



St Joseph's Roman
Catholic High School



Labour Market Information

Get inspired about the key roles and
employers in Greater Manchester



BOLTON

USEFUL LINKS:

www.nationalcareers.service.gov.uk

www.ucas.com

www.apprenticeships.gov.uk

www.prospects.ac.uk

www.wiganboroughvolunteerhub.co.uk

www.sacu.student.com

www.ucas.com/explore/career-quiz



Business, Finance and Law Sector

What is the Business, Finance and Law Sector?

Often called "Professional Services", the sector covers a range of regulated professions and general businesses. Many workers support businesses and individuals with their finances and legal responsibilities.



Average annual salary
£34,100



Percentage of GM workforce working in this sector

17%

(220,600 employed)

Approximate number of GM employers

22,900



Who might you work for?

- [PwC](#)
- [Natwest](#)
- [BNY Mellon](#)
- [Together Money](#)
- [CarFinance 247](#)
- [Grant Thornton](#)
- [Aviva](#)
- [AJ Bell](#)
- [BDO](#)



Soft skills

- Customer service
- Teamwork
- Project management
- Communication
- Attention to detail
- Time management
- Digital: Microsoft Office

Want to know more? – Read about the accounting, financial and law industry [here](#) or find out about different routes into the industry [here](#). You can also [search law careers online](#).



Workplace trends

- Greater Manchester is one of the largest financial centres outside of London.
- While many larger firms have a city centre presence, there are a range of companies in each Greater Manchester borough.
- Many roles in the sector are now "hybrid", meaning they are working from home as well as from the office.
- Some professions like Lawyers and Accountants have very specific qualification requirements and staff often need to become "chartered".



Shortage and in demand roles

- Accountant
- Bookkeeper
- Solicitor
- Customer Service
- Paralegal



Roles that GM employers are currently recruiting for

- Customer Service
- Accountant
- Bookkeeper
- Lawyer
- Solicitor
- Management Consultant
- Underwriter
- Credit Control
- Tax Assistants
- Data Analyst

What do I need to start my career?

Apprenticeships have become more common in the sector for most roles.

Some entry level customer service roles require very little experience.



Types of qualifications

Colleges often offer entry level (Level 1-2) bookkeeping and accounting courses.

Business Studies GCSE or A Level are often a good first step.

T Levels offer routes in through accountancy, finance, and law.

Degrees offered by many universities include Law, Accounting, and Economics.



What does the future hold for this sector?

• **Digitalisation** – using software, AI and automation to manage finances and legal cases.

• **Sustainability** – using financing solutions to support sustainable businesses and the green economy.

• **Diversity** – many firms traditionally only employed graduates, but this is now starting to change.



Construction and Green Economy Sector

What is the Construction and Green Economy Sector?

Construction is the sector which involves the design, building, and maintenance of housing, workplaces, and infrastructure like roads and railways. The sector is an important part of the economy, and involves a huge range of job roles and employers.



Average annual salary
£36,200



Percentage of GM workforce working in this sector

8%

(103,000 employed)

Approximate number of GM employers

17,765

(around 1/3 are self-employed)



Who might you work for?

- [CBRE](#)
- [Wates](#)
- [Costain Group](#)
- [MWH Treatment](#)
- [Balfour Beatty](#)
- [Kier](#)
- [Bouygues UK](#)
- [Wilmott Dixon](#)
- [Lendlease](#)



Soft skills

- Customer service
- Finance and budgeting
- Communication
- Time management
- Teamwork
- Sales
- Project management

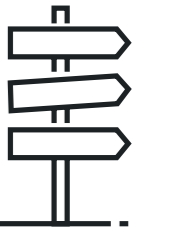
Want to know more? – Read about the construction and green economy sector [here](#) or search [goconstruct.org/construction-careers](#)



Workplace trends

- Skilled tradespeople and labour are in high demand across the city region.
- Construction will play a key role in the switch to net-zero. The retrofitting of older buildings along with updates to transport infrastructure are crucial to meeting the challenge set by climate change.

- The sector sees high levels of self-employment – around 30% in GM.
- Employers in the sector often take special steps to attract female and ethnic minority workers to the jobs.



Roles that GM employers are currently recruiting for

- Plumber
- Joiner
- Bricklayer
- Heating Engineer
- Plant Operator
- Quantity Surveyor
- Civil Engineer
- Electrician
- Labourer
- Project Manager
- Groundworker

Types of qualifications

- Colleges often offer entry level (L1-2) Construction and trade courses.
- A range of relevant [apprenticeships](#) from L2-7.
- 3 different T-Level routes, focus on Design, Onsite, and Engineering.
- Degree pathways offered by most universities include Architecture, Sustainability, and Civil Engineering.

