




The future of hiring.


2005 – Recruiting and Hiring Challenges Survey

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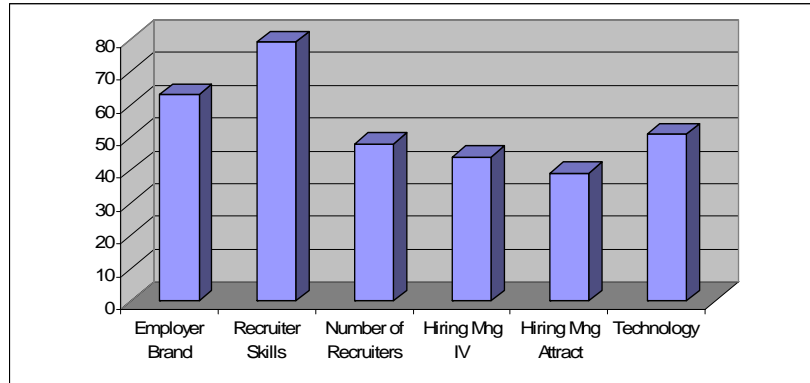
Basic Findings

- Everybody's looking for people – 79%
- Hiring growth is accelerating – 60%
- Recruiting resources are stretched
- Technology has not helped much
- Hiring managers are part of problem
- Don't see HR/recruiting taking major new initiatives to address issues





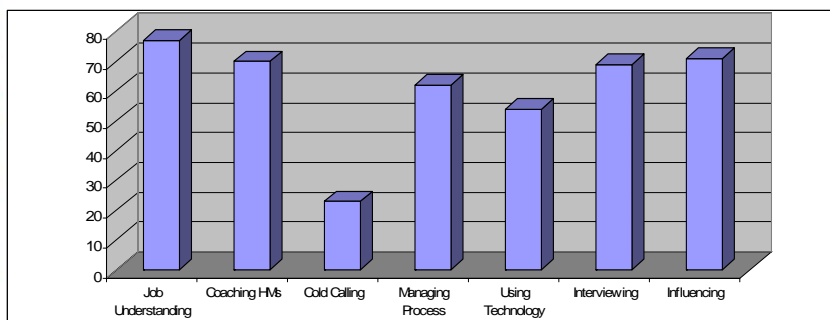
Satisfaction – Key Areas



This seems lopsided since hiring needs aren't being met.



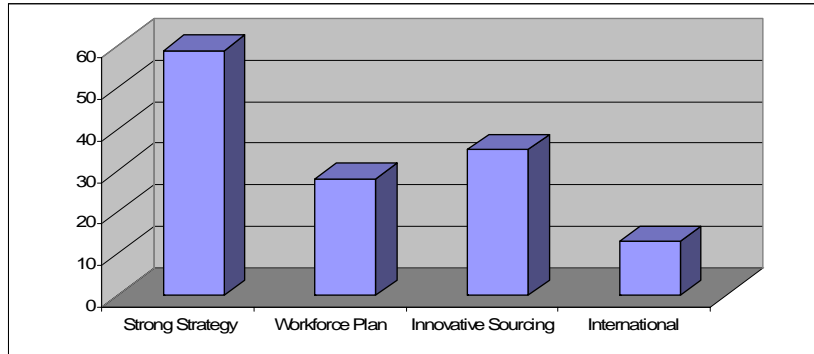
Recruiter Skills Assessment



Deeper understanding of job needs is required to hire passive candidates in combo with stronger 1:1 recruiting skills.



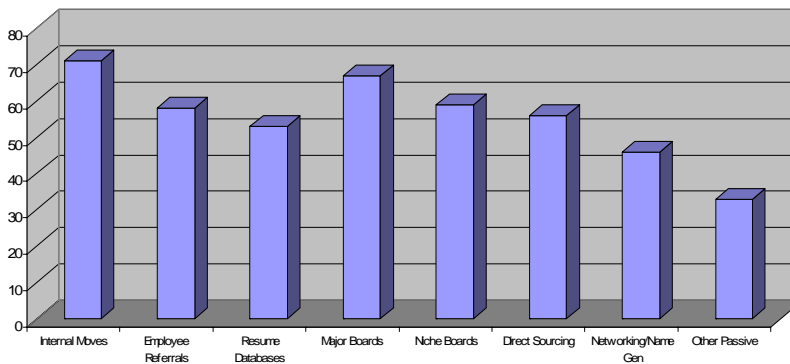
Hiring Strategy Review



Strong strategy seems inconsistent with lack of planning, reactive processes, and lack of resources.



