

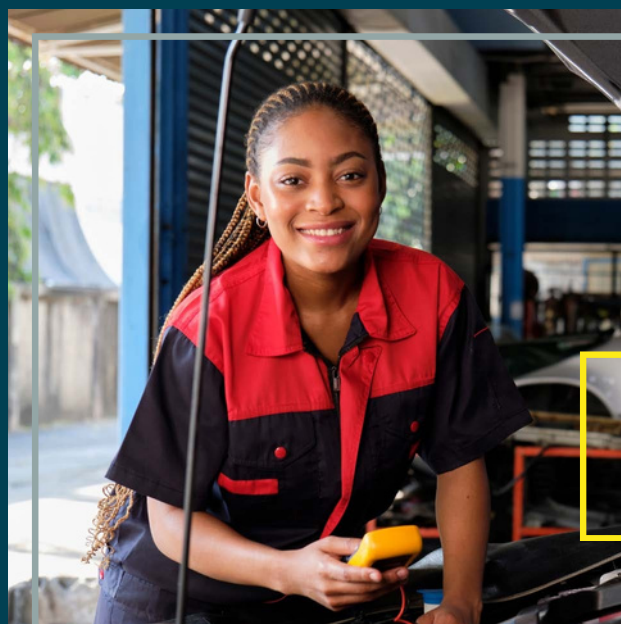


INSIGHTS BY
INSTITUTE OF THE
MOTOR INDUSTRY



GREEN SKILLS FOR THE FUTURE

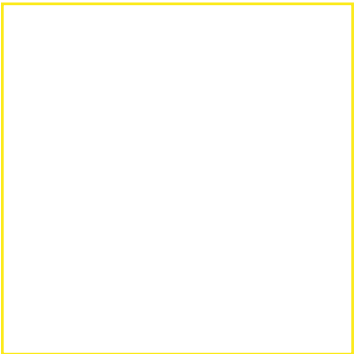
PREPARING THE UK AUTOMOTIVE WORKFORCE FOR NET ZERO



The professional body for people working
and learning in automotive since 1920

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Executive Summary

The Institute of the Motor Industry (IMI) is the professional body for people working and learning in automotive. We exist to champion our membership community as well as the individuals who power the automotive sector, both inside and beyond the factory gates, by setting standards, recognising skills, and supporting lifelong professional development. Through trusted qualifications, accreditation, and advocacy, we ensure that the sector is driven by skilled, confident, and future-ready people.

As the automotive sector supports the UK's transition towards its net zero ambitions, it is crucial that it is seen as part of the solution and not the problem. The development of green skills has become fundamental to ensuring the workforce can meet the demands of low and zero-emission technologies.

From electric and hydrogen vehicle maintenance to battery recycling, energy management, and sustainable business practices, these new competencies are essential to achieving a just and effective transition. Yet, its ability to fulfil that role depends not only on new technology but on people, technicians, engineers, data specialists, logistics professionals, and customer advisors equipped with the right green skills. The IMI is committed to supporting this shift, equipping individuals and employers with the skills, knowledge, and confidence to deliver on the UK's net zero goals and secure a sustainable future for the automotive industry.

The automotive sector sits at the heart of Britain's green economy, leading advances in electrification, hydrogen systems, recycling, and sustainable mobility. IMI forecasts show that the total automotive workforce will edge up from 834,900 in 2024 to 858,200 by 2032 (+3%), but within that figure the mix of roles changes dramatically. Growth concentrates in electrification, battery and end-of-life systems, logistics, data, and sustainability management, while traditional retail and sales functions decline.



Green competence - the ability to work safely and sustainably with new energy systems, materials, and circular-economy processes - is becoming the defining capability of the decade and IMI TechSafe data shows that:

- 66,788 technicians were EV-qualified in Q1 2025.
- The UK will need 155,000 by 2035, leaving a potential shortfall of 25,000 unless training capacity accelerates.

While the need to secure a strong talent pipeline is more critical than ever, public perception of automotive careers remains a critical challenge, with public misconceptions having an impact on the amount of talent considering a job within the sector. Our latest YouGov There's More to Motor research, released in this report, found that:

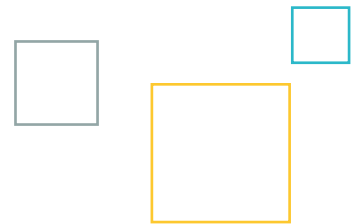
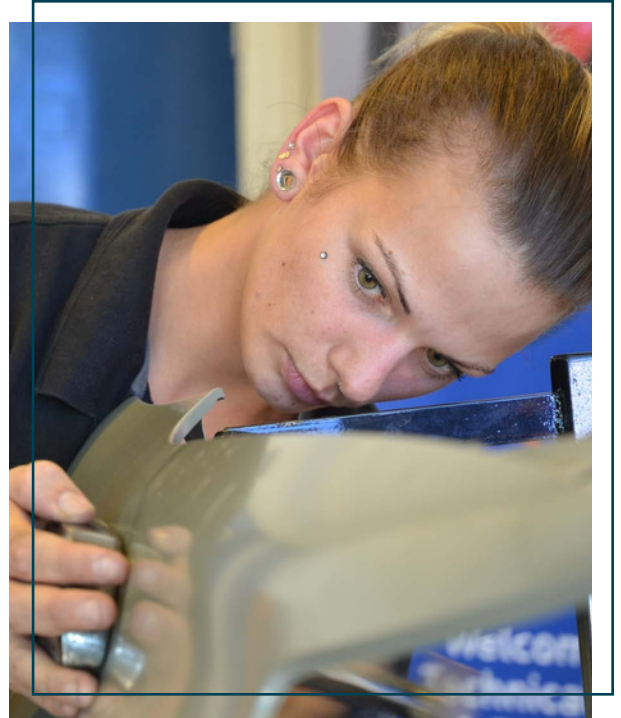
- 90% of parents would consider an apprenticeship for their child, yet only 41% would consider an automotive apprenticeship.
- 49% became more likely to consider automotive once they learned about its green and tech-focused roles, from sustainability officers and data analysts to battery engineers and cyber specialists.

