

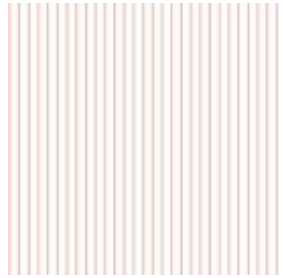
# Cornwall and Isles of Scilly

## Labour Market Information

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# What Is Labour Market Information?



- The number of people in certain types of jobs
- Which industries are recruiting and where they are located
- Which jobs and skills employers are looking for
- The salaries different jobs and industries offer
- Growing or declining job areas and general employment trends



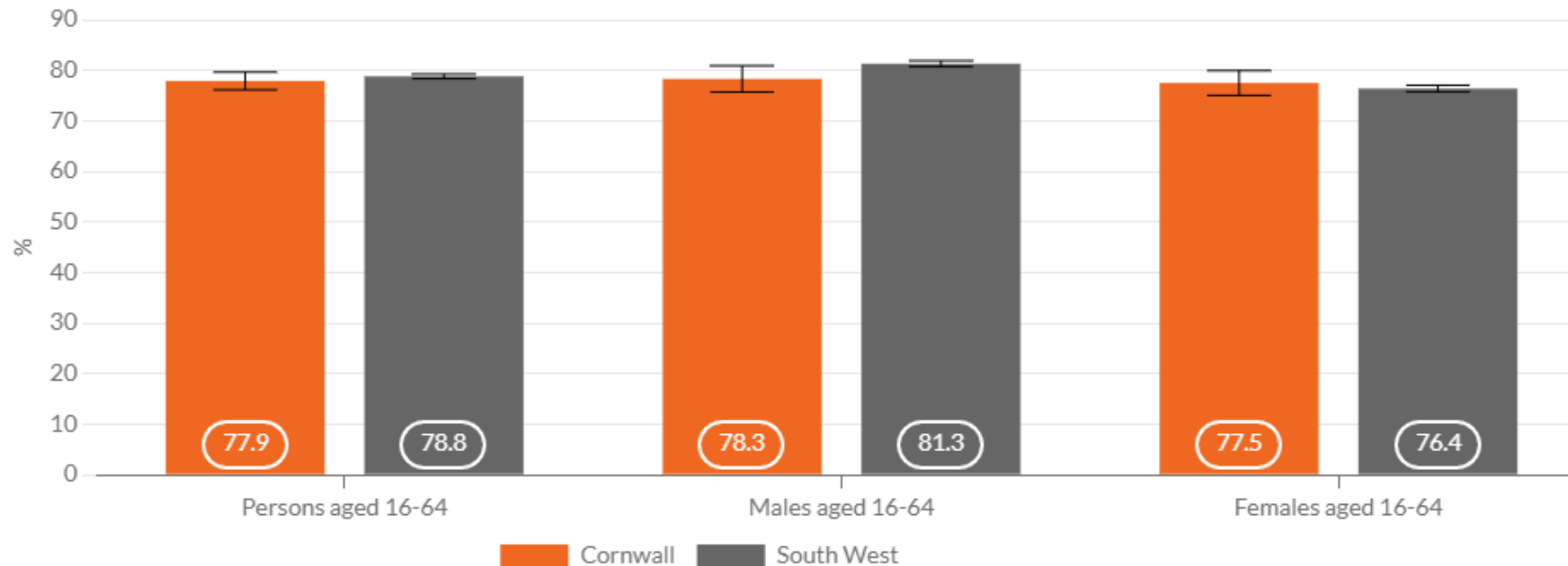
Access to LMI is **important for positive futures**;

It allows young people and their families to **understand** what is on offer in their area and **how to get there** by making good decisions about their **future career choices**.

# How many of us are working?

77% of Cornish people, 16-64, are economically active\*

Employment rate by gender (2025 Jun)

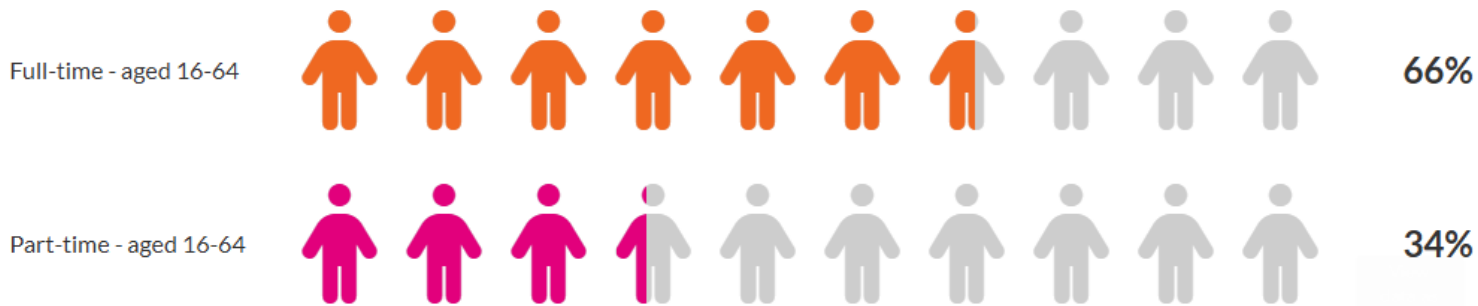


- A slightly higher percentage of men are economically active than women
- Male employment rate in Cornwall is lower than in the South West as a whole
- Female employment rate in Cornwall is lower than in the South West as a whole

# What hours are we working?

34% of employed people in Cornwall work part-time

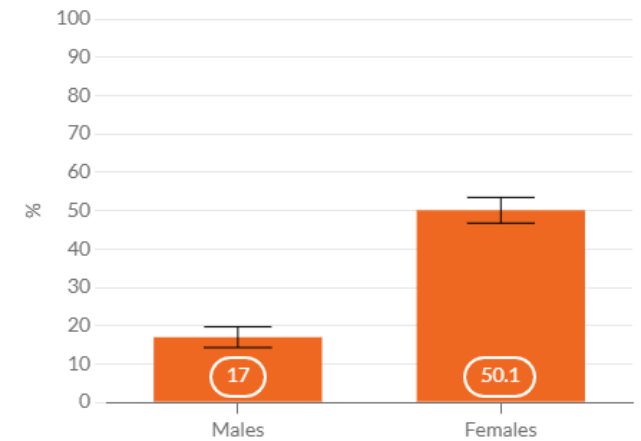
Full and part-time employment for Cornwall (2025 Jun)



Over 50% of all working females in Cornwall are part time compared to 17% of working men.

