ENERGY & UTILITY SKILLS

ONLINE JOB POSTINGS
GAS NETWORKS OCTOBER 2021

This summary of online job postings in the UK gas networks industry relates to the year ending 30 September 2021.

There were 9,578 job postings in the gas networks industry in the year ending September 2021 – up from 6,622 (+45%) during the previous year (ending in September 2020).

During the month of September 2021 there were 771 job postings. Although this was down 25% on August, it is still slightly above the long-term average.

Kier Group, Balfour Beatty and ARUP Group were the **employers** with the highest number of job postings during the past year (as they were in the previous year).

▶ The **region** with the highest number of job postings was the South East (1,242); while Yorkshire and The Humber saw the highest growth over the previous year (+126%)

  ▶ Although London tops the list of areas with the highest number of job postings, it has a relatively low job concentration – unlike Birmingham and Leeds, which are very high job concentrations

▶ Project Manager was the **occupation** that had the largest number of vacancies (691) – while Estimator saw highest increase over the previous year (+125%)

  ▶ Electrician, Estimator and CAD Designer / Draughtsperson/Draughtsman are new entrants into the top ten (replacing Accountant, Electrical Engineer and Electrician's Assistant)

▶ The Project Management **skills cluster** had the largest number of vacancies in the past year (2,272), while Key Performance Indicators increased the most over the year (+80%)

▶ The most sought-after **qualification level** was Degree or equivalent (46%)

▶ Postgraduate Degrees saw the largest increase in demand over the year (+92%)

▶ The **Mean salary** was £31,600 (down £3,100 on the year) – **Median salary** was £28,900 (down £1,400 on the year)

Employers

▶ Over the past year, Kier Group was the largest single recruiter in the gas networks industry, with 3,476 job postings

Top Ten Employers	Year ending Sept 2021[1]
Kier Group	3,476
Balfour Beatty	1,277
ARUP Group	1,061
Costain Group	758
AMEY	646
Morgan Sindall	642
Cadent Gas	349
Morrison Utility Services	308
Energy Assets	182
SGN	164

This list excludes vacancies via recruitment agencies where the name of employer is not stated.

▶ During the previous year (ending September 2020), the top three recruiters were Kier Group (2,739), AMEY (833) and Balfour Beatty (773)

Location

▶ The **region** with the highest number of job postings was the South East (1,242)

▶ The region that saw the highest growth in job postings over the previous 12 months was the Yorkshire and The Humber (+126%)

Region/Nation	Year ending Sept 2021	Year ending Sept 2020	Annual change
East Midlands	813	527	54%
East of England	1,076	630	71%
London	1,170	670	75%
North East	222	129	72%
North West	1,063	782	36%
South East	1,242	1,067	16%
South West	929	525	77%
West Midlands	793	721	10%
Yorkshire and The Humber	691	306	126%
Northern Ireland	36	23	57%
Scotland	534	400	34%
Wales	218	184	18%

Region and nation were not specified in 1,579 (16%) of the 9,578 job postings

1   The data contained in this report may contain some vacancies posted by each employer that are not specifically related to the gas networks industry – where identifiable, these have been removed.

▶ Although London tops the list of areas with the highest number of job postings, it has a relatively low job concentration – unlike Birmingham and Leeds, which are very high job concentrations

Travel To Work Area[2]	Job Postings	Location Quotient	Concentration
London	1,274	0.8	Low
Birmingham	369	1.7	Very high
Manchester	355	1.0	Average
Leeds	309	2.3	Very high
Bristol	192	1.1	Average
Glasgow	180	1.5	High
Slough & Heathrow	171	2.0	Very high
Kettering & Wellingborough	168	7.6	Very high
Basingstoke	160	5.0	Very high
Peterborough	154	3.7	Very high

Travel To Work Area was not specified in 2,414 (25%) of the 9,578 job postings

▶ Whitehaven tops the list of highest concentration levels of job postings, with an LQ 31 times higher than the national average

