

# ESSEX CAREERS

Your guide to local employment and skills

## Sector Spotlights

Health and Social Care

Engineering

Finance

SUCCESS

SKILLS

CAREERS

FUTURE

### Find out about

- Apprenticeships
- Training opportunities
- Volunteering
- Employability skills
- Work clubs

**and much more...**

HOW  
TO BE  
WORK  
READY

# About ACL ESSEX

ACL Essex, part of Essex County Council, is the largest provider of adult education in the county. Our aim is to provide learners with as many ways to flourish as possible, to be there in communities across Essex and to make a difference to residents and businesses.

## WHERE TO FIND THE CENTRES

### Basildon:

Lifelong Learning Centre, Churchill Avenue  
Broadmayne, Basildon, SS14 3SG

### Brentwood:

Bishops Hill, Rayleigh Road  
Hutton, Brentwood, CM13 1BD

### Chelmsford:

Beeches Close  
Chelmsford, CM1 2SB

### Clacton:

St. Osyth Road  
Clacton-on-Sea, CO15 3BN

### Colchester:

Wilson Marriage, Barrack Street  
Colchester, CO1 2LR

### Harlow:

Harlow Library, Cross Street  
Harlow, CM20 1HA

### Maldon:

White Horse Lane  
Maldon, CM9 5FW

### Rayleigh:

132/4 High Street  
Rayleigh, SS6 7BX

### Witham:

Spinks Lane  
Witham, CM8 1EP



You can find more information on our centres and the courses offered on the [ACL website](https://www.acl.org.uk).

This magazine has been produced by the Essex County Employment & Skills Team to provide a comprehensive insight into all matters relating to the Employment & Skills opportunities within Essex.

We are very grateful to all the individuals and organisations who have contributed to the second issue.

Essex County Council welcomes your input. Please get in touch if you have any questions or would like to contribute to future issues.

Future issues will be published in Autumn and Winter 2023.

This magazine can be produced as a PDF. To request a copy please email [essex.careers.magazine@essex.gov.uk](mailto:essex.careers.magazine@essex.gov.uk)

Produced for Essex County Council by Careermap Ltd

### Essex County Council Project Managers

Louise Aitken, Skills Growth and Strategy Manager  
Emma Curtis, Commissioner for Skills Development  
Kaisha Ellis, Commissioner for Skills Development  
Leah Bond, Sustainable Growth Communications Officer

### Careermap Project Manager

Sharon Walpole, Partnerships Director

**Careermap Editor** Marion Fleetwood, Careermap Ltd

### Contributors

ACL Essex, Charlotte Hancox, Apprenticeship Account Executive, Anglia Ruskin University | Craig Baston, Operations & Partnerships Manager, Colbea | Emily Coward, Campaigns and Events Officer, Essex Police | Essex County Council Library Services | Eve Calderbank, Principal Economic Growth Officer, Essex County Council | Hyla Grimwald, Careers Hub lead, Greater Essex Careers Hub | Kelly Tarling, Project Lead, Rainbow Services | Kirstie Forrester, Project Manager, Women in Construction | Nicola Galvin, Health and Care Academy Project Support Officer, The Hertfordshire and West Essex Health and Care Academy | Paul Woods, Marketing & Communications, Harlow College | Rebecca Rickwood, Head of Programmes, Gement | Richard Cutter, Senior Marketing Officer, Colchester Institute | Rosie Powley, Head of Outreach, University of Essex | Sabrina Codrington, Employability Careers and Skills Manager, Inspire Thurrock | Sarah Cottrell, Economic skills and development, Halo Southend | Shelly Tweed, Marketing Manager, First Intuition | Sonia Shelcott, Communications Lead, Community 360 | Cllr Tony Ball, Essex County Council Cabinet Member for Education Excellence, Lifelong Learning and Employability | Wendy Martin, Principal, Stansted Airport College

### Contact

For more information about Careermap, email:

[info@careermap.co.uk](mailto:info@careermap.co.uk)

You can find more information about Careermap on [their website](https://www.careermap.co.uk).

[@careermapuk](https://www.facebook.com/careermapuk) [@careermapuk](https://twitter.com/careermapuk)

[career\\_map](https://www.linkedin.com/company/career_map) [Careermap](https://www.youtube.com/channel/UC...)

If you would like to discuss how Careermap can help your organisation to create bespoke useful guides, please contact Sharon Walpole, Partnerships Director at [info@careermap.co.uk](mailto:info@careermap.co.uk)



Published by Careermap Ltd ©2023

All material is copyrighted both written and illustrated. Reproduction in part or whole is strictly forbidden without the written permission of the publisher. All images and information is collated from extensive research and along with advertisements is published in good faith. Although the author and publisher have made every effort to ensure that the information in this publication was correct at press time, the author and publisher do not assume and hereby disclaim any liability to any party for any loss, damage, or disruption caused by errors or omissions, whether such errors or omissions result from negligence, accident, or any other cause.

# Contents

- 02 ACL
- 04 Welcome - Cllr Tony Ball
- 05 Sector Spotlight - Health and social care
- 06 Routes into health and social care
- 08 Different roles in health and social care
- 10 ACL Nightingale bursary - free health and social care qualifications from ACL Essex
- 11 Colchester Institute
- 12 University of Essex
- 13 Anglia Ruskin University - degree apprenticeships
- 13 Halo health and social care support
- 14 Thurrock - Inspire Youth Hub
- 15 Volunteering in Essex
- 16 Ambitious Women in Essex
- 17 Mental health and employability
- 18 Careers in finance
- 19 Essex facts and figures
- 20 Finding your way in Essex
- 22 Regional focus - West Essex
- 23 West Essex - Facts and figures
- 24 Stansted Airport College
- 25 Harlow College
- 26 Rainbow Services Harlow
- 27 Writing a cover letter
- 28 Engineering in Essex
- 30 Colchester Institute
- 31 Gement construction programme
- 32 Women into Construction
- 33 Accessible apprenticeships
- 34 Essex Library Service - Work clubs
- 35 Business support from Colbea
- 36 Starting your own business
- 37 Greater Essex Careers Hub
- 38 Dates for your diaries
- 39 Useful contacts

## FOREWORD

# Cllr Tony Ball

## Essex Careers Magazine

I'm thrilled to share the second edition of Essex Careers, following on from a very successful launch of the first edition in March (pictured right). As well as thousands of people across Essex having access to the magazine on our Essex Opportunities Portal, we have also been inundated with requests for additional paper copies. The magazine is available in schools, colleges, ACL centres, universities, libraries and Job Centres across Essex. We were also pleased to share it with Ministers and MPs at a recent Parliamentary Levelling Up event. Feedback has been received from across Essex, telling us how useful the content was and sharing ideas for future articles.

This edition is just as inspiring and packed with information as the last. Our focus this time is on the health and care sector, one of our largest and most significant, with a wide range of opportunities on offer. Some of the other sectors featured in this edition include engineering and finance, and we also take a closer look at what is happening in the West of the county for our geographical focus. As with the last edition, we have also explored the fantastic work happening in colleges, including Colchester Institute, Harlow College and Stansted Airport College. There are more facts and figures too, so that you can see how well you know Essex!

Thanks again to everyone involved in putting this together and to all our contributors. Don't forget to keep letting us know what you think by emailing us or completing our feedback form, and look out for future editions via Essex Opportunities (and with reference copies in Essex libraries). Enjoy reading and spread the word!

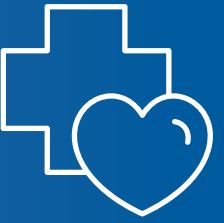
**Cllr Tony Ball,**  
Essex County Council Cabinet Member for Education Excellence, Lifelong Learning and Employability



**Cllr Tony Ball and Cllr Andrew Sheldon at the launch of the Essex Careers magazine at Basildon Advice Store in March**

## SECTOR SPOTLIGHT

# Health and social care



The health and social care sector is one of the largest sectors in Essex and offers an exciting range of employment opportunities. There are over 350 job roles in health and social care. From social workers to surgeons, the opportunities are endless!

Read on to find out more about health and social care in Essex and how you could play a vital role in looking after people's health and well-being across the county.



**Jobs** in Essex



**1,257 live NHS job vacancies** in Essex

Three most advertised occupations in Essex:

**Care/home workers**  
**Nurses**  
**Nursing auxiliaries and assistants**



**Second largest** employing sector in the region

**Health and social care in Essex**

Figures include Southend and Thurrock



Average annual salary in health and social care - **£28,000**



**100,028 health and social care employees** in Essex by 2031

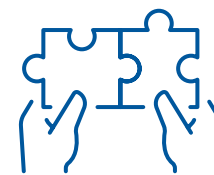
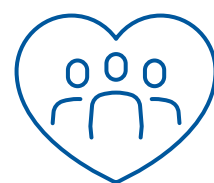


Support Worker, Nurse, Occupational Therapist, Radiographer, Psychologist, Carer, Speech Therapist, Social Worker...

