

Greater Essex Local Skills Improvement Plan (LSIP)

2026–2029

Annex A

Further information
on skills needs



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UK Government

Annex A – Skills Needs

Section 5 of the main LSIP report sets out the context for skills needs and factors that will impact them, such as major projects and housing developments. It also utilises information from sector bodies and employer feedback through a survey and roundtables held to inform the LSIP. Vacancy data has also been used to determine the occupations and skills in greatest demand, now and in the future.

This annex provides further detail on the skills needs and occupations identified in the main report, mapped against the priority sectors. The table below maps these against SIC and SOC Codes and the end of the report also captures the top vacancies per sector, which have helped to inform skills needs. This will be kept under review, as and when new information is provided.

LSIP Occupation Name	Definition within the LSIP report	Relevant SOC Code(s)	LSIP Sector name	Relevant SIC Code(s)	Mapping limitations / further information
Care workers/home carers	Carer in any social care setting.	6145 /6135	Health, social care and medtech	87.30 – Residential care activities for the elderly and disabled, 87.10 – residential nursing care activities	High demand in Essex. Skills for Care – Essex workforce needs to grow by 40% by 2040 (23,000 jobs). Impacted by growing/ageing population.
Health care assistants	Supporting medical staff to provide care in health/care settings.	6141	Health, social care and medtech	86.1, 86.9	NHS one of biggest employers locally. High vacancy numbers and sector reporting shortages.
Nurses/medical practitioners	Registered nurses and medical practitioners working in health/care settings.	2211–2219	Health, social care and medtech	86.1	NHS one of biggest employers locally. High vacancy numbers and sector reporting shortages.
Laboratory technicians	Providing lab tests, preparing samples, supporting scientists.	3111	Health, social care and medtech	86.90	Requirements across health and medtech. Could increase with UKHSA relocation to Essex.
Primary and secondary school teachers	Teaching in schools across Essex.	2314, 2313	Education (underpinning work across the LSIP)	85.31, 85.20	High numbers of vacancies across Essex. Impacts also on Further Education recruitment which is experiencing shortages.
Higher level teaching assistants	A teaching assistant taking on responsibilities such as teaching and planning.	3231	Education (underpinning work across the LSIP)	85.31, 85.20	High numbers of vacancies across Essex.

Annex A – Skills Needs (cont.)

LSIP Occupation Name	Definition within the LSIP report	Relevant SOC Code(s)	LSIP Sector name	Relevant SIC Code(s)	Mapping limitations / further information
Early education and childcare assistants	Assistants in early education and childcare such as nurseries.	6111	Education (underpinning work across the LSIP)	85.10, 88.91	Shortages in childcare impacting on sectors more broadly.
HGV drivers	Drivers of goods from ports and across road networks.	8211	Transport and logistics	49.41; 52.29	High levels of vacancies across Essex. Growth of ports and population growth likely to impact.
Delivery drivers	Drivers delivering goods and products locally.	8212	Transport and logistics	49.41; 52.29	Linked to growth in e-commerce. Likely to remain in demand. Related to retail sector.
Warehouse operatives	Handling, organising of stock in a warehouse.	8160	Transport and logistics	49.41; 52.29	High vacancy levels across Essex. Impact from robotics increasingly being used.
Bus and coach drivers	Driver of passengers across local area and beyond.	8212	Transport and logistics	49.31/9	High vacancy levels. Impacts on transport and travel across Essex, which is a barrier for many young people.
Quantity surveyors	Construction professional overseeing cost, procurement, and contracts.	2433	Construction and the built environment	41.20, 41.21, 41.22	High vacancy levels and feedback on shortages from the sector. Impacts on growth and speed of development.
Metal working production and maintenance fitters	Supporting various industries with metal work and maintenance.	5233	Construction and the built environment	41.20, 41.21, 41.22	High vacancy levels in Essex and feedback from sector. Also need in related sectors such as manufacturing.
Site supervisor – construction and building sites	Overseeing sites such as health and safety, materials, staff.	5330/08	Construction and the built environment	41.20, 41.21, 41.22	Feedback from sector – including major projects.
Electricians and electrical fitters	Supporting installation, maintenance and repair.	5241	Construction and the built environment	41.20, 41.21, 41.22	High vacancy levels in Essex and feedback from sector. Also need in related sectors such as manufacturing. Some links to clean energy in ensuring the adoption of latest tech.

