



ENERGY &
UTILITY SKILLS

Skills for a greener world

Online Job Postings – Green Skills

May 2024





This summary of online job postings that required “green skills”¹ relates to the year ending 30 April 2024.

There were 472,273 job postings requiring green skills in the year ending April 2024 – 4% lower than the 493,221 job postings recorded in the year to April 2023.

The estimated average duration that job postings were “live” was 29 days – down from 32 days in the previous year.

In June 2023 alone there were 108,383 job postings requiring green skills – the highest recorded in a single month over the past five years.

- NHS, AECOM and SSE Networks were the **employers** recruiting the largest volume of green skills over the past year
- The **region** with the highest number of job postings for green skills was the South East (55,573); while the region which saw the largest increase in job postings compared with the previous year was Northern Ireland (up 23%)

- The **Job Title** with the largest number of vacancies over the past year was Project Managers (5,068); while the job title which saw the highest growth in job postings over the previous year was Project Managers (up 4%)
- Environment Health And Safety was the most sought-after **specialist green skill** (119,918);
- Communication skills were the most sought-after **common green skill** (179,109);
- Microsoft Office skills were the most sought-after **software skill** (29,676)
- The **Median** advertised salary was £40,100 in April 2024 – up 5.4% over the year
- 6,956 were Apprenticeship vacancies – down from 7,352 in the previous year

¹ Lightcast uses a wide definition of what constitutes a “green skill”, covering more than a hundred separate skills across conservation, education, energy efficiency, environmental health and safety, environmental services, regulatory, renewable energy, science, technical and waste.

Timeseries

- In the year ending 30 April 2024, there were 472,273 online job postings – peaking in June 2023 at 108,383 – the highest recorded in a single month over the past five years



Employers

- In total, there were 25,038 recruiting green skills in the year to 30 April 2024.
- NHS, AECOM and SSE Networks were the employers recruiting the largest volume of green skills over the past year

Top Ten Employers	Year ending April 2024
NHS	5,754
AECOM	3,336
Scottish and Southern Electricity Networks (SSE Networks)	2,335
Environment Agency	2,006
Mitie	2,001
Jacobs Engineering Group	1,350
Biffa	1,133
Amazon	1,121
M Group Services	1,091
RAMBOLL	1,076

This list excludes recruitment agencies.

Location

- The **region** with the highest number of job postings for green skills was the South East (55,573)
- The region which saw the largest increase in job postings compared with the previous year was Northern Ireland (up 23%)

Region/Nation	Year ending April 2024	Annual change	Median duration (average = 29 days)
South East	55,573	-8%	29 days
London	54,264	5%	30 days
North West	38,695	-6%	30 days
South West	36,651	-5%	30 days
Scotland	36,577	-2%	30 days
West Midlands	34,347	-11%	30 days
East of England	31,792	-5%	29 days
Yorkshire and The Humber	31,731	-14%	29 days
East Midlands	22,854	-2%	30 days
North East	13,441	-16%	30 days
Wales	11,389	0%	29 days
Northern Ireland	5,950	23%	27 days

- At a more local level, Birmingham saw the highest number of job postings for green skills (12,416)
- The locality which saw the highest growth in job postings over the previous 12 months was Manchester (up 7%)

