



DRIVING FORCES: UNVEILING THE LANDSCAPE OF THE UK AUTOMOTIVE LABOUR MARKET

Navigating Industry, Occupation, and Opportunities in a Dynamic Automotive Workforce



Welcome & Introduction

Introduction

The Institute of the Motor Industry (IMI) was established in 1920 during a period of significant change in the automotive industry, characterised by Henry Ford's pioneering assembly lines and mass production. As the first automotive industry body in the UK, the IMI was created to educate and train individuals working in this emerging field. Today, as a professional body dedicated to the advancement of the automotive sector, the IMI recognises that this industry is a driver of innovation, employment, and economic growth. To thrive in times of intense change, individuals working in the automotive sector require relevant, up-to-date skills and qualifications. IMI's mission is to provide and continually evolve the means by which professionals in this sector can attain relevant, professional competence and recognition.

Unlike most professional bodies that concern themselves with one profession or occupation, the IMI is dedicated to the advancement of the automotive sector, covering a range of sub-sectors and occupations. This presents both a challenge and an essential need to define and understand the related labour market.

The UK automotive retail sector plays a crucial role in the overall automotive industry, serving as the link between manufacturers and consumers. It encompasses a diverse range of businesses, including car dealerships, vehicle leasing companies, and online car retailers. The sector is responsible for selling both new and used vehicles, as well as providing a wide range of ancillary services such as vehicle financing, insurance, and maintenance. The sector has undergone significant transformation in recent years, driven by technological advances, changing consumer preferences, and the ongoing impact of Brexit. As a result, businesses in the sector are constantly evolving to adapt to new challenges and opportunities, making it an exciting and dynamic industry to watch.

Data & methods

The content of the report is generated from Emsi data, which gives a view of industry occupations in: England, Scotland, Wales and Northern Ireland throughout the 4 nations. Data is updated annually, so the most recent full year is 2022.

Emsi data gives a full, contextualised view of the labour

market, covering all 563 industry and 369 occupation classifications across all regions of the country, which has enabled us to examine the automotive sector through both subsector (industry) and occupation lenses. The report outlines historical trends, skills demand and seeks to predict some future trends for the sector. This means that we can drill down to the most specific industry and occupation (SIC and SOC), at National, Government Office Region, County/Unitary Authority and Local Authority levels.

There are some limitations with using SIC and SOC as not all subsectors and occupations are easily distinguishable at 4-digit level. For example, for those working in the Heavy Vehicle subsector, there is no SIC (industry code) and so is included in the SIC 4520 (Maintenance and repair of motor vehicles). There is also no separate SOC (occupation code) for HGV technicians, and so they are within SOC 5231 (vehicle technicians, mechanics and electricians).

Job postings data allows us to review recruitment trends and examine skills trends requested by employers.

The data is created from a collection of nine Government sources and describes labour market conditions across Britain. For this report, we have used government office region for regional analysis. Government data is revised on a quarterly basis and updates historical data as well as current estimates. Most recent data for automotive has been significantly revised (10% reductions in some cases) mainly due to revised impact of the pandemic. As revisions are undertaken historically, it does not affect reporting within this report, however care should be taken if comparing this report with previous editions.

All data used within this report is referenced to Emsi 2023.1 data sourced from Emsi UK Analyst

Executive summary

The automotive sector is currently facing its biggest skills challenge in the past two decades with a record number of vacancies and the need to meet new skills requirements to meet the green agenda.

To address this challenge, creating a more diverse and inclusive workforce, as well as providing support and training to equip the workforce to deliver the government's climate commitments, are critical.

The UK automotive sector is a crucial part of the country's economy, representing a significant contribution to both GDP and employment. In 2022 the sector was responsible for 2.5% (£37 billion) to the UK economy.

The UK automotive sector employs 758,600 people, with the vast majority (78%) working in the automotive retail sector and the remaining 22% in automotive manufacturing. In addition to these jobs, there are 113,000 individuals working in automotive occupations outside of automotive retail and manufacturing. The sector is supported by a total of 98,500 establishments, with 97% of these being in automotive retail.

Over the past decade the sector has created 70,000 new jobs across more than 200 different occupations. New technologies have driven growth in a number of subsectors, and job roles. The subsector Manufacture of Electrical and Electronic Equipment for Motor Vehicles has seen a 38% increase in jobs over the past 10 years. This is most likely driven by the increase in demand for electric and hybrid vehicles, which require more electrical and electronic components than traditional internal combustion engine vehicles.

Management and leadership roles currently make up 10% of the automotive workforce. Core skills required are marketing, finance, sales management, customer service and communication.

One of the biggest challenges for the sector in 2022 has been the record vacancy rates across the sector. The current vacancy rate for motor trades is 5.1, the highest rate in past 21 years. Although post pandemic, the motor

trade vacancy rates increased broadly in line with other industries as the UK experienced the 'big resignation phenomenon'. Since summer 2022 whilst other industries started to fall, motor trades has continued to rise. In 2023, 'motor trades' ranked 2nd when it comes to having the highest vacancy rate, second only to accommodation and food services. Analysis also highlights vehicle technicians, vehicle body builders and repairers, assemblers and vehicle paint technicians are all experiencing high labour churn.

Naturally, high vacancy rates have driven job postings across the sector, which has in turn increased advertised salaries as employers struggle to recruit skilled staff. Paint technicians for example are advertising salaries, which are £14,100 above government median.

As well as the immediate vacancy issue, IMI analysis indicates that there will be an employment requirement of 111,400 jobs in the next 10 years across the 8 specific automotive occupations. 7,900 will be new jobs and 103,500 will be employment replacement (due to retirement, migration and occupational mobility). 41% of employment requirement is for vehicle technicians, a total of 45,800 technicians required.

Creating a more diverse and inclusive workforce and attracting individuals into the sector is imperative to meeting these challenges. Currently, just 19% of the sector are female and 18% are over the age of 55.

Growth in the past 2 years has not been universal across all subsectors. 8 subsectors have seen jobs reduce, the largest percentage drop being Renting and Leasing of Cars and Light Motor Vehicles.

This is likely driven by the impact of the COVID-19 pandemic on the travel industry, which led to a significant decrease in demand for rental and leasing cars. Also, the shift towards ride-sharing services, such as Uber and Lyft, which have become increasingly popular.

As well as insuring positions are filled, it is crucial that these are filled with individuals with the right skills. As the industry continues to evolve and new technologies, such as electric and autonomous vehicles, become more prevalent, the skills and expertise required of technicians and other workers in the industry are changing. In 2022, over 14,800 skilled technicians were certified, boosting the total number of qualified technicians able to safely work on electric vehicles to 39,000 - that's 16% of all technicians in the UK. However, the IMI predicts that by 2030, we will need 103,000 TechSafe qualified technicians to work with electric vehicles and warns of a potential shortfall of 4,500 qualified technicians by 2029. Although much attention has been highlighted on the introduction of EVs, it's equally (or perhaps more) urgent to ensure technicians have the skills to work with ADAS.

The IMI believes that as of the end of 2022, 5% of the UK car parc has some degree of level 2 autonomy. This is set to rise rapidly over the next decade as all new vehicles (as of July 2022) are mandated (EU regulation) to include several safety components, a number of which include Level 2 autonomy. As these vehicles become more prevalent, it is crucial for technicians to have the necessary skills to diagnose and fix issues with autonomous systems, ensuring the safety and reliability of the vehicles. The IMI estimates a current skills gap in the region of 3,000 to 9,000 technicians and is set to increase to 51,000 by 2030.

Key Statistics

- 758,000 - Jobs in the automotive sector.
- 78% of the 758,000 jobs are within the automotive retail sectors, the remaining 22% are in automotive manufacturing.
- 113,000 individuals working in automotive occupations outside of automotive retail and manufacturing.
- 98,500 – Establishments (businesses) in the sector. 97% of these are in automotive retail.
- £37 billion gross value added (GVA) to the UK economy, 2.5% to the economy.
- 19% of the automotive sector are female.
- 39% of the automotive sector are aged under 35.
- 213 occupations.
- 70,000 new jobs in the past 10 years.
- 10% of automotive retail are in senior roles.
- Manufacture of Electrical and Electronic Equipment for Motor Vehicles, has seen an 38% increase in jobs in the past 10 years.
- 21-year record vacancy rate in the sector.
- 16% of technicians TechSafe EV qualified.
- 45,800 technicians needed over next 10 years.



Defining the labour market

Locating the labour market

Automotive Retail			
SIC	Description	2022 Jobs	2021 Establishments
7712	Renting and Leasing of Trucks	6939	916
4540	Sale, Maintenance and Repair of Motorcycles and Related Parts and Accessories	10442	2220
4519	Sale of Other Motor Vehicles	13063	1608
7711	Renting and Leasing of Cars and Light Motor Vehicles	31233	4812
4532	Retail Trade of Motor Vehicle Parts and Accessories	44974	6205
4531	Wholesale Trade of Motor Vehicle Parts and Accessories	76229	6009
4511	Sale of Cars and Light Motor Vehicles	177669	22093
4520	Maintenance and Repair of Motor Vehicles	231626	51313
		592175	95176

Automotive Manufacturing			
SIC	Description	2022 Jobs	2021 Establishments
2920	Manufacture of Bodies (Coachwork) for Motor Vehicles; Manufacture of Trailers and Semi-trailers	23208	814
2931	Manufacture of Electrical and Electronic Equipment for Motor Vehicles	3473	105
2910	Manufacture of Motor Vehicles	77675	991
3091	Manufacture of Motorcycles	1802	55
2932	Manufacture of Other Parts and Accessories for Motor Vehicles	59807	1396
		165965	3361

Specific Automotive Occupations		
SOC	Description	2022 Jobs
1252	Garage Managers and Proprietors	24183
5231	Vehicle Technicians, Mechanics and Electricians	178971
5232	Vehicle Body Builders and Repairers	23914
5234	Vehicle Paint Technicians	12357
7115	Vehicle and Parts Salespersons and Advisers	55004
8132	Assemblers (Vehicles and Metal Goods)	44364
8135	Tyre, Exhaust and Windscreen Fitters	12649
9236	Vehicle Valeters and Cleaners	32690
		384132

592,000

jobs in the automotive retail sector

166,000

jobs in the automotive manufacturing sector

113,000

automotive occupations outside of automotive retail and manufacturing

871K

384K

166K

Total number working in the automotive sector and in automotive occupations outside the sector.

Employed in automotive occupations.

Employed outside the sector

Industry subsectors (Retail)

Sale of Cars and Light Motor Vehicles

Wholesale and retail sale of new vehicles which includes passenger motor vehicles, including specialised passenger motor vehicles such as ambulances and minibuses. As well as wholesale and retail sale of off-road motor vehicles like jeeps

Jobs	Establishments	% Males
177,669	22,093	75%
GVA	Average wage per job	% Females
8.8bn	31,254	25%

Sale of Other Motor Vehicles

Wholesale and retail sale of new and used vehicles, including lorries, trailers and semi-trailers and camping vehicles such as caravans and motor homes. As well as wholesale and retail sale of off-road motor vehicles (of a weight exceeding 3.5 tons)

Jobs	Establishments	% Males
13,063	1,608	88%
GVA	Average wage per job	% Females
0.7bn	29,166	12%

Maintenance and Repair of Motor Vehicles

Maintenance and repair of motor vehicles includes: mechanical repairs, electrical repairs, electronic injection systems repair, ordinary servicing, bodywork repair, repair of motor vehicle parts, repair of screens and windows, spraying and painting, tyre and tube repair, fitting or replacement, installation of parts and accessories

Jobs	Establishments	% Males
231,626	51,313	87%
GVA	Average wage per job	% Females
8.4bn	25,588	13%

Wholesale Trade of Motor Vehicle Parts and Accessories

Wholesale trade of all kinds of parts, components, supplies, tools and accessories for motor vehicles, such as tyres, ark plugs, batteries, lighting equipment and electrical parts

Jobs	Establishments	% Males
76,229	6,009	77%
GVA	Average wage per job	% Females
2.8bn	28,331	23%

Retail Trade of Motor Vehicle Parts and Accessories

Retail trade of all kinds of parts, components, supplies, tools and accessories for motor vehicles, such as tyres, spark plugs, batteries, lighting equipment and electrical parts

Jobs	Establishments	% Males
44,974	6,205	71%
GVA	Average wage per job	% Females
1.3bn	22,483	29%

Sale, Maintenance and Repair of Motorcycles and Related ...

Wholesale and retail sale of motorcycles, including mopeds, parts and accessories for motorcycles and maintenance and repair of motorcycles.

Jobs	Establishments	% Males
10,442	2,220	70%
GVA	Average wage per job	% Females
0.4bn	29,532	30%

Renting and Leasing of Cars and Light Motor Vehicles

Renting and leasing of cars and light motor vehicles includes renting and operational leasing of passenger cars and other light motor vehicles (of a weight not exceeding 3.5 tonnes) without driver

Jobs	Establishments	% Males
31,233	4,812	68%
GVA	Average wage per job	% Females
3.2bn	33,739	32%

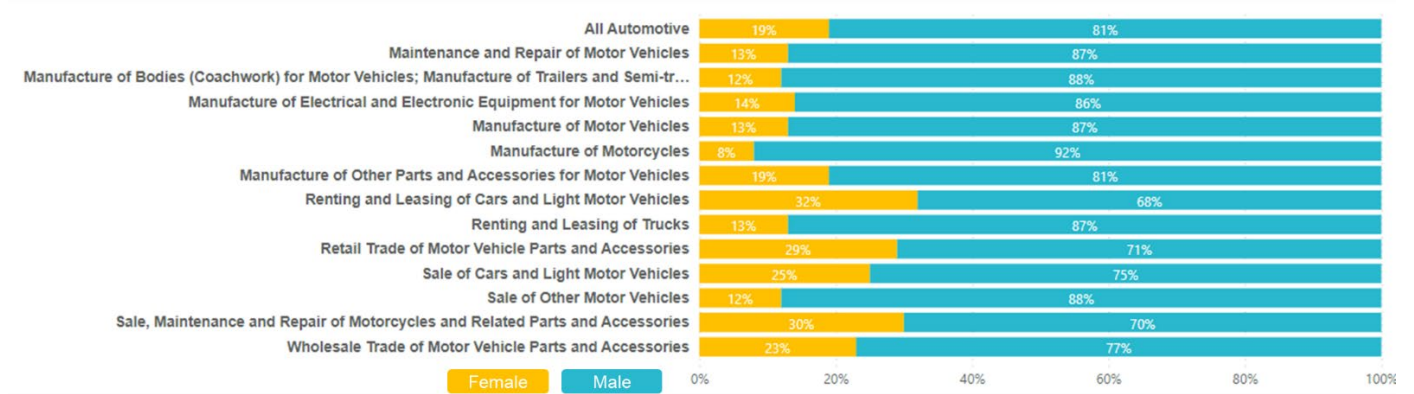
Renting and Leasing of Trucks

Renting and leasing of trucks includes the renting and operational leasing of trucks, utility trailers and heavy motor vehicles (of a weight exceeding 3.5 tonnes) and recreational vehicles

Jobs	Establishments	% Males
6,939	916	87%
GVA	Average wage per job	% Females
1.0bn	33,507	13%

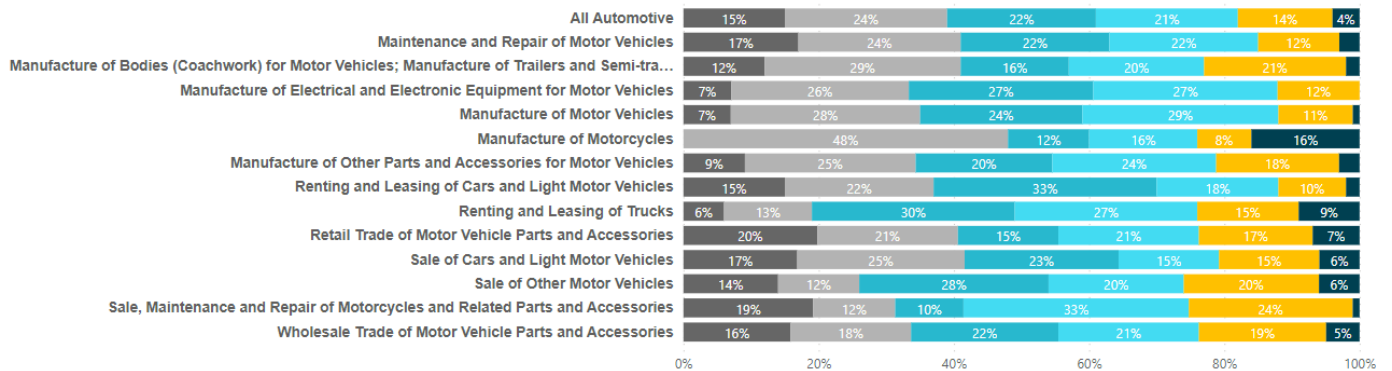
Demographics of the sector

Gender



81% of the sector is male. The subsector with the largest proportion of males (92%) is the Manufacture of Motorcycles. Renting and Leasing of Cars and Light Motor Vehicles has the highest proportion of females 32%.

