

January 2025

The Enginuity Alliance: Labour Market Information (LMI) Report



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Introduction

Enginuity's new Labour Market Information (LMI) provides a unique insight into the number and nature of jobs and skills in demand in UK engineering and manufacturing.* Knowing which roles are in the most demand will help employers better understand the competitive context they are operating in, and strategically plan their recruitment. The data also empowers job-seekers and job movers to make informed choices for their future careers and employability.

We know that interpreting and using data can be challenging. So, to best support HR managers, employers, and those looking to enter or move within the sector, we've unpicked key insights from the data and provided a useful guide on how to use it.

*Labour Market Information was captured between 2019-2023. It is produced using Lightcast Labour Market information on online job adverts or postings, using the 'common language' Enginuity created for engineering and manufacturing occupation and skills data.

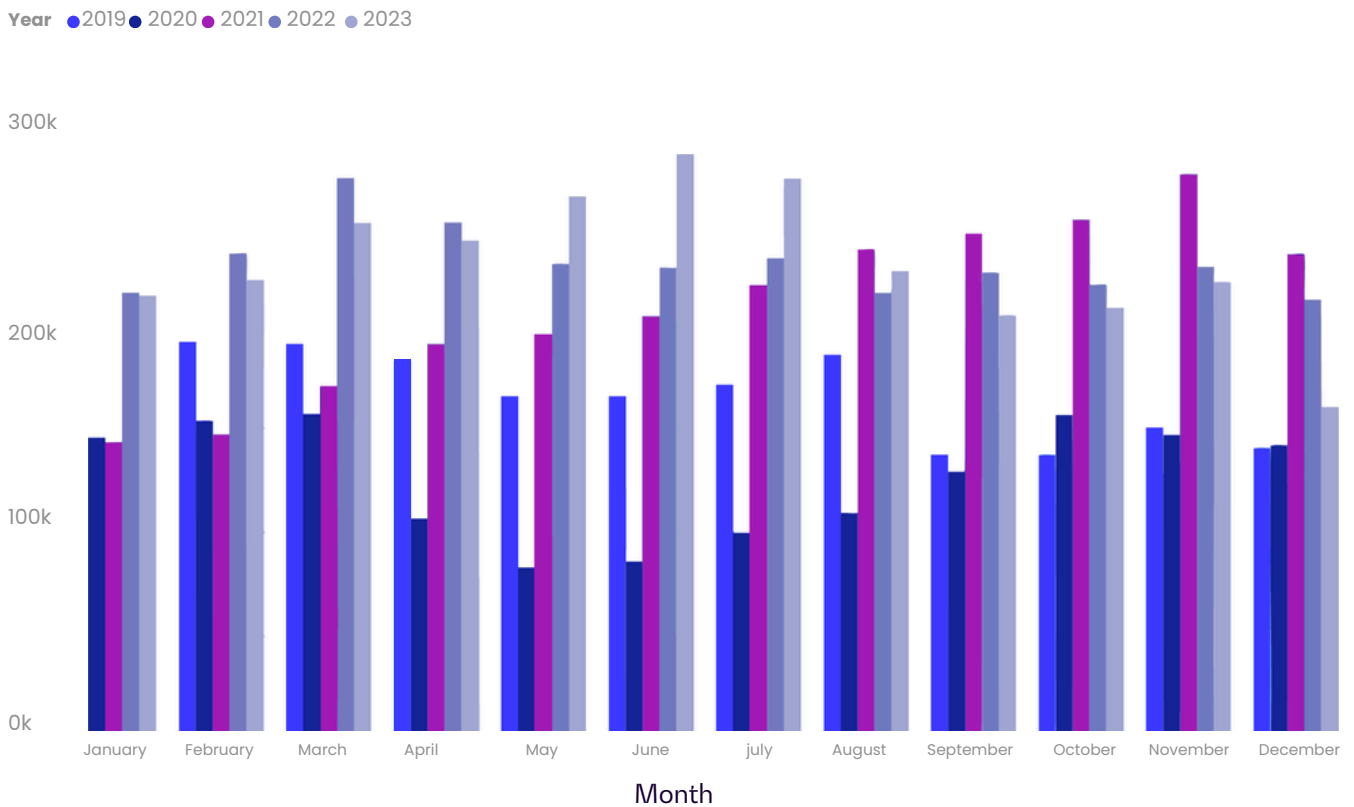


Increasing employer demand

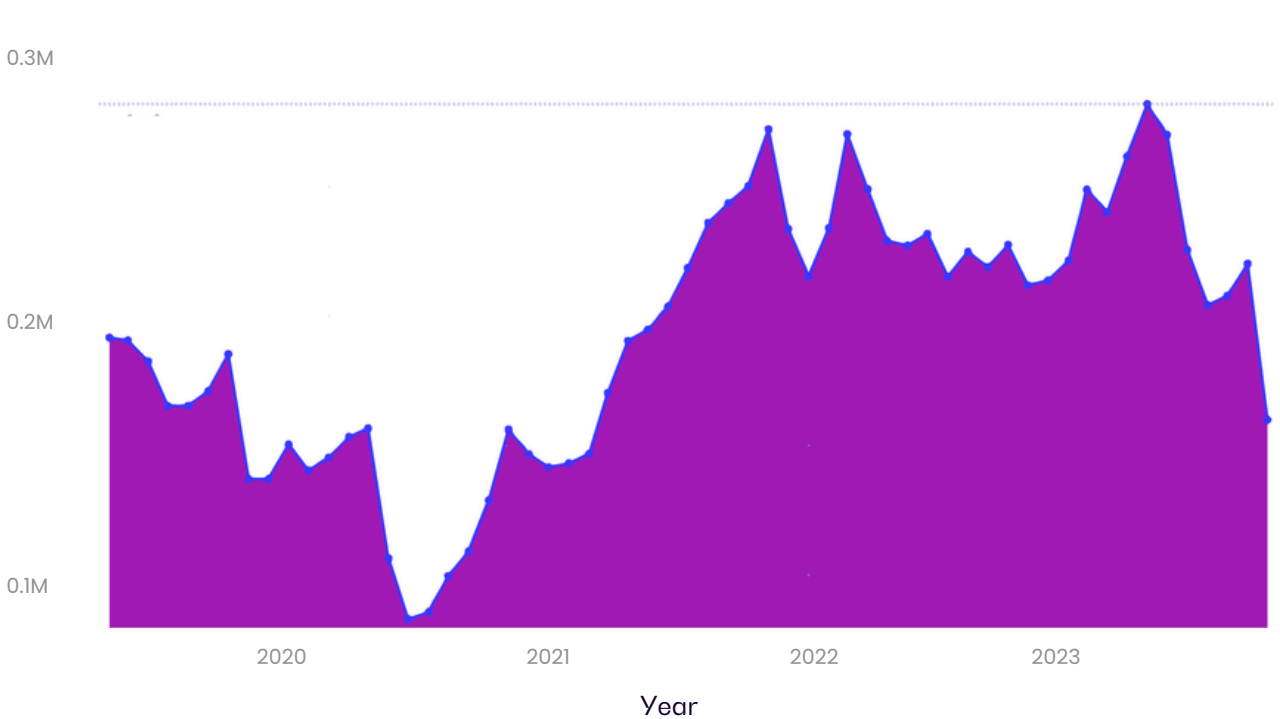
In 2023, the number of unique annual job postings rose to 2.8 million, up from 1.8 million in 2019. The reason for this could be that the number of engineering and manufacturing roles is increasing, or that staff turnover is putting more pressure on employers to recruit. It could mean good news for those seeking employment, but potentially a costly year for employers. It could also signal that the sector is still recovering from recruitment freezes and lay-offs during Covid-19.

In 2023, the most popular month for recruitment was June, with December being the least active. There doesn't appear to be an obvious seasonal pattern comparing the data with previous years either. For instance, in 2022, March was the most popular year for job postings, and January was the least popular. Without a clear seasonal pattern, the data demonstrates the ongoing challenge HR managers have in planning recruitment throughout the year.

