



Quarterly Talent Acquisition Trends + Insights

October 2022

Finding and hiring the right talent is hard. We make it easier for you.

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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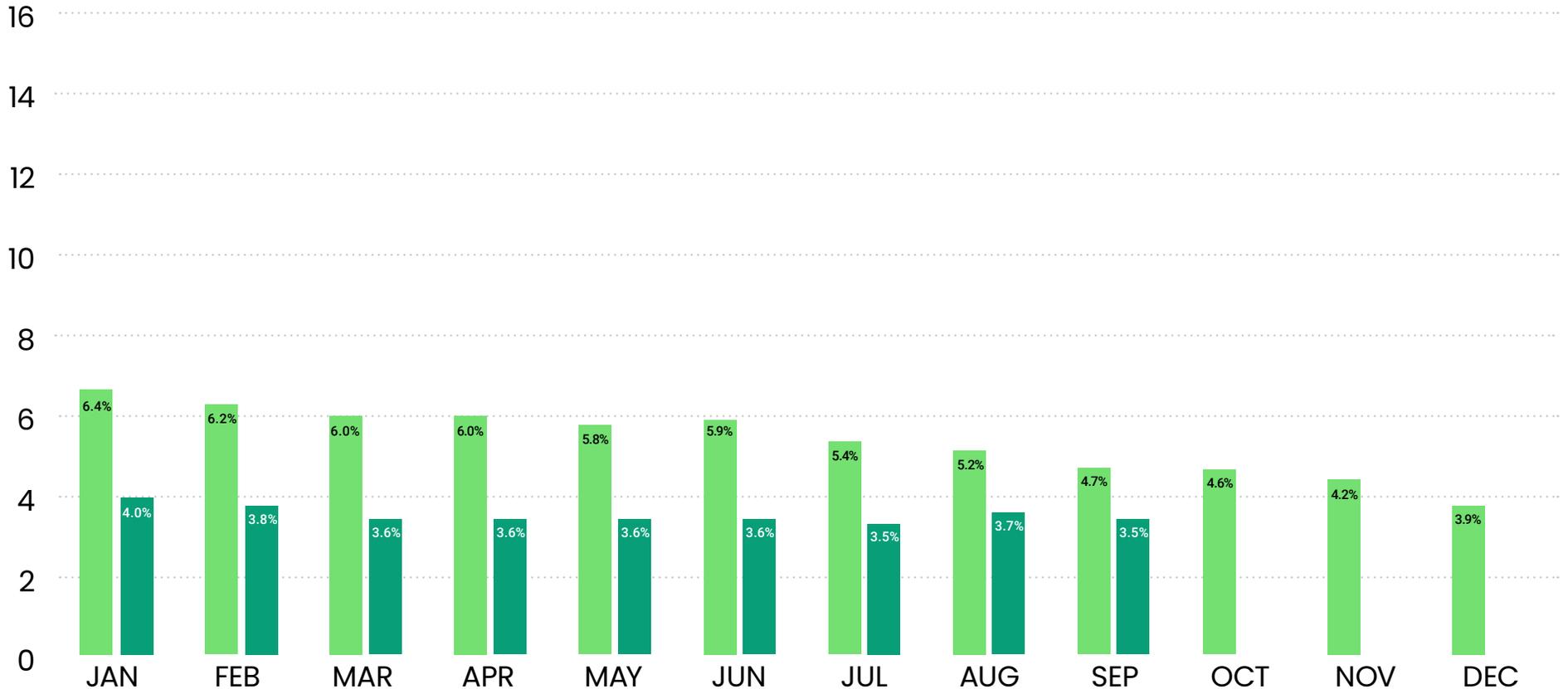
Unemployment Rates

