

Elevate Me Slough



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Employment in Slough 2015

Overview

Overview of the Slough Economy

Slough is located in the east of Berkshire, just west of London. Although a vibrant and growing economy, Slough is not in itself a very self contained economy - just 43% of employed people from Slough also work there, with significant outflows of people travelling to work in London (particularly the Heathrow area) and surrounding areas.

Similarly, businesses in Slough attract workers from a wide area - just 38% of jobs in Slough are filled by local residents. This suggests that there is something of a mismatch between the skills required by Slough's businesses and those available among local residents.

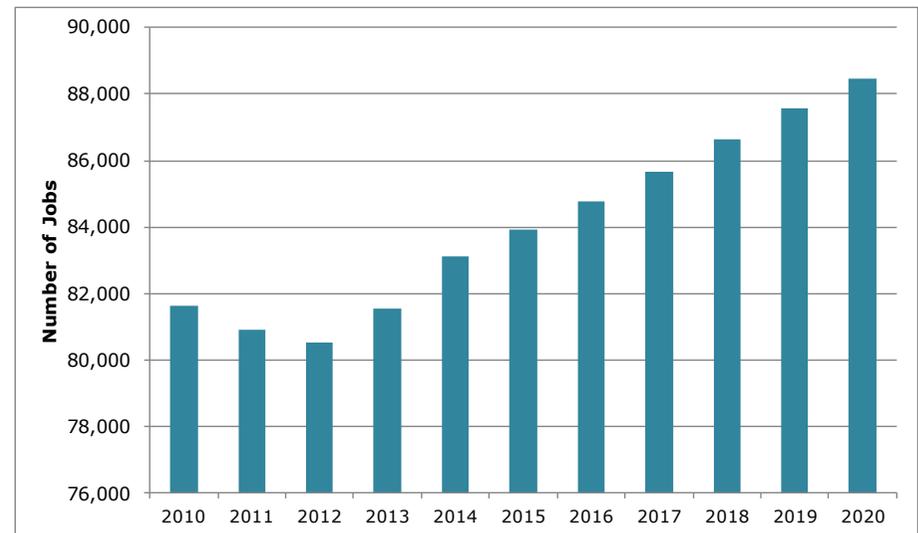
It is hoped that this series of sector level reports can provide more detail and clarity about different aspects of Slough's economy that local people can benefit from.

A growing economy

Employment levels in Slough have been increasing since the end of the recession - in 2015, there were around 84,000 jobs in across the Slough economy.

Between 2015 and 2020 forecasts suggest that overall employment levels will continue to increase, by approximately 5% equating to the creation of approximately 4,500 additional jobs.

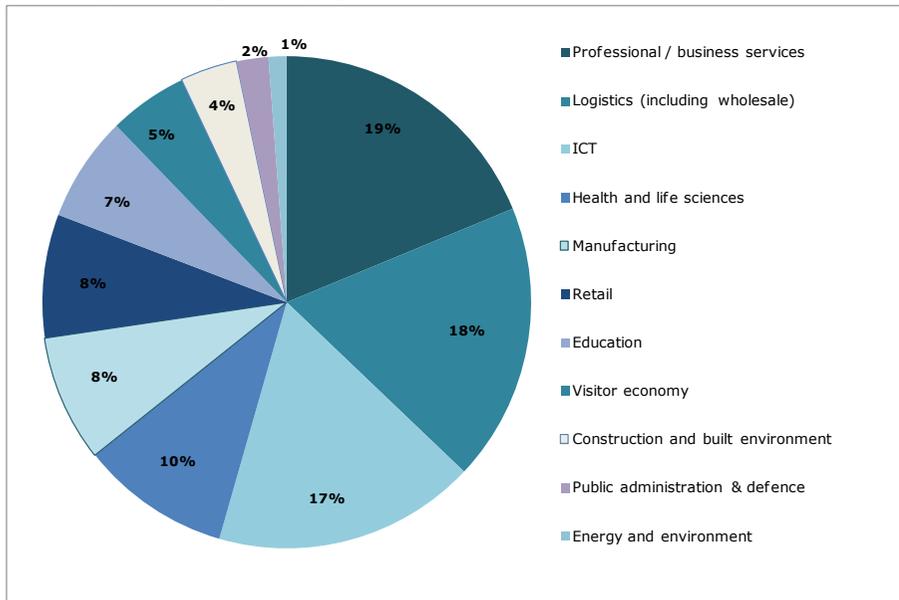
Jobs in Slough, 2010 - 2020



What are the largest sectors locally?

