

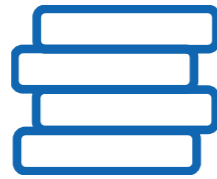
Accounting, Finance, and Law Sector

What is the Accounting, Finance, and Law Sector?

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



Average annual salary
£35,600



Percentage of GM workforce working in this sector

23%

(309,000 employed)

Approximate number of GM employers

9,265



Who might you work for?

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



Soft skills

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

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
- Solicitor
- Customer Service
- Paralegal



Roles that GM employers are currently recruiting for

- Customer Service
- Financial Manager
- Accountant
- Bookkeeper
- Lawyer
- Solicitor
- Underwriter
- Credit Control
- Tax Assistants
- Data Analyst
- Paralegal

What do I need to start my career?

Apprenticeships are becoming 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 book-keeping and accounting courses (levels 1-2).

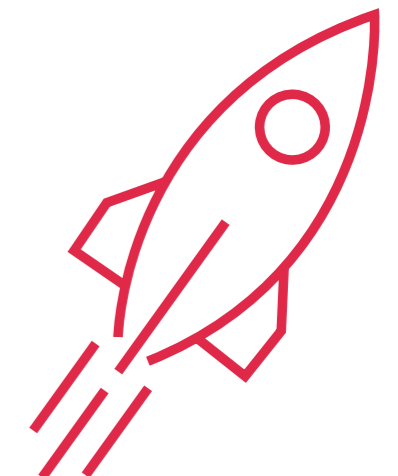
Many relevant apprenticeships from levels 2-7.

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



What does the future hold for this sector?

- **Digitalisation** – using software and digital methods 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.



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



Construction

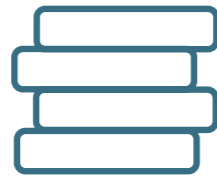
What is the Construction Sector?

Construction is the sector involving the design, building, and maintenance of housing, workplaces, and infrastructure like roads and railways.



Average annual salary

£32,500



Percentage of GM workforce working in this sector

6.3%

(85,800 employed)

Approximate number of GM employers

12,270

(and thousands more self-employed))



Who might you work for?

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

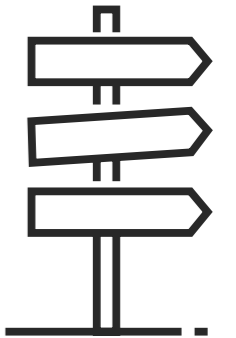


Soft skills

- Customer Service
- Finance & Budgeting
- Communication
- Time Management
- Project Management
- Teamwork
- Sales

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 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

- NVQs, BTECs, Diplomas, Degrees.
- Entry level (L1-2) Construction and Trade courses.
- L2-7 Construction apprenticeships.
- 3 different T-Level routes in Design, Onsite, and Engineering.
- University degrees in Architecture, Sustainability, and Civil Engineering.

What do I need to start my career?

Often, no experience is required for entry level roles and employees can be trained on the job.

Apprenticeships are very well respected for trade roles.

Health and Safety and CSCS Card training is sometimes required.

Technical and office jobs often recruit Engineering/Architecture graduates.



Shortage and in demand roles

- Electrician
- Plumber
- Heating Engineer
- Groundworker



What does the future hold for this sector?

- **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.
- **“Modern Methods of Construction”**, including off-site production of building components.



Want to know more? - Search for an [apprenticeship](#) or search for [construction careers](#) online.



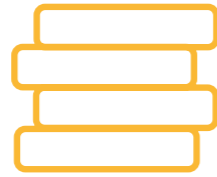
Creative & Cultural Sector

What is the Creative and Cultural Sector?

One of the broadest sectors, the creative and cultural industry is central to Greater Manchester's national and global identity covering music, film, fashion, television and radio.



