



Job Market Pulse Europe Snapshot

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Introduction

2023 is off to a big start for Aspen Tech Labs. With the roll-out of our business intelligence product – [Job Market Pulse](#) – in late 2022 comes countless ways to consume real-time jobs data not previously available. This report highlights a variety of insights that can be drawn from our database of more than 9 million vacancies worldwide from over 100,000 different companies, updated daily.

The jobs used in Job Market Pulse come directly from our [JobsIndex](#) and are updated daily. Given the breadth and diversity, our data is representative and covers all industries. Currently, the focus is on a few core countries, including the US, UK, Canada, Australia, and Germany. In these countries, the share of jobs we have compared to the total number of jobs on the local market is higher than in other countries.

Our primary focus is on job postings in English, however, we can analyze jobs in any language. The areas covered by Job Market Pulse will continue to grow in 2023 and we are always looking for new partners to help expand.

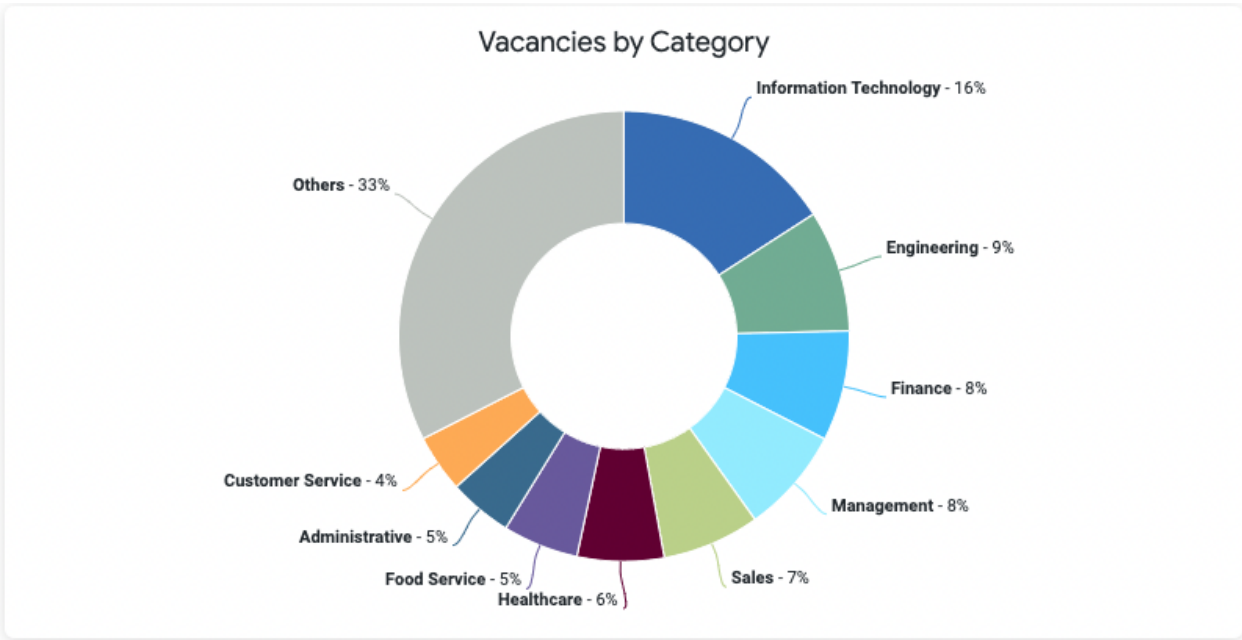
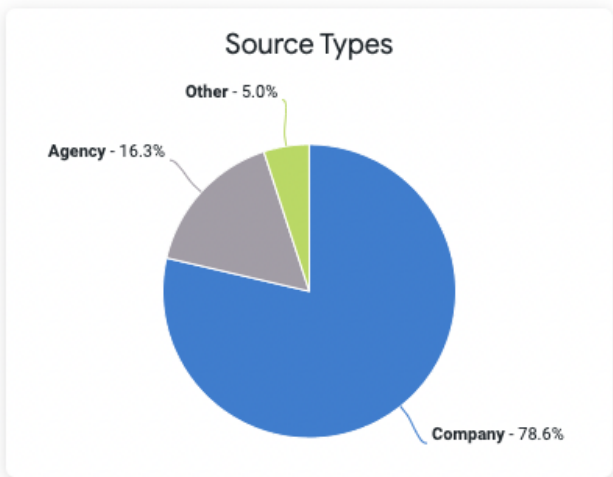
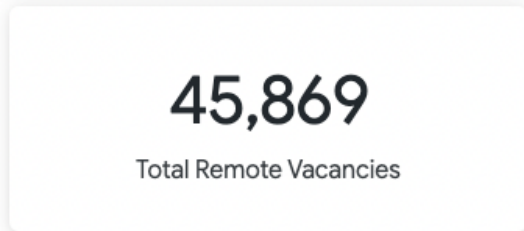
We use proprietary techniques to collect salary information from job postings and make it available for analysis. We collect original salary information published by employers, and we do not estimate salary data or modify the data in any way. The key job information (including job titles and job descriptions) is provided exactly as listed on the source.