The largest industrial sectors by employment in Slough are Professional / business services, Logistics (including wholesale) and ICT, between them accounting for more than half of all jobs in the area (54%). Despite long-term decline in importance, the manufacturing sector is still significant in Slough, employing almost 7,000 people (8% of the total).

Jobs by Sector, Slough, 2015

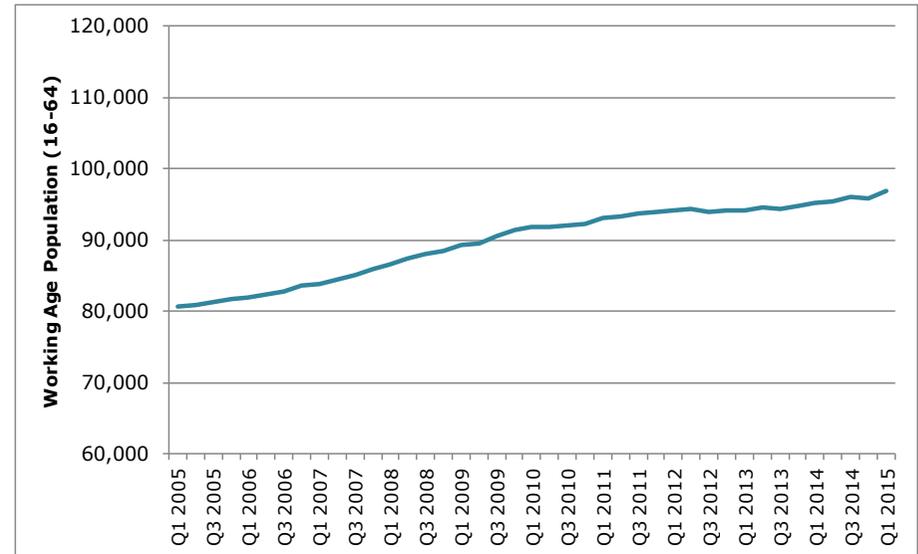


An improving labour market

An increasing working age population is an important aspect of an economy, as it needs to provide a sufficient size of workforce to accommodate economic and employment growth. Slough's working age population (aged 16-64) was estimated at 96,800

people in the first quarter of 2015. There have been steady increases in this number over the last 10 years - from 2005 to 2013, the working age population increased by 20%. The Office for National Statistics (ONS) projects that the working age population in Slough will rise by a further 10% between 2015 and 2025, an additional 9,500 people.

Working Age Population, Slough, 2005 - 2015



Employment Rate

The proportion of the working age population in employment is a useful indicator of the health of a local economy and its ability to provide jobs for local people. At 71.6%, Slough has a relatively low employment rate compared to other parts of the Thames Valley Berkshire area, and is also lower than the average for England (72.9%).

The recession that began in 2008 had a disproportionate impact upon younger people, which a bigger than average fall in the employment rate among 16-24 year olds.

Vacancies

For the year to date (1st January to 14th October 2015), there had been a total of 22,657 vacancies advertised for jobs in Slough, higher than the 17,422 advertised across the whole of 2014.

There has been an increase in the number of vacancies advertised locally across all occupations, but the majority of vacancies (around two thirds) have been in higher level occupations (managerial, professional and technical), that often require qualifications at Level 4 or above.

The Labour Market for Young People

Youth employment by occupation

The 2011 Census showed that nearly half (44%) of young people (aged 16 to 24) employed in Slough work in either Sales & Customer Service (24%) or Elementary Occupations (20%). Of all workers in Sales & Customer Service, 31% are aged 16-24, and 15% of those in Elementary Occupations. This is not overly surprising for people at early stages in their working lives, or in part-time employment while completing their education.

Youth Unemployment (economically active 16-24 year olds not in work)

The number of unemployed young people in Slough was estimated to be around 8,600 in the first quarter of 2015, a relatively high rate of 18.3% compared to other parts of Berkshire, and also compared with a rate of 5.9% for the working age population as a whole. There has been some improvement in the youth

unemployment rate recently – it reached a peak of 26.3% in Slough in 2014 (10,500 young people), but the rate remains significantly higher than pre-recession levels (just under 10%).

