ENERGY & UTILITY SKILLS

Electricity Transmission Industry Workforce Planning

Workforce requirements of GB's electricity transmission network operators and Supply Chain

Executive Summary

4th December 2025

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1 Introduction

1.1.1 This workforce planning analysis has been produced as part of the Electricity Transmission Industry Skills and Workforce Planning exercise which was convened in November 2024.

1.1.2 This exercise brings together Great Britain's electricity transmission companies and their supply chain partners to investigate and seek to address some of the most pressing challenges facing the electricity transmission workforce over the coming years, as it begins to implement the country's largest ever investment in electricity transmission infrastructure.

1.1.3 The aims of this working group was to:

- To produce an analysis of the current state of the ET workforce, benchmarked against relevant industry and geographical data
- To produce an analysis of the people requirements of the ET industry over the coming 10-15 years
- To develop a set of conclusions and recommendations both for this working group and other groups in the wider ET project

1.1.4 This report is based on current workforce data and applied assumptions provided by Great Britain's three electricity transmission companies and 20 supply chain partner companies. Full details on any assumptions that have been applied are contained in the relevant sections of this report.

2 The current workforce

2.1.1 The aggregated workforce dataset contains details of 25,053 people currently employed within the in-scope occupations of electricity transmission:

- Transmission Operators = 7,495 employees
- Supply Chain = 17,558 employees

2.1.2 This workforce is made up of:

Figure 1: Total workforce by occupation type

Occupation Type	Transmission Operators	Supply Chain	Total workforce
Front Line/Technical	3,828	10,569	14,397
Business Support	2,182	5,556	7,738
Managerial	911	832	1,743
Trainee	574	601	1,175
Total workforce	**7,495**	**17,558**	**25,053**

2.1.3 Excluding current trainees, the proportion of the workforce that operate at or below Skill Level 3 (SCQF 6) is:

- Transmission Operators = 21% (1,477)
- Supply Chain = 23% (3,842)

2.1.4 Trainees (including Apprentices, Graduate Trainee programmes, etc.) account for 8% of the current Transmission Operator's workforce; while just 3% of the current Supply Chain workforce are trainees.

2.1.5 The proportion of the current workforce (including all trainees) that are aged 16-24-years-old is:

- Transmission Operators = 8%
- Supply Chain = 7%
- UK economy workforce = 11%

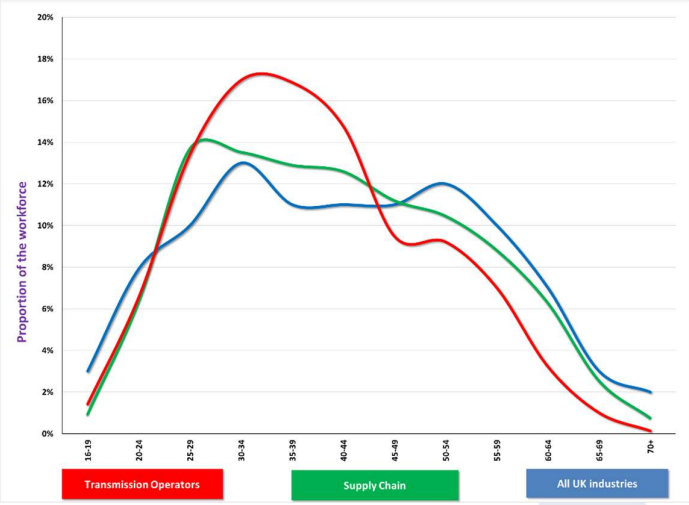
2.1.6 Nearly two-thirds (62%) of trainees in the Supply Chain workforce are young people; as are half (49%) of the trainees in the Transmission Operator workforce.

Figure 2: Age profile of the electricity transmission workforce by occupation type

Skill Level & Occupation	Young people (aged 16-24 years)		Older people (aged 60+ years)	
	TO	Supply Chain	TO	Supply Chain
Front Line/Technical	7%	6%	6%	11%
Business Support	2%	4%	3%	8%
Managerial	0%	2%	4%	14%
Trainee	49%	62%	0%	0%
Total workforce	**8%**	**7%**	**4%**	**10%**

2.1.7 Older people are more prevalent in the Supply Chain's managerial (14%) and front line/technical (11%) workforces.

Figure 3: Age profile of the electricity transmission workforce



2.1.8 The proportion of the current workforce (including all trainees) that are female is:

- Transmission Operators = 20%
- Supply Chain = 20%
- UK economy workforce = 48%[1]

2.1.9 The proportion of the current workforce (including all trainees) that are from an ethnic minority background is:

- Transmission Operators = 21%
- Supply Chain = 21%
- UK 16+ population = 15%[2]

2.1.10 Of the 3,281 people where their disability status is known, 8% had some form of physical or learning disability – significantly below the national average for working age people (26%).

