



WHERE DOES HIGH SKILL TALENT HANG OUT?

With a thriving labor market, employers are making moves to increase the quantity and quality of their workforce. However, despite their need for highly skilled talent, many organizations are having difficulty finding it.

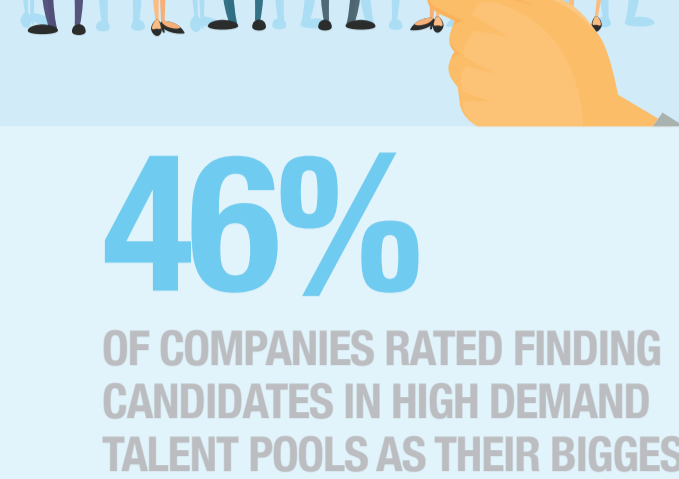


55%

OF CEOs OF SMALL AND MIDSIZE BUSINESSES PLAN TO INCREASE THEIR WORKFORCE IN 2016

46%

OF GLOBAL COMPANIES FEEL RECRUITING AND SOURCING HIGHLY-SKILLED TALENT IS THE MOST IMPORTANT HR PRIORITY



46%

OF COMPANIES RATED FINDING CANDIDATES IN HIGH DEMAND TALENT POOLS AS THEIR BIGGEST OBSTACLE TO ATTRACTING TOP TALENT

SO HOW DO YOU SUCCESSFULLY SOURCE HIGHLY-SKILLED TALENT?

The top five strategies that CFOs have adopted or are considering adopting to access professionals with in-demand skills are:

46%

Improving benefits

45%

Increasing compensation

42%

Investing in training and development of internal candidates

26%

Bringing in temporary workers

21%

Hiring talent from another city and allowing a remote work arrangement

The top three leading sources of quality hires for enterprise organizations were:



46%

PROFESSIONAL SOCIAL NETWORKS



38%

INTERNET JOB BOARDS



33%

EMPLOYEE REFERRAL PROGRAMS

The top three most essential and long-lasting recruiting trends for professional roles, as ranked by talent acquisition professionals, were:

39%

UTILIZING SOCIAL AND PROFESSIONAL NETWORKS



38%

EMPLOYER BRANDING



28%

FINDING BETTER WAYS TO SOURCE PASSIVE CANDIDATES



WHY SHOULD I SPEND TIME SOURCING PASSIVE CANDIDATES?

The definition of a passive candidate is someone who is currently employed and qualified for the position you are sourcing for, but is not actively searching for a job. So it seems counterintuitive to try and recruit them, right?

70%

OF THE GLOBAL WORKFORCE IS PASSIVE TALENT

76%

OF PASSIVE CANDIDATES ARE SATISFIED IN THEIR CURRENT ROLE

BUT PASSIVE CANDIDATES CAN ACTUALLY BE ATTRACTIVE FOR MULTIPLE REASONS.

If most passive candidates are satisfied in their current role and satisfied workers are found to be 12% more productive than their non-satisfied counterparts, then these passive candidates are valuable assets to their employer - meaning, they'd be valuable employees to you.

VALUABLE ASSETS



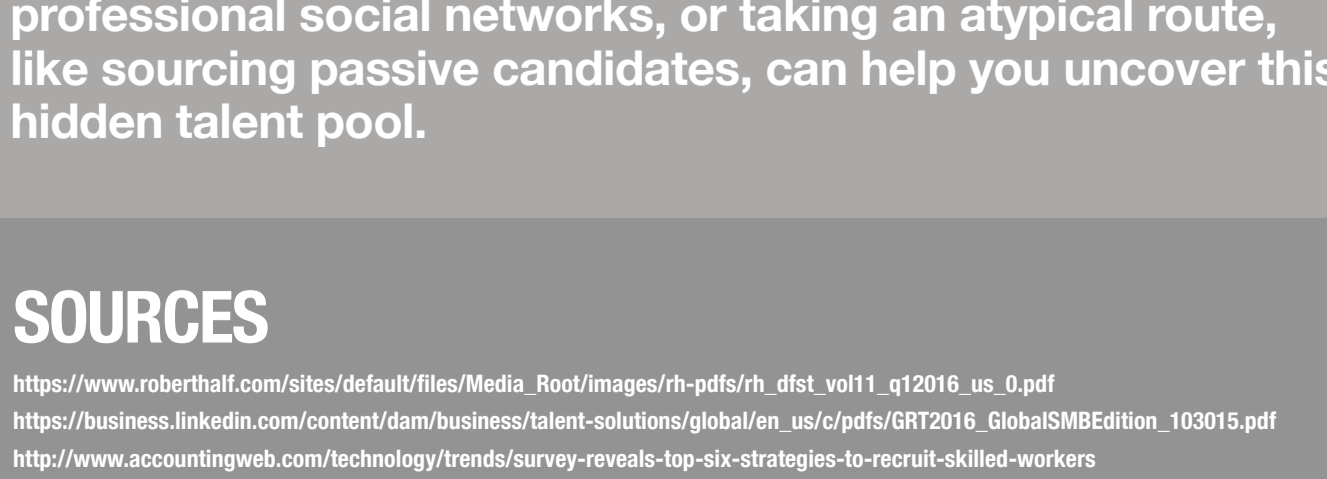
Already having a job means that passive candidates have a certain skill set and level of experience.

REFINED SKILLS AND EXPERIENCE



Finally, since passive candidates aren't actively searching for a job, it is less likely that you'll have to compete with other employers for their talent.

LESS COMPETITION



There's a reason that high skill talent is in high demand – it's hard to find! Utilizing proven methods, like job boards and professional social networks, or taking an atypical route, like sourcing passive candidates, can help you uncover this hidden talent pool.

SOURCES

https://www.roberthalf.com/sites/default/files/Media_Root/images/rh-pdfs/rh_dfst_vol11_q12016_us_0.pdf
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