

## Priority skill areas

### 1 Introduction

The following appendix examines aspects of demand, supply and mismatch for skill areas identified as priorities for the York and North Yorkshire Local Skills Improvement Plan. The purpose of the analysis is to provide an assessment of skills needs within these priority areas and to flag potential issues arising out of the degree of responsiveness within the operation of the local skills system in meeting these needs.

The skills areas considered are as follows:

- Digital
- Construction
- Engineering and Manufacturing technologies
- Health and social care
- Agriculture / land-based industries.

The skill areas are defined in terms of occupations and the definitions are provided in Annex 1. To support comparison of supply and demand, each of the skill areas is aligned with a sector subject area or areas used to classify publicly-funded further education and skills provision.

For each skill area the following aspects are examined:

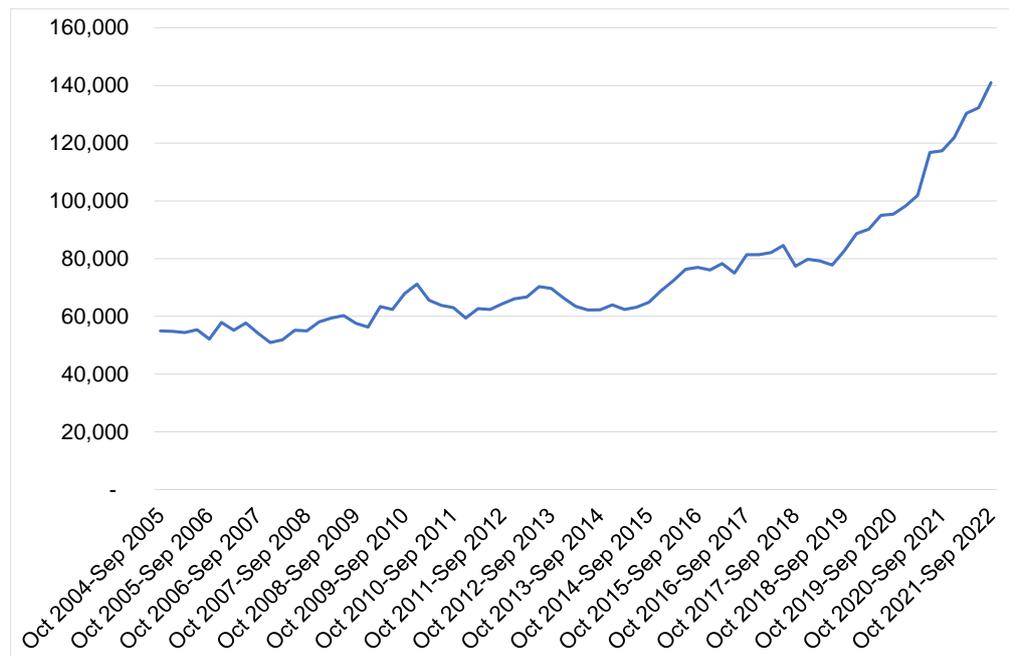
- Level and profile of demand, in terms of employment and online job postings.
- Prevalence of employment in the skill area across York and North Yorkshire.
- Profile of employment by sex.
- Profile of apprenticeship take-up by specific apprenticeship and level.

## 2 Digital

The digital grouping comprises occupations at Professional level, such as Programmers and software development professionals; plus occupations at Associate professional / technical level, such as IT user support technicians. The category also includes web / multimedia design occupations.

In terms of the sector subject areas used to classify further education and skills provision we equate Digital with the ICT Practitioner subject area, reflecting the focus on specialist digital skills.

**Figure 1: Employment trend for Digital occupations, Yorkshire and the Humber**



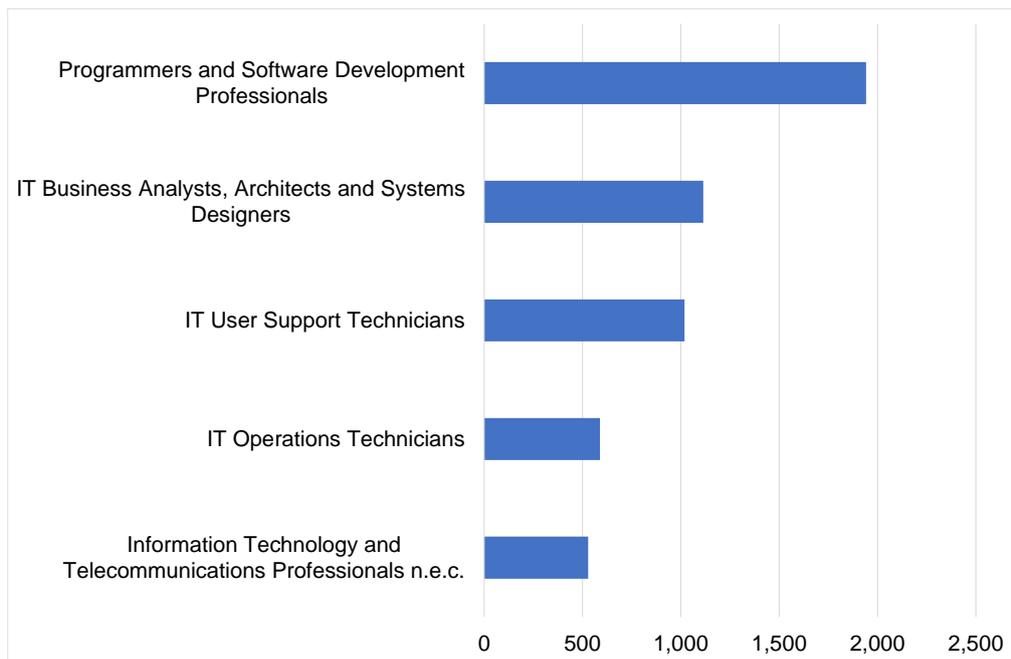
Source: Annual Population Survey

To examine the overall employment trend for Digital it is necessary to use Yorkshire and the Humber level data. Reliable data are not available for York and North Yorkshire.

The data shows that Digital has been the fastest growing part of the labour market in recent years. It has an average annual growth rate several times that of the wider employment base. An already strong rate of growth was intensified by the pandemic when ecommerce and remote working came to the fore, further driving demand for digital skills.

It is difficult to say how much demand will ease off in medium term from the unique circumstances of the pandemic but it is expected to remain strong in the longer term. Digital professional occupations fall within the *Science, engineering and technology* occupations category which, according to *Working Futures*, is projected to see the largest employment growth in York and North Yorkshire of any category in the period to 2035.

**Figure 2: Top occupations in ICT by count of job postings in 2022, York and North Yorkshire**



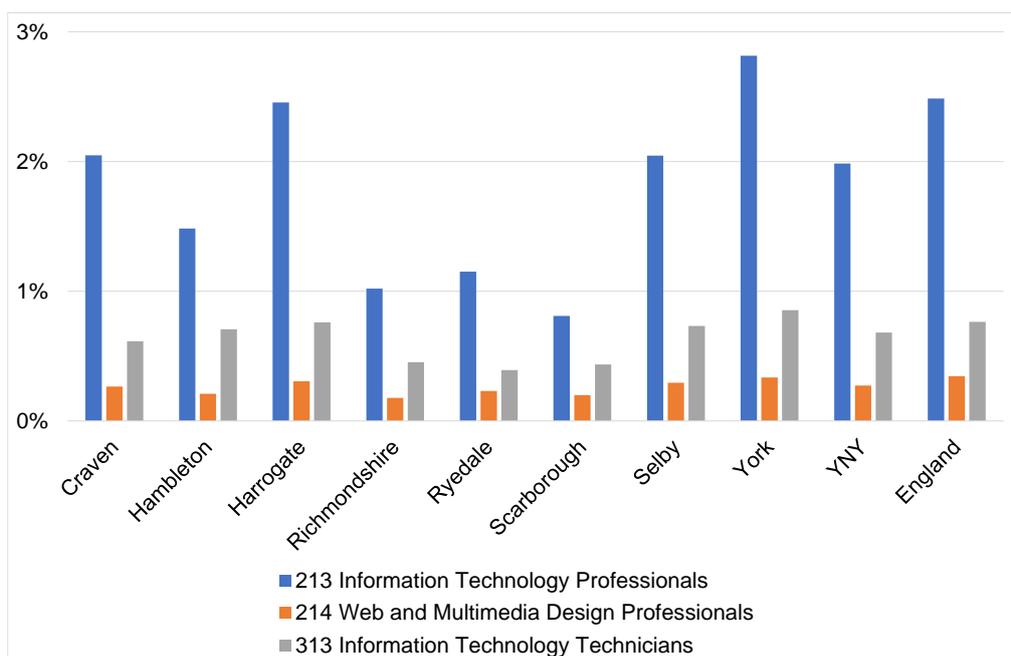
Source: Lightcast

The figure above focuses on specific areas of occupational demand based on the profile of recent online job postings for digital roles. The key occupations at the top of the ranking are Programmers / software developers, IT business analysts and also IT user support technicians and IT operations technicians.

The first two categories are at Professional level and typically require higher level skills and qualifications at degree level and above. Technician level roles require qualifications and skills at Level 3 and sometimes Level 4.

Overall, 71% of Digital postings were for Professional level occupations, with 26% for Associate professional / technical, and the remainder for managers.

**Figure 3: Proportion of total employment in digital occupations by local authority**



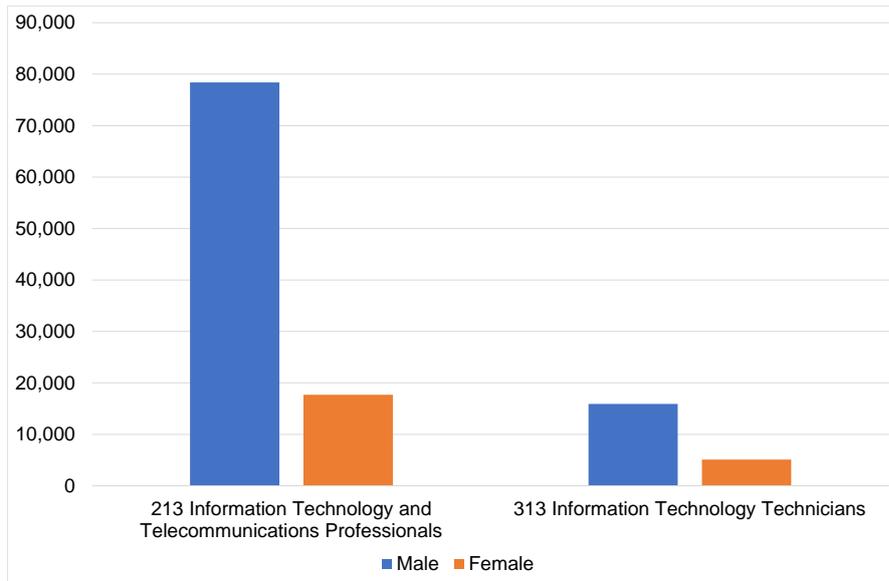
## Appendix 1

Source: Census 2021

Based on Census data it is clear that the level of employment in York and North Yorkshire in Digital occupations is relatively small as a share of the total compared with nationally.

This is mainly because of low employment in some local authorities like Scarborough, Richmondshire and Ryedale. This highlights the importance of a targeted approach to addressing skills needs that takes account of concentrations of employment, such as those in York and Harrogate.

