

Q2 Talent Acquisition Industry Insights

The Advanced RPO quarterly digest of recently published news and trends is designed to be a resource for business leaders and executives managing talent acquisition.

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01

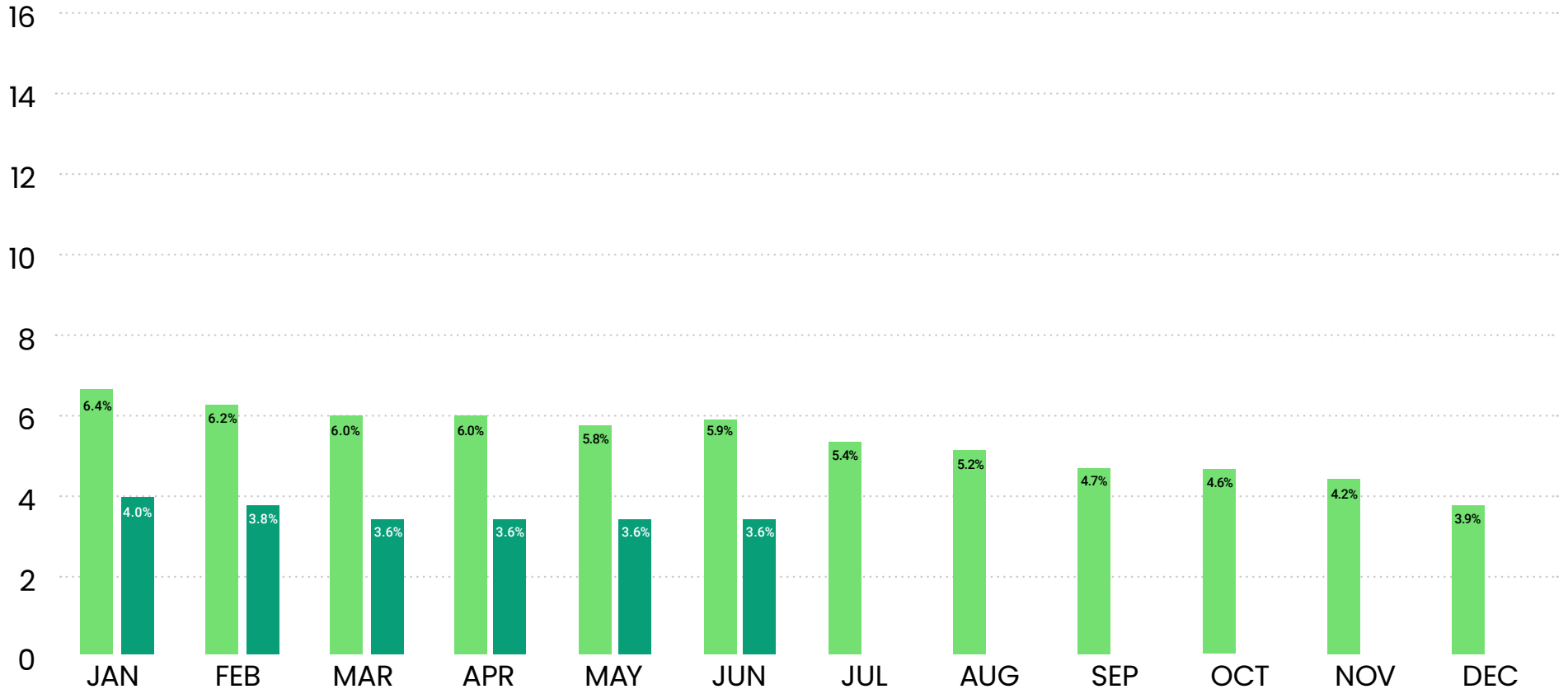
