

## FOOD AND DRINK MANUFACTURING

A rich heritage in food and drink in Shropshire means the sector offers a wide range of careers across a variety of settings - from production and packaging to testing and transporting. Many of the new roles will be for managers and professionals including social responsibility and sustainability.



Over one third of the 400,000 strong workforce is due to retire by 2020

Around **87,000 graduate engineering jobs** are available in the sector every year

Over **109,000 new skilled recruits** are required by the food and drink industry by 2024



### COMPANIES IN THE AREA

Large and valued companies in the area include:

**Orchard Valley Foods • Cold Move • Kerry Group • Arla • Dairy Crest • Müller • Palethorpes (Pork Farms) • Ornuva Ingredients • Ludlow Food Centre • Grocontinental • Alcontrol Laboratories • Culina Group**



### FUTURE TRENDS

This one of the most technologically advanced sectors in the UK, especially on production lines and in the growing of crops (agri-tech) meaning plenty of jobs for engineers and technicians.

There are also roles for creatives, scientists, innovators and managers as new solutions and materials are developed. We can also expect environmental issues to play an increasingly bigger part in the future of the sector.



### THE LOCAL PICTURE

Our strengths include:

**dairy • meat • confectionery • fruit and veg • fresh and frozen products • storage and distribution**

The wide range of food produced in the area means that there are small-scale opportunities in this sector as well as roles within large companies. The Ludlow Food Festival showcases the area's reputation for celebrating high quality food and there are plenty of smaller food festivals and local farmer's markets where local food and drink producers can tap into both local and visitor trade.

Linked to the sector is a well-established supply chain in food packaging, equipment manufacturing, materials innovation development and specialist storage and logistics services providing a host of interesting careers.

Jobs in demand:

**food technologist • chocolatier • marketing professional • quality technician • design engineer • cheese maker • microbial scientist • production planner • environmental technologist • butcher • machinery and equipment technician • line manager**



## SKILLS AND QUALITIES

Some employers report that they struggle to find people with the right people or personal skills. In food and drink manufacturing, employers are particularly looking for:

- |                                  |             |
|----------------------------------|-------------|
| Communication                    | Maths       |
| Problem solving                  | ICT         |
| Team working                     | Reliability |
| Business knowledge               | Innovation  |
| Leadership and management skills | Design      |
| Presentation skills              | Languages   |
| Creativity                       |             |



## WHAT COULD YOU EARN?

These are the average salaries you might expect to earn in food and drink manufacturing\*

Food production operative	£18,450	Quality assurance technician	£25,700
Butcher	£19,250	Production technician	£29,550
Agricultural worker	£21,250	Biological scientist	£36,850
Farmer	£25,900	Production engineer	£38,650



## GETTING IN

There are so many different types of jobs in food and drink that your pathway will depend on where you're heading or you could start out and see where it takes you! Many companies offer apprenticeships and others will be looking for graduates who can come up with new ideas or can manage people and production processes. You could consider becoming a technician, or choose a business role such as admin or marketing. Other openings will be for graduates with science qualifications.

Many of the local colleges, universities and training centres - such as Harper Adams University which specialises in agri-tech – offer courses and training to support this important local sector. And if you fancy going it alone and setting up your own business, the Shropshire Food Enterprise Centre provides facilities and business support.



## FINDING OUT MORE

- [www.tastycareers.org.uk](http://www.tastycareers.org.uk)
- [www.brightcrop.org.uk](http://www.brightcrop.org.uk)
- [www.tastesuccess.co.uk](http://www.tastesuccess.co.uk)
- [www.lantra.co.uk](http://www.lantra.co.uk)
- [www.growcareers.info](http://www.growcareers.info)
- [www.edge.careers](http://www.edge.careers)

\*Annual Survey of Hours and Earnings median salary rounded to nearest £50

## TRANSPORT AND LOGISTICS

The transport and logistics sector plays a major role in the UK and global economy. Areas of work include supply chain management, passenger transport, traffic management, transport planning and the movement and supply of goods such as warehousing, road, rail, maritime and air transport.



**Around 1.2 million workers** in ports, transport and logistics will be needed by 2022<sup>1</sup>

There are shortages of people to work in **ICT, warehouse management, customer service and LGV driving.**

**HS2 will also create thousands of jobs in the Midlands** across a range of roles.



### COMPANIES IN THE AREA

Large and valued companies in the area include:

**Royal Mail • Culina Group • RAF • Grocontinental • Wincanton • Dairy Crest • Cold Move • Kuehne + Nagel**



### FUTURE TRENDS

This is a fast-paced sector when it comes to new technology.

