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State of Healthtech Recruitment 2020

Including a **COVID-19** Update

INTRODUCTION

About the Report.

As the demand for better medical care rises — especially in the wake of COVID-19 — tech companies continue to challenge global healthcare conventions. In an effort to fill critical gaps and overcome challenges, the healthtech industry is in a mad dash to innovate.

In today's remote world, the need for digital healthcare solutions is vital. Shortly following the onset of COVID-19, 76 percent of U.S. hospitals reported using remote technologies to connect with patients and consult healthcare professionals.

Furthermore, the global healthcare information technologies market is expected to reach $270.3 billion by 2021, up from $227.5 billion this year. In a time marked by global instability and economic uncertainty, one thing's for certain: healthtech remains strong.

To stay relevant, employers need to regularly update their tech stack, test limits and innovate quickly. None of which could be accomplished without a strong workforce. Understanding how you fare against the competition can help you leverage your strengths in the fight for talent. This report will give you direct insight into the current state of healthtech and empower you to make important improvements to your recruitment strategy and employer brand.

METHODOLOGY

Report Methodology.

This report is based on publicly-facing first-party data from healthtech employers across seven of our online communities. These regions include Austin, Boston, Chicago, Colorado, Los Angeles, New York City and Seattle.

Unless otherwise mentioned, salary data was obtained via our online salary tools. Third-party data was sourced from Salary.com. The salary averages on our website represent real-time data and fluctuate as new submissions are added by candidates. The data in this report reflects salary averages as of Q1 2020.

The most in-demand roles were determined by combining data across these seven major markets. The results reflect the current demand for healthtech employees and industry competition.

ANALYSIS

Using the Data in this Report.

Great employees are the backbone of any organization. In order to innovate faster and meet the demands of your clients, you need people who are invested in the business.

The goal of this report is to help you understand the recruitment landscape within the broader healthtech industry and how your needs and offerings compare with your competitors. Industry growth data does not represent a benchmark for individual business progress. Rather, it highlights the current and projected competition for talent between healthtech employers.

While tech professionals in general are highly sought after, our data identifies the most competitive roles on the market, which you can leverage to create a comprehensive, long-term workforce strategy.

Recruiters are no longer selling roles; they're selling employee experiences. Use our benefits, salary and D&I data to ensure your employer offerings are on par with the competition. Failing to do so will cost you talent.

Keep in mind that the data in this report does not exist within a vacuum. Look internally to fully understand the efficacy of your recruitment efforts. Regularly measure and track key recruitment metrics including time-to-fill and employee retention rate. Furthermore, be mindful of the fact that every organization is unique; what works for other companies may not work for yours.

TABLE OF CONTENTS

Some of the Companies We Analyzed.

The data in this report comes from some of the biggest names in the healthtech industry. Here's a look at some of the companies we included.

Walgreens

noom

TEMPUS

realself.

CancerIQ

headspace

SECTION I

State of the Healthtech Industry

With the proliferation of the Internet of Things, AI and the big data that comes with such technology, healthtech companies are able to learn and adapt quicker than they previously ever could. In the continuous effort to heal and improve quality of life around the world, healthcare providers and recipients are heavily investing in technology.

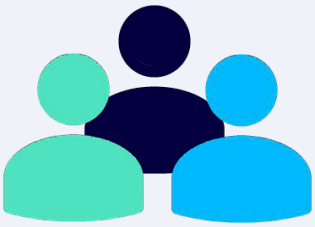
SECTION I

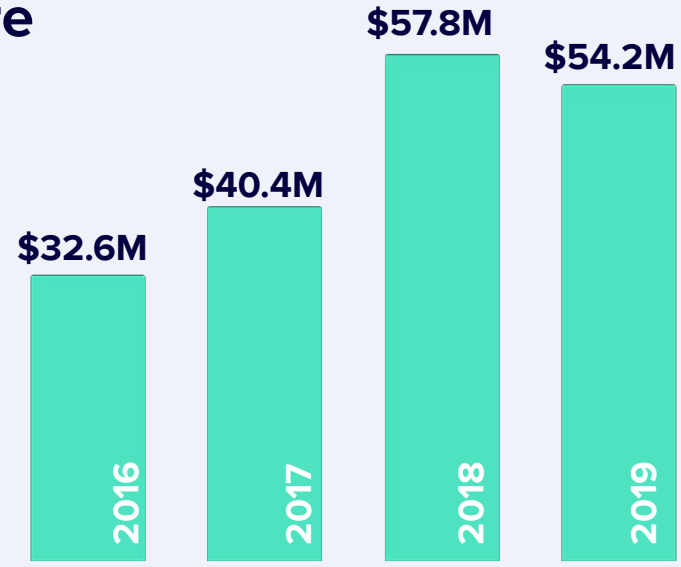
The number of annual funding deals for healthcare startups has consistently increased over the past four years: 3,741 (2016), 4,223 (2017), 4,813 (2018) and 4,959 (2019). However, the total amount of funding raised globally has declined since 2018, as shown in the graph below. However, that trend is not consistent globally.

