

# ESSEX CAREERS

Your guide to local employment and skills

**Featuring:**  
Creative and  
Cultural sector  
South Essex

SUCCESS

SKILLS

CAREERS

FUTURE



**Find out more about**

- Legal careers
  - Space industry
  - Work readiness
- and much more...**

## WHERE TO FIND THE CENTRES

Spinks Lane  
Witham, CM8 1EP



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FOREWORD

Essex Careers Magazine

It is a pleasure to introduce the fifth edition of Essex Careers, which takes us into our second year of publication. Readership is continuing to grow – with thousands now accessing the online, digital and hard copies. Don't forget to continue to spread the word and also let us know how you're using the information!

As ever, there is a wealth of information contained in this edition. The sector spotlight is on creative and cultural. As well as an insight into the sector and local employers such as the Mercury Theatre, there is a handy 'routes into' overview to help with navigating the different options. There is also an insight into women in construction through Rose Builders and also the Lower Thames Crossing. You'll also find information on green, legal, wind and care careers – showing just how diverse the range of opportunities in Essex are! Look out also for the top tips for careers conversations with some very helpful pointers.

Excitingly, we're showing that the sky isn't the limit by featuring the space sector this time too. You may not be aware that Essex has a thriving space sector and local employers have contributed to space technology including the Hubble telescope and Rosetta spacecraft. A great example of where STEM subjects can lead to as well.

Enjoy reading and don't forget you can contact us at [Essex.Careers.Magazine@essex.gov.uk](mailto:Essex.Careers.Magazine@essex.gov.uk) and view all editions at [Essex Opportunities](#).

A huge thanks to all contributors.

**Kaisha Ellis,**  
Commissioner for Skills Development, Essex County Council

**Emma Curtis,**  
Commissioner for Skills Development, Essex County Council

SECTOR SPOTLIGHT -  
CREATIVE AND CULTURAL

The governments Department of Culture, Media and Sport (DCMS) first defined the creative industries as, 'those activities which have their origin in individual creativity, skill and talent and which have a potential for wealth and job creation through the generation and exploitation of intellectual property.'

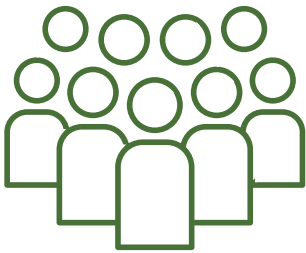
Creative and cultural industries are all around us here in Essex. There are a variety of jobs within the industry and 15,561 jobs in the sector within Essex. There were 7,154 vacancies from around 1,800 employers in the last twelve months in Essex.

Roles within the Creative and Cultural sector in Essex include:  
**Graphic Designers | Kitchen Designers | Merchandisers | Photographers | Retail merchandisers | Authors | Interpreters | Client Liaison Officers**



jobs in Essex

- Top four advertised occupations in Essex:
- **Buyers and Procurement Officers**
  - **Merchandisers**
  - **Writers**
  - **Authors and Translators**



**7,154 vacancies**  
from around  
**1,800 employers**  
in the last 12 months

**Creative and cultural sector in Essex**



Average annual salary in Essex is **£31.1K**

Top six employers for creative roles in Essex:  
**Ipha Language Services, DCK group, Licklist, Language Empire, Absolute Interpretations and Translations, UK greetings**

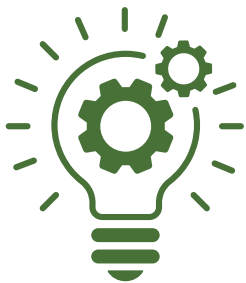
Source: Official Labour Market Statistics (ONS) and Lightcast Analyst | Figures include Southend and Thurrock

Qualification	Description	Length of time	Assessment		Level of study	Award UCAS points	Entry requirements	Work experience	What does it lead to?
Apprenticeship	Involves completing a vocational qualification or degree in creative & cultural industries, while receiving paid, on-the-job training.	1 year minimum	Apprenticeship dependent (includes demonstrations, presentation and/or exams)	➡	2/3 with possibility 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 creative & cultural industries such as Media Studies or Art.	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, with an industry placement that makes up 20% of the course. T levels are designed to give you the skills that employers need. There are T Levels courses in Fashion, Content Production, and much more.	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 creative & cultural industries.	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 creative company.	This could vary from 1 day to 1 year. It could be completed as a block placement for a couple of weeks or 1 day per week for a set period of time.	N/A	➡	N/A	No	N/A	Yes	Apprenticeships University/College Work  To be in with the best chance of securing your dream role, you'll need some <u>work experience</u> alongside your qualification. Employers often favour those who've complemented their theoretical knowledge with relevant, practical experience.
Degree	An academic qualification which students at university complete. These can be taken in a range of different subjects, such as Multimedia Journalism, Acting and Contemporary Theatre, Illustration, and many more.	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 courses in creative & cultural industries	'Postgraduate' is the term used to describe graduate students studying for a second qualification, after their degree, typically 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 Designer, for example.	N/A	N/A	➡	N/A	N/A	Relevant qualifications	N/A	Employment
Free online creative courses	Available with numerous free course providers. For example, FutureLearn and Class Central. Another option could be courses offered by ACL Essex.	Varied lengths	N/A	➡	N/A	N/A	You usually don't need any entry requirements to enrol on such courses	No	Apprenticeship College or University Paid employment
Free creative bootcamps	Flexible DfE-funded courses. Mostly online but some courses are in-person. Will be offered a job interview upon completion of the bootcamp course.	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



# Creative and cultural

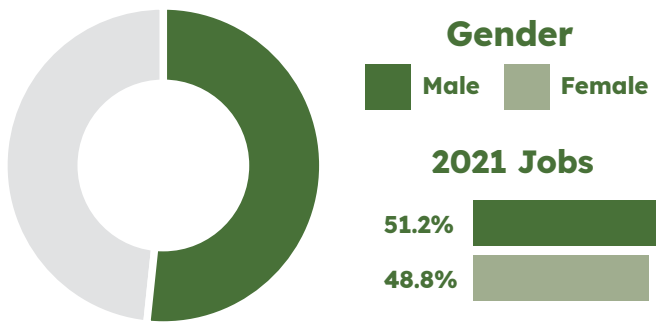
## The facts, figures and roles



The creative and cultural sector is an exciting area to consider for a potential career. Creative and Cultural industries influence so much of our lives and are all around us. From the books that we read, the programmes and films that we watch, to the places we visit, the clothes that we wear and the apps and websites that we rely on, to name but a few! The Creative and Cultural industries influence so much of our lives that the world would be a very different place without them!

It is for this reason that it can be considered such an exciting sector to enter – with the potential to influence so much of the world around us, from music to art. A career in this sector could provide the opportunity to produce art, solve problems, bring life to communities and document history. It could also provide the opportunity to work with new technology as the creative industries often adopt inventive new ways of working and the latest technology.

This sector can offer you an exciting and varied career, where no day is the same and creative thinking is actively encouraged. Employers in the creative industries are looking for people with a wide range of skills, who are creative, imaginative and innovative, with original ideas. If this sounds like you then a career in the creative and cultural sector could be for you.



National occupation gender breakdown

### Top 3 advertised occupations in the sector in Essex

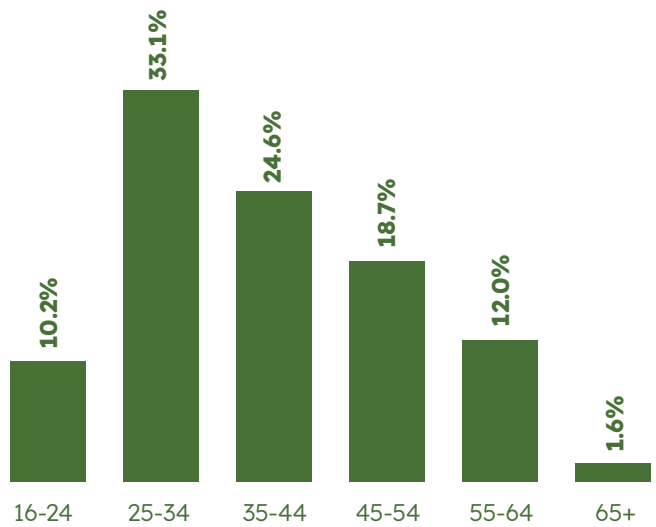
- Buyers and Procurement Officers
- Merchandisers
- Writers, Authors and Translators

### Big employers in the sector in Essex

- Alpha Language Services
- DCK group
- Licklist
- Language Empire
- Absolute Interpretations and Translations
- UK greetings

### Average salaries for job roles in the Creative and Cultural sector

Buyers and Procurements Officers	£30.4K
Merchandisers	£22.4K
Authors, writers and Translators	£32.5K
Public Relations Professionals	£38.3K
Graphic and Multimedia Designers	£33.5K
Interior Designers	£32.8K



National occupation age breakdown



## 15,561 jobs in Essex

Average wage for the sector in Essex is  
**£31.1K**  
Nationally it is  
**£29.6K**

**7,154** vacancies in the Creative and Cultural sector in Essex, from around 1,800 employers in the last twelve months

### Key skills for working within this sector

- **Creative thinking** – you don't need to be able to draw the best images – that's not what creativity is. It is the use of imagination or original ideas to create something.
- **Communication** – the ability to listen and talk to a wide range of people that you could be working with.
- **Adaptability** – the ability to adapt to changing environments that you might work with, or different groups of people. In addition to the ability to adapt with the changing and developing of the technology used in the industry.
- **Teamworking** – being able to listen to instructions and cooperate with team members to solve problems and work through tasks.
- **Working to deadlines** – being able to work to tight deadlines is a key skill in the creative industries, as you can be given a brief and you will need to have completed your task by a certain time, so other tasks can be completed.

