



# Benchmarking Talent Acquisition Trends

*The statistics you need to know!*

A research study by  
**Rick Christensen**  
Career Development Partners



**Career Development Partners**

People are worth the investment.

A CAREER PARTNERS INTERNATIONAL FIRM



## Talent Market

The talent market is as competitive as ever.

<sup>1</sup> ManpowerGroup, 2016-2017 Talent Shortage Survey

<sup>2</sup> PwC, 19<sup>th</sup> Annual Global CEO Survey/January 2016

<sup>3</sup> MRINetwork 2017 Recruiter Sentiment Study

1. **40%** of global employers report **having difficulty** filling positions.<sup>1</sup>
2. **24% of employers** report a lack of available or no applicants for open positions.<sup>1</sup>
3. **72% of CEOs** are concerned about availability of key skills.<sup>2</sup>
4. 90% of recruiters believe that recruiting is **candidate-driven** in 2017, up from 54% in 2011.<sup>3</sup>





## Talent Market

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5. **5.7 million jobs were unfilled** in the U.S. as of May 2017.<sup>1</sup>
6. The ratio of unemployed persons per job opening was **1.2** in May 2017.<sup>2</sup>
7. Over **70%** of recruiters are **somewhat to extremely concerned** about replacing Baby Boomers who are reaching retirement.<sup>1</sup>

<sup>1</sup> MRINetwork 2017 Recruiter Sentiment Study

<sup>2</sup> BLS, JOLTS Report July 2017





## Quality of Hire

It pays to keep your talent bar high.

8. The best performers are **4x as productive** as average performers.<sup>1</sup>
9. **80% of business profits** are generated by **20% its workers.**<sup>2</sup>
10. **8 months** is the approximate time it takes for a new employee **to reach full productivity.**<sup>3</sup>
11. **23%** of new hires turn over before their **first anniversary.**<sup>3</sup>

<sup>1</sup> HBR, Making Star Teams Out of Star Players

<sup>2</sup> HBR, How to Keep "A" Players Productive

<sup>3</sup> HBR, Technology Can Save Onboarding from Itself





## Passive Talent

Passive talent abounds,  
and is an efficient source  
of hires.

<sup>1</sup> LinkedIn, 2016 Global Talent Trends

<sup>2</sup> Lever, The Little Grey Book of Recruiting  
Benchmarks, 2016

<sup>3</sup> MRINetwork, 2016 Recruiter & Employer  
Sentiment Study

12. **90% of global professionals** are interested in learning about new job opportunities, but only one-third of them are actively looking.<sup>1</sup>
13. Compared to active applicants, **sourced candidates** are more than **2x as efficient to hire**.<sup>2</sup>
14. **31% of all hires** are proactively sourced.<sup>2</sup>
15. **72% of candidates** state **advancement opportunities are the top reason** why they would change a job, compared to **40% of employers** reporting it as important.<sup>3</sup>





## Employer Brand

A company's employer brand is a powerful recruitment tool.

<sup>1</sup> LinkedIn, 2016 Global Talent Trends

<sup>2</sup> Glassdoor, 50 HR and Recruiting Statistics for 2016

<sup>3</sup> CR Magazine, Annual Corporate Reputation Survey

16. **66%** of people who recently changed jobs were **aware of the company** they joined before they applied.<sup>1</sup>
17. Most job seekers read at least **6 reviews** before forming an opinion of a company.<sup>2</sup>
18. **92% of candidates** would consider leaving their jobs if a company with an excellent corporate reputation offered them another role.<sup>3</sup>
19. 45% of 35-to 44-year-olds would leave their job for a **less than 10%** pay increase to join an **excellent** company. Only 12% would leave if the company had a bad reputation.<sup>3</sup>





## Candidate Experience

Candidate experience is make or break for candidates, and most companies are under-delivering.

<sup>1</sup> LinkedIn, 2015 Talent Trends

<sup>2</sup> CareerBuilder, How Candidate Experience is transforming HR Technology

<sup>3</sup> Allegis Group, Applicant quality continues to plague employers

<sup>4</sup> Workplace Trends, Candidate Experience Study

20. **80-90% of talent** say a positive or negative interview experience can change their minds about a role or company.<sup>1</sup>
21. **60%** of job seekers report they have **quit an application** due to its length or complexity.<sup>2</sup>
22. **72% of hiring managers** say they provide clear descriptions, while only **36% of candidates** agree.<sup>3</sup>
23. **80% of job seekers** say they wouldn't re-apply to a company that didn't notify them of their application status.<sup>4</sup>





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<sup>1</sup> Workplace Trends, Candidate Experience Study

<sup>2</sup> LinkedIn, the Ultimate List of Hiring Statistics

24. **Nearly 60% of job seekers have had a poor candidate experience.** 72% of them shared their experience on an online employer review site such as Glassdoor.com.<sup>1</sup>
25. **61%** of employers say they notify declined candidates about their decision, but **65%** of job seekers say they never or rarely receive notice.<sup>1</sup>
26. **78% of job seekers report** never having been asked for feedback on their candidate experience.<sup>1</sup>
27. Talent is **4x more likely** to consider your company in the future if you offer constructive feedback.<sup>2</sup>







## Diversity & Inclusion

Hiring for and promoting diversity and inclusion is smart business.

<sup>1</sup> McKinsey, Why Diversity Matters

<sup>2</sup> Credit Suisse, Companies With More Women In Leadership Get Blockbuster Results

<sup>3</sup> HBR, How Diversity Can Drive Innovation

<sup>4</sup> Corporate Executive Board, Creating Competitive Advantage through Workforce Diversity

28. Ethnically diverse companies are **35% more likely** to outperform industry medians.<sup>1</sup>
29. Companies whose senior management teams are more than 15% female had a **5% higher return on equity**.<sup>2</sup>
30. Firms with employees who both are demographically diverse and have diverse experiences are 45% more likely to report a **growth in market share**.<sup>3</sup>
31. Highly inclusive organizations generate **2.3x** more cash flow per employee, **1.4x** more revenue and are **120%** more capable of meeting financial targets.<sup>4</sup>





## Career Development Partners

*Career Development Partners helps clients maximize the performance of their workforce by aligning talent and business strategies through talent acquisition, staff/leadership development and career transition/outplacement.*

*Call us to discuss your Talent Management needs*

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- Recruiting High Performers
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- National Talent Pool

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- Organizational Assessments
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- Career GPS
- Knowledge Transfer

### TALENT DEVELOPMENT

- Executive/Leader Coaching
- Leader Development
- Manager As Coach

### OUTPLACEMENT

- Local & Global Capabilities
- Workforce Planning
- Retirement Coaching
- Spouse/Partner Relocation