**The opportunities are endless!**

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst | Figures include Southend and Thurrock

# Health and social care industry pathways

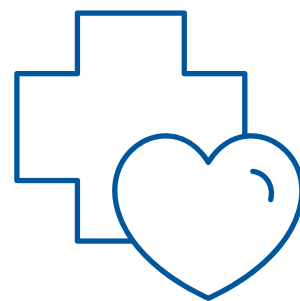


Qualification	Description	Length of time	Assessment		Level of study	Award UCAS points	Entry requirements	Work experience	What does it lead to?
<b>Apprenticeship</b>	A real job where you complete training and earn a salary	1 year minimum	Apprenticeship dependent (includes demonstrations, presentation and/or exams)	➔	2/3 with possibility to progress to higher and degree apprenticeship	No	Employer dependent Age 16+ Evidence of interest and ability to complete	Yes (paid job with at least 20% off-the-job training)	Higher Level or Degree Apprenticeship University/college Work
<b>A Levels</b>	An academic qualification, similar in style to GCSEs, that prepares you for further study	2 years	Mainly exams at the end of the course – can include coursework	➔	3	Yes	For individual schools and colleges to decide (commonly 5 GCSEs at grade 4 and above)	No	Apprenticeship University/college Work
<b>T Levels</b>	A technical study programme equivalent to three A levels, with an industry placement that makes up 20% of the course. T levels are designed to give you the skills that employers need	2 years	Exams, projects and practical assignments	➔	3	Yes	Set by each school/college	Yes (80% classroom, 20% work)	Apprenticeship University/college Work
<b>Technical/vocational</b>	Qualifications that teach you how to do tasks specifically related to the industry and role you want to be in	Course dependent	Course dependent (coursework and exams)	➔	1+	Yes	Course dependent (coursework and exams)	Course dependent	Apprenticeship University/college Work
<b>Applied</b>	Qualifications that prepare you for further study by combining academic learning with practical skills to give you a broad overview of working in a sector	Course dependent	Course dependent (coursework and exams)	➔	3	Some (course and award organisation dependent)	Set by each school/college	Course dependent	Apprenticeship University/college Work
<b>Supported Internships</b>	Structured work based study programmes for 16–24-year-olds with learning difficulties, disabilities or autism. Designed to build core skills and confidence to move into paid work.	6 months to 1 year	N/A	➔	N/A	No	To be eligible you need a Statement of Special Educational Needs and Disabilities (SEND), a Learning Difficulty Assessment, or an Education Health and Care Plan.	Yes	Apprenticeships Work
<b>Return to practice</b>	Programmes for previously registered professionals to update skills and knowledge in order to return to practice.	1-12 months	Course dependent	➔	N/A	No	Course dependent	Yes	Return to practice
<b>Degree</b>	An academic qualification which students at university complete. These can be taken in a range of different subjects to achieve different professional qualifications.	Minimum of 3 years	Course dependent	➔	University degrees range from level 6 qualifications such as a bachelor's degree to a level 8 qualification such as a doctorate degree.	N/A	Course dependent	Course dependent	Paid employment



# Careers in care

## - your career matters



### Why choose a career in care?

From personal support to help around the house, thousands of people in Essex require care. Here at Essex County Council, we're working to highlight the opportunities available across the sector and help residents access new and exciting roles.

#### Develop your skills

Receive on-the-job training, learn new skills and work with technology. Your employer will support your development and, depending on your goals, can help you to access nationally recognised qualifications up to Level 7.

#### Career progression

Joining the care sector provides plenty of opportunities to climb the career ladder, should you wish to!

Being a Care Assistant could lead you to becoming a Supervisor or Team Leader. This could then help you to secure a Registered Manager position, which will see you managing a residential home or home care provider.

#### Variety

If you're not sure what path you'd like to take, or want to ensure you have variety in your role, care could be for you.

Career options include:

- providing direct care as a Care Assistant or Activity Support Worker
- providing managerial support and guidance as a Supervisor or Registered Manager
- working in the community as a Community Support Worker
- specialising in a specific area, such as Occupational Therapist

You could help people in their own homes, residential homes or in community settings. You might work with older people or adults with disabilities or mental health needs - there really is a huge range of opportunities!

#### Something for everyone

Whether you're working towards a degree, are a recent school leaver or don't have qualifications, adult social care offers roles for every experience level.

Your attitude is more important than your qualifications - if you're kind, compassionate, and love helping people, you're the perfect candidate! Bring your passion, work in care.

#### Make a difference

Working in care means helping someone every single day. It could be something as simple as making a bed or preparing a meal. Knowing you have made a positive impact can fill you with an enormous sense of pride.

**National UK statistics:**  
**4.09m jobs**  
 1.7% increase since 2020

People employed in Essex:  
**97,157**

People employed in Essex by 2031:  
**100,028**

#### HEALTH AND CARE JOBS NEEDED IN ESSEX BY 2031:

Description	2021 Jobs	2031 Jobs
Dental practitioners	470	536
Dental nurses	1,326	1,487
Childminders and related occupations*	1,486	1,644
Nurses	15,673	16,506
Medical practitioners	5,620	6,134
Nursing auxiliaries and assistants	7,779	8,149

\* This figure is likely to increase following government announcements about increased funding for childcare. This may lead to greater demand.

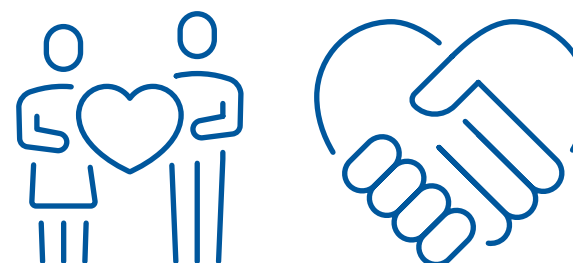
#### Apply today

You can apply for a range of care roles through Working For Essex.

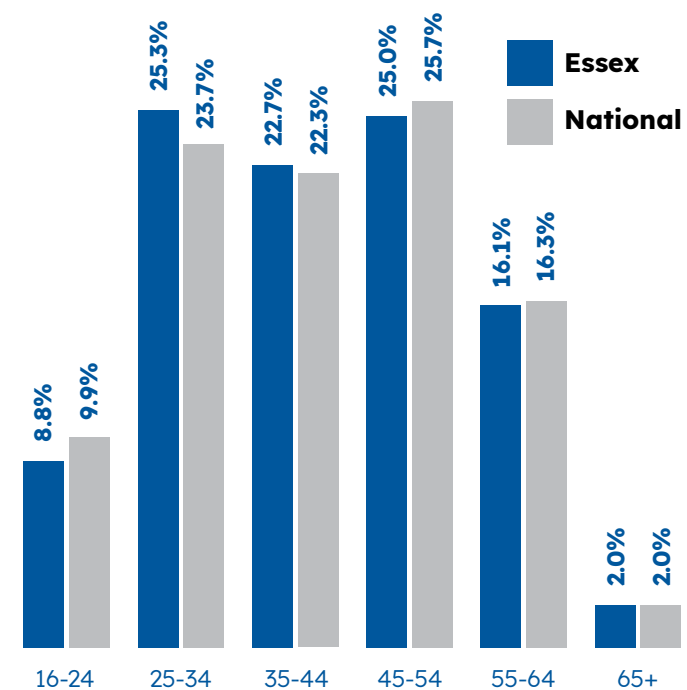
**Discover our current vacancies today.**

#### What are the job roles and typical salaries in Essex?

Nursing auxiliaries and assistants	£17.4K
Social workers	£35.8K
Childminders	£16.7K
Care workers and home carers	£15.7K
Dental nurses	£16.5K
Medical and dental technicians	£21.6K
Healthcare practice managers	£29.4K
Registered nurses	£26.3K
Average wage in health and social care	£28K
Wages advertised up to	£83K



#### Average age of workforce:



Source: Official Labour Market Statistics (ONS) and Lightcast Analyst | Figures include Southend and Thurrock

## Why work in health and social care?

The health and social care sector is an integral part of our society and economy. More than four million people work in health and care roles across the UK and the sector is forecast to grow into the future!

Over 97,157 people work in health and social care roles in Essex, making it one of the county's biggest workforces. By 2031, it is estimated that there will be approximately 100,028 roles within the sector in Essex.

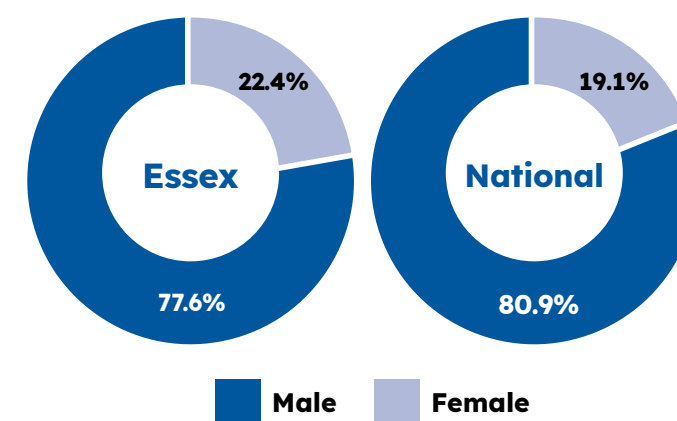
The health and social care sector helps the most vulnerable residents. To offer this support, the sector has a range of roles, from nurses, doctors and social workers to pharmacists, administrative staff and psychologists. In fact, there are at least 300 different roles within the NHS alone!

Jobs in this sector may be in hospitals, care homes, social care settings, doctors or councils. There are also further opportunities in private healthcare, such as dentistry, optometry and cosmetic surgery.

Some of the most in-demand jobs and skills in Essex in 2022 were:

- Nursing
- Midwifery
- Care assistant
- Social Worker
- Mental health

#### Male/female representation:





# Free health and social care qualifications from ACL Essex

Make a difference to your community with a career in health and social care. ACL provides the support you need to succeed in this invaluable sector.

ACL Essex is enabling all residents to access free health and social care courses and qualifications. Whether you're starting a new career or looking to progress, ACL's Nightingale Care Bursary could be for you!

## Training courses and qualifications

Regardless of your previous experience or qualifications, ACL courses are tailored to help you succeed in the sector.

These include:

- Adult Social Care
  - Healthcare
  - Team Leading
  - Principles of Leadership & Management
  - Coaching and Mentoring
  - Housekeeping
- And much more!

## Fast-track management

Did you know the average salary of a care manager is £40,000?

If you have led a team or have previous management experience, your skillset could make you a perfect candidate for the fast-track management programme.

These fully funded courses could help you gain a management role within 24 months. You'll even get a £1,500 bonus upon completion!

## Financial support

Financial support is available to reduce barriers to work and learning. This includes:

- help with travel and equipment
- a £300 grant if you're looking to start an apprenticeship in health or care
- a bike scheme to reduce travel barriers for those from low-income families

## Apprenticeships

Apprenticeships offer a great alternative to the traditional college and university routes.

ACL Essex offers a range of health and social care apprenticeships, including:

- Adult Care Worker
- Healthcare Science Assistant
- Healthcare Support Worker
- Lead Practitioner in Adult Care
- Team Leader or Supervisor

And many more!

Visit [the ACL Nightingale web page](#) to find out more about free learning opportunities.

If you're a health and care provider, you can also access the bursary to support staff training and development.