### Some examples of roles within the Creative and Cultural sector

- Art therapist
- Arts administrator
- Artworker
- Broadcast presenter
- Ceramics designer
- Choreographer
- Community arts worker
- Concept artist
- Conservator
- Exhibition designer
- Fine artist
- Furniture conservator/restorer
- Furniture designer
- Glass blower/designer
- Illustrator
- Make-up artist
- Medical illustrator
- Museum/gallery curator
- Music therapist
- Press photographer
- Printmaker
- Private music teacher
- Product designer
- Production designer, theatre/television/film
- Theatre manager
- Theatre stage manager
- VFX artist
- Web designer



# Creative careers at Mercury Theatre

The Mercury Theatre is a vital, vibrant, welcoming centre of culture for the people of Colchester and Essex.

Connection is at the heart of everything the Mercury do. From community engagement, live theatre performances or offering apprenticeships. The Mercury provides a social and safe space for many voices.

The Mercury theatre are proud to be a Forces Friendly employer. They pride themselves on flexible working, supporting working parents, and nurturing talent in individuals.

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 works with 80 employees and 120 freelancers each year!

Off-stage roles include:

- **operations** – customer experience, facilities, maintenance, administration, and hires
- **production** – producing, technical - lights, sound and video, stage management, wardrobe, carpentry and scenic artists
- **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** – Box office, PR, promoting shows and community activities

# MERCURY

## Rachael Kitchen Apprentice



"I was attracted to apply for an apprenticeship at the Mercury Theatre because it looked like a friendly environment and the people that work here, have worked here for many years, which fills me with confidence that it's run by a good management team.

"My favourite thing about working at the Mercury is the people, everyone is so nice and welcoming. I have never met such an influential team of people, and everyone is such a good laugh, it's just a very positive atmosphere to be in.

"The chefs in the kitchen have helped with my professional development, as everyone has different ways of cooking but the chefs show me efficient methods and how to do things properly. My skills in the kitchen have dramatically improved since working in the kitchen with the chefs.

"Being able to maintain college and a work life can be hard at times but it's worth it, I'm grateful that I chose to start an apprenticeship."

## 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.

"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 work for Mercury and have now worked here for 15 years!

"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 can 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!"

Mercury Theatre, offer a range of different apprenticeships giving people hands on experience whilst earning a wage and enabling time for studying. Currently they offer apprenticeships in the customer experience team, apprentices will get insight into ushering, box office and front of house duties. Apprenticeships are also offered within the kitchen, allowing for a first-hand look at the behind-the-scenes activities of the team who are always front and centre of the theatre.

Later this year a new paid placement will launch within the Technical department. This will encompass lights, sound and everything in between. The role will be entry-level so no previous experience is necessary. Just an interest in technical theatre and a willingness to get stuck in and involved!

## Hannah Customer Experience Apprentice



"I applied for the front of house apprenticeship because I have always loved working with customers, I would love to work abroad in the hospitality industry in the future and this apprenticeship will help me reach that goal.

I wanted to work at Mercury Theatre because I know that they are a friendly and charitable company. I also thought working in a theatre would offer me great experience and I could learn a variety of skills.

My favourite thing about working at the Mercury Theatre is the atmosphere. The people and events, everyone is just on the same level and is friendly and welcoming.

The Mercury has given me so many opportunities when it comes to helping me with my learning. From evacuation training, catering courses, a death awareness course, terrorism prevention training and food safety training. I'm forever thankful to them for giving me these opportunities to develop further skills.

Working and being at college is tricky sometimes, but overall, I would say it's good if you knuckle down and get it done. Everyone at work is supportive of me and my college work."

If you have an interest in doing work experience, an apprenticeship or finding out more about what the Mercury Theatre has to offer, please get in touch via [info@mercurytheatre.co.uk](mailto:info@mercurytheatre.co.uk).



# Spark! creative careers and pathways

**Spark! A Youth Culture Revolution** is Chelmsford's **local cultural education partnership** (LCEP). It aims to support all children and young people to reach their potential. Through diverse cultural and creative opportunities, they want to broaden their horizons.

Spark! Offers young people opportunities to meet and work with creative professionals and take part in events. They can make connections and network for activities like work experience. Spark has already been part of Essex Pride, had an art stall in Tindal Square and been on the radio.

Spark! Has enabled young people to learn about the creative industries and meet experts and professionals from the sector. This helps young people understand the sector better and gives them access to possible pathways.

## How to get involved with Spark?

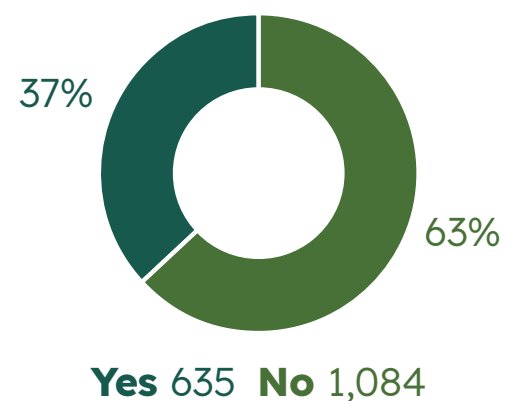
- take part in Sparks research. They want to ensure every child in Chelmsford has equal access to arts, culture, and creativity, emphasising the importance of creative skills for a successful future workforce.
- support Spark! by becoming a **member** of the LCEP. They want to hear from teachers, creative and cultural practitioners/organisations, employers, young people and parents that are interested and supportive of the LCEP's goals and priorities.

To get in touch please contact Rachana [lcep@ignitechelmsford.org.uk](mailto:lcep@ignitechelmsford.org.uk)

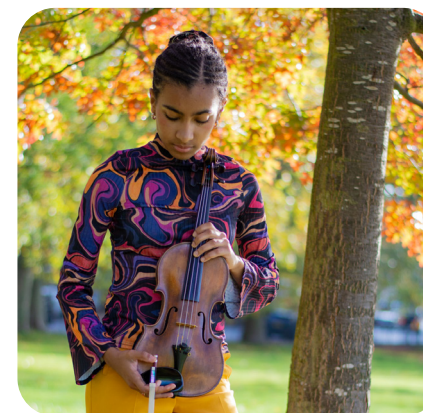
**"Spark! has provided much needed resources to young creatives like me (for example networking opportunities and access to programmes like Arts Award). I had the opportunity to explore creative endeavours of my own, and recently I attended several graphic design and branding workshops, which I thoroughly appreciated and enjoyed."**  
Inaaya aged 17

**"Through Spark! I had the chance to event manage one of the Ignite Chelmsford Socials, and as a result I want to now go into this industry and follow this career path because organising people and tasks in a time frame appealed so much to me. At this event, I co-hosted and spoke in front of the audience, which was good practice for developing confidence, public speaking skills and to be a presenter (another career path I want to pursue)."**  
Isobel aged 17

When asked **"Do you know what the creative and cultural industries are?"** a staggering 63% of young people said no.\*



\* Chelmsford LCEP's survey asking 11-25-year-olds about their engagement in the arts and their knowledge of careers and pathways into creative industries.



## Elodie Chousmer-Howles

**"I am a professional concert violinist - this comprises of solo, ensemble and orchestral work. I am a member of London-based Chineke! and The Multi Story orchestras. I also teach violin in Colchester and at my home in Chelmsford."**

"There's no such thing as a 'typical week' for me. Sometimes I'm in Abbey Road Studios for a TV/Film session with the London Contemporary Orchestra, and other times I'm in the studio playing for a pop singer/rapper/band!"

"Sometimes, I'm also invited to perform as part of small ensembles for events such as Kehinde Wiley's exhibition at the National Portrait Gallery, and for performers on Strictly Come Dancing."

"I was a string finalist in the 2018 BBC Young Musician of the Year competition, and that gave me exposure on radio and television. I received support from a wonderful musical charity called Future Talent when I was in my late teens."

"My advice to parents/teachers would be to encourage your children to have discipline in whatever they want to do but, equally important, make sure children have the chance to watch great musicians."