U.S. unemployment rates

2021 & 2022

Current Unemployment Rate = 3.5%

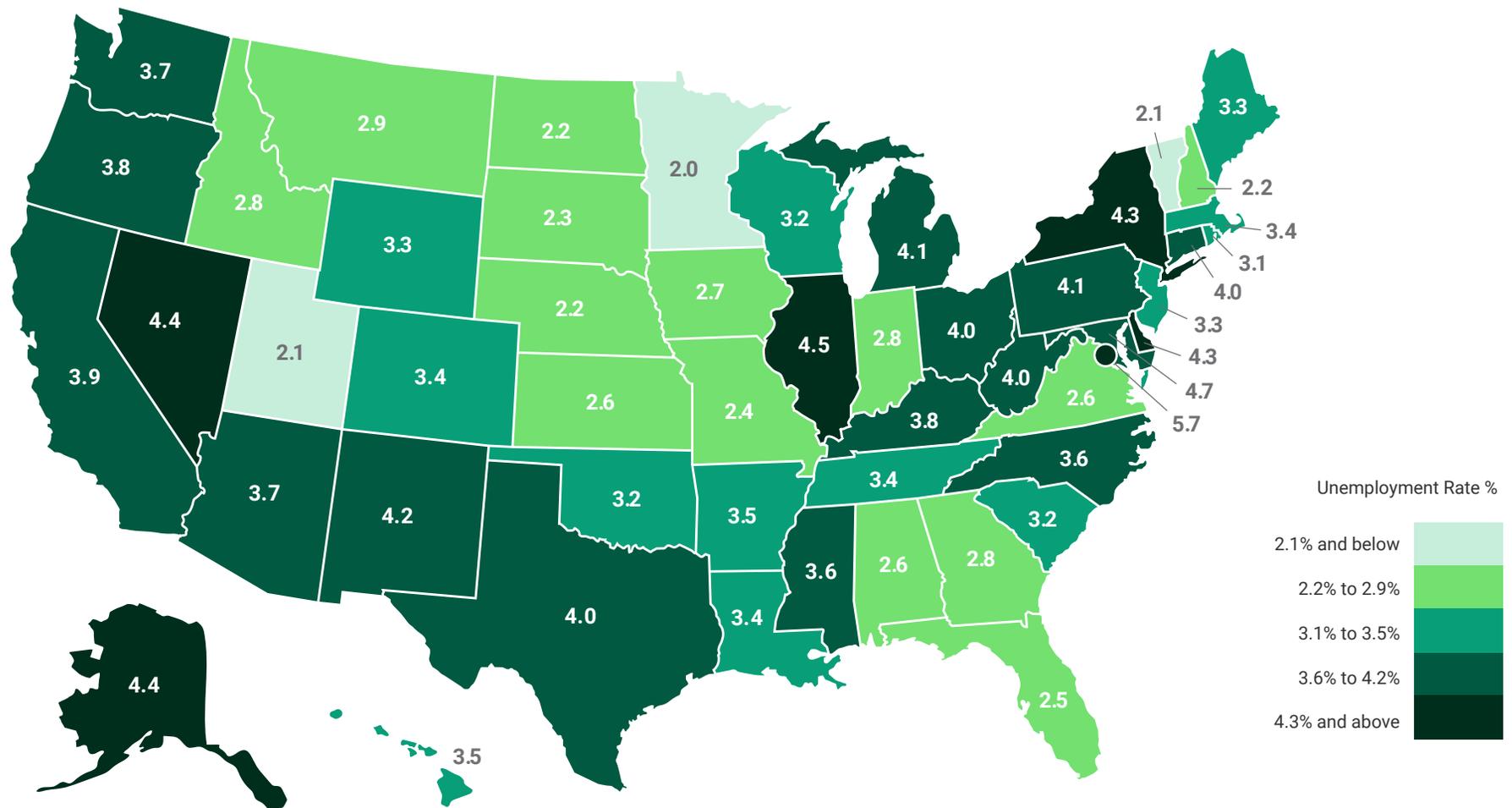
2021 2022



Source: data.bls.gov

U.S. unemployment rate

By state



Source: www.bls.gov

02

**The State of Business:
The 4 Questions All Employers Have**

The 4 Questions All Employers Have Are We Officially in a Recession?

