



ENERGY &
UTILITY SKILLS

Skills for a greener world

Online Job Postings – Power

April 2024





This summary of online job postings in the UK power industry relates to the year ending 31 March 2024.

There were 20,926 job postings in the power industry in the year ending 31 March 2024 – 10% higher than the 19,093 recorded in the previous 12 months.

The estimated average duration that job postings were “live” was 25 days (up slightly from the 24 days in the previous year).

- Scottish and Southern Electricity Networks and National Grid were the largest **recruiters** in the power industry over the past year
- The **region** with the highest number of job postings was Scotland (5,362)
- At a more local level, Glasgow saw the highest number of job postings (2,083)
- The **Job Title** with the largest number of vacancies over the past year was Apprentices (243)

- Project management was the most sought-after **specialist skill** (4,202)
- Communication skills were the most sought-after **common skill** (7,924)
- Microsoft Excel skills were the most sought-after **software skill** (1,247)
- The **median advertised salary** was £42,900 in March 2024 – down 4.6% over the year
- Of the vacancies detailed above, 750 were **Apprenticeship** vacancies (up from 687 in the previous year)
- The median advertised salary for an apprenticeship was £21,800 (up 13% over the year)

Timeseries

- In the year ending 31 March 2024, there were 19,093 online job postings – peaking in June 2023 at 4,400



Employers

- Scottish and Southern Electricity Networks and National Grid were the largest recruiters in the power industry over the past year

Top Ten Employers	Year ending March 2024
Scottish and Southern Electricity Networks	7,916
National Grid	2,783
EDF Energy	3,233
UK Power Networks	1,301
RWE	1,049
Scottish Power	854
E.ON	647
Drax Group	482
Electricity North West	356
Lowri Beck Services	337

This list excludes recruitment agencies.

Location

- The **region** with the highest number of job postings was Scotland (5,362)
- The region which saw the largest increase in job postings compared with the previous year was the South East (103% higher than in the previous year)

Region/Nation	Year ending March 2024	Annual change	Median duration (average = 25 days)
Scotland	5,362	8%	29
South East	3,128	103%	24
South West	2,672	62%	24
London	1,737	23%	23
West Midlands	1,602	54%	25
North West	893	3%	25
East of England	810	33%	24
East Midlands	545	2%	26
Yorkshire and The Humber	487	12%	23
North East	453	90%	22
Northern Ireland	301	18%	26
Wales	262	27%	27

- The region with the highest **median duration** of job postings was Scotland – with a median duration of 29 days (compared to a national sector average of 25 days)
- At a more local level, Glasgow saw the highest number of job postings (2,083)
- The locality which saw the highest growth in job postings over the previous 12 months was Aberdeen (167% higher than in the previous year)

County/Unitary Authority	Year ending March 2024	Annual change	Median duration (average = 25 days)
Glasgow City	2,083	7%	29
Perth and Kinross	1,064	26%	31
Warwick	907	54%	26
Aberdeen City	887	167%	25
Reading	731	45%	25
Swindon	631	73%	26
Bristol, City of	472	25%	23
Gloucester	453	46%	23
Highland	422	13%	29
Birmingham	333	96%	24