"It's also important to do plenty of research into whatever field your child is interested in and be proactive in finding or making opportunities for them. When I was little, I was obsessed with the violin, but I certainly wouldn't have progressed in the way I did if my mum had not been so active in taking me to watch internationally renowned soloists in London and looking for the best violin teachers for me."



## Nick Hearne

**"I'm a creative director for advertising and PR. Basically coming up with ideas (often silly ones!) to help brands market themselves."**

"A typical day would be about six hours of meetings to discuss creative ideas and to help more junior team members achieve a high level of output. About two hours of having my own ideas. And about thirty minutes of staring at a blank sheet of paper wondering if I'll ever actually have an idea again. And about six to seven biscuits."

"I was a mature student and studied visual communication at the London College of Communication. This led to me working as a graphic designer at advertising agencies. I kept winning awards and getting promoted, and one day I accidentally became a creative director."

"The creative sector is a highly competitive industry. No one will come and find you for the job, you need to make sure that you are visible and passionate about the work. Don't wait for opportunities to come to you, make your own opportunities. Make adverts for a friend's business, posters for a local band, films for community initiatives - show that you live and breathe creativity - you can't fake it!"

"And make sure you HAVE FUN!"



## Leanne Johnson

**"I am the Director of The Drama Centre. We transform young people and adults' relationships to public speaking and acting. I oversee all the business, from finance and marketing to social media and teaching."**

"I really don't have a typical week. One week I might be up in London on strategy days, often in the office following up on opportunities, which is exciting and keeps me alert - something I love about working for myself!"

"I was a professional actor for seven years. As many people in the profession will tell you, you need a 'side hustle' or 'survival' job as well to pay the rent. I found a job advert for a performing arts teacher so went for it - despite having no teaching experience. I quickly realised I loved working with kids and when my son was born in 2016, I decided I needed to be more in control of when I worked, so I launched my own drama school - thinking it would be a breeze, it was not! But it's been the most rewarding career path ever."

"The advice I would give is don't wait until everything is perfect, messy progress is better than no progress. If you want to start a business or change career, do it as soon as you can and learn as you go. Remember, done is better than perfect - learn as you grow."



# New City College: Training the future stars of stage and screen



If you want a career in the Creative and Performing Arts, you could consider joining New City College where there are a range of courses to help you discover all the opportunities that exist within this exciting industry.

Whether you are aiming to be an actor, singer, dancer, musician or performer, New City College – which has campuses in Essex and East London – has the facilities and expert teachers that can give you the kick start to an amazing career.

## Study a BTEC or A Levels

Whether you want to study BTEC or A Levels, there are courses in drama, performing arts, dance and music to suit everyone. The courses are offered at NCC's Epping Forest campus in Loughton, at Havering Sixth Form in Hornchurch and at Ardleigh Green campus, also in Hornchurch.

The courses available are:

- Performing Arts Industry Skills (Level 2 BTEC) – at Epping Forest and Ardleigh Green
- Performing Arts Practice (Level 3 BTEC) – at Epping Forest and Ardleigh Green
- Drama and Theatre A Level – at Havering Sixth Form
- Music Technology A Level – at Havering Sixth Form
- Music A Level – at Havering Sixth Form
- Performing Arts: Musical Theatre (Level 3 BTEC) – at Havering Sixth Form
- Dance A Level – at Havering Sixth Form
- Music Performance (Level 3 BTEC) – at Havering Sixth Form
- Music Industry Skills (Level 2 BTEC) – at Ardleigh Green
- Music Performance & Production (Level 3 BTEC) – at Ardleigh Green

Studying any one of these courses will give you the chance to experience the fantastic facilities at New City College, such as modern music studios, sound booths and high-tech drama theatres.

You will be part of group performances, putting on shows and concerts to audiences. You will develop your performing arts skills, collaborate with others in theatre or music projects and gain an insight into the industry through workshops with professionals and visits to various external performances.

This year has already seen many exciting projects within the Performing Arts department, all designed to nurture and develop students' performance skills.



## Success for every student

Last year was incredibly successful for the Epping Forest campus with every single student who studied on the Performing Arts course progressing to a top drama school in the UK, including RADA (Royal Academy of Dramatic Art), LAMDA (London Academy of Music and Dramatic Art) and the Italia Conti Academy of Performing Arts.

## Follow in their footsteps

You could follow in the footsteps of former NCC students who have become highly successful in the world of theatre, film, and TV.

Performers such as **Sara Pascoe** (TV presenter, actor and comedian), **Micheal Ward** (Netflix and film actor), **Charles Babalola** (theatre and film actor), **Alan Davies** (actor and comedian), and **Jimmy Akingbola** (film and TV actor) have all carved out fantastic careers after studying at New City College.

Other notable alumni include:

**Stacey Solomon** Stacey studied Performing Arts at NCC and auditioned for the X Factor while still at college. She came 3<sup>rd</sup> in 2009 and has since gone on to become a major social media influencer with six million Instagram followers. She also presents the BBC One TV show, Sort Your Life Out.

**Lee Van Geleen** Lee is a former Performing Arts student who recently starred as Trigger in the popular West End musical Only Fools and Horses at the Theatre Royal.

**Kian Crowley** Dancer Kian performed on stage at the Brits 2024, held at the O2 in March. After studying Performing Arts at NCC, he was snapped up by the prestigious National Youth Dance Company.

**Sabina Kuku** Sabina achieved every dancer's dream by gaining a place at the world-renowned Rambert School of Ballet and Contemporary Dance after leaving NCC last year.

## Projects have included:

- A partnership between New City College and the Queen's Theatre, Hornchurch which allows Performing Arts students to workshop with professional actors and perform in their productions.
- A Level students recently took part in a Horror Film Festival where they premiered their work alongside other film-makers in a celebration of creativity, artistry and expression.
- Contemporary theatre group Frantic Assembly led some high energy workshops, showing how creative movement can impact stage presence. Other workshops included a focus on costumes and circus skills.
- Music students entered a national competition which gave them the opportunity to perform at the Royal Albert Hall in London.
- Performing Arts students enjoyed being part of the National Theatre Connections Festival, working and collaborating with experienced actors and technicians. Students also gained behind-the-scenes experience with lighting, costumes and props.
- Such diverse and exciting opportunities at New City College ensure that students are given every chance to succeed and are prepared for work within the highly competitive creative and performing arts industries once they leave college.



**Visit the New City College website to discover Creative and Performing Arts courses or call 0330 135 9000.**





# ROSE BUILDERS - Women in Construction

Women can take on any role in the construction industry, yet recent figures show that women represent only 15% of the construction workforce in the UK. This figure is improving but needs to go much further. The industry has and continues to change, however there is still an unconscious gender bias and a negative perception of women working in construction. Women are currently severely underrepresented in trade and executive positions but do now make up a higher proportion of the construction workforce than at any time since official records began.

At Rose Builders we are passionate about smashing the myths and preconceptions about construction. The industry is incredibly diverse having over 150 different types of jobs from architectural technicians to wood machinists. Here at Rose we have a strong workforce behind us who help us to deliver our company values. Currently 10% of this workforce are female and make up a variety of roles including:

- **Support Services Staff**
- **Customer Care Advisors**
- **Accounts Staff**
- **Sales Advisors**
- **Bid Writer**
- **Quantity Surveyors**
- **Health & Safety / HR Director**

Our business depends on our people and if our inspiring women have grabbed your attention and you are interested in looking at a career in construction, there is a wide variety of information and roles available to you.



Email [careers@rosebuilders.co.uk](mailto:careers@rosebuilders.co.uk) or visit the [Go Construct website](https://www.goconstruct.co.uk) for more information on women working in construction.

## Read what our team have to say about working in the construction industry:



"Having been in construction for over 25 years I can honestly say it is an incredible industry to work in. From 'hands-on' trades to professionally qualified roles and support services – every role is essential and there are so many different career pathways within construction with something to suit everyone. With an estimated 225,000 new workers needed within the industry just to meet demand by 2027 it is a perfect time to see what opportunities are available."

**Claire Wright, Health & Safety / HR Director**



"After 22 1/2 years' service in the British Army, I immediately felt like I fitted in here at Rose Builders and within construction. My role is remarkably busy and varied, with no two days being the same. I embrace the challenges and the multitude of random and different tasks I do. With lots of laughter along the way, I can honestly say it is a pleasure and a joy to come to work. It has been a challenging couple of years finding my way in civilian society, but I now feel I am finally there."

**Tracy Wilson, Support Services**



"I have worked in construction since graduating university in 2003. I can honestly say that over the years I have had a varied career that has given me amazing opportunities in terms of projects, experiences, travel and meeting people. No two days are the same and every day throws up new challenges that need to be embraced and met. I have had two children during my career and have found that the construction industry has allowed me to balance my work and home life."

