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PARTNERS

By The Numbers: The Talent Gap Recruiters Are Currently Facing

According to researchers, roughly 11 million job openings are available, with just under 7 million unemployed workers

This lack of talent on the market and a surplus of openings means recruiters are facing a tough mountain when it comes to hiring the right people for their open roles. What can recruiters do to get a leg up on the competition and hire the best people possible?

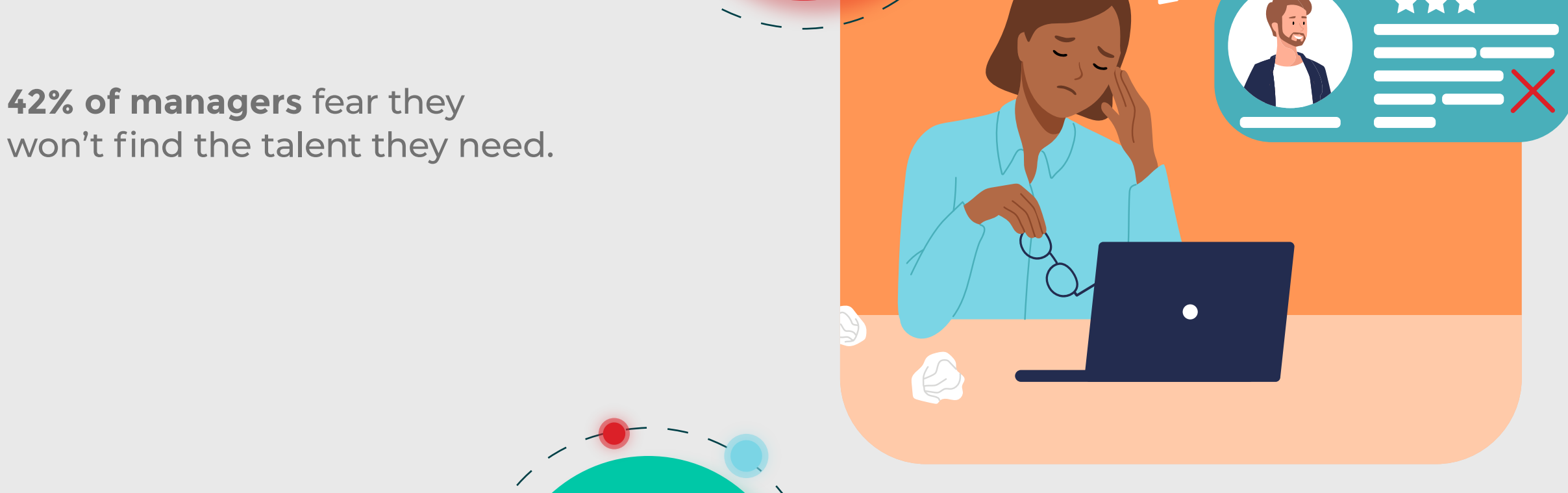


The Talent Gap Is Here... And Very Real

Across every industry, recruiters and hiring managers see increasing gaps in their talent at their organization.



69% of corporations in the United States are struggling to find top talent.



42% of managers fear they won't find the talent they need.



86% of employees cite seeing skills gaps at their company.

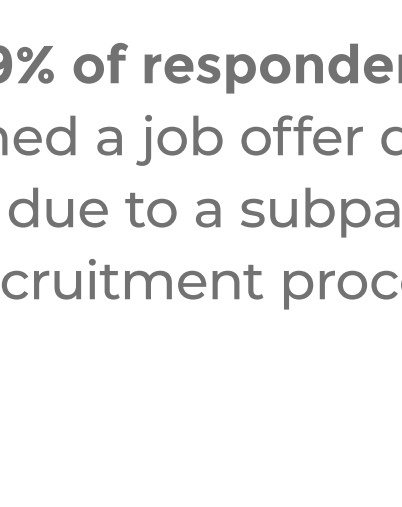


By 2030, the talent shortage and skills gap in the U.S. alone is expected to total a loss of **\$8.5 trillion**.

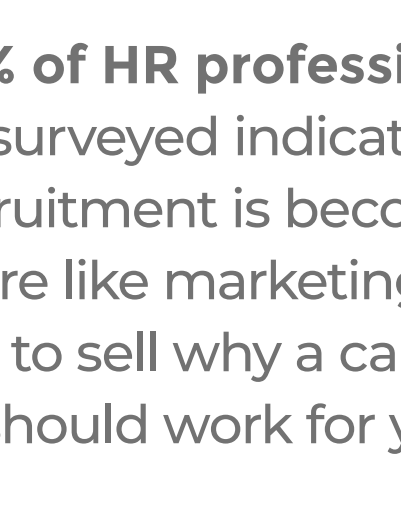
Clearly, recruiters need to find compelling ways to attract and retain talent. How can they start?