Age



39% of the automotive sector is aged under 35 and 18% is over the age of 55. The subsector with the youngest profile is the Manufacture of Motorcycles, where 48% of the subsector is under 35. The sale of other motor vehicles has the oldest profile with 26% of the sector is over 55.

Geographical Profile

Country



England				
	2022 Jobs	2021 Establishments	2022 Location Quotient	Avg. Wages Per Job
Automotive Retail	506475	81489	1.01	£28,461
Automotive Manufacturing	150914	2989	1.07	£37,535
	657389	84478		

Scotland				
	2022 Jobs	2021 Establishments	2022 Location Quotient	Avg. Wages Per Job
Automotive Retail	45466	6047	0.96	£26,460
Automotive Manufacturing	3559	105	0.27	£37,673
	49025	6152		

Wales				
	2022 Jobs	2021 Establishments	2022 Location Quotient	Avg. Wages Per Job
Automotive Retail	25330	4461	1.04	£26,420
Automotive Manufacturing	8631	150	1.26	£30,072
	33961	4611		

Northern Ireland				
	2022 Jobs	2021 Establishments	2022 Location Quotient	Avg. Wages Per Job
Automotive Retail	25330	4461	1.04	£26,420
Automotive Manufacturing	8631	150	1.26	£30,072
	33961	4611		

87% of the automotive sector is based in England

Average wages in England are higher than the other three nations. Average wages in automotive manufacturing are higher than retail in all 4 nations.

Region

Automotive Retail				
Region	2022 Jobs	2021 Establishments	Avg. Wages Per Job	2022 Location Quotient
East Midlands	59585	8084	£26,588	1.47
East of England	58638	10637	£28,882	1.09
London	38530	8830	£29,141	0.38
North East	20268	3030	£31,369	0.98
North West	63436	10350	£29,048	0.98
Northern Ireland	14904	3178	£23,297	0.83
Scotland	45466	6047	£26,460	0.96
South East	80177	13666	£32,388	1.02
South West	66364	9099	£26,269	1.37
Wales	25330	4461	£26,420	1.04
West Midlands	71280	9412	£27,432	1.45
Yorkshire and The Humber	48196	8382	£25,437	1.04
	592174	95176		

14% (80,200) of the automotive retail sector is based in the Southeast.

The location quotient is a way of quantifying how concentrated a particular industry or sector is compared to the whole nation. Numbers greater than 1 indicate the sector has a larger than average share of jobs in the region.

The East Midlands has the highest location quotient indicating greater prevalence of retail automotive jobs in the region.

Local authority area

The local authorities employing the most people in automotive retail are Birmingham, Leeds, West Northamptonshire, Wiltshire and Cornwall.

In terms of location quotient, North Warwickshire, Chesterfield and Redditch have particularly high location quotients, indicating greater prevalence of retail automotive jobs in these areas.



Occupations in the sector

SOC	Description	2022 Jobs
5231	Vehicle Technicians, Mechanics and Electricians	120671
7115	Vehicle and Parts Salespersons and Advisers	45558
8212	Van Drivers	25438
5223	Metal Working Production and Maintenance Fitters	23333
3545	Sales Accounts and Business Development Managers	22574
8132	Assemblers (Vehicles and Metal Goods)	22365
9236	Vehicle Valeters and Cleaners	21878
4159	Other Administrative Occupations n.e.c.	21877
5232	Vehicle Body Builders and Repairers	20143
9260	Elementary Storage Occupations	19054
1252	Garage Managers and Proprietors	18660
7111	Sales and Retail Assistants	17969
4122	Book-keepers, Payroll Managers and Wages Clerks	17204
1190	Managers and Directors in Retail and Wholesale	16476
4216	Receptionists	15254
8135	Tyre, Exhaust and Windscreen Fitters	11961
8214	Taxi and Cab Drivers and Chauffeurs	11882
1121	Production Managers and Directors in Manufacturing	10511
5234	Vehicle Paint Technicians	10172
7219	Customer Service Occupations n.e.c.	9329

The occupation with the largest number of jobs in the sector is vehicle technicians, mechanics and electricians with 16% (120,700) of the jobs in the sector. The second highest is vehicle and parts salespersons and advisers with 6% (45,560) of the industry. 64% of jobs within the industry are in the top 20 occupations

There is significant diversity in the industry in terms of occupations, there are 213 occupations working in the automotive sector. For example, the sector employees 17,200 book-keepers, Payroll Managers and Wages Clerks.



Specific automotive occupations

Vehicle Technicians, Mechanics and Electricians

Employed in the Automotive sector 120671	Education level Level 3 NVQ; A Levels
Employed outside 58300	% Over 55 16%
Total 178971	% Females % Males 1% 99%

Vehicle and Parts Salespersons and Advisers

Employed in the Automotive sector 45558	Education level Level 3 NVQ; A Levels
Employed outside 9446	% Over 55 16%
Total 55004	% Females % Males 8% 92%

Vehicle Valeters and Cleaners

Employed in the Automotive sector 21878	Education level Level 1 NVQ; GCSE at grad...
Employed outside 10812	% Over 55 14%
Total 32690	% Females % Males 11% 89%

Garage Managers and Proprietors

Employed in the Automotive sector 18660	Education level Level 3 NVQ; A Levels
Employed outside 16335	% Over 55 27%
Total 24183	% Females % Males 9% 91%

Vehicle Body Builders and Repairers

Employed in the Automotive sector 20143	Education level Level 3 NVQ; A Levels
Employed outside 3771	% Over 55 23%
Total 23914	% Females % Males 0% 100%

Vehicle Paint Technicians

Employed in the Automotive sector 10172	Education level Level 3 NVQ; A Levels
Employed outside 2185	% Over 55 7%
Total 12357	% Females % Males 5% 95%

Assemblers (Vehicles and Metal Goods)

Employed in the Automotive sector 22365	Education level Level 2 NVQ; GCSE at grad...
Employed outside 21999	% Over 55 14%
Total 44364	% Females % Males 18% 82%

Tyre, Exhaust and Windscreen Fitters

Employed in the Automotive sector 11961	Education level Level 2 NVQ; GCSE at grad...
Employed outside 688	% Over 55 4%
Total 12649	% Females % Males 1% 99%

Management & leadership roles

Top 10 management and leadership roles within automotive retail	
Description	2022 jobs
Garage Managers and Proprietors	18046
Managers and Directors in Retail and Wholesale	15819
Marketing and Sales Directors	5093
Financial Managers and Directors	4193
Production Managers and Directors in Manufacturing	4052
Managers and Proprietors in Other Services n.e.c.	3100
Managers and Directors in Storage and Warehousing	2839
Shopkeepers and Proprietors – Wholesale and Retail	2459
Managers and Directors in Transport and Distribution	1757
Functional Managers and Directors n.e.c.	1238

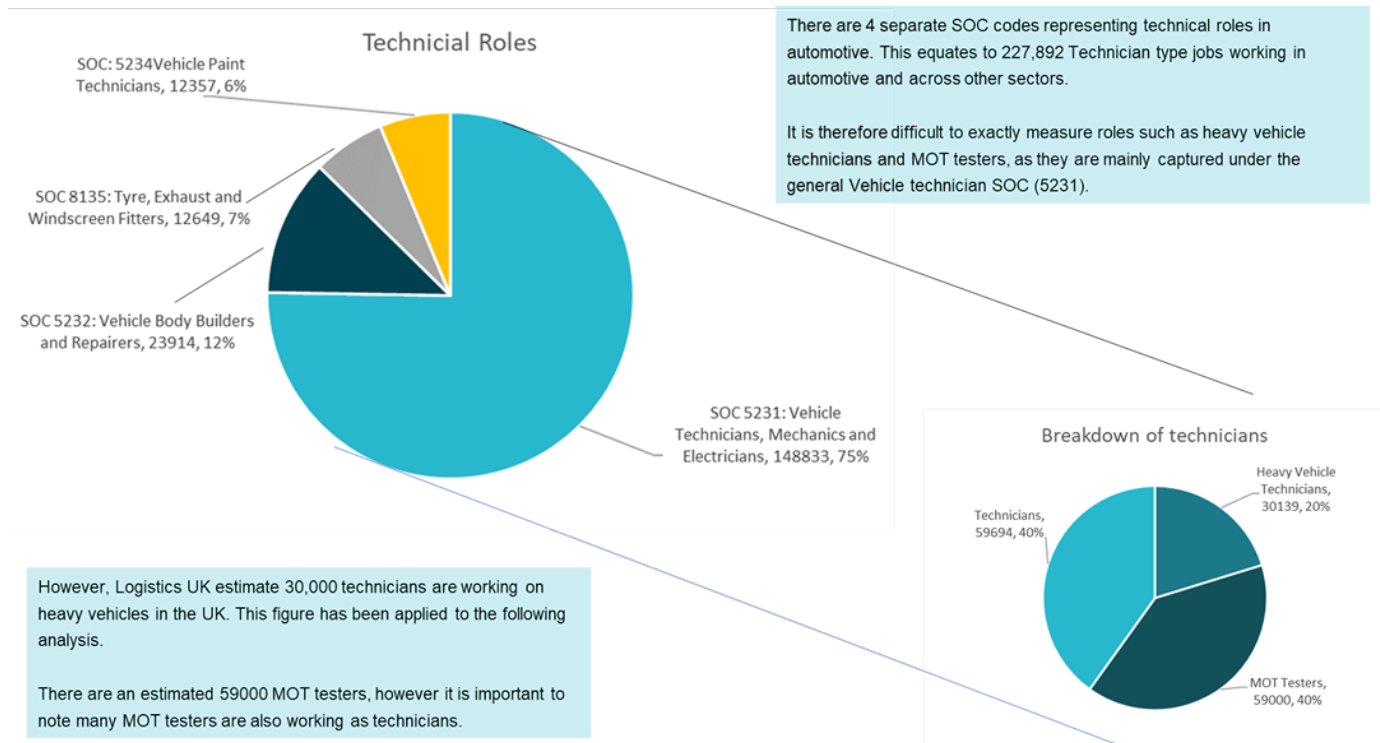
60,900
Managers, directors and senior officials employed in automotive retail

10%
Sector workforces in senior roles

In 2022, there were 60,900 managers, directors and senior officials employed in the automotive retail sector, which accounts for 10% of the workforce.

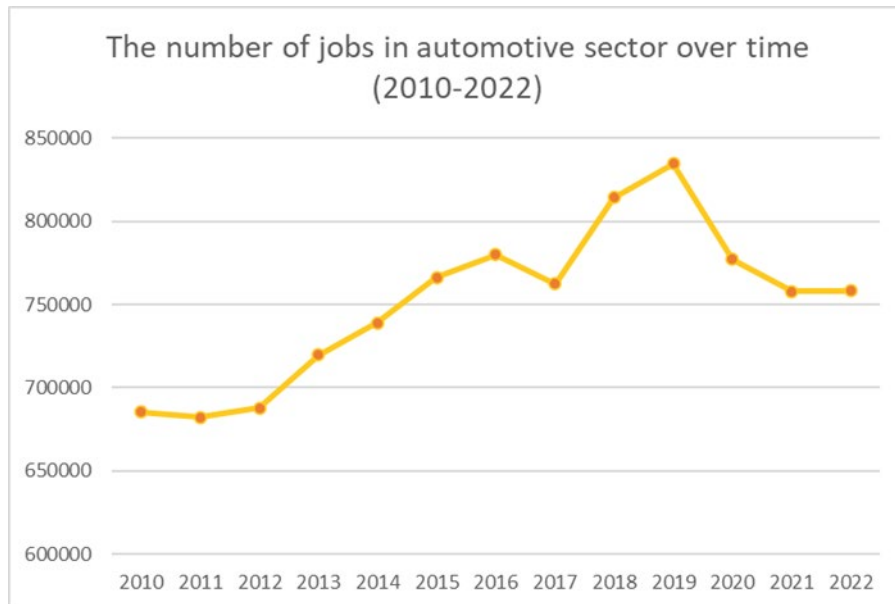
Garage Managers and Proprietors are the largest occupational group.

Technical roles



Changing picture

Industry Trends



There has been strong growth in the past 10 years, leading to an additional 70,000 new jobs in the sector.

2020 saw the pandemic significantly affect jobs, and over the last 2 years we saw 19,000 fewer jobs.

2022 saw a negligible increase of less than half a percent.

