



On the Hunt for Talent? Struggling to Fill Your Current Roles?

Are you struggling to fill your job openings? You are not alone. There is more competition than we have seen in over ten years in the current job market. According to the Bureau of Labor Statistics (BLS), the number of job openings in December 2015 was 5.6 million — the highest since January 2001. In February, the market surged with 242,000 new jobs. This is great news for job seekers, but what does it mean for employers who have roles they need to fill?

It means it will be much harder and take a lot longer to find top talent. Positions that took just a few weeks to fill in the past are now taking between three and six months, which means that employers need to do a better job of attracting candidates. The days of posting a job to Monster and watching hundreds of resumes roll in are gone. Employers now need to be sure they have a proper process in place to not only quickly respond to applicants but also to source candidates that are not actively pursuing a new opportunity.

All this creates a challenge for organizations that don't have dedicated recruiting staff. Enlisting recruitment agencies is an option, but an expense that many companies cannot afford, with fees averaging 20 to 30 percent of the first year's total annual compensation.

HR Knowledge Can Help!

HR Knowledge can help you attract talent at a fraction of the cost of using a traditional recruiter, let our experts help you find and hire the right candidates with our Hiring Process Management™ (HPM) solution.

Hiring Process Management™ (HPM) Eases the Burden

As an outsourced recruitment solution, our Hiring Process Management™ (HPM) methodology embraces the full range of tasks involved in recruiting — from crafting the job description to acquiring candidates, vetting and selecting, and even negotiating the employment offer. As companies step up productivity to meet business goals, the demand for talent also increases. The process of identifying, recruiting, and screening new employees is multifaceted and complex. Hiring the wrong employee can hurt employee morale, productivity, and your bottom line. Our HPM solution is an end-to-end service that assumes all of your recruiting responsibilities. Our recruiters become your corporate recruiting department.

Click [here](#) to learn more about our Hiring Process Management™ solution.

For additional information, please contact Melissa Gillespie at melissa@hrknowledge.com.

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this advisory, please contact HR Knowledge at 508.339.1300 or email us at HR@hrknowledge.com.