

# Labour Market and Careers News



## Celebrating success

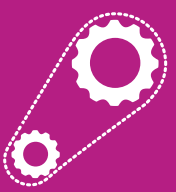
There are many black, Asian and minority ethnic (BAME) industry leaders, they include: Rashida Abdulai founder of Strand Sahara, an online legal platform; Professor Jonathan Van-Tam, deputy chief medical officer to the UK government; Danny Manu, chief executive of CEH Technologies and Mymanu products, a consumer electronics firm; Amar Latif, TV presenter and founder of Traveleyes, the travel company specialising in trips for blind travellers; Dr Maggie Aderin-Pocock MBE, space scientist; Nicolay Armando, co-founder of Title Productions Ltd, a film production company.

## Aspirations

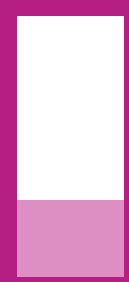


Boys and girls from BAME groups have higher occupational aspirations for well-paid jobs ... compared with white children of the same sex. In the survey group, 47.5% of black Caribbean girls and 51.2% of black Caribbean boys' choices were covered by their groups' top five aspirational occupations, compared with 29.1% of white girls and 33.1% of white boys choices. \*

## Engineering



Around 6% of UK professional engineers are from black, Asian and minority ethnic (BAME) backgrounds. The UK population is around 14% BAME.\*\*



14% of the UK population is BAME

6% of UK professional engineers are BAME

## Diversity



84% of employers (signed up to The Race At Work Charter) have a senior race champion but only 41% of employers have targets to increase the racial diversity of their boards and executive teams.\*\*\*



## Talent

'If BAME talent is fully utilised, the economy could receive a £24bn boost'. Department for Business, Energy & Industrial Strategy. \*\*\*\*



\*Report by the Centre for Longitudinal Studies and the Runnymede Trust, August 2018  
 \*\*Key Facts, Royal Academy of Engineering, 2020  
 \*\*\*Business in the Community, October 2019  
 \*\*\*\* Addressing the barriers to BAME ... CIPD, December 2017

## WELCOME TO LABOUR MARKET & CAREERS NEWS!

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

Copy deadlines are:

16 October 2020

8 January 2021

12 February 2021

1 April 2021

14 May 2021

Go to:

➔ Careers professional issues and policy

➔ Schools, colleges and education

➔ Employment and training

## STOP PRESS...

Look out for the 2021 editions of:

**Get Organised:** a guide to your post-16 options, which will be distributed to many year 11 students and is also available in careersinfo on our ckcareersonline website.



**Get Ahead:** post-16 options at entry level and level 1, also distributed to year 11 students looking to go on to study on a pre-entry, entry level or level 1 course. It is also available in careersinfo on our ckcareersonline website.



C&K Careers is committed to equality and diversity in the workplace, so to help the company and all its staff include the principles of fairness, respect, equality, diversity, inclusion and engagement (FREDIE) in all that we do, we are working with [The National Centre for Diversity](#) to become a [Leader in Diversity](#) and to achieve the [Investors in Diversity](#) standard. Any organisation/business interested in improving its response to equality, diversity and inclusion can apply to work towards the standard. The C&K Careers' Steering Group is made up of staff from across our business and has developed an action plan. The action plan is based on questionnaires completed by colleagues and stakeholders. We have begun working through this and will be arranging training sessions for every member of our company, to address some of the points that

came out of the survey, one of which was the need for more training around different aspects of equality and diversity, such as unconscious bias and neurodiversity. We will be updating you on our progress in future issues of this newsletter.

## How has the labour market fared during the COVID crisis and what might be the future for jobs in the region?

Coming [out of lockdown](#), sectors doing well included IT and digital, warehouse pickers/delivery drivers, supermarkets/grocery retail, drivers, and cleaners and sectors struggling included non-food retail, pubs and restaurants, events, and travel. Mergers and acquisitions are continuing at a pace, as a way of ensuring businesses continue. **Sales** of ice cream, guitars, pianos, recording equipment have [gone up](#), shampoo, deodorant and other personal care sales have [gone down](#).

**Advanced manufacturing** companies that can adapt quickly have coped better than many in the crisis. This sector is likely to speed up its automation and work more closely with its supply chain. There is the potential for larger companies to want to have a closer relationship with its suppliers meaning a return to the use of some local UK companies. However, they will also expect their supply chain to be more adaptable both in the use of technology and in the people it employs, so lead to a demand for better skilled workers, working flexibly for a number of companies. The government is producing a Manufacturing Institute of Technology (MIT) report that will build on the work of Sheffield's Advanced Manufacturing Research Centre (AMRC) and other universities' research centres, with the aim of bringing more high skilled jobs to northern towns.

The UK **textiles** industry has fared better than some industries during the pandemic, with an increase in demand for its products, particularly for PPE but also from garment suppliers and home sewers, as the need for a secure supply chain has become apparent. The industry will look to spread its risk by moving some manufacturing back to the UK. There may be a return to producing better quality garments that last longer. Recycling of garments/materials may also increase in popularity.

**Digital, team and communication skills** will be even more important **across all industries/sectors** to deal with more online working, working from home and automation. Short, simple video production may become part of some jobs, so understanding branding and being consistent in the style/presentation of your organisation will be important.

The trend towards **self-employment** is also likely to continue, especially as a way for individuals to help themselves out of the crisis; entrepreneurial skills will therefore be important. **Entrepreneurial skills** are also becoming important within all companies. The current pace of change means that

companies need more people who can move fast, think quick, and come up with ideas and respond to change quickly.

**Clean energy/waste management/biodegradable product developments** have gone ahead with new projects during the pandemic. The largest base for this in the North is the Humber region but there are also companies in the Leeds City Region, such as WSP Leeds office, the civil engineering and environmental consultancy. Before the pandemic, the number of **environmental and conservation**-related jobs was already growing. The pandemic has increased interest in the environment and the need for change.

**Construction skills** are in short supply, particularly electrical, carpentry, plumbing and building skills. However, the industry is changing, so the craft/technician skills are changing too. Increasingly buildings are being constructed in factories and these modular constructions are then assembled on site. More smart home technology is being developed, using mobile phones to control appliances, heating and more of this technology is being used in new homes.

**Health and social care** jobs are likely to grow to deal not only with the pandemic but also the reduction in use of migrant workers, particularly from the EU, an increasingly aging population and the real threat of future pandemics. There are still shortages of nurses and allied health professionals. There are also new roles emerging within our health service, such as physician associates, performing some of the tasks previously done by doctors and medical associates, working alongside other healthcare professionals. The current crisis has meant that we are likely to see upskilling of social care staff and a need for more public health workers, offering advice to both the public and organisations.

**The creative industries** though struggling at the moment are generally growing. Advertising and design agencies seem to have done relatively better in this pandemic than some other companies. There is also a growing interest in crafts. TV, film and video production is a small but growing sector. Future live performance may also include more use of technology in its promotion or to attract a wider audience online and in cinemas.

**IT companies** have also fared better than many sectors, as other companies have needed help in getting their staff working from home and have had to adapt their automated manufacturing systems. Demand has gone up for software engineers, web developers and online security specialists.