We hope this report sparks some ideas about how you can benefit from this unique data set. We offer *month-long free trials* where we work with you to deliver the exact data that will meet your needs. The analytics and custom reports we can create are limitless and we hope you'll join us in 2023 as we continue to improve our jobs data quality and innovation.

Our teams are constantly working to increase the number of companies and jobs in the database and to improve the quality and extraction of additional data. If you have any feedback, please don't hesitate to reach out to lane.s@aspentechlabs.com.

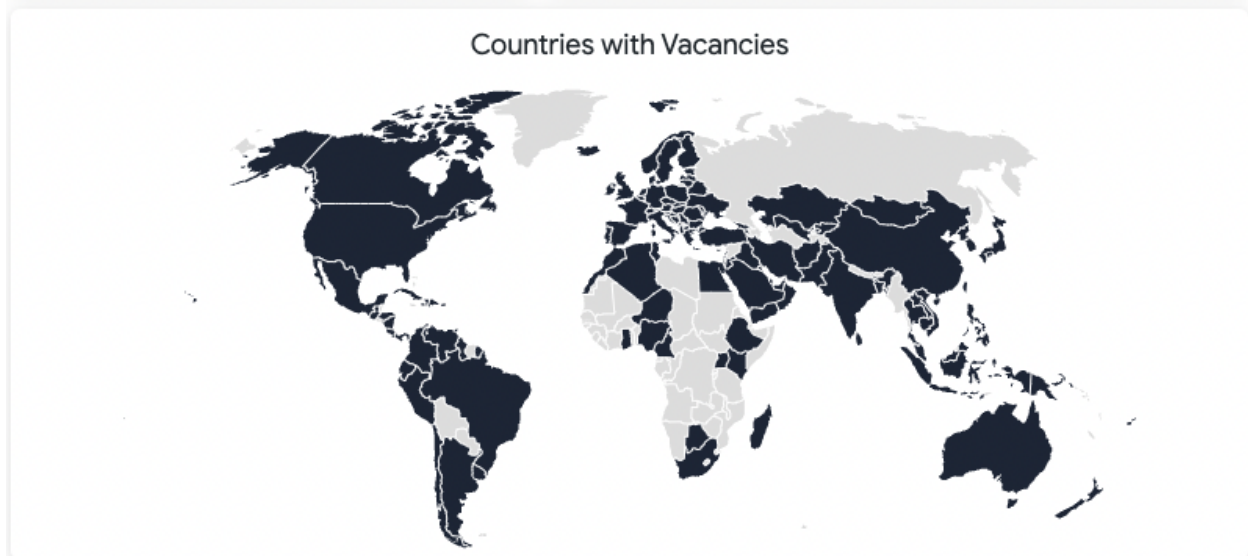
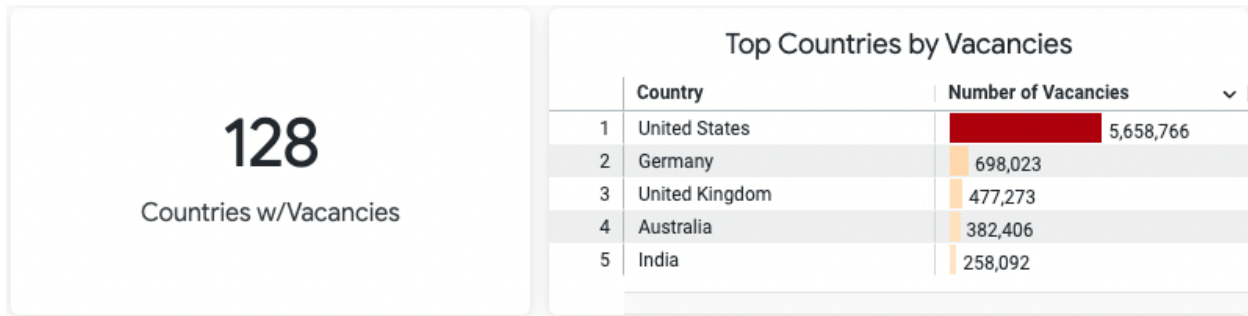
Current Vacancies

This section of the report shows the job listings (what we call vacancies or jobs in this report) in **Europe** that were live at the time this report was generated. All vacancies in our database are directly sourced from company sites (career pages or applicant tracking systems) or agency sites and updated **every day**. In fact, almost **80%** of our data is being directly sourced from company sites, not job boards, and is updated daily, demonstrating that this is the most reliable jobs data available.