**GPS tracking • electronic signature scanners • and advanced online operations • robotic warehouse pickers • e-retail • drone deliveries • driverless technologies**

Technology could all have an impact on lower level roles in particular in the future and at the same time, more roles are becoming multi-skilled - there will be opportunities for those with digital and management skills.



### THE LOCAL PICTURE

Across Shropshire and the surrounding areas most people who work in this sector are involved in warehousing, storage and transport by road.

A new military logistics complex near Telford (MoD Donnington) which provides supplies for servicemen and women officers based at home and abroad is expected to create new jobs within the supply chain in the local area.

#### How many people are employed in transport and storage in Shropshire?<sup>2</sup>

Approximately 9,000 people are employed in this sector. That's around 8% of all jobs and higher than the UK average.

<sup>1</sup>Gov.UK

<sup>2</sup>Business Register of Employment Survey 2015 rounded figures



## SKILLS AND QUALITIES

Some employers report that they struggle to find candidates with the right personal and people skills. In transport and logistics, employers are particularly looking for:

Problem solving  
Communication  
Team working  
Customer service  
Maths  
Attention to detail  
ICT

Planning and organisation  
Leadership  
Reliability  
Business knowledge  
Initiative  
Innovation  
Negotiation skills



## WHAT COULD YOU EARN?

These are the average salaries you might expect to earn in transport and logistics\*

Fork lift truck driver	£21,150	Storage and warehouse manager	£30,150
Postal worker	£24,670	Distribution manager	£37,450
Large goods vehicle driver	£27,950	Ship's officer	£38,400 <sup>#</sup>
Importer/exporter	£29,500 <sup>#</sup>	Aircraft pilot	£86,850 <sup>#</sup>



## GETTING IN

There are roles at all levels including apprenticeship programmes and opportunities for graduates such as management roles. The industry's skills shortages will partly be met through the creation of 30,000 new road and rail apprenticeships by 2020<sup>3</sup>. National examples include Highways England and HS2 which are currently looking to train new apprentices and graduates to work on large infrastructure projects across the UK including the West Midlands.

For jobs such as LGV driver, there are usually minimum age requirements but there are several routes to obtaining a licence for this shortage area including an apprenticeship, trainee role with a company or through a private training provider.



## FINDING OUT MORE

[www.ciltuk.org.uk/Careers/CareersInformation](http://www.ciltuk.org.uk/Careers/CareersInformation)  
<https://recruitment.highways.gov.uk>  
<http://careers.hs2.org.uk>  
[www.raf.mod.uk/recruitment](http://www.raf.mod.uk/recruitment)  
[www.careersatsea.org](http://www.careersatsea.org)

<sup>3</sup>Gov.UK

\*Annual Survey of Hours and Earnings median salary rounded to nearest £50

<sup>#</sup>Estimate from mean salary

## ADVANCED MANUFACTURING AND ENGINEERING

Engineering and manufacturing plays a vital role in the UK economy and its future but despite there being lots of opportunities, the sector is struggling to recruit people to roles in areas such as engineering and technician work.



**182,000** people with engineering skills needed in the UK each year to 2022<sup>1</sup>

More **women** needed - only 9% of the engineering workforce is female<sup>2</sup>

HS2 will create **thousands of local jobs** in this sector – both directly and in the supply chain

More jobs will be **highly skilled jobs**

**20,000** predicted shortfall of engineering graduates every year



### COMPANIES IN THE AREA

Large and valued companies in the area include:

Caterpillar • Bridgnorth Aluminium • Smithers Rapra • Stadco • Grainger and Worrall • Doncasters Group • Fullwood • BAE Systems • Cedo UK • Classic Motor Cars ...and close-by Jaguar Land Rover

But there are many more smaller employers offering a broad range of careers.



### FUTURE TRENDS

The sector is becoming more hi-tech and the UK is playing its part in leading the way in innovation and cutting-edge technology. This means employers are on the look-out for people with: **STEM qualifications • creative talent • problem solving skills • digital skills**

These are all areas where innovation will create new roles:

**robotics • cyber security • biomedical technology • telecommunications and satellites • driverless vehicles • smart energy • agri-tech • low-carbon technology**



### THE LOCAL PICTURE

In Shropshire, our strengths include:

**automotive • machinery and equipment manufacturing • metals and polymers (such as plastics) • food and drink production**

We are also becoming a UK leader in developing agricultural technologies to help better growing of food and we can expect to see more jobs in low carbon – or 'green collar' -industries such as alternative fuel vehicles and sustainable energy.

