# The State of High Volume Recruitment and Assessments 2021

**fountain** in partnership with **HR.com**

## How common is high-volume recruitment?

**33%** of HR professionals are currently engaged in high-volume recruitment

**36%** say they have engaged in such recruitment in the past

Only **29%** say they have never done so and have no future plans to do so

Looking two years into the future, a larger proportion of recruiters say their organization will budget more for high-volume recruitment (37%) rather than less (9%).

## High-volume recruitment has been impacted by the Covid-19 pandemic

**40%** Among those that have used high-volume recruitment, 40% say the pandemic has made them **more likely** to engage in high-volume recruitment

The rest say that the pandemic

has not changed their high-volume recruitment usage **33%**

has made them less likely to use it **27%**

## While most are good at high-volume recruitment, there is still room for improvement

**47%** Nearly half (47%) of HR professionals agree that their organizations are good at it

**32%** Only about a third (32%) strongly agree that they are good at it

**Challenges remain**
The top two high-volume recruitment challenges in the past 12 months are:
1. reducing time to hire
2. effectively assessing candidate job fit

## Certain practices and technologies are favored

The **top two** high-volume recruitment tactics considered to be **best practices** are:
- advertising jobs on social media
- actively sourcing referrals from employees

The **top three** most important high-volume recruitment tools and technologies are:
- The ability to recruit via mobile devices
- Automated generation of interview questions
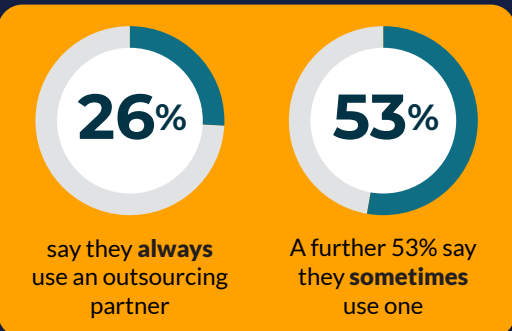- Automated means of gathering candidate feedback

## Does assessment play a major role in successful high-volume recruitment?

**3/4th** of respondents use assessments in high-volume hiring or work with a partner that does

**77%** of firms that use assessments say job knowledge and/ or competency tests are by far the most widely cited
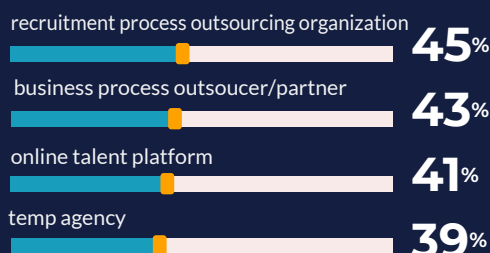
## Does outsourcing play an important role in high-volume recruitment?

**26%** say they **always** use an outsourcing partner

**53%** A further 53% say they **sometimes** use one

Of these organizations ...

**64%** Staffing agencies are the most common (64%)

Followed by:
- recruitment process outsourcing organization **45%**
- business process outsoucer/partner **43%**
- online talent platform **41%**
- temp agency **39%**

## What metrics matter most in high-volume recruiting?

**71%** cite quality of hire

**53%** cite time to hire and/or time to fill

**46%** cite cost per quality applicant

## What do high-volume recruitment leaders* do differently?

Always outsource at least some part of high-volume recruitment to another entity
**41%** VS **15%** of recruitment laggards*

Develop a well-defined high-volume recruitment strategy
**60%** VS **10%** of recruitment laggards*

Say cost per quality hire is an important metric
**58%** VS **33%** of recruitment laggards*

## Consider These Strategies

- **Leverage** a well-defined high-volume recruitment strategy
- **Consider** using external partners
- **Find** the right balance of metrics
- **Pay** more attention to the candidate experience
- **Be** ready for new ways of reaching out to candidates
- **Consider** assessments
- **Use** analytics and reporting features