**Jenny Stokes, Senior Quantity Surveyor**



"I left school at 16 years old to attend Colchester Institute on a full-time carpentry and joinery course. Being the only female on the course was challenging but I persevered and left college to join a joinery company in Walton. I joined Rose Builders in 2000 to take on a different direction in my career and become a Quantity Surveyor. They welcomed me into their (at the time) male dominated office, helped me to learn and develop and gave me a great opportunity. During my time in the construction industry I have seen huge changes for women for the better. When I first left school very few, if any building companies would take on a female apprentice but now the opportunities are there and should be celebrated."

**Clair Block, Project Surveyor**



**15.8%**  
of the construction  
workforce  
was female during  
April to June  
2023, according to  
the ONS Annual  
Population Survey



"I have worked in Construction for nearly 35 years with my role changing and developing along the way. There are many opportunities for women to have a long and flourishing career in the construction industry and Rose is a very good place to start! Perception of the industry and out-dated methods have now changed, allowing many more doors to open. If you do decide the building industry is for you, anything is possible!"

**Angela Harrington, Accounts**



# Bridging the digital skills gap

The Sixth Form College Colchester is keen to provide opportunities for students to develop a strong digital skillset. This is vital with a constantly changing digital environment.

There is low supply and high demand for digital skills, and the gap continues to widen due to factors like:

- tech talent outpacing an already short supply
- emerging technologies such as A.I. that amplify the need for digital skills
- high costs and disorganised approaches to traditional education that increase barriers to learning
- access to digital infrastructure and skills limited by socio-economic status

### Introducing the Digital Skills Academy

The Digital Skills Academy is part of The Sixth Form College Colchester's Additional Studies programme, which impressed Ofsted during the recent inspection where the College was awarded Outstanding. Additional Studies give all students access to over 100 weekly courses in a range of areas. These include work-related learning, extra qualifications, fitness and volunteering. The Digital Skills Academy was designed and developed to cater for our students' developmental needs. It covers a wide range of skills, from learning how to navigate Data Analytics using Excel, to learning how to use Adobe Blender.

Digital Skills Academy learners are part of a community where they are supported to complete online courses and join online training events.

Providing students with a strong digital skillset, is very important here at the Sixth Form College Colchester. We aim to ensure that students feel confident in their abilities in a constantly changing digital environment. Which should help them in Higher Education and ultimately in future employment.



Year 1 A level student Ellie Murphy chose to study Digital Skills as an additional study. She completed this alongside Business, Media Studies and IT. Ellie explains that she did this to “develop the skills required to gain employment and be able to add employability skills to my CV.

“I have developed skills using Excel to analyse and interpret data for a business. I am looking into a career in Finance and feel like the skills acquired will be highly valuable for the future.

“I would definitely recommend this programme, as it is tailored to individual needs. The additional study really focuses on the type of skills employers are looking for.”


Gen Z recognise the necessity of developing digital skills for their future careers:

**36% plan to acquire new digital skills and 40% see tech skills as essential to their future careers.**

**44% said they were only taught basic computer skills at school, while one in ten said they were taught no tech or digital skills.**

**They are also frustrated their secondary education didn't prepare them better for the world of work.**


# What do you know about Essex?



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


For the first three months of 2024 there were **71,431 vacancies** from over **7,000 employers.**

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




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

**Essex has an employment rate of 77.3%,** this is above the UK employment figure of 75.8%



**SME**

**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 756,599 jobs in Essex,** projected to increase to 790,542 by 2030.

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

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

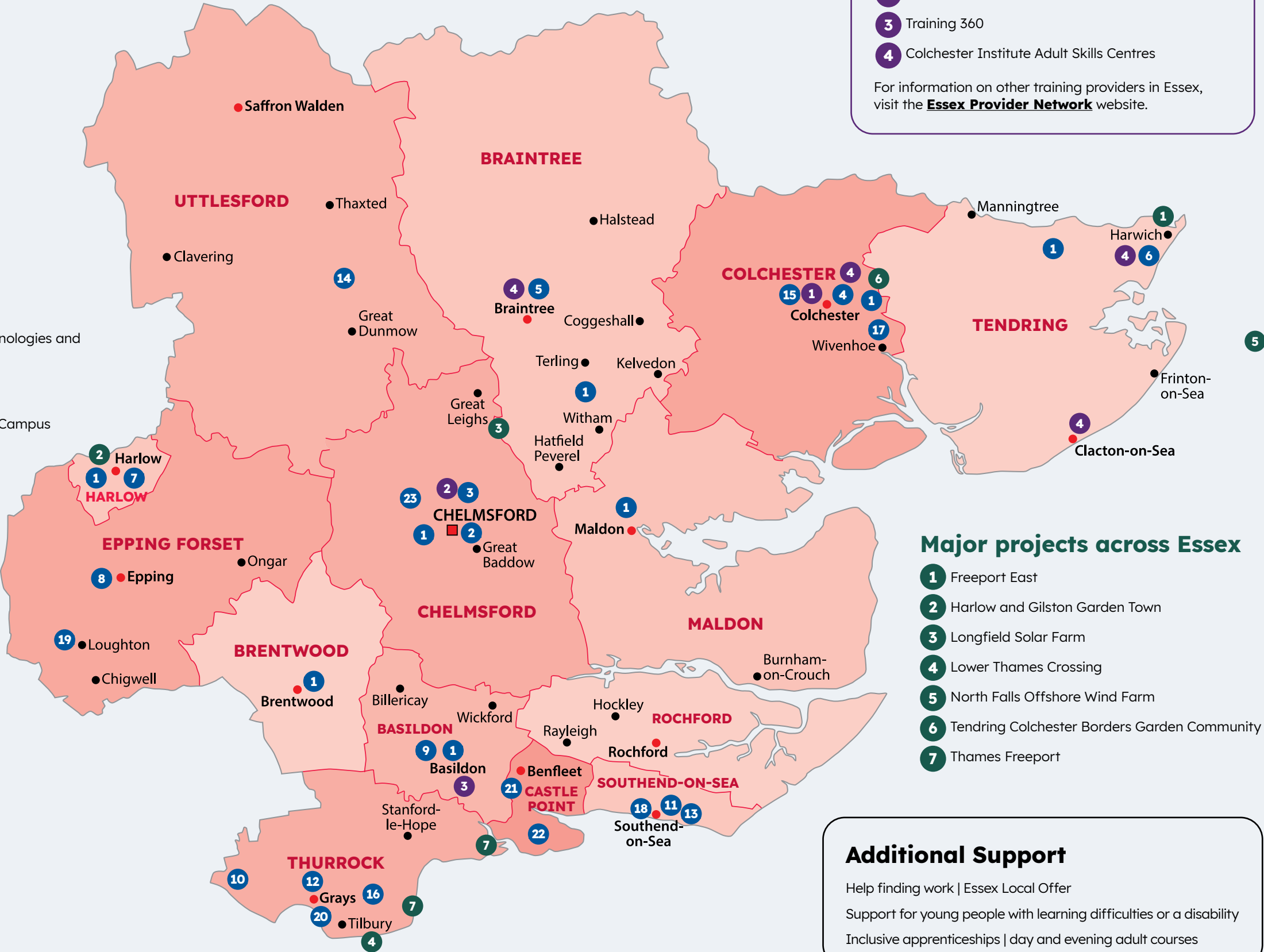
University of Essex – Loughton Campus
- 20

USP College – Palmer’s Campus
- 21

USP College – Seevic Campus
- 22

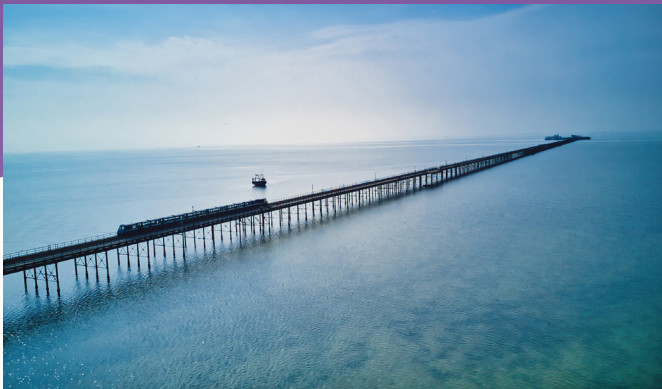
XTEND Digital Campus
- 23

Writtle University College



For more information on further education in Essex, visit the [www.federationofessexcolleges.org](http://www.federationofessexcolleges.org)





# Regional focus South Essex



The South of Essex is a rich mix of geographical surroundings, both urban and rural, and is home to one of three cities in Essex.

It has a population of around 800,000 and is home to over 32,000 businesses, providing more than 345,000 jobs.

The South of Essex and its proximity to London means that it has attracted large businesses such as Amazon, Costa and Ford, all of whom have corporate buildings within the area. There are significant opportunities to create greater prosperity and quality of life in South Essex and by 2050 it plans to grow its contribution to the UK economy by £15bn. **Read on for more!**

## DID YOU KNOW?

South Essex is set to see significant growth, the **Thames Freeport** is expected to draw **£4.5 billion** of new investment and create **21,000** skilled jobs.



