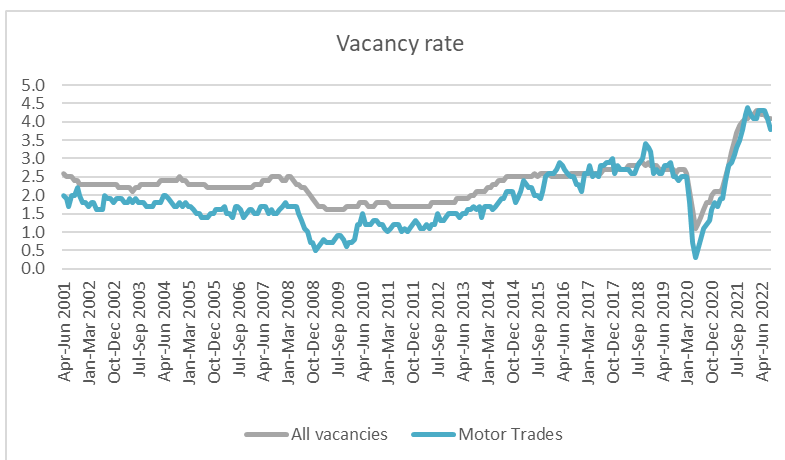


Automotive vacancy rates start to fall, following record high levels

This briefing sets out to highlight current trends with regards to vacancies and job advertisements in the automotive retail sector.

Sector vacancy rates

The current national vacancy rate (number of vacancies per 100 employees) across all sectors is 4.1. Motor Trades current vacancy rate is 3.8 the equivalent of 20,000 vacancies.



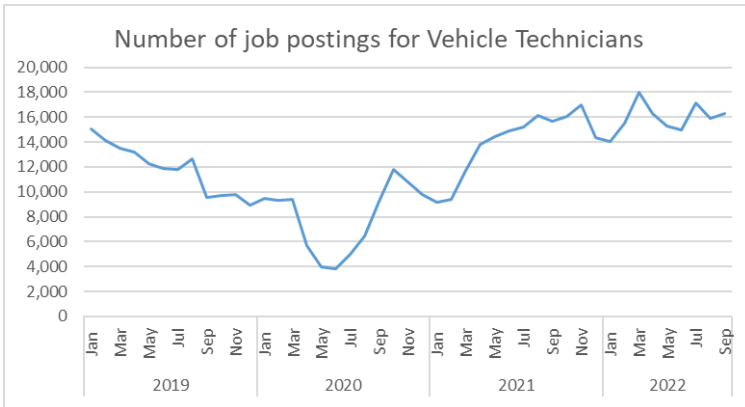
Both national and motor trades vacancy rates saw rapid increases in rates over 2021, and rates have remained at record highs in 2022. Motor trade rates have slightly dipped in the past 2 months and are currently just below the national average.

The current national vacancy rate (number of vacancies per 100 employees) across all sectors is 4.1. Motor Trades current vacancy rate is 3.8 the equivalent of 20,000 vacancies.

Job postings rates

Unsurprisingly, given the trend in vacancy rates in the sector, all automotive occupations have seen significant increases in job posts in past year. In particular Vehicle Technicians, Vehicle and parts sales persons and Tyre, exhaust and windscreen fitters have seen significant increases.

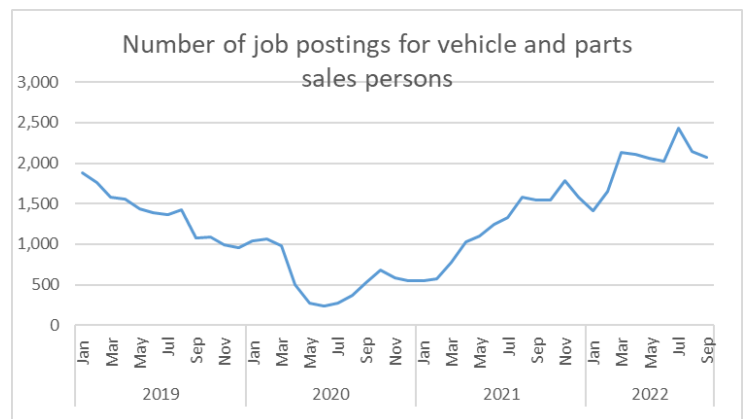
Vehicle Technicians



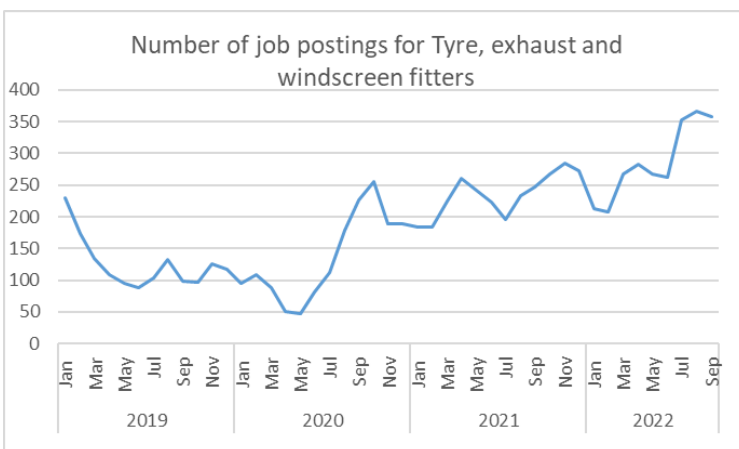
- There has been a 4% increase in job postings for vehicle technicians compared to same time last year, and postings are 70% higher than September 2019.
- In the past 6 months there has been an increase in demand for sales skills in vehicle technician job postings.

