

ANNEX A

OCCUPATIONS AND SKILLS IN DEMAND



LSIPOXFORDSHIRE
SHAPING THE FUTURE WORKFORCE

HEALTH AND LIFE SCIENCES (INCLUDING, PHARMACEUTICALS, AGRIFOOD TECHNOLOGY AND HEALTH TECHNOLOGY)

21.10 Manufacture of basic pharmaceutical products
 21.20 Manufacture of pharmaceutical preparations
 26.60 Manufacture of irradiation, electromedical and electrotherapeutic equipment
 32.50 Manufacture of medical and dental instruments and supplies
 72.11 Research and experimental development on biotechnology
 72.19 Other research and experimental development on natural sciences and engineering
 86.10 Hospital activities
 86.90 Other human health activities
 52.10 Warehousing and storage
 52.29 Other transportation support activities
 71.20 Technical testing and analysis
 62.01 Computer programming activities
 62.02 Computer consultancy activities
 62.09 Other information technology and computer service activities

Agrifood and Food Innovation (Two-digit SIC codes are used because they provide a clear, high-level classification of an entire sector, allowing related activities to be grouped together without unnecessary detail when roles and skills span multiple sub-industries.)

01 Crop and animal production, hunting and related service activities
 10 Manufacture of food products
 11 Manufacture of beverages

Some occupations in this table are hybrid scientific, technical or commercial roles that do not map neatly to a single SOC 2020 occupation. In particular, agritech, clinical research and commercialisation roles may vary significantly depending on whether the primary focus is operational, scientific, regulatory or managerial.

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Laboratory technicians	3111 Laboratory technicians	GMP and GLP compliance; laboratory automation; digital lab systems (LIMS); data handling; quality assurance	Health & Science	Level 3–5	Lab Assistant → Laboratory Technician → Senior Technician / Lab Manager
Research scientists and applied R&D specialists	2112 Biological scientists and biochemists; potentially 2119 Natural and social science professionals n.e.c.	Translational research; AI-enabled modelling; data science integration; regulatory awareness; collaboration with manufacturing	Health & Science	Level 6–8	Research Assistant → Research Scientist → Principal Investigator / R&D Director
Regulatory and compliance specialists	2462 Quality control and planning engineers; potentially 3565 Inspectors of standards and regulations	MHRA and international standards; clinical trial regulation; documentation systems; audit processes; digital compliance tools	Health & Science	Level 4–7	QA Officer → Regulatory Manager → Compliance Director
Agritech production specialists	No single SOC code recommended	Environmental compliance; digital crop monitoring; automation; traceability systems; sustainability metrics	Agriculture, environmental and animal care Health & Science	Level 2–5	Operative → Agritech Technician → Production Supervisor
Bioprocess and manufacturing technicians	3113 Engineering technicians; potentially 8139 Process operatives n.e.c.	Cleanroom protocols; process optimisation; automation systems; quality monitoring; digital manufacturing systems	Engineering & Manufacturing (embedded health)	Level 3–5	Process Operative → Bioprocess Technician → Production Manager

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Medical device and diagnostics engineers	2129 Engineering professionals n.e.c.; potentially 2126 Design and development engineers	Product validation; quality standards; regulatory approval processes; digital system integration; cyber compliance	Engineering & Manufacturing Health & Science	Level 4–8	Design Engineer → Senior Engineer → Technical Director
Clinical research coordinators	3218 Medical and dental technicians; potentially 3558 Health associate professionals n.e.c.	Trial governance; patient data systems; ethics compliance; digital record management; communication skills	Health & Science	Level 4–6	Clinical Support Officer → Research Coordinator → Clinical Trial Manager
Commercialisation and scale-up managers	3545 Sales accounts and business development managers; potentially 1259 Managers and proprietors n.e.c.	IP management; venture funding; regulatory pathways; international market access; scaling operations	Legal, finance and accounting Sales, marketing and procurement Business and Administration	Level 4–7	Business Development Manager → Commercial Director → CEO / Founder

