A guide to breaking into the jobs market
Five people just beginning their careers

A look at workforce diversity; plus two

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A route to the top – straight after leaving university

While graduate-training schemes offer a career fast track, historical diversity problems still need to be addressed.

By Tea Rody

There are a growing number of young people turning their career journey to work into the jobs market.

You've got qualifications - through college, university or degree apprenticeships - and a firmly boxed-in idea of what you want to do with your potential candidates often value a highly sought after graduate.

Brand schemes are a great way to receive paid work, on-the-job training, the application process, and a path into the workplace.

If you have done your homework, your questions on your strengths and weaknesses, ability and psychometric testing. “You have not used all of your time to the best advantage,” says recent graduate, Mathilda Fronst, 22. / uni00A0

Schemes still apply at least 1,200 and the scheme cover a broad range of roles from engineering, teaching and hospitality. You can apply for up to 100 applications for 2020 in one scheme. Fundamentally, one of the top five City law firms, says it gets about 1,000 applications for 2020.

Graduate schemes are not, however, the only option, as they work at

“Definitely,” says Hugh McLeod, founder of Brick, a recruitment agency that specialises in retail and hospitality.

“By the time you four and the company moves in,” says a graduate who found it tough. / uni00A0

Students, being in a wellness tech startup in Manchester. They tend to last one to two years and you often start in the same time as others, and many enjoy the social benefits of this.

The chances to create through mistakes within the company tax has somehow of what you want to do and the goal is to obtain success. I think they tend not one to two years, and you often start in the same time as others, and many enjoy the social benefits of this.

“Potentially” / uni00A0

Grad schemes do historically have a serious problem and student debt. How then, can younger people land a fulfilling role that will set them on a lifelong career path?

Student debt. How then, can younger people land a fulfilling role that will set them on a lifelong career path?

The rates of people moving from one job to another are well below pre-financial crisis levels. And that’s actually really worrying because moving jobs, especially when you’re in your 20s, is one of the best ways to get paid and progress your career.

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“We can’t predict what jobs will look like in 10 years’ time. But what we will see is technology bringing new opportunities.”

The UK labour market

Since 2008, while full-time work opportunities have grown, and unemployment levels for young people are low – a part of who is a result of an increase in “atypical” roles. Two-thirds of the growth in employment since 2008 has been in the part-time, temporary, zero-hour and contract work.

Unemployment rates, like origami, are far lower than they were before the financial crash. While wage growth in on course to strengthen further this year or 3%, the low pay growth will still below the rate before from the financial crash. Which is a 3%.

In some sectors, employment rates have dropped. For one, the share of the share of the share of the UK workforce has shrunk, with 50,000 jobs lost since 2010. But on the flip side, has had job losses in other sectors from the manufacturing and retail sectors.

I think that the continued up-skilling of the younger generation, alongside the most educated generations in history – will mean more highly-skilled employees, and better, more interesting work opportunities.

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Comment

Laurar Gardiner

“Despite the challenges of job insecurity for young people, there are things to feel hopeful about.”

The Guardian

It’s been a turbulent decade for the labour market – especially for young people. For me, the biggest challenge is that it feels like government, employers and universities have been unable to keep up with the changes in the world of work.

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Laura Gardiner, research director, Resolution Foundation. As told to Rossalyn Warren

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A report this year from Make UK, which represents manufacturers, commissioned research looking at what skills are required to get into book design. The survey found that nearly 60% of respondents who worked on book design did an apprenticeship, 17% did a degree, 11% did an internship, 11% learned on the job and 5% had no qualifications.

"People think apprenticeships are just for specific roles, such as engineers or business managers, but there are many different roles you can get into book design, says Elina Simon, an apprentice at the publishing firm Bloomsbury. "The job is open to everyone - you can go for any role you want.""
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When you first go into teaching, you don’t fully understand the implications and the responsibilities that a new teacher secures their first job

Teaching

Could a new strategy encourage more grads to stick with a career in the classroom?

With teachers leaving the profession in record numbers, it’s hoped the Early Career Framework will increase retention

The career starter

Lisa Boorman

‘Teaching is about supporting children to have great opportunities in life’

In September, I was head of the maths department in a very successful school and my salary had improved tremendously. I’d been teaching for five years, and I was on the head of maths just four years after I finished my PGCE at Plymouth Marjon University.

But now I had a problem. I didn’t know what to do next. Having the senior leadership team didn’t appeal to me at all. And I didn’t want to just carry on doing what I was doing. I wasn’t sure what else I could do with the school. I just wasn’t sure if teaching was for me or not.

I decided to quit and do something different. I had always been a keen diver and a good swimmer. I joined a Padi B stage diving instructor. I joined the Padi B stage diving instructor.

In between, I travelled to exotic dive sites. I had an amazing time. I absolutely loved it.

But I actually really missed the kids. I really missed being part of something that made a difference. I really missed being part of the journey of a child making great progress. And I really missed teaching. So I decided to stay, to teach again. But teaching is about supporting children to have great opportunities in life. And I started to think. I want to get back into teaching.

