

Retaining Recruiter Talent Takes Skill

Insights for search and staffing firms



In this era of massive transformation known as the Great Reshuffle, retaining talent is now more challenging than ever. Research shows that recruiting roles were some of the fastest-growing in-demand jobs in 2021, prompting search and staffing firms to rethink their approach to retention.¹

To successfully and proactively navigate this environment of high recruiter demand, a renewed focus on skilling, career pathing, and internal mobility is required.

Demand has risen dramatically in North America for recruiters



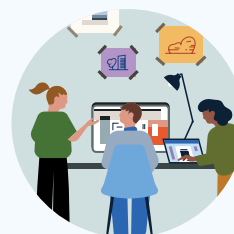
Retaining recruiters starts with a supportive foundation

Fostering a culture of consistent engagement between recruiters and their managers is crucial to retention. Search and staffing leaders who are successful in this endeavor can expect to see growth in digital fluency, increasing efficiency and higher productivity, all while cutting back on high turnover costs.



50% more likely

At companies that struggle with manager care, employees are nearly 50% more likely to apply for a new job.²

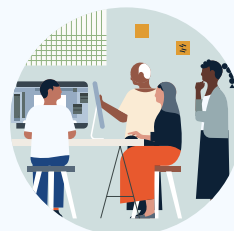


2x as long

Companies that excel at internal mobility are able to retain employees for an average of 5.4 years—nearly 2x as long as companies that struggle with it.²

A well-rounded approach to retention

L&D leaders that actively stay engaged with their teams—creating more robust, sustainable programs by connecting skill building to career pathing and internal mobility—are poised to reap the rewards of retaining their invaluable talent.



79%

of L&D leaders say it's less expensive to reskill a current employee than to hire a new one.²