

Recruiter[®] Index

May 2020

Insights and Predictions From the Recruiters, HR Professionals,
and Talent Acquisition Experts on the Front Lines of the Job Market Today

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Executive Summary

No one understands the talent market like the recruiters, HR professionals, and talent acquisition experts working on the front lines. As the COVID-19 crisis has taken its toll on hiring, we at Recruiter.com have been periodically surveying our network of 20,000+ independent recruiting and talent acquisition specialists to better understand the challenges – and opportunities – facing the industry.

This is the second installment of our Recruiter Index® survey, and the results indicate marked improvements in the job market since our first installment in April.

In our previous survey, recruiters largely reported that COVID-19 had significantly reduced their job requirement loads. However, recruiters were also optimistic they would see recoveries within the next 90 days. The results of our latest survey suggest these recruiters were right: **Across nearly every industry, recruiters are reporting upticks in job requirement loads – and predicting further improvements over the coming months.**

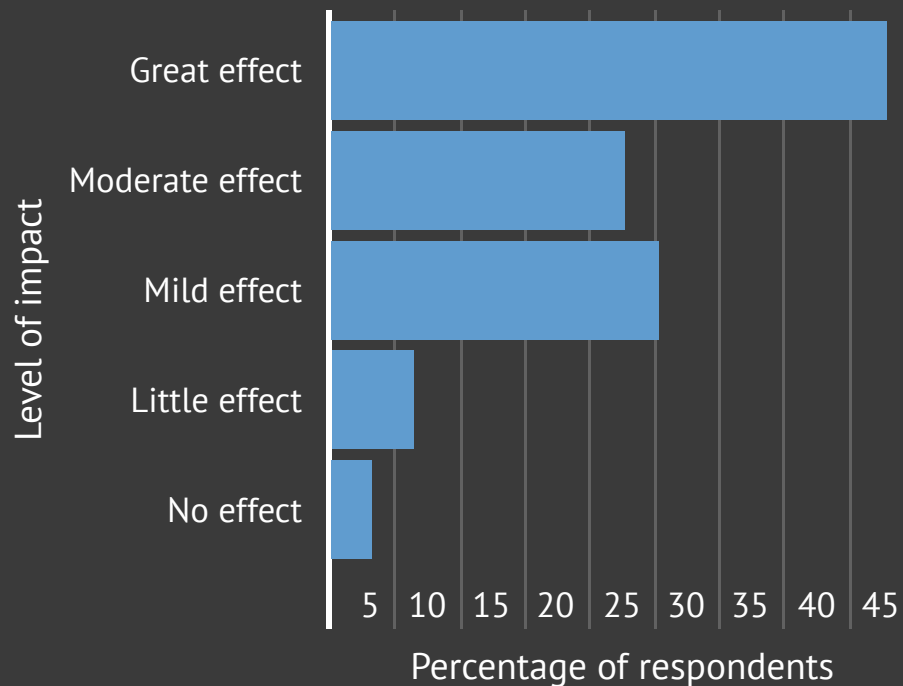
Key Takeaways

- In April, only 16.4 percent of recruiters said they felt the job market was staying stable or improving. Today, that number has jumped to 41.3 percent.
- In April, the average recruiter was working on 12 jobs. That number jumped to 15 in May.
- A clear majority of recruiters across industries – 60.4 percent – believe their job requirement loads will increase in the next 90 days, compared to 38.5 percent in April.
- In April, 58.6 percent of respondents said COVID-19 had a "great effect" on their recruiting efforts. This time around, that number dropped to 42.8 percent.
- Recruiters expect particularly powerful recoveries in healthcare (89 percent see demand increasing in the next 90 days) and IT (72 percent).
- Recruiters have also become optimistic about a few industries that seemed to have gloomy prospects just a month ago. Sixty percent of recruiters in construction expect increasing demand in the next 90 days, while 67 percent of recruiters in manufacturing said the same of their vertical.

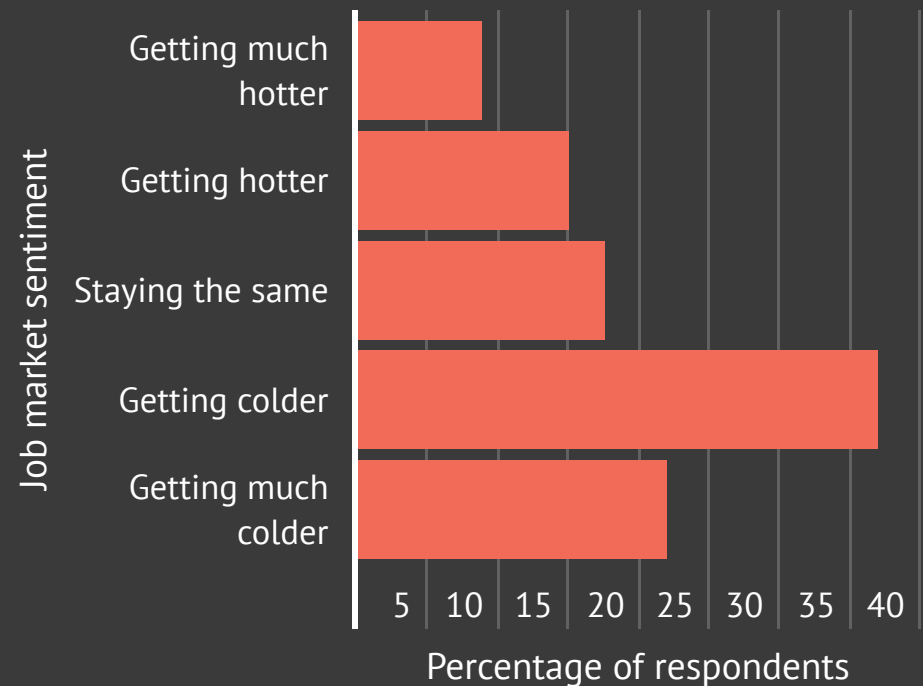
Job Market Overview

The majority of recruiters are still feeling the effects of the pandemic on their recruiting activities. However, the intensity of those effects has lessened: 42.8 percent of recruiters report being "greatly affected" by COVID-19, compared to 58.6 percent saying the same in April. This is reflected in an increasing optimism about the job market: 41.3 percent of recruiters feel the job market is staying stable or improving, compared to 16.4 percent in April.

How Has the Outbreak of COVID-19 Directly Affected Your Recruiting Activities?