**Figure 4: Employment in digital occupations by sex, Yorkshire and the Humber, 2021**

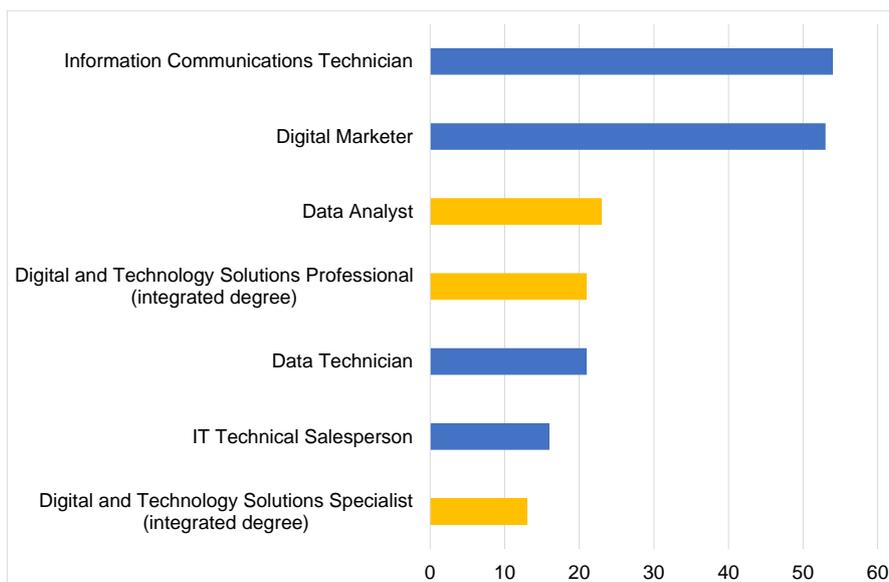


Source: Annual Population Survey 2021

Promoting diversity in the workforce is also a key issue, particularly the need to address the clear gender segregation and stereotyping that exists across occupations.

This is clearly the case for Digital occupations. Yorkshire and the Humber figures indicate that four out of five workers in specialist digital roles are male.

**Figure 5: Top digital apprenticeships by starts during 2021/22, York and North Yorkshire**



Source: Department for Education

	Intermediate apprenticeship
	Advanced apprenticeship
	Higher apprenticeship

Much of the apprenticeship provision targeting Digital occupations in York and North Yorkshire is focused at Advanced level (highlighted in blue in the chart) which equates to Level 3 and Technician roles. There were 245 apprenticeship starts in York and North Yorkshire during the 2021/22 academic year. Almost two-thirds (64%) of these starts were at Advanced level with 36% at Higher level.

But as previously noted the primary element of demand within Digital is for higher level roles, principally Programmers.

The Digital marketer apprenticeships which is also present addresses an occupation that bridges different disciplines bringing together technology and marketing skill requirements.

## 2.1 Digital conclusions

The importance of digital from a demand perspective is confirmed by the data, in terms of current job openings but also longer-term net growth in employment and forecast future growth.

The analysis contained in the main body of the report indicates that there is an acute prevalence of skill shortage vacancies for Digital roles at Professional level.

The analysis presented above suggests that a spatially targeted approach is required since Digital employment is unevenly spread across York and North Yorkshire.

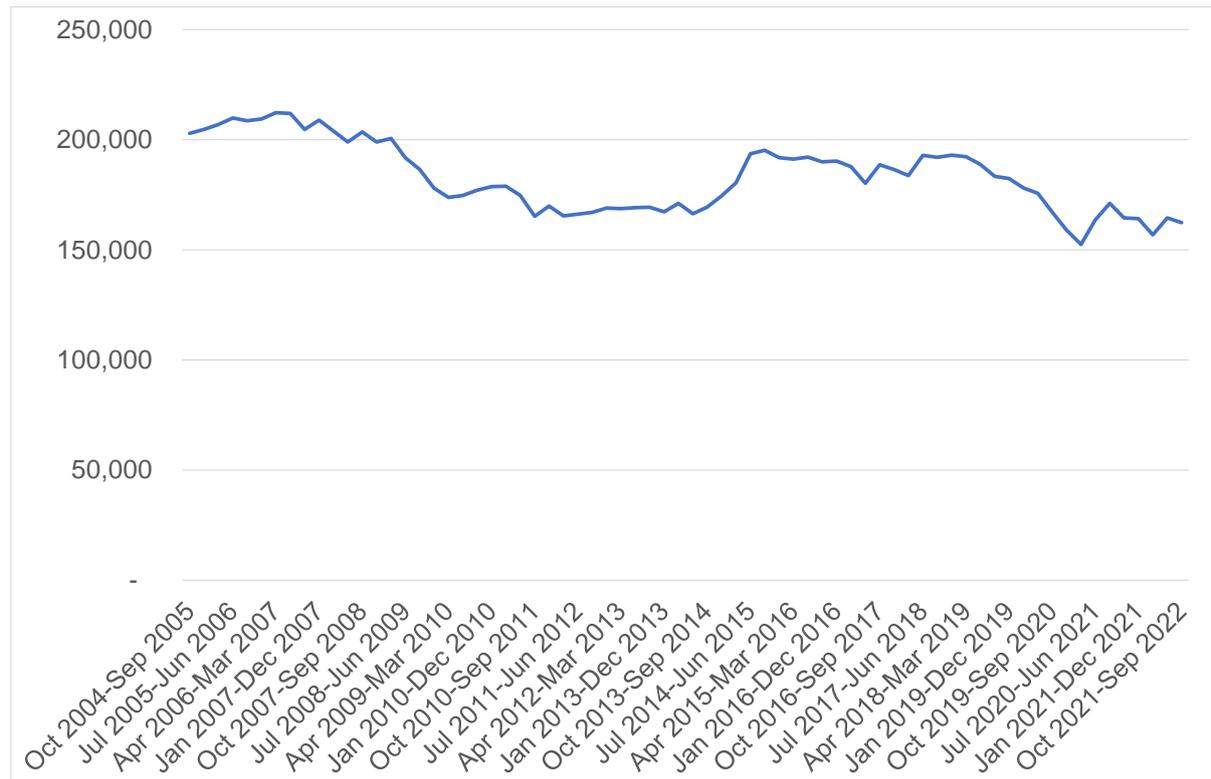
A high proportion of apprenticeship take-up focuses on technician level roles, raising the question of whether Professional level roles are adequately catered for. This requires further investigation to understand whether the pattern of take-up reflects demand or potential supply-side issues.

### 3 Construction

The priority skill area of Construction includes occupations at a variety of levels, including management (e.g. Production managers in construction); Professional (Architects, Civil engineers); Associate professional / technical (e.g. Building and civil engineering technicians); Skilled trades (e.g. wide range of construction trades); Operative level (variety of construction operative occupations) and Elementary level (Elementary construction trades).

In terms of sector subject areas used to classify provision, the relevant categories are Building and Construction, Architecture and Urban, rural and regional planning.

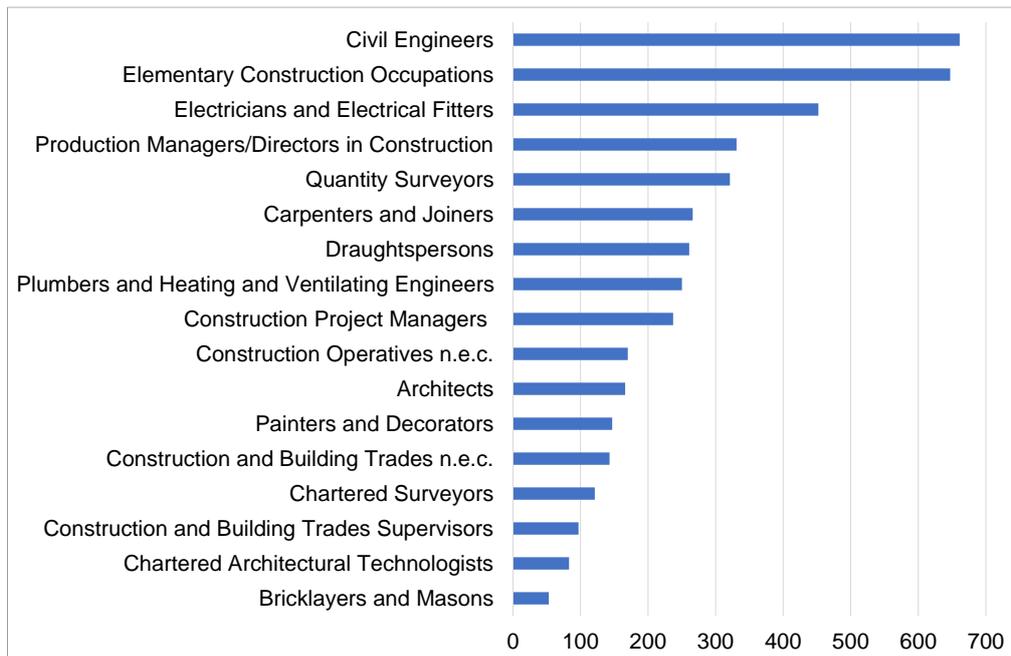
**Figure 6: Employment trend for Construction occupations, Yorkshire and the Humber**



Source: Workforce Jobs, ONS

The level of employment in Construction was negatively affected by the pandemic, as reflected in the above figure for Yorkshire and the Humber. There have been signs of recovery but the level of employment remains below the pre-Covid value.

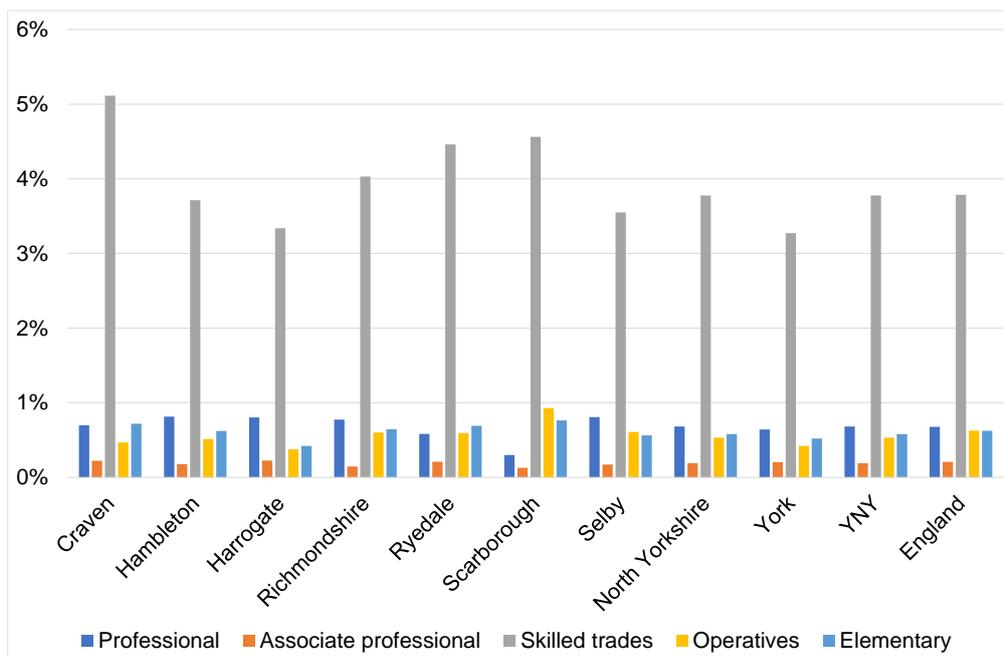
**Figure 7: Top occupations in Construction by count of job postings in 2022, York and North Yorkshire**



Source: Lightcast

A diverse range of occupations are featured among the highest ranked in terms of the volume of online job postings. Higher skilled roles are strongly represented, including Civil engineers, Production managers, Quantity surveyors and Construction project managers. At the other end of the spectrum Elementary construction occupations (lower-skilled manual roles) are ranked second in terms of job postings. A variety of trades have substantial demand, including Electricians, Carpenters and joiners, Plumbers and heating and ventilating engineers and Painters and decorators.