Demand for **warehouse staff and drivers** has also gone up, due to an increase in online shopping to around 30% of total sales, which would also suggest that the demand for logistics specialists may also grow.

Before the pandemic **artisan cafes, and food and drink producers** - beer, coffee, meat and non-meat products - were growing in importance. As restaurant chains have reduced outlets to cope, the growth in artisan entrepreneurs is likely to grow at a faster rate.

Interest in **healthy living and keeping fit** has been on the increase and has accelerated during the pandemic. The need for fitness and physical and mental health instructors is likely to increase, some of whom will operate online.

**Other small but growing areas include:**

- **Biotech, technology and research** companies are growing in the region with Sheffield, Leeds and Manchester having hubs/centres of excellence. Some of this development is beginning to move out into the surrounding towns.
- Sheffield is the next biggest region outside London in **video games development** and Sumo Digital is the biggest gaming company in our region. Also growing is **esport** – electronic sports competitions using video games where professional gamers known as eathletes compete and are trained by ecoaches. Many of the larger real sports clubs eg football and rugby are

- sponsoring eams, members of which are expected to train and look after their bodies in similar ways to physical sports teams.
- Vegan, vegetarian **food producers** and 'free from' manufacturing companies are expanding in the region and have done better during the pandemic

(Sources include: **C&K News issues**, **BBC**, the [Guardian](#) and a range of **government and private research organisations** and **think tanks**). See also the World Economic forum report on the UK W: <http://reports.weforum.org/future-of-jobs-2018/united-kingdom/>

## Careers professional issues and policy

- ➔ Education/industry links
- ➔ Careers resources
- ➔ Social issues

### Education/industry links

**The NCS (National Citizen Service) plans to provide a new free support offer for 16 and 17 year olds.** FE colleges, schools and providers can choose from a menu of National Citizen Service activities over two to 10 days, which can be tailored to support their autumn activities, that are part of their post-COVID-19 re-engagement or induction phases with students (ESFA 15/07/20). For more information contact the National Citizen Service E: [education@ncstrust.org.uk](mailto:education@ncstrust.org.uk)

### Careers resources

**Worry Cards on Returning to Education** is a website offering interactive activities, which were created by young people for young people and developed in association with Open Minds Calderdale W: [www.openmindscalderdale.org.uk/i-am-worried-about/](http://www.openmindscalderdale.org.uk/i-am-worried-about/)

**Youth Central** is a new website where young people living in Kirklees, can interact safely with youth workers and other young people. There are lots of activities, opportunities and guidance, including live and recorded sessions created and delivered by local people. It also offers an instant text service 'Speak to a Youth Worker' and features live online sessions from **our careers advisers** on a range of topics, such as option choice, getting an apprenticeship/job, where to study and how to decide and more W: [www.youthcentral.co.uk](http://www.youthcentral.co.uk)

**The National Careers Service now includes information on post 18 options**  
W: <https://nationalcareers.service.gov.uk/careers-advice/career-choices-at-18>

**Uni4me** provides activities and support to help widen access to university. Students aged 13 and above and their teachers can register to get access to relevant information and resources. Uni4me has been developed by the National Education Opportunities Network (NEON), the professional organisation supporting those involved in widening access to higher education and around 50 universities W: <https://uni4me.co.uk/learners/>



## Social issues

**Time Out Listening Line** has been set up by Healthy Minds. It offers support for 10 to 19 year olds in **Calderdale**. Listening Line offers extra support to help reduce stress and anxiety and cope with change, it is not a counselling service but it does refer on to other relevant professionals. Young people contacting the service will be offered a few appointment slots with a member of the Time Out staff, so they can choose one to suit them. The service can be accessed by T: 01422 345154, open Wednesdays 1pm to 4pm, Text: 07418 311736

W: <https://sway.office.com/N3FZVCNkMgVb2UxR?ref=Link&loc=play>

**The See, Hear, Respond Partnership is a new Barnardo's service funded by the Department for Education.** The See, Hear, Respond Partnership, will aim to quickly identify and support children, young people and families who are struggling to cope with the impacts of coronavirus. The plan is to provide early intervention before children and families reach the threshold for statutory intervention (ESFA 15/07/20). W: [www.barnardos.org.uk/see-hear-respond](http://www.barnardos.org.uk/see-hear-respond)

## Schools, colleges and education

- ➔ **Qualifications**
- ➔ **Further education news**
- ➔ **Course applications**
- ➔ **Students with special needs and/or disabilities**

### Qualifications

**Exam grades for students across the UK were revised after changes were made to the grading systems.** Centre assessed grades (CAGs) from schools and colleges, if higher than the regulated grades, can be used by A level students in England, Wales, Scotland and Northern Ireland. Students taking OCR exam boards' Cambridge Technicals and Cambridge Nationals will also be able to use centre assessment grades given by their teachers, or their final grade calculated by OCR, if that is the higher grade. When results are re-issued, no student grades will be lower than those originally issued ([BBC 19/08/20](https://www.bbc.com/news/education-56188888); OCR 18/08/20). Cambridge Technicals/Nationals and BTEC results should have been issued on Tuesday 25 August.

**The original GCSE and issued A level results in England were said to be higher this summer;** the exam boards say they have been more lenient. According to the exam regulator, Ofqual, the numbers getting good grades are 2% higher at A level and 1% higher at GCSE ([BBC 21/07/20](https://www.bbc.com/news/education-56188888)).

**The government is promoting T Levels** on W: [www.tlevels.gov.uk](http://www.tlevels.gov.uk)

See also the teacher pack 'T Levels: the next level qualification, a new career-focused alternative to A levels' for teachers, trainers and careers advisers

W: <https://amazingapprenticeships.com/app/uploads/2020/07/T-Level-Guide.pdf>

### Further education news

**Additional funding for some level 2 and 3 qualifications in specific subjects and sectors, is being made available for one year,** by the government, to encourage and support their delivery in response to the current crisis ([GOV 16/07/20](https://www.gov.uk/government/news/16-july-2020)).

## Open days

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

## Course applications

**The government is looking at lifting the cap on the number of places to study medicine.**

Although the cap on overall student numbers has been raised, places at medical schools are limited because the costs of training doctors is greater than the fees paid by undergraduates. The government and universities need to consider how increased student numbers could be managed when there is social distancing in place alongside a need for more placements. Current students have been unable to do their clinical studies, so there is a backlog of places required ([BBC 19/08/20](#)).

**Over 21,000 graduates have applied to teacher training courses since the start of the coronavirus lockdown**, a rise of 65% on the last five years, according to UCAS, the university admissions organisation. Between mid-June and mid-July, the rate of applications was up by 91% compared with 2019. The majority of the increase in applications are from women ([GD 30/07/20](#)).

