

Essex, Southend-on-Sea and Thurrock Area Local Skills Improvement Plan

Emerging Priorities (March 2023)

Introduction

This document contains the emerging skills priorities from the Essex, Southend-on-Sea and Thurrock Area Local Skills Improvement Plan.

These priorities have been derived from information gathered from employers and stakeholders from across the county of Essex, coupled with detailed analysis of labour market information. They are an interim step in the development of the Essex Local Skills Improvement Plan and are designed to be used by providers to inform their Accountability Agreements with the DfE.

The document is split into 3 sections:

- Essex Skills Priorities
- Essex Skills System Priorities
- Essex Sectors and Technical Skills

These findings will be further reviewed and refined and will help form the fuller LSIP report and recommendations.

Note

- All references to 'Essex' within this plan include the areas of Essex, Southend-on-Sea and Thurrock.

Section 1 - Essex Skills Priorities:

| | Priority | Summary Description |
|---|---|---|
| 1 | Soft-skills and Behaviours | New entrants, existing and returning employees often lack appropriate soft-skills and behaviours for work and often do not understand what is expected of them. Employers have identified that individuals either lack or have poorly developed skills and behaviours in a range of areas including listening, speaking and presenting, problem solving, creativity, staying positive, aiming high, and teamwork. Leadership is also mentioned here, but it is treated as a theme in its own right in Theme 5, due to its complexity. |
| 2 | Basic English, Maths and ESOL | Businesses have identified that new entrants, existing and returning employees often lack basic English and Maths skills that they need in the work place. Often, this is linked directly to how these skills are applied day to day in work and the issue can be exacerbated where English is not an individual's first language. |
| 3 | Digital Skills and "Digitech" | Baseline digital skills have become a near-universal requirement for employment and are insufficiently developed across the workforce. Generic digital skills such as Microsoft Office and other productivity software tools are commonly required in jobs across all skills levels and are often fundamental to entering the labour market. The curriculum does not often cover these skills in detail, instead focussing on equally valuable, but more specialist digital skills like coding and cyber security. There needs to be a provision for generic digital skills also. Furthermore, with the advancement of Artificial Intelligence (AI) workplace digital skills are likely to become much more advanced. There is a difference between the everyday digital skills needed to order food etc, compared to more advanced workplace skills like the use of apps, technical support etc. Specific digital skills are key to enabling career progression and the move from low to high skilled jobs. Furthermore, in the future, more advanced digital skills, including the ability to use AI, will become part of everyday work. Therefore, it is important that employees at all levels have effective digital skills. |
| 4 | Green Skills | The transition to a low carbon economy will require the re-skilling and upskilling for existing members of the workforce with training in green skills. New entrants and returners will also need an educational understanding of green skills. Green skills can be categorised as knowledge, experience, values, attitudes and abilities that support carbon reduction and resource efficiency to increase climate resilience and enhance natural assets. Green skills are relevant to all sectors in the economy. |
| 5 | Leadership and Management skills | Many Essex businesses identified a lack of leadership and management skills in their organisations at all levels. With an aging workforce and higher than normal staff turnover there is a need to train, support and develop all aspects of leadership and management. Most identified a specific gap for new entrants and existing employees who are making their first step into supervisory roles. |

Section 2 - Essex Skills System Priorities:

