



The Ultimate List of  
**Hiring Statistics**  
For Hiring Managers, HR Professionals, and Recruiters

**Connect with the candidates you want – faster.**

This collection of hiring statistics will inform your hiring strategy. Use these to benchmark your own recruiting, or keep the list in your back pocket for inspiration, so you can become even more successful at finding and hiring top talent for your team.

# Candidate Trends

Being in the know gives you a competitive edge, and makes your company and jobs irresistible to candidates.

[Global Talent Trends, 2015](#)

[Why & How People Change Jobs, 2015](#)



70%

of the global workforce is made up of passive talent who aren't actively job searching, and the remaining 30% are active job seekers.



87%

of active and passive candidates are open to new job opportunities.



The #1 reason people change jobs is

**career opportunity**



The top channels people use to

**look for new jobs**

are online job boards (60%), social professional networks (56%), and word of mouth (50%).



The most important factors in

**accepting a new job**

are compensation (49%), professional development (33%), and better work/life balance (29%).

# Referrals

Quality talent lies within your employees' network. It's time to tap into this powerful resource and let your employees deliver hidden superstars.

[Global Talent Trends, 2015](#)

[Why & How People Change Jobs, 2015](#)



The #1 way people discover a new job is

## through a referral



Companies can expand their talent pool by

## 10x

by recruiting through their employees' networks.



## 35% of employees

refer to help their friends. 32% do it to help their company. 26% do it to be seen as a valuable colleague. Only 6% do it for money and recognition.



Candidates are

## 46% more likely

to accept InMails when they're connected to your employees.



Employee referrals are a top source of

## quality hires

along with social networks and internet job boards.

# Candidate Experience

Insights into what candidates want throughout their job search journey helps you build a recruiting strategy that will find and hire top talent faster.



The most effective  
**talent branding tools**  
are company websites (68%), online professional networks (i.e., LinkedIn), and social media (i.e., Facebook, Twitter).



**89% of talent**  
says being contacted by their recruiter can make them accept a job offer faster.



**94%**  
says being contacted by their prospective manager can make them accept a job offer faster.



Talent is  
**4x more likely**  
to consider your company for a future opportunity when you offer them constructive feedback.



**94% of talent**  
wants to receive interview feedback, but only 41% have received interview feedback before.

# The Power of LinkedIn

Use LinkedIn Talent Solutions to find and directly contact candidates, promote open jobs to the right talent pool, and build a strong employer brand.

[Global Talent Trends, 2015](#)

[Why & How People Change Jobs, 2015](#)

[LinkedIn data, 2015](#)

[Savvy Recruiter's Career Guide, 2015](#)



Social professional networks are the

## #1 source of quality hires

followed by internet job boards and employee referrals.



## Over 75%

of people who recently changed jobs used LinkedIn to inform their career decision.



New employees sourced through LinkedIn are

## 40% less likely

to leave the company within the first 6 months.



LinkedIn influenced hires are

## 2x more likely

to be high demand and above average hires.



Top recruiters are

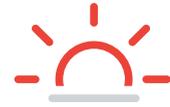
## 60% more engaged

with LinkedIn recruiting tools (vs. average recruiters).

# LinkedIn InMails

You've found great candidates for your role – now you need to connect with them. On average, LinkedIn's InMail response rates are 3x higher than regular email.

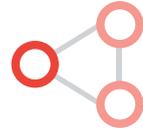
[The Recruiter's Guide To Writing Effective InMails, 2014](#)  
LinkedIn data, 2014



Send InMails between

## 9-10 a.m. on weekdays.

InMail messages sent on Saturdays are 16% less likely to get a response.



Referencing a

## former employer

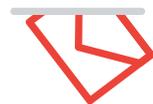
in common increases your chances of getting an InMail response by 27%.



You're

## 21% more likely

to get a response from a candidate when you send an InMail to someone who shares a group with you.



