



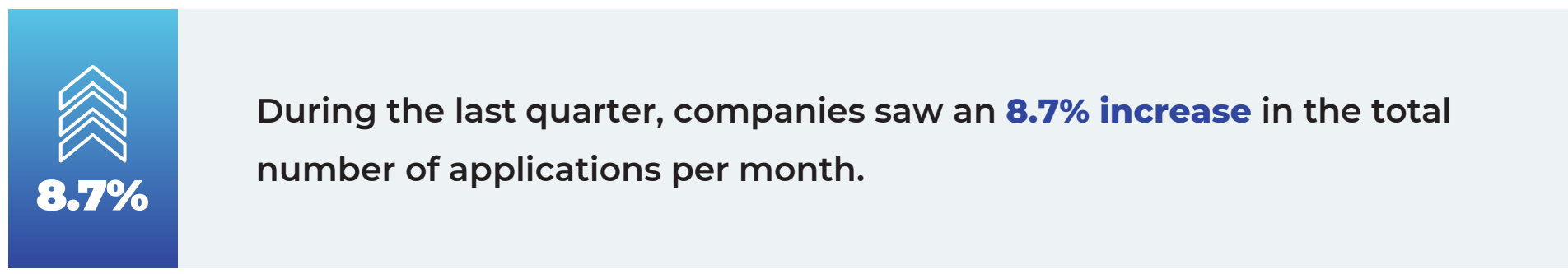
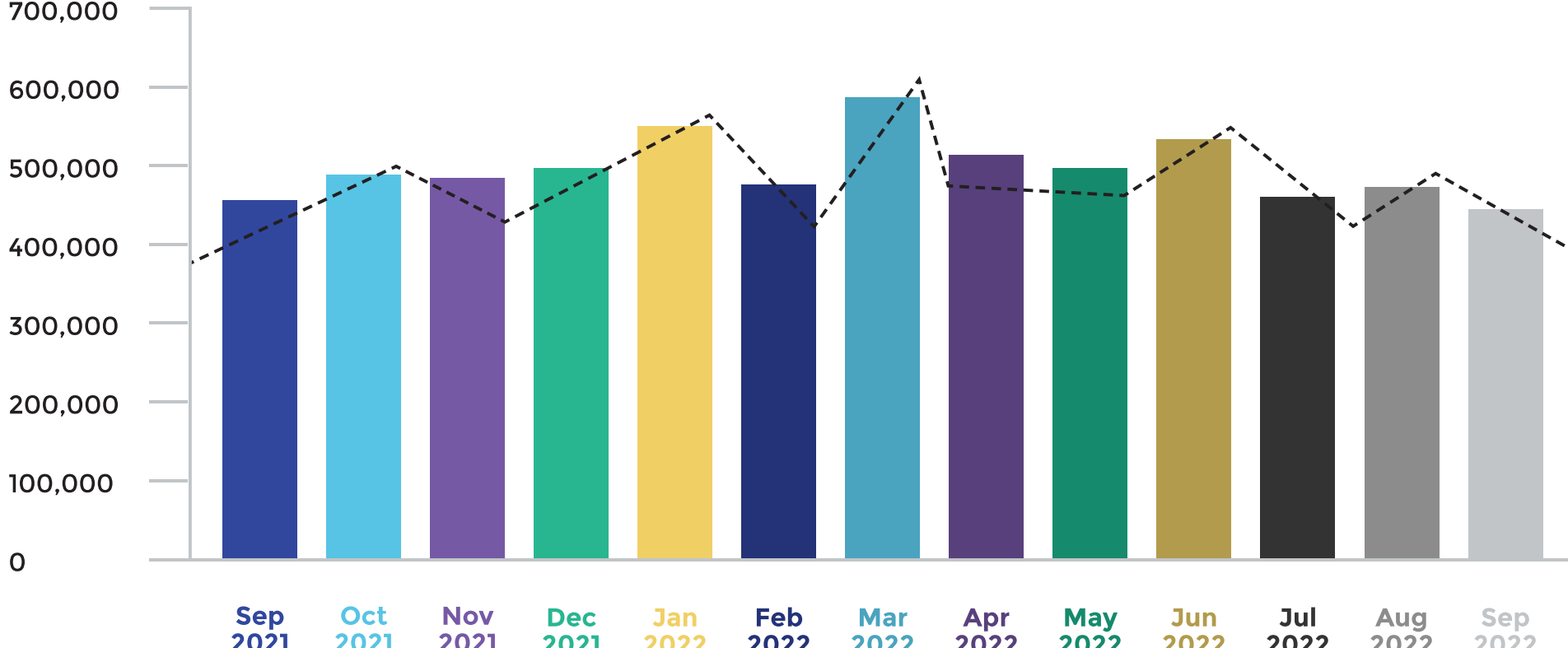
Recruiting Reality

