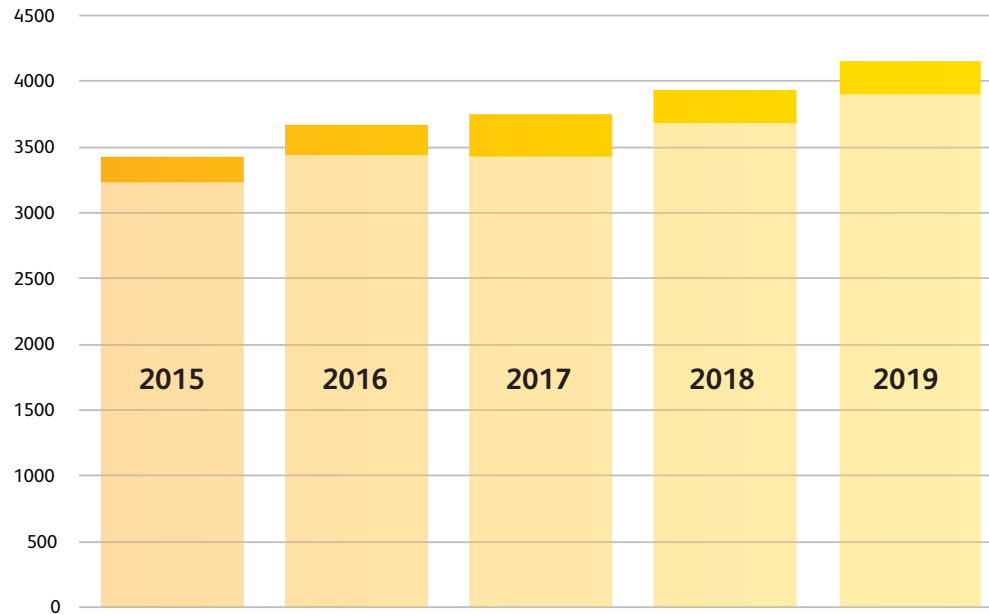


Population

Industry continues to grow



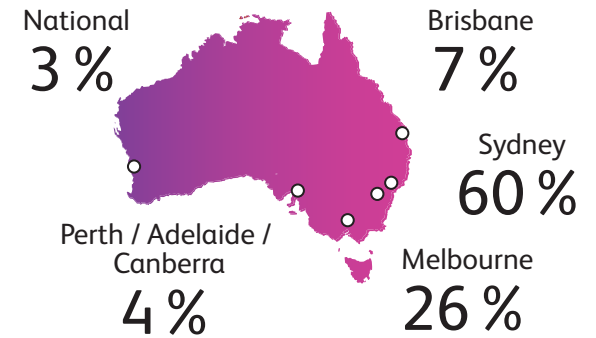
● Vacancy
● Popn.



Growth
5.9%
Year on Year

3902

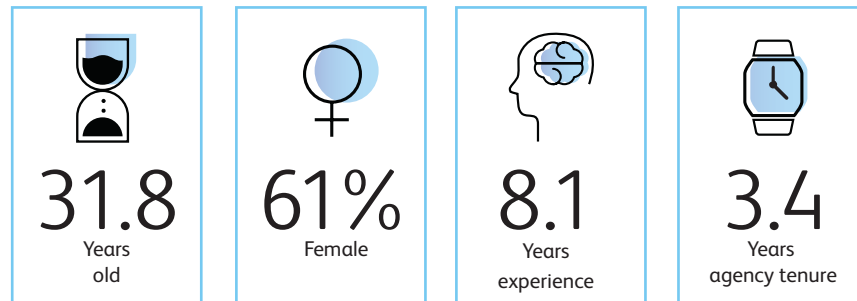
People work in our industry



Average Industry Person

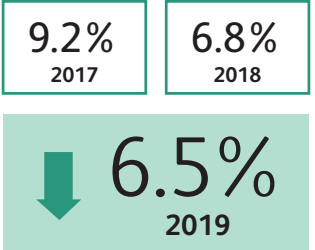
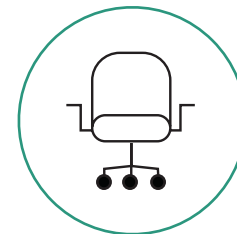


Older and more experience



Vacancy

Mostly 3-9 years experience

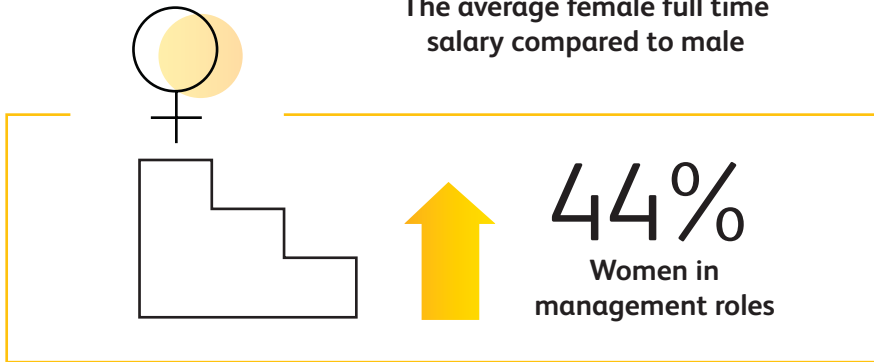


Challenge > TALENT SHORTAGE:
Client Service, Implementation, Performance

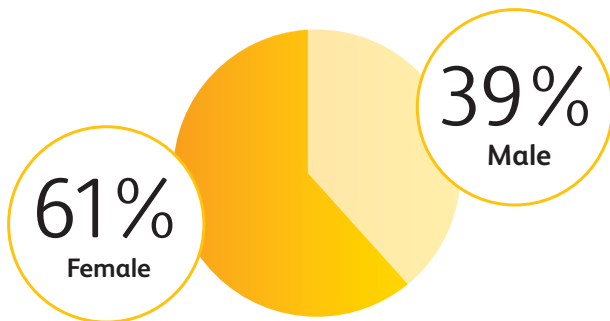
Gender



The average female full time salary compared to male

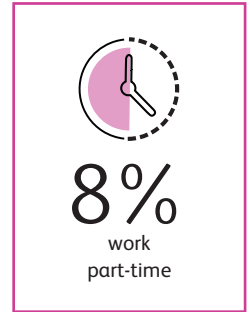


Gender split

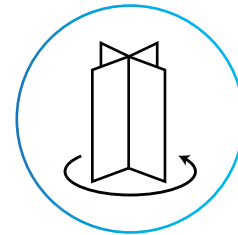


Working Practices

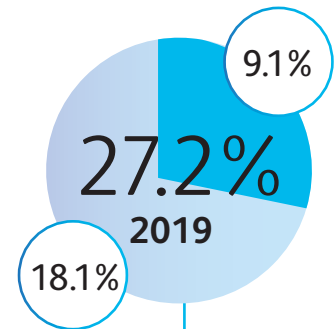
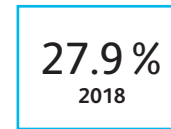
34% more people work from home



Staff Turnover



Regrettable loss



Non-regrettable loss

