



Gyrfa Cymru
Careers Wales

Careers Wales LMI Bulletin: November 2025

Issue 18: Published November 2025
Date of next issue: May 2026





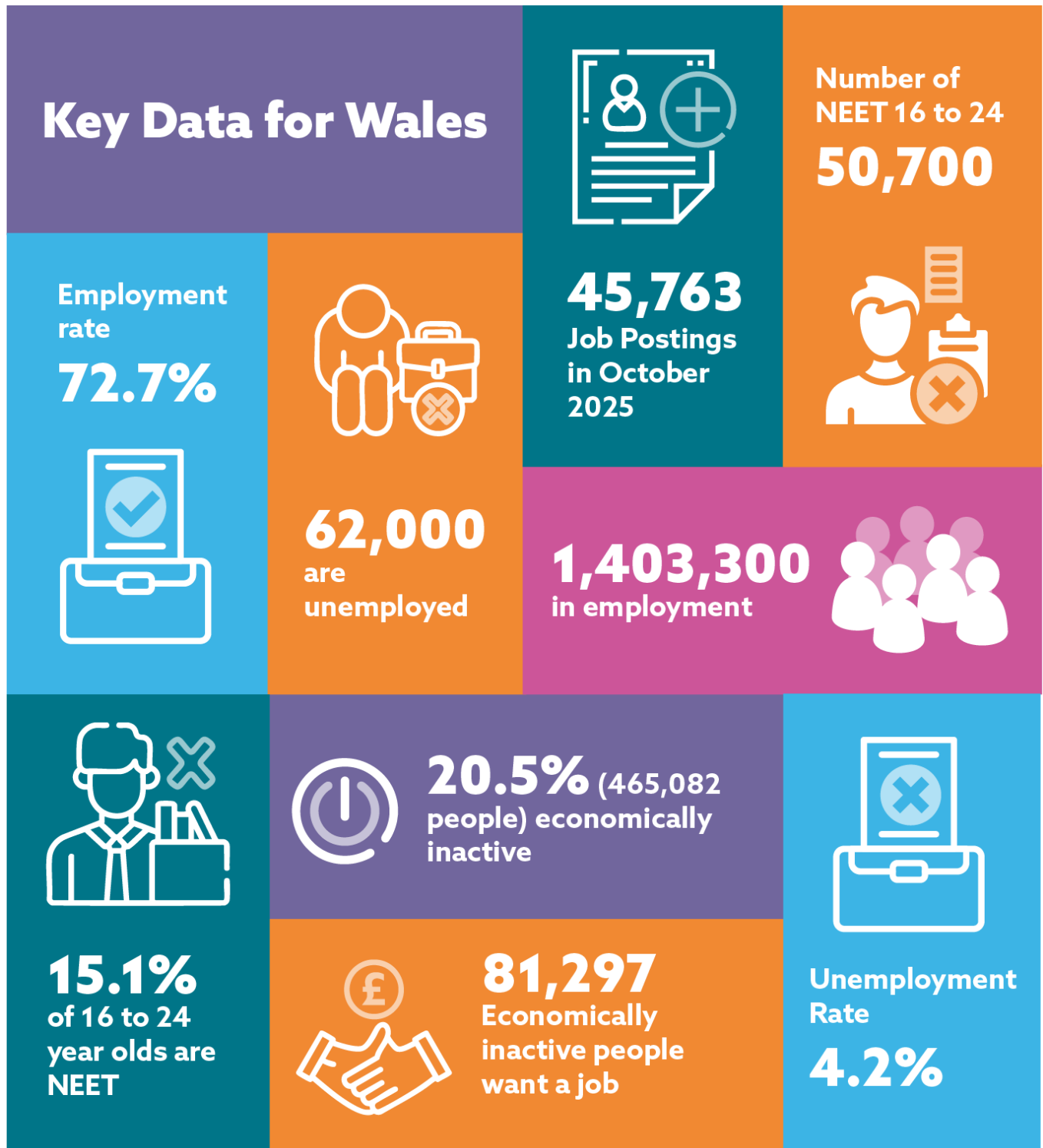
1. Content

1. Content.....	2
2. Headlines for Wales in this edition	3
3. Job Posting Trends in Wales	4
4. Occupation Recruitment Trends	5
5. Redundancies	8
6. Employment, Unemployment and Economic Inactivity	9
7. Youth Unemployment and Young People Not in Education, Employment or Training (NEET)	13
8. The Regional Skills Partnerships.....	14
9. Feature: The Green Economy in Wales	15
10. Support, information and statistics	15

Publication Frequency: *The Careers Wales LMI Bulletin is now published every 6 months (previously every 4 months).*

Data Comparisons: *Changes in how official statistics are collected mean current data should not be compared with previous editions.*

