

# How HR Should Transform the Talent

ACQUISITION PROCESS TO MEET CANDIDATE DEMANDS

## Eliminate Challenges for Candidates

### 1. Too Many Interview Steps

Before getting a job interview:

**72%** of job candidates go through 3 or more interviews

**31%** go through 4 or more interviews

Some processes require meeting with **8+ people**



### 2. Delays in the Interview Process

Interview processes can take up to 9 weeks or even longer.

When there are unnecessary delays in the interview process, you may lose your best candidates to competitors.

**67% Of Job Seekers** have experienced a recruiting process that lasted longer than a month



### 3. No Feedback

67% of candidates want immediate feedback after an interview.

**67%**

**28%**

**55%**

In 2020, 28% of candidates reported being ghosted by an employer, up from 18% in 2019.

55% of candidates will give up and move on if an employer hasn't contacted them within 2 weeks.

### 4. Below-Market Job Offers

Sites like Salary.com show candidates what they're worth.



**Low-ball offers lead to unfilled jobs**

42% of business owners had unfilled openings in March 2021, a record high.



## Offer Candidates What They Want

### 1. Virtual Interviews

Remote work rose to 26.7% in 2021.

**There were 5x more remote job postings**

on LinkedIn in 2021 since the pandemic. Today's job candidates want the convenience of virtual interviews, too.



### 2. HR Technology

**65%** of candidates want organizations to have an application dashboard.

**44%** of candidates are open to using automation and technology throughout the recruiting process.

**31%** of candidates expect customized messages from employers who have reached out to them with job opportunities.

### 3. Clear Company Insights

A lack of transparency can cause candidate to disengage.



**72% of candidates** want to understand the work culture, while personal flexibility, inclusion and training rank high on what candidates want.

### 4. Professional Recruitment & Hiring

Remote work rose to 26.7% in 2021.

**49% of U.S. job seekers have turned down an offer** due to a poor recruiting experience.

A professional talent solutions partner that's dedicated to creating an exceptional candidate hiring experience can help.



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## SOURCES

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