What do I need to start my career?

Apprenticeships are very well-respected within the sector for trade roles.

Entry level roles often require no experience, and will be trained on the job.

Health and Safety and CSCS Card training sometimes required.

Technical and office jobs often recruit Engineering/Architecture graduates.



Shortage and in demand roles

- Electrician
- Plumber
- Scaffolder
- Heating Engineer
- Groundworker



What does the future hold for this sector?

• **Infrastructure** – bigger focus on energy, water, transport infrastructure building.

• **Digitalisation** – increasing use of 3D design, data gathering, use of Building Information Modelling (BIM), and Geographic Information Systems (GIS).

• **Net Zero** – increasing use of zero/low-carbon building materials and processes.



Culture, Media and Sport Sector

What is the Culture, Media and Sport Sector?

One of the broadest sectors, the Culture, Media & Sport industries are central to Greater Manchester's (GM) national and global identity, covering music, film, fashion, television and radio.



Average annual salary
£29,000



Percentage of GM workforce working in this sector

4%

(54,500 employed)

Approximate number of GM employers

3,212



Soft skills

- Marketing
- Social media
- Project management
- Sales
- Teamwork
- Creativity



Who might you work for?

- [BBC](#)
- [ITV Studios](#)
- [N Brown Group](#)
- [Crowd Imperium Games](#)
- [Libraries](#)
- [HOME](#)
- [British Cycling](#)
- [Factory International](#)
- [Manchester City FC](#)
- [Manchester United FC](#)
- [Manchester Museum](#)

Want to know more? - Read more about the industry [here](#) or find out about the [different ways you can get involved](#) with the creative cultural sector. You can also explore creative courses at [local universities](#).



What do I need to start my career?

Rising number of apprenticeships to move into the sector.

Retraining from other sectors, often through schemes like [Skills Bootcamps](#).

The sector often recruits graduates from creative, digital, and design degrees.



Roles that GM employers are currently recruiting for

- Marketing Manager
- SEO Specialist
- User Interface Designer
- PR Specialist
- Product Manager
- Graphic Designer
- Events Organiser
- Producer
- Writer
- Fashion Designer
- Copywriter

Shortage and in demand roles

- Digital Marketing Specialist
- Software Developer
- Digital Production
- Events Organiser

Workplace trends

- Greater Manchester has a rich cultural heritage across music, museums, TV production, and sport.
- Many sectors see a growing need for workers with digital art and design tool skills.
- A growing creative hub for TV/radio in Salford around the BBC and related production companies.
- Games Development is a growing area in Greater Manchester, with studios moving to the city region.



Types of qualifications

Colleges often offer entry level (Level 1-2) performing arts, digital design and media courses.

A range of relevant [apprenticeships](#) from Levels 2-7.

Three different T Level routes, focusing on Digital Business, and Digital Production, and Digital Support.

Degrees offered by many universities include Marketing, Design, and Creative Media Production.

What does the future hold for this sector?

- **Digital Production** – use of digital techniques in radio/film/games production is increasing.
- **Data Analytics** – increasing importance for valuable data across digital marketing and other creative roles.
- **AI** – now capable of generating images, video and text, so artists are exploring how they can use this.



Digital Sector

What is the Digital Sector?

Information and Communications Technology is an important component of the global economy. The digital sector is an extension of this and is extremely broad and encompasses a diverse range of activities; from telecoms to advertising and computer programming.



Average annual salary
£37,500



Percentage of GM workforce working in this sector

5%

(70,000 employed)

Approximate number of GM employers

11,000



Who might you work for?

- [Google](#)
- [Microsoft](#)
- [IBM](#)
- [Cisco](#)
- [GCHQ](#)
- [CDL](#)
- [Autotrader PLC](#)
- [TalkTalk Telecom Group Ltd](#)



Soft skills

- Self-driven
- Tenacity
- Collaboration
- Communication
- Personal organisation
- Willingness to train

Want to know more? - Read about the digital sector [here](#) or search example recruitment jobs board: [itjobswatch IT Job Board](#)



Workplace trends

- The COVID-19 pandemic has been a catalyst for digital transformation across all sectors in GM; driving increased demand for digital skills.
- Fast moving technology requires continual development of technical skills.
- Predominately a younger, white British workforce.
- Underrepresentation of females working in the sector, especially in technical roles.
- Employers are diversifying their workforce.
- Employers are increasingly seeking soft skills.



