

## New, third-party research sheds light on hiring trends for the first half of 2023.

To provide accurate and timely employment forecasts for business leaders, Express Employment Professionals commissions an ongoing Job Insights survey to track employment and hiring trends across a wide range of industries.

The survey was conducted online within the U.S. by The Harris Poll on behalf of Express between Dec. 1 and 15, 2022, among 1,002 U.S. hiring decision-makers (defined as adults ages 18+ in the U.S. who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). Data were weighted where necessary by company size to bring them into line with their actual proportions in the population.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within + 3.2 percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.

An omnibus survey also was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from Dec. 13-15, 2022 among 2,041 adults ages 18 and older, of which 1,232 are employed and 969 identify as job seekers. Data are weighted where necessary by age, gender, race/ethnicity, region, education, marital status, household size, household income and propensity to be online, to bring them in line with their actual proportions in the population. Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within + 2.8 percentage points using a 95% confidence level.



Harris Insights & Analytics LLC, A Stagwell Company

## Hiring Growth Remains Hopeful in 2023

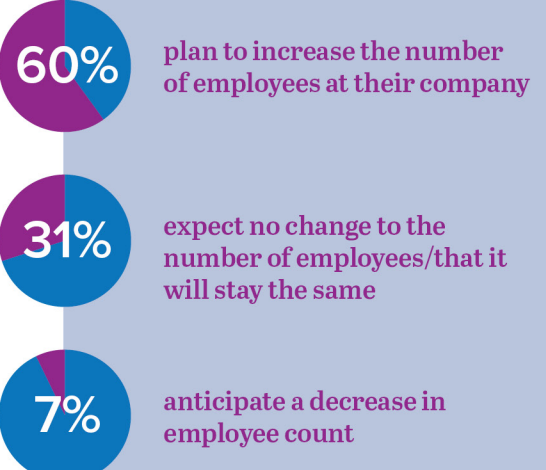
U.S. hiring decision-makers remain optimistic about the future of the workforce, with the most common feelings attributed to hiring in 2023 being positive (75%) – including optimism (43%), hopefulness (38%), and confidence (36%). This sentiment is shown as their plans to expand employee count stayed steady at 60% in the first half of 2023, on par with the first and second halves of 2022 (60% and 61%, respectively). Only 7% report they plan to decrease their workforce in the first half of 2023, with majority citing the reason is to reduce costs.

### Which Companies Are Hiring in the First Half of 2023?



Of hiring decision-makers who say their companies are increasing their number of employees in the first half of 2023, **49%** say it is due to the need to manage increased volumes of work.

### According to hiring decision-makers, in the first half of 2023:



## Finding Qualified Candidates and Increased Turnover Among Challenges in 2023

Companies are facing the challenge of finding applicants, let alone those with the appropriate skills. However, with positions remaining unfilled and turnover increasing, a heavy burden is being placed on the employees who are left. As a result, companies must find ways to alleviate the burnout for those who remain.

Despite the positive outlook of U.S. hiring decision-makers regarding the future of hiring, **91%** expect to face challenges, including:



While there may be challenges for hiring in the future, 45% of decision-makers say they currently have open positions they can't fill, commonly due to a lack of applicants. For those who have open positions still unfilled, they say it is due to a lack of applicants who possess these qualifications:



Another challenge companies are facing is turnover. More than a third of US hiring decision-makers (35%) predict employee turnover at their company will increase this year—a proportion not seen since the spring of 2020 (34%).

**23%** of U.S. hiring decision-makers say turnover costs their company \$100,000 or more per year.

## Flexible Hours Are in High Demand, Yet Companies Hesitant to Offer

Flexibility in the work environment appears important to American job seekers. When given the option of working an 8-hour day, with a flexible start time, traditional 9-5, or a compressed schedule such as 10-hours per day for 4 days a week, job seekers most commonly pick an 8-hour day with a flexible start time (40%), while nearly 1 in 5 job seekers (18%) would most prefer a compressed schedule.

### If employees are given the ability to design their own work schedule:

Job seekers say they would be:

- More productive (56%)
- About the same level of productivity (39%)

Employers say employees would be:

- More productive (35%)
- About the same level of productivity (53%)

Companies may also be embracing the idea of non-traditional work schedules. More than 9 in 10 US hiring decision-makers (94%) report that employees at their company are productive – with nearly half (48%) saying they are very productive currently. And, if given the ability to design their own schedules, hiring decision-makers feel employees would have about the same level of productivity (53%) or even be more productive (35%).

Still, there appears to be some hesitation in companies offering this amount of flexibility.

**Three quarters of US hiring decision-makers (75%) say they have concerns in their company offering flexible work hours – including:**



“Demand for top talent is still incredibly high and even if all the other pieces fall into place, such as sufficient product and demand, businesses can’t operate without workers,” said Express Employment International CEO Bill Stoller. “With some promising signs of inflation easing and more job seekers entering the picture, my hope for 2023 is that employers can finally catch a break after the tumultuous past two years.”



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