



ENERGY &  
UTILITY SKILLS

Skills for a greener world

# Workforce demand estimates – 2024 to 2030

## The Gas Utilisation industry

Summary report  
September 2024



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## Gas utilisation

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# 1 About this report

## 1.1 Introduction

1.1.1 This report is one in a series that contain estimates of the number of new jobs and people required across the UK energy and utilities sector by 2030.

1.1.2 This report focusses on the UK gas utilisation industry – this term is used to describe the industry that installs, maintains and repairs plumbing, heating and air-conditioning systems (Standard Industrial Classification 43.22).

1.1.3 In addition to this report, individual reports are available for:

- **Energy and utilities sector** (containing the aggregate analysis from across all five industry of the sector)
- **Gas networks** (including the manufacture, distribution and retail trade of gas through the networks)
- **Power** (including the production (via seven different technologies), transmission, distribution and retail trade of electricity; the construction of electricity assets)
- **Waste and recycling** (including the collection, treatment, disposal and recycling of waste)
- **Water** (including the collection, treatment and supply of water; sewerage; the construction of water assets)

1.1.4 All sector and industry estimates are broken down into 19 occupations (based on the two-digit Standard Occupational Classification system). See Annex 1 for examples of industry job titles within each of these occupations and their associated skill level.

1.1.5 Two headline estimates are provided: (i) **New jobs** is an estimate of the number of jobs that are forecast to be created over the period and (ii) **New people required** is an estimate of the number of new people that will be needed by the sector over the period (this is the sum of new jobs plus forecast retirements).

## 1.2 Principal assumptions

1.2.1 In order to produce these estimates, we have applied three assumptions to the estimates of current employment:

- **Anticipated retirement age:** We have assumed that all current workers will retire when they reach a certain age (see Figure 1). This assumption does not vary by industry.
- **New jobs:** This is an estimate of the net number of additional jobs that are forecast to be created. These are taken either from either published research by an appropriate organisation (e.g. trade bodies) from or Lightcast.

These new jobs have been applied to each occupation within an industry/sub-industry/technology either as close as possible to source's original estimates or pro-rata as per the current occupational distribution of employment.

Figure 1: Retirement and staff turnover assumptions by occupation

Standard Occupation Classification	Retirement age
11 - Corporate Managers and Directors	59
12 - Other Managers and Proprietors	59
21 - Science, Research, Engineering and Technology Professionals	60
24 - Business, Media and Public Service Professionals	60
31 - Science, Engineering and Technology Associate Professionals	62
33 - Protective Service Occupations	62
34 - Culture, Media and Sports Occupations	62
35 - Business and Public Service Associate Professionals	62
41 - Administrative Occupations	65
42 - Secretarial and Related Occupations	65
51 - Skilled Agricultural and Related Trades	62
52 - Skilled Metal, Electrical and Electronic Trades	62
53 - Skilled Construction and Building Trades	62
71 - Sales Occupations	65
72 - Customer Service Occupations	65
81 - Process, Plant and Machine Operatives	64
82 - Transport and Mobile Machine Drivers and Operatives	64
91 - Elementary Trades and Related Occupations	65
92 - Elementary Administration and Service Occupations	65

1.2.2 Throughout this analysis, all estimates have been rounded to the nearest 100. Therefore, industry and occupation totals may not equal the sum of their constituent rows.

## 1.3 How these estimates were produced

- 1.3.1 The estimates contained in this report have been produced by Energy & Utility Skills by applying the above assumptions to data provided by Lightcast<sup>1</sup>.
- 1.3.2 It should be noted that future employment estimates produced by Lightcast do not necessarily reflect actual or planned investment plans by government or individual companies – they essentially use the past to predict the future.
- 1.3.3 Finally, these estimates have been tested and adjusted through direct engagement with our members and employer network groups.

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<sup>1</sup> For further information on Lightcast's methodology, [click here](#).

## 2 Estimated job creation and people requirements by 2030

### 2.1 Industry estimates

2.1.1 There are an estimated 195,400 people currently employed in the gas utilisation industry. By 2030, this is forecast to increase to 207,700.

