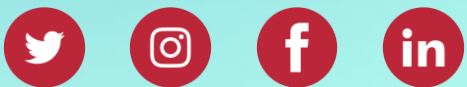


# Shaping Futures: 2024 Hiring Trends

March 12, 2024

[roberthalf.ca/en/salary-guide](https://roberthalf.ca/en/salary-guide)

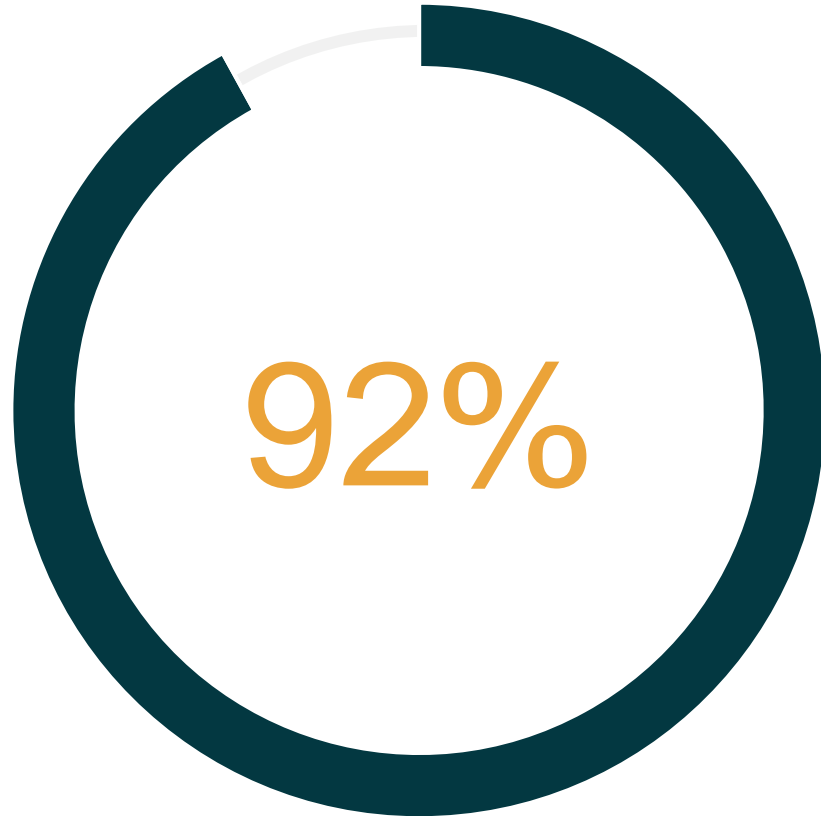


**@roberthalf**



**Evangeline Berube**  
VP/Associate Director

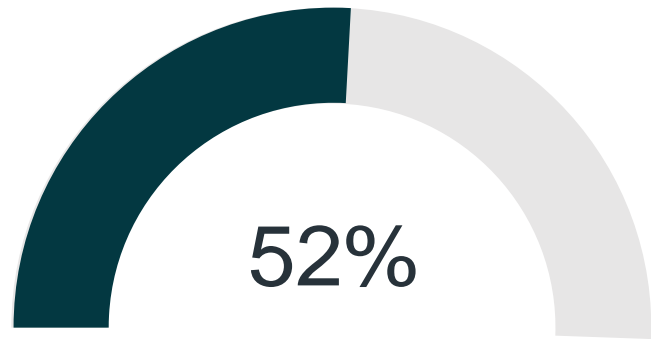
## TREND 1: FINDING AND ATTRACTING SKILLED TALENT REMAINS A CHALLENGE



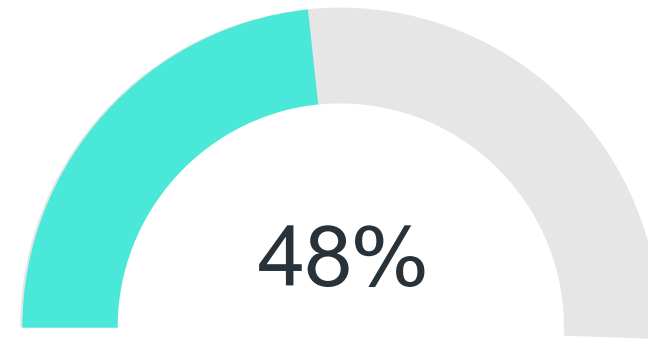
of hiring managers face challenges finding and attracting skilled talent.

