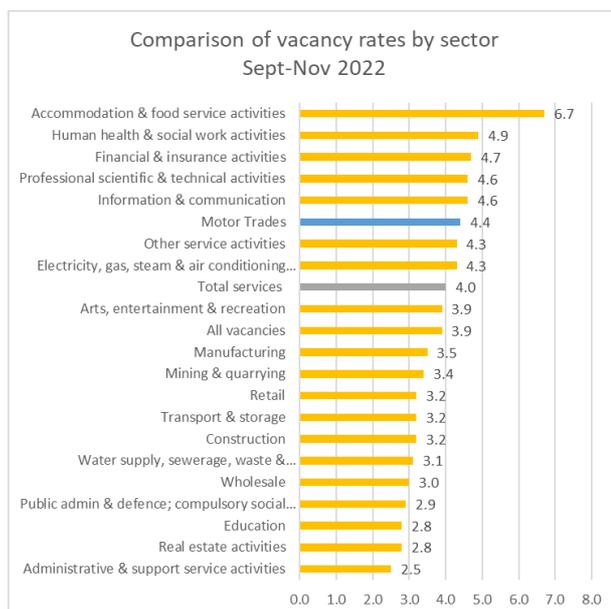
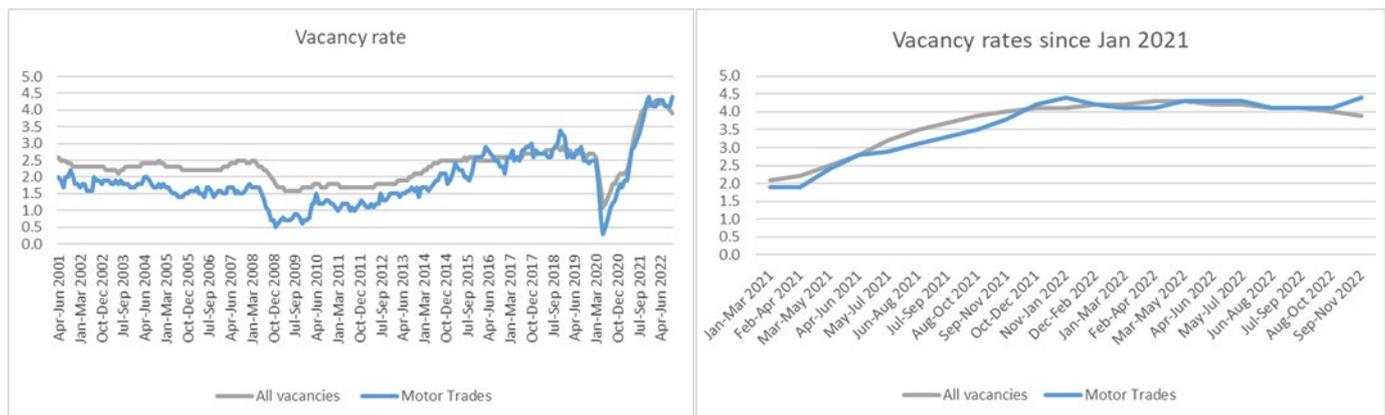


Automotive vacancy rates increase again to hit new record high

- The automotive sector hits new vacancy-rate high, recording 23,000 vacancies - a 20-year record
- Job postings for managers in the motor trades industry have been significantly increasing over the past year and are currently the highest rate in 4 years
- All occupations have seen increases in advertised salaries over the past 3 years. Vehicle body builders and repairers have seen the largest percentage increase in the last 6 months, increasing by 4.6%

Sector vacancy rates

The vacancy rate (number of vacancies per 100 employees) is currently at 4.4, which is higher than the 'all sectors' vacancy rate (3.9). This is a new 20-year record, 20-year high, which equates to 23,000 vacancies (Sept-Nov 2022), the previous high was 22,000 vacancies (Nov 2021-Jan 2022).