Funding for healthcare startups in North America and Asia dropped by 11 percent YoY in 2019, whereas European companies noticed a 35 percent increase in funding — even though 19 of the 22 digital health* mega-rounds were funded in North America and Asia.

** CB Insights defines digital health as companies in the healthcare space that use technology/software as a key differentiator vs. their competition.*

Global healthcare funding year over year





Growth is imminent for healthtech. The statistics on the next few pages will give you a better sense of the current state of the industry.

SECTION I

Projected Growth.

23.6%

The global healthcare information technologies market is projected to grow at CAGR of 23.6 percent through 2021.

$270B

It's predicted that by 2021 the global digital health market will reach $270.3 billion.

72%

As smart apps, wearables and VR integrate into healthtech, 72 percent of people report feeling positive regarding AI technology for healthcare.

#ai

Of the top hashtags utilized in relation to healthtech, #ai is the most common, followed by #healthcare, #healthtech, #digitalhealth and #health.

SECTION I

2019 Healthtech Funding.

$136.8B

The internet of medical things is rapidly growing and predicted to reach $136.8 billion by 2021.

3/5

Of the top five AI healthcare funding rounds, three went to research drug and development startups.

↓27%

Funding for women's health startups dropped 27 percent from Q3'19 to Q4'19.

Apps

Of all the health technologies out there, apps are by far the most discussed online, followed by health insurance, medical education and AI.

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SECTION I

COVID-19's Effect on Recruitment.

92%

Even in the midst of COVID-19, 92% of Built In's healthtech customers are actively hiring, according to data obtained through our online communities.

84%

More than three-fourths (84 percent) of talent acquisition professionals are actively working to adapt their processes to work remotely.

12%

Only 12.14 percent of companies have not made changes to their recruitment process as a result of COVID-19.

72%

Recent surveys indicate that 72 percent of office workers want to work remotely at least two days each week following COVID-19.

SECTION I

Top 2 Global Funding Rounds.

1 Babylon Health – $550M

Babylon Health is a London-based application company that connects patients with doctors remotely, allowing them to make consultations over video messaging. In 2019, they raised $550 million in a series C funding round.

2 VillageMD – $175M

VillageMD helps physicians provide patients who are unable to attain adequate education and resources beyond the doctor's office with additional guidance during their healing process. Based in Chicago, IL, VillageMD raised $175 million in a Series B funding round in Q3 of 2019.

SECTION I

2020 Healthtech Unicorns.

“Unicorns” are privately held technology startups valued at $1 billion or more.

39 As of 2019, there are 39 healthcare unicorns around the world.

$92.8B Healthcare unicorns have reached $92.8 billion in total valuation.

20 The United States alone has 20 startup unicorns in the healthcare industry.

9 There are nine healthcare unicorns in Asia and Europe.

SECTION I

Top Q4’19 U.S. Healthtech Deals.

1. **Bright Health**, Minneapolis, MN – $1,075M
2. **Grail**, Menlo Park, CA – $1,740M
3. **GenapSys**, Redwood City, CA – $128M
4. **ArsenalBio**, San Francisco, CA – $85M
5. **Weave**, Lehi, UT – $155M

SECTION II

Most In-Demand Roles Overall

Before you double down on your recruitment efforts across the board, take a look at the three most in-demand roles in healthtech by job title. You may not be hiring for these roles today, but odds are good you will be in the near future, so be sure to account for the high level of demand in your workforce planning efforts to get a leg up on the competition and reduce your time-to-fill.

SECTION II

Most In-Demand Roles in Healthtech.

