



ONLINE JOB POSTINGS
WATER SEPTEMBER 2021





This summary of online job postings in the UK water industry relates to the year ending 31 August 2021.

There were 19,111 job postings in the water industry in the year ending August 2021 – nearly double (+98%) the 9,640 job postings listed during the previous 12 months (ending in August 2020, which would include the first five months of the COVID-19 pandemic).

In August 2021 alone there were 2,509 job postings (+63% on July) - and the highest number recorded in a single month since data was first collected in 2012.

Jacobs, Amey, and Thames Water 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 (2,901); while Yorkshire and The Humber saw the highest growth over the previous year (+162%)
 - ▶ Whitehaven, Huntingdon, Warrington & Wigan, and Reading had the highest levels of job concentration compared to the national average
- ▶ Civil Engineer was the **occupation** that had the largest number of vacancies (921) – it also saw the highest increase over the previous year (+172%)
 - ▶ Software Developer/Engineer is a new entrant into the top ten (replacing Customer Services Representative)

- ▶ The Project Management **skills cluster** had the largest number of vacancies in the past year (5,626), while Procurement increased the most over the year (+149)
 - ▶ Procurement is a new entrant into the top ten (replacing Business Strategy)
- ▶ The most sought-after **qualification level** was Degree or equivalent (54%)
 - ▶ Foundation Degrees, HNDs saw the largest increase over the year (+161%)
- ▶ The **Mean salary** was £35,200 (down £300 on the year) – and the **Median salary** was £32,000 (up £200 on the year)

Employers

- ▶ Over the past year, Jacobs Ltd was the largest single recruiter in the water industry, with 4,064 job postings

Top Ten Employers	Year ending August 2021
Jacobs Ltd	4,064
Amey	2,680
Thames Water	2,028
Mott MacDonald Group	1,924
Advance TRS	1,278
Anglian Water	1,176
Stantec Ltd	959
Severn Trent Water	884
South West Water	615
Yorkshire Water	532

This list excludes recruitment agencies.

- ▶ During the previous year (ending August 2020), the top three recruiters were again Jacobs (1,467), Amey (1,295), and Thames Water (1,155)

Location

- ▶ The **region** with the highest number of job postings was the South East (2,901)
- ▶ The region that saw the highest growth in job postings over the previous 12 months was Yorkshire and The Humber (+162%)

Region/Nation	Year ending August 2021	Year ending August 2020	Annual change
East Midlands	710	380	87%
East of England	1,671	885	89%
London	1,729	922	88%
North East	441	169	161%
North West	2,410	1,136	112%
South East	2,901	1,593	82%
South West	2,015	1,121	80%
West Midlands	1,708	1,022	67%
Yorkshire and The Humber	1,396	532	162%
Northern Ireland	160	105	52%
Scotland	1,154	678	70%
Wales	427	229	86%

Region and nation were not specified in 4,130 (22%) of the 19,111 job postings

- ▶ Reading, Warrington & Wigan, and Birmingham have very high demand compared to the national average

Travel To Work Area	Job Postings	Location Quotient	Concentration
Reading	1,025	5.5	Very high
Warrington & Wigan	825	5.8	Very high
Birmingham	785	1.9	Very high
Manchester	760	1.1	Average demand
Bristol	639	2.0	Very high
Glasgow	566	2.4	Very high
Leeds	440	1.7	Very high
Coventry	338	2.6	Very high
Cardiff	311	2.2	Very high
Huntingdon	287	8.7	Very high

Travel To Work Area was not specified in 5,458 (29%) of the 19,111 job postings

- ▶ Whitehaven tops the list of highest concentration levels of job postings, with an LQ 19 times higher than the national average

Travel To Work Area	Job Postings	Location Quotient
Whitehaven	124	19.1
Huntingdon	287	8.7
Warrington & Wigan	825	5.8
Reading	1,025	5.5
Mull & Islay	4	4.1
Bradford	278	3.5
Peterborough	257	3.0
Wick	4	2.9
Coventry	338	2.6
Motherwell & Airdrie	74	2.5

Travel To Work Area was not specified in 5,458 (29%) of the 19,111 job postings

1. 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.
2. 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
- ▶ Engineering had the largest number of vacancies in the past year (4,711)
- ▶ Business Management and Operations increased the most over the previous 12 months (+126%)

Job Family	Year ending August 2021	Year ending August 2020	Annual change
Engineering	4,711	2,193	115%
Business Management and Operations	2,939	1,298	126%
Information Technology	1,679	888	89%
Planning and Analysis	1,078	516	109%
Construction, Extraction, and Architecture	932	459	103%
Maintenance, Repair, and Installation	910	515	77%
Manufacturing and Production	724	361	101%
Science and Research	708	329	115%
Finance	628	338	86%
Clerical and Administrative	527	370	42%