**Figure 8: Proportion of total employment in Construction occupations**



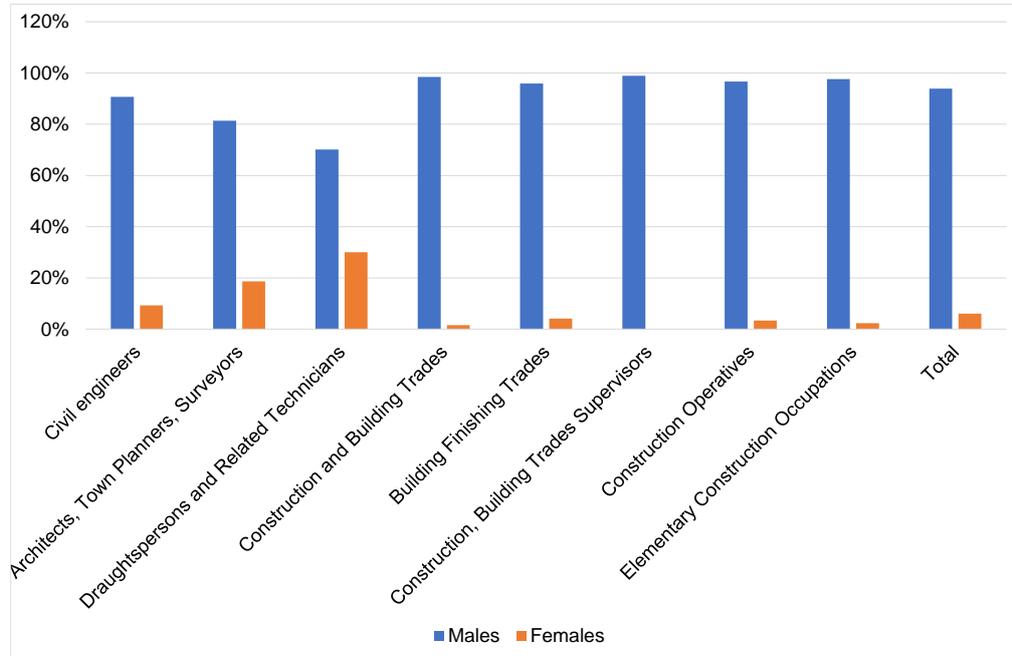
Source: Census 2021

## Appendix 1

According to the latest Census, employment in Construction occupations accounts for 6% of total employment both in York and North Yorkshire and across England. There is some modest variation at local authority level (the proportion of Construction employment ranges from 5% to 7%). For example, Construction employment in York is somewhat below the average whilst it is above average in Craven.

Across all areas the majority of Construction employment is in Skilled trades occupations.

**Figure 9: Employment split in Construction occupations by sex, England, 2021**

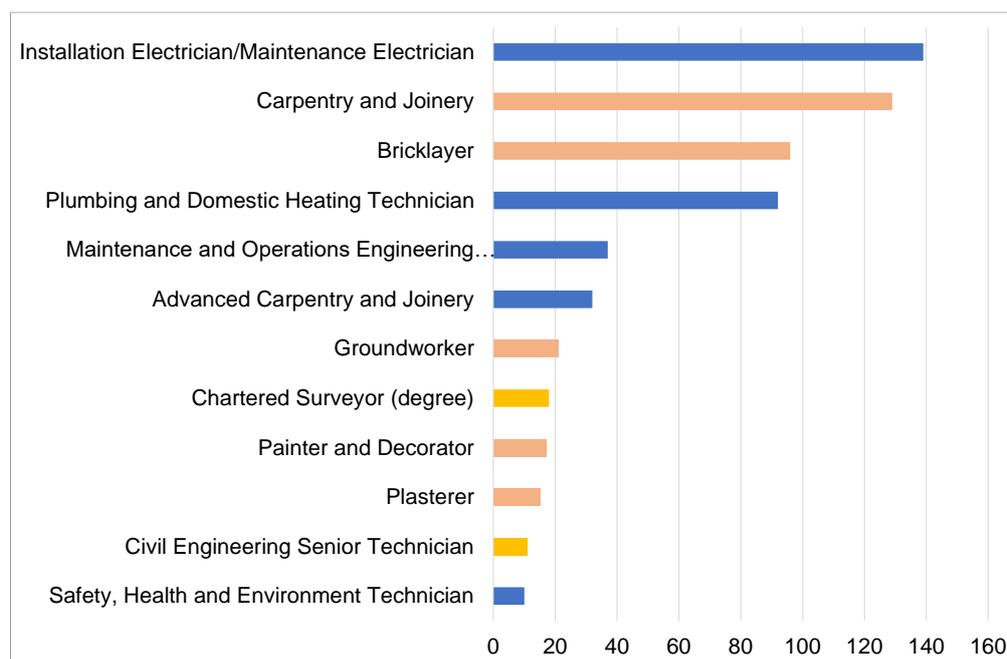


Source: Annual Population Survey, 2021

Reliable employment data by sex and occupation are not available below national level for Construction occupations, since female representation is so low in some disciplines.

Female employment in Skilled trades, Operative and Elementary roles is minimal. In higher skilled role it is more substantial but still represents a small minority in each case.

**Figure 10: Top Construction apprenticeships by starts during 2021/22, York and North Yorkshire**



*Note: Installation Electrician/Maintenance Electrician is part of Engineering subject area*

*Source: Department for Education*

■	Intermediate apprenticeship
■	Advanced apprenticeship
■	Higher apprenticeship

There were 581 Construction apprenticeship starts in total in York and North Yorkshire during 2021/22. Fifty-five per cent of these were at Intermediate level, 32% at Advanced and 12% at Higher level. A comparison of the profile of apprenticeship take-up and online job postings shows responsiveness in regard to key in-demand occupations like electricians. However, higher level occupations account for a substantial proportion of demand but with relatively little apprenticeship provision in place e.g. for civil engineers.

### 3.1 Construction conclusions

In terms of overall demand, employment in the sector is volatile but currently recovering following the pandemic.

Construction is a focus for long-standing, acute skill shortages as shown by the analysis contained in the main report. As an industry sector it has the highest prevalence of shortages and there are acute occupational shortages for Professional roles and among Skilled trades.

There is substantial demand for construction workers at all occupational levels based on online job postings, indicating a diverse range of skills needs that need to be addressed.

Construction employment is also well represented across York and North Yorkshire, although it should be noted that the construction workforce is to a large degree mobile.

## Appendix 1

The lack of women employed in Construction roles, particularly Trades and other manual roles, is of concern.

As noted in the main report Construction attracts a good share of apprenticeship and adult skills provision relative to its share of labour demand. Although apprenticeships, in particular, are a well-established traditional route for Construction roles, especially Skilled trades.

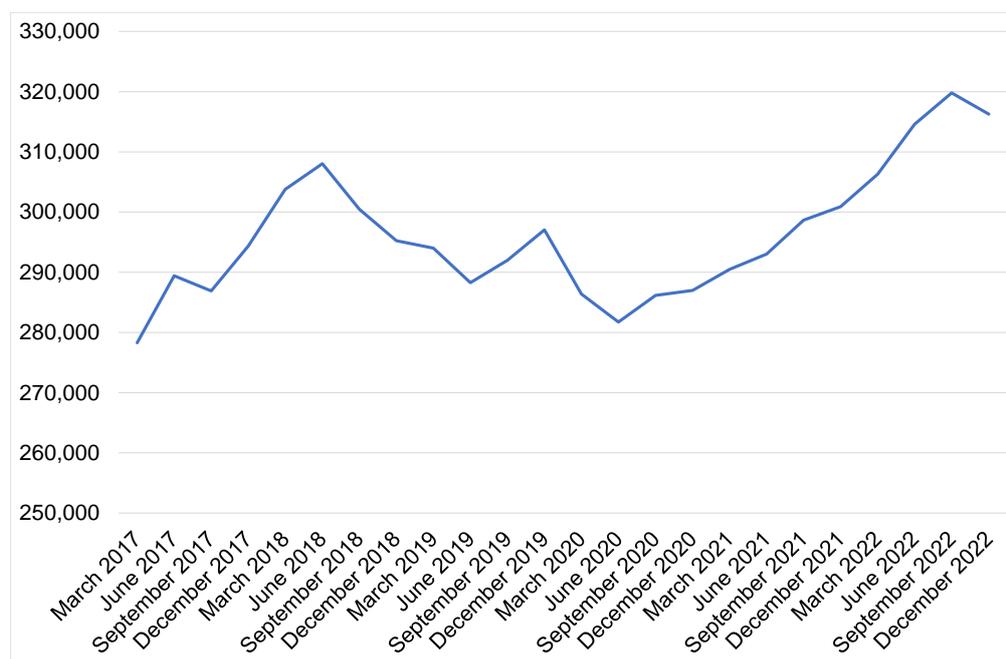
Apprenticeships are mainly focused at Intermediate and Advanced Level. Provision appears to be limited at higher level in spite of demand for civil engineers, quantity surveyors etc, suggesting that work-based routes into these occupations are limited.

## 4 Engineering and manufacturing

The priority skill area of Engineering and manufacturing includes a large number of occupations at a variety of levels, including management (e.g. Production managers in construction), Professional (Architects, Civil engineers), Associate professional / technical (e.g. Building and civil engineering technicians), Skilled trades (e.g. wide range of construction trades), Operative level (variety of construction operative occupations) and Elementary level (Elementary construction operatives).

In terms of sector subject areas used to classify provision, the relevant categories are Engineering and Manufacturing technologies. The related area of Transportation operations and maintenance is not included for the purposes of this analysis.

**Figure 11: Employment trend for manufacturing sector, Yorkshire and the Humber**

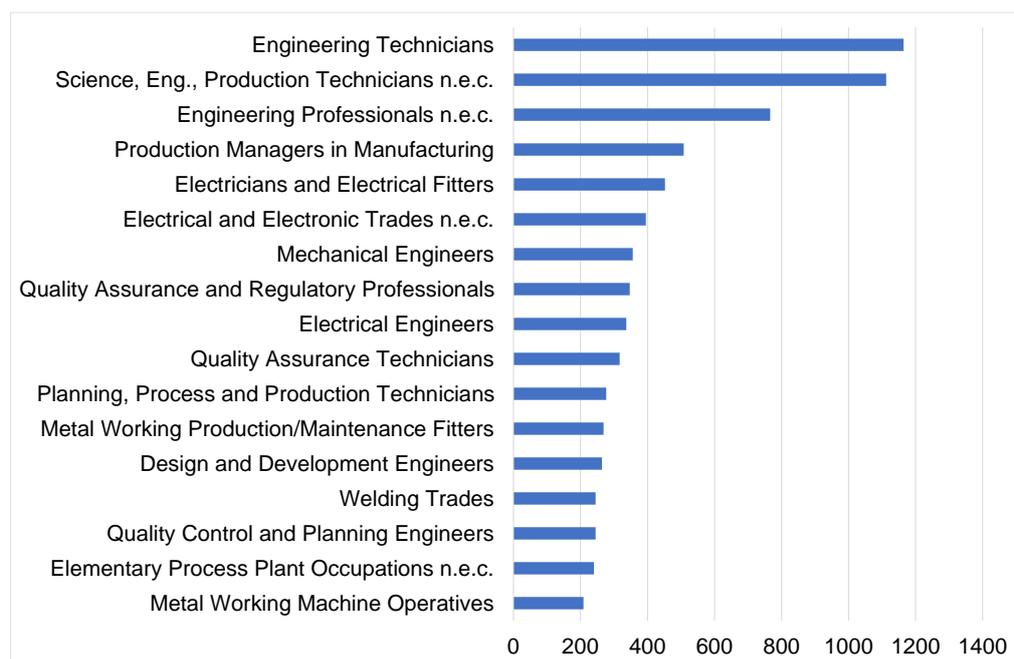


Source: Workforce Jobs, ONS

Occupational employment data for engineering and manufacturing jobs is only available up to the end of 2021. Workforce jobs data, which is classified by industry sector rather than occupation is available up to the end of 2022 and provides a picture of the employment trend for the manufacturing sector. It should be noted that a significant proportion of engineering employment lies outside manufacturing, in sectors like professional services, for example; so the picture is only partial.

The trend in manufacturing employment shows a decline during the early part of the pandemic period followed by a steady upward trend since then.

