



Careers in Buckinghamshire

LOCAL LABOUR MARKET INFORMATION FOR STUDENTS, SCHOOLS, PARENTS AND BUSINESSES

BUCKINGHAMSHIRE SKILLS HUB

BUCKINGHAMSHIRE BUSINESS FIRST

YOUR LOCAL GROWTH HUB

THE CAREERS & ENTERPRISE COMPANY

HM Government







INTRODUCTION

Welcome to the Careers in Buckinghamshire Information Guide – full of local Labour Market Information to help with your future career. Here, you will find information on growing sectors in our area, job roles that are in demand, skills you need to thrive in employment and a whole host of other useful information to ensure you are successful in your career. Buckinghamshire is home to many innovative, creative and steadfast businesses as well as top - notch training providers. The information provided in this booklet can be used by students, graduates, parents, schools and those seeking information on a career or sector as well as in conjunction with the new Bucks Skills Hub website, found at: **www.bucksskillshub.org**



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WHAT IS LMI ?

LMI stands for 'Labour Market Information'.
It can tell us the following:

- Industries and jobs which are growing or declining, helping you focus on realistic career options
- Certain jobs or skills that employers are looking for, and how you might fit it
- Typical salaries of different jobs
- The number of employees in different jobs, to help you understand the scale of opportunities
- Trends in employment jobs and industries, to help you plan for the future

Careers in Buckinghamshire

WHAT DO WE KNOW?

As the world changes and grows, so does the world of work and the Labour Market, What we know now is that the next generation will approach their careers differently to those that came before. For example, the next generation are more likely to have many jobs over their lifetime and use an array of skills they have developed to progress into different roles and careers, unlike previous generations who typically stayed loyal to one or two companies and stuck to one or two careers in their lifetime. You will expect to experience career breaks, formal training and education, and work for a longer period of your life than those before, who had a more direct path from education, to work, to retirement. To compete in the modern job market, jobs now and in the future require, at least, a Level 2 and 3 formal qualification – with a third asking for Level 6+ qualifications. Employers are increasingly looking for higher level technical skills, often at levels 4 and 5. Importantly, not everyone will need a degree, with many employers valuing practical experience to academic qualifications. Demand for work readiness and soft skills is still very strong, particularly in early careers candidates.



Check out our handy guide to Qualification Levels on page 19!

HOW IS THE WORLD OF WORK CHANGING?

There are many ways the world of work has changed and is continuing to change. Some of these changes are due to the following:

THIRD INDUSTRIAL REVOLUTION
With the onset of new technology including digital technology, AI, VR, Social Media and more, thousands of new jobs have been created that did not exist 10 or 20 years ago and old ones that did are disappearing as some services become automated. Artificial Intelligence has made a significant impact in particular, with employers highly valuing employees able to use AI to boost their productivity.

LONGER LIFE SPANS
An ageing population means a greater need for health and social care, meaning more workers are needed. Not only this, but more research is needed to tackle disease in order to improve quality of life for those who live longer. Not only this, but the way we work is also changing! Increasingly, people are working flexibly, through short-term, freelance, contract roles, or have more than one job or even earn money through the 'gig' economy!

CLIMATE CHANGE
In order to save energy, develop greener technologies and take care of our rapidly declining environment, new jobs are appearing all the time in fields such as Engineering, Agriculture, Energy and Chemical Processing.

WELLBEING
Good physical and mental health is increasingly becoming a priority for the population – this means greater need for services such as gyms, health spas, sport and leisure facilities which have created a wealth of new jobs in these areas.

Not only this, but the way we work is also changing! Increasingly, people are working flexibly or have more than one job or even earn money through the 'gig' economy!

THE LOCAL PICTURE

KEY FACTS ABOUT BUCKINGHAMSHIRE

- 78% of jobs are private sector
- 37% jobs are with small employers (<50 employees)
- Home to 3 world class clusters of business activity in High Performance Engineering, Space, and Creative industries
- 1 in 7 in employment are self-employed
- Highest concentration of micro businesses of enterprise regions in England – a strong entrepreneurial culture



What are the main career sectors in Buckinghamshire

What are the main career sectors in Buckinghamshire?

Health

Professional Services

Education

Retail and Wholesale

Together, these account for about half of all jobs in Buckinghamshire.



WHAT DOES THIS MEAN FOR YOU?

Information on the Local Labour Market can be very useful if you are considering any career or education choices. Let's look at three examples of how LMI can help you.

If you are 14 and deciding on your GCSE options, you know that choosing a subject like Engineering could be wise as this role falls within a few different growth sectors, meaning there are likely to be many jobs available to you eventually.

If you are looking for a career change and want to retrain, choosing a qualification related to Construction could be wise as it would fall within the Construction growth sector so there are likely many jobs available!

It also can show us what qualifications we need to get into a job role that we are interested in, for example, lawyers typically need to be educated to Level 6 as a minimum before further professional training. Therefore, to become a lawyer, we must at least meet the minimum qualifications requirements to stand a chance at being successful.

EMPLOYERS

The employers below were the top recruiters for 2025 in Buckinghamshire:

NHS, Buckinghamshire Council, Mitchells & Butlers, Johnson & Johnson, danaher, Paradigm, Stantec, TESCO, McCormick, sky

GROWTH SECTORS

CONSTRUCTION
Linked to HS2, East West Rail and ambitious housing targets set out in the draft local plan for Buckinghamshire to 2045

HEALTH AND SOCIAL CARE
Linked to the health needs of an ageing population and to address work limiting illness.

