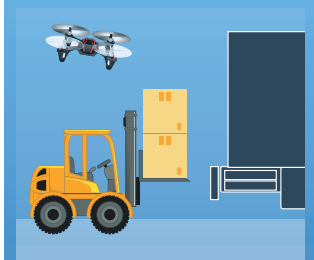


Shape Your Future...

in South Yorkshire
2017/18



Careers
Yorkshire and
the Humber

Shape your own future

There are lots of things you can do to give you experience which will help you when applying for your next step in your future career.

Here are some ideas;

Volunteering is great to help you develop as a person and try out new things, plus make a difference to your community. It can lead to new friends and new skills, plus boost your self-confidence.

You may do (or have done) work experience at school; there are other ways for you to have contact with employers, such as visits, mentoring and enterprise activities. All are valuable experiences.

You may have a part-time job, giving you valuable skills including reliability and flexibility.

If you're a member of a club, group or team, you will be learning and developing your skills. Sports activities, Duke of Edinburgh, music, computers, art and design to name but a few things you might be into.

You might have some great hobbies or interests which make you an interesting person.

Remember – All these activities mean you will have more skills and experience to add to your CV and applications.

See page 25 for more tips on CV's and job interviews.

Inspiration

“A person, place or experience that makes someone want to do or create something”

Definition from the Merriam Webster dictionary



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Welcome

Welcome to the second version of 'Shape Your Future in South Yorkshire' which provides some key facts about the labour market and information to help you plan for the future.

We had some great feedback and suggestions from a wide variety of partners including teachers, tutors, careers advisers and young people about the first version. We've incorporated as many of developments as possible in this extended edition.

There are many more extensive sources of LMI; this brochure provides some key messages linked to the growth sectors and skills issues. Some other useful sources are highlighted on pages 26 and 27.



Visit Careers Yorkshire and the Humber website
<https://careersyandh.co.uk/inspiringyandh>

Please note the majority of employment statistics in this publication are South Yorkshire rather than SCR which covers parts of Derbyshire and Bassetlaw (Nottinghamshire). Wages information provided is national (average), based on the Annual Survey of Hours and Earnings, Office for National Statistics.

Introduction to the Area

The Sheffield City Region (SCR) has a broad and mixed economic base. The following sectors are important in driving future growth, jobs and success:

Advanced Manufacturing, Low Carbon, Construction, Logistics, Creative and Digital, Manufacturing, Financial and Business Services, Retail, Healthcare Technologies, Sport, Leisure and Tourism.

The economic base has transformed over the last twenty years from being dominated by more traditional manufacturing to a wider range of knowledge economy sectors.

The City Region's strategic location at the heart of the UK, strong transport links, its diversity of cultural offer, two Universities and a number of higher education colleges, make it an attractive place in which to live, work, visit, study and invest.

According to a recent report, 'The Digital Revolution,'
'As machines take over more and more routine tasks, paid work of all kinds and at every level will increasingly depend on applying knowledge in novel contexts and performing non-routine tasks.'

Global changes in the labour market means the demand for an increasingly flexible highly skilled workforce will increase. Knowing where the opportunities lie is part of planning for the future.

We encourage people to use this resource in as many ways as possible; in discussions and research, lesson material (where appropriate) and creating a link to your own website to disseminate the key messages as widely as possible.

We hope you find 'Shape Your Future in South Yorkshire' useful whatever your role.

Whether you are a young person, parent/carer or part of the broad team that inspires future generations.

*The Digital Revolution (May 2016) <http://www.edge.co.uk/news/2016/may/the-digital-revolution>



Changes in the Labour Market

Change	How will it affect careers of the future?	Which job areas will be important?	
New technology is being developed all the time.	New technology is the main reason for old jobs disappearing. There will be more jobs needing higher level skills. Workers' skills need to be kept up to date. Think about the self-service machines in supermarkets. Robots on production lines work a lot of machines that used to be operated by people.	Electronics Design engineering Creative and media	ICT and big data Aerospace Cyber security
People are living longer.	People will need more health care and social care. There will be demand for research into drugs and ways for people to keep their independence. More care, health and social workers will be needed look after an ageing population.	Health care Social care Bioscience	Pharmacology Leisure
The skills of people around the world are improving.	There is more competition from the rest of the world. China and Japan both have more than twice as many graduates as the UK. Competitive apprenticeship programmes in countries such as Germany.	Education Science Engineering Creative and media (including gaming)	Manufacturing ICT Finance
'Green' issues; We must take more care of the environment.	More research into saving energy and developing greener technologies. If we all start driving electric cars we'll need skilled mechanics to maintain them. New building materials and ways to use less energy. More efficient design and use of materials. Less pollution of the environment.	Engineering including motor vehicle Chemical processing	Recycling Agriculture Energy and utilities Innovation
People are thinking carefully how they spend their money, especially in their leisure time.	Demand for services such as catering, fitness, health spas and gaming. Some farms are turning to tourism on top of farming. More overseas visitors. More Hotels are offering spa facilities.	Health and beauty Sport and leisure Hospitality and tourism	Creative and media Sales and marketing

(Content on this page has been adapted from 'What Work' publication).



Advanced Manufacturing and Engineering

59,000 people are employed in advanced manufacturing and engineering in South Yorkshire.

South Yorkshire is known worldwide for the cutting edge quality of its precision engineering, metals and alloys. Engineering and manufacturing seem to have an image problem; young people often mistakenly see them as a 'grimy' professions linked with old fashioned hard industry. But increasing investment and development of technologies including robotics means many jobs are in clean high-tech environments. The growth in this sector is linked to the 'advanced' jobs, rather than the more traditional side of manufacturing or engineering.

- South Yorkshire is known worldwide for its precision engineering, metals and alloys and high quality design and manufacture of a wide range of manufactured products.
- Advanced engineering has an ageing workforce and the sector really needs young people. There are skills shortages in most engineering and technology work areas.
- Manufacturing jobs are available in a wide range of sectors.
- There are strong links to other sectors, including Healthcare Technology and Low Carbon.
- 59,000 people are employed in engineering and manufacturing. These include:
 - Food and drink 6,900
 - Wood, paper and printing 4,800
 - Chemicals, rubber, plastic and other non-metallic mineral products 8,700
 - Machinery and equipment 3,800
 - Metals and metal products 20,500
 - Computers, electrical and optical 2,500
 - Motor vehicles and other transport 3,000.

Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics.

Interested? For more information...

www.futuremorph.org AMRC <http://www.amrctraining.co.uk/>
<http://www.tomorrowsengineers.org.uk/home/> <http://semta.org.uk/>

Types of Job	National Average Salary £
Mechanical engineer	£45,429
CAD designer	£30,962
Design engineer	£41,132
Biological scientist	£41,415
Engineering technician	£36,066

Skills/qualities

- Problem solving
- Attention to detail
- Communication
- Accuracy
- Creative thinking

Useful subjects include;

- Maths
- Physics
- Chemistry
- ICT
- Biology
- Design

Some local employers

Sheffield Forgemasters

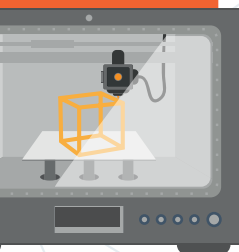
Swann Morton
(Medical instruments)

AESSEAL

Gripple

Premier Foods

Advanced Manufacturing Park
and the Advanced Manufacturing
Research Centre (AMRC)





Construction and Property

**THE
CONSTRUCTION
INDUSTRY IS NOW
SHOWING STRONG
GROWTH.**

**AROUND 64,000
PEOPLE ARE
EMPLOYED IN
SHEFFIELD CITY
REGION**

Activity in this area is expected to grow in the next few years. There is increasing demand for 'sustainable' construction skills linking to a greener society and use of new technologies of materials, so different roles will emerge within the sector.