YES!

General definition: two consecutive quarters of negative gross domestic product (GDP)

NO!

National Bureau of Economic Research (NBER) definition: a significant decline in economic activity that is spread across the economy and that lasts more than a few months

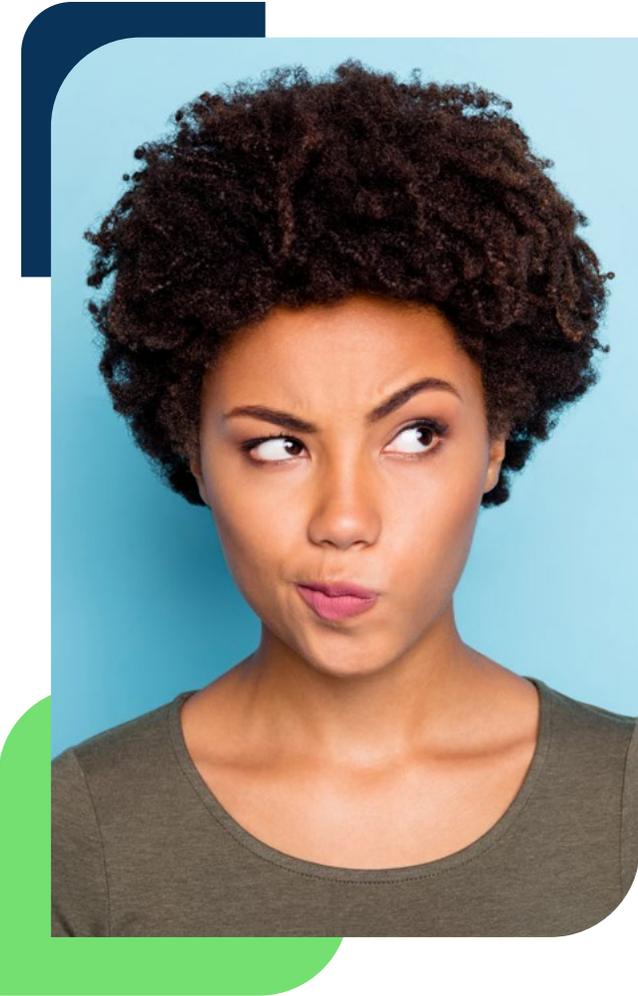
Economists are still torn:

YES! – **Steve Hanke**, Johns Hopkins University

NO! – **Richard Thaler**, Nobel Prize-winning economist

POTENTIALLY, but not to a significant degree – **Stephen Roach**, Yale University

The 4 Questions All Employers Have Are Employers Hiring or Firing?



HIRING!

More than 40% of employers plan on growing their workforce, and one in four businesses will pick up the pace this year and hire more employees than they typically would.

FIRING!

The Federal Reserve is forecasting that 1.2 million people will lose their jobs by the end of 2023, raising the unemployment rate from 3.7% to 4.4%.

The 4 Questions All Employers Have

Do Candidates Still Hold the Power?

YES... *for now*



The quits rate remains high



Unemployment remains low



Job openings remain high BUT fell by 10% between July and August



Recruiting in our current market is still incredibly difficult and requires organizations to get creative across the board. From where they source candidates, to the hiring process, to compensation packages – you **MUST** get out of the box to get a candidate’s attention.”

– Paul Wolf

Director of Client Delivery,
Advanced RPO

The 4 Questions All Employers Have

Is Quiet Quitting and Quiet Firing Really Happening?



YES...

but it's nothing new

Google **"quiet quitting"** and you'll find over **16 million** results. An article in The Washington Post sums it up well:

"Firming up boundaries between work time and personal time may look like slacking off — or it may mean workers are ensuring they are bringing their full, undiluted focus to work tasks, and then doing the same for their leisure time. Working differently doesn't mean working less."

Quiet firing?

83% of workers have seen or experienced quiet firing.