DIGITAL TECHNOLOGY
Linked to rapid growth in demand for Artificial Intelligence applications and Cybersecurity, relevant across all sectors.

CREATIVE
Linked to expansion plans at Pinewood Studios plus the new Marlow Studios project, expected to support 4,000 jobs.

HIGH PERFORMANCE ENGINEERING
Linked to the expansion of the Silverstone Enterprise Zone, plus Linked to the strong capabilities at the Westcott Space Cluster, including the National In-Orbit Servicing, Assembly & Manufacturing (ISAM) Facility and National Drone Centre of Excellence.

JOBS IN GROWTH

The top 5 growing occupation areas in Buckinghamshire, in terms of employment in the past 5 years are:

1. **Health Professionals**
2. **Science, Research, Engineering and Technology Professionals**
3. **Sales Occupations**
4. **Corporate Managers and Directors**
5. **Skilled Construction and Building Trades**

Digital skills are vital for all these occupations.

KEY SECTOR

CONSTRUCTION

CREATING THE FUTURE OF OUR COMMUNITY

SECTOR OVERVIEW

Buckinghamshire's construction sector is a significant and growing driver of the local economy, employing over 16,000 people and contributing around 9.2% of the county's economic output. The sector also has a substantial self-employed workforce, approximately 9,500 additional people, highlighting its importance to local employment and economic resilience. Over the past five years, employment has grown notably across a range of specialist sub-sectors, including electrical installation, plumbing and heating, site preparation, and roofing. Specific occupations such as bricklayers, roofers and glaziers have also grown their employment, reflecting sustained demand for skilled trades.

The sector is further strengthened by major infrastructure and development projects, including HS2, East West Rail, and ambitious housebuilding targets, alongside high-profile commercial investments such as the Pinewood Studios expansion and the development of Marlow Film Studios. These projects are creating new employment opportunities and supporting skills development, through initiatives such as the EKFB Brackley Skills Centre supporting skills for HS2. Looking ahead, the transition to net zero presents a major opportunity for growth, with significant demand for green construction and retrofit activity. Backed by substantial national investment in skills and clean energy jobs, the sector is well positioned to provide high-quality, future-focused careers and play a central role in Buckinghamshire's local economy.



JOB ROLES

These particular job roles are growing in demand within this sector:

General Labourers	£25k - £34k
Quantity Surveyors	£41k - £67k
Construction and Building Trades	£28k - £45k
Electricians and Electrical Fitters	£32k - £49k
Carpenters and Joiners	£29k - £40k

KEY EMPLOYERS

Some of the key employers within Buckinghamshire's Construction sector include: BAM, EKFB, Flannery, Grant & Stone, Origin, Taylor Wimpey.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are highly sought after within this sector:

- Construction and Trade specific skills
- Green Construction Technique skills
- New Technology skills such as AI, VR etc
- Willingness to Learn.

Buckinghamshire College Group and Uxbridge College also offer other Construction based courses from Level 1 onwards. Milton Keynes College offers a wide range of Construction-related courses from T Levels to trades.
Buckinghamshire UTC also specialises in Construction and Digital Qualifications.

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KEY SECTOR

HEALTH AND LIFE SCIENCES

IMPROVING LONGEVITY AND KEEPING OUR COMMUNITY HEALTHY

SECTOR OVERVIEW

The Health and Social Care (HSC) sector is a cornerstone of Buckinghamshire's economy, employing around 31,000 people and is the largest broad employment sector in the county. Over the past five years, the workforce has expanded steadily, reflecting rising demand and the sector's growing importance. HSC plays a vital role in delivering essential services to communities, across both physical and mental health.

Looking ahead, the sector presents significant opportunities for employment and career progression. There are high levels of job vacancies across a wide range of roles, such as nursing, adult social care, and management roles, highlighting sustained demand. Forecasts point to continued growth alongside a substantial need to replace leavers, as the workforce evolves. This creates a strong pipeline of opportunities for new entrants, as well as opportunities to progress into team leader roles.

The sector is also central to addressing key local challenges. By supporting individuals with physical and mental health conditions, HSC services can help reduce economic inactivity and enable more residents to enter or remain in work. Increasing demand for care services, alongside the need to replace a retiring workforce, positions the sector as a reliable career option going forward.



JOB ROLES

These particular job roles are growing in demand within this sector:

Care Workers and Home Carers	£23k - £32k
Social Workers	£40k - £50k
Specialist Medical Practitioners	£67k - £136k
Medical and Dental Technicians	£27k - £36k
Health Services and Public Health Managers and Directors	£49k - £80k

KEY EMPLOYERS

Some of the key employers within Buckinghamshire's Health and Life Sciences sector include:Bristol Myers Squibb, GE HealthCare, Johnson & Johnson, Pfizer.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Mental and Behavioural Health Specialties
- Medical Support
- Patient Care.

In Buckinghamshire, Undergraduate Health and Medical courses are provided by: The University of Buckingham, Bucks New University and The University of Bedfordshire. There are also T Levels and Level 1-5 courses in Health and Life Science related qualifications available at local colleges such as Milton Keynes College and Berkshire College of Agriculture.

