

### Introduction

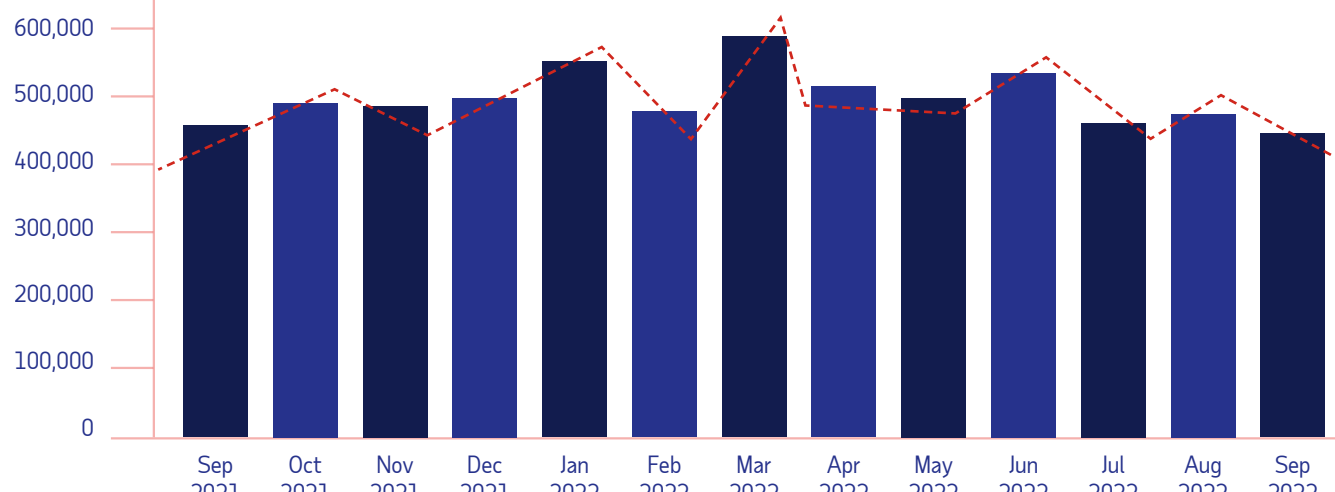
For companies of all sizes, navigating the current hiring environment requires nothing less than resilience, determination, and adaptability. Businesses have never faced a more challenging labor market, with historically low unemployment, job openings above 11 million, and more than 500,000 jobs added across sectors in January 2023. The unpredictability that exists in the current market today, however, makes it difficult for employers to know how they should respond. With economic uncertainty and labor scarcity, companies must simultaneously focus on recession-proofing their business and navigating the tight labor market.



### The labor market is seeing pullback relative to 2022 historical highs.

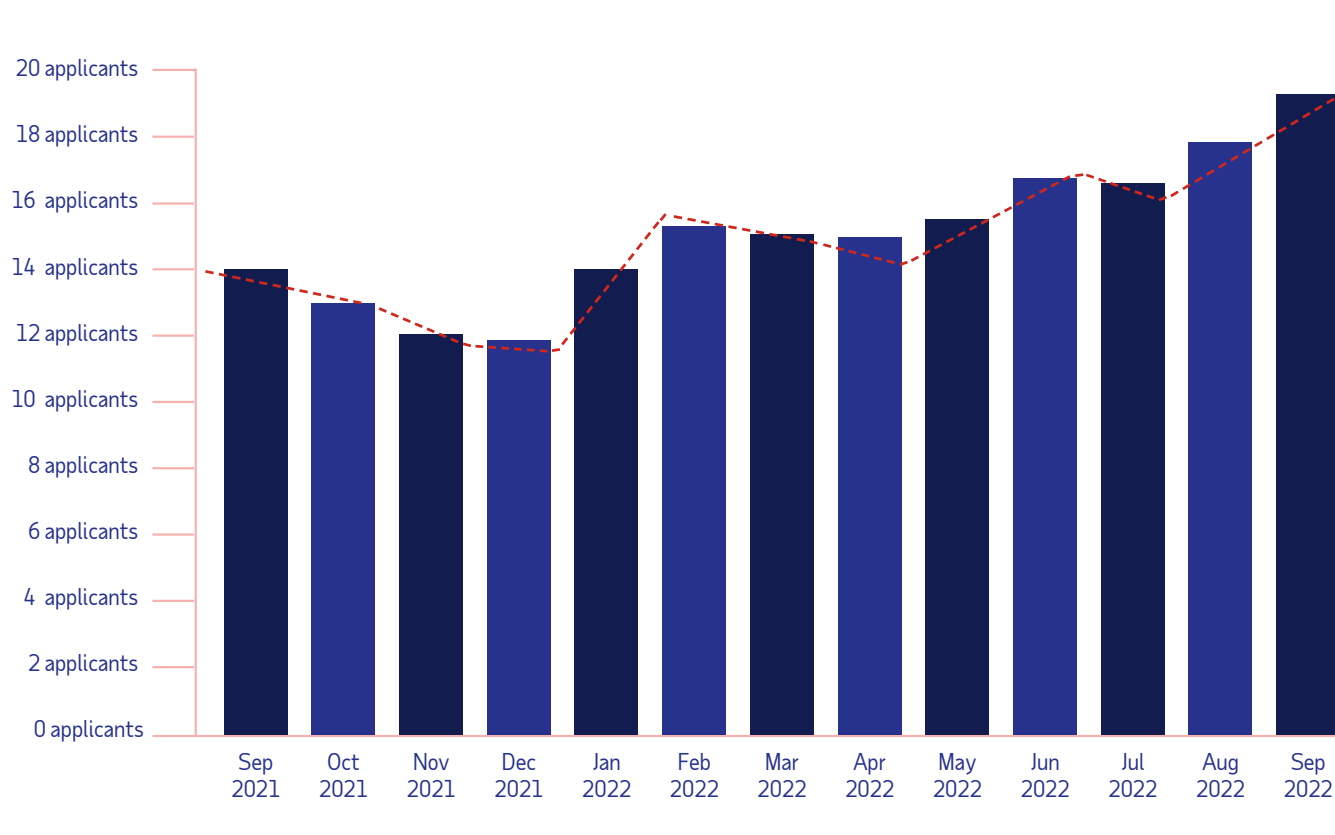
Employ data shows new job listings per month are decreasing across organizations of every size, while the number of average applications submitted per job are increasing.

