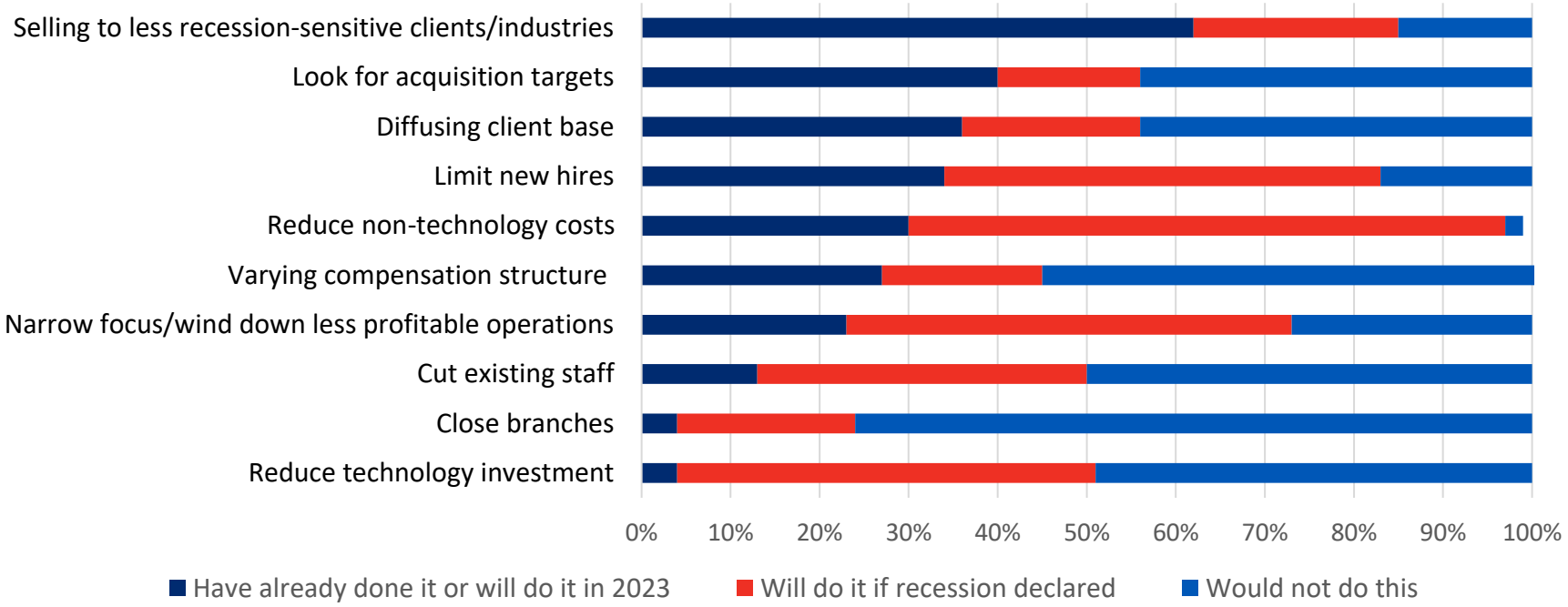
Recession Strategies



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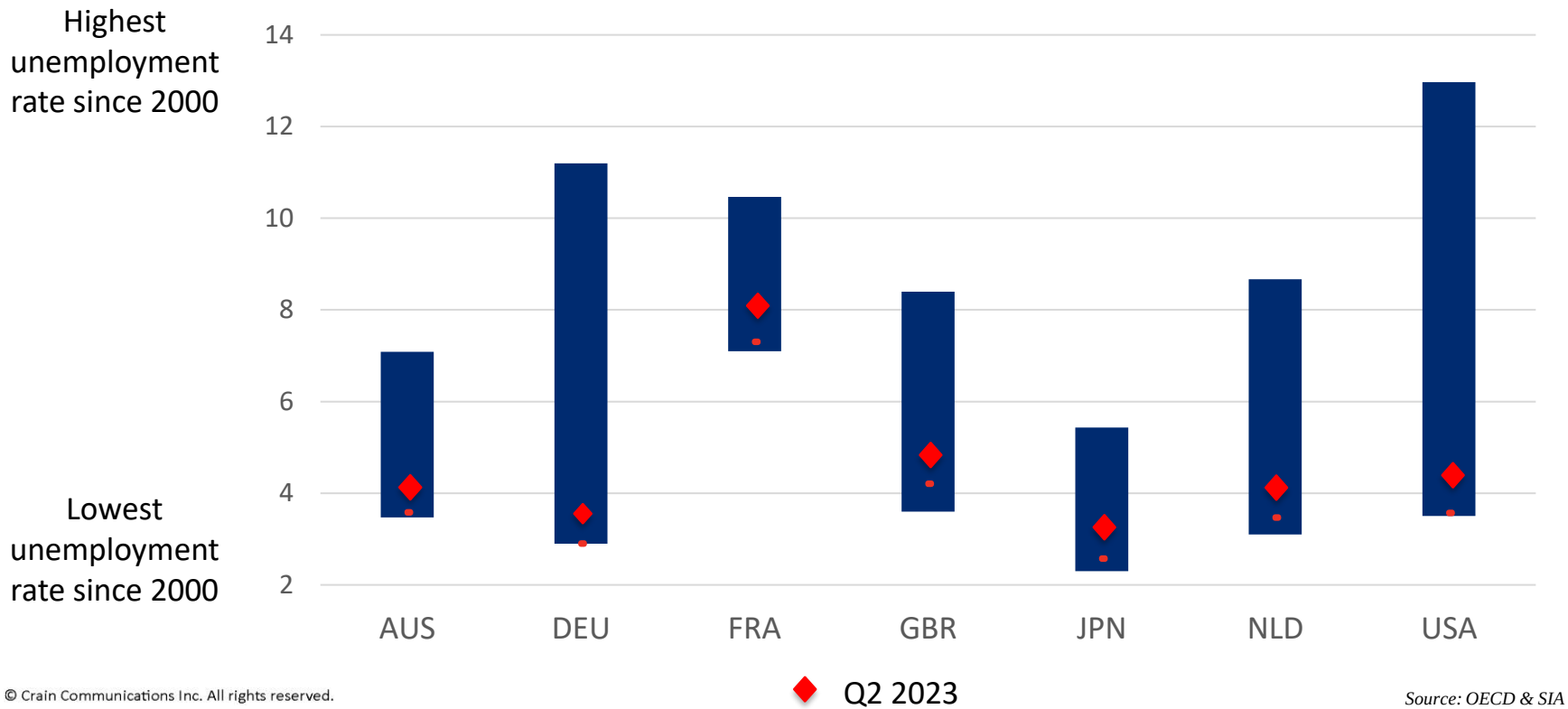
Source: SIA, Staffing Company Survey 2023

Tight labour markets



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Source: OECD & SIA

Towards skills based hiring

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40% of hirers on LinkedIn are using skills data to fill open roles