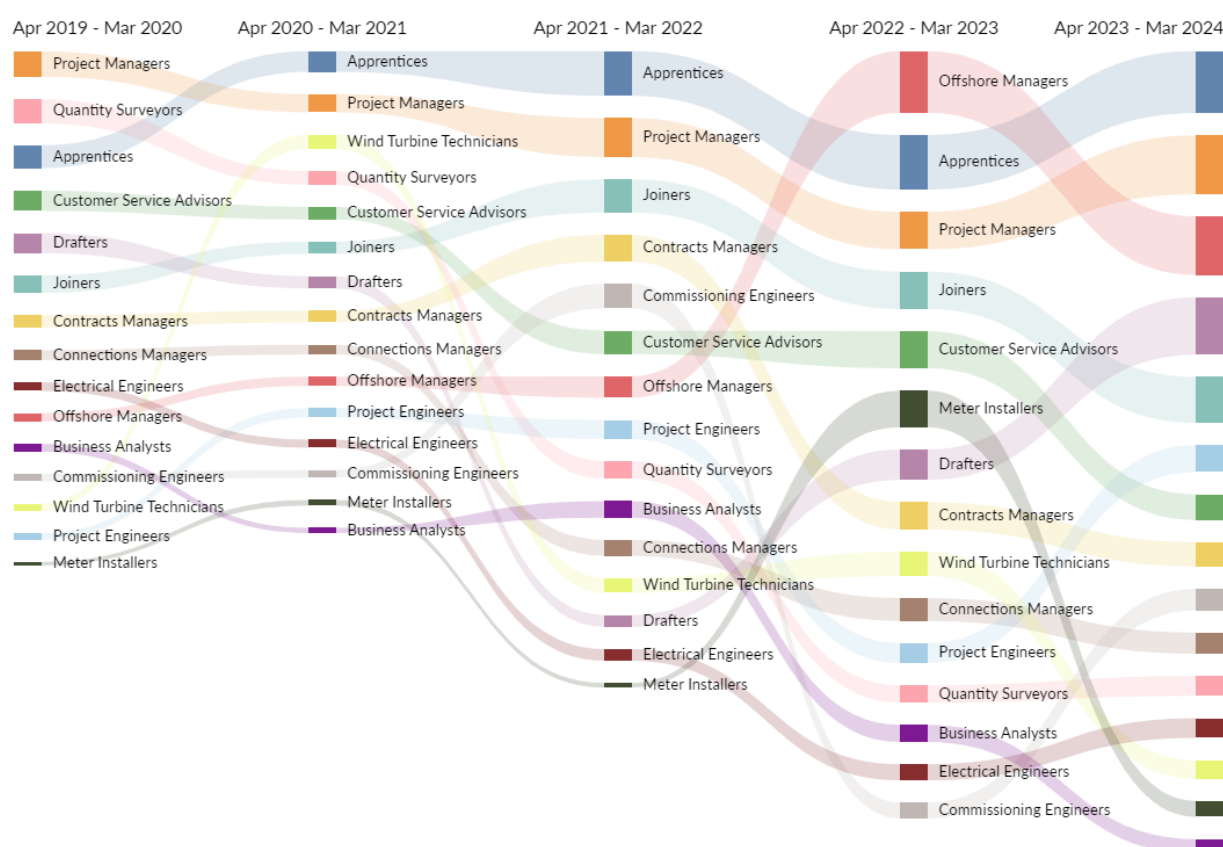
- The locality with the highest **median duration** of job postings was Perth and Kinross – with a median duration of 31 days (compared to a national sector average of 25 days)

Job Titles

- The **Job Title** with the largest number of vacancies over the past year was Apprentices (243)
- The job title which saw the highest growth in job postings over the previous 12 months was Utility Arborists (135% higher than in the previous year)

Job title	Year ending March 2024	Annual change	Median duration (average = 25 days)
Apprentices	243	14%	30
Offshore Managers	227	-5%	26
Project Managers	227	63%	23
Drafters	220	102%	26
Joiners	175	23%	28
Commercial Models	119	65%	17
Fuel Cell Engineers	103	78%	33
Utility Arborists	101	135%	29
Principal Engineers	100	N/A	32
Project Engineers	95	53%	21

- The job title with the highest **median duration** of job postings was Fuel Cell Engineers – with a median duration of 33 days (compared to a national sector average of 25 days)
- The figure below shows the movement in the top 15 job titles over recent years



Skills

- Project management was the most sought-after **specialist skill** (4,202)

Specialist Skills	Year ending December 2023	Annual change
Project Management	4,202	18%
Procurement	2,252	13%
Net Zero	1,698	122%
Renewable Energy	1,611	-15%
Electrical Engineering	1,593	37%
Environment Health And Safety	1,421	30%
Stakeholder Management	1,404	25%
Auditing	1,306	6%
Risk Analysis	1,281	51%
Electric Power Transmission	1,274	50%

- Communication skills were the most sought-after **common skill** (7,924)