Overall, How Do You Feel About the Job Market Right Now?

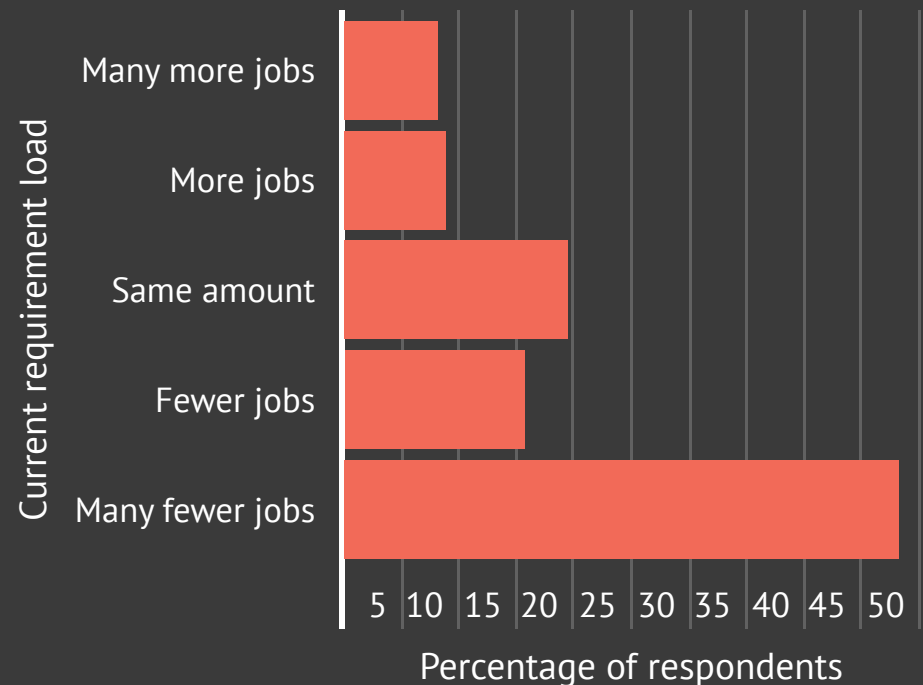


Job Market Overview

The majority of the recruiters we surveyed (63.7 percent) are working on fewer jobs now than they were six months ago. That represents a small but significant improvement over April, when 67.8 percent said the same.

We also saw improvements in the average number of job requirements: **While the average recruiter was working on 12 jobs in April, that number moved up to 15 in May.**

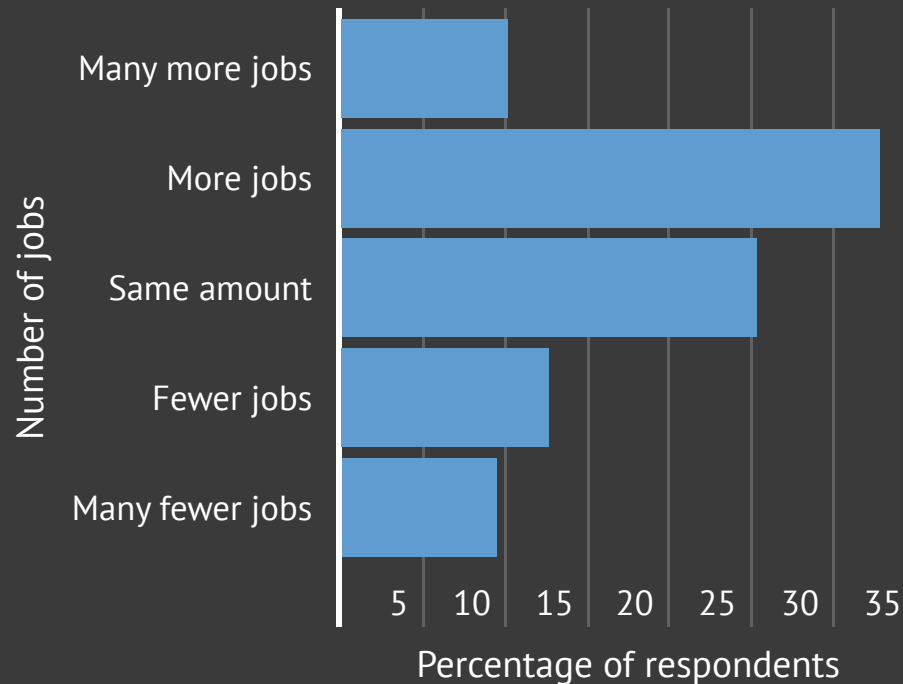
Compared to Six Months Ago, How Has Your Job Requirement Load Changed?



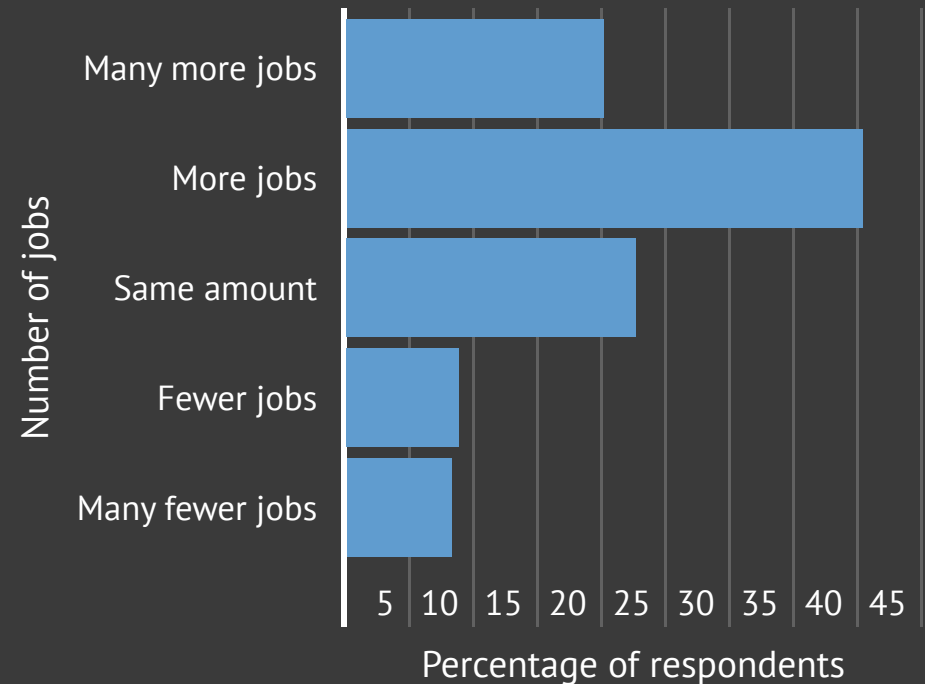
Job Market Overview

In April, recruiters predicted that the worst effects of COVID-19 would be limited to the short term. Our May survey results suggest the recruiters were right. This time around, 42.8 percent of recruiters predicted increasing job requirement loads in the next 30 days, compared to 23 percent in April. Longer-term forecasts are even sunnier: a whopping 60.4 percent expect their workloads to pick back up in the next 90 days, compared to 38 percent in April.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?





