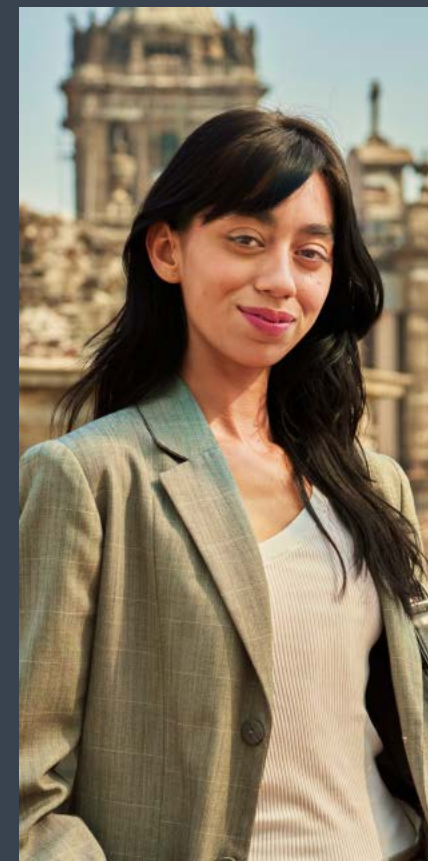
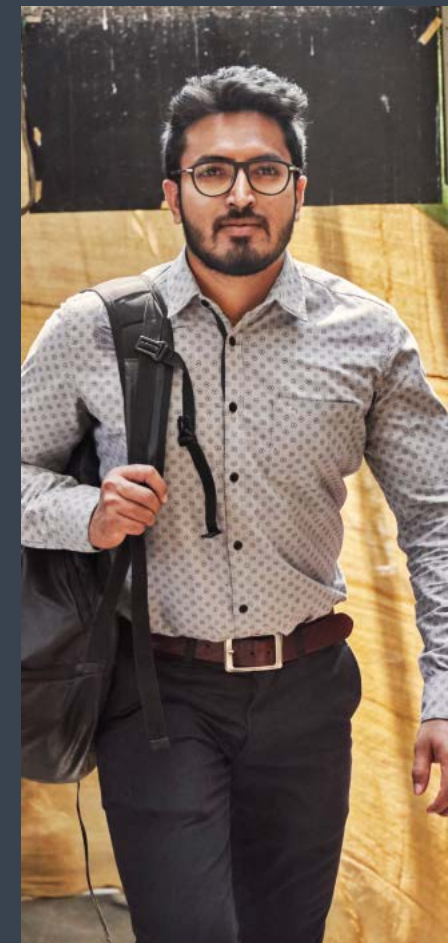
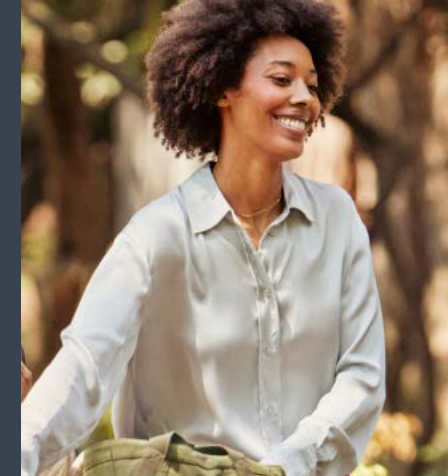
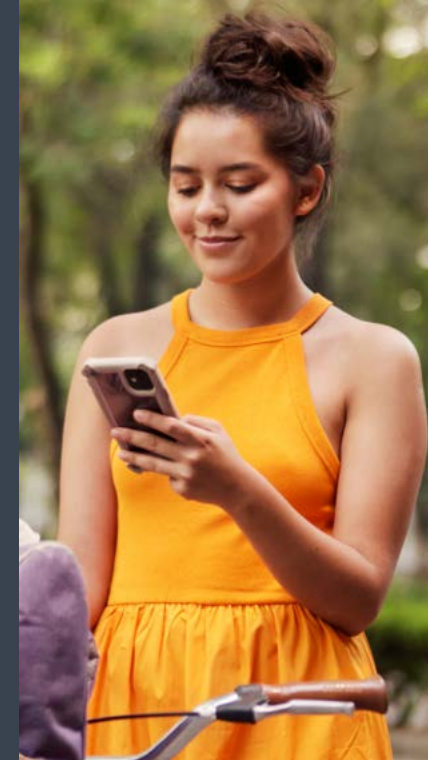
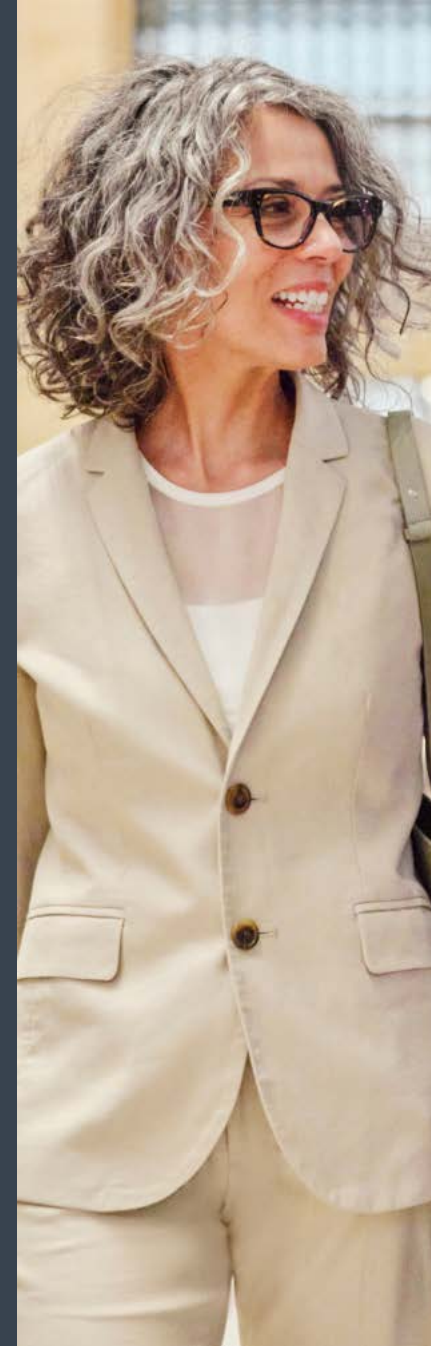


