



Data Driven Recruitment

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The background features a dark blue field with several large, overlapping, organic shapes in shades of teal and light blue. The shapes are soft-edged and layered, creating a sense of depth and movement. The overall aesthetic is modern and minimalist.

Starting with why

7 Benefits of Data Driven Recruitment

- Quality of Hire
- Time to Hire
- Diversity
- Candidate Experience
- Cost-effectiveness
- Objectivity
- Efficiency

Indeed Hiring Lab in the media:

A trusted leader of the global labour market conversation



**UK wage growth outstrips
US and EU rises: Indeed**



EL PAÍS

**Los trabajadores pierden
poder adquisitivo**

The Sydney Morning Herald

**Work from home tipped to stay
despite weaker labour market**

la Repubblica

Colloquio di lavoro con stipendio al buio: perché in Italia solo un'azienda su dieci indica il salerio negli annunci?



THE WALL STREET JOURNAL.

Finding a New Job Is Getting Harder

Postings fell in 2023 but were still up from prepandemic levels, data from job-listing site Indeed show

Home / Business / Irish Business

**Employers struggling to fill 'specialised'
engineering and construction jobs –
Indeed**

**Definition of economics:
The study of the material
prosperity of a region or county**

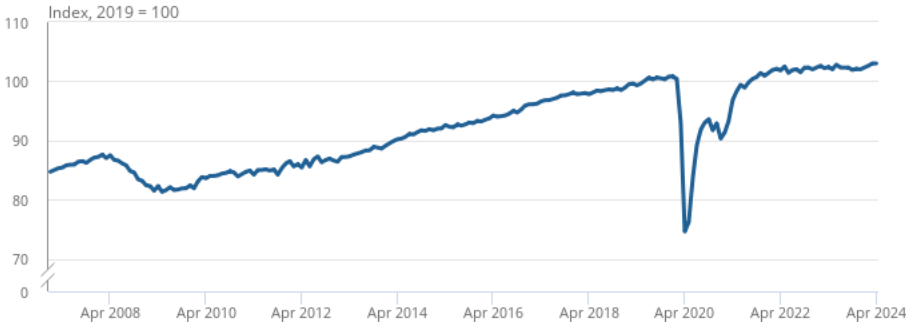
So what?

UK and Eurozone economies face headwinds

UK

UK GDP is estimated to have shown no growth in April 2024, but grew by 0.7% in the three months to April 2024

