



Staffing. Recruiting. Culture.

2023 HIRING TRENDS & CHALLENGES:

*ATTRACTION AND RE-RECRUITMENT
STRATEGIES FOR THE FUTURE OF WORK*



INTRODUCTION

For the seventh year, LaSalle Network collected survey responses from more than 250 Finance, Operations and Human Resource executives in our annual survey on current hiring challenges and plans for the year ahead.

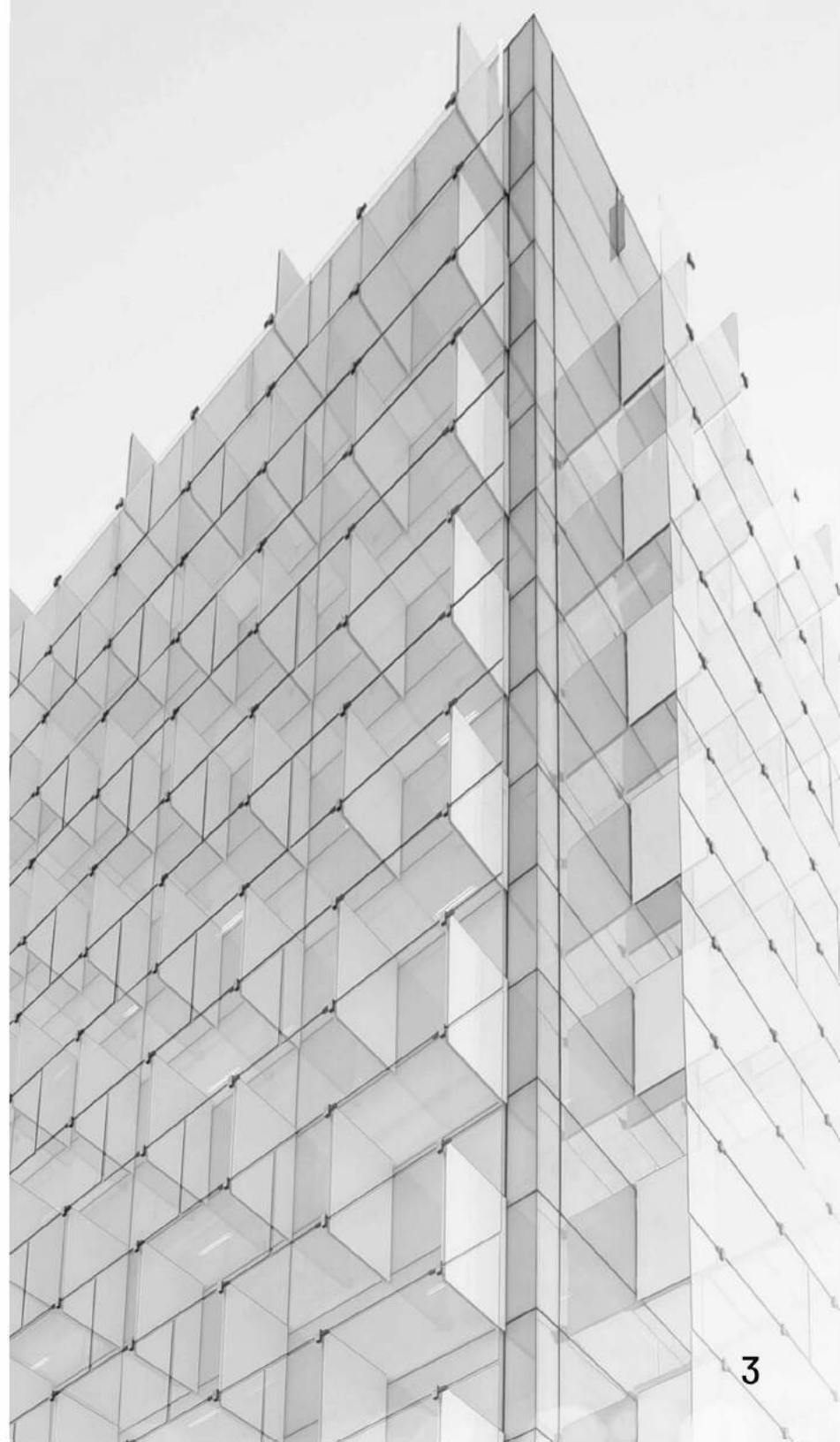
Despite trends like 'the Great Resignation,' leading to more than 30% turnover across the U.S. in 2022, and 'quiet quitting,' which caused plummeting engagement rates, our data found leaders cautiously optimistic about 2023, with 84% planning to add headcount. However, rather than hiring in volume as they did in 2022, leaders are focusing on recruiting key, skilled talent while retaining current teams. This slight paring back of hiring may be indicative of executives preparing for an economic downturn.

