

# ESSEX CAREERS

Your guide to local employment and skills

**Sector Spotlights on**  
Construction  
Health and social care

**SUCCESS**

**SKILLS**

**CAREERS**

**FUTURE**

## Find out about

- Apprenticeships
- Work placements
- Career changes
- Interview skills

**and much more...**

**HOW  
TO BE  
WORK  
READY**

# About ACL ESSEX

ACL Essex, part of Essex County Council, is the largest provider of adult education in the county. Our aim is to provide learners with as many ways to flourish as possible, to be there in communities across Essex and to make a difference to residents and businesses, so they can make a difference for themselves and to the places that they live in.

## WHERE TO FIND THE CENTRES

### **Basildon:**

Lifelong Learning Centre, Churchill Avenue  
Broadmayne, Basildon, SS14 3SG

### **Brentwood:**

Bishops Hill, Rayleigh Road  
Hutton, Brentwood, CM13 1BD

### **Chelmsford:**

Beeches Cl  
Chelmsford, CM1 2SB

### **Clacton:**

St. Osyth Road  
Clacton-on-Sea, CO15 3BN

### **Colchester:**

Wilson Marriage, Barrack Street  
Colchester, CO1 2LR

### **Harlow:**

Harlow Library, Cross Street  
Harlow, CM20 1HA

### **Maldon:**

White Horse Lane  
Maldon, CM9 5FW

### **Rayleigh:**

132/4 High Street  
Rayleigh, SS6 7BX

### **Witham:**

Spinks Lane  
Witham, CM8 1EP



You can find more information on our centres and the courses offered on the ACL website: [www.aclessex.com](http://www.aclessex.com)

**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 first 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, Summer & Autumn 2023.

This magazine can be produced as a PDF. To request a copy please email [essex.careers.magazine@essex.gov.uk](mailto:essex.careers.magazine@essex.gov.uk)

Produced for Essex County Council by Careermap Ltd

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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](mailto:info@careermap.co.uk)



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## FOREWORD

# Cllr Tony Ball

## Essex Careers Magazine

**It is a great pleasure to be able to share this first edition of Essex Careers. We recently published an Essex Skills Plan, working with a range of public and private sector partners to agree a vision and priorities for Essex. One of the key areas that we agreed we needed to focus on was increasing awareness of our local sectors of employment, and the range of fantastic opportunities within them, now and in the future. We also wanted to ensure that people across Essex know about the support on offer and how to access this. This includes the brilliant Essex Opportunities Portal, where this magazine will be available.**

Each edition will include a focus on a particular sector and location, along with other interesting insights, information, help and advice. This first copy takes a look at construction - our biggest sector locally, employing thousands of people across Essex and set to see growth in future years with key infrastructure projects such as the Lower Thames Crossing and housing developments.

Essex has a population of over 1.5 million, as well as a diverse geography, with coastal, rural and urban areas, as well as proximity to London. We are looking forward to showcasing some of our localities and shining a spotlight on some of the great opportunities within them.

We also want to be sure that we reflect and show the support available with the changing nature of skills and employment - whether that's flexible working, updated recruitment practices, more automation and virtual reality and net zero..

Most importantly, this is a resource for people of all ages living in Essex to provide a local perspective on opportunities and support. We hope that you will find it useful, feel inspired and share with your friends and family. Let us know what you think at [essex.careers.magazine@essex.gov.uk](mailto:essex.careers.magazine@essex.gov.uk) and look out for future editions via **Essex Opportunities Portal** (and with reference copies in Essex libraries). Thank you to everyone who has contributed to this edition and we hope that you enjoy reading it!



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

## SECTOR SPOTLIGHT

# Construction



Construction is one of the largest sectors in Essex, with 65,461 people employed, which is 77% above the national average. With up to 40,000 new homes projected to be built across Essex in the next five years, construction offers vast opportunities. Large infrastructure projects, such as the Lower Thames Crossing, North Falls Offshore Wind Farm and Freeport East, will also bring job opportunities.

**Read on to find out more about construction in Essex and the types of job that could be available to you.**



# Construction industry pathways

Qualification	Description	Length of time	Assessment	
<b>Apprenticeships</b>	A real job with training and a salary	1 year minimum	Apprenticeship dependent (includes demonstrations, presentations and/or exams)	➔
<b>A Levels</b>	An academic qualification, similar in style to GCSEs, that prepares you for further study	2 years	Mostly exams at the end of the course	➔
<b>T Levels</b>	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	2 years	Exams, projects and practical assignments	➔
<b>Technical / Vocational</b>	Qualifications that teach you how to do tasks specifically related to the industry and role you want to be in	Course dependent	Course dependent (coursework and exams)	➔
<b>Applied</b>	Qualifications that prepare you for further study by combining academic learning with practical skills to give you a broad overview of working in a sector	Course dependent	Course dependent (coursework and exams)	➔
<b>Traineeships</b>	A work-focused study programme that prepares you for an apprenticeship or work	6 weeks - 6 months	A formal job or exit interview with written feedback. Coursework and exams are course dependent	➔
<b>Entrepreneurships</b>	Setting up your own business, as either a freelance service, a registered company or a sole trader	N/A	N/A	➔



With thanks to Leicester & Leicestershire Careers Hub

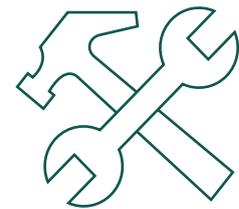
**Leicester & Leicestershire**  
CAREERS HUB

	Level of study	Award UCAS points	Entry requirements	Work experience	What does it lead to?
➔	2/3 with the possibility to progress to higher and degree apprenticeships	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/college Work
➔	3	Yes	For individual schools and colleges to decide (commonly 5 GCSEs at grade 4 and above)	No	Apprenticeship University/college Work
➔	3	Yes	Set by each school/college	Yes (80% classroom, 20% work)	Apprenticeship University/college Work
➔	1+	Yes	Course dependent (coursework and exams)	Course dependent	Apprenticeship University/college Work
➔	3	Some (course and award organisation dependent)	Set by each school/college	Course dependent	Apprenticeship University/college Work
➔	N/A	Yes	Have little or no work experience and qualifications below Level 3	Yes	Apprenticeships Work
➔	N/A	No	Industry dependent	Recommended before setting up your own business	Self-employment Funded support for research and development Product or service development and collaborations



# Construction

## The facts, figures and roles



### Why the construction sector?

The construction sector is one of the fastest growing sectors in Essex and the opportunities within it are vast. There are now more than 33,000 construction employers across the county. The number of people working within the construction industry in the UK is expected to more than double to 2.8 million people by 2023.

The construction industry affects everyone, influencing productivity and wellbeing and creating the homes, hospitals, schools, workplaces and infrastructure essential for a good quality of life. It is one of the largest sectors in Essex and, as such, is crucial to our future economy and success.

You might think that a job in the construction industry only includes the typical jobs of bricklayer, carpenter or electrician. However, many jobs in the construction industry are not based on a building site at all. The need to build environmentally friendly homes for the future means that a whole range of new technologies are now being used in the construction sector, requiring a new set of skills. This

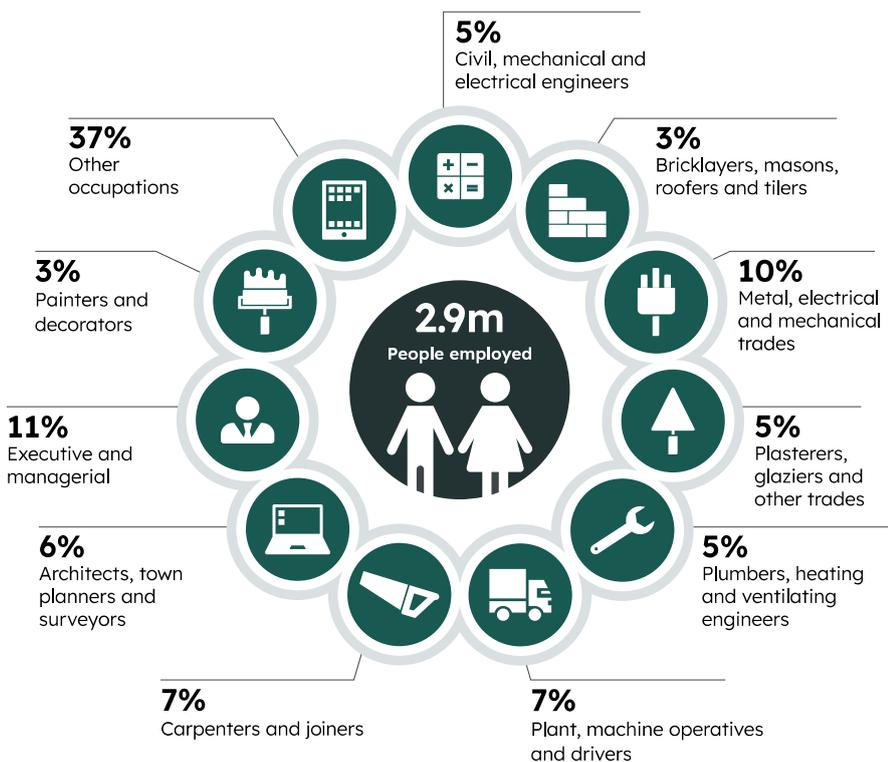
means that jobs within project planning and computer software are now among the most in-demand jobs in the construction industry in Essex.

Becoming net-zero by 2050 is a priority for Essex. To get there we are going to need huge changes in many areas; for example, there are almost 650,000 homes in Essex, and every single one of them will need to become more energy efficient. We also know that 10,000 construction jobs in the construction industry are needed to make the county more sustainable. There is demand for many new roles which you might not typically think of as a job in construction, such as:

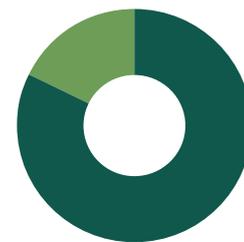
#### JOBS NEEDED IN ESSEX BY 2030

Heat pump installers	3,900
Insulation installers	2,800
Solar panel technicians and installers	3,300

### The infographics illustrate the breadth of the jobs within the construction industry across the UK



#### Male/female representation



Male **82.4%** | Female **17.6%**

#### Average age of workforce



16-34 years old **39.7%**  
35-65+ **60.3%**

### What does the Essex construction sector look like today?

(Figures include Southend and Thurrock)

**65,461**

**people work in construction throughout Essex**  
(employees and proprietors)  
- 77% above the national average

**30.5%**

**projected increase in the number of Essex construction jobs**  
between 2019-2030  
- compared to 0.4% nationally

### What are the job roles and typical salaries in the sector?

The average wage per construction job in Essex is £36,667 – above national average!

Potential salaries of up to £110,000 for some roles

<b>Heating engineer</b>	<b>£34K</b>
<b>Insulation installer</b>	<b>£27K</b>
<b>Solar installer</b>	<b>£33K</b>
<b>Construction manager</b>	<b>£53K</b>
<b>Building surveyor</b>	<b>£39K</b>
<b>Sales admin</b>	<b>£23K</b>
<b>Human resources admin</b>	<b>£22K</b>

### There are many Essex-based training providers to help you get the skills you need to thrive in the construction industry:

- South Essex College Construction Centre – Basildon
- Construction Skills Centre – Harlow College
- Chelmsford College Construction Centre
- SECTA Construction Academies – South Essex
- STEM Innovation Centre – Braintree (Colchester Institute)
- Colchester Institute
- BuildSkill – Colchester
- Construction 360 – Basildon

**Find further information and links to training providers on pages 20 to 21.**

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



## Construction training company

The mission of Build Skill is to play a leading role in filling the skills gap. They are a people-first training organisation and continually strive to achieve higher standards by supporting learners and employers in everything they do.

