



Recruiting Research Survey

*Volume 10 • Recruitment Team Structure
Survey*

Welcome to AIRS® 2016 Recruitment Team Structure Survey Results!

AIRS is proud to have a large alumni network of recruiters in every industry and location. As a service to ALL recruiters, we frequently poll our network on current trends and hot topics. What follows are our most recent survey results on Recruitment Team Structure! We are pleased to share this with you and hope it is helpful to you and your organization. Please look for future survey results!

Highlights

- **44%** of respondents had “formal training” when they began their career as a recruiter.
- **57%** of those respondents described “job shadowing” as the formal training they received.
- Only **20%** of respondents stated the recruiter training they received at the beginning of their career was “Extremely Effective”, down 35% from last year.
- The average number of employees on a separate sourcing team continues to be 5.
- The number of recruiting team members surveyed who handle 21 or more requisitions at a time, is up **25%** from last year.
- Respondents stated that 23 was the average number of job requisitions handled by each team member, up **35%**.

AIRS® Recruiting Research Survey: Volume 10 • Recruitment Team Structure Survey

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(RecruitResSurvey_Vol10_0916)

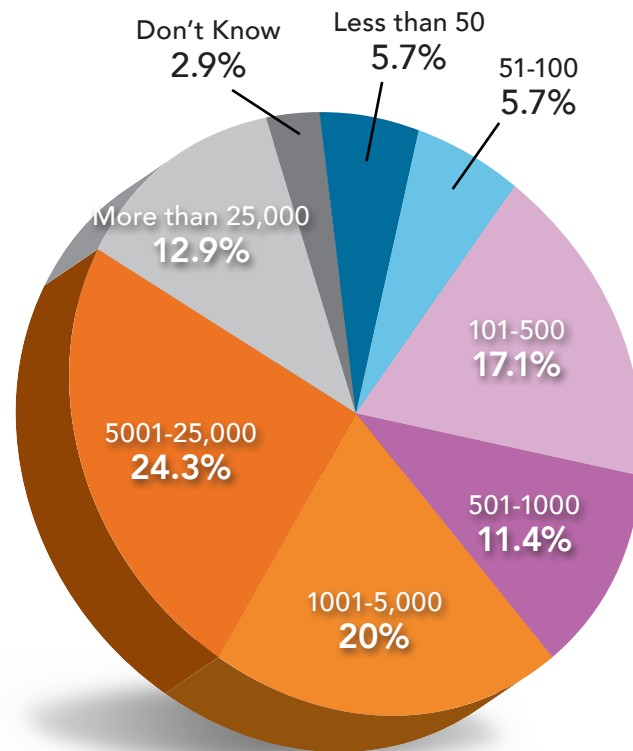
AIRS 2016 Recruitment Team Structure Survey

What best describes the industry of your organization?

	2016
Computer Software	12.9%
Healthcare	12.9%
Employment - Executive Search	7.1%
Information Technologies	5.7%
Employment - 3rd Party Recruiter	4.3%
Financial Services	4.3%
Manufacturing	4.3%
Non-Profit	4.3%
Pharmaceutical & Biotechnology	4.3%
Retail	4.3%
Employment - Staffing Agency	2.9%
Energy & Utilities	2.9%
Insurance	2.9%
Wholesale & Distribution	2.9%
Aviation, Aerospace & Defense	1.4%
Chemicals	1.4%
Conglomerate	1.4%
Construction & Engineering	1.4%
Food & Beverage	1.4%
Government	1.4%
Media	1.4%
Services	1.4%
Sports & Recreation	1.4%
Transportation, Logistics, Storage	1.4%

How many employees in your organization?