A major focus for business leaders in 2023 will be re-recruiting top talent. Re-recruiting is to renew or restore the health and vitality of employer-employee relationships, and is essential to reducing turnover and creating high-functioning teams. This entails selling employees on the company, role and their manager once again, even if they have been with the organization for a number of years, in order to boost engagement and productivity, as well as retain top talent.

To help keep business leaders competitive, this report serves as a benchmark to inform talent acquisition and retention strategies for the year ahead.

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PART ONE:
**2022 HIRING
CHALLENGES**



2022 HIRING CHALLENGES OVERVIEW

2022 was a challenging year for employers as turnover spiked and companies had to be strategic in how they attracted new talent. Below were the top three hiring challenges business leaders experienced:

#1 Challenge: Finding Skilled Workers

#2 Challenge: Meeting Compensation Requirements

#3 Challenge: Candidates Turning Down Offers

HIRING CHALLENGES OVERVIEW

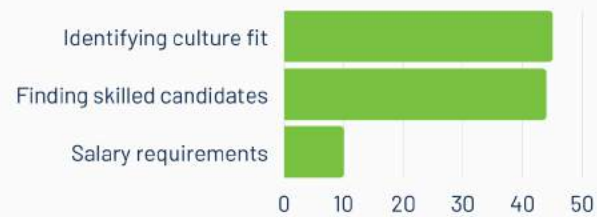
Over the Years

Finding skilled candidates has been a top challenge for the last seven years, and is again No. 1 after dropping to No. 3 in 2021.

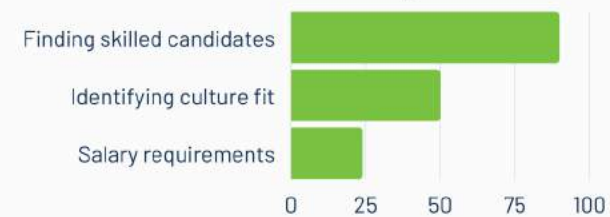
Candidates turning down offers was a top challenge for the first time this year, likely resulting from the strong candidate-driven jobs market and talent having more options than any year prior.

Identifying culture fit was a common hiring challenge pre-pandemic; however, in the last two years, it has not appeared to be a major concern for business leaders. As the economy shifts and businesses focus more on retention, we predict this will become a top priority again in years to follow.