Average annual salary
£38,600



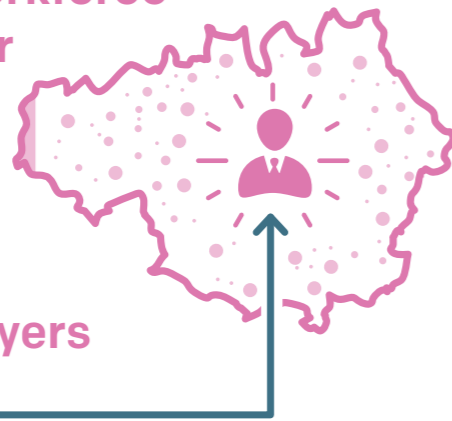
Percentage of GM workforce working in this sector

3.4%

(44,000 employed)

Approximate number of GM employers

5,255



Who might you work for?

- [BBC](#)
- [Crowd Imperium Games](#)
- [ITV Studios](#)
- [Libraries](#)
- [N Brown Group](#)
- [HOME](#)



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

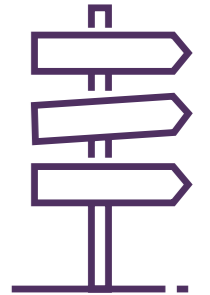
- Marketing Manager
- SEO Specialist
- User Interface Designer
- Producer
- Product Manager
- Graphic Designer
- PR Specialist
- Writer
- Events Organiser
- Fashion Designer
- Copywriter

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.
- 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 region.



Types of qualifications

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

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

Two different T-Level routes focusing on Digital Business and Digital Production.

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.
- **eCommerce** – rising online sales and events is increasing demand for web platforms.



Soft skills

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

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](#).



Digital

What is the Digital Sector?

The digital sector is an extension of ICT and is extremely broad. It encompasses a diverse range of activities including telecoms, advertising, computer programming, broadcasting and more.



Average annual salary

£43,108*



Percentage of GM workforce working in this sector

6.3%

(86,000 employed)

Approximate number of GM employers

11,000



Who might you work for?

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

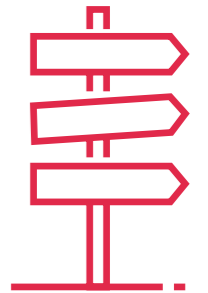


Soft skills

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

Workplace trends

- The COVID-19 pandemic has been a catalyst for digital transformation across all sectors 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.
- Employers are diversifying their workforce, and increasingly seeking soft skills.



Roles that GM employers are currently recruiting for

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

Shortage and in demand roles

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

What do I need to start my career?

Generally, no experience required for entry roles.

Specialist/technical roles such as software developers require a qualification / experience.

Technical roles: GM has many organisations offering programmes with guaranteed job interviews e.g., Northcoders, Code Nation, Manchester Digital.

Hands on experience, building a portfolio about what you have done in practice is important, not just what is studied.



Types of qualifications

- NVQs, BTECs, Diplomas, Degrees.
- Many colleges and providers offer entry level (L1-2) Digital courses.
- L2-7 apprenticeships.
- Degrees in Computer Science and Digital.
- T Levels focus on digital.

What does the future hold for this sector?

- With new online platforms replacing face to face transactions there are emerging needs around cyber and information security.
- This is particularly relevant in areas of network and cloud engineering.

Want to know more? - Search for [apprenticeships](#), or search for jobs on [itjobswatch](#) and [IT Job Board](#). For more information around salaries in this industry, [click here](#).



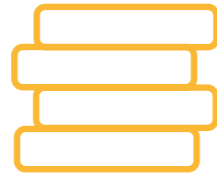
Education

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.



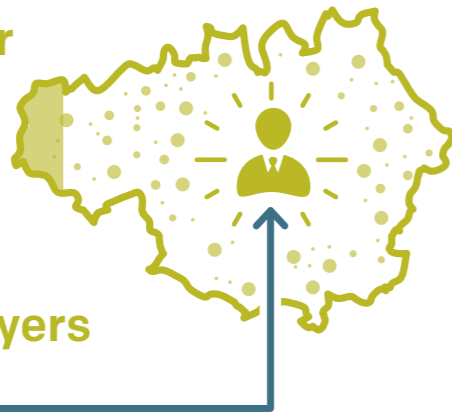
Average annual salary
£30,726



Percentage of GM workforce working in this sector

8%
(117,000 employed)

Approximate number of GM employers
2,600



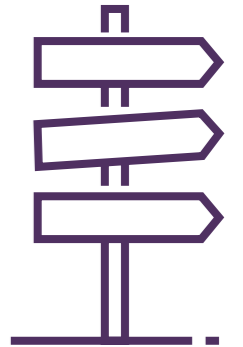
Who might you work for?

