

UK Labour Market & Analyst Job Landscape Report

A visually guided analysis using ONS datasets & UK Job Ads

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1. Introduction

The UK labour market can feel like a puzzle someone spilled on the floor - lots of pieces, questionable shapes, and suddenly you're staring at Mining & Quarrying wondering why it exists.

This report simplifies the chaos using official datasets from the Office for National Statistics (ONS) and real UK job ads scraped from 2025.

It blends:

- Technical accuracy
- Business insight
- Reader-friendly storytelling
- Just enough sarcasm to stay awake

2. Data Sources - What Each File Actually Gives Us

JOBS02_workforce_jobs_by_industry
JOBS02_workforce_jobs_by_industry
JOBS05_workforce_jobs_by_region_industry
JOBS05_workforce_jobs_by_region_industry
VACS01_vacancies_unemployment_2001_2025
VACS02_vacancies_by_industry_SIC07
X06_single_month_vacancies_by_industry_size

VACS01 - Vacancies & Unemployment (2001–2025)

- Shows **total vacancies, unemployment, and people per vacancy**.
 - Useful for: *high-level market health*.
 - Reveals whether companies are hiring or collectively ghosting the entire country.
-

VACS02 - Vacancies by Industry (3-month averages)

- Shows hiring trends across industries.
 - Useful for: spotting *who's hiring vs who's napping*.
 - Mining & Quarrying continues its proud tradition of absolutely nothing.
-

X06 - Single-month Vacancies

- Shows highly volatile month-by-month numbers.
 - Useful for: identifying sudden spikes or drops.
 - This dataset fluctuates more than my productivity on weekends.
-

JOBS02 - Workforce Jobs by Industry

- Shows how many *actual jobs* exist across industries.
- Used to calculate: **Vacancy Rate = Vacancies / Jobs**.
- The closest we get to knowing how many people are doing “real jobs” instead of pretending on LinkedIn.

JOBS05 - Workforce Jobs by Region & Industry

- Tells us how jobs are distributed across UK regions.
 - Spoiler - London still thinks it *is* the UK.
-

uk_job_ads_clean.csv

- Contains real-time job listings for analyst roles.
 - Used for: salaries, skills, regions, last 30 days postings.
 - Also confirms the shocking fact that every job requires “5+ years experience” for a junior role.
-

