



UK - Automotive Workforce Intelligence

Local Skills Improvement Plan Evidence Pack

Region: UK

Prepared by: Institute of the Motor Industry (IMI)

Purpose

This briefing provides automotive workforce intelligence to support Local Skills Improvement Plan (LSIP) development and regional skills planning.

The aim is to highlight:

- workforce demand in the automotive sector
- emerging occupational and skills changes
- training and workforce development needs

Introduction to the IMI

The Institute of the Motor Industry (IMI) is the professional body for individuals working across the UK automotive sector, representing over 100,000 members spanning vehicle service, maintenance and repair. The IMI plays a central role in setting professional standards, accrediting training provision, and promoting safety, competence and continuous professional development across the automotive workforce.

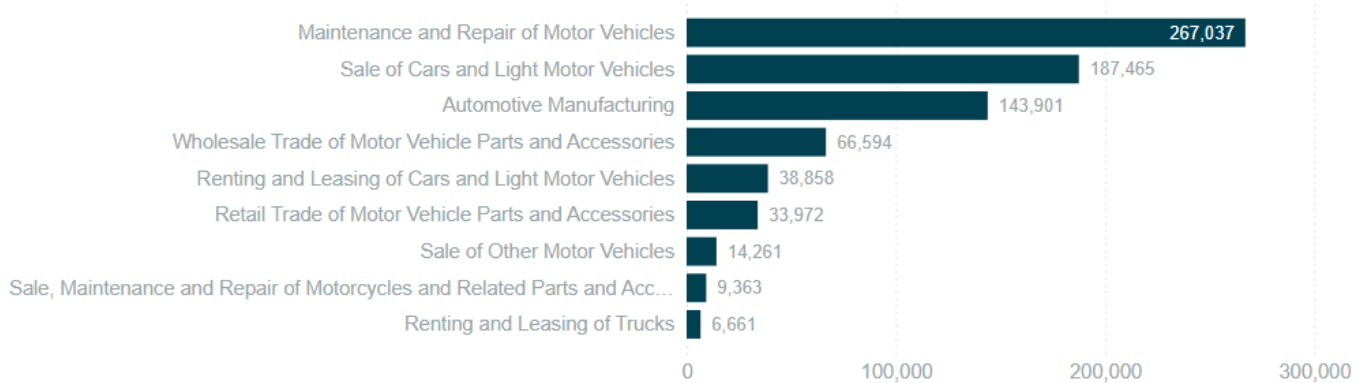
The organisation works closely with employers, training providers and industry stakeholders to support skills development at all career stages—from entry-level roles through to upskilling and reskilling of the existing workforce. This includes responding to emerging technological and regulatory changes, such as vehicle electrification and digitalisation, ensuring the workforce remains competent, productive and adaptable.

Through this employer-led and sector-wide perspective, the IMI is well positioned to contribute robust, evidence-based insight to Local Skills Improvement Plans. The organisation can provide intelligence on current and future skills needs, workforce capability gaps, and the effectiveness of local training provision in meeting employer demand.

Strengthening skills within the automotive workforce is critical to supporting local economies. A highly skilled and adaptable workforce enables businesses to grow, improves productivity, supports the transition to new technologies, and ensures the continued delivery of essential services to communities. In this context, the IMI's insight can help align skills provision with local labour market needs, supporting sustainable economic growth and resilience across regions.

Automotive Sector Overview

2024 jobs by subsector



BY SUBSECTOR

Subsector	2024 Establishments	2024 Jobs	Avg. Wages Per Job	2020-24 % Change
Maintenance and Repair of Motor Vehicles	55,499	267,037	£31,099.43	84.00%
Sale of Cars and Light Motor Vehicles	24,130	187,465	£38,710.64	17.00%
Sale, Maintenance and Repair of Motorcycles and Related Parts and Accessories	2,186	9,363	£31,231.64	-16.00%
Wholesale Trade of Motor Vehicle Parts and Accessories	6,316	66,594	£34,005.00	-21.00%
Sale of Other Motor Vehicles	1,816	14,261	£34,305.64	-61.00%
Automotive Manufacturing	3,426	143,901	£43,424.50	-79.00%
Renting and Leasing of Cars and Light Motor Vehicles	4,797	38,858	£38,701.71	-103.00%
Retail Trade of Motor Vehicle Parts and Accessories	6,937	33,972	£30,867.36	-120.00%
Renting and Leasing of Trucks	950	6,661	£46,045.64	-259.00%
Total	106,057	768,112	£36,487.95	-558.00%

