

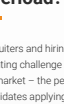
Navigating the Apply-Anyways Candidate Culture

Identify qualified talent in an overload of applicants



Time to Hire is a crucial metric hiring and recruiting teams use to assess the effectiveness of hiring processes and tools. This single measure of success has far-reaching implications, including applicant dropout, candidate experience, offer acceptance, new hire attrition, employee performance, and retention.

84% of hiring professionals are actively trying to **improve** their company's **speed to hire**



However, an applicant trend is on the rise that may redefine how many candidates your hiring team must screen to find qualified talent for open positions. Your hiring team must rise to the challenge of navigating the Apply-Anyways Candidate Culture to reach optimal hiring velocity.

What is the Unqualified-Applicant Overload?

Recruiters and hiring professionals face a daunting challenge in today's rapidly evolving job market – the percentage of unqualified candidates applying to open jobs is higher than ever.



What's causing this shift?



The sweet spot for receiving a job interview that converts to a job offer is 21-80 applications¹



Candidates are recommended to apply to two to three jobs online daily²



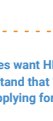
The average number of candidates per hire more than doubled from January 2022 to January 2023³

Early screening processes grow long and arduous as hiring teams try to identify and advance highly-qualified talent.

73% of respondents stated **not having enough "qualified" candidates** impacts hiring speed

A "high volume" of applicants causes notable delays

Top talent is not waiting around!



58% of candidates expect to hear back after their application in one week or less⁴



42% Only of candidates will complete the hiring process from the application to the offer stage



66% of candidates will accept the first job offer without negotiating⁵



Candidates want HR professional to understand that "candidates are always applying for multiple jobs."⁶

Top candidates are off the market in as little as ten days.⁷

The Impact of the Apply-Anyway Candidate Culture

The amount of time and resources required to sift through unqualified candidates exhausts HR teams and depletes recruiting and hiring budgets, often resulting in burnout and financial strain.



87% of respondents state that **getting timely feedback from hiring managers** is a major challenge



98% of HR professionals admit to experiencing burnout⁸



97% have felt emotionally fatigued by their job⁹

Delays in the hiring process lead to high candidate dropout rates.



Candidate drop-out was the **#1 most cited challenge** to the hiring process



45% of candidates have considered dropping out of the hiring process¹⁰



More than a quarter dropped out¹¹

What's causing candidates to drop out?

39%

the process was taking too long

37%

the hiring process was too complicated

27%

there were too many touchpoints



Shockingly, while at least half of the respondents who are working to reduce their Time to Hire feel confident with their resources to build a healthy talent pipeline, nearly 40% agree **candidate drop-off** is a **top challenge** to their hiring process.



1 in 4 respondents agree there are too many steps in the hiring process at their company



The majority (56%) of respondents who state Time to Hire is a KPI their team is actively trying to improve agree there are too many steps in their hiring process



Similarly, more than half feel their candidate screening process takes too long (54%)

Improving Speed and Quality of Hire

Unfortunately, many hiring teams lack the resources and guidance they need to move the needle.



More than a third of the total respondents agree they **lack the resources** they need to **build a healthy candidate pipeline** regardless of their current speed to hire goals

87%

of those looking to improve this KPI confirmed their internal resources are insufficient to reach their hiring goals

The top 3 ways respondents agree they can improve speed to hire

The #1 biggest improvement suggested overall

Screen candidates more efficiently



1 in 3 respondents agree the biggest improvement they could make to their speed to hire is to **screen more candidates more efficiently**.



Adopt a structured interview process to evaluate candidates based on the same key criteria to qualify for the job

- Reduce bias
- Speed up early screening
- Dial in on quality and fit



Implement all-in-one hiring tools to create a seamless transition from early screening to the offer stage

- Reduce scheduling conflicts
- Facilitate feedback and collaboration
- Improve candidate communication and experience
- Increase hiring team productivity

Learn more about candidates early in the hiring process

82%

of respondents agree learning more about candidates earlier in the selection process would improve hiring speed.



Create a more personal experience for candidates to build strong connections early in the hiring process

- Improve candidate engagement and experience
- Increase candidate completion rates
- Build a positive brand reputation



Get qualified candidates in front of hiring managers for human assessments sooner

- Mitigate the risk of allowing high-quality candidates to slip through the cracks due to AI limitations
- Get a more accurate assessment of a candidate's fit by giving them an outlet to expand on their values, skills, experience, and personality

Get more timely feedback from hiring managers



85% of respondents looking to improve their hiring time agree getting timely feedback from hiring managers would reduce their Time to Hire.



Get hiring managers involved in the hiring process from determining what roles add value to their teams to defining responsibilities, qualifications, and interview questions

- Encouraging manager buy-in to contribute to the hiring process at each critical stage increases investment to making quality and timely hiring decisions
- Helping hiring managers understand how their feedback contributes to high-quality hires and faster hiring times ensures everyone in the process feels valued

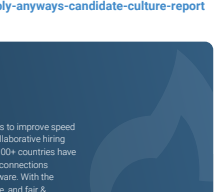


Empower hiring managers to give timely feedback in the hiring process by providing tools and resources that alleviate the burden of hiring decisions on their workload

- Reduce burnout
- Increase productivity
- Improve quality of hire

Ready to move the needle?

Time to Hire is a widespread concern and the apply-anyways candidate culture is creating a major obstacle to improving speed to hire. Especially, when the majority of recruiters and hiring teams feel their screening tools and resources are inadequate for handling high-volume hiring or building a robust talent pool.



To reach optimal hiring velocity, we can all take actionable steps to:



Update antiquated hiring practices



Replace outdated hiring tools



Build a hiring process that facilitates collaboration



Empower hiring decision-makers to identify quality candidates faster

To read the full research report visit

www.sparkhire.com/hiring-amid-the-apply-anyways-candidate-culture-report

About Spark Hire

Spark Hire empowers more than 6,000 organizations to improve speed and quality of hire by making more informed and collaborative hiring decisions every day. Millions of candidates across 100+ countries have experienced exceptional convenience and personal connections through Spark Hire's innovative video interview software. With the easiest-to-use product, unmatched customer service, and fair & transparent pricing, Spark Hire has been the #1 rated video interview platform on the market for over a decade.

Resources:

1. How many applications does it take to get a job? [2023], Zipsta
2. How Many Applications Does It Take to Get a Job?, Indeed
3. The Risks and Reward of Hiring Overqualified Talent, Spark Hire
4. Monthly Hiring Pulse Report, Workable
5. 2022 Recruiting Benchmarks Report, NACE
6. Hiring Reimagined, Sterling
7. It's Official: HR Professionals are Finally Burnt Out, WorkVibe

8. 2022 Candidate Experience Report, Greenhouse
9. 12 Recruiting Stats that Will Change the Way You Hire, OfficeVibe
10. It's Official: HR Professionals are Finally Burnt Out, WorkVibe
11. 2022 Candidate Experience Report, Greenhouse
12. Recruiting Stats that Will Change the Way You Hire, OfficeVibe