

SOURCE OF HIRE 2016: Oven Ready

The Top Sources of Hires Report: List of Ingredients

- Nearly 13,000,000 applications
- More than 600,000 interviews
- More than 300,000 hires

Overview of the 2016 Source of Hire
Percent of Total Hires and Interviews by Top Sources

Indeed takes the cake with external source interviews and hires:

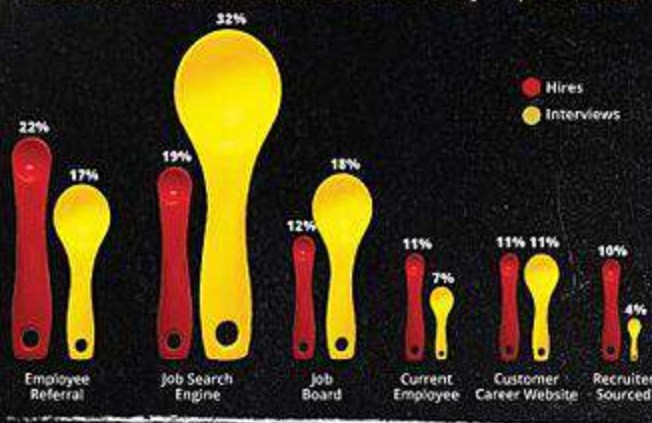
Indeed: 52%
CareerBuilder: 8%
Unspecified Job Board: 5%
Agency: 5%
Craigslist: 5%
LinkedIn: 5%
Campus Recruiting: 3%
Monster: 2%
Job Fair: 1%
Print Advertisement: 1%

Top 10 External Interviews

Indeed: 43%

Agency: 9%
CareerBuilder: 8%
Campus Recruiting: 7%
Unspecified Job Board: 5%
Craigslist: 5%
LinkedIn: 3%
Job Fair: 2%
Monster: 2%
Print Advertisement: 2%

Top 10 External Hires



Employee referrals are the real breadwinners in online hiring.

Employee Referral: 28%
Indeed: 24%
Current Employee: 15%
Customer Career Site/Website: 14%
Career Builder: 4%
Unspecified Job Board: 3%
Craigslist: 3%
LinkedIn: 2%
Monster: 1%
Social: 1%

Serving Up Industry Insight

Cost of Internal vs. External Hires
18% - 20%

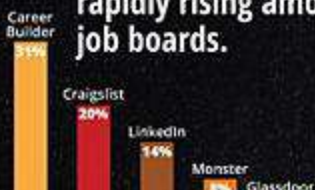
How much more investment banking companies pay for external hires compared to the cost of internal promotions for similar positions.

Professor Matthew Bidwell, University of Pennsylvania, The Wharton School, "Paying More to Get Less"

Indeed takes the cake, but job boards should still be in the mix.



Craigslist has been rapidly rising among job boards.



Smartphone use: A key ingredient for recruiting.
43% used their phones in the past year to look up a job.

SilkRoad

U.S. Smartphone Use in 2015, Pew Research Center, April 2015