



# The State of **HOURLY** AND **HIGH-VOLUME** **HIRING**



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Optimize recruiting strategies for high-volume hiring success



**HIGH-VOLUME RECRUITMENT WILL CONTINUE TO BE POPULAR IN COMING YEARS**

**73%**  
of organizations **CURRENTLY ENGAGE** in high-volume recruitment

**IN THE NEXT TWO YEARS THESE ORGANIZATIONS**

**97%** will **continue to engage** in high-volume recruiting

**65%** plan to **budget more** than they do today on high-volume recruitment

**BUT HIGH-VOLUME RECRUITMENT COMES WITH ITS CHALLENGES**

While **45%** strongly agree **they're effective** at high-volume recruitment

**AND**

**35%** strongly agree **they have a defined strategy**

**There's always room for improvement**

**The TOP THREE CHALLENGES associated with high-volume recruitment are:**

- 1 Not enough candidates (36%)**
- 2 Reducing time to hire (34%)**
- 3 Managing high volumes manually (34%)**

**WHICH TOOLS AND STRATEGIES ARE MOST EFFECTIVE?**

The high-volume recruiting **STRATEGIES** most cited as being effective are:

- 57%** expanding candidate pools by offering training
- 55%** advertising jobs on social media
- 53%** actively soliciting referrals from employees

The technology most widely cited in terms of **EFFECTIVENESS** is:

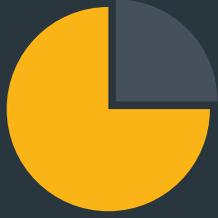
**62%** access recruitment tools via mobile devices

**WHICH METRICS DO ORGANIZATIONS CARE ABOUT MOST?**

A majority of respondents say these metrics matter most:

- 61%** Quality of hire
- 59%** Time to hire and/or time to fill

## CAN ASSESSMENTS PLAY A ROLE IN THE SUCCESS OF VOLUME RECRUITMENT?



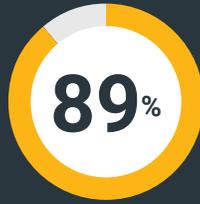
Nearly **THREE-QUARTERS** of organizations use pre-hire assessments for high-volume recruiting



The most commonly used assessments include:

- 1 job knowledge and/or competency tests
- 2 aptitude tests
- 3 personality tests

## OUTSOURCING IS A KEY RECRUITMENT STRATEGY FOR MOST ORGANIZATIONS



89% of organizations **OUTSOURCE** some aspect high-volume recruitment



The most common external partners include:

- 1 Online talent platforms
- 2 Recruitment process outsourcing organizations

## WHEN COMPARED WITH ORGANIZATIONS THAT ARE NOT EFFECTIVE AT HIGH-VOLUME RECRUITMENT\*, THOSE THAT ARE EFFECTIVE ARE MORE LIKELY TO:

- 1 always outsource some aspect high-volume recruitment
- 2 plan to increase their budget over the next two years
- 3 strongly agree that their organization has a defined high-volume recruitment strategy
- 4 have hiring initiatives in place specifically targeting those who have been previously incarcerated



## HOW MIGHT ORGANIZATIONS REFRESH THEIR HIGH-VOLUME RECRUITMENT EFFORTS?

- 1 Assess your organization's high-volume hiring analytics
- 2 Take a close look at the quality of your high-volume recruitment
- 3 Nurture an attractive value proposition and brand
- 4 Leverage the right tools and technologies
- 5 Offer attractive and effective training and onboarding as needed

## About the Survey



This study is primarily based on data from the HR Research Institute's "State of High Volume and Hourly Hiring 2022 survey," which was conducted from March to May 2022. Due to the subject matter, most of this report is limited only to those who work in organizations with 1,000 or more employees, which amounts 233 respondents. The large majority of respondents reside in the United States and represent a wide range of industries.



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The State of Hourly and High-volume Hiring 2022

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**High-volume recruitment leaders**, aka, recruitment leaders: Those answering the statement, "Your organization is effective at high volume recruitment" with strongly agree.

**High-volume recruitment laggards**, aka, recruitment laggards: Those answering, "neither agree nor disagree", "disagree" or "strongly disagree" to the same statement.