



# Recruiting and Hiring Practices

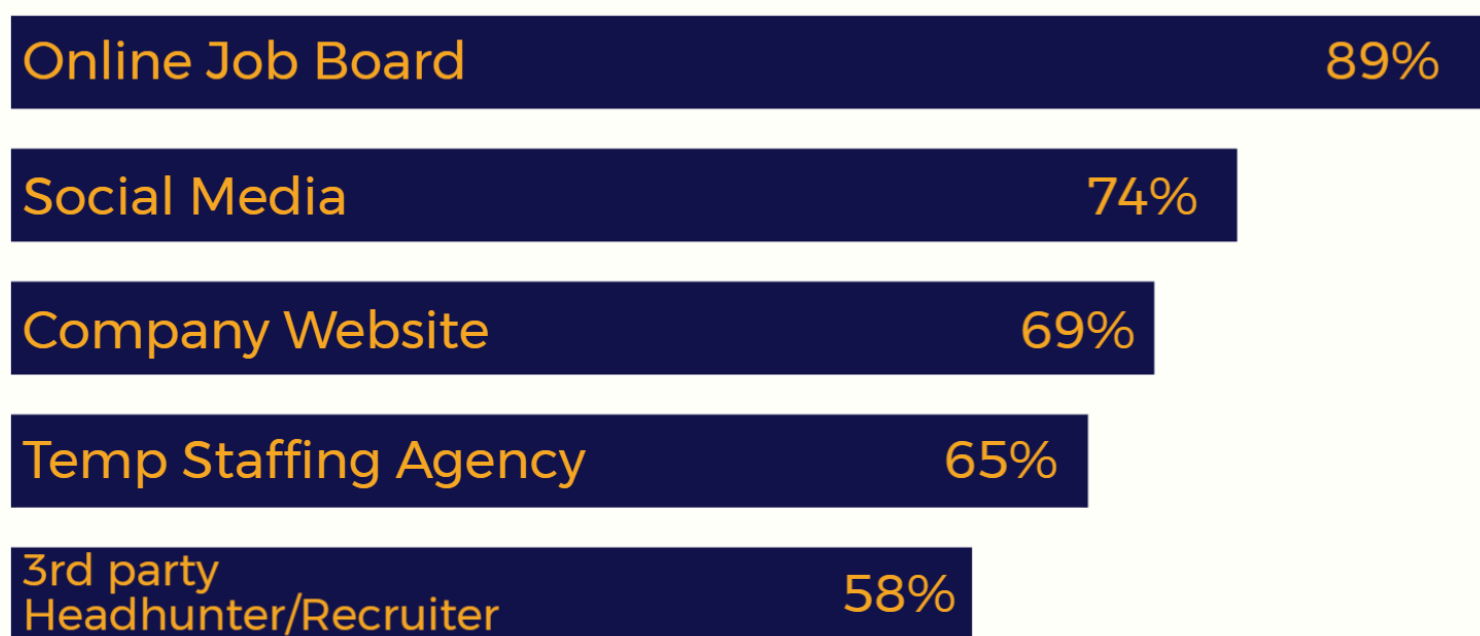
## Days to Fill an Open Position:



Upper management positions were also ranked as the most difficult to fill.

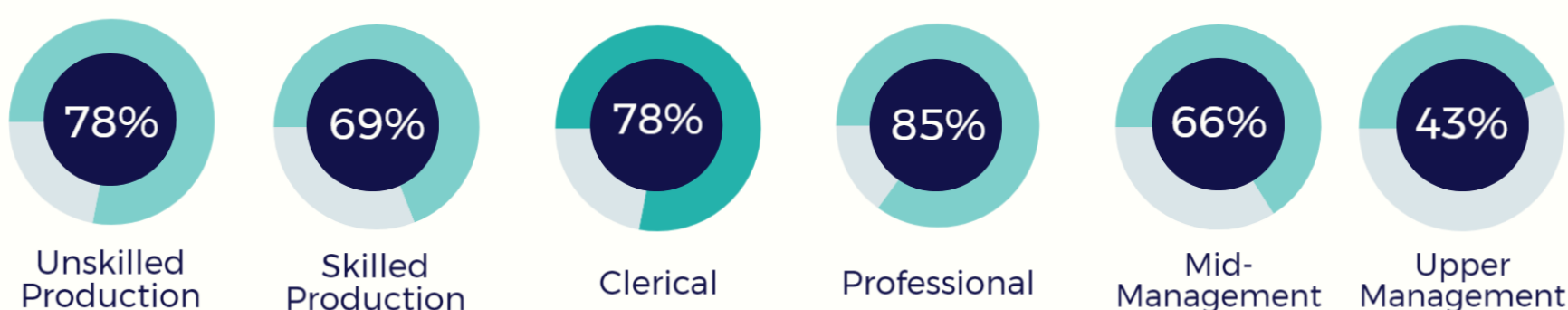
## Resources being Utilized when Filling an Open Position

(% Yes)



## Did You Hire for the Following Positions in 2016?

(% Yes)



## 2017 Outlook

Professional and Production (unskilled and skilled) Staff are a problem area for employers in 2017. Over 60% of organizations currently have an opening for these positions.

## Most Common Pre-Employment Tests Utilized by Employers

(% Yes)



## Who Typically Interviews a Candidate before a Decision is Made?

(% Yes)

