

### **Hiring in 2023 Should Address the Intersection of Economic Uncertainty &** the Tight Labor Market



51%

of recruiters are at least somewhat worried that layoffs may hit their organization.



of HR decision makers indicate their organizations have not

77%

reduced hiring plans, despite talks of a recession and worries about layoffs.



61% of HR leaders believe it will remain difficult to hire new employees

going into 2023.

6 to 12 months. Compared to three months ago, this number



of recruiters believe their recruiting team will grow in the next

40%

is down 33%.

## the Uncertain Labor Market These key strategies offer areas for talent acquisition and recruiting

Here's How HR Leaders Are Dealing with

teams to stay adaptable in their approach to people and processes:

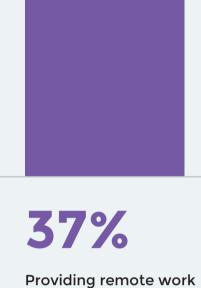


Increasing salaries

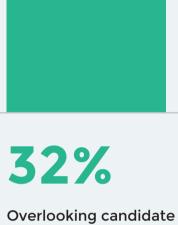
for new open jobs

40% Making sure the hiring

process is faster



and hybrid options



resume gaps



## & Technology Spend

The Future of Recruiting



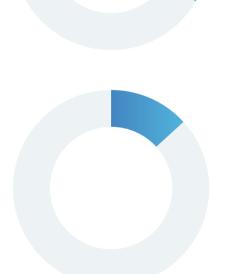
54%

33%

of HR leaders expect recruitment spending to remain

of HR decision makers expect to increase recruitment

spending in their company over the next 12 months.



13%

the same in 2023.

in the coming year.

of HR decision makers plan to decrease investments

in 2023.

**Spending Breakdown** 

66%



for 2023 at 53% and 43%, respectively.

Organizations that plan to increase recruitment spend will most often

43%

recruitment

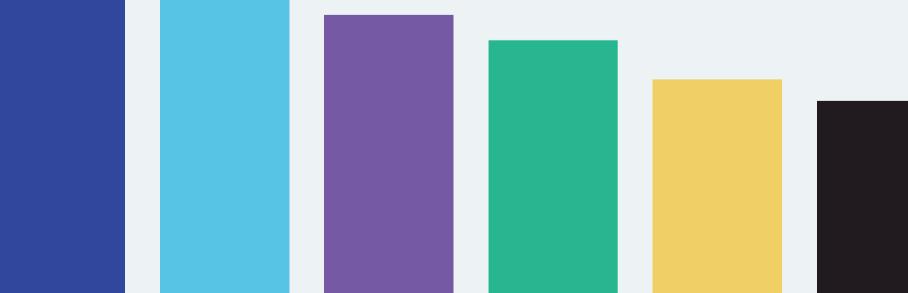
**Expanding existing** 

technology stack

But a large proportion of HR decision makers at enterprise companies

and small businesses also expect to increase recruitment spending

of medium-sized businesses expect to spend more on recruiting



**59%** 

New recruitment technology processes

Job advertising

alleviate the pressures from market slowdowns.

57%

45%

Hiring new

recruiting

team roles

35%

Investing in

initiatives

employer brand

33%

Spending more

on DEI programs

# **Keep Scalability at the Forefront of Your**

**Recruiting Strategy for 2023** As companies prepare for 2023, pursuing a scalable hiring strategy is essential to attracting,

hiring, and onboarding quality talent who will drive organizational performance and

Prepare to limit risk, right size your recruiting efforts, and increase hiring efficiencies with a scalable approach. Leverage automation to speed time to hire and better compete with other organizations. By identifying hiring strategies that are always in season, you can minimize risk and show resilience in the current economic climate.

Get more actionable insights in the latest Employ Quarterly Insights Report: Recruiting Resilience: Embracing a Scalable Recruiting Function for 2023 & Beyond.

**Download the Report**