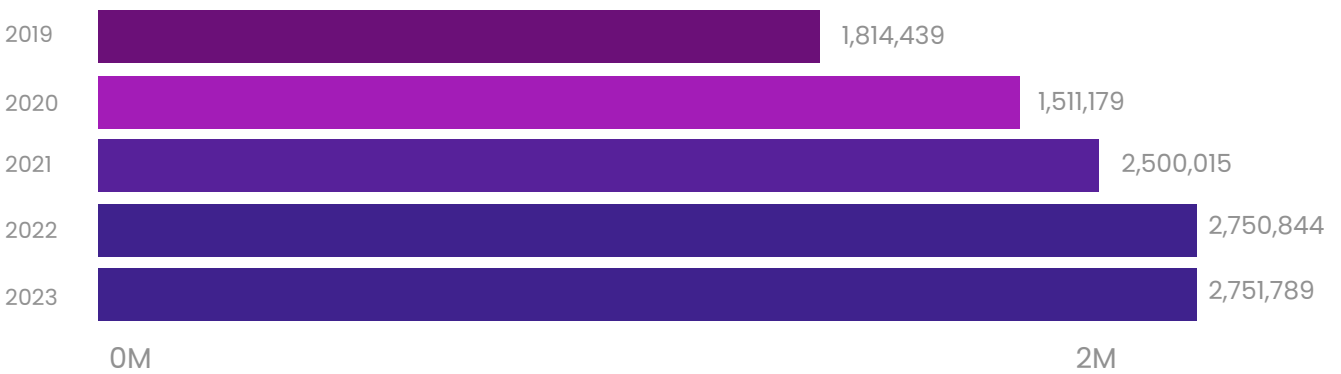
1.1 - Unique Job Postings by Year and Month



