

WELCOME TO LABOUR MARKET & CAREERS NEWS!

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

Copy deadlines are:

12 February 2021

1 April 2021

14 May 2021

Go to:

➔ **Careers professional issues and policy**

➔ **Schools, colleges and education**

➔ **Employment and training**

STOP PRESS...

C&K Careers has been awarded the conditional achievement of the [Investors in Diversity](#) standard.



Our staff have also completed the second in a series of FREDIE courses to support the inclusion of the principles of fairness, respect, equality, diversity, inclusion and engagement in all that we do. The mental wellbeing course ...

... covers the reasons why the mental health of staff is important within an organisation. Good mental health allows staff to learn, manage change, positive and negative emotions, develop good personal and working relationships and cope with uncertainty. The course covers risk factors and triggers that may lead to poor mental health. It looks at mental health in the workplace and how it impacts heavily on a business. Around 63% of adults say they know someone with a mental illness and virtually all of us will suffer from

poorer mental health at least once in our life, which is likely to impact on all aspects of our lives. The course also looks briefly at domestic abuse and discusses how employers and colleagues can offer support to individuals. It also looks at mindfulness, working from home and the new pressures that may result, and how to check your own mental health.

All this has been done with [The National Centre for Diversity](#) to help us achieve the aim of becoming a [Leader in Diversity](#). Any organisation/business interested in improving its response to equality, diversity and inclusion can apply to work towards the standard. We will continue to update our progress in future issues of this newsletter.

STEM (science, technology, engineering, and maths) is increasingly vital to the region's labour market

The demand for STEM (science, technology, engineering, and maths) skills has been increasing in recent years but the pandemic has accelerated the need for these skills across most sectors. Small start-up companies have been a feature of the expansion of STEM-based careers, so entrepreneurial skills are useful for students interested in STEM careers. Entrepreneurial skills are also very useful for the ideas/creative side for many science-related careers in medium to large companies.

Organisations have had to rapidly introduce new software to support working from home. Online shopping and digital marketing has grown and resulted in new distribution systems and centres, with the need for more people with technical skills.

There has been a growth of new and existing life science companies, medical research, diagnostic testing and specialist healthcare treatments, both COVID and non-COVID-related, for example cannabinoids from the Halifax-based Fen Group. The opening of more centres of excellence and regional and company research centres is accelerating the opening of these specialist companies in towns across the region.

New energy sources, green/low carbon technologies in the automotive and other sectors, waste processing and the associated manufacturing of bi-products, for example hydrogen low carbon catalyst for industries from the Magma Group in Dewsbury, have grown in 2020.

More traditional, pharmaceutical, engineering, food and drink, and manufacturing companies have survived or expanded due to adoption of the latest science and technology. Artificial intelligence in engineering and manufacturing has been particularly important in helping companies cope during the crisis.

A Local Space Hub is to be set up across the West Yorkshire region, including Bradford, Calderdale, Kirklees, Leeds and Wakefield. The hub aims to identify existing industry strengths, challenges and knowledge gaps to develop a strong and sustainable space hub in the region over the next five to 10 years. The hub is being developed by the University of Leeds, Leeds City Region Local Enterprise Partnership (LEP) and other partners, as part of a programme lasting six months, supported by funding from the UK Space Agency (UKSA). The West Yorkshire hub is one of seven projects that also includes the North West, the West Midlands, Cornwall, Wales, and Scotland, as well as Oxfordshire, which has had a space hub since 2010. Each 'space hub', will use government funding to bring together local authorities, expertise and businesses to create a strategy for how their area can take advantage of the commercial space race ([YBI 19/11/20](#)).

W: www.gov.uk/government/news/new-support-for-uk-space-hubs-unveiled

Other STEM developments include [Deep Mind](#), the artificial intelligence (AI) laboratory, have used AI to predict how a protein folds into a unique three-dimensional shape, which could be important in the development of new drugs to treat disease. The future [UK agriculture policy](#) is based on moving to more sustainable farming methods by 2028, which is likely to lead to further scientific research. The world's first [major plant to store energy in the form of liquid air](#) is to be opened near Manchester. It will use surplus electricity from wind farms at night to compress air to a liquid at -196 Celsius, then when there is a peak in demand, the liquid air will be warmed so it expands.