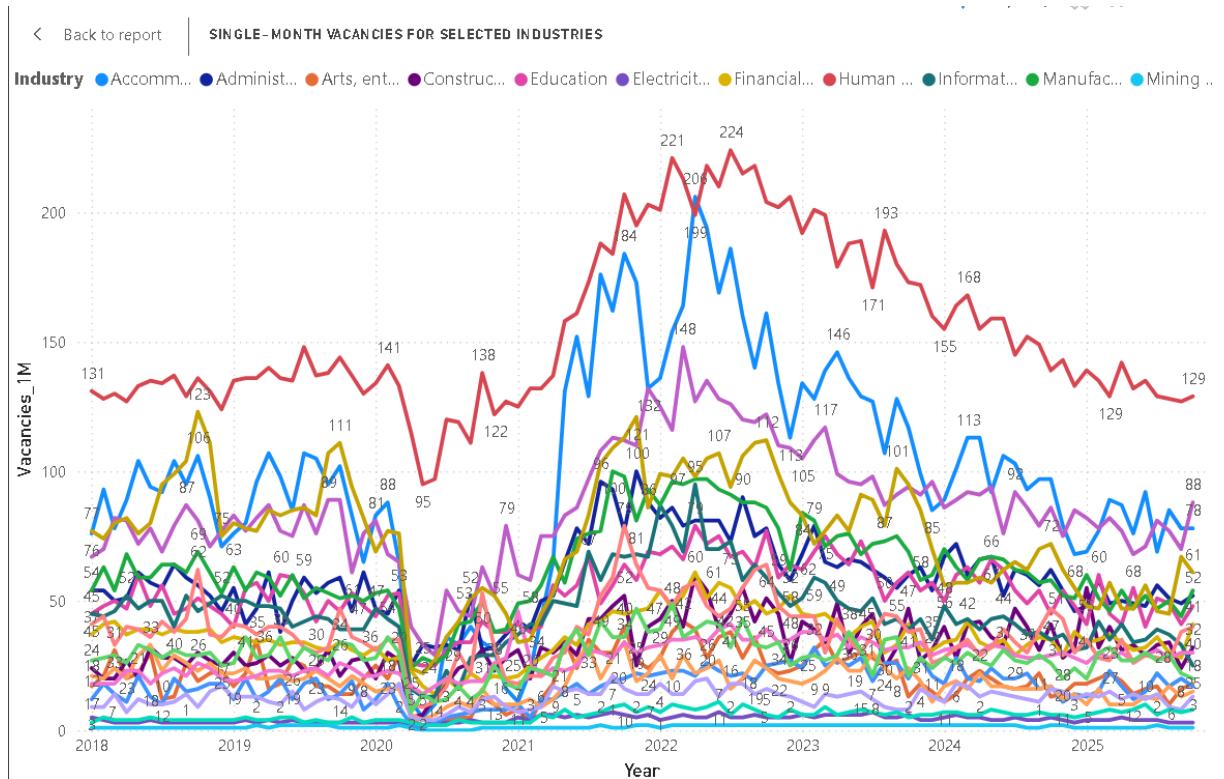
3. PAGE 1 - UK Labour Market Overview

3.1 Key KPIs

Total Vacancies (Latest)	Unemployed per Vacancy (Latest)
203K	2.82
Job Ads Last 30 Days	Total Unemployment (Latest)
1137	511K

- **Total Vacancies (Latest):** ~203K
→ The economy is hiring - cautiously, like someone trying to pet a stray dog.
 - **Unemployed per Vacancy:** ~2.82
→ Competition exists, but it's not Hunger Games-level yet.
 - **Job Ads Last 30 Days:** 1137
→ Analyst roles are still popular. Companies want insights but don't want to pay for them.
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3.2 “Single-Month Vacancies for Selected Industries”



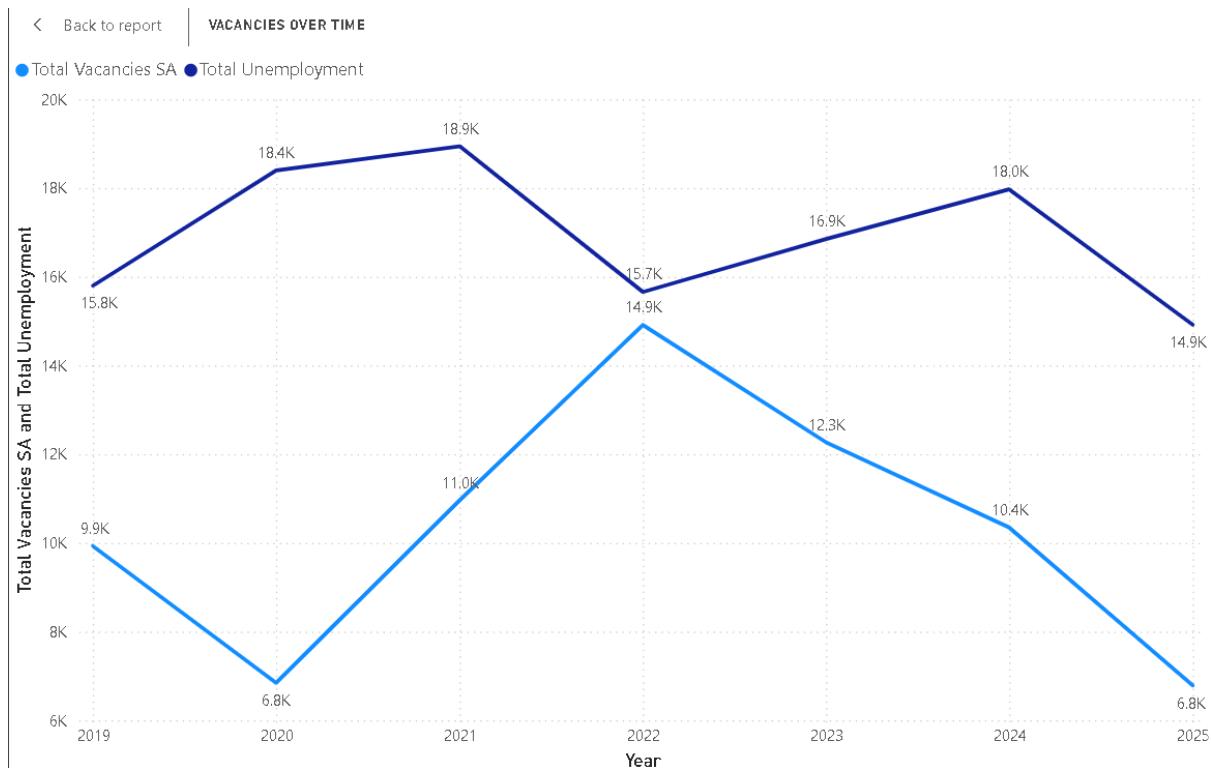
Shows hiring volatility and long-term growth patterns, especially spikes in:

