

# JOB TRENDS & THE STATE OF HIRING

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# STATE OF HIRING & TRENDS



# STATE OF HIRING



- **UNEMPLOYMENT - 2.9%**
  - NOVEMBER 2019 – 4%
- **3,200+ JOBS ADDED WEDNESDAY**
- **9TH MOST EMPLOYMENT GROWTH IN US**

# GEORGIA JOB MARKET INDUSTRY TRENDS

- HEALTHCARE - 30,000 JOB POSTINGS
- RETAIL - 16,000 JOBS POSTED
- HOSPITALITY/ACCOMMODATION
- FOOD SERVICES
- ARTS, ENTERTAINMENT & TRAVEL
- FINANCE & INSURANCE



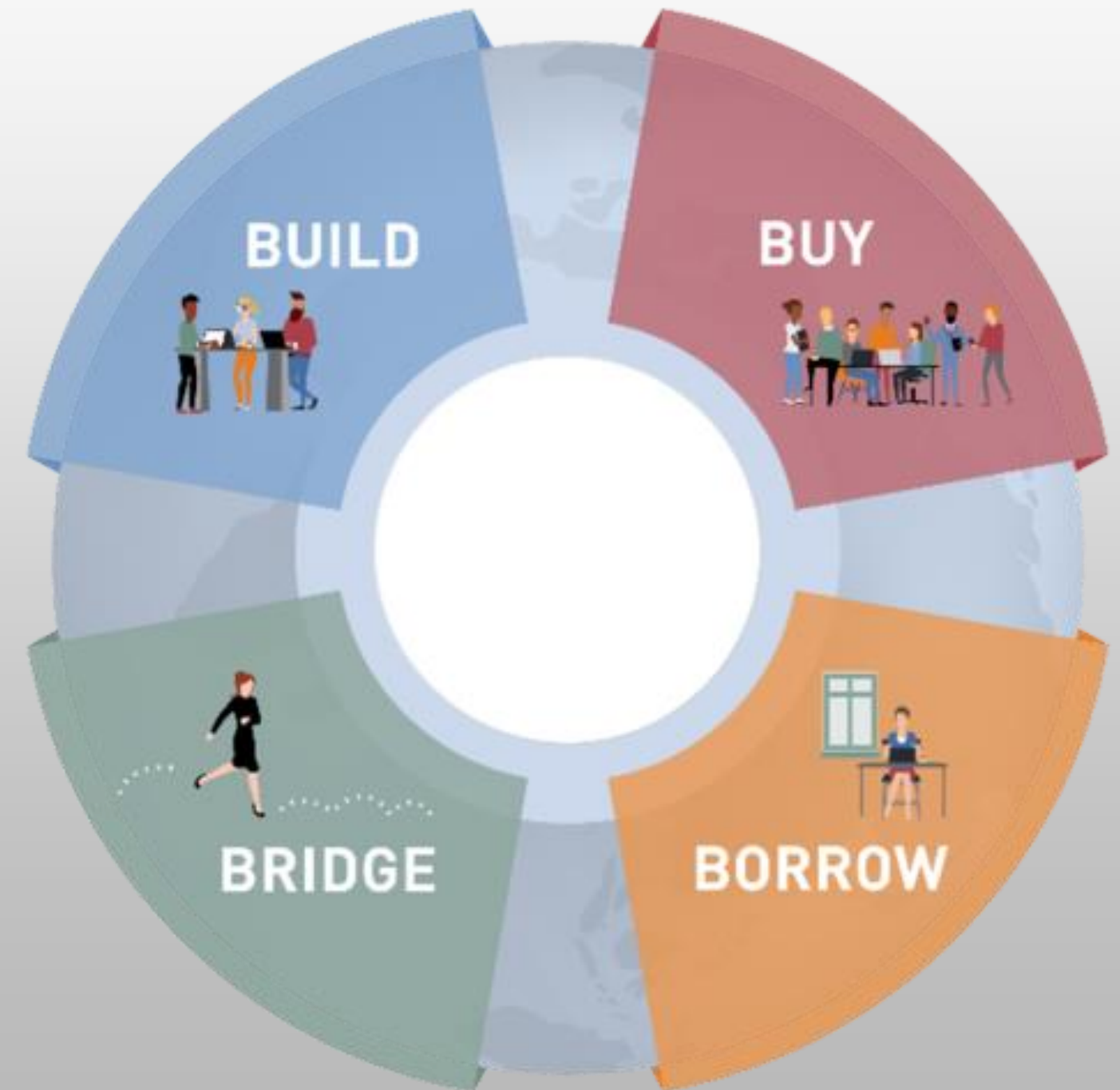
***THE EXECUTIVE DISCONNECT...***

***THE R WORD...***

***It is still a candidate driven market...FOR NOW.***

# TALENT ACQUISITION TRENDS

- ❑ ONE SIZE (DOES NOT) FIT ALL
- ❑ POST AND HOPE IS NOT A STRATEGY
- ❑ RECRUITING IS OUTBOUND
- ❑ DATA DRIVEN RECRUITING
- ❑ DIVERSIFIED STRATEGY - INTERNAL, AGENCY & RPO, INTERNAL TALENT POOL



# TALENT ACQUISITION TRENDS

- SCREENING IN
- TIME TO OFFER (INITIAL SCREEN TO OFFER)
- \*COMPENSATION BANDS/GRADES
- COMPETITIVE LANDSCAPE
- DIVERSITY, EQUITY & INCLUSION
- WHAT'S OLD IS NEW!



# JOB SEEKER TRENDS

- WHERE ARE THE JOB SEEKERS?
- COMMUNICATION IS KEY
- LIFESTYLE CHOICES
- EXPERIENCE & ENGAGEMENT
- EXPECTATIONS - FLEXIBILITY, COMPENSATION & CONNECTION





# WHAT'S AHEAD FOR 2023?



**Thank You Metro Atlanta eXchange!**



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