Build Skill is part of the Fisher Services Group; operating successfully for almost a decade, delivering high-quality training and development services to the construction industry.

They are dedicated to helping companies give their workforce everything they require to excel and progress in their career.

Through a wide range of accredited training courses, they can support businesses to grow sustainably, increase capabilities and fill skills gaps.

Build Skill focusses on training the next generation of bricklayers and construction workers. This is achieved through City & Guilds accredited apprenticeships, diplomas and short-term courses that are designed to be practical, informative and enjoyable.



You can find more information about Build Skill on their website: [www.buildskill.co.uk](http://www.buildskill.co.uk)

**You can find more information on careers in construction on the Go Construct website: [www.goconstruct.org](http://www.goconstruct.org)**

# Lower Thames Crossing



A proposed new road beneath the River Thames, connecting Havering, Thurrock and Kent via the longest road tunnel in the UK.

The road has been designed to ease congestion by taking millions of vehicles off the Dartford Crossing every year, and it will offer a huge opportunity to the local region, including work for more than 22,000 people during its construction.

It will take six years to build and will have a wide range of opportunities on offer. These will include site-based roles, such as steel fixers and electricians, and office-based ones, like accounting and engineering. There will also be hundreds of opportunities for apprentices and graduates, and these will be for everybody, no matter your age or background!

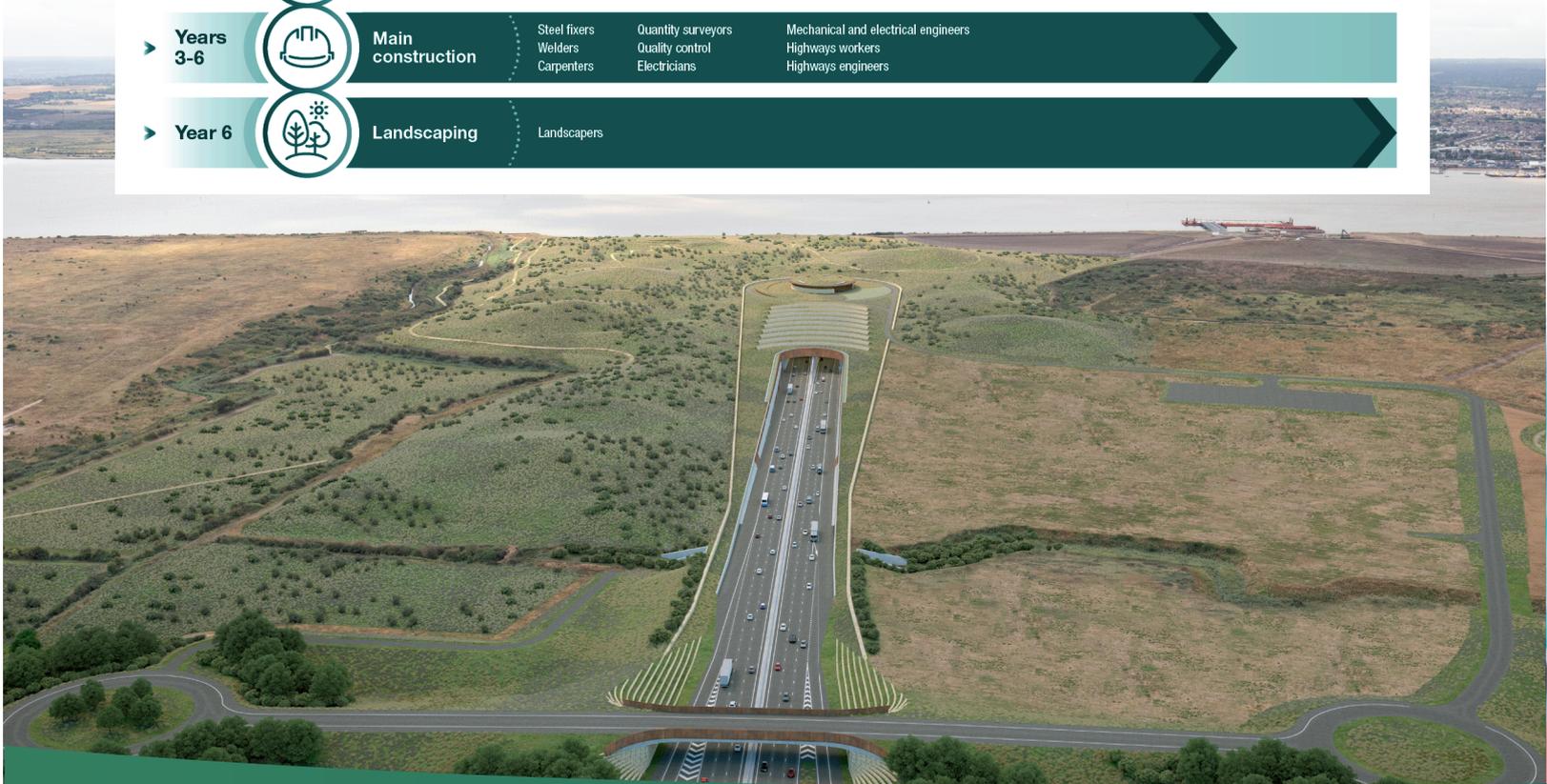
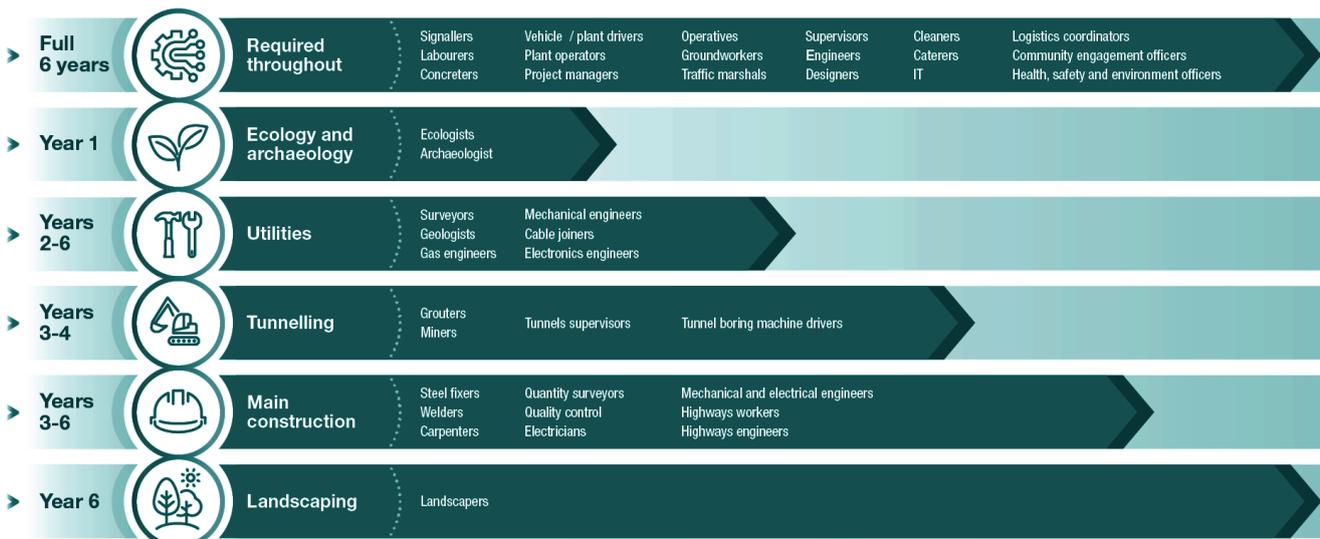
## Next steps:

The main bulk of jobs will come during construction, which, if the project is given permission to go ahead, could start in 2024.

You can find out more, including registering to receive job alerts, by visiting the Lower Thames Crossing website: [nationalhighways.co.uk/our-roads/lower-thames-crossing](https://nationalhighways.co.uk/our-roads/lower-thames-crossing)

Don't forget to follow Lower Thames Crossing on social media!

- @LowerThames
- lowerthames
- lowerthamescrossing
- Lower Thames Crossing



# Diversifying the talent pipeline at Morgan Sindall Construction

Morgan Sindall Construction provides national design and construction services to private and public sectors across the UK. Their purpose is to create inspiring places that enhance the communities in which we all live, learn, work, play, care and protect.

Across the East of England, Morgan Sindall Construction is diversifying its talent pipeline through a strategic educational outreach programme. Driven with purpose, they're keen to showcase how the next generation can secure a fulfilling career that leaves an amazing legacy in the communities in which the company builds. Through various outreach activities, using their Science, Technology, Engineering and Mathematics (STEM) Ambassadors and working with the Careers & Enterprise Company, they partner with local primary and secondary schools, sixth forms and colleges to create a stepping-stone pathway into the industry.

They target all year groups and outreach activities include anything from interactive site visits through to mock interviews, career fairs and more. Morgan Sindall Construction also runs a virtual work experience (VWEx) programme for Year 10 students. This programme is a meaningful week-long placement where students work in teams and are supported by industry experts to deliver a design brief, which is presented back to the business on the Friday afternoon. As a result of these strategic educational partnerships, diversity has improved substantially in the

last four years. 33% of those joining the programme are now from ethnic minorities (versus an industry rate of 9%), and on average 40% of participants are now female (against an industry average of 14%). The programme is making a real difference by creating a diverse talent pipeline, four years in the making, that is supporting an inclusive workforce for the years ahead.

## Morgan Sindall Construction is seeking talented, motivated and ambitious apprentices to join its East of England teams.

If you were to undertake an apprenticeship with Morgan Sindall Construction, you would be supported by career mentors and experts in your field. They will provide care and support in helping you to achieve your degree, while you gain valuable experience.

If you become a member of the team, you will join other trainees and apprentices on their exciting career journey with a platinum-award winning business.

Hear about some of their current apprentices experiences on the Morgan Sindall Construction YouTube channel: [www.youtube.com/c/morgansindallconstruction](https://www.youtube.com/c/morgansindallconstruction)

**Become part of Morgan Sindall's award-winning Construction East team. Find out more about apprenticeships and other vacancies available on their website: [www.morgansindallconstruction.com/careers](https://www.morgansindallconstruction.com/careers)**

**'I love the fact that our sector leaves a legacy. There are very few job roles that you can take your friends and family to see what you have done and will still be there long after you are retired. I love the fact that the buildings and infrastructure that it creates support people, in every aspect of life, from the home they go back to after a day at work, or where they go and spend leisure time.'**

**Helen Clements** - Social Value Manager

**MORGAN  
SINDALL**  
CONSTRUCTION

# Harlow College is laying strong foundations for women in construction

You may think the construction industry is dominated by men, but we talked to two inspiring women making an impression on the industry. Melanie is a Level 2 Carpentry student and former Senior Architectural Designer, Rain, is Assistant Academy Manager for the T Level Construction course.

## Melanie

Aged 17  
Level 2 Carpentry & Joinery  
at Harlow College



### What sparked your interest in the construction industry?

My interest began when I was younger and used to help my dad with DIY around the house. I always thought it was great fun. I loved the idea that one day I could create a building from scratch and walk past it and think, 'I built that!'

### What are your future aspirations and where do you see yourself in 10 years time?

Right now, all I want to do is be on site and get stuck in with the build. I would love to get loads of different trade skills under my belt, like joinery and bricklaying. My next step is to move onto an apprenticeship to get some on-site experience. In 10 years' time I know I'll still be on site doing what I love.

### Who has inspired you?

At first it was my dad who inspired me. Since starting college, my tutors have been amazing.