2.1.11 The proportion of the current workforce (including all trainees) that are non-UK nationals is:

- Transmission Operators = 5%
  - 1% from EU nations; 4% from outside of the EU
  - 2% are reported as holding some form of work visa – 57% at skill levels 6 and 7; 25% on graduate visas
- Supply Chain = 18%
  - 9% from EU nations; 9% from outside of the EU
  - 2% are reported as holding some form of work visa – fairly evenly spread across skill level 1 to 7
- 14% of the UK 16-64 population are non-UK nationals[3]

[1] Annual Population Survey, ONS, 2024.

[2] Annual Population Survey, ONS, 2024.

[3] Annual Population Survey, ONS, 2024.

Figure 4: Proportion of the workforce that are non-UK nationals by occupation type

Occupation Type	Transmission Operators	Supply Chain
Front Line/Technical	6%	21%
Business Support	6%	14%
Managerial	3%	29%
Trainee	4%	7%
Total workforce	**5%**	**18%**

2.1.12 The average current length of service of the workforce is:

- Transmission Operators = 6.1 years
- Supply Chain = 6.5 years

2.1.13 The proportion of the current workforce that have been with their employer for five years or fewer is:

- Transmission Operators = 69%
- Supply Chain = 62%

2.1.14 Within the Transmission Operator workforce, the average current length of service does generally increase as one goes up the skill levels – although there are some notable exceptions where length of service actually decreases: between levels 1 and 2; levels 3 and 4; level 5 and 6. This suggests that demand for people at skill levels 2, 4 and 6 is greater than can be met by current rates of progression out of skill levels 1, 3 and 5.

2.1.15 Within the Supply Chain workforce, the average current length of service does not generally increase as one goes up the skill levels – the lowest average current length of service is at Skill Level 6 (SCQF 9-10) at just 4.7 years. This suggests that experience/length of service does not necessarily lead to progression up through the skill levels – this reflects, or is caused by, the much higher rate of staff turnover in the Supply Chain workforce compared to the Transmission Operator workforce

3 Estimating future vacancies

3.1.1 It is estimated that approximately 2,681 people will retire from the electricity transmission workforce by the end of T3. This is equivalent to 11% of the current workforce.

- Transmission Operators = 514; 7% of the current workforce
  - This includes 158 people who are already aged over their anticipated retirement age
- Supply Chain = 2,167; 13% of the current workforce
  - This includes 918 people who are already aged over their anticipated retirement age

3.1.2 Based on the current average length of service of those aged 63+ in the workforce, these retirees could take with them:

- 8,100 years of experience from the Transmission Operator workforce
- 26,200 years of experience from the Supply Chain workforce

Figure 5: Estimated number of retirements per year from the Transmission Operator workforce

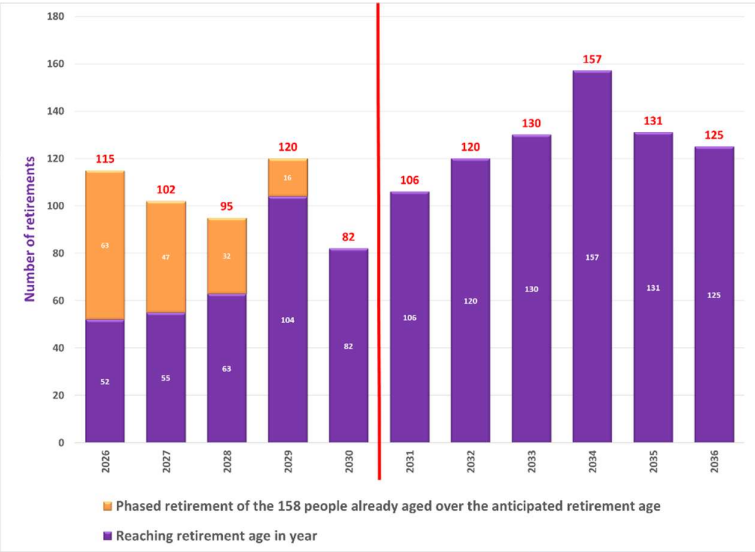


Figure 6: Estimated number of retirements per year from the Supply Chain workforce

