



St John Henry Newman
Catholic School

Scalegate Road, Carlisle, Cumbria CA2 4NL
Headteacher: Mr J D McAuley BA (Hons) MEd

Tel: 01228 404942

Email: office@newman.cumbria.sch.uk

Website: www.newman.cumbria.sch.uk

March 2022

Dear Parent/Carer

I am writing to update you on the latest developments in our Careers Programme. There has been much happening over the past few months, and we are excited to have many events planned in the calendar in the coming months for all year groups.

Next steps

It has been a busy time for Years 11 and 13, with both year groups preparing for their next steps.

Year 11 have been supported with workshops on employability in December; Sixth Form taster lessons; a visit to Carlisle College; and more sessions on applying for apprenticeships, in January.

Year 13 have been finalising their plans for next year and we continue to support them with university and apprenticeship applications; every Year 13 pupil has now received one-to-one advice and guidance.

Our Advice and Guidance is an independent element of the school offer and we absolutely encourage follow-ups for any pupils wanting more help with the direction of their futures.

Work Experience

In February students in years 12 and 13 had the opportunity to spend a week with Story Contracting, developing skills such as communication; teamwork; and project management. During the week, students also heard from Cumbria County Council about the range of apprenticeships that they offer, including: Business administration; Accountancy; Civil Engineering; Customer Services; and IT.

This year, we are very pleased to be able to offer all pupils in year 10 and 12 the opportunity to have a week of work experience from 4 to 8 July; this is a great opportunity for them to gain direct experience of the workplace. Many pupils have managed to organise their placement, but for those still working on it, do ask around your family and friends. We will be arranging compulsory after school sessions for anybody without a secure place in the coming weeks. If you or your employer are in a position to host a work experience place, we would be delighted to hear from you to explore the viability of the opportunity further.

NCS

National Citizens Service have been in school talking to years 11 and 12 about their Summer program. They offer two weeks of activities including a residential stay in the Lake District; and a community project in Carlisle. It's a great opportunity for young people to expand their teamwork; leadership; and communication skills; and to get involved in a local community activity and make new friends.

Speakers in school

We are always pleased to have speakers from a variety of employment giving up their time to talk to pupils about their careers. In December we had talks on Nursing and Midwifery and in March we will have a talk on careers in chemistry and careers in football.

Coming up in April:

The whole school careers fair takes place on 1 April. This is an opportunity for all pupils in all key stages to engage with a variety of employers; Further and Higher Education providers; and training providers.

Later in the month, years 9 and 10 will be taking part in an Army Elite Skills session, in the form of teambuilding exercises; and year 12 will be visiting Newcastle University to explore the advantages of Higher Education. We are committed to raising the aspirations of our pupils and we are pleased to be able to resume university visits following the pandemic.

Labour Market Information

I have enclosed Labour Market Information for March 2022. This is useful to look at as it gives an in-depth picture of the labour market in Cumbria. There are a range of details including the biggest employers, the sectors with the greatest employment opportunities and common salary ranges, to name but a few.

Careers in the Curriculum

Next week will see the start of our 4th Careers Fortnight; I have attached all of the Careers that will be explored in lessons – these are hyperlinked to the National Careers Service website, where you can explore the careers further with your child.

UniFrog

Pupils now use UniFrog to record their Careers encounters. Please do feel free to log on at home with them so that you can explore Careers opportunities together. Furthermore, our school webpage continues to host a range of advice and links to external sources of information. It really is there for you to use.

Parent Voice

I once again attach a brief survey with this letter and would be grateful if you could take the time to complete it. We are always keen to hone and improve the Careers Programme, and your thoughts are invaluable in helping us to do that. Please use this link to access the survey:

<https://forms.office.com/r/hW2F8BYyDB>

Yours sincerely



Shaun Forrester
Assistant Headteacher & Careers Leader

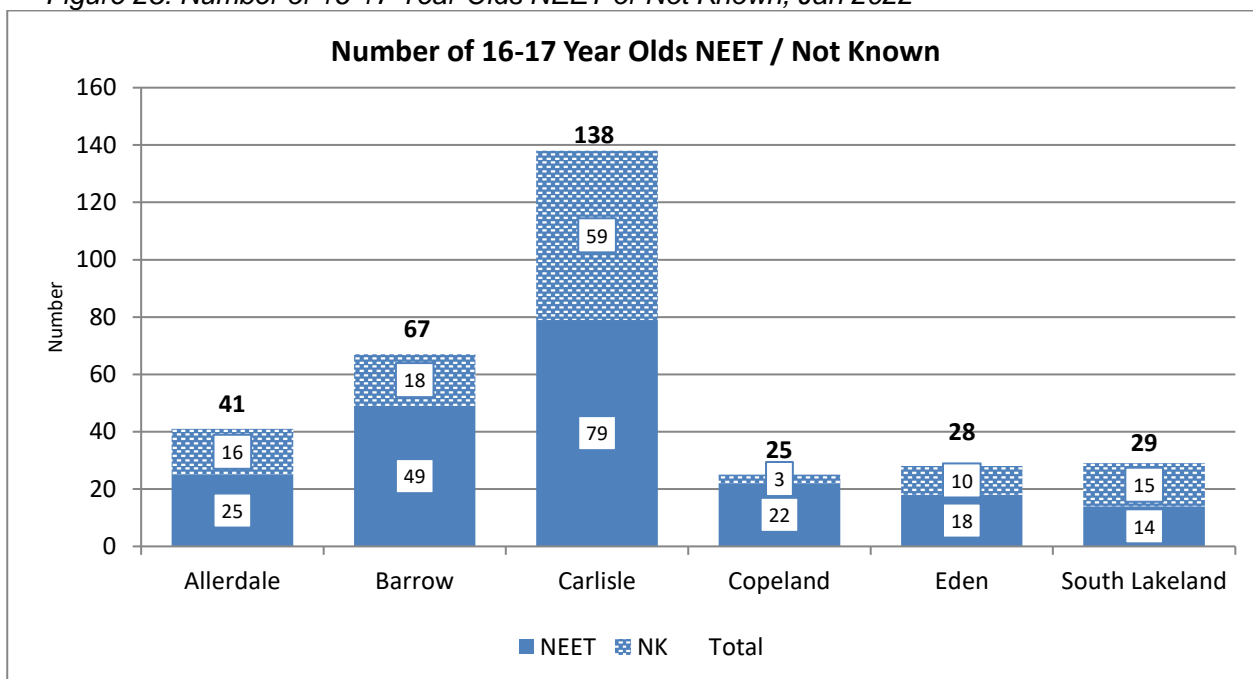
6. NEETs & Participation (released monthly)

6a. Not in Education, Employment or Training (NEET)

Young people are described as NEET if they are not in any form of education, employment or training. Those whose status is Not Known at the time of follow up are also classed as NEET.

