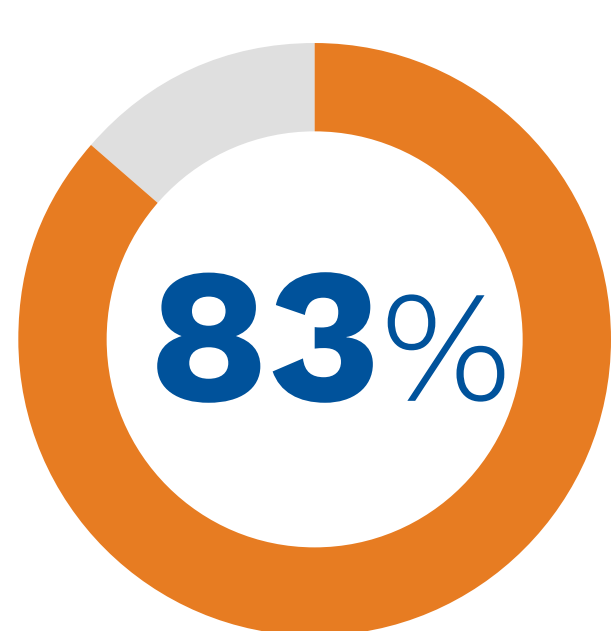
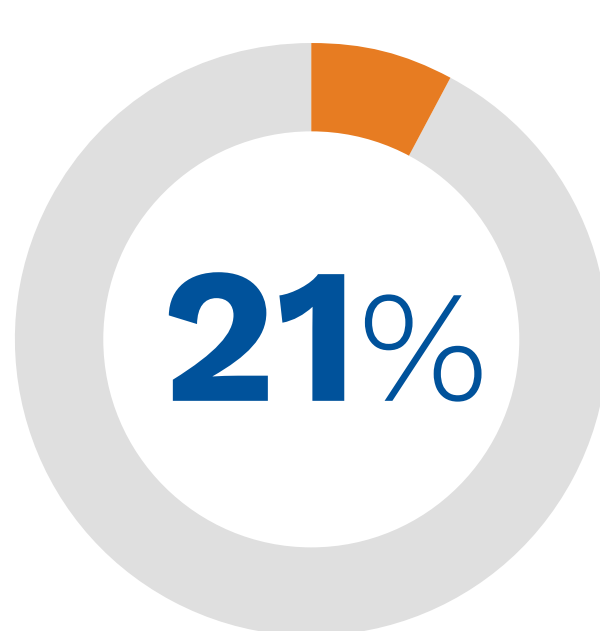




30% Staff Turnover in the Social Care Sector as of June 2023



Demand for talent exceeds supply where **83%** of organisations report difficulty finding the talent they need.



Despite the global talent shortage, employers in the UK anticipate a **Net Employment Outlook of +21%**, increasing 13 percentage-points on last quarter but down 13 percentage-points when compared to this time last year.

SKILLS MOST IN DEMAND



Resilience & Adaptability



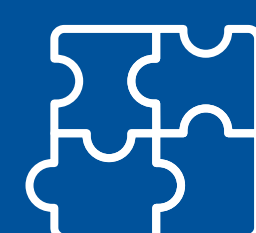
Critical Thinking & Analysis



Initiative Taking



Leadership & Social Influence



Reasoning & Problem Solving

INDUSTRY AT A GLANCE

Key Statistics

Biotechnology in the UK



£19.8bn
Revenue



2,720
Businesses



89,770
Employment

Healthcare in the UK



£241.7bn
Expenditure



300+
Businesses
(350 NHS Trusts
+90 Private Healthcare
Companies)



