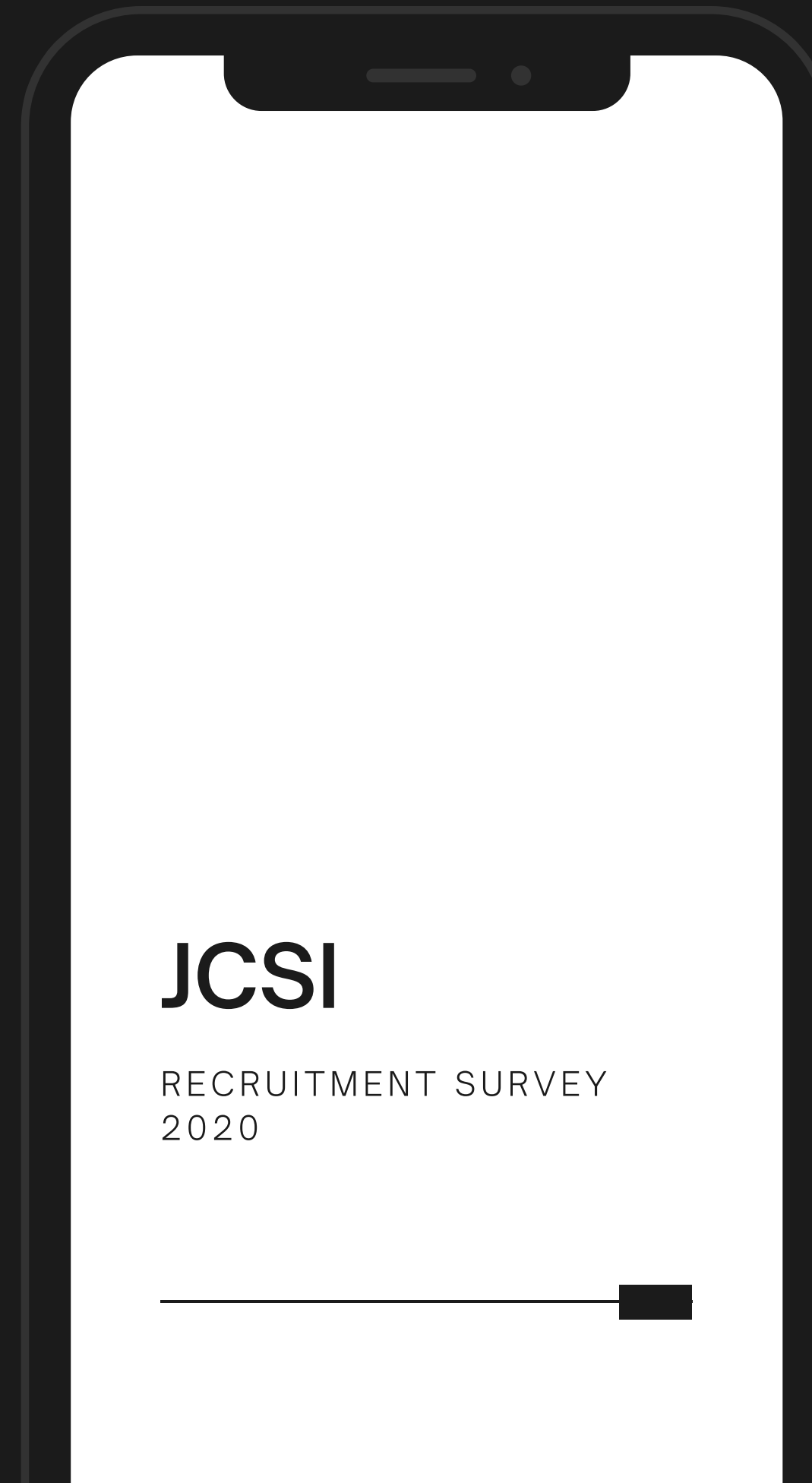


# JCSI 2020 Recruiting Survey Results

Conducted &  
Analyzed by JCSI  
Executive Team

# Methodology

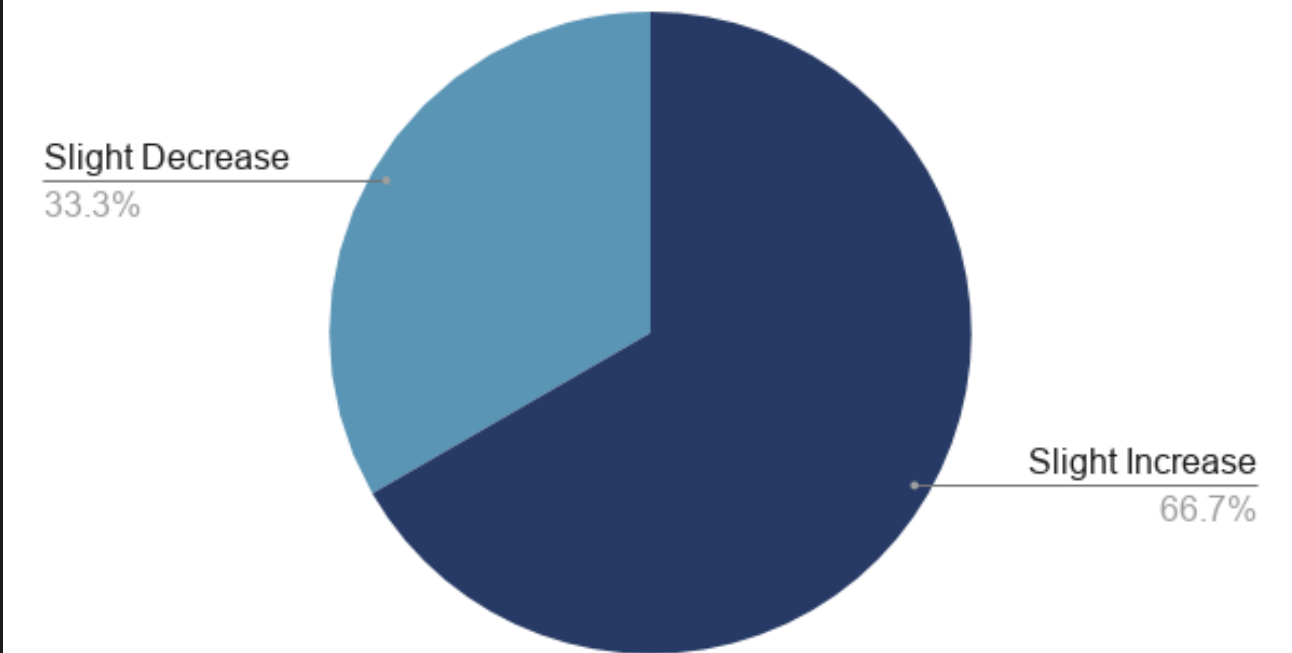
The Survey was conducted between November 5, 2020 - December 10, 2020. Through online methods, survey participants were directed to a website to complete the survey. JCSI used the same, if not similar, questions to gather the same information as the survey conducted in November 2010.



# The Hiring Outlook is Improving

The hiring outlook is continuing to improve. The 2010 results yielded a 50% "slight increase" in hiring outlook for the year. This data shows a 25% increase from that where 75% of respondents are foreseeing a slight increase in their hiring outlook for the year ahead.

