

# Labor Market Trends

## Part 2

# Survey profile

Yakov  
& Partners



In January 2023 Yakov & Partners completed a two-month-long opinion poll in partnership with hh.ru, the largest online recruiting platform, to **investigate the 2022–2023 labor market trends.**

Based on the poll, we made an in-depth **analysis and identified the key trends among job seekers and employers**

~7300

job seekers across Russia  
with widely different  
sociodemographics

- Region
- Age
- Gender
- Education
- Type of employment
- Marital status
- Family members

>220

employers across Russia  
with widely different  
characteristics

- Region
- Company size
- Company type
- Industry



# Executive summary



## Section 1. What has changed for employers?

It now takes employers more time to find the right talent, especially experienced candidates

Although employers still prefer to take on experienced professionals, they are not averse to training new hires to solve talent shortages



## Section 2. Information technologies

Finding IT talent now takes considerably more time

More than half of employers recognize the deficit of fitting candidates in this industry

# Section 1.

## What has changed for employers?

### 1

Employers are having a harder time finding the right talent

It now takes 1.5 times as long to find a fitting candidate

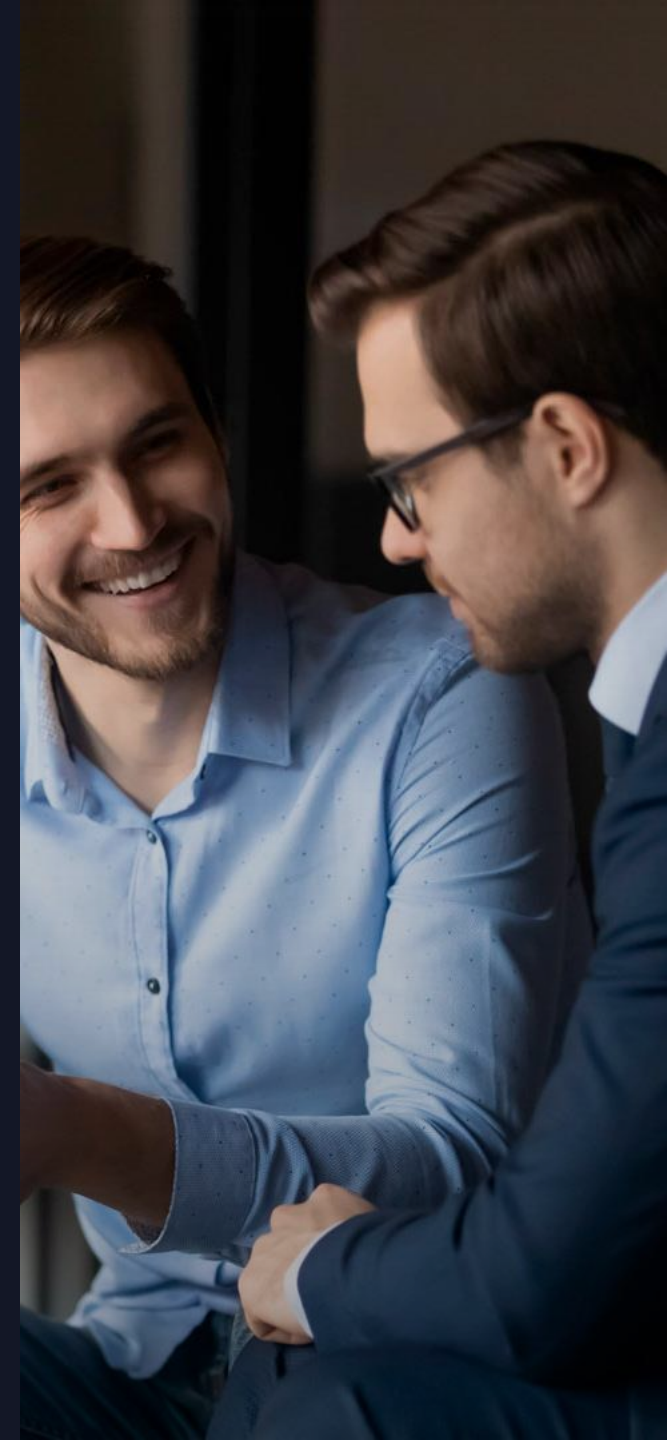
Employers with less attractive remuneration levels find it now takes them several times as long to acquire a candidate

Despite the encountered difficulties, employers prefer to hire experienced candidates

### 2

One in two employers are looking for managers with excellent social and analytical skills capable of solving challenging problems