| | Priority | Summary Description |
|---|---|--|
| 1 | Lack of flexibility in the system | <p>Employers and providers have fed-back that there is a lack of flexibility in an over-bureaucratic education system, which blocks it from meeting industry's changing needs. Within many new and emerging skills areas, there is a desire to use qualifications and funding in a more adaptable way. The ability to break larger qualifications into smaller pieces is popular with many employers, such as completing individual units of qualifications at a time (unitisation), bite-size qualifications, online and hybrid delivery models.</p> <p>This issue permeates through all layers of the current system including new entrants and reskilling of the existing workforce, with most feedback targeted towards the adult education system and Apprenticeship Levy.</p> |
| 2 | Information, Careers Advice and Guidance | <p>To ensure that appropriately skilled labour is available to industry, it is vital that careers advice and guidance is of high quality and consistent across all levels of the education system throughout the whole county.</p> <p>Employers have fed-back their concerns over the current system. They are primarily, pre-16, but post-16 and Adults would also benefit from improvements to the system. The system still doesn't appear to value vocational pathways (including apprenticeships) as a credible alternative to university. With new emerging sectors and skills there is a general lack of awareness of specific roles and career paths. Employers frequently describe the challenges of trying to influence young people to enter specific occupational sectors at a local level, with limited or no support from overarching national sector bodies. Additionally, many employers do talk proactively about engagement with local schools and colleges for visits, industry talks, careers fairs, work experience and work placement opportunities. Furthermore, there is a need to fully engage prime influencers, teachers, parents and care-givers, in new and emerging vocational sectors so they are able to support young people make fully-informed career decisions.</p> |
| 3 | Tutor shortages and capacity of providers to respond | <p>Colleges and Training Providers all feedback that they struggle to employ and retain high quality staff. This issue is more pronounced in skills shortage areas / emerging sectors where there are extreme tutor and assessor shortages. Additionally, with the fast pace of change in industry, it is becoming increasingly difficult for providers to ensure that tutors and assessors are up-to-date with existing practices and emerging technologies.</p> <p>When dealing with new and emerging skills priorities, many providers cite a lack of capacity to respond as a fundamental barrier. Such issues are varied, but most providers describe a lack of staff capacity to develop and teach new provision, general space constraints, a lack of capital investment in new technology and the ability to support very small group sizes in new subject areas. There are also issues with take-up, as learners are less likely to take up evening and weekend training due to childcare and other commitments, which limits the courses providers can put on.</p> |
| 4 | Inclusive Employment | <p>Labour shortages are encouraging employers to fill vacancies with more diverse candidates from a complex labour market including those from non-traditional backgrounds, high needs, neurodiverse, Autism, SEND, the over 50's returning to work, ex-service personal and ex-offenders. Employers frequently indicate that once employed, they are unable to effectively support these employees without having access to the correct training and support mechanisms and subsequently retention is an issue and staff turnover is high. Equally, employers need support with sign-posting and managing their own Mental Health when working with staff with additional needs and do not always know where to look.</p> |
| 5 | Barriers to engagement | <p>Many new entrants, existing and returning employees face significant barriers when accessing work or training. These barriers include low levels of aspiration, availability of childcare, complexities in the application and onboarding process, technical language, lack of equipment and the cost and availability of transport.</p> |
| 6 | Skills planning system for Essex | <p>There is no formal process for skills planning across the county of Essex. This results in a lack of co-ordination, fragmentation, and poor ownership of county wide skills planning and delivery. The development of a local skills planning system across the whole county (including Essex County Council, Thurrock Council and Southend Councils) is key to driving and enabling change. Furthermore, effective and regular labour market information letting employers and providers know about future skills needs and the support available to provide them, will be invaluable. This will ensure that the skills system is fit for purpose and meets the needs of all stakeholders.</p> |

Section 3 - Essex Sectors and Technical Skills:

Advanced Manufacturing, Engineering & Aviation

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) |
|---|
| IT skills |
| Cyber security |
| Carbon literacy |
| Management skills |
| Drivers |
| Freight forwarders |
| Mechanics |
| Electric vehicle specialists |
| Welders and Steel fabricators |
| Hospitality in the aviation sector |
| Female engineers |

