

## **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.



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

61%

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

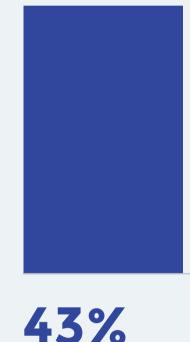
40%

is down 33%.

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

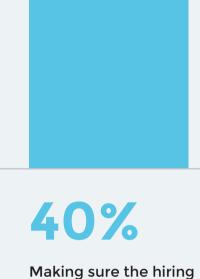
Here's How HR Leaders Are Dealing with

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



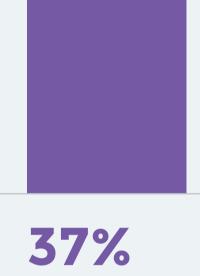
Increasing salaries

for new open jobs



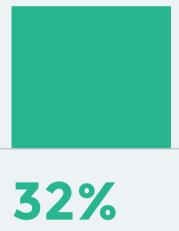
The Future of Recruiting

process is faster



and hybrid options

Providing remote work



Overlooking candidate

resume gaps



## & Technology Spend 54%



spending in their company over the next 12 months.

33%

of HR leaders expect recruitment spending to remain

of HR decision makers expect to increase recruitment



13%

the same in 2023.

of HR decision makers plan to decrease investments in the coming year.

#### of medium-sized businesses expect to spend more on recruiting in 2023.

**Spending Breakdown** 

66%



and small businesses also expect to increase recruitment spending for 2023 at 53% and 43%, respectively.

But a large proportion of HR decision makers at enterprise companies



**59%** 

technology

processes

New recruitment

do so by investing in:

57% Job advertising

alleviate the pressures from market slowdowns.

45% Hiring new recruiting team roles

43% **Expanding existing** recruitment technology stack

35% 33% Investing in employer brand initiatives

Spending more on DEI programs

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

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

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

minimize risk and show resilience in the current economic climate.

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

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

Download the Report