



ONLINE JOB POSTINGS
APPRENTICESHIPS IN THE ENERGY AND
UTILITIES SECTOR 2023





This summary of online job postings for apprenticeships in the UK energy and utilities sector relates to the 2022 calendar year

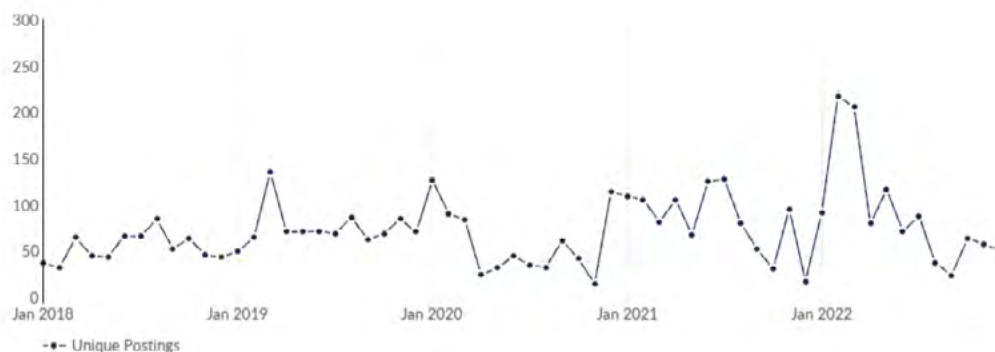
During 2022 there were 1,096 job postings for Apprenticeships in the energy and utilities sector (covering electricity, gas, water and waste management/recycling). This is the first time this figure has broken the 1,000 mark (up from 993 in 2021).

- ▶ The Electricity and Gas industries combined posted the highest number of apprenticeship job postings during the year (492) – 80 (-14%) fewer than in 2021
- ▶ Over the past year, SSE, Scottish Water and Thames Water were the largest recruiters of apprenticeships in the energy and utilities sector
- ▶ Scotland accounted for the highest proportion of all apprenticeship job postings in the sector (25.3%) – Scotland also saw the largest percentage increase compared to 2021 (+171%)
- ▶ Sales prospecting was the most sought-after skill, reflecting the high demand for sales/business apprenticeships. Sales prospecting also saw the highest growth in job postings over the previous 12 months (+38%)
- ▶ 48.0% of all apprenticeship job postings in the sector in 2022 required GCSEs or equivalent, while 20.0% required A levels or equivalent
- ▶ The **median advertised salary** was **£18,900** during 2022 – **up 2.7%** from the **£18,400** reported during 2021
- ▶ This is 4.4% higher than the median salary for all apprenticeship across the whole of the UK economy (£18,100)

Timeseries

- ▶ During 2021, there were 1,194 apprenticeship vacancies within the energy and utilities sector – up from 761 in 2020
- ▶ This shows a strong recovery from the depths of the COVID-19 pandemic

Unique Postings Trend



Industry

- ▶ The electricity and gas industries combined posted the highest number of apprenticeship job postings during the year (unfortunately it is not possible to report these industries separately) – although this was 80 (-14%) fewer than in 2021
- ▶ The water industry posted over 400 apprenticeship vacancies (up 60% on 2021), while 202 apprenticeship job postings were in the waste management and recycling industry (up 19% on 2021)

Top Ten Employers	2021	2022	Annual change
Electricity and Gas	572	492	-14%
Water Collection, Treatment and Supply and Sewerage	251	402	+60%
Waste Collection, Treatment and Disposal Activities; Materials Recovery	134	145	+8%
Remediation Activities and Other Waste Management Services.	36	57	+58%

Employers

- ▶ Over the past year, SSE, Scottish Water and Thames Water were the largest recruiters of apprentices in the energy and utilities sector

Top Ten Employers	2022
SSE	105
Scottish Water	93
Thames Water	89
National Grid	53
Energy	47
ENGIE	42
Anglian Water	39
EDF Energy	39
Direct Energy	32
M Group Services	32

Location

- ▶ Scotland accounted for the highest proportion of all apprenticeship job postings in the sector (25.3%)
- ▶ Scotland also saw the largest percentage increase compared to 2021 (+171%)

Region/Nation	2021	2022	Annual change
Scotland	58	157	171%
South East	94	115	22%
South West	120	68	-43%
London	62	55	-11%
North West	59	44	-25%
East of England	70	43	-39%
Yorkshire and The Humber	67	42	-37%
East Midlands	73	35	-52%
West Midlands	78	30	-62%
North East	38	16	-58%
Wales	6	10	67%
Northern Ireland	3	5	67%

Skills

- ▶ Sales prospecting was the most sought-after skill, reflecting the high demand for sales/business apprenticeships
- ▶ Sales prospecting also saw the highest growth in job postings over the previous 12 months (+38%)

Job title	2021	2022	Annual change
Sales Prospecting	264	364	38%
Construction	N/A	75	--
Electric Power Transmission	49	62	27%
Mechanical Engineering	81	59	-27%
Electrical Engineering	47	53	13%
Wastewater	39	50	28%
Physics	69	44	-36%
Risk Analysis	42	41	-2%
Environment Health and Safety	N/A	40	--
Joiner	N/A	39	--

Experience

- ▶ 48.0% of all apprenticeship job postings in the sector in 2022 required GCSEs or equivalent, while 20.0% required A levels or equivalent
- ▶ There has been an increase in the requirement for A Levels – this perhaps reflects the increased use of higher level apprenticeships in the sector

Specialist Skills	2021	2022	Annual change
Master's Degree or equivalent	0%	0%	0%
Bachelors' Degree or equivalent	5%	6%	+1%
A Levels or equivalent	9%	20%	+11%
Foundation Degree/HNC/HND	4%	8%	+4%
Up to GCSEs or equivalent	48%	48%	0%

Salary

- ▶ The **Median** advertised salary was £18,900 during 2022 – up 2.7% from the £18,400 reported during 2021
- ▶ This is 4.4% higher than the median salary for all apprenticeship across the whole of the UK economy (£18,100)

Advertised Salary

There are 245 advertised salary observations (22% of the 1,096 matching postings).

£18.9k
Median Advertised Salary





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](#).

Lightcast

The data in this report is provided by Lightcast (formerly 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 a wide range of employers from within the UK's energy and utilities sector (covers electricity, gas, water and waste management/recycling).

Attempts have been made to remove job postings from any employer that do not relate specifically to their activities within this sector definition, but it cannot be guaranteed that every job posting in this report sits entirely within the energy and utilities sector. Similarly, there will be apprenticeship vacancies posted by employers whose primary industry is not within the energy and utilities sector, but do have operations within it (for example, a construction contractor).

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, via email to rob.murphy@euskills.co.uk or 07834 751608.