2.1.2 Our headline estimates for the gas utilisation industry for the period between 2024 and 2030 are:

- 12,300 **new jobs** will be created
  - Average of 1,800 per year
- 45,700 **new people** will be required to enter the industry's workforce for the first time
  - Average of 6,500 per year

Figure 2: Estimated number of new jobs created and new people required by industry

Industry	Total employment		New jobs created		New people required	
	2024	2030	Number	% Growth	Total	Average per year
Gas Utilisation	195,400	207,700	12,300	6%	45,700	6,500

Figure 3: Number of new people required by the sector – by cause and year



2.1.3 Of the 45,700 new people required by the sector by 2030, 68% of them (31,300 people) will initially be working at RQF level 3 or below.

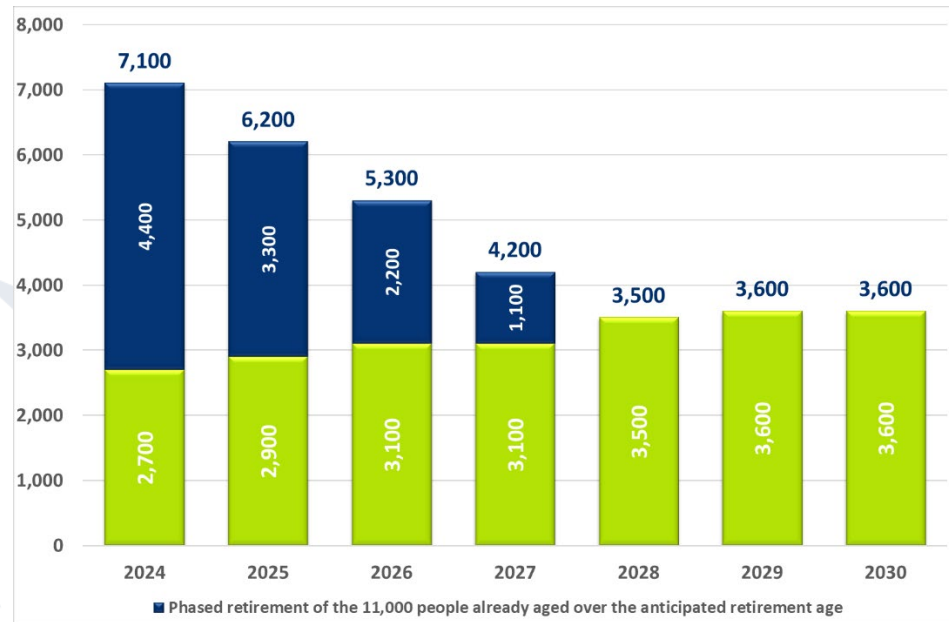
Figure 4: Estimates of new jobs and new people by skill level

Skill level	New jobs created		New people required	
	Number	% of total	Number	% of total
RQF 7-8 SCQF 11-12	1,300	11%	7,100	16%
RQF 6 SCQF 9-10	1,800	15%	5,100	11%
RQF 4-5 SCQF 7-8	900	7%	2,300	5%
RQF 3 SCQF 6	7,500	61%	28,800	63%
RQF 2 SCQF 5	200	2%	500	1%
RQF 1 SCQF 4	700	6%	2,000	4%
<b>Sector total</b>	<b>12,300</b>	<b>100%</b>	<b>45,700</b>	<b>100%</b>

2.1.4 17% of the workforce (33,400 people) are forecast to retire by 2030.

2.1.5 The number of people who will reach retirement age during each year is forecast to increase year-on-year through to 2030 – see Figure 5 below (retirements are actually forecast to peak in 2031 at 5,200).

Figure 5: Retirements by year



2.1.6 These retirement estimates include 11,000 people who are already aged over their anticipated retirement age. In this analysis, these people have been “retired out” of the workforce over the next four years (the orange column in the figure below).



## 2.2 Occupational estimates

2.2.1 Across the gas utilisation industry, all occupational groups are forecast to increase their workforce size by 2030.