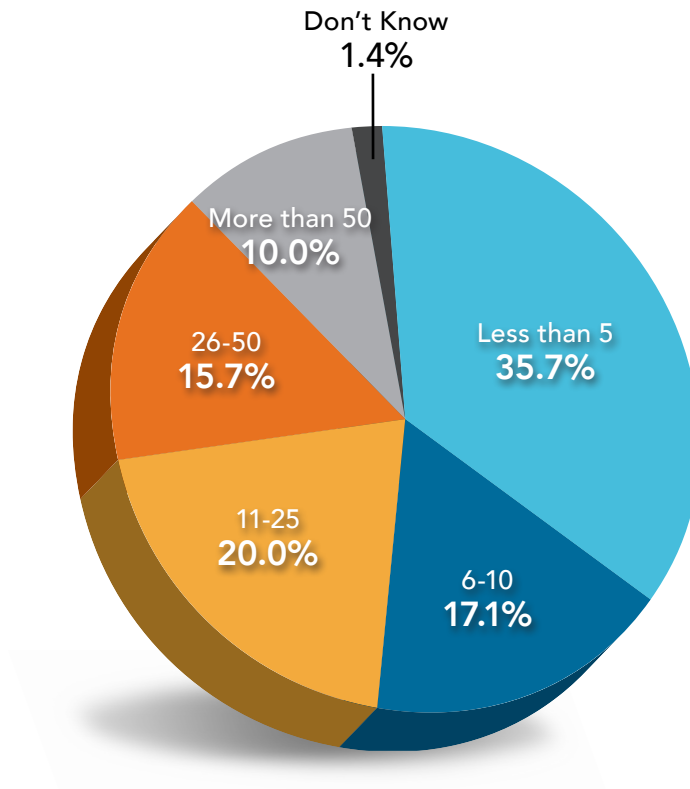
2016



	2016	2015	% Change from 2015
Less than 50	5.7%	11.7%	-51%
51-100	5.7%	5.2%	10%
101-500	17.1%	19.5%	-12%
501-1000	11.4%	11.0%	4%
1001-5000	20.0%	24.0%	-17%
5001-25000	24.3%	14.9%	63%
More than 25000	12.9%	13.6%	-5%
Don't Know	2.9%	0.0%	100%

How many employees in your Recruiting Department?

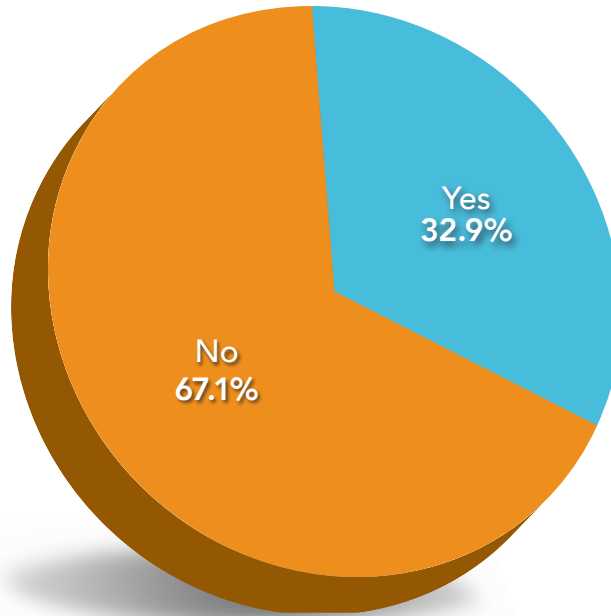
2016



	2016	2015	% Change from 2015
Less than 5	35.7%	48.7%	-27%
6-10	17.1%	22.7%	-25%
11-25	20.0%	11.7%	71%
26-50	15.7%	8.4%	87%
More than 50	10.0%	8.4%	19%
Don't Know	1.4%	0.0%	100%

Do you have a dedicated sourcing team?