- This sector is expanding locally; £1.4 billion of new infrastructure projects are planned for the region. The construction sector employs around 37,000 people (based in Sheffield and Doncaster*) in a huge variety of roles from labouring to electricians to architects.
- Most employers are small (employing less than 10 people) and it is an industry with many opportunities to be self-employed.
- It is anticipated that the expansion in the sector will create more opportunities within skilled trades and higher level occupations.
- New roles involving green technology, use of new materials and environmental specialisms will also emerge.

Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics.

*CITB June 2016

Interested? For more information...

<http://www.goconstruct.org> <http://www.citb.co.uk>
<http://www.citb.co.uk/bconstructive/>

Types of Job	National Average Salary £
Architect	£44,883
Painter/decorator	£23,766
Electrician	£31,453
Civil engineer	£42,788
Chartered surveyor	£42,044
Plumber	£28,756

Skills/qualities

- Practical and technical
- Problem solving
- Attention to detail
- Team working
- Communication
- Safety aware
- Able to work at heights
- Able to read drawings
- Accurate measurement

Useful subjects include;

- Maths
- English
- Design
- Physics
- ICT

Some local employers

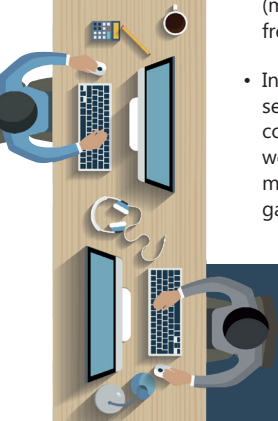
Amco Construction
Premier Construction
Keepmoat
Eton Construction
Kier
Henry Boot
Willmott Dixon



Creative and Digital

CREATIVE
&
PROBLEM
SOLVING
FLAIR

WORK
FORCE
OF OVER
27
THOUSAND



Many roles in the creative and digital sector involve working with the latest technologies which are helping to drive the sector forwards. Job areas include film and TV, social media, advertising, fashion, computer games and animation.

- This sector is growing at a faster rate than anywhere else in the UK; employment in the sector has increased by over 50% in the last decade.
- The region one is of the leading digital and development centres in the country. There are approximately 27,000 people employed in this sector (many on a self-employed and freelance basis).
- Interactive Media – Interactive services, applications and content bring together the worlds of computing, the web, mobile phones and console games. We have a national

reputation as leaders in this field, including hosting a leading international documentary film festival.

- E-learning – The region has established itself as the UK centre of e-learning with over 1000 people employed in e-learning development and service businesses.
- The more experience gained, the better the chances of success. The sector is very competitive for many of the roles available.

Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics 2015.

Types of Job	National Average Salary £
Photographer	£27,843
Journalist	£35,275
Graphic designer	£27,005
Clothing designer	£28,300
Creative director (advertising)	£39,356
Software development engineer	£41,794

Skills/qualities

- Good problem solving skills
- Communication
- Creativity
- Strong ICT knowledge (and experience)
- Attention to detail

Useful subjects include;

- Design
- English
- Maths
- ICT
- Art
- Media

Some local employers

Fripp Design
(Industrial Design)
Learn Direct
Ledgard Jepson
(Design Agency)
Plusnet

Interested? For more information...

www.skillset.org/careers (search through vast range of roles available)
www.bigambition.co.uk www.creative-choices.co.uk www.futuremorph.org
<https://www.thetechpartnership.com/>



Finance and Business Services

The sector has an output of almost £2.5 Billion in Sheffield City Region.

Employs 43,200 people in South Yorkshire.

Increasing emphasis on digital skills used in many administrative, customer facing and professional roles.

Includes:
Financial services

Legal services
Accountancy services

Management consultancy

Advertising and marketing

Employment agencies

Human resources provision

Administrative services including contact centres

South Yorkshire is a growing location in the UK for business, professional and financial services companies. This varied sector is expected to continue to grow in the region, creating hundreds of new jobs in the next few years.

- The sector has an output of almost £2.5 billion in Sheffield City Region, and employs 43,200 people in South Yorkshire.

- Financial services providers in the area include HSBC's global IT shared service centre, the largest private sector employer in the region (it employs over 4,500 people!).

- South Yorkshire has a long standing legal sector with 4,900 people employed across international firms such as DLA Piper, Nabarro and Irwin Mitchell who sit alongside smaller niche firms.

- Contact centres include Aviva, Sky, XLN Telecom and Capita.
- There are strong links to other sectors, especially ICT, with an increasing emphasis on use of technology.

Sources: Business Register
Employment Survey, Annual
Survey of Hours and Earnings,
Office for National Statistics.



Interested? For more information...

www.cipd.co.uk www.allaboutfinancecareers.co.uk
www.thetechpartnership.com/tech-future-careers

Types of Job	National Average Salary £
Contact centre worker	£17,982
Chartered accountant	£42,887
Financial adviser	£45,458
Finance officer	£25,331
Insurance underwriter	£45,401

Skills/qualities

- Communication
- Presentation skills
- ICT
- Problem solving
- Customer service
- Numeracy and literacy
- Accuracy and attention to detail
- Sales

Useful subjects include;

- English
- ICT
- Business Admin
- Maths

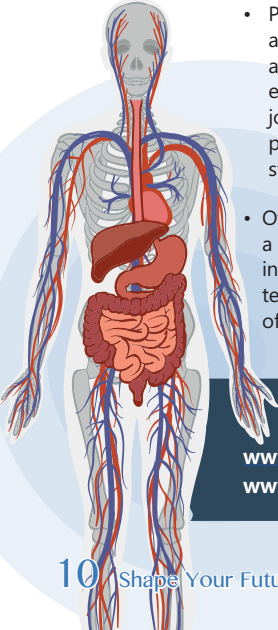
Some local employers

AEON Finance services
Norton Finance
Aviva
Nationwide
Nabarro
Irwin Mitchell
DLA Piper

Healthcare Technologies

SHEFFIELD CITY REGION IS ONE OF THE LARGEST CENTRES FOR ORTHOPAEDIC, MEDICAL DEVICE AND INSTRUMENTATION COMPANIES IN THE UK.

SOME OF THE MOST EXCITING CAREER OPPORTUNITIES OF THE NEXT FIVE YEARS ARE PREDICTED TO OCCUR IN THESE SECTORS; PROBABLY JOBS THAT DON'T EXIST AT THE MOMENT!



Healthcare technology may not be familiar to you, but it is a growth area for jobs; there are strong links to the Engineering and Advanced Manufacturing and Health Care sectors.

This industry is so varied; you could work in a laboratory finding cures/diagnoses for diseases, designing new surgical instruments, working in prosthetics (artificial limbs), developing new technology for online health services to name a few options.

