ENERGY & UTILITY SKILLS

ONLINE JOB POSTINGS
WASTE MANAGEMENT & RECYCLING OCTOBER 2021

This summary of online job postings in the UK waste management and recycling industry relates to the year ending 31 October 2021.

There were 15,326 job postings in the waste management and recycling industry in the year ending October 2021 – up from 10,174 (+51%) during the previous year (ending in October 2020).

During the month of October 2021 there were 1,275 job postings. Although this was down 6.8% on September, it is still slightly above the long-term average.

Biffa, Veolia and European Metal Recycling 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 (2,462), while the region that saw the highest growth in job postings over the previous 12 months was the East Midlands (+78%)

  ▶ Although London tops the list of areas with the highest number of job postings, it has a relatively low job concentration – unlike Bristol and High Wycombe & Aylesbury, which have very high job concentrations

▶ HGV/LGC Class 2 Driver was the **occupation** that had the largest number of vacancies in the past year (983), while Office/Admin Assistant increased the most over the previous 12 months (+100%)

  ▶ Delivery Driver is a new entrant into the top 10 (replacing General Cleaner)

▶ The Basic Customer Service **skills cluster** had the largest number of vacancies in the past year (2,487), while Basic Customer Service increased the most over the past 12 months (+88%)

▶ The most sought-after **qualification level** was Degree or equivalent (39%)

  ▶ Postgraduate Degrees saw the largest increase in demand over the year (+74%)

Employers

▶ Over the past year, Biffa was the largest single recruiter in the waste and recycling industry, with 1,616 job postings

Top Ten Employers	Year ending Oct 2021[1]
Biffa	1,616
Veolia	594
European Metal Recycling Limited	576
Viridor Group Limited	494
Grundon	233
Olleco	177
Veolia UK	170
Fcc Environment Limited	147
Sharpsmart Limited	109
Tardis Environmental UK Limited	106

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

▶ During the previous year (ending October 2020), the top three recruiters were also Biffa, Veolia, and European Metal Recycling

Location

▶ The **region** with the highest number of job postings was the South East (2,462)

▶ The region that saw the highest growth in job postings over the previous 12 months was the East Midlands (+78%)

Region/Nation	Year ending Oct 2021	Year ending Oct 2020	Annual change
East Midlands	1,365	765	78%
East of England	1,246	803	55%
London	1,340	846	58%
North East	430	338	27%
North West	1,676	1,067	57%
South East	2,462	1,891	30%
South West	1,310	976	34%
West Midlands	1,290	906	42%
Yorkshire and The Humber	1,084	687	58%
Northern Ireland	168	170	-1%
Scotland	736	473	56%
Wales	360	275	31%

1. The data contained in this report may contain some vacancies for each employer that are not specifically related to their waste or recycling operations – where identifiable, these have been removed.

▶ Region and nation were not specified in 2,836 (19%) of the 15,326 job postings

Travel To Work Area[2]	Job Postings	Location Quotient[3]	Concentration
London	1,328	0.6	Very Low
Bristol	438	1.6	Very High
Manchester	437	0.7	Low
Birmingham	277	0.8	Low
High Wycombe & Aylesbury	239	4.0	Very High
Nottingham	222	1.3	High
Warrington & Wigan	215	2.0	Very High
Wolverhampton & Walsall	213	2.6	Very High
Oxford	208	1.6	Very High
Leicester	203	1.3	High

Travel To Work Area was not specified in 4,970 (32%) of the 15,326 job postings

▶ Oban tops the list of highest concentration levels of job postings, with an LQ3 more than six times higher than the national average

Travel To Work Area	Job Postings	Location Quotient
Oban	15	6.2
Hartlepool	25	4.2
High Wycombe & Aylesbury	239	4.0
Grantham	36	3.8
Brecon	15	3.1
Liskeard	10	3.1
Doncaster	112	2.7
Chesterfield	89	2.7
Penrith	10	2.7
Wolverhampton & Walsall	213	2.6

Travel To Work Area was not specified in 4,970 (32%) of the 15,326 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 aggregation of job type data

▶ Business Management and Operations had the largest number of vacancies in the past year (3,255)

▶ Transportation increased the most over the previous 12 months (+92%)

Job Family	Year ending Oct 2021	Year ending Oct 2020	Annual change
Business Management and Operations	3,255	2,189	49%
Transportation	1,902	989	92%
Engineering	1,224	1,029	19%
Sales	1,147	946	21%
Manufacturing and Production	838	582	44%
Maintenance, Repair, and Installation	775	588	32%
Clerical and Administrative	764	498	53%
Finance	700	458	53%
Science and Research	548	294	86%
Planning and Analysis	465	292	59%

Job family was not specified in 1,410 (7%) of the 15,326 job postings

▶ The top 10 job families were unchanged from the previous 12 months

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

▶ HGV/LGC Class 2 Driver had the largest number of vacancies in the past year (983)

▶ Office/Admin Assistant increased the most over the previous 12 months (+100%)