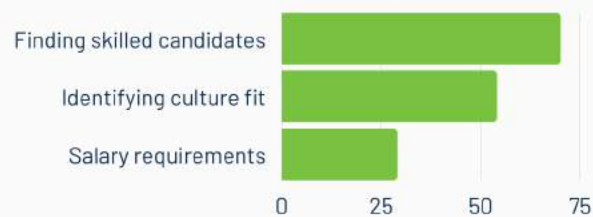
2015 Challenges



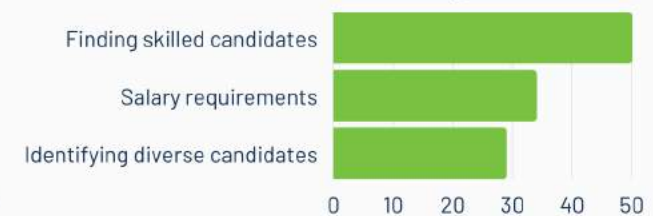
2016 Challenges



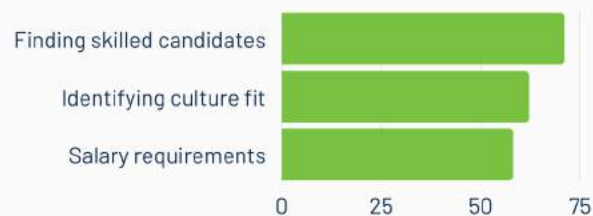
2017 Challenges



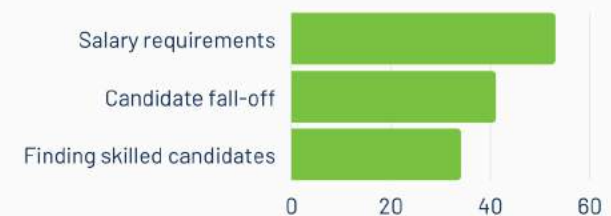
2018 Challenges



2019 Challenges



2021 Challenges



**Due to the sensitive nature of 2020, LaSalle Network did not collect data at that time*

#1 Challenge:

FINDING SKILLED WORKERS

Finding skilled candidates has historically been one of the top challenges employers face each year. Especially as the economy and jobs market bounced back post-pandemic, 2022 may have been especially challenging to find and recruit skilled talent due to intense competition.

ARE YOU RECRUITING IN THE RIGHT PLACES?

RESPONDENTS REPORTED THEIR MOST SUCCESSFUL HIRING TOOLS IN 2022 WERE:

- 1 JOB BOARDS
- 2 NETWORKING/REFERRALS
- 3 THIRD-PARTY RECRUITERS

ACCORDING TO OUR DATA, THE MOST POPULAR JOB BOARDS INCLUDED:



LINKEDIN



CAREERBUILDER



INDEED

#2 Challenge:

MEETING COMPENSATION REQUIREMENTS



More than 2/3 of respondents reported compensation was a top reason candidates turned down offers.

While compensation may not be the only way to incentivize talent, it was shown to be highly important to the majority of candidates. However, with the predicted economic shift, it may be unlikely in 2023 that companies will be able to offer exorbitant wages like those that were common throughout 2022.

#3 Challenge:

CANDIDATES TURNING DOWN OFFERS

This was the first time in the seven years we have conducted this survey that 'candidates turning down offers' was named among the top hiring challenges. This likely was due to the strong jobs market and the many options candidates had while job searching.

TOP REASONS CANDIDATES TURNED DOWN JOB OFFERS:



Compensation



Received Other
Job Offers



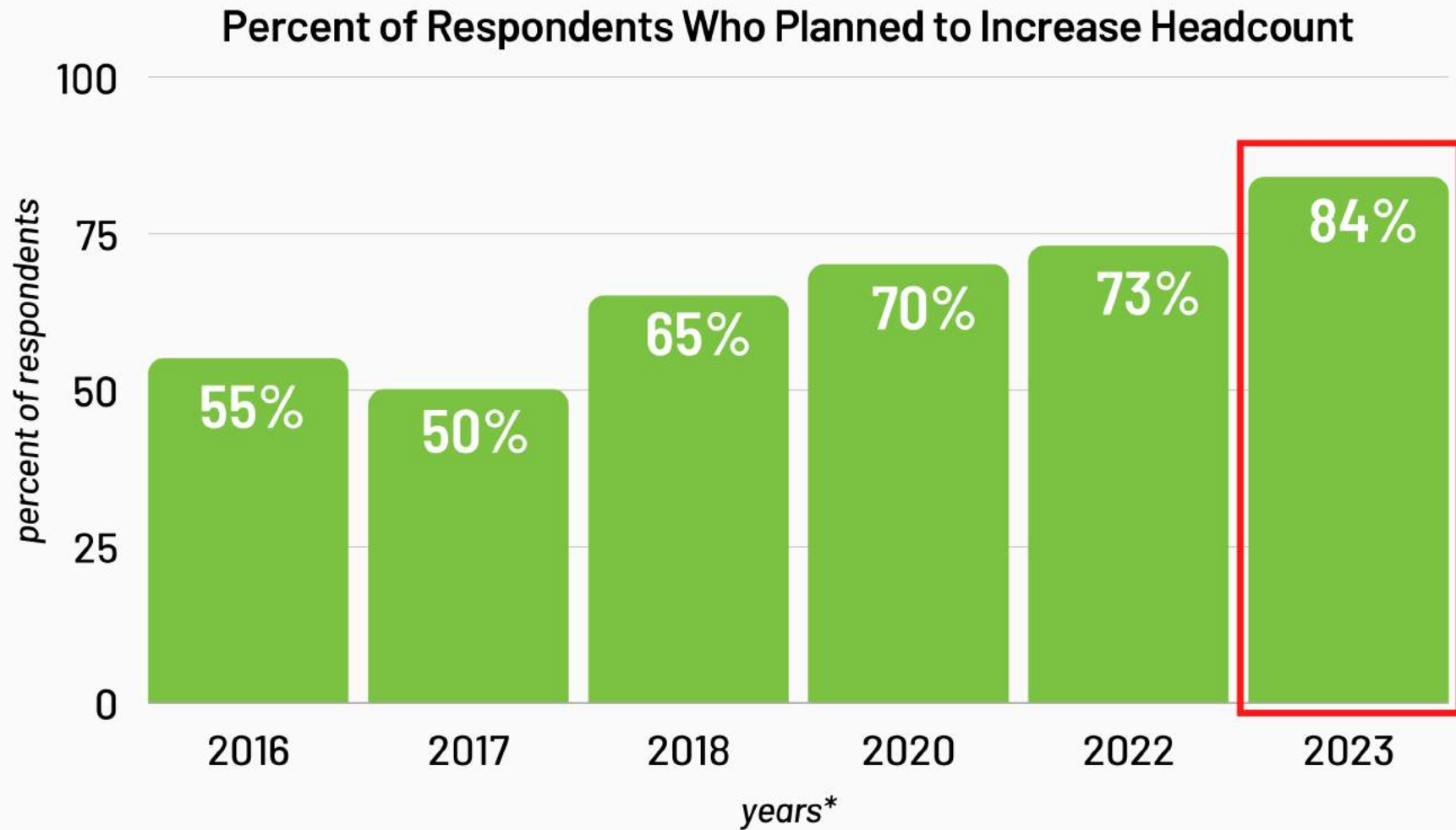
Remote vs Onsite
Preferences

PART TWO:
**2023 HIRING &
TALENT TRENDS**