2.2.2 The occupations which are forecast to see the **largest increase in jobs** are:

- 53 - Skilled Construction and Building Trades (5,100; up 6%)
- 21 - Science, Research, Engineering and Technology Professionals (1,400; up 8%)
- 41 - Administrative Occupations (1,400; up 7%)

2.2.3 The occupations with the **highest number of retirements** are forecast to be:

- 53 - Skilled Construction and Building Trades (15,000)
- 11 - Corporate Managers and Directors (5,200)
- 52 - Skilled Metal, Electrical and Electronic Trades (3,300)

2.2.4 However, the occupations with a **higher-than-average proportion of retirements** from the current workforce by 2030 are:

- 12 - Other Managers and Proprietors (28.8%)
- 11 - Corporate Managers and Directors (28.7%)
- 82 - Transport and Mobile Machine Drivers and Operatives (23.4%)
- 42 - Secretarial and Related Occupations (19.3%)

2.2.5 The occupations that will need to attract the **highest number of new people** into their workforce are:

- 53 - Skilled Construction and Building Trades (20,200; 2,900 per year)
- 11 - Corporate Managers and Directors (6,400; 900 per year)
- 52 - Skilled Metal, Electrical and Electronic Trades (4,100; 600 per year)

Figure 6: Estimated number of new jobs created and new people required by occupation

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 7-8 SCQF 11-12	11 - Corporate Managers and Directors	18,000	19,200	1,200	7%	6,400	900
	12 - Other Managers and Proprietors	1,900	2,100	100	7%	700	100
RQF 6 SCQF 9-10	21 - Science, Research, Engineering and Technology Professionals	16,800	18,200	1,400	8%	3,800	500
	24 - Business, Media and Public Service Professionals	5,100	5,500	400	7%	1,300	200
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	3,500	3,800	300	8%	700	100
	33 - Protective Service Occupations	0	0	0	--	0	0
	34 - Culture, Media and Sports Occupations	0	0	0	--	0	0
	35 - Business and Public Service Associate Professionals	8,400	9,000	600	7%	1,600	200
RQF 3 SCQF 6	41 - Administrative Occupations	19,100	20,400	1,400	7%	3,800	500
	42 - Secretarial and Related Occupations	2,600	2,800	200	8%	700	100
	51 - Skilled Agricultural and Related Trades	0	0	0	--	0	0
	52 - Skilled Metal, Electrical and Electronic Trades	20,000	20,800	800	4%	4,100	600
	53 - Skilled Construction and Building Trades	88,500	93,600	5,100	6%	20,200	2,900
RQF 2 SCQF 5	71 - Sales Occupations	1,000	1,100	100	11%	200	<50
	72 - Customer Service Occupations	2,000	2,200	100	7%	300	<50
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	1,200	1,300	100	7%	300	<50
	82 - Transport and Mobile Machine Drivers and Operatives	1,800	2,000	200	8%	600	100
	91 - Elementary Trades and Related Occupations	2,200	2,400	200	7%	500	<50
	92 - Elementary Administration and Service Occupations	3,300	3,500	200	7%	600	100
<b>Gas utilisation</b>		<b>195,400</b>	<b>207,700</b>	<b>12,300</b>	<b>6%</b>	<b>45,700</b>	<b>6,500</b>

## Operational, technical and engineering occupations

2.2.6 The table below shows the headline estimates for those occupations that sit within the remit of Energy & Utility Skills and its membership.

Figure 7: Estimated number of new jobs created and new people required in operational, technical and engineering occupations – 2024 to 2030

Skill level	Standard Occupation Classification	Total employment		New jobs created		New people required	
		2024	2030	Number	% Growth	Total	Average per year
RQF 6 SCQF 9-10	21 - Science, Research, Engineering and Technology Professionals	16,800	18,200	1,400	8%	3,800	500
RQF 4-5 SCQF 7-8	31 - Science, Engineering and Technology Associate Professionals	3,500	3,800	300	8%	700	100
RQF 3 SCQF 6	51 - Skilled Agricultural and Related Trades	0	0	0	--	0	0
	52 - Skilled Metal, Electrical and Electronic Trades	20,000	20,800	800	4%	4,100	600
	53 - Skilled Construction and Building Trades	88,500	93,600	5,100	6%	20,200	2,900
RQF 1 SCQF 4	81 - Process, Plant and Machine Operatives	1,200	1,300	100	7%	300	0
	82 - Transport and Mobile Machine Drivers and Operatives	1,800	2,000	200	8%	600	100
	91 - Elementary Trades and Related Occupations	2,200	2,400	200	7%	500	100
	92 - Elementary Administration and Service Occupations	3,300	3,500	200	7%	600	100
<b>Gas utilisation</b>		<b>137,400</b>	<b>145,600</b>	<b>8,200</b>	<b>6%</b>	<b>30,700</b>	<b>4,400</b>

2.2.7 Focussing on these occupations alone, employment levels are forecast to increase from 137,400 in 2024 to 145,600 in 2030 – an increase of 8,200 **new jobs**.

