



Human Resources

Regional Labour Market Trends

April 2023

Overview

HR departments have had to navigate lots of challenges in recent times, not least the legacy of remote and hybrid work models brought about by the pandemic. But this has also created a golden opportunity for HR and talent management practitioners to improve retention and remain competitive in the marketplace. As we know, HR plays a vital role in shaping an organisation's culture and values, with key areas such as pay, performance management, recruitment, employee relations, onboarding and learning and development to name but some of the department's key responsibilities.

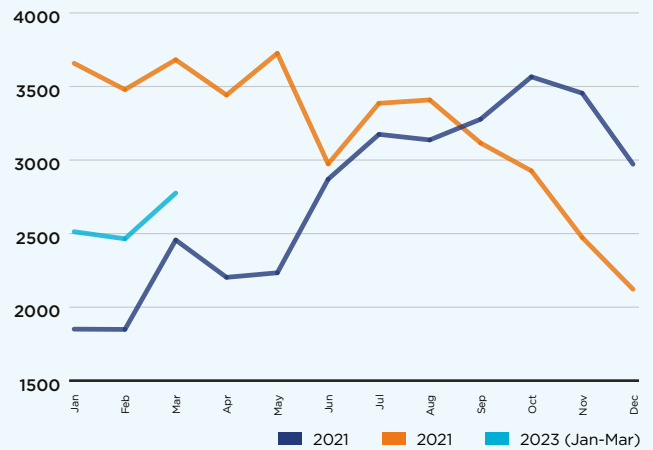
Across England and Wales (E&W), the HR jobs market saw its highest demand for talent in May 2022, with over 3,700 new vacancies posted, representing an 8.1% increase compared to the previous month. January 2022 showed the most significant monthly growth, with a 22.7% surge following the 13.8% decline in December 2021. Conversely, the biggest drop was recorded in June 2022, a 19.9% decrease in HR jobs compared to the previous month.

There was a consistent rise in HR job vacancies throughout 2022 in E&W, with more than 39,000 new positions advertised, a 15.9% year-on-year rate of increase. However, given that the 7,900 plus jobs in Q1 2023 were significantly lower than Q1 2022's tally of nearly 11,000 jobs, forecasts would suggest a drop of 18.9% in total job volumes by the end of 2023. A recent survey by Reed.co.uk revealed that over two thirds of HR professionals in the UK are willing to leave their current positions for new opportunities, with almost half (48%) seeking higher pay and 28% wanting an improved work-life balance. This further underlines the importance of retaining top talent.

A breakdown of the top HR functions reveals that recruitment specialists were the most in demand in terms of job volumes, publishing over 12,200 new jobs in 2022. Yet despite topping the table, this number equated to a slight decrease of 1.4% compared to 2021. Nevertheless, this group accounted for almost a third (31.3%) of all published HR vacancies in 2022. However, the biggest year-on-year rise was the 46.4% recorded for Corporate Social Responsibility (CSR) specialists. General HR practitioners took the runners-up spot for vacancy numbers, also recording a solid performance, rising by 37% year on year.

