

Modern Hiring Guide

Best practises to overcome your recruiting challenges and set your talent acquisition team up for success -- EU Version



The Global Workforce Has Changed



Let's talk about today's workforce:

8.3%

Unemployment in EU,
although varies among
each country

60%

Of workers are
hourly

75%

Of the workforce will
be millennials by 2025

These factors are causing a seismic shift in the way companies approach recruiting and how job seekers find work. Enterprises, especially those with a large service workforce, are facing growing challenges around finding quality hires, filling roles fast, streamlining recruiting, and improving processes and broken systems.

The New Service Economy

Consumers today demand same-day deliveries, 24/7 customer service, and all-in-one experiences. They now also demand this same personalised and flexible experience with their potential employers whether it be through jobs in the gig or traditional service economy. We call the convergence of these industries and workforces The New Service Economy.

The New Service Economy is growing fast and employers are competing for the same talent pool with high expectations, making hiring much more difficult than ever. Businesses are struggling to keep up and it is affecting the bottom line.

Hiring practises also have not adapted to the dynamic needs of this new relationship. This flexible workforce is looking to quickly onboard, start working, and earning wages. Meanwhile, companies are looking to avoid anything that discourages these qualified candidates. They also want to arm their recruiters with the tools to process high-volumes of applicants and keep their flexible workforce pipeline active.