Roles that GM employers are currently recruiting for

- Software Developer / Engineer
- Web Developer
- Computer Support Specialist
- Product Manager
- Computer Systems Engineer / Architect
- Cyber Security Engineer
- IT Project Manager
- Information Security Analyst
- Software QA Engineer / Tester
- Database Administrator

Shortage and in demand roles

- Software Developers
- Data Analysts
- Operations Support
- Network Engineering
- Cloud Engineering
- FinTech
- Digital Marketing and Creative Marketing
- Leadership and Management
- Information Governance

Types of qualifications

- NVQ's, BTEC's, Diploma's, Degree's
- Colleges and providers offer entry level (L1-2) Digital courses.
- [3 T Level routes](#)
- A range of relevant [Digital Apprenticeships](#), from L2-7.
- Degree / PG Cert + pathways offered by many universities e.g., Computer Science, Digital.



What does the future hold for this sector?

- Fast moving technology. This is particularly relevant in areas of network and cloud engineering.
- AI is disrupting the sector – with some now capable of writing code and full software.
- Demand for workers in the sector has dropped off since 2022, but digital skills are still in demand in other roles.

Early Years Sector

What is the Early Years Sector?

The Early Years sector refers to the learning and care a child receives up to age five. Early years education settings include nurseries, preschools, childminders and school reception classes. These first few years of a child's life are incredibly important and the workforce play a huge role in helping them to achieve their potential.



Average annual salary
£23,700



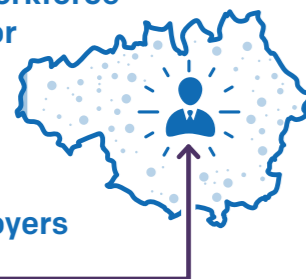
Percentage of GM workforce working in this sector

1%

(14,500 employed)

Approximate number of GM employers

1,200



Who might you work for?

- Nurseries
- Play Groups
- Primary Schools
- Your own home (as a childminder)



Soft skills



- Patience
- Communication skills
- Time management
- Teamwork
- Enjoy working with young children
- Enthusiasm
- Positive
- Creative
- Inclusive

Roles that GM employers are currently recruiting for

- Nursery Nurses
- Early Years Educators
- SEND Assistants
- Teaching Assistant
- Admin/Office Staff
- Playworker
- Child Welfare Professional

Types of qualifications

- You may not need specific early years qualifications, although some jobs might require GCSEs in subjects such as Maths and English.
- There are apprenticeship qualifications for teaching assistants and childcare workers.
- Graduate route with Post-Graduate Certificate in Education (PGCE) is most common for those wanting to be Early Years teachers.

What do I need to start my career?

You don't always need a qualification to start your career in early years and childcare but a L3 qualification is something that nurseries and pre-schools often look for, and will help you progress.

The right soft skills are important, including an interest in early child development.

You will need a DBS check, and will undertake regular safeguarding training.

To work as a childminder you will need first aid and childcare training.

Many childcare and teaching assistant roles have apprenticeship opportunities.



Shortage and in demand roles

- Early Years Educator
- Early Years Practitioner
- Early Years Teachers and Teaching Assistant
- Roles working with young people with special educational needs or disabilities
- Childminder



Workplace trends

- Desire to attract more males into the sector, where the workforce is currently over 95% female.
- Roles are amongst the most advertised in GM and there is a large turnover of staff.
- Going forward, biggest growth in the sector is likely to be in caring for 0-2 year olds and so practitioners wanting to work in this age group will be in high demand.



What does the future hold for this sector?

- Desire to improve recruitment and retention by demonstrating how this sector can offer a rewarding career.
- Better career progression and training opportunities.
- The sector is growing and there is a desire to create a more diverse workforce to represent communities.
- Growing awareness about the incredible impact which the sector can have on society – especially in disadvantaged areas.



Want to know more? - Read about the early years sector [here](#) or find out more about specific job roles online by using the [National Careers Service](#) or [Prospects](#) websites. Many jobs are advertised on the employers' own websites www.gov.uk/find-a-job



Education Sector

What is the Education Sector?

The Education sector includes childcare, schools, colleges, universities, and private training companies. Teachers and support staff are a critical part of the economy, preparing future generations for life. They must be able to pass on the skills that are needed now and in the future.



