9% growth within the two local authority areas) and Peterborough (+90.3%). Only Cambridge experienced digital employment growth that was below the national average rate, at just 0.7% over the five-year period.

**THE DIGITAL EMPLOYMENT RATE ACROSS CAMBRIDGESHIRE AND PETERBOROUGH INCREASED FROM ONE-IN-17 TO ONE-IN-11 WORKERS IN JUST FIVE YEARS**

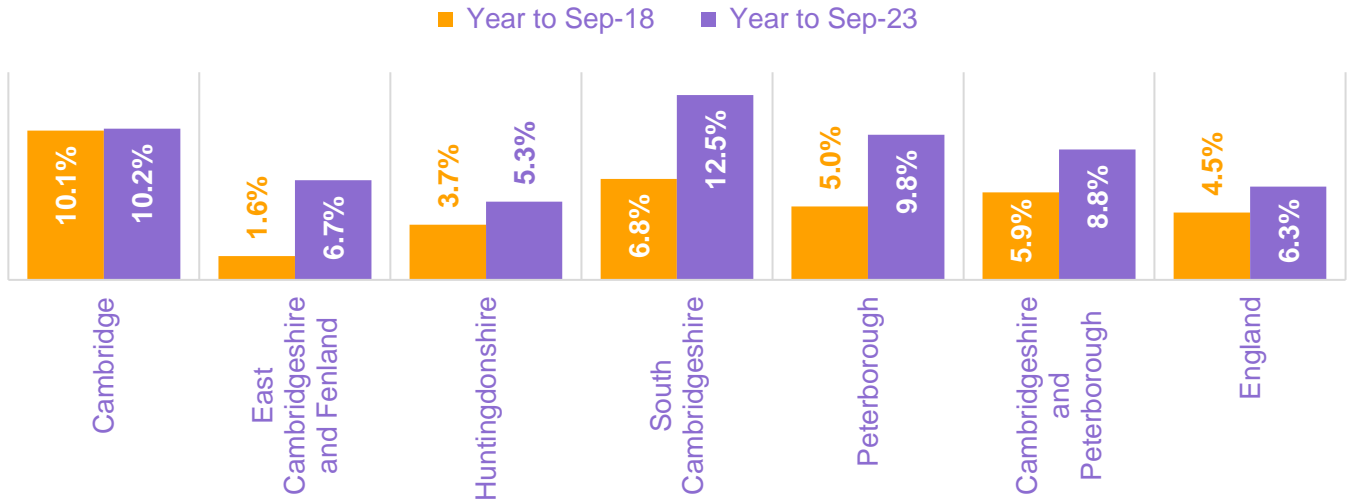
Over the five-year period, the digital employment rate across Cambridgeshire and Peterborough increased from 5.9% (one-in-17 workers) to 8.8% (one-in-11 workers). Within the area, the digital employment rate increased substantially in South Cambridgeshire (6.8% to 12.5%, or one-in-15 to one-in-eight workers), East Cambridgeshire and Fenland (1.6% to 6.7%, or one-in-63 to one-in-15 workers) and Peterborough (5.0% to 9.8%, or one-in-20 to one-in-10 workers). There was very little change in the digital employment rate in Cambridge (10.1% to 10.2%).

**Chart 7.2.5: Digital Employment Growth, Year to Sep-18 to Year to Sep-23**



Source: Annual Population Survey, Office for National Statistics

**Chart 7.2.6: Change in Digital Employment Rates (Digital Employment as % All Employment)**



Source: Annual Population Survey, Office for National Statistics

**MUCH OF THE INCREASE IN DIGITAL EMPLOYMENT OCCURRED WITHIN THREE OCCUPATIONAL GROUPS – IT AND TELECOMMUNICATIONS PROFESSIONALS NOT ELSEWHERE CLASSIFIED, PROGRAMMERS AND SOFTWARE DEVELOPMENT AND IT USER SUPPORT TECHNICIANS**

Over the past five years, the largest increase in digital employment across Cambridgeshire and Peterborough was in IT and Telecommunications Professionals Not Elsewhere Classified (+7,622, +253%) – likely to be driven by newly-emerging professions, such as Cyber Security Professionals. There was also a large increase in the number of Programmers and Software Development Professionals (+3,427) and IT User Support Technicians (+2,943).

**Chart 7.2.7: Change in Number of Digital Workers by Occupation, Cambridgeshire and Peterborough**



Source: Annual Population Survey, Office for National Statistics<sup>14</sup>

<sup>14</sup> 2018 data are unavailable for Web Design and Development Professionals and Telecommunications Engineers and 2023 data are unavailable for IT Operations Technicians and IT Engineers, due to low sample sizes

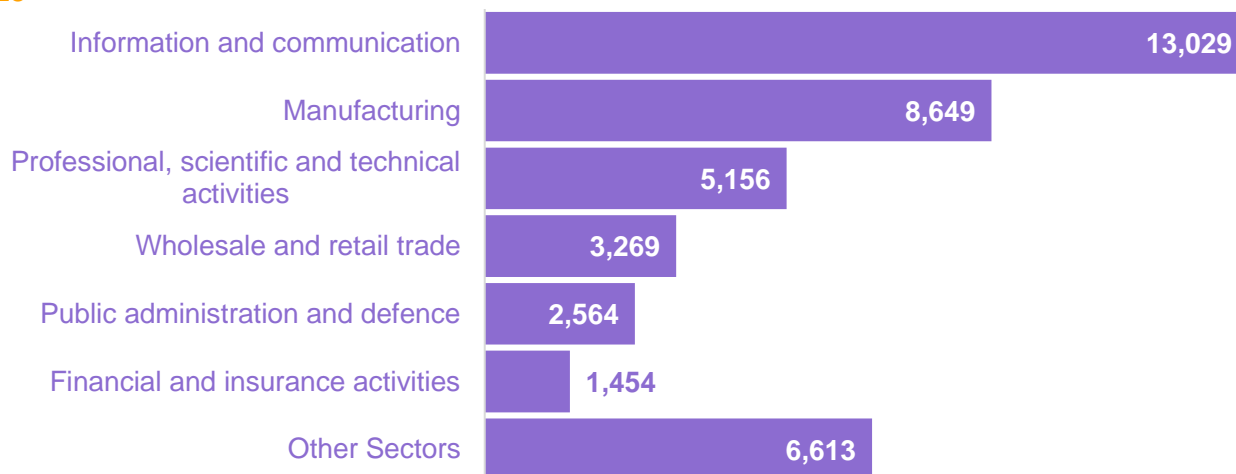
**WHILE THE IT SECTOR EMPLOYS THE LARGEST NUMBER OF DIGITAL WORKERS, 70% OF THE DIGITAL WORKFORCE IS EMPLOYED ELSEWHERE, PARTICULARLY MANUFACTURING AND PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES<sup>15</sup>**

In the year to September 2023, Information and Communication was the largest employer of digital workers across Cambridgeshire and Peterborough, with just over 13,000 digital employees and accounting for 30% of all digital workers. This was followed by Manufacturing (8,600, 21% of the digital workforce), Professional, Scientific and Technical Activities (5,200, 13%), Wholesale and Retail Trade (3,300, 8%), Public Administration (2,600, 6%) and Financial and Insurance Activities (1,500, 4%). The remaining 16% worked in other sectors.

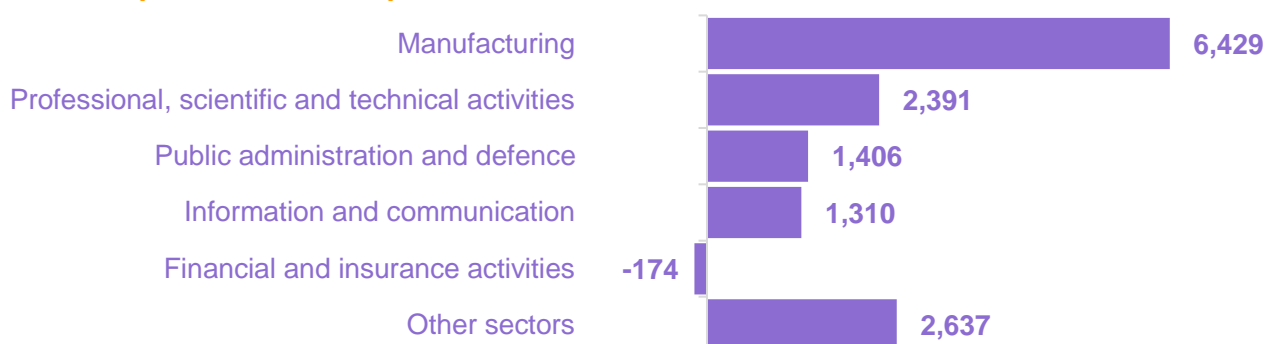
**MANUFACTURING HAS DRIVEN DIGITAL JOB CREATION ACROSS CAMBRIDGESHIRE AND PETERBOROUGH**

Over the past five years, 46% of all digital employment growth across the area occurred within the Manufacturing sector. Other sectors contributing significantly to digital employment growth included Professional, Scientific and Technical Activities (17% of all growth), Public Administration (10%) and Information and Communication (9%). However, there is some degree of uncertainty regarding the data due to small sample sizes. Data for England shows that the sectors contributing most to digital employment growth were Information and Communication (44% of all net new digital employment), Professional, Scientific and Technical Activities (13%), Public Administration (11%), Financial and Insurance Activities (8%) and Construction (5%).

**Chart 7.2.8: Digital Employment by Industry Sector in Cambridgeshire and Peterborough, Year to Sep-23**



**Chart 7.2.9: Change in Digital Employment by Industry Sector in Cambridgeshire and Peterborough, Year to Sep-18 to Year to Sep-23**



Source: Annual Population Survey, Office for National Statistics

<sup>15</sup> Professional, Scientific and Technical Activities includes a range of sub-sectors such as Legal and Accounting, Management Consultancies, Architectural

and Engineering Activities, Scientific R&D, and Advertising and Market Research

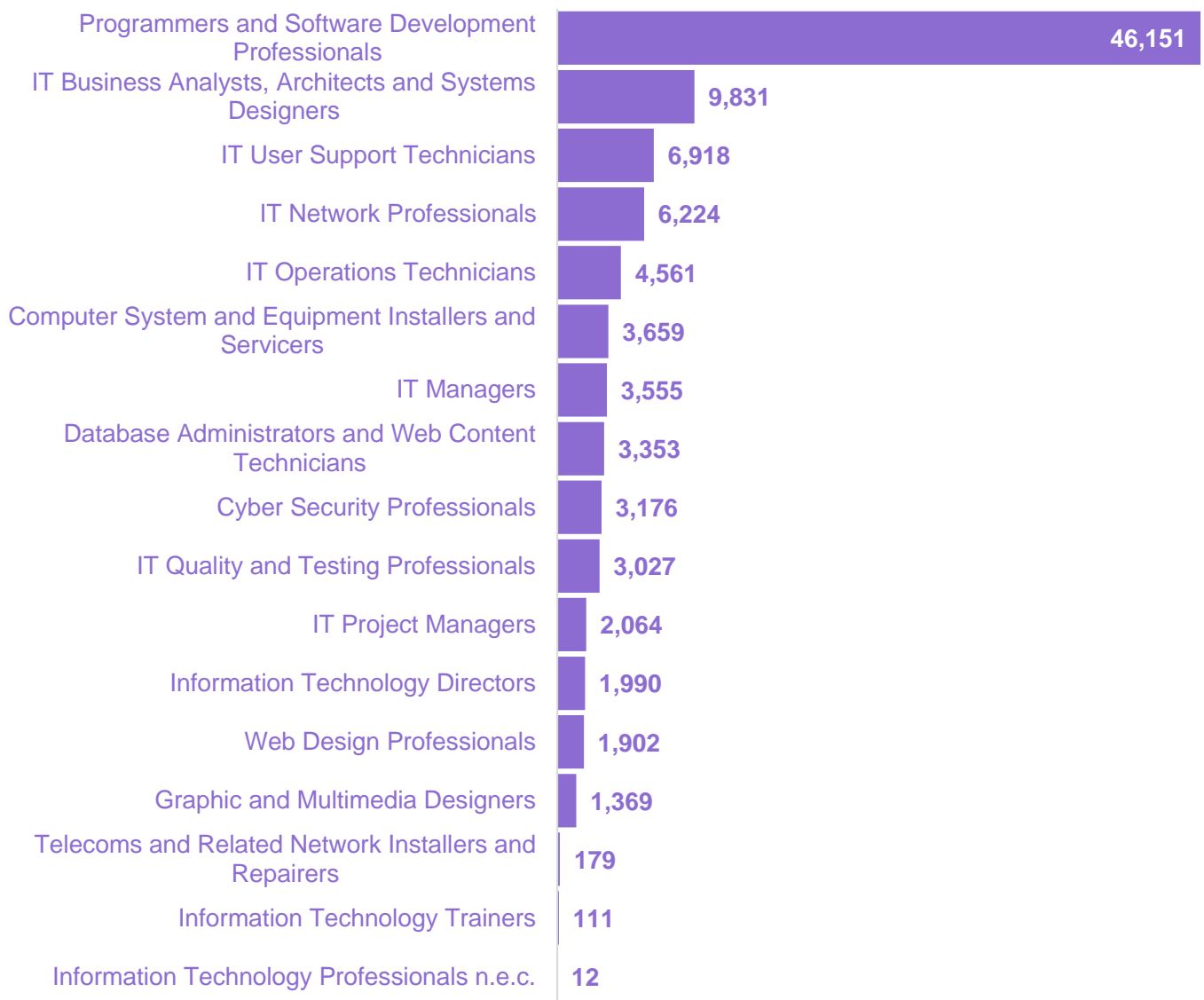
**PROGRAMMERS AND SOFTWARE DEVELOPMENT PROFESSIONALS ARE THE MOST IN-DEMAND OCCUPATION IN CAMBRIDGESHIRE AND PETERBOROUGH'S JOB MARKET**

Job vacancies arise from the creation of new posts or from existing posts becoming vacant. In the five years to September 2024, there were 98,082 unique job postings for digital occupations across Cambridgeshire and Peterborough – representing 12.0% (or one-in-eight) of all job postings across the area. Job openings for Programmers and Software Development Professionals accounted for

almost half of all digital job openings (47.1%) (Chart 7.2.10) and were also the most in-demand of any occupation in Cambridgeshire and Peterborough's job market (Chart 7.2.11)

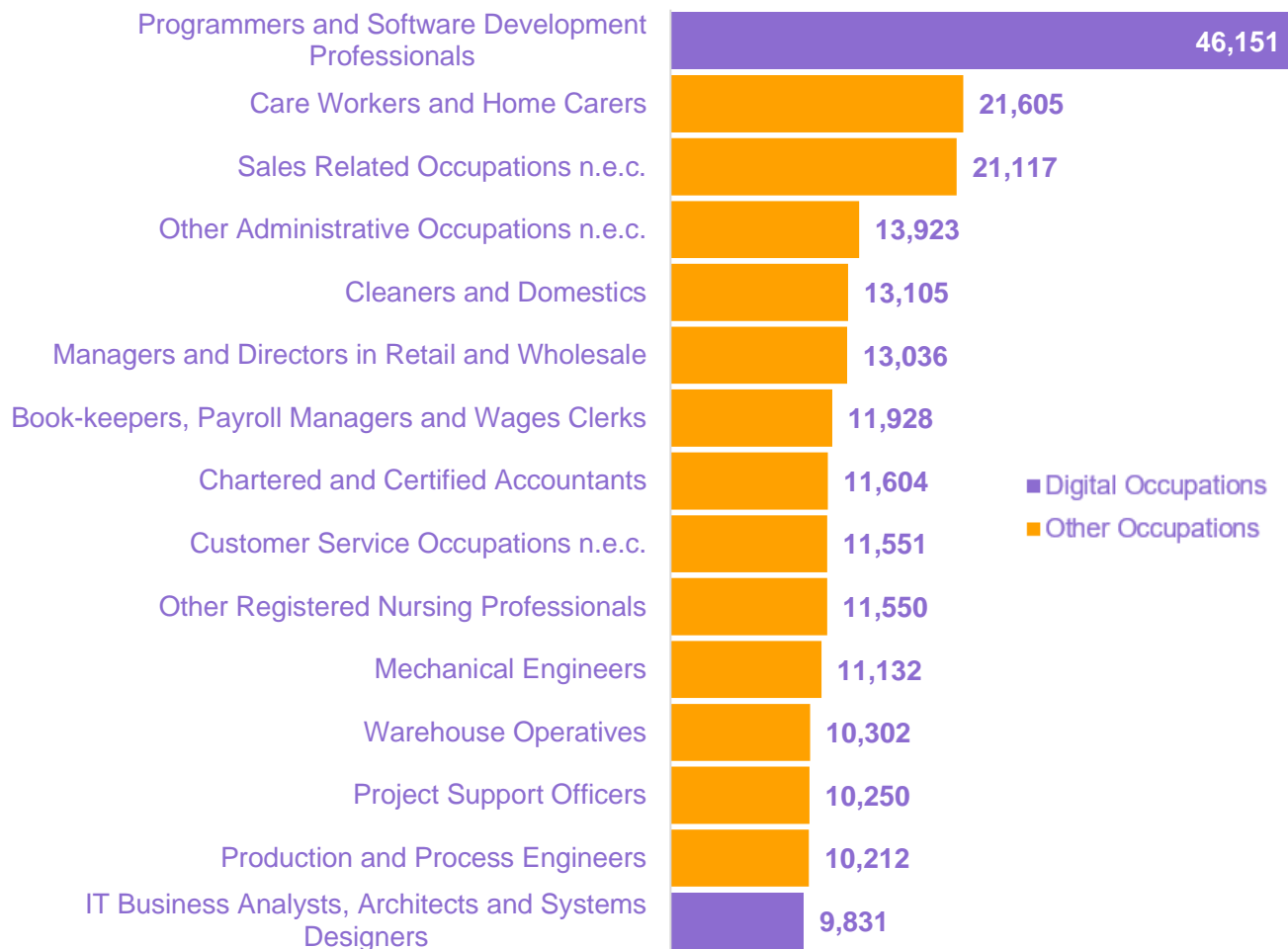
Looking at digital job postings at a finer grain of detail shows that job postings for Software Developers/Engineers accounted for the largest number of digital job postings across Cambridgeshire and Peterborough (33,697), followed by Computer Support Specialists (10,973), Computer Systems Engineers/Architects (6,438), Web Developers (5,724) and IT Managers/Directors (4,165) (Chart 7.2.12).