70K

New jobs in automotive sector in the past 10 years

10%

Growth in past 10 years

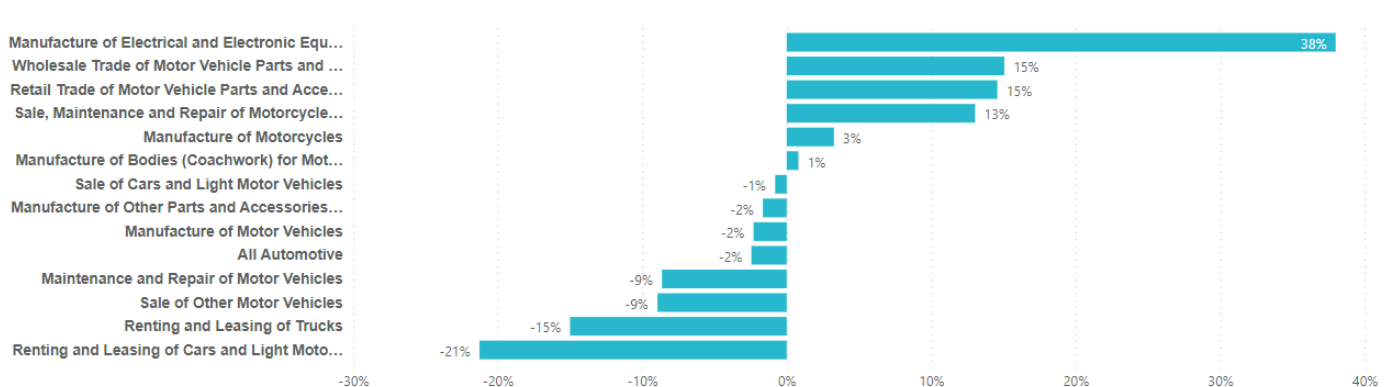
19K

Fewer jobs in past 2 years



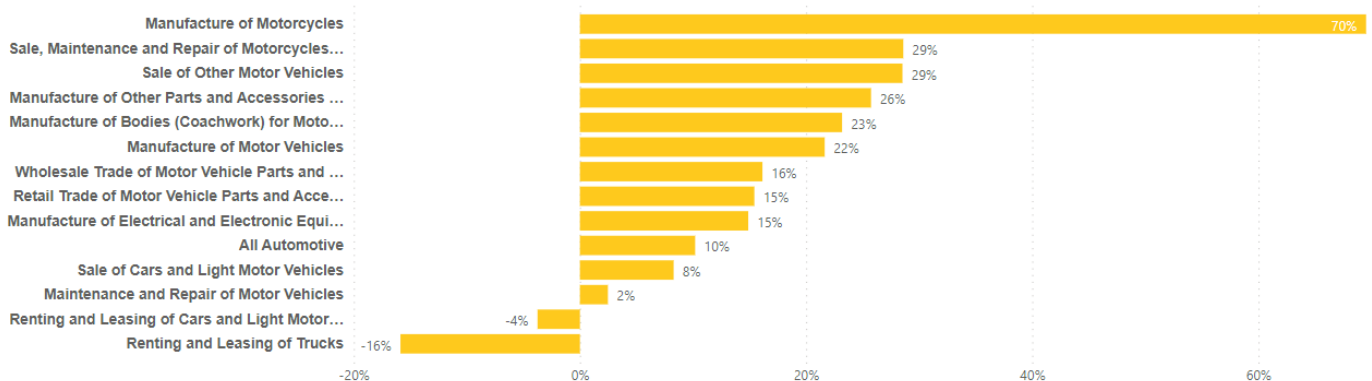
Subsector Trends

Industry subsectors percentage change in jobs in the past 2 years



6 subsectors have seen growth in the past 2 years, the most significant being Manufacture of Electrical and Electronic Equipment for Motor Vehicles, which has seen an 38% increase in jobs. This is most likely driven by the increase in demand for electric and hybrid vehicles, which require more electrical and electronic components than traditional internal combustion engine vehicles. This increased demand may have resulted in more production and, therefore, more jobs in the sector. 8 subsectors have seen jobs reduce in the past 2 years, the largest percentage drop being Renting and Leasing of Cars and Light Motor Vehicles. Possible reasons for this include the impact of the COVID-19 pandemic on the travel industry, which led to a significant decrease in demand for rental and leasing cars. The pandemic resulted in travel restrictions and lockdown measures reduced the number of people travelling for business or leisure, resulting in a decline in demand for rental cars and, in turn, fewer jobs in the sector. Another reason could be the shift towards ride-sharing services, such as Uber and Lyft, which have become increasingly popular and may have reduced the demand for rental and leasing cars. Either way, there appears to have been a shift in consumer behaviour.

Industry subsectors percentage change in jobs in the past 10 years



All but two subsectors have seen growth the past 10 years. The largest in percentage terms being the Manufacture of Motorcycles. The two subsectors showing falls over the past 10 years are Renting and Leasing of Cars and Light Motor Vehicles (fall of 16%) and Renting and Leasing of Trucks (fall of 4%). This is likely to have been driven by the impact of COVID-19 pandemic in the past 3 years.

New Jobs

Top 5 occupations contributing to new jobs	
Vehicle and Parts Salespersons and Advisers	6228
Vehicle Technicians, Mechanics and Electricians	4434
Vehicle Valeters and Cleaners	3447
Van Drivers	2754
Sales Accounts and Business Development Managers	2033

These 5 occupations contribute to 27% (19,000) of the 70,000 new jobs created in the past 10 years.

The following have relatively small numbers working in the sector (between 1000 and 3000) but have shown large percentage growth in the past 10 years.

The ones to watch	
Elementary Process Plant Occupations n.e.c.	31%
Welding Trades	29%
Assemblers (Vehicles and Metal Goods)	24%
Financial Administrative Occupations n.e.c.	18%

Elementary Process Plant Occupations are workers who perform basic production processes in the manufacturing of automotive components and parts. Their tasks may include operating and maintaining machinery and equipment used in production, assembling and fitting components together, performing quality checks, and maintaining a safe and clean working environment.

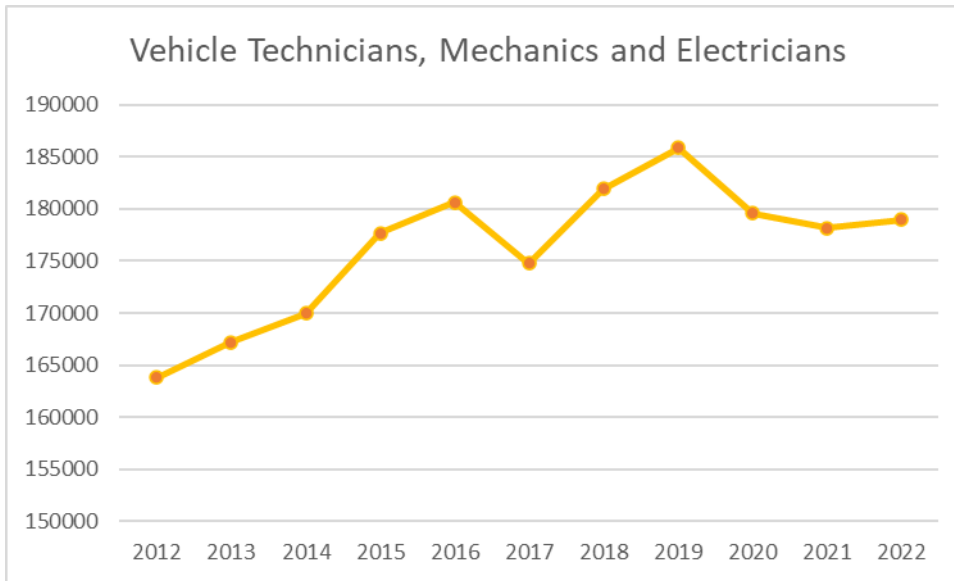
Welding Trades play a significant role in the manufacturing of automotive components and parts. Workers in this occupation are responsible for joining metal parts together using various welding techniques, such as gas metal arc welding, gas tungsten arc welding, and resistance welding. They ensure that welds are of a high-quality and meet specific design requirements. They may work on body and frame assembly, engine and transmission assembly, and exhaust system assembly.

Assemblers in the automotive sector are responsible for assembling various components and parts to create finished vehicles or sub-assemblies that are used in the manufacturing process.

They work on different areas of the assembly line, use specialised tools and equipment, and follow specific assembly procedures and safety protocols. Their tasks may include reading and interpreting engineering drawings, installing and tightening bolts and screws, connecting wires and cables, and performing quality checks on finished assemblies.

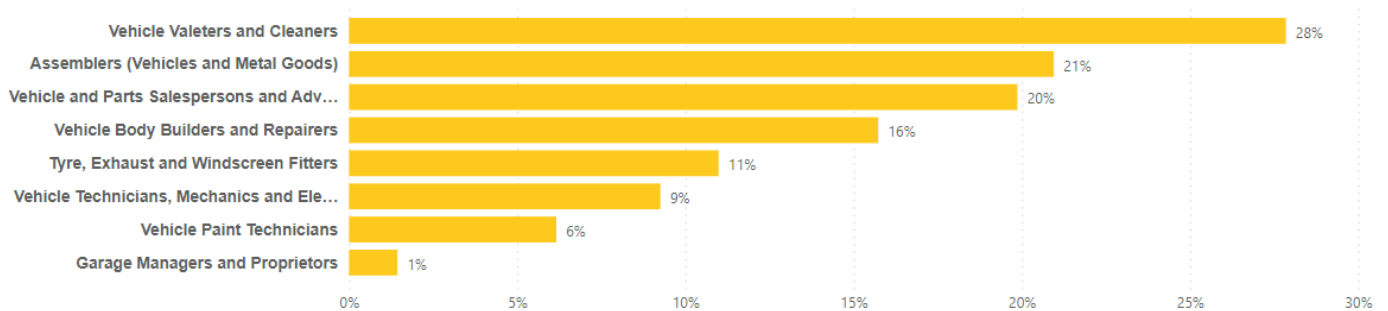
Financial administrators in the automotive sector manage and oversee the financial operations of automotive companies. They are responsible for financial planning, accounting, budgeting, and reporting, and work closely with other departments and teams to ensure that financial goals are aligned with overall business objectives. Their tasks may include managing financial records and transactions, analysing financial data, overseeing financial audits and compliance requirements, managing budgets and financial forecasts, and developing financial strategies and plans to support business growth.

Occupation Trends



15,000
new vehicle technicians in the past 10 years, this is 9% growth.

Percentage change in past 10 years

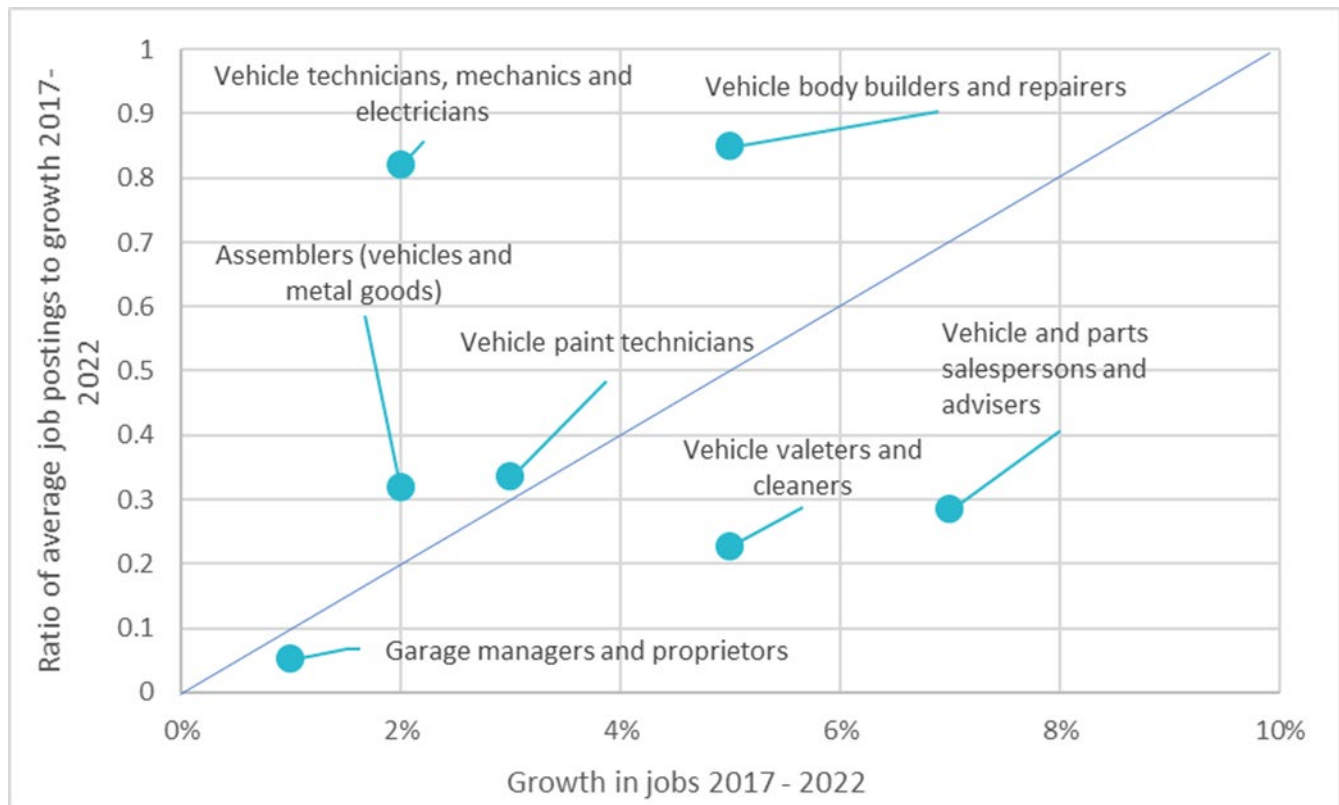


Change in past 10 years

	Number	Percentage
Assemblers (Vehicles and Metal Goods)	7684	21%
Garage Managers and Proprietors	343	1%
Tyre, Exhaust and Windscreen Fitters	1252	11%
Vehicle and Parts Salespersons and Advisers	9116	20%
Vehicle Body Builders and Repairers	3250	16%
Vehicle Paint Technicians	717	6%
Vehicle Technicians, Mechanics and Electricians	15158	9%
Vehicle Valeters and Cleaners	7120	28%

All occupations have seen increases in the past 10 years. Valeters has seen the largest % growth (28%).

Labour churn

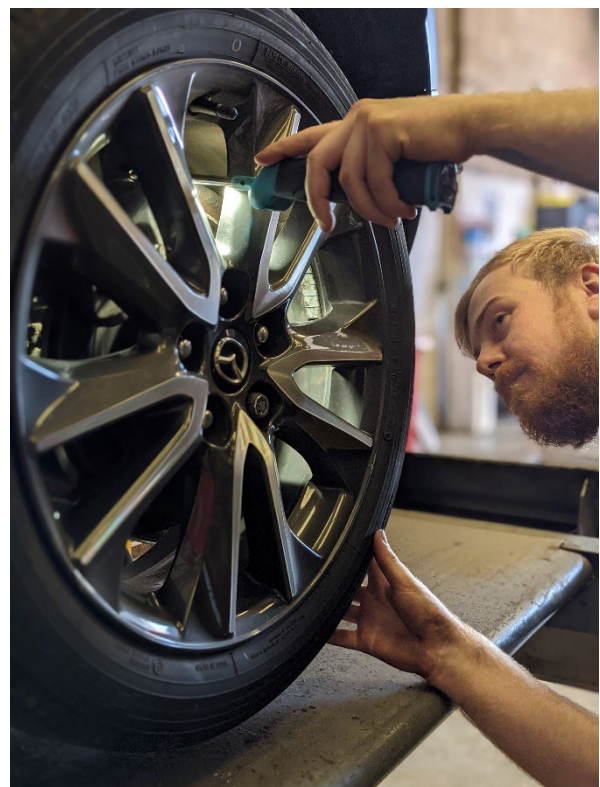


This graph attempts to evaluate labour market turnover for automotive specific occupations.