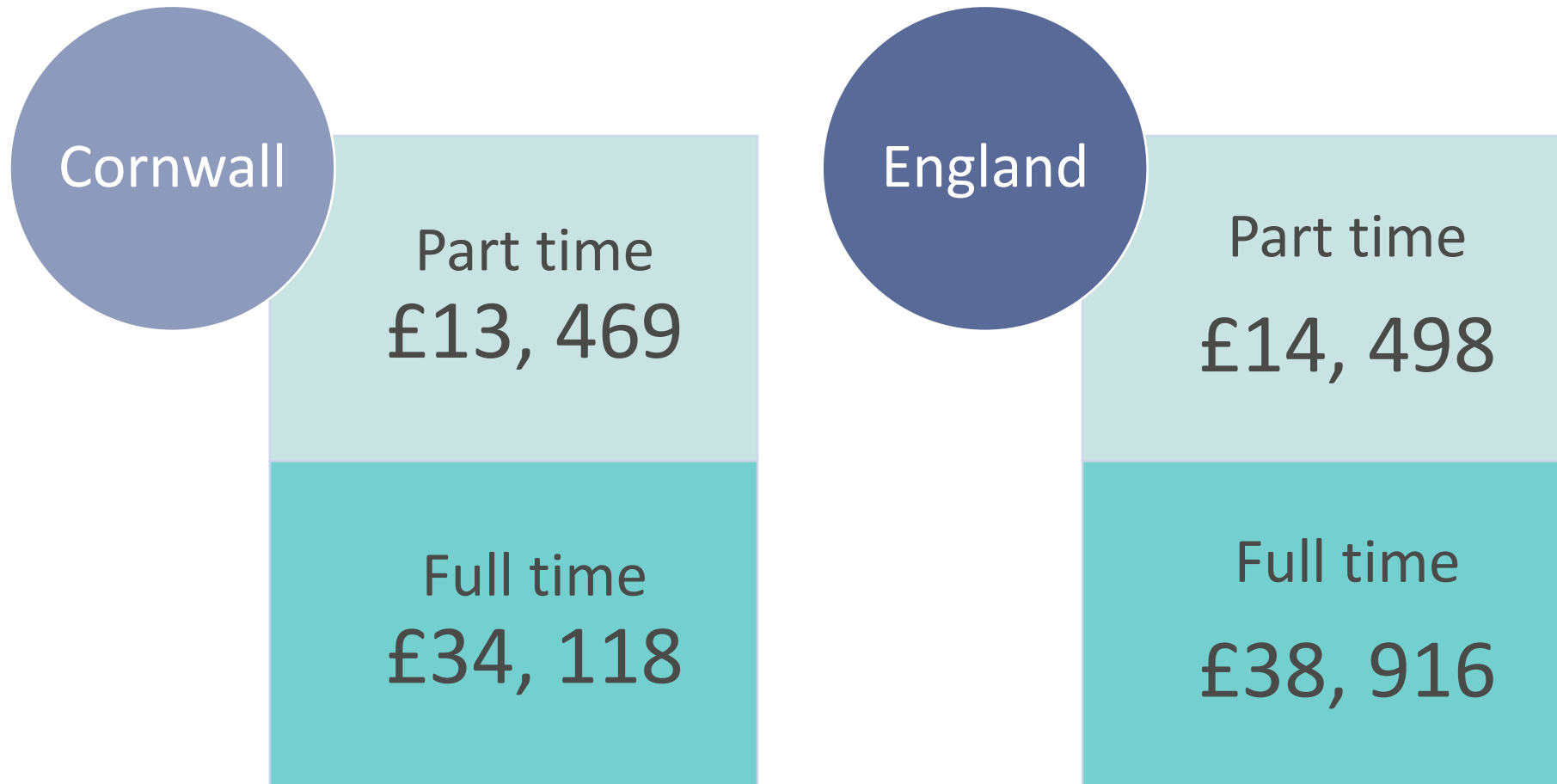
Females are much more likely to be in part time, low paid work; a picture reflected across England

People working part-time by gender (16-64) (2025 Jun)



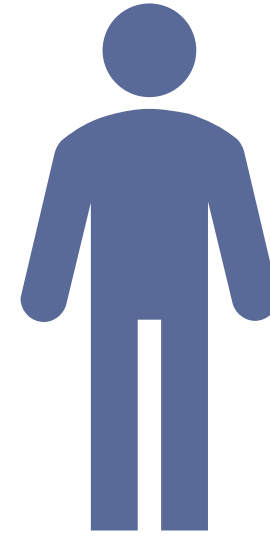
# What are we getting paid?

Median average salary:



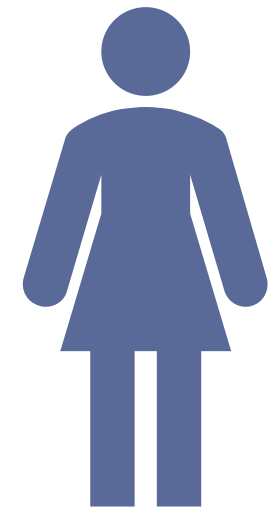
Median salaries for 2025 (source ASHE)

Full time £37,740  
Part time £13,644



## Gender and Pay

Full time £30,495  
Part time £13,293



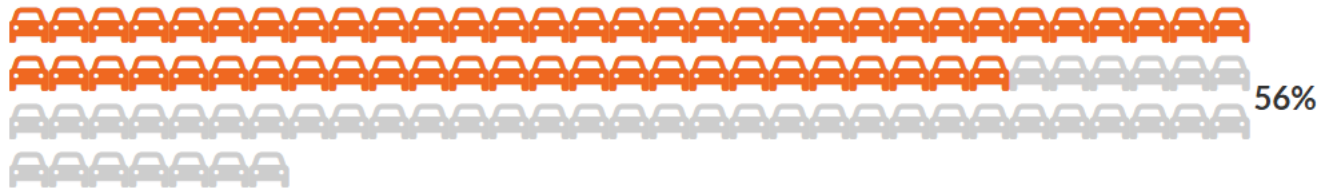
# Are we going to work?



Cornwall  
24.7%

## Nearly a quarter of us work mostly from home!

- This clearly impacts on the level of 'basic' digital skills those entering the workforce require to flourish in remote roles.
- There may be greater need for investing in personal resilience and finding ways to support mental health with decreased work-place interactions for many.
- It also highlights a great opportunity, for those in the most rural/ transport deprived areas, to be able to access fulfilling employment opportunities through distance or hybrid working.