TECHNOLOGY AND INNOVATION (GREEN TECHNOLOGY, ENERGY, ADVANCED MANUFACTURING AND QUANTUM AND SUPER CONDUCTING TECHNOLOGIES)

20.13 Manufacture of other inorganic basic chemicals
 20.14 Manufacture of other organic basic chemicals
 25.62 Machining
 26.11 Manufacture of electronic components
 26.20 Manufacture of computers and peripheral equipment
 27.11 Manufacture of electric motors, generators and transformers
 27.12 Manufacture of electricity distribution and control apparatus
 28.29 Manufacture of other general-purpose machinery n.e.c.
 28.99 Manufacture of other special-purpose machinery n.e.c.
 33.12 Repair of machinery
 33.20 Installation of industrial machinery and equipment
 35.11 Production of electricity
 35.12 Transmission of electricity
 35.13 Distribution of electricity
 39.00 Remediation activities and other waste management services
 41.20 Construction of residential and non-residential buildings
 42.22 Construction of utility projects for electricity and telecommunications
 43.21 Electrical installation
 43.29 Other construction installation
 49.50 Transport via pipeline
 71.12 Engineering activities and related technical consultancy
 72.11 Research and experimental development on biotechnology
 72.19 Other research and experimental development on natural sciences and engineering
 74.90 Other professional, scientific and technical activities n.e.c.

Quantum computing spans research, advanced hardware manufacturing and software development, so multiple SIC codes are used to capture its full activity rather than a single classification.

26.11 Manufacture of electronic components
 26.12 Manufacture of loaded electronic boards
 26.20 Manufacture of computers and peripheral equipment
 26.30 Manufacture of communication equipment
 62.01 Computer programming activities
 62.02 Computer consultancy activities
 62.09 Other information technology and computer service activities

Some occupations in this table relate to emerging technologies and interdisciplinary roles that are not yet fully reflected in SOC 2020 classifications. In particular, areas such as quantum computing, AI applied to industrial systems and green technology integration may span multiple engineering, scientific and digital occupations.

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Energy systems engineers (fusion, hydrogen, renewables)	2123 Electrical and electronics engineers 2122 Mechanical engineers	Hydrogen systems; fusion technologies; grid integration; safety standards; digital simulation tools; sustainability compliance	Engineering & Manufacturing	Level 6–8	Graduate Engineer → Energy Systems Engineer → Technical Director
Advanced manufacturing engineers (low-carbon technologies)	2129 Engineering professionals n.e.c.; 3113 Engineering technicians	Automation; robotics; digital twin modelling; sustainable materials; advanced production methods	Engineering & Manufacturing	Level 4–7	Engineering Technician → Manufacturing Engineer → Operations Director