Hirers finding talent using skills are 60% more likely to find a successful hire

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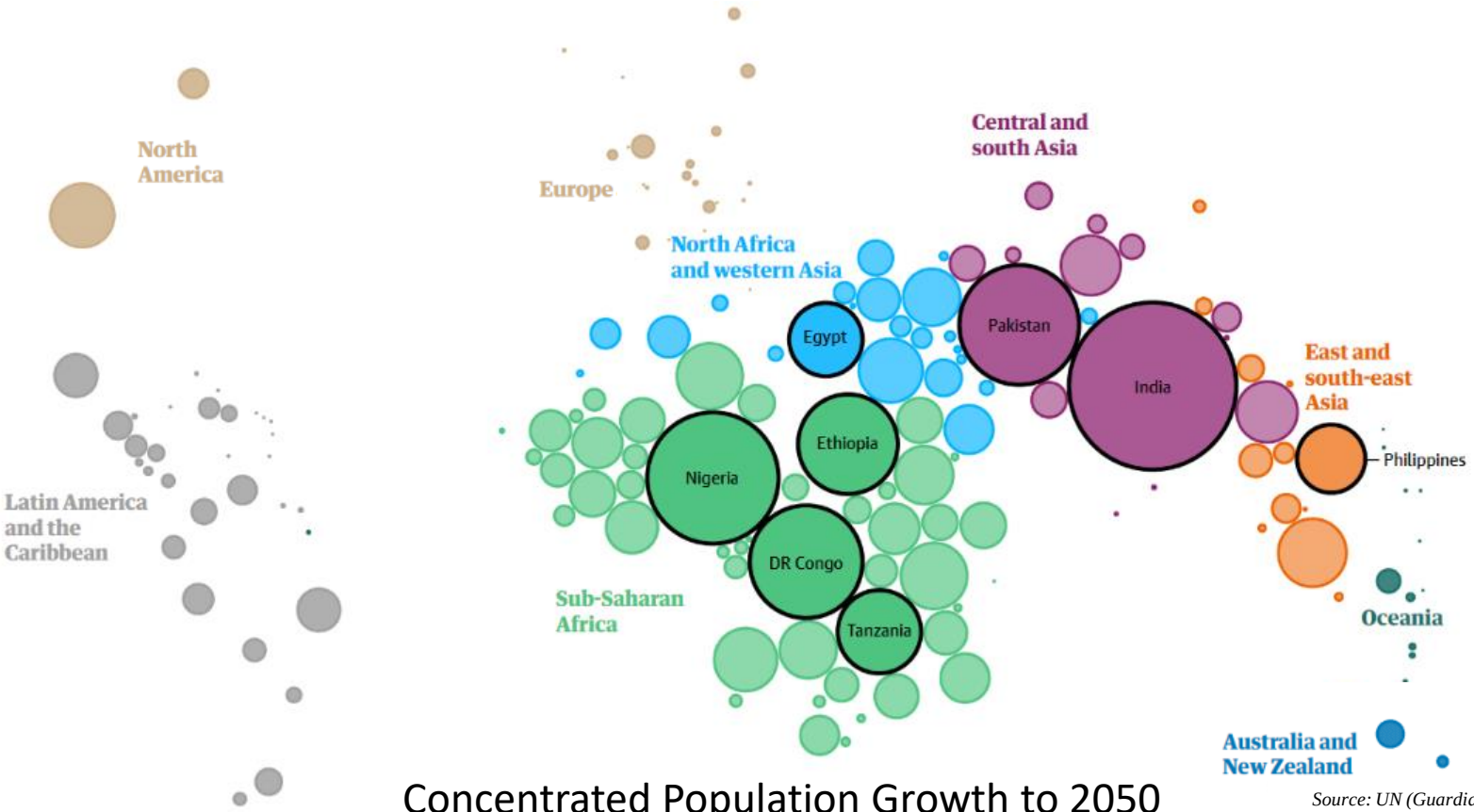
Source: LinkedIn, A Skills-First Blueprint for Better Job Outcomes

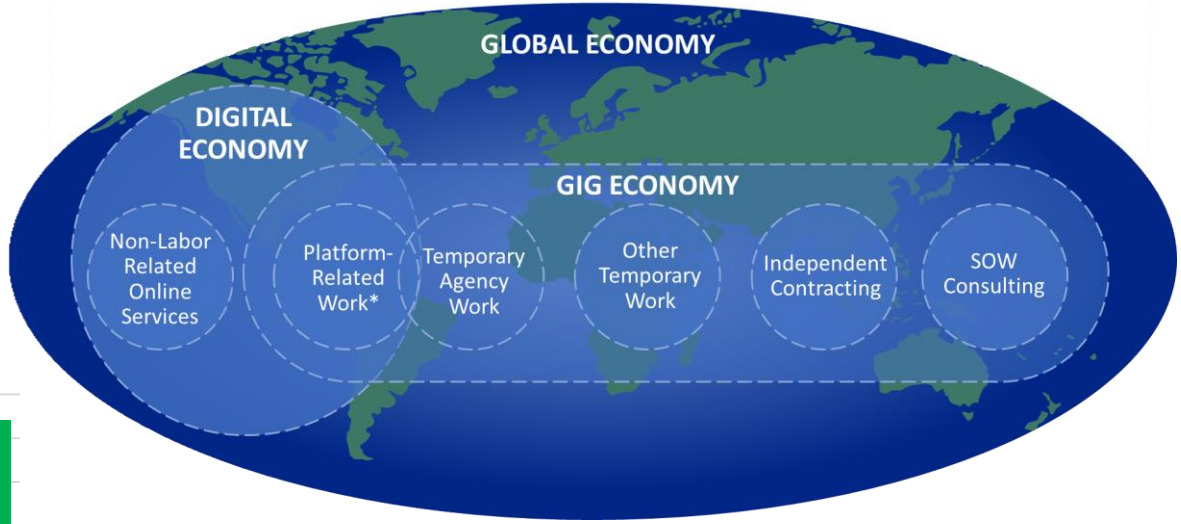
Immigration



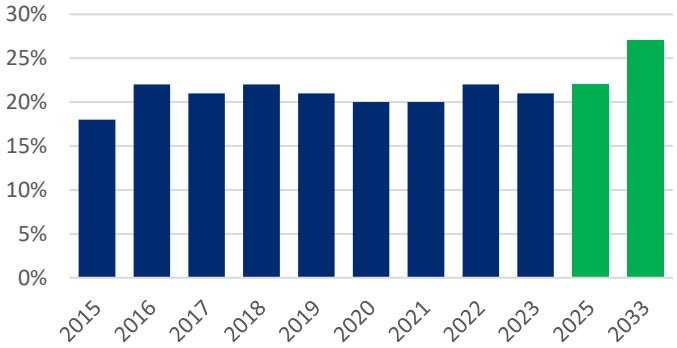
Concentrated Population Growth to 2050

Source: UN (Guardian Graphic)

