

The Demand for Skilled Talent

2022 Hiring Trends



Employment Snapshot

The unemployment rate is 4%
as of January 2022.

More opportunities for workers:*

- Job openings: 10.9 million
- Quit level: 4.3 million



*As of December 2021

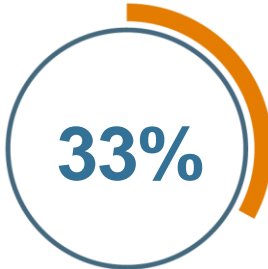
Source: U.S. Bureau of Labor Statistics, preliminary and seasonally adjusted.

Top Hiring Concern: Ghosting

Employers left in the dark:



of employers have been ghosted by candidates more often since the pandemic started.



of candidates have ghosted potential employers because of a poor interview process.

Why Candidates Reject Job Offers



want more flexibility in their work schedule.



say hiring managers take too long to make an offer.



say salaries don't meet their expectations.

Candidates Are Coming Prepared

When it comes to salary, candidates are doing their homework:



researched salaries for the role.



calculated salary based on financial needs and goals.



discussed salaries with colleagues.

A Great Time to Look for a Job

Employer plans — permanent positions:*



are adding permanent positions.



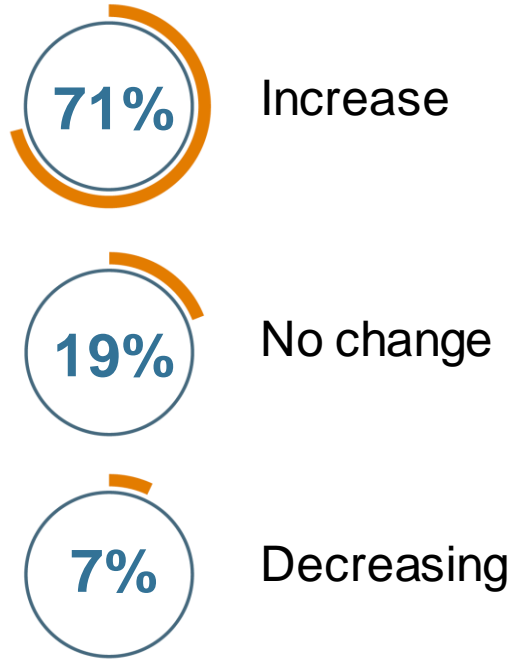
are hiring for roles left vacant.



have a hiring freeze.

A Great Time to Look for a Job

Employer plans — contract positions:*

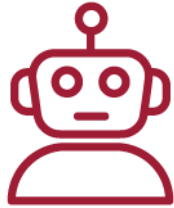


*Hiring plans for the first half of 2022

Top 5 Industries Hiring



**Administrative
and support
services**



**Information
technology**



**Business and
professional
services**



**Advertising,
media and
publishing**



**Finance
and
insurance**

New Hiring Strategies: Better Incentives

Employer actions:*

55%

Bigger starting salaries

50%

More remote work options

44%

Signing bonuses

41%

More paid time off

36%

Less rigid education, experience and skills requirements

*Multiple responses were permitted.

Why Workers Are Looking for New Jobs

Candidate desires:*

54%

Higher salaries

38%

Better benefits and perks

34%

Ability to work remotely long-term

30%

Advancement opportunities

28%

More appreciation and recognition

*Multiple responses were permitted.

Positions in Demand: Legal

Q4 2021 unemployment rates for select positions:

0.8% Attorneys/lawyers

5.7% Paralegals/legal assistants

- **Additional positions in demand:**
 - Compliance analysts
 - Contract administrators
 - Data privacy specialists
 - Legal secretaries
 - Litigation support/eDiscovery managers

Source: Current Population Statistics, U.S. Bureau of Labor Statistics, Jan. 7, 2022. Percentages reflect unemployment rates for select positions that were near or below the national unemployment rate at the end of Q4 2021.

Hiring and Employment Trends: Legal

What law firms and legal departments are planning:



will hire for new permanent positions in the first half of 2022.



are hiring only for vacated roles.



will increase the number of contract workers in their departments.



Hiring Plans: Legal

What law firms and legal departments are concerned about:



have challenges finding skilled technology professionals in various specialties.

Skills shortages in law firms:

- Legal research and analysis
- Document review and management
- Data entry and word processing

Skills shortages in legal departments:

- Contract management
- Data entry and extraction
- Compliance



are worried that valued employees will leave for other opportunities.

Legal Professionals Are Seeking New Job Opportunities

A circular graphic with an orange outer ring and a white inner circle. The number '47%' is displayed in blue text inside the circle.

47%

will look for new jobs with remote work options if they are required to return to the office in their current jobs.

A circular graphic with an orange outer ring and a white inner circle. The number '86%' is displayed in blue text inside the circle.

86%

are confident that their skills are current and relevant.

Employers Have Their Own Ideas About Working from Home



Want workers in-office on a full-time basis.



would let employees decide.



would allow remote work on a part-time basis.



are shutting down their offices.



Employees' Perspectives

Employees, however, are actively looking for opportunities that meet their demands.*



are looking for a remote-optional role, with flexibility on where to work.



seek a fully remote position.



would like a hybrid position (a combination of remote and in-office).

*Multiple responses permitted; top responses shown.

Q&A

Any Questions?