The Top Hiring Trends, Challenges, & Priorities for 2023

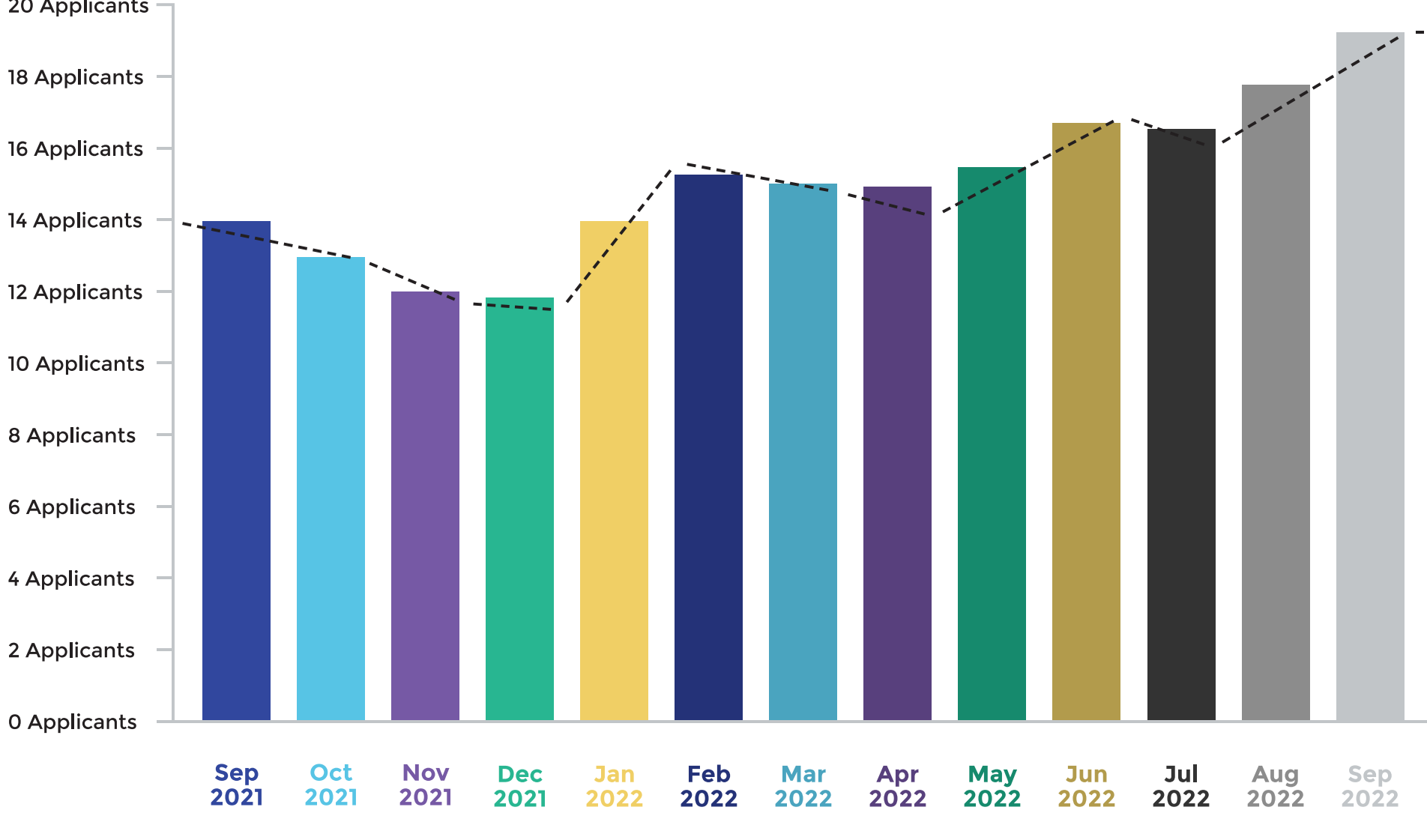
The Labor Market is Seeing Pullback Relative to 2022 Historical Highs

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.

