

## Appendix A - Review of Labour Market

This analysis includes a combination of current data and extracts from the South Midlands Economic Growth Strategy Evidence Base Report for employment, employment sectors and changes in employment sectors.

- Economic Inactivity increased to 34.5%, below the national average of 36.4% which also increased. Long-term sickness continues to increase as a main reason for inactivity. Those people inactive, wanting a job increased to 15.7% but remains below the national average of 18.5% (ONS, September 2024). The result of all of the above is a reduced base of people not working to recruit from in the area.
- Some 37% of Universal Credit customers are currently declaring earnings in our region. Earnings data lags a month behind to allow for real-time data from HMRC to catch up.
- Using latest labour market insights, Novus has projected a 3% increase in job roles by 2028 across Northamptonshire, with the creation of over 5,000 new positions across the region. However, in the same period the number of people reaching retirement age will grow by 12% leading to an overall net decrease in the working age population meaning that employers are likely to face a recruitment crisis. This challenge is likely to lead to employers struggling to replace staff and recruit to new the new roles that will be crucial to boosting the economic fortunes of the county.
- In 2024, the South Midlands supported a little over 970,000 workforce jobs\*, which represents an increase of around 122,000 jobs (or +14.3%) over 2014 estimates. It is noted that this growth rate is higher than the national average (i.e. of +10.8%) over the same period. Within the South Midlands, West Northamptonshire accounts for the highest number of jobs (i.e. 261,000 jobs), followed by Milton Keynes (i.e. 209,800 jobs) and North Northamptonshire (i.e. 173,800 jobs).
- When considering employment change between 2014 and 2024, Milton Keynes displays the fastest growth across the region, with a growth rate of +18.1%. This is appreciably higher than the growth rate seen nationally over the same period (i.e. 10.8%). Following Milton Keynes, North Northamptonshire and West Northamptonshire have the second- and third-fastest growth rates (i.e. at +15.9% and +14.7% respectively).
- The evidence suggests that the number of workforce jobs across the South Midlands has grown consistently from 2014, with a small decline between 2019 and 2021 as a result of the Covid-19 pandemic. Following this, growth in the number of workforce jobs has increased steadily, and now is above pre-pandemic levels.

- However, despite this growth, the overall concentration of employment within the South Midlands region has remained relatively unchanged since 2014 (see table below). Whilst Milton Keynes, North Northamptonshire, and West Northamptonshire all increased their share of employment in the region, the period between 2014 and 2024 did not see any major shifts in the location of employment centres across the region.

Area	2014	2024
Bedford	9.8%	9.5%
Central Bedfordshire	12.9%	12.6%
Luton	12.1%	11.6%
Milton Keynes	20.8%	21.5%
North Northamptonshire	17.6%	17.8%
West Northamptonshire	26.8%	26.9%

Source: Experian (2024), Workforce Jobs

- Job postings continue to decline in the South Midlands (as per national trend) across all occupational groups. Main reasons cited are:
  - Reduction in recruitment by employers due to economic uncertainty, changes in taxation and minimum salary levels.
  - Greater alignment of talent pipeline with employers needs satisfying demand.
  - Reduction of the impact of employee shortages due to leaving the EU and pandemic.
  - Shifting practices and levels of recruitment by employers to satisfy need.
  - Increasing introduction of technologies.

## Employment by Sectors – Local Strengths

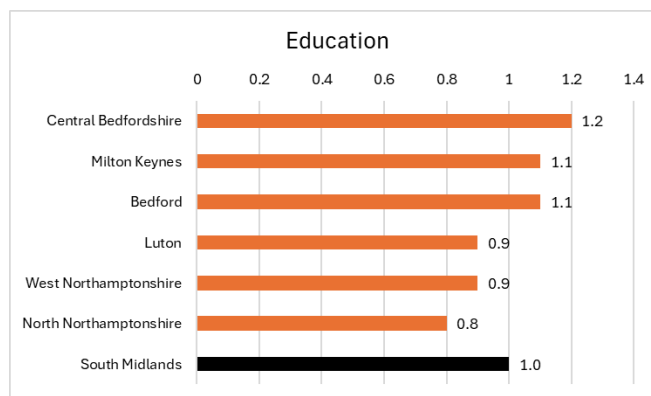
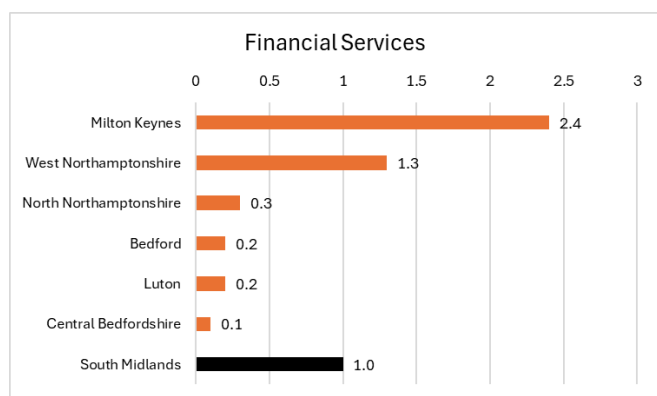
Whilst not the largest employment sector, the transport and storage (which incorporates warehouse activities and logistics) in the South Midlands shows very high levels of specialisation (i.e. also defined as location quotient\*\*, or 'LQ') when compared with the national average (i.e. with LQ 1.9).

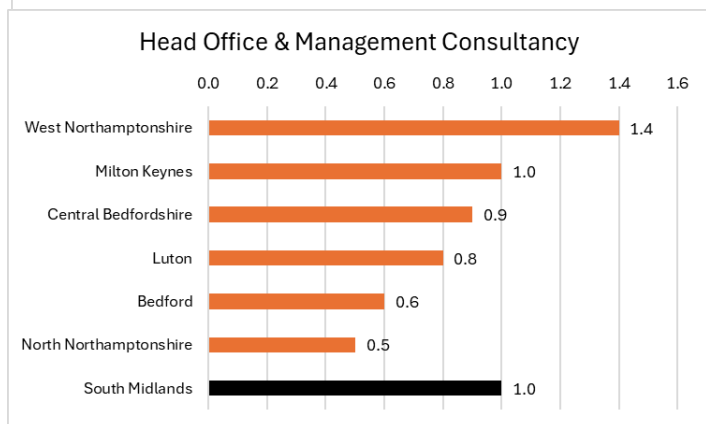
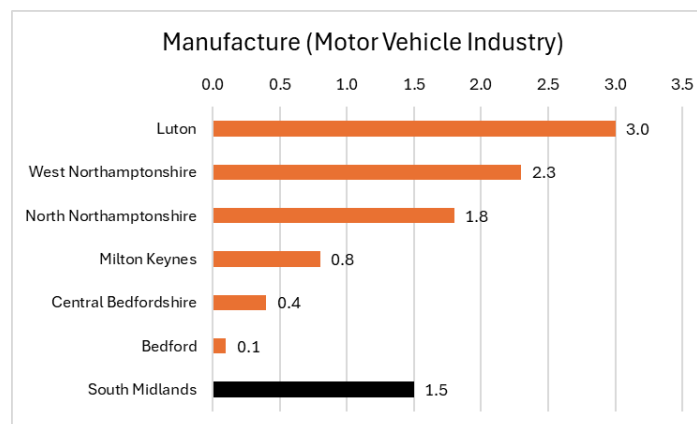
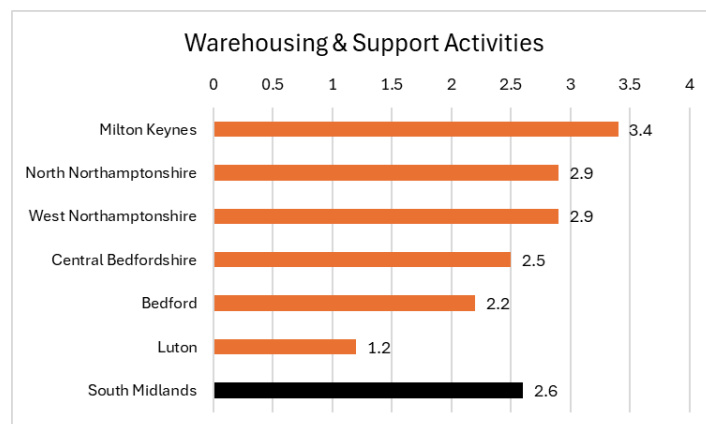
This reflects the region's locational strengths provided via the strategic road network (i.e. anchored around the M1 which forms part of the logistics 'Golden Triangle'), in addition to the presence of Luton Airport which provides an international gateway into the region. Furthermore, the region also displays high levels of specialisation in manufacturing (i.e. with LQ 1.2), which incorporates advanced engineering.

A detailed look at economic strengths at the local authority level suggests that in addition to the overarching strengths highlighted above, the South Midlands' economy is characterised by a mix of highly-specialised economic sectors across different local areas. This diverse economic base not only fosters a strong and resilient economy, but also enhances the South Midlands' ability to adapt and recover from short term challenges and disruptions (such as the Covid-19 pandemic).

Building on historical and local strengths, the diverse sectoral mix effectively reduces internal competition by promoting synergies across sectors and locations, allowing for complementarity and collaboration.

These dynamics underpin a robust economic framework on which further growth and innovation can be built. Graphs below provides an overview of localised specialisation levels (i.e. LQs) for key sectors in the South Midlands economy.





**\*\*Location Quotient ('LQ')** is a measure of a region's industrial specialisation relative to a larger region (in this case England). A LQ greater than 1.0 means that the smaller region (i.e. the South Midlands) has a higher level of specialisation than is seen across the larger region.

**Note:** Manufacture (Motor Vehicle Industry) includes data **prior** to the announcement of the closure of the Stellantis facility in Luton.

## Employment by Sectors

Employment in the South Midlands by Industrial Groups is shown below.

- Health is now the largest employment sector.
- Professional, scientific & technical moved up a position.
- Retail dropped a position.
- Positive trends for Health; Wholesale; Arts, Entertainment, Recreation; Property.
- Negative trend for Retail.

Rank	Industrial Group (SIC)	2018	2022	2023	2023 vs 2022
1	Health	88850	96500	102165	Increased
2	Business administration & support services	89630	101915	97305	Decreased
3	Transport & storage	72345	79160	85400	Increased
4	Manufacturing	83630	74595	79860	Increased
5	Education	72540	67915	73615	Increased
6	Professional, scientific & technical	60055	57450	66455	Increased
7	Retail	67850	62685	60385	Decreased
8	Accommodation & food services	47785	53575	52950	Decreased
9	Wholesale	50460	48775	50905	Increased
10	Construction	30625	40005	35670	Decreased
11	Public administration & defence	24850	30300	27740	Decreased
12	Information & communication	26710	27750	26935	Decreased
13	Motor trades	22200	25150	22115	Decreased
14	Financial & insurance	21360	20855	22030	Increased
15	Arts, entertainment, recreation	21040	19060	21030	Increased
16	Property	13600	17550	18620	Increased
17	Other Service Activities	16690	14300	15330	Increased
18	Agriculture, forestry & fishing	3220	3685	2745	Decreased
19	Mining, quarrying & utilities	120	235	230	Unchanged

