



AUTOMOTIVE LABOUR MARKET BRIEFING

Automotive vacancy rates increase again to hit new record high



Summary

Automotive vacancy rates increase again to hit new record high

The motor trade has the highest vacancy rate for the past 21 years, with a rate of 5.1. Vacancy rates have continued to increase, even as the all industries rate has fallen since the summer of 2022. Currently, motor trades have the second-highest vacancy rate after accommodation and food services.

As a result, there has been a significant increase in job postings in the industry, with all automotive occupations seeing record highs in January 2023. Although job postings have dropped slightly in the past two months, many remain at significantly higher levels than previous years.

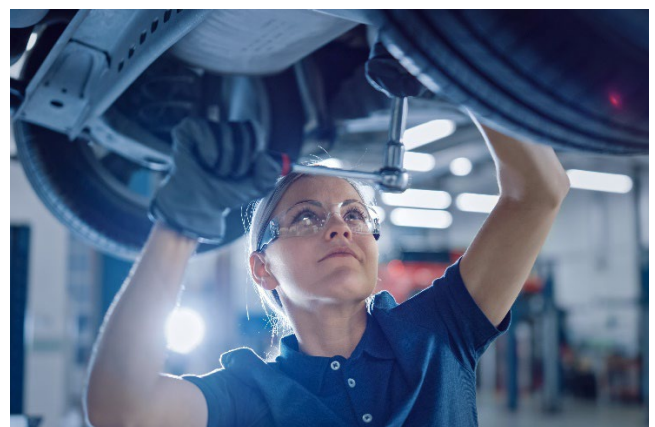
There has been a decrease in job postings for vehicle technicians, but postings are still 45% higher than in March 2021. In contrast, job postings for vehicle and parts salespersons have increased by 25%, and postings for tyre, exhaust, and windscreen fitters have also seen significant increases over the past year. Job postings for body repairers and builders have remained static, while paint technicians saw a record high peak in January 2023. Job postings for managers in the motor industry have also significantly increased over the past year, with the top five organisations advertising being Halfords, National Tyres & AutoCare, BMW, Sytner group, and Marshall Motor Group.

All occupations have seen increases in advertised salaries over the past three years, with the largest increase in salaries for vehicle paint technicians. Advertised salaries have increased by 9.6% in the past six months and 19% in the past three years. Advertised salaries for vehicle technicians have also increased by 3% in the past six months and are currently at £35,000, £7,100 above government median.

Advertising for apprentices in automotive retail has continued to grow since 2020 as businesses attempt to fill vacancies. The number of job posts specifically requesting EV skills has increased in the past six months, although numbers are still small.

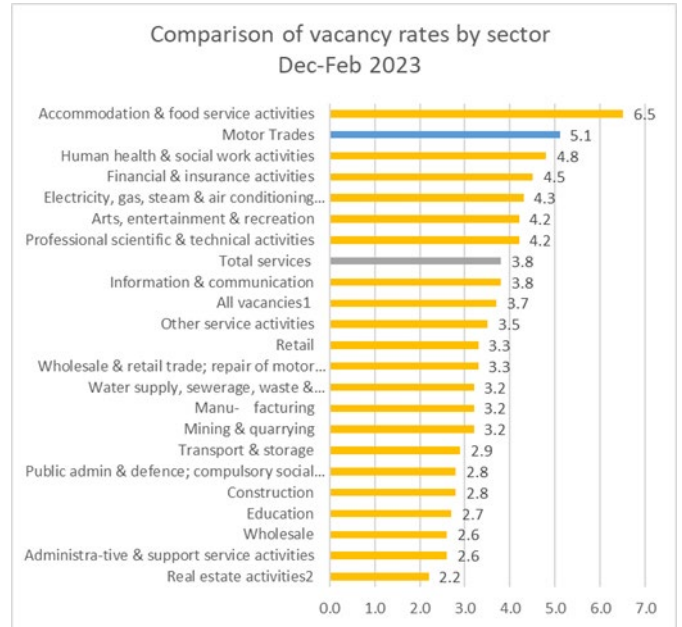
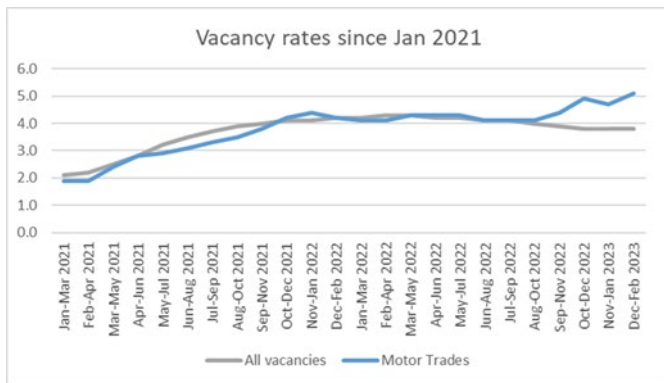
Key take away points