South Essex aims to be **carbon zero** by 2040, with significant progress achieved by 2030.



South Essex has a population of around **800,000** of which **492,100** are of working age.

Between February 2023 and February 2024 in South Essex there were **103,727 vacancies** from **8000 employers**.

The **biggest employers in South Essex** are **NHS, Essex County Council** and **Runwood Homes**.



The **ambition for South Essex** is that every household, business and community facility, has access to **affordable full fibre digital connectivity** by 2025.

The **largest sectors of employment in south Essex** are **hospitality, retail, education** and **food industry** based.

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



# Upcoming opportunities with the new Lower Thames Crossing

The Lower Thames Crossing is a proposed new road beneath the River Thames, connecting Essex, Havering, Thurrock and Kent via the longest road tunnel in the UK.

The project will take six years to build and have a diverse range of job opportunities on offer. Roles will include steel fixers and engineers to accountants and administrators, and include hundreds of opportunities for apprenticeships and graduate placements.

The main bulk of jobs will come during construction which could start as early as 2026, if the project is given permission to go ahead.

To create the crossing the team will work with delivery partners who would be responsible for construction of the new road:

- **Balfour Beatty** for works between Thurrock and Havering, including around ten miles of new road and connections with the M25, A13 and A1089.
- **Bouygues Travaux Publics – Murphy Joint Venture** for building the new 2.6-mile-long road tunnels deep under the River Thames between East Tilbury and Gravesend.
- **Skanska** for construction of almost four miles of new road connecting to the A2/M2 in Kent, including the widest green bridge in Europe.



## Hear from the new Lower Thames Crossing apprentices

Three new apprentices kick started their careers on the project last September with delivery partner Balfour Beatty.

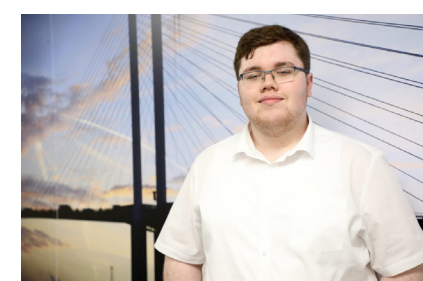
While completing an 18-month Level 3 Business Administration qualification with South Essex College, the apprentices are on a unique learning programme gaining experience in the broad range of functions behind building a major infrastructure project.

The apprentices are rotating teams every couple of months, including working in finance, project management, human resources and health and safety and are enrolled in Balfour Beatty's early careers programme to support them becoming future leaders.

The group are planning to complete their apprenticeships with a well-rounded skillset and clear direction on what career they plan to pursue next.

Here's what they had to say about their journeys so far

**Aaron, from Thurrock:**



"If you're looking to get into employment, definitely do not discount taking the apprenticeship route into the construction industry! Working on the Lower Thames Crossing project has taught me so much, in both the office environment and the hustle and bustle of our site works, it's a fantastic opportunity to learn from so many angles, I'd 100% recommend it."

**Callum, from Basildon:**



"Being here has taught me how to work efficiently within a team, how to effectively manage hard tasks and to always ask when I am unsure about a task I have been set. Despite the short time I've been here, the opportunities that I've been given have been exponential and the people I've met along the way in the early careers community I see not only as colleagues but as friends. The project has become almost like a home to me now, a place to feel safe, a place where you want to be and a place where I can shape my future!"

**Luke, from Thurrock:**



"I have found my apprenticeship so far very enjoyable, and I have met and learnt from many people. I started my apprenticeship in health and safety and I'm now two months into my project management rotation. Both rotations have given me great insight and knowledge on what it is like to work on a major project and I'm now looking forward to what I'll be doing next."



Keep an eye out for future job opportunities on the Lower Thames Crossing **website** and by following the project's social media channels.

**@LowerThames** **@LowerThames** **@LowerThames** **Lower Thames Crossing**

You can also hear from the apprentices who featured on Essex based skills podcast, Futureproof Your Tomorrow, for National Apprenticeship Week 2024:

**How Apprentices Are Helping to Build the UK's Greenest Road | Lower Thames Crossing - FutureProof Your Tomorrow | Podcast on Spotify.**



# WE RISE one year on

**NOW!**



We Rise launched at a similar time to the Essex Careers magazine last year. We Rise is a youth movement and over the last year we have made a lot of progress.

We Rise youth movement gained momentum in the Summer of 2023 in Canvey Island. It is a movement by young people for young people aged between 16 to 25. The aims of the movement are to raise aspirations and help remove barriers that are preventing young people achieving their career goals. A core group of young people was established to help shape the movement. They created branding and an identity for We Rise and set up social media channels. A World Café event in Canvey Island was hosted last summer and gave young people the forum to discuss any issues and concerns, they had. The three main issues that came out of the event were:

- employability and Skills
- mental health and well-being
- their environment including personal safety

We Rise looked at the issues and concerns, and decided on the following activity to help young people with these issues:

- A We Rise careers fair – attended by training providers and employers.
- A We Rise employability and skills boot camp – offering help to apply for jobs, write a CV, and establishing a personal brand.
- A We Rise local employer film – focussing on well-being at work featuring local employers on Canvey Island.
- We Rise teenage markets – helping local young entrepreneurs sell their products
- We Rise Get Sorted Event – a jobs and apprenticeship fair for unemployed young people
- We Rise members have met with local councils to discuss the barriers and issues facing young people

If you would like to get involved, please contact:

**[Louise.fry@essex.gov.uk](mailto:Louise.fry@essex.gov.uk)**

or visit the We Rise social media pages:

**[Weriseessex \(@weriseessex\)](#)**

**[Instagram photos and videos](#)**

**[We-rise Essex | Facebook](#)**

The movement also established a successful business mentor programme, with a wide range of employers including: Microsoft, c2c, Essex County Council, Castle Point Borough Council, Legal and General and Morgan Sindall. Feedback from mentors and mentees has been excellent with many saying it has been a worthwhile experience and helped them shape their future.

So far We Rise has engaged with over 70 young people through its events. Future activity includes a well-being event and a course on coding. With plans to launch across South Essex now is a perfect time to get involved. Over the coming months We Rise will launch in Basildon, Rochford and Brentwood.

We Rise is looking for young people aged 16 to 25 living in South Essex to be part of our future. We need the support of young people to help raise aspirations and opportunities for young people across Essex.

**BE  
THE  
CHANGE**

**THE  
TIME  
IS  
NOW!!**

**A MOVEMENT FOR  
YOUNG PEOPLE,  
BY YOUNG PEOPLE**



# Essex County Fire and Rescue Service



So much more than fire engines make up Essex County Fire and Rescue Service. It's home to 1500+ people who come from diverse backgrounds. They work in roles that educate, communicate, prevent, protect, respond, support and do many other things.



## Wholtime and on-call firefighters

- Both wholtime and on-call firefighters protect Essex. They carry out the same role but respond to 999 calls differently.
- Wholtime firefighters are based at the fire station 24/7 and recruitment opens for short periods throughout the year.
- On-call firefighters live or work within 5 minutes of the fire station and are on standby to respond to incidents. Because of the nature of the role, there are almost always vacancies at on-call fire stations.

## Support roles

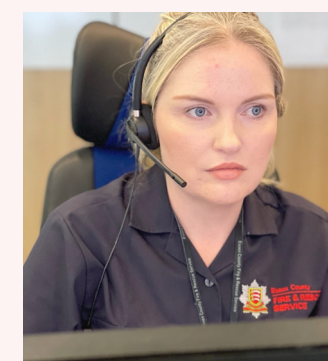
- The 500+ support staff provide support across systems, processes, policies and technology.
- There are many roles available from front of house and fitness instructors to project managers, ICT analysts, and vehicle workshop engineers. It's always worth checking the website to see what's available.

## Fire control operator

- Fire control operators are the link between the public and operational firefighters.
- They answer 999 calls and are in direct contact with other emergency services.
- They use the Airwave Radio System and also use systems to deploy resources across the county.
- Vacancies are usually only available a few times a year.

## Volunteers

- Volunteers offer their skills, knowledge, and time to many community safety initiatives.
- These include home safety visits, community initiatives, heritage and education events.
- They also involve road safety and crime reduction activities.
- Their efforts make a real difference to the people of Essex.



You can find information about roles, benefits, and volunteering at [essex-fire.gov.uk/join](http://essex-fire.gov.uk/join). You can also learn about current vacancies by searching 'Join Essex Fire'.



# SECTOR SPOTLIGHT

# Legal Careers



Whether you're making a career change, looking to enter the world of work or simply want to advance your professional career in your current field, the legal services offer a wide range of opportunities.