2. Headlines for Wales in this edition





3. Job Posting Trends in Wales

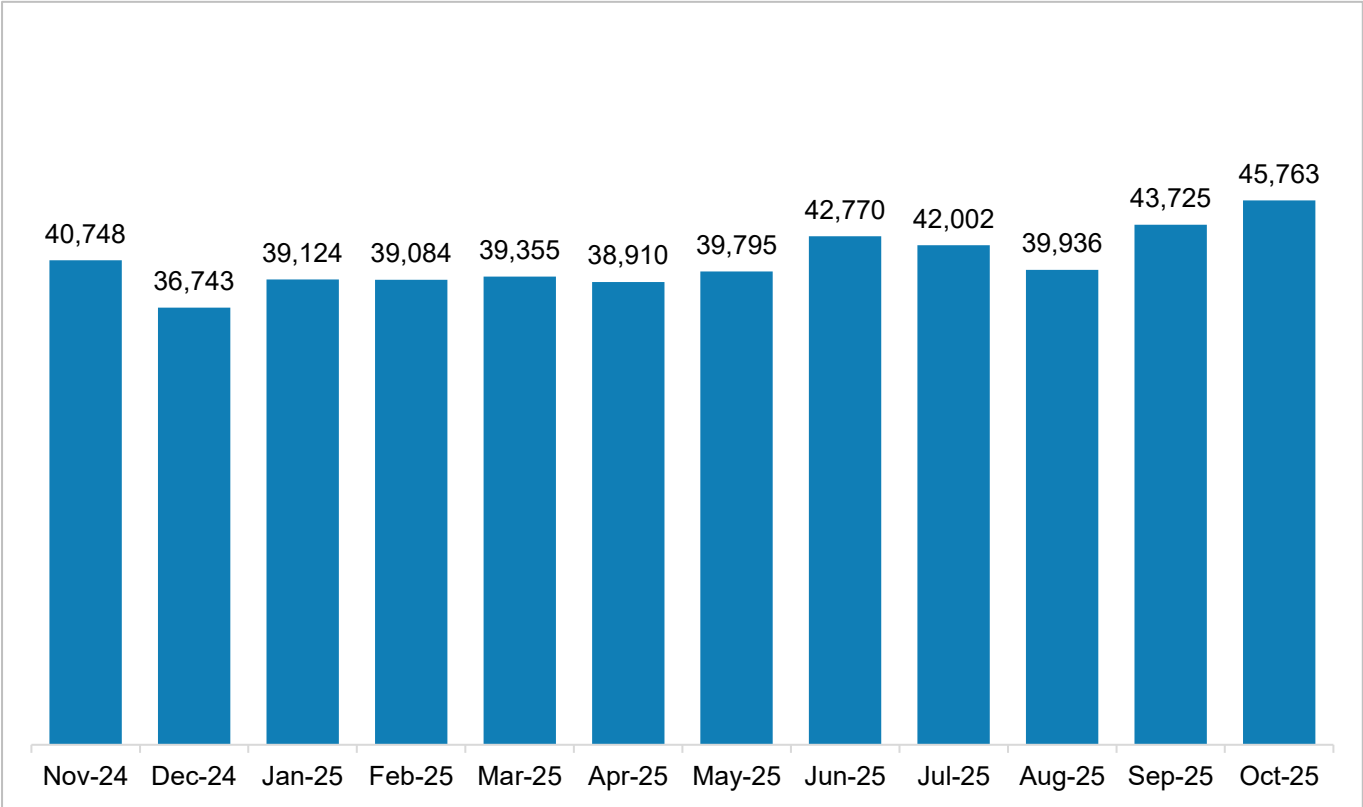
NOTE: Monthly fluctuations in online job postings continue to provide us with a crude but responsive indication of the job market in Wales. The absolute numbers should be used with caution as they provide only a snapshot of the total recruitment picture.

Recruitment trends in Wales

Bar Chart 1 (below) illustrates, monthly online job postings in Wales have been gradually increasing since their lowest level in the last 12 months seen in Dec 2024, with an average of ~40,663 monthly postings over the last year.

This follows a similar pattern to job postings data for the UK, suggesting that the trends in Wales reflect what is happening across the UK.

Bar Chart 1: Monthly online job postings in Wales from November 2024 – October 2025



Source: Lightcast™ Job Posting Analytics, November 2025

[Appendix 1: Accompanying Table of Data](#)

Posting Intensity is the total number of job postings for each unique job vacancy. The average intensity of 2:1 for October 2025 means that each new job posted in October was being advertised in 2 different media formats. A specific occupation with a posting intensity higher than the average of 2:1 for the month of October would suggest that employers are putting more effort into filling that vacancy.

4. Occupation Recruitment Trends

NOTE: This data includes occupations greater than 100 job adverts posted between February 2025 and October 2025. Jobs with fewer than 100 adverts are removed to reflect a more accurate trend overall.

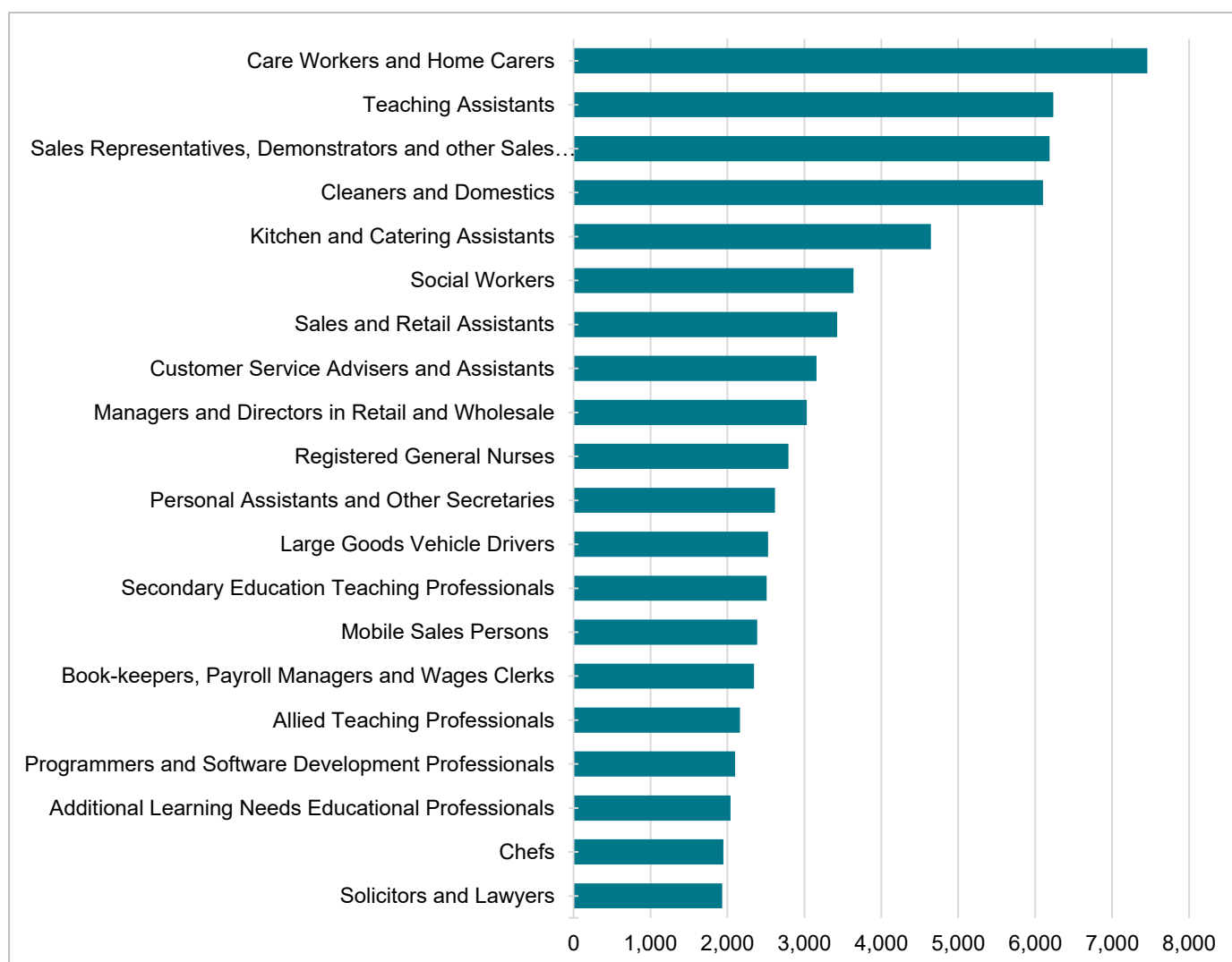
Top 20 occupations advertised in the period February 2025 to October 2025

Bar Chart 2 below shows that Care Workers and Home Carers continue to be the top occupation with the highest total number of online job postings. Job postings for Care Workers and Home Carers in this reporting period was 7,459.

