

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

Emerging Priorities (March 2023) (Updated June 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 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 (Cross Cutting Themes)
- 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.
- The inclusion of SOC codes (Standard Occupational Classifications) is to give the reader an understanding of more specific technical skills in the identified sectors. It is accepted that sectors generally overlap with each other and that specific SOC codes do not always represent every technical skill in a sector.

Section 1 - Essex Skills Priorities (Cross Cutting Themes):

	Priority	Summary Description	Potential actions
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.	<ul style="list-style-type: none"> • Embed a focus on employability skills throughout the skills system that equips people with the skills they need and builds aspiration to work. • Implement a framework to systematically develop soft-skills and behaviours in young people pre and post 16 e.g. Skills Builder Universal Framework. • Review and enhance (where necessary) industry specific soft-skills and behaviours content within all vocational programmes. • Explore the development of a VR / online package to teach soft-skills and behaviours – ‘<i>be ready for work in Essex</i>’. • Develop a “pathways to work” programme to support adults entering and returning to the labour market.
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.	<ul style="list-style-type: none"> • Review and enhance curriculum integration of English and Maths to ensure that learners understand how they are applied within specific industries. • Further promotion and engagement with national initiatives such as the Maths Multiply programme. • Review and improve access and funding for all to ESOL provision across the county.
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.	<ul style="list-style-type: none"> • Review current digital curriculum to ensure that it is up to date with relevant industry practice. • Review and enhance (where necessary) industry specific digital skills content within all vocational programmes. • Ensure learners have a sufficiently well-developed understanding of the use of specific software packages used within their industries. • Investigate and develop resource to co-ordinate, develop and share digital training solutions across the county including local digital training hubs offering free, up to date digital technologies and skills training, signposting to apprenticeships 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.	<ul style="list-style-type: none"> • Review and enhance current county wide green skills and low carbon training offer to ensure that it adequately meets the needs of both individual and industry upskilling. • Develop a network of green skills and low carbon training hubs across the county. • Integrate green skills and low carbon awareness into all study programmes at all levels. • Develop an annual green skills and low carbon conference in Essex which includes education.
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.	<ul style="list-style-type: none"> • Ensure the soft-skills and behaviours framework developed in priority 1 includes Leadership as a key element. • Explore and develop a framework for knowledge exchange between older and younger workers which facilitates mentorship of future managers and leaders. • Investigate and develop short courses that specifically support new entrants and existing employees who are promoted to first line management i.e. emerging leadership course • Review and enhance current curriculum offer for leadership and management to ensure it adequately meets the needs of industry with specific reference to hybrid and remote working. • Investigate and develop an employer toolkit that supports leaders and managers in working with different groups of diverse employees and their associated needs.

Section 2 - Essex Skills System Priorities:

	Priority	Summary Description	Potential actions
1	Skills planning system for Essex	There is no formal process for skills planning across Essex. This results in a lack of co-ordination, fragmentation, and poor ownership of local skills planning and delivery. The development of a local skills planning system across Essex (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.	<ul style="list-style-type: none"> • Develop and implement a system for skills planning across Essex which includes an Essex Employment and Skills Board, with appropriate priority and sector working groups. • Collaborate across Essex to develop a “one stop shop” approach to skills to simplify the landscape for all stakeholders. • Maximise use of the Essex, Southend and Thurrock Opportunities Portals. • Provide the sector with regular LMI and evidence base updates. • Investigate and design a local system for AEB funding for any future Essex Devolution deal. • Design and implement a priority system for capital development of the skills infrastructure across the county, utilising available funding grants and initiatives e.g. LSIF and Section 106 type funding (at county or district level).
2	System access and flexibility	Feedback indicates that there is a general lack of awareness of how the current education system works, and that many struggle to access it effectively. Both employers and providers have indicated that the education system can be difficult to navigate, and that more flexible training options would be useful in meeting current and future skills needs. 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. This issue permeates through all layers of the current system including new entrants and reskilling of the existing workforce.	<ul style="list-style-type: none"> • Collaborate with other providers to seek ways of adapting current funding opportunities to meet the flexible demands of employers for upskilling and reskilling. • Explore and develop a mechanism to improve access to information across the county and to simplify the landscape for employers to understand what is available within the current funding system. • Further develop local access to and delivery of Flexi-Job apprenticeships. • Proactively promote existing flexibilities within AEB funding, the Apprenticeship Levy system and the levy fund transfer scheme. • Explore and develop innovative adult provision that responds to employer needs through 3% AEB flexibility pre-Essex Devolution. • Maximise potential AEB flexibilities with future Essex Devolution deal to ensure that local priorities for adults can be met. • Support central government policies around increased flexibilities within the funding system and the simplification agenda.
3	Information, Careers Advice and Guidance	To ensure that appropriately skilled labour is available to industry, it is vital that careers advice and guidance are of high quality and consistent across all levels of the education system throughout Essex.	<ul style="list-style-type: none"> • Proactively seek ways to improve promotion and perception of industry career paths through better employer/education engagement with careers partners and careers hubs.