## TREND 2: FRUSTRATIONS WITH THE HIRING PROCESS

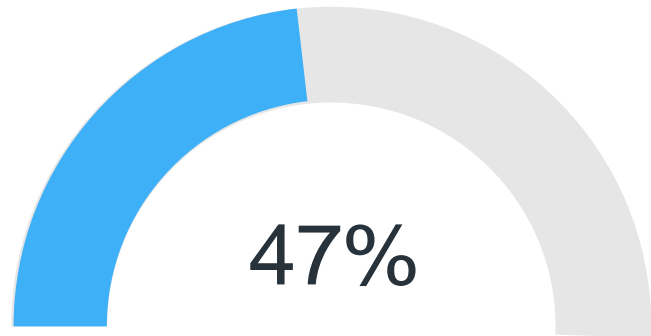
### Employer's greatest frustrations:



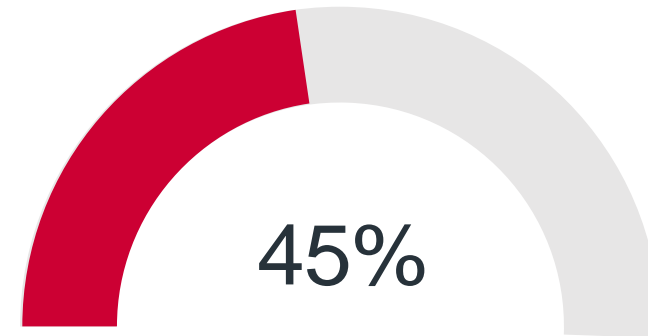
Finding available candidates with the required skill sets



Finding candidates likely to thrive in the company culture



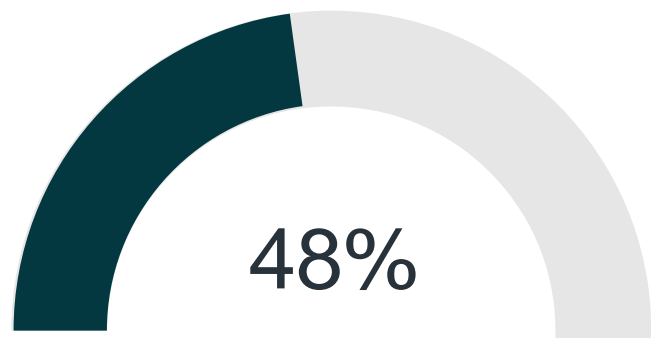
Hiring quickly enough to land the best talent



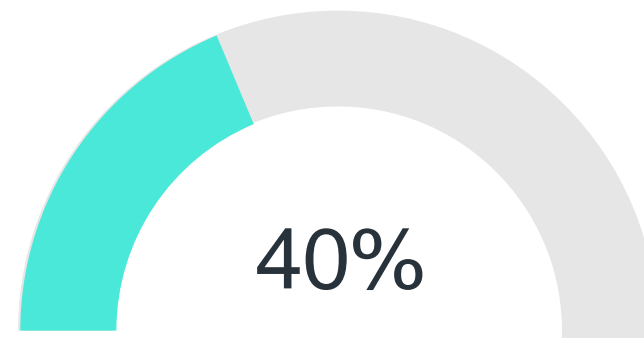
Meeting candidates' salary expectations

## TREND 2: FRUSTRATIONS WITH THE HIRING PROCESS

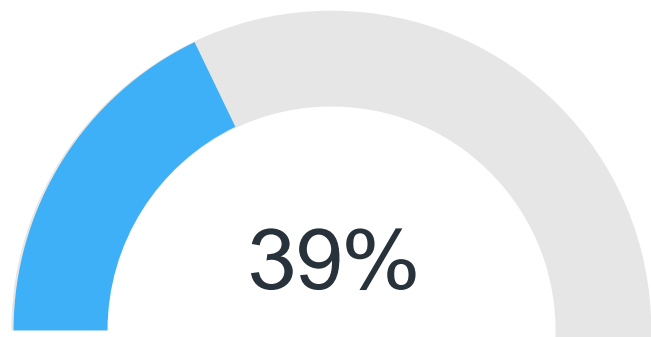
### Job seeker's greatest frustrations:



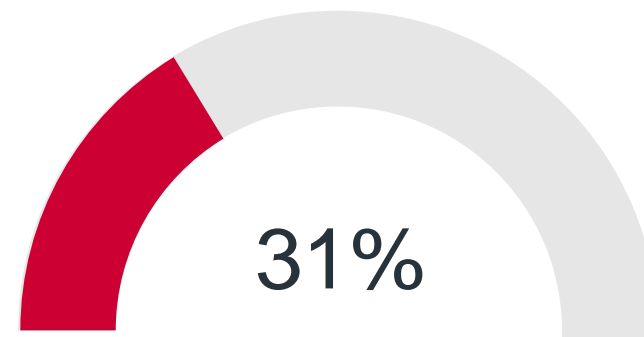
Lack of transparency about pay and benefits