KEY SECTOR

HIGH PERFORMANCE ENGINEERING

INNOVATION, RIGHT ON OUR DOORSTEP

SECTOR OVERVIEW

Engineering remains a significant strength of Buckinghamshire's economy, covering motorsport, space, and general manufacturing. Other local capabilities include robotics, automation, electronics manufacturing, and MedTech, creating a dynamic and highly innovative local ecosystem.

Even using a focused definition, core engineering occupations employed around 16,900 people in Buckinghamshire in 2024, with broader engineering activities accounting for up to 1 in 6 jobs locally, showcasing how important engineering skills are to a broad range of sectors. High Performance Engineering alone employs over 6,000 people, supported by major employment hubs such as Silverstone – the home of British motorsport - and Westcott Venture Park – the home of the Satellite Applications Catapult. These attract cutting-edge businesses in aerospace, space technologies and advanced manufacturing.

Recent employment trends point to strong growth in areas such as aircraft manufacturing, maintenance, and technical testing, reflecting Buckinghamshire's competitive edge in precision engineering and research-intensive industries. Looking ahead, demand for engineering talent is expected to remain strong, with significant opportunities arising from replacement demand and expansion in science, research and technology roles. Overall, engineering continues to offer highly skilled, well-paid career pathways, reinforcing its central role in shaping the county's future economic success.



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JOB ROLES

These particular job roles are growing in demand within this sector:

	£
Engineering Technicians	£35k - £56k
Vehicle Technicians, Mechanics and Electricians	£30k - £45k
Mechanical Engineers	£39k - £62k
Production and Process Engineers	£40k - £59k
Assemblers and Routine Operatives n.e.c.	£25k - £33k

KEY EMPLOYERS

Some of the key employers within the High Performance Engineering sector include: Chelton, Martin-Baker, Monodraught, Racelogic, Safran Electrical & Power UK, Stantec UK.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Digital Based Skills
- Drafting and Engineering Design
- New Technology Based Skills (AI, IoT, 3D Printing, Big Data etc.).

Milton Keynes College and Uxbridge College offer a range of Post 16- to Level 5 Engineering based courses. Bucks New University also offers Engineering based Undergaduate and Postrgraduate Degrees.

KEY SECTOR

DIGITAL TECHNOLOGY

CREATING 21ST CENTURY TECH FOR ALL

SECTOR OVERVIEW

Buckinghamshire is home to a well-established and dynamic digital sector, employing over 14,000 people in core digital occupations and supporting a wide range of industries, from creative and engineering to financial services. Major employers such as Arqiva, SAS Software, and Causeway provide a strong foundation for the sector, while the wide-spread application of digital roles across the economy highlights its critical importance to the county's future growth. Buckinghamshire continues to demonstrate a clear specialisation in digital activity, with a high concentration of expertise relative to the national average. This positions the county well to capitalise on emerging opportunities. In particular, the rapid development of artificial intelligence and data-driven technologies – including cybersecurity - is creating significant demand for digital and data skills across multiple sectors.

Employers increasingly recognise that digital capability is essential for innovation, productivity, and resilience. Growing awareness of cyber security, alongside the expansion of AI applications, is driving demand not only for new entrants but also for upskilling and reskilling existing staff. Smaller businesses also need staff with a broad range of skills, including commercial awareness and communication skills, in addition to digital skills. Plus, digital skills remain highly transferable, so that professionals in this field benefit from a broad range of career opportunities. Whatever your future career, digital and IT skills will be important. Overall, Buckinghamshire's digital sector remains a vital and evolving part of the local economy, offering strong prospects for growth, innovation, and workforce development.



JOB ROLES

These particular job roles are growing in demand within this sector:

Programmers and Software Development Professionals	£42k - £76k
IT Business Analysts, Architects and Systems Designers	£46k - £82k
IT User Support Technicians	£29k - £45k
IT Network Professionals	£40k - £66k
Data Analysts	£31k - £47k

KEY EMPLOYERS

Some of the key employers within the Digital Technology sector include: Causeway, CIPHR, MLL Telecom, SAS, Softcat, Zebra Technologies.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Software and Application skills
- Data Analysis
- AI and Machine Learning skills
- Database and Network skills
- App Development
- Programming and Coding skills
- PPC and SEO skills
- Tech specific programmes such as Javascript, SQL, Java C++ and Python.

Bucks New University hosts a number of Undergraduate courses fit for an excellent foundation in a budding career within Digital Technology. Some on offer are; Business Management and IT, Digital and Tech Solutions, Cyber Security, Web Development and more!

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KEY SECTOR

SPACE

BUILDING OUR KNOWLEDGE OF AND FOR THE GREAT EXPANSE

SECTOR OVERVIEW

Buckinghamshire is rapidly strengthening its position as one of the UK's most exciting locations for engineering innovation, with the space sector emerging as a key driver of growth, investment and high-skilled employment. The county has a strong world-class space cluster at the Westcott Space Cluster, which is also home to the UK's Satellite Applications Catapult – a key hub for developing new satellite technology. Recent growth in space-related industries has been particularly impressive. Between 2019 and 2024, employment in the manufacture of air and spacecraft increased by 17%, while repair and maintenance activities for aircraft and spacecraft grew by 33%. Technical testing and analysis, essential to the development of advanced space technologies, also expanded significantly by 17%. These trends highlight growing demand for the specialist skills needed to support the next generation of satellite systems, space manufacturing and autonomous technologies.