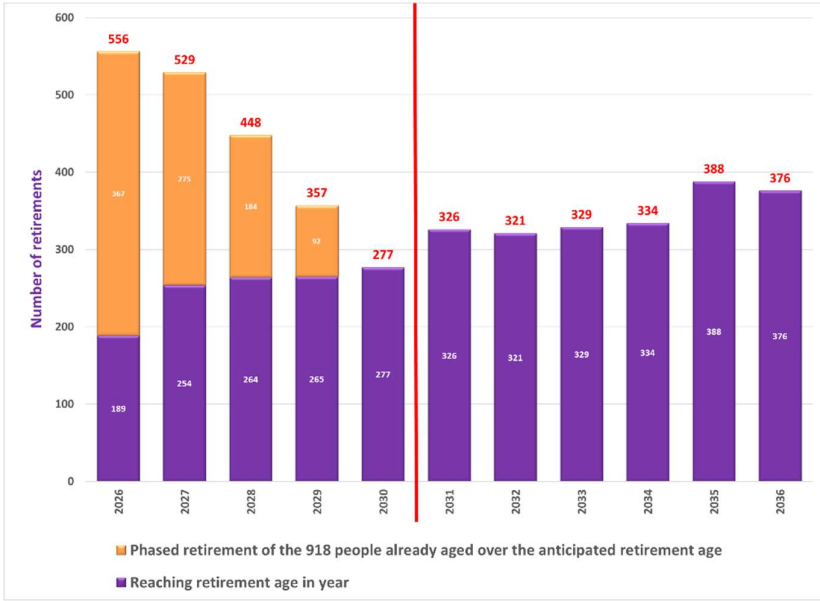


Figure 7: Estimated number of retirements by during T3 and T4

Workforce	T3 – 2026 to 2030		T4 – 2031 to 2035	
	Number	% of workforce	Number	% of workforce
Transmission Operators	514	7%	644	9%
Supply Chain	2,167	13%	1,698	10%
Total workforce	**2,681**	**11%**	**2,342**	**9%**

3.1.3 While the number of estimated retirements from the Supply Chain workforce is expected to fall in T4 compared to T3, in the Transmission Operator workforce the number of estimated retirements is expected to increase in T4 compared to T3.

3.1.4 The following rates of annual voluntary staff turnover have been applied to the data model:

- Transmission Operators = 5% across all occupations
- Supply Chain = 10% across all occupations

3.1.5 Based on these assumptions, 10,125 vacancies are estimated to be created through staff turnover during T3.

- Transmission Operators = 1,775; 25% of the current workforce
- Supply Chain = 8,350; 50% of the current workforce

3.1.6 The average cost of staff turnover per employee (earning £25,000) is estimated to be £30,614 per employee[4]. If this estimate is accurate, staff turnover could cost the electricity transmission industry around £310 million by the end of T3.

3.1.7 It is estimated that the number of additional people required by the Transmission Operators to deliver T3 investments is approximately 4,500. However, discussions with the Transmission Operators reveal that a significant proportion of these people have already been recruited in preparation for the start of T3. Therefore, we estimate that 2,140 people will be recruited by the Transmission Operators from 2026 and into the T3 regulatory period.

3.1.8 In the Supply Chain, the required additional people is estimated to be in the region of 20,000 in the central scenario (+/- 10,000 in the low and high scenarios).

3.1.9 Taking into account the estimates of retirement, staff turnover and the additional people required during T3, the total number of people required by the electricity transmission industry during the T3 period is expected to be in the order of 35,000 (with a range of +/- 10,000 depending on a low or high scenario).

- Transmission Operators = 4,429
- Supply Chain = 30,517

[4] https://www.brighthr.com/articles/culture-and-performance/staff-turnover/employee-turnover-costs/

Figure 8: Total number of estimated vacancies in the electricity transmission workforce during T3 – Central scenario

Workforce	2026	2027	2028	2029	2030	T3 Total
Transmission Operators	**1,736**	**962**	**704**	**539**	**488**	**4,429**
Replacement Demand	470	457	450	475	437	2,289
Additional Headcount	1,266	505	254	64	51	2,140
Supply Chain – Central	**14,226**	**7,199**	**4,118**	**3,027**	**1,947**	**30,517**
Replacement Demand	2,226	2,199	2,118	2,027	1,947	**10,517**
Additional Headcount	12,000	5,000	2,000	1,000	0	**20,000**
Total vacancies	**15,962**	**8,161**	**4,822**	**3,566**	**2,435**	**34,946**

4 Occupational heat map

4.1.1 Using the data from this analysis and an estimate of the perceived level of difficulty in acquiring relevant skills from the external labour market, an occupational heat map has been developed.