1. Software Engineer
2. Quality Assurance Engineer
3. Data Analyst

#1 Software Engineer

As with all tech-driven organizations, the development team is the backbone of healthtech. In order to launch and scale innovative new products, companies need an elite team of engineers. It comes as no surprise that the most in-demand role across the healthtech industry is software engineers. In fact, the need for software engineers is expected to skyrocket, with the demand for blockchain and security engineers up 517 percent and 132 percent YoY, respectively.

Software engineers — commonly referred to as “developers” — are responsible for designing and developing software programs, which can range from custom applications to entire systems. The title “software engineer” is widely used by employers. As a result, actual job responsibilities for software engineers can vary across companies. They typically have formalized training and a degree in engineering, and in some countries it’s legally required.

SECTION II

#2 Quality Assurance Engineer

Creating quality code is essential when it comes to building technology for the healthcare industry. While healthtech companies need software engineers first and foremost, it makes sense that quality assurance (QA) engineers come in second as the most in-demand role in healthtech.

QA engineers inspect and manage the quality of work completed by developers from a project's start to finish. They play a critical role in ensuring products and technology meet all internal project guidelines as well as government regulations and laws — a top concern for healthtech companies.

#3 Data Analyst

As more patients and physicians use technology, the amount of data healthtech companies collect increases. Data analysts help a business translate the information it gathers into insights that can be used to improve outcomes and procedures.

Data analysts are expected to monitor and gather data across a business. They organize, analyze, update and translate the data into non-technical findings. These insights keep companies informed on trends and gaps in their products and help them make important business decisions.

SECTION III

Most In-Demand Job Functions

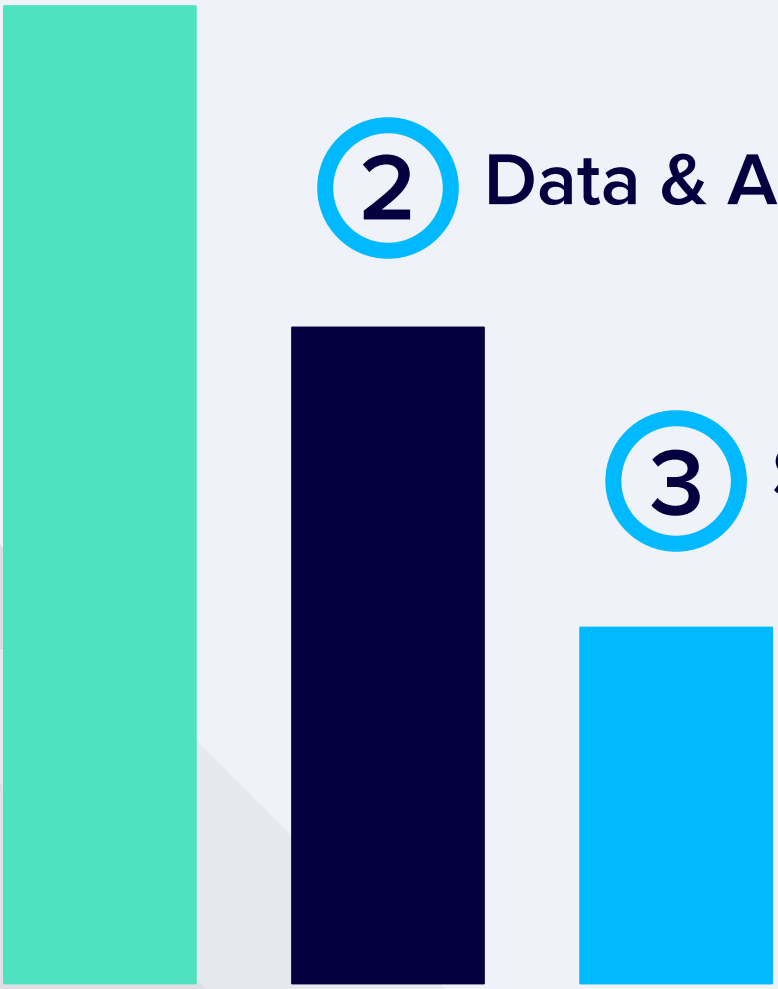
Teams at young companies are often required to wear multiple hats. As a result, job titles are subject to interpretation despite referring to the same function — the skill sets, experience and expertise needed to perform the role. To shed additional light on the most in-demand roles in healthtech, we also analyzed the top job functions to help you more accurately tailor descriptions to job titles and better understand the most sought-after professionals.