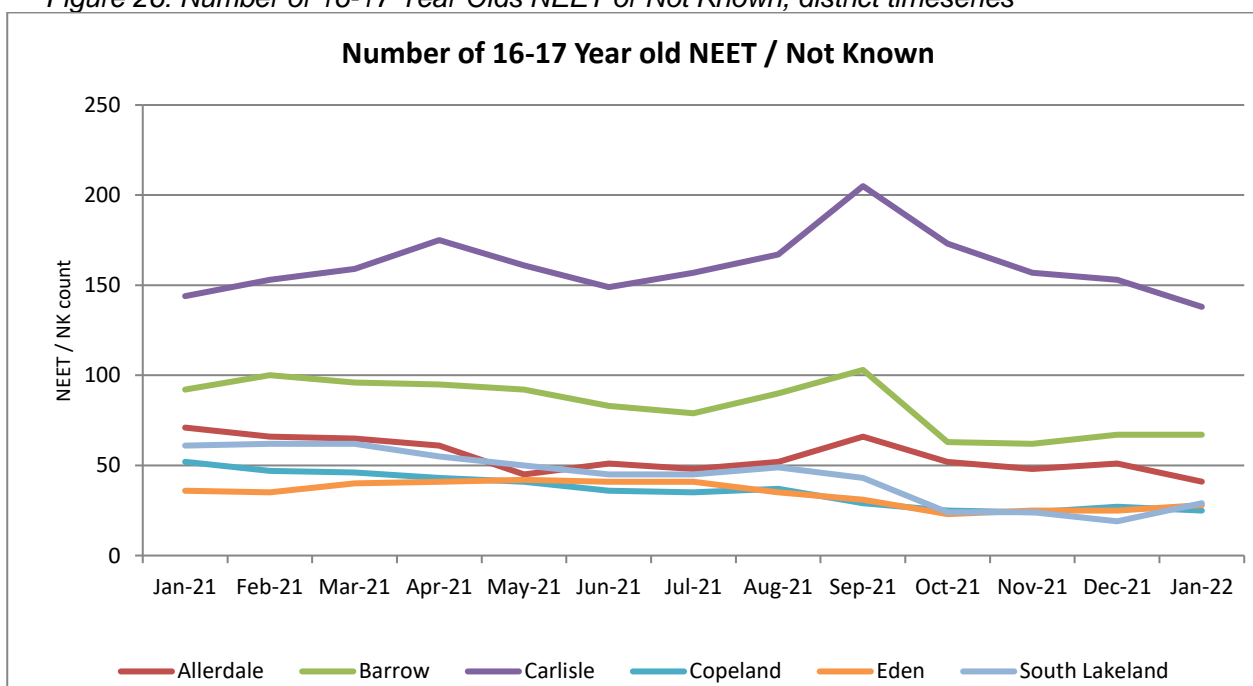
In Jan 2022, 341 16-17 year olds were classed as NEET in Cumbria (208 NEET and 133 whose status was Not Known), down by 11 from Dec and 134 lower than a year ago. This is an annual decrease of 28%. The highest number of NEET/NKs was in Carlisle where there were 138 followed by Barrow with 67.

Figure 25: Number of 16-17 Year Olds NEET or Not Known, Jan 2022



Source: Inspira / Cumbria Intelligence Observatory Note: district totals may not sum to county total.

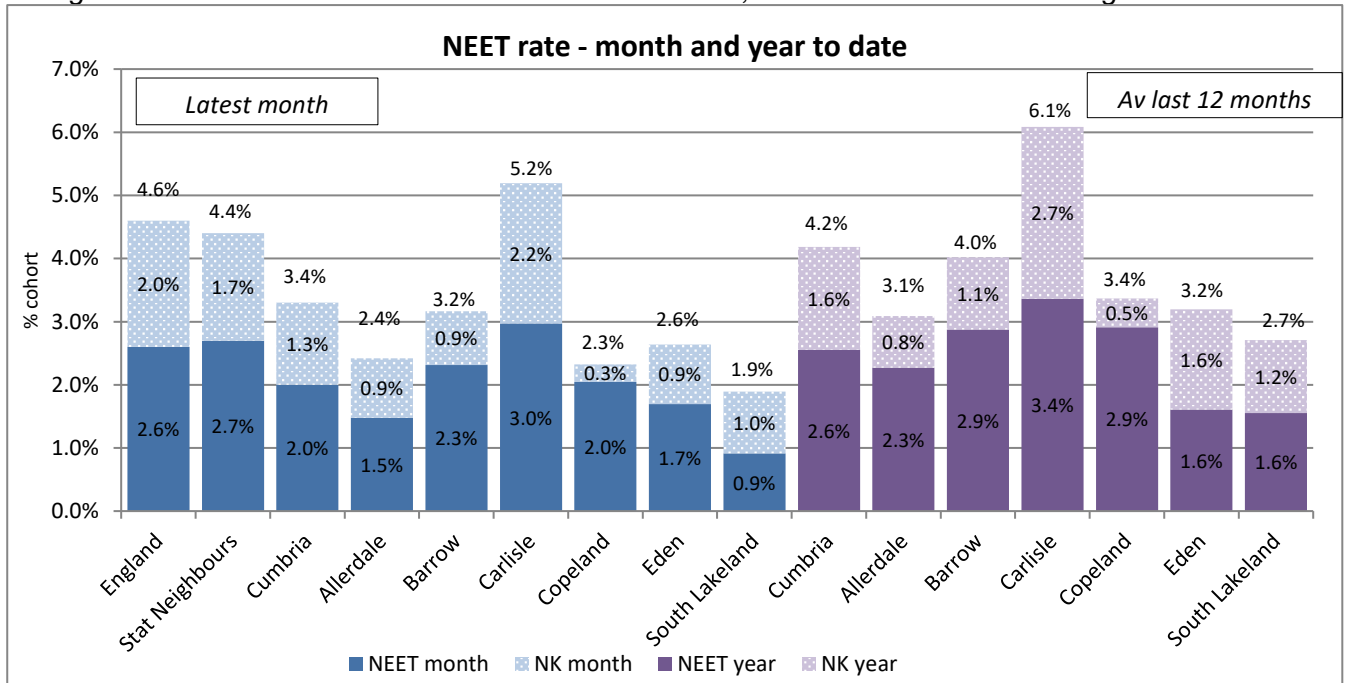
Figure 26: Number of 16-17 Year Olds NEET or Not Known, district timeseries



Source: Inspira / Cumbria Intelligence Observatory

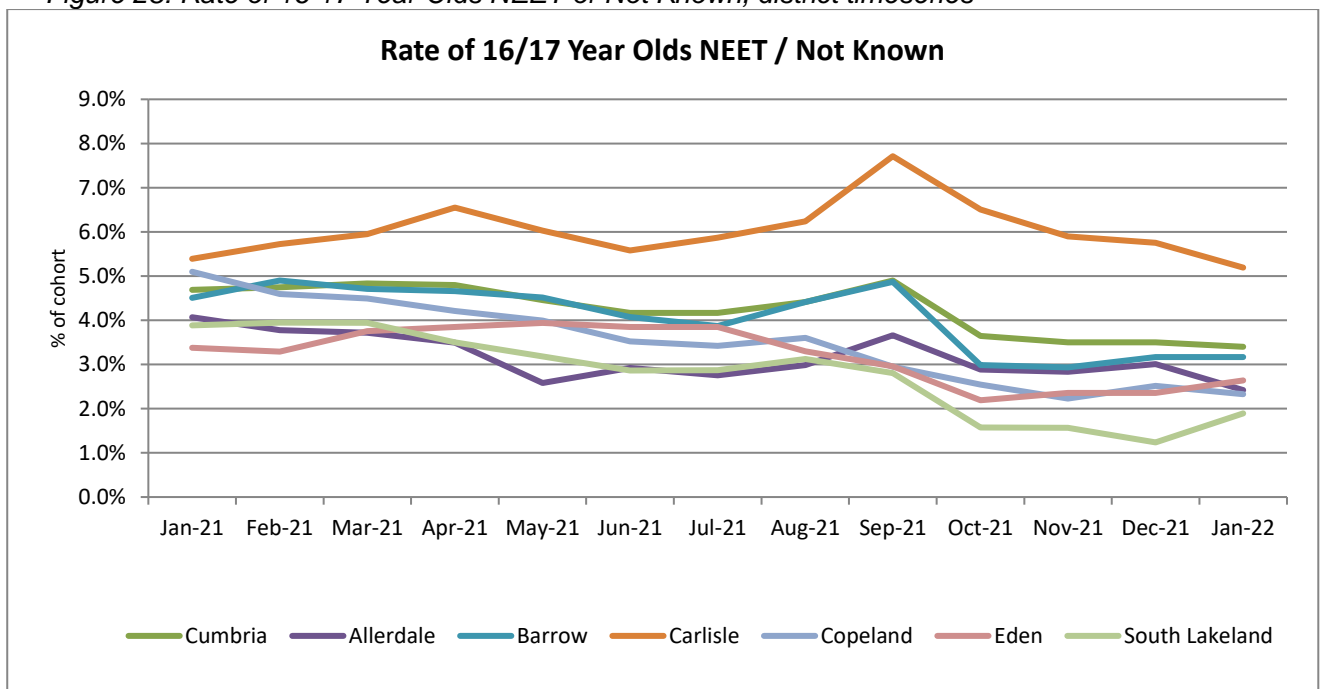
The county NEET/NK rate (% of cohort) was 3.4% in Jan 2022 compared to an England rate of 4.6% and a rate of 4.4% for Cumbria's statistical neighbours. The highest local rates were in Carlisle (5.2%) and Barrow (3.2%). The NEET rate in Cumbria was down 0.1ppt from Dec and down 1.3ppt from a year ago. On average over the past 12 months the NEET rate in Cumbria has been 4.2%.

