



# 2023/24

## Insights Survey





## “Our aim is to help our clients stay on top.”

Attracting and retaining top talent in 2024 promises to be an exciting challenge.

This insights survey collects the thoughts of over 360 hiring managers from across the engineering, energy, construction or tech fields across the UK.

This report will provide organisations with the essential insights to reflect on 2023, understand key challenges across salaries & benefits packages and implement strategic recommendations for success in the upcoming year.

Our aim is to help clients stay on top by giving you an insight into the technical recruitment market.

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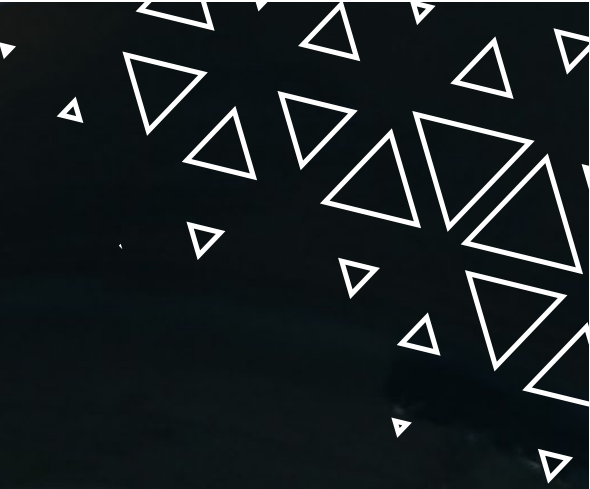
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# 2023