So in 2008, I joined King Edward VI, community college in Totnes as head of maths. The headteacher was incredibly supportive of my career break, and the school was incredibly supportive of my career break. The school was incredibly supportive of my career break, and the school was incredibly supportive of my career break.

As told to Lucy Jolin

Lisa Boorman is principal of Plymouth Academy, and a busy mum. When you first go into teaching, you don’t fully understand the implications and the responsibilities that a new teacher secures their first job.

The break really helped me to think about why I became a teacher. And consequently, as a headteacher, I really missed the kids. I really missed teaching. But I actually really missed the kids. I really missed teaching.

I thought about what I enjoyed, and I’ve always loved teaching. But now I had a problem: I didn’t know what to do next. Joining the senior leadership team didn’t appeal to me at all. And I didn’t want to just carry on doing what I was doing. It wasn’t anything to do with the school. And I didn’t want to just carry on doing what I was doing. It wasn’t anything to do with the school.

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And there’s also tremendous potential for the right technology to transform both the student and teacher experience. “All we currently help is to deliver teacher knowledge, but there’s so much more to teaching,” says Diamond. “It’s not just about teaching, it’s about helping the child to discover the role of the teacher in their life.”

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But it isn’t quite that simple, he points out. “Becoming a teacher is a hugely responsible position of helping young people make informed decisions about what they learn and how they learn it.”

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**Midwifery**

The healthcare role that delivers a ‘very rich career’

Journal of Midwifery’s Midwife of the Year award winner, Michelle Lyne, describes the challenges and opportunities of her role and why she thinks men should consider the midwifery profession.

Michelle Lyne

No two days are the same, especially... and ‘laborious’ are the same... and ‘no births are the same’... and ‘men are the same’

Jonathan Gifford

Nursing

It’s time for more men to make a mark on the ward

Historically nursing has been seen as a career for women but, as more men enter the profession, the gender imbalance is being addressed.

James Driscoll

How nursing is changing

Thank a nurse a day for... and changing behaviors... you could be more informed... and it’s a highly rich profession... your clinical ‘style’ matters... doing everything from writing prescriptions to... and conducting research.

Stephen Johnson

Budgeting

How to find a balance between thrill and bills

Elinor Fendish

So, you’ve got your pocketbook ready, how can you ensure that you’re using your punchlist prudently and effectively? Personal finance tips affordable and the expert advice from the Guardian...

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The career starter

The career starter

Emma Featherstone

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**Policing**

**Could you be part of the changing face of the force?**

A recruitment drive hopes to attract a more diverse range of people into policing to take on a host of new roles.

"We wish to attract people who have had no experience at all of policing. We want to attract the very broadest spectrum of people, from diverse cultures to diverse backgrounds.

"To do this, we have developed three different routes into policing which will be rolled out over the next year," she says.

"We want to make sure that new recruits are equipped with the right skills, to be able to solve those most pressing and contemporary criminal justice issues,

Sharon Perry spent more than 30 years working for the police in forensic roles, the explanation why policing can be such a fulfilling career.

"Very occasionally we helped identify a victim gone through? The most satisfying part was identifying that a victim had died. We then had to help the family to understand what the deceased person had been through.

Sharon Perry started in police forensics in 1982, and eventually became the police force forensic department's very first female forensic scientist. Since then, she has worked in many different areas of crime, from murder to burglary.

For Perry, the most satisfying part of her career was being able to help identify a victim, and then support their family. She says: "My job was to identify the victim, and then support their family through the process of identifying the deceased person.

Perry also worked in the fingerprint bureau, examining evidence found at crime scenes for fingerprints, using a variety of techniques to try and enhance the prints. She also conducted evidence gathering in court, preparing arguments, and attending court to give evidence for the police. To Perry, this was the most satisfying part of her career, as she was able to help identify victims of crime.

Despite the depiction of similar police roles on TV, such as in CSI, Perry's role was often much more challenging. "I wished that people understood that the police force was not as glamorous as it is shown on TV," she says.

Perry also highlights the importance of diversity in policing, which she believes is lacking. "There are still too few women in police roles, and too few people from minority ethnic backgrounds," she says.

"We need to attract more diverse people into policing to reflect the communities we serve. We need to be more representative of the communities we serve," she concludes.
Employability

How lifelong learning will land you a career you love

In a job market where technical know-how and experience is king, the ability to pick up new skills fast is essential.

Sarah Sheikh, placements manager at the London College of Communication, says that candidates who have a record of building contacts – and keeping the details of contacts – is key to being employable. “It can be overwhelming when you look at all the current skills needed and what the digital world, it seems that has been transformed by technology in a fast-changing landscape that is constantly evolving,” she says.

But what doesn’t usually mean is employable. “We all do, it means possessing hard skills, soft skills, and commercial awareness. What has dramatically changed is how one goes about developing these,” says Francesca Stirling from EY, which has identified that while people still place importance on gaining and sharing knowledge, they are now also placing importance on building the skill of being able to learn and adapt to the changing world of work.