Monthly index, January 2007 to April 2024, UK

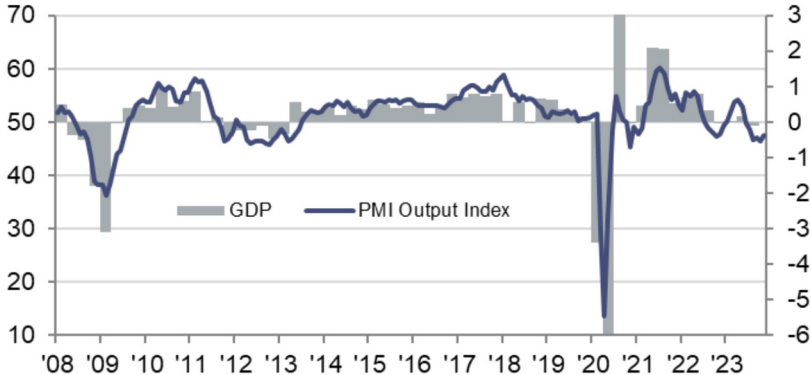


Source: GDP monthly estimate from the Office for National Statistics

Eurozone

Composite PMI Output Index
sa, >50 = growth since previous month

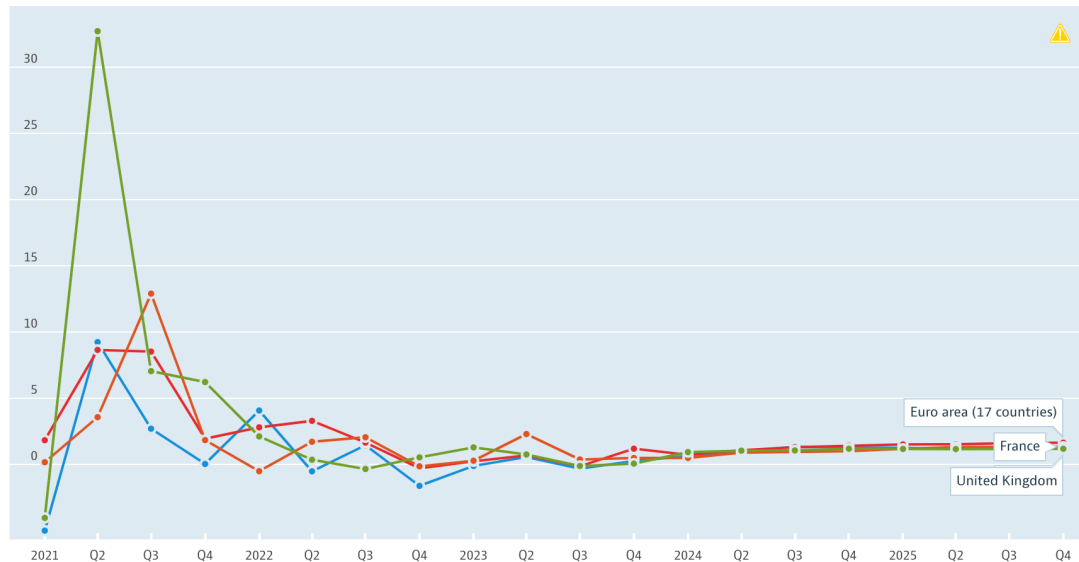
Gross domestic product (GDP)
%qr/qr



Source: HCOB, S&P Global PMI, Eurostat via S&P Global Market Intelligence.

