

Top Hiring Trends Of 2022



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• Recruiting Moves from Reactive to Proactive

The future of recruitment will be proactive, purposeful, and highly targeted. Recruiting trends will include actively searching for prospects for certain positions. The new trend can be of developing groups or sectors of aspirants to be ready when specific job openings are available in the industry. It will be beneficial for the hiring managers, as they can pick out potential workers before the hiring demands are noticeable.

• Data-Centric Recruiting

The trend that HR professionals need to take care of is data-driven recruitment. As it is more difficult to hire the right candidate, both in terms of cost and time. Most organizations have opted for data-centric recruitment to avoid biases and to make smarter hiring decisions.



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• Machine Learning & Automation Trend

The staffing industry is investing in machine learning and automation trends to boost the results for their clients and job seekers. A candidate database or Resume library is one of the AI tools that are highly in trend. You can use machine learning to broaden the balance of job matching for aspirants, which will ultimately drive more job searches to our employer's job vacancies.

• Candidate Experience

The staffing industry considers job seekers as their customers. Sometimes, if a customer has a great experience, it leads to referrals even when jobseekers don't get the job. A poor experience may lose valued customers.



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• How to Enhance The Customer Experience?



- **Candidates must have access to information** that enables them to make a conscious decision about their role and the organisation.
- **A transparent communication** at every phase of the procedure. You must show your candidate that you appreciate and value their time.
- **You must take feedback post-interview feedback** for unsuccessful candidates. This will indicate that you are concerned and interested in their future. It can drive them to re-apply when a suitable opportunity comes.
- **For personalised candidate communications**, use the automated messaging tool to avoid sending bulk generic messages. Send personalized messages to job seekers to make them feel valued.

Need Help Finding Talent?

Let's Talk!

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