Average annual salary
£31,300



Percentage of GM workforce working in this sector

9%

(118,000 employed)

Approximate number of GM employers

2,600



Who might you work for?

- [Manchester University](#)
- [MMU](#)
- [Salford University](#)
- [Bolton University](#)
- [RNCM](#)
- [UA92](#)
- [9 FE colleges and 14 sixth form colleges](#)
- [280 secondary schools](#)
- [910 primary schools](#)
- [1194 nurseries](#)
- [Independent Training Providers](#)



Soft skills

- Patience
- Communication skills
- Time management

- Teamwork
- Enjoy working with young people

- Enthusiasm
- Passion for the subject

Workplace trends

- Desire to attract more men into the sector, particularly in Early Years where the workforce is over 95% female.
- Teaching remains a position where more staff are needed to fill gaps and to replace those retiring and leaving the profession.
- Education roles are amongst the most advertised across GM.
- Specialised roles within the sector such as Careers Leaders can be particularly difficult to recruit and these staff are in high demand across the city region.



Roles that GM employers are currently recruiting for

- Teacher (primary or secondary school)
- Headteacher
- Further Education Tutor
- University Lecturer
- Teaching Assistant
- SEND Assistants
- Admin/Office staff
- Nursery Nurses, Assistants and Playworkers
- Careers Leaders

Shortage and in demand roles

- Secondary School teachers in maths, science and foreign languages
- Maths, English, Digital and industry experts in high demand
- Roles working with young people with special educational needs or disabilities
- Early Years teaching staff and assistants
- In further education, staff who have industry skills and knowledge

Types of qualifications

- GCSEs grade 4 and above in Maths, English, and Science.
- Some apprenticeship qualifications for teaching assistants and childcare workers.

- Graduate route with Post-Graduate Certificate in Education (PGCE) is most common.



What do I need to start my career?

Different Government schemes can offer you the opportunity to learn at your chosen educational organisation.

Incentives to teach certain subjects.

Childcare and teaching assistant roles have apprenticeship opportunities.



What does the future hold for this sector?

- Online, and blended learning, has become more common since the pandemic.
- **Agility** – teachers must be able to give young people the skills needed to thrive in a rapidly changing world.
- This includes awareness of AI and how this is likely to impact on people's lives.
- **Sustainability** – teachers must understand the shifts in the economy as a result of the path to reducing carbon emissions.
- Within FE, those with industry experience and skills are in high demand.



Want to know more? - Read about the education sector [here](#) or find out more about specific job roles online by using the [National Careers Service](#) or [Prospects](#) websites.



Emergency Services Sector

What is the Emergency Services Sector?

Emergency services include both frontline and support staff in the police, ambulance, and fire service. They work to keep the public safe and healthy. In the UK we access these services by calling 999.



Average annual salary
£33,189



Percentage of GM workforce working in this sector

2%

(22,200 employed)

Approximate number of GM employers

3



Who might you work for?

- [Greater Manchester Police](#)
- [Greater Manchester Fire and Rescue Service](#)
- [North West Ambulance Service](#)
- Private security firms



Soft skills

- Resilience
- Physical fitness for some roles
- Integrity
- Honesty
- Communication
- Teamwork
- Digital

Want to know more? – Find out more about the different roles available on the [NHS](#), [Policing](#), or [National Careers Service](#) websites.



Workplace trends

- Real desire to represent the communities in which the services work.
- Desire to attract those from those from ethnic minority groups, LGBTQ+, disadvantaged backgrounds to make the services more representative.
- Political changes have the ability to affect staffing numbers as the government decides the funding for public services.



Roles that GM employers are currently recruiting for

- Police Constable
- Police Sergeant
- Police Inspector
- Call Handler
- Admin roles
- Firefighter
- Fire Station Officer
- Paramedic
- Care Assistant
- Ambulance Driver

What do I need to start my career?

No experience is required for entry roles although Maths and English are generally needed to progress.

- Degrees are needed for some police constable roles.
- A C1 driving licence is desired to drive ambulances.
- Apprenticeship routes are available to be a firefighter and are also now emerging for the police.
- SIA licence needed for a lot of private security roles.

Types of qualifications

Wide range of [apprenticeships](#) for the sector including for key roles like firefighters and paramedics.

University degrees are offered across GM in range of subjects for graduate roles.



Shortage and in demand roles

- Paramedics
- Ambulance Drivers
- Call Handlers
- Police and Fire service recruit at various times of the year for frontline roles



What does the future hold for this sector?