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
AI implementation and digital transformation leads	2462 Quality control and planning engineers; potentially 3565 Inspectors of standards and regulations	AI adoption strategy; process redesign; change management; procurement and ROI; ethical AI; workforce impact planning	Digital & Technology Leadership & Management	Level 4–7	Project Manager → Digital Transformation Lead → Director of Innovation
Environmental scientists and sustainability specialists	2119 Natural and social science professionals n.e.c.; potentially 2113 Physical scientists	Carbon accounting; environmental data analysis; regulatory frameworks; lifecycle assessment; ESG reporting	Health & Science	Level 5–8	Environmental Analyst → Sustainability Lead → Environmental Director
Research scientists in clean energy	2113 Physical scientists	Energy modelling; AI-enabled simulation; materials science; cross-disciplinary collaboration	Health & Science Engineering & Manufacturing	Level 6–8	Research Associate → Senior Scientist → Principal Investigator
Engineering technicians (automation and robotics)	3113 Engineering technicians	PLC programming; robotics integration; predictive maintenance; digital QA systems	Engineering & Manufacturing	Level 3–6	Apprentice → Technician → Senior Technician / Engineering Manager
Project managers in green infrastructure and innovation	2424 Business and financial project management professionals	Grant funding management; compliance; risk assessment; supply chain coordination; ESG governance	Engineering & Manufacturing	Level 4–6	Clinical Support Officer → Research Coordinator → Clinical Trial Manager
Quantum computing researchers and engineers	2113 Physical scientists; 2126 Design and development engineers	Quantum algorithms; quantum hardware systems; cryogenics; error correction; interdisciplinary research collaboration	Engineering & Manufacturing Digital	Levels 6–8	Researcher → Quantum Engineer → Principal Scientist
AI and machine learning specialists (applied to energy and manufacturing)	2139 IT specialist professionals n.e.c.; potentially 2135 IT business analysts, architects and systems designers	Machine learning models; data engineering; optimisation algorithms; AI for simulation and forecasting; governance and ethics	Digital	Level 4–7	Data Scientist → ML Engineer → Head of AI
Control systems engineers (industrial and energy systems)	2124 Electronics engineers 2129 Engineering professionals n.e.c.	SCADA (Supervisory Control and Data Acquisition) systems; automation control; real-time systems; cyber-physical integration; safety-critical systems	Engineering & Manufacturing	Level 4–7	Control Engineer → Senior Engineer → Systems Director
Materials scientists (advanced and low-carbon materials) Battery technology; fusion materials; advanced manufacturing	2113 Physical scientists	Advanced materials; nanotechnology; sustainable materials; testing and validation; integration into production systems	Health & Science Engineering & Manufacturing	Level 6–8	Materials Scientist → Senior Scientist → R&D Director
Commercialisation and technology transfer specialists	3545 Sales accounts and business development managers; potentially 2424 Business and financial project management professionals	IP management; venture development; market analysis; funding strategy; scaling innovation	Legal, finance and accounting Sales, marketing and procurement	Level 5–7	Innovation Officer → Commercialisation Manager → Venture Director

CREATIVE INDUSTRY (INCLUDING SCREEN/FILM AND HIGH-END TV, GAMING, DIGITAL PRODUCTION AND CONTENT)

58.11 Book publishing
 58.13 Publishing of newspapers
 58.14 Publishing of journals and periodicals
 58.21 Publishing of computer games
 58.29 Other software publishing
 59.11 Motion picture, video and television programme production activities
 59.12 Motion picture, video and television programme post-production activities
 62.01 Computer programming activities
 62.02 Computer consultancy activities
 62.09 Other information technology service activities
 63.11 Data processing, hosting and related activities
 63.12 Web portals
 73.11 Advertising agencies
 73.12 Media representation services
 74.10 Specialised design activities
 74.90 Other professional, scientific and technical activities n.e.c.
 90.03 Artistic creation

The SOC 2020 mappings in this table are indicative and intended to support workforce and curriculum planning. Several occupation groupings combine technical, creative and managerial functions and may reasonably align to more than one SOC code depending on the specific duties and sector context. Where uncertainty exists, best-fit professional judgement has been applied.

Occupation in Demand	Sector Context	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Production technicians (film, TV, studios)	Screen production; studio facilities	5249 Electrical and electronic trades n.e.c. for lighting/technical rigging functions; 3416 Arts officers, producers and directors for production coordination/creative production; potentially 8149 only for physical set-build labouring functions	Set protocols; health & safety; virtual production workflows; lighting systems; digital editing systems; teamwork and reliability	Creative Industries	Level 2–5	Production Assistant → Production Technician → Technical Director
Virtual production and immersive content specialists	Screen, gaming, immersive media	2137 Web design and development professionals; potentially 2134 Programmers and software development professionals	Unreal Engine; real-time rendering; AI-assisted production; immersive design tools; data-driven content optimisation	Creative Industries Digital	Level 3–6	Junior Digital Artist → Virtual Production Specialist → Studio Innovation Lead
Game developers and interactive media designers	Gaming and digital production	2134 Programmers and software development professionals; 2137 Web design and development professionals	Game engines; AI integration; UX design; coding standards; project collaboration; IP management	Digital & Creative Industries	Level 4–6	Junior Developer → Game Developer → Lead Developer
Game developers and programmers		2134 Programmers and software development professionals	Advanced game engines (Unreal, Unity); AI integration; multiplayer systems; secure coding; collaborative development	Digital; Creative and design	Level 4–6	Junior Developer → Game Developer → Lead Developer
Post-production editors and sound specialists	Film, TV and content creation	3416 Arts officers, producers and directors for editors; potentially 5249 Electrical and electronic trades n.e.c. for technical sound engineering/broadcast engineering roles	AI-assisted editing; advanced editing software; sound engineering; workflow automation; client collaboration	Creative Industries	Level 3–6	Assistant Editor → Editor → Post-Production Supervisor