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---------------------------------------|---------------------------------------|
| Production Worker | 1881 |
| Maintenance Technician | 1648 |
| Utilities Technician | 1142 |
| Mechanical Engineering | 1131 |
| Civil Engineering | 1095 |
| Quality Inspector/Engineering | 824 |
| Construction Helper/Worker | 417 |
| Industrial Engineer | 409 |
| Scheduler/Operations Coordinator | 363 |
| Electronic/Electrical Assembler | 322 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Production Operatives | 812 |
| Field Service Engineers | 606 |
| Maintenance Engineers | 514 |
| Telehandlers | 253 |
| Factory Operatives | 238 |
| Site Engineers | 228 |
| Service Engineers | 221 |
| Mechanical Fitters | 207 |
| Multi Skilled Maint. Eng. | 179 |
| Maintenance Operations | 165 |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Marketing | 23% |
| Maintenance Engineering | 9% |
| Machinery | 8% |
| Mechanical Engineering | 7% |
| Field Service Management | 6% |
| Systems Engineering | 5% |
| Production Engineering | 5% |
| Technical Management | 5% |
| Construction | 5% |
| Risk Analysis | 4% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Communication | 22% |
| Management | 12% |
| Customer Services | 11% |
| Planning | 10% |
| Detail Orientated | 9% |
| Problem Solving | 7% |
| Operations | 7% |
| Self Motivation | 6% |
| Sales | 3% |
| Computer Literacy | 3% |

AgriTech and FoodTech

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

Subskills employers say they need for the sector (from LSIP research)

Data analysis
IT & Coding
Veterinarian

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---------------------------------------|---------------------------------------|
| Landscaping/Groundskeeping Worker | 596 |
| Packager | 372 |
| Veterinarian | 265 |
| Veterinary Nurses and Assistants | 163 |
| Pet Care Manager | 128 |
| Farm/Nursery/Greenhouse Worker | 118 |
| Pest Control Technician | 40 |
| Arborist/Tree Surgeon | 27 |
| Landscaping/Grounds Supervisor | 24 |
| Veterinary Technician/Technologist | 22 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Pickers/Packers | 272 |
| Veterinary Surgeons | 208 |
| Grounds Maintenance Operatives | 196 |
| Gardeners | 126 |
| Registered Veterinary Technician | 97 |
| Veterinary Nurses | 57 |
| Landscapers | 45 |
| Pickers | 41 |
| Landscape Gardeners | 38 |
| Grounds Maintenance Workers | 34 |

Top Specialised Skills for the sector

| | Frequency in Adverts |
|-------------------|----------------------|
| Warehousing | 17% |
| Mowing | 16% |
| Marketing | 16% |
| Weed control | 11% |
| Landscaping | 10% |
| Machinery | 9% |
| Pruning | 7% |
| Small Animal Care | 5% |
| Construction | 5% |
| Surgery | 5% |

Top Common Skills for the sector

| | Frequency in Adverts |
|-------------------------|----------------------|
| Communication | 16% |
| Customer Services | 8% |
| Management | 7% |
| Detail Oriented | 7% |
| Self Motivation | 6% |
| Operations | 4% |
| Lifting Ability | 4% |
| Loading and Unloading | 4% |
| Packaging and Labelling | 4% |
| Strong work ethic | 4% |

Community and Voluntary

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) |
|---|
| New volunteer training |
| Existing volunteer upskilling |
| Neurodiversity training |

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---------------------------------------|---------------------------------------|
| Assistant Care Worker | 603 |
| Housing Officer | 166 |
| Mental Health Counsellor | 128 |
| Youth & Community Workers | 125 |
| Fundraising/Development Specialist | 96 |
| Family Therapist | 70 |
| Psychologist | 44 |
| Vocational Rehabilitation Specialist | 12 |
| Project Manager | 4 |
| Addiction Counsellor/Addict Therapist | 4 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Community Support Worker | 190 |
| Care Workers | 101 |
| Fundraisers | 96 |
| Support Workers | 88 |
| Domestic Assistants | 58 |
| Housing Officers | 57 |
| Youth Workers | 50 |
| Residential Workers | 45 |
| Chief Solutions Officers | 28 |
| Community Care workers | 25 |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Mental Health | 14% |
| Personal Care | 12% |
| Marketing | 8% |
| Psychology | 7% |
| Fundraising | 7% |
| Risk Analysis | 5% |
| Performance Management | 5% |
| Nursing | 5% |
| Learning Disabilities | 5% |
| Numeracy | 5% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Communication | 25% |
| Management | 21% |
| Planning | 12% |
| Customer Services | 9% |
| Leadership | 6% |
| Sales | 6% |
| Mathematics | 5% |
| Interpersonal Communication | 5% |
| Teaching | 5% |
| Literacy | 4% |

