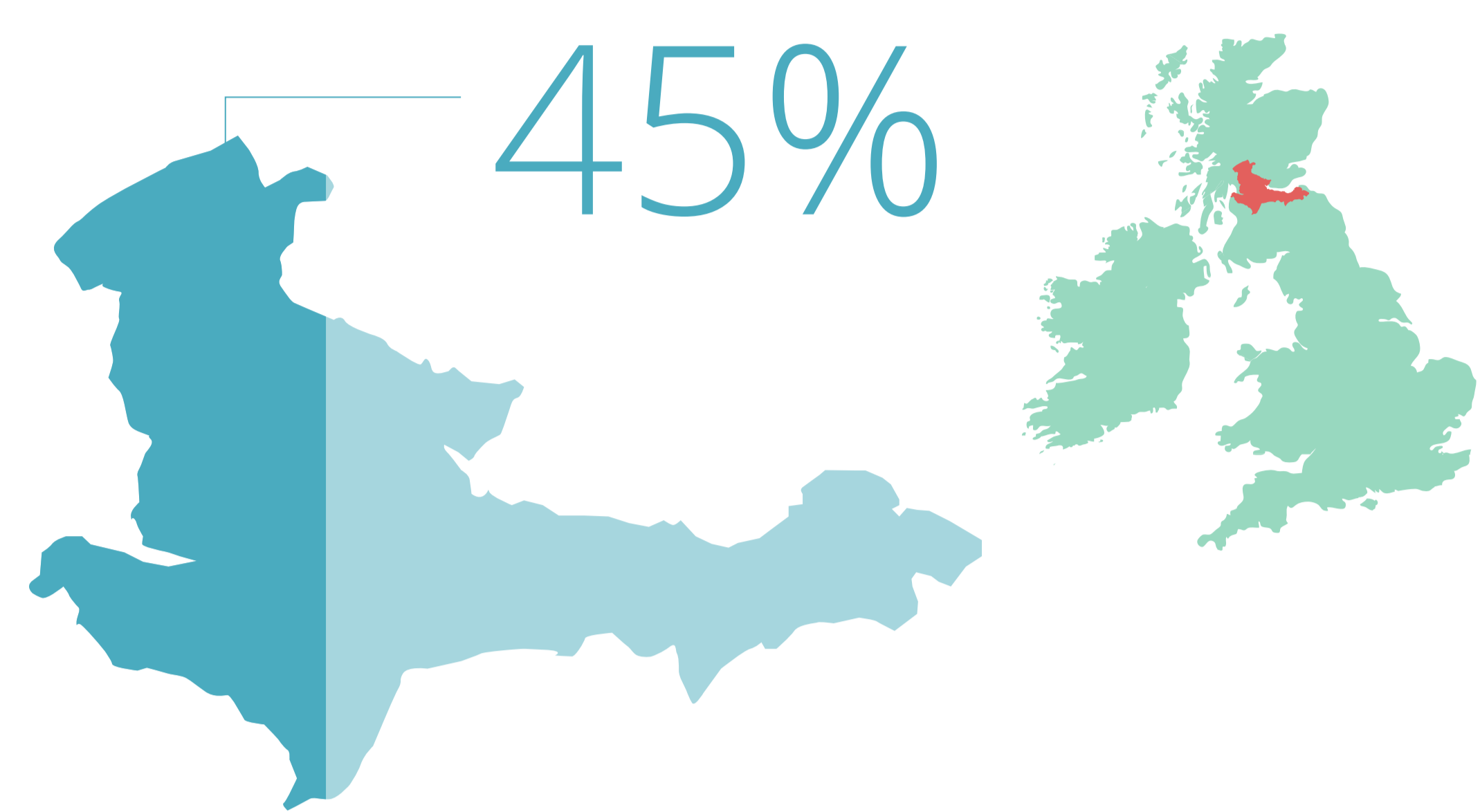


Top tips to attract expertise in a candidate driven market.

How often do job seekers search for a new role?