They have been fantastic at motivating me and pushing me to develop my skills. They have given me great career advice and encouraged me to progress from Level 1 to Level 2 Carpentry and I'm so glad I took their advice.

### What piece of advice would you give to a younger you?

Just do it, because you are never going to know until you try! You may have doubts about whether you can physically do it because it is demanding. I did think the boys were going to be better at it, but they aren't! The physical side is fine and I'm doing well.

If you've got doubts like I had, take it from me, you'll probably never encounter them.

## Rain

Assistant Academy Manager  
T Level Construction at  
Harlow College



### How do you think the construction sector has become more appealing to women?

Equality for women in the workplace has had a very big shift in the right direction in recent years. With more women role models in construction, we have helped inspire the younger generations.

As a society, we now recognise that women are not only suitable for the office jobs in construction, but are also capable of working on site in steel toe cap boots and hi-vis jackets, with tools in hand. It is no longer a surprise when we see this - thankfully it is becoming the norm.

### Who has inspired you?

My two personal heroes are architect, artist and designer, Zaha Hadid, and architect and engineer, Julia Morgan. Both have been leaders in their field and trailblazers for women.

### What piece of advice would you give to a young female wanting to get into the construction industry?

I would say go for it. Being a part of a process that creates spaces for people is such a great feeling. Construction is for all. If you enjoy the physical element of building, go for it. If you enjoy designing spaces, go for it. There is a role for any female in construction as long as there is passion!

**The landscape for women in the construction industry is looking positive with role models like Melanie and Rain taking on the challenge of inspiring the future workforce.**

Harlow College offers full-time courses, apprenticeships and T Levels in a variety of construction trades. You will find more information on the Harlow College website: [www.harlow-college.ac.uk](http://www.harlow-college.ac.uk)



# Women in construction

**Helene Mays** is a quantity surveyor with Ringway Jacobs and she here talks to us here about her career and how she made her way into the construction industry.

**'I started my career in construction in a junior role as an estimator, where I compiled prices for landscaping works and submitted tenders,' says Helene. 'My employer sponsored me to attend a three-year day-release course in Quantity Surveying at the nearby Anglia Ruskin University. This qualified me to degree level. It was hard work; I fulfilled all of my work expectations in a four-day week, went to university one day a week and had a lot of homework to do, including a dissertation. The hard work and dedication was worth it. Construction is an expanding industry, there is a skills shortage and qualified professionals are highly sought after. There is ample opportunity for growth and career development.'**



## What does your role/job involve?

As a quantity surveyor, you look after the resources and finances of projects. You ensure that a project has all the labour, plant and materials needed for completion whilst bearing in mind the budget. Depending on what stage of projects you are employed to handle, you could be involved in calculating what is needed from the very beginning and procuring it all, to producing the final account at the end (known as cradle to grave). Due to the nature of construction, projects seldom go exactly to plan and you are responsible for managing risks and keeping track of the changes and the effect they have on your project budget. You will have contractual processes in place to guide the way you handle risk and changes. You will find that no two construction projects are ever the same. Your role will be varied with new challenges all the time. As well as your mathematical and problem-solving skills, you get to use a wide range of communication skills as you collaborate with others, such as project managers and clients.

## What barriers did you face prior to holding your current job?

The main barriers were presented by my own mind. I was 27 years old when I took my job as an estimator, and I thought that training opportunities were only available to those under the age of 24. A good employer will see your potential and invest in you. My own mind was again my barrier after a four-and-a-half-year career break to raise my son. I thought I'd allowed my value to become dormant, but with the help of ACL and the Essex Careers Service, I was able to grow my confidence and return to work. My return to work has been made possible by the flexible working policy which my employer, Ringway Jacobs, offers so that I can manage all of my commitments successfully.

## What advice would you give to others, especially those from a similar background?

I can't recommend Essex Careers Service and ACL highly enough. With ACL I took a course called 'This Is Your Year', where I learned about

self-awareness, my strengths and weaknesses, presentation skills, effective questioning, networking and how to give and receive constructive feedback. With the Essex Careers Service, I learned how to write an effective personal statement, a CV and LinkedIn profile that stands out, and I was given a lot of help preparing for my interview.

Prior to this, I was introduced to recruiters in the construction industry via online careers fairs and webinars offering advice and networking opportunities. It really does pay to get yourself out there. What many people outside of the construction industry don't realise is that not all of the work is carried out on site. There are many support opportunities behind the front line, from quantity surveying to engineering, which require a wide range of skills. Construction is an exciting and constantly expanding industry with lots of opportunities for personal and career growth, no matter what department you work in. No two construction jobs are ever identical and there's absolutely no room for boredom.

## CASE STUDY

# Essex residents building for a bright future...



**John Haylett** started his journey one day in Year 9. Since then, he's completed a course delivered by 'A Class of Your Own', won two competitions, become an ambassador for his course - and even met the Queen. And he's only 22. John tells us his inspirational story of hard work and success.



I was a student at Clacton Coastal Academy in Year 9 at options day, having the daunting responsibility of choosing subjects that may or may not determine my future career. I saw a course was being offered called 'Design, Engineer, Construct'. I chose the course as an option on the basis it was different from the conventional subjects and thought it would be fun. Little did I know the trajectory it would send me on to today. I continued with the course from Year 9 to sixth form, achieving an A and A\*. The course gave me exposure to the Built Environment industry and the breadth of careers available, having originally believed the industry was just bricklayers and architects. The course gave me the confidence, tools and knowledge to pursue a career and consider applying for a university.

The course was supplemented with in-person tutorials with industry professionals and yearly competitions, which I participated in with my classmate. Through a lot of hard work, extra hours and the support of our teacher, we were delighted to win two competitions, designing a restaurant for Jamie Oliver and a 'House for All'. I felt a duty to share my story and success, speaking nationally on the skills gap in the industry and the talent pool that could be tapped into with a course such as Design, Engineer, Construct. My most honourable moment was being presented to the late Queen Elizabeth II at the Royal Institution of Chartered Surveyors (RICS) 150th Anniversary.

Following sixth form and a work experience placement with a multi-disciplined design consultancy, I was offered a full-time contract with Atkins Ltd studying a part-time, fully funded degree in building surveying at Anglia Ruskin University. I am looking forward to graduating this coming summer with the benefit of no student debt. I have since undergone accreditation as an New Engineering Contract (NEC) Supervisor and have started to progress with the assessment of professional competence to gain chartership with the RICS.

Without the support from my current team, Clacton Coastal Academy's career team, my previous teacher Sam Hodge and work experience opportunities, I would not be where I am today. I would like to specifically thank Alison Watson MBE (CEO of Class of Your Own) for her continued support throughout my education and early career.

### What does your role/job involve?

My current role as a building surveyor for Atkins takes me all over the country providing building surveying services for the Government Property Agency on its vast estate portfolio.

### What barriers have you faced?

I was a pupil premium student, the eldest of five siblings, living in a coastal town where opportunities are hard to come by. Travelling 16 miles on a train to Colchester was a daunting endeavour, let alone travelling to London for work and Chelmsford for my studies. I had a huge amount of support from friends, family, the careers team at Clacton Coastal Academy and my previous teacher to help navigate the adult world.

### What advice would you give other people, especially those with a similar background?

I would stress the importance of taking opportunities and work experience. I had absolutely no idea what I was going to do come options day in Year 9, but I chose a subject that gave me options. I hadn't narrowed my options to any industry or field. I was exposed to a vast industry and, fortunately for myself, I was able to shape a career out of it. Whether it be a career in the built environment, hospitality or retail, I would recommend taking advantage of all opportunities available to you, particularly work experience. I would not have had the confidence to apply for university or attend interviews without the social skills I developed from work experience and the overwhelming support from those who were part of my journey. Seek out the support and options available to you and take every opportunity.

# Discover your next opportunity

Thinking of retraining? Searching for a new job? Seeking your first apprenticeship? Whatever you're looking for, the Essex Opportunities Portal is here to support your career and learning.

A one-stop shop for jobs, apprenticeships and training, the Essex Opportunities Portal is here to support residents across Essex and Southend. You can use the Portal to:

- **Search and apply for jobs**
- **Find resources to support your application and interview**
- **Learn more about growing industries in Essex**
- **Discover local employers**
- **Find resources for schools and employers**
- **Browse training and upskilling opportunities**

The Portal is more than just a website! We host regular Essex Opportunities Live events, discussing skills and opportunities in a variety of sectors. You can also access our Careers Adviser for free information and advice. We understand you may have other commitments, so working families can book slots with our Careers Adviser during the evening and on Saturdays.

If you're looking for your next career or training opportunity, or would like free and impartial advice, visit the Essex Opportunities Portal:  
[www.essexopportunities.co.uk](http://www.essexopportunities.co.uk)  
 Email them at: [essex.opportunities@essex.gov.uk](mailto:essex.opportunities@essex.gov.uk)



## Free courses available across Essex to help adults brush up on their maths skills

**Maths is essential at home, in the workplace and out and about. Yet we know many adults do not feel confident with numbers. That's why we're rolling out free maths courses across the county!**

Multiply offers you a range of free courses to help manage your money, feel more confident at work and support children with maths homework. Learning opportunities will range from taster sessions and short courses to formal qualifications. There really is something for everyone!

£7.9m of funding from the UK Government will enable us to support 14,200 learners by March 2025. Courses will take place across Essex, in every community, and will be delivered by a range of training providers.

Start learning today – visit the Multiply website to find out more:  
[www.essexopportunities.co.uk/multiply](http://www.essexopportunities.co.uk/multiply)



# Essex Opportunities



# How to get unstuck when considering a career change

You know you don't want to stay in your current role. That's the easy part. The hard bit is knowing where to go from there.

If there's one thing you take away from this piece, let it be this: career change doesn't happen in your head. There's a danger of spending months, or even years, thinking about changing careers. You might write down pros and cons lists, contemplating the case for (or against) leaving your current job. Perhaps you scroll through job boards, hoping that inspiration will strike and a dream job will jump out at you. All the while, your career change dream remains just that: something that only exists in your mind.

Ultimately, if you're serious about changing your career, you have to get out of your own head and take action in the real world. And to get unstuck, you need to start doing things differently. Think of curiosity as a compass that will guide you towards a career that fits. Being curious in your career change journey is about being open to possibilities, expanding what you know right now and giving yourself permission to experiment with new things, without putting pressure on yourself to find instant clarity.

**'There's no limit to learning possibilities today. If a lack of knowledge is holding you back from getting into a new career, plug that gap.'**

First, think about jobs that intrigue you. Which colleagues, friends, or even connections on LinkedIn work in jobs that pique your curiosity? Have conversations with those people to learn the details about their work, how they got there, the best and worst parts and what skills are needed to succeed.

Better yet, try out that job to get a real sense of whether it's something you'd like to do longer term – shadow a colleague or volunteer your time to an organisation that needs support.

Next, look at how you spend your time outside work. What would you be happy chatting about for hours? Do you gravitate towards a corner of the bookstore, lose all sense of time when you're browsing a topic online or does your podcast feed lean towards one genre in particular? These could all be clues pointing you towards meaningful and engaging work. Join a community with that shared interest. You'll connect with people you wouldn't otherwise meet, learn from their expertise and maybe even find out about related job opportunities.

Finally, there's no limit to learning possibilities today. If a lack of knowledge is holding you back from getting into a new career, plug that gap. Enrol in a part-time course that fits into your lunch breaks, evenings or weekends, then show the world what you've learned. Post your thoughts online or solve a company's problem and share your solution with them.

The best way of getting unstuck in your career change is by taking action. These are just a few ideas to get you going. Start anywhere, start small and start today.