## Students with special needs and/or disabilities

**Information about special educational needs (SEN) in England in the academic year 2019/20**, include ([GOV 02/07/20](#)):

- 3.3% of all pupils in schools in England have an education, health and care (EHC) plan, up from 3.1% in 2019
- A further 12.1% of all pupils have SEN support, without an EHC plan, up from 11.9% in 2019
- The most common type of need for pupils with an EHC plan is autistic spectrum disorders and for pupils with SEN support is speech, communication and language needs
- SEN is more prevalent in boys than girls, with boys representing 73.1% of all pupils with an EHC plan and 64.6% of pupils with SEN support

## Employment and training

- ➔ Apprenticeships and training
- ➔ Benefits/money
- ➔ Employment rights
- ➔ Health problems/disability
- ➔ Work trends national
- ➔ Work trends regional
- ➔ Focus on Calderdale & Kirklees

## Apprenticeships and training

'Apprentice reboarding post Covid-19: a guide for employers' aims to help employers understand apprenticeships and how to work with their training provider. Published by Amazing Apprenticeships W: <https://amazingapprenticeships.com/app/uploads/2020/07/AAN-Covid-Guide.pdf>

**The government has introduced an employer incentive to recruit an apprentice from August to January 2021, it includes:**

- £3000 for 16 to 18 year olds (£2000 plus existing £1000)
- £2000 for 19 to 24 year olds
- £1500 for 25+

The funding is not for existing employees - employers will need to prove that it is for a 'new additional' job. In addition, the government will pay the wages of all 16 to 24 year old trainees and apprentices for six months if they have been recruited into a 'new' position under its **Kickstart Programme**. The funding available for each new 'kickstarter' will cover 100% of the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions. Kickstart is due to begin in November and run until December 2021 (WYLP 10/07/20; [GOV 02/09/20](#)). See the new Kickstart website for young people W: <https://jobhelp.campaign.gov.uk/kickstart/>

**Employers will receive a £1,000 retention bonus for existing apprentices** if they have returned from furlough and are employed in January 2021. A further £1,000 is available for new apprentices, 50% of which will be paid after 90 days and the other 50% after a year. Smaller non-levy employers will need to use the digital account to access these incentives but can assign permission to access funds to their chosen provider to avoid the bureaucracy. The incentives should be used for things such as uniforms, travel and towards apprentice wages. There is no cap on the number of apprentices eligible (WYLP 08/20).

**The eligibility for traineeships has been relaxed to include young people with Level 3 qualifications**, which aims to widen access to training. The traineeship incentive of £1000 will be available for a maximum of 10 trainees. The incentive is only for the academic year 2020/2021. The ESFA (Education and Skills Funding Agency) will be looking for providers with the capacity to start providing high quality traineeships quickly. Details about how to access funding for new traineeships for 16 to 18 year olds is due to be published shortly. Opportunities to bid for additional 19 to 24 [AEB] traineeship funding will be handled through the Department for Education's e-sourcing portal. Organisations who do not already have an existing account need to register (WYLP 08/20). W: <https://education.app.jaggaer.com/web/login.html>

**Traineeships last from six weeks up to one year** (although most will last for less than six months). They are for 16 to 24 year olds or 25 year olds with an education, health and care (EHC) plan - get ready for an apprenticeship or job if they don't have the appropriate skills or experience. To apply, trainees should be eligible to work in England, have little or no work experience but are motivated to work and for the foreseeable future, qualified up to level 3 W: [www.gov.uk/guidance/traineeship-information-for-trainees](http://www.gov.uk/guidance/traineeship-information-for-trainees)

**[Find another apprenticeship](#)** is for apprentices who have been made redundant. It has been launched by the government's new [Redundancy Support Service for Apprentices](#).

**National Apprenticeship Awards** are now open for entries, closing date Friday 25 September 2020. The various categories cover apprentice employers, inspirational apprentices, rising stars and individuals who champion apprenticeships. The national and regional award ceremonies will be broadcast online W: <https://appawards.co.uk>

## Benefits/money

**Employed or self-employed people in the north-west England, where there are high levels of COVID, on a low income and claiming Universal Credit or Working Tax Credit, and who cannot work from home due to testing positive, will trial claiming an additional £130** - equal to £13 for each working day. Members of their households, who must self-isolate for 14 days because they live with someone who has tested positive, will be entitled to up to £182, 'assuming they also qualify for



the payment'. If 'successful 'the payment will be rolled out to other areas with 'lots of cases' ([BBC 27/08/20](#)).

**Individuals who were shielding due to being clinically extremely vulnerable no longer needed to shield from 1 August** and were therefore no longer eligible to claim statutory sick pay. If shielding guidance is reintroduced, either due to local lockdowns or nationally and individuals receive a notification advising them to shield, they will be eligible to reapply for sick pay ([T 31/07/20](#)).

**Anyone receiving income-based Jobseeker's Allowance (JSA), income-related Employment and Support Allowance (ESA) or Income Support**, and who decide to or have to move to Universal Credit, should automatically receive up to an additional two weeks' worth of 'run-on' payments, from 22 July 2020. This one-off payment does not have to be paid back ([T 24/07/20](#)).

**The requirement to provide medical evidence to support claims to Employment and Support Allowance (ESA) and New Style Employment Support Allowance (NESA) was reintroduced**, from 10 July 2020. For claims in existence prior to 10 July 2020, the requirement for medical evidence will be introduced gradually. The DWP (Department for Work and Pensions) will write to these claimants with a date from when they need to provide the evidence ([T 24/07/20](#)).

## Employment rights

**Furloughed workers losing their jobs are eligible for redundancy pay based on their normal wages**, not the furlough rate, from 31 July 2020. Workers with more than two years continuous service who are made redundant are usually entitled to a statutory redundancy payment that is based on length of service, age and pay, up to a statutory maximum. Some workers have received redundancy payments based on their 80% furlough wage, rather than their full-time wage ([BBC 30/07/20](#)).

## Health problems/disability

**The Access to Work scheme has been extended to offer help to people with a disability working from home during the coronavirus pandemic**, it includes ([T 21/08/20](#)):

- Financial support to work from home
- Fast-tracked grant funding for people who are clinically extremely vulnerable
- Funding for taxi fares and public transport costs if a health condition prevents travelling on public transport

**The government has produced a range of materials to help organisations recruit and retain people from a variety of backgrounds**, including people with a disability, those who are homeless, people with mental health issues and more ([T 21/08/20](#)).

## Work trends national

**The number of people claiming out of work benefits, including both those working with low income or hours and those who are not working was 2.7m in July 2020**, an increase of 116.8% on March 2020. Between April and June 2020 there were 32.92m people aged 16 years and over in employment or 76.4% of the working-age population, 113,000 more than in the same period in 2019 but 220,000 fewer than in January to March 2020, the largest quarterly decrease since May to July 2009. The youngest workers, oldest workers and those in manual occupations were the most affected by job loss. The number of vacancies has begun to increase, driven by smaller businesses, some of which are reporting taking on additional staff to meet COVID-19 guidelines. Vacancies in the

UK in May to July 2020 were at an estimated 370,000, 10% higher than the record low in April to June 2020 ([ONS 11/08/20](#); [BBC 11/08/20](#)).

**Some of the biggest UK employers have no current plans to return all staff to the office full-time**, according to research by the BBC. Around 24 firms did not have any plans in place to return workers to the office and 20 had reopened their offices for staff unable to work from home. One of the main reasons was companies could not see how all staff could return while social distancing rules were still in place ([BBC 26/08/20](#)).

**Around 33% of employers plan to announce redundancies and another 49% said they planned to hire between July and September**, according to a survey by the Chartered Institute of Personnel and Development (CIPD) and recruiter Adecco. In the private sector, 38% of firms plan to make redundancies, compared to 16% in the public sector ([BBC 10/08/20](#)).

