



Top Challenges & Shifting Strategies in Talent Acquisition



Recruiting Challenges

When it comes to the most significant challenges talent teams face today, there is a fairly even split among three primary areas:

- Not enough people to fill open positions (31% in 2023 versus 56% in 2022).
- Competition from other employers (30% in 2023 versus 54% in 2022).
- Not able to compete with salary requirements (25% in 2023 versus 33% in 2022).

Why Talent Practitioners Find Recruiting Stressful

● 2022 | ● 2023

59% | 45%

Not enough qualified candidates

#1 Reason

44% | 35%

Competition from other employers

#2 Reason

51% | 34%

More open roles to fill

#3 Reason

However, the significant drop of

more than 20 points

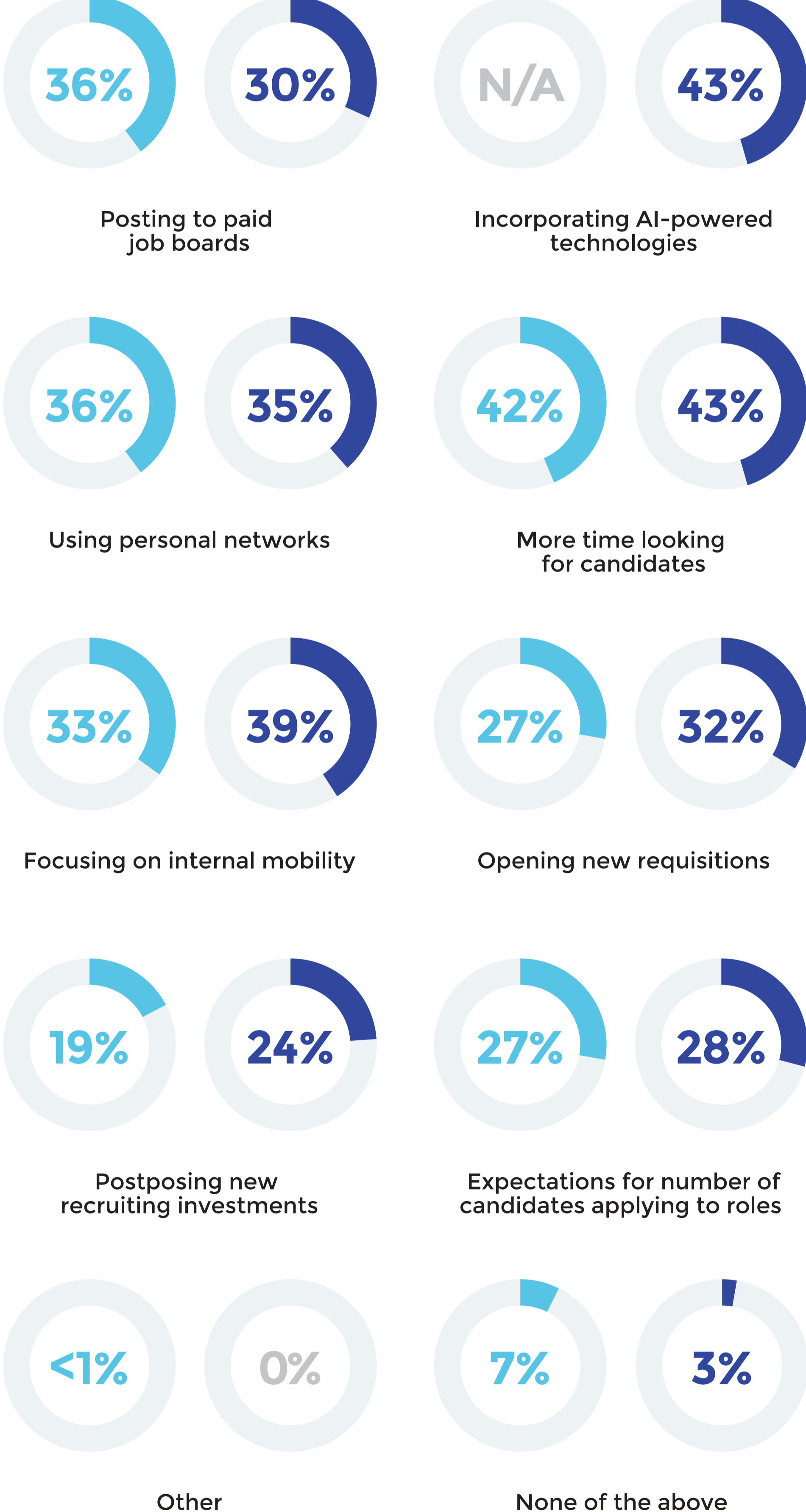
in the top two challenges means that employers are finding more talented candidates overall and that they are

competing more effectively with other employers.

Where Talent Teams Are More Flexible in Recruiting

Compared to last year, organizations are now able to be flexible in some areas of recruiting, including taking more time looking for candidates (43%), incorporating AI-powered technologies (43%), focusing on internal mobility (39%), using personal networks (35%), opening new requisitions (32%), posting to paid job boards (30%), and expectations for the number of candidates applying to roles (28%).

● 2022 | ● 2023



Dive Deeper into Talent Acquisition Insights

For further insight on the shifting strategies in the talent acquisition landscape, download the 2023 **Employ Recruiter Nation Report: Moving Forward in Uncertainty**.

[Download the Report](#)