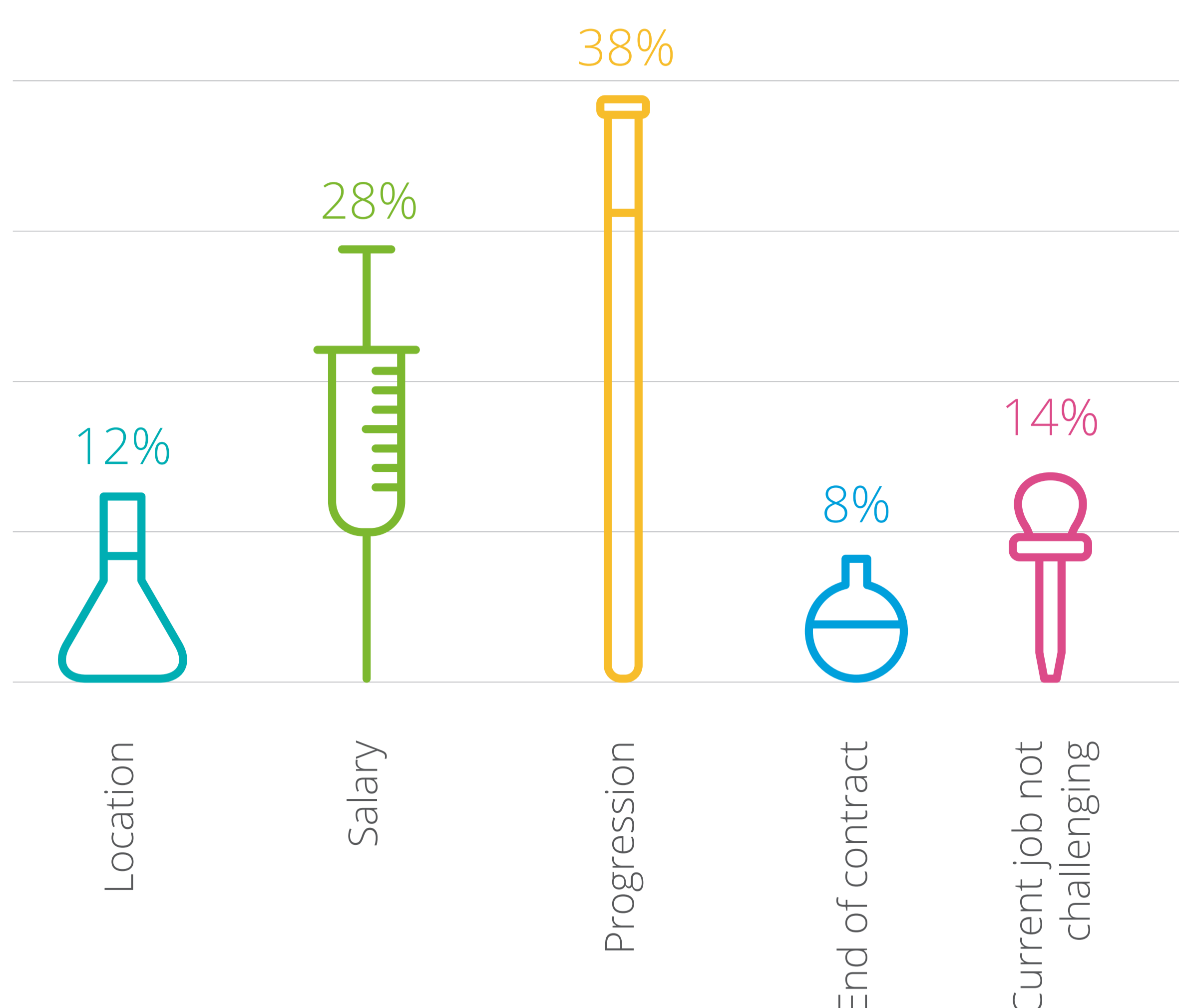
45% of our candidates in the Central Belt of Scotland look for a new job on a weekly basis



How many candidates would consider a contract job?

38% would consider a contract role

A flexible worker can be a great way to try before you buy and train someone into your business.



Motivations for seeking a new job

We all thought salary would be the main motivator for finding a new role but 38% would change jobs for progression and only 28% for an increase in salary.

