



HEY LSIP 2.0

ANNEX A

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Overview

This annex provides a streamlined overview of the priority occupations, workforce requirements and core skills needs identified across Hull and East Yorkshire's key economic sectors. It has been structured around the three strategic themes within HEYCA's sector framework: Growth Driving, Growth Potential, and Growth Enabling.

Information provided reflects the increasingly cross-cutting nature of workforce and skills demand across the region. Occupational groupings have therefore been consolidated where similar roles and skill requirements appear across multiple sectors, with associated SOC and SIC codes streamlined accordingly. Reflecting the specific economic context, labour market challenges and future growth ambitions of the Hull and East Yorkshire Mayoral Combined Authority area; it also recognises the growing importance of transferable capabilities, particularly digital, technical, sustainability, leadership and data-related skills, alongside the continued need for sector-specific expertise.

It is important to note that SIC and SOC classifications are used within this annex as broad indicators to support consistency and alignment with national datasets and labour market analysis. However, there are recognised limitations in using these frameworks to fully represent local labour market demand and emerging occupations. Many employers operate across multiple sectors, while some job roles (particularly within digital, low-carbon, technical and hybrid occupations) do not map neatly to a single SIC or SOC classification. In addition, rapidly evolving technologies, changing business models and the growth of interdisciplinary roles mean that some workforce needs may not yet be fully captured within existing national coding structures.

As a result, the occupational clusters presented within this annex should be viewed as indicative rather than exhaustive. The annex has therefore been informed not only by national classification systems, but also by employer engagement, local intelligence, sector insight and regional economic priorities to ensure the workforce requirements identified accurately reflect the realities of the Hull and East Yorkshire economy.

This annex is intended to support employers, providers, stakeholders and policymakers in identifying current and emerging workforce priorities, informing curriculum planning, investment decisions and collaborative skills development activity across the region. A supporting document is available upon request detailing specific occupations against each sector listed within the Local Growth Plan.

Growth Driving Sector Occupations

Growth Driving sectors are the parts of the economy where the evidence shows the strongest and most immediate potential to raise productivity, support higher-value employment and strengthen Hull and East Yorkshire's role in national and international markets. These sectors form the core focus of the Local Growth Plan and will anchor investment and delivery.

For Hull and East Yorkshire, the Growth Driving sectors are:

- Agri-food and Agri-tech
- Energy
- Manufacturing
- Ports and logistics

Occupational Cluster	Specific Occupations included	Relevant SOC Code(s)	Relevant SIC Code(s)	Core Skills Needs
Project & Programme Management	Offshore Project Managers, Construction Project Managers, Site Managers, Infrastructure PMs	1122, 1123, 2455, 2481, 3543	41-43, 71.12, 35.11	Project delivery, stakeholder management, H&S, risk management, sustainability, logistics
Engineering & Technical Specialists	Engineering Technicians, Civil Engineers, Electrical Engineers, FEA Engineers, Utilities Engineers	2121, 2123, 2129, 3112, 3113	35-43, 42.99, 71.12	Diagnostics, maintenance, infrastructure planning, renewables integration, BIM/GIS
Electrical & Renewable Installation	Electricians, Electrical Installation Specialists, EV Technicians	5241, 5250	43.20	EV charging, grid integration, renewables, testing, HV systems
Digital, Data & AI Roles	Data Analysts, Data Engineers, AI Specialists, Digital Systems Roles	2131-2136, 2431, 3544	62.01-62.09, 63.01	Data modelling, AI, predictive maintenance, cyber security, analytics

Occupational Cluster	Specific Occupations included	Relevant SOC Code(s)	Relevant SIC Code(s)	Core Skills Needs
Manufacturing & Automation	Automation Engineers, Digital Manufacturing, Process Engineers, Production Managers	2122, 2125, 2129, 5223, 1121	28.30, 29.10, 71.12	Robotics, PLCs, process automation, industrial analytics, lean systems
Welding, Fabrication & Metal Trades	Welders, Pipe Fitters, Fabricators, Steel Erectors, Metalworking Trades	5211- 5214, 5311	25.11, 25.62, 33.11, 43.99	Welding, fabrication, structural assembly, offshore systems, safety compliance
Construction & Building Trades	Bricklayers, Groundworkers, Carpenters, Joiners, Plumbers & HVAC	5311 – 5319, 9121	41-43	Retrofit, drainage, foundations, industrial HVAC, offsite construction
Logistics, Transport & Warehousing	Transport Managers, Warehouse Operatives, LGV Drivers, Forklift Drivers, Freight Handling	1241- 1243, 8211, 8222, 8239, 9252	49-52	Supply chain coordination, warehouse systems, route planning, compliance
Agri-tech & Environmental Roles	Farm Technologists, Land Managers, Environmental Scientists	2112, 2152	01.61, 71.12, 74.90	Precision agriculture, environmental compliance, sustainability, climate modelling
Customer & Administrative Support	Administrators, Distribution Support, Customer Service	4112, 4151, 4159	82.11, 82.99, 84.11	CRM systems, communication, scheduling, digital literacy

Growth Potential Sector Occupations

Growth Potential sectors are those where the evidence points to realistic opportunities for expansion, diversification and upgrading. While they are not positioned as the primary engines of growth in the same way as the Growth Driving sectors, they are important to the longer-term evolution of the regional economy and to increasing the share of higher-value activity over time.

