

HIRING TRENDS BY NUMBERS

CONSTRUCTION

Workforce at a glance

2.1
MILLION

Number of people working in the industry*



MALE*
85%

VS



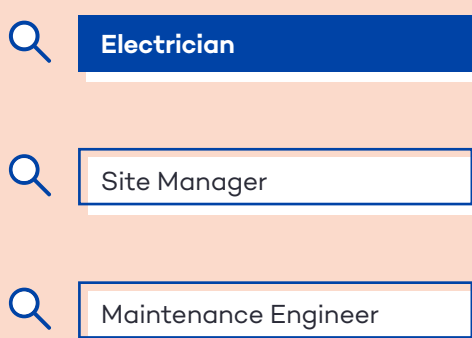
FEMALE*
15%

8.2
YEARS

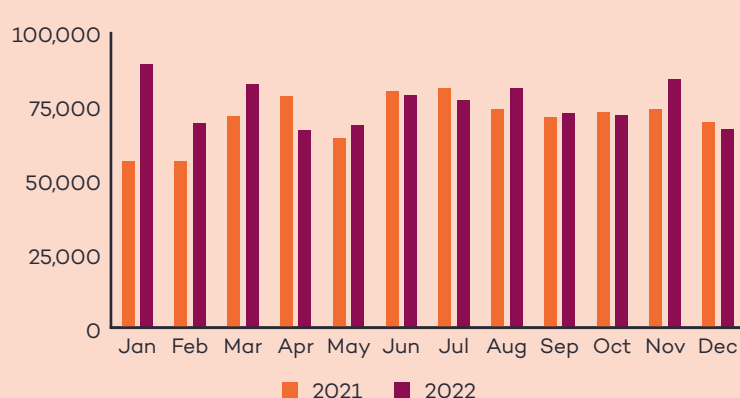
Average years of working in the industry