2.2.8 30,700 **new people** will be required to enter the workforce in these occupations for the first time (average of 4,400 per year).

## Annex 1 – Occupations and example job titles

Indicative skill/ education level	Standard Occupation Classification	Example industry job titles
RQF 7-8/SCQF 11-12 Master's Degree Doctorate	11 - Corporate Managers and Directors	Chief Executive; Operations Manager; Functional Managers/Directors
	12 - Other Managers and Proprietors	Recycling Plant Managers; Scrap Metal Dealers; Environmental Manager
RQF 6/SCQF 9-10 Bachelor's Degree	21 - Science, Research, Engineering and Technology Professionals	Chemical/Biological/Physical/Environmental Scientist; Countryside Manager
	24 - Business, Media and Public Service Professionals	Legal/Business/Quality/Regulatory Professional; Quantity Surveyor; Architect; Construction Project Manager; Public Relations Professional; Project Manager
RQF 4-5/SCQF 7-8 HNC/HND Foundation Degree	31 - Science, Engineering and Technology Associate Professionals	Electrical/Electronic Technician; Engineering Technician; Civil Engineering Technician; Laboratory Technician; Water Tester; IT Operations/User Support Technician
	33 - Protective Service Occupations	Security Manager
	34 - Culture, Media and Sports Occupations	Copywriters; Translator; Graphic Designer
	35 - Business and Public Service Associate Professionals	Legal Executive; Estimator; Financial Analyst; Accounting Technician; Financial Controller; Account Manager; Credit Manager; Buyer/Purchasing/Procurement Officer; Marketing Executive; Business Development Manager/Executive; Ranger
RQF 3/SCQF 6 A Level	41 - Administrative Occupations	Administrator; Credit Controller; Book-Keeper; Finance Officer; Despatch Clerk; Stock Control Clerk; Office Manager/Supervisor
	42 - Secretarial and Related Occupations	Company Secretary; Personal Assistant/Secretary; Executive Assistant; Receptionist
	51 - Skilled Agricultural and Related Trades	Aboricultural Specialist; Tree Cutter/Surgeon;
	52 - Skilled Metal, Electrical and Electronic Trades	Welder; Pipe Fitter;
	53 - Skilled Construction and Building Trades	Mechanical Engineer; Fabricator; Maintenance Fitter; Mechanic; Heating/Air Conditioning Engineer/Installer; Electrical/Electronic Fitter; Electrician; Cable Joiner; Telecoms Engineer; IT Hardware Engineer; Overhead Linesworker;
RQF 2/SCQF 5 GCSE (grade A*-C)	71 - Sales Occupations	Sales Adviser/Assistant; Meter Reader; Debt Collector; Sales Supervisors
	72 - Customer Service Occupations	Call Centre Agent/Operator; Customer Service Adviser/Assistant/Representative; Call Centre Manager/Team Leader
RQF 1/SCQF 4 GCSE (grade D-G)	81 - Process, Plant and Machine Operatives	Chemical Process Technician; Gas Producer Operator; Process Worker; Boilerman; Control Room Operator; Power Station/Electricity Plant Operator; Water Treatment/Sewage Works Operator; Pump Attendant; Scaffolders; Cable Layer; Main/Service Layer
	82 - Transport and Mobile Machine Drivers and Operatives	HGV/Tanker Driver; Crane Driver/Operator; Digger/Plant/Excavator Operator
	91 - Elementary Trades and Related Occupations	Forestry Workers; Electrician's Mate; Fitter's Mate; Ground Worker; Labourer
	92 - Elementary Administration and Service Occupations	Refuse Collector; Refuse Disposal Operative; Security Guards; Warehouse Assistant

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