Vehicle and parts sales persons

- Job postings for vehicle and parts sales persons have dropped slightly in the past 2 months but still up 34% compared to last year.



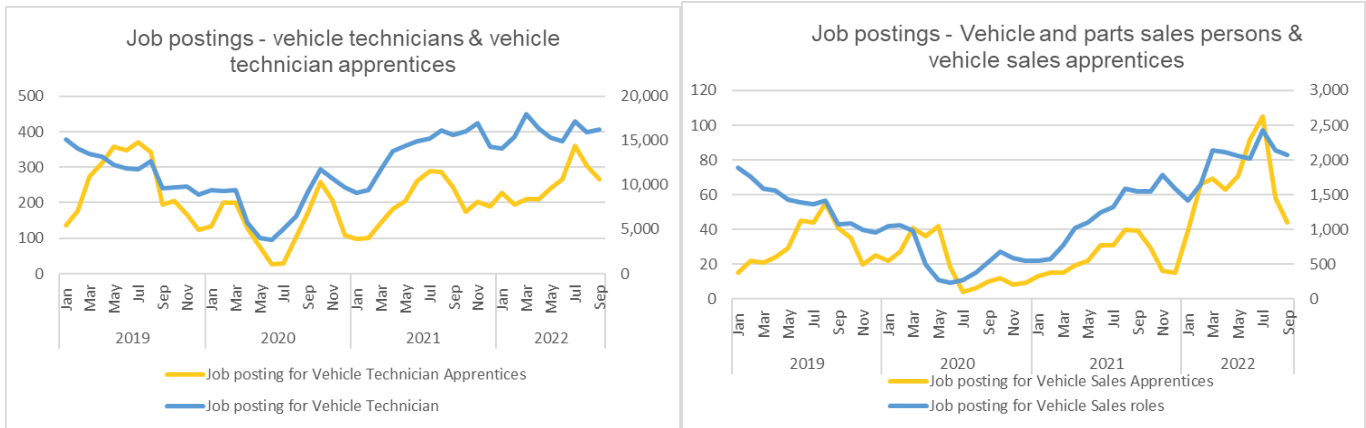
Tyre, exhaust and windscreen fitters



- Job postings for Tyre, exhaust and windscreen fitters have seen a significant increase in past 3 months, 45% higher than the same time last year.

When looking at other automotive occupations, job postings are matching vacancy trends in that postings have dipped in the past months

Apprentices



Job postings for vehicle technician apprentices has seen large increases at start of 2022 but have now fallen back. Vehicle and parts sales person apprentice job postings saw significant increases at the start of year but now fallen back from July's record numbers.

Salaries

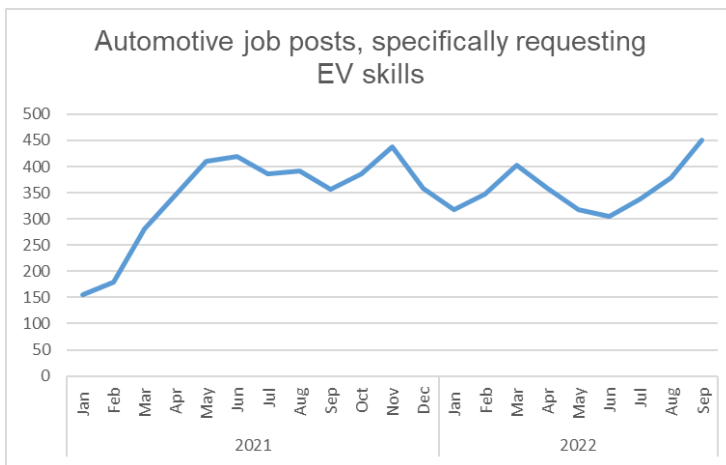
The following looks at median advertised salaries. This will not consider any benefit or bonus packages, this is specifically relevant when looking at sales roles. These are also UK averages and there will also likely to be regional variations.

Occupation	Median Advertised Salary (1000s)	% chg 6 Months	% chg past year	% chg over 3 years
Vehicle technicians	£34.5	5.5	10.7	16.9
vehicle and parts sales persons	£25.5	2	6.4	11.5
Vehicle valeters and cleaners	£24.0	3.4	7	14
Tyre, exhaust and windscreen fitters	£26.6	3.8	10.7	21.3
Vehicle body builders and repairers	£33.7	1.5	6.9	15.8
Vehicle paint technicians	£35.0	1.7	9.4	16.6

All occupations have seen increases in advertised salaries over the past 3 years. Vehicle technicians have seen the largest percentage increase in the last 6 months, with average advertised salaries increasing by 5.5%. Currently the average advertised salary is £34,500. Tyre, exhaust and windscreen fitters have seen the largest increases over the 3 year period, increasing by 21.3%. Currently, the average advertised salary is £26,600.

EV specific skills

The following examines automotive occupation job posts which specifically request 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 important requirement from the recruiter. Alternatively, there is not the demand from certain sectors 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, as 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 11th October 2022

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