Travel To Work Area	Job Postings	LQ[3]
Whitehaven	98	31.4
Llandrindod Wells & Builth Wells	22	13.0
Kettering & Wellingborough	168	7.6
Motherwell & Airdrie	93	6.4
Basingstoke	160	5.0
Bridgwater	37	5.0
Lochgilphead	4	4.7
Weston-super-Mare	47	4.4
Peterborough	154	3.7
Gloucester	111	3.7

Travel To Work Area was not specified in 2,414 (25%) of the 9,578 job postings

2   A Travel To Work Area is, essentially, a self-contained labour market – where at least 75% of the people that live in the area also work there, and at least 75% of the people that work there also live there.
3   The **location quotient** is the number of job openings per capita in an area expressed as a ratio of the national job openings per capita for the same occupation (local postings/local employment) / (national postings / national employment). An LQ of greater than 1.5 equates to "Very high" for that area.

Job Types

▶ **Job family** is the highest level of aggregation of job type data

▶ Engineering had the largest number of vacancies in the past year (1,916)

▶ Manufacturing and Production increased the most over the previous 12 months (+99%)

Job Family	Year ending Sept 2021	Year ending Sept 2020	Annual change
Engineering	1,916	1,160	65%
Business Management and Operations	1,645	1,072	53%
Construction, Extraction, and Architecture	1,032	882	17%
Information Technology	546	399	37%
Clerical and Administrative	541	409	32%
Finance	491	345	42%
Planning and Analysis	385	251	53%
Maintenance, Repair, and Installation	382	246	55%
Human Resources	269	174	55%
Manufacturing and Production	247	124	99%

Job family was not specified in 1,165 (12%) of the 9,578 job postings

▶ Manufacturing and Production is a new entry into the top ten job families (at the expense of Sales)

▶ At the next level of detail sits **Occupation**

▶ Project Manager had the largest number of vacancies in the past year (691)

▶ Estimator increased the most over the previous 12 months (+125%)

Occupation	Year ending Sept 2021	Year ending Sept 2020	Annual change
Project Manager	691	367	88%
Quantity surveyors	492	331	49%
Office / Administrative Assistant	415	299	39%
Civil Engineer	342	167	105%
Construction Manager	302	314	-4%
Scheduler / Operations Coordinator	225	183	23%
Estimator	182	81	125%
Mechanical Engineer	178	91	96%
CAD Designer / Draughtsperson/Draughtsman	159	76	109%
Electrician	143	75	91%

Occupation was not specified in 1,165 (12%) of the 9,578 job postings

▶ Electrician, Estimator and CAD Designer / Draughtsperson/Draughtsman are new entrants into the top ten (replacing Accountant, Electrical Engineer and Electrician's Assistant)

Skills

▶ The Project Management **skills cluster** had the largest number of vacancies in the past year (2,272)

▶ Key Performance Indicators increased the most over the past 12 months (+80%)

Skills Cluster[4]	Year ending Sept 2021	Year ending Sept 2020	Annual change
Project Management	2,272	1,278	78%
Microsoft Office And Productivity Tools	1,587	970	64%
Budget Management	1,490	945	58%
Basic Customer Service	1,405	892	58%
Procurement	1,160	653	78%
Business Process and Analysis	1,136	736	54%
Construction Management	1,012	762	33%
Contract Management	1,008	721	40%
Key Performance Indicators	836	465	80%
Scheduling	752	459	64%

Skills cluster was not identifiable for 3,824 (40%) of the 9,578 job postings

▶ The top ten baseline skills clusters were unchanged from the previous year

▶ Within these skills clusters, Project Management was the most sought-after **specialist skill** (1,632)

▶ Procurement increased the most over the past 12 months (+82%)

