

HIRING TRENDS BY NUMBERS

HEALTH

Workforce at a glance

4.4
MILLION

Number of people working in the industry*



MALE*
24%

VS



FEMALE*
76%

8.3
YEARS

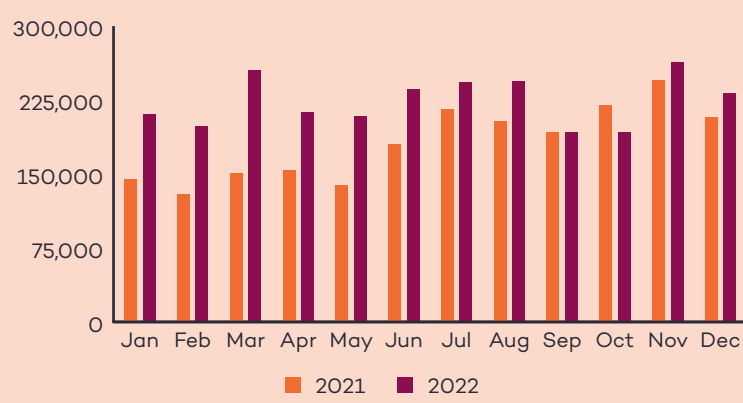
Average years of working in the industry

Recruitment Trends

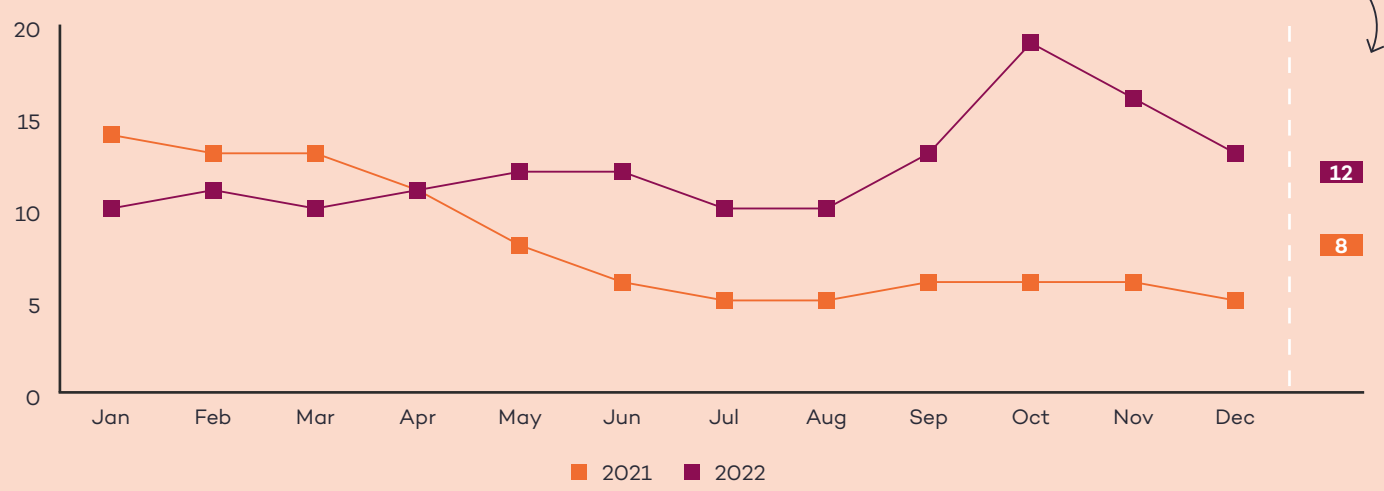
Top keyword searches

- Healthcare Assistant With Visa Sponsorship
- Healthcare Assistant
- NHS Care Assistant

Average number of job vacancies



Average number of applications per month

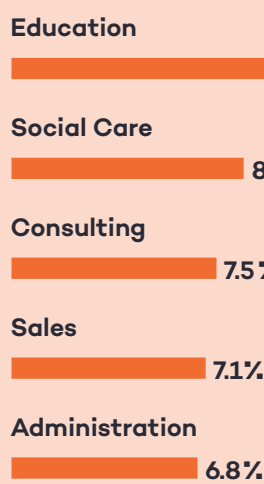


Career moves



Inflows:

Top industries new workers moved from



Outflows:

Top industries workers moved to



Regional breakdown of candidates

South East	33%
London	17%
North West	11%
Yorkshire	7%
East Midlands	6%
Scotland	6%
South West	6%
North East	4%
East Anglia	3%
Wales	3%
West Midlands	3%
Northern Ireland	1%

432

Number of advertisers for the top role

6.2

WEEKS
Average time to hire

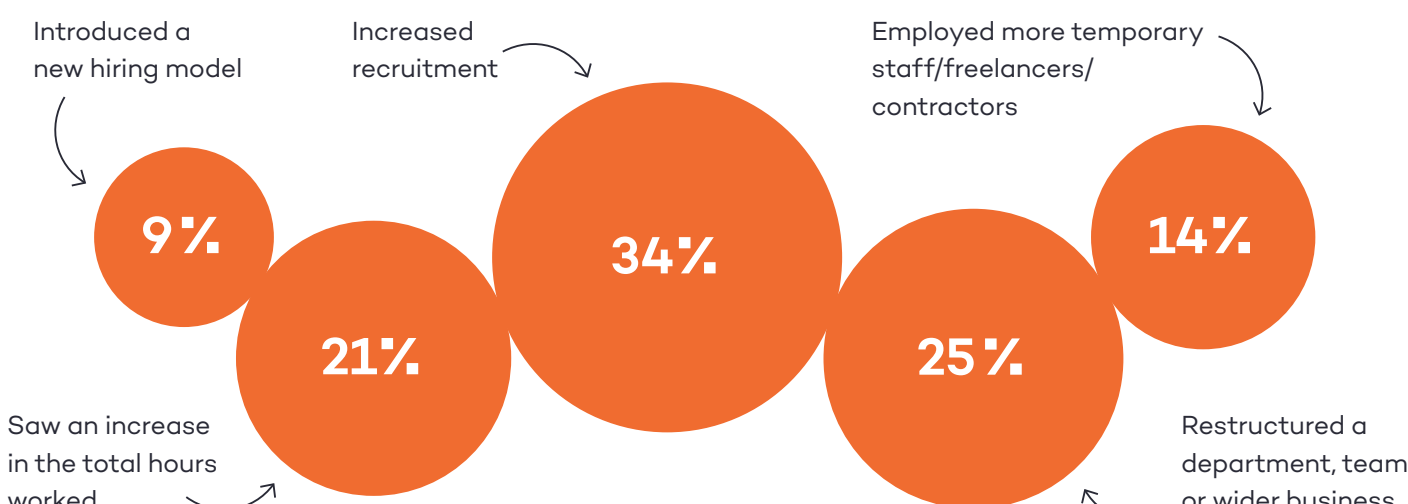
30%

Plan to increase hiring over the next few months

58%

Are confident in recruiting over the next few months

Changes to hiring over the past few months



Salary Trends

£10.74

Min.

£12.99

Max.

Average salary of the top role in the industry



23%

year on year growth in volume of vacancies

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

Healthcare workers continue to be in high demand

The UK's healthcare sector is at crisis point, which has been well documented across media channels. However, the challenges are far wider and more deeply rooted in skills shortages, the pandemic and the rising cost of living, affecting every level of employee.

Although there are government plans in place to respond to these challenges and budgets promised, the immediate focus point for recruiters is getting workers on board to fill vacancies. One strategy for dealing with this is ensuring transparency with salaries and actively promoting the benefits offered, when discussing roles with clients. Additionally, highlighting any career development opportunities to keep candidates informed, giving confidence of a longer career.

- Cameron McCallum, 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 Human health & social work as per standard industrial classification)

[Career Change Tracker, September 2022](#)

[Latest HTI Findings](#) (The data in this report reflects April 2023 HTI findings)