

WELCOME TO ISSUE 45 OF C&K CAREERS NEWS!

We hope that you find this edition of C&K Careers News useful and informative. As usual, we would like to receive articles, information or your suggestions for improving C&K Careers News.

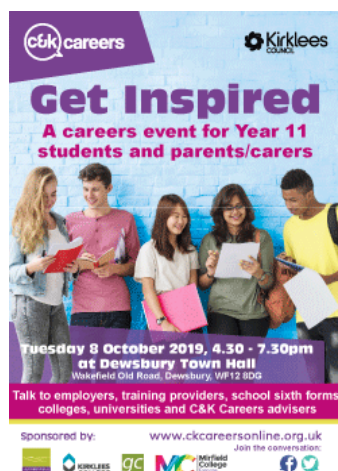
Copy deadlines are:

18 October 2019 3 January 2020 14 February 2020 3 April 2020
15 May 2020

Go to:

- Careers professional issues and policy
- Schools, colleges and education
- Employment and training

STOP PRESS...



The Kirklees Get Inspired events for Year 11 learners and their parents and carers will take place at [Dewsbury Town Hall on 8 October](#) and at the [John Smith's Stadium on 16 October](#) from 4.30pm to 7.30pm. Organised by C&K Careers in partnership with Kirklees Council, this annual event provides visitors with the opportunity to talk to and find out more about, local further education colleges, sixth form colleges, school sixth forms, training providers and employers. C&K Careers advisers will be on hand to give individual advice and guidance and there will be a series of presentations on the range of post-16 options including apprenticeships. Posters and digital images advertising the event will be sent into schools and all parents and carers will receive a letter inviting them to the event in September. Information about the event is available from the events team at C&K Careers, events@ckcareers.org.uk

The Calderdale Get Organised event for Year 11 learners and their parents and carers, will take place on Thursday 10 October at the Shay Stadium. Details are on [ckcareersonline](#)

The following information is a summary of what's happening in the region across a range of sectors. After a few years of decline, **legal and accounting** practices are expanding, particularly in Leeds but also in surrounding areas. Much of the expansion is due to existing northern companies widening services for their regional clients and southern companies opening offices in the region to be closer to their clients.

Overall [manufacturing](#) in the region has been struggling in the last nine months. The food sector is experiencing a mixed picture with companies, particularly dairy-based producers closing but some of those involved in vegan products, expanding. There has been some expansion in the industries linked to newer sectors, such as renewables and electric vehicles.

Advanced engineering – Artificial intelligence and 'edge' technology (the layer between the cloud – where all data is stored remotely – and the operational level) – is playing an increasingly important part in manufacturing, according to [Siemens](#).

Yorkshire companies are taking a lead in developing **clean energy**, for example, [ITM Power](#), the Sheffield energy storage and clean fuel company, is working on the world's largest hydrogen electrolysis plant in Germany. The Drax Group is looking at building a second carbon capture power station. Doncaster Sheffield Airport (DSA) plans to build a £2m solar farm to generate 25% of its energy needs. Byproducts from [Wensleydale Creamery](#) in Hawes will be used in Iona Capitol's Leeming Biogas plant to produce energy.

Construction is a mixed picture. There is a shortage of skills across the trades but expected growth seems to have stalled. There are some potential major construction projects planned, such as the plans for the centres of Kirklees towns and continued development in Leeds city centre. There are also plans to install 5G and superfast broadband in Kirklees.

Creative industries in the region are growing at a fast rate. The region is important in the growing games development sector, for example [WeTennis](#), the digital tennis platform developed in Leeds, has funding to expand its business. There are several important developments in the region's **film and TV** industry, including the move to Leeds of Channel 4. In nearby Hartlepool, [Tees Valley Screen](#) is being established to support those who work in film, television and moving imagery.

Mid-range **retail** brands are struggling, which is leading to store and brand closures for example, Coast, Bathstore and House of Fraser. Retailers are competing with online brands with a quick turn around and local specialist shops offering something unique. Both John Lewis and IKEA are exploring new areas such as **house building**, including renovation and fabrication.

Mid-range **café and restaurant** chains, such as Jamie Oliver's are closing branches. They are being squeezed by top end restaurants that can charge premium rates and local specialist cafes and coffee shops offering products they have developed themselves. Local breweries, tea and coffee companies are opening in increasing numbers.

For more labour market information, see the [Work trends](#)' sections below

Careers professional issues and policy

- Careers policy and quality standards
- Careers resources
- Social issues

Careers policy and quality standards

Educating for the modern world CBI/Pearson education and skills annual report - Getting young people 'work ready' was published in June 2019. In the report there is a call for 'impartial careers advice' to prepare young people for all options post-16, alongside a broad and balanced school curriculum and qualifications for getting young people work ready. The report stresses the need for young people to be informed of all their options post-16, meaning 'schools and colleges are supported to achieve the Gatsby Benchmarks' and deliver careers advice on A levels, apprenticeships and in the near future, T levels (CBI 06/19).

W: www.cbi.org.uk/articles/educating-for-the-modern-world/

Careers resources

Key stage 4 'Gatsby friendly' teaching resources from the NHS. The resources cover the following topics:

- my interests, skills and choices
- work-related skills
- verbal and non-verbal communication
- working to help young people deal with their problems
- preparing for the world of work

W: <https://www.stepintothens.nhs.uk/secondary-schools/KS4-resources>

Posters promoting Cambridge Technicals are available to download on the OCR website:

W: <https://teach.ocr.org.uk/>

'I See the Difference' is a new resource designed to help raise awareness of allied health professions, which is funded by the Office for Students W: <https://iseethedifference.co.uk/>

Social issues

Hidden Talents is a new singing group for young people aged 11-18 running in Salem Community Centre, Hebden Bridge. The free sessions take place on Wednesdays (term time only) from September, 4pm to 5.30pm, and include free snacks and drinks. For more information, contact Alex Feather T: 0782-7232698/01484 343150 E: alex.feather1@swyt.nhs.uk

The rail saver – giving 16 to 17 year olds access to half price fares, has been launched by the Department of Transport and the rail industry

W: www.gov.uk/government/news/over-one-million-people-to-save-hundreds-as-new-16-17-saver-launches-cutting-cost-of-rail-travel-for-teenagers

Schools, colleges and education

- Education policy
- Qualifications
- School news
- Further education news
- Higher education news
- Course applications
- Student finance

Education policy

The first institutes of technology are due to open in September 2019. In the Yorkshire and Humber area, the lead provider is York College, specialising in Agri-tech, engineering, manufacturing and digital. The new employer-led institutes of technology will offer higher level technical education to help close skills gaps in STEM sectors. York College's partner providers are Askham Bryan College, Bishop Burton College, Craven College, East Riding College, Grimsby Institute of Further and Higher Education (Scarborough TEC), Selby College, University of Hull, University of York St John ([GOV 04/07/19](#)).