# Find your next career with the Essex Library Service

Read about our free resources, perfect for those looking to get back into work or take the next step in their career.

In our libraries there's something to help support you whatever you are looking for. We have hundreds of books with tips and tricks and resources to help you upskill yourself. Whether you are looking for a guide on creating your CV, writing your cover letter or you're looking to brush up on your technical knowledge for an interview, it is all here in the library.

Every single one of our libraries also has free WiFi and study space. Don't have a computer? Not a problem! We have free bookable computers in our libraries. Everything you need is all in one place and all you need is an Essex Library card!

Looking for more hands-on help? You can find work clubs in many of our libraries. Designed to hone and improve your CV and help you search for jobs, work clubs are perfect if you are looking to get back into work or get your first job. The sessions are designed to work on what you need and show you the basics such as setting up your email account or structuring your cover letter.

Setting up your library account couldn't be simpler: either fill out our online form, or speak to a member of staff in a library. You will need to bring proof of address with you, which can be any official document that confirms the address you give us is correct. If you have any questions, check out the **Contact Us** page on our website and we will be happy to answer any queries.

**'Every single one of our libraries also has free WiFi and study space'**



Find out more about the Essex Library Service on their website: [libraries.essex.gov.uk](https://libraries.essex.gov.uk)  
 You can find out more about library computers and WiFi on the Essex Library Service website here: [libraries.essex.gov.uk/facilities-and-charges/library-computers-and-wi-fi](https://libraries.essex.gov.uk/facilities-and-charges/library-computers-and-wi-fi)



# Apprenticeship Hub launched to support 16 to 25 year olds in Essex

We have has launched a new Apprenticeship Hub service to provide support to 16 to 25 year old residents in Basildon, Canvey Island and Harlow. The dedicated team will support residents to find and apply for apprenticeships (including accessible apprenticeships) whilst providing group sessions on how to complete applications and interview techniques.

The Essex County Council Apprenticeship Hub has launched and will provide a free apprenticeship recruitment service for young people aged 16 to 25 living in Basildon, Canvey Island and Harlow. Residents should contact the team directly for support to find and apply for an apprenticeship. Email [apprenticeship.hub@essex.gov.uk](mailto:apprenticeship.hub@essex.gov.uk) or call 0333 032 2591.

Apprenticeships are available in a range of industries and at different levels, from Level 2 up to a degree apprenticeship. Apprenticeships give you the opportunity to be employed and study at the same time, with your employer paying for your learning. You can find out more information about apprenticeships on the Essex Opportunities Portal [www.essexopportunities.co.uk](http://www.essexopportunities.co.uk)

The Apprenticeship Hub service will also support local businesses looking to recruit an apprentice. The team will be working with the Essex Apprenticeship Levy Transfer Service (EALTS) to help small businesses to offer apprenticeships. The service enables larger organisations to transfer up to 25% of their apprenticeship levy to a smaller business. This allows the smaller organisation to offer apprenticeships to new or current staff without incurring the full training costs.

## Join the pledge

Both teams are asking businesses to help them create 300 new apprenticeship opportunities for Essex residents in 2023. To join the challenge, visit the Essex Apprenticeship Levy Transfer Service website ([www.essexalts.co.uk](http://www.essexalts.co.uk)) and pledge to hire an apprentice. This exciting challenge will help us create a variety of apprenticeship opportunities for Essex residents.



Interested in apprenticeships, but not sure how they could work for you as an individual or for your business? Find more information on the EALTS website:

[www.essexalts.co.uk/inclusive-apprenticeships](http://www.essexalts.co.uk/inclusive-apprenticeships)

You can also email the targeted employment team at Essex County Council for more information:

[targetedemployment@essex.gov.uk](mailto:targetedemployment@essex.gov.uk)

# What do you know about Essex?



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

Between September 2021 and September 2022, there were nearly **217,000 job vacancies across Essex**. **Chelmsford** had the **highest number of vacancies**, followed by Colchester and Basildon.

The **top-posted occupations in Essex** during this period were **care workers, nurses, sales** and **customer service roles**. Some of the skills sought included communications, customer service, management and planning.



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

In terms of projected growth, the **construction, transport, health** and **social work** and **wholesale** and **retail** sectors are set to **see the most growth**.



**There are nearly 67,000 businesses in Essex** and 99% of these are SMEs (Small and Medium Enterprises), employing fewer than 250 people each.



**There are 727,000 jobs in Essex**, projected to increase to 745,000 by 2026.

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

Those offering the **highest wages** are **energy, IT** and **communication, professionals, scientific** and **technical activities** and **construction**. These sectors also **bring the most GVA** (Gross Value Added) to Essex, along with manufacturing and health.

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 South Essex College - [www.southessex.ac.uk](http://www.southessex.ac.uk) **FE**  
ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**
- 2 USP College - [www.uspcollege.ac.uk](http://www.uspcollege.ac.uk) **FE**
- 3 USP College - [www.uspcollege.ac.uk](http://www.uspcollege.ac.uk) **FE**
- 4 Chelmsford College - [www.chelmsford.ac.uk](http://www.chelmsford.ac.uk) **FE**  
Anglia Ruskin University - [www.aru.ac.uk](http://www.aru.ac.uk) **U**  
ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**
- 5 ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**
- 6 Colchester Institute - [www.colchester.ac.uk](http://www.colchester.ac.uk) **FE**  
The Sixth Form College Colchester - [www.colchsfc.ac.uk](http://www.colchsfc.ac.uk) **FE**  
University of Essex - [www.essex.ac.uk](http://www.essex.ac.uk) **U**
- 7 New City College - Epping Forest Campus - [www.nclondon.ac.uk/epping-forest-campus](http://www.nclondon.ac.uk/epping-forest-campus) **FE**
- 8 South Essex College - [www.southessex.ac.uk](http://www.southessex.ac.uk) **FE**  
USP College - [www.uspcollege.ac.uk](http://www.uspcollege.ac.uk) **FE**
- 9 Harlow College - [www.harlow-college.ac.uk](http://www.harlow-college.ac.uk) **FE**  
ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**
- 10 ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**
- 11 ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**
- 12 South Essex College - [www.southessex.ac.uk](http://www.southessex.ac.uk) **FE**  
University of Essex - [www.essex.ac.uk](http://www.essex.ac.uk) **U**  
Southend Adult Community College - [southend-adult.ac.uk](http://southend-adult.ac.uk) **FE**
- 13 Thurrock Adult Community College - [www.tacc.ac.uk](http://www.tacc.ac.uk) **ALP**
- 14 ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**
- 15 Writtle University College - [www.writtle.ac.uk](http://www.writtle.ac.uk) **U**
- 16 ACL Essex - [www.aclessex.com](http://www.aclessex.com) **ALP**

**FE** Further Education Colleges  
**U** Universities  
**ALP** Adult Learning Provision



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

## Major projects across Essex

- 1 Freeport East - [www.freeporteast.com](http://www.freeporteast.com)
- 2 Thames Freeport - [thamesfreeport.com](http://thamesfreeport.com)
- 3 North Falls Offshore Wind Farm - [www.northfallsoffshore.com](http://www.northfallsoffshore.com)
- 4 Tendring and Colchester Border Garden Town - [talk.tcbgardencommunity.co.uk](http://talk.tcbgardencommunity.co.uk)
- 5 Lower Thames Crossing - [nationalhighways.co.uk/our-roads/lower-thames-crossing](http://nationalhighways.co.uk/our-roads/lower-thames-crossing)
- 6 Longfield Solar Farm - [www.longfieldsolarfarm.co.uk](http://www.longfieldsolarfarm.co.uk)
- 7 Harlow and Gilston Garden Town - [hggt.co.uk](http://hggt.co.uk)

### Other training providers in Essex

- 1 Training 360 – [www.training360ltd.com](http://www.training360ltd.com)
- 2 BuildSkill – [www.buildskill.co.uk](http://www.buildskill.co.uk)
- 3 First Intuition – [www.firstintuition.co.uk/classroom-courses/chelmsford](http://www.firstintuition.co.uk/classroom-courses/chelmsford)

Essex Provider Network – [essexprovidernetwork.com](http://essexprovidernetwork.com)

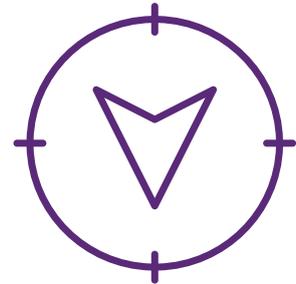
Secta Training – [www.sectatraining.co.uk](http://www.sectatraining.co.uk)

For information on other training providers in Essex, visit the Essex Provider Network website: [www.essexprovidernetwork.com](http://www.essexprovidernetwork.com)





# 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 core industrial sectors are advanced manufacturing, logistics, creative industries and health.

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. **Read on for more!**

## DID YOU KNOW?

**South Essex is set to see significant growth**, with housing and infrastructure projects such as the **Lower Thames crossing** as well as **Thames Freeport**.

When looking at **growth projections for industries**, transportation and storage, construction and health and social work are set to **see the most growth**.

The **largest sectors of employment in south Essex** (looking at jobs) are **wholesale and retail, health and social work, transportation and storage, admin and support** and **construction**.



The **population of south Essex** is nearly **810,000** and **projected to grow** by a further **21,623** in the next five years.



Sectors currently **offering the highest wages** are **energy, IT and communications, professional, scientific and technical activities** and **construction**.

Top-posted job titles are **warehouse operatives, support workers, care assistants** and **health care assistants**.

**305,000 people work in South Essex**, representing an increase of nearly 14,000 over the last five years and set to grow by a further 11,000 in the next five years.

Between September 2021 and September 2022, there were nearly **75,000 job vacancies posted across South Essex**. Most vacancies were posted in **Basildon**, followed by **Southend, Brentwood** and **Grays**.

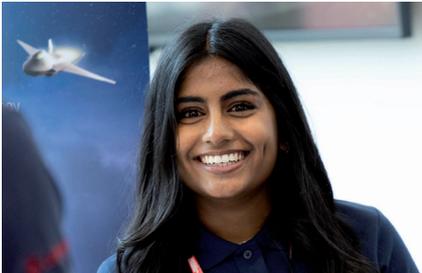
For more information on South Essex, visit the Association of South Essex Local Authorities website: [www.southessex.org.uk](http://www.southessex.org.uk)

# Engineering the future

## Careers that make a difference.

Leonardo is a global high-tech company and a leading player in aerospace, defence and security. Their Basildon site is home to over 800 people passionate about designing and manufacturing world-leading sensors that are helping protect our armed forces and UK Critical National Infrastructure. Leonardo's Basildon thermal imaging technology is also used by the BBC for award-winning documentaries such as the 'Frozen Planet' series.

### Jainna - Project Management Degree Apprentice



My apprenticeship allows me to learn by working alongside experts in their field while also applying the project management theory from my degree to my day-to-day work. I also get to move around business departments so I get a holistic view of Leonardo and understand the contribution that each department makes.

We are always encouraged to develop and challenge ourselves. This has allowed me to play an active role in our Ethnicity Inclusion Network Group (one of seven across the UK business) and to be a part of a team that won the 2022 Institution of Mechanical Engineering's (IMechE) Apprentice Automation Challenge for developing a sustainable solution to reduce plastic waste.

It's been a great experience so far and my work saw me awarded Highly Commended Apprentice of the Year at the Multicultural Apprenticeship Awards 2022.

### Sam - Senior Software Engineer



I joined Leonardo as apprentice after taking part in the EDT Engineering Education Scheme. This inspired me and gave me that spark to learn more about software engineering. I felt an apprenticeship was the best way for me to grow my skills, gaining experience in the work place while earning money.

