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Webinar

Q2 Hiring Trends Coffee Briefing



Wednesday 17th August | 9:30AM



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Before we kick off...

- This webinar will be recorded
- Drop any questions and comments in the chat box throughout the session
- Keep an eye on your inbox tomorrow for more on this research, including the slides and article



Hiring Trends Index Q2 2022

A quarterly deep-dive into the trends shaping recruitment in the UK

Insight from 1,000 HR leaders and 2,500 workers

Maps recruitment trends from Q2 2022

Looks at HR and hiring priorities for this quarter

Spotlights global hiring trends

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Q2 recruitment trends



- **79%** of the businesses we surveyed recruited in Q2
- Of those who recruited, **41%** increased their hiring
- Industries most likely to have increased recruitment include:
 - Media/marketing/advertising/PR & sales (**46%**)
 - IT and telecoms (**45%**),
 - Medical and health (**43%**)
 - Hospitality and leisure (**43%**)

Q3 hiring confidence



Industries with the most confidence in recruiting the people they need in Q3 2022

IT & telecoms

63%

Education

61%

Finance & accounting

57%

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**Average time to hire:
6.76 weeks
(vs. 6.04 weeks in Q1)**



Global labour shortages are here for the long-term

Predictions suggest a fall in working age people in the world's five largest economies

Source: Study of 20,000 workers and business leaders in the UK, USA, China and Germany by Totaljobs, Stepstone.de and Appcast, Dec 2021-Jan 2022

- By 2030, there will be **30 million fewer** people of working age in the USA, China, Japan, Germany and the UK, according to UN figures
- **8 in 10** people are unaware of this trend and the issue it poses to the global economy
- Hardest hit in the short term is Germany, which is set to lose **7%** of its working population, an equivalent to the current population of Berlin, by 2030
- In the UK, the working age population is set to increase by a modest **1.2%** by 2050
- This is at odds with a projected **48%** growth in people of pensionable age in the UK by 2050

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UK workers looking overseas for work



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Why move further afield for work?

Key trends: Reasons people are planning to move abroad

For a better quality of life

65%

Due to the rising cost of living

44%

A desire to travel more

41%

To pursue better career opportunities

21%

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Young people more likely to look elsewhere for work

- Almost a third (**30%**) of 18-24 year olds are considering a move abroad
- A **quarter** would say yes to moving abroad as part of a job package

Source: Totaljobs Hiring Trends Index (2,500 UK workers)

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What young people in the UK are looking for

Universum Student Rankings 2022

Source: 35, 143 UK-based students, Oct 2021-Mar 2022

1. High future earnings
2. Clear path for advancement
3. Secure employment
4. Professional training and development
5. A friendly work environment
6. Ethical standards
7. Respect for staff
8. Inspiring purpose
9. Encouraging work-life balance
10. Flexible working conditions





- A quarter (**26%.**) of businesses are getting more questions about flexibility at interview stage
- A fifth (**18%.**) of workers would be more loyal to their employer if they could work overseas
- Over **1 in 10** businesses have already updated their benefits package to include work from anywhere benefits

Flexibility at work

Source: Totaljobs Hiring Trends Index (2,500 UK workers, 1,000 HR leaders)

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Where does this leave UK employers?



Source: Totaljobs Hiring Trends Index (1,000 HR leaders)

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Hiring on a global scale

- Whether you're a UK-based employer looking to hire candidates from overseas to **relocate, or hiring in multiple locations** around the globe, recruit the people you need through the world's largest alliance of market leading job platforms
- Work with **local experts in each country** to get the best results and stay in control of all your vacancies though one integrated platform
- Keep things straightforward with **one account manager** who speaks your local language and works in your time zone



[Find out more about Global Hiring](#)





Barriers to international recruitment

- **18%** of businesses won't attempt to hire from overseas because of the challenges involved
- Almost a quarter (**23%**) believe the UK is less appealing for overseas workers due to the rising cost of living

Source: Totaljobs Hiring Trends Index (1,000 HR leaders)

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Challenges employers face when hiring from overseas

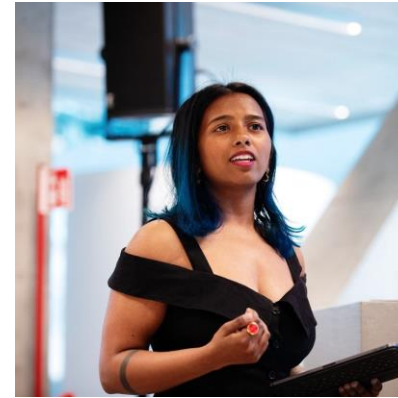
- **39%** Lack of Visa flexibility or availability
- **39%** Overseas candidates are less willing to move to the UK
- **37%** Cost to the business (e.g. visa costs)
- **34%** Timelines associated with visas
- **31%** Changing or unclear legal requirements
- **23%** Receiving fewer applications from overseas than before
- **14%** Overseas workers expect higher salaries than workers hired from the UK

Let's talk



Becky Farmer (she/her)

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Product Portfolio Director
StepStone



Thanks for joining