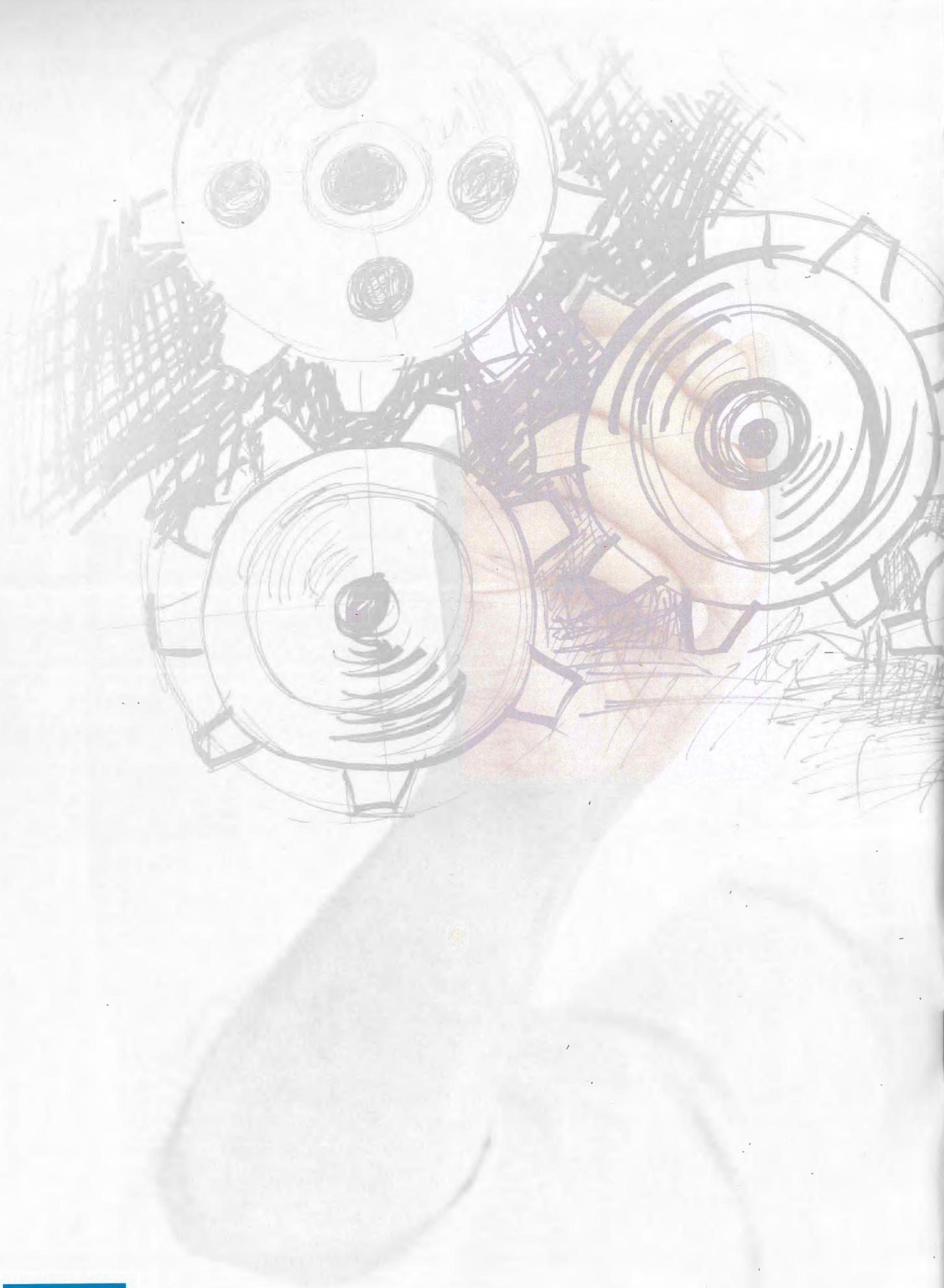


LABOUR MARKET INFORMATION

A photograph of a wooden table with various documents, sticky notes, and a hand pointing at a chart. The chart is a Venn diagram with three overlapping circles labeled 01, 02, and 03. The circles are colored red, blue, and green respectively. The numbers 01, 02, and 03 are written inside the circles. The circles overlap in the center. There are several yellow and pink sticky notes scattered on the table. A hand is visible in the upper left corner, pointing towards the chart. The background is slightly blurred, showing other people and documents.

STOCKPORT



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INTRODUCTION

It is recognised that good quality information is essential for young people to make career decisions and plan their future. With this in mind, we hope that this booklet will support young people in their career making decisions, increase their knowledge and understanding of the local labour market, raise their aspirations and help them plan their career pathways based on high quality, locally relevant information.

This booklet is for teachers, careers advice workers, parents and carers and those with an interest in young people's employment choices and career pathways. It is a tool to be used for educational or guidance purposes. By gaining a better understanding of the local job market - what jobs are currently in demand and how jobs are changing - young people and those who advise them will be better able to make informed decisions about their educational options and how these may be linked to future career opportunities.