Unemployment Rates

U.S. unemployment rates

2021 & 2022

Current Unemployment Rate = 3.6%

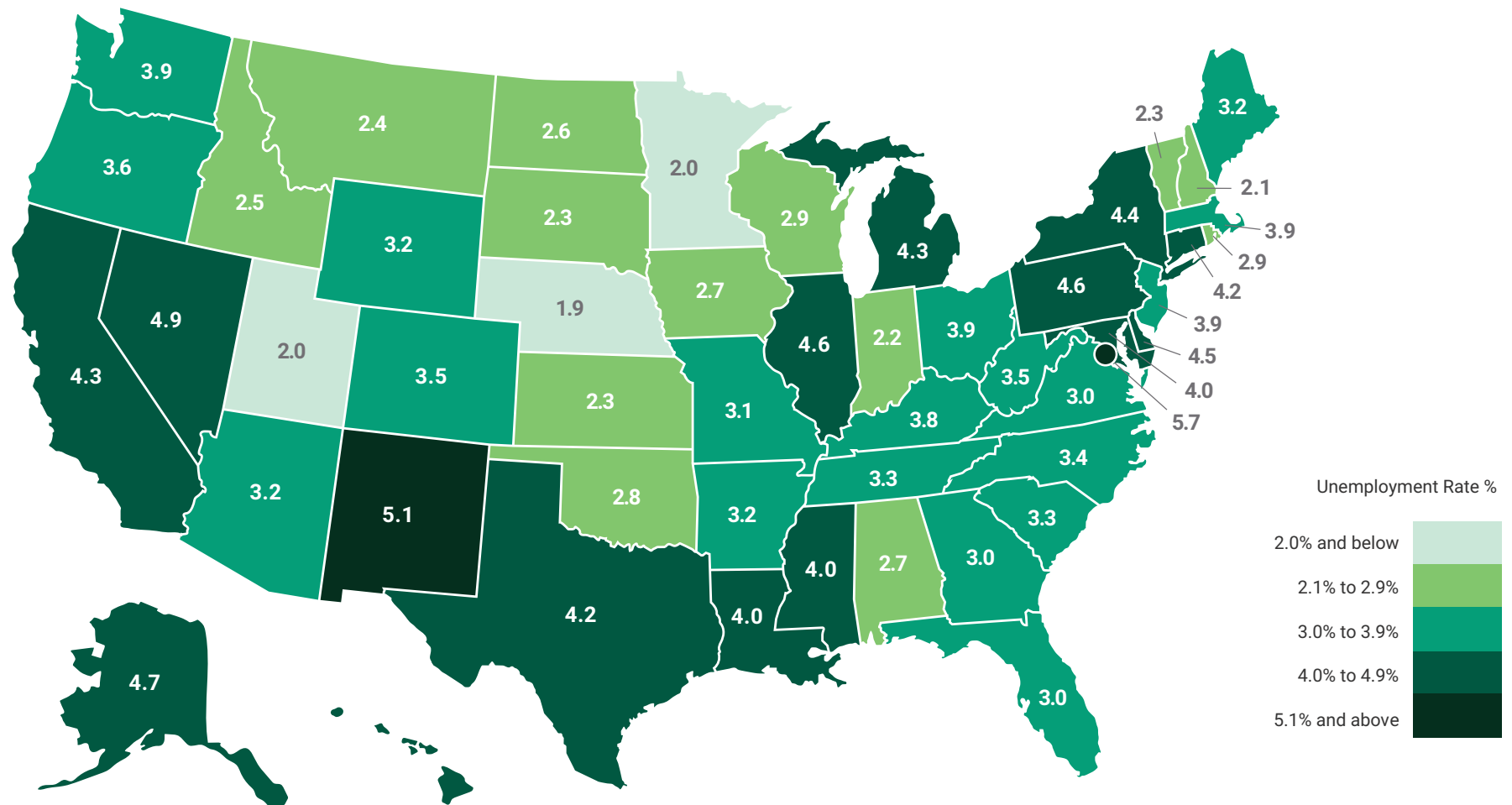
2021 2022



Source: data.bls.gov

U.S. unemployment rate

By state



Source: www.bls.gov

02

Market Intel

Recession Watch: 2022

The economy is still going strong...