Source: ONS, Business Register and Employment Survey

## Appendix B - Alignment with the Modern Industrial Strategy and Skills England Priorities

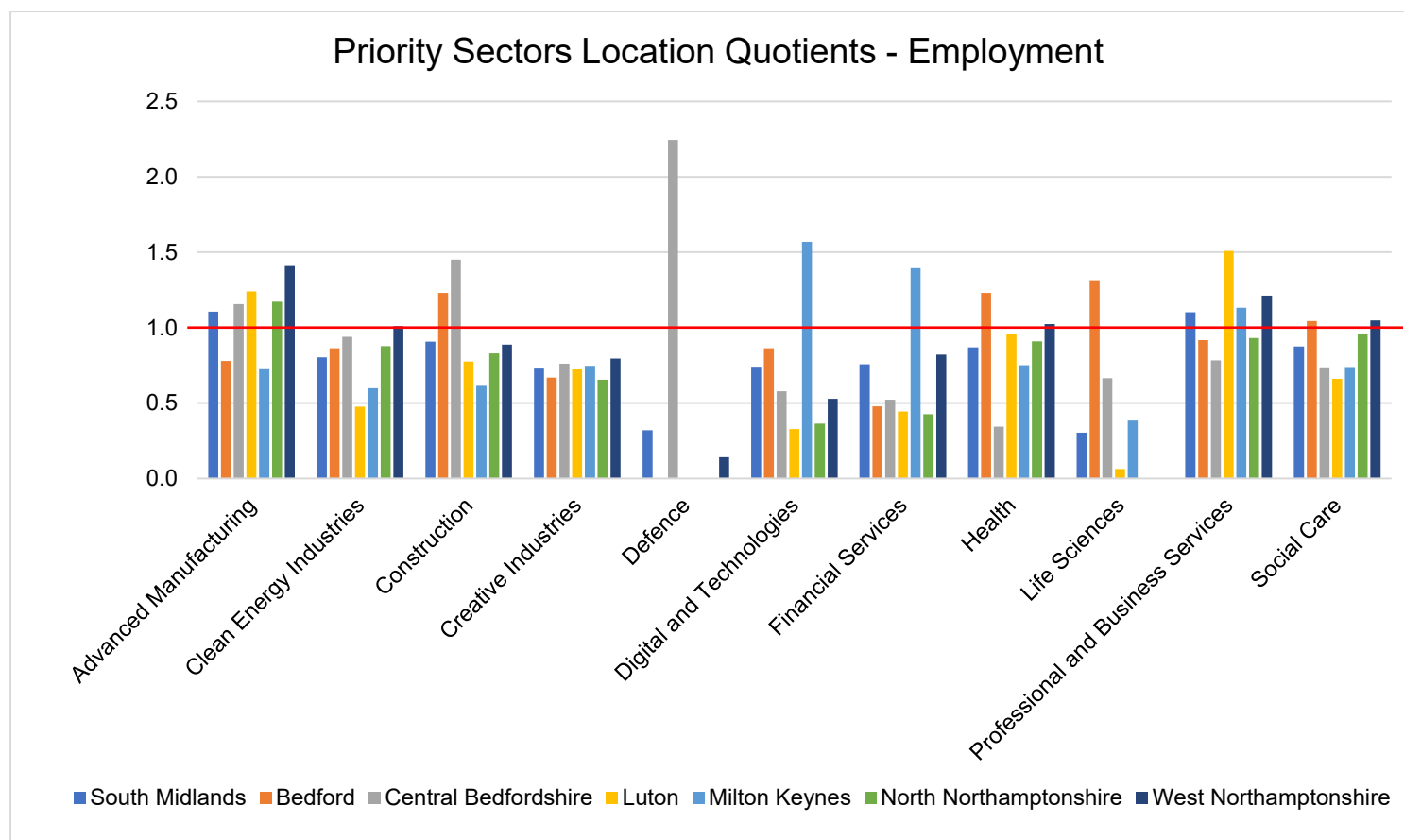
In October 2024, the Government published the Invest 2035: the UK's modern industrial strategy\* Green Paper consultation which sets out the Government's vision for a modern Industrial Strategy. The paper focuses on stimulating investment and activity in eight sectors with the highest potential for growth. More importantly, the Strategy seeks to target growth that is long-term, sustainable, inclusive, and resilient, and prioritises eight growth-driving sectors across services and manufacturing (i.e. based on both existing and emerging strengths nationally).

Skills England have included the eight growth-driving sectors identified in the Industrial Strategy and construction and health and social care as priority sectors.

When analysing the South Midlands economy, it is evident that the area economy displays alignment with priority sectors, the strongest location quotients across the South Midlands being with advanced manufacturing and professional & business services with clusters and/or key businesses in each of the sectors identified:

- Advanced manufacturing – High in Central Bedfordshire, Luton, North and West Northamptonshire, primarily manufacture of military fighting vehicles, motorsport and vehicle components, Silverstone Technology cluster;
- Clean energy industries – High in West Northamptonshire and Kettering Energy Park, and Chelveston Renewable Energy Park in North Northamptonshire;
- Construction - High in Bedford and Central Bedfordshire, both trades and civil engineering;
- Defence – High in Central Bedfordshire with military facilities;
- Digital & technologies – High in Milton Keynes with focus on artificial intelligence ('AI') and digital technologies in, Bletchley Park being a strong brand and focal point;
- Financial services – High in Milton Keynes with Santander and Xero headquarters and vehicle leasing. Barclaycard and Nationwide head offices in West Northamptonshire;
- Health – High in Bedford and West Northamptonshire;
- Life sciences – High in Bedford for research and development. AstraZeneca's global corporate functions in Luton;
- Professional & business services – High in Luton, Milton Keynes and West Northamptonshire through high quotient of temporary employment agencies;
- Social Care – High in Bedford and West Northamptonshire with high residential care and childcare.

Whilst no clear definition of the SIC or SOC codes for sectors has been provided as yet, the graph below provides an overview of our analysis of the local quotients for employment (LQs) for the priority sectors vs those for England (=1.0).

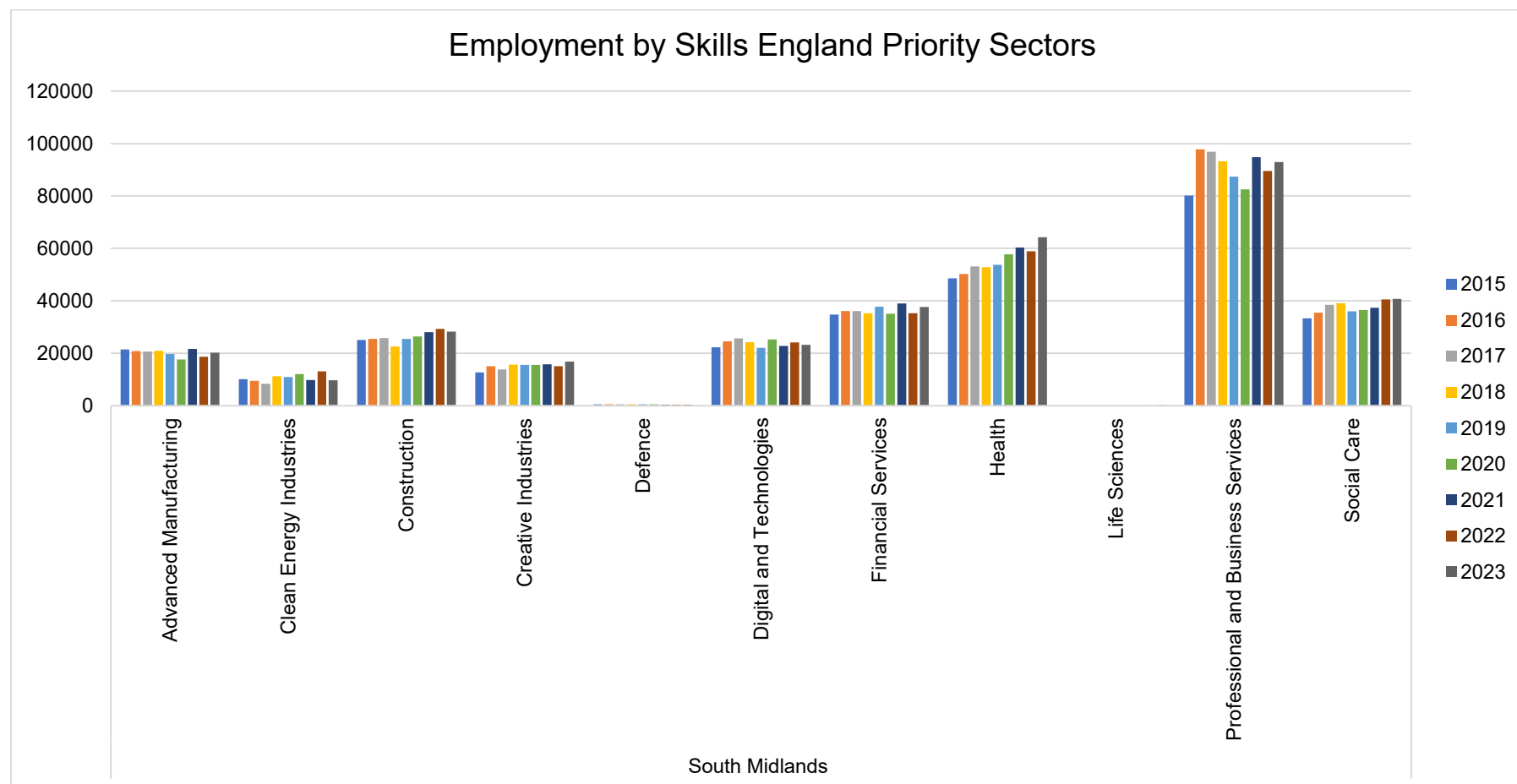


Source: ONS (2023), Business Register and Employment Survey

\*Department for Business & Trade (2024), Invest 2035: the UK's modern industrial strategy.

- Employment in the priority sectors shows growth trends in all except Life Sciences and Defence.
- Construction and Clean Energy Industries employment is currently not showing a sustained growth due to uncertainty in the economy and a lack of sustained demand for retrofit.
- Defence numbers are low as the technology being manufactured or developed maybe classified as digital or advanced manufacturing.
- Professional and Business Services includes SIC 78, Employment Activities which includes employment placement agencies and temporary employment agency activities which provide staff into other sectors.

Employment by the priority sectors (as defined by South Midlands Authorities) is shown below.

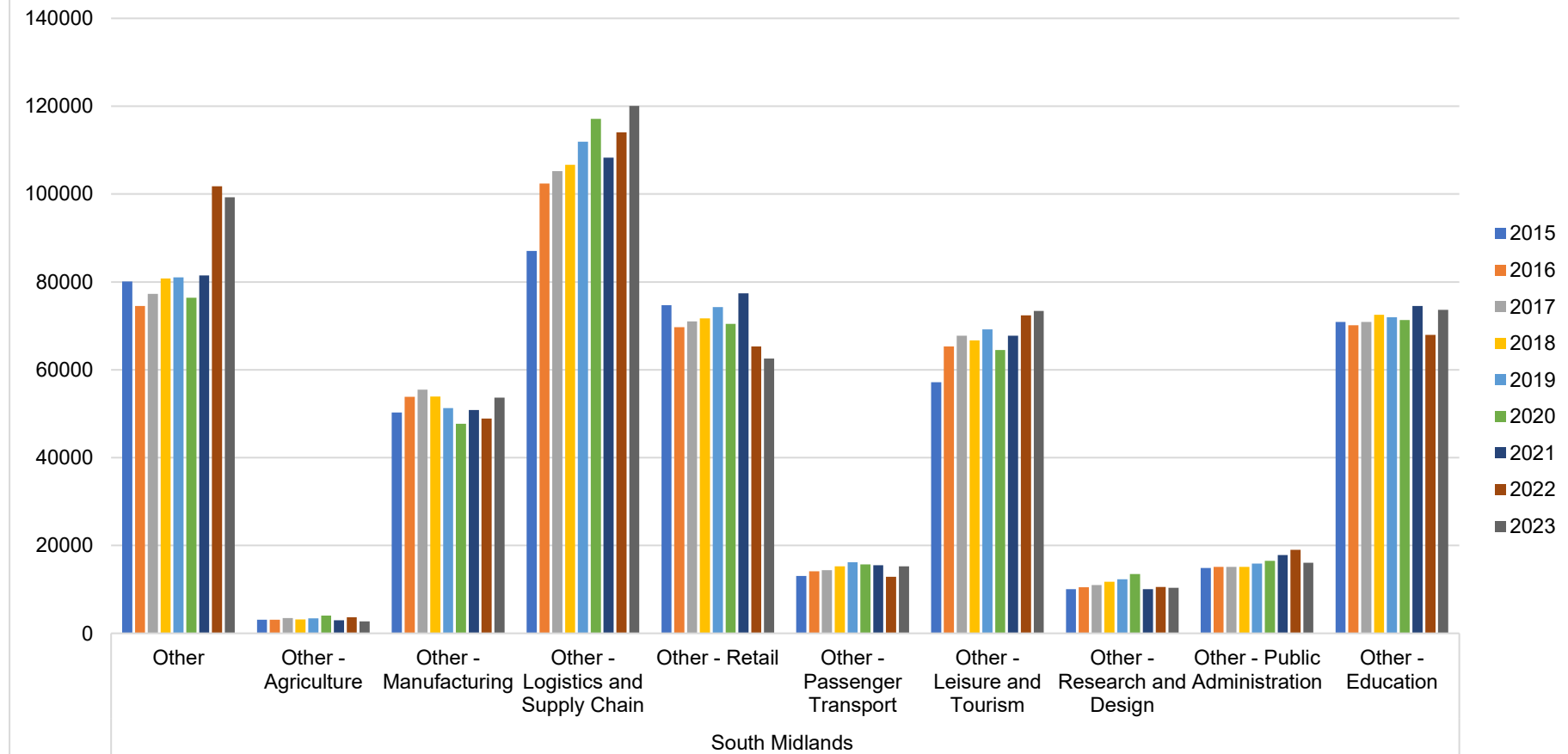


Source: ONS, Business Register and Employment Survey

Employment in other sectors is significantly greater than the majority of priority sectors for 'other'; Logistics and Supply Chain; Leisure and Tourism; Education.



