



7 Biggest
Recruitment Challenges
Faced by **Modern Recruiters**



According to various recruitment stats, attracting top quality candidates is the biggest challenge of recruiters and HR managers today. In this era of low unemployment rate coupled with ever-changing needs of the job market, talented candidates are the real kings and the ultimate power rests in their hands. Today, candidates have the upper hand of selecting the organization they want to work for as they have multiple offers in hand. This creates an atmosphere of intense competition all around among recruiters to pitch in the best candidates for their clients.

In this war of talent, organizations are guilty of using outdated recruitment strategies coupled with their inability to understand the changing needs of the candidates making the recruitment process even more difficult for them.



Gone are the days when recruiters used to place a job description on job boards and hope that the vacant position will be filled automatically. Today, there is a requirement of much more active participation from them. In this info graphic we have looked at the prominent challenges that modern recruiters have to deal with, supported by relevant statistics.



1

Failure to attract talented candidates

In this candidate-driven market where candidates are approached by multiple recruiters it becomes very difficult for recruiters to attract talented candidates. The top candidate that you have been trying to pitch might not be around when you finally decide to extend the offer after several weeks of interviews. Delay in the hiring process is killing the recruitment process, thereby making you lose out on top talent. Reducing time-to-hire also becomes a very difficult ask as you are juggling with multiple candidates at the same time and the follow-up interviews take a lot of time to set up.

Most Companies Fail to Find Top Talent

56%

Recruiters who say they can't make good hires because of lengthy hiring procedures.

82%

Fortune 500 executives who don't believe that their companies recruit highly talented people.

23%

Managers and senior executives who believe their current acquisition and retention strategies will work.

76%

Hiring managers who say that attracting top talent is their greatest challenge.

54%

Employers who currently have open positions for which they can't find qualified candidates.

35%

Employers who have positions that stay open for 12 weeks or longer.

Source: MRI Network, McKinsey, Glassdoor, CareerBuilder

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Lack of understanding between the recruiters and hiring manager

Lack of communication and understanding between recruiters and hiring managers can cause lot of problems in the recruiting process, including inability to identify the right skill sets in the prospective candidates or deciding on the best channels for sourcing the right talent.

Recruiters vs Hiring Managers



RECRUITERS

80% recruiters think they have a 'high' to 'very high' understanding of the jobs for which they recruit.

51% recruiters said hiring managers 'should do a better job of communicating what they are looking for in a candidate' and 'provide relatable example'.

54% recruiters complain that hiring managers expect recruiters to place candidates in hard-to-fill positions more quickly than is feasible.

HIRING MANAGERS

61% hiring managers say that recruiters have, at best, a 'low' to 'moderate' understanding of the jobs for which they recruit.

77% hiring managers say that recruiters' candidate screening is 'inadequate'.

42% hiring managers wish recruiters would build a pool of talent for positions so the company doesn't always need to start from scratch and rush to fill vacancies.

Source: iCIMS

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Retaining Millennials in the workforce for a longer period of time

Millennials are starting to dominate the work sphere as the baby boomers start to retire. The peculiar thing about millennials is that they love technology and tend to favor their personal needs more than that of the organization they work for. They long for open communication and regular feedback. The challenge for the recruiters is that these Millennials have the tendency to do job hopping that increases their workload as they have to search for candidates for the same positions more frequently.

42% Millennials expect to change jobs at least every 1–3 years.

32% Millennials said they are likely to leave their job within the next six months.

21% Millennials say they've changed jobs within the past year.

76% Millennials expect to change careers – not just jobs – at some point.

The Increasing Difficulty in Retaining Millennials

Source: Gallup, Clutch, Jobvite, Cornerstone

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Inability to use data effectively