- **Accommodation & Food**
- **Human Health & Social Work**
- **Professional Services**

Some industries behave normally. Others act like they drank four Red Bulls and jumped off a data cliff.

Looking at you, *Accommodation & Food*, with your roller coaster of emotions.

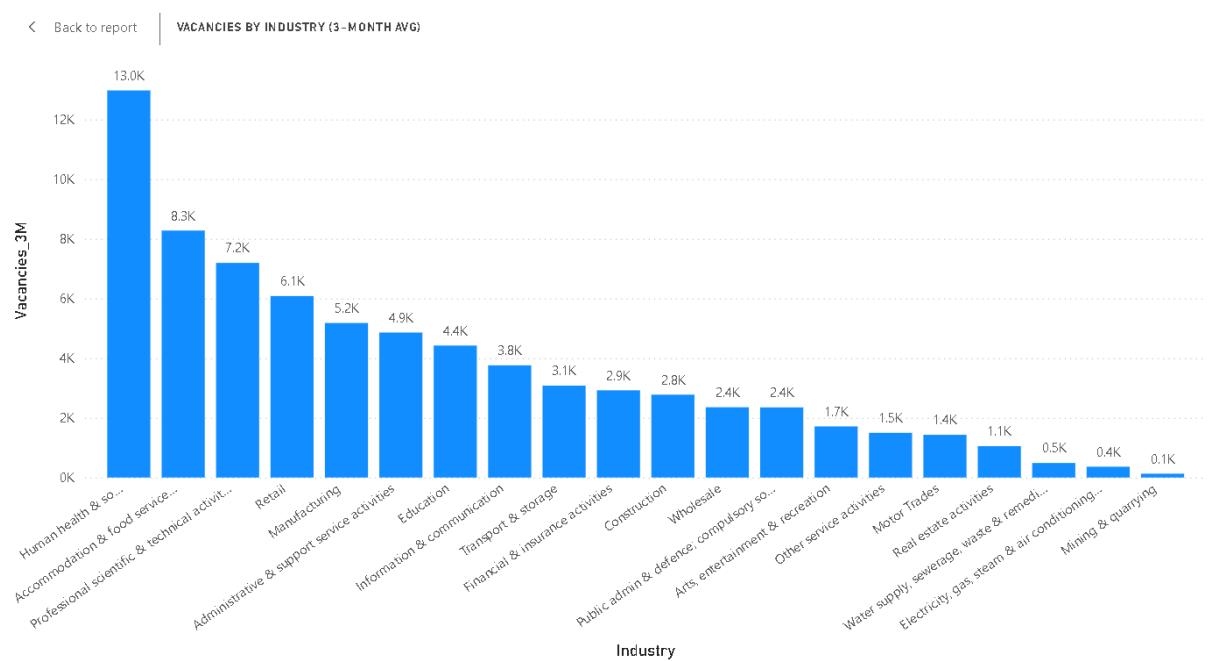
3.3 Vacancies Over Time



Vacancies dropped sharply around 2020, recovered, then softened again in 2024-2025.