7 signs of quiet firing:

- 1 You haven't received a salary increase in one to two years.
- 2 You don't receive any meaningful feedback from your manager.
- 3 Your manager avoids engaging with you.
- 4 You've been singled out to answer tough questions during meetings.
- 5 Your ideas are disregarded.
- 6 You aren't being challenged or given additional opportunities and projects.
- 7 You're left out of meetings, events, and/or social gatherings.

03

Recruiting Roundup

Recruiters **Sound Off**

What do recruiters have to say about hiring today?

There are challenges right from the start, as...

63% have had new hires leave in the first 90 days

68% of recruiters are seeing salaries increase for new hires

72% have worked with candidates who have received multiple offers simultaneously

“ While stressful on recruiters, these challenges can be leading indicators for changes that need to be made in the hiring process. Perhaps the employer value proposition isn't clear, or hiring managers need to get realistic about rates, or decisions need to be made faster. Recruiters need to flex to meet candidates where they are – and give them what they need.”

– John Hess, EVP Operations, Advanced RPO

Recruiters **Sound Off**

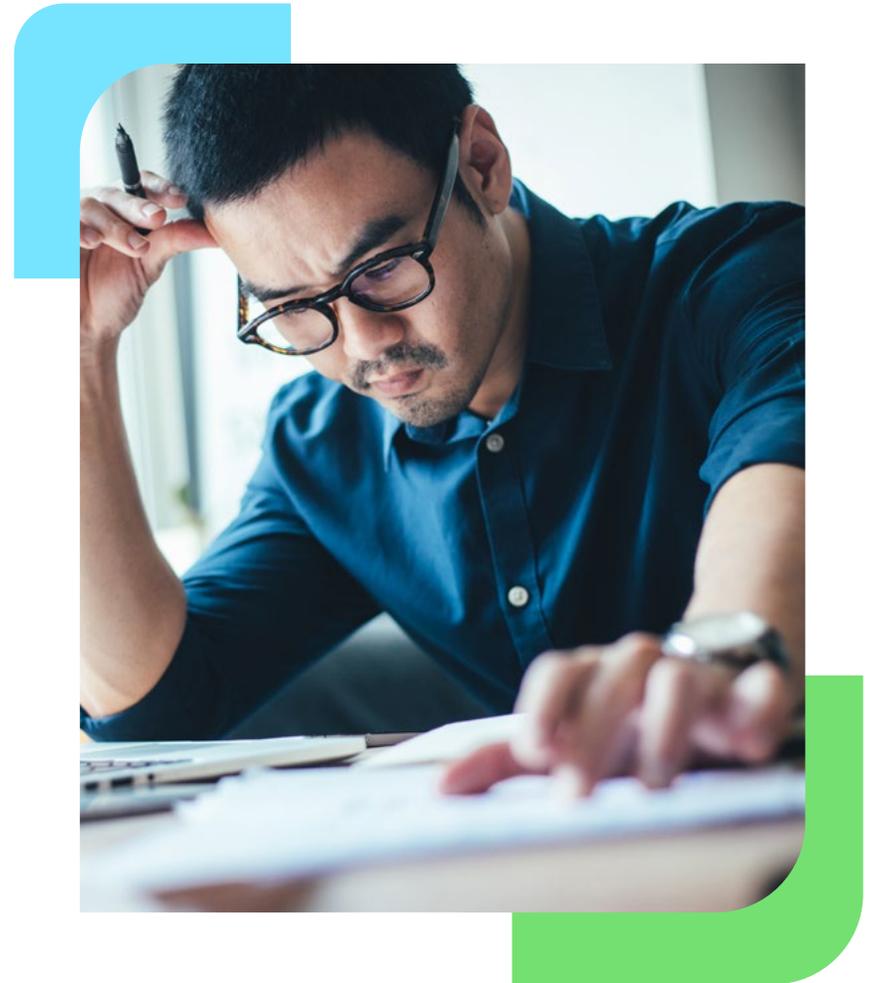
What do recruiters have to say about hiring today?