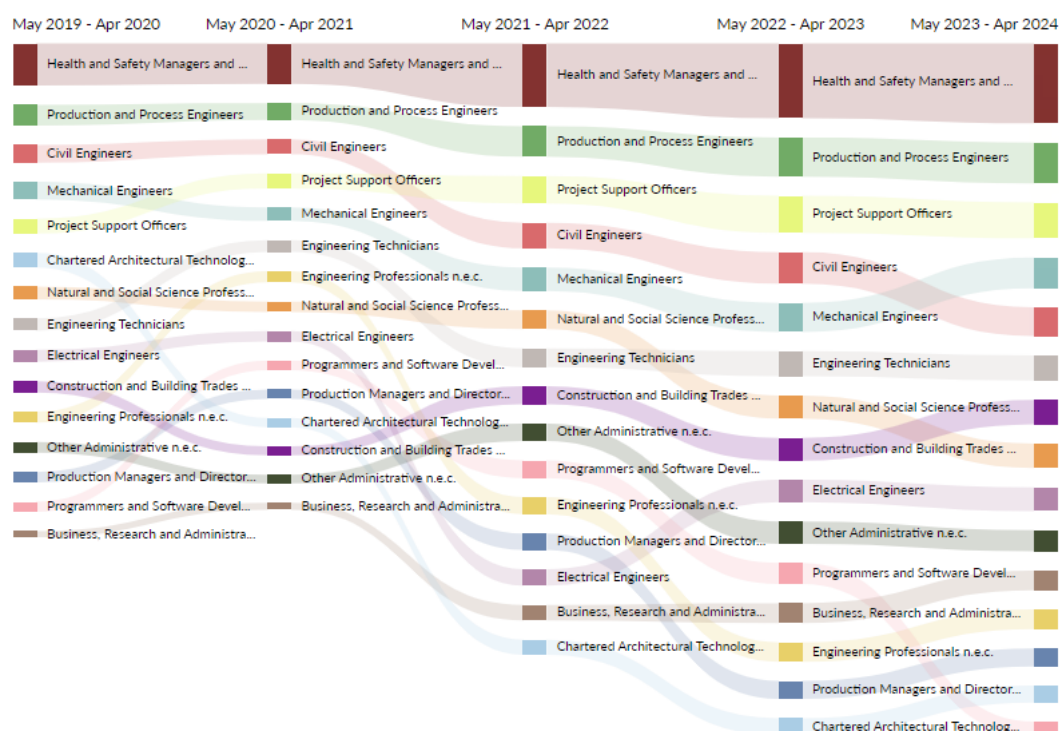
County/Unitary Authority	Year ending April 2024	Annual change	Median duration (average = 25 days)
Birmingham	12,416	-7%	31 days
Manchester	12,408	7%	31 days
City of Bristol	11,595	6%	31 days
Berkshire	10,105	-6%	30 days
Glasgow City	9,334	4%	31 days
Leeds	8,248	-7%	30 days
Hertfordshire	6,817	-3%	30 days
Aberdeen City and Aberdeenshire	6,746	1%	30 days
Oxfordshire	6,200	-5%	28 days
City of Edinburgh	6,073	-4%	31 days

Job Titles

- The **Job Title** with the largest number of vacancies over the past year was Project Managers (5,068)
- The job title which saw the highest growth in job postings over the previous 12 months was Project Managers (up 4%)

Job title	Year ending April 2024	Annual change	Median duration (average = 25 days)
Project Managers	5,068	4%	30 days
Health and Safety Managers	4,049	-12%	29 days
Health and Safety Advisors	3,855	-7%	30 days
Geotechnical Engineers	3,158	-12%	32 days
Geography Teachers	2,933	-19%	28 days
Town Planners	2,930	-15%	31 days
Environmental Consultants	2,907	-16%	31 days
Electrical Engineers	2,635	-6%	30 days
Site Managers	2,482	-4%	29 days
Quantity Surveyors	2,306	-7%	28 days

- The figure below shows the movement in the top 15 job titles over recent years



Skills

➤ Environment Health and Safety was the most sought-after **specialist skill** (119,918)

Specialist Skills	Year ending April 2024	Annual change
Environment Health and Safety	119,918	2%
Project Management	81,205	3%
Auditing	56,156	-2%
Risk Analysis	53,842	-3%
Occupational Safety And Health	38,532	24%
Waste Management	34,319	-7%
Procurement	31,945	-3%
Construction	31,666	-2%
Key Performance Indicators (KPIs)	30,506	8%
Renewable Energy	27,203	2%

➤ Communication skills were the most sought-after **common skill** (179,109)

