



ONLINE JOB POSTINGS  
GREEN SKILLS





## This summary of online job postings that required “green skills” relates to the year ending 31 November 2021.

The job postings detailed in this paper all required at least one of the “green skills” clusters listed in Annex 1 below. There is no specific sector lens applied to this data, as such it provides information on the demand for “green skills” from across the UK economy.

In the year ending November 2021, there were 635,382 “green skills” job postings – up from 415,719 (+53%) during the previous year (ending in November 2020).

During the month of November 2021 there were 75,638 job postings – up 29% on October.

The NHS, AECOM and Jacobs 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 (96,530), while the region that saw the highest growth in job postings over the previous 12 months was Northern Ireland (+75%)
  - ▶ Although London tops the list of areas with the highest number of job postings, it has a relatively low job concentration – unlike Bristol, which has a very high job concentration

- ▶ Civil Engineer was the **occupation** that had the largest number of vacancies in the past year (36,890), while Plumber increased the most over the previous 12 months (+93%)
  - ▶ Plumber is a new entrant into the top ten occupations this year (replacing Utilities Technician)
- ▶ The Project Management **skills cluster** had the largest number of vacancies in the past year (98,815), while Basic Customer Service increased the most over the past 12 months (+71%)
- ▶ The most sought-after **qualification level** was Degree or equivalent (53%)
  - ▶ Demand for Bachelor’s Degrees and GCSEs saw the largest increase over the past 12 months (both +49%)
- ▶ The **Mean salary** was £40,100 (down £400 on the year) – **Median salary** was £36,200 (down £300 on the year)

## Employers

- ▶ Over the past year, the NHS was the largest single recruiter of green skills, with 3,232 job postings

Top Ten Employers	Year ending Nov 2021
National Health Service	3,232
AECOM	3,222
Jacobs Ltd	2,496
BP	2,003
SSE	1,890
Morson Talent	1,676
BAE Systems	1,253
Balfour Beatty	1,161
Amey	1,081
Mott MacDonald	1,033

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

- ▶ During the previous year (ending November 2020), the top three recruiters were also the NHS, AECOM and Jacobs

## Industries

- ▶ Over the past year, the Specialist Construction industry was the largest single recruiter of green skills, with 35,240 job postings
- ▶ The industry that saw the highest growth in job postings over the previous 12 months was Electricity, gas, steam and air conditioning supply (+125%)

Top Ten Industries	Year ending Nov 2021	Year ending Nov 2020	Annual change
Specialised construction activities	35,240	19,839	78%
Architectural and engineering activities; technical testing and analysis	16,040	8,484	89%
Education	15,888	10,625	50%
Activities of head offices; management consultancy activities	13,790	8,708	58%
Public administration and defence; compulsory social security	11,924	8,633	38%
Water collection, treatment and supply	9,125	8,181	12%
Electricity, gas, steam and air conditioning supply	8,464	3,765	125%
Human health activities	8,411	5,178	62%
Financial service activities, except insurance and pension funding	7,772	4,869	60%
Construction of buildings	7,474	4,369	71%

- ▶ Electricity, gas, steam and air conditioning supply is a new entry into the top ten industries

## Location

- ▶ The **region** with the highest number of job postings was the South East (96,530)
- ▶ The region that saw the highest growth in job postings over the previous 12 months was Northern Ireland (+75%)

Region/Nation	Year ending Nov 2021	Year ending Nov 2020	Annual change
East Midlands	39,558	28,937	37%
East of England	54,139	38,476	41%
London	82,417	56,156	47%
North East	15,890	10,197	56%
North West	56,518	36,742	54%
South East	96,530	65,618	47%
South West	56,011	37,454	50%
West Midlands	52,370	36,198	45%
Yorkshire and The Humber	42,480	27,054	57%
Northern Ireland	11,141	6,357	75%
Scotland	35,452	22,828	55%
Wales	12,327	9,178	34%

Region and nation were not specified in 139,469 (22%) of the 635,382 job postings

- ▶ Although London tops the list of areas with the highest number of job postings, it has a relatively low job concentration – unlike Bristol, which has a very high job concentration

Travel To Work Area <sup>1</sup>	Job Postings	Location Quotient <sup>2</sup>	Concentration
London	80,712	0.8	Low
Manchester	19,505	0.8	Low
Birmingham	16,606	1.1	Average
Bristol	14,824	1.3	High
Glasgow	11,024	1.2	Average
Cambridge	10,897	1.2	Average
Leeds	8,384	0.9	Average
Belfast	7,893	1.2	Average
Edinburgh	6,731	0.9	Average
Reading	6,438	1.1	Average

Travel To Work Area was not specified in 228,418 (36%) of the 635,382 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.

