

Annex A: Explanatory Information on Skills Needs

The occupations presented in this annex have been identified through the evidence gathered to support the development of the **Sussex and Brighton Local Skills Improvement Plan (LSIP) 2026–2029**, including intelligence collected from **employers and key stakeholders**. This annex provides further explanatory information on the skills needs identified through the sector-specific findings across the priority LSIP sectors, reflecting the technologies, systems and operational changes shaping workforce demand.

The occupations and skills set out in this annex reflect those identified through the LSIP evidence base as being critical to current and future workforce needs. However, some of these skills will not sit within discrete job roles alone and will need to be embedded within mainstream occupations across sectors. Through the **LSIP action plan (Annex B)**, further work will be undertaken with employers, providers and partners to identify where and how these skills can be integrated into existing roles, training provision and career pathways.

To support consistency and comparability, occupations have been mapped to the Standard Occupational Classification (SOC 2020) and the Standard Industrial Classification (SIC). The SIC mapping presented in this annex reflects both the current SIC 2007 framework and an aligned view of the draft SIC 2026 structure, where possible. This dual classification approach recognises that many of the occupations identified operate across multiple industries and are evolving in response to digitalisation, sustainability and innovation. **Final alignment to the updated SIC framework will be reviewed following the formal publication of the revised classification.**

Full findings regarding sector skills gained through our employer engagement activities can be found in **Annexes G1- Skills Needed for Innovation & Technical Excellence, Annex G2 – Skills Needed for Digital & Technological Readiness, Annex G3 – Skills Needed for Green & Sustainability and Annex G4 – Detailed Findings from Access routes into Employment & Career Pathways**

Sussex & Brighton LSIP Cross-sector skills theme	LSIP occupation name	Definition within the LSIP report	Relevant SOC Code(s)	LSIP sector name	Relevant SIC Code(s) – SIC 2007 (Current)	Relevant SIC Code(s) – Draft SIC 2026 (Aligned)	Mapping limitations / further information
Innovation & Technical Excellence	Construction Technical Delivery and Retrofit Roles	Construction supervisory and technical occupations responsible for delivering complex construction projects, including digital project coordination and low-carbon retrofit delivery. Core	5330 – Construction and building trade supervisors	Construction	41.20 – Construction of residential and non-residential buildings; 42.11 – Construction of	41.20 – Construction of buildings; 42.11 – Transport infrastructure construction; 42.99	Retrofit coordinators and retrofit installers do not have specific SOC 2020 unit groups and are therefore mapped to the closest construction technical

Digital & Technological Readiness Green & Sustainability Skills		technical skills include interpretation of digital construction designs (including BIM), coordination of multi-trade building systems and delivery of energy efficiency and low-carbon building solutions. Skills gaps identified include applying BIM within operational roles, interpreting project data for construction planning and delivering retrofit programmes including low-carbon heating technologies. Future capability requirements include stronger digital construction coordination capability and expanded retrofit delivery capability across the construction workforce.	3114 – Building and civil engineering technicians 1122 – Production managers and directors in construction 5315 – Plumbers and heating and ventilation installers and repairers 3541 – Energy advisers and assessors		roads and motorways; 42.99 – Other civil engineering projects n.e.c.; 43.21 – Electrical installation; 43.22 – Plumbing, heat and air-conditioning installation; 43.29 – Other construction installation; 43.99 – Other specialised construction activities n.e.c.; 71.12 – Engineering consultancy	– Civil engineering (other); 43.21 – Electrical installation activities; 43.22 – Building services installation; 43.29 – Other installation activities; 43.99 – Specialised construction (other); 71.12 – Engineering and technical consultancy services	and building-services occupations.
Innovation & Technical Excellence Digital & Technological Readiness	Software Engineering and Digital Platform Development Roles	Digital technology occupations responsible for developing software systems, digital applications and technology platforms. Core skills include programming languages, software development frameworks and cloud-based platform environments.	2134 – Programmers and software development professionals 2132 – Software development managers	Digital Technologies	62.01 – Computer programming activities; 62.02 – Computer consultancy activities; 63.11 – Data processing and hosting; 63.99 – Other	62.01 – Software development services; 62.02 – IT consultancy services; 63.11 – Data hosting and cloud infrastructure; 63.99 – Digital	