Occupation in Demand	Sector Context	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Hair, make-up and costume specialists	Film and TV production	6222 Hairdressers and barbers; 3422 Product, clothing and related designers for costume design functions	Industry compliance; freelance management; sustainability practices; digital scheduling systems	Creative Industries	Level 2–4	Assistant Stylist → Senior Stylist → Head of Department
Creative producers and project managers	Screen, gaming, digital content	2424 Business and financial project management professionals; potentially 3416 Arts officers, producers and directors	Budgeting; IP protection; data-driven audience insight; AI-enabled marketing; international collaboration	Creative Industries Leadership	Level 4–7	Production Coordinator → Creative Producer → Studio Director
Freelance creative professionals	Cross-sector (SME-dominated industry)	No single SOC code recommended	Business skills; contract management; tax and compliance; digital portfolio tools; networking	Creative Industries (embedded business skills)	Level 3–6	Freelancer → Lead Creative → Creative Director
Studio facilities and operations managers	Studio operations and site management	1259 Managers and proprietors n.e.c.	Workforce planning; compliance; scheduling software; client management; sustainability standards	Leadership & Management	Level 3–6	Facilities Coordinator → Studio Manager → Operations Director
Technical artists and immersive designers		2137 Web design and development professionals; potentially 3416 Arts officers, producers and directors	Real-time rendering; immersive design tools; AI-assisted asset creation; UX/UI integration	Digital; Creative and design	Level 3–6	Junior Artist → Technical Artist → Creative Director
Publishing editors and digital content specialists		2471 Journalists, newspaper and periodical editors; 3416 Arts officers, producers and directors	Digital publishing systems; AI-assisted editing; IP management; audience analytics; accessibility standards	Creative and design	Level 3–6	Editorial Assistant → Editor → Publishing Director
Digital marketing and audience growth managers		3543 Marketing associate professionals; potentially 3545 Sales accounts and business development managers	Data analytics; AI-enabled marketing tools; audience segmentation; digital advertising compliance	Digital; Creative and design; Sales, marketing and procurement; Business and administration	Level 3–6	Marketing Assistant → Marketing Manager → Commercial Director
Creative entrepreneurs and SME founders		1259 Managers and proprietors n.e.c.	IP strategy; venture funding; scaling operations; international distribution; digital platform monetisation	Sales, marketing and procurement; Business and administration	Level 4–7	Founder → Managing Director → Studio Head
Narrative designers and content writers		3416 Arts officers, producers and directors; potentially 2471 Journalists, newspaper and periodical editors	Interactive storytelling; AI-assisted drafting; content localisation; collaboration with developers	Digital; Creative and design	Level 3–6	Content Writer → Narrative Designer → Creative Lead
QA testers and digital product testers		2139 IT specialist professionals n.e.c.; 3131 IT operations technicians	Automated testing; user experience analysis; compliance testing; digital workflow systems	Digital	Level 2–4	QA Tester → Senior Tester → QA Manager
Digital project managers (creative sector)		2424 Business and financial project management professionals	Agile methodologies; digital collaboration tools; budgeting; IP and licensing awareness	Digital; Creative and design; Business and administration	Level 4–7	Project Coordinator → Project Manager → Programme Director

DEFENCE (ADVANCED MANUFACTURING, SPACE AND SUPPLY CHAIN)

These 2-digit SIC codes are used because defence and advanced manufacturing span multiple engineering, production and supply chain activities, so a higher-level classification captures the full breadth of the sector without restricting it to a single manufacturing niche.