Growth Potential sectors include:

- Construction
- Creative industries
- Culture and the visitor economy
- Digital and technologies
- Financial services
- Professional and business services

Occupational Cluster	Specific Occupations included	Relevant SOC Code(s)	Relevant SIC Code(s)	Core Skills Needs
Digital & IT Professionals	Software Developers, App Developers, Computer Technicians, IT Roles, Digital Engineers	2131-2137, 3131	61.10, 62.01-62.09	Programming, cybersecurity, cloud systems, networking, automation
Data, Analytics & Systems	Data Analysts, Digital/Data Systems Roles	2133, 2431, 3544	63.01, 63.11	SQL, Python, Power BI, reporting, data storytelling
Digital Marketing & Communications	Marketing, Communications, Social Media, E-commerce	2432, 2493, 3554	63.99, 70.22, 73.11/2	SEO, analytics, branding, content creation, CRM systems
Design, CAD & Product Development	CAD Technicians, Product Designers, Architects, Design Engineers	2122, 2451, 3120, 3429	71.11, 71.12, 74.10	CAD/BIM, prototyping, sustainable design, technical drawing
Project & Business Management	Project Managers, Operations Managers, Estate Management	2131, 2322, 2440, 4159	81.10, 82.30	Planning, budgeting, governance, stakeholder management
HR, Legal & Professional Services	HR Managers, HR Administrators, Legal Professionals	1136, 2419, 4136	69.1, 78.3	Employment law, workforce planning, compliance, digital systems

Occupational Cluster	Specific Occupations included	Relevant SOC Code(s)	Relevant SIC Code(s)	Core Skills Needs
Finance & Accounting	Finance, Tax, Audit, Bookkeeping	1131, 2421, 2423, 3533, 4122	64.10-64.90, 69.20	Forecasting, audit, VAT/tax, payroll, cloud accounting
Retail, Sales & Customer Service	Sales, Merchandising, Customer Service, Retail Supervisors	3553, 3555, 7111-7132, 7219	47.1-47.9, 82.99	Negotiation, CRM systems, stock control, customer engagement
Visitor Economy & Hospitality	Bar Staff, Estate Management, Venue Operations	4159, 7219, 9265	56.30, 81.10, 84.12	Customer service, compliance, facilities management, teamwork
Construction Professional Services	Quantity Surveyors, Planners, Estimators, Quality Assurance, Architects	2451-2454, 2481	71.11, 71.12, 74.90	Cost control, tendering, infrastructure planning, compliance

Growth Enabling Sector Occupations

Growth Enabling sectors are the foundational parts of the economy that support employment, participation and day-to-day economic functioning. They employ large numbers of residents, shape place-based outcomes and are critical to inclusive growth and economic resilience.

Growth Enabling sectors in the Local Growth Plan include:

- Education and skills provision
- Health and social care
- Public administration and public services
- Real estate
- Retail and wholesale
- Transport activities outside ports and maritime logistics
- Utilities and other local services

Occupational Cluster	Specific Occupations included	Relevant SOC Code(s)	Relevant SIC Code(s)	Core Skills Needs
Health & Care Professionals	Allied Health Professionals, Dentistry, Pharmacy Technicians	2221-2259, 3212, 3213	86.10-86.90	Clinical assessment, diagnostics, patient care, digital health tools
Care & Support Workforce	Care Assistants, Senior Care Assistants, Support Workers, Care Managers	1231-1233, 6131-6136	87.10-88.10	Safeguarding, personal care, leadership, digital records
Teaching & Academic Roles	Lecturers, Teachers, Tutors, Academic Mentors	2139, 2311-2317	85.31-85.60	Curriculum delivery, mentoring, safeguarding, digital pedagogy
Apprenticeships & Employer Engagement	Apprenticeship Managers, Work Experience Coordinators, Employer Engagement	2322, 3560, 7219	85.60	Employer liaison, programme delivery, funding compliance

Occupational Cluster	Specific Occupations included	Relevant SOC Code(s)	Relevant SIC Code(s)	Core Skills Needs
Education Operations & Support	Administrators, MIS, Curriculum Support, Examiners, SEND Support, Pastoral Support	2329, 4159, 6113	84.11, 84.12, 85.31, 85.60	Data systems, coordination, assessment, communication
Public Sector Leadership & Administration	Public Sector Leaders, Revenues & Benefits, Public Service Managers	3560, 4112	84.11	Governance, budgeting, public service delivery, transformation
Public Service Customer Support	Customer Service Officers, Client Support, Public Admin Support	4111, 4112, 7219	82.99, 84.11	Empathy, communication, digital service platforms, triage
Utilities & Infrastructure Operations	Utilities PMs, Planning Managers, Field Technicians	2481, 3119, 3543	35-37, 42.10-42.90	Infrastructure planning, SCADA systems, fault diagnosis, environmental compliance
Real Estate & Property Services	Estate Management, Property Sales, Real Estate Customer Service	3555, 4159	68.31, 81.10, 84.11	Property systems, tenancy management, compliance, customer engagement
IT, Digital & Data Support	IT Professionals, Digital Teachers, Education Data Analysts	2133-2135, 3131	61.10, 62.02, 63.01	Cybersecurity, digital delivery, analytics, troubleshooting
Early Years	Assistants, Practitioners, Nursery Education Teachers, Family Services	2135, 2324, 2469, 3232, 6111	85.1, 85.6	Special Educational Needs and Disabilities (SEND) awareness, Communication, Safeguarding, Digital, Health & Safety, Numeracy, Literacy