- Employment numbers are not high at 1,570 in South Yorkshire, but this is an important and thriving sector.
- People with engineering, maths and science skills earn more on average. Starting salaries for engineering and technology jobs can be as much as £32,000, putting them in the top 20% of starting salaries (nationally).
- Over the years, there has been a big increase in skills shortages in scientific and healthcare technology careers and some of the most exciting career

opportunities of the next five years are predicted to occur in these sectors.

- Sheffield Teaching Hospital Trust has international recognition for its work in neurosciences, spinal injuries, and orthopaedics.
- The NHS is the largest employer nationally and locally; there are a vast range of health-related jobs and careers available.

Sources: Annual Survey of Hours and Earnings, ONS 2015, Business Register Employment Survey 2014, NOMIS 2016 Engineering UK 2016-06-03 Graduate Labour market Statistics 2015, BIS



Types of Job	National Average Salary £
Biomedical scientist	£41,415
Critical care technologist	£26,805
Measurement and control technician	£29,542
Pharmacologist	£41,415
Prosthetist orthotist	£34,470
Design engineer	£26,805
Biomedical engineer	£43,396

Skills/qualities

- Problem-solving
- Communication
- Teamwork
- IT and technology

Useful subjects include;

- Maths
- Physics
- Chemistry
- Biology
- Design
- ICT

Some local employers

NHS
 Braun Medical Ltd
 JRI Orthopaedics
 Symmetry Medical
 Swann Morton
 ADL Smartcare
 (help for independent living in the elderly)

Interested? For more information...

www.ipem.ac.uk
www.ibms.org
<http://semta.org.uk/>
www.futuremorph.org
<https://www.healthcareers.nhs.uk/>



Manufacturing



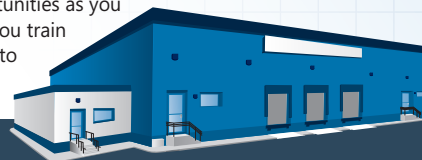
To work in engineering at any level, maths and science are important and to enjoy finding solutions to challenging problems. Practical skills and being a good communicator, well organised, resourceful and well motivated are also important.

There is much growth in the Advanced Manufacturing and Engineering sector, but Manufacturing and Engineering as a whole is still important to the South Yorkshire economy.

- South Yorkshire is known world-wide for its precision engineering, metals, high quality design and manufacture of a wide range of products. Increasing investment and development of technology means many work environments are clean and modern.
- Many jobs in manufacturing and engineering are in demand, partly due to the ageing workforce in the sector. Expansion in road and rail networks (locally and nationally) mean opportunities in manufacturing and engineering.
- HS2 will be the UK's new high speed railway, providing fast, frequent and reliable services, connecting eight of the largest cities in the UK. Think how many people will need to engineer and manufacture all the parts involved in this development; this is just one example!
- Many local engineering businesses offer apprenticeships that help you learn all aspects of the work. Apprenticeships offer excellent opportunities as you get paid while you train and the chance to progress.

Types of Job	National Average Salary £
Auto electrician	£17,982
Craft machinist	£42,887
Heating and ventilation engineer	£45,458
Rail engineering technician	£25,331

Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics.



Skills/qualities

- Problem solving
- Attention to detail
- Communication
- Accuracy
- Creative thinking

Useful subjects include;

- Maths
- Physics
- Chemistry
- ICT
- Design

Some local employers

Atkinson Walker
AESSEAL
DavyMarkham
Grippl
Polypipe
Volker Rail

It is also home to the Advanced Manufacturing Park and the Advanced Manufacturing Research Centre (AMRC)

Interested? For more information...

<http://semta.org.uk/> <http://www.tomorrowsengineers.org.uk/home/>
AMRC <http://www.amrctraining.co.uk/> <http://www.themanufacturingforum.org.uk/skills>
(links to apprenticeship providers, list of member companies and other useful info)

Retail



MEADOWHALL
ATTRACTS
30 MILLION
VISITORS
A YEAR.

THE SECTOR
EMPLOYS
APPROXIMATELY
57,000 PEOPLE IN
SOUTH
YORKSHIRE

MEADOWHALL
ATTRACTS 30
MILLION
VISITORS
A YEAR.

Retail is the largest private sector employer in the UK - that's big business! The industry relies heavily on young people; many work in shops as students before moving on to other careers. But many are attracted to it as a career in itself, with fast promotion opportunities, good financial rewards and diverse roles including buying, merchandising as well as sale assistants and managers.

- The sector employs approximately 57,600 people and has an output of £1.6 billion in the South Yorkshire. It is expected that there will be 500 additional jobs created this year in Sheffield City Region.
- For large companies, there are strong links to logistics and distribution (think of all the online shopping that we do!).
- Meadowhall is the tenth largest shopping centre in the UK, with over 280 stores, and attracts 30 million visitors a year.
- The retail industry is vital to South Yorkshire; it offers many employment opportunities. Around half the workforce are employed in sales and customer service, with management the second largest group.



Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics 2015.

Types of Job	National Average Salary £
Retail buyer (experienced)	£33,351
Sales assistant	£17,046
Window dresser	£21,667
Retail manager	£31,801
Customer service	£20,440



Skills/qualities

Employers look for;

- Teamworking
- Communication
- Problem solving
- Flexibility
- Customer focus

Useful subjects include;

- Business Admin
- Maths
- English
- ICT
- Design

Some local employers

Frenchgate Centre
Meadowhall
Parkgate Centre
Amazon

Interested? For more information...

Source Academy (for training) www.thesourceacademy.co.uk
www.nsaforretail.com www.fashionretailacademy.ac.uk www.apprenticeships.gov.uk





Sport & Active Leisure



Within the region, the work areas of sport, leisure and tourism is classed as a growth sector.

Working in the sport and leisure sector can be tough; expect long hours and relatively low wages in the beginning. Career prospects are good and often progression to management level is possible. There are strong links to the Travel and Tourism sector, plus aspects of health (for jobs such as Physiotherapist and Fitness Workers).

- There were around 11,500 jobs in this sector in South Yorkshire in 2014, up from 11,000 in 2011.
- Venues such as Doncaster Racecourse, Yorkshire Wildlife Park and Ponds Forge contribute to increased jobs in leisure, tourism and sport.
- The region is well known as a centre for sporting excellence. This has been boosted by its association with Olympic and World Champion Gold medal winner Jessica Ennis-Hill.
- For this sector (along with many others), it's important to gain not only qualifications but also experience. Look at doing a relevant coaching course, volunteering/helping younger students.
- 12 per cent of the UK population are registered members of a health and fitness club or publicly-owned gym. And almost 90 per cent of people live within two miles of one.

Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics.

Types of Job	National Average Salary £
Fitness trainer	£19,368
Leisure centre attendant	£17,309
Sports coach	£24,387
Sports physiotherapist	£34,647
Sport and exercise psychologist	£40,812

Skills/qualities

- Team working
- Customer Focus
- Commitment to exercise
- Specific sporting skills
- Communication skills
- Problem solving
- Negotiation skills
- Patience

Useful subjects include;

- English
- Maths
- Sciences
- Business admin
- ICT
- Physical education

Some local employers

Ponds Forge
Doncaster Dome
Barnsley Metrodome
Private health clubs (including the Nuffield chain)
Local authority sport and leisure centres
Self-employment opportunities

Interested? For more information...