This reframes the challenge for the sector, with the issue not rejection, but misperception. Many people still associate automotive with oil, dirt, and decline, when in reality it is driving the transition to clean, connected mobility.

The IMI is therefore calling for a coordinated national plan that aligns skills policy, employer action, and perception change that includes:

1. Making Service, Repair and Recycling national priority skills, not just manufacturing.
2. Scaling training capacity for EV, battery, ADAS, and end-of-life work through regional hubs.
3. Embedding IMI TechSafe competence in funding, procurement, and regulation.
4. Reforming the Apprenticeship Levy to support short, stackable green modules for SMEs.
5. Promoting automotive as a green-tech career destination, tackling gender, inclusion, and image barriers with visible role models.

Together, these steps can close the skills gap, accelerate net zero, and inspire a new generation who see automotive not as the past, but as the pathway to a sustainable future.



Introduction

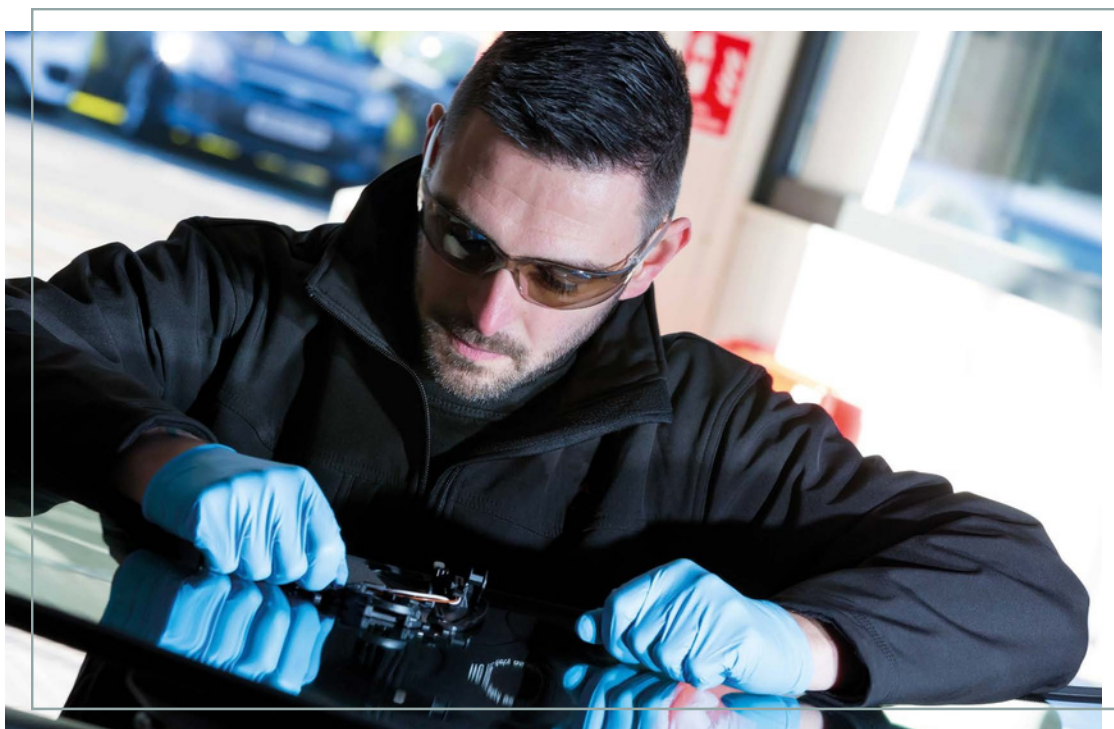
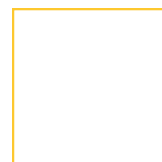
The automotive sector employs over 830,000 people across manufacturing, retail, repair, logistics, and mobility services. It is a cornerstone of the UK's transition to a low-carbon economy. Yet while the technology has advanced rapidly, public perception has not kept pace.

According to the IMI–YouGov “There’s More to Motor” research, parents remain broadly positive about apprenticeships. The data shows that 90% would consider one for their child, but only 40% would consider an automotive apprenticeship. Many describe the industry as dirty, male-dominated, or declining.

However, once parents learned about roles such as Sustainability Officer, Cybersecurity specialist, Data Analyst, and Battery Technician, half (49%) said they were more likely to encourage their child to enter the sector.

The evidence is clear. The more people understand the green and technological breadth of automotive, the more positive they become.

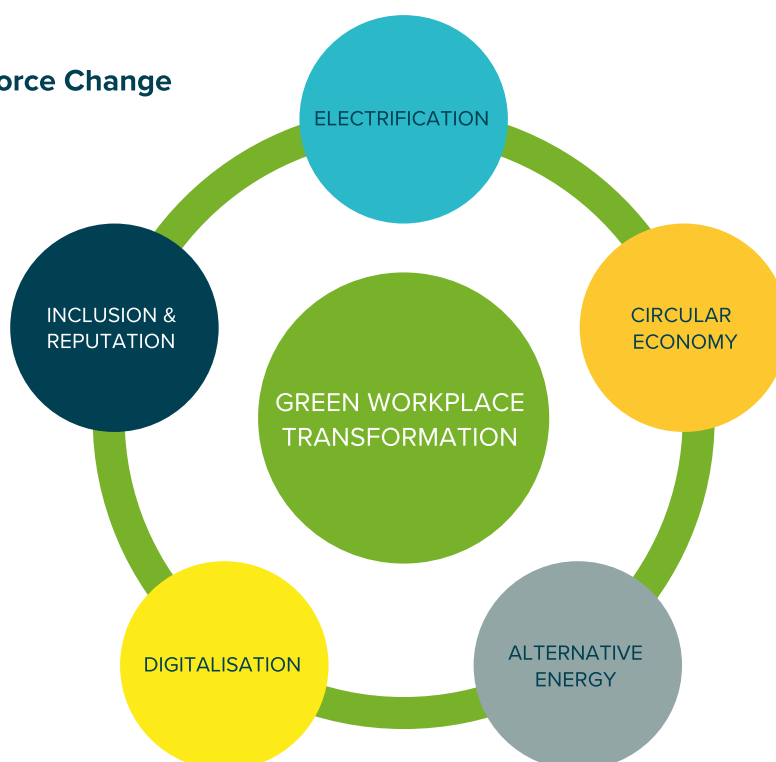
This report serves a dual purpose: it provides a data-driven outlook on the green skills and occupations that will be critical to 2032, and it demonstrates how “being green” has become integral not only to achieving Net Zero ambitions but also to attracting and retaining the next generation of talent.