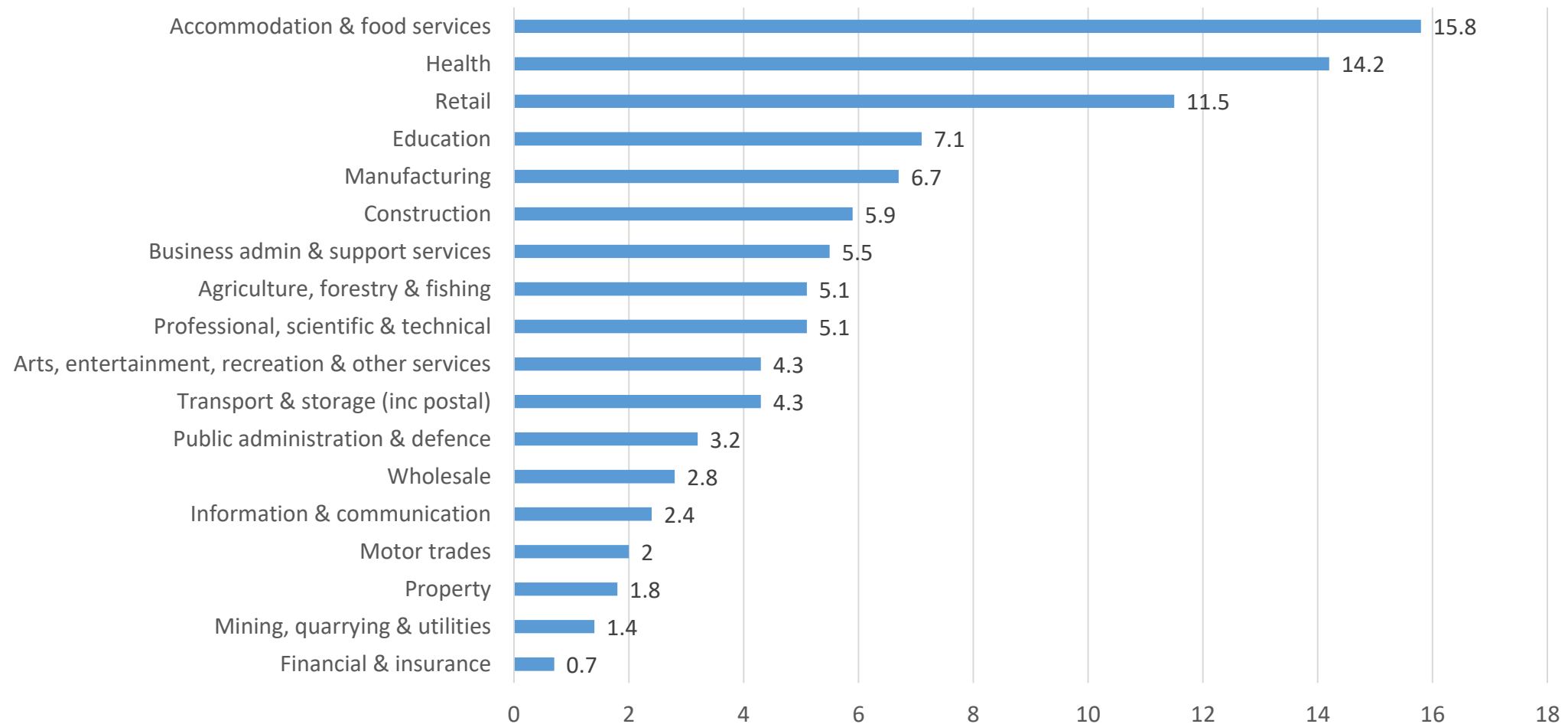


## Having a car or van still seems to be crucial...

- For those of us who do travel, car or van is the most used at 56%
- 10% of us travel on foot to work and 1.2% by bicycle
- Only 1.8% of us get to work by train or bus – highlighting perhaps the need for better transport links and service frequency in the county, especially in rural areas.

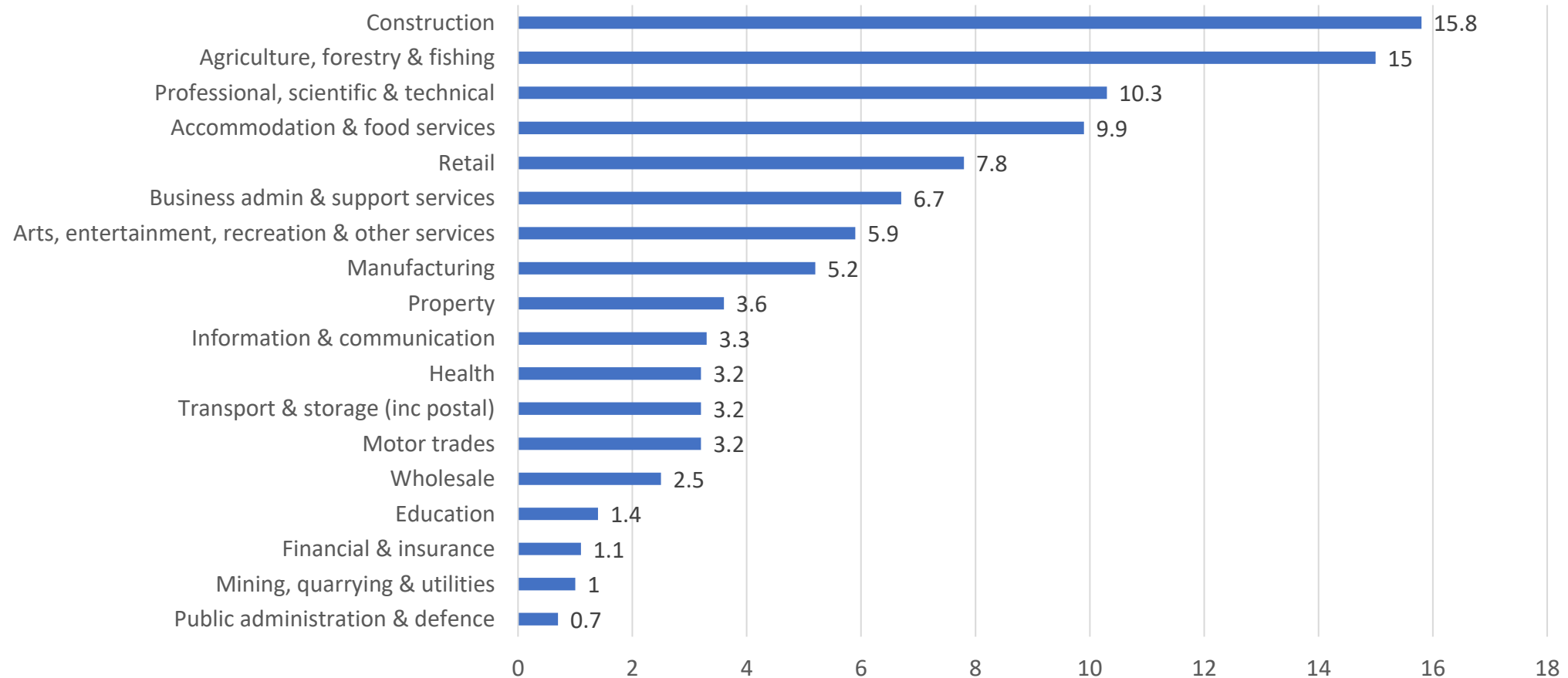
# Where are we working right now?