## Employment by Skills England Priority Sectors



Source: ONS, Business Register and Employment Survey

## Feedback from stakeholders:

*To help inform Skills England, it would be helpful if you detail (as specific as possible) any type and level/complexity of skills identifies/needed where there is a skills gap, and the type of training required to meet the need*

**Milton Keynes ICB** - NHS healthcare partners – there is a shortage of sonographers (degree level/level 7) to perform scanning. Sonography can be undertaken by different professional groups such as midwives and radiographers

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## **MK College**

Skills needed in the local area (which the College is working to address:

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For digital:

- Network, endpoint and cloud security
- Digital forensics and incident response
- Internet of Things, machine learning, large language models
- Experience of managing simulated cyber attacks

For the Engineering side:

- Technical knowledge of fundamental principles
- AI, Machine learning, sustainable engineering
- Ability to identify use cases for new tech in engineering and apply in the real world
- Regulatory awareness
- Higher level applied maths
- CAD
- Project management

For Electrical:

- Sustainable technologies
- 18th Edition
- Installation, testing, maintenance and fault diagnosis
- AM2

For the A' Level Science subjects:

- Lab techniques
- Data Analysis

Other skill needs identified in Milton Keynes include all of STEM, Engineering (Mechanical & CAD), Higher / Pure Mathematics, all of Electrical, Digital - Cyber Security, Data Science, Computer Science teaching / delivery staff, also Science Lab technicians

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## Appendix C - Sector Focus

From the above analysis the sectors that will be focused on and reason(s) why are listed below:

Industrial Group (SIC)	Change in Location Quotient vs 2015	Change in Employment vs 2015	Primary Reason for Focus
Health and Social Care	-	++	People Serving/Skills England Focus
Business administration & support services	++	++	Growth-Driving Sectors
Transport & storage	++	++	Local Economic Strength
Manufacturing	+	+	Growth-Driving Sectors
Education	=	+	People Serving
Professional, scientific & technical	-	+	Growth-Driving Sectors
Retail	-	-	
Accommodation & food services	-	++	Potential Growth through Inward Investment
Wholesale	++	+	Local Economic Strength
Construction	-	+	Skills England Focus /Growth-Driving Sectors (Clean Energy)
Public administration & defence	-	+	
Information & communication	-	+	Growth-Driving Sectors
Motor trades	++	+	Growth-Driving Sectors (Clean Energy)
Financial & insurance	-	-	Growth-Driving Sectors
Arts, entertainment, recreation	-	-	
Property	+	++	
Other Service Activities	-	-	
Agriculture, forestry & fishing	-	-	
Mining, quarrying & utilities	-	-	

## Appendix D - The Need for Occupational Analysis

Building on the preceding analysis, we examined sector-based employment specialisation across the South Midlands relative to employment changes between 2015 and 2023. The data highlights strong performance in a number of well-established sectors such as transport and storage, wholesale, as well as business administration and support services, which demonstrate both high levels of specialisation and strong growth.

Motor trades and manufacturing both show relatively high levels of specialisation (i.e.  $LQ > 1.0$ ) but have experienced limited growth during this period. Conversely, a number of other sectors (such as construction, information and communications, health, accommodation and food, and the professional, scientific and technical sectors) have experienced employment growth (i.e. of up to +30%), but display lower levels of specialisation.

Together, these trends reflect a dynamic and evolving employment landscape, with emerging sectors presenting opportunities. The combination of high growth and lower specialisation suggests a diverse need of roles and skills and that the focus of the LSIP should be occupation based rather than sectors for the area to ensure:

- All sectors with employment opportunities are treated equally;
- Eliminate the over emphasis on Professional and Business Services that includes employment placement agencies and temporary employment agency activities which provide staff into other sectors.
- Hidden and transferable roles with need are addressed (e.g. HR, procurement, sales, marketing, etc.);
- All levels of roles with need are highlighted;
- Occupational routes and pathways are aligned and facilitated in line with need for the above.

Source: ONS (2024), Business Register and Employment Survey, 2015 and 2023.

## Appendix E - Job Posting Demand by Sector

The following pages provide an analysis of job postings by the focus sectors defined in the 'Review of the Labour Market'.

The sectors are:

- Health and Social Care
- Business administration & support services
- Transport & storage
- Manufacturing
- Education
- Professional, scientific & technical
- Accommodation & food services
- Wholesale
- Construction
- Information & communication
- Motor trades
- Financial & insurance

The proportion of the total job postings for the focus sectors are (high demand highlighted):

<b>SOC</b>	<b>Occupational Group</b>	<b>Total</b>
11	Corporate managers and directors	71%
12	Other managers and proprietors	67%
21	Science, research, engineering and technology professionals	80%
22	Health professionals	84%
23	Teaching and other educational professionals	71%
24	Business, media, and public service professionals	73%
31	Science, research, engineering and technology associate professionals	79%
32	Health and care associate professionals	58%
33	Protective service occupations	57%
34	Culture, media and sports occupations	63%
35	Business and public service associate professionals	71%
41	Administration occupations	75%

42	Secretarial and related occupations	71%
51	Skilled agricultural and related trades	66%
52	Skilled metal, electrical and electronic trades	82%
53	Skilled construction and building trades	74%
54	Textiles, printing and other skilled trades	69%
61	Caring personal service occupations	52%
62	Leisure, travel and related personal service occupations	52%
63	Community and enforcement occupations	60%
71	Sales occupations	58%
72	Customer service occupations	69%
81	Process, plant and machine operatives	82%
82	Transport and mobile machine drivers and operatives	79%
91	Elementary trades and related occupations	77%
92	Elementary administration and service occupations	70%
	Proportion of all job postings	72%

Source: Lightcast

## Analysis by Priority Sector

### Health and Social Care (SIC 86,87,88)

Proportion of Job Postings by Standard Occupational Code (2 Digit)

SOC	Occupational Group	Proportion of Job Postings
22	Health professionals	28.4%
61	Caring personal service occupations	14.8%
32	Health and care associate professionals	9.4%
11	Corporate managers and directors	6.7%
24	Business, media, and public service professionals	5.7%
35	Business and public service associate professionals	4.4%
42	Secretarial and related occupations	4.1%

92	Elementary administration and service occupations	4.0%
41	Administration occupations	3.6%
12	Other managers and proprietors	3.5%
23	Teaching and other educational professionals	2.5%
21	Science, research, engineering and technology professionals	2.4%
62	Leisure, travel and related personal service occupations	1.9%
31	Science, research, engineering and technology associate professionals	1.9%
71	Sales occupations	1.5%
53	Skilled construction and building trades	1.0%
54	Textiles, printing and other skilled trades	1.0%
72	Customer service occupations	0.6%
82	Transport and mobile machine drivers and operatives	0.6%
52	Skilled metal, electrical and electronic trades	0.6%
34	Culture, media and sports occupations	0.5%
81	Process, plant and machine operatives	0.4%
91	Elementary trades and related occupations	0.2%
51	Skilled agricultural and related trades	0.1%
33	Protective service occupations	0.1%
63	Community and enforcement occupations	0.0%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
6135	Care Workers and Home Carers	1
2237	Other Registered Nursing Professionals	2
1171	Health Services and Public Health Managers and Directors	3
2212	Specialist Medical Practitioners	4
2461	Social Workers	5
2234	Registered Nurse Practitioners	6
3232	Early Education and Childcare Practitioners	7
3219	Health Associate Professionals n.e.c.	8
3213	Medical and Dental Technicians	9
2222	Occupational Therapists	10
4216	Receptionists	11

1232	Residential, Day and Domiciliary Care Managers and Proprietors	12
2251	Pharmacists	13
2233	Registered Specialist Nurses	14
9223	Cleaners and Domestics	15
9263	Kitchen and Catering Assistants	16
4159	Other Administrative Occupations n.e.c.	17
2253	Dental Practitioners	18
3221	Youth and Community Workers	19
6131	Nursing Auxiliaries and Assistants	20
2225	Clinical Psychologists	21
1231	Health Care Practice Managers	22
2211	Generalist Medical Practitioners	23
4215	Personal Assistants and Other Secretaries	24
2232	Registered Community Nurses	25

### **Business administration & support services (SIC 77, 78, 79, 80, 81, 82)**

Proportion of Job Postings by Standard Occupational Code (2 Digit)

<b>SOC</b>	<b>Occupational Group</b>	<b>Proportion of Job Postings</b>	<b>Proportion less SIC 78 Employment Activities</b>
21	Science, research, engineering and technology professionals	10.6%	6.1%
24	Business, media, and public service professionals	10.1%	4.8%
92	Elementary administration and service occupations	7.8%	32.7%
35	Business and public service associate professionals	7.6%	5.4%
41	Administration occupations	6.7%	4.7%
23	Teaching and other educational professionals	6.6%	3.0%
52	Skilled metal, electrical and electronic trades	6.3%	3.5%
82	Transport and mobile machine drivers and operatives	6.3%	3.7%
11	Corporate managers and directors	5.5%	4.1%
71	Sales occupations	4.1%	4.8%
81	Process, plant and machine operatives	4.1%	2.2%



61	Caring personal service occupations	3.9%	3.0%
31	Science, research, engineering and technology associate professionals	3.7%	2.4%
22	Health professionals	3.0%	1.8%
53	Skilled construction and building trades	2.6%	1.7%
12	Other managers and proprietors	2.4%	2.5%
72	Customer service occupations	1.9%	2.3%
32	Health and care associate professionals	1.8%	2.0%
42	Secretarial and related occupations	1.3%	1.2%
91	Elementary trades and related occupations	1.3%	1.0%
54	Textiles, printing and other skilled trades	0.8%	1.5%
62	Leisure, travel and related personal service occupations	0.7%	2.5%
51	Skilled agricultural and related trades	0.5%	1.5%
34	Culture, media and sports occupations	0.4%	0.4%
33	Protective service occupations	0.2%	1.0%
63	Community and enforcement occupations	0.0%	0.1%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
1111	Chief Executives and Senior Officials	1
1121	Production Managers and Directors in Manufacturing	2
1122	Production Managers and Directors in Construction	3
1123	Production Managers and Directors in Mining and Energy	4
1131	Financial Managers and Directors	5
1132	Marketing, Sales and Advertising Directors	6
1133	Public Relations and Communications Directors	7
1134	Purchasing Managers and Directors	8
1136	Human Resource Managers and Directors	9
1137	Information Technology Directors	10
1139	Functional Managers and Directors n.e.c.	11
1140	Directors in Logistics, Warehousing and Transport	12
1150	Managers and Directors in Retail and Wholesale	13
1162	Senior Police Officers	14
1163	Senior Officers in Fire, Ambulance, Prison and Related Services	15
1171	Health Services and Public Health Managers and Directors	16
1172	Social Services Managers and Directors	17
1211	Managers and Proprietors in Agriculture and Horticulture	18
1212	Managers and Proprietors in Forestry, Fishing and Related Services	19
1221	Hotel and Accommodation Managers and Proprietors	20
1222	Restaurant and Catering Establishment Managers and Proprietors	21
1223	Publicans and Managers of Licensed Premises	22
1224	Leisure and Sports Managers and Proprietors	23
1225	Travel Agency Managers and Proprietors	24
1231	Health Care Practice Managers	25

Top 25 Roles in Demand by Standard Occupational Code (4 Digit) less SIC 78 Employment Activities

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
9223	Cleaners and Domestic	1

