

ESSEX CAREERS

Your guide to local employment and skills

Featuring:
Digital sector
North Essex

SUCCESS

SKILLS

CAREERS

FUTURE

Find out more about

- Pathways into policing
 - Careers with Greater Anglia
 - Tips for starting your job search
- and much more...**

HIGHLY
COMMEMDED



EXCELLENCE IN
CONSTRUCTION
SKILLS

ESSEX HOUSING
AWARDS 2023

ESSEX HOUSING AWARDS 2023



Looking for support into training or employment?

The **Essex Opportunities Portal** is a website dedicated to information, advice and guidance on careers and skills.



You'll find information on:

- **further education**
- **re-training**
- **learning new skills**
- **apprenticeships**
- **job opportunities in Essex**

The website also features helpful tips on writing a CV, preparing for interviews and thriving at assessment centres.

You can even search and apply for local courses, apprenticeships and jobs!

Sign up to our newsletter

for more information and opportunities sent directly to your inbox.

Follow us on Facebook

for handy tips, information on events and local training and job opportunities.

This magazine has been produced by the Essex County Employment & Skills Team to provide a comprehensive insight into all matters relating to the Employment & Skills opportunities within Essex.

We are very grateful to all the individuals and organisations who have contributed to the fourth issue.

Essex County Council welcomes your input. Please get in touch if you have any questions or would like to contribute to future issues.

Future issues will be published in spring.

This magazine can be produced as a PDF.

To request a copy please email

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If you would like to discuss how Careermap can help your organisation to create bespoke useful guides, please contact Sharon Walpole, Partnerships Director at info@careermap.co.uk



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FOREWORD

Councillor Tony Ball
Essex Careers Magazine

It is a pleasure to introduce the fourth edition of Essex Careers, which is now nearly a year into publication and was recently highly commended in the excellence in construction skills category at the Essex Housing Awards 2023. The magazine has had an incredibly high take up – latest figures show that recent promotion had a reach of nearly 91,000 via digital platforms and enabling engagement with new audiences. Don't forget to continue to help spread the word!

You've been letting us know how you're using the magazine too, and a great example is a local school's Careers Lead who recently fed back that 'the magazine (and the previous magazines) are just brilliant. It gives me the opportunity to send this valuable labour market information to our students. It's easy to read and understand and this one on engineering has gone to all our engineering students and been used in their lessons.' I really value this sort of feedback and it's particularly good to hear how the information is used. It would be great to hear from other recipients such as Job Centres, libraries and Youth Centres too.

This is another packed edition with lots of useful content. This includes a sector spotlight on digital and also some of the amazing digital facilities and programmes we have across Essex. Features on construction and E-sports also illustrate how digital cuts across many different areas. There's also an in depth look at Greater Anglia, Colchester Zoo, Mercury Theatre and Essex Police and a whole host of information on support on offer and on starting your job search. The North Essex focus of this magazine also aligns well with a recently published strategy for North Essex, developed by the North Essex Economic Board and committing to delivering opportunities for residents.

Don't forget you can contact us at Essex.Careers.Magazine@essex.gov.uk and read all editions for free on the [Essex Opportunities Portal](#). A huge thanks to all contributors and enjoy reading!

Cllr Tony Ball,
Essex County Council Cabinet Member for Education Excellence,
Lifelong Learning and Employability



SECTOR SPOTLIGHT - DIGITAL

The digital sector is developing at a rapid pace, as more companies move online and an increasing number of people work from home. The demand for digital skills is higher than ever and wages are rising as a result!

Here in Essex, 29,166 jobs exist in the digital sector. Jobs are available in areas such as:

- digi-tech (all forms of digital technology)
- life sciences (the study of living things)
- advanced manufacturing and engineering (check out [the third Essex Careers Magazine](#) for more information)

Read on to learn more the digital sector in Essex.



digital jobs
in Essex

Top three advertised
occupations in Essex :

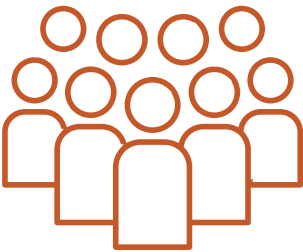
- **Programmers and software developers**
- **IT technicians and analysts**
- **Architects and systems designers**



Average annual
salary is **£42.9K**



13,536 vacancies
from around
1,946 employers
in the last 12 months



29,166 jobs,
increasing to
30,942 by 2031

Top three employers
for digital roles in
Essex:

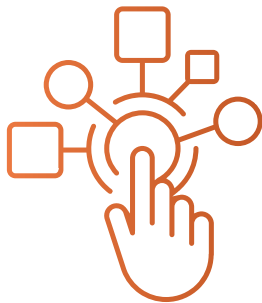
NHS, Raytheon
and the
University of Essex

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst |
Figures include Southend and Thurrock

Qualification	Description	Length of time	Assessment		Level of study	Award UCAS points	Entry requirements	Work experience	What does it lead to?
Apprenticeship	Complete a vocational qualification or degree in the digital sector whilst receiving paid, on-the-job training.	1 year minimum	Apprenticeship dependent (includes demonstrations, presentation and/or exams)	➡	2/3 with option to progress to higher and degree apprenticeship	No	Employer dependent Age 16+ Evidence of interest and ability to complete	Yes (paid job with at least 20% off-the-job training)	Higher Level or Degree Apprenticeship University Work
A Levels	Academic qualifications that can be taken at a college, sixth form centre or online. Available in a variety of subjects relevant to the digital sector, such as Computer Science and Statistics.	2 years	Mainly exams at the end of the course – can include coursework	➡	3	Yes	For individual schools and colleges to decide (commonly 5 GCSEs at grade 4 and above)	No	Apprenticeship University
T Levels	A technical study programme equivalent to three A Levels. An industry placement makes up 20% of the course, helping you to gain the skills that employers need.	2 years	Exams, projects and practical assignments	➡	3	Yes	Set by each school/college	Yes (80% classroom, 20% work)	Apprenticeship University Work
Technical/vocational	Qualifications that teach you how to do tasks specifically related to the digital sector.	Course dependent	Course dependent (coursework and exams)	➡	1+	Yes	Course dependent (coursework and exams)	Course dependent	Apprenticeship University/college Work
Work placements and internships	Structured work-based study programmes or general work experience with a digital sector company.	This could vary from one day to one year. It could be completed as a block placement for a couple of weeks or one day per week for a set period of time.	N/A	➡	N/A	No	N/A	Yes	Apprenticeships University/college Work
Degree	An academic qualification completed at university. Digital degrees include Multimedia Journalism and Animation.	Minimum of 3 years	Course dependent	➡	University degrees range from Level 6 qualifications, such as a bachelor's degree, to a Level 8 qualification such as a doctorate degree.	N/A	Course dependent	Course dependent	Paid employment Post graduate degree
Post-graduate digital sector courses	'Postgraduate' courses are undertaken after completing a degree. They include a masters, postgraduate certificate (PGCert) or postgraduate diploma (PGDip).	1-2 years	Course dependent	➡	Level 7-8	N/A	Course dependent	Course dependent	Paid employment
Professional qualifications	Joining a professional body isn't usually necessary to secure your first graduate job; however, becoming a member of a chartered body is obligatory if you want to become a Chartered IT Professional (CITP), for example.	N/A	N/A	➡	N/A	N/A	Relevant qualifications	N/A	Employment
Free online courses	You can secure certifications from reputable digital companies, such as Google or Microsoft. Courses from ACL Essex are another great option.	Varied lengths	N/A	➡	N/A	N/A	You won't usually need specific qualifications	No	Apprenticeship University or college Paid employment
Free digital bootcamps	Flexible courses funded by the Department for Education. Mostly online but some courses are in-person. You will be offered a job interview upon completion.	Up to 16 weeks	Assessments and assignments	➡	Level 2-5	Yes (Level 3 to 5)	Varied entry requirements	N/A	Further education and/or employment

The digital sector

The facts, figures and roles



The way we work is becoming increasingly digital. With this ever-changing world, we need more digital roles than ever.

Being ready for a role in the digital economy doesn't necessarily need you to specialise or obtain new qualifications. You may already have transferrable skills that Essex businesses are looking for!

The digital sector and the potential careers within it vary greatly. You might have a passion for cybersecurity, video games or even social media. Whatever your skills or interests, there could be a career in the digital sector for you.