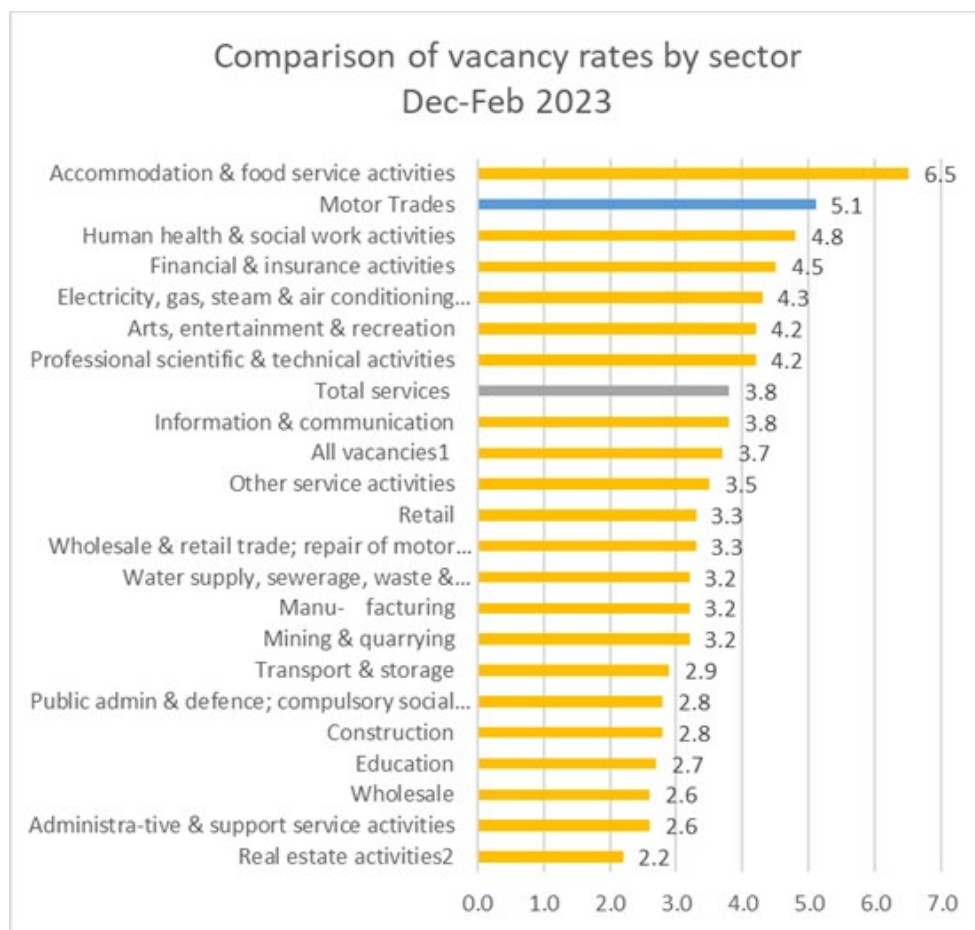
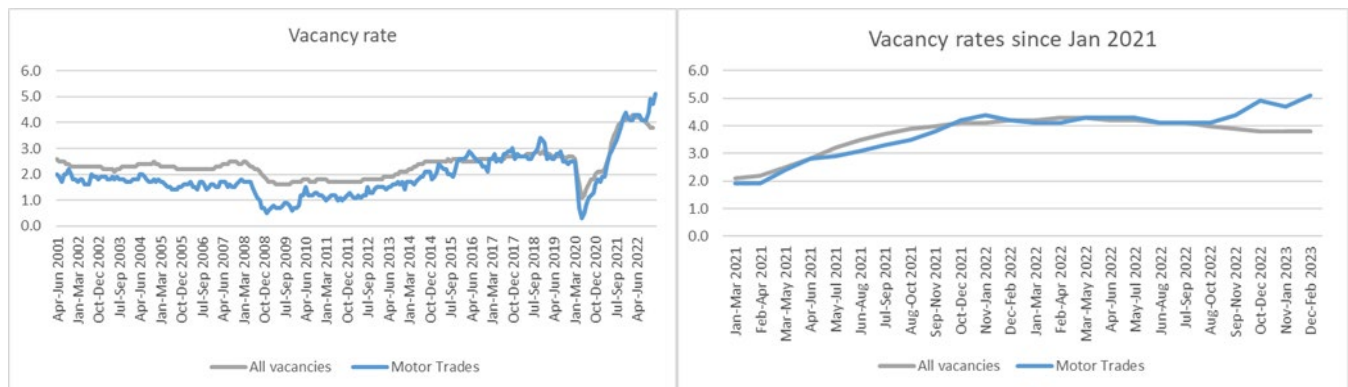
It uses an implicit measure: the ratio of online job postings to jobs averaged over the period 2017 to 2022, with each occupation. There are potential biases here, as different groups are more or less likely to advertise online.

The basic interpretation of the graph is that as growth increases, so (in theory) would job postings in order to meet this demand. This is represented by the diagonal line. Occupations above the diagonal line indicate that there maybe increased turnover in these occupations.

4 of the 7 occupations analysed are indicating some degree of turnover, the highest being vehicle technicians and body builders and repairers.



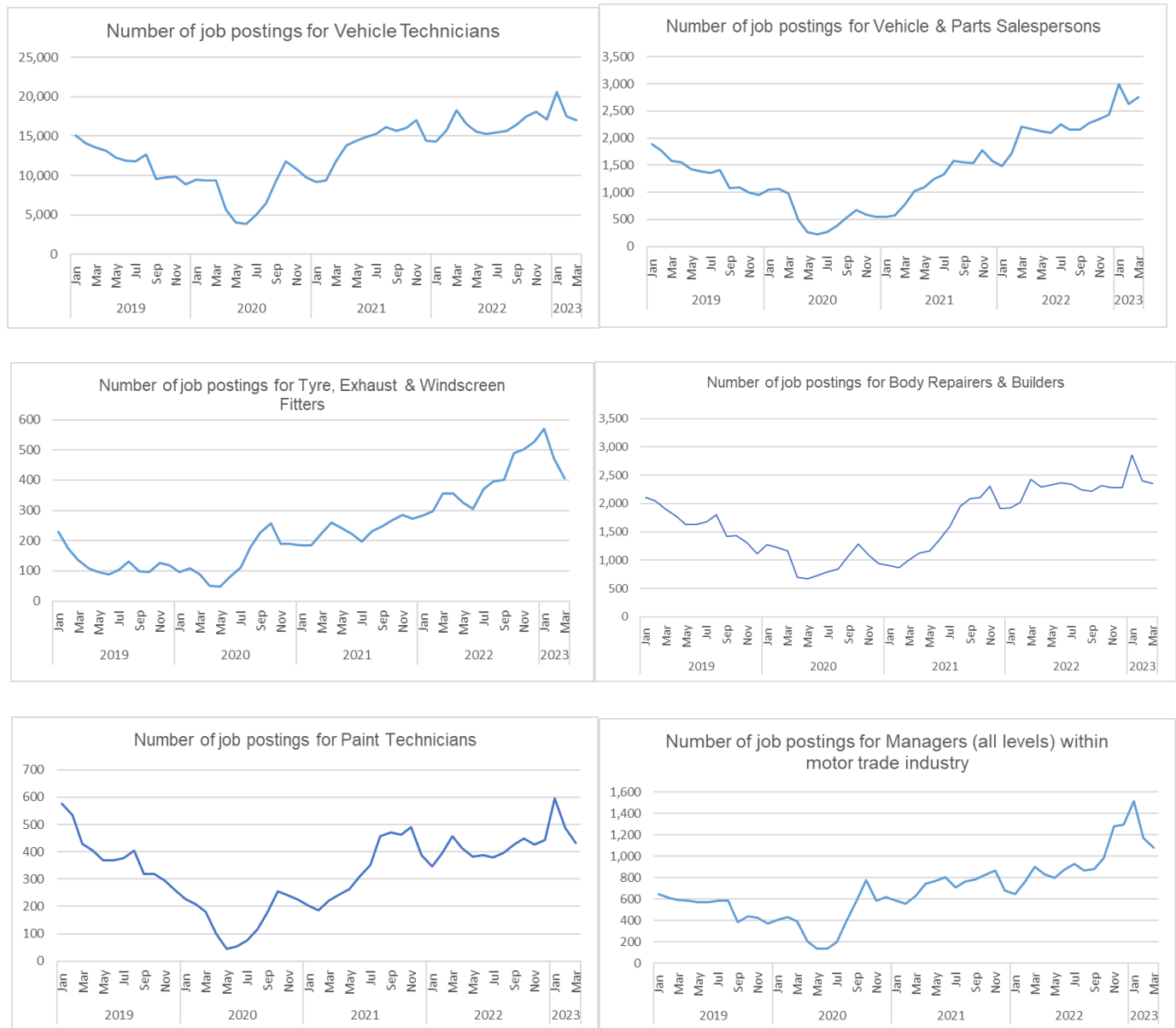
Vacancy rates



The current vacancy rate for motor trades is 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 all industries rate has started to fall, motor trades has continued to raise. This is reflected when comparing to other industries. Motor trades currently has the 2nd highest industry vacancy rate second only to accommodation and food services.

Recruitment trends

Automotive occupations

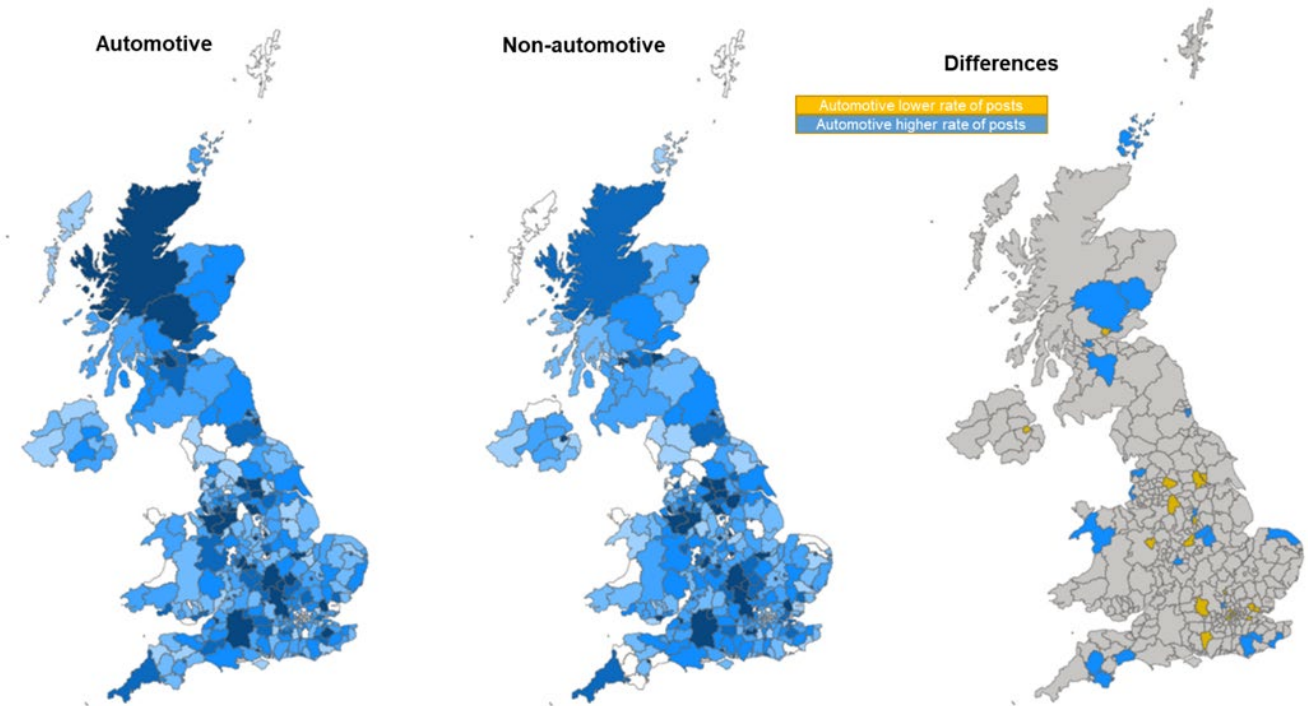


In March 2023, job postings for vehicle technicians had decreased by 7% compared to the same time last year, but postings are 45% higher than March 2021. Vehicle and parts salespersons job postings have seen a rapid increase in job postings in 2022/2023, increasing by 25%. Job postings for tyre, exhaust and windscreen fitters have also seen a significant increases over the past year but have fallen back in the past 2 months. 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 they have fallen back slightly in the past 2 months, in January they were at the highest rate in 4 years.

Regional Perspective – Job Postings

Technical roles

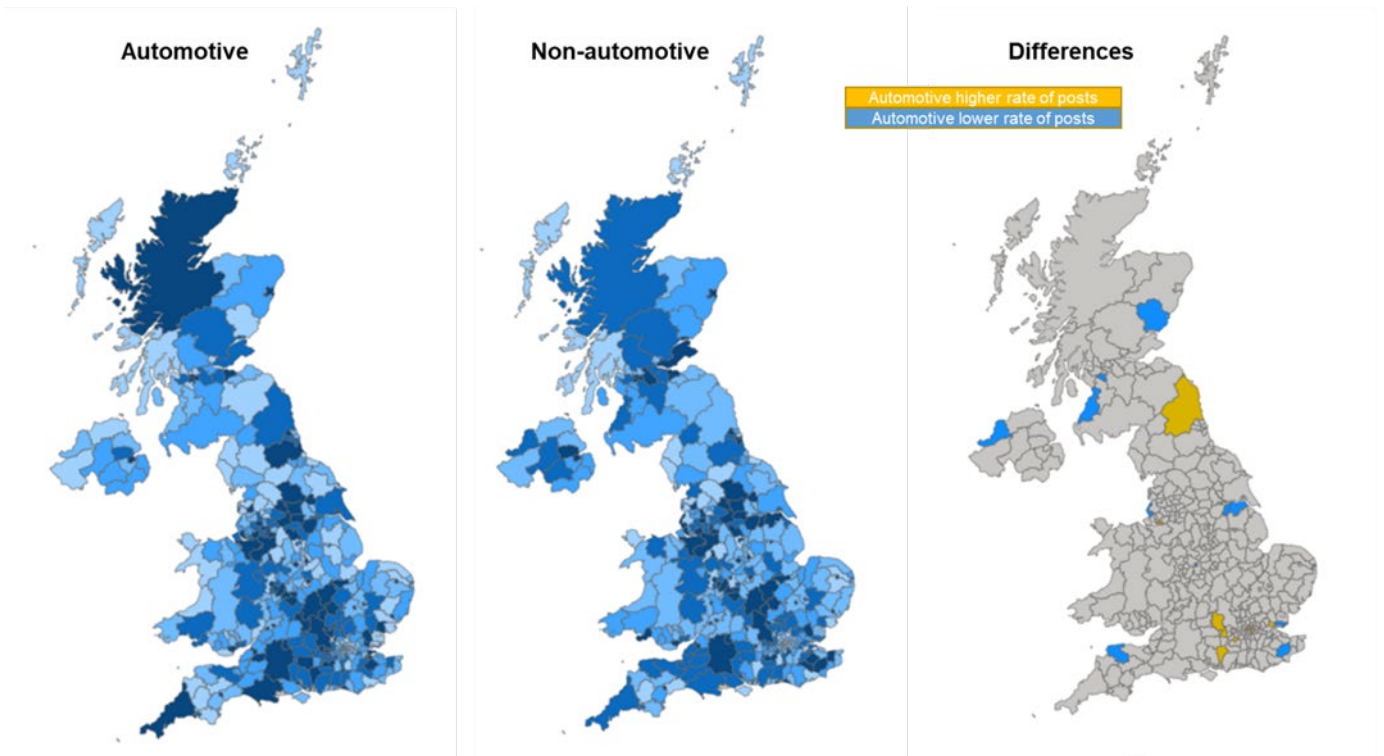
Volume of unique job postings for technical roles within the automotive retail sector and non-automotive sector by percentile in past 6 months by local authority area



The current vacancy rate for motor trades is 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 all industries rate has started to fall, motor trades has continued to rise. This is reflected when compared to other industries. Motor trades currently ranks 2nd highest industry vacancy rate second only to accommodation and food services.