Careers professional issues and policy

➔ Careers resources

➔ Social issues

Careers resources

The **Social Care Matters Network** has produced a film on careers in social care

W: www.inspiringsocialwork.org/work-with-us/careers-in-social-care/

Royal Veterinary College has produced a teacher and adviser support pack

W: www.rvc.ac.uk/Media/Default/Widening%20Participation/teachers%20PDF%20edit%20231120.pdf

You can also sign up for a regular newsletter W: www.rvc.ac.uk/study/rvc-for-teachers?utm_source=web&utm_medium=shortcut&utm_campaign=rvc_for_teachers

Traineeships from Amazing Apprenticeships is a new website. It contains lots of information about traineeships, including:

- Guide for teachers
- Traineeship factsheet
- Student activity pack
- Videos and other resources
- Access to the 'Find an apprenticeship' website

Traineeships are for anyone aged between 16 and 24, or 25 if you have an Education Health and Care Plan W: <https://amazingapprenticeships.com/traineeships>

What do graduates do? 2020/21, the Prospects survey of 193 UK-domiciled first-degree graduates received 115 responses. The results show:

- Most graduates were in employment 15 months after graduating
- Only 5.5% were unemployed and looking for work
- 71.8% of employed graduates were in a professional-level job.
- 66% went to work in their home region of the UK
- 12% of graduates were in further study

The average salary for graduates who went straight into full-time employment in the UK was £24,217.

W: <https://luminare.prospects.ac.uk/what-do-graduates-do>

Social issues

Andy's Man Club offers support for men of all ages finding life difficult

W: <https://andysmanclub.co.uk>

The Something's Not Right campaign was launched on 17 November, by the Home Office, in partnership with charities including Childline and Barnardo's. The campaign is aimed at building awareness of support services for children and young people aged 13+ who have suffered harm, including sexual and physical abuse, during lockdown, and encourage disclosure of abuse to a trusted adult. The campaign also aims to encourage schools to deliver PSHE lessons on the subject. Lesson plans and further information is available.

W: www.pshe-association.org.uk/curriculum-and-resources/resources/home-office-somethings-not-right-abuse-disclosure or contact the campaign team E: somethingsnotright@homeoffice.gov.uk

Schools, colleges and education

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

Education policy

Increasing data allowances on mobile devices is a new scheme offered by the government to support disadvantaged children. It temporarily increases data allowances for mobile phone users on certain networks to assist remote learning. Schools, trusts and local authorities can request mobile data increases for children and young people who:

- Do not have fixed broadband at home
- Cannot afford additional data for their devices
- Are experiencing disruption to their face-to-face education

Children with access to a mobile phone on one of the following networks might be able to benefit:

- Three
- Smarty
- Virgin Mobile
- EE
- Tesco Mobile
- Sky Mobile

They can also make requests for children who cannot attend school face-to-face because:

- They are clinically extremely vulnerable
- Restrictions prevent them from going to school

Schools and colleges will need to request some data from parents. There may also be some issues that need to be overcome for some users of pay as you go devices ([BBC 05/01/21](#)).

W: <https://get-help-with-tech.education.gov.uk/about-increasing-mobile-data>

Qualifications

BTEC and other vocational exams will still take place in January, despite a national lockdown. The Department for Education has left it open for schools and colleges to decide whether to go ahead with these vocational and technical exams ([FEW 04/01/21](#); [BBC 05/01/21](#)).

GCSEs and A level exams due to be taken in May and June 2021 have been cancelled. A decision on what will replace these has yet to be made. All primary schools, secondary schools and colleges across England have moved to 'remote learning' until at least February half term, except for vulnerable students and children of key workers ([FEW 04/01/21](#)).

Teachers' estimated grades will be used to replace cancelled GCSEs and A levels in England for summer 2021 exams. How this will be carried out has yet to be worked out but 'training and support' for teachers in estimating grades will be provided. Ofqual, the exam watchdog, will draw up

proposals and consult by the end of February at the latest. The estimated grades could include tests, homework, mock exams and teachers' observations and will consider how much of the syllabus has been covered. It will also be 'mandatory' for schools to provide 'high-quality remote education' of three to five hours a day ([BBC 06/01/21](#)).

School news

BBC TV will show curriculum-based programmes from Monday 11 January. They will include three hours of primary school programming every weekday on CBBC, and at least two hours for secondary pupils on BBC Two. They will include BBC Live Lessons and BBC Bitesize Daily as well as Our School, Celebrity Supply Teacher, Horrible Histories and Operation Ouch. BBC Two will support the GCSE curriculum, including adaptations of Shakespeare plays alongside science, history and factual titles. Bitesize Daily primary and secondary will also be on the red button every day. Episodes will also be available on iPlayer ([BBC 05/01/21](#)).