9231	Security Guards and Related Occupations	2
7129	Sales Related Occupations n.e.c.	3
8211	Large Goods Vehicle Drivers	4
9252	Warehouse Operatives	5
7219	Customer Service Occupations n.e.c.	6
2134	Programmers and Software Development Professionals	7
6135	Care Workers and Home Carers	8
5434	Chefs	9
5113	Gardeners and Landscape Gardeners	10
1150	Managers and Directors in Retail and Wholesale	11
3113	Engineering Technicians	12
2125	Production and Process Engineers	13
5231	Vehicle Technicians, Mechanics and Electricians	14
4159	Other Administrative Occupations n.e.c.	15
6112	Teaching Assistants	16
3571	Human Resources and Industrial Relations Officers	17
6240	Cleaning and Housekeeping Managers and Supervisors	18
8222	Fork-lift Truck Drivers	19
5241	Electricians and Electrical Fitters	20
4134	Transport and Distribution Clerks and Assistants	21
4122	Book-keepers, Payroll Managers and Wages Clerks	22
3554	Advertising and Marketing Associate Professionals	23
5319	Construction and Building Trades n.e.c.	24
9263	Kitchen and Catering Assistants	25

### Transport & storage (SIC 49, 50, 51, 52, 53)

Proportion of Job Postings by Standard Occupational Code (2 Digit)

SOC	Occupational Group	Proportion of Job Postings
82	Transport and mobile machine drivers and operatives	18.9%
92	Elementary administration and service occupations	10.6%

12	Other managers and proprietors	9.5%
41	Administration occupations	9.4%
35	Business and public service associate professionals	7.3%
21	Science, research, engineering and technology professionals	7.2%
71	Sales occupations	7.2%
24	Business, media, and public service professionals	5.8%
11	Corporate managers and directors	5.7%
52	Skilled metal, electrical and electronic trades	3.3%
72	Customer service occupations	3.1%
31	Science, research, engineering and technology associate professionals	2.8%
81	Process, plant and machine operatives	2.0%
53	Skilled construction and building trades	1.2%
42	Secretarial and related occupations	1.0%
54	Textiles, printing and other skilled trades	0.9%
62	Leisure, travel and related personal service occupations	0.7%
23	Teaching and other educational professionals	0.7%
32	Health and care associate professionals	0.6%
33	Protective service occupations	0.5%
61	Caring personal service occupations	0.4%
34	Culture, media and sports occupations	0.4%
91	Elementary trades and related occupations	0.3%
63	Community and enforcement occupations	0.3%
51	Skilled agricultural and related trades	0.2%
22	Health professionals	0.1%

#### Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

SOC	Occupation	Rank
8211	Large Goods Vehicle Drivers	1
9252	Warehouse Operatives	2
7123	Roundspersons and Van Salespersons	3
1241	Managers in Transport and Distribution	4
4134	Transport and Distribution Clerks and Assistants	5

9251	Elementary Storage Supervisors	6
8219	Road Transport Drivers n.e.c.	7
1259	Managers and Proprietors in Other Services n.e.c.	8
8212	Bus and Coach Drivers	9
5231	Vehicle Technicians, Mechanics and Electricians	10
1242	Managers in Storage and Warehousing	11
2133	IT Business Analysts, Architects and Systems Designers	12
7219	Customer Service Occupations n.e.c.	13
7129	Sales Related Occupations n.e.c.	14
3113	Engineering Technicians	15
1136	Human Resource Managers and Directors	16
4159	Other Administrative Occupations n.e.c.	17
3582	Health and Safety Managers and Officers	18
8222	Fork-lift Truck Drivers	19
8213	Taxi and Cab Drivers and Chauffeurs	20
4122	Book-keepers, Payroll Managers and Wages Clerks	21
9223	Cleaners and Domestics	22
3543	Project Support Officers	23
8239	Other Drivers and Transport Operatives n.e.c.	24
2452	Chartered Architectural Technologists, Planning Officers and Consultants	25

### Manufacturing (SIC 10 to 39)

Proportion of Job Postings by Standard Occupational Code (2 Digit)

SOC	Occupational Group	Proportion of Job Postings
21	Science, research, engineering and technology professionals	16.4%
81	Process, plant and machine operatives	10.5%
35	Business and public service associate professionals	10.1%
71	Sales occupations	6.9%

41	Administration occupations	6.8%
11	Corporate managers and directors	6.8%
31	Science, research, engineering and technology associate professionals	6.2%
92	Elementary administration and service occupations	6.2%
52	Skilled metal, electrical and electronic trades	5.2%
24	Business, media, and public service professionals	4.8%
82	Transport and mobile machine drivers and operatives	3.8%
12	Other managers and proprietors	2.9%
53	Skilled construction and building trades	2.3%
72	Customer service occupations	2.3%
54	Textiles, printing and other skilled trades	1.6%
91	Elementary trades and related occupations	1.3%
23	Teaching and other educational professionals	1.3%
61	Caring personal service occupations	1.1%
42	Secretarial and related occupations	1.1%
34	Culture, media and sports occupations	0.9%
32	Health and care associate professionals	0.8%
22	Health professionals	0.3%
62	Leisure, travel and related personal service occupations	0.2%
51	Skilled agricultural and related trades	0.1%
33	Protective service occupations	0.1%
63	Community and enforcement occupations	0.0%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
8139	Plant and Machine Operatives n.e.c.	1
7129	Sales Related Occupations n.e.c.	2
2134	Programmers and Software Development Professionals	3
2125	Production and Process Engineers	4
3113	Engineering Technicians	5
4134	Transport and Distribution Clerks and Assistants	6
1150	Managers and Directors in Retail and Wholesale	7

9252	Warehouse Operatives	8
2133	IT Business Analysts, Architects and Systems Designers	9
8149	Assemblers and Routine Operatives n.e.c.	10
2122	Mechanical Engineers	11
8211	Large Goods Vehicle Drivers	12
3582	Health and Safety Managers and Officers	13
1121	Production Managers and Directors in Manufacturing	14
3543	Project Support Officers	15
7219	Customer Service Occupations n.e.c.	16
7111	Sales and Retail Assistants	17
4159	Other Administrative Occupations n.e.c.	18
3551	Buyers and Procurement Officers	19
7132	Sales Supervisors - Retail and Wholesale	20
5213	Welding Trades	21
3554	Advertising and Marketing Associate Professionals	22
5231	Vehicle Technicians, Mechanics and Electricians	23
8222	Fork-lift Truck Drivers	24
8143	Routine Inspectors and Testers	25

### Education (SIC 85)

Proportion of Job Postings by Standard Occupational Code (2 Digit)

SOC	Occupational Group	Proportion of Job Postings
23	Teaching and other educational professionals	26.1%
32	Health and care associate professionals	8.7%
35	Business and public service associate professionals	7.1%
61	Caring personal service occupations	7.1%
21	Science, research, engineering and technology professionals	6.8%
41	Administration occupations	6.0%
24	Business, media, and public service professionals	5.0%

11	Corporate managers and directors	4.3%
82	Transport and mobile machine drivers and operatives	4.3%
92	Elementary administration and service occupations	4.2%
71	Sales occupations	2.5%
31	Science, research, engineering and technology associate professionals	2.3%
62	Leisure, travel and related personal service occupations	2.1%
22	Health professionals	2.0%
12	Other managers and proprietors	1.8%
42	Secretarial and related occupations	1.8%
34	Culture, media and sports occupations	1.6%
52	Skilled metal, electrical and electronic trades	1.4%
53	Skilled construction and building trades	1.3%
72	Customer service occupations	0.9%
54	Textiles, printing and other skilled trades	0.8%
81	Process, plant and machine operatives	0.7%
51	Skilled agricultural and related trades	0.5%
91	Elementary trades and related occupations	0.5%
33	Protective service occupations	0.2%
63	Community and enforcement occupations	0.0%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
2311	Higher Education Teaching Professionals	1
2319	Teaching Professionals n.e.c.	2
3232	Early Education and Childcare Practitioners	3
2313	Secondary Education Teaching Professionals	4
2316	Special and Additional Needs Education Teaching Professionals	5
6112	Teaching Assistants	6
8215	Driving Instructors	7
2322	Education Managers	8
4159	Other Administrative Occupations n.e.c.	9
2162	Other Researchers, Unspecified Discipline	10



6111	Early Education and Childcare Assistants	11
7129	Sales Related Occupations n.e.c.	12
9263	Kitchen and Catering Assistants	13
9223	Cleaners and Domestic	14
3432	Sports Coaches, Instructors and Officials	15
2461	Social Workers	16
3571	Human Resources and Industrial Relations Officers	17
2323	Education Advisers and School Inspectors	18
3574	Other Vocational and Industrial Trainers	19
3554	Advertising and Marketing Associate Professionals	20
2134	Programmers and Software Development Professionals	21
4215	Personal Assistants and Other Secretaries	22
3229	Welfare and Housing Associate Professionals n.e.c.	23
6240	Cleaning and Housekeeping Managers and Supervisors	24
1150	Managers and Directors in Retail and Wholesale	25
1136	Human Resource Managers and Directors	24
5241	Electricians and Electrical Fitters	25

### Professional, scientific & technical (SIC 69 to 75)

Proportion of Job Postings by Standard Occupational Code (2 Digit)

SOC	Occupational Group	Proportion of Job Postings
21	Science, research, engineering and technology professionals	10.0%
24	Business, media, and public service professionals	10.0%
34	Culture, media and sports occupations	9.6%
35	Business and public service associate professionals	9.4%
92	Elementary administration and service occupations	6.4%
41	Administration occupations	6.3%
11	Corporate managers and directors	5.9%
82	Transport and mobile machine drivers and operatives	5.7%
71	Sales occupations	5.3%
52	Skilled metal, electrical and electronic trades	4.6%
31	Science, research, engineering and technology associate professionals	3.4%
81	Process, plant and machine operatives	3.2%
72	Customer service occupations	3.0%
12	Other managers and proprietors	2.9%
61	Caring personal service occupations	2.4%
32	Health and care associate professionals	1.9%
42	Secretarial and related occupations	1.7%
22	Health professionals	1.5%
54	Textiles, printing and other skilled trades	1.5%
53	Skilled construction and building trades	1.2%
23	Teaching and other educational professionals	1.2%
91	Elementary trades and related occupations	1.1%
62	Leisure, travel and related personal service occupations	1.0%
33	Protective service occupations	0.5%
51	Skilled agricultural and related trades	0.3%
63	Community and enforcement occupations	0.1%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
3412	Authors, Writers and Translators	1
7129	Sales Related Occupations n.e.c.	2
8211	Large Goods Vehicle Drivers	3
7219	Customer Service Occupations n.e.c.	4
5231	Vehicle Technicians, Mechanics and Electricians	5
9252	Warehouse Operatives	6
2134	Programmers and Software Development Professionals	7
2412	Solicitors and Lawyers	8
1150	Managers and Directors in Retail and Wholesale	9
2122	Mechanical Engineers	10
3571	Human Resources and Industrial Relations Officers	11
6135	Care Workers and Home Carers	12
8139	Plant and Machine Operatives n.e.c.	13
2125	Production and Process Engineers	14
2421	Chartered and Certified Accountants	15
4122	Book-keepers, Payroll Managers and Wages Clerks	16
9223	Cleaners and Domestic	17
5434	Chefs	18
4159	Other Administrative Occupations n.e.c.	19
7111	Sales and Retail Assistants	20
4134	Transport and Distribution Clerks and Assistants	21
3554	Advertising and Marketing Associate Professionals	22
3113	Engineering Technicians	23
2461	Social Workers	24
2133	IT Business Analysts, Architects and Systems Designers	25

**Accommodation & food services (SIC 55, 56)**

Proportion of Job Postings by Standard Occupational Code (2 Digit)

<b>SOC</b>	<b>Occupational Group</b>	<b>Proportion of Job Postings</b>
92	Elementary administration and service occupations	44.5%
54	Textiles, printing and other skilled trades	13.9%
71	Sales occupations	5.9%
12	Other managers and proprietors	5.1%
72	Customer service occupations	4.0%
11	Corporate managers and directors	3.4%
62	Leisure, travel and related personal service occupations	3.0%
35	Business and public service associate professionals	3.0%
41	Administration occupations	2.5%
24	Business, media, and public service professionals	2.3%
42	Secretarial and related occupations	2.2%
61	Caring personal service occupations	1.7%
21	Science, research, engineering and technology professionals	1.4%
23	Teaching and other educational professionals	1.4%
31	Science, research, engineering and technology associate professionals	1.3%
32	Health and care associate professionals	0.8%
82	Transport and mobile machine drivers and operatives	0.7%
81	Process, plant and machine operatives	0.6%
53	Skilled construction and building trades	0.6%
34	Culture, media and sports occupations	0.6%
52	Skilled metal, electrical and electronic trades	0.4%
91	Elementary trades and related occupations	0.3%
51	Skilled agricultural and related trades	0.3%
22	Health professionals	0.2%
33	Protective service occupations	0.1%
63	Community and enforcement occupations	0.0%

### Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

SOC	Occupation	Rank
9263	Kitchen and Catering Assistants	1
5434	Chefs	2
9264	Waiters and Waitresses	3
9223	Cleaners and Domestic	4
9266	Coffee Shop Workers	5
9265	Bar Staff	6
7219	Customer Service Occupations n.e.c.	7
9261	Bar and Catering Supervisors	8
1222	Restaurant and Catering Establishment Managers and Proprietors	9
9269	Other Elementary Services Occupations n.e.c.	10
7129	Sales Related Occupations n.e.c.	11
4216	Receptionists	12
1150	Managers and Directors in Retail and Wholesale	13
7111	Sales and Retail Assistants	14
6231	Housekeepers and Related Occupations	15
7123	Roundspersons and Van Salespersons	16
1259	Managers and Proprietors in Other Services n.e.c.	17
5436	Catering and Bar Managers	18
9252	Warehouse Operatives	19
5435	Cooks	20
6135	Care Workers and Home Carers	21
4159	Other Administrative Occupations n.e.c.	22
1221	Hotel and Accommodation Managers and Proprietors	23
3113	Engineering Technicians	24
7132	Sales Supervisors - Retail and Wholesale	25

### Wholesale (SIC 46)

Proportion of Job Postings by Standard Occupational Code (2 Digit)

<b>SOC</b>	<b>Occupational Group</b>	<b>Proportion of Job Postings</b>
71	Sales occupations	18.7%
92	Elementary administration and service occupations	10.4%
35	Business and public service associate professionals	9.0%
82	Transport and mobile machine drivers and operatives	8.3%
11	Corporate managers and directors	8.2%
41	Administration occupations	8.2%
72	Customer service occupations	5.6%
21	Science, research, engineering and technology professionals	5.4%
24	Business, media, and public service professionals	5.2%
12	Other managers and proprietors	4.0%
31	Science, research, engineering and technology associate professionals	2.8%
52	Skilled metal, electrical and electronic trades	2.4%
81	Process, plant and machine operatives	2.3%
23	Teaching and other educational professionals	1.7%
53	Skilled construction and building trades	1.3%
32	Health and care associate professionals	1.2%
34	Culture, media and sports occupations	1.0%
91	Elementary trades and related occupations	0.7%
61	Caring personal service occupations	0.7%
62	Leisure, travel and related personal service occupations	0.7%
42	Secretarial and related occupations	0.6%
54	Textiles, printing and other skilled trades	0.6%
22	Health professionals	0.5%
33	Protective service occupations	0.2%
51	Skilled agricultural and related trades	0.1%
63	Community and enforcement occupations	0.0%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
7129	Sales Related Occupations n.e.c.	1
9252	Warehouse Operatives	2
7111	Sales and Retail Assistants	3
8211	Large Goods Vehicle Drivers	4
7219	Customer Service Occupations n.e.c.	5
1150	Managers and Directors in Retail and Wholesale	6
3556	Sales Accounts and Business Development Managers	7
7123	Roundspersons and Van Salespersons	8
4134	Transport and Distribution Clerks and Assistants	9
4159	Other Administrative Occupations n.e.c.	10
3554	Advertising and Marketing Associate Professionals	11
4122	Book-keepers, Payroll Managers and Wages Clerks	12
1131	Financial Managers and Directors	13
3571	Human Resources and Industrial Relations Officers	14
1259	Managers and Proprietors in Other Services n.e.c.	15
1241	Managers in Transport and Distribution	16
5241	Electricians and Electrical Fitters	17
2125	Production and Process Engineers	18
7132	Sales Supervisors - Retail and Wholesale	19
2432	Marketing and Commercial Managers	20
3113	Engineering Technicians	21
9263	Kitchen and Catering Assistants	22
2312	Further Education Teaching Professionals	23
8222	Fork-lift Truck Drivers	24
2122	Mechanical Engineers	25

**Construction (SIC 41, 42, 43)**

Proportion of Job Postings by Standard Occupational Code (2 Digit)

<b>SOC</b>	<b>Occupational Group</b>	<b>Proportion of Job Postings</b>
21	Science, research, engineering and technology professionals	11.8%
53	Skilled construction and building trades	11.7%
35	Business and public service associate professionals	8.7%
41	Administration occupations	8.2%
92	Elementary administration and service occupations	7.4%
24	Business, media, and public service professionals	6.7%
71	Sales occupations	5.2%
82	Transport and mobile machine drivers and operatives	5.2%
52	Skilled metal, electrical and electronic trades	5.1%
31	Science, research, engineering and technology associate professionals	5.1%
91	Elementary trades and related occupations	4.8%
11	Corporate managers and directors	4.5%
12	Other managers and proprietors	3.1%
81	Process, plant and machine operatives	2.9%
72	Customer service occupations	2.6%
42	Secretarial and related occupations	1.4%
61	Caring personal service occupations	1.2%
54	Textiles, printing and other skilled trades	0.9%
23	Teaching and other educational professionals	0.7%
34	Culture, media and sports occupations	0.7%
62	Leisure, travel and related personal service occupations	0.7%
32	Health and care associate professionals	0.6%
51	Skilled agricultural and related trades	0.4%
22	Health professionals	0.3%
33	Protective service occupations	0.2%
63	Community and enforcement occupations	0.1%



Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
7129	Sales Related Occupations n.e.c.	1
2122	Mechanical Engineers	2
9129	Elementary Construction Occupations n.e.c.	3
5316	Carpenters and Joiners	4
2453	Quantity Surveyors	5
2125	Production and Process Engineers	6
3113	Engineering Technicians	7
9223	Cleaners and Domestic	8
5330	Construction and Building Trades Supervisors	9
9252	Warehouse Operatives	10
7219	Customer Service Occupations n.e.c.	11
8211	Large Goods Vehicle Drivers	12
3543	Project Support Officers	13
3551	Buyers and Procurement Officers	14
4159	Other Administrative Occupations n.e.c.	15
5319	Construction and Building Trades n.e.c.	16
2121	Civil Engineers	17
5314	Roofers, Roof Tilers and Slaters	18
1259	Managers and Proprietors in Other Services n.e.c.	19
4122	Book-keepers, Payroll Managers and Wages Clerks	20
5241	Electricians and Electrical Fitters	21
3582	Health and Safety Managers and Officers	22
5250	Skilled Metal, Electrical and Electronic Trades Supervisors	23
5312	Stonemasons and Related Trades	24
1121	Production Managers and Directors in Manufacturing	25

**Information & communication (SIC 58 to 63)**

Proportion of Job Postings by Standard Occupational Code (2 Digit)

<b>SOC</b>	<b>Occupational Group</b>	<b>Proportion of Job Postings</b>
21	Science, research, engineering and technology professionals	17.3%
71	Sales occupations	10.4%
35	Business and public service associate professionals	10.1%
11	Corporate managers and directors	6.9%
24	Business, media, and public service professionals	6.8%
92	Elementary administration and service occupations	6.2%
41	Administration occupations	5.9%
31	Science, research, engineering and technology associate professionals	5.8%
82	Transport and mobile machine drivers and operatives	3.9%
72	Customer service occupations	3.4%
12	Other managers and proprietors	3.1%
52	Skilled metal, electrical and electronic trades	2.7%
81	Process, plant and machine operatives	2.5%
23	Teaching and other educational professionals	2.3%
54	Textiles, printing and other skilled trades	1.9%
34	Culture, media and sports occupations	1.9%
22	Health professionals	1.8%
32	Health and care associate professionals	1.7%
53	Skilled construction and building trades	1.5%
61	Caring personal service occupations	1.4%
42	Secretarial and related occupations	1.2%
91	Elementary trades and related occupations	0.7%
62	Leisure, travel and related personal service occupations	0.3%
51	Skilled agricultural and related trades	0.2%
33	Protective service occupations	0.2%
63	Community and enforcement occupations	0.0%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
7129	Sales Related Occupations n.e.c.	1
2134	Programmers and Software Development Professionals	2
1150	Managers and Directors in Retail and Wholesale	3
7219	Customer Service Occupations n.e.c.	4
7123	Roundspersons and Van Salespersons	5
2133	IT Business Analysts, Architects and Systems Designers	6
7111	Sales and Retail Assistants	7
3543	Project Support Officers	8
2137	IT Network Professionals	9
3132	IT User Support Technicians	10
5434	Chefs	11
9263	Kitchen and Catering Assistants	12
3554	Advertising and Marketing Associate Professionals	13
3131	IT Operations Technicians	14
3571	Human Resources and Industrial Relations Officers	15
9252	Warehouse Operatives	16
2122	Mechanical Engineers	17
8211	Large Goods Vehicle Drivers	18
2125	Production and Process Engineers	19
4134	Transport and Distribution Clerks and Assistants	20
3556	Sales Accounts and Business Development Managers	21
4159	Other Administrative Occupations n.e.c.	22
3133	Database Administrators and Web Content Technicians	23
3417	Photographers, Audio-visual and Broadcasting Equipment Operators	24
2432	Marketing and Commercial Managers	25

**Motor trades (SIC 45)**

**Proportion of Job Postings by Standard Occupational Code (2 Digit)**

<b>SOC</b>	<b>Occupational Group</b>	<b>Proportion of Job Postings</b>
71	Sales occupations	19.5%
52	Skilled metal, electrical and electronic trades	17.5%
72	Customer service occupations	8.5%
35	Business and public service associate professionals	7.8%
41	Administration occupations	7.1%
11	Corporate managers and directors	6.4%
24	Business, media, and public service professionals	4.5%
92	Elementary administration and service occupations	4.3%
12	Other managers and proprietors	4.3%
82	Transport and mobile machine drivers and operatives	4.1%
81	Process, plant and machine operatives	4.0%
21	Science, research, engineering and technology professionals	3.7%
31	Science, research, engineering and technology associate professionals	2.6%
42	Secretarial and related occupations	1.9%
91	Elementary trades and related occupations	0.6%
32	Health and care associate professionals	0.6%
53	Skilled construction and building trades	0.4%
61	Caring personal service occupations	0.4%
63	Community and enforcement occupations	0.4%
51	Skilled agricultural and related trades	0.3%
23	Teaching and other educational professionals	0.3%
54	Textiles, printing and other skilled trades	0.2%
22	Health professionals	0.2%
34	Culture, media and sports occupations	0.2%
62	Leisure, travel and related personal service occupations	0.2%
33	Protective service occupations	0.0%

#### **Top 25 Roles in Demand by Standard Occupational Code (4 Digit)**

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
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5231	Vehicle Technicians, Mechanics and Electricians	1
7129	Sales Related Occupations n.e.c.	2
7219	Customer Service Occupations n.e.c.	3
8145	Tyre, Exhaust and Windscreen Fitters	4
7115	Vehicle and Parts Salespersons and Advisers	5
1150	Managers and Directors in Retail and Wholesale	6
8211	Large Goods Vehicle Drivers	7
7123	Roundspersons and Van Salespersons	8
4122	Book-keepers, Payroll Managers and Wages Clerks	9
3113	Engineering Technicians	10
1259	Managers and Proprietors in Other Services n.e.c.	11
9252	Warehouse Operatives	12
4159	Other Administrative Occupations n.e.c.	13
2421	Chartered and Certified Accountants	14
1252	Garage Managers and Proprietors	15
3571	Human Resources and Industrial Relations Officers	16
4216	Receptionists	17
3554	Advertising and Marketing Associate Professionals	18
4151	Sales Administrators	19
7132	Sales Supervisors - Retail and Wholesale	20
2134	Programmers and Software Development Professionals	21
3551	Buyers and Procurement Officers	22
5250	Skilled Metal, Electrical and Electronic Trades Supervisors	23
8239	Other Drivers and Transport Operatives n.e.c.	24
1241	Managers in Transport and Distribution	25

## Financial & insurance (SIC 64, 65, 66)

Proportion of Job Postings by Standard Occupational Code (2 Digit)

