



**POLICY
DEPARTMENT**

KNOWLEDGE | ANALYSIS | STRATEGY

LSIP Quarterly Report Summary

For Cambridgeshire Chambers of Commerce

Cambridgeshire & Peterborough LSIP, July 2024 analytical report

Background to report



FOCUSES ON EMPLOYER NEEDS

Developed for Cambridgeshire Chambers of Commerce, the designated Employer Representative Body (ERP) for the area's Local Skills Improvement Plan (LSIP). The report prioritises insights relevant to business recruitment and skills needs.



GATHERS IN-DEPTH LABOUR MARKET DATA

Analyses standard metrics like participation rates and job growth, alongside recruitment difficulties, skills gaps, and educational trends. We are working with partners to expand the range of datasets included in reports, such as company-level data on employment via Cambridge Ahead. Through this comprehensive approach we aim to provide a clear picture of the labour market landscape.



REGULAR UPDATES FOR KEY STAKEHOLDERS

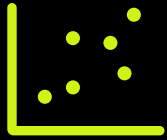
Part of a series of quarterly and annual reports shared with education and training providers, the Department for Education, and local government partners. The objective is for all parties to have access to the latest labour market intelligence relevant to employer-led skills planning.



COMPLEMENTS BROADER LSIP EFFORTS

Integrates with other materials used to track progress on LSIP goals. It incorporates business community and partner insights on job developments and skills needs across Cambridgeshire and Peterborough. This is intended to support a collaborative approach to workforce development.

Key messages



Labour market trends and challenges

C&P's labour market weakened in the year to March, with employment declining and unemployment reaching a 10-year high. Economic inactivity due to long-term illness increased. Claimant unemployment rose sharply in Peterborough, while Fenland's working-age population decreased as young people left.



Job postings and skills demand

Job postings data show a slowdown in the number of new vacancies but they remain above their long-term average. Some occupations, notably teaching, are bucking the trend with increasing numbers of vacancies. Job postings for digital occupations have fallen significantly. Demand for green skills remains high although it has recently declined, potentially reflecting the broader slowdown in new job vacancies. The NHS remains C&P's biggest recruiter.



Qualifications attainment and regional disparities

New attainment data at age 19 reveals significant disparities between local authority areas. While Level 2 attainment has increased overall, Fenland and Peterborough continue to have well-below-average rates. These disparities highlight the need for targeted interventions to improve educational outcomes in these regions.



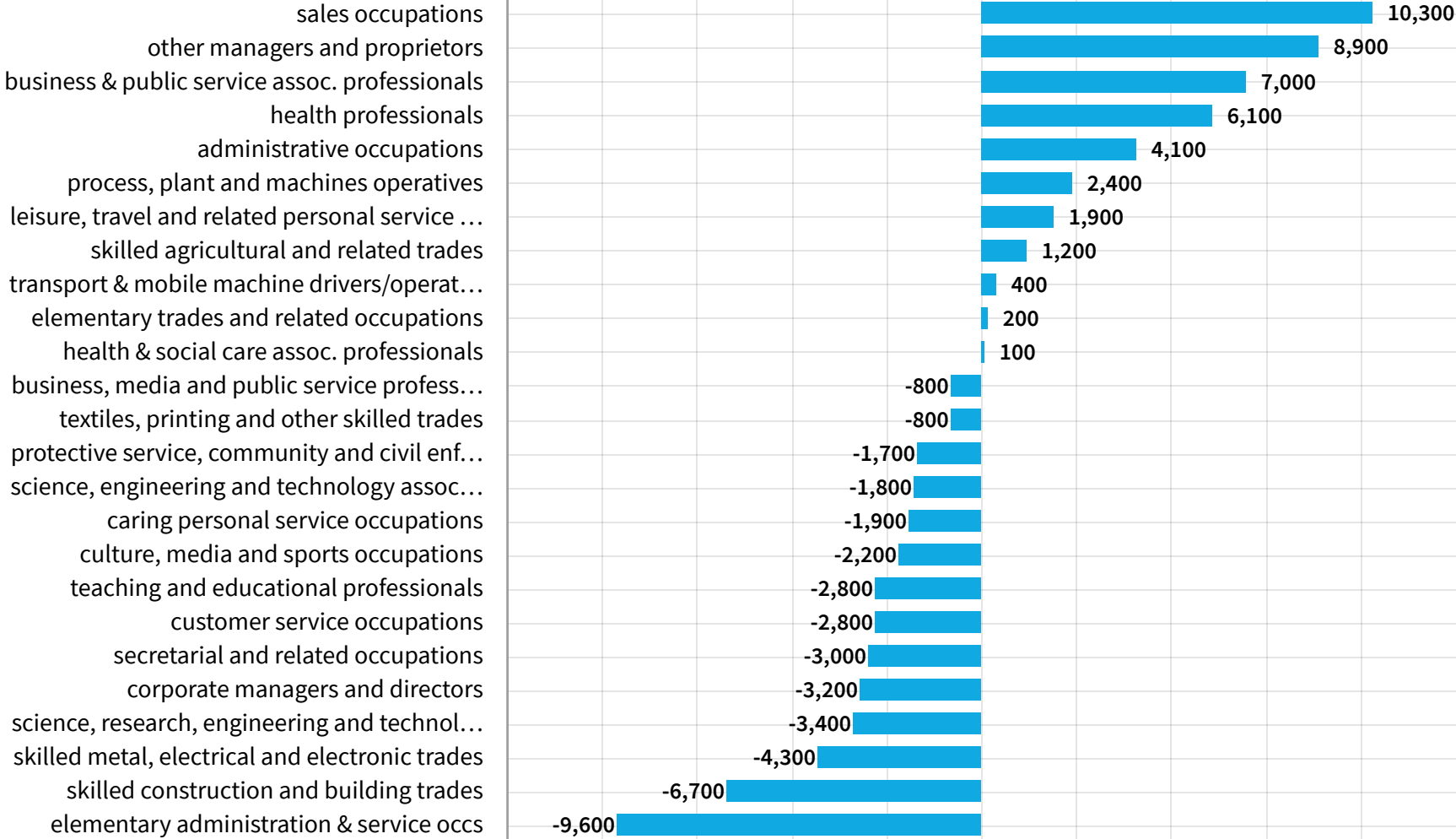
Labour market participation

Key messages - demographics, labour market participation, and unemployment

- **C&P's labour market cooled in the year to March** with employment among residents falling to its lowest for three years
- **The net decrease of 6,200 employed people** living in C&P was driven by
 - falls in employment in Fenland, Peterborough, Huntingdonshire and South Cambridgeshire
 - a fall in employment for those aged under 50 years
 - a fall in employment in the services sector, particularly in Public Administration, Education and Health
 - large falls in occupational employment in Elementary Administrative and Service Occupations and Skilled Trades Occupations
- **Unemployment rose sharply** to a 10-year high while economic inactivity increased slightly, remaining highest in Peterborough and Fenland. The share of working-aged people inactive due to long-term sickness rose to a record high.
- **Claimant unemployment across C&P stabilised** between March and June 2024 having increased between December 2023 and March 2024. The claimant count rate has increased most sharply in Peterborough.
- **The working-age population has decreased in Fenland and Huntingdonshire**, with implications for labour supply

Change in Employment by Occupation, Cambridgeshire and Peterborough, Year to March 2024

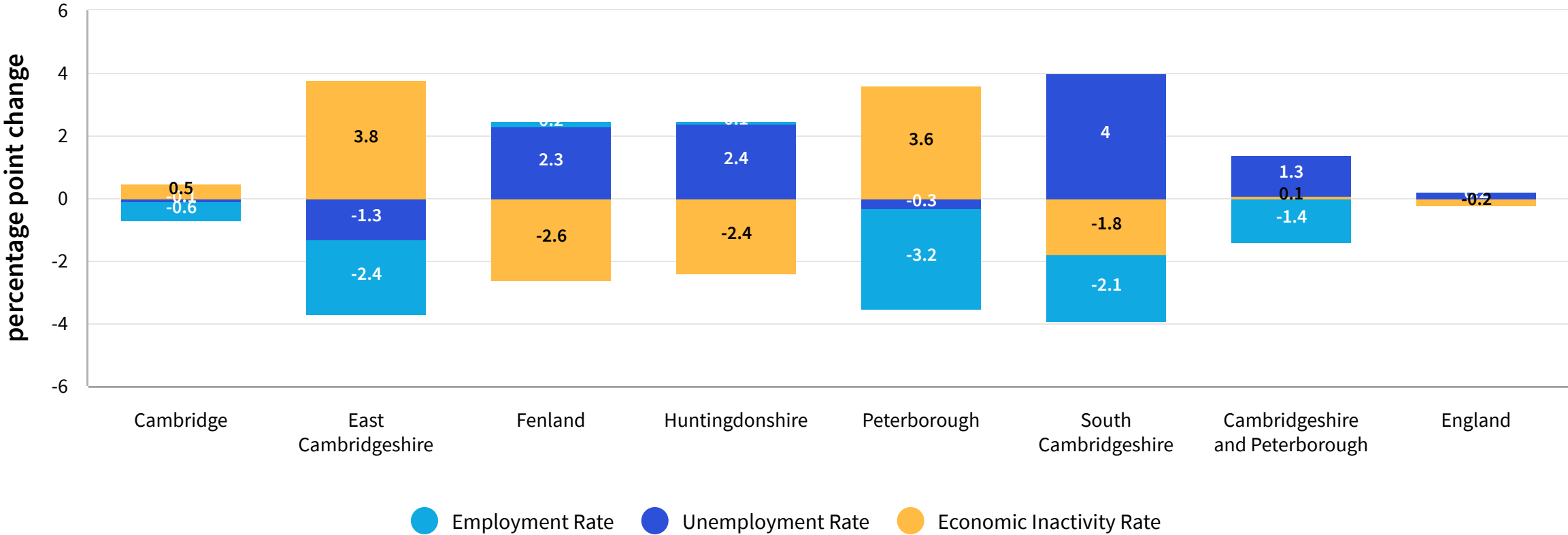
Strong employment gains in Sales, Other Managerial, Business Associate Professional and Health occupations were offset by sharp falls in Elementary Administration, Skilled Trades, Science and Technology, Corporate Managerial, Secretarial and Customer Service occupations



Source: Annual Population Survey, Office for National Statistics

Economic inactivity increased in Peterborough, East Cambridgeshire, and Cambridge and unemployment increased in Fenland, Huntingdonshire, and South Cambridgeshire