NEETS (young people, aged 16-18, not in education, employment or training)

At the end of 2014, there were around 200 16-18 year old NEETs in Slough (4%) of the total 16-18 population, with a further 9% whose activity was unknown. This was a significant improvement compared to the 2013, when there were 280 16-18 year old NEETs in Slough (6.1%).

Skills in the Labour Force

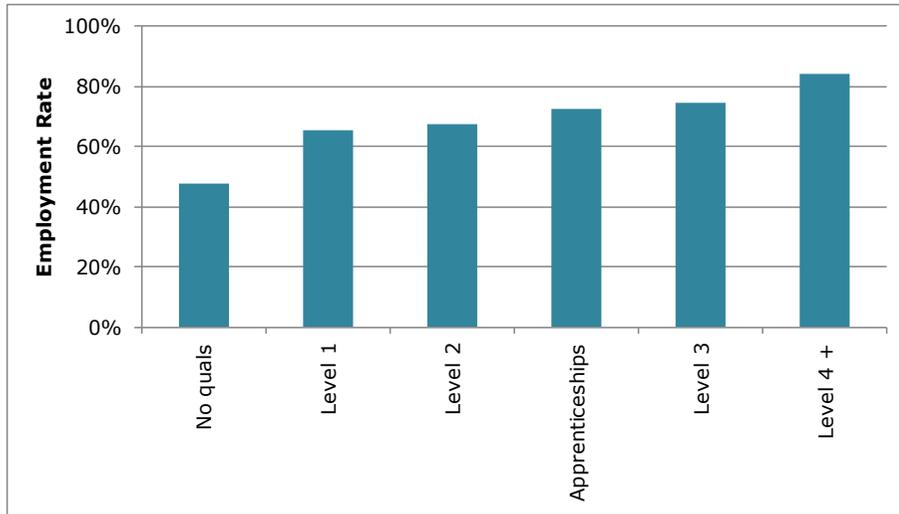
Qualification levels amongst the working age population are a useful proxy measure of workforce skills, which is an important determinant of a local economy’s strength and potential for growth. There has been a long-term trend for an increasingly well qualified workforce, although Slough is lagging behind England as a whole, and the gap has widened slightly in recent years.

Workforce Qualifications, Slough vs England

	% qualified to NVQ4 (degree level) or above		% without any qualifications	
	Slough	England	Slough	England
2009	28.1%	29.6%	11.2%	12.1%
2014	34.0%	35.7%	9.9%	8.6%

The table below shows employment rates by qualification level in Slough, and provides strong evidence of the link between qualifications and employability – the higher the qualification people have, the more likely they are to be employed.

Employment Rates by Highest Qualification, Slough, 2011



Employment forecasts consistently predict that demand for labour will shift more and more towards higher skilled jobs, requiring a mix of higher level qualifications and transferrable skills than can be used in a variety of workplace situations.

Data Sources

1. Employment figures and forecasts have been produced using the EMSI Analyst tool which used Office for National Statistics data from the Annual Population Survey 2014 and the Business Register and Employment Survey 2013.
2. Real time vacancy data is sourced from Labour Insight (Burning Glass Technologies), and is based on vacancies posted online between 1st January and 1st September 2015.



Access to locally-informed and easy-to understand labour market intelligence is a key component of providing good quality careers information to young people, to assist them in making choices about what to do when they reach the end of their compulsory schooling. This series of sector-based reports brings together a range of employment and jobs data about the local economy, and is aimed at providing a resource to support all employability and careers professionals working in the Slough area.

Employment in Slough 2015 aims to help individuals by giving them locally targeted information about the likely levels of demand for different types of work, common skills requirements and sources of learning to pursue qualifications relevant to each sector. Hopefully these reports will help people make better informed choices relating to work and learning, that will enable them to secure the careers they want within a growing and diverse economy.

For further information or support, contact **Elevate Me Slough**

Email: elevate@slough.gov.uk

Website: <http://slough.elevateme.org.uk/contact.htm>

Tel: 01753 875510 (Slough Young People's Service)

or

Employment & Learning Advice Service (Slough Borough Council)

Email: ela@slough.gov.uk

Website: www.slough.gov.uk/jobs/employment-and-learning-advice.aspx

Tel: 01753 476622 or 01753 476611

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Crews Associates

The logo for Crews Associates features the word "Crews" in a bold, dark green font above the word "Associates" in a lighter green font. To the right of the text is a circular graphic composed of concentric, glowing green rings.

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