**Figure 12: Top occupations in Engineering / manufacturing by count of job postings in 2022, York and North Yorkshire**



*Note: Electricians and electrical fitters also considered as part of Construction skill area. N.e.c. is “not elsewhere classified” and is a residual category.*

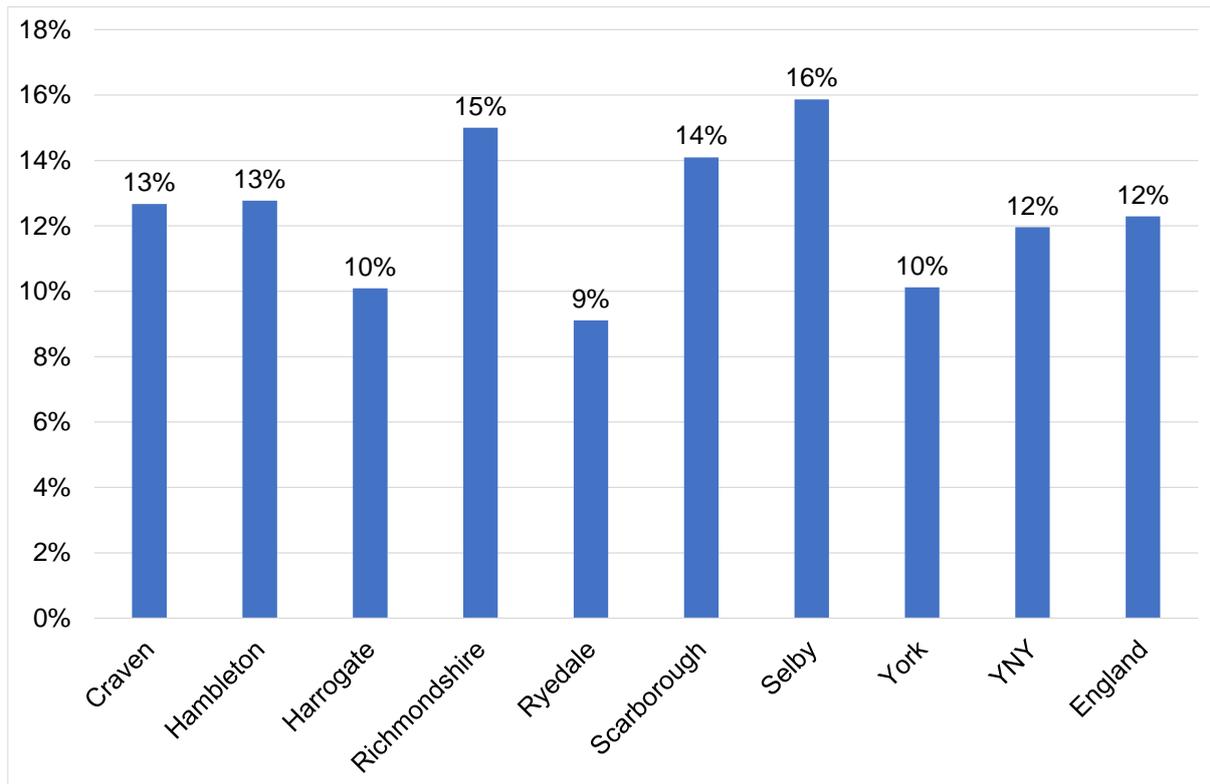
*Source: Lightcast*

Recruitment demand in this area is strongly represented at Associate professional / technical level (e.g. Engineering technician), Professional level (e.g. Mechanical engineers, Electrical engineers) and Skilled trades (e.g. Electricians, Electrical / electronic trades, Metal working production/maintenance fitters, Welding trades).

The key management role among the highest ranked occupations is Production managers in manufacturing. Operative level roles (e.g. Metal working machine operatives) and Elementary roles (e.g. Elementary process plant occupations n.e.c.) are also represented but low associated volume of vacancies.

The Food, drink and tobacco process operative category is not represented in the top ranked occupations, although a relatively small number of postings are recorded for 2022. This is perhaps surprising in view of the importance of the sector in York and North Yorkshire.

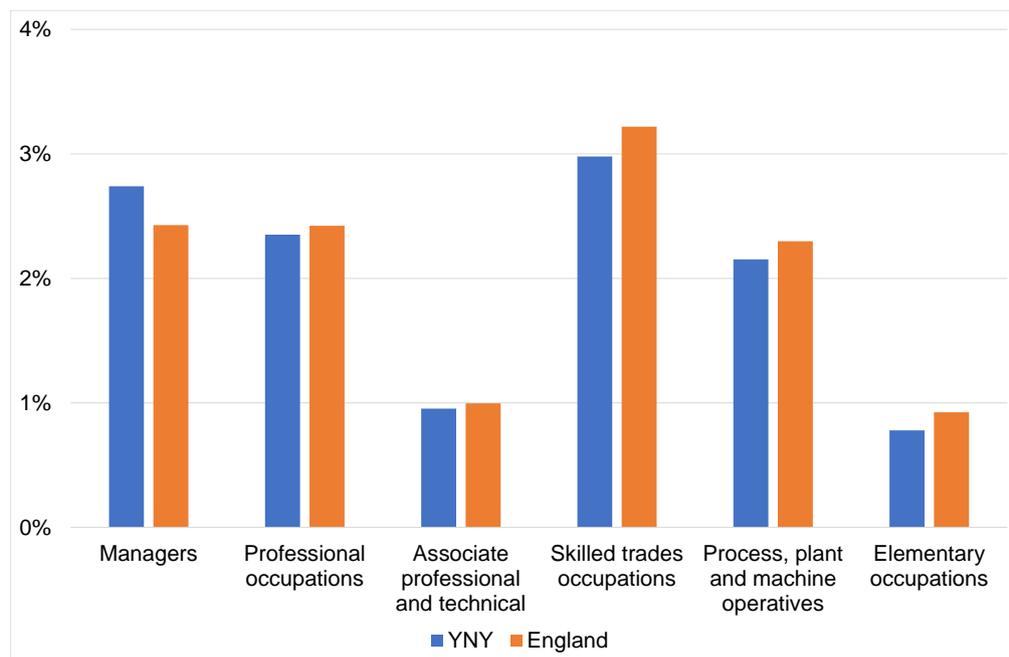
**Figure 13: Proportion of total employment in Engineering / manufacturing occupations**



Source: Census 2021

Employment in Engineering and manufacturing is equally well represented in York and North Yorkshire as it is nationally. At local authority level the strongest representation of employment is in Selby, Richmondshire and Scarborough; it is somewhat lower in York, Harrogate and Ryedale.

**Figure 14: Profile of employment in Engineering / manufacturing occupations by broad occupational category (**



Source: Census 2021

The employment profile of Engineering and manufacturing in York and North Yorkshire is similar in broad occupational terms to the national average.

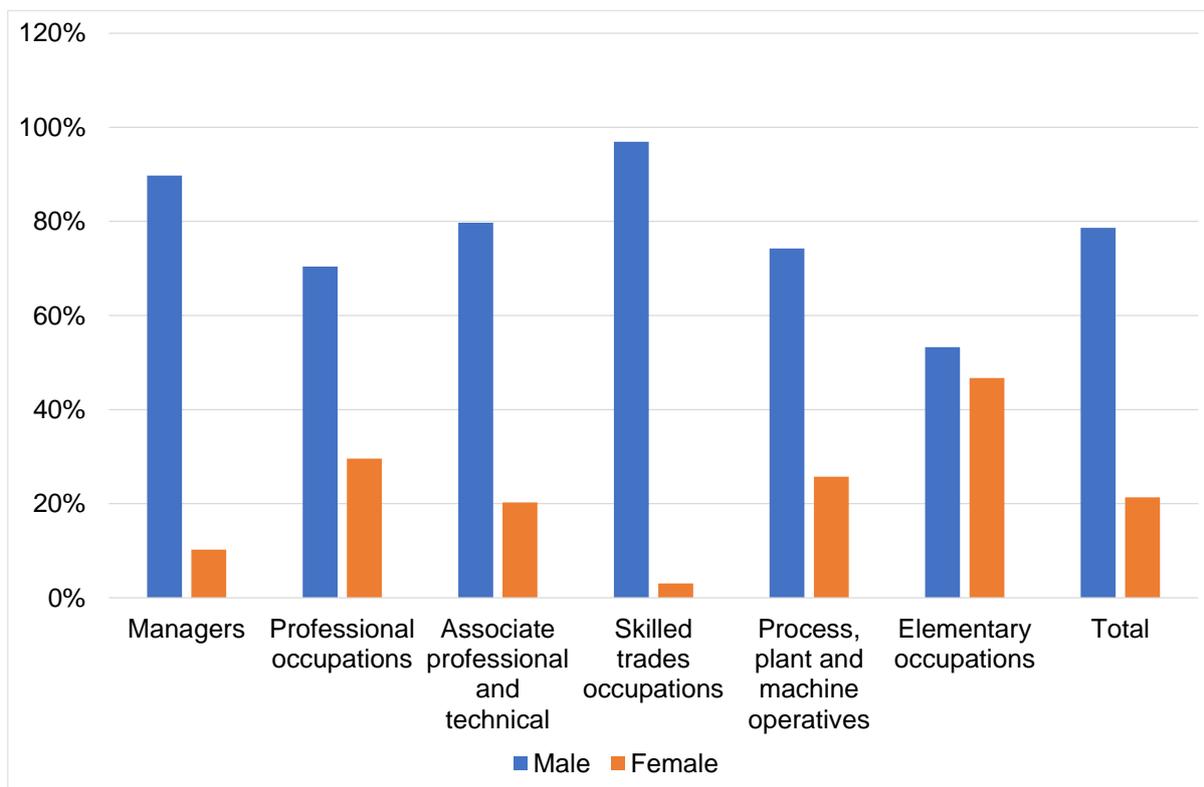
Skilled trades is the biggest category overall, incorporating specific occupations like Electrical and electronic trades and Metal machining, fitting and instrument making trades.

Managers is the second largest category, consisting primarily of Production manager roles.

Employment at Professional level, which is the third largest group in employment terms, is dominated by Engineering professional occupations.

Employment in Associate professional / technical level appears low relative to the proportion of online job postings that this occupational group contributes (see above). However, this may be due to classification issues within the Census with respondents finding it difficult to differentiate between technician and skilled trades roles in an engineering and manufacturing context.

