Pop Quiz: Test Your TA Intelligence

Babs Bloemsaat
Talent Acquisition Consultant
Intelligence Group

Geert-Jan Waasdorp
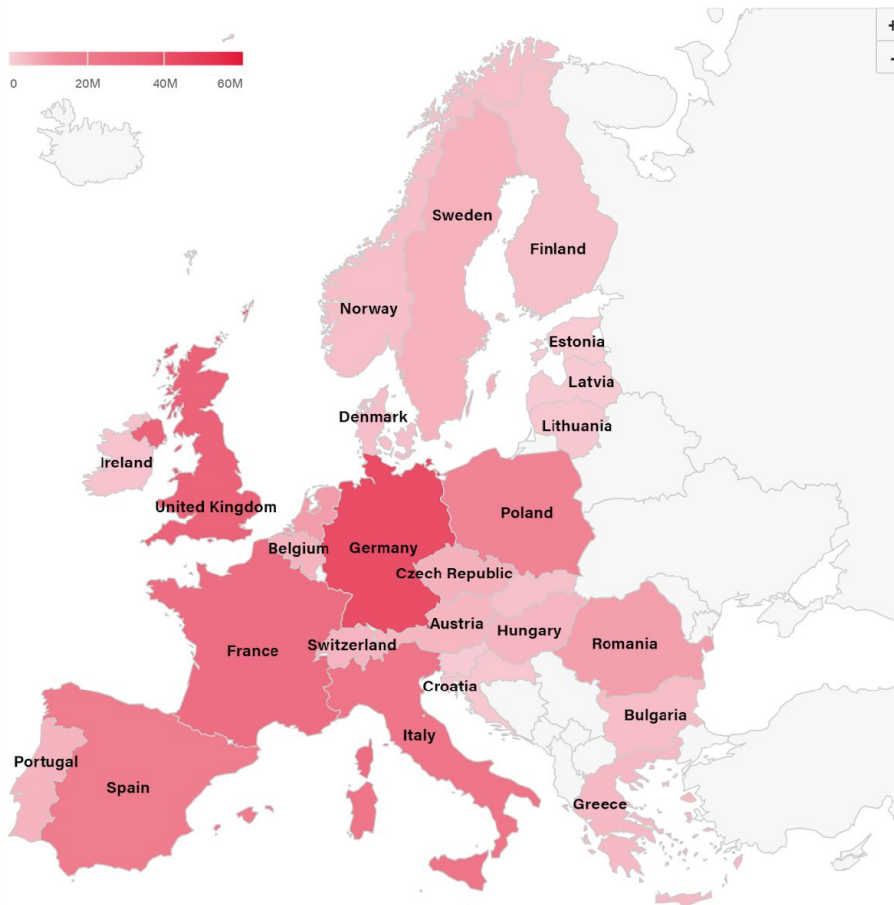CEO & Founder
Intelligence Group

Geert-Jan 🇬🇧 English iG!

Select your target group

Occupation: 🔍

Labour force

+
-

0   20M   40M   60M

Sweden
Finland
Norway
Estonia
Latvia
Denmark
Lithuania
Ireland
United Kingdom
Poland
Belgium
Germany
Czech Republic
France
Austria   Hungary
Switzerland
Romania
Croatia
Italy
Bulgaria
Portugal
Spain
Greece

Explanation

How to use the European Recruitment Dashboard

① Select a target group in the filter option on the left and press enter

② You will see a ranking based on the best countries to recruit your target group in or from

③ Click on a country and you will go directly to the insights about your target group in the selected country

④ If you prefer to choose your own country, click on the tab map on the top of the page

⑤ Hover over a country to see that country's summary

⑥ Click on a country to view all information & statistics about the selected country

⑦ If you want to get more insights about your target group press Click to recruit

Thank you for joining!

¡G!

