



Planning for the Future of Recruiting Responding to Uncertainty with Scalability

Hiring in 2023 Should Address the Intersection of Economic Uncertainty & the Tight Labor Market



51%

of recruiters are at least somewhat worried that layoffs may hit their organization.



77%

of HR decision makers indicate their organizations have not reduced hiring plans, despite talks of a recession and worries about layoffs.



61%

of HR leaders believe it will remain difficult to hire new employees going into 2023.

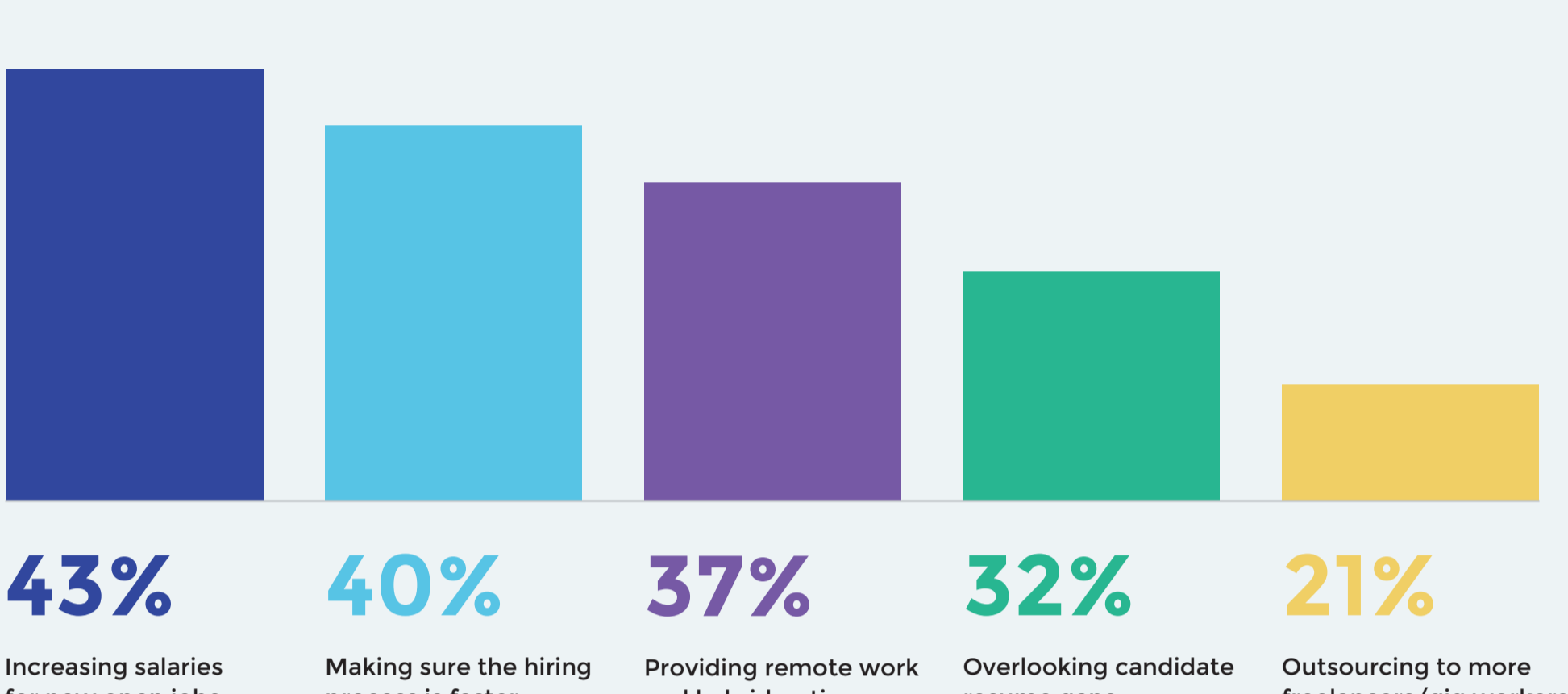


40%

of recruiters believe their recruiting team will grow in the next 6 to 12 months. Compared to three months ago, this number is down 33%.

Here's How HR Leaders Are Dealing with the Uncertain Labor Market

These key strategies offer areas for talent acquisition and recruiting teams to stay adaptable in their approach to people and processes:



The Future of Recruiting & Technology Spend



54%

of HR decision makers expect to increase recruitment spending in their company over the next 12 months.



33%

of HR leaders expect recruitment spending to remain the same in 2023.



13%

of HR decision makers plan to decrease investments in the coming year.

Spending Breakdown



66%

of medium-sized businesses expect to spend more on recruiting in 2023.



53% & 43%

But a large proportion of HR decision makers at enterprise companies and small businesses also expect to increase recruitment spending for 2023 at 53% and 43%, respectively.

Organizations that plan to increase recruitment spend will most often do so by investing in:



Keep Scalability at the Forefront of Your Recruiting Strategy for 2023

As companies prepare for 2023, pursuing a scalable hiring strategy is essential to attracting, hiring, and onboarding quality talent who will drive organizational performance and alleviate the pressures from market slowdowns.

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. By identifying hiring strategies that are always in season, you can minimize risk and show resilience in the current economic climate.

Get more actionable insights in the latest [Employ Quarterly Insights Report: Recruiting Resilience: Embracing a Scalable Recruiting Function for 2023 & Beyond](#).

Download the Report