5 Reasons It's Impossible to Hire Right Now

The constant barrage of headlines say it all - hiring right now is crazy! Organizations are struggling to find the talent they need to fill their ever-growing list of open roles. HR leaders everywhere are scratching their heads as they try to anticipate job seekers' next moves and stay ahead of the hiring curve. But right now - it's next to impossible and here's why:

Job openings continue to surge as the economy reopens and recovers

Job postings are up 28% over last year[1]

Many workers are still on the sidelines right now

Searches are increasing but in a YoY context, it is still way down[2]

Employed people are looking to job hop

As just one example, quit rates in retail are up 50%[3]

Even when "employment disincentives" have ended, people still aren't looking for or applying to jobs for a variety of reasons

States that have ended unemployment benefits are still seeing fewer clicks and lower application rates on jobs[4]

All kinds of incentives are being offered to lure job seekers

Organizations are offering everything from signing bonuses to flexible work to increased pay to win the talent race.

What can TA leaders do about finding and engaging candidates in this market?

It starts with not resting on your laurels - you know, that "well this always worked in the past" attitude. In tandem with that, it's being agile and making use of data to drive faster, better decisions.

For more tips for navigating the current labor market, check out this blog post:
A Buffet of Job Opportunities but Job Seekers Aren't Hungry

1 Indeed Hiring Lab, June 2021
2 Google Trends, June 2021
3 BLS, June 2021
4 Appcast Research, June 2021

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