



ENERGY &
UTILITY SKILLS

Skills for a greener world

Online Job Postings – Apprenticeships in the energy and utilities sector

January 2025





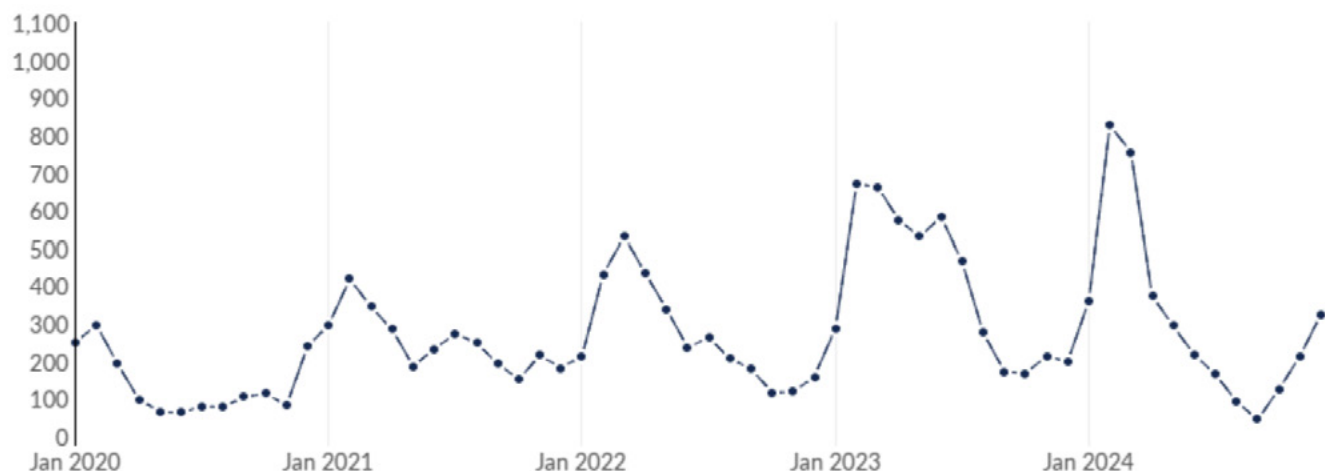
This summary of online job postings for apprenticeships in UK energy and utilities sector relates to the year ending 31st December 2024.

There were 1,802 apprenticeship job postings in the energy and utilities sector in the year ending 31st December 2024 – 6% lower than the 1,915 recorded in the year to December 2023.

- The estimated average duration that job postings were “live” was 25 days (down from 33 days).
- The Electricity and Gas industries combined posted the highest number of Apprenticeship job postings during the year – 655
- National Grid was the largest recruiter of apprentices over the past year
- The **region** with the highest number of job postings was the North West (247)
- At a more local level, Warwickshire saw the highest number of job postings (61)
- The **Occupation** with the largest number of vacancies over the past year was Electricians and Electrical Fitters (264)
- Sales prospecting was the most sought-after **specialist skill** (303)
- Mathematics was the most sought-after **common skill** (1,324)
- Microsoft Office was the most sought-after **software skill** (30)
- 42.5% of all Apprenticeship job postings in the sector over the past year required GCSEs or equivalent
- The **Median** advertised salary over the past year was £21,100 – unchanged from the previous year
- This is 16% higher than the median salary for all Apprenticeship across the whole of the UK economy (£18,100)

Timeseries

- In the year ending 31 December 2024, there were 1,802 online job postings for apprenticeships – peaking at 827 in February 2024 (the highest number recorded over the past five years)



Industry

- The Electricity and Gas industries combined posted the highest number of Apprenticeship job postings during the year – 655 (unfortunately it is not possible to report these industries separately)
- While apprenticeship recruitment in head office activities and Water Collection, Treatment and Supply has declined compared to the previous year, it has increased substantially in Specialised Construction Activities and Construction of Buildings

Top Ten Employers	Year ending December 2024	Annual change
Electricity, Gas, Steam and Air Conditioning Supply	655	5%
Water Collection, Treatment and Supply	290	-23%
Architectural and Engineering Activities; Technical Testing and Analysis	279	17%
Activities of Head Offices; Management Consultancy Activities	233	-28%
Construction of Buildings	179	29%
Specialised Construction Activities	58	35%
Waste Collection, Treatment and Disposal Activities; Materials Recovery	45	-13%

This list excludes recruitment agencies.