ACL ADULT LEARNING

THE NIGHTINGALE CARE BURSARY

ACL Essex County Council

ACLESSEX.COM/NIGHTINGALE



## Step into a career in the NHS

College learners now have the chance to progress directly into the NHS, thanks to a partnership between Colchester Institute and the East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

Did you know Colchester Institute boasts a £5m Centre for Health and Social Care Professions? The centre offers realistic working environments with replica clinical and care settings. There are also immersive technologies and state-of-the-art teaching facilities.

The centre helps to prepare learners for the world of work. Training takes place through a variety of workshops and online learning, giving you the chance to develop the skills and behaviours expected in the workplace. Learning at the centre, you'll also be offered a placement in over 100 workplace settings, giving you plenty of opportunities to build important skills.

Referred to as 'Professionals in Training', those studying under the centre will follow the NHS' 6 Cs philosophy: care, courage, commitment, compassion, competence and communication. These behaviours are monitored and rewarded throughout the course.

## ESNEFT Career Start Programme

One example of the schemes offered at the centre is the ESNEFT Career Start Programme. This will ensure you're ready for a career within ESNEFT by the time you leave college, helping you to develop employability skills needed for NHS positions.

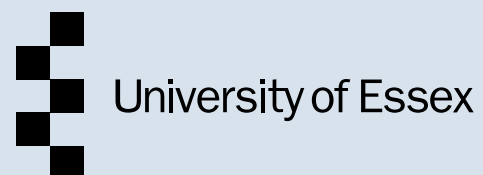
On the programme, you'll receive:

- a clinical placement at Colchester or Ipswich Hospital
- a guaranteed interview for an NHS role
- an allocated supervisor
- NHS induction training
- an NHS mentor to support you through the programme
- access to interactive training sessions and online training modules
- masterclasses through the Icen Centre at Colchester General Hospital

Find out more about the Career Start Programme on the [Colchester Institute website](#).



## CASE STUDY



# Meet Arikpi, a future social worker

"I saw a movie about an abandoned child and how a social worker played an essential role in giving that girl freedom. Ever since then, I knew that's what I wanted to do."

Arikpi now studying MA Social Work at The University of Essex to turn her dreams into a reality!

"The most exciting thing about working towards being a qualified social worker is the opportunity to genuinely help and listen to people's stories," says Arikpi, "I also want to make a positive and lasting impact on people's everyday lives."

### Arikpi's journey to becoming a social worker

"My dad is a medical doctor, so I practically grew up around the hospital environment."

"At school I studied English and Literature and then went on to get a college diploma in Secretary Studies and also studied a bit of Psychology."

"After college, I joined the hospital as a secretary, but I knew I wanted more, so I moved into the care department where I stayed for nine years."

"I was able to work without specific qualifications because of my experience in health and social care, but this is when I told myself that it was time to get my formal qualifications".

### Where will your qualification take you and what are your ambitions?

"I started my degree wanting to work with children, but I'm beginning to discover that there is more to social work! There's the adult sector, hospital social work, community service and so much more. I'm excited to explore different routes and see where my journey takes me".

### What surprises you the most about the course?

"I knew that there would be placements, but I didn't expect to get so much experience!"

"I didn't think there would be hands-on work. I expected to watch from the side-lines. I've since undertaken a 70 day placement, which gave me the chance to work with experienced and professional social workers. I was able to shadow them in the hospital and on home visits and discuss my opinions, concerns and plans."

"I'm very glad that I will have industry work experience when I graduate!"



For more information about events and other outreach opportunities email [outreach@essex.ac.uk](mailto:outreach@essex.ac.uk)

For more information about our health and social care courses visit the [University of Essex website](http://www.universityofessex.ac.uk).

# Anglia Ruskin University degree apprenticeships

Anglia Ruskin University (ARU) is one of the UK's leading providers of degree apprenticeships. These courses offer the opportunity to achieve a bachelor's or master's degree alongside valuable work experience. This means you can earn while you learn and avoid tuition fees!



ARU has been training nurses for more than 25 years and remains the largest provider of health, social care and education courses in the East of England. They have supported over 3,000 apprentices to achieve their dream career aspirations within a variety of NHS roles.

Current degree apprenticeship opportunities include:

- Registered Nurse Degree Apprenticeship (Level 6)
- Advanced Clinical Practitioner MSc (Level 7)
- Nursing Associate Higher Apprenticeship (Level 5)
- Social Worker Degree Apprenticeship (Level 6)
- Hearing Aid Dispenser Higher Apprenticeship (Level 5)

And many more exciting courses!

### Find out more

Learn more about degree apprenticeships on [ARU's website](http://www.aru.ac.uk).

Browse more opportunities using the Government's ['Find an Apprenticeship' tool](https://www.findanapprenticeship.gov.uk).

# Skills to kickstart your career in care

Halo is a four-week accredited course that has been designed in collaboration with employers and in partnership with Mid and South Essex Integrated Care System. It is available in Southend, Basildon, Chelmsford and Thurrock.

The course offers a blend of virtual and face-to-face sessions delivered by specialist tutors. It provides you with life, employability and care skills to help you prepare for employment in health or social care. There are also opportunities for guaranteed interviews at the end of the programme.

After the course, you could work towards securing employment in a variety of roles. These include being a healthcare professional, mental health practitioner or working in an administrative position. Halo can also provide up to three months' worth of mentoring for those who pass the programme.

Find out more and get involved via [Halo's website](http://www.halo.ac.uk).



# Inspire Employability and Skills Hubs

## Free support for your next careers steps

The Thurrock Careers Hubs in Grays and Tilbury offer support for your next steps. This includes help to find work, education or training opportunities, opening up pathways to reach your true potential.



Thurrock Council's Employability and Skills department has partnered with a range of providers across employment, training and education to support residents from both Hubs. If you're ready to kickstart or change your career, the Hubs' fully qualified advisers can help you with:

- professional careers guidance
- CV writing and updating
- job searches and applications
- interview skills
- Further and Higher Education support
- access to nationally recognised qualifications in a range of disciplines and industries
- discovering local and national opportunities

Thurrock Careers Hubs have helped residents into a range of Further and Higher Education, traineeships, apprenticeships and internships. They've also enrolled residents in a range of training opportunities, from IT, English and Maths to courses and qualifications for childcare, hospitality, construction and more.

The Hubs have an excellent working relationship with Thurrock-based employers and are often the first to hear about local vacancies.



Don't miss out on exciting opportunities - if you're a Thurrock resident, you can book an appointment for advice on your next steps:

Email the team:  
[ThurrockCareers@thurrock.gov.uk](mailto:ThurrockCareers@thurrock.gov.uk)

Phone the Hubs: **01375 413735**

Once you've booked your appointment, you can find the Thurrock Careers Hub at:

Inspire Youth Hub  
24-28 Orsett Road  
Grays, RM17 5EB  
(open Tuesday to Friday, 9.30am to 4.30pm)

Ground Floor, Centenary House  
Brennan Road  
Tilbury, RM18 8AF  
(open Wednesdays from 9.30am to 4.30pm)

# There's no such thing as a typical volunteer

Essex residents of all ages, genders, cultures and backgrounds volunteer every day, putting their own unique talents, experiences and expertise to good use.

Whatever stage of life you are at, volunteering can be a part of it. It's a great way to gain practical experience alongside studies, or to develop skills that might help to build or navigate a change in your career.

Volunteering is flexible and can fit around the time you have. It gives you the chance to build new connections in your community while helping others. You can be sure there's a role somewhere that will work for you!

**In the last 12 months, over 317 Community360 volunteers, amounting to 25,279 hours of volunteer time, have supported local people have their vaccine across Colchester Essex.**

Volunteers have also made welfare and befriending calls, supported the Home from Hospital service, the winter resilience project, and the Essex Family Support Service.

These are just a few volunteering examples that exist with Community360.

### Dan Firth has been volunteering for 3 years



"I decided to volunteer for Community360 because I wanted to volunteer locally and liked the fact that Community360 are involved in so many different things.

"I am able to fit my role as a family mentor around my work, and really enjoy the fact that I can provide support and help that can make a difference to people in challenging situations or who are going through a difficult time.

"If you are thinking of volunteering and can only spare a small amount of time you will be able to make a bigger difference than you realise."

If you want to change your career or life chances, volunteering is a wonderful way to test this out. It can help you to get experience and gives you the opportunity to use important skills such as teamwork and communication.

Community360 have a range of opportunities for people to get involved in volunteering within the districts of both Colchester and Braintree. There is no set commitment, and it could make a real difference to the community.

More information can be found on the [Community360 website](#).

Call Community360 for a chat on **01206 505250**.

### Special Constable Becka

"I have been a Special with Essex Police for nearly two years. I studied for my degree in Sociology alongside my role as a Special and have recently graduated.



"There are so many benefits of being a Special. You gain a huge amount of experience in dealing with all kinds of situations from drink driving to theft. You also get to help people and make a huge difference to their lives.

"Essex Police has provided me with so many transferrable skills from conflict management to communication, all while boosting my confidence. I have also received recruitment interview skill training, meaning I can interview future Specials applicants for Essex Police.

"I've received support every step of the way and couldn't be prouder to be a Special Constable. It's a volunteering experience you wouldn't get anywhere else!"



Find out more about life as a Special Constable on the [Essex Police website](#).

You can find further volunteering opportunities in your area via the [Volunteer Essex website](#).





# Are you an Ambitious Woman?

Ambitious Women in Essex is a growing community which supports and celebrates women business owners and those progressing their careers.

The Alison Rose Review of Female Entrepreneurship, first published in 2020, stated that £250bn could be added to the UK economy if women matched men in starting and scaling businesses. During its latest review in March 2023, it reported that, in 2022, more female-led businesses had been founded than ever before. Now is a great time to join the revolution!

You can join the Ambitious Women in Essex community via LinkedIn, Instagram or our monthly newsletter. Members get access to articles, announcements on funding and support, as well as details of upcoming Ambitious Women in Essex events. This year, the community will also be able to access workshops, courses and free webinars!

Ambitious Women in Essex holds regular networking events across Essex. These are a great opportunity to meet like-minded individuals and are often a source of collaborative discussions between attendees.

Join this thriving free community today and make your mark as an Ambitious Woman in Essex.