Top three advertised occupations in Essex

- Programmers and software development professionals
- IT user support technicians
- IT business analysts, architects and systems designers

Top 10 digital skills Essex businesses say they lack:

- Machine learning
- Programming and coding
- Knowledge of emerging technologies and solutions
- Advanced statistics
- Data visualisation
- Storytelling
- Analytical mindset
- Creativity
- Data ethics

Top digital employers in Essex

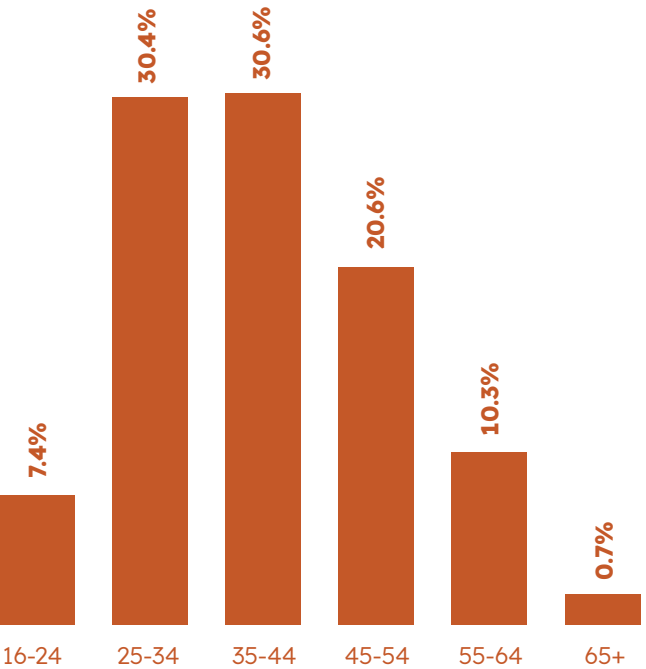
- NHS
- Raytheon
- University of Essex
- Arm Agence de Recouvrement
- Essex County Council
- FIS
- Ppr
- Leonardo
- CGI
- Leidos

The digital landscape

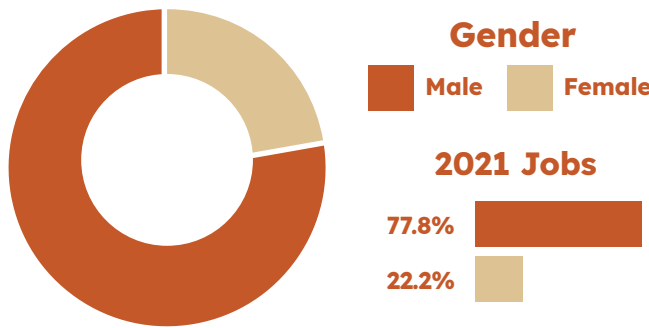
There are currently
29,166
jobs in Essex. This is expected
to increase to 30,942 by 2031.

1,946
Essex employers have posted
13,536
digital vacancies in the past 12 months

The average salary for a
digital role in Essex is
£42,900



National Occupation Age Breakdown



National occupation gender breakdown

What skills do you need to enter the sector?

Content creation and social media — if you can create images, videos and words to communicate a message, then you could be suited to a career in the digital sector.

Creativity — in such a fast-paced industry, you'll need to be able to generate new ideas and think outside the box.

Data analytics — businesses rely on data more than ever, so those who can interpret and analyse data are in high demand.

Coding/programming — the ability to write and understand code is highly sought after.

Adaptability — the digital sector changes rapidly and you'll need to adjust with it!

Why choose a career in the digital sector?

It's varied — discover a variety of digital roles across a broad range of businesses.

It's growing — and the demand for those with digital skills is growing with it.

It's future-proof — as new technologies evolve to meet modern challenges, it's safe to say the digital sector is here to stay.

It's flexible — you don't have to be chained to a desk; you can take your skills anywhere you want to go.

What are the jobs and typical salaries?

Machine learning engineer	£57,000
Software engineer	£44,000
Data analyst	£32,000
Data scientist	£49,000

Careers in this sector

- 3D printing technician
- App developer
- Computer games developer and tester
- Database administrator
- Digital marketer
- IT services
- Media researcher
- Network engineer
- Robotics engineer
- Social media manager
- Software developer
- Solutions architect
- Vlogger
- Web content editor
- Web developer

How digital skills are changing the construction industry

Rebecca Dunn
(Senior Digital Construction Manager) – undertaking Matterport scan

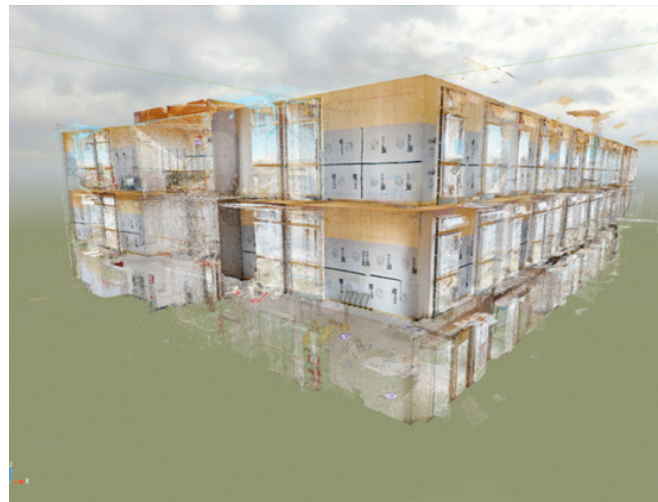
The construction industry is experiencing the fourth Industrial Revolution: the Digital Revolution. We're moving away from paper and towards new technology, using data to drive efficiency.

Local construction company, Kier, is using digital technology to ensure its information management processes are consistent. This helps when reviewing and validating what is designed and built on site.

Kier needs people who are passionate about tech to help them fully embrace the Digital Revolution. They need team members who can work collaboratively and take a forward-thinking approach, regardless of their role.

There's a huge range of entry roles available at Kier that require digital skills. These include:

- Design manager apprentices and graduates
- Digital construction apprentices
- Site engineering graduates



Point Cloud scan from Matterport brought into Revizto



Digital skills for construction

Do you have any of these skills? If so, a career at Kier could be the right fit!

Gaming navigation skills

Put your gaming skills to good use! Your navigation skills could help you to design and coordinate 3D models. This involves identifying, tracking, coordinating and solving any issues before projects start on site. PC-enabled gaming controllers are often used to navigate models.

When working on 3D modelling, you'll also need to collaborate closely with other disciplines, including structural engineers, civil engineers and architects.

Gaming VR skills

Virtual and Augmented Reality technologies are becoming increasingly popular in the construction industry. They allow clients to virtually explore sites during bid, design and construction phases of projects.

Photography and videography skills

Kier Construction uses a platform called Holobuilder to track progress during the construction phase. This involves using 360-degree cameras mounted on a pole, tripod or helmet to capture site conditions. Experts must then be able to identify discrepancies between images to flag any issues.

Drone flying skills

Drones are very useful for capturing site progress and tracking project materials. Kier often mounts them on cameras or scanners to take detailed survey images, which helps to reduce project costs.

Digital roles in construction

Think you've got the digital skills it takes to work in the construction sector? Some of the roles you could secure include:

Digital construction manager/coordinator

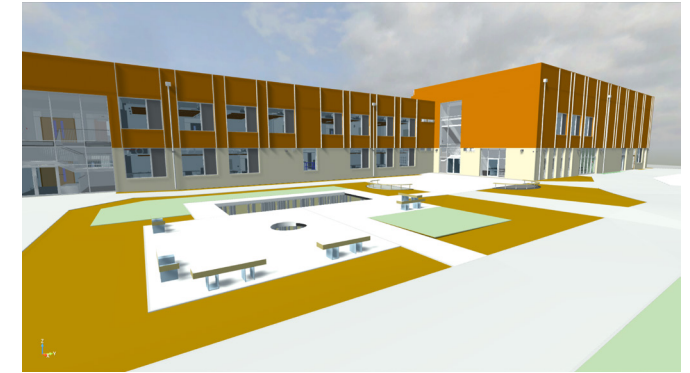
Be responsible for introducing new technology and enthusing others about the benefits of tech in construction.

Information manager/coordinator

Track and manage project information and drawings using online platforms.

Get started

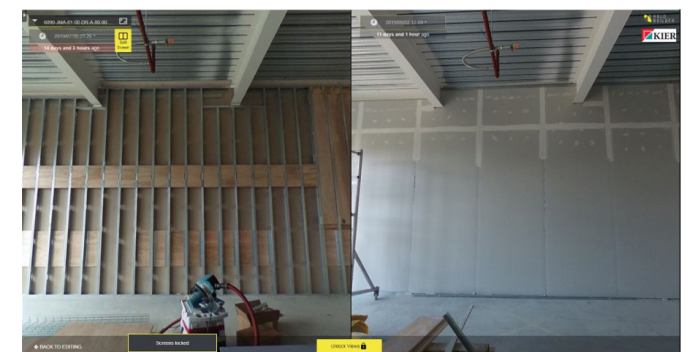
Put your digital skills to good use! Discover opportunities on [Kier's careers page](#).



Revizto Model Viewer – King Edmund School, Rochford



Undertaking Matterport scan



Holobuilder – progress comparison between two dates

Colchester Institute: Secure the digital skills needed for your future career

The demand for digital skills is ever increasing and Colchester Institute is committed to training the workforce of the future. Their cutting-edge courses and apprenticeships can help you gain the skills you need to land your dream job.

Solving a national challenge

The UK is facing a potential digital skills crisis. As a result, skills like video editing and content creation are in high demand.

Marketing and advertising are also shifting towards a digital mindset. Agencies and in-house teams need strong social media skills to grow their businesses and support clients.

Recognising the importance of digital skills in today's job market, Colchester Institute's Digital Media programmes cover a range of industries. From esports and digital marketing, to film and games design, there's a course for everyone.

Colchester Institute courses

Starting in September 2024, Colchester Institute's Braintree Campus will offer a new course in Digital Content Creation and Social Media. This full-time programme will cover video editing, copywriting, online journalism and more.

If you're into streaming, esports, gaming or entertainment, the Esports and Digital Marketing course could also be for you. You'll learn highly transferrable skills, such as event management, communication, analytical thinking and content creation. Across the two-year course, your modules will include:

- Online Journalism – writing, research, social media marketing and editorial skills
- Event Management – venue preparation, floor layout design and presenting skills
- Specialist Skills Projects – providing students the chance to have a specialised role as part of a centralised project

Planning your career

Digital skills will open a huge range of career opportunities. You'll have the skillset to support advertising, communications and marketing in any industry.

Colchester Institute continues to work with employers to meet Essex's need for highly skilled digital workers. Digital media remains a priority at both the Colchester and Braintree campuses, helping learners to excel in today's digitally focussed job market.

