

NT MANUFACTURING MARKET CTURING MARKET AND RECR REPORT UPDATE RE RING MARKET REPORT

KEY INSIGHTS ON **HOW TO ADAPT AND THRIVE**
IN A POST-PANDEMIC WORLD



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An introduction from Nick Kirk

UK Managing Director, PageGroup



Continuous change has defined the way many companies have been operating throughout the global health emergency. At times of uncertainty, strong leadership, effective communication, and above all, empathy are key to enabling your people to drive business continuity and facilitate a strong recovery.

In light of the rapid switch to remote working, operating in a locked-down country, and navigating the ongoing impacts of Covid-19, organisational transformation has come to the fore as businesses adapt to the realities of the market and a redefined business world.

Understanding the shape of the industry you operate within and how the candidate market is responding to these changes is crucial to effectively plan your team structure and reinforcing the vision of your company. Closing any identified skills gaps and bringing in new skill sets will be fundamental to your success.

In this manufacturing market update, we share our unique insights and data on the shape of the sector. We explore how competitive the market is, what professionals are looking for, and how businesses can secure top talent.

It is undeniable that an increase in homeworking will be one long-term legacy of the pandemic, but our research shows that many workers are relishing a return to the office and value the in-person interaction it brings. It will be interesting to see how employers tackle the challenges of managing a blended workforce, and the role that offices will play from now on – not least because these are pertinent topics for us, at PageGroup, too. We are also having to adapt in order to thrive – and are committed to helping our customers do the same with their business.

Our consultants are available via email, landlines, mobiles and video to assist you with all of your recruitment needs. You can also get in touch and request a call back by clicking [here](#).

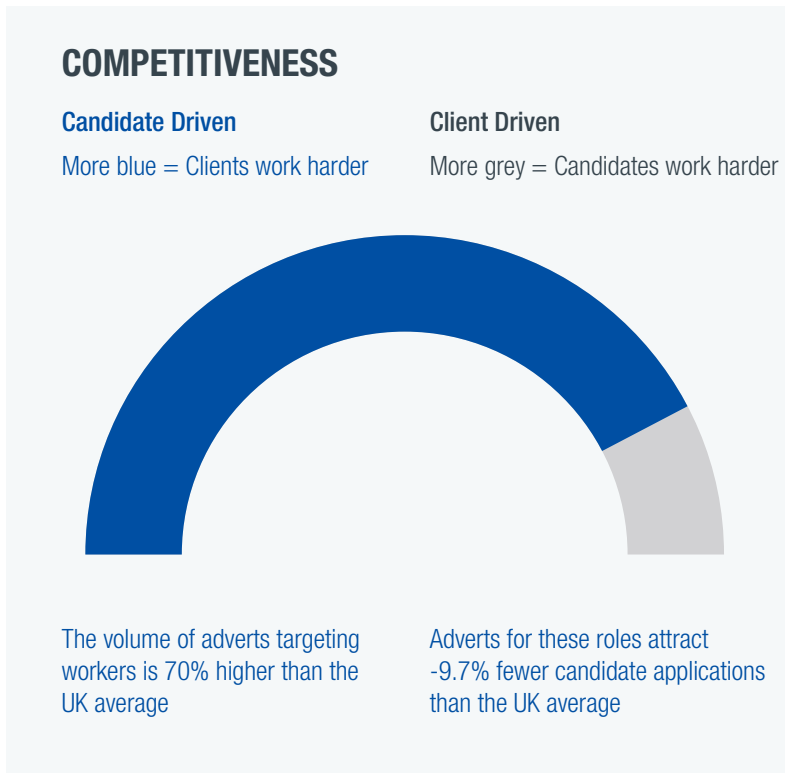
On behalf of PageGroup in the UK, I hope you find this report to be a useful tool in the next steps of your business evolution.

A handwritten signature in black ink, appearing to read 'Nick Kirk', with a horizontal line underneath.

