

Industry leaders agree recruitment lacks trust: research suggests a new model is needed

Submitted by: BlueSky Public Relations Ltd

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In a highly-charged debate, experts from across the whole hiring spectrum came together in October to discuss the challenge of trust in hiring processes, with results suggesting that the industry itself needs a complete overhaul.

The event, facilitated by peer-to-peer recommendation platform, AnyGood?, revealed an overarching agreement that many of today's hiring models aren't fit for purpose. While there were varying views on what needs to change and who needs to own the process, there was a general consensus that a new model needs to build on four critical elements:

- Greater transparency for clients of fees and clearer guidance on the makeup of alleged diverse talent pools
- Recruitment solutions operating as an ecosystem of partners rather than agencies working in competition
- Greater awareness of solution options for clients
- A way for candidates to understand the quality criteria recruiters are held against and guidance on how to call out bad practice behaviour.

Juliet Eccleston, Co-Founder of AnyGood? and driver of the Trust In Recruitment campaign, commented:

"With our recent independent research revealing that 52% of people don't feel they've been treated honestly in the hiring process and now this debate highlighting that almost everyone across the industry feels existing methods aren't sustainable, the need to disrupt the norm and drive change is now more critical than it's ever been. While there was certainly a mix of opinions as to exactly what needs to be done and who owns this movement, it's safe to say that a new model is needed that empowers clients and candidates and equips them with the tools to be able to confidently call-out dodgy hiring practices.

"And I can certainly say that my involvement in driving better practice in the industry isn't finished yet. The next phase of our Trust In Recruitment campaign will be to bring together influential players in the industry to agree actions and how to enforce these in order to move this issue on. Someone needs to drive the disruption of recruitment as we know it, and I'm more than happy to lead this for the benefit of the one audience that is most affected by poor practice but also has the quietest voice in developments: candidates."

For more information on the Trust In Recruitment campaign and a copy of the full debate analysis, visit:

<http://trustinrecruitment.com/debate/>