Advanced Manufacturing and Engineering

25 Manufacture of fabricated metal products, except machinery and equipment

26 Manufacture of computer, electronic and optical products

27 Manufacture of electrical equipment

28 Manufacture of machinery and equipment n.e.c.

29 Manufacture of motor vehicles, trailers and semi-trailers (where supply chain linked)

30 Manufacture of other transport equipment

(Includes aerospace and defence-related equipment)

33 Repair and installation of machinery and equipment

Defence-Linked Supply Chain and Logistics

52 Warehousing and support activities for transportation

49 Land transport and transport via pipelines (where defence logistics relevant)

Cyber Security

62 Computer programming, consultancy and related activities

63 Information service activities

Some occupations in this table combine engineering, digital, operational and supervisory functions that may align to different SOC 2020 codes depending on the specific duties and level of responsibility. In particular, hybrid systems roles and early career pathways do not always map cleanly to a single occupation code.

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Satellite communications specialists	2136 Programmers and software development professionals; 2129 Engineering professionals n.e.c.; 5249 Electrical and electronic trades n.e.c. (depending on role specialism)	RF systems and spectrum management; satellite network architecture; systems integration; signal processing; cybersecurity; cloud and software defined networking; ground station operations; regulatory and compliance standards; advanced diagnostics and data analytics	Digital & Technology; Engineering & Manufacturing	Level 4–7	Satellite Communications Engineer → Senior Satellite Systems Engineer → Satellite Systems Architect / Technical Director
Cyber security specialists	2139 IT specialist professionals n.e.c.	Cyber risk management; threat detection; AI governance; compliance (ISO, GDPR); incident response	Digital & Technology	Level 4–7	IT Support → Cyber Analyst → Head of Information Security
Precision machinists and CNC operators	5223 Metal machining setters and setter-operators 5224 Tool makers, tool fitters and markers-out	CNC programming; CAD/CAM; quality control; digital production systems; lean manufacturing	Engineering & Manufacturing	Level 2–5	Machinist → Senior Machinist → Production Supervisor
Engineering technicians	3113 Engineering technicians	Robotics; PLC programming; automation systems; digital QA; predictive maintenance	Engineering & Manufacturing	Level 3–6	Technician → Senior Technician → Engineering Manager
Quality assurance and compliance specialists	2462 Quality control and planning engineers; potentially 3565 Inspectors of standards and regulations	ISO and defence standards compliance; audit processes; digital documentation systems; risk management	Engineering & Manufacturing Leadership	Level 4–6	QA Officer → Compliance Manager → Quality Director

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Supply chain and logistics coordinators	3535 Transport and distribution clerks; potentially 3534 Transport and distribution managers and proprietors	Cold chain and specialist handling; digital inventory systems; customs and export compliance; resilience planning	Logistics & Transport	Level 3–6	Coordinator → Supply Chain Manager → Operations Director
Production managers and supervisors	1121 Production managers and directors in manufacturing; potentially 5241 Electricians and electrical fitters or other manufacturing supervision codes where sector-specific supervision applies	Lean systems; digital scheduling; AI-enabled forecasting; workforce planning; regulatory compliance	Leadership & Management	Level 3–6	Supervisor → Production Manager → Operations Director
Systems and digital engineers (defence tech integration)	2129 Engineering professionals n.e.c.; potentially 2135 IT business analysts, architects and systems designers	Systems architecture; cyber resilience; secure digital infrastructure; AI-enabled systems; data governance	Digital & Engineering	Level 4–7	Systems Engineer → Lead Engineer → Head of Systems Integration
Apprentices and early career engineers	No single SOC code recommended	Core engineering principles; digital manufacturing tools; safety and compliance; communication and teamwork	Engineering & Manufacturing	Level 3–4	Apprentice → Technician → Senior Engineer

CRITICAL SERVICES (INCLUDING HEALTH, CARE, VISITOR ECONOMY, FOOD AND FARMING)

Two-digit SIC codes are used because critical services span multiple essential sectors, and a higher-level classification captures the full system of care, logistics, food, and service roles without overcomplicating the analysis.

