

## Amid economic uncertainty yet low unemployment, employers are focused on talent acquisition, skill-building, and redeploying internal talent.

Despite signs of moderating, high inflation and a potential recession loom large for employers. Yet talent shortages persist, driven by continued high turnover (especially among Gen Z) and demographics shifts. According to the 2022-23 SHRM State of the Workplace report, nearly three-quarters of organizations are planning to expand their workforces in 2023, with Talent Acquisition (TA) seeing the biggest budget increases.

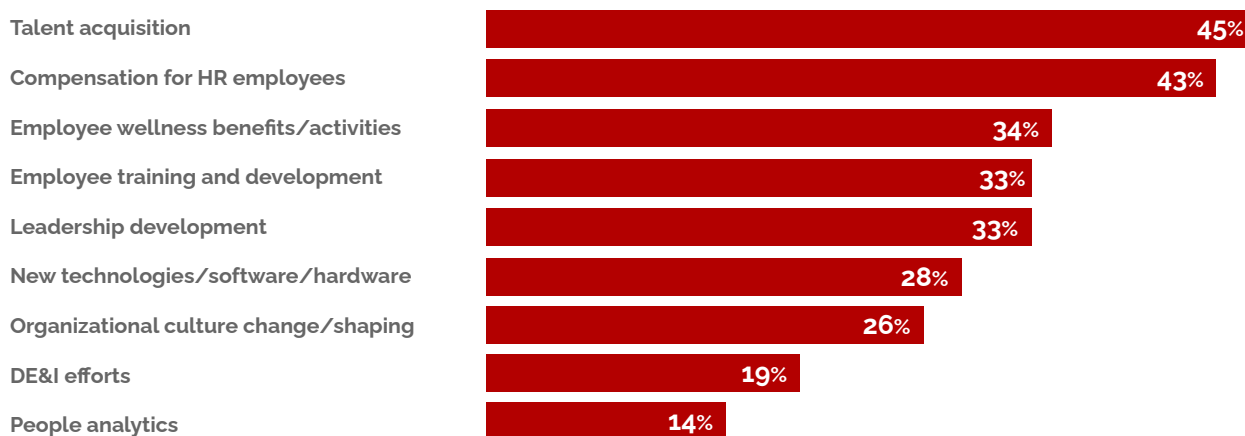
In addition, employers are turning to “quiet hiring” or “re-recruiting” internal talent to develop in-demand skills and engage and retain workers. According to Microsoft’s recent global hybrid work survey, two-thirds of employees would stay longer at their company if it were easier to switch jobs internally. As such, internal talent marketplaces and investments in learning and development to re-skill and upskill employees are expected to grow as key workforce planning tools.

“For many organizations, fighting for new, full-time external talent will be a challenge going forward, so quiet hiring can be key to filling skills gaps.

For employees, it's a good opportunity to modernize their skills and retain their market value.”

— Emily Rose McRae, *Gartner*

### Talent acquisition sees highest HR budget increases in 2023



Source: SHRM Voice of Work Research Panel