Email: [ambitiouswomen@essex.gov.uk](mailto:ambitiouswomen@essex.gov.uk)  
 Sign up to the Ambitious Women in Essex [newsletter](#)  
 Follow [Ambitious Women in Essex](#) on LinkedIn  
 Follow [Ambitious Women in Essex](#) on Instagram

# Mental health matters



Whether you're taking exams, expecting results or exploring your next steps, jobs and education can impact our mental health.

If you (or someone you know) are struggling with your mental health, remember:

- mental health is as important as physical health
- you are not alone – there are other people feeling a similar way
- there is support available

We've put together some signs to watch out for if you're concerned about mental health.

### Stress

In small doses, stress can motivate us, but it can also impact our health when workloads feel too heavy.

Signs to look out for:

- Constantly feeling tense or having racing thoughts
- Constant or unexpected anger or irritability
- Lack of concentration and inability to make decisions
- Feeling physically unwell, with headaches, dizziness, random pains and/or fatigue

### Depression

We all experience lows from time to time, but when a low mood lasts for longer than normal and starts to impact your daily routine, you may be experiencing depression.

Signs to look out for:

- Constantly feeling down and tired
- Having little or no self-esteem, confidence or interest in things you usually enjoy
- Avoiding social events, friends and family
- Not feeling anything at all, as if you're either empty or detached from the world

### Panic attacks

A panic attack can be brought on by stress, anxiety, depression or any heightened situation. This could include anything from unexpected feedback at work to heading off to university.

If you're experiencing (or have just experienced) a panic attack, you may want to:

- remove loud noises, leave bright spaces and try to breathe slowly
- focus on senses; for example, by squeezing a ball
- go somewhere quiet and relaxing once you feel able to
- speak to a trusted person and/or to seek professional support

### Anxiety

It's natural to feel anxious about career and education changes, but anxiety can present mental health challenges if left unaddressed.

Signs to look out for:

- Constantly worrying or feeling overwhelmed about situations, people or your health
- Physical changes like jitters, a thudding heartbeat or bad sleep
- Having racing thoughts, including feeling as if others are judging you

### Find help and take action

Regardless of whether you're starting a new job, heading to university, taking exams or planning your next steps, we all need to look after our mental health.

Talking to a friend, family member or health professional can help. It's also important to look after your physical health, get enough sleep and practise self-care, including making time for the things you enjoy.

If you'd like to seek professional support, these resources can be a good place to start:

- [Essex County Council 'Get Help and Support' page](#)
- [Essex Wellbeing Service](#)
- [Mind](#)
- [Student Minds](#)
- [Mental Health Foundation](#)
- [Young Minds](#)
- [Place2Be](#)
- [Free apps such as Kooth and Woebot Health](#)

### In an emergency

If you, or someone you know, is in a mental health crisis, you can:

- dial 999 or use the [NHS emergency digital service](#)
- talk to the Samaritans anonymously, by calling their 24/7 phoneline on 116 123
- use [Childline's free, confidential online chat](#) 24 hours a day (if you're under 19)
- get in touch with your GP
- contact the [Southend, Essex and Thurrock Children's and Adolescent's Mental Health Service](#) (SET CAMHS)
- contact NSPCC's professional counselling service by calling **0808 800 5000**



## SECTOR FOCUS: FINANCE



# First Intuition – a career in accountancy could be for you!

First Intuition is a training provider based in Essex with study centres in Chelmsford and Southend. They offer all levels of accountancy training to apprentices, those who are self-employed and individuals who are employer-funded.

People often think that only those with a natural talent for maths can become accountants, but that's not quite the case! Today, computer programmes can do a lot of the maths for you. Therefore, accountants need a range of other skills alongside numeracy, such as being able to analyse, summarise and present data.

Another misconception is that accountants spend all day in an office working on tax-related matters. In actual fact, accountants can work across a range of different financial topics and can be found in almost any industry. They might work for an accountancy firm (on behalf of multiple clients), in the finance team of a business, in a charity or in a government-funded organisation, such as the NHS or a school.

If you're interested in a career in accountancy, there are lots of routes into employment. These include apprenticeships at levels two, three, four or seven. There are opportunities for those leaving school, college or university, as well as those looking to gain accountancy qualifications alongside their current role.

First Intuition is here to support your accountancy career. As an Ofsted-rated 'outstanding' provider and with a Matrix accreditation, they support those training after school, as well as individuals upskilling for their job or a career change.



**Why not attend a First Intuition open morning – hosted regularly in Chelmsford – to decide on your best route?** Email ([chelmsford@fi.co.uk](mailto:chelmsford@fi.co.uk)) or call (**01245 209900**) First Intuition to find out more.

Alternatively, students in Years 10 to 13 can join the annual Accountancy Summer School. This free two-day event in Chelmsford offers advice on accountancy careers, gives students a taste of accountancy tasks and provides feedback on CVs and interview techniques. It finishes with an employer forum, featuring local accountancy professionals and apprentices.

**first intuition**   
where people count

Visit [First Intuition's website](https://www.firstintuition.co.uk) to find out more about this year's Accountancy Summer School, taking place on 12 and 13 July.



# What do you know about Essex?



**The Essex population is growing** and is projected to grow by over 56,000 over the next five years.

Between January 2022 and January 2023, there were **222,997 vacancies across Essex**. **Chelmsford** had the **highest number of vacancies**, followed by Colchester and Basildon.

The top-posted occupations in Essex during this period were: **registered nurse, office/administration assistant and home health aide**. The skills sought included communications, customer service, management, and planning.



**Essex is home to 1.8 million people**, 60% of whom are aged 16 to 64.

In terms of projected growth, the **construction, transport, health and social work and wholesale and retail** sectors are set to **see the most growth**.



**There are nearly 67,000 businesses in Essex** and 99% of these are SMEs (Small and Medium Enterprises), employing fewer than 250 people each.



**There are 727,000 jobs in Essex**, projected to increase to 745,000 by 2026.

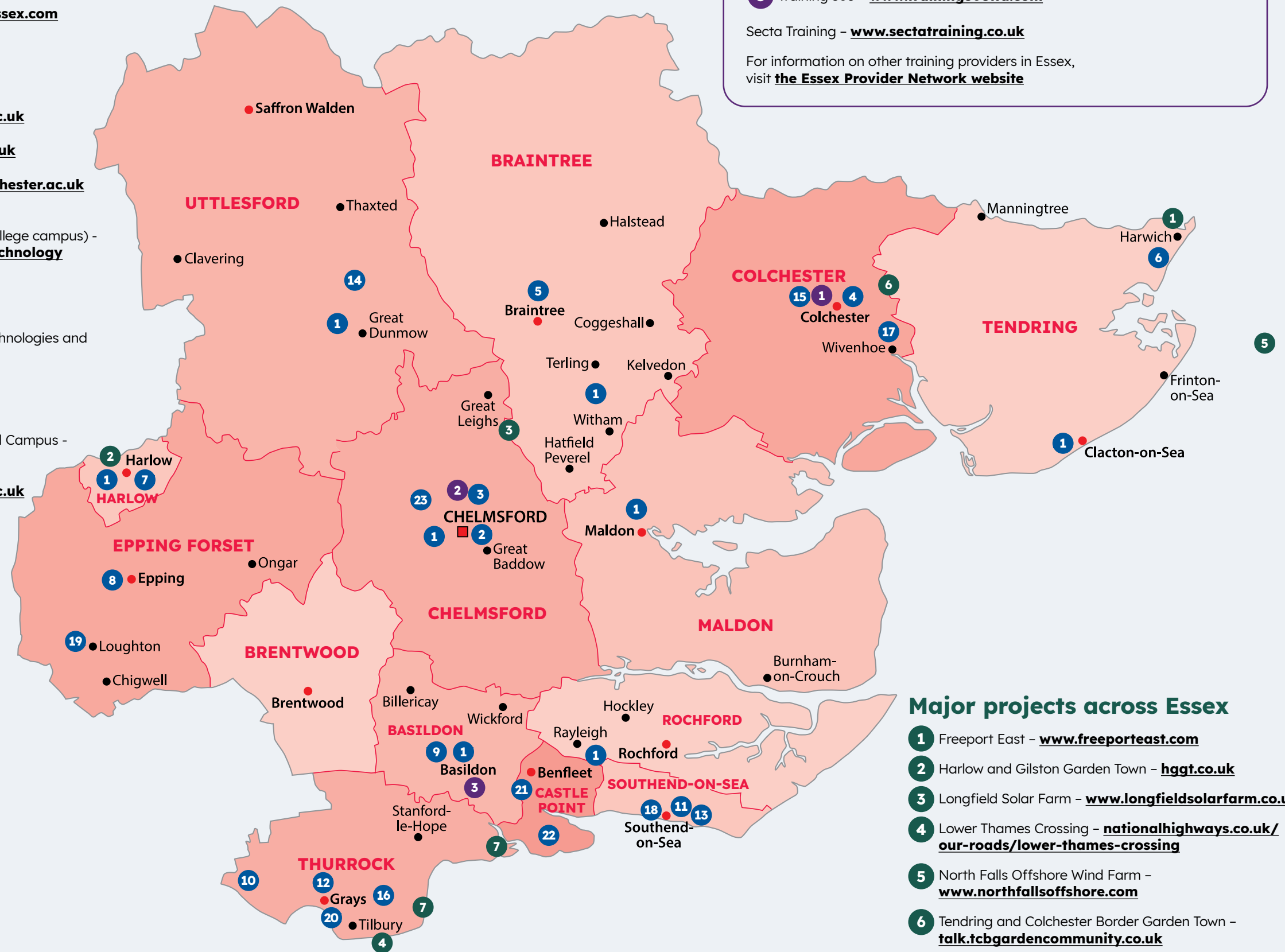
In terms of jobs, the **largest sectors of employment in Essex** are **wholesale and retail, health and social care, construction, education and transportation and insurance**.

Those offering the **highest wages** are: **aviation, transport and logistics, health and social care and engineering**. These sectors bring the **most GVA (Gross Value Added)** to Essex along with manufacturing.

