



Find verifiable, citation-ready numerical data (2023–2025) related to (a) talent retention challenges in Deloitte UK and the UK consulting industry, and (b) ESG adoption, compliance, or sustainability progress for Deloitte UK. Extract only quantitative data that can be visualised (percentages, totals, growth rates, reductions, comparisons across firms, or year-on-year changes). Combine results into two separate tables: Table 1 for Talent Retention Data and Table 2 for ESG Integration Data. Each table must include: Data Point | Value | Year | Source | Suggested Chart Type (bar chart, pie chart, line graph, infographic). At the end, generate a short list of recommended visuals for an academic research poster based on which data points will be most impactful.

Here are two tables with citation-ready quantitative data (2023–2025) for (a) talent retention in Deloitte UK and the UK consulting sector, and (b) ESG integration for Deloitte UK, formatted for easy use in visualisations.

Table 1: Talent Retention Data

| Data Point | Value | Year | Source | Suggested Chart Type |
|--|-------|------|---|------------------------|
| Burnout prevalence among UK employees (all sectors) | 79% | 2025 | LinkedIn Workforce Insights [1] | Bar chart, infographic |
| Average UK consulting sector turnover rate (monthly) | 3.8% | 2023 | TravelPerk [2] | Line graph |
| Share of UK organisations reporting skill shortages | 73% | 2023 | Edge Foundation [3] | Bar chart, pie chart |

| Data Point | Value | Year | Source | Suggested Chart Type |
|---|-----------------------|------|---|----------------------|
| % of vacancies due to skill shortages (UK consulting) | 27% | 2024 | DfE/Sector Report [4] | Line graph |
| Deloitte UK tech consulting revenue change | -10% (decline) | 2025 | International Accounting Bulletin [5] | Bar chart |
| Deloitte/Big Four layoffs trend | Peaked, now declining | 2024 | Financial Times [6] | Line graph |

Table 2: ESG Integration Data

| Data Point | Value | Year | Source | Suggested Chart Type |
|---|---------------------|-----------|--|------------------------|
| Big Four's share of FTSE 350 sustainability assurance market | 40% | 2024 | Financial Reporting Council [7] | Bar chart |
| Share of FTSE 100 companies making material restatements in ESG | 46% | 2025 | Deloitte UK [8] | Pie chart, bar chart |
| Restatements due to GHG metrics (within FTSE 100) | 77% of restatements | 2025 | Deloitte UK [8] | Pie chart |
| UK territorial GHG emissions reduction since 1990 | 50.4% lower | 2024 | UK Committee on Climate Change [9] | Line graph |
| Annual GHG reduction, UK (year-on-year) | 2.5% drop | 2023–2024 | UK Committee on Climate Change [9] | Line graph |
| FTSE 100 firms with net zero targets | 79 out of 100 | 2025 | Deloitte UK [8] | Bar chart, infographic |

Recommended Visuals for Academic Research Poster

- Line chart showing UK consulting sector turnover vs. skill shortage vacancy rates (trend over time).
- Pie chart or bar chart on FTSE 100 ESG restatements and reasons for restatements.
- Line graph of UK territorial GHG emissions reduction (1990–2024) to demonstrate long-term progress.
- Infographic or bar chart illustrating the Big Four's share of the UK sustainability assurance market.

These visuals best highlight sectoral challenges and progress, and draw out key insights on talent retention and ESG integration for Deloitte UK and the consulting industry. [\[1\]](#) [\[2\]](#) [\[3\]](#) [\[4\]](#) [\[5\]](#) [\[6\]](#) [\[7\]](#) [\[8\]](#) [\[9\]](#)



1. <https://www.linkedin.com/pulse/talent-drain-how-overload-from-organizational-fuels-andre-te5ke>

2. <https://www.perk.com/blog/employee-retention-statistics/>

3. https://www.edge.co.uk/documents/480/DD1279_-_Skills_shortages_bulletin_summary_2024_FINAL.pdf
4. <https://www.theemploymentlawsolicitors.co.uk/news/2025/07/31/skills-shortages-2/>
5. <https://www.internationalaccountingbulletin.com/news/deloitte-uk-job-cuts/>
6. <https://www.ft.com/content/c921dee7-6ecd-4a80-90f6-7cc4a5a4a988>
7. <https://boardagenda.com/2025/02/05/big-four-firms-success-threatens-sustainability-assurance-choice/>
8. <https://www.deloitte.com/uk/en/about/press-room/sustainability-adjustments-creep-higher-in-reporting-amongst-uks-largest-companies.html>
9. <https://www.theccc.org.uk/publication/progress-in-reducing-emissions-2025-report-to-parliament/>