Please note, operations ranked third as the most in-demand job function. However, due to the extreme variance in job titles, the data was inconclusive. As a result, sales is represented in this report as the third most in-demand job function.

SECTION III

Most In-Demand Job Functions in Healthtech.

1. Software Development & Engineering
2. Data & Analytics
3. Sales



SECTION IV

Most In-Demand Roles by Job Function

The most sought-after job functions are integral to the success, evolution and longevity of a healthtech company. Each team and department fulfills a particular business need by performing a unique job function. With that in mind, we analyzed the most in-demand roles by job function. Leverage this data to understand who your competitors are looking for and what purpose each role serves.

SECTION IV

Development + Engineering.

1. Software Engineer

As mentioned in a previous section, software engineers are responsible for designing and developing software programs. They typically oversee the entire development process and work alongside a team of engineers. Additionally, software engineers have formal training and an engineering degree.

2. Quality Assurance Engineer

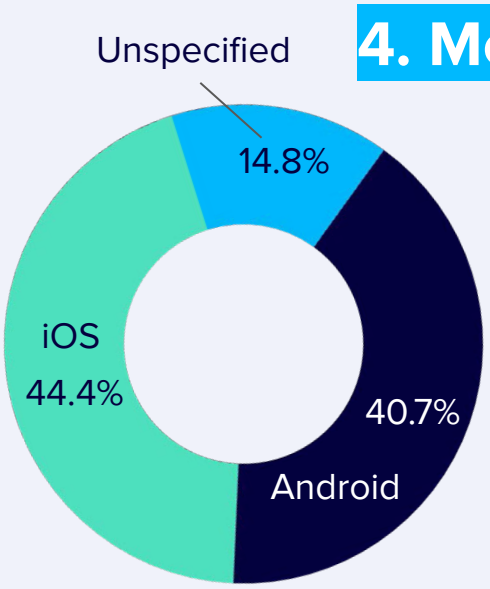
QA (quality assurance) engineers monitor the development process to verify all products and software adhere to company and legal standards. They're responsible for setting and meeting testing goals to ensure quality, while keeping the project timeline on track.

3. Front-End Engineer

Front-end engineers create the visual components of a website, app or software system. They employ UX/UI best practices to ensure the aesthetics and functionality meet user needs. Front-end engineers have specialized coding knowledge, particularly in HTML, CSS and Javascript.

SECTION IV

Development + Engineering.



4. Mobile Engineer

Mobile engineers develop software applications for mobile devices. They're responsible for maintaining the application's functionality and regularly releasing improved versions.

Of the mobile engineering roles analyzed in this report, 40.7 percent were designated as Android, 44.4 percent were listed as iOS and 14.8 percent were unspecified.

5. Full-Stack Engineer

A full-stack engineer is a type of software engineer that works on both the front and back ends of a website or application. They work with the full "stack" — the technologies and sub-modules needed to make a complete software solution — which can refer to a mobile stack, web stack or native application stack.

6. Engineering Manager

Engineering managers supervise engineers to ensure projects are completed on time, within budget and to the highest quality standard. They typically have extensive engineering experience and make key decisions for the team, including training, hiring and purchasing tech equipment and software.

SECTION IV

Data + Analytics.

1. Data Analyst

As the name implies, a data analyst is responsible for analyzing data and translating the results into non-technical language that can be easily understood by various members of the team. Data analysts must first collect the data, then eliminate “dirty data,” or inaccurate figures.

2. Data Engineer

Data engineers create the information systems that aggregate and store an organization’s data. Within these infrastructures, they implement processes that clean and transform data into organized databases that can then be passed onto data analysts and scientists.

3. Data Scientist

A complementary role to data analyst, a data scientist is tasked with deriving meaning from a given data set. The work data scientists produce is used to improve procedures, adjust spend or more effectively target niche demographics.

SECTION IV

Sales.

1. Account Executive

An account executive is responsible for sourcing prospective customers, working existing sales leads and closing deals. Account executives secure new business and have quotas (annual and quarterly) to monitor their performance.

2. Sales Development Representative

The sales development representative (SDR) — sometimes referred to business development representative (BDR) — is the gateway to the sales funnel and is responsible for qualifying leads that get passed onto other members of the sales team. An SDR researches prospects and educates them about the company's offerings.

3. Account Manager

Account managers (AM) are tasked with maintaining the relationship with existing clients. After the account executive closes the deal, an AM is responsible for renewing — and ideally upselling — a client's contract.