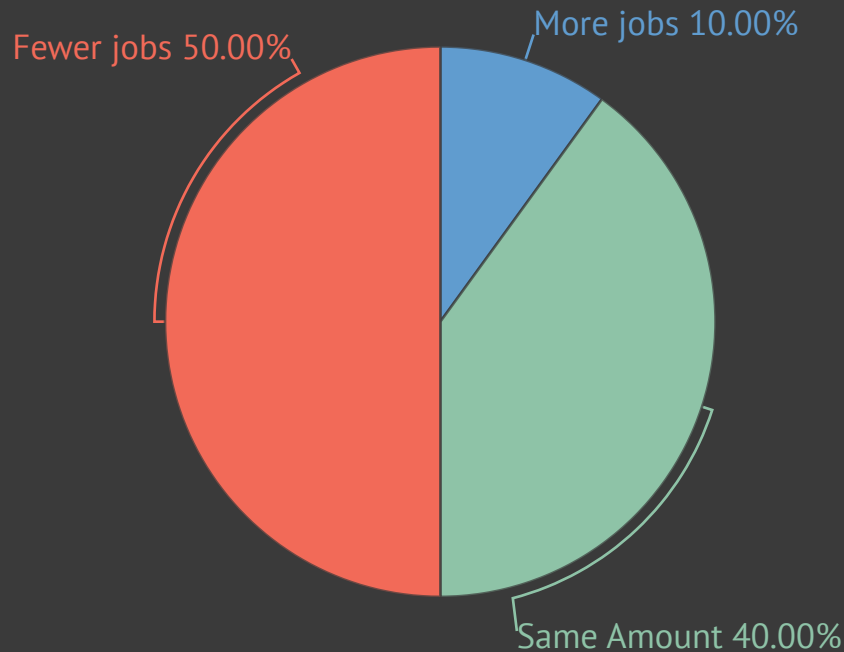
Industry-By-Industry Breakdown

In addition to their outlooks on the overall job market, we also asked the recruiters who participated in our survey to share feedback on the primary industries in which they recruit. Here are a few snapshots of how those industries are faring.

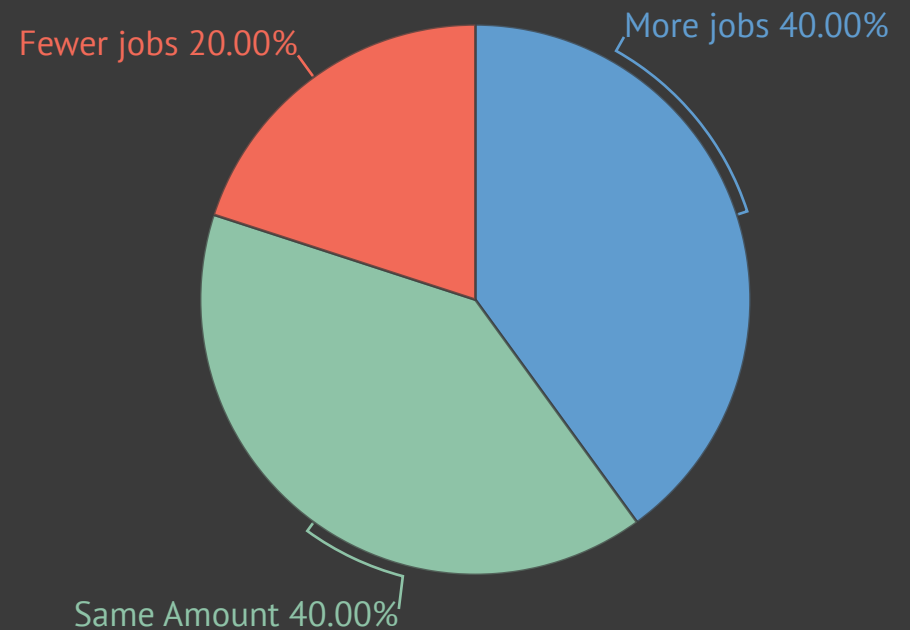
Accounting / Auditing

In April, none of the recruiters we surveyed predicted demand would improve in this vertical within 30 days, while 33.3 percent felt it would improve in the next 90 days. May's results show clear improvements: 10 percent of recruiters predict increasing demand within 30 days, and 40 percent expect demand to rise in the next 90 days.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



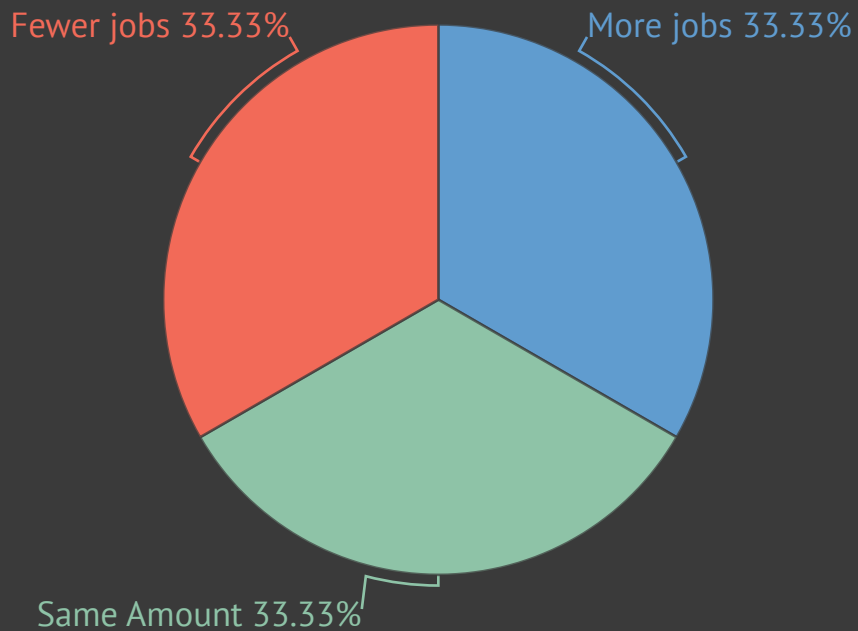
How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