Key insights

- The UK automotive workforce employs 786,000 people.
- Vehicle maintenance and repair is the largest segment. Employment has grown by 80% over four years. Average pay is about £5,000 below the sector median.
- Sales roles show mixed trends. Light motor vehicle jobs have risen by 17%, while motorcycle-related roles have fallen by 16%.
- Parts and accessories is the third-largest segment but has fallen by 120% over the same period.
- Renting and leasing has seen the steepest fall, dropping by almost 260% from a smaller base. It has the highest median pay at about £46,000, around £10,000 above the sector median.
- Automotive manufacturing has also declined, with employment down by almost 80% over four years.

Automotive Business Base

Automotive Businesses by Size

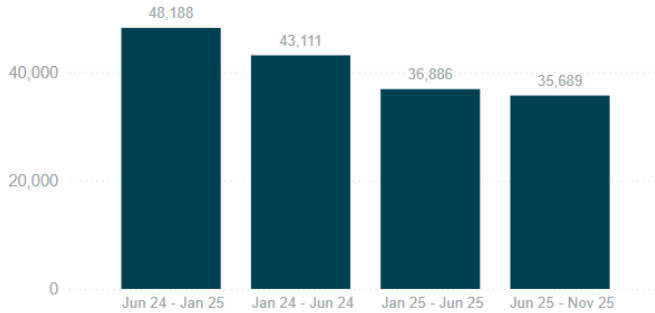
Business Size	Businesses
1-4 Employees	67,864
5-9 Employees	16,850
10-19 Employees	6,765
20-49 Employees	4,258
50-99 Employees	1,193
250+ Employees	48

Key insights

- The automotive sector is dominated by small and medium-sized enterprises. Around 70% employ fewer than five people.
- This structure makes it harder for firms to access training and develop their workforce.

Employer Demand

Unique job postings by period



Total jobs since 2024
768,112

Unique Postings from Jan 2024 - Jun 2024, Unique Postings from Jan 2025 - Jun 2025, Unique Postings from ...

BY REGION NAME

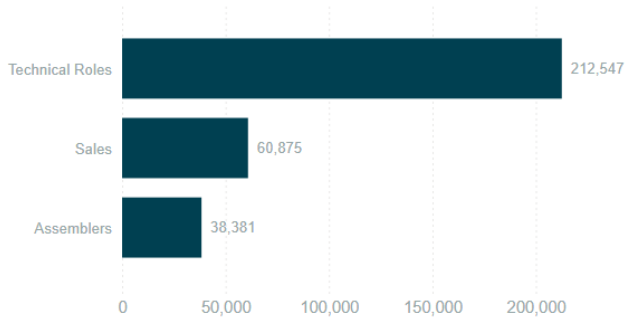
Region Name	Unique Postings from Jun 2025 - Nov 2025	Unique Postings from Jan 2024 - Jun 2024	Unique Postings from Jan 2025 - Jun 2025	Unique Postings from Jun 2024 - Jan 2025
South East	5,509	7,315	5,903	8,274
North West	3,731	4,442	4,106	5,037
East of England	3,514	4,326	3,647	4,724
West Midlands	3,380	4,076	3,558	4,638
Scotland	3,200	4,043	3,424	4,583
East Midlands	3,160	3,944	3,293	4,467
South West	3,148	3,728	3,279	4,351
Yorkshire and The Humber	2,725	3,416	2,811	3,536
London	2,558	2,459	2,195	2,621
Total	35,689	43,111	36,886	48,188

Key insights

- Employers post between 35,000 and 48,000 automotive job vacancies per period.
- Employers across the UK have posted around 786,000 since 2024.
- The highest concentration of opportunities are posted in the South East (18%) and East of England (11%).
- Northern Ireland (1%), Wales (3%), and the North East (3%) have the least concentration of job opportunities.