**Seventeen year old women are most likely to have been furloughed during the coronavirus crisis**, according to the HM Revenue and Customs (HMRC). Around 61% of jobs done by seventeen year old women had wages paid by the state. Around 58% of seventeen year old men were also furloughed. Men in their 40s and women aged 41 to 58 were least likely to have been furloughed ([BBC 15/07/20](#)).

**Around 30% of all employees under the age of 25 – 25% of young men and 36% of young women work in a sector that was closed down**, according to the Institute for Fiscal Studies. This compares with 13% of workers aged 25 and over. Around 33% of employees in the bottom tenth of the earnings distribution work in closed down sectors versus just 5% of those in the top 10% of the earnings distribution. Around 17% of female employees were in these sectors, compared with 13% of male employees. The sectors affected were non-food retail, restaurants and hotels, passenger transport, personal services, childcare, personal care, and arts and leisure services (IFS 06/07/20).  
W: [www.ifs.org.uk/publications/14791](http://www.ifs.org.uk/publications/14791)

**Self-employed people whose business has been affected by the coronavirus can now apply for a second support grant** from the government. More than 3m people may be eligible for the payment of up to £6,570 each. It is estimated that around 2m self-employed people, such as directors who pay themselves in dividends, freelancers, and the newly self-employed will not be eligible. Applicants do not need to have taken the first grant to be eligible for the second ([BBC 17/08/20](#)).

**A mid-life employment crisis**, a report on how COVID has affected older workers, has been published by the Learning & Work Institute. The report has established several issues facing older workers, including that those who lose their jobs are more likely to fall into long term worklessness. Over 50s who are unemployed are twice as likely to be out of work for a year or more compared with younger workers and almost 50% more likely as workers aged 25 to 49 ([L&W 14/08/20](#)).

**FTSE listed companies are 10 times more profitable when women make up more than 33% of executive roles**, according to research by gender diversity business The Pipeline. Of the 350 largest companies listed, only 14 are led by women and 15% of these companies have no female executives at all ([BBC 27/07/20](#)).

**Nearly 900,000 public sector workers are to get an above-inflation pay rise**, including doctors and teachers, nurses are not included as they have a pay deal in place to 2021. The pay increases of up to 3.1% will come from existing departmental budgets ([BBC 21/07/20](#)).

## Catering & hospitality

**Pret A Manger**, the sandwich chain, asked staff to cut their hours by 20% to save jobs and opened over 300 UK shops on reduced opening hours in early August but still has to cut 3,000 jobs in the UK, 33% of its workforce, as part of a plan to save its struggling business. The jobs will mainly go at its

stores but 90 jobs will also be lost at its support centre. Earlier this summer Pret permanently closed 30 of its UK shops and has 367 remaining outlets. Pret has 550 shops globally, employing 13,000 staff, including 8,000 in the UK ([BBC 09/08/20](#); [27/08/20](#)).

**Pizza Express**, the restaurant chain, is closing 73 of its UK restaurants, with the loss of up to 1,100 jobs. The changes are aimed at protecting the chain's 381 remaining UK restaurants and over 9,000 jobs ([BBC 19/08/20](#)).

**Yo! Sushi**, the fast food restaurant chain, is closing 19 restaurants and cutting 250 jobs. Yo! Sushi currently has 59 restaurants and 10 concessions in the UK ([BBC 14/08/20](#)).

**Just Eat**, the takeaway food delivery platform, is aiming to end 'gig working' - flexible hours but normally not benefits like holiday pay. Just Eat plans to introduce working benefits and more workplace protection ([BBC 14/08/20](#)).

**Wetherspoon**, the high street restaurant chain, is looking at cutting between 110 and 130 jobs from the 417 roles at its Watford-headquarters. The cuts would not affect staff in its 873 pubs ([BBC 06/08/20](#)).

**LGH** in England and Scotland, the manager of 55 hotels, including some Crowne Plaza, Holiday Inn and Hallmark hotels, plans to cut around 1,500 jobs. LGH manages about 2,500 staff on behalf of hotels ([BBC 05/08/20](#)).

**Byron Burger**, the restaurant chain, is closing 51 outlets and cutting 650 jobs. Its remaining 20 sites and 551 staff will transfer to a new owner, Calverton UK ([BBC 31/07/20](#)).

**Azzuri Group**, the owners of **Ask Italian** and **Zizzi** pizza chains, plans to close 75 restaurants with the loss of 1,200 jobs ([GD 16/07/20](#)).

## Computers & IT

**Demand for IT professionals has increased**, particularly web designers and developers, which has increased by 15.5% in the month to mid-July, compared with mid-June 2020, according to the Recruitment & Employment Confederation (REC). There has been 'two years of digital transformation happening in the space of two weeks', according to TechUK ([BBC 17/07/20](#)).

**Esports athlete and esports coaches work in competitive online gaming**, such as [League of Legends](#). 'Athletes' work in teams and train regularly using programmes designed and managed by 'coaches'. Careers in gaming are growing rapidly. 'Athletes' train, exercise and follow nutritional regimes just like physical athletes. Esports teams are increasingly sponsored by physical sports teams, such as top football and rugby teams. Esports players are bought and sold by esports clubs. To find out more W: [www.bbc.co.uk/programmes/articles/4MND5jh8xHxJZ56drJLzTlc/what-does-it-take-to-be-an-esports-pro](http://www.bbc.co.uk/programmes/articles/4MND5jh8xHxJZ56drJLzTlc/what-does-it-take-to-be-an-esports-pro)

**Ubisoft Reflections**, the Newcastle arm of a video gaming giant, has rented a third floor in the offices it occupies, as part of its expansion plans ([YBI 29/07/20](#)).

## Engineering

**Rolls-Royce**, the engineering company, is cutting more jobs in jet engine manufacture and closing factories in Nottinghamshire and Lancashire, as part of its plans to reduce UK jobs by 3,000, resulting from the pandemic's effect on air travel. The two factories in Barnoldswick will lose 200 jobs from their workforces of 730. Wide-body engine assembly and testing, which is currently carried out at three global sites, will be consolidated at its main site in Derby. Rolls-Royce employs 50,000 people around the world, about 25,000 of them in the UK. In 2020, around 4,500 Rolls Royce jobs have been cut globally ([BBC 27/08/20](#); BBC1 27/08/20).

**BMW**, the owner of **Mini**, is cutting 400 out of the 950 agency jobs at its Oxford car plant due to a large fall in sales due to the COVID crisis. The company is also cutting a 'small' number of permanent jobs, mainly by voluntary redundancies or early retirement. The plant is moving from a three-shift pattern over five days to two shifts in mid-October ([BBC 26/08/20](#)).

**The number of cars built in the UK over the past six months has slumped to the lowest since 1954**, according to the Society of Motor Manufacturers and Traders (SMMT). A total of 381,357 cars were made the six months to June, down 42% on the same period in 2019 ([BBC 30/07/20](#)).

**Alexander Dennis Ltd (ADL)**, the Scottish-based bus building company, is restructuring its business with the loss of up to 650 jobs due to the lack of demand for new buses and coaches. ADL is transferring chassis production to its Falkirk factory, cutting 200 manufacturing and operational jobs at its Guildford site. Non-manufacturing functions including engineering, test and development will remain in Guildford. The job losses also include 90 production jobs in Scarborough and 160 other manufacturing jobs in Falkirk. A further 200 jobs will go in support functions across all UK sites ([YBI 24/08/20](#)).