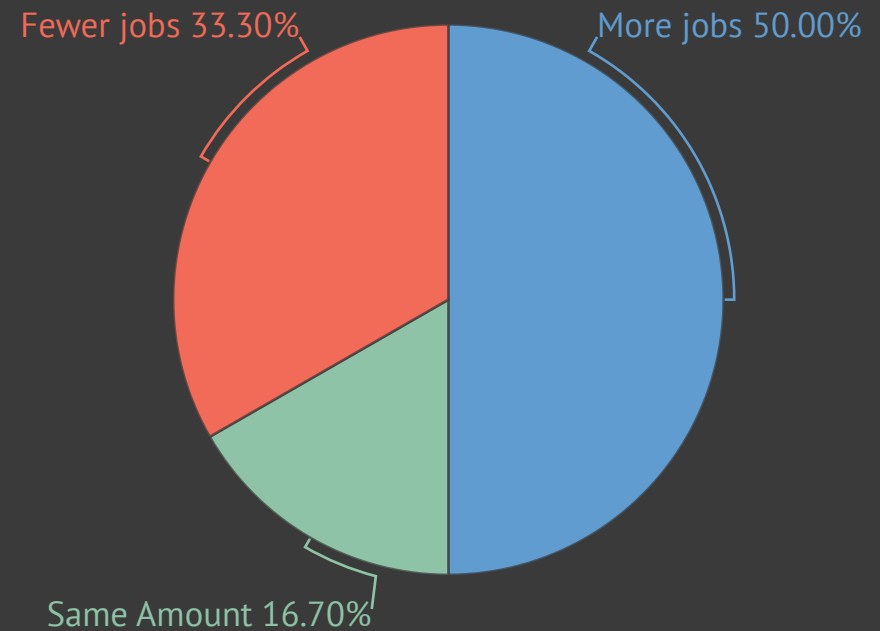
Civil Engineering

Recruiters in the civil engineering vertical were split on how the field would fare within the next 30 days, but more of a consensus emerged within the long-term view, with half of recruiters expecting demand to increase within 90 days.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



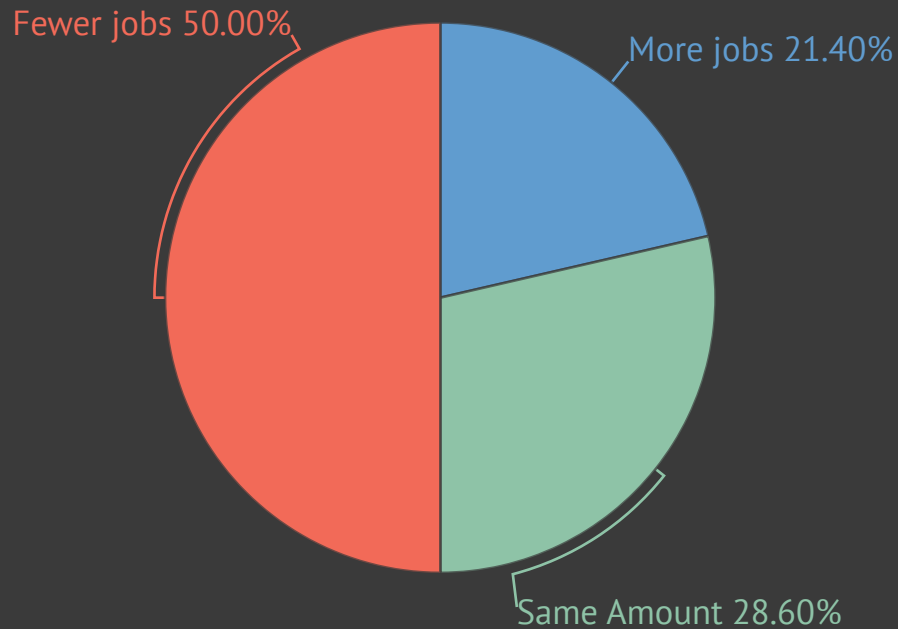
How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



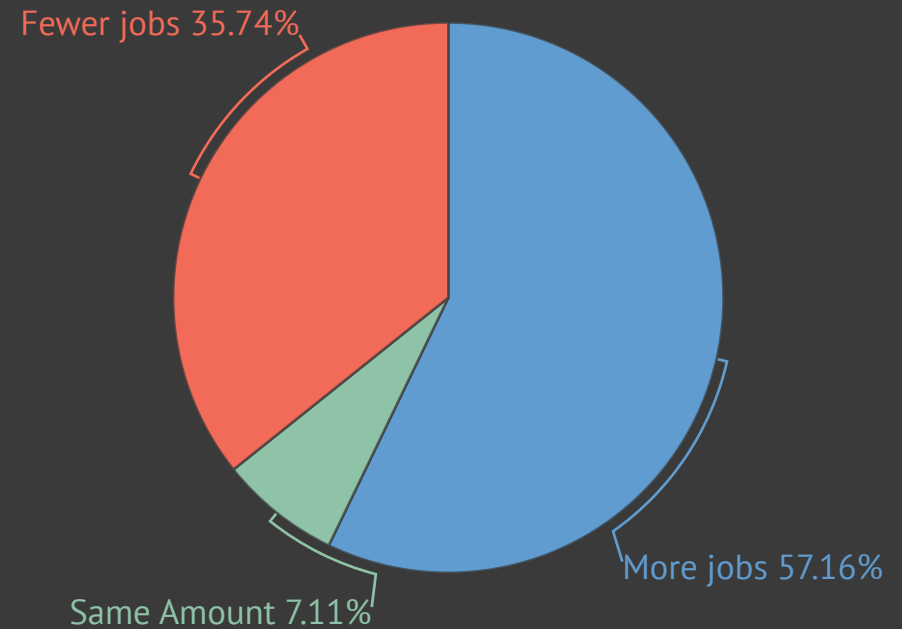
Computer Software

While 21.4 percent of recruiters in computer software predicted increasing demand over the next 30 days, that number more than doubled to 57.1 percent when the time frame shifted to 90 days.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