Job family was not specified in 2,134 (11%) of the 19,111 job postings

- ▶ The top ten job families in the year to August 2021 were unchanged from the previous year
- ▶ At the next level of detail sits **Occupation**
- ▶ Civil Engineer had the largest number of vacancies in the past year (921)
- ▶ It was also the occupation that increased the most over the previous 12 months (+172%)

Occupation	Year ending August 2021	Year ending August 2020	Annual change
Civil Engineer	1,620	595	172%
Project Manager	1,159	454	155%
Electrical Engineer	426	234	82%
Mechanical Engineer	394	181	118%
Data / Data Mining Analyst	386	192	101%
Quantity surveyors	352	182	93%
Software Developer / Engineer	348	165	111%
Scheduler / Operations Coordinator	347	185	88%
Maintenance Technician	338	196	72%
Office / Administrative Assistant	284	241	18%

Occupation was not specified in 2,134 (11%) of the 19,111 job postings

- ▶ Software Developer/Engineer is a new entrant into the top ten (replacing Customer Services Representative)

Skills

- ▶ The Project Management **skills cluster** had the largest number of vacancies in the past year (5,626)
- ▶ While Procurement increased the most over the previous 12 months (+149%)

Skills Cluster	Year ending August 2021	Year ending August 2020	Annual change
Project Management	5,626	2,429	132%
Budget Management	3,819	1,707	124%
Microsoft Office And Productivity Tools	3,152	1,541	105%
Civil And Architectural Engineering	2,672	1,077	148%
Basic Customer Service	2,671	1,529	75%
Business Process And Analysis	2,658	1,195	122%
Procurement	1,947	783	149%
Drafting And Engineering Design	1,904	847	125%
Contract Management	1,849	826	124%
Water Testing And Treatment	1,735	1,041	67%

Skills cluster was not identifiable for 5,032 of the 19,111 job postings

- ▶ Procurement is a new entrant into the top ten (replacing Business Strategy)
- ▶ Within these skills clusters, Budgeting was the most sought-after **specialist skill** (3,774)
- ▶ While Stakeholder Management increased the most over the previous 12 months (+163%)

Specialist Skills	Year ending August 2021	Year ending August 2020	Annual change
Budgeting	3,774	1,686	124%
Project Management	3,773	1,641	130%
Teamwork / Collaboration	3,569	1,884	89%
Civil Engineering	2,063	842	145%
Customer Service	1,965	1,164	69%
Stakeholder Management	1,961	746	163%
Procurement	1,809	696	160%
Scheduling	1,653	704	135%
Quality Management	1,282	521	146%
Key Performance Indicators (KPIs)	1,254	503	149%

- ▶ Quality Management and Key Performance Indicators (KPIs) are a new entrant into the top ten (replacing SAP and Water Treatment)

3. 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** (6,924)
- ▶ While Mentoring increased the most over the previous 12 months (+188%)

Baseline Skills	Year ending August 2021	Year ending August 2020	Annual change
Communication Skills	6,924	3251	113%
Planning	4,434	2080	113%
Problem Solving	2,612	1326	97%
Microsoft Excel	2,365	1082	119%
Organisational Skills	2,340	1191	96%
Microsoft Office	2,136	1042	105%
Building Effective Relationships	2,013	912	121%
Writing	1,871	1050	78%
Detail-Orientated	1,736	916	90%
Mentoring	1,717	596	188%

- ▶ The top ten baseline skills in the year to August 2021 were unchanged from the previous year
- ▶ Microsoft Excel was the most sought-after **computing and programming skill** (6,924)
- ▶ While Python increased the most over the previous 12 months (+171%)

Computer and Programming Skills	Year ending August 2021	Year ending August 2020	Annual change
Microsoft Excel	2,365	1,082	119%
Microsoft Office	2,136	1,042	105%
SAP	979	551	78%
Microsoft Powerpoint	621	288	116%
AutoCAD	572	328	74%
Microsoft Word	570	267	113%
SQL	384	213	80%
Python	379	140	171%
SCADA	341	232	47%
Revit	328	151	117%

- ▶ Python is a new entrant into the top ten (replacing Microsoft Sharepoint)

