

# AUTOMOTIVE LABOUR MARKET BRIEFING

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Vacancy rates in the sector start to decline, but still more than 24,000 vacancies



# Summary

**Some recovery as vacancy rates in the sector start to decline, but still more than 24,000 vacancies and 4 automotive occupations saw record high job postings in the past 2 months.**

Although motor trades vacancy rate has been declining since its record high in January 2023 (5.5), it remains higher than any rate seen before 2023 at 4.3 and is 34% higher than the 'all industries' vacancy rate. The rate equates to an estimated 24,000 vacancies in the sector.

Job postings across the sector have fallen marginally in the past 2 months. The top advertised occupation being Vehicle Technicians, Mechanics and Electricians.

Many occupations saw June and July 2023 record highs in job postings, those being vehicle technicians, vehicle salespersons, body repair and paint technicians.

English language has entered the top requested skills in many automotive occupations, suggesting that the recruitment 'net' is being thrown wider to fill vacancies.

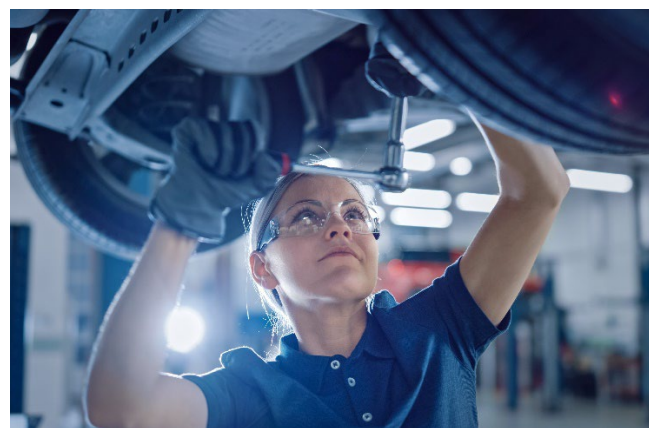
There is a trend in skills requested in job postings with less focus on management, leadership and sales (except for sales specific roles) but more focus on core behaviours. This could be urgency to fill roles but also reflecting the declining trend in the advertisement of management roles in the sector.

Postings for apprenticeships continues to increase, apart from the decline in July which is likely due to seasonal reasons rather than a change in behaviour. The body sector in particular are advertising for apprenticeships with 2 of the top 5 job titles in body repairers and builders being for apprentice roles.

All occupations have seen increases in advertised salaries over the past 3 years and all salaries are higher than government recorded median salaries. Tyre, exhaust and windscreen fitters advertised salaries have increased by 9.3% in the past 6 months, currently on average £37,600, £11,000 above government median.

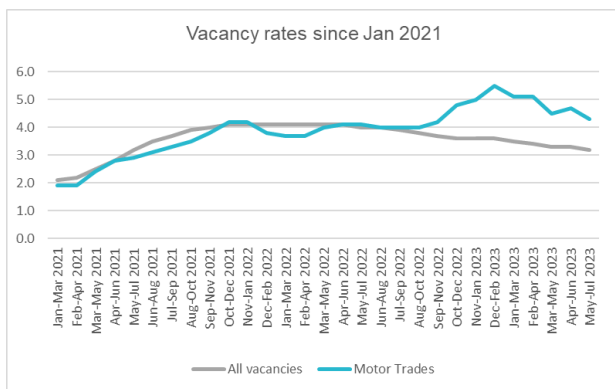
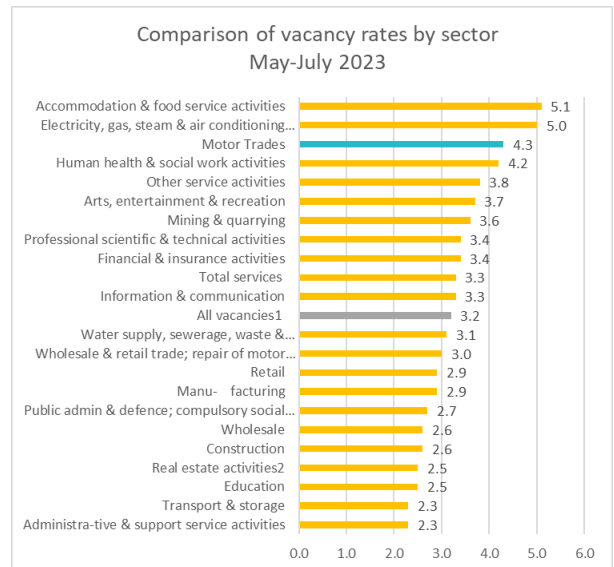
## Key take away points