Annex A – Skills Needs (cont.)

LSIP Occupation Name	Definition within the LSIP report	Relevant SOC Code(s)	LSIP Sector name	Relevant SIC Code(s)	Mapping limitations / further information
Carpenters and joiners	Supporting installing, repairing, constructing wooden structures.	5316	Construction and the built environment	41.20, 41.21, 41.22	High vacancy levels in Essex and feedback from sector. Links to sectors such as creative as carpenters required in theatre design.
Plumbers & heating and ventilating installers and repairers	Assembly, installation, maintenance, and repair of plumbing fixtures, heating systems, and ventilation systems.	5315	Construction and the built environment	41.20, 41.21, 41.22	High vacancy levels in Essex and feedback from sector. Some links to clean energy in ensuring the adoption of latest tech.
Steel fixers	Installing and tying steel to reinforce concrete structures and buildings.	5319/06	Construction and the built environment	41.20, 41.21, 41.22	Fed back by employers/major projects.
Administrative roles	General administrative tasks to support offices and employers.	4112	Professional services	Cross sector 82.1; 84	High vacancy levels but impacted by automation. Cross-cutting, all sectors have requirements.
Bookkeepers, payroll managers and wages clerks	Maintaining books and accounts, overseeing payroll functions.	4122	Professional services	69.20/1	High vacancy levels. Crossover into other sectors where payroll is required.
Business development managers	Supporting companies with generating opportunities, client relations etc.	3545	Professional services	69.20/1	High vacancy levels and feedback from the sector. Cuts across all sectors where there is a need for business development.
Business and financial project management professionals	Support with projects across different sectors and aspects of work.	2424	Professional services	69.20/1	High vacancy levels and feedback from the sector. Cuts across all sectors where there is a need for business development.

Annex A – Skills Needs (cont.)

LSIP Occupation Name	Definition within the LSIP report	Relevant SOC Code(s)	LSIP Sector name	Relevant SIC Code(s)	Mapping limitations / further information
Civil engineers	Supporting planning, design and overseeing infrastructure projects.	2121	Advanced manufacturing, engineering & aviation	42.99	High vacancy levels and likely to increase with major projects and housing growth. Also links to the construction sector.
Industrial cleaning process occupations	Cleaning manufactured goods, plants and machinery.	9132	Advanced manufacturing, engineering & aviation		
Elementary process plant occupations	Elementary tasks in foundries, engineering and related sectors.	9139	Advanced manufacturing, engineering & aviation	28.92/3	High vacancy levels and feedback from the sector. Links to others sectors, such as construction.
Wind turbine technician	Contributing to the maintenance of wind turbines.	3113/02	Advanced manufacturing, engineering & aviation	35.11	Feedback from local employers.
Steel fabrication	Contributing to the maintenance of wind turbines.	5311/00	Advanced manufacturing, engineering & aviation	35.11	Feedback from local employers.
Onshore export cable/substation civil works	Construction phase for Five Estuaries.	8151/01	Advanced manufacturing, engineering & aviation	35.11	Feedback from developers.
Gardeners and landscape gardeners	Maintaining and developing parks, gardens and landscapes.	5113	Agri-tech, food tech & horticulture	01.30	High vacancy levels and feedback from the sector.
Farmers	Growing crops, or raising animals for food.	5111	Agri-tech, food tech & horticulture	01.11, 01.42, 01.50	High vacancy levels and feedback from the sector. Links to food security.
Animal care services occupations	Supporting with aspects of animal care such as feeding and cleaning.	6129	Agri-tech, food tech & horticulture	75.00	

Annex A – Skills Needs (cont.)

