

## RECRUITMENT TRENDS AT A GLANCE

Here we summarise the key findings from our research of over 4,000 business leaders in Ireland. This overview offers insights into employer sentiment towards hiring, business outlook, salary expectations, talent attraction and retention.

Recruitment remains on the agenda for 2021

**83%**

Of employers expect to hire new staff in 2021

40% of employers don't think they currently have the talent needed to achieve 2021 objectives

51% of employers focused on retaining staff in 2020

**34%**

Focused on hiring

**15%**

Focused on reducing

**64%**

Of employers believe salaries will remain the same at their company in 2021.

**53%**

Plan to recruit permanent staff in 2021

**47%**

Plan to recruit temporary staff in 2021

**79%**

Of employers did not implement salary cuts in 2021

**64%**

Of employers are optimistic about the Irish economy in 2021

52% of employers think that COVID-19 will impact company growth in 2021

**57%**

Of employers are hiring new staff to implement new strategies and demands in 2021

**27%**

Of employers are hiring new staff to meet peaks in demand

**12%**

Of employers are hiring new staff to overcome staff attrition

**5%**

Of employers are hiring new staff to rebuild their teams from 2020.

Hiring challenges ahead next year

**100%**

Of employers expect hiring challenges in 2021

What will be the biggest hiring challenges next year?

- 60%** Attracting the right talent with the right skills
- 33%** Shortage of suitable applicants
- 31%** Competition from other employers
- 28%** Hiring budget constraints
- 24%** Hiring and onboarding virtually
- 21%** Not meeting salary expectations
- 14%** Managing the volume of applications

Company culture is considered the best staff retention tool.

**2nd**

Flexible working conditions

**3rd**

Good career opportunities for staff