## Percentage of people working in Cornwall's core sectors



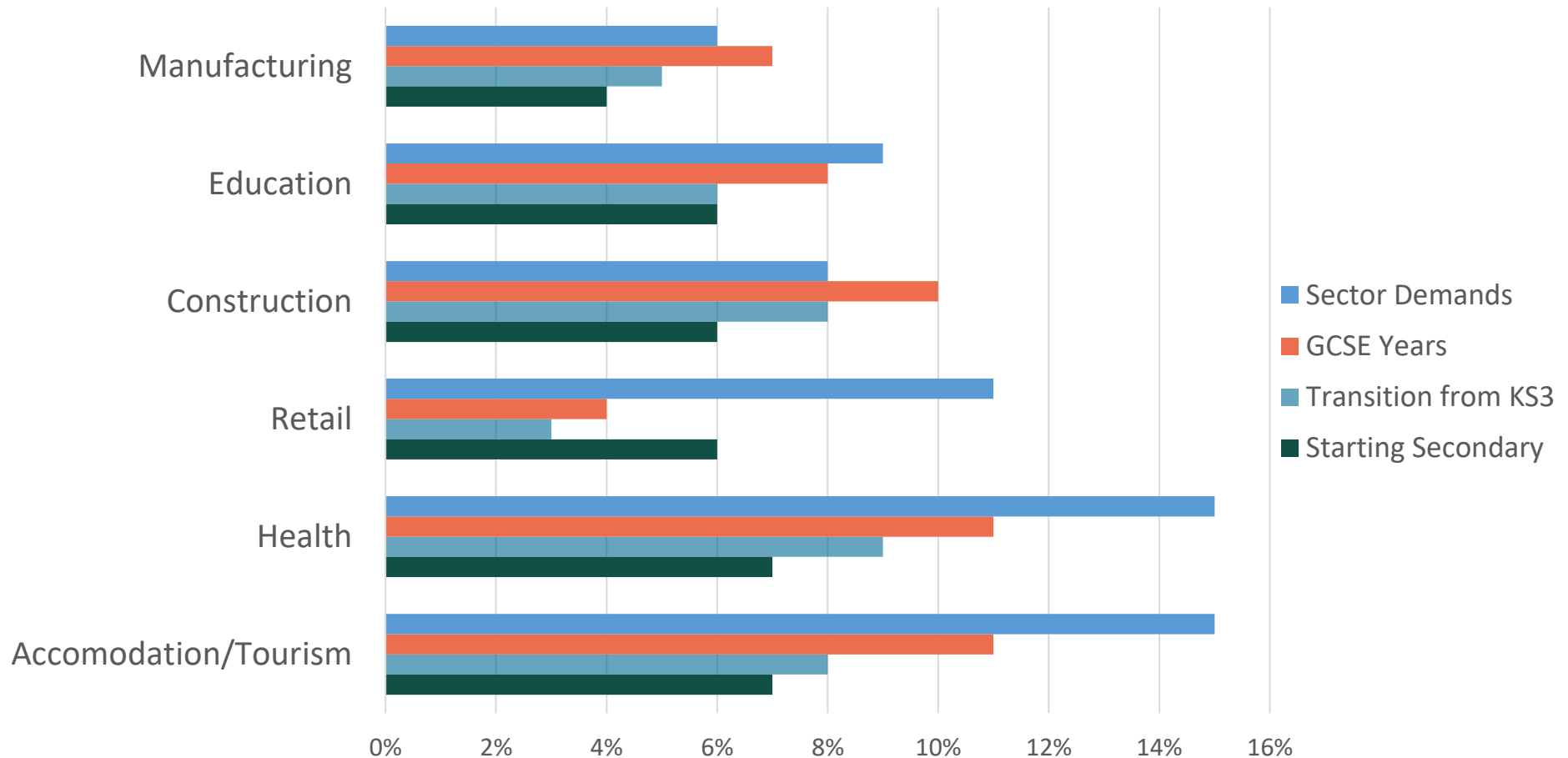
# Where are the most businesses?

Percentage of businesses across Cornwall's core sectors



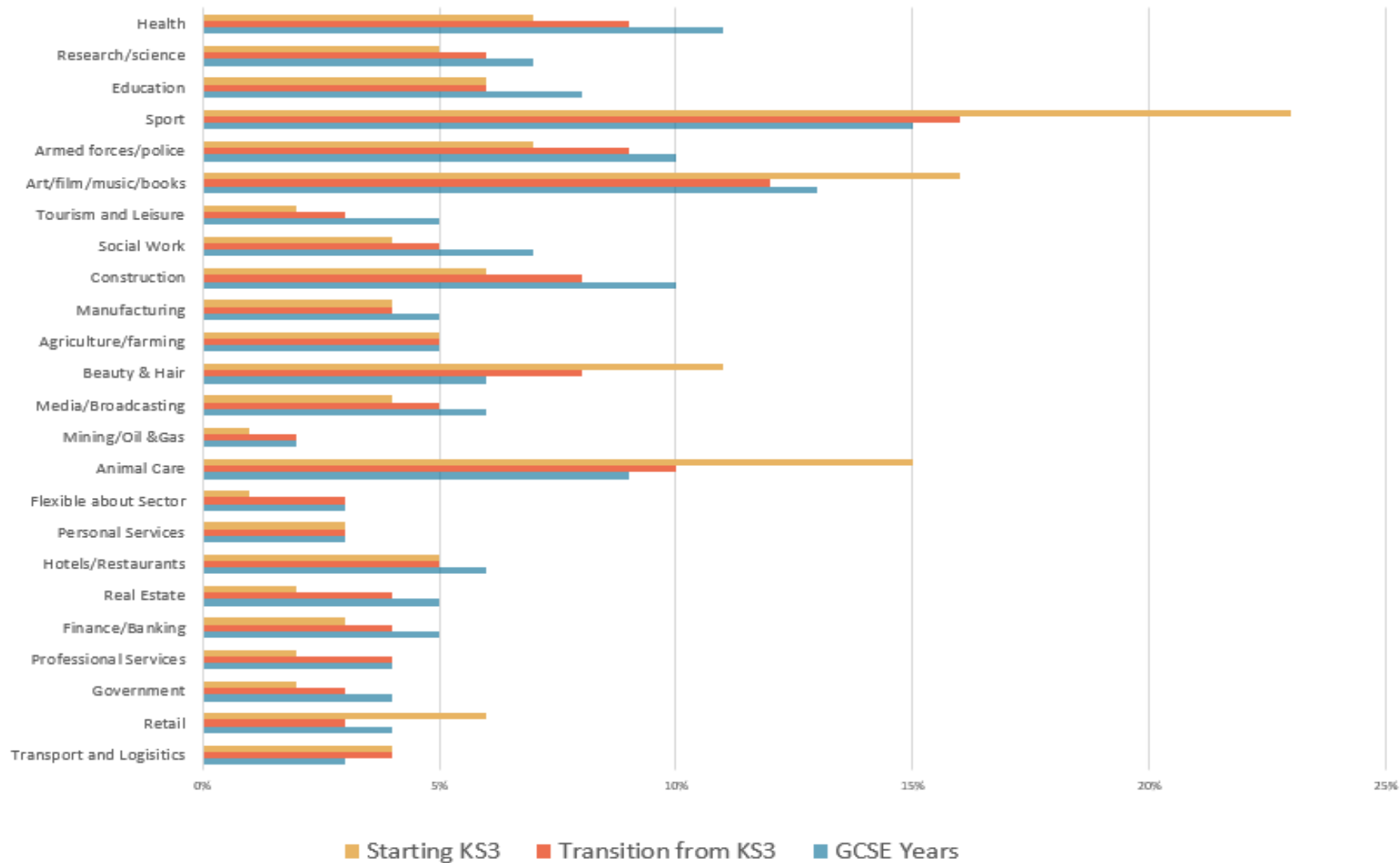
# Do Cornish student's interests match local demands\*?