- [Manchester University](#)
- [MMU](#)
- [Salford University](#)
- [Bolton University](#)
- [UA92](#)
- [9 colleges and 11 sixth form colleges](#)
- [274 secondary schools](#)
- [707 primary schools](#)
- [596 nurseries](#)



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.
- Specialised roles within the sector such as careers leads can be particularly difficult to recruit and these staff are in high demand across the region.
- Education roles are amongst the most advertised across GM.



Roles that GM employers are currently recruiting for

- Teacher (primary or secondary school)
- Further Education tutor
- University lecturer
- Nursery Nurses, assistants and playworkers
- Teaching assistant
- Headteacher
- SEND assistants
- Admin/Office staff
- Careers leads

Shortage and in demand roles

- Primary school teachers
- Secondary school teachers in maths, science and foreign languages
- Roles working with young people with special educational needs or disabilities
- In further education, staff who have industry skills and knowledge
- Early Years teaching staff and assistants

Types of qualifications

- GCSEs grade 4 and above in maths, English, and science
- Some apprenticeship qualifications are available for teaching assistants and childcare workers.



What do I need to start my career?

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

You can sometimes learn at your chosen organisation with many Government schemes.

Childcare and teaching assistant roles have apprenticeship opportunities.



What does the future hold for this sector?

- Online learning is becoming more common, accelerated during the pandemic.
- **Agility** – teachers must be able to give young people the skills needed to thrive in a rapidly changing world.
- **Sustainability** – teachers must understand the shifts in the economy as a result of the path to reducing carbon emissions.



Soft skills

- Patience
- Communication skills
- Time management
- Teamwork
- Enjoy working with young people

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



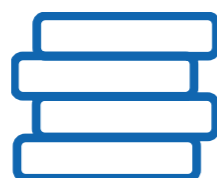
Emergency Services Sector

What is the Emergency Services Sector?

Emergency services include both front-line and support staff in the police, ambulance, and fire service. They work to keep the public safe and healthy.



Average annual salary
£30,394



Percentage of GM workforce working in this sector

2%

(19,800 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](#)

Workplace trends

- Real desire to represent the communities in which the services work.
- Desire to attract those from BAME, 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.

Professional qualifications needed for more senior positions.

Types of qualifications

Wide range of apprenticeships are available within the sector including for key roles like firefighters and paramedics.

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



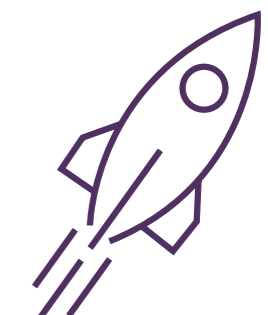
Shortage and in demand roles

- Paramedics
- Ambulance Drivers
- Call handlers
- Police and Fire 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 is used already, for example through facial recognition, 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.



Soft skills

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

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



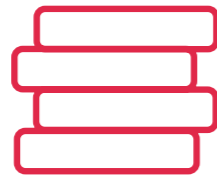
FinTech

What is the FinTech Sector?

FinTech is a way for people to access financial services through new technologies. Employers range from banks and mortgage companies to businesses who design and develop software for things like mobile phone payments to contactless card reader machines in your local shops.



Average annual salary
£43,108*



Percentage of GM workforce working in this sector

0.75%

(10,000 employed)

Approximate number of GM employers

109



Who might you work for?

- [Moneysupermarket](#)
- [OpenMoney](#)
- [Barclays](#)
- [Access Pay](#)
- [Autotrader](#)
- [CDL](#)
- [AO.com](#)
- [The Hut Group](#)
- [RBS](#)
- [On the beach.com](#)
- [AJ Bell](#)



Workplace trends

- Can be perceived as a heavily technical career when this is not the case.
- Employers are increasingly seeking soft skills such as curiosity.
- Many employers are signing up to recognised schemes, such as 'Women in Finance'.



