

Challenges & Changes

Talent Acquisition in Tech 2021 Report Highlights

We all know work has changed. But what about hiring? To find out, we've commissioned new research into the talent acquisition process at high-growth tech companies. By combining a survey of 250 people leaders with 20 qualitative interviews, we've painted a rich picture of their goals, challenges, and preferred tools for 2021. Here's a quick taste.



D&I tops talent priorities

- As employers strive to build more diverse teams, **75%** are reviewing their diversity hiring practices for 2021.
- **81%** of companies already conduct unconscious bias training – rising to **92%** for tech companies.
- 'Removing unconscious bias from the process' was named the top priority to improve the talent acquisition process in 2021, followed by 'Making hiring manager interviews less prone to 'gut feel''.

Tech leads the way

- Nearly half of tech companies surveyed felt 'very satisfied' with the effectiveness of their TA process – compared to just **22%** for all other sectors.
- The tech sector is also more likely to be 'very satisfied' with their TA tech stack (**42% vs. 24%** for all other sectors).
- Tech companies are seeing better outcomes from their video interviews, with **41%** saying they're leading to better hires (vs. 25% for non-tech employers).

COVID leaves candidates in the dark

- **48%** of all companies reported more applications since the pandemic – increasing to **57%** for tech companies.
- Quality of candidates is higher than pre-pandemic, with **66%** seeing improvements – increasing to **73%** for tech companies.
- However, companies are letting applicants down, with only **7%** managing to give feedback to all applicants.

New roles and remote working

- **40%** respondents said **11-30%** of hires will be new roles in 2021.
- Half of those surveyed will be hiring more remote workers in 2021 – increasing to **58%** for tech companies.
- Remote working constraints were not considered a top challenge for companies in 2021 - with only **4%** of companies identifying this as a challenge for 2021.

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