2.0m+
Employment

Pharmaceuticals in the UK



£23.9bn
Revenue



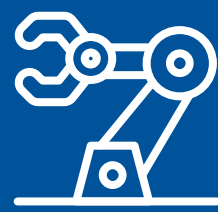
705
Businesses



58,544
Employment

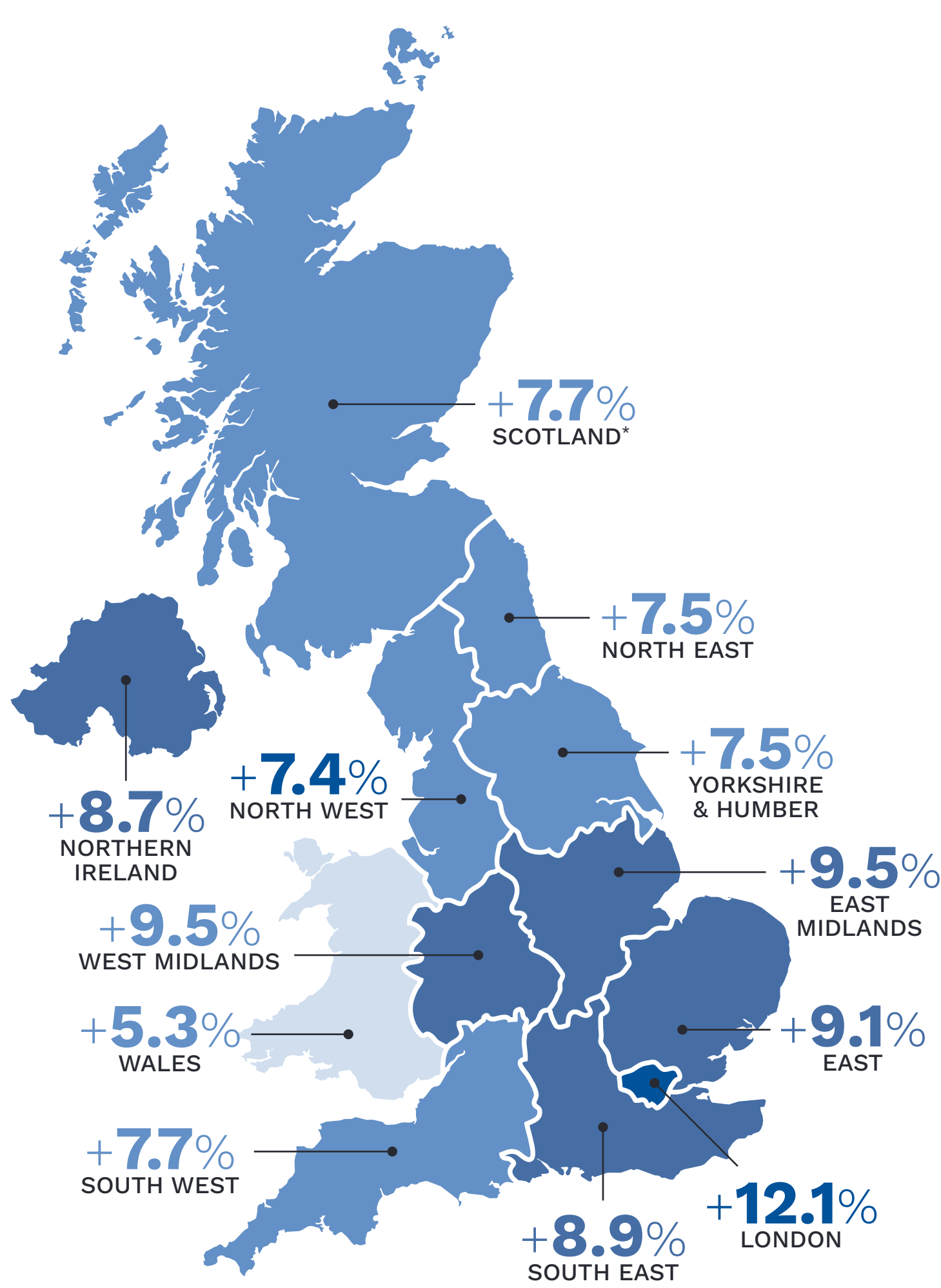
- **1 in 10** UK Job Vacancies are in the Healthcare Sector more than any other industry
- **153,000** Social Care Vacancies
- **82%** of Adult Social Care Workers are Women
- The UK life sciences industry increased employment by **13%** in the previous decade