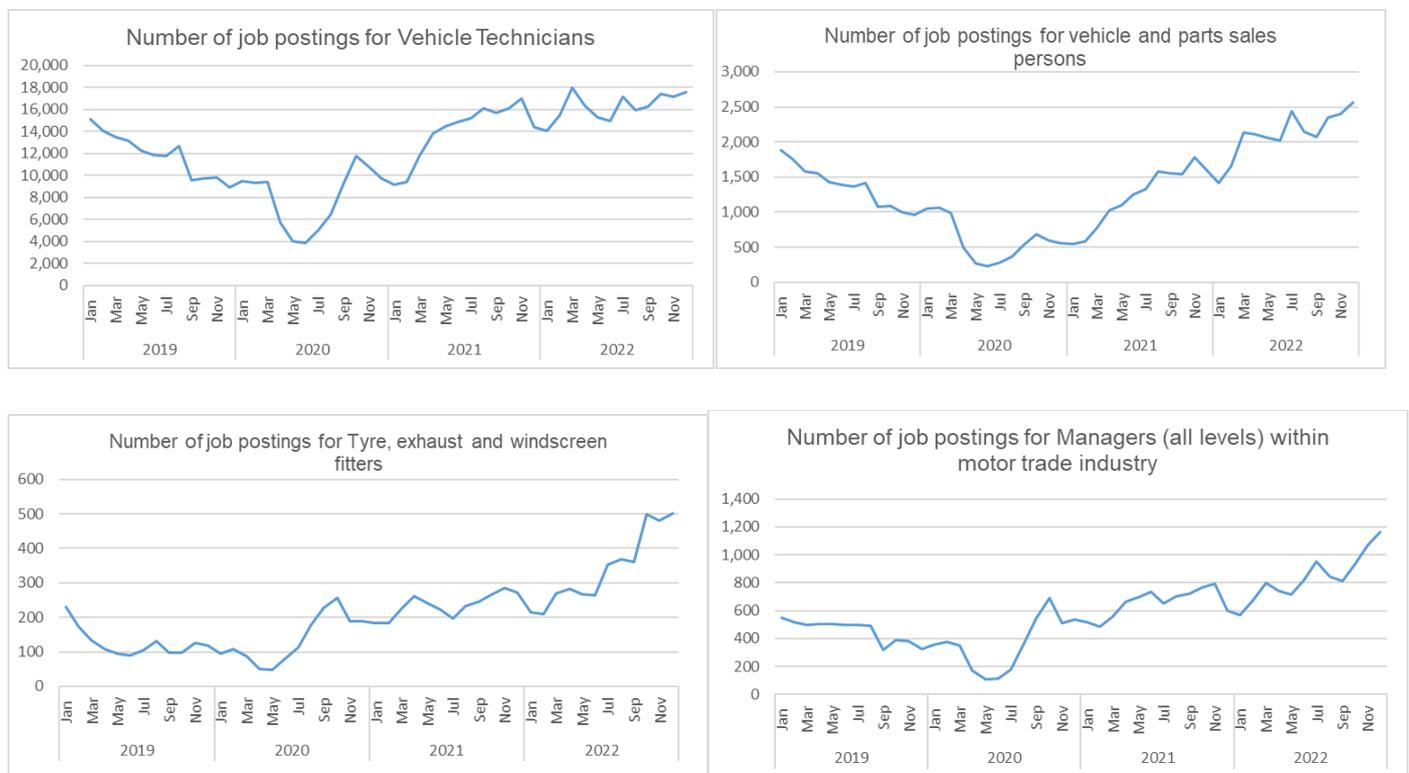
Since 2021, vacancy rates have been significantly increasing, along with all vacancies average. For the past 6 months, average vacancy rates have been falling (albeit at a modest rate). In comparison, motor trade vacancy rates have remained high and have seen an increase in the past month.

Motor trades currently has one of the highest vacancy rates.

Job postings analysis

Unsurprisingly, given the increase in vacancy rates in the sector, all automotive occupations have seen significant increases in job posts in the past year, and sharp increase in the past 2 to 3 months. In particular vehicle technicians, vehicle and parts sales persons and tyre, exhaust and windscreen fitters have seen significant increases. Postings for managers in the sector has been increasing throughout 2022 and hit a 4 year high in December 2022.

Automotive occupations



There has been a 23% increase in job postings for vehicle technicians compared to same time last year, and postings are 97% higher than December 2019.

Job postings for vehicle and parts sales persons have seen a rapid increase in job postings since September, increasing by 24%. Job postings are 62% higher, compared to same time last year.

Job postings for tyre, exhaust and windscreen fitters have seen a significant increases over the past year, and are currently at record highs. Job postings are 84% higher, compared to same time last year.

Job postings for managers in the motor trades industry have been significantly increasing over the past year and are currently the highest rate in 4 years. The top 5 organisations advertising are: Halfords, We Buy Any Car, National Tyres & AutoCare, BMW and Marshall Motor Group. The top 5 job roles advertised are: Assistant Branch Manager, Branch Manager, Retail Branch Manager, Workshop Manager and Sales Manager.

When looking at other automotive occupations, all saw increases in job postings in December 2022.