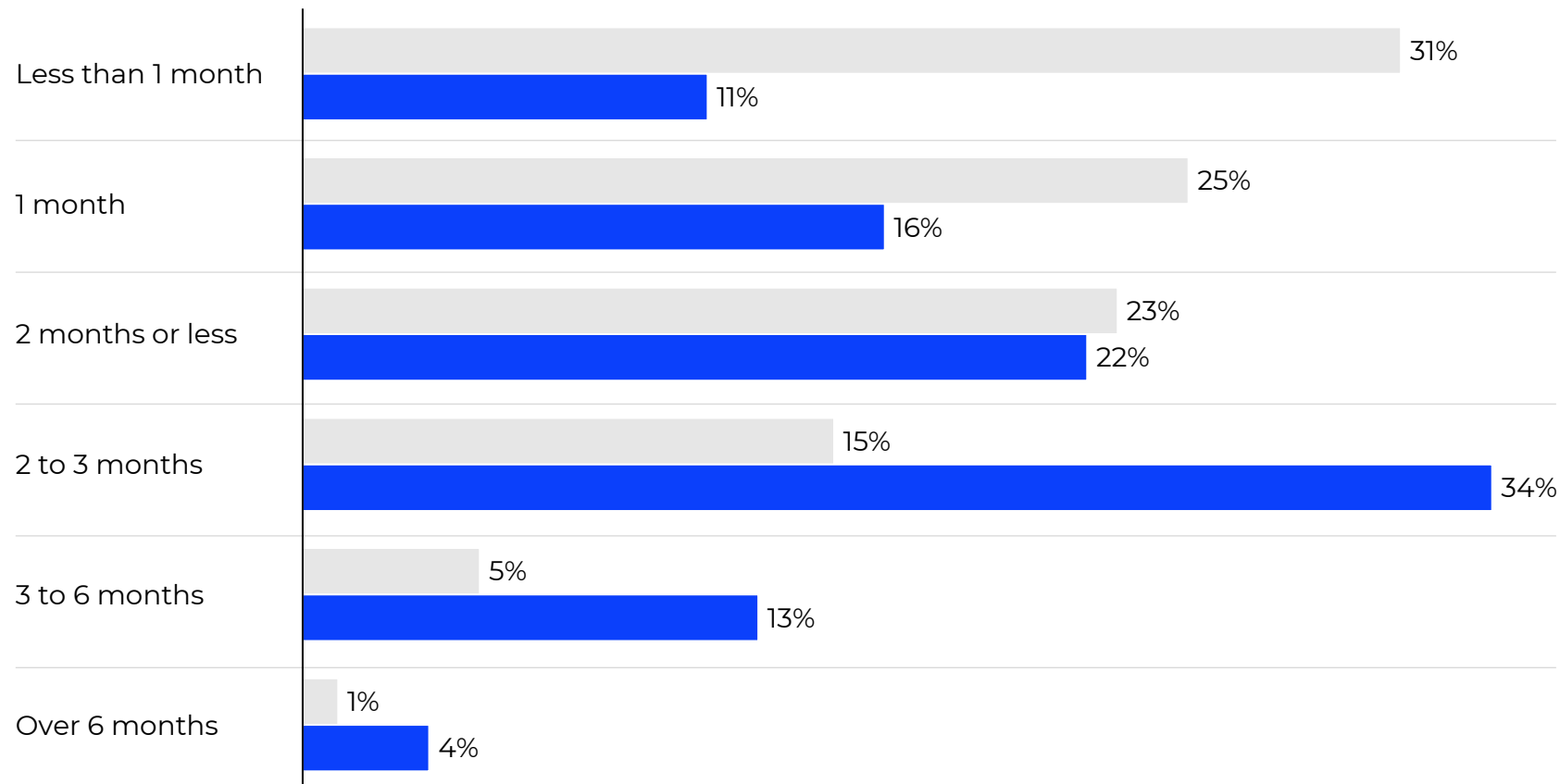
Three-quarters of employers are ready to train newly-hired employees