A timeline showing the market having an identity crisis every two years.

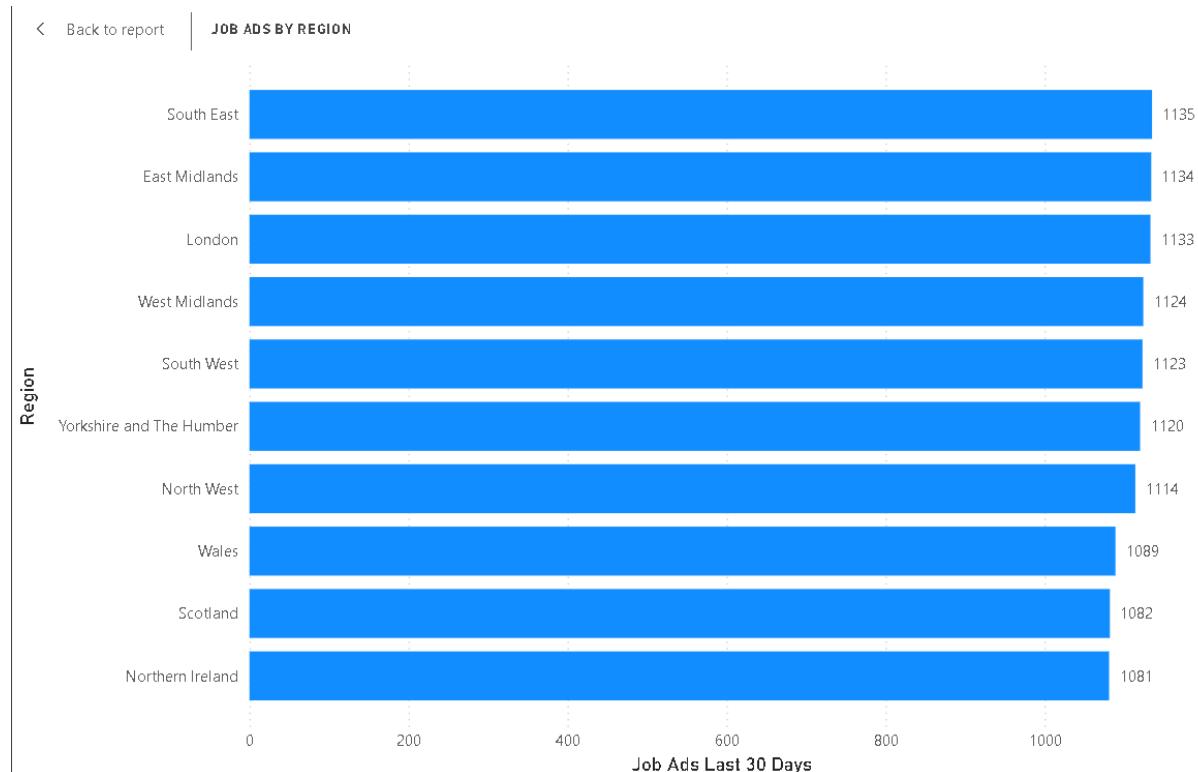
3.4 Vacancies by Industry (Latest Quarter)



Human Health leads with 13K vacancies - no surprise given the NHS situation

Mining & Quarrying is at the bottom - presumably because they ran out of things to mine... or people willing to quarry.