Charlotte Kirk

I chose to study here because I felt a strong connection to the Esports and Digital Marketing course. It's close by and I wanted to be able to express my creative outbursts in my work and be praised for it.

The college is a friendly, less stressful environment, with incredible facilities and amazing computers. I feel like I'm supported and my teachers value my efforts. I never feel like my effort is going to waste and always feel like it's a good thing to work hard!

I'm planning to take what I've learnt here and apply to content creation agencies, go freelance or find a job. Hopefully in five years' time, I'll have my dream job!



Visit the Colchester Institute website to find out if the Esports and Digital Marketing course could be the right fit for you.



Bringing learning to life at XTEND Digital, USP College (Canvey)

XTEND Digital on Canvey Island is leading the way in using extended realities in further education. Extended reality experiences involve the use of VR (Virtual Reality), AR (Augmented Reality) and MR (Mixed Reality).

XTEND Digital is breaking down traditional educational barriers. Their immersive learning environments transcend the limitations of conventional teaching methods!

This digitally focussed wing of USP College aims to develop a highly skilled workforce of the future. They're also working to address modern challenges (such as tutor shortages) through digital solutions.

What to expect at XTEND Digital

If you're aged 16 or over, there's a learning opportunity at XTEND Digital for you! Expect to work with exciting suites, studios and equipment for content creation, including:

- volumetrics
- an infinity greenscreen cove with virtual production cameras
- digital twinning facilities (Photogrammetry, LiDAR and more)
- a 16 camera OptiTrack motion capture suite

The use of virtual reality and simulated environments helps students to dive deeper into their learning. You might end up interacting with exciting healthcare technology, solving mechanical engineering problems or creating the next big video game.

Courses at XTEND Digital include:

- Creative Practice: Games Development Pathway (Level 3)
- Creative Practice: Film & Lens-based Media Production (Level 3)
- Creative Practice: Virtual and Extended Reality (Level 3)
- Creative Practice: Animation and VFX (Level 3)
- Creative Practice: Visual Design & Architecture (Level 3)
- HND Games Development (Level 4/5)

Prepare for the future

At XTEND Digital, you'll also enjoy a career-focussed learning experience. You'll be working with tech to deliver real products and solutions directly to industry. The college also partners with industry experts to recreate workplace environments and offer valuable employer engagement.

XTEND Digital learners can also be some of the first to benefit from the college's immersive classrooms. This virtual learning experience is a creative and innovative response to increased tutor shortages. This approach also helps to remove geographical limitations for learners, who can more easily access the high-quality curriculum.

Find out more

XTEND Digital runs regular Discovery Day open events. Join them to hear more about the college's digital journey and even try out some of the technology!

Visit the USP College website to **discover open events** and **take a virtual tour of the campus facilities**.



CASE STUDY

Setting your career up for the future!

Joining Essex County Council's (ECC's) Digital team has given apprentice Abi Turner essential skills for the future. Here, she explains how she's learnt about some of the latest digital technologies on the job, whilst earning a salary at the same time.



A digital apprenticeship in action

Starting my apprenticeship journey with the Digital team has enabled me to learn about the latest marketing techniques, whilst gaining a unique insight into the digital sector.

Some of the key skills and knowledge I've gained within the digital space include:

Digital infrastructure: I have learned about the fast-changing digital infrastructure landscape. This includes different broadband technologies, 4G and 5G, as well as the impact this has on enabling people to stay digitally connected.

Social media: I've gained experience in creating engaging content. I've also learned how to manage comments and enquiries on our channels.

Graphic design: I've learned how to use new digital programmes, such as Photoshop and Canva, for graphic design. I have also had the opportunity to turn ideas into visuals that are more relatable and engaging. This has included creating GIFs, graphics and videos.

Copywriting: I'm learning how to write for different types of media, including websites and social media.

Help and support for apprentices

I've found being an apprentice at ECC a smooth experience, thanks to the support available across the organisation.

Not only can I get help from my line manager and other team members, but there's also a variety of employee networks and communities where you can meet like-minded individuals.

For apprentices like me who are new to the working environment, there's the Young Persons' Network, which is run by young people for young people. The Entry to Work team (which looks after apprentices at ECC) has also hosted apprentice meetups, giving us the chance to meet other apprentices.

Are you interested in becoming an apprentice? Visit the **Essex Opportunities Portal** to find and apply for the latest apprenticeships. For employment opportunities at ECC, visit the **Working for Essex** website.

My name is Abi Turner and I've been working as a Digital Programme Apprentice who joined ECC in April 2023.

When I saw the opportunity to join the Council's Digital team as an apprentice, I knew it was the right path for me. I couldn't wait to gain a marketing qualification and learn on the job!

I've always had an interest in exploring a creative career. I studied photography in college and gained some marketing experience during a month-long work experience placement.

In my free time, I enjoyed video editing and learning new software programmes. A role in a digital team, which combined my personal interests with a future career path, felt like the perfect next step.

When I joined, I was glad to see that I wasn't the only apprentice at ECC. In fact, there are more than 250 apprentices working across the Council in various departments, from trading standards and legal to adult social care and floods.

As part of my apprenticeship, I'm completing a Level 3 Marketing Assistant qualification with Ginger Nut Training. They're one of 52 training providers ECC is working with to deliver training and education to apprentices. I meet with my tutor, Riz, for live training sessions every month and complete assignments in between our classes.

ACL Essex Digital Hub - Colchester

ACL Essex is the largest provider of adult education in the county. In October 2023, they opened a new state-of-the-art digital hub in their Colchester Centre. It supports IT training and development and helps residents to get online.

The aim of the hub is to help people connect, collaborate and learn. Facilities can be used by both individuals and businesses, who can also access new Digital Skills courses.

Courses at the ACL Essex Digital Hub

Whatever your experience or level of understanding, there's a course for you! Learning at the hub could help boost your confidence or even open new job opportunities.

Courses and training programmes include:

- Web Design
- Microsoft Office
- Cybersecurity
- GCSE Computer Science
- Introduction to Programming



Discover digital courses and find out more about the digital hub on **ACL's website**.

Discover a rewarding career in early years and childcare

'Make a change. Build a future' is Essex County Council's newest recruitment campaign. Its mission is to boost the number of practitioners in the county's preschools, nurseries and childminding settings.

With a career in early years, you can benefit from learning and career development opportunities – including formal qualifications – while shaping the lives of young children.

Discover early years and childcare opportunities.

Qualities for a career in early years

You will need a range of skills and qualities to support children's learning and development. Early years practitioners should:

- enjoy working with children
- have lots of enthusiasm
- be patient and understanding
- have good communication skills
- want to learn new things and develop their knowledge
- want to develop their careers through qualifications

Step back into the early years career you love

Are you already a qualified Level 2 or Level 3 early years practitioner? It could be easier than you think to return to the career you love!

Develop your own skills while helping young children to achieve their potential.

Discover exciting vacancies and return to a career in early years.

Flexible opportunities in childminding

Whether you choose to be registered with Ofsted or an agency, childminders can expect complete flexibility from the outset.

As well as flexible hours to fit around your circumstances, you can also enjoy a variety of training and development opportunities. You could even benefit from government funding to help start your own business!

Discover a career in childminding.



Entry routes and pathways into policing

Working as a detective

Essex detectives investigate our most serious crimes and protect some of the county's most vulnerable victims.

Detectives need to be inquisitive, determined and committed. Tackling the most serious offences demands the highest level of integrity and personal responsibility.

Essex Police detectives come from a range of backgrounds, which enriches these departments. Whatever their past experiences, they're united by a sense of integrity, honesty and the drive to keep communities safe.

If you could offer support to a grieving family, help victims of abuse or track the trickiest of cyber criminals, this path could be for you.

Starting salaries range from £28,812 to £29,682. Your salary will increase in yearly increments, up to £43,032 within seven years.

Investigate First

This two-year development programme helps build future detectives. You will receive a full detective accreditation following a work-based assessment in the third year.

Throughout the first year of the programme, you will:

- develop core policing knowledge and skills in a uniform role
- embark on investigative training
- work on specialist attachments to develop the investigative mindset

After 12 months, candidates move into the detective arena. Working on more serious and complex investigations helps them to develop enhanced investigative and safeguarding skills. Trainees receive the highest levels of training and support throughout.

▶▶▶ **Starting salaries range from £28,812 to £29,682. Your salary will increase in yearly increments, up to £43,032 within seven years.**

Police Constable Degree Apprenticeship (PCDA) entry route

Essex Police's PCDA entry route enables you to achieve a policing degree as part of your training.

To join the PCDA, you will need to meet the eligibility criteria for becoming a police officer and pass the online assessment. See the [College of Policing website](#) for more information.