Roles that GM employers are currently recruiting for

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

What does the future hold for this sector?

- Blockchain
- Big Data
- Artificial Intelligence (AI)
- Quantum Computing
- Internet of Things (IoT)
- Machine Learning

What do I need to start my career?

Generally, no experience required for entry roles.

Specialist/technical roles such as software developers require a qualification / experience.

Technical roles: GM has many organisations offering programmes with guaranteed job interviews e.g., Northcoders, Code Nation, Manchester Digital.



Types of qualifications

NVQs, BTECs, Diplomas, Degrees.

Many colleges and providers offer entry level (L1-2) Digital courses.

L2-7 apprenticeships.

Degrees in MSc Financial Technology (FinTech), Digital Degree.

T Levels to focus on digital.

Shortage and in demand roles

- Software Developers (mid-senior level)
- AWS Engineer
- Fullstack Engineer
- Blockchain
- Cyber Security Technician and Engineer
- API Developer
- Data Analyst
- UX Design
- Software Engineer
- Automation Engineer



Soft skills

- Curiosity
- Adaptability
- Problem solving
- Communication (verbal/telephone skills and written)
- Passion and positive attitude
- Creativity
- Collaboration
- Business Acumen
- Analytical

Want to know more? - Search for **Apprenticeships** or search for jobs on **itjobswatch** and **IT Job Board** or, check **FinTech For Schools** for more information about the industry. For more information around salaries in this industry, click [here](#).



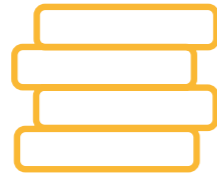
Green Economy

What is the Green Economy?

The Green Economy includes roles 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

4.6%

(59,850 employed)

Approximate number of GM employers

905



Who might you work for?

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



Workplace trends

- Many roles will be around decarbonising buildings and transport.
- Deploying natural solutions in architecture and civil engineering is important.
- 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

Shortage and in demand roles

- 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 roles.

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

Apprentices/Graduates often preferred for Engineering roles.

Scientific roles often require a degree.



Types of qualifications

Colleges often offer entry level Engineering and Construction courses (level 1-2).

There are some relevant 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.
- **Future technology** – such as hydrogen fuel, carbon capture and storage and new renewables.
- **Retrofit** – insulating buildings and electrifying heating to improve energy efficiency.



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 role](#) in the green industry or find out more on the [GMACS](#), [Groundwork](#) and [GMCA](#) websites.



Health & Social Care

What is the Health and Social Care Sector?

A Healthcare role usually involves treating a disease, illness or injury such as a Nurse, Doctor or Dentist. A Social Care role helps with daily living and includes Care Worker and Social Worker.



Average annual salary
£29,500



Percentage of GM workforce working in this sector

13.4%

(177,000 employed)

Approximate number of GM employers

6,850



Who might you work for?

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



Soft skills

- Communication
- Resilience
- Flexibility
- Teamwork
- Cultural Awareness
- Empathy

Shortage and in demand roles

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



Workplace trends

- GM has an ageing population - the sector will continue to grow as people live longer.
- Female dominated for many positions. Some companies run special programmes to support male employees into their job.
- Values-based recruitment – attracting people with the right character – is most important.



Roles that GM employers are currently recruiting for

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

What do I need to start my career?

No experience required for entry roles.

There are multiple routes for all levels and roles. Professional qualifications needed for more senior positions, like doctors or dentists.



Types of qualifications

- NVQs, BTECs, Diplomas, Degrees.
- Many colleges and providers offer entry level (L1-2) courses.
- L2-7 apprenticeships in Care Services, Health and Science
- Degrees offered by many universities in a range of health and social care subjects.
- T Levels.

What does the future hold for this sector?

