

Hiring Trends Report

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The COVID-19 pandemic has forever changed the way candidates view their working arrangements. More and more people are searching for remote roles, seeking higher compensation, and looking to companies for additional benefits and “perks”. These wants combined with the current economic climate have affected recruiting – creating a candidate-driven market.

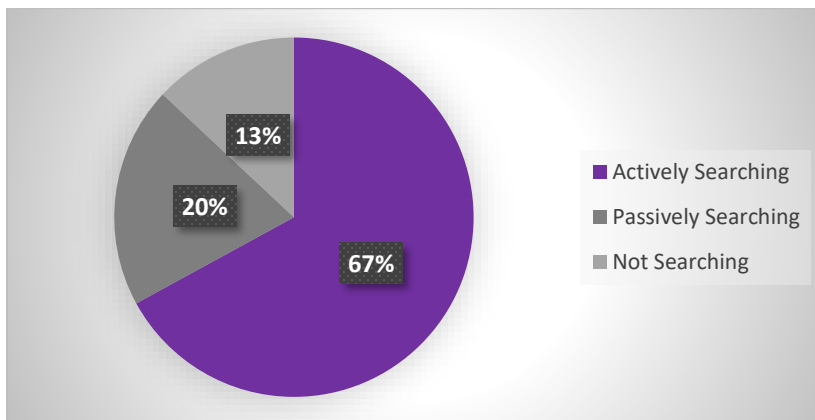
1. JOB SEARCH TRENDS

CANDIDATES ACTIVELY OR PASSIVELY ON THE JOB HUNT

Of the Technology candidates surveyed, 86.7% were either actively or passively looking for a job. This has led IT companies to be more flexible when hiring new Tech talent and to really think about remote work, compensation, and engagement, to retain their workforce. Companies that have shifted to being fully remote, are offering flexible options, and that have also adjusted their salaries and rates, are above their competition. They are not only able to attract top talent but retain key contributors as well.

The graph below compiles data generated from a survey asking candidates if they were actively seeking a new position, passively, or not seeking a new position at all.

Figure 1:



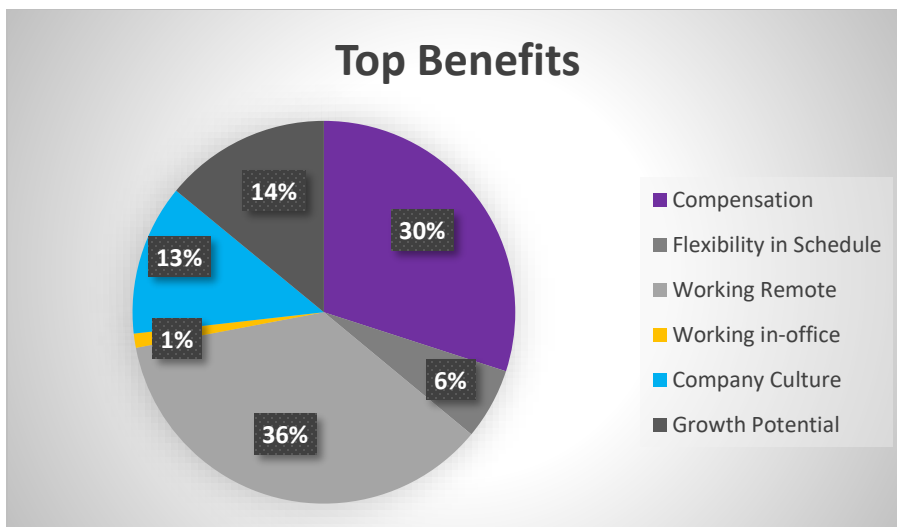
2.OFFICE VS. WORK FROM HOME TRENDS

Now that remote and hybrid work have become the new Technology norms, it's no surprise that 36% of candidates surveyed said that working remotely would sway their decision when looking at multiple job offers. Companies that are eager to have workers come back in-office or take a hybrid role have had to get creative with their approach to recruiting in the current economic conditions.

With this much talent open to having a conversation about changing their jobs, it's important to be knowledgeable and creative when attracting candidates. For example, compensation remains very important to candidates, whether there is a remote option offered or not. We are especially seeing this with the rise in inflation or when weighing competing offers.

Figure 2 shows data collected by the survey asking candidates what was most likely to sway their decision when looking at multiple job offers.