**Econ Engineering**, the Ripon-based supplier of winter maintenance vehicles, is opening a new service hub and parts distribution centre in Cardiff, initially creating six specialist jobs ([YBI 24/08/20](#)).

**Dyson**, the UK innovative manufacturer, is cutting 600 jobs in the UK and a further 300 jobs globally, bringing forward the company's restructuring plans. Most of the jobs lost will be in retail and customer service, as customers move to buy more online ([BBC 23/07/20](#)).

**UTS Engineering**, the Jarrow-based specialist attachment manufacturer for mobile plant machinery, has bought Ulrich, which designs front-end attachments for wheeled loaders, tractors, excavators and telescopic handlers for customers including JCB, Volvo, Cat, Bell, CNH and Liebherr. UTS hopes to expand further using the new skills available at Ulrich ([YBI 10/07/20](#)).

**Ineos Automotive**, part of the UK multinational chemicals and manufacturing company, has 'suspended' production of its new 4x4 vehicle at its plant in Bridgend with the loss of many expected jobs. Following talks with Mercedes-Benz, production is likely to move to France, where a plant already exists. The Welsh plant was partly under construction when the virus struck ([BBC 07/07/20](#)).

## Environment, animals & plants

**National Trust**, the heritage charity, is cutting 1,200 jobs because of having to close its houses, gardens, car parks, shops and cafes during the pandemic ([BBC 30/07/20](#)).

## Financial services

**The Co-operative Bank**, the high street retail bank, is cutting 350 jobs and closing 18 branches due to the current 'economic uncertainty' and the move to online banking. As well as jobs going in branches, middle management and head office jobs will also be cut ([BBC 25/08/20](#)).

**Great Annual Savings Group (GAS)**, the North East cost management specialist plans to expand its offices in Seaham, creating up to 700 jobs over the next few years. GAS has already created 150 jobs since June 2019 and currently has a workforce of 300 ([YBI 13/08/20](#)).

**Natwest Group**, the bank, formerly known as RBS, is cutting 550 jobs in branches across the UK and closing one of its remaining offices in London. The cuts will mainly be via voluntary redundancies and will not involve branch closures. The cuts are part of Natwest's longer term plans to adapt to the increase in online banking but the change has accelerated due to the pandemic ([BBC 12/08/20](#)).

**Travelex**, the foreign exchange firm, has sold some of its business to a newly created company from administration but is cutting 1,309 jobs in the UK. Travelex's high street shops and some of its airport branches will not reopen. The deal saves 1,802 jobs in the UK, mainly those based in supermarkets and some at airports, and 3,635 globally ([BBC 07/08/20](#)).

**HSBC**, the international bank, the biggest bank in Europe, plans to speed up its restructuring plans, which includes cutting 35,000 jobs across countries it operates in. HSBC's profits have fallen sharply during the crisis ([BBC 03/08/20](#)).

**LV=GI**, the Bournemouth-headquartered general insurance company, plans to cut around 600 jobs by the end of 2022 and merge its new acquisition, Birmingham-based L&G general insurance. It is likely that some of the job losses will be in Ipswich ([YBI 29/07/20](#)).

**KPMG UK**, the global audit, tax and advisory services company, is cutting just under 200 jobs from its UK workforce. Around 100 jobs will go from its 3,000-strong consulting practice and a similar number of jobs will go from its business services teams ([YBI 22/07/20](#)).

**Together**, the Cheadle-based financial services provider, plans to cut around 200 jobs, following the downturn due to the current crisis. It is also accelerating some of its modernisation and transformation plans, including further use of digitalisation and enhanced automation ([YBI 21/07/20](#)).

## Healthcare

**There will be 2,000 nursing degree apprenticeships every year to 2024**, up from 1,000 a year. There is also a plan to make 5,000 more university places available. The government wants to recruit 50,000 more nurses by 2024-25. Interest in a nursing career has increased dramatically since the start of lockdown in March ([BBC 10/08/20](#); Radio 4). W: [www.gov.uk/government/news/new-funding-to-double-nursing-apprentices-and-help-deliver-50-000-more-nurses](http://www.gov.uk/government/news/new-funding-to-double-nursing-apprentices-and-help-deliver-50-000-more-nurses)

**Two-year Trainee Nursing Associate (TNA) apprenticeships on a fixed term contract are available at Leeds Teaching Hospitals Trust (LTHT)**. Successful apprentices will undertake their academic studies at either Leeds Beckett University or the Open University and should specify which they prefer to attend on their application form. The apprenticeships are in both adult and children's nursing. Apprentices pay for these posts are between £19,737 and £21,142 a year. Entry requirements for external candidates include maths and English GCSE Grade 4 or C or above/equivalent and a level 3 diploma in a health-related topic or equivalent; 12 months healthcare experience is also essential. To find out more and apply for the next cohort in February 2021. W: [www.jobs.nhs.uk/xi/vacancy/916124034](http://www.jobs.nhs.uk/xi/vacancy/916124034). For more details, contact Lyndsay Murden T: 0113 206 6540 or E: [leedsth-tr.corporatenursingeducation@nhs.net](mailto:leedsth-tr.corporatenursingeducation@nhs.net)

**Public Health England has been replaced by a new organisation, the National Institute for Health Protection (NIHP)**. The new institute brings together Public Health England and NHS Test and Trace, as well as the analytical capability of the Joint Biosecurity Centre under a single leadership team, aimed at 'strengthening' public health. NIHP will work on the current pandemic and be ready to respond quickly to any future health crisis ([BBC 18/08/20](#)).

## Legal & political services

**BLM**, the UK law firm, is closing its Leeds and Bristol offices, with the loss of some jobs in its legal support and corporate services teams. Its remaining staff from the two offices will move to working from home offering a virtual service in the insurance law market ([YBI 21/08/20](#)).

## Leisure, sport & tourism

**The UK's travel industry has reached a 'critical point' and needs further support to stop more job losses**, according to the Association of British Travel Agents (ABTA). ABTA says there has



already been around 39,000 jobs lost and nearly 65% of travel firms have had to make redundancies or start a consultation process ([BBC 24/08/20](#)).

**STA Travel**, the student travel business, which specialised in trips for young people, including gap years and volunteer projects, has closed its 50 shops, with the loss of up to 100 jobs ([BBC 21/08/20](#)).

**Hays Travel**, the high street travel agency, is cutting up to 878 jobs from its workforce of 4,500, due to travel restrictions during the current crisis ([BBC 04/08/20](#)).

**TUI**, the holiday company, is closing 166 high street stores in the UK and Ireland, it is not known how many jobs will be cut but 8,000 jobs will be affected, some of which will transfer to new homeworking sales and service team jobs. Around 350 stores will remain in its retail network ([YBI 30/07/20](#)).

**Haven**, the holiday company, is creating 500 jobs. The jobs are at all 37 sites in England, Scotland and Wales from September to support increased demand. The jobs are full and part-time and include roles for accommodation cleaners, coaches, support team members and cleaning operations managers ([YBI 19/08/20](#)).