Workforce Structure

Jobs by occupation type 2024



Total jobs since 2024
311,803

BY OCCUPATION TYPE

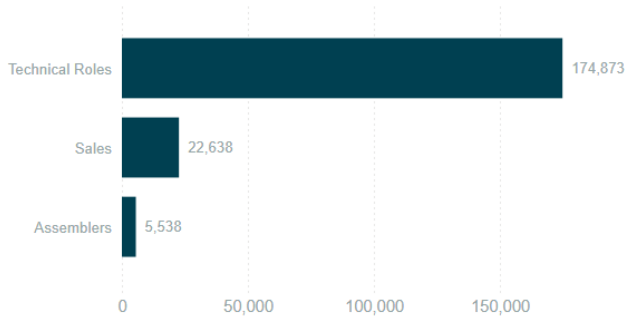
Occupation Type	2024 Jobs	2020 Jobs	% Change	Median Hourly Wages
Technical Roles	212,547	212,415	-6.00%	£15.60
Sales	60,875	59,345	28.00%	£13.37
Assemblers	38,381	40,257	-46.00%	£14.48

Key Insights

- Technical roles account for most automotive employment from 2024 (68%). They see a 6% decline over four years.
- Sales roles account for 20% of automotive employment from 2024, with a 28% uplift in advertised roles. However, they are below the median wages for the sector by over £1.00 an hour.
- Assemblers see the steepest decline with 48% fewer available jobs since 2020. Wages in these roles are in line with the average annual hourly wage of £14.48.

Hiring Demand by Occupation

Unique job postings by occupation type | November 2023-20...



BY OCCUPATION TYPE

Occupation Type	Median Annual Advertised Salary	Median Annual Wages
Assemblers	£31,921	£32,164
Sales	£27,627	£28,869
Technical Roles	£37,792	£33,019
Total	£32,447	£31,351

Key Insights

- Recruitment demand is heavily concentrated in technical occupations (86%).
- The shortage of roles in technical occupations is reflected by roles having the highest advertised median annual salaries and 16% above the all-sector average as employers compete for talent.
- Sales roles have the lowest median annual wages at around £29,000, which is 15% below average for the sector.

