

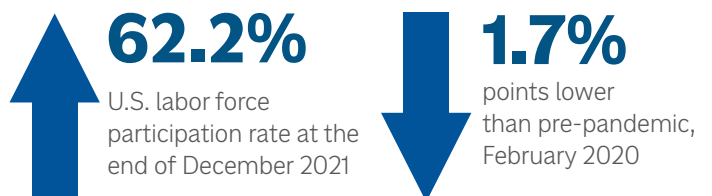
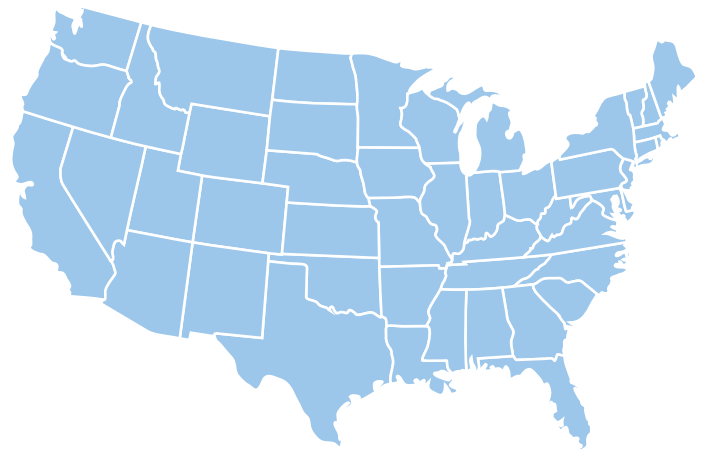


2022
**QUARTER 1
BRIEF**

State of the Market

*first*PRO 360 is your eyes on the ground during this rapidly changing job market. Our goal in this report is to educate our business partners on the current employment market and what emerging trends are expected in the short-term. With our combined creativity, we can partner to effectively attract today's limited professional talent. The employment and talent market is constantly evolving. Our attention and commitment to those we serve remains constant.

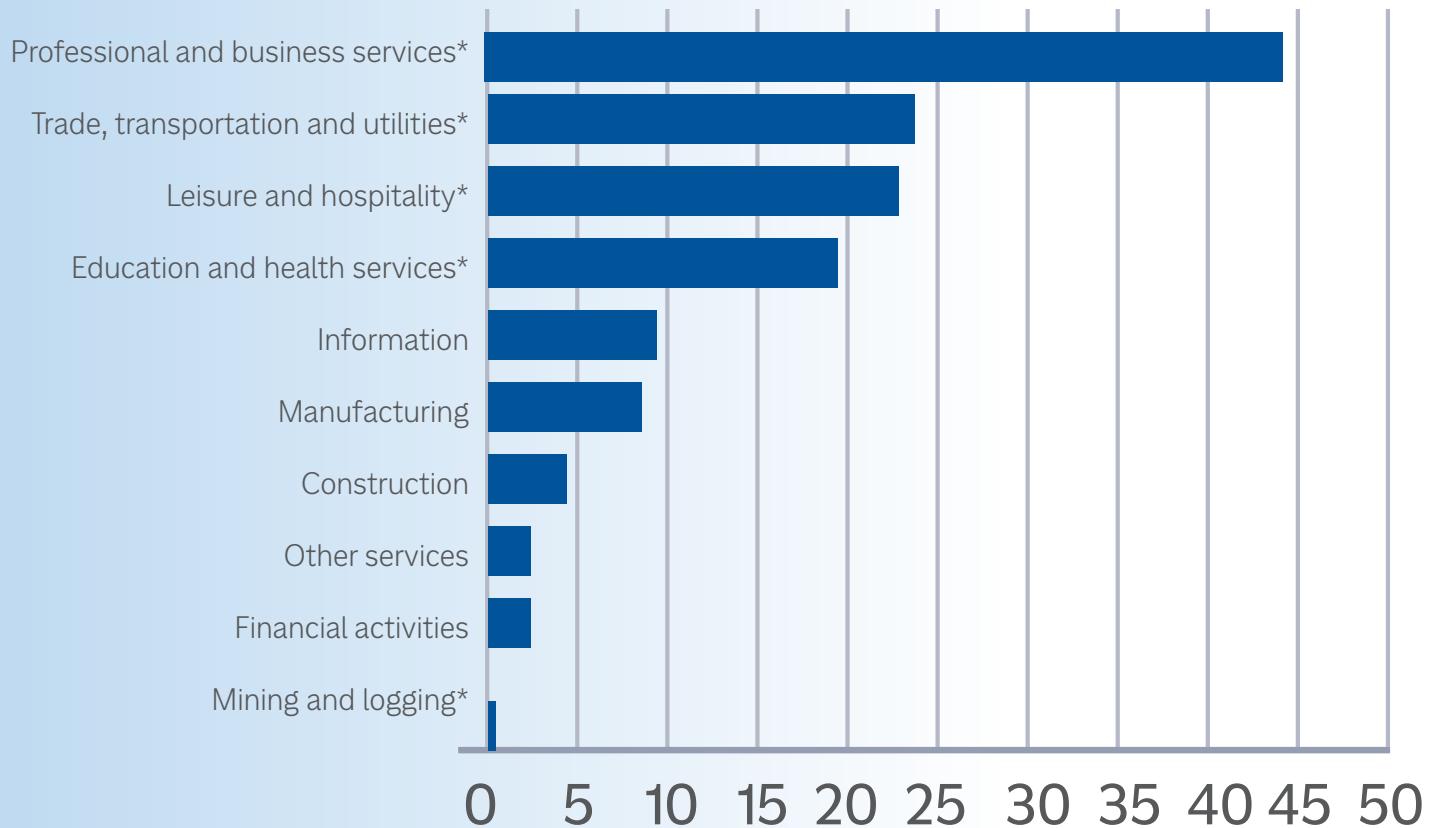
In January, the U.S. labor force participation rate increased to 62.2% from 61.9% in December 2021. The employment-to-population ratio increased by .2 percentage points as well up to 59.7% in January 2022. While these rates are trending in the right direction, they are still lower than pre-pandemic February 2020 by 1.7% points. The key difference between the two rates is the participation rate measures the percentage of Americans who are in the labor force, while the employment-to-population ratio measures the number of people employed against the total number in the working-age population.



