



EAST OF ENGLAND

The East of England accounts for over 10% of the UK's Advanced Manufacturing and Engineering (AME) total employer base and for almost 10% of the sector's total employment.

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Introduction

The East's AME employment base can be attributed in large part to strength in fabricated metal products and machine goods, while although the region is not usually regarded as a "big hitter" where automotive and aerospace are concerned, the sectors do have strong bases in the region, with Lotus and KLM among the larger employers.

Regional Profile

The East of England has a relatively high proportion of the employer base being large (250+ employers) in size when compared with other UK regions.

There is, correspondingly, a relatively lower proportion of micro-sized employers in the East, with 86.9% of employers falling into this category.

Employer size	Micro (0-9 employees)	Small (10-49 employees)	Medium (50-249 employees)	Large (250+ employees)	Total	As percentage of total
East Midlands	9,920	1,315	325	50	11,610	7.4
East of England	13,905	1,610	400	75	15,990	10.2
London	14,705	995	225	50	15,975	10.2
North East	6,180	535	165	35	6,915	4.4
North West	15,120	1,625	375	75	17,195	10.9
Northern Ireland	2,660	370	85	15	3,130	2
Scotland	14,080	1,085	250	65	15,480	9.9
South East	21,125	2,125	470	125	23,845	15.2
South West	11,575	1,265	270	65	13,175	8.4
Wales	5,120	545	160	35	5,860	3.7
West Midlands	13,620	2,110	525	110	16,365	10.4
Yorkshire and the Humber	9,655	1,435	375	65	11,530	7.3
Total	137,665	15,015	3,625	765	157,070	100
As % of Total	87.6	9.6	2.3	0.5	100	

	2018 Employment in AME
East Midlands	112,377
East of England	139,623
London	102,730
North East	56,051
North West	161,874
Northern Ireland	38,878
Scotland	107,941
South East	189,627
South West	144,903
Wales	79,798
West Midlands	192,956
Yorkshire and Humber	120,346
Grand Total	1,447,103

