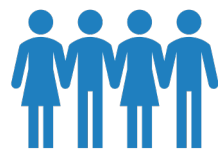


Sector profile



276,000 workers operate in the electrotechnical sector.

20% of workers are aged under 25 – up from **17%** in 2018.



97% are UK citizens, **2%** from Ireland, **1%** EU and **0.2%** beyond.

More work associated with Net Zero agenda compared to 2020 – increased number of businesses undertaking related activities, such as:



- Heat pump installations (**15%** vs **7%**)
- Micro renewables (**18%** vs **12%**)
- Grid-sized renewables (**11%** vs **6%**)
- Electrical performance certification (**23%** vs **3%**)

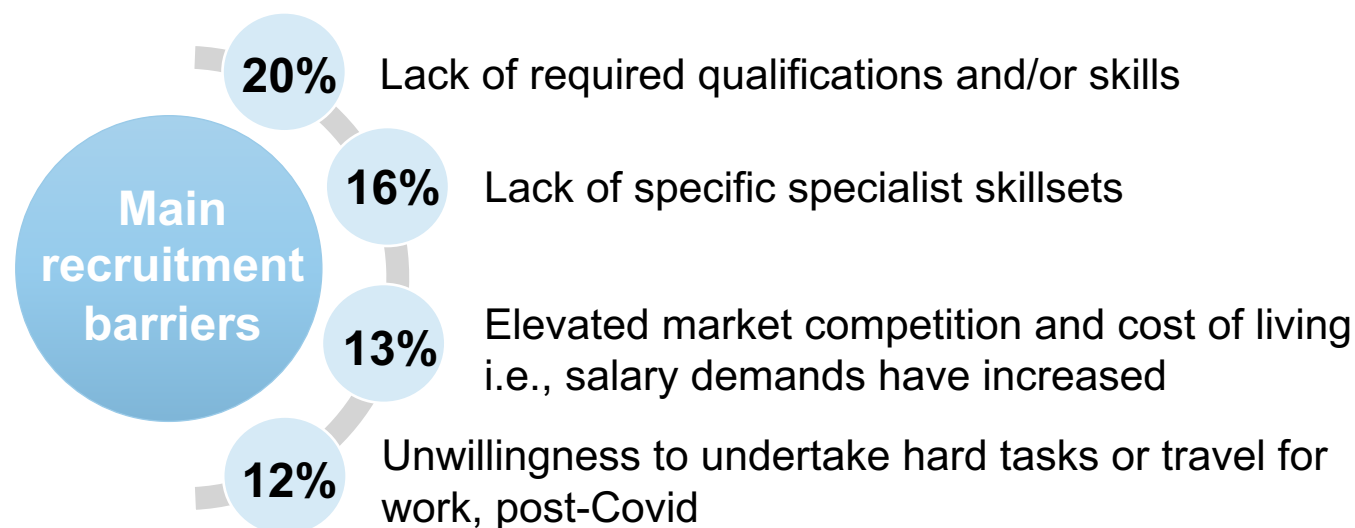
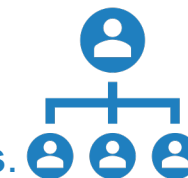
Recruitment

49% are 'more likely' to recruit on a PAYE direct employment basis compared to pre-Covid vs **17%** saying this in 2020. **38%** more likely to recruit apprentices.



The most commonly advertised-for roles are **skilled roles (e.g. electricians)** and **apprentices/trainees**.

Hardest roles to fill are **supervisors (73%)**, **apprentices (53%)**, and **directors/managers (50%)**. Highest volumes of hard-to-fill roles are for **skilled electricians** and **apprentices**.



Boosting recruitment

The best methods of attracting more people into the industry, as suggested by businesses, include:



- ✓ Greater promotion of electrotechnical careers via schools, careers fairs, work placements and advertisement campaigns (**49%**).
- ✓ Improve standard of teaching in colleges and increase quantity of courses offered (**36%** and **28%** respectively).
- ✓ Increase number of apprenticeship places offered, and new/emerging tech should be integrated into the content (**29%** and **22%** respectively).

Diversity is limited due to a shortage of applicants. Businesses suggest boosting diversity through:



- ✓ **Targeted promotion to diverse candidates**
- ✓ Use of diversity shortlists
- ✓ **Closer engagement with local schools/colleges**
- ✓ More workforce diversity training

Impact of COVID-19 on ways of working



52% of employers reported COVID-19 increased technology use in their business.

49% see an increased client demand for technology.



82% feel the pandemic did not result in a significant increase in homeworking.

77% reported no substantial increase in employees' willingness to travel.



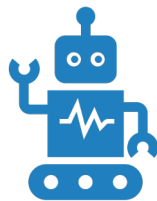
Future of the sector

Main future challenges employers highlight include **labour pool** and **skills shortages**, **new technologies**, **Net Zero targets** and **rising costs**



Barriers to Net Zero technology adoption include lack of **available training**, **upskilling costs** and insufficient **Government guidance** and **funding**.

53% foresee no challenges in adopting new technology, up from **19%** in 2018/19 – indicates increased business confidence.



The biggest challenge is lack of finance and/or resource (**18%**, down from **24%** in 2018/19).

What new technology will have the **most significant impact** over the next 3 years?*

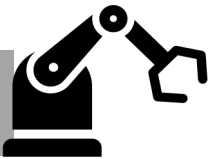
38% Energy efficiency management



31% EV or vehicle to grid infrastructure



21% Automation



20% Network/Wi-Fi enabled devices

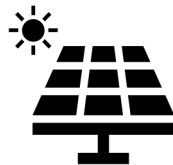


Future workforce and upskilling



54% and 49% respectively expect demand for qualified electricians and apprentices to increase over next two to three years.

Employers predict slight overall growth in workforce size over next five years.



'Green skills' are a priority for upskilling in new technologies – including EV chargepoints and solar PV.

A minority (**28%**) feel an aging workforce cannot keep up with upskilling demands and are unwilling to adapt.



26% feel training courses are a barrier to upskilling and are not appropriate for current workforce needs.

Workforce projections

Sector growth over the next five years will depend on several variables:

1. Further technological developments
2. **General UK economic growth performance**
3. Preparatory actions of the industry
4. **Level of political interest in the sector**
5. Consumer demand
6. **Investment levels (i.e., infrastructure, research etc.)**

BEST CASE SCENARIO:

Sector growth requiring an additional **33,000** workers by 2027*



WORST CASE SCENARIO:

Slight contraction, which may see the loss of up to **17,500** workers by 2027