Construction and the Built Environment

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) | | Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) | Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---|---|---------------------------------------|---------------------------------------|--------------------------------------|---------------------------------------|
| Green Energy | Electrical, general plus new areas i.e. solar PV, EV charge-points, battery storage, doorstep assessors etc Health and Safety CSCS Card Digital cabling (isn't up to date with industry sector) Refrigeration engineers Gas safe engineers Female and ethnically diverse construction workers | Construction Helper/Worker | 1975 | Labourer | 1401 |
| Net Carbon Zero | | Labourer/Material Handler | 1656 | Quantity Surveyors | 1111 |
| Multi trade | | Quantity surveyors | 1565 | Groundworkers | 619 |
| Asbestos removal | | Forklift/Pallet Jack Operator | 906 | Forklift Drivers | 559 |
| Tunnelling | | Carpenter | 761 | Carpenters | 450 |
| Groundwork | | Validation Engineer | 575 | CSCS Labourers | 391 |
| Scaffolding | | Land Surveyors | 526 | Handymen | 321 |
| Archaeologists | | HVAC Mechanic Installer | 496 | Surveyors | 304 |
| Surveyors | | Repair/Service Technician | 496 | Building Surveyors | 271 |
| Planners | | Manufacturing Machine Operator | 451 | Telehandlers | 253 |
| Retrofit | | | | | |
| Cladding | | | | | |
| Steel fabricators | | | | | |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Marketing | 28% |
| Construction | 12% |
| Forklift Truck | 7% |
| Carpentry | 7% |
| Project Controls | 6% |
| Project Planning | 5% |
| Warehousing | 5% |
| Plumbing | 4% |
| Painting | 4% |
| Procurement | 4% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Communications | 14% |
| Management | 10% |
| Customer Service | 6% |
| Planning | 6% |
| Detail Orientated | 5% |
| Loading and Unloading | 4% |
| Self Motivation | 4% |
| Problem Solving | 4% |
| Operations | 3% |
| Strong Work Ethic | 3% |

Creative and Cultural

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) |
|---|
| Technical theatre – light / sound / costume design |
| Event management |
| Marketing in the creative sector |
| Small business operation |
| Finance in the creative sector |
| Network event management |
| Coding and creative computing |
| Sound technicians. |

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---------------------------------------|---------------------------------------|
| Web Developer | 521 |
| Marketing Representative | 446 |
| Graphic Designer/Desktop Publisher | 331 |
| Marketing Coordinator/Assistant | 283 |
| Merchandising Specialist | 270 |
| Public Relations Specialist | 258 |
| Market Research Analyst | 250 |
| Coating/Painting Worker | 209 |
| Social Media Strategist/Specialist | 192 |
| Manufacturing Machine Operator | 184 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Marketing Executives | 288 |
| Spray Painters | 211 |
| Business Development Execs | 165 |
| Marketing Assistants | 138 |
| Digital Marketing Executives | 111 |
| Graphic Designers | 95 |
| Advisors | 83 |
| Merchandisers | 77 |
| PHP Developers | 73 |
| Web Developers | 69 |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Marketing | 33% |
| Social Media | 11% |
| Adobe Photoshop | 8% |
| Finance | 7% |
| Digital Marketing | 7% |
| JavaScript (Program Language) | 6% |
| Search Engine Optimization | 6% |
| Adobe inDesign | 6% |
| Cascading Style Sheets (CSS) | 6% |
| Adobe Illustrator | 5% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Communications | 34% |
| Sales | 20% |
| Detail Oriented | 17% |
| Management | 17% |
| Customer Service | 14% |
| Planning | 11% |
| Self-Motivation | 9% |
| Writing | 8% |
| Research | 8% |
| Microsoft Excel | 6% |

DigiTech

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) |
|---|
| Augmented reality |
| Virtual reality |
| Robotics and automation |
| Coding |
| Data / cyber security |
| Amalgamation of creative and digital skills |