Digital Transformation

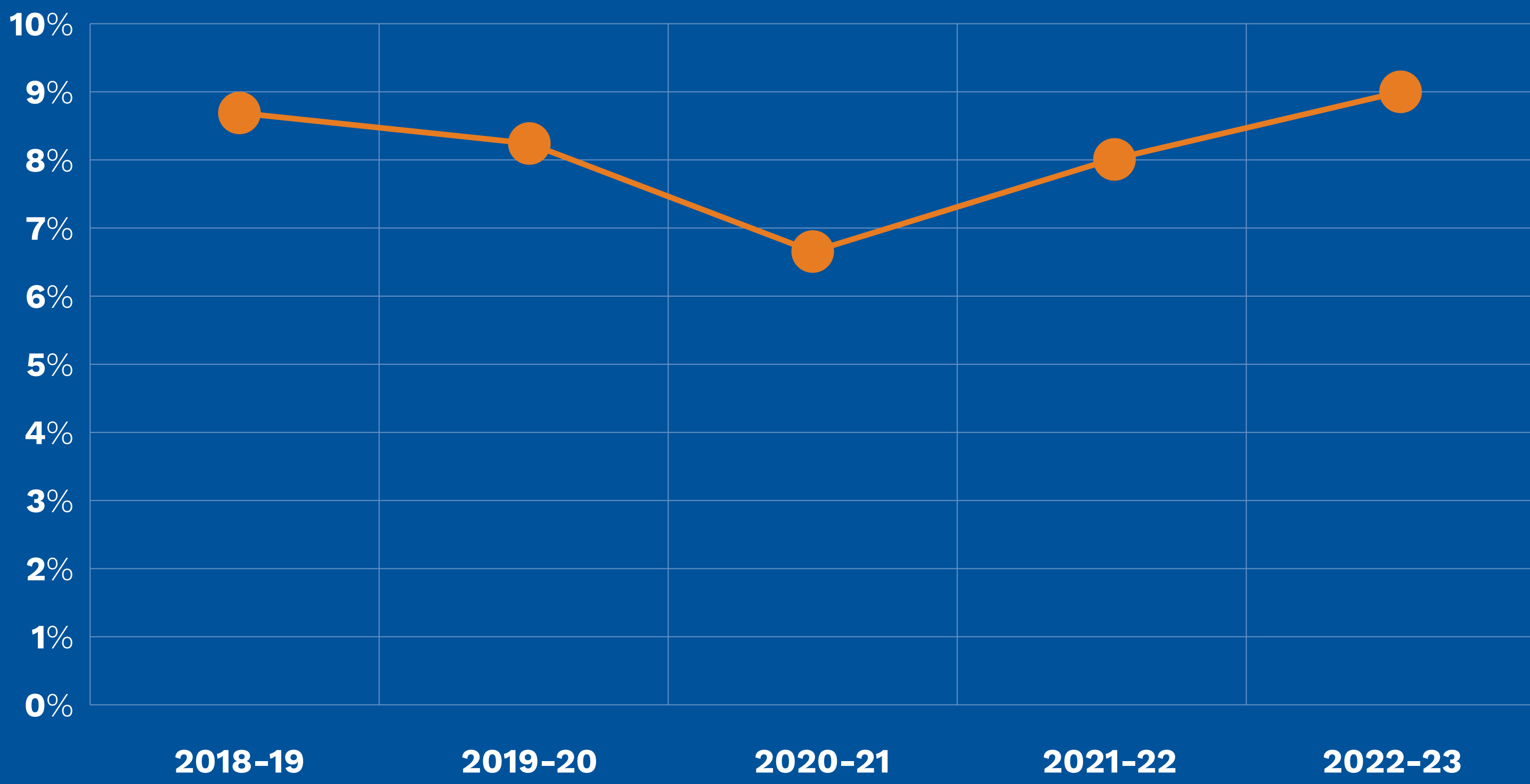


- **£150m** to support digital transformation in Social Care
- **£2bn** in funding to digitise the NHS
- Robotic Process Automation has led to **20-30%** cost reductions and **4-10x** faster task completion

