

# February Hiring Trends

## Coffee Briefing



**Kate Kavanagh (she/her)**  
International Sales Director,  
StepStone  
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





# Agenda

- A bit about Totaljobs, StepStone and me
- What's happening 'now' in recruitment
- State of play
- What's happening 'next' in recruitment
- Solutions to help
- Panel discussion





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# About us



## Our Solutions

Equality Boost

Global Hiring

Early Careers

Visibility Products


Employer Branding

Video Recruitment

Appcast Xcelerate

Data Insights


# What's happening now in recruitment

Drawing upon insights from our Hiring Trends Index  
(survey of 1,000 HR leaders)

Totaljobs



# State of play

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- Britain's output has shrunk by **0.2%** over the last quarter
- UK Inflation rate is easing, standing at **9.3%**
- Average pay has fallen by **2.7%**, disposable income fell by **0.5%**
- UK Gas, food and beverage prices are increasing rising to **16.5%**
- Unemployment is expected to peak at **4.9%**
- Economically inactive declining, unemployed people per vacancy remains at **1.0**
- **74%** of UK workers are concerned about their finances



# The current market



Source: Totaljobs Hiring Trends Index Q4 2022

**Average time to hire  
falls to 6.4 weeks**

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# What's happening next in recruitment

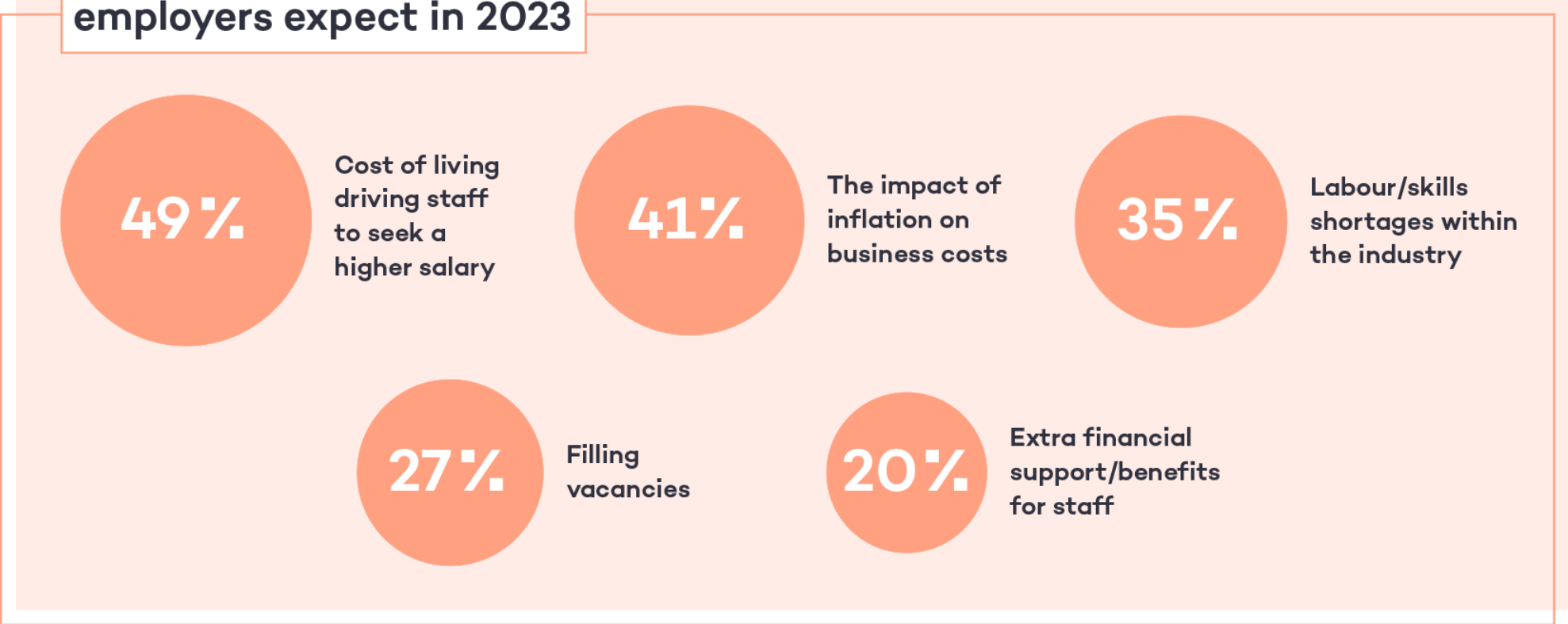
(Drawing upon insights from 1,000 HR leaders and 4,364 UK workers)