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---------------------------------------|---------------------------------------|
| Computer Support Specialist | 1744 |
| IT Project Manager | 607 |
| Database Administrator | 336 |
| Software QA Engineer/Tester | 282 |
| Information Security Engineer/Analyst | 261 |
| Network/Systems Administrator | 250 |
| Network/Systems Support Specialist | 239 |
| Data Engineer | 148 |
| Hardware Engineer | 144 |
| Project Manager | 73 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| IT Support Engineers | 189 |
| IT Support Technicians | 121 |
| Line Support Engineers | 120 |
| Technical Managers | 101 |
| IT Technicians | 100 |
| Service Desk Analysts | 98 |
| Data Engineers | 90 |
| Hardware Engineers | 72 |
| Security Engineers | 70 |
| Help Desk Analysts | 70 |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Marketing | 17% |
| Technical Support | 15% |
| Help Desk Support | 12% |
| Microsoft Office 365 | 10% |
| Active Directory | 9% |
| Microsoft Azure | 8% |
| SQL (Programming Language) | 8% |
| Agile Methodology | 7% |
| Operating System | 6% |
| Window Servers | 6% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Communications | 35% |
| Management | 25% |
| Customer Service | 23% |
| Problem Solving | 14% |
| Trouble shooting | 12% |
| Detail Oriented | 10% |
| Planning | 10% |
| Operations | 9% |
| Microsoft Office | 8% |
| Leadership | 8% |

Education (newly added)

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

Subskills employers say they need for the sector (from LSIP research)

Newly added sector

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---------------------------------------|---------------------------------------|
| Teaching Assistant | 2728 |
| Tutor | 2533 |
| Primary School Teacher | 1612 |
| University Lecturer | 1155 |
| Secondary School Teacher | 694 |
| SEN Teacher | 533 |
| Science Teacher | 508 |
| Supply Teacher | 471 |
| Vocational Education Tutor | 460 |
| English/Language/Arts Teacher | 389 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Teaching Assistants | 795 |
| SEN Teaching Assistant | 620 |
| Mathematics Teacher | 482 |
| Primary Teacher | 480 |
| Supply Teacher | 423 |
| Cover Supervisor | 420 |
| English Teacher | 347 |
| Science Teacher | 300 |
| Peer Tutors | 275 |
| Early Years Teachers | 265 |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Marketing | 17% |
| Working with Children | 9% |
| Autism Spectrum Disorders | 9% |
| Special Education | 8% |
| Learning Support | 6% |
| Lesson Planning | 6% |
| National Curriculum | 5% |
| Classroom Management | 4% |
| Mental Health | 4% |
| Mathematics Education | 4% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Teaching | 67% |
| Communications | 22% |
| Management | 15% |
| Mathematics | 14% |
| Planning | 11% |
| Enthusiasm | 9% |
| Leadership | 7% |
| Innovation | 6% |
| Training and Development | 4% |
| Positivity | 4% |

Health, Social Care & Med Tech

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) |
|--|
| Digital skills (to use modern equipment and analyse data) Lab technicians |

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---|---------------------------------------|
| Caregiver/Personal Care Aide | 6064 |
| Registered General Nurse (RGN) | 5912 |
| Care Assistant | 4938 |
| Nursing Assistant/Healthcare Assistant | 1937 |
| Physician | 1395 |
| Nursery Nurses/assistant and playworker | 1194 |
| Healthcare Manager | 1149 |
| Family/School/General Social Worker | 1042 |
| Nurse Practitioner | 879 |
| Physiotherapist | 655 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Support Workers | 3670 |
| Care Assistants | 2560 |
| Health Care Assistants | 1537 |
| Registered Nurse | 713 |
| Staff Nurse | 666 |
| Physiotherapists | 575 |
| Night Assistants | 531 |
| Occupational Therapist | 524 |
| Registered General Nurses | 441 |
| Practitioners | 367 |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Nursing | 16% |
| Personal Care | 15% |
| Mental Health | 10% |
| Midwifery | 8% |
| Marketing | 7% |
| Auditing | 6% |
| Companionship | 5% |
| Clinical Governance | 4% |
| Risk Analysis | 4% |
| Social Work | 4% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Communications | 25% |
| Management | 16% |
| Planning | 8% |
| Leadership | 8% |
| Research | 7% |
| Teaching | 6% |
| Innovation | 5% |
| Customer Service | 5% |
| Compassion | 5% |
| Enthusiasm | 5% |