1.2 - Unique Job Postings Time Series and by Year

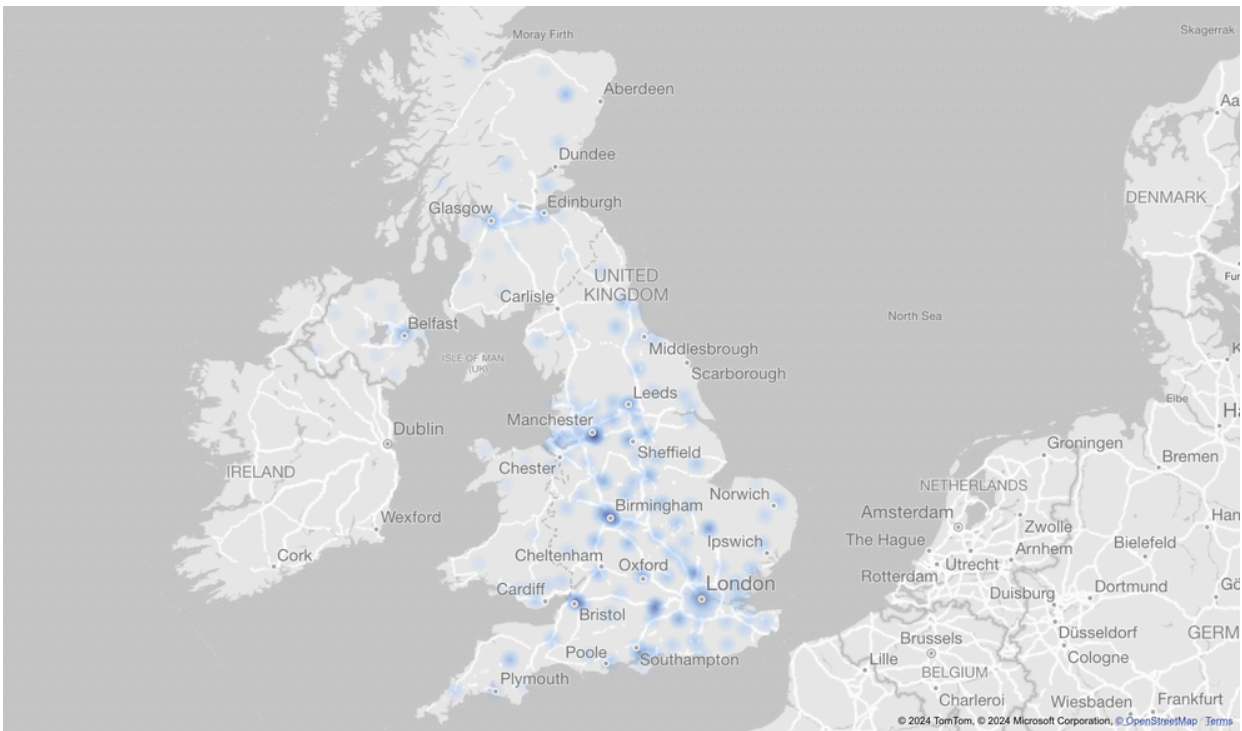


1.3 - Unique Job Postings by Year

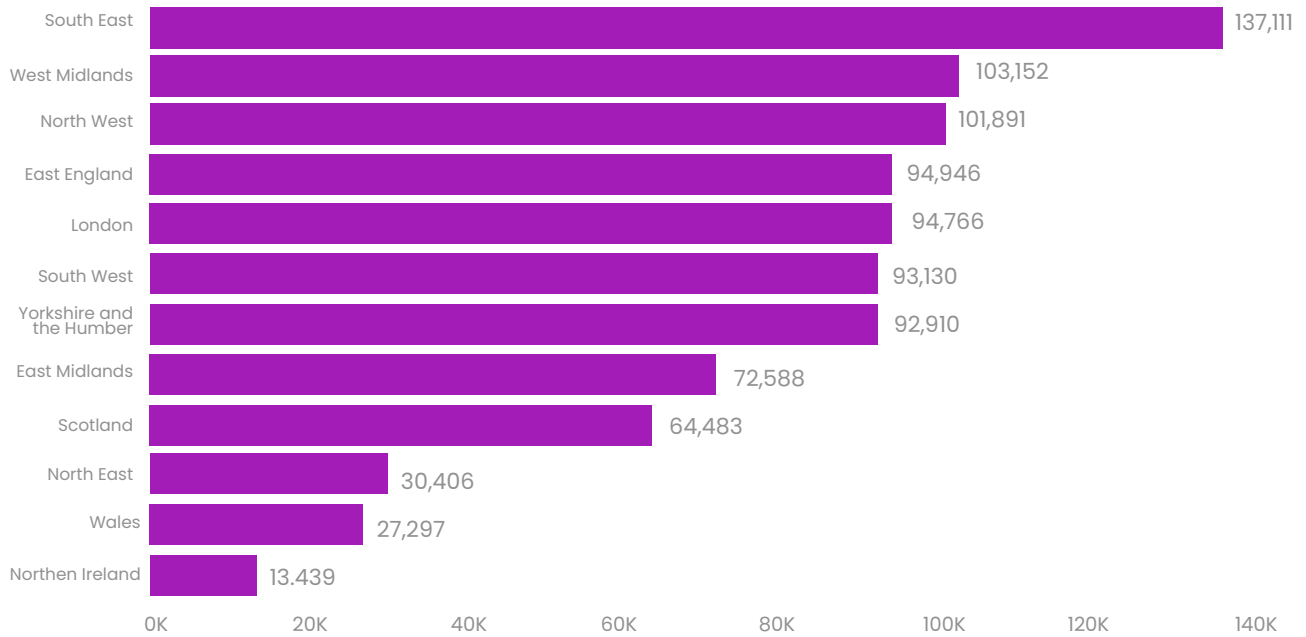


With 137,111 job postings, the South East is a hotspot for employer demand, highlighting its pivotal role as a hub for UK engineering and manufacturing. Localised pockets of opportunity are evident with Manchester and Birmingham showing significant employer demand. Employers can use the regional employer demand heat map on the next page to assess the competitiveness of their particular location or region of the UK. The regional map is also useful for job-seekers looking to relocate or assess their location-based perspectives.

