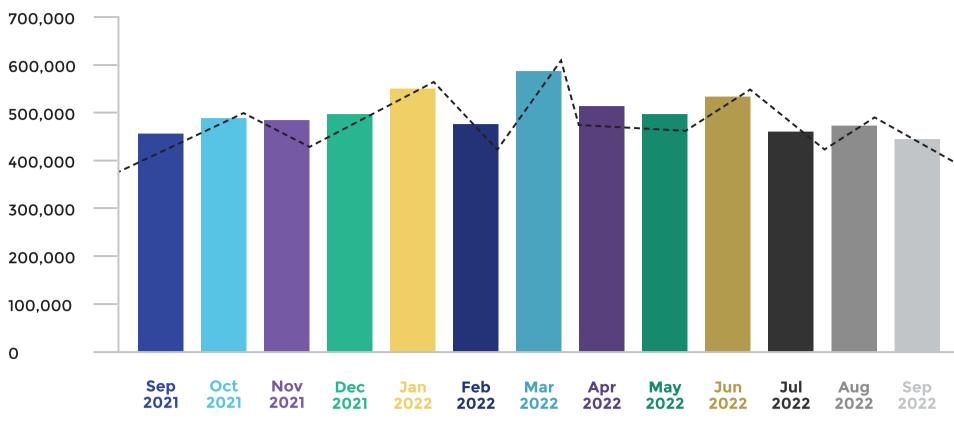
The Labor Market is Seeing Pullback **Relative to 2022 Historical Highs** Employ data shows new job listings per month are decreasing across organizations of

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:





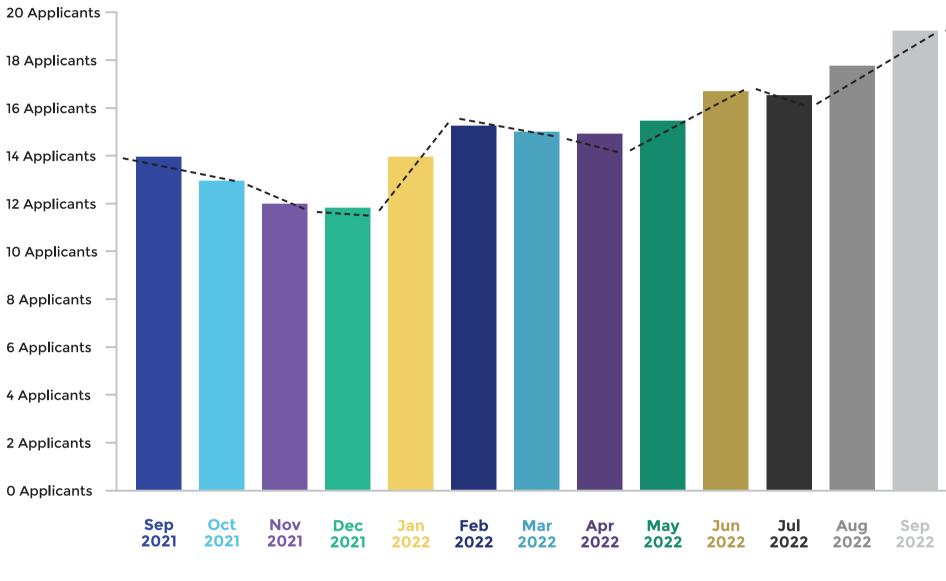
increase from Q2:

During the last quarter, companies saw an 8.7% increase in the total

20 Applicants

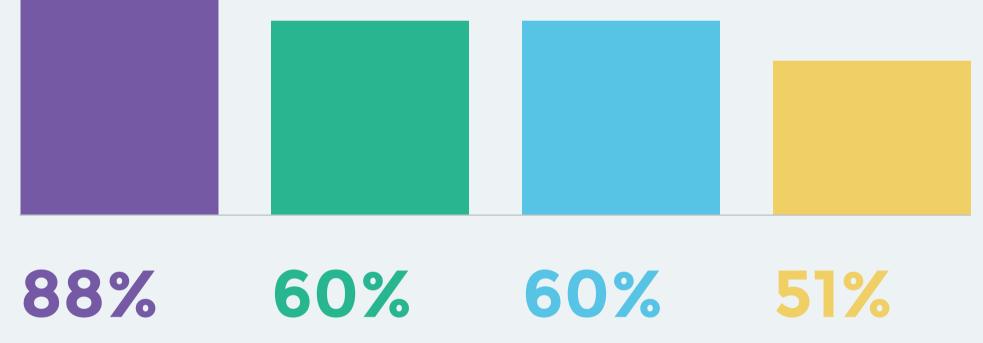
And the total average number of applicants per role in Q3 was 17, a 13%

number of applications per month.



& Economic Uncertainty Continue

Labor Market Scarcity



of HR decision makers

believe hiring in 2023

will be more or as

difficult as 2022

12 months

Face Hiring Challenges

of recruiters believe

they will make more

HR Decision Makers & Recruiters

Hiring new employees in 2023 will be difficult because of:

hires in the next

next 6 to 12 months

of recruiters believe

their recruiting team

will not grow in the

of HR decision makers

are concerned that

layoffs may hit their

organization this year

63% 47% **Competition from** Not enough quality candidates other employers

33% 42%



of HR decision makers plan to increase their recruitment spend in 2023.

HR decision makers plan to increase spending in 2023 on:



54%



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.

Download the Report

Employ Quarterly Insights Report | Q4 2022