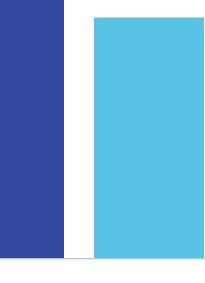


The Top Reasons Recruiters Find Their Jobs More Stressful Today

The latest Employ data depicts how much pressure recruiters are under in today's market.





Not enough More open quality candidates

More employees leaving the organization

Competition from otner employers

58% 50% 46% 44% 35% 32% 10%

Inability to meet candidate expectations (e.g. salary requirements, benefits, and perks)

New recruiting Fewer

to recruiting resources (e.g. recruiting process outsourcing or automated sourcing technology)

recruiters/cuts

and Help Their Teams Avoid Burnout In response, get focused on strategies that will drive performance and support your

Leaders Must Respond to Bridge the Gap

teams most. The top recruiting technologies organizations plan to increase spending on in the future includes:



Career Sites

48%

46%

Management

42%

26%

Job Boards and

Job Broadcast 45% Candidate Relationship

> **Applicant Tracking Systems**

Video Screening

Social Media

25%

will help them hire better and faster.



Sourcing, Including RPO

46%

47%

Diversity, Equity, and **Inclusion Initiatives**

43% Offers and Onboarding

Reporting and Analytics

Intelligent Messaging or Texting

25%

Leadership is turning to their own team for guidance in an attempt to curb burnout and improve retention.

Recruiters Are Speaking Up,

and Leaders Are Listening

Aptitude research shows 1 in 2 recruiters would leave their current company for another organization if it had better technology.

Investing in recruitment technology and services to compete on speed is a must. To ride

out this market, business leaders can — and should — invest in solutions and services that

1 in 2 Recruiters

To Be Successful, Recruiters Say Their Organizations Should Invest More In:

.com



34%

Job Board Postings

and Job Broadcasts

Diversity, Equity, and Inclusion

36%

34%

Video

Interviewing



35%

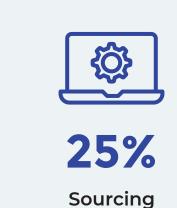
Career

Applicant Tracking Systems

32%

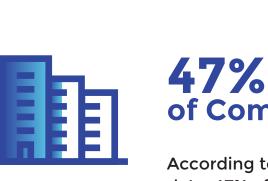


and Onboarding



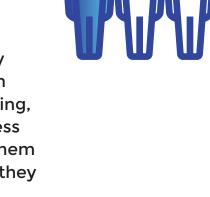
Technology





of Companies According to Employ survey

data, 47% of companies plan to invest in additional sourcing, including recruitment process outsourcing (RPO) to help them address current challenges they face in the hiring market.



of Recruiters

Similarly, 30% of recruiters feel less stress when they have more recruiters or recruiting resources.

This includes a strategic RPO

provider or automated

sourcing technology.

Invest in Your Team Business and talent acquisition leaders must support recruiters in reducing manual tasks

For deeper insight into today's unique hiring market and trends, download the Employ Quarterly Insights Report:

through recruiting automation technology, so recruiters can do what they do best — focus

on the human aspects of recruiting. No matter where each organization falls, continued

investment should be a priority to help recruiters feel more supported in their roles.

Download the Report