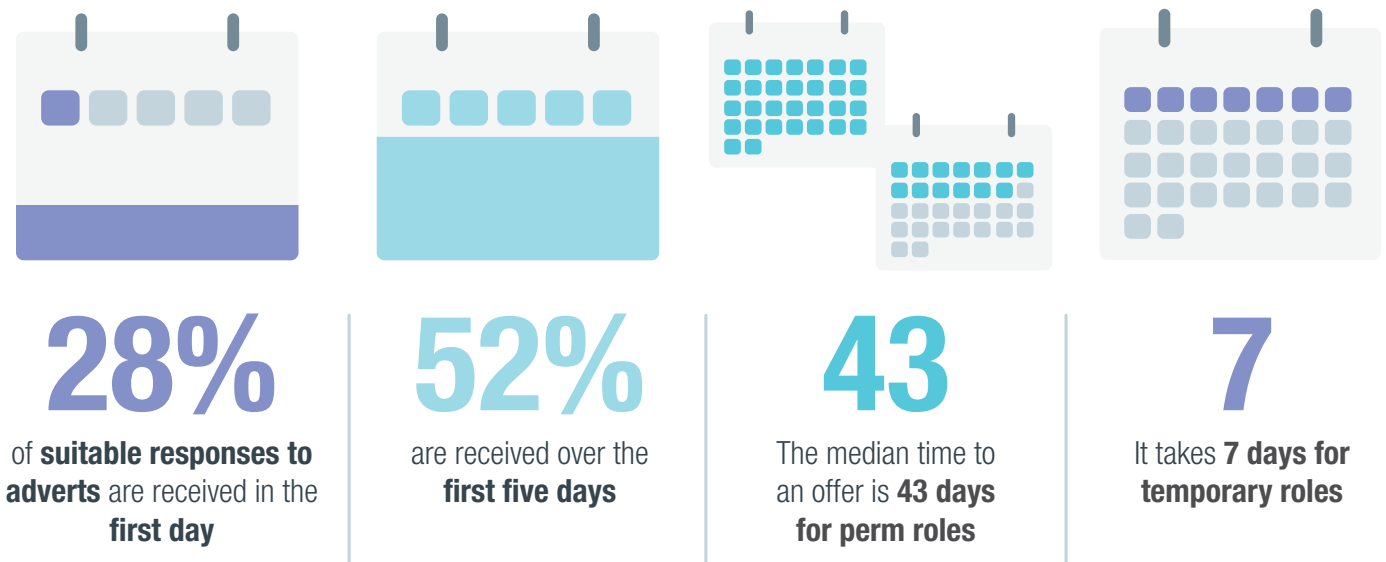


As Covid-19 quickly reshaped the state of the UK market, many manufacturing professionals were identified as critical 'key workers' to ensure continued supply of goods and materials. Demand continues to be unpredictable across most sectors which has required agility and creativity. Planning and forecasting is particularly challenging, and continues to be at the forefront of many business leaders' minds.

COMPETITION IN THE SECTOR



RECRUITING MANUFACTURING TALENT





TOP 10 MOST ADVERTISED ROLES

1. MAINTENANCE ENGINEER
2. ELECTRICAL ENGINEER
3. QUALITY MANAGER
4. PRODUCTION SUPERVISOR
5. OPERATIONS MANAGER
6. HEALTH AND SAFETY MANAGER
7. ELECTRICAL DESIGN ENGINEER
8. MAINTENANCE TECHNICIAN
9. MECHANICAL MAINTENANCE ENGINEER
10. OPERATIONS DIRECTOR

MOST IN-DEMAND MANUFACTURING SKILLS



Problem solving

Manufacturing businesses are facing daily, sometimes hourly, challenges. Those individuals who are solutions led, innovative, and use data to overcome the unpredictable, are in high demand across the sector.



Health, safety, environmental and quality

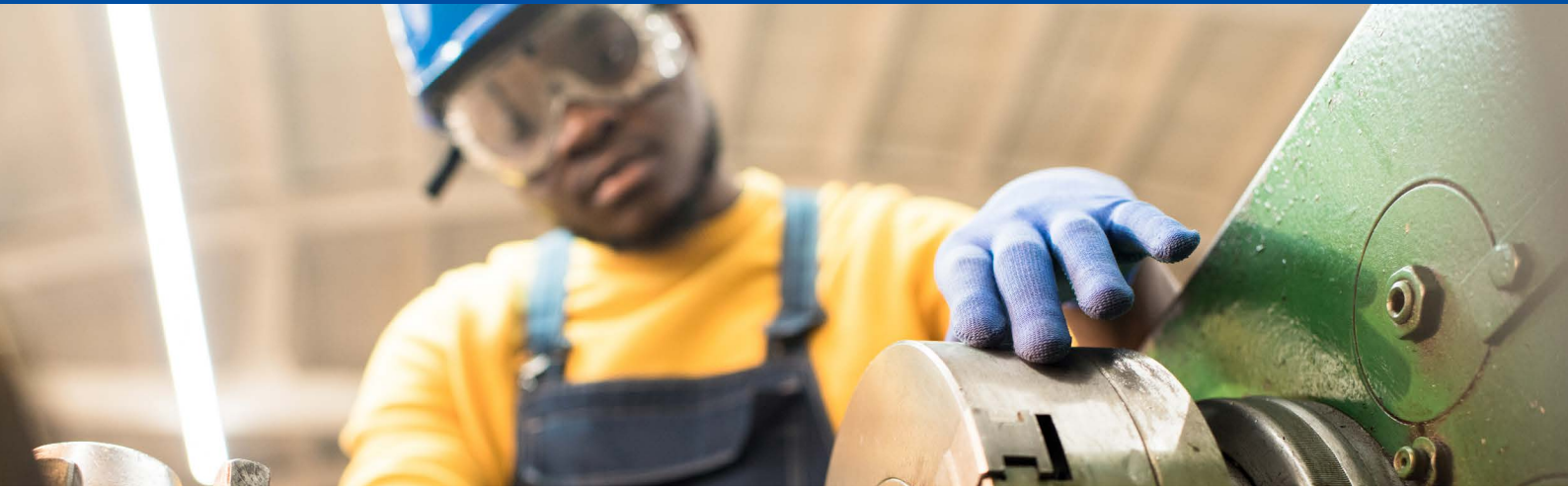
As social distancing measures continue to play a key role in protecting our wellbeing, there has been a rising need for professionals experienced in designing robust health and safety processes.