# The Future of Recruiting 2023

Mexico Insights

LinkedIn Talent Solutions



## Introduction

# The Future of Recruiting 2023 – Mexico Insights

**You can't foresee the future — but you can help create it.**

“It's a challenging and pivotal time to be a recruiting leader. To help you prepare for the future, we've curated a selection of data-driven predictions we believe will most impact the recruitment industry in Mexico. These predictions are taken from our global Future of Recruiting Report, built on dozens of interviews with global talent leaders, surveys of thousands of recruiting professionals, and analysis of billions of data points generated on LinkedIn.

There are some fascinating findings in the report. For example, in Mexico, 97% of employees at companies with high internal mobility will stay longer, which is nearly 50% higher than the global average.

Change is coming to the recruiting industry in Mexico. To find out how this change will impact you and how you can be better prepared for it, read the full report now.”

 **Milton Beck**, Country Manager at LinkedIn Latin America



Explore the report: [Role of recruiting →](#)

[Employer branding →](#)

[Internal mobility & upskilling →](#)

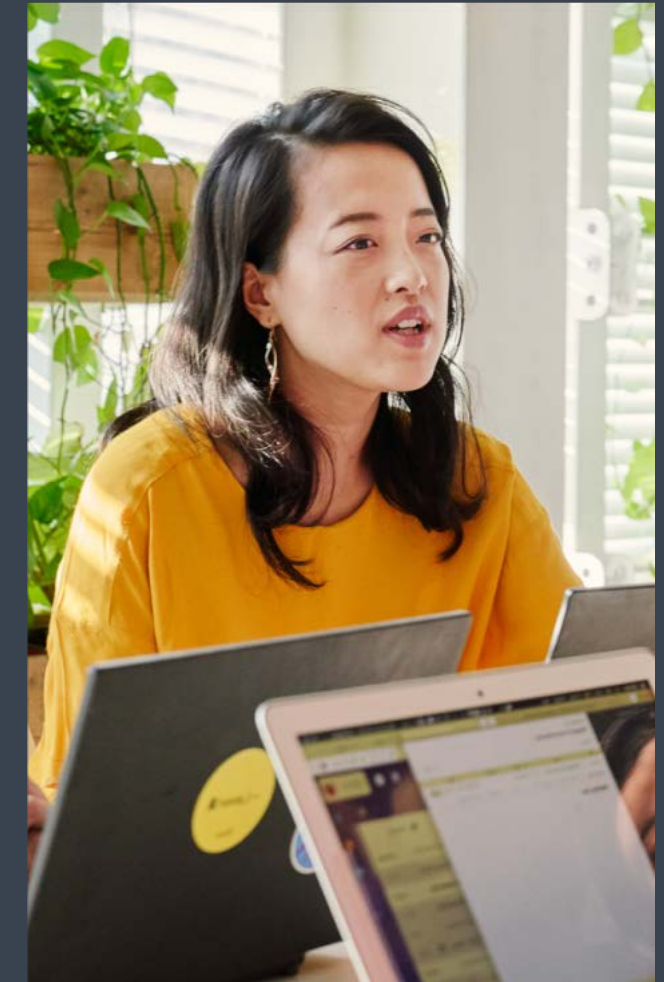
Experience the report online:

[Explore the global report →](#)

[Explore the regional editions →](#)



# Role of recruiting



## Role of recruiting

# Recruiting will have more say over pay

Rising inflation. Stagnating real wages. A stubbornly competitive labor market. With these three trends on a collision course — and compensation ranked as the #1 top priority for candidates in Mexico — something has got to give.