The sector's future outlook is equally positive. Major investments at Westcott, including the National In-Orbit Servicing, Assembly and Manufacturing (ISAM) Facility and the National Drone Centre of Excellence, are expected to reinforce Buckinghamshire's position at the forefront of the UK space economy. Alongside advances in robotics, automation, artificial intelligence and digital technologies, these developments are creating exciting opportunities for a new generation of engineers, scientists, and technicians.

While technologies and skills in demand are always evolving in this ever-changing sector, there is a strong estimated requirement for thousands of additional science, research, engineering and technology professionals to 2035, many of which are relevant for the space sector. Buckinghamshire's space and engineering industries are well placed to offer rewarding careers that will help shape the technologies of the future.



JOB ROLES

These particular job roles are growing in demand within this sector:

Mechanical Engineers	£39k - £62k
Programmers and Software Development Professionals	£42k - £76k
Engineering Technicians	£35k - £56k
Routine Inspectors and Testers	£28k - £43k
Business and Financial Project Management Professionals	£46k - £78k

KEY EMPLOYERS

Some of the key employers within the Space sector include: Airborne Engineering, AVS UK, Benchmark Space Systems, European Astrotech, Nammo, Protolaunch.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- 5G related skills
- Knowledge and skills related to Drone capabilities
- Engineering, Design, Marketing and Management skills
- Propulsion Test Specialists.

Milton Keynes College offers Science, Design and Engineering based courses, including a specialist aeronautical engineering course. Uxbridge College also offers Mechanical and Electrical Engineering.

KEY SECTOR

CREATIVE

IMAGINATION, REIMAGINED

SECTOR OVERVIEW

Buckinghamshire's Film and TV sector is a dynamic and fast-growing part of the local economy, employing an estimated 3,500 people and well above the national average concentration of jobs. Although it represents a relatively small share of total employment, the concentration of broader creative industries jobs is roughly double the national rate. Recent growth of 36% between 2019 and 2024 reflects sustained demand, underpinned by the expansion of high-end productions and global streaming services.

These figures do not include self-employed workers, who are vital for the sector. The sector's flexible workforce structure, enables it to scale rapidly, with major productions employing up to 1,500 people and drawing on a wide range of skills. This adaptability is complemented by strong investment momentum. Pinewood Studios – the UK filing location for major blockbuster movies from Star Wars to James Bond – is expected to grow further with a £1 billion expansion. To build on this capability, the construction of the new Marlow Studios will significantly increase production space, and strengthen Buckinghamshire's position as a leading creative hub.

Investment in skills is supporting this growth, with Film and TV Skills Bootcamps achieving high completion and employment outcomes. Combined with innovation in areas such as virtual reality and on-screen production, the sector is well positioned to continue expanding and contributing to regional and national economic success.



JOB ROLES

These particular job roles are growing in demand within this sector:

Graphic and Multimedia Designers	£27k - £40k
Electricians and Electrical Fitters	£32k - £49k
Construction and Building Trades	£28k - £45k
Book-keepers, Payroll Managers and Wages Clerks	£27k - £40k
Programmers and Software Development Professionals	£42k - £76k

KEY EMPLOYERS

Some of the key employers within the Creative sector include: A.C. Entertainment Technologies, British Forces Broadcasting Service, Naked, National Film and Television School, Pinewood Studios, Wycombe Swan Theatre.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Production skills
- Camera Operative skills
- Creativity
- Critical Thinking skills.

Within Buckinghamshire there is an array of training providers and Level 1 - 7 courses to get into a Creative role, including:

The National Film and TV Schol
Bucks New University
Buckinghamshire College Group
Pinewood dedicated Training Providers
University of Buckingham

MANUFACTURING

TRANSFORMING ONE THING INTO ANOTHER - A PRODUCT FOR USE

SECTOR OVERVIEW

Our daily lives are aided by products that have been manufactured. The role of the Manufacturing Sector is to take raw materials and convert them into finished products – whether that be through the use of labour, tools, chemicals, machines or biological processes. Buckinghamshire is home to over 1,300 manufacturing firms who employ in the range of 16,000 workers! As an area, Buckinghamshire is well known for its top tier manufacturing capabilities in areas such as: Aviation, Motorsport and Aerodynamics, Additive Manufacturing and 3D Printing, Lightweight Composites and Carbon Fibre.

In particular, Formula 1 and other motorsport businesses in the Silverstone Technology Cluster are highly reliant on state-of-the-art technologies, cutting edge design and manufacturing, particularly that which comes from local innovation. Innovate UK data suggests that Buckinghamshire's primary innovation specialism is in manufacturing, materials and mobility related projects – highlighting the importance of this cluster.

Manufacturing and engineering are closely related sectors, such that the high forecast growth in engineering is likely to benefit roles within broader manufacturing roles as well, particularly in research and development roles.



JOB ROLES

These particular job roles are growing in demand within this sector:

Mechanical Engineers	£39k - £62k
Transport and Distribution Clerks and Assistants	£28k - £39k
Programmers and Software Development Professionals	£42k - £76k
Research and Development (R&D) Managers	£44k - £75k
Assemblers and Routine Operatives	£25k - £33k

KEY EMPLOYERS

Some of the key employers within the Manufacturing sector include: Crendon Timber Engineering, Ercol, Hovis, Hypnos, Martin-Baker, McCormick, Puratos, Safran Electrical & Power UKFinancial and Professional Services: Adroit Services, InMoment, Lloyds Bank, OPEN Health, RWS, Thomas International.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Attention to detail
- Teamwork
- Digital Skills
- Big Data Analytics.