# Finding your way in Essex

## Essex schools, colleges, universities and training providers

- 1 ACL Essex – Adult Education and Apprenticeships – [www.aclessex.com](http://www.aclessex.com)
- 2 Anglia Ruskin University – [www.aru.ac.uk](http://www.aru.ac.uk)
- 3 Chelmsford College – [www.chelmsford.ac.uk](http://www.chelmsford.ac.uk)
- 4 Colchester Institute – Colchester Campus – [www.colchester.ac.uk](http://www.colchester.ac.uk)
- 5 Colchester Institute – Braintree Campus – [www.colchester.ac.uk](http://www.colchester.ac.uk)
- 6 Colchester Institute – Harwich Energy Skills Centre – [www.colchester.ac.uk](http://www.colchester.ac.uk)
- 7 Harlow College – [www.harlow-college.ac.uk](http://www.harlow-college.ac.uk)  
Harlow College – South East Institute of Technology (Harlow College campus) – [www.harlow-college.ac.uk/study-options/institute-of-technology](http://www.harlow-college.ac.uk/study-options/institute-of-technology)
- 8 New City College – Epping Forest Campus – [www.ncclondon.ac.uk/epping-forest-campus](http://www.ncclondon.ac.uk/epping-forest-campus)
- 9 South Essex College – Basildon Campus – Centre for Digital Technologies and Luckyn Lane Campus – [www.southessex.ac.uk](http://www.southessex.ac.uk)
- 10 South Essex College – High House Production Park – Purfleet – [www.southessex.ac.uk](http://www.southessex.ac.uk)
- 11 South Essex College – Southend Campus and Stephenson Road Campus – [www.southessex.ac.uk](http://www.southessex.ac.uk)
- 12 South Essex College – Thurrock Campus – [www.southessex.ac.uk](http://www.southessex.ac.uk)
- 13 Southend Adult Community College – [southend-adult.ac.uk](http://southend-adult.ac.uk)
- 14 Stansted Airport College (part of Harlow College) – [www.stanstedairportcollege.ac.uk](http://www.stanstedairportcollege.ac.uk)
- 15 The Sixth Form College Colchester – [www.colchsfc.ac.uk](http://www.colchsfc.ac.uk)
- 16 Thurrock Adult Community College – [www.tacc.ac.uk](http://www.tacc.ac.uk)
- 17 University of Essex – Colchester Campus – [www.essex.ac.uk](http://www.essex.ac.uk)
- 18 University of Essex – Southend Campus – [www.essex.ac.uk](http://www.essex.ac.uk)
- 19 University of Essex – Loughton Campus – [www.essex.ac.uk](http://www.essex.ac.uk)
- 20 USP College – Palmer’s Campus – [www.uspcollege.ac.uk](http://www.uspcollege.ac.uk)
- 21 USP College – Seevic Campus – [www.uspcollege.ac.uk](http://www.uspcollege.ac.uk)
- 22 XTEND Digital Campus – [www.uspcollege.ac.uk](http://www.uspcollege.ac.uk)
- 23 Writtle University College – [www.writtle.ac.uk](http://www.writtle.ac.uk)



### Other training providers in Essex

- 1 BuildSkill – [www.buildskill.co.uk](http://www.buildskill.co.uk)
- 2 First Intuition – [www.firstintuition.co.uk/classroom-courses/chelmsford](http://www.firstintuition.co.uk/classroom-courses/chelmsford)
- 3 Training 360 – [www.training360ltd.com](http://www.training360ltd.com)

Secta Training – [www.sectatraining.co.uk](http://www.sectatraining.co.uk)

For information on other training providers in Essex, visit [the Essex Provider Network website](#)

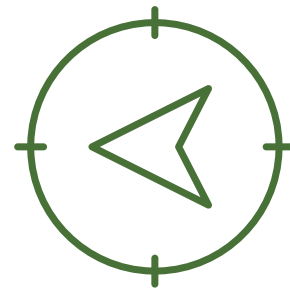
### Major projects across Essex

- 1 Freeport East – [www.freeporteast.com](http://www.freeporteast.com)
- 2 Harlow and Gilston Garden Town – [hggt.co.uk](http://hggt.co.uk)
- 3 Longfield Solar Farm – [www.longfieldsolarfarm.co.uk](http://www.longfieldsolarfarm.co.uk)
- 4 Lower Thames Crossing – [nationalhighways.co.uk/our-roads/lower-thames-crossing](http://nationalhighways.co.uk/our-roads/lower-thames-crossing)
- 5 North Falls Offshore Wind Farm – [www.northfallsoffshore.com](http://www.northfallsoffshore.com)
- 6 Tendring and Colchester Border Garden Town – [talk.tcbgardencommunity.co.uk](http://talk.tcbgardencommunity.co.uk)
- 7 Thames Freeport – [thamesfreeport.com](http://thamesfreeport.com)





# Regional focus West Essex



The West of Essex is a diverse mix of both urban and rural areas. It has a population of 319,600. This is anticipated to rise to 327,831 by 2029.

West Essex is home to London Stansted Airport, which is the largest airport in Essex and the fourth busiest in the UK. It's also known for its well-established employment sectors, such as health and social care, construction and transportation.

Bordering both London and Cambridge, West Essex is part of the UK Innovation Corridor. This region is working together on innovative ways to advance the medical and technological sectors.

## DID YOU KNOW?

When the first homes are delivered (by 2033), **Harlow & Gilston Garden Town** will cover areas of **Harlow, Epping** and **East Hertfordshire**.



**West Essex** has a population of **319,600 residents**, 186,265 of whom are of a working age.

West Essex is part of the **Digital Innovation Zone** which delivers digital investment and enhancement projects.

The **Harlow Enterprise Zone** is a purpose-built facility for businesses in **life sciences** and **advanced technology**. It's also home to the UK's biggest supercomputer.



The highest advertised salaries in **West Essex** are in **aviation, transportation,** and **education**.

The largest sectors of employment in West Essex are **motor vehicle and motorcycle repair, admin and support services** and **health and social work**.

The **West of Essex** is home to the only airport-affiliated college in the country. **Stansted Airport College** is a state-of-the-art facility overlooking the runway at **London Stansted Airport**.

Between February 2022 and February 2023, there were **42,156 job postings** in the area.

The **Harlow & Gilston Garden Town** project will deliver around **16,500 homes by 2033** and deliver thousands of homes in **West Essex**, alongside jobs in **construction, administration, engineering** and more.

Source: Official Labour Market Statistics (ONS) and Lightcast Analyst



# Stansted Airport College

Stansted Airport College is a partnership between London Stansted Airport (MAG) and Harlow College. It's the first of its kind at any airport in the country!

Designed with the aviation industry at its core, the facilities reflect the professional, real-life working environments you would expect at any major airport around the world.

The college offers an exciting range of technical and professional courses on aviation, engineering and event management. It gives students the chance to:

- gain quality, industry-recognised qualifications taught by experienced professionals
- access real work experience and live briefs from the 200+ business partners around the airport
- take part in guaranteed interviews for apprenticeship and job opportunities
- progress to higher levels of study including apprenticeships and degrees

Find out more about the courses and opportunities on the [Stansted Airport College website](#).

## Stansted Airport Employment and Skills Academy

Stansted Airport Employment and Skills Academy is managed by London Stansted Airport and delivered in partnership with Harlow College.

The academy provides aviation training programmes and opportunities to gain new skills for those aged 19 and over.

There are more than 30 online and blended (a mix of in-person and virtual) learning opportunities on offer. These can help you to secure a job with one of the 200+ employers at London Stansted Airport.

Discover courses and opportunities on the [Stansted Airport Academy website](#).



### The Princess Alexandra Hospital

The Princess Alexandra Hospital NHS Trust provides a full range of general acute, outpatient and diagnostic services and serves around 350,000 people living within the area.

The hospital employs 3,700 members of staff and aside from the expected hospital roles there are also jobs in administration, business support and catering.

There is also a team of volunteers working within the hospital to support patients and their families.

Find out more about the roles available on the [Princess Alexandra Hospital website](#).

# Harlow College and the NHS in exciting new partnership

**Philippa Bennett** is the Assistant Academy Manager for Health Sciences at Harlow College. Here she explains how the Covid-19 lockdown helped the college to forge stronger links with local NHS providers.

## What were the main challenges during the first lockdown?

During the pandemic, we were not able to send our students on work placements or trips to NHS settings. These experiences are usually essential to their learning.

Instead, we arranged for guest speakers to give online talks. As NHS staff were under enormous pressure with constantly shifting priorities, it was not always possible for them to attend these talks. Whilst our staff and students understood these pressures, they were disappointed to miss out on some of the talks.

## What links does the college have with NHS providers?

Every student in the Health and Science department could be a future employee of the NHS - the largest employer in England. It's therefore essential that we maintain positive and productive links with the NHS. These enhance our students' learning and build the future workforce.

NHS guest speakers are great opportunities for students to learn about the variety of roles on offer, as well as key knowledge, skills and behaviours required to work in the health system. This complements our curriculum, which embeds employability into each and every course.

## How do you support students to understand the job market?

Students come to us at 16 having pretty much decided that they want to work in health, social care

or science. Many of them, however, aren't fully aware of the hundreds of job roles available within the NHS.

Our exciting and stimulating learning experience exposes students to as many career paths as possible. We help them to make informed decisions to help them start on their chosen career path.

We have worked with the Herts and West Essex Academy to discuss work shortages in areas such as healthcare and health sciences. We have also delivered career enrichment sessions, with over 20 guest speakers from health sciences, midwifery, radiography and many more.

## What impact have the NHS guest speakers had on the college?

Every single guest speaker has been inspiring! They have all been passionate and engaging, and many have brought specialist equipment to add an interactive element to their sessions.

As well as engaging and inspiring our students, guest speakers themselves also leave the sessions feeling excited about future opportunities. Dr Marie Parsons, Consultant Clinical Scientist at Princess Alexandra Hospital (PAH) in Harlow, originally hosted a talk on chemical pathology. She has since arranged for a group of science learners to tour the labs at PAH.

College teachers are also benefiting from these new links. They're able to update their knowledge and make their lessons relevant and modern, with more examples of practical application.



## What are the next steps for your students?

We encourage students to apply for relevant work experience, volunteering roles and part-time jobs. After being inspired by recent speakers, several of our students applied for and secured opportunities at PAH.

We look forward to seeing whether university and apprenticeship applications are impacted by the speaker sessions. We will also continue to develop solid partnerships with our local NHS. After all, we are supplying their future workforce!