SECTION V

Salary Breakdown

Salary is the first line of defense when competing for talent, regardless of industry. If your compensation offer is too low, a candidate will look elsewhere. For the highly sought-after roles we've discussed in this report, qualified individuals know their worth and quickly find alternative employment.

To help you gauge the competitiveness of your compensation packages, we analyzed salary data for the most in-demand roles by function nationally and across seven major markets. An asterisk (*) indicates third-party data.

National Salary Breakdown: Development & Engineering

Job Title	Nat'l Average
Software Engineer	$118,027
QA Engineer	$90,098
Front-End Engineer	$98,089
Mobile Engineer	$111,444[†]
Full-Stack Engineer	$104,324[*]
Engineering Manager	$155,859

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

National Salary Breakdown: Data & Analytics

Job Title	Nat'l Average
Data Analyst	$75,530
Data Engineer	$116,459
Data Scientist	$120,576

National Salary Breakdown: Sales

Job Title	Nat'l Average
Account Executive	Base: $75,484 Total: $138,716
Sales Development Representative	Base: $50,591 Total: $71,493
Account Manager	Base: $69,821 Total: $96,415

Total salary accounts for bonuses and commission checks.

Austin

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Austin Salary Breakdown: Development & Engineering

Job Title	Average Salary
Software Engineer	$114,158
QA Engineer	$78,269
Front-End Engineer	$98,286
Mobile Engineer	$107,575[†]
Full-Stack Engineer	$94,516[*]
Engineering Manager	$143,496

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

Austin Salary Breakdown: Data & Analytics

Job Title	Average Salary
Data Analyst	$70,887
Data Engineer	$102,927
Data Scientist	$112,517

Austin Salary Breakdown: Sales

Job Title	Average Salary
Account Executive	Base: $71,204 Total: $132,338
Sales Development Representative	Base: $47,034 Total: $67,917
Account Manager	Base: $70,371 Total: $101,003

Total salary accounts for bonuses and commission checks.

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Boston

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Boston Salary Breakdown: Development & Engineering

Job Title	Average Salary
Software Engineer	$112,704
QA Engineer	$96,146
Front-End Engineer	$101,690
Mobile Engineer	$114,189[†]
Full-Stack Engineer	$108,470[*]
Engineering Manager	$147,020

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

Boston Salary Breakdown: Data & Analytics

Job Title	Average Salary
Data Analyst	$73,711
Data Engineer	$114,150
Data Scientist	$125,103

SECTION V

Boston Salary Breakdown: Sales

Job Title	Average Salary
Account Executive	Base: $72,723 Total: $132,268
Sales Development Representative	Base: $48,432 Total: $64,614
Account Manager	Base: $68,250 Total: $96,670

Total salary accounts for bonuses and commission checks.

Free Tool!

Get Boston-specific salary data segmented by company size, gender and years of experience with our free salary tool.

Chicago

Chicago Salary Breakdown: Development & Engineering

Job Title	Average Salary
Software Engineer	$109,672
QA Engineer	$81,651
Front-End Engineer	$95,958
Mobile Engineer	$100,733[†]
Full-Stack Engineer	$101,868[*]
Engineering Manager	$146,070

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

Chicago Salary Breakdown: Data & Analytics

Job Title	Average Salary
Data Analyst	$69,000
Data Engineer	$121,098
Data Scientist	$111,602

SECTION V

Chicago Salary Breakdown: Sales

Job Title	Average Salary
Account Executive	Base: $69,529 Total: $128,798
Sales Development Representative	Base: $45,848 Total: $64,471
Account Manager	Base: $69,738 Total: $92,315

Total salary accounts for bonuses and commission checks.

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Colorado

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Colorado Salary Breakdown: Development & Engineering

Job Title	Average Salary
Software Engineer	$106,396
QA Engineer	$80,937
Front-End Engineer	$82,532
Mobile Engineer	$95,736[†]
Full-Stack Engineer	$95,814[*]
Engineering Manager	$136,954

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

Colorado Salary Breakdown: Data & Analytics

Job Title	Average Salary
Data Analyst	$67,563
Data Engineer	$101,446
Data Scientist	$108,107

SECTION V

Colorado Salary Breakdown: Sales

Job Title	Average Salary
Account Executive	Base: $69,514 Total: $121,038
Sales Development Representative	Base: $46,853 Total: $63,628
Account Manager	Base: $60,354 Total: $88,868

Total salary accounts for bonuses and commission checks.