Student Interest in Industry over year groups in our Top Employing Sectors  
(sector demands = current distribution of jobs in Cornish sectors)



# How do Cornish students' interests evolve over time in school\*?

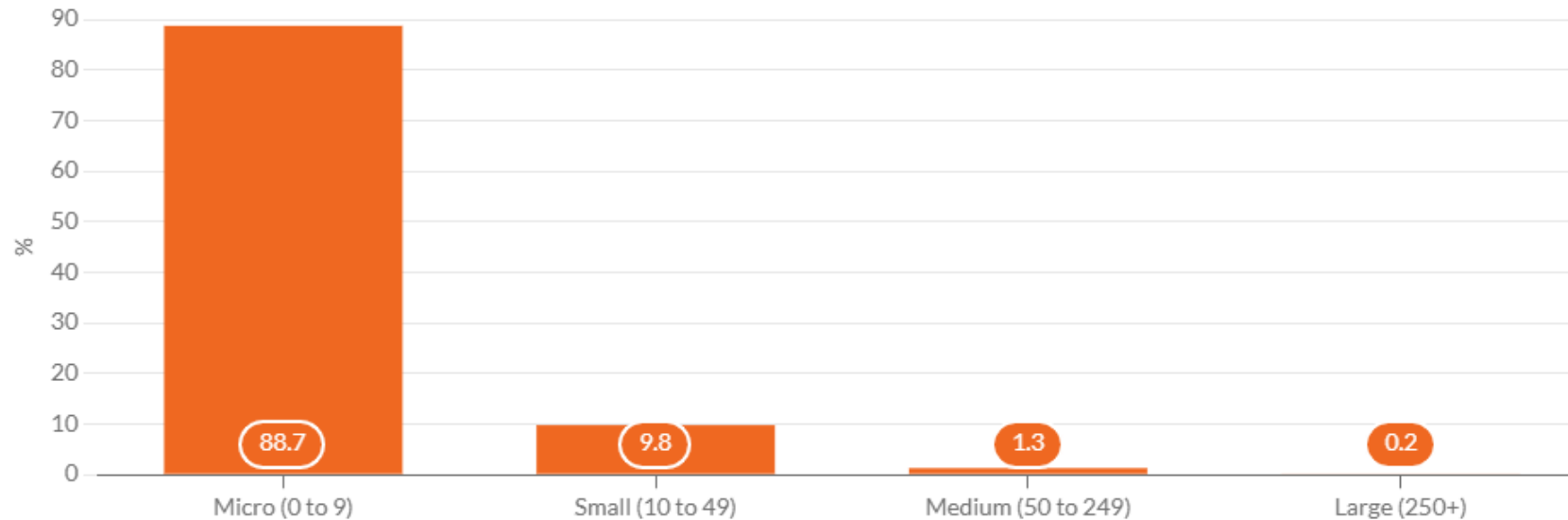
What types of industry/sector fit closest to those Cornish students would like to work in?



# The size of our businesses

... predominantly small scale!

Enterprises by employment size band (2025)



# Where is the biggest employer demand?

35, 498 Jobs were advertised in CloS over this period

The 10 employers advertising the most roles in CloS  
December 2024 - December 2025



# Where is the biggest job role demand?

The 10 most advertised roles and average hourly wage\* in CloS  
December 2024 - December 2025

Carers	£12.72 p/hr	Chefs	£13.02 p/hr
Cleaners	£11.84 p/hr	Delivery Drivers	£12.00 p/hr
Catering Assistants	£11.57 p/hr	Bar Staff	11.69 p/hr
Sales Occupations	£13.17 p/hr	Teaching Assistants	£13.95 p/hr
Nursing Professional	£21.00/hr	Bar Staff	£11.69 p/hr

\*Median average for CloS - Source: Lightcast

# So where are the great opportunities?

- You could be forgiven for feeling there aren't that many great opportunities in Cornwall based on the previous slide, which shows lower paid roles dominating the top ten.
- However, there are some fantastic well paid and in demand roles in and around those. For example:

**Job of the Week: Town Planner**

**Top Stats:** £31,080\* Average salary in Cornwall

36 Town Planner Jobs advertised in Cornwall in the last year

17 Employers looking for new Town Planner talent in Cornwall

£20,000 Trainee Pay → £48,000 Expert Pay!

\*£2200 lower than the national average

**Day to Day:** Town planners plan where homes, schools, roads, and parks should go. They protect old buildings, make sure rules are followed, and give advice. Their job is a mix of to help create safe live. We are renewable resource a vital role in sustainable future.

**Core Skills:**

- Planning
- Communication
- Problem Solving
- Critical Thinking
- Leadership

**Pathways In:** You can start Town Planner or to Chat (7) Y job.

**Job of the Week: Software Developer/Programmer**

**Top Stats:** £48,467\* Average salary in Cornwall

153 Software engineer jobs advertised in Cornwall in the last year

77 Employers looking for new Software engineer talent in Cornwall

£19,000 Trainee Pay → £80,000 Expert Pay!

\*£6200 lower than the national average

**Day to Day:** Software engineers design, build, and test software that can make people's lives easier or better. The Cornish tech scene is growing fast with well-paid jobs - and it's not all about coding! Local companies often work with national and international customers to create real-world solutions. You don't need to leave Cornwall to have a great career in Tech!

**Pathways In:** 5 x GCSEs (grades 4-9) inc. English, Maths (and ideally Computing) to take you to:  
**A Level in Computing/ T Level in Digital Production, Design & Development;** which could land you a job or a Diploma/Degree level course.  
 Or take an **Apprenticeship Route;** ranging from Level 3-7 in digital programming and engineering.

**Core Skills:**

- Communication
- Project Management
- Trouble Shooting
- An Eye-for-Detail
- Mentorship

**Subject Skills:**

- English and Maths will be essential
- Work on your **Digital Skills;** a GCSE in **Computer Science** will give you a solid foundation and you can also explore free online courses in [The Skills Toolkit](#).

**Find out more:** [QR Code]

**Job of the Week: Carpenter Joiner**

**Top Stats:** £35,300\* Average salary in Cornwall

180 Carpenter Joiner jobs advertised in Cornwall & IoS in the last year

86 Employers looking for new Carpenter Joiner talent in Cornwall & IoS

**Day to Day:** Carpenter Joiners use their woodworking skills and knowledge of wood types to construct, assemble and repair structures like roofs, windows and doors, staircases and furniture. They can work in private homes, commercial buildings, workshops or construction sites. Sustainable development goals are also driving demand for skilled carpenters to construct timber-framed buildings in Cornwall.

**Pathways In:** 2-5 GCSEs to access a Level 2/3 course such as; Level 2 Qualification in Bookbinding

**Core Skills:**

- Project Management
- Communication
- Teamwork
- Organisation
- Problem Solving
- Leadership

**Subject Skills:**

- You can access these from there
- Apprenticeship in Site
- Learning with a provider.

**Job of the Week: Pharmacist**

**Top Stats:** £39,031\* Average salary in Cornwall

181 Pharmacist jobs advertised in Cornwall in the last year

37 Employers looking for new Pharmacist talent in Cornwall

£24,000 Trainee Pay → £75,000 Expert Pay!