University Technical Colleges (UTCs), 2018 destinations for students leaving were:

- 93% stayed in learning, including apprenticeships
- 27% started an apprenticeship, compared with 6% nationally
- 54% of these were higher or degree level, compared with 20% nationally
- 47% of went to university, compared with 46% nationally
- 81% of these chose a STEM course
- 14% started a job
- 5% entered some other kind of learning
- 4% took a gap year, left the UK ...
- 3% were not in employment, education or training, compared with 8% nationally

W: <http://3qpb71q8vwqrwiel1ow5tz61-wpengine.netdna-ssl.com/wp-content/uploads/2019/01/UTC-Destinations-infographic-2018.pdf>

Qualifications

An A level infographic has been published by the government. It shows that the number of young people taking A levels and their A level grades both fell slightly in 2019

W: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/825429/A-Level-infographic_current_3.pdf

A GCSE infographic has also been published

W: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/826795/GCSE_infographic_17_1.pdf

Sixteen year olds in England should not be restricted to a choice of A levels or T levels, when the new T level qualifications begin in 2020, says the Confederation of British Industry (CBI). While business broadly supports a simpler system, it does not want too much change too soon ([BBC 12/06/19](#)).

Level 4 and 5 qualifications, such as CertHE, DipHE and foundation degrees are to be 'rebadged' as Higher Technical Qualifications to attract more students to study them. The government also intends to quality approve these qualifications, which sit between A Level (Level 3) and degrees (Level 6) qualifications. Research suggests Higher Technical Qualifications can lead to better wages and provide the skills in demand in the future job market but currently only 10% of adults in England hold these qualifications ([GOV 08/07/19](#)).

School news

Eton College has created the Orwell Award, which offers 12 free sixth form places to boys 'with tremendous potential but limited opportunity'. The Award will be open to Year 11 pupils at non-selective state schools who do not have the highest grades but whose potential may have been limited by circumstances ([BBC 07/07/19](#)).

Further education news

Harrogate College will join the Luminate Education Group, which already includes Leeds City College, Keighley College, Leeds College of Music and the White Rose Academies Trust ([FEW 17/06/19](#)).

New courses

From 2021, T levels routes will be available locally from:

- Calderdale College - digital
- Leeds City College - digital, education and childcare, health and science routes
- Wakefield College - digital, construction, education and childcare routes

W: www.gov.uk/government/publications/providers-selected-to-deliver-t-levels

Open days

College of Animal Welfare: careers with animals day - Saturday 5 October, 10am to 3pm. Advice and information on employment opportunities in the animal care and veterinary sectors. Over 30 exhibitors, some will be giving careers talks. For information W: www.careerswithanimals.co.uk

Higher education news

The 2020 Guardian University Guide has been published. Cambridge remains top of the overall league. For the first time St Andrews has moved into second place and Oxford has dropped to third place, followed by Loughborough, Durham, Bath, Imperial College, Lancaster, Warwick and in tenth place, Exeter. Besides overall performance, the guide looks at individual subject strength – the University of the Arts, London offers strong courses in media and film studies, University of South Wales was top in courses for health professionals, Trinity St David's fashion and textile course (includes 3D printing) came out top, Cambridge was top in computer science, Oxford is strong in maths and medicine and St Andrews is strong in sciences, economics, and philosophy (GD 08/06/19).

W: www.theguardian.com/education/ng-interactive/2019/jun/07/university-league-tables-2020

University applications in England show 236,350 applications, 40% of school leavers, have applied by the end of June 2019, according to UCAS, the admissions service, 3,970 more than in 2018 ([BBC 11/07/19](#)).

Women who study at the lowest 'returning' course earn on average 64%, around £17,000, less than the average degree after graduation. For men, this figure is 67%, around £21,000, less, according to the 2018 analysis by the Institute for Fiscal Studies. Over 36% of students said they would have made a different post-18 choice if they were given the opportunity again. These options included choosing a different institution - 12% or course - 8%, both - 6%, or choosing an alternative route such as an apprenticeship - 4%, according to the 2019 student survey from the Higher Education Policy Institute ([GOV 26/06/19](#)).

UA92 (University Academy 92) is a new university based in Trafford, near Manchester and Salford which ran its first courses in September 2018. It offers certificates of higher education and degrees in media, business, sport and computer science. The new university is backed by the University of Lancaster and the 'class of 92', a group of Manchester United footballers, and organisations and businesses with the aim of fast-tracking students' careers and instilling them with confidence. UA92 is offering a different way of studying, to widen participation. It includes an academic year studied over four blocks and each block lasts for six weeks. Assessments are normally done within each block which means there are no end-of-year exams outside of the block structure. Students study a single subject module worth 25 credits in weeks one to five of each block. Week six focuses on a character and personal development theme as part of the 'Target Talent Curriculum' in a module worth five credits. Courses start in September but it is also possible to start in November and January.
T: 0161 507 1992 E: hello@ua92.ac.uk W: www.ua92.ac.uk

New courses

Economic Service Degree Level Apprenticeship is being offered by the government. It includes working and studying for an economics degree at the University of Kent. Applications open December 2019. For more information W: www.gov.uk/government/publications/the-government-economic-service-degree-level-apprenticeship?utm_source=c0db2dcd-6c41-414c-9020-6e1444efb933&utm_medium=email&utm_campaign=qovuk-notifications&utm_content=immediate

Open days

University of Leeds: arts and humanities outreach programme. For information and to book W: <https://artsoutreach.leeds.ac.uk/>

Course applications

A 'T level' starred distinction will be worth 168 UCAS points, the equivalent of three A*s at A level, each worth 56 points, according to University Clearing and Admissions Service (UCAS). A merit will be the same as three Bs at A level ([BBC 20/08/19](#)).