**How many people are employed in a manufacturing job in our area?**

More than 11,000 people are employed in manufacturing in Shropshire<sup>3</sup> – that's around 10% of all employment which is slightly higher than the UK average.

<sup>1</sup>Engineering UK

<sup>2</sup>WES

<sup>3</sup>Business Register of Employment Survey 2015



## SKILLS AND QUALITIES

Some employers report that they struggle to find candidates with the right personal and people skills. In engineering and manufacturing, employers are particularly looking for:

- Communication
- Problem solving
- Maths
- Creative thinking
- Leadership and management
- Advanced ICT and digital skills
- Design
- Attention to detail
- Languages
- Teamwork



## WHAT COULD YOU EARN?

These are the average salaries you might expect to earn in manufacturing and engineering\*

Metal working machine operative	£21,350	Engineering technician	£35,050
Plastics process operative	£22,450	Design engineer	£39,150
Production technician	£26,300	Electronics engineer	£46,500
Motor vehicle assembler	£31,950	Mechanical engineer	£41,750



## GETTING IN

As well as the BTECs, HNC/Ds or a degree route, higher and degree apprenticeships will play a larger part in training the engineers of the future allowing an employer to train somebody up while working in partnership with a higher education institution. There's no age cut off for starting an apprenticeship and nor is there one set route - it's possible to switch between qualification and training pathways depending on your starting point.

**Types of apprenticeships include:** rail engineering operative, welder, composites technician, aviation maintenance mechanic and nuclear technician.

Many of the colleges and universities in the West Midlands and local training centres such as the In-Comm Training Academy offer courses which match the jobs available in the area.



## FINDING OUT MORE

- [www.semta.org.uk/careers](http://www.semta.org.uk/careers)
- [www.tomorrowseengineers.org.uk](http://www.tomorrowseengineers.org.uk)
- [www.futuremorph.org/my-future-finder](http://www.futuremorph.org/my-future-finder)
- [www.wisecampaign.org.uk](http://www.wisecampaign.org.uk)
- [www.engineeringuk.com/research](http://www.engineeringuk.com/research)

\*Annual Survey of Hours and Earnings median salary rounded to nearest £50

## HEALTH AND CARE

Within health there are two different types of role – frontline jobs which involve direct contact with patients and support roles which are vital to keeping the service running. With over 350 different careers in the NHS it's worth researching the full range of jobs on offer as the places of work and skills required can be quite different.

Social care is about providing care for people so that they can keep a sense of wellbeing and independence for as long as possible. There's a growing demand for people to support and care for others, whether in a residential care setting, day centre or in their own home.



24,000 nursing vacancies and growing

It's estimated that **one in three babies born after 2013 will live to be 100 years old!**<sup>1</sup>

The number of **social care jobs** is expected to **increase by 18%** (275,000 jobs) by 2025<sup>2</sup>.



### COMPANIES IN THE AREA

Local employers in the area include:

Royal Shrewsbury Hospital • Shropshire Community Health NHS Trust • Allied Healthcare • Nuffield Health • Shropdoc • Shropshire Mental Health Trust



### FUTURE TRENDS

New technologies and discoveries are creating new job areas in health and social care:

patient monitoring • personal diagnostics • robotics • assistive technology • genomic medicine • bioscience • use of apps • genetic research • anti-microbial resistance

For all of these areas of work there will be support roles such as lab technician and administrative work as well as a demand for people with high level qualifications.

**ICT, digital and information specialists** are also needed to help manage patient data, develop the IT infrastructure and keep it secure, improve mobile communications and manage clinical information.



### THE LOCAL PICTURE

In Shropshire, like other areas of the UK, the number of new jobs in personal services (care) will grow year on year.

#### How many people are employed in health and care in our area?

Around 17,000<sup>3</sup> people are employed in health and care in Shropshire around. That's around 15% of all jobs and slightly higher than the UK average.