The highest posting intensity from the top 20 occupations advertised is for Cleaners and Domestic with an average at 7:1 (whilst national average was 2:1), which suggests these vacancies are hard to fill.

The top nine occupations in Wales with the most online job postings remain unchanged from the previous Bulletin.

Bar Chart 2: Top 20 occupations advertised in the period February 2025 to October 2025 in Wales



Source: Lightcast™ Job Posting Analytics, November 2025

[Appendix 2: Accompanying Table of Data](#)

Occupations with increasing demand in the period February 2025 to October 2025

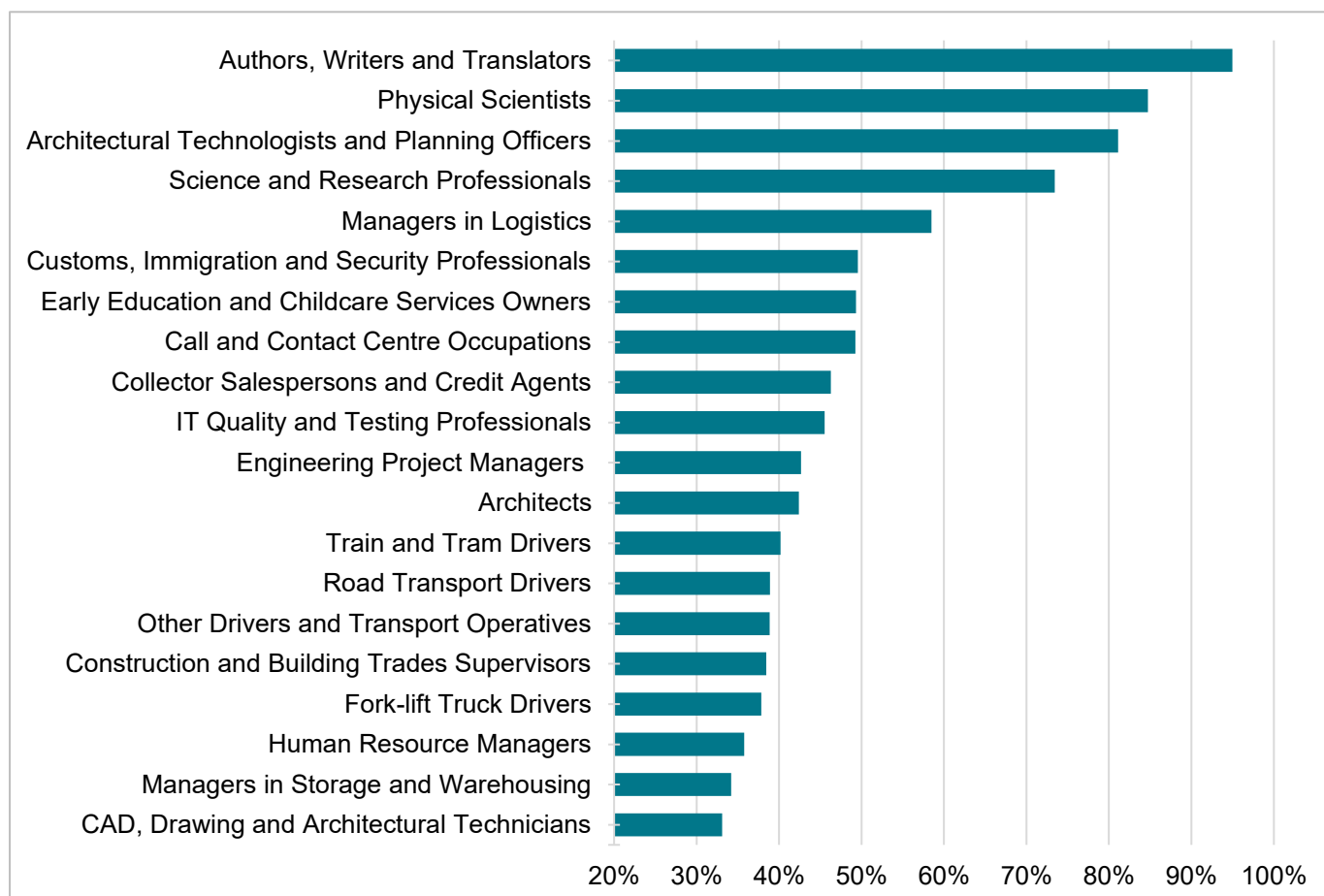
Bar Chart 3 shows the highest % increase in demand is for Authors, Writers, and Translators at 95%. This represents 349 job postings over 9 months across Wales, suggesting sustained recruitment pressure and a potential skills gap in these specific roles. A more noteworthy increase in numerical terms is seen in Human Resource Managers, which rose by ~296 postings (36%) to a total of 1,123. This volume suggests significant market demand and potential challenges in meeting recruitment needs.

There was a sharp increase in job postings for Authors, Writers, and Translators in October 2025, increasing from an average of 48 monthly job postings over a 6 month period to a total of 146 in October alone. The highest numbers of job postings in October were from language service companies, the NHS and government recruiters. According to [The Translation Market in 2025](#) report, there is a global surge for translators and content writers driven by an increase in multimedia content, digital trends in publishing and quality assurance requirements of automated translation or AI.

The data also highlights a surge in demand within the Construction and Built Environment sector, evidenced by increases for Architectural Technologists (+81%, ~266 new postings) and Construction Supervisors (+38%, ~246 new postings). Growth was also seen in supporting technical roles, including CAD Technicians (+33%, ~139 new postings) and Architects (+42%, ~53 new postings).

Increases in demand should be used with caution. The increases and decreases in demand across the 9 month period represent a snapshot of activity and may reflect seasonal and regional trends. It should also be noted that a high percentage change does not necessarily mean the highest number of vacancies.