**Chart 7.2.10: Online Job Postings for Digital Occupations, Cambridgeshire and Peterborough, Oct-19-Sep 2024**



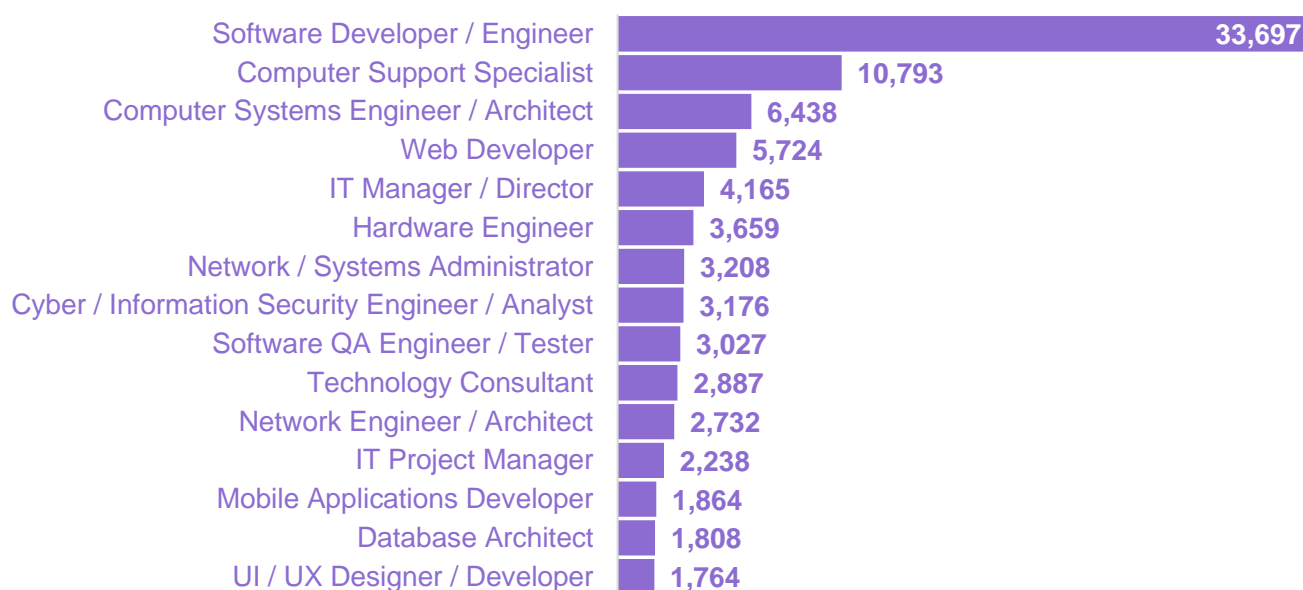
Source: Lightcast

**Chart 7.2.11: Online Job Postings - Top 15 Occupations, Cambridgeshire and Peterborough, Oct-19-Sep-24**



Source: Lightcast

**Chart 7.2.12: Job Postings for Digital Professionals - Top 15 Professions, Cambridgeshire and Peterborough, Oct-19-Sep-24**



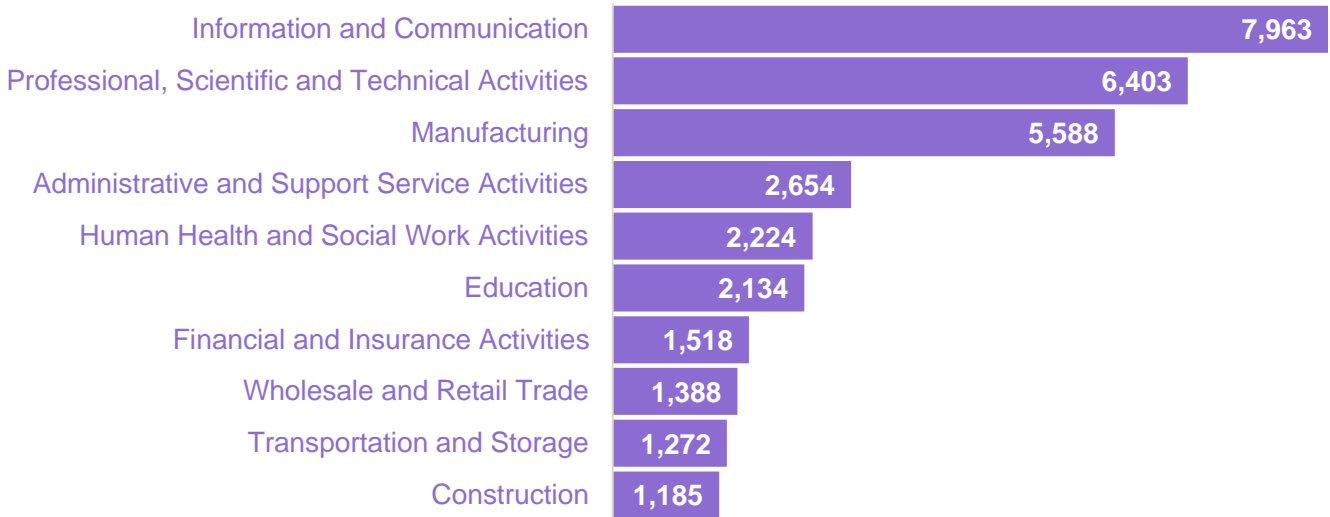
Source: Lightcast

**THE INFORMATION AND COMMUNICATION SECTOR ACCOUNTED FOR THE HIGHEST NUMBER OF JOB POSTINGS FOR DIGITAL PROFESSIONALS**

Where industry information was available<sup>16</sup>, the highest number of digital job postings was within the Information and Communication sector

(particularly Computer Programming, Consultancy and Related Activities), followed by Professional, Scientific and Technical Activities (particularly Activities of Head Offices & Management Consultancy Activities and Scientific Research & Development), and Manufacturing (particularly Manufacture of Computer, Electronic and Optical Products).

**Chart 7.2.13: Online Job Postings for Digital Occupations - Top 10 Industries, Cambridgeshire and Peterborough, Oct-19-Sep-24**



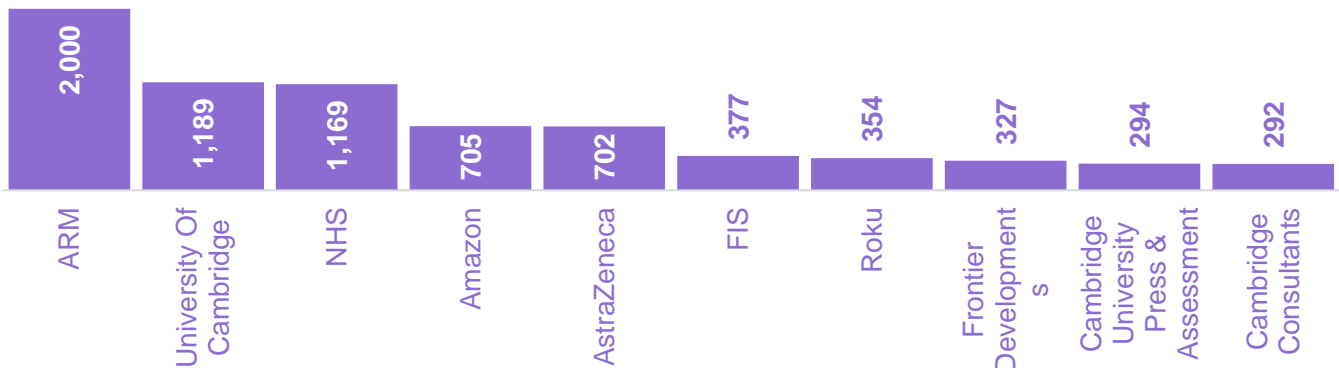
Source: Lightcast

**ARM, THE UNIVERSITY OF CAMBRIDGE AND THE NHS ARE THE BIGGEST RECRUITERS OF DIGITAL WORKERS**

Other than recruitment agencies, by far the biggest recruiters of people working in digital occupations over the past five years have been ARM, The

University of Cambridge and the NHS. The picture was similar over the past six months with top recruiters in Apr-Sep 2024 being ARM (209 job postings for digital occupations), The University of Cambridge (104), NHS (104), Roku (55) and Aveva (42).

**Chart 7.2.14: Online Job Postings for Digital Occupations - Top 10 Recruiters, Cambridgeshire and Peterborough, Oct-19-Sep-24**



Source: Lightcast

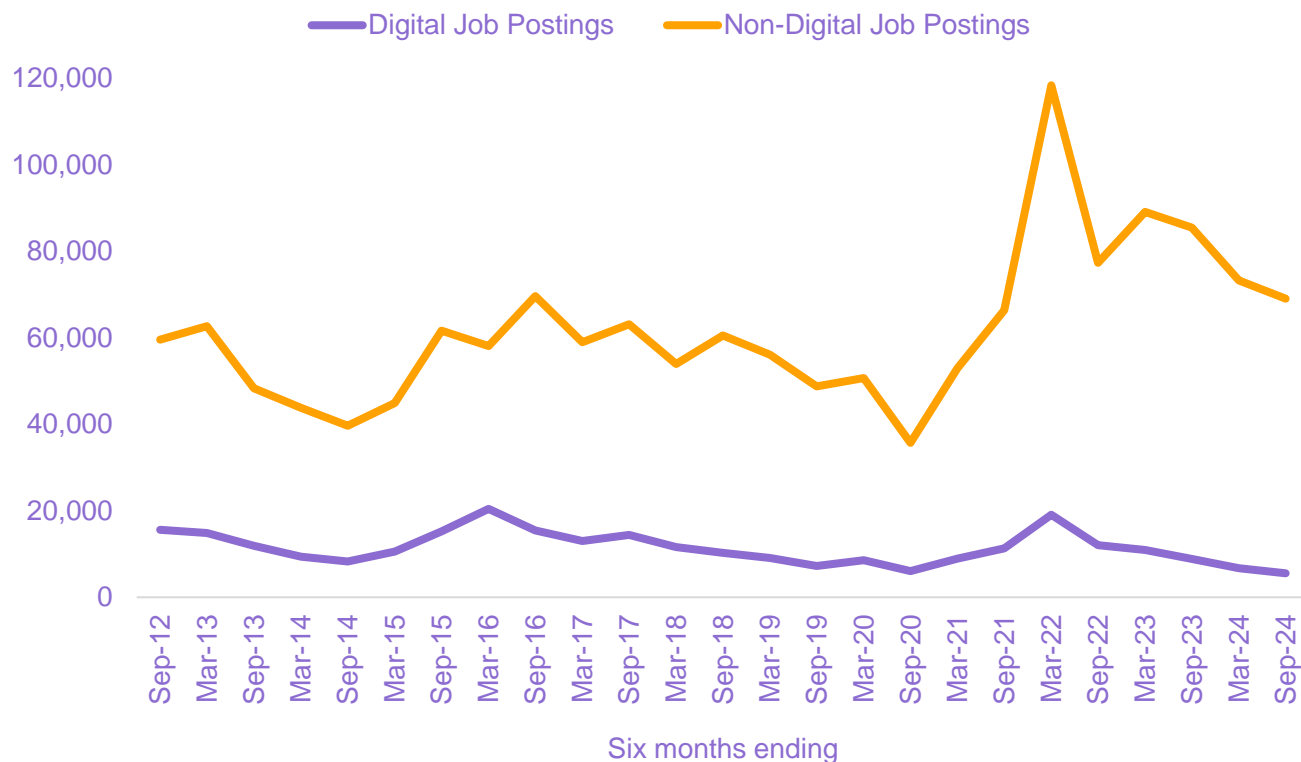
<sup>16</sup> A large number of job postings for digital professionals (57%) were allocated to the 'Employment

Activities' sector, which includes activities of employment placement agencies

## RECRUITMENT FOR DIGITAL OCCUPATIONS IS NOW AT A RECORD LOW LEVEL

In the six months to September 2024, there were 5,546 unique job postings for digital occupations in Cambridgeshire and Peterborough. This was the

**Chart 7.2.15: Online Job Postings for Digital and Non-Digital Occupations, Cambridgeshire and Peterborough**



Source: Lightcast

## 7.3 CATEGORISING DIGITAL SKILLS

While the above identifies occupations that use digital skills intensely, digital skills are not confined to primarily digital occupations. Digital skills are now essential entry requirements for at least four-fifths of all job openings across the region. The ongoing development of information and communication technologies means that digital skills are notoriously difficult to define. The Department for Digital, Culture, Media and Sport (DCMS) has defined digital skills as ‘*competences in and/or knowledge of IT tools including computer programs and programming languages*’ and classified the digital skills required by employers into two broad categories:

- **Baseline Digital Skills (productivity software):** These are the **digital literacy skills** that employers ask for in the vast majority of jobs across all sectors in the UK labour market. Microsoft Excel is the most commonly

lowest since the earliest period of data (six months to September 2012). Job postings for digital occupations were also 51% lower than the long-term six-monthly average, while job postings across all other occupations were 11% higher.