Growing acceptance of the "contingent workforce"



Reported contingent share of workforce



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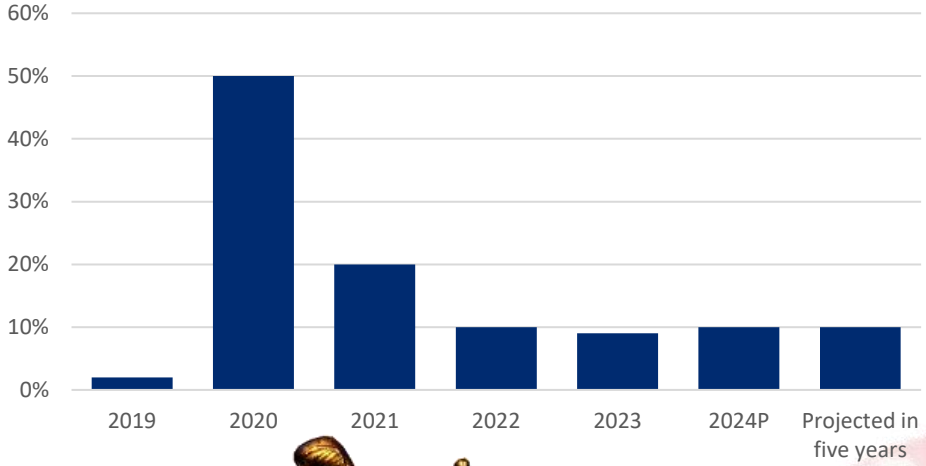
Source:. *SIA's 2022 Workforce Solutions Buyer Survey.* The Global Gig Economy 2023

Remote Work Is Here to Stay

Median share of temporary workers working remotely



61%

of temporary workers rate remote work as highly valuable

Source: SIA European Staffing Company Survey and Temporary Worker Survey, 2022

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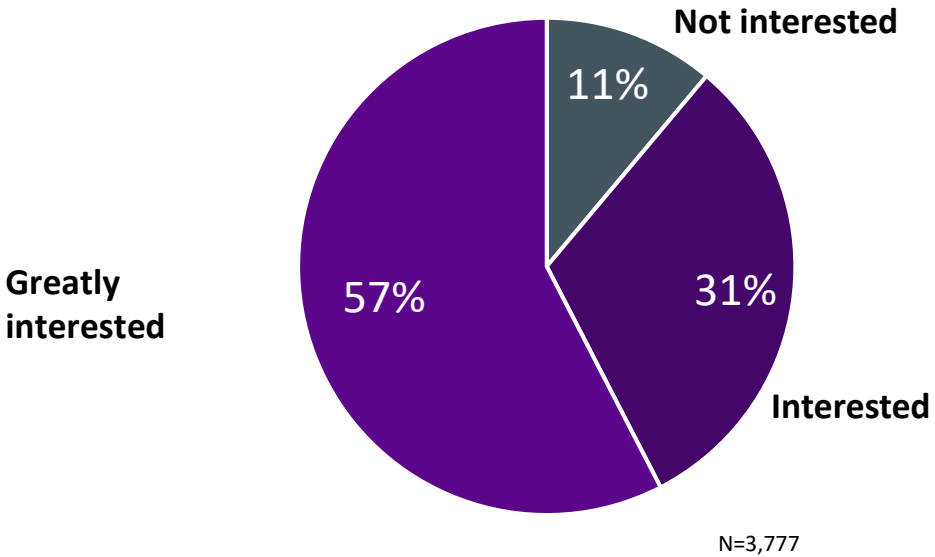
Competing on Upskilling/Training