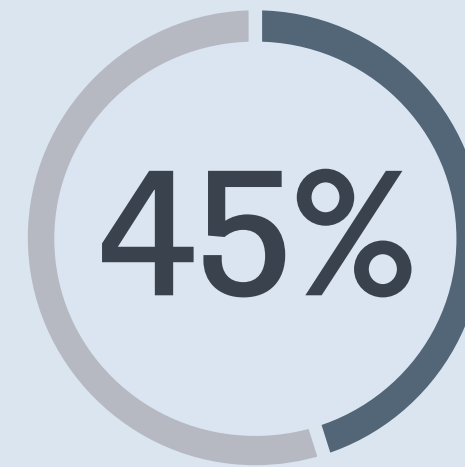
The feedback loop between recruiting, finance, and DEI on discussions of comp needs to be more agile than ever — particularly at a time when pay transparency is on the rise. Recruiting leaders can help their companies stay ahead of the curve by raising this conversation today.

As the leader with the clearest view of candidate priorities, labor market dynamics, and real-time recruiting performance at your company, you're in the best position to lead the conversation about pay and its business impact — from championing comp models that favor skills over pedigree, to retaining your top talent by pushing for pay increases that keep pace with inflation.

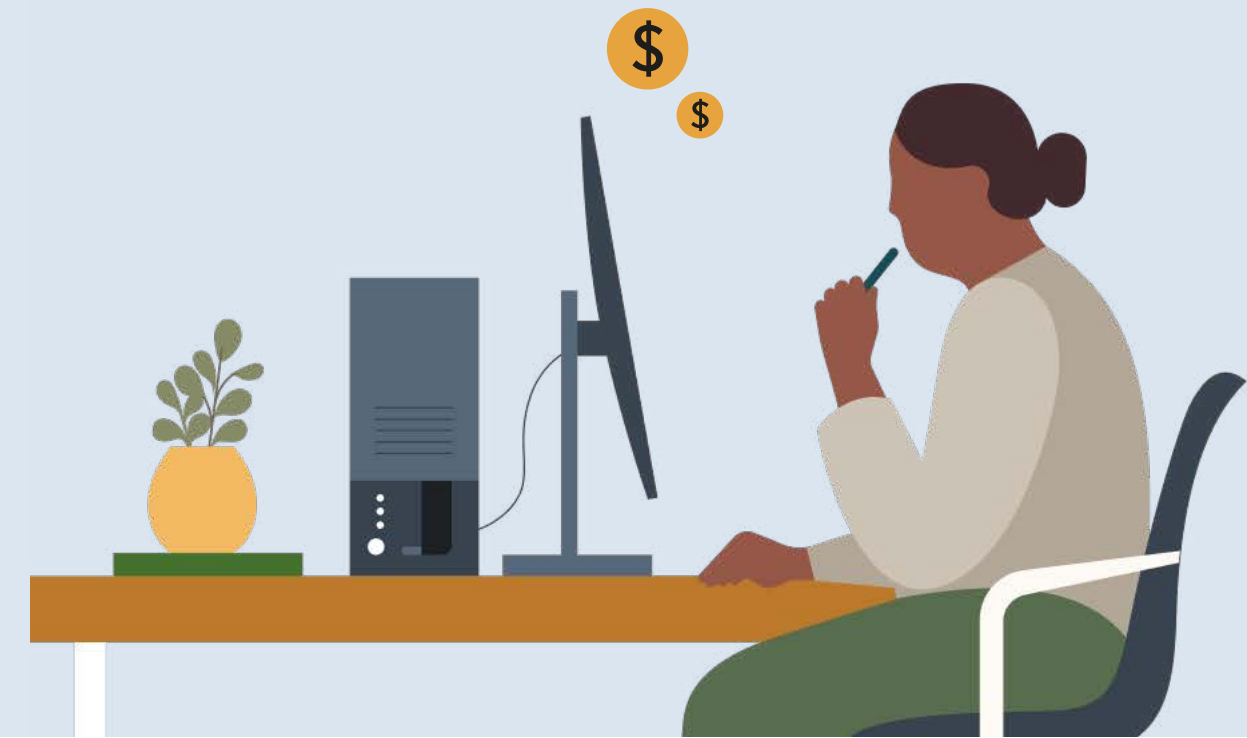
“

As a corporate recruiter, I used to be proud of closing a candidate for a less-than-market or less-than-approved offer — now I'm embarrassed that I did that. That new hire becomes an immediate flight risk who can be poached with a better offer. We owe it to the business to share that perspective as we collaborate and co-create our company's compensation and offer philosophy.”