## Recruitment and Challenges

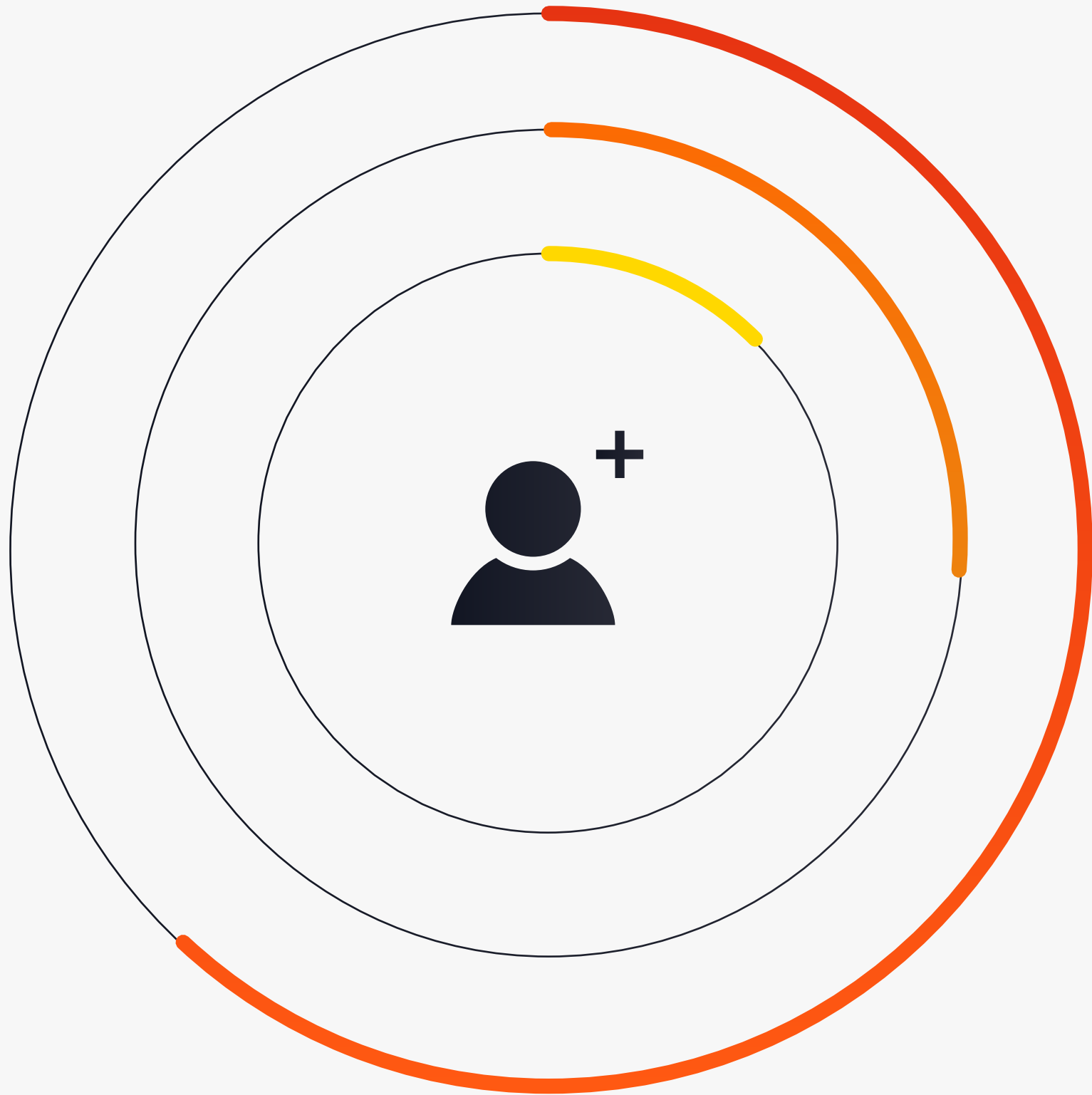


# “In 2023, did your organisation’s headcount: Increase, Decrease or Stay the same?”

With 60% of organisations reporting an increase in headcount, it suggests a prevailing trend towards growth and expansion into 2024.

Maintaining headcount suggests a stance of continuity, to focus on optimising existing capabilities.

Overall the distribution of headcount changes in 2023 reflects the dynamic nature of workforce management in response to economic conditions and strategic imperatives.



**60%**  
Increase in headcount

**28%**  
Stayed the same

**12%**  
Decrease in headcount

73%

Lack of availability in specialised skills



55%

Quality of CVs received



40%

Candidates taking counter offers



39%

Candidates dropping out of interviews



8%

Hiring Managers not engaged in recruiting



6%

Other



4%

No challenges faced in 2023



## “What recruitment challenges, if any, did your company face in 2023?”

Across 2023 key headlines including “The Great Resignation” and “Skills Shortage” were broadcast across the global recruitment market. (Source: [apm.org.uk](http://apm.org.uk)).

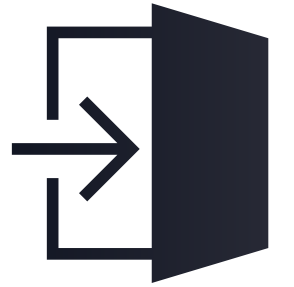
Organisations struggled with the skill shortages in 2023, shown by a large majority (73%) facing lack of availability of specialised skills. Across technical industries, we still exist in a candidate-led market.

To succeed in the short term, businesses must formulate an effective recruitment strategy involving market mapping, salary benchmarking and employer value proposition. In the long term, it's crucial to increase investment in hiring from sectors with transferable skills, upskilling current staff, and promoting apprenticeships.

# “What were the main reasons for employees leaving your organisation in 2023?”

Progression opportunities and salary still remain as the most common reasons candidates left roles in 2023.

There was however a large uptake for “Other”, meaning that businesses likely have specific reasons they have experienced leavers.





# 2023

## Salary Review and Packages





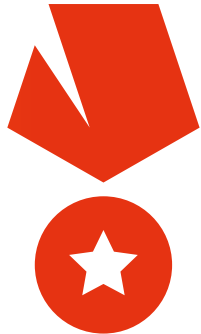
# “Did you review your salaries and benefits package in 2023?”

The high review rate of companies evaluating their salary and benefits packages indicates a strong focus on this aspect of recruitment and retention. These figures align with reports highlighting that increasing packages are crucial for attracting top talent, alongside recent reports of overall wage growth across 2023.

Companies have required a proactive response to the market, with more clients seeking full salary reviews in line with the marketplace, alongside ensuring compliance with regulations (such as changes in the minimum wage) or staff leaving the business for higher-paying competitors due to the cost of living.

89%

Said Yes



# “What was the outcome of your salary review?”

The fact that 89% of those that reviewed salaries & benefits packages increased salaries reflects that everyone recognised the increase across salary bandings. Total pay increased by approximately 6.6%, although when adjusted for inflation, this was only 1.3% in real terms. (Source: Statista.com).

89%

Increased Salary





2023

23

## 2023 Analysis

Over the last 5 years, predictions across the labour market have highlighted that the skills shortage would be a main factor causing recruitment challenges. Our analysis of technical industries across 2023 provide feedback that this is prevalent across all industries.

