

Top Staffing Trends You Need to Be Aware Of

You likely spend a large part of your day worrying about how to address the ever-changing challenges in the staffing industry, including new technological advances and employees who want greater job flexibility and career mobility.

> Keep ahead of these challenges!

Here's a list of the top four trends affecting your industry and how to capitalize on them.

1. Skilled workforce shortage

Staffing firms believe talent scarcity is the biggest hindrance to their business today and for the next decade.1 Currently, there are more open jobs each month than the number of individuals looking for work — an industry first.



Retain top talent by keeping employees happy, motivated, and engaged.

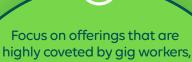


in the U.S. by 2027³, an increase of 27 million from 2020.4

2. The gig economy

A significant portion of the workforce no longer wants to be tied down to a 9-to-5 office job.

Gen Y and Gen Z workers will make up 64% of the global workforce by 2025, and they expect freedom and flexibility at work.5



including flexibility, part-time work, project work, and the ability to allocate time to passion projects.

> **Avoid costly** errors and huge fines

workforce management tools that meet in-depth compliance requirements.

3.Compliance issues Federal and state employment

laws and regulations are growing more complex, increasing the risk of violations and lawsuits.



candidates from a large applicant pool.7

Companies that say the hardest

part of recruitment is screening

and artificial intelligence The most successful and profitable staffing firms are using a wide range of technologies and

4. Automation

leveraging automation to offer differentiated services, faster operations, and lower costs.



Conclusion If you play it safe in the staffing industry, you run

the risk of becoming outdated or obsolete.

Want to learn more about top staffing **UKG Pro Workforce Management®**

(formerly UKG Dimensions®) is built to

manage the workforce of the future - today.

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industry trends? Take a deeper dive

into the subject with our blog.



¹ SIA, Staffing Trends in 2019 (February 4, 2019), found at

https://www2.staffingindustry.com/Research/Research-Reports/Americas/Staffing-Trends-in-2019. ² Roy Maurer, Recruiting Is Tougher in 2019, SHRM (February 22, 2019), found at

https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/recruiting-is-tougher-2019.aspx. ³ Kris Broda, Gig Economy: Economic Backbone of the Future?, Brodmin (July 31, 2021) found at

https://brodmin.com/case-studies/gig-economy-case-study/.

⁴ Statista, Number of Freelance Workers in the United States from 2014 to 2020 (October 11, 2021), found at https://www.statista.com/statistics/685468/amount-of-people-freelancing-us/.

⁵ Anita Lettink, No, Millennials will NOT be 75% of the Workforce in 2025 (or ever)! (September 17, 2019) found at https://www.linkedin.com/pulse/millennials-75-workforce-2025-ever-anita-lettink/.

⁶ Christine Lacagnina, How Employment Practices Liability Insurance Has Your Back, Trusted Choice (July 14, 2021), found at https://www.trustedchoice.com/business-insurance/liability/epli/#targetText=Over%20 the %20 last %2020%20.⁷ Ideal, AI for Recruiting: A Definitive Guide for HR Professionals, found at

https://ideal.com/resources/simple-ai-for-recruiting-guide/.

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