 **John Vlastelica**, CEO at Recruiting Toolbox



Only 45% of recruiting professionals globally say their **companies increased salaries enough to keep pace with inflation.**



# Employer branding



## Employer branding

# Companies will keep a closer eye on what candidates want most.

The labour market remains tight, and talent is expected to retain the upper hand over the next five years. To stay competitive, employers will have to re-examine their employer branding and make sure it aligns with what candidates are looking for today.

Every month, LinkedIn surveys over 20,000 members globally about the most important factors they weigh up when considering a new job.

The top priority for candidates in Mexico today is excellent compensation, followed by work-life balance and flexible working arrangements. Helpful and supportive direct managers and flexible working arrangements are the two fastest-growing priorities year-over-year.

There's much more to your employer brand than good pay and flexibility and offering them may not make you stand out — but be warned: if you don't provide them, talent will take notice.

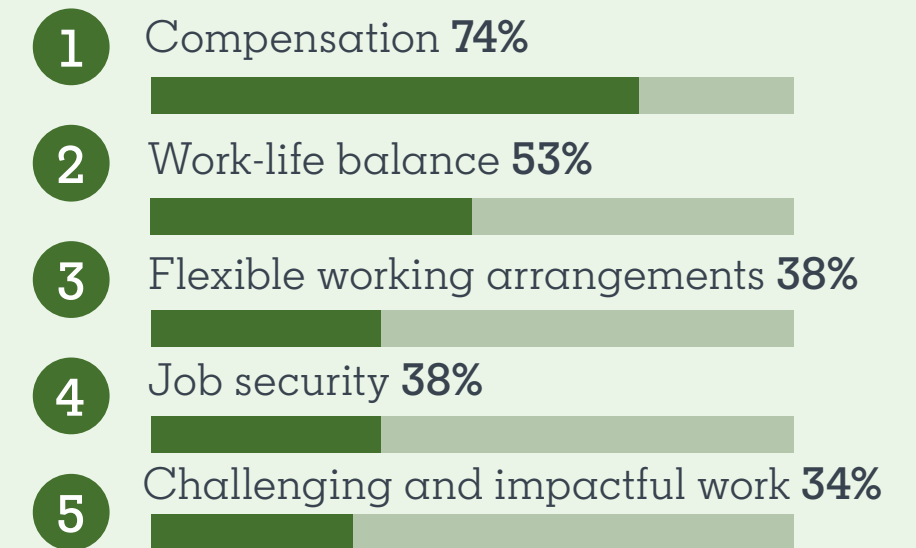


Good pay, balance, and flexibility — they're essential and we absolutely provide that. But honestly, that's not what we call out in our employer branding, because that's not what makes us unique. Nowadays, that's the minimum companies need to provide to attract candidates."