Figure 27: Rate of 16-17 Year Olds NEET or Not Known, Jan 2022 & 12 month average



Source: Inspira / Cumbria Intelligence Observatory

Figure 28: Rate of 16-17 Year Olds NEET or Not Known, district timeseries



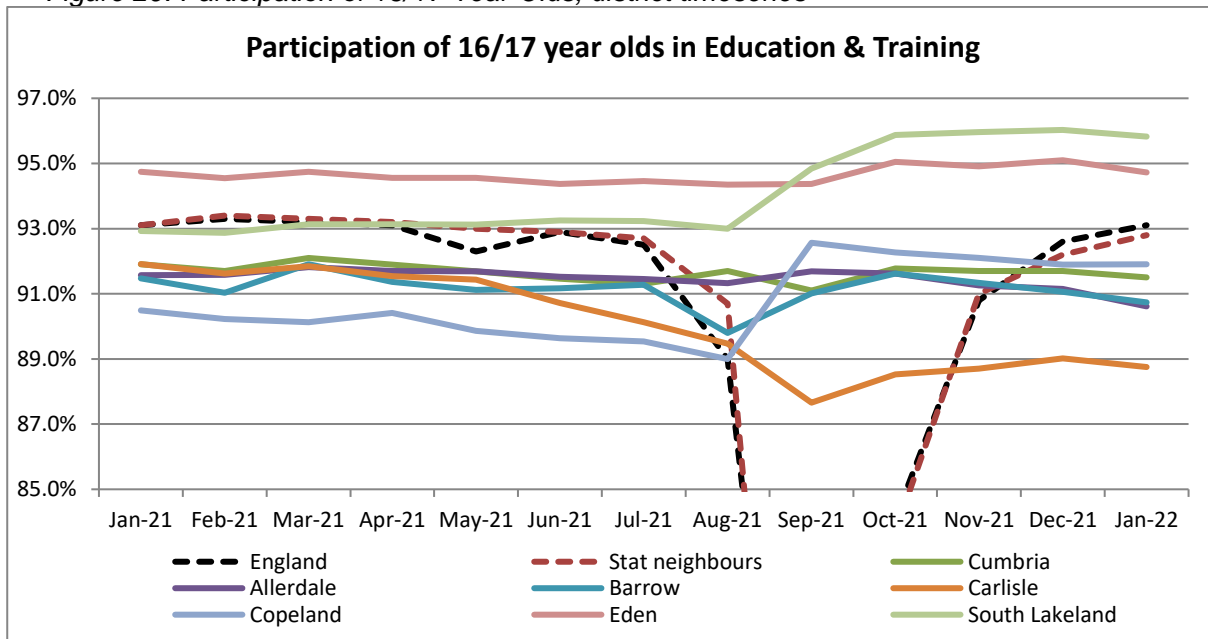
Source: Inspira / Cumbria Intelligence Observatory

6b. Participation

The Education & Skills Act 2008 introduced a requirement for young people to remain in education or training until at least their 18th birthday and a duty on local authorities to encourage, enable and assist young people to participate. As part of the tracking process that produces the NEET data, participation data is also produced at county level on a monthly basis.

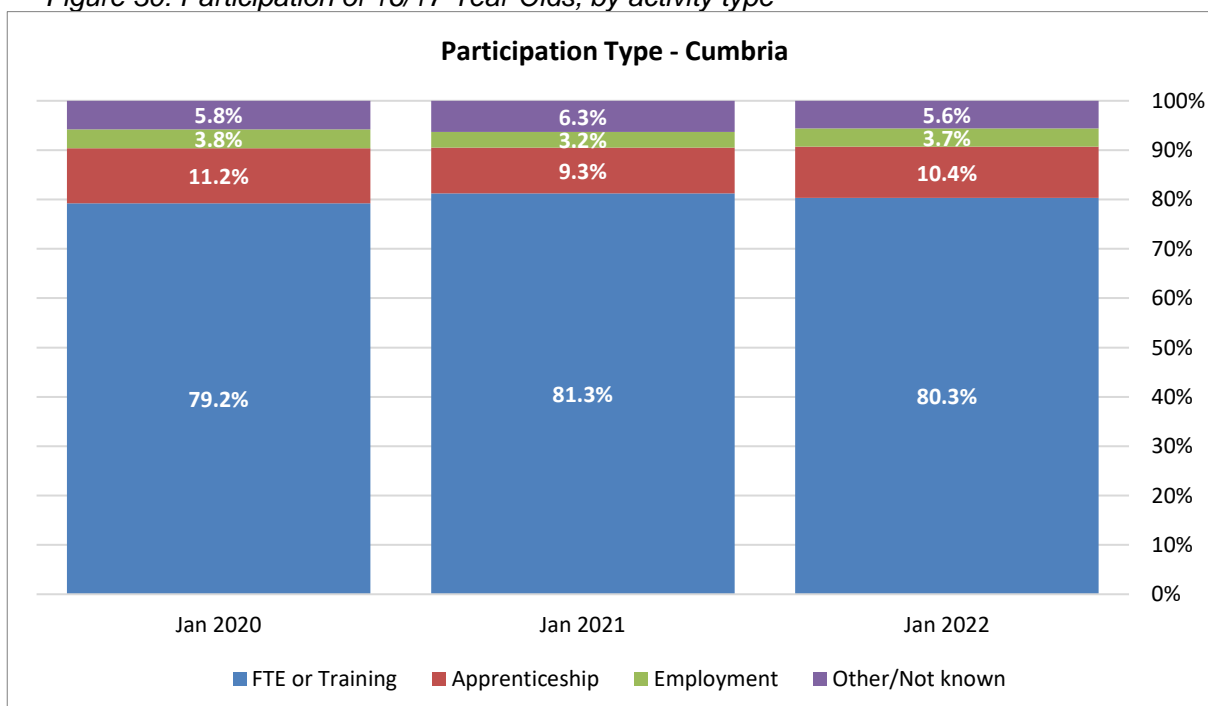
In Jan 2022, 92.3% of young people in Cumbria were classed as meeting the participation requirement, the majority through full time education or training (80.3%) or by undertaking an apprenticeship (10.4%). The proportion undertaking an apprenticeship dipped in 2020 but is recovering, although it remains slightly lower than the rate in Jan two years ago (when it was 11.2%).

Figure 29: Participation of 16/17 Year Olds, district timeseries



Source: NCCIS (NB England and stat neighbour rates are not comparable Jul-Oct due to limited tracking in other parts of the country)

Figure 30: Participation of 16/17 Year Olds, by activity type



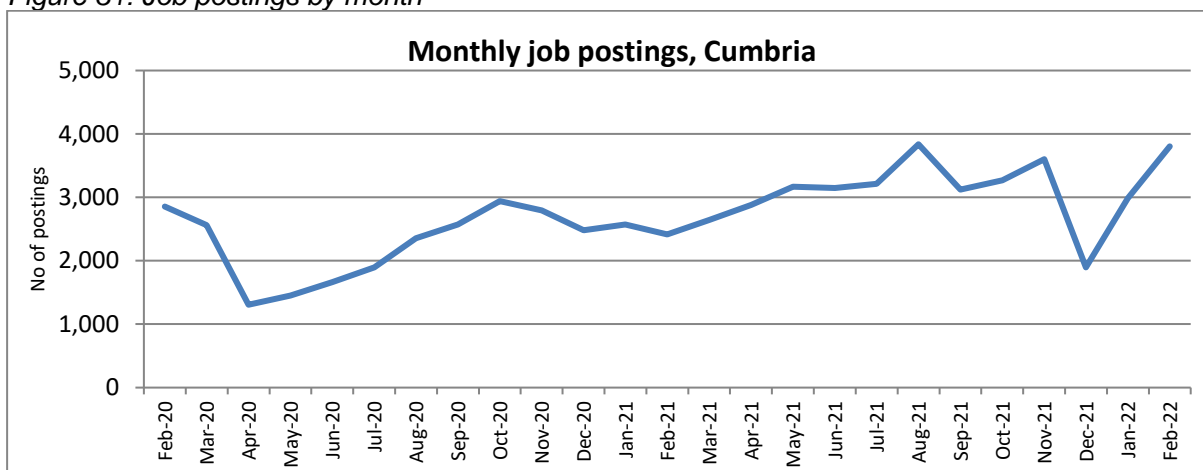
Source: NCCIS (district data not available)

7. JOB POSTINGS

The following data are drawn from Labour Insight, an interactive tool which delivers real time access to job postings from a range of sources including job boards, employer sites, newspapers, public agencies etc. Data extraction and analysis technologies mine and code data from each job listing to provide analysis on industries, occupations, skills and qualifications.