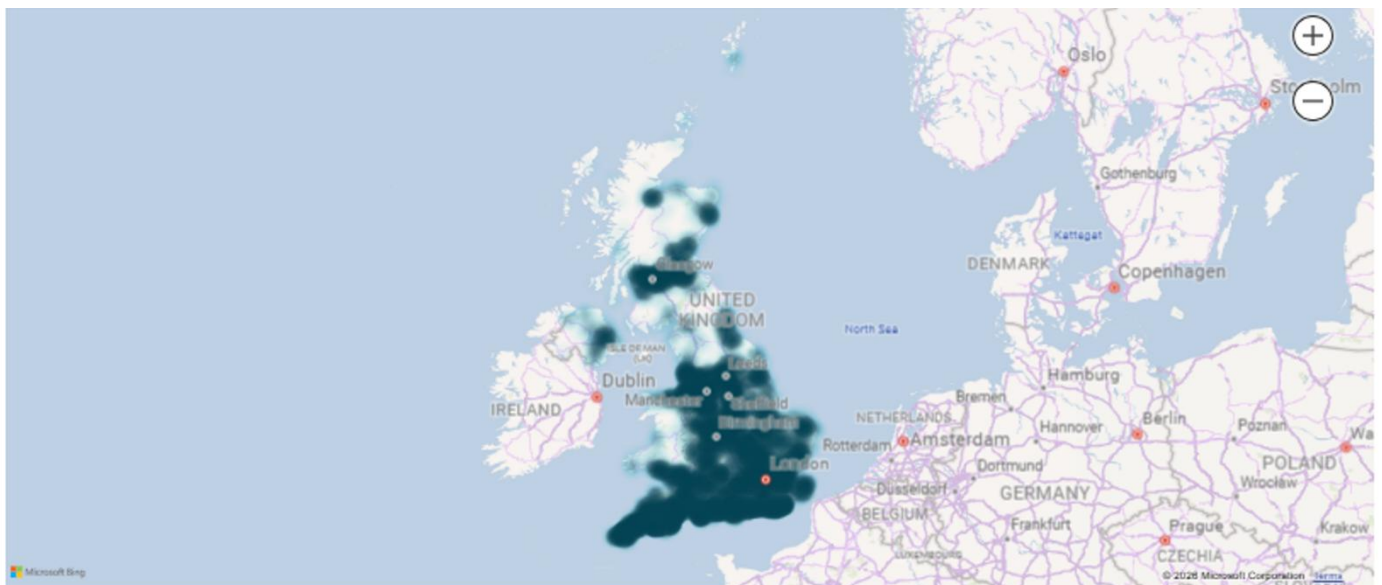
IMI Skills and Training Presence

IMI Skills Infrastructure

The following data map shows a visual heat map of where IMI Techsafe members are currently located. The IMI TechSafe scheme, developed by the Institute of the Motor Industry (IMI), is a UK industry standard that recognises vehicle technicians who are qualified and competent to work safely on modern automotive technologies, such as electric and hybrid systems and advanced driver assistance systems (ADAS). It is awarded through inclusion on the IMI Professional Register and requires technicians to hold relevant qualifications and complete ongoing continuous professional development (CPD) to maintain their status. The scheme ensures that technicians remain up to date with evolving vehicle technologies, promoting safety, professionalism, and industry best practice.

Indicator	Value
IMI approved centres	554
Automotive qualifications delivered	78,483
TechSafe registered technicians	24,451

- IMI Approved Centres are training providers or organisations that have been formally accredited by the Institute of the Motor Industry (IMI) to deliver recognised automotive qualifications and assessments. The centres within the UK are listed below:



0002227	Preston College
0003232	RNN Group
0005236	Total People Ltd including MOL
000600	Abingdon and Witney College
000612	Quantum Tuning Ltd

000614	Rallysport Engineering Academy
000615	Aspire Academy / Heartwood Learning Trust
000618	South Essex College
000619	Aylesbury Youth Motor Project
000622	MOT Expert Limited
000624	Westbury Academy
000625	ProVQ Toyota
000630	Develop Automotive
000631	EKC Dover College
000639	Goldwyn School
000640	Teignmouth Community School
000641	National Institute of Automotive Technology (NIAT)
000645	Peterborough Skills Academy
000647	Basingstoke College of Technology
000650	The Priory Federation of Academies
000655	R.E.A.L Education Ltd
000657	Akzo Nobel Coatings Ltd
000661	Young Aces Technical Centre Sdn Bhd
000662	Keco Body Repair Products Ltd
000671	Valeo Service (UK) Ltd
000676	GMD People Ltd
000678	The Test Centre Training
000682	GoAhead London
000684	Crisp Vocational Provisions Ltd
000688	Bestdrive
000697	Stoneacre Academy
000698	Illuminate Training Solutions
000709	T.E.C.K (Teaching Educationally Creative Kids) Ltd
000710	South Tyneside College
000713	Arriva London North Ltd
000715	The MOT Training and Compliance Group Ltd
000718	LKQ Group (UK) Limited
000721	Chengdu Industrial Vocational & Technical College
000722	Guangzhou Traffic and Transportation Vocational School
000728	Zhongshan Shaxi Vocational School
000729	Hangzhou Technician Institute
000733	Symco Training
000736	London MOT Training
0009246	Cheshire College South & West (Ellesmere Port)
0009247	Coleg Llandrillo (Rhyl)
0009248	South Thames Colleges Group
0101261	Waltham Forest College
0102263	South Devon College#
0105269	Burton and South Derbyshire College