\*£2000 lower than the national average

**Day to Day:** Pharmacists prepare prescriptions and offer important advice, using their expertise to ensure everyone receives the best healthcare. They also use special equipment to test people's weight and blood pressure to test people's about which medicines they should take. They work in hospitals, communities and on research projects.

**Pathways In:** 5 x GCSEs (grades 4-9)  
 3 A-Levels (Chemistry and Biology/Maths/Physics)  
 University Pharmacy Degree  
**OR consider becoming a PHARMACY TECHNICIAN:**  
 GCSEs (grades 4-9) in Maths and English  
 Level 3 Pharmacy Technician Apprenticeship  
 And a salary of £24,000 - £44,000!

**Core Skills:**

- Leadership
- Communication
- Ethical Standards
- Confidentiality
- Problem Solving

**Subject Skills:**

- You'll enjoy **Science** especially Chemistry and Biology.
- Good **English Language** and **Digital Skills** will help you interact with others effectively, and record and share important information.

**FREE RESOURCE:**  
 Download our **Job of the Week** cards tailored to the Cornish Labour Market to share with your pupils and parents



There are also great opportunities on the horizon from our growth sectors....

“Cornwall is on the cusp of a golden age. The perception of what Cornwall is, does and is capable of is changing. We need to start early to make sure young people have the awareness and capability to access these opportunities.”

Nick Tillyer – Institute of Technology  
Truro and Penwith College

# Our Growth Sectors



Find Labour Market Information headlines, posters and booklets on each growth sector [here](#)

The CloS labour market and economy is set to shift over the coming decade.

We have the potential to reset the economy; building on our unique assets and natural resources in these key growth sectors...

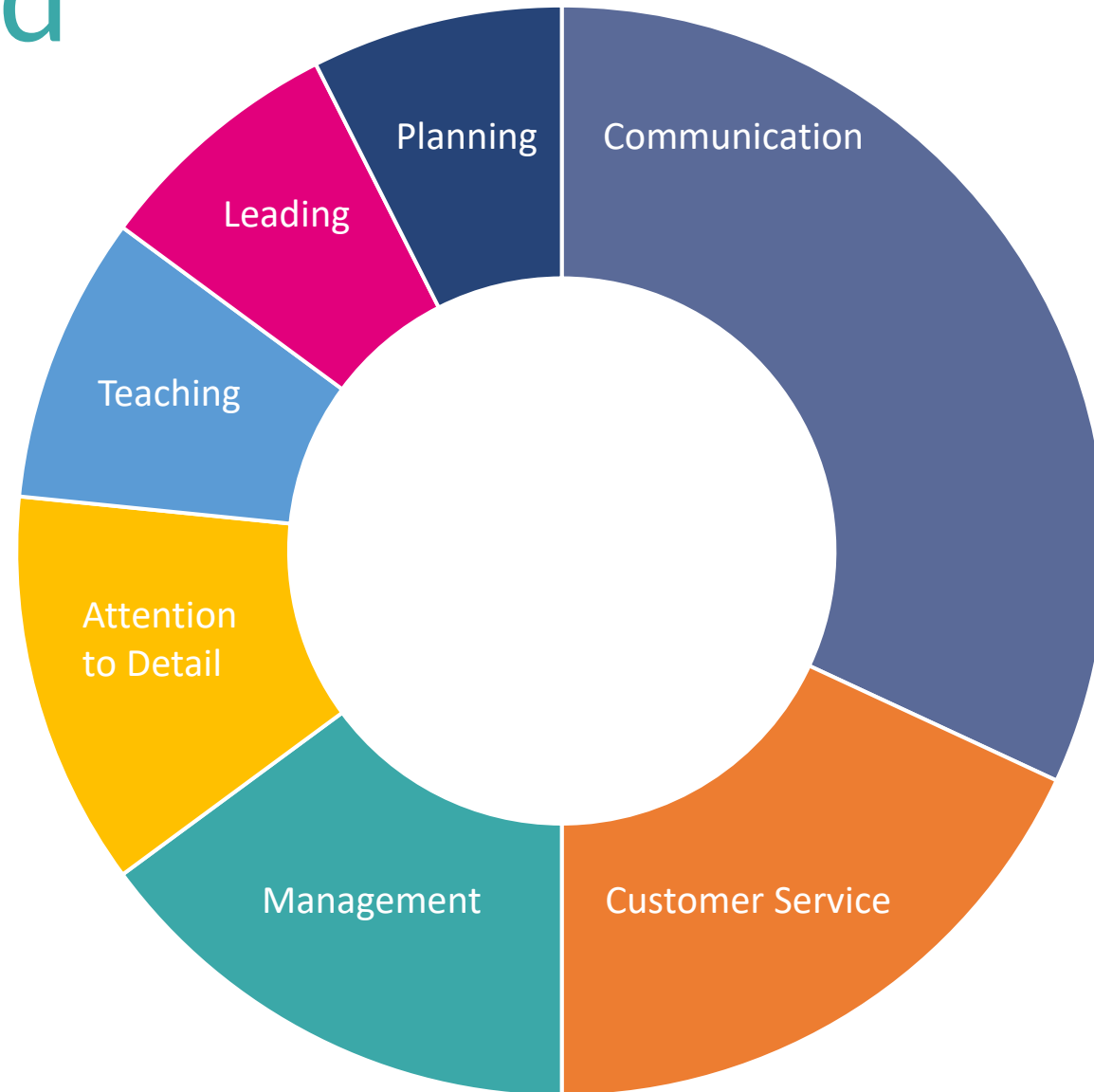


Data &Space	Visitor Economy
Agri-food	Creative
Health & Social Care	Digital
Engineering & Manufacturing	Marine
Clean Energy	Construction

# Skills in Demand

Essential Skills (under the umbrella of **communication, self – management, creative problem solving and collaboration**) feature highly in Employer’s job recruitment postings.

Here is a snapshot of the core skills in demand across all job postings in Cornwall and The Isles of Scilly between Dec 2024- Dec 2025.



Source: Lightcast (December 2025)

# Digital Skills and the Tech Sector

What do we mean by digital skills?

**Basic**

Digital skills everyone needs to participate in the (digital) world

**General**

Digital skills required for all jobs across the economy

**Advanced and specialist:**

Digital skills needed for specialist digital roles

CloS has the fastest growing tech sector within the South West; likely to double its workforce by 2027!