Drivers of Green Workforce Change

The transformation taking place across the UK automotive workforce is not due to one single shift. Instead, it's comprised of five converging forces that are redefining what it means to work in the motor industry, making sustainability, safety and digital capability as fundamental as mechanical know-how.

Five Forces of Green Workforce Change



Electrification — Powering the net zero Transition

The rapid expansion of battery-electric and hybrid vehicles is the most visible signal of change. Every stage of the value chain, from vehicle design through to service bays, now depends on technicians and engineers who understand high-voltage systems, battery diagnostics and energy management.

IMI TechSafe data shows more than 66,000 technicians are already EV-qualified, yet around 155,000 will be needed by 2035. Electrification is therefore both a technological and human-capital challenge, demanding safe working practices, constant upskilling and certification.

Circular Economy — Designing for Re-Use

Vehicles are increasingly conceived as collections of recoverable materials rather than disposable products. Circular-economy principles are reshaping manufacturing, logistics and repair. This includes how batteries are dismantled and re-graded, components remanufactured, and plastics or metals recycled into new supply chains.

New roles such as Battery Recycling Technician and Circular Compliance Officer are emerging alongside traditional dismantlers and parts specialists. Sustainability literacy is now an operational requirement, not a marketing claim.

Alternative Energy — Preparing for Hydrogen and Beyond

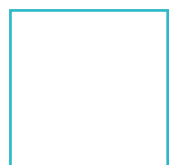
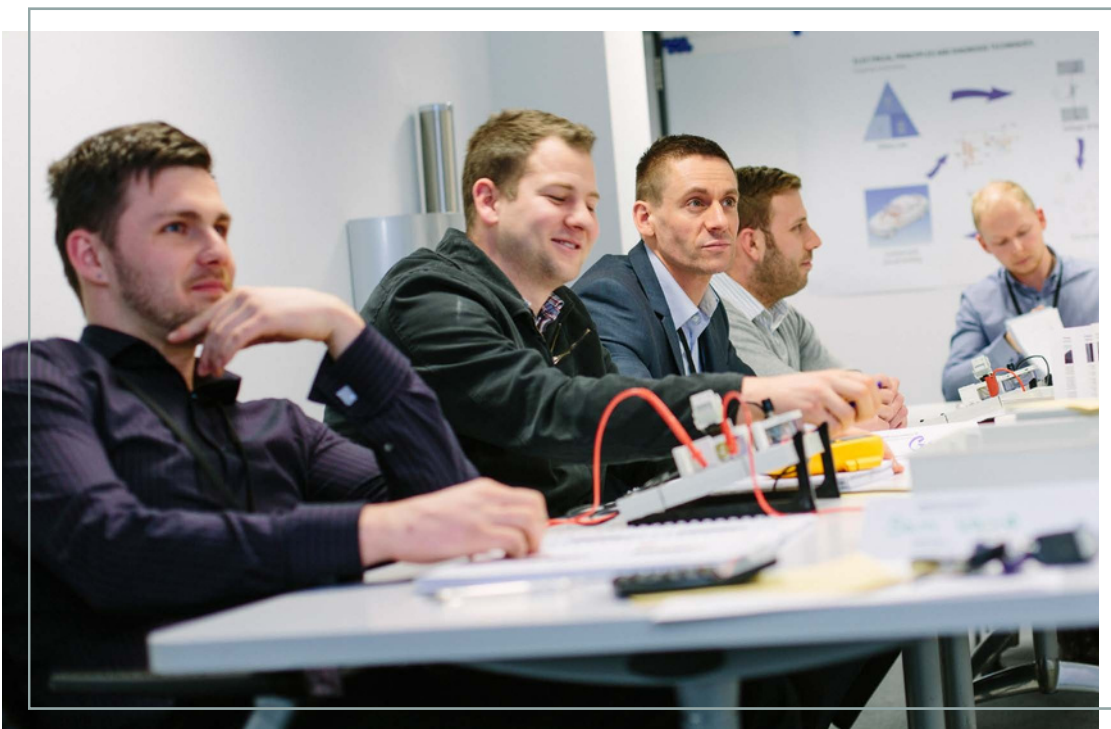
Hydrogen, biofuels and other low-carbon energy systems are gaining momentum in heavy-vehicle fleets and specialist applications. They bring with them an entirely new safety regime including gas leak detection, cryogenic storage, fuel-cell diagnostics, and demand engineers trained in both mechanical and chemical disciplines. Preparing for this evolution ensures the workforce can service tomorrow's technology before it reaches scale.

Digitalisation — Turning Data into Carbon Savings

Connected vehicles and smart workshops are transforming efficiency. Telematics, predictive maintenance and digital twins allow businesses to monitor energy use, route efficiency and component wear in real time. The technicians and analysts who interpret these data are central to cutting emissions and costs. Digital fluency has become a green skill in its own right: every kilobyte of insight helps save carbon on the road.