Recruitment As A Whole Is Evolving

In today's hiring space, recruiters need to adjust their strategies to comply with the preferences of candidates. **Put simply, the recruitment process can make or break your ability to score the top talent.**



86% of recruiters say the labor market is candidate-driven



Culture fit has become a key factor when hiring, according to 84% of recruiters

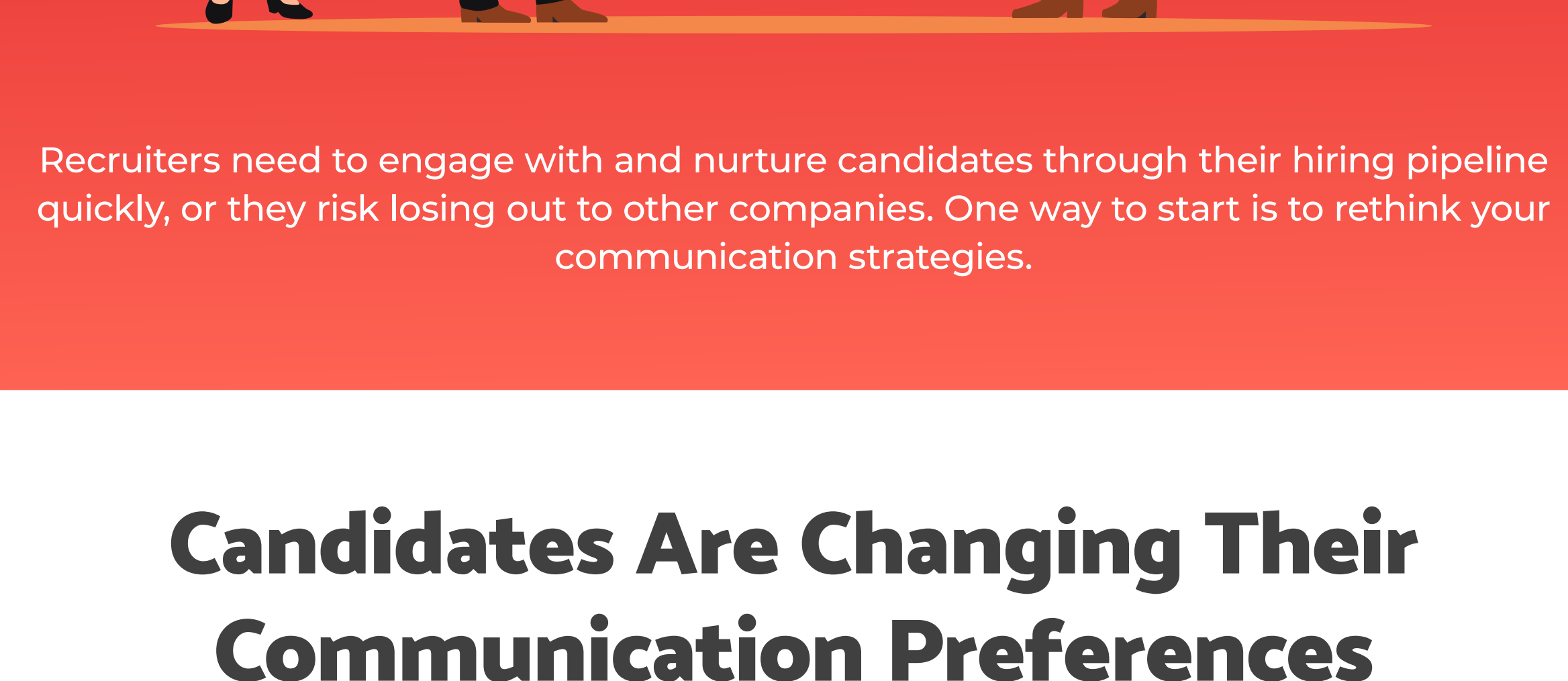


49% of respondents turned a job offer down due to a subpar recruitment process



86% of HR professionals surveyed indicated recruitment is becoming more like marketing; you need to sell why a candidate should work for you

What's more – top talent is being grabbed up quickly.

