

# 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 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

- ➔ **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**
- ➔ Drive for more **diverse candidate pools**

#### KEY FOCUS AREAS

- ➔ **Enhancing** the company's employee value proposition (**EVP**) and **employer branding**
- ➔ Focus on **diversifying** the existing **workforce**
- ➔ **Agile recruitment solutions** to scale up and down based on business need
- ➔ **Attracting the best qualified talent** – even without a 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

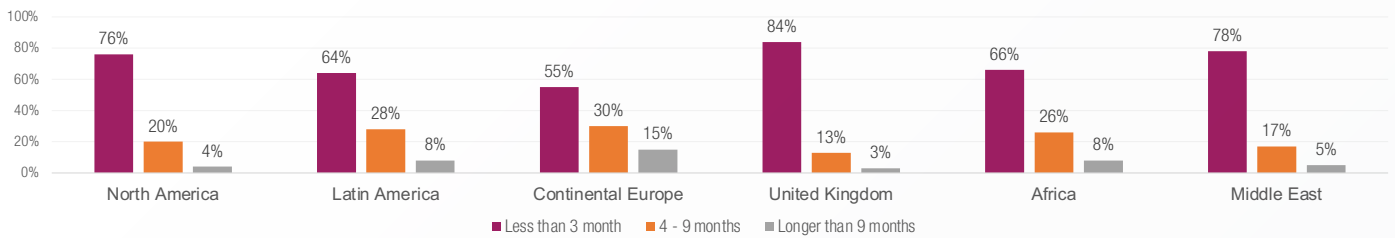


This information is gathered from thousands of conversations with our clients and surveyed job applicants: 6,618 in North America, 5,228 in Latin America, 6,936 in Continental Europe, 10,376 in the UK, 1,284 in Africa, 2,526 in the Middle East and 15,000 in Asia Pacific.

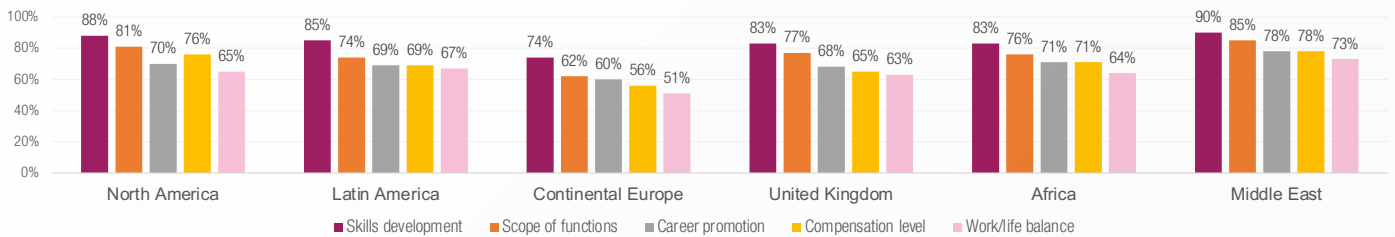
## INSIGHTS FROM JOB APPLICANTS



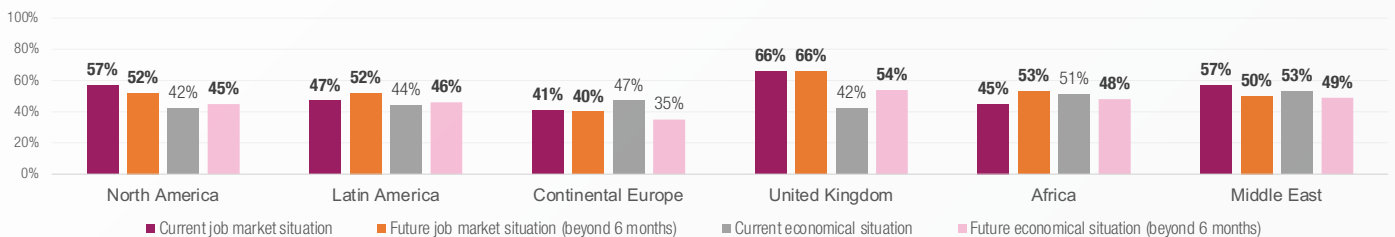
### MOST OF OUR JOB APPLICANTS ARE CERTAIN THEY WILL FIND A NEW JOB WITHIN 3 MONTH'S TIME



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

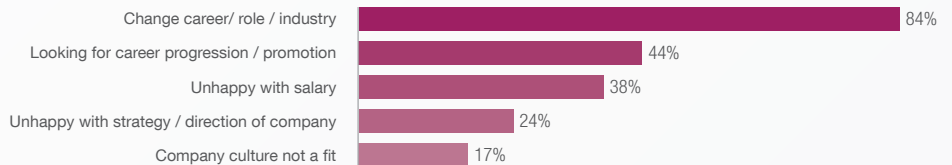


### THE PERCEPTION OF CANDIDATES OF THE FUTURE JOB MARKET AND ECONOMIC SITUATION IMPROVES OR STAYS POSITIVE COMPARED TO THE CURRENT SITUATION



## 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