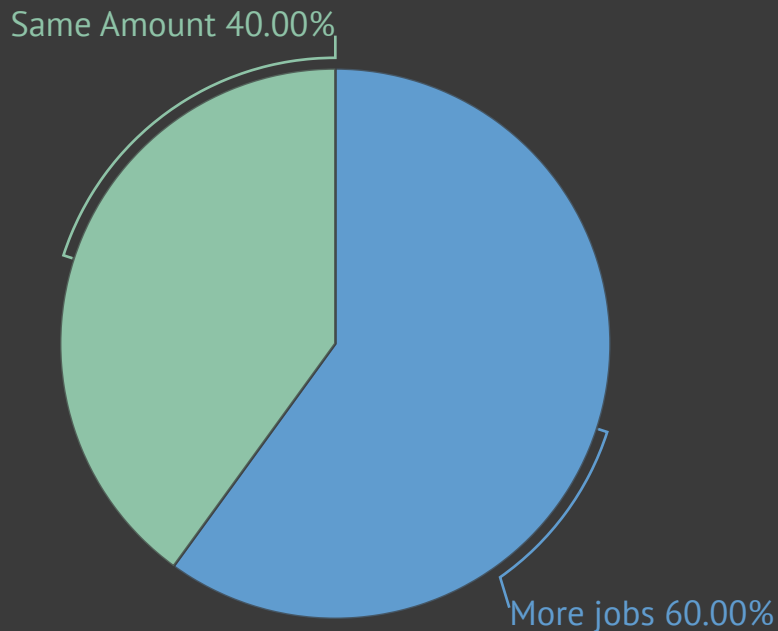
How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



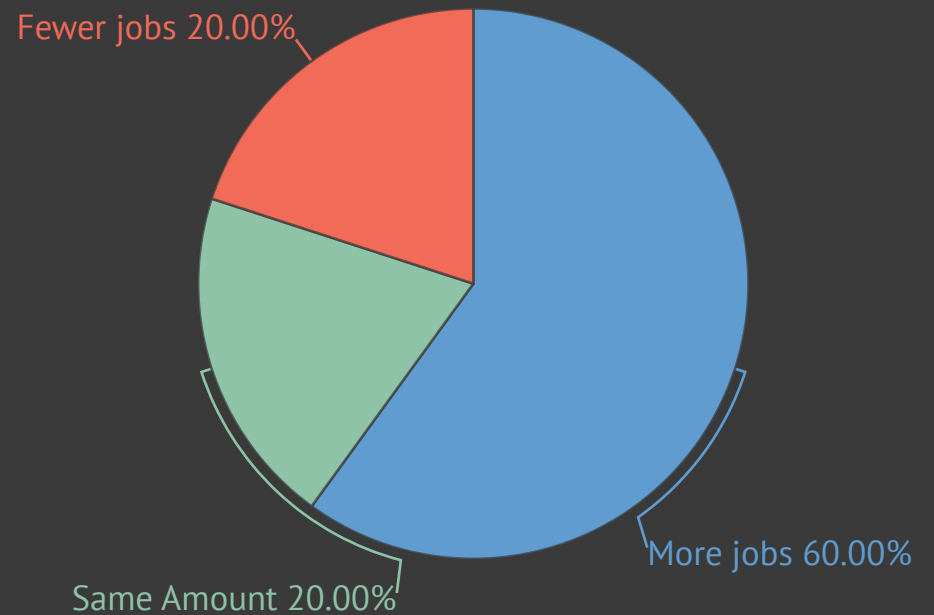
Construction

In April, recruiters had a rather pessimistic outlook on construction, with nearly every recruiter in the vertical predicting job losses in the 30-day and 90-day terms. The outlook brightened in May, with 60 percent of recruiters predicting increased demand within 30 and 90 days. Curiously, the 30-day forecast is slightly more optimistic than the 90-day forecast, perhaps signaling a need for extra talent as construction firms look to make up for lost time.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



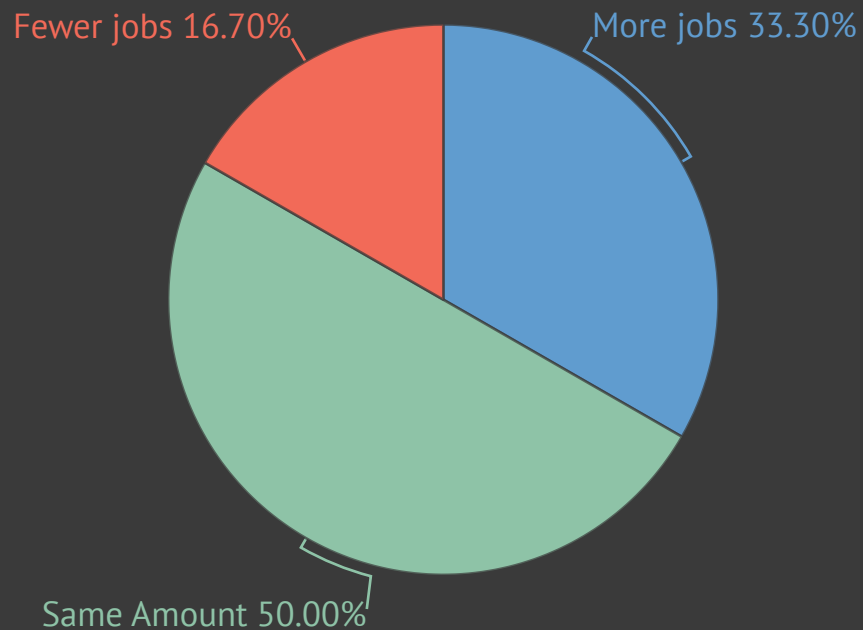
How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