**Xercise4Less (X4L Group)**, the Yorkshire-headquartered gym company owned by Wright Leisure Topco Ltd, has been bought by JD Sports Gyms, saving 50 gyms and the associated jobs ([YBI 22/07/20](#)).

**Rileys**, the Milton Keynes-based snooker hall company has closed four sites and cut 44 jobs. Rileys employs 208 people. Sites in Grays, Sheffield, Wolverhampton and Worcester have closed ([YBI 17/07/20](#)).

**Genting Casinos**, the gaming and gambling company plans to cut up to 1,642 jobs in the UK, despite its plans to reopen venues. Genting also plans to close three clubs in Margate, Torquay and Bristol ([BBC 16/07/20](#)).

## Marketing & advertising

**Beattie**, the London-based communications agency, plans to try and fill future vacancies by recruiting graduates at the bottom and promoting existing staff. Beattie hopes to recruit up to 10 graduates by August 2021. It has offices in Belfast, Glasgow, Leeds, Manchester and Birmingham ([YBI 11/08/20](#)).

## Media, print & publishing

**TikTok**, the social media site, plans to build a new data centre in Ireland, to store videos, messages and other data, creating hundreds of new jobs when it goes into operation between the end of 2021 and summer 2022 ([BBC 05/08/20](#)).

**The £500m Film and TV Production Restart Scheme**, aimed at restarting the domestic film and TV productions struggling to get coronavirus-related insurance, has been launched by the government. The scheme will cover productions where at least 50% of the budget is spent in the UK. It is estimated the scheme will support over 70% of the industry to the end of 2020 ([YBI 30/07/20](#)).

**The BBC**, the broadcasting company, is cutting a further 70 job in BBC News, on top of the 450 BBC jobs announced earlier in 2020 ([YN 15/07/20](#)).

**The Guardian**, the newspaper, plans to cut up to 180 jobs in both editorial and commercial roles. The cuts will include 70 jobs in editorial departments and 110 in departments such as advertising, Guardian Jobs, marketing roles, and the Guardian Live events business ([YN 15/07/20](#)).

## Performing arts

**The Royal and Derngate theatre complex** in Northampton, is cutting up to 20% of its permanent workforce due to not being able to put on live theatre performances ([BBC 12/08/20](#)).

## Retail sales & customer services

**Tesco**, the UK's largest supermarket chain, is creating 16,000 new jobs, after lockdown led to 'exceptional growth' in its online business. The new jobs will include 10,000 jobs for picking customer orders from shelves and 3,000 delivery drivers. Many of the new jobs will go to people who joined them on a temporary basis when the pandemic began ([BBC 24/08/20](#)).

**Jarrolds**, the Norfolk-based independent department store group, has cut 90 jobs from its three stores and workforce of 400 ([BBC 21/08/20](#)).

**House of Fraser**, the department store chain, plans to close more stores. The group has already closed 10 of its 59 stores. The number of closures will depend on the outcome of rent negotiations ([BBC 20/08/20](#)).

**Mothercare**, the baby goods firm, has agreed to franchise its brand with Boots, after it closed all 79 of its UK shops in January. Boots will sell Mothercare-branded clothing and home and travel products, such as pushchairs and car seats, at branches and online. Mothercare also has 800 franchised shops in 40 other countries ([BBC 20/08/20](#)).

**Marks & Spencer**, the home, food and clothing retailer, is cutting 7,000 jobs over the next three months across its stores and management teams, to deal with the change in shopping patterns since the COVID crisis. The cuts will affect 10% of its workforce and it is hoped most will be voluntary redundancy or early retirement. Most of the job cuts are expected to be on the shop floor, with around 12% of customer assistant roles going. Marks currently employs nearly 78,000 people, most of them in the UK. M&S has bought a 50% share of Ocado's retail business, so it now has an internet-based delivery service for around 6,000 products. M&S had already begun cutting costs and closing some stores as part of its restructuring plans ([BBC 20/07/20](#); [18/08/20](#); [01/09/20](#)).

**UK sales of new heavy goods vehicles** (HGV) fell by 73.4% in the second quarter of 2020, according to new figures from the Society of Motor Manufacturers and Traders (SMMT) ([YBI 18/08/20](#)).

**River Island**, the fashion chain, is cutting 350 store management and senior sales jobs on top of the 250 jobs it has already cut at its head office ([BBC 14/08/20](#)).

**New Look**, the high street shopping chain, is negotiating with landlords to accept rents based on the sales stores generate, to help it safeguard 12,000 jobs. New Look has reopened 459 out of its 496 stores but sales at stores are 38% lower than before the lockdown ([BBC 13/08/20](#)).

**Debenhams**, the department store chain, is cutting 2,500 jobs in the UK to help it deal with the effects of the crisis. Debenhams have permanently closed 20 stores and reopened 124 since the UK came out of lockdown ([BBC 11/08/20](#)).

**M&Co**, the Renfrewshire-based clothing retailer, is cutting 380 jobs and closing 47 shops. M&Co will keep 215 shops open and retain 2,600 jobs ([BBC 05/08/20](#)).

**WH Smith**, the stationery retailer, is cutting up to 1,500 jobs, 11% of its workforce, after lockdown caused sales to fall and sales after reopening has been slow. WHS has 612 High Street shops and employs more than 14,000 people ([BBC 05/08/20](#)).

**William Hill**, the high street betting chain, does not plan to reopen 119 of its 1,500 High Street betting shops. Most of the 300 staff affected have been redeployed ([BBC 05/08/20](#)).

**Dixons Carphone**, the owner of **Currys PC World**, plans to cut 800 jobs, so it can streamline its in-store management ([BBC 04/08/20](#)).

**DW Sports**, the gym and sports retailer, is going into administration with the potential loss of up to 1,700 jobs. The company has 73 gyms and 75 stores across the UK ([BBC 03/08/20](#)).

**Aldi**, the discount supermarket, plans to create nearly 4,000 new jobs across the UK in 2020. Aldi has over 890 stores and employs around 35,000 people across the country. It has already created 2,800 new permanent jobs in 2020 and plans to create at least 1,200 more. Aldi plans to have 1,200 stores by 2025 ([YBI 30/07/20](#)).

**Pendragon**, the Nottingham-headquartered listed car retail giant, is cutting 1,800 jobs and closing 15 stores. The group includes the Evans Halshaw and Stratstone brand ([YBI 30/07/20](#)).

**Selfridges**, the luxury fashion store chain, is cutting 450 jobs across its department stores, 14% of its workforce. Selfridges has four stores, one in London and Birmingham, and two in Manchester. The retailer needs to make substantial changes to its business model ([GD 28/07/20](#)).

**Oliver Sweeney**, the shoe retailer, is to close its five stores in London, Leeds and Manchester with the loss of jobs in its retail team. It will continue to sell direct to customers online and through its retail partners ([YBI 22/07/20](#)).

**Asda**, the UK supermarket and **Uber Eats**, have set up a new trial delivery service from Asda stores in Leeds and Birmingham. It has been introduced to offer customers greater flexibility and could be extended across the country later in 2020 ([YBI 13/07/20](#)).