Alongside this, organisations have struggled with quality of applications, candidates dropping out of interviews or taking "counter offers" from current employees at the last opportunity.

We've also seen organisations looking to outbid each other and technical professionals in the driving seat when it came to the final decision.

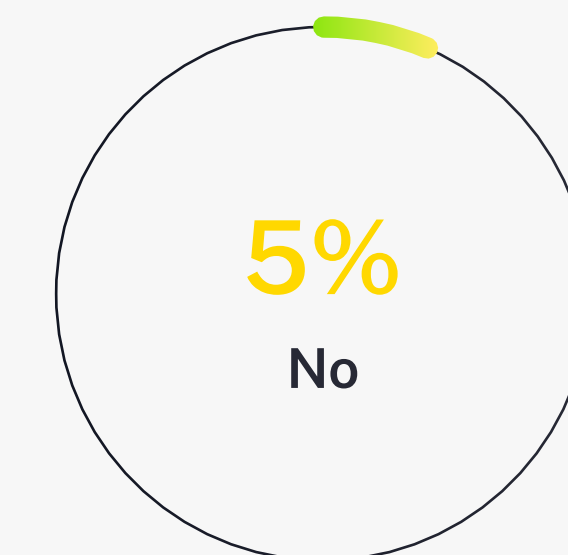
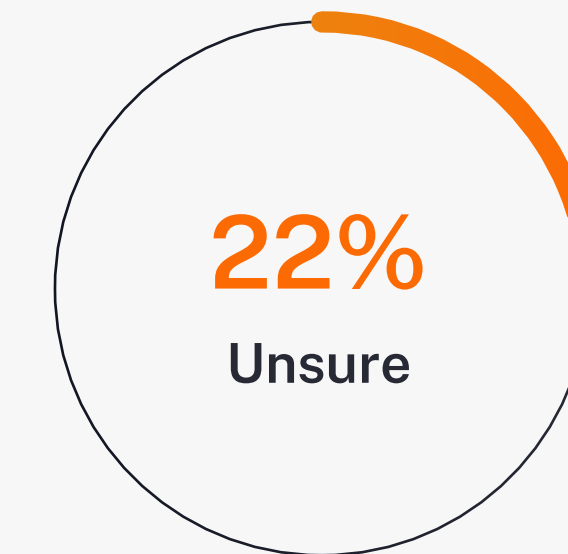
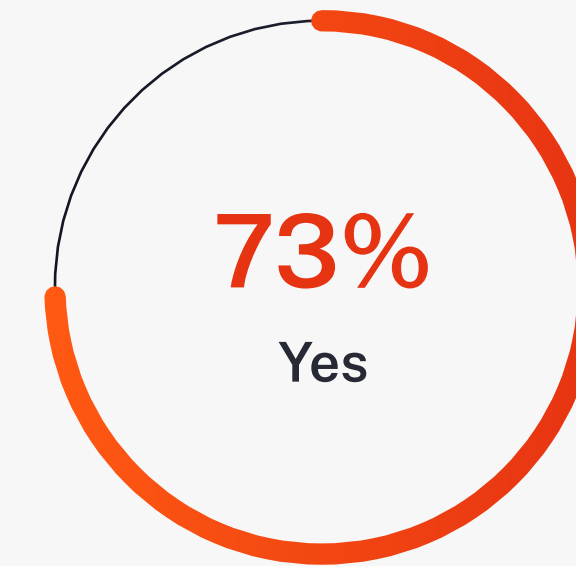
For the UK recruitment market there are no signs of slowing down as the demand for workers across all industries continues.



