

EMPLOYMENT MARKET OUTLOOK 2018

TRENDS AND OBSERVATIONS

- Candidate-driven market is still thriving and retention is still a major challenge for employers.
- Larger-than-expected job gains and downward trending unemployment rate point to a strengthening economy. Unemployment very low in technical positions. Millions of jobs unfilled.
- Demand for highly skilled workers in Engineering, IT, Operations & Sales continues to increase due to a continued shortage of candidates with the required technical education. The BLS (Bureau of Labor Statistics) estimates that occupations requiring at least a master's degree will grow by 21% by the decade's end.
- Manufacturing will continue to integrate automation and employees will need to develop new skills
- 40 percent of employers participating in the Job Outlook 2018 survey rate the job market as "very good."
- Most economists believe that wage growth will accelerate as the unemployment rate continues to drop.
- The energy sector is hiring. Experts say positions will abound for engineers, scientists and technicians.
- A surge in the use and necessity of the IoT (Internet of Things) across industries will increase the need for skilled managers (of those networks).
- Mundane, low value activities will be replaced by "Artificial Intelligence" (AI) tools. In the recruiting industry – we wonder how AI can be used to find people, connect people, engage people, and even replace people.
- There will be a continued rise in remote workforce options as telecommuting has quadrupled over the past two decades.
- Nearly 60% of job seekers have had a poor candidate experience and 72% of them have shared their experience on an online employer review site prompting companies to focus on improving their hiring process.
- The annual performance review is coming to an end on a global scale as Gen Z and Millennials require feedback either daily (19%), weekly (24%), or more than once per year (23%).
- Companies will continue to place focus on creating positive company culture and ensuring good cultural and technical fit for new hires.
- Increasing trend of "blended positions" in that employees are expected to wear multiple hats and therefore the titles and responsibilities of classic roles are no longer representative of the function.
- New salary laws go into effect for several states preventing recruiters, HR, and hiring managers from asking candidates about current and past salary history. This will have a trickle down impact on recruiting practices across even those states not directly affected.

IDENTIFYING RETENTION CHALLENGES

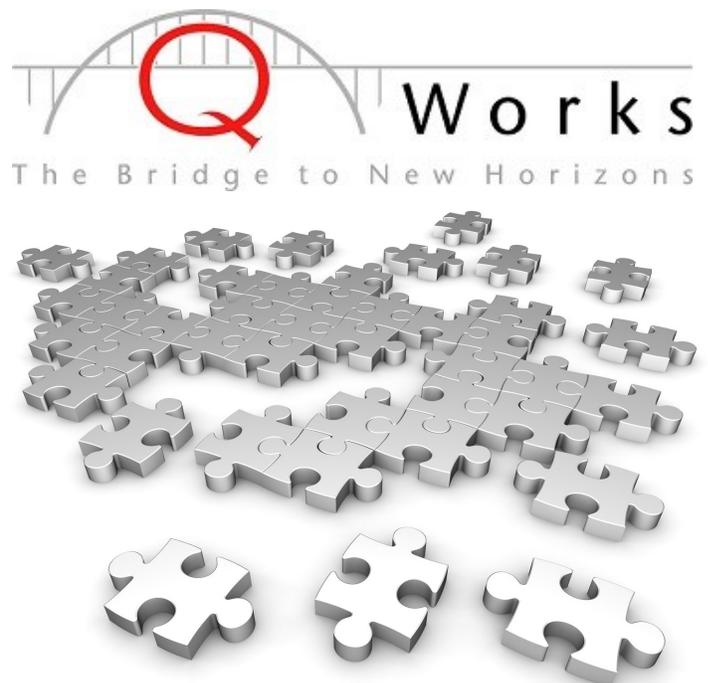
Employers cite "Skill Gap," BUT reality is:

- Compensation, benefits and relocation assistance are often inadequate
- Unrealistic expectations: one person can do three jobs
- Companies want the "perfect" candidate
- "Entry-level" jobs require two years of experience
- No training, mentoring or career path offered
- Lack of confidence in leadership/ no mutual trust
- Workers over 55 are being ignored
- Not enough emphasis being placed on company culture in the hiring process

GET HELP

Use a Recruiting Firm that places an emphasis on checking for cultural fit:

- Pick one that has access to the best candidates and understands cultural compatibility.
- Don't work with multiple firms.
- Request market intelligence.
- Establish a true partnership: Remember you want an agency that is motivated and represents you well!



We make sure the pieces fit.