

# August Hiring Trends Coffee Briefing



**Tobias Zimmermann (he/him)**

**Head of Insights & Creation,  
The Stepstone Group  
Host**

**Totaljobs**

# Before we kick off...

- This webinar will be recorded
- Drop any questions and comments in the chat box
- We'll email you all research discussed, plus the slides and recording of this session tomorrow – keep an eye out!
- Follow Totaljobs on LinkedIn for the latest research and upcoming webinars



# What we will cover

- An overview of Totaljobs, part of the Stepstone Group and me
- State of play
- Q2 Hiring Trends from the UK and Germany
- What can we expect over the next months?
- AI and automation trends in recruitment and the workplace
- The future of recruitment and work
- Panel discussion



# A global people business with a local heart

Totaljobs is part of The Stepstone Group, one of the world's leading job platforms, operating across more than 30 countries and with a portfolio of over 20 hiring platform brands.

We believe that there is a right job for everyone. Our platforms are used by all-sized businesses across all industries.

We leverage our data, platform and technology to perfectly match talent and companies, resulting in fair and equitable hires.



# What's happening *now* in recruitment?

Drawing upon insights from our  
**Hiring Trends Index**

(survey of 2,000 HR leaders  
in the UK and Germany)

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The logo for Totaljobs, consisting of the word "Totaljobs" in green text above a white square.



# State of play

- UK labour market is growing, and the employment rate reached **76%**.
- The new OBR prediction says unemployment will peak at **5%** instead of **4.4%**.
- Vacancies have declined almost **25%** since last year but remain above **1 million**
- Fortunately, the inflation rate finally showed sign of easing in June, coming down to **7.9%**.
- Employer confidence for hiring is still strong at **57%** - highest since 2021



# The current hiring trends in the UK

## Industries with the most confidence in recruiting the people they need in Q3 2023

IT & Telecoms

74%

Media/Marketing/Advertising/PR & Sales

74%

Construction

72%

Finance & Accounting

69%

34%

of businesses increased recruitment in Q2 2023



57%

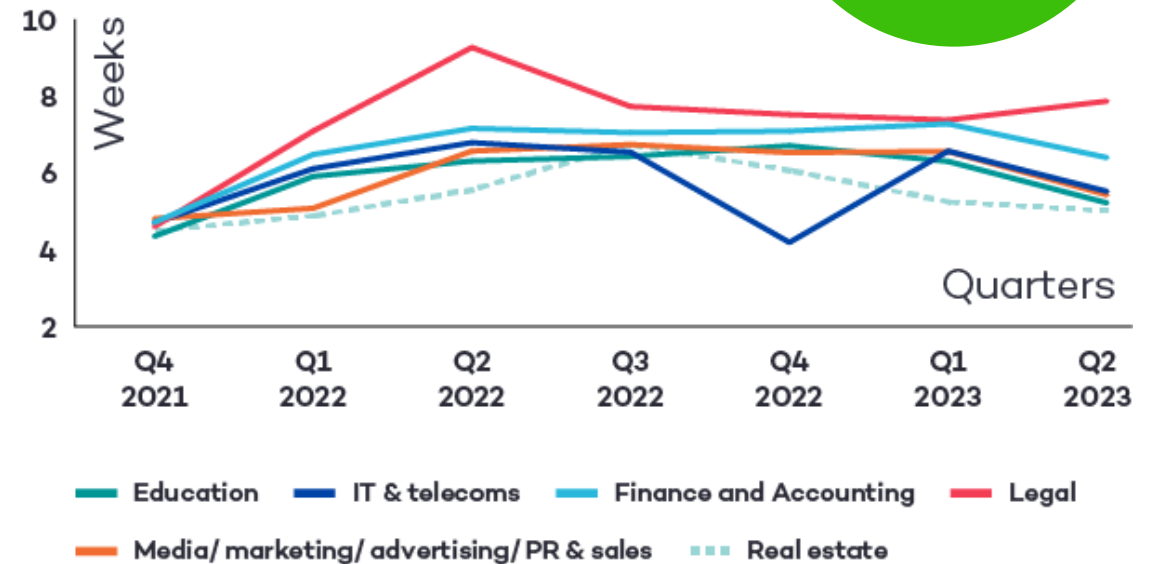
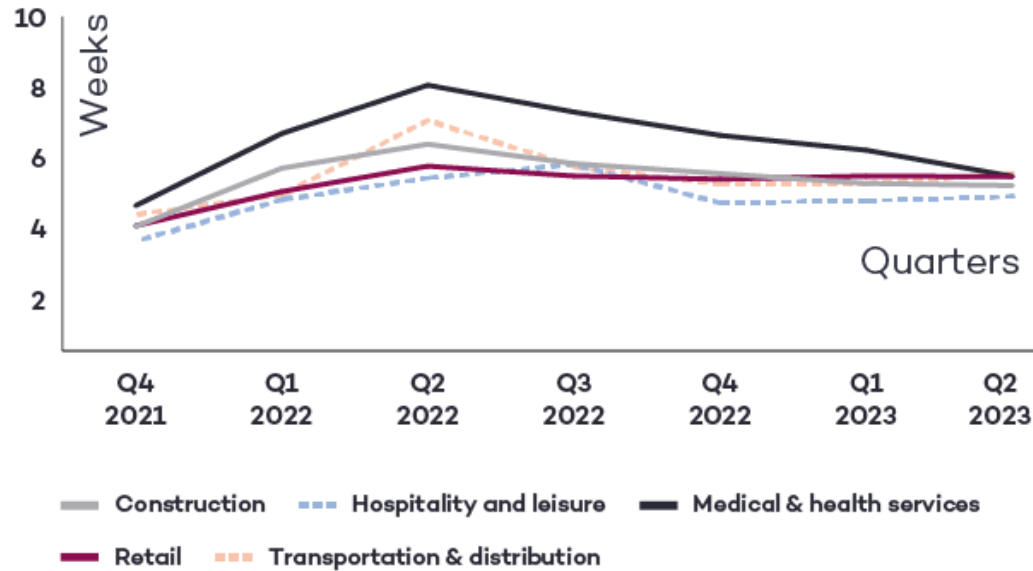
of businesses are confident they will recruit the people they need in Q3 2023