 **Michaela Schütt**, SVP, Head of Global Talent Acquisition at Siemens

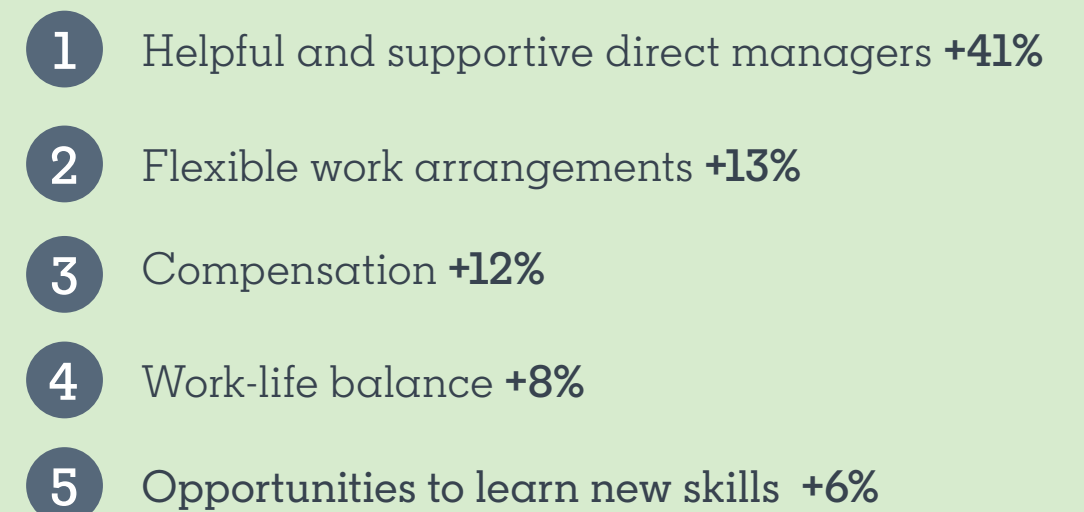


## Most important priorities for candidates in Mexico overall:



Survey data: Talent Drivers, as of Dec 2022.

## Fastest growing priorities for candidates in Mexico YoY:



Source: Global LinkedIn Talent Drivers survey, as of Jan 2023.

# Internal mobility & upskilling



## Internal mobility & upskilling

# Business leaders will recognise the value of filling open roles with home-grown talent.

Your company's next great hire might already be on the payroll. The shaky economy is forcing companies to look within more frequently when filling open positions: **75% of global recruiting pros say internal recruiting will be an important factor shaping the future of recruiting over the next 5 years.**

Internal mobility provides big payoffs, starting with higher employee retention. LinkedIn data shows that employees stay at companies almost **2x longer** if the employer is highly committed to internal hiring.

There's also a growing probability that you will be adding internal mobility to your responsibilities. As someone who understands your company's talent needs and is skilled at sourcing, assessing, and engaging with candidates, you're uniquely positioned to take on internal mobility.

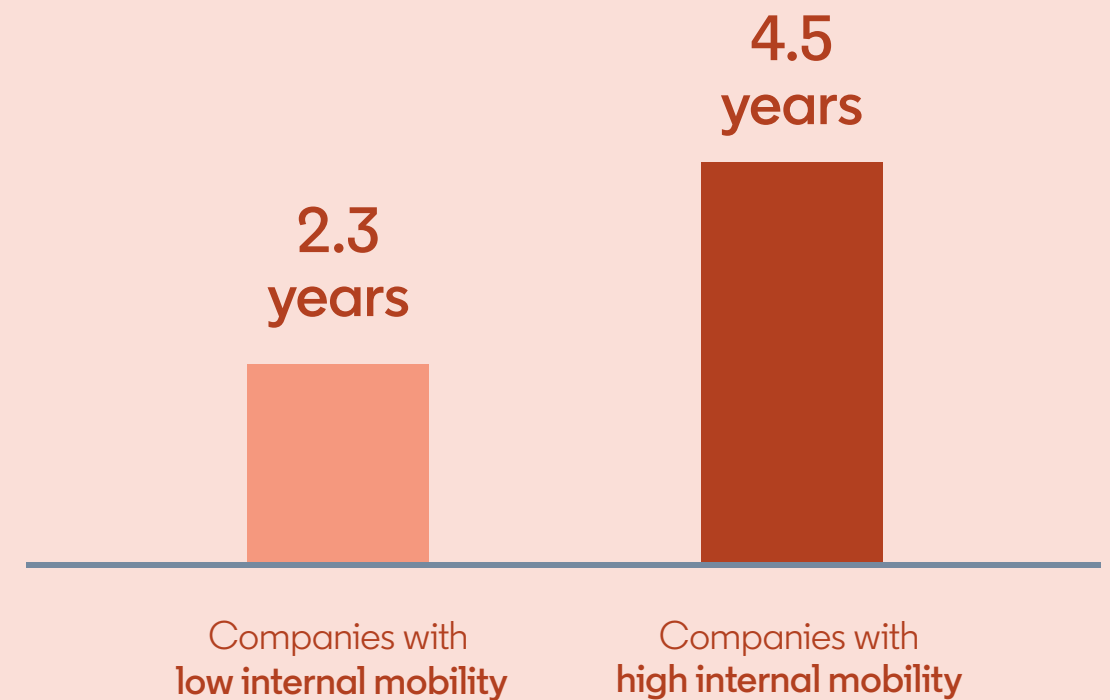
“Internal mobility will be a multi-year journey for many companies, but you can also build shorter-term wins along the way. Looking at your internal policies to make sure they align with your vision for talent mobility — that's something organisations can do now.”

 **Jennifer Shappley**, VP, Global Talent Acquisition at LinkedIn



## Employees at companies with high internal mobility stay **97% longer**.

Median employee tenure for companies in the top and bottom quartile of internal mobility.



Source: Global LinkedIn data, as of Jan 2023.





