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Isaac M. O'Bannon • Jan. 09, 2024



The job market will remain resilient heading into 2024, research from talent solutions and business consulting firm Robert Half shows. According to the company's State of U.S. Hiring Survey, 57% of respondents plan to add new permanent positions in the first six months of the year, while another 39% anticipate hiring for vacated positions. More than two-thirds (67%) expect to hire contract workers as part of their staffing strategy.

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Adding new positions	58 %	57 %
Filling vacated positions	39 %	39 %
Not adding new or filling vacated positions	3 %	2 %
Eliminating positions	0 %	1 %

Robert Half's State of U.S. Hiring Survey: 57% of respondents plan to add new permanent roles in the first half of 2024.

[View a breakdown of hiring plans by profession and city.](#)

Company Growth Anticipated, and Projects Gain Momentum

Among managers who plan to increase hiring, more than two-thirds (66%) cited company growth as the primary factor influencing their hiring decisions for the first half of 2024. In addition, more than three-quarters (77%) of managers who had to put projects on hold in 2023 said they plan to pick them back up in the new year.

Hiring Challenges Persist

While hiring is expected to increase, finding the right talent may not be easy. According to the survey, 90% of hiring managers report difficulty finding skilled professionals, and 58% said it takes longer to hire for open roles compared to one year ago. Some of the top factors contributing to hiring challenges include:

1. Finding candidates who align with the company culture (49%)
2. Meeting candidates' salary expectations (48%)
3. Lack of candidates applying for open roles (42%)

"Job openings continue to exceed the number of professionals looking for work," said Dawn Fay, operational president of Robert Half. "With hiring expected to increase

early in the year, employers need to have a strategic hiring plan in order to land the

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of their current teams. Now is the time to prioritize employee engagement and retention to avoid turnover and loss of productivity. Routinely researching and adjusting compensation levels, offering flexible work, and implementing policies to alleviate burnout are all effective strategies.”

Payroll

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