Bar Chart 3: Top 20 occupations with the greatest % increase in Unique Job Postings advertised in the period February 2025 to October 2025 in Wales



Occupations with decreasing demand in the period February 2025 to October 2025

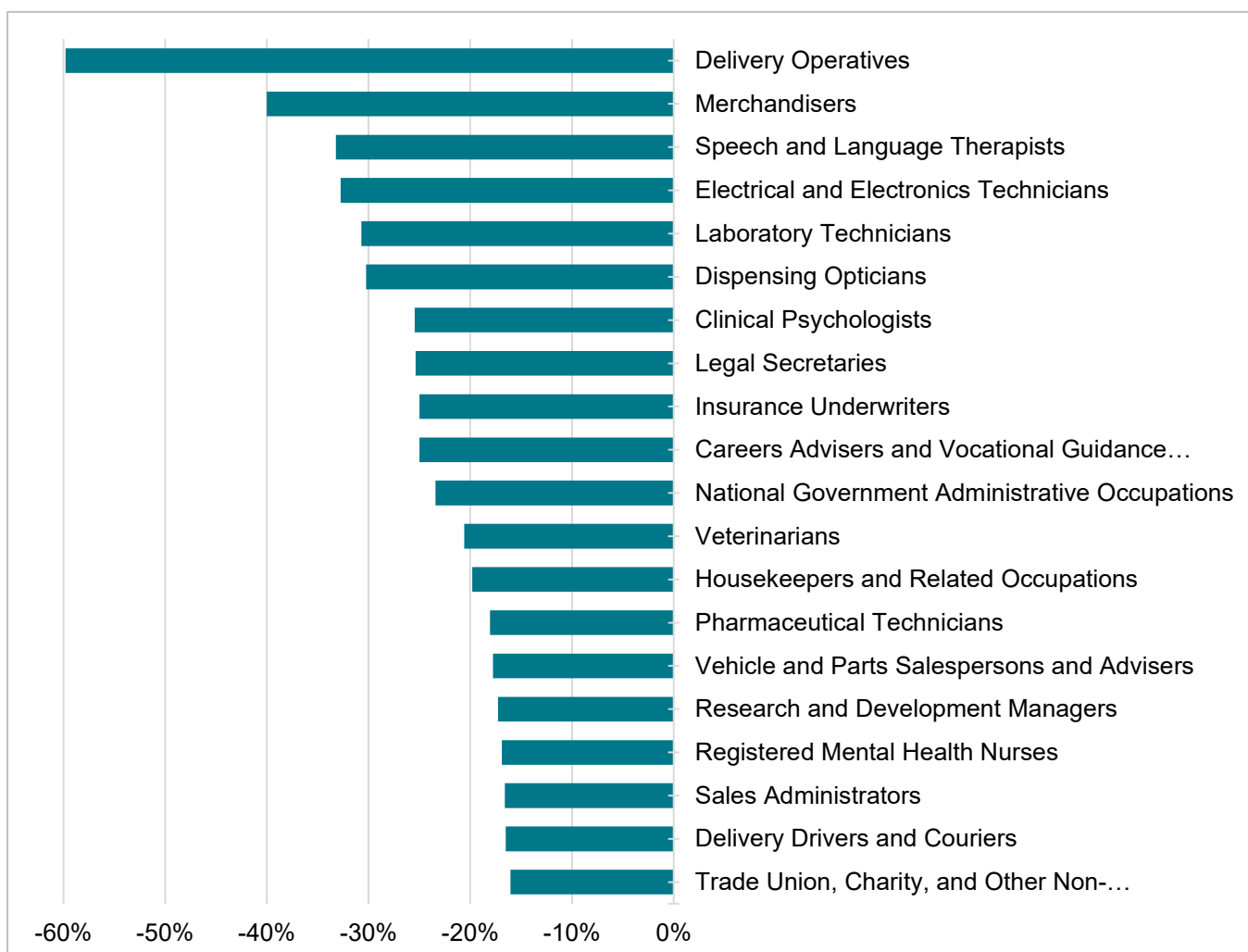
Bar Chart 4 below shows the occupations with the highest % decrease in job postings from February 2025 to October 2025. Similar caution should be used to interpret occupations with decreasing demand; this represents a snapshot of the 9-month period, and large percentage drops can sometimes reflect low absolute numbers.

The occupations with the largest percentage decreases in job postings for this period compared to the previous one include:

- Delivery Operatives (-60%, ~171 decrease in job postings)
- Merchandisers (-40%, ~246 decrease in job postings)
- Speech and Language Therapists (-33%, ~87 decrease in job postings)

The data reveals a broad cooling in operational healthcare and scientific support roles, with decreases seen across the board in Laboratory Technicians (-31%, ~101 fewer postings), Clinical Psychologists (-25%, ~41 fewer postings), Pharmaceutical Technicians (-18%, ~112 fewer postings), and Registered Mental Health Nurses (-17%, ~72 fewer postings).

Bar Chart 4: Top 20 occupations with the greatest % decrease in Unique Job Postings advertised in the period February 2025 to October 2025 in Wales



Source: Lightcast™ Job Posting Analytics, November 2025

[Appendix 4: Accompanying Table of Data](#)



5. Redundancies

- Redundancy figures for Wales are based on a small sample size and are therefore volatile.
- Gaps in data have been occurring in the Wales statistical releases since April 2022.
- All redundancies relating to fewer than 3 businesses are suppressed by the ONS. This has resulted in less precise estimates and gaps in data for Wales.
- Redundancy trends for Wales reported in previous LMI Bulletins are available in [Appendix 5: Accompanying Table of Data](#)
- The latest ONS release has published Wales data for 3 statistical periods between May 2025-September 2025.
- The UK redundancy level (actual number of redundancies) is much higher than in Wales, but overall, the redundancy rate in comparison with the UK, is slightly higher for Wales.
- The redundancy rate is the number of redundancies per 1,000 employees. It is useful for comparing risk or intensity across regions.
- Both the UK and Wales show a slight upward trend in redundancy rates over the last 3 months.
- The full UK breakdown can be viewed in the [ONS, November 2025](#) release.