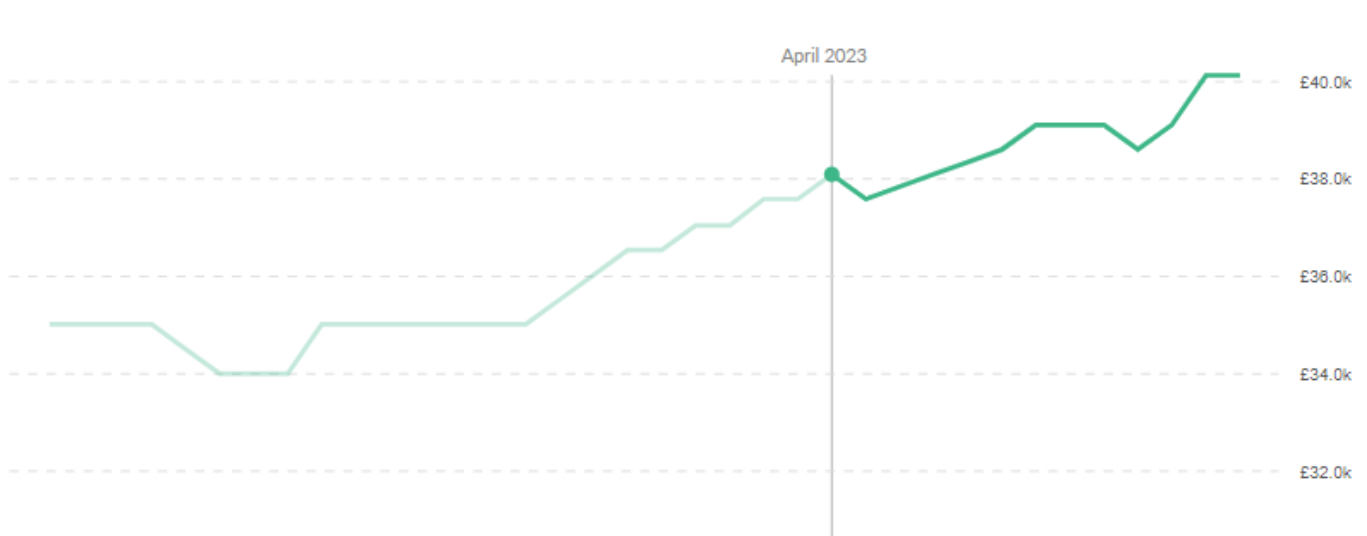
Common Skills	Year ending April 2024	Annual change
Communication	179,109	-1%
Management	167,269	4%
Planning	92,178	7%
Operations	75,608	-2%
Leadership	62,339	1%
Customer Service	61,280	12%
Problem Solving	54,630	-14%
Detail Oriented	52,962	-10%
Self-Motivation	36,775	15%
Innovation	34,611	3%

➤ Microsoft Office skills were the most sought-after **software skill** (29,676)

Software Skills	Year ending April 2024	Annual change
Microsoft Office	29,676	2%
Microsoft Excel	29,643	5%
Microsoft Outlook	16,057	-10%
Geographic Information Systems	15,833	17%
Microsoft PowerPoint	14,466	8%
AutoCAD	13,238	2%
SAP Applications	9,640	7%
Reliability Availability Maintainability And Safety Software	8,508	-14%
Microsoft Word	7,192	19%
Autodesk Revit	5,174	1%

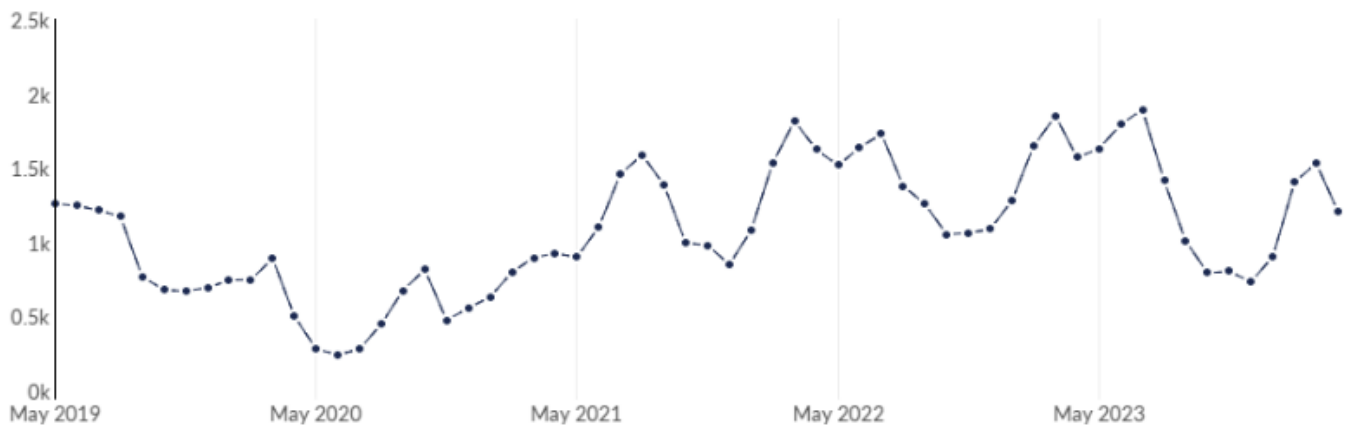
Salary

- The **Median** advertised salary was £40,100 in April 2024 – up 5.4% over the year



Apprenticeships

- Of the vacancies detailed above, 6,956 were Apprenticeship vacancies – down from 7,352 in the previous year
- Apprenticeship job postings peaked in July 2023, with 1,894 – the highest number recorded in a single month over the past five years



- The largest recruiters of green skills Apprenticeships over the past year were Howdens, Amazon and AECOM
- The median advertised salary for an apprenticeship was £18,000 (down 4.1% over the previous year (£18,800))

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 require a wide range of skills that could be consider “green” (as defined by Lightcast) – not matter what sector of the economy the company operates in. 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