4.1.2 Based on this analysis, the priority occupations in terms of the volume required and difficulty to recruit during T3 are:

Figure 9: Priority occupations for industry to take action on

Transmission Operators	Supply Chain
Skill Level 2 (SCQF 5)	
	Cable Jointer
Electrical Fitter	Electrical Fitter
Overhead Linesperson	Overhead Linesperson
Skill Level 3 (SCQF 6)	
	Cable Jointer
Overhead Linesperson	Overhead Linesperson
Multi Skilled Craftsperson	Multi Skilled Craftsperson
Skill Level 5 (SCQF 8)	
Site Manager	Site Manager
Skill Level 6 (SCQF 9-10)	
Electrical Design Engineer	Electrical Design Engineer
Control Engineer	Control Engineer
HVDC Engineer	HVDC Engineer
Other Engineer	Other Engineer
Quantity Surveyor	Quantity Surveyor
Project Manager	Project Manager
Business IT/Software/Cyber Lead/Manager	Business IT/Software/Cyber Lead/Manager
Operational Technology (OT) IT/Software/Cyber Lead/Manager	Operational Technology (OT) IT/Software/Cyber Lead/Manager
Skill Level 7 (SCQF 11)	
Senior Electrical Design Engineer	Senior Electrical Design Engineer
Senior Mechanical Design Engineer	Senior Mechanical Design Engineer
Senior Civil Engineer	Senior Civil Engineer
Commissioning Engineer	Commissioning Engineer
Other Senior Engineer	Other Senior Engineer
Business/Data Manager	Business/Data Manager
Senior Project Manager	Senior Project Manager
	Managerial
Skill Level 8 (SCQF 12)	
Principal Electrical Design Engineer	Principal Electrical Design Engineer
	Principal Mechanical Design Engineer
Principal Civil Engineer	Principal Civil Engineer
Other Principal Engineer	Other Principal Engineer
Managerial	Managerial
Senior Authorised Person	Senior Authorised Person

5 The available pool of labour and sub-national labour market conditions

5.1.1 There are various pools of labour that are potentially useful sources of new recruits into the electricity transmission workforce:

- **Young people not in education, employment or training (NEETs)**: 948,000 (1-in-7) young people are NEET, and with an estimated 6,000 vacancies predicted at skill level 1 (SCQF 4) and 2 (SCQF 5), this is potentially a valuable pool of labour given the right level of support and development to begin their early careers
- **Apprenticeships**: Although the ability of DNOs to substantially increase their apprenticeship in-take is limited by a number of factors, not least cost, training capacity and the capacity to absorb a higher proportion of trainees into the workforce while giving them the mentoring/supervision they require
- **Higher education**: of the 53,500 STEM graduates in 2021/22, just 20 entered employment in the electricity transmission industry – despite the greater likelihood that they will enter the workforce at a higher level and with a higher salary than the average graduate entering employment
- **Service leavers**: 14,830 people left the armed forces in 2024, and with nearly 15,000 estimated vacancies predicted between skill level 3 (SCQF 6) and 7 (SCQF 11), this is potentially a valuable pool of labour given the right level of support, retraining/upskilling to continue their careers in this industry
- **Those currently unemployed**: Although some 55,000 unemployed people possibly had some experience of working in the wider energy and utilities or construction industries, very few people who are currently claiming Jobseekers' Allowance report that their usual or sought-after occupation relates to any occupation that might be relevant to the electricity industry (e.g. operatives, skilled trades, engineering associate professionals or professionals).

5.1.2 In the table opposite, those nations and regions towards the top of the table are less likely to experience difficulty in delivering the skilled people required by the electricity transmission industry (notwithstanding demand from other infrastructure-related sectors in this region may be great).

5.1.3 Conversely, those nations and regions towards the bottom, are more likely to experience difficulty in delivering the skilled people required by the electricity transmission industry.

5.1.4 Overall, the North East region appears to be the region of the UK which performs the poorest in terms of labour market and educational performance; while the South East performs the best.

