

ANNEX A

OCCUPATIONS AND SKILLS IN DEMAND



LSIP BERKSHIRE
SHAPING THE FUTURE WORKFORCE

DIGITAL TECHNOLOGY (INCLUDING DATA AND TECHNOLOGY-ENABLED SERVICES, DATACENTRES)

Core Digital SIC Codes

58.21 Publishing of computer games
 58.29 Other software publishing
 61.10 Wired telecommunications activities
 61.20 Wireless telecommunications activities
 61.30 Satellite telecommunications activities
 61.90 Other telecommunications activities
 62.01 Computer programming activities
 62.02 Computer consultancy activities
 62.03 Computer facilities management activities
 62.09 Other information technology and computer service activities
 63.11 Data processing, hosting and related activities
 63.12 Web portals

Embedded Digital Across Sectors

70.22 Business and other management consultancy activities
 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.

Some of the digital and AI-related roles in this table are broad, evolving or capability-based rather than clearly defined SOC 2020 occupations. In several cases, the same role title could align to different SOC codes depending on the technical focus, level of responsibility and sector context. The mappings should therefore be treated as indicative and may require refinement.

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Software developers and engineers	2134 Programmers and software development professionals	Secure coding; AI integration; cloud-native development; DevOps; testing and deployment; agile delivery	Digital & Technology	Level 4–7	Junior Developer → Software Engineer → Lead Developer / CTO
Data analysts and data engineers	3544 Data analysts for data analysts; 2135 IT business analysts, architects and systems designers or 2139 IT specialist professionals n.e.c. for data engineers	Dashboarding; predictive analytics; automation tools; AI-assisted modelling; data governance	Digital & Technology	Level 3–6	Junior Analyst → Senior Analyst → Head of Data
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
Cloud and infrastructure engineers	2139 IT specialist professionals n.e.c.; potentially 2136 Programmers and software development professionals <i>only where infrastructure engineering is strongly software-defined</i>	Cloud architecture; infrastructure security; automation; resilience; energy efficiency in data systems	Digital & Technology	Level 4–7	Systems Administrator → Cloud Engineer → Infrastructure 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	2135 IT business analysts, architects and systems designers; alternatively 2424 Business and financial project management professionals. <i>"AI" describes a capability overlay rather than a distinct occupation. SOC alignment is therefore uncertain</i>	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
IT support technicians and helpdesk roles	3131 IT operations technicians	Network support; cyber awareness; cloud support; troubleshooting AI-enabled systems; customer communication	Digital & Technology	Level 3–5	IT Support Technician → Systems Engineer → IT Manager
Digital product managers	2424 Business and financial project management professionals; potentially 3554 Advertising and marketing associate professionals for commercially oriented digital product roles	Product lifecycle management; agile delivery; UX principles; AI-enabled service design; commercial modelling	Digital & Technology Leadership	Level 4–7	Product Assistant → Product Manager → Head of Product
Digitally enabled supervisors and managers	<i>No single SOC code recommended. "AI-enabled" describes a capability overlay rather than a distinct occupation. SOC alignment is therefore uncertain without clearer information on the underlying role, duties and sector context.</i>	AI-enabled scheduling; performance dashboards; compliance systems; digital workforce planning tools	Leadership & Management (embedded digital)	Level 3–5	Supervisor → Operations Manager → Digital Operations Lead
Administrative roles using AI tools	4159 Other administrative occupations	AI-assisted drafting; workflow automation; CRM systems; cyber awareness; document management	Professional & Business Services Digital (embedded)	Level 2–4	Administrator → Office Manager → Operations Coordinator
SME owners and senior leaders adopting AI	<i>"Digitally enabled supervisors and managers" could align to multiple occupational groups depending on sector, operational function and level of responsibility.</i>	Digital investment planning; AI risk; governance; data ethics; workforce strategy; productivity measurement	Leadership & Management Digital	Level 4–7	Manager → Director → Strategic Digital Lead

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

59.11 Motion picture, video and television programme production activities
 59.12 Motion picture, video and television programme post-production activities
 59.13 Motion picture, video and television programme distribution activities
 59.20 Sound recording and music publishing activities
 60.10 Radio broadcasting
 60.20 Television programming and broadcasting activities
 58.21 Publishing of computer games
 58.29 Other software publishing
 62.01 Computer programming activities
 62.02 Computer consultancy activities
 62.09 Other information technology and computer service activities
 74.10 Specialised design activities
 90.01 Performing arts
 90.02 Support activities to performing arts
 90.03 Artistic creation
 90.04 Operation of arts facilities
 70.22 Business and other management consultancy activities