- Ageing population with people living longer with multiple health conditions.
- New viruses e.g. Covid-19 requiring new ways of working.
- Remote appointments and digital healthcare solutions.



Want to know more? - Search for Apprenticeships, check the Careers Hub or read more about the Adult Social Care industry.



Hospitality

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
£21,900



Percentage of GM workforce working in this sector

6%

(86,000 employed)

Approximate number of GM employers

8,200



Who might you work for?

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



Soft skills

- Customer service / People skills
- Passion
- Commitment
- Communication skills
- Flexibility
- Teamwork
- Cultural awareness
- Time management
- Professional integrity
- Multi-tasking

Want to know more? - [Check the journey to this career](#) or visit the hospitality [jobs board](#).



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
- Managers and Proprietors
- Bartenders
- Waiting Staff
- Receptionists
- Sales
- Customer Service
- Programmers and Software Developers

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 signing up to recognised schemes, like 'The Hoteliers' Charter' so they can better support their employees.



Types of qualifications

L1-2 college courses, NVQs, BTECs, diplomas and degrees.

Catering and hospitality apprenticeships (from L2-7).

University degrees in Event Management or International Hospitality Management.

T Levels to be launched in GM in 2023.

What do I need to start my career?

Generally, no experience required for entry roles.

Specialist/technical roles such as professional chefs require a qualification such as Level 4 Diploma in Professional Culinary Arts. You can learn while you work as apprenticeships are widely used for entry level roles.



What does the future hold for this sector?

- Internet of Things (IoT), Artificial Intelligence (AI).
- e.g., Smart hotels, transforming booking systems, supply systems, housekeeping schedules etc.
- Software Developers and Data related roles in demand to innovate sector.



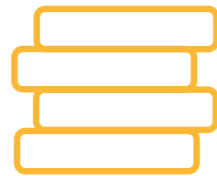
Life Sciences

What is Life Sciences?

Life Sciences plays a major role in the delivery of healthcare, including diagnosing diseases and developing new ways of treating them. Often, roles are based in hospital laboratories.



Average annual salary
£35,894



Percentage of GM workforce working in this sector

1%

(6,000 employed)

Approximate number of GM employers

300+



Who might you work for?

- [NHS](#)
- [Qiagen](#)
- [Lighthouse Labs Network](#)



Soft skills

- Communication
- Resilience
- Creativity
- Entrepreneurialism
- Digital
- Marketing

Workplace trends

- Graduates dominated industry.
- Workforce needs to become more diverse. The sector is keen to attract more talent from disadvantaged backgrounds.
- GM has particular specialisms in creating new drugs and medicines, looking at data, and predicting somebody's future health.
- Life Scientists in GM played a huge role in developing and delivering the vaccinations for Covid-19.

Roles that GM employers are currently recruiting for

- Biomedical Scientists
- Lab Technicians
- Research and Development Manager
- Sales Account / Business Development Managers
- Natural and Social Science Professionals
- Chemical Scientists
- Nursing Associate
- Admin Support roles

Shortage and in demand roles

- Lab Technicians
- Clinical Pharmacology
- Regulatory / Compliance roles
- Biological Scientists (Genomics)
- Informatics and Statisticians
- Marketing and Sales roles

What do I need to start my career?

High achieving science graduates are in demand.

Roles are available in rapidly growing small to medium enterprises (SMEs), research and in the NHS.

More companies are starting to hire non-graduate talent in early career.



Types of qualifications

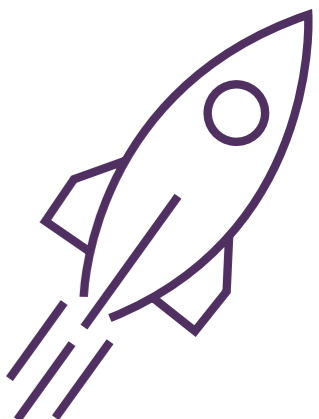
Degree in Life Sciences subjects.

Higher level and degree apprenticeships available.

There may be opportunities to move to or from other industries if you have the right skills. For example, those with good digital and even gaming skills are often desired in software development and gaming roles.

What does the future hold for this sector?