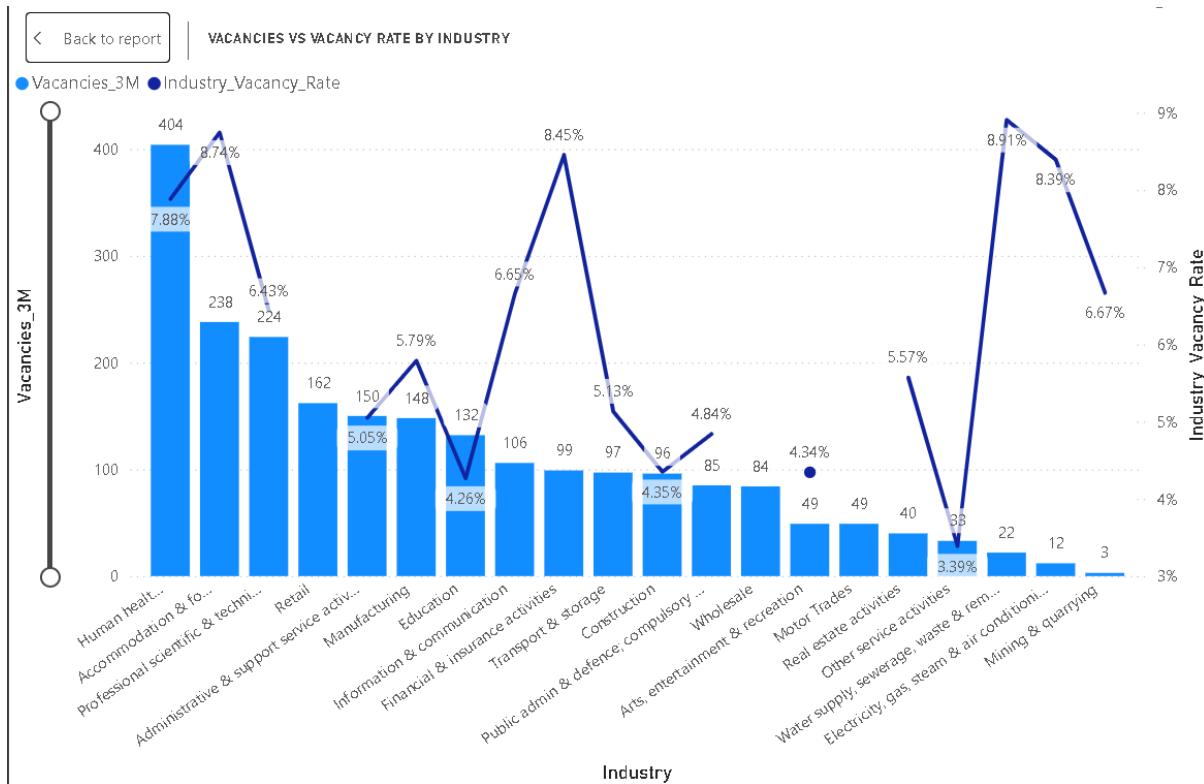
3.5 Job Ads by Region



- **Southeast currently has the highest analyst job postings**, slightly ahead of London.
- London remains a major hub but **is not the leading region in this 30-day snapshot**.
- Regional distribution is surprisingly balanced, with only a ~50-job difference between top and bottom regions.
- The **Southeast** is flexing like a gym bro saying “one more rep”, outlifting London by **two job ads**.
- London, usually the drama queen of job markets, has been temporarily dethroned and is sulking in third place.
- Meanwhile, the rest of the UK regions are basically saying, “We’re all trying our best... please notice us.”