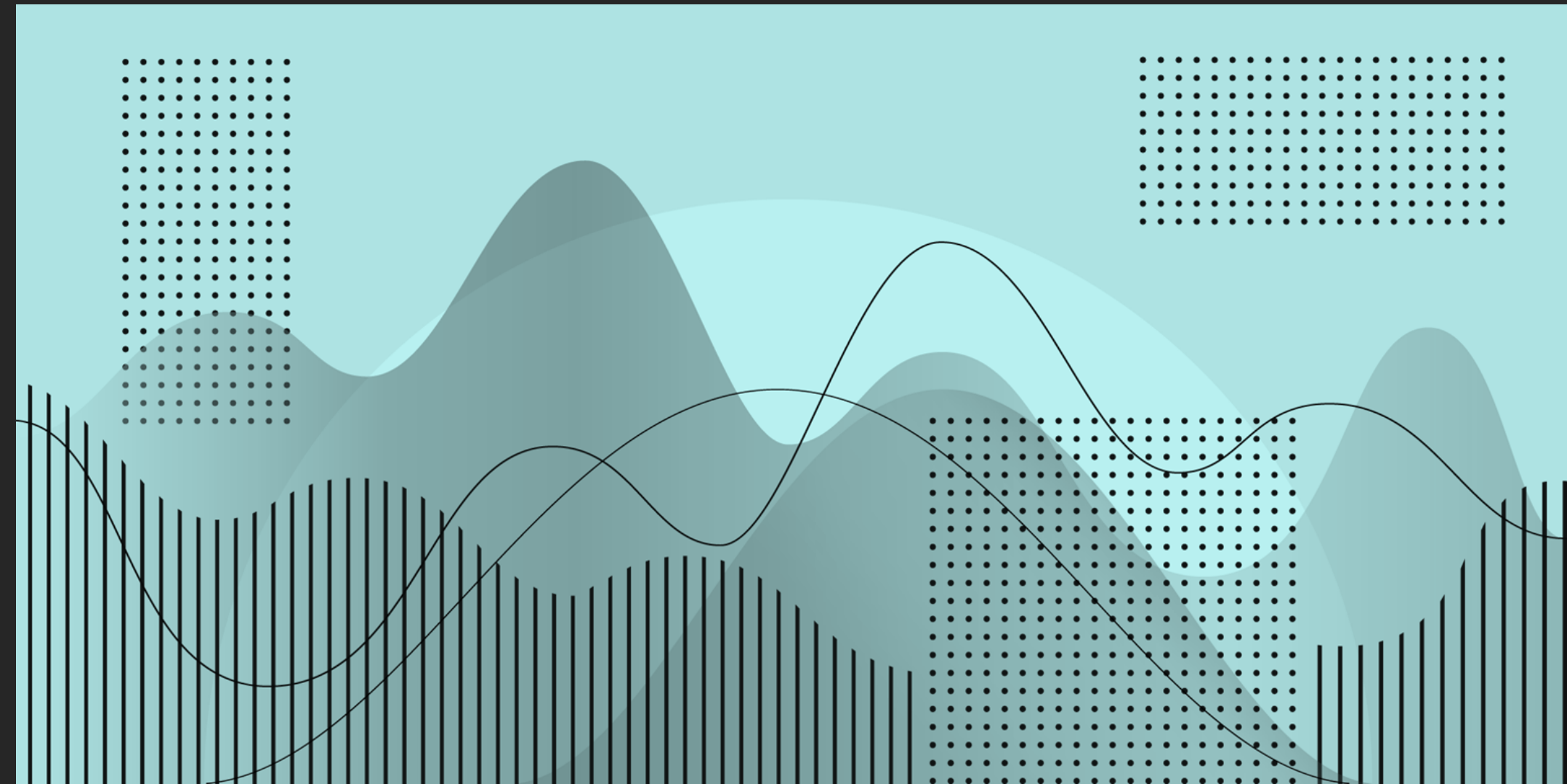
Most of the recruiters today are well-versed in using technology tools to their advantage, but they do not have the ability to effectively use data. It is of paramount importance for recruiters to be able to employ the data to make better recruitment decisions and enhance their processes. But that is hardly happening.



Lack of Data Analytics Capabilities

Only **7%** HR professionals who have people analytics capability in their function are optimizing their usage of analytics.

Source: CIPD



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Difficulty in balancing the speed of hire with quality of hire

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Compromising on the Quality of Hire

On an average, HR leaders and hiring managers would rehire only **61%** of their recent hires.

Source: IBM



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Lack of efficiency during the recruitment process

Most of the recruiters waste their valuable time by working on unnecessary and ineffective administrative tasks which can result in duplication of efforts. In particular, tasks like sourcing potentially talented candidates and reviewing their resumes should take hours and not days. Many recruiter spend time on these administrative tasks can be utilized in sending a candidate for final selection to the client. This has led to the increasing use of **applicant tracking systems** by recruiters.

Candidate Screening is a Big Challenge



52% talent acquisition leaders say the hardest part of recruitment is screening candidates from a large applicant pool.

Source: Ideal

Failure to provide superlative candidate experience



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If recruiters are unable to provide superlative candidate experience during the hiring process it can create a bad impact on the overall corporate branding of the organization. Recruiters have to end the hiring process properly with candidates, even if they are rejecting them. If you are not doing that it will have a negative impact on creating a talent pool for the future.

Poor Candidate Experience and Its Impact



41%

Candidates who gave their interview experience the lowest possible score said they would go to a competitor.



80%

Job seekers say they would not re-apply to a company that didn't notify them of their application status.



78%

Job seekers report never having been asked for feedback on their interview experience.

Source: Talent Board, Lever, CareerArc

Thank You

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