- More roles around research and development. Also many more clinical and management positions.
- Sales roles combining good communication skills and marketing, with academic knowledge.
- Engineers who understand both digital and pharmaceuticals.
- Scientists and those good in maths that can understand data and statistics. They can use that knowledge to help develop medicines that will help people live longer.
- Chemists/pharmacists who understand AI and can adapt to new technologies.



Want to know more? - Check out the [NHS jobs board](#) or explore [Health Innovation Manchester](#) and [Manchester Science Partnerships](#)



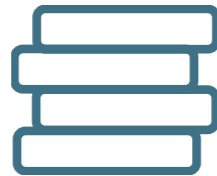
Logistics Sector

What is the Logistics Sector?

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
£29,312



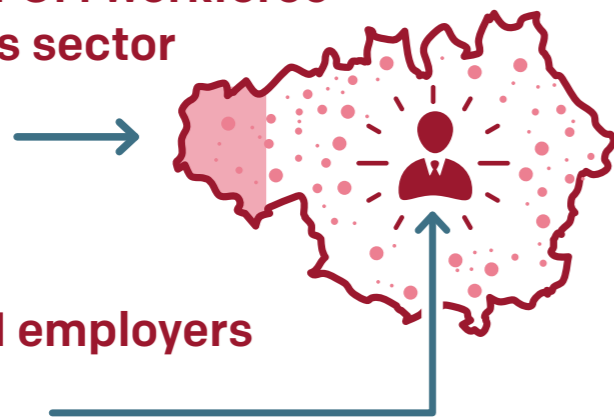
Percentage of GM workforce working in this sector

6.7%

(83,000 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](#)

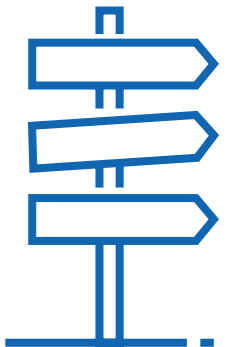


Soft skills

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

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.
- New transport office and customs office roles due to regulatory changes post Brexit.



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](#) at level 2-6.

[Employer's training academies.](#)

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

What do I need to start my career?

There are a rising number of apprenticeships available to move into the sector.

Traineeships.

'Warehouse to Wheels' entry schemes.

Retraining from other sectors, often through schemes like Skills Bootcamps.

Sector's own graduate recruit schemes.

What does the future hold for this sector?

- Digitisation – 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.



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



Manufacturing

What is the Manufacturing Sector?

Manufacturing refers to the workplaces and engineering facilities where physical products like machine components, textiles, and chemicals are made. Many people are involved in the design, production, and testing of these physical products.



Average annual salary
£33,600



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](#)
- [Warburtons](#)
- [JW Lees](#)
- [Bakkavor](#)
- [ThermoFisher](#)
- [Luxfer](#)
- [Brooks Automation](#)
- [Nexperia](#)

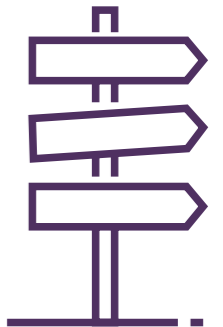


Soft skills

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

Workplace trends

- Skilled engineers are in high demand across the city region.
- Employers are working 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
- Maintenance Technician
- Operative Continuous
- Engineering Manager
- Software Engineer
- Improvement Engineer
- Welder
- Quality
- Machine Operator

Types of qualifications

- NVQs, BTECs, Diplomas, Degrees
- Many colleges and providers offer entry level (L1-2) Engineering courses
- L2-7 apprenticeships
- 3 different T-Level routes, focusing on Design, Maintenance, & Process/Control
- Degrees in Engineering (Chemical, Mechanical, Materials, etc.)

What do I need to start my career?

Generally, no experience for entry level roles is required and on-the-job training is possible.

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

Apprentices/Graduates often preferred for Engineering roles.