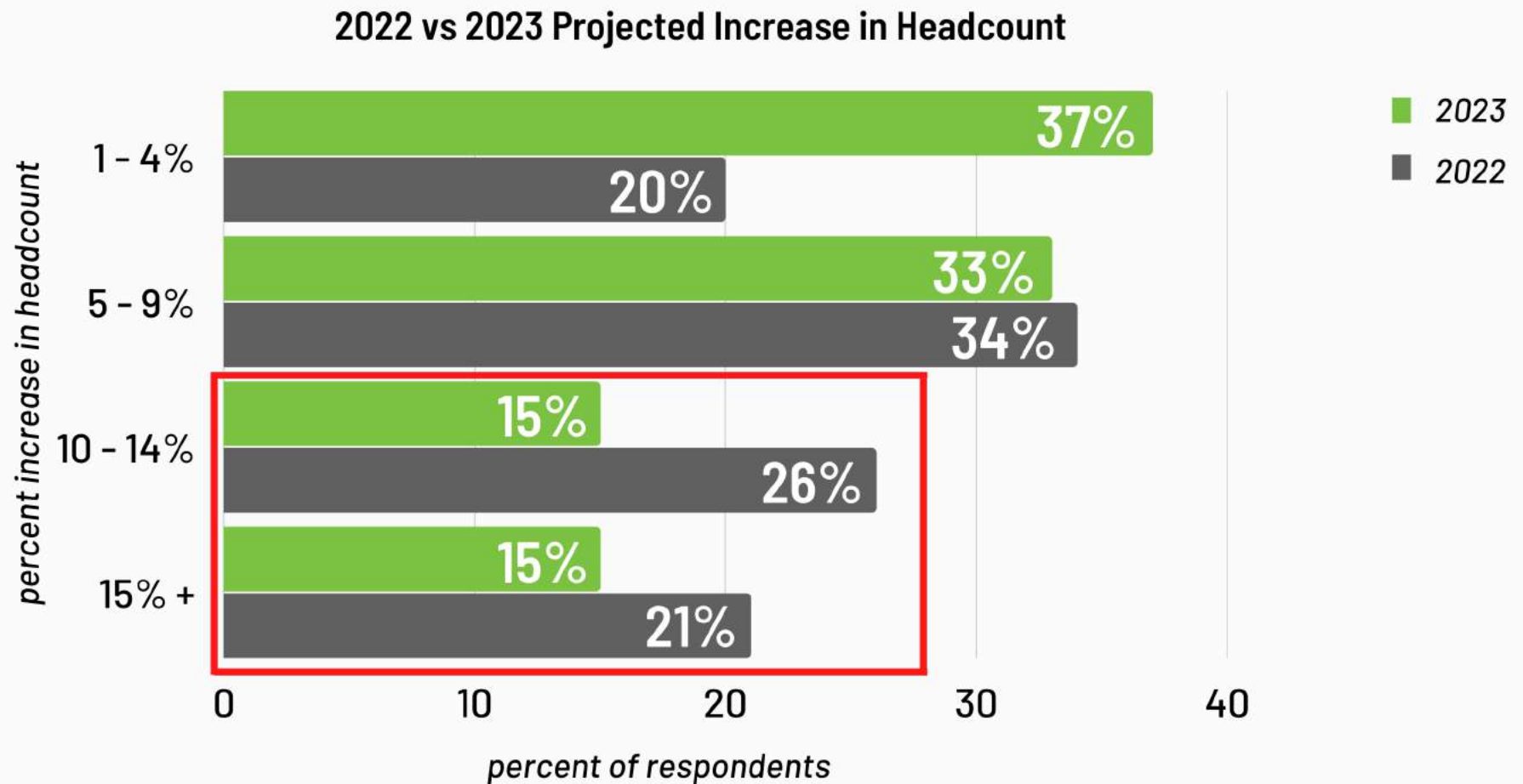
2023 HIRING OVERVIEW

84% of respondents reported they plan to add headcount in 2023.