English Football League Trust <http://www.efltrust.com/>

National English Institute of Sport <https://niv.org.uk/>

Coaching Courses <http://www.sysport.co.uk/support/training-courses/>

<http://www.skillsactive.com/>





Travel & Tourism

Tourism is flourishing in South Yorkshire and an increasing number of people are attracted to our historic towns and cities, countryside and national parks.

In Sheffield City Region there are forecast to be around 48,000 vacancies in transport and storage and 42,300 in accommodation and food between 2012 and 2022.



This sector includes passenger transport (by land, sea, inland water and air), hotels and other holiday accommodation, catering, museums and other cultural attractions, and amusement and recreation. Nationally, the long-term prospects for the sector are good; demand for graduates is expected to grow, with 69,000 more managerial jobs over the next eight years.

- Within SCR, the work areas of sport, leisure and tourism is classed as a growth sector. It has an output of £800 million and generates around 50,000 jobs.
- Doncaster Sheffield airport handled 856,592 passengers in 2015; this increased to 1,255,907 passengers in 2016 (new flights were introduced).
- In 2014 there were around 49,500 jobs in travel and tourism, up from 45,000 in 2011.
- The Tour de France 'Grand Depart' in 2014 and The Tour de Yorkshire have boosted visitor numbers and tourism generally to the area.
- High profile visitor attractions include Doncaster Racecourse and the Yorkshire Wildlife Park (one of the fastest growing attractions in the area).
- Good people skills are essential for most jobs within this sector, dealing with customers on a daily basis.

Types of Job	National Average Salary £
Air cabin crew	£23,667
Hotel manager	£32,486
Tourist information centre assistant	£21,996
Cruise ship steward	£21,996

Sources: Business Register Employment Survey, Annual Survey of Hours and Earnings, Office for National Statistics, www.welcometosheffield.co.uk, Sheffield LEP, www.fodsa.co.uk People 1st State of the Nation 2013

Skills/qualities

- Team working
- Communication skills
- Problem solving
- Negotiation skills
- Patience
- Customer focus

Useful subjects include;

- English
- Maths
- Sciences
- Business admin
- Languages
- ICT

Some local employers

Doncaster Sheffield Airport
Yorkshire Wildlife Park

Welcome to Yorkshire <http://www.yorkshire.com/places/south-yorkshire> (places to visit and potential employers)

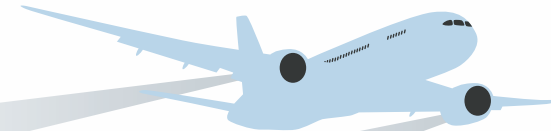
Transport, hotels and restaurants.

Interested? For more information...

www.hospitalityguild.co.uk www.skillsactive.com

Visit this website to find places to visit and potential employers or where you can become a volunteer;

Welcome to Yorkshire <http://www.yorkshire.com/places/south-yorkshire>





Transport and Distribution (Logistics)



Employs around 27,900 people in South Yorkshire

Need to be good at problem solving

Need to be able to organise things efficiently

Many diverse job roles available

Increasingly hi-tech roles available

South Yorkshire is well-placed for transport and logistics due to excellent road and rail connectivity.

As in many other sectors, there is a big demand for younger, replacement employees due to an ageing workforce. Job areas within the sector include mail and couriering, warehousing and storage, wholesaling, freight transport and removals.

- This sector has an output of £930 million in Sheffield City Region. It employs around 27,900 people in South Yorkshire, plus a further 20,500 in wholesale and is set to grow, creating hundreds of additional jobs in the next few years.
- The sector needs young people to join the sector and there are many diverse job roles available.
- Over 8,300 people are employed in this sector in Doncaster. This is set to grow/expand due to

developments in the airport corridor and the i-port.

- The world's largest aircraft (AN-225) is chartered through DS Airport by global companies, including Shell. It costs over £2 million to hire!
- The sector is becoming more complex as our needs for goods and services becomes more competitive. Employers need a workforce that can solve problems and organise things efficiently.

Types of Job	National Average Salary £
Airport baggage handler	£27,280
Storage and warehouse manager	£31,776
Large goods vehicle driver	£27,268
Fork lift truck driver	£22,430
Logistics analyst	£30,735

Skills/qualities

- Team working
- Problem solving
- Good organisation
- Attention to detail
- Confidence
- Communication
- Ability to work under pressure

Useful subjects include;

- ICT
- Maths
- Business studies
- English
- Languages

Some local employers

ASOS
Amazon
IKEA
Seymour Transport
GIST
Norbert Dentressangle
Doncaster Sheffield Airport

Interested? For more information...

www.lovelogistics.co.uk/index.html www.skillsforlogistics.org
www.deliveringyourfuture.co.uk <https://www.youngrailpro.com/>





Green Jobs

BY 2020 IT IS PREDICTED THAT THE ENERGY SECTOR WILL CREATE MANY NEW JOBS IN YORKSHIRE AND THE HUMBER, WITH:

OFFSHORE WIND CREATING 11,500 JOBS

ONSHORE WIND CREATING 750 JOBS

WAVE AND TIDAL CREATING 250 JOBS

With a move away from coal and oil and a focus on environmental and economic concerns, the government is targeting renewable sources of energy. The focus is on the future when it comes to green technology.

'Green jobs' are found in many work sectors including Construction (buildings need to be energy efficient), Engineering and Manufacturing (creating new materials).

- The numbers employed in this sector are relatively low, but this sector is set to become more significant.
- In South Yorkshire there are centres of excellence for research and development including the Siemens Wind Power Research Centre, Sheffield University Waste Incineration Unit, and the nuclear Advanced Manufacturing Research Centre (AMRC).
- The Templeborough Biomass Power Plant (Rotherham) will open in 2017. It will generate just over 41MW of green electricity; enough to supply 78,000 homes and save over 150,000 tons of CO₂ every year!
- It is also home to companies innovating in renewable energy, low carbon transport and supply chain technologies, including Magtec, the UK's largest supplier of hybrid and electric drive systems (such as electric buses!).
- Jobs in demand include; most types of engineers, energy managers, landscape and forestry managers to name but a few. All STEM qualifications and higher level skills will be essential for nearly all 'green' jobs.

Types of Job	National Average Salary £
Biomass and renewable maintenance engineer	£30,850
Conservation manager	£32,823
Energy engineer	£42,396
Project manager	£52,162
Laboratory technician	£24,420
Plant operator	£26,609

Skills/qualities

- Problem-solving
- Creating solutions
- Planning
- Communication
- Presentation skills
- Team working

Useful subjects include;

- Chemistry
- Physics
- Maths
- Engineering
- ICT

Some local employers

ITM Power
Magnomatics
Construction companies
Universities and other research laboratories/companies

Interested? For more information...

www.talentsourcenetwork.co.uk www.tomorrowsengineers.org.uk
www.lantra.co.uk www.engc.org.uk <http://www.greenenergyjobs.com/career-guide/>
<http://namrc.co.uk/> <http://www.templeboroughbiomass.com/>

Other Sectors

There is currently a focus on the 'Growth Sectors' as described in this publication. But other sectors employ large numbers of people in South Yorkshire.