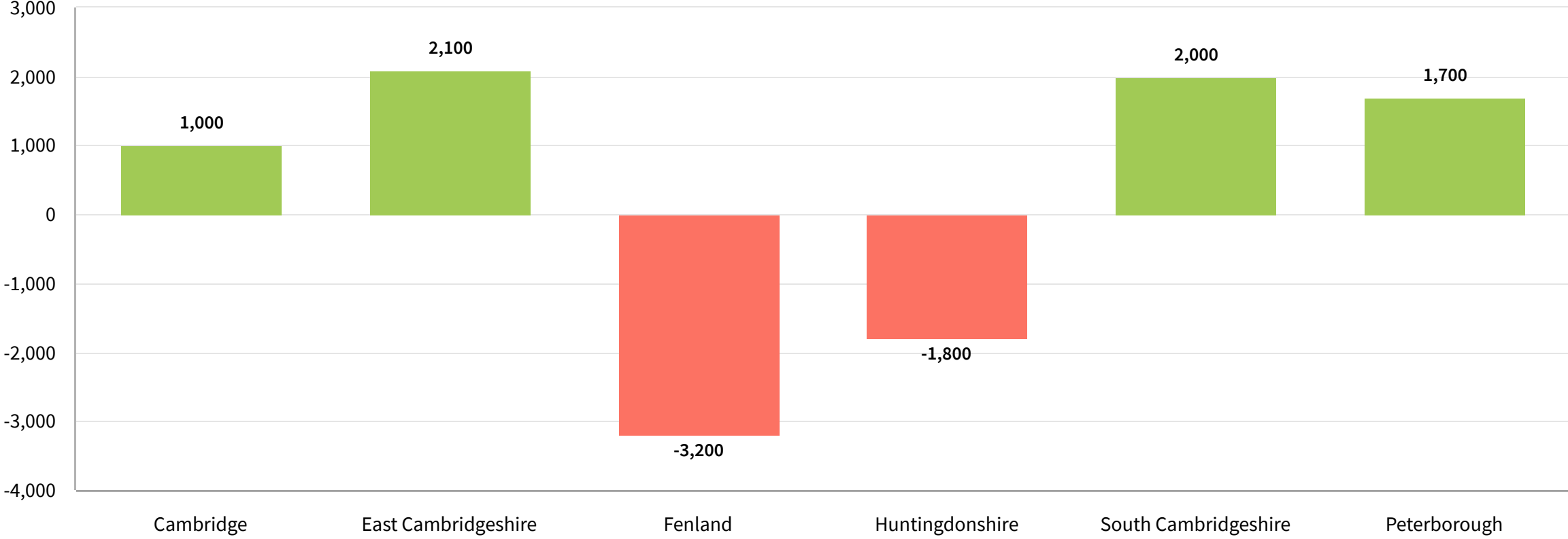
Change in Employment, Unemployment and Economic Inactivity Rates, Year to March 2024



Source: Annual Population Survey, Office for National Statistics

The working-age population has decreased in Fenland and Huntingdonshire, with implications for labour supply

Changes in Population Aged 16-64 Years, Year to Mar-24



Source: Annual Population Survey, Office for National Statistics

Local jobs markets

FIND
JOB

7

HOME



4

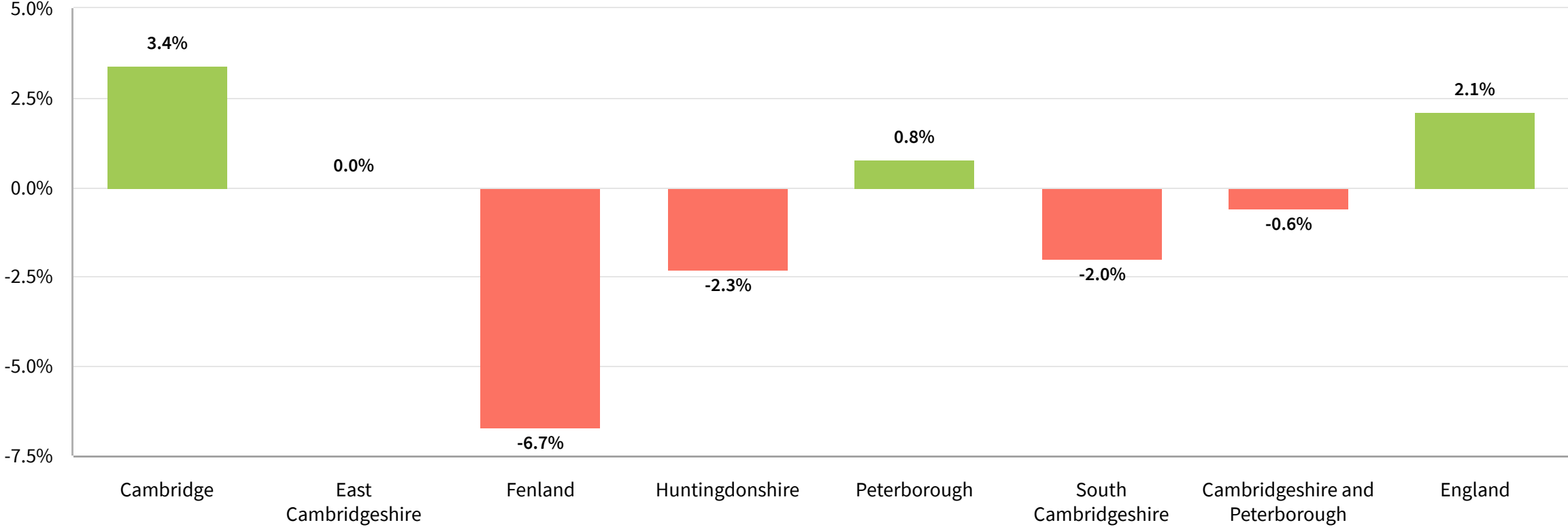


Key messages - jobs, occupations, and vacancies

- The **number of jobs across C&P contracted in 2022** for the second consecutive year, with job growth in the two city districts (Cambridge and Peterborough) being more than offset by falls elsewhere, particularly Fenland
- **Jobs density** (the ratio of jobs to residents) **remained the same**, but fell sharply in Fenland
- Across **sectors**, the **fall in jobs** in 2022 was driven by Administrative and Support Service Activities, Education, and Professional, Scientific and Technical Activities. These job losses were partially offset by strong growth in Health and Social Work.
- Official data (from the Business Register and Employment Survey) suggest that across **C&P's priority growth sectors**, jobs fell in Advanced Manufacturing and Materials, and Digital and IT in 2022, increasing for Agri-Tech and Life Sciences but remaining below their pre-pandemic peaks. However, economists – including at the Bank of England – have raised **concerns about the quality of ONS data relating to jobs and employment**, with other local proprietary sources (such as CBR) painting a more positive picture of jobs numbers.
- **Job vacancies** have reduced from their post-Covid peak but remain high
- Teaching roles accounted for **higher shares of job postings** over the past six months than their five-year averages
- **Programmers and software development professionals continue to be the most in-demand occupation in C&P overall**, but they now account for a much lower share of job postings compared to the five-year average, and demand is concentrated in Cambridge and South Cambridgeshire

The number of jobs across C&P fell by 3,000 in 2022 - despite higher job numbers in the two city districts

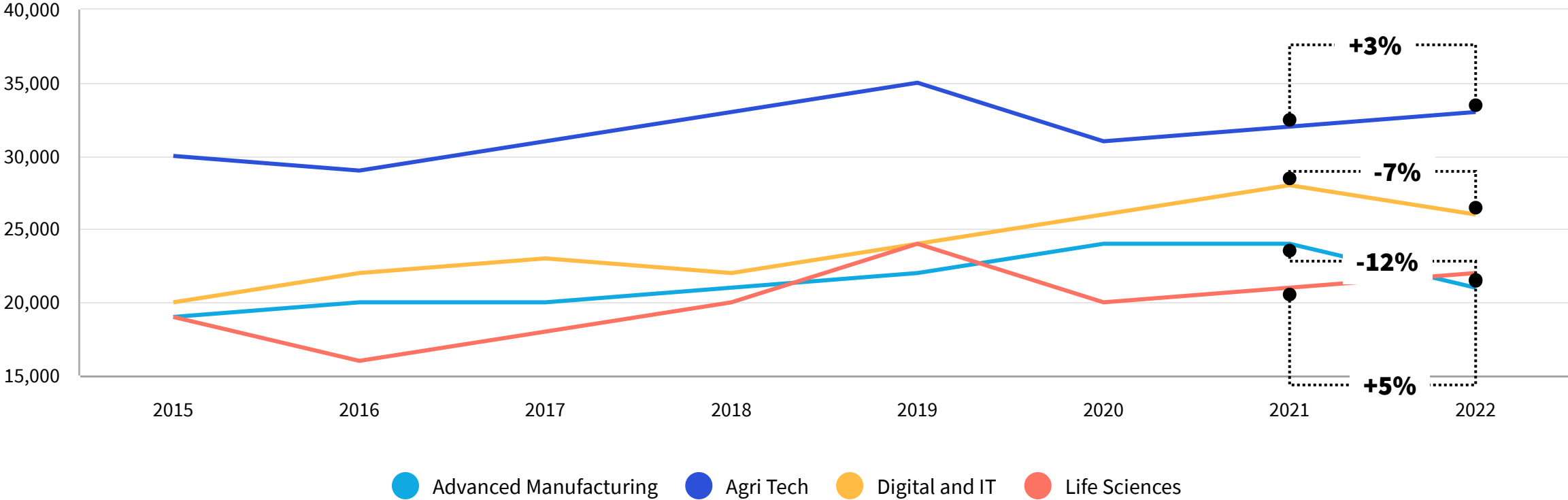
Job Growth in 2022



Source: Jobs Density, Office for National Statistics

Across C&P's priority growth sectors in 2022, jobs fell in Advanced Manufacturing and Materials, and Digital and IT, but increased in Agri-Tech and Life Sciences albeit below growth rates for England, but there are concerns about accuracy of official data

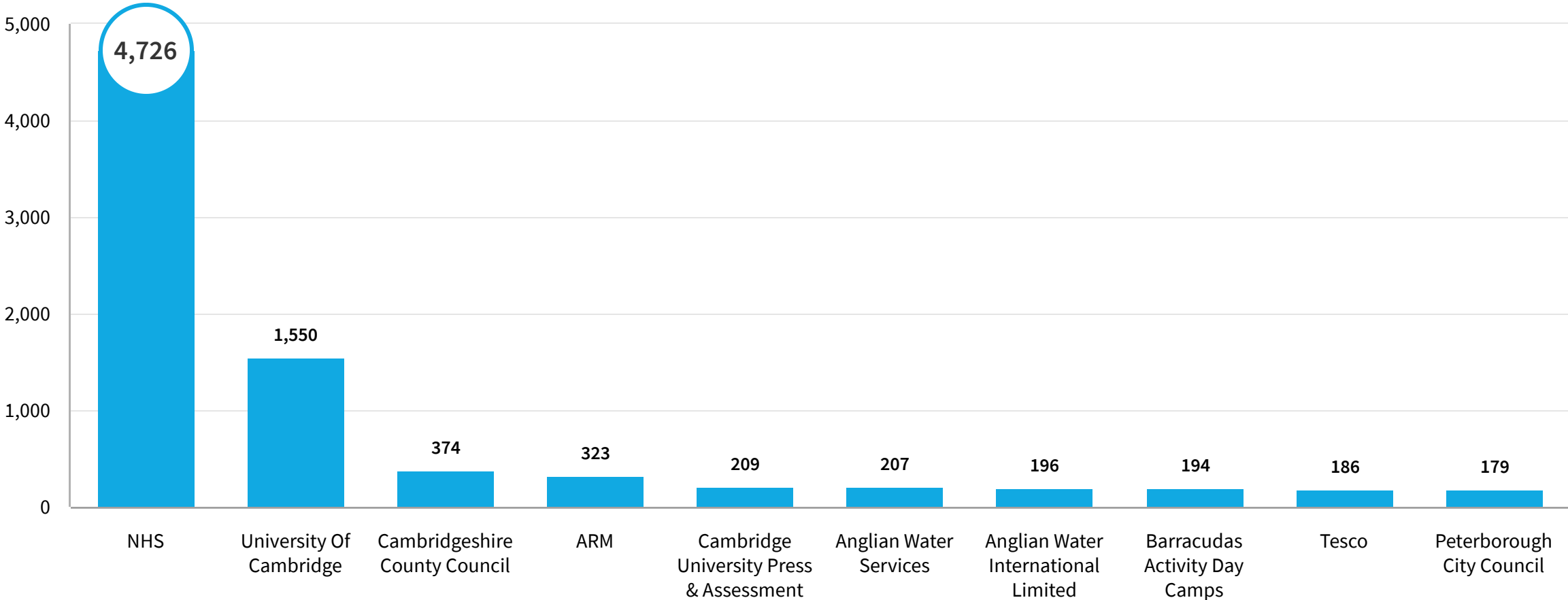
Growth Sector Jobs, Cambridgeshire and Peterborough