## Prediction 17 | Internal mobility & upskilling

# Learning will be a compelling driver for candidates, not just employees.

*If I join your company, will you help me develop new skills? Will you offer me a clear path to advancement? Will you help me grow, even if I only stay at your company for a couple of years?*

These are the kinds of questions candidates are asking and they will only get louder in the future. In the years ahead, candidates won't just be thinking about a given job but whether that employer is the right career destination. This will be especially true for Gen Z but holds true across Mexico: job security and challenging and impactful work were the #4 and #5 top priorities for all candidates.

The bottom line: creating a culture of learning and focusing on internal mobility is not just a must-have to engage and retain current employees, it will be critical to the success of your recruiting efforts. For more on the state of learning, [explore LinkedIn Learning's recent 2023 Workplace Learning Report](#).

## Most important priorities for candidates overall:

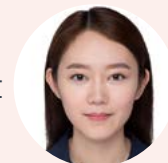
- 1 Compensation — 74%
- 2 Work-life balance — 53%
- 3 Flexible working arrangements — 38%
- 4 Job security — 38%
- 5 Challenging and impactful work — 34%

Source: Global LinkedIn Talent Drivers survey, as of Jan 2023.

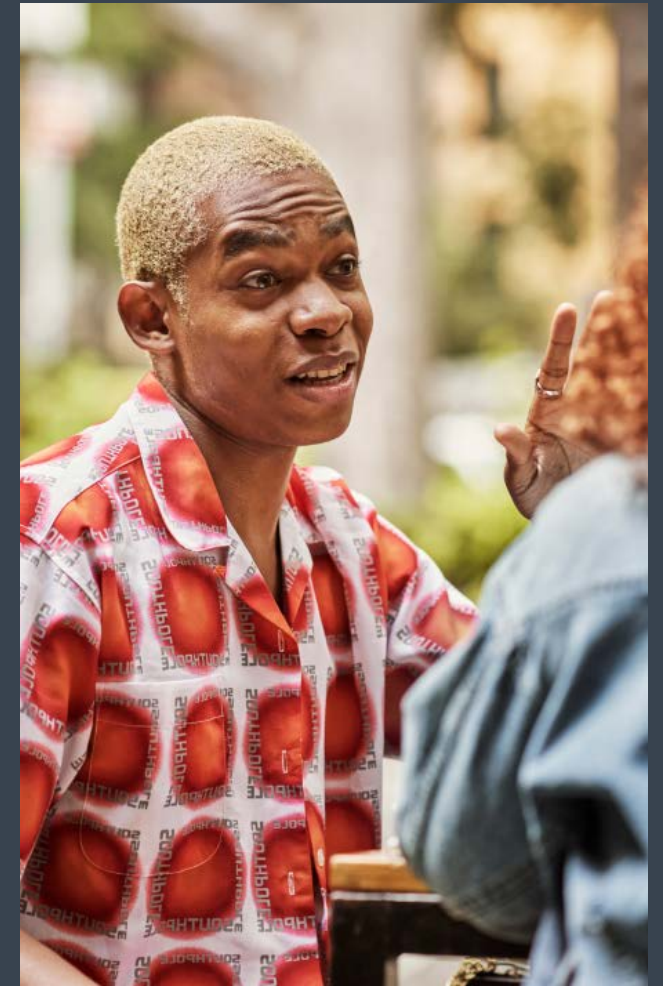


Companies need to do more than provide a good workplace environment — they also need to help employees develop new skills.”

 **Jade Shiyu**, Employer Branding Manager at Alibaba



# Conclusion



# Conclusion

While every prediction in this report may not bear out precisely as described, preparing today will leave you better equipped for whatever tomorrow holds.

Change is coming to the world of recruiting, but that doesn't mean you'll be a passive observer. As a talent leader, you're in a position to reshape the way the world works — and ensure it works for everyone.

Ultimately, the future of recruiting belongs to those willing to build it. And as a change-maker at your organization, the future of recruiting belongs to you.

Explore the regional report editions.

