

# Employer Demand Profile

## Enabling Market-Responsive Course Development

Real-time employer demand data identifies the top skills, employers and occupations for professionals with Level 6 qualifications or higher. It excludes A-levels, vocational diplomas, foundation degrees or equivalent qualifications. Use the data and brainstorming questions included here to guide campus discussions about how to grow and direct the development of the course portfolio.

### Questions to Inform Initial Course Discussions

#### Skills

- Which of our current courses integrate high-demand skills?
- What new course opportunities would confer high-demand skills?
- Are these skills relevant to a narrow suite of courses, or should most or all of our courses teach these skills?
- Do we emphasize these high-demand skills in our marketing messages?

#### Employers

- How often do our students find jobs with these top employers?
- How many employees of these top employers do we or have we previously served?

## Region in Focus: East Midlands

### Most Commonly Sought Job Skills in 2025

n = 600,381 job postings

Skill	Number of Job Postings
Auditing	32,626
Project Management	30,970
Finance	29,406
Continuous Improvement Process	24,869
Key Performance Indicators (KPIs)	24,346
Marketing	21,948
Invoicing	20,440
Accounting	18,290
Risk Analysis	17,090
Warehousing	15,753

### Employers with Greatest Demand in 2025

n = 600,381 job postings

Employer	Number of Job Postings
NHS	30,252
Randstad	7,271
Reed	7,256
Hays	4,843
Academics	4,029
Rise Technical Recruitment Ltd	3,276
Absolute Interpreting and Translations	3,219
Adecco	3,038
Prime Appointments	2,993
University of Cambridge	2,954

### Questions to Inform Initial Program Discussions

#### Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
- How can we attract students to our programs to prepare for these roles?
- How often are students inquiring about education and job opportunities in these occupations?
- What continuing education might professionals in these high-demand occupations require to maintain their qualifications?

### Most Commonly Sought Occupations in 2025

n = 600,381 job postings

Occupation	Number of Job Postings
Sales Related Occupations n.e.c.	22,329
Managers and Directors in Retail and Wholesale	11,827
Secondary Education Teaching Professionals	11,382
Programmers and Software Development Professionals	10,965
Book-keepers, Payroll Managers and Wages Clerks	10,132
Customer Service Occupations n.e.c.	9,654
Teaching Professionals n.e.c.	9,574
Teaching Assistants	9,493
Special and Additional Needs Education Teaching Professionals	8,448
Transport and Distribution Clerks and Assistants	8,200

### Additional EAB Resources to Support Market-Responsive Course Development



#### Market Intelligence Resources

- [Executive Guide to Certify Market Risks and Opportunities](#)
- [Understand the needs and motivations of working professional student segments](#)



#### Course Launch Resources

- [New Program Launch Guidebook](#)
- [Adult Program Innovation Launch Guide](#)



#### Course Design Resources

- [Design Credentials to Meet Adult Student Needs](#) roadmap
- [3 tips for innovative and successful program design](#)



#### Course Revitalization Resources

- [Revitalizing the Program Portfolio](#)
- [Choosing the right undergraduate programs for revitalization](#)
- [Revitalizing Academic Program Performance](#) webinar