Source: Business Register and Employment Survey, Office for National Statistics

The NHS remains C&P's top recruiter

Ten Biggest Recruiters in Cambridgeshire and Peterborough, Jan 24-Jun 24



Source: Lightcast

Biggest recruiters - Cambridge and East Cambs

	Last five years	Last six months
Cambridge	NHS (23,181)	NHS (2,147)
	University of Cambridge (17,676)	University Of Cambridge (1,546)
	Astrazeneca (6,195)	ARM (304)
	ARM (3,062)	Cambridge University Press/Assessment (204)
	Thermo Fisher Scientific (2,345)	Astrazeneca (126)
East Cambridgeshire	NHS (869)	NHS (67)
	Thorlabs (317)	Thorlabs (34)
	Maid2Clean (182)	DS Smith (34)
	Environment Agency (147)	Barracudas Activity Day Camps (29)
	Cambridgeshire County Council (144)	Sanctuary Group (27)

Biggest recruiters - Fenland and Huntingdonshire

	Last five years	Last six months
Fenland	NHS (1,409)	NHS (109)
	Greencore (376)	Barchester Plc (43)
	Barchester Plc (332)	Cambian Group (31)
	Fulbridge (246)	Caretech (31)
	Caretech (229)	Fulbridge (31)
Huntingdonshire	NHS (5,441)	NHS (610)
	Labcorp (1,301)	Cambridgeshire County Council (212)
	Cambridgeshire County Council (1,041)	Anglian Water International Limited (92)
	Anglian Water International Limited (782)	Huntingdonshire District Council (86)
	Anglian Water Services (753)	Barracudas Activity Day Camps (83)

Biggest recruiters - Peterborough and South Cambs

	Last five years	Last six months
Peterborough	NHS (11,698)	NHS (1,359)
	Peterborough City Council (1,133)	Peterborough City Council (179)
	Caterpillar (1,053)	Caterpillar (123)
	BGL Group (896)	Anglian Water Services (96)
	Compass Group (520)	Anglian Water International Ltd (78)
South Cambs	NHS (2,167)	NHS (434)
	P.A Consulting (359)	Tesco (32)
	Barchester Plc (309)	Barchester Plc (32)
	Tesco (299)	Excelcare Holdings (29)
	ARM (192)	East Anglia Children's Hospices (23)

A close-up photograph of a person's hand placing a green puzzle piece into a larger jigsaw puzzle. The puzzle is spread out on a dark, reflective surface, and the background is softly blurred. The text 'Skills gaps and shortages' is overlaid on the left side of the image in a white, sans-serif font.

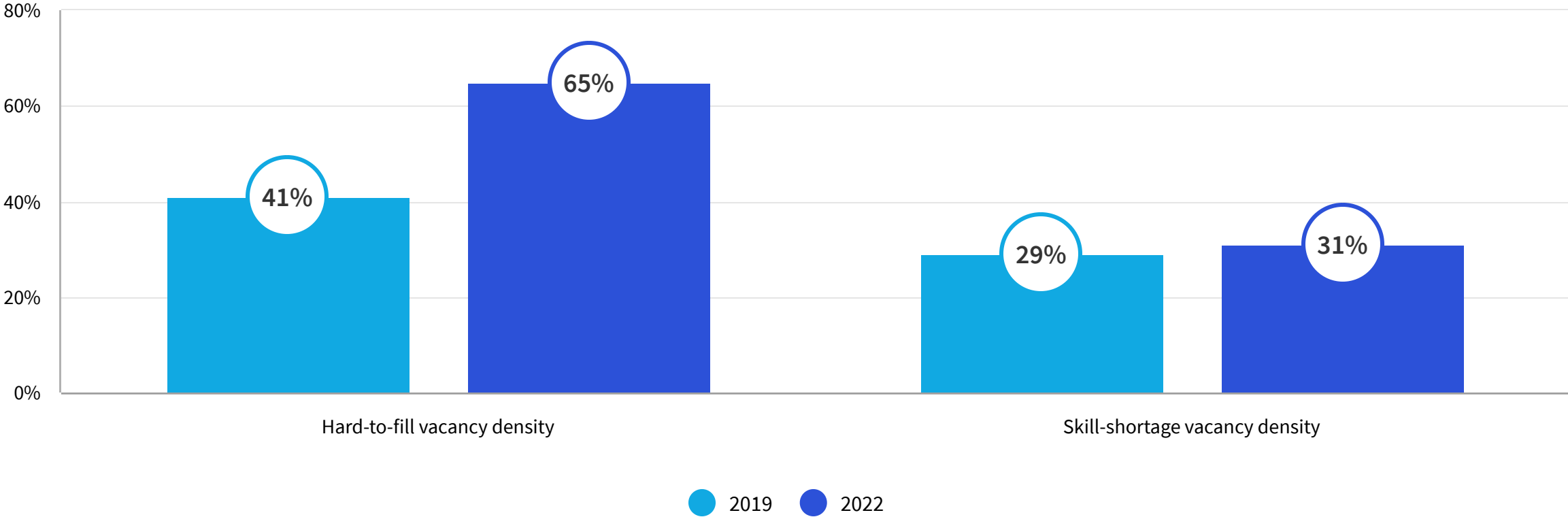
Skills gaps and shortages

Key messages - recruitment difficulties and skill shortages

- Recruitment difficulties increased considerably between 2019 and 2022
- **Job postings data suggest that recruitment difficulties have since fallen since early 2023** but are highest in Cambridge
- Job postings data suggest that recruitment difficulties are highest for Care Workers & Home Carers, Specialist Medical Practitioners, and Primary Education Teachers
- **At local authority level, Care Workers and Home Carers feature within the most difficult to recruit occupations in Cambridge, East Cambridgeshire, Huntingdonshire and Peterborough**
- There was **little change in the incidence of skill gaps** (existing workers deemed not to be fully proficient) over the three years to 2022
- Skill gaps were highest in information and communication and hotels and restaurants

Recruitment difficulties increased considerably between 2019 and 2022, with almost two-thirds of vacancies being hard to fill in 2022

Hard to Fill Vacancies and Skills Shortage Vacancies as a share of all Vacancies, Cambridgeshire and Peterborough



Source: Employer Skills Survey, Department for Education

Highest median posting duration among top 50 occupations, Jan-Jun 2024

	Occupation	Duration (days)
Cambridge	Specialist Medical Practitioners	30
	Care Workers and Home Carers	29
	Health Services and Public Health Managers and Directors	29
	Early Education and Childcare Practitioners	29
	Sales and Retail Assistants	29
	Higher Education Teaching Professionals	29
	Electronics Engineers	28
	Engineering Technicians	28
	Quantity Surveyors	28
	Electrical Engineers	28
Vehicle Technicians, Mechanics and Electricians	28	
East Cambridgeshire	Health Associate Professionals n.e.c.	35
	Bar Staff	31
	Kitchen and Catering Assistants	29
	Care Workers and Home Carers	28
	Assemblers and Routine Operatives n.e.c.	28

Source: Lightcast

Highest median posting duration among top 50 occupations, Jan-Jun 2024

	Occupation	Duration (days)
Fenland	Construction and Building Trades n.e.c.	34
	Gardeners and Landscape Gardeners	30
	Bar and Catering Supervisors	29
	Primary Education Teaching Professionals	28
	Sales Related Occupations n.e.c.	28
	Mechanical Engineers	28
	Welding Trades	28
	Early Education and Childcare Practitioners	28
	Vehicle Technicians, Mechanics and Electricians	28
	Youth and Community Workers	28
	Generalist Medical Practitioners	28
	Pharmaceutical Technicians	28
	Health Services and Public Health Managers and Directors	28
	Advertising and Marketing Associate Professionals	28

Source: Lightcast

Highest median posting duration among top 50 occupations, Jan-Jun 2024

	Occupation	Duration (days)
Huntingdonshire	Care Workers and Home Carers	30
	Primary Education Teaching Professionals	30
	Quantity Surveyors	29
Peterborough	Specialist Medical Practitioners	30
	Registered Nurse Practitioners	30
	Care Workers and Home Carers	29
	Teaching Professionals n.e.c.	28
	Electical Engineers	28
	Carpenters and Joiners	28
	Residential, Day and Domiciliary Care Managers/Proprietors	28
	Health and Safety Managers and Officers	28
	Special & Additional Needs Education Teaching Professionals	28
South Cambridgeshire	Social Workers	30

Education and training

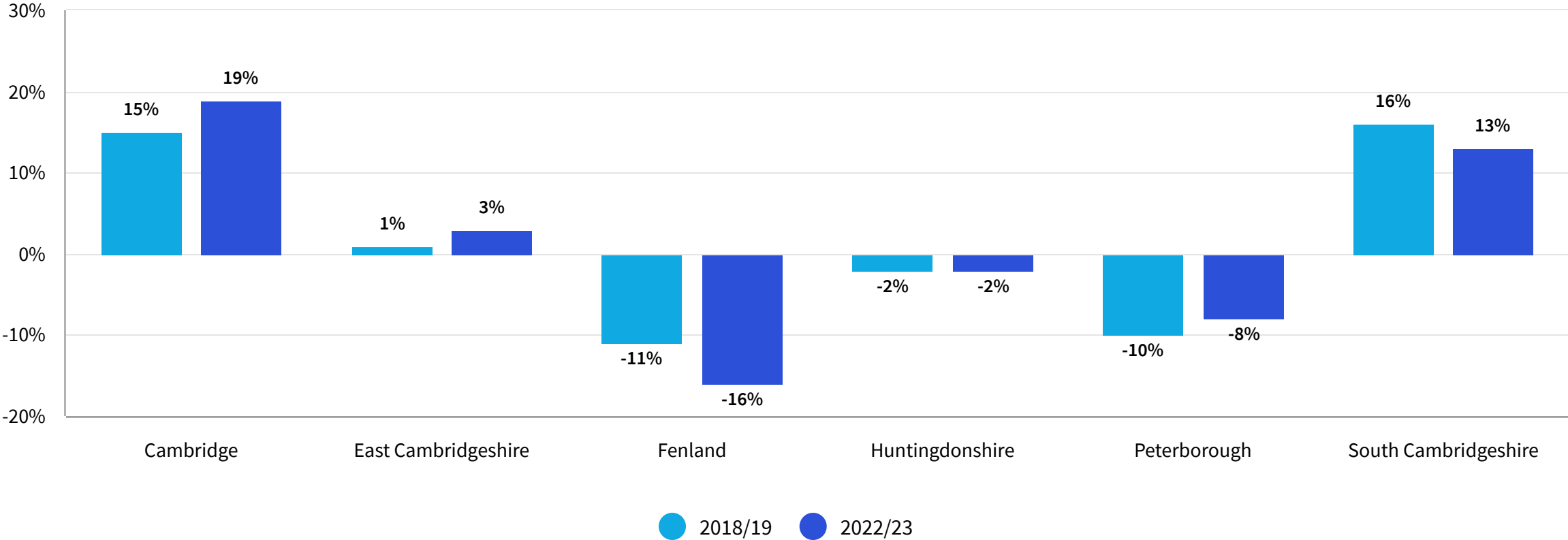
A person wearing a black long-sleeved shirt is holding a clipboard with a document titled "CARE PLAN". The document has a blue header with a person's silhouette and some text. The clipboard is held over a dark, round table. On the table, there is a spiral-bound notebook with a grid pattern and a pen. Another person's hands are visible on the right side of the frame, one hand resting on the table and the other near the notebook. The background shows a blurred orange curtain and a grey chair.