The information in this booklet covers general sector specific information and is tailored to Stockport but also covers Greater Manchester, given Stockport's excellent connectivity with Greater Manchester and Manchester's city centre.

The booklet provides background information for the industry sectors of:

- Business, Financial and Professional Services
- Construction
- Creative and Digital Industries
- Health and Social Care
- Hospitality, Tourism and Sport
- Manufacturing
- Retail and Wholesale Distribution

It also includes information about:

- Employment trends and future prospects
- Examples of occupations and their average salary ranges
- Skills gaps and shortages
- Entry and progression routes

KEY FACTS

- Stockport's population is 286,755, 61.6% of which (176,661) are of working age.
- 82.4% of Stockport's working age population are economically active. This is a 0.9 percentage point increase on last year's report.
- Stockport supports the third largest workforce within Greater Manchester, with 120,000 people employed within the borough.
- Latest data show that Stockport had 12,645 businesses in 2015, an increase of 810 on the previous year.
- Stockport has consistently outperformed Greater Manchester, regional and national levels for start-ups per capita from 2005 to 2014.
- 36.1% of Stockport's residents are qualified to NVQ level 4 or above. Only 5% of the borough's population have no qualifications, compared with 10.1% across Greater Manchester.
- Stockport supports a diverse economy. Over the next 10 years, ICT, construction, administrative and support services, professional, scientific and technical activities, and arts, entertainment and recreation are expected to be Stockport's main growth sectors.

(Source: Stockport Economic Overview 2016 edition)

BUSINESS, FINANCIAL & PROFESSIONAL SERVICES

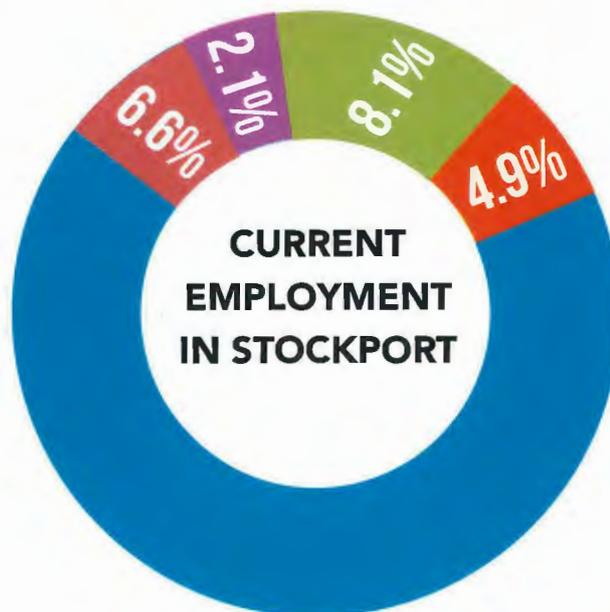
OVERVIEW

The sector of business, financial and professional services is broad and encompasses areas such as banking, insurance, pensions, consultancy, legal work, real estate and accounting amongst others.

The main sub-sectors of this sector are business services, employment services, financial services and professional services.

Greater Manchester possesses the largest business, financial and professional services sector outside of London. This sector is the largest contributor to the economy of Greater Manchester, generating the equivalent of almost a third of its entire economy.

STATISTICS



Sector	Stockport (Nos)	Stockport (%)	Greater Manchester (%)	North West (%)	Great Britain (%)
Business Services	9,800	8.1%	6.1%	5.2%	5.6%
Employment Services	2,600	2.1%	3.7%	3.1%	3%
Financial Services	5,900	4.9%	3.9%	3.2%	3.6%
Professional Services	8,000	6.6%	8.3%	6.6%	6.4%
Total	26,300	21.7%	22%	18.1%	18.6%

EMPLOYMENT TRENDS AND FUTURE PROSPECTS

The growth of business, financial and professional services is strong in Greater Manchester, with the sector seeing a 3.2% growth in workforce since 2010 compared to 2.5% growth on a national level. Expected future growth, based on historic trends and the sector's contribution to economic recovery, could see the creation of more than 95,000 jobs in the period of 2015 to 2035.

While London tends to take the lead in national and global importance in this sector, there is diversity in Greater Manchester ranging from large businesses, accountancy firms and banks to small and medium sized firms in pension funding and insurance for example.

Considering the rising costs in London, there exists the opportunity for what is known as 'North-shoring' in the North West and Greater Manchester in particular, where companies seek relocation for cost reduction purposes.

Stockport has enjoyed growth in employment in financial services, professional services and employment services, although it has experienced some decline in employment in business services between 2010 and 2013.

ENTRY AND PROGRESSION ROUTES

Due to the wide range of opportunities within this sector, entry requirements vary depending on the role and the area of work.

There are a number of apprenticeships available in this sector, for example Level 2 / Level 3 / Level 4 Business Administration, Level 2 Accounting and Level 2 / Level 3 Legal Administration.

There is ample opportunity for progression in this sector, with some apprenticeships going up to master's level for example the Level 7 Higher Apprenticeship in Accountancy, Audit and Tax and the Level 7 Solicitor Apprenticeship.

University is a popular route into this sector as well with degrees available such as BA Law, BA Business Management, and BA Human Resources amongst others.