Pupils without laptops or space to study are now eligible to attend school, under new government rules. This is on top of vulnerable children and children of key workers. Schools in deprived areas have between 20% and 30% of pupils in school, according to nearly 33% of the 2,000 head teachers who joined an online union meeting. For example, Carlton Bolling College in Bradford, could have to accommodate an extra 200 pupils on top of those already on the key worker and vulnerable children list. Pupils returning for face-to-face lessons will be offered tests. All testing will be on a voluntary basis and will need parental consent ([BBC 17/12/20](#); [BBC 07/01/21](#)).

Further education news

Open days

Colleges and sixth forms in Calderdale and Kirklees: [list of open days](#)

Higher education news

The UK has decided to leave the Erasmus scheme, the European Union (EU) higher education programme. Students at universities in Northern Ireland will continue to be eligible for Erasmus, as part of an arrangement with the Irish government. In the rest of the UK, it will be replaced by a new scheme named after the mathematician Alan Turing, which will support study in universities, not only in Europe but around the world. The details of how the scheme will operate has still to be worked out ([BBC 24/12/20](#)).

University students in England will return on different dates after Christmas. 'Hands-on' courses such as medicine or performing arts will return between 4 to 18 January. Remaining subjects will be taught online at the start of term and students will return between 25 January and 7 February ([BBC 02/12/20](#)).

The percentage of students in England awarded first-class degrees has increased dramatically. First class awarded to students has risen from 16% in 2010/11 to 30% in 2018/19, while the percentage of those being awarded either a first or a 2:1 has gone up from 67% to 79% ([GD 19/11/20](#)).

New courses

University of Huddersfield new leadership centre: supports aspiring and senior leaders in the region. The centre will be based at the 3M Buckley Innovation Centre (3M BIC). Training at the centre

will be from leadership development specialists from across the region and experts from the university on Chartered Management Institute (CMI) accredited programmes. Learning will be practical, via peer group networks and specific organisation-based leadership projects ([YBI 07/01/21](#)).

Other courses

[Veterinary Gateway course](#): aimed at UK students who come from a widening participation background and want to study veterinary medicine but might not otherwise meet the entry requirements. There is a supplementary form to fill in, in addition to their UCAS application, which should be emailed to the admissions department at admissions@rvc.ac.uk by the 22 January
W: www.rvc.ac.uk/Media/Default/study/Undergraduate/documents/gateway-supplementary-form.pdf

The Royal Veterinary College 2021 summer schools are now available for Year 10, Year 11 and Year 12 W: www.rvc.ac.uk/study/rvc-is-open-for-all/widening-participation/opportunities

Lifelong learning

Calderdale Adult Learning (CAL) has opened enrolment to students for its spring 2021 courses. The spring programme focusses on digital skills, emotional health and wellbeing and employment skills to help people who are looking for a new job or want to retrain. CAL is currently offering a 50% discount for everyone who enrolls. English and maths courses are free for all and many courses are also offered free to those in receipt of Jobseeker's Allowance (JSA) or Employment and Support Allowance (ESA) or on a low income.

For information W: www.calderdale.gov.uk/v2/residents/education-and-learning/adult-learning/
Students can now enrol online W: <https://calderdalecouncil.custhelp.com/app/cal-enrolment>

Course applications

The UCAS January deadline for undergraduate courses has been extended to Friday 29 January at 18:00 or 6pm (UK time). Students should still get their applications in as soon as possible but the extension is for those who need additional time to complete their form or get a reference
W: https://twitter.com/ucas_online

Universities in England are to change to offering degree places based on actual grades rather than predicted grades before the next general elections. A consultation on how this would work will be carried out, including whether applications would be made before or after results, the latter may mean university start dates would be moved to January. Around 23% of pupils from comprehensives were predicted two or more grades lower than their final grades, compared with 11% of grammar and private school pupils, according to research by University College London ([BBC 14/11/20](#)).