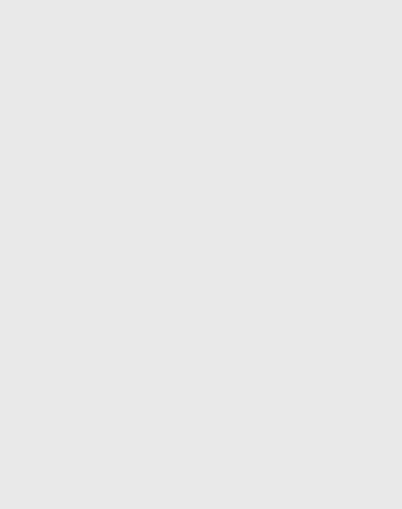


The average time to hire is 41 days

Top candidates are only available for 10 days before being hired

Recruiters need to engage with and nurture candidates through their hiring pipeline quickly, or they risk losing out to other companies. One way to start is to rethink your communication strategies.

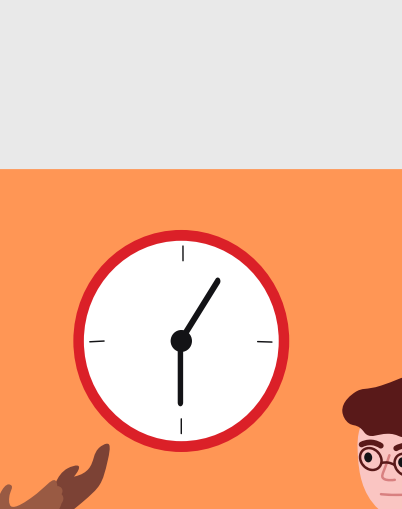
Candidates Are Changing Their Communication Preferences



89% of job seekers consider their mobile devices essential for job searching



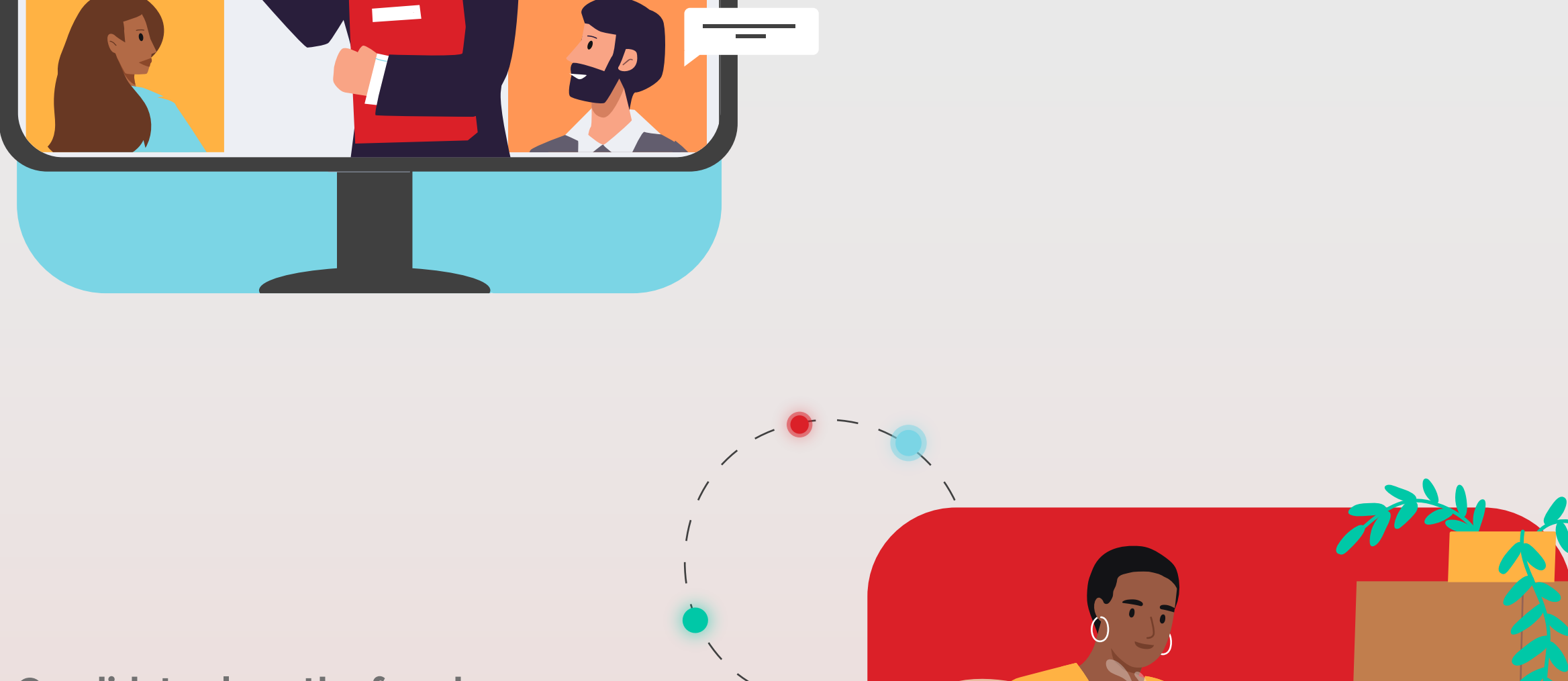
73% of job seekers prefer text messaging when applying for positions