SKILLS GAPS AND SHORTAGES

As with most other sectors, technological developments are having a noticeable impact on the skills requirements of the business, financial and professional sector, with firms now looking for specialist skills not just with regards to technological advancements but also changing regulatory requirements.

Strong business and interpersonal skills are also reported as being important, especially when taking into account the competitive nature of the sector.

Associate professional roles, for example paralegals, are most likely to be 'hard-to-fill' because of a perceived lack of applicants with the appropriate skills and experience.

Business management, leadership, communication, organisation and problem solving skills are also reported as being in short supply when looking at recruitment in this sector.

This sector is likely to be the fastest growing of the economy in the coming years. For this reason it will require investment in management and workforce skills as well as developing the capacity to attract and retain employees who possess communication, leadership and problem solving skills. People who have the technical skills to cope with the implementation of new technology will also be in demand.

OCCUPATIONS AND SALARY RANGES

Accounting technician	£18,000 - £30,000
Admin assistant	£14,000 - £30,000
Auditor	£25,000 - £80,000
Barrister's clerk	£15,000 - £60,000
Court administrative assistant	£16,000 - £21,000
Credit controller	£16,000 - £30,000
Estate agent	£14,000 - £35,000
Finance officer	£18,500 - £40,000
Insurance claims handler	£15,000 - £50,000
Legal secretary	£18,000 - £45,000
Payroll manager	£22,000 - £50,000
Pensions adviser	£22,000 - £80,000
Stockbroker	£24,000 - £100,000
Tax inspector	£27,000 - £53,250

CONSTRUCTION

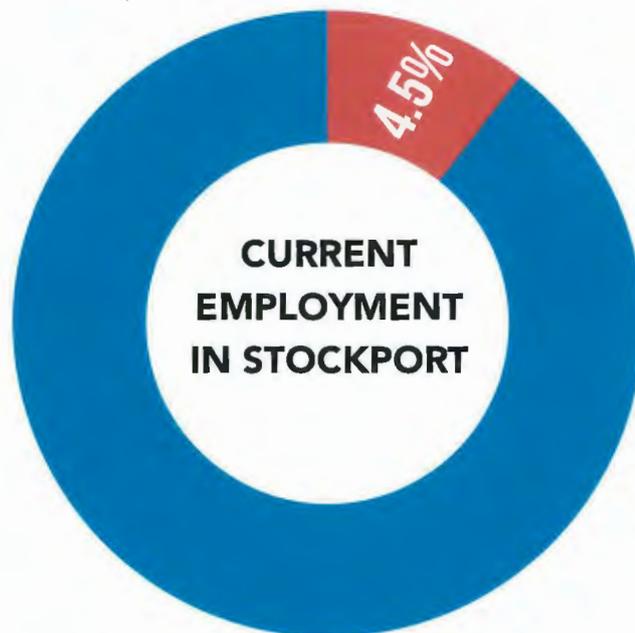
OVERVIEW

The construction industry covers various aspects of the built environment, from the preparation of land, to the construction of buildings and the alteration and repair of structures, buildings and properties.

The sector covers a variety of activities including the construction of public and private housing, office buildings, civil engineering works such as railways, sewerage systems, streets, bridges and motorways amongst other things.

STATISTICS

■ Total Jobs ■ Construction



Sector	Stockport (Nos)	Stockport (%)	Greater Manchester (%)	North West (%)	Great Britain (%)
Construction	5,400	4.5%	4.2%	4.5%	4.5%

EMPLOYMENT TRENDS AND FUTURE PROSPECTS

Overall, output for the construction industry has grown. New housing initiatives have fuelled this growth and new builds now make up around two thirds of total output. On the other hand, repair and maintenance has declined and only makes up one third of total output.

Political changes and inflation could affect the industry in the coming months and years.

Construction has tended to be slow in adopting new technologies in the past which has affected innovation and growth. This is likely to change in the future but will require investment in new technologies and appropriate training.

When looking to the future, the ageing population and future skills requirements means that the industry will struggle to maintain sufficient new recruits. Special measures will be required to combat this.

Increased pressure to reduce carbon emissions and waste will impact how the industry works and may require the development of, and investment in, new techniques that are environmentally friendly. The industry may also see a reduction in the use of certain methods as more eco-friendly construction develops.

ENTRY AND PROGRESSION ROUTES

Career paths in the sector tend to be varied as people specialise and progress, with craft roles, technical roles and managerial roles being available.

Apprenticeships are popular in this sector as the combination of a professional qualification and on-the-job experience is suited to the nature of the industry.

Examples of apprenticeships in construction include Level 2 Wall and Floor Tiling, Level 3 Bricklaying and Level 5 Construction Management. These are just a few examples, with apprenticeships being available in most roles within the industry.

Construction can also be studied at university through degrees such as Construction Management BSc and Quantity Surveying and Commercial Management BSc amongst others.

SKILLS GAPS AND SHORTAGES

According to a CITB survey in 2016, 18% of employers have not had enough skilled workers for at least part of the year, with a further 8% reporting that this was true for most, if not all of the year. This is an increase on the 2014 figures.