Student finance

QUEST is a charity that supports training in British crafts. It accepts applications for funding traditional college courses, vocational training, apprenticeships, one-to-one training with master craftsmen and more. QUEST offers scholarships of up to £18,000 for the training and education of anyone who wants to train in traditional and contemporary crafts, as well as £6,000 a year towards an apprentice's salary, for an apprenticeship of up to three years. Many crafts are supported, including glassblowing, pottery, beekeeping, leathercrafts, restoration, wood crafts, jewellery, watch and clock making and many more W: www.quest.org.uk

Employment and training

- ➔ Apprenticeships and training
- ➔ Benefits/money
- ➔ Voluntary work
- ➔ Employment rights
- ➔ Work trends national
- ➔ Work trends regional
- ➔ Focus on Calderdale & Kirklees

Apprenticeships and training

Around 1,033 apprentices in England were withdrawn from apprenticeship training because they had been made redundant, between March and July 2020, compared with 615 for the same period in 2019, according to Education and Skills Funding Agency (ESFA) data. There are currently around 740,000 apprentices training in England ([BBC 19/11/20](#)).

Benefits/money

FTSE 100 bosses will earn more in the first three days of a week than the average worker's annual wage, according to the High Pay Centre think-tank. The increasing importance of the finance industry in the economy, the outsourcing of low-paid work and the decline of trade union membership have widened the gaps between those at the top and all other workers over recent decades. Median FTSE 100 chief executive pay was £3.61m in 2019 and is based on chief executives' average working day being 12 hours ([BBC 06/01/21](#)).

Voluntary work

The Police and Crime Commissioner (PCC) has set up a Youth Advisory Group, which meets four times a year. It is looking for young people, aged between 13 and 21, to get involved as volunteers. Members will be asked to:

- Share their personal knowledge, awareness and experience of community issues within the group
- Provide advice to help the PCC improve policing and make sure people are safer and feel safer.

Training will be provided. W: www.westyorkshire-pcc.gov.uk/get-involved/youth-advisory-group

Employment rights

The National Living Wage will rise in April, by 2.2% or 19p, £8.91 an hour or a minimum of £345. It will also be available for the first time, to people aged 23 and over, previously aged 25 ([BBC 26/11/20](#); [26/11/20](#)).

The National Minimum Wage will also rise in April 2021:

16 and 17 year olds rate to rise from £4.55 to £4.62, an increase of 1.5%

Apprentice Rate to rise from £4.15 to £4.30, an increase of 3.6%
18 to 20 year olds rate to rise from £6.45 to £6.56, an increase of 1.7%
21 to 22 year olds rate to rise from £8.20 to £8.36, an increase of 2%

The Real living wage has been raised to £9.50 an hour outside London and £10.85 in the capital and is paid by employers signed up to the Living Wage Foundation supported by over 7,000 employers, which include Tate and Lyle, Network Rail, and Capital One. Around 5.5m jobs - 20% of all employees - still paying less than the real Living Wage in the UK. Women's jobs accounted for 60% or 3.3m of below 'living wage' jobs in April 2020. The hospitality sector had the highest proportion of jobs paid below the 'living wage' at 70.8%, followed by the arts, entertainment and recreation sector at 36.8%. The highest number of below 'living wage' jobs was in the wholesale and retail sectors with 1.3m jobs. The Real Living Wage is higher than the compulsory National Living Wage, which is currently £8.72 an hour for anyone over the age of 25 ([BBC 09/11/20](#)).

A UK points-based immigration system was introduced on 1 January 2021 and free movement ended. The new system treats EU and non-EU citizens equally. Anyone coming to the UK to work, excluding Irish citizens, will need to apply for permission in advance ([T 04/12/20](#)).

Work trends national

Retail, hospitality and leisure businesses will receive new grants worth up to £9,000 for each property, to help them keep trading through the current lockdown, until the spring. The grants are on top of the business rates relief and the extended furlough scheme. A further £594m for local authorities and devolved administrations is available to support businesses not eligible for the grants. The chancellor will also consider further extensions to existing support packages, possibly in the budget on 3 March, though business organisations hope it will be earlier ([BBC 05/01/21](#)).

The UK-wide furlough and Covid-19 business loan schemes have been extended to the end of April 2021 ([YBI 18/12/20](#)).

Following the Chancellor, Rishi Sunak's funding statement, the UK unemployment rate is expected to rise to 7.5% next spring or 2.6m people out of work. Public sector pay of around 1.3m people will be frozen, though NHS workers' pay will be exempt. Around 2.1m low paid public sector workers, earning less than £24,000 a year, will get a minimum £250 annual increase. The UK economy is expected to fall by 11.3% in 2020, the biggest drop for 300 years. It is not expected to return to its pre-COVID level until the end of 2022, when it is expected to grow by 6.6% in 2022, following growth of 5.5% later in 2021. A 'levelling up' fund of £4bn will be available for regions to bid for 'infrastructure' funding, which should also create jobs ([BBC 26/11/20](#); [26/11/20](#); [26/11/20](#)).