Temporary worker ratings for importance of training opportunities



N=3,777

Recruit-Train-Deploy (RTD) models

REVATURE

rn.com
AMN Healthcare Education Services

SKILLSTORM

Talent platforms: *63% of talent platforms offer training options*

Experfy

learn. FROM FIVERR

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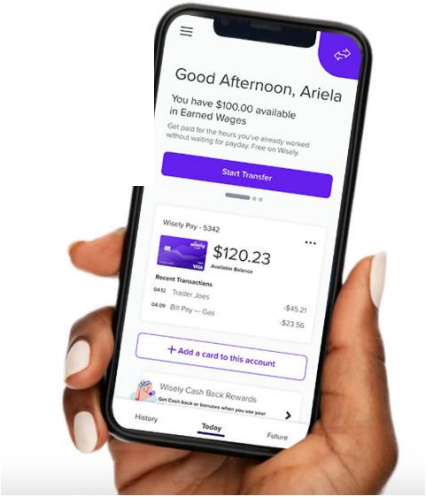
Source: SIA Temporary Worker Survey, 2022 and SIA Global Talent Platform Survey, 2022

Competing on Pay Cycles

Spain – Jobandtalent raises USD 250 million to enable flexible payments for workers

May 2022



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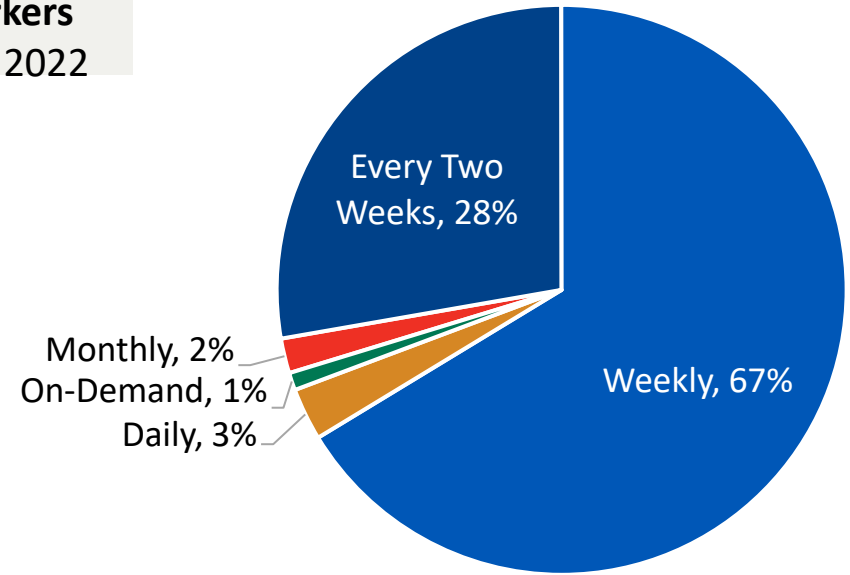
Pay Frequency for Temporary Workers



20%

of all hourly staff in the US are expected to be paid by earned wage access by 2023