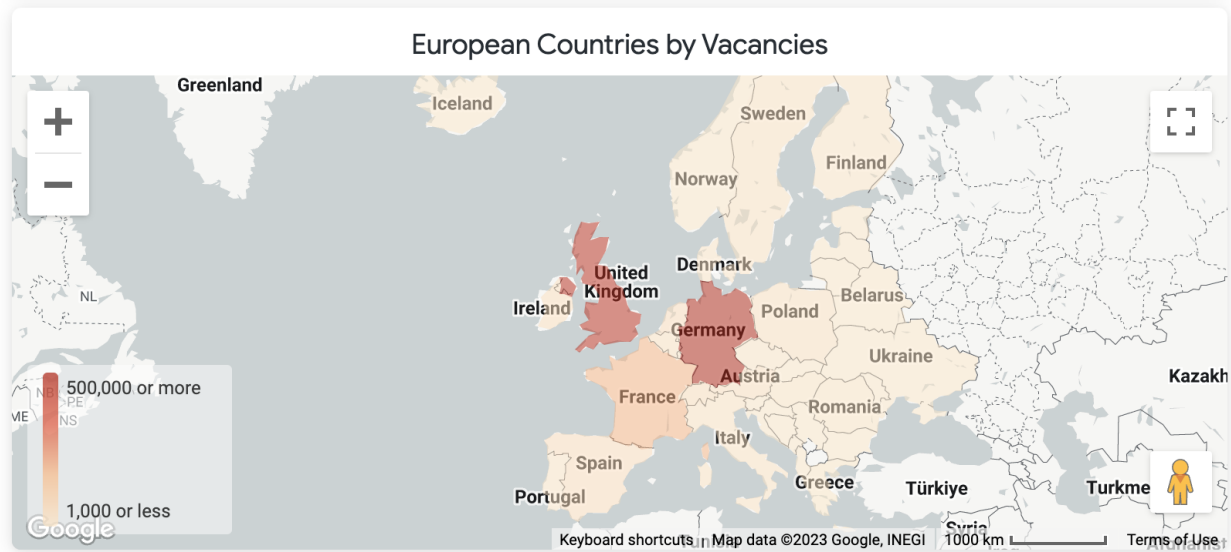
Geography

Each vacancy in the data represents a career/job opportunity for someone around the globe, spanning from India to Indiana and everywhere in between. While this report is focused on jobs in Europe, here are a few charts to help visualize the global breadth of the data. We are planning for significant global data expansion in 2023.