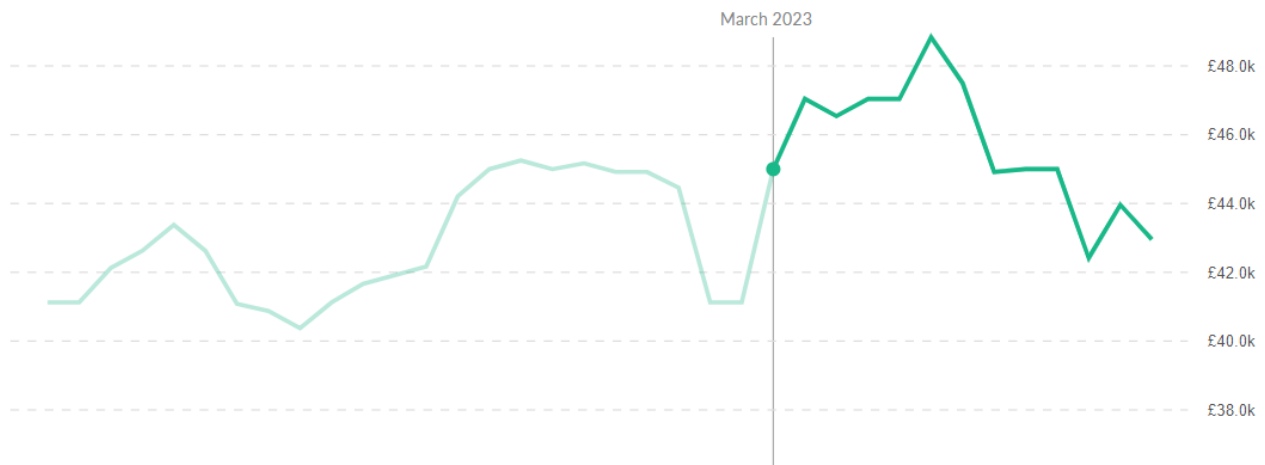
Common Skills	Year ending March 2024	Annual change
Communication	7,924	11%
Management	7,190	14%
Operations	5,026	32%
Planning	4,319	25%
Customer Service	3,118	4%
Leadership	2,881	31%
Influencing Skills	2,567	15%
Governance	2,428	16%
Problem Solving	2,181	16%
Innovation	2,012	8%

- Microsoft Excel skills were the most sought-after **software skill** (1,247)

Software Skills	Year ending March 2024	Annual change
Microsoft Excel	1,247	0%
Microsoft Office	1,153	3%
SAP Applications	1,080	44%
Microsoft PowerPoint	720	14%
Python (Programming Language)	479	-5%
Microsoft Outlook	454	28%
Power BI	451	31%
SQL (Programming Language)	340	-16%
Microsoft Azure	321	-2%
Dashboard	280	39%

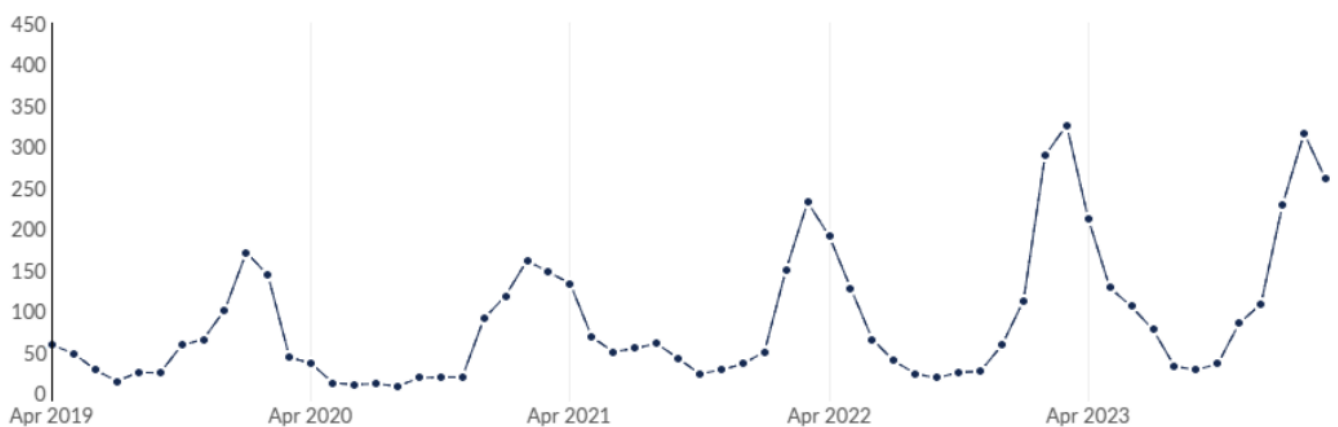
Salary

- The **Median** advertised salary was £42,900 in March 2024 – down 4.6% over the year



Apprenticeships

- Of the vacancies detailed above, 750 were Apprenticeship vacancies – up from 687 in the previous year
- Apprenticeship job postings peaked in February 2024, with 316 – the second highest number recorded in a single month over the past five years (March 2023 being the highest at 326)



- The largest recruiters of Apprenticeships over the past year were National Grid, SSE Networks and Scottish Power
- The median advertised salary for an apprenticeship was £21,800 (up 13% over the previous year (£19,400))

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 a wide range of employers that operate in the UK's power generation, transmission and distribution industry (excluding retail-only companies).

Attempts have been made to remove job postings from any employer that do not relate specifically to their power industry activities (e.g. in the case of a contractor that might also operate in other sectors), but it cannot be guaranteed that every job posting in this report sits entirely within the power industry.

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