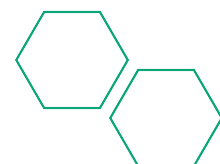
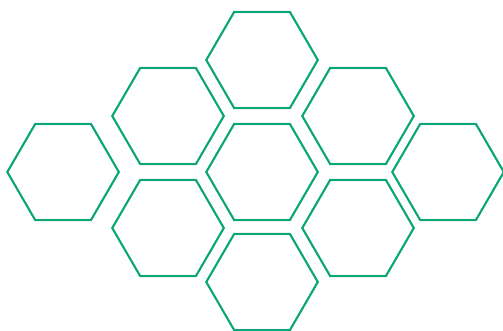
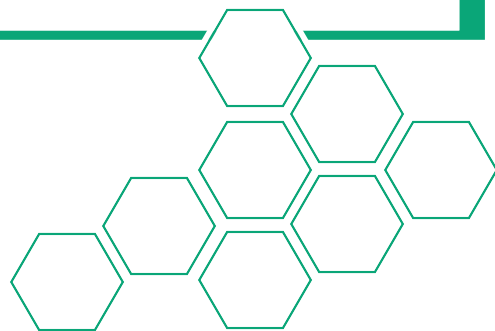
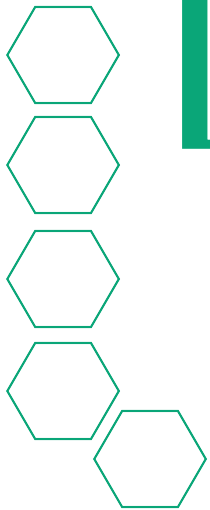


Manchester

Data from the Greater Manchester
Local Skills Improvement Plan



**Funded by
UK Government**



Greater Manchester
Chamber of Commerce

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Introduction

Understanding the ever-evolving employment landscape is critical for nurturing a workforce that is well-prepared for future opportunities and enabling local economies to thrive.

This report, produced as part of the Greater Manchester Local Skills Improvement Plan (GM LSIP), is one of a series of ten reports, each focusing on a different local authority area in Greater Manchester. The aim of this report is to provide a comprehensive breakdown of how employment patterns in Manchester may change over time. By providing this detailed breakdown, this report will help stakeholders - including colleges, independent training providers, Councils and businesses - to foresee trends in the local labour market and align skills provision with future demand.

Central to this report is an assessment of the local economy, beginning with an overview of Gross Value Added (GVA) sourced from the Office for National Statistics (ONS). Employment statistics, drawn from the ONS' Business Register and Employment Survey, have been included to present a baseline for understanding workforce distribution across different industries. Understanding the qualifications held by residents offers valuable insight into the workforce's readiness for both current and emerging job opportunities. For this, the report includes information on qualification levels of the local population.

The above demographic information is followed by an in-depth analysis of job demand, using two distinct data sources: vacancy information from Adzuna and responses from the surveys conducted to gather labour market intelligence for the GM LSIP. The survey specifically asked business respondents to list job titles that they had attempted to recruit for, as well as "hard to fill" roles, which are jobs the respondents found difficult to recruit for.

It is important to note that there may be differences between these two data sets. While certain jobs may be in high demand, businesses may not always struggle to recruit for them if the supply of qualified candidates is sufficient. Conversely, some roles may be particularly hard to fill, reflecting a mismatch between employer needs and the available talent pool. This variation highlights key recruitment challenges in specific sectors and underscores the importance of targeted skills development.

Going beyond current job demand, this report includes an analysis of significant projects that are set to reshape the employment landscape in Manchester. These major initiatives, such as the Red Bank Master Plan, represent substantial investments in Manchester. Such projects are often in addition to plans for new residential and commercial developments and, collectively, they are expected to generate considerable employment demand, both during the building phase and as businesses establish themselves in these new developments.



Subrah Krishnan-Harihara
Deputy Director of
Research, Greater
Manchester Chamber
of Commerce

Introduction

During the initial construction phase, there will be increased demand for construction workers such as those skilled in trades such as electrical work, plumbing, bricklaying and site management. Because of the volume of construction projects planned, this phase alone will create numerous opportunities for local employment in construction. Consequently, there is the need to maintain and expand provision for vocational training and apprenticeships in construction trades.

Notably, the impact of these projects extends well beyond construction. As developments are completed, they will give rise to new job opportunities across a diverse range of sectors. For example, the completion of a large-scale logistics hub will drive demand for warehouse operatives, supply chain managers, and transport coordinators. Similarly, investments in health or education facilities will necessitate a skilled workforce of nurses, medical technicians, teachers and tutors.

To provide clarity on these developments, this report includes a key table (on page 11) outlining major projects within the local authority area, detailing their objectives and sectoral priorities. This is followed by a sector-specific evaluation, mapping out how these projects will translate into job creation. It categorises anticipated roles across industries such as construction, manufacturing, health and social care, etc. An extensive amount of research has gone into identifying job roles and the key skills that these job roles will require. Although the report does not claim to have an exhaustive list of job roles and skills, the structured approach enables all stakeholders to gain a clear picture of where employment opportunities are likely to arise and what skills will be in demand.

By highlighting the interplay between development initiatives, potential growth in sectoral employment and skills requirements, this report will help inform strategic workforce planning at the local authority level. The report thus underscores the importance of aligning training programmes with the needs of growth sectors and emerging requirements.