LSIP Occupation Name	Definition within the LSIP report	Relevant SOC Code(s)	LSIP Sector name	Relevant SIC Code(s)	Mapping limitations / further information
Marketing associate professionals	Leading on marketing activities and related work.	3543	Creative industries	73.11, 73.20	Cross-cutting as may be required across all sectors. High levels of vacancies.
Graphic and multimedia designers	Design for aspects such as marketing, websites, etc.	2142	Creative industries	74.10	Cross-cutting as may be required across all sectors. High levels of vacancies.
Events managers and organisers	Overseeing and running events.	3557	Creative industries	82.30/2	Cross cutting as may be required across other sectors.
Programmers and software development professionals	Designing, developing, testing, implementing, and maintaining software.	2134	Digi-tech	62.01/02	Cross-cutting as may be required across other sectors. High levels of vacancies.
IT managers	Overseeing IT systems and teams within an organisation.	2132	Digi-tech	62.01/02/09	Cross-cutting as may be required across other sectors. High levels of vacancies.
IT business analysts, architects and systems designers	Building, designing and overseeing IT systems.	2135	Digi-tech	62.01/02/09	Cross-cutting as may be required across other sectors. High levels of vacancies.
Information technology professionals	Designing, supporting with IT and related aspects.	2317	Digi-tech	62.01/02/09	Cross-cutting as may be required across other sectors. High levels of vacancies.
Kitchen and catering assistants, bar staff	Supporting food and drink preparation, serving food.	9272	Visitor economy (travel and tourism)	55.10, 56.10/1/2, 56.30	High levels of vacancies and feedback from the sector. Staff may also need to support wider aspects of work.

Annex A – Skills Needs (cont.)

LSIP Occupation Name	Definition within the LSIP report	Relevant SOC Code(s)	LSIP Sector name	Relevant SIC Code(s)	Mapping limitations / further information
Waiting staff	Serving food and drink.	9265/4/1	Visitor economy (travel and tourism)	55.10, 56.10/1/2, 56.30	High levels of vacancies, often seasonal work and are harder to fill.
Chefs	Preparing food and drink.	5434	Visitor economy (travel and tourism)	55.10, 56.10/1/2, 56.30	High levels of feedback and sector feedback that are hard to fill.
Welfare and housing officers	Supporting with welfare and housing issues.	3229/99	Community and voluntary	88.99	High levels of vacancy.
Youth and community workers	Supporting young people and wider community.	2464	Community and voluntary	94.99	High levels of vacancy and links to support for young people.
Sports coaches	Coaching in sports.	3232/99	Sport and physical activity	93.11, 93.21	High levels of need, fed back by the sector. Links to health outcomes.
Fitness instructors/ personal trainers	Offering group and 1:1 fitness instruction.	3433/01	Sport and physical activity	93.11, 93.12	

Annex A – Skills Needs (cont.)

Overall, when looking at broad sector groups the skills levels are also as follows:

Skill Level	SOC Major Group	SOC Description
High skill	1	Managers, directors and senior officials
High skill	2	Professional occupations
High skill	3	Associate professor & tech occupations
Upper-middle skill	4	Administrative and secretarial occupations
Upper-middle skill	5	Skilled trades occupations
Lower-middle skill	6	Caring, leisure and other service occupations
Lower-middle skill	7	Sales and customer service occupations
Low skill	8	Process, plant and machine operatives
Low skill	9	Elementary occupations