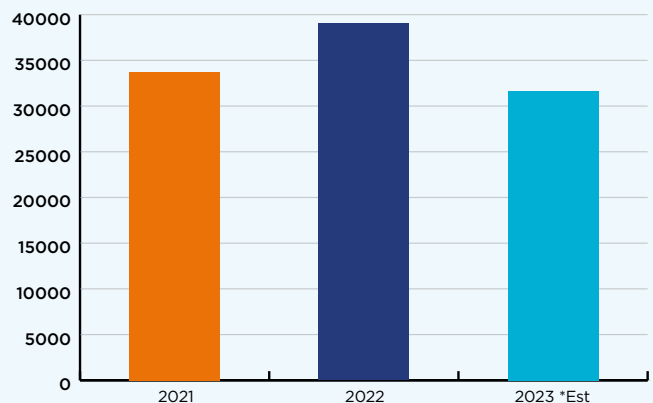
Monthly Totals

HR Professional, All sectors, 2021-23 (Jan-Mar), England & Wales



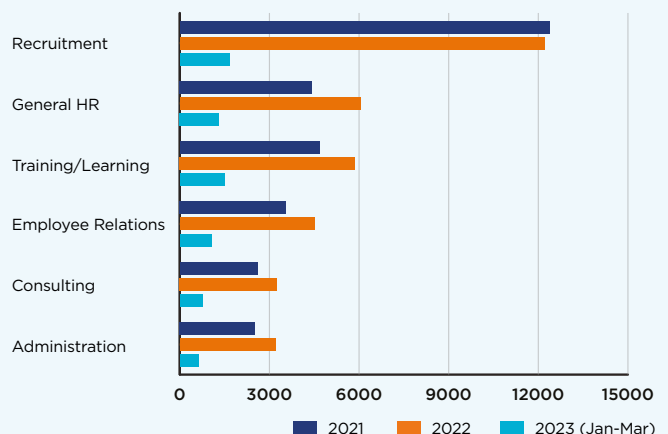
Annual Totals

HR Professional, All sectors, 2021-23*(forecast), England & Wales



Totals by Division

HR Professional, All sectors, 2021-23 (Jan-Mar), England & Wales



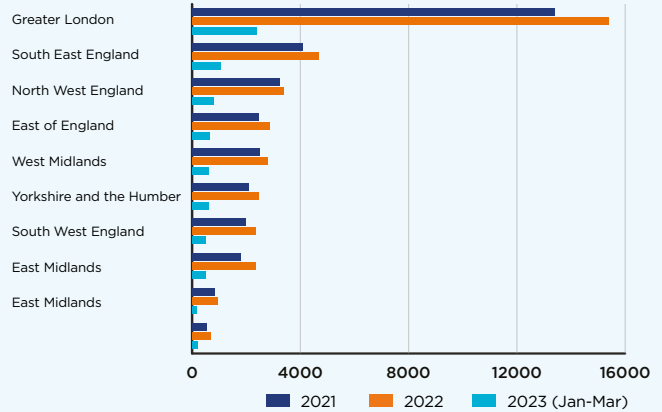
Split by region, the latest data reveals that London led the way with over 15,300 job vacancies, a 14.8% year-on-year rise and accounting for a 39.4% share of the total HR vacancies in E&W. Wales achieved the year-on-year increase of 32.9%. However, all regions are expected to experience a decrease in job volumes in 2023, with London projected to have the largest year-on-year fall of 37.6%. These figures suggest a tough jobs market for HR professionals in 2023, especially for the capital, as HR specialists increasingly opt for remote working opportunities as greater job activity shifts to the regions.

HR jobs in the Retail and Consumer goods sector registered over 7,000 new vacancies, a significant increase of 13.7% year on year. This industry was also responsible for 18% of all new HR jobs in 2022. The fastest growing sectors for HR vacancies were Not-For-Profit, Law and Healthcare Services, which posted increases of 40%, 32.9% and 30.6% respectively. However, most of the top sectors are expected to experience decreases in 2023, with Media so far the most affected, down 52.2% compared to 2022.

Looking at the UK's top hirers of HR professionals, Construction's Kier Group was the best performer in 2022, with over 400 jobs posted, a huge year-on-year rise of 236.8%. Despite a decline of 18.2% compared to the previous year, 'Big Four' firm PwC ranked second. Amey, the infrastructure and engineering giant, took third spot, experiencing a considerable uplift of 53.4% year on year compared to 2021. The rise of jobs in Real Estate & Construction across the Northern regions is undoubtedly a contributing factor to the performance of the sector.

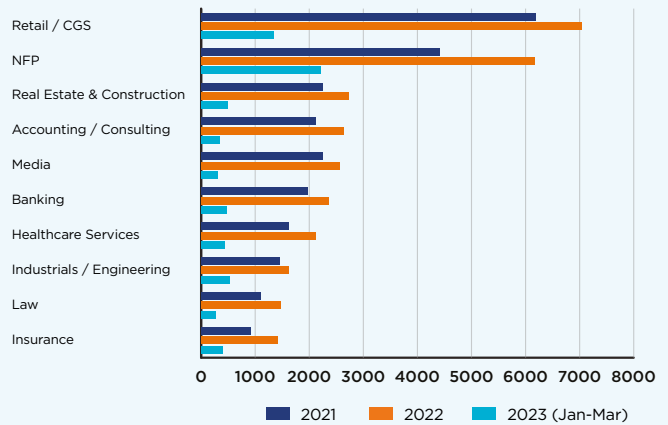
Regional Analysis

HR Professional, All sectors, 2021-23 (Jan-Mar), England & Wales



Sectorial Breakdown

HR Professional, All sectors, 2021-23 (Jan-Mar), England & Wales



Top 10 Companies

HR Professional, All sectors, 2021-2022-2023(Jan-Mar), England & Wales

Company	2021	2022	2023 (Jan-Mar)	YoY%
Kier Group	125	421	21	236.8%
PCW	220	180	35	-18.2%
Amey	116	178	22	53.4%
HLS	298	173	59	-41.9%
Barclays	85	173	43	103.5%
St John Ambulance	144	163	18	13.2%
Publicis Groupe	126	141	17	11.9%
AECOM	101	139	47	37.6%
UK Ministry of Justice	126	128	52	1.6%
EY	157	128	14	-18.5%



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London office

Tel: +44(0)203 1170910

membership@apsco.org

info@apsco.org

www.apscouk.org

Northern office

Tel: +44 (0)1928 890 090



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Before publication, job postings are de-duplicated and verified as unique. Every vacancy is assigned up to 20 data points through Vacancysoft's proprietary algorithm, which is double-checked for validity by a data quality control team.

The data showcased here is available within the Vacancy Analytics platform, where users can create and customise their own reports. To find out more please contact a member of the team or email

support@vacancysoft.com.

Vacancysoft

Vicarage House,
58-60 Kensington Church St,
London, W8 4DB
Tel: +44 (0) 20 7193 6850

vacancysoft.com