The areas where employers are finding it difficult to recruit staff have remained fairly consistent with the top 3 trades reporting skills shortages being bricklaying, carpentry and joinery.

However, although there are shortages in job-specific skills, more employers (34%) reported that personal skills including attitude and common sense were difficult to find.

More employers reported skills gaps in their workforce (20%) in 2016 than in 2014 (8%); however this may reflect the growth in the industry between these years as most employers believe the gap is due more to lack of experience than poor or inadequate training.

OCCUPATIONS AND THEIR SALARY RANGES

A background image showing three people in professional attire (two men and one woman) gathered around a table, looking at documents. One man on the left is wearing a blue hard hat. The woman in the center is looking down at a document. The man on the right is also looking at a document. The scene is brightly lit, possibly in a modern office or meeting room.

Architect	£25,500 - £90,000
Bricklayer	£15,000 - £30,000
Carpenter	£17,000 - £35,000
Civil engineer	£24,000 - £80,000
Construction manager	£27,000 - £60,000
Labourer	£15,000 - £29,000
Painter and decorator	£15,000 - £30,000
Plant operator	£14,000 - £35,000
Plasterer	£14,000 - £30,000
Plumber	£18,000 - £40,000
Quantity surveyor	£20,000 - £60,000
Road worker	£16,000 - £40,000
Roofer	£13,000 - £32,000
Scaffolder	£14,000 - £30,000
Sheet metal worker	£18,000 - £25,000
Stonemason	£15,000 - £35,000
Structural engineer	£22,000 - £50,000
Surveyor	£20,000 - £70,000
Thatcher	£13,000 - £26,000
Welder	£16,000 - £35,000
Window fitter	£15,000 - £25,000

CREATIVE AND DIGITAL MEDIA

OVERVIEW

Although they are separate industries, there is an increasing overlap between creative and digital industries. Digital providers are relying more heavily on design, while the latest technologies have become more important for creative businesses. There is some difficulty in accurately defining the sectors as there is so much crossover with other industries.

In broad terms, digital industries include communications services, multimedia services, software and information systems. Creative industries include printing and publishing, film and television broadcasting, advertising and marketing.

Despite the difficulties in accurately capturing data, due to the ever-changing nature of the industries, the creative and digital sector was the fastest growing sector in Greater Manchester in terms of employment between 2010 and 2013.

STATISTICS

■ Total Jobs ■ Creative ■ Digital



Sector	Stockport (Nos)	Stockport (%)	Greater Manchester (%)	North West (%)	Great Britain (%)
Creative	2,800	2.3%	2.2%	1.9%	2.8%
Digital	4,400	3.6%	2.3%	2.1%	3%
Total	7,200	5.9%	4.5%	4%	5.8%

EMPLOYMENT TRENDS AND FUTURE PROSPECTS

The creative and digital sector is an important feature of the Northern Powerhouse and this is reinforced by the growth of MediaCityUk at Salford Quays, as well as the presence of Channel 4 and ITV.

All ten Greater Manchester districts have seen an increase in the number of digital-based businesses in recent years, with Stockport enjoying a growth rate of 9% between 2010 and 2014. In terms of employment, the growth rate was over 25% between 2010 and 2013.

Looking at the creative industries, the growth of businesses was 3.1% between 2010 and 2014, although this did not translate into a growth in employment when looking at the period between 2010 and 2013.

It is expected that creative and digital employment will grow at around 1.2% per year over the next two decades, which could mean an extra 18,700 jobs in the sector being created.

The sector drives growth in other areas as well, as technologies are developed and adopted in sectors such as health and advanced manufacturing.

ENTRY AND PROGRESSION ROUTES

The creative and digital sector requires a high level of knowledge and skills, especially when considering the pace of change in the industry.

For this reason there is a high demand for graduate labour, although there has been an increase in apprenticeship uptake in the sector.

Examples of degrees available in creative and digital media subjects include BA Creative and Digital Media, BA Animation, BA TV and Radio, BSc Computer and Video Games.

Apprenticeships are available at levels 2 and 3, for example Level 2 Creative and Digital Media, which can lead onto a level 3 qualification in subjects such as creative media, games design, PR, journalism and photography.

Degree apprenticeships are also available, for example the Digital/Information Systems Degree Apprenticeship, which allows people to achieve a degree-level qualification while gaining valuable on-the-job experience.

SKILLS GAPS AND SHORTAGES

In terms of qualifications, the North West falls behind the national average. In digital industries, the proportion of workers with level 4 qualifications is around 7% lower than the UK as a whole. This equates to a shortfall of over 6,000 graduate-level employees.

The creative industries also fall behind the national average, with the proportion of workers at level 4 and above being lower than the national average by over 9%. The shortfall this produces in numbers of graduate-level workers totals more than 7,000.

