

140M+ applications  
per month



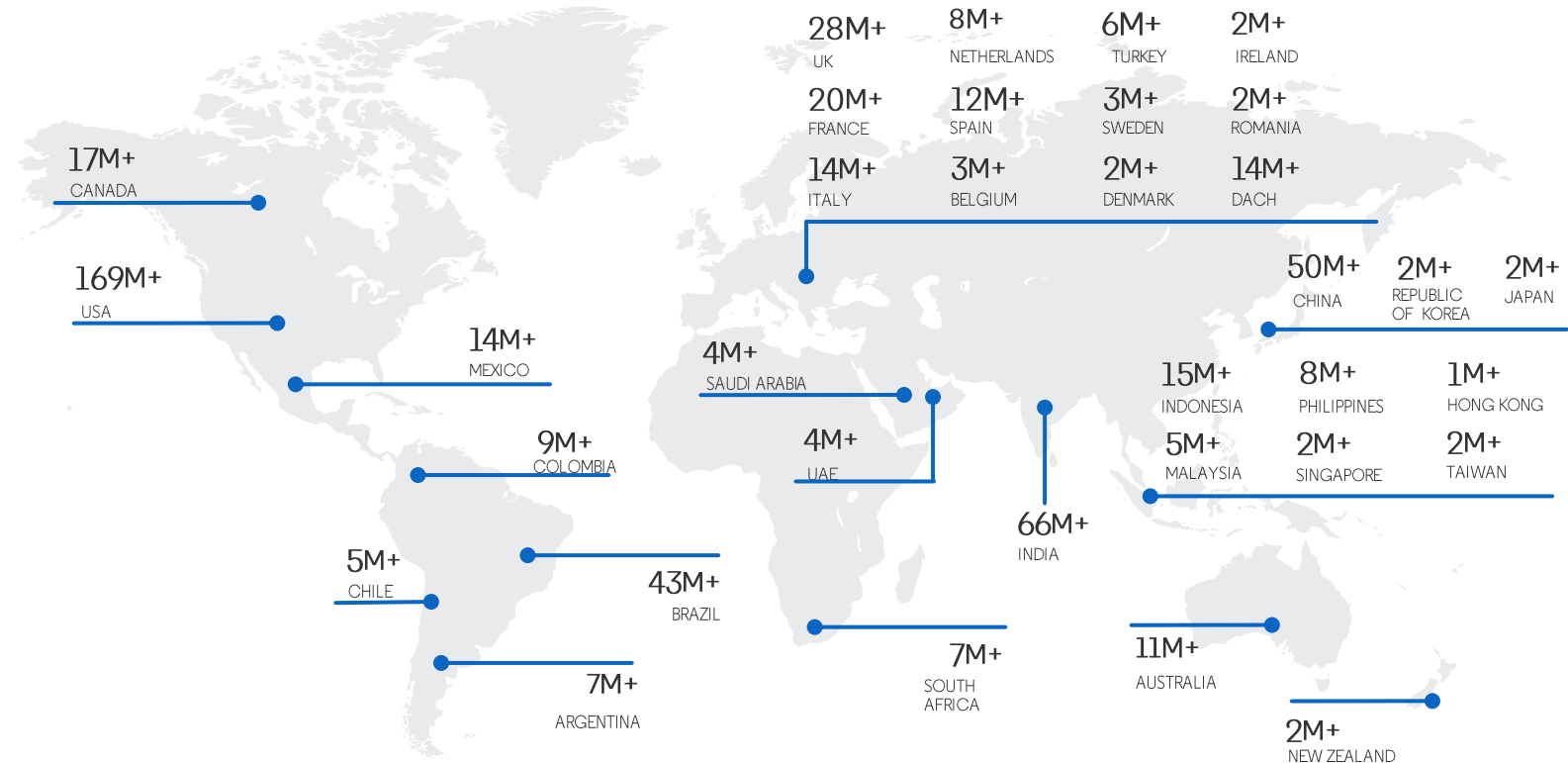
75% of members  
are outside the U.S.



+3 members each second

# LinkedIn

THE WORLD'S LARGEST PROFESSIONAL NETWORK



690M+ MEMBERS WORLDWIDE

# Market Trends: What we are hearing from our customers

## Business Priorities Influx

- Some companies are increasing hiring in specific areas (for example, warehouse, supply chain, manufacturing, etc.).
- Most companies are slowing hiring, and looking at strategic positions to hire
- Decisions to also freeze contract labor
- Inability to plan beyond week at hand becoming increasingly difficult for large global companies
- Policy changes are happening so quickly that companies are struggling to keep track of it all right now

## TA/HR Activities & Recruiter Redeployment

- Lines blurring between TA & HR “responsibilities” to help support the new work environment
- TA as much a part of workforce engagement, employee experience & communications in large companies as HR right now
- For companies with hiring freezes, recruiters have been redeployed to HR roles or projects
- Concerns expressed about long-term hiring - “it’s going to be more difficult after all of this to get talent to consider moving”

## Virtual Workforce

- Managing a workforce that wants people to WFH - while still requiring workers to physically show up - is a tough balancing act right now
- Global WFH experiment is seeing the challenges of immediate implementation. Not every company has the infrastructure to effectively support a global WFH workforce and different generations/stages of life playing into the impact
- Company culture becomes a very different thing with a virtual workforce

## Hiring Process

- People are reluctant to change jobs right now, making sourcing & acquiring talent difficult; uncertain how long this will continue
- Companies who are hiring struggling to hire “without meeting candidates in person,”
- Both infrastructure and processes were not in place prior, and large companies struggling to get it up and going
- An unexpected concern is that background checks for new hires have literally stalled

## Main Areas of Concern

- Engage clients, experts, and peers in the absence of in-person events w/LinkedIn Event features
- Not knowing how long a hiring freeze will continue, or how long WFH will continue, is the biggest stress point right now,
- Concern re: “what this looks like after” and “when is after.”
- High level of focus on employee well-being:
  - Mental/Physical: burnout a major concern, ability to “turn off” WFH is harder
  - Maintaining productivity through

## Intern & Student Recruitment

- There are concerns about the impact on University Relations - a major and/or primary entry level pipeline for large companies
  - What to do with summer interns?
  - How to get grad hiring back on track?
- Onboarding is all over the place with new hires, some companies are abandoning new hire onboarding all together right now:
  - “How do we virtually onboard people with no infrastructure in place?”
  - Virtual tours were cited as an option