In Feb 2022 there were 3,802 new job postings in Cumbria which is 817 more than in Jan and 1,387 more than in Feb last year. It is also significantly higher than the pre-pandemic level in Feb two years ago (949, 33% higher). The steep decline in postings at the start of the pandemic is evident in the chart below as is, to a lesser extent, the impact of restrictions at the end of 2020, followed by the prolonged upsurge due to multiple businesses recruiting simultaneously.

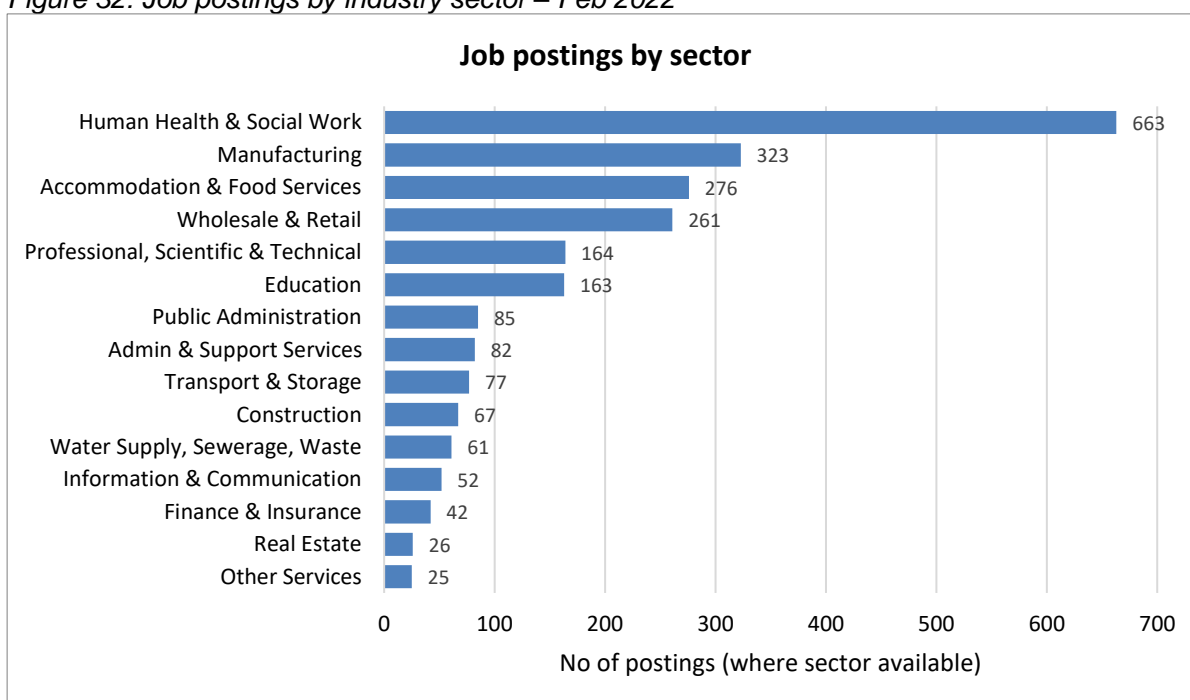
Figure 31: Job postings by month



Source: Labour Insight (Burning Glass Technologies)

The demand for staff can be assessed by sector, although it should be noted that not all postings contain sufficient data to identify a sector. In Feb health & social work had the higher volume of postings (663) and accounted for a quarter of all postings, followed by manufacturing (323), accommodation & food services (276) and wholesale & retail (261). Postings for health & social care are 50% higher than pre-pandemic while those from the manufacturing and wholesale & retail sectors are over 40% higher with accommodation & food services 27% higher.

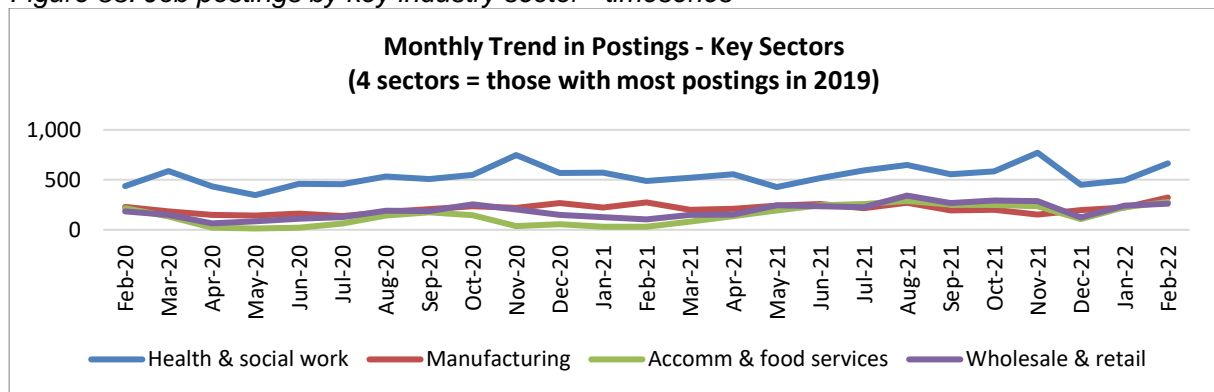
Figure 32: Job postings by industry sector – Feb 2022



Source: Labour Insight (Burning Glass Technologies)

Despite overall levels returning to those prior to the pandemic, this has varied between sectors. The chart below shows the trend for the four sectors which recorded the highest levels of postings in 2019 (ie pre-pandemic). It can be seen that demand from health related organisations peaked in Nov 2020 and again in Nov 2021 when there were a lot of social care vacancies. Demand from the manufacturing sector has remained relatively stable throughout. Retail and hospitality both saw a significant decline in Dec as many businesses curtailed recruitment activity in light of the Omicron variant but activity increased in January and remained high in February.

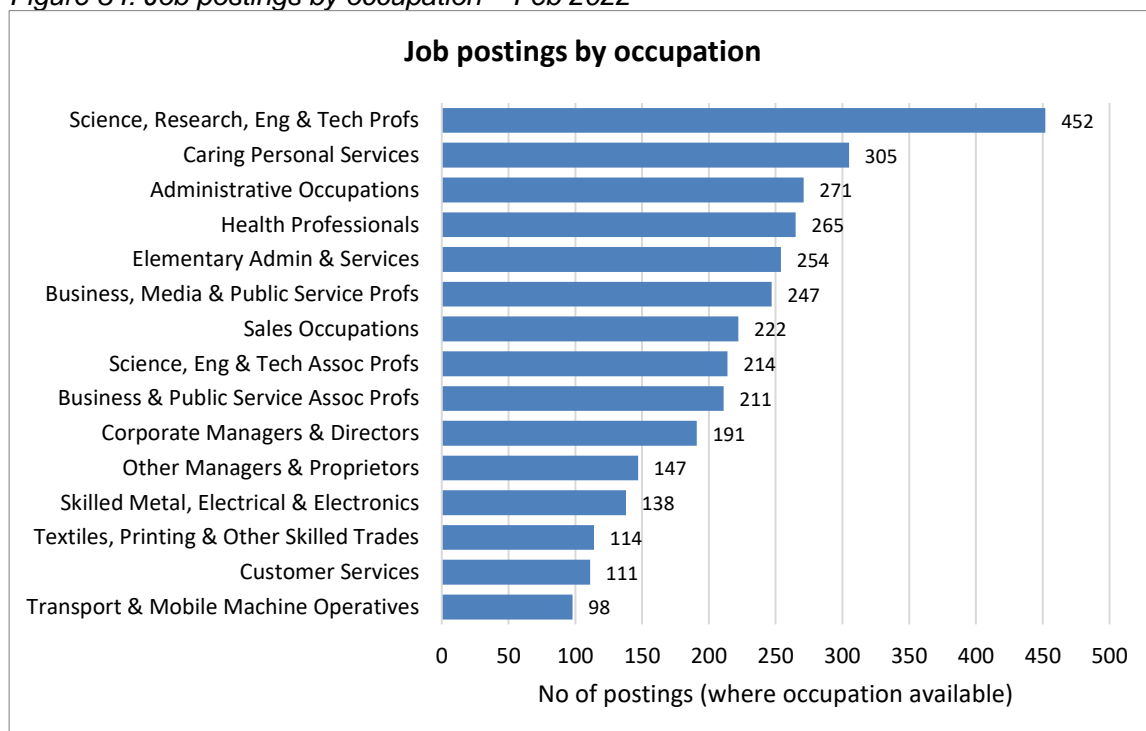
Figure 33: Job postings by key industry sector - timeseries