Free Tool!

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Los Angeles

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Los Angeles Salary Breakdown: Development & Engineering

Job Title	Average Salary
Software Engineer	$127,739
QA Engineer	$103,475
Front-End Engineer	$98,225
Mobile Engineer	$126,354[†]
Full-Stack Engineer	$108,182[*]
Engineering Manager	$163,713

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

Los Angeles Salary Breakdown: Data & Analytics

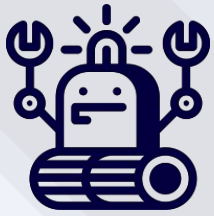
Job Title	Average Salary
Data Analyst	$83,795
Data Engineer	$124,954
Data Scientist	$131,667

Los Angeles Salary Breakdown: Sales

Job Title	Average Salary
Account Executive	Base: $76,873 Total: $148,409
Sales Development Representative	Base: $63,220 Total: $95,845
Account Manager	Base: $74,852 Total: $101,483

Total salary accounts for bonuses and commission checks.

Free Tool!



Get LA-specific salary datadata segmented by company size, gender and years of experience with our free salary tool.

New York City

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New York City Salary Breakdown: Development & Engineering

Job Title	Average Salary
Software Engineer	$127,407
QA Engineer	$98,036
Front-End Engineer	$112,683
Mobile Engineer	$128,061[†]
Full-Stack Engineer	$116,283[*]
Engineering Manager	$179,791

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

New York City Salary Breakdown: Data & Analytics

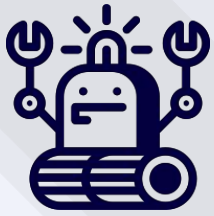
Job Title	Average Salary
Data Analyst	$80,772
Data Engineer	$124,169
Data Scientist	$132,091

New York City Salary Breakdown: Sales

Job Title	Average Salary
Account Executive	Base: $84,599 Total: $152,685
Sales Development Representative	Base: $51,916 Total: $71,885
Account Manager	Base: $76,119 Total: $103,063

Total salary accounts for bonuses and commission checks.

Free Tool!



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Seattle

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Seattle Salary Breakdown: Development & Engineering

Job Title	Average Salary
Software Engineer	$128,115
QA Engineer	$92,169
Front-End Engineer	$97,250
Mobile Engineer	$107,459[†]
Full-Stack Engineer	$105,136[*]
Engineering Manager	$173,972

[†]*Average mobile engineer salary was determined by averaging those of iOS and Android engineers.*

Seattle Salary Breakdown: Data & Analytics

Job Title	Average Salary
Data Analyst	$82,981
Data Engineer	$126,468
Data Scientist	$122,942

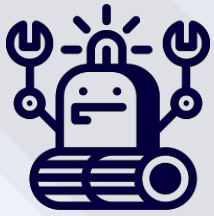
SECTION V

Seattle Salary Breakdown: Sales

Job Title	Average Salary
Account Executive	Base: $83,943 Total: $155,476
Sales Development Representative	Base: $50,833 Total: $72,088
Account Manager	Base: $69,065 Total: $91,503

Total salary accounts for bonuses and commission checks.

Free Tool!



Get Seattle-specific salary data segmented by company size, gender and years of experience with our free salary tool.

SECTION VI

Top Benefits Offered

In addition to a competitive salary, candidates expect a thorough benefits package that prioritizes individuality and work-life-balance — especially at tech companies known for their progressive cultures.

With that in mind, we cross-referenced the five most in-demand benefits as identified in our 2020 Benefits Report against the current state of the healthtech industry to see how many healthtech companies are meeting this demand. Failing to provide these benefits will cost you top talent; 63 percent of job seekers say they look for perks and benefits when evaluating job posts.

SECTION VI

The following data is shared as a percentage of the total healthtech employers across seven of our online communities that currently offer the top five most popular employee perks and benefits as measured by user search behavior. None of the healthtech companies we analyzed are currently offering all five, while just over five percent of companies are not offering any of the top benefits.

1. 401(k) Match

Employee 401(k) matching is offered by 42 percent of healthtech companies. Nationwide and across the technology sector, this is the fourth most desirable employee benefit. It is distinctly different from simply offering a 401(k) or comparable retirement plan, which is no longer seen as a perk but an expectation. Rapidly scaling healthtech companies that can afford to invest in their employees' future should consider offering a matching policy to attract and retain top talent.