**You might be surprised but working in law isn't all barristers and solicitors, although this is a popular career path, there is a diversity of routes available. Let's explore some of the different careers within the legal discipline and the qualifications required to enter the role:**

## Barrister

A barrister is a legal professional who is responsible for providing specialist legal advice and representation of their client. Barristers are required to defend and advocate clients, in court or during a tribunal. To do this, they might need to conduct legal research, negotiate settlements, cross-examine witnesses and create documents as supporting evidence within the court.

### How to become a barrister

Complete a qualifying law degree, with a degree classification at 2:2 or higher. Alternatively, you will need a 2:2 or higher in any other subject but will need to take a postgraduate Graduate Diploma in Law or a Common Professional Examination. You then need to apply and complete a series of pupillages, join the Inns of Court and sit the Bar Course Aptitude Test (BCAT) Vocational Training. **The Honourable Society of Lincoln's Inn: Becoming a Barrister**

## Solicitor/Lawyer

Solicitors provide legal advice and guidance to private and commercial clients. Typically, solicitors specialise in one area of the legal system including family, litigation, property or tax.

### How to become a solicitor

Complete a qualifying law degree which is then followed by the **Solicitors Qualifying Examination (SQE)**. If you don't have a degree then you can become qualified via the **Chartered Institute of Legal Executives (CILEX)** while working in the legal profession.

## Coroner

A coroner is a judicial office holder, who is appointed directly by the Crown. They investigate the causes of death where this is unknown, where deaths need to go to inquest or where there is reason to believe the death was not due to natural causes.

### How to become a coroner

To become a coroner, you will typically begin your career as an assistant coroner. You should also have a barrister or solicitor qualification, be a member of the Chartered Institute of Legal Executives and have a minimum of 5 years' qualified experience. Visit the **Courts and Tribunals Judiciary** for detailed information.

## Police Officer

As a police officer, you'll be responsible for investigating and combating crime.

### How to become a police officer

To become a police officer, visit HM Government's **Joining the Police** or **Police Now** to find out about national graduate programmes.

## Paralegal

A paralegal is not a qualified solicitor, but they are trained and educated to provide legal assistance. Some of the activities they do include preparing legal documents, research and providing quotes to clients.

### How to become a paralegal

Many employers look for legal or paralegal training, such as a **Paralegal apprenticeship**. See **National Association of Licensed Paralegals: how to become a paralegal**

## Legal Secretary

A legal secretary prepares legal documents research and supporting admin for law firms, as well as private, public sector and not-for-profit organisations.

### How to become a legal secretary

There are no specific qualifications for becoming a legal secretary. However, administrative experience and skills will help.



## Mediator

A mediator helps both parties to come to an agreement and does not take sides. They encourage communication and cooperation between two sides, so they are able to come to an agreement to avoid going to court.

### How to become a mediator

You do not need formal qualifications to become a mediator, however you can get professional qualifications for organisations such as **acas**.

## Licensed conveyancer

A licensed conveyancer specialises in property law and works with clients looking to buy or sell a property.

### How to become a licensed conveyancer

You do not need any experience to start, but Levels 4 and 6 Diplomas in Conveyancing Law and Practice must be completed. See **CLC** for more.

## Court Usher

A court usher works in a law court to ensure the smooth running of the court proceedings and maintaining order in the courtroom.

### How to become a court usher

You do not need qualifications for this role, but there are courses that will help prepare you, such as the **Level 2 Certificate for Court Ushers**.

## Where could you work?

You could work in a range of different settings including:

- Court Room
- Solicitors' office
- Barrister chambers
- Police stations and on the beat
- Government
- Public, private and not-for-profit organisations

## Useful resources

There are a wide range of useful resources available for people at all stages of their career! Whether you're seeking a new career, looking to upskill or reskill, these websites are a great starting point for support along the way:

### The University of Law

**Open University: law courses**

Video: **The Magistrate's Court**

Video: **University of Essex: A Degree in Law**

# Law isn't all barristers and solicitors



## SECTOR SPOTLIGHT - SPACE

## Lift off!!!



# Did you know that Essex is home to 30% of the space business in the East of England?

What do you think of when you think about a career in space? Astronauts? Like many sectors, there are many more opportunities than you might first think: engineering, project management, cybersecurity, finance, HR and more. Careers are widely diverse! The sector needs a diverse range of people to make their job possible.

**In 2023, the space industry contributed over £17.5 billion to the UK economy and over 48,000 jobs. There has never been a better time to enter the sector!**

## Why work in space?

You don't have to leave planet earth to work in the space industry. Right now there are satellites that are monitoring the oceans, as well as potential life on other planets. The **Atlantic Constellation** project is working to monitor oceanic, terrestrial and climate changes and the UK is joining this £70 million initiative.

There is space for everyone - from building new technologies to supporting careers that can make dreams become reality. Pay levels are very competitive compared to other sectors that require the same skills and qualifications.

Although do not be put off if university is not for you. According to the **UK Space Sector Skills Survey 2020**, some space-oriented courses in university can lag behind developments in the industry. Learning on the job with an apprenticeship can be an excellent way to gain the skills you need as well as on-the-job training and experience.

## What skills do you need?

To really go far, it is desirable to have technical skills (particularly in software) and science/maths qualifications, right up to postgraduate level. Getting work experience is very helpful too.

This is a sector that is looking for creativity in design and in approach. There are plenty of pathways to choose, including apprenticeships. Not surprisingly, studying science, maths, engineering and IT will boost your chances of an exciting career. Having a fundamental understanding of maths and physics is essential to understanding space and working in the sector, but equally valued is having 'hands on experience'.

Viewing from satellites in space, there is also a need for biologists, meteorologists and chemists. They help us understand the data on how Earth is changing and help predict the impacts made by pollution and climate change.

As well as technical skills, there is a great demand for soft skills such as sales and marketing. Having good communication and commercial awareness is important, as well as being open to flexible working is a great start.

## Where do I start?

Have you considered an apprenticeship? An apprenticeship is a paid job with the training needed to be equipped for a career in space. It can lead to higher technical roles and senior leadership positions. Applications open this September for **Airbus's Level 6 Space Systems degree apprenticeship** programme.

The **Teledyne e2v apprenticeship scheme** is based in Chelmsford, Essex. Its core activities in space imaging, systems and instrument development, quantum technologies and high power radio frequency and microwave products. They offer engineering based apprenticeships which include industry recognised qualifications.

Students at UK universities can apply for a paid summer internship in the UK space industry as part of the **Catapult Satellite Applications Space Placements in Industry (SPIN) scheme**. Students can join the **UK Students for the Exploration and Development of Space (UKSEDS)** community hub network and learn. Many organisations recruit through networking to find the talent they want or need.

Companies often hire graduates without specific degrees and will train them on the job so they learn skills to meet very specific needs. See if you can find a job in the UK space sector that inspires you at **Space Careers UK** or at **I'm a Space Person**

## A job for the boys?

Think again! Businesses across the sector are actively looking for women to join their industry. **WISE** is a woman centred campaign working towards delivering diverse and inclusive solutions for science, technology. Engineering and maths (STEM) sectors. They open doors to get young women involved with supporting resources and a jobs board. Join the **MySkillsMyLife** community and connect with people in the sector.

## Multicultural and international

The space industry highly prizes multiculturalism and is international. This is so valued because of sharing of technology and information with countries around the world. Not only does this connectivity help to grow knowledge, having a multicultural workforce can also make communication on the global stage easier.

## Space East

**Space East** - is developing a thriving, innovative and engaged community of cross-sector businesses keen on exploring how their capabilities and expertise can access the opportunities presented by the £17.5bn UK space sector.

Some of the Essex businesses working with Space East:

- **Tecosim UK** - Technical simulation company, employing a team of leading analysts.
- **Concurrent Technologies PLC** - Designs and manufactures a range of computing products for use in critical embedded applications.
- **Powderloop** - Offer a variety of standard specification hard metal powders commonly used in the hard-facing component manufacture and the maintenance, repair and overhaul (MRO) industry.
- **BAE Systems** - Advanced, technology-led defence, aerospace and security solutions.
- **Adiuvo** - A consultancy that provides embedded systems design, training, and marketing services.

## Find out more

Like the idea, but want to know more?

The **UK Space Agency: Careers in space: the sky is not the limit** gives lots of helpful information. Here are further links to help you find out more:

**UK Space Agency** making strategic decisions for the UK space sector

**Innovate UK: UK Space Sector Landscape Map** an interactive map of space businesses

**National Space Academy** offers information, resources and events

**Technicians make a difference** games and resources to find out the role technicians play

**ESERO UK** bring space into your teaching



# Unlocking Potential – discover your future career in offshore wind

EastWind is the offshore wind cluster for the eastern region, covering Norfolk, Suffolk, Essex and Cambridgeshire. It acts as a voice for the region’s offshore wind sector and raises awareness of the industry and the opportunities it presents to the wider community both locally and nationally. EastWind presents a platform for anyone interested in the sector to join and support the industry’s growth.