The UK's unemployment rate rose to 4.8% in the three months to September, up from 4.5%, according to the Office for National Statistics (ONS). The percentage of 16 to 24 year olds unemployed rose to 14.6%. The number of people out of work rose by 243,000, a rate not seen since May 2009. Redundancies rose to a record high of 314,000 in the same three month period, the rate includes those that then retired or stopped working for other reasons. Firms made more workers redundant in anticipation of the end of the furlough scheme. The extension of the furlough scheme will safeguard a significant number of jobs in the short term but further rises in unemployment are likely before any upturn is seen ([BBC 10/11/20](#)).

Administration, business & office work

Sensée, the homeworking specialist, is creating 200 new 'work from home' jobs. The new jobs will help meet the demand for customer service homeworkers and allow more flexible working ([YBI 17/12/20](#)).

The Government Economic Service has created over 70 degree economist apprenticeships. Applications opened on Monday 14 December (AA 30/11/20). See more [information on the programme](#)

Building & construction

CityFibre, the digital platform, is investing in construction contracts in the North, creating 970 new local network construction jobs in Sheffield, Halifax, Bradford, Barnsley, Blackpool, Preston and Chester. Thousands more jobs are expected to be created by 2023 ([YP 06/11/20](#)).

Catering & hospitality

Marston's, the brewery and pub operator, is taking over Brains pubs, a move which could save up to 1,300 jobs and 156 pubs ([BBC 23/12/20](#)).

REKOM, the Nordic-based bar and club operator, has bought Deltic out of administration, which could save more than 1,300 UK jobs and 42 bars and clubs in the UK ([YBI 18/12/20](#)).

Barburrito, the burrito chain, has been sold out of administration, saving more than 270 jobs ([YBI 07/12/20](#)).

Radisson Hotel Group plans to open a new Radisson RED brand hotel in Newcastle by 2023, creating several jobs ([YBI 18/11/20](#)).

Around 660,000 jobs in the UK's hospitality sector have been lost in 2020, according to the trade body UK Hospitality, 20% of the sector's 3.2m jobs. The industry had expected to create over 500,000 jobs in 2020 ([BBC 17/09/20](#)).

Greggs, the Newcastle-based bakery and snack chain, is cutting 820 jobs due to a fall in profits during the COVID crisis ([BBC 14/11/20](#)).

Pizza Express, the restaurant chain, has cut 2,400 more jobs across its 370 UK restaurants and permanently closed 73 ([BBC 29/10/20](#)).

Computers & IT

Openreach, the telecoms company, is creating 5,300 jobs to speed up the UK's broadband networks. They will be made up of 2,500 engineering jobs and 2,800 construction jobs in partner firms ([BBC 19/12/20](#)).

Littlefish, the Nottingham-headquartered managed IT services provider, has created 228 jobs in the year to September 2020 and plans to create more, due to a rise in demand for IT services from existing customers needing to adapt to conditions during the COVID crisis. The jobs were created in both Nottingham and its Sheffield Service Centre, they include service desk engineers, cyber security experts and project delivery services roles ([YBI 18/09/20](#)).

Engineering

BAE Systems, defence, the UK security and aerospace company, plans to hire more than 1,250 trainees into its early careers programmes in 2021. These include more than 850 apprenticeships and 400 graduate jobs across the UK, the highest number the company has ever recruited in a single year ([YBI 18/12/20](#)).

Dyson, the technologies firm, is to invest in new emerging technologies and product developments in Singapore, the UK, and the Philippines, between now and 2025, creating more new jobs. Dyson will

recruit more engineers and scientists, in fields such as software, machine learning and robotics ([BBC 27/11/20](#)).

Rheinmetall, the German defence manufacturer, is creating more than 200 jobs at its Telford site to meet an order from the British army for its Boxer armoured vehicle ([BBC 24/11/20](#)).

Bentley, the Crewe-headquartered luxury carmaker, has scaled back its job cuts from the 1,000 announced in June 2020, as it plans to produce all its models as plug-in hybrid or battery electric cars by 2026 and go fully electric by 2030. Bentley also hopes to be completely carbon neutral across its manufacturing by 2039 ([BBC 06/11/20](#)).