And with too few candidates...

45% plan to outsource more jobs to freelancers and gig workers

52% are retaining employees who are low performers or not a culture fit

71% are taking more chances on different kinds of candidates



Recruiters **Sound Off**

What do recruiters have to say about hiring today?

With all that said...

65% say their job is more stressful today than it was a year ago

63% expect to increase their recruiting technology spending

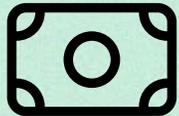
73% believe their team will grow over the next year

“ All signs point to recruiting getting more resources and financial support from their executives. HR leaders will need to think carefully about how they can best set themselves up for success, given confusing predictions about the economy and continued labor market unpredictability. That’s really where RPO shines.”

– Sarah Buck, Account Manager, Advanced RPO

Spotlight On: The Class of COVID-19

What are the trends among new graduates, dubbed “the class of COVID-19”?



They aren't realistic about pay.

There is a 20% difference between what college seniors/recent grads expect to be paid and what HR and recruiting pros expect to pay.



They're in it to win it. Loyalty is “in.”

Two-thirds of college seniors/grads see themselves having a long-term career path with their employer.



They do their (social) research.

Talent admits to researching or “stalking” hiring teams’ social channels ahead of meeting with them.



They prioritize well being.

College seniors/grads expect companies to offer perks related to mental health and well-being.

04

Reimagining Compensation

Defining Competitive Pay

Offering “competitive pay” means that companies have evaluated and possibly adjusted their total packages against the competition. It does not mean that every part of the compensation package needs to be equal or even included.

Money

Salary/hourly rate plus overtime

Signing bonus

Incentive pay

Profit sharing

Stock/equity

Retirement contributions

Student loan assistance

Relocation costs

Schedule & PTO

Remote, hybrid

Flexible schedules

4-day work week

PTO/vacation

Holidays

Medical and sick leave

Parental leave

Other paid leave
(e.g., bereavement, jury duty, military)

Defining Competitive Pay

Common Benefits

Health, dental, and vision insurance

Life insurance

Disability insurance

Professional development

Tuition reimbursement

Transportation
(company car or commute reimbursements)

Meals on site

Employee resource groups

Less Common Benefits

Childcare
(onsite or backup service)

Discounts on major purchases or businesses

Farm boxes, community gardens, and local food

Health and wellness
(gym membership, etc.)

Financial education and programs

Charitable contribution matching

PTO for community service

Special projects to support causes

Show Employees the Money

While competitive pay includes a myriad of perks and benefits, employees still value cash over all else.

A majority of working adults – 66% of employees would prefer a 10% pay increase over an additional week of paid time off.

AND, they're expecting it!

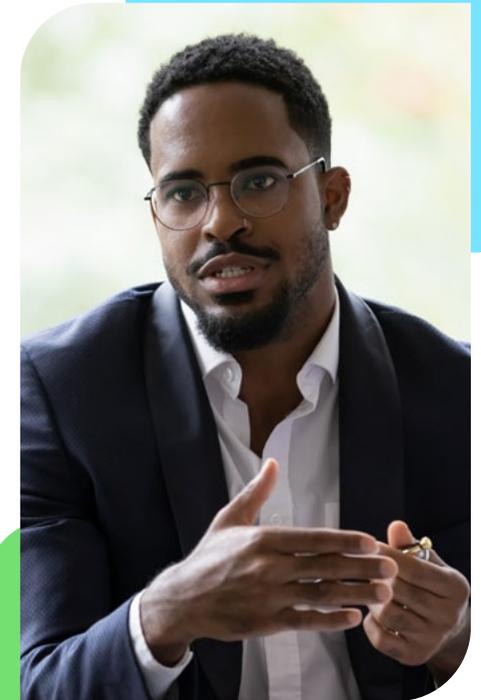
89% of employees are currently expecting a raise

46% of employees expect an annual raise of 5% or more

16% of employees expect an annual raise of 10% or more

“Right now, companies should be prepared to manage their employees’ expectations around pay increases with the new year just around the corner.”