6. Employment, Unemployment and Economic Inactivity

Employment in Wales and the UK, aged 16-64

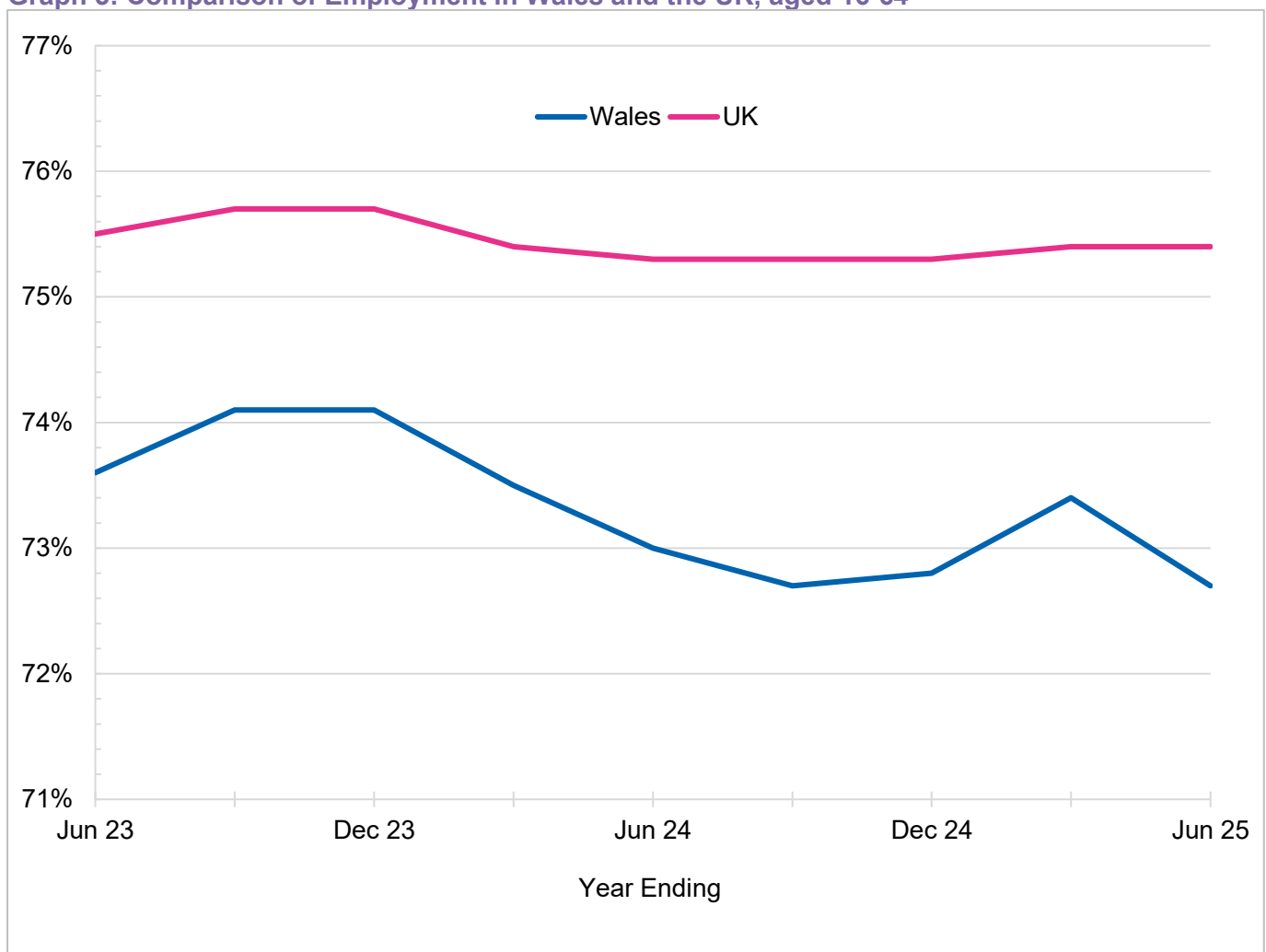
Graph 5 (below) illustrates the latest employment trends in Wales and the UK from year ending June 2023 to year ending June 2025 for people aged 16 to 64.

The employment rate in Wales increased to a peak of 74.1% (1,419,500 people) in the year ending September 2023. It has since declined to 72.7% in the latest data for the year ending June 2025, a reduction of approximately 16,200 people to a total of 1,403,300.

The UK rate has remained relatively stable from June 2023 to June 2025, where the latest data shows employment rate at 75.4% in June 2025 (31,631,100 people).

The employment gap between Wales and the UK has increased from 1.6 percentage points in September 2023 to 2.7 percentage points in the latest figures.

Graph 5: Comparison of Employment in Wales and the UK, aged 16-64



Source: [Welsh Government, November 2025](#)

[Appendix 6: Accompanying Table of Data](#)

Unemployment in Wales and the UK, aged 16-64

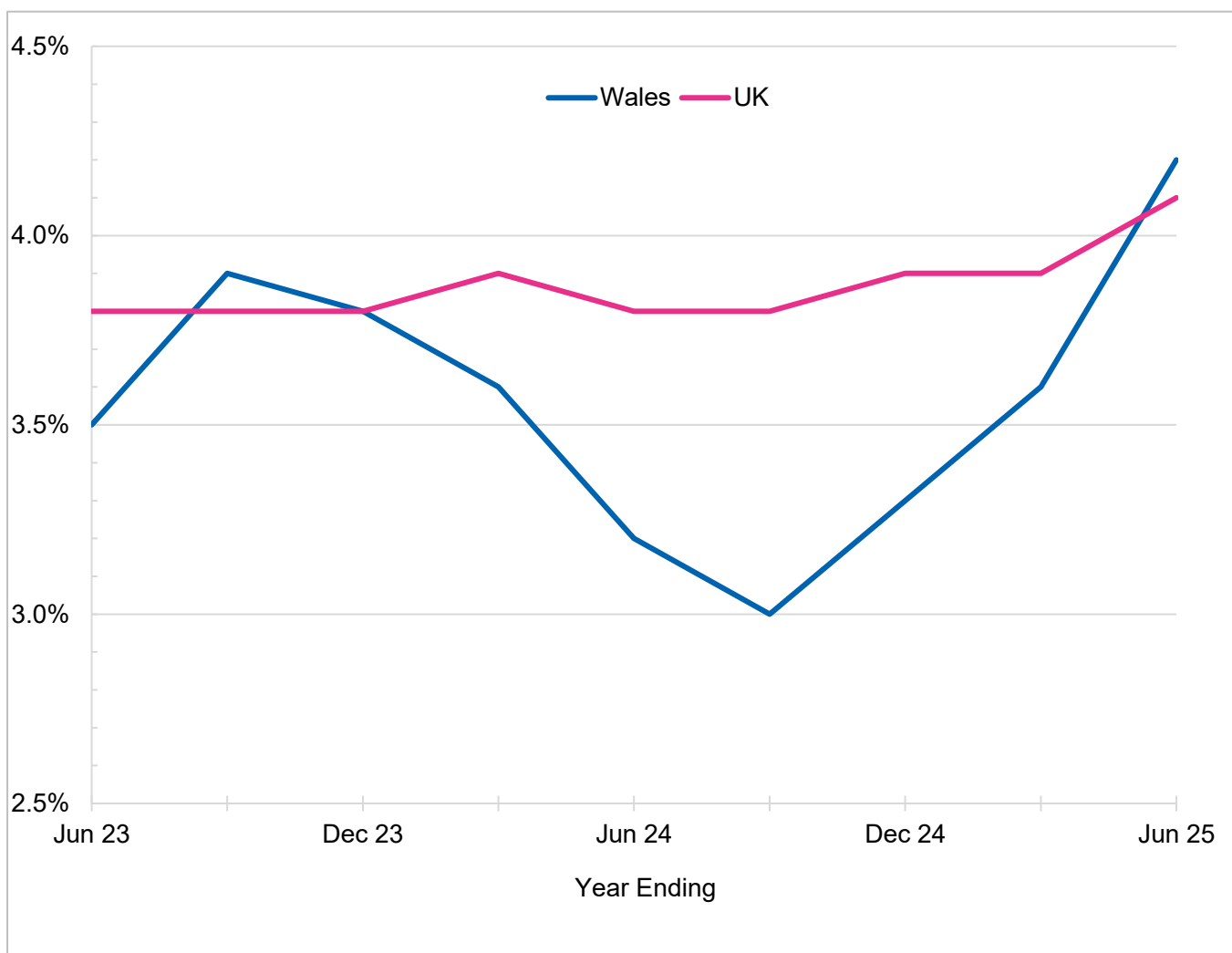
Graph 6 (below) illustrates the latest unemployment trends in Wales and the UK from year ending June 2023 to June 2025 for people aged 16 to 64.