- As society changes, the role of police officers is changing. For example, there may be new crimes taking place online.
- Artificial intelligence (AI) is used already in investigations to analyse data, and this is set to grow further.
- Firefighters are dealing with different types of issues such as with electric vehicles, which require a different approach when involved in an accident.
- Ageing population will increase the need for healthcare workers and paramedics.



Green Economy Sector

What is the Green Economy Sector?

The Green Economy Sector includes jobs across Construction, Transport, Energy, Recycling, and the Natural Environment. Workers try to reduce overall emissions to fight against climate change.



Average annual salary
£40,100



Percentage of GM workforce working in this sector

4%

(51,400 employed)

Approximate number of GM employers

2,700



Who might you work for?

- [One Manchester](#)
- [Groundwork](#)
- [Engie Ltd](#)
- [Jacobs](#)
- [Siemens](#)
- [Network Rail](#)
- [Electricity North West](#)



Soft skills

- Customer service
- Environmental work
- Carbon/Eco literacy
- Digital: Microsoft Office
- Project management
- Communication
- Time management
- Teamwork
- Sales

Want to know more? – [Search for a job](#) in the green sector or find out more about the sector on the [GMACS](#), [Groundwork](#) and [GMCA](#) websites.



Workplace trends

- Many jobs will be around decarbonising buildings and transport.
- Natural solutions to stop flooding and high temperatures will be important for architects and civil engineers.
- Skilled construction workers and surveyors who know about [retrofitting](#) old buildings are in high demand across the city region.



Roles that GM employers are currently recruiting for

- Project Manager
- Civil Engineer
- Mechanical Engineer
- Electrical Engineer
- Sustainability Specialist
- Environmental Scientist
- Wildlife Biologist
- Electrician

In demand jobs

- Electrical Engineer
- Retrofitter
- Civil Engineer
- Project Manager



What do I need to start my career?

- There are a range of entry-level retrofit and transport jobs.
- Apprenticeships are very well respected within the sector for most jobs.
- Apprentices/graduates often preferred for engineering jobs.
- Scientific jobs often require a degree.



Types of qualifications

- Colleges often offer entry level (Level 1-2) Engineering and Construction courses.
- [Apprenticeships](#) from Levels 2-7.
- Degrees offered by many universities include Sustainability, Environmental Science, and Green Construction.

What does the future hold for this sector?

- **Digitalisation** – using software and digital equipment to make homes, transport, and power more efficient.
- **New technology** – such as hydrogen fuel, carbon capture and storage and new renewables.
- **Retrofit** – insulating buildings and electrifying heating to improve energy efficiency.



Hospitality Sector

What is the Hospitality Sector?

The Hospitality sector includes businesses ranging from hotels and other types of accommodation to bars, restaurants, cafes and nightclubs.



Average annual salary
£26,600



Percentage of GM workforce working in this sector

10%

(126,500 employed)

Approximate number of GM employers

13,367



Who might you work for?

- [Whitbread](#)
- [Marriott International](#)
- [Sodexo](#)
- [Britannia Hotels Limited](#)
- [McDonalds](#)
- [Stonegate Group](#)



Soft skills

- Customer service
- People skills
- Passion
- Communication
- Commitment
- Flexibility
- Teamwork
- Cultural awareness
- Time management
- Professional integrity
- Multi-tasking
- Business and management skills for those looking to progress

Want to know more? - Example recruitment jobs board: [Hospitality recruitment at Caterer.com](#)



Workplace trends

- Predominately a younger workforce.
- Welcomes a diverse workforce.
- Hospitality can be a 'lifetime career' with fantastic career development.
- A great sector to experience different cultures and people.
- Underrepresentation of females working in the chef profession.

Roles that GM employers are currently recruiting for

- Kitchen and Catering Assistants
- Chefs
- Bartenders
- Managers and Proprietors
- Waiting Staff
- Receptionists
- Customer Service
- Sales
- Events Staff

Shortage and in demand roles

- Chefs
- Kitchen and Catering
- Housekeeping
- Barista
- Bartenders
- Supervisors and Managers (front and back of house)
- Event Management
- Security
- Lighting and Sound Engineers

- Many employers are enhancing wider staff benefits such as vouchers, special offers and access to leisure facilities. Health and wellbeing is a focus.

Many employers are signed up to recognised schemes, such as ['The Hoteliers' Charter'](#) so they can better support their employees.

Types of qualifications

Colleges and providers often offer entry level (L1-2) Hospitality courses.