- ▶ Barrow-in-Furness tops the list of highest concentration levels of job postings, with an LQ more than twice the national average

Travel To Work Area	Job Postings	LQ	Concentration
Barrow-in-Furness	649	2.2	Very High
Bridgwater	831	1.9	Very High
Whitehaven	349	1.9	Very High
Aberdeen	3,439	1.5	High
Dungannon	363	1.5	High
Craigavon	899	1.4	High
Bristol	14,824	1.3	High
Plymouth	2,379	1.3	High
Falkirk & Stirling	1,979	1.3	High
Perth	908	1.3	High

Travel To Work Area was not specified in 228,418 (36%) of the 635,382 job postings

## 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 (193,310)
- ▶ Planning and Analysis increased the most over the previous 12 months (+96%)

Job Family	Year ending Nov 2021	Year ending Nov 2020	Annual change
Engineering	193,310	140,471	38%
Maintenance, Repair, and Installation	64,083	45,012	42%
Information Technology	62,153	38,738	60%
Construction, Extraction, and Architecture	56,727	35,033	62%
Business Management and Operations	47,310	30,421	56%
Manufacturing and Production	29,908	19,409	54%
Sales	23,968	15,141	58%
Planning and Analysis	17,286	8,830	96%
Science and Research	13,459	8,313	62%
Finance	13,352	7,402	80%

Job family was not specified in 53,108 (8%) of the 635,382 job postings

- ▶ Finance is a new entry into the top ten job families this year (replacing Design, Media and Writing)

- ▶ At the next level of detail, sits **Occupation**
- ▶ Civil Engineer had the largest number of vacancies in the past year (36,890)
- ▶ Plumber increased the most over the previous 12 months (+93%)

Occupation	Year ending Nov 2021	Year ending Nov 2020	Annual change
Civil Engineer	36,890	25,957	42%
Mechanical Engineer	34,028	25,681	33%
Electrical Engineer	27,348	20,342	34%
Software Developer / Engineer	26,245	15,729	67%
Maintenance Technician	21,187	15,177	40%
Engineering Manager	16,134	10,378	55%
Project Manager	15,874	10,368	53%
Plumber	14,054	7,296	93%
HVAC Mechanic / Installer	14,024	9,727	44%
Electrician	12,790	8,998	42%

Occupation was not specified in 53,108 (8%) of the 635,382 job postings

- ▶ Plumber is a new entrant into the top ten occupations this year (replacing Utilities Technician)

## Skills

- ▶ The Project Management **skills cluster** had the largest number of vacancies in the past year (98,815)
- ▶ Basic Customer Service increased the most over the past 12 months (+71%)

Skills Cluster <sup>3</sup>	Year ending Nov 2021	Year ending Nov 2020	Annual change
Project Management	98,815	62,582	58%
Plumbing	79,543	46,759	70%
Civil and Architectural Engineering	79,277	57,402	38%
Mechanical Engineering	76,592	58,068	32%
Basic Customer Service	73,732	43,084	71%
Drafting and Engineering Design	70,608	51,185	38%
Budget Management	69,506	44,589	56%
HVAC	62,278	46,002	35%
Microsoft Office and Productivity Tools	62,174	38,329	62%
Equipment Repair and Maintenance	59,242	43,837	35%

Skills cluster was identifiable in all 635,382 job postings

- ▶ Microsoft Office and Productivity Tools is a new entry into the top ten skills clusters this year (replacing Electrical and Computer Engineering)

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.

- ▶ Within these skills clusters, Plumbing was the most sought-after **specialist skill** (76,866)
- ▶ Teamwork/Collaboration increased the most over the past 12 months (+76%)

Specialist Skills	Year ending Nov 2021	Year ending Nov 2020	Annual change
Plumbing	76,866	45,182	70%
Teamwork / Collaboration	75,012	42,529	76%
Project Management	73,232	48,067	52%
Budgeting	68,517	43,836	56%
Mechanical Engineering	68,305	51,363	33%
Civil Engineering	63,844	45,460	40%
Customer Service	58,436	33,828	73%
Scheduling	34,915	22,792	53%
Engineering Management	34,700	23,023	51%
Commissioning	34,533	24,871	39%

Specific skills were not identifiable for 88,554 (14%) of the 635,382 job postings

- ▶ Scheduling is a new entrant into the top ten this year (replacing HVAC)
- ▶ Communications skills was the most sought-after **baseline skill** (153,681)
- ▶ Planning increased the most over the past 12 months (+156%)

Baseline Skills	Year ending Nov 2021	Year ending Nov 2020	Annual change
Communication Skills	153,681	97,397	58%
Planning	85,871	33,543	156%
Problem Solving	64,659	53,140	22%
Organisational Skills	57,272	24,892	130%
Detail-Orientated	45,798	38,543	19%
Microsoft Excel	44,164	26,347	68%
Writing	41,840	19,268	117%
Microsoft Office	41,059	24,990	64%
Research	38,518	23,552	64%
Building Effective Relationships	33,502	19,436	72%

Baseline skills were identifiable in all 635,382 job postings

- ▶ Microsoft Office is a new entrant into the top ten this year (replacing Creativity)

- ▶ Microsoft Excel skills was the most sought-after **computing and programming skill** (44,164)
- ▶ Python increased the most over the past 12 months (+84%)