Further information on key occupations being advertised

Source: Lightcast

Advanced Manufacturing	Latest 365 Days Unique Postings	Median Salary	Demand
Engineering technicians	1,848	£37,568	2.40
Mechanical engineers	1,616	£44,928	2.53
Production and process engineers	968	£43,392	2.25
Telecoms and related network installers and repairers	800	£38,016	2.83
Skilled metal, electrical and electronic trades supervisors	744	£42,880	2.00
Assemblers and routine operatives n.e.c.	739	£26,048	2.71
Civil engineers	721	£50,048	2.26
Science, engineering and production technicians n.e.c.	716	£35,264	2.17
Quality assurance technicians	506	£32,448	2.48
Production, factory and assembly supervisors	360	£42,624	2.28
Electronics engineers	331	£44,928	2.44
Electrical and electronics technicians	283	£37,568	2.72
Routine inspectors and testers	253	£38,528	2.09
Engineering professionals n.e.c.	236	£39,040	2.36
Elementary process plant occupations n.e.c.	149	£29,952	1.80
Engineering project managers and project engineers	146	£67,328	2.14
Sewing machinists	128	£30,080	2.01
Chemical and related process operatives	88	£31,232	1.94
Planning, process and production technicians	85	£29,952	1.98
Electrical service and maintenance mechanics and repairers	57	£36,224	2.05

Further information on key occupations being advertised (cont.)

Source: Lightcast

Agri-tech	Latest 365 Days Unique Postings	Median Salary	Demand
Gardeners and landscape gardeners	799	£28,032	1.88
Packers, bottlers, canners and fillers	380	£26,048	1.99
Animal care services occupations n.e.c	268	£27,456	1.41
Veterinarians	214	£64,896	1.59
Farm workers	177	£26,112	1.53
Groundsmen and greenkeepers	139	£31,104	1.78
Veterinary nurses	139	£29,952	1.75
Agricultural and fishing trades n.e.c.	103	£26,944	1.96
Forestry and related workers	63	£36,992	1.46
Farmers	46	£42,624	1.78
Managers and proprietors in agriculture and horticulture	36	£26,880	2.00
Food, drink and tobacco process operatives	25	£27,392	1.32
Pest control officers	17	£27,904	2.24
Managers and proprietors in forestry, fishing and related services	9	£44,928	3.00
Fishing and other elementary agriculture occupations n.e.c.	7	£13,312	1.14
Horticultural trades	3	£26,750	1.67
Community and Voluntary	Latest 365 Days Unique Postings	Median Salary	Demand
Youth and community workers	743	£27,200	2.17
Welfare and housing associate professionals n.e.c.	154	£27,072	1.57
Housing officers	149	£37,824	2.17
Counsellors	108	£35,712	1.97

Further information on key occupations being advertised (cont.)

Source: Lightcast

Construction	Latest 365 Days Unique Postings	Median Salary	Demand
Quantity surveyors	1,642	£60,032	2.00
Elementary construction occupations n.e.c.	1,492	£36,480	1.86
Fork-lift truck drivers	1,284	£28,288	2.34
Construction and building trades supervisors	1,052	£54,144	2.03
Electricians and electrical fitters	933	£43,712	2.38
Carpenters and joiners	839	£45,504	1.81
Construction and building trades n.e.c.	781	£29,504	1.85
Electrical engineers	730	£44,928	2.41
Chartered surveyors	654	£47,488	2.03
Welding trades	593	£34,432	2.24
Chartered architectural technologists, planning officers and consultants	448	£37,760	2.19
Air-conditioning and refrigeration installers and repairers	404	£44,992	2.23
Plumbers & heating and ventilating installers and repairers	391	£39,104	2.07
Quality control and planning engineers	382	£41,600	2.06
Painters and decorators	279	£41,664	2.00
Metal machining setters and setter-operators	277	£26,624	2.29
Construction project managers and related professionals	222	£64,128	2.52
Floorers and wall tilers	203	£39,616	1.70
Sheet metal workers	195	£41,600	2.80
Rail construction and maintenance operatives	182	£33,920	1.58

Further information on key occupations being advertised (cont.)