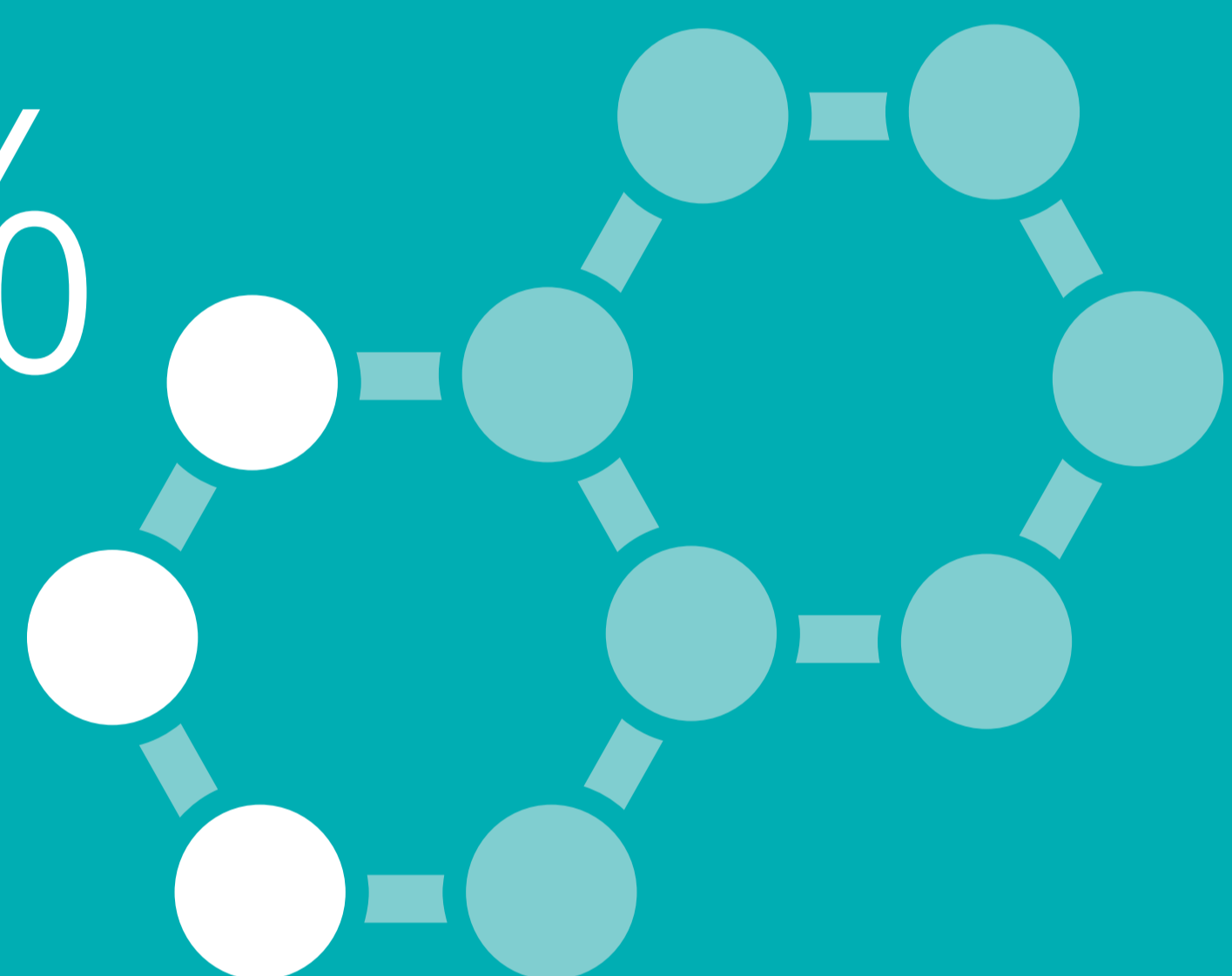
Tip

Attract new candidates and keep your most valued employees by making sure job descriptions and adverts show clear progression opportunities.

Will people relocate?

30%

30% will relocate for the right role!