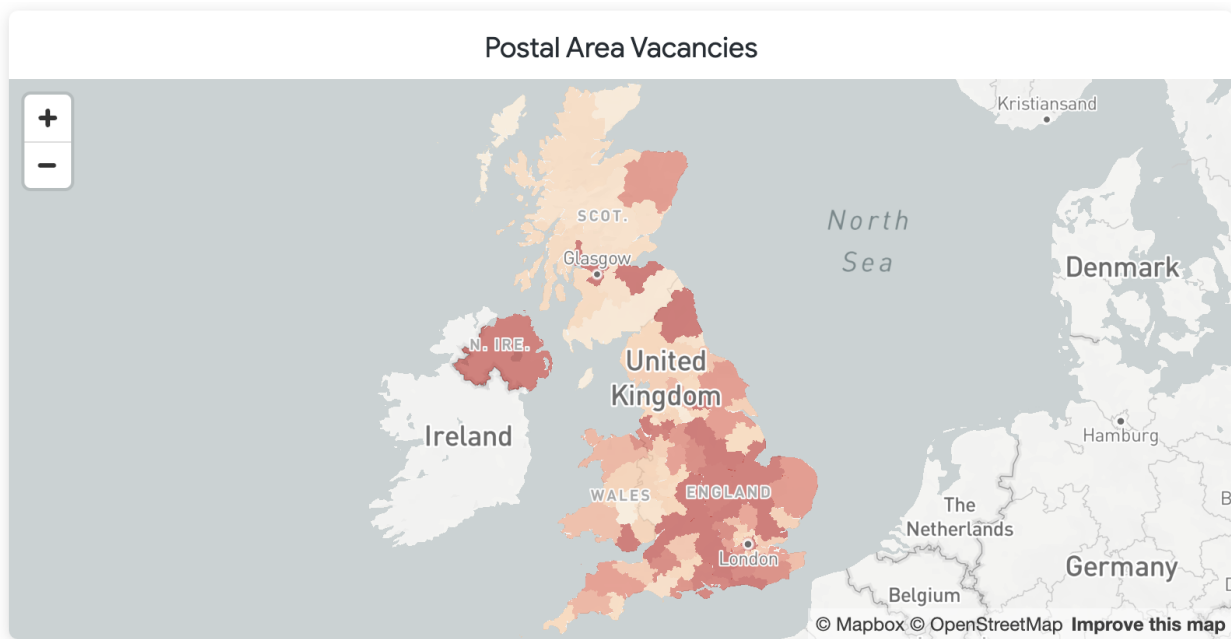


European Country Breakdown

	Country	Number of Vacancies
1	Germany	698,307
2	United Kingdom	474,979
3	France	204,880
4	Spain	37,262
5	Switzerland	36,272
6	Netherlands	36,227
7	Ireland	34,266
8	Austria	29,818
9	Poland	27,203
10	Italy	20,555



In addition to countries, we also have data for regions, cities, and postal areas. This allows our customers to investigate job concentration in a specific area. Take the UK for example; not surprisingly, the majority of the jobs are located in London, but there are also pockets throughout the UK with a high number of jobs.



The overall concentration of jobs has the expected relationship with population density. Measuring this concentration across industries, categories, and job titles is not as obvious. [Location quotients](#) are a method used to create such measures. In the chart below, we show the city-level location quotients of

warehouse jobs in the UK. As the name implies, the value is calculated by taking the quotient of two ratios: first, the ratio of total warehouse jobs in the city to total jobs in the city, and second, the ratio of total warehouse jobs in the UK to total jobs in the UK. The higher the value, the **higher** the concentration of warehouse jobs in that city, compared to the entire UK. If a city has a value below 1, there is a **lower** concentration of warehouse jobs in that city compared to the country.



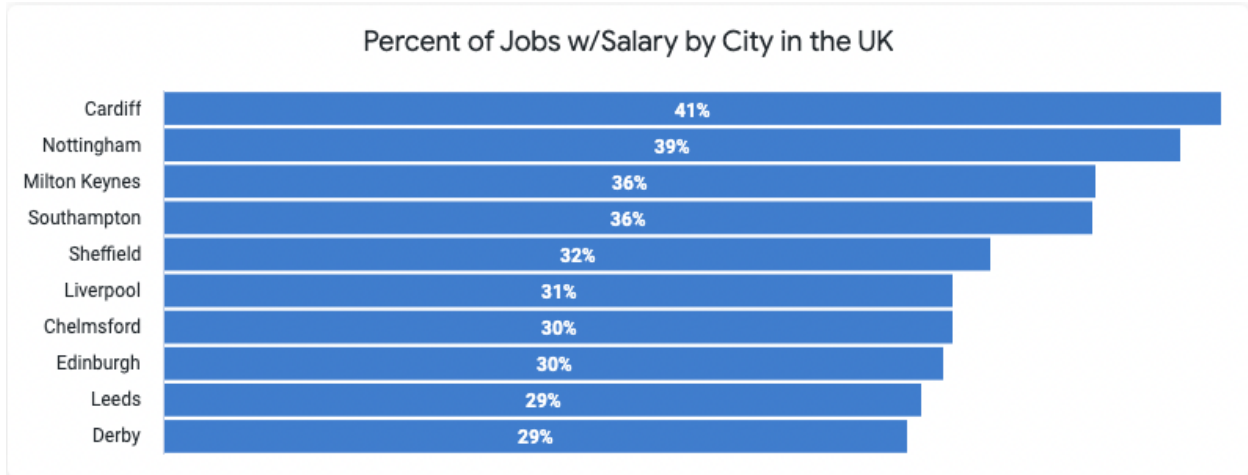
These numbers support the fact that these cities have many warehouses compared to the size of the city and in turn comprise a higher proportion of employment. Lutterworth, for example, has a 500-acre logistics and distribution center called Magna Park which is the primary economic engine of the city.

