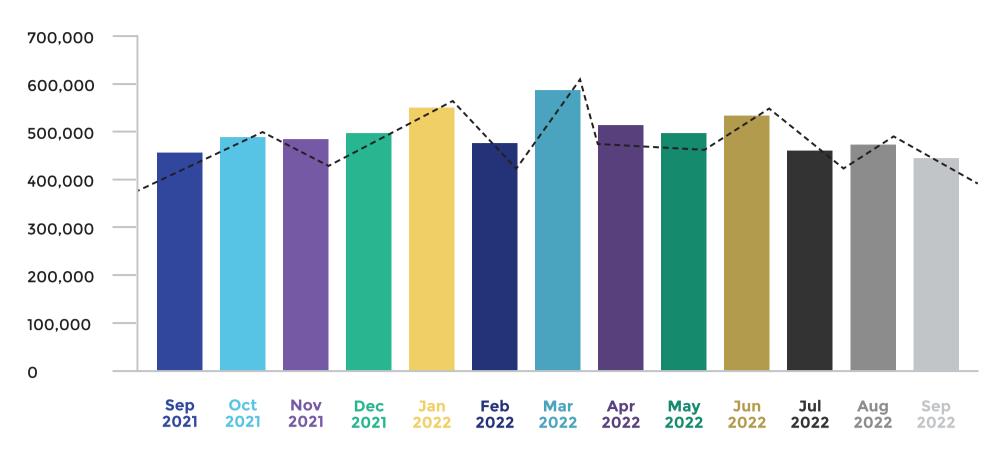
# **Recruiting Reality** The Top Hiring Trends, Challenges, & Priorities for 2023

## The Labor Market is Seeing Pullback Relative to 2022 Historical Highs

Employ data shows new job listings per month are decreasing across organizations of every size, while the number of average applications submitted per job are increasing.



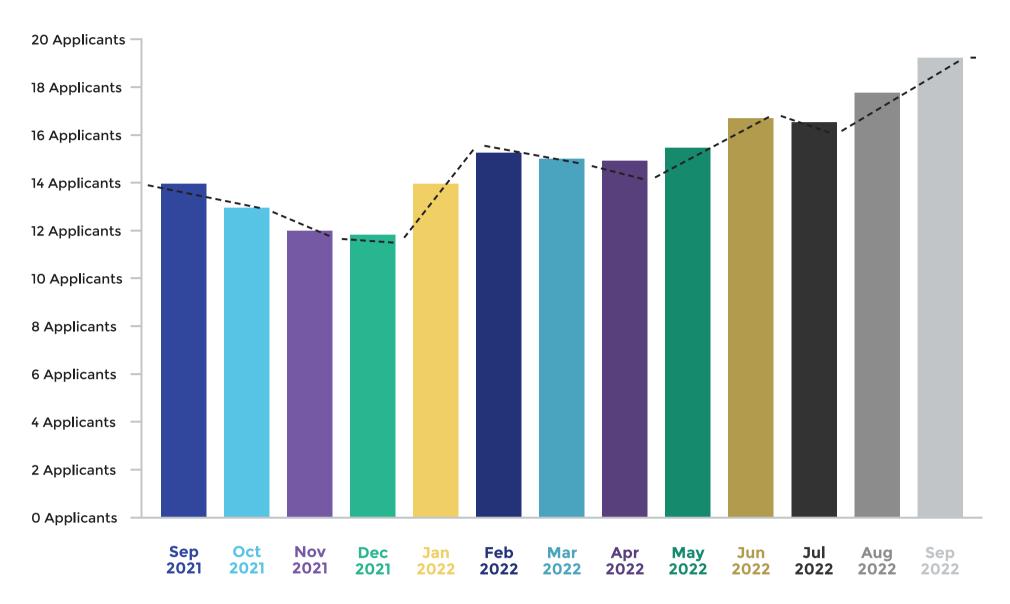
#### New job listings decreased by 10.4% between Q2 and Q3 2022:



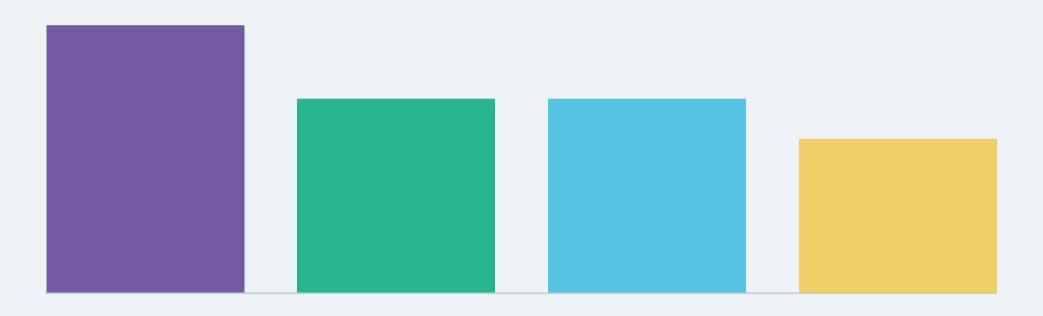
empl

During the last quarter, companies saw an **8.7% increase** in the total number of applications per month.

# And the total average number of applicants per role in Q3 was 17, a 13% increase from Q2:



#### Labor Market Scarcity & Economic Uncertainty Continue



88%

of HR decision makers

of recruiters believe

60%

60%



of HR decision makers

believe hiring in 2023 will be more or as difficult as 2022

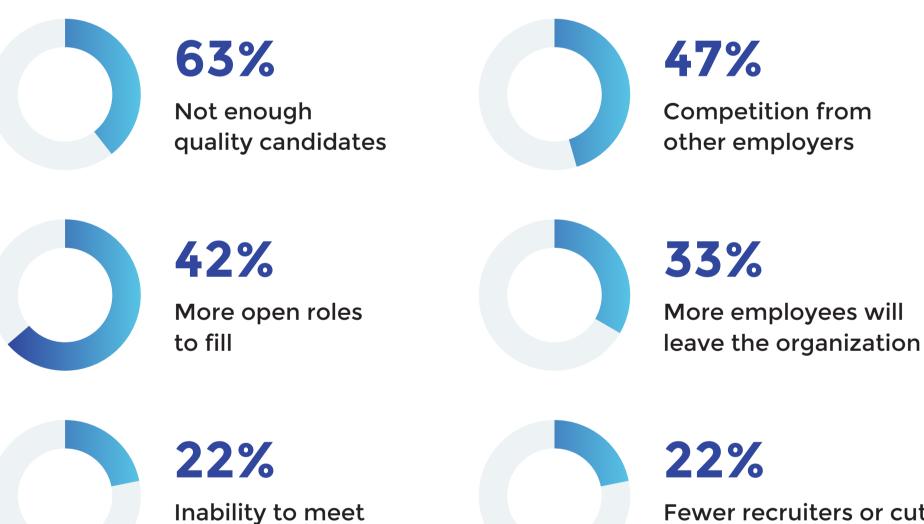
they will make more hires in the next 12 months their recruiting team will not grow in the next 6 to 12 months

of recruiters believe

are concerned that layoffs may hit their organization this year

### HR Decision Makers & Recruiters Face Hiring Challenges

Hiring new employees in 2023 will be difficult because of:



Fewer recruiters or cuts to recruiting employees

## Hiring Quality Candidates & Increasing Recruiting Efficiency Are Top Priorities

candidate requirements



**61%** 

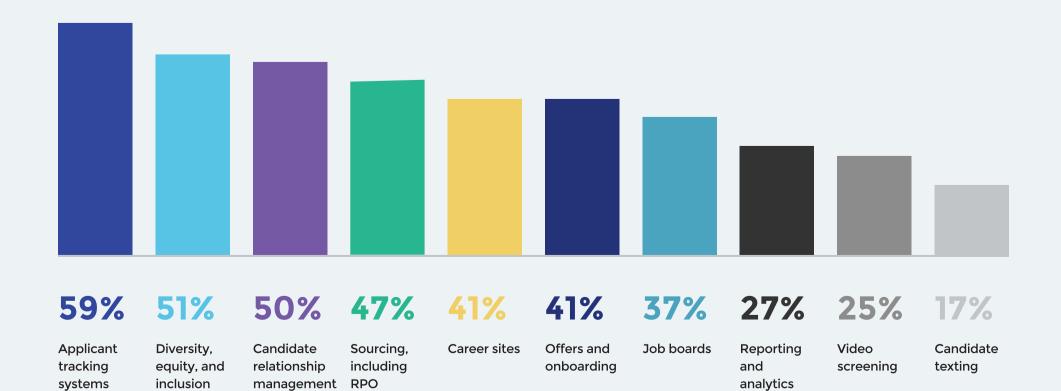
of HR decision makers indicate their top priority in the coming year is improving quality of candidate.



54%

of HR decision makers plan to increase their recruitment spend in 2023.

#### HR decision makers plan to increase spending in 2023 on:



### **Navigate the Uncertain Hiring Market**

Companies should establish hiring plans for 2023 that address economic uncertainty and a tight labor market. 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.

Download the Employ Quarterly Insights Report for deeper insight into today's unique hiring market and trends.

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initiatives