**John Lewis** and **Boots**, the high street chains, are cutting jobs and closing stores. Boots is cutting 4,000 jobs from its head office and store teams and shutting 48 of its more than 600 Boots Opticians practices. John Lewis is cutting 1,300 jobs and closing department stores in Birmingham and Watford, as well as its At Home stores in Croydon, Newbury, Swindon and Tamworth and travel sites at Heathrow airport and London St Pancras ([BBC 09/07/20](#)).

## Social work & counselling services

**Elder**, the live-in care agency, is creating 1,500 jobs following an increase in demand. Elder matches people with professional, full-time carers who move into the client's home. Many more families are considering live-in care. The number of empty beds in English care homes has almost doubled between 2019 and 2020 ([YBI 01/09/20](#)).

**Cera Care**, the London-based technology-enabled home care company, is creating up to 10,000 jobs in care, by recruiting and deploying staff made redundant from airlines, retail, customer service and hospitality that have transferrable skills ([L&W 14/08/20](#)).

## Transport & logistics

**Gatwick Airport**, the south London global hub, plans to cut 600 jobs due to the impact of the COVID crisis on UK travel. Around 75% of staff are currently on the government's furlough scheme because of an 80% reduction in the number of passengers using the airport ([BBC 26/08/20](#)).

**Jet2**, the budget airline based at Leeds-Bradford airport, is cutting 102 pilot jobs across its UK bases, which also include Belfast–International, East Midlands, Edinburgh, Glasgow, London–Stansted, Manchester, Newcastle and Birmingham ([YBI 17/08/20](#)).

**Wizz Air**, the budget airline is planning a new UK base at Doncaster Sheffield Airport, creating around 36 new jobs and more than 110 other jobs in the Doncaster area. It has since announced the intention to add a second aircraft and six additional routes, creating more jobs. Wizz Air already has a base at London Luton and is also negotiating with Gatwick Airport to have 20 planes based there ([YBI 14/08/20](#); [02/09/20](#); BBC Radio 4, 28/08/20).

**Eversholt Rail and Alstom**, the railway manufacturers, plan to bring forward making the a 600 series class hydrogen Breeze train, by investing £1m and creating over 200 jobs in Widnes ([YBI 22/07/20](#)).

**Hermes UK**, the German parcel delivery company, plans to create 10,500 jobs in the UK to cope with the demand from people shopping from home during lockdown. They will include 1,500 full-time jobs across its delivery network and head office, and 9,000 freelance couriers. Hermes has a network of over 15,000 self-employed couriers in the UK. It is investing £100m in expanding and has currently opened 90 new sub depots in 2020 ([BBC 20/07/20](#)).

**Virgin Atlantic**, the airline, has finalised a rescue deal worth £1.2bn that should protect its remaining 6,500 jobs if it returns to profitability by 2022. Virgin Atlantic is cutting 3,500 jobs ([BBC 14/07/20](#)).

## Work trends regional

**There was a significant slowdown in the decline in business activity in Yorkshire and the Humber in June**, according to the NatWest Regional PMI survey. The survey index for Yorkshire rose from 28.9 in May to 49 in June; this is still a contraction – a reading of less than 50 shows falling activity. The number of people claiming out of work benefits has steadied in April and May, following sharp falls. There was a 0.4% increase in claimants in West Yorkshire and a 0.4% fall across the wider City Region in mid-June compared with mid-May. There was a 1.4% fall nationally. However, the number of claimants is close to double the number in March. Increases in the number of job vacancies being advertised have slowed, with a 9% decrease in the week to 5 July. The number of people furloughed in Leeds City Region increased by 18.5% between May and June, according to data from HM Revenue & Customs, 304,000 people were furloughed at the end of June in West Yorkshire and 408,000 in the wider City Region. This is in line with the 18% increase nationally (LCR 17/07/20; 27/07/20).

**The fastest growing Yorkshire companies include** ([YBI 05/08/20](#)):

- Giacom World Networks, the Humber-based cloud IT and communications services
- Abingdon Health, the York-based biotech company
- Harrogate Water, bought by Danone, the international food group in January 2020

**Eshon**, the commercial property development and investment group, has consulted its staff and decided to move out of Leeds city centre, back to its previous offices in Guiseley. Its workforce felt they would be just as productive and more content working more locally. This move follows the national trend reported by other commercial property companies, whereby firms are looking to open offices nearer to where their staff work. The COVID crisis has accelerated this trend ([YBI 04/08/20](#), BBC Radio 4, 03/08/20).

**Sure Group**, the recruitment, logistics and healthcare specialists, has moved to larger premises in Leeds and created several new jobs. It currently employs 300 people in the UK ([YBI 02/09/20](#)).

**Hollywood Bowl Group**, the leisure and amusements complex group, has opened a new venue at York Stadium leisure complex, creating 30 jobs, ranging from bar staff to managerial roles ([YBI 27/08/20](#)).

**G3 Vehicle Auctions**, the vehicle auction specialist, is opening a new site near Castleford in January 2021, with the creation of up to 30 jobs ([YBI 25/08/20](#)).

**Approved Food**, the Barnsley-based online surplus food and drink retailer and its sister company **Morris & Son** the residual stock management business, have created 20 jobs, including a purchasing manager, technical director, international trading director, business development managers and a software developer ([YBI 21/08/20](#)).

**The Co-op** is opening a new food store in Leeds, creating 12 jobs ([YBI 21/08/20](#)).

**Stelram Engineering**, the Wakefield-based manufacturer of automated production systems for the food and automotive sectors, has gone into administration with the loss of 27 jobs ([YBI 21/08/20](#)).

**Shorewood Leisure Group**, owners of Hornsea Leisure Park, is expanding the site, creating 12 full and part-time jobs ([YBI 17/08/20](#)).

**VPI Immingham**, the open cycle gas turbine (OCGT) plant, is to build another OCGT plant, creating 15 new jobs when the plant is opened, as well as supply chain business jobs and construction jobs during the build ([BL 14/08/20](#)).

**Ultimate Group**, the Humberside-based packaging manufacturer, is opening a new site, creating up to 20 new jobs, adding to its existing workforce of 250 ([YBI 13/08/20](#)).

**Red Star 3D**, the Sheffield animation studio, plans to create 40 jobs by 2022. It has received funding to expand its services to also produce work for film companies worldwide. Currently Red Star produces its own films ([YBI 12/08/20](#)).

**Bar Fibre and Viaduct**, the Leeds-based hospitality venues, have been bought out of administration, saving 102 jobs. However, the Mission night club will remain closed with the loss of several jobs ([YBI 12/08/20](#)).

**Total Lubricants**, supplier to the UK automotive industry, plans to expand its site in Ferrybridge, starting in 2021, leading to the creation of several jobs. The plan includes developments using renewable energies and optimisation with the aim of modernising the manufacturing process and increase the efficiency of the site ([YBI 11/08/20](#)).

**Aeroservices**, the Leeds-based supplier to the international aerospace industry of aircraft tools and components, from tyres to lubricants, has received funding to include in its offer, supplies of parts and components that are specifically used by airlines to maintain grounded fleets of aircraft. The move will help save the business and hopefully lead to further growth ([YBI 11/08/20](#)).

**PowerON**, the York-based IT and security specialist, has moved to larger offices, and hopes to create two more jobs with more to come. It currently employs 38 internal staff as well as a number of consultants ([YBI 10/08/20](#)).