# 2024 Recruitment

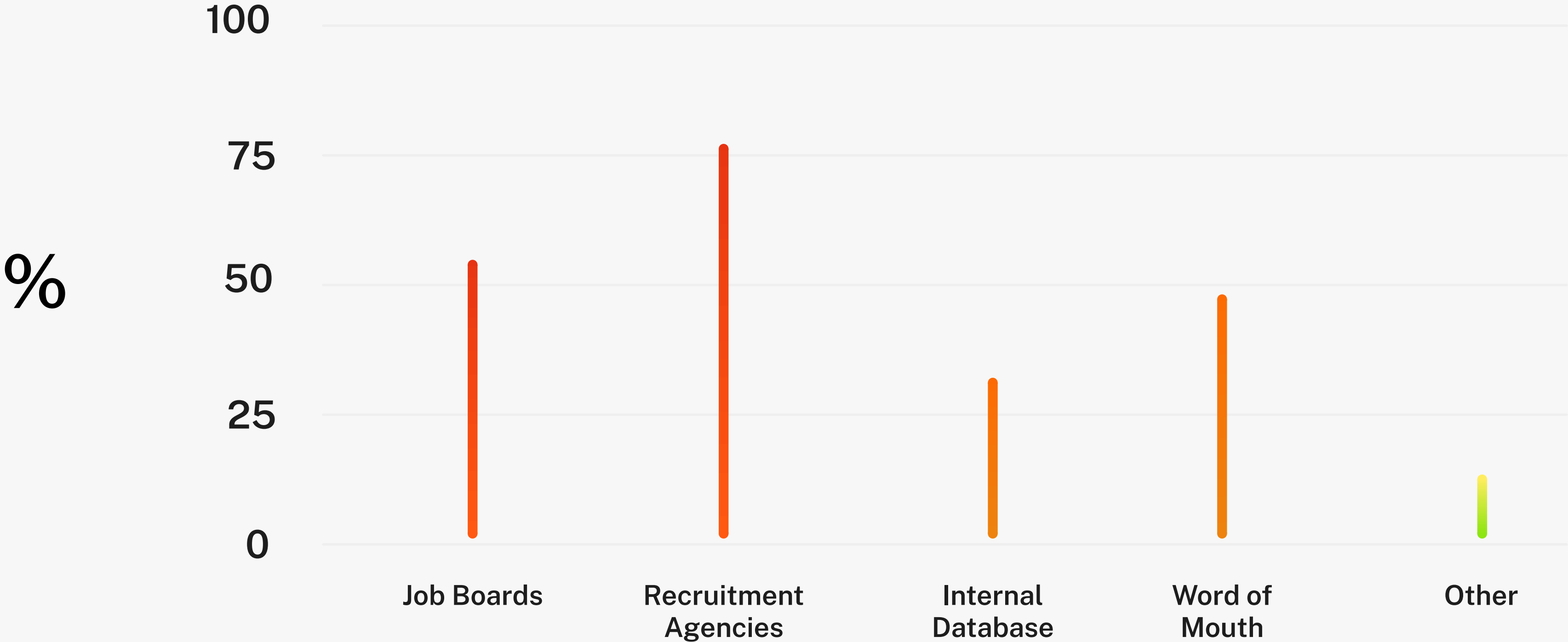
## “Are you likely to recruit in 2024?”

The appetite to recruit in 2024 signals confidence across the market. Despite some economic uncertainties, this suggests a potentially robust job market for technical recruitment.



# “What is your likely approach to hiring in 2024?”

A varied approach to sourcing staff is key to integrate into a hiring strategy. To work with external agencies alongside building your employer brand directly, is an impactful strategy to give you the best chance of hiring talent. Job boards can often be costly for a recruitment budget so it's important to explore all options available for the most effective method.





# 2024

## Salary Review and Packages



# “Do you plan to review your salaries and benefits package in 2024?”

**83%**  
Said Yes



## Of those that answered yes, we asked “Are you likely to increase:”

As the battle for talent continues alongside headline indicators for the labour market for 2024 forecasts. It is clear that employers are still preparing for a continued increase in salaries.

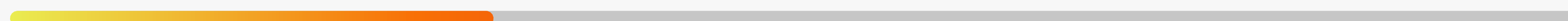
Salaries **60%**



Benefits **10%**



Both **30%**





## 2024 Analysis

It is evident that recruitment intentions are remaining positive in 2024, this is shown by the strong majority (73%) of companies anticipating active hiring.

Although it is clear that the challenges faced across the labour market are continuing.

With the majority (60%) of companies looking to increase salaries again in 2024, employers must think about their strategy to attract and retain talent.



# Summary

Organisations are expected to prioritise internal mobility – promoting and upskilling existing employees before external hiring.

This shift reflects a focus on values and capabilities beyond just technical skills and knowledge, ensuring a good fit with the company culture. Additionally, employee well-being becomes paramount, with flexible work arrangements and a positive company culture meeting evolving candidate expectations regarding work-life balance.

However, the technical talent shortage persists, particularly in specific sectors, making it crucial for employers to plan strategically for both immediate needs and long-term pipeline development. If you took part in this insights survey and contributed your opinion, we will provide some tips on overcoming these challenges. Or if you'd like to get in touch please contact us on the next page.



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