



ClearanceJobs®

CLEARED RECRUITING METRICS:

STATISTICS ON TIME TO HIRE, COST TO HIRE, AND OTHER KEY RECRUITING TOPICS



Overview

Recruiting cleared candidates presents unique challenges. Verifying clearance status, military separation timelines and technicalities, and an incredibly tight talent pool makes cleared recruiting one of the toughest verticals in the hiring business. Respondents in the ClearanceJobs 2021 Recruiting Survey provided feedback on their time to hire and recruiting practices, giving greater insight into the big picture of this niche demographic. Among respondents, 12% represented staffing firms and 78% supported a large or a small government contractor in the national security industry. The vast majority of recruiters are doing full-cycle recruiting, with recruiters filling specific roles and managing every step of the talent acquisition life cycle. Just

18% manage their recruiting process by assigning recruiters specific roles in the sourcing, screening, and interview process.



Average Time to Hire

Time is money for government contractors with job openings. It takes time to track down the right candidate, schedule interviews, and get client approval. And if a candidate turns down the offer or the client is not impressed, the process starts back at square one. Cleared positions typically take

21-40 days to fill, IT positions are a little more challenging, trending more towards 41-60 days. Internal positions have the fastest time to hire.



TIME TO HIRE BY POSITION

	20 DAYS OR LESS	21-40 DAYS	41-60 DAYS	61-80 DAYS	81-100 DAYS	OVER 100 DAYS	N/A
All Cleared Positions	11.49%	33.62%	27.66%	14.04%	5.11%	3.40%	4.68%
All Cleared IT Positions	9.79%	25.96%	28.09%	15.32%	7.66%	2.98%	10.21%
Internal (Overhead/ Office Staff) Positions	27.66%	30.21%	16.17%	3.83%	1.70%	0.85%	19.57%

Average Cost to Hire



Perhaps surprisingly, the vast majority of respondents (75%) said they didn't track their average cost to hire. Those who do track the sum noted an average of \$4,835 per hire. Many commented that the cost can also be percentage-based, depending on the location, position, or other extenuating factors. There's a lot that goes

into that cost, which is different for every organization. Many indicated that advertising and background checks are the biggest component of the cost to hire candidates. For those who indicated, 'other' in their responses, recruiter salaries was the most common cost listed.

COMMON COST TO HIRE COMPONENTS

Background Checks	59.62%	Recruiter Commissions	30.77%
Advertising Costs	50.00%	Agency Fees	28.85%
Employee Referral Bonus	46.15%	Other (please specify)	21.15%
Relocation Costs	38.46%	Testing Services	15.38%
Career Fairs	36.54%	None	11.54%
Employee Sign-On Bonus	34.62%		

The Recruiting Funnel

It's true that it doesn't take a lot of candidates in the recruiting funnel to make a hire, and most requisitions don't need a lot of applications in order

to make the right hire. Recruiters agree it's about quality in the talent pool—not just quantity.



HOW MANY CANDIDATES DO YOU NEED IN YOUR RECRUITING FUNNEL TO MAKE A HIRE?

10 or less	60.17%
11-20	22.08%
21-30	7.79%
31-40	7.36%
Other (please specify)	6.49%

What's in the System?

While recruiting isn't just about numbers, they are important in making decisions on where to focus efforts. Knowing how many applicants it takes to set up the necessary interviews or average recruiter capacity goes a long way in making sure the right candidates make their way in the door and sit in front of a client. Most recruiters (61%) have five or less requisitions on their plate each month, with about half of the recruiters processing 10 or less applications for each requisition.



HOW MANY REQUISITIONS DOES THE AVERAGE RECRUITER FILL EACH MONTH?

10 or less	61%
11-20	26%
21-30	9%
31-40	4%
Other (please specify)	2%

WHAT IS YOUR AVERAGE NUMBER OF APPLICATIONS PER REQUISITION?

10 or less	51%
11-20	21%
21-30	15%
31-40	7%
Other (please specify)	10%

While it only takes one candidate to make a good hire, it still means sifting through a lot of applications and interviews to get to the end. Recruiters weighed

in, saying that 34% of the applicants that come in land an interview, and 44% of candidates who are interviewed, get an offer.

Employee Benefits: Recruiting and Retaining a Cleared Workforce

Getting candidates to join an organization is only half the battle. Once they arrive, focus shifts to finding ways to make sure they stay. Employee benefits are a game changer when you want to stand out from the competition in the recruiting process. But when every overhead dollar matters, it's helpful to see what the competition offers and what candidates want. While remote work and flexibility might get a candidate in the door, it won't be the key to them staying. From bonuses to benefits, recruiters are ready with different tools to fill open contract positions—and keep them filled.