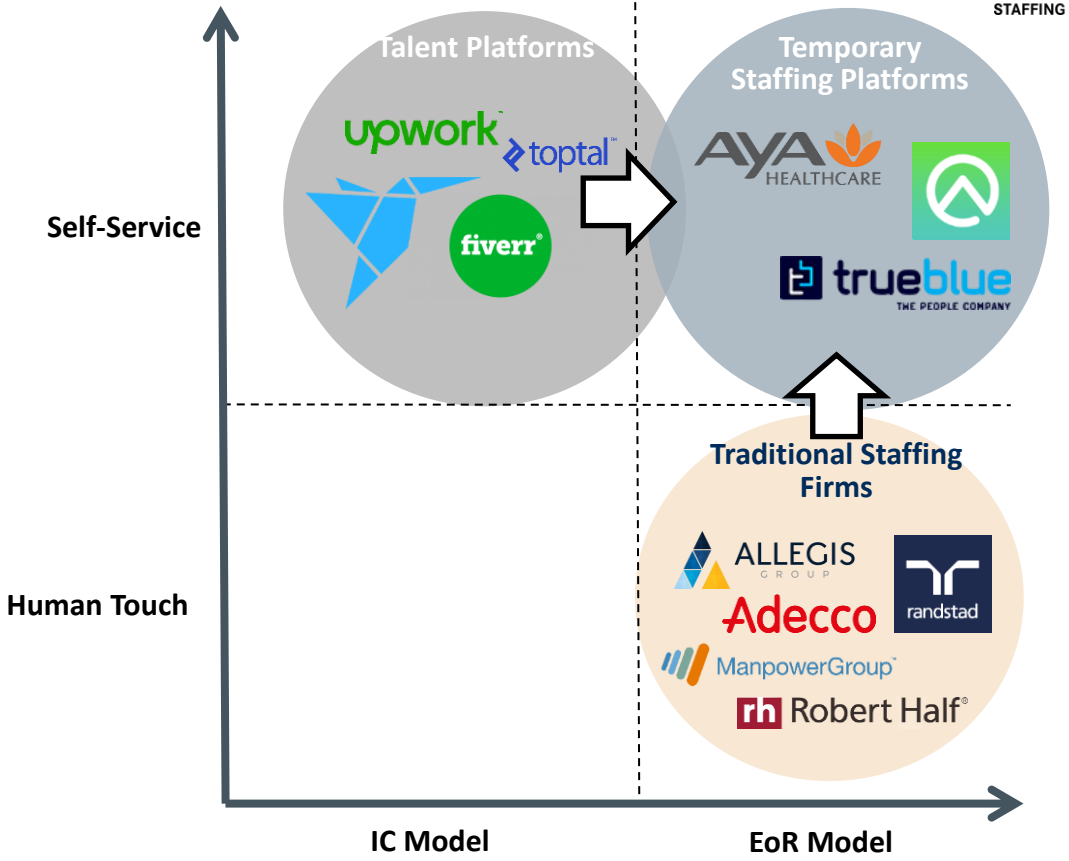
96%

of temporary workers paid weekly or longer

Source: SIA North American Staffing Survey 2022 and Wikipedia

Temporary Staffing Platforms

A two-sided marketplace that benefits from network effects, where processes are mostly digitalized and participants self-serve.



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The Digital Divide