**Figure 15: Employment split by sex in Engineering and manufacturing occupations, Yorkshire and the Humber, 2021/22**



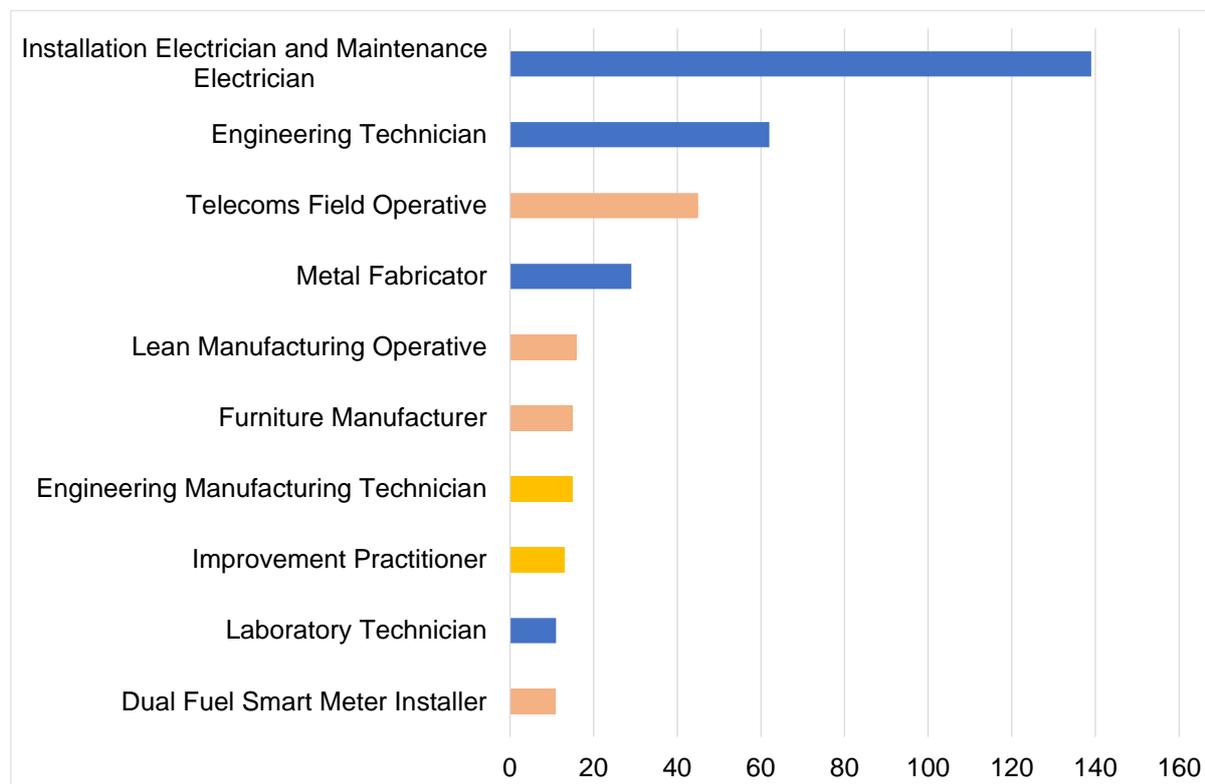
Source: Annual Population Survey, October 2021 to September 2022

Employment in Engineering and manufacturing is strongly skewed towards male workers, who account for almost four-fifths of total employment in this skill area. Male employment is particularly dominant among Managers and Skilled trades; in the latter instance virtually all workers are male.

Female employment is relatively strong at Professional level, although women remain in the minority in this category. Females are employed in substantial numbers in Research and development and Quality roles within the Professional category but poorly represented in Engineering professional occupations.

It is notable that women have their strongest representation in Elementary roles, which comprise lower-skilled manual roles, such as packers.

**Figure 16: Top Engineering and manufacturing apprenticeships by starts during 2021/22, York and North Yorkshire**



Source: Department for Education

■	Intermediate apprenticeship
■	Advanced apprenticeship
■	Higher apprenticeship

The majority of Engineering and manufacturing apprenticeships are at Advanced level, accounting for 63% of all starts in these subject areas during 2021/22. Just over one-fifth (22%) were at Intermediate level during 2021/22, with the remaining 15% at Higher level.

The profile of apprenticeship provision reflects key areas of demand in respect of Electricians and Engineering technician roles.

However, there is no provision to address demand for Engineering professionals of various types that are well represented among occupations with substantial recruitment demand.

#### 4.1 Engineering and manufacturing conclusions

Manufacturing (examined in industry sector rather than occupational terms in this instance) has seen a recovery in employment following the initial impact of the pandemic.

The profile of current recruitment demand is diverse, led by vacancies for technician roles, but with substantial requirements for Engineering professionals and Skilled trades such as electricians.

Employment is more strongly represented in some local authorities than others, with Selby, Richmondshire and Scarborough having the highest proportions of employment in this occupational area.

## Appendix 1

Females only account for one fifth of employment in Engineering and manufacturing and the proportion is much lower in Skilled trades.

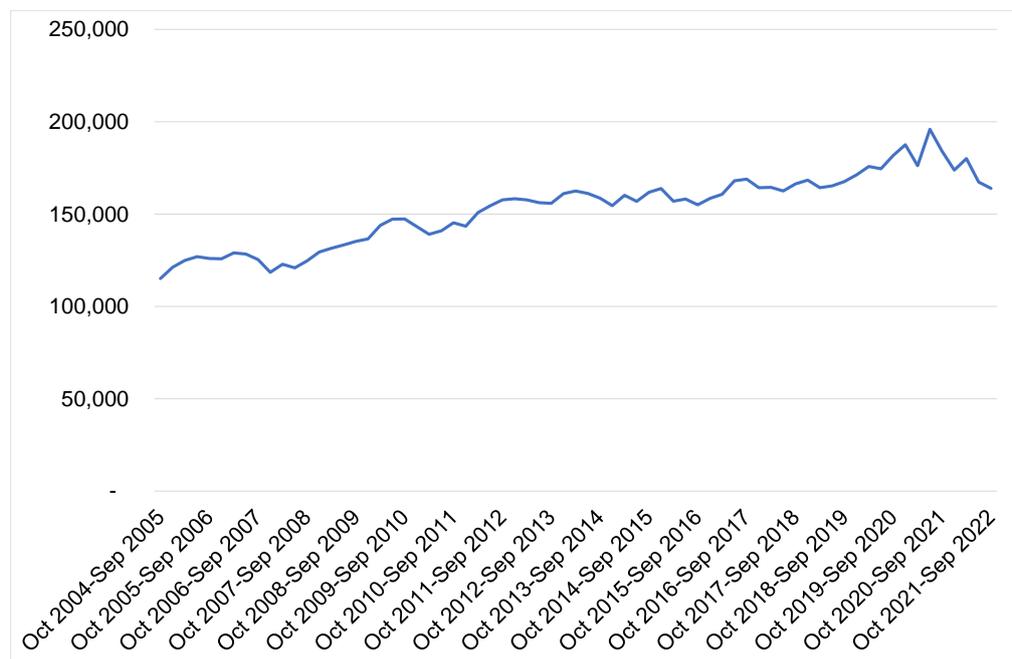
The bulk of apprenticeship take-up related to this skill area is at Advanced level. There is an apparent gap in provision for Engineering professional occupations, for which there is significant recruitment demand.

## 5 Health and social care

Occupations associated with the Health and social care subject area cover a wide range of disciplines at a range of skill levels, including Managers (e.g. Residential, day and domiciliary care managers and proprietors); Professionals (e.g. Pharmacists, Social workers); Associate professionals (Counsellors); through to Elementary roles (e.g. Hospital porters). Caring personal services (including Care workers and home carers) is a major element of employment.

It should be noted that Health and social care as defined here does not include occupations linked to Medicine and dentistry and to Nursing and subjects and vocations allied to medicine.

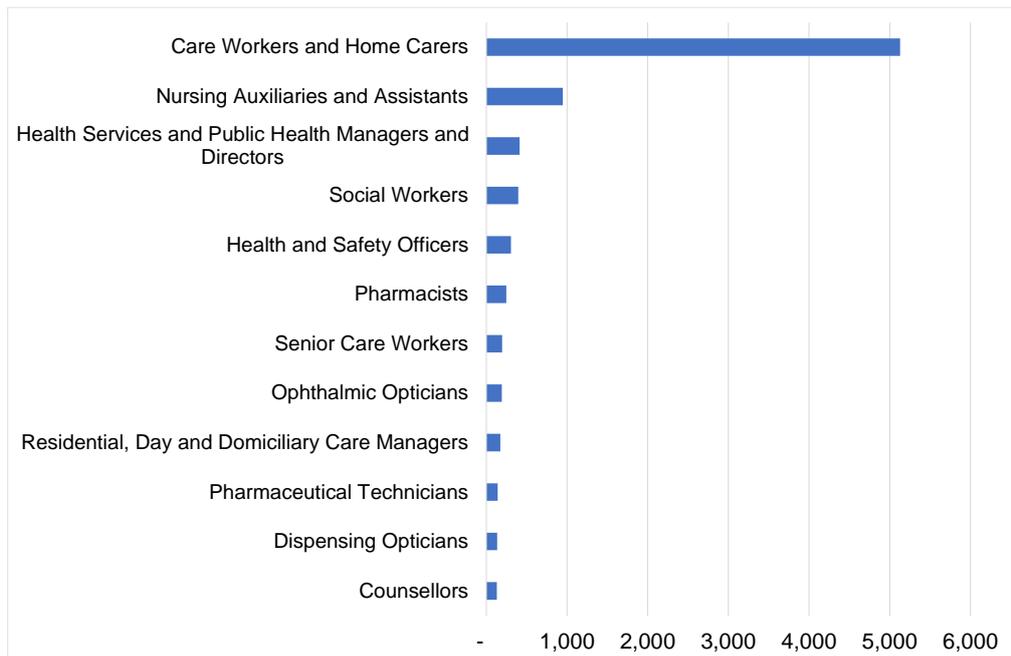
**Figure 17: Employment trend for Health and social care sector, Yorkshire and the Humber**



Source: Annual Population Survey

Based on Yorkshire and the Humber data, employment in Health and social care occupations followed a sustained upward trend over a long period, although it has shown signs of levelling-off more recently, as the country has emerged from the pandemic.

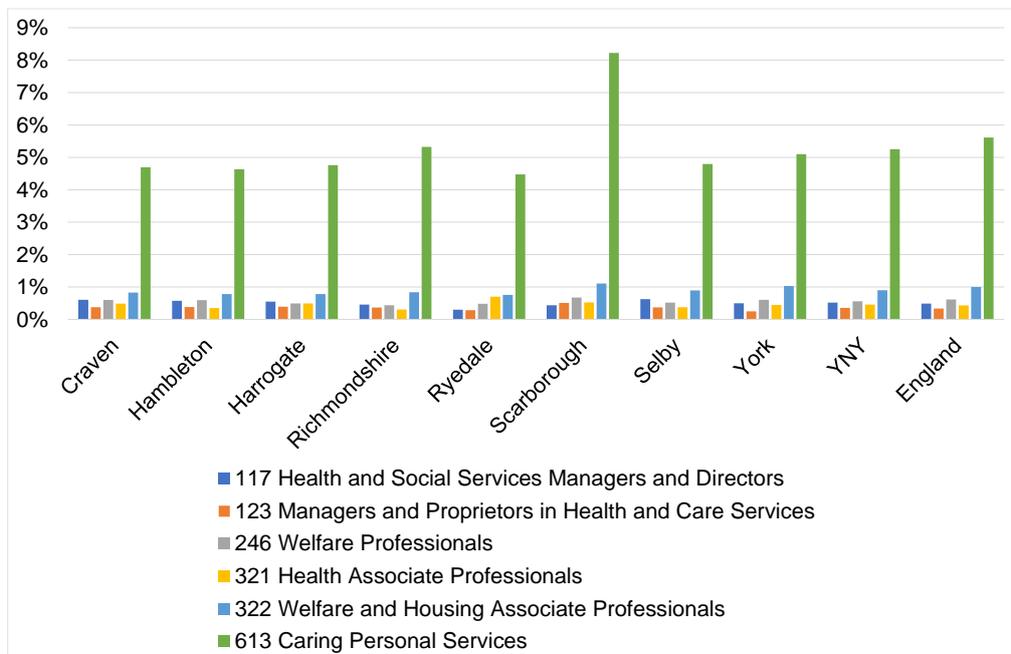
**Figure 18: Top occupations in Health and social care by count of job postings in 2022, York and North Yorkshire**



Source: Lightcast

The Care workers and home carers occupation accounts for the biggest recruitment demand by far within the Health and social care category, with five times as many postings as the next largest occupation. Second in the ranking is Nursing auxiliaries and assistants, which also has twice the level of postings of the next biggest occupation.