2023 HIRING OVERVIEW

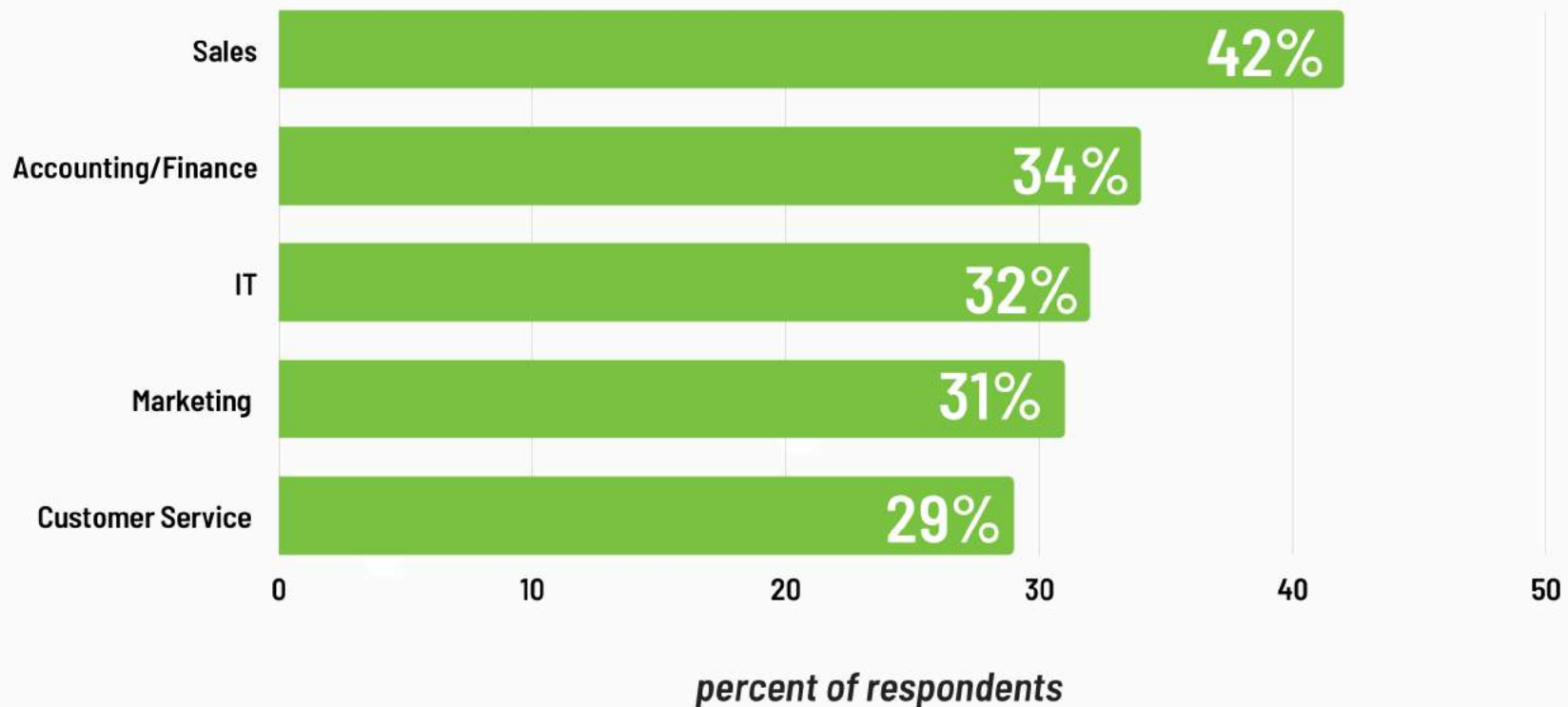
While 84% of businesses plan to add headcount in 2023, they plan to grow by smaller amounts than last year. In 2022, almost half of growing businesses planned to increase headcount by 10% or more, compared to only 30% of those adding staff in 2023 plan to grow by 10% or more.



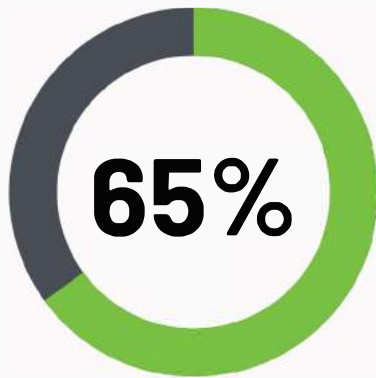
2023 HIRING OVERVIEW

The top roles businesses plan to add in 2023 are sales, accounting/finance, IT, marketing and customer service. These are the same top 5 areas as last year, but with a greater emphasis on sales as compared to 2022. These are typically roles companies invest in as they plan for growth.