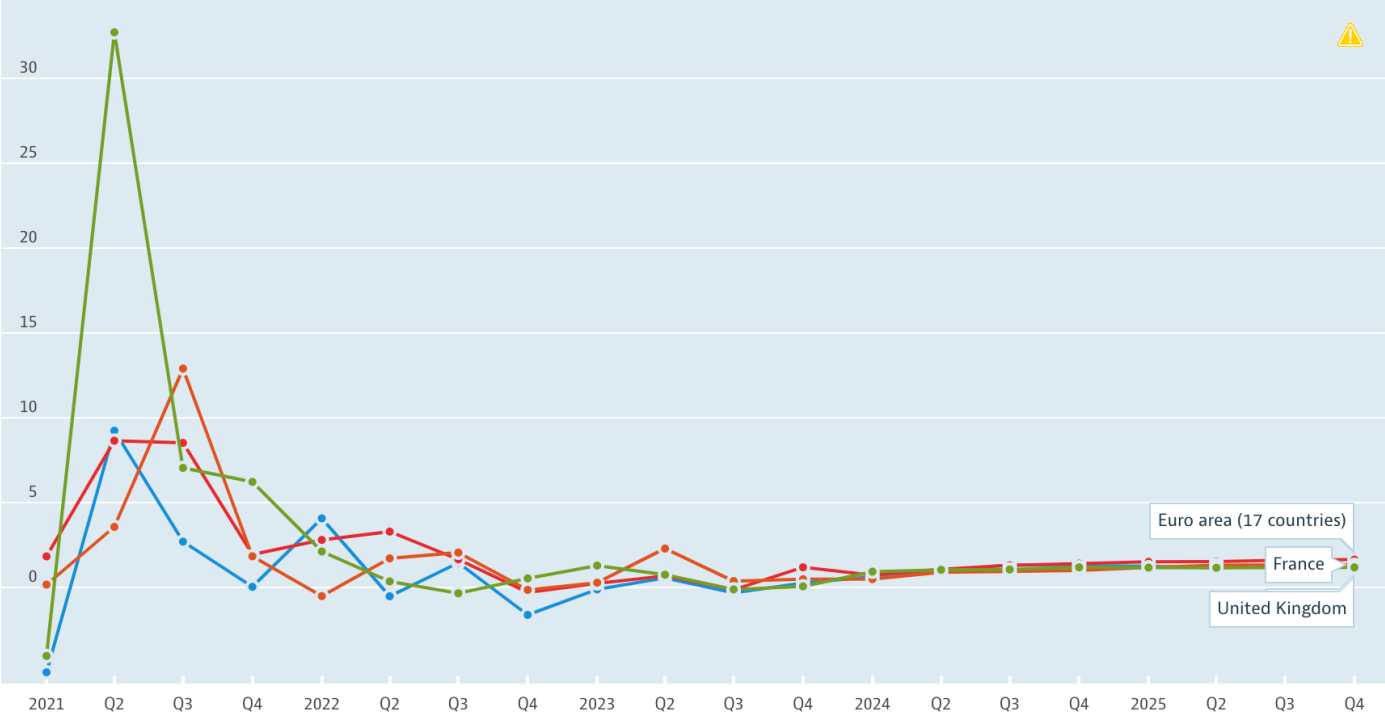


Forecasts suggest modest growth of economy this year...



Source: IMF May 2024 forecast

Poor GDP forecasts



Source:OECD (2024), Real GDP forecast (indicator). doi: 10.1787/1f84150b-en (Accessed on 18 June 2024)