Unemployment rate changes in Wales should be considered alongside longer-term trends due to the volatility of the series and small sample sizes. Wales shows more fluctuation over time, while the UK remains steadier.

The latest data for Wales for the year ending June 2025 shows that 4.2% (62,000 people) aged 16 to 64 were unemployed. This represents a notable increase compared to the previous year (ending June 2024), where the rate was 1% lower, at 3.2% (46,900 people).

Similarly, the UK rate has also increased, albeit at a slower pace, reaching 4.1% in the latest data (1,357,500 people), up from 3.8% (1,238,200 people) in the previous year.

Graph 6: Comparison of the Unemployment in Wales and the UK



Source: [Welsh Government, November 2025](#)

[Appendix 6: Accompanying Table of Data](#)

Economic Inactivity in Wales, aged 16-64

NOTE: The data for Wales is now available for year ending periods, rather than quarterly as in previous editions of the LMI Bulletin. Year ending June 2025 is the latest data for this publication.

Economically Inactive defines people who are not in employment, not seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks.

The economic inactivity rate remains high in Wales and historically higher than the UK average. Since 2019, the gap between the two nations has widened, and Wales continues to show more volatility than the relatively stable UK trend.

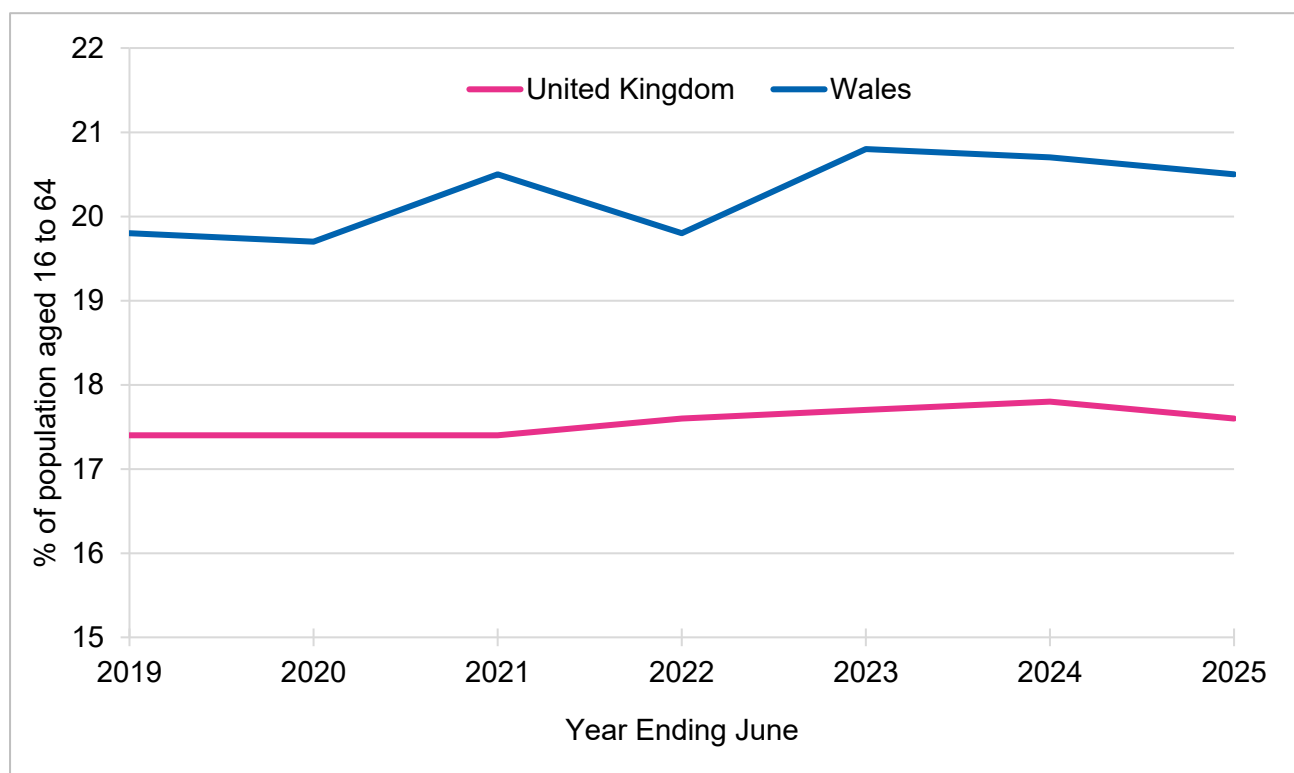
Economic Inactivity rate changes in Wales should be considered alongside longer-term trends where possible due to the volatility of the series and small sample sizes. However, overall, the Wales and UK trends show similar movements.

The latest update available is for the year ending June 2025, and reports that approximately 352,600 people (excluding students) aged 16-64 in Wales were economically inactive. This represents a slight improvement (decrease) compared to the previous year.