Figure 2:



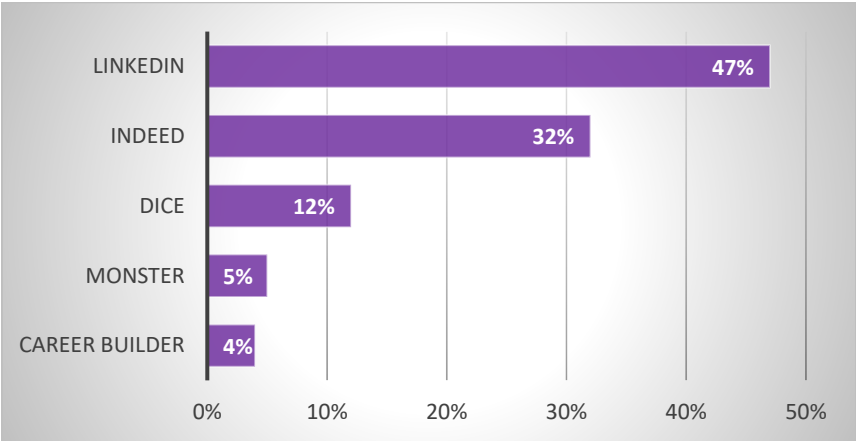
With that said, candidates should still be open to hybrid positions and should remain flexible to be more valuable to employers. Not all roles can be done remotely, so when in-office positions or hybrid roles are required, employers will likely need to provide a better overall compensation package to entice top Technology talent including benefits such as:

- Flexible PTO
- Higher salary or rate
- 401k matching
- Profit-sharing plans
- Hosting special company outings and events
- Bonus plans

3. WHERE CANDIDATES ARE SEARCHING FOR JOBS

It's no surprise that the #1 job board that candidates are going to in search of available jobs is LinkedIn. Anyone that is passively or actively seeking jobs should have a fully updated LinkedIn profile and should be treating it like a live resume. This will help top talent show up in Google searches, manage their networks, and ultimately attract recruiters and hiring managers.

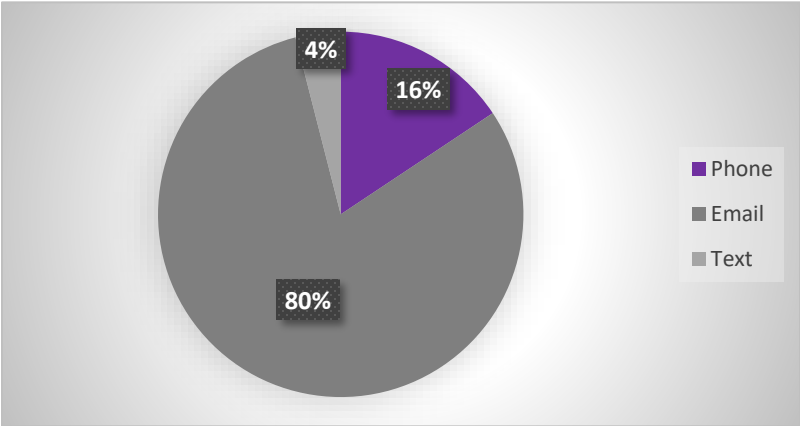
The data for Figure 3 asked job seekers to select two job board options and also had a comment box. The data below shows the top five job boards candidates use when seeking new opportunities.



4. BEST METHOD TO CONTACT CANDIDATES

When asked, 80.6% of candidates preferred to be contacted by email rather than phone or text. While this is the leading method of communication when searching for top talent, having a live phone conversation remains critical in the recruitment process. Recruiters need to understand exactly what candidates are looking for in their job search.

Our last chart shows the best method to contact candidates regarding a job opportunity.



ABOUT PLANET TECHNOLOGY

Planet Technology is a global staffing and recruitment firm that specializes in sourcing top talent for roles within the Core Technology, Enterprise Systems, Creative and Digital, and Cybersecurity sectors. We go to great lengths to match the needs of our clients with candidates who provide technical solutions. Our holistic vetting process ensures our candidates have both the experience and interests designed to be a fit within your organization.

Our consultative approach to placement draws on our expertise within each discipline to ensure the highest level of service and identify experienced candidates. Our team of specialized technology recruiters spans a range of industries but maintains a singular focus: connecting top-shelf tech and creative talent with unique opportunities across the globe.

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