Job postings have normalized

Job postings on Indeed, UK

United Kingdom

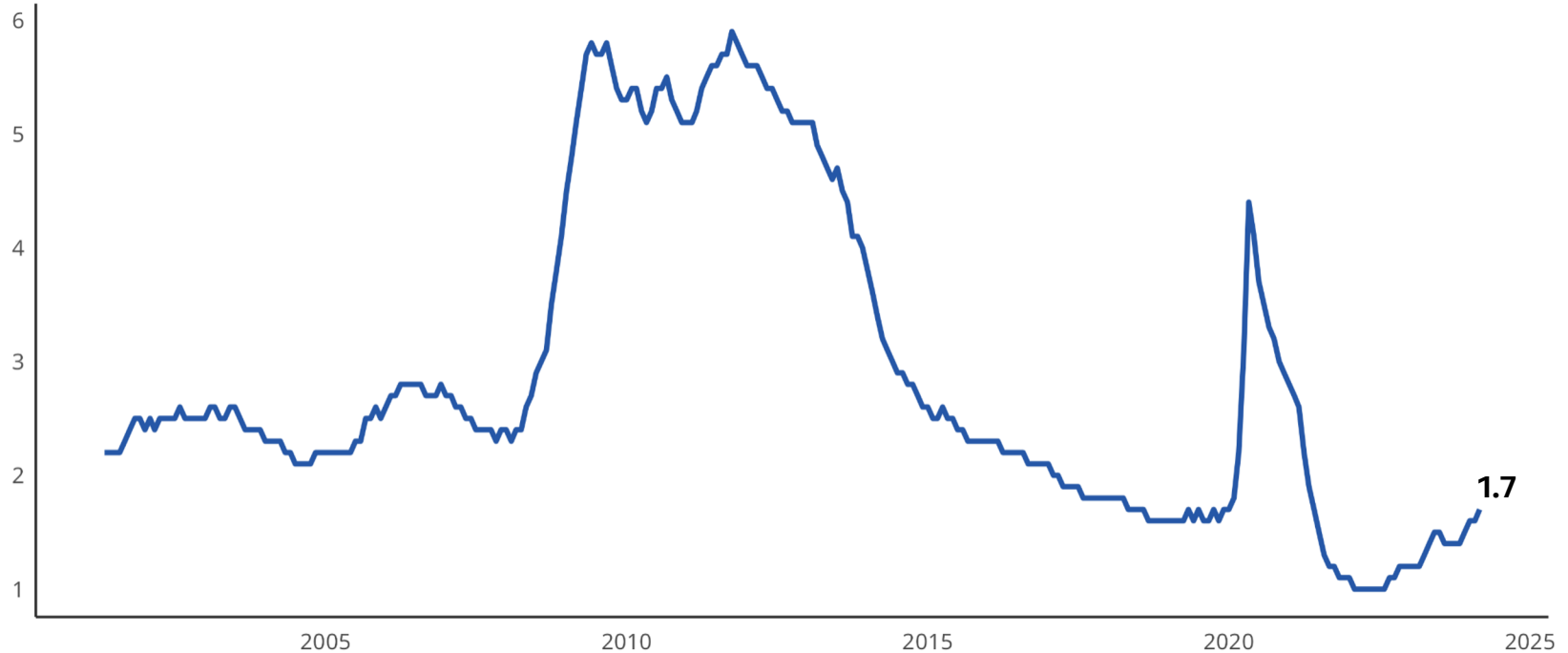
↑ Index since 1 Feb 2020



Source: Indeed

Labour market remains fairly tight

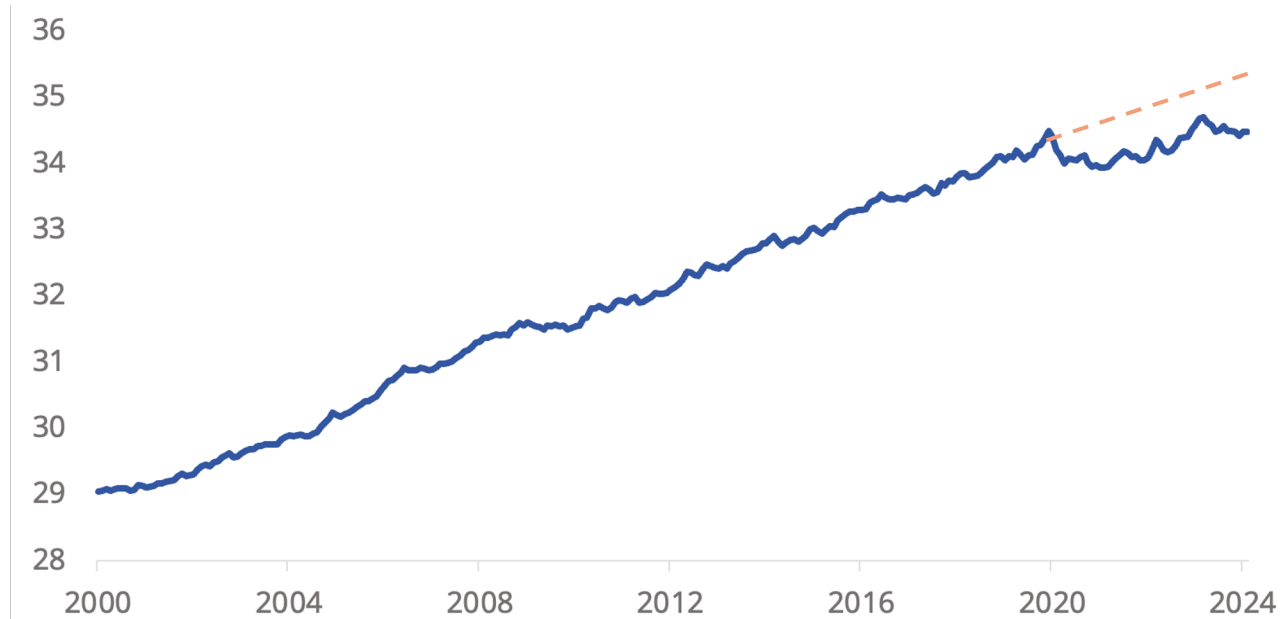
Ratio of unemployed people to vacancies



Source: ONS

“Missing million” workers from labour force

Millions of people in workforce - actual and if pre-pandemic trend had continued



Source: Institute for Employment Studies analysis of ONS data

Jobseeker interest is down for some occupations

Rank	Occupation	Change in relative jobseeker interest since 1 Feb 2020
1	Real Estate	-32%
2	Construction	-30%
3	Cleaning & Sanitation	-29%
4	Social Science	-27%
5	Administrative Assistance	-26%
6	Education & Instruction	-21%
7	Customer Service	-21%
8	Loading & Stocking	-20%
9	Hospitality & Tourism	-19%
10	Community & Social Service	-19%