Required qualifications include:

- a GCSE in Maths and English (grade C/level 4 or above)
- having achieved, or working towards, two Level 3 qualifications at grade C or above (two A Levels or equivalent of 64+ UCAS points)

You will also need one of the following pieces of work experience:

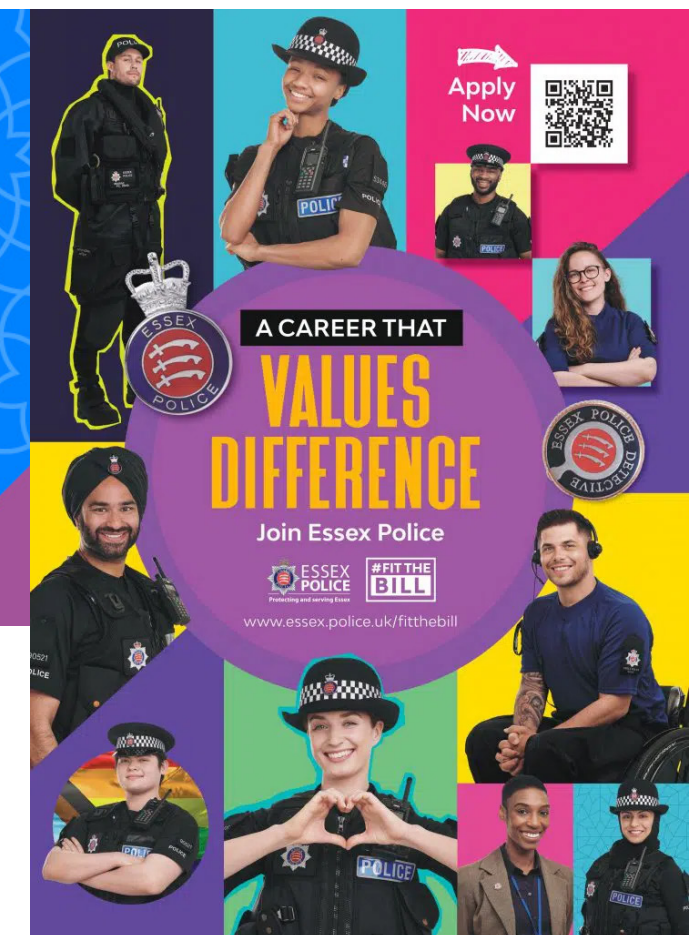
- a member of the Essex Police staff, a PCSO or a special constable who has passed their probationary period
- a minimum of four years' service within the armed forces with an exemplary reference upon discharge

Use the [register of regulated qualifications website](#) to check your qualification is recognised as 'Level 3'.

If you don't hold the required qualifications, you may still be able to apply! For more information on assessments, entry requirements and previous qualifications, visit [the Essex Police website](#).

▶▶▶ **Trainees receive the highest levels of training and support throughout**

Find out more: Visit the [Essex Police Careers](#) web page for more pathways into policing.



Degree Holder Entry Programme (DHEP) entry route

The DHEP route could help you to secure a graduate diploma as part of your training.

To join the DHEP, you must have, or be working towards, an Honours degree (Level 6 or above) in any subject.

This excludes the pre-join degree (Degree in Professional Policing). Your qualification must come from a recognised higher education establishment.

If you're applying before completing your qualification, you must secure formal confirmation of your official grade by the end of the current academic year.

You will also need to meet the eligibility criteria for becoming a police officer and pass the online assessment. Visit the [College of Policing website](#) for more information.





A career in Care with ECL - diverse career paths on offer

Essex Cares Ltd (ECL) provides care and support to over 5,000 people each year. This helps them to live safely and independently within their homes and in communities.

ECL supports older people, adults with learning disabilities and/or autism, adults receiving reablement services and people with sensory impairment.

Support includes:

- short-term reablement care in people’s homes
- reablement support while in hospital
- specialist day services for older people and people with learning disabilities and/or autism
- sensory rehabilitation support
- sensory awareness training for businesses
- clinical support, such as physiotherapy and speech and language therapy
- inclusive employment support for people with learning disabilities and/or autism

A wealth of career opportunities

ECL’s frontline roles range from care assistants to management positions. You could become an assessment review officer, work within the clinical team or secure a number of support worker positions!

A day in the life of an ECL Sensory Specialist Practitioner

ECL’s sensory service supports people who have sight loss, hearing loss or combined sight and hearing loss. The aim is to help them maintain independence and dignity in every aspect of daily life.

Sally Dunster joined ECL in January 2023 as a Sensory Specialist Practitioner:

“Before meeting a new customer, I always research relevant local support services. I then arrange a face-to-face appointment to assess how their sight and hearing impacts their daily lives and their families.

“We discuss how ECL can support them. This includes access to specialist equipment or signposting them to services and support groups.

“Our holistic approach to assessment looks at the person’s life as a whole to determine what their needs are. The priority is always to keep people safe and independent, so reviewing any safety concerns at home is really important.

“No two visits or two days are the same. I love meeting a range of people and making a real difference to their lives. I enjoy empowering them and keeping others safe.

“If you’re thinking about a sensory support role, just go for it! The job satisfaction is just fantastic and the support from ECL is second to none.

“The sensory team is great. There’s always someone on hand to answer questions or offer advice – everyone is so helpful and supportive!”

Visit the [ECL website](#) to find out more about roles within the Sensory Support Team.

What do you know about Essex?



The Essex population is projected to grow by over 56,000 over the next five years.

Between October 2022 and October 2023 there were **292,455 vacancies across Essex** with the **highest number of vacancies** across **Chelmsford, Colchester and Basildon.**

The top posted occupations in Essex during this period were **teaching, personal care services, sales and nursing.** Required skills included communication, customer service, management and planning.



Essex is home to 1.8 million people, 60% of whom are aged 16 to 64.

The **construction, transport, health and social work** and **wholesale/retail** sectors are set to **see the most growth.**



There are over 80,000 businesses in Greater Essex – 99% of these are SMEs (small to medium sized enterprises), employing fewer than 250 people each.



There are 744,349 jobs in Essex, projected to increase to 766,489 by 2026.

In terms of jobs, the **largest sectors of employment in Essex** are **wholesale and retail, health and social care, construction, education, transportation and insurance.**

Those offering the **highest wages** are: **aviation, transport and logistics, health and social care and engineering.** Collectively these sectors bring the **most GVA (Gross Value Added)** to Essex along with manufacturing.

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst | Figures include Southend and Thurrock

Finding your way in Essex

Essex schools, colleges, universities and training providers

- 1

ACL Essex – Adult education and apprenticeships
- 2

Anglia Ruskin University
- 3

Chelmsford College
- 4

Colchester Institute – Colchester Campus
- 5

Colchester Institute – Braintree Campus
- 6

Colchester Institute – Harwich Energy Skills Centre
- 7

Harlow College
Harlow College - South East Institute of Technology (Harlow College campus)
- 8

New City College – Epping Forest Campus
- 9

South Essex College – Basildon Campus – Centre for Digital Technologies and Luckyn Lane Campus
- 10

South Essex College – High House Production Park – Purfleet
- 11

South Essex College – Southend Campus and Stephenson Road Campus
- 12

South Essex College – Thurrock Campus
- 13

Southend Adult Community College
- 14

Stansted Airport College (part of Harlow College)
- 15

The Sixth Form College Colchester
- 16

Thurrock Adult Community College
- 17

University of Essex – Colchester Campus
- 18

University of Essex – Southend Campus
- 19

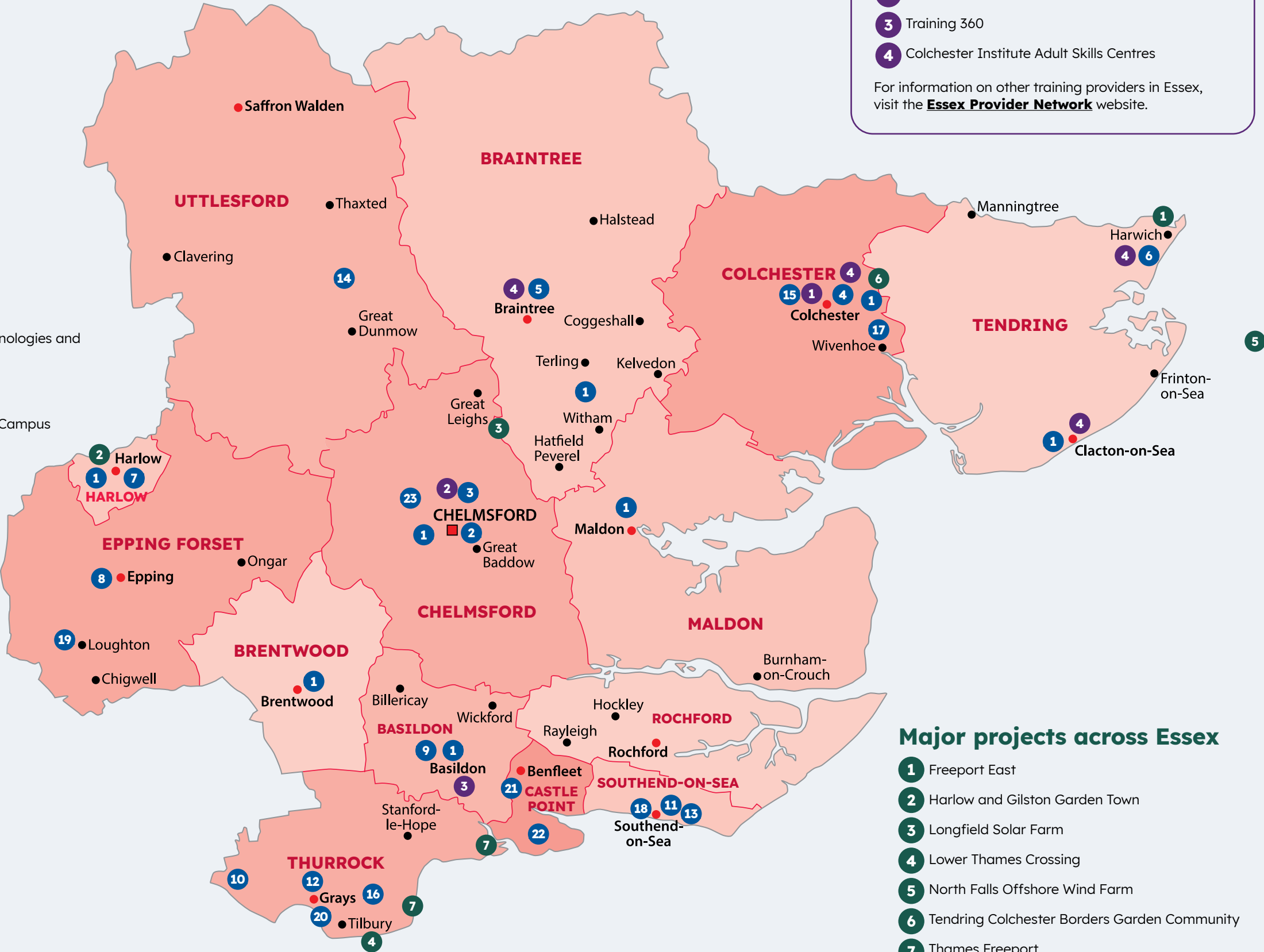
University of Essex – Loughton Campus
- 20