Key messages - participation in education and training, apprenticeships, and attainment

- Cambridgeshire and Peterborough's local authority areas had some of the **highest and lowest GCSE scores in England in 2022/23**. GCSE performance improved and rose further above the England average in Cambridge and East Cambridgeshire, but has fallen and moved further below the England average in Fenland
- **Participation in education and training among 16-17-year-olds** rose slightly in 2023 and **overtook the national average**, driven by apprenticeship participation
- Progression to higher education increased in 2021/22 to a new record high but remained below the national average
- **T Level participation is under-represented in the East of England**
- Cambridgeshire and Peterborough has a below average rate of 19-year-olds achieving a Level 2 qualification, with Fenland having one of the lowest rates in England. Level 3 attainment at age 19 is also slightly below average, with Fenland also having one of the lowest rates in England. **A return to exams following pandemic-related grading changes could be behind some of the drop in Level 3 attainment in the latest year**
- **Adult participation in FE fell in 2023/24, after increasing during the previous two years, and remained below pre-pandemic levels**. FE participation rates continued to be highest in Peterborough and Fenland.
- **Apprenticeship achievements fell in 2023/24 to the lowest level in the six years of data that are available, with a fall in achievements across all apprenticeship levels**
- The percentage of **employees receiving job-related training has also fallen**, particularly in Peterborough and for public sector workers

Attainment 8 scores are well above average in Cambridge and South Cambridgeshire and well below average in Fenland. The gap with the England average is also widening in Fenland.

Average Attainment 8 Scores Relative to the England Average



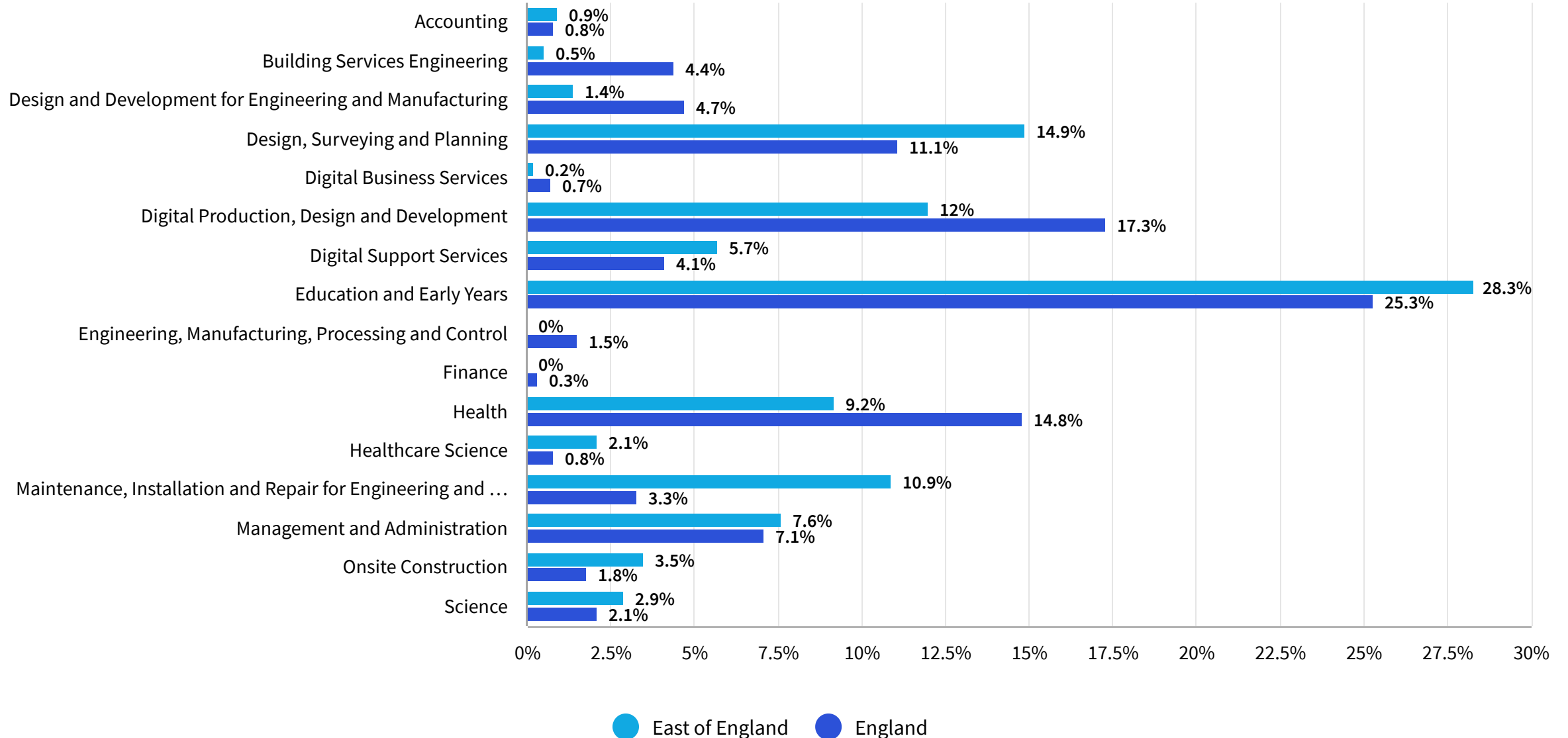
Source: Key Stage 4 Performance, Department for Education

FE participation among 16-17-year-olds has increased slightly, driven by increased apprenticeship participation

	2022	2023
Full-time education	87.0%	86.7%
Apprenticeship	3.2%	3.8%
Employment with study	0.9%	0.8%
Other participation type	0.2%	0.1%
Part-time education	0.50%	0.47%
Work-based learning	0.56%	0.58%

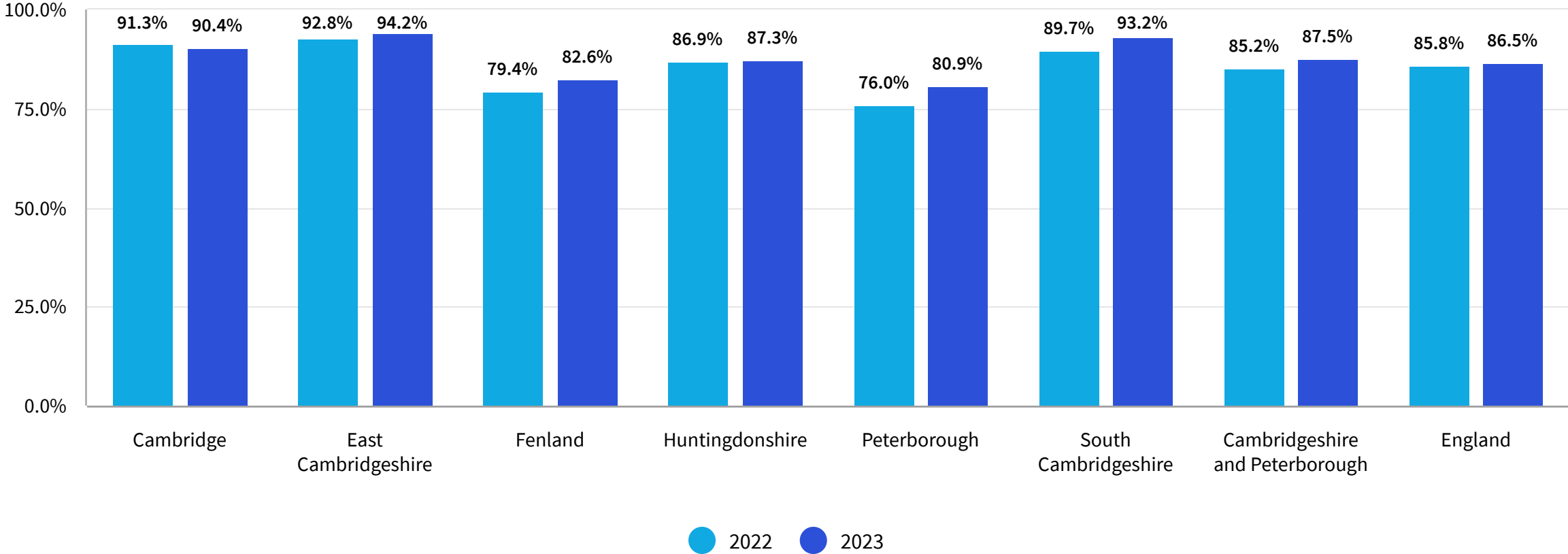
Source: Participation in Education, Training and NEET Age 16 to 17 by Local Authority, Department for Education

Percentage of T Level Students by Subject, 2021/22 to 2023/24



Cambridgeshire and Peterborough's working age population became more highly qualified in 2023. The share with at least a Level 2 qualification rose above the England average. Peterborough continued to have the lowest Level 2+ qualification rate but experienced a robust increase.

