



# What Recruiters Think

## Monster 2019 Global State of the Recruiter Survey

We surveyed 1700 recruitment professionals worldwide to better understand what keeps them up at night. Here's what they had to say about the ongoing skills gap, the emerging Gen Z workforce, and key hiring goals around the globe.

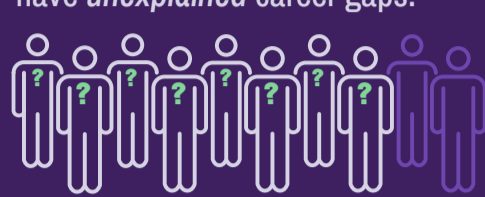
### The Skills Gap

**71%** of recruiters struggle to fill positions because of candidate **skills gaps** and **questionable social media profiles**.



**85%** of recruiters think candidates **exaggerate skills competencies** on their resumes.

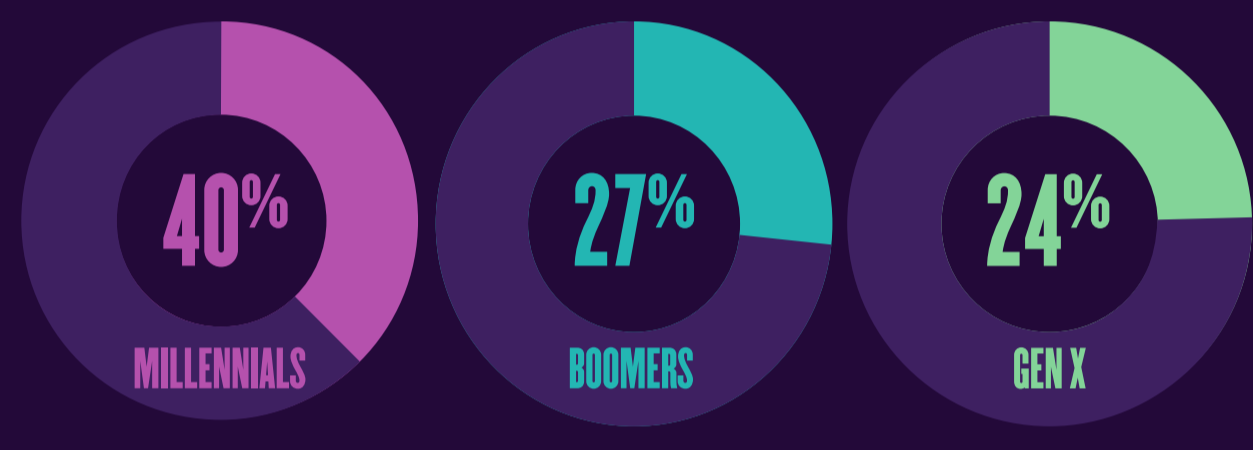
**8 in 10** recruiters say candidates have **unexplained career gaps**.



### How Confident are Recruiters Around the Globe?

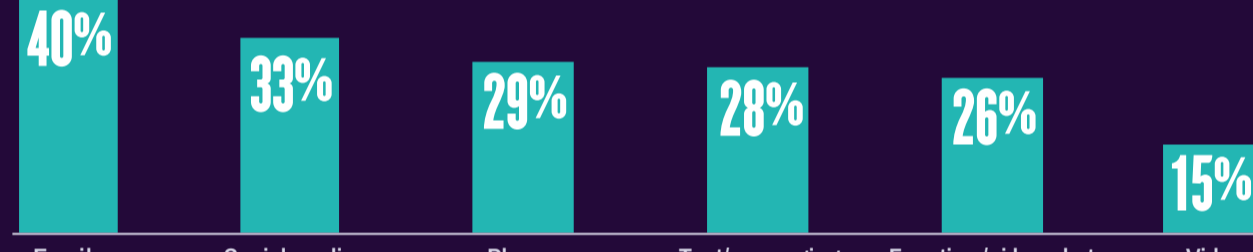


### Generational Perspectives



Millennials are the most likely to say they will take a shot on a candidate *who has only some of the necessary skills required*, more so than Baby Boomers or Gen X.

### How to Reach Gen Z



Recruiters say *these are the most effective ways of communicating* with Gen Z candidates throughout the job search process.

### The Emergence of Gen Z

Recruiters said Gen Z candidates most often look for:



**1 in 5** recruiters say they struggle to recruit Gen Z because of work/life balance expectations.

Globally, the **interview** (chosen by more than 4 in 10 recruiters) is still the most important tool for finding the right fit among Gen Z Candidates (followed by **internship/relevant experience** and **college degree**).

But, **9 in 10** millennial recruiters (more so than Gen X and Boomers) are **relying heavily on video** to build relationships with candidates before, during and after the interview process.

### Around the Globe

Which is considered the more effective way to communicate with candidates?



### Diversity and Inclusion Trends

Recruiters globally, as part of an overall diversity and inclusion strategy, say their company focuses on several groups, but some more than others depending on the country.

Areas of focus as part of an overall diversity and inclusion strategy:

|                           | 1st    | 2nd            | 3rd                    |
|---------------------------|--------|----------------|------------------------|
| Gender                    | France | US             | Germany                |
| Ethnicity                 | Canada | UK             | Germany/Netherlands/US |
| Disability                | France | UK/Netherlands | Germany                |
| Race                      | US     | UK             | Canada                 |
| Sexual Orientation        | Canada | UK             | Netherlands            |
| Veterans/Military Spouses | US     | Germany        | Netherlands            |

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