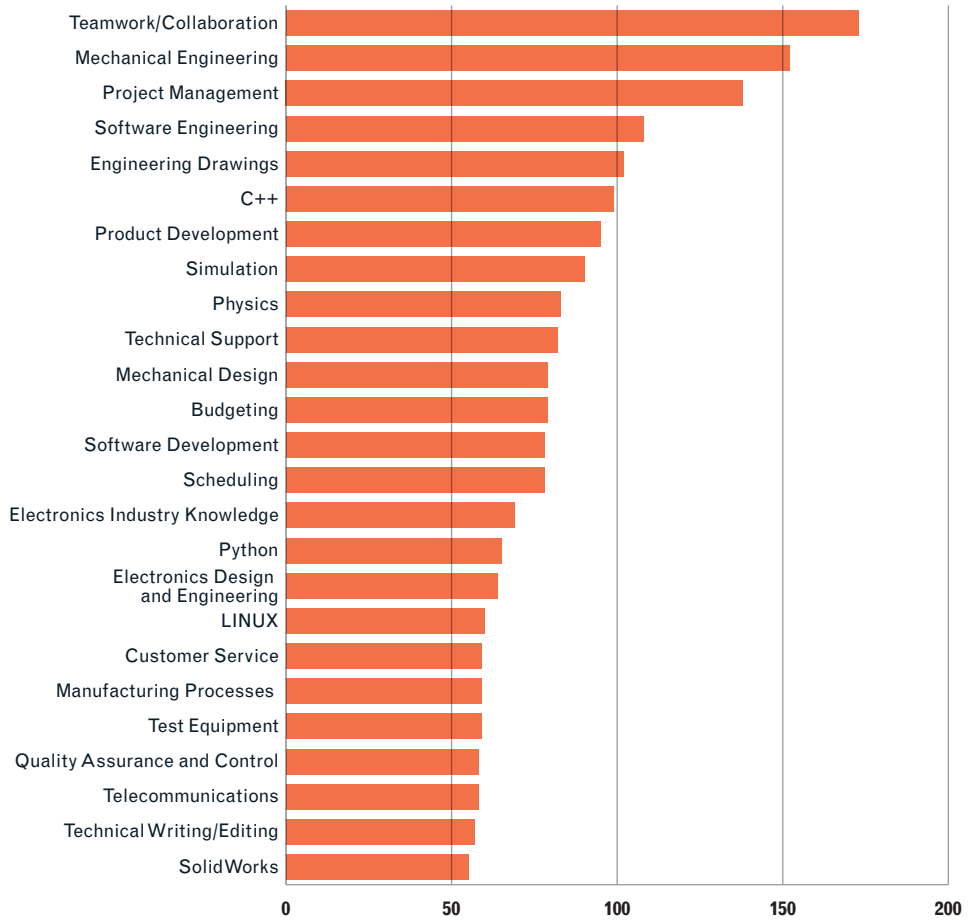


Demand for Skills

According to Labour Insight analysis of 2017 job postings, teamwork and collaborative skills are the most in demand engineering skills in the East of England – which given the relative concentration of large employers is understandable.

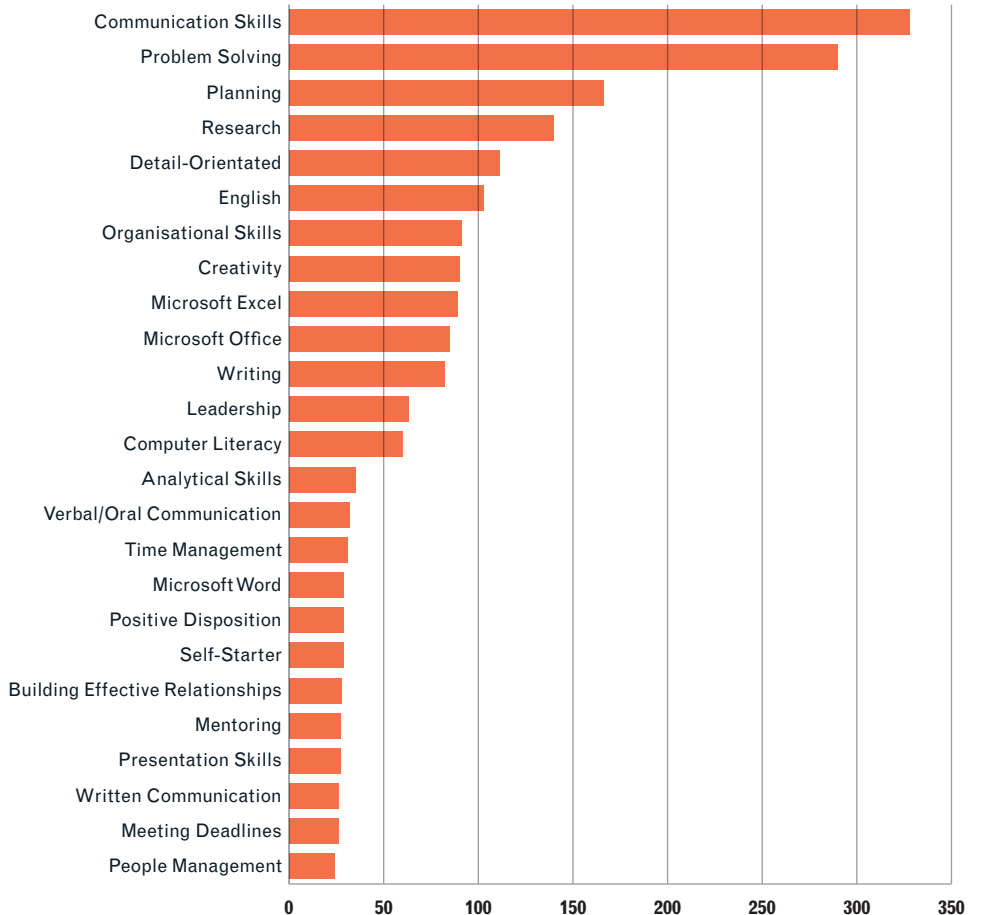
Mechanical engineering skills are also in high demand, in common with other regions, which can be attributed to the relative strength of the fabricated metal products sector.

There are some specialist software skills in demand, such as Linux and SolidWorks, while general software engineering skills are also in high demand – the East is leading the way in the Fourth Industrial Revolution, especially in Cambridge, so demand for digital skills can be expected to rise (with, in time a corresponding decline in traditional hand skills).



