

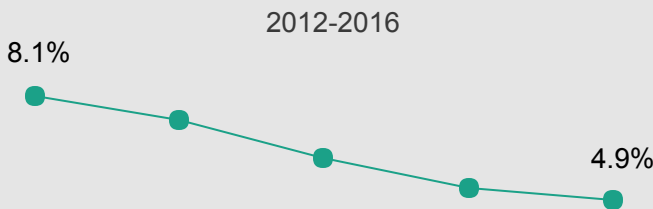
Why Is It Costing More to Fill Positions?

It costs **36%** more to hire someone today than it did 5 years ago.

Job openings have increased from 3.6 million to 5.5 million since 2012.

As employers have more open positions, the market moves in favor of job seekers.

Unemployment



As unemployment decreases, it is more difficult for organizations to fill open positions.

Time-to-fill

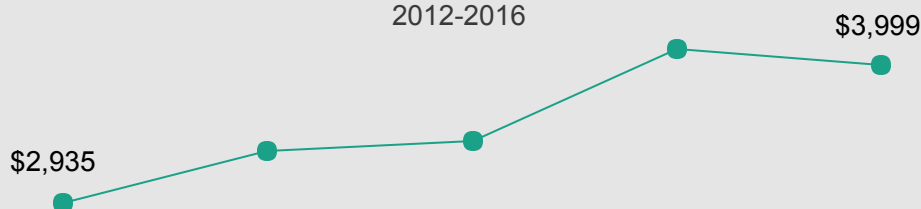
2012-2016



When positions go unfilled, organizations pay recruiting costs for longer periods of time.

Cost-per-hire*

2012-2016



An average of 30% of organizations' HR budgets are recruiting expenses.

As costs in hiring increase, organizations need to consider budgeting for more effective recruiting practices.

*These costs include the sum of third-party agency fees, advertising agency fees, job fairs, online job board fees, employee referrals, travel costs of applicants and staff, relocation costs, recruiter pay and benefits, and talent acquisition system costs, divided by the number of hires.

Data retrieved from the [SHRM Talent Acquisition Benchmarking Database](#) and Bureau of Labor Statistics, U.S. Department of Labor, Occupational Employment Statistics.