Health and social care is one of the main employment sectors, accounting for over 16% of employment in South Yorkshire. Other large employers are currently wholesale and retail, manufacturing and education.

It is reasonable to assume that there will be more competition for administrative jobs, skilled trades, and operative jobs.

There is likely to be higher demand than currently for managers, professionals and associate professionals (also known as technicians) and care workers.

All employers agree that the **skills** of a prospective employee are as important as knowledge. In an increasingly competitive international job market, attributes such as being resilient, adaptable, creative, problem solving and able to communicate and work as part of a team are essential. For more information on how to make the most of your skills and attitudes, see pages 20 and 21. Also check out the CV tips on page 25.

It is estimated that 'replacement' demands (job openings created by people leaving the labour force temporarily or permanently) will contribute almost eight times as many job openings



According to a recent report,

'The Digital Revolution'

'The need for technical and practical skills will not disappear in the digital revolution. In some cases, demand will increase precisely because we need people to create and operate digital and automated systems'.

as net job growth over the next decade: 302,000 openings compared with 39,000.

There will be a need to recruit suitably skilled people across all broad occupational groups, including those projected to decline.

Find out more about Job Market Information on the Careers Yorkshire and Humber (CYH) website; https://careersyandh.co.uk/inspiringyandh/iyh_pages/south_yorkshire15

*The Digital Revolution (May 2016) <http://www.edge.co.uk/news/2016/may/the-digital-revolution>

Top Employers Recruiting in South Yorkshire in 2016

Employer	Vacancies	Sector
National Health Service	4,399	Health
CRA Consulting Inc	1,146	Agency - Legal/financial
University of Sheffield	836	Education
Sewell	829	Agency - Finance, Administration
Brewster Pratap	611	Agency - includes Accountancy, Business Support and Engineering
Rotherham MBC	408	Local authority
Capita PLC	357	Outsourcing provider
Teacher Active	277	Education agency
A For Appointments Ltd	252	Agency - various sectors including sales and customer care
Applied Systems Limited	228	Education agency
Page Personnel	223	Agency
Ash Consulting Ltd	204	Agency
Sue Ross Legal	204	Legal
The Source	198	Training provider (retail)
Tesco	175	Supermarket
Sheffield City Council	174	Local authority
Exemplar Health Care Ltd	165	Care homes
Sheffield Hallam University	155	Education
Barnsley College	138	Education
British Telecom	135	Telecomms

Labour Insight, Burning Glass Technologies 2017. Some large employers who use agencies may not be listed, as the employer is not specified.



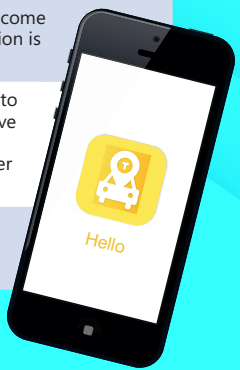
Jobs in the Future



Some examples of 'new jobs' that didn't exist 20 years ago. Many more new roles will be created in the future!

Job	What is it?
Social Media Strategists	Social media strategists use social media tools to help companies interact with customers, increase brand awareness, create buzz, increase traffic and provide information.
Green Funeral Directors	Green funeral directors incorporate environmentally friendly options to meet the needs of families who want a green service.
Bloggers	Bloggers research and write blog posts in a conversational style to engage readers online.
Interior Re-designers	Interior re-designers remodel your home using the things you already have, either re-purposing them for other uses or putting them in other rooms.
Patient Advocates	There are several types of patient advocates, and although their services vary, all of them want to make sure that the patient and family are informed and help to make things easier on everyone.
Community Managers or Content Managers	Community managers or content managers are an extension of a typical marketing role, but on a more personal level. They serve as a liaison between the company and the public, managing a Web site that allows them to engage with community members and spread the word about the company.
Senior Move Management	Senior move management companies help older adults and families with the physical and emotional demands of downsizing, relocating or modifying their homes.
User Experience Analyst	User experience analysts look for ways to make using a web site easier, more pleasant and more engaging for consumers.
Video Journalists	In the 1980s, reporters had to shoot and edit their own stories because of lack of manpower and resources. To save money, now almost 30 years later, this role is back, where large-market news groups hire small-market reporters as video journalists at a fraction of the cost.

Job	What is it?
Virtual Business Service Providers	Many people are forming their own companies by way of telecommuting, offering such virtual services as customer service, concierge services or even public relations from their homes.
App Designer	Design the look and feel of the app.
App Developer	Plans all aspects of how a user will navigate their way through an app.
Green Deal Assessor	The Green Deal allows consumers to make energy-saving improvements to their home or business without having to pay all the costs upfront.
Social Media Manager	A social media manager is generally responsible for all social media activity carried out by a company, including Facebook, Twitter, Flickr, YouTube, Pinterest, Instagram and others.
Chief Listening Officer	One step up from a "social media manager," the Chief Listening Officer keeps their ears (and eyes) on social channels and real life conversations to keep the company up to speed on what their customers are saying. Before social media, business was a one way channel of communication.
Elderly Care	As the population ages and baby boomers become grandparents, an increasing amount of attention is being turned to the care of the elderly.
Sustainability Expert	Sustainability Experts are hired by companies to share their expertise in the "green or alternative energy space" so companies can help their business move in the direction of having better sustainable practices in place.
User Experience Design	What is user experience design? Quite simply, experiences created and shaped through technology and how to make them happen.





Job	What is it?
Market Research Data Miner	As customer information becomes more and more vital to the retail experience, businesses are compiling data in droves—and hiring experts to make sense of it.
Search Engine Optimisation Specialist	SEO Specialist manages clients paid search campaigns to research keywords and provide ideas to help improve the clients ranking on search sites like Google and yahoo.
Web Content Strategist	A Web content strategist is responsible for planning content creation, delivery, and management of content written or in other media.
The Android Developer	The Android Developer is someone who develops and works on new and existing applications and framework for android devices.
The Data Scientist	A data scientist is somebody who does not simply just collect and report on data, but also looks at it from many angles, determines what it means, then recommends ways to apply the data.
Chief Privacy Officer	The Chief Privacy Officer is a senior level executive within a business or organisation who is responsible for managing the risks and business impacts of privacy laws and policies.
3D- Printed Clothing Designer	3D designs have recently appeared on catwalks. 3D printing presents affordable manufacturing possibilities.
Virtual Lawyer	As more of our daily life goes online, we need specialist lawyers to resolve legal disputes.
The Big Data Architect	The Big Data Architect provides advanced technical support in the research, experimentation, business analysis and use of systems technology including architecture, integration capabilities and database management.



Job	What is it?
The Cloud Services Specialist	Cloud Storage Specialist has obtained an in-depth level of proficiency with the mechanisms, devices, technologies, practices, and overall assessment criteria pertaining to cloud storage technologies and services.
The Digital Marketing Specialist	The Digital Marketing Specialist manages the execution of all digital and online marketing.

STEM science, technology, engineering and maths

Most of these jobs rely on STEM, technology and high level skills, linked to many of the growth sectors outlined in this brochure.

Employers value the skills developed in STEM subjects and careers.

It is very likely there is going to be many skilled jobs available in these areas in the future (some of which do not exist yet!).