Employers

- National Grid was the largest recruiter of apprentices over the past year

Top Ten Employers	Year ending December 2024
National Grid	344
Amey plc	157
Kier Group	137
Mott MacDonald	103
Thames Water	91
United Utilities	91
Scottish and Southern Electricity Networks	89
M Group Services	68
Electricity North West	58
Cadent Gas Limited	47

This list excludes recruitment agencies.

Location

- The **region** with the highest number of job postings was the North West (247)
- The region which saw the largest increase in job postings compared with the previous year was the East Midlands (58% higher than in the previous year)

Region/Nation	Year ending December 2024	Annual change	Median duration (average = 25 days)
North West	247	36%	19
South East	229	-28%	26
West Midlands	179	23%	28
South West	173	5%	25
East Midlands	158	58%	27
East of England	137	6%	27
Yorkshire and The Humber	133	10%	19
Scotland	123	-53%	28
London	85	-14%	17
North East	69	57%	17
Wales	48	33%	26
Northern Ireland	4	-75%	25

- The region with the highest **median duration** of job postings was the West Midlands – with a median duration of 28 days (compared to a national sector average of 25 days)
- At a more local level, Warwickshire saw the highest number of job postings (61)
- The locality which saw the highest growth in job postings over the previous 12 months was Suffolk (115% higher than in the previous year)

County/Unitary Authority	Year ending December 2024	Annual change	Median duration (average = 25 days)
Warwickshire	61	97%	29
Berkshire	45	-42%	26
Birmingham	44	-37%	25
Suffolk	43	115%	28
City of Bristol	41	-11%	20
Leeds	40	21%	18
Lincolnshire	38	58%	41
Glasgow City	36	-42%	28
Devon CC	34	42%	23
Hertfordshire	34	89%	27

- The locality with the highest **median duration** of job postings was Lincolnshire – with a median duration of 41 days (compared to a national sector average of 25 days)

Occupation

- The **Occupation** with the largest number of vacancies over the past year was Electricians and Electrical Fitters (264)
- The occupation which saw the highest growth in job postings over the previous 12 months was Crane Drivers (518% higher than in the previous year)

Job title	Year ending December 2024	Annual change	Median duration (average = 25 days)
Electricians and Electrical Fitters	264	15%	27
Engineering Technicians	229	24%	21
Civil Engineers	123	40%	18
Vehicle Technicians, Mechanics and Electricians	91	-52%	23
Crane Drivers	68	518%	36
Construction and Building Trades n.e.c.	66	-22%	31
Other Administrative Occupations n.e.c.	63	2%	29
Production and Process Engineers	55	-37%	18
Mechanical Engineers	51	16%	24
Project Support Officers	50	-38%	32

- The occupation with the highest **median duration** of apprenticeship job postings was Crane Drivers – with a median duration of 36 days (compared to a national sector average of 25 days)

Skills

➤ Sales prospecting was the most sought-after **specialist skill** (303)

Specialist Skills	Year ending December 2024	Annual change
Sales Prospecting	303	5%
High Voltage	204	94%
Overhead Lines	198	102%
Electrical Engineering	185	28%
Electric Power Transmission	170	133%
Physics	131	32%
On-The-Job Training	117	N/A
Transformers (Electrical)	114	68%
Project Management	111	-37%
Civil Engineering	110	-4%

➤ Mathematics was the most sought-after **common skill** (1,324)

Common Skills	Year ending December 2024	Annual change
Mathematics	1,324	13%
English Language	1,217	18%
Communication	672	16%
Operations	425	13%
Problem Solving	403	-5%
Detail Oriented	399	33%
Teamwork	358	6%
Organizational Skills	284	10%
Customer Service	258	-20%
Willingness To Learn	252	6%

➤ Microsoft Office was the most sought-after **software skill** (30)

Software Skills	Year ending December 2024	Annual change
Microsoft Office	30	7%
Vector Graphics Editor	14	-7%
Virtual Learning Environments	14	75%
Microsoft Excel	12	-66%
Spreadsheets	12	-20%
AutoCAD	10	-9%
Autodesk Revit	9	-18%
Microsoft Teams	9	N/A
Geographic Information Systems	8	-11%
Microsoft Outlook	7	-36%

