

## Common Recruitment Challenges and How To Deal With Them

The recruitment process is no picnic. When looking to hire the best people, employers are likely to bump into a lot of big hiring problems. These issues can trip up even the most dedicated recruiter or hiring manager.

So what are the biggest problems likely to arise in your recruitment process? And how can you use a next-gen applicant tracking system like Simpllicant to solve the most pressing recruitment pitfalls? First, let's take a look at the challenges you face trying to hire the best candidates:



- The Skills Gap. According to the [Job Preparedness Indicator](#), only about 17 percent of employers are finding candidates with the right skills for their open positions.
- Poor Candidate Experience. [A CareerBuilder study](#) found 75 percent of job seekers never heard back after applying for a job, although 82 percent expected to hear back from employers.
- Focusing on the wrong recruitment aspects. Many companies are focusing on the wrong parts of their recruitment process, allowing talented candidates to slip through their fingers.
- Ignoring the power of employee referrals. Referrals are the [number-one source of external hire](#), outpacing even social media and job boards, yet many companies ignore this talent source.
- Not using a complete recruitment software solution. If your applicant tracking system was not built with an all-in-one mindset, you are likely to lose precious time in your process because you need a complete recruitment solution.

# simplicant

So how can your applicant tracking system help you sidestep these pitfalls and hire the best people? Let's look at a few ways a next-gen applicant tracking system like Simplicant can help you avoid some of these common problems:

- **Jumping The Skills Gap.** A [next-gen applicant tracking system](#) like Simplicant allows you to waste less time in the hiring process, helping you to focus on connecting with only the most qualified candidates. Plus, thanks to the social recruiting function, you can push out open jobs to prominent social networks and job boards, getting your positions in front of a wider pool of talented candidates.
- **Easy Candidate Relationship Management.** Never drop the ball on candidate experience again using the [internal messaging capabilities](#) of Simplicant's recruitment software to keep in contact with great talent.
- **Dig Into Analytics.** Thanks to [built-in analytics](#), you can use your recruitment software to pinpoint just what aspects of your recruitment process need improve and where your organization already excels.
- **Make Employee Referrals Easy.** Because [employee referrals are built into your recruitment software](#), it becomes a snap to convince current workers to refer their talented friends.
- **Use A Complete Recruitment Management Solution.** Your recruitment software should offer the complete package, from sourcing and referrals to tracking and analytics. Do not settle for less than a complete solution.

Hiring problems abound, but using a complete applicant tracking system like Simplicant can help you avoid falling into common pitfalls along the way to hiring success.