June non-farm payroll increase:
(122,000 over the estimate) **372,000**

Unemployment rate:
(4th straight month) **3.6%**

Average hourly earnings:
(up y-o-y) **5.1%**

Industries with most job creation: **Education**
Health services
Professional and business services
Leisure and hospitality

Recession Watch: 2022

But some warning signs are emerging



37,000 workers

have been laid off since May



Industries with most layoffs:

Tech, cryptocurrency and real estate



Manufacturing overtime hours have declined

for three straight months; the longest downward streak since 2015



ISM manufacturing index fell

3.1 points to 53.0 in June; the lowest reading since June 2020



We expect any coming recession to occur at the earliest in late 2022 or 2023."

- Deloitte

03

Now Trending in
Talent Acquisition

#1: Changing compensation strategies

What's new?



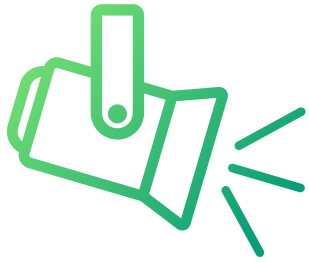
Minimum wage. More than 20 states, cities, and counties increased minimum wages in July. Six million workers were impacted in Connecticut, Nevada, and Oregon alone.



Salary transparency. New York City and the state of Colorado have passed laws requiring postings to list salary ranges, and California, Massachusetts, and South Carolina are considering similar legislation.



Starting bonuses. Due to inflation and recession concerns, starting bonuses are on the downward trend.



Spotlight: Pay transparency

53% said compensation is a top factor in looking for a new job

82% said they wanted compensation listed in a job description

132% more likely to refer others when told a job's salary without having to ask

“ Not ready to share specific salary information for job postings? Some companies aren't. One way to move closer to transparency is to share pay bands or ranges. This can help attract candidates who won't consider a position without some understanding of pay.”