Recruitment Trends

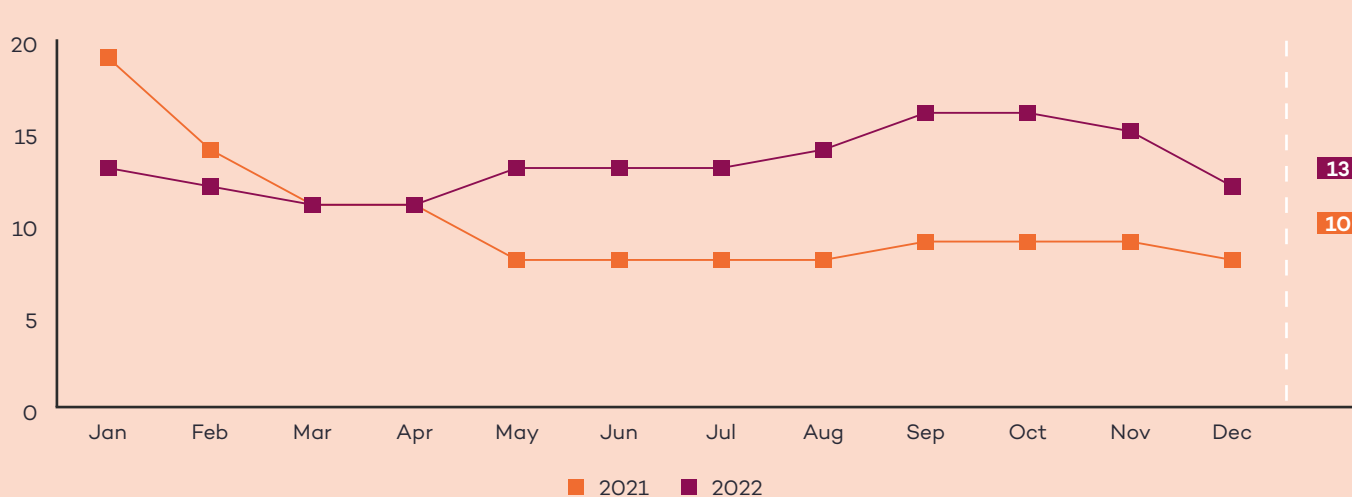
Top keyword searches



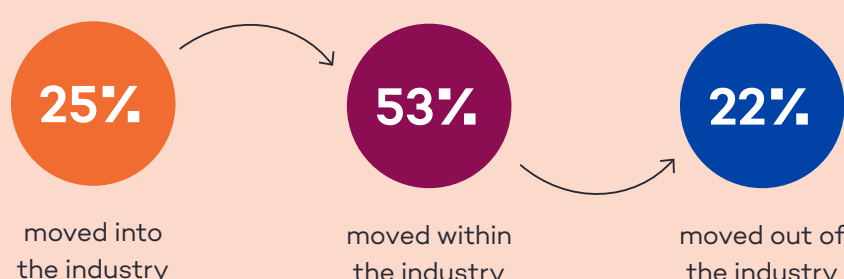
Average number of job vacancies



Average number of applications per month

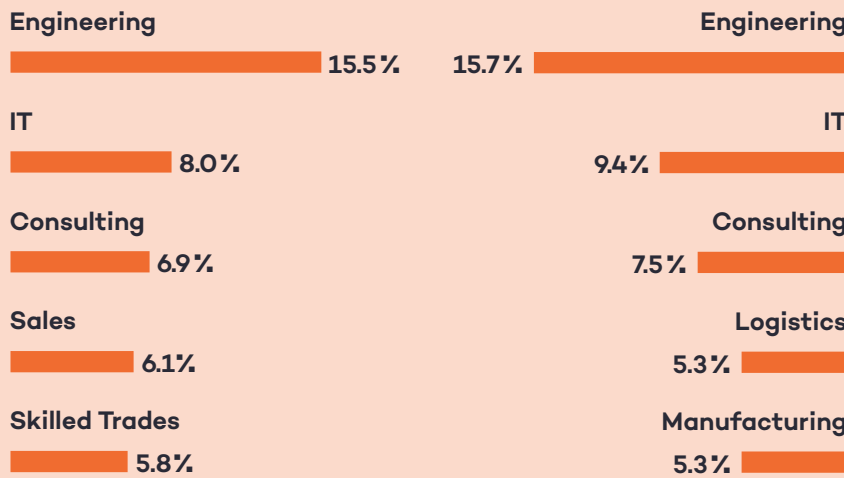


Career moves



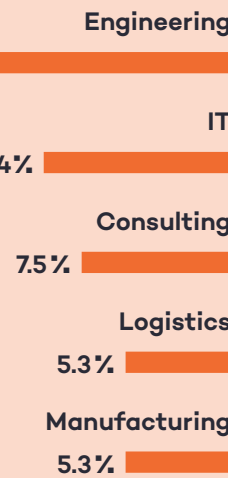
Inflows:

Top industries new workers moved from



Outflows:

Top industries workers moved to



Regional breakdown of candidates

South East	34%
London	20%
North West	10%
Scotland	6%
South West	6%
Yorkshire	6%
East Midlands	5%
North East	4%
East Anglia	3%
Wales	3%
West Midlands	2%
Northern Ireland	1%

1,576

Number of advertisers for the top role

5.3
WEEKS

Average time to hire

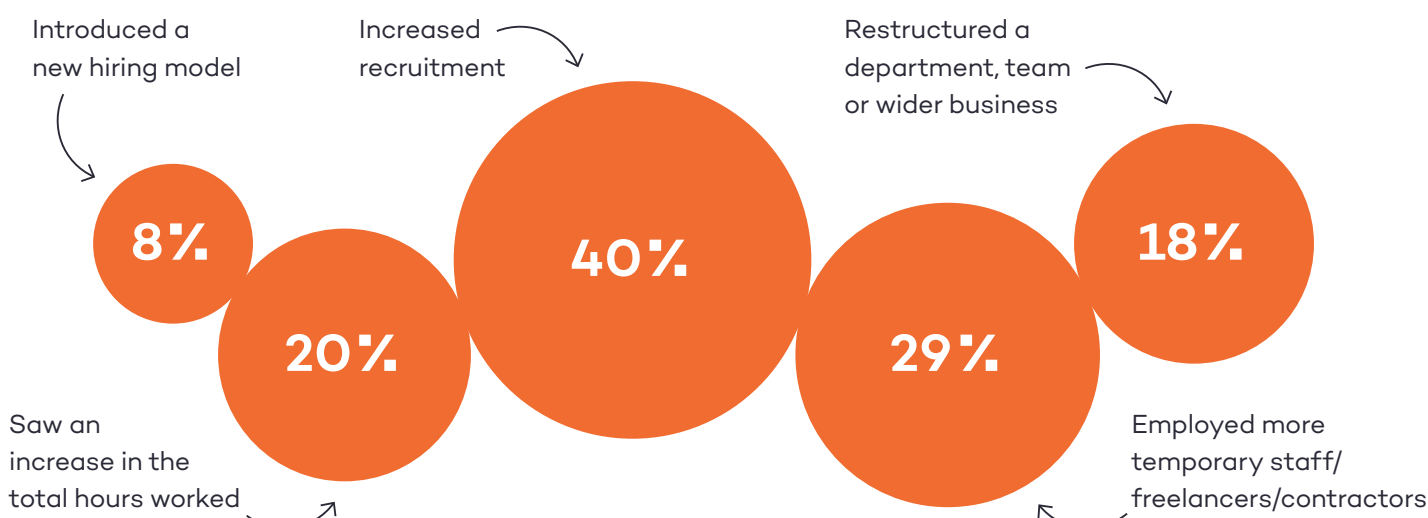
26%

Plan to increase hiring over the next few months

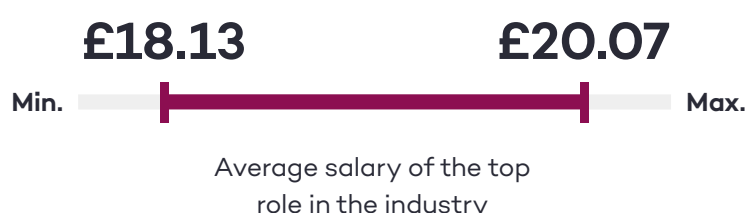
56%

Are confident in recruiting over the next few months

Changes to hiring over the past few months



Salary Trends



Discover more about salary trends in your industry by downloading our [salary & benefit guides](#).

Break stereotypes to attract more candidates

I think the skills shortage has been well documented but there is probably a lack of awareness by the general public of the types of opportunities and progression available within a career in construction. There is also still a certain perception of blue-collar roles, including construction, where the typical demographic for most jobs is male but I have seen many companies actively try to change this through the way adverts are targeted and by working with organisations, such as The National Association of Women in Construction.

- Joshua Kerr, Enterprise Customer Success Manager

Get more insight about hiring in your industry by speaking to our experts. Call us on **0333 0145 111** or [Request a call back](#).

Resources

- [ONS, December 2022](#) (*The number of people working in Construction as per standard industrial classification)
- [Career Change Tracker, September 2022](#)
- [Latest HTI Findings](#) (The data in this report reflects April 2023 HTI findings)