Top Roles Companies are Hiring for



TEMPORARY HIRING



of respondents reported their use of temporary employees in 2023 would either be the same or more than usage in 2022

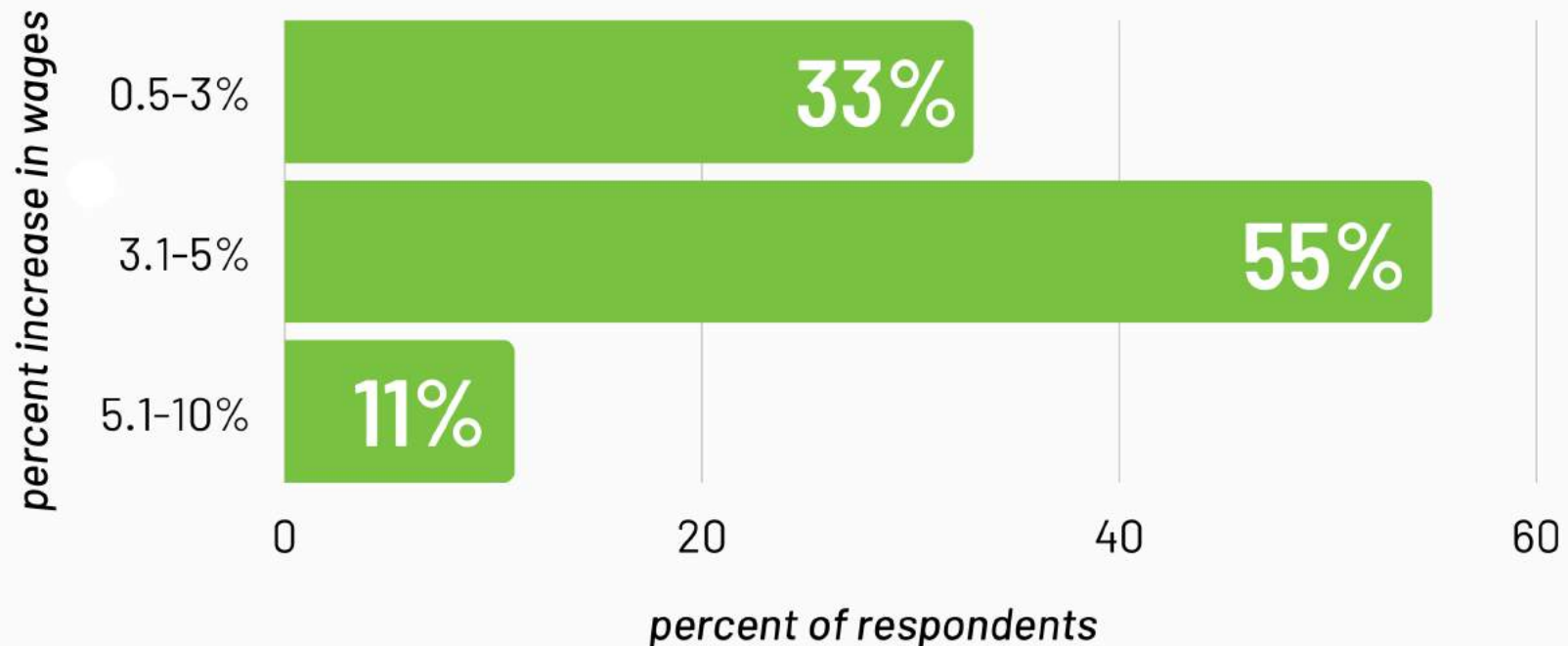
Temporary employees are a great tool for businesses to add needed strengths and support to an existing team without the long-term commitment of a full-time hire, especially in times of economic uncertainty.

Especially as we saw many businesses throughout 2022 over-hire only to then be forced to downsize or layoff portions of the workforce, temporary hires may be a good way to avoid falling into the same unfortunate situation.