Specialist Skills	Year ending Sept 2021	Year ending Sept 2020	Annual change
Project Management	1,632	933	75%
Budgeting	1,462	918	59%
Teamwork / Collaboration	1,399	927	51%
Procurement	1,090	598	82%
Customer Service	995	670	49%
Key Performance Indicators (KPIs)	836	465	80%
Stakeholder Management	785	477	65%
Scheduling	752	459	64%
Telecommunications	681	400	70%
Cost Control	572	378	51%

Skills cluster was not identifiable for 3,824 (40%) of the 9,578 job postings

▶ The top ten specialist skills were unchanged from the previous year

4. **Skill Clusters** are groups of similar skills that commonly train together or are substitutable in many labour market contexts. A common application of skill clusters is training program design: well-crafted courses typically focus on several of the most commonly used skills within a cluster.

▶ Communications skills was the most sought-after **baseline skill** (2,577)

▶ Writing increased the most over the past 12 months (+112%)

Baseline Skills	Year ending Sept 2021	Year ending Sept 2020	Annual change
Communication Skills	2,577	1,787	44%
Planning	1,981	1,251	58%
Microsoft Excel	1,355	822	65%
Organisational Skills	1,342	917	46%
Building Effective Relationships	1,018	691	47%
Microsoft Office	947	589	61%
Detail-Orientated	898	562	60%
Problem Solving	730	494	48%
Leadership	708	402	76%
Writing	664	313	112%

Specific skills were not identifiable for 2,402 (25%) of the 9,578 job postings

▶ Writing is a new entry into the top ten baseline skills (at the expense of Self-Starter)

▶ Microsoft Excel skills was the most sought-after **computing and programming skill** (1,355)

▶ Revit increased the most over the past 12 months (+151%)

Computer and Programming Skills	Year ending Sept 2021	Year ending Sept 2020	Annual change
Microsoft Excel	1,355	822	65%
Microsoft Office	947	589	61%
Microsoft Word	458	259	77%
Microsoft Powerpoint	404	240	68%
Oracle	276	169	63%
Primavera	242	132	83%
SAP	213	157	36%
Revit	181	72	151%
Microsoft Sharepoint	156	105	49%
AutoCAD	138	98	41%

Specific skills were not identifiable for 2,402 (25%) of the 9,578 job postings

▶ Revit is a new entrant into the top ten (replacing Microsoft Project)
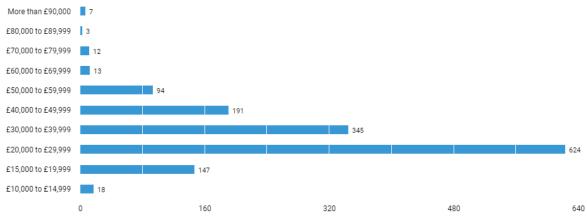
Education Requirements

▶ 46% of job postings required a Degree or equivalent (+51% on the previous year)

▶ Demand for Postgraduate Degrees saw the largest increase over the past 12 months (+92%)

Qualifications	Year ending August 2021	Year ending August 2020	Annual change
Postgraduate Degrees, Level 5 Certificates/Diplomas, Level 5 S/NVQs	102	53	92%
Bachelor's Degrees, Graduate Certificates/Diplomas	1,376	912	51%
Foundation Degrees, HNDs	114	96	19%
HNCs, Level 4 Certificates/Diplomas, Level 4 S/NVQs	548	402	36%
A-Levels, Highers, Level 3 S/NVQs	222	169	31%
GCSEs, Standard Grades, Level 2 S/NVQs	606	497	22%
Level 1 S/NVQs	10	6	67%

Educational requirements were not specified in 6,600 (69%) of the 9,578 job postings
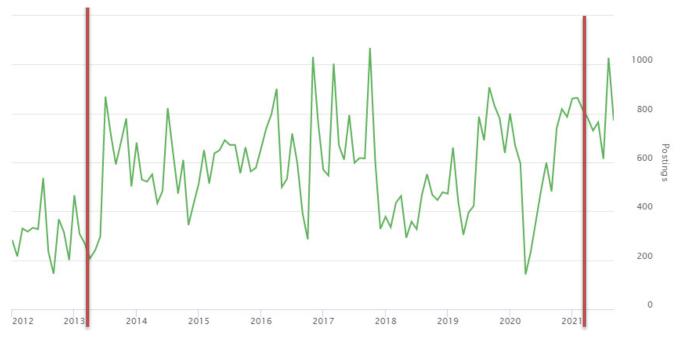
Salary

