



JOBFITTS CONSULTANTS

Talent Trends 2023



On average, seven out of ten talent leaders say the hiring environment is getting harder.

Research shows the hiring environment for knowledge workers across industries is likely to worsen in the next 12 months. Changes at a Global scale has led to this shift to the new future of work, which means that employers and employees must come to terms with a new environment in which flexibility and adaptability take priority over job security and long-term employment, structured environments, and standardised roles.

What does this all mean for business and HR leaders?

It means challenging core assumptions about how people enter the workforce, how they work together and how to develop their potential. It means developing new operational frameworks that allow organisations to embrace those changes instead of falling behind.

This emerging economy is principally driven by a few mega trends that are fundamentally changing the structure of talent and work. Here, we highlight the ten major trends that we have identified as fuelling the exciting future of work across the globe.

[JobFitts](#) is uniquely positioned to help you solve the challenges that each of these trends represents for leaders and businesses. [Book a call](#) with JobFitts now so that we can help fast track your recruitment.

1. Talent Acquisition and Talent Management converge

To keep a new hire engaged for the long term, recruiters, HR strategists and hiring managers must come together from the start of the employee lifecycle. You want the new hire to stick around! By partnering together and having a well thought out personalised training and development program and offering better career pathways for professionals, you will have a progressive employee engagement and scope for an effective internal mobility strategy.



JobFitts Tip: New hires need to feel valued – invest in their success.

2. Employer branding is high priority

Amidst the talent crisis, employer branding is widely viewed as the number one priority among large companies. At a time when talent professionals are maxed out with high turnover and record-high hiring needs, Employer Branding helps across the spectrum of talent attraction, hiring and retention. From pulling in a larger pool of attractive candidates and improving offer acceptance rates, to building better employee experiences.



JobFitts Tip: Companies that attract best-in-class talent, view Employer Branding as an asset, not an expense.

3. Rapid Recruiting

Think rapid recruiting – the race to attract exceptional talent is on! Talent isn't waiting two weeks for a job interview. They want a job and they want it now. This notion of multiple interviews over several days with different members of the hiring team is too slow and long gone. Both hiring managers and candidates want to move in real time speed.

At JobFitts we are about speed without sacrificing quality. Here's what our client the General Manager Corporate Services at State Trustees (VIC) Government Agency had to say about our service –



The speed and agility, you work with is simply amazing. Have never seen any recruitment agency work with this speed.
Sandy Chakravarty -
VIC State Trustees



JobFitts Tip: Speed and accuracy wins, identify your 'fit' and move quickly to win the talent game.

4. **Clarity and Certainty**

Show me my Career Growth!

The old belief system of you start a job by putting your head down, work hard for a few years, and then in due course grow within the company is outdated. But today, a new hire desire is to join a company and clearly see what their career growth will look like. Have the career development plan ready from day one, so candidates can see their career growth as they onboard.

Companies must welcome their new hires with a clear plan showcasing their career growth over the next two and five years. Develop a clear plan that is measurable and inspiring for career growth. At the same time be inspired by the young professionals' enthusiasm and drive.



JobFitts Tip: Training and supporting optimum performance is better than simply hiring high performers.



5. **The Speed of Change**

While the volatility of demand and ever-faster innovation cycles create a heightened demand for skills. It is almost impossible to predict the skills needed for the future of work and build up an internal talent pool. It is therefore necessary to develop an on-demand talent supply that transcends borders.

To meet the need for greater agility and flexibility, businesses will have to reconsider their approach to sourcing talent and open up to this dynamic global talent market as they look to the future. This market will develop even further as people become more comfortable with working independently in order to enjoy better work/life balance, autonomy and career control.

What is a blended workforce?

A blended workforce is one that combines different types of workers ranging from permanent full-time and part-time staff, through to contractors, consultants and freelancers. Employees can also be dispersed between locations and time zones. Typically, a workforce is considered to be blended, when at least one quarter of the employee population meets these criteria.

A blended workforce offers greater diversity and scalability to meet customer needs and economic trends.



JobFitts Tip: Have an open mind to a blended workforce model.

6. Employee well-being

53% of employees are more likely to prioritise health and well-being over work than pre-pandemic. Nearly half of those who left jobs gave personal well-being, mental health, or work-life balance as the top reason.

