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## Did You Know?



### These Jobs Are Tough to Fill

With unemployment still bouncing back from the recession, you wouldn't think that filling open positions would be difficult, right? A 2014 Manpower Group survey says differently. According to their ninth *Talent Shortage Survey*, there are a number of jobs that are going unfilled due to a shortage of qualified candidates.

#### Top 10 hardest jobs to fill

In the United States, 40% of employers are struggling to find employees for these jobs:

1. Skilled trades
2. Sales representatives
3. Drivers
4. Laborers
5. Engineers
6. Restaurant and hotel staff
7. Teachers
8. Accounting and finance staff
9. IT staff
10. Nurses

For the fifth consecutive year, skilled trades are the hardest to fill. Those jobs, plus most of the others on the list, require some type of training and/or specialized education. And many of these jobs require skills in the STEM areas: science, technology, engineering and math. That's a problem because a study released in 2014 by *U.S. News and World Report* showed that high school students' interest in these areas dropped between 2009 and 2013.

#### Lots of résumés, not so many qualified candidates

Chris Albright, the owner of CMIT Solutions, needed to hire IT workers for his IT startup. He thought it would be easy to find the technical talent he needed. It turns out it wasn't.

"I probably received 30 résumés in the first 24 hours, and when I contacted them with a questionnaire, either they didn't respond to my request or they couldn't answer the questions I was looking for."

#### Solutions from ADP Resource®

Having the right person in the right job is critical in any business. But if you're a small to midsized company, hiring the wrong or unqualified candidate can be devastating. And if you're trying to fill a hard-to-recruit position, it can be an even greater challenge.

If your organization is looking for top talent in hard-to-fill or any other positions and you aren't finding the right talent, ADP Resource can help you in several different ways:

- Automated recruiting platforms for more effective candidate screening and selection
- Recruitment process outsourcing to reduce your administrative burden
- Hiring and pre-employment regulatory guidance to help you avoid costly violations
- Comprehensive training and ongoing education for current employees, which can help you fill hard-to-recruit positions from within

In addition, the ADP Resource has adopted a new job posting format that has resulted in a 10% increase in application conversation. This job posting format is accepted by other leading job posting sites – at no extra cost. Also, a certified recruitment specialist can help you manage your job postings. And resumes will be sent directly to an email address you choose.

**To learn more**, contact the Recruitment Solutions Group to speak to your Talent Acquisition Specialist at 866-410-8767 or email [recruiting@adp.com](mailto:recruiting@adp.com).