CEO, Russell Crowe

European Recruitment Trends

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KUDOS RECRUITMENT
SEARCH & SELECTION

- Current State of the European Economy

- The challenges we face in recruitment

- Trends in online recruitment

- Prizes – competition time

- Social Media

- Mobile

- Opportunities

Austria

Belgium

Bulgaria

Cyprus

Czech Republic

Denmark

Estonia

Finland

France

Germany

Greece

Hungary

Ireland

Italy

Latvia

Lithuania

Luxembourg

Malta

Netherlands

Poland

Portugal

Romania

Slovakia

Slovenia
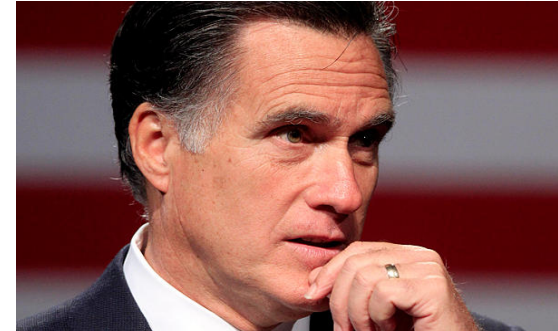
Spain

Sweden

United Kingdom

Boom or Bust?

Driven by our leaders

Who can drive our economies?

Some who think.

Some that don't

The UK is the seventh richest economy which is worth £1.4 Trillion

PERIPHERAL EUROZONE DEBTORS
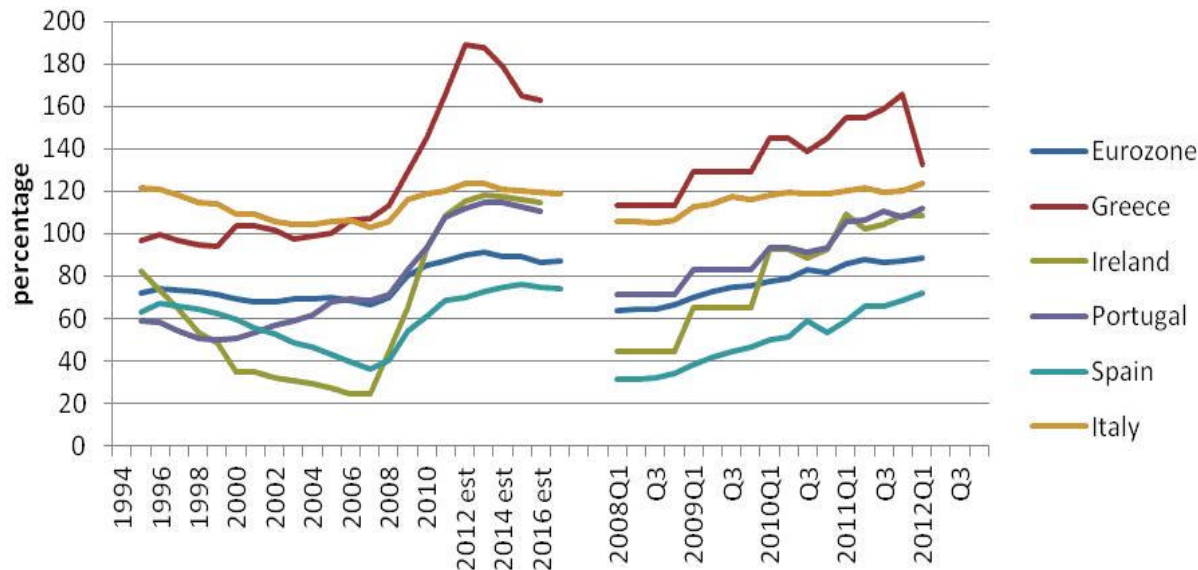General Government Gross Debt
(as percentage of GDP)