		<p>Employers have fed-back their experiences with inconsistencies. They are primarily, pre-16, but post-16 and adults would also benefit from join up to local initiatives and improvements to ensure they are reflecting the needs of the local economy. This includes ensuring that vocational pathways (including apprenticeships) are presented 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>	<ul style="list-style-type: none"> • Develop a strategy to support schools, colleges and training providers to meet all eight Gatsby Benchmarks, and ensure that sufficient qualified CIAG staff are available across Essex. • Further embed adult CIAG to support learners to assess what skills they need to improve, upskill and / or further develop their career. • Further develop the ECC Careers Magazine and industry specific promotional materials e.g. posters, social media posts, direct emailing via schools parental newsletters etc • Design and develop interactive career route maps (including “a day in the life” vocational examples) that are up to date and include new emerging sectors and job roles. • Explore, develop and implement an “Employers Skills Pledge” system to encourage employers to engage with providers to offer more work experience, work placements, careers events and industry talks. • Explore, develop and implement a central ‘experiences of the workplace’ system to support employers, schools, college, training providers, young people and adults. • Develop imaginative ways to influence young people’s career aspirations via modern methods e.g. interactive online platforms, social media influencers etc.
4	<p>Tutor shortages and capacity of providers to respond</p>	<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>	<ul style="list-style-type: none"> • Further develop work with SELEP and their Delivering Skills for the Future Programme to raise awareness of tutor shortages, contribute towards specialist skills shortages uplift payments, contribute to mentoring/support and remitted time for new & inexperienced teachers, and contribute to teacher training costs (possibly via funded initiatives e.g. Skills Bootcamps). • Continue to promote the DfE’s Teach in Further Education campaign across Essex. • Explore and develop innovative ways that experts can be released from industry into colleges to teach part-time and / or provide guest lectures for specific technical subjects either face to face or virtually – could include HEI undergraduate release programme. • Collaborate with industry partners to ensure post-16 teaching staff have access to industry upskilling, knowledge transfer and advance technologies to ensure that their technical skills are up to date. • Continue to build upon the Sector Development Fund work via the upcoming Local Skills Improvement Fund (LSIF) to ensure that capacity is available to develop new provision in existing and emerging curriculum areas.

			<ul style="list-style-type: none"> Invest capital funding in infrastructure and equipment via the LSIF to meet current and emerging skills needs across Essex. Invest revenue funding via the LSIF to support additional costs of small group sizes to develop new provision in existing and emerging sectors.
5	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>	<ul style="list-style-type: none"> Investigate and develop an employer toolkit that brings together existing resources to support industry in managing mental health, disability, long-term health conditions, those from non-traditional backgrounds, neurodiversity, Autism, the over 50's returning to work, ex-service personnel and ex-offenders in the workplace. Further develop ECCs Inclusive Employer Network "inclusive by design" and expand the role of job coaches and Employment Ambassadors. Further expand and develop the supported internships model. Increase access across Essex to apprenticeships for learners with SEND and non-traditional needs.
6	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>	<ul style="list-style-type: none"> Maximise the use of current bursary schemes to ensure that they are accessed by all and ensure available support is clearly understood and promoted effectively including all ECC levelling Up Cohorts and Places. Design a maintenance grant/bursary scheme that will support the income of adults at level 2/3 whilst retraining. Design an appropriate AEB bursary scheme for any future Essex Devolution deal. Travel to Learn - review the local training landscape to ensure that it is accessible to all at an affordable cost and explore all available options to subsidise the cost of transport. Improve access to childcare and associated financial support for Essex learners. Support central government policies around employer incentive payments and flexibilities to hire an apprentice to improve accessibility across Essex.