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# The average time to hire

**5.8 weeks**



Source: Totaljobs Hiring Trends Index Q2 2023





# The current hiring trends in the Germany

## Industries with the most confidence in recruiting the people they need in Q3 2023

Banking & Finance

64%

Energy and water supply & disposal

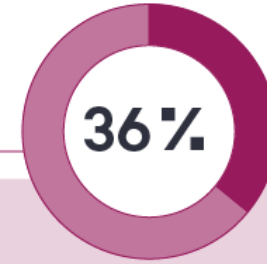
53%

Pharmaceutical industry

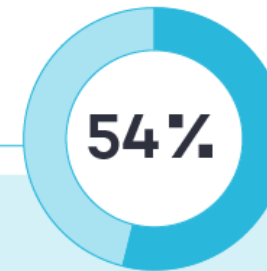
53%

Public sector

46%



of businesses increased recruitment in Q2 2023



of businesses are confident they will recruit the people they need in Q3 2023

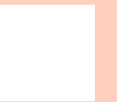


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# What's *next* in recruitment?

The AI-rival

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# AI and automation trends

Almost 2 in 5 businesses  
use AI tools to:

12%

Remove biased language  
from job descriptions

12%

Screen CVs  
and job applications

12%

Screen candidates

11%

Schedule interviews

11%

Create job adverts

11%

Source candidates



1 in 3



businesses say they will or  
are considering creating and  
hiring for roles that use AI  
within the next three months