- **Specific Digital Skills:** These are the digital skills requirements for more technically-oriented jobs and can be broken down into seven clusters: **Software & Programming, Networking Systems, Data Analysis, Digital Marketing, Digital Design, Customer Relationship Management Software, and Machining & Manufacturing Technology.** These skills are most requested in the following occupations:

**Table 7.3.1: Digital Skills Clusters**

Specific Digital Skills Cluster	Top Five Occupations
Software & Programming	<ul style="list-style-type: none"> <li>➤ IT and Telecommunications Professionals</li> <li>➤ Business, Research and Administrative Professionals</li> <li>➤ Functional Managers and Directors</li> <li>➤ Engineering Professionals</li> <li>➤ IT Technicians</li> </ul>
Networking Systems	<ul style="list-style-type: none"> <li>➤ IT and Telecommunications Professionals</li> <li>➤ Engineering Professionals</li> <li>➤ IT Technicians</li> <li>➤ Science, Engineering and Production Technicians</li> <li>➤ Electrical and Electronic Trades</li> </ul>
Data Analysis	<ul style="list-style-type: none"> <li>➤ IT and Telecommunications Professionals</li> <li>➤ Business, Research and Administrative Professionals</li> <li>➤ IT Technicians</li> <li>➤ Business, Finance and Related Associate Professionals</li> <li>➤ Natural and Social Science Professionals</li> </ul>
Digital Marketing	<ul style="list-style-type: none"> <li>➤ Sales-Related Occupations</li> <li>➤ Functional Managers and Directors</li> <li>➤ Sales, Marketing and Related Associate Professionals</li> <li>➤ Public Services and Other Associate Professionals</li> <li>➤ Media Professionals</li> </ul>
Digital Design	<ul style="list-style-type: none"> <li>➤ IT and Telecommunications Professionals</li> <li>➤ Sales, Marketing and Related Associate Professionals</li> <li>➤ Engineering Professionals</li> <li>➤ Design Occupations</li> <li>➤ Artistic, Literary and Media Occupations</li> </ul>
Customer Relationship Management Software	<ul style="list-style-type: none"> <li>➤ Sales-Related Occupations</li> <li>➤ Functional Managers and Directors</li> <li>➤ Sales, Marketing and Related Associate Professionals</li> <li>➤ Legal Professionals</li> <li>➤ Customer Service Managers and Supervisors</li> </ul>
Machining & Manufacturing Technology	<ul style="list-style-type: none"> <li>➤ Engineering Professionals</li> <li>➤ Science, Engineering and Production Technicians</li> <li>➤ Architects, Town Planners and Surveyors</li> <li>➤ Metal Machining, Fitting and Instrument Making Trades</li> <li>➤ Quality and Regulatory Professionals</li> </ul>

Source: Burning Glass Technologies and Department for Digital, Culture, Media and Sport (2019)

## 7.4 DIGITAL SKILLS DEMAND

### AN ANALYSIS OF ONLINE JOB POSTINGS ACROSS CAMBRIDGESHIRE AND PETERBOROUGH OVER THE PAST FIVE YEARS SHOWS THAT 15 OF THE 50 MOST REQUESTED ‘SPECIALISED SKILLS’ WITHIN ALL VACANT POSTS WERE DIGITAL SKILLS

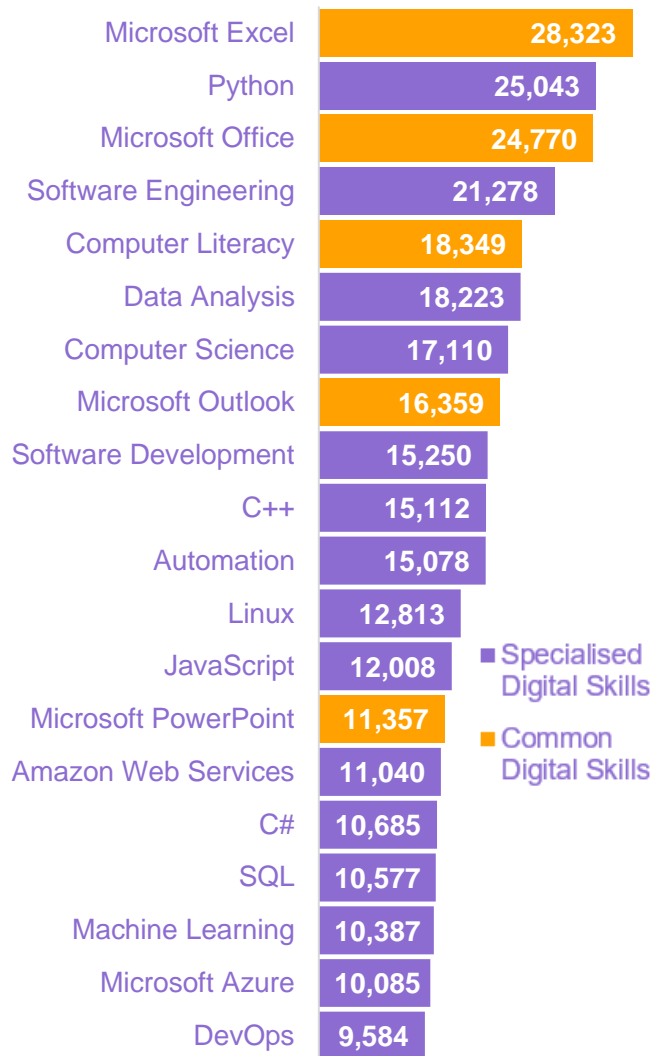
By far the most requested specialised digital skills included Python and software engineering, followed by data analysis, computer science and C++. Five of the 50 most requested ‘common skills’ within all job postings were also digital skills and included Microsoft Excel, Microsoft Office, computer literacy, Microsoft Outlook and Microsoft PowerPoint. Taking specialised and common digital skills together, Microsoft Excel was the most requested digital skill within job postings, followed by Python, Microsoft Office and Software Engineering.

**HOWEVER, OVER THE PAST SIX MONTHS, FAR FEWER DIGITAL SKILLS FEATURED WITHIN THE TOP 50 SPECIALISED SKILLS REQUESTED IN JOB POSTINGS**

During Apr-Sep 2024, just seven digital skills featured within the top 50 specialised skills within all job postings (Data Analysis, Python, Computer Science, Software Engineering, Automation, Software Development and C++), with eight dropping out of the top 50 (JavaScript, Linux, SQL, C#, Amazon Web Services, Java, Machine Learning and Microsoft Azure).

In terms of the top digital skills featured within job postings over the past six months, common digital skills were the top four digital skills in demand (Microsoft Excel, Microsoft Office, Computer

**Chart 7.4.1: 20 Digital Skills in Highest Demand among Jobs Postings in Cambridgeshire and Peterborough, Oct-19-Sep-24**



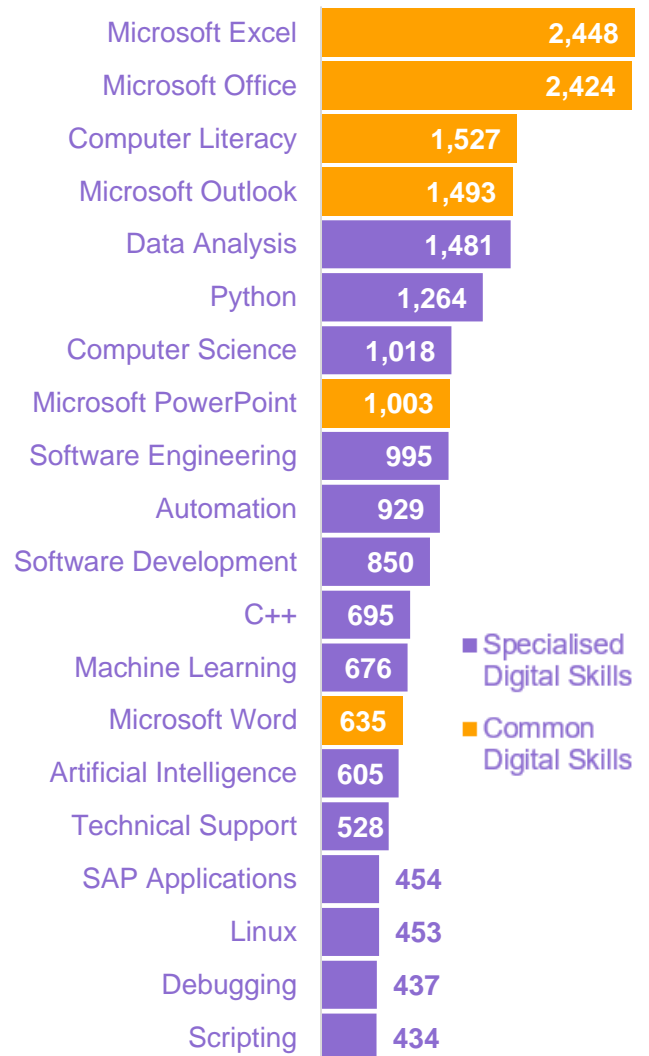
Source: Lightcast

Literacy and Microsoft Outlook), with some of these overtaking Python, Software Engineering Data Analysis and Computer Science.

In terms of specialised digital skills:

- Data analysis became the most requested specialised skill, overtaking Python
- Specialised digital skills rising significantly in rank included SAP Applications (11<sup>th</sup> most requested specialised digital skill, up from 26<sup>th</sup>), Artificial Intelligence (9<sup>th</sup>, from 20<sup>th</sup>), Debugging (13<sup>th</sup>, from 24<sup>th</sup>) and Technical Support (10<sup>th</sup>, from 21<sup>st</sup>)
- Specialised digital skills falling significantly in rank included Java, Javascript, DevOps and C#.

**Chart 7.4.2: 20 Digital Skills in Highest Demand among Jobs Postings in Cambridgeshire and Peterborough, Apr-Sep 2024**



Source: Lightcast

## THE MOST REQUESTED DIGITAL SKILLS WITHIN JOB POSTINGS DIFFER BY LOCAL AUTHORITY AREA

Over the past five years, programming and software development & engineering skills featured within the top digital skills requested in Cambridge and common digital skills (Microsoft Excel, Microsoft Office, Microsoft Outlook and computer literacy) were the most requested digital skills in the other five areas. Data Analysis, Microsoft Excel and Microsoft Office featured as a top 10 digital skill in all six areas, while Automation and Technical Support featured in four areas.

Comparing top digital skills in demand over the past six months to the past five years shows that:

- **Basic skills** (Microsoft Excel and Office) have become more in demand in Cambridge than some specialised skills (Software Engineering, C++ and Computer Science) – this is likely to

be due to the drop in job postings for Programmers and Software Development Professionals

- **Computer Aided Design** has entered the top 10 in East Cambridgeshire and Fenland (replacing AutoCAD in East Cambridgeshire and Microsoft Teams in Fenland)
- **SAP Applications** has entered the top 10 in Peterborough, replacing SQL, and in South Cambridgeshire, replacing Software Development.

Commonalities across all areas continued to include Data Analysis, Microsoft Excel and Microsoft Office, while all areas now have high demand for Microsoft Outlook (due to this skill now appearing within the top 10 in Cambridge). SAP Applications also now feature as a top 10 digital skill in four areas (Fenland, Huntingdonshire, Peterborough and South Cambridgeshire).

**Table 7.4.1: Top 10 Digital Skills Requested in Job Postings by Local Authority Area**

	Last Five Years (Oct 2019-Sep 2024) Skills in <b>RED</b> indicate those dropping out of the top 10 in the last six months	Last Six Months (Apr-Sep 2024) Skills in <b>GREEN</b> indicate those appearing within the top 10 in the last six months compared to the past five years
<b>Cambridge</b>	Python, Software Engineering, Computer Science, C++, Microsoft Excel, Software Development, Microsoft Office, Data Analysis, <b>Linux</b> , <b>Automation</b>	Python, Microsoft Excel, Microsoft Office, Software Engineering, Computer Science, Data Analysis, Software Development, <b>Microsoft Outlook</b> , <b>Machine Learning</b> , C++
<b>East Cambridgeshire</b>	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, <b>AutoCAD</b> , Microsoft Word, Data Analysis, Microsoft Teams, Microsoft Powerpoint, Technical Support	Microsoft Office, Computer Literacy, Microsoft Excel, Microsoft Outlook, Data Analysis, Technical Support, Microsoft Powerpoint, Microsoft Teams, Microsoft Word, <b>Computer Aided Design</b>
<b>Fenland</b>	Computer Literacy, Microsoft Excel, Microsoft Office, Microsoft Outlook, Microsoft Powerpoint, <b>Microsoft Teams</b> , Microsoft Word, SAP Applications, Data Analysis, Technical Support	Computer Literacy, Microsoft Excel, Microsoft Office, Microsoft Outlook, Technical Support, Microsoft Word, Microsoft Powerpoint, Data Analysis, SAP Applications, <b>Computer Aided Design</b>
<b>Huntingdonshire</b>	Microsoft Excel, Computer Literacy, Microsoft Office, Microsoft Outlook, Data Analysis, Microsoft Powerpoint, Microsoft Word, SAP Applications, Automation, Technical Support	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, Data Analysis, Microsoft Powerpoint, Automation, Technical Support, Microsoft Word, SAP Applications
<b>Peterborough</b>	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, Data Analysis, Microsoft PowerPoint, Automation, <b>SQL</b> , Microsoft Word, Technical Support	Microsoft Office, Microsoft Excel, Microsoft Outlook, Computer Literacy, Data Analysis, Microsoft Powerpoint, Microsoft Word, Automation, <b>SAP Applications</b> , Technical Support
<b>South Cambridgeshire</b>	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, Data Analysis, Python, Software Engineering, Automation, <b>Software Development</b> , Microsoft Powerpoint	Microsoft Excel, Microsoft Office, Computer Literacy, Microsoft Outlook, Data Analysis, Microsoft Powerpoint, Automation, Python, Software Engineering, <b>SAP Applications</b>

Source: Lightcast.

## 7.5 DIGITAL SKILLS INSIGHTS

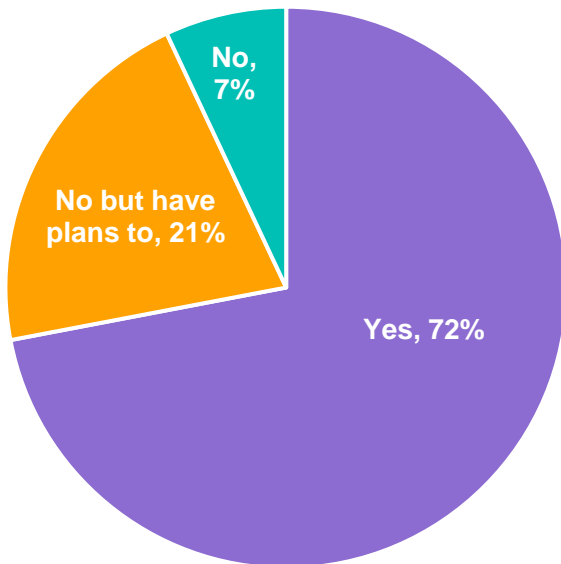
### THE MAJORITY OF LOCAL BUSINESSES BELIEVE THAT AI WILL MAKE THEIR BUSINESSES MORE COMPETITIVE BUT ONLY 7% ARE FULLY EQUIPPED WITH THE SKILLS TO WORK WITH/IMPLEMENT AI

The Cambridgeshire Chambers of Commerce and The Ely Cathedral Business Group held an 'AI in the Octagon' event at Ely Cathedral on 26th September to discuss the benefits and challenges of AI and to provide insights to help businesses to understand its potential impact.

A survey at the event found that almost three-quarters of attendees already used AI in their business and more than one-fifth had plans to, while the majority (79%) believed that AI would make their business more competitive.

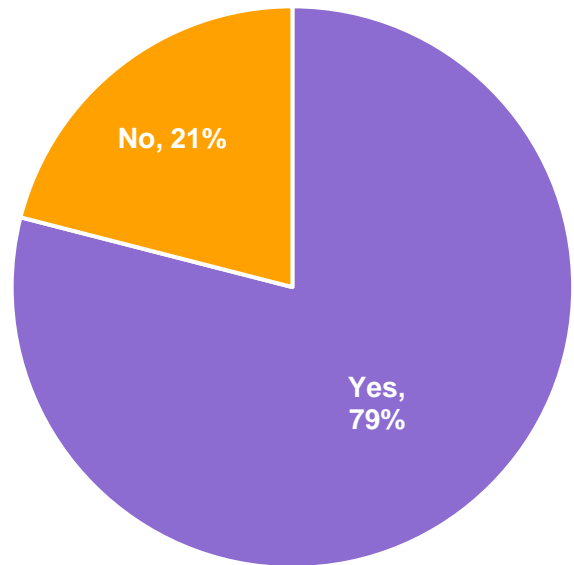
However, only one-fifth (20%) of attendees said that they were confident in using AI and just 7% said they were fully equipped with the skills to work/implement AI in their business. The majority (79%) expressed the need for investing in training in skills related to AI: including 38% that had some skills but needed to invest in new training and 41% that didn't have any skills and wanted to invest in training.

