



Recruitment Stats

You Need To Know

Attracting talent



76%

of hiring decision makers say attracting quality candidates is their **#1 challenge** ¹

When making a decision on where to apply for a job,

84%

of job seekers say the **reputation of a company** as an employer of choice is important ¹



58%

of those with a prior negative impression of a hiring organization said they would **not apply again** in the future ²



86%

of the most qualified candidates for your open positions are already employed and **not actively seeking** a new job ⁶



Attracting talent



40%

of employees surveyed said they plan on **changing jobs** in 2018 ⁶

Top candidates stay available for 10 days only before getting hired ⁶



68.1%

of companies source candidates directly while

65.7%

build talent pools for the future ⁶

The top concern of recruiters operating in permanent recruitment is a lack of relevant skills and experience amongst candidates. ⁴



Attracting talent



37%

of businesses say apprentices will be top source of talent in 2018 ³

28%

of respondents admitted that they were finding it more difficult to fill graduate roles this season ³

86%
of recruiters and

62%

of employers feel the labor market is candidate-driven ⁶



23.8 days is the average length of the job interview process ¹

23.8



Interviewing



88%

of hiring decision makers agree that an **informed candidate** is a quality candidate. ¹

People who are satisfied with their candidate experience are

38%

more likely to **accept a job offer**. ²



78%

of job seekers say the overall **candidate experience** they receive is an indicator of how a company values its people. ²

82%

of hiring managers say they view the candidate experience as very or extremely **important**. ²



Interviewing



63%

of traditional interviews fail in assessing candidates' **soft skills** ⁶



42%

of traditional interviews fail due to **bias** of interviewers while...

18%

fail due to not knowing best **questions to ask** ⁶



What are the **most useful** interviewing techniques? ⁶

59% soft skills assessment

54% job auditions

53% meeting in casual settings

28% virtual reality assessments

18% video interviews

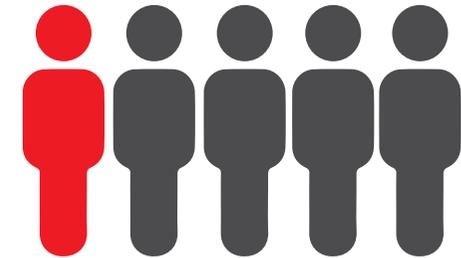
Retaining talent



85%

of HR decision-makers admit their business has **made a bad hire.** ⁵

1 in 5 HR decision-makers 'don't know' how much a **bad hire costs.** ⁵



It costs employers

33%

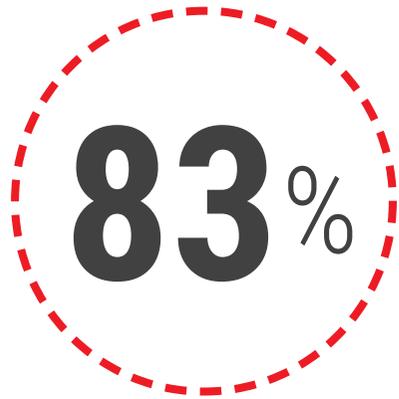
of a worker's annual salary to hire a replacement if that **worker leaves.** ¹

79%

of organisations are focusing their efforts towards building and promoting their own talent **from within.** ⁶



Social Media



of job seekers are likely to **research company reviews** and ratings when deciding on where to apply for a job ¹



of employers say social recruiting helps them find **passive candidates** ⁶



of potential hires **aren't actively searching** and recruiters are using social media to search and find them ⁶



of job seekers are likely to research company reviews and ratings of hiring managers say they have **successfully hired** with social media ⁶



companies plan to recruit on **social media** ⁶



References



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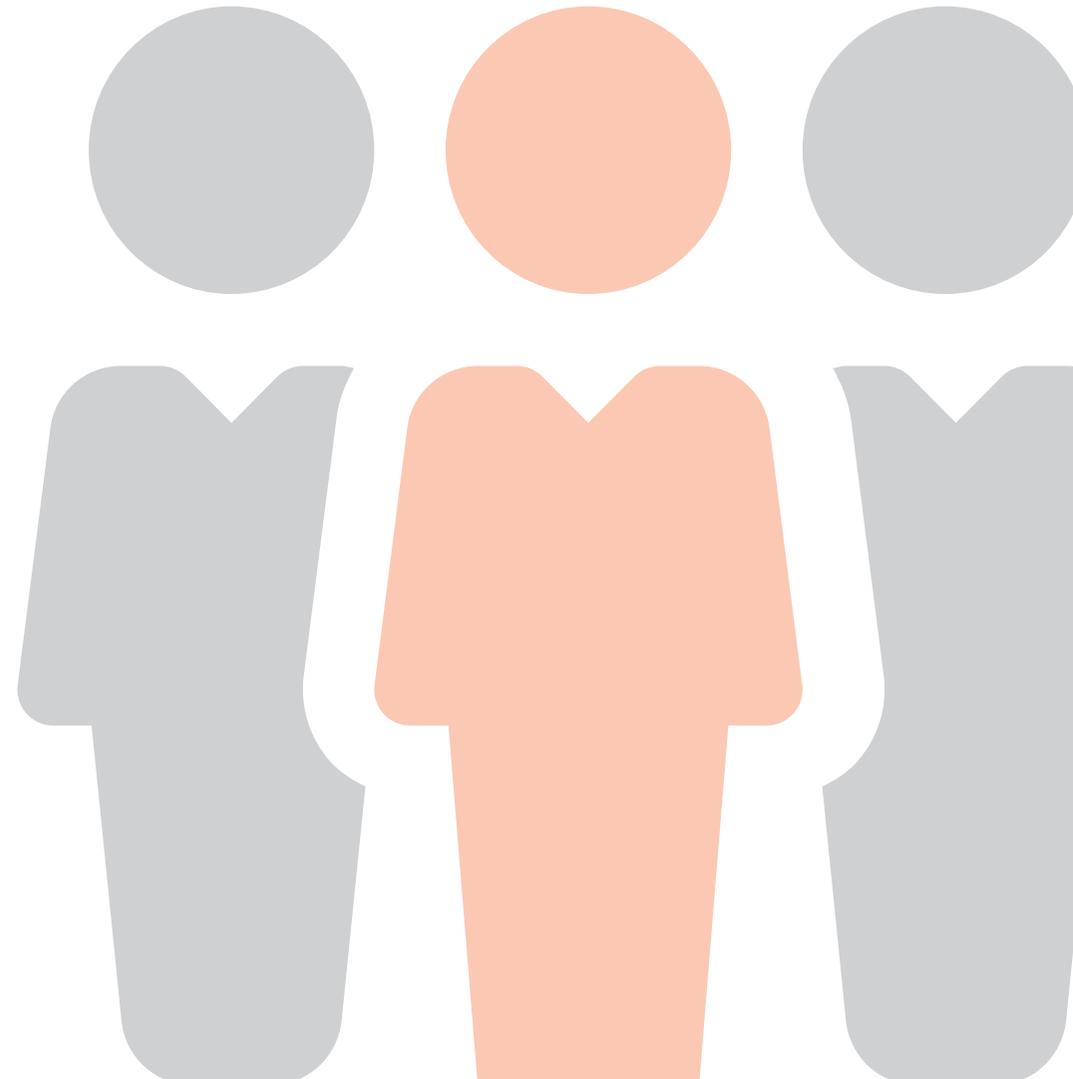
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