USP College – Palmer’s Campus
- 21

USP College – Seevic Campus
- 22

XTEND Digital Campus
- 23

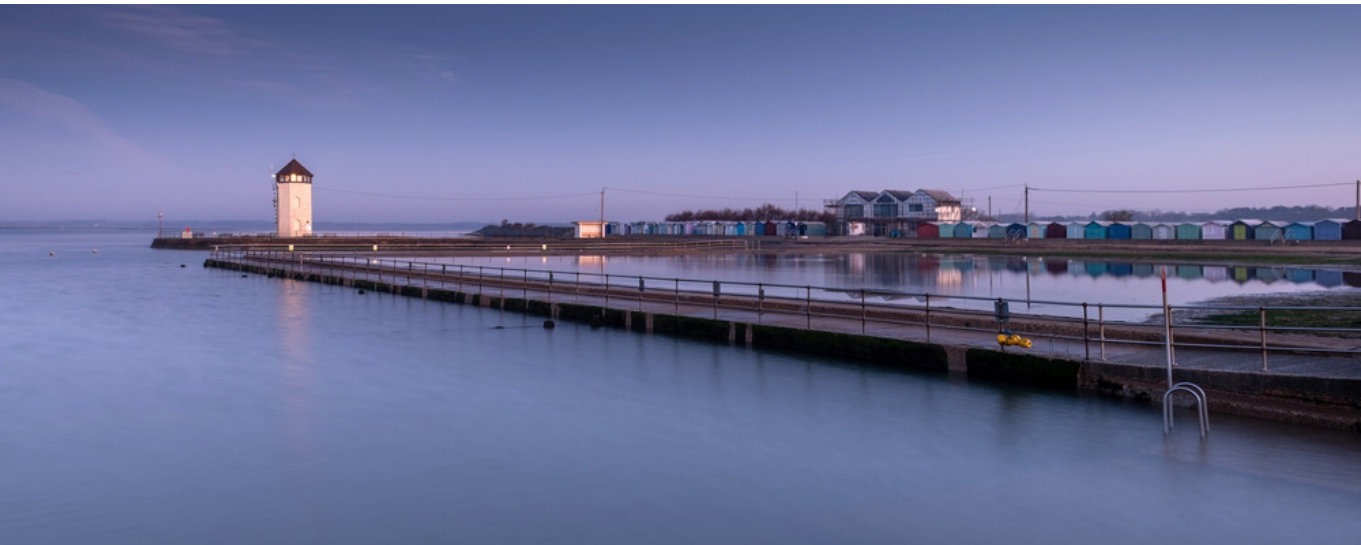
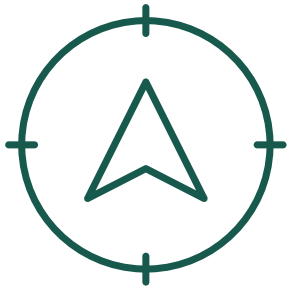
Writtle University College



For more information on further education in Essex, visit the www.federationofessexcolleges.org



Regional focus North Essex



North Essex has a population of 341,003 and is a diverse mix of both urban and coastal towns.

It is home to the City of Colchester — Britain’s first Roman city — which is over 2,000 years old. Colchester has also been an important military base since the Roman era, with Colchester Garrison currently housing the 16th Air Assault Brigade.

Tendring — also located in the North — is the home of the Harwich International Ports. This is one of the UK’s leading multi-purpose freight and passenger ports. It has excellent road and rail links to the Midlands, London and the Southeast.

DID YOU KNOW?

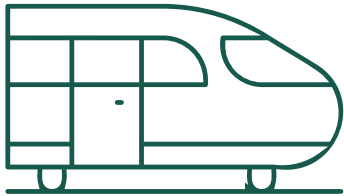
Between October 2022 and October 2023, North Essex has seen **25,334 vacancies** posted by **4,891 employers**.



The biggest employers in North Essex are the **NHS**, **University of Essex**, **Essex County Council** and **Care UK**.

Tendring Colchester Borders Garden Community will be a new, self sufficient and sustainable community located to the east of Colchester. It will include around **7,500 new homes**, a country park and primary and secondary schools.

North Essex has a population of **341,003**, of which **210,861** residents are working age.



The biggest industries in North Essex are **hospital activities**, **retail** and **primary education**.

Approximately **24,000** people **commute to Colchester** for work from neighbouring towns.



University of Essex’s Colchester campus is home to more than **13,000 students** from more than 130 countries, making it one of the UK’s most international campuses.

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst

Unlock your potential: Courses for careers at local Adult Skills Centres

Colchester Institute's Adult Skills Centres provide a range of supported programmes for adult learners. Formerly known as the Learning Shops, the Centres offer flexible learning options in Colchester, Braintree, Clacton and Dovercourt. They are not just educational hubs, but also resource centres used for personal development and professional growth, helping you to unlock your potential.

For over 20 years, these centres have delivered an array of courses, offering support in English, maths, digital skills and employability. In September 2022, the Adult Skills Centre in Dovercourt was significantly upgraded with new furniture and improved IT systems to help and engage more learners.

These centres are tailored to suit you! Expect options such as flexible, part-time courses, which can be accessed in-person or remotely from home.

The courses on offer focus on key areas such as business, care, construction, transport and logistics. They are designed around assessment-based learning, with personalised one-to-one support available.

Looking to progress further in your career? Discover specialist options, such as tests to obtain a CSCS Green Labourer's Card, offered at the Dovercourt centre — perfect for aspiring construction workers.

If you're not sure about your next steps, you can also receive impartial advice and guidance from expert careers advisers. They can help you develop industry-relevant knowledge to prepare you for today's competitive job market. You could also receive invaluable guidance on CV writing, tips on interview techniques and advice on in-demand sectors.

The Adult Skills Centres offer:

- free National Careers Advice sessions
- digital skills courses
- a range of English and maths courses
- routes to employability courses

Their accredited courses lead to nationally recognised qualifications. You can learn at your own pace, improve your career confidence and develop vital skills to achieve your employment goals.

Most of the Adult Skills Centres' courses for adult learners are free.

You are likely to get your course for free if you are looking for work, are in receipt of some benefits or earn less than £20,319 per year.

Case study - Tom Hicks

I've always wanted to pursue a career as a qualified mechanic and build my knowledge on cars. To achieve my goals, I chose to come to the Adult Skills Centre to develop my skills in maths.

My learning coaches are very helpful and I've learnt a lot of valuable skills, such as how to handle money. The constant feedback they provide helps me understand the course questions in greater detail.

I'd recommend this course to others, especially if they haven't got the GCSE grades they wanted to achieve. Overall, I've found the course very helpful with getting back on track without having to rush.



Find out more on the [Colchester Institute website](https://www.colchesterinstitute.ac.uk) or call **01206 583 333**

Meet Misha, the future computer scientist!

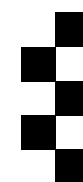
A focus on developing skills, entrepreneurial spirit and support from her hometown university inspired Misha Fowad to follow her dreams at the University of Essex.



The 22-year-old Computer Science student is set to launch her own business after finishing her studies. She has also been inspired to pursue a Master's Degree in Business.

Praising the campus' "great community feeling", the Colchester resident says there was no better place to kickstart her career. Read on to find out how Essex has laid the foundations for her future.

"Digital careers involve such a range of opportunities. The business I start will make the most of this. People say Artificial Intelligence (AI) will replace workers. I think businesses will always need humans to understand what the AI is doing and make final adjustments. There will be plenty of work for my company."



University of Essex

For more information on the University of Essex's outreach services, visit the [University of Essex website](https://www.essex.ac.uk), or email outreach@essex.ac.uk

The University of Essex has digital skills and careers support for all its students, whatever your degree. For more information on courses, visit the [University of Essex website](https://www.essex.ac.uk).

Why did Misha pick Computer Science at the University of Essex?

"16-year-old me would have been surprised. I picked science-based options at GCSE and A Level to pursue a medical career, which was encouraged by my parents. I included Information Technology (IT) just because I've always liked picking computers apart to see how they worked. Plus, career-wise, computer support and tech design are in demand all over the world, so I can travel and work remotely!

"When I finished my IT A Level, I knew lots about technology but not how to code. I also found maths challenging, but passing was essential.

"The foundation year at the University of Essex bridged my knowledge and skills gap between IT and Computer Science. This helped me get an offer at a top university in London, but I decided to study Computer Science at Essex instead!"

So why did Misha choose to stay locally?

"I was well-supported at the University of Essex and didn't know whether the same would be guaranteed in London. It felt more comfortable and natural to stay as I knew the campus well.

"Essex has a great community feeling for locals and international students alike. There are lots of resources available from both tutors and my peers, which you might not find elsewhere."

What are digital skills according to Misha?

"Being able to use iPads, computers, phones and software like Adobe editor. Even understanding social media management apps. I do this as the social media manager for the Islamic Society at university.

