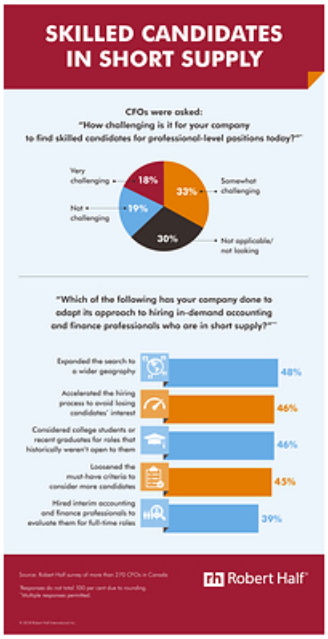
Robert Half Canada

Talent Shortages Forcing Employers to Change Hiring Tactics



More Than Half of Canadian CFOs Experiencing Recruiting Difficulties

TORONTO, Jan. 3, 2018 /CNW/ - With the unemployment rate in Canada at 5.9%, the lowest it's been in nearly a decade, employers are finding it difficult to recruit top talent in many professional occupations. In a recent survey from global staffing firm Robert Half, 51% of CFOs said it is at least somewhat challenging to identify skilled workers for current job vacancies.

CFOs were asked, "**In general, how challenging is it for your company to find skilled candidates for professional-level positions today**?" Their responses:

Very challenging	**18%**
Somewhat challenging	**33%**
Not challenging	19%
Not applicable/not looking	30%
Total	100%

"To ensure organizations are consistently attracting top professionals, they must establish nimble and comprehensive hiring processes capable of successfully evolving with current market conditions and limited candidate supply," said Greg Scileppi, president of Robert Half, International Staffing Operations.

To cast a wider net, 48% of executives surveyed by Robert Half are extending their search geographically. Other strategies include shortening the hiring process, considering entry-level applicants for roles that historically weren't open to them, loosening job criteria and bringing on interim professionals.

Robert Half offers the following advice for employers:

- **Re-examine your hiring criteria.** Identify must-have attributes and skills that can be taught on the job. Develop a strong onboarding program to help new employees get up to speed quickly and learn your company's systems and processes.
- **Amp up active recruitment.** Long gone are the days when you can advertise a job opening and wait for skilled professionals to apply. Keep your eyes and ears open. No matter what type of event you are at, be ready to describe your

company's exciting job opportunities.

- **Consider remote options.** Give potential employees the option to work remotely, if the nature of the job allows for it. This flexibility enables you to tap a wider base of professionals.

- **Partner with a recruiter.** Staffing professionals can help you quickly find and secure candidates you may not be able to identify on your own. They'll also handle other aspects of the hiring process such as posting job openings, interviewing applicants, checking references, extending offers and negotiating compensation.

- **Leverage employee referrals.** Ask employees if they know people who would be good additions to the team, as your staff are more likely to refer candidates who they think will be a good fit. Implementing an employee referral program can also be a powerful recruiting tool.

About the Research

The survey was developed by Robert Half and conducted by an independent research firm. It is based on telephone interviews with more than 270 CFOs from a stratified random sample of companies in Canada.

About Robert Half

Founded in 1948, Robert Half is the world's first and largest specialized staffing firm. The Menlo Park, Calif.-based company has 300 staffing locations worldwide and offers online job search and management tools at roberthalf.ca. For career and management advice, follow our blog at roberthalf.ca/blog. Follow Robert Half Canada on Twitter at @RobertHalf_CAN for additional workplace advice and hiring trends.

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