

HR and Recruitment Trends 2023





W E L C O M E

Kent Brown

HR and RECRUITMENT TRENDS

What You Need to Know

- Wishful thinking has not made the pandemic go away
- Employee Wellbeing continues to be a priority
- The Candidate Market is not changing anytime soon
- Flexible work expectations are becoming the norm
- Company culture must be prioritized and celebrated



Knowing where the trends are going allows organizations to plan and navigate as the landscape changes.



Employee Wellbeing

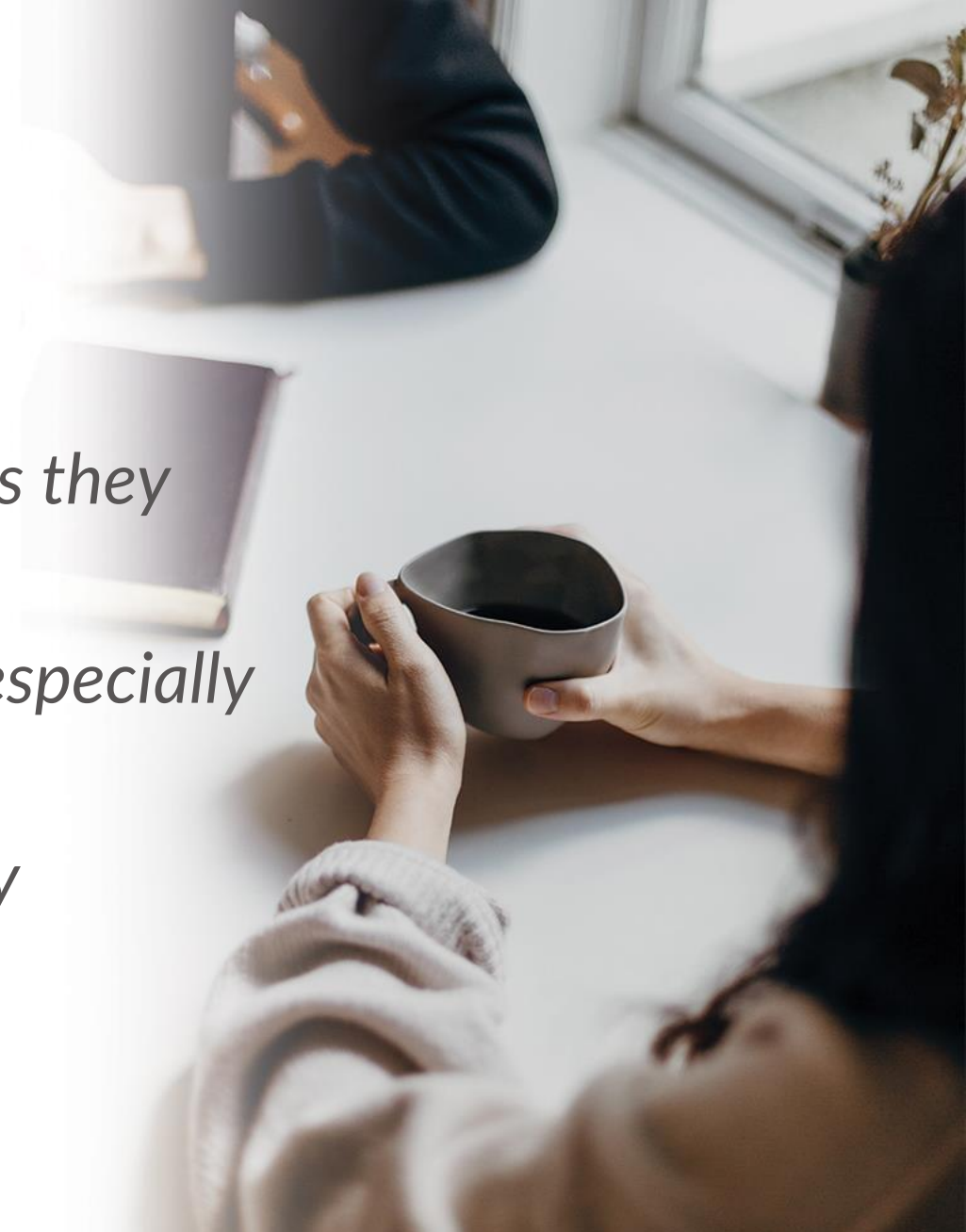
- *Employee Wellbeing is now more than just group healthcare benefits.*
 - *mental, emotional, and financial health*
- *Workplace burnout can cost your organization time and resources*
 - *impacts of stress and exhaustion*
 - *proven improvements in productivity and relationships when addressed*

Candidate's Market

- *Not enough people to do the work*
 - *Boomers are retiring*
 - *younger generation are spending longer in post-secondary and trying to skip over the entry-level jobs*
 - *new types of jobs are taking candidates away from traditional industries*
- *Negotiations*
 - *candidates are juggling multiple offers*
 - *candidates know their rights and are not shy about their worth*

Culture Culture Culture

- *Encourage feedback and openness*
- *Survey your employees to see what benefits they would like*
- *Be open about your organizational values especially during hiring*
- *Develop career paths for employees so they understand their value and future*



Culture Culture Culture

- *Be open about how you are managing people by setting expectations*
- *“Right to Disconnect” expectations when flexible scheduling is encouraged*
- *Set up a learning and development program*
- *Enhance Diversity – D E B & I*
- *Truth and Reconciliation Call to Action 92 - Reconciliation for Business*



Questions?





THANK
You