7.1- Employer Demand Distribution by Region 2023



7.2 - Employer Demand by Region 2023



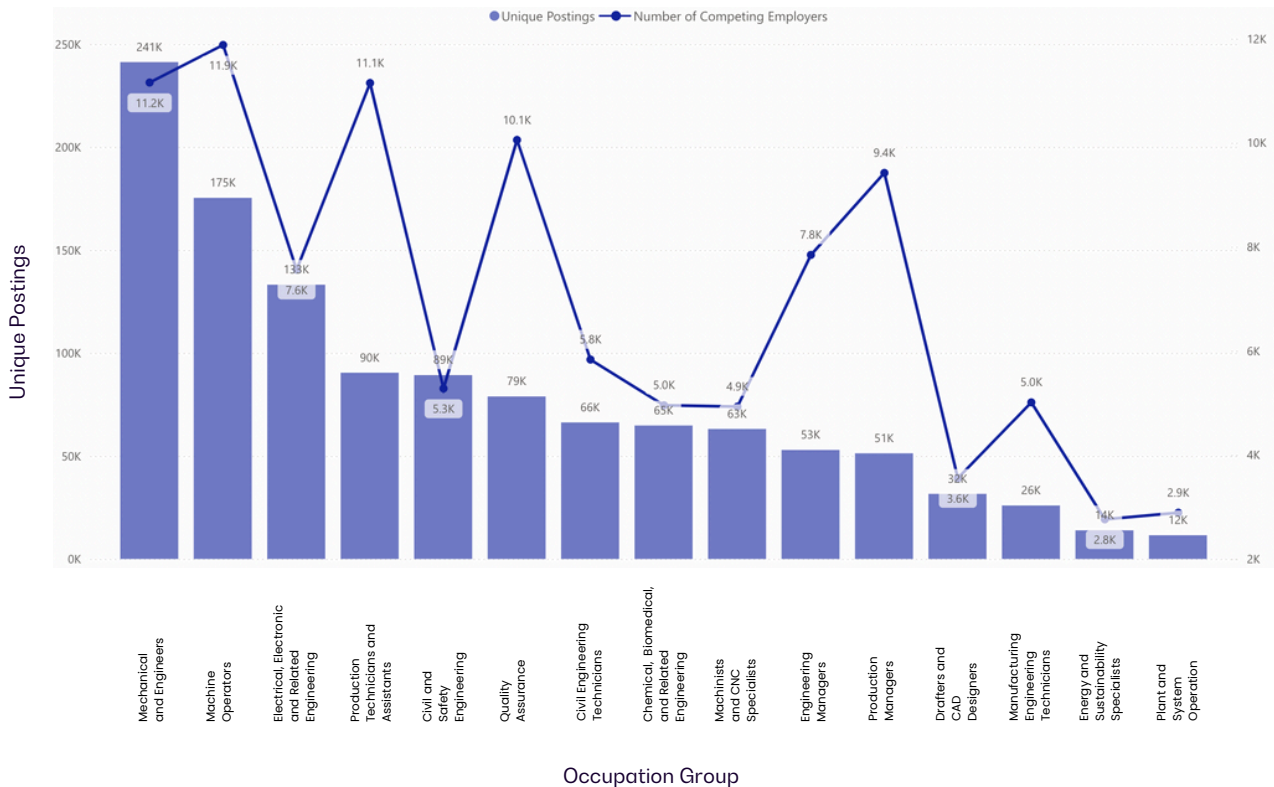
Types of roles and specialised skills demand

In 2023, there were 241,000 mechanical engineering jobs amongst 11,200 employers in mechanical (and related) engineering, making it the most demanded skills set by engineering and manufacturing employers. The data in the chart below is useful for both HR Managers and those looking to enter or move within the sector.

HR managers can assess which specialised skills (technical and hard skills) are the most competitive in terms of other employers seeking similar/same skills. The top three most in-demand specialist skills are machinery, project management and mechanical engineering. Machinery alone accounted for 103,000 job postings in 2023 compared to 32,000 in construction, while 51,000 production managers roles were being recruited by 9,400 employers.

Interestingly, although mechanical engineering is the most sought-after skills-wise, it is one of the least competitive among employers. HR managers could use this information to develop upskilling and reskilling strategic plans within their company.

2.1 - E&M Occupation Groups by Employer Demand



Job-seekers entering or moving within the sector can use the data to find out which areas are the most popular in terms of job postings. It can be useful for planning career moves into less competitive areas and/or for those deciding which occupational groups may offer better chances for employment.