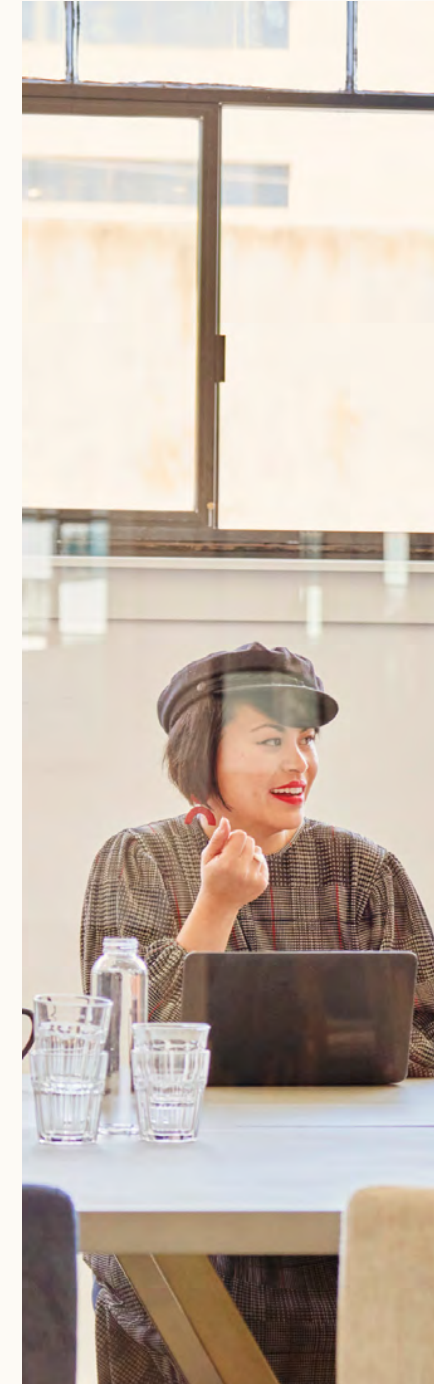
[Australia & New Zealand](#) | [Belgium, Netherlands, & Luxembourg](#) | [Brazil](#) | [France](#) | [Germany, Austria, & Switzerland](#) | [India](#) | [Mexico](#) | [Middle East & North Africa](#) | [Southeast Asia](#) | [United Kingdom](#)

Discover the industry-specific reports.

[Healthcare](#) | [Staffing](#)

Read the translated global report.

[Dutch](#) | [French](#) | [German](#) | [Italian](#) | [Japanese](#) | [Portuguese](#) | [Spanish](#) | [Spanish \(LATAM\)](#)