Inclusion & Reputation — Building the Workforce to Deliver It

The transition to net zero will succeed only if people choose to join it. Yet public perception remains a barrier: IMI–YouGov research shows that while 90% of parents would consider an apprenticeship for their child, only 40% would consider one in automotive. Misconceptions of the sector as “dirty” or “male-dominated” deter potential entrants, particularly, young women. By promoting cleaner technologies, inclusive workplaces and visible role models, automotive can recast itself as a purposeful, future-facing career destination.



Labour Market Outlook (2024–2032)

The transition to a green automotive economy is changing who the sector employs and what they do. Overall employment in UK automotive is projected to rise modestly from around 834,900 in 2024 to 858,200 by 2032 (+3%), but this headline stability masks structural change beneath the surface.

Traditional roles tied to internal combustion and physical retailing are contracting, while demand for electrification, circular economy and digital sustainability roles is growing rapidly. In effect, the workforce is not shrinking but rebalancing towards greener, higher-skilled, and more technologically literate occupations.

UK Automotive Workforce Forecast 2024–2032

FUNCTION	2024 JOBS	2032 JOBS	% CHANGE	MAIN GREEN DRIVERS
Service, Maintenance, Testing & Repair	293,900	306,100	+4%	EV & ADAS safety, battery diagnostics
Manufacturing	60,400	71,100	+15%	EV, hydrogen and sustainable materials
Logistics & Delivery	78,700	88,100	+11%	Battery transport, reverse logistics, recycling
Remanufacturing & Recycling	4,200	5,400	+23%	Circular economy growth
Data & IT	21,400	43,700	+51%	Traceability, digital twins, fleet optimisation
Customer Support & Experience	42,200	54,900	+23%	Sustainability education, EV handover
Sales & Marketing	137,800	117,800	–17%	Digital and agency sales models
Operations & Administration	122,000	99,400	–23%	Automation and process redesign

The data points to diversification rather than decline. Green-linked roles are expected to grow from about 14% of today’s workforce to nearly 30% by 2032. The steepest growth appears in Data and IT (+51%), Remanufacturing and Recycling (+23%), and Customer Experience (+23%), all areas central to decarbonisation and digital transformation. Meanwhile, roles most associated with the internal-combustion economy, such as traditional sales or back-office operations, will contract as automation and new retail models take hold.

This is not a story of fewer jobs but of different jobs. Jobs that demand cross-disciplinary capability in engineering, data and sustainability. With around 60% of technicians expected to retire or exit by 2032, replacement demand alone will create thousands of entry points for new, diverse talent.

The challenge is to ensure that the people filling those roles are equipped with the green, digital and inclusive skills the sector now requires.



Priority Green Occupations and Skills

The next decade will see a re-shaping of skills across every level of the automotive industry. Some occupations already exist but are acquiring new green competencies; others are emerging for the first time. Together they form the core of the UK's green automotive workforce, people who make low-carbon mobility safe, reliable and commercially viable.

EV and Energy-Systems Technicians

This is the largest and most urgent area of growth. Technicians who can diagnose and repair high-voltage vehicles safely are the foundation of the transition to electrified transport.

IMI forecasts that the UK will need around 155,000 EV-qualified technicians by 2035, compared with about 66,000 today.

Skills in battery isolation, thermal management, software updates and ADAS calibration are now essential in almost every service environment.

Circular-Economy and End-of-Life Specialists

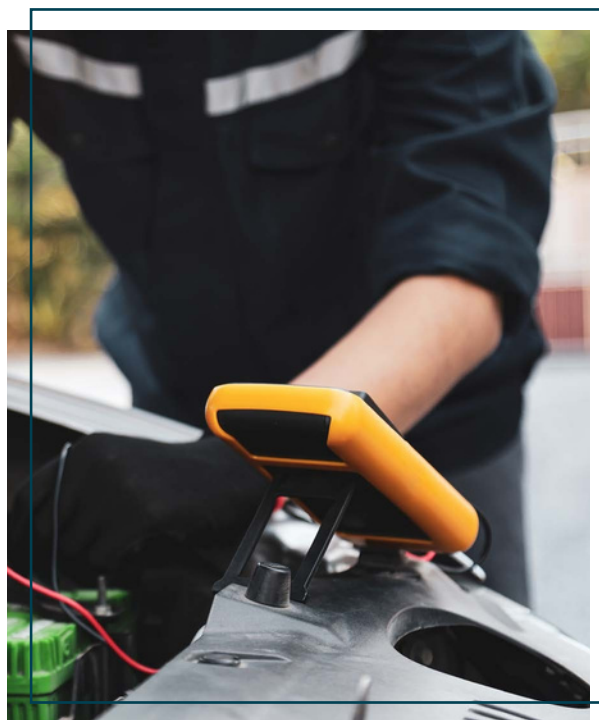
As regulation and consumer expectations push manufacturers toward closed-loop systems, new technical and compliance roles are expanding rapidly.

Battery dismantlers, parts-remanufacturing technicians and materials-recovery operatives combine engineering skill with environmental awareness. These roles underpin the UK's progress toward net zero waste and resource efficiency.

Sustainability and Carbon Officers

Sustainability is no longer a back-office function. ESG managers and carbon analysts are appearing in dealer groups, logistics firms and manufacturers alike, tracking emissions, energy use and waste, and turning data into operational change.

Skills include carbon accounting, ISO 14001 management, supply-chain auditing and communication of environmental impact.



Hydrogen and Alternative-Energy Engineers

Hydrogen and other low-carbon fuels are gaining traction in heavy-vehicle and fleet operations. Engineers in this space must blend mechanical and chemical expertise, handling pressurised gases safely, maintaining fuel cells and calibrating energy systems.

Though small today, this field will become strategically important post-2027 as pilot fleets scale.

Digital-Green Hybrids

Across every sub-sector, data and sustainability are converging.