Indeed Job Postings Index

■ Food Preparation & Service ■ Loading & Stocking ■ Personal Care & Home Health ■ Pharmacy ■ Retail ■ Therapy

↑ Index since 1 Feb 2020



Source: Indeed

Low-wage jobs seeing high pay growth in UK

Year-on-year growth in posted wages to May 2024

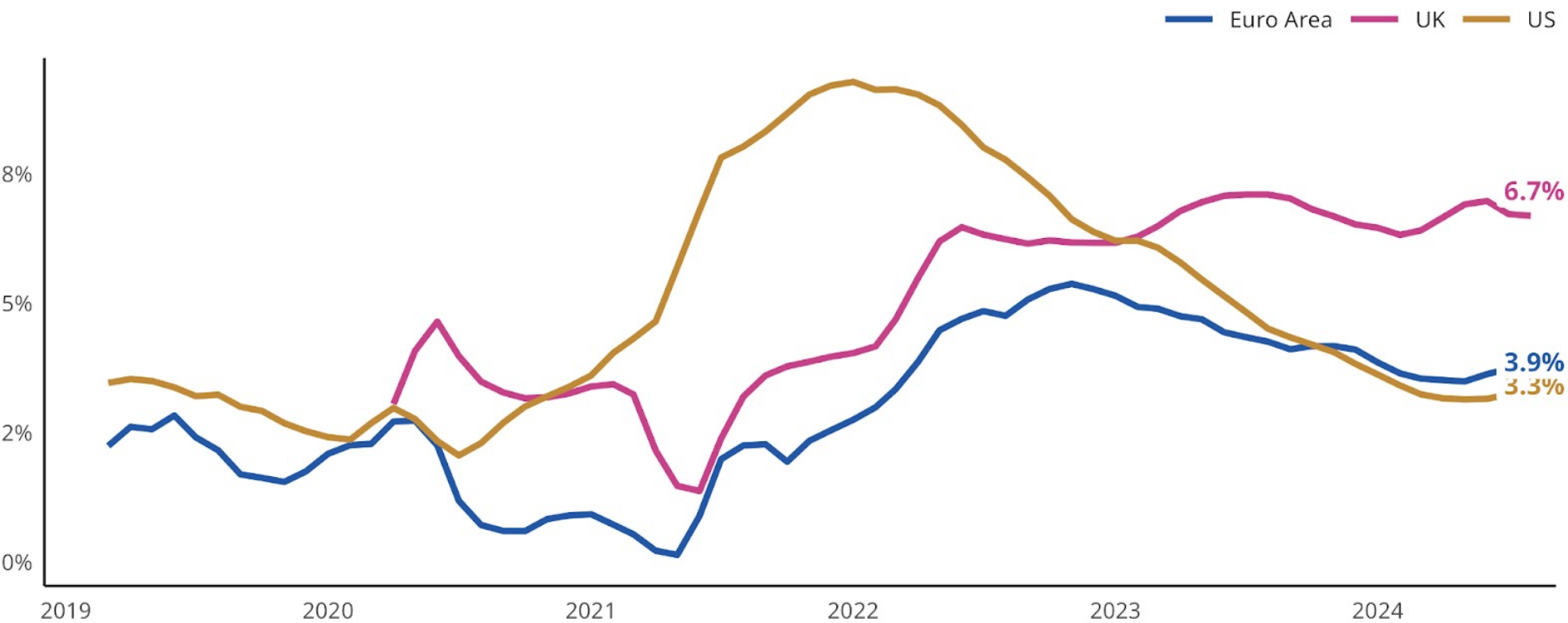


Source: Indeed Wage Tracker (data.indeed.com)

The data are monthly median year-on-year growth rates in advertised wages and salaries across job title-region-salary type combinations. Wage tiers are based on a category's median posted wage in 2018 and 2019.