Sales roles

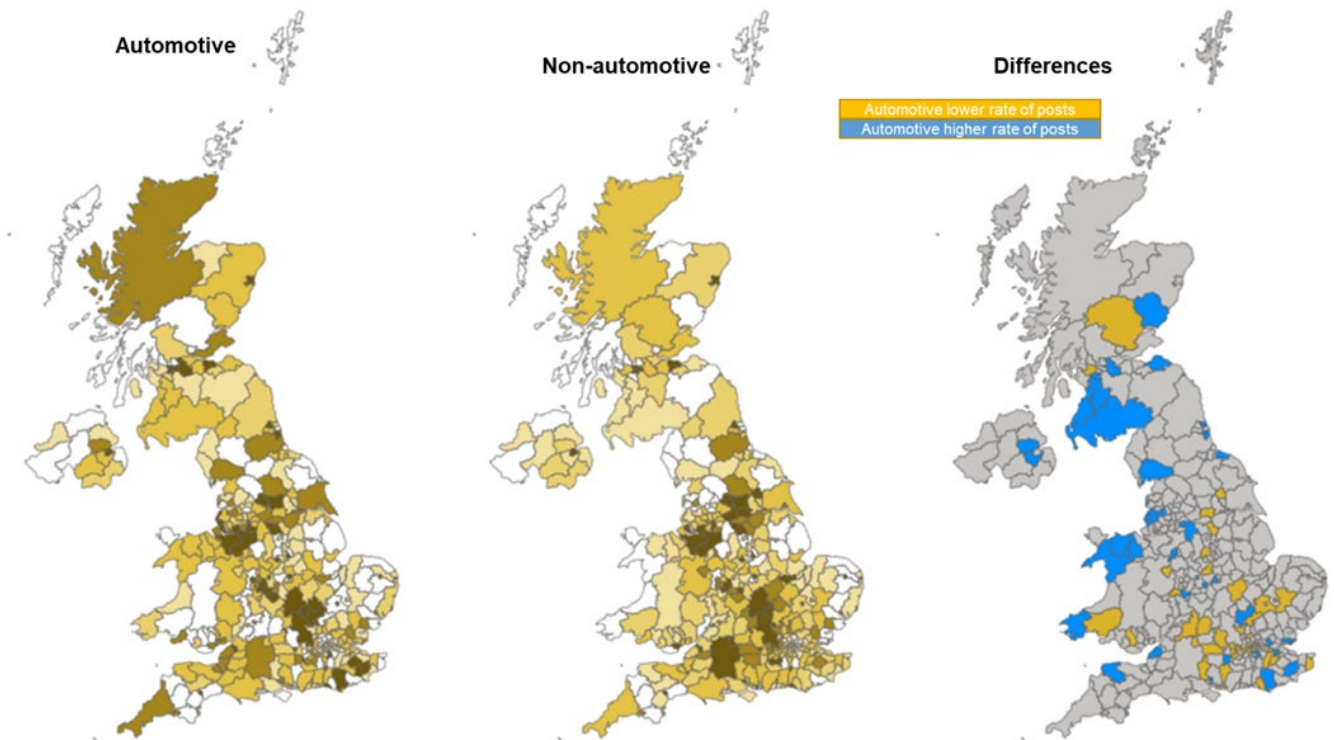
Volume of unique job postings for sales roles within the automotive retail sector and non-automotive sector by percentile in past 6 months by local authority area



These maps give an indication of where automotive postings are concentrated, compared to non-automotive industries. Areas that the automotive sector are posting more intensively than non-automotive are: Angus, East Renfrewshire, Rochford, North Devon, South Ayrshire, Derry and Strabane, Sefton, Tamworth, North Lincolnshire and Ashford. Areas that automotive are posting less intensively than non-automotive are: Southwark, Westminster, East Hampshire, City of London, Camden, Northumberland, Halton, Wokingham, Woking, South Oxfordshire and Basildon.

Management & leadership roles

Volume of unique job postings for management roles within the automotive retail sector and non-automotive sector by percentile in past 6 months by local authority area



These maps give an indication of where automotive postings are concentrated, compared to non-automotive industries. Areas that the automotive sector are posting more intensively than non-automotive are: South West Scotland, North Wales, Antrim (Northern Ireland) and South East England. Areas that automotive are posting less intensively than non-automotive are: Central Scotland, South England and East England.

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 are 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

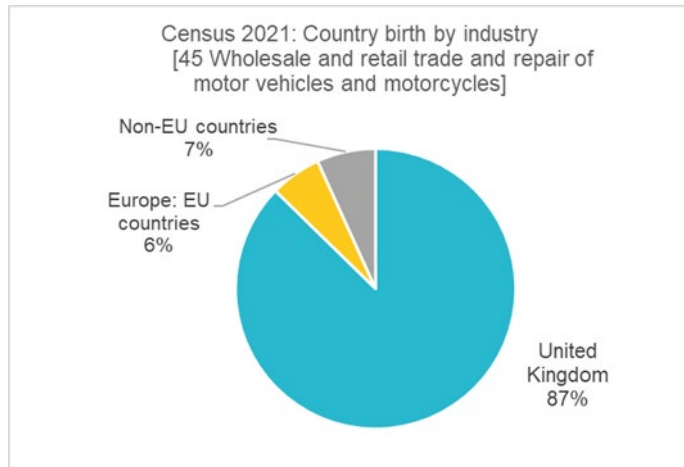
All occupations have seen increases in advertised salaries over the past 3 years and all salaries are higher than government recorded median salaries. The largest increases in advertised salaries have been for vehicle paint technicians, whose current median advertised salary is £40,100, which is £14,100 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.

The increases in advertised salaries and increased vacancy rates are strong indications of high demand for automotive roles and thus market reacting to attract talent.

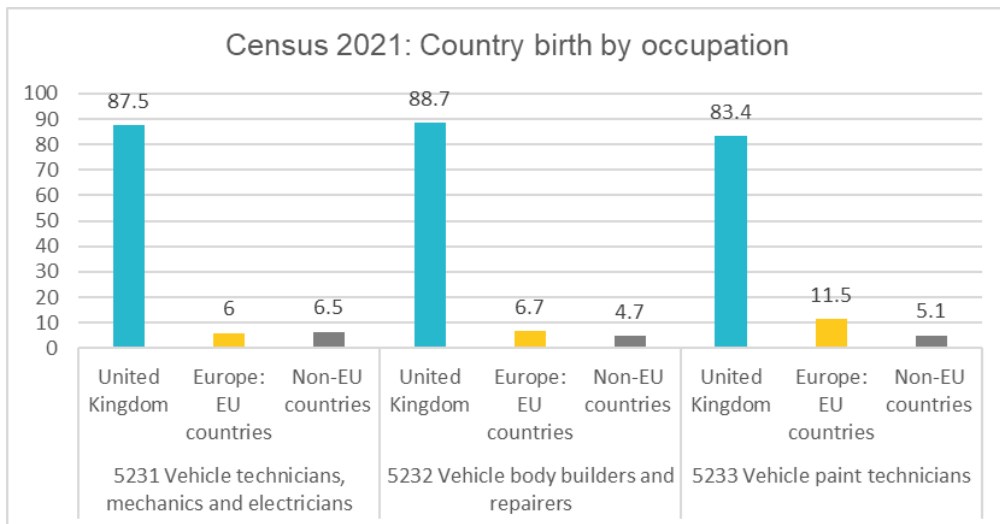


EU worker estimates



Using census data (country birth) to estimate the number of migrant workers in the automotive retail sector is 13% with 6% from EU and 7% from non-EU countries.

Vehicle paint technicians have the highest proportion on non-UK workers (17%), 11.5% from the EU. Vehicle technicians roughly matches the sector proportions and Vehicle body builders and repairers have slightly higher proportion of non-UK, 11.5%.



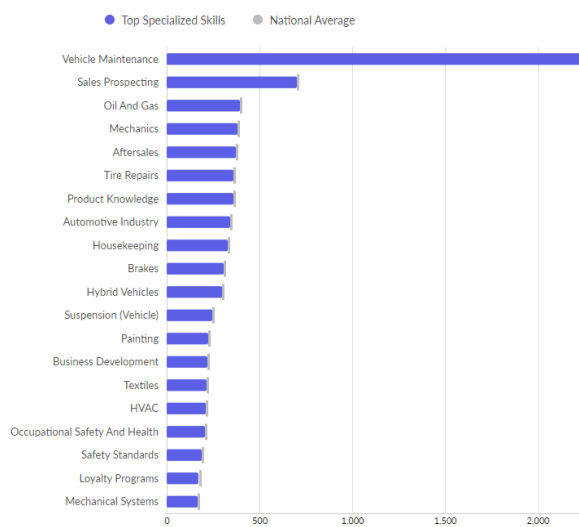
Skills

Skills Trends

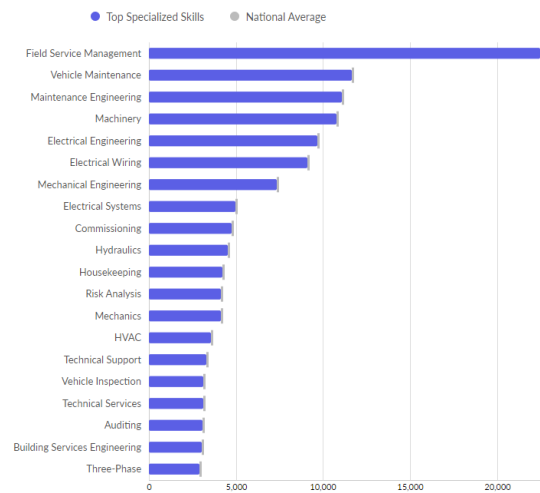
Technical roles

The following outlines and compares the top specialist and common skills advertised for technical roles both within and outside of automotive retail.

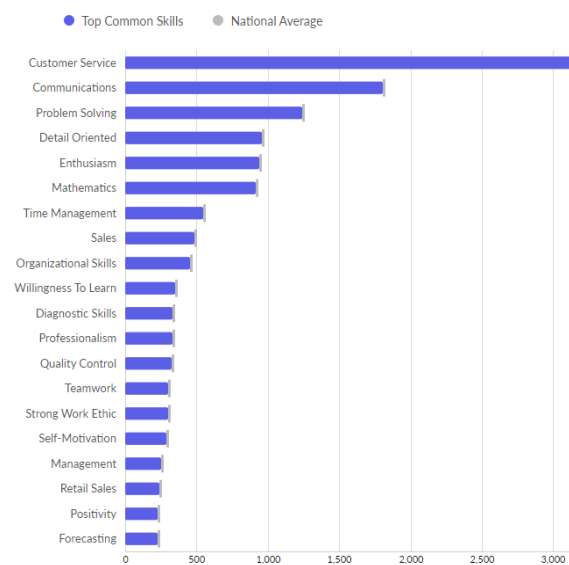
Specialised Skills in sales roles within Automotive Retail



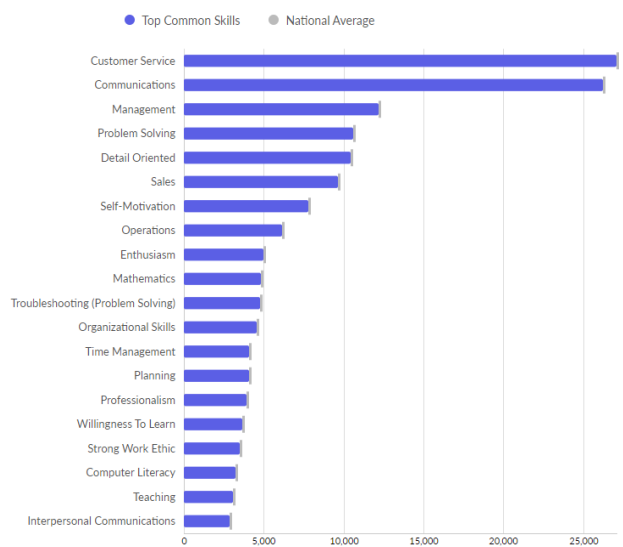
Specialised Skills in sales roles outside Automotive Retail



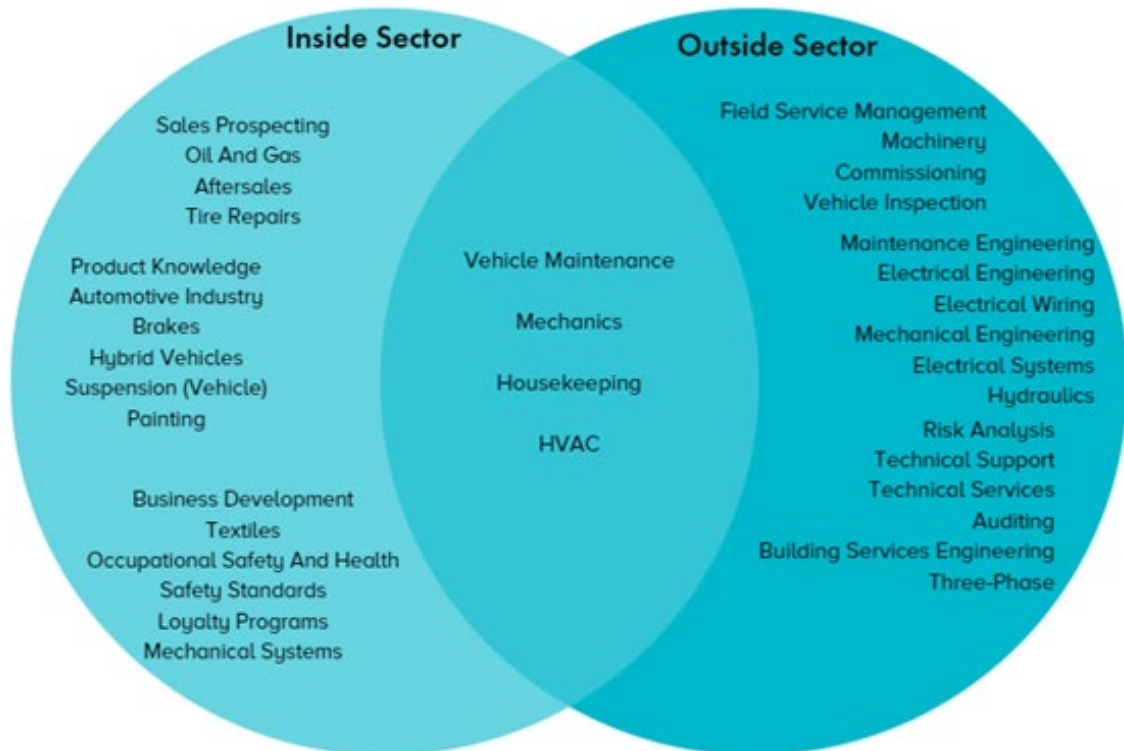
Common Skills in sales roles within Automotive Retail



