# Talent Sourcing Scenario Now!



### US Tech Job **Market**(2020)

- ▶ 4 million tech-related job postings in the US.
- Less than half the needed candidates available.

### Shortage (2026) Anticipated shortage of 1.2

Projected US Engineer

million engineers by 2026.

### Strategies (2023) > 77% of talent leaders prioritize

Talent Acquisition

total value creation over cost savings.



### **Shortage (2021):** Worldwide shortage of 40

Global Talent

million skilled employees.

### Survey ▶ 87% of organizations facing or expecting talent shortages.

McKinsey Global



### Outlook ▶ 53% of in-house recruiters anticipate a flat or decreased

Recruiting Budget

budget next year.

Automation &

### Companies currently invest in over ten recruitment tech solutions on average.

(2025 Prediction)

**Tech Consolidation** 

Gartner forecasts a 20% reduction in point solution vendors by 2025.

**Employer Branding** 

#### ▶ 60% of companies increased automation investment in the past year. ▶ 68% of hiring professionals are

AI Trends

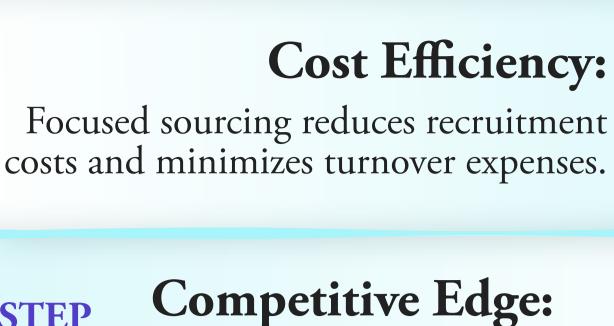
- optimisticabout generative AI impact on recruiting (as of February 2023).

### expect increased employer branding investments this year.

Investments

▶ 60% of in-house recruiters

# Strategic Talent Sourcing



talent ahead of competitors.

Build a consistent pool of skilled 04 candidates for future needs.

Speedy Hiring: Targeted sourcing speeds up the

**Diversity Boost:** 

strategic sourcing.

Gain a hiring advantage by securing

Talent Pipeline:

effective sourcing. **Data-Driven: STEP** Utilize analytics for smarter recruitment 09

### **Top-Quality Hires: STEP** 01

**STEP** 

03

**STEP** 

05



**STEP** 

**STEP** 

06

**STEP** 

08

**STEP** 

10

### hiring process.

Skills Gap Solution: **STEP** Address skills shortages proactively. 07

**Enhanced Reputation:** 

Boost employer branding through

Actively seek diversity through

### decisions.

Align sourcing with business goals for sustained growth.

Long-Term Success:

Strategic Talent Sourcing

#### Define Requirements Clearly outline skills, qualifications, and experience for each role to



## Craft Compelling

attract the right candidates.

Job Descriptions Develop clear, enticing job descriptions emphasizing organizational uniqueness and

Implement Sourcing Channels

Use social media, employee referrals,

and recruitment agencies for a

diverse candidate pool.

and Selection

quick candidate identification.

opportunities.



5.

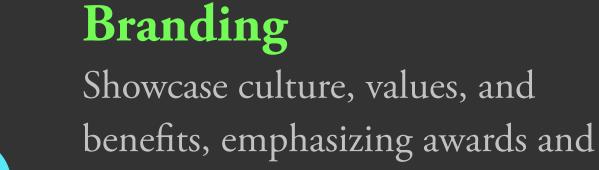
6.

7.

8.

4.

3.



Engage Passive Candidates

Actively connect with passive

candidates through events or

personalized outreach.

Provide Positive

Candidate Experience

Ensure a positive recruitment journey

with regular communication, timely

recognition for credibility.

Leverage Employer

**Identify Talent Pools** 

professional networks.

Research and target specific talent

pools, like industry job boards or

Streamline Screening Implement efficient screening processes using technology tools for



A well-executed strategic talent sourcing strategy can help organizations attract top

talent, reduce time-to-hire, and improve overall recruitment outcomes. By following

### feedback, and a smooth onboarding process.

# Conclusion

these key steps and leveraging the latest statistics, organizations can build a strong employer brand and create a talent pipeline that supports long-term growth.

#### to own an essential piece in the recruitment cycle, thus allowing the recruiter to focus on closing more

candidates. We specialize in Talent Sourcing as a

Rent A Sourcer

Rent-A-Sourcer was formed with a vision

service and apply the SOQS methodology (Source-Outreach-Qualify-Schedule) to source candidates. Our recent work has provided clients with more candidates resulting in hiring the right resource (Skillset, Cultural fitment, and Budget).

Contact Details made Visit: www.rentasourcer.com | Call: +1-404-551-2331 Email: <u>info@rentasourcer.com</u>

### https://esteemed.io/blog/2021/10/25/the-4-biggest-challenges-facing-tech-recruiters-today/

for-finding-keeping-and-developing-talent

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