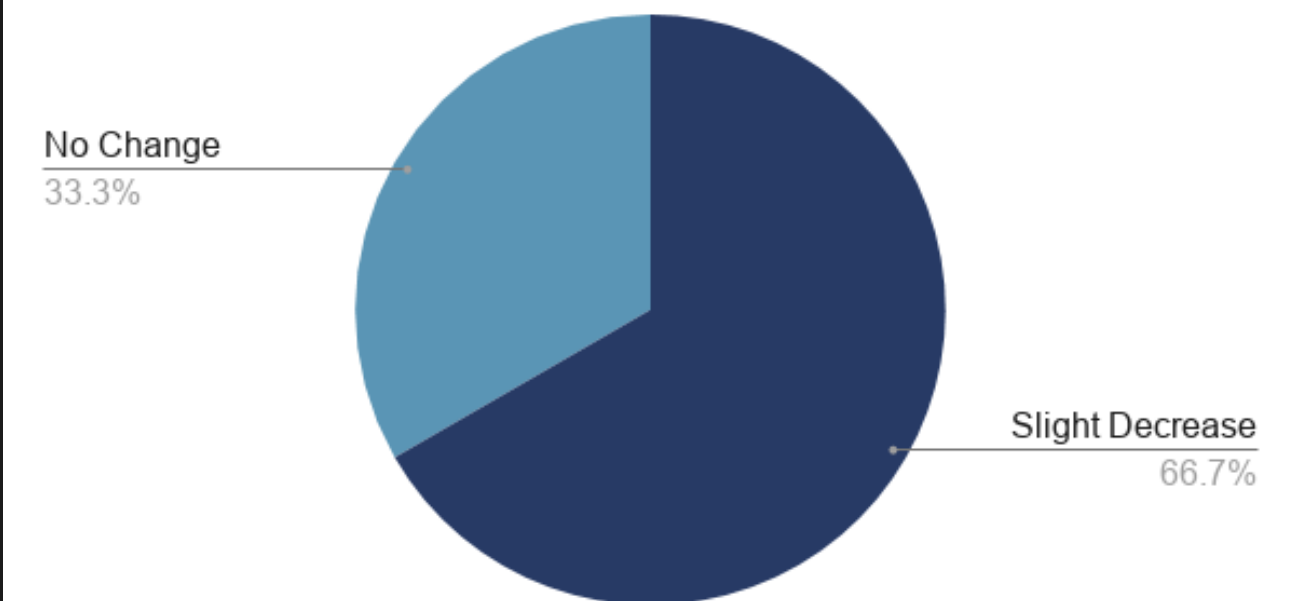
What is the hiring outlook for your company in 2021?



# Expected Employee Churn Rates

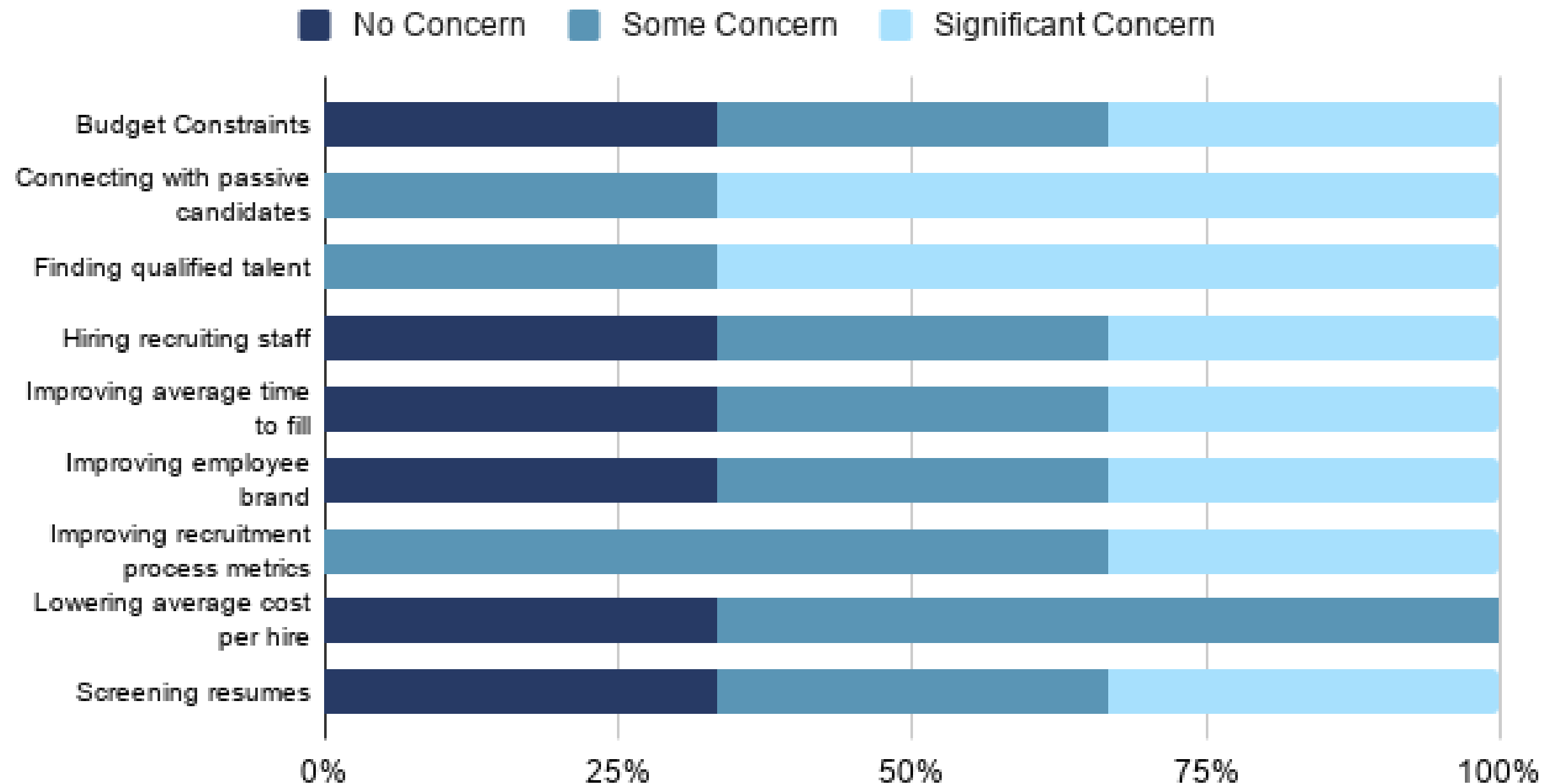
The employee churn rates are expected for the most part to decrease, as 50% of respondents voted a slight decrease. Although, 25% of respondents showed no change, and 25% of respondents reported a slight increase.