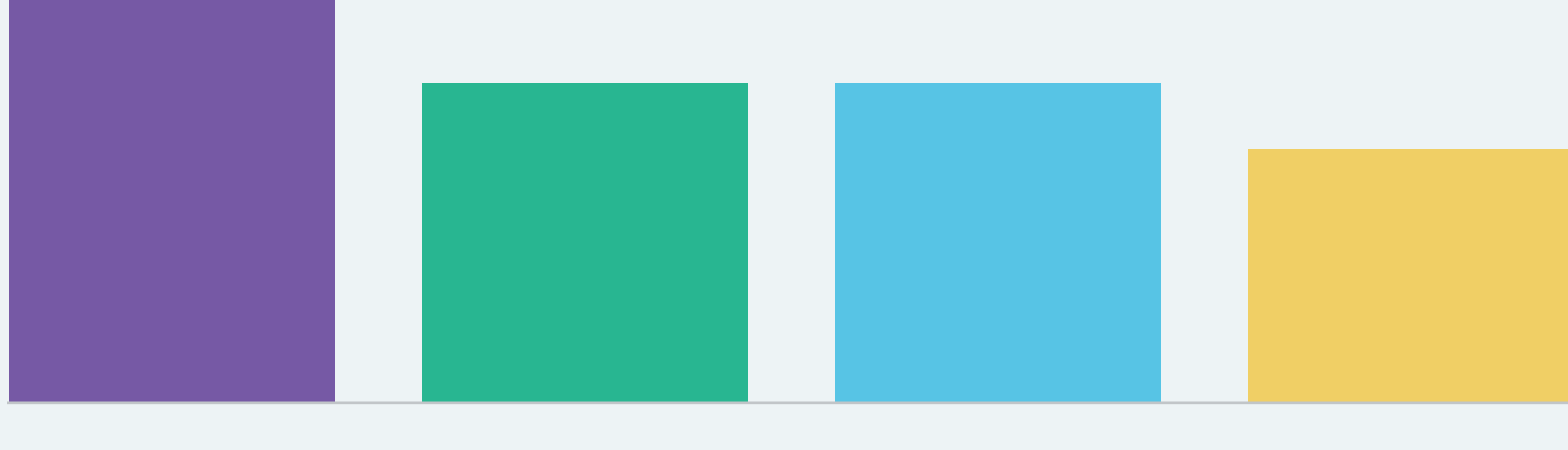
New job listings decreased by 10.4% between Q2 and Q3 2022:



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

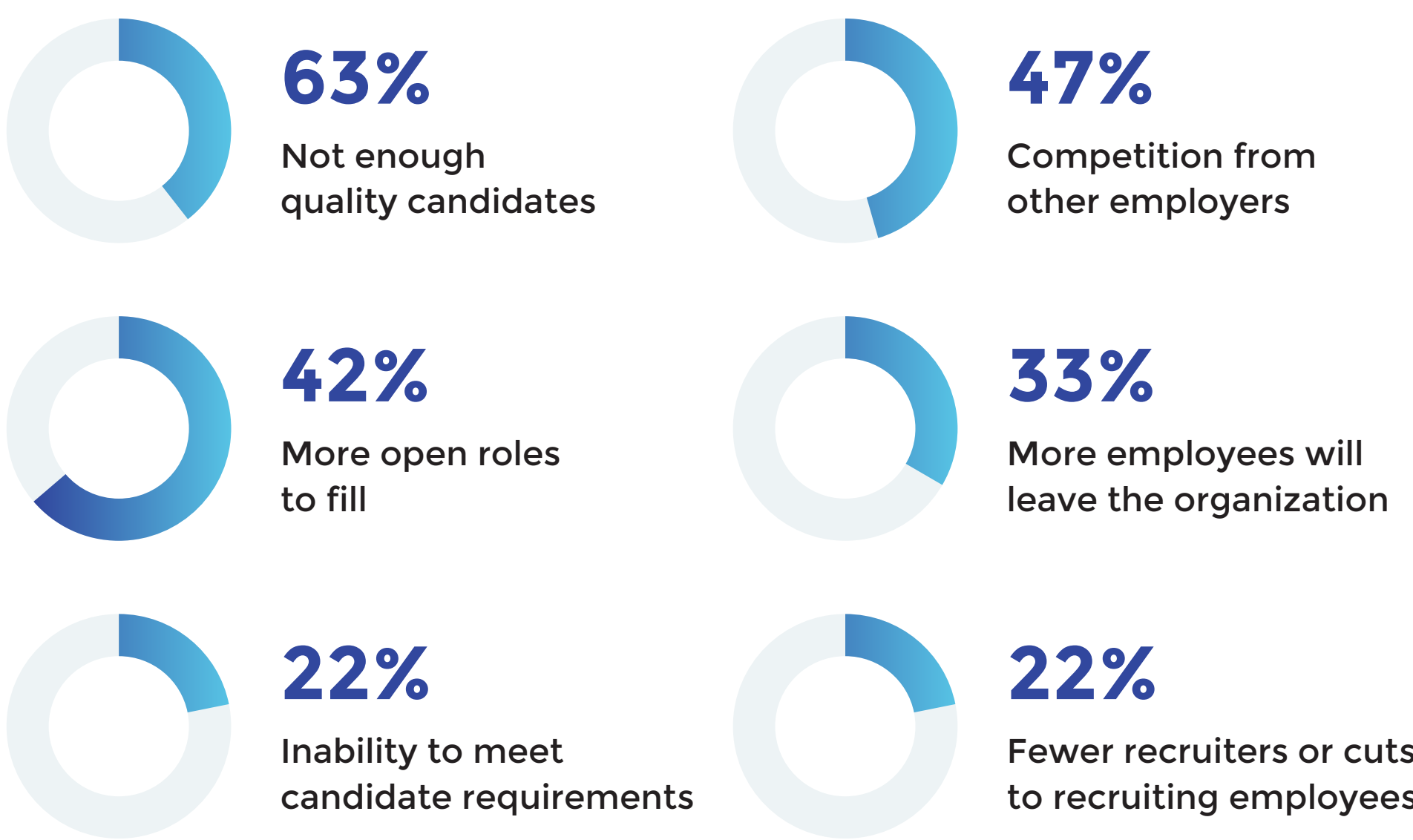
60% of recruiters believe they will make more hires in the next 12 months

60% of recruiters believe their recruiting team will not grow in the next 6 to 12 months

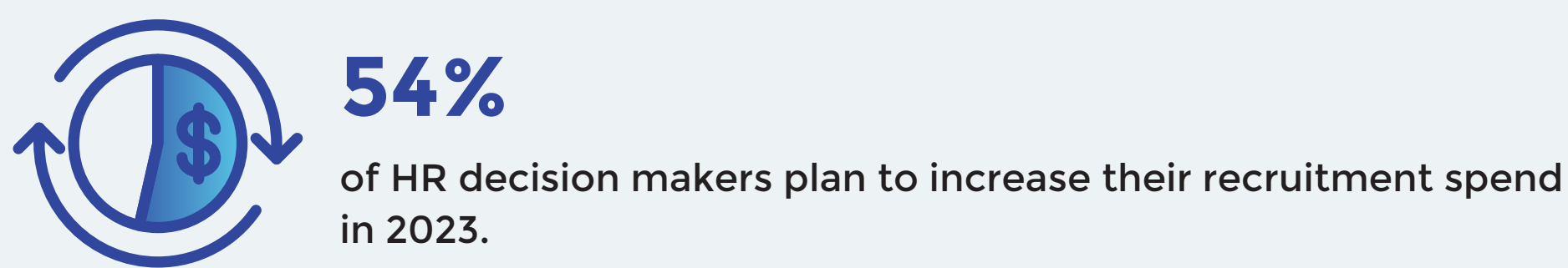
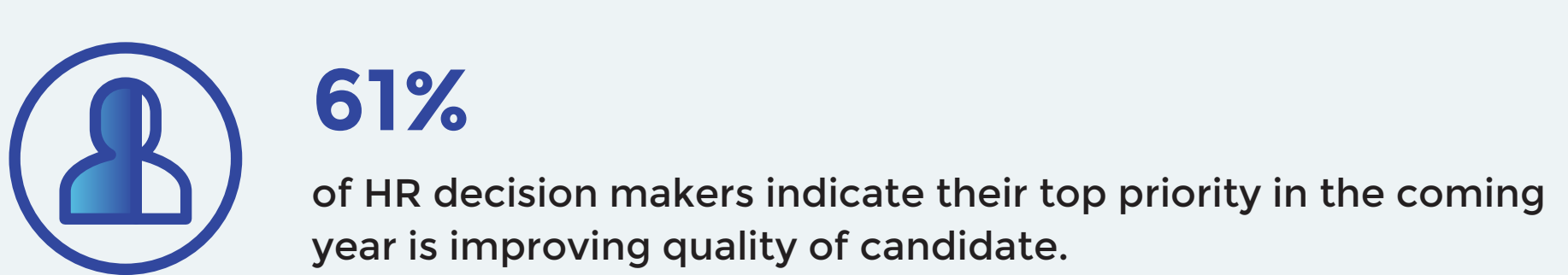
51% of HR decision makers are concerned that layoffs may hit their organization this year