My days vary a lot as a software engineer. I am responsible for creating new pieces of software or upgrading older pieces for customers as well as testing software and problem-solving any issues encountered. I am also involved in design meetings to plan new projects and help organise workloads. I want to make it all the way to head of software engineering.

Our STEM outreach programme is something many apprentices get involved in and I was extremely proud to organise our annual Rampaging Chariots tournament at Basildon in 2018. I still get involved in supporting big national STEM events such as the Big Bang Fair.

### Sarah - Electronics Engineer



My Electrical and Electronic Engineering degree at the University of Sussex included an industrial placement year. I chose to do a placement with the business, as when researching the business prior to my application, the range of state-of-the-art technology being developed captured my attention.

I worked within the Precision Guidance business and really enjoyed my time, as the work was intellectually stimulating, interesting and varied. I also had the opportunity to develop in areas outside the scope of my degree. At the end of my placement, I was offered a position on Leonardo's graduate scheme upon completing my degree.

Choosing to do a placement was the best decision I ever made! Not only did it provide me with a ready-made job at the end of my degree, but it also helped verify I was on the right career path, learning the right skills and, most importantly, helped focus my final year project as I better understood what was expected of me.

**Find out more** about life at Leonardo and discover your role in the future of engineering on the Leonardo website: [uk.leonardo.com](https://uk.leonardo.com)

[@Leonardo\\_UK](https://twitter.com/Leonardo_UK) [@lifeatleonardouk](https://www.instagram.com/lifeatleonardouk) [@leonardo\\_company](https://www.linkedin.com/company/leonardo)



# Lower Thames Crossing

A proposed new road beneath the River Thames connecting Essex, Havering, Thurrock and Kent via the longest road tunnel in the UK. During its construction, there will be a diverse range of job opportunities available for local people, from engineers, architects and designers to caterers, sign makers and IT support. There will also be hundreds of opportunities for apprentices and graduates, and these will be for everybody, no matter your age or background!

**Lauren –  
Skills, Education and Employment Advisor  
Thurrock**



Lauren originally joined the team as a receptionist in early 2020, but Covid-19 soon had a big impact on her role, with staff made to work from home.

Luckily, there was an opportunity for her to lend a hand developing the STEM support network for schools.

Following this experience, Lauren has since moved on from her receptionist role and is now a skills, education and employment advisor where she says:

“I’m really enjoying what I’m doing! I’ve learned so much already and like that every day is different, from talking to students at careers fairs to planning how we will support getting more local people into jobs on the project – what’s not to love?”

**Simrandeep –  
Graduate  
Thurrock**



Simrandeep graduated in 2019 and, in the height of the pandemic, he spent a few years trying different entry levels jobs in various industries before joining the National Highways graduate programme.

He says, “I saw the project management graduate programme as perfect for me, as I was looking for a new challenge and this field allows me to make the most of the transferrable skills I’ve picked up along the way. I’m now loving what I’m doing and encourage anyone thinking about a graduate programme to sign up.”

**Next steps:** The main bulk of jobs will come during construction, which, if the project is given permission to go ahead, could start as early as 2024.

You can find out more, including registering to receive job alerts, by visiting the Lower Thames Crossing website:

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



Follow us on [@LowerThames](https://twitter.com/LowerThames) [f lowerthames](https://www.facebook.com/lowerthames) [in lowerthamescrossing](https://www.linkedin.com/company/lowerthamescrossing) [v Lower Thames Crossing](https://www.youtube.com/channel/UC...)

# The Advice Store in Basildon

## Want free help to take you to the next stage in your career?

The Advice Store is for those seeking work, looking for new skills or wanting to retrain in a new industry.

Basildon Council has partnered with local providers of skills, training and career advice to support local residents in a welcoming place with a central high street location. Whether you are looking to change your career and need to update your skills, are currently unemployed and looking for work or leaving full-time education and need advice on career options - the team at the Advice Store in Basildon is here to help. Their support is also available to people who aren't Basildon Borough residents.

All of their services are free. Here are just some of the ways the Advice Store can help you take that all-important next step to improve your employability:

- Professional career advice
- Help with CV writing
- Support to search and applications for work
- Interview skills
- Job Club with publicly accessible computers
- Nationally recognised qualifications in multiple industries
- Regular recruitment drives with local employers
- Jobs board promoting current opportunities

Since it opened in January 2019, the Advice Store has made over 3,000 referrals. Their Career Advisers have helped people in work to reevaluate their options, while charities based at the Advice Store have given ongoing one-to-one support for the unemployed to get into work. The Advice Store has enrolled learners into training ranging from basics, such as IT, English, Maths or English for Speakers of Other Languages, to skills courses like the Construction Skills Certificate Scheme, childcare, hospitality or the Security Industry Authority qualification. Their themed sector-specific jobs fairs match up jobseekers interested in a particular line of work with employers in that field, such as leisure and hospitality or health and social care.

The Advice Store is located in the town centre on the same row of shops as Iceland at 5 Market Pavement, Basildon, Essex, SS14 1DD. They are currently open to the public from 10am to 4pm, Monday to Thursday. Visit them in store or drop them an email to find out how they can help you:

[theadvicestore@basildon.gov.uk](mailto:theadvicestore@basildon.gov.uk)



To find out more, visit the Advice Store website:

[www.basildon.gov.uk/theadvicestore](http://www.basildon.gov.uk/theadvicestore)

Find the Advice Store on Facebook:

[www.facebook.com/theadvicestore](http://www.facebook.com/theadvicestore)

  
**theadvicestore**  
skills and employment advice

# Jobs for the future

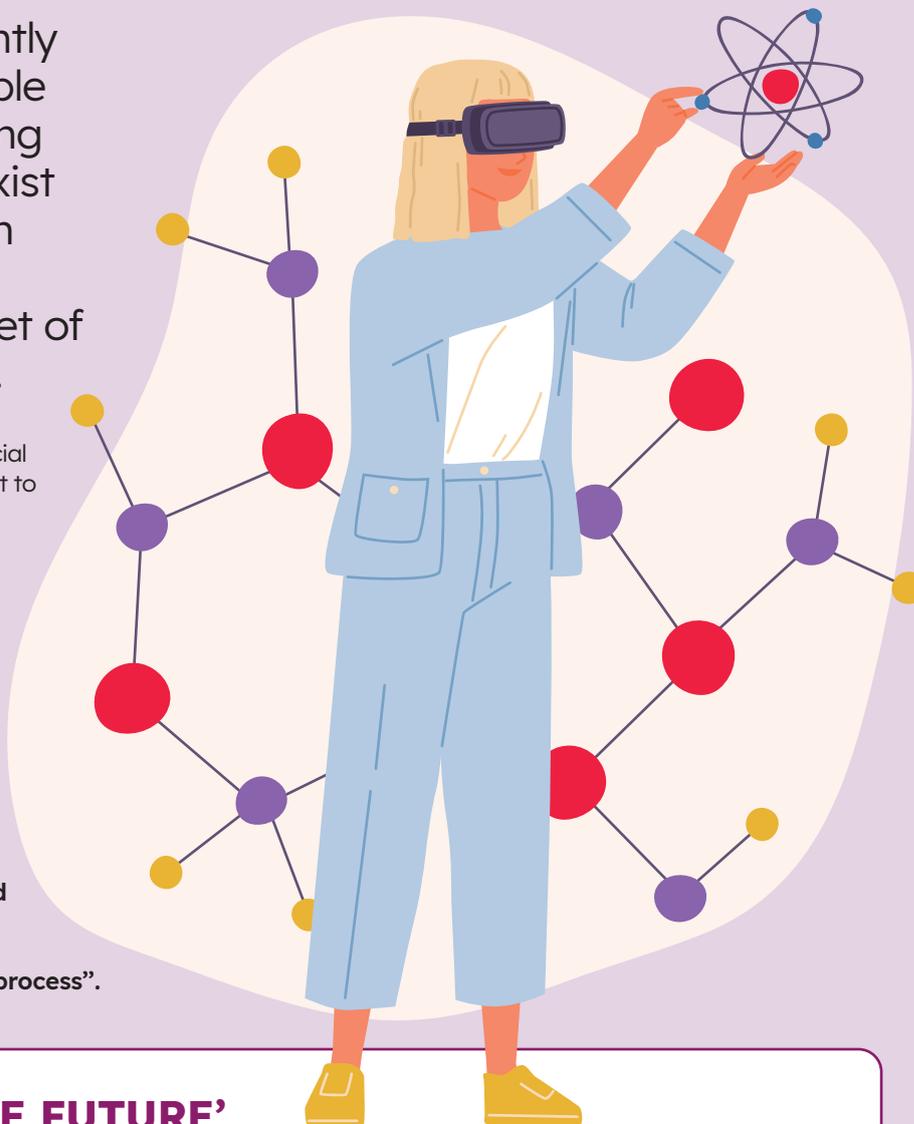
The job market is constantly changing and many people across Essex will now be doing jobs that did not exist ten years ago. With this in mind, it is worth thinking about what the job market of the future might look like.

The number of jobs that require skills in artificial intelligence (AI) and computer science are set to increase by up to 40% in the next five years.

In research commissioned by Amazon, Dr Ian Pearson has put together a list of potential artificial intelligence and computer science jobs that could exist in the near future.

**“There is no doubt AI will play a vital role in our future,”** Dr Pearson said.

**“There is a real misconception around developing technologies, and by putting together this list of future jobs we wanted to illustrate not only where we see AI supporting tomorrow’s world of work, but also how vital people are within this process”.**



## TOP 10 ‘JOBS OF THE FUTURE’

### 1. Paramedic drone programmer -

use AI expertise and medical knowledge to ‘teach’ drones to help emergency rescue teams

### 2. Smart-assisted sports coach -

use AI skills to help coaches measure player performance and welfare, predict outcomes and adjust tactics

### 3. AI speech coach -

help voice assistants and visual avatars become more realistic

### 4. Metaverse architect -

create environments and activities to entertain people in the virtual world

### 5. Zero carbon transport planner -

design and programme driverless public transport networks

### 6. Augmented learning technician -

use AI and augmented reality to create state-of-the-art tools for teachers and their lessons

### 7. Agricultural AI engineer -

help farm sustainable foods like synthetic meats and insects at faster and grander scales

### 8. AI creative skills producer -

help creators enhance their music and art by learning popular trends

### 9. Community care technician -

use AI to detect loneliness in the community, alerting care workers to those who need their help the most

### 10. Tech fashion designer -

create the next generation of sustainable smart clothing and wearables, like garments that can react and respond to the weather

# SECTOR SPOTLIGHT

## Health and social care



Providing care and support is at the heart of the health and social care sector. Health care workers are at the forefront of providing quality health care and crucial services, including promoting health, delivering health care plans and treatments, as well as preventing disease. Social care workers provide support and care to vulnerable people, working with a range of people from children to elderly people and families in crisis.

### What can I do?

There is a broad range of jobs available in health and social care. Working in the sector can involve being employed by the NHS or a private organisation.

You will be helping people from all walks of life and of all ages. This could include providing support to people with mental health conditions, physical and learning disabilities, as well as people suffering from other medical conditions.

#### Nurses

A career as a nurse involves providing treatment and support to patients who are injured or sick. They also give emotional support to patients and their families while organising care plans, analysing and recording patient conditions and assisting the doctor. On average, nurses get paid an annual salary of £34,320 and work 36 hours per week. The workforce is projected to grow by 10.4% with a further 54.5% expected to retire by 2027. This will see a total of 485,000 job openings.