# Methodology

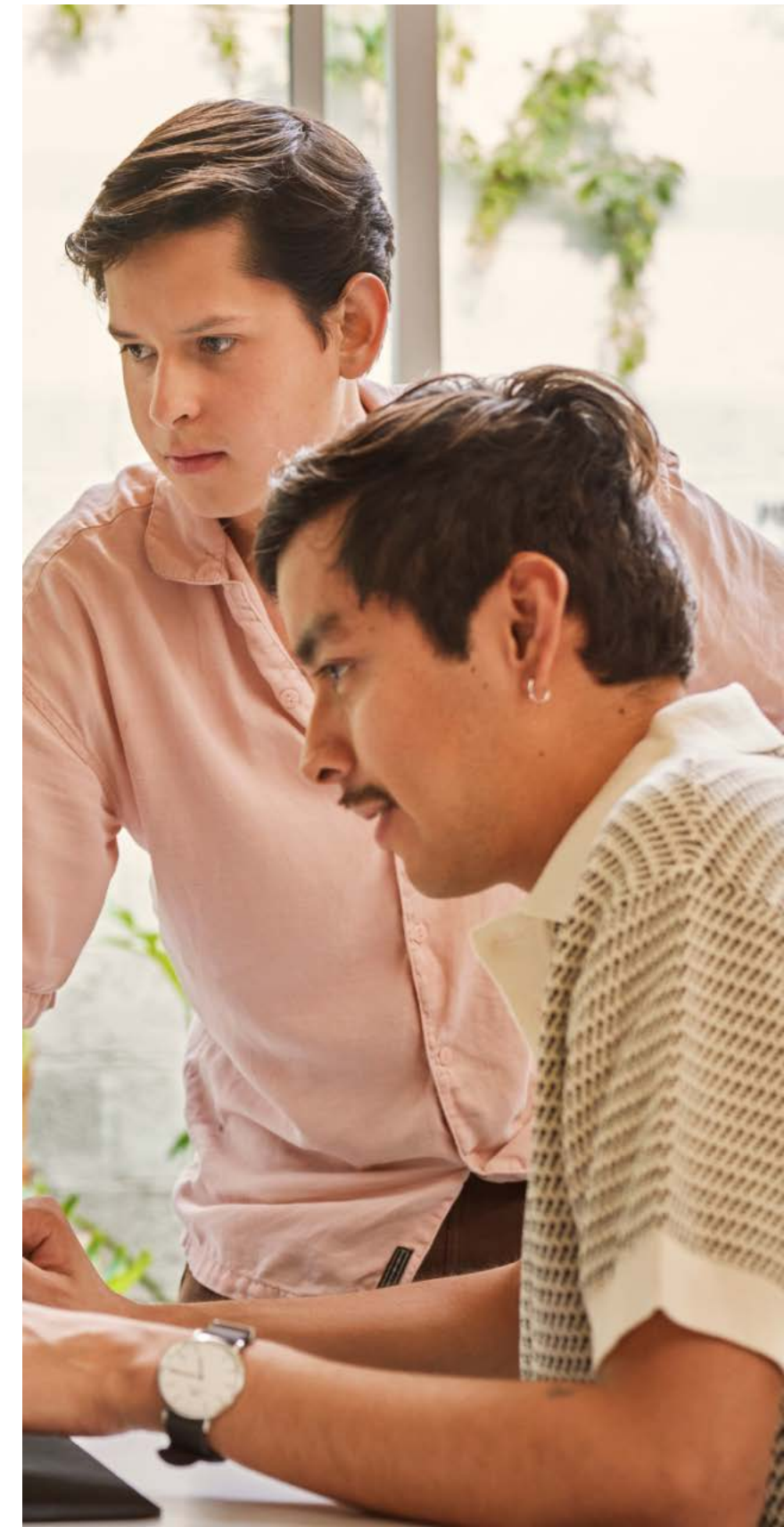
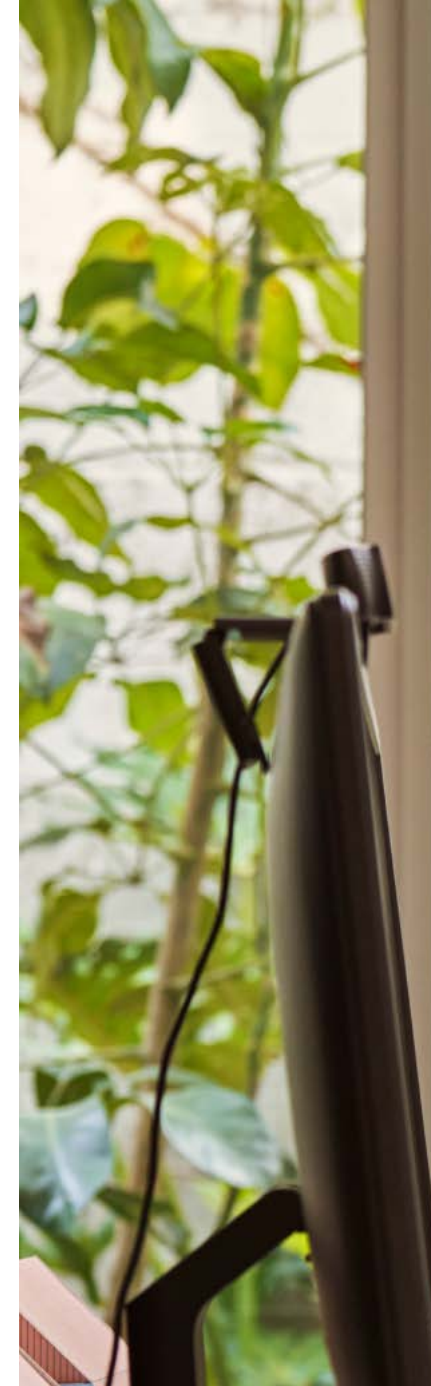
## Survey data

LinkedIn Research surveyed 1,611 recruiting professionals in management seniority roles or higher (1,216 corporate recruiting professionals, 395 search and staffing professionals), in addition to 403 hiring managers. Survey respondents are LinkedIn members who were selected to participate based on information in their LinkedIn profile and qualified based on survey responses. This survey was conducted in six languages across 20 countries between October and November 2022.

Candidate priorities and inclusion preferences are based on LinkedIn's Talent Drivers monthly survey of global members, including 20,396 members surveyed in December 2022. To measure candidate priorities, respondents are asked to "select the most important factors when considering a job opportunity", and can select up to five of 15 employer value propositions. The fastest-growing candidate priorities are those with the greatest percentage increase between December 2021 and December 2022.

## Insights data

Behavioural insights for this report were derived from the billions of data points generated by the 900 million members in over 200 countries on LinkedIn today. Unless otherwise noted, all data reflects aggregated LinkedIn member activity as of January 1, 2023. Demand for recruiters is measured by the number of paid job posts for recruiter positions on LinkedIn globally.



# Acknowledgments

This report was informed by insightful interviews with several recruiting leaders around the world, to whom we owe our sincere thanks, including:

- [Alex Fleming](#) at Adecco
- [Michaela Schütt](#) at Siemens
- [Jennifer Shapple](#) at LinkedIn
- [Jade Shiyu](#) at Alibaba
- [John Vlastelica](#) at Recruiting Toolbox