Figure 10: Ranking of regional performance against a range of economic, education and deprivation measures

Rank	Nation/ Region	Average overall ranking	Average ranking of economic status	Average ranking of education attainment & progression	Average ranking of deprivation score
1	South East	3.1	4.4	3.8	1
2	South West	3.2	2.9	3.8	3
3	Scotland	4.4	5.1	3.6	N/A
4	East	4.5	5.3	6.2	2
5	London	5.3	5.7	4.2	6
6	East Midlands	5.4	6.3	5.8	4
7	West Midlands	6.6	7.9	7.0	5
8	Yorkshire and The Humber	6.9	5.6	8.2	7
9	Wales	7.2	7.1	7.2	N/A
10	Northern Ireland	7.9	6.3	9.4	N/A
11	North West	8.5	8.4	9.2	8
12	North East	9.5	11.0	8.6	9

6 Conclusions and recommendations

6.1 Develop a more sustainable workforce talent recruitment strategy

Ref	Conclusion	Recommendation
1	An estimated 2,700 people are expected to retire from the electricity transmission workforce over the next five years, equivalent to 11% of the current workforce.	Successfully managing the retirement and knowledge transfer process, and undertaking succession planning, could pay dividends, particularly for the Supply Chain, in a range of occupations (these are listed on page 31 of the full report). Energy & Utility Skills to work with its members and industry to identify new approaches to retaining experienced talent to train and upskill the workers of tomorrow. See also recommendation 8.

Ref	Conclusion	Recommendation
2	It is estimated that the electricity transmission industry could require as many as 35,000 people in order to deliver its T3 priorities – 16,000 of these in 2026 alone. The nature and extent of how the various entry routes utilised by industry may vary depending upon regional and local variances in the supply and demand of skills and the state of their labour markets.	Industry should consider how to maximise the impact of all available entry routes in order to attract, recruit and retain the quantity and quality of people needed – both in the short-term (to deliver T3) and in the longer-term, including (but not limited to): ■ Apprenticeships and other forms of structured training ■ Graduate entry programmes ■ Service leavers ■ The “pooling” of unsuccessful job applicant details in the sector to offer them alternative opportunities in other employers who are recruiting similar skills/occupations ■ Continue to explore/develop the concept of “skills passports” to facilitate the movement of people around the sector, and into the sector from adjacent sectors, and reduce the duplication of training against industry-agreed standards Industry to engage in developing and delivering a Sector Attraction Strategy, building on new research being undertaken by Energy & Utility Skills into the perceptions of key target groups of their career aspirations in the sector. Industry to engage in improving key target groups perception of the sector a sector of choice, and to design and deliver an awareness campaign to improve those perceptions. Those occupations which should be considered as priorities for specific action are listed on page 42 of the full report. These have been identified as being in relatively high in demand and also difficult to recruit from the external labour market. See also recommendations 4, 7 and 8.

Ref	Conclusion	Recommendation
3	In the short-term, international migration might have to play an important role in delivering the workforce talent required to deliver T3 investments, particularly in the supply chain where investing in longer-term skills pipelines can prove challenging due to contracting arrangements.	Industry to engage with government and its agencies (particularly the Migration Advisory Committee) and Energy & Utility Skills to ensure current entry routes for international talent are fit for purpose (e.g. Skilled Worker Visa, Immigration Salary List, Temporary Shortage List, etc.). Furthermore, industry should review those occupations listed on pages 20 and 21 of the full report and consider what actions might be taken to reduce the potential over-reliance on non-UK nationals over the medium and longer-term. All the recommendations contained in this chapter will help to build a long-term, sustainable pipeline of talent.

6.2 Entry routes for young people

Ref	Conclusion	Recommendation
4	The proportion of young people (aged below 25 years) is low compared to the UK average (8% in TOs, 7% in the Supply Chain - UK average is 11%).	In entry-level occupations, industry to consider how a more skills-based recruitment approach might help mitigate risk through utilising an accelerated programme of sector-specific skills development and fast-track into employment that expedites time to competency. These should focus on: ■ Those with low levels of academic achievement ■ Those who are not currently in education, employment or training (NEET) See also recommendation 2.