– Kevin Armstrong, Program Director, Advanced RPO



An Update on Perks

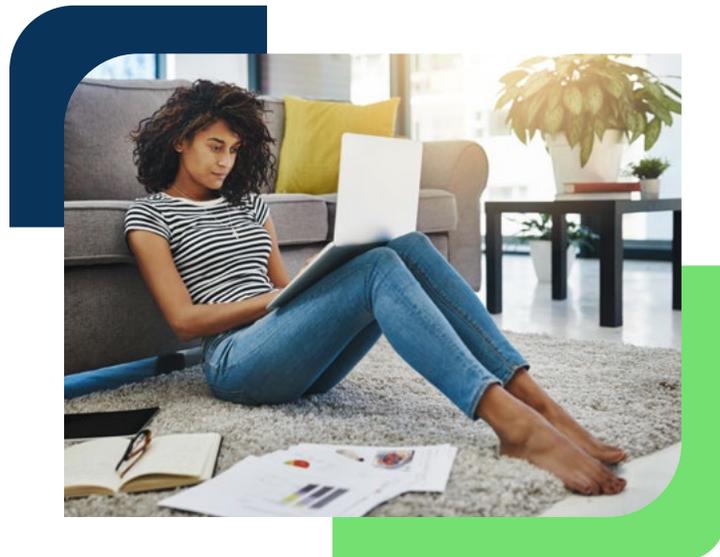
What do candidates want when it comes to the “perks” part of their compensation package?

Non-financially related perks:

30%: four-day work week

28%: have their birthday off

21%: work remotely full-time



Financial support for specific costs:

24%: mental health and wellness benefits

20%: student loan repayment

19%: childcare/daycare stipend

15%: tuition reimbursement

13%: pet insurance

10%: fertility or new baby benefits

But also, show them the money!

28% want a signing bonus

05

Making the Case for RPO

RPO Goes Mainstream?

Almost half of companies are investing in sourcing, and that includes looking more closely at the role RPOs can play.



“ In this market, it’s really important to look at potential partnerships through the lens of flexibility, since we can’t predict hiring needs (and talent availability) to the degree that we could prior to the pandemic. An RPO, with its ability to scale up and down, isn’t just about investing for right now, it’s about investing for the future.”

– Tim Oyer, Vice President, Advanced RPO

06

Words and Terms to Know

Class of COVID-19:

College graduates or any person entering the workforce in our pandemic era of work, marked by an increase in remote work and market volatility.

Competitive Pay:

Comparing the total compensation package with those of other organizations' total compensation. It does not mean that every part of the compensation package needs to be equal or even included.

Locational Flexibility:

Arrangements that make it possible for employees to work from a location different from the main worksite. Telecommuting/remote work is the most common type of location flexibility.

Quiet Firing:

The act of being nudged out by a manager who can't fire you but is making your job increasingly unpleasant and unrewarding.

Quiet Quitting:

An informal term for the practice of reducing the amount of effort one devotes to one's job, such as by stopping the completion of any tasks not explicitly stated in the job description.

Radical Flexibility:

A new set of principles in which employee expectations about where, when, and how they work are met through flexible work schedules, shared purpose, and excellence in communication processes.

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:

Infographic

Advanced RPO

The Difference Between RPO and Recruiting Vendors

People often ask: How is RPO different?

The answer is simple. We are an integrated and holistic talent acquisition partner that embeds into your business and becomes an essential part of your recruiting and talent acquisition organization.

The Difference Between RPO and Recruiting Vendors

Download

Webinar

Navigating Hourly Hiring

Advanced RPO

Navigating Hourly Hiring in Today's Market

Listen Now

Blog

"Building strong working relationships between recruiters and hiring managers can be a talent acquisition game changer."

Tim Oyer
Vice President

Justin King
Solution Design Director

Advanced RPO

How to Harness Recruiter and Hiring Manager Relationships for Greater Results

Learn More

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