

# VWA Q1 2023 MARKET SUMMARY

## Q1 Market Summary – Permanent and Temporary Hiring

2022 was undoubtedly confident and fast-moving for business support, with job levels rising to their highest point since the pandemic; this brought with it a number of challenges to attracting top talent.

That same market has carried into Q1 of 2023, with unemployment levels remaining low, and the first 2 ½ months seeing similar trends and challenges on the permanent side. These included:

- Candidates **prioritising hybrid working** in their search. Approximately **80% - 90%** of the candidates registered in Q1 were seeking some form of hybrid working. On average 70% of VWA clients currently offer some flexibility, and those few who provide mostly remote have had significant choice of high calibre candidates.
- **Uplifts of circa 20% in base salaries held up from last year**, with “cost of living” being spoken of by candidates keen to secure salary increases which keep ahead of inflation.
- **Benefits are continuing to be scrutinised by candidates.** Minimum 25 days holiday, a strong pension scheme, medical cover etc. are all non-negotiable expectations, with clients who invest in further benefits and softer perks, such as gym membership, season ticket loans, wellness allowances, employee assistance programmes, and lunch allowances having greater success in retaining and attracting talent.
- Outpacing competition and maintaining interest remain essential when securing top candidates. **Processes lasting over four weeks have often seen firms miss out on the talent they wanted.**
- **Detailed and insightful briefings on roles, duties, and requirements can save much time further down the line.** Where clients have met with VWA virtually or in person, and invested in a comprehensive discussion around the position, the process has been more streamlined and led to stronger fill rates.

The last half of March saw a slight slowdown in the permanent market. Factors for this included candidates waiting for bonuses before taking the decision to move, and companies focussing on the end of the financial year stalling their processes. With activity picking up again in April, VWA foresee a candidate market remaining tight, with the onus on businesses to take the initiative to remain competitive.

For temporary hiring, there has been no slowdown so far, with an increase in long-term temps to reflect companies weighing need against not wanting to commit to permanent hires. Another change from last year is the move away from purely virtual temping, which has largely ended for new roles.

With a dedicated Research Team who proactively and continuously seek talent in the market, and a strong bank of existing candidates, VWA welcomes the opportunity to support you with any upcoming requirements or questions you may have.

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