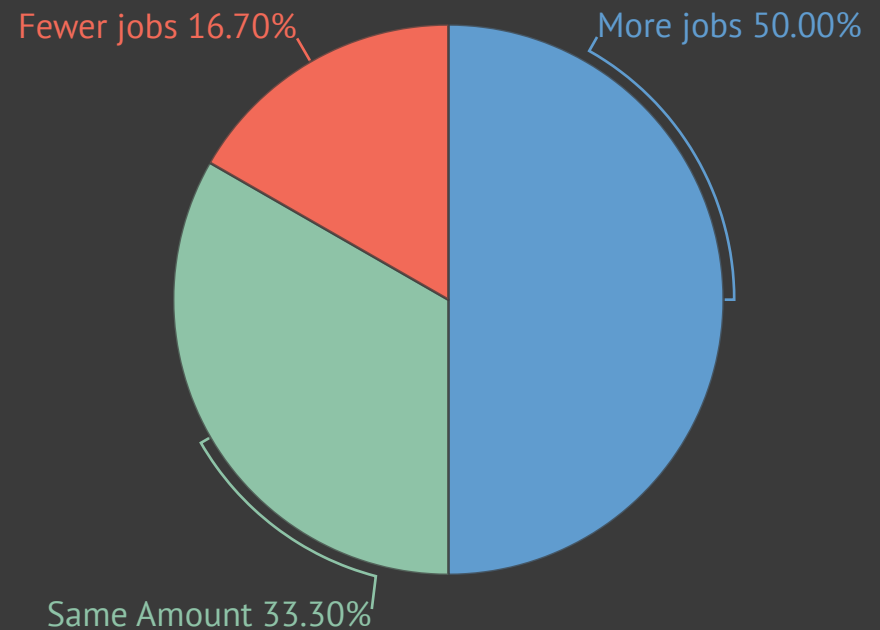
Financial Services

In April, financial services recruiters were among the most optimistic, and our May results suggest they were right to be. A third of recruiters in this vertical foresee demand increasing in the next 30 days, while 50 percent see demand increasing in the next 90 days.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



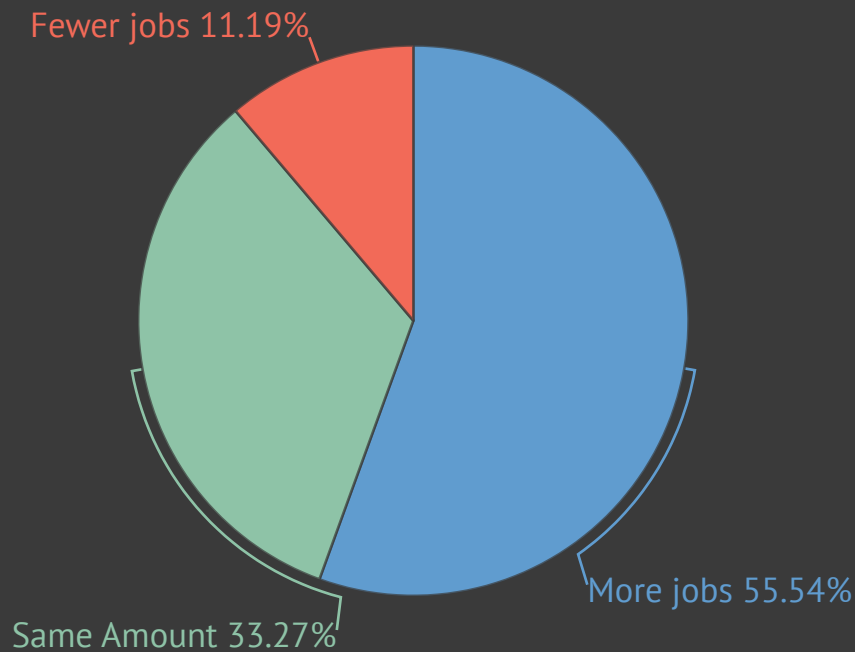
How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



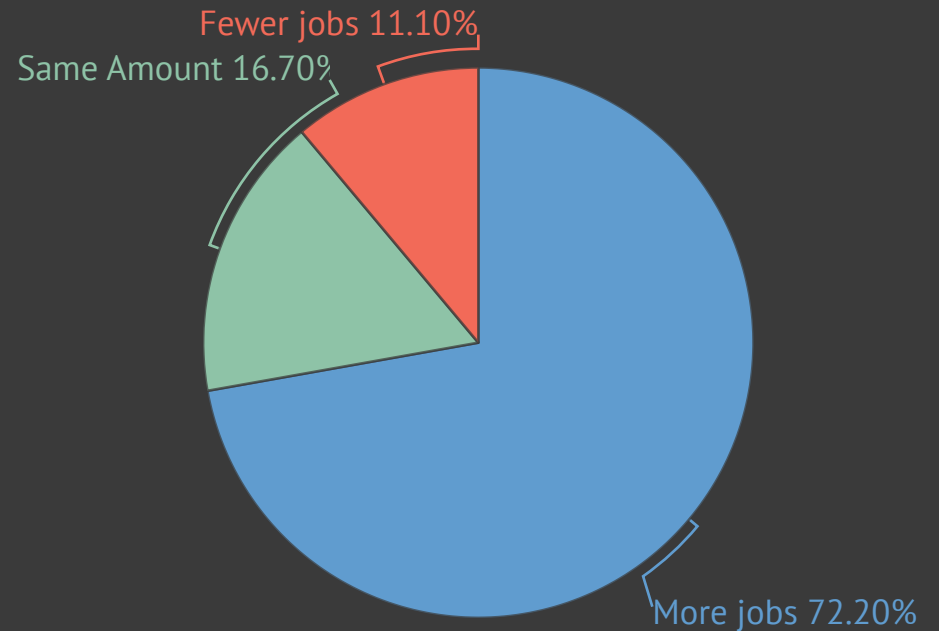
Information Technology

Like financial services recruiters, IT recruiters were fairly optimistic in April., although the majority predicted slight downturns in demand. In May, however, IT recruiters are even sunnier: The majority see demand rising in the next 30 and 90 days.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



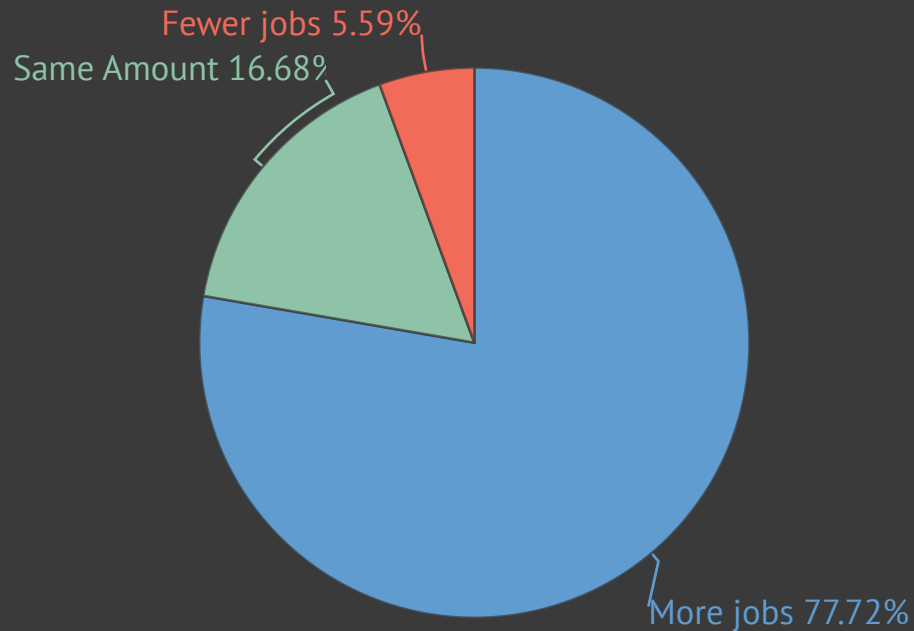
How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