Nearly 40% of 18 year old applicants to university received an unconditional offer in 2019, according to UCAS (Universities and Colleges Admissions Service). Students holding an unconditional offer on an undergraduate course were less likely to achieve their predicted grades than those with conditional offers. Applicants from the most disadvantaged areas were 50% more likely to receive an unconditional offer than those from the most advantaged areas. Around 25% of applicants from England, Northern Ireland and Wales who are 18, received a 'conditional unconditional' offer - the student is given a conditional offer then if the offer is accepted as the student's firm choice, the offer is changed to unconditional ([GD 30/07/19](#)).

Student finance

Higher education maximum student finance arrangements for 2020/21 include:

- fee limits for all students remain at the same level
- loans for living costs will increase by 2.9% for full-time and part-time undergraduate students
- disabled students' allowances for full-time and part-time undergraduate and postgraduate students with disabilities will increase by 2.9%
- dependants' grants for full-time undergraduate students with adult and child dependants will increase by 2.9%
- loans for new students starting postgraduate master's and doctoral degree courses will also increase by 2.9%

W: www.practitioners.slc.co.uk/media/1739/ssin-0120-he-student-finance-package-for-the-2020-21-academic-year.pdf

Employment and training

- Apprenticeships and training
- Offenders/ex-offenders
- Employment rights
- Work trends national
- Work trends regional
- Focus on Calderdale and Kirklees

Apprenticeships and training

National Apprenticeship Week in 2020 will be held 3 to 7 February ([GOV 01/07/19](#)).

The percentage of young people in education or apprenticeship is the highest level on record at 81.3%. There is a slight increase in the proportion of young people aged 16 to 18 in full-time education and a slight fall in those in apprenticeships, according to the 2018 figures, published by the Department of Education

W: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/812606/GOVUK_Part_Fact_Sheet_2018.pdf

There were 311,200 apprenticeship starts in the first three quarters of the 2018/19 academic year, an increase of 7.1% from 290,500 in 2017/18. Starts have decreased by 29.3% and 19.1% compared to the same period in 2016/17 and 2015/16, before the introduction of the apprenticeship levy. There were 1,806,500 apprenticeship starts between May 2015 and April 2019 ([DfE 11/07/19](#)).

The government's promise of 3m apprenticeship starts in England by 2020 is going to be missed, according to the Department for Education ([BBC 26/06/19](#)).

Estimating the impact of Traineeships, a report by National Institute of Economic and Social Research, Institute for Employment Studies and University of Westminster, found that for 16 to 18 year olds and 19 to 23 year olds, traineeships increased the likelihood of being in a positive outcome within one year. It also found participating in a traineeship showed no significant impact on direct progression to employment. For both 16 to 18 year olds and 19 to 23 year olds, traineeships increased the probability of getting an apprenticeship within one year. Traineeships also increased the chance of 16 to 23 year olds going on to learning but studying low-level qualifications.

To see the full report

W: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/809552/Traineeships_Impact_Evaluation.pdf

To check the progress of health service apprenticeships, including those for paramedic careers, see W: <https://haso.skillsforhealth.org.uk/standards/>

A film and TV apprenticeships pilot will start in late 2019 offering 25 'high-quality apprenticeships'. The pilot is designed to enable young people from underrepresented groups to work on multiple placements on major film and TV productions. It will also help to address skills shortages in the industry ([GOV 04/07/19](#)).

Summary of changes to the apprenticeship funding rules

W: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/821582/1920_Summary_of_Changes_Version_1.0_FINAL.pdf

Offenders/ex-offenders

Prison sentences of over four years for less serious crimes will no longer have to be disclosed to employers after a specified period has passed. In addition, the period for shorter sentences and community sentences must be disclosed will be shortened from the current period. The new rehabilitation legislation will be finalised later in the year ([GOV 15/07/19](#)).

W: www.nacro.org.uk/resettlement-advice-service/support-for-individuals/disclosing-criminal-records/rehabilitation-offenders-act/#disclosing

Employment rights

Some zero-hours contract workers will be offered greater security under a new Living Hours programme, which firms will be encouraged to sign up to by its creator, the charity The Living Wage Foundation. The programme will require organisations to ([BBC 12/06/19](#)):

- pay the Living Wage
- give workers with at least four weeks' notice of shifts
- provide workers with a contract that accurately reflects the hours they work
- guarantee a minimum of 16 hours a week

Work trends national

Young people are less likely to move to UK cities where average salaries are higher, due to rising rent, according to a report from the Resolution Foundation. The number of young people in private rented accommodation who moved for a new job has almost halved in 20 years ([BBC 06/06/19](#)).

It currently takes six months for around 20% of UK firms to fill vacancies for skilled workers, according to research by the British Chambers of Commerce and job site, Indeed. Around 50% of UK businesses say it takes longer to recruit people compared with five years ago ([YP 25/06/19](#)).

Research into the UK skills shortage by City & Guilds, from interviews with 1,000 employers, found that ([C&G 06/19](#)):

- 90% struggle with skills gaps
- 47% think skills gaps were the internal factor most likely to impact on their future productivity
- 66% anticipate skills gaps will stay the same or worsen

- 47% struggle to recruit the leaders and managers their business needs
- 97% intend to increase salaries in the next three to five years

Around 66% of jobs now say Microsoft Office and other productivity software tools are essential entry requirements, across all skills levels ([BG 07/19](#)).

By their mid-20s, graduates on average, earn around 20% more than their peers living in the same region, who achieved five A*-Cs at GCSE but did not go on to complete a degree-level qualification ([GOV 18/07/19](#)).

The creative industries in Britain are growing much faster than the rest of the economy. Over the past 10 years the UK film and TV industry has grown faster than the UK total economy. A further 300 jobs may be lost by not filling vacancies and through cutting the number of contractors ([BBC 04/07/19](#)).

The number of jobs in the Creative Industries sectors was just over 2m in 2018, an increase of 1.6% from 2017 and accounting for 6.2% of all UK jobs. The number of jobs in the Creative Industries has increased by 30.6% in the seven years to 2018; three times the growth rate of employment in the UK overall ([GOV 04/07/19](#)).