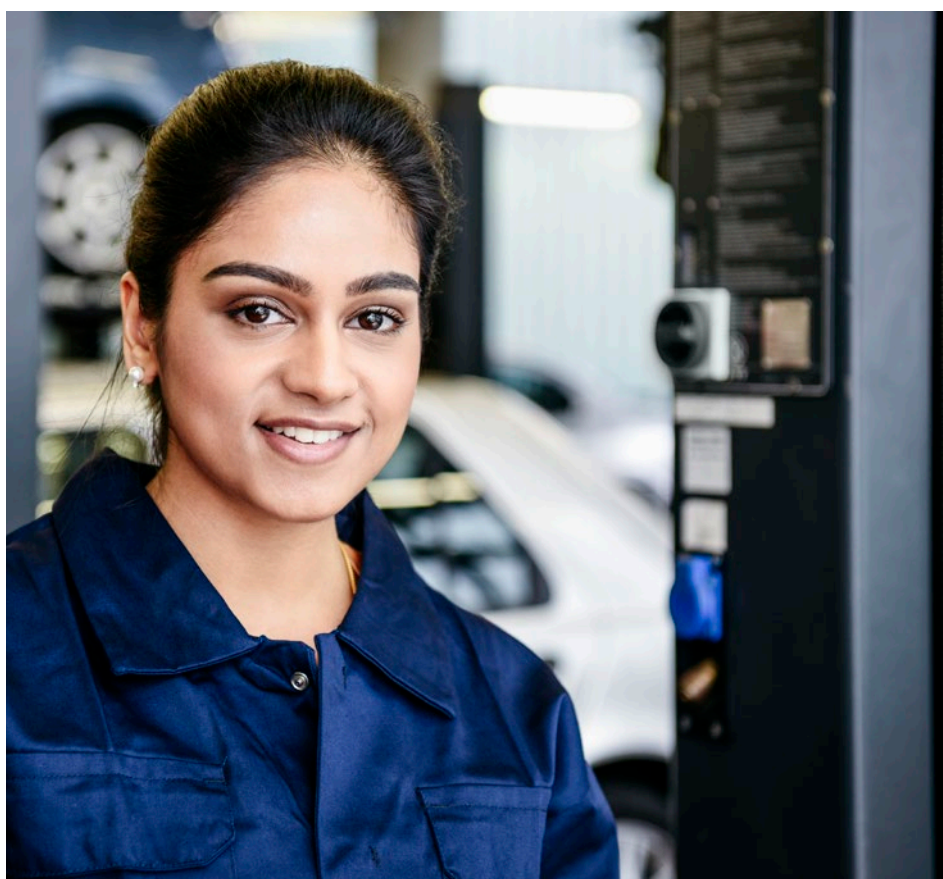
Communication, problem solving and planning skills are the most in demand generalist skills from AME sector employers across the UK and they are the most in demand in the East as well.

The relatively strong demand for research, creative and detail-focused skills can be attributed to the region's strength in research and in 'future'-focused AME sectors.



East of England employment by sector (SIC groups)

Sector	East of England 2018	East of England 2023	2018-23 East of England change	2018-23 UK change
Research and experimental development on natural sciences and engineer	24,518	25,623	4.50%	7.20%
Fabricated Metal Products	23,332	21,911	-6.10%	-6.10%
Mechanical Equipment	18,232	15,070	-17.30%	-18.80%
Engineering design activities for industrial process and production	15,070	14,873	-1.30%	-1.30%
Electrical Equipment	10,025	8,933	-10.90%	-7.40%
Automotive	9,220	8,647	-6.20%	-10.60%
Aerospace	7,360	6,940	-5.70%	-3.50%
Repair of machinery Installation of industrial machinery and equipment	5,885	5,898	0.20%	0.20%
Technical testing and analysis	5,511	5,450	-1.10%	-1.10%
Manufacture of computer, electronic and optical products	5,384	4,362	-19.00%	-21.50%
Wholesale of metals and metal ores	3,036	3,061	0.80%	0.40%
Marine	2,886	2,723	-5.60%	-3.50%
Repair and maintenance of aircraft and spacecraft	2,049	2,043	-0.30%	-0.10%
Basic Metals	1,378	1,246	-9.60%	-10.10%
Repair and maintenance of other transport equipment	1,161	1,152	-0.80%	-0.30%
Repair of electrical equipment	967	973	0.60%	0.40%
Other Transport Equipment	884	835	-5.50%	-3.30%
Repair of fabricated metal products, machinery and equipment	832	828	-0.50%	-0.20%
Repair and maintenance of ships and boats	788	786	-0.30%	0.00%
RubberTyres	611	538	-11.90%	-12.80%
Repair of electronic and optical equipment	494	496	0.40%	0.30%
Grand Total	139,623	132,389	-5.20%	-5.50%



