

# Solving the top 4 challenges recruiters face today

From rapid changes in technology to evolving jobseeker demands, today's recruitment market is full of challenges. We've identified the top four challenges, along with some insights to help solve them.



## CHALLENGE NO. 1

### Lack of quality candidates

We consistently hear that employers are still having a hard time finding quality candidates. If recruiters are lacking the quality they're looking for, matching technology can help. With Smart Sourcing on Indeed, you can get a shortlist of candidates delivered to you immediately when you post a job. Matches are based on the keyword relevancy of your job post and jobseekers' CVs, search activity on Indeed and how recently they have been on the site. This helps our matching algorithms present you with the most relevant candidates who are demonstrating interest in new opportunities.

**93%**  
of US employers claim Indeed delivers the highest-quality matches compared to other online job sites<sup>1</sup>

**94%**  
of US employers report saving time when hiring through Indeed<sup>4</sup>

## CHALLENGE NO. 2

### Too many manual tasks

When we hear that 71% of HR leaders say they've missed hiring a key candidate due to inefficient processes<sup>2</sup> and that 92% of employers are interested in hiring platforms designed to improve their efficiency and help save them time,<sup>3</sup> it's time to lean into new technological innovations such as AI. CV searches and interview scheduling are tasks that can easily be sped up with automation, making recruitment more efficient and helping recruiters get to great candidates faster. That's because spending time on manual tasks is time that could be spent building and nurturing genuine relationships with candidates.

## CHALLENGE NO. 3

### Responsiveness

Nobody likes to be ghosted, and we hear complaints about it from both recruiters *and* jobseekers. Since some candidates have walked away from a job opportunity due to poor communication, recruiters can set themselves up for success by being transparent with candidates about when they can expect to hear back. Even better, immediately contact and interview candidates or generate editable, AI-powered messages so candidates do hear from you frequently and stay in the loop throughout the entire recruitment process.

**69k**  
successful connections between employers and jobseekers each day on Indeed<sup>5</sup>

**92%**  
of Indeed Smart Sourcing users agree that its collaboration features help their recruitment teams save time<sup>7</sup>

## CHALLENGE NO. 4

### Disconnected teams and tools

Many recruiters still use a number of different tools and platforms to find candidates. This can lead to more manual work if tools don't work together and more time wasted switching between multiple platforms. It can also make it difficult to collaborate with team members. Indeed works seamlessly with your teams and tools, sharing performance insights and candidate information and activity so you can collaborate and make decisions more quickly. You can also save time by syncing data to your ATS<sup>6</sup> so you can hire candidates more quickly than the competition.

“Smart Sourcing serves up appropriate candidates that tend to be more eager to respond and are active on Indeed. So we get both quality candidates that are a fit and a higher response rate than with another similar tool.”

*Scott Errickson, Divisional Director – Clinical Recruitment Behavioral Health, UHS of Delaware, Inc.*

Citations:

- 1 Indeed US employer survey, March 2023, (n=600)
- 2 Findem, State of Hiring and Recruiting Report 2023, n=312
- 3 Harris Poll
- 4 Indeed US employer survey, March 2023, (n=600)

- 5 Indeed data (worldwide), average over March – May 2023, based on Indeed CV
- 6 Smart Sourcing is compatible with Workday, iCIMS and Greenhouse
- 7 Indeed survey, US (n=300)

Indeed is a leading global matching and hiring platform that gives you instant access to quality candidates so you can hire candidates faster.

Connect with an Indeed Specialist today to learn more about how Indeed can help you with all of your recruitment, all in one solution. Together, we can make recruitment simpler, faster and more human.