

LESSON PLAN 5: **REPLACEMENT DEMAND**



Aim:

To help students understand what replacement demand is and its importance for future jobs available.

Tasks:

Explain that demand by an employer for a new entrant could be due to the business expanding and so needing more staff (expansion demand) or the need to replace a worker who is leaving (replacement demand).

Split the class into groups. By using either the World of Work website or Factsheets, ask them to find 3 examples of references to high replacement demand or the need to replace staff leaving the industry. (As a helpful hint explain they will find the references in the Future Trends sub-sections of the Job Sectors section).

See Tutor Notes for possible answers.

Ask the groups to feedback their findings.

Then ask them for reasons why someone might leave a job. (Possible answers include retiring, promotion, change of employer, change of career, family moving to another area).

Summarise by making the point that jobs will be available even in sectors that may decline overall because of the need to replace staff that leave.

Tutor Notes for Lesson 5

References to replacement demand are made in the following job sectors:

- **Construction:** many skilled craft workers.
- **Engineering:** aerospace and defence industry and chemical industries.
- **Information Technology:** computer services industry.
- **Retail Business:** 1.2 million jobs need filling due to people leaving.
- **Society, Health and Development:** health and social work, especially nurses.
- **Travel and Tourism:** general reference to a demand for new workers to replace those people changing jobs or leaving the industry.