

ONLINE JOB POSTINGS  
NATIONS & REGIONS





## This is a summary of online job postings across the nations and regions of the UK in the year ending 31 January 2022.

This report includes job postings in all sectors of the national and regional economies, with the exception of jobs in Health Care. These job postings have been excluded on the grounds that (i) their sheer volume (1.7 million job postings in the last year) tends to dominate total job postings within a single nation or region, and (ii) they lack relevance to employers in the energy, utilities, and infrastructure construction sector.

Where timeseries data is presented, the year ending January 2021 is compared to the year ending January 2019 – immediately before the COVID-19 pandemic hit the UK economy.

### Main points:

- ▶ With the exception of the West Midlands and London, recruitment activity has bounced back strongly from the impact of the COVID-19 pandemic, with the number of job postings in the year prior to January 2022 being 17% higher than in the 12 months immediately prior to the pandemic hitting the UK (up to January 2019).
- ▶ This data reflects the industrial specialisations that occur in various parts of the UK – for example, transport and logistics in the East Midlands, financial and business services in London, etc.
- ▶ Notwithstanding any industrial specialisations that may occur within a nation or region, it is clear that in most parts of the UK construction-related craft and technical skills are in high demand.
- ▶ Over the past three years, the proportion of job postings that require at least a degree-level education increased from 51.9% to 54.6%.
  - ▶ In the North West, the requirement for degree-level education increased by 5.7%.
  - ▶ Only in Yorkshire and The Humber (-3.0%) did this requirement decrease.
- ▶ During this time, the median salary of job postings across the whole of the UK increased from £28,000 to £29,600 (+5.7%).
  - ▶ London saw the largest increase in median salary (+13.0%).
  - ▶ In Wales (-0.4%) and Northern Ireland (0.0%) the figures remained broadly unchanged.

## Total job postings

- ▶ There were 8.6 million job postings during the year – an increase of 17% on the 7.3 million job postings in the year ending January 2019.
- ▶ The region with the highest number of job postings was London, with 1,326,200 vacancies.
- ▶ Wales (+44.6%) and the North East (+43.8%) saw the highest rates of growth compared to the year ending January 2019.
- ▶ Job postings in the West Midlands (-21.4%) and London (-4.2%) have yet to return to pre-pandemic levels.

Top Ten Employers	Year ending Jan 2019		Year ending Jan 2022		% change in total job postings
	Number	% of UK total	Number	% of UK total	
East Midlands	394,100	5.9%	526,600	7.1%	33.6%
East of England	631,000	9.5%	653,700	8.9%	3.6%
London	1,384,200	20.9%	1,326,200	18.0%	-4.2%
North East	139,600	2.1%	200,700	2.7%	43.8%
North West	606,000	9.1%	840,100	11.4%	38.6%
South East	1,099,100	16.6%	1,179,800	16.0%	7.3%
South West	541,500	8.2%	655,800	8.9%	21.1%
West Midlands	827,200	12.5%	650,500	8.8%	-21.4%
Yorkshire and The Humber	414,300	6.2%	559,000	7.6%	34.9%
Northern Ireland	108,600	1.6%	131,300	1.8%	20.9%
Scotland	358,900	5.4%	465,200	6.3%	29.6%
Wales	133,200	2.0%	192,600	2.6%	44.6%
<b>UK</b>	<b>7,305,000</b>	<b>100.0%</b>	<b>8,560,000</b>	<b>100%</b>	<b>17.2%</b>

## Top industries, occupations and skills

The tables below report the top three **industries**<sup>1</sup>, **occupations**<sup>2</sup>, and **skills** in each nation and region.

The top three are determined primarily on the basis of their **Location Quotient** (LQ). The LQ of an industry or occupation within a region shows the level of concentration of these compared to the UK average of 1.0. For example, an LQ of 2.0 means that the concentration of demand in an industry or occupation within a region is twice that of the national average. The **volume** of job postings is also taken into account.