# Average talent acquisition time is now 1.5 times as long regardless of the type of employer

Talent acquisition time

Talent acquisition time, before Talent acquisition time, now

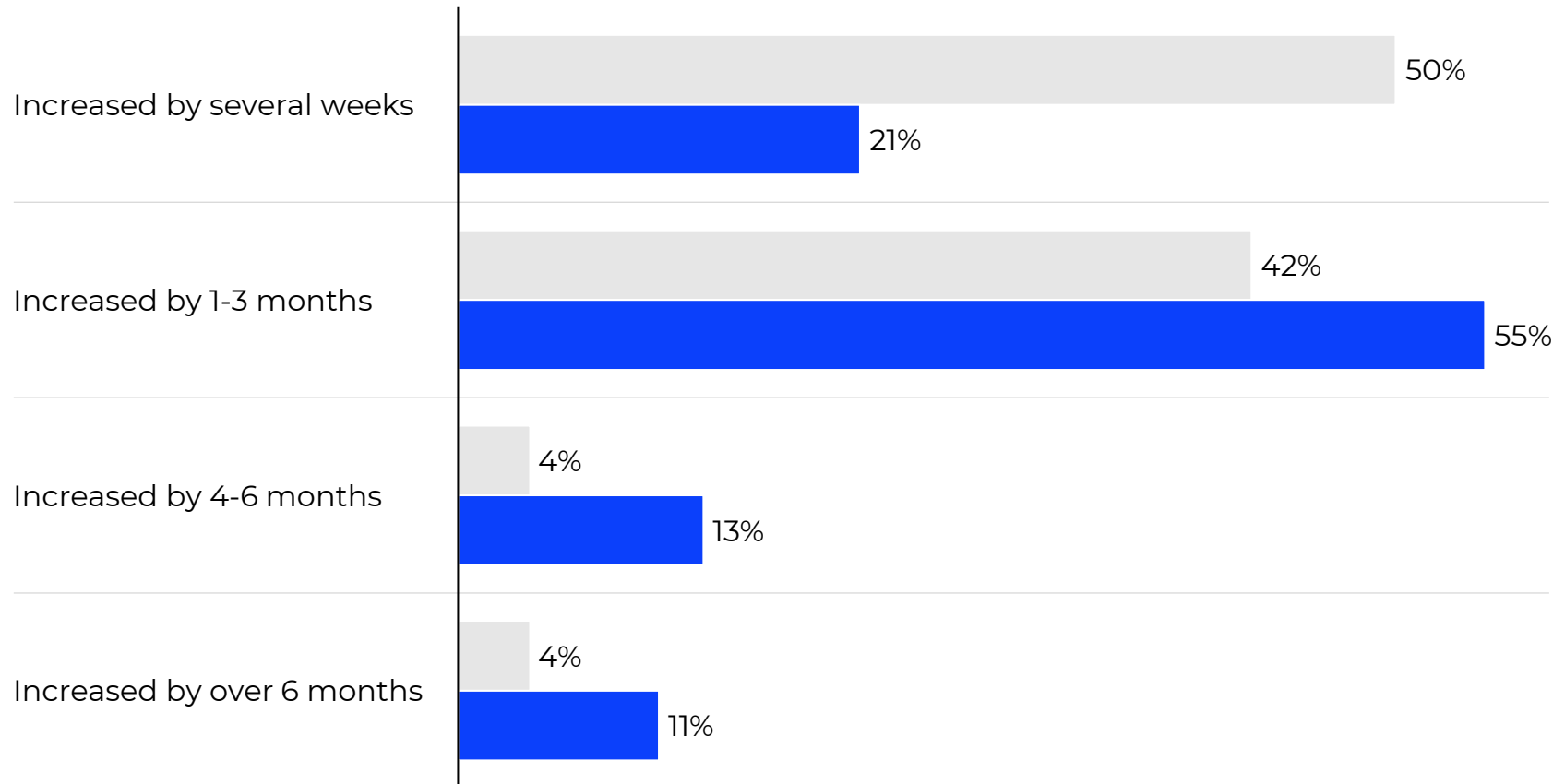


Even large Russian companies now need **2 to 3 months** to find the right fit despite being the employer of choice for many job seekers

# Finding talent with 3+ years of relevant experience is the most challenging

Talent acquisition time by level of experience

■ Less than 3 years of experience ■ Over 3 years of experience



## >50%

of the employers report longer talent acquisition times

## 50%

of the employers admit that finding the right candidates with **less than 3 years** of experience now takes several weeks longer

Most employers report that finding experienced professionals with **over 3 years** under their belt now takes 1 to 3 months longer; and one in four companies find this period increased by more than 4 months

# Despite the longer search times, employers still prefer experienced hires

# 84%

of employers would choose an experienced candidate without a relevant degree over a candidate with a degree but without relevant experience

All types of companies prefer to hire experienced professionals even without a relevant degree

Only the social services sector is relatively interested in inexperienced candidates with a relevant degree

# 100%

of the surveyed employers in the IT, retail, and finance sectors would opt for an experienced candidate without a relevant degree

