

GLOBAL RECRUITMENT TRENDS 2023



THE UNPREDICTABLE ECONOMIC MARKET PAIRED WITH INFLATION IN MOST PARTS OF THE WORLD WILL IMPACT THE RECRUITMENT LANDSCAPE DRASTICALLY.

Employers are investing in higher salaries and wellbeing initiatives to support their existing workforce and attract 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

- ➔ **Economic uncertainty** resulting in fewer job openings or hiring freezes
- ➔ **Increase of salaries** due to inflation
- ➔ Strong **emphasis on hybrid work** arrangements
- ➔ Further investments in **employees' wellbeing**
- ➔ Attract **diverse candidate pools**



KEY AREAS

- ➔ **Enhance** the company's employee value proposition (**EVP**) and **employer branding**
- ➔ Focus in **diversifying** the existing **workforce**
- ➔ **Agile recruitment solutions** to scale up and down based on business need
- ➔ **Attract best qualified talent** even without job opening
- ➔ **Reduce recruitment spend** and optimise the recruitment process



IN-DEMAND ROLES



Software Developers



Recruitment Experts



Data Analyst



Data Engineer



Sales Representatives



HIGHLY DESIRED SOFT SKILLS

- ➔ Agility, flexibility & adaptability
- ➔ Emotional intelligence
- ➔ Growth mindset
- ➔ Collaboration / Team player
- ➔ Resilience



MOST WANTED HARD SKILLS

- ➔ Cloud and security engineering
- ➔ Data analysis
- ➔ Software development
- ➔ Business analysis
- ➔ Sales skills



MOST EFFECTIVE BENEFITS



Attractive compensation package: Income + benefits



Flexibility: Remote or hybrid work



Career progression opportunities



Wellbeing support and wellness benefits



Strong company culture

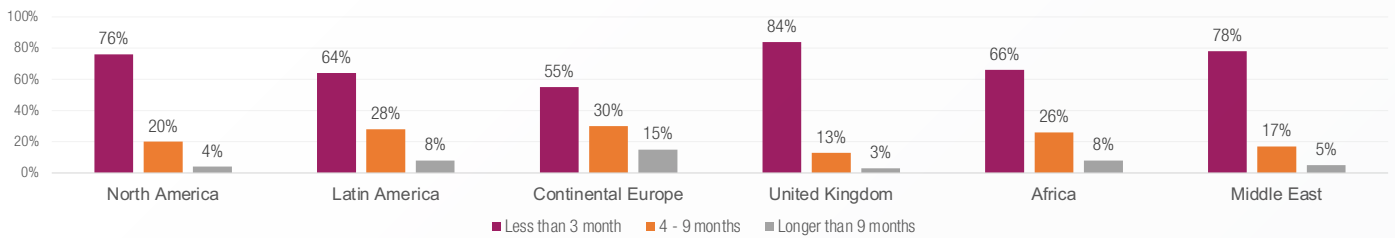


This information is gathered from thousands of conversations with our clients and surveyed job applicants: 6,618 in North America, 5,228 in Latin America, 6,936 in Continental Europe, 10,376 in the UK, 1,284 in Africa, 2,526 in the Middle East and 15,000 in Asia Pacific.

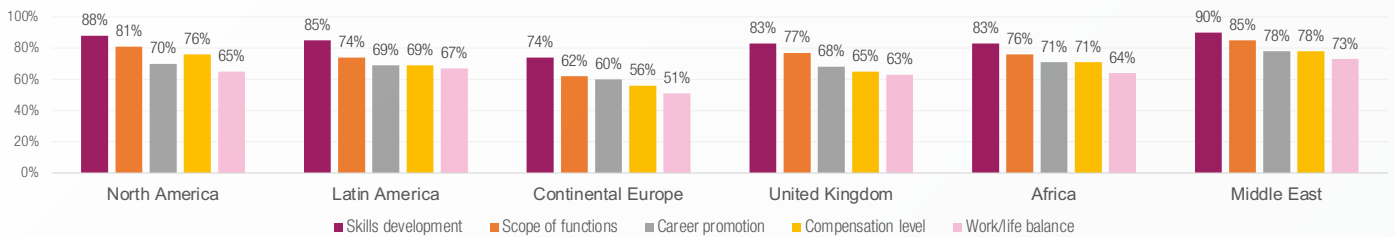
INSIGHTS FROM JOB APPLICANTS



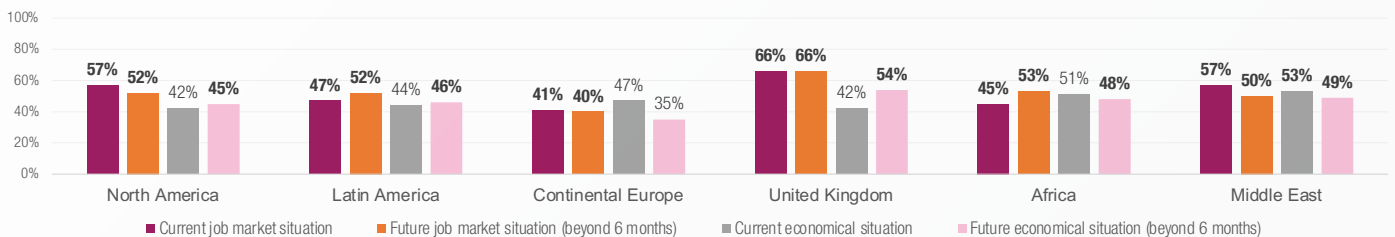
MOST OF OUR JOB APPLICANTS ARE CERTAIN TO FIND A NEW JOB WITHIN 3 MONTHS' TIME



THE MAJORITY OF JOB SEEKERS PREDICT AN IMPROVEMENT IN THEIR PROFESSIONAL SITUATION IN THE NEXT 12 MONTHS

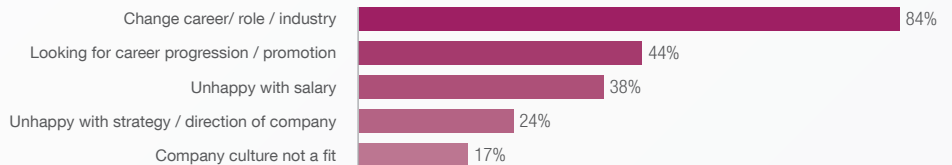


THE PERCEPTION OF CANDIDATES OF THE FUTURE JOB MARKET AND ECONOMIC SITUATION IMPROVES OR STAYS POSITIVE COMPARED TO THE CURRENT SITUATION



ASIA PACIFIC INSIGHTS

CHANGE OF CAREER, ROLE OR INDUSTRY IS THE MAIN REASON CANDIDATES LEAVE THEIR JOB



65% of candidates are willing to sacrifice salary, bonus or promotion for greater well-being, mental health and happiness

HOWEVER, SALARY / BONUS / REWARDS REMAINS THE TOP FACTOR THAT INFLUENCE CANDIDATES' DECISION WHERE TO WORK