1 in 5

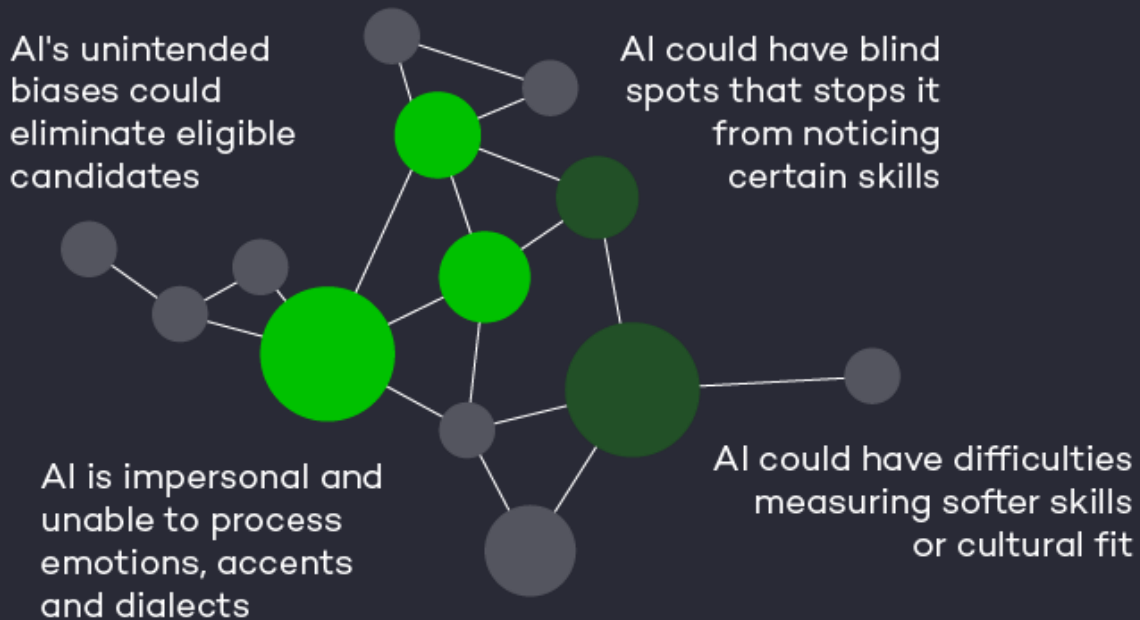


businesses plan to  
take steps to educate and  
train staff on using AI to  
improve their productivity

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# Hype vs. Hesitation: Sentiment towards AI

## Over 3 in 5 are concerned about AI's use in decision-making



## Candidates prefer AI to be used in:

Sourcing them by matching them with relevant roles

65%

Screening them based on defined criteria

57%

Scheduling interviews by using chatbots

57%

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Source: Totaljobs' and the Stepstone Group's survey of over 5,000 respondents who work full-time or part-time in the UK or Germany (aged 18+)

# Do you feel optimistic about the use of AI in recruitment?

A

Yes, it's more efficient

B

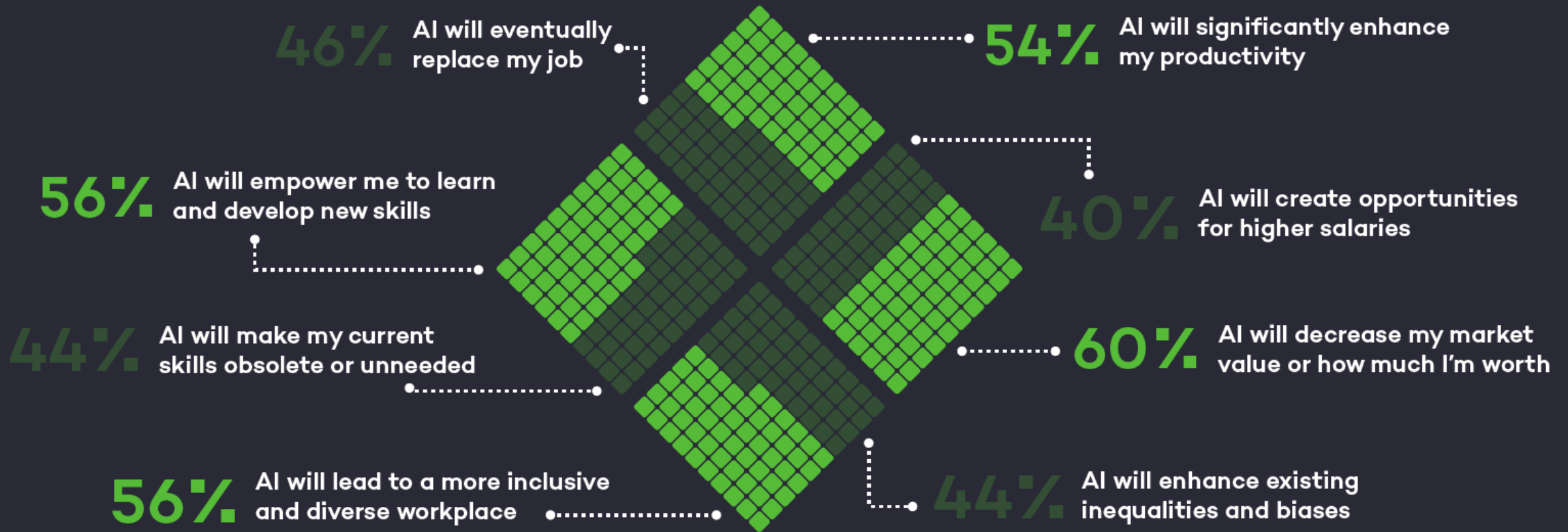
I'm indifferent

C

No, I don't think we need it



# Hype vs. Hesitation



Source: Totaljobs' and the Stepstone Group's survey of over 5,000 respondents who work full-time or part-time in the UK or Germany (aged 18+)

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# Let's talk



**Roberta Barone (she/her)**

Data Ethics Project Manager  
**The Stepstone Group**



**Siadhal Magos**

Co-founder & CEO  
**Metaview**



**Shazia Ejaz (she/her)**

Director of Campaigns & Research  
**REC**



**Thanks  
for joining**

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