- Motor Trades vacancy rate is 4.3, the equivalent of 24,000 vacancies.
- Vehicle technicians, vehicle salespersons, body repair and paint technicians saw June and July 2023 record highs in job postings.
- English language is a new top requested skill.
- Skills requested in job postings have less focus on management & leadership but more focus on core behaviours.
- There appears to be demand for apprentices in the body build and repair sector.
- Advertised salaries for automotive occupations continue to rise in attempt to fill vacancies.
- Tyre, exhaust and windscreen fitters advertised salaries have increased by 9.3% in the past 6 months  
Job postings for apprentices has increased by 55% in past 6 months.



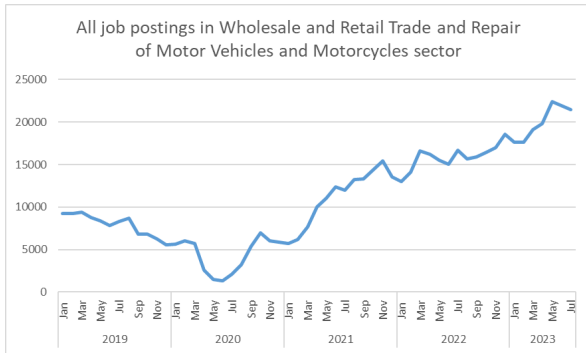
# Sector vacancy rates

The current vacancy rate for motor trades is 4.3, and has been falling from the record breaking peak at the start of the year (5.5), but rates remain higher than any period prior to 2023. Although rates are falling to meet the 'all industries' rate (3.2) they remain 34% higher. It is estimated that there are 24,000 vacancies across the sector. Motor trades remains one of the highest vacancy rates when compared to other industries. Third highest with accommodation and food services remaining the highest. Electricity, gas, steam & air conditioning has overtaken motor trades as second highest, but actual number of vacancies is significantly lower given the size of the sector.