Salary

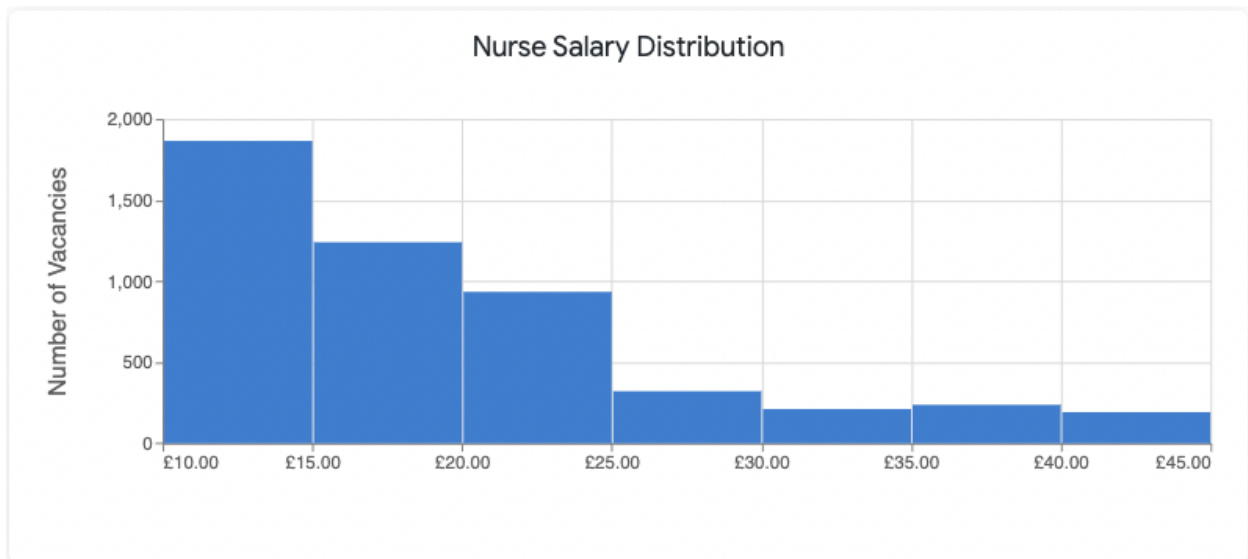
Salary transparency in job listings has been a hot topic in recent years. Job Market Pulse uses proprietary technology to parse out salary information from job postings and make it available for analysis. Take a look below at our current salary statistics in the UK.

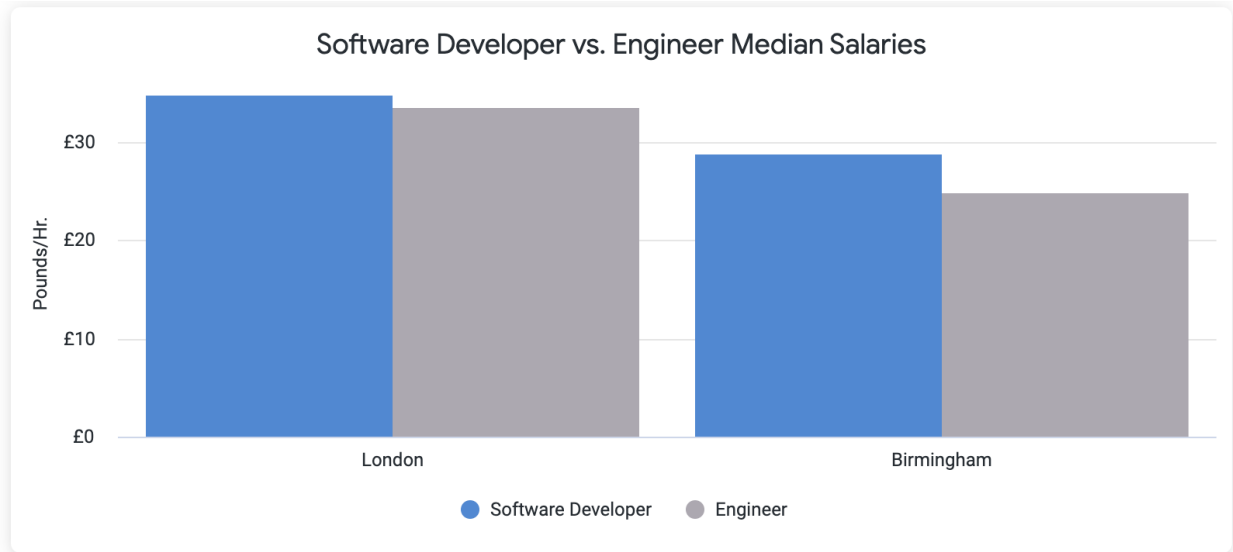


In part due to salary transparency legislation in the United States and Europe, we are seeing a global increase in the number of job postings that include salary information. Job Market Pulse is closely tracking this, and we expect to see a jump in the percentage of job postings with salary information in 2023.