# 87%

of SME are more interested in experienced professionals

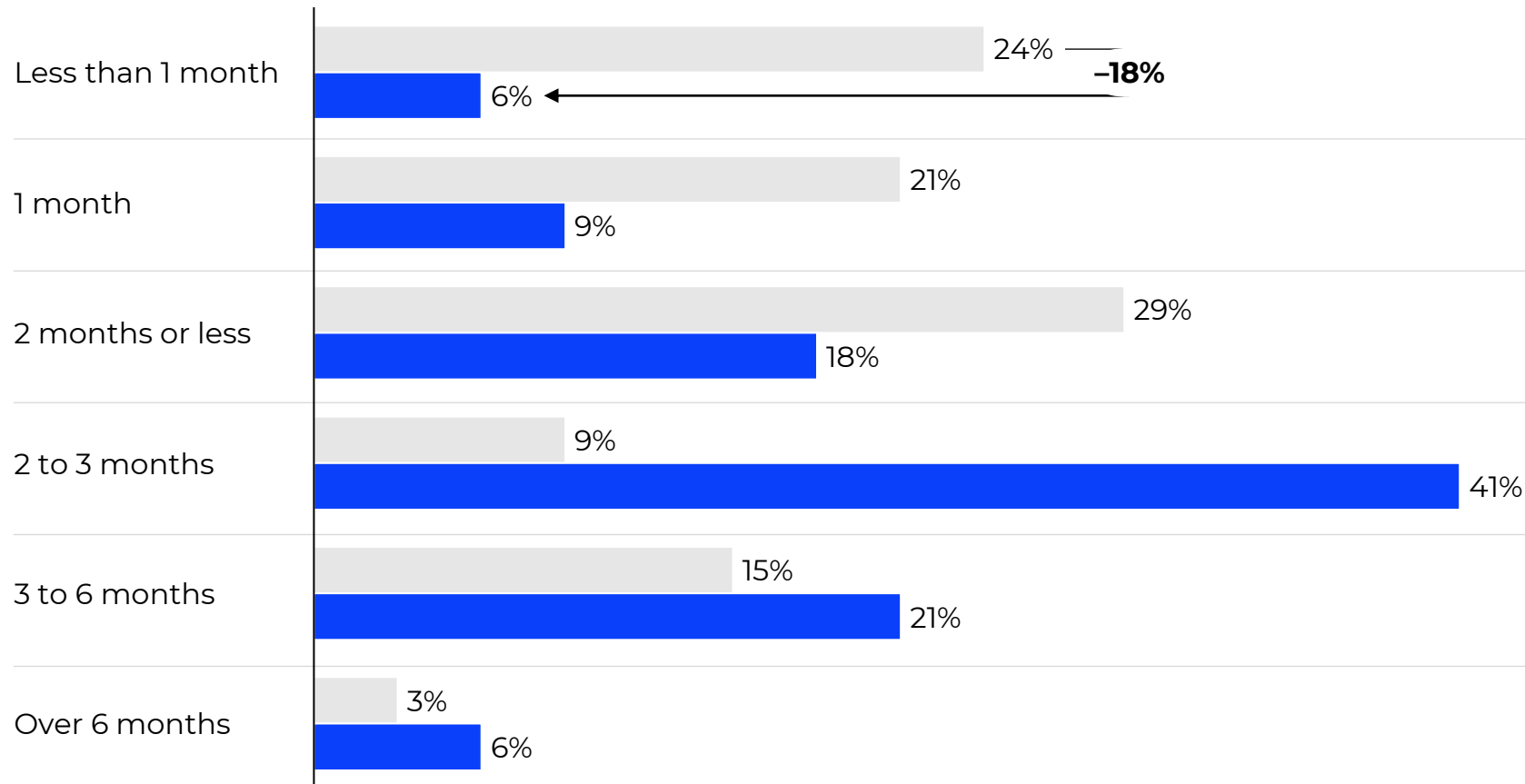
# 33%

of non-profits are ready to consider hiring inexperienced professionals with a relevant degree after facing shortages of experienced talent

# Offering a nice salary is still the quickest way to find the right fit

Talent acquisition time in companies with an attractive remuneration

■ Talent acquisition time, before ■ Talent acquisition time, now



# 74%

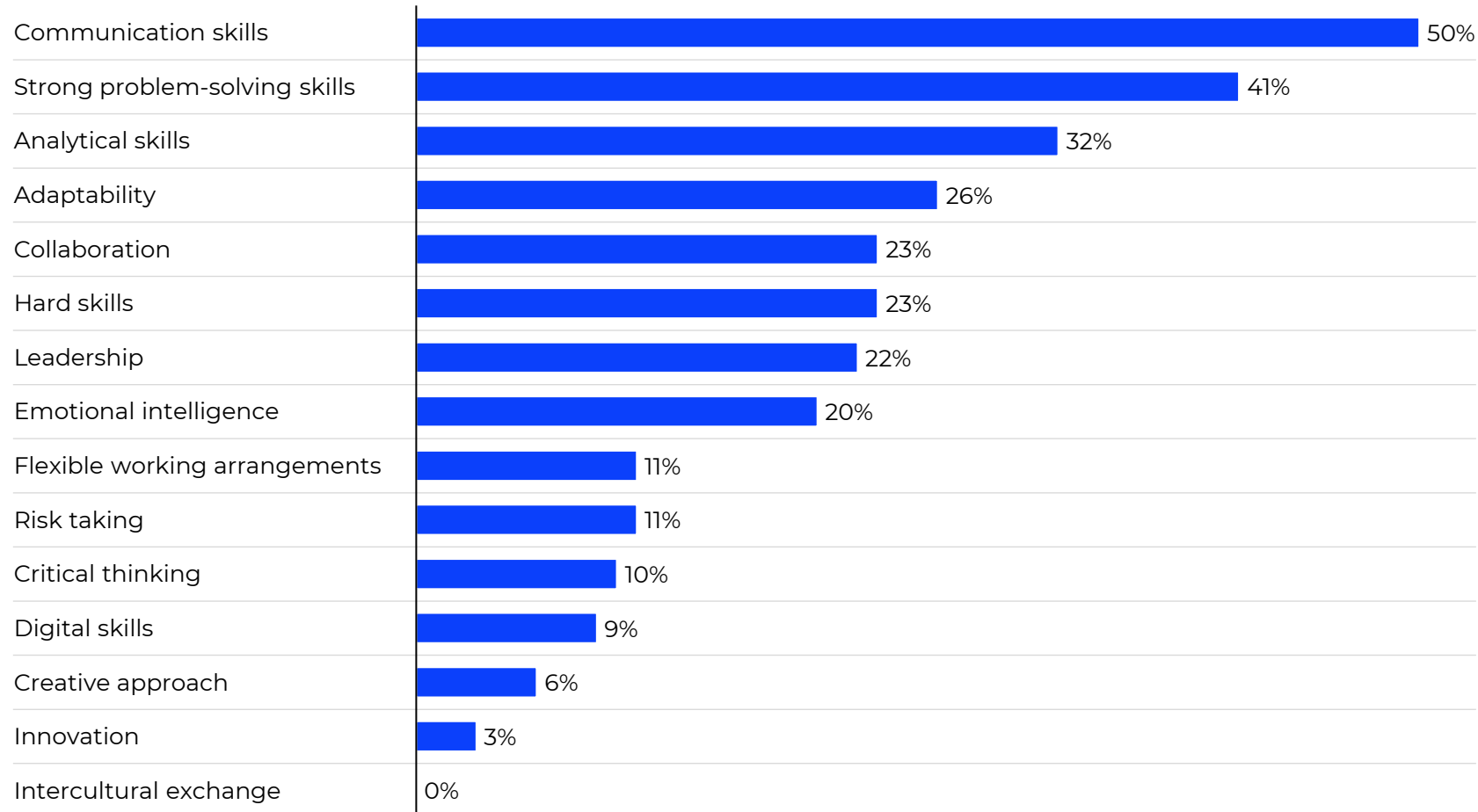
of employers that offer attractive remuneration levels find fitting candidates in under 3 months

