



RECRUITERS' SECRET WEAPON



USING SOURCING to Empower and Support Your **RECRUITING TEAM**



It's No Secret That Recruiting Can Be a Demanding Job.

Rarely does this profession stick to the 9-5, and with unemployment at historic lows, every requisition is harder to fill. Finding the right candidate for highly-skilled positions in particular can be a very time-intensive process.

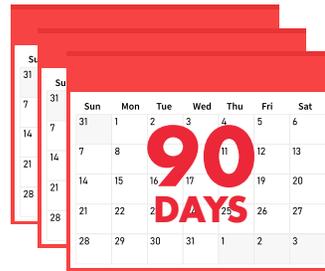
Meanwhile, talent acquisition and hiring managers have stringent hiring goals. No matter how stressed or overworked the recruiters are, the company is still suffering from unfilled positions.

All too often, we underestimate how hard it will be to fill a role.

NUMBER OF JOB OPENINGS FILLED WITHIN 30 DAYS AND 90 DAYS



WITHIN THE FIRST 30 DAYS
ONLY 43%
OF JOB OPENINGS
ARE FILLED



WITHIN THE FIRST 90 DAYS
ONLY 57%
OF JOB OPENINGS
ARE FILLED

In some sectors, there is only **one candidate for every nine open positions.**



Every day that passes with empty seats means lagging performance and lost profits. Over time, that lost productivity adds up.

That's not to mention the costs of bad hiring decisions – which are more likely to occur when you can't find the right candidates in a timely fashion. Between lost productivity and the resources wasted on onboarding, a bad hire can cost \$40,000 or more for mid-level roles.

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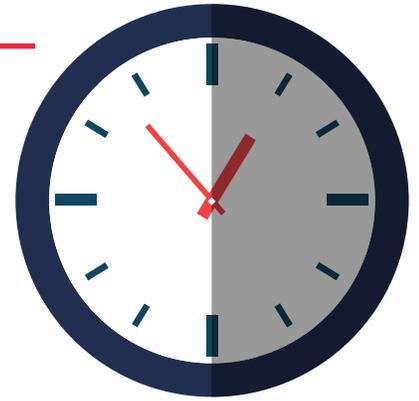


The good news is that there is a way to **build a stronger talent pipeline and make better hires** with Qualigence sourcing.

Our sourcing solutions are used by Fortune 500 companies to make better hires while saving time and money. In short, we support your recruiting team and streamline the process by identifying the quality candidates your business needs.

Qualigence Sourcing Offers the Solution

Did you know that recruiters spend as much as 50% of their time on the clock sourcing candidates?



We get it, recruiters need to get candidate names and contact information somehow. However, the traditional process doesn't make any sense.

You hire and employ recruiters for their skill sets in engaging with candidates... why are they spending half their day on something other than their core competency?

Our sourcing services are designed to give recruiters all the information on candidates upfront so they can focus on talking to and recruiting great talent.

These innovative solutions are part of how we achieve a dramatically lower cost per hire.

Our Sourcing Services, Explained

Our sourcing services focus on quickly and efficiently identifying candidates for any given role. We source candidates for virtually every type of role, industry, and geographic area.

From white-collar to blue-collar jobs, executive to entry level, we are able to find professionals with the necessary qualifications. Our expertise spans all industries with a particular emphasis on IT, finance, and sales. Lastly, we work with companies and positions across the world, meaning there's no search we can't support.

In our sourcing process, we call every potential candidate to ask questions and qualify them for the role. These are very basic questions with simple answers, confirming their interest, level of experience, known skills, and if necessary, their willingness to relocate.

These questions can be customized entirely to suit the client's needs. We can suggest questions if necessary, but we tailor the process for the client's individual situation and project.

Most importantly, all of the information we provide to our clients is organized and verified to be same-day accurate.

This leaves your recruiting team with a pool of high-quality, interested, and qualified candidates to streamline the process. With quality, accurate information on candidates, recruiters can focus on effectively engaging with these candidates.



Leveraging Research to Identify and Engage More Candidates

A large part of what makes our sourcing services unique is that we leverage our in-house recruitment research team. As the largest recruitment intelligence company in the United States, we offer wholly unique value in identifying large pools of quality candidates.

