

# HIRING TRENDS FOR 2023-2024



## Employer-Driven Market

Salary increases are moderate, bonuses are trending lower, and opportunities are more competitive.

## Hiring Freezes & Pullbacks

Hiring has cooled for full-time roles in Tech and Consulting. Internship hiring continues.

## Early Recruiting

Some companies are moving fast to secure talent and began 'fall' recruiting this summer.

## Just-In-Time Hiring

Many companies wait to post until they have approval to hire; and offers may be delayed.

## Opportunities are Moving Fast

Posted jobs require a fast response. Candidates are receiving offers with short deadlines.

## Delayed Start Dates

Some start dates have been pushed back 6 months or longer.