Occupation	Year ending Oct 2021	Year ending Oct 2020	Annual change
HGV / LGV Class 2 Driver	983	577	70%
Mobile machine drivers and loaders	595	512	16%
Office / Administrative Assistant	561	280	100%
Project Manager	536	368	46%
Labourer / Material Handler	483	271	78%
Sales Manager	465	460	1%
Waste disposal and environmental services managers	351	234	50%
Delivery Driver	344	162	112%
Maintenance Technician	338	259	31%
Operations Manager	327	250	31%

Occupation was not specified in 1,410 (7%) of the 15,326 job postings

▶ Delivery Driver is a new entrant into the top 10 (replacing General Cleaner)

Skills

▶ The Basic Customer Service **skills cluster** had the largest number of vacancies in the past year (2,487)

▶ Basic Customer Service increased the most over the past 12 months (+88%)

Skills Cluster[4]	Year ending Oct 2021	Year ending Oct 2020	Annual change
Basic Customer Service	2,487	1,325	88%
Microsoft Office and Productivity Tools	2,078	1,362	53%
Budget Management	1,535	1,158	33%
General Sales	1,443	1,144	26%
Project Management	1,356	926	46%
Key Performance Indicators	1,305	1,042	25%
General Administrative and Clerical Tasks	1,268	778	63%
Business Development	1,124	877	28%
Business Process and Analysis	1,076	945	14%
People Management	1,010	872	16%

Skills cluster was not identifiable for 7,424 (48%) of the 15,326 job postings

▶ The top 10 skills clusters were unchanged from the previous year

▶ Within these skills clusters, Customer Service was the most sought-after **specialist skill** (2,028)

▶ Teamwork/Collaboration increased the most over the past 12 months (+90%)

Specialist Skills	Year ending Oct 2021	Year ending Oct 2020	Annual change
Customer Service	2,028	1,083	87%
Teamwork / Collaboration	1,866	982	90%
Budgeting	1,507	1,126	34%
Key Performance Indicators (KPIs)	1,305	1,042	25%
Sales	1,097	873	26%
Business Development	1,066	825	29%
Cleaning	1,019	763	34%
Project Management	988	594	66%
Scheduling	704	499	41%
Operations Management	695	454	53%

Specific skills were not identifiable for 4,846 (32%) of the 15,326 job postings

▶ Operations Management is a new entrant into the top 10 (replacing Staff Management)

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** (3,686)

▶ Organisational Skills increased the most over the past 12 months (+80%)

Baseline Skills	Year ending Oct 2021	Year ending Oct 2020	Annual change
Communication Skills	3,686	2,301	60%
Organisational Skills	2,144	1,189	80%
Microsoft Excel	1,754	1,109	58%
Detail-Orientated	1,739	973	79%
Planning	1,600	1,150	39%
Microsoft Office	1,346	881	53%
Problem Solving	1,112	770	44%
Building Effective Relationships	1,050	796	32%
Writing	985	562	75%
Computer Literacy	976	678	44%

Specific skills were not identifiable for 4,846 (32%) of the 15,326 job postings

▶ The top 10 baseline skills were unchanged from the previous year

▶ Microsoft Excel was the most sought-after **computing and programming skill** (1,754)

▶ Microsoft Outlook increased the most over the past 12 months (+183%)

Computer and Programming Skills	Year ending Oct 2021	Year ending Oct 2020	Annual change
Microsoft Excel	1,754	1,109	58%
Microsoft Office	1,346	881	53%
Microsoft Word	475	344	38%
Microsoft Powerpoint	370	294	26%
C++	283	218	30%
SAP	196	111	77%
Customer Relationship Management (CRM)	182	101	80%
Microsoft Outlook	133	47	183%
Enterprise Resource Planning (ERP)	121	43	181%
SCADA	116	69	68%

Specific skills were not identifiable for 4,846 (32%) of the 15,326 job postings

▶ Microsoft Outlook and Enterprise Resource Planning (ERP) were new entrants into the top 10 (replacing Prince and AutoCAD)
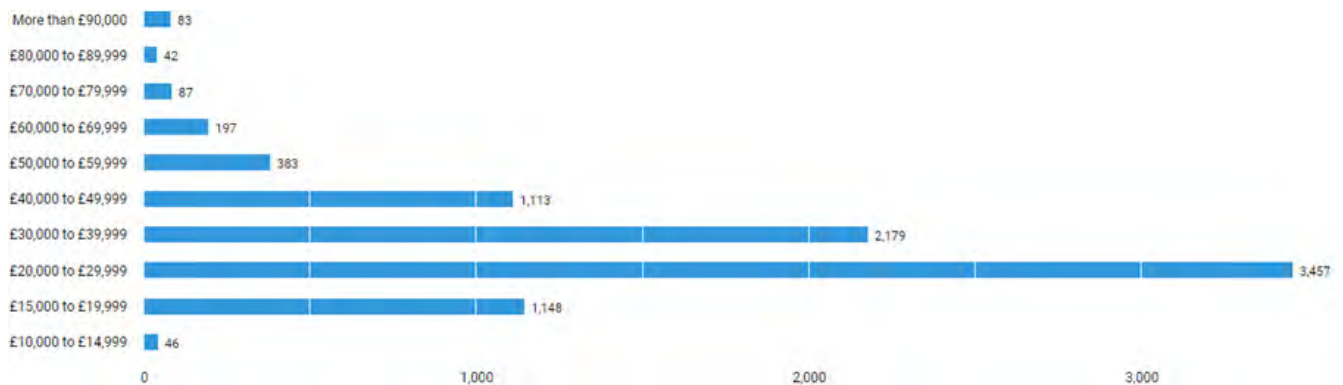
Education Requirements