## Where can future students find more information?

Vocational courses, A Levels, HE courses, apprenticeships and T Levels are available to browse on the [Harlow college website](#).





# What will it cost you to inspire the next generation? About three hours!

**Rainbow Services is a charity that has been working in Harlow for over 20 years. Their projects include:**

- reducing loneliness in the elderly
- a crisis hub for those struggling with cost-of-living concerns
- a family contact centre, enabling non-resident parents to see their children
- addressing health inequalities in the NHS
- a youth project supporting children who have disengaged from school

The charity couldn't have achieved its impressive success without its 70+ volunteers. If you're considering volunteering, but don't know where to start, Rainbow Services could be for you! Volunteering with the charity could help you:

- gain valuable skills for your first job or career progression
- make new friends
- improve mental health, confidence and self-esteem

## The Rainbow Services Youth Project

The Rainbow Services Youth Project is just one of the campaigns you could get involved with as a volunteer. The project supports those aged 14 to 18 who have disengaged from school, sometimes as a result of criminal activity.

These young people are invited to participate in a 12-week carpentry programme across half a day each week. They're offered a safe space to build healthier relationships whilst learning new skills in a work and community-based environment.

Riley joined the Rainbow Services Youth Project in 2022 and, thanks to the support offered, he has since gained two carpentry qualifications. The charity then helped Riley to secure a role with Essex Fire and Rescue and funded a space on a one-week leadership course in Wales. Rainbow Services also connected Riley to local businesses and work experience placements prior to his carpentry apprenticeship.

Riley now volunteers for the service, sharing his advice and experience over three hours a month.



## Become a Rainbow Services volunteer

Inspired by Riley's story and want to make a difference? Rainbow Services has opportunities across a number of projects, as well as on their Board of Trustees.

Find out more about their rewarding, flexible and enriching opportunities:

Email [sharon@rainbowservices.org.uk](mailto:sharon@rainbowservices.org.uk) or call: 07990323314.



# Writing a good cover letter



Your cover letter is your first chance to make a great impression on your future employer. These frequently asked questions will help to write, tailor and submit your cover letter for job application success!

## 1 Is it all about the amount of research you do?

When it comes to applying for a new job, it is important to highlight that you've undertaken research into your potential new workplace and how it functions as a business. You want to make yourself stand out from the crowd and prove that you're not submitting a generic cover letter.

Ultimately, you need to sell yourself. You need to give the person reading your letter a reason to remember you. After reading it, they should want to invite you to interview and find out more about you!

## 2 How should you tailor the covering letter?

Try to address your application to a senior member of the team you could be working with. LinkedIn, Google or the business' own website should help you to find a name.

Be sure to refer to the company throughout your cover letter and include experience and qualities listed in the job description. You might also want to mention a case study or example the organisation has worked on that you are particularly impressed by.

## 3 What should you include in your letter?

Your cover letter should focus on why you think you'd be a good fit for the company. You should talk about the attributes and experience needed for the job and be sure to include your up-to-date contact details.

Remember, employers could receive hundreds of applications for each vacancy. Keep your cover letter concise (one page, if you can) and only include the most important and impressive information. This should include qualifications, relevant work experience and any skills that will help you stand out from other candidates.

## 4 What else do you need to consider?

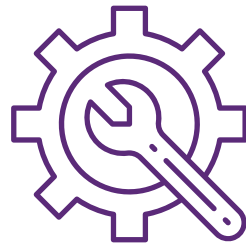
Always proofread your cover letter!

Don't risk submitting your cover letter with spelling mistakes, the wrong company name or the incorrect team member name.

Once you're happy with the letter, ask a friend, family member or teacher to read the cover letter to spot any mistakes you might have missed.

# SECTOR SPOTLIGHT

# Engineering



Engineering involves using science and maths to design and build machines and structures. It is an exciting sector with many career opportunities, giving you the chance to fix complex problems, improve and innovate. Engineers are at the forefront of shaping the world we live in, enabling us to solve our biggest challenges. They help us work towards a better future for everyone in a number of ways, including: handling cyber security, enabling commercial space travel, minimising the impact of natural disasters and developing sustainable energy food, housing and products.

## Areas of engineering:

### General engineering

There is no such thing as a 'general engineer'. Engineers are specialists in their particular field. A general engineering course at college or an engineering degree is the start of this journey. General engineering is ideal for those who want to test the waters before specialising in one field, giving you a basic introduction to different disciplines.

### Aerospace and aeronautical

Aerospace and aeronautical engineering encompasses developing components for flying vehicles, such as aeroplanes, helicopters, spacecraft and rockets. It involves the design, testing and manufacturing of engines, wings, satellites, remotely piloted vehicles, drones and more.

### Biomedical

Biomedical engineering refers to the innovations that improve our health and healthcare systems. This includes 3D organ printing, prosthetic limbs and wearable technology.

### Chemical

Chemical engineering is all about the large-scale processes that turn raw materials into everyday products such as smartphones. The devices we have, clothes we wear, food and drink we consume and power we use all rely on chemical engineering.

### Civil and structural

Civil and structural engineers help shape and improve lives by designing, constructing, testing and maintaining the buildings and large structures that we need.

### Electrical and electronic

Electrical engineering covers the generation, distribution, application and control of electricity. Electrical engineers work on a huge range of products and processes, including wind turbines, electric cars, power networks and battery design.

Electronic engineering involves the research, design, development and testing of electronic components, devices and systems. These are used across industries, such as aerospace, data communications and robotics.

### Energy

Want to find new ways to meet our power needs while supporting the journey to net zero carbon emissions? As an energy engineer, you'll be at the forefront of finding new ways to make sure power is available where it's needed. You'll also consider important factors like safety and environmental impact.

### Marine

Marine engineers and naval architects design, build, test and repair a range of watercraft and tools. These include ships, boats, underwater craft, offshore platforms such as wind farms and drilling equipment.

### Materials

Materials engineers work out how we can get the best out of all the materials available to us. It's their job to discover ways of sourcing, using and reusing these materials responsibly to improve the world around us.

### Mechanical

Mechanical engineering encompasses the mechanical components and systems that enhance our lives. This includes everything from clean and sustainable power and lifesaving vaccines to missions to Mars.

### Production and manufacturing

Production and manufacturing engineers create new products, such as food and drink, clothing, smartphones and medicines. Typically, a production engineer will focus on the systems used, whilst a manufacturing engineer focusses on the processes, materials and parts.

### Software engineering

Software engineering and computing involve creating systems that automate tasks. This involves developing hardware such as tablets, laptops and control systems, and designing and writing the software that makes them work.

## Skills

To work in the engineering sector, you will need a range of skills, including:

- **Project planning** - prioritising and balancing costs, quality and speed.
- **Problem solving and creativity** - finding creative and practical solutions to complex challenges.
- **Communication and teamwork** - working well with others and keeping other professionals in the loop.
- **Persistence** - embracing patience and perseverance if things don't go right the first time, or it takes several attempts to find a solution.
- **The ability to learn and adapt** - taking a flexible and positive approach to problem solving.
- **Numeracy** - maths is important across engineering, from forecasting profits to designing the next space telescope!

## Pathways and qualifications

### Apprenticeships

Apprenticeships in engineering offer more practical individuals the chance to put their skills to use in a technical environment. They involve completing a national diploma in engineering or an engineering-related subject, while receiving paid, on-the-job training. If you'd like to study at a higher level, you can also complete an engineering degree apprenticeship.

### A Levels

If you want to become an engineer, studying maths and physics at A Level is often essential. Budding chemical engineers should also pursue chemistry, whilst further maths and design technology could also be useful choices.

### Engineering degrees

A degree in an engineering or a technology-related subject is usually necessary to work in this sector; however, some engineers have qualifications in maths, physics or computer science. Students of non-engineering subjects may be required to complete a **conversion course** or professional qualification before working in the field.

### Postgraduate engineering courses

While postgraduate study isn't essential for many engineering careers, **Masters degrees** and **PhD study** can deepen your knowledge. They can also help you to build sector-specific skills and forge industry connections. These qualifications are highly sought-after in areas such as product design and research and development.

### Professional qualifications

Joining a professional body isn't usually necessary to secure your first graduate job; however, it can offer access to networking opportunities, training events, discussion forums and the latest industry news. What's more, becoming a member of a chartered body is obligatory if you want to become a Chartered Engineer (CEng) or an Incorporated Engineer (IEng).

### Work placements and internships

To be in with the best chance of securing your dream role you'll need some **work experience** alongside your qualification. Employers often favour those who've complemented their theoretical knowledge with relevant, practical experience. Many companies offer permanent jobs to graduates who've performed well on their internship or placement schemes, so completing one can really pay off!

Source [neonfutures.org.uk/resource/](https://neonfutures.org.uk/resource/)

Source: [www.prospects.ac.uk/jobs-and-work-experience/job-sectors/engineering-and-manufacturing/how-to-become-an-engineer](https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/engineering-and-manufacturing/how-to-become-an-engineer)

## Why choose a career in engineering?

### Make a difference and transform the way we live

Engineers help create a healthier, safer, greener, happier and more equal society. They develop renewable power, create and distribute vaccinations, improve cyber security, design accessible venues and much more!

### Be creative and get paid for having ideas

Engineers find new and innovative solutions to everyday and complex problems. Their flair for design and practical approach to problem solving ensure their workload is varied and their skills are always in demand.

### Choose your path

Exciting opportunities exist for engineers and technicians at all levels. The engineering sector needs people from diverse backgrounds to join the profession. This could be via an apprenticeship, a degree, a degree apprenticeship, T Levels or A levels.

## Neon is run by EngineeringUK and helps primary and secondary school teachers to:

- introduce their students to STEM career paths
- raise students' aspirations
- help students test out engineering activities
- access inspiring case studies and invaluable resources

Sign up for free or find out more on [Neon's website](https://www.neon.org.uk).

**neon**  
Brilliant Inspiration



# Future-proof your technology and engineering skills in Braintree



It's an exciting time to work and study in Braintree. The district has huge potential to grow, sitting between the cities of Chelmsford and Colchester and close to a global technology research and development centre in Cambridge.