▶ **Mean** salary on offer was £31,600 ▼ Down £3,100 (-9%) over the previous year

▶ **Median salary** on offer was £28,900 ▼ Down £1,400 (-5%) over the previous year

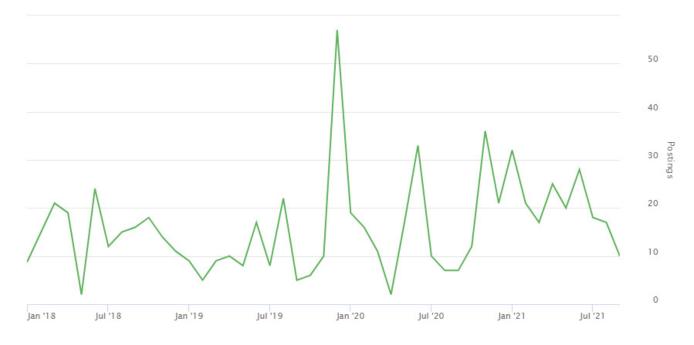The advertised salary was not specified in 8,124 (85%) of the 9,578 job postings

Timeseries

▶ In September 2021, there were 771 job postings

   ▶ Down 25% on the previous month

   ▶ Still above the long-term trend

   ▶ Continuing the strong bounce-back from the April 2020 COVID low-point

Apprenticeships

▶ Of the vacancies detailed above, 257 were Apprenticeship vacancies

 ▶ This is a 32% increase from the 195 vacancies during the previous year

▶ With the exception May and August 2020 (during the lockdowns), the recruitment of Apprentices appears to have been largely unaffected by the impact of the Coronavirus pandemic

▶ The largest recruiters of Apprenticeships were:

Job Title	Year ending Sept 2021
Balfour Beatty	68
ARUP Group	62
Kier Group	29
Costain Group	22
Energy Assets Ltd	18
Morgan Sindall	17
MEICA Apprentice	7

▶ The principal job titles were:

Job Title	Year ending Sept 2021
Apprenticeships	34
Degree Civil Engineering Site Apprentice	8
2021 Water Network Operative Apprentice Clean Water - Utilities	6
Degree Quantity Surveying Apprentice	6
2021 Water Network Operative Apprentice	5
Advanced Apprentice - Civil Engineering - Buildings & Infrastructure	5
Degree Apprentice Building Services Buildings	5

Internships

▶ Just 2 internship vacancies were reported for year ending September 2021

    ▶ Up from 1 in the previous year

▶ Both internship vacancies were with Morgan Sindall, in creative design and media roles

Further Information

▶ A range of labour market and skills-related resources are freely available **here**.

▶ Member companies of the Energy & Utility Skills group can access additional resources **here**.

Burning Glass Technologies

The data in this report is provided by Burning Glass Technologies. It is based on collecting information from online job postings from a wide range of sources on a real-time basis.

This report provides data on job postings that were made by more than 60 companies that operate in the UK's water industry.

Attempts have been made to remove job postings from these companies that do not relate to their water industry activities (e.g. in the case of a contractor that might also operate in other sectors), but it cannot be guaranteed that every job posting in this report sits entirely within the water industry.

Any job posting that sits behind a log-in wall or is advertised only via a recruitment agency will not be included in this report.

Find out more

For further information on the data contained in this summary, or to discuss how the labour market may affect your organisation's talent attraction and retention strategies, please contact: **Rob Murphy** Workforce Planning Consultant **rob.murphy@euskills.co.uk** – 07834 75160