"Coding is a very important digital skill for computer science. If you're just getting started, Python is easier to understand! Java can be more concise as you grow in confidence."

Fulfil your childhood dream - work at Colchester Zoo

With over 160 species, a lot of work goes into looking after Colchester Zoo's animals. The zoo also welcomes over a million visitors each year and the team plays a vital role in ensuring their visits are truly memorable.

Working at Colchester Zoo

Colchester Zoo is one of hundreds of licenced zoos and aquariums in the UK. There are numerous roles available at zoos across the UK.

Some of these include:

- Animal keeper
- Researcher
- Educator
- Conservation scientist
- Biologist
- Ecologist
- Reserve warden

Becoming an animal keeper

Animal keepers are one of the most sought-after roles at Colchester Zoo. There's no set path to becoming an animal keeper, but some of the qualifications that might help include:

- Animal Care (Level 2 or 3)
- Level 3 apprenticeship in Keeping and Aquarist
- Diploma in Management of Zoo and Aquarium Animals (DMZAA)

You'll need GCSEs in English and Maths (grade 3 or above). A keen interest in the sciences also helps, especially biology.

There is a range of colleges and universities that provide animal care courses. Writtle University College, Anglia Ruskin University and Suffolk University all offer animal-related diplomas and degrees. You can also find short courses online.

Experience is key if you want to become an animal keeper! Animal-related qualifications often embed elements of work experience, but you should also take any opportunities to volunteer.

Colchester Zoo offers both animal-based work experience and volunteer opportunities (which do not offer contact with animals). Both give you an insight into the world of work and the reality of working outdoors in all weathers.

The Student Keeper Programme

This award-winning, one-year voluntary work experience programme has been running since 2015.

Student keepers get the chance to work on an animal section, taking part in keeper duties. These include cleaning, animal training, diet preparation and animal enrichment. Participants also take part in monthly formal learning sessions to complement their work experience.

Within a year of completing the programme, 74% of participants gain employment within the animal sector!

Hear from Student Keeper Dylan Bentley about his experience at Colchester Zoo

"I have always wanted to be a zoo keeper, particularly at Colchester Zoo. I grew up near the zoo and often visited, so it was always a dream of mine.

"I started my journey by completing a Level 2 in Animal Management at Writtle University College. I then started the Student Keeper Programme at Colchester Zoo.

"My top tip for those considering a job with animals is to be open to working with all kinds of species. Get as much experience as you can!

"One of my highlights as a Student Keeper has been the arrival of our new female Cheetah, Anika. I loved assisting with the moving process and helping her to settle in.

"I would definitely recommend the Student Keeper Programme for anyone wanting to get into the animal industry. I've learned so much, both on the job and through the theory lessons!"

Other jobs at Colchester Zoo



Emily
Deputy Keeper,
Reptile Section

"I've worked at Colchester Zoo for five years and love the variety of animals I get experience with.

"You'll need practical science skills to work in a zoo. This includes UV monitoring and water quality testing. Each animal needs specific environments – a temperature that's slightly too high or too low could hugely impact an animal's health!

"Observation skills are key for spotting changes in an animal's behaviour. You'll also need to be a great communicator, both with your team and members of the public.

"If you love animals and are thinking about working in a zoo, be sure to secure some work experience to make sure it's something you're certain about!"



Sam
Lead Keeper,
Tiger Section

"I've worked at the zoo for seven years and love working with different animals and the other supportive keepers.

"To be a keeper, you need great communication skills to ensure other team members know what's going on.

"Observation skills are also key in order to assess an animal's behaviour and understand if anything's wrong. You'll then need to be a strong problem solver to work out the best way to overcome any issues."



Jemma
Conservation
Educator & Research
Coordinator

"I've worked at Colchester Zoo for two years and am responsible for collecting and using data to inform animal care.

"If you're looking for a non-animal handling role, you'll need strong research skills. You should also be a great collaborator. You'll need to work with students, keepers and other researchers and know how to get the most out of each partnership.

"As with every role at the zoo, communication is key. This includes written communication, so you're able to share results effectively.

"If you're looking for an education or research role at a zoo, be sure to network and get your face out there!"

COLCHESTER
ZOO

Discover a zoo-based job today

The **British and Irish Association of Zoos and Aquariums (BIAZA) website** is a great place to start your zoo job hunt.

Zoos across the UK – including Colchester Zoo – use the BIAZA site to share animal keeping positions, education jobs, volunteering roles and more.

Behind the scenes: Careers in performing arts

At the theatre, there are many behind-the-scenes roles that are crucial to delivering what you see on stage. In fact, the Mercury Theatre in Colchester works with 80 employees and 120 freelancers each year!

Off-stage roles include:

- **front of house** - box office, customer experience, facilities and operations
- **production** - producing shows, technical support, stage management and working on or with sets, props and costumes
- **creative engagement** - outreach work with schools, artists and the wider community
- **fundraising and development** - writing applications and looking after donors to help fund the theatre's shows
- **finance** - processing incoming and outgoing payments
- **marketing** - advertising shows and workshops and promoting what the theatre does

The Mercury Theatre offers a variety of opportunities to those who may be new to the sector. This includes those just leaving education or those looking to retrain.

There's no set path to starting a theatre career. The Mercury Theatre offers work experience, apprenticeships and entry level jobs. They encourage anyone to get in touch and believe you can transfer lots of skills from previous experience.

MERCURY

Nik Frampton
Head of Facilities



"After school, I joined the Royal Air Force (RAF). I undertook a variety of jobs, including Chef, Firefighter, Security Supervisor and Computer Technician.

"I left the RAF after being diagnosed with cancer. It was then that I applied for the IT and Box Office Manager role at the Mercury Theatre. It was only meant to be a temporary job whilst I recovered and figured out what I wanted to do next.

"I've now been here for over 20 years! I've had a variety of enjoyable roles, including IT Manager, Buildings Manager, General Manager and Projects Manager.

"No day is the same — each brings new challenges and joys!"

Other roles at the Mercury Theatre

Rebecca Samuels
Company Stage Manager



"After leaving school, I went on to study English and Drama at university, but was never sure what I wanted to do after I finished my degree. I ended up leaving the course by Christmas of the first term.

"Members of my family were already involved in the performing arts and so I started to consider a career in theatre. I decided I'd like to study Stage Management and joined the Royal Central School of Speech and Drama.

"Once I finished my degree, I worked for a handful of companies in London, and was then offered the opportunity to come to the Mercury. When I moved to Colchester, I thought I'd stick around for a month. It's now been 15 years and counting!

"The Stage Manager looks after the day-to-day running of performances and rehearsals, working between the creative and production departments. My responsibilities include making props, setting up furniture, scheduling rehearsals and ensuring the stage is safe for performers.

"Stage Managers are usually creative people with an eye for detail and organisation. They are problem solvers and quick thinkers. Stage Managers work with everyone involved in the process of putting on a show. They are excellent communicators, empathetic and great team players.

"Creative skills — such as painting, modelling and sewing — can also be helpful. I often find myself helping to make props!

"Practical knowledge of theatre is essential, but you don't need to go to university or drama school. Learning on the job or undertaking an apprenticeship can be just as effective!"

Nathan Garwood
Marketing Manager



"Whilst at Sixth Form, I was leaning towards studying ICT at university. Of my four A Level subjects, however, I ended up enjoying English the most. I therefore decided to study English Language and Linguistics at the University of Essex, which allowed me to be more creative.

"Marketing seemed a great way to use my degree, whilst also utilising the more fun aspects of my ICT studies. I undertook a three-month marketing internship at the Mercury Theatre, which was funded by my university. I was part of a youth theatre group for many years, so already knew a bit about the industry!

"I was offered a permanent role after my internship. Five years on and I've worked my way up at the theatre.

"I'm now the Marketing Manager and love the variety of my job — from marketing a hilarious new comedy to a murder mystery drama. I enjoy creating programmes and promotional videos and always embrace the challenge of developing different marketing angles for each show."

Interested in a career or work experience placement at the Mercury Theatre?

Get in touch today:
taking.part@mercurytheatre.co.uk

Kickstart your career at Greater Anglia: Join their success story

Greater Anglia operates trains from London Liverpool Street to destinations across the East of England and they strive to help people kickstart their careers.

Working with local schools

Greater Anglia works with local schools and colleges to give students of all ages valuable insights and early career opportunities. They help them with CV writing, give them experience of the job application process and offer practice interviews.

This support gives participants the skills and confidence to take their first steps towards Greater Anglia's schemes or wider work experience.

Empowering and supporting refugees

One of Greater Anglia's educational establishment initiatives included supporting refugees to make a difference in local communities.

The company recently invited young asylum seekers to their railway careers day at Southend Victoria.

The event included:

- information about different roles available in the rail industry
- talks on career options
- an explanation of how the trains work
- a tour of the station
- an experience of sitting in the driver's cab!

greateranglia

Greater Anglia offers many different early career opportunities, no matter your age. Take a look at [their website](#) to find a role for you.

Pre-employment and supported internship schemes

Greater Anglia offers many opportunities as part of its early career development scheme.

The 12-week pre-employment scheme is aimed at those aged 16 to 19 who are not currently in employment, training or education. It is also open to 19-to-24-year-olds that are on an education, health or care plan.

The scheme combines classroom-based learning with workplace training. It helps young individuals to begin their working lives by teaching them strong workplace skills.

One of the scheme's previous trainees, Nathan, is now working full-time on the ticket gates at one of their stations.

Nathan's experience in a customer-facing role has helped him to develop skills that he was able to put to good use when applying for a permanent role.