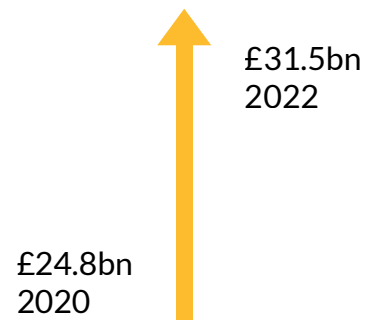
This report is a vital output from the research conducted for developing and implementing the GM LSIP and positioned as a resource for local stakeholders to inform their strategic planning. It provides an evidence-based overview of expected labour market shifts, highlighting where job demand is likely to grow and where potential skills gaps may arise.

For colleges and independent training providers, the report serves as a valuable reference point for curriculum planning. Nonetheless, the findings in this report should not be interpreted as a directive for immediate changes to course provision. Instead, the insights should be used to inform long-term curriculum planning and ensure that training programmes evolve in line with broader economic trends and emerging labour requirements.

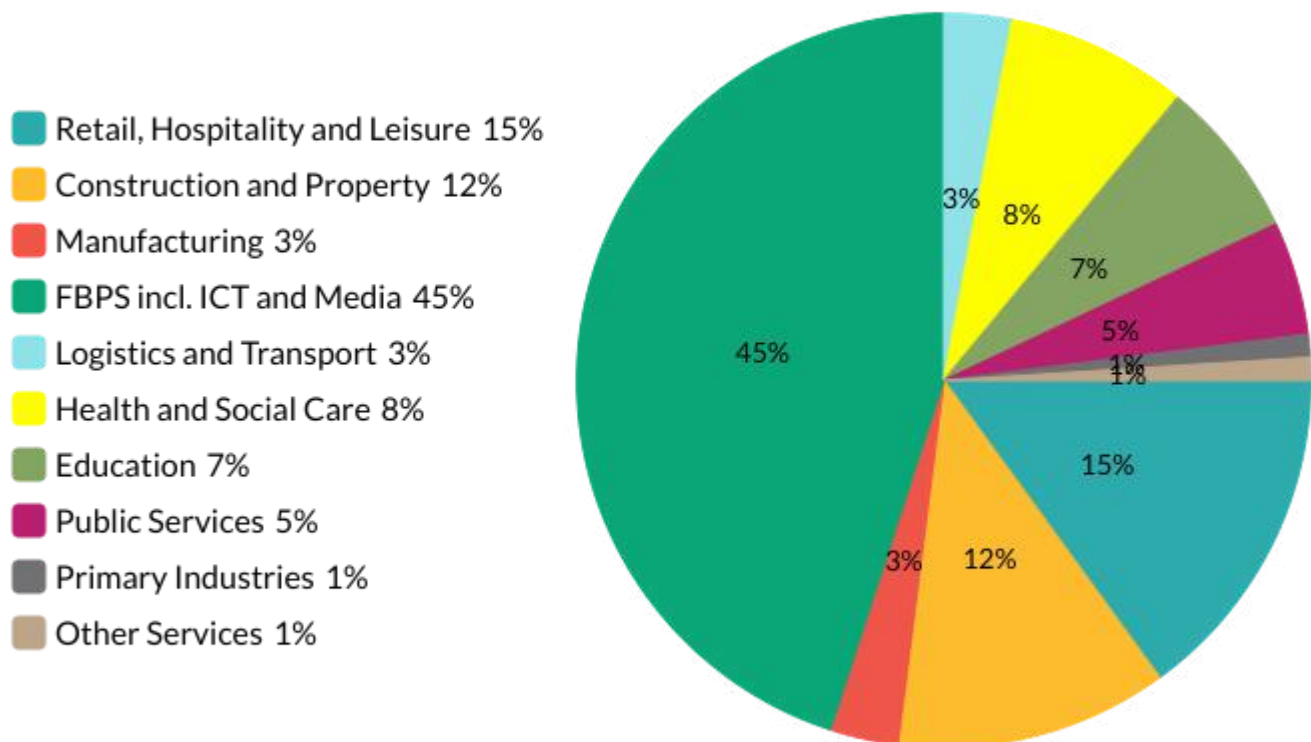
For local Councils and business organisations, this report offers insights for workforce development. Using the insights contained in this report about job creation and skills demand, they can encourage stronger partnerships between employers, educators and business representative organisations to ensure that Greater Manchester's workforce remains competitive and resilient and, ultimately, contributes to a more dynamic and responsive local economy.

Gross Value Added (GVA) in Manchester

- In 2022, the sector with the highest GVA was financial, business and professional services (FBPS), including ICT and media, accounting for 45% of Manchester's GVA.
- The sector with the second highest GVA in 2022 was retail, hospitality and leisure, followed by construction and property in third place.
- These three sectors grew consistently from 2020 to 2022.
- From 2020, the GVA of primary industries decreased for two consecutive years.