Global Staffing Market Revenue Growth 2021

$21bn Temporary Staffing Platform Revenue 2022

$627bn Traditional Temporary Staffing Revenue 2022

$648bn **Total Temporary Staffing Revenue 2022**

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Source: SIA Annual Revenue Growth 2022

Talent Platform Specialization

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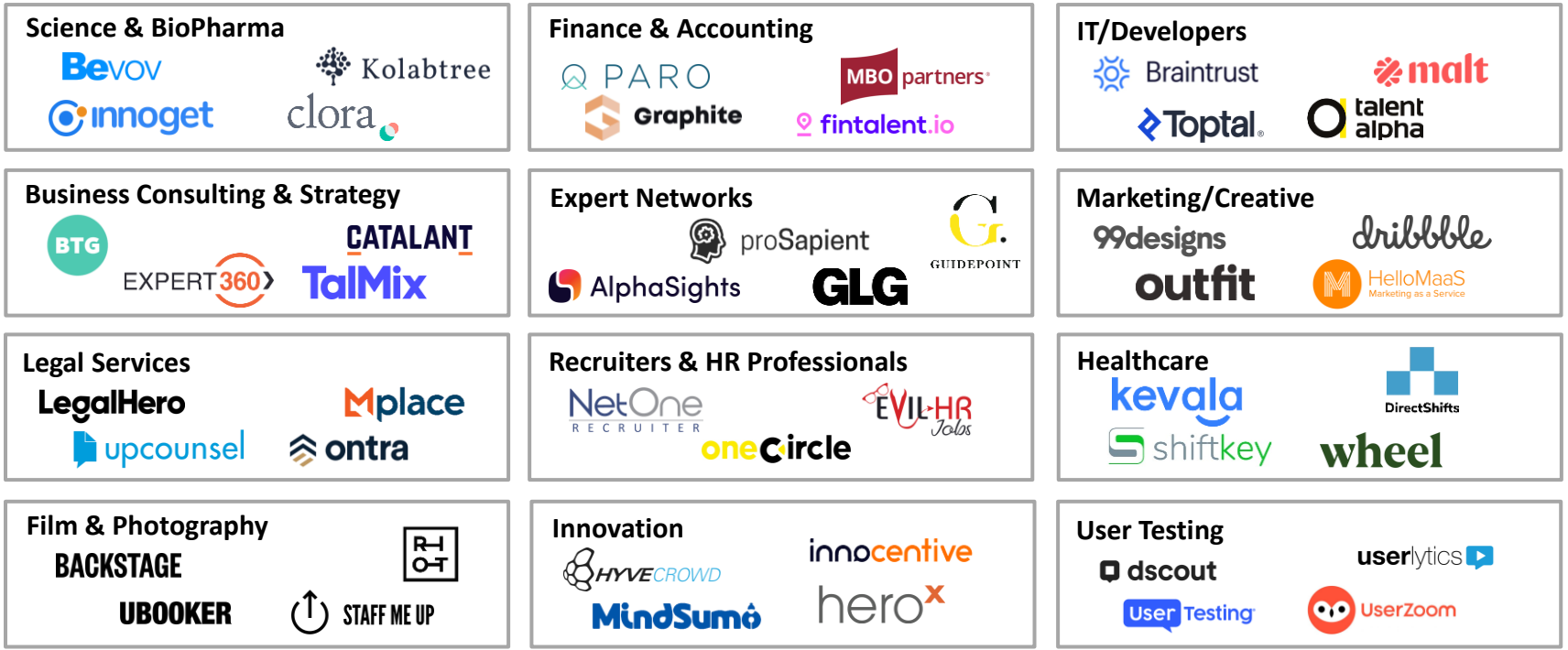

