

RETHINKING RECRUITMENT: HIREVUE HIRING EXPERIENCE REPORT 2023 (GLOBAL DATA)

Many of today's hiring practices fall into "rearview HR," or the idea that past achievements, experience, and qualifications are the baseline for a successful hire. However, Talent Acquisition teams are meeting unfilled job vacancies and skill gaps, forcing many

to rethink the way they hire. Teams need more strategic solutions than just blindly spending more money on job boards, ads, more recruiters, or a new technology that doesn't solve the issues. They need a way to evaluate skills, competencies, and the potential of a candidate.

HIREVUE HIRING EXPERIENCE REPORT 2023 SUMMARY:

HireVue conducted a comprehensive online survey involving 3,263 respondents across the globe. The survey focused on individuals working in various capacities, including full-time, part-time and temporary freelance positions. The key findings shed light on the current state of job hunting and face-to-face interviews while also highlighting prevalent issues in the hiring process.

GLOBAL RESULTS:

Job Hunting Priorities:

When seeking employment, respondents across the world emphasized the importance of a fair salary (76%), flexible working arrangements (59%), and strong benefits (49%).

Job Hunting Challenges:

Job seekers expressed dissatisfaction with factors such as undisclosed exact salaries (52%), the burden of manually completing numerous applications (43%), and the presence of irrelevant questions during the application process (42%).

Face-to-Face Interviews:

Nervousness during interviews (27%), failure to connect with interviewers (14%), and not knowing the answers to questions (14%) emerged as common issues faced during traditional face-to-face interviews.

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GLOBAL RESULTS: *(cont.)*

Inaccurate Job Descriptions:	Lack of Feedback:	Ghosting in Interviews:	Inaccurate Job Descriptions:
Approximately one-third (33%) of respondents reported encountering inaccuracies in job descriptions, complicating their job search.	A significant portion of respondents (41%) indicated that they did not receive feedback from interviewers after being rejected, highlighting a breakdown in communication.	A troubling 38% reported experiencing being “ghosted” by employers during the interview process, where communication suddenly ceases without explanation.	A minor but noteworthy percentage (3%) noted that their actual salary did not align with either the job description or their initial expectations.

HIREVUE’S PERSPECTIVE ALIGNED WITH DATA:

Inaccurate job descriptions, the lack of feedback, and the prevalence of ghosting during interviews are concrete examples of the flaws in the current system. These issues reflect a disconnect between employers and candidates, reinforcing the need for a more candidate-centric approach that focuses on potential.

HireVue has launched the next evolution of hiring, retaining, and developing talent. **Human Potential Intelligence** relies on AI-driven tech to measure and unlock the potential of candidates. The data demonstrates that candidates are seeking a more positive and constructive experience during the hiring process. Leveraging AI to provide candidates with feedback and redirecting them to alternative positions that better align with their capabilities and potential aligns with the survey’s findings.