

The Ultimate Collection of

# Recruiting Stats to Know in 2017

Be empowered with info on what candidates want, and what your peers are doing. Use these statistics to make a business case, inform your recruiting strategy, and get ahead of the game.





# Talent market

The market for talent is as competitive as ever

- **40%** of global employers report **talent shortages**.<sup>1</sup>
- **72% of CEOs** are concerned about availability of key skills.<sup>2</sup>
- 86% of recruiters believe that recruiting was **candidate-driven** in 2016, up from 54% in 2011.<sup>3</sup>
- **5.85 million jobs were unfilled** in the U.S. as of April 2016—an all-time high since 2000.<sup>4</sup>

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

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

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

<sup>4</sup> Glassdoor, Looking Ahead: 5 Jobs Trends to Watch in 2017



# Quality of hire

It pays to keep your talent bar high

- The best performers are **4X as productive** as average performers.<sup>1</sup>
- **80% of a business's profits** are generated by **20% of its workers.**<sup>2</sup>
- 41% of employers estimated a **single bad hire costs \$25K**, and 25% put the figure at \$50K or more.<sup>3</sup>

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<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, Seven “Non-Negotiables” to Prevent a Bad Hire



# Passive talent

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

- **90% of global professionals** are interested in hearing about new job opportunities, but only one third of them are actively looking.<sup>1</sup>
- Lever's research shows that compared to active applicants, **sourced candidates** are more than **2x as efficient to hire**.<sup>2</sup>
- **31% of all hires** are proactively sourced.<sup>2</sup>

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

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



# Employer brand

A company's employer brand is a powerful recruitment tool

- **66%** of people who recently changed jobs were **aware of the company** they joined before they applied.<sup>1</sup>
- Most job seekers read at least **6 reviews** before forming an opinion of a company.<sup>2</sup>
- **92% of candidates** would consider leaving their jobs if a company with an excellent corporate reputation offered them another role.<sup>3</sup>
- 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>

<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



# Candidate experience

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

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<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> WorkplaceTrends, Candidate Experience Study

- **80–90% of talent** say a positive or negative interview experience can change their mind about a role or company.<sup>1</sup>
- **60%** of job seekers report they have **quit an application** due to its length or complexity.<sup>2</sup>
- **72% of hiring managers** say they provide clear job descriptions, while only **36% of candidates** agree.<sup>3</sup>
- **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>



# Candidate experience

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

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

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

- **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>
- **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>
- **78% of job seekers** report never having been asked for feedback on their candidate experience.<sup>1</sup>
- 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

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<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

- Ethnically diverse companies are **35% more likely** to outperform industry medians.<sup>1</sup>
- Companies whose senior management teams are more than 15% female had a **5% higher return on equity**.<sup>2</sup>
- Firms with employees who both are demographically diverse and have diverse experiences are 45% likelier to report a **growth in market share**.<sup>3</sup>
- 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>





# LEVER

Founded in 2012 and headquartered in San Francisco, Lever helps companies scale and share hiring through effortless collaboration. We've designed our software to be modern, clean, data-driven and hiring manager-friendly.

Lever supports over 1,200 companies around the world from startup to enterprise in proactively sourcing, nurturing and hiring the right talent. Among the factors that make Lever's Talent Acquisition Suite different from traditional ATS products:

#### **ATS and CRM in one**

As well as including all the functionality you'd expect in an ATS, Lever offers comprehensive tools to source and nurture passive talent.

#### **Built for collaboration**

Half the recruiting battle is keeping on the same page. Lever helps hiring managers and recruiters stay in touch through features like @ mentions, job following and 2-way email sync.

#### **Intuitive reporting**

Lever provides powerful analytics to help you assess and improve the way you recruit. Use our interactive dashboards to strategize with your hiring managers and drill down quickly to the insights that matter.

#### **For more recruiting resources go to:**

[www.lever.co/recruiting-resources](http://www.lever.co/recruiting-resources)