Future of Talent Assessments in 2020 & Beyond

Thomas Eymond-Daru
Partner, Head of Alliances
Cubiks

Jouko Van Aggelen
Chief Solutions Officer
Cubiks

SmartRecruiters
YOU ARE WHO YOU HIRE

HIRING EU
SUCCESS

Tech Hiring in 2020

Mostafa Nasr
Senior Account Executive
Codility

HIRING SUCCESS WORKSHOP

cødility

TECH HIRING IN 2020

What's your name and role in your company?

codility

What is the one thing you definitely need to change in your current tech hiring process in 2020? And why?

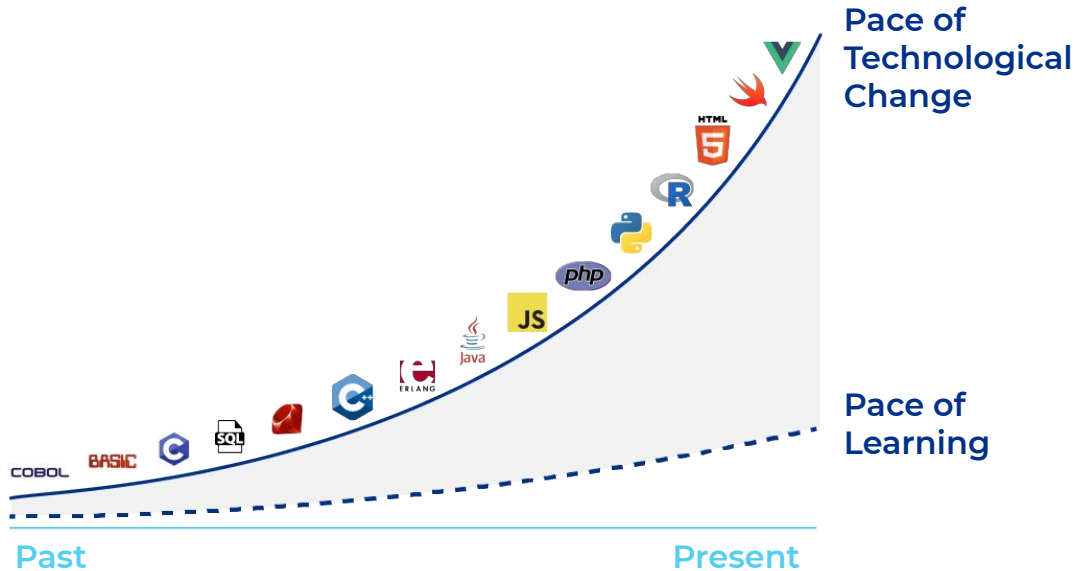cødility

Tech recruiting is difficult to get right,
and is only going to get harder

Technology gap is growing too fast for businesses to catch up

Pace of Technological Change

Pace of Learning

Past

Present

700 notable programming languages

Software Developers need to redevelop skills every 12-18 months

94% of Executives cite a digital skills gap in their businesses

Every company becomes a tech company

Financial services	Automotive	Retail

Not enough university graduates to fill the demand

400K university graduates

1.4M open technical positions

400k Graduates will be available in the US in 2020 to fill 1.4 million open technical positions.

Filling the gap

Coding Schools

Lambda

IRON HACK

a/A App Academy

GA GENERAL ASSEMBLY

Bloc

THE // FLATIRON SCHOOL

Remote Workers

Remote work is more common

55%

of hiring managers agree that remote work has become more common in the past 3 years

Companies embrace remote work

of departments have someone on their team who works a significant portion of the time remotely

63%

Leading to an **overheated** talent market in tech hubs

Inflation of titles and salaries

Aggressive recruiting practices

Low employee loyalty

Bad recruiting processes increase the problem...

- Good candidates are **screened out for the wrong reason**
- **Bad candidates** progress in the funnel
- Engineering team **spends valuable time** interviewing **unqualified candidates**
- You may be **hiring an unqualified candidate** and you don't even know it.