Source: Labour Insight (Burning Glass Technologies)

The most commonly advertised jobs in Feb were for science, research, engineering & technical professionals, caring personal services and administration.

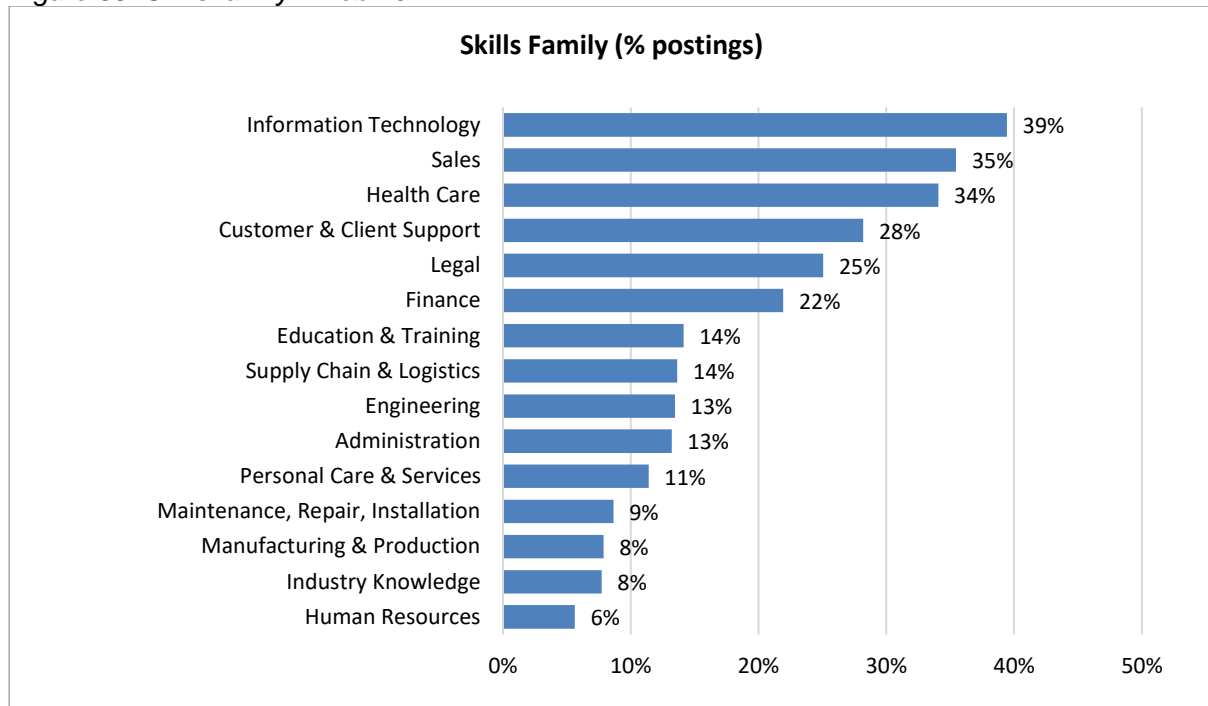
Figure 34: Job postings by occupation – Feb 2022



Source: Labour Insight (Burning Glass Technologies).

The web scraping software analyses key words about job requirements and where possible assigns them to skills “families”. The Feb postings contained over 10,000 skills mentions. Over a third of postings (which referred to specific skills) contained reference to IT, sales or health care and over a quarter to customer support. Typically the most common key words relate to “soft skills” such as communication, organisation, planning and problem solving.

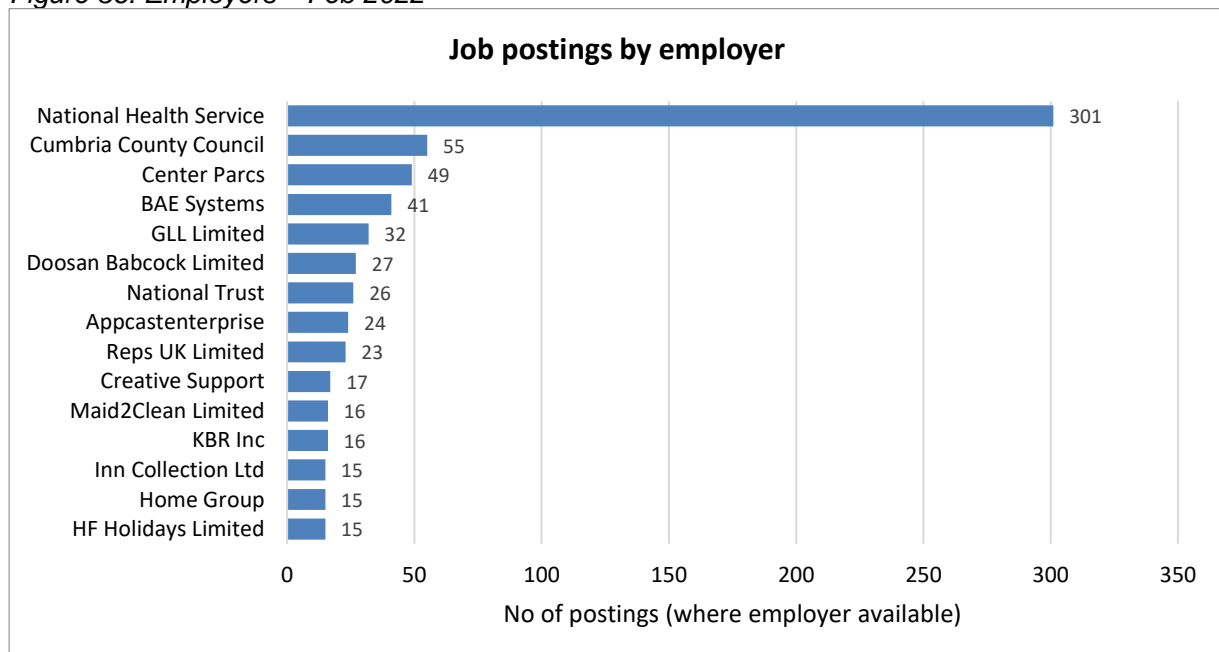
Figure 35: Skills family – Feb 2022



Source: Labour Insight (Burning Glass Technologies)

Many postings are placed by recruitment agencies and do not name an employer but where an employer could be identified, the highest volume of postings was for jobs in the National Health Service, followed by Cumbria County Council, Centre Parcs and BAE Systems.