Job seekers and employers can use products like our “Wage Benchmarking Tool” (see page 10 for more details) to compare wages across companies, titles, and locations for competitive analysis purposes. The following charts highlight the salaries of a few popular job titles.



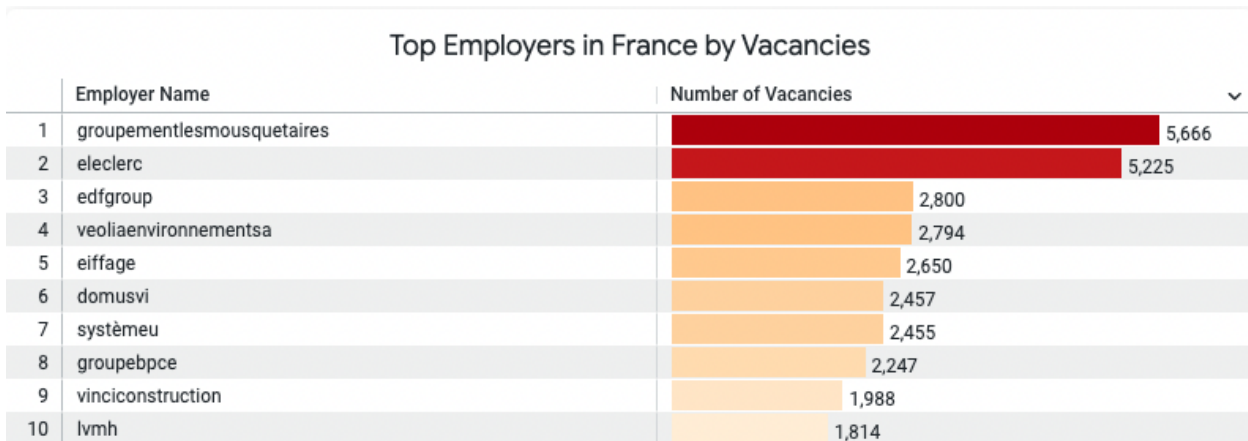
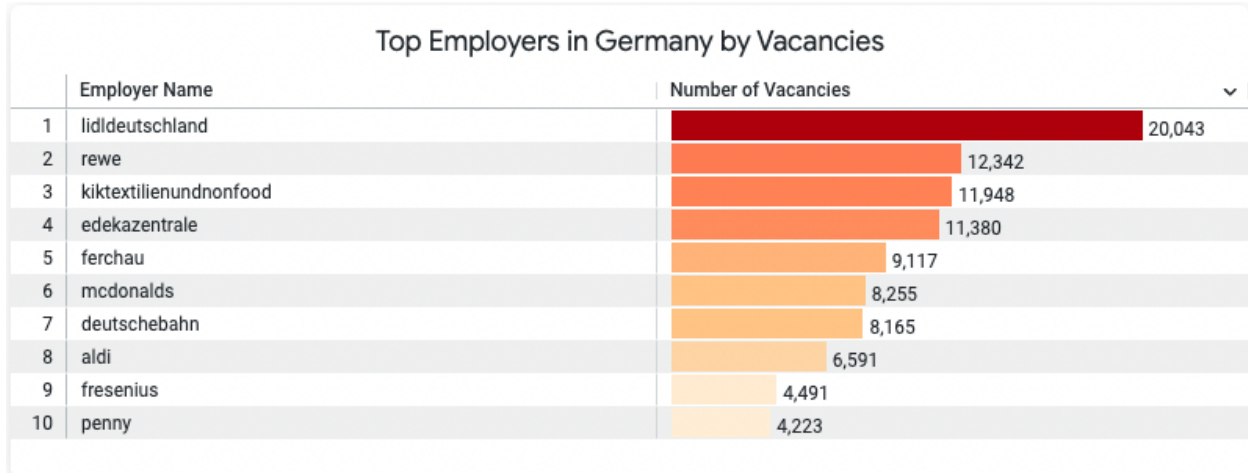


Employers

Job Market Pulse has data from more than **100,000 employers** worldwide. We are constantly monitoring and adding new employer sources every day. Below are some visuals that show which English, German, and French employers **currently** have the largest share of vacancies in our data.

Top Employers in the UK by Vacancies

	Employer Name	Number of Vacancies
1	homeinstead	3,580
2	absoluteinterpretingtranslations	3,381
3	aldi	3,029
4	tesco	2,736
5	specsavers	2,271
6	mitie	2,208
7	specsavers	2,085
8	newcrosshealthcare	1,624
9	centraladvertisinggeneralpractitioners	1,592
10	dominospizza	1,576



Vacancy Trends and Insights

One more 2022 Aspen Tech Labs accomplishment has been our ability to store and analyze historical jobs data. This has given our customers the ability to not only see a current snapshot of the job market but also allows them to view the entire picture of how the market is changing.