– Tanya Cohen,
Director, RPO Solutions,
Advanced RPO

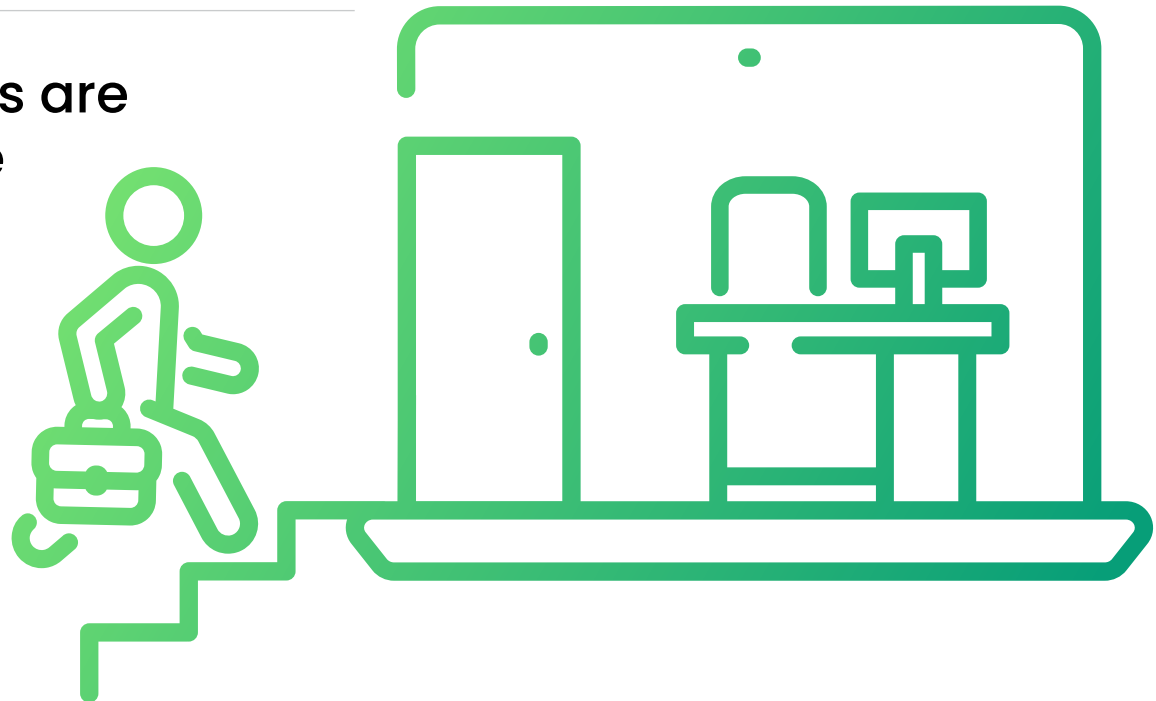
#2: Hybrid Work

Hybrid work could be COVID's organizational legacy

90% of organizations have adopted hybrid work

2/3 of companies allow flexible work hours

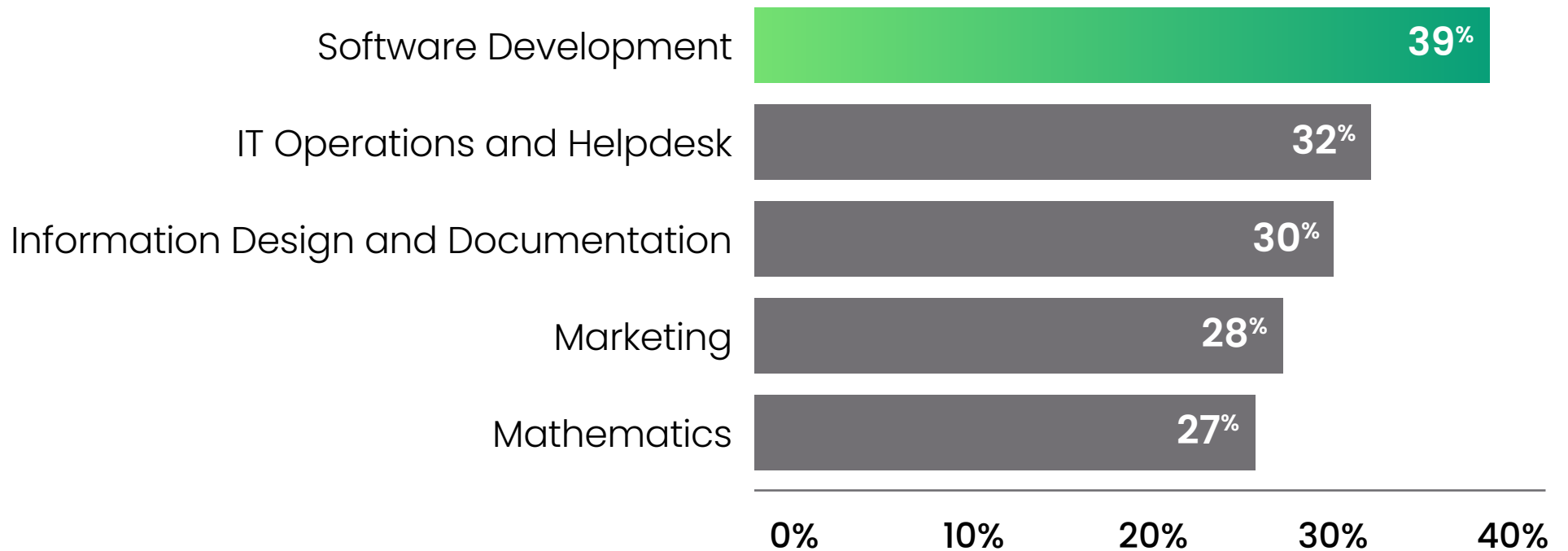
9.4% of Indeed job postings are advertised as remote
6.7% increase since 2019



#2: Hybrid Work

Software development jobs lead the remote work pack

Top 5 job sectors by remote share of job postings, May 2022



#3: Fair chance hiring

Casting a wider net for talent

70-100
million

People in the U.S. with criminal records

31%

Indeed job postings noting fair chance employment policies increased 31% since May 2019

45%

Job searches using phrases like 'felon friendly' and 'no background check' have risen 45% since May 2021



#4: RPO support

3 problems solved with RPO

Challenge

With RPO, you get...

