

Specialist Talent Attraction Industry Insights

Here at the **Careers In Group** we've thought a lot about the Covid-19 crisis and how this will impact employers. There is no doubt that recruitment has changed considerably and will be changed for the foreseeable future, with a firm shift to an employer-driven market. How will this impact businesses and what can you do to ensure you are securing the best talent in a timely and cost-effective manner?

What are the key challenges for employers post-lockdown?

We're seeing many businesses now inundated with applications to their vacancies, which on the surface sounds like only positive news. But are employers looking at the quality of these applications and how much time is being spent reviewing irrelevant candidates?

Maintaining a positive candidate experience is also essential during the current climate and businesses must have an effective and proficient recruitment process in place to ensure their employer brand is not damaged at this difficult time.

Reducing your cost-per-hire

Reducing cost-per-hire is a major priority right now as budgets are stretched more than ever. Direct talent sourcing and hiring is now the preferred method for companies and employers when finding new staff.

The average recruitment agency fee from candidates found on the Careers In Group specialist job boards in 2019 was £13,790.

Aligning with the most relevant suppliers to attract the very best candidates is essential.

With the recruitment market a much different place to last year, employers can now take advantage of a candidate rich market and recruit directly.

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A look into the not-so-distant future

As the working world gets back to some sort of normality, we predict that hiring will boom in the coming months. Many companies will start recruiting again and will be competing for the very best candidates at the same time. This is quite typical during times of economic recovery after an initial period of economic slowdown or shock.

Companies that continue to hire during this time will have an advantage over those who wait. The market is now candidate rich and we are seeing application numbers much higher than normal levels. We are currently seeing around 50% more candidates join our job boards each week, compared with the typical figures for this time of year and application numbers have increased by over 70% since the start of June.

What to do next?

Are you receiving too many irrelevant candidates when advertising your live jobs on LinkedIn, Indeed or generalist job boards?

What is the cost to your business when spending excessive amounts of time reviewing these unwanted applicants?

How can you streamline your hiring, find the right people and make big savings at the same time?

If you'd like to find out more about how we can help to overcome these recruitment issues, or simply want to have a chat about the industry with one of our experts, please get in touch today.

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