**Figure 19: Proportion of total employment in Health and social care occupations**



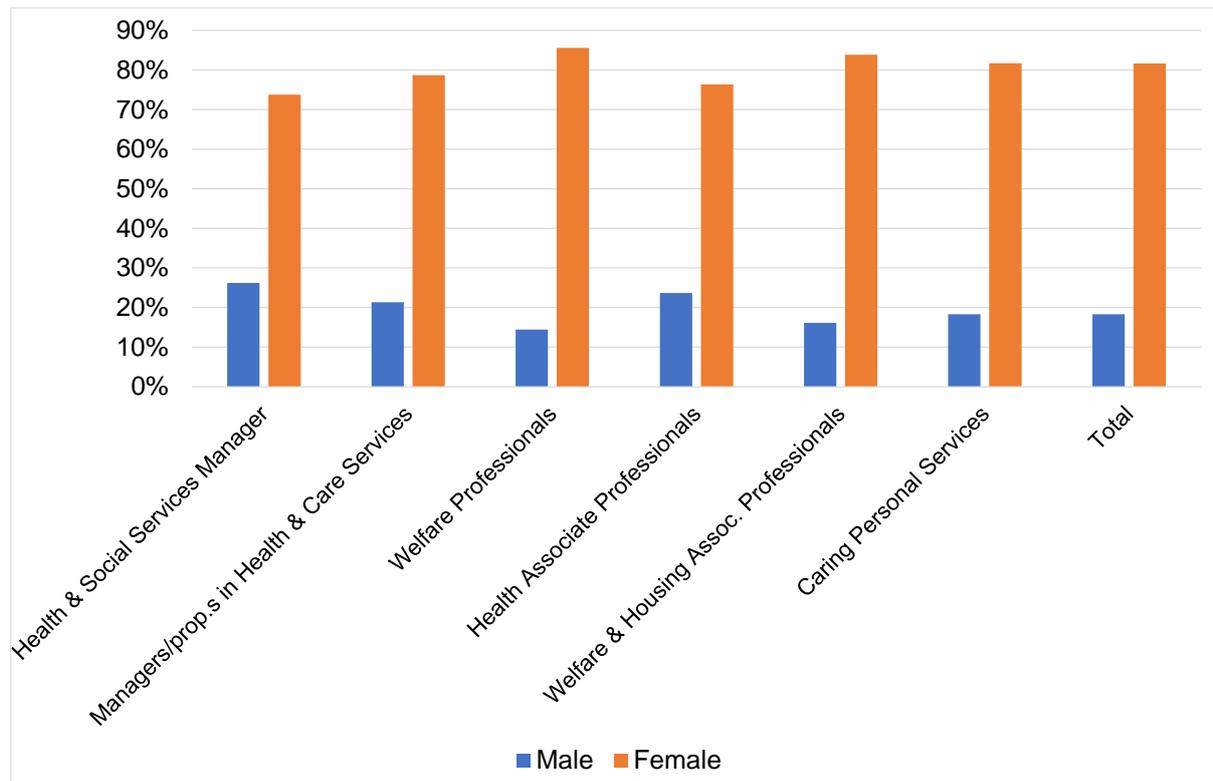
Source: Census 2021

Employment in Health and social care occupations accounts for a similar proportion of total employment in York and North Yorkshire as it does nationally. In both cases, the Census

indicates that the proportion is 8% and this picture is similar across most local authority areas within York and North Yorkshire. The notable exception is Scarborough, where employment in Health and social care is higher, at 11% of the total.

Within Health and social care the Caring personal service occupational category is the largest in all parts of York and North Yorkshire.

**Figure 20: Employment split by sex in Health and social care occupations, Yorkshire and the Humber, 2021/22**

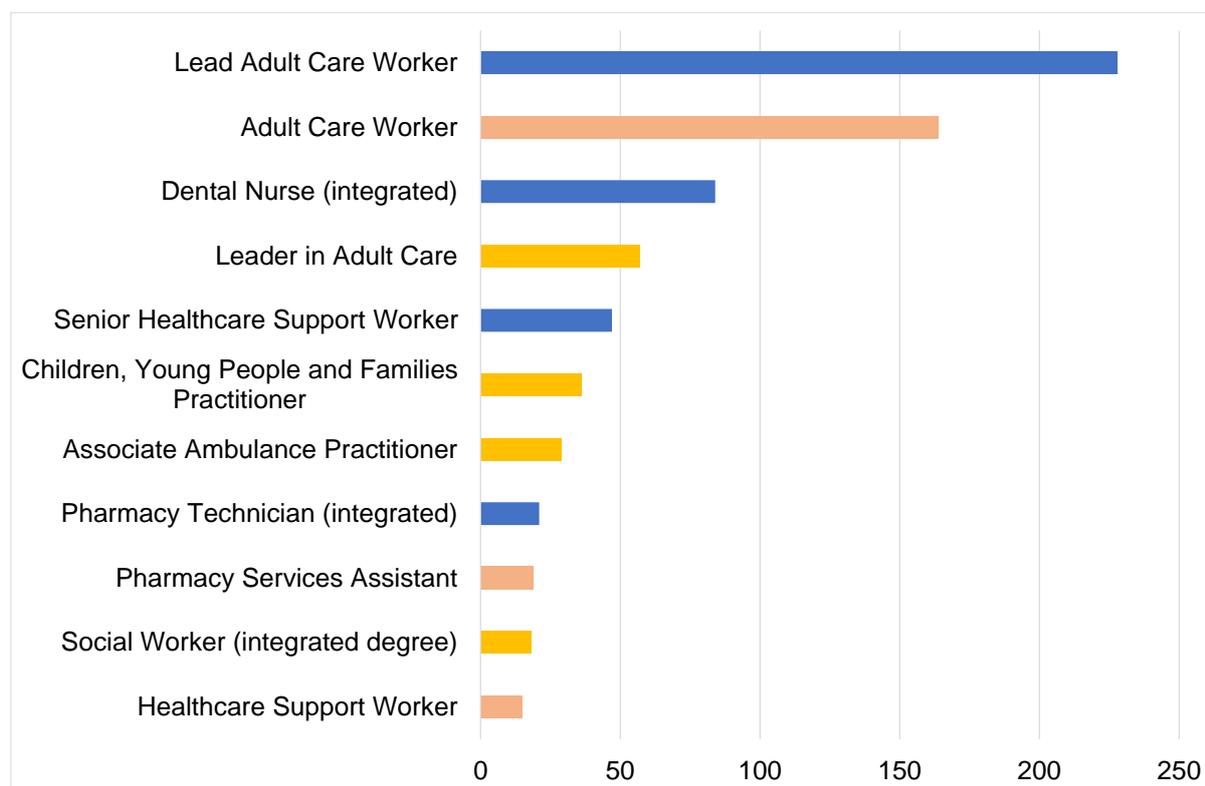


Source: Annual Population Survey

Female workers dominate employment in all of the broad occupational categories within Health and social care, accounting for approximately four-fifths of total employment across the board. Male employment is highest in Management and Associate professional occupations but male workers still remain in the minority in these areas.

Another key area of demand - Nursing auxiliaries and assistants – is addressed by the Healthcare Support Worker (Intermediate) and Senior Healthcare Support Worker (Advanced) apprenticeships.

**Figure 21: Top Health and social care apprenticeships by starts during 2021/22, York and North Yorkshire**



Source: Department for Education

■	Intermediate apprenticeship
■	Advanced apprenticeship
■	Higher apprenticeship

There were 762 apprenticeship starts in Health and social care during the 2021/22 academic year in York and North Yorkshire.

More than two-thirds (68%) of these starts were at Intermediate level; of the remainder, 18% were at Advanced level and 14% at Higher level.

The profile of apprenticeship provision in York and North Yorkshire reflects the importance of Care workers as a key component of employer demand within the Health and social care space. The Lead Adult Care Worker (Advanced) and Adult Care Worker (Intermediate) apprenticeships are top of the ranking.

## 5.1 Health and social care conclusions

The longer-term employment trend points to a sustained increase in demand for Health and social care skills over recent years, although this appears to have flattened off as the country emerged from the pandemic.

Employment growth is expected to continue in the future. The labour market projections presented in the main report point to strong demand in net growth and replacement demand terms for Caring personal service roles in particular, reflecting the ageing population and other factors.

## Appendix 1

Employment in Health and social care is, in the main, evenly spread across York and North Yorkshire but with a particular concentration of workers in Scarborough.

Labour demand in Health and social care is less skills-intensive than in some of the other skill areas due to the dominance of Caring personal service roles, which typically have shorter skills development lead-in times. Hence, skill shortages are less acute than in some other skill areas.

Gender segregation is a feature of employment in Health and social care, as women dominate in all occupational areas.

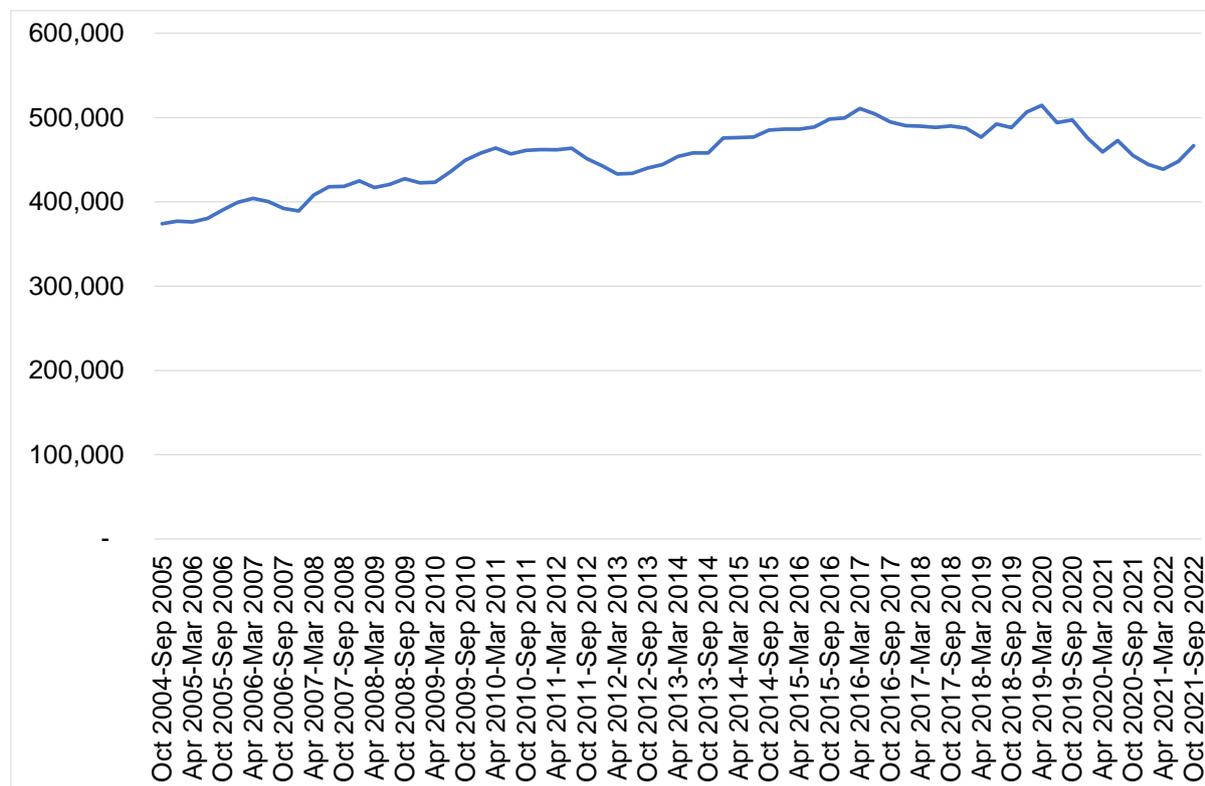
As the main report shows, Health and social care is relatively well catered for in terms of apprenticeship provision relative to labour market demand. The biggest component of demand – Care workers – attracts a high proportion of available provision but it is unclear whether this is sufficient to address the overall level of demand.

## 6 Agriculture / land-based

Occupations associated with Agriculture / land-based activities include roles at management level (e.g. Managers and proprietors in agriculture and horticulture); Professional level roles (e.g. Veterinarians); Skilled trades occupations (e.g. Farmers and Gardeners / landscape gardeners); and Elementary roles (e.g. Farm workers).

These occupations are associated with the following subject areas used in further education: Agriculture, Animal care and veterinary science and Horticulture and forestry.