He has most recently landed a new position as Platform Relief, which involves being responsible for the punctual dispatch of trains whilst maintaining excellent customer service to passengers.

Nathan says: **"There are so many skills you can gain from the pre-employment scheme; it is totally worth applying and seeing what you can benefit from, as everybody is different."**

Interested in a customer service role? Check out current vacancies on the [Greater Anglia website](#).

Greater Anglia is a Disability Confident employer which also works with a number of local colleges and charities to offer supported internships. These are open to young people with a variety of needs, from neurodivergence to special educational needs and disabilities.

Supported internships help students to settle into their new roles, whilst supporting them to develop self-confidence, job-specific skills and Maths, English and IT skills.

Alan Whyld (Assistant Area Customer Service Manager) says: **"These placements are so important to get students in a position where they can apply for jobs with confidence. It is amazing to see their confidence levels grow throughout the year that they are with us."**

University opportunities - industry placements and career progression

Placements are open to university students who are searching for work experience. They are typically undertaken in the third year of a four-year degree.

Students can join one of eight different departments, from marketing or finance to asset management or HR.

Karolina, who previously completed a placement, has since gone on to become a Brand Manager for Greater Anglia. Her experience demonstrates just how valuable the year can be to gaining key skills and creating an impression.

Karolina says: **"You never know who you may meet on your placement or where you might end up because of it. You can gain amazing references or even future opportunities. The benefits are endless."**



Supporting young professionals

Greater Anglia supports young people to improve skills, boost their confidence and get the most out of work, regardless of what scheme they are on.

Oluwadamilare, a previous junior accountant assistant placement student, said: **"It felt really reassuring to know that someone was there to help me whenever I needed it. Especially when things got hard, my colleagues made sure that I knew they were there to support me."**

Committed to professional development

In 2023, The Transport UK Group, which owns Greater Anglia, was placed within the Top 100 Apprenticeship Employers!

The company offers apprenticeships to both new and existing colleagues. Since 2017, they have helped over 265 frontline and office staff to secure apprenticeships, supporting their professional development.

Greater Anglia knows that nurturing individuals is key to their success. That's why a whole host of support services are in place, including:

- mentoring programmes to assist with personal development and help set career goals
- customer experience training opportunities to help staff understand their influence on customers
- ongoing career development initiatives such as the Greater Together workshop to help colleagues better understand diversity and inclusion
- functional skills in Maths and English (if required)

Everyone enrolled on a scheme will also receive free travel on the Greater Anglia network during their time with the company.



Written by **Olivia Raby**, a University of Essex Management and Marketing student on a 12-month Industrial Placement with Greater Anglia. Olivia's role is Early Careers & Apprenticeships Assistance in the People Team.



Over the summer, we teamed up with a group of young people from Canvey Island to launch the We Rise youth movement. We Rise was established with young leaders from the outset. It aims to inspire and raise aspirations of local young people, whilst enhancing employment opportunities on the island.

One of the movement's biggest achievements to date was its World Café event. Young people from Canvey were invited along to discuss the barriers and challenges they are facing today. Three key themes came out of the session:

- Employability and skills
- Mental health
- Personal safety

We're continuing to work with the core We Rise group to explore ways to support young people to overcome these challenges.

Since its first event, the group has set up a Facebook and Instagram page to engage more young people with the movement. These platforms also help members to develop key activities, such as:

- mentoring opportunities
- a Canvey-based careers fair
- an employability and skills day with a company called Pathways CTM
- making a film on local employment opportunities and wellbeing in the workplace
- a drop-in day on Canvey focussing on next steps, careers advice and managing mental health in stressful situations
- Mental Health First Aider training
- teenage markets supporting local entrepreneurs

We Rise goes to show how impactful a movement can be when led by young people for young people! The young leaders were instrumental in setting up the project, designing the branding, deciding the name and running the social media channels. Their next step is to develop a LinkedIn page!

To find out more and join the movement, follow We Rise on **Instagram** or **Facebook**.



Meet the team:
Ben, Angelo and Chelsie



PITMAN

T R A I N I N G



Achieve your career goals with Pitman Training

Explore Pitman Training's learning resources to unlock your potential.

Pitman Training has over 180 years of experience in delivering courses and qualifications. Learners across the UK have completed over one million Pitman Training courses to date and there's more to come!

Support is available for those:

- at the start of their career
- looking to upgrade their skills
- returning to work after a career break
- seeking a new career path

Their services are open to students of all ages and career stages. There are daytime, evening and weekend sessions, as well as in-person and online options.

Pitman coaching team

Pitman coaches can help you get the most from your learning. Whether you choose to study in their Chelmsford centre or from home, you can access their wealth of support and expertise.

Pitman Training Learning Coaches can help you develop your skills, while Career Coaches can help you translate this into job progression.

Find out more: Check out the **Pitman Training website**. Phone the team: **01245 349299**
Visit them in person: 2 St Johns Court, Moulsham Street, Chelmsford, CM2 0JD

Support for businesses

As well as working with individuals, Pitman Training also supports local businesses.

Their Workforce Development Specialists conduct free organisational and training needs analyses. These identify the best solutions to their colleagues' needs and skills gaps.

Some of their most popular courses for Essex businesses include:

- AAT accounting
- Microsoft Office
- digital marketing

They also offer specialist training for legal, medical and HR administrators.

Find Pitman in Chelmsford

Pitman Training's central Chelmsford base is located within walking distance of the bus and train stations.

Their training options in Chelmsford range from Excel, admin and receptionist courses to accounting, bookkeeping and English programmes.



IOP Institute of Physics

What can physics do for you?

A physics-related apprenticeship could fast-track you into a job that will shape the future. Clare Meakin and Claudia Gipson from the Institute of Physics explain how!

What is physics and which jobs need it?

The answers might be broader than you think!

Physics is the science that explores how things in the universe work. From imagining the robots of the future to using scanners to treat diseases, physics is used in a huge range of roles.

Physics underpins the skills needed to solve real-world problems. Whether you're passionate about a greener planet or solving health challenges, physics can help you develop the technical skills you need to build a better future. In fact, UK companies are already using physics to solve issues such as climate change, poverty and space exploration.

What's involved in a physics-related apprenticeship?

Across England, almost one million (over 50%) of physics-related jobs don't need a degree. In fact, apprenticeships are one of the most common routes into work. And in Essex, physics-related apprenticeships make up almost 10% of all the apprenticeships on offer.

These work-based training programmes give you the chance to apply physics ideas in a practical work environment. The combination of real-world work and structured learning will help to prepare you for an exciting career!

Apprentices are needed across many sectors, from green energy and construction to digital and manufacturing. Whatever your role, a physics-related apprenticeship will help you develop skills to think about design, engineering and creativity in a whole new way.

What's it like to work in physics?

- In 2019 alone, physics businesses generated 11 % of the UK's gross domestic product (GDP).
- There are more than 2.7 million full-time employees in the UK's physics sector, making up 10% of total UK employment.
- London and the Southeast account for the largest share of physics businesses' turnover in England (36%).
- The number of physics-powered businesses in the UK rose by 46% across the last decade.

53% of jobs in physics do not need a degree.

The most popular physics-related apprenticeships in Essex are:

- Installation electrician and maintenance electrician
- Engineering technician
- Dental nurse
- Civil engineer
- Gas engineering operative

Support from the Institute of Physics (IOP)

The IOP's **Solving Skills Report** uncovered some of the barriers facing prospective physics apprentices including financial pressures and transport logistics. For example, only a fifth of new physics apprentices in England in 2022 were women. The IOP's latest report called Solving Skills: One Year On published during National Apprenticeship Week 2024 highlights apprenticeship success stories of nine organisations across the UK and Ireland.

Many employers are now working hard to address this and ensure their workplaces are diverse and inclusive. The IOP is also working to tackle outdated stereotypes and misperceptions around who physics is for. This will help everyone to see physics – including physics-related apprenticeships – as an option for them.

Visit the **UCAS website** for more information on apprenticeships offered in Essex.

Useful links

IOP Limit Less campaign: Support young people to change the world

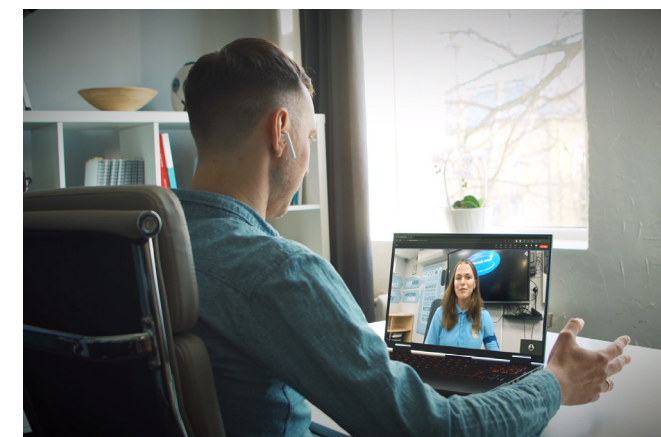
Find out more about physics-related pathways and jobs:

Planet Possibility

Explore physics-related apprenticeships in Essex: UCAS

Get interview ready with help from local employers

The Greater Essex Careers Hub is on a mission to ensure every young person receives outstanding careers education whilst at school and college.



The Greater Essex Careers Hub bridges the gap between education and employment, they bring educators and employers together to deliver high-quality, inspirational careers programmes.

Prepare for your first interview

Many job interviews are now conducted online. To help you prepare, the Hub has created a set of short of videos in collaboration with local employers.

Each video focusses on a real job with a real Essex employer. The businesses use the same questions they would usually ask at interview. You can discover model answers and understand what the employer is hoping to get out of your response.