SOC	Occupational Group	Proportion of Job Postings
21	Science, research, engineering and technology professionals	15.4%
24	Business, media, and public service professionals	14.1%
35	Business and public service associate professionals	11.6%
11	Corporate managers and directors	8.0%
41	Administration occupations	6.5%
71	Sales occupations	6.2%
82	Transport and mobile machine drivers and operatives	5.5%
72	Customer service occupations	5.1%
92	Elementary administration and service occupations	5.0%
31	Science, research, engineering and technology associate professionals	4.6%
52	Skilled metal, electrical and electronic trades	3.7%
12	Other managers and proprietors	3.7%
81	Process, plant and machine operatives	3.0%
53	Skilled construction and building trades	2.1%
22	Health professionals	1.0%
32	Health and care associate professionals	0.9%
61	Caring personal service occupations	0.8%
91	Elementary trades and related occupations	0.8%
42	Secretarial and related occupations	0.6%
51	Skilled agricultural and related trades	0.4%
23	Teaching and other educational professionals	0.4%
62	Leisure, travel and related personal service occupations	0.3%
34	Culture, media and sports occupations	0.2%
33	Protective service occupations	0.0%
54	Textiles, printing and other skilled trades	0.0%
63	Community and enforcement occupations	0.0%

Top 25 Roles in Demand by Standard Occupational Code (4 Digit)

<b>SOC</b>	<b>Occupation</b>	<b>Rank</b>
2422	Finance and Investment Analysts and Advisers	1
2134	Programmers and Software Development Professionals	2
7129	Sales Related Occupations n.e.c.	3
7219	Customer Service Occupations n.e.c.	4
8211	Large Goods Vehicle Drivers	5
2133	IT Business Analysts, Architects and Systems Designers	6
5231	Vehicle Technicians, Mechanics and Electricians	7
9252	Warehouse Operatives	8
1137	Information Technology Directors	9
1131	Financial Managers and Directors	10
4122	Book-keepers, Payroll Managers and Wages Clerks	11
1259	Managers and Proprietors in Other Services n.e.c.	12
3131	IT Operations Technicians	13
3571	Human Resources and Industrial Relations Officers	14
1150	Managers and Directors in Retail and Wholesale	15
3556	Sales Accounts and Business Development Managers	16
4134	Transport and Distribution Clerks and Assistants	17
8222	Fork-lift Truck Drivers	18
2431	Management Consultants and Business Analysts	19
2132	IT Managers	20
3533	Financial and Accounting Technicians	21
3543	Project Support Officers	22
1241	Managers in Transport and Distribution	23
8153	Rail Construction and Maintenance Operatives	24
2439	Business, Research and Administrative Professionals n.e.c.	25

## Job Postings Occupations Summary

The following table lists the top 50 occupations in demand using the Standard Occupational Code.

The ranking of the occupations for each focus sector is listed and the top 10 for each highlighted. Occupations for a focus sector in the top 10 but not listed in the top 50 demand are included at the bottom of the table and the demand ranking shown.

Occupations most in demand and with high demand across a number of focus sectors include;

- Sales Related Occupations n.e.c.
- Cleaners and Domestic
- Large Goods Vehicle Drivers
- Managers and Directors in Retail and Wholesale
- Warehouse Operatives
- Customer Service Occupations n.e.c.
- Vehicle Technicians, Mechanics and Electricians
- Programmers and Software Development Professionals
- Roundspersons and Van Salespersons

Other occupations in demand across all sectors and hence transferable, include;

- Chartered and Certified Accountants
- Human Resources and Industrial Relations Officers
- Fork-lift Truck Drivers
- Advertising and Marketing Associate Professionals
- Construction and Building Trades n.e.c.
- Receptionists
- Buyers and Procurement Officers
- Security Guards and Related Occupations
- Health and Safety Managers and Officers

The Retail sector also contributes to the high demand for a number of occupations.



Job Postings Rank	SOC	Occupation	Focus Sectors Job Postings as % of Total	Health	Business administration & support services	Transport & storage	Manufacturing	Education	Professional, scientific & technical	Accommodation & food services	Wholesale	Construction	Information & communication	Motor trades	Financial & insurance	Other Sectors with Strong Representation
1	7129	Sales Related Occupations n.e.c.	67%	33	3	14	2	12	2	11	1	1	1	2	3	Retail
2	9223	Cleaners and Domestic	69%	15	1	22	31	14	17	4	60	8	51	116	35	Other Service Activities
3	6135	Care Workers and Home Carers	69%	1	28	138	76	50	12	21	88	44	39	156	36	
4	8211	Large Goods Vehicle Drivers	79%	63	2	1	12	38	3	37	4	12	18	7	5	
5	1150	Managers and Directors in Retail and Wholesale	68%	68	9	38	7	25	9	13	6	26	3	6	15	Retail
6	9252	Warehouse Operatives	78%	106	7	2	8	61	6	19	2	10	16	12	8	
7	7219	Customer Service Occupations n.e.c.	69%	64	19	13	16	39	4	7	5	11	4	3	4	Retail
8	5231	Vehicle Technicians, Mechanics and Electricians	86%	102	4	10	22	69	5	101	51	56	45	1	7	
9	2134	Programmers and Software Development Professionals	78%	65	12	27	3	21	7	57	40	29	2	21	2	
10	2313	Secondary Education Teaching Professionals	74%	56	6	0	136	4	87	38	183	99	41	0	112	
11	2122	Mechanical Engineers	86%	239	5	41	11	65	10	130	26	2	17	33	44	
12	2461	Social Workers	73%	5	15	124	110	16	24	27	149	115	31	61	58	
13	4122	Book-keepers, Payroll Managers and Wages Clerks	77%	69	10	21	41	35	16	36	12	20	26	9	11	
14	9263	Kitchen and Catering Assistants	76%	16	87	83	38	13	37	1	20	58	12	43	78	
15	4159	Other Administrative Occupations n.e.c.	77%	17	20	16	18	9	19	22	9	15	22	13	34	
16	2125	Production and Process Engineers	81%	182	14	34	4	74	14	131	19	6	19	50	75	
17	5434	Chefs	80%	38	49	49	36	32	18	2	113	40	10	155	0	
18	8139	Plant and Machine Operatives n.e.c.	83%	77	16	52	1	105	13	77	29	33	34	0	76	
19	2421	Chartered and Certified Accountants	84%	78	11	35	70	64	15	82	80	107	93	14	26	
20	3113	Engineering Technicians	78%	47	21	15	5	33	23	23	21	7	28	10	32	
21	2412	Solicitors and Lawyers	81%	113	13	72	134	173	8	152	117	137	102	69	63	
22	2237	Other Registered Nursing Professionals	87%	2	38	211	266	87	128	231	110	191	75	0	106	
23	6112	Teaching Assistants	99%	43	8	0	111	6	141	33	105	109	105	0	151	
24	7111	Sales and Retail Assistants	39%	118	126	125	17	63	20	14	3	132	7	49	73	Retail
25	3571	Human Resources and Industrial Relations Officers	78%	36	22	28	46	17	11	42	14	54	15	16	14	
26	4134	Transport and Distribution Clerks and Assistants	81%	67	24	5	6	51	21	49	10	28	20	27	16	
27	8222	Fork-lift Truck Drivers	82%	189	17	19	24	148	27	86	23	34	48	101	18	
28	3232	Early Education and Childcare Practitioners	66%	7	60	135	253	3	140	112	0	262	76	72	0	
29	7123	Roundspersons and Van Salespersons	59%	153	53	3	47	119	83	16	8	87	5	8	55	Retail
30	1259	Managers and Proprietors in Other Services n.e.c.	67%	50	48	8	27	52	29	17	15	19	27	11	12	Public administration & defence
31	2319	Teaching Professionals n.e.c.	96%	80	18	194	138	2	93	34	0	159	98	0	0	
32	3554	Advertising and Marketing Associate Professionals	75%	37	34	88	23	20	22	28	11	41	13	18	48	
33	1171	Health Services and Public Health Managers and Directors	85%	3	54	103	78	60	101	46	184	127	135	112	102	
34	3543	Project Support Officers	79%	76	31	23	15	46	26	60	89	13	8	57	22	
35	2133	IT Business Analysts, Architects and Systems Designers	77%	86	44	12	9	44	25	43	74	68	6	67	6	
36	5319	Construction and Building Trades n.e.c.	80%	41	29	30	43	54	70	40	46	16	77	132	42	
37	4216	Receptionists	72%	11	71	75	145	36	36	12	121	47	65	17	0	
38	2316	Special and Additional Needs Education Teaching Professionals	70%	54	33	210	0	5	154	138	101	0	138	192	0	
39	2422	Finance and Investment Analysts and Advisers	75%	92	42	47	115	132	33	35	42	52	49	47	1	
40	1131	Financial Managers and Directors	78%	82	35	36	55	47	34	47	13	83	46	26	10	
41	3551	Buyers and Procurement Officers	79%	75	36	37	19	71	31	121	32	14	40	22	65	
42	2314	Primary Education Teaching Professionals	73%	171	23	163	185	59	168	107	152	177	175	0	157	
43	9231	Security Guards and Related Occupations	73%	89	26	102	94	81	86	32	127	48	92	0	129	
44	2453	Quantity Surveyors	77%	177	27	70	85	0	53	97	72	5	62	99	84	
45	8149	Assemblers and Routine Operatives n.e.c.	88%	197	25	112	10	165	55	78	53	43	43	68	50	
46	9129	Elementary Construction Occupations n.e.c.	80%	110	32	164	113	129	51	154	164	3	86	159	61	
47	3412	Authors, Writers and Translators	92%	264	189	130	112	171	1	165	124	66	145	114	122	
48	3582	Health and Safety Managers and Officers	78%	44	50	18	13	126	44	102	52	22	78	77	45	
49	2212	Specialist Medical Practitioners	91%	4	115	0	286	170	217	174	0	0	248	137	118	
50	1241	Managers in Transport and Distribution	79%	111	56	4	35	137	30	61	16	32	55	25	23	
Other Top 10 Occupations in Focus Sectors																
55	8219	Road Transport Drivers n.e.c.	74%			7					7					
56	3556	Sales Accounts and Business Development Managers	82%										9			
58	3132	IT User Support Technicians	80%													
61	2234	Registered Nurse Practitioners	83%	6												
62	3219	Health Associate Professionals n.e.c.	84%	8												
65	5330	Construction and Building Trades Supervisors	75%									7				
66	2322	Education Managers	73%					8								
69	9266	Coffee Shop Workers	65%							5						
70	9264	Waiters and Waitresses	67%							3						
73	2311	Higher Education Teaching Professionals	82%					1								
78	3213	Medical and Dental Technicians	82%	7												
81	5316	Carpenters and Joiners	78%									4				
92	9261	Bar and Catering Supervisors	73%							8						
93	9265	Bar Staff	64%							6						
97	9251	Elementary Storage Supervisors	73%			6										
101	2222	Occupational Therapists	92%	10												
115	1222	Restaurant and Catering Establishment Managers and Proprietors	69%							9					9	
131	9269	Other Elementary Services Occupations n.e.c.	74%							10						
141	1137	Information Technology Directors	83%													
151	7115	Vehicle and Parts Salespersons and Advisers	84%											5		
158	2162	Other Researchers, Unspecified Discipline	89%					10								
168	8212	Bus and Coach Drivers	80%			9										
181	8215	Driving Instructors	87%					7								
182	8145	Tyre, Exhaust and Windscreen Fitters	84%											4		

The occupations in demand and directly related to the occupational routes and pathway priorities within the LSIP/LSIF include:

