

EDUCATION SECTOR REPORT

Methodology: The below report is based on an analysis of the number of jobs posted on Broadbean’s database and the number of applications per vacancy over a set period.

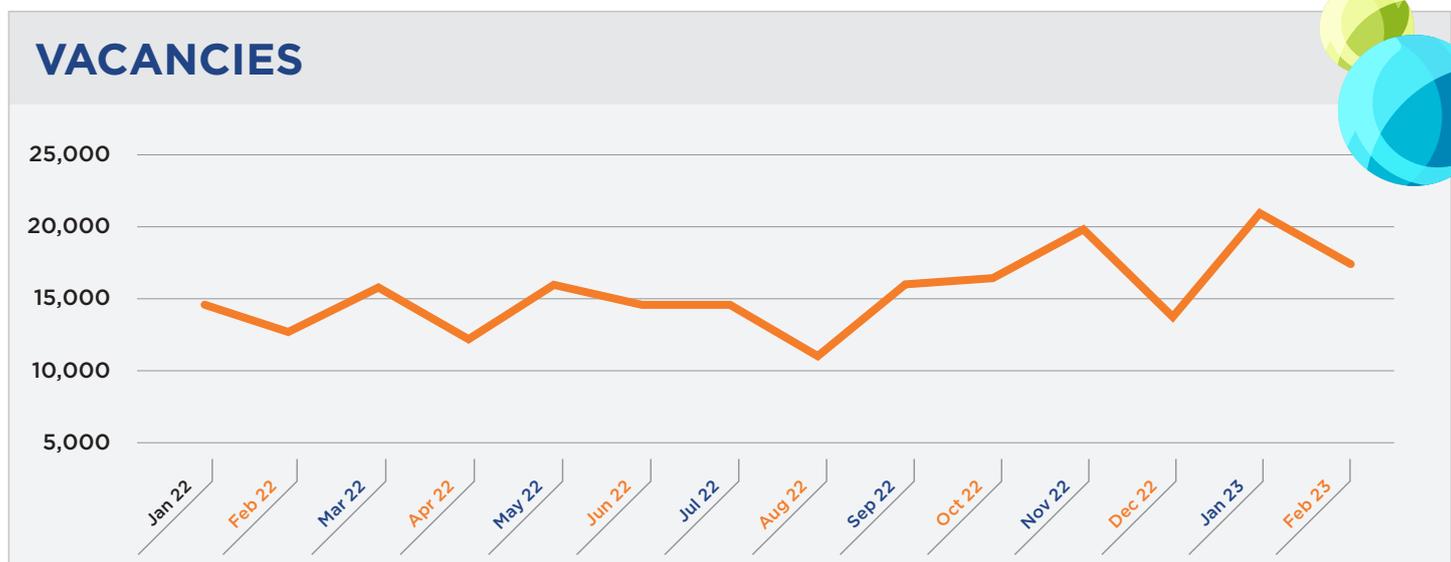
“Given the unrest that has been noted in the education sector in recent months, the peaks and troughs of hiring activity and application numbers are perhaps no surprise. However, with strike action continuing to plague the sector due to a range of factors such as remuneration, the decline in average pay that our data highlights is of real concern. With a cost of living crisis and rising inflation, teaching professionals are already beginning to leave the profession for better pay elsewhere. With these individuals in already short supply, education is facing a tough road ahead for 2023.”

Ann Swain,
Global CEO, APSCo

Education vacancy breakdown **Key trends:**

The data reveals that vacancies peaked at almost 20,000 in November 2022, which was followed by the biggest drop in December. Although February figures are down significantly on January’s impressive rebound (when vacancies exceeded 21,000), year-on-year numbers are higher, which reflects the growing demand for teaching staff across the UK in 2023. Further strikes in March reflect the current sentiment, as teaching staff continue to struggle with the cost of living crisis.

- Year-on-year vacancy numbers are significantly higher in 2023, with January and February up by 36% and 44% respectively compared to the same points in time 12 months ago.
- While there were notable month-on-month increases in May (28%) and September (44%), the biggest hike was in January 2023 (54%). Unsurprisingly given the holiday periods, the biggest falls in vacancies were experienced in December (down 31%) and August (23%).
- If we compare vacancies in October/November with January/February, we find numbers are up by almost 6% in the first two months of 2023, indicative of the rising demand for staff.