A range of relevant [Catering and Hospitality](#)

Apprenticeships, from L2-7.

Degree / PG Cert + pathways offered by many universities e.g., Event Management, International Hospitality Management.

Catering T Levels have now been launched.

What does the future hold for this sector?

- Internet of Things (IoT), Artificial Intelligence (AI) are all starting to change the sector, e.g., Smart hotels, transforming booking systems, supply systems, housekeeping schedules etc.

- Software Developers and Data related roles in demand to innovate the sector.



Health and Social Care Sector

What is the Health and Social Care Sector?

The Health and Social Care sector helps people live more independent, healthier lives for longer. A Healthcare role usually means one which involves treating a disease, illness or injury and includes jobs like Surgeon, Physiotherapist, or Pharmacist. A Social Care role is one that helps with daily living and includes Care Worker, and Social Worker.



Average annual salary
£28,800



Percentage of GM workforce working in this sector

16%

(208,158 employed)

Approximate number of GM employers

7,600



Who might you work for?

- [NHS Jobs](#)
- [Greater jobs](#)
- [BUPA care homes limited](#)
- [Care UK Homecare limited](#)
- [Federation of Jewish services](#)
- [Greater Manchester Integrated Care Partnership](#)



Soft skills

- Communication
- Resilience
- Flexibility
- Teamwork
- Cultural awareness
- Empathy
- Mental health awareness
- Digital
- Compassion

Want to know more? - [GM Health & Social Care Careers Hub \(gmcareershub.nhs.uk\)](#) [www.skillsforcare.org.uk](#) [Skills for Health](#) [NHS GM Integrated Care Partnership](#)

In demand jobs

- Medical Practitioners
- Psychologists
- Pharmacists
- Medical Radiographers
- Nurses
- Social Workers
- Paramedics
- Occupational Therapists



Types of qualifications

- Apprenticeships – Care Services and Health and Science pathways [Occupational Maps / Institute for Apprenticeships and Technical Education](#)
- T Levels.
- Multiple FE courses offered in GM.
- University degrees offered across GM in range of Health and Social Care subjects.

Roles that GM employers are currently recruiting for

- Nurses
- Care Worker / Assistant
- Nursing Associate
- Care Managers
- Social Workers
- Medical Professional/ Doctor
- Nurse Support/ Auxiliary jobs
- Mental Health Worker

What do I need to start my career?

Multiple direct routes for all levels.

No experience required for entry jobs.

Professional qualifications needed for more senior position.



Workplace trends

- Ageing workforce – increasing the demand for jobs.
- Within the sector it's felt that values-based recruitment – attracting people with the right character – is most important.
- Desire for better integration of health and social care.
- A sector we will all use throughout our lives – need to raise the perception.



What does the future hold for this sector?

- Ageing population with people living longer with multiple health conditions.
- Desire to treat more people out in the community.
- Remote appointments.
- Integrated and blended jobs with people able to move across health and social care.
- Growing focus on preventative measures to help people stay healthy and independent as long as possible.



Logistics Sector

What is the Logistics Sector?

Logistics is the process of planning, implementing, and controlling the efficient movement and storage of goods and services from point of origin to point of use. The logistics sector has seen big growth in recent years, as the public shift towards online shopping. Workers in the sector ensure that products and materials arrive safely on-time.



Average annual salary
£34,000



Percentage of GM workforce working in this sector

4%

(48,900 employed)

Approximate number of GM employers

6,125

Who might you work for?

- [Amazon](#)
- [Kuehne-Nagel](#)
- [ASDA](#)
- [Cardinal](#)
- [GDO](#)
- [DHL](#)
- [Manchester Airport Group \(MAG\)](#)
- [Biffa](#)
- [Culina](#)
- [Bidfood](#)
- [Dunsters Farm](#)



Soft skills

- Effective communication skills
- Numeracy
- Solutions driven
- Problem solving
- Teamwork
- Project management
- Customer service
- Adaptability

Want to know more? – You can [search Apprenticeships in the industry online](#).



Workplace trends

- Employers in the sector often take special steps to attract female and ethnic minority workers to jobs.
- Employers often cluster in Manchester City Centre, Trafford, Rochdale, Wigan, Bolton, the [Northwest Logistics Hub](#), and [Manchester Airport](#).
- Ageing workforce and Brexit leave increasing openings for new entrants into the sector.
- There is a growing need for technical skills in the sector as storage and vehicles become more digitised.