4. PAGE 2 - Analyst Job Market Deep Dive

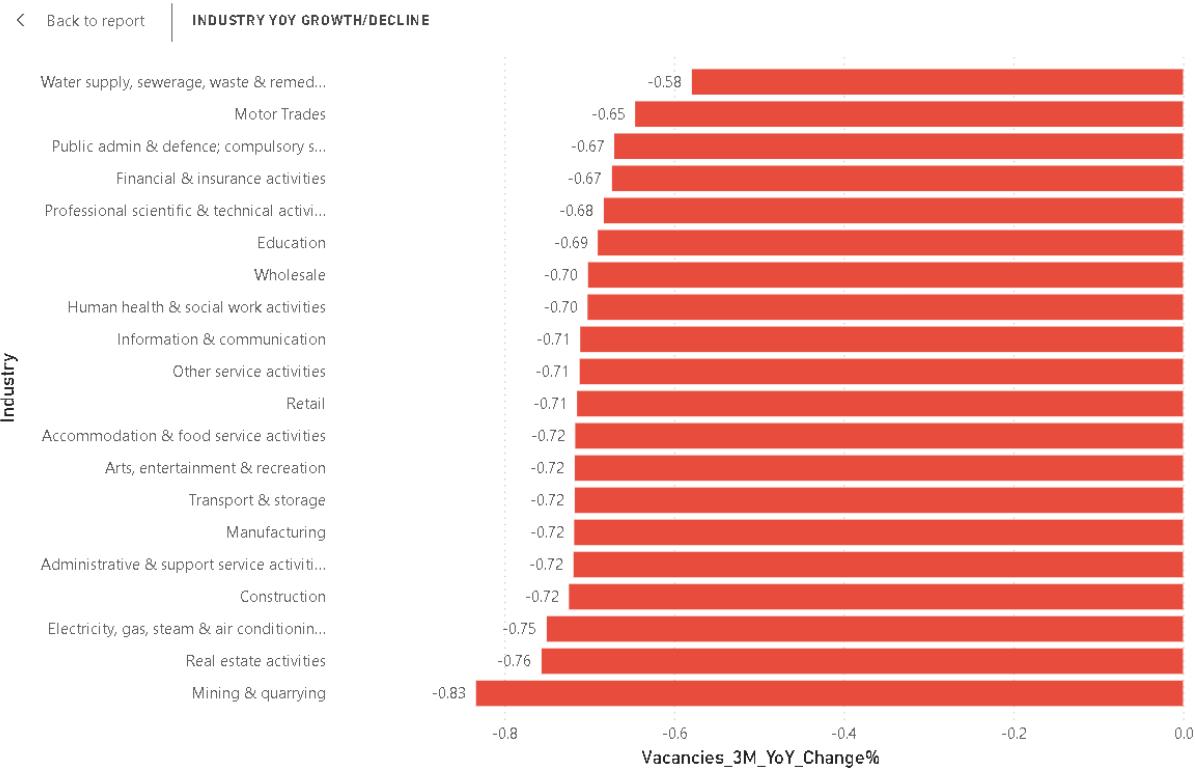
4.1 Vacancies vs Vacancy Rate by Industry



- Retail and Accommodation have strong vacancies but also high vacancy rates.
- Real Estate & Mining continue their career-long nap.

This chart exposes which industries are *desperate* and which are like:
“Vacancies? Never heard of them.”

4.2 Industry YoY Growth/Decline



Most industries show YoY decline, reflecting economic cooling.

This chart basically says:

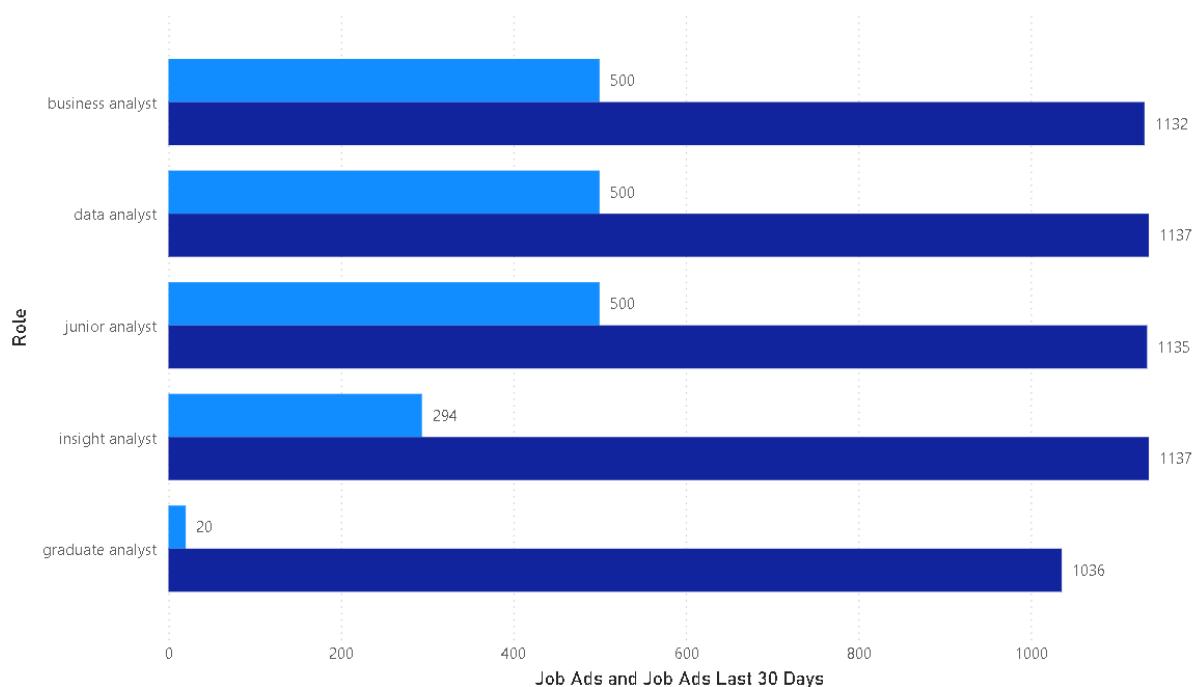
“EVERYBODY CALM DOWN - we’re all dropping together.”