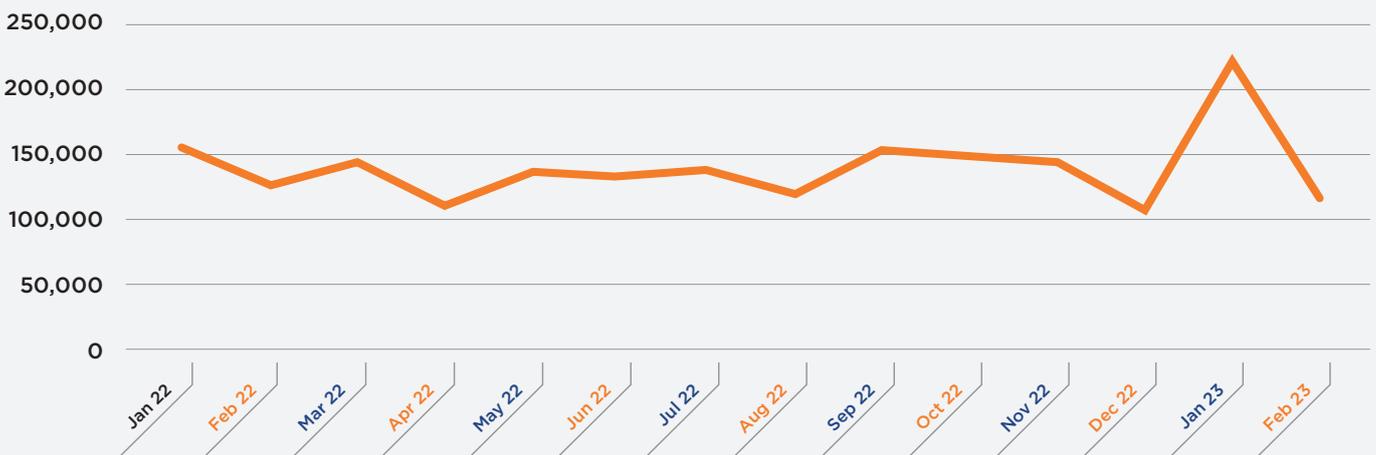
Application numbers

The New Year started with a positive uptick in job seeker interest, with the data revealing well in excess of 220,000 applications in January 2023, the highest number by far during the past 14 months. That said, February's number is somewhat disconcerting with applications dropping by almost half. This will be a concern to a sector which is beset by talent shortages and staff strikes - education leaders will certainly be hoping that they can attract and retain talent in 2023.

Key trends:

- While applications were up by almost 43% year-on-year in January 2023, we saw an almost 10% fall in February compared to 12 months ago.
- Apart from the more than doubling of numbers in January 2023, the next highest rise occurred in September (30%). February 2023 recorded the biggest month-on-month decrease with applications falling by over 47%.
- Although numbers were cumulatively 15% higher in January/February 2023 compared to October/November 2022, January's start of the year 'outlier' score has skewed results

APPLICATIONS



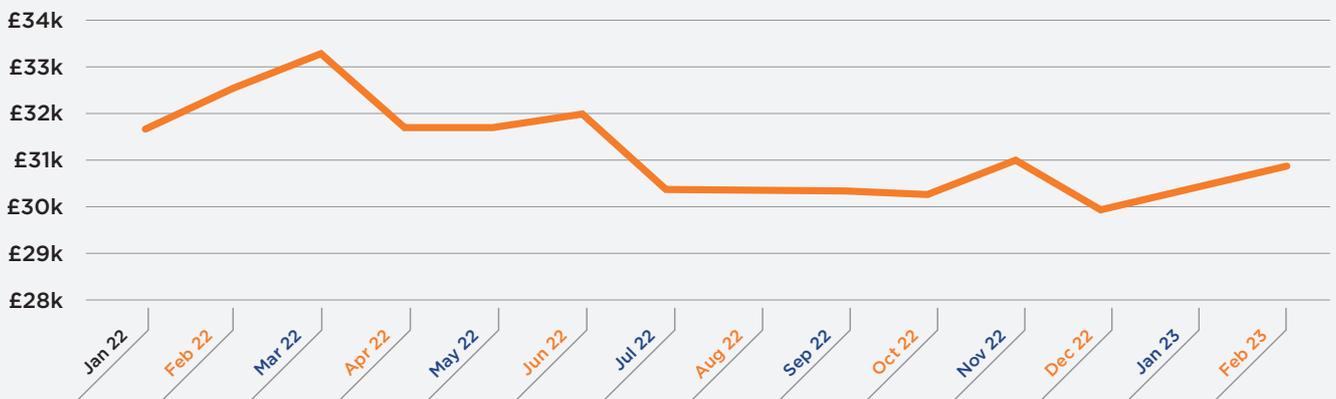
Salary

Following an encouraging start, there subsequently wasn't a lot of movement in average salaries throughout 2022. This is worrying given the cost of living crisis – indeed, average salary increases in 2023 are still way below the current double digit level of inflation (Consumer Prices Index). If the trend continues, greater numbers of teachers may leave the profession to seek better pay elsewhere.

Key trends:

- The year-on-year data reveals a fall of 3.7% in January compared to 12 months earlier, with February's drop even more marked at 5.2%.
- The almost 3% rise in February 2022 was the highest during the period, followed by November at nearly 2.5%. The falls were more marked in July (just over 5%), with April not far behind (4.65%).
- If we compare average salaries in the last few months, rates are still hovering in the £30,000-£31,000 band (with the exception of December). Salaries exceeded the £32,000 threshold only twice – in February and March 2022.

AVERAGE SALARY



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