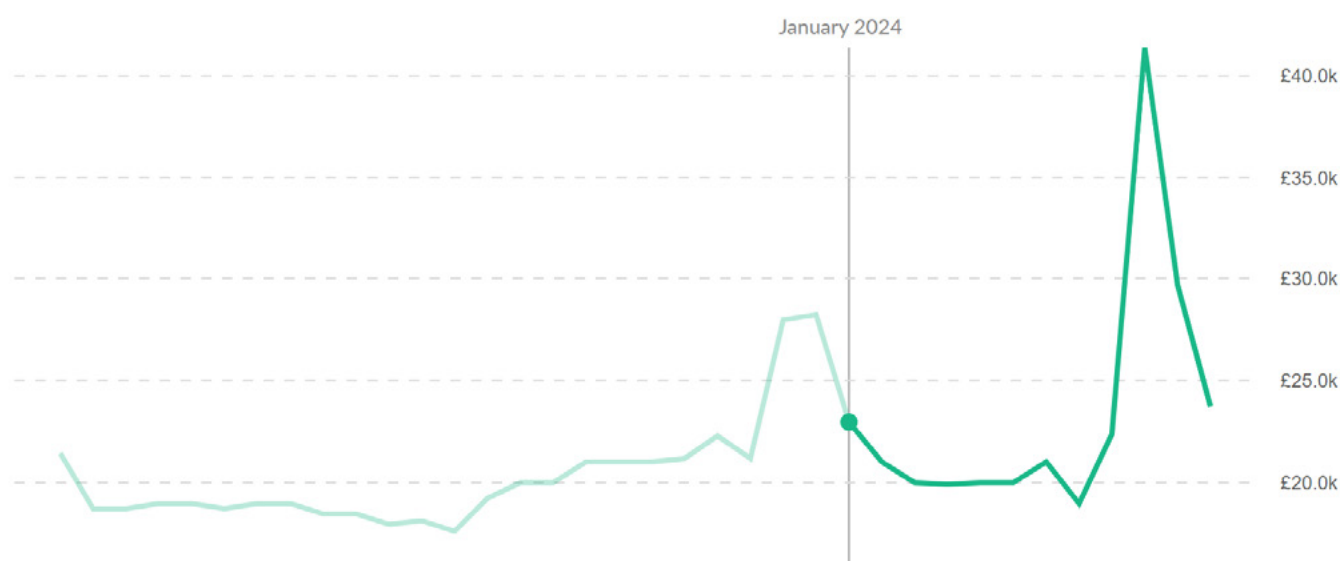
Required qualifications

- 42.5% of all Apprenticeship job postings in the sector over the past year required GCSEs or equivalent
- There has been a decrease in the proportion of apprenticeship vacancies where no educational requirements are listed (down 12.0% to 9.0%), and an increase in the proportion requiring GCSEs or equivalent (up 5.4% to 42.5%)

Specialist Skills	Year ending December 2024	Annual change
Master's Degree or equivalent	0.5%	0.2%
Bachelors' Degree or equivalent	15.7%	4.0%
A Levels or equivalent	22.1%	3.0%
Foundation Degree/HNC/HND	10.3%	-0.6%
Up to GCSEs or equivalent	42.5%	5.4%
No education listed	9.0%	-12.0%

Salary

- The **Median** advertised salary over the past year was £21,100 – unchanged from the previous year
- This is 16% higher than the median salary for Apprenticeships across the whole of the UK economy (£18,100)



- It is not clear why the reported median salary increased significantly in October 2024 (this may be an error in the data and should be treated with extreme caution).

Further Information

- A range of labour market and skills-related resources are freely available on our website by **clicking here**.

The data in this report is provided by Lightcast. 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 nearly 300 employers within the UK's energy and utilities sector (including electricity, gas, water and waste management/recycling) specifically relating to apprenticeships.

Attempts have been made to remove job postings from any employer that do not relate specifically to their activities within the sector definition, but it cannot be guaranteed that every job posting in this report sits entirely within the energy and utilities sector. Similarly, there will be Apprenticeship vacancies posted by employers whose primary industry is not within the energy and utilities sector, but do have operations within it (for example, a construction contractor).

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 751608