

# WHAT CANDIDATES WANT

Key Findings from the *Inside the Candidate Experience 2023 Report*



Less than 2 in 10 candidates would rate their recent recruitment experience as excellent. Candidates in EMEA are half as likely to rate their experience as excellent than those in other regions.



35%



2/3 of candidates use social media to research companies during their job search. Yet, a third of employers are not posting career related content to their social channels at least once a week.

35% of organizations don't feature real employees on their career site.

Word of mouth is still an important source for job seekers with 57% saying they've asked friends and colleagues about an employer.



Less than half of employers show information about the organization's mission, purpose or values on the career site. Yet, they're the top three considerations for applicants when deciding to apply.



30%



Only 13% of employers offer candidates the opportunity to speak to a recruiter or current employee before applying.

Only 30% of employers clearly stated that adjustments were available for candidates with disabilities prior to starting an application.

Only half of organizations provide an opportunity for candidates to register their interest or to sign up for job alerts.

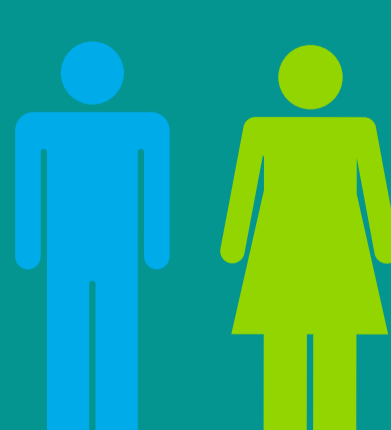
Less than half of employers are taking advantage of a one-click application tool, and only 1 in 10 provided information to candidates explaining what they should expect during the application process.



Less than 2 in 10 employers provided candidates with details on the next steps in the recruitment process after applying.



Nearly half (48%) of candidates did not receive feedback on their last application. Of those who did receive feedback, 38% stated the comments they received were not useful.



44% of organizations did not provide an opportunity for candidates to give feedback on their experience.

Men are more likely than women to be aware of opportunities to give and receive feedback during the recruitment process.

For more global candidate experience insights, download our latest research report, *Inside the Candidate Experience 2023 Report*.

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