Advertised salaries

The following looks at medium advertised salaries. This will not consider any benefit or bonus packages, which is specifically relevant when looking at sales roles. These are also UK averages and so there will also likely to be regional variations.

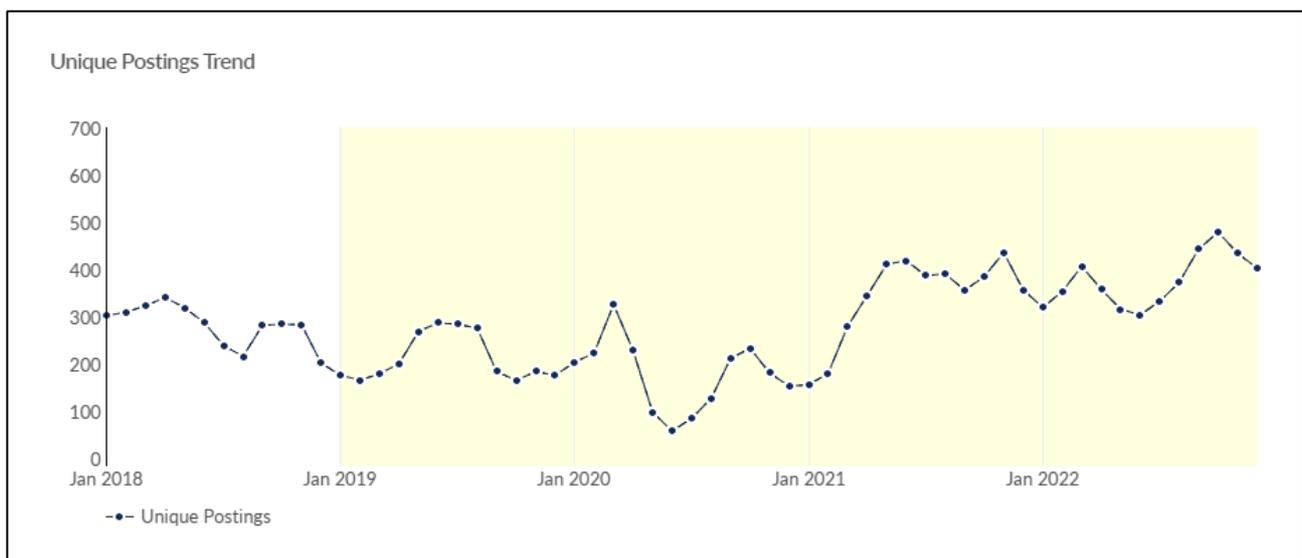
Occupation	Median Advertised Salary in Dec 2022 (1000s)	Median Advertised Salary in 2022 (1000s)	% chg 6 Months	% chg past year	% chg over 3 years
Vehicle technicians	£34.5	£33.2	0.8	6.4	14.1
vehicle and parts sales persons	£26.0	£25.0	2.0	6.3	13.4
Vehicle valets and cleaners	£21.7	£21.1	0.2	4.3	15.7
Tyre, exhaust and windscreen fitters	£25.7	£25.7	-0.2	7.2	15.9
Vehicle body builders and repairers	£34.8	£33.5	4.6	9.2	16.6
Vehicle paint technicians	£37.6	£35.0	2.8	16.0	25.2

All occupations have seen increases in advertised salaries over the past 3 years. Vehicle body builders and repairers have seen the largest percentage increase in the last 6 months, with average advertised salaries increasing by 4.6% and currently the average advertised salary is £34,800. Vehicle paint technicians have seen the largest increases over the 3 year period increasing by 25.2% and currently the average advertised salary is £37,600.

EV specific skills

The following examines automotive occupation job posts which specifically request for EV skills.

Automotive job posts, specifically requesting EV skills



In the past 6 months, the number of job posts which specifically request EV skills has increased, although numbers are still small. There may be several explanations for this. Firstly, the request for EV skills is an implicit requirement from the recruiter. Alternatively, there is not the demand from certain sector as yet, an example of this is roadside assistance.

Previous analysis had highlighted a salary premium for job posts specifically requesting EV skills, this is currently not the case, these job posts currently match advertised vehicle technician salaries. The understood reason for this is that urgency to address the current vacancy rate has meant all salaries have increased for all technician roles.

Data sources:

ONS Labour market statistics: VACS02: Vacancies by industry - Release 20th December 2022

EMSI 2022.1 data [All data sourced from EMSI UK Analyst and Career information taken from EMSI occupation data].