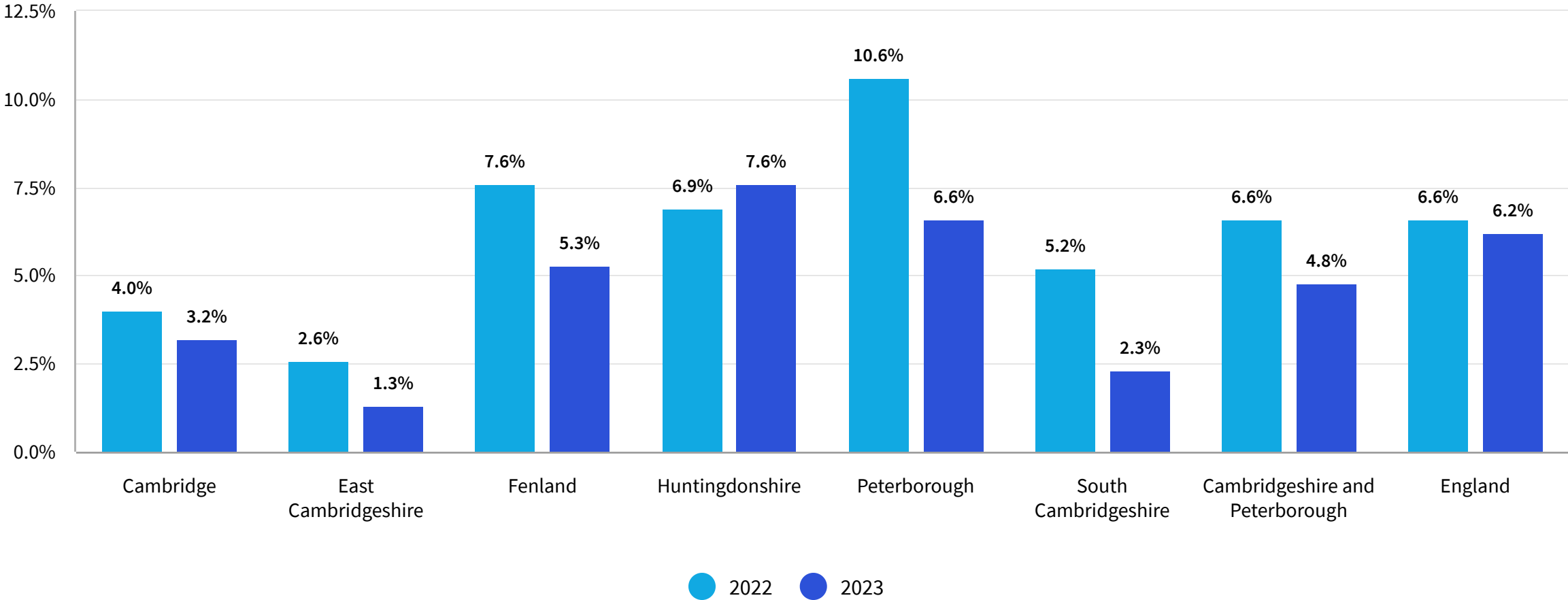
Percentage of 16–64-Year-olds Qualified to RQF Level 2+



Source: Annual Population Survey, Office for National Statistics

The share of 16-64-year-olds with no qualifications was below average in all areas apart from Huntingdonshire and Peterborough, with Huntingdonshire being the only area to see an increase over 2023

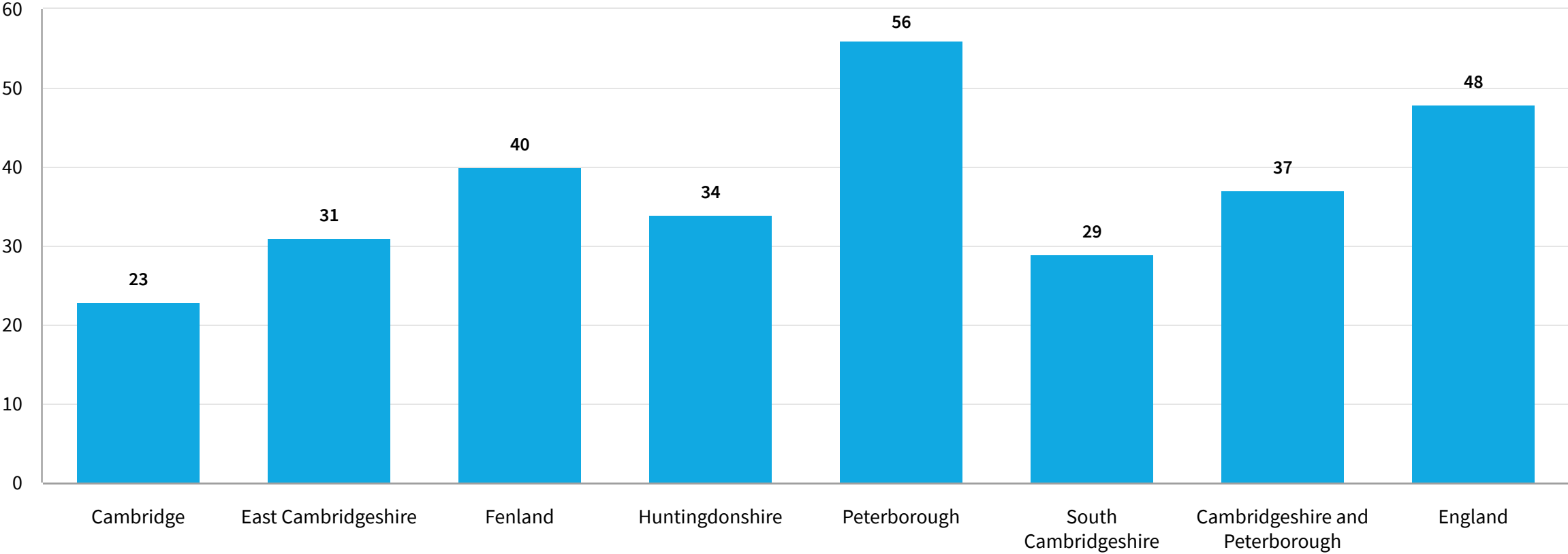
Percentage of 16–64-Year-olds with No Qualifications



Source: Annual Population Survey, Office for National Statistics

FE participation rates continued to be highest in Peterborough and Fenland. While the rate of adult FE participation across Cambridgeshire and Peterborough continued to be below the national average, FE participation was well above the national rate in Peterborough. Fenland had the second highest rate, although this was below average.

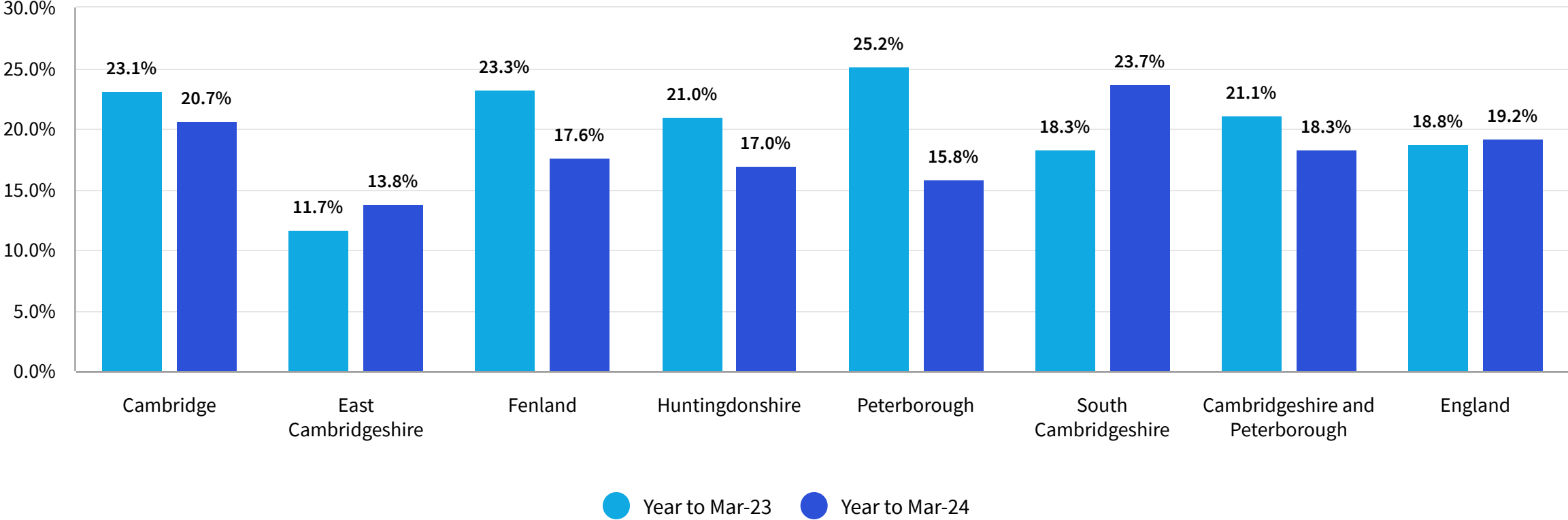
FE Participation per 1,000 Population, 2023/24



Source: Further Education and Skills, Department for Education

The percentage of employees receiving job-related training has fallen, particularly in Peterborough and for public sector workers

Percentage of Employees Aged 16-64 Years Receiving Job-Related Training in the Last 13 Weeks



Source: Annual Population Survey, Office for National Statistics

Digital skills

```
var o, d=this, e=this  
$.getJSON(c.router.themePath+"/  
ready"), a(document.body).ready()  
ready"), c.router.selectedClass  
this.undelegateEvents  
("collapsed").toggleClass  
$.togglePreviewDeviceButtons  
}, keyEvent: function(a) {  
// maybeRequestFileSystem  
$.extend  
$.listenTo(c.collection, "change",  
length), c.announceSearchMenu  
function(){c.overlayMenu  
...})} ...}
```


Key messages - categorising and quantifying digital skills and jobs, shortages

- **One-in-11 people** working in Cambridgeshire and Peterborough are employed in digital occupations. Digital employment rates are highest in South Cambridgeshire, Cambridge, and Peterborough and lowest in the rural Fens, particularly Huntingdonshire
- The **number of digital workers increased by over 50% over the past five years**, against a fall in employment across other occupations
- **Programmers and software development professionals account for almost one third of all digital workers** and are the most in-demand occupation in Cambridgeshire and Peterborough's job market
- The digital employment rate across Cambridgeshire and Peterborough increased from one-in-17 to one-in-11 workers in just five years, with **digital employment growing fastest in East Cambridgeshire, Fenland and Peterborough**
- ARM, the University of Cambridge and the NHS are the biggest recruiters of digital workers
- An analysis of online job postings across Cambridgeshire and Peterborough over the past five years shows that **17 of the 50 most requested 'specialised skills' within all vacant posts were digital skills**. However, over the past six months, far fewer digital skills featured within the top 50 specialised skills requested in job postings.

The UK government uses 2010 Standard Occupational Categories (SOCs) to monitor digital employment across the UK. SOC codes have since been updated and can be mapped to the following 17 SOC 2020 occupations. SOC 2010 digital occupations represent 8.8% of all employment in C&P, while the SOC 2020 digital occupations represent 9.3% of all employment.