Source: Lightcast

Creative and Cultural	Latest 365 Days Unique Postings	Median Salary	Demand
Authors, writers and translators	1,672	£31,104	1.52
Marketing associate professionals	1,083	£28,992	1.70
Textile process operatives	431	£27,008	2.40
Merchandisers	181	£26,624	1.95
Photographers, audio-visual and broadcasting equipment operators	145	£31,552	1.66
Events managers and organisers	141	£26,944	1.73
Print finishing and binding workers	128	£29,952	2.19
Interior designers	122	£32,384	2.40
Graphic and multimedia designers	117	£29,952	1.79
Web design professionals	100	£42,624	1.60
Actors, entertainers and presenters	99	£30,080	1.39
Design occupations n.e.c.	97	£37,504	1.65
Arts officers, producers and directors	70	£47,488	1.77
Artists	61	£32,128	1.43
Managers and directors in the creative industries	58	£40,320	1.83
Public relations professionals	47	£33,408	1.87
Upholsterers	41	£32,000	1.68
Visual merchandisers and related occupations	40	£27,200	2.53
Pre-press technicians	37	£28,416	1.70
Librarians	28	£29,120	1.54

Further information on key occupations being advertised (cont.)

Source: Lightcast

Digital Tech	Latest 365 Days Unique Postings	Median Salary	Demand
Programmers and software development professionals	1,730	£44,672	1.97
CAD, drawing and architectural technicians	595	£38,592	2.43
IT business analysts, architects and systems designers	542	£58,496	1.72
IT user support technicians	497	£31,488	1.96
IT network professionals	411	£31,488	1.94
Database administrators and web content technicians	316	£36,736	1.70
IT operations technicians	313	£34,496	1.86
Cyber security professionals	207	£38,016	1.90
IT managers	185	£53,120	2.04
Computer system and equipment installers and servicers	174	£60,032	2.12
Security system installers and repairers	141	£40,064	2.32
IT project managers	130	£57,472	1.68
IT quality and testing professionals	42	£49,920	1.79

Further information on key occupations being advertised (cont.)

Source: Lightcast

Education	Latest 365 Days Unique Postings	Median Salary	Demand
Secondary education teaching professionals	3,991	£41,856	1.99
Teaching professionals n.e.c.	3,515	£48,320	2.10
Special needs education teaching professionals	3,228	£28,480	2.05
Teaching assistants	2,531	£26,048	2.19
Primary education teaching professionals	2,024	£43,456	2.07
Early education and childcare assistants	1,042	£27,968	2.07
Higher education teaching professionals	948	£41,664	2.19
Education managers	767	£41,600	1.89
School secretaries	383	£26,688	1.74
Educational support assistants	302	£26,944	1.74
Higher level teaching assistants	228	£26,048	2.71
Further education teaching professionals	215	£33,920	2.21
Education advisers and school inspectors	164	£27,328	1.70
Head teachers and principals	131	£70,016	1.68
Other educational professionals n.e.c	93	£41,088	2.02
Early education and childcare services managers	14	£28,032	2.29
Nursery education teaching professionals	2	£31,200	1.00
Teachers of English as a foreign language	1	£30,291	1.00

Further information on key occupations being advertised (cont.)

Source: Lightcast

Health, Social Care and Med Tech	Latest 365 Days Unique Postings	Median Salary	Demand
Care workers and home carers	7,270	£27,200	2.41
Early education and childcare practitioners	2,459	£26,944	1.95
Social workers	2,205	£36,032	2.11
Other nursing professionals	1,830	£41,152	3.50
Specialist medical practitioners	1,179	£100,224	2.32
Health associate professionals n.e.c.	1,104	£26,304	1.95
Health care practice managers	1,053	£42,688	2.27
Residential, day and domiciliary care managers and proprietors	814	£35,968	2.52
Youth work professionals	768	£26,688	1.99
Medical and dental technicians	709	£38,592	2.27
Therapy professionals n.e.c.	661	£31,680	2.33
Nursing auxiliaries and assistants	606	£28,672	2.76
Health services and public health managers and directors	560	£45,952	3.79
Occupational therapists	542	£42,112	2.65
Pharmacists	465	£60,096	2.33
Specialist nurses	460	£42,624	3.95
Nurse practitioners	452	£40,064	3.67
Senior care workers	395	£27,840	2.36
Pharmaceutical technicians	389	£29,504	2.17
Dental nurses	347	£28,096	2.43

Further information on key occupations being advertised (cont.)