Top Tech Jobs in Demand in CloS		Mean average salary
1	Software developer	£39, 244
2	Computer Support Specialist	£24, 600
3	Web Developer	£34, 600
4	Network Engineer	£50, 800
5	IT Project Manager	£37, 500

There are **1,460 digital organisations** within CloS



The vast majority are **micros with fewer than 10 employees**

**Pathways**

- 581 pupils in CloS are doing GCSE computing – 75 are female
- Only 28 pupils in CloS are doing A level computing - 5 are female
- Only 3% of apprenticeships taken up in CloS have a ‘digital route’

9% of adults in CloS have never used a computer compared to 6% nationally

# An Entrepreneurial Mindset

12.8% of workers in CloS are self-employed  3% higher than national average

A higher proportion of people also run their own business in CloS than nationally

CloS needs to support the development of strong entrepreneurial skills so people can:

- Spot opportunities
- Take advantage of available resources
- Overcome challenges
- Accept responsibility
- Gain financial literacy
- Continue learning and improving

Adult  
entrepreneurs



Young  
entrepreneurs

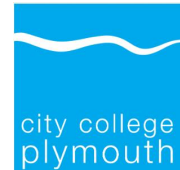


# Pathways to Positive Career: Studying and Training

## Further Education

Courses that are studied after GCSEs (usually at level 3 and often between the ages of 16-18 ) including:

- A levels
- T levels
- Vocational Diplomas and Certificates
- International Baccalaureate
- Intermediate and Advanced Apprenticeships



Check out:

[Training and Support Organisations](#)  
on Cornwall Opportunities

# Pathways to Positive Career: Studying and Training

## Higher Education

University courses (level 4 upwards) taught in universities, colleges and specialist institutions like art schools or agricultural colleges



Check out:

[Training and Support Organisations](#)  
on Cornwall Opportunities

# Pathways to Positive Career: Studying and Training

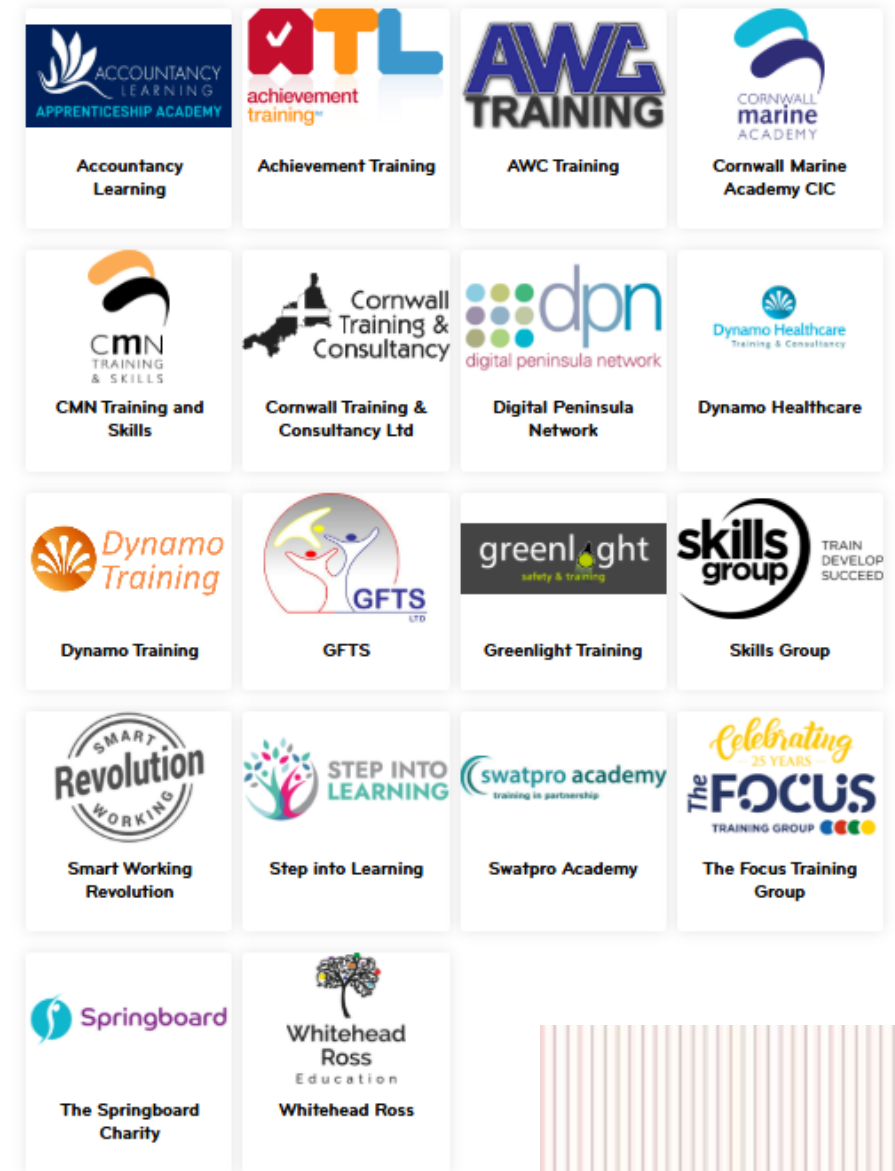
If College or University is not for you...

Independent training providers in Cornwall offer courses in first aid, health and safety, construction, digital skills, education, business, marine trades, and creative arts.

Training spans from entry-level to Level 6, including short courses, apprenticeships, and accredited qualifications.

Many cater to individuals, schools, and businesses with flexible, tailored delivery options.

## Independent Training Providers



Check out:

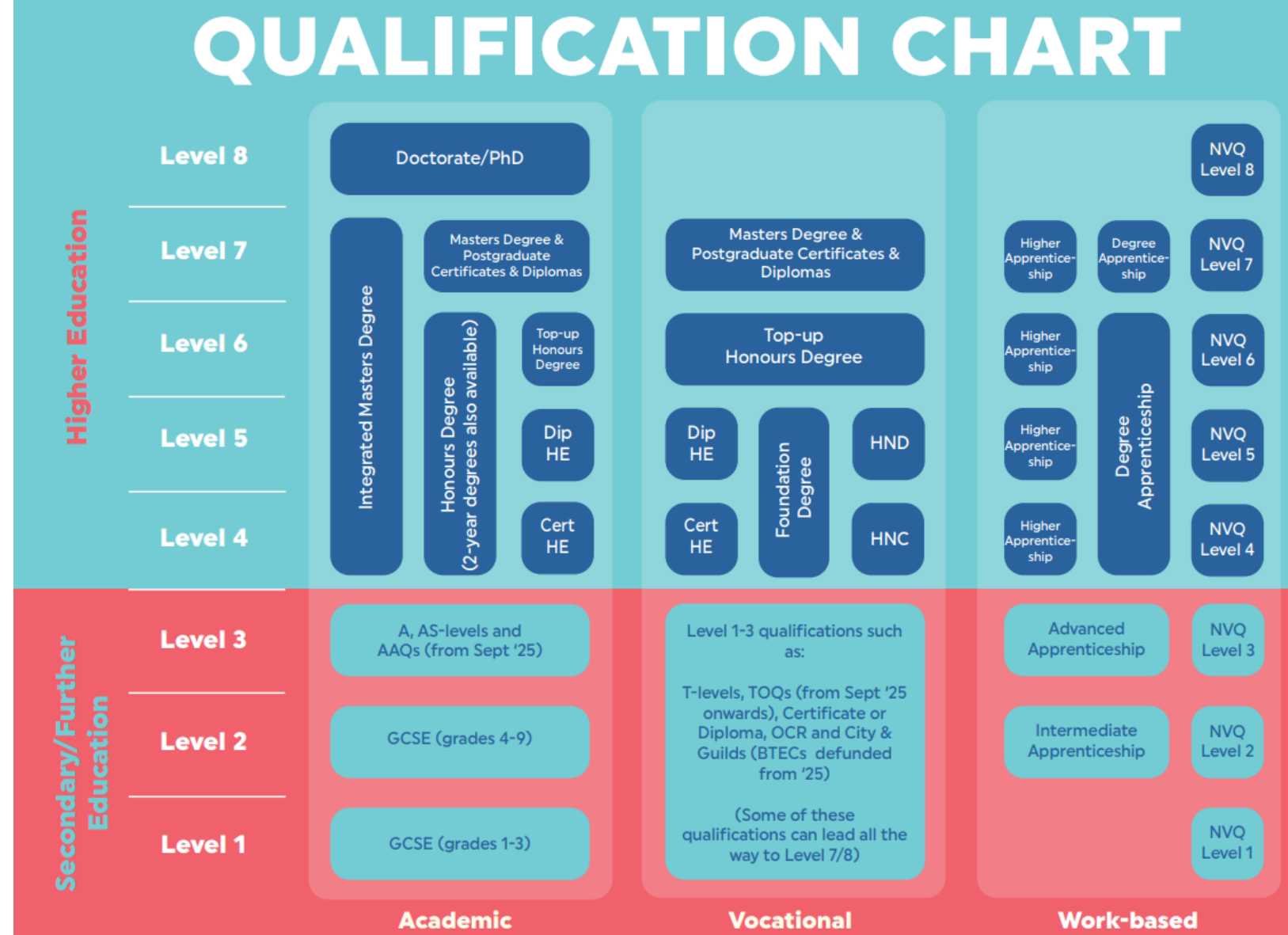
[Training and Support Organisations](#)  
on Cornwall Opportunities