2. Unlimited PTO

The most sought-after perk by U.S. candidates across the tech industry is an **unlimited vacation policy and 40 percent of healthtech employers live up to this desire.** In lieu of a standard two-week PTO policy, candidates expect the freedom to balance their work schedule with life outside of the office. Job postings including the term "unlimited vacation" have increased by 178 percent since May 2015, with tech-related listings six to eight times more likely to offer this benefit.

SECTION VI

3. Remote Work

Ranking third among the top five most in-demand perks is remote work, and **31 percent of healthtech companies include remote opportunities within their benefits package.** With the gig economy booming — 36 percent of U.S. employees are involved in gig work — it should come as no surprise that employees want the flexibility to complete tasks from the comfort of their own home. A remote work policy can save you money in the long run: in addition to cutting overhead costs, 28 percent of employees are willing to take a pay cut for the opportunity to work remotely.

5. Pet-Friendly Office

Among U.S. tech candidates, a pet-friendly office is the second most desirable benefit, which is likely why **27 percent of healthtech companies include in-office pets in their employee packages.** While not every company will be able or want to offer this benefit, it remains a benefit of growing popularity to watch.

4. Tuition Reimbursement

The cost of tuition continues to climb and candidates are looking to employers for financial assistance. That's why **18 percent of organizations in the healthtech industry are currently offering employees tuition reimbursement benefits.** Candidates have invested heavily in their education already, and they expect employers to support their continued learning and professional development. As tuition rates increase, healthtech companies will do well to keep this benefit in mind.

SECTION VII

State of Diversity, Equity and Inclusion in Healthtech

Actively creating a workplace that fosters diversity, equity and inclusion (DEI) is vital. Over half of prospective employees (67 percent) seek out diverse companies; you must create an organization that supports the development of and protects all employees. Failing to establish an inclusive culture and workplace will earn you a poor reputation and deter great candidates from joining your team. We analyzed the healthtech companies within our online communities to determine the current state of DEI in the industry.

SECTION VII

Diversity, equity and inclusion (DEI) has gained national attention as employers and employees alike place more emphasis on its importance in the workplace. Nevertheless, we have a long way to go in creating equal and unbiased opportunities for individuals of all genders, ages, race and sexual orientation.

Only 43 percent of healthtech companies list DEI efforts among their company offerings and policies.

These are the organizations that identify as proactively working to improve DEI. Of these companies, even fewer have specific plans in place, as detailed below.

Of the healthtech companies we analyzed, the following DEI efforts are offered:

Dedicated Staff

It's one thing to say you welcome and support diverse individuals; it's another thing to actually do it – **25 percent of these healthtech organizations** have a team of employees and leaders dedicated to promoting DEI initiatives in the workplace. To continue to scale without sacrificing your culture, consider implementing a DEI committee.

SECTION VII

Bias Training

Unconscious bias plagues every aspect of our lives, particularly in the workplace. Perhaps the most notable casualty of workplace biases is the interview process: one-quarter of interviewers make decisions about candidates within the first five minutes, and resumes with African American-sounding names are 50 percent less likely to even make it to an interview. Fortunately, **22 percent of healthtech employers that partake in DEI efforts offer bias training to employees.**

Documented Equal Pay Policy

To ensure they're working toward a lower average pay gap, **16 percent of healthtech companies have a documented equal pay policy in place.** This not only promotes the practice of fairly compensating employees of equal skill and qualifications within the same role, but mandates it. Employees are likely to feel more supported and respected if there is a policy in place to hold leaders accountable.