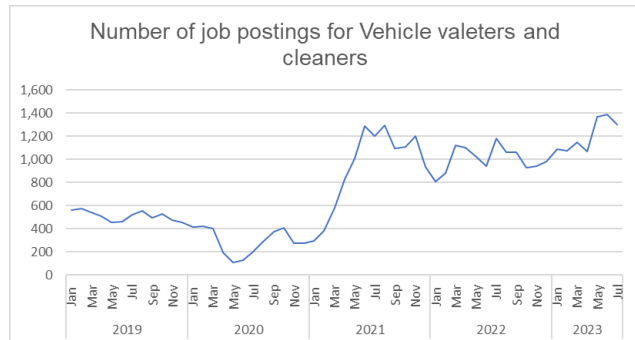
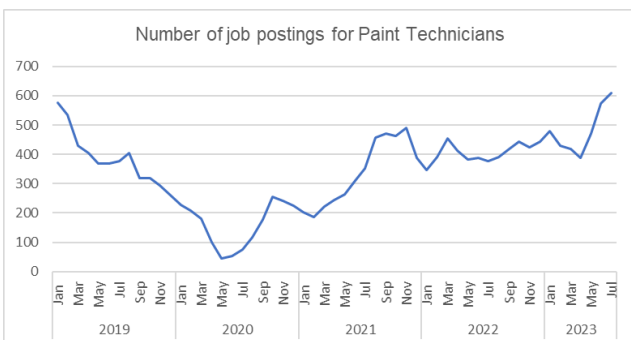
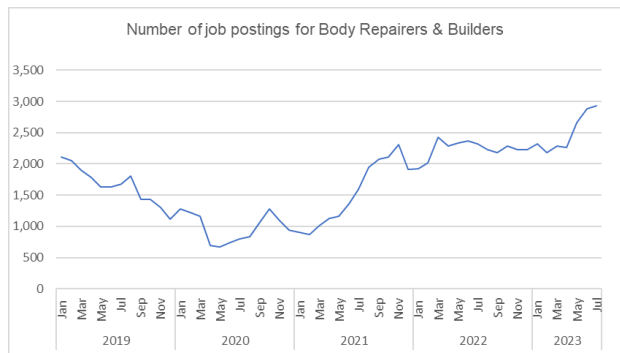
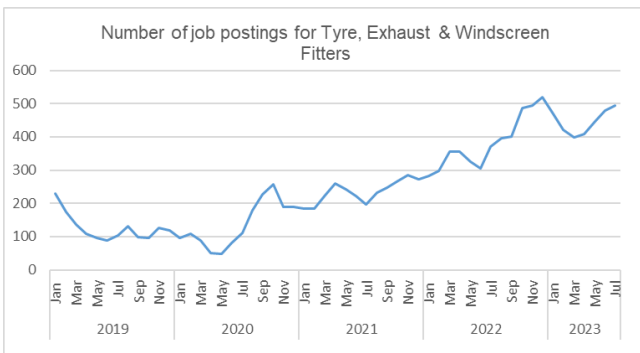
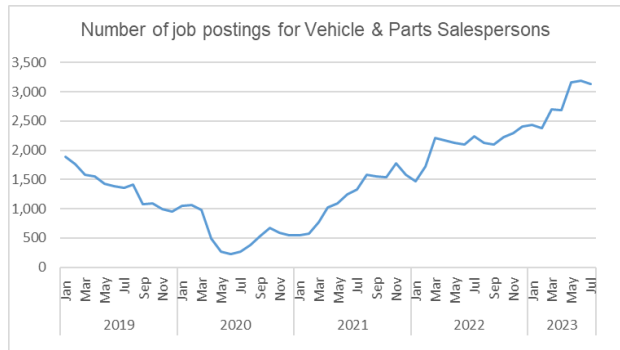
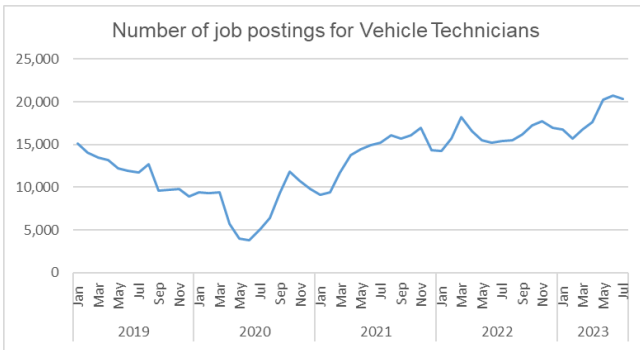
# Job postings analysis

Unsurprisingly, given the increase in vacancy rates in the sector, all automotive occupations have seen significant increases in job posts in the past year. All automotive occupations saw record peaks in the start of second quarter of 2023 and have since beginning to slightly decline.



## Top 10 advertised Occupations

1. Vehicle Technicians, Mechanics and Electricians
2. Sales Related Occupations n.e.c.
3. Customer Service Occupations n.e.c.
4. Other Administrative Occupations n.e.c.
5. Van Drivers
6. Engineering Technicians
7. Vehicle and Parts Salespersons and Advisers
8. Vehicle Valeters and Cleaners
9. Elementary Storage Occupations
10. Business Sales Executives



There has been a 32% increase in job postings for vehicle technicians compared to same time last year, and 34% higher than July 2021. Job postings peaked in June 2023, with 20,800 postings. Top companies hiring are Halfords, BMW and National Tyres & Autocare. English language has entered the top 10 requested skills for technicians.

Job postings for vehicle and parts salespersons have seen a rapid increase in job postings in the past year, increasing by 40%. Job postings peaked in June 2023, with 3,200 postings. Top companies hiring are BMW, Sytner Group and Lookers. The skills requested in job postings for vehicle and parts salespersons have changed in the 6 month with vehicle parts, stock control, invoicing, sell techniques, computer literacy and English language entering the top 10, replacing management and leadership and associated skills.