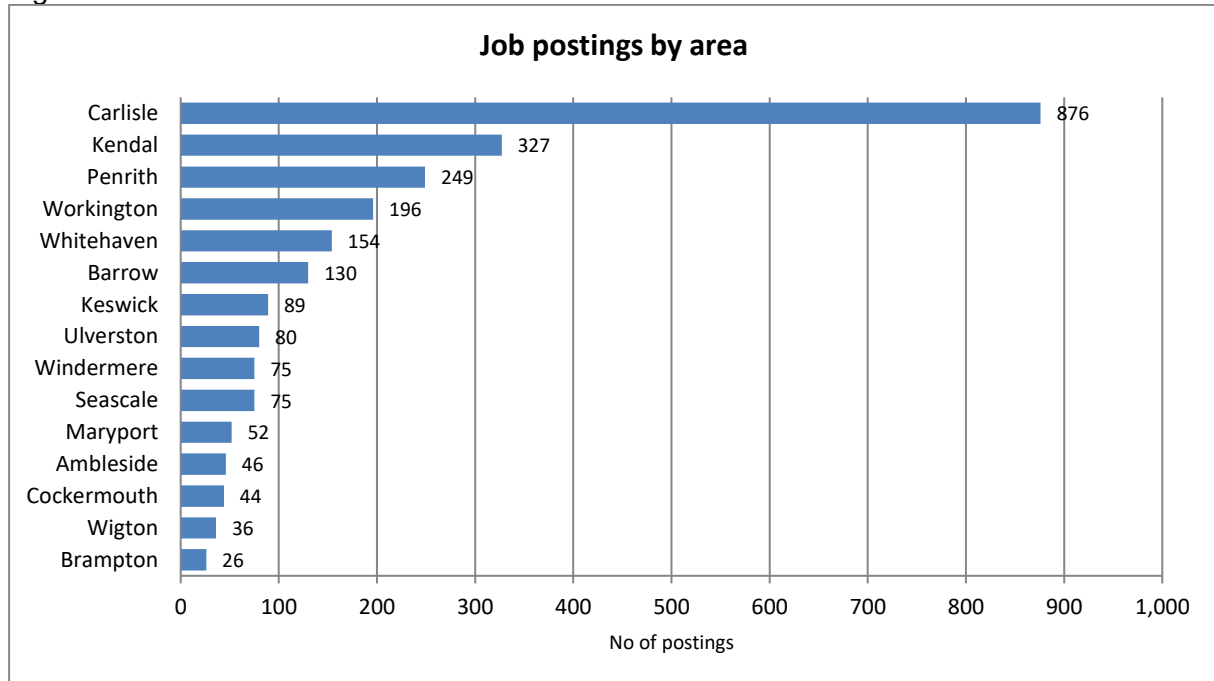
Figure 36: Employers – Feb 2022



Source: Labour Insight (Burning Glass Technologies)

Postings rose in all parts of the county in Feb with the exception of Barrow with particular increases in Carlisle and South Lakeland. The specific location mentioned most frequently in postings was the Carlisle area (876) followed by Kendal (327).

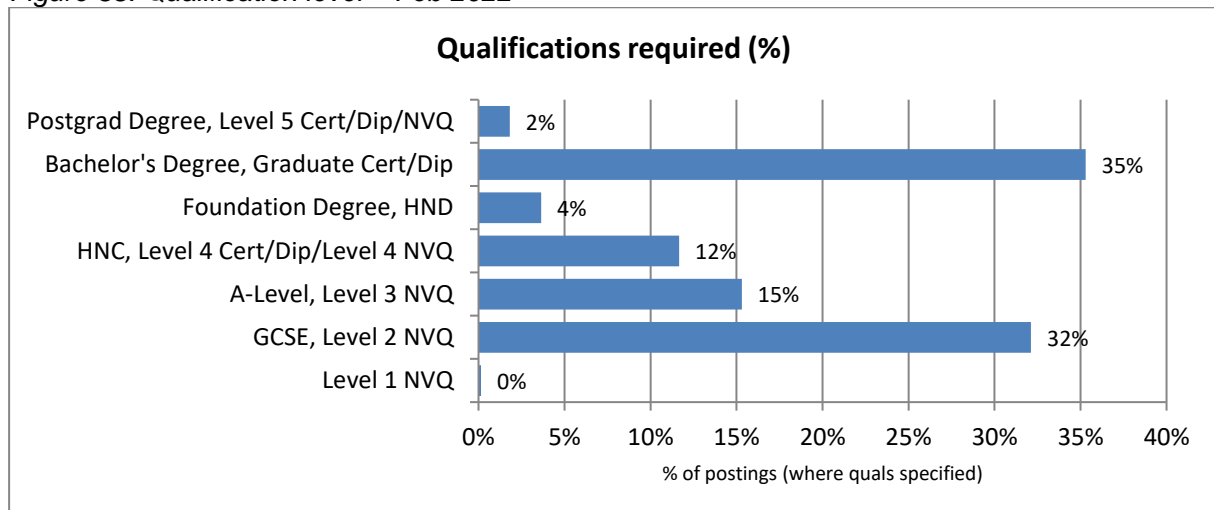
Figure 37: Job location – Feb 2022



Source: Labour Insight (Burning Glass Technologies)

Specific qualifications are only mentioned in around a fifth of postings but where they were specified, 35% required a bachelor's degree or equivalent and 32% required GCSE/level 2.

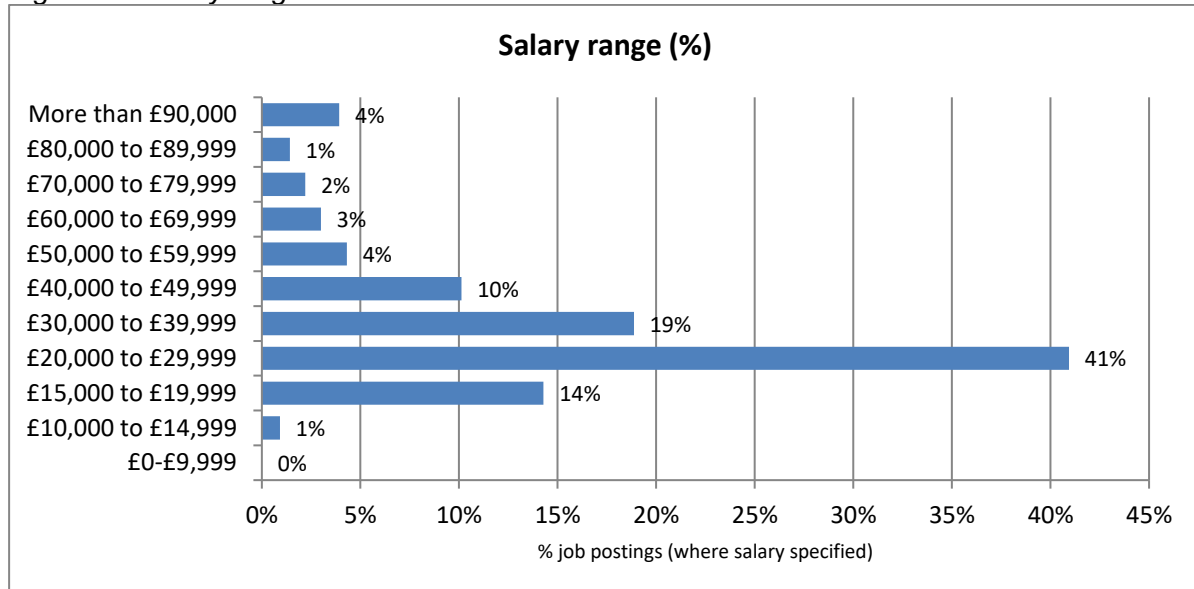
Figure 38: Qualification level – Feb 2022



Source: Labour Insight (Burning Glass Technologies)

Relatively few postings specify salaries, but where they were provided, well over a third were offering salaries of £20,000-£29,999, and almost a fifth £30,000-£39,00. The mean advertised salary was £34,500.