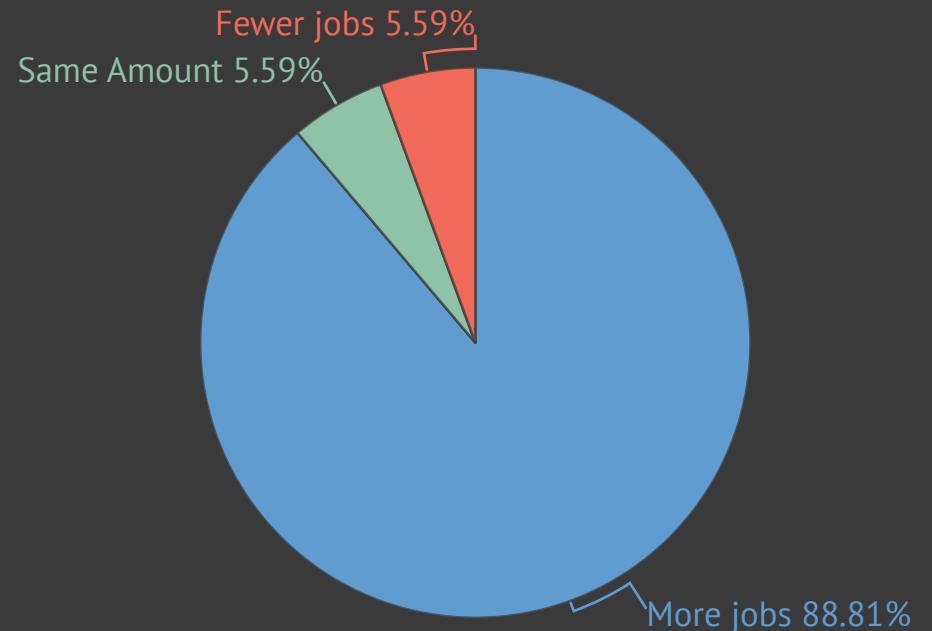
Medical / Healthcare

In April, healthcare recruiters were the most bullish, with 54.5 percent expecting demand to increase within 90 days. In May, their prospects have brightened even further: 77.8 predict increasing demand in the next 30 days, and 88.9 percent expect demand to rise over the next 90 days.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



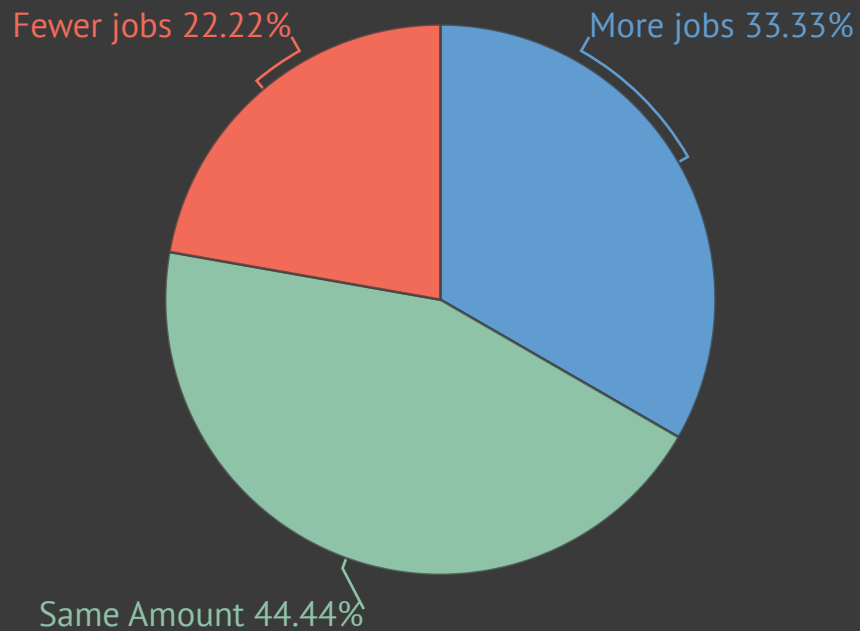
How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



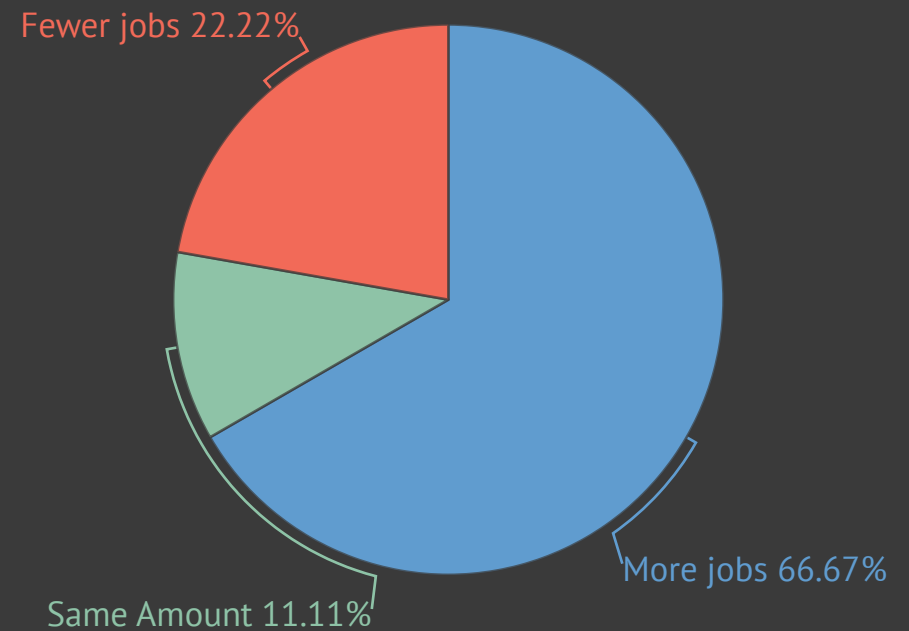
Manufacturing

Similar to their construction counterparts, recruiters in manufacturing were much more pessimistic in April. In May, they're preparing for massive improvement: A third foresee rising demand within 30 days, while two-thirds see rising demand within 90 days.