In Buckinghamshire, Science, Design and Engineering-based courses are on offer at all local colleges. Bucks New University also offers Undergraduate courses in Engineering Design, Building and Construction Engineering and Product Design.

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FINANCIAL AND PROFESSIONAL SERVICES

BUILDING LASTING ENDURANCE FOR LOCAL BUSINESS

SECTOR OVERVIEW

The Financial and Professional Services Sector is a large industry within Buckinghamshire that employs around 19,500 people across over 3,000 businesses, mainly in the professional services area. Covering all things business, including: Legal, Advertising, Marketing and many more careers that aid in business development and longevity.

The sector is also a priority growth sector in the National Industrial Strategy 2025, and is expected to grow further in future. Growth sectors within the sector include: Capital markets (i.e. buying and selling funds, company shares etc.); Banking (retail, commercial and investment); Asset management; Insurance/reinsurance; Sustainable finance; FinTech (the interaction between financial services and innovative technologies), as well as accounting, legal services, and business administration. With a wide range of roles available, and some well-paid roles, careers in finance and professional services are well worth considering.



JOB ROLES

These particular job roles are growing in demand within this sector:

Human Resources and Industrial Relations Officers	£29k - £44k
Business Associate Professionals	£30k - £46k
Office Managers	£31k - £50k
Chartered and Certified Accountants	£39k - £68k
Financial Managers and Directors	£50k - £120k

KEY EMPLOYERS

Some of the key employers within the Financial and Professional Services sector are Thomas International, RWS Translations Limited, Dun & Bradstreet, InMoment, Open Health, Utmost Life and Pensions, Interactive Adviser, and Lloyds Bank.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Analytical Skills
- Organisation
- Negotiation Skills
- Presentation Skills.

Bucks New University offers Undergraduate Courses in Business and Finance, Accounting and Banking and Finance.
Buckinghamshire College Group also offers Level 2 - 4 Accountancy courses for school leavers.

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WHOLESALE AND RETAIL

PROVIDING LOCAL CONSUMERS WITH PRODUCT

SECTOR OVERVIEW

The Wholesale and Retail sector represents the steps in the distribution of goods to merchandise between producers and consumers of those goods. There are some 41,000 people employed in this sector in Buckinghamshire, or about 1 in every 6 jobs. Both wholesale and retail are in the top 5 biggest sectors by employment in the county, ranked 4th and 5th respectively.

Buckinghamshire also has a higher concentration of jobs in retail and wholesale than the national average, with about 1 in 6 local jobs in the sector compared to 1 in 7 nationally. However, the number of jobs in the local sector has remained broadly stable since 2019. Locally, there are several wholesale specialisms including; pharmaceutical goods, machinery and equipment as well as computers and software. With such a grand selection of employment prospects, it's no wonder that there are many education opportunities available within the county that range from Diplomas in Fashion Retail to courses focused around Business studies - both fantastic routes to take for a career within the Wholesale and Retail sector!



JOB ROLES

These particular job roles are growing in demand within this sector:

Sales and Retail Assistants	£22k - £30k
Managers and Directors in Retail and Wholesale	£30k - £52k
Sales Supervisors - Retail and Wholesale	£26k - £35k
Customer Service Occupations	£25k - £33k
Warehouse Operatives	£24k - £33k

KEY EMPLOYERS

Some of the key employers within the Wholesale and Retail sector include: Dreams, Marks & Spencer, Mint Velvet, Sainsbury's, Tesco, The Entertainer.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Leadership
- Commercial Awareness
- Problem Solving
- Customer Service.

Buckinghamshire College Group offer a Level 3 Extended Diploma in Fashion Retail and Communication as well as an Entry Level 3 Certificate in Skills in Retail. Other local colleges offer Level 2 - 3 courses in Business.

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EDUCATION

INSPIRATION AT ITS FINEST

SECTOR OVERVIEW

The Education Sector covers not only Primary schools, Secondary schools, Colleges and Universities, but also Driving schools, Nurseries, Cultural education and a whole host of education-related occupations and business.

Working in Education requires passion, resilience and a love for inspiring others - something the 22,000 people that are currently employed in Buckinghamshire's Education sector know all about! Education is the third biggest sector by employment in Buckinghamshire, with nearly half of its jobs within primary education. This consists of Teachers, Teaching Assistants, Support Workers, Education Therapists and more! Plus, with the UK government pledging to recruit 6,500 additional teachers nationally, it's likely there will be opportunities in the future too. It's no wonder that there are a number of education pathways into careers within the Education Sector.

These comprise qualifications such as Level 3 awards in Education and Training right through to Undergraduate degrees in Early Childhood Education. Buckinghamshire also boasts an offer of new T Levels in Education and Childcare from both Milton Keynes College and Buckinghamshire College Group!