Leadership and emotional intelligence

Whether it is managing a team of people or taking the lead on a project, the ability to effectively influence others is a skill in high demand across all manufacturing sectors.

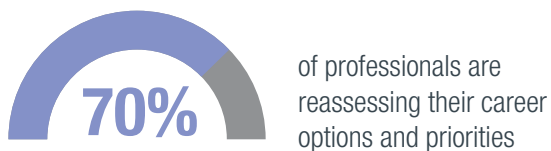




The unique circumstances surrounding Covid-19 have reshaped the way that professionals view their options in the job market. When assessing both their longer-term career directive and immediate opportunities for a new role, candidate behaviours are likely to change significantly moving forward.

KEY CANDIDATE INSIGHTS

When considering their career:



When looking for a new role:



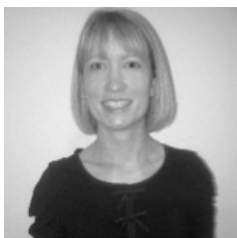
The biggest challenges facing the sector

– and how to tackle them

CHALLENGE:

The number of active candidates in the market has grown due to the circumstances surrounding Covid-19 and this can make it much more time consuming and difficult to identify the right people for your roles.

“



More than ever, conversations with candidates revolve around how companies have treated their employees, particularly in response to the global crisis. Top talent looking to move to a new role is cautious of leaving companies that have treated their employees well and weary of joining a company that has not. Considering this, your employer branding is more key than ever when looking for top talent, and it is important to ensure your messaging is consistent internally and externally.

”

Ruth Hancock, Operating Director,
Michael Page

CHALLENGE:

Since COVID, we are seeing more and more businesses having to reassess the structure of their entire supply chains. The lens they are often looking through is a robust S&OP process to mitigate risks across all tiers of the supply chain and to ensure customer satisfaction and net working capital levels are optimised. Customer trends and spending habits are changing at a rapid pace and businesses are looking at the agility of their supply chains to ensure that these needs can be met in an efficient and cost-effective manner.

“



We are seeing subcontract manufacturers increasing their volumes as businesses look to mitigate short-term supply chain risk through more onshoring activity. The subcontract manufacturers

need to remain competitive in terms of cost where their new customers have been outsourcing to low cost regions, particularly far East Asia. A focus on lean manufacturing methodologies and practices has been at the forefront of their competitive initiatives to ensure they are driving out cost whilst retaining great quality of product and service.

”

Colin Roope, Director – Senior Appointments,
Michael Page Engineering and Manufacturing

CHALLENGE:

Maintaining and, in some cases, increasing output, particularly in fast-moving environments such as food or packaging manufacturing, whilst social distancing and managing increased levels of absenteeism, is a daily challenge faced by many manufacturers.

“



There has been an increase in shift agility to allow for social distancing across manufacturing.

For example, businesses who weren't previously operating a night shift have opted to do so now. There's also an appetite to upskill staff to ensure they can do more than one job to cover colleagues who are sick or self-isolating. Many of the initiatives that manufacturers have adopted would previously have taken months to realise, but Covid-19 has prompted abrupt change and agility whilst simultaneously maintaining production lines and supply chains.

”

Will Eisenberg, Senior Manager,
Michael Page Engineering and Manufacturing



VIRTUAL EVENT

Adapting is thriving in a post-pandemic world

Watch on demand now



Based on a recent PageGroup survey

44%

of employees said they **do not plan** to stay with their current employer beyond 12 months

Virtual Event

Adapting is thriving in a post-pandemic world

Keynote speakers:

-  **Matthew Taylor**, UK Government advisor
-  **Professor Jonathan Trevor** from Saïd Business School



RUNNING YOUR RECRUITMENT PROCESSES REMOTELY:

A complete guide

- Attracting the right talent
- Assessing CVs and covering letters
- Utilising video technology for interviewing
- Making a strong offer to secure top talent
- Adapting your onboarding to a remote process

For practical tips and advice, as well as examples of best practices when hiring, access your free copy.