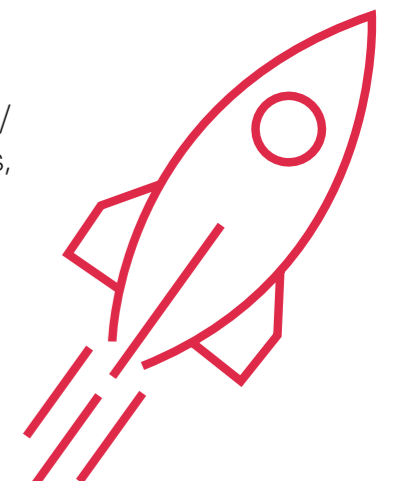
Shortage and in demand roles

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



What does the future hold for this sector?

- **Digitalisation** – increasing use of 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.



Want to know more? - Look at [MakeUK](#), search for [Apprenticeships](#) or check the [National careers board](#)



Rail Sector

What is the Rail Sector?

The UK's rail network is one of the most extensive in the world with a long history. Workers in the sector now build, maintain and operate rail services for passengers and freight.



Average annual salary
£31,595



Percentage of GM workforce working in this sector

1.6%

(21,000 employed)

Approximate number of GM employers

1,600



Who might you work for?

- [Northern Rail](#)
- [Network Rail](#)
- [Freightliner](#)
- [Virgin Trains](#)
- [Arriva](#)
- [GB Railfreight](#)
- [HS2](#)
- [Emeg Group](#)
- [Rail Freight Group](#)



Soft skills

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

Workplace trends

- National Skills Academy for Rail (NSAR) outlines that skill shortages are set to escalate. Up to 120,000 additional people will be required in the sector over the next five to ten years. Between 7,000 and 12,000 additional people will be needed every year by the industry.
- 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 rail links.
- Ageing workforce and Brexit leave increasing openings for fresh entries to the sector.
- Advanced Technology High Speed Two (HS2) programme.
- The largest skills gaps are in engineering, specifically railway design and assurance, but in other areas of civil engineering too.

Roles that GM employers are currently recruiting for

- Rail Transport Operatives
- Rail Construction Operative
- Electrical Engineer
- Tram and Train Drivers
- Rail Travel Assistant
- Lead Designer
- Rail and Rolling Stock Build and Maintenance
- Civil Engineer
- Traffic Management
- Signaller

Types of qualifications

- Colleges often offer entry level operative courses (level 1-2).
- A range of relevant Apprenticeships at levels 2-5.
- [Employers training academies](#).
- [Industry recognised qualifications](#) through the Chartered Institute of Logistics and Transport and the [Institute of Civil Engineering](#).

What do I need to start my career?

There are a rising number of apprenticeships to move into the sector.

- Traineeships.
- Retraining from other sectors, often through schemes like [Skills Bootcamps](#).
- Sector's own graduate recruit schemes.



Shortage and in demand roles

- Rail Construction Operative
- Signaller
- Steel Fixer
- Electrical Engineer
- Groundworker
- Lead Designer
- Civil Engineer

What does the future hold for this sector?

- Specialist areas (such as electrification) due to the rail industry moving towards net zero carbon plans.
- Digital transformation is changing some job roles and requires new technical skillsets.
- There are new requirements for the Advanced Technology High Speed Two (HS2) programme in two sectors: construction and rail engineering.



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



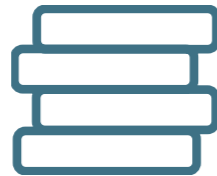
Retail Sector

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
£32,300



Percentage of GM workforce working in this sector

17.6%

(232,000 employed)

Approximate number of GM employers

21,750



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

Workplace trends

- The sector was heavily impacted by the pandemic with non-essential shops mostly closed.
- Environmental considerations have led some retailers to shorten supply chains and start exploring reusable packaging.
- Increasing demand for warehouse space driven by eCommerce trends and online sales adoption.
- Greater Manchester 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.

Warehousing qualifications from level 2–5.

What do I need to start my career?

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

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 warehouse management.
- eCommerce has accelerated over the course of the pandemic and more shops are selling online.
- Store experience – some shops are creating a more in-depth “experience” for shoppers, with bespoke customer service.



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