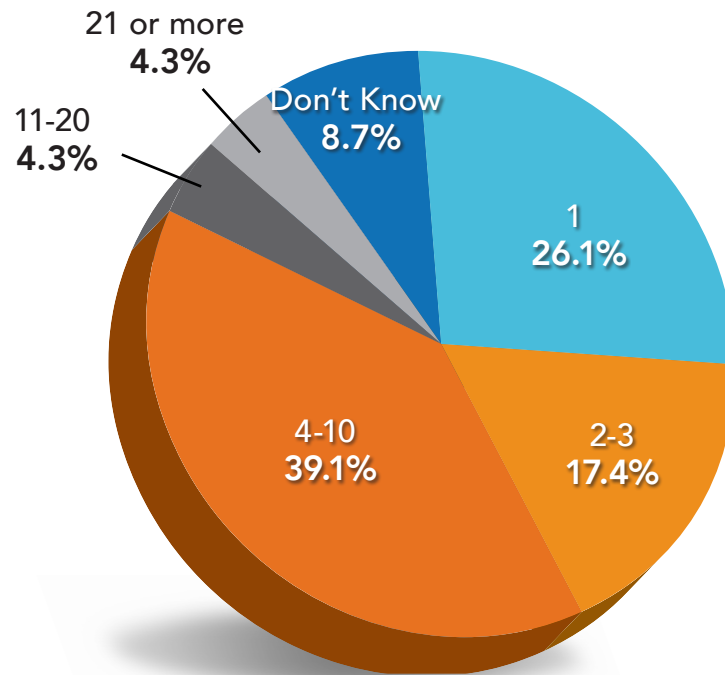
2016



	2016	2015	% Change from 2015
Yes	32.9%	30.5%	8%
No	67.1%	66.9%	0%
Don't Know	0.0%	2.6%	-100%

How many employees on your sourcing team?

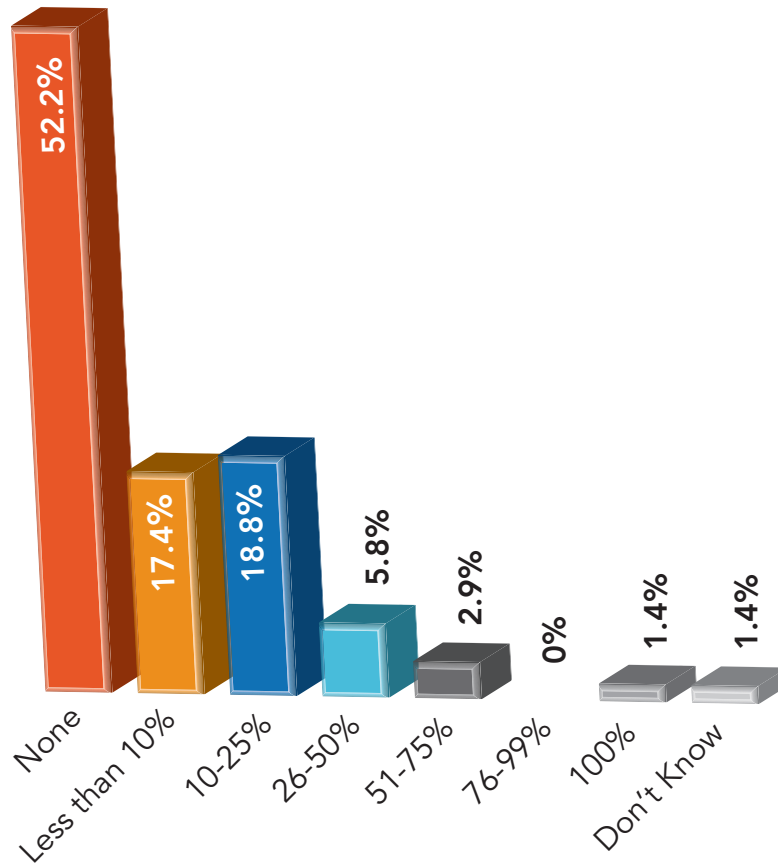
2016



	2016	2015	% Change from 2015
1	26.1%	22.2%	18%
2-3	17.4%	35.6%	-51%
4-10	39.1%	26.7%	46%
11-20	4.3%	6.7%	-36%
21 or more	4.3%	4.4%	-2%
Don't Know	8.7%	4.4%	98%

What percentage of your recruiting and sourcing teams are contract/
temporary employees?