- Motor Trades vacancy rates continue to increase, against general vacancy rates which are falling. Motor trades hits another record rate (5.1) and currently ranks 2nd highest industry vacancy rate.
- There have been significant increases in job posts in the past year, and all automotive occupations saw a 4-year record high in January 2023.
- Advertised salaries for automotive occupations continue to rise to attempt to fill vacancies
- Vehicle paint technicians has seen the most significant increases in advertised salaries which have increased by 9.6% in the past 6 months and the current median advertised salary is £40,100 which is £14,100 above government median.
- Job postings for apprentices has increased by 55% in past 6 months



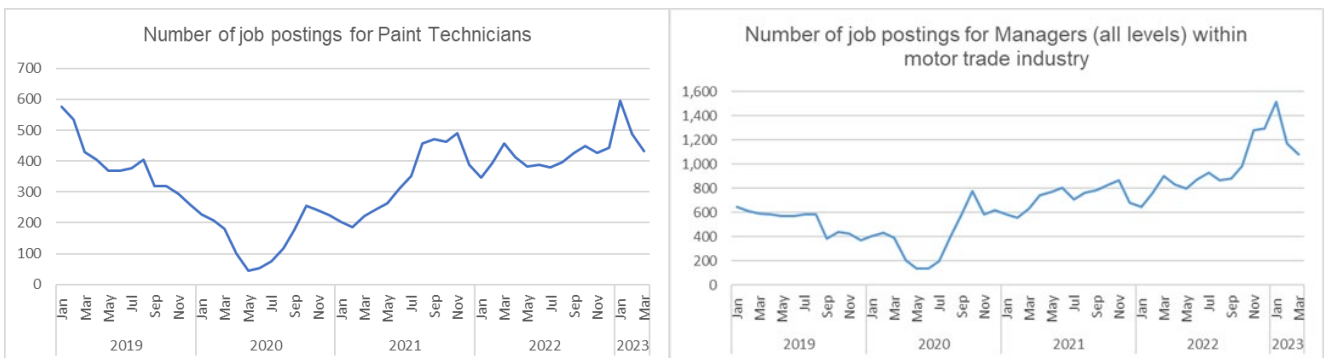
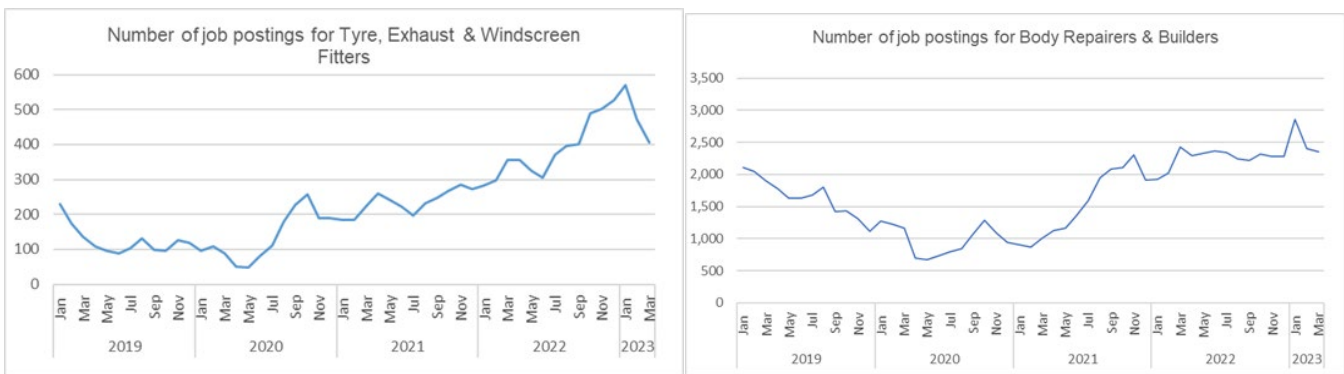
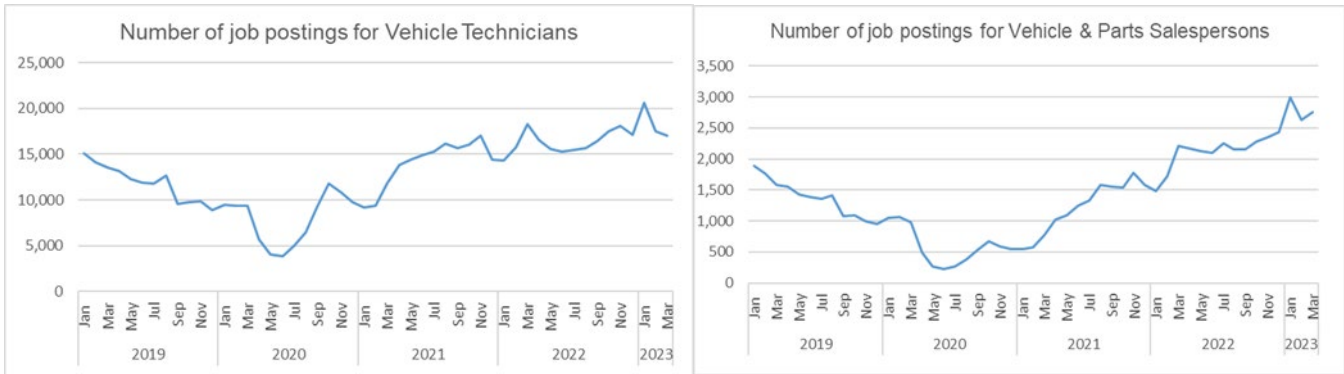
Sector vacancy rates

The current vacancy rate for motor trades 5.1, the highest rate in past 21 years (2001 earliest data available). Post pandemic motor trade vacancy rates have continued to increase broadly in line with the all industries rate. However, since summer 2022, whilst the all industries rate has started to fall, motor trades has continued to rise. This is reflected when comparing to other industries. The motor trade currently has the 2nd highest industry vacancy rate, second only to accommodation and food services



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 all automotive occupations saw 4-year record highs in January 2023. Postings have dropped back in the past 2 months, but many remain at significantly higher levels than previous years.



There has been a 7% decrease in job postings for vehicle technicians compared to same time last year, but postings are 45% higher than March 2021.

Job postings for vehicle and parts salespersons have seen a rapid increase in job postings in the past year, increasing by 25%. Job postings are 3 and half times larger compared to 2021.

Job postings for tyre, exhaust and windscreen fitters have seen a significant increases over the past year, but have fallen back in the past 2 months. They still remain 14% higher than the same period last year. Job postings are 80%, compared to same time in 2021..

Body repairers and builders job postings have remained static throughout 2022 and 2023, although in January there was a new record high. Current levels are double that of 2021.

Paint technicians also saw a record-high peak in job postings in January 2023. Despite falling back slightly in the past 2 months, levels are 95% higher than in 2021.