0107273	Cheshire College South & West
0107274	Blackpool & The Fylde College
0108280	New College Lanarkshire
0109292	Gateshead College
0109297	Leicester College of Further Education
0109300	Trafford & Stockport College Group
0109301	North Kent College
0109302	Chichester College Group
0110312	Dudley College
0110314	Northampton College of F & HE
0110320	City of Wolverhampton College
0111323	Chichester College
0111324	Highlands College
0112329	Hertford Regional College
0205341	New City College
0207344	LTE Group
0207345	The SMB Group - Brooksby Melton Campus
0208347	WHC Group
0208349	Edinburgh College
0209355	The SMB Group
0209357	MIT Skills Ltd
0210360	Peopleplus Group Ltd (HMP Littlehey)
0210361	North Warwickshire & South Leicestershire College
0212365	Truro College
0212367	Newcastle College
0301368	Calex UK Limited
0303373	Profit From Training Partnership Ltd
0304377	European Tyre Enterprise Limited
0306380	Askham Bryan College
0306381	South East Regional College
0307384	Halfords Autocentres Ltd
0307386	Hugh Baird College
0307387	Heart of Worcestershire College
0308388	Belfast MET
0309395	Coleg Sir Gar
0310402	Volkswagen Group UK Limited
0311406	A T Automotive Technology Centre Ltd
0311407	Neath Port Talbot College
0403413	Guernsey College of Further Education
0406418	Sparsholt College
0406420	Derby College Automotive Technologies Academy
0411436	Allianz Partners
0501443	Warwickshire College Pershore
0503458	Loughborough College



0504461	Scarborough Tec
0505462	AIT Training Developments Ltd
0506499	Cornwall College St Austell
0508504	South & City Birmingham College
0509505	Wirral Metropolitan College
0509509	Penwith College
0510523	ProVQ Limited
0511524	Metropolitan Police Driving Academy
0511532	Calex UK Apprenticeships
0601540	AK Automotive
0601554	PHINIA Delphi UK Ltd
0601577	Robert Bosch Limited (Denham)
0601580	Suzuki GB PLC
0601582	Listers Group
0601586	Belron UK Ltd (Autoglass)
0602590	The College of Merthyr Tydfil
0602594	Nottingham College
0603596	Academy Transformation Trust
0605601	4 Techmoto
0606608	Vertex Professional Services
0607614	Mantra Learning Ltd
0607615	Lancaster Training Services Limited
0608623	Heart of Worcestershire College (Worcester Campus)
0609631	Bedford College
0612642	York College
0612644	Barnsley College
0612646	Kawasaki Motors UK
0701648	Toyota Financial Services (UK) PLC
0701651	Aston Martin Lagonda Ltd
0703655	Transport Training Board for Northern Ireland
0704662	Robert Bosch Ltd (Doncaster)
0705667	Telford College
0706671	Sandwell College
0706673	Middlesbrough College
0709682	Inspire Education Group
0709683	East Coast College
0711688	Reaseheath College
0711690	Grantham College
0712696	Fix It UK Ltd
0801701	Warwickshire GTA
0802703	Stagecoach Group LTD
0803705	Automotive Glazing Academy
0804709	North Hertfordshire College
0804710	Walsall College

0804711	ReMIT Ltd
0804713	ReMIT Ltd
0804715	ReMIT Ltd
0805722	Thatcham Training Centre
0805727	HRUC - Uxbridge College
0806729	West Lancashire College
0806730	ITAS Ltd
0806736	Stanners Specialised Services LLP
0807746	The Sheffield College
0808750	West London College
0809753	University Academy Holbeach
0809756	Colchester Institute
0810758	Coleg Gwent - City of Newport Campus
0811763	Crawley College
0812767	ATS Euromaster Ltd
0812770	Barking and Dagenham College
0812772	Hyundai Academy Training Centre
0901775	Motor Climate Ltd
0901776	Auto-Train Ltd
0901777	Trinity Solutions Academy
0903786	IMI Accreditation
0905793	Cayman Islands Further Education Centre
0905794	Harrogate College
0905795	River Park Training & Development
0905797	Farnborough College of Technology
0907806	Auto Prima College

The automotive sector should be prioritised within the Local Skills Improvement Plan (LSIP) due to its scale, sustained employer demand, and clear structural and skills challenges that risk constraining growth, productivity, and the transition to new technologies.