COMPENSATION

86% of businesses are raising wages in 2023 and majority plan to increase wages by 3.1-5%

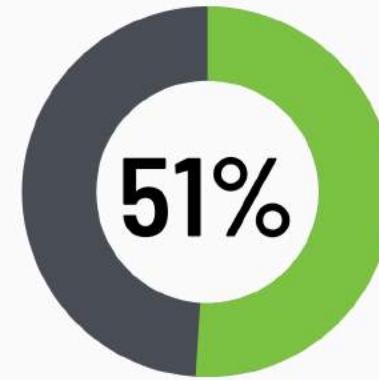


According to our data, in 2023 more businesses plan to increase wages compared to 2022; however, they plan to raise wages by smaller amounts. This may be indicative of companies expecting an economic shift.

THE FUTURE IS HYBRID



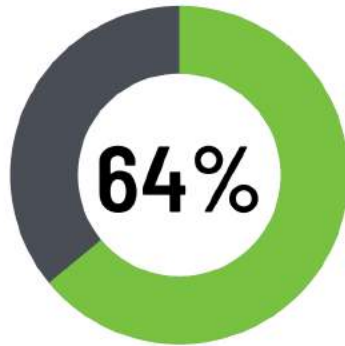
of respondents reported employees work a hybrid of onsite and remote



of respondents reported employees work 2-3 days remotely per week

While many candidates and employees may still be requesting full-time remote work, fewer companies are offering it. Only 15% of respondents reported their organization will offer full-time remote work in 2023, dropping almost in half from the prior year when 29% offered full-time remote work.

TURNOVER

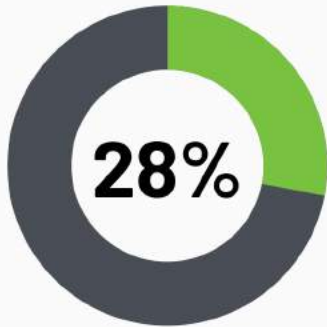


of respondents reported an increase in voluntary turnover as compared to prior years

Talent retention remains a focus for employers across all sectors in 2023. Despite a predicted economic downturn, unemployment is still low and 84% of businesses are planning to add headcount, keeping the jobs market strong, which means there may be continued turnover and competition for top talent.

For more data-backed retention strategies, download our report 'Retaining Talent in Today's Great Resignation' here.

BENEFITS



of businesses plan to add to or enhance their benefits offerings in 2023, which is a decrease from prior years. However, many companies invested heavily in their benefits and perks in recent years to remain competitive in 2022's strong jobs market and to help alleviate some of the pandemic pressures on staff.

TOP BENEFITS EMPLOYERS ARE ADDING OR ENHANCING:

- Professional development opportunities
- Medical coverage
- Parental leave

During the rush to hire in 2022, businesses noted it was challenging to find professionals with particular skillsets. Given the speed required to meet business demands, it is likely comprehensive training was put on the back burner to get new hires onboarded and producing quickly. It may be because of this that professional development opportunities are the number one benefit companies are investing in for 2023.

STAY TUNED...

To supplement the data presented in this report, we simultaneously collected survey responses from more than 2,000 professionals across the U.S. of various roles, levels and tenure to hear what they want from their company and job and to gauge satisfaction levels.

Our research revealed 85% of employed talent is considering leaving their job within the next 6 months.

Now is the time for business leaders to assess hiring and retention strategies to create the strongest, most resilient team. While this report offers a benchmark to evaluate talent acquisition plans, our upcoming report will share data to help make hiring strategies more effective and competitive for today's talent pool, including data around:

- Job satisfaction levels, broken down by generation, seniority and tenure
- Benefits/perks talent wants
- Which talent population is most at-risk for turnover and how to support them
- Strategies for attracting skilled professionals
- And more

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ABOUT LASALLE

LaSalle Network is a national staffing, recruiting and culture firm with business units that specialize in accounting and finance, administrative, call center, healthcare revenue cycle, human resources, management resources, marketing, sales, supply chain, technology and executive search.

Each year, LaSalle Network partners with companies across the country to help find top talent and grow their teams.

LaSalle's innovative approach to staffing and recruiting is designed to provide companies with quality talent who not only match the job description, but the company culture, as well.

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