Chart Toppers

- Greece highest 2012

- Italy 2nd

- Eurozone continues to rise but showing signs of balance

Competition time

Question. Which country has the lowest private sector banking deposits?
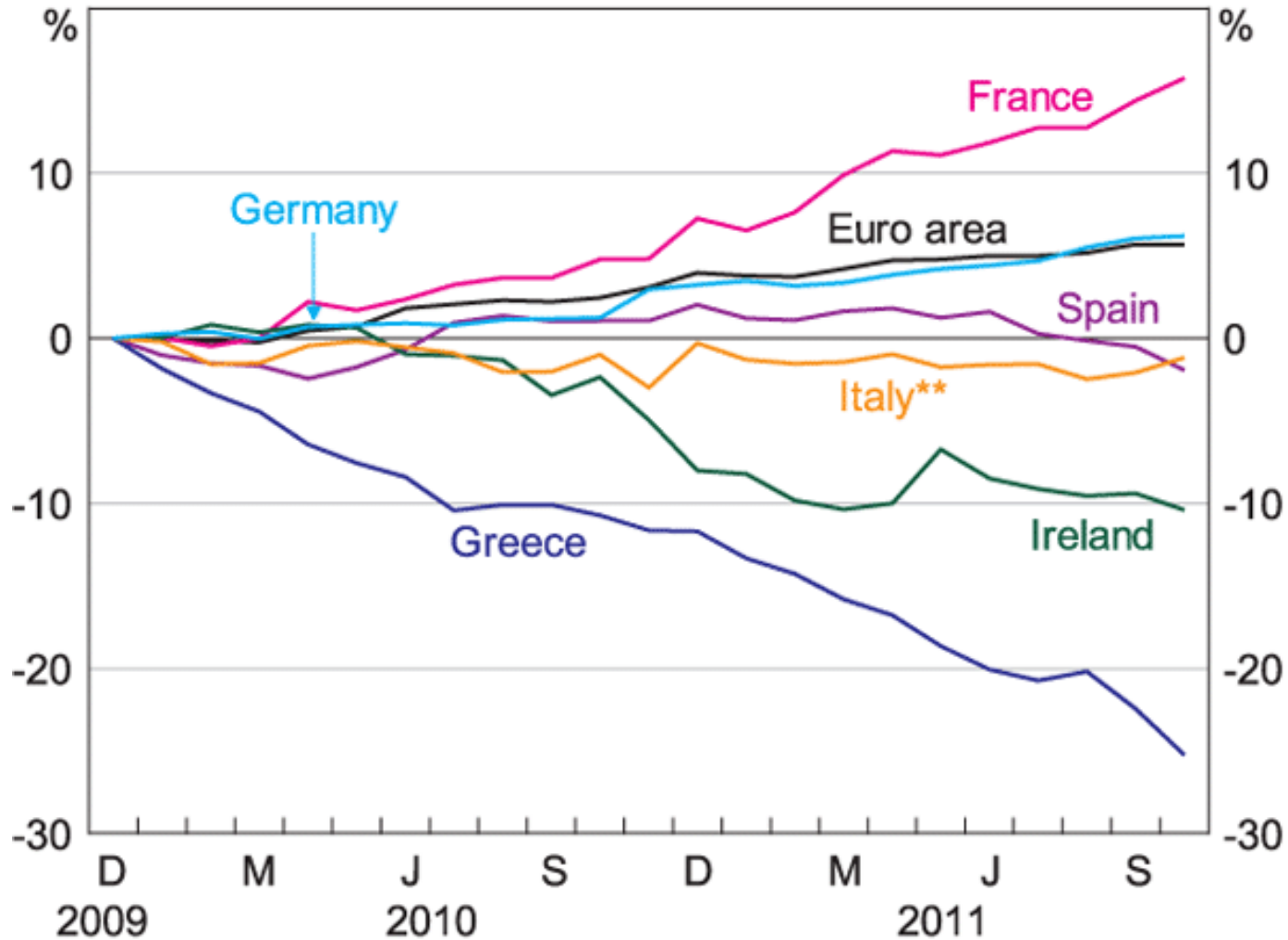
Banks' Private Sector Deposits*

Cumulative percentage change from end December 2009

What does this mean?