4.3 Job Ads by Role

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JOB ADS BY ROLE

Job Ads Job Ads Last 30 Days

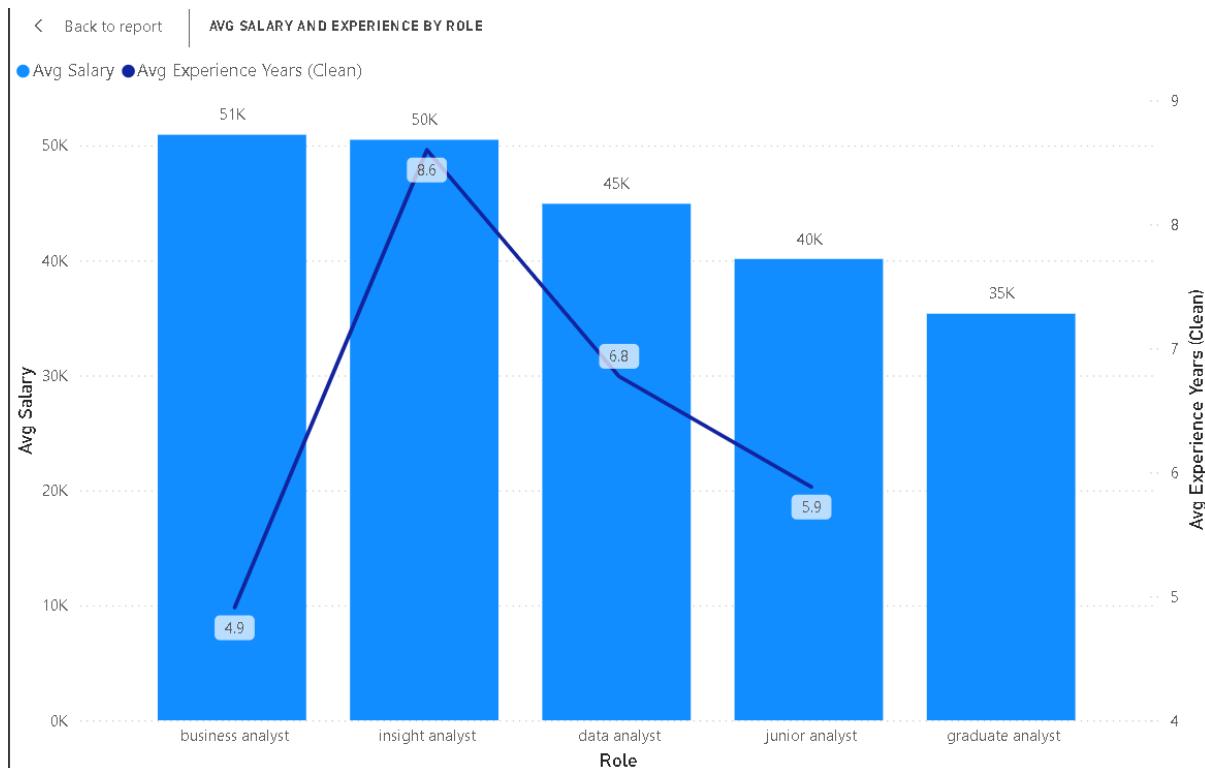


Insight:

- Data Analysts & Insight Analysts lead job postings.
- Graduate roles exist... just barely.