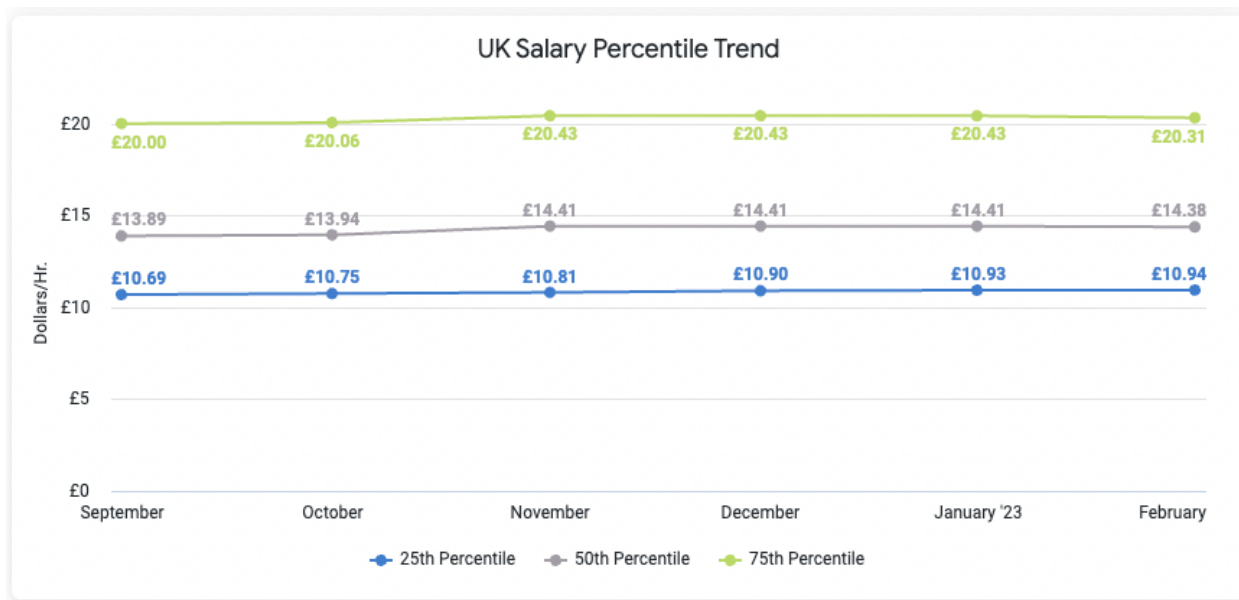
Employer Trends

The total number of vacancies that a company has open could be indicative of several things. Take Unilever for example: Job Market Pulse noted a pretty consistent number of vacancies throughout Q4 2022.