The latest research into the ethnic diversity of the public sector workforce found that ([GOV 18/07/19](#)):

- there has been little change in the ethnic diversity of public sector workforces between 2014 and 2018
- NHS doctors are by far the most ethnically diverse workforce
- firefighters are the least ethnically diverse workforce

Building & construction

R Durtnell and Sons, the Kent-based construction company, has collapsed with the loss of over 100 jobs. Since the recession in 2008, more than 7,000 British building firms have closed ([BBC 04/07/19](#)).

The Shaylor Group, the design and construction firm, has gone into administration with the loss of 200 jobs at its headquarters in Walsall and office in London ([BBC 17/06/19](#)).

Kier, the construction and services firm, is cutting 1,200 jobs to help it save money. The company plans to sell its homebuilding business, Kier Living, and shut or sell other interests, including its recycling and rubbish processing units. Kier intends to focus on its construction and road maintenance businesses ([BBC 16/06/19](#)).

Catering & hospitality

Zaap Thai, the Thai street food restaurant opened its fourth restaurant in York in September, creating 30 new jobs. Zaap has three other restaurants in Leeds, Nottingham and Newcastle ([YP 14/08/19](#)).

The Spudulike Group, the fast food company, which includes Spud-U-Like, has closed with the loss of 298 jobs, after it closed its head office and 37 of its outlets ([YBI 06/08/19](#)).

Manchester Airport's new 'super terminal' has opened with its first new food and drink retailers launching premises and creating many new jobs. San Carlo, the high-end Italian, The Apiary, specialising in British food and botanic cocktails, and Daisy Nook, which will serve an all-day menu have opened. They will be joined by Archie's and Barburrito, as well as Wagamama, M&S Simply Food, M&S Food to Go, Wrapchic, Vit and KFC ([YBI 27/06/19](#)).

Computers & IT

Dynamic Signal, the Silican Valley IT company that makes technology, enabling companies to communicate with all their employees, is opening a site in Belfast, creating 100 jobs by 2023 ([BBC 25/06/19](#)).

Futrli, the technology company, is creating 80 jobs in Belfast by 2022. Futrli uses artificial intelligence technology to manage data for small businesses and accountancy firms. The new jobs are in software engineering and operations ([BBC 17/06/19](#)).

Education & training

Around 71% of private nurseries in Scotland have problems recruiting, according to a survey of 181 childcare providers by the National Day Nurseries Association (NDNA). The survey also found that 62% had problems keeping staff ([BBC 07/08/19](#)).

Teacher training providers will be responsible for making sure prospective teachers have adequate literacy and numeracy skills, from October 2019, when the government removes the need for applicants to take the QTS numeracy and literacy skills tests. Providers will be able to 'take a developmental approach to a candidate's functional literacy and numeracy' ([SW 16/07/19](#)).

For details on how to recruit a or apply to become a postgraduate teacher apprentice, an initial teacher training (ITT) route leading to qualified teacher status (QTS), see:

W: www.gov.uk/guidance/recruit-a-postgraduate-teacher-apprentice-guidance-for-employers?utm_source=b1c6028e-7062-4e20-a2c0-80e3310511ff&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily

In state funded schools in England in 2018, research into teaching, by the Department for Education found (GOV 07/19):

- 453,400 full-time equivalent (FTE) teachers were employed, an increase of 0.3% on 2017
- 263,900 FTE teaching assistants were employed, an increase of 0.5% on 2017
- 44,600 FTE qualified new entrants to teaching in 2018
- 42,100 FTE qualified teachers who left teaching in 2018
- 84.7% of the teachers who qualified in 2017 are still in service one year after qualification, the one-year retention rate in 2016 was 85.1%
- 67.7% of the teachers who qualified in 2013 are still in service after five years

W: www.gov.uk/government/statistics/school-workforce-in-england-november-2018

Engineering

British car manufacturing output fell by over 20% in the first half of 2019, with nearly a 15% decline in June, the 13th consecutive month that production has fallen, according to the Society of Motor Manufacturers and Traders (SMMT). Commercial vehicle manufacture has also experienced a sharp downfall in production. There was a further fall of over 10% in July ([BL 31/07/19](#); [29/08/19](#)).

Nissan, the Japanese car giant, has increased the number of jobs it is cutting globally, to 12,500 by the end of 2022, after deciding to cut production capacity and the number of models it produces. The cuts include the 4,800 announced in May 2019, 6,400 of the cuts have already been implemented at eight locations. It is hoped that the cuts will not affect Nissan's Sunderland plant ([BBC 25/07/19](#)).

Jaguar Land Rover (JLR), the car manufacturer, is to build a range of electric vehicles at its Castle Bromwich plant in Birmingham. The plan to build a battery version of the Jaguar XJ will help to keep 2,700 jobs safe and save the plant from closure ([BBC 05/07/19](#)).

Ford, the global **car manufacturer**, is planning to cut around 12,000 jobs across its European operations by the end of 2020. Ford said that of the 12,000 jobs affected, 2,000 were salaried roles, which were among the previously announced 7,000 salaried jobs to be cut worldwide. The carmaker is trying to cut costs and restructure its European business, which is losing money. Ford plans to have closed five of its plants by the end of 2019, including the Bridgend engine plant in Wales, and it plans to sell another. Ford currently employs 51,000 people in Europe ([BBC 27/06/19](#)).

Environment, animals & plants

Thames Water, the UK's largest water company based in Reading, plans to cut 650 jobs to reduce costs ([BBC 04/07/19](#)).

EnQuest, the oil company, is cutting around 80 jobs, 20% of its workforce, in its Sullom Voe terminal in Shetland. Enquest is trying to keep the contract with BP for exporting oil, and stop oil being loaded offshore and by-passing the Shetland terminal ([BBC 03/07/19](#)).

Wright Marshall, the Cheshire cattle auctioneers has gone into administration, with the loss of 37 jobs ([BBC 03/07/19](#)).

Centrica, the owner of British Gas, is cutting a further 700 jobs, mainly back office and management roles ([YBI 20/06/19](#)).

Southern Water is cutting up to 200 jobs, at its offices in Worthing and Falmer in Sussex, and transferring its customer service section to the outsourcing giant Capita, which is taking over the service. **Capita**, the outsourcing company, is creating 220 customer service jobs at its own centres in Rotherham and India ([BBC 17/06/19](#)).