GVA by sector in 2022



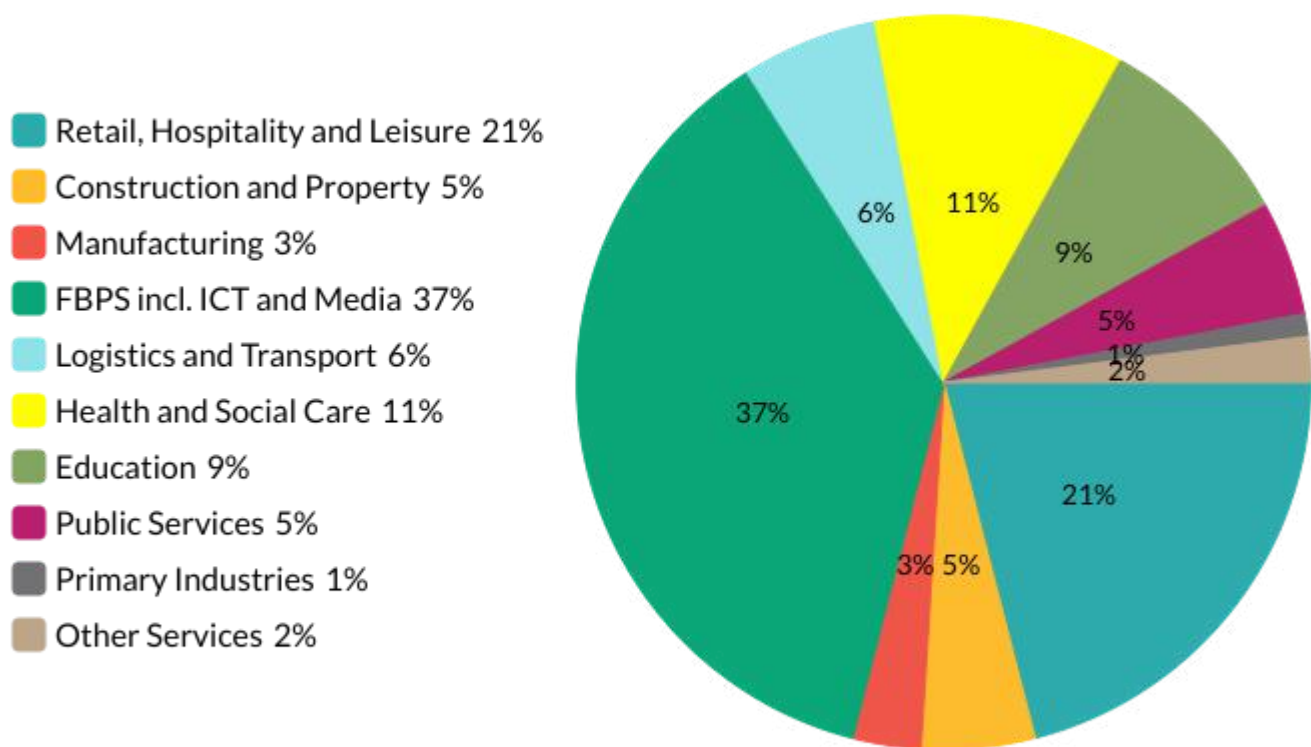
Source: ONS

Employment in Manchester

Total employment in 2023 - 458,450

- The three sectors with the highest number of employees in 2023 were: financial, business and professional services (FBPS), including ICT and media; retail, hospitality and leisure; and health and social care.
- Primary industries, other services and manufacturing were the sectors with the smallest number of employees in 2023.
- The number of people employed in FBPS, including ICT and media, increased each year from 2020 to 2023.

Employment by sector in 2023

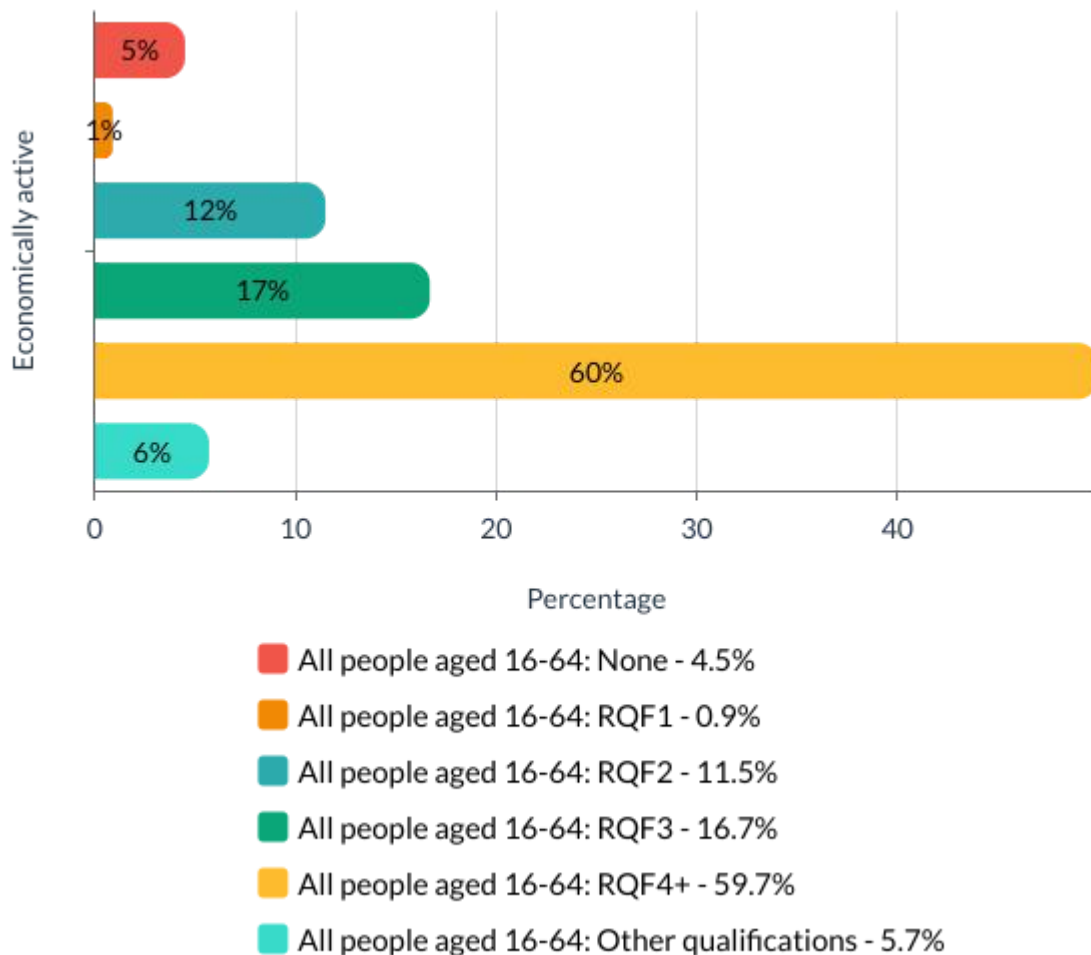


Source: ONS 2023

Economic activity levels in Manchester

- The information for the total number of economically active people in the local authority and those with different levels of qualifications has been taken from the ONS Annual Population Survey. In light of recent concerns about some ONS statistics, there could be revisions to some data points.
- In Manchester, the majority of the economically active population held RQF (Regulated Qualifications Framework) Level 4 and above.
- The percentage of the economically active population with either no qualifications or with other qualifications (such as trade apprenticeships), is similar.