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



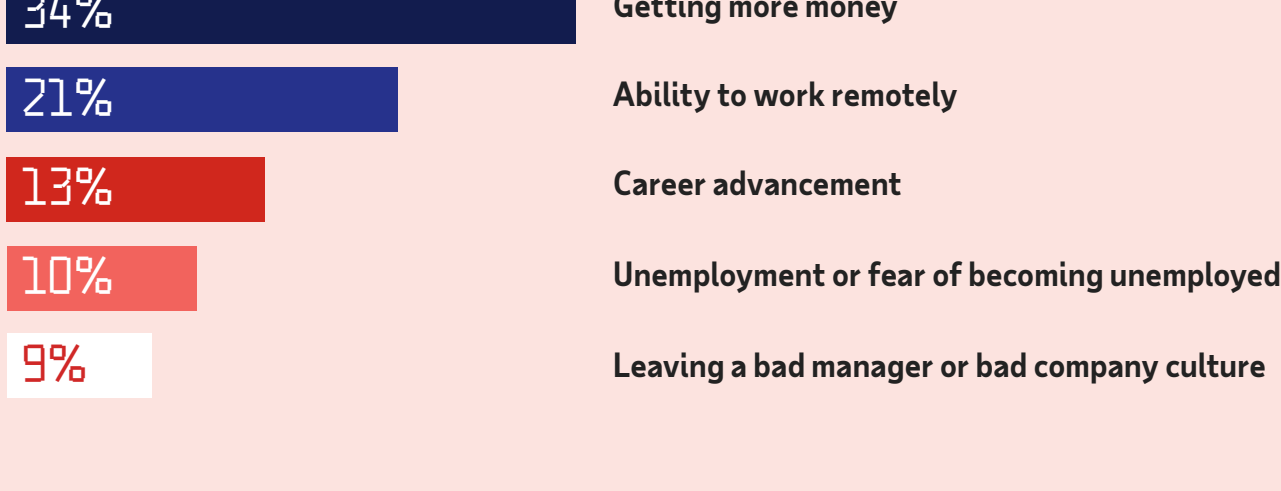
During the last quarter, companies saw an **8.7% increase** in the total number of applications per month.