To win the talent war you need to

Have a **fast hiring process**

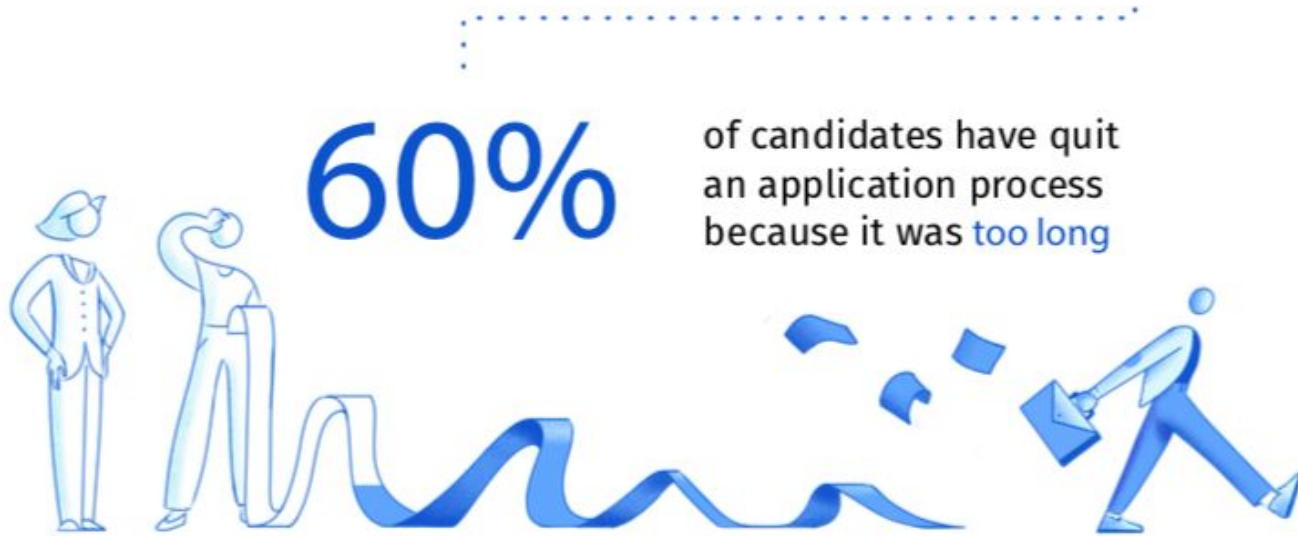Qualify candidates with **less dependency** on your **in-house tech team**

And provide **exceptional candidate experiences**

cødılıty

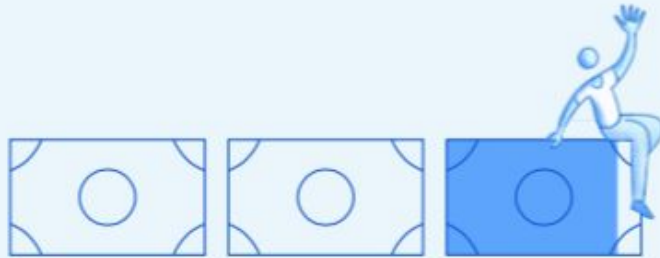# Run processes that help you
hire candidates faster

60% of candidates have quit an application process because it was too long

Run processes that help you
hire candidates faster

The best candidates are off the market within

10
DAYS

41
DAYS

is the average that it takes to hire a software engineer

Qualify candidates with **less dependency** on your **in-house tech team**

30%
of an individual's annual earnings is the average cost for a bad hire

And provide **exceptional candidate experiences**

Candidates were most frustrated about:

63%
Lack of feedback

52%
Irrelevant assessments

38%
Sluggish interview steps

QUALIFY CANDIDATES FASTER WHILE PROVIDING GREAT EXPERIENCES

TECHNOLOGY

Microsoft · intel · TomTom · okta · SurveyMonkey · slack · DOLBY

FINANCIAL

PayPal · BARCLAYS · SoFi · Deutsche Bank · Morgan Stanley · ING

E-COMMERCE

amazon · Rakuten · zalando · wayfair · DECATHLON · Delivery Hero

TRANSPORT

BMW · VOLVO · JAGUAR · LAND ROVER · NISSAN · MOBILEYE An Intel Company · ADESA

ENTERTAINMENT

twitch · CBC television · KONAMI · sky · hulu · betsson group

Stop by our booth next to the main stage to discuss this and learn more :)

codility