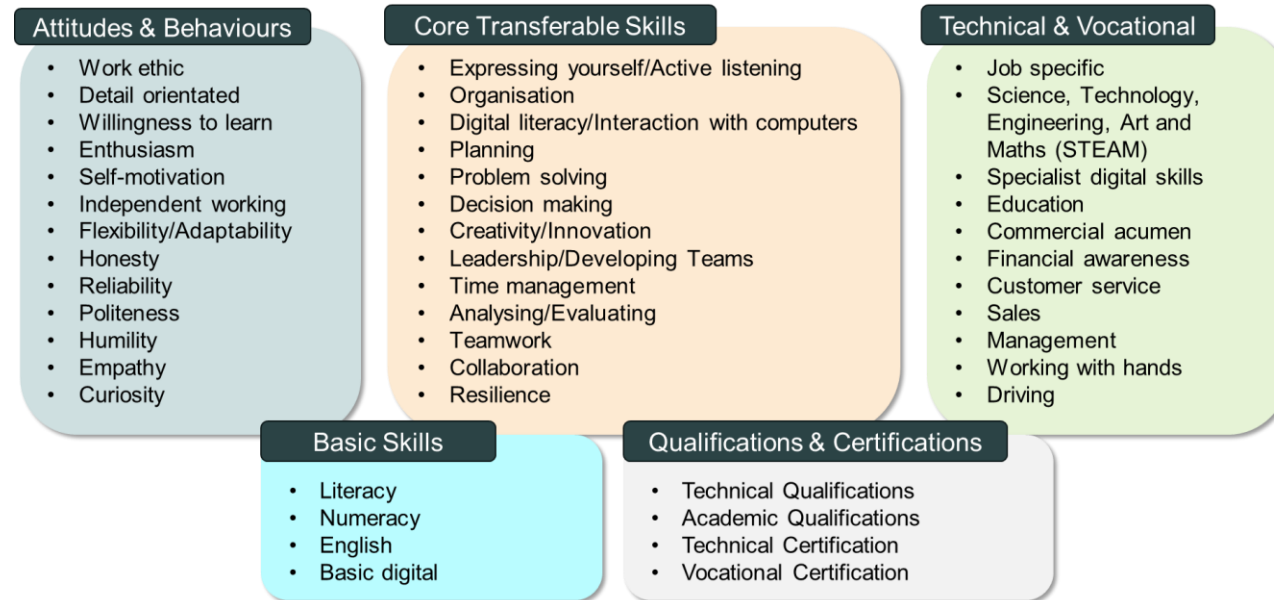
<b>Job Postings Rank</b>	<b>SOC</b>	<b>Occupation</b>
<b>Health</b>		
3	6135	Care Workers and Home Carers
12	2461	Social Workers
22	2237	Other Registered Nursing Professionals
33	1171	Health Services and Public Health Managers and Directors
49	2212	Specialist Medical Practitioners
61	2234	Registered Nurse Practitioners
62	3219	Health Associate Professionals n.e.c.
78	3213	Medical and Dental Technicians
101	2222	Occupational Therapists
<b>Digital</b>		
9	2134	Programmers and Software Development Professionals
35	2133	IT Business Analysts, Architects and Systems Designers
58	3132	IT User Support Technicians
141	1137	Information Technology Directors
<b>Green Technology (Associated)</b>		
36	5319	Construction and Building Trades n.e.c.
46	9129	Elementary Construction Occupations n.e.c.
65	5330	Construction and Building Trades Supervisors

The STEM related occupations with high demand (other than Digital, Health, Green Technology) include:

<b>Job Postings Rank</b>	<b>SOC</b>	<b>Occupation</b>
8	5231	Vehicle Technicians, Mechanics and Electricians
11	2122	Mechanical Engineers
16	2125	Production and Process Engineers
20	3113	Engineering Technicians
44	2453	Quantity Surveyors

## Appendix F – Employability Skills

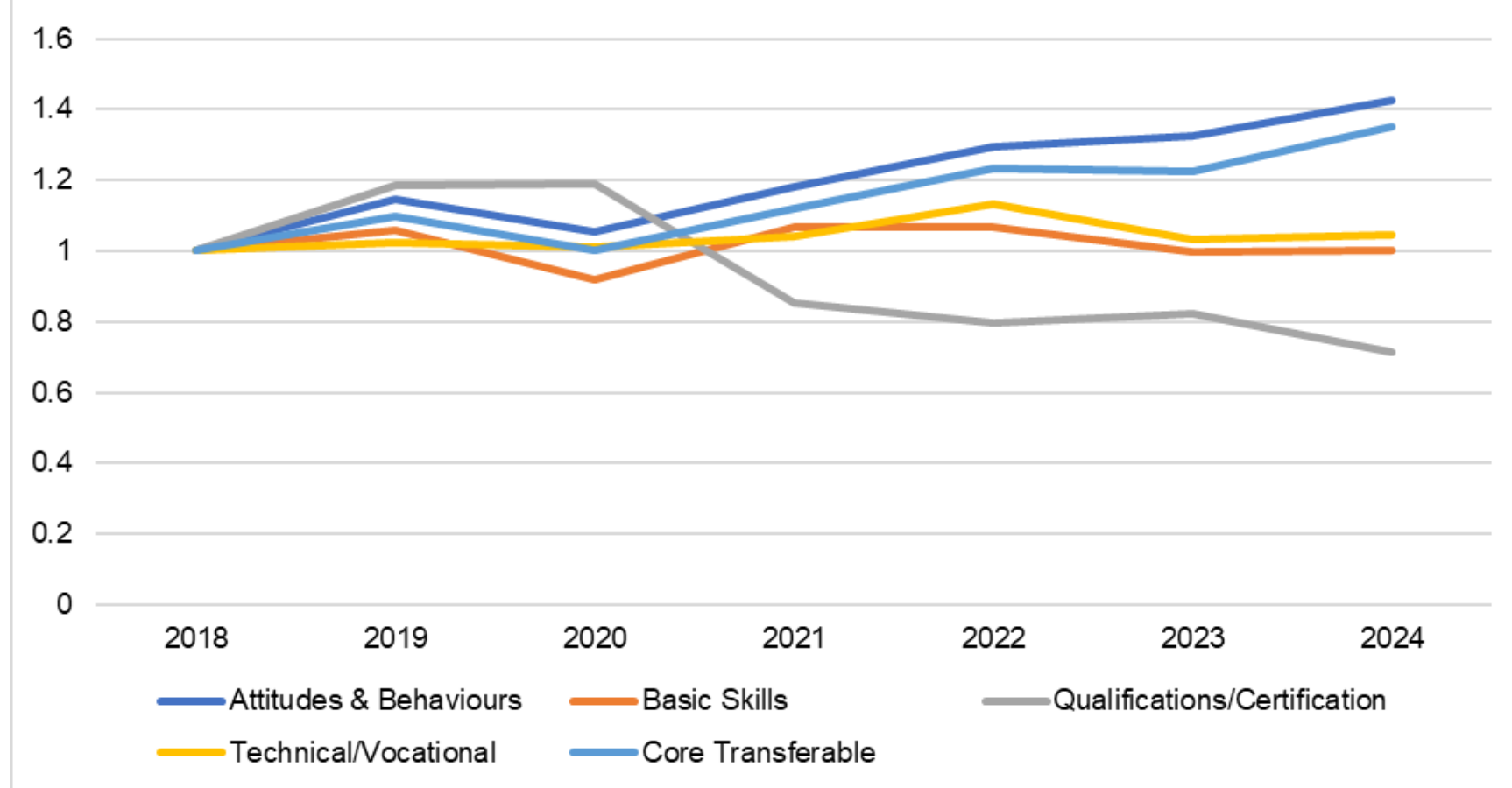
The definition of employability skills as defined by employers through consultations and survey and from job postings data is:



The demand from employers compared to 2018 shows;

- Core Transferable Skills and appropriate Attitudes and Behaviours is increasing.
- Qualifications, especially academic qualifications is decreasing.
- Technical and Vocational Skills and Basic Skills has remained stable.

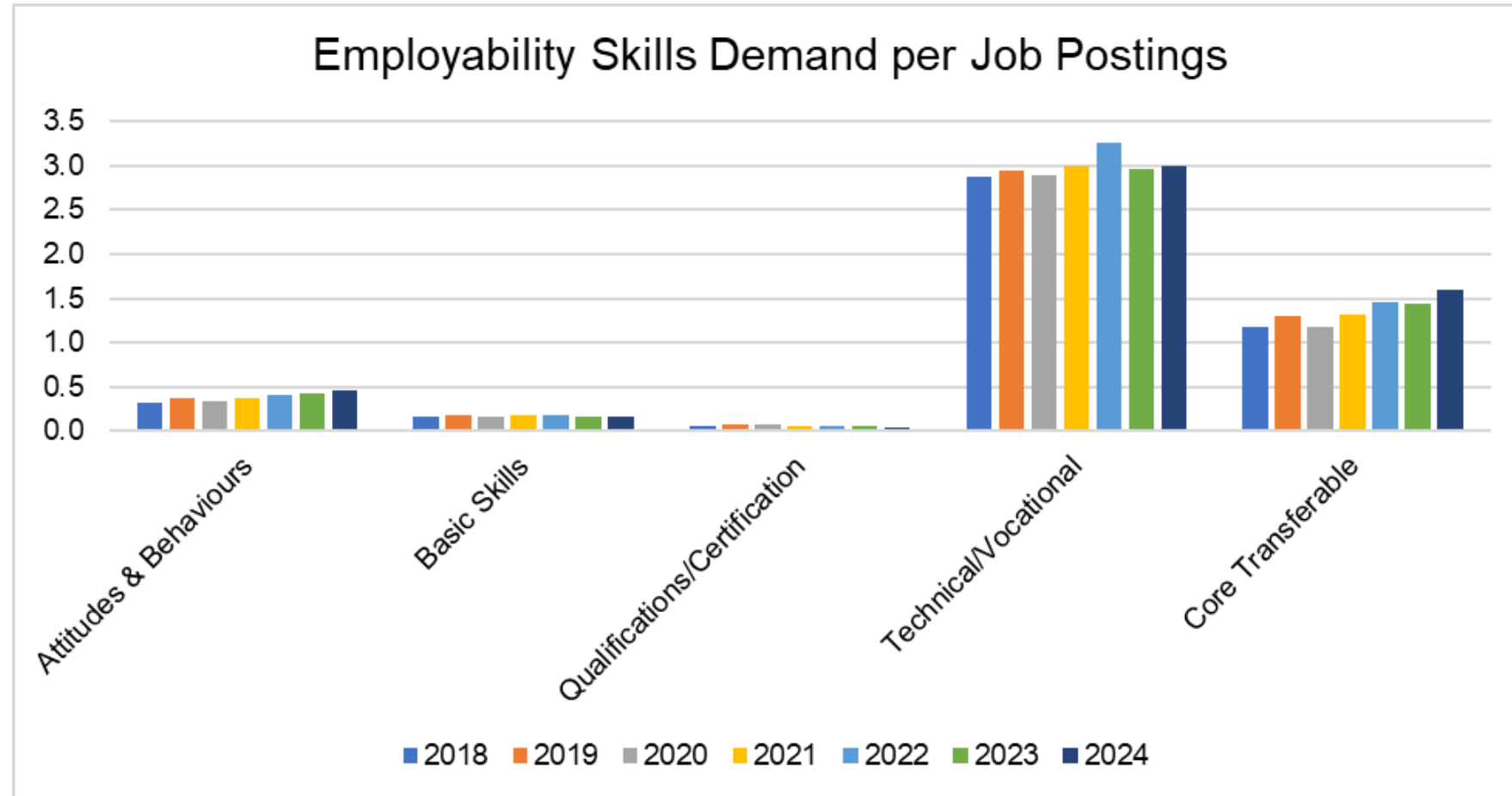
## Employability Skills Demand in Job Postings vs 2018



Source: Lightcast/South Midlands Authorities

Employability skills per job posting indicate a ranking of:

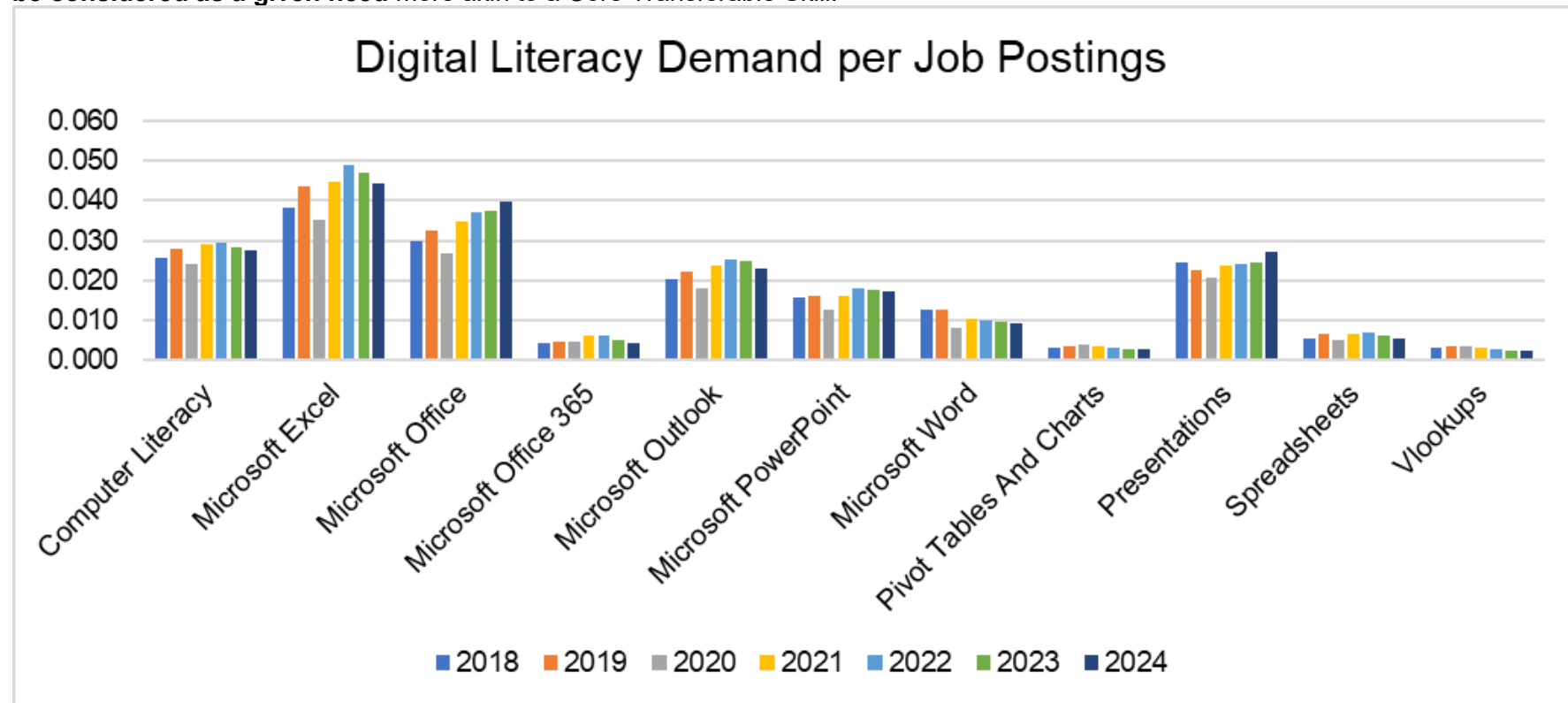
1. Technical and Vocational Skills (increasing)
2. Core Transferable Skills (increasing)
3. Attitudes and behaviours (increasing)
4. Basic Skills (stable)
5. Qualifications/Certification (decreasing – academic qualifications)



Source: Lightcast/South Midlands Authorities

## Digital Literacy

Increasing demand for digital skills using Microsoft Office and for Presentations. Feedback from employers is that **Microsoft Excel is starting to be considered as a given need** more akin to a Core Transferable Skill.



Source: Lightcast/South Midlands Authorities

## **Specialist Digital Skills**

Programming languages in demand in order of need are:

1. SQL
2. Python
3. JavaScript
4. C#
5. C++
6. Java

Other top 10 specialist digital skills in demand are described as:

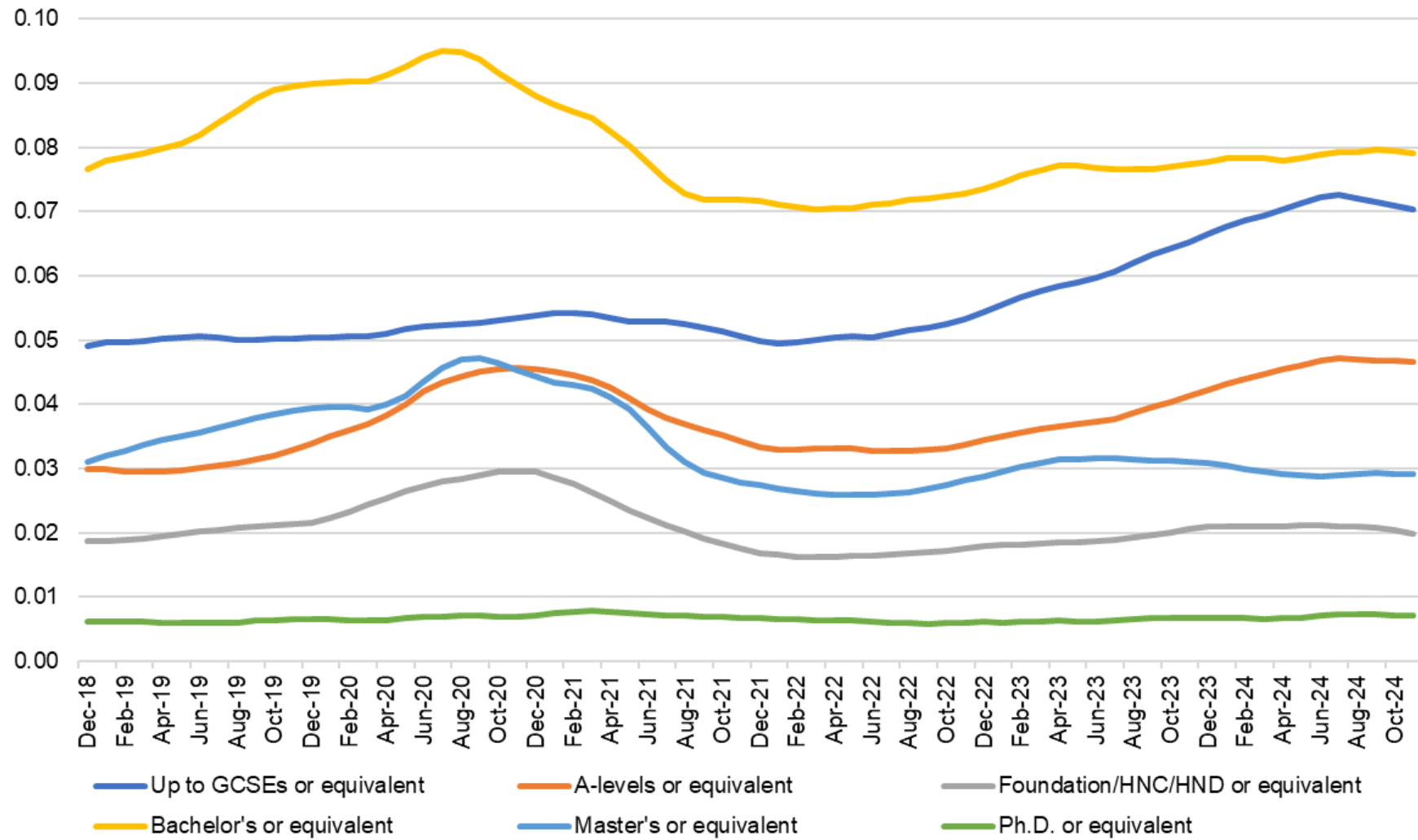
1. Data Analysis (high growth in demand)
2. Software Development (high growth in demand)
3. Microsoft Azure
4. Data Management (high growth in demand)
5. Scrum (Software Development)
6. Information Technology Infrastructure Library
7. Systems Engineering
8. Computer Science
9. Windows PowerShell (high growth in demand)
10. Software Engineering

## **Qualifications**

Observations for demand for qualifications in job postings:

- Level 6 (Bachelor Degree or equivalent) increasing steadily;
- Level 2 (GCSE), Level 3 (A Level) and Level 4/5 (Foundation Degree/HNC/HND/Higher Technical Qualification) increased in 2022/23 but decreased mid 2024;
- Level 7+ (Ph.D./Master's or equivalent remained stable).

## 12 Month Moving Average Trend for Demand for Qualifications % of Total Job Postings



Source: Lightcast/South Midlands Authorities



## Appendix G - Learner Achievements

### 2022/23 (non-Apprenticeship)

The top 10 non-Apprenticeship occupational route and learner pathways in 2022/23 (last complete set of results accessed) are:

<b>Occupational Route and Pathways</b>	<b>FE Achievements (number)</b>
Foundations for Learning and Life	16514
Health and Social Care	3399
Preparation for Work	2556
Crafts, Creative Arts and Design	2097
Business Management	1998
ICT for Users	1577
Building and Construction	1416
Child Development and Well Being	1357
Languages, Literature and Culture of the British Isles	1291
Service Enterprises	1141

This represents 74.2% of all non-Apprenticeship learner achievements

<b>Provider Type</b>	<b>FE Achievements (number)</b>
General FE College incl Tertiary	18167
Other Public Funded i.e. LA's and HE	15465
Private Sector Public Funded	10051
Special College	1139
Sixth Form College	84
Schools	27

<b>Provider</b>	<b>FE Achievements (number)</b>
BEDFORD COLLEGE	7524
NORTH NORTHAMPTONSHIRE COUNCIL	4945
MILTON KEYNES COUNCIL	3369
NORTHAMPTON COLLEGE	3241
LUTON BOROUGH COUNCIL	3204
CENTRAL BEDFORDSHIRE COUNCIL	2346
MILTON KEYNES COLLEGE	2087
WEST HERTS COLLEGE	1443
CENTRAL BEDFORDSHIRE COLLEGE	1207
MOULTON COLLEGE	909

A total of 67.4% of all FE achievements in our area were by these 10 institutions

## 2022/23 (Apprenticeship) Learner Achievements

The top 10 Apprenticeship occupational route and pathways in 2022/23 (last complete set of results accessed) are:

Occupational Route and Pathways	Achievements
Business Management	722
Health and Social Care	355
Administration	264
Child Development and Well Being	264
Public Services	235
Engineering	203
ICT Practitioners	143
Accounting and Finance	139
Transportation Operations and Maintenance	137
Building and Construction	131

This represents 78.1% of all Apprenticeship learner achievements

Provider Type	Achievements
Private Sector Public Funded	2082
Other Public Funded i.e. LA's and HE	758
General FE College incl Tertiary	472
Special College	7
Sixth Form College	1
<b>Grand Total</b>	<b>3320</b>

<b>Provider</b>	<b>Achievements</b>
CRANFIELD UNIVERSITY	351
BEDFORD COLLEGE	193
NORTHAMPTON COLLEGE	150
LIFETIME TRAINING GROUP LIMITED	110
BRITISH ARMY	109
STARTING OFF LIMITED	91
THE OPEN UNIVERSITY	70
BABINGTON BUSINESS COLLEGE LIMITED	63
PARAGON EDUCATION & SKILLS LIMITED	62
BRITISH TELECOMMUNICATIONS PUBLIC LIMITED COMPANY	61
UNIVERSITY OF BEDFORDSHIRE	61
REMIT GROUP LIMITED	56
CORNDEL LIMITED	54
HIT TRAINING LTD	53
IMPACT FUTURES TRAINING LIMITED	52
TOTAL PEOPLE LIMITED	45
MARR CORPORATION LIMITED	40
KAPLAN FINANCIAL LIMITED	39
TRAVIS PERKINS PLC	37
HEART OF ENGLAND TRAINING LIMITED	32
MULTIVERSE GROUP LIMITED	32
REALISE LEARNING AND EMPLOYMENT LIMITED	32

A total of 54% of all Apprenticeships delivered in our region were by these 22 Institutions

## Appendix H - South Midlands Business Board devolution update

(taken from item 6 of the Business Board minutes, Feb 2025)

<https://www.southmidlands.org.uk/business-board/meetings-and-agendas/>

### Statements following 10 January 2025 EOI submission:

- North Northants - <https://www.northnorthants.gov.uk/news/north-northamptonshire-council-pursue-fast-track-south-midlands-devolution-bid>
- West Northants - <https://www.westnorthants.gov.uk/news/wnc-agrees-pursue-south-midlands-devolution-bid>
- Milton Keynes - no formal statement or press release
- Central Beds - <https://www.centralbedfordshire.gov.uk/news/article/1280/council-expresses-interest-in-being-part-of-the-government-s-devolution-plans>
- Luton – no formal statement or press release
- Bedford Borough– no formal statement or press release.

### Statements following 5 February 2025 priority pathway announcement:

- North Northants - <https://www.northnorthants.gov.uk/news/work-continue-deliver-fresh-bid-south-midlands-devolution>
- West Northants - <https://www.westnorthants.gov.uk/news/south-midlands-not-included-governments-devolution-programme-now>
- Milton Keynes - Devolution statement: <https://www.milton-keynes.gov.uk/news/2025/devolution-statement-cllr-pete-marland>
- Government statement - <https://questions-statements.parliament.uk/written-statements/detail/2025-02-05/hcws418>
- Government press release - <https://www.gov.uk/government/news/devolution-revolution-six-areas-to-elect-mayors-for-first-time>
- Central Beds – no formal statement.
- Bedford Borough– no formal statement.
- Luton – no formal statement

At the 18 February 2025 South Midlands Authorities Board meeting, a consensus was not made on devolution pathway regarding going in as a 4 or 6 region.