Employers with less attractive salaries have always taken longer to attract the right talent, but now the gap vs. the market average has increased even further



# One in two employers are looking for managers with strong social skills

## Managerial competencies



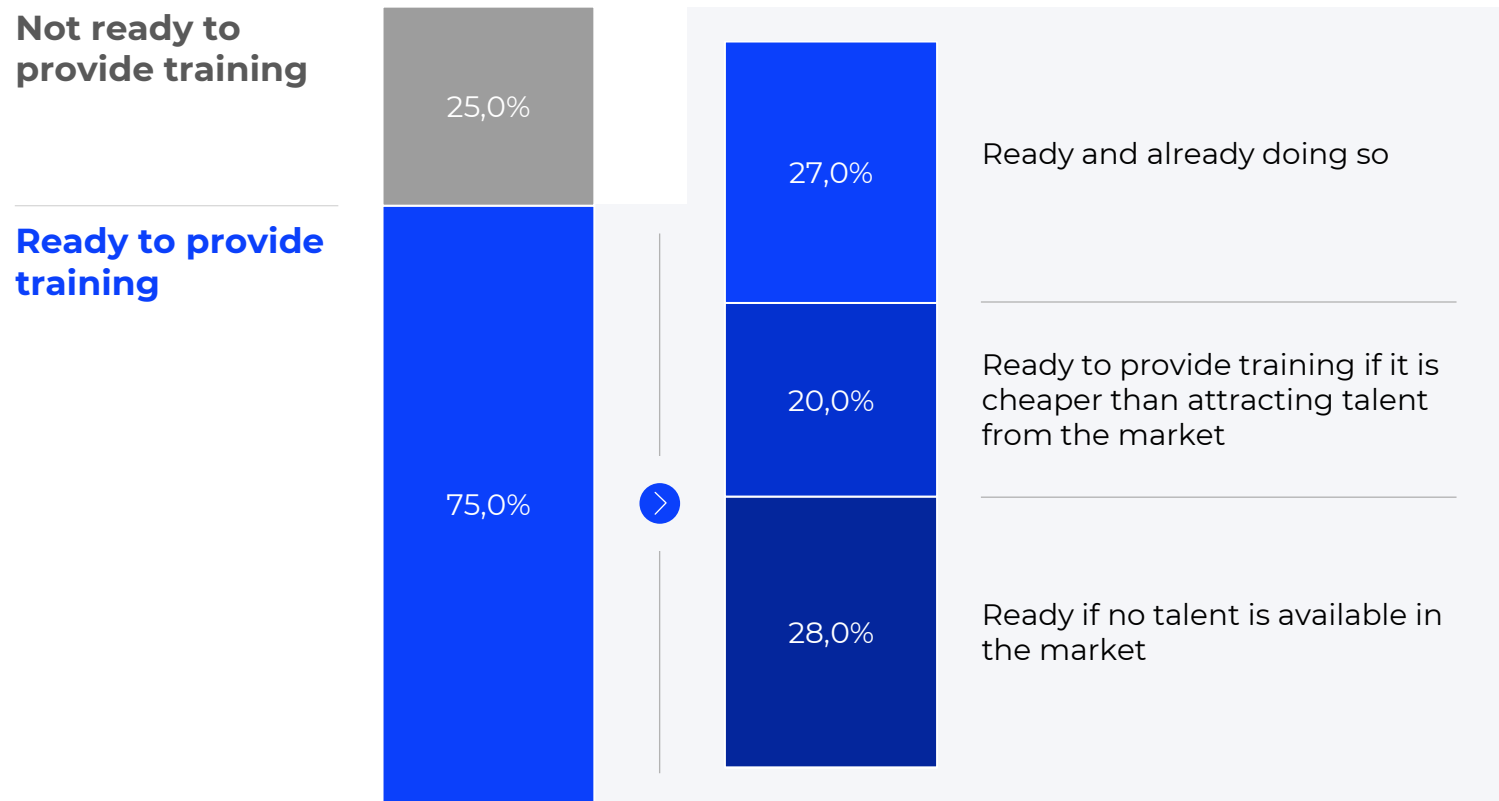
Employers are looking for adaptable managers with excellent social, analytical, and problem-solving skills

Abstract “leadership skills” have receded into background and are now ranked 7<sup>th</sup> vs. 4<sup>th</sup> in 2019<sup>1</sup>

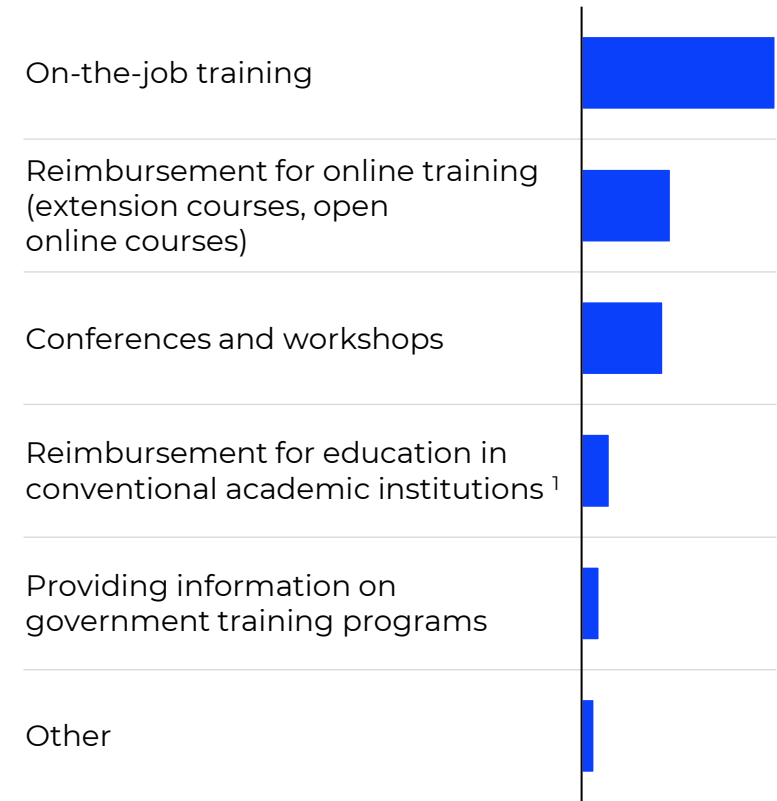
Creative approach and innovation are in low demand among employers

