

# ENGINEERING SECTOR REPORT

**Methodology:** The report below is based on an analysis of the number of jobs posted on Broadbean’s database and the number of applications per vacancy over a set period.

*“Salaries across the engineering sector are growing as the gap between supply and demand continues to grow. With application numbers dropping towards the end of last year, the data suggests competition for engineering talent will be tough in the first quarter of 2023 at least. Despite a slow-down in jobs towards the end of the year – which is to be expected during the quieter holiday period – the overall picture for last year was one of increased hiring activity. It will be interesting to see how the economic climate influences this demand in the coming months.”*

**Ann Swain,**  
Global CEO, APSCo

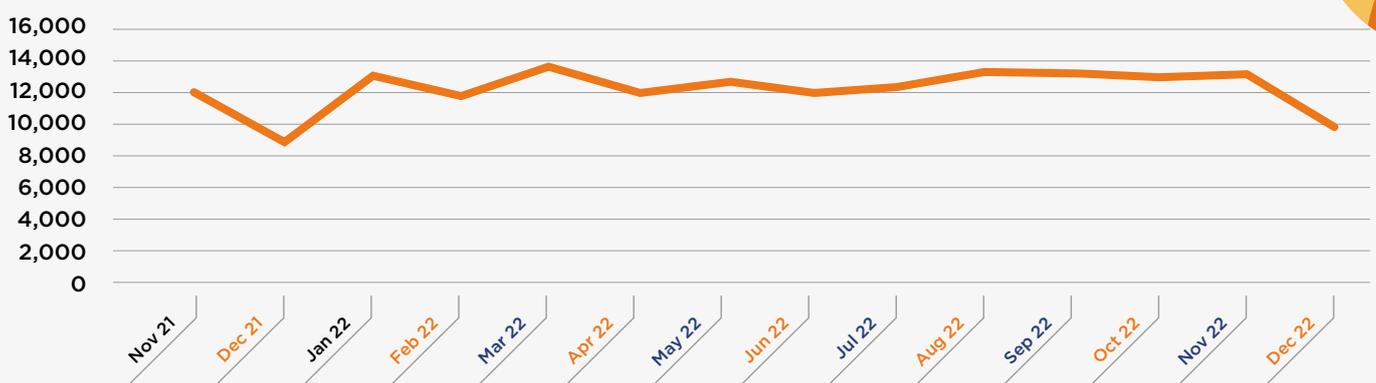
## Engineering vacancy breakdown

The volume of engineering jobs rose considerably in 2022 when compared to 2021, maintaining a consistently high level throughout the year. This clearly indicates the extent of the ongoing acute skill shortages in the sector, as organisations struggle to find the talent they need to keep up with project demand.

## Key trends:

- Hitting a high of 13,500 jobs in March, vacancies ended the year 27.2% lower than the start of 2022 – much of this can, however, be attributed to a big month-on-month drop of 25.2% in December.
- Vacancies rose marginally in November, 1.3% up on the previous month.
- If we compare monthly performance in 2022 versus 2021, year-on-year data for December reveals that vacancies rose by 12.7%. November’s figure was a still impressive 9.3% rise.