Battery-data analysts, telematics specialists and predictive-maintenance engineers use analytics to reduce downtime, extend component life and cut emissions. These hybrid roles link workshops with control rooms, requiring fluency in diagnostics, coding and environmental data.

Cross-cutting Skills Themes

While each occupation has distinct technical needs, three cross-cutting skillsets define green employability across the sector:

1. Safety and compliance – high-voltage systems, hazardous-material handling, and environmental regulation.
2. Digital fluency – data analysis, diagnostics, connectivity and automation.
3. Sustainability literacy – understanding lifecycle carbon, energy use and circular-economy principles.

These are becoming the new “core competences” of the automotive profession and are skills that everyone, from technician to trainer, will require.



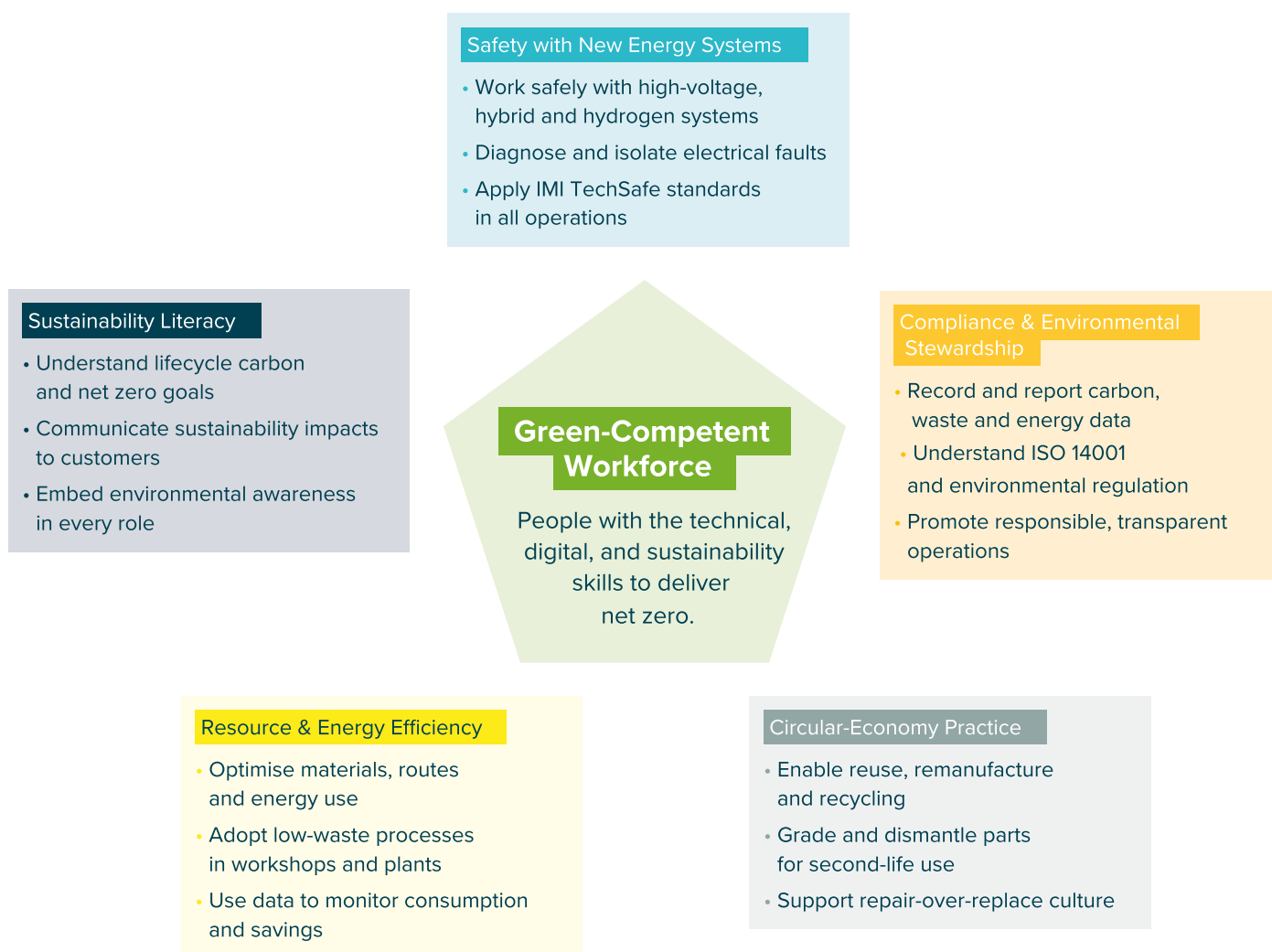
Green Skills Taxonomy

The green transition is not creating a completely new set of skills, it is reshaping existing capabilities through the lens of sustainability, safety and digitalisation.

Across every occupation, three principles now apply:

- The ability to work safely with new energy systems,
- The capacity to capture and interpret environmental data, and
- An understanding of how individual actions contribute to net zero outcomes.

These capabilities form the IMI's Green Skills Taxonomy, five inter-connected clusters that together define what it means to be “green-competent” in automotive.



Together, these five clusters form a framework for training providers, employers and policymakers to align curricula and standards. They also provide a basis for tracking progress. Every new qualification, apprenticeship or CPD programme can be mapped against one or more clusters to show how it contributes to net zero readiness.

Inclusion and Regional Delivery

The transition to low-carbon mobility can only succeed if there is involvement at all levels. The shift to electrification, circularity and digitalisation is a people transformation as much as a technological one, and it demands a broader, more diverse talent base across every region of the UK.

Building an Inclusive Green Workforce

Women make up around 18% of the automotive workforce but only 10% of senior roles, while representation of ethnic-minority and disabled employees falls sharply with seniority. IMI–YouGov research shows that although 90% of parents would support an apprenticeship for their child, only 40% would consider one in automotive, a figure that drops further among parents of girls. Two-thirds cite culture or environment as deterrents.