SECTION VII

Documented D&I Policy

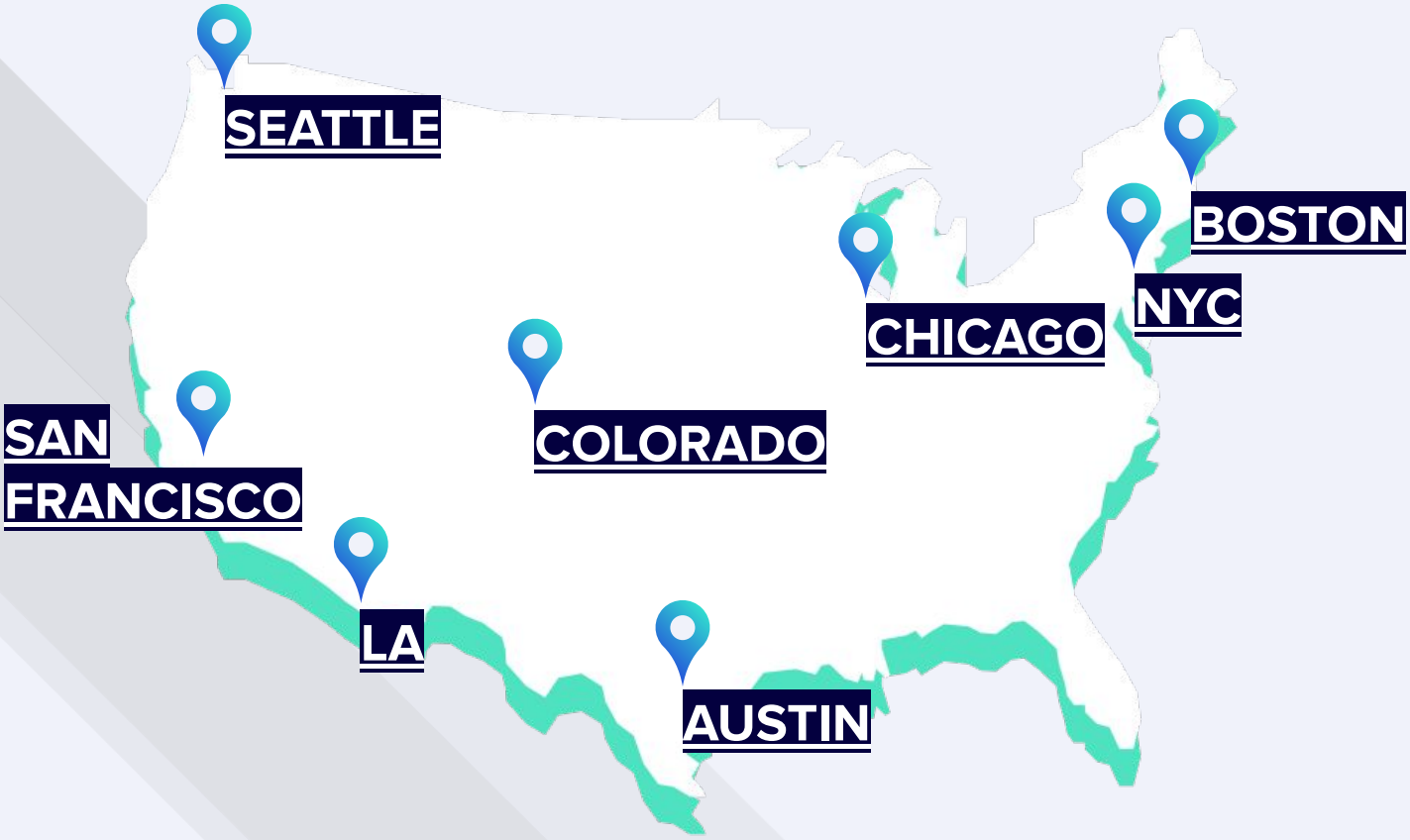
Similarly, putting pen to paper regarding your diversity, equity and inclusion initiatives as a whole is more meaningful than stating your intentions. An idea or goal without an accountability plan is only 10 percent likely to be accomplished, compared to a 95 percent success rate when a strategy is established. Simply put, those with a formal plan in place are more likely to uphold their DEI objectives. Of the healthtech companies that are actively working to improve DEI, **15 percent have a documented diversity and inclusion policy.**

Average Pay Gap Below 10%

Gender inequality has long been a problem in the workplace, and it's anticipated to take 257 years to effectively close the pay gap. The average pay gap is the difference between the average male and female wages within a given workplace, reported as a percentage. **Currently, nine percent of healthtech companies boast an average pay gap less than 10 percent,** a testament to their DEI efforts. As the demand for equal pay and equal opportunities continues to surmount, healthtech should make a concerted effort to close the gap within their own organizations.

THE COMPETITION IS FIERCE. DON'T FALL BEHIND.

The landscape of healthtech is changing rapidly. Stay informed to keep up. Built In reports on healthtech **industry trends**, **events** and **game-changing companies** revolutionizing the space in eight major cities. Click on the links below to learn more about the healthtech industry in your city and check out our national guide to healthtech.



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