Percentage of economically active population with qualifications



Source: ONS

Occupations in high demand

In general, Adzuna's data categorises job postings based on the sector of the employer advertising the position, rather than the sector typically associated with the job title itself. For example, if a college advertises a vacancy for a caterer, the job would be classified under the education sector rather than the hospitality sector, even though catering roles are traditionally linked to hospitality. This classification occurs because the job posting originates from an educational institution. However, for the purposes of this report, the data has been reclassified to align job postings with the sectors most commonly associated with their respective job titles. This adjustment ensures a more accurate representation of industry trends by reflecting the nature of the job rather than the employer's sector. The occupations across key industry sectors with the highest demand, according to Adzuna data, are listed in the following table. The information is based on vacancy postings in Manchester from May 2024 to October 2024.

Sector	Job titles
Construction and property	Quantity surveyor
	Project manager
	Cost manager
	Construction project manager
	Design engineer
	Programme manager
	Manager
	Electrical engineer
	Development manager
Education	Research associate
	Lecturer
	Coordinator
	Tutor
	Manager
	Teacher
	Research fellow
	Coach

Occupations in high demand - continued

Sector	Job titles
FBPS including IT	Associate
	Software developer
	Manager
	Associate director
	Project manager
	Business manager
	Analyst
	Administrator
Health and social care	Social care worker
	Healthcare support worker
	Relief support worker
	Team leader
	Dental nurse
	General nurse
	Manager
	Project manager
Manufacturing	Engineer
	Project engineer
	Manager
	Production operative
	Project manager
	Technician
	Field service engineer
	Manufacturing engineer

Occupations in high demand - continued

Sector	Job titles
Retail, hospitality and leisure	Shift manager
	Store assistant
	Sales assistant
	Merchandiser
	Shop manager
	Manager
	Delivery driver
	Chef
	Team leader
	Management assistant
	Sous chef

The high-demand occupations and the hard-to-fill occupations, according to Greater Manchester Chamber of Commerce's survey, are shown in the table below. High-demand occupations refer to roles that many employers attempted to recruit for, while hard-to-fill occupations refer to roles that employers struggled to recruit for. This data covers the period from April 2023 to December 2024.

High-demand occupations	Hard-to-fill occupations
Sales representative	Sales representative
Marketing professional	Marketing manager
Project manager	Project manager
Account manager	Accountant
Barperson	Plumber
Quantity surveyor	Chef
Receptionist	Quantity surveyor
Marketing manager	HR professional
Chef	Teacher
Architect	Surveyor
Business development manager	

Ongoing/future investment projects

This section outlines the key investment projects currently underway or planned in Manchester over the next few years. While this is not an exhaustive list, it highlights initiatives with the potential to significantly influence the local labour market. These projects span various sectors, aiming to drive economic growth, create employment opportunities and enhance the overall quality of life in the area.

Project	Project description	Project priorities
Sister	Location and scale: The project will occupy 20 acres of prime city-centre land, formerly part of the UMIST campus, situated near the University of Manchester's research facilities. The project aims to provide around 42,000 sq ft of co-working, office and meeting facilities	<ul style="list-style-type: none"> • Advanced materials • Health & life sciences • Digital & tech • Sustainability and green technologies • Innovation • Business growth
	Focus on innovation: Sister is designed to be a global leader in science and technology innovation, with a focus on areas like digital tech, AI, advanced materials and biotech.	
	Office and lab spaces: The development will feature office and laboratory spaces, incubators, and maker spaces to support start-ups and businesses.	
	Residential units: The development will also include about 1,300 apartments.	
	Public and green spaces: New public squares and green areas are planned to foster community engagement.	
	Integration with the University: Proximity to university facilities such as the Graphene Engineering Innovation Centre will ensure strong ties between academic research and industry.	
	Inclusive innovation: The project emphasises inclusive growth, aiming to create jobs in technology, science, and innovation, skills development, and economic opportunities for local communities.	

Ongoing/future investment projects - continued

Project	Project description	Project priorities
Sister - continued	Sustainable and economic impact: The focus will also be on sustainable development and contributing to Greater Manchester's economic growth.	
Manchester Science Park (MSP) Expansion	Investment: Bruntwood SciTech is investing £60 million to enhance MSP, adding 131,000 sq ft of space for life sciences and tech industries.	<ul style="list-style-type: none"> • Science and technology growth • Supporting start-ups and SMEs • Sustainable development • Enhanced connectivity • Global collaboration
	Specialised lab and office space: The new facilities will support sectors like biotech, digital health, medtech, and diagnostics.	
	Job creation: The project is expected to create about 550 full-time equivalent (FTE) jobs during construction, 730 FTE jobs in the operational phase and an additional 1,400 FTE jobs in various sectors, including tech, med-tech and digital.	
	Sustainability and green design: The new building will be BREEAM Excellent certified, 100% electric, and designed for net-zero carbon emissions in both construction and operation. It will include solar shading and green walls for improved biodiversity and air quality.	
	Strategic location – The development is adjacent to The University of Manchester and Manchester University NHS Foundation Trust, providing direct access to academic research and clinical trials.	
	Collaborative environment – The space will foster collaboration among businesses, universities, and healthcare providers.	
	Comprehensive amenities – Greenheys will offer modern facilities, including shared breakout spaces, event rooms, a rooftop terrace, EV charging stations, and green spaces for social and informal meetings.	