Financial services

Link Group, the financial administration services provider, is creating 170 jobs at its Leeds office. The jobs are 50% of the 400 jobs the group said it would create in the region when it opened the Leeds office in September 2019. Link Group is recruiting for its technology and operations functions, funds solutions and corporate markets businesses to work alongside its existing 450 employees in Leeds ([YBI 18/12/20](#)).

Deloitte, the audit, consulting, financial, risk management and taxation company, plans to expand in the north, creating 200 jobs by 2023 or 2024. Recruitment will start from January 2021. Around 100 people work in the northern consultancy team, across the Manchester, Leeds and Newcastle offices ([BBC 14/12/20](#)).

Azets Group, the company offering accounting, advisory and business services, has created 142 graduate and school leaver jobs in 2020, across its offices including in Bolton, Preston and Manchester ([YBI 12/11/20](#)).

Lloyds Banking Group is cutting a further 730 jobs as part of a major restructuring programme. The cuts will be mainly in its transformation and retail banking teams and will not lead to further bank closures ([BBC 05/11/20](#)).

Leisure, sport & tourism

National governing bodies and sports clubs of spectator sports in England have been awarded a share of £300m to help them survive winter. They include sports such as rugby union, horse racing, women's football and the lower tiers of the National League, rugby League, motorsport, tennis, netball, basketball, ice hockey, badminton and greyhound racing. The funding will help with the country's mental health and save jobs ([YBI 20/11/20](#)).

Clubs in the English Football League (EFL) have been saved from the risk of administration by the Premier League with a £250m rescue package and distress fund to help ease their financial challenges. A £50m package of grants has been agreed for League One and Two clubs and further Premier League funding will provide financial 'commitment' to assist the EFL in securing a £200m loan facility that Championship clubs will be able to use interest free ([YBI 04/12/20](#)).

Manufacturing & production

Cranswick, the upmarket food producer, plans to create 100 jobs in its new cooked bacon plant in Hull in early 2021 ([YP 24/11/20](#)).

British Steel, the steel manufacturer, is developing new products and investing in modernising its plants to improve performance, which should secure its future and jobs. It is developing an electric arc furnace in Teesside and constructing a new power plant to improve efficiency at its Scunthorpe site ([YBI 09/11/20](#)).

British Steel is creating 66 jobs to deal with increased production at its sites in Scunthorpe and Teesside. It will recruit 41 people into manufacturing jobs in Teesside and 25 into trainee positions at its headquarters in Scunthorpe ([YBI 30/11/20](#)).

Caterpillar, the US manufacturing firm, is cutting 700 jobs at its Northern Ireland plants, by May 2022. The job losses will mainly affect workers at its County Antrim plant. The company said the losses are unrelated to Brexit and Covid-19, or the end of furlough schemes. The firm will then employ 900 staff in Northern Ireland ([BBC 05/11/20](#)).

Retail sales & customer services

Asos, the online fashion group, plans to open a new 'fulfilment' centre in Lichfield, Staffordshire in early 2022, creating 2,000 jobs by 2024 ([BBC 08/01/21](#)).

Easy Bathrooms, the West Yorkshire-based bathroom retailer, plans to create 250 to 300 jobs in 2021, as part of its expansion plans. By December 2021 Easy Bathrooms will have 90 to 95 showrooms ([YBI 15/12/20](#)).

The Range, the discount retailer, has opened a new store in Leeds, creating 40 full-time and part-time jobs. The jobs include in store management, retail assistants and warehouse staff ([YBI 07/12/20](#)).

Bonmarché, the Yorkshire-based women's fashion chain, has gone into administration with the loss of up to 1,500 jobs and the closure of 225 stores ([BBC 02/12/20](#)).

Debenhams, the department store, has gone into administration which could lead to the loss of up to 12,000 jobs and the closure of 124 shops. Debenhams has several Arcadia brands as concessions in its stores, which has led to further problems for the already struggling chain ([BBC 01/12/20](#)).

Arcadia, the group that owns retail brands **Topshop**, **Burton**, **Wallis**, **Evans**, **Miss Selfridges** and **Dorothy Perkins**, is going into administration, with the loss of up to 13,000 jobs, 9,294 employees are currently on furlough, and the closure of 444 stores in the UK and 22 overseas. The Frasers Group, which owns House of Fraser, is considering buying some of the Arcadia brands, which could save many jobs ([BBC 30/11/20](#); [10/12/20](#)).