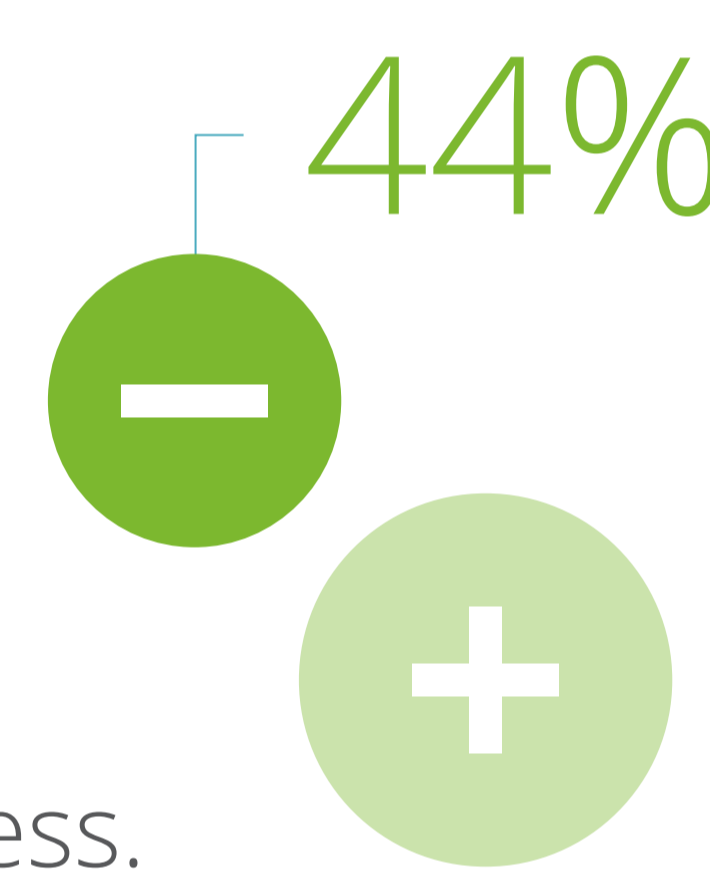


Tip

Do not rule out people from outside your local area as they may have more appropriate skills and be willing to relocate.

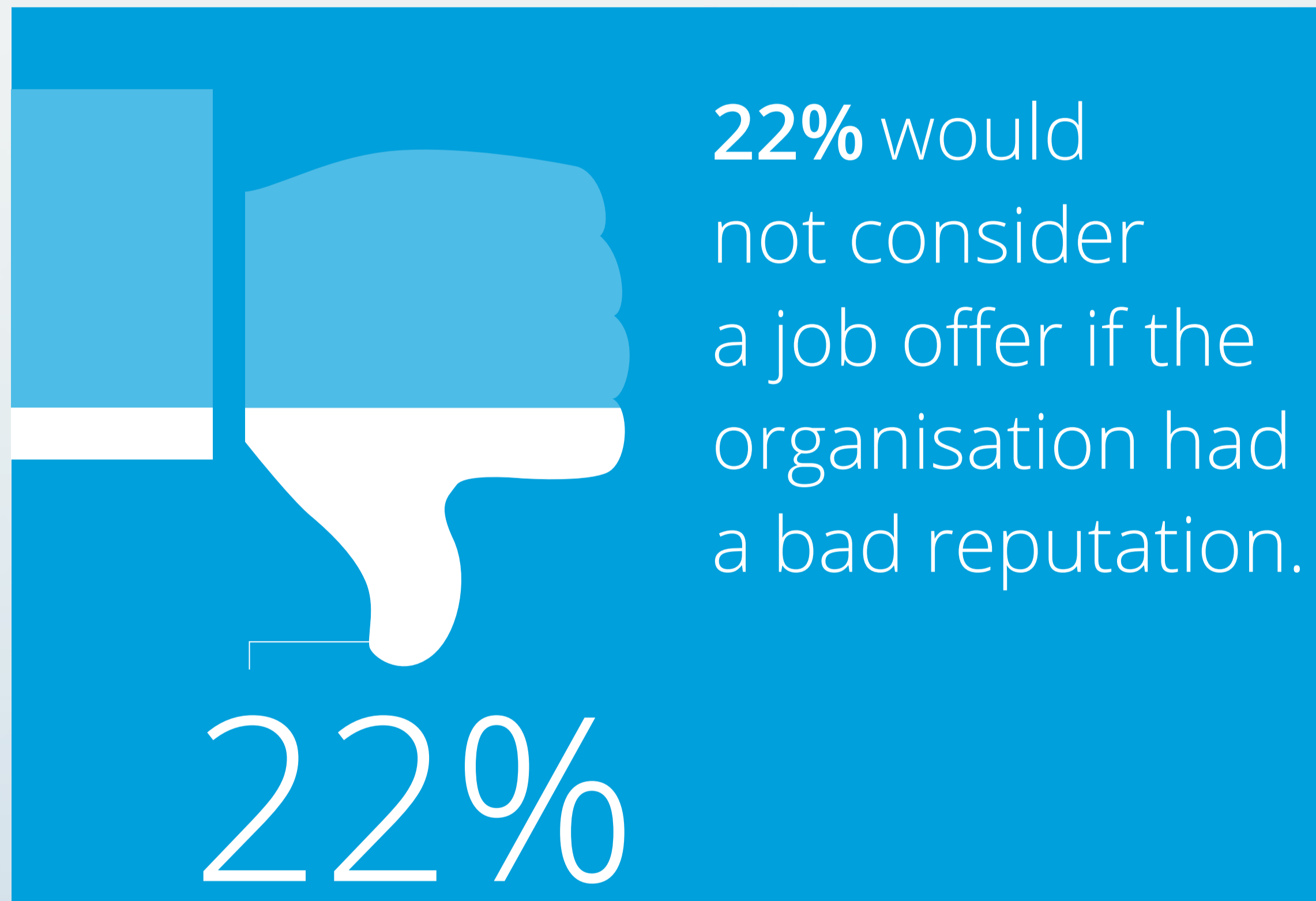
Why do candidates turn down job offers?