<sup>1</sup>Office for National Statistics

<sup>2</sup>Skills for Care

<sup>3</sup>Business Register of Employment Survey 2015



## SKILLS AND QUALITIES

Some employers report that they struggle to find candidates with the right personal and people skills. In health and care, employers are particularly looking for:

- Communication
- Team working
- Problem solving
- Customer care
- Calm under pressure
- Planning and organisation
- Initiative
- Negotiating
- Compassion
- ICT
- Flexible



## WHAT COULD YOU EARN?

These are the average salaries you might expect to earn in health and care\*

Care worker	£16,877	Social worker	£33,317
Dental nurse	£17,300	Midwife	£36,250
Lab technician	£20,700	Biological scientist	£36,850
Medical secretary	£21,400	Pharmacist	£42,200
Nurse	£31,950	Doctor	£74,900



## GETTING IN

The wide variety of roles in health and care means there are pathways to suit young people, those who want a career change and also for those who wish to return to a health career after a long break. For most jobs in medicine you'll need a degree and sometimes postgraduate qualifications but from September 2017 degree-level apprenticeships will be an option for getting into nursing.

Apprenticeships at different levels are also available for roles such as healthcare assistant, care home manager, lab technician, occupational therapy assistant and care worker. Continuing to study science, technology, engineering or maths (STEM) subjects will open up more opportunities in medicine and health care.

If you're considering a career in social work, you'll soon be able to qualify through a degree apprenticeship.



## FINDING OUT MORE

[www.healthcareers.nhs.uk](http://www.healthcareers.nhs.uk)  
[www.skillsforcare.org.uk/Careers-in-care](http://www.skillsforcare.org.uk/Careers-in-care)  
[www.wanttobeadoctor.co.uk](http://www.wanttobeadoctor.co.uk)

\*Annual Survey of Hours and Earnings median salary rounded to nearest £50

\*\*\*NMDS-SC

## CONSTRUCTION

The demand for construction workers over the next five years is expected to grow, and both infrastructure (such as road and rail links) and house building should return to levels seen 10 years ago. HS2 will bring a construction jobs boom to the region and there will be new opportunities for those already working in the industry as well as new entrants.



**2,800 people** needed each year to 2021 in the West Midlands<sup>1</sup>

More **women** needed - only 14% of the engineering workforce is female<sup>2</sup>

**30,000 apprenticeships** in roads and rail in the UK by 2020 as part of the Transport Infrastructure Skills Strategy

HS2 could create **25,000 jobs** in construction



### IN DEMAND

Jobs in demand in the West Midlands include<sup>4</sup>:

Carpenters and joiners • Electricians • Bricklayers • Steel erectors and structural fabrication • Construction process managers • Labourers



### FUTURE TRENDS

As well as skilled trades such as bricklaying, carpentry and scaffolding, those with computing, design and engineering skills will be in high demand. There will be new roles around low carbon and sustainability – building with the environment in mind – as energy-saving homes made from new materials and techniques call for installation and maintenance skills.

We could see greater use of 3D modelling and printing in the design and production of buildings, structures and their parts. Drone operators will help to survey the land and tall structures, and virtual reality will help us to imagine the buildings of the future.

robotics engineering • 3D visualisation • virtual reality design • drone technology • materials innovation • energy efficiency • research and development • offsite construction



### THE LOCAL PICTURE

As well as technology creating new roles, there are opportunities for skilled craft workers in the built heritage sector to help preserve old buildings in our local area. And don't overlook an office role either - IT, HR, finance - these are all important for the smooth functioning of a business.

#### How many people are employed in construction in our area?

Around 8,000 people in Shropshire<sup>3</sup> are employed in construction which is about 7% - a larger share than the UK average. However, around 40% of people working in this sector work for themselves.

<sup>1</sup> CITB <sup>2</sup> CITB <sup>3</sup> Business Register of Employment Survey 2015 <sup>4</sup> CITB



## SKILLS AND QUALITIES

Some employers report that they struggle to find candidates with the right personal and people skills. In construction, employers are particularly looking for:

Problem solving  
Communication  
Teamwork  
Maths  
Attention to detail

ICT  
Planning and organisation  
Leadership and management  
Reliability



## WHAT COULD YOU EARN?

These are the average salaries you might expect to earn in construction\*

Painter and decorator	£23,450	Scaffolder	£32,150
Bricklayer	£24,650	Electrician	£30,750
Carpenter or joiner	£25,700	Architect	£36,450
Plumbing / heating and ventilation engineer	£28,550	Civil engineer	£40,850



## GETTING IN

There are often several routes into a job in construction. For some roles, such as architect, employers will be looking for graduates but there are other pathways depending on your situation. There's no age limit on starting an apprenticeship and you can pick up this route at intermediate, advanced, higher or degree level. The website [www.goconstruct.org](http://www.goconstruct.org) has some really useful information for people who are considering switching career to the construction industry with advice on how to make the most of the skills you already have.