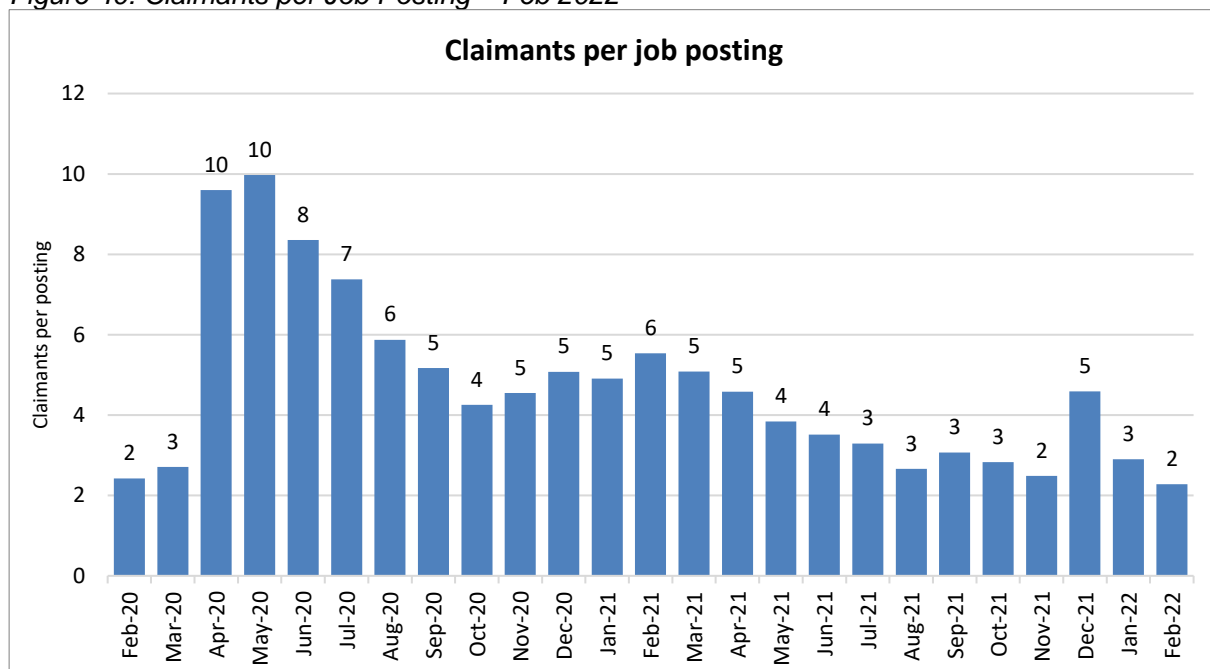
Figure 39: Salary range – Feb 2022



Source: Labour Insight (Burning Glass Technologies)

As vacancy levels increased in recent months alongside a fall in claimants, there was a fall in the ratio of claimants to vacancies. The ratio rose in Dec as the number of job postings fell pre-Christmas but returned to a much lower level in Feb (2 claimants per posting) as the volume of job postings rose sharply.

Figure 40: Claimants per Job Posting – Feb 2022



Source: Labour Insight (Burning Glass Technologies) / ONS Claimant Count

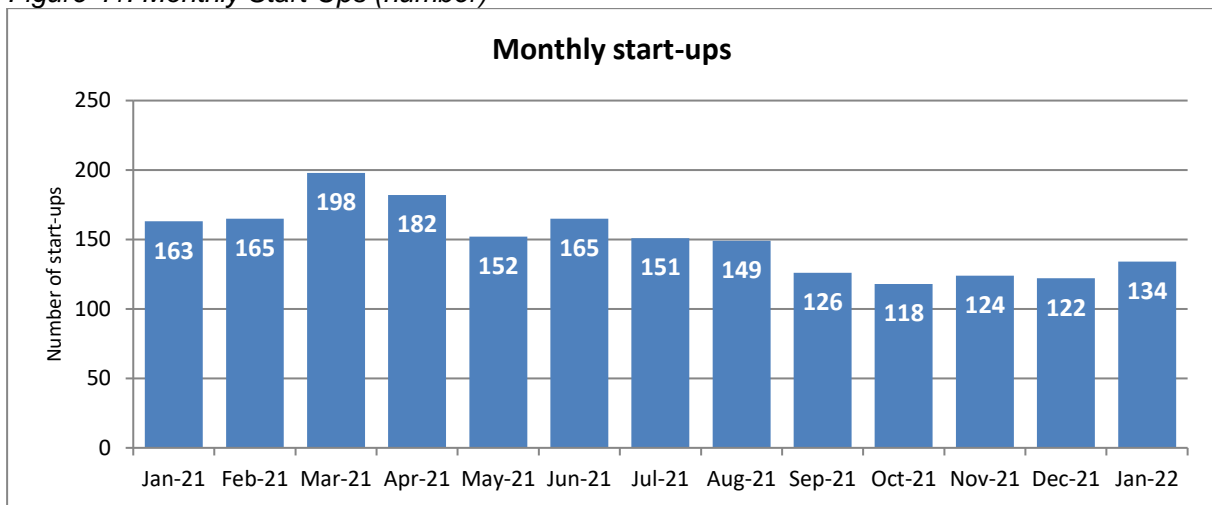
8. BUSINESS START-UPS

8a. Small business start-ups

The following data are from BankSearch, a service which collects data from Barclays, Co-operative Bank, HSBC, Lloyds Banking Group, Royal Bank of Scotland Group, Santander and TSB Bank. In addition, the dataset now includes Neobank / Challenger bank starts. A 'Start-up' reflects the opening of a first current account from a small business banking product range by a business new to banking or previously operated through a personal account. The data exclude businesses operating through personal accounts, those without banking relationships or those banking with other institutions.

There were 134 business start-ups in Cumbria in Jan 2022, a rise of 12 from the revised Dec figure but 29 fewer than the same month last year. Over the quarter (Nov-Jan) there were 380 start-ups which is 13 fewer than last quarter and 115 fewer than the same quarter last year.

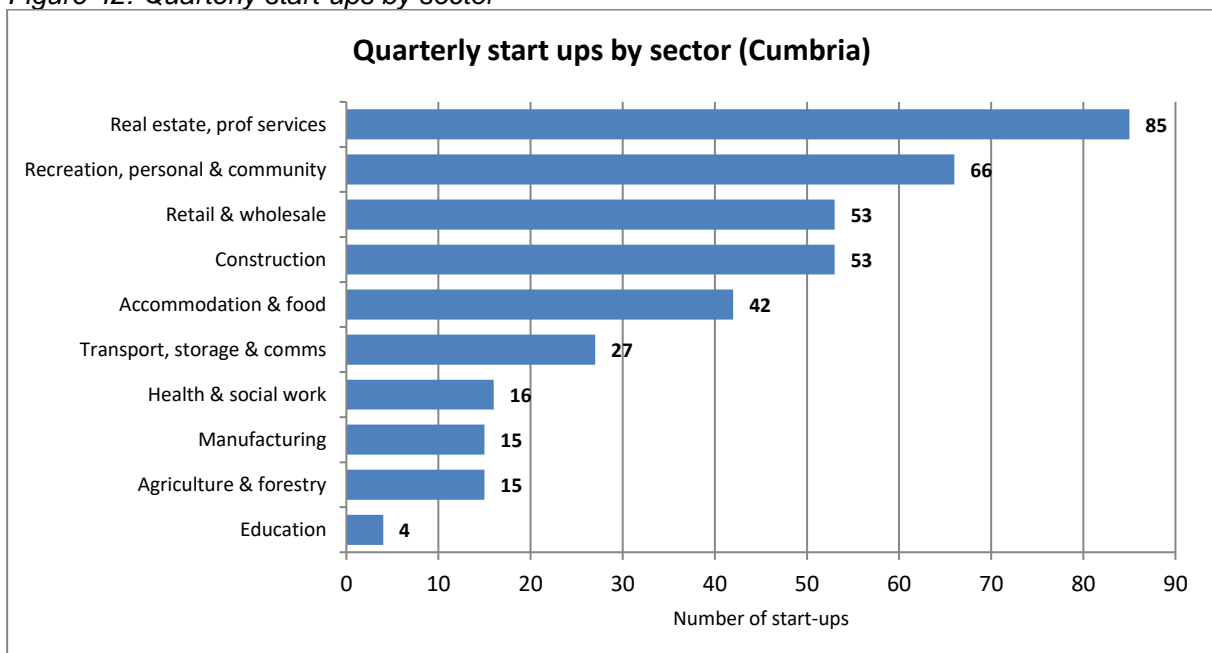
Figure 41: Monthly Start-Ups (number)



Source: BankSearch

The highest volume of start-ups in the quarter (Nov-Jan) was in real estate, prof services & support activities (85) followed by recreation, personal & community services (66).