# Pathways: Understanding Options and Levels

It can be a challenge to help parents and pupils understand the wide range of qualification and study options available at Further and Higher Education.

You might wish to share the Qualification chart produced by [Next Steps South West](#).

There is an interactive version of the chart [here](#) which has pop-ups explaining each option in more detail for parents and pupils.



# Pathways to Positive Career: Studying and Training

THE CAREERS & ENTERPRISE COMPANY



## Post-16 options Explainer



## Apprenticeship Explainer



## T-Level Explainer



# Apprenticeships

## WHAT IS AN APPRENTICESHIP?

Apprenticeships combine part-time study with training in a real, paid job. At least 20% of time is 'off-the-job' studying, usually at a college or with a training provider. From age 16, a young person will usually begin a level 2 or level 3 apprenticeship.

## APPRENTICESHIPS ARE FOR PEOPLE WHO...

- Want to learn practically, in the workplace.
- Are keen to start working towards a career and gaining qualifications, sometimes to degree level.
- Are keen to earn while they learn.

## APPRENTICESHIP LEVELS:

- Level 2 Intermediate Apprenticeship
- Level 3 Advanced Apprenticeship
- Level 4- 6 Higher Apprenticeship  
(Foundation Degree, Degree)
- Level 6-7 Degree Apprenticeships  
(Degree, Masters Degree)

**Myth Buster:** 'They're not for academics'

**Fact:** Apprenticeships offer rigorous theoretical education alongside on-the-job experience.

**Fact:** You can start an apprenticeship at any age

[Careerpilot: What is an apprenticeship?](#)

**1500+** employers offer apprenticeships in Cornwall. Visit [Apprenticeships \(cornwall-opportunities.co.uk\)](http://Apprenticeships(cornwall-opportunities.co.uk)) for live vacancies.

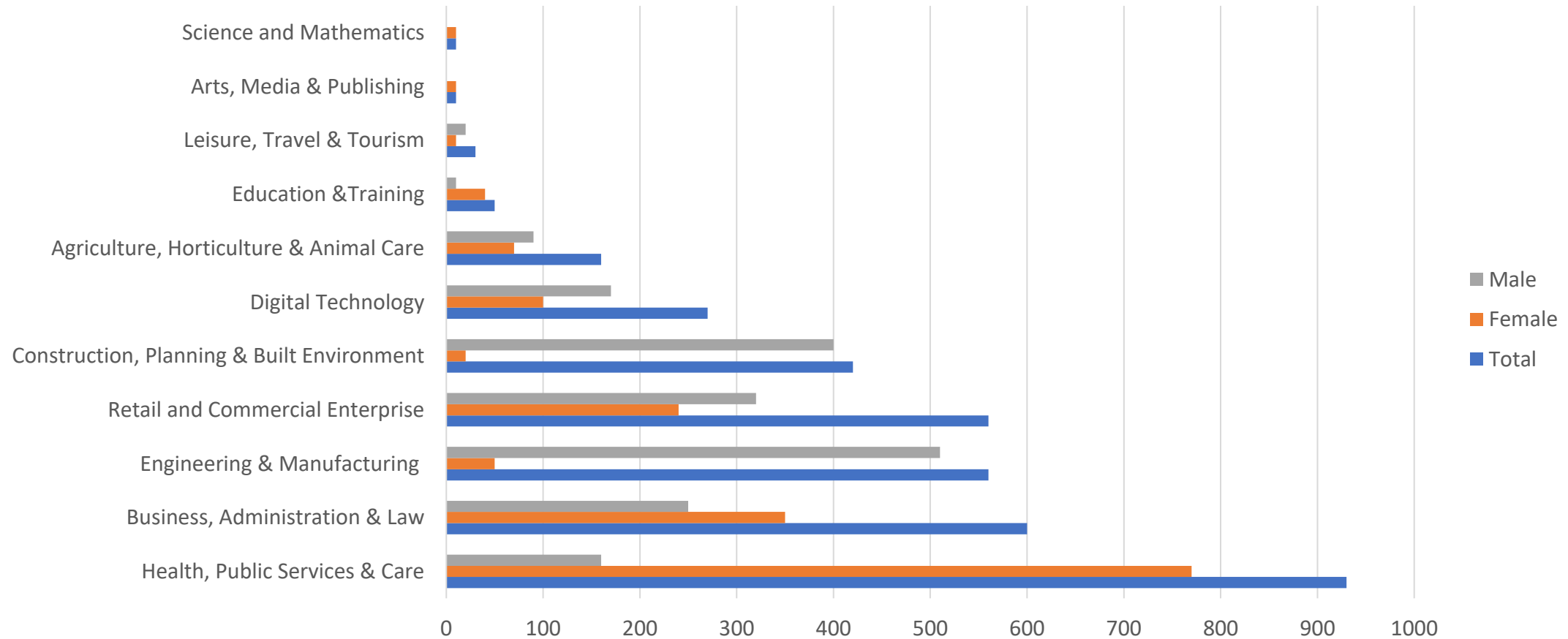


# Apprenticeships

Total of Apprenticeship starts by sector in CloS 2024-25

3,580

Apprenticeships started:  
1660, by Females: 1,920 by Males





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**For support or signposting to further resource:**

[www.cornwallcareershub.co.uk](http://www.cornwallcareershub.co.uk) and [www.cornwall-opportunities.co.uk](http://www.cornwall-opportunities.co.uk)  
[hello@careershubcornwall.co.uk](mailto:hello@careershubcornwall.co.uk)



‘Stay away from those people who try to disparage your ambitions. Small minds will always do that, but great minds will give you a feeling that you can become great too.’