Note: These firms are not ranked in any way and do not necessarily reflect leadership within each segment

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AI is near Maximum Hype!

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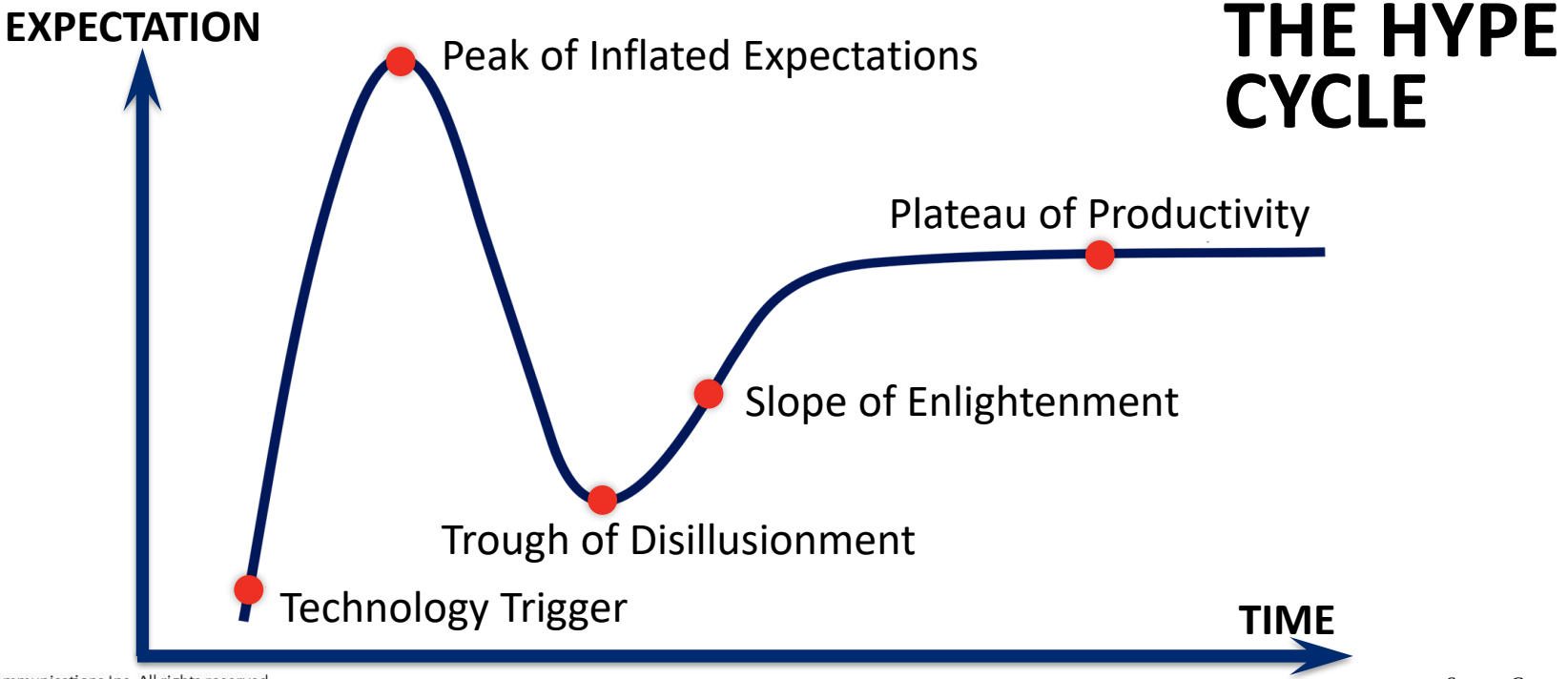