Despite this reduction, this remains a significant number of people withdrawn from the Welsh economy. Long-term sickness is now the primary driver, accounting for approx. 159,000 people (34.2%) who are economically inactive.

Graph 7 (below) shows a comparison of the annual economic inactivity rates in Wales with the UK over the last 6 years, excluding students. The rate for the year ending June 2025 for Wales was 20.5%, compared with 17.6% for the UK.

Graph 7: Comparison of Economic Inactivity in Wales and the UK aged 16-64, excluding students



Source: [Welsh Government, November 2025](#)

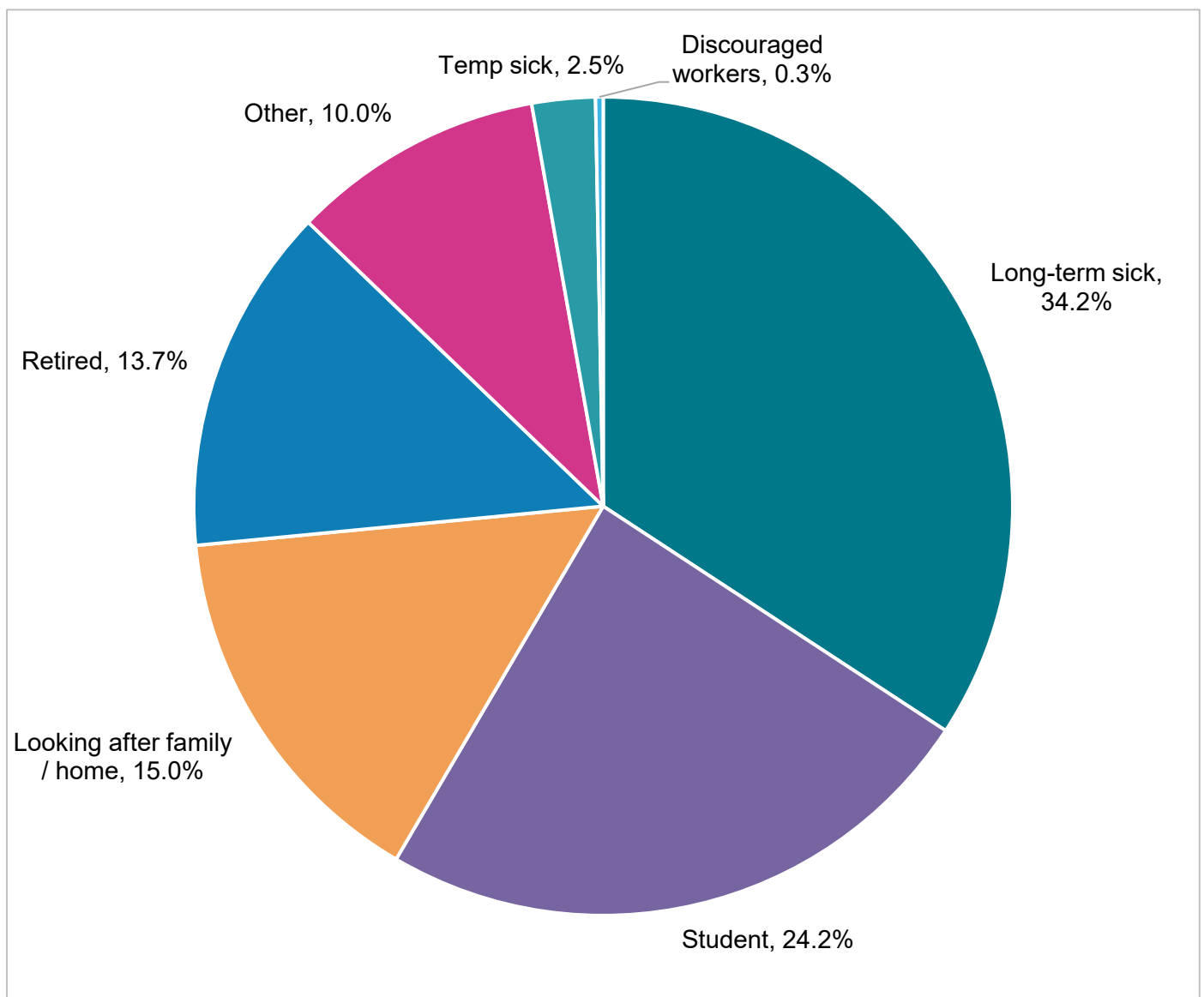
[Appendix 7: Accompanying Table of Data](#)

Research has shown that economic inactivity continues to be the biggest social and economic challenge in the labour market. The Economically Inactive population of Wales can be reviewed in terms of the reasons for economic inactivity.

The latest data available for the year ending June 2025, alongside historic trends, shows that the primary reason for economic inactivity in Wales (and the UK) remains long-term sickness. The latest update reports that this accounts for 159,183 people in Wales (34.2%).

This data source also highlights that 17.5%, or approximately 81,300 economically inactive people, do want a job.

Pie Chart 8: Economic Inactivity in Wales by Reason, July 2024 to June 2025



Source: [ONS, November 2025](#)

[Appendix 8: Accompanying Table of Data](#)



