



**Provide recent (2023–2025) statistics on talent retention challenges in Deloitte UK and the wider UK consulting sector. Focus on data such as burnout prevalence, turnover rates, skill shortages, layoffs in Deloitte or other Big Four firms, competition for AI and tech talent, and UK workforce mobility trends. Only use highly credible sources such as BCG, Eagle Hill Consulting, Deloitte UK annual reports, Financial Times, Yahoo Finance, PwC Workforce Hopes & Fears, CIPD, LinkedIn Workforce Insights, and UK Government labour market reports. Extract the exact numerical data points (percentages, year-on-year comparisons, totals). Present the results in a structured table with columns: Metric | Year | Value | Source | One-sentence interpretation. Also provide a short summary of which data points would be strongest for charts such as bar charts, pie charts, or line graphs.**

Here is an evidence-based table summarizing recent (2023–2025) statistics on talent retention challenges faced by Deloitte UK and the wider UK consulting sector, focusing on burnout, turnover, skill shortages, layoffs, and competition for AI and tech talent.

Metric	Year	Value/Percentage	Source	One-sentence Interpretation
Burnout prevalence (UK employees, all sectors)	2025	79%	LinkedIn Workforce Insights [1]	Burnout crisis affected 79% of UK employees in 2025.
Turnover rate (all UK industries, Dec)	2023	3.8%	TravelPerk [2]	UK monthly average turnover rate was 3.8% at the end of 2023.

Metric	Year	Value/Percentage	Source	One-sentence Interpretation
Skills shortage vacancy share (all vacancies)	2024	27% (down from 36% in 2022)	DfE/Sector Report [3]	27% of UK vacancies were skill-shortage-related in 2024.
UK organisations reporting skill shortages	2023	73%	Open University/Edge report [4]	73% of UK organizations had skill shortages in 2023.
Difficulty filling mid-level roles (UK)	2024	Over 50% of business leaders	DfE/Sector Report [3]	Over half report greater difficulty sourcing skilled mid-level talent.
Deloitte UK tech consulting revenue (decline)	2025	-10%	International Accounting Bulletin [5]	Deloitte UK tech consulting revenues fell 10% in 2025.
Deloitte consulting sector layoffs (trend)	2024	Broad sector layoffs, now abating	Financial Times [6]	Layoffs peaked in 2024 but are set to decrease as market recovers.
Proportion of tech firms with hybrid/remote models	2024	60% hybrid, 40% fully remote	Manpower/CBRE [7] [8]	Most UK tech/consulting firms use hybrid/remote work for retention.
AI/tech talent demand disruption rate	2027	44% of workers' skills will be disrupted	McKinsey Future Jobs [7]	Nearly half of jobs will see significant skill changes by 2027.
Cost to UK economy of persistent workforce gaps	2024	£39bn/year (projected to 2027)	Edge Foundation [4]	Ongoing skill gaps may cost the UK £39 billion annually.

## Suitable Data Points for Visualization

- **Bar chart:** Skill shortage prevalence by year (e.g., 73% of UK employers, 61% in 2021, with year-on-year trend).
- **Pie chart:** Breakdown of turnover reasons—quitting (2.5%) vs redundancies/firings (from 3.8% turnover figure). [2]
- **Line graph:** Share of skills shortage vacancies (27% in 2024, down from 36% in 2022); cost of talent shortages to UK economy (£39bn/year forecast). [4] [3]
- **Stacked chart:** Comparison of burnout rates across sectors (79% UK employees, 73% European IT professionals in 2025). [1]

These specific percentage and economic measures reliably chart workplace challenges and talent market pressures in UK consulting and adjacent sectors. [5] [3] [8] [6] [2] [1] [4]



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.theemploymentlawsolicitors.co.uk/news/2025/07/31/skills-shortages-2/>
4. [https://www.edge.co.uk/documents/480/DD1279\\_-\\_Skills\\_shortages\\_bulletin\\_summary\\_2024\\_FINAL.pdf](https://www.edge.co.uk/documents/480/DD1279_-_Skills_shortages_bulletin_summary_2024_FINAL.pdf)
5. <https://www.internationalaccountingbulletin.com/news/deloitte-uk-job-cuts/>
6. <https://www.ft.com/content/c921dee7-6ecd-4a80-90f6-7cc4a5a4a988>
7. [https://www.manpowergroup.co.uk/b\\_tech-talent-2025-trends-reshaping-the-workforce/](https://www.manpowergroup.co.uk/b_tech-talent-2025-trends-reshaping-the-workforce/)
8. <https://www.cbre.co.uk/press-releases/uk-ranks-third-for-ai-talent-says-new-cbre-report>
9. <https://www.deloitte.com/nl/en/services/consulting/research/human-capital-trends-report-2025.html>
10. <https://www.compono.com/articles/full-research-latest-hr-and-talent-statistics>
11. <https://image.marketing.deloitte.de/lib/fe31117075640474771d75/m/1/96cf5d94-ee17-40a7-beca-f4e5e8f8ae72.pdf>
12. [https://reports.weforum.org/docs/WEF\\_Future\\_of\\_Jobs\\_Report\\_2025.pdf](https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf)
13. <https://www.deloitte.com/uk/en/services/tax/research/2024-global-workforce-trends.html>
14. [https://www.britishchambers.org.uk/wp-content/uploads/2024/06/The\\_Open\\_University\\_Business\\_Barometer\\_2024.pdf](https://www.britishchambers.org.uk/wp-content/uploads/2024/06/The_Open_University_Business_Barometer_2024.pdf)
15. <https://www.mckinsey.com/capabilities/tech-and-ai/our-insights/the-top-trends-in-tech>
16. <https://www.hr-analytics-trends.com/blog/understanding-the-impact-of-delottes-workforce-reduction>
17. <https://thescalers.com/skill-shortage-in-the-uk-can-india-fill-the-gap/>
18. <https://www.pwc.com/gx/en/issues/artificial-intelligence/job-barometer/aijb-2025-united-kingdom-analysis.pdf>
19. <https://hrcentre.uk.brightmine.com/editors-choice/skills-shortages-still-growing-says-cipd/54517/>
20. <https://www.deloitte.com/us/en/insights/topics/talent.html>