**Braintree is also home to the second-largest facility of Colchester Institute. Formerly Braintree College, the newly renovated campus is set in attractive grounds and located near the town centre.**

**Supported by grants, a £14m development saw the construction of two state-of-the-art facilities on the Braintree Campus. Focussing on STEM and technology careers, the new developments support the skills most in demand by local employers.**

### STEM Innovation Centre

The £6m STEM Innovation Centre opened in 2017, encompassing high-tech workshops, replica industrial facilities and impressive equipment. The centre aims to address growing shortages in STEM skills and will provide local employers with the workforce they need both now and in the future. The investment has enabled engineering and advanced manufacturing programmes to be delivered in the Braintree district for the first time.

Adam Ward, Director of STEM Innovation at Colchester Institute, explains, "We are focussed on preparing our learners for work. If you are serious about developing STEM skills to prepare you for the workplace, then studying at our Braintree Campus is the right route for you!"

### Learning and Technology Centre

The Learning and Technology Centre opened its doors in January 2020. The centre prioritises careers in technology-focussed industries, with high-tech IT, digital media facilities and even its own television studio.

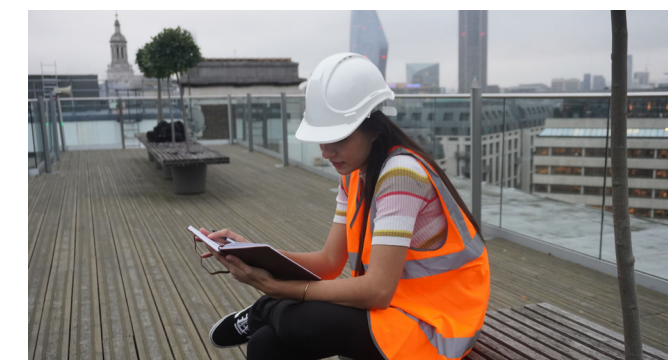
Matt Tatham, Course leader for Media at the Braintree Campus, states, "Not only have we got live 4K digital broadcasting, but we're also lucky enough to be one of the only colleges in East Anglia with a professional working studio. We have equipment most universities haven't!"

Find more information on the [Colchester Institute website](http://www.colchesterinstitute.ac.uk).



# New fully funded construction programme by Gement and the CITB

Discover support to enter, upskill in or re-enter the construction industry



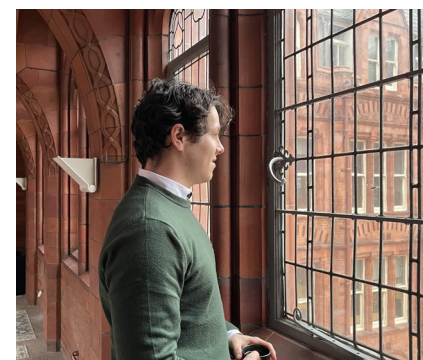
Did you know we'll need around 225,000 new construction workers by 2027? Or that around 71% of people leave construction after just three months?

Gement Connect is a new three-year programme helping to tackle this growing skills shortage! Delivered by Gement and the Construction Industry Training Board (CITB), this programme will support those entering or re-entering the industry.

Gement Connect will help to attract and retain construction talent through a range of offers and interventions, including:

- CV, application and interview support
- Mentoring and buddy systems
- Financial management (for example, self-employment and dealing with HMRC)
- Monthly newsletters with free and discounted learning and qualification opportunities

**Are you or your organisation interested in Gement Connect?**  
Get in touch with the team at [enquiries@gement.co.uk](mailto:enquiries@gement.co.uk) to get involved for free!





# Supporting the female construction professionals of the future

Women into Construction (WiC) is on a mission to change the face of construction. Did you know only 16% of the UK construction workforce is female? WiC is working with their corporate members to open up opportunities for women in this varied and rewarding sector.



## Feeling inspired?

WiC is launching an Essex employment programme later this year! Looking to start your journey into construction?

Complete WiC's [online form](#) to register for more information.

You can also get involved as an organisation and support the female construction professionals of the future. Email Kirstie Forrester to find out more: [Kirstie.Forrester@women-into-construction.org](mailto:Kirstie.Forrester@women-into-construction.org).

Over the past 15 years, WiC has placed over 1,000 women into construction related roles such as:

- project management
- site management
- plumbing
- administration and office-based roles

“Our vision is for a fair and diverse construction sector,” says Kath Moore MBE, WiC Managing Director, “Not only do we provide bespoke support to women wishing to work in the construction industry, but we also assist contractors in recruiting, retaining and progressing female talent. This helps to reduce skills gaps and create a more gender-equal workforce.”

## Supporting women in Essex into construction



WiC support construction professionals across the UK, including Essex residents like the inspiring Sam Lagden, of Readie Construction.

Sam felt she had the skillset to move into construction, but had limited knowledge of the sector. Local training provider, SECTA, introduced Sam to WiC to support her next steps.

WiC organised training to enable Sam to obtain a CSCS card, which is required to work on construction sites. They also secured a part-time work placement that accommodated her childcare schedule.

Sam's placement with WiC gold member, Readie Construction, helped her to figure out her next best steps

into a career in construction. She made such a fantastic impression that they offered her a Trainee Quantity Surveyor role. Fast forward three years and Sam has been promoted to Project Quantity Surveyor!

Sam says, “Women into Construction gave me the perfect opportunity to showcase my skills with Readie. The placement helped me to understand if Readie was the right employer for me, and the rest is history!”

# Women into Construction

# Discover accessible apprenticeships in Essex

Here at Essex County Council (ECC), we're passionate about ensuring everyone is given the opportunity to succeed. That's why we promote, support and facilitate accessible apprenticeships across the county.

Accessible apprenticeships are flexible opportunities to earn while you learn and gain a nationally recognised qualification. The length of the programme and hours worked each week can be adapted to individual needs.

These opportunities are open to those with a learning difficulty or disability. You should have (or have previously had) one of the following:

- An Education, Health and Care Plan (EHCP)
- A Learning Difficulties Assessment
- A Statement of Educational Needs

You must also have a Level 3 in English and Maths and should be able to work a minimum of 20 hours a week.

If you're interested in an accessible apprenticeship, our Targeted Employment team can help to facilitate your first placement.

The team brings together inclusive training providers, employers and prospective apprentices. They have supported individuals into roles in construction, childcare, business administration and more. Two accessible apprentices have also recently passed their Level 2 Customer Service qualification here at ECC!

The Targeted Employment team also works beyond accessible apprenticeships. They can help to:

- enable those with SEND to voice and champion their own employment goals
- inform and inspire families and carers of those with SEND
- facilitate supported internships, bridging the gap between education and employment

**Find out more about accessible apprenticeship opportunities and support:**

**Working for Essex website**

**Pathways to Employment Guide**

Email the Entry to Work team  
([work.placements@essex.gov.uk](mailto:work.placements@essex.gov.uk))

Email the Targeted Employment team  
([targetedemployment@essex.gov.uk](mailto:targetedemployment@essex.gov.uk))



# Read, learn, connect

Essex Libraries are here to support you in your journey to employment. Through a mix of useful resources and practical advice, the library is a valuable tool that can help you on your next steps.

The libraries' Everyone's Literacy Areas are filled with unmissable resources to help you upskill. Penguin Readers series are levelled to support your reading skills. As you work through each level, you'll feel your confidence improving! Everyone's Literacy Areas also include Clarity books, which use large print and coloured paper to support those with eyestrain or visual impairments.

If you need writing support, the Library team is happy to help with guidebooks on grammar usage.

Reading for pleasure has a huge impact on wellbeing and thinking skills. This is why Adult Community Learning (ACL) and Essex Libraries are working together to improve skills within the community.

ACL courses are delivered within some library locations. If you're interested in a course or qualification, library staff can signpost you to upcoming opportunities.



## Feel you need a little more support? Work Clubs are available across a selection of Essex libraries.

Need to update your CV? Library computers are free to use and are equipped with Microsoft products to help get you ready for your next role.

During Work Clubs, library staff and volunteers support people in their search for employment. At scheduled times, individuals can access one-to-one support to carry out job searches and write applications, CVs and cover letters.

Some clubs are drop-in sessions, whereas others require an appointment. You can find a full list of Work Clubs on the [Essex Libraries' events page](#), where you'll also find a list of other work-readiness events, such as careers fairs.

**Get in touch with the team to find out more about accessing support. They can also help you to secure volunteering opportunities in your local library!**

**Joanna Powell**  
Literacy Lead  
[joanna.powell@essex.gov.uk](mailto:joanna.powell@essex.gov.uk)

**Sarah Gray**  
Customer Service Leader  
[sarah.gray@essex.gov.uk](mailto:sarah.gray@essex.gov.uk)

[Visit the Essex Libraries website](#)



**FAMILY  
LEARNING**





## ESSEX BUSINESS ACCELERATOR

### Don't just start out, start up!

Have you ever thought about being your own boss? Perhaps you have always had a dream of running your own business but there has never quite been the right opportunity to start. In response to the pandemic and the challenging economy, more and more people are turning to enterprise as either an alternative to traditional forms of employment or a side hustle.

Recognising the opportunity to help people realise their entrepreneurial ambition, Essex County Council and Colbea joined forces to create the Essex Accelerator Programme.

Essex Business Accelerator was established back in the Summer 2020. This was the result of the collaborative efforts originating from the Essex Business Intermediaries Forum, a group of local business support providers. This programme was driven by the rising need stemming from the COVID-19 pandemic to support those who had been made redundant or were subject to furlough. Small businesses are vital to contributing to the sustainability of Essex's economy and the support provided through the course is aimed at developing robust businesses, giving them the best possible chance of success.

The Essex Accelerator Programme is aimed at supporting Essex-based businesses under the age of three years, who wish to obtain growth and identify new opportunities through offering a combination of business mentoring and workshops. These are delivered online, over an

eight-week. The programme covers a multitude of topics, ranging from tools for innovation, through to financial metrics that matter whilst also covering, marketing strategies, product-to-market alignment, presenting and public speaking skills, creating a pitch deck and a variety of other business specific topics. In the final week, participating entrepreneurs are also offered the opportunity to participate in a live pitch event supported by local partners and organisations who come together as a panel of business leaders and experts. This allows the participants of the programme to deliver their business idea that they have been refining through the course in a real-life scenario.