**Chart 7.5.1: Do You Use AI In Your Business?**

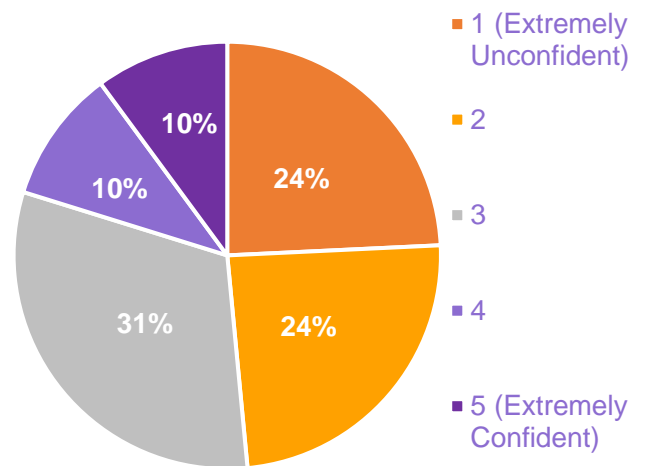


Source: 'AI in the Octagon', Cambridgeshire Chambers of Commerce and The Ely Cathedral Business Group, 26.09.24

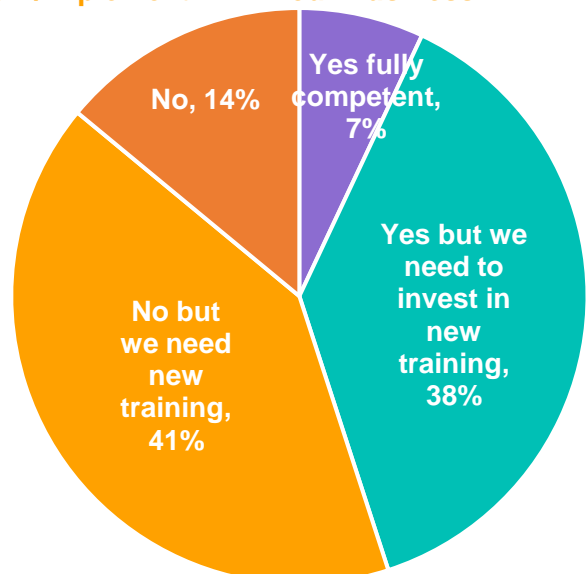
**Chart 7.5.2: Do You Think the Application of AI Will Make Your Business More Competitive?**



**Chart 7.5.3: How Confident Are You Using AI?**



**Chart 7.5.4: Are You Equipped with the Skills to Work/Implement AI in Your Business?**



### **DIGITAL SKILLS CASE STUDY: EJ SOFTWARE (HUNTINGDON)**

EJ Software is a Cambridgeshire-based software development company that specialises in custom solutions for digital transformation and operational efficiency. It addresses the shortage of experienced workers in AI, cloud computing, and green tech by investing in junior talent, training graduates, apprentices, and entry-level developers in-house. This approach ensures that they gain hands-on experience while developing both technical and client-facing skills.

The rise of remote working and cutting-edge technologies has made its roles attractive to potential recruits from around the world. Recently a Junior Developer job posting by the company on LinkedIn received over 700 applications in 48 hours - over 80% from outside the UK. This demonstrates the strong demand for entry-level roles globally and the appeal of the company's growth-focused and mentorship-driven environment.

To stay current with technology, EJ Software dedicates Friday afternoons to personal development, fostering a culture of continuous learning. Looking ahead, it intends to continue recruiting and developing junior talent, and to strengthen its partnerships with local universities and apprenticeship schemes.

### **DIGITAL SKILLS CASE STUDY: CAMBRIDGE KINETICS (CAMBRIDGE)**

Cambridge Kinetics is a software engineering company and consultancy based in Cambridge. Its flagship product, Kinabase, supports businesses in organising their data and boosting the efficiency of their processes and operations.

To address the shortage of experienced software engineers and the high cost of hiring in the competitive Cambridge market, Cambridge Kinetics has adopted a strategy of investing in junior and graduate engineers. By collaborating closely with the University of Cambridge, the company is committed to training and upskilling young talent. Engaging with the university through careers fairs and recruitment activities has proven to be highly valuable.

Looking ahead, Cambridge Kinetics plans to scale up over the next few years, which will require additional talent across software engineering, business development, design, and marketing. The company is also rapidly adopting AI technologies to help automate key parts of day-to-day business operations, addressing skills shortages and enabling greater efficiency with fewer resources.

## 7.6 CATEGORISING GREEN OCCUPATIONS AND SKILLS

Green jobs are decent jobs that contribute to preserving or restoring the environment, support the achievement of the UK's net zero emissions target, and help to mitigate climate risks<sup>17</sup>. They can be in traditional sectors such as Manufacturing and Construction, or in new, emerging green sectors such as Renewable Energy and Energy Efficiency. Green jobs help to:

- Improve energy and raw materials efficiency
- Limit greenhouse gas emissions
- Minimise waste and pollution
- Protect and restore ecosystems
- Support adaptation to the effects of climate change

Green jobs can produce goods or provide services that benefit the environment – i.e. jobs within the Environmental Goods and Services Sector (EGSS), such as generating renewable energy, upgrading buildings and manufacturing electric vehicles. However, the opportunity for green jobs and skills should not be considered as niche or restricted to certain sectors of the economy. Every job has the potential to become 'green' as the world moves to combat climate change. Green jobs can therefore also be distinguished by their contribution to more environmentally friendly processes. According to research from Anglia Ruskin University (ARU)<sup>18</sup>, organisations across a range of sectors are facing many drivers to 'go green', including external drivers (i.e. pushes from Government or industry bodies) and internal drivers, such as alignment with stakeholders' internal values, alignment with employees' and customers' values, and opportunities to achieve improvements in efficiency and operational excellence.

Within these green jobs, work tasks or skills areas can be grouped within four categories<sup>19</sup>:

- **Engineering and technical skills:** hard skills encompassing competences involved with the design, construction and assessment of technology usually mastered by engineers and technicians. This know-how is needed for eco-buildings, renewable energy design and

energy-saving research and development (R&D) projects

- **Science skills:** competences stemming from knowledge essential to innovation activities, e.g., physics and biology. These skills are in high demand in each stage of value chains and in the utilities sector, which provides basic amenities such as water, sewage services and electricity
- **Operation management skills:** know-how related to change in organisational structure required to support green activities and an integrated view of the firm through life-cycle management, lean production and cooperation with external actors, including customers. Such skills are important, for example, for sales engineers, climate change analysts, sustainability specialists, chief sustainability officers and transportation planners
- **Monitoring skills:** These refer to skills required to assess the observance of technical criteria and legal standards. Examples are environmental compliance inspectors, nuclear monitoring technicians, emergency management directors and legal assistants

Several studies have sought to estimate the number of jobs affected by a transition to a green economy, in order to identify the overall impact on employment and the likely demand for skills training. A widely-used approach<sup>20</sup> identifies three categories of occupations that are expected to be affected by greening, by being in greater demand ('green increased demand' occupations) or by requiring changes in skills and workforce requirements due to pressure for economic activities to become more sustainable ('green enhanced skills' and 'green new and emerging' occupations). Occupations that are not identified as green are not necessarily 'dirty' under this definition, but are occupations that are not directly or indirectly judged to be affected by the net zero transition. The following table provides an overview of these categories of green occupations.

<sup>17</sup> [ILO 2016](#) and Green Jobs Taskforce (2021) 'Report to Government, Industry and the Skills Sector'

<sup>18</sup> Anglia Ruskin University (2021) 'Green Skills'

<sup>19</sup> National Bureau of Economic Research (2015) 'Green Skills'

<sup>20</sup> Dierdorff et al (2009) 'Greening of the World of Work: Implications for O\*NET®-SOC and New and Emerging Occupations'

**Table 7.6.1: Green Occupation Categories**

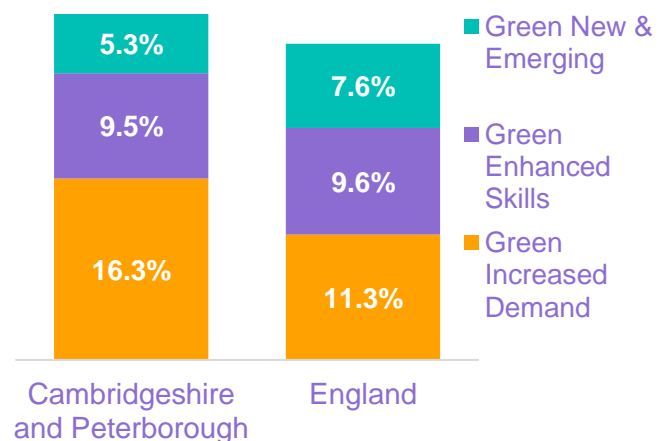
Green Categories	Description	Top Occupations in Cambridgeshire and Peterborough
'Green increased demand' occupations	These 41 occupations are not subject to any significant change in work and worker requirements, but will be in increased demand due to greening. The context of work might change but the competencies and tasks remain the same.	<ul style="list-style-type: none"> <li>➤ Programmers and software development professionals</li> <li>➤ Elementary storage occupations</li> <li>➤ Biological scientists and biochemists</li> <li>➤ Electricians and electrical fitters</li> <li>➤ Natural and social science professionals not elsewhere classified (n.e.c.)</li> </ul>
'Green enhanced skills' occupations	These 33 occupations are existing occupations that are subject to significant changes in work and worker requirements. The essential purposes of the role remain the same, but tasks, skills, knowledge and external elements, such as credentials, are altered. This could require changes to current training and qualification frameworks.	<ul style="list-style-type: none"> <li>➤ Production managers and directors in manufacturing</li> <li>➤ Plumbers and heating and ventilating engineers</li> <li>➤ Large goods vehicle drivers</li> <li>➤ Finance and investment analysts and advisers</li> <li>➤ Marketing and sales directors</li> </ul>
'Green new and emerging' occupations	These are 26 occupations where the impact of green economy activities and technologies is sufficient to create the need for unique work and worker requirements, resulting in the generation of new or renewed roles which require new skills profiles, qualifications and training frameworks. These new roles could be entirely new or 'born' from existing occupations.	<ul style="list-style-type: none"> <li>➤ Management consultants and business analysts</li> <li>➤ Business and related associate professionals n.e.c.</li> <li>➤ Engineering professionals n.e.c.</li> <li>➤ IT business analysts, architects and systems designers</li> <li>➤ Managers and directors in storage and warehousing</li> </ul>

## 7.7 EMPLOYMENT IN GREEN OCCUPATIONS

### ONE-THIRD OF PEOPLE WORKING IN CAMBRIDGESHIRE AND PETERBOROUGH ARE EMPLOYED IN OCCUPATIONS THAT WILL BE AFFECTED BY THE TRANSITION TO A GREEN ECONOMY

In the year to September 2023, 144,500 people working in Cambridgeshire and Peterborough were employed in occupations significantly affected by greening – representing almost one-third (31.2%) of all employment. This was slightly above the England average rate (28.5%) – driven by a higher rate of people employed in 'green increased demand' occupations - 16.3% (75,800), compared to the national rate of 11.3%.

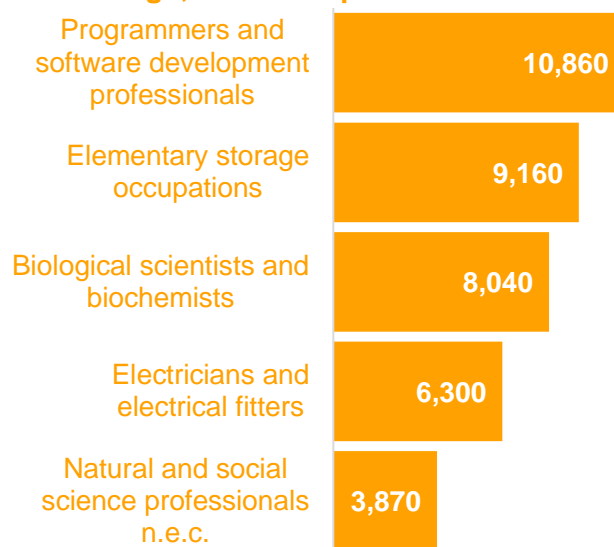
**Chart 7.7.1: Percentage of Employment in Green Occupations, Year to Sep-23**



Source: Annual Population Survey, Office for National Statistics

**Green Increased Demand Occupations:** As above, 'green increased demand' occupations are likely to be in higher demand due to greening but require no significant change to worker requirements. In the year to September 2023, the top occupations in this category were Programmers and Software Development Professionals, Elementary Storage Occupations, Biological Scientists and Biochemists, Electricians and Electrical Fitters, and Natural and Social Science Professionals Not Elsewhere Classified. Job postings data over the past five years show that programming, software development and software engineering feature strongly within the top 10 specialist skills requested in these occupations (Warehousing, Software Engineering, Python, Agile Methodology, C++, Software Development, C#, Java, and New Product Development).

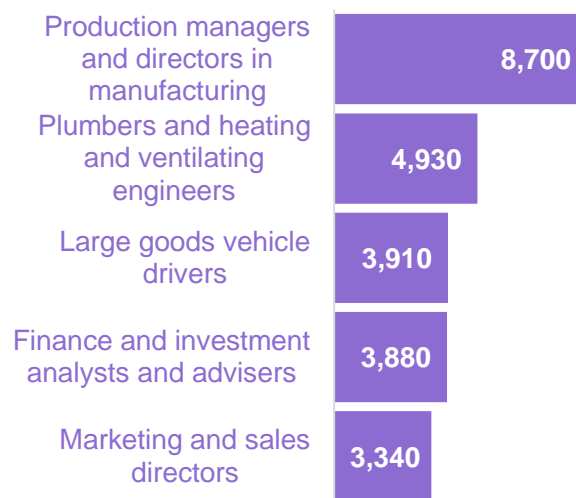
**Chart 7.7.2: Top Five 'Green Increased Demand' Occupations, Cambridgeshire and Peterborough, Year to Sep-23**



Source: Annual Population Survey, Office for National Statistics

**Green Enhanced Skills Occupations:** Over the same period 9.5% of workers (44,000) were employed in 'green enhanced skills' occupations – where the impact of green economy activities and technologies could result in significant changes to worker requirements within existing roles. This was similar to the England average rate (9.6%). The largest occupation within this category was, by far, Production Managers and Directors in Manufacturing, followed by Plumbers and Heating & Ventilating Engineers, Large Goods Vehicle Drivers, Finance & Investment Analysts and Advisors, and Marketing and Sales Directors. Likewise, the top 10 specialist skills requested in job postings for these occupations over the past five years have been Marketing, Project Management, Mechanical Engineering, New Product Development, Machinery, Business Development, Finance, Procurement, Key Performance Indicators, and Warehousing.

**Chart 7.7.3: Top Five 'Green Enhanced Skills' Occupations, Cambridgeshire and Peterborough, Year to Sep-23**

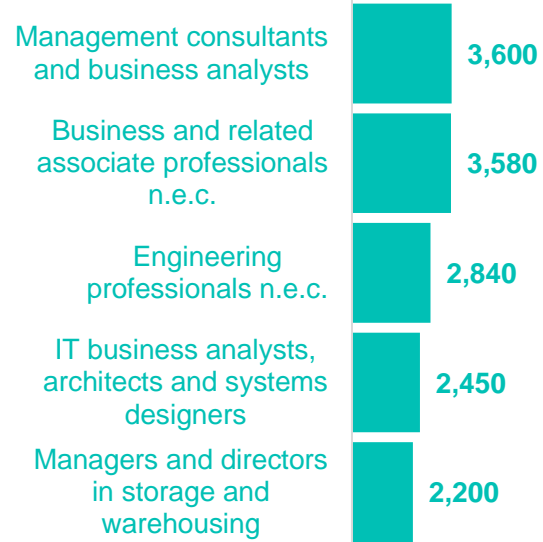


Source: Annual Population Survey, Office for National Statistics

### Green New and Emerging Occupations

accounted for a smaller share of all employment, at 5.3% (24,800). As above, these are occupational groups where the impact of green economy activities and technologies could create entirely new or renewed roles. The share of local employment in these occupations was below the England average rate (7.6%). Management Consultants and Business Analysts and Business and Related Associate Professionals featured strongly within these occupations, along with Engineering Professionals Not Elsewhere Classified, IT Business Analysts, Architects and Systems Designers, and Managers & Directors in Storage and Warehousing. The top specialist skills for job postings in these occupations over the past five years have been Project Management, Marketing, Python, Data Analysis, Auditing, Agile Methodology, New Product Development, SQL, Procurement, and Automation.