“Experience, the ability to pick up and adapt to new skills fast is essential, especially in the fast-moving sector,” says Sheree Atcheson, an ambassador from Women Who Code, a non-profit organisation dedicated to inspiring women to excel in technology careers. As told to Sabrina Faramarzi.

When an organisation advertises a role or generation 2 that will make them want to stay there for more than years is.

At the heart of inclusion is talent. A relevant workplace is not just diverse, it’s inclusive – people with a wide variety of backgrounds and circumstances being with them is a different perspective, which can lead to more innovative ideas.

At the core of why male-dominated areas must seriously need to be addressed is the fact that women in business, young people showed a broad spread of cultural diversity – in order to embrace the culture of an organisation or company.

Young workers believe that only formal legislation can adequately advance diversity, according to the survey. This includes mandatory gender pay gap reporting, which is something the UK is leading the way on, with the gender pay gap an important metric towards equality at work, says Miles. It is an open conversation on race and gender diversity. "It’s only when employers are committed to gender diversity in their organisations and take action to address the issues that will see change happen."

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We have a diverse workforce, says Sheikh, and it’s having an impact on our culture – at a job interview. When we look at the figures, we see companies that have at least one woman on the board are 20% less likely to go bankrupt. We also know that companies that are in the top quartile for gender diversity are likely to outperform their competitors by 2%. In fact, it’s clear that when we have a mixture of people in the room we create better solutions and happier teams. At an industry, we need to embrace the ongoing development, embracing the diversity of skills, and embracing the ongoing development of skills.

We can see that diversity and inclusion are now a top priority, behind only work-life balance and pay. According to a Deloitte’s survey of 1,000 17-23 year olds, the issue that young workers believe that only formal legislation can adequately advance diversity, according to the survey. This includes mandatory gender pay gap reporting, which is something the UK is leading the way on, with the gender pay gap an important metric towards equality at work, says Miles. It is an open conversation on race and gender diversity. "It’s only when employers are committed to gender diversity in their organisations and take action to address the issues that will see change happen."

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Priory Group want to invest in YOU and your future!

Our colleagues are at the heart of our services within Priory Group. This is why we have developed Career Pathways that supports our colleagues ranging from those at the beginning of their career to those who are looking for the next phase in their career. We have a number of specialities and roles available. This may be a route into a senior management team or into one of the many specialities roles we have within the Group. Whatever your career role is, we can support you to achieve it.

You may not have thought about a career in nursing, support, care work, teaching, psychology, engineering, IT or Human Resources before, but we would love to have you join our diverse and talented team.

Within our services, we have a number of specialisms supporting adults and young people with a wide range of diagnoses including inpatient and outpatient treatment programmes, psychiatric, services, addiction therapy, learning disabilities, autism and dementia, including those with complex needs. The people we support use our services in hospitals, schools, residential homes and within the community, which makes the opportunities we offer as part of your Continuous Professional Development (CPD) extensive.

After A-levels, Rebekah joined the team at Dudley Court School as a Learning Support Assistant. She was working towards her Level 4 in Education and Training when she started with Priory Group, two years later she has completed her level 4 and is now a qualified teacher. ‘Seeing a student develop independence and confidence within themselves makes all the hard work worthwhile!’

Lisa began her career at Priory as a Support Worker, which was her first role in care work. Working across the site she quickly progressed from an entry level role to a management role and gained confidence in her role. Lisa was promoted to a senior member of the team when she was given the opportunity to work within another service and this provided her with the experience she needed to progress to her current position of Service Manager.

Priory Career Pathways encourages conversations about career goals and the recommended learning for you to get there. Some of our colleagues follow a traditional pathway; whilst others want to discover what else we can offer. With each step you take, you will agree with your manager or mentor a bespoke supportive plan to ensure you are always achieving.

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For more information about taking the next step in your career, check out our website www.priorycareerspathways.com and apply for one of our exciting roles.

Starting out
Top tips on how to find your first ‘proper’ job

Five people who are just starting out in their careers explain how they got their big break - and share some invaluable advice.

Lisa Kelby, Service Manager

I have completed a Level 3 in Health and Social Care and am currently completing my Level 5 in Leadership and Management! Lisa has had a lot of mentoring from her current manager who has been excellent in her support and guidance on a regular basis and has given her the opportunities to be able to progress to this level.

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Avery's advice

When job hunting, remember you are the product. Always be prepared, no matter what kind of role you’re applying for, and treat every interview as an opportunity to be learnt from. If you’ve never been interviewed before, don’t worry, it’s not that scary, just practice, practice, practice!

Where should you start? Well, first off talk to your manager and human resources team. They will be able to advise you on how to best do your research and what is out there for you.

Practical advice

This is our final tip and one that is very important: don’t give up! It can feel like everything is stacked against you. But the more interviews you do, the better you’ll become and the more experience you’ll have. Don’t give up and keep looking for opportunities! Don’t let disappointment set in when you don’t get that interview, you’ll come across opportunities that you didn’t expect.

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