		Skills gaps identified include development of scalable digital systems, secure software architecture and management of complex software environments. Future capability requirements include expanded capability in advanced software engineering and AI-enabled development tools.	3131 – Software technicians 1137- Information technology directors 2139 – Information technology professionals n.e.c		information services n.e.c.	information services	
Innovation & Technical Excellence Digital & Technological Readiness	Data Science, Analytics and Artificial Intelligence Roles	Digital data occupations responsible for analysing complex datasets and applying analytical and AI models to support organisational decision-making. Core skills include statistical analysis, machine learning and use of data analytics platforms. Skills gaps identified include managing large datasets, applying advanced analytical methods and translating data insights into operational decision-making. Future capability requirements include expanded AI capability and advanced data analytics expertise across organisations.	3544 - Data analysts 2433 - Statistical data scientists 2133 – IT business analysts, architects and systems designers n.e.c.	Digital Technologies	62.01 – Computer programming; 62.02 – Consultancy; 63.11 – Data processing; 63.99 – Information services	62.01 – AI and software development; 62.02 – Data consultancy services; 63.11 – Data infrastructure and analytics platforms; 63.99 – Digital data services	

		Increasing convergence between AI, analytics and data science occupations.					
Digital & Technological Readiness	Cybersecurity and Digital Risk Management Roles	Digital security occupations responsible for protecting organisational networks, systems and digital infrastructure. Core skills include vulnerability monitoring, network security management and secure system architecture. Skills gaps identified include managing cyber risks, implementing secure digital environments and responding to cyber threats. Future capability requirements include expanded cybersecurity capability and improved cyber risk awareness across organisations. Cybersecurity capability increasingly required across multiple digital roles	2135 – Cyber security professionals	Digital Technologies	62.01 – Programming; 62.02 – Consultancy; 62.09 – Other IT services; 63.11 – Data hosting	62.01 – Secure software development; 62.02 – Cybersecurity consultancy; 62.09 – Managed IT and security services; 63.11 – Secure data infrastructure	Cybersecurity spans multiple SIC categories rather than a single classification
Innovation & Technical Excellence Digital & Technological Readiness	Engineering, Automation and Sustainable Manufacturing Roles	Engineering occupations responsible for operating and maintaining automated production systems, robotics technologies and sustainable manufacturing processes. Core skills include	3113 - Engineering technicians 2125 - Production and process engineers	Engineering & Advanced Manufacturing	25.62 – Machining; 26.11 – Electronic components; 28.99 – Special-purpose machinery; 33.12 –	25.62 – Advanced machining; 26.11 – Electronics manufacturing; 28.99 – Automation equipment	

Green & Sustainability Skills		automation systems operation, machinery diagnostics and digital production monitoring. Skills gaps identified include maintaining advanced manufacturing equipment, integrating automation technologies and implementing sustainable manufacturing practices including circular production models. Future capability requirements include expanded capability in robotics integration, digital manufacturing systems and resource-efficient production processes. Reflects convergence between automation, digital production and sustainability within manufacturing systems.	2129 - Engineering professionals n.e.c. 5250 - Skilled metal, electrical and electronic trades supervisors		Machinery repair; 71.12 – Engineering consultancy; 72.19 – R&D; 74.90 – Technical services	manufacturing; 33.12 – Industrial maintenance; 71.12 – Engineering consultancy; 72.19 – R&D; 74.90 – Technical services	
Innovation & Technical Excellence Digital & Technological Readiness	Creative Technical Production and Digital Media Roles	Creative sector occupations responsible for producing digital media, technical stage production and multimedia content creation. Core skills include digital media production technologies, video	3133 - Database administrators and web content technicians 2494 - Advertising accounts	Creative & Cultural Industries	59.11 – Film and video production; 59.12 – Post-production; 60.10 – Radio broadcasting; 60.20 – TV broadcasting;	59.11 – Digital content production; 59.12 – Post-production services; 60.10 – Audio broadcasting; 60.20 – Streaming and TV services;	Technical production roles; technical stage and production specialists do not have specific SOC 2020 unit groups and are therefore mapped to the closest technical

		production systems and multimedia platforms. Skills gaps identified include integration of digital production technologies and use of AI-enabled tools within creative workflows. Future capability requirements include expanded capability in AI-supported digital media production and advanced multimedia technologies. Creative employment structures frequently involve freelance and project-based roles.	managers and creative directors 2141 - Web design professionals 3416 - Arts officers, producers and directors		73.11 – Advertising agencies; 74.10 – Design; 90.01 – Performing arts	73.11 – Digital marketing; 74.10 – Creative design; 90.01 – Creative production	production occupations. Freelance/project-based nature of sector spans multiple SICs
Innovation & Technical Excellence Digital & Technological Readiness Green & Sustainability Skills	Digital Health Systems and Healthcare Technology Roles	Healthcare technology occupations responsible for operating clinical technologies and managing digital healthcare systems. Core skills include clinical data management, use of digital patient systems and operation of healthcare technologies. Skills gaps identified include interpreting healthcare data, managing integrated digital health systems and supporting sustainability initiatives within healthcare operations. Future capability	3213 - Medical and dental technicians 3111- Laboratory technicians 3112 Electrical and electronics technicians 3119 - Science, engineering and production technicians n.e.c. 2259 - Other health professionals n.e.c.	Health, Care & Life Sciences	62.03 – IT facilities management; 86.10 – Hospital activities; 86.21 – Medical practice; 86.90 – Other health activities	62.03 – Digital health systems; 86.10 – Integrated healthcare services; 86.21 – Primary care; 86.90 – Health support services	Clinical technicians; medical technology specialists; health informatics specialists; clinical systems specialists do not have specific SOC 2020 unit groups and are therefore mapped to the closest medical and technical occupations. Digital health sits across health and IT SICs.