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%

SOC codes used for Advanced Manufacturing, Engineering & Aviation

8115	Metal making and treating process operatives	9131	Industrial cleaning process occupations
8119	Process operatives n.e.c.	9139	Elementary process plant occupations n.e.c.
8120	Metal working machine operatives	1257	Hire services managers and proprietors
8131	Paper and wood machine operatives	2121	Civil engineers
8132	Mining and quarry workers and related operatives	2122	Mechanical engineers
8133	Energy plant operatives	2124	Electronics engineers
8134	Water and sewerage plant operatives	2125	Production and process engineers
8135	Printing machine assistants	2127	Engineering project managers and project engineers
8139	Plant and machine operatives n.e.c.	2129	Engineering professionals n.e.c.
8141	Assemblers (electrical and electronic products)	3112	Electrical and electronics technicians
8142	Assemblers (vehicles and metal goods)	3113	Engineering technicians
8143	Routine inspectors and testers	3115	Quality assurance technicians
8144	Weighers, graders and sorters	3116	Planning, process and production technicians
8146	Sewing machinists	3119	Science, engineering and production technicians n.e.c.
8149	Assemblers and routine operatives n.e.c.	5242	Telecoms and related network installers and repairers
8160	Production, factory and assembly supervisors	5243	TV, video and audio servicers and repairers
2126	Aerospace engineers	5246	Electrical service and maintenance mechanics and repairers
3511	Aircraft pilots and air traffic controllers	5249	Electrical and electronic trades n.e.c.
5234	Aircraft maintenance and related trades	5250	Skilled metal, electrical and electronic trades supervisors
8233	Air transport operatives	8113	Chemical and related process operatives
6213	Air travel assistants	8114	Plastics process operatives

Data source: ONS SOC Classification 2020 – Please note that there may be some cross cutting areas within sectors, we have tried to be logical and ensure we have a consistent list (March 23 KK)

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%

SOC codes used for AgriTech and FoodTech:

9111	Farm workers
9112	Forestry and related workers
9119	Fishing and other elementary agriculture occupations n.e.c.
1211	Managers and proprietors in agriculture and horticulture
1212	Managers and proprietors in forestry, fishing and related services
2240	Veterinarian
3240	Veterinary nurses
5111	Farmers
5112	Horticultural trades
5113	Gardeners and landscape gardeners
5114	Groundsmen and greenkeepers
5119	Agricultural and fishing trades n.e.c.
6121	Pest control officers
6129	Animal care services occupations n.e.c.
8111	Food, drink and tobacco process operatives
9132	Packers, bottlers, canners and fillers

Data source: ONS SOC Classification 2020 – Please note that there may be some cross cutting areas within sectors, we have tried to be logical and ensure we have a consistent list (March 23 KK)

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%

SOC codes used for Community and Voluntary

3221	Youth and community workers
3223	Housing officers
3224	Counsellors
3229	Welfare and housing associate professionals n.e.c.

Data source: ONS SOC Classification 2020 – Please note that there may be some cross cutting areas within sectors, we have tried to be logical and ensure we have a consistent list (March 23 KK)

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)	
Green Energy	Electrical, general plus new areas i.e. solar PV, EV charge-points, battery storage, doorstep assessors etc
Net Carbon Zero	
Multi trade	Health and Safety
Asbestos removal	
Tunnelling	CSCS Card
Groundwork	
Scaffolding	Digital cabling (isn't up to date with industry sector)
Archaeologists	
Surveyors	Refrigeration engineers
Planners	
Retrofit	Gas safe engineers
Cladding	
Steel fabricators	Female and ethnically diverse construction workers

Top Posted Occupations for the sector	Number of vacancies (Feb 22 - Feb 23)
Construction Helper/Worker	1975
Labourer/Material Handler	1656
Quantity surveyors	1565
Forklift/Pallet Jack Operator	906
Carpenter	761
Validation Engineer	575
Land Surveyors	526
HVAC Mechanic Installer	496
Repair/Service Technician	496
Manufacturing Machine Operator	451

Top Posted Job Titles for the sector	Number of vacancies (Feb 22 - Feb 23)
Labourer	1401
Quantity Surveyors	1111
Groundworkers	619
Forklift Drivers	559
Carpenters	450
CSCS Labourers	391
Handymen	321
Surveyors	304
Building Surveyors	271
Telehandlers	253

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%

SOC codes used for Construction and the Built Environment:

9121	Groundworkers	5317	Glaziers, window fabricators and fitters
9129	Elementary construction occupations n.e.c.	5319	Construction and building trades n.e.c.
2455	Construction project managers and related professionals	5321	Plasterers
2451	Architects	5322	Floorers and wall tilers
2452	Chartered architectural technologists, planning officers and consultants	5323	Painters and decorators
2453	Quantity surveyors	5330	Construction and building trades supervisors
2454	Chartered surveyors	8151	Scaffolders, staggers and riggers
2481	Quality control and planning engineers	8152	Road construction operatives
5211	Sheet metal workers	8153	Rail construction and maintenance operatives
5212	Metal plate workers, smiths, moulders and related occupations	8159	Construction operatives n.e.c.
5213	Welding trades	8221	Crane drivers
5214	Pipe fitters	8222	Fork-lift truck drivers
5221	Metal machining setters and setter-operators	8229	Mobile machine drivers and operatives n.e.c.
5222	Tool makers, tool fitters and markers-out	5241	Electricians and electrical fitters
5223	Metal working production and maintenance fitters	3114	Building and civil engineering technicians
5224	Precision instrument makers and repairers	2123	Electrical engineers
5225	Air-conditioning and refrigeration installers and repairers	1254	Waste disposal and environmental services managers
5311	Steel erectors	2151	Conservation professionals
5312	Stonemasons and related trades	2152	Environment professionals
5313	Bricklayers	2483	Environmental health professionals
5314	Roofers, roof tilers and slaters	5315	Plumbers & heating and ventilating installers and repairers
		5316	Carpenters and joiners

Data source: ONS SOC Classification 2020 – Please note that there may be some cross cutting areas within sectors, we have tried to be logical and ensure we have a consistent list (March 23 KK)

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%

SOC codes used for Creative and Cultural

1255	Managers and directors in the creative industries	3422	Clothing, fashion and accessories designers
2141	Web design professionals	3429	Design occupations n.e.c.
2142	Graphic and multimedia designers	3553	Merchandisers
2471	Librarians	3554	Marketing associate professionals
2472	Archivists and curators	3557	Events managers and organisers
2491	Newspaper, periodical and broadcast editors	5411	Upholsterers
2492	Newspaper and periodical broadcast journalists and reporters	5412	Footwear and leather working trades
2493	Public relations professionals	5413	Tailors and dressmakers
2494	Advertising accounts managers and creative directors	5419	Textiles, garments and related trades n.e.c.
3411	Artists	5421	Pre-press technicians
3412	Authors, writers and translators	5422	Printers
3413	Actors, entertainers and presenters	5423	Print finishing and binding workers
3414	Dancers and choreographers	5441	Glass and ceramics makers, decorators and finishers
3415	Musicians	5442	Furniture makers and other craft woodworkers
3416	Arts officers, producers and directors	5443	Florists
3417	Photographers, audio-visual and broadcasting equipment operators	5449	Other skilled trades n.e.c.
3421	Interior designers	7125	Visual merchandisers and related occupations
		8112	Textile process operatives

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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%

SOC codes used for DigiTech

2131	IT project managers
2132	IT managers
2133	IT business analysts, architects and systems designers
2134	Programmers and software development professionals
2135	Cyber security professionals
2136	IT quality and testing professionals
2137	IT network professionals
2139	Information technology professionals n.e.c.
3120	CAD, drawing and architectural technicians
3131	IT operations technicians
3132	IT user support technicians
3133	Database administrators and web content technicians
5244	Computer system and equipment installers and servicers
5245	Security system installers and repairers

Data source: ONS SOC Classification 2020 – Please note that there may be some cross cutting areas within sectors, we have tried to be logical and ensure we have a consistent list (March 23 KK)

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%

SOC codes used for Education:

6111	Early education and childcare assistants
6112	Teaching assistants
6113	Educational support assistants
2311	Higher education teaching professionals
2312	Further education teaching professionals
2313	Secondary education teaching professionals
2314	Primary education teaching professionals
2315	Nursery education teaching professionals
2316	Special and additional needs education teaching professionals
2317	Teachers of English as a foreign language
2319	Teaching professionals n.e.c.
3231	Higher level teaching assistants
2321	Head teachers and principals
2322	Education managers
2323	Education advisers and school inspectors
2324	Early education and childcare services managers
2329	Other educational professionals n.e.c
4213	School secretaries

Data source: ONS SOC Classification 2020 – Please note that there may be some cross cutting areas within sectors, we have tried to be logical and ensure we have a consistent list (March 23 KK)