Computer and Programming Skills	Year ending Nov 2021	Year ending Nov 2020	Annual change
Microsoft Excel	44,164	26,347	68%
Microsoft Office	41,059	25,553	61%
AutoCAD	27,640	21,143	31%
Software Engineering	20,061	11,451	75%
Python	17,067	9,252	84%
Software Development	15,935	8,968	78%
Microsoft Word	14,236	8,768	62%
Microsoft Powerpoint	12,326	7,051	75%
C++	11,029	7,477	48%
SQL	9,970	5,737	74%

Computing and programming skills were identifiable in all 635,382 job postings

- ▶ SQL is a new entrant into the top ten (replacing SolidWorks)

## Education Requirements

- ▶ 53% of job postings required a Degree or higher (+49% on the previous year)
- ▶ Demand for Bachelor's Degrees and GCSEs saw the largest increase over the past 12 months (both +49%)

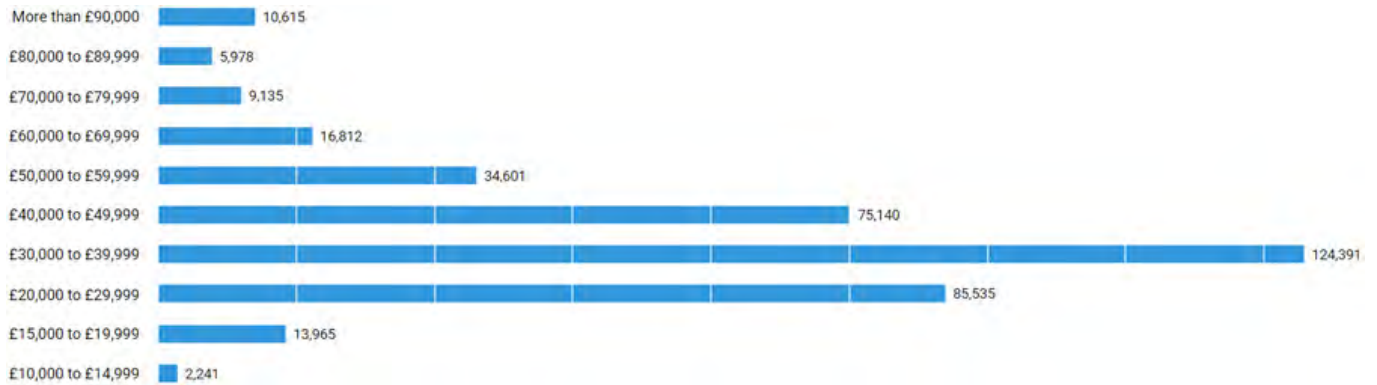
Qualifications	Year ending Nov 2021	Year ending Nov 2020	Annual change
Postgraduate Degrees, Level 5 Certificates/Diplomas, Level 5 S/NVQs	6,662	5,292	26%
Bachelor's Degrees, Graduate Certificates/Diplomas	123,343	83,015	49%
Foundation Degrees, HNDs	10,432	8,385	24%
HNCs, Level 4 Certificates/Diplomas, Level 4 S/NVQs	35,572	27,971	27%
A-Levels, Highers, Level 3 S/NVQs	26,107	19,250	36%
GCSEs, Standard Grades, Level 2 S/NVQs	40,979	27,466	49%
Level 1 S/NVQs	337	254	33%

Educational requirements were not specified in 391,950 (62%) of the 635,382 job postings



## Salary

- ▶ Mean salary on offer was £40,100
  - ▼ Down £400 (-1%) over the previous year
- ▶ Median salary on offer was £36,200
  - ▼ Down £300 (-1%) over the previous year



## Timeseries

- ▶ In November 2021, there were 75,638 job postings
  - ▶ Up 29% on the previous month
  - ▶ Continuing the strong bounce-back from the April 2020 COVID low-point



# Apprenticeships

- ▶ Of the vacancies detailed above, 8,228 were Apprenticeship vacancies
  - ▶ This is a 68% increase from the 4,896 Apprenticeship vacancies during the previous year



- ▶ The largest recruiters of Apprenticeships were:

Job Title	Year ending Nov 2021
National Grid	102
Army Company Limited	85
British Gas	80
Balfour Beatty	71
National Grid	102

- ▶ The principal occupations were:

Occupation	Year ending Nov 2021
Mechanical Engineer	548
Civil Engineer	409
Maintenance Technician	288
Office / Administrative Assistant	262
Plumber	261
Computer Support Specialist	233

## Internships

- ▶ There were 1,184 internship vacancies reported during the year ending November 2021
  - ▶ This is a 63% increase from the 727 Internship vacancies during 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 required the Skills Clusters listed in Annex 1. The employers recruiting these “green skills” are not just in what are often called the “green industries” – they could be in any sector of the UK economy. As such, this report gives a much fuller sense of the scale of competition for these skills within the UK labour market.

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](mailto:rob.murphy@euskills.co.uk) or 07834 751608.