

Survey of Recruiters and HR Professionals Shows  
that Hiring for the Rebound has Already Begun

CHICAGO, October 7, 2009 -- In a sign that companies are preparing now to meet post-recession talent needs, nearly one-third of professionals in recruiting and human resources roles say that hiring is already underway, according to a new survey. Eighty percent of these professionals on the frontlines of hiring activity expect that recovery recruiting will begin by the second quarter of 2010.

The survey – conducted by talentRISE, a Chicago-based talent acquisition and talent management consulting company – also found that 85 percent of respondents believe that improving processes for identifying great talent is a top priority in the near future. This indicates that companies are now looking beyond just filling empty seats to ensure that they are hiring the best people, with the best skills, in the most effective manner possible, says Carl Kutsmode, Senior Partner at talentRISE. "As the economy recovers, companies know that they need to hire top talent ahead of their competition," Kutsmode said. "But many, having downsized their human resources function dramatically during these past two years, today lack the process, technology and people to attract and recruit top talent. Unwilling to re-build internal capabilities, they are looking for solutions that require few investments and little commitment."

In fact, over three-quarters of respondents (78 percent) said that employers are likely to use external or interim recruiting staff to meet increased hiring demands. Half said they will use contingency recruiters. "Companies are clearly seeing the advantages of 'on-demand' recruiting assistance to deal with hiring spikes or specialized critical hiring needs," added Kutsmode. "Many also need to fill gaps in expertise and will find it very beneficial to bring in outside help."

Results from the survey can be viewed on the talentRISE website.

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