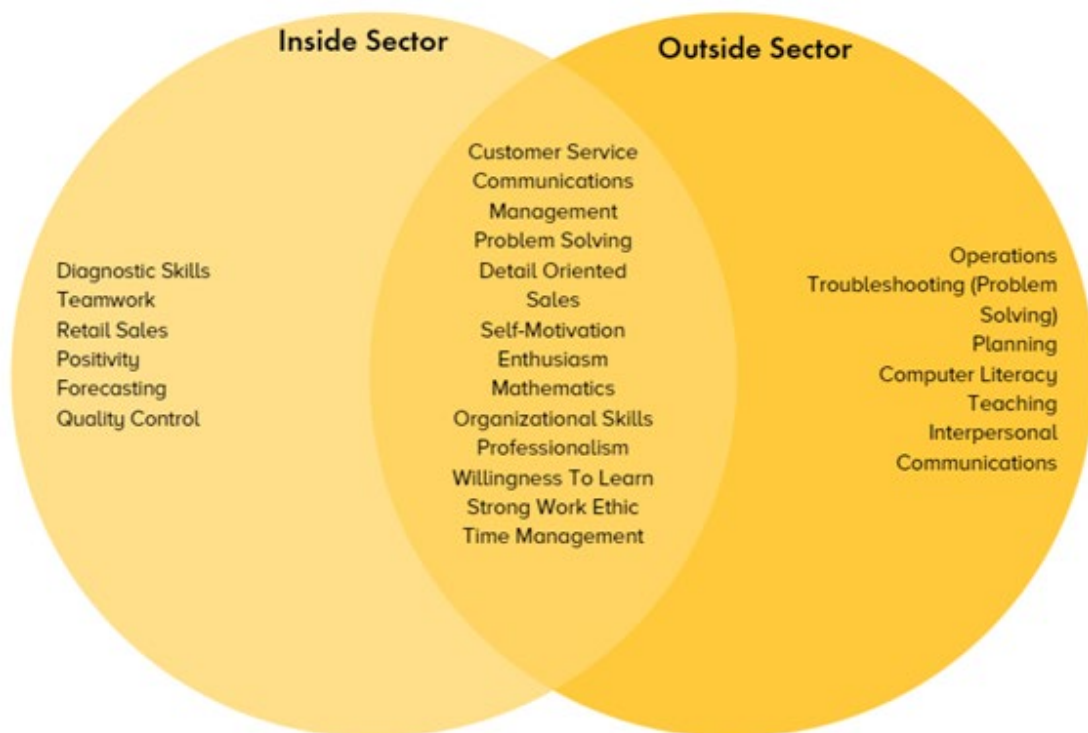
Common Skills in sales roles outside Automotive Retail



Specialist Skills



Common Skills



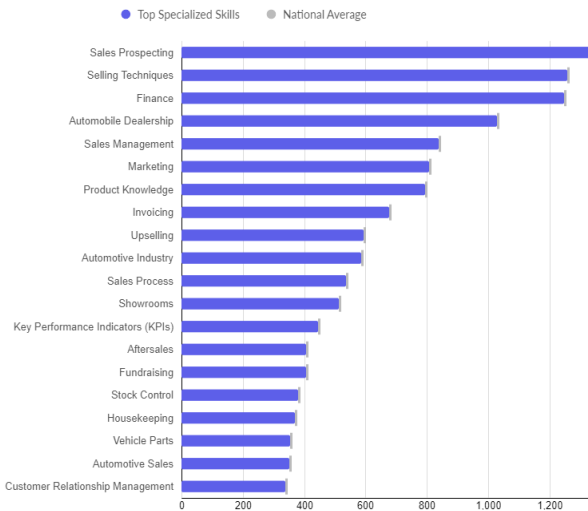
The blue venn diagram outlines the top specialist skills requested for technical roles within and outside of the Automotive Retail sector. The skills in the intersection outline those skills which are universal. These include vehicle maintenance, mechanics, housekeeping and HVAC. Skills requested within the sector - but are not in the top skills for posts advertised outside of the sector - include: aftersales, sales prospecting and business development as well as specific product knowledge and experience, such as experience working in automotive industry.

The yellow venn diagram outlines the top common skills requested for technical roles within and outside of the Automotive Retail sector. The skills in the intersection outline those skills which are universal. These include communication, customer service and problem solving. Skills requested within the sector - but are not in the top skills for posts advertised outside of the sector – include: diagnostic skills, teamwork and retail sales.

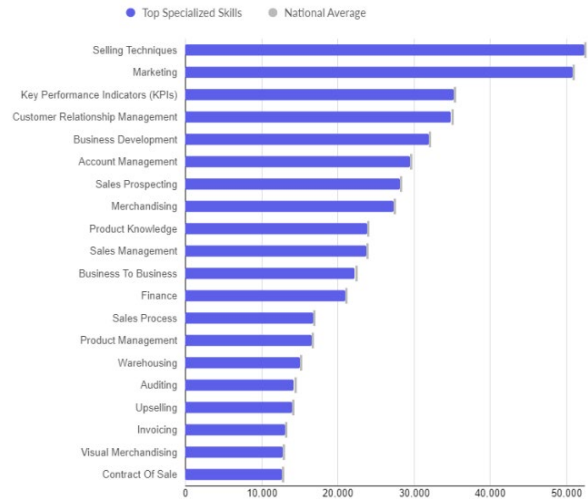
Sales roles

The following outlines and compares the top specialist and common skills advertised for sales roles both within and outside of automotive retail.

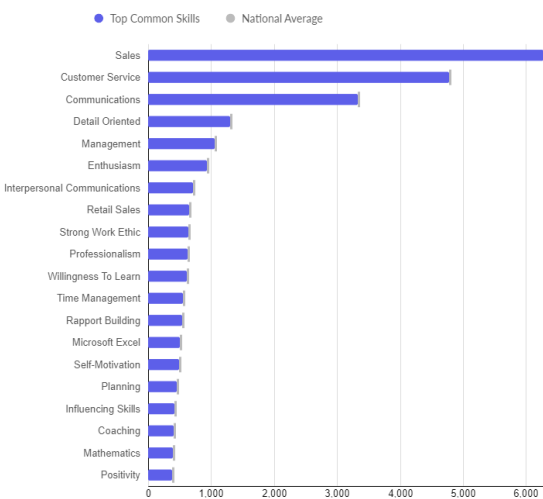
Specialised Skills in sales roles within Automotive retail



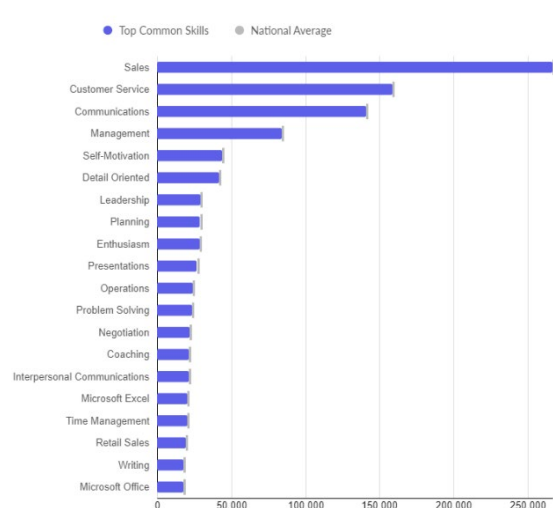
Specialised Skills in sales roles outside Automotive retail



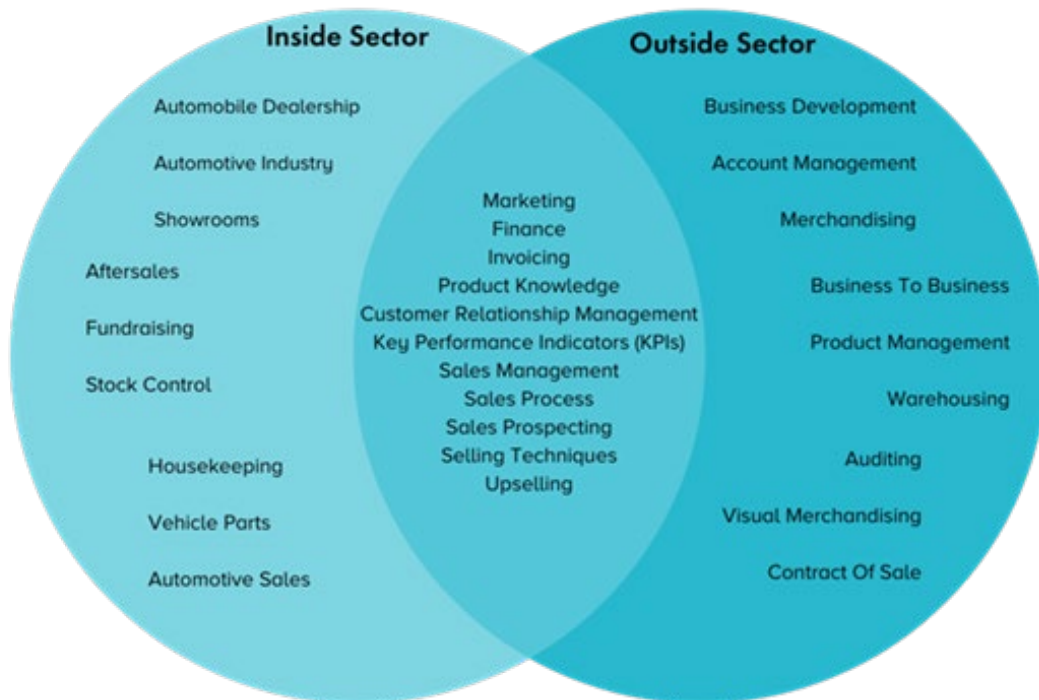
Common Skills in sales roles within Automotive retail



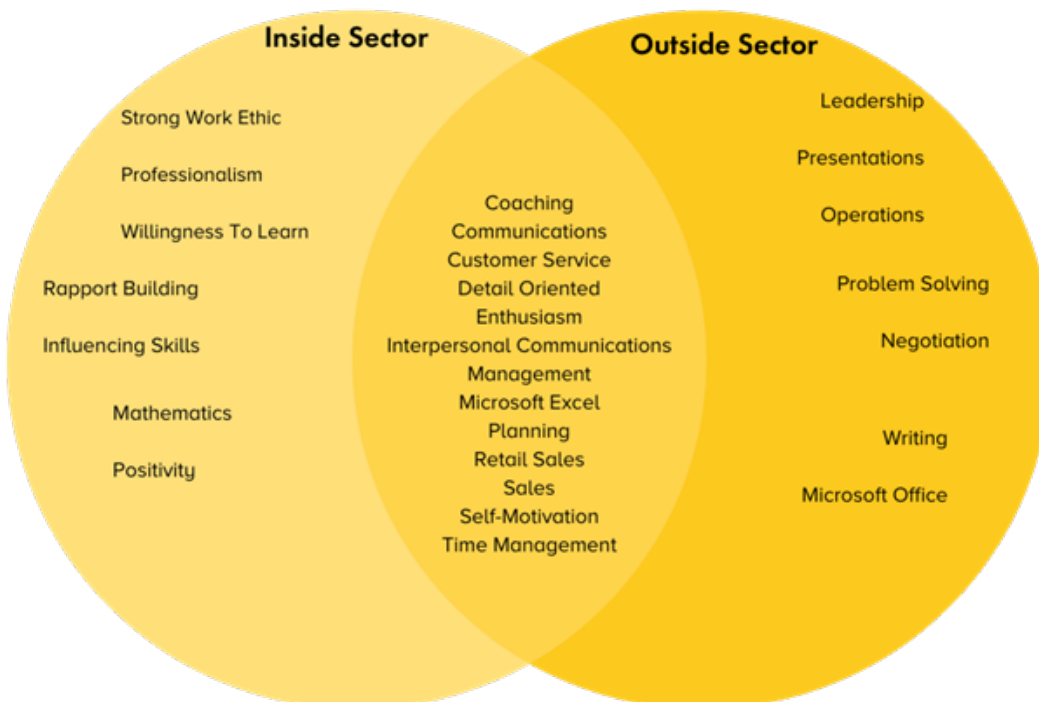
Common Skills in sales roles outside Automotive retail



Specialist Skills



Common Skills



The blue venn diagram outlines the top specialist skills requested for sales roles within and outside of the Automotive retail sector. The skills in the intersection outline those skills which are universal. These include sales process, marketing and selling techniques. sector - but are not in the top skills for posts advertised outside of the sector - include: aftersales, house keeping and stock control as well as specific product knowledge and experience, such as experience working in dealership and showrooms and vehicle parts and automotive sales.

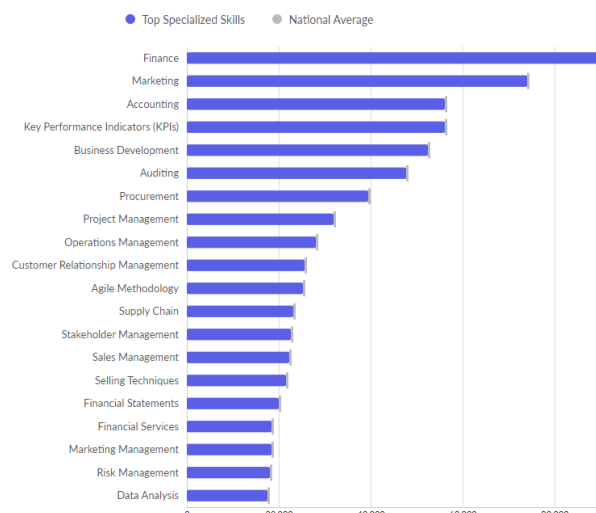
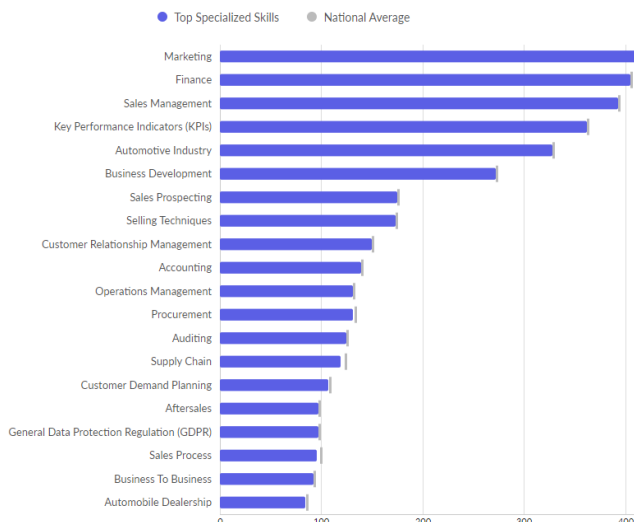
The yellow venn diagram outlines the top common skills requested for sales roles within and outside of the Automotive retail sector. The skills in the intersection outline those skills which are universal. These include communication, customer service and planning. sector - but are not in the top skills for posts advertised outside of the sector - include: influencing skills, mathematics and rapport building.

Management & Leadership roles

The following outlines and compares the top specialist and common skills advertised for management roles both within and outside of automotive retail.