The following employers have taken part and shared their tips:

- **Climbing Trees** (digital marketing)
- **Titan Airways** (aviation)
- **South Essex College** (education)
- **Balfour Beatty** (construction)
- **Adventure Island** (leisure and tourism)
- **Care UK** (adult social care)
- **Paul Carpenter Films**, who also shot the videos (film and media)



Frankie Brookton, Growth Director at Climbing Trees Digital Marketing, said: "Since hearing about the Greater Essex Careers Hub, we were really excited to get involved and connect with local schools."

"This felt like a really purposeful project, which would help bridge the gap between leaving school and entering work. We're confident it will help students to explore their career options and understand what's expected from them at an interview."

Paul Carpenter of Paul Carpenter Films added: "Taking the first steps into the world of work can feel daunting. Facing so much competition, it can be difficult to know how to make a great impression during an online interview."

"Greater Essex Careers Hub's innovative project has provided genuine, worthwhile insights into a broad range of industries. Exploring each business' unique interview processes helps to make those first steps into work a little easier!"

Greater Essex
CAREERS HUB

THE CAREERS & ENTERPRISE
COMPANY

Discover interview resources from the Greater Essex Careers Hub

The Greater Essex Careers Hub's web page features lots of resources, as well as a handy worksheet to use as students make their way through the videos.



10 skills you didn't know you had

You might not feel qualified for the world of work, but have you ever stopped to think about the skills you already have? Employers might be looking for skills just like these, which could help with the transition to a new job or your first role!

1. Determination

Determination is what drives you forward. Being passionate about meeting deadlines or solving problems can demonstrate you always go the extra mile to achieve goals.

2. Teamwork

Teamwork makes the dream work! When a team comes together, it increases productivity and boosts motivation.

3. Communication

Great communication skills are crucial to making sure everyone is on the same page. If you are willing to ask questions, listen and share then you're a top communicator!

4. Problem solving

Employers love people who take new approaches to solving challenges.

5. Attention to detail

Having a keen eye for detail decreases the likelihood of errors and ensures the delivery of high-quality work.

6. Creativity

Being creative doesn't just mean having artistic skills. If you're able to see other people's perspectives, think outside the box and present new opportunities, you might be more creative than you think.

7. Adaptability

The world of work is constantly changing. Being adaptable will help you react positively to changing circumstances and instances of the unknown.

8. Patience

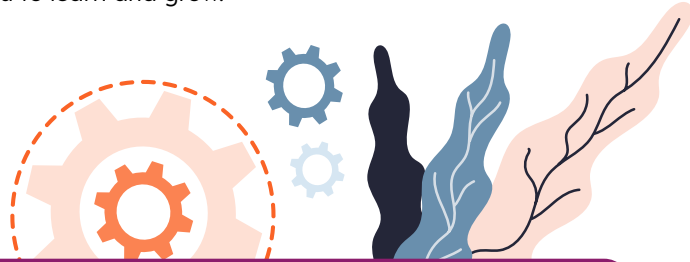
Learning new tasks and or building good working relationships takes patience. If you're able to take your time at work, you could help to reduce stress, avoid conflict and ensure things run smoothly.

9. Trustworthiness

Trust is valued in any workplace and being trustworthy could help you to move quickly up the career ladder.

10. Inquisitive

There is no such thing as a stupid question. Being inquisitive shows real interest in your work and enables you to learn and grow.



What are transferable skills?

Transferable skills are the skills you can lift and shift from one job to another. These include good communication or time management skills.

Take the time to identify and evidence these, and be sure to add them to your CV. They'll be particularly important if you're looking for a role in a different industry to the one you're currently working in.

Tips for starting a job search

Looking for a new job can feel overwhelming. Knowing where to look and finding the right fit takes time and self-reflection.

Before you begin, think about the kind of role you're looking for. Are you going for your first job? Do you want a similar role to the one you're currently in? Are you dreaming of working in a different industry?

Reach out to your network

Your networks can include family and friends, but also consider joining professional groups. Ask people what they do and whether they like their job. You will be surprised how few people knew what they wanted to do from a young age! Career paths are rarely a straight line.

Take a look at these networking groups in Essex
Ambitious Women In Essex
Ambitious Young People in Essex
Networking Essex website



Find a Job

The Government's **Find a Job** website provides up-to-date guidance on searching for jobs, Jobseeker's Allowance (JSA), apprenticeships, volunteering and much more.

Try visiting the **Essex Opportunities Portal** to apply for local jobs and apprenticeships.

Using job sites

Most job sites will allow you to search by job type, sector, location and more. Once you have identified what is important to you, you can set these filters to bring results that are right for you.

As well as large sites like **TotalJobs** and **Monster**, look for specialist job boards. For instance, **Careermap** and **Not Going to Uni** are excellent for early careers and apprenticeships. There are also sector-specific job boards, like **NHS Jobs** and **GoConstruct**.

Many job sites have excellent information about careers, qualifications and pay. Some even allow you to upload your CV to let employers find you!

Visit **Essex Opportunities** to find out about jobs here in Essex.

Employer websites

Many companies have their own vacancies webpages. These often list apprenticeships too!

Jobcentre Plus

Your local **Jobcentre Plus** website provides a range of services to support job seekers. These can include job search support, training programmes and help with CV writing and interview preparation.

Improve your job search with digital technology

Being offline can make searching for jobs feel impossible.

Digital Essex is working across the county to make sure we all have equal access to opportunities available on the internet.

Wondering what support is on offer near you? Keep reading to find out!

Most companies use online platforms to advertise vacancies and collect applications. This can make finding jobs difficult for the one in five Essex households that don't use the internet.

The Digital Essex team has been working to ensure we can all benefit from being online.

The main barriers to getting online are:

- limited access to devices or the internet
- affordability of an internet connection
- lack of skills or motivation to get online

Access to devices

If you need a digital device to use the internet, speak to your local Community Volunteer Service (CVS). They can help you find public devices or provide you with a donated second-hand device.

You can also visit your local library to use free public computers and Wi-Fi.

An affordable internet connection

Broadband and mobile internet packages can be expensive. If you're a low-income household, you could be eligible for a discounted broadband tariff. These tariffs can save you up to £200 a year, while keeping you connected to the internet. You'll be able to apply for job opportunities online too! Speak to your provider to see if you're eligible.

You can also find free mobile SIM cards at some Essex libraries. They come pre-loaded with free mobile data, which you can use to complete online applications using your phone.

Digital skills

If you find it difficult to use digital devices, you can get support to boost your digital skills. Call the free Vodafone Digital Helpline on 0800 987 4110 — it's open to everyone.

There are also plenty of free digital skills courses across Essex from providers like ACL Essex.

These courses can help you develop the skills you'll need to search for jobs and complete applications.

Discover digital support near you!

If you have access to the internet, you can use the Digital Essex online map to find digital support in your area. The map includes:

- free digital skills courses
- free SIM cards
- vouchers from National Databank Hubs
- free Wi-Fi
- public network computers

Check out **the Digital Essex online map** today.

Useful contacts

Essex-wide

Essex Opportunities Portal:
www.essexopportunities.co.uk

Essex Libraries: libraries.essex.gov.uk

Mid and South Essex Integrated Care System:
www.ourpeopleyourfuture.co.uk

Across Essex

Into University:
www.intouniversity.org

Clacton-based support for young people from disadvantaged backgrounds to help them pursue their career and education interests.

Health services

Access to Work:
Support for those with a disability or health condition.
www.gov.uk/access-to-work

NHS - Every Mind Matters:
www.nhs.uk/oneyou/every-mind-matters

Careers support services

Greater Essex Careers Hub:
www.greateressexcareershubs.co.uk

Make Happen:
www.makehappen.org

National Careers Service:
nationalcareers.service.gov.uk

Voluntary work

The Essex volunteering service:
www.volunteeressex.org

Government support for volunteering:
www.gov.uk/government/get-involved/take-part/volunteer

NHS volunteering opportunities:
www.goodsamapp.org/nhs

National Citizens Service for 16 to 17 year olds:
nationalcareers.service.gov.uk/careers-advice/career-choices-at-16

Long-term unemployed support

Reed Restart:
www.reedrestart.co.uk

Are we missing anything?

If you know of other local support, let us know and we'll include it in future editions:

essex.careers.magazine@essex.gov.uk

Special Educational Needs and Disabilities

Essex SEND Local Offer:
send.essex.gov.uk

Essex SEND Information, Advice and Support Services:
www.essexsendiass.co.uk

Papworth Trust:
www.papworthtrust.org.uk

Sense Charity:
www.sense.org.uk/information-and-advice/life-stages/adult-life-and-planning-for-your-future/finding-work

National Development Team for Inclusion:
www.ndti.org.uk

British Association for Supported Employment:
www.base-uk.org/home

Greater Essex Careers Hub SEND web page:
greateressex.yourfutures.uk

Talentino:
www.talentinocareers.co.uk

SEND careers programme for special and mainstream schools and colleges.

Government-based support

Government 'Find a Job' website:
www.gov.uk/find-a-job

National Careers Services - explore your choices:
nationalcareers.service.gov.uk/explore-your-education-and-training-choices

Skills Bootcamp:
dfebootcamp.theskillsnetwork.com

Skills Health check:
nationalcareers.service.gov.uk/skills-assessment

Apprenticeships

Government apprenticeship search:
www.findapprenticeship.service.gov.uk

We want to hear from you!

Take our quick survey to let us know what you liked in this issue and what you'd like to see in future editions.



Scan me!

Or email us at

essex.careers.magazine@essex.gov.uk