Financial services

Deutsche Bank, Germany's largest bank, is cutting up to 20,000 jobs, 20% of its global workforce, with many of the job losses being in London and New York. London is its biggest investment banking operation and employs 8,000 people. Deutsche is struggling to compete with US investment banks and has also been caught up in two large money laundering scandals. Deutsche began by closing its share trading in London, New York and Tokyo the day after its announcement and making the traders redundant ([BBC 07/07/19](#); [08/07/19](#)).

Aviva, the UK insurance company, is cutting 1,800 jobs worldwide by 2022 in order to reduce costs and to enable it to split its business into two organisations. Aviva has offices in 16 countries and a global workforce of 30,000 people, including 16,000 employees in the UK. The firm's UK sites are in London, Norwich, York, Dorking, Bristol, Perth, Sheffield, Eastleigh and Glasgow ([BBC 06/06/19](#)).

Healthcare

Care Sourcer, the Edinburgh-based healthcare technology company, is to create 70 new jobs and take its workforce to over 100. It has received funding to roll out its technology platform that matches care seekers with care providers ([BBC 28/08/19](#)).

Leisure, sport & tourism

LateRooms.com and **Super Break**, the holiday companies, have gone into administration putting 253 jobs at risk in Manchester and York ([YBI 02/08/19](#)).

Scotland's Cruise Centre, the Ayr-based travel company, is creating 30 jobs. The jobs include cruise sales, customer service, sales support, administration, 'product' and marketing ([BBC 29/07/19](#)).

Manufacturing & production

Addo Food Group, the bakery manufacturer is closing its factory in Spalding in 2020, with the likely loss of 405 jobs ([BBC 17/07/19](#)).

Müller, the international food manufacturer, is shutting production at its dairy in Derbyshire with the loss of 223 jobs ([BBC 01/07/19](#)).

De LA Rue, the banknote maker, is cutting 170 jobs at its factory in Gateshead. De La Rue currently employs around 600 people at its factory ([BBC 25/06/19](#)).

Kerry Foods is closing its food factory in Burton-upon-Trent, with the loss of 900 jobs. The company has 18 factories in Ireland and the UK. The closure is as a result of Kerry Foods losing a contract to make ready meals for Tesco ([BBC 25/06/19](#)).

McQueens Dairies Ltd, the Glasgow-based company, is creating 100 jobs by 2021, as part of its expansion plans. McQueens currently employs 400 people ([YBI 24/06/19](#)).

Allied Bakeries, is cutting up to 180 jobs and reducing its production by 50% at its bakery in Cardiff ([BBC 17/06/19](#)).

Quinn Radiators, the Newport-based manufacturing company, has gone into administration with the loss of 280 jobs. The closure was due to the increasing cost of raw materials ([BBC 10/06/19](#)).

Ford, the vehicle manufacturer, is closing its Bridgend plant in Wales, by late September 2020, with the loss of 1,700 jobs. The decision is due to changing customer demand towards more eco-friendly cars ([BBC 06/06/19](#)).

Mahle, the German-owned car component manufacturer, is cutting up to 180 jobs at its Halesfield 25 plant in Telford. The decision is due to a decline in order levels and a 'planned reduction in investment'. Mahle makes engine systems and components used for mobile machinery, rail transport and marine applications throughout the world ([BBC 05/06/19](#)).

Marketing & advertising

Pursuit Marketing, Glasgow-based marketing consultancy, is creating 70 new jobs, mostly in Glasgow. Pursuit currently employs around 180 staff in its offices in Finnieston and its new European base in Malaga, Spain and is currently considering opening offices in the US or Canada ([BBC 15/07/19](#)).

Media, print & publishing

The UK's acoustics industry is made up of 750 companies, employing 16,000 people. Acoustics is the generation, manipulation, control, transmission and detection of sound and vibration used in the automotive industry, consumer goods, healthcare, construction and defence technologies ([YP 07/06/19](#)).

Channel 4, the TV and film production company, has begun recruiting for its move to Leeds. It is looking for audience researchers, business affairs staff, data scientists, finance, human resources, digital, technology staff and more. Channel 4 has already recruited some staff and will be recruiting more over the summer and autumn ([YP 31/07/19](#)).

Counter Context, the Sheffield-based communications, PR and public affairs company, specialising in energy and infrastructure projects, has opened a London office, creating several jobs ([YBI 10/07/19](#)).

Netflix, the media production company, is taking a long-term lease on Shepperton Film Studios near London, creating several jobs. The studios will be a dedicated UK production hub, including 14 sound stages, workshops and office space at the site owned by the Pinewood Group ([BBC 03/07/19](#)).

Higginson Strategy, the communications agency, is opening a Manchester office, creating several jobs ([YBI 31/05/19](#)).

Retail sales & customer services

ANGLING Direct, the Norwich-based online fishing retailer, opened a new store in Leeds and has more store openings planned, creating several jobs. The company currently has 29 stores ([YP 12/08/19](#)).

Tesco, the supermarket giant, is cutting 4,500 jobs from 153 of its Tesco Metro stores. Tesco is changing the way the stores are run by having fewer managers, getting staff to work more flexibly and keeping more stock on shelves. Tesco employs around 340,000 people in the UK and Republic of Ireland ([BBC 05/08/19](#)).

Karen Millen and **Coast**, the fashion brand, have been bought by online fashion retailer Boohoo, which plans to move the brands online and close the 32 high street stores and 177 concessions, cutting up to 1,100 jobs ([BBC 06/08/19](#)).

Lidl, the discount supermarket chain, plans to open 12 new stores across Scotland, creating around 500 jobs by 2022 ([BBC 08/07/19](#)).

Border Cars, the Dumfries-based car dealerships, the largest in south west Scotland and Cumbria is going into administration with the loss of more than 200 jobs ([BBC 11/07/19](#)).

William Hill, the bookmakers, plans to close 700 betting shops, with the loss of up to 4,500 jobs ([BBC 04/07/19](#)).

Amazon, the online retailer, will create 2,000 jobs in the UK by the end of 2019, meaning its permanent British workforce will be nearly 30,000 people ([YP 03/07/19](#)).

JD Sports, sportswear retailer, has opened several new stores, creating jobs in the UK and internationally ([YP 03/07/19](#)).