6.3 Attracting and retaining more females into the workforce

Ref	Conclusion	Recommendation
5	The proportion of females in the workforce is relatively low (20% across both the Transmission Operator and Supply Chain workforces) when compared to the national average (48%) – this particularly affects the front line/technical workforce. Maximising the use and inclusivity of the various entry routes available to the industry will help develop a strong UK-based workforce.	Industry should continue to develop their approaches to attracting females into the workforce, and retaining them, particularly in front line/technical occupations. This may require employers to review and update its policies and practices in terms of advertising, recruiting, flexible working conditions, pastoral care/mentoring, and their approach to collecting exit interview data (to better understand why women leave the workforce). Industry to engage with the Inclusion Measurement Framework to provide data on the progress being made in social inclusion and identify areas of good practice. See also recommendation 2 and 4.

6.4 Reflect the ethnic diversity of local communities

Ref	Conclusion	Recommendation
6	Although the level of ethnic diversity in the industry's workforce is higher than the UK average, this hides to important factors that need addressing: ■ There are some occupations where levels of ethnic diversity is low ■ Levels of ethnic diversity varies significantly at a regional and local level ■ In the population as a whole, younger age groups are far more ethnically diverse than older ones Maximising the use and inclusivity of the various entry routes available to the industry will help develop a strong UK-based workforce.	Individual employers should seek to better reflect the ethnic diversity of the communities in which they recruit. This may require employers to review and update its policies and practices in terms of advertising, recruiting, flexible working conditions, pastoral care/mentoring, and their approach to collecting exit interview data (to better understand why people from ethnic minority backgrounds leave the workforce). Industry to engage with the Inclusion Measurement Framework to provide data on the progress being made in social inclusion and identify areas of good practice. Industry should also engage with relevant organisations/charities that specialist in this area of community engagement. See also recommendations 2 and 4.

6.5 Trainee pathways for all ages

Ref	Conclusion	Recommendation
7	Just 3% of the Supply Chain workforce are trainees (including Apprentices, Graduate Trainee programmes, etc.), with contract timing and certainty being cited as inhibitors to long-term investment in skills. To achieve the industry-standard benchmark of 5% of the workforce being trainees, the Supply Chain would have to increase their current numbers by 44% (from 600 to 900). Trainee programmes in the Supply Chain are also heavily biased towards young people (62% are aged under 24 years; compared to 51% in the Transmission Operator workforce).	Transmission Operators and Ofgem to take action to provide contract certainty and improved contract timing to enable longer-term investment in the talent pipeline by the Supply Chain. Develop and utilise industry-agree occupational standards to expedite the route to competence, recognising prior learning from adjacent industries and previous employment. Industry should innovate to create additional assessor and trainer capacity to support an increase in the use of trainee-based entry routes. Supply chain should consider how their trainee-based entry routes might be utilised across a wider age/experience range – not just focussing on young people. See also recommendation 4.

6.6 Support career progression

Ref	Conclusion	Recommendation
8	Around two-thirds of the electricity transmission workforce were recruited five or fewer years ago. Progression up the skill levels, with age/experience, does not appear to come easy in the Supply Chain workforce – the average current length of service varies little by skill level. There are also cold-spots of progression within the Transmission Operator workforce (at skill levels 2, 4 and 6).	Industry should consider how career progression is managed and supported for the existing workforce, particularly in the Supply Chain. Industry to support the development of Occupational Profiles and Occupational Mapping to facilitate career progression and the retention of people in the industry's workforce. Industry to engage on the development and implementation of a Candidate Care Charter

6.7 Timescale for refreshing this analysis

Ref	Conclusion	Recommendation
9	There is a need to keep this analysis update to date and as accurate as possible – to reflect changing priorities and the latest thinking as the industry moves through one price control period towards the next, and reflect the changing skills landscape and nature of skills supply	Industry, including their respective supply chain partners, should move towards a cycle of two-year updates of this analysis. ■ 2026 = This update will use the 2025 workforce dataset (updated workforce data will be accepted if a Transmission Operator feels that their workforce has changed substantially since 2025), with updates being applied relating to T3 headcount requirements. Conclusions and recommendations will be updated accordingly. ■ 2027 = This will involve a full update of workforce data across the Transmission Operators and Supply Chain. Updates of future headcount requirements will also be applied and the conclusions and recommendations updated accordingly. The industry will then settle into a two-year cycle (with 2028 mirroring the 2026 approach, and so on).