OCCUPATIONS AND SALARY RANGES

Animator	£14,000 - £36,000
Art editor	£18,000 - £40,000
Bookbinder	£14,000 - £25,000
Broadcast journalist	£13,000 - £80,000
Computer games developer	£19,000 - £70,000
Dance teacher	£22,000 - £50,000
Digital marketing officer	£20,000 - £50,000
Fashion designer	£20,000 - £80,000
Graphic designer	£18,000 - £50,000
IT support technician	£17,000 - £30,000
Photographer	£14,000 - £50,000
Software developer	£22,000 - £50,000
Studio sound engineer	£15,000 - £40,000
TV or film production assistant	£15,000 - £30,000
Web developer	£20,000 - £50,000

HEALTH & SOCIAL CARE

OVERVIEW

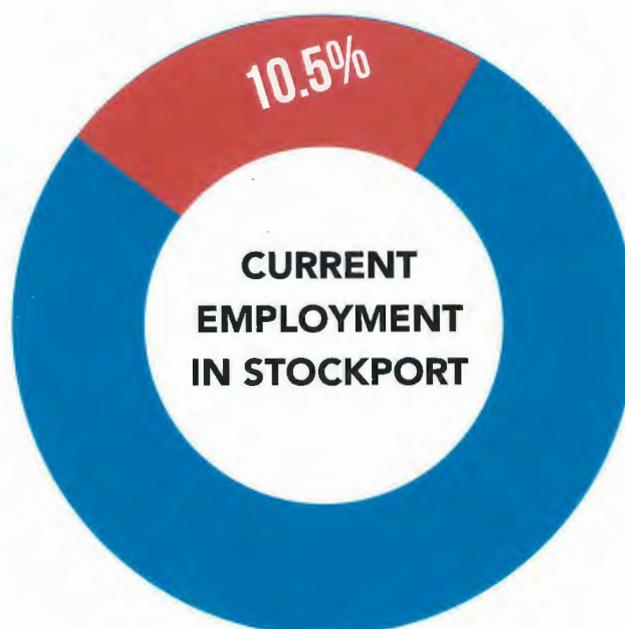
The health and social care sector covers a range of activities including the provision of health in medical and dental practices, the provision of health care in hospitals and the provision of social care which is both residential and non-accommodation based.

The health and social care sector is significant as it not only contributes to the economy in terms of employment, but also in improving the participation levels of the population in the labour market through improvements in health and wellbeing which benefits all sectors. This is especially important in Greater Manchester which in health terms is the second most deprived area in England.

The health and social care sector employs over 150,000 people in Greater Manchester and while the majority of employment is in health care, an ageing population is likely to drive an increase in social care employment.

STATISTICS

■ Total Jobs ■ Health & Social Care Jobs



Sector	Stockport (Nos)	Stockport (%)	Greater Manchester (%)	North West (%)	Great Britain (%)
Health and Social Care	16,600	10.5%	13%	14.3%	13.2%

EMPLOYMENT TRENDS AND FUTURE PROSPECTS

In 2014, over 10% of all health and social care organisations were based in the North West. Greater Manchester experienced more growth in the number of health and social care businesses than the rest of the country at a rate of 16.5%.

The majority of employment in the health sector is provided by the public sector, although the number of private sector and voluntary organisations is increasing and in social care, the private sector provides more than 50% of the jobs in the sector.

Greater Manchester devolution of health and social care is likely to have a dramatic impact on the delivery of services in the sector and, although Greater Manchester will obtain responsibility for spending, the cuts to services and rise in demand will continue to affect the sector.

Technology has been responsible for many of the developments and innovations in health care and this is likely to continue.

ENTRY AND PROGRESSION ROUTES

Most high-skilled jobs in the health and social care sector, including doctors, surgeons, psychiatrists and social workers require a degree for example BA Social Work, Medicine BMBS etc. Many entry routes for these occupations require a first degree and then additional training and qualifications in order to practice in a particular field.

Apprenticeships are available for certain jobs in the sector, for example the Level 2 Health and Social Care Intermediate Apprenticeship, Level 3 Dental Nursing and Level 3 Maternity and Paediatric Support. Apprenticeships are available up to level 7 in some areas of this sector.

SKILLS GAPS AND SHORTAGES

In the UK, the health and social care sector will have to employ 2 million more trained employees between 2012 and 2022 in order to meet demand.

The sector will need to recruit, train and retain talented workers across the sector, including scientists and researchers.

Over half of the workforce in the North West is educated to level 4 and above which is broadly in line with the national average, although the North West is behind the UK average by around 10% in health innovation.

Meeting expansion demand is one of the challenges facing the sector, both now and in the future and the majority of demand will require more employees qualified to level 4 and above.

The proportion of vacancies which are hard to fill is higher than average and skills shortages have been reported in pharmacy, physiological science and old age psychiatry to name but a few.