44% of our candidates WOULD turn down a job offer due to a negative impression of the company during the recruitment process.



Tip

Make sure at interview that everything from the greeting at reception assures the interviewee that your organisation is a great place to work and that you are really interested in them.

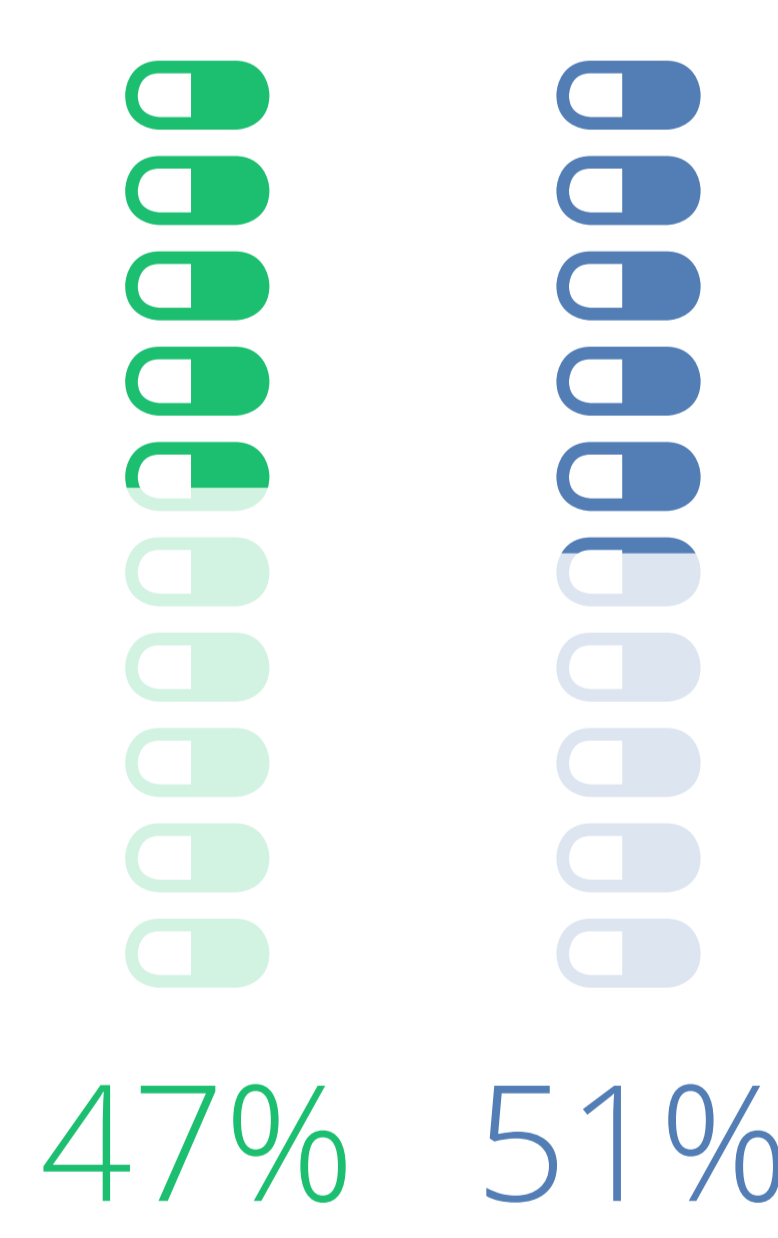


Tip

Ensure your online review sites such as Glassdoor and Indeed reflect well on the organisation.

When is the best time to feedback after interview?

47% of candidates expect to hear feedback after a job interview within 3 days and **51%** said within 2 weeks at least.



Tip

To clinch the best candidates and build an excellent reputation, ensure you offer or feedback within 1-2 weeks.

If you would like advice on how to attract more candidates to your organisation, **we can help you**

Did you know?

Over **92%** of our candidates* are degree qualified or higher with **70%** agreeing that their qualification has helped them in their career. We are proud of the quality and reach of our candidates, if you need help finding staff, we can help you.



*interviewed in this survey
Source: Job Market Survey for the Central Belt of Scotland.
184 candidates were interviewed in this survey.