Ongoing/future investment projects - continued

Project	Project description	Project priorities
Piccadilly East and Ancoats	The Piccadilly East and Ancoats projects are part of Manchester's ongoing urban regeneration efforts, transforming these areas into vibrant, modern neighbourhoods	<ul style="list-style-type: none"> • Diverse housing options • Community and social spaces • Heritage and modernity • Sustainability and public realm • Urban regeneration
	The Castings: A 352-unit build-to-rent (BTR) residential development offering a variety of apartments, including studios, 1-3-bedroom units. The development features lifestyle amenities like a gym, yoga room, games room, private dining and retail spaces.	
	Blok Gym: A popular fitness space contributing to the area's creative and active community.	
	Track and Cloudwater Breweries: Local breweries adding to the area's vibrant food and drink scene.	
	Ducie Street Warehouse: A mixed-use space combining coworking areas, apartments, and social venues.	
	Ancoats Works: A new development offering townhouses and apartments designed to foster a diverse and integrated community, with cafés, gardens and shared spaces.	
	Canalside improvements: Plans to enhance the canalside to create a welcoming, character-rich outdoor area for residents and visitors.	
	Community and cultural focus: Continued revitalisation aimed at attracting a broad range of residents, including families, retirees and young professionals.	
Collyhurst Regeneration	New Homes: 274 new residential units will be developed, including both affordable and market homes. Collyhurst Village will feature 244 homes, while Collyhurst South will add more housing options.	

Ongoing/future investment projects - continued

Project	Project description	Project priorities
Collyhurst Regeneration - continued	Affordable Housing: 100 of the new homes in Collyhurst Village will be designated as affordable homes, with the rest available for purchase.	<ul style="list-style-type: none"> • Housing development • Community involvement • Sustainability and green space • Economic and commercial growth • Heritage and identity • Urban regeneration
	Community Park: A 3.2-acre park will be created in Collyhurst Village, promoting green spaces and improving the quality of life for local residents.	
	Commercial and retail spaces: New commercial and retail facilities will be integrated into the development to offer local amenities for the community.	
	Heritage and local identity: The designs incorporate elements that reflect the area's history, such as red sandstone, which is characteristic of Manchester's architectural identity.	
	Sustainability: The development includes energy-efficient homes and features such as cycle storage to promote sustainability.	
	Community involvement: The project has been shaped through extensive consultation with local residents to ensure that it meets their needs and celebrates the area's heritage.	
Red Bank Master Plan	New Homes: Over 4,000 new homes are planned for the Red Bank area, contributing to the 15,000 homes set to be built as part of the larger Victoria North project.	<ul style="list-style-type: none"> • Economic vitality • Housing development • Environmental sustainability and remediation • Public space and infrastructure
	Sustainability focus: The project emphasises environmental sustainability, with green spaces, biodiversity enhancements and climate-friendly infrastructure integrated throughout.	
	Green spaces: The redevelopment includes riverside parks along the River Irk, and extensive public green spaces designed for community and environmental benefit.	

Ongoing/future investment projects - continued

Project	Project description	Project priorities
Red Bank Master Plan - continued	Community facilities: Plans include a health centre, schools, and other essential services, improving the local infrastructure and supporting community wellbeing.	
	Active travel and connectivity: The development aims to encourage walking and cycling through accessible transport routes and sustainable urban planning.	
	"Wild Urbanism" concept: A unique design philosophy blending natural landscapes with urban living, focusing on integrating nature into the city's fabric.	
MIX Manchester (formerly known as Airport City)	Science and Innovation Campus: The project aims to create one of the UK's largest science and innovation campuses, delivering up to 2 million square feet of advanced manufacturing, research and development, laboratory, and office spaces.	<ul style="list-style-type: none"> • Research and development • Sustainability • Enhanced connectivity • Advanced facilities • Commercial and retail • Leisure and hospitality
	Job creation: The development is expected to generate up to 8,000 jobs, contributing significantly to the local economy.	
	Complementary amenities: Plans include the development of hotels, leisure facilities and public spaces to support a vibrant community within the campus.	
	Connectivity: Located adjacent to Manchester Airport, the campus offers unparalleled international connectivity. Additionally, infrastructure improvements such as the Enterprise Way link road and a new pedestrian bridge enhance local accessibility.	
	Sustainability: The masterplan emphasises sustainability, incorporating green infrastructure, sustainable urban drainage solutions and high-quality landscaping to create a greener environment.	

Ongoing/future investment projects - continued

Project	Project description	Project priorities
MIX Manchester (formerly known as Airport City) - continued	Flexible building types: The campus will feature a variety of building types, including large-scale manufacturing facilities, medium-scale manufacturing and R&D labs, mid-tech industrial units, offices, educational spaces, and hotels catering to diverse business needs.	
	Shovel-ready development: With over £30 million already invested in infrastructure, including utilities and highways, the site is prepared for immediate development, allowing businesses to establish operations promptly.	
Manchester Town Hall Refurbishment	Restoration of historic features: The project includes comprehensive repairs to the Grade I-listed building, focusing on both internal and external elements like the Great Hall and its famous murals. The roof and stonework also require substantial restoration.	<ul style="list-style-type: none"> • Social value and local impact • Heritage and restoration • Public engagement and legacy • Financial and logistical management
	Modernisation and upgrades: The refurbishment will update the building's infrastructure to modern standards, including the replacement of plumbing and electrical systems, as well as upgrades to heating, ventilation and other services.	
	Improving accessibility: The building will be brought up to contemporary accessibility standards, making it easier for all visitors to navigate and enjoy.	
	Visitor experience enhancement: New exhibition spaces will be created to showcase the town hall's history and Manchester's civic heritage.	
	Albert Square transformation: The surrounding Albert Square is being expanded by 25%, enhancing the public space and making it more pedestrian-friendly.	