Health and Social Care

- 86 Human health activities
- 87 Residential care activities
- 88 Social work activities without accommodation

Logistics and Distribution (including Heathrow-linked supply chains)

- 49 Land transport and transport via pipelines
- 50 Water transport
- 51 Air transport
- 52 Warehousing and support activities for transportation
- 53 Postal and courier activities

Visitor Economy (Hospitality, Leisure and Tourism)

- 55 Accommodation
- 56 Food and beverage service activities
- 79 Travel agency, tour operator and other reservation service activities
- 93 Sports activities and amusement and recreation activities

Food and Farming

- 01 Crop and animal production, hunting and related service activities
- 10 Manufacture of food products
- 11 Manufacture of beverages

The SOC 2020 mappings in this table are indicative and intended to support workforce and curriculum planning. Some occupation groupings are broad, blended, or insufficiently defined and may reasonably align to more than one SOC code depending on the specific duties, seniority, and sector context. Where uncertainty exists, best-fit professional judgement has been applied

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Care workers and home carers	6135 Care workers and home carers; 6136 Senior care workers	Safeguarding; medication management; dementia care; digital care records; communication skills; supervision skills	Health & Social Care; Care Services	Level 2–4	Care Worker → Senior Care Worker → Registered Manager
Nursing associates and specialist care staff	6131 Nursing auxiliaries and assistants; 2231 Nurses where registered nurse duties apply; 3213 only for medical/ dental technician duties	Clinical skills updates; digital patient systems; compliance; mental health awareness; team leadership; reporting	Health & Science	Level 3–6	Care Assistant → Nursing Associate → Clinical Lead
Allied health and therapy support roles	2229 Therapy professionals n.e.c.; 2254 Medical radiographers where radiography applies; possibly 3219 Health associate professionals n.e.c. for support role	Digital diagnostics; patient data systems; safeguarding; communication skills	Health & Science	Level 4–6	Therapy Assistant → Practitioner → Service Manager

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Logistics operatives and warehouse staff	9252 Warehouse operatives; 9251 Elementary storage supervisors where supervisory	Digital stock systems; inventory software; compliance and safety; scheduling systems; customer service; English for workplace	Logistics & Transport	Level 2–4	Warehouse Operative → Team Leader → Operations Supervisor
HGV drivers and transport coordinators	8211 Heavy and large goods vehicle drivers; likely 4134 Transport and distribution clerks or 1243 Managers in logistics, warehousing and transport depending on duties	Driver CPC updates; route planning software; compliance and customs knowledge; digital tracking systems	Logistics & Transport	Level 2–4	Driver → Senior Driver → Transport Manager
Hospitality supervisors and chefs	5434 Chefs; 5436 Catering and bar managers if managing catering/bar; 1223 Managers and proprietors in hospitality and leisure services if managerial	Food safety compliance; team leadership; digital booking systems; customer service; sustainability practices	Hospitality & Catering	Level 2–4	Commis Chef → Head Chef → Operations Manager
Visitor attraction and events staff	No single SOC code recommended. Could include 7220 for customer service supervisors; 6219 Leisure and travel service occupations n.e.c.; 9274 Leisure and theme park attendants depending on duties	Customer engagement; digital ticketing systems; accessibility awareness; event management	Hospitality & Visitor Economy	Level 2–4	Visitor Assistant → Supervisor → Venue Manager
Agricultural operatives and farm managers	5111 Farmers; 5119 Agricultural and fishing trades n.e.c.; consider 9111 Farm workers for operative roles	Environmental compliance; digital crop monitoring; automation; sustainability practices	Agriculture, environmental and animal care	Level 2–5	Farm Worker → Senior Operative → Farm Manager
Food production operatives	8111 Process operatives (food, drink and tobacco)	Food safety standards; automation; traceability systems; quality control	Agriculture, environmental and animal care	Level 2–4	Operative → Senior Operative → Production Supervisor
Food production and farming operatives	8111 for food production process operatives; 9111 for farm workers; 5119 for skilled agricultural trades where applicable	Machinery handling; food safety standards; environmental compliance; digital monitoring systems	Agriculture & Food Production	Level 2–4	Operative → Senior Operative → Site Supervisor
Entry-level support and administrative staff	4159 Other administrative occupations	Basic digital literacy; customer service; communication skills; scheduling software; data entry accuracy	Professional & Business Services (embedded); Business & Administration	Level 2–3	Administrator → Office Supervisor → Operations Coordinator
First-line supervisors and team leaders	7220 Customer service supervisors; 6136 Senior care workers; 9251 Elementary storage supervisors; 4142 Office supervisors; 5436 Catering and bar managers depending on sector	Workforce planning; digital reporting; compliance management; conflict resolution; performance management; safeguarding oversight	Leadership & Management (embedded); Business & Administration	Level 3–5	Team Leader → Operations Manager → Service Manager