**Chart 7.7.4: Top Five 'Green New and Emerging' Occupations, Cambridgeshire and Peterborough, Year to Sep-23**



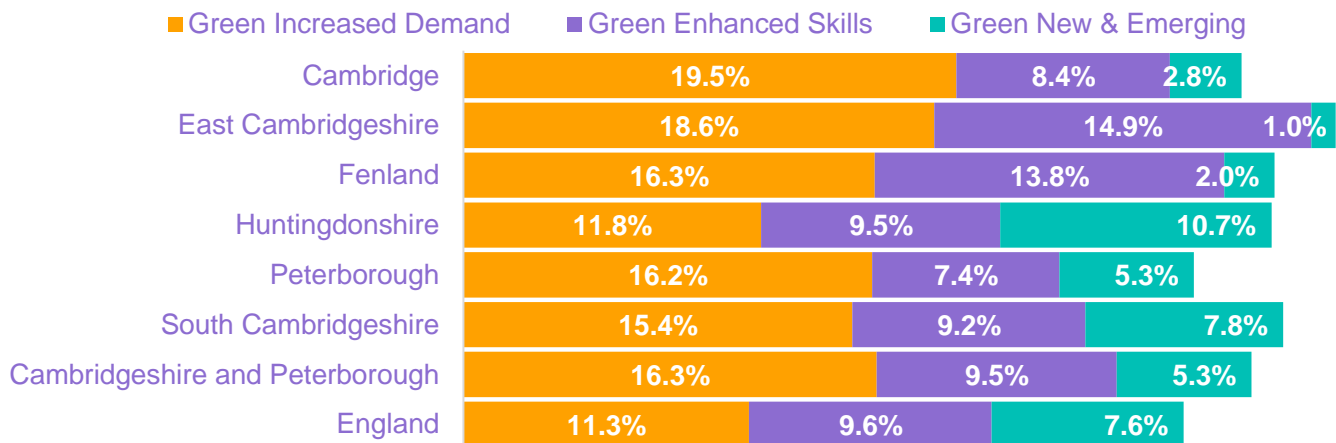
Source: Annual Population Survey, Office for National Statistics

### EAST CAMBRIDGESHIRE HAS THE HIGHEST RATE OF EMPLOYMENT IN OCCUPATIONS AFFECTED BY GREENING

In the year to September 2023, rates of employment in occupations affected by greening ranged from 34.5% in East Cambridgeshire to 28.9% in Peterborough. Across the three categories of green occupations:

- **Cambridge, East Cambridgeshire, Fenland and Peterborough** had high rates of people employed in 'green increased demand' occupations and could therefore experience the strongest employment growth due to greening if sufficient labour and skills are available to meet this demand
- **Huntingdonshire and South Cambridgeshire** had the highest rates of people employed in both 'green enhanced skills' and 'green new and emerging' occupations, and are therefore likely to require the most support to upskill their workforces to meet the requirements of a green economy

**Chart 7.7.5: Percentage of People Employed in Occupations Affected by Greening, Year to Sep-23**



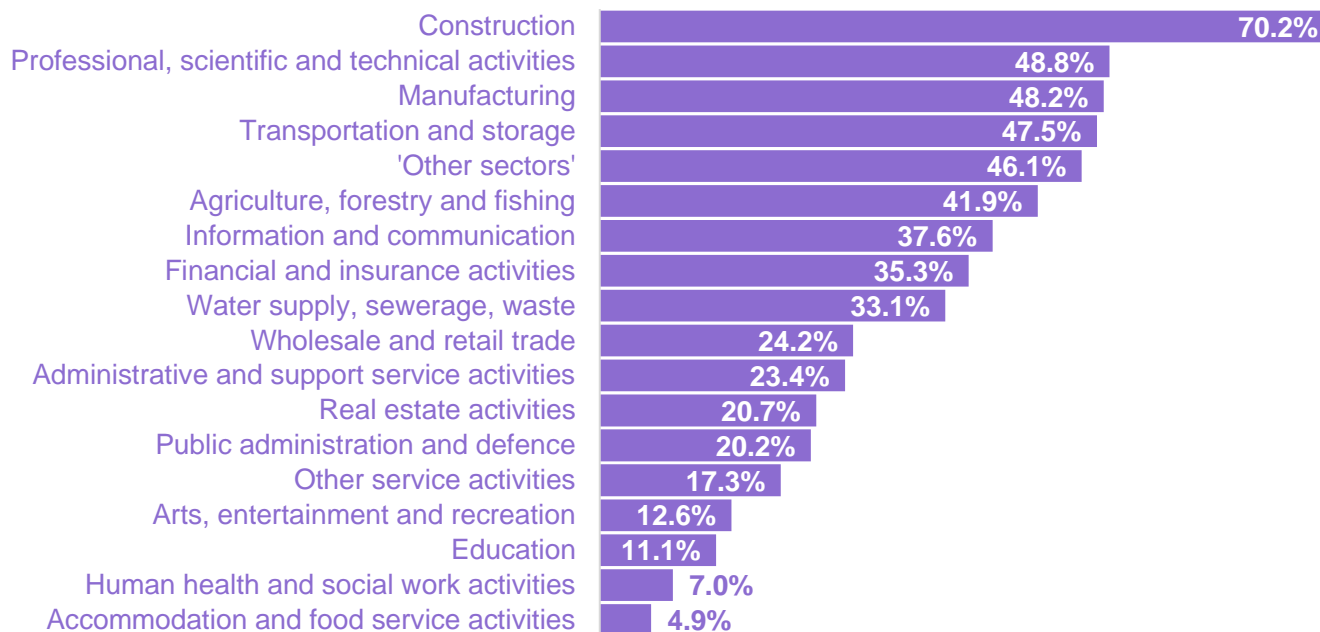
Source: Annual Population Survey, Office for National Statistics

## THE CONSTRUCTION SECTOR HAS BY FAR THE HIGHEST SHARE OF WORKERS EMPLOYED IN OCCUPATIONS AFFECTED BY GREENING

In the year to September 2023, more than two-thirds (70.2%) of people working in Cambridgeshire and Peterborough's Construction sector were

employed in occupations affected by greening. Other sectors strongly affected by the need for new and/or increased demand for labour and skills due to greening were Professional, Technical and Scientific Activities (48.8%), Manufacturing (48.2%), Transportation and Storage (47.5%), 'other sectors'<sup>21</sup> (46.1%) and Agriculture, Forestry and Fishing (41.9%).

**Chart 7.7.6: Percentage of People in Occupations Affected by Greening by Industry, Cambridgeshire and Peterborough, Year to Sep-23**



Source: Annual Population Survey, Office for National Statistics

## PIPE FITTERS ARE EXPECTED TO BE THE FASTEST GROWING 'GREEN OCCUPATION' IN CAMBRIDGESHIRE AND PETERBOROUGH TO 2031

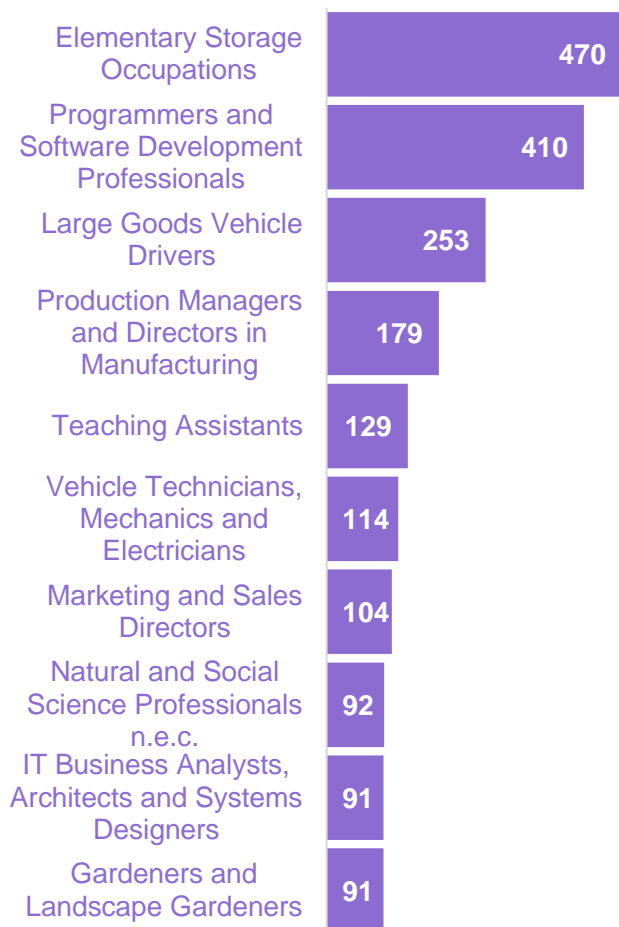
Projections from Lightcast<sup>22</sup> suggest that, of all occupations judged to be affected by greening, the largest absolute increase in employment between 2023 and 2031 will be among Elementary Storage Occupations (net increase of 470), Programmers and Software Development Professionals (+410), Large Goods Vehicle Drivers (253), Production Managers and Directors in Manufacturing (+179) and Teaching Assistants (+129) (Chart 7.7.7).

In terms of the forecast rate of employment increase, the number of people employed as Pipe Fitters is expected to grow fastest (+10.5%), followed by Gardeners and Landscape Gardeners (+8.1%), Rail Construction and Maintenance Operatives (+6.3%), Architects (+6.1%) and Chartered Architectural Technologists (+6.0%) (Chart 7.7.8).

<sup>21</sup> Data for Mining and Quarrying, Electricity and Gas Supply, Activities of Households as Employers and Activities of Extraterritorial Organisations are unavailable individually due to small sample sizes and have therefore been combined.

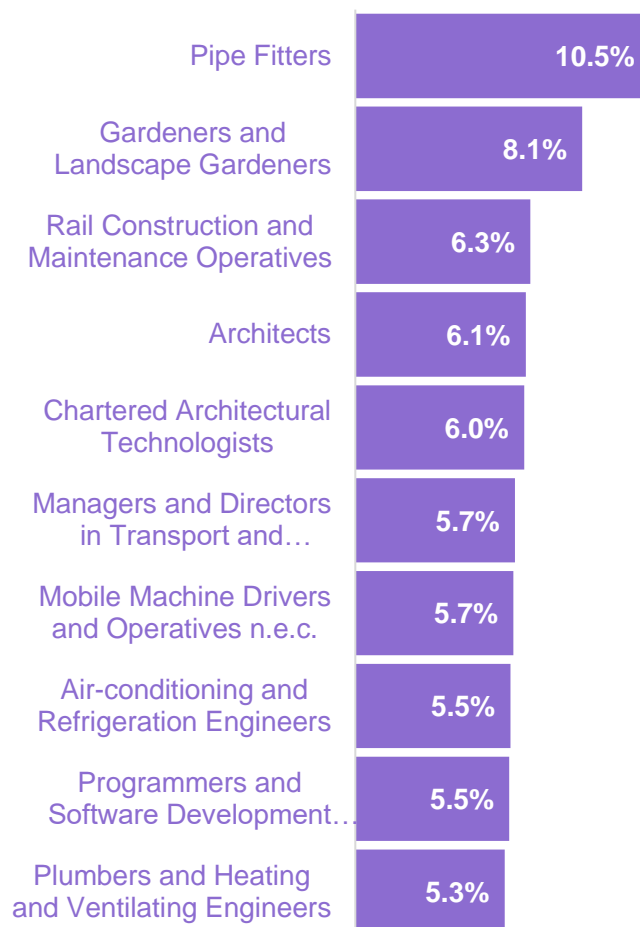
<sup>22</sup> Via a combination of data sources - posting trends, employment trends, taxonomical data, recall growth patterns - Lightcast has developed a machine learning model to forecast future demand. This model uses historical posting trends as well as overall market demand to create a robust view of likely demand.

**Chart 7.7.7: 10 Occupations Affected by Greening with the Largest Forecast Increase in Employment, Cambridgeshire and Peterborough (2023-2031)**



Source: Lightcast

**Chart 7.7.8: 10 Occupations Affected by Greening with the Largest Forecast Percentage Increase in Employment, Cambridgeshire and Peterborough (2023-2031)**



Source: Lightcast

## 7.8 GREEN SKILLS DEMAND

### TIME SPENT ON GREEN TASKS HAS INCREASED

Research from the Office for National Statistics<sup>23</sup> has found that around 7 to 8% of hours worked in the UK were estimated to have been spent on green tasks in 2019 – up from around 5 to 6% between 1997 and 2007. The proportion of workers spending any time doing green tasks was estimated to have increased from around a quarter between 1997 and 2005 to more than a third between 2012 and 2019. There was great variability in the proportion of time spent on green tasks across industries, with ‘blue collar’ industries having the highest estimated proportion of hours spent on green tasks in 2019: Mining and

<sup>23</sup> Office for National Statistics (2022) ‘Research into green jobs: time spent doing green tasks, UK: 1997 to 2019’

Quarrying, Construction, Water and Waste, Energy, and Manufacturing.

### JOB POSTINGS REQUESTING SPECIALIST GREEN SKILLS BUCKED THE REGIONAL TREND OF REDUCED VACANCIES BETWEEN EARLY-2022 AND MID-2023, BUT HAVE FALLEN OVER THE PAST YEAR

In Cambridgeshire and Peterborough, online job postings requesting specialist green skills<sup>24</sup> increased sharply (+243%) from the six months to September 2020 (801) to the year to September 2023 (2,746). Between the six months to March 2022 and the six months to September 2023, job postings requesting green skills also bucked the

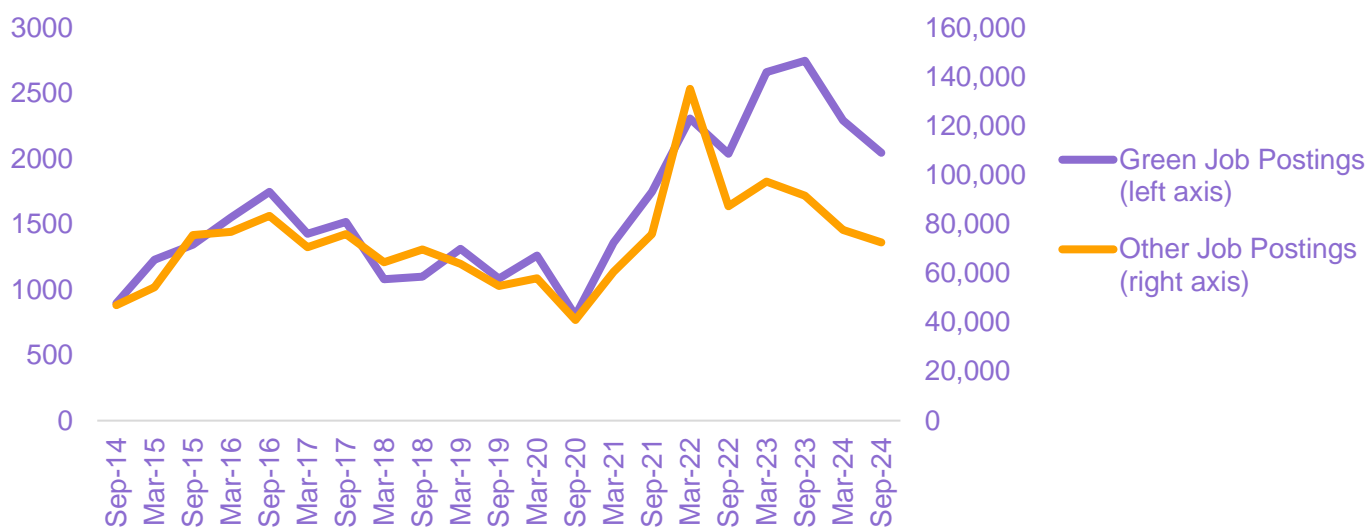
<sup>24</sup> Lightcast’s ‘green clusters taxonomy’ includes 442 specialised skills

regional trend, increasing by 19%, against a 32% fall across other job postings.

However, job postings requesting green skills then fell by 26% (to 2,054) to the six months to

September 2024, in line with the fall in other job postings (21%). Nonetheless, green job postings remained 28% above the six-monthly average for the past 10 years, while other job postings were 1% below average.