Roles that GM employers are currently recruiting for

- Transport Manager
- Transport Clerk
- Supply Chain Manager
- Quality Manager
- Customs Officer / Freight Agent
- Warehouse Supervisor
- Customer Service Representative
- Fork-Lift Truck Driver
- HGV Driver
- Van Driver
- HGV Examiner
- Mechatronics Specialist
- Artificial Intelligence Engineer

Shortage and in demand roles

- Transport Manager
- HGV Driver
- HGV Examiner
- Transport Clerk
- Customs Officer / Freight Agent
- Artificial Intelligence Engineer

Types of qualifications

Colleges often offer entry level (L1-2) warehouse courses.

A range of relevant [Apprenticeships from Level 2-6](#).

[gov.uk/training-hgv/skills-bootcamps](#)
[Employers training academies](#)

[Industry recognised qualifications through the Chartered Institute of Logistics and Transport](#)

What does the future hold for this sector?

- Digitisation of the sector – using software and more advanced technology to manage inventory, shipping, and freight.
- eCommerce is rising at pace. This is increasing demand for logistics enterprises to improve lead times and increase warehouse functionality.
- Advanced Technology, such as artificial intelligence (AI) and robotics is often seen as the future of warehouse management.
- Lowering emissions of delivery fleets is increasingly important for fighting climate change.



Manufacturing Sector

What is the Manufacturing Sector?

Manufacturing refers to the workplaces and engineering facilities where physical products like machine components, textiles, and chemicals are made. Almost everything we come across in everyday life is manufactured – many people are involved in the design, production, and testing of these physical products.



Average annual salary
£37,600



Percentage of GM workforce working in this sector

8%

(103,200 employed)

Approximate number of GM employers

6,090

Who might you work for?

- [Johnson Controls](#)
- [JW Lees](#)
- [ThermoFisher](#)
- [Brooks Automation](#)
- [Warburtons](#)
- [Bakkavor](#)
- [Luxfer](#)
- [Nexperia](#)
- [Milliken](#)
- [KraftHeinz](#)



Soft skills

- Customer service
- Digital: Microsoft Office
- Digital: Enterprise Resource Planning (ERP)
- Project management
- Communication
- Time management
- Teamwork
- Sales

Want to know more? – Read about the manufacturing sector [here](#) or look at [MakeUK](#), search for [apprenticeships](#) or check the [National Careers Service](#)



Workplace trends

- Skilled engineers are in high demand across the city region.
- Employers in the sector often take special steps to attract female and ethnic minority workers to jobs.
- Greater Manchester has a proud heritage in Manufacturing, particularly in Wigan, Rochdale, Bolton and Tameside.
- Much of the sector now features clean, safe, high-tech workplaces.
- Increasing use of robots, automation, and digital manufacturing has driven a need for digital skills.



Roles that GM employers are currently recruiting for

- Production Operative
- Engineering Manager
- Welder
- Maintenance Technician
- Software Engineer
- Quality Operative
- Continuous Improvement Engineer
- Machine Operator

Types of qualifications

- Colleges often offer entry level (L1-2) engineering courses.
- A range of relevant [apprenticeships](#) from L2-7.
- 3 different [T-Level routes](#), focus on Design, Maintenance, & Process/Control.
- Degree pathways offered by many universities include varieties of engineering (Chemical, Mechanical, Materials, etc.).



What do I need to start my career?

Apprenticeships are very well respected within the sector for most roles.

Range of entry level production roles.

Entry level roles often require no experience, and will be trained on the job.

Apprentices/graduates often preferred for engineering roles.

Shortage and in demand roles

- Welder
- Engineer
- Production Worker
- Machinist
- Production Control



What does the future hold for this sector?

- **Digitalisation** – increasing use of ERP and MRP software, automated production scheduling, and digital manufacturing.
- **Net Zero** – increasing use of zero/low-carbon production processes, carbon offsetting.
- **Additive Manufacturing** – shift towards 3D printing techniques, optimisation of raw material use.
- **Advanced Materials** – a strength in GM, the sector is seeing rapid development of new lightweight, conductive, and strong materials.

Retail Sector

What is the Retail Sector?

The Retail sector covers all aspects of high-street and eCommerce shopping. Workers in the sector ensure that shops, services, and online outlets run smoothly.



Average
annual salary
£27,500



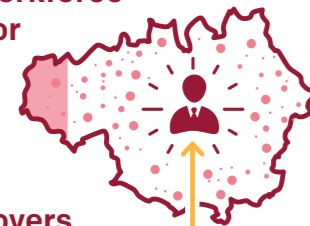
Percentage of GM workforce
working in this sector

15%

(198,300 employed)

Approximate
number of GM employers

22,500



Who might you work for?