The UK automotive workforce employs approximately 786,000 people, demonstrating its substantial contribution to the national and local economy. The sector encompasses a diverse range of activities, with vehicle maintenance and repair now the largest and fastest-growing segment, expanding by 80% over the past four years. This growth indicates strong and sustained demand for skilled labour, particularly in frontline technical roles that support the functioning of the wider transport system.

However, pay within this critical segment remains around £5,000 below the sector median, suggesting issues with attraction and retention that are likely to exacerbate workforce shortages without targeted intervention.

Employer demand remains consistently high, with 35,000–48,000 vacancies advertised per period and approximately 786,000 postings since 2024. This sustained volume of recruitment activity provides clear evidence of ongoing labour shortages.

Demand is heavily concentrated in technical occupations (86%), where roles command salaries 16% above the all-sector average, indicating strong competition for talent. Despite this, supply continues to fall short, with technical roles already experiencing a 6% decline in workforce numbers over four years.

This imbalance between demand and supply represents a critical pressure point for the sector and a clear rationale for LSIP prioritisation.

The automotive sector is overwhelmingly comprised of small and medium-sized enterprises (SMEs):

- Around 70% of businesses employ fewer than five people
- Fewer than 50 businesses employ over 250 staff

This fragmented structure creates systemic barriers to workforce development. Smaller employers are less likely to:

- Invest in training and upskilling
- Engage with further education provision
- Offer apprenticeships or structured progression pathways

As a result, there is a market failure in skills investment that requires coordinated LSIP intervention.

The workforce is undergoing significant structural change:

- Technical roles account for 68% of employment, yet are declining in supply
- Assemblers have seen a 48% reduction in roles since 2020, reflecting contraction in manufacturing
- Automotive manufacturing employment has fallen by nearly 80%, indicating a long-term shift away from production towards service-based activities
- Sales roles have increased by 28% in job postings, but remain 15% below average sector pay, limiting their attractiveness

These trends highlight a transition within the sector, with growth concentrated in maintenance, repair, and service roles, while traditional manufacturing and some retail segments decline.

Evidence shows uneven performance across sub-sectors:

- Vehicle maintenance and repair: rapid growth (+80%), but lower pay and acute skills shortages
- Parts and accessories: significant contraction (reported decline of 120%), suggesting supply chain restructuring
- Renting and leasing: steep decline (almost 260%), despite offering the highest median pay (~£46,000)
- Sales (light vehicles vs motorcycles): mixed performance, indicating shifting consumer demand

These changes reinforce the need for a responsive skills system that can adapt to evolving employer needs.

Job opportunities are unevenly distributed:

- Highest demand in the South East (18%) and East of England (11%)
- Significantly lower demand in Wales (3%), North East (3%), and Northern Ireland (1%)

This suggests the need for place-based approaches within LSIPs to ensure local provision aligns with regional labour market demand

To address the identified challenges, the LSIP should prioritise the automotive sector with a focus on delivering the following outcomes:

- Increase the supply of skilled technical workers, particularly in maintenance, diagnostics, and emerging vehicle technologies
- Support SMEs to access and engage with training, reducing structural barriers to workforce development
- Align provision with occupational demand, particularly in high-vacancy technical roles
- Improve attraction and retention, addressing pay and progression challenges in key segments



- Enable workforce transition, supporting movement from declining areas such as manufacturing into growth areas
- Strengthen regional responsiveness, ensuring provision reflects geographic variations in demand

The evidence included within this pack demonstrates that the automotive sector is both economically significant and under acute labour market pressure, particularly in technical occupations that are critical to future growth. Persistent high vacancy levels, combined with declining workforce supply and structural barriers within the SME-dominated business base, present a clear case for prioritisation.

Targeted LSIP intervention will be essential to close skills gaps, support business sustainability, and ensure the sector can respond effectively to ongoing economic and technological change.