Download guide



RUNNING YOUR RECRUITMENT PROCESSES REMOTELY:

A complete guide

Michael Page



Why work with Michael Page Manufacturing?

Taking into consideration both the recruitment landscape in manufacturing and the sentiments of professionals in the market, there are more changes ahead for businesses in the UK.

The shifts that were made in response to Covid-19 may be just the beginning. It has been said that these changes are likely to form the foundation for more change in the coming years, which businesses must stay on top of to future proof operations and win the best talent in the market.

At PageGroup, we are committed to providing our customers with the highest level of support possible. This means forming strong partnerships built on person-to-person relationships, backed by unparalleled insight into the recruitment landscape, and our promise to connect our clients' opportunities with the very best talent in the market.



While this report covers general insights and data on the manufacturing market across the UK, we recognise that many of our customers will require more in-depth insights into their regions, sector, and even specific roles.

If you would like more information about job demand, salary and benefits trends, talent mapping, an assessment of your employer branding, plus much more, you can request a comprehensive, bespoke market analysis report.

For more information, please reach out to your local Michael Page specialist.

Get in touch



Submit a job spec



Request a bespoke report



Michael Page Custom Market Analysis produced for **Example Client** by Katherine Jackson **PageInsights**
26/06/2020

Analysis 1: UK vs global job demand in your industry

During these unprecedented times, the level of hiring going on within a sector gives a clear indicator of where things stand and the direction of travel in the future. Our comprehensive data covers the entire UK recruitment market and shows you how many roles are being advertised at any one time, along with week-on-week fluctuations.

Of course, the entire world is facing the same challenges around employment and the economy as a result of the pandemic. For this reason it is important to view the UK's levels of activity within the broader global context, particularly regions such as APAC, which have been dealing with the outbreak for longer. This report gives you a comprehensive global view, at a glance.

UK week on week view

APAC

Europe

LATAM

North America

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Analysis 2: Current salary & benefits trends

When hiring the top talent you need to drive your business forward, it is important to understand how the salary you are offering stacks up against what your competitors are paying staff in equivalent roles. This information may well be crucial in helping you to decide whether increasing the salary you are offering will help to widen the talent pool you are choosing from, particularly pertinent in sectors which are talent-short.

Our comprehensive data shows you the median salary per role, both nationally and regionally, and reveals the London premium if you are hiring in the south east.

However, today's candidates look at much more than salary when deciding whether to accept a role. The benefits package you offer on top of the base salary is also really important - so we have also included data from a recent PageGroup survey on this topic to reveal on what candidates are really looking for when moving roles.

Current market rate for your last 10 hires

Job title	Median	London Med	London Prem
Commercial Property Solicitor	42,500	52,500	10,000
Private Client Solicitor	45,000	62,500	17,500
Compliance Manager	42,495	57,000	14,505
Corporate Solicitor	55,500	80,000	24,500
Litigation Solicitor	42,715	57,500	14,785
Family Lawyer	42,500	47,500	5,000
Legal Counsel	62,500	80,000	17,500
Legal Administrator	22,500	28,500	6,000
Employment Solicitor	47,500	75,000	27,500
Conveyancing Assistant	21,000	24,000	3,000

Most in demand benefits 2020

- 77% | Flexible working hours
- 59% | Wellness programme (including life/health insurance)
- 35% | Education loan
- 20% | Company device policy (eg. mobile, tablet)
- 18% | Employee discounts

Percentage refers to number of job applicants we surveyed who would prefer this benefit when taking on a new role

Analysis 3: Talent mapping and targeting

Location and volume study

In order to source the best talent that's most suited to your requirements, we have the ability to map out the available talent within what is considered an acceptable commute distance. This helps to widen our search and access candidates that might otherwise be overlooked based on their location.

Industry attractiveness and migration data

Based on our market data, we are able to compile an accurate study of where the best talent is migrating from and which industries are in favour. This allows us to specifically target candidates who are best suited to your industry and are more likely to be attracted to your organisation.

Candidate availability based on your last hire
Commercial Property Solicitor (home counties)

Location	Active	Passive
London	121	65
Berkshire	34	14
Buckinghamshire	23	11
Essex	54	32
Hertfordshire	12	7
Kent	65	31
Surrey	34	14
Sussex	43	22

Candidates most likely to migrate to your industry had previously worked in the following:

- Public Sector
- Software
- Retail

Most popular sectors for your last recruited role and how you rank against these:

- 1 | FinTech
- 2 | Financial Services
- 3 | Finance
- 4 | FMCG
- 5 | Your Industry
- 6 | Healthcare
- 7 | Retail
- 8 | Software

Market data and insights source: Page Insights recruitment market data July 2020; PageGroup's UK July Job Confidence Index Survey completed by 3972 professionals; PageGroup's UK August (3rd-17th) Job Confidence Index Survey Conducted 1025 Professionals.

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