OCCUPATIONS AND SALARY RANGES

Anaesthetist	£26,350 - £102,500
Care worker	£14,000 - £24,000
Clinical psychologist	£26,250 - £99,500
Counsellor	£19,000 - £40,000
Dental nurse	£16,500 - £28,000
Dentist	£30,000 - £100,000
Geneticist	£18,000 - £60,000
GP	£26,350 - £84,500
Healthcare assistant	£15,000 - £20,000
Occupational therapist	£21,500 - £41,000
Pharmacy assistant	£14,000 - £20,000
Phlebotomist	£15,250 - £22,500
School nurse	£22,000 - £41,000
Social work assistant	£12,500 - £25,000
Social worker	£24,000 - £30,000
Surgeon	£26,350 - £102,500

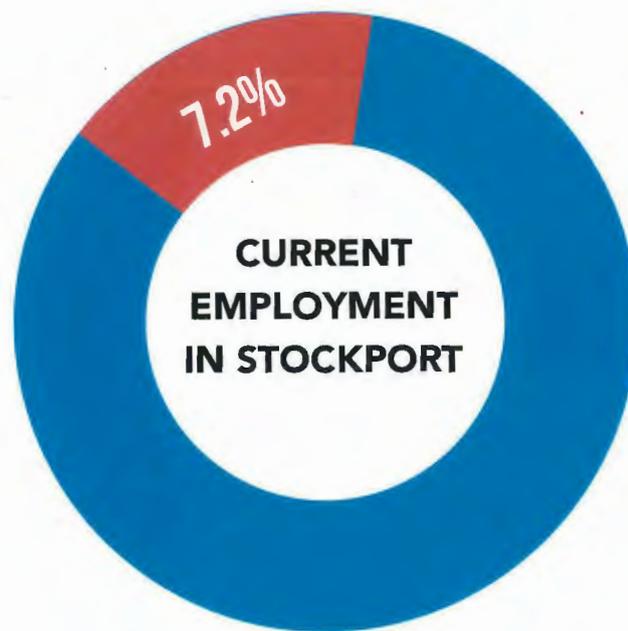
HOSPITALITY, TOURISM & SPORT

OVERVIEW

The sector of hospitality, tourism and sport is broad and encompasses libraries, museums, gambling, sports, hotels, bars and restaurants. Both visitor and local markets are served by this sector, with demand and expenditure expected to increase as the population does. After London, Greater Manchester is the most visited tourist destination in England, as well as having the largest museum sector and theatre concentration outside of the capital.

STATISTICS

■ Total Jobs
 ■ Hospitality, Tourism & Sport Jobs



Sector	Stockport (Nos)	Stockport (%)	Greater Manchester (%)	North West (%)	Great Britain (%)
Hospitality, Tourism & Sport	8,800	7.2%	8.2%	9.1%	9.5%

EMPLOYMENT TRENDS AND FUTURE PROSPECTS

There has been significant growth in the sector in the past decade, providing nearly 100,000 jobs in Greater Manchester. 60% of employment in the sector is in food and beverage services, followed by sports and recreation and accommodation.

Significant growth is expected over the next two decades which could see over 20,000 new jobs created.

Increasing employment, time and resources will contribute to this anticipated growth, as will improved travel routes.

In Greater Manchester, the developments and increased investment at Manchester Airport, which is the third largest airport after Heathrow and Gatwick, will add to the tourism trade.

ENTRY AND PROGRESSION ROUTES

Compared to the growth of the sector, the number of advanced apprenticeships is low in hospitality, catering and travel and tourism, although there are a reasonable amount of sport-related apprenticeships at an advanced level.

Many roles within the industry require no formal qualifications and progress can be achieved through demonstrable experience alone.

Apprenticeships in the sector include Level 2 Beverage Service, Level 2 in Food Service and Level 3 Event Management.

Relevant degrees such as BA Hospitality, Tourism and Event Management and BA Sport Studies can be a useful entry into the sector.

SKILLS GAPS AND SHORTAGES

An ageing workforce and high turnover rate exacerbate the skills gap in the sector, with the skills shortage being mostly due to a lack of experience in those who are in a new role.

The industry also has a high number of casual and part-time workers which means that long-term and more in-depth training is uncommon. Due to the high turnover rate, expenditure on induction and initial training is high which could be why there is a lack of long-term training.

A lack of customer handling skills is reported as being an issue in filling vacancies, according to employers.

OCCUPATIONS AND SALARY RANGES

Air cabin crew	£12,000 - £30,000
Chef	£13,000 - £50,000
Events manager	£17,000 - £80,000
Fitness instructor	£14,000 - £30,000
Hotel manager	£20,000 - £60,000
Hotel receptionist	£12,500 - £24,000
Kitchen assistant	£11,500 - £16,500
Museum assistant	£15,000 - £22,000
Outdoor activities instructor	£12,000 - £30,000
Publican	£20,000 - £50,000
Resort representative	£5,500 - £9,500
Restaurant manager	£18,000 - £45,000
Tourist guide	£18,000 - £30,000
Wedding planner	£17,000 - £25,000

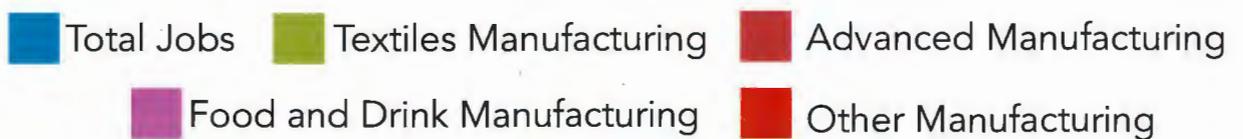
MANUFACTURING

OVERVIEW

The manufacturing sector comprises four main areas of activity: advanced manufacturing, food and drink manufacturing, textiles manufacturing and other manufacturing which covers any manufacturing activity that does not fall under the other three categories.