Lengthy and complicated interview processes

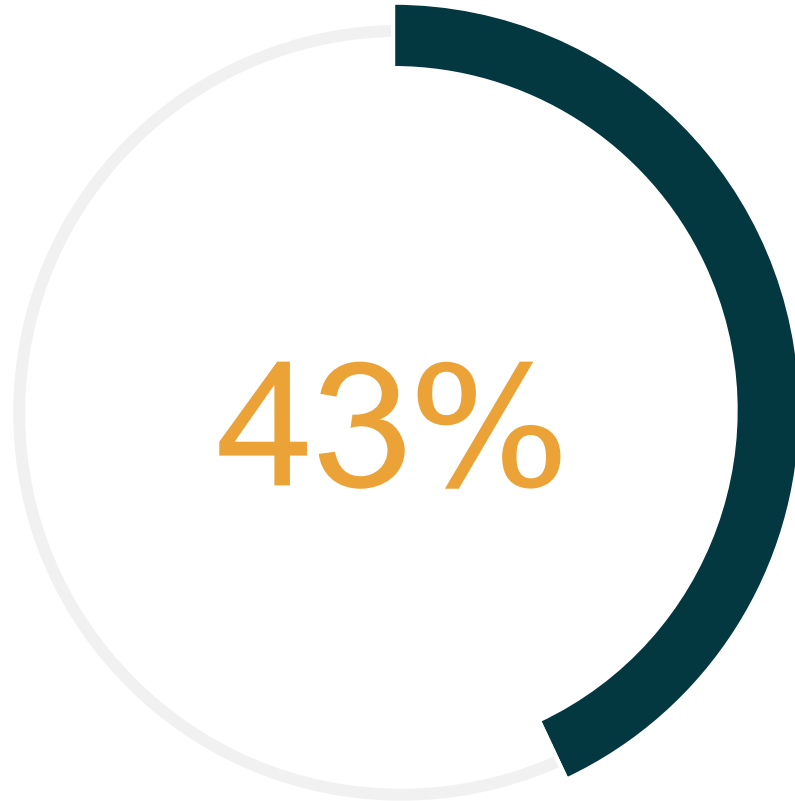


Compensation package not in line with expectations



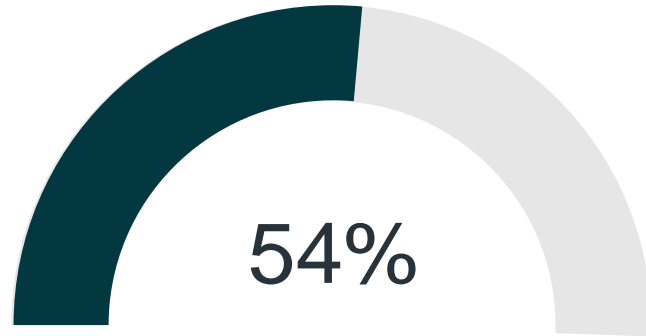
Lack of communication from recruiters or hiring managers

## TREND 3: REMOTE AND HYBRID WORK OPTIONS

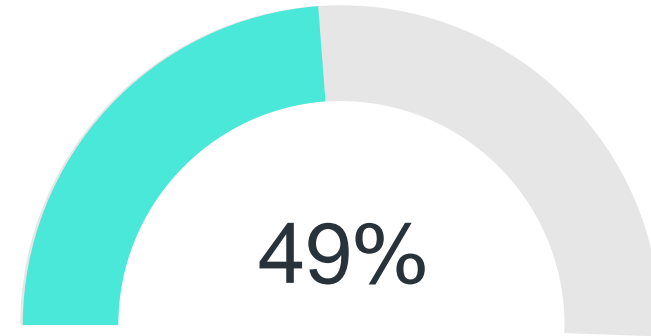


of job seekers consider flexible work options as a top factor when evaluating job postings