As the economy continues to change in 2021, how do you expect your churn rate to change?



# Recruiting Challenges

What are your biggest recruiting challenges for 2021?



Recruiting professionals have indicated the two highest areas of concern for 2021 are connecting with passive candidates and finding qualified talent. 100% of respondents have expressed concern for these two areas.

Furthermore, improving recruitment process metrics is also an area where 100% of respondents expressed concern.

# The Future of Sourcing Methods

We asked recruiting professionals to evaluate a list of sourcing methods and how they anticipate the use of them to change come 2021.

Due to this data, it's clear that companies are trending towards keeping things closer to home with networking events and internal strategies.

Compared to the 2010 survey results, there was a huge response for an increased usage of social media platforms, which seems to be normalizing for the next year.

To no surprise, physical ads are decreasing in usage.

## Increase Usage

- Employee Referrals
- Networking Events
- Internal Databases

## Stay the Same

- Social Media
- Agencies
- Career Fairs

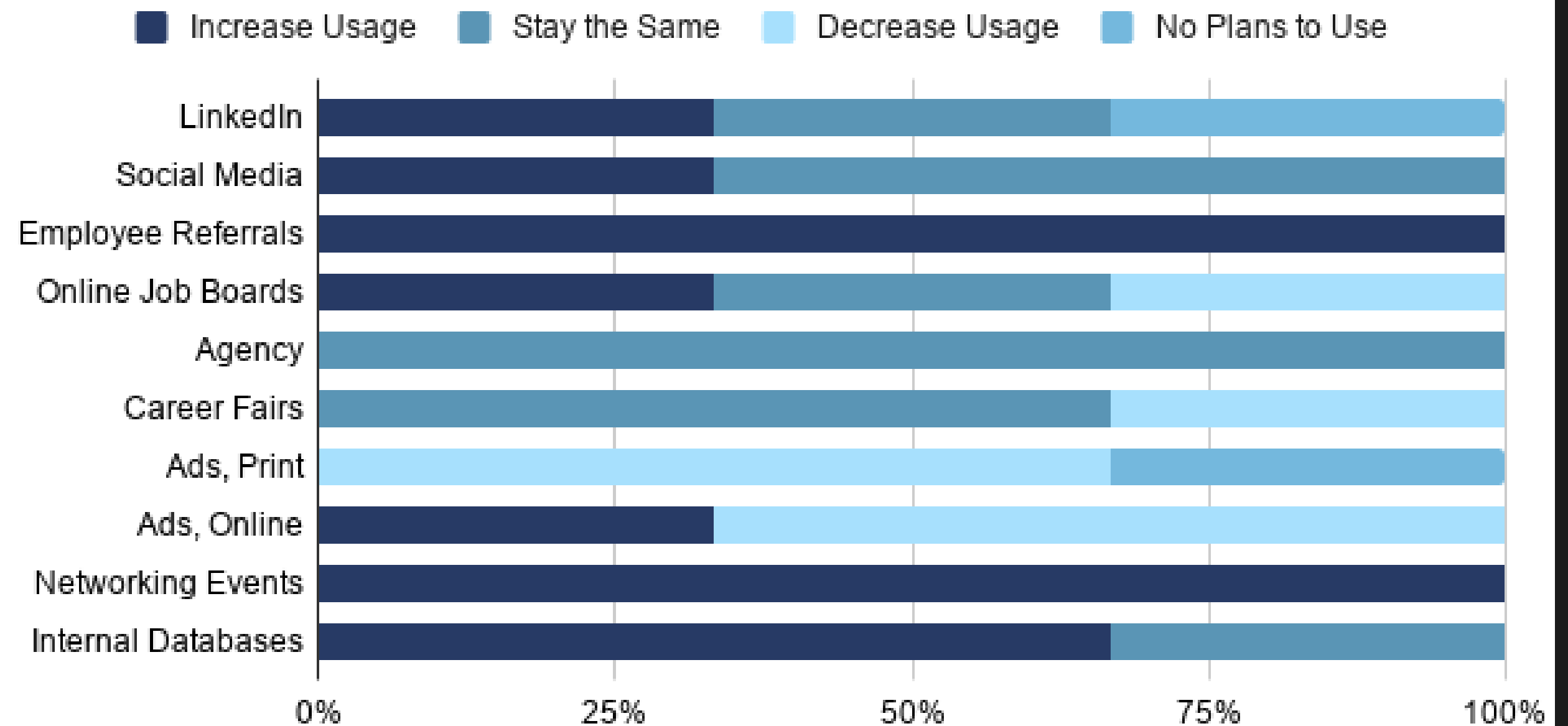
## Decrease Usage

- Ads, Print
- Ads, Online

# The Future of Sourcing Methods

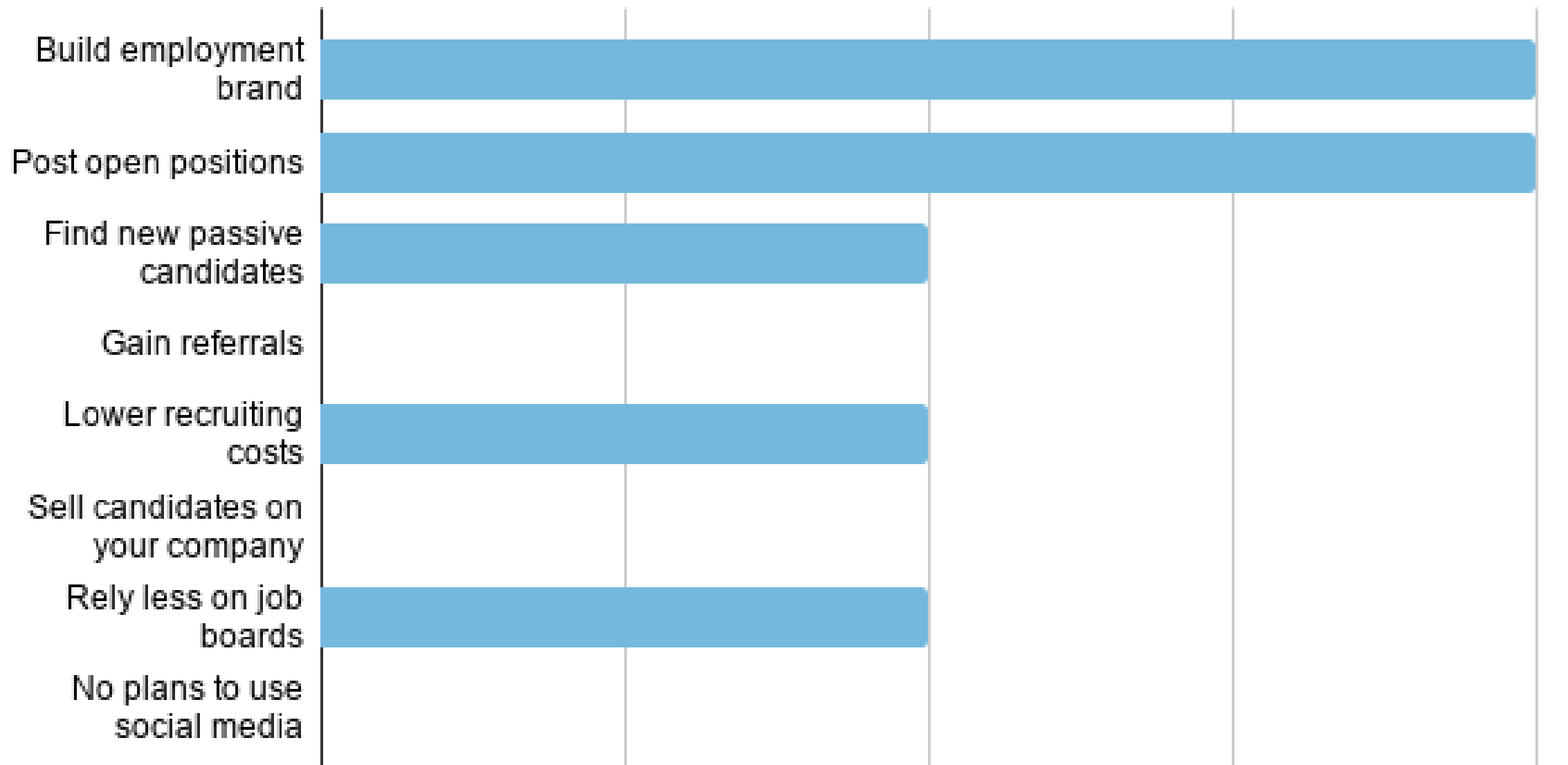
The following shows how recruiting professionals are planning on using sourcing methods in 2021.

How are you planning to use the following sourcing methods in 2021?



# The Use of Social Media

How does your company plan to use social media in 2021?