Sourcing Review



If satisfaction with these sourcing channels is high, why aren't companies finding enough top candidates?



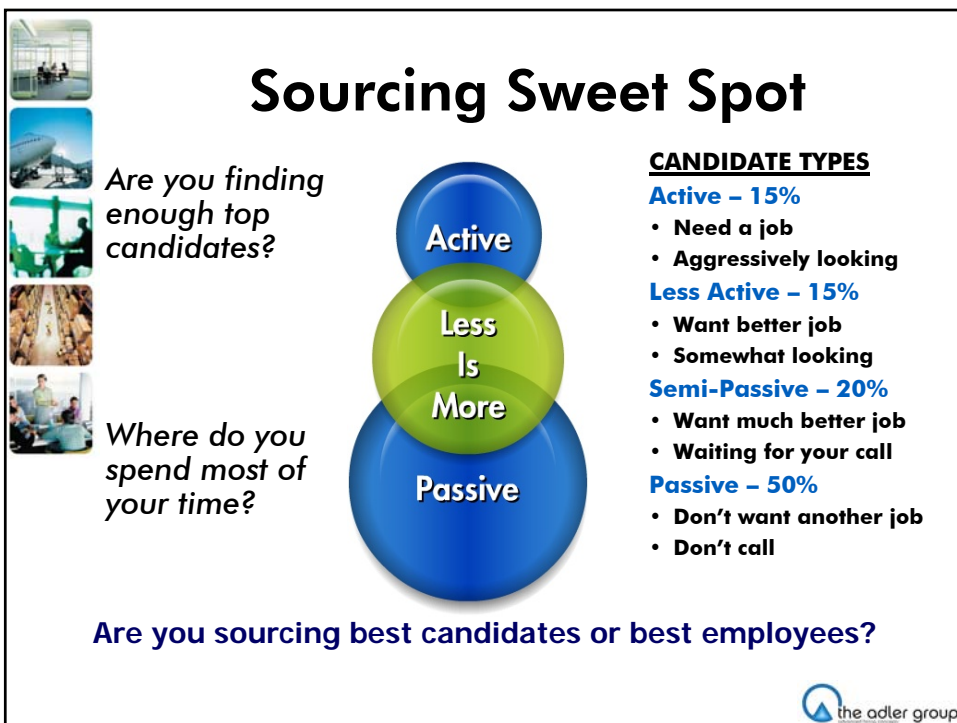
Overall Evaluation

- Findings inconsistent, depends on POV
- HR/Recruiting seems to be reacting, overvaluing efforts, stuck in a rut
- Too tactical and reactive NOT proactive and strategic
- Not using technology effectively
- Unable to convince senior execs for more resources



Some Ideas

- Become talent driven
- Implement workforce planning
- Implement Performance-based Hiring
 - Train Hiring Managers and Recruiters
- Maximize use of existing technology
- Dramatically expand employee referral program – be proactive in getting names
- Get creative – stop doing same stuff and expecting different results – hiring needs are growing
- Make the case and get more resources!



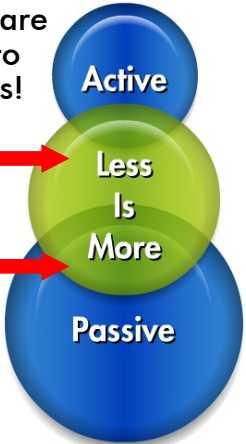


Become Talent Centric

Traditional jobs are not attractive to best employees!

1st - Offer Better Jobs →

2nd - Offer Better Careers →



CANDIDATE TYPES

Active – 15%

- Need a job
- Aggressively looking

Less Active – 15%

- Want better job
- Somewhat looking


Semi-Passive – 40%

- Want much better job
- Waiting for your call

Very Passive – 30%


- Don't want another job
- Don't call

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Next Steps

- Do something
- Recruiter Boot Camp Preview – Monday, August 22nd at 1:30 PM PT
- Call us for a private preview of:
 - Sourcing strategy review
 - Recruiting process audit
 - Hiring manager interview training
 - Custom training

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