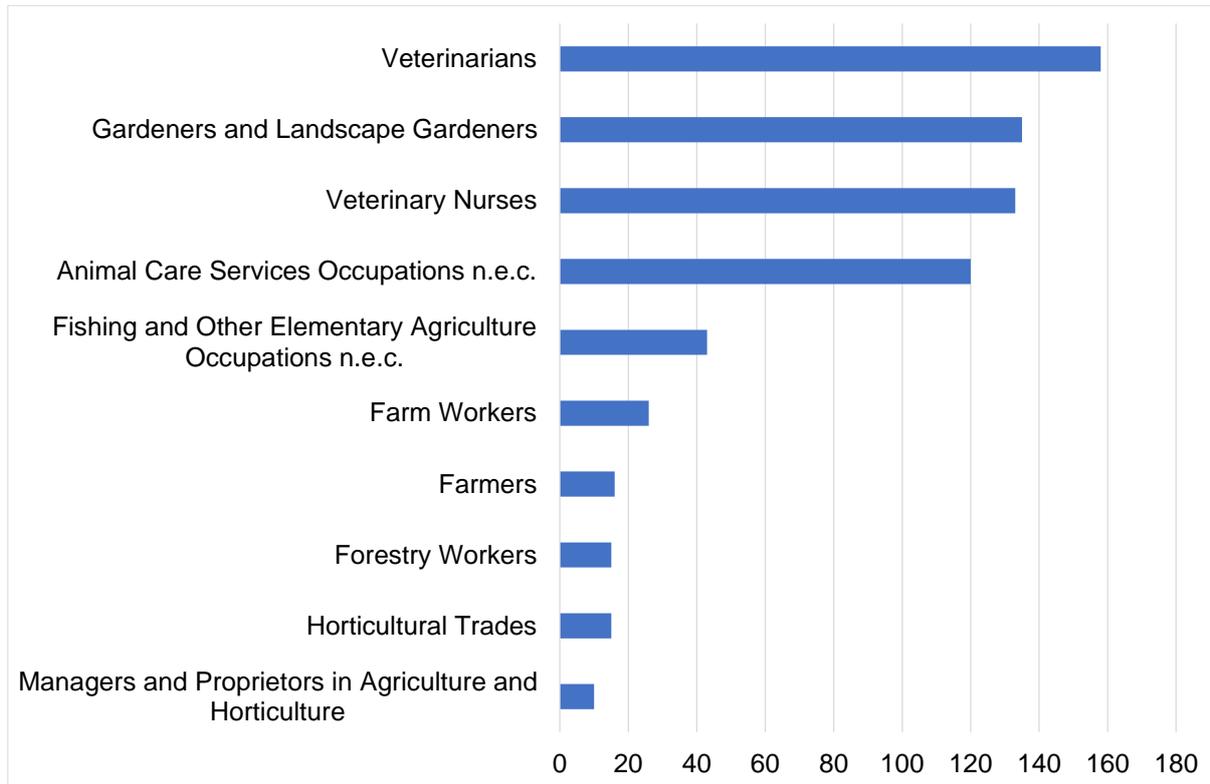
**Figure 22: Employment trend for Agriculture / land-based occupations, England**



Source: Annual Population Survey

The employment data available at Yorkshire and the Humber level is too “noisy” / volatile to provide a clear picture of recent trends. Therefore, the analysis presented here is based on data for England. It shows an upward trend in employment leading into the pandemic; followed by a decline that took place during the COVID period. The latest data provides evidence of a degree of recovery in employment.

**Figure 23: Top occupations in Agriculture / land-based by count of job postings in 2022, York and North Yorkshire**

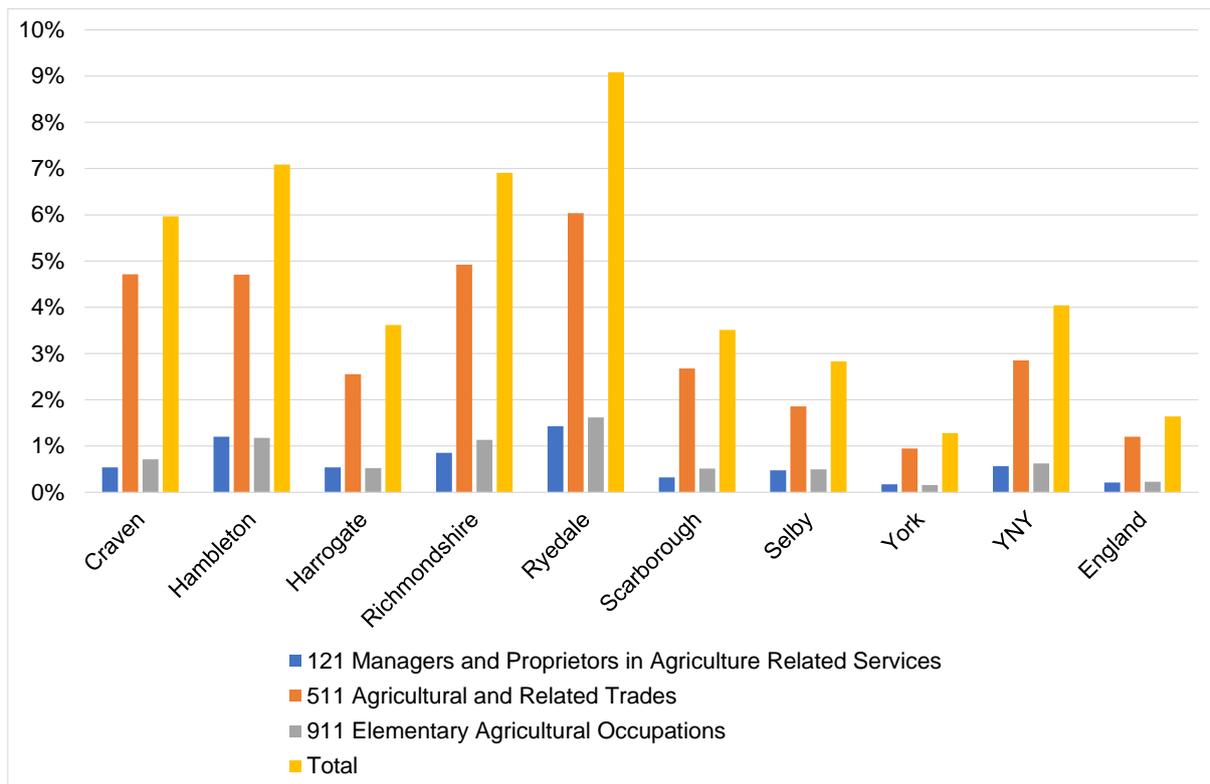


Source: Lightcast

The number of vacancies captured through online job postings is relatively small for Agriculture / land-based occupations, at a total of around 700 for the whole of 2022. This may be due to a lower proportion of such vacancies being advertised online than in other occupational groupings and sectors.

The pattern of job postings is dominated by Veterinarians, Gardeners / landscape gardeners, Veterinary nurses and Animal care service occupations (includes roles like stable hand, livestock assistant etc).

**Figure 24: Proportion of total employment in Agriculture / land-based occupations**



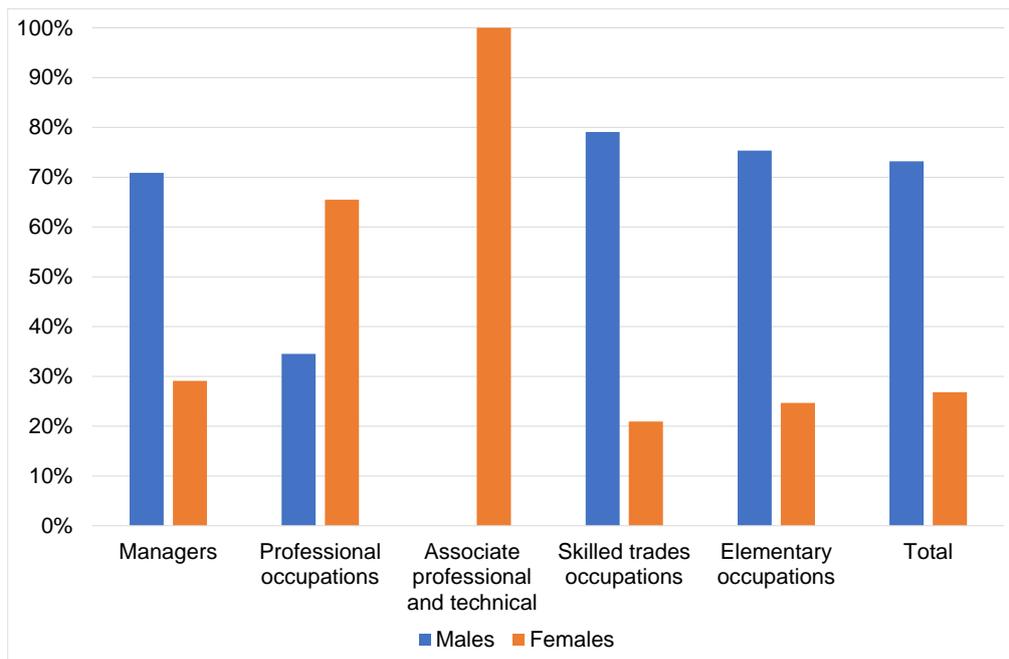
Source: Census 2021

Census data are currently only available at minor group (3-digit) Standard Occupational Classification level, which means that this analysis only covers part of the definition of Agriculture / land-based in use here (for example Veterinary nurses occupation is embedded in the wider minor group of Health associate professionals, most of which is not relevant to this exercise). This means that this is an indicative picture of the distribution of employment at local authority level.

The proportion of employment in the occupational groups for which data are available is well over twice the national average for York and North Yorkshire.

Employment is strongly concentrated in certain districts, most notably Ryedale, Hambleton and Richmondshire. However, the proportion of employment in Agriculture / land-based occupations is above the national average across all local authority areas in York and North Yorkshire with the exception of York.

**Figure 25: Employment split by sex in Agriculture / land-based occupations, England, 2021/22**



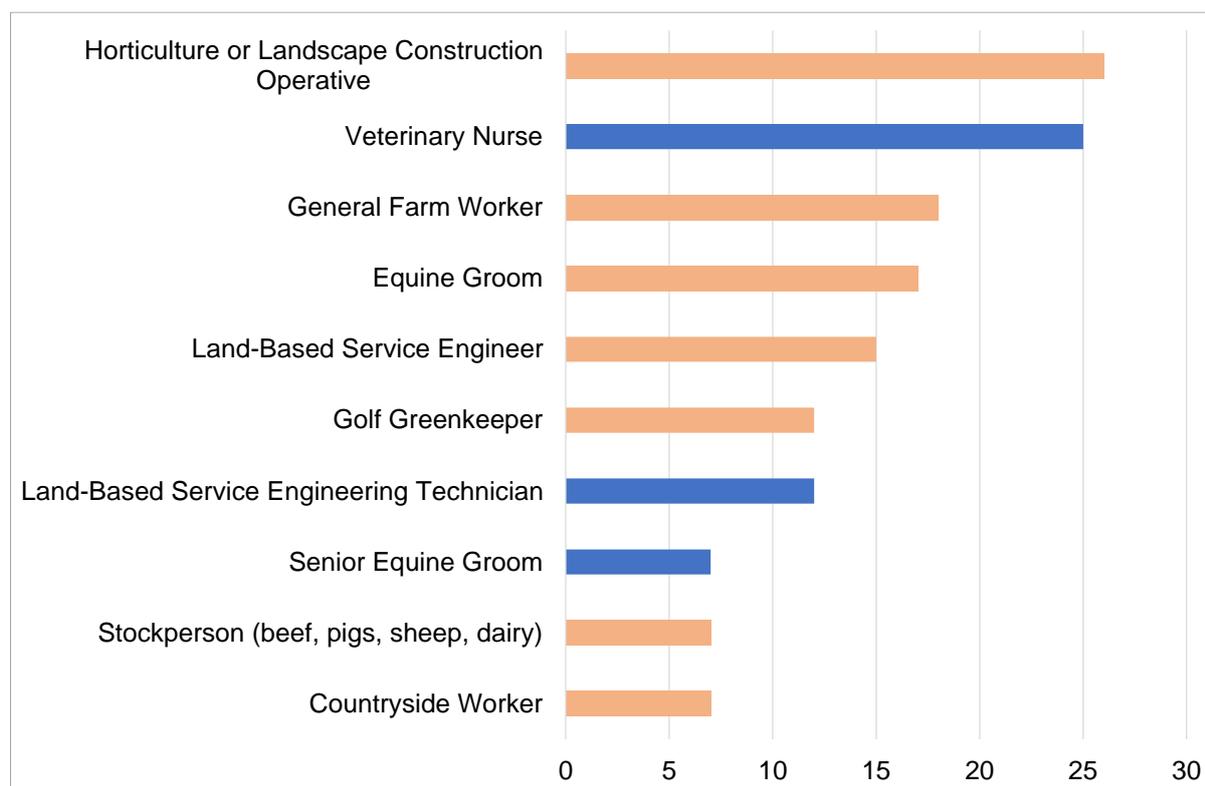
Source: Annual Population Survey

Reliable data on the gender split of Agriculture / land-based occupations is not available below national level. This shows that male workers account for almost three-quarters of employment in Agriculture / land-based occupations, although the picture varies by broad occupational category.