These perceptions matter. Green, tech-focused roles provide an opportunity to reposition automotive as purposeful, clean and future-facing. Campaigns that showcase a level of diversity, such as female or neurodiverse employees, across a range of roles (e.g. EV technicians, diagnostic specialists, sustainability champions) help to redefine what a “career in motor” looks like.

Inclusion also depends on how training is delivered. Flexible, modular qualifications, funded through a reformed Apprenticeship Levy, allow small businesses and under-represented groups to participate without prohibitive time or cost barriers. Digital and blended learning, supported by community-based outreach, brings opportunity closer to where people live.

Delivering Skills Regionally

The transition to green skills is taking place across the UK, reaching every part of the automotive sector. However, the pace and focus of activity vary by region, with some areas emerging as early centres of innovation and investment. These include:

- The West Midlands and North East England, where electric vehicle (EV) manufacturing, battery innovation, and recycling are expanding;
- Scotland, where hydrogen and alternative-fuel technologies are being piloted;
- The South East and London, where investment is driving infrastructure development and new models of sustainable mobility;
- The South West, where aerospace and systems-engineering expertise are increasingly intersecting with automotive innovation.

The IMI supports a hub and spoke approach to training delivery, with regional centres of excellence working in partnership with local colleges and employers. These hubs can initially reflect local industrial strengths, focusing for example on EV systems, battery recycling, hydrogen safety or sustainable logistics.

Over time, however, the model must evolve beyond a regional focus. As green technologies and practices become mainstream, skills such as service, maintenance and repair will be needed in every community. Ensuring that training and workforce development are accessible nationwide will be essential to building a truly inclusive, net zero-ready automotive workforce.

Policy Implications

The UK's transition to net zero cannot succeed without a skilled workforce able to deliver it.

Evidence in this report shows that green skills are expanding rapidly, but training provision, funding flexibility and public perception have not yet caught up.

Closing these gaps will require coordinated action between government, industry and the skills system. IMI analysis points to five priorities that would have the greatest impact on workforce readiness and public confidence.

1. Recognising Service, Maintenance and Repair as National Priority Skills

Electrification and decarbonisation are transforming every aspect of the vehicle parc, yet national policy and investment remain heavily weighted towards manufacturing and R&D. The Industrial Strategy and related funding initiatives have often overlooked the wider automotive workforce, particularly those in service, maintenance, testing and repair, who will ensure the safety and reliability of electric, hydrogen and connected vehicles across the UK.

These roles must be recognised as Net Zero-critical occupations and supported through dedicated funding, workforce planning and inclusion in national and regional skills priorities. Greater recognition within official classifications and industrial frameworks would place technicians on an equal footing with engineers in gigafactories, reflecting their expertise and importance to the UK's Net Zero ambitions.

2. Developing a National Network for Green Automotive Skills

The green transition is unfolding across the UK, but the pace and focus of activity differ between regions. Emerging strengths can be seen in the West Midlands and North East through EV manufacturing and recycling, in Scotland through hydrogen and alternative fuels, and in the South West through aerospace and systems-engineering crossovers.



A hub and spoke approach remains a strong foundation, with regional centres of excellence anchored in existing colleges, universities and OEM facilities. These hubs should act as testbeds for innovation and curriculum development, supporting local growth and levelling-up priorities. However, as green technologies become mainstream, the model must evolve into a national network. Service, maintenance and repair skills are needed everywhere, so training and workforce development must be accessible in every community, not only where industrial clusters are located.

3. Enabling True Flexibility in Skills and Levy Funding

Apprenticeships will continue to play a central role in preparing work-ready individuals, but the automotive sector also needs greater flexibility to meet fast-changing skills demands. Employers should be able to use levy funds to support the most relevant training for their workforce, whether through full apprenticeships, modular programmes or continuous professional development.

Simpler, more accessible funding would allow both small and large employers to upskill their staff quickly and efficiently, supporting retraining in areas such as EV systems, hydrogen technologies and digital diagnostics. Embedding flexible, stackable learning pathways within Skills England and devolved frameworks would ensure training can adapt as technology evolves.

4. Embedding Competence and Safety Standards

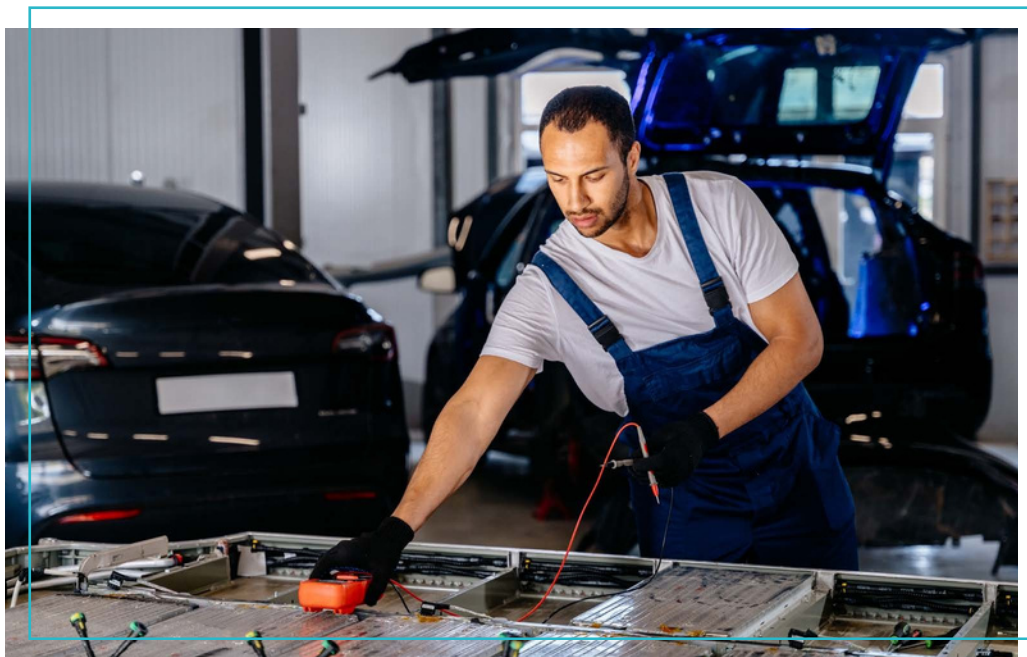
Public trust in new vehicle technologies depends on a workforce that is competent, qualified and safety-focused. IMI TechSafe already provides a recognised benchmark for safe working with electric, hydrogen and ADAS systems. Embedding such standards within regulation, procurement and funding frameworks would strengthen quality assurance and safeguard consumers as new technologies reach the market.