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1. Based on 2-digit Standard Industrial Classification
  2. Based on 3-digit Standard Occupational Classifications codes
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## East Midlands

Top three industries	Top three occupations	Top three skills
Warehousing and support activities for transportation (LQ=2.0)	Elementary Storage Occupations (LQ=2.1)	Forklift Operation (LQ=2.2)
Land transport (LQ=1.9)	Elementary Process Plant Occupations (LQ=2.0)	Sorting (LQ=1.9)
Manufacture of food products (LQ=1.9)	Mobile Machine Drivers and Operatives (LQ=1.9)	Welding (LQ=1.6)

## East of England

Top three industries	Top three occupations	Top three skills
Manufacture of basic pharmaceutical products and pharmaceutical preparations (LQ=2.3)	Mobile Machine Drivers and Operatives (LQ=1.9)	Forklift Operation (LQ=1.4)
Warehousing and support activities for transportation (LQ=1.4)	Assemblers and Routine Operatives (LQ=1.5)	Computer Numerical Control (CNC) (LQ=1.4)
Scientific research and development (LQ=1.4)	Elementary Construction Occupations (LQ=1.4)	C++ (LQ=1.3)

## London

Top three industries	Top three occupations	Top three skills
Activities auxiliary to financial services and insurance activities (LQ=2.8)	Chief Executives and Senior Officials (LQ=2.2)	Asset Management Industry Knowledge (LQ=2.6)
Financial service activities, except insurance and pension funding (LQ=2.1)	Functional Managers and Directors (LQ=1.6)	Stakeholder management (LQ=1.7)
Advertising and market research (LQ=1.9)	Business, Research and Administrative Professionals (LQ=1.5)	Project Management (LQ=1.5)

## North East

Top three industries	Top three occupations	Top three skills
Real estate activities (LQ=1.5)	Customer Service Occupations (LQ=1.4)	Engineering Drawings (LQ=1.7)
Manufacture of fabricated metal products, except machinery and equipment (LQ=1.4)	Construction and Building Trades (LQ=1.3)	Welding (LQ=1.6)
Wholesale and retail trade and repair of motor vehicles and motorcycles (LQ=1.2)	Science, Engineering and Production Technicians (LQ=1.2)	Chemistry (LQ=1.5)



## North West

Top three industries	Top three occupations	Top three skills
Travel agency, tour operator and other reservation service and related activities (LQ=1.9)	Administrative Occupations: Finance (LQ=1.2)	Merchandising (LQ=1.3)
Employment activities (LQ=1.3)	Sales Related Occupations (LQ=1.1)	Customer Accounts (LQ=1.3)
Manufacture of chemicals and chemical products (LQ=1.3)	Customer Service Occupations (LQ=1.1)	Bank reconciliation (LQ=1.2)

## South East

Top three industries	Top three occupations	Top three skills
Water collection, treatment and supply (LQ=1.6)	Elementary Construction Occupations (LQ=1.4)	Carpentry (LQ=1.4)
Specialised construction activities (LQ=1.3)	Food Preparation and Hospitality Trades (LQ=1.2)	Plumbing (LQ=1.2)
Manufacture of computer, electronic and optical products (LQ=1.2)	Construction and Building Trades (LQ=1.2)	Electrical work (LQ=1.2)

## South West

Top three industries	Top three occupations	Top three skills
Real estate activities (LQ=1.7)	Food Preparation and Hospitality Trades (LQ=1.3)	Technical Recruiting (LQ=1.8)
Architectural and engineering activities; technical testing and analysis (LQ=1.4)	Assemblers and Routine Operatives (LQ=1.3)	Systems Engineering (LQ=1.5)
Telecommunications (LQ=1.4)	Elementary Cleaning Occupations (LQ=1.2)	Carpentry (LQ=1.4)

## West Midlands

Top three industries	Top three occupations	Top three skills
Manufacture of motor vehicles, trailers and semi-trailers (LQ=2.9)	Metal Forming, Welding and Related Trades (LQ=1.8)	Computer Numerical Control (CNC) (LQ=1.8)
Land transport (LQ=1.7)	Metal Machining, Fitting and Instrument Making Trades (LQ=1.5)	Engineering Drawings (LQ=1.8)
Manufacture of fabricated metal products, except machinery and equipment (LQ=1.6)	Mobile Machine Drivers and Operatives (LQ=1.5)	Welding (LQ=1.7)

## Yorkshire and The Humber

Top three industries	Top three occupations	Top three skills
Manufacture of fabricated metal products, except machinery and equipment (LQ=1.6)	Metal Forming, Welding and Related Trades (LQ=1.6)	Welding (LQ=1.6)
Manufacture of chemicals and chemical products (LQ=1.5)	Elementary Process Plant Occupations (LQ=1.4)	Computer Numerical Control (CNC) (LQ=1.5)
Manufacture of food products (LQ=1.3)	Vehicle Trades (LQ=1.3)	Electrical Work (LQ=1.4)