1 75% of employers reported recruiting technology gaps.

✓ Better tech

2 Internal teams spend 23 hours on average sorting through resumes per hire.

✓ Efficiency and time savings

3 Up to 88% of applicants are unqualified for the job.

✓ Sourcing expertise

“ Recruitment process outsourcing providers offer the combination of human connection, innovation, and recruiting experience... With expansive talent networks and a stack of intelligent recruiting technology, RPO providers can tackle everything from end-to-end recruiting and project recruitment to front-end recruiting support and recruiter augmentation.”

– Jobvite

Five Data-Driven Strategies to Improve the Candidate Experience

#5: Job title inflation

Job titles are a key part of an employee's currency on the labor market, impacting career progression, salary expectations, and professional status.



The case against them:

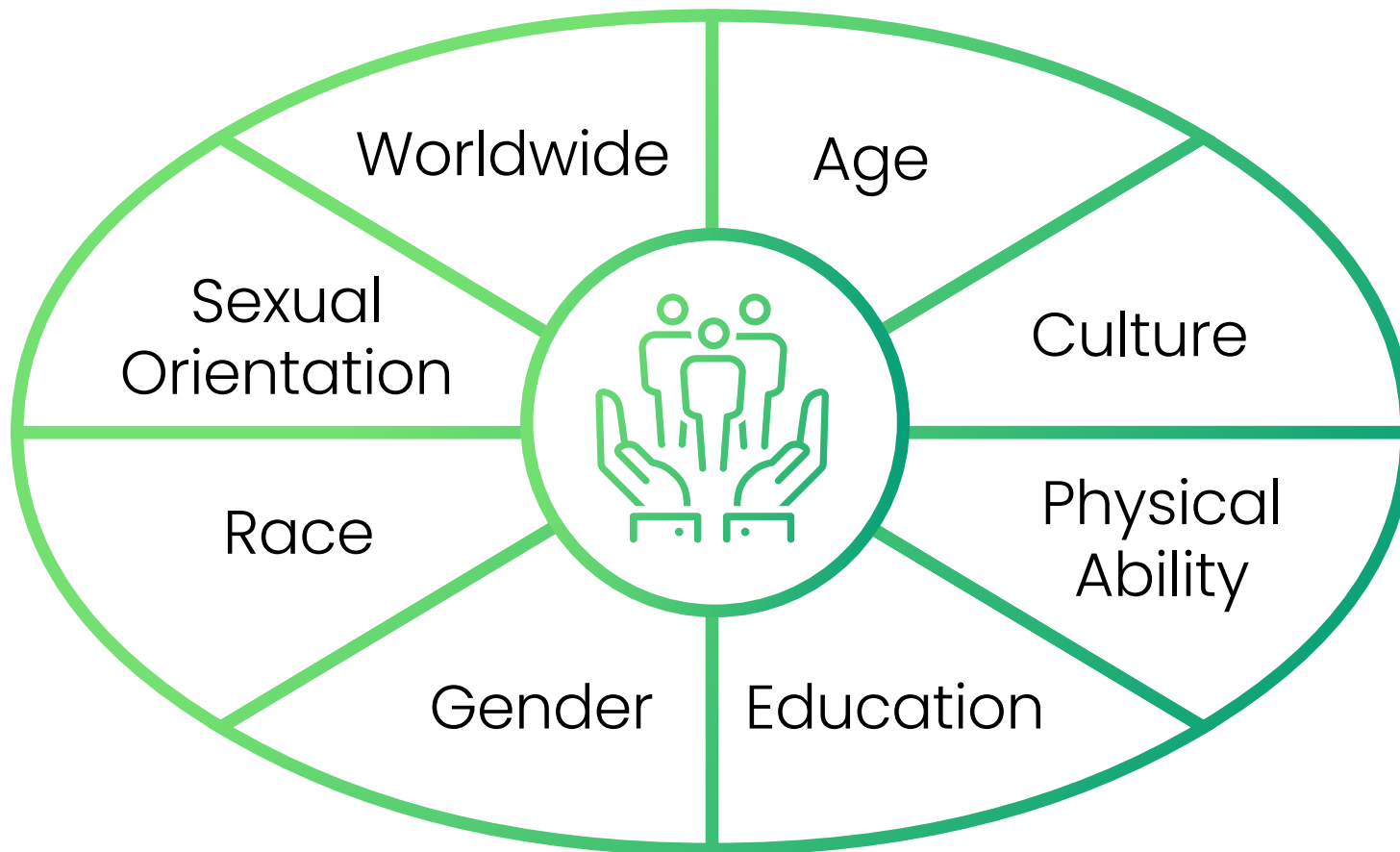
- 1 They make career pathing unclear.
- 2 Unique job titles can make it difficult for an employee to land a new job.
- 3 Candidates won't be searching for a "customer success hero" or "production ninja" and are less likely to find your open roles.