Job postings for managers in the motor trades industry have been significantly increasing over the past year and although have fallen back slightly in the past 2 months, in January they were at the highest rate in 4 years. The top 5 organisations advertising are: Halfords, National Tyres & AutoCare, BMW, Sytner group and Marshall Motor Group.

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	Current Median Advertised Salary in March 2023 (1000s)	£ above / below government recorded median salary (1000s)	% chg 6 Months	% chg past year	% chg over 3 years
Vehicle technicians	£35.0	£7.1	3.0	7.5	16.6
vehicle and parts salespersons	£26.0	£3.0	0	4.1	12.1
Vehicle valets and cleaners	£22.3	£3.4	2.9	7.7	17.5
Tyre, exhaust, and windscreen fitters	£26.0	£3.7	5	4.7	20.3
Vehicle body builders and repairers	£34.5	£8.0	1.5	3.1	14.9
Vehicle paint technicians	£40.1	£14.1	9.6	17.9	19.0

All occupations have seen increases in advertised salaries over the past 3 years and all salaries are higher than government recorded median salaries. The largest increases in advertised salaries have been for vehicle paint technicians, whose current median advertised salary is £40,100, which is £14,100 above government median. Advertised salaries have increased by 9.6% in the past 6 months and 19% in the past 3 years. Vehicle technicians' advertised salaries have increased by 3% in the past 6 months, currently sitting at £35,000, £7,100 above government median.



Other Insight

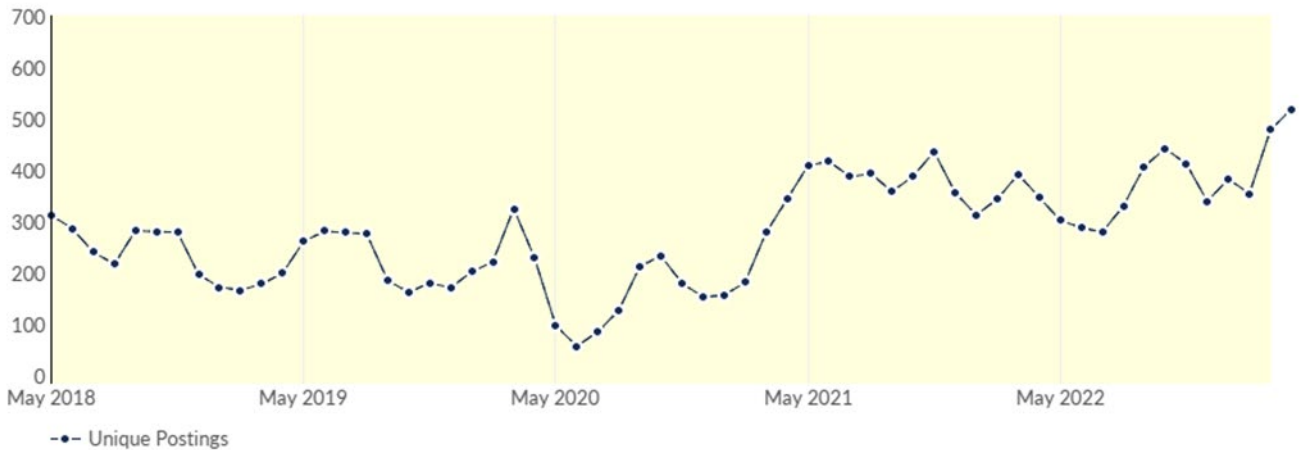
Apprentices



Advertising for apprentices in automotive retail continues to grow since 2020 as businesses attempt to fill vacancies. Job postings have increased by 55% in the past 6 months and are more than double compared to 2021.

EV specific skills

Unique Postings Trend



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 may be a specific requirement for recruiters. Alternatively, there is not the demand from certain sectors as yet, an example of this is roadside assistance. Previous analysis highlighted a salary premium for job posts specifically requesting EV skills, although current figures suggest a 1.5% salary premium, this not at previous levels. The understood reason for this is that there is an urgency to address the current vacancy rate which has led to an increase in salaries for all technician roles.

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