Morrisons and **Amazon** are extending their online grocery home delivery service, during 2019, to Glasgow, Newcastle, Liverpool, Sheffield and Portsmouth, with further expansion planned for future years. The service is currently available in Leeds, Manchester, Birmingham and parts of London and the home counties. The roll out should create jobs ([YBI 13/06/19](#)).

Arcadia, the retail empire that includes Topshop, Miss Selfridge and Wallis, has been saved from administration by a rescue deal but 48 stores will close with the loss of 1,020 jobs ([BBC 12/06/19](#)).

Security & armed forces

Police forces in England and Wales will see the number of police officers increase by 20,000 before the end of 2019. Police forces saw more than 20,000 jobs cut between September 2009 and September 2017 ([BBC 26/07/19](#)).

The Met Police is to recruit part-time police constables from November 2019, as part of its plan to improve the number of women joining the force. All new constable recruits will be able to choose between full-time or part-time working hours. It is the first force in the UK to offer part-time jobs ([BBC 12/06/19](#)).

Transport & logistics

Skill shortages are a problem for the transport industry, 41,000 people are needed to work in road transport by 2025, and rail transport will need 50,000 extra people by 2033 to deliver planned investment ([GOV 11/07/19](#)).

Eddie Stobart Logistics, the transport and logistics firm, is creating 480 jobs at its distribution centre in Warrington, which should be ready by end of 2020 ([YBI 25/07/19](#)).

DHL, the global distribution and logistics giant, is opening a new express delivery division in Lincoln, creating several jobs ([BL 22/07/19](#)).

Ryanair, the budget airline, is cutting up to 900 pilot and cabin crew jobs at the end of August 2019. The job losses are due to the cut in the number of summer flights it can operate in 2020 as a result of the delay in receiving 58 new 737 Max planes ([BBC 31/07/19](#)).

Lufthansa, the German airline, is to begin flying from Newcastle airport in February 2020, creating several jobs, with more likely in the future ([YBI 20/06/19](#)).

Work trends regional

Skills shortages remain the primary difficulty facing tech firms in Yorkshire, according to senior personnel from some of the region's top digital firms. Greater promotion of coding skills and attracting more women into the sector are two key requirements to help ease skill shortages ([YP 02/07/19](#)).

Metro Bank, the new high street retail bank formed in 2010, is opening two branches in Sheffield and Bradford in 2020, creating 50 jobs, Metro has a large number of branches across the south of England and plans to open branches in Manchester and Liverpool in December 2019 ([YBI 28/08/19](#)).

Xeros Technology Group, the Rotherham-based water-saving technology specialist, is cutting around 100 jobs by early 2020 to reduce its workforce to 60, save money and close its direct sales business ([YP 14/08/19](#)).

InMotion, the US electronics travel retailer, has opened its first UK store at Leeds Bradford airport, creating several jobs ([YBI 13/08/19](#)).

PUMA, the global sportswear giant, is opening a new distribution centre in Castleford and transferring its 125 staff to the new location, with the aim of expanding its business and creating more jobs ([YBI 12/08/19](#)).

PowerON, the York-based IT automation specialist, has created 14 new jobs and now employs 41 people ([BL 05/08/19](#)).

Perry Uniform, the Leeds-based school and club uniform manufacturer, is creating create six new apprentice machinist jobs by August 2020 ([YBI 06/08/19](#)).

Speedy Freight, the urgent or sensitive transport specialist, has opened a new branch in York, creating 20 jobs ([YBI 02/08/19](#)).

Coppergreen Leisure Resorts, the Sheffield-based holiday park firm, has created 35 jobs in 2019 with plans to create a further 65 jobs. As well as its Clumber Park site near Sheffield, it has sites in Thirsk, Lincolnshire and Dundee ([YP 30/07/19](#)).

Twinkl Educational Publishing, the Sheffield-based publishing company, created jobs to increase its workforce to 500 people after opening a second office in Sheffield. The company is growing quickly after first operating in 2010 ([YP 29/07/19](#)).

TS Grale, Leeds based recruitment specialist, is creating 18 jobs by 2021, after winning contracts in North America and expanding the sectors it recruits in ([YP 29/07/19](#)).

Sumo Group, the games developer, is creating up to 98 jobs by 2020. Sumo currently employs 650 staff across nine studios in the UK, India and Canada. Leeds City Region is a leading centre for gaming industries, according to the UK Digital Technology Census from The Data City, which also includes the Wakefield-based Team 17 ([YP 26/07/19](#)).

Thos C Wild, the Sheffield-based manufacturer of forged rings for critical applications in the oil and gas, aerospace and power generation sectors, from deep sea pipelines to jet engines and rockets, plans to increase its business by 70% and create more jobs. Wild's currently employs 70 people ([YBI 24/07/19](#)).

Asgard, the Scottish-based manufacturer of replicas of Viking and Anglo-Saxon jewellery, armour and weaponry, is opening its first shop in York, creating several jobs ([YBI 22/07/19](#)).

The National Film and Television School (NFTS) is opening a new centre in Leeds, supported by Channel 4, ITV, the BFI, Screen Yorkshire and ScreenSkills. NFTS Leeds will open in January 2020 with places for 150 students ([BL 22/07/19](#)).

Versa Studios, the owners and managers of film and TV studios across the UK via their All Studios company, is working with Leeds City Council to build a world class film and television studio in Leeds and create jobs ([YP 16/07/19](#)).

Eastern Airways, the airline, is set to increase the number of flights it operates from Leeds Bradford Airport to Southampton by five a day, creating several jobs. The flights will be on behalf of Flybe ([YBI 19/07/19](#)).

Shepherd Building Group, the manufacturer of a range of secure steel and other storage units, is closing its Portastor site near York, with the loss of around 75 jobs. Shepherd's York Portakabin business will be unaffected ([YBI 17/07/19](#)).

Joe Brown, Yorkshire mail-order and online clothing retailer, has opened its second store in Leeds, creating several jobs ([YBI 17/07/19](#)).

BAE Systems, the plane manufacturer, is cutting 240 jobs at its plant in Brough, East Yorkshire, after the Kuwaiti government decided not to buy its Hawk jet ([BBC 16/07/19](#)).

Weru UK, the window and door manufacturer, has opened a new regional office in Leeds, and plans to create more jobs ([YBI 16/07/19](#)).