UK NHS VACANCY LEVELS



UK NHS VACANCY STATISTICS, ENGLAND, APRIL 2018-MARCH 2023



NHS Vacancy Statistics, England, April 2018 - March 2023

1. "83% of organisations report difficulty finding the talent they need" ManpowerGroup Talent Shortage Survey 2023
 2. "Employers in the UK anticipate a net Employment Outlook of +21%, increasing 13 percentage-points on last quarter but down 13 percentage-points when compared to this time last year" ManpowerGroup Employment Outlook Survey, June 2023
 3. "Skills Most in Demand" ManpowerGroup Talent Shortage Survey 2023.
 4. "Biotechnology in the UK" Ibis World Industry Report M72110, Biotechnology in the UK, Page 6
 5. "Healthcare in the UK"
 5.1. Expenditure: Office for National Statistics, Healthcare expenditure, UK Health Accounts: 2021;
 5.2. Businesses: NHS England, NHS in numbers today; Volunteering in NHS Scotland, NHS Organisations; NHS Wales, NHS Wales health boards and trusts; NI Direct, Health and Social Care trusts; The Guardian, England is Sleepwalking into a Two Tier Healthcare System, Richard Vize, 2021
 5.3. Employment: NHS Workforce Statistics - January 2023; NHS Scotland Workforce, Latest Statistics at March 31st, Page 4.
 9. "Pharmaceuticals in the UK" Ibis World Industry Report C21100, Basic Pharmaceutical Product Manufacturing in the UK, Page 7; Ibis World Industry Report C21200, Pharmaceutical Preparations Manufacturing in the UK, Page 7
 10. "1 in 10 UK Job Adverts are in the Healthcare Sector - More than Any other Industry" Office for National Statistics, Labour demand volumes by profession and local authority, UK: January 2017 to December 2022
 11. 179 Million Social Care Vacancies" Skills for Care, The state of the adult social care sector and workforce in England 2022
 12. "153,000 Social Care Vacancies in June 2023" Skills for Care, The size and structure of the adult social care sector and workforce in England, 2023
 13. 82% of Adult Social Care Workers are Women Skills for Care, The state of the adult social care sector and workforce in England 2022
 14. "The UK Life sciences industry increased employment by 13% in the previous decade" Department of Health and Social Care, Bioscience and health technology sector, 2020
 15. "34.6% Staff Turnover in the UK Social Care Sector as of June 2023" Skills for Care, The size and structure of the adult social care sector and workforce in England, 2023
 16. "£150m to support digital transformation in Social Care" Department of Health and Social Care, A plan for digital health and social care, June 2022
 17. "£2bn in funding to digitise the NHS" Department of Health and Social Care, A plan for digital health and social care, June 2022
 18. "Robotic Process Automation Has Led to 20-30% Cost Reductions and 4-10x faster task completion with" Department of Health and Social Care, A plan for digital health and social care, June 2022
 19. "UK NHS Vacancy Levels"
 19.1 England: NHS England, NHS Vacancy Statistics England, April 2015 - March 2023
 19.2 Wales: NHS Wales, NHS vacancy statistics: on 31 December 2022
 19.3 Scotland: NHS Scotland Workforce, Latest Statistics at March 31st 2022, Page 7
 19.4 NI: Department of Health, Northern Ireland Health and Social Care Vacancies March 2023