In line with national and international trends, there has been significant change in the manufacturing industry, fuelled in part by the development of emerging economies and the shift from large companies to smaller businesses. There has also been a change of focus in that the emphasis on price competition has lessened somewhat and been replaced by more of a focus on brand, quality, knowledge and a closer relationship with the consumer.

STATISTICS



Sector	Stockport (Nos)	Stockport (%)	Greater Manchester (%)	North West (%)	Great Britain (%)
Advanced manufacturing	5,600	4.6%	4.1%	5%	4.5%
Food and drink manufacturing	1,900	1.6%	1.6%	1.6%	1.3%
Textiles manufacturing	800	0.7%	0.9%	0.7%	0.3%
Other manufacturing	2,900	2.4%	2.8%	3.5%	2.9%
Total	11,200	9.3%	9.4%	10.8%	9%

EMPLOYMENT TRENDS AND FUTURE PROSPECTS

Employment numbers in manufacturing have been in decline over the last few decades, although there has been an increase in the number of advanced manufacturing jobs. Advanced manufacturing represents around 45% of Greater Manchester manufacturing jobs and has high levels of productivity per employee.

Despite the decrease in jobs overall, which could see a decline of nearly 20,000 jobs by 2035, the demand for manufactured goods is expected to increase in the coming years. This is in part due to population increase as well as growing numbers of middle class consumers in Asia and Africa.

It is anticipated that there will be a surge in demand for manufactured goods as a result of advances in technology, particularly in the pharmaceutical and aerospace industries.

Global competition is likely to increase, although with focus now being more on knowledge and quality, there is evidence of what is known as 're-shoring', where some production is being brought back to the UK for quality control purposes. However, with the development of technology comes a reduction in the need for human labour as automation takes over some jobs.

ENTRY AND PROGRESSION ROUTES

Entry into this sector is varied and ranges from taking a junior or unskilled role, embarking on an apprenticeship or studying for a relevant degree.

Apprenticeships in the sector include Level 2 Apprenticeship in Industrial Applications, Level 2 Performing Manufacturing Operations and Level 3 NVQ Mechanical Manufacturing Engineering.

Apprenticeships are available up to degree level and beyond in some areas.

There are a range of university degrees in manufacturing available including, MSc Manufacturing Management, Manufacturing Engineering BEng amongst others.

SKILLS GAPS AND SHORTAGES

Investment in training is lower than average in the manufacturing sector and employers report that they find it difficult to recruit employees with the appropriate levels of technical, leadership, problem solving and communication skills.

Lack of leadership skills is reported as having a negative impact on the sector and its capacity for growth and productivity.

There is a need to recruit talented employees which proves difficult due to a lack of diversity and poor public perception of the sector, particularly among graduates.

OCCUPATIONS AND SALARY RANGES

Assembler	£14,000 - £19,000
Chemical engineer	£29,000 - £60,000
Civil engineer	£24,000 - £80,000
Civil engineering technician	£14,000 - £45,000
Food manufacturing inspector	£15,500 - £30,000
Leather craft worker	£14,000 - £22,000
Manufacturing supervisor	£18,000 - £35,000
Materials engineer	£20,000 - £45,000
Mechanical engineer	£22,000 - £55,000
Production manager (manufacturing)	£20,000 - £40,000
Thermal insulation engineer	£20,000 - £40,000

RETAIL & WHOLESALE DISTRIBUTION

OVERVIEW

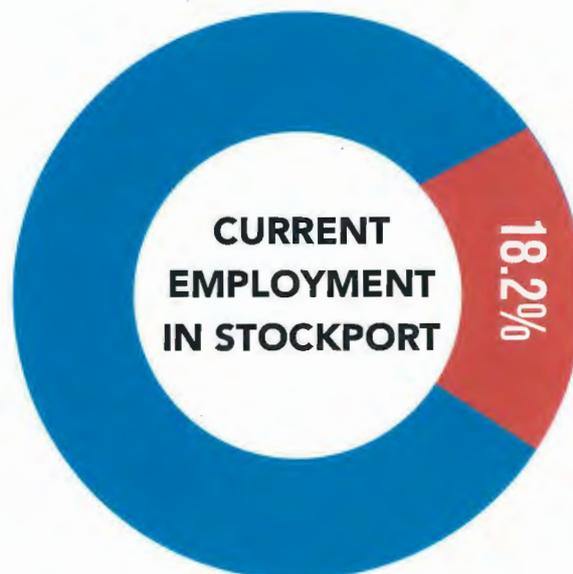
Retail and wholesale distribution encompasses economic activity involving the purchase and resale of goods and/or acting as an agent between buyers and sellers of goods. The sector has three main sub-sectors which are retail, wholesale and motor trade.

Retail primarily consists of the sale of goods, mostly to individuals or households. Wholesale involves the reselling of goods to other business units/groups e.g. professional users, retailers, businesses.