**Champion Health**, the Sheffield-based wellbeing start-up, has received funding to help it expand, creating several jobs in autumn 2020 ([YBI 07/08/20](#)).

**House of Wine**, the Leeds-based wine business, is creating several new jobs after getting funding to expand its new Doorstep Wine, created during lockdown to deliver different wine products to homeowners in the Leeds area ([YBI 06/08/20](#)).

**Wren Kitchens** has opened a new showroom in Wakefield, creating 20 jobs and bringing the number of showrooms to 94 sites across the UK. Wren has further showroom openings planned for 2020 ([YBI 03/08/20](#)).



**Hesco Bastion**, the protective barrier manufacturer, is closing its production and assembly facility in Leeds, with the loss of 43 jobs. Hesco is moving production to Poland. A small sales and marketing team will remain in Leeds ([BD 31/07/20](#)).

**City Plumbing Supplies**, the plumbing and heating supplier, has opened a new trading counter in Leeds, creating several jobs. The company has 370 branches throughout the UK and Ireland, including three other Leeds depots ([YBI 30/07/20](#)).

**Riva Home**, the Leeds-based home textiles supplier, has bought Evans Lichfield, the handmade home accessories company, with plans to create over 35 new jobs. Riva is aiming to grow the company by launching a new manufacturing department and expanding its product range ([YBI 28/07/20](#)).

**John Pye & Sons**, the auctions group, plans to open more sites and develop two new services, creating several jobs. The group now has 20 trading sites, seven trading departments and employs 469 people ([YBI 28/07/20](#)).

**Hermes UK**, the parcel delivery company, is opening a new warehouse depot at Europort Wakefield, creating several jobs ([YBI 28/07/20](#)).

**Stobart Air**, operator of Aer Lingus Regional, plans to base five planes at Leeds Bradford Airport to operate a new route to Belfast, creating several jobs ([YBI 27/07/20](#)).

**Seven Bro7hers Brewing Co**, the Manchester-based company, plans to open a new bar in Liverpool in the autumn, a bar in Manchester Airport, launch in Leeds in 2021 and open two more beer houses in 2022, creating several jobs ([YBI 27/07/20](#)).

**Leeds Skelton Lake Services** on the M1, has seen new food and beverage operators opening, creating several jobs. Further chains plan to open at the site soon, including Nando's, KFC, LEON, Pizza Express, Harry Ramsden's, Upper Crust, Mi Casa and Chopstix, Sourced Market and a 100-bedroom Ramada Hotel ([YBI 24/07/20](#)).

**Kirsty's**, the Harrogate-based 'free-from' food brand, has opened a new factory, with plans to double the size of the business by 2023 ([YBI 24/07/20](#)).

**£600m investment in rail improvements will go ahead**, including the Transpennine main line between Leeds, Huddersfield and Manchester. The improvements will introduce all-electric services between Liverpool, Manchester, Leeds, York and Newcastle. This and other 'northern' rail improvement work will be overseen by the new Northern Transport Acceleration Council ([YBI 23/07/20](#)).

**Twisted Automotive**, the North Yorkshire-based Land Rover Defender specialist, is creating six jobs for technicians to support its expansion into North America and the Middle East and its new showroom at Silverstone ([YBI 22/07/20](#)).

**Freeths**, the UK law firm, is cutting around 80 jobs from across its 13 offices. The cuts will be split evenly between lawyers and support staff and are due to the reverse in its growth trend due to the COVID crisis. Freeths has offices in Birmingham, Bristol, Derby, Leeds, Leicester, Liverpool, London, Manchester, Milton Keynes, Nottingham, Oxford, Sheffield and Stoke-on-Trent ([YBI 21/07/20](#)).

**razorblue**, the Catterick-based IT services provider has created six new jobs, including an account manager, marketing manager, senior IT engineer, IT engineer, project manager and .net developer ([YBI 20/07/20](#)).

**HubRx**, a newly formed company led by a team with experience in pharmacy and digital healthcare, is setting up an advanced automated pharmacy facility in Yorkshire, creating 100 jobs. The new facility will allow independent pharmacists to automate up to 70% of their dispensing ([YBI 17/07/20](#)).

**Knights**, the UK law firm, is opening new offices in Leeds, to 'support its expansion in the region through recruitment' when it opens in January 2021 ([YBI 17/07/20](#)).

**Defib Machines**, the Leeds-based defibrillator supplier has expanded its services across the UK and more than doubled the number of staff it employs ([YBI 17/07/20](#)).

**Costa Coffee** plans to open two new drive-thrus in Doncaster and Rotherham, creating several jobs ([YBI 17/07/20](#)).

**Cheshire Refrigeration**, air conditioning and refrigerator contractor has bought two sites in Stockport and one in Sheffield, which will lead to it creating several jobs ([YBI 16/07/20](#)).

**Lucky Duck**, the Leeds-based app and web development, plans to expand its business, creating four new jobs in 2020 and five in 2021. Lucky duck already employs eight people ([YBI 15/07/20](#)).

**Cardinal Shopfitting and Systems Ltd**, the Bradford-based interiors manufacturer, has gone into administration with the loss of 130 jobs ([YBI 13/07/20](#)).

**Peter Jones (China) Ltd**, the Wakefield-based gifts and homewares retailer, has gone into administration with the loss of 67 jobs ([YBI 13/07/20](#)).

## Focus on Calderdale & Kirklees

**Heritage Cashmere**, the Halifax-headquartered importer and supplier of luxury cashmere products to major fashion houses, has been bought by a new company Heritage Marketing Services Ltd, safeguarding 10 jobs ([YBI 07/08/20](#)).

**Lucas Lee**, the firm of chartered surveyors, is moving to a new office in Leeds and has created three new jobs and is shortly to create three more. It also has an office in Huddersfield and employs 17 people in total ([YBI 31/07/20](#)).

**Shackletons**, the Dewsbury-based furniture manufacturer, has received funding from the Coronavirus Business Interruption Loan Scheme (CBILS) to help with the impact of Covid 19, increase its capacity and range of products and continue its planned expansion ([YBI 30/07/20](#)).

**Fen Group Ltd**, is a new Halifax-headquartered cannabis products manufacturer, formed from the merger of Fen Health and Zulize to manufacture 'over the counter' cannabinoid wellness products ([YBI 27/07/20](#)).

## Job Gains

**Core Facility Services**, the Elland-based company working with businesses and charities to help them manage their energy, waste and IT costs, has moved to new premises and plans to create 30 new jobs in Elland and at its offices in Lindley, Huddersfield ([YBI 18/08/20](#)).

## Sources

<b>BBC</b>	<a href="http://www.bbc.co.uk/news">www.bbc.co.uk/news</a>
<b>BD</b>	Business Desk
<b>BL</b>	Business Link
<b>GD</b>	The Guardian/online
<b>GOV</b>	<a href="http://www.gov.uk">www.gov.uk</a>
<b>IFS</b>	Institute for Fiscal Studies
<b>L&amp;W</b>	Learning & Works Institute
<b>ONS</b>	Office of National Statistics
<b>T</b>	Touchbase
<b>YBI</b>	Yorkshire Business Insider
<b>YN</b>	Yahoo News

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

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