UK posted wage growth remains high

Year-on-year growth in posted wages to Aug 2024 (3-month average)



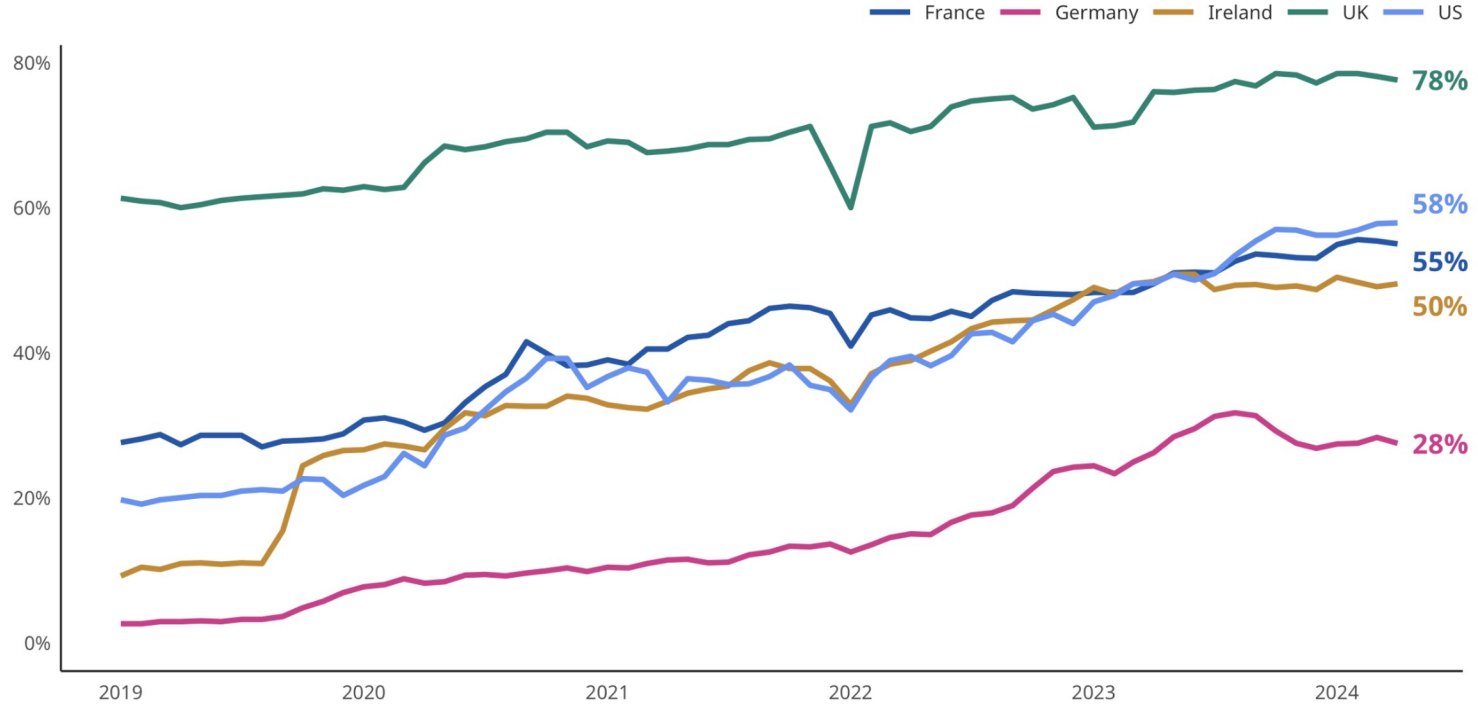
Source: Indeed Wage Tracker (github.com/hiring-lab/indeed-wage-tracker)

The data are monthly median year-on-year growth rates in advertised wages and salaries across job title-region-salary type combinations. The euro area series is an employment-weighted average of France, Germany, Ireland, Italy, the Netherlands and Spain.