OnBuy.com, the international online marketplace, plans to expand into Manchester and create 100 jobs by 2022. The company will be looking for website developers, database administrators, marketing and other staff ([YBI 18/11/20](#)).

Peacocks, the Cardiff-based fast fashion chains, has gone into administration with the potential loss of 4,369 jobs and 423 shop closures ([BBC 20/11/20](#)).

Jaeger, the London-based fashion business, has gone into administration with the loss of up to 76 stores and concessions and 347 jobs ([BBC 20/11/20](#)).

John Lewis, the department store that also runs Waitrose supermarkets, is cutting up to 1,500 jobs by April 2021 at its two head office, to save money. The group currently employs 5,000 people at both offices ([BBC 05/11/20](#)).

Sainsbury's, the supermarket chain, is cutting 3,500 jobs, mainly from its Argos chain. Around 420 standalone Argos stores will close by March 2024, 120 that have not reopened since the March lockdown will close permanently. Jobs will also be cut when the supermarket closes all its

delicatessens, fresh fish and meat counters. Sainsbury's will open 150 more Argos outlets within its stores and expand its online and digital operations ([BBC 05/11/20](#)).

Transport & logistics

Airlines expect to cut a further 30,000 jobs in the UK and airports expect a further 20,000 jobs to go (C4 24/11/20).

Work trends regional

West Yorkshire devolution and the election of a mayor in May 2021, will bring funding to the region. The funding will invest in adult education, and skills and jobs, including retraining. It will also enable improvements in bus and rail transport, infrastructure, housing and regeneration, which in turn will create more jobs and make it easier for people to get to work.

Business closures have increased in October 2020 compared with September, with 2,400 businesses liquidated. There were more closures in transport and storage, wholesale and retail, and professional services. Around 40% of businesses in the accommodation and food sector said they had a moderate to severe risk of closing, according to a survey by the Office for National Statistics. However, it looks like closures may be levelling out, though liquidations are still around 75% higher than the average in the first three months of 2020. The number of job vacancies fell in four of the five West Yorkshire council areas and overall, the number of vacancies fell for most occupations (WYCA 03/11/20; 09/11/20).

Production Park, the Wakefield-based live events and creative industries facility, has received a loan to support its expansion and to develop XPLOR, a research and development and business incubation facility for events and creative industries ([BBC 11/12/20](#)).

Yorkshire is a major hub for the games industry with over 7% of the UK industry situated in the region. Some of the biggest public game companies in the UK are based in the Leeds City Region, such as Team17 in Wakefield; Rockstar Games, the makers of Grand Theft Auto, Barog Game Labs and Weaseltron Entertainment in Leeds; New Moon and Revolution Games in York, and smaller studios like Gentlemen of Science in Leeds, BetaJester in York and Ocean Spark Studios in Huddersfield ([LL 11/11/20](#)).

connective3, Leeds-based digital performance marketing agency, has created 10 jobs taking its workforce total to 40, with plans for further expansion. five of the jobs were in content marketing, other jobs were in account support, marketing and content creation ([YBI 08/01/21](#)).

nineteen47, the planning and urban design consultancy, has opened a new office in Sheffield, creating several jobs. It already has offices in York and Nottingham ([YBI 08/01/21](#)).

Solutionpath, the Leeds-based education technology company, has received funding to scale up its software platform that alerts universities to students in need of support, creating a further 11 jobs. The funding will help Solutionpath to adapt its technology to remote tuition and to offer it to more universities ([YBI 05/01/21](#)).

RWO Associates, the civil and structural engineering specialist's Leeds office, has won a contract to provide civil and structural engineering services for a number new Highways England depots, creating several jobs. Each depot will comprise a 3.5T storage capacity salt-barn together with a separate vehicle maintenance workshop and associated office and welfare facilities. The depots aim to improve road maintenance and gritting operations over the next five years. The first depot in Hull is currently due to start in the spring of 2021 ([YBI 05/01/21](#)).

Clipper Logistics, the Leeds-headquartered retail logistics specialist has opened a new distribution unit, to support its expansion plans and the potential to create several jobs ([YBI 02/12/20](#)).

Tesco, the UK supermarket chain, opened a new store near Sheffield, creating 19 jobs ([YBI 02/12/20](#)).

Troy Food, vegetable, salad and mayonnaise producer, is opening a new site for the preparation ready-to-eat vegetables, creating more than 20 jobs. It already has three sites, including two in Leeds ([YBI 27/11/20](#)).