How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



Top Industries

In April, recruiters were predicting the most hiring activity in education, healthcare, and IT. The list has changed in May, and recruiters are predicting even more activity in the top industries this time around.

April



Accounting/Auditing

33%

of recruiters in this vertical believed demand would increase in the next 90 days



Education

40%

of recruiters in this vertical believed demand would increase in the next 90 days

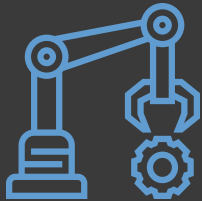


Healthcare

55%

of recruiters in this vertical believed demand would increase in the next 90 days

May



Manufacturing

67%

of recruiters in this vertical believe demand will increase in the next 90 days



Information Technology

72%

of recruiters in this vertical believe demand will increase in the next 90 days



Healthcare

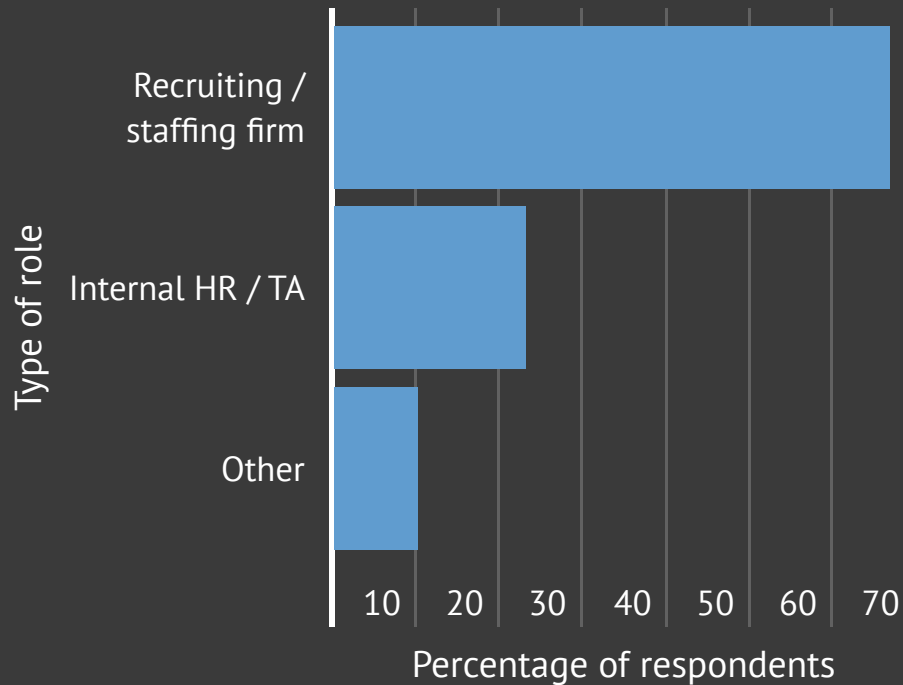
89%

of recruiters in this vertical believe demand will increase in the next 90 days

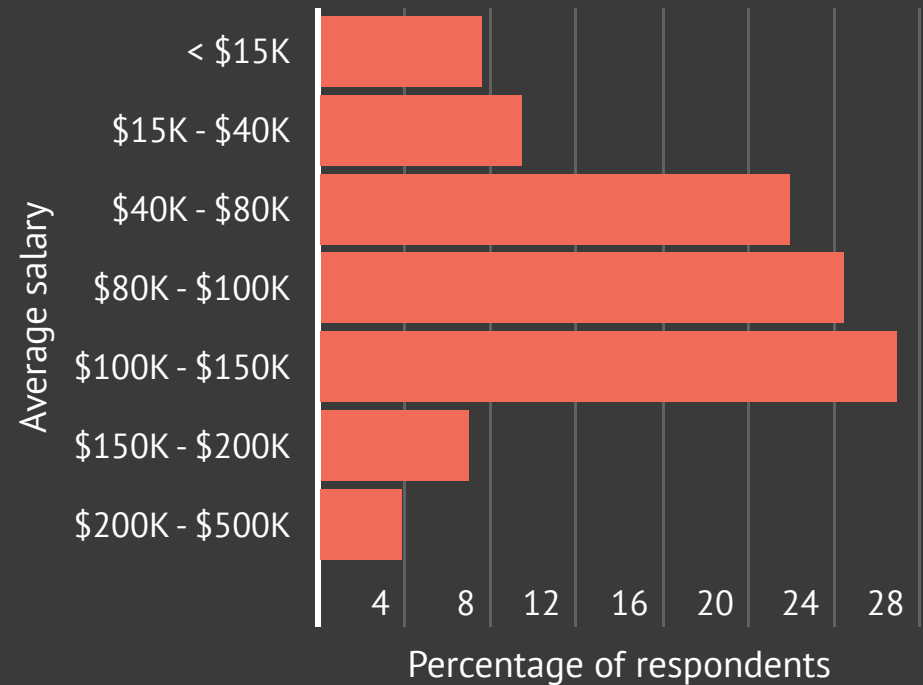
Methodology and Participants

In total, 160 recruiting and talent acquisition professionals participated in the second round of the Recruiter Index® survey. The majority of participants (80.6 percent) primarily work on jobs based in the U.S. Participants spanned a broad range of industries, with IT (11.2 percent of respondents) and healthcare recruiters (11.2 percent of respondents) comprising the largest groups of respondents by industry.

What Best Describes Your Role?



What Was the Average Salary of the Jobs You Filled in 2019?



Recruiter[®] Index

We've never seen a job market like this before – but no one knows what's happening on the ground like recruiters and HR/talent acquisition professionals. In a time of turmoil and change, we're asking for your reports from the front lines.

[Take the Recruiter Index[®] survey now.](#)