HR Decision Makers & Recruiters Face Hiring Challenges

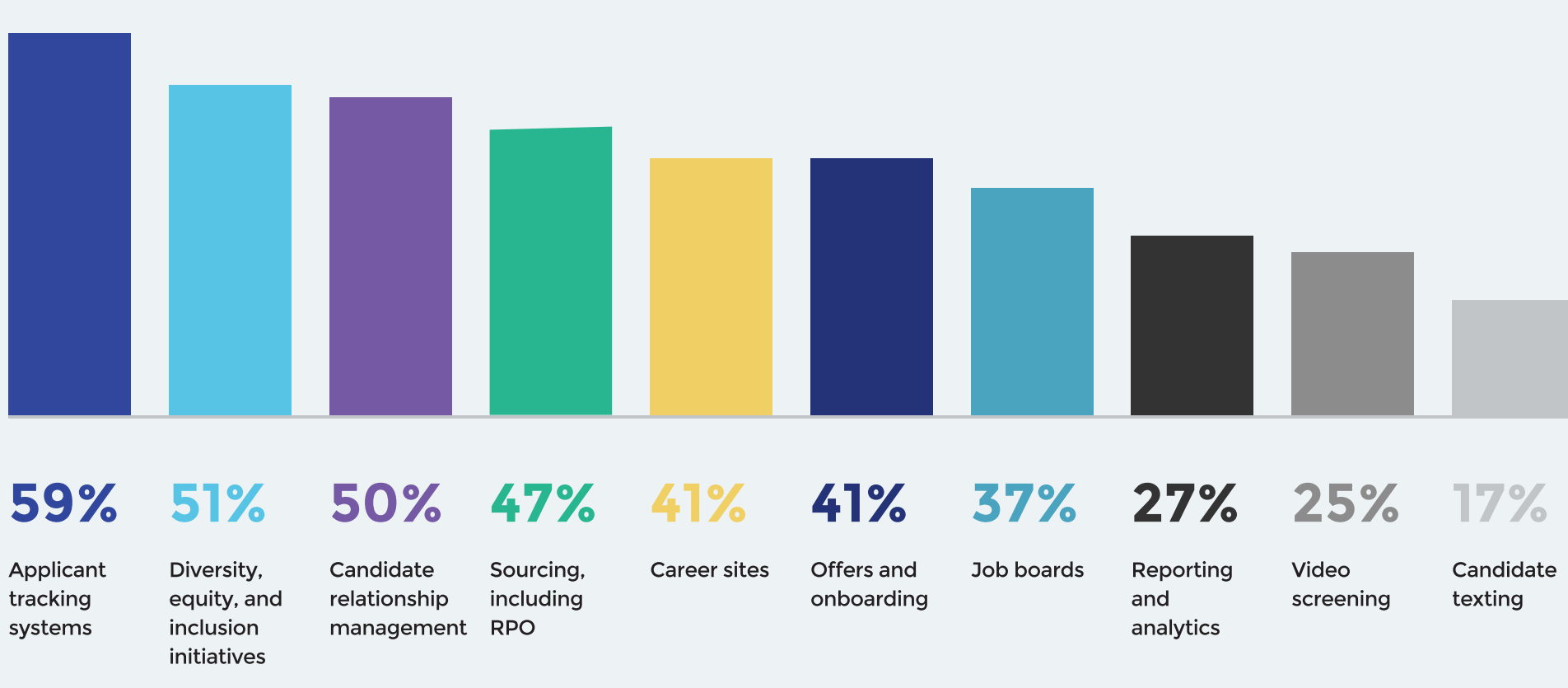
Hiring new employees in 2023 will be difficult because of:



Hiring Quality Candidates & Increasing Recruiting Efficiency Are Top Priorities



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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