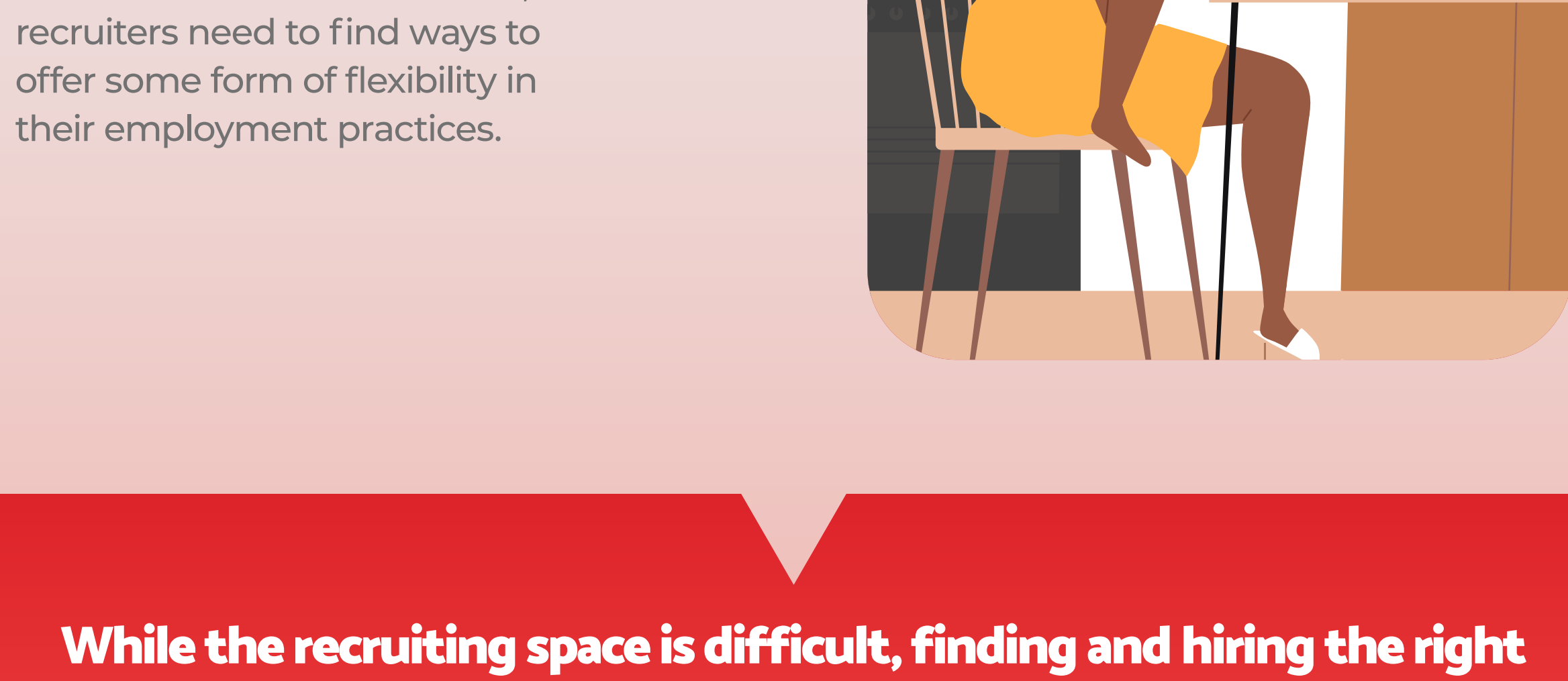
Texts have a 90% open rate within the first 3 minutes after sending

Interacting with candidates in the places and ways they prefer can change your recruitment process from simply bearable to enjoyable. One thing that recruiters can rely upon is that....

Remote Work Is Here To Stay



54% of employees would consider leaving their job if they are not provided some form of flexibility in where and when they work.



There has been a 135% rise in remote job offerings since the onset of Covid.

Candidates love the freedom and flexibility of remote (or flex) work. To attract and hire the best talent on the market, recruiters need to find ways to offer some form of flexibility in their employment practices.

While the recruiting space is difficult, finding and hiring the right people for your roles is not impossible. With support from on-demand recruiters like IQTP, you can rely on the expertise of an outsourced recruiting team to enhance your internal teams' efforts.

To see how we can help you reach your 2022 headcount goals and build out a strong team, visit iqtalentpartners.com/start/.

Sources

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