- [The Hut Group](#)
- [ASDA](#)
- [Amazon](#)
- [JD Sports](#)
- [Tesco](#)
- [Estee Lauder](#)
- [Pets At Home](#)
- [Specsavers](#)
- [Selfridges](#)



Soft skills

- Customer service
- Sales
- Merchandising
- Budget management
- Patience
- Digital skills

Want to know more? - You can find out more and [search for retail careers online](#) or visit the [British Retail Consortium](#).



Workplace trends

- Environmental considerations have led some retailers to source more locally and start exploring reusable packaging.
- Increasing demand for warehouse space driven by eCommerce trends and online sales adoption.
- GM has both historic (like Bury Market) and modern (like The Trafford Centre) retail hubs.



Roles that GM employers are currently recruiting for

- Customer Service
- Warehouse Worker
- Marketing Manager
- Retail Sales Associate
- Shop Floor Manager
- eCommerce Specialist
- Account Manager
- Merchandising Specialist
- Buyer / Purchasing
- Delivery Driver

Types of qualifications

- GCSEs grade 4 and above in Maths, English, and Science.
- Some apprenticeship qualifications are available in roles like Retailer, Retail Team Leader, and Retail Manager.
- Back office and warehousing qualifications from Level 2 – Level 5.

What do I need to start my career?

Entry level roles often require no experience, with training on the job.

Some apprenticeships are offered in both shop-floor and warehouse roles.

Advanced roles in things like eCommerce or management sometimes recruit graduates.



Shortage and in demand roles

- Warehouse Worker
- Delivery Driver
- eCommerce Specialist

What does the future hold for this sector?

- Digitalisation is impacting the sector more widely, but particularly in inventory management.
- eCommerce massively accelerated over the course of the pandemic and more shops are selling online. Consumer habits have also changed in recent years.
- Store experience – some shops are creating a more in-depth “experience” for shoppers, with bespoke customer service.



Transport Sector

What is the Transport Sector?

The transport sector moves people and goods from one place to another. It connects communities, allows people to go to work or school, and helps products reach customers.



Average
annual salary
£36,400



Percentage of GM workforce
working in this sector

4%

(47,700 employed)

Approximate
number of GM employers

5,900



Who might you work for?

- [Northern Rail](#)
- [Stagecoach](#)
- [TfGM](#)
- [Network Rail](#)
- [Metrolink](#)
- [Go North West](#)
- [Arriva](#)
- [KeolisAmey Metrolink](#)
- [TPE](#)
- [Diamond](#)



Soft skills

- Effective communication skills
- Team working
- Customer care
- Numeracy
- Problem solving skills
- Project management
- Technical IT and engineering skills
- Commercial skills – optimising resources

Want to know more? - Find out more about the transport industry by visiting the [National Skills Academy for Rail, Bee Network](#) or [Network Rail](#) websites. You can also [search for an apprenticeship online](#).



Workplace trends

- Employers in the sector often take special steps to attract female and ethnic minority workers to jobs.
- Employers often cluster in Manchester City Centre, Trafford, Wigan, Salford and areas close to transport network links.
- Ageing workforce and Brexit leave increasing openings for fresh entries to the sector.
- Transport matters to millions of people every day – but it's often overlooked as part of the system.

Roles that GM employers are currently recruiting for

- Rail Transport Operatives
- Customer Service
- Project Manager
- Bus Driver
- Transport Planner
- Maintenance Technician
- Tram and Train Driver
- Signaller
- Traffic Management

Shortage and in demand roles

- Rail Operative
- Signaller
- Electrical Engineer
- Project Manager
- Transport Planner



Types of qualifications

- Colleges often offer entry level (Level 1-2) operative or customer service courses.
- A range of relevant [apprenticeships](#) from Levels 2-5.
- Maintenance and engineering courses.



What do I need to start my career?

Rising number of apprenticeships to move into the sector.

Retraining from other sectors, often through schemes like [Skills Bootcamps](#).

Sector's own graduate recruit schemes.

What does the future hold for this sector?

- Specialist areas (such as electrification) due to the rail and bus networks moving towards net zero carbon plans.
- Undergoing digital transformation (like many sectors), changing some job roles, and requiring new technical skillsets.
- Aviation and international travel are generally becoming cheaper and more accessible.





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