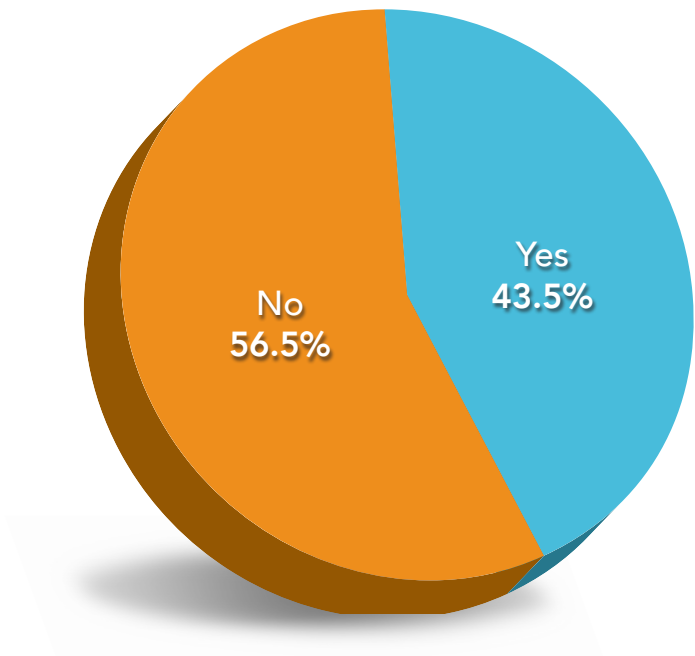
2016



	2016	2015	% Change from 2015
None	52.2%	58.0%	-10%
Less than 10%	17.4%	16.0%	9%
10-25%	18.8%	10.0%	88%
26-50%	5.8%	6.0%	-3%
51-75%	2.9%	2.0%	45%
76-99%	0.0%	1.3%	-100%
100%	1.4%	4.7%	-70%
Don't Know	1.4%	2.0%	-30%

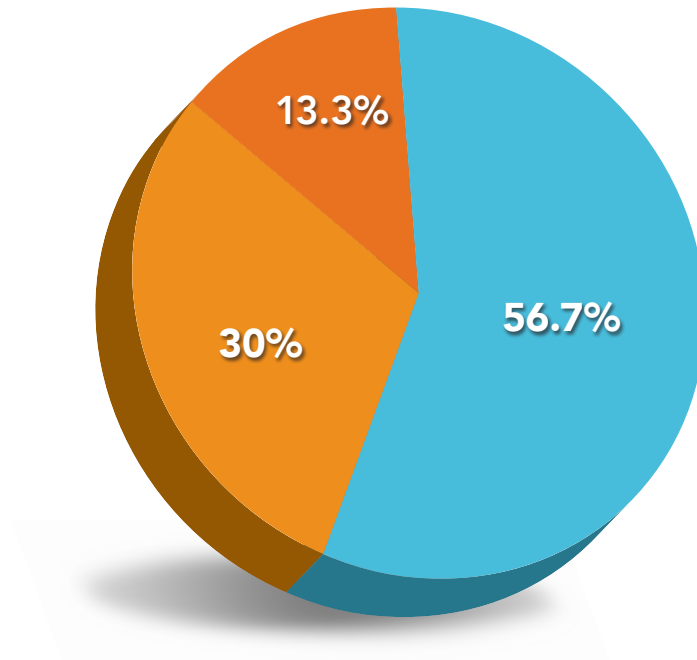
Did you receive any formal training, when you began as a recruiter?

