

The background features a large orange semi-circle on the right side. To its left is a solid blue circle. Further left are two vertical yellow dashed lines and a green L-shaped line. Below the blue circle are three yellow dashed lines of varying lengths and a green square outline. In the top right corner, a portion of a yellow circle is visible. The text 'The Future of Charity Recruitment' is centered within the orange semi-circle in a white, sans-serif font.

The Future of Charity Recruitment



Looking Back to Look
Forward

Impact on organisations of poor recruitment practices

- In the UK, 27% of companies say a bad hire costs more than £50,000, with the impact of a wrong decision seeping into everything from overall employee productivity through to lost sales Income.
- Yet despite this financial risk, a recent report from the Recruitment & Employment Confederation reveals that UK businesses are failing to find the right person for two out of five roles.

The consequences of poor recruitment and selection


- Time and expenses associated with onboarding and training new employees
- Hours spent reviewing resumes and interviewing candidates
- Recruitment advertising fees
- Monetary costs of finding a replacement
- Time and energy managing poor performance
- Drain on productivity
- Impact on team morale and stress
- Increase Employee Turnover
- Organisational Risk and diminished customer service

Key candidate experience statistics

- A positive candidate experience makes a candidate 38% more likely to accept a job offer from a company.
- More than half of job seekers will not apply to a company after reading negative employer reviews about them.
- 60% of job seekers have abandoned a job application due to its length and complexity.
- 52% of candidates have to wait 3 months or longer to receive a response from a job application.
- 8 in 10 candidates would be discouraged from applying for a role with a company, if they had failed to feedback on a previous application.
- 1 in 10 candidates have left an employer within the first month due to a bad onboarding experience.

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Key trends to help inform your future recruitment drive

- Candidate-driven market
 - Selective applications
 - Diversity, equity & inclusion
 - New ways of working
 - Purpose not pay
 - Recruitment free from bias
 - Storytelling / Employer branding
 - More touchpoints during the recruitment process
 - Focus on retention
 - Longer notice periods
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Thank you



Help us build
more diverse
and inclusive
organisations

prospectus*
talentbeyondprofit