Pay transparency is rising

Share of job postings with salary information



Source: Indeed

Higher pay top of mind for jobseekers

Why are you looking for a new job? (please rank in order of importance)

Reason	Weighted importance
Higher pay	22%
Change / grow career path	12%
Better benefits	9%
More flexibility with work hours / schedule	8%
Job where can work remotely	7%
More stable / consistent schedule	6%
Unhappy with current manager	6%
Feel like I don't belong at current company	6%

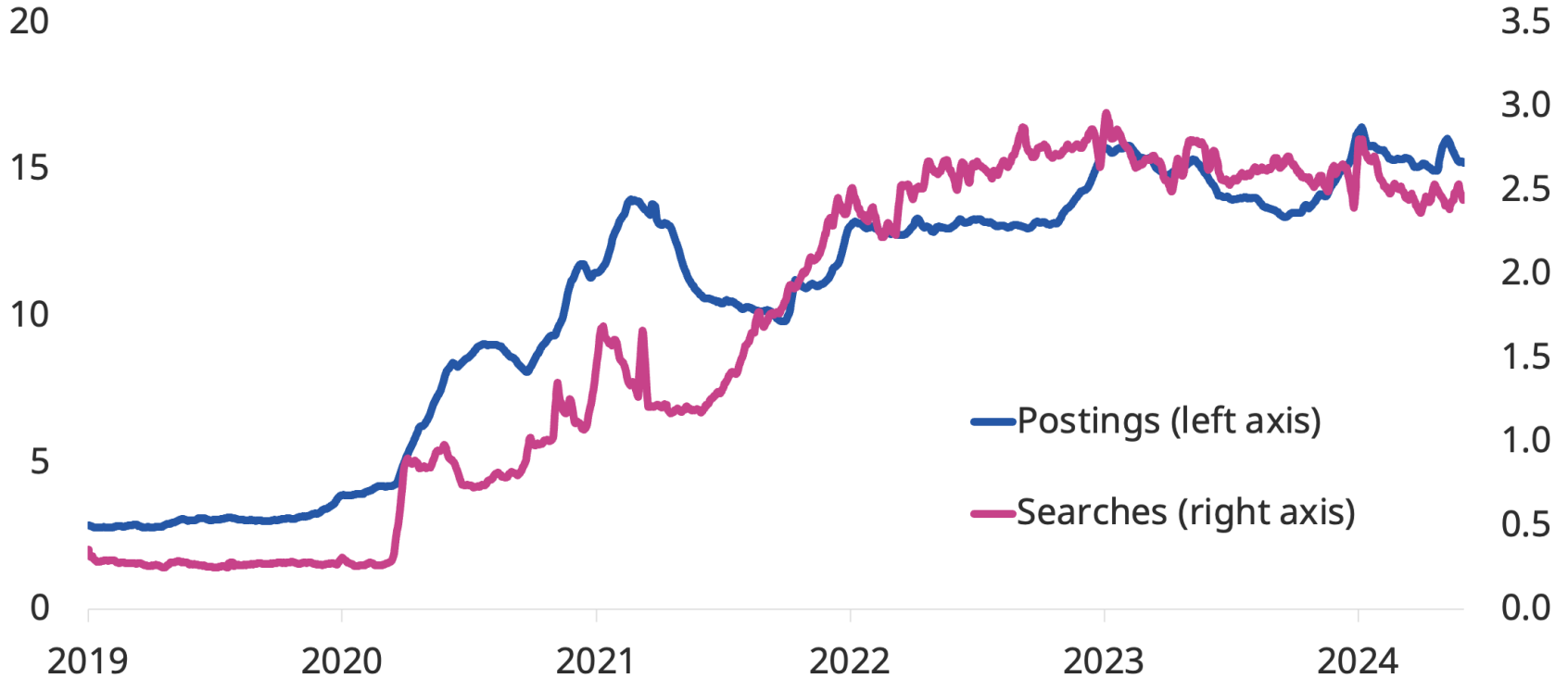
Flexible working most highly valued benefit

Which of these employee benefits would you most value?