Job postings for tyre, exhaust and windscreen fitters have seen a significant increases over the past year, and although declined in the first quarter have been increasing over the past 3 months. They are 33% higher than the same period last year. Top companies hiring are Halfords, Tructyre Fleet management and Kwik-Fit. English language has entered the top 10 requested skills.

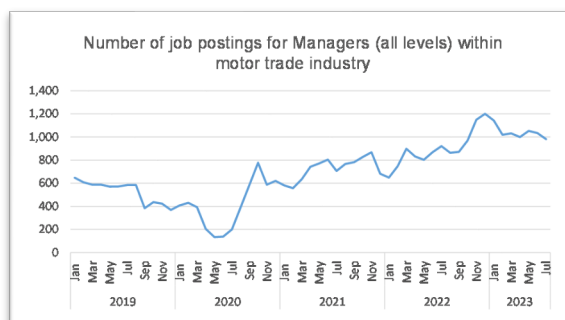
Body repairers and builders job postings have continued to increase throughout 2023 and July hit new record high of 2900. This is 26% higher than the same period last year and 83% higher than 2021. Top companies hiring are Lookers, Sytner Group and Direct Line. The skills requested in job postings for body repairers and builders have changed in the past 6 months with English language, problem solving and teamwork entering the top 10, replacing management and sales skills.

Paint technicians also saw a record-high peak in job postings in July 2023 and have continued to climb since April 2023. Levels are 61% higher than in 2022. Top companies hiring are Sytner Group, FMG Repair Services and Solus Accident Repair Centres.

There has been a 10% increase in job postings for vehicle valeters compared to same time last year, and 8% higher than July 2021. Job postings peaked in June 2023, with 1,400 postings. Top companies hiring are Arnold Clark, Direct Valeting Ltd and Jardine Motors. Willingness to learn and strong work ethic have entered the top 10 requested skills.

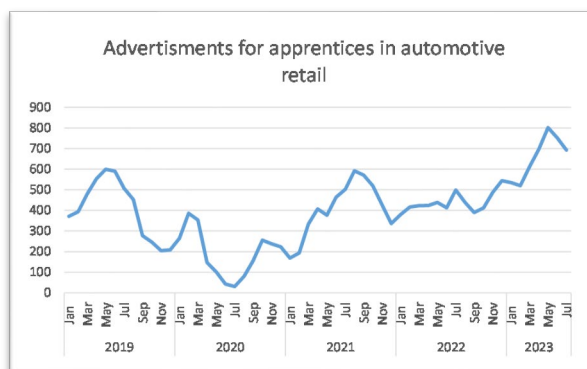
## Managers

Job postings for managers in the motor trades industry have been falling since the December 2022 record high but are 7% higher than than same time last year. Top companies hiring are Halfords, Webuyanycar.com and BMW. Most popular job titles are Branch manager, Assistant Branch manager and Sales Manager. The top 3 requested skills remain Sales, Communications and Customer Service.



## Apprenticeships

Advertising for apprentices in automotive retail continues to grow since 2020 as businesses attempt to fill vacancies. Although the postings have fallen slightly in the past 3 months job postings have increased by 33% in the past 6 months and are 39% higher than same time last year.



# 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 July 2023 (1000s)	£ above / below government recorded median salary (1000s)	% chg 6 Months	% chg past year	% chg over 3 years
Vehicle technicians	£35.30	£7.30	0.7%	0.7%	21.6%
Vehicle and parts salespersons	£26.90	£3.90	3.4%	6.6%	12.3%
Vehicle valets and cleaners	£24.00	£5.10	8.7%	10.0%	24.6%
Tyre, exhaust, and windscreen fitters	£24.00	£5.10	9.3%	7.1%	21.8%
Vehicle body builders and repairers	£37.60	£11.00	2.8%	7.1%	1.5%
Vehicle paint technicians	£41.20	£15.10	2.6%	6.6%	44.2%

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 £41,200, which is £15,100 above government median. Tyre, exhaust and windscreen fitters advertised salaries have increased by 9.3% in the past 6 months, currently on average £37,600, £11,000 above government median.



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