JOB ROLES

These particular job roles are growing in demand within this sector:

Higher Education Teaching Professionals	£42k - £66k
Secondary Education Teaching Professionals	£39k - £54k
Early Education and Childcare Practitioners	£21k - £27k
Education Managers	£36k - £60k
Early Education and Childcare Assistants	£20k - £28k

KEY EMPLOYERS

Some of the key employers within the Education sector include: Buckinghamshire College Group, Buckinghamshire New University, Oxford Diocesan Bucks Schools Trust, Stowe School, The University of Buckingham.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Creativity
- Problem Solving
- Planning and Organisation
- Team-work.

Uxbridge College offers Level 1 - 3 courses in Childcare, Early Years Practice and Health and Social Care alongside Buckinghamshire College Group, Milton Keynes College, and Bucks New University who all offer a number of Education-related courses.

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HOSPITALITY, LEISURE AND TOURISM

GIVING US OUR SENSE OF 'NORMAL' BACK

SECTOR OVERVIEW

Leisure and relaxation are important for personal wellbeing, and building thriving communities, whether that's an overnight stay in a hotel, a day out at a theme park, or enjoying quality food and drink in a restaurant or pub. The Hospitality, Leisure and Tourism Sector offers it all meaning that the variety of jobs available is vast.

In the period of 2023-2025, there were some 15.6 million tourist day trips to Buckinghamshire each year, spending some £638 million each year. In 2024, Cliveden House, Buckinghamshire biggest visitor attraction, was the 7th most visited paid attraction in the South East, with Stowe Gardens making the top 20, showcasing the strength of Buckinghamshire's visitor offer. Around 18,000 people work in the sector in Buckinghamshire, across over 1,200 Hospitality, Leisure and Tourism employers. The scale of Buckinghamshire's visitor economy, generating around one million overnight visits annually between 2023 and 2025, marks Hospitality, Leisure and Tourism as a key sector of opportunity.



JOB ROLES

These particular job roles are growing in demand within this sector:

Kitchen and Catering Assistants	£19k - £27k
Chefs	£26k - £36k
Waiters and Waitresses	£18k - £27k
Cleaners and Domestics	£21k - £28k
Sales and Retail Assistants	£22k - £30k

KEY EMPLOYERS

Some of the key employers within the Hospitality, Leisure and Tourism sector include: Global Infusion Group, Greene King, Historic House Hotels, InterContinental Hotels Group, McDonald's, Mitchells & Butlers.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Customer Service
- Problem Solving
- Team work
- Communication

Buckinghamshire College Group offers a variety of courses for roles in this sector, from Entry Level 3 Certificates in Hospitality Services to a Level 3 Diploma in Professional Cookery.
Bucks New University also offers a range of Undergraduate Degrees such as; International Tourism Management; Airline and Airport Management; Events, Festival and Venue Management and more.

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PUBLIC SECTOR

FOR THE COMMUNITY, FROM THE COMMUNITY

SECTOR OVERVIEW

Buckinghamshire Council is the Public Sector's biggest employer within Buckinghamshire. It is made up of a wide variety of job roles responsible for the administration of public activities such as education, welfare, town planning, defence, public order and safety activities and more! Careers within the Public Services sector rely on dedicated individuals who put the needs of the community at the forefront of their roles. This includes roles such as Police Officers, Fire Service workers, Town Planners and others we have come to greatly rely on to keep order and safety within our community.

There are some 8,000 people employed with public administration and defence roles within Buckinghamshire, including some 1,000 employed in public order and safety activities, and 800 employed in defence activities. Both Thames Valley Police and Bucks Fire and Rescue offer apprenticeship schemes for new recruits, meaning pathways into public services are broader than ever!

JOB ROLES

These particular job roles are growing in demand within this sector:

National Government Administrative Occupations	£29k - £42k
Police Officers (Sergeant and Below)	£32k - £55k
Local Government Administrative Occupations	£26k - £36k
Other Administrative Occupations	£25k - £35k
Fire Service Officers (Watch Manager and Below)	£38k - £51k

KEY EMPLOYERS

Some of the key employers within the Public Sector include: Buckinghamshire Council, Buckinghamshire Fire & Rescue Service, Buckinghamshire Healthcare NHS Trust, HM Prison Aylesbury, RAF Halton, RAF High Wycombe.

FIND OUT MORE →



KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Resilience
- Communication
- Negotiation and Reasoning skills
- Collaboration skills.

Milton Keynes College offers public services courses from Levels 2 - 5 and Buckinghamshire College Group offer Levels 2 - 3 in Police, Uniformed and Emergency services.
The University of Buckingham also offer Masters courses in Politics and Diplomatic Studies.

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THIRD SECTOR AND VOLUNTARY

AIMING TO MAKE A DIFFERENCE

SECTOR OVERVIEW

The Third and Voluntary Sector includes registered charities, voluntary and community groups as well as non-profit distributing social enterprises. There are approximately 2,465 charities registered in Buckinghamshire (CharityBase, 2022) and 2,218 other civil society organisations (Community Impact Bucks, 2019) including social enterprises, voluntary groups, sports clubs and other 'formal' not for profits. Of the charities that are registered in Buckinghamshire, most are small with an income of under £100,000 per year. There are also more charities registered per 1,000 residents in Buckinghamshire compared to England as a whole.

Working in this sector requires dedication, passion and enthusiasm for making society a better place for all. There are many Third and Voluntary Sector roles that overlap with others however key roles include; Project Management, CSR (Corporate Social Responsibility), Campaigning, Fundraising, Lobbying, Counselling and more!