A LinkedIn member who is following your company is

## 95% more likely

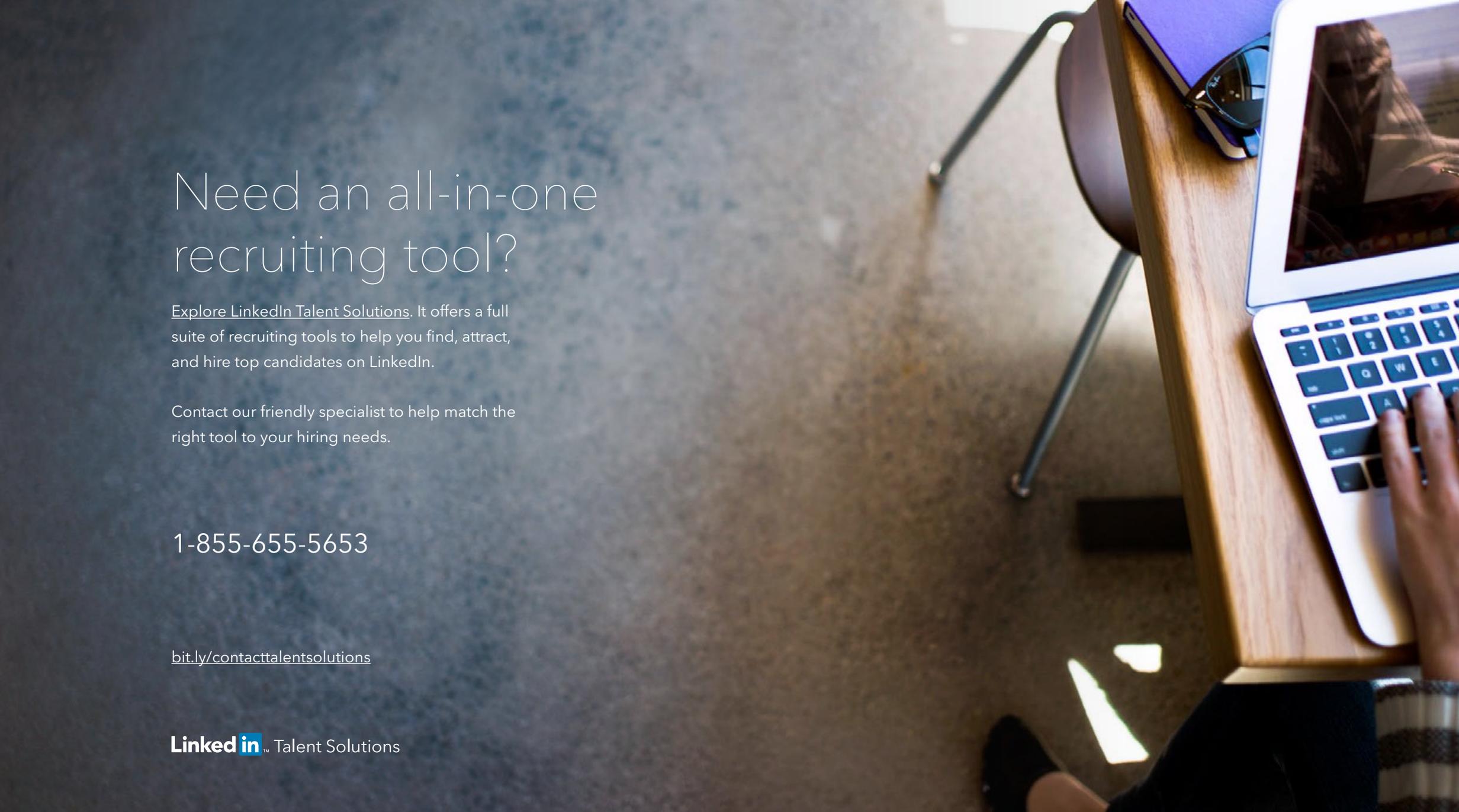
to accept your InMail message.



People who follow your company on LinkedIn are

## 81% more likely

to respond to your InMail than those who don't.



# Need an all-in-one recruiting tool?

Explore LinkedIn Talent Solutions. It offers a full suite of recruiting tools to help you find, attract, and hire top candidates on LinkedIn.

Contact our friendly specialist to help match the right tool to your hiring needs.

1-855-655-5653

[bit.ly/contacttalentsolutions](https://bit.ly/contacttalentsolutions)

**LinkedIn**™ Talent Solutions