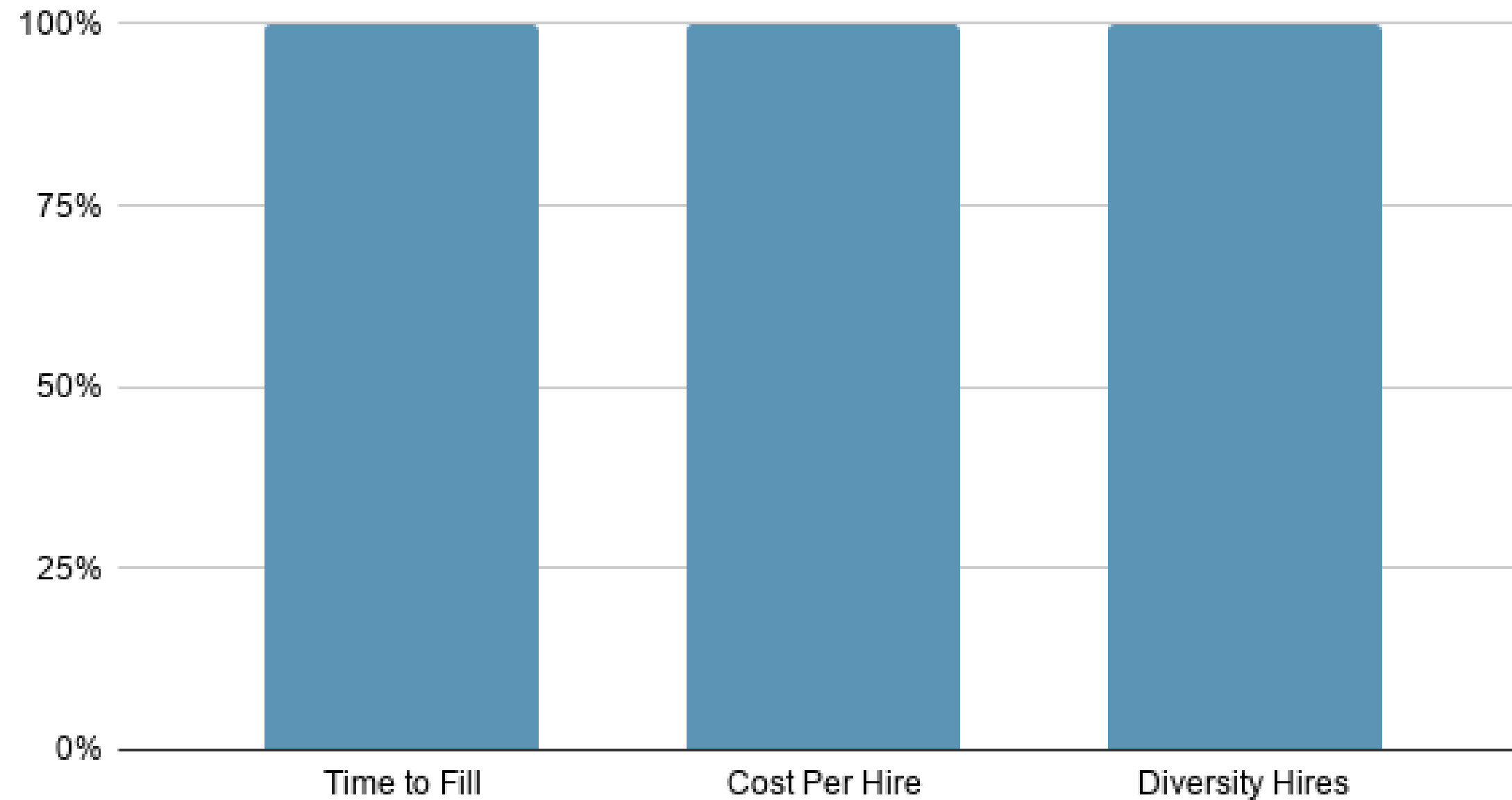


Most respondents plan on using social media to build an employment brand and post open positions. None of the respondents plan on using social media to gain referrals and sell candidates.

Compared to the 2010 survey data, the responses have generally stayed about the same meaning that companies have struggled with these areas for the past decade.

# Recruitment Metrics

What are your top 3 most important recruitment metrics?



Recruiting professionals were asked to rank their most important recruiting metrics.

Respondents chose Time to Fill, Cost per Hire, and Diversity Hires as their most important metrics.



# Meeting Hiring Demands in 2021

Rely only on current team

Hire contract recruiters

RPO (Recruitment Process Outsourcing) firms

As hiring demands change in 2021 and anticipating growth in recruiting efforts, recruiting professionals are focusing on their current teams, hiring contract recruiters, and using RPO firms to meet those demands.

Adding additional recruitment staff is not an option for most recruiting firms. Therefore, recruiters will need education and partners to help them leverage new, more efficient talent acquisition methods.

# Moving Forwards in 2021...

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As we leave 2020 behind, recruiting professionals are focusing on two things to do differently as it relates to recruitment efforts:

- Increase the number of "qualified" candidates seen for a job
- Improve candidate experience

To conclude our survey, recruiting efforts are expected to increase in the coming year as hiring demands increase as well. By increasing the number of qualified candidates and improve candidate experience, recruitment professionals are hoping to prosper.

# About JCSI

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For over 20 years, JCSI has provided superior recruitment services with particular success at attracting passive candidates to our clients' opportunities. Unlike traditional recruiting firms, JCSI targets passive candidates as part of its regular search process. The firm has developed candidate-marketing strategies and tools to engage passive talent, which increases your talent pool and results in better applicants. With three separate, dedicated teams, JCSI's unique approach to recruiting has proven successful over a wide variety of industries and roles.

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