

GLOBAL RECRUITMENT TRENDS 2022

DUE TO MARKET CONDITIONS EMPLOYERS AND JOB APPLICANTS WORLDWIDE ARE FACING SIMILAR RECRUITMENT CHALLENGES AND OPPORTUNITIES.

The war for talent in a post-pandemic world has started and only employers with leading working conditions, benefits and culture, will attract the best talent. Page Outsourcing has compiled the most valuable trends based on our conversations with top employers and survey results of our job applicants.

INSIGHTS FROM EMPLOYERS



MARKET TRENDS

- ✓ Candidate driven market **in need of skilled professionals**
- ✓ **Hybrid working** model is rising
- ✓ **Strong focus on ESG**, sustainability and green energy
- ✓ **Increase in job vacancies** due to COVID hiring freeze
- ✓ Attract diverse talent with **well-defined D&I strategies**



KEY AREAS

- ✓ **Close skills and capacity gaps** with newly hired skilled professionals
- ✓ **Improve candidate and hiring manager experience** throughout the entire recruitment lifecycle
- ✓ **Decrease employee turnover** with more favorable benefits and policies
- ✓ Boost **diversity & inclusion programmes**
- ✓ **Gather and analyze data & insights** to support decision-making process



IN-DEMAND ROLES



Software Developers



Engineers: Project Engineer,
DevOps Engineer



Sales Representative,
Key Account, Inside Sales



Cloud Specialist



Project Manager



HIGHLY DESIRED SOFT SKILLS

- ✓ Agility
- ✓ Adaptability
- ✓ Resilience
- ✓ Collaboration / Team player
- ✓ Growth mindset



MOST WANTED HARD SKILLS

- ✓ Software development
- ✓ Project management
- ✓ Data & business analysis
- ✓ Cloud computing
- ✓ Change management



MOST EFFECTIVE BENEFITS



Flexibility: Remote
or hybrid work



Attractive compensation
package: Income + benefits



Career progression
opportunities



Strong company
culture



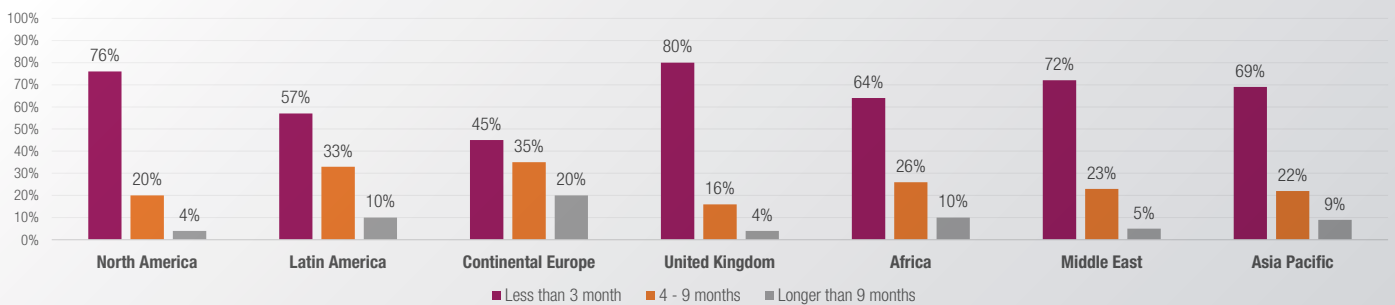
Companies with focus on
corporate social responsibility

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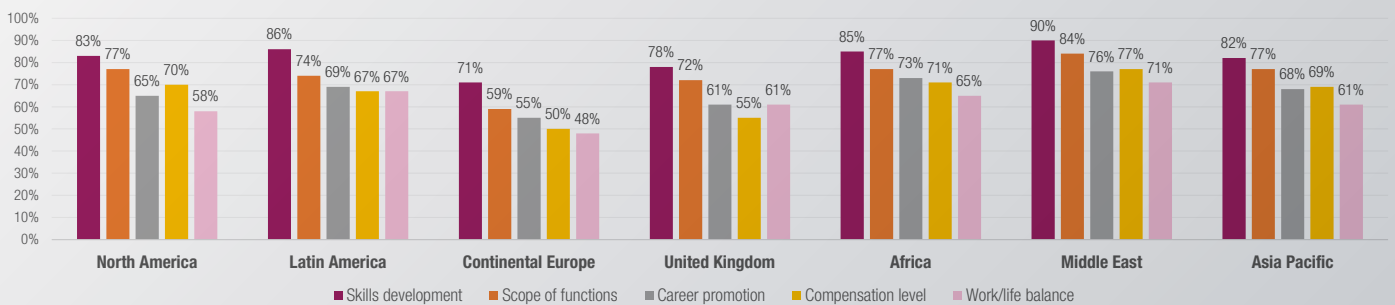
INSIGHTS FROM JOB APPLICANTS



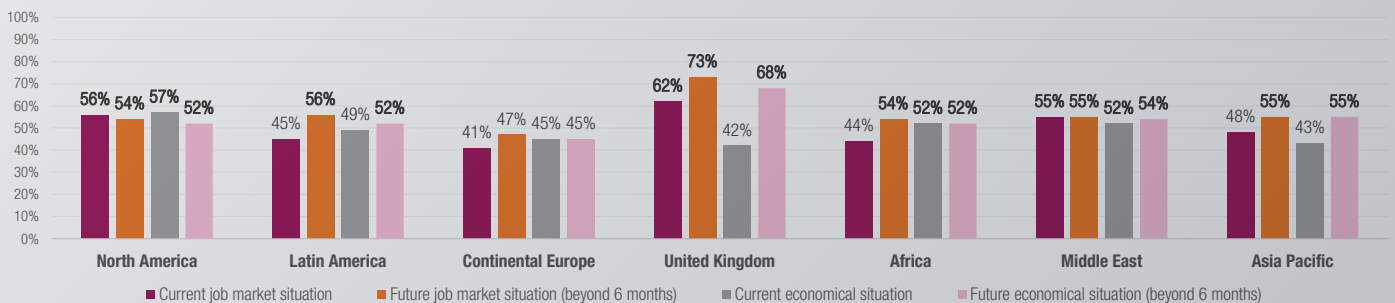
Most of our job applicants are certain to find a new job within 3 months' time



The majority of job seekers predict an improvement in their professional situation in the next 12 months



The perception of candidates of the future job market and economic situation improves or stays positive compared to the current situation



This information is gathered from thousands of conversations with our clients and surveyed job applicants: 5,503 in North America, 12,732 in Latin America, 8,856 in Continental Europe, 11,976 in the UK, 2,318 in Africa, 5,025 in the Middle East and 20,430 in Asia Pacific.