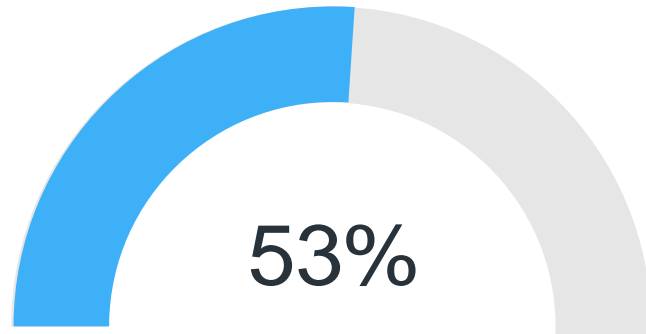
### TREND 3: REMOTE AND HYBRID WORK OPTIONS



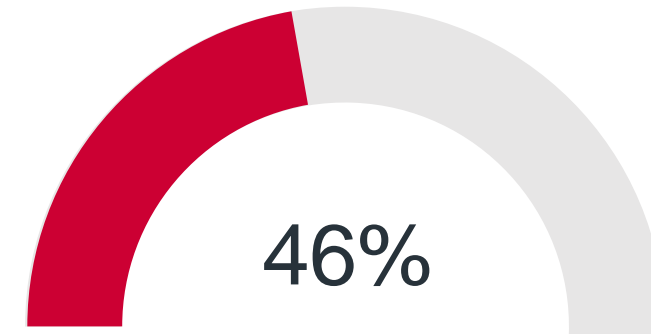
of managers say hybrid work is desirable.



of employees say hybrid work is desirable.



of managers have lost top candidates for lack of remote work options.



of managers have lost tenured staff for lack of remote work.

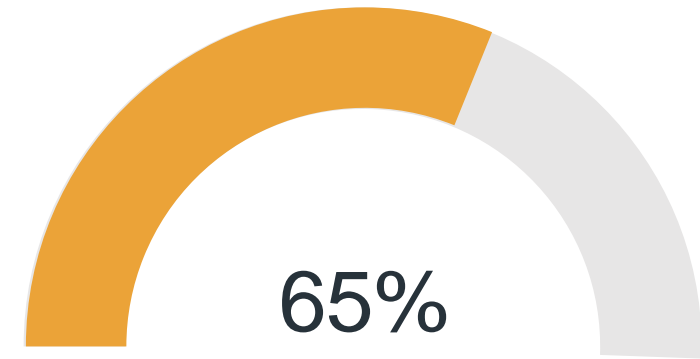
## How companies attract talent

- 40%** Increasing starting salaries
- 40%** Considering candidates outside the company's geographic area for remote positions
- 39%** Adding new perks and benefits
- 38%** Offering remote and hybrid work options
- 34%** Increasing paid time off
- 33%** Loosening job requirements related to education, skills or experience
- 33%** Offering signing bonuses

## TREND 4: STRATEGIES FOR ATTRACTING TALENT

### A scalable talent model:

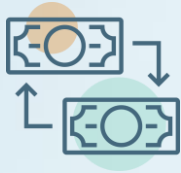
- Using **Managed solutions** for enterprise project work
- Engaging **contract professionals** to fill the gaps while continuing with recruitment



of managers plan to increase use of contract professionals.



## HOT JOBS/INDUSTRIES - INTERNAL AUDIT



FINANCIAL  
SERVICES



HEALTH  
CARE



INSURANCE



MANUFACTURING



REAL  
ESTATE

- Director of Internal Audit
  - Internal Auditor
- Consultant – Cyber audits, Ethics audits, ERM
- Internal Audit - Analyst

## IN-DEMAND CREDENTIALS SKILLS IN INTERNAL AUDIT

- CIA (Certified Internal Auditor)
- CISA (Certified Information Systems Auditor)
- CPA (Certified Public Accountant)
- CRMA (Certification I Risk Management Assurance)



## TRENDS IN INTERNAL AUDIT

- ESG and Corporate Sustainability Reporting Directive (CSRD)
- Risk Environment (Economics & Geopolitical Uncertainty and Supply Chain)
- Operational Resilience
- Talent Management & Retention
- Cyber Security, Data Privacy & Governance

## TIPS IF YOU ARE LOOKING FOR A ROLE

- **LinkedIn** is a key tool to setting up your brand.
- **Networking** is one of the best ways to get noticed
- **Resume preparation** is critical when applying to roles in our virtual world. Tailor it to the job you are applying for.

## ADDITIONAL RESOURCES

- [roberthalf.ca/en/salary-guide](https://roberthalf.ca/en/salary-guide)
- [roberthalf.ca/en/salary-guide/calculator](https://roberthalf.ca/en/salary-guide/calculator)
- [roberthalf.ca/en/blog](https://roberthalf.ca/en/blog)

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[roberthalf.com/salary-guide](https://roberthalf.com/salary-guide).

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Thank You

# Q & A



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