Employees with thriving relationships with their teams are happier at work, perform at their optimum and have a higher likelihood of staying with their company for longer. The mental stress and strain created by the pandemic has made mental health benefits an important incentive for many workers.



JobFitts Tip: Employee well-being is no longer a 'nice to have' it dictates the bottom line.

What is your company doing to improve employee well-being?



7.

The Great Resignation isn't slowing down.

The Australian Bureau of Statistic reported that the number of business reporting at least one vacancy in August 2022, had increased to 26.7%.

The top three reasons for the vacancies being

78.2 %
resignation/
replacements

45.4%
increased
workload

27.8%
expansion of
business

Whether driven by a wave of restlessness, fresh opportunities, or ordinary employment churn, workers everywhere are leaving—or considering leaving their current position—or the workforce altogether.

Some reasons:

Money - culture – one size does not fit all - work life balance – the lack of flexibility.



JobFitts Tip: Combat the Great Resignation with – on demand perks, reward productivity not hours and work life balance.

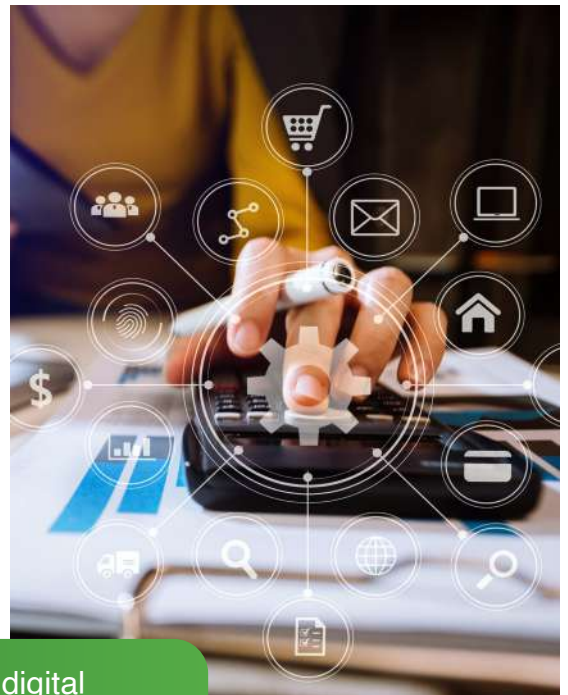
We at JobFitts can help you navigate the Great Resignation –

jobfitts.com.au/bookacall

8.

Digital workplaces

The digital workplace is an ecosystem of tools and solutions that puts people first to help future-proof your business. Talent are drawn to companies with the right technology as it empowers them, keeps teams connected improving well-being, communication and productivity. Ambitious talent don't want to work for companies with manual processes, complex solutions, and clunky tools that hold them back from realising their career goals.



JobFitts Tip: Invest in your company's digital workplace to keep your edge, and your workforce.

9. Flexibility has taken centre stage

Flexibility and addressing employee concerns have now taken centre stage to become, arguably, the most effective ways to both retain employees and attract new talent. It's increasingly important for employers to consider the flexible work week, empowering employees to balance priorities like children and appointments, with work commitments.



JobFitts Tip: Embrace Flexibility for – increased productivity, cost savings, diversity – giving primary careers for family an opportunity and attract new candidates. It shows future candidates that as an organisation you are versatile and are responsive to change.

10. Culture matters

Professionals place a heavy importance on the cultural aspects of the company they work for, with respondents rating the level of collaboration, remuneration packages and transparent decision-making by management as the top three most important to them at work.

What are the benefits of a good culture fit?

- ◆ Employees are less likely to leave
- ◆ Improved productivity
- ◆ Greater job satisfaction
- ◆ A thriving collaborative environment



JobFitts Tip: It is crucial that employers recognise which aspects of company culture are most important to their employees and focus their efforts accordingly.

For hiring managers, the challenge is both to source people who are a match for that culture and share the same values.

JobFitts specialise in matching the right people to the right organisational culture.

Start a conversation with us to learn how we match candidates to culture - Book a call at

[jobfitts.com.au/bookacall](https://www.jobfitts.com.au/bookacall)



CONTACT US

What most successful people do is book a call now to discuss these trends and how JobFitts can help you navigate them.

Book a call at

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