



## Searching for New Candidates

If you think it's tough to find candidates now, buckle up because it's about to get much worse according to Korn Ferry's research study on the future of work, The Talent Crunch.

In fact, according to the ManpowerGroup Talent Shortage research, almost three quarters (72.8%) of employers are having a difficult time finding skilled candidates and 45% of employers are concerned about finding employees with the necessary talents.

### So, how do you engage, recruit, and retain your most valuable talent?

- 1. Focus your time, and energy where it counts.**  
Discover new passive candidate pools and identify qualified candidates that are most likely to engage in a job-change conversation.
- 2. Connect with candidates at the right time.**  
Connect with candidates when the timing is right and increase your chances of getting a response.
- 3. Use your words wisely.**  
With the vast number of unsolicited emails your candidates receive, your message needs to stand out using personalized messaging.

Contact us to learn how ENGAGE can help you discover new talent pools and engage with key talent.

hello@engagetalent.com  
(800) 218-8147  
www.engagetalent.com

### Did you know...

**Over 50%**

of hiring managers claim that passive candidate recruitment has been less effective because recruiters on LinkedIn are competing for the same candidates.

**42%**

of recruiters list the number #2 barrier to hire is that candidates fail to respond to calls and email.

Emails with personalized message bodies have a

**32.7%**

better response rate than those that don't personalize their messages.

**Only 6%** of recruiters using LinkedIn and sending InMails report a high response rate.

The average office worker receives

**121**

emails per day!