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# Looking ahead...

## Key trends: Top challenges employers expect in 2023



Source: Totaljobs Hiring Trends Index Q4 2022

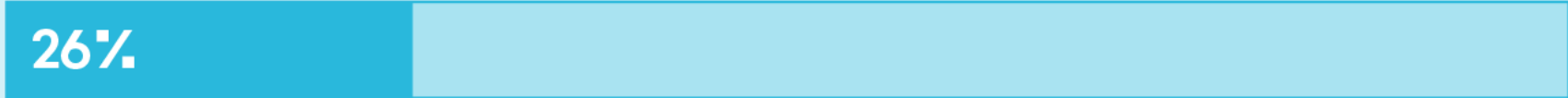
# Salary and pay take centre stage



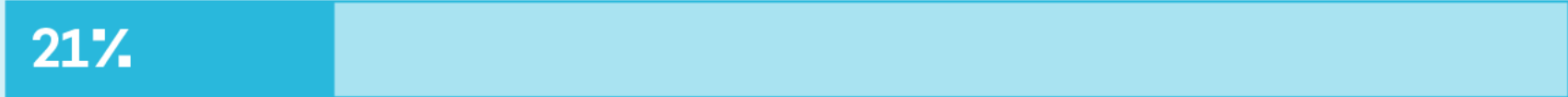
Source: Totaljobs Hiring Trends Index Q4 2022

# What else would encourage workers to stay in their role?

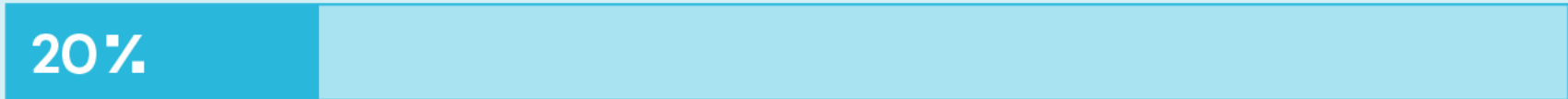
Better work-life balance



Career development path



Flexible working hours

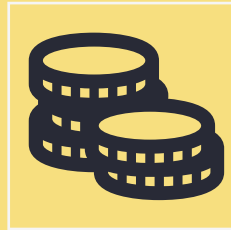


# Tips for employers

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Invest in your people



Benchmark your pay  
and benefits



Showcase your  
employer brand



Expand your talent  
pools



# Hiring on a global scale

- Recruit through the world's largest alliance of market leading job platforms
- Work with **local experts in each country** and stay in control of all your vacancies through one integrated platform
- Keep things clear with **one local account manager**



[Find out more about Global Hiring](#)

# Highlight your brand

- **52%** of jobseekers are educating themselves on company performance and reviews.
- Develop a **strong employer brand proposition** that helps you to stand out.
- Employer branding experts Universum, provides insights and advice to help **shape your value proposition**.



UNIVERSUM

[Find out more about Universum](#)

# Let's talk



**Julius Probst (he/him)**

Labour  
Economist

**Totaljobs**



**Bethany Leech (she/her)**

People and  
Performance Manager

**Transition Partners**





**Thanks for joining**

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