## Northern Ireland

Top three industries	Top three occupations	Top three skills
Manufacture of food products (LQ=1.9)	Elementary Administration Occupations (LQ=1.9)	Financial Accounting (LQ=4.1)
Financial services and insurance (LQ=1.7)	Administrative Occupations: Finance (LQ=1.7)	Purchasing (LQ=2.4)
Wholesale trade, except of motor vehicles (LQ=1.6)	Sales Assistants and Retail Cashiers (LQ=1.6)	Estimating (LQ=2.3)

## Scotland

Top three industries	Top three occupations	Top three skills
Electricity and gas (LQ=2.6)	Building Finishing Trades (LQ=1.8)	House Keeping (LQ=1.5)
Public admin., defence and social security (LQ=2.2)	Elementary Cleaning Occupations (LQ=1.7)	Facility Management (LQ=1.4)
Accommodation (LQ=1.7)	Construction and Building Trades (LQ=1.5)	Merchandising (LQ=1.3)

## Wales

Top three industries	Top three occupations	Top three skills
Public admin., defence and social security (LQ=1.6)	Other Skilled Trades (LQ=2.1)	External Auditing (LQ=1.7)
Accommodation (LQ=1.5)	Other Elementary Services Occupations (LQ=1.9)	Sorting (LQ=1.5)
Retail trade, except of motor vehicles (LQ=1.4)	Building Finishing Trades (LQ=1.7)	Retail Store management (LQ=1.3)

## Require a degree education?

- ▶ Compared to immediately before the COVID-19 pandemic, the proportion of job postings requiring at least a degree-level education increased by 2.7% across the UK.
- ▶ In the North West, the requirement for degree-level education increased by 5.7%.
- ▶ Only in Yorkshire and The Humber (-3.0%) did this requirement decrease.
  - ▶ Although in the East Midlands (-0.1%) and Scotland (0.0%), the proportion remained broadly unchanged.

Region/Nation	Year ending Jan 2019	Year ending Jan 2022	% change
East Midlands	41.5%	41.4%	-0.1%
East of England	49.8%	52.2%	+2.4%
London	71.1%	75.7%	+4.6%
North East	39.8%	42.0%	+2.2%
North West	41.9%	47.6%	+5.7%
South East	49.8%	54.7%	+4.9%
South West	44.4%	47.9%	+3.5%
West Midlands	45.0%	46.8%	+1.8%
Yorkshire and The Humber	39.6%	36.6%	-3.0%
Northern Ireland	47.4%	47.8%	+0.4%
Scotland	47.6%	47.6%	0.0%
Wales	40.0%	44.6%	+4.6%
<b>UK</b>	<b>51.9%</b>	<b>54.6%</b>	<b>+2.7%</b>

- ▶ Over the same time period, the proportion of UK job postings that required GCSE standard grades/Level 2 NVQ or below fell from 27.4% to 26.3%.

## Median salary

- ▶ In the year to January 2019, the median salary of job postings across the whole of the UK was £28,000. This increased by 5.7% to £29,600 by January 2022.
- ▶ In London, the median salary increased by 13.0% compared to pre-pandemic levels.
- ▶ Wales experienced a slight fall in median wages (-0.4%), and in Northern Ireland the figure remained unchanged.

Region/Nation	Year ending Jan 2019	Year ending Jan 2022	% change
East Midlands	£25,500	£26,500	+3.9%
East of England	£27,100	£28,000	+3.3%
London	£35,400	£40,000	+13.0%
North East	£25,200	£26,500	+5.2%
North West	£26,000	£28,100	+8.1%
South East	£27,500	£30,000	+9.1%
South West	£26,000	£27,900	+7.3%
West Midlands	£27,400	£28,400	+3.6%
Yorkshire and The Humber	£26,000	£27,500	+5.8%
Northern Ireland	£25,000	£25,000	0.0%
Scotland	£25,400	£26,700	+5.1%
Wales	£24,100	£24,000	-0.4%
<b>UK</b>	<b>£28,000</b>	<b>£29,600</b>	<b>5.7%</b>





## 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 within the nation and region of the UK across the whole of the economy, with the exception of job postings which primarily required the Health Care skill cluster. These were excluded on the grounds of (i) their sheer volume swamps all other types of vacancies and (ii) they have a lack of relevance to employers in the energy and utilities sector.

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.