

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 4 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.



OF STAFFING EMPLOYERS SAY THEIR BIGGEST CHALLENGE IS FINDING RELEVANT CANDIDATES²



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

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 **75% of the global workforce by 2025**, and they expect **freedom and flexibility** at work.³



Approximately **57 million** people in the U.S. were gig workers in 2018.⁴



PERCENTAGE OF GIG WORKERS IN THE U.S. WORKFORCE⁵



Focus on offerings that are highly coveted by gig workers, including **flexibility, part-time work, project work, and ability to allocate time to passion projects.**

3. COMPLIANCE

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



INCREASE IN EMPLOYMENT LAWSUITS IN THE LAST 20 YEARS⁶



Avoid costly errors and huge fines by arming your team with **automated workforce management tools** that meet **in-depth compliance requirements.**

4. AUTOMATION & ARTIFICIAL INTELLIGENCE

The most **successful and profitable** staffing firms are using a wide range of technologies and leveraging automation to offer **differentiated services, faster operations, and lower costs.**



COMPANIES WHO SAY THE HARDEST PART OF RECRUITMENT IS SCREENING CANDIDATES FROM A LARGE APPLICANT POOL⁷



Combine the power of humans and technology for **greater efficiency and improved quality of work.**

CONCLUSION

If you play it safe in the staffing industry, you run the risk of becoming outdated or obsolete.

The **Workforce Dimensions™ suite from Kronos®** is built to manage the workforce of the future — today.

Want to learn more about top staffing 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* (February 22, 2019), found at: <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/recruiting-is-tougher-2019.aspx>.
³ Sinead, *Millennials and Generation Z — The New World of Work* (December 13, 2018), found at: <https://www.capital-ges.com/millennials-and-generation-z-the-new-world-of-work/>.
⁴ TJ McCue, *57 Million Workers Are Part Of The U.S. Gig Economy* (August 31, 2018), found at: <https://www.forbes.com/sites/tjmccue/2018/08/31/57-million-u-s-workers-are-part-of-the-gig-economy/#6182e53f7118>.
⁵ International Labour Association, *Helping the Gig Economy Work Better for Gig Workers*, found at: https://www.ilo.org/washington/WCMS_642303/lang--en/index.htm.
⁶ Trusted Choice, *Even Good Employers Get Sued: The Cost of Not Having EPLI Insurance*, found at: <https://www.trustedchoice.com/business-insurance/liability/epli#targetText=Over%20the%20last%20%20years,a%20fire%20at%20your%20facility>.
⁷ Ideal, *AI for Recruiting: A Definitive Guide for HR Professionals*, found at: <https://ideal.com/resources/simple-ai-for-recruiting-guide/>.