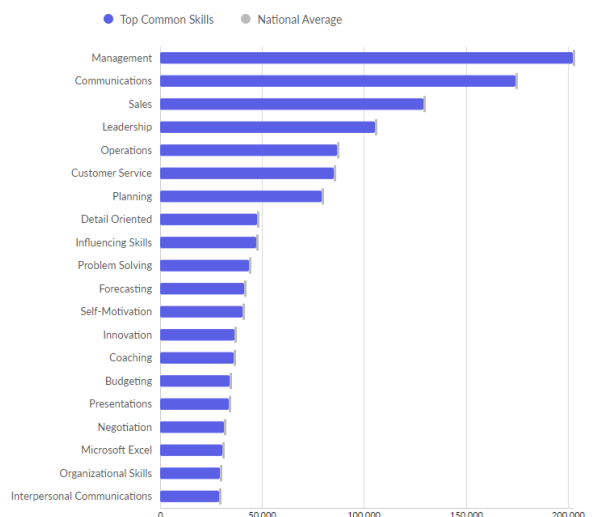
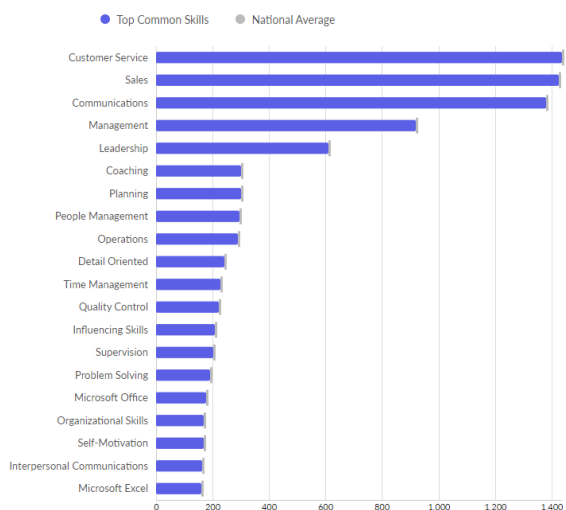
Specialised Skills in management roles within Automotive retail

Specialised Skills in management roles outside Automotive retail

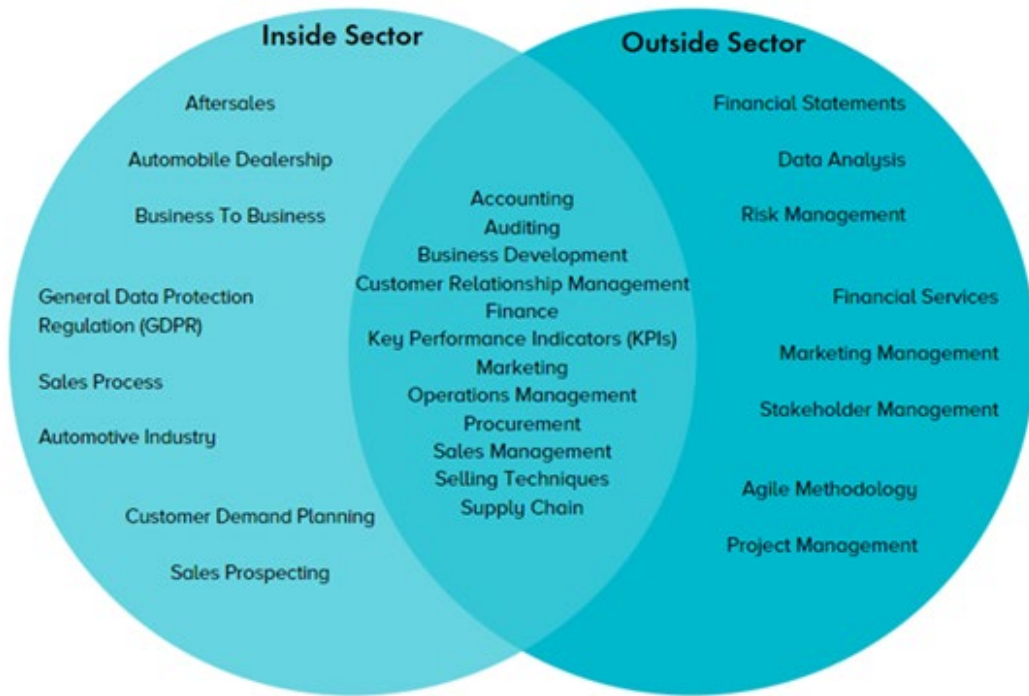


Common Skills in management roles within Automotive retail

Common Skills in management roles outside Automotive retail



Specialist Skills



Common Skills



The venn diagram outlines the top specialist skills requested for management roles within and outside of the Automotive retail sector. The skills in the intersection outline those skills which are universal. These include marketing, finance, sales management and KPIs. Skills requested within the sector - but are not in the top skills for posts advertised outside of the sector - include: sales prospecting, customer demand planning and experience working in automotive industry.

This venn diagram outlines the top common skills requested for management roles within and outside of the Automotive retail sector. The skills in the intersection outline those skills which are universal. These include communication, customer service and sales. Skills requested within the sector sector - but are not in the top skills for posts advertised outside of the sector - include: people management, time management and quality control.

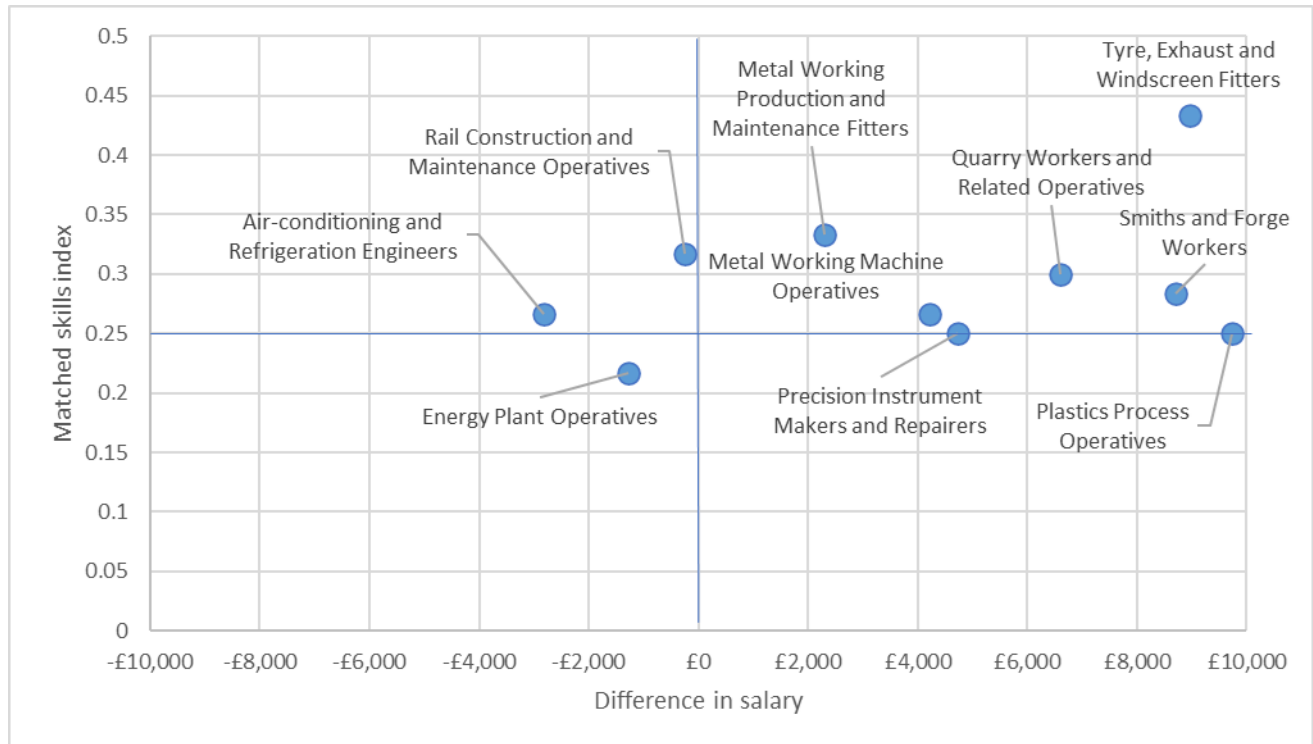


Occupations with similar skills profiles

With the current vacancy challenges across the sector, the following examines other occupations that have similar skills profiles that could be a targeted to migrate to automotive.

The following analysis takes 10 occupations with similar skills profiles and plots against current average advertised salaries. Those to focus on will be those with a highest skills match and whose advertised salaries are less than vehicle technicians. These are situated in the top right of the graphs.

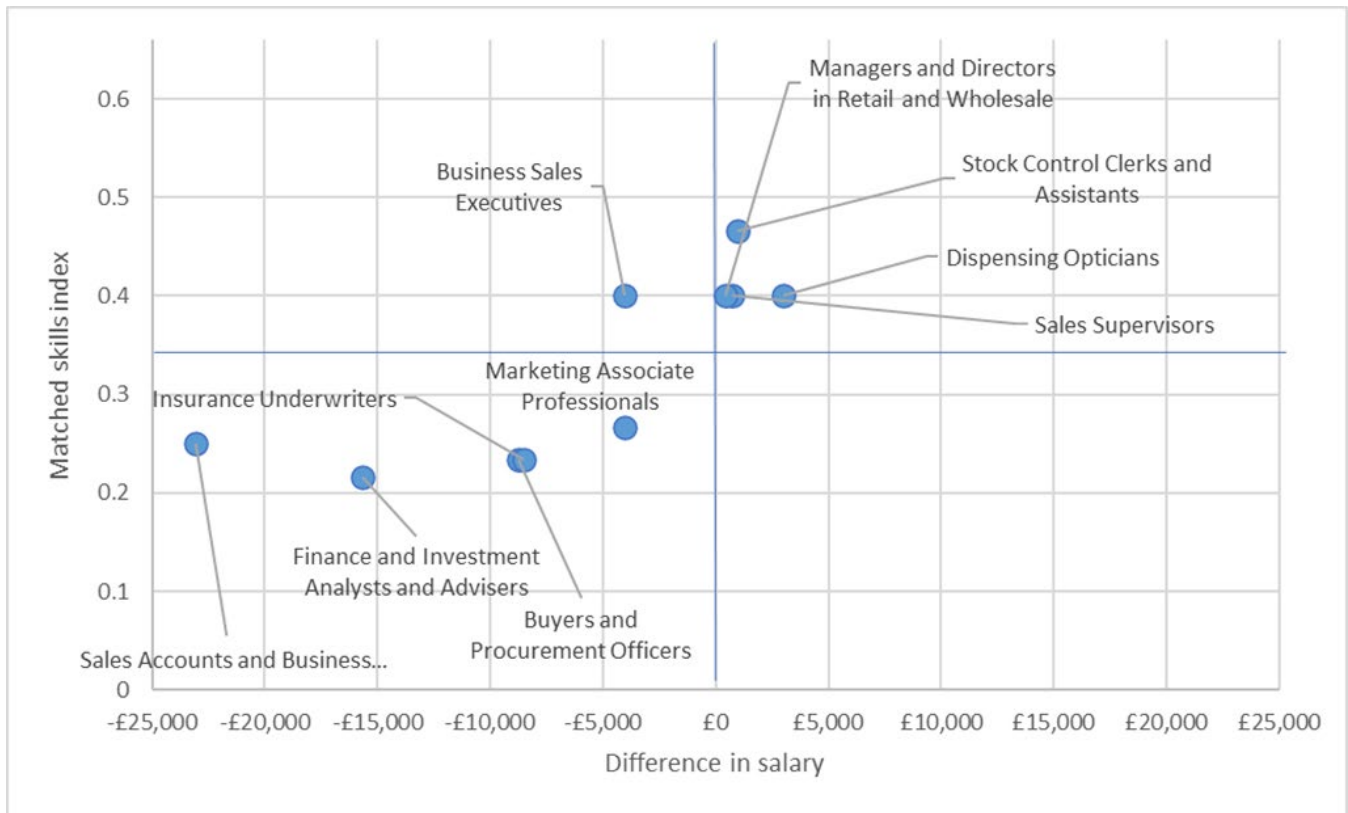
Vehicle Technicians



Occupations to focus:

- Tyre, Exhaust and Windscreen Fitters
- Metal Working Production and Maintenance Fitters
- Metal Working Machine Operatives
- Quarry Workers and Related Operatives
- Smiths and Forge Workers

Vehicle Salespersons



Occupations to focus are therefore:

- Managers and Directors in Retail and Wholesale
- Stock Control Clerks and Assistants
- Dispensing Opticians
- Sales Supervisors

TechSafe Skills

Electric Vehicle Skills

As the industry continues to evolve and new technologies, such as electric and autonomous vehicles, become more prevalent, the skills and expertise required of technicians and other workers in the industry are changing. This is driving a need for ongoing training and education to keep up with the latest advancements and to maintain the high standards of service and expertise required in the retail automotive industry.

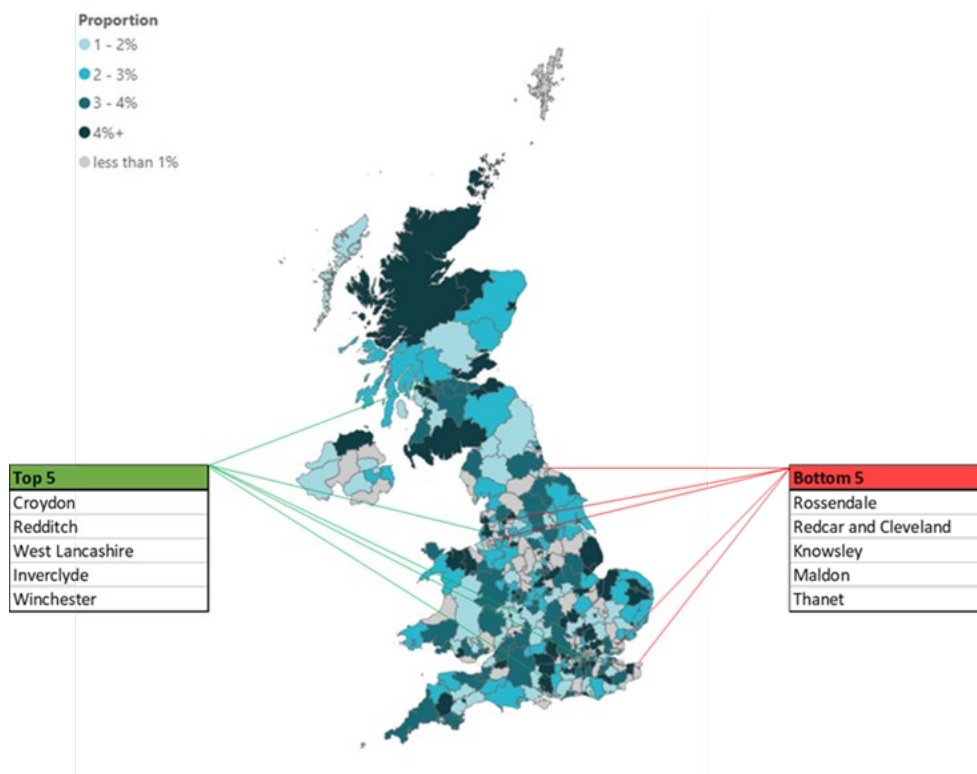
Vehicle technicians in particular need to be skilled to work with EVs (Electric Vehicles) because these vehicles have different systems, components, and technologies compared to traditional internal combustion engine vehicles. An electric vehicle's power system, for example, uses high-voltage batteries and electric motors that require specialised knowledge and training for maintenance and repair. It is important for technicians to be trained and knowledgeable about these systems to ensure that the vehicles are repaired and maintained properly and safely.

There have been instances where individuals have been harmed while working on electric vehicles (EVs). Electrical hazards associated with high-voltage systems in EVs pose significant risks to technicians who are not properly trained or equipped to work on these vehicles. Incidents of electric shock, burn injuries, and even fatalities have been reported in the past. It is essential that technicians follow proper safety procedures, use appropriate personal protective equipment, and receive adequate training before working on EVs to minimise the risk of injury.

A skills gap could risk the safety of technicians and undermine confidence that consumers' electric vehicles can be serviced, maintained, and repaired.