Annex 1 – List of participating companies

A1.1.1 The following electricity Transmission Operators provided workforce data in support of this exercise:

- National Grid Electricity Transmission
- SP Energy Networks
- Scottish and Southern Electricity Networks

A1.1.2 The following electricity transmission Supply Chain partners provided workforce data in support of this exercise:

- AECOM
- AtkinsRéalis
- Aureos
- Balfour Beatty Utility Solutions
- BAM
- Burns & McDonnell
- Farrans
- George Leslie
- Hitachi Energy
- Jacobs
- Laing O'Rourke
- Linxon UK
- Morgan Sindall
- Mott MacDonald
- Murphy
- NKT
- Siemens
- Siemens Energy
- Wood Group
- WSP

Annex 2 – List of skill levels and occupations

Skill Level	Occupation	Example job titles	Occupational Group	*Best-fit Standard Occupational Classification*
1 (4 in Scotland) *Basic education + on-the-job training* *Equivalent to GCSE grades D-G*	**General Technical Support**	• Tree Cutter • Craft Attendant/Mate • Mechanic's Mate • Street Works Assistant • Excavator Operator • General Operative	Front Line/Technical	No direct match 9139 Elementary process plant occupations n.e.c.
	Mechanical Fitter	• Mechanical Fitter's Mate	Front Line/Technical	No direct match 9139 Elementary process plant occupations n.e.c.
2 (5 in Scotland) *Minimum competence + formal training* *Equivalent to GCSE grades A*-C*	**Cable Jointer**	• Cable Jointers Mate • Jointer's Mate	Front Line/Technical	5242 Telecoms and related network installers and repairers
	Electrical Fitter	• Electrical Fitter's Mate • Craftsperson (Fitter)	Front Line/Technical	5241 Electricians and electrical fitters
	General Technical Support	• Arborist/ Tree Cutter Surveyor • Construction Assistant • Land Assistant • Project Assistant • Crane Operator • Driver	Front Line/Technical	No direct match 813 Plant and Machine Operatives 822 Mobile Machine Drivers and Operatives
	Mechanical Fitter	• Mechanical Fitter	Front Line/Technical	5223 Metal working production and maintenance fitters
	Overhead Linesperson	• Overhead Lines Worker – LE3 or LE2	Front Line/Technical	5249 Electrical and electronic trades n.e.c.
	Telecoms Operative	• Telecoms fitter	Front Line/Technical	5242 Telecoms and related network installers and repairers

Skill Level	Occupation	Example job titles	Occupational Group	*Best-fit Standard Occupational Classification*
3 (6 in Scotland) *Substantial work-based training (e.g. an apprenticeship)* *Equivalent to A Level*	**Advanced Electrical Fitter**	• Electrician • Protection Fitter	Front Line/Technical	5241 Electricians and electrical fitters
	Advanced Mechanical Fitter	• Chargehand • Primary Supervisor	Front Line/Technical	5223 Metal working production and maintenance fitters
	Cable Jointer	• Cable Jointer • Craftperson (Jointing) • Supervising / Enhanced Jointer	Front Line/Technical	5242 Telecoms and related network installers and repairers
	Gas Technician		Front Line/Technical	8113 Chemical and related process operatives
	Multi-skilled Craftsperson	• Civil Operative Multi-Utility • Craftsperson (Fitter/Jointing) • Enhanced Fitter • Multi-skilled Craftsperson	Front Line/Technical	5249 Electrical and electronic trades n.e.c.
	Operational Technology (OT) IT/Cyber Technician		Specialist Support	3131 IT operations technicians
	Other Technical	• CAD Operator/Technician • Dispatcher/Scheduler	Front Line/Technical	3120 CAD, drawing and architectural technicians
	Overhead Linesperson	• Craftsperson (Lines) • Overhead Linesperson – LE1, Chargehand or Foreman	Front Line/Technical	5249 Electrical and electronic trades n.e.c.
	Telecoms Technician	• Radio Technician • Telecoms Craftsperson • Telemetry Technician	Front Line/Technical	5242 Telecoms and related network installers and repairers

Skill Level	Occupation	Example job titles	Occupational Group	*Best-fit Standard Occupational Classification*
4 (7 in Scotland) *Higher-level vocational qualification + substantial training* *Equivalent to HNC, BTEC Advanced Diploma L4*	**Data Analyst**		Specialist Support	3544 Data analysts
	Insulation Engineer	• GIS/AIS Engineer • Gas Engineer	Front Line/Technical	5315 Plumbers and heating and ventilating installers and repairers
	Junior Engineer	• Junior Engineer • Project Engineer • Telemetry Engineer	Front Line/Technical	311 Science, Engineering and Production Technicians
	Team Leader	• Gang/Team Leader	Front Line/Technical	No direct match
5 (8 in Scotland) *Higher-level vocational qualification + substantial training* *Equivalent to HND, Foundation Degree, BTEC Advanced Diploma L5*	**Business IT/Software/Cyber Engineer**	• IT Specialist Support • IT Infrastructure Architect • Software Engineer • Developer • Data/Database Engineer	Specialist Support	3131 IT operations technicians
	Operational Technology (OT) IT/Software/Cyber Engineer		Specialist Support	3131 IT operations technicians
	Site Manager	• Junior/Deputy Construction Manager	Front Line/Technical	1123 Production managers and directors in mining and energy