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%

SOC codes used for Health, Social Care & Med Tech

1171	Health services and public health managers and directors	2259	Other health professionals n.e.c.
1172	Social services managers and directors	2461	Social workers
1231	Health care practice managers	2464	Youth work professionals
1232	Residential, day and domiciliary care managers and proprietors	2469	Welfare professionals n.e.c.
1233	Early education and childcare services proprietors	3211	Dispensing opticians
2211	Generalist medical practitioners	3212	Pharmaceutical technicians
2212	Specialist medical practitioners	3213	Medical and dental technicians
2221	Physiotherapists	3214	Complementary health associate professionals
2222	Occupational therapists	3219	Health associate professionals n.e.c.
2223	Speech and language therapists	3222	Child and early years officers
2224	Psychotherapists and cognitive behaviour therapists	3232	Early education and childcare practitioners
2225	Clinical psychologists	4211	Medical secretaries
2226	Other psychologists	6131	Nursing auxiliaries and assistants
2229	Therapy professionals n.e.c.	6132	Ambulance staff (excluding paramedics)
2231	Midwifery nurses	6133	Dental nurses
2232	Registered community nurses	6134	Houseparents and residential wardens
2233	Registered specialist nurses	6135	Care workers and home carers
2234	Registered nurse practitioners	6136	Senior care workers
2235	Registered mental health nurses	6137	Care escorts
2236	Registered children's nurses	6138	Undertakers, mortuary and crematorium assistants
2237	Other registered nursing professionals	3111	Laboratory technicians
2251	Pharmacists	2111	Chemical scientists
2252	Optometrists	2112	Biological scientists
2253	Dental practitioners	2113	Biochemists and biomedical scientists
2254	Medical radiographers	2114	Physical scientists
2255	Paramedics	2115	Social and humanities scientists
2256	Podiatrists	2119	Natural and social science professionals n.e.c.

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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%

SOC codes used for Professional Services

2411	Barristers and judges	3556	Sales accounts and business development managers
2412	Solicitors and lawyers	3560	Public services associate professionals
2419	Legal professionals n.e.c.	4111	National government administrative occupations
2421	Chartered and certified accountants	4112	Local government administrative occupations
2422	Finance and investment analysts and advisers	4113	Officers of non-governmental organisations
2423	Taxation experts	4121	Credit controllers
2431	Management consultants and business analysts	4122	Book-keepers, payroll managers and wages clerks
2432	Marketing and commercial managers	4123	Bank and post office clerks
2433	Actuaries, economists and statisticians	4124	Finance officers
2434	Business and related research professionals	4129	Financial administrative occupations n.e.c.
2435	Professional/Chartered company secretaries	4131	Records clerks and assistants
2439	Business, research and administrative professionals n.e.c.	4132	Pensions and insurance clerks and assistants
2440	Business and financial project management professionals	4133	Stock control clerks and assistants
2482	Quality assurance and regulatory professionals	4135	Library clerks and assistants
3520	Legal associate professionals	4136	Human resources administrative occupations
3531	Brokers	4141	Office managers
3532	Insurance underwriters	4142	Office supervisors
3533	Financial and accounting technicians	4143	Customer service managers
3534	Financial accounts managers	4151	Sales administrators
3541	Estimators, valuers and assessors	4152	Data entry administrators
3542	Importers and exporters	4159	Other administrative occupations n.e.c.
3543	Project support officers	4212	Legal secretaries
3544	Data analysts	4214	Company secretaries and administrators
3549	Business associate professionals n.e.c.	4215	Personal assistants and other secretaries
3551	Buyers and procurement officers	4216	Receptionists
3552	Business sales executives	4217	Typists and related keyboard occupations
3555	Estate agents and auctioneers		

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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%

SOC codes used for Transport and Logistics

9251	Elementary storage supervisors	8211	Large goods vehicle drivers
9252	Warehouse operatives	8212	Bus and coach drivers
9253	Delivery operatives	8213	Taxi and cab drivers and chauffeurs
9259	Elementary storage occupations n.e.c.	8214	Delivery drivers and couriers
9259	Directors in logistics, warehousing and transport	8215	Driving instructors
9259	Managers in transport and distribution	8219	Road transport drivers n.e.c.
9259	Managers in storage and warehousing	8231	Train and tram drivers
9259	Managers in logistics	8232	Marine and waterways transport operatives
9259	Transport and distribution clerks and assistants	8234	Rail transport operatives
9259	Boat and ship builders and repairers	8239	Other drivers and transport operatives n.e.c.
9259	Rail and rolling stock builders and repairers	8145	Tyre, exhaust and windscreen fitters
9259	Vehicle technicians, mechanics and electricians	1252	Garage managers and proprietors
9259	Vehicle body builders and repairers	7115	Vehicle and parts salespersons and advisers
9259	Vehicle paint technicians		

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