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; <i>potentially 8149 only for physical set-build labouring functions</i>	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; <i>potentially 2134</i> 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

Occupation in Demand	Sector Context	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Post-production editors and sound specialists	Film, TV and content creation	3416 Arts officers, producers and directors for editors; <i>potentially</i> 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
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; <i>potentially</i> 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)	<i>No single SOC code recommended</i>	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; <i>potentially</i> 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; <i>potentially</i> 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; <i>potentially</i> 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

Occupation in Demand	Sector Context	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
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

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 combine scientific, technical, operational and digital functions that do not map neatly to a single SOC 2020 occupation. In several cases, the correct SOC code depends on the balance between clinical, engineering, manufacturing, regulatory or managerial responsibilities.

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 compliance; laboratory automation; digital lab systems (LIMS); data recording; quality control	Health & Science	Level 3–5	Lab Assistant → Laboratory Technician → Senior Technician / Lab Manager
Quality assurance and regulatory specialists	2462 Quality control and planning engineers; <i>potentially 3565</i> Inspectors of standards and regulations	Regulatory compliance (MHRA, ISO); documentation control; risk management; audit processes; digital compliance systems	Health & Science Leadership	Level 4–7	QA Officer → Regulatory Specialist → Compliance Director
Pharmaceutical process technicians	3113 Engineering technicians; <i>potentially 8139</i> Process operatives n.e.c.	GMP; automation systems; cleanroom protocols; digital monitoring; process optimisation	Engineering & Manufacturing Health & Science	Level 3–5	Process Operative → Process Technician → Production Manager
Research scientists and applied R&D specialists	2112 Biological scientists and biochemists	Translational research; AI-enabled drug discovery; data modelling; collaboration with manufacturing teams	Health & Science	Level 6–8	Research Assistant → Research Scientist → R&D Director
Medical device and health technology engineers	2129 Engineering professionals n.e.c.; <i>potentially 2126</i> Design and development engineers	Product validation; regulatory standards; digital integration; cyber compliance; quality assurance	Engineering & Manufacturing Health & Science	Level 4–7	Design Engineer → Senior Engineer → Technical Director
Digital health practitioners	<i>No single SOC code recommended</i>	Digital diagnostics; AI-supported imaging; patient data systems; cyber awareness; interoperability standards	Health & Science Digital (embedded)	Level 4–7	Clinical Practitioner → Digital Health Lead → Clinical Innovation Director

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Agrifood production specialists	<i>No single SOC code recommended</i>	Environmental compliance; food safety standards; automation; traceability systems; sustainability practices	Agriculture & Food Production	Level 2–4	Operative → Senior Operative → Production Supervisor
Supply chain and operations managers (life sciences)	1259 Managers and proprietors n.e.c.; <i>potentially</i> 3534 Transport and distribution managers and proprietors	Cold chain management; compliance; digital inventory systems; risk management; international trade compliance	Logistics & Leadership	Level 3–6	Operations Coordinator → Supply Chain Manager → Operations Director

DEFENCE, SECURITY AND ADVANCED MANUFACTURING (INCLUDING SUPPLY CHAINS)

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 (included in Priority 1)
- 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
Mechanical and electrical engineers	2122 Mechanical engineers 2123 Electrical and electronics engineers	Systems integration; compliance standards; digital modelling; sustainability in engineering; advanced diagnostics	Engineering & Manufacturing	Level 4–7	Graduate Engineer → Senior Engineer → Technical Director
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; <i>potentially</i> 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
Supply chain and logistics coordinators	3535 Transport and distribution clerks; <i>potentially</i> 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

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
Production managers and supervisors	1121 Production managers and directors in manufacturing; potentially 5241 Electricians and electrical fitters <i>or other manufacturing supervision codes where sector-specific supervision applies</i>	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.; <i>potentially 2135</i> 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	<i>No single SOC code recommended</i>	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
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

Occupation in Demand	SOC 2020 Code(s)	Evidence-Based Upskilling Needs	Skills England Route(s)	Priority Level	Progression Mapping
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	<i>No single SOC code recommended.</i> 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.; <i>consider 9111 Farm workers for operative roles</i>	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; <i>potentially 1259</i> 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