Skill Level	Occupation	Example job titles	Occupational Group	*Best-fit Standard Occupational Classification*
6 (9-10 in Scotland) *Equivalent to Bachelor's Degree*	**Business IT/Software/Cyber Lead/Manager**	• Lead/Senior Architect • Software Engineer/ Developer	Specialist Support	2132 IT managers
	Civil Engineer	• Structural Engineer • Geotechnical Engineer	Front Line/Technical	2121 Civil engineers
	Control Engineer	• Control Engineer • Control Systems Specialist	Front Line/Technical	2129 Engineering professionals n.e.c.
	Electrical Design Engineer	• Protection Control Engineer	Front Line/Technical	2123 Electrical engineers
	HVDC Engineer	• HVDC Systems/Controls Engineer • HVDC Commissioning Manager • HVDC Protection Engineer • HVDC Cable Engineer	Front Line/Technical	2129 Engineering professionals n.e.c.
	Mechanical Design Engineer		Front Line/Technical	2122 Mechanical engineers
	Operational Technology (OT) IT/Software/Cyber Lead/Manager		Specialist Support	2132 IT managers
	Other Engineer	• SCADA Engineer	Front Line/Technical	2129 Engineering professionals n.e.c.
	Project Manager	• Planner • Project Manager • Contract Manager	Specialist Support	2127 Engineering project managers and project engineers
	QHSE Specialist	• Environmental Engineer/Manager • Quality Managers • Consenting/permitting roles • Environmental Planner • Wayleaves Specialist • Health & Safety Manager	Specialist Support	No direct match 2152 Environment professionals 2482 Quality assurance and regulatory professionals 3582 Health and safety managers and officers
	Quantity Surveyor	• Quantity Surveyor • Buyer	Specialist Support	2453 Quantity surveyors
	Senior Data Analyst	• Data Scientist	Specialist Support	3544 Data analysts

Skill Level	Occupation	Example job titles	Occupational Group	*Best-fit Standard Occupational Classification*
7 (11 in Scotland) *Equivalent to Master's Degree*	**Business/Data Manager**	• Data function manager	Specialist Support	2431 Management consultants and business analysts
	Commissioning Engineer	• TP141 accredited or equivalent	Front Line/Technical	3113 Engineering technicians
	Managerial	• Functional Manager • Bid Manager • Commercial Manager • Construction Manager • Engineering Manager	Managerial	1123 Production managers and directors in mining and energy
	Other Senior Engineer	• Senior Project Engineer • Senior SCADA Engineer	Front Line/Technical	2129 Engineering professionals n.e.c.
	Senior Civil Engineer		Front Line/Technical	2121 Civil engineers
	Senior Electrical Design Engineer	• Lead Engineer	Front Line/Technical	2123 Electrical engineers
	Senior Mechanical Design Engineer		Front Line/Technical	2122 Mechanical engineers
	Senior Project Manager	• Deputy Project Director	Specialist Support	2127 Engineering project managers and project engineers
	Senior QHSE		Specialist Support	No direct match 2152 Environment professionals 2482 Quality assurance and regulatory professionals 3582 Health and safety managers and officers

Skill Level	Occupation	Example job titles	Occupational Group	*Best-fit Standard Occupational Classification*
8 (12 in Scotland) *Postgraduate qualification + extensive experience* *Equivalent to Doctorate*	**Managerial**	• Head of…… • Technical Director	Managerial	1123 Production managers and directors in mining and energy
	Other Principal Engineer		Front Line/Technical	2129 Engineering professionals n.e.c.
	Principal Civil Engineer		Front Line/Technical	2121 Civil engineers
	Principal Electrical Design Engineer		Front Line/Technical	2123 Electrical engineers
	Principal Mechanical Design Engineer		Front Line/Technical	2122 Mechanical engineers
	Senior Authorised Person		Front Line/Technical	2123 Electrical engineers

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