**Chart 7.8.1: Job Postings Requesting Green Skills, Cambridgeshire and Peterborough**



Source: Lightcast

**BY FAR THE TOP GREEN SKILL REQUESTED OVER THE PAST FIVE YEARS HAS BEEN WASTE MANAGEMENT**

This was followed by skills relating to Water Treatment, Wastewater, Environment Health and Safety, Ecology, Electric Vehicles and Renewable Energy.

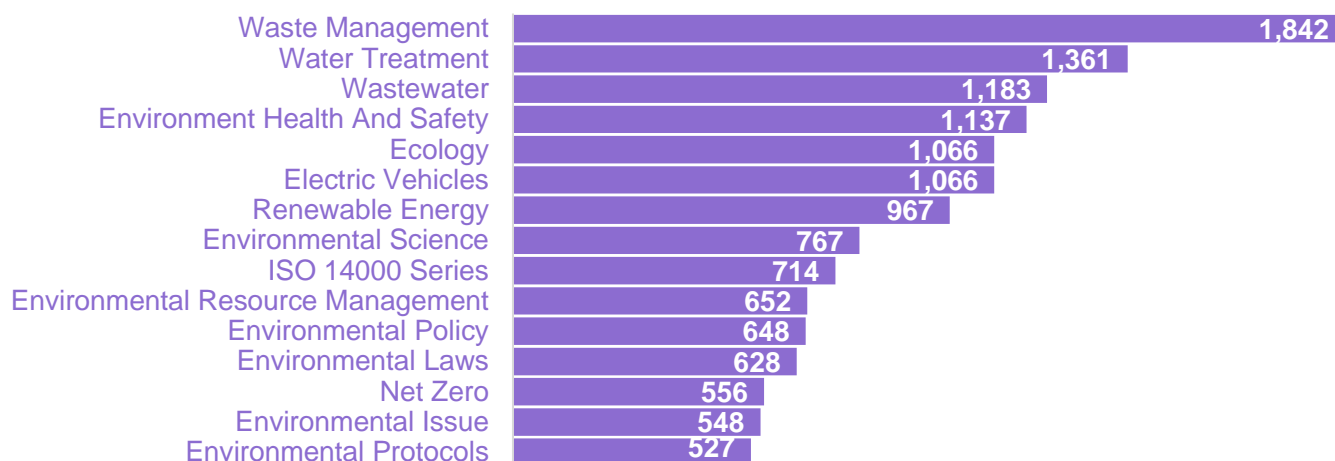
**THE SHARE OF GREEN JOB POSTINGS REQUESTING SKILLS RELATED TO NET ZERO HAVE INCREASED**

Over the past six months (Apr-Sep 2024), the top four green skills requested in job postings remained the same as the past five years (skills relating to Waste Management, Water Treatment, Wastewater and Environment Health and Safety).

Looking at the share of all job postings requesting the top green skills, demand for skills relating to Net Zero has increased (5.1% of all job posting requesting green skills over the past six months, up from 2.9% over the past five years). There have also been increases in the shares of green job postings requesting skills related to Water Treatment (8.5%, from 7.1%), Environmental Laws (4.5%, from 3.3%) and Wastewater (7.2%, from 6.1%).

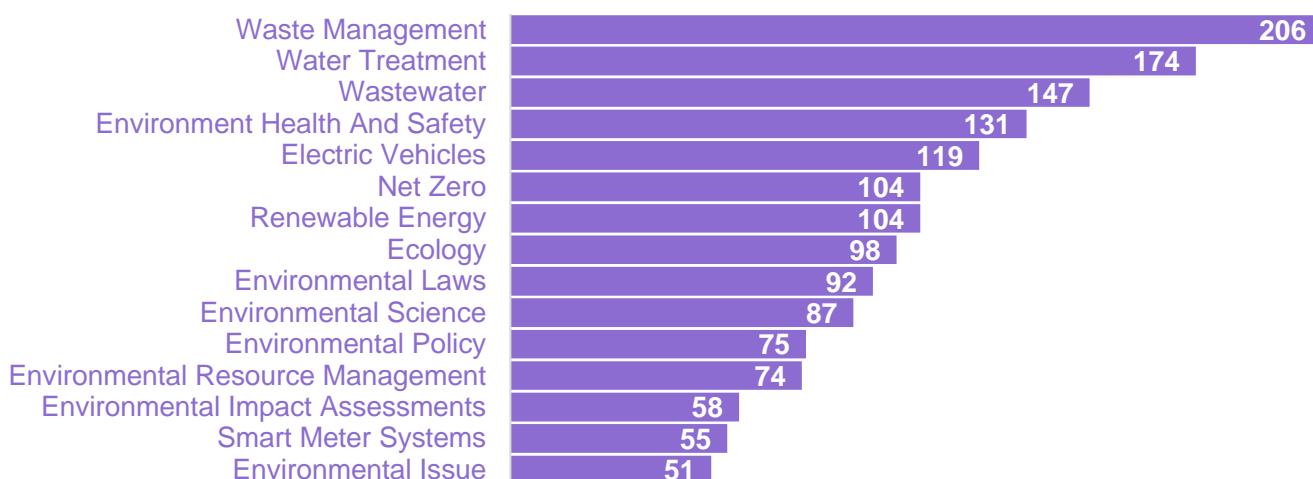
Conversely, demand for skills relating to ISO 14000 Series and Environmental Protocols decreased (ISO 14000 Series to 2.2%, from 3.7% and Environmental Protocols to 1.3%, from 2.7%).

**Chart 7.8.2: Top 15 Green Skills Requested in Job Postings, Cambridgeshire and Peterborough, Oct-19-Sep-24**



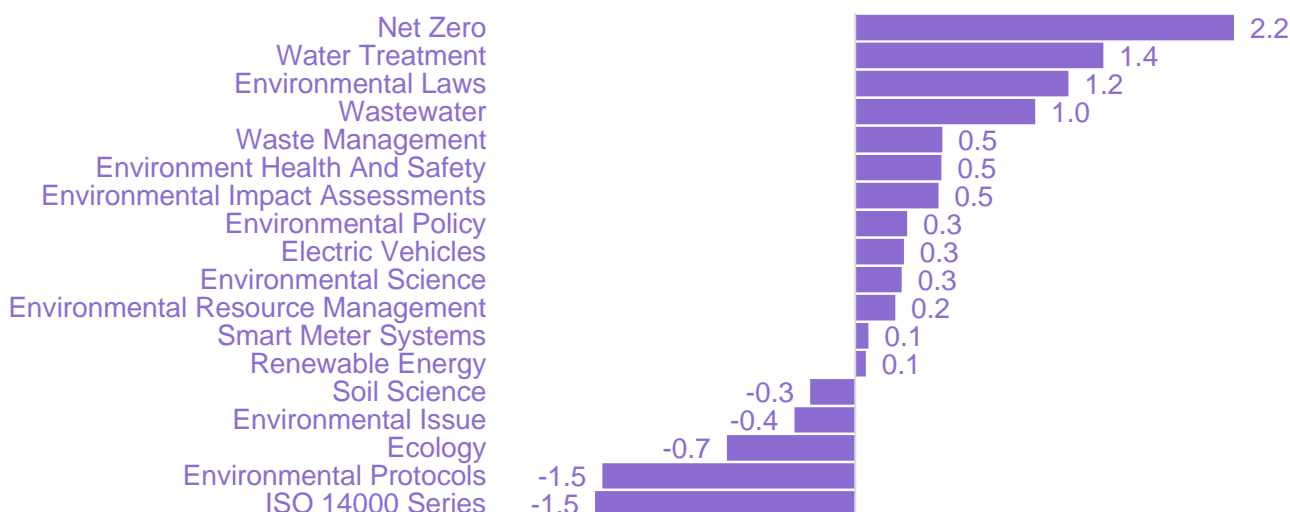
Source: Lightcast

**Chart 7.8.3: Top 15 Green Skills Requested in Job Postings, Cambridgeshire and Peterborough, Apr-Sep 2024**



Source: Lightcast

**Chart 7.8.4: Percentage Point Change in Share of Green Jobs by Top Green Skills, Cambridgeshire and Peterborough, Last Six Months (Apr-Sep 2024) compared to Last Five Years (Oct 2019-Sep 2024)**



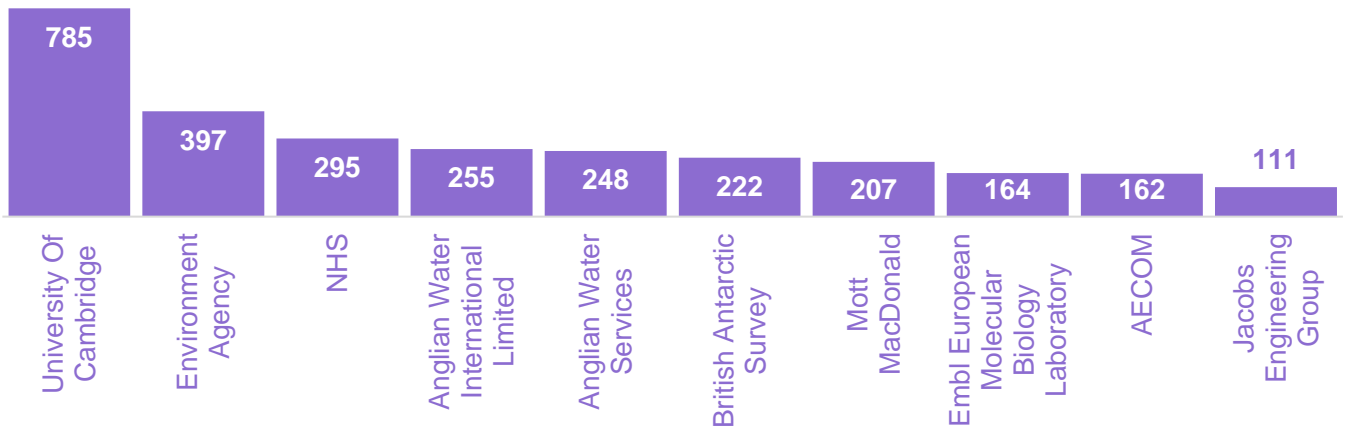
Source: Lightcast

**THE UNIVERSITY OF CAMBRIDGE HAS BEEN BY FAR THE TOP RECRUITER OF WORKERS WITH GREEN SKILLS OVER THE PAST FIVE YEARS**

This was followed by Anglian Water, the Environment Agency, NHS, the British Antarctic Survey and Mott MacDonald (Chart 7.8.5).

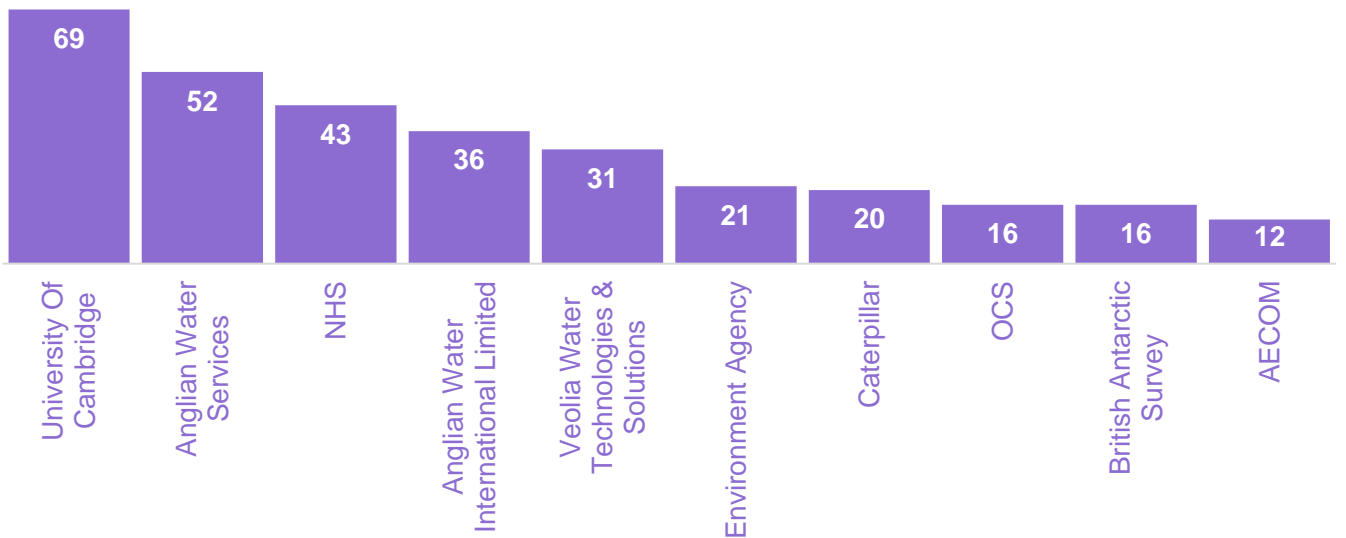
Over the past six months, Anglian Water (Services and International) was top recruiter of workers with green skills, followed by The University of Cambridge, NHS, Environment Agency, British Antarctic Survey and Aecom. (Chart 7.8.6). Also featuring within the top 10 recruiters over the past six months were Veolia Water Technologies and Solutions, Caterpillar and OCS.

**Chart 7.8.5: Top 10 Recruiters of Workers with Green Skills, Cambridgeshire and Peterborough, Oct-19-Sep-24**



Source: Lightcast

**Chart 7.8.6: Top 10 Recruiters of Workers with Green Skills, Cambridgeshire and Peterborough Apr-Sep 2024**

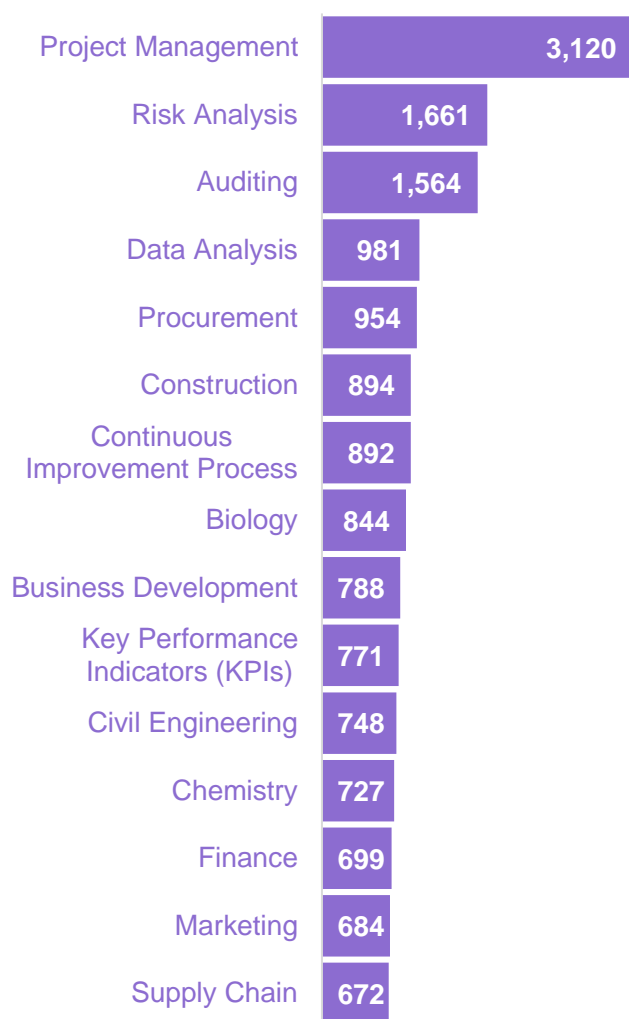


Source: Lightcast

**GREEN JOBS ALSO REQUIRE A RANGE OF 'NON-GREEN' SKILLS, SUCH AS STEM, DATA ANALYSIS AND PROJECT MANAGEMENT SKILLS AND COMMUNICATION, LEADERSHIP, MANAGEMENT, AND RESEARCH SKILLS**

As well as the above specialist green skills, job postings requesting green skills also requested a number of other specialist skills that were not specifically 'green'. Top non-green specialist skills within green job postings included Project Management, Risk Analysis, Auditing, Data Analysis and Procurement. Likewise, the Green Jobs Taskforce Report identified that STEM skills, digital and data skills, and project management skills would be critical for the workforce to deliver net zero.