The Essex Business Accelerator started in 2021 and since then many cohorts of budding entrepreneurs have benefitted from the programme with over 100 small businesses have taken part so far.

### Participant views

"A broader perspective on many areas I had not yet considered. It was very helpful not feeling alone by having others in a similar situation there too."

"The areas covered were really broad and jam packed and fast paced which are all useful. I loved the pitch practices."

"The course was excellent, I looked forward to it every week. As a nervous 'prestart' business, I feel much more confident going forward."

"The course has completely taken me out of my comfort zone in a positive way, and really energised me into believing in my company again. I'll be now going out there and feel more confident in winning some new business."

With more course dates coming up and further business support services available, anyone looking to start or develop a business are able to contact Colbea today to find out more about how they can take their next steps.

For more information, call 01206 548 833, email [enquiries@colbea.co.uk](mailto:enquiries@colbea.co.uk) or visit the [Colbea website](#).



# How to start your own business



Starting your own business can seem overwhelming and complicated, but breaking it down into easy-to-manage steps could help!

## What you need to do to start your own business will depend on:

- the type of business you'd like to launch
- where you work
- whether you plan to recruit employees

Once you've come up with your idea and name, you'll need to register your business with the government.

Learn more about the types of business you can register and how to secure funding for your idea.

### Sole trader

**What?** As a sole trader, you will manage your own business and be self-employed.

**Register** Register as a sole trader on the [government website](#).

**Funding** Business loans can help raise funds for sole traders. You can secure these from banks or private lenders.

Start-up loans can also help to raise capital. You can find start-up loans for Essex businesses from [Let's Do Business Group](#).

You may wish to consider crowdfunding, whereby multiple investors offer smaller amounts of money.

### Limited companies

**What?** A limited company is a private company whose investors are only liable for the amount of capital they have invested.

**Register** To set up a limited company, you'll need to appoint important positions, such as shareholders, guarantors and directors.

Find out more about registering a limited company on the [government website](#)

**Funding** Limited companies can apply for a range of business loans and grants. These can be secured from banks or the government.

You can also offer business shares in exchange for capital.

**Let's Do Business Group** supports Essex businesses with loans up to £150,000.

## Business launch check list

Once you've decided which type of business to launch and registered your business with the government, you'll also need to:

- write a business plan
- launch a website
- create social media profiles

Having a clear and comprehensive business plan is usually essential when applying for loans and grants. **The Prince's Trust** offers useful templates to get started on your business plan.

### Social enterprises

**What?** Social enterprises help people and communities. They can be established as:

- a limited company
- charity (or charitable incorporated organisation - CIO)
- sole trader
- business partnership
- community interest company (CIC)

**Register** The government website features information on registering as a [social enterprises](#) or [CICs](#).

**Funding** Social enterprises and CICs can access much of the same funding as private companies.

Essex-based social enterprises can find further funding opportunities from the [Essex Council for Voluntary Youth Services](#) and the [Essex Community Foundation](#).

## Resources and additional support:

[UK Government website](#) for setting up your own business.

[Let's Do Business Group website](#).

[Essex Council for Voluntary Youth Services website](#) (for social enterprises).

[Essex Community Foundation website](#) (for social enterprises).

[Prince's Trust website](#).

# TALKING FUTURES

## Careers advice guidance for parents, carers and guardians

When it comes to education and careers, parents, carers, and guardians are the biggest influence on young people's choices. Many adults, however, don't know how to start conversations on careers or where to find reliable information.



### Talking Futures is here to help!

Talking Futures can be used as a toolkit to enable informed and constructive conversations about training and education pathways. It contains information from the [Gatsby Charitable Foundation](#) and resources such as:

- guidance for productive careers conversations
- family action plans
- skills quizzes
- pathway planners
- useful tools to help young people understand different education and training pathways

Access the free toolkit and further resources to support careers conversations on the [Talking Futures website](#).

Find out more advice and guidance on the [Greater Essex Careers Hub website](#).

Greater Essex  
CAREERS HUB

THE CAREERS &  
ENTERPRISE  
COMPANY

### Here are some top tips for navigating a career conversation from the Talking Futures toolkit:

#### Timings – don't force a conversation

Rather than bringing up the topic of career options when you think it's most timely (for example in the run-up to exams or on results days), try to gauge their openness to discussing the future first.

#### Obstacles and observations – what could be getting in the way?

It can be challenging for young people to listen to, contribute to or engage in a conversation about careers if they're distracted or worried about something else.

#### Passions – prioritise interests over practicalities

Focus on identifying what the young person is most passionate about. Following their interests and linking these to job opportunities will make career conversations more engaging.

#### Two-way communication - listen more, talk less

Be open to all ideas and recognise that career aspirations may change over time. The best way forward is to listen and not judge. Let them know you will support them in finding out more about the options available to them.

#### Ideas and positivity - continue to be interested

Careers shouldn't be a one-off conversation. Have open and regular chats to encourage the young person to be honest about what they want from their next steps. By listening to their desires and educating yourself on career choices, you can understand and support them on their journey.

#### Learn from the past – what did your own experiences teach you?

The Talking Futures survey of 2,000 parents, carers and guardians helped to produce a list careers advice that adults wish they had received when they were younger.

Could you use any of these lessons in your conversations?

1. Venture outside of your comfort zone
2. Do what is right for you, not what others around you are doing
3. If you have a problem or need help, ask
4. Work to live, don't live to work
5. Always ask questions
6. Take advantage of opportunities
7. Learn and grow from your mistakes, no one is perfect
8. Play to your strengths and follow your passions
9. You are never too old to change your career
10. Learn from colleagues, do not compete

# Dates for your diary

10.00am to 2.00pm  
17 June 2023

## Writtle College, Course Open Day

Check out [Writtle College's event calendar](#)

Writtle University College, Lordship Rd, Writtle, Chelmsford, Essex, CM1 3RR

5.00pm to 7.00pm  
22 June 2023

## South Essex College Open Event

Register on [Eventbrite](#)

South Essex College, Luker Road, Southend, SS1 1N

6.00pm to 7.00pm  
22 June 2023

## Accessible Employment Opportunities Event

Register via

[the Pathway CTM website](#)

Online event

9.30am to 11.30 am or  
12.30pm to 2.30pm  
3 July 2023

## NHS and Social Care Careers Expo 'Our People Your Future'

Register on [Eventbrite](#)

ARU Chelmsford, Bishop Hall Lane, Chelmsford, CM1 1SQ

Timings vary  
4 to 8 July 2023

## Be Inspired Adult Community Learning Open Events

Find out more on [the ACL website](#)

ACL locations across Essex

Do you have an upcoming event?

If so, email [essex.careers.magazine@essex.gov.uk](mailto:essex.careers.magazine@essex.gov.uk) and we'll add it to our next magazine.

10.00am to 4.00pm  
8 July 2023

## Chelmsford College Showcase Information Event - Apprenticeships

Find out more on [Chelmsford College's website](#)

Chelmsford College, Princes Road, CM2 9DE

10.00am to 4.00pm  
8 July 2023

## Writtle University College Open Day

Visit [the UCAS website](#) for more information

Writtle University College, Lordship Rd, Writtle, Chelmsford, Essex, CM1 3RR

9.30am to 3.30pm  
12 and 13 July 2023

## Accountancy Summer School 2023

Find out more on [the First Intuition website](#)

5th Floor, Halford House, Coval Lane, Chelmsford, Essex, CM1 1TD

4.00pm to 6.00pm  
29 August 2023

## Construction & Engineering Open Event

Discover more on the [Colchester Institute website](#).

University Centre Colchester at Colchester Institute, Sheepen Rd, Colchester CO3 3LL

10.00am to 1.00pm  
1 September 2023

## Colchester jobs Fair

Find out more on the [Job Fairs website](#)

Colchester Town Hall, High St, Colchester, CO1 1PJ

10.00am to 1.00pm  
8 September 2023

## Southend on Sea jobs Fair

Find out more on [the Job Fairs website](#)

Radisson Palace, Church Rd, Southend-on-Sea SS1 2AL

10.00am to 2.00pm  
14 September 2023

## Colchester Careers Fair

Find out more on [the UK Careers Fair website](#)

JobServe, Community Stadium, Colchester United Way, CO4 5UP

10.00am to 4.00pm  
28 September 2023

## Essex Police Special Constable Recruitment Event

Visit [the Essex Police events webpage](#)

55 Station Road, Clacton, CO15 1RS

# Useful contacts

## Essex-wide

[Essex Opportunities Portal](#)

[Essex County Council Redundancy Support](#)

[Essex Library Service website](#)

[Mid and South Essex Integrated Care System](#)

## Across Essex

### Into University

Clacton-based support for young people from disadvantaged backgrounds to help them pursue their career and education interests.

## Health services

[Access to Work web page](#)

Support for those with a disability or health condition.

[NHS - Every Mind Matters](#)

## Careers support services

[Greater Essex Careers Hub website](#)

[Make Happen website](#)

[National Careers Service website](#)

## Voluntary work

[Government support for volunteering](#)

[NHS volunteering opportunities](#)

[National Citizens Service for 16 to 17 year olds](#)

[National Careers Service](#)

## Long-term unemployed support

[Reed Restart](#)

## Special Educational Needs and Disabilities

[Essex SEND Local Offer website](#)

[Essex SEND IASS](#)

[Papworth Trust](#)

[Sense Charity](#)

[National Development Team for Inclusion](#)

[British Association for Supported Employment](#)

[Greater Essex Careers Hub SEND web page](#)

[Talentino](#)

SEND careers programme for special and mainstream schools and colleges.

## Government-based support

[Government 'Find a Job' website](#)

[National Careers Services - explore your choices](#)

[Skills for Life campaign](#)

[Skills Bootcamp web page](#)

[National Careers Service skills assessment web page](#)

## Apprenticeships

[Government apprenticeship search](#)

Are we missing anything?

If you know of other local support, let us know and we'll include it in future editions:

[essex.careers.magazine@essex.gov.uk](mailto:essex.careers.magazine@essex.gov.uk)



# We want to hear from you!

**Take our quick survey** to let us know what you liked in this issue and what you'd like to see in future editions.



**Scan me!**

Or email us at

**[essex.careers.magazine@essex.gov.uk](mailto:essex.careers.magazine@essex.gov.uk)**