Dale Office Interiors, the Sheffield-based interiors specialist, has opened new offices in Leeds creating several jobs ([YBI 15/07/19](#)).

Newtons Solicitors, the Knaresborough-based law firm has opened a new office on the edge of Wakefield, creating 25 jobs. The jobs include those for solicitors, support teams and compliance officers ([YBI 11/07/19](#)).

Architectural Fabrications Ltd (AFL), the Rotherham-based designer manufacturer and installer of architectural metalwork, secondary steelwork and large-scale balcony packages for the construction industry, has moved to larger premises and now has 75 employees, with the plan to create more jobs and apprenticeships ([YBI 11/07/19](#)).

Wren Kitchens, the Humberside kitchen manufacturer, is opening an IT academy and plans to create 50 new jobs. The 12-week course is aimed at graduates with IT degrees or individuals looking to diversify into the industry ([YBI 11/07/19](#)).

Bevan Brittan, the law firm has doubled the size of its Leeds office, and now employs 40 legal professionals and support staff ([YBI 04/07/19](#)).

Paragon Creative, the York-based business that designs and builds visitor attractions and experiences for venues such as museums, zoos and theme parks, has gone into administration with the loss of 112 jobs ([YBI 04/07/19](#)).

Quorn plus Heck foods, the North Yorkshire sausage making company, is creating a new vertical farm to grow herbs and vegetables, creating several jobs ([YBI 02/07/19](#)).

Search Laboratory, the Leeds-based digital marketing firm, is planning further expansion, creating several new jobs in Leeds. The company opened a New York office in 2014, creating 17 jobs ([YP 02/07/19](#)).

The Meatless Farm Co, the Leeds-based producer of plant-based meat alternative products, has begun exporting to the USA and plans to create 10 new jobs by the end of 2019 to meet with the demand. Its workforce will rise to 30 ([YP 01/07/19](#)).

Instantprint, the Rotherham-based online printing company, is creating 40 jobs in a range of disciplines, including machine operatives, junior artworkers and business development executives. Instantprint currently employs 400 people ([YBI 28/06/19](#)).

Enhanced Community Healthcare Options (ECHO), is opening a specialist care facility in Glusburn near Keighley, with the creation of 130 jobs ([YBI 28/06/19](#)).

Mech FS, the Doncaster-based mechanical and electrical engineering business has opened a site in Leeds creating eight jobs ([YBI 28/06/19](#)).

Leeds is the seventh most thriving UK city for digital technology, according to the latest census published by The Data City. Leeds has 5,556 organisations in the sector, covering AI and Data, ECommerce, Cyber, Digital, Gaming, Internet of Things (IoT), MedTech and Fintech. The top 10 cities are London, Manchester, Reading, Brighton, Milton Keynes, Birmingham, Leeds, Bristol, Edinburgh and Glasgow ([YP 24/06/19](#)).

The University of Leeds' Institute for High Speed Rail and System Integration (IHSRSI) is to be built near Leeds by 2021 to carry out high speed rail engineering and technological research, creating jobs ([YBI 12/07/19](#)).

Haribo, the sweet manufacturing giant, is increasing production at its Castleford factory and creating 50 jobs by 2020. Haribo also has a factory in Pontefract and currently employs over 720 people in the UK ([YBI 11/07/19](#)).

Chantry Vets plans to open a new veterinary hospital in Wakefield, creating several jobs. the hospital is due to open in the spring of 2020 ([YBI 26/06/19](#)).

Exemplar Health Care opened a new care home in Hull, creating 50 jobs by the summer of 2020 ([YBI 26/06/19](#)).

Wardell Armstrong, engineering consultancy, is opening a new Leeds office, to increase the space for their continued recruitment ([BL 26/06/19](#)).

UNIBLOCK, one of the UK's biggest distributors of insulated concrete form products used in the modular building sector, has opened a storage facility in Scunthorpe, which it expects will create between 40 and 50 new full-time jobs by 2022 ([BBC 25/06/19](#)).

Infiniti Scaffolding, the Scarborough-based company has opened a new headquarters in Scarborough and a new depot in Leeds, and now employs around 40 people. Infiniti employs scaffolders, scaffold inspectors, builders, roofers, general labourers and drivers, as well as an administration and office team ([YBI 18/06/19](#)).

BusinessWaste.co.uk, the York-based recycling and waste specialist, is expanding its business again creating several jobs ([YBI 18/06/19](#)).

Reabold Resources has discovered a new UK onshore gas field at West Newton, near Hull, with potential for many jobs. The site is also thought to be the largest hydrocarbon discovery onshore in the UK ([YBI 17/06/19](#)).

Ossett Brewery Group, is expanding by re-opening The Bingley Arms in Horbury in 2020, creating several jobs. Ossett Brewery currently runs 19 traditional inns and seven city centre bars and is hoping to expand the number of pubs it runs to 30 ([BL 17/06/19](#)).

Channel 4's move to Leeds is likely to create over 150 jobs as only between 10% and 20%, around 20 to 40 people, of its current staff are likely to move with it. Eventually over 200 staff will be based in Leeds. Channel 4 currently employs 300 people in London (GD 15/06/19).

Gripple, the Sheffield-based wire fastener manufacturer, is creating 30 jobs by 2024, when it opens a fifth manufacturing site. Gripple currently employ 20 people ([YBI 14/06/19](#)).

Christeys, the chemicals manufacturer, has opened a new commercial laundry engineering facility in Bradford, recruiting three apprentices to work at the site ([YBI 12/06/19](#)).

Vet-AI, the new Leeds-based veterinary research and development company, is looking to expand and plans to create 70 jobs by the end of 2019. Vet-AI currently employs 10 people in its business developing its Joii app, which enables pet owners to diagnose and receive recommended treatment ([YBI 11/06/19](#)).

Credit Karma, the San Francisco-based personal finance company, opened an office in Leeds, creating 25 jobs, with plans to triple its workforce ([YP 10/06/19](#)).

Libertine FPE, the Sheffield-based company which is developing 'smart engines' for electric vehicles and distributed power generation, has received further funding to create five new jobs by June 2020. The company will also work with automotive manufacturers to build and demonstrate a number of prototype 'intelliGEN' smart engine modules incorporating its e-machine and control technology ([YBI 07/06/19](#)).