Females are strongly represented in Associate professional and technical roles, which in this instance equates to Veterinary nurses. Even at national level the available survey-based data does not pick up any male workers in this occupational area. Similarly, females are in the majority at Professional level, which in this case equates to Veterinarians. Women also account for around 30% of relevant management roles.

Four-fifths of workers in Skilled trades occupations (which includes farmers) are male and three-quarters of workers at Elementary level (which includes farm workers) are also male, which explains the overall dominance of male workers in this skill area.

**Figure 26: Top Agriculture / land-based apprenticeships by starts during 2021/22, York and North Yorkshire**



Source: Department for Education

■	Intermediate apprenticeship
■	Advanced apprenticeship
■	Higher apprenticeship

Of the 170 apprenticeship starts in Agriculture / land-based subjects during 2021/22 academic year, around two-thirds (65%) were at Intermediate level with the remaining third (35%) at Advanced level and none at Higher level.

The profile of apprenticeship provision reflects key areas of demand in terms of veterinary skills, landscape gardening and animal care services.

## 6.1 Agricultural / land-based conclusions

The longer-term employment trend in these occupations was positive at national level prior to the pandemic and there are indications that it is recovering following the health crisis.

Employment in these occupations is strongly represented across the whole of North Yorkshire with the highest concentrations in Ryedale, Hambleton and Richmondshire.

Overall, male workers are in the majority in Agriculture / land-based occupations but female workers dominate some occupational areas, veterinary nurses being a key example.

There is a relatively small volume of apprenticeship provision associated with these occupations but analysis in the main report suggests that the share of provision is in line with the volume of labour market demand. The profile of apprenticeship starts appears to be broadly in line with key areas of demand based on job postings.



**Annex: Definition of priority skill areas**

<b>SOC</b>	<b>Occupation</b>	<b>SSA T2</b>
1211	Managers and Proprietors in Agriculture and Horticulture	Agriculture
5111	Farmers	Agriculture
5119	Agricultural and Fishing Trades n.e.c.	Agriculture
8223	Agricultural Machinery Drivers	Agriculture
9111	Farm Workers	Agriculture
9119	Fishing and Other Elementary Agriculture Occupations n.e.c.	Agriculture
2216	Veterinarians	Animal Care and Veterinary Science
6131	Veterinary Nurses	Animal Care and Veterinary Science
6139	Animal Care Services Occupations n.e.c.	Animal Care and Veterinary Science
2431	Architects	Architecture
2435	Chartered Architectural Technologists	Architecture
3121	Architectural and Town Planning Technicians	Architecture
3122	Draughtspersons	Architecture
1122	Production Managers and Directors in Construction	Building and Construction
2434	Chartered Surveyors	Building and Construction
2436	Construction Project Managers and Related Professionals	Building and Construction
3114	Building and Civil Engineering Technicians	Building and Construction
5216	Pipe Fitters	Building and Construction
5225	Air-conditioning and Refrigeration Engineers	Building and Construction
5241	Electricians and Electrical Fitters	Building and Construction
5311	Steel Erectors	Building and Construction
5312	Bricklayers and Masons	Building and Construction
5313	Roofers, Roof Tilers and Slaters	Building and Construction
5314	Plumbers and Heating and Ventilating Engineers	Building and Construction
5315	Carpenters and Joiners	Building and Construction
5316	Glaziers, Window Fabricators and Fitters	Building and Construction
5319	Construction and Building Trades n.e.c.	Building and Construction
5321	Plasterers	Building and Construction
5322	Floorers and Wall Tilers	Building and Construction
5323	Painters and Decorators	Building and Construction
5330	Construction and Building Trades Supervisors	Building and Construction
8141	Scaffolders, Stagers and Riggers	Building and Construction
8142	Road Construction Operatives	Building and Construction
8143	Rail Construction and Maintenance Operatives	Building and Construction
8149	Construction Operatives n.e.c.	Building and Construction
8221	Crane Drivers	Building and Construction
9120	Elementary Construction Occupations	Building and Construction
1123	Production Managers and Directors in Mining and Energy	Engineering
2121	Civil Engineers	Engineering
2122	Mechanical Engineers	Engineering

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2123	Electrical Engineers	Engineering
2124	Electronics Engineers	Engineering
2126	Design and Development Engineers	Engineering
2127	Production and Process Engineers	Engineering
2129	Engineering Professionals n.e.c.	Engineering
2150	Research and Development Managers	Engineering
2461	Quality Control and Planning Engineers	Engineering
3112	Electrical and Electronics Technicians	Engineering
3113	Engineering Technicians	Engineering
3119	Science, Engineering and Production Technicians n.e.c.	Engineering
5211	Smiths and Forge Workers	Engineering
5212	Moulders, Core Makers and Die Casters	Engineering
5213	Sheet Metal Workers	Engineering
5214	Metal Plate Workers, and Riveters	Engineering
5215	Welding Trades	Engineering
5221	Metal Machining Setters and Setter-operators	Engineering
5222	Tool Makers, Tool Fitters and Markers-out	Engineering
5223	Metal Working Production and Maintenance Fitters	Engineering
5224	Precision Instrument Makers and Repairers	Engineering
5237	Rail and Rolling Stock Builders and Repairers	Engineering
5242	Telecommunications Engineers	Engineering
5244	TV, Video and Audio Engineers	Engineering
5245	IT Engineers	Engineering
5249	Electrical and Electronic Trades n.e.c.	Engineering
5250	Skilled Metal, Electrical and Electronic Trades Supervisors	Engineering
1181	Health Services and Public Health Managers and Directors	Health and Social Care
1184	Social Services Managers and Directors	Health and Social Care
1241	Health Care Practice Managers	Health and Social Care
1242	Residential, Day and Domiciliary Care Managers and Proprietors	Health and Social Care
2213	Pharmacists	Health and Social Care
2214	Ophthalmic Opticians	Health and Social Care
2442	Social Workers	Health and Social Care
2449	Welfare Professionals n.e.c.	Health and Social Care
3216	Dispensing Opticians	Health and Social Care
3217	Pharmaceutical Technicians	Health and Social Care
3219	Health Associate Professionals n.e.c.	Health and Social Care
3235	Counsellors	Health and Social Care
3564	Careers Advisers and Vocational Guidance Specialists	Health and Social Care
3567	Health and Safety Officers	Health and Social Care
6141	Nursing Auxiliaries and Assistants	Health and Social Care
6142	Ambulance Staff (Excluding Paramedics)	Health and Social Care
6145	Care Workers and Home Carers	Health and Social Care
6146	Senior Care Workers	Health and Social Care

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6147	Care Escorts	Health and Social Care
7114	Pharmacy and Other Dispensing Assistants	Health and Social Care
9271	Hospital Porters	Health and Social Care
1213	Managers and Proprietors in Forestry, Fishing and Related Services	Horticulture and Forestry
5112	Horticultural Trades	Horticulture and Forestry
5113	Gardeners and Landscape Gardeners	Horticulture and Forestry
5114	Groundsmen and Greenkeepers	Horticulture and Forestry
5443	Florists	Horticulture and Forestry
9112	Forestry Workers	Horticulture and Forestry
1136	Information Technology and Telecommunications Directors	ICT Practitioners
2133	IT Specialist Managers	ICT Practitioners
2134	IT Project and Programme Managers	ICT Practitioners
2135	IT Business Analysts, Architects and Systems Designers	ICT Practitioners
2136	Programmers and Software Development Professionals	ICT Practitioners
2137	Web Design and Development Professionals	ICT Practitioners
2139	Information Technology and Telecommunications Professionals n.e.c.	ICT Practitioners
3131	IT Operations Technicians	ICT Practitioners
3132	IT User Support Technicians	ICT Practitioners
1121	Production Managers and Directors in Manufacturing	Manufacturing Technologies
2462	Quality Assurance and Regulatory Professionals	Manufacturing Technologies
3115	Quality Assurance Technicians	Manufacturing Technologies
3116	Planning, Process and Production Technicians	Manufacturing Technologies
5411	Weavers and Knitters	Manufacturing Technologies
5412	Upholsterers	Manufacturing Technologies
5413	Footwear and Leather Working Trades	Manufacturing Technologies
5414	Tailors and Dressmakers	Manufacturing Technologies
5419	Textiles, Garments and Related Trades n.e.c.	Manufacturing Technologies
5421	Pre-press Technicians	Manufacturing Technologies
5422	Printers	Manufacturing Technologies
5423	Print Finishing and Binding Workers	Manufacturing Technologies
8111	Food, Drink and Tobacco Process Operatives	Manufacturing Technologies
8112	Glass and Ceramics Process Operatives	Manufacturing Technologies
8113	Textile Process Operatives	Manufacturing Technologies
8114	Chemical and Related Process Operatives	Manufacturing Technologies
8115	Rubber Process Operatives	Manufacturing Technologies
8116	Plastics Process Operatives	Manufacturing Technologies
8117	Metal Making and Treating Process Operatives	Manufacturing Technologies
8118	Electroplaters	Manufacturing Technologies
8119	Process Operatives n.e.c.	Manufacturing Technologies
8121	Paper and Wood Machine Operatives	Manufacturing Technologies
8122	Coal Mine Operatives	Manufacturing Technologies
8123	Quarry Workers and Related Operatives	Manufacturing Technologies
8124	Energy Plant Operatives	Manufacturing Technologies

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8125	Metal Working Machine Operatives	Manufacturing Technologies
8126	Water and Sewerage Plant Operatives	Manufacturing Technologies
8127	Printing Machine Assistants	Manufacturing Technologies
8129	Plant and Machine Operatives n.e.c.	Manufacturing Technologies
8131	Assemblers (Electrical and Electronic Products)	Manufacturing Technologies
8132	Assemblers (Vehicles and Metal Goods)	Manufacturing Technologies
8133	Routine Inspectors and Testers	Manufacturing Technologies
8134	Weighers, Graders and Sorters	Manufacturing Technologies
8135	Tyre, Exhaust and Windscreen Fitters	Manufacturing Technologies
8137	Sewing Machinists	Manufacturing Technologies
8139	Assemblers and Routine Operatives n.e.c.	Manufacturing Technologies
9134	Packers, Bottlers, Canners and Fillers	Manufacturing Technologies
9139	Elementary Process Plant Occupations n.e.c.	Manufacturing Technologies
2432	Town Planning Officers	Urban, Rural and Regional Planning
2433	Quantity Surveyors	Urban, Rural and Regional Planning