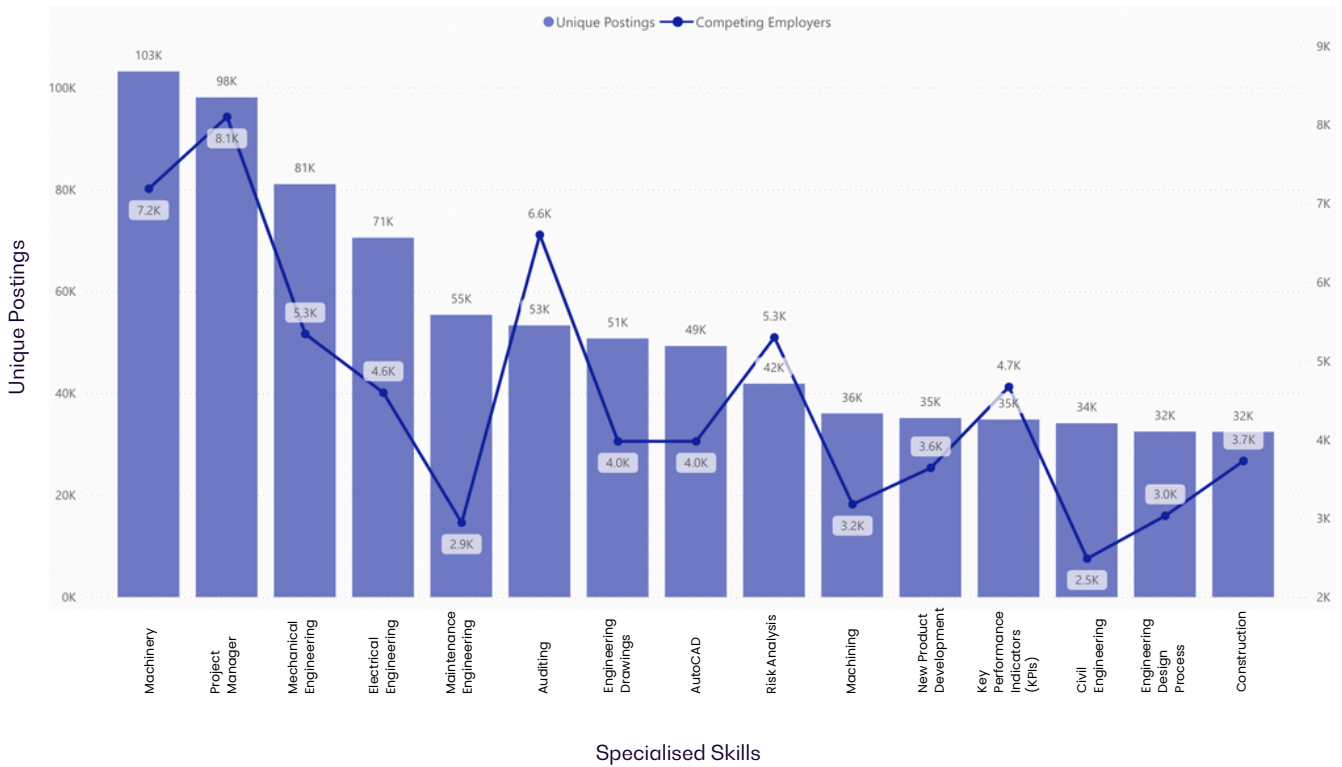
Job-seekers can also use the data to discover the specific roles most demanded by employers. Aggregated data since 2019 shows that mechanical engineer, manufacturing machine operator, and civil engineer are the top three roles employers are recruiting for.

3.1 - Top Occupations in Demand

Year	2019	2020	2021	2022	2023	Total	
Occupation	Unique Postings	Unique Postings	Unique Postings	Unique Postings	Unique Postings	Unique Postings	Total Unique Postings
Mechanical Engineer	229,792	173,889	260,985	303,364	319,976	1,288,006	
Manufacturing Machine Operator	141,627	126,934	257,121	262,072	227,967	1,015,721	
Civil Engineer	120,983	82,608	141,699	163,286	163,611	672,187	
Electrical Engineer	107,162	85,552	132,729	155,425	165,862	646,730	
Engineering Manager	81,384	63,148	115,284	126,496	120,655	506,967	
Production Worker	74,894	55,816	110,776	114,983	115,203	471,672	
Surveyor	87,769	63,458	98,548	99,290	119,124	468,189	
Quality Inspector / Technician	75,652	50,354	85,495	94,727	88,338	394,566	
Manufacturing Engineer	72,506	47,608	77,907	101,260	89,390	388,671	
Industrial Engineer	72,046	46,158	78,015	94,611	91,148	381,978	
Quality Control Systems Manager	62,861	46,152	85,303	92,725	83,018	370,059	
Welder / Solderer	52,021	36,800	73,820	70,358	82,995	315,994	
Reservoir / Petroleum Engineer	45,476	43,947	79,374	58,490	58,296	285,583	
Electronics Engineer	48,566	37,483	62,034	65,240	70,236	283,559	
Production Supervisor	45,261	31,968	58,735	69,698	62,248	267,910	

Those entering or moving within the sector can use this data to find out which specialist skills are the most sought after by employers. This information could support re-skilling, upskilling and career moves into less competitive areas and/or for those deciding which areas to specialise in for future employment.

5.1 Top Specialised Skill Demand



As the charity dedicated to finding new ways to close skills gaps in UK engineering and manufacturing, Enginuity hopes to continue to share annual changes in demand for different types of roles and skills. Armed with this information, employers can make more informed decisions about recruitment, upskilling and reskilling; and job-seekers and job movers will make better-informed choices about their future careers.





About Enginuity

Enginuity is a charity dedicated to helping employers find new ways to close the skills gap.

We combine a unique approach to sector data with a deep understanding of skills challenges to help employers ensure the sector has a highly skilled, globally competitive workforce now and in the future.

[Enginuity.org](https://www.Enginuity.org)