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Source: Gartner

Job Automation

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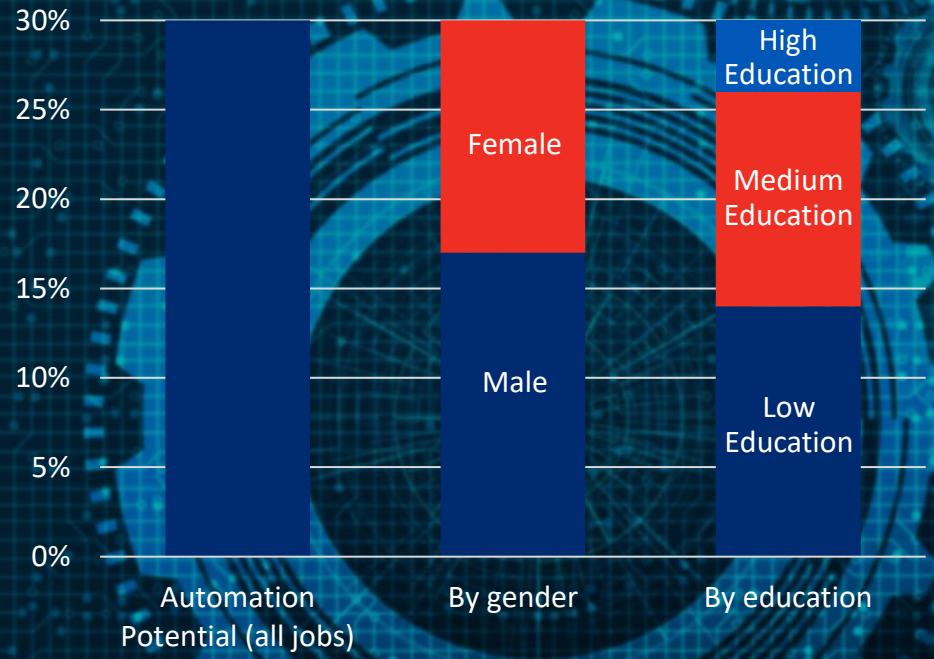
Global job automation potential by mid-2030's



Source: pwc

AI will create

97 million

new jobs by 2025

Source: World Economic Forum

AI Races to the Mainstream

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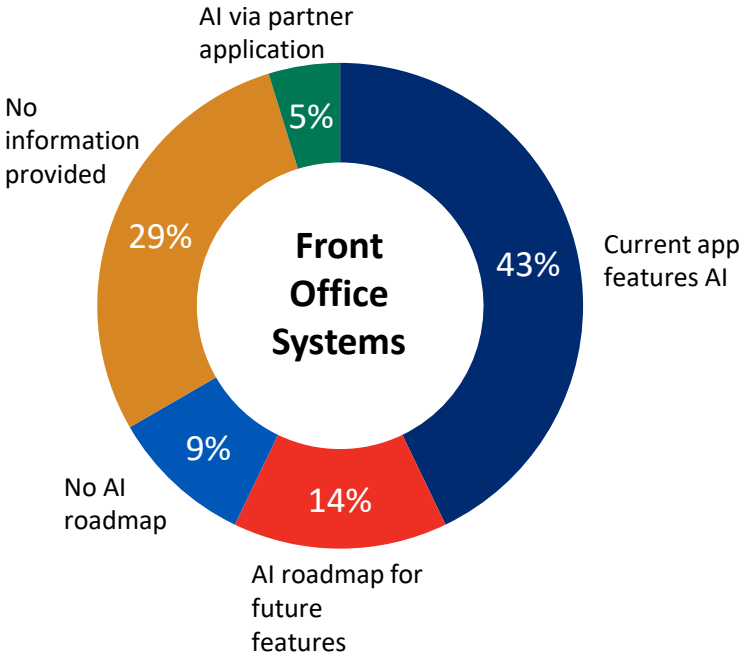
Staffing front office systems with AI capabilities or have it on the roadmap



Rising tide of AI in the ecosystem

Staffing Engine
GLIDER
eightfold.ai
GIGGED.AI
panna AI interviews
XOR
sapia.ai
TALENT TICKER
HARQEN On-Demand Interviewing
Filtered
BrightHire
Metaview

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For 2025 think Man *plus* Machine

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AI won't replace you, but person using AI may.