Graduate Analyst roles: "We exist but not *too* much. Don't get your hopes up."

4.4 Salary & Experience by Role



- Business & Insight Analysts earn ~£50K.
- Experience expectations remain high for mid-level roles.

Experience requirement curve drops sharply for Graduate roles, proving companies know you can't magically conjure 8 years of experience at age 22.

4.5 Role vs Region Matrix

Region	business analyst	data analyst	graduate analyst	insight analyst	junior analyst	Total
East Midlands	17	33	2	16	17	85
London	187	170	4	124	163	648
North West	46	42		22	43	153
Northern Ireland	16	4		1	8	29
Scotland	27	14	4	1	18	64
South East	34	57	1	30	59	181
South West	32	26	1	14	18	91
Wales	16	9		1	17	43
West Midlands	27	39		14	51	131
Yorkshire and The Humber	27	28		16	25	96
Total	429	422	12	239	419	1521

Shows distribution of analyst roles across key UK regions.

London hogs analyst roles like a kid grabbing all the chocolates before his siblings arrive.

5. Key Insights

Professional Insight	Personal Insight
Vacancy rates indicate hiring pressure in Accommodation, Retail, and Health.	These industries are so desperate to hire you might get a job offer for just making eye contact.
Analyst roles remain stable with strong demand across regions.	Analysts are still the chosen ones, summoned whenever data misbehaves.
Salary growth remains modest.	Your salary will increase slowly, unlike your rent, which is preparing to launch into orbit.
YoY decline across industries reflects broader economic softening.	The whole economy is taking a nap. Shhh.

6. Limitations (a.k.a. “Things We Should Admit Before Someone Asks”)

Even the prettiest dashboards have flaws.

This one is no exception.

Here are the limitations - professionally explained with a sprinkle of reality.

Job Ads ≠ The Entire Universe of Jobs

The Adzuna dataset captures **a large sample** of UK job postings but not every vacancy across all boards (Indeed, LinkedIn, company websites).

Therefore, real job volumes may be higher.

Think of Adzuna as the friend who knows *most* of the gossip... but definitely not *all* of it.

Industry Information Missing in Job Ads

Job adverts rarely include standardized industry codes (SIC07).

Therefore, **industry-level analysis comes only from ONS datasets**, not from job ads.

Companies never agree on anything, especially industry labels.

Some job ads might as well say:

“Industry: vibes.”

Experience Requirements Are... Let's Say Creative

Some postings report **0 years** (meaning unspecified) while others ask for **25+ years experience** for junior roles. A cleaning rule (1–20 years) was applied, but bias remains.

Some companies seem to believe babies start learning SQL in the womb.

Salary Data Is Often Missing or Ranges Are Wide

Not all job ads provide salary values; some only show broad ranges or “competitive salary”.

We use averages where available.

“Competitive salary” usually means “we will compete to offer you the lowest legally acceptable amount.”

ONS Data Has Time Lag

ONS releases quarterly data, meaning **vacancy & unemployment figures may be 1–2 months behind** real-time market conditions.

ONS works carefully and accurately - just not urgently.

Their data arrives like your Amazon order from 2010.

Region Mapping from Job Ads Isn't Always Perfect

Some job postings have missing region fields. A few were labelled “Unknown”.

Some employers don't specify **where** the job is.

Perhaps they expect candidates to use telepathy (or remote work forever).

Vacancy Rate Critically Depends on Industry Job Counts

Vacancy Rate = Vacancies ÷ Workforce Jobs.

If Workforce Jobs (JOBS02) are misaligned or aggregated differently, the rate can appear skewed.

Vacancy rate sometimes behaves like a mysterious potion - powerful, insightful, and occasionally confusing.

7. Conclusion – What It All Means

The UK job market in 2025 is:

- Stabilising

- Still hiring analysts
- Showing industry-level weakness
- Continuing to underpay graduates (tradition!)

But overall:

👉 **Analyst roles remain safe, in-demand, and essential for every industry trying to understand its own chaos.**