Ongoing/future investment projects - continued

Project	Project description	Project priorities
Manchester Town Hall Refurbishment - continued	Addressing safety standards: The project is ensuring compliance with modern safety standards, especially post-Grenfell fire regulations, which includes custom fire safety solutions for the historic building.	
	Challenges: The project has faced several difficulties, such as uncovering more structural issues than anticipated (e.g., rotten timbers, unexpected stonework damage) and delays related to external factors like the pandemic and rising construction costs.	
	Local impact: The project has created significant local employment opportunities, including jobs and apprenticeships for Manchester residents. It also supports local businesses, with more than half of project spending directed within the city.	
Strangeways Regeneration	Site redevelopment: The regeneration focuses on transforming the Strangeways area into a vibrant, sustainable, mixed-use development, including residential, commercial and leisure spaces.	<ul style="list-style-type: none"> • Urban regeneration • Housing development • Public realm and urban design • Sustainability • Flood management • Community engagement • Economic growth in the city centre
	Manchester City Council and Salford City Council are the primary partners overseeing the project.	
	Flood risk management: The project will address environmental challenges, particularly flooding risks in the nearby Cambridge area, which will affect future development.	
	Low-carbon development: Emphasis will be placed on sustainable design, including the integration of low-carbon principles and green spaces.	
	Commercial and residential growth: The Strategic Regeneration Framework aims to attract new businesses and provide a range of housing options to support the city's growing population.	

Ongoing/future investment projects - continued

Project	Project description	Project priorities
Strangeways Regeneration - continued	Historical integration: Plans involve preserving key heritage sites, such as the listed Strangeways prison, and incorporating them into the new developments.	
Central Retail Park (Upcoming)	Low carbon: The project aims to create a net zero carbon commercial district, emphasising environmentally friendly practices and sustainable development.	<ul style="list-style-type: none"> • Sustainability • Economic growth • Green space • Connectivity
	Economic growth: By attracting new businesses and talent, the project seeks to boost Manchester's economy and create job opportunities.	
	Green space: Increasing the amount of green space and improving biodiversity are central to the project. This includes creating a new city centre park and enhancing public realm areas.	
	Connectivity: The development will improve walking and cycling routes, ensuring safe and accessible pathways that connect to other parts of the city.	

Sector priorities

This section provides a comprehensive overview of the Council's key priorities and strategic targets across Manchester's major sectors. It outlines the specific goals set for each sector and highlights the necessary steps to drive economic growth, sustainability and social development. Additionally, the analysis explores the essential jobs and skills required to achieve these ambitions, ensuring that the workforce is well-equipped to support Manchester's long-term vision..

Sector: Construction and property

Initiatives/Priorities:

- Manchester's priority for 2025 and beyond is to create sustainable, safe, resilient and cohesive neighbourhoods with more affordable housing for residents as stipulated in its Corporate Plan.
- The Victoria North project, which includes, but is not limited to, Red Bank Master Plan and Collyhurst Regeneration, aims to contribute 15,000 homes in Manchester over a 20-year period.
- Additionally, Sister, Piccadilly East and Ancoats aim to offer around 1,500 residential units in Manchester.
- Over the next 15 years, according to the Places for Everyone (PfE) 2024 report, Manchester plans to develop around 60,061 new housing units, 2,069,735 sq metres of commercial space and 50,693 sq metres of industrial units.

Sector priorities - continued

Job Creation	Anticipated Skills Requirements
<p> Site engineer Design engineer Electrician Plumber Retrofit coordinator Planner Quantity surveyor Architect Heavy equipment operator Urban planner Landscape architect Environmental consultant Sustainability officer Real estate agent Facilities manager Mechanical engineer Civil engineer Electrical engineer Construction manager Smart meter installer Water resource operative Steel fixing technician Welder Roofer Tile fitter Scaffolder Plasterer Painter Bricklayer Ceiling fixer </p>	<p> Planning Project management Quantity surveying Diversity and inclusion Construction and site planning Procurement Civil engineering and structural design Knowledge of building regulations and safety codes Operation of heavy machinery Technical drafting (for architects) Budgeting and cost control (for surveyors) Health and safety compliance Urban planning and zoning regulations Geographic Information Systems (GIS) Environmental impact assessment Negotiation and sales skills Knowledge of housing regulations and tenancy laws </p>

Sector priorities - continued

Sector: Retail, Hospitality and Leisure

Initiatives/Priorities:

- The Strangeways Regeneration and Red Bank Master Plan aim to enhance public leisure areas and create vibrant green spaces, featuring riverside parks along the River Irk.
- The Manchester Town Hall refurbishment project, once completed, aims to enhance leisure, boost tourism and preserve heritage.