CONSTRUCTION, RETROFIT, ELECTRIFICATION AND GREEN INFRASTRUCTURE

35.11 Production of electricity
 35.12 Transmission of electricity
 35.13 Distribution of electricity
 41.10 Development of building projects
 41.20 Construction of residential and non-residential buildings
 42.22 Construction of utility projects for electricity and telecommunications
 42.99 Construction of other civil engineering projects n.e.c.
 43.21 Electrical installation
 43.22 Plumbing, heat and air-conditioning installation
 43.29 Other construction installation
 43.31 Plastering
 43.32 Joinery installation
 43.33 Floor and wall covering
 43.34 Painting and glazing
 43.39 Other building completion and finishing
 43.91 Roofing activities
 43.99 Other specialised construction activities n.e.c.
 71.11 Architectural activities
 71.12 Engineering activities and related technical consultancy
 71.20 Technical testing and analysis
 74.90 Other professional, scientific and technical activities n.e.c.

Most occupations in this table align clearly with established construction and engineering SOC 2020 classifications. However, some newer green and retrofit roles, particularly retrofit coordination and sustainability-focused project management, do not map neatly to a single SOC code and may vary depending on the balance between technical, compliance and managerial responsibilities

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Electricians (including EV and solar installation)	5241 Electricians and electrical fitters	Solar PV; EV charging installation; battery storage; smart systems; compliance and certification	Construction & Built Environment	Level 3–5	Apprentice → Qualified Electrician → Technical Supervisor
Heating engineers and heat pump installers	5314 Plumbers and heating and ventilating installers and repairers	Air source heat pumps; low-carbon heating systems; commissioning and testing; energy efficiency standards	Construction & Built Environment (Green)	Level 3–5	Installer → Senior Installer → Retrofit Coordinator
Retrofit assessors and coordinators	2433 Environmental health professionals 5319 Construction trades supervisors	PAS 2035 compliance; whole-house assessment; funding compliance; resident engagement; digital reporting	Construction & Built Environment	Level 4–6	Assessor → Retrofit Coordinator → Programme Manager
Skilled trades (bricklayers, carpenters, plumbers)	5312 Bricklayers and masons 5315 Carpenters and joiners 5314 Plumbers and heating engineers	Modern methods of construction; sustainable materials; health and safety; digital scheduling tools	Construction & Built Environment	Level 2–4	Apprentice → Skilled Tradesperson → Site Supervisor
Construction site supervisors	5319 Construction and building trades supervisors	Workforce planning; digital site management systems; compliance; quality control	Leadership & Management (Construction)	Level 3–5	Supervisor → Site Manager → Project Director
Civil engineers (infrastructure and transport)	2121 Civil engineers	Sustainable drainage; digital modelling (BIM); low-carbon materials; infrastructure compliance	Engineering & Construction	Level 4–7	Graduate Engineer → Senior Engineer → Infrastructure Director

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Building services engineers	2122 Mechanical engineers 2123 Electrical and electronics engineers	Energy-efficient systems; smart building integration; sustainability compliance	Engineering & Construction	Level 4–7	Design Engineer → Senior Engineer → Technical Director
Green project managers	2424 Business and financial project management professionals; potentially 1259 Managers and proprietors n.e.c. for strategic programme leadership roles	Funding compliance; carbon reporting; supply chain coordination; risk management	Leadership & Management (Green focus)	Level 4–7	Project Officer → Programme Manager → Head of Sustainability