**Chart 7.8.7: Top 15 Non-Green Skills Requested in Green Job Postings, Cambridgeshire and Peterborough, Oct-19-Sep-24**

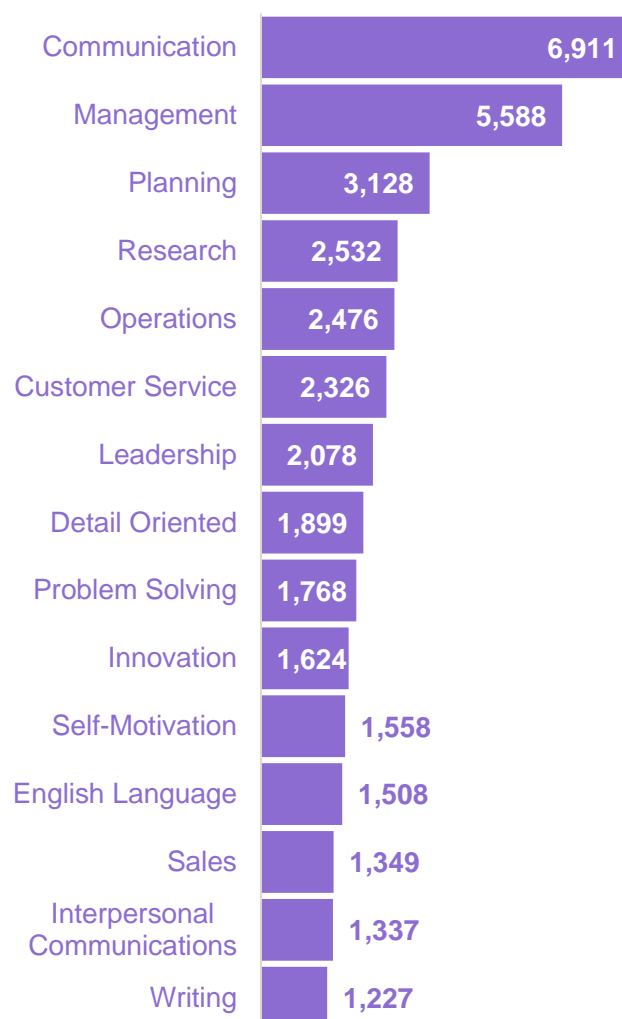


Source: Lightcast

**'COMMUNICATION' WAS ALSO THE MOST COMMONLY REQUESTED SOFT SKILL AMONG JOB POSTINGS REQUESTING SPECIALIST GREEN SKILLS**

This was followed by other high-level skills such as Management and Leadership, Research and Innovation, and Planning and Operations. Research from ARU also identified the following 'soft skills' as being important among organisations looking to become more sustainable: future thinking, resilience, adaptability, collaboration, and open-mindedness, while the Green Jobs Taskforce Report identified 'leadership, management and communication skills' and 'education communication and change management' as key cross-cutting skills.

**Chart 7.8.8: Top 15 Soft Skills Requested in Green Job Postings, Cambridgeshire and Peterborough, Oct-19-Sep-24**



Source: Lightcast

## ENGINEERING OCCUPATIONS FEATURE STRONGLY WITHIN THE OCCUPATIONS MOST LIKELY TO REQUIRE GREEN SKILLS

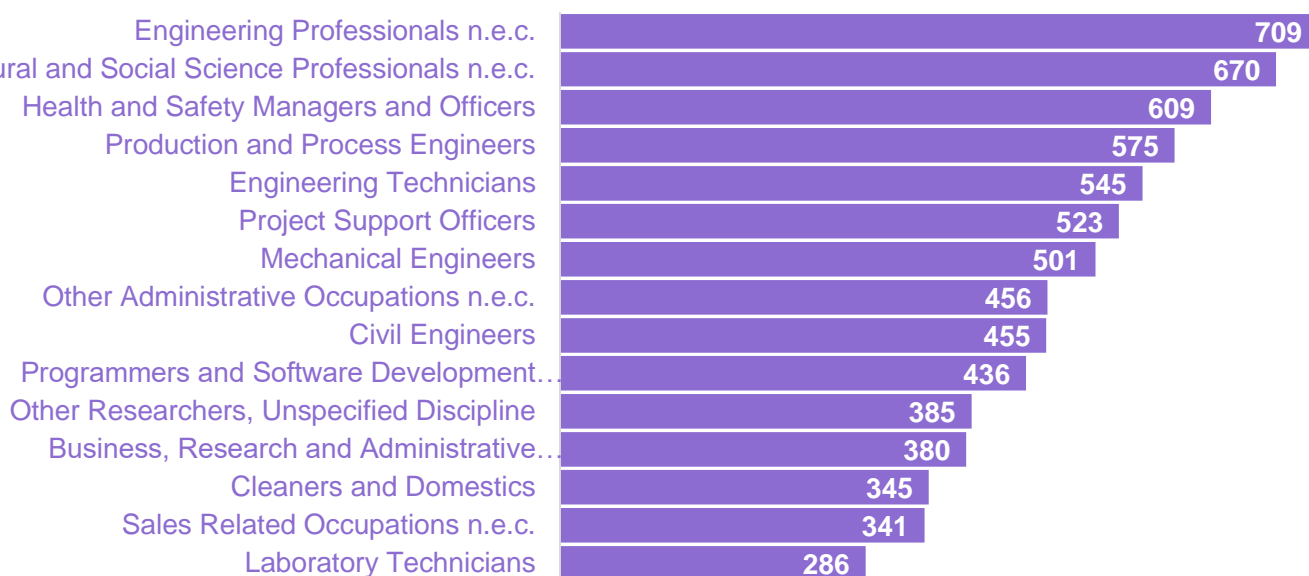
The top occupations where green skills were a requirement were Engineering Professionals Not Elsewhere Classified (n.e.c.), Natural and Social Science Professionals n.e.c. and Health and Safety Managers and Officers. Various Engineering, IT, Project Support, Administrative, Research, and Sales and Cleaning occupations also featured within the top occupations requesting green skills.

## THE TOP INDUSTRY REQUESTING GREEN SKILLS WAS, BY FAR, PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES

...particularly Architectural and Engineering Activities, Scientific Research and Development and Activities of Head Offices & Management Consultancy. This was followed by:

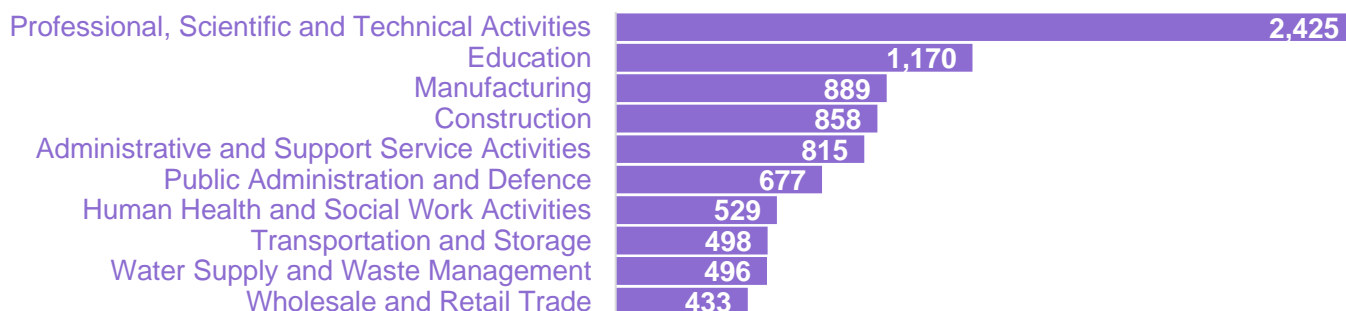
- Education
- Manufacturing (particularly Manufacture of Computer, Electronic and Optical Products and Manufacture of Machinery and Equipment n.e.c.)
- Construction (particularly Construction of Buildings, Specialised Construction Activities, and Civil Engineering)
- Administrative and Support Service Activities (particularly Office Administrative, Office Support and Other Business Support Activities).

**Chart 7.8.9: Top 15 Occupations Requesting Green Skills, Cambridgeshire and Peterborough Job Postings, Oct-19-Sep-24**



Source: Lightcast

**Chart 7.8.10: Top 10 Industries Requesting Green Skills, Cambridgeshire and Peterborough Job Postings, Oct-19-Sep-24**



Source: Lightcast

**AT LOCAL AUTHORITY LEVEL, WASTE MANAGEMENT AND ENVIRONMENT HEALTH AND SAFETY FEATURED WITHIN THE TOP GREEN SKILLS REQUESTED IN JOB POSTINGS IN ALL SIX LOCAL AUTHORITY AREAS**

Other green skills featuring within the top 10 in at least four local authority areas included:

- Ecology (in all areas except East Cambridgeshire and Fenland)
- Electric Vehicles (except Fenland and Huntingdonshire)
- Environmental Resource Management (except Cambridge and Fenland)

- ISO 14000 Series (except Cambridge and Peterborough)
- Renewable Energy (except Huntingdonshire and South Cambridgeshire)
- Water Treatment (except South Cambridgeshire)

Green skills specific to just one local authority area included:

- Environmental Protocols in Cambridge
- Environmental Issue and Environmental Permitting in East Cambridgeshire
- Energy Management, Plastic Recycling and Waste Packaging in Fenland
- Environmental Policy and Water Resources in Huntingdonshire
- Waste Collection in South Cambridgeshire

**Table 7.8.1: Top 10 Green Skills within Job Postings by Local Authority Area, Oct 2019-Sep 2024**

Specialised Green Skill	Cambridge	East Cambs	Fenland	Huntingdonshire	Peterborough	South Cambs
Ecology	2			7	8	7
Electric Vehicles	5	9			5	2
Energy Management			10			
Environment Health and Safety	8	4	3	2	3	3
Environmental Issue		8				
Environmental Laws		3		8	7	
Environmental Monitoring			4			9
Environmental Permitting		6				
Environmental Policy				3		
Environmental Protocols	6					
Environmental Resource Management		10		9	10	10
Environmental Science	7				9	4
ISO 14000 Series		2	6	6		8
Net Zero	9					6
Plastic Recycling			9			
Renewable Energy	3	5	8		6	
Waste Collection						5
Waste Management	1	1	1	1	4	1
Waste Packaging			2			
Water Resources				5		
Wastewater	10		7	4	1	
Water Treatment	4	7	5	10	2	

**Table 7.8.2: Top Recruiters of Workers with Green Skills by Local Authority Area, Oct 2019-Sep 2024**

Cambridge	The University of Cambridge, British Antarctic Survey, NHS
East Cambridgeshire	Environment Agency, East Cambs Street Scene, Thorlabs
Fenland	Copart, Princes Ltd, Middle Level Commissioners
Huntingdonshire	Environment Agency, Anglian Water (International and Services), Labcorp
Peterborough	Jacobs Engineering Group, Balfour Beatty, Anglian Water International
South Cambridgeshire	NHS, Corteva, Midsummer Energy

Source: Lightcast

## 7.9 CATEGORISING SOFT SKILLS

There is no definitive list of soft skills, with various sources rating different soft skills as being important. To identify which soft skills would be most important to the future of work, the Skills Imperative 2035 study<sup>25</sup> reviewed over 60 reports, which provided a balanced mix of organisations, perspectives and methods, and identified four broad categories of ‘essential employment’ or ‘transferable’ skills: a) analytical/creative skills, b) interpersonal skills, c) self-management skills, and d) emotional intelligence skills, each containing a

number of skills and attributes. The study noted a distinction between skills that could be taught, learned and acquired, and attributes, which – as inherent character and personality traits – were less straightforward to teach (such as self-motivation, flexibility, resilience, and empathy), although these could be nurtured or developed through experience.

**Table 7.9.1: Skills Imperative 2035 Literature Review – Essential Employment Skills Taxonomy**

Analytical/ Creative Skills	Interpersonal Skills	Self-Management Skills	Emotional Intelligence Skills
Problem solving/ troubleshooting/ decision making	Communication	Flexibility/adaptability	Ethics/social responsibility/ integrity/tolerance
Critical thinking/ analysis/evaluation	Collaboration/ teamwork/cooperation	Self-motivation/ learning orientation	Empathy/social perceptiveness
Creativity/ innovation/ originality	Negotiation/ persuasion	Self-confidence/self- belief	
Intellectual curiosity	Service orientation/ customer handling	Resilience/optimism/ persistence	
Commercial/ organisational awareness		Proactivity/planning/ organisation	
← Leadership <sup>26</sup> →			

Source: Skills Imperative 2035

The study<sup>27</sup> then used employment projections, together with the findings of the literature review, to identify the six ‘Essential Employment Skills’ that would be most important for employment in 2035. These are listed and described in the table below.

The study noted that very few of these skills would be useful in isolation, and that young people and adults, in the workforce or seeking to re-enter the workforce, would need to develop a rounded package of complementary and transferable skills to ensure their future success.

<sup>25</sup> Taylor et al (2022) ‘The Skills Imperative 2035: what does the literature tell us about essential skills most needed for work?’

<sup>26</sup> The literature typically identifies leadership as a standalone skill, with equivalent ‘rank’ status to other essential skills. However, leadership incorporates all, or

many, of the skills identified in this figure (which can also be developed independently of leadership). The report therefore classifies leadership as a cross-cutting skill.

<sup>27</sup> Dickerson et al (ibid)

**Table 7.9.2: Skills Imperative 2035 Essential Employment Skills**

Skills Imperative 2035 Essential Employment Skill	Description	Elements
<b>Collaboration</b>	Working and interacting effectively with others towards a common purpose or goal(s)	<ul style="list-style-type: none"> <li>➤ Forming and maintaining constructive / collaborative relationships with others</li> <li>➤ Interacting effectively in collaborative situations</li> </ul>
<b>Communication</b>	Speaking, listening, writing, and presenting effectively to share meaning and build a common understanding with others	<ul style="list-style-type: none"> <li>➤ Recognising that communication involves shared meaning</li> <li>➤ Willing to provide information and understanding what this involves</li> <li>➤ Adapting the mode and/or style of delivery in relation to the recipient(s)</li> </ul>
<b>Creative Thinking</b>	The ability to generate, articulate, and apply innovative ideas, techniques, and perspectives, often in a collaborative environment in response to a challenge or issue	<ul style="list-style-type: none"> <li>➤ Developing new/different ideas</li> <li>➤ Creating something new/different</li> <li>➤ Applying a fresh perspective to an issue or challenge</li> <li>➤ Applying thought in a new/different way</li> </ul>
<b>Information Literacy</b>	Accessing and examining data/ facts to determine appropriate actions or recommendations, discerning and evaluating arguments, and making and defending judgements based on internal evidence and external criteria. Closely related to 'critical thinking'	<ul style="list-style-type: none"> <li>➤ Determining appropriate actions using logic and reasoning</li> <li>➤ Identifying strengths and weaknesses through reasoning</li> <li>➤ Evaluating the credibility and reliability of information</li> </ul>
<b>Organising, Planning and Prioritising</b>	Developing specific goals, plans and schedules to prioritise, organise and accomplish work, and directing and coordinating the activities of groups and individuals to complete these objectives on time and within budget	<ul style="list-style-type: none"> <li>➤ Developing a goal/plan to prioritise something</li> <li>➤ Developing a goal/plan to organise something</li> <li>➤ Developing a goal/plan to complete objectives</li> </ul>
<b>Problem Solving and Decision Making</b>	Diagnosing problems, identifying solutions to address these problems, choosing between the alternative courses of action available, planning and carrying out the solution(s) and monitoring and evaluating the progress of the solution(s)	<ul style="list-style-type: none"> <li>➤ Analysis of information for problem solving</li> <li>➤ Identification of problems and associated risks and benefits of solutions</li> <li>➤ Using effective strategies for identifying solutions and solving problems</li> <li>➤ Evaluation of information for decision making</li> <li>➤ Using effective strategies for choosing between options</li> </ul>

Source: Skills Imperative 2035

Another prominent project categorising the most important soft skills for individuals at all stages of their education or careers is the Skills Builder Universal Framework. This Framework was developed by the Essential Skills Taskforce and launched in 2020<sup>28</sup>, and provides a common language on skills ‘from the classroom to the boardroom’. The Framework supports the development and assessment of eight essential skill areas, each broken down into 16 teachable and measurable steps.