Reason	Weighted importance
Flexible working	16%
Sick pay	13%
Pension schemes	10%
Performance bonuses	8%
Health care insurance	6%
Mental health days	6%
Free food/drink in workplace	5%
Christmas closure	5%

Jobseekers continue to search for remote/hybrid work

Percentage (%) of remote and/or hybrid postings and searches



Indeed Hiring Insights

Country

United Kingdom ▾

Job title or occupational category

Health Care Assistant

Job location

Job location

Generate report

Panel controls

Toggle panels on and off

Market insights

- Market Trends ✓
- Competition score ✓
- Jobs ✓
- Job seekers ✓
- Job seekers per job ✓
- Candidate devices ✓
- Average salary ✓
- Employers ✓
- Top search terms by clicks ✓
- Top employers by clicks ✓

Candidate insights

Documents

♥ Add to Favorites

↓ Download PDF

Healthcare Assistant jobs from September 2024

Market Trends

Select one or more metrics to review or compare.

✓ Job seekers per job

✓ Job seekers

✓ Jobs

✓ Employers



Competition score ⓘ



45 / 100

Healthcare Assistant jobs are moderately competitive compared to other job markets.

Jobs ⓘ



7,392

↘ -482 since August 2024

Number of jobs that received clicks

Job seekers ⓘ



549,276

↗ +47,974 since August 2024

Number of job seekers to have clicked on jobs

Job seekers per job ⓘ



74

↗ +10 since August 2024

Number of job seekers per job

Candidate devices ⓘ



65%

of clicks for Healthcare Assistant jobs came from mobile devices.

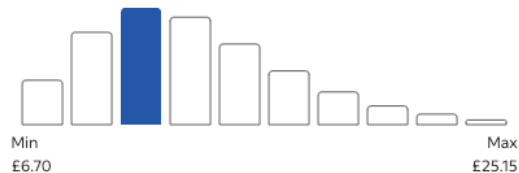


Average salary ⓘ



£12.67

per hour ▾



Top search terms by clicks ⓘ



1. care assistant	8.82%
2. healthcare assistant	6.13%
3. nhs healthcare assistant	1.06%
4. nhs	0.89%
5. care worker	0.81%
6. healthcare	0.7%
7. support worker	0.64%
8. care home	0.56%
9. nhs vacancies	0.51%
10. care	0.45%

Resumes ⓘ



165,972

↗ +2,302 since August 2024

Number of resumes from job seekers available in United Kingdom on Indeed

Resumes added or updated ⓘ

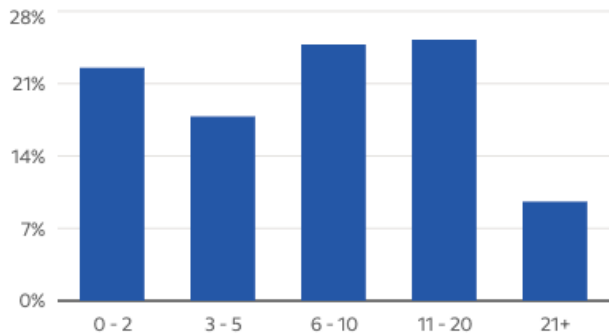


12,496

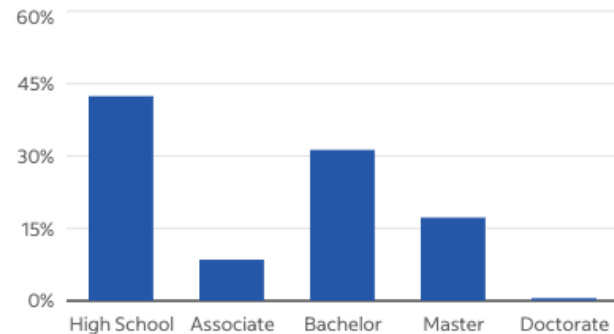
↗ +1,898 since August 2024

Number of resumes added or updated in the last month.

Reported years of experience ⓘ



Reported education level ⓘ



Takeaways

- 01 Data is Important in decision making**
Particularly important in a tight recruitment market
- 02 Everyone can access good data to help them recruit**
Indeed's Hiring Lab is free to everyone
- 03 Good Data allows us to hire more quickly and effectively**



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