East Anglia has been at the forefront of the offshore wind revolution for the last 20 years with one of the UK’s first commercial offshore wind farms commissioned in 2004 located 2.5km off the coast of Great Yarmouth in Norfolk.

The region continues to be a hub for offshore wind activity. In 2022 electricity generated from offshore wind in the East of England powered over four million homes, a number predicted to rise to 13 million by 2030-35. In the next six to ten years, offshore wind will account for 44% of power produced from low carbon and renewable energy and the value of offshore wind projects will grow to £34 million\*.

To deliver on these predictions, the offshore wind workforce is set to grow to over 104,000\*\* by 2030, a big jump from the 32,257 currently working in the sector. Many of the future job roles will be needed in the East of England with the sector in the region continuing to grow as developers recognise the benefits of basing their projects here.

**Example potential job roles:**

Community Liaison Officer | Contract Manager  
Offshore Surveyor (Internship) | Turbine Technician  
Deputy Site Manager | Marine Engineer | Electrician  
Project Manager | Service Delivery Administrator  
Lab Technician | Trainee Geotechnical Engineer

Make sure you’re following EastWind on Instagram, Facebook and LinkedIn to learn more. You can view careers resources and personal career profiles on our [website](#).

As part of this year’s UK Wind Week taking place in June, EastWind have planned a range of activities, including attendance at two Essex careers events. Members of the EastWind team will be on hand at the Sixth Form College Colchester’s Employment and University Fair on the 20 June 2024, and the Chelmsford Skills Festival on the 27 June 2024 to talk to the sector’s potential future workforce about the exciting industry that’s right on their doorstep.

Alongside this, 2024 will see the biggest STEMM village yet at the Royal Norfolk Show on the 26 and 27 June 2024, with a range of exhibitors and interactive activities to spark excitement and interest in energy amongst attendees. There will also be heightened activity across our social media channels as we share information on projects across the region and insights from our members.

EastWind Vice Chair and RWE Stakeholder Manager, Denise Hone, said: “As the regional cluster for offshore wind, EastWind want to ensure that our local communities are aware of the breadth of opportunities available now and in the future. We want to raise aspirations and inspire people to consider the energy industry as a potential career. Our aim is to work with our colleagues across industry and education to develop a diverse talent pool that will drive the future of offshore wind in the East of England and beyond.”



\*Statistics from Opergy Group ([www.opergy.co.uk](http://www.opergy.co.uk)) | \*\*Offshore Wind Skills Intelligence Report, June 2023

# How the Essex Green Skills Hub can help you

The Essex Provider Network, Essex County Council and partners are launching the **Essex Green Skills Hub**

**The Essex Green Skills Hub has information on green skills and careers, education, training and resources. It aims to help:**

- individuals trying to find out about green skills and training, and green work opportunities
- employers and businesses trying to improve the green skills of their staff
- educators who would like to know more about green skills for their learners
- anyone with an interest in knowing how green skills can help the Essex economy

**Why are Green Skills important for you?**

Green skills are important for everyone; for us personally, for our economy, for our country and for the world. Here are some of the key reasons behind this importance:

- stimulate economic growth and create job opportunities in emerging sectors such as renewable energy, green construction and retrofitting, sustainable agriculture, and environmental consulting.
- minimise environmental damage and responding to pressing issues such as climate change, biodiversity loss, pollution, and resource depletion.
- encouraging efficient use of resources by promoting the responsible use of natural resources, waste reduction, and recycling.
- improve air and water quality, promote active transportation, and enhance access to green spaces, which in turn will contribute to creating healthier and more liveable communities for us all.

**What are green skills?**

The Essex Green Skills Infrastructure Review 2022 defined green skills as “knowledge, experience, values, attitudes and abilities that support carbon reduction and resource efficiency to increase climate resilience and enhance natural assets”.

Green skills do not form their own sector. They are relevant to all sectors in the economy and are an important part of the UK’s Net Zero targets.

**What are examples of sectors that require Green Skills?**

Construction and Retrofit	Water	Energy and Heat Networks
Hydrogen	Drainage and Flood Management	Nuclear
Battery Storage	Transport	Green Infrastructure
Agriculture and Environmental	Management	Engineering and Manufacturing
Digital and Smart Technology	Waste and Recycling	Research and Development

Green skills will continue to play a vital role in promoting a better future by driving economic development and safeguarding public health. The **Essex Green Skills Hub** brings together all the information for the county.



# Mitie - Careers in facilities management

Founded in 1987, Mitie are the UK's leading facilities management and professional services company. They are proud to be recognised as a UK inclusive employer, a Top 50 UK Employer and signatories to the Armed Forces Covenant.

Around six million people across the UK are employed in the Facilities Management sector – that's around 10% of the population!

## There are many different roles within Mitie, that include:

- Cleaner
- Security Operative
- Engineer (Electrical / Plumbing / Gas / Building Fabric etc)
- Facilities Manager
- Helpdesk Operative
- Contract Manager
- Project Manager
- Energy Manager
- Account Director
- Health and Safety Manager

## Learning at Mitie

Learning at Mitie is not about getting the skills to do a job – it is about focusing on individual strengths. Mitie want its people to be truly engaged in their development and to be their best. Mitie are making it as easy as possible for its colleagues to be engaged in their development. Mitie are meeting more learning styles, matching the changing work environment and replicating our increasingly digital lives. Mitie's learning solutions now include video, webinar, e-learning, social learning and much more.



[www.essexopportunities.co.uk](http://www.essexopportunities.co.uk)

**"Mitie is more than a workplace. It's so much more than a job. Mitie is an opportunity, a possibility, a commitment. It's a place we can all flourish and grow."**

Jas Hudson, Chief People Officer

68,000

employees

30+

years experience in FM

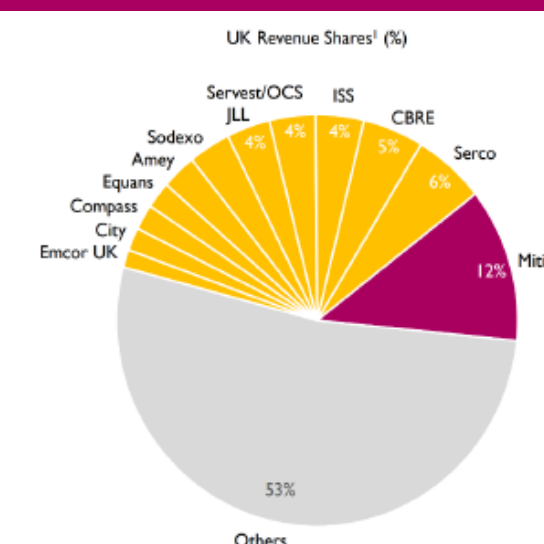
155

different nationalities

2,500,000

assets looked after for our customers

... where Mitie is the clear market leader



## Apprenticeships

Mitie have over 570 apprentices working across their portfolio of contracts. In the last financial year, Mitie paid five million pounds into the Apprenticeship Levy scheme and they are now partnering with specialist providers to ensure they deliver the highest quality learning that meets the needs of both the individual and the business.

Find out more about the opportunities with Mitie here:

[Careers | Mitie](#)

**Why Mitie? - Mitie People**

## Luke

**Tell us about your current apprenticeship and what you were doing before you joined Mitie?**

"I joined Mitie as an Assistant Minor Works Project Manager in June 2021. Before joining Mitie, I was working with a construction consultancy in London, who introduced me to Project Management. My current apprenticeship consists of managing lower value construction projects such as carpet replacement, vinyl installation, fire door replacement, kitchen refurbishment, fencing install, painting, etc."



## Why did you choose an apprenticeship?

"I chose this apprenticeship because I wanted to gain onsite experience alongside studying at university, which I have been able to do and balance very well at Mitie."

## What is the favourite thing about your job?

"Delivering projects, meeting client expectations, working within a great team and visiting the variety of sites with different requirements."

## Can you describe the level of support and guidance you received from Mitie throughout your apprenticeship?

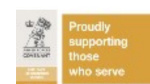
"I am very happy with the support and guidance from Mitie, more specifically the Projects team. The first year was rather difficult, balancing learning the job role and studying, with little knowledge on the topic. But everyone in the projects team at some point has helped me through it either by answering the phone, or questions via email and more."

## Are there any practical experiences you have been involved in as an apprentice that have enhanced your understanding of the field?

"Working within the Minor Works Projects team for over a year has given me a good basic understanding of different building elements, products and solutions to common issues. As this work role was new to me it has been incredibly beneficial."