The Essential Skills Tracker 2023 shows that individuals perform best at Listening and Teamwork and least well at Creativity and Leadership. Since its development, the Framework has been backed by the UK government in statutory guidance<sup>29</sup> and the Skills Builder Partnership is gaining traction in embedding its framework for in schools, colleges, apprenticeships and employment: it now has a touchpoint with 87% of UK secondary schools and colleges and has been adopted by a growing range of businesses, including Asda, Boots, KPMG, Jacobs, and openreach.

### The eight Essential Skills



#### 1. LISTENING

receiving, retaining and processing of information or ideas



#### 2. SPEAKING

oral communication of information and ideas



#### 3. PROBLEM SOLVING

the ability to find a solution to a situation or challenge



#### 4. CREATIVITY

use of imagination and generation of new ideas



#### 5. STAYING POSITIVE

ability to use tactics and strategies to overcome setbacks and achieve goals



#### 6. AIMING HIGH

ability to set clear, tangible goals and devise a robust route to achieving them



#### 7. LEADERSHIP

supporting, encouraging and developing others to achieve a shared goal



#### 8. TEAMWORK

working cooperatively with others towards achieving a shared goal

## 7.10 SOFT SKILLS DEMAND

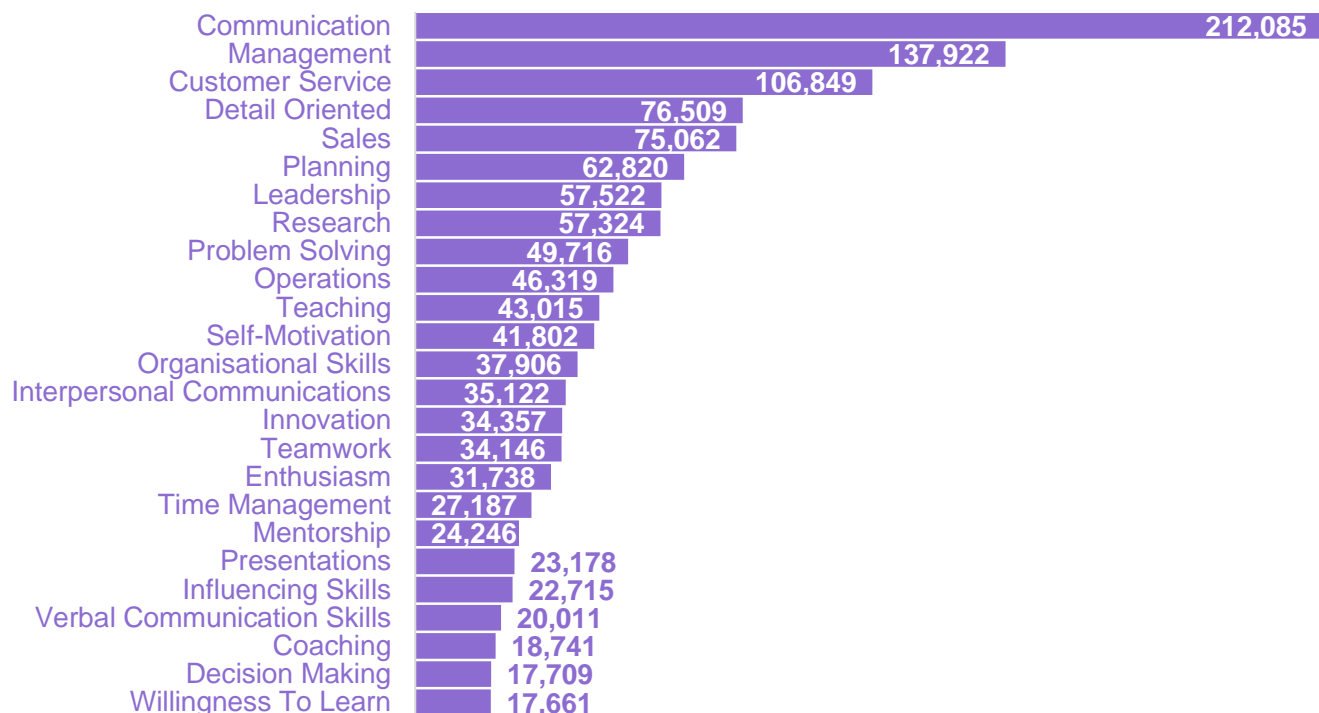
### ‘COMMUNICATION’ IS BY FAR THE MOST REQUESTED SOFT SKILL IN CAMBRIDGESHIRE AND PETERBOROUGH

An analysis of the skills most requested in job postings provides an idea of which soft skills are most important for work in Cambridgeshire and Peterborough. Over the five years to September 2024, Communication was by far the most requested soft skill, followed by Management and Customer Service.

<sup>28</sup> The Essential Skills Taskforce is made up of organisations from the education and employment sectors that have agreed a universal framework for essential skills: Business in the Community, The Careers & Enterprise Company, Confederation of British Industry, CIPD, EY Foundation, Gatsby Foundation and the Skills Builder Partnership.

<sup>29</sup> The Skills Builder Framework is referenced in the Department for Education’s ‘Careers guidance and access for education and training providers - Statutory guidance’. This recommends that ‘In schools, each subject should support students to identify the essential skills they develop and to identify pathways to future careers... the Skills Builder Universal Framework shows how to build essential skills into the school or college curriculum’.

**Chart 7.10.1: 25 Most Requested Soft Skills in Job Postings, Cambridgeshire and Peterborough, Oct-19-Sep-24**



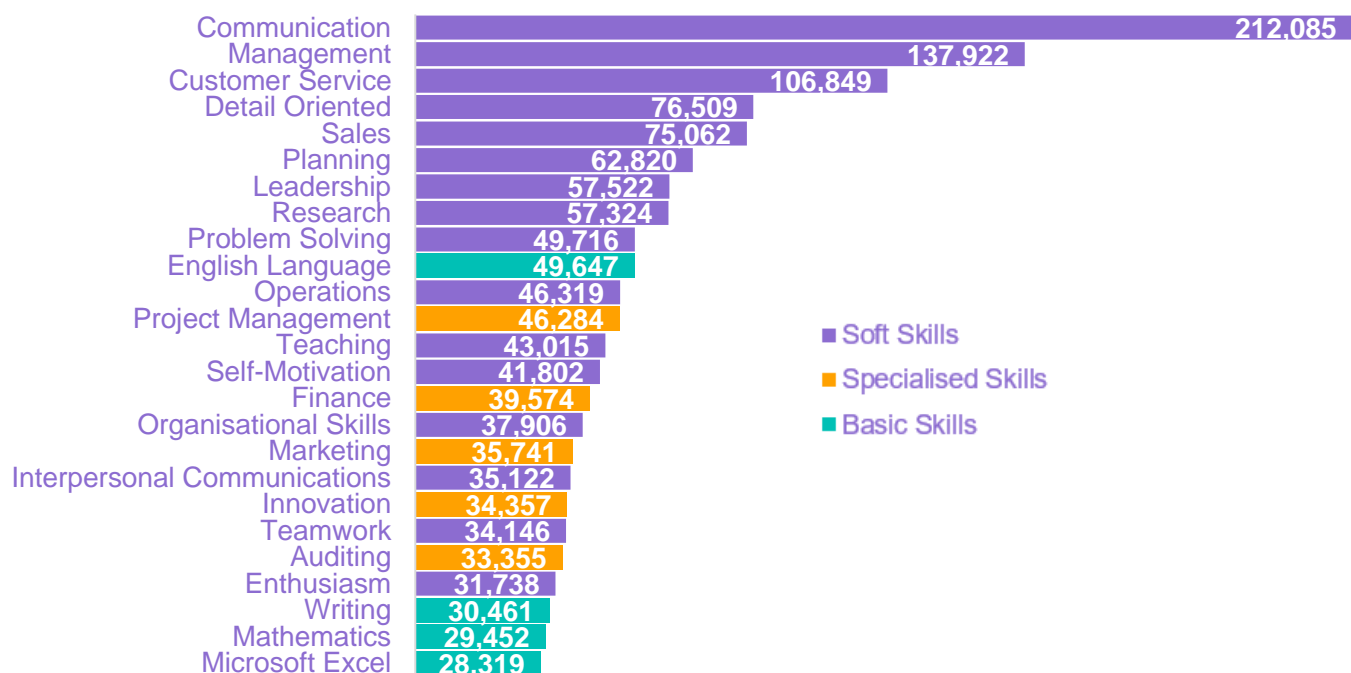
Source: Lightcast

**THE MOST REQUESTED SKILLS IN CAMBRIDGESHIRE AND PETERBOROUGH ARE ALL SOFT SKILLS**

Job postings data are consistent with other research findings that soft skills are the most utilised skills within the labour market. Across all job postings in Cambridgeshire and Peterborough over the past five years, the top nine skills required

were all soft skills, while soft skills accounted for 16 of the top 25 skills. Communication skills were requested more than 4.5 times as much as the most-requested specialised skill (Project Management), with Management, Customer Service, Detail Oriented, Sales, Planning, Research, Leadership and Problem Solving also being requested more than any specialised skill.

**Chart 7.10.2: Top 25 Skills Requested in Job Postings, Cambridgeshire and Peterborough, Oct-19-Sep-24**



Source: Lightcast

The following table categorises the top 25 most requested soft skills in Cambridgeshire and Peterborough job postings according to the soft skills categories identified in the Skills Imperative 2035 study.

To note that no 'Emotional Intelligence' soft skills appeared within the top 25, while a different category of skill has been added – skills related to 'knowledge transfer' (teaching, mentorship and coaching).

**Table 7.10.1: 25 Most Requested Soft Skills in Cambridgeshire and Peterborough Job Postings, Oct-19-Sep-24**

Analytical/ Creative Skills	Interpersonal Skills	Self-Management Skills	Leadership Skills	Knowledge Transfer Skills
Detail Oriented	Communication	Planning	Management	Teaching
Research	Customer Service	Operations	Leadership	Mentorship
Problem Solving	Sales	Self-Motivation		Coaching
Innovation	Interpersonal Communications	Organisational Skills		
Decision Making	Teamwork	Enthusiasm		
	Presentations	Time Management		
	Influencing	Willingness To Learn		
	Verbal Communication			

Source: Lightcast

**COMMUNICATION IS A 'TOP THREE SOFT SKILL' ACROSS ALL OCCUPATIONS, INDUSTRIES AND LOCATIONS**

**Soft skills by occupation:** Analysis of the top three soft skills requested across different types of occupations highlights the importance of Communication skills: this was a top three soft skill for every occupation. Management was also a top three skill in 19 of the 25 occupations.

**Soft skills by industry:** Communication also featured as a top three soft skill within all industry sectors, with Management featuring as a top soft skill in 14 of the 19 sectors, and Customer Service in 13. Other skills featuring within the top three soft skills by industry included:

- Detail Orientated in Agriculture
- Leadership in Manufacturing and Health and Social Work Activities
- Operations in Electricity, Gas, Steam and Air Conditioning Supply
- Sales in Wholesale and Retail Trade and Real Estate
- Research in Agriculture and Education
- Planning in Public Administration
- Teaching in Education

**Soft skills by location:** The ranking of various soft skills differs slightly by local authority area, due to their different industry and occupational profiles, but there are many commonalities. Communication, Management and Customer Service were the top three soft skills in all areas.

Common skills featuring within the top 10 soft skills for all areas included:

- Analytical/Creative Skills: Detail Orientated and Problem Solving
- Interpersonal Skills: Communication, Customer Service and Sales
- Self-Management Skills: Planning
- Leadership Skills: Management and Leadership

Common skills that were more localised included:

- Research in Cambridge
- Organisational Skills in East Cambridgeshire and South Cambridgeshire
- Self-Motivation in Huntingdonshire and Peterborough
- Teaching in East Cambridgeshire and Fenland.

**Table 7.10.2: Top Three Soft Skills by Occupation, Cambridgeshire and Peterborough Job Postings, Oct-19-Sep-24**

Occupation	Top Three Soft Skills
<b>Managers, Directors and Senior Officials</b>	
Corporate Managers and Directors	Management, Communication, Sales
Other Managers and Proprietors	Management, Communication, Customer Service
<b>Professional Occupations</b>	
Science, Research, Engineering and Technology Professionals	Communication, Research, Management
Health Professionals	Communication, Management, Research
Teaching and Educational Professionals	Teaching, Communication, Management
Business, Media and Public Service Professionals	Communication, Management, Planning
<b>Associate Professional Occupations</b>	
Science, Engineering and Technology Associate Professionals	Communication, Customer Service, Management
Health and Social Care Associate Professionals	Communication, Management, Teaching
Protective Service Occupations	Communication, Leadership, Management
Culture, Media and Sports Occupations	Communication, Management, Detailed Orientated
Business and Public Service Associate Professionals	Communication, Management, Sales
Administrative Occupations	Communication, Detail Orientated, Customer Service
Secretarial and Related Occupations	Communication, Management, Customer Service
<b>Skilled Trades Occupations</b>	
Skilled Agricultural and Related Trades	Communication, Management, Customer Service
Skilled Metal, Electrical and Electronic Trades	Communication, Customer Service, Detailed Orientated
Skilled Construction and Building Trades	Communication, Management, Customer Service
Textiles, Printing and Other Skilled Trades	Communication, Management, Customer Service
<b>Caring, Leisure and Other Service Occupations</b>	
Caring Personal Service Occupations	Communication, Teaching, Management
Leisure, Travel and Related Personal Service Occupations	Communication, Customer Service, Management
<b>Sales and Customer Service Occupations</b>	
Sales Occupations	Sales, Customer Service, Communication
Customer Service Occupations	Customer Service, Communication, Sales
<b>Process, Plant and Machine Operatives</b>	
Process, Plant and Machine Operatives	Communication, Detail Orientated, Management
Transport and Mobile Machine Drivers and Operatives	Communication, Customer Service, Detail Orientated
<b>Elementary Trades</b>	
Elementary Trades and Related Occupations	Communication, Detail Orientated, Management
Elementary Administration and Service Occupations	Communication, Customer Service, Detail Orientated

Source: *Lightcast and Annual Population Survey, Office for National Statistics*

**Table 7.10.3: Top Three Soft Skills by Industry, Cambridgeshire and Peterborough Job Postings, Oct-19-Sep-24**

Industry	Top Three Soft Skills
Agriculture, Forestry and Fishing	Communication, Detail Orientated, Research
Mining and Quarrying	Customer Service, Communication, Management
Manufacturing	Communication, Management, Leadership
Electricity, Gas, Steam and Air Conditioning	Communication, Operations, Customer Service
Water, Sewerage, Waste Management	Communication, Management, Customer Service
Construction	Communication, Management, Customer Service
Wholesale and Retail Trade	Customer Service, Sales, Communication
Transportation and Storage	Communication, Management, Customer Service
Accommodation and Food Service Activities	Customer Service, Communication, Management
Information and Communication	Communication, Management, Customer Service
Financial and Insurance Activities	Communication, Management, Customer Service
Real Estate Activities	Communication, Customer Service, Sales
Professional, Scientific and Technical Activities	Communication, Management, Customer Service
Administrative and Support Service Activities	Communication, Management, Customer Service
Public Administration and Defence	Communication, Management, Planning
Education	Research, Communication, Teaching
Health and Social Work Activities	Communication, Management, Leadership
Arts, Entertainment and Recreation	Communication, Customer Service, Management
Other Service Activities	Communication, Customer Service, Management

Source: Lightcast and Business Register and Employment Survey, Office for National Statistics

**Table 7.10.4: Top 10 Soft Skills by Cambridgeshire and Peterborough Local Authority Areas, Job Postings, Oct-19-Sep-24**

	Cambridge	East Cambridgeshire	Fenland	Huntingdonshire	Peterborough	South Cambridgeshire
<b>Analytical/Creative Skills</b>						
Research	4	-	-	-	-	-
Detail Oriented	6	4	5	4	5	4
Problem Solving	9	8	9	9	8	7
<b>Interpersonal Skills</b>						
Communication	1	1	1	1	1	1
Customer Service	3	3	3	3	3	3
Sales	5	5	6	5	4	5
<b>Self-Management Skills</b>						
Planning	7	7	7	6	6	6
Operations	10	-	10	10	10	10
Organisational Skills	-	10	-	-	-	9
Self-Motivation	-	-	-	8	9	-
<b>Leadership Skills</b>						
Management	2	2	2	2	2	2
Leadership	8	9	8	7	7	8
<b>Knowledge Transfer Skills</b>						
Teaching	-	6	4	-	-	-

Source: Lightcast