04

New DEI Developments

Broadening the definition of “diversity”

Companies benefit from taking a broader view of diversity, inclusive of 8 key areas:



Remote work = Increased diversity & inclusion

How does remote work drive more diversity?



32% of women are less likely to leave their job if they have “remote access.” This is due to their need to better balance family and work responsibilities.



Over six million people in the U.S. labor force have some form of disability. Commuting poses a significant barrier to many of these people.



People facing **economic housing limitations** have more job opportunities by eliminating the need for them to be in close geographic proximity to the office.



And what about inclusion? One study found that remote jobs increase the chances of employees feeling included by 93%, compared to in-office jobs.

05

Industry Snapshots

Technology industry: Glass half full

Tech leaders are turning employment turbulence into opportunity.

According to a recent survey...

64% of tech leaders agree it's getting harder or significantly harder to find skilled workers for their open job positions, **BUT**

55% said the churn in the labor market gives them the chance to bring in top-level talent that they otherwise might not have attracted.



Life sciences industry: Time to get proactive

An industry without candidates



There are more professionals working in life sciences research in the U.S. than ever before.



In April 2022, life, physical, and social science occupations had the second-lowest unemployment rate of all U.S. occupations at 0.6%.

**Employee
GROWTH
2020-2022**

The biotech industry is on fire.

- U.S. overall: **4.7%**
- Life sciences industry: **5.3%**
- Biotech industry: **11.5%**

Source: www.cbre.com, www.biospace.com

“How can you find the right candidate when no one is applying? The life sciences industry is one where sophisticated passive candidate recruiting strategies play a huge role. Partnering with experts like Advanced RPO on these initiatives will pay off greatly.”

– Tim Oyer

Vice President,
Advanced RPO

Supply chain industry: More manufacturers, less talent

An update on manufacturing

116% increase in construction of new manufacturing facilities in the U.S. this past year.

45% of manufacturing executives have turned down business opportunities because of a lack of workers.

83% of manufacturers say attracting and retaining a quality workforce is a top focus.



06

Words and Terms to Know

Diversity in the workplace:

The range of similarities and differences individuals have that make them unique and shape how they contribute to company culture.

Fair chance hiring:

The premise that everyone, regardless of their background, has the right to be fairly assessed for a role they are qualified for.

Job title inflation:

The increasing number and size of grandiose job titles in corporations and organizations, without a corresponding increase in pay.

Multigenerational workforce:

A workforce made up of employees from different generations, like the baby boomer generation, Generation X, the millennial generation, and Generation Z.

Skill disruption:

The need for workers to learn new skills when their job shifts in some way.

We know that finding and hiring the right talent is hard.

At Advanced RPO, we make it easier for you.