Job Creation	Anticipated Skills Requirements
<p>Sous chef Shift manager Waiter/waitress Retail store manager Sales associate Delivery driver Bar staff Barista Visual merchandiser E-commerce specialist (retail) Chef Kitchen manager Front of house staff (receptionist/concierge) Event coordinator Fitness instructor / personal trainer Spa therapist Entertainment coordinator Facilities manager (leisure) Shop assistant Kitchen assistant Food and beverage assistant</p>	<p>Retailing Merchandising Health and safety Quality standards Housekeeping Cooking Store operations Nutrition Marketing Food preparation Leadership and team management Cash handling Sales and customer service expertise Inventory management Strong communication and conflict resolution Basic IT literacy for using POS systems Planning and organising events Budgeting and financial management Creative vision and marketing acumen Motivational and coaching abilities Client assessment and goal setting Leadership and team coordination Strong organisational skills Problem-solving and quick decision-making Multitasking and organisational skills Knowledge of local attractions and events Digital marketing and SEO expertise Data analysis and reporting skills Understanding exercise science, anatomy, and physiology Proficiency in various types of massage and spa treatments</p>

Sector priorities - continued

Sector: Energy (Low Carbon)

Initiatives/Priorities:

- The Council aims to achieve its zero-carbon ambition by 2038 at the latest through green growth, sustainable design, low-carbon energy solutions, building retrofits, green infrastructure and enhanced climate resilience.
- Across projects and initiatives such as Sister, the expansion of Manchester Science Park (MSP), Collyhurst Regeneration and the Red Bank Master Plan, the commitment is to employ 100% electric solutions and achieve net-zero carbon emissions in both construction and operation.

Job Creation	Anticipated Skills Requirements
Electrician HVAC technician Solar PV technician Heat pump technician EV charge point technician Retrofit coordinator Carbon accountant Energy storage engineer Project manager (energy infrastructure) Hydrogen technology specialist Grid integration specialist Sustainability consultant Software developer (energy management systems) Financial analyst (renewable energy) Recycling operative Gas engineer Gas network operative	Installation of solar panels Expertise in battery systems Proficiency in simulation tools and grid integration Strong project management Knowledge of renewable energy projects Budget management Knowledge of electrolysis technologies Hydrogen storage and transport Power systems engineering Proficiency in carbon accounting Environmental impact assessments Maintenance technician (energy systems) Electrical and mechanical engineering expertise Software developer Programming Strong analytical abilities Carbon footprint reduction strategies

Sector priorities - continued

Sector: Education

Initiatives/Priorities:

- Manchester's vision is to ensure every young person in the city has access to high-quality education, equipping them with the skills and support needed to be prepared for the workforce.
- The Manchester Work and Skills Strategy (2022-2027) also focuses on ensuring all residents have access to opportunities for learning and skill development to achieve their personal goals and ambitions.
- The Council is committed to supporting all residents in learning, advancing, upskilling and retraining to ensure they can access both current and future employment opportunities within the city.
- Manchester's population increase will surge demand for nurseries and schools.

Job Creation	Anticipated Skills Requirements
Maths tutor English tutor Nursery manager Early years teacher Teaching assistant Learning and development specialist Curriculum designer Systems administrator STEM teacher/lecturer SEND teacher FE tutors	Mathematics Language Tutoring Diversity and inclusion Curriculum Communication Teaching Working with children Understanding learning difficulties Coaching Digital proficiency Robotics and automation knowledge Immersive technology expertise/lecturers

Sector priorities - continued

Sector: Transportation and Logistics

Initiatives/Priorities:

- Manchester aims to enhance walking and cycling opportunities while continuing to develop an integrated, accessible, safe, and environmentally friendly public transport system both within the city and in the surrounding areas.
- The Northern Powerhouse Rail project, along with upgrades to Manchester Piccadilly and Oxford Road stations, aims to enhance transportation infrastructure and boost job opportunities in the sector.

Job Creation	Anticipated Skills Requirements
Bus/coach driver, Highway maintenance operative, Driving instructor/trainer, Vehicle technician, Transport administrator, Transport planner, Transport coordinator, Shift manager, Civil engineer, Traffic engineer, Urban designer, Cycle infrastructure specialist, Public transport accessibility coordinator, Pedestrian safety officer, Construction manager, Environmental consultant, Project manager – infrastructure, Road safety auditor, Surveyor – highways and transport, Community liaison officer, Sustainability officer – transport, GIS specialist, Structural engineer (bridges and roads), Maintenance engineer (public infrastructure), EV repair and maintenance officer, Truck drivers, Delivery drivers, Shift manager, Logistics manager, Supply chain analyst, Warehouse manager, Inventory control specialist, Fleet manager, HGV technician.	Onboarding Route planning Attention to detail Automotive technician Risk management Time management Loading and unloading EV Control systems Safety standards Transport planning and analysis Civil and structural engineering skills Project management Public engagement and communication Regulatory and compliance knowledge Health, safety and environmental (HSE) skills Design and technical drafting Data analysis and reporting Sustainability and environmental design Technical operation and maintenance

Sector priorities - continued

Sector: Digital Media and Technology

Initiatives/Priorities:

- The Manchester Digital Strategy 2021–2026 focuses on fostering a thriving digital ecosystem in the city. Its goals include supporting growth, maintaining sustainability and deepening engagement with the people, organisations and services rooted in Manchester.
- The Council has reiterated its aim to create a digitally inclusive city by enhancing digital infrastructure, improving access to technology and fostering strong digital skills.
- Manchester has a highly developed and growing digital and cybersecurity ecosystem, and a new, rapidly emerging AI ecosystem. With organisations like GCHQ and the Digital Security Innovation Hub (DiSH), the city is a hub for digital and cybersecurity in the UK with strategic importance to the UK's national security mission. The new Manchester Digital Campus will bring together a number of Civil Service departments with a crosscutting focus on digital skills.
- More recently, Manchester has been widely recognised as having the largest AI cluster outside of London. The University of Manchester is a significant player in the city's AI ecosystem and works on numerous digital and AI-related innovations. The FE colleges and apprenticeship providers also have an important role to play in nurturing the skills and talent pipeline required to further develop the digital, cybersecurity and AI ecosystems. While some roles require degrees, non-HE provision such as apprenticeships, bootcamps, employer-led training and online courses are required to provide learners with the vocational training and practical skills required for roles in these areas.