Education Requirements

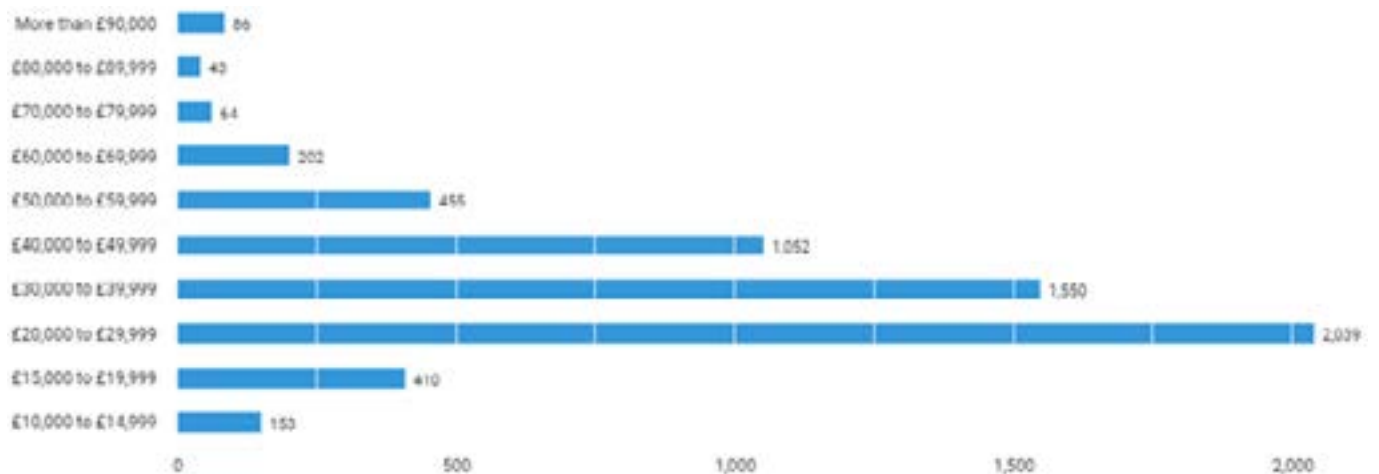
- ▶ 54% of job postings required a degree or equivalent
- ▶ Demand for Foundation Degrees, HNDs saw the largest increase over the previous year (+161%)

Qualifications	Year ending August 2021	Year ending August 2020	Annual change
Postgraduate Degrees, Level 5 Certificates/Diplomas, Level 5 S/NVQs	129	113	14%
Bachelor's Degrees, Graduate Certificates/Diplomas	5,319	2,388	123%
Foundation Degrees, HNDs	326	125	161%
HNCs, Level 4 Certificates/Diplomas, Level 4 S/NVQs	964	488	98%
A-Levels, Highers, Level 3 S/NVQs	689	272	153%
GCSEs, Standard Grades, Level 2 S/NVQs	1,464	948	54%
Level 1 S/NVQs	2	1	100%

Educational requirements were not specified in 10,218 (%) of the 19,111 job postings

Salary

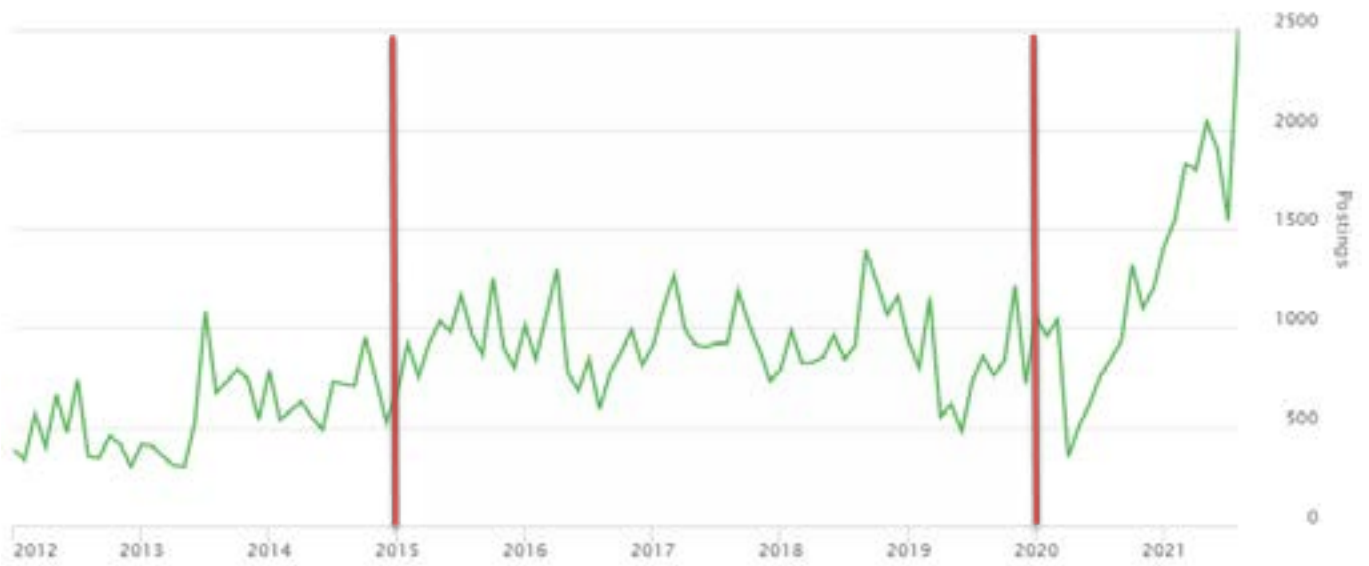
- ▶ **Mean** salary on offer was £35,200 ▼ Down £300 over the previous year
- ▶ **Median** salary on offer was £32,000 ▲ Up £200 over the previous year