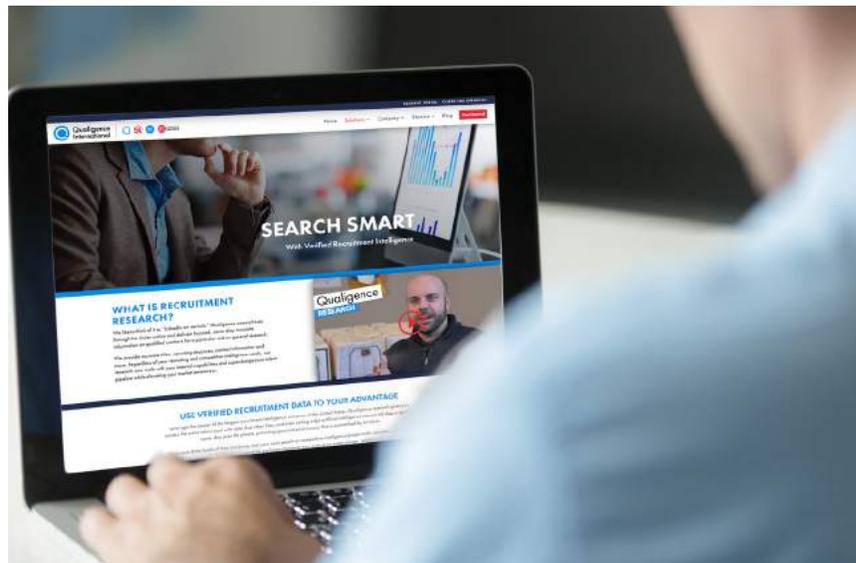
With proprietary research techniques, we are able to access the entire talent pool to generate names with titles and contact information. Unlike other firms, we provide access to passive candidates and those who might not be found online.

Furthermore, our research can provide you with:

- Org Charts
- Name Generation
- Competitive Intelligence
- Candidate Bios
- Market Wages
- Vacation Packages
- Diversity Identification

The quality, structure, and accuracy of this information can't be matched by advanced software or AI solutions.

Altogether, our research gives you a considerable edge in the search for top talent.



How Our Sourcing Services Go Above and Beyond

The average recruiting company only has access to about 65% of the talent pool.



Although LinkedIn may give you the impression that you have access to everyone on the market, that's simply not the case.

Only 44% of the U.S. population is on LinkedIn, and less than 20% of LinkedIn users log on daily.

Furthermore, **70% of the talent pool is comprised of passive candidates** – candidates who aren't actively looking to get a new position.

Qualigence gives you access to 100% of the talent pool through our research services. We get in touch with active and passive candidates as well as those who aren't on LinkedIn or other social media platforms.

By mapping out org charts, we're able to find candidates in related roles who may be interested in a similar but different roles. Likewise, this allows companies to make offers to candidates who are ready for promotion but haven't yet received it at their current employer. In these respects, org charts are powerful tools for accessing and engaging with passive candidates or those who might not have a matching job title.

In short, our research provides access to more candidates, allowing you to make better hires and fill requisitions faster. By finding candidates' social media accounts and contact information, we give you more ways to engage with them. Understanding that effectively engaging with candidates is half the battle, this can make all the difference in your recruiting efforts.

Best of all, this data is yours to keep. You can continue to make hires on our research throughout the year or use it to grow your existing talent bench.

Adding recruitment research to your toolbox can drastically lower your average CPH (cost-per-hire).



How Our Services Empower Your Recruiting Team to Crush It

Now, most every recruiting team already has their own sourcing solution in place. That may leave you wondering what additional value our sourcing service could offer.

To address that point, we have to look at some of the limitations of existing sourcing strategies.

Technology is very helpful for sourcing candidates, but it's a double-edged sword. Of course, LinkedIn is a great tool for finding candidates – but as discussed previously, it only provides access to a small portion of the talent pool.

You can scour databases, buy contact lists, and perform Boolean searches to generate more candidate names. However, we all know that information found on the internet and in databases is often inaccurate, outdated, or completely irrelevant.

It's frustrating to try to recruit candidates when it turns out you have incorrect titles, individuals are now working in completely different fields, or you're simply calling wrong numbers.

Our sourcing services are unique in that all of the data we provide is verified to be accurate the day we hand it to you. As a result, you can hit the ground running with complete confidence that the data you have is accurate and valuable to your search.



Other Valuable Research Applications

While our research is mostly utilized for identifying candidates, it has many other valuable applications. For example, our diversity identification research gives you insight on the demographics of a specific workforce. This helps you determine whether your diversity initiatives are on track or not.

We also perform compensation studies and gather competitive intelligence for clients. This enables

clients to put together competitive compensation packages to ensure they're offering enough to attract top talent without overpaying. Furthermore, it gives you a read on what benefits are standard and what may give you the edge when a candidate is deciding between multiple offers.

Finding and engaging candidates is only half the battle. Our research helps you make sure your offer is perfectly suited to draw in great candidates without breaking the budget.

Helping Your Recruiters Make Better Hires More Efficiently

Ultimately, our services are all oriented around helping you find and recruit top talent more efficiently. Our sourcing tools alike are designed to save you time and money while helping your team hire the people you need for success.

We're happy to tailor these services and provide custom solutions to meet your unique team's needs. Many clients use us simply for name generation or org chart mapping, while others find it valuable to go a step further by qualifying candidates and confirming credentials.



Qualigence International



Qualigence is committed to empowering you to recruit more efficiently and make better hires. [Contact us](#) today to get started developing a custom solution for your business.

GET STARTED