Wren Kitchens, the kitchen manufacturer, plans to create up to 1,200 new jobs as part of its planned expansion when it builds a new factory at its headquarters in Barton-upon-Humber, North Lincolnshire. The firm currently employs 1,500 people at the site and another 1,000 workers in Hull, Howden and Scunthorpe ([BBC 06/06/19](#)).

The Humber Electrical Engineering Company (Heeco), the Hull-based specialist electrical design company has gone into administration, with the loss of 47 jobs. The company designed and manufactured custom-built control panels, LV switchboards and motor control centres for use in large-scale projects for industrial divisions, marine sections and the Ministry of Defence (MoD) ([YBI 06/06/19](#)).

Joe Browns, the Leeds-based lifestyle retail brand, is opening its second physical store in July, creating several new jobs at its new site in York. The retailer already has a store in Meadowhall, Sheffield ([YBI 06/06/19](#)).

West Yorkshire Police is recruiting 300 new police constable degree apprentices. The first group will start their training in April 2020. The apprenticeship will take three years and apprentices will be paid during their training. The West Yorkshire force had 5,854 serving officers in 2009 and currently has 5,214 officers ([BBC 05/06/19](#)).

Hydra Creative, the Sheffield-based digital agency, has moved to new offices and expanded the number of jobs to 18 ([YBI 05/06/19](#)).

Metalysis, the South Yorkshire specialist metals technology company, has gone into administration, putting 60 jobs at risk ([YBI 05/06/19](#)).

The Stars Group, the Sky Betting & Gaming owner, is opening a larger office in Leeds for 1,300 Leeds-based staff, with a view to creating more jobs. Sky Betting & Gaming in Leeds has grown from 200 staff in 2010 and has become one of Leeds's largest employers. It also has an office in Sheffield ([YP 03/06/19](#)).

JYSK, the Scandinavian-owned furniture retail brand, has opened a new store in Bradford creating 10 jobs. JYSK now has 18 shops employing around 160 staff in the UK ([YBI 31/05/19](#)).

The Dentist, a new dental surgery and laboratory has opened in Leeds, creating 15 jobs by the end of 2019, including dentists, manufacturing technicians, receptionists and other jobs. The surgery includes a private dental practice with three treatment rooms, as well as a dedicated in-house laboratory, VIVID Dental Lab, with crown and veneer milling capabilities ([YBI 30/05/19](#)).

Focus on Calderdale & Kirklees

Olympus Technologies, the Huddersfield-based robotic integration specialist company, plans to continue its growth, including creating more jobs. Olympus has grown from eight to 14 staff since 2015. It employs people with software development skills and engineering skills ([YP 26/08/19](#)).

GAMA Healthcare, the global manufacturer and developer of infection control products for the healthcare sector, has opened a research centre in Halifax, where it currently employs 16 people and plans to increase this to 35. GAMA has offices in London, Halifax, Melbourne, Shunde, Beijing and Chengdu and employs around 180 people worldwide ([YP 26/08/19](#)).

Lawton Yarns, the Dewsbury-based wool supplier, has been bought out of administration, saving 300 jobs ([YBI 17/06/19](#)).

Andel, the Huddersfield-based manufacturer of in-building water, oil and gas leak detection systems, is investing in research and development and its growth strategy ([YBI 11/06/19](#)).

Job Gains

NG Bailey, the Ilkley-based engineering and services group, with sites across the UK, including in Liversedge, has expanded its engineering and maintenance services to deal with new contracts, creating a number of jobs ([YBI 14/08/19](#)).

Angloco, the Batley-based fire-fighting and rescue vehicle manufacturer, plans to create a further 12 jobs, to add to its current workforce of 90, by December 2019, with the intention of creating more jobs in 2020 ([YBI 23/07/19](#)).

Texfelt, the former Elland-based, textile materials manufacturer, has opened a new mill in Bradford, creating 13 jobs ([YBI 17/07/19](#)).

Wilby Insurance Brokers, the Halifax-based insurance company has taken over Lorica Insurance Brokers and plans to create more jobs at the Leeds office ([YBI 04/07/19](#)).

Frankster's Burgers, the burger chain has launched a restaurant in Leeds, creating 40 jobs. The chain already has branches in Batley, Bradford, Morley and Blackburn ([YBI 04/07/19](#)).

Yorkshire Payments, the Brighouse-based payment technology company, has moved to new premises and plans to create 80 jobs ([YBI 03/07/19](#)).

SEWTEC, the Dewsbury and Wakefield-based automation engineering company, plans to create 60 jobs by 2022, to add to its current workforce of 127 people ([YP 03/07/19](#)).

Complete Automotive Aftermarket Solutions, the Heckmondwike-based car parts manufacturer, plans to expand further, creating several jobs. The company specialises in supplying electronic power steering, hydraulic steering and air suspension technology ([YBI 02/07/19](#)).

Thornton Ross, the Huddersfield-based pharmaceutical company, has bought six well-known healthcare brands from GlaxoSmithKline (GSK) and moving the brands' production and marketing to its Linthwaite site, creating many jobs by 2021. It is beginning with 40 new jobs in a variety of roles, including technical operators, team leaders, process workers and scientific staff. The company already employs 600 people ([YP 07/06/19](#); [14/08/19](#)).

A-Safe, the Elland-based safety barrier manufacturer, is expanding its production by 40% and creating 50 new jobs at its Elland manufacturing facility by May 2020. A-Safe, supplies protective barriers to car parks, airports, factories and warehouses across Europe, USA, Asia and the Middle East and is expanding quickly abroad ([YP 03/06/19](#)).

Job Losses

The Yorkshire Linen Company, the chain of linen stores, has closed with the loss of over 130 jobs, and the closure of 19 stores across the north of England, selling towels, bedding and curtains. Stores closed included Huddersfield, Keighley, Leeds and Wakefield ([BBC 14/06/19](#)).

Sources

BBC	www.bbc.co.uk/news
BG	Burning Glass
BL	Business Link
CBI	Confederation of British Industry
C&G	City & Guilds
DfE	Department for Education
GD	The Guardian/online
GOV	www.gov.uk
OB	The Observer
SW	School Week
YBI	Yorkshire Business Insider
YP	Yorkshire Post

We hope you enjoyed this edition of **C&K Careers News for Calderdale and Kirklees** and found it informative. Comments and articles are welcome; please contact:

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