# Three-quarters of employers in Russia are ready to provide training for new employees

## Readiness to train new employees



## Employee training formats



## Section 2. Information technologies

### 1

More than half of the employers reported shortages of IT talent

Talent acquisition time in IT increased more dramatically than the market average: now it takes twice as long to find the right IT talent than other professionals vs. 1.5 times as long before

Smaller companies with a headcount below 50 employees have been hit the hardest: it now takes them 3 times as long to find the right candidate

### 2

Less than a quarter of the employers felt any impact of the automation trend on their companies' operations

In contrast, job seekers report strong impact of technologies, AI, robotics, and automation

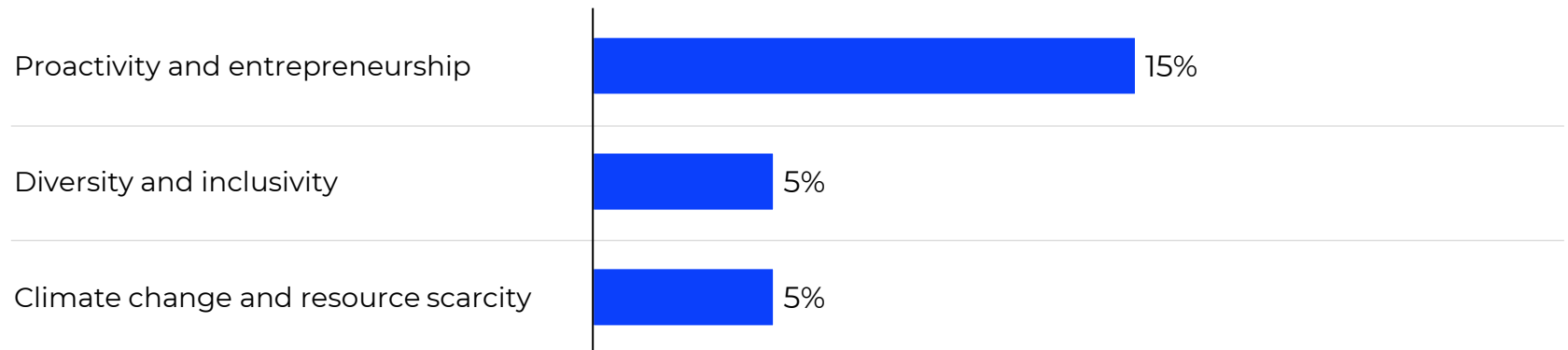


# Employers scarcely feel the impact of modern trends

## Top 3 trends



## Least popular trends



# 63%

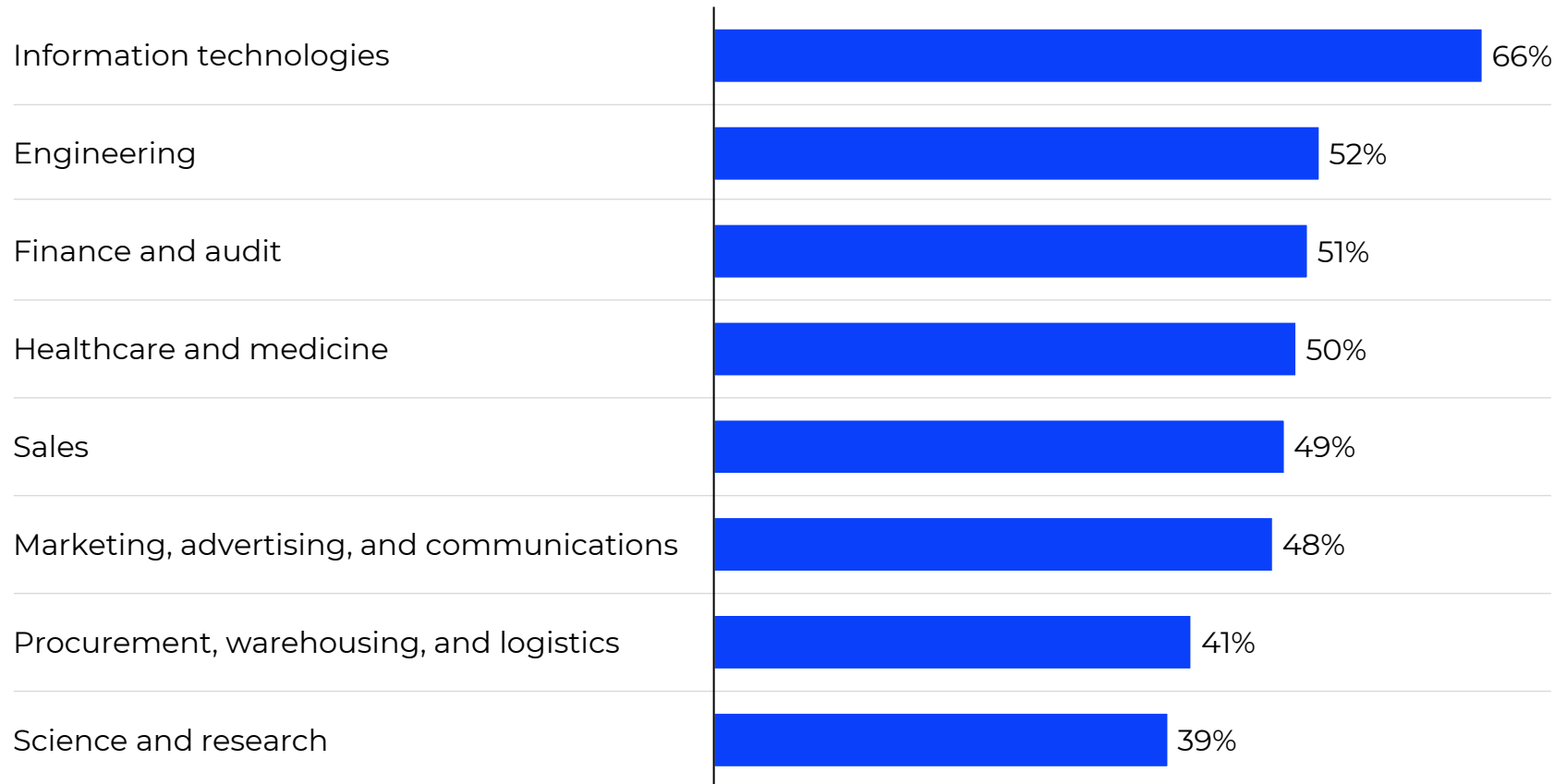
of companies are not yet ready to automate work processes

The trends that have the least impact on companies include those related to diversity, climate change, and shortages of resources