Figure 42: Quarterly start-ups by sector



Source: BankSearch

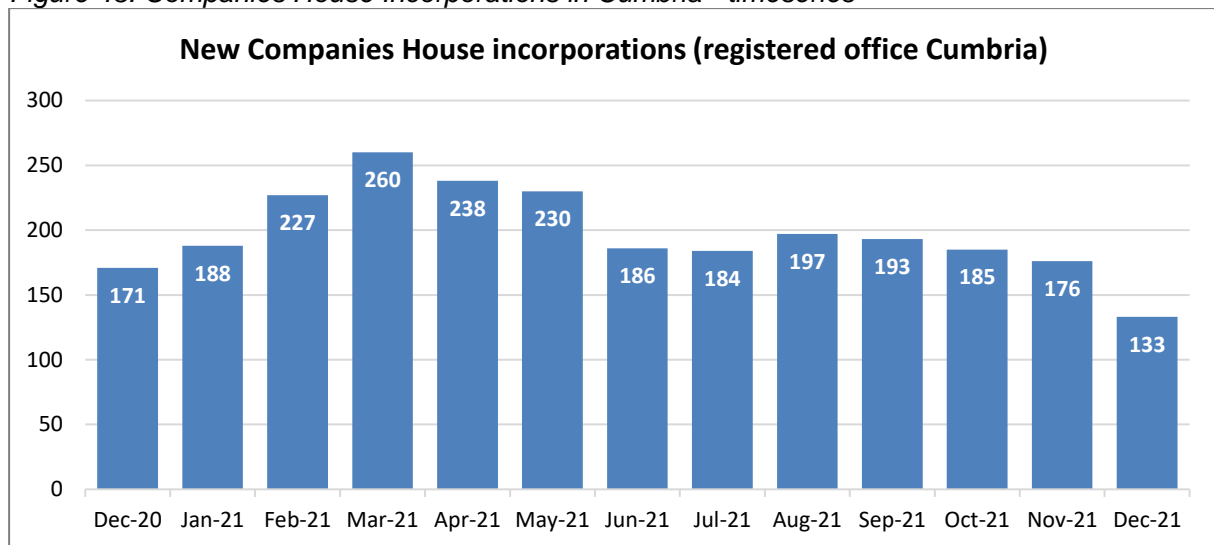
8b: New Companies House Incorporations

These data represent new entries on the Companies House database where the registered office is Cumbria. NB: a change of name, address, merger or other changes can result in a new record and therefore these figures do not necessarily represent newly formed businesses.

There were 176 new Companies House incorporations in Jan 2022, a rise of 43 from Dec but 12 fewer than the same month last year. New registrations rose everywhere except Allerdale where they fell slightly and Barrow where they were unchanged.

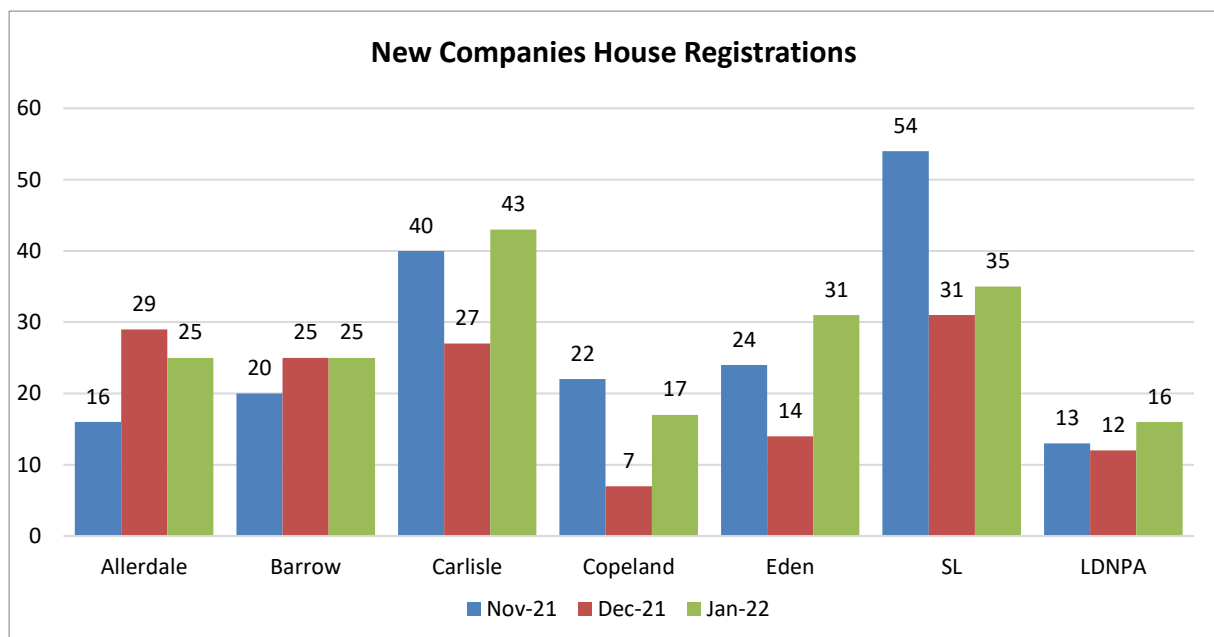
It should be noted that activity throughout the pandemic has been influenced by the pausing and subsequent resumption of activity at Companies House. Therefore, trends in this data should be viewed with caution.

Figure 43: Companies House Incorporations in Cumbria - timeseries



Source: BankSearch, data relate to registered office address.

Figure 44: Companies House Incorporations by District, last 3 months



Source: BankSearch Note 1: LDNPA area is a "best-fit" comprising wards with 50%+ of area within NP. Note 2: LDNPA starts are also counted in the relevant district. Note 3: Data relate to registered office address.

Careers in the Curriculum 2021 -2022 - Subject Overview Term 4 with Links to Salary, Skills and Labour Market Information

	Maths	English	RE	Geography	History	Music	Technology	Catering	Construction	Art	Spanish
Year 7	Computer Games Developer	Poet	Journalist	Fish Farmer	Secondary School Teacher	Live Performance Entertainer	Sustainability manager			Sign Writer	British Sign Language Interpreter
Year 8	Financial Advisor	Publisher	HR Manager	Visitor Services Advisor	Headteacher	Musical Theatre	Electrician			Private art instructor	Bilingual Personal Assistant
Year 9	Nuclear Engineer	Newspaper Journalist	Economist	Forest or Wildlife Ranger	Chartered Legal Executive		Special effects technician	Pastry Chef / patisserie	Construction Site Supervisor	Book Illustrator	Army Language Specialist
Year 10	Hairdresser	Actor	University Lecturer	Cartographer	Counsellor		Jewellery maker	Publican/Bar Manager	Joiner	Jewellery design	Importer/Exporter
Year 11	Paramedic	Conservationist	Politician	Oceanographer	Architectural Investigator	Music Industry	Engineering construction craftworker	Wedding Planner	Building services manager	Theatre design	Intelligence Linguist (Armed Forces)
Year 12	Dentist	Broadcast technician	Educational Psychologist		Chief Curator		Product Designer			Art Gallery Curator	
Year 13	Cryptographer	Film Director			Television Producer					Lecturer, Art college/ University	

	Science		PE	Health & Social Care	Sociology	Psychology
Year 7	Midwife	Year 7	Sports Physiotherapist			
Year 8	Reservoir Engineer	Year 8	Nutritionist			
Year 9	Bioengineering	Year 9	Outdoor Pursuits Manager	Dietitian		
	Crime Scene Investigator	Year 10	Racehorse Trainer	Nurse		
	Doctor	Year 11	Performance Scientist for F1 Racing Team McLaren	Healthcare Scientist		
Year 10	Microbiologist	Year 12	Staff Experiences of HE	Adult Nurse	Higher education lecturer	Sport and Exercise Psychologist
	Laboratory Technician	Year 13		Mental Health	Youth Worker	Detective
	Nanotechnologist					
Year 11	Geneticist					
	Central banker					
	Assistant Practitioner					
Year 12	Synthetic Biology					
	Science Presenter					
Year 13	Sustainable Agriculture					
	Radiation Protection					

Due to an unforeseen change in platform, we will no longer be using Start Profile as it no longer suits our high ambitions for delivering quality Careers Education. Our pupils will now be using UniFrog moving forwards and we will spend 2021 – 2022 familiarising them with the platform during ICT lessons.