The East is a hub for scientific and engineering research – as previously mentioned, Cambridge in particular is focusing strongly on this industry to provide highly-skilled employment and to drive the area’s growth.


East of England employment by qualification level

Qualification level	East of England 2018	East of England 2023	2018-23 East of England change	2018-23 UK change
No qualification	2,985	1,647	-44.8%	-45.8%
QCF1 GCSE (below grade C) & equivalent	14,527	10,769	-25.9%	-21.8%
QCF2 GCSE (A-C) & equivalent	26,538	23,835	-10.2%	-10.3%
QCF3 A Level & equivalent	28,438	24,223	-14.8%	-14.9%
QCF4 HE below Degree Level	13,676	13,953	2.0%	3.2%
QCF5 Foundation Degree	4,895	5,249	7.2%	6.4%
QCF6 First Degree	33,263	36,559	9.9%	10.2%
QCF7 Other Higher Degree	12,418	13,168	6.0%	4.0%
QCF8 Doctorate	2,884	2,986	3.5%	2.2%
Grand Total	139,623	132,389	-5.2%	-5.5%


Almost 48% of the East of England AME sector’s workforce has a higher education qualification, which given the strength of the research base is to be expected.

The numbers of workers qualified to degree level are expected to increase significantly in the medium-term as the region further strengthens in research – the sector is almost alone in being projected to grow its employment figures between 2018 and 2023.


Although the AME sector in the East is highly qualified, there are pockets of upskilling needed.




4,099 Managers require development to **Level 3 or higher**



10,503 Professionals require development to **Level 4 or higher** (26% of the total)



11,696 of those working in Skilled Trades Occupations require development to **Level 3 or higher** (43% of the total)



3,172 Operators require development to **Level 2 or higher**

East of England employment by occupational area

The numbers employed in skilled trades roles in the East’s AME sector are expected to drop in the medium term, in common with other UK regions.

There will be an increase in the numbers employed in professional roles – as is to be expected given the region’s sectoral strengths. The numbers of administrative staff are projected to drop significantly, which can be explained as a function of the efficiencies that greater automation will realise.

Occupational area	East of England 2018	East of England 2023	2018-23 East of England change	2018-23 UK change
Professional occupations	39,774	39,852	0.20%	0.20%
Skilled trades occupations	27,265	23,783	-12.80%	-11.70%
Associate professional and technical	22,781	22,351	-1.90%	-1.90%
Managers, directors and senior officials	18,185	17,997	-1.00%	-0.70%
Process, plant and machine operatives	11,124	9,518	-14.40%	-12.90%
Administrative and secretarial	10,937	9,850	-9.90%	-8.50%
Elementary occupations	4,299	3,859	-10.20%	-9.60%
Sales and customer service	3,373	3,232	-4.20%	-4.20%
Caring, leisure and other service	1,885	1,946	3.20%	2.30%
Grand Total	139,623	132,389	-5.20%	-5.50%



Gender

At 24%, the East of England has a slightly higher female proportion of its workforce than the UK average. There could be a number of reasons for this – females might be more attracted to the cutting edge sectors in which the region is strong in than ‘traditional’ engineering sectors.

Those ‘traditional’ AME sectors, however, are making a concerted effort to broaden their appeal and attract a more gender diverse talent base.

Gender	East of England 2018	East of England 2023	2018-23 East of England change	2018-23 UK change
Females	32,996	32,856	-0.4%	-0.6%
Males	106,627	99,533	-6.7%	-6.7%
Grand Total	139,623	132,389	-5.2%	-5.5%