# Job seekers report feeling the impact of technologies, AI, robotics, and automation across most industries

The impact of technologies, AI, robotics, and automation by activity sphere

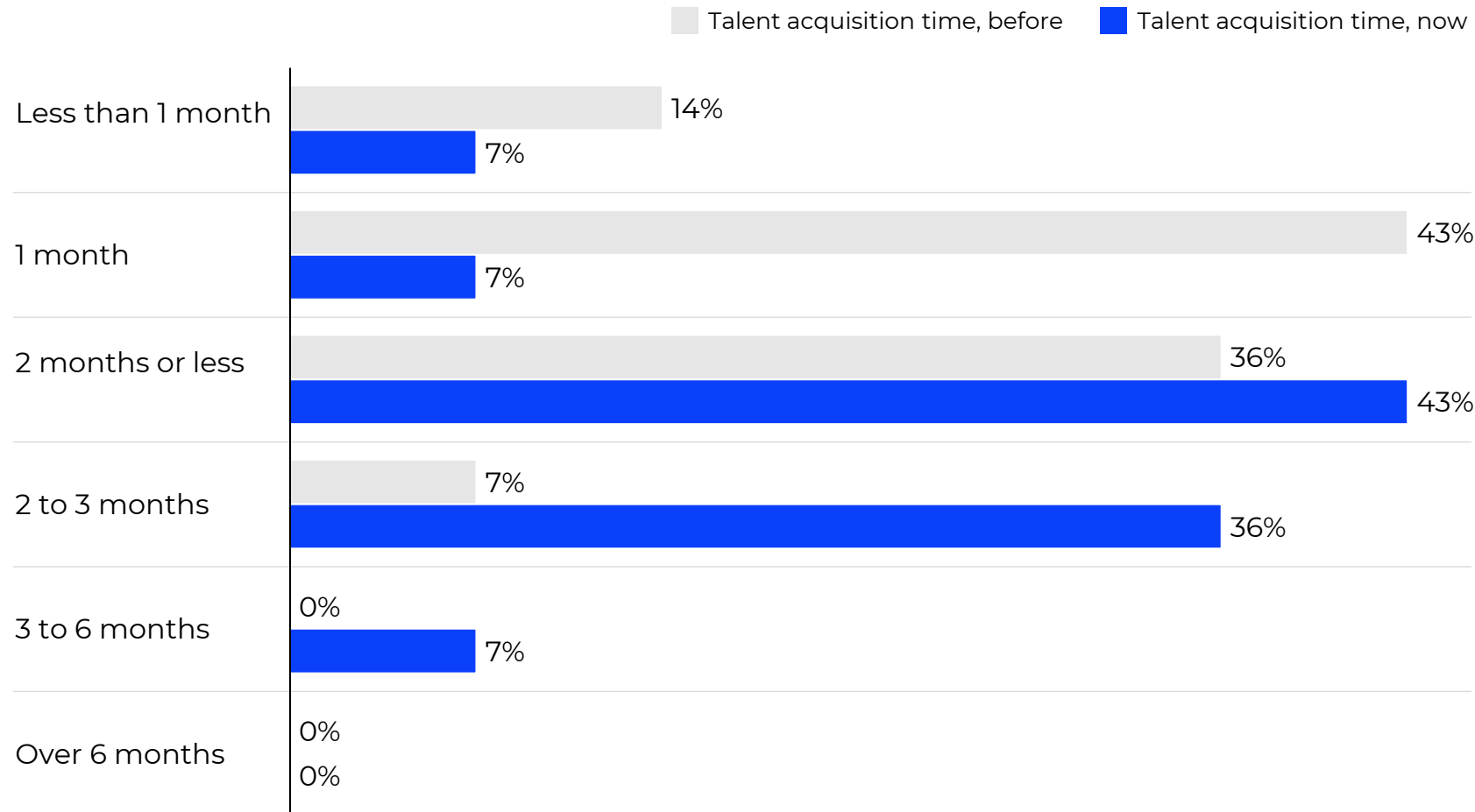


## ~50%

of job seekers from non-IT industries report that they feel strong impact of technologies, AI, robotics, and the automation trend on the operations of the companies they work for

Professionals in science and research, as well as procurement, warehousing, and logistics have been the least impacted by these trends

# Finding the right IT talent now takes almost twice as long

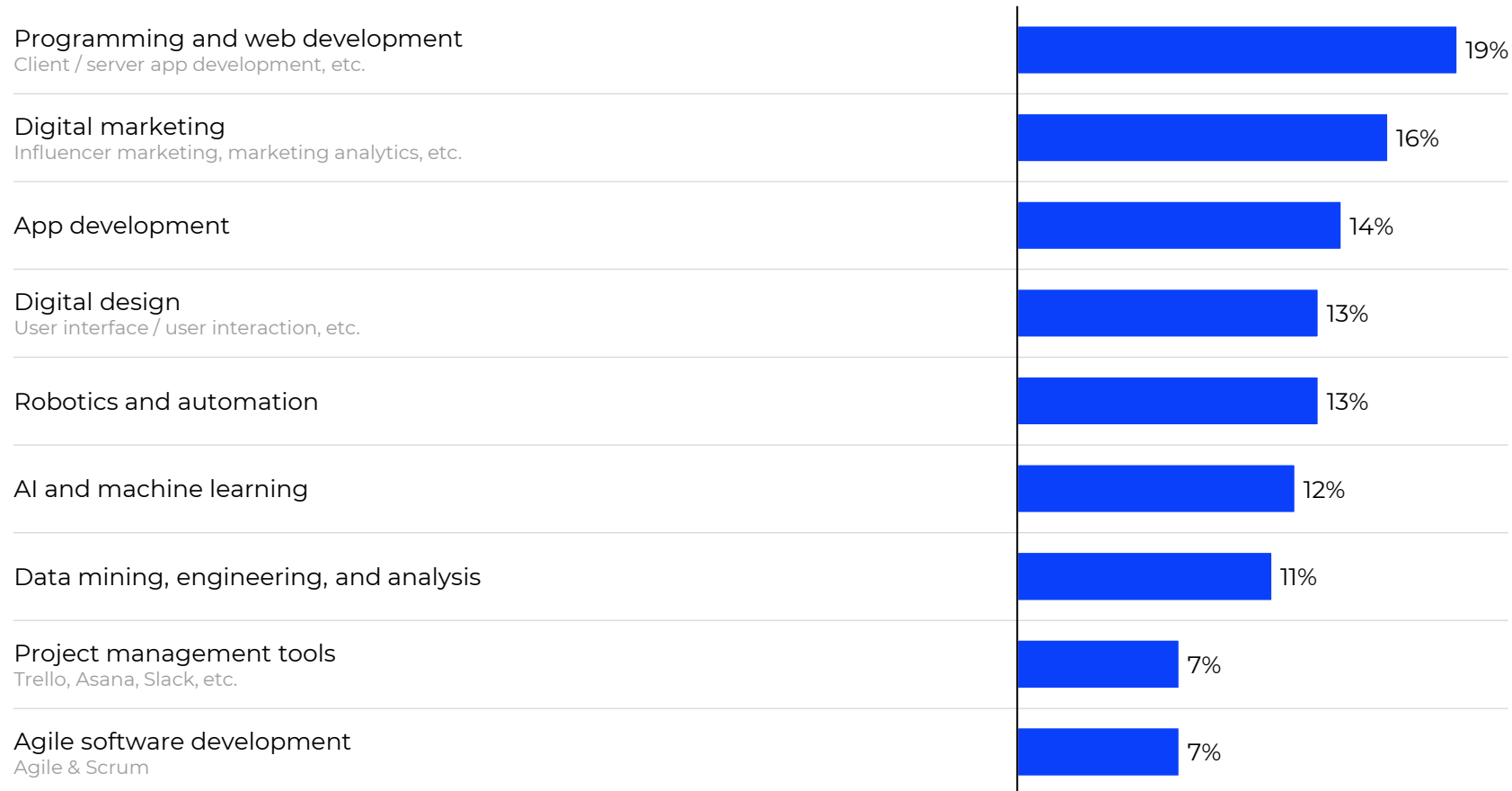


**x3**

increase in IT talent acquisition time has been reported by smaller companies (fewer than 50 employees)

# 61% of the employers have faced difficulties finding the right talent with strong IT competencies

Share of companies that encountered difficulties while searching for IT specialists (breakdown by skill category)



Programming and web development, digital marketing, and app development skills are in the shortest supply

The shortages are not as severe as, for example, in the UK, where 95% of employers face difficulties finding IT talent<sup>1</sup>

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