Imagine.. you could be responsible for:

- Inventing a new means of low carbon transport
- Curing an illness or disease
- Building the tallest tower in the world
- Developing a new 3-D pattern cutting machine
- Developing disease resistant crops

For more ideas, see <http://www.futuremorph.org.uk>

It's all about skills!

These are skills which are sometimes called 'transferable skills'. They are needed in many different types of jobs by employers. Think about how you can show and develop your skills.



Skill	What is it?	How to show it...some suggestions
Communication	Getting along well with others, listening and understanding instructions. Joining in with discussions.	Contributing at school. Being good at writing. Presenting in school or college.
Making decisions	People who can make decisions, who gather the important facts, consider alternatives and ask for advice, think about the effects so that they can make a good decision.	Having a researched career plan and a back up if things don't work out. Knowing where to find things out (using information well).
Showing commitment/ Accepting responsibility	People who are interested, dependable, reliable, enthusiastic, and enjoy hard work. These people need less supervision.	Work experience (vital for some careers), part-time work, feedback from teachers/other adults. Persevering (trying hard!) if things don't work out first time.
Flexibility	People who are adaptable and flexible. Employers like people who have a 'can-do' attitude.	Having a part-time job. Managing different subject deadlines.
Time management	People who are organised. These people are good time keepers and can prioritise.	Managing a number of deadlines (different subjects at school). Fitting in a part-time job with studies.
Leadership skills	People who lead by example, constantly look to improve, motivate themselves, are positive, and know when to follow instructions and when to show initiative.	Undertaking things such as Duke of Edinburgh (D of E) Award, joining local cadet programmes.
Creativity and problem-solving skills	People who apply both logic and creativity to solve problems.	Write a blog on something that interests you. Learn to computer code.
Being a team player	Team players who have the team goals in their mind and works with others to achieve them. People who are open and honest and listen to others.	Sport activities, contributing to projects at school/college, volunteering.
Enterprise	People who show initiative. People who are motivated and present themselves well.	Undertaking D of E, setting up a new club at school. Attending employer talks/visits if offered through school.
Ability to work under pressure	People who can work to targets or deadlines.	Being organised with homework deadlines for a number of subjects.

Attitudes

Closely linked to skills, employers are looking for the right kind of 'attitudes'. People showing positive attitudes (see below) are more likely to be successful in their careers.

Attitude	Remember...
Resilience	Resilience is about not giving up. Keep trying (persevering) if you get a knock back. Have a fighting spirit and be confident in your abilities.
Cooperative	Can you work as part of a team? Being cooperative is about working well with others to achieve a common goal.
Aspirational	Create your own destiny. Life is here and now and you should aim to be the best you can. What are your career plans? Think about 'new jobs' as well as existing ones. Aim high!
Informed	Think about what YOU want to do. Research your ideas and look at your options. If you're going for an interview, be prepared for questions. What makes you the best candidate.
Confidence	Believe in yourself. Take the initiative.
Experienced	Make the most of any work experience and other contacts with employers. Do you do any volunteering?
Motivated	If you are motivated and enthusiastic you will potentially learn things more quickly.
Interested	Explore your real passion in life. Try to be a 'can-do' type of person.
Reliable	Be on time - everytime. Be someone people can rely on. Take responsibility for your own actions.





Self Employment

**IN 2016,
THERE WERE
APPROXIMATELY
85,000
SELF-EMPLOYED
PEOPLE
IN SOUTH
YORKSHIRE**

(ABOUT 9.1% OF
THE POPULATION).
(FROM NOMIS)

Nationally 'small businesses' (employing less than 50 people) accounted for 99.3% of all private sector businesses. Most of these are classed as micro-businesses (less than 10 employees).

If you fancy being your own boss, then self employment may be an option for you.

You will need to think about:

- What is your business offering?
- Who will be your customers - is there a market for your products or service?
- Where and how will you run your business?
- What is the competition?
- How are you different or better than others?
- How will you let people know about your offer/products?
- What will it cost to start your business?
- What money would you live off until your business makes a profit?

You'll need to find out about any laws that apply to your business and about things like tax and National Insurance, so it's important to get advice early.

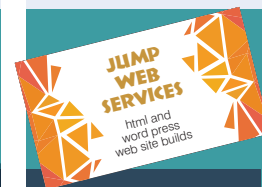
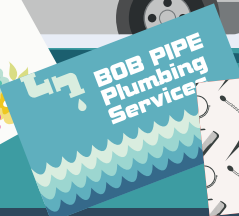
If you are going to run a successful business, you'll need to make sure you have the right skills, do your research and write a business plan - if you want to borrow money to help you get started, a plan is very important.

Skills/qualities

- Determination
- Self-discipline
- Good organisation skills
- Persistence
- Flexibility
- Competitive
- Imaginative
- Willing to take risks
- Communication skills

Useful subjects include;

- Business and finance
- Maths
- English
- Administration
- ICT



More information...

<https://www.princes-trust.org.uk/> <http://www.shell-livewire.org/> <https://www.young-enterprise.org.uk/> <http://www.ncsyas.co.uk/>

Qualifications & Routes

The Regulated Qualifications Framework (known as RQF), sets out the levels of qualifications.

Qualifications are grouped together according to their difficulty. They are given a level from entry level to Level 8. The levels are based on the standards of knowledge, skill and competence needed for each qualification. Qualifications at the same level can be very different in terms of content, ways of learning and the length of time they take to complete.

Considering what qualifications are needed for different careers is an

important part of careers research. Remember you can learn and reach your study and career goals by different routes, depending on your career choice.

The chart summarises the different sorts of qualifications that are found at each level.

For more information on levels of qualifications visit;

<https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels>

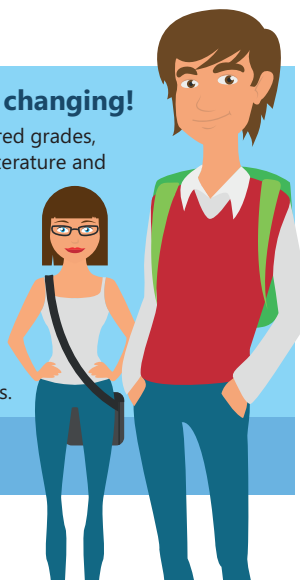
The new GCSE grades; GCSEs are changing!

From September 2017, GCSE's will have numbered grades, rather than letters. English Language, English Literature and Mathematics will be awarded a number from 2017, with other subjects changing over in the next few years.

9 is the top grade, going down to 1. A current grade C is equivalent to 4-5 in the new system (it is not an exact match).

You will need to check entry requirements carefully if you're choosing your post-16 options.

For more information on the changes to GCSE's, visit Ofqual www.gov.uk/ofqual



A Apprenticeships

- An apprenticeship is a job which combines study with practical on-the-job training. You will gain job specific skills, earn a wage and get paid holidays while working towards job related qualifications.
- Your study and work will depend on what level of apprenticeship you are achieving and in what work sector.
- Apprenticeships are available in many different work areas for example; Care, Business, Engineering and lots more. Currently there is a growth in the number of apprenticeship opportunities and work areas they exist in. There is no age limit to becoming an apprentice!

There are three levels of Apprenticeships, as listed below:

- Intermediate Level Apprenticeships (Level 2)
- Advanced Level Apprenticeships (Level 3)
- Higher Level (and Degree Level) Apprenticeships (Levels 4-5 and 6-7)

Intermediate Apprenticeships are the first level of apprenticeships. Intermediate apprenticeships are available at Level 2 in all sorts of areas and industries.

