

# Escaping the recruitment black hole

HR is supposed to have changed. It's supposed to be strategic, yet

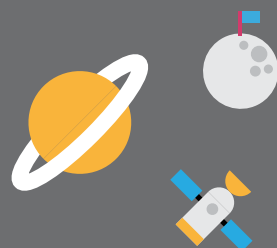
**60%** of CEOs still say HR is their least strategically focused department.



WHY?



Their attentions are being pulled elsewhere.



Recruitment has turned into a black hole, sucking up resources and holding departments back.

It's certainly a huge drain on time taking up more than **2 days a week** for 34% of HR professionals.



The average hire now involves 4 channels, while some departments use as many as 17.



And that's little surprise considering the number of channels they're scouring.

To make matters worse, many of the new tools they're using aren't particularly helpful.



**72%** of departments now use social media to recruit

but less than **15%** find it effective.

And the problems don't stop once candidates have been found.

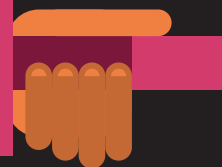


**40%**

of interviewers say candidates are typically underprepared. And that means more wasted time.

For more on the recruitment black hole and how HR departments can escape it, read our full report.

So why not give the problems to someone else?



Though recruitment consultants are still popular, only

**30%**

of departments rate them as effective.

And they're costly...

**1 in 6** departments are already overspending

**44%** have no budget in the first place

So HR departments don't need specialists they can outsource to.

They need ones they can partner with.