SOC 2010

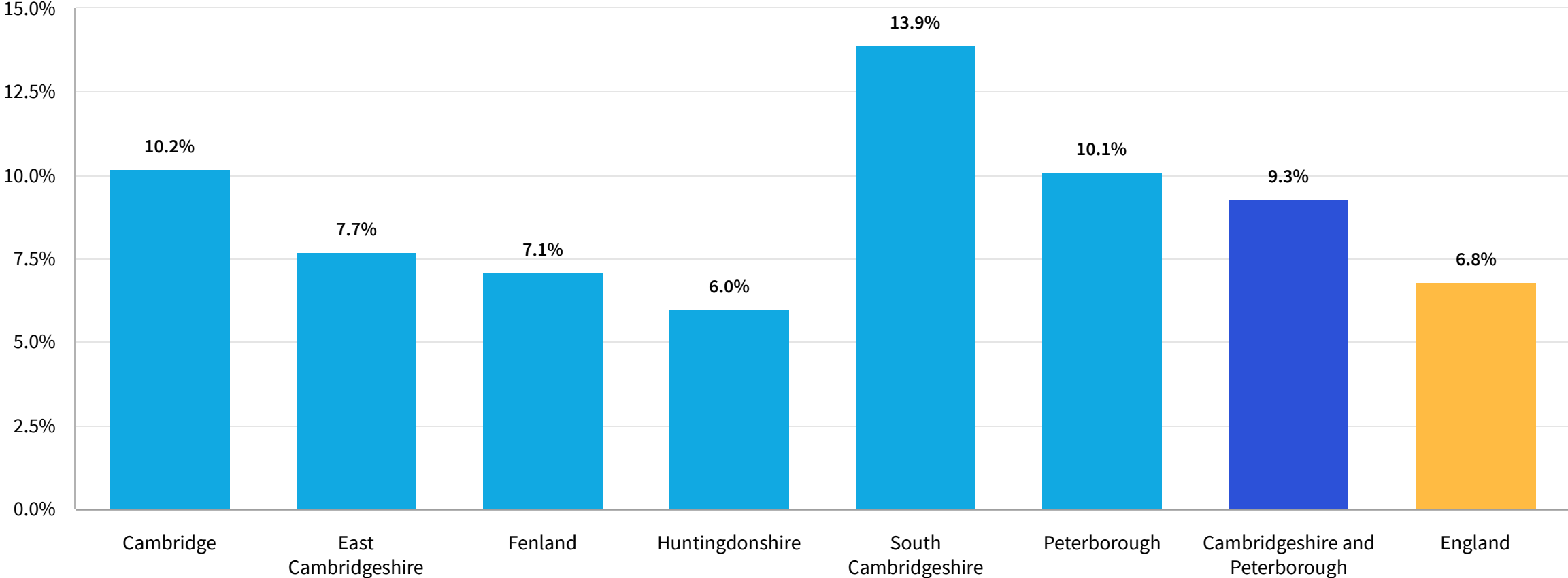
1136	Information technology and telecommunications directors
2133	IT specialist managers
2134	IT project and programme managers
2135	IT business analysts, architects and systems designers
2136	Programmers and software development professionals
2137	Web design and development professionals
2139	Information technology and telecommunications professionals n.e.c.
3131	IT operations technicians
3132	IT user support technicians
5242	Telecommunications engineers
5245	IT engineers

SOC 2020

1137	Information technology directors
2131	IT project managers
2132	IT managers
2133	IT business analysts, architects and systems designers
2134	Programmers and software development professionals
2135	Cyber security professionals
2136	IT quality and testing professionals
2137	IT network professionals
2139	Information technology professionals n.e.c.
2141	Web design professionals
2142	Graphic and multimedia designers
3131	IT operations technicians
3132	IT user support technicians
3133	Database administrators and web content technicians
3573	Information technology trainers
5242	Telecoms and related network installers and repairers
5244	Computer system and equipment installers and servicers

One-in 11 people working in Cambridgeshire and Peterborough are employed in digital occupations (9.3%). This is above the England average (one-in-15 workers, 6.8%). Within the region, rates of digital employment are highest in South Cambridgeshire, Cambridge and Peterborough. Huntingdonshire is the only local authority area with a below-average rate of digital employment rate.

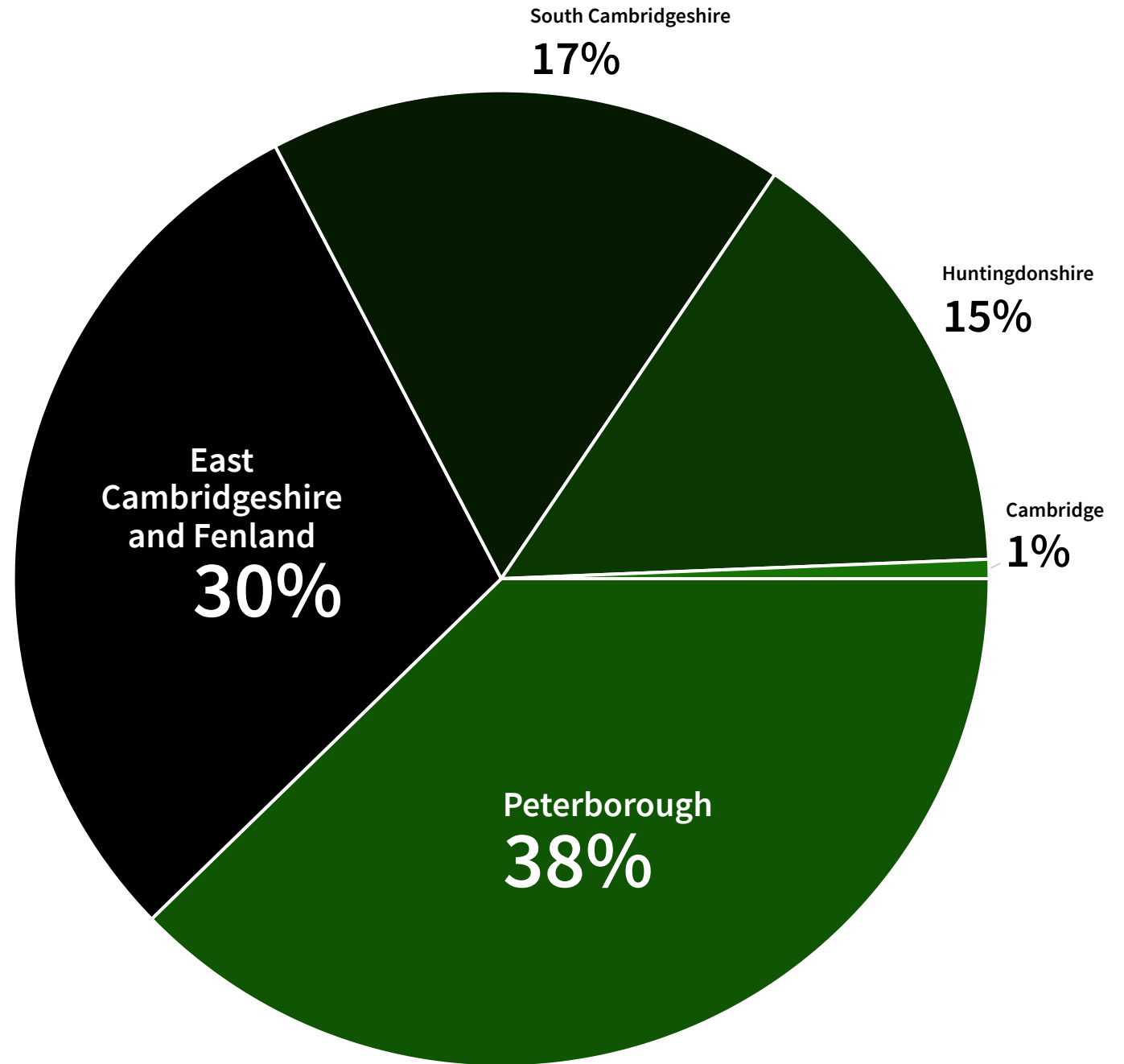
Percentage of all Employment in Digital Occupations, Year to Sep-23



Source: Annual Population Survey, Office for National Statistics

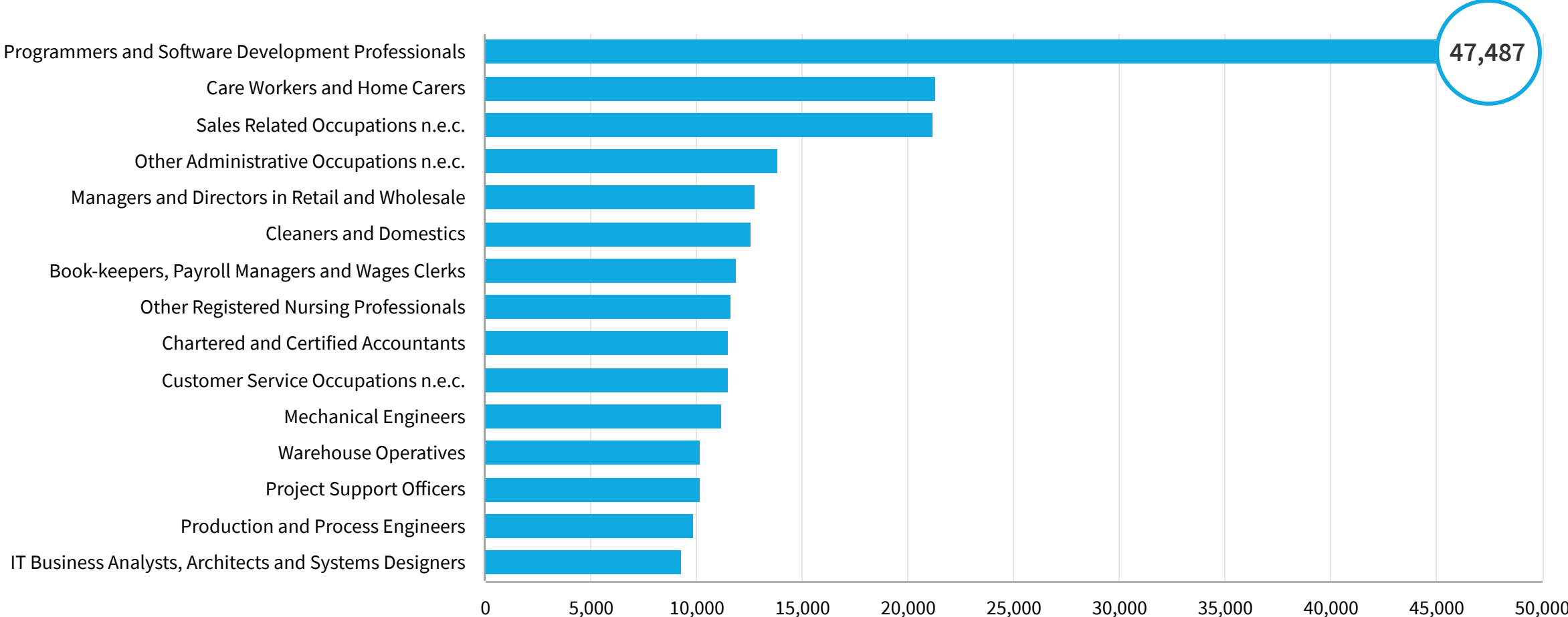
Share and location of *net* new digital employment

Two thirds of net new digital employment over the past five years was created in Peterborough and East Cambridgeshire & Fenland. Digital employment rates increased fastest in these two areas (+356% in East Cambridgeshire and Fenland and +90% in Peterborough), with Cambridge being the only area to experience a below-average growth rate (+1%).



