

# Emerging trends in tech hiring



# Introduction

Hiring the right talent is the cornerstone of every successful business. This is especially relevant for technology hiring, where the talent pool is vast, and finding the right employee is challenging.

**According to an iCIMS workforce report, it takes organizations an average of 61 days to fill a tech role.**

As technology trends continue to change rapidly, it is always helpful for recruiters to keep up with the latest trends in the tech recruitment space. There are several factors to consider when hiring for tech roles. Understanding the emerging trends in the recruitment markets and adapting them is key to a successful hiring process.



# Changing recruitment trends in 2023

Recent years have seen significant changes in the talent acquisition process. Online recruitment tools have simplified hiring processes from screening to interviewing and onboarding candidates. The shifts in hiring mechanisms have helped recruiters save cost and time in hiring while also improving candidate experiences.

Several factors have been instrumental in driving the frameshift in hiring trends:

## Economic uncertainties

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The world economy has been in the doldrums, first due to the COVID-19 pandemic, followed by Monkey Pox, the Ukraine invasion, and rising inflation. Most companies are restructuring and trying to cut costs, laying off thousands of employees in the process.

# 13%

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**For instance, tech giant Meta laid off 13% of its workforce last year. The layoffs are predicted to continue in 2023 as the threat of recession looms.**

## Change in demand

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Despite the layoffs and the threat of recession, demand may still exceed supply, as demonstrated by a [Dice Tech Job Report](#), which showed there are about **375,000 tech jobs open in the U.S. alone.**

The same study showed that despite fluctuations in demand for tech talent between January and October 2022, **job postings are up by 25% in the U.S.**

Most of these opportunities would lie with startups and traditional industries that are upgrading and embracing cloud technology.

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# Striking the tech hiring balance with technology

A few of the key emerging trends in tech talent acquisition are:

## Use of screening tools

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Recruiters are increasingly relying on automated screening tools that can optimize the time-to-hire and offer an impeccable hiring experience to candidates. While resumes and interviews remain an indispensable part of the hiring process, they are often time-consuming and fail to provide quantifiable information about the candidates' skills.

Applicant tracking systems (ATS) automatically sift through the large applicant pool and shortlist only those candidates whose CVs have the matching "keywords" prescribed by the recruiter. These keywords could be a particular skill, knowledge of a coding language, years of experience, or educational qualification, among others.

However, shortlisting alone is not enough. Skills and competency measurement is an integral part of any hiring process. Online assessment tools come to the rescue here. This ensures that employers do not have to manage time-consuming interviews with applicants who are neither qualified nor suited for a particular position.

E.g., Technical screening tools like [coding simulators](#) allow recruiters to screen candidates more effectively. These tools weed out underqualified individuals and streamline and shorten the hiring process. And with companies trying to close a position as quickly as possible, these screening tools are a boon for recruiters.



## Emphasis on employee value proposition (EVP)

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**Employee value proposition usually includes all the benefits, monetary rewards, perks and career development opportunities that employees receive when they are a part of an organization. EVP also includes the company's vision and the values it fosters.**

Top tech talent today is looking at what an employer has to offer apart from the paycheck. Gone are the days when free snacks and game rooms were what companies had on offer as part of the "employee value proposition." Tech talent wants to work for organizations that offer them a culture of learning and growth. Top coders look for organizations that value their craft and offer state-of-the-art platforms to practice them. Recruiters must ensure that they communicate the employee value proposition and employer brand to the candidates right from the initial hiring stages.

This is usually done with an engaging recruitment process, email campaigns, and social recruitment, among others. A good employee value proposition not only improves candidate engagement but also helps to attract top talent.

However, it is important it reflects reality. Top talent is also quick to leave if they find that the promised EVP does not match the organization's current situation.

## Focus on diversity

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More organizations are now focusing on diversity, equity, and inclusion (DE&I).

# 80%

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**According to a Forbes report, about 80% of recruiters agreed that "diversity hiring" is one of the most important trends to emerge.**

**Another study by McKinsey shows that companies that are gender-diverse are likely to perform 25% better financially than non-diverse companies.**

An extension of this thought process can be seen in tech and IT role hiring, where unconscious bias is prevalent.

To ensure there is no bias in hiring, recruiters are using recruitment tools like the applicant tracking system (ATS) and [remote assessment tools](#) for coders. These tools ensure that applicants are judged based on their talent and skills.

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## Hybrid work is here to stay

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With things returning to normal, it would be wrong to assume that days of remote or hybrid work are over. A recent [survey by Stack Overflow](#) found that 85% of coders still work in an organization that offers hybrid roles. The ability to work remotely or in a hybrid workplace is, in fact, a make-or-break factor for many coders. Another [survey by Barco](#) found that around 73% of employees will look for a change if their organization lacks a well-defined hybrid work policy.

Hence, a well-defined hybrid work policy in place not only opens recruitment to a large global pool of talented coders but also helps retain top talent.

## Skills over degrees

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# 69%

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**As demand for tech roles grows, recruiters look beyond graduates by hiring self-taught coders. Even the talent pool suggests a need for it, as 69% of the developers reported that they were completely or partially self-taught.**

While being more flexible with educational qualifications allows recruiters to hire from a large pool, it does pose some challenges. The foremost is the need to identify potential candidates from the talent pool, especially when hiring from varied backgrounds.

This is where assessment tools such as [coding simulators](#) come in; they test a candidate's ability to code in a real-life situation.



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# How Mercer | Mettl can help

Assessments and screening tools make recruitment more straightforward and efficient. Mercer | Mettl's online assessment platform is a leading enterprise-grade software system that helps recruiters conduct assessments securely and seamlessly. In addition, the evaluation system automates the hiring process by delivering online AI-proctored assessments.

The easy-to-use platform allows companies to quickly set up assessments, from creating tests to delivering post-test reports and analytics. Additionally, all assessments are supported, ranging from technical, role-based, aptitude, cognitive ability and personality evaluation tests.

**Here is how the Mercer | Mettl talent assessment solution can help organizations make better hiring decisions:**



## Easily scalable

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Mercer | Mettl's online assessment platform allows HRs to scale recruitment and selection depending on the number of applicants. Also, the assessment platform's dashboard provides recruiters with information such as the number of candidates in the pipeline, test completion rate, and pending tests, among others.



## Can be integrated with a proctoring tool

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The online assessment platform can easily integrate Mercer | Mettl's AI-proctoring tool to ensure the integrity of the test results. The three-step authentication process stops candidate impersonation, and the AI flags any suspicious activities. Furthermore, the proctoring software does not allow test takers to open another browser or tab or to navigate away from the assessment. Also, it bars a candidate from screen sharing, ensuring the credibility of the assessments.



## Comprehensive post-assessment reports

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Mercer | Mettl's online assessment platform provides recruiters with comprehensive reports of a candidate's performance. The reports provide insights, such as a candidate's strengths and weaknesses, which help HRs make better decisions. In addition, the report gives an overview of both section-wise performance and the time taken to complete different sections.

# Conclusion

Improving employee value proposition, using screening and assessment tools, and switching to a hybrid or remote working model are just some of the changes you can make for efficient hiring. It can be challenging for your organization to attract and retain top talent without adapting to the changing hiring landscape, especially when the talent pool is vast.

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# About us

At Mercer | Mettl, our mission is to enable organizations to make better people decisions across two key areas: acquisition and development. Since our inception in 2010, we have partnered with more than 4,000 corporates, 31 sector skills councils/government departments and 15+ educational institutions across more than 90 countries.

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