7. Youth Unemployment and Young People Not in Education, Employment or Training (NEET)

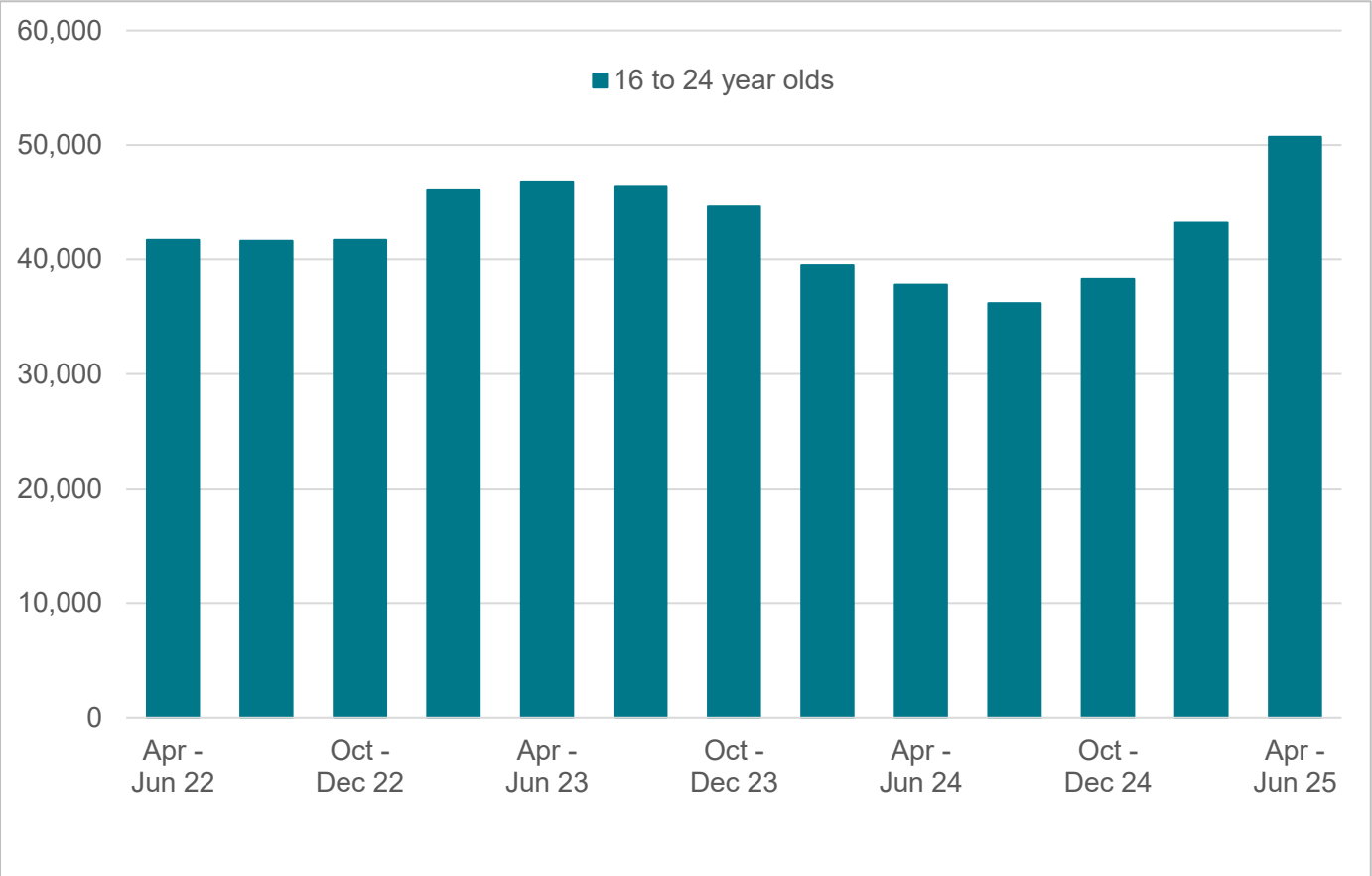
NOTE: Due to smaller sample sizes, NEET estimates from Stats Wales now cover ages 16–24 as a single group, rather than the two age groups of 16–18 and 19–24 separately, as in previous editions of the LMI Bulletin.

Graph 9 (below) illustrates the latest trends for young people aged 16 to 24 reported as NEET (Not in Education, Employment or Training) in Wales, based on Annual Population Survey (APS) statistics.

The latest data for the year ending June 2025 shows that the NEET rate for 16 to 24-year-olds in Wales has risen to 15.1%, representing approximately 50,700 individuals. This marks a significant increase from the recent low of 10.8% recorded in late 2024, indicating renewed volatility in this series.

This represents a significant number of young people and a potential labour force not contributing to the Welsh economy. Young people who are NEET also account for a proportion of the economically inactive population.

Graph 9: Comparison of Young People Not in Education, Employment or Training (NEET) in the 16-24 age group



Source: [Welsh Government, October 2025](#)

[Appendix 9: Accompanying Table of Data](#)

Note: The NEET statistics are based on a limited sample size and are categorised as being of low quality.

8. The Regional Skills Partnerships

Find out about skills needed by employers across the regions of Wales

[North Wales Regional Skills Partnership](#)

[Mid Wales Regional Skills Partnership](#)

[South West Wales Regional Learning and Skills Partnership](#)

[Cardiff Capital Regional Skills Partnership](#)



Find out more information, links and data relating to industries, employment and skills across the 4 regions of Wales in [Future Jobs Wales](#)



North Wales



Mid Wales

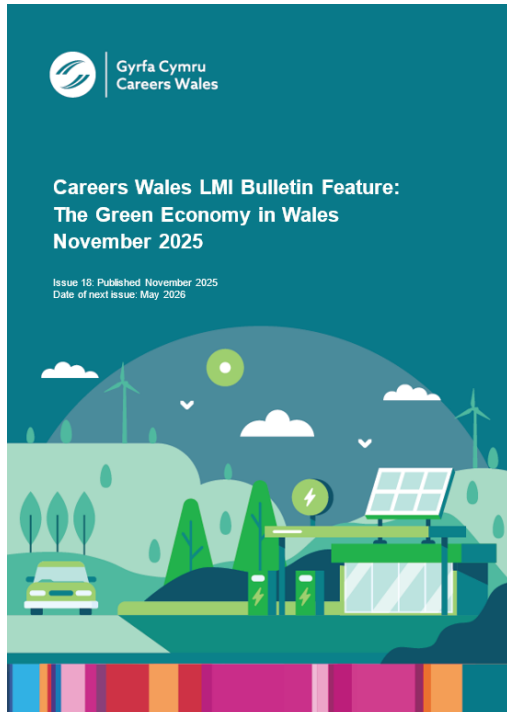


South West Wales



South East Wales

9. Feature: The Green Economy in Wales



10. Support, information and statistics

Working Wales and Careers Wales offer information and help with

- [Young Person's Guarantee](#)
- [ReAct Plus](#)
- [Personal Learning Accounts](#)
- [Redundancy](#)
- [Apprenticeships](#)
- [Course Search](#)
- [Getting A Job](#)
- [Job Bulletin](#)
- [Support Finder](#)

The **DWP** offer services, including

- [Find A Job](#)
- [Job Help](#)

Business Wales offer tailored support for businesses, including

- [Skills Gateway for Business](#)

Labour Market Statistics

- [Future Jobs Wales](#)
- [Welsh Government Labour Market Overview: November 2025](#)
- [Labour market overview, UK - Office for National Statistics November 2025](#)
- [Labour Market Statistics, August 2025 - Institute for Employment Studies](#)
- [Welsh economy in numbers: interactive dashboard | GOV.WALES](#)



We welcome questions and feedback on the data and key messages included in LMI Bulletins. Please send to information@careerswales.gov.wales

Sign-up to receive the LMI Bulletin from Careers Wales