Programmers and Software Development Professionals are the most in-demand occupation in Cambridgeshire and Peterborough's job market

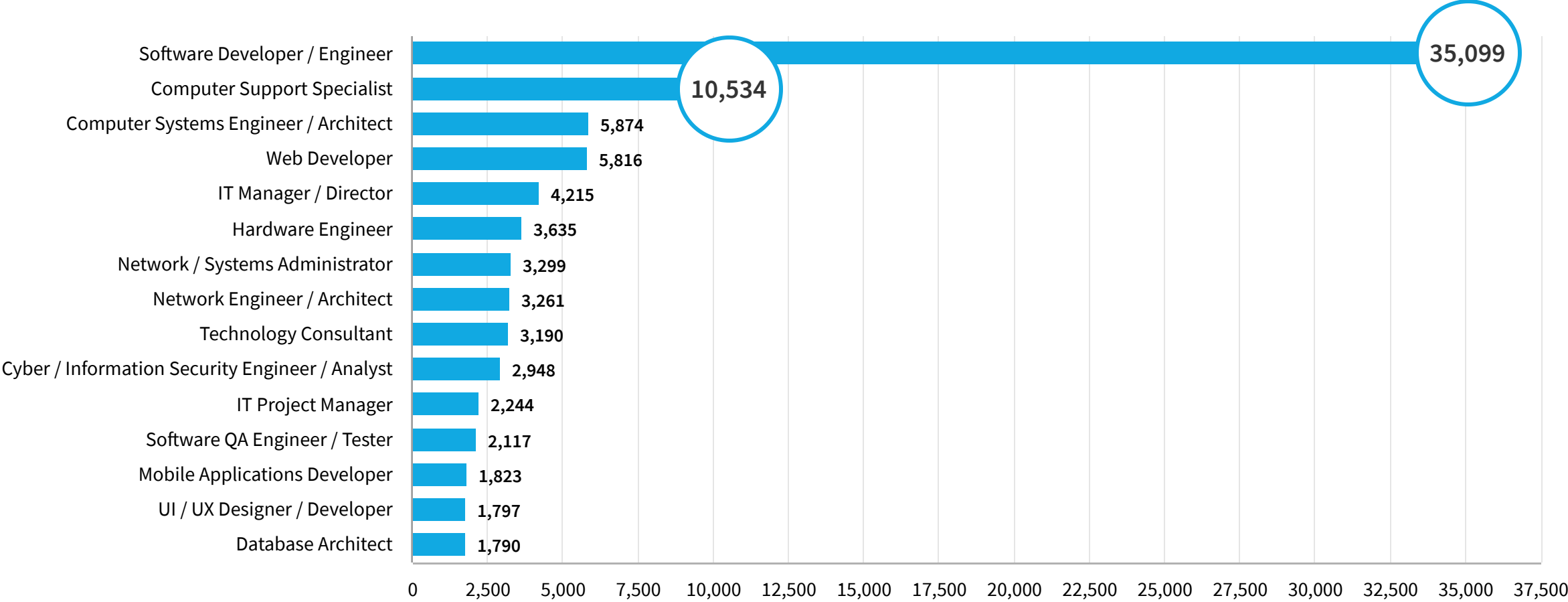
Online Job Postings - Top 15 Occupations, Cambridgeshire and Peterborough, Jul 2019 - Jun 2024



Source: Lightcast

Job postings for Software Developers/Engineers accounted for the largest number of digital job postings across Cambridgeshire and Peterborough over the past five years, followed by Computer Support Specialists, Computer Systems Engineers/Architects, Web Developers, and IT Managers/Directors

Job Postings for Digital Professionals - Top 15 Professions, Cambridgeshire and Peterborough, Jul 2019 - Jun 2024



Source: Lightcast

Top 10 Digital Skills Requested within Job Postings, Jan-Jun 2024

Cambridge	Python, Microsoft Excel, Microsoft Office, Computer Science, Software Engineering, C++, Data Analysis, Software Development, Microsoft Outlook, Machine Learning
East Cambridgeshire	Microsoft Office, Microsoft Excel, Computer Literacy, Microsoft Outlook, Data Analysis, Technical Support, Computer Aided Design, AutoCAD, Python, Automation
Fenland	Computer Literacy, Microsoft Excel, Microsoft Office, Microsoft Outlook, Technical Support, Data Analysis, SAP Applications, Computer Aided Design, Automation, Emerging Technologies
Huntingdonshire	Data Analysis, Computer Literacy, Microsoft Excel, Microsoft Office, Microsoft Outlook, Automation, Technical Support, SAP Applications, AutoCAD, Microsoft Sharepoint
Peterborough	Microsoft Office, Microsoft Excel, Computer Literacy, Microsoft Outlook, Data Analysis, Automation, SAP Applications, AutoCAD, Technical Support, Power BI
South Cambridgeshire	Microsoft Excel, Microsoft Office, Computer Literacy, Data Analysis, Microsoft Outlook, Python, Automation, Software Development, Software Engineering, C++

Source: Lightcast.

Green skills



Key messages - categorising and quantifying green skills and jobs, shortages

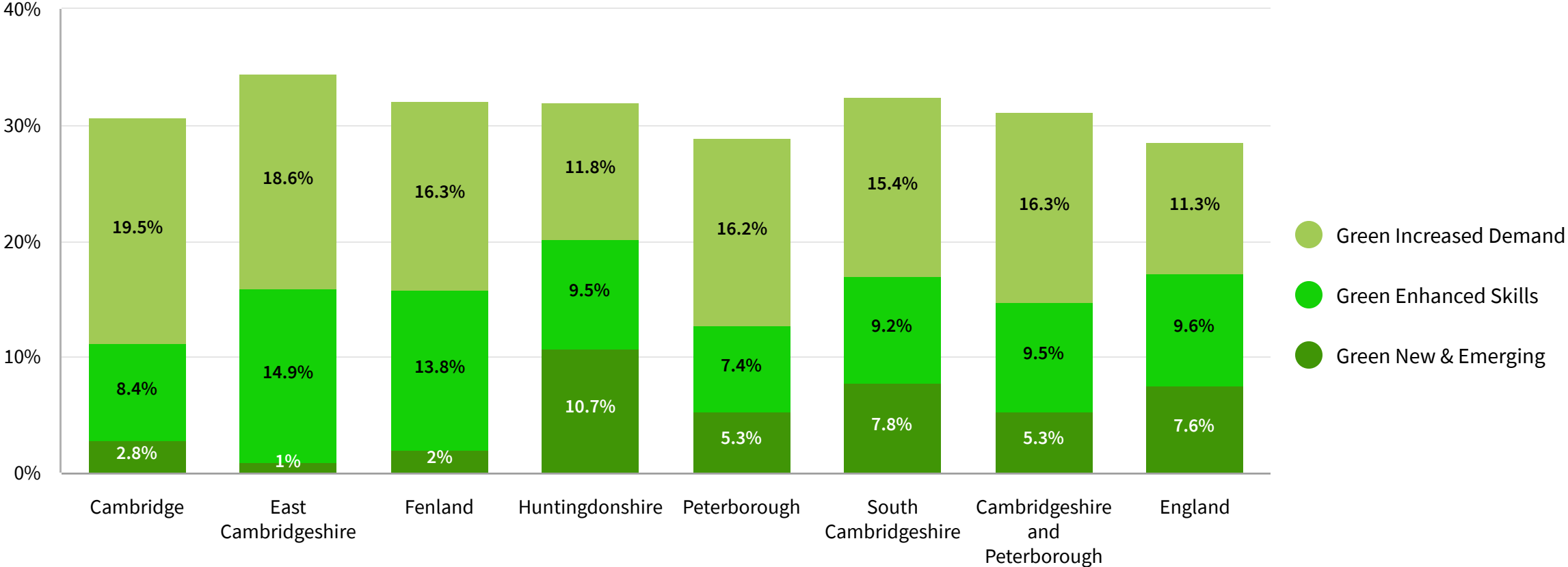
- **One-third of people working in C&P are employed in occupations that will be affected by the transition to a green economy.** East Cambridgeshire has the highest rate of employment in occupations affected by greening. Across C&P the construction sector has by far the highest share of workers employed in occupations affected by greening.
- **Pipe Fitters are expected to be the fastest growing ‘green occupation’** in Cambridgeshire and Peterborough to 2031
- **Job postings requesting specialist green skills have more than doubled over the past five years.** By far the top green skill requested over the past five years has been Waste Management, while the top green skill requested over the past six months has been Water Treatment
- The University of Cambridge has been by far the top recruiter of workers with green skills over the past five years
- **Engineering occupations feature strongly within the occupations most likely to require green skills.** The top industry requesting green skills has been, by far, Professional, Scientific and Technical activities.

Several studies have sought to estimate the number of jobs affected by the transition to a green economy. A widely-used approach identifies three categories of occupations that are expected to be affected by greening

Green Categories		Top 5 occupations in Cambridgeshire and Peterborough by volume
'Green increased demand' occupations	These occupations will likely see increased demand due to greening, though work and worker requirements will remain basically the same.	Programmers and software development professionals
		Elementary storage occupations
		Biological scientists and biochemists
		Electricians and electrical fitters
		Natural and social science professionals not elsewhere classified
'Green enhanced skills' occupations	These occupations face major alterations, though core roles remain. Tasks, skills, knowledge and credentials now differ. This likely requires training and qualification changes.	Production managers and directors in manufacturing
		Plumbers and heating and ventilating engineers
		Large goods vehicle drivers
		Finance and investment analysts and advisers
		Marketing and sales directors
'Green new and emerging' occupations	These occupations require new skills due to green economy activities and technologies creating a need for unique work and workers.	Management consultants and business analysts
		Business and related associate professionals n.e.c.
		Engineering professionals n.e.c.
		IT business analysts, architects and systems designers
		Managers and directors in storage and warehousing

One-third (31.2%) of people working in Cambridgeshire and Peterborough are employed in occupations that will be affected by the transition to a green economy. This is slightly above the England average rate (28.5%) – driven by a higher rate of people employed in ‘green increased demand’ occupations.

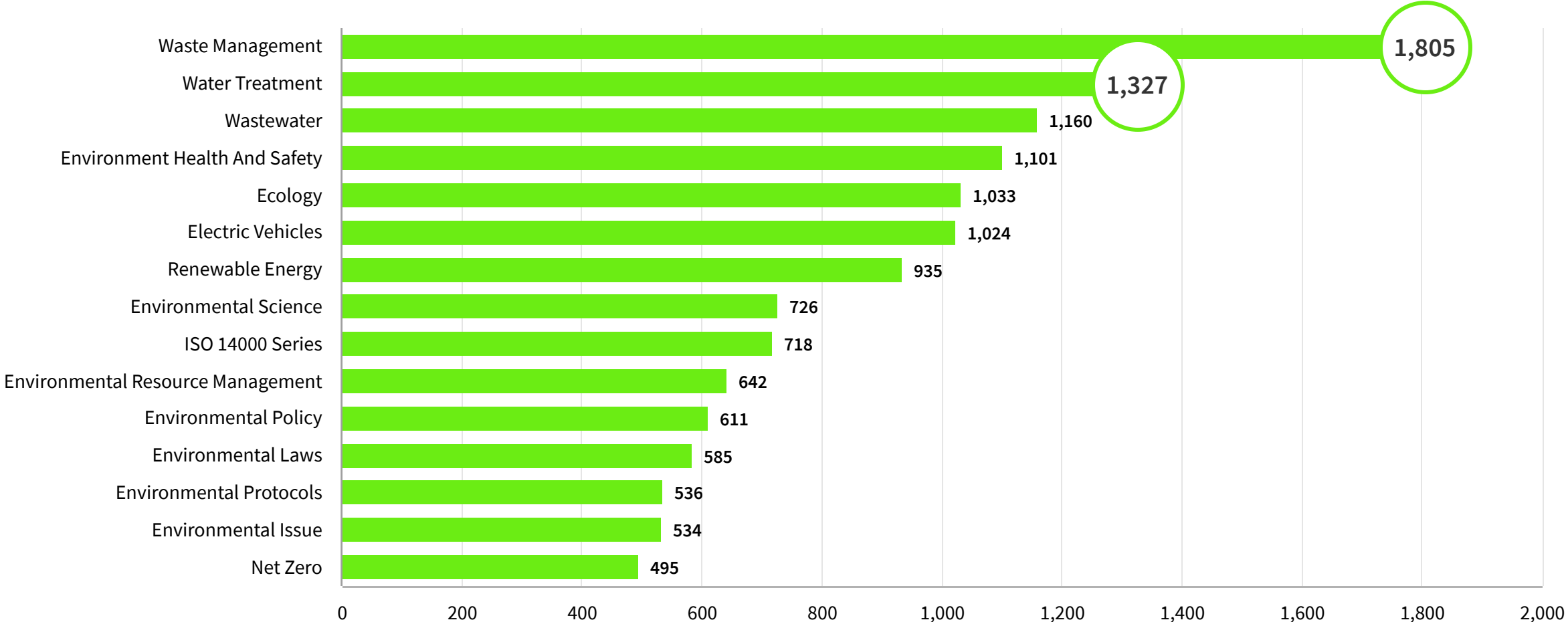
Percentage of People Employed in Occupations Affected by Greening, Year to Sep-23



Source: Annual Population Survey, Office for National Statistics

By far the top green skill requested over the past five years has been Waste Management - followed by Water Treatment, Wastewater, Environment Health and Safety, Ecology, Electric Vehicles and Renewable Energy.

