

TALENT TRENDS

JUNE 2022



RECRUITING AND SEARCH TRENDS IN 2022

Well into our third year of the pandemic, there is no doubt in most people's minds as to the lasting effects of this world altering event. Many things which we took for granted in the past are no longer, and yet, new and exciting ideas are abuzz. The world of recruiting and executive search has been altered permanently. Some of these trends may be a temporary fad, but expect many trends to continue well after the pandemic is over.

The Landscape Has Changed

Off the back of an event now known as the Great Resignation, where millions of people quit their current job and went on the search for a new role, many individuals have begun to become enlightened to the wealth of opportunities available to them. Candidates are at a point of power that had not been seen in recent memory. Experienced and knowledgeable employees are in high demand across all industries as retirement rates increased dramatically, and the rate of new hires has dipped below replacement levels. Expect these difficulties to continue as companies become more competitive in reaching new talent.

54%

of recruiters see innovative technology as an opportunity

Source: iSmartRecruit

RECRUITING AND SEARCH TRENDS IN 2022

Technology Brings Advancement and Change

The largest and perhaps most noticeable change is the rapid adoption of remote work and new technologies. Many professional positions were forced to adapt and utilize remote tools to allow their business to continue during the midst of the pandemic. Now, employees have become accustomed to this change, shifting their expectations for the hiring process. Many employees report that interviewing has become easier during the pandemic due to video interviewing. The application process has become more streamlined and easier. Employers must keep up on these trends if they want to attract top talent.

The truth of the matter is employees demand change - whether that comes through the ability to work from home or a shift in careers - talented candidates are wanting something new. Employers who react to the demands of their employees in stride and offer flexibility in their work solutions should expect healthy returns on their human investment.

A new trend with the prevalence of remote work is a trend known as 'Epresenteeism'. This is the feeling that one must be available at all times for work or communications outside of the office. Due to the ubiquity of WFH and technology in today's job market, this phenomenon has been growing in occurrence. Employers must be aware of this effect and create

boundaries around work or risk losing valued employees to burnout, yet another phenomenon on the rise in recent years.

General Workplace Trends

Work has changed forever for many professionals, but much of this change is beneficial for all stakeholders. Employees want flexibility and competitive pay, hiring authorities want qualified experienced candidates, and shareholders want a competitive asset that performs well no matter market conditions. Expect these trends to wax and wane in popularity, but make no mistake, the landscape of work has been altered forever. It is imperative that employers make the necessary adjustments to stay relevant in a market that quickly reveals irrelevancy.

Recruiting has obviously been altered for good, and 2022 is shaping up to be the first year that we will see the effects of these new trends. We can expect to see these movements become more common and, in many cases, permanent. An understanding and knowledge of current and anticipated trends will serve your company well. Being ahead of the curve is often the best way to secure relevance and, in turn, profitability.

