

HR INSIGHTS MONTHLY

November 2023



HR INSIGHTS

What's going on... A view from [Yvonne Smyth](#) (HR Specialism Director UK&I) and [Jason Dunwell](#) (Head of Solutions UK&I)

Welcome to this November's HR Insights. There are some interesting pieces in our spotlight, created, curated and brought to you by Hays. We hope you will find these helpful as you look to execute your professional responsibilities and succeed in your career ambitions.

We are in the middle of the roll out of the Hays UKI [Salary & Recruiting Trends Guide](#). In addition to the salary insights you would expect, the Guide dives into a number of key themes including :

- A 10-year employment trends snapshot
- The impact of the cost of living on salaries and job moves
- How to get the skills you need to achieve current objectives and overcome future challenges
- How to strike the right balance with different ways of working
- The impact of AI in the workplace
- How to retain staff with a positive employee experience
- Tips to get the most out of a multi-generational workforce

We hope you have been able to join one of our local launch events. You can also request your copy here: <https://www.hays.co.uk/salary-guide/digital-guide>

In case you missed it last month, [Hays Diversity, Equity & Inclusion Report 2023](#), is now available to download. It is packed with compelling insights and recommendations brought to you courtesy of Hays' dedicated DEI Consulting Practice. Some of the themes explored include:

- How confident do people feel engaging in DE&I rooted discussions?
- Do people feel safe making mistakes when it comes to DE&I?
- Are people seeing their employers take action to drive positive change?
- Why do people still feel unable to be their authentic selves at work?
- Do people feel like they have equal access to career opportunities?

In terms of challenges and opportunities to which HR professionals are being required to respond (to name just a few!), we are seeing increased attention on the planning for and implementation of redeployment programmes, continued support with cost of living challenges, the need for agility when recruiting and retaining talent in a skills short market and more voices and views joining the debate about the impact of accelerating advances in AI on our workforces and workplaces.

The articles and insights referenced in this month's spotlight shed further light on these themes and trends. We hope you find them useful.

RESOURCE AND INSIGHT HUBS

THIS MONTH'S SPOTLIGHT



Hays Salary & Recruiting Trends 2023

UK: <https://www.hays.co.uk/salary-guide/digital-guide>

IRE: <https://www.hays.ie/salary-guide/digital-guide>

A selection of latest industry insights

Diversity, Equity & Inclusion 2023 report – [download your copy here](#)

[Many people still feel they cannot be their authentic self at work](#)

[Leadership insights podcast 37: imposter syndrome and the advantages of being your authentic self](#)

[Accepting authenticity as a key factor for good leadership](#)

[Why a reverse mentorship program empowers gen z to boost your business's sustainability efforts](#)

[The art of RPO: craft your talent strategy](#)

What Workers Want 2023, Report 1: Working with AI – [click here to download your copy](#)

[Insight webinar – The impact of AI on the future of work](#)

What Workers Want 2023, Report 2: Different ways of working – [click here to download your copy](#)

[Why return-to-office policies are causing conflict](#)

What Workers Want 2023, Report 3: Older Workers – [click here to download your copy](#)

View the entire [Hays Viewpoint](#) Career and Workplace Advice library

Visit our [market insights](#) and [career advice](#) hubs for access to everything you need to support both your own professional development and the development of your workforce



ABOUT HAYS

Hays is a global **talent and workforce solutions business**, with over 50 years' experience successfully supporting, influencing and guiding organisations through the evolving world of work.

From delivering against your immediate **hiring needs** to helping you shape your **future talent strategies**, our portfolio of **staffing, advisory and skills services** gives us the unique ability to leverage a consultative approach that will enable the seamless transformation of all your workforce requirements.

A steadfast and reliable **leadership partner** in staffing and workforce solutions, we leverage our truly global **scale and experience**, extensive **talent networks** and unparalleled **expertise** to propel your organisation towards success.

Founded on our **core brand values** – building partnerships, thinking beyond and doing the right thing – Hays combines meaningful innovation with global scale and insight to help people and organisations succeed.

We're here today, **working for your tomorrow**.

Staffing

Advisory

Skills and learning

HAYS TALENT AND WORKFORCE SERVICES

Staffing

- **Permanent Recruitment**
- **Temporary Recruitment**
- **Recruitment Process Outsourcing (RPO)** – Reduce time to hire with quality talent pools and tailored strategies
- **Managed Services Programme (MSP)** – Optimise and manage your contingent headcount
- **Executive Recruitment** – Steer your organisation through change by securing inspirational leaders

Advisory

- **Talent Planning** – Build on your organisation's success with strategic talent solutions, from Benchmarking and DE&I consulting through to support with Outplacement, Early Careers and enhancing your EVP through the latest tools and technologies
- **Talent Assessment** – Acquire the right skills via bespoke and end-to-end talent assessment and development solutions
- **Talent Insights** – Utilise real-time, insight-led data for the most relevant talent remuneration strategies

Skills and learning

- **Diverse Talent Identification** – Find undiscovered talent
- **Bespoke Coaching, Mentorship and Training Programmes** – Nurture learners for the entire duration of their placement and beyond
- **Talent Creation and Retention** – Transform your organisation into a talent creator
- **Skills and Learning Optimisation** – Use the latest insights in skills and learning to optimise your organisation's output