## VACANCIES



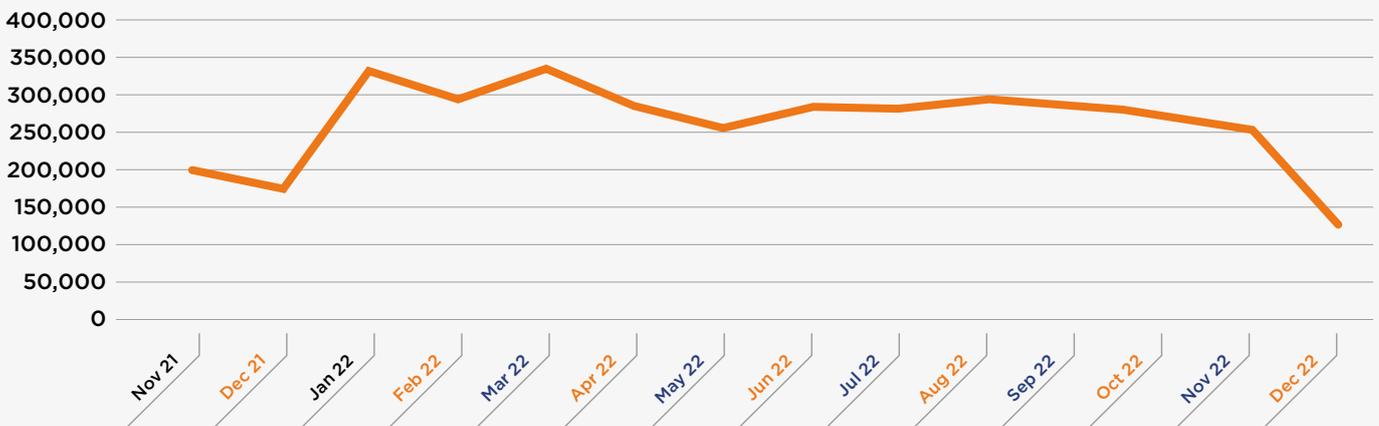
## Application numbers

With the exception of December, applications were far higher in 2022 than in the previous year, never dropping below the quarter million mark (a level not reached in 2021). This suggests that engineers are increasingly open to moving, which should serve as a warning to employers if they want to retain their talent.

## Key trends:

- Applications also peaked in March 2022, subsequently falling by 63% at the end of the year – the 51% fall in December accounts for much of the decline.
- November’s number fell by just 7% month-on-month.
- Looking at monthly year-to-year comparisons, we find that vacancies in December were down 28.4% on the previous year, whereas they were up 29% for November 2022.

## APPLICATIONS



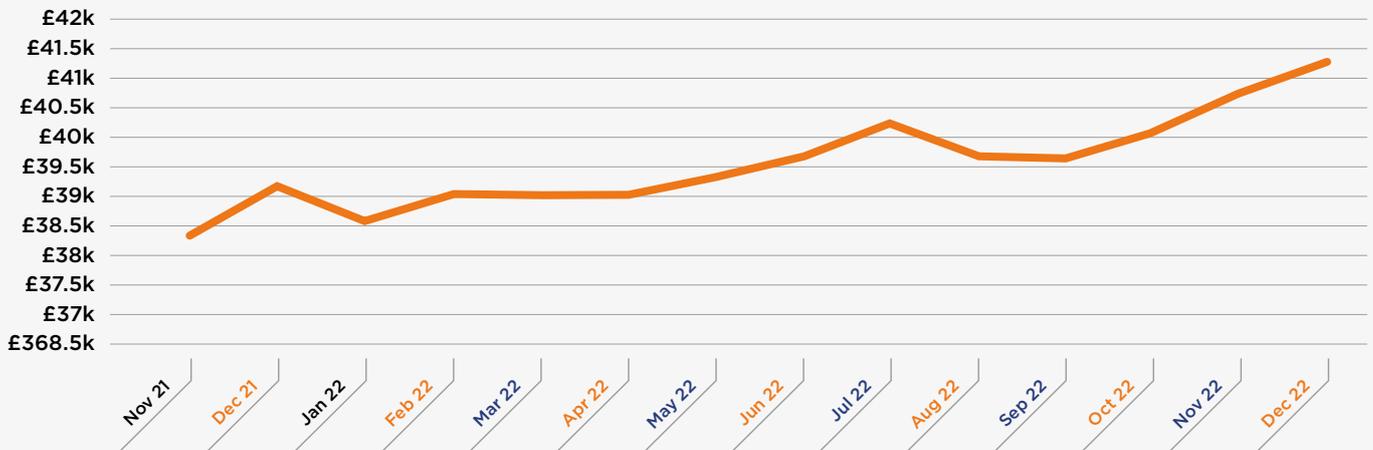
## Salary

The fact that salaries remained on an upward trajectory in the last four months of 2022 – culminating in an end-of-year high in December – indicates that the demand for engineers is significant. While the cost of living crisis will have driven up salaries, the gap between supply and demand will also no doubt have influenced remuneration increases.

## Key trends:

- Salaries reached a crescendo of over £41,000 in December 2022, which constituted a month-on-month rise of 1.3%. This made it the third consecutive month of growth, with wages having also risen in October and November by 1.2% and 1.6% respectively.
- If we look at year-on-year comparisons, salaries in December 2022 were 2.4% higher than at the same point in 2021; November's rise was a considerably greater 6.3%.

## AVERAGE SALARY



If you'd like to learn more  
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