An **Advanced Apprenticeship** enables learners to develop work based skills in a particular job or sector at Level 3. (That's why people with A' Levels sometimes choose this route, even though both are Level 3 qualifications).

For an advanced apprenticeship learners will require at least five GCSEs at grades A* to C with, ideally, English and Maths. Some employers will also prefer Level 3 qualifications e.g. A' Levels, BTEC.

Higher and Degree Apprenticeships include a range of qualifications at a range of levels from Level 4 to Level 7, that is from the equivalent of a foundation degree to a bachelor's degree and even master's degree level in some sectors.

Entry requirements to get onto a higher apprenticeship include 5 good GCSEs (grades A*-C) and good post 16 results at Level 3 such as A' Levels, BTEC or OCR Cambridge National, NVQ Level 3 or an advanced apprenticeship.

Degree apprenticeships are the latest addition to the higher apprenticeship programme. Applicants should usually have, or expect to have, Level 3 qualifications such as A' levels or have undertaken an advanced apprenticeship.

These programmes are being developed by employers, universities, and professional bodies working in partnership. They offer students the opportunity to achieve a full bachelor's or master's degree as part of their apprenticeship.

***Please note;** apprenticeship information is changing rapidly, so please keep checking weblinks for the most up to date opportunities.*

Money Matters

The Government has set a minimum wage for apprenticeships, but your employer will often pay you more. More information can be found on the Directgov website <https://www.gov.uk/apprenticeships-guide/pay-and-conditions>

If you're not quite ready for an apprenticeship then a traineeship may be for you.

Traineeships are aimed at 16 to 24 year olds and will give you the skills and experience needed to get a job or apprenticeship.

Find out more here; <https://www.gov.uk/find-traineeship>



More information...

Sheffield Hallam University Degree Apprenticeships; <https://www.shu.ac.uk/study-here/higher-and-degree-apprenticeships>

Skills Made Easy; <http://www.skillsmadeeasy.org.uk/> **Get in Go Far Apprenticeship info;** <https://www.getingofar.gov.uk/>

Government Apprenticeship info; <https://www.gov.uk/apprenticeships-guide>

Are You Ready For Your Future?

Many of the pages in this brochure have highlighted potential growth employment sectors. We've also stressed how important skills and attitudes are in order to succeed (see pages 20 and 21 for a reminder).

Need a CV? It stands for Curriculum Vitae; it's a short document completed by you, about you.

Letters, emails and applications are also important parts of the recruitment process.

Some top tips are found below;

- Make your CV a maximum of two A4 sides. Keep the design simple, use a font size no smaller than 10 in a clear font.
- Use simple, plain and positive English with clear and concise content – don't waffle and don't make things up!
- Put your most recent qualifications/jobs first and work backwards.
- Make sure your CV is laid out in a way that is easy to read and nice to look at (look at a 'CV template' online for ideas).
- Don't include reference details instead say 'references available on request'.
- Make sure that you save a copy on your computer so that it's ready for any other applications.

The **letter or email** you send with your CV is your opportunity to grab the attention of the employer and get them interested in

reading more about you. You can expand on the points that you have highlighted in your CV. End the letter in a positive way, expressing your willingness to discuss your application at interview.

For applications, read all the instructions and complete the sections as fully as you can (for online and paper applications). Check everything thoroughly for mistakes (you can always do a draft first). For paper applications, write neatly and ideally use a black pen. Remember to sign and date the form.

Remember – Check the presentation, spelling and grammar of any CV, letter or application before sending it to employers (including online forms). Ask a family member or friend to check that it reads well – a fresh pair of eyes will spot any small errors that you may have missed. This is really vital!

Interviews – your chance to shine.

Some pointers below to help you make the most of the opportunity.

There are several types of interview, some involving assessment tests as part of the process. Make sure you find out as much as possible before your interview.

In some cases you might have a telephone/skype interviews; these are quicker for employers to set up than face-to-face interview and are often used as a first stage of assessment.

Common types of questions you may get asked at any interview;

- Your skills and strengths
- About the employer/organisation
- About the job/course
- Your ambitions
- Your work history
- Your motivation
- Team working
- Your personality and interests.

Six top tips

- Arrive in good time
- Be prepared
- Dress appropriately
- Stay calm
- Ask questions
- Smile and look interested!

Remember – Do your research and take relevant paperwork and documents with you. Good luck!

Find out more;

<https://nationalcareersservice.direct.gov.uk/get-a-job/top-10-interview-questions>

See page 2 for some ideas to help you complete your CV's and applications.



Find out more;

<https://nationalcareersservice.direct.gov.uk/get-a-job>
<https://www.cv-library.co.uk/cvtemplates>

Further Information and Contacts

On the next two pages you will find some key local contacts and some further useful websites. Please note this is not an exhaustive list.

Barnsley

Visit <http://iknowican.co.uk/> for independent and impartial information about education, employment, training and opportunities.

Doncaster

Visit www.connectu2.co.uk for impartial careers information, on-line prospectus, and support for about learning, training and employment.

Rotherham

Visit www.youthi.org.uk and click on 'your careers and education' for information on a wide range of relevant topics and useful links, or find opportunities under the vacancies section.

Sheffield

Visit www.sheffieldfutures.org.uk (contact number 0800 652 9900) for local information. Also www.ucasprogress.com for where to learn in Sheffield and around the UK.

National Careers Service

<https://nationalcareersservice.direct.gov.uk/>
(or search online for National Careers Service)

Careersbox <http://www.careersbox.co.uk/>

Plotr <https://www.plotr.co.uk/>

iCould <http://icould.com>

Apprenticeships

<https://www.findapprenticeship.service.gov.uk/>

Regional Apprenticeship information

<http://apprentice-forward.org.uk/>

Skills made easy

<http://www.skillsmadeeasy.org.uk/>

National Citizen Service

<http://ncsyas.co.uk/>

Opportunities for 15-17 year olds to take part in team projects to help local communities.

Do-it www.do-it.org

A site dedicated to volunteering for people and causes.

Unistats <https://unistats.direct.gov.uk/>

The official website for comparing UK higher education course data.

BestCourse4me

<http://www.bestcourse4me.com/>

Shows link between your course and the kind of jobs you can get/money you can earn.

UCAS

<https://www.ucas.com/>

Not going to Uni

<http://www.notgoingtouni.co.uk/>

Advice when starting work

<https://www.citizensadvice.org.uk/work/young-people/young-people-and-employment/>

Information on identity documents

<https://www.nidirect.gov.uk/articles/pre-employment-checks>

Remember to use the web links on each page of the brochure for further information.

Parents and Carers

It's important for you to encourage your son/daughter to get advice from advisers/teachers and speak to training providers, employers and colleges. The more they talk to people and the more information you can gather, the easier it will be to make the right decision.

Whatever route your son or daughter takes you can help and support them.

Your son/daughter's School/Academy have the responsibility to provide access to independent and impartial careers guidance.

Contact the school they attend to find out more.