JOB ROLES

These particular Job Roles are growing in demand within this sector:

Project Manager	£26k - £61k
Accountant	£18k - £48k
Social Worker	£23k - £38k
Public Relations Officer	£25k - £47k
Social Media Manager.	£18k - £38k

KEY EMPLOYERS

Some of the key employers within the Third Sector and Voluntary Sector include: Action4Youth, Buckinghamshire Mind, Child Bereavement UK, Epilepsy Society, The PACE Centre, Talkback UK.

FIND OUT MORE →

KEY SKILLS

These particular Key Skills are growing in demand within this sector:

- Grant Writing
- Volunteer Management
- Fundraising
- Communication
- Diversity and Inclusion.

Studying Business at College or University can be useful for working in the Third and Voluntary Sector, alongside having experience of being a volunteer.

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ENTERPRISE ZONES



WHAT ARE ENTERPRISE ZONES?

Enterprise Zones are specially designated spaces across England that provide government support to businesses who base themselves within the zones. They offer tax breaks as well supportive places for both new and growing companies, technology and sectors. Enterprise Zones help areas to flourish economically as well as influencing the shape of key sectors and creating new and exciting job opportunities locally.

SILVERSTONE PARK

Paving the way for High Performance Technology innovation, Silverstone Park sits next to the Silverstone Grand Prix Circuit, the global home of Formula 1 racing. Seven of the ten F1 teams are located nearby and over 4,300 companies associated with motorsport are based in the wider area, with a global presence worth £6bn. From electric cars, 3D printing to sports engineering companies - the opportunities for a career in Silverstone Park are vast. There are even two colleges where you can study to be a top motorsport or high-tech engineer: The National College for Motorsport and The Silverstone University Technology College.



WESTCOTT VENTURE PARK

Building on Buckinghamshire's significant and ever-growing strengths in the space sector, Westcott Venture Park is home to a small but growing number of space-related companies which are developing new technologies in rocket propulsion, in-oribit servicing and manufacturing (ISAM), 5G communications and autonomous systems. It has an international reputation for rocket propulsion and satellite enabled technologies and is supported by the Satellite Applications Catapult with close links to the UK and European Space Agencies. Studying STEM subjects at school is the best starting point for a career in the space sector, such as at Westcott.

AYLESBURY WOODLANDS

A unique facility targeted at businesses that are based within the agri-food and human health sectors, Aylesbury Woodlands builds on one of Buckinghamshire's key growth sectors. There are also plans to grow the potential of EZ site as a location for employment, building on the established Arla super dairy, and the wider food science strengths of Buckinghamshire, as well as proximity to the Medical Research and Innovation Hub at Stoke Mandeville Hospital. With 102,800 square meters of employment space planned to be built, there are plenty of manufacturing and science related opportunities expected at the site.

PINEWOOD STUDIOS Film & TV jobs are over twice as likely to be found in Buckinghamshire than the national average. Pinewood is home of the British film industry, in particular franchises such as Marvel, James Bond and Star Wars. With Marlow Film Studios currently being built, there will be even more opportunities in this exciting industry!

QUALIFICATIONS AND PATHWAYS

YOU COULD START HERE...

There are many different qualifications you can get that range from Entry Level 1 in courses such as Employability Skills, right up to Level 8 such as a Doctorate (e.g. PhD, Professional Doctorate).

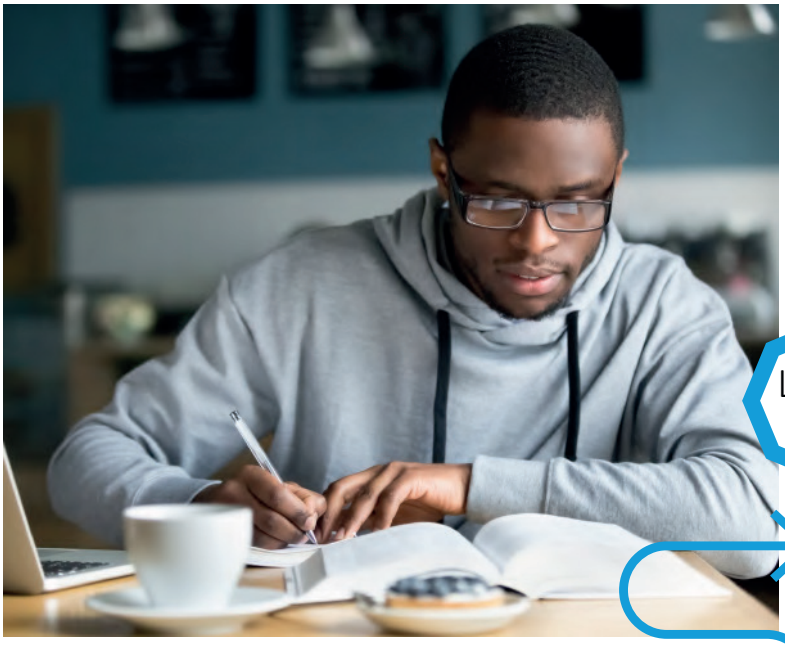
As you progress through each level the content gets more advanced and therefore you learn more.

If you are 14-16, typically, you will be studying Level 1 and 2 qualifications.

If you are 16-18, typically, you will be studying Level 2- 3 qualifications.

If you are 18+, typically, you will be studying Level 4 - Level 8 qualifications.