Source: Lightcast

Transportation and Logistics	Latest 365 Days Unique Postings	Median Salary	Demand
Large goods vehicle drivers	3,521	£36,736	2.16
Warehouse operatives	2,305	£26,560	2.12
Road transport drivers n.e.c.	1,256	£37,056	2.32
Taxi and cab drivers and chauffeurs	745	£28,928	2.02
Elementary storage occupations n.e.c.	741	£31,168	1.99
Other drivers and transport operatives n.e.c.	529	£41,600	1.72
Elementary storage supervisors	404	£31,168	1.84
Train and tram drivers	263	£43,648	2.26
Delivery drivers and couriers	255	£38,528	2.52
Bus and coach drivers	231	£28,864	1.97
Tyre, exhaust and windscreen fitters	198	£31,232	2.57
Vehicle and parts salespersons and advisers	179	£30,016	1.65
Marine and waterways transport operatives	144	£32,384	1.76
Aerospace engineers	82	£44,800	1.74
Aircraft maintenance and related trades	81	£40,064	2.23
Aircraft pilots and air traffic controllers	81	£32,128	1.88
Air transport operatives	69	£35,712	1.29
Delivery operatives	66	£28,288	1.59
Air travel assistants	53	£25,344	1.49
Garage managers and proprietors	45	£40,064	1.93

Further information on key occupations being advertised (cont.)

Source: Lightcast

Professional Services	Latest 365 Days Unique Postings	Median Salary	Demand
Bookkeepers, payroll managers and wages clerks	2,765	£29,120	1.91
Other administrative occupations n.e.c.	1,951	£27,968	1.88
Estate agents and auctioneers	1,743	£32,448	2.44
Chartered and certified accountants	1,741	£42,688	1.99
Buyers and procurement officers	1,536	£42,624	2.06
Project support officers	1,337	£50,112	1.94
Solicitors and lawyers	1,192	£54,912	1.87
Personal assistants and other secretaries	999	£27,328	1.69
Receptionists	992	£25,792	1.75
Financial accounts managers	818	£44,928	2.06
Financial and accounting technicians	742	£59,008	2.25
Sales accounts and business development managers	728	£37,568	1.90
Finance and investment analysts and advisers	688	£44,928	1.85
Office managers	680	£26,944	1.65
Human resources administrative occupations	556	£29,248	2.09
Legal associate professionals	513	£27,904	1.73
Sales administrators	460	£26,560	2.17
Credit controllers	418	£30,528	1.94
Estimators, valuers and assessors	395	£34,944	1.91
Finance officers	358	£32,064	1.96

Further information on key occupations being advertised (cont.)

Source: Lightcast

Hospitality	Latest 365 Days Unique Postings	Median Salary	Demand
Kitchen and catering assistants	3,518	£25,536	2.09
Chefs	1,931	£29,504	2.36
Coffee shop workers	1,096	£26,688	2.87
Bar staff	1,079	£25,344	1.85
Waiting staff	1,018	£25,408	1.93
Housekeepers and related occupations	695	£26,432	1.63
Bar and catering supervisors	671	£27,392	1.99
Other elementary services occupations n.e.c.	520	£25,408	1.81
Cooks	496	£27,072	1.54
Restaurant and catering establishment managers and proprietors	489	£32,576	2.40
Catering and bar managers	438	£29,952	2.32
Caretakers	196	£26,560	1.66
Cleaning and housekeeping managers and supervisors	175	£27,776	2.13
Leisure and sports managers	152	£28,032	2.28
Leisure and theme park attendants	93	£26,304	1.18
Hotel and accommodation managers and proprietors	85	£28,416	1.38
Hospital porters	42	£25,984	2.26
Publicans and managers of licensed premises	12	£34,115	2.75



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