The advertised salary was not specified in 13,057 (68%) of the 19,111 job postings

Timeseries

- ▶ In August 2021, there were 2,509 job postings. This was:
 - ▶ Up 63% on the previous month
 - ▶ The highest recorded number of job postings since data was first collected in 2012

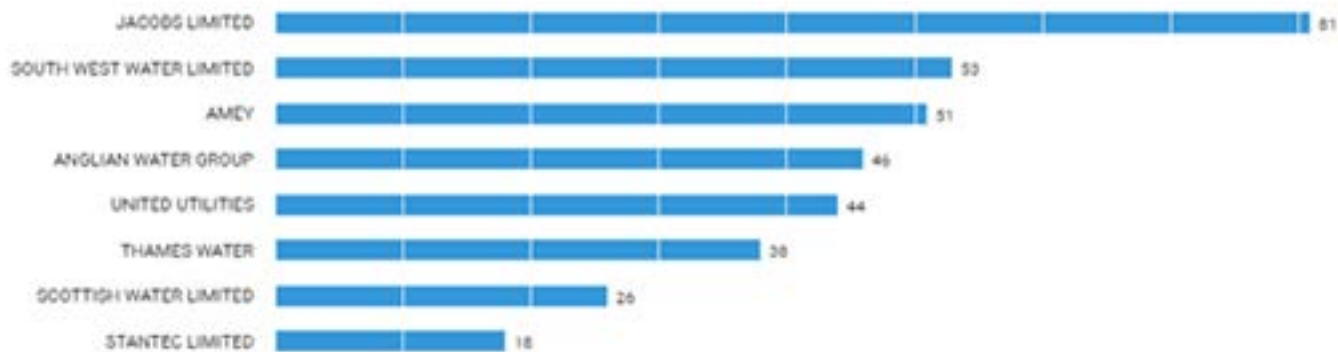


Apprenticeships

- ▶ Of the vacancies detailed above, 460 were Apprenticeship vacancies
 - ▶ This is an increase from the 407 vacancies during the previous year
- ▶ The peak in recruitment of Apprenticeship normally takes place in February of each year
- ▶ The recruitment of Apprentices appears to have been largely unaffected by the impact of the Coronavirus pandemic, bar for a brief pause of activities during the initial lockdown starting in March 2020



- ▶ The largest recruiters of Apprenticeships were:

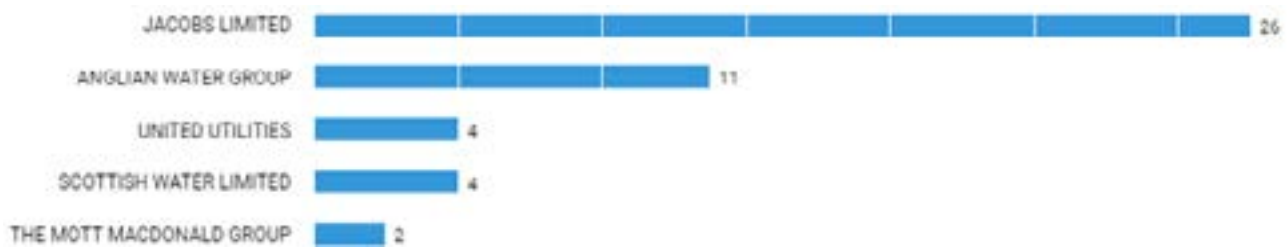


- ▶ The principal job titles were:

Job Title	Year ending August 2021
Apprentice Technician	21
Civil Engineering Degree Apprentice	11
Mechanical and Electrical Engineering Apprentice	10
Apprentice (unspecified)	9
Customer Service Apprentice	9
Water Recycling Treatment Apprentice	8
MEICA Apprentice	7

Internships

- ▶ 47 internship vacancies were reported for the year ending August 2021 ▼ This is down from 110 in the previous year
- ▶ Scottish Water and United Utilities are the only companies reported as recruiting internships over the past two years



- ▶ They were principally in the areas of GIS, Digital and Science

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