

Rx for Sourcing Success

Connect With Talent on Their Terms

High-performing talent acquisition organizations know how to connect with the talent they need – at the frequency and location they expect – to drive a great candidate relationship. Here's how they do it.

Embrace Digital Recruiting Tools to Improve Responsiveness

High-performance organizations are 3x more likely than others to always ensure prompt responses to applicants.

64% vs 22%

They are also 3x more likely to always effectively use digital channels to connect with talent.

55% vs 18%

Personalize Two-Way Candidate Communications

High-performance organizations are more than 2x as likely as others to always provide personalized responses to applicants.

55% vs 21%

They also are more than 2x as likely to always enable the candidate to initiate contact with a recruiter or hiring manager.

60% vs 25%

Train Employees as a Source of New Skills

High-performance organizations are 3x as likely as others to always train and develop current employees to be qualified for open positions.

58% vs 17%

They are also more than 2x as likely to always ensure job opportunities are internally promoted.

80% vs 38%

Stakeholders Agree There's Room for Improvement



78% of employers and 83% of workers believe human resources teams need to **make internal job openings more visible** to all employees.



81% of employers and 83% of workers agree management should do a better job of **encouraging employees to apply**.

Download the Report

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