Templand Group, the Sheffield-based telecommunications and networks business, has moved to new larger premises as part of its expansion plans, which may lead to future jobs ([YBI 25/11/20](#)).

Mercia Asset Management, the specialist asset management company working with small to medium-sized companies in Yorkshire and the Humber, has created four new jobs, taking the total number in the Leeds-based team to 15 ([YBI 24/11/20](#)).

Furniture And Choice, the Wakefield-based online furniture retailer, has leased more warehouse space and created 40 jobs ([YBI 18/09/20](#)).

Pagabo, the Hull-based construction procurement company, is working with the University of Sheffield Advanced Manufacturing Research Centre (AMRC) to innovate new construction methods. The research will look at the automotive and aerospace industries to see if methods and innovations could be adapted to work in the construction sector. It will look at areas such as enterprise architecture, the future of buildings in a digital world, and how standards and interfaces will 'enable' the digital world in construction ([YBI 13/11/20](#)).

Leeds Rhinos, the rugby team, opened a new store in the Merrion Centre, Leeds, just before Christmas, creating six jobs ([YBI 12/11/20](#)).

Production Park, the live events industry facility, is developing the South Kirby-based XPLOR facility with Wakefield Council, to create jobs in the TV, film, sports, corporate, theatre and art events. The UK's first specialist innovation centre in live events is due for completion in 2022 ([YBI 09/11/20](#)).

Vivid Creative, the Sheffield-based creative marketing and brand company, has received funding to help it create up to nine jobs. Vivid currently employs 13 people ([YBI 06/11/20](#)).

Focus on Calderdale & Kirklees

Kirklees top 100, the top 100 businesses has been published in conjunction with University of Huddersfield, Kirklees Council, the Huddersfield Examiner, and the 3M Buckley Innovation Centre (3M BIC). It includes:

- Wesco Aircraft - based in Cleckheaton and Clayton West, supplies parts for aircraft from small jets through to commercial airliners and military planes
- SimplyBiz Group - based in Huddersfield, provides financial services technology and outsourced regulatory and business support to the retail financial services market
- Buy It Direct Group – based in Huddersfield, UK online retailer, includes other brands, such as Appliances Direct, Laptops Direct and Furniture 123.
- PPG Architectural Coatings - based in Birstall, paint manufacturer making paint brands Johnstone's and Leyland
- ALS Laboratories – based in Mirfield, major provider of analytical testing services
- FMG Group - based in Bradley, Huddersfield, the UK provider of fleet incident management and specialist vehicle recovery services

- Thornton & Ross - based in Linthwaite, Huddersfield, UK OTC pharmaceutical manufacturers, includes household names such as Zoflora, Covonia, Cetraben and Hedrin
- Morses Club - based in Batley, major provider of consumer finance to people in the UK
- Continental Wine and Food (CWF) - based in Huddersfield, major importer, agent and distributor of more than 1,500 specialist continental foods, wines, liqueurs and spirits
- MRC Global - based in Cleckheaton, leading supplier of pipes, valves and fittings for the energy market, with a major distribution base, and a valve and engineering centre.

W: <https://3mbic.com/wp-content/uploads/2020/10/Kirklees-Top-100-Companies-2020-Edited-171120.pdf>

Job Gains

Flooring Superstore, the national flooring retailer, has opened new stores in Huddersfield and Doncaster, creating six jobs, three at each store ([YBI 07/01/21](#)).

ABL Business, the Cleckheaton-headquartered commercial finance brokerage firm, has opened a new office in Somerset and plans to open two more offices in 2022, creating several jobs. The new office will be recruiting locally for a finance administrator and apprentice in early 2021. ABL also has an office in Scotland ([BL 27/11/20](#)).

Holden Smith, the Huddersfield-headquartered law firm, is creating 20 new jobs by the end of 2021. The firm has grown from a team of three to 30 people since 2018. Holden Smith recently opened two new offices in Elland and Leeds ([YBI 06/11/20](#)).

Sources

AA	Amazing Apprenticeships
BBC	www.bbc.co.uk/news
BL	Business Link
C4	Channel 4
FEW	FE Week
GD	The Guardian/online
LL	Leeds List
T	Touchbase
WYCA	West Yorkshire Combined Authority
YBI	Yorkshire Business Insider
YP	Yorkshire Post

C&K Labour Market and Careers News supports the following [Gatsby Benchmarks](#)



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

Bev Baldwin

T: 01484 242000

E: enquiries@ckcareers.org.uk

W: www.ckcareersonline.org.uk



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