## How long is the apprenticeship course?

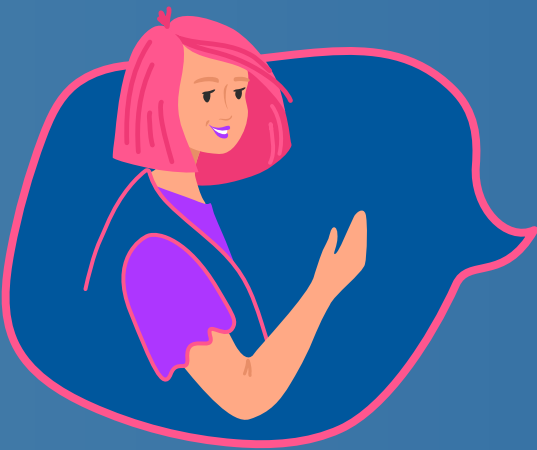
"The apprenticeship course at Anglia Ruskin University for BSc Building Surveying is for 4 years."





# A seven step guide to talking careers with your teenager

Talking to teenagers about careers options can be a challenge, especially since the world of work is constantly changing. With technological changes, new emerging jobs and careers that don't even exist yet! It can often feel like a minefield trying to navigate the UK job market but we're here to help.



## Step 1: Ask your teenager what they enjoy at school or college

Subjects at school and college link to a whole host of careers. First off, ask your teenager what do they really enjoy studying? For example, do they have a love for maths and numbers? Perhaps a career in accountancy, software engineering or as a data analysis could be right up their street. Are they a wordsmith who loves writing? Careers in journalism, web content management or advertising could be the perfect match.

Ask your child to create a list of all the different subjects they study and give each one a rating 1-5, 1 being what they least like and 5 being their favourite. Then focus on their most enjoyable subjects and research careers related to them.

## Step 3: Suggest they do a psychometric test

Psychometric tests are a great way for your teenager to identify their skills, knowledge and personality. Some employers use them as part of their recruitment process too! There are lots of free psychometric tests that your teenager can find online to help them to learn more about themselves to support their career search.



## Step 2: Understand their strengths and weaknesses

Ask your teen to write a list of their strengths and weaknesses. Perhaps they are caring and a career in health and social care could be of interest. Maybe they are a tech whizz and would love to pursue a career in ICT. Or perhaps they are a fashion guru and a job in buying and merchandising could be the perfect fit for them.

Once your teen has created a list of their strengths, talk to them about careers that match well with their skillset. Additionally, look at your teens weaknesses and see which ones may need development if the skills is required for a career of interest to them.



## Step 4: Explain what opportunities are available to them in your area

If you're based in a rural area there is likely not to be as many opportunities available on the doorstep. Talk to your teenager about what opportunities are available, such as agriculture, gamekeeping etc and if they are interested in a particular career that means travelling outside of their hometown they understand the time involved travelling.

## Step 5: Encourage your teenager to carry out research

Research is essential to helping your teenager to discover what an industry is really like. They should think about the average salary, working hours, types of roles and responsibilities they'll have, industry growth projections and the entry requirements. Does the role require a degree? Can it be entered via the degree apprenticeship route or is traditional university a necessity? Answering these questions will help your teen to understand their next steps. Careerometer is a great starting point: [careermap.co.uk/careerometer/](https://careermap.co.uk/careerometer/)

Check out [Essex Opportunities](#) for further local guidance.



## Step 7: Encourage them to speak to their school or college careers team

Your teenager should make use of their school or college careers team, they can help your teen to:

- Develop their CV
- Understand the job market
- Identify skills
- Discover various career paths
- Connect you with employers

If your teenager knows what they want to do, they can search and apply for opportunities on Careermap.



## Step 6: Encourage your teenager to apply for work experience

Think of work experience as a try before you commit. It's a great opportunity for your teen to learn about what an industry is really like and the roles and responsibilities that they could undertake. Work experience will help your teenager to:

- Develop transferable skills and further develop skills they already possess
- Confirm if they are actually interested in a particular career or decide if it's not for them
- Build confidence in a workplace environment
- Bring careers to life
- Impress future employers and show their commitment to the world of work
- Makes a UCAS personal statement stand out from the crowd by showing evidence of being interested in a specific subject/industry

For further information on work experience, [read our go to guide](#)



**Apply Now**

# Tendring District Council Career Track

Tendring District Council, Career Track has over 40 years' experience delivering apprenticeships to young people in Essex.

Career Track offer apprenticeships in Customer Service, Business Administration and Team Leader or Supervisor.

They also offer a Public Service Operational Delivery Officer Apprenticeship.

These apprenticeships are at Levels 2 or 3 and most of the apprentices work in local authorities.

## Joe Simmons An Electoral Services Apprentice

"The council is such a friendly environment and enables me to learn from my colleagues. I feel shadowing my colleagues has benefitted me so much.

"When I joined Tendring District Council, it was brilliant to see the number of apprentices and the range of ages of the apprentices. We all work in various departments across the council from HR to Housing.

"As part of my apprenticeship, I completed a Level 2 Customer Service qualification and now I'm mid-way through my Level 3 Public Sector Operational Delivery Officer qualification. Both are with Career Track. I meet with my assessor Louise on a regular basis for training sessions, courses and regular reviews to see how I'm progressing and how I'm getting on with my assignments on One File."



## What is a Public Service Operational Delivery Officer Apprenticeship?

- These apprenticeships offer a great way to start your career in a local authority.
- Operational Delivery Officers work in most departments and agencies in central government.
- They also work in local government, delivering services for towns, cities, boroughs or counties.
- Careers in operational delivery vary and involve working on the front line in different public-facing environments.

## Maria Leggett Apprentice for Business Administration

"I have been working for Tendring District Council since July 2019 where I started as an apprentice for Business Administration within the Finance Department. I went onto work in multiple departments to further my knowledge and my experience within a Local Authority, and I now work for the Revenues and Benefits department as a Revenues Officer for Council Tax.

"I wanted to work for Tendring District Council as there are multiple roles and departments to work in. I believe Tendring District Council are a brilliant employer and they give apprentices the chance to further their knowledge and develop their skills.

"I had undertaken the Business Admin Apprenticeship, and I was incredibly excited when the Career Track team advised me that there was a second qualification coming up that I would be able to study for, which was the Public Service Operational Delivery Officer, which you can only be enrolled in if you work for a Local Government Authority."



To find out about the Operational Delivery Officer apprenticeship and more please visit **Tendring District Council's website** or email [ctrack@tendringdc.gov.uk](mailto:ctrack@tendringdc.gov.uk).

# Make a difference to the lives of young people in Essex

## Are you interested in supporting children and young people?

Essex County Council is expanding and investing in in-house children's residential provision across the county and is looking for individuals to come and work in the homes and make a positive impact on the lives of children and young people.

A residential children's home is a place for young people to live and be looked after when they cannot live with their own family. It provides a safe place with a dedicated team to help them develop and flourish.

Being a children's residential worker requires a special kind of person. You will be working with children and families who have experienced trauma. The care and support you provide could make a real difference to their lives.

No two days are ever the same, but most will help you feel incredibly fulfilled by the difference you make!

Hear from two young people in care:

**"We would like someone who genuinely cares, believes in our abilities and does all they can to aid and direct us. Sometimes we can be difficult and give up easily, but if one person shows faith in us and pushes us, we can do our best."**

**"I never really looked for a dad figure, but my residential worker is like a dad. He's very much someone I can talk to and have heart to hearts with him. He's just a really good guy."**

## Why should you consider a career in children's residential homes?

- **Make a difference:** You could make a positive impact to the lives of vulnerable young people by building meaningful relationships and offering therapeutic care.
- **Put your transferable skills to use:** All we ask is that you're open minded, show compassion, have a flexible and adaptable attitude and can manage challenges in a calm and patient way.
- **Professional development:** Benefit from a detailed training offer, with specialist training in trauma and therapeutic care. You will also be supported and funded to complete your Diploma in Children's Residential Care.
- **Teamwork:** You will be part of a supportive team, working with other inspiring people who are all passionate about providing high-quality support and care.
- **Variety:** You could be helping young people with daily tasks, such as cooking and homework, or working with a team of specialists to plan and provide intensive support.

## Wayne is an Advanced Skills Worker at a children's residential home in Colchester.

### What do you love about your job?

"I love the fact I can see change in young people that haven't necessarily had the best start."

### What hours do you typically work?

"I generally work between 35 and 40 hours a week. I work daytime hours, but they can fluctuate from week to week depending on the needs of the home."

### How did you start in children's residential care?

"I was working within the care industry and was looking for a different avenue. Having not had the best start in my own childhood, I felt I could bring a better understanding to children that couldn't live with their own families."

### How do you cope when the work with the young people is challenging?

"I have a close group of friends and we will often just go for a meal to unwind. I also find my hobbies allow me to "switch off". It can be challenging at times, but working within a supportive team is an excellent way of being supported."

## Find out more, get in touch or view our latest vacancies:

Explore current opportunities at [www.workingforessex.com](http://www.workingforessex.com) or find out more at [Resourcing.Team@essex.gov.uk](mailto:Resourcing.Team@essex.gov.uk)

Scan the QR code to be added to our talent pool for any future opportunities.





# 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

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