Getting a Candidate in the Door

Every candidate has different internal motivations that will get them in the door. Salary is always a driver, but even when it comes to benefits, there are different strokes for different folks. The key is staying attune to employee needs and wants. Not surprisingly, recruiters reported 56% of candidates want remote work as a benefit. Most are not interested in their retirement and wellness plans, but they want benefits that make life in the here and now more comfortable, such as flexible hours and paid time off.



WHAT ARE CANDIDATES ASKING FOR IN THE INTERVIEW PROCESS?

Remote Work	56.35%
Paid Time-Off	14.85%
Flexible Hours	13.43%
Dependable Healthcare Providers	8.54%
Wellness Incentives and Support	4.12%
Retirement Contributions	3.98%

When it comes to enticing candidates to join an organization, 63% say they offer sign-on bonuses, with the average at \$5,335. The biggest bonus was \$25,000, and the lowest was \$500. The most common amount was \$5,000—not far from the overall average.

When it comes to getting candidates to make a move, 49% of recruiters say their organization reimburses relocation costs.



Turnover and Retention

The 44% who know their annual turnover rate, say it's around 17%. And when employees threaten to walk out the door, 27% offer a retention bonus. The average retention bonus is \$5,739. While the maximum amount offered was \$30,000, the minimum was \$250.

When it comes to what makes candidates walk out the door, money is the major driver, followed by opportunity to pursue a new skill. No matter what candidates say about how much remote work they need during the hiring process, when it comes to retention, it's all about the money and career development—not benefits.

WHY DO EMPLOYEES LEAVE?

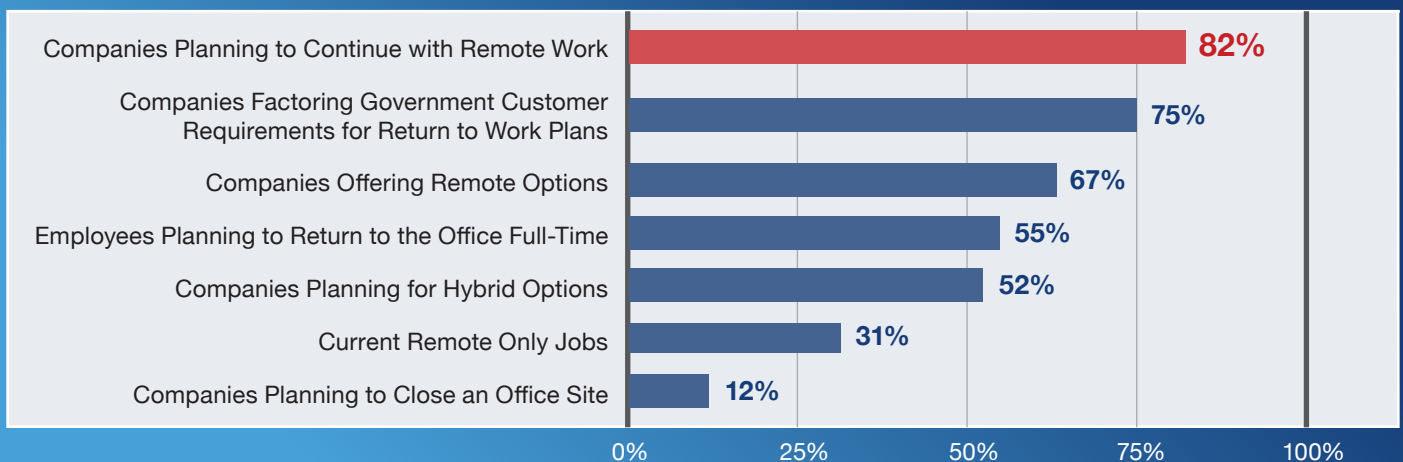
Higher Compensation	56%
Opportunity to Pursue New Skills/Career Change	17%
Location Change	9%
Promotion	7%
Remote Work Opportunity	7%
Better Benefits	3%
More Flexibility	0%

Remote Work: The Trending Employment Topic

With the impact of COVID-19, 67% of organizations surveyed said they currently offer remote work for their employees, and 82% of those who offer it said that they have plans to keep it going in the future. However, don't count hybrid options out of the equation. Although only half of the respondents are planning on offering it, almost 40% are at a solid maybe, as they work out the complicated details and await clearer agency or sponsor guidance. And with all of the talk about remote work, only 12%

foresee an office closing in the future.

But when it comes to bringing employees back to the office, 74% say CDC guidelines and 75% say government customer requirements will determine what precautions will be necessary. So, if the federal government leans into more mask and COVID-19 vaccine requirements, government contracting employers have plans to respond accordingly.



Conclusion

KEEPING IT ALL BALANCED

Some days, it may seem like the talent has evaporated, but then the next moment, it's hard to find the right candidate in the deluge. The right processes and tools for the system enable hiring in every season. Internal communication is also key in closing the deal when the right candidate has gone through every step of the recruiting process. Recruiters said that 56% of candidates turn down an offer because of a better offer on the table, and 23% say