#### Care workers and home carers

Carers look after people of all ages, from young to old, those who are suffering from illnesses, have a disability or are unable to cope by themselves. A carer will help them with everyday tasks like shopping, cleaning, washing, dressing, cooking and laundry. The average annual salary for a care worker is £21,320 and they typically work 42 hours per week. The national workforce is estimated to grow by 13.4% and 57.9% of the workforce is expected to retire by 2027. This will create approximately 660,300 job openings.

#### Medical practitioners

Medical practitioners are also known as consultants, GPs and doctors. They diagnose, treat and care for patients suffering from illnesses, infection and diseases, as well as looking after patient wellbeing. Medical practitioners earn an average of £76,440 per year and work a 42-hour week. This career is expected to grow by 10.4% with 54.5% of the workforce estimated to retire by 2027. This is projected to create 193,400 job openings.

#### Midwives

A midwife is responsible for delivering babies and providing antenatal and postnatal advice, as well as support for birthing parents, their babies and family. Midwives get paid an average annual salary of £37,440 and typically work a 38-hour week. The workforce is estimated to grow by 10.4% with a further 54.5% expected to retire by 2027. This will create around 35,900 jobs.

#### Allied Health Professionals

There are many other careers available in health and social care that may not be as obvious. Allied health professionals (AHPs) provide essential care to help patients live a full life. Many work with the latest technologies. There is funding available through the NHS to support selected AHP courses. Here are some ideas for inspiration:

- Diagnostic Radiographer • Physiotherapist • Orthoptist
- Podiatrist • Paramedic • Occupational Therapist

### Skills

**To work in the health and social care sector, you will need a range of skills, but most importantly you will need to be caring and passionate about helping people. Other skills include being:**

- Sociable • Understanding • Resilient • Hard-working
- Able to deal with emotionally charged situations
- Good at communicating
- Good at time management
- Good as part of a team as well as working independently

Many of these skills will be developed as you qualify - and on the job.

Look out for more details on this sector in future editions!

More information can be found on the Skills for Care website: [www.skillsforcare.org.uk](http://www.skillsforcare.org.uk)

\* Stats provided by LMI Careerometer: [careermap.co.uk/careerometer/](http://careermap.co.uk/careerometer/)



## Pathways and qualifications

**Each health and social care career will have different pathways to qualify. It all depends on your personal preference and the career you're keen to pursue.**

### Vocational qualifications

There is a diverse range of health and social care qualifications you can do without having to go to university. Some National Vocational Qualifications and BTECs can also pave the way for a degree. Many can be done part-time, which means you can work and study. See pages 20/21 for details of colleges in Essex.

### A Levels

Relevant A Level subjects that will help lead to university courses and other pathways into health and social care include chemistry, biology, maths and physics. But some universities accept vocational qualifications, too. Health and social care studies at A Level will help expand knowledge in health, early years covering care and education and social care. Studying health and social care will also help you gain an insight into what issues are affecting the sector whilst investigating real-life situations.

### Degree programmes

Degree Level qualifications include higher national diplomas, higher national certificates, foundation degrees, bachelor and Master's degrees. A wide variety of universities offer degrees related to health and social care, such as:

- Health and social care • Nursing • Midwifery
- Paramedic • Medicine • Radiography

### Health and social care apprenticeships

These are ideal for anyone looking to learn on the job. You will combine on-the-job training with theory relevant to the health and social care sector. They include:

- Adult care worker • Ambulance support worker
- Healthcare practitioner • Lab technician
- Nursing • Midwifery

## Key facts and figures

The health and social care sector is significant in Essex and one of the largest sectors of employment, with nearly 107,000 people employed. **Employment is 5% above the national average** and has seen growth in recent years, growing from 95,000 in 2019.

The sector is set to increase further, with an **additional 7,000 roles by 2030**.

The ageing and growing population of Essex has an impact on this sector locally – **Essex is set to grow by a further 56,000 people** over the next five years and nearly 179,000 people aged 75 and over (9.5% of the population).

Key roles include **care workers and home carers, nurses, nursing auxiliaries, medical practitioners and administrative occupations**.

Nationally, **78.3% of the sector is female** and **21.7% male**.

From September 2021 to September 2022, there were nearly **40,000 job vacancies in Essex for health and care jobs**. Samples of postings included staff nurses, community care workers, clinical forensic psychologists, vascular surgeons and interventional radiology managers.

Among the biggest recruiters in the sector were the **NHS, Essex County Council, Runwood Homes, Newcross Healthcare Solutions** and **Provide CIC**.

**The highest number of vacancies were in Chelmsford**, followed by **Colchester, Basildon** and **Harlow**. The highest numbers of postings were for care workers and home carers, nurses, nursing auxiliaries and assistants, medical practitioners and health and public health managers and directors.

**In-demand skills** in the sector include **nursing, personal care, mental health, midwifery, marketing** and **auditing**. Frequently cited were also skills in communication, management, teaching, leadership and planning.

Figures on Essex include Southend and Thurrock

## North Falls Offshore Wind Farm

# Offshore wind for the next generation

With climate change, high energy costs and security of supply issues, offshore wind has moved front and centre of the UK's energy policy, with ambitions to have 50 gigawatts installed by 2030. But this won't happen without thousands of people joining the industry workforce over the coming years.

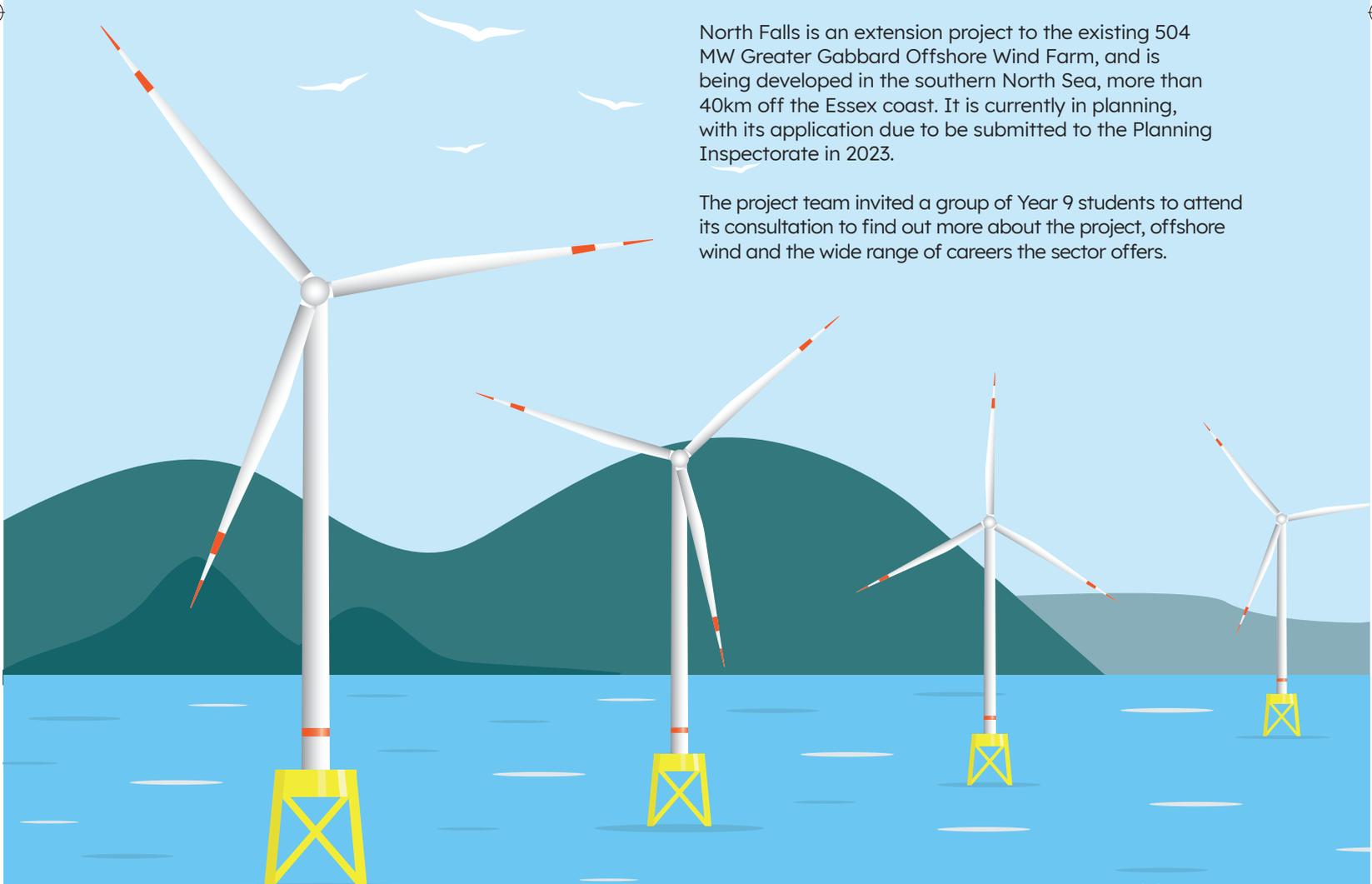
Where better to start encouraging new workers than in secondary schools? Tendring Technology College, for example, recently saw students visiting the Thorpe-le-Soken public consultation held by developing project North Falls Offshore Wind Farm.

Offshore wind is still a relatively new sector, with the first commercial project not yet 20 years old. However, it is a rapidly growing sector as anyone living in Essex can see, with a number of operating projects already off the coast and others in development.

One of these projects, North Falls, has recently completed its second community consultation on its plans. These have included five face-to-face events at locations along the proposed onshore buried cable route from Frinton-on-Sea to a proposed substation site near Ardeigh.

North Falls is an extension project to the existing 504 MW Greater Gabbard Offshore Wind Farm, and is being developed in the southern North Sea, more than 40km off the Essex coast. It is currently in planning, with its application due to be submitted to the Planning Inspectorate in 2023.

The project team invited a group of Year 9 students to attend its consultation to find out more about the project, offshore wind and the wide range of careers the sector offers.



## Careers in offshore wind

There are more than 100 different types of job roles in the sector, each with unique entry pathways, whether it be via an apprenticeship route, technical studies, a university degree or higher qualification. These include positions as diverse as archaeologists, ecologists, engineers, wind turbine technicians, marine biologists, vessel crews, geologists and health and safety experts.

The Tendring Technology College students visiting the North Falls team were on the cusp of selecting their GCSE subjects. Design & Technology teacher Graham Higgs was keen to give them a glimpse of a sector they may not have considered when thinking about their subject choices and future careers.

He said, "With the opportunity just around the corner from the school it was perfect to show the students a real world project, happening locally in real time that represents many possibilities, and to bear this visit in mind when choosing their subject options for the coming two years."

## Informed inspiration

The students were given a tour around the consultation materials which covered the project's story so far, rationale for offshore wind, the onshore and offshore elements and also how to provide feedback on the project proposals at this stage in its development. They also had the chance to 'visit' a wind farm via virtual reality headsets.

The project's onshore consents manager Jo Pickard said, "We really hope the information we provided to the students about everything that goes into planning and developing a new offshore wind farm might inspire them to at least consider the sector as one they might like to explore in the future."

Article by **Sue Vincent** of North Falls Offshore Wind Farm.

For more on the project, visit the North Falls website:  
[www.northfallsoffshore.com](http://www.northfallsoffshore.com)

For more information on offshore wind careers, visit the Renewable UK website:  
[www.renewableuk.com/page/careers](http://www.renewableuk.com/page/careers)



**NORTH FALLS**

*Offshore Wind Farm*



Two students enjoying their virtual visit to an offshore wind farm



North Falls' Jo Pickard and Grace Hart talking with the students

**The offshore wind energy industry is set to create thousands of new jobs at existing wind farms, those under construction and projects still in planning.**

# Green skills

What are green skills and why are they important for our Essex economy?