Professional Services

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) |
|---|
| People management training at all levels |
| Senior management training |
| Project Management |
| Insolvency training |
| L2 Administration |

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|---------------------------------------|---------------------------------------|
| Office/Administrative Assistant | 7211 |
| Bookkeeper/Accounting Clerk | 3476 |
| Accountant | 2112 |
| Receptionist | 1992 |
| Recruiter | 1758 |
| Quantity Surveyors | 1565 |
| HR/Labour Relations Specialist | 1513 |
| Project Manager | 1257 |
| Sales Assistant | 1224 |
| Lawyer | 1222 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Quantity Surveyors | 1111 |
| Account Assistants | 1050 |
| Administrators | 1046 |
| Recruitment Consultants | 831 |
| Receptionists | 746 |
| Credit Controllers | 721 |
| Management Accountants | 648 |
| Project Managers | 547 |
| Sales Administrators | 535 |
| Assistant Managers | 480 |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Marketing | 18% |
| Finance | 14% |
| Invoicing | 11% |
| Accounting | 11% |
| Procurement | 8% |
| Auditing | 7% |
| Purchasing | 5% |
| Key Performance Indicators (KPIs) | 5% |
| Credit Control | 4% |
| Booking (Sales) | 4% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Communications | 34% |
| Management | 25% |
| Customer Service | 21% |
| Sales | 18% |
| Detail Oriented | 17% |
| Microsoft Excel | 10% |
| Planning | 9% |
| Microsoft Office | 7% |
| Self-Motivation | 7% |
| Operations | 7% |

Transport and Logistics

Data source: Lightcast Job Posting Analytics Feb 22 - Feb 23 (March 23 KK)

| Subskills employers say they need for the sector (from LSIP research) |
|---|
| Warehousing |
| Freight forwarders |
| Drivers |
| EVs |
| IT and automation |

| Top Posted Occupations for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--|---------------------------------------|
| Delivery Driver | 2965 |
| Automotive Service Technician/Mechanic | 2367 |
| Warehouse/Inventory Associate | 210 |
| Labourer/Material Handler | 2035 |
| HGV/LGV Class 2 Driver | 1817 |
| HGV/LGV Class 1 Driver | 1041 |
| Storage/Distribution Manager | 489 |
| Van/Taxi/Shuttle Driver | 467 |
| Driving Instructions | 454 |
| Auto Body Technician | 285 |

| Top Posted Job Titles for the sector | Number of vacancies (Feb 22 - Feb 23) |
|--------------------------------------|---------------------------------------|
| Warehousing | 37% |
| Marketing | 17% |
| Forklift truck | 8% |
| Palletizing | 6% |
| Vehicle Maintenance | 5% |
| Manual Handling | 4% |
| Housekeeping | 4% |
| Stock Control | 3% |
| Order Picking | 3% |
| Key Performance Indicators (KPIs) | 2% |

| Top Specialised Skills for the sector | |
|---------------------------------------|----------------------|
| | Frequency in Adverts |
| Warehousing | 37% |
| Marketing | 17% |
| Forklift truck | 8% |
| Palletizing | 6% |
| Vehicle Maintenance | 5% |
| Manual Handling | 4% |
| Housekeeping | 4% |
| Stock Control | 3% |
| Order Picking | 3% |
| Key Performance Indicators | 2% |

| Top Common Skills for the sector | |
|----------------------------------|----------------------|
| | Frequency in Adverts |
| Customer Service | 18% |
| Communications | 16% |
| Loading and Unloading | 13% |
| Detail Orientated | 8% |
| Lifting Ability | 8% |
| Management | 7% |
| Strong Work Ethic | 5% |
| Operations | 4% |
| Self Motivation | 4% |
| Sales | 3% |