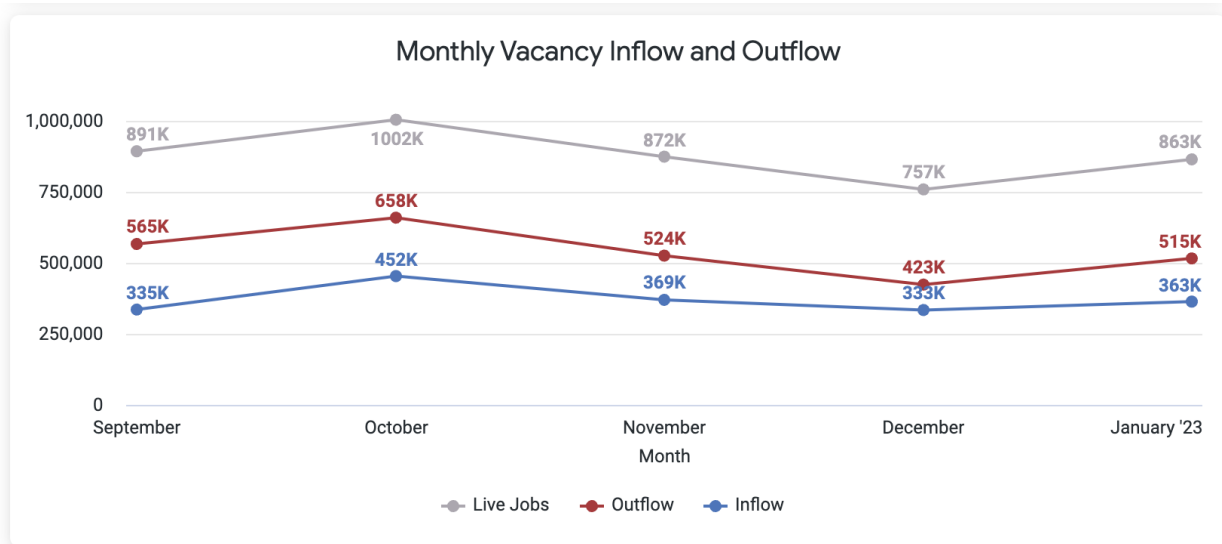
Salary Trends

Watching how wages change over time is of interest to many people – especially with inflation at a 40-year high. Job Market Pulse aggregates all UK salaries and can plot the distribution of these salaries over time. Interestingly, wages have been creeping up over the previous three months.



Vacancy Replacement Rate

One important note about our 1.6 million active U.K. jobs is that these jobs are being replaced fairly rapidly. Because of the activity on company career sites, and our daily monitoring, every week about **15%** of the jobs are removed and then replaced with new jobs. That means in two months, most, if not all the jobs that were live today will no longer be in our ‘live’ database. Job Market Pulse has the most up-to-date jobs data available.



Wage Benchmarking Tool

The Job Market Plus Wage Benchmarking Tool allows users to select a market—this could be a country, region, metro, city, or postal code—and various job titles. Wage data, from current job postings, will populate the dashboard and allow for quick analysis of competitor pricing. Users can also set alerts and be the first to know if wages are increasing or decreasing.

Below is a sample of common job titles in the UK.

Market: UK

Job Titles: Nurse, Teacher, Caregiver, Customer Service Specialist, Driver, Housekeeper, Software Engineer, and Data Analyst.

<h1>69,388</h1> <p>Total Vacancies</p>	Job Title - Year End Report (EU)	Number of Vacancies	Number of Vacancies w/Salary	Percent w/Salary	Median Age of Vacancy (days)
	1 Nurse	20,540	10,346	50%	15
	2 Teacher	13,798	4,080	30%	21
	3 Caregiver	7,902	5,023	64%	28
	4 Customer Servi...	7,651	2,474	32%	15
	5 Driver	7,486	3,894	52%	22
	6 Housekeeper	6,021	3,519	58%	14
	7 Software Engin...	4,883	973	20%	74
	8 Data Analyst	1,107	269	24%	22
<h1>30,578</h1> <p>Total Vacancies w/Salary</p>					

Hourly Salary Percentiles

	Job Title	Min	25th Percentile	Median	75th Percentile	Max
1	Software Engineer	£8.00	£18.02	£22.84	£32.44	£120.19
2	Data Analyst	£9.61	£13.70	£19.22	£24.03	£81.25
3	Nurse	£8.00	£14.41	£17.86	£21.47	£100.00
4	Teacher	£7.95	£16.05	£17.23	£19.34	£120.00
5	Driver	£8.50	£10.50	£12.85	£18.14	£70.00
6	Caregiver	£7.75	£10.41	£11.09	£12.50	£120.00
7	Customer Service ...	£7.50	£10.13	£10.90	£11.45	£86.54
8	Housekeeper	£8.00	£9.87	£10.38	£11.00	£94.05

Jobs Sample

	Job Title	Employer Name (raw)	Salary Low	Salary High	Source Type	Source URL
1	Senior Care Assis...	BUPA	£11.25	£12.72	company	Job Source
2	Senior Integrated ...	Health Jobs UK	£16.20	£19.51	jobboard	Job Source
3	Teacher of Maths	Teaching vacanci...	£13.46	£18.65	agency	Job Source
4	Teacher of Huma...	Teaching vacanci...	£13.46	£21.00	agency	Job Source
5	Complex Needs T...	Pink Tile Education	£12.36	£20.00	agency	Job Source
6	Staff Nurse with i...	Hertfordshire Par...	£13.00	£15.83	company	Job Source
7	Staff Nurse Band 5	Health Jobs UK	£13.00	£15.83	jobboard	Job Source
8	Staff Nurse - 3K I...	Northumberland, ...	£13.00	£15.83	company	Job Source

Conclusion

Note that this report is a high-level demonstration of Job Market Pulse. Subscribers have access to more specific details of each job in the database. For example, Wage Benchmarking customers can drill down on summary wage data, to see actual competitor individual job postings (by company, market, etc) that comprise the averages/totals. Job Market Pulse is a powerful, real-time competitive tool, to assist our customers in staying in front of this challenging labor market.

We appreciate you taking the time to read through our Job Market Pulse Europe Snapshot report. If you have feedback you would like to share with us or if you would like to set up a demo, email ana.s@aspentechlabs.com

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