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



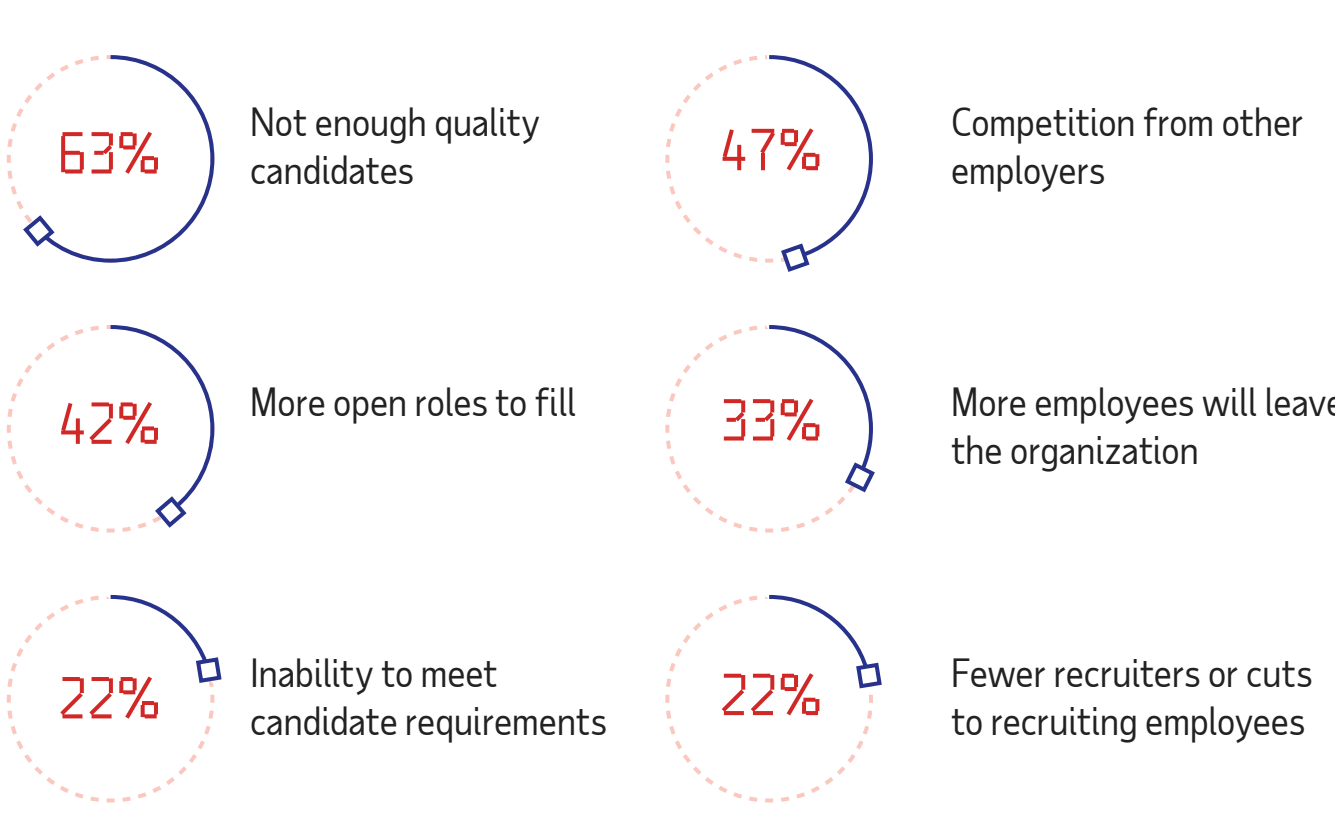
### Motivators for job seekers in today's labor market

The top motivations for job seekers in finding a new job today include:



### HR decision makers and recruiters face hiring challenges.

They tell us hiring new employees in 2023 will be difficult because of:



### Hiring quality candidates and increasing recruiting efficiency are top priorities.



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



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

**In 2023, HR decision makers plan to increase spending on:**



### How to navigate the uncertain hiring market

"Recruiting Resilience: Embracing a Scalable Recruiting Function for 2023 & Beyond" leverages Employ's proprietary recruiting data from its 18,000 customers and findings from a survey of more than 1,200 HR decision makers conducted by Zogby Analytics in November 2022.



#### About Employ Inc.

Employ Inc. empowers organizations of all sizes to overcome their greatest recruiting and talent acquisition challenges. Offering a combination of purpose-built, intelligent technologies, services, and industry expertise, Employ provides SMB to global enterprises with a single solution for recruiting and growing a diverse workforce. Through its JazzHR, Lever, and Jobvite brands, Employ serves more than 18,000 customers across industries.

#### JazzHR

Automate, simplify, and streamline hiring for small businesses across all industries. Learn more about **JazzHR**.

#### LEVER

A modern, scalable, data-driven ATS and CRM solution with robust features for growing businesses of all sizes and complexities. Learn more about **Lever**.

#### JOBVITE

End-to-end, customizable TA solution complete with onboarding and recruitment marketing, built for large organizations across all industries. Learn more about **Jobvite**.

#### About ADP Marketplace

ADP Marketplace is a digital HR storefront that enables you to connect and share data across all your HR solutions. Simplify your HR processes, reduce data errors and drive your business forward with easy-to-use apps that integrate with your core ADP platform. Easily discover, try, buy and implement ADP and third-party solutions, all with the simplicity of single sign-on, single data input and single billing.

Learn more about **ADP Marketplace**.

Source: Employ Quarterly Insights Report | Q4 2022

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