This all depends on your own personal learning journey, and which qualification level currently suits your level of learning and whether or not you meet the grade entry requirements. For example, if you have Special Educational Needs or Disabilities, you may be 16 and studying Entry Level qualifications. Alternatively, you may be 16 and taking an A level already. It's important to note that these levels are a guide to education pathways in England and should be used as so.



AND YOU COULD END HERE...

ENTRY LEVEL

ENTRY LEVEL 1,
ENTRY LEVEL 2,
AND ENTRY LEVEL 3
QUALIFICATIONS

LEVEL 1 - 2

LEVEL 1: GCSE'S GRADES 3,2,1
LEVEL 2: GCSE'S GRADES 4-9
INTERMEDIATE APPRENTICESHIP
NVQ'S, AWARDS, DIPLOMAS AND CERTIFICATES

LEVEL 3

LEVEL 3: A LEVELS
T LEVELS
ADVANCED APPRENTICESHIP
NVQ'S, AWARDS, DIPLOMAS AND CERTIFICATES

LEVEL 4

HIGHER NATIONAL CERTIFICATE
HIGHER APPRENTICESHIP
NVQ'S, AWARDS, DIPLOMAS AND CERTIFICATES

LEVEL 5

FOUNDATION DEGREE
HIGHER NATIONAL DIPLOMA
NVQ'S, AWARDS, DIPLOMAS AND CERTIFICATES

LEVEL 6

DEGREE APPRENTICESHIP
HONOURS DEGREE
GRADUATE CERTIFICATE/DIPLOMA
NVQ'S, AWARDS, DIPLOMAS AND CERTIFICATES

LEVEL 7+

LEVEL 7: MASTERS DEGREES
POSTGRADUATE CERTIFICATES
NVQ'S, AWARDS, DIPLOMAS AND CERTIFICATES
LEVEL 8: DOCTORATE

PATHWAYS EXPLAINED

APPRENTICESHIPS

Interested in furthering your skills and knowledge but also wanting hands-on experience? If this sounds like you, perhaps an Apprenticeship is on your radar. Apprenticeships are fantastic opportunities to learn whilst you earn. Working much like jobs but with the addition of up-skilling yourself, you will get paid a wage to spend the majority of your time in a workplace, with the rest at a training provider such as a College. Apprenticeships are available in 4 different levels; Intermediate, Advanced, Higher and Degree Apprenticeships. Each has its own entry criteria and will allow you to achieve an academic qualification from level 2-6.

For example, Level 2 Intermediate Apprenticeship in Retail

FOUNDATION LEARNING

Foundation Learning is a name given to Entry Level 1, 2 and 3 qualifications and is typically aimed at studients aged 14-19. Foundation Learning programmes are used to help progress students to level 2 and are usually aimed at those who may have Special Educations Needs and Disabilities or those who require alternative provision. They could include Functional Skills, Employability Programmes, Vocational Subjects, Support for Independent Living and more!

TRAINEESHIPS

Traineeships and Supported Internships are a branch of Foundation Learning and are for those who need to gain experience in the workplace. They provide an excellent opportunity for young people to develop their skills, confidence and work experience before progressing to an apprenticeship, further study or employment. They can be particularly valuable for those who want additional workplace experience, wish to improve their qualifications, or need more time to explore their career options.

A LEVELS

A Levels are equivalent to Level 3 and take place from a Sixth Form following year 11.
They focus on academic subjects - some that you study at GCSE and some that are new. To be able to study A Levels you generally need to have at least five GCSE grades at 4-9* and usually you need at least a 5 or above at GCSE in the subject you wish to take at A Level - however this varies depending on the Sixth Form you are applying too.
You would usually study 3 A Level subjects.

For example Childcare and Education T Level

T LEVELS

T Levels are new qualifications that are carried out through local further education providers such as Colleges.
You would typically learn skills and theory in the classroom and then spend a minimum of 45 days on an industry placement where you can put those skills and theory into practice.
T Levels are equivalent to 3 A levels and are an option for Post 16 students and above.

VOCATIONAL

Vocational qualifications can progress frrom Entry Level 1 right through to Level 8. They are designed to help learn skills and theory in a practical way about a specific job area. These qualifications are offered in both Schools and Colleges and can be any of the following; NVQs, BTECs, T Levels, Apprenticeships and Higher Technical Qualifications.

For example, BTEC Level 3 National Diploma in Forensic and Criminal Investigation

SKILLS FOR EMPLOYMENT



Employers look for a combination of knowledge, technical expertise and personal attributes. Developing a wide range of skills can help you succeed in education, employment and everyday life.

and more!

Learning Skills

Skills used to process information such as:

- Creativity
- Critical Thnking
- Collaboration
- Listening
- Complex Problem Solving
- Active Listening
- Curiosity

and more!



Technical & Digital Skills

Skills used to perform specific, usually practical and job specific tasks such as:

- Digital Literacy
- AI and Data Skills
- Industry-specific Technical Skills
- Coding and Programming
- Data Analysis
- Project Management

and more!



Employability Skills

Skills that are learnt and used in life and can make you more successful at work:

- Communication
- Green Skills: climate adaption & mitigation
- Teamwork
- Adaptability
- Resilience
- Leadership & Management
- Initiative

and more!

By improving, gaining or learning about new skills, you are making yourself more employable - particularly if you can give examples of how you meet each skill you have!

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