State of the Market *continued...*

Although job growth is still down -5.1%, the 5-year job growth projection is still 11.5% and 10-year job growth projection is 23.3%. Total non-farm employment for metro Atlanta area was estimated 140,000 over the past year. Professional and business services was the largest growth sector in the metro-Atlanta area in 2021 with nearly 44,000 jobs added, this is an 8.3% increase, compared to the national average of 5.2%.

Over-the-year net change for private industry supersector employment in the Atlanta metropolitan area (in thousands)



Note: An asterisk indicates statistical significance at the 90-percent confidence level. Source: U.S. Bureau of Labor Statistics.



As we enter 2022, job market trends are showing a demand for increased salary/wages and more hybrid/remote work options. The increase in compensation costs in the Atlanta market was an average 2.3-3.0%. As the cost-of-living increases, companies must increase their budgets for salaries.




Flexibility with hybrid and remote options is important to new hires.

Internal Survey – Survey Says – How to Hire in the “New Normal”

firstPRO 360 surveyed recruiters in the Atlanta market and the survey results say these are the most important trends in hiring candidates for 2022. The “war for talent” has elevated and candidates are demanding more than previously seen.

- 1 Increased competitive salary
- 2 Flexibility with hybrid and remote options
- 3 Interesting projects and job descriptions
- 4 Current technology
- 5 Team Camaraderie – feeling valued and part of the team – connection – family feel with boss and peers
- 6 Quick Hiring Process
- 7 Growth in responsibilities
- 8 Maternity leave policy improvement

100% reporting importance



A video interview saves time and speeds up the hiring process.

Tips to Effectively Hire in 2022



1 Increase compensation and if you aren't sure, always offer more.

1



3 Modernize the tech stack.

3



5 Keep the hiring process moving fast in order to secure top talent.*

5



2 Offer as much work-from-home as possible to draw in more talent.

2



4 Communicate the value of your team - engagement is becoming more important as employees work remote.

4

*example: First interview as a video interview is working well – moves process quicker without taking too much time.



firstPRO 360 is a professional recruitment firm, located in Atlanta, GA. *firstPRO 360* has been providing professional recruiting services since 1986. *firstPRO 360* primarily specializes in Accounting/Finance, IT, and Medical Device Sales and Marketing. Current clients include Home Depot, NCR, Lexis Nexis, Bayer and many others. *firstPRO 360*'s goal is to build strong client-employee relationships and continue to drive Atlanta's booming talent market. For more information, please visit firstpro360.com or call 404-303-4980.



Personality Plus

Knowing yourself and your communication style can lead to the best version of YOU. Personality tests can provide information on strengths and weaknesses and “why you do the things you do.” They also help you see how others operate and perhaps give you a “why they do the things they do.”

Communication is the key tool in leadership, so understanding different personalities can be the key to becoming a great leader. Learn something new about yourself and consider taking the following personality tests to see your style: gotoquiz.com/personality_plus_6