See below for some useful links;

<http://www.parentadviser.co.uk>

<http://www.careersadviceforparents.org/p/free-expert-advice.html>

Partners

Enterprise Adviser Network (EAN) in Sheffield City Region (SCR)

SCR Enterprise Adviser Network (EAN) is part of a national campaign launched by the government backed Careers and Enterprise Company (CEC). It aims to benefit students and employers by bridging the gap between education and work.

Find out more about local activity at

www.enterpriseadviserscr.org.uk

Click on 'The Team' or 'Contact Us' to find out more about your local Enterprise Coordinator (EC) or if you're interested in becoming an Enterprise Adviser (EA).

Find out more about the CEC here

<https://www.careersandenterprise.co.uk/>

Sheffield City Region (SCR) LEP

<http://sheffieldcityregion.org.uk/>

The Local Enterprise Partnership (LEP) exists to make decisions that drive economic growth and create new jobs.

HEPP (Higher Education Progression Partnership)

<http://extra.shu.ac.uk/hepp/>

HEPP brings together all partners promoting higher level education and skills to young people and adults across Sheffield City Region.

HEPPSY

HEPP includes a new and significant programme called HeppSY. This programme aims to double the proportion of young people from disadvantaged backgrounds progressing to higher education by 2020. To find out more visit the Hepp website.

Federation for Industry Sector Skills and Councils

<http://fisss.org/sector-skills-council-body/>

This site provides links to all Sector Skills Councils and National Skills Academies.

National STEM Centre

<https://www.stem.org.uk/>

STEMNET- the Science, Technology, Engineering and Mathematics Network www.stemnet.org.uk

Labour Market Information (LMI) data

<http://www.nomisweb.co.uk/>

The Gatsby Benchmarks

The 8 'benchmarks' capture what good careers education, information, advice and guidance look like;

1. A stable careers programme (overarching benchmark)
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance.

<http://www.gatsby.org.uk/education/programmes/good-career-guidance>

CEGNET www.cegnet.co.uk/

An online community for teachers, careers professionals and supporters of career development to share news and resources.

Career Development Institute (CDI)

<http://thecdi.net>

The CDI operates for careers professionals.

Careers Yorkshire and the Humber (CYH)

<https://careersyandh.co.uk/Inspiringyandh>

CYH website signposts to resources and organisations to inspire young people about their career choices. The site includes LMI at regional and local level (down to local authority districts).

Links to Compass Tool

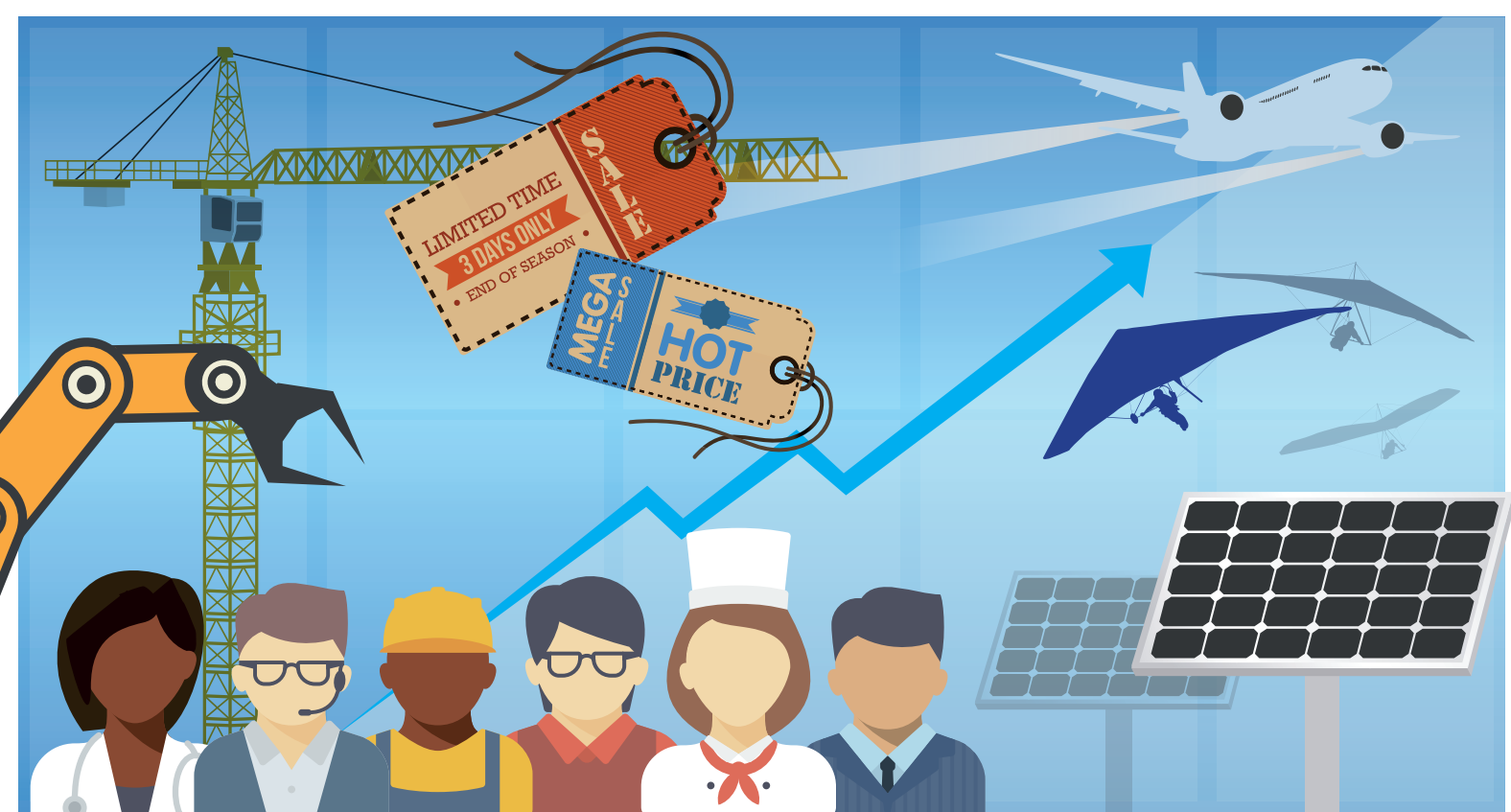
<http://www.careersandenterprise.co.uk/news/new-careers-guidance-tool>

Careers Quality Awards

<http://www.qualityincareers.org.uk/>
For information about the Quality in Careers Standard (QICS).

These materials have been produced by staff of Careers Yorkshire and the Humber in response to local feedback. The content has been expanded in response to positive feedback and suggestions. We always seek to improve any further materials we produce.

You can download and print a copy of this brochure (and accompanying posters) at <https://careersyandh.co.uk/Inspiringyandh> (click on South Yorkshire section).




Disclaimer

Careers Yorkshire and the Humber (CYH) staff have researched the web links referenced in this publication. However, website information can change rapidly. CYH does not endorse organisations or accept any responsibility for the content of external sites.

Published June 2017

To give feedback on this brochure or find out more about the Inspiration Agenda in South Yorkshire and the work of Careers Yorkshire and the Humber, contact Sonia Hardwick (Partnership Coordinator).

 sonia.hardwick@prospects.co.uk

 Twitter @InspiringSYorks



 **Careers**
Yorkshire and
the Humber

Prime contractor for the
National Careers Service in
Yorkshire and the Humber