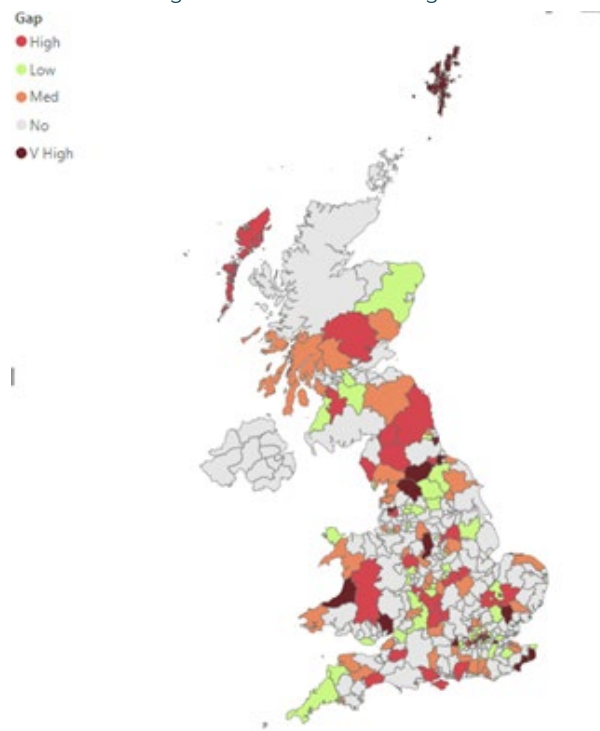
In 2022, over 14,800 skilled technicians were certified by education regulators Ofqual, SQA, CCEA, and Qualifications Wales, boosting the total number of qualified technicians able to safely work on electric vehicles to 39,000 - that's 16% of all technicians in the UK.

Proportion of those with EV TechSafe of all Technicians by Local Authority



Although there are a number of London Boroughs in the top 20% of local authorities (Croydon), there are also a number in the bottom 20% (Tower Hamlets, Camden). There is strong take up in Norfolk and in Scotland. Low take up appears to be in Northern Ireland and central England particularly around Sheffield and Nottingham.

The map below compares the public charging devices per 100,000 (by percentiles) compared to the number of TechSafe recognised technicians in a given area.



There is a significant gap in a number of London boroughs, but this is likely skewed by the likelihood of there being extra charging points and the fact that many of the vehicles being based elsewhere..

However, there are a number of local authorities with a large gap between demand and availability particularly in Kent, Essex, South Wales and Yorkshire.

ADAS Skills

ADAS stands for Advanced Driver Assistance Systems. It refers to a range of technologies and systems that are designed to assist drivers and improve road safety. ADAS technologies can range from simple features, such as lane departure warning and rear-view cameras, to more advanced systems, such as adaptive cruise control and autonomous emergency braking.

The use of ADAS technology is becoming increasingly common in new vehicles, which is seen as a key step towards the development of fully autonomous vehicles. By improving road safety and reducing the number of accidents, ADAS technologies are seen as a critical component of the future of mobility.

Technicians need to be skilled in working on autonomous vehicles because these vehicles rely on complex systems, including advanced electronics, sensors, and software, which require specialised knowledge and expertise to repair and maintain. As these vehicles become more prevalent, it is crucial for technicians to have the necessary skills to diagnose and fix issues with autonomous systems, ensuring the safety and reliability of the vehicles. Additionally, with the increasing integration of autonomous technology in vehicles, technicians need to have a deep understanding of how different systems interact and work together, which requires ongoing training and education to keep up with the latest advancements in the field.

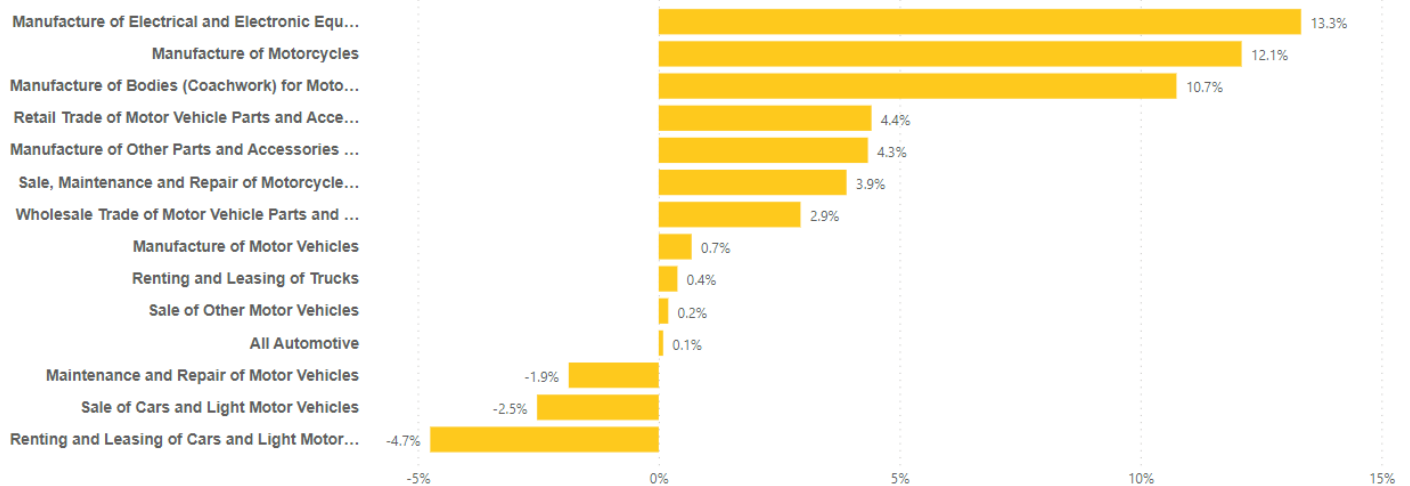
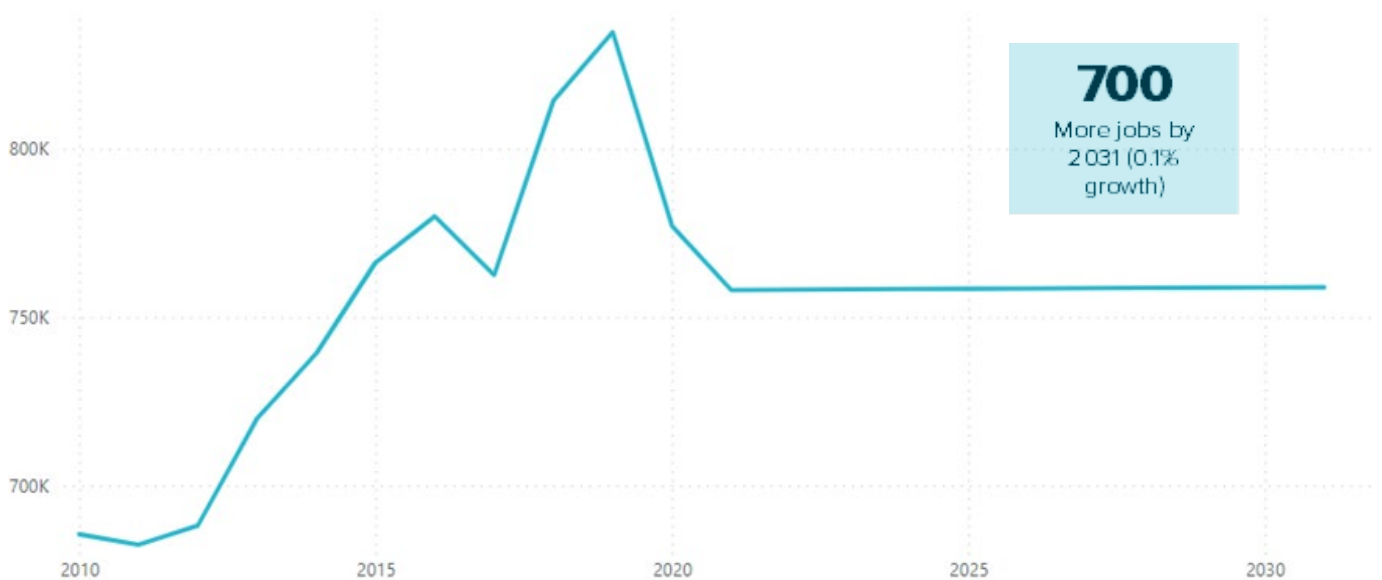
The IMI believes that as of the end of 2022, 5% of the UK car parc has some degree of level 2 autonomy. This is set to rise rapidly over the next decade as all new vehicles as of July 2022 are mandated (EU regulation) to include several safety components, a number of which include Level 2 autonomy.



The Future Is Bright

Industry forecasts

Total automotive sector jobs over time (2010-2031)



Manufacturing subsectors are forecast to continue to grow throughout the next decade. In particular, the current trends for Manufacture of Electrical and Electronic Equipment for Motor Vehicles will lead to a predicted growth of 13% by 2031.

Maintenance and Repair of Motor Vehicles vacancies are forecast to drop by 1.9%. Possible explanations for this include a change in consumer behaviour, consumers buying new cars rather than repairing existing vehicles, vehicles becoming more reliable or the implementation of more automated systems reducing the need for human labour.

Renting and leasing of cars is also forecast to decrease by 4.7% as changing consumer behaviour continues.

Occupational forecasts

	New Roles		Employment replacement		Total employment requirement
	Inside Sector	Outside sector	Inside Sector	Outside sector	
Garage Managers and Proprietors	451	502	7292	2548	10793
Vehicle Technicians, Mechanics and Electricians	-1940	4675	26366	16664	45765
Vehicle Body Builders and Repairers	155	667	4048	2485	7355
Vehicle Paint Technicians	-66	312	2048	1103	3398
Vehicle and Parts Salespersons and Advisers	530	846	12704	4038	18119
Assemblers (Vehicles and Metal Goods)	9	847	480	10174	11510
Tyre, Exhaust and Windscreen Fitters	34	50	2883	184	3151
Vehicle Valeters and Cleaners	-41	852	6559	3892	11262
	-867	8751	62381	41089	111354
	7884		103470		

Forecasts indicate that there will be an employment requirement of 111,400 jobs in the next 10 years across the 8 specific automotive occupations. 7,900 will be new jobs and 103,500 will be employment replacement (due to retirement, migration and occupational mobility).

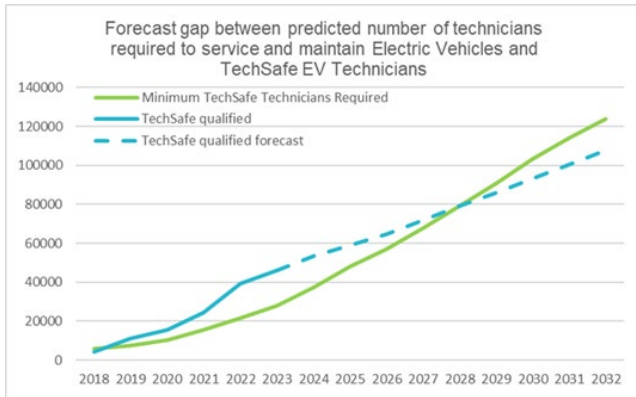
55% (61,500) of the employment demand is within automotive retail sector and the remaining mainly driven by employment replacement rather than new roles.

Vehicle Body Builders and Repairers has the largest predicted growth in new jobs of the 8 occupations with 821 new jobs and growth of 3.4%. 41% of employment requirement is for vehicle technicians with a total of 45,800 technicians required.



TechSafe Skills forecasts

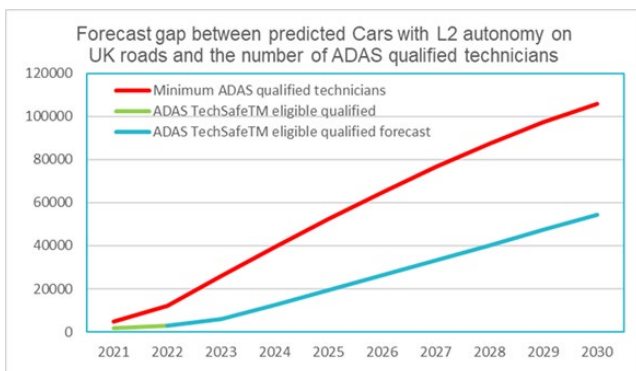
Electric Vehicle Skills



The IMI predicts that by 2030, we will need 103,000 TechSafe qualified technicians to work with electric vehicles, increasing to 124,000 by 2032. However, the adjusted forecast warns of a potential shortfall of 4,500 qualified technicians by 2029, increasing to 16,000 by 2032.

There is a risk that a shortage of skilled technicians could compromise their safety and erode consumer confidence in the ability of garages to service, maintain, and repair electric vehicles. The realisation of the forecast depends on the sector's ability to maintain its current pace of workforce training and upskilling. Despite good take-up of qualifications in 2022, the current economic pressures raise concerns that training budgets could be the first to be cut. Furthermore, to maintain their TechSafe recognition and competence, technicians must undergo continuous professional development (CPD) to keep up with technological advancements. The need for CPD, coupled with employment turnover, implies that the pool of qualified technicians is not ever-growing but requires ongoing replenishment and sustained support from the sector.

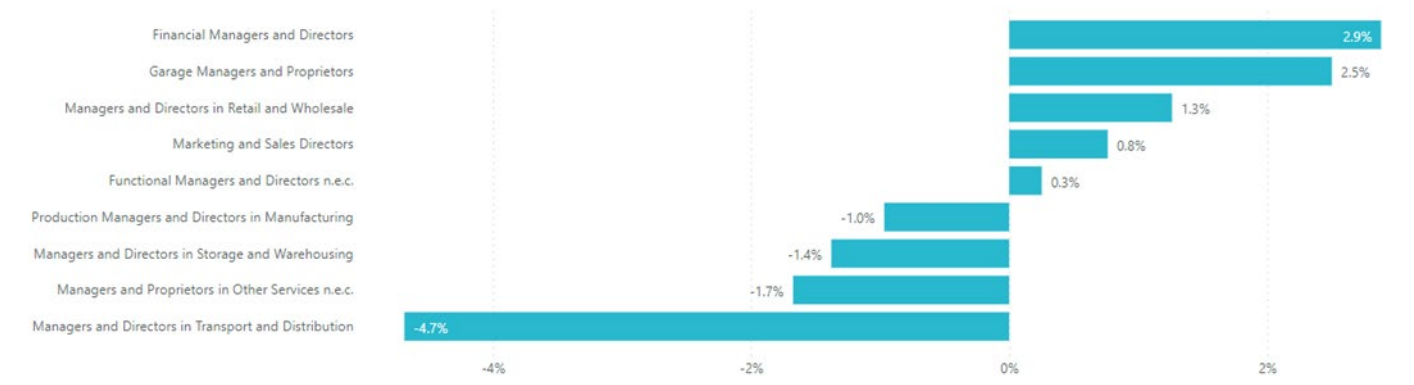
ADAS Skills



The IMI estimate that, as of the end of 2022, there were 3,000 technicians ADAS qualified technicians in the UK. This highlights that there is already a skills gap when considering the number of cars with level 2 autonomy (5% of the UK car parc) compared to the number of technicians qualified. This gap is currently in the region of 3,000 to 9,000 technicians and is set to increase to 51,000 by 2030. In order to meet the demand of 44% of the UK car parc having level 2 autonomy by 2030, we estimate that the sector will require 106,000 technicians qualified to work with vehicle with ADAS by 2030.



Management & Leadership Roles



Forecasts indicate that the number of management and leadership roles in the automotive retail sector will increase by 0.1% in the next 10 years but senior roles will remain 10% of workforce.

Financial managers and directors are forecast to see the largest increase (2.9%) whereas managers and directors in Transport and Distribution are set to decrease the most with a drop of 4.7%



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