2016



	2016	2015	% change from 2015
Yes	43.5%	38.7%	12%
No	56.5%	61.3%	-8%

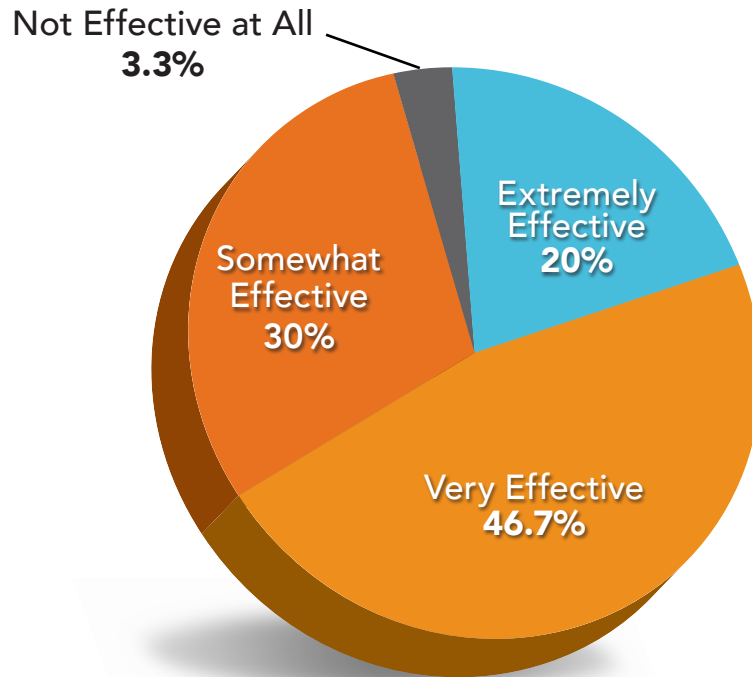
What BEST describes the type of training you received?
2016



	2016	2015	% Change from 2015
Job Shadowed another recruiter	56.7%	45.8%	24%
Company had formal in house training	30.0%	32.2%	-7%
Company sent me to an external training	13.3%	16.9%	-21%
I am self taught	0.0%	5.1%	-100%

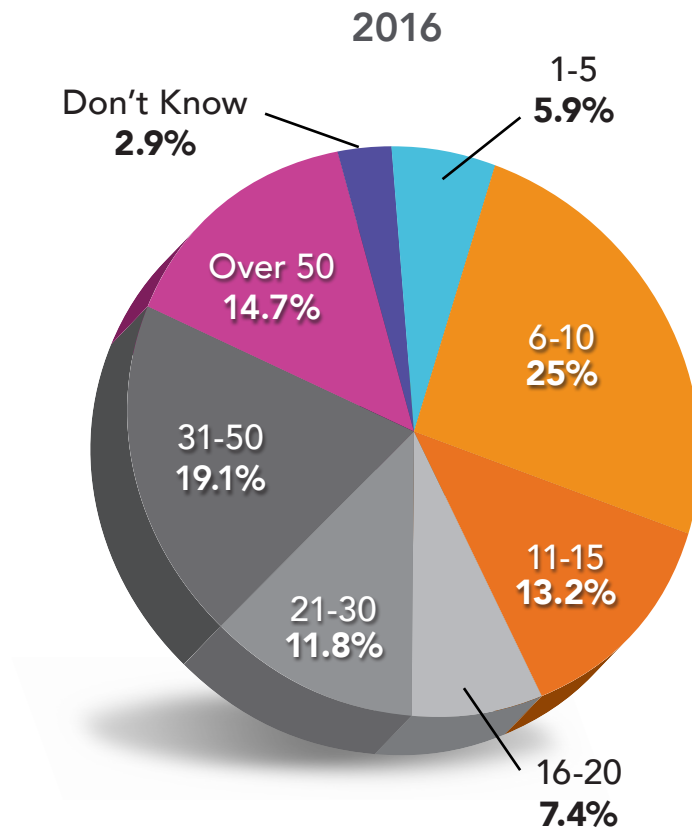
How impactful do you feel the training was for your development as a recruiter?

2016



	2016	2015	% Change from 2015
Extremely Effective	20.0%	31.0%	-35%
Very Effective	46.7%	31.0%	51%
Somewhat Effective	30.0%	36.2%	-17%
Not Effective At All	3.3%	1.7%	94%
Other (please specify)	0.0%	0.0%	0%

On average, how many job requisitions does each team member handle?



	2016	2015	% Change from 2015
1-5	5.9%	9.3%	-37%
6-10	25.0%	11.3%	121%
11-15	13.2%	18.7%	-29%
16-20	7.4%	19.3%	-62%
21-30	11.8%	18.7%	-37%
31-50	19.1%	18.0%	6%
Over 50	14.7%	n/a	n/a
Don't Know	2.9%	4.7%	-38%



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