## DEFINITION

There is no single universally agreed definition of 'green skills'. In 2020, Essex County Council commissioned a Green Skills Infrastructure Review which devised this definition:

**“Green skills are 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.”**

## ACTION PLAN

The Essex Green Skills Action Plan summarises some of the key ambitions that the county has for green skills, including:

- A Green Skills Prospectus and Directory
- Green Jobs Future Workforce Information
- Micro-modules for school leavers and further education learners
- Resources and bite-sized courses for businesses and residents
- Green skills resources for schools and providers
- Signposting to other regional and national resources
- Essex Green Skills Summit

### What are the jobs and typical salaries in sustainable energy?

Wind turbine technician - £28,000  
Nuclear power reactor operator - £36,000  
Retrofit assessor - £36,000  
Solar technician - £35,000  
Laboratory technician - £21,000

### Sustainable energy jobs needed in Essex by 2030:

230 in offshore wind  
100 in onshore wind  
3,300 in solar  
170 in nuclear

## OPPORTUNITIES

Even if course or job descriptions don't explicitly mention green skills, they are likely to feature somewhere in the description or requirements. Jobs requiring green skills could include titles as varied as engineering technicians, metal production workers, civil engineers, finance officers, mechanics, retrofit installers or business development managers.

Even though some specific green-titled jobs are growing, by far the largest part of demand seems to be in adding new green skills to well-established jobs. For example, a finance officer might need to acquire new green skills knowledge in order to support their company's expansion into renewable energy finance. The garage trade is another example. Some mechanics will require new skills to be able to service electric vehicles. Others will need to retrain for other careers, as electric vehicles will require less frequent and complex servicing. Plumbers will need to retrain or upskill in order to install and service heat pumps as part of our future home and work heating systems.

## LINKS TO OPPORTUNITIES

Information on green skills is available on various information portals, including the **Essex Opportunities Portal** and Essex's **ACL**.

Green jobs and apprenticeships are advertised via all regional and national agencies, though there are some specialised websites including:

**Green jobs - JobHelp**  
[www.jobhelp.campaign.gov.uk/finding-work/green-jobs](http://www.jobhelp.campaign.gov.uk/finding-work/green-jobs)

**GreenJobs, Environmental Jobs and Renewable Energy Jobs in the UK** [www.greenjobs.co.uk](http://www.greenjobs.co.uk)

**Find an apprenticeship** [www.gov.uk/apply-apprenticeship](http://www.gov.uk/apply-apprenticeship)

There are already providers in Essex offering the skills you need to thrive in a new sustainable energy industry.

**Colchester Institute Energy Skills Centre**  
[www.colchester.ac.uk/about-us/campuses/energy-skills-centre-harwich](http://www.colchester.ac.uk/about-us/campuses/energy-skills-centre-harwich)

**Harwich SECTA Construction Academies**  
[www.sectatraining.co.uk](http://www.sectatraining.co.uk)

**South Essex STEM Innovation Centre Braintree (Colchester Institute)**  
[www.colchester.ac.uk/stem-innovation-centre-braintree](http://www.colchester.ac.uk/stem-innovation-centre-braintree)

**Harlow College**  
[www.harlow-college.ac.uk](http://www.harlow-college.ac.uk)

# 'Green up' your credentials with new courses from ACL Essex

Adult learning provider, ACL Essex, is offering residents the chance to 'green up' their credentials through a new online climate change course.

**Culminating in a Level 2 'Certificate in Understanding Climate Change and Environmental Awareness', the course will give learners the opportunity to understand how they can act as drivers of positive change in the workplace and at home. It will also teach how global warming is affecting the environment and the role that everybody can play in reducing carbon emissions.**

As businesses move towards being more environmentally conscious, and more roles become available within the environmental sector, gaining the Level 2 climate change qualification could increase learners' hiring and earning potential.

The course will be split into three units and learners will complete each module through online self-study, making the qualification flexible to fit around residents' lives.

Lisa Jarentowski, ACL Essex Principal, said, 'Arming residents with the knowledge to be more environmentally conscious is one way that we can contribute to reducing negative impacts on our surroundings. We're also encouraging organisations to put staff forward for this qualification, to train up their employees on green initiatives and help them drive a circular economy.'

'We are moving towards a more sustainable curriculum here at ACL Essex by providing our learners with courses that explore new ways to be environmentally friendly, as well as continuing to look at fresh ways to relate courses to real world topics. Our ultimate aim is to upskill the residents of Essex on sustainability initiatives, as well as boost their hiring and earning potential as roles grow within the environmental sector.'

ACL Essex also offers a free course, "Do More, Waste Less", which introduces learners to the basics of environmental impact and climate change. This course is funded by BLUEPRINT to a Circular Economy.

This project has a total budget of 5.6m euros, of which 3.8m euros were provided by the European Regional Development Fund via the Interreg France (Channel) England programme.

The learning provider will again be carrying out a number of initiatives during 'Green Careers Week' later this year as part of Essex County Council's sustainability and carbon literacy focus. These include ACL Essex learners and staff pledging to reduce their carbon footprint, lessons on learning the lingo on climate change and sharing tips on social media channels.

**To find out more about ACL Essex's sustainability courses, visit their website:**  
[www.aclessex.com/sustainability](http://www.aclessex.com/sustainability)



# Greater Essex Careers Hub launch

Businesses, schools and colleges come together to support local young people.

**64 more schools across Essex are now able to access support to deliver modern, 21st century careers education and help young people take their next best step.**

This support will come through the creation of the Greater Essex Careers Hub, which brings together local businesses, schools, colleges, apprenticeship and training providers and local partners to drive improvements in careers education.

Building on the successful Southend & Thurrock Careers Hub, the newly expanded hub now covers 99 schools and colleges from this academic year (2022/23). The Hub is a partnership between The Careers & Enterprise Company, Make Happen, Southend-on-Sea City Council and Thurrock Council.

Through the Hub, schools and colleges are able to access training and support, collaborate with local businesses, gain insight into the local economy and build a community of best practice to better support young people.

Oli de Botton, Chief Executive of The Careers & Enterprise Company, said, “High-quality careers education helps young people overcome barriers. It opens up pathways and careers based on skills and aspirations, rather than circumstance or stereotypes. It amplifies brilliant technical routes like apprenticeships.

We know the difference that Careers Hubs are making across the country and I’m excited about how we can build on the success of The Southend & Thurrock Careers Hub and support more young people across Essex to take their best next step.”

Hyla Grimwade, Greater Essex Careers Hub Strategic Lead, said, “The expanded hub is going to make a major difference to the lives of young people across Essex. By bringing together the worlds of education and employment, we can help young people, especially those who face additional barriers, get the opportunities, skills and experiences they need to thrive in the world of work.

This partnership will ensure that the young people of Essex will be better supported to make the right decisions to help them achieve their life ambitions, no matter the barriers they may face.”

The Greater Essex Careers Hub was officially launched on 17 November 2022, with over 100 people from education, businesses and other local partners attending to celebrate the Careers Hub expansion across Essex.

Find out more about the Greater Essex Career Hub on their website: [www.greateressexcareershub.co.uk](http://www.greateressexcareershub.co.uk)



## Where next? Discover the best next step for you

### Labour market information and progression routes in Essex

Not everyone knows what they want to do when they finish school or college. Even if you do, do you know how to get started or what training you need to get the job you want?

The Where Next? guide is here to help! Containing everything you need to know about getting ready for the job or training you would like to do.

The guide includes eight different industries that are popular and growing in Essex and are important for bringing money and new skills to the county. Each of these industries has different starting points no matter what your qualifications, skills or experience. There is something for everyone!

The guide also includes information about the different types of learning and training courses available to you after finishing school or college. There are things like on-the-job training for beginners, how to combine work and study, and options to continue your education at a university or elsewhere.

Access the Where Next? booklet here:  
[www.greateressexcareershub.co.uk](http://www.greateressexcareershub.co.uk)

Greater Essex  
CAREERS HUB

THE CAREERS &  
ENTERPRISE  
COMPANY

# The STAR technique

## ...and how to use it to help you shine in interviews.

Interviewers are looking for many things in a candidate. One of the most important elements of any interview is finding out how you think and work through problems in the context of a project or activity. Using the STAR technique is a great way to do this. Successful candidates know and use it as it shows a thoughtful and systematic way of answering those ‘What would you do?’ questions.

**The beauty of answering a question with the STAR technique is that it allows you to show the interviewer the wealth of transferable skills you have, regardless of whether you are returning to work after a career break, looking for work in your existing sector, or ready for a complete career change.**

### What is the STAR technique?

The STAR technique is a method of answering questions which is based on four steps:

**SITUATION:** Describe the situation and when it took place.

**TASK:** Explain the task, its purpose and its goal.

**ACTION:** Illustrate how you approached the task and what actions you took.

**RESULT:** Present the result of the task.

### Which sort of questions would suit a STAR response?

When interviewers are writing the questions, their first port of call is the job description. Every question they ask will relate to it in some way, so be sure you have looked at it and understand what they are looking for. Soft skills like teamwork, communication and negotiation will also feature. Work or life experiences which have involved decision making or project planning will be the basis for many of their questions. The skills you have developed outside work - as a new parent or through organising a community event for example - can be highly transferable.

### How does the STAR technique work?

The STAR method helps you tell a story - one that shows how you have worked through a difficult situation and found a resolution.

**Situation:** Give your story some context. What was the background to it? Who else was involved? When, where and why did it take place?

**Task:** What was the task as a whole? Describe what you were responsible for and the overall aims of the activity.

**Action:** Here is your chance to tell your story in real detail. Explain how you handled the situation and resolved it. Did you do it alone? Or as part of a team? Show how you assessed the situation and solved the problem. Tell your story in a way which engages the interviewer.

**Result:** How did it end? Emphasise the positive and the lessons you learnt during the process. If you can, give results which are quantifiable - increasing donations to a local charity by 15%, retaining business from 50% of existing clients etc.

### Examples

Here are some examples which you can use to practise with:

- Describe a difficult situation you faced at work. How did you identify it and how did you solve it?
- Tell me about a mistake you have made. How did you rectify it?
- Describe a time you failed. What did you learn from it and how did you move forward?

### Preparing for an interview

Getting ready for an interview and preparing for these types of questions will make you more relaxed on the day and enable you to give it your all. Having some prepared examples of situations in your head will make the interview flow and demonstrate your confidence.

- Think about an example of a situation which needed you to show positive behaviours and actions. In a work setting it should show that it involved teamwork, leadership, planning and organisation.
- Make sure your story flows - give it a beginning, a middle and an end.
- Focus on the parts which most involved you.
- Even if the outcome was not as positive as you had hoped, make sure the interviewer can see that it had a positive impact on you and your professional development - the learning you have achieved is as important as the outcome.
- Prepare and use several examples so you don't rely on one story for the whole interview.
- Practise telling your story to a friend - saying it all out loud beforehand will help you identify where you might go into too much or irrelevant detail and will give you some experience of verbal and non-verbal communication before your interview.

**REMEMBER...** You have more skills than you think you do!  
Let the STAR technique help you share them.

# 3 tips to message recruiters on LinkedIn the right way

The good news is that many other people are in a situation just like you, while others have already gone through such situations and know what to do in them. One of the best ways to find a job fast is by directly reaching out to recruiters via platforms like LinkedIn. Not sure how to get started? Follow these three tips to help you succeed!

## Prepare properly

It goes without saying that preparation is key to achieving the results you want to get – and it is no different for messaging recruiters on LinkedIn.

