

2023 - What to Expect In Talent Acquisition



Carry Over Trends From 2022

1 in 4 people who changed company in 2022, in part regret their move and would entertain a conversation to return to their previous employer.

- Flow was the most significant challenge of 2022, with the number of active candidates dropping significantly while businesses simultaneously demanded more from potential candidates.
- 50% of the active candidate population sought roles in large corporates, causing significant challenges for small and medium sized organizations.
- Hybrid working structures became less important with compensation becoming the single most important factor in a candidate's decision-making process.

Talent Acquisition Trends in 2023

- AI, Data and Cloud will be the hottest growth areas, with Digital Transformation and process automation coming in behind.
- An increased emphasis on candidates with Collaboration, Problem Solving, and Communication skills.
- Pipelining is the key to successful hiring in 2023. Organisations need to know their talent pools before they need to hire from them.
- There will be a significant increase in upskilling with investment into developing existing staff over hiring new talent.
- The re-hiring of lost talent is expected to become a key route to headcount fulfilment.
- Consultative engagement style and honest feedback in the recruitment process, remain keen to hiring the best talent.
- Cuts will continue to focus on nonessential, exploratory or loss leading business lines while key areas will continue to hire.

Candidate Trends in 2023

- Candidates are more likely to engage in direct specific approaches and less likely to respond to mass marketing campaigns.
- We expect a 30-40% increase in candidate engagement across the main-stream technical areas and a 10-15% increase in high demand skill.
- For the desirable skill sets, reactive recruitment will remain ineffective, thus there will be a heavy reliance on outbound recruiting capabilities.
- Key reasons for disengagement will be Length of hiring process / an overly complicated process / poor communication / inconsistency in message.

Motivating Candidates in 2023

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| 1 | 2 | 3 | 4 |
| Salary & Benefits | Career Progression | Technical Environment | Working Culture |