## FINDING OUT MORE

[www.goconstruct.org](http://www.goconstruct.org)  
[www.the-nhtg.org.uk](http://www.the-nhtg.org.uk)  
[www.architecture.com](http://www.architecture.com)

\*Annual Survey of Hours and Earnings median salary rounded to nearest £50

## FINANCE, BUSINESS AND LEGAL SERVICES

With the UK home to more multinational company headquarters than anywhere else in the world, there are plenty of job opportunities and the sector is predicted to grow strongly, especially the number of professional roles.

Employers are seeking graduates with experience of the workplace for business management and consultancy roles. Competition to practice law is very high and there's a growing demand for those experienced in English law to work overseas.



### IN DEMAND

Sales and customer service roles • HR (human resources) managers • Actuaries • Legal professionals • ICT experts • Accountants • Data analysts • Business intelligence specialists • Management consultants • Cyber security experts • Digital marketing specialists



### FUTURE TRENDS

Technology is constantly changing work in this sector. Artificial intelligence (AI), cyber security, big data management, ecommerce, Fintech and environmental accounting are all predicted to grow over the next few years.

Some of the more routine tasks in financial and legal services are starting to be done by AI which means that the work done by people in some of those jobs will change or disappear.

The Fintech sector, one of the UK's fastest growing sectors which looks to develop the technology with which we pay for goods and services and move money around, is facing a skills shortage and needs people with ICT and digital skills.



### THE LOCAL PICTURE

In Shropshire, business services combined – from lawyers and accountants to ICT, marketing, HR and sales as well as management and other consultants – make up one of the largest employment sectors. And like other areas, the sector here is set to grow – predictions say by as much as 28% - as companies choose to locate to places where they can offer employees a better work-life balance.

#### How many people are employed in these sectors in our area?

Around 5,000 people in Shropshire are employed in business administration and support; another 1,250 people in the finance and insurance industries, and another 2,000 work in property<sup>1</sup>.

#### Large and valued companies in the area:

As well as big high street names such as Barclays, Halifax, HSBC and Lloyds, there are many small to medium enterprises (SMEs) employing between one and 249 people offering a range of jobs in business consultancy, finance and law.

<sup>1</sup> Business Register of Employment Survey 2015 rounded figures



## SKILLS AND QUALITIES

Some employers report that they struggle to find candidates with the right personal and people skills. In business, finance and legal services employers are particularly looking for:

Communication  
Problem solving  
Maths  
English  
Business knowledge  
Leadership  
Customer awareness  
ICT

Languages  
Analytical skills  
Presentation skills  
Negotiating  
Team working  
Initiative  
Calm under pressure



## WHAT COULD YOU EARN?

These are the average salaries you might expect to earn in the finance, business and legal sectors.\*

Contact centre worker	£17,650	Human resources officer	£28,950
Sales administrator	£20,450	Investment analyst	£34,700
Pensions clerk	£21,600	Financial accounts manager	£37,300
Finance officer	£24,500	Chartered accountant	£38,400
Legal associate professional	£27,200	Solicitor	£41,850
Customer service manager	£27,400	IT systems architect	£44,850



## GETTING IN

Local university centres, colleges and training providers offer different routes into careers in this sector including degrees, NVQs and apprenticeships. Most large companies have graduate schemes and many also have apprenticeship and school leaver programmes.

There are several routes into the legal professions including a law degree, law conversion course after a non-related degree, or a work-based route.

Some smaller employers are looking for people with a broad range of business skills such as HR, finance, information management and legal knowledge.



## FINDING OUT MORE

[www.discoverrisk.co.uk](http://www.discoverrisk.co.uk)  
[www.allaboutlaw.co.uk/law-careers](http://www.allaboutlaw.co.uk/law-careers)  
[www.prospects.ac.uk/jobs-and-work-experience/job-sectors](http://www.prospects.ac.uk/jobs-and-work-experience/job-sectors)  
[www.icould.com/stories/job-types](http://www.icould.com/stories/job-types)

\*Annual Survey of Hours and Earnings median salary rounded to nearest