Competence recognition should form part of MOT modernisation, insurance standards and future government initiatives, ensuring that every technician working on high-voltage or advanced systems is appropriately trained and accredited. This approach will help protect safety, build confidence in emerging technologies and promote continuous professional development across the sector.

5. Raising the Status and Recognition of Technicians

Technicians, diagnostics experts and service professionals are at the forefront of the green transition, yet their contribution is often undervalued. Policy and public recognition must evolve to reflect their technical expertise and vital role in achieving net zero. The IMI continues to advocate for parity of esteem between technicians and engineers, supported through professional standards, public campaigns and workforce planning that highlight the sector's growing contribution to clean technology, innovation and economic growth.





What Success Looks Like by 2032

If the UK acts decisively now, the automotive workforce of 2032 will be recognised globally as a model of green innovation and inclusion. Success will not be defined by the number of people employed, but by the capability, diversity and confidence of those delivering the transition to net zero.

A Vision of Success

By 2032:

- Every technician and engineer working on electrified or automated vehicles will hold recognised IMI TechSafe or equivalent competence, ensuring the highest standards of safety and trust for consumers, employers and employees.
- Green roles will represent at least one in three jobs across the sector, spanning energy systems, recycling, digital mobility and sustainability management.
- Training capacity will have doubled, with regional hubs providing equitable access to EV, battery, hydrogen and circular-economy skills in every part of the UK.
- Flexible, modular training routes will enable continuous professional development, with digital micro-credentials forming part of mainstream professional development.
- Women and under-represented groups will have equal visibility and opportunity at every level of the sector, supported by inclusive culture and outreach from early education through to leadership.
- Public perception will have shifted: automotive careers recognised as clean-tech, future-facing and central to achieving net zero.
- The UK will export expertise in sustainable mobility systems and workforce planning, reinforcing its reputation as a leader in the green economy.

This is the prize within reach: a confident, green-competent workforce powering a cleaner, smarter and more inclusive automotive industry, one that stands at the heart of the UK's net zero future.

Green Job Roles: Today and Tomorrow

The transition to net zero is transforming what it means to work in automotive. Some of the most critical “green” roles already exist but are being redefined by new technologies and sustainability standards. Others are emerging as entirely new occupations driven by electrification, digitalisation, and circular-economy principles.

Together, they illustrate how *being green* is not a separate career path, but the future of every role in the automotive sector.

The Changing Landscape of Green Roles

Green automotive work spans the full value chain, from design and manufacturing through to service, recycling and customer experience. Many of these roles combine traditional technical expertise with new skills in energy systems, data, and environmental management. They also create opportunities for career mobility and re-entry, attracting new talent while upskilling those already in the sector.

ROLE / OCCUPATION	HOW IT'S GREEN	KEY SKILLS	TYPICAL EMPLOYERS / SETTINGS	NOTES ON DEMAND
Bus & Coach Technician	Maintains electric and hybrid fleets; improves energy efficiency and air quality.	High-voltage safety, energy systems diagnostics, ADAS calibration.	Fleet operators, local authorities, OEM dealerships.	Ongoing growth as public transport electrifies.
Vehicle Recycling / Dismantling Operative	Supports circular economy by recovering usable parts and safe battery handling.	Hazardous-material control, component testing, environmental compliance.	Vehicle recyclers, salvage yards, logistics hubs.	Fast-growing niche; expected +20–25% by 2032.
Battery Systems Engineer	Designs, integrates and maintains EV and storage batteries.	Chemistry, thermal management, data monitoring, recycling design.	OEMs, tier-1 suppliers, research labs.	Critical occupation; strong export potential.
Hydrogen Vehicle Technician	Works on hydrogen-powered heavy vehicles and infrastructure.	Fuel-cell maintenance, gas safety, leak detection.	Bus/freight fleets, hydrogen refuelling networks.	Emerging role—growth expected post-2027.
Sustainability / Carbon Officer	Tracks, reports and reduces emissions across operations.	ESG reporting, data analysis, lifecycle carbon accounting.	Dealer groups, logistics firms, manufacturers.	Expanding rapidly due to regulatory reporting.
Telematics & Fleet Data Analyst	Uses connected data to improve efficiency and reduce emissions.	Data analytics, AI tools, fleet optimisation.	Leasing firms, OEM mobility services.	Demand rising sharply; +50% by 2032.
Remanufacturing Technician	Restores parts and systems for second-life use, reducing waste.	Precision engineering, materials testing, quality assurance.	Parts suppliers, recyclers, OEM rebuild units.	Core to circular economy expansion.
Customer Sustainability Advisor	Educates consumers on low-emission vehicles and charging.	Communication, digital tools, sustainability literacy.	Dealerships, call centres, mobility platforms.	New hybrid customer/technical role.

These examples highlight three critical insights:

1. Green does not always mean new.

Many existing jobs — technicians, parts specialists, logistics coordinators — are becoming “green” through new technology and training.

2. Emerging roles sit at the intersection of disciplines.

The fastest-growing occupations combine engineering, IT and sustainability literacy — particularly around batteries, data and resource efficiency.

