fountain

Modern Hiring Guide

Best practices to overcome the hiring challenges of today (and tomorrow)



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The state of today's workforce

There is a seismic shift happening in the way companies approach recruiting, specifically hourly recruiting. Meanwhile, the way hourly workers find jobs is also on the cusp of a major transformation.

Recruiters are moving on from traditional hiring methods, which historically have involved complicated applications, manual input from recruiters, and weeks (or even months) to fill roles. Today's hiring teams have no time for yesterday's recruiting. Instead, they're embracing new technologies like automation and artificial intelligence (AI) to keep applicants engaged and fast-track them to "hired."

Consumers today demand same-day deliveries, 24/7 customer service, and all-in-one experiences. They expect the same type of attention and consideration when they apply for a job. But as businesses compete for the same talent pool, hiring is becoming more difficult than ever, and organizations that fall behind in the race for talent also risk falling behind in growth and revenue.

Today's agile, always-connected workforce is looking to apply, start working, and earn wages fast. Meanwhile, companies are trying to figure out how to equip their recruiters with the tools they need to process high volumes of applicants and keep their hourly worker pipeline active.

By the numbers

3.5%

Unemployment rate in the United States[1]

5.7 million

The number of unemployed people in the United States[1]

223,000

Increase in nonfarm payroll employment[1]

82.3 million

Hourly workers (58.1% of all U.S. workers)[2]