We are the powerful recruiting engine behind growing organizations. We partner with businesses to create recruiting scalability and workforce agility through our flexible end-to-end, hybrid and project RPO solutions. Our tenured team of experts has perfected our high-touch, technology-enabled approach that results in seamless, consistent processes and experiences, a stronger employer brand and impactful relationships with high-quality hires.

For more information, visit:

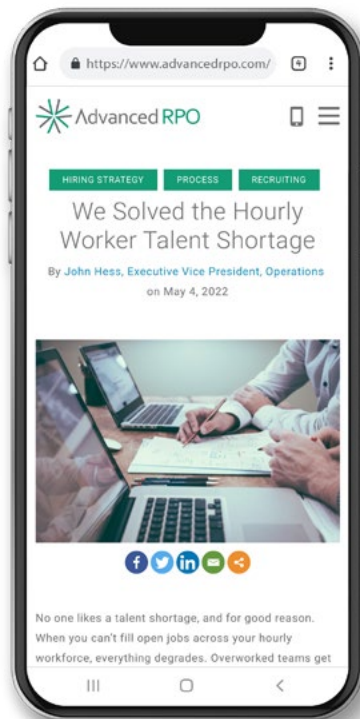
advancedrpo.com

312-263-0400

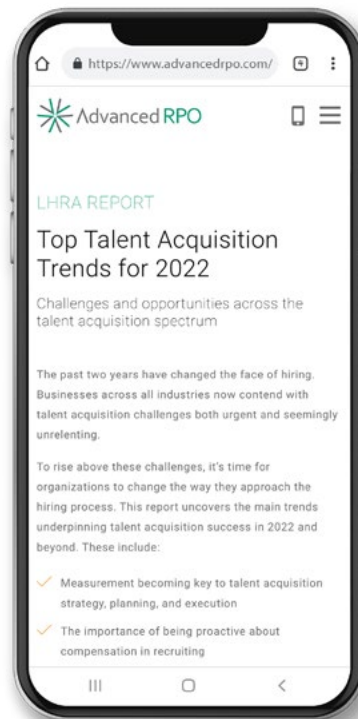
Some challenges we help solve:

- » Recruiting costs are too high and unpredictable: We help you gain control of recruiting costs by optimizing your processes for efficiency and savings.
- » We cannot hire fast enough to meet growth goals: Our adaptability means your agility. Our scalable, on-demand solution gives you the power to handle hiring spikes with flexibility to adapt to changing business initiatives.
- » We don't have the recruitment expertise to meet the specialized hiring needs: Recruiting is our core competency. Our experts, on our large team of experienced recruiters within niche skill sets, can help you find your experts.
- » We do not have a passive sourcing strategy: Over 70% of the candidates our clients ultimately hire are passive. We have dedicated experts who focus on the most current and effective passive sourcing tactics.
- » I only have a short-term hiring need: Our project solution offers the same value adds as our RPO solution. You get access to our team of experts and industry-leading candidate and hiring manager experiences for the length of the project.

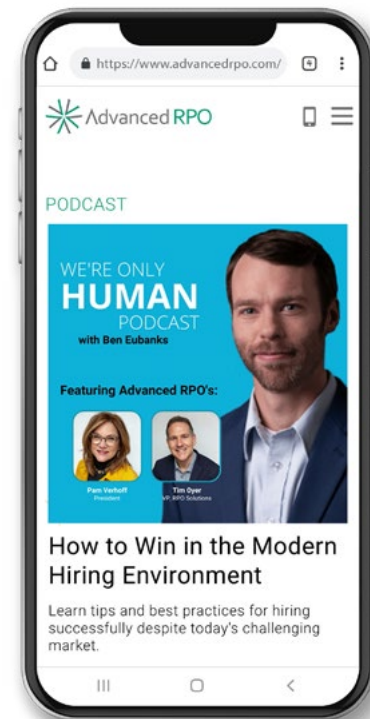
Additional resources:



BLOG
We Solved the Hourly Worker Talent Shortage



REPORT
2022 Talent Acquisition Trends



PODCAST
How to Win in the Modern Hiring Environment:
We're Only Human Podcast

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