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# Careers

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## Career Paths

Draw or list your own career path

Include your part-time jobs at school, college, Uni etc

How many job titles?

How many careers?

Was your path linear?



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# Media messages

## Job Insecurity

Gig economy preying on people

You will have 3-7 career changes

The jobs of the future haven't been invented yet

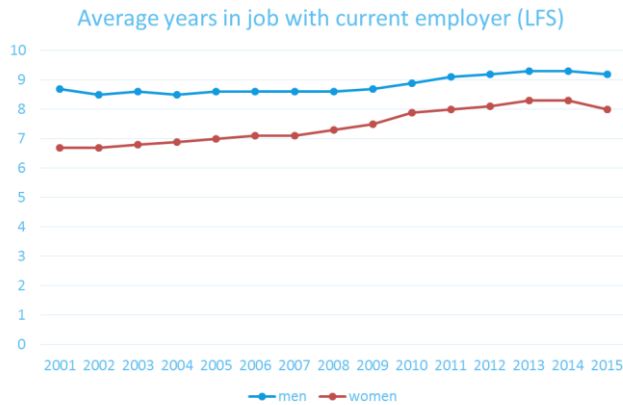


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# Job Insecurity



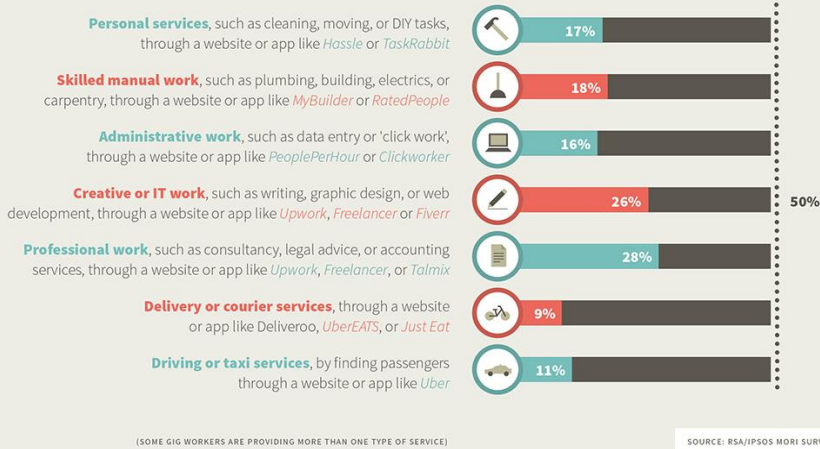
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## Gig Economy

### BREAKDOWN OF SERVICES PROVIDED BY GIG WORKERS



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## Number of career changes

"Career change statistics suggest that the average person will be making a career change approximately 5-7 times during their working life." careers-adviceonline.com (amongst many others)

"Experts like to talk about how often people change careers during their lifetimes. This figure usually ranges from between three and seven times. Where does this information come from? The experts attribute it to data collected by the US Department of Labor (DOL)... The DOL doesn't keep track of the number of career changes individuals make... The information those experts cite isn't actually real." Dawn Rosenberg McKay, 2017

Are we empowering or discouraging our young people?

Would it be better to say "you need to be adaptable and keep learning"?

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## Jobs of the Future

- Absolutely correct from some perspectives – a dystopian future?
- Highly disputable from other perspectives
- What message does this send to young people?
- Top sectors when we left school
- Top sectors now
- Skills, attitudes, interests and enthusiasms becoming more and more important
- Probably means more artistic, creative, personal services, leisure, hospitality, tourism opportunities (but will these be “good” jobs re. security or “good” financially?)
- Will policy makers continue existing or create new expectations?

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## Jobs of the Future

- **HUGE** threat to jobs from AI / robots (machine learning and automation) e.g. HGV driving, Conveyancing, many routine and process-driven tasks – think laundry, car manufacturing

SO

- Workers will need higher level qualifications, in most sectors
- The future workforce will definitely need to be agile, motivated, resilient, eager to learn and adaptable to new tech
- Polarisation of the workforce = far fewer mid-range jobs; fewer, and probably much less secure, entry-level jobs
- Destinations at age 18 – the new school leaver?

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## Where the jobs will be

Number of jobs needed:

Sector	# jobs in 2024	# people needed by 2024
Construction	23000	10000
Culture & Leisure	28000	14000
Education	40000	16000
Engineering	28000	7000
Health & Care	58000	26000
IT & Media	15000	6000
Logistics	13000	5000
Professional & Business	58000	32000
Retail	46000	21000

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## Local outlook

- Main sectors in 1988 Vs main sectors today – any change?
- Expansion demand in Tees Valley 2015>2024= 17000 jobs  
*BUT*
- Replacement demand = 116000  
*SO*
- For every 1 new job created there are 7 people who need replacing in existing jobs (majority of these at higher levels)

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## Local outlook

2009: 16-18 year old NEET was 10.8%, Not Known was 6.2% = 17% combined

2019: 16-18 NEET is 4.3%, Not Known is 0.1% = 4.4% combined (NE average is 5.9% combined)

c.98% of the increase In Learning is accounted for by colleges: almost no rise in Apprenticeships, other training nor in employment

Improved in-year retention AND year-to-year progression

BUT although we do better at KS2, Tees Valley is still behind national achievement at 16. While we saw 29.9% of 18 year olds going into HE at 18, against a national figure of 27.9% in 2018, **by far** the greatest increase in jobs over the next ten and twenty years will be for graduates.

How can we produce, retain and attract more graduates?



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