Some economic forecasters predict between 2017 & 2020 that some members of the EU27, will leave the Euro currency – Not the Euro Zone.

Greece will be the first to leave with Spain and Italy to follow.

Different recruitment sectors will have varying implication and opportunities.
i.e. Spain has had a huge property bubble causing it's debts.
Millions of properties remain unsold.

Greece – the economy will collapse in the short term as new currency is introduced, the opportunity will come from tourism and property, as the ability to purchase cheaper holidays and holiday homes will become more affordable. This will result their new economy becoming one of the fast growing in the long term.

Competition time

Question. What is the current unemployment rate across Europe?

A. 8 million

B. 27 million

C. 97.5 million

It is now believed that **27 million people** are out of work across Europe.

The highest unemployment rates were seen in.

Spain (25.1%)

Greece (24.4%)

In Spain around 50% of the unemployment rate are younger jobseekers.

The lowest unemployment rates were recorded in,

Austria (4.5%)

Luxembourg (5.2%)

Netherlands (5.3%)

Germany (5.5%)

Online Recruitment Trends

- Job board usage increase 40% year-on-year

- 4 of the top 5 leading news papers reported a global decline

- Aggregator Acquisition

- Jobsite (DMGT) Jobrapido.
  - Top 3 UK Recruitment advertising platform

  - Reason – supplying an international talent pool

- Utilisation of social media
  - Facebook- one billion users per month

  - Linkedin or Linked-out (activity by senior level candidates)
    - Only 10% of activity is job searching

  - Advanced search engine utilisation – Alternatives to Google

Mobile Usage Stats

Competition time

Star Prize

Question. What percentage of mobile users globally, use Iphone's?

A. 3%

B. 10%

C. 25%

Answer is B: around 10% of mobile phone users use Iphone

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onrec
2011 Industry Awards
WINNER

Mobile presents a significant opportunity within the recruitment sector – this is a must have tool in to days society

- 28% on internet usage is from a mobile phone

- 27% of all emails are opened on a mobile device

- 51% of UK mobile phone users have a smart phone

- 30% of people have used a mobile handset to access the internet

- 71% of 16-24 year olds have used their mobile to access the internet

- There are 300 different mobile devices typically use a mobile website each month

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Please scan our QR code

Mobile Usage For Recruitment

- 72% of candidates are interested in receiving job opportunities via mobile

- 63% of candidates had searched for a job using their mobile

- 79% of those that had not used mobile to apply for a job said that they would

- 84% believe that job organisations should have a web site made for mobile users

Mobile Stats

• 80% of recent graduates said they either use their smart phones for career-related purpose or could imagine themselves doing so

• 25% of companies surveyed, had a mobile presence (App or mobile website)

• By 2014, mobile internet is predicted to take over desktop internet usage

• 55% of mobile owners access mobile web

• 57% of consumers will not recommend a business with a poorly designed mobile site. Similarly, 40% of consumers will go to a competitor's site after a bad mobile experience

Opportunities For Us

• Compared with a year ago unemployment fell in 10 member states

• Economic climate will be flat, the only way to expand our business is to take market share from our competitors.

• The increased use of Social Media (1 billion user per month)

• Fully enabled mobile websites

• The use of global search engines now provides access to even more passive talent, not wishing to link in.

• The decline of paper based advertising 40% year on year, and the growth of online recruitment 40% year on year

• Now is the right time to grow our businesses, excel in our service and reap the financial rewards.

• Focus on niche market sectors where demand exceeds supply

•There is no one fixed solution, there is room for opportunities for all types of recruitment models

CvWow is Europe's leading Fixed-Price Recruitment Solution.

Description

Employers - CvWow.com provides employers with a recruitment solution that is both time and cost effective, while supplying the highest level of candidates that match their requirements.

Candidate – CvWow.com provides candidates with the most up to date vacancies within their desired industry sector, supplying support and advise to those who require it.

- 30 million job seekers

- 20 million searchable CV's