3. Every role contributes to net zero.

From the workshop to the boardroom, environmental responsibility is now part of day-to-day competence, not an optional specialism.

A more detailed table of green automotive occupations — including additional examples across manufacturing, logistics, recycling, data, and customer service — is provided in Appendix A. It expands on the roles summarised here, outlining their key functions, core green skills, and indicative areas of employment growth through to 2032.



Conclusion

The automotive sector is entering one of the most significant periods of transformation in its history. Electrification, automation, and the shift to circular and sustainable business models are redefining what it means to work in the motor industry and the IMI is proud to champion this.

This report shows that green skills are not a niche specialism, they are the foundation of the sector's future. Every technician, engineer, manager and educator will need the competence, confidence and environmental literacy to operate in a low-carbon economy.

The UK has the expertise, infrastructure and ambition to lead this global transition. What is now required is coordination and commitment to ensure that skills development, funding, and public perception keep pace with technology and investment.

IMI's Commitment

To achieve this, the IMI will continue to work with partners across government, education and industry to:

1. Champion the value of professional competence through the expansion of IMI TechSafe and other recognised standards.
2. Support delivery of regional green-skills hubs and promote collaboration between employers and training providers.
3. Advocate for flexible, modular funding models that make upskilling accessible for businesses of all sizes.
4. Inform public understanding of the industry's environmental contribution and career opportunities through sustained campaigns and research.
5. Monitor progress by publishing regular data and insight on workforce change, diversity, and green-skills demand.

The journey to net zero is already underway, but its success depends on people, and this must not be overlooked. With the right investment in skills, the UK automotive sector can become a global benchmark for sustainable growth, innovation and inclusion.

The IMI stands ready to lead this transition — ensuring that the workforce powering tomorrow's cleaner, smarter mobility is skilled, safe and future-ready.



APPENDIX A

Extended Green Job Roles Catalogue

This appendix provides an expanded list of green and green-enabling roles identified within the UK automotive sector.

It includes both existing occupations evolving through electrification and sustainability, and emerging roles created by new technologies, regulations and consumer expectations. The table below outlines indicative examples across the main functional areas of the automotive economy.

FUNCTIONAL AREA	EXAMPLE ROLE	HOW IT'S GREEN	CORE GREEN SKILLS	TYPICAL EMPLOYERS / SUB-SECTORS	INDICATIVE GROWTH BY 2032
Service, Maintenance, Testing & Repair	EV / Hybrid Technician	Maintains and repairs high-voltage vehicles safely	Battery diagnostics, isolation procedures, ADAS calibration	Dealerships, independent garages	↑ High
	Bus & Coach Technician	Maintains low- and zero-emission fleets	Electrical systems, fleet management, energy efficiency	Local authorities, fleet operators	↑ Moderate
	MOT & Inspection Specialist	Integrates EV and ADAS safety into testing regimes	Regulatory compliance, diagnostic systems	Test centres, workshops	↔ Stable
Manufacturing & Engineering	Battery Systems Engineer	Designs and tests EV battery systems	Electrochemistry, thermal management, recycling design	OEMs, tier-1 suppliers	↑ High
	Hydrogen Systems Engineer	Develops hydrogen propulsion systems	Fuel-cell design, safety, gas handling	OEMs, research facilities	↑ Emerging
	Sustainable Materials Engineer	Substitutes carbon-intensive materials	Lifecycle assessment, materials innovation	Manufacturers, R&D labs	↑ Moderate
Recycling & Circular Economy	Vehicle Dismantler / Recycler	Recovers reusable components and materials	Hazardous material control, dismantling safety	Salvage operators, recyclers	↑ High
	Remanufacturing Technician	Restores and certifies parts for reuse	Quality assurance, component testing	OEM rebuild units, recyclers	↑ High
	Battery Recycling Operative	Handles and reprocesses EV batteries safely	Chemical safety, materials recovery	Specialist recycling facilities	↑ High

APPENDIX A

Extended Green Job Roles Catalogue (CONTINUED)

FUNCTIONAL AREA	EXAMPLE ROLE	HOW IT'S GREEN	CORE GREEN SKILLS	TYPICAL EMPLOYERS / SUB-SECTORS	INDICATIVE GROWTH BY 2032
Data, Digital & IT	Telematics / Fleet Data Analyst	Reduces emissions through data insights	Data analytics, AI tools, sustainability metrics	Fleet operators, leasing firms	↑ Very high
	Connected Vehicle Engineer	Improves efficiency through real-time data	Systems integration, cybersecurity, analytics	OEMs, software firms	↑ High
	Sustainability Data Officer	Tracks emissions and energy use	ESG reporting, carbon accounting, data visualisation	Dealer groups, logistics	↑ High
Infrastructure & Energy Systems	EV Infrastructure Installer	Deploys and maintains charging equipment	Electrical installation, site safety, grid management	Energy firms, councils	↑ Very high
	Energy Systems Planner	Optimises energy storage and use	Network planning, renewable integration	Local authorities, energy providers	↑ Emerging
Customer & Support Services	Customer Sustainability Advisor	Educates customers on EV and charging	Sustainability literacy, communication	Dealerships, service centres	↑ Moderate
	Mobility Service Coordinator	Manages shared and low-emission mobility schemes	Data use, scheduling, customer experience	Mobility platforms, councils	↑ High
	Sustainability / Carbon Officer	Oversees environmental performance and reporting	Lifecycle analysis, ISO standards	OEMs, large dealer groups	↑ High
Cross-Sector / Strategic Roles	Training and Standards Developer	Designs green-skills curricula	Curriculum design, emerging tech knowledge	FE colleges, IMI, training providers	↑ Moderate
	Policy / Strategy Advisor (Green Mobility)	Develops and evaluates sustainability policy	Policy analysis, stakeholder engagement	Trade bodies, government	↑ Moderate

Source: IMI Modelling (2024-2032)

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