

# Oh, the Hiring Trends We Saw in 2022 and Our Predictions for 2023

Tuesday, November 14, 2022

## About Nonprofit HR

### Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and highly credentialed staff.



*"Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner."*

**Cathy Gibney, CPA**  
**Chief Financial Officer**  
**National Hospice and Palliative Care Organization**

## Our Practices: Nonprofit HR's suite of solutions are centered around five core service areas.

### STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

### HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing

### EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Assessments, Strategy Design & Implementation
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

### TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology

### SEARCH



- Executive & Professional Search
- Recruitment Outsourcing
- Interim leadership

### SOCIAL ENTERPRISE



We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

# Presenters



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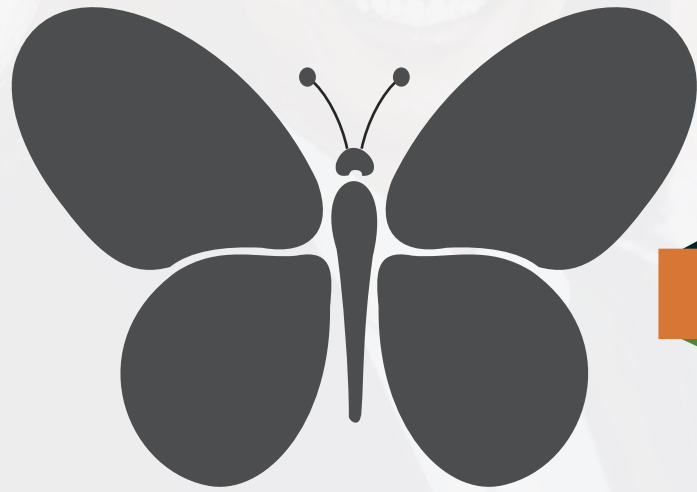


## Agenda

- Hiring (Pre-Hire) Experience in 2022
- Employee (Post-Hire) Experience in 2022
- Hiring (Pre-Hire) Predictions for 2023
- Employee (Post-Hire) Experience Predictions for 2023
- Panel Discussion
- Q&A



# Pre-Hire Observations: Butterfly Effect Example as Result of COVID-19



Candidate/employee-driven  
recruitment market

Significant shift in  
working habits

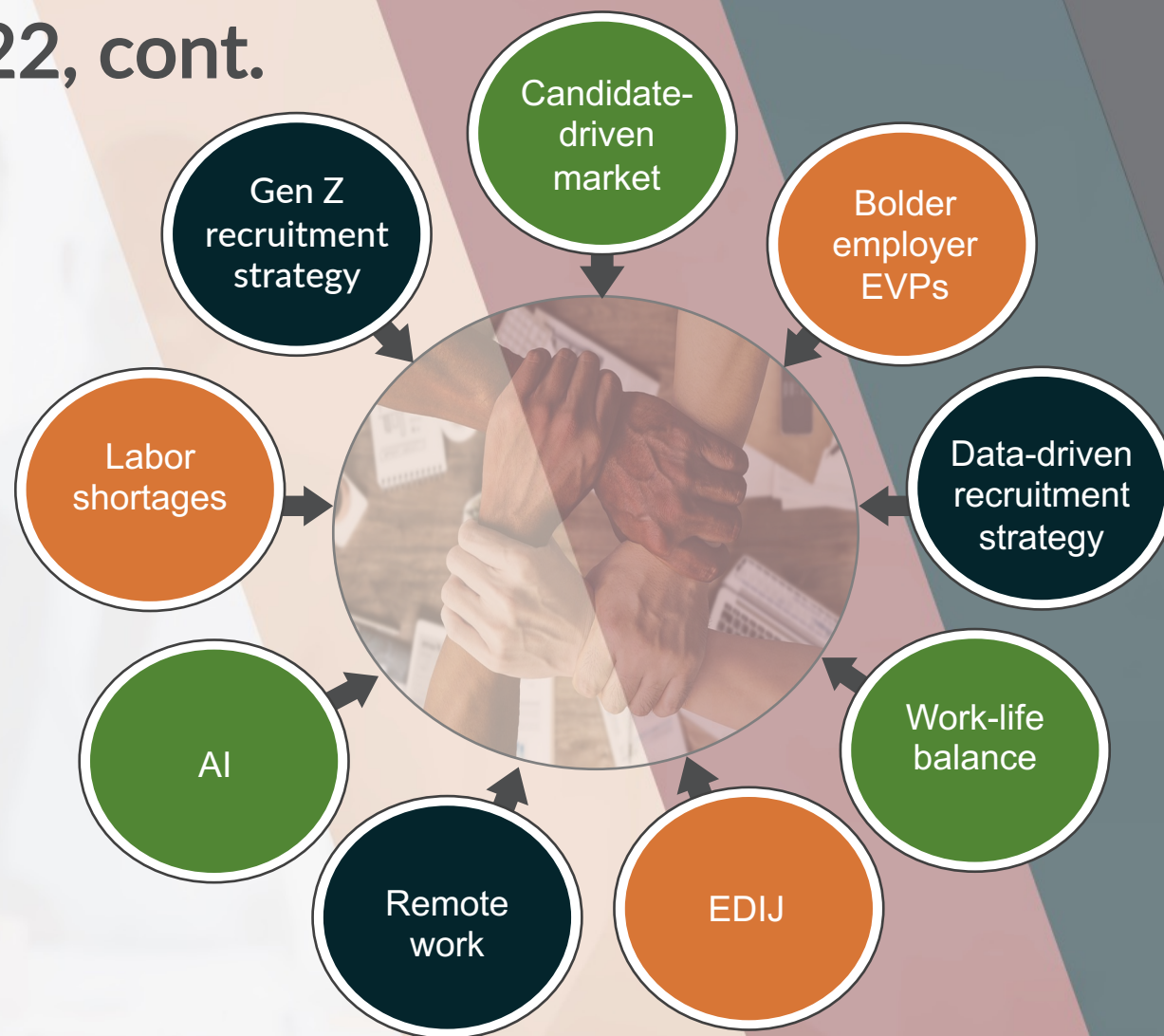
Employee Value Proposition (EVP)  
and Corporate Social Responsibility  
(CSR)

Source: "The coronavirus butterfly effect: Six predictions for a new world order" <https://www.fastcompany.com/90488665/the-coronavirus-butterfly-effect-six-predictions-for-a-new-world-order>

# Pre-Hire Observations for 2022, cont.

## Nonprofit HR's Search expert observations:

- Bolder EVPs from employers
- Prioritizing EDIJ impacting recruitment messaging
- AI and data-driven recruitment strategy



# Post-Hire Observations for 2022



## Nonprofit HR's Strategy & Advisory COVID-19 observations:

- Demand for flexible work arrangements, particularly for caretakers of school-age children and other family members.
- Desire to work in values-led cultures that prioritize transparency and communication.
- A focus on employee well-being, health equity and wellness.





Shifting gears to 2023, let's  
look at some observations  
from our Search and  
Strategy & Advisory  
experts...

# Emerging Pre-Hire Trends for 2023



# *Employee Experience Trends Post-Hire for 2023*





# Panel Discussion

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# Q&A Discussion



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