Top 15 Green Skills Requested in Job Postings, Cambridgeshire and Peterborough, Jul 2019-Jun 2024



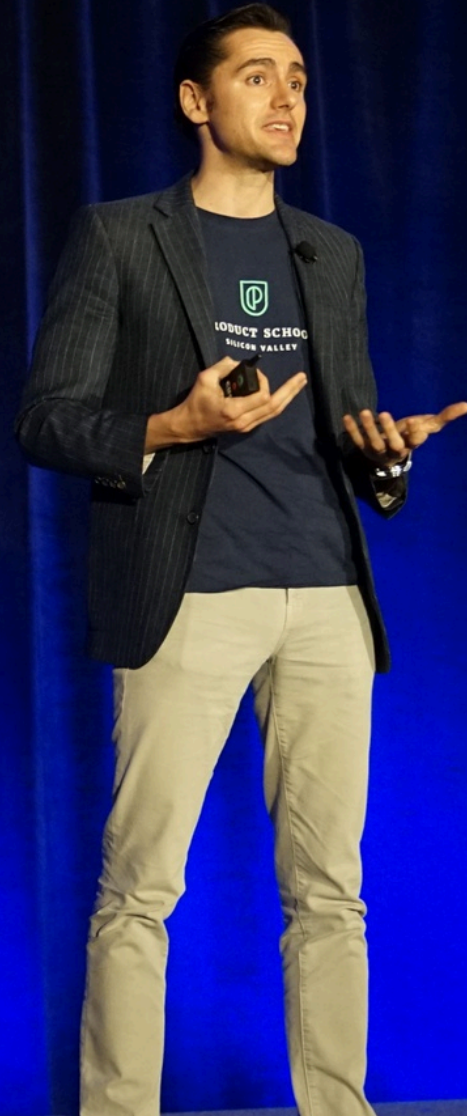
Source: Lightcast

Top 10 Green Skills within Job Postings by Local Authority Area, Jul 2019-Jun 2024

Waste Management and Environment Health and Safety featured within the top green skills requested in job postings in all six local authority areas

Specialised Green Skill	Cambridge	East Cambs	Fenland	Huntingdonshire	Peterborough	South Cambs
Ecology	2			8	6	6
Electric Vehicles	5	9		6	5	2
Energy Management			10			
Environment Health & Safety	8	3	3	2	3	3
Environmental Issue		8				
Environmental Laws		4		10	7	
Environmental Monitoring			4			10
Environmental Permitting		6				
Environmental Policy	9	10		3		
Environmental Protocols	6					
Environmental Resource Management	10			9	9	9
Environmental Science	7				10	4
ISO 14000 Series		2	6	4		7
Net Zero						8
Plastic Recycling			9			
Renewable Energy	3	5	8		8	
Waste Collection						5
Waste Management	1	1	1	1	4	1
Waste Packaging			2			
Wastewater			7	5	1	
Water Treatment	4	7	5	7	2	

Soft skills

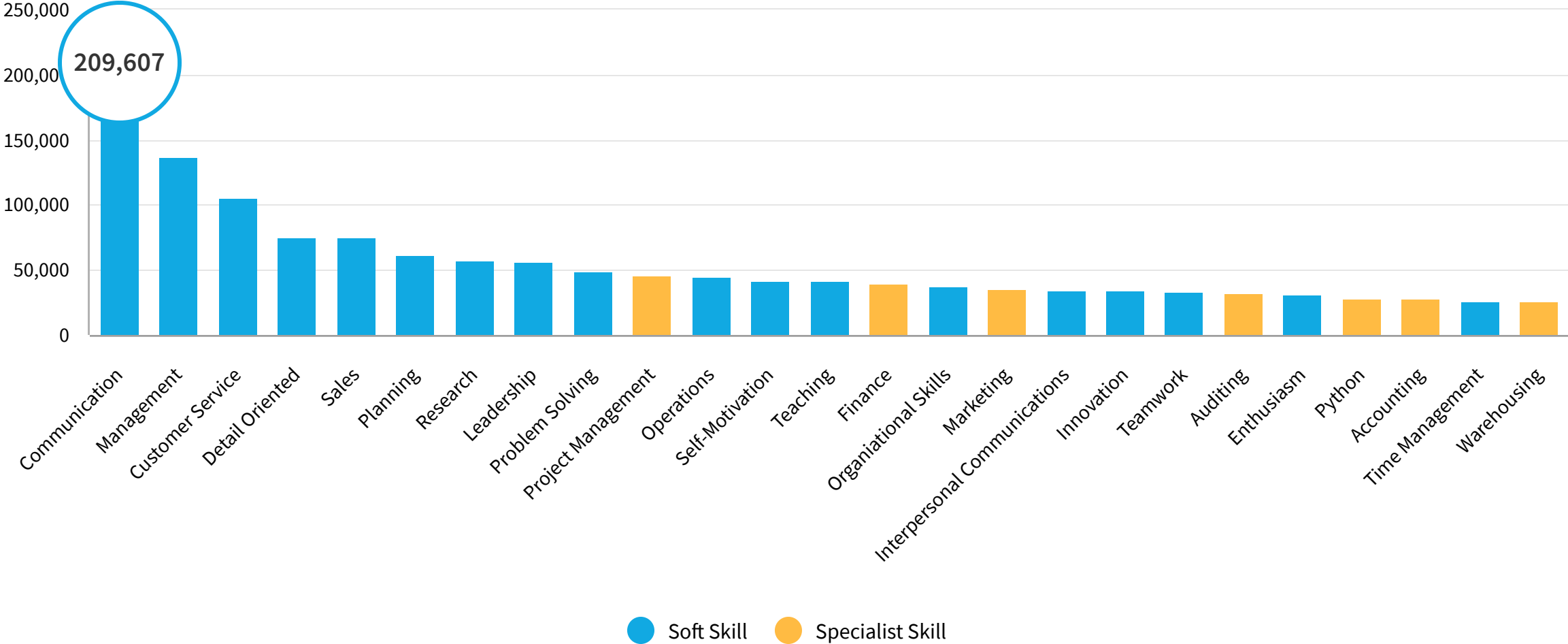


Key messages - categorising and quantifying soft skills, shortages

- **The most requested skills in Cambridgeshire and Peterborough are all soft skills:** across all job postings over the past five years, the top nine skills requested were all soft skills, while soft skills accounted for 18 of the top 25 skills
- **Communication is by far the most requested skill** – requested 4.5 times as much as the most specialised skill (Project Management) with Management, Customer Service, being Detailed Orientated, Sales, Planning, Research, Leadership and Problem Solving also more requested than any specialised skill
- The 25 most requested soft skills in Cambridgeshire and Peterborough can be grouped into five categories: 1. Analytical/Creative Skills, 2. Interpersonal Skills, 3. Self-Management Skills, 4. Leadership Skills, and 5. Knowledge Transfer Skills

The most requested skills in Cambridgeshire and Peterborough are all soft skills – across all C&P job postings over the past five years, the top nine skills requested were all soft skills, while soft skills accounted for 18 of the top 25 skills

Top 25 Skills Requested in Job Postings, Cambridgeshire and Peterborough, Feb-19-Jun 24



Source: Lightcast

The table categorises the top 25 most requested soft skills in Cambridgeshire and Peterborough job postings according to the soft skills categories identified in the Skills Imperative 2035 study. To note that no ‘Emotional Intelligence’ soft skills appeared within the top 25, while a different category of skill has been added – skills related to ‘knowledge transfer’ (teaching, mentorship and coaching).

Analytical/Creative Skills	Interpersonal Skills	Self-Management Skills	Leadership Skills	Knowledge Transfer Skills
Detail Oriented	Communication	Planning	Management	Teaching
Research	Customer Service	Operations	Leadership	Mentorship
Problem Solving	Sales	Self-Motivation		Coaching
Innovation	Interpersonal Communications	Organisational Skills		
Decision Making	Teamwork	Time Management		
	Presentations	Enthusiasm		
	Influencing	Willingness To Learn		
	Verbal Communication			

Source: Lightcast July 2019-June 2024

Top three soft skills by industry, Cambridgeshire and Peterborough job postings, July 2019 to June 2024

Industry	Top three soft skills
Agriculture, Forestry and Fishing	Communication, Detail Orientated, Research
Mining and Quarrying	Customer Service, Communication, Management
Manufacturing	Communication, Management, Leadership
Electricity, Gas, Steam and Air Conditioning	Communication, Operations, Customer Service
Water, Sewerage, Waste Management	Communication, Management, Customer Service
Construction	Communication, Management, Customer Service
Wholesale and Retail Trade	Customer Service, Sales, Communication
Transportation and Storage	Communication, Management, Customer Service
Accommodation and Food Service Activities	Customer Service, Communication, Management
Information and Communication	Communication, Management, Research
Financial and Insurance Activities	Communication, Management, Customer Service
Real Estate Activities	Communication, Customer Service, Sales
Professional, Scientific and Technical Activities	Communication, Management, Customer Service
Administrative and Support Service Activities	Communication, Management, Customer Service
Public Administration and Defence	Communication, Management, Planning
Education	Research, Communication, Teaching
Health and Social Work Activities	Communication, Management, Leadership
Arts, Entertainment and Recreation	Communication, Customer Service, Management
Other Service Activities	Communication, Customer Service, Management



Reflections on report findings?

A hand holding a glass sphere against a sunset background. The sphere reflects the sunset scene, creating a symmetrical image. The background is a soft, blurred sunset with warm orange and yellow tones transitioning into a cooler blue sky. The hand is in silhouette, holding the sphere from below.

Forward priorities for insight

Working with employers, education and training providers, the Chamber will seek to better understand these issues

Working with employers, education and training providers, the Chamber will seek to better understand these issues


- 1 | The declines in occupational employment relevant to education and training provision
- 2 | The impact on employers of rising inactivity due to long-term sickness
- 3 | The changes to job numbers across Cambridgeshire and Peterborough's priority sectors for economic development strategies
- 4 | Labour market exclusion and poor outcomes for young people in Fenland
- 5 | The recent labour market decline in Peterborough
- 6 | The decline in employer training to record low levels, especially for instruction in new technology
- 7 | The likely impact on future digital skills demand from recent advances in AI and other industry developments
- 8 | The detailed requirements behind the increased demand for green skills
- 9 | The shortage of care workers



**Thoughts on taking forward
insight priorities?**

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