

HIGHLY EFFECTIVE SCREENERS ALWAYS PICK THE CREAM OF THE CROP

Screening to match talent with opportunity is at the heart of successful recruiting. In fact, Allegis Group's Talent Advisory Survey reveals that employers who say candidates are always screened effectively are nearly twice as likely to be very satisfied with the recruitment process.

Despite this fact, breakdowns in screening result in

NEARLY
70%
OF EMPLOYERS

who believe employees are sometimes hired who do not have the required skills to do the job. Why? Gaps in perceived screening effectiveness offer some insight.

LESS THAN
50%

of employers believe most screening actions "always" occur.

MOST TALENT
72%

says the hiring manager does not always identify the position's top three priority skills.

70%

of candidates report that screening questions are not always aligned with job definition requirements.

HIGH-PERFORMING ORGANIZATIONS PRIORITIZE SCREENING BY BEING

1.4 times more likely to say candidates are screened for skill fit

1.5 times more likely to say candidates are screened for culture fit

1.7 times more likely to contact supervisory references before extending an offer to a candidate

Whether failing to contact supervisory references is an accidental oversight or intentional omission, top companies know this effort provides real-world, objective insight into a candidate's past performance that helps predict future success. Our new white paper will help you find your cream of the crop.

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