▶ 39% of job postings required a Degree or equivalent (+26% on the previous year)

▶ Demand for Postgraduate Degrees saw the largest increase over the past 12 months (+74%)

Qualifications	Year ending Oct 2021	Year ending Oct 2020	Annual change
Postgraduate Degrees, Level 5 Certificates/Diplomas, Level 5 S/NVQs	40	23	74%
Bachelor's Degrees, Graduate Certificates/Diplomas	1,274	1,012	26%
Foundation Degrees, HNDs	61	47	30%
HNCs, Level 4 Certificates/Diplomas, Level 4 S/NVQs	378	315	20%
A-Levels, Highers, Level 3 S/NVQs	331	304	9%
GCSEs, Standard Grades, Level 2 S/NVQs	1,155	833	39%
Level 1 S/NVQs	2	5	-60%

Educational requirements were not specified in 12,085 (79%) of the 15,326 job postings

Salary

▶ Mean salary on offer was £32,000 ▲ Up £200 (+0.6%) over the previous year

▶ **Median** salary on offer was £28,200 ▲ Up £100 (+0.4%) over the previous year

More than £90,000	83
£80,000 to £89,999	42
£70,000 to £79,999	87
£60,000 to £69,999	197
£50,000 to £59,999	383
£40,000 to £49,999	1,113
£30,000 to £39,999	2,179
£20,000 to £29,999	3,457
£15,000 to £19,999	1,148
£10,000 to £14,999	46

The advertised salary was not specified in 6,591 (43%) of the 15,326 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
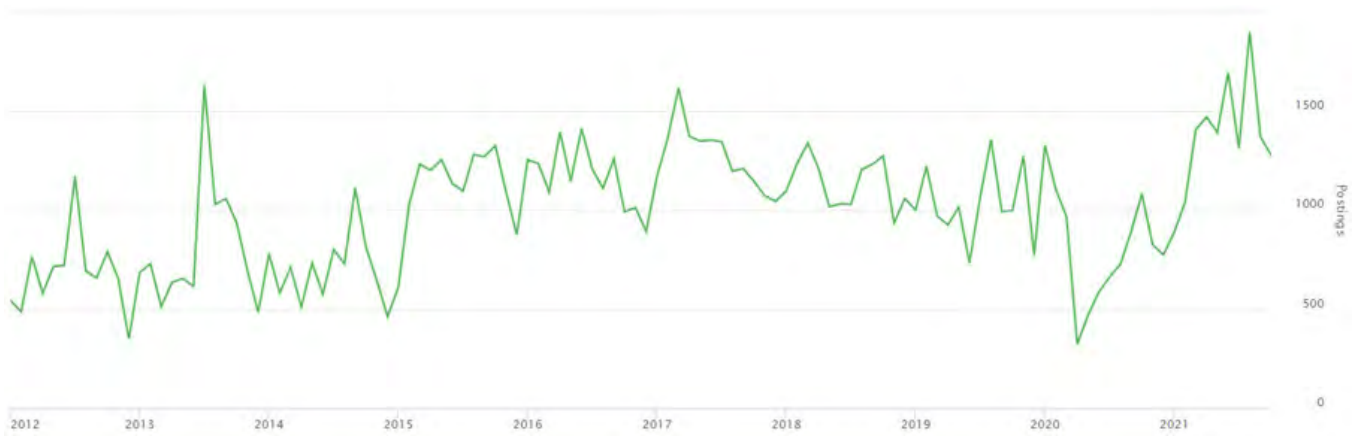
Apprenticeships

▶ Of the vacancies detailed above, 180 were Apprenticeship vacancies

  ▶ This is a 31% increase from the 137 vacancies during the previous year

▶ The largest recruiters of Apprenticeships were:

Job Title	Year ending Oct 2021
Veolia	16
Bakers Waste Services Ltd	12
Business Waste Ltd	11
Biffa	8
Veolia	16

▶ The principal job titles were:

Job Title	Year ending Oct 2021
Customer Service Apprentice	6
Apprentice Administrator	4
Business Administration Apprentice	4
Business Support Administration Apprentice	4
Finance Apprentice	4
HGV Technician Apprentice	**4**

Internships

▶ Just 3 internship vacancies were reported for year ending September 2021

    ▶ Down from 11 in the previous year

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