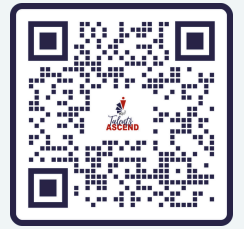




The Cost of Recruiting versus Sourcing



Book a Call

ProActive

NOT REACTIVE

Sourcing, is not a reactive tactic, but rather a proactive process of searching for candidates. When you actively seek out the ideal candidates, you better understand what skills the position and the company require, which contributes to higher-quality hires. Cost of one bad hire - \$15,000.

Consider the cost of sourcing, recruitment, coordinating, and interviewing. Include the direct costs of recruiting technologies and subscriptions, the salaries paid to recruiters and hiring managers. Skills-based sourcing saves 40% of the recruiter's time. A \$20,000 cost for an average recruiter.



HIDDEN COSTS

Diversity

IS NOT INCLUDED

Engaging in talent sourcing based on skills, helps develop a more diverse pool of candidates. When companies look for candidates with the skills needed not just the first applicants to get through, barriers are eliminated for diverse talent. Diverse organizations produce 19% more profit.

Talent sourcing for skills to fill open positions and maintain an ongoing list of candidates you'd like to hire over the next year ensures growth. Average cost per hire is \$4,700. Talent sourcing reduces these costs because you're ready with a pipeline of skilled talent to fill positions across the organization proactively instead of reactively.

Growth

IS NOT ONE JOB AT A TIME

Turnover

CAN BE AVOIDED

Employee turnover costs range between 100% and 300% of the replaced employee's salary. Hiring the wrong person can quickly become costly. Sourcing talent for skills across the organization reduces turnover costs when the right talent is in the right role.