Motor trade encompasses activities such as the sale of motor vehicles and parts and the sale of fuel.

STATISTICS

■ Total Jobs ■ Retail & Wholesale Jobs



Sector	Stockport (Nos)	Stockport (%)	Greater Manchester (%)	North West (%)	Great Britain (%)
Retail	13,100	10.8%	10.2%	10.3%	10%
Wholesale	6,900	5.7%	4.8%	4.4%	4%
Motor Trade	2,100	1.7%	1.4%	1.6%	1.8%
Total	22,100	18.2%	16.4%	16.3%	15.8%

EMPLOYMENT TRENDS AND FUTURE PROSPECTS

In Greater Manchester, retail and wholesale distribution is the third fastest growing sector. The nature of the sector has changed dramatically in recent years with the growth of online shopping which has had a knock-on effect on retailers, wholesalers and the distribution parts of the industry. Major chains have seen huge growth, while independent retailers have seen a significant decline.

The retail industry is expected to grow at around 0.4% per year in the period of 2014 to 2035, which could see the creation of over 17,000 extra jobs in that time.

Advances in technology have helped to shape the retail landscape and the expectations of consumers, who now expect goods to be conveniently and quickly obtainable.

Online shopping is expected to grow further and this will have an effect on town centres and retail centres who will have to learn how to adapt to decreasing footfall and ever-evolving consumer behaviour.

The demand for distribution centres in local and regional locations is expected to grow in line with the expansion of online retail.

ENTRY AND PROGRESSION ROUTES

Qualification levels in the retail sector in the North West are broadly similar to those of the rest of the country with around just under a quarter of the workforce being educated to level 4 and above.

However, nearly a quarter of the workforce is qualified below level 2 or have no qualifications and there are no formal entry requirements for the sector as experience is highly valued.

Apprenticeships in areas such as hairdressing are popular but the number of actual retail apprenticeships is relatively low. There are apprenticeships in retail available at level 2 and 3, such as the Retail Intermediate Apprenticeship Level 2 and the Retail Advanced Apprenticeship Level 3.

For those who want to go down the university route, although most employers will accept a degree in most subjects, there are degrees which are relevant to the retail sector including BA Retail Management, BSc Business and Retail Management and BA Retail Marketing.

SKILLS GAPS AND SHORTAGES

Research shows that a disproportionate amount of vacancies in the retail sector are hard to fill due to skills shortages. The main skills shortages reported are in customer service, problem handling, business awareness and leadership.

Small businesses may lack the time and resources required to participate in formal training which could be a contributing factor to the skills gap; although around one third of employers surveyed by People First did not see a sufficient improvement in performance after training.

In the future, like with other sectors, advances in technology will further drive a change in the nature of the retail sector and different skills will be required as a result.

OCCUPATIONS AND SALARY RANGES

Bookmaker	£14,000 - £45,000
Checkout operator	£11,500 - £17,000
Delivery van driver	£13,000 - £27,000
Florist	£14,000 - £21,000
Food packaging operator	£12,500 - £20,000
Garage manager	£22,000 - £35,000
Motor vehicle parts person	£16,000 - £25,000
Retail manager	£20,000 - £70,000
Retail merchandiser	£16,000 - £60,000
Sales assistant	£11,000 - £25,000
Travel agent	£13,000 - £35,000
Warehouse manager	£18,000 - £40,000
Warehouse worker	£12,500 - £21,000

SOURCES

Stockport Economic Overview 2016 edition: https://assets.contentful.com/ii3xdrqc6nfw/biEWH7dhF6mEG482CSmsc/f122fae64eeada5c115863cc8c23a027/Stockport_Economic_Overview_-_Aug_2016.pdf

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CITB 2020 Vision – The Future of UK Construction: <https://www.citb.co.uk/documents/research/csn%20outputs/2020-vision-future-uk-construction.pdf>

CITB Skills and Training in the Construction Industry 2016: http://www.citb.co.uk/documents/research/citb%20skills%20and%20training%20in%20the%20construction%20industry_2016%20executive%20summary.pdf

New Economy Deep Dive: 04 Digital and Creative Industries: <http://neweconomymanchester.com/media/1761/04-digital-creative-deep-dive-report-final.pdf>

New Economy Deep Dive: 05 Health & Social Care and Health Innovation: <http://neweconomymanchester.com/media/1759/05-hs-and-health-innovation-deep-dive-report-final.pdf>

New Economy Deep Dive: 09 Hospitality, Tourism and Sport: <http://neweconomymanchester.com/media/1763/09-hospitality-deep-dive-report-final.pdf>

New Economy Deep Dive: 08 Wholesale and Retail Distribution: <http://neweconomymanchester.com/media/1767/08-retail-wholesale-deep-dive-report-final.pdf>

New Economy Deep Dive: 02 Manufacturing: <http://neweconomymanchester.com/media/1765/02-manufacturing-deep-dive-report-final.pdf>

All occupations and salary ranges: <https://nationalcareersservice.direct.gov.uk/job-profiles/home>



If you need help with this information, please telephone Stockport Interpreting Unit on 0161 477 9000, or email eds.admin@stockport.gov.uk

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