		requirements include expanded health informatics capability and improved integration of digital technologies across healthcare services. Healthcare occupations increasingly require digital system capability alongside clinical skills.					
Innovation & Technical Excellence Digital & Technological Readiness Green & Sustainability Skills	Hospitality Digital Operations and Sustainable Service Roles	Hospitality supervisory and operational occupations responsible for managing service environments including digital booking platforms, operational logistics systems and sustainable service delivery practices. Core skills include digital service coordination, operational management and resource efficiency practices. Skills gaps identified include managing digital service platforms, interpreting operational data and implementing sustainability practices in hospitality operations. Future capability requirements include stronger digital operations capability and development of	3557 - Events managers and organiser 1221- Hotel and accommodation managers and proprietors 1222 - Restaurant and catering establishment managers and proprietors 1223 - Publicans and managers of licensed premises 1224 - Leisure and sports managers and proprietors	Hospitality & Visitor Economy	55.10 – Hotels; 55.20 – Short-stay accommodation; 55.40 – Accommodation platforms; 56.10 – Food services; 56.21 – Catering; 56.30 – Beverage services; 79.11 – Travel agencies; 79.90 – Reservation services; 90.03 – Artistic creation	55.10 – Accommodation services; 55.20 – Visitor accommodation; 55.40 – Digital booking platforms; 56.10 – Hospitality services; 56.21 – Catering; 56.30 – Beverage services; 79.11 – Tourism services; 79.90 – Booking services; 90.03 – Experience economy	Operations and service managers do not have specific SOC 2020 unit groups and are therefore mapped to the closest occupations.

		sustainable tourism and hospitality practices. Hospitality leadership roles typically progress from frontline service occupations.	1225 - Travel agency managers and proprietors				
Innovation & Technical Excellence Digital & Technological Readiness Green & Sustainability Skills	Agricultural Technology and Environmental Land Management Roles	Land-based occupations responsible for applying agricultural technologies, environmental monitoring systems and sustainable land management practices. Core skills include operation of agricultural machinery, environmental monitoring and land management planning. Skills gaps identified include interpreting environmental data, applying precision agriculture technologies and implementing sustainable land use practices. Future capability requirements include expanded capability in agri-tech systems, biodiversity management and environmental data analysis. Reflects increasing integration of agri-tech and environmental monitoring technologies within land-based occupations	511 - Agricultural and Related Trades 3113 - Engineering technicians 2152 - Environment professionals 2151 - Conservation professionals	Land-based Industries	01.11 – Crop growing; 01.13 – Horticulture; 01.50 – Mixed farming; 71.12 – Engineering consultancy; 81.30 – Landscape services; 62.01 – Software	01.11 – Arable farming; 01.13 – Horticulture; 01.50 – Mixed farming systems; 71.12 – Agri-tech consultancy; 81.30 – Environmental land services; 62.01 – Precision farming systems	Agricultural technicians; agri-tech specialists and precision farming technicians do not have specific SOC 2020 unit groups and are therefore mapped to the closest occupations.

Innovation & Technical Excellence Digital & Technological Readiness Green & Sustainability Skills	Sustainability, ESG and Technical Advisory Roles	Professional advisory occupations responsible for supporting organisations to implement sustainability strategies, digital transformation and technical innovation. Core skills include sustainability reporting, environmental impact analysis and digital strategy implementation. Skills gaps identified include analysing sustainability performance data, implementing ESG frameworks and integrating technical expertise into business strategy. Future capability requirements include stronger capability in sustainability governance, digital transformation leadership and advanced analytical decision-making. Advisory roles supporting organisations across multiple sectors.	2152 - Environment professionals 3541 – Energy advisers and assessors 2431 Management consultants and business analysts	Professional & Business Services	70.22 – Management consultancy; 71.12 – Engineering consultancy; 72.19 – R&D; 74.90 – Technical services	70.22 – Sustainability consultancy; 71.12 – Environmental consultancy; 72.19 – Sustainability R&D; 74.90 – ESG advisory services	Cross-sector advisory roles mapped to consultancy and technical SICs
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