Job Creation	Anticipated Skills Requirements
Network engineer Devops engineer Java developer Data analyst Cybersecurity specialist Software developer IT support specialist IoT (Internet of Things) specialist Operations manager – advanced manufacturing Systems engineer UX/UI designer Cloud engineer Business analyst Social media manager Media content creator Editor and publisher	Customer relationship management Business intelligence SAAS modelling and digital transformation Scripting, cybersecurity and AI Microsoft Office and social media Networking Amazon AWS and SQL User interface and programming skills Proficiency in AI/ML algorithms and tools Knowledge of automation systems and robotics Experience with cloud computing and IoT platforms Agile and lean manufacturing principles UX/UI design principles Knowledge of digital transformation Proficiency in database management

Sector priorities - continued

Sector: Manufacturing

Initiatives/Priorities:

- Sister, Oxford Road Corridor and University of Manchester projects are spearheading Greater Manchester's effort to become the UK's largest hub for advanced manufacturing, materials and engineering.

Job Creation	Anticipated Skills Requirements
Production operative Merchandiser Manufacturing engineer Procurement manager Technician Packaging production manager Health and safety officer Production operative CNC machinist Industrial electrician Metal fabricator/welder Electrical/electronics assembler Fitter CAD technician Engineering manufacturing technician Electrical engineering technician Mechanical engineering technician Electrical engineer Mechanical engineer Manufacturing engineer Operations manager Production manager	Engineering Maintenance Recycling Data analysis Manufacturing Reporting Logistics EV Innovation Fabrication Supply chain Risk management Packaging Trunking Customer relationship management Quality control systems Waste management HGV Planning Unpacking Time management Operational efficiency Welding Warehouse management systems (WMS) Inventory control Industrial automation Forecasting and demand planning Workplace safety standards Health and safety protocols

Sector priorities - continued

Sector: Financial, Business and Professional Services

Initiatives/Priorities:

- Manchester City Council is committed to making the city the best place to work and live in GM.
- Across projects and initiatives such as the Sister project, part of the Manchester Science Park (MSP) expansion and Collyhurst regeneration, the aim is to create new office and laboratory spaces, along with modern commercial facilities.

Job Creation	Anticipated Skills Requirements
Account executive Administrator Credit officer Financial analyst Reporting officer Accountant (management accountant, chartered accountant) Auditor (internal and external) Investment analyst Tax advisor Legal counsel Business consultant Human resources manager Project manager (business projects) Marketing and communications manager Office manager Operations manager Facilities manager	Management Financial services Analysis Time management Contract law and negotiation Regulatory compliance Talent management Collaboration Business strategy Risk management Business development and client relationship management Strategic planning and organisational management Process optimisation and project execution Branding and corporate communications Market research and competitive analysis

Sector priorities - continued

Sector: Health and Social Care

Initiatives/Priorities:

- Manchester is dedicated to prioritising the fight against physical and mental health inequalities, whilst ensuring equitable access to services for all.
- The rise in the general population of Manchester will increase demand for health and social care services.
- The development of the Wythenshawe Hospital Campus as a sustainable health village over a 10 to 15 year period will also increase demand for health and social care services.

Job Creation	Anticipated Skills Requirements
Social care worker Relief support worker General nurse Health care assistant Care home support worker Night care manager Administrative assistant Mental health nurse Dementia care assistant Community nurse Social care worker - supported living Public health coordinator	Personal care Mental health Counselling Communication Person centred care Empathy Hygiene Dementia Infection control Learning disabilities Reporting Primary care Health and safety Food science

Conclusions

This local authority level report offers an in-depth analysis of the current and projected employment landscape within Manchester. By incorporating information on the local economy and the anticipated impact of significant development projects, the report provides a comprehensive overview of the local labour market's dynamics.

A noteworthy aspect of this analysis is the examination of discrepancies between high-demand roles and those identified as hard-to-fill by employers. Recognising the distinction between the two is necessary to address immediate recruitment needs. The exploration of major development initiatives, such as the Manchester Science Park expansion and the Collyhurst Regeneration project, will enable stakeholders to develop long-term workforce development strategies. The projects included in the table starting on page 11 are poised to shape local labour requirements, initially driving demand for construction-related roles and subsequently generating opportunities across a range of sectors.

This report is a critical component of the Greater Manchester Local Skills Improvement Plan (GM LSIP), which aims to align technical and vocational education with the actual needs of the local economy. Integrating this report into the broader context of the GM LSIP offers updated insights that complement the existing analyses and reports. This positioning also ensures that training and skills development interventions are tailored to address both Manchester-specific and Greater Manchester-wide skills priorities.

To maintain its relevance and accuracy, this report will undergo a comprehensive refresh every 18 to 24 months. The updates will incorporate the latest data and developments, ensuring that all stakeholders have continued access to current information. It is anticipated that this report will serve as an invaluable resource for strategic skills planning in Manchester. For policy makers, it offers evidence-based insights into current and emerging labour market trends while aiding colleges and independent training providers in making informed decisions about curriculum development and training provision. While the report is not intended to prompt immediate curriculum changes, it should inform medium- to long-term planning to ensure that available training meets employers' needs and also evolves in tandem with the shifting economic landscape.

GM Local Skills Improvement Plan team
Greater Manchester Chamber of Commerce
T. 0161 393 4321
E. gmlsip@gmchamber.co.uk