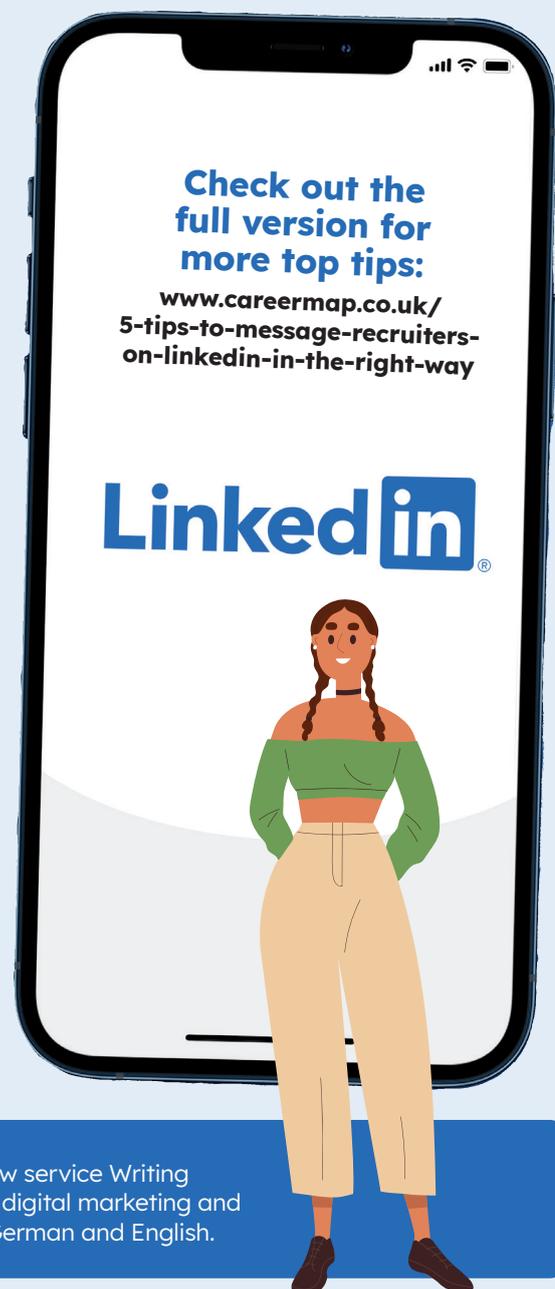
- Fill out your entire profile. The more details you include, the more your profile will stand out (and act as a CV). Make sure to use the right keywords where necessary.
- Research the companies you want to work for and make a list. When you have this list, you will need to start by searching for the companies on LinkedIn and finding their recruiters to contact.
- Connect with the people you already know. This will make the contacting process easier as some of your friends, acquaintances and colleagues may already be connected to the people you want to get in touch with.

## Send connection requests

Now that you are ready to start messaging, you can send out connection requests to the relevant people. Search through the staff lists of the companies you chose on LinkedIn and find recruiters there. Remember that they could be listed under a variety of titles (e.g. HR Manager, Apprenticeship Manager, Early Career Talent, Hiring Manager, Recruitment Manager, Head of Talent, Director of People & Talent or simply Recruiter).

## Send follow-up messages

After the first round of connection requests, you will need to take some time to get replies from the recruiters you connected with. Meanwhile, you might want to write some articles to post on your profile with the help of LinkedIn scheduling. These articles can be a nice addition to your CV and will show recruiters that you are an expert in your respective field. Then, once you start receiving connection confirmations, you can get to the second round of sending follow-up messages.



**About the author:** Frank Hamilton works as an editor at essay review service Writing Judge. He is a professional writing expert in topics such as blogging, digital marketing and self-education. He also loves traveling and speaks Spanish, French, German and English.

# National Careers Service

The National Careers Service (NCS) provides personalised careers information, advice and guidance services to all adults, via individual and group face-to-face sessions, over the telephone and through digital and social media platforms. They have a particular emphasis on people who may need more help in developing their career management skills and progressing in work or learning.

There is also a virtual service available to young people aged 13 to 18, who can use its website and dedicated young people's phone service.

The Futures Group has delivered the National Careers Service since its inception in 2012 and has recently secured an extended contract to continue delivery in the East of England as well as the East Midlands.

## Who can the National Careers Service help?

- Those studying - before or after completion of a current course
- Career changers - Someone with experience and skills looking to find a new career path
- Career mover - In employment and ready to take on progression opportunities
- Income seeker - Those focussed on first or additional job opportunities to increase household income
- Career returner - Previously unemployed for an extended period and ready to return to work

## Amanda Payne, Director of Operations, who leads the National Careers Service at Futures added:

"The work that we are doing with the NCS is so important to the people who access the service. With the cost of living on the increase, we can truly make a difference to the lives of those we support and their families by guiding them into work or training."



The East of England NCS is an area of delivery that is currently undergoing really exciting developments. Futures are investing in their provision to ensure that services reflect the differing needs across counties and the specific needs of people in Essex.

The National Careers Service offers a range of appointments in various formats across Essex from face-to-face appointments to phone and online. They also offer group sessions to support with interview skills, CV creations and development as well as age 50+ workshops.

Businesses can also benefit from a bespoke workforce development service to support with the development and recruitment of staff.

Amanda continues, "I'm personally excited about the changes we're making to our service delivery. It will ensure that our careers advisers can personalise what's needed for the communities they operate in."

**If you're interested in working with an Adviser to better understand your position, your potential and the routes to get there, the NCS is waiting for you! Register your interest online via their website:**

**[www.futuresforyou.com/adults](http://www.futuresforyou.com/adults)**

## Case Study - Christina

**Christina came to the National Careers Service when she realised that, at 58 years old, she'd never had to create a CV before, and she had no idea where to start. She was unemployed and had a good idea of the type of work she was looking for but didn't know how to get started.**

After bringing up her family and then becoming a stay-at-home carer, Christina didn't have high hopes and didn't see herself as employable. She hadn't worked since she was 23 years old. When she found herself needing to find a job, she didn't know what she would do or which way to turn.

Her Adviser was able to help her put together a stand-out CV that gave her the encouragement she needed to start her job search. They also discussed various training programmes that could be suitable and shared

resources such as job search websites to help Christina get on track and kickstart her search for a new career.

Now, Christina has been offered a job as a care assistant, with flexible hours that suit her family's needs. She's looking forward to getting started and progressing in her new role.

'Without the expert advice and encouragement from my Adviser, I wouldn't have had the confidence to go after a new career path. I didn't think I would even get as far as an interview, but I did. I was made to feel that I did have something to offer an employer and was encouraged to go after the type of work I was considering.'

**National  
Careers  
Service**®

# Dates for your diary

01/03/2023 - 17:00 - 20:00

## South Essex College FE open days

Luckyn Lane Campus  
Luckyn Lane  
Basildon  
Essex SS14 3AX

[www.southessex.ac.uk/events](http://www.southessex.ac.uk/events)

03/03/2023 - 12:00 - 13:30

## First Intuition Finance in Education Forum event

Virtual Event

Email [shellytweed@fi.co.uk](mailto:shellytweed@fi.co.uk) for registration

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

04/03/2023

## Writtle University College, College Courses open day

Writtle University College  
Lordship Road  
Chelmsford  
Essex CM1 3RR

[www.writtle.ac.uk](http://www.writtle.ac.uk)

14/03/2023 - 18:00 - 19:00

## Colchester Institute University open event

Colchester Institute  
Sheepen Road  
Colchester  
Essex CO3 3LL

[www.colchester.ac.uk/event](http://www.colchester.ac.uk/event)

14/03/2023

17:00 - 20:00

## South Essex College FE open days

Southend Campus  
Luker Road  
Southend-on-Sea  
Essex SS1 1ND

[www.southessex.ac.uk/events](http://www.southessex.ac.uk/events)

22/03/2023

## Writtle University College, university experience day for offer holders

Writtle University College  
Lordship Road  
Chelmsford  
Essex CM1 3RR

[www.writtle.ac.uk](http://www.writtle.ac.uk)

Do you have an upcoming event in the spring? If so, let us know at [essex.careers.magazine@essex.gov.uk](mailto:essex.careers.magazine@essex.gov.uk) and we'll add it to our next magazine.

# Useful contacts

## Essex-wide

### Essex Opportunities Portal:

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

### Essex County Council Redundancy Support:

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

**Essex Libraries:** [libraries.essex.gov.uk](http://libraries.essex.gov.uk)

### Mid and South Essex Integrated Care System:

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

## Across Essex

### Into University

[www.intouniversity.org](http://www.intouniversity.org)

Supports young people from disadvantaged neighbourhoods to attain their chosen aspiration, including further and higher education, employment and work-based training. Clacton only.

## Health services

### Access to Work:

Access to Work: get support if you have a disability or health condition:

[www.gov.uk/access-to-work](http://www.gov.uk/access-to-work)

### NHS - Every Mind Matters:

[www.nhs.uk/oneyou/every-mind-matters](http://www.nhs.uk/oneyou/every-mind-matters)

## Careers support services

### Greater Essex Careers Hub:

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

### Make Happen:

[www.makehappen.org](http://www.makehappen.org)

### National Careers Service:

[nationalcareers.service.gov.uk/contact-us](http://nationalcareers.service.gov.uk/contact-us)

### Jobs for young people with SEND:

[greateressex.yourfutures.uk](http://greateressex.yourfutures.uk)

## Voluntary work

### Government support for volunteering:

[www.gov.uk/government/get-involved/take-part/volunteer](http://www.gov.uk/government/get-involved/take-part/volunteer)

### NHS volunteering opportunities:

[www.goodsamapp.org/nhs](http://www.goodsamapp.org/nhs)

### National Citizens Service for 16 to 17 year olds:

[www.wearencs.com](http://www.wearencs.com)

### National Careers Service:

[nationalcareers.service.gov.uk/careers-advice/advice-on-volunteering](http://nationalcareers.service.gov.uk/careers-advice/advice-on-volunteering)

## Long-term unemployed support

### Reed Restart:

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

## Special Educational Needs and Disabilities

### SEND Essex:

[send.essex.gov.uk](http://send.essex.gov.uk)

### Essex SEND IASS:

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

### Papworth Trust:

[www.papworthtrust.org.uk](http://www.papworthtrust.org.uk)

### Sense Charity:

[www.sense.org.uk/information-and-advice/life-stages/adult-life-and-planning-for-your-future/finding-work](http://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](http://www.ndti.org.uk)

### British Association for Supported Employment:

[www.base-uk.org/home](http://www.base-uk.org/home)

### Talentino:

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

Talentino helps your special school mainstream school or FE College to deliver better careers guidance through our specialist SEND Careers programmes.

## Government-based Support

### Jobs:

[www.gov.uk/find-a-job](http://www.gov.uk/find-a-job) and [www.jobhelp.dwp.gov.uk](http://www.jobhelp.dwp.gov.uk)

### National Careers Services - explore your Choices

[nationalcareers.service.gov.uk/explore-your-education-and-training-choices](http://nationalcareers.service.gov.uk/explore-your-education-and-training-choices)

### Skills for Life Campaign:

[skillsforlife.campaign.gov.uk](http://skillsforlife.campaign.gov.uk)

### Skills Bootcamps:

[www.gov.uk/guidance/find-a-skills-bootcamp/east-of-england](http://www.gov.uk/guidance/find-a-skills-bootcamp/east-of-england)

### Skills Health check:

[nationalcareers.service.gov.uk/skills-health-check/your-assessments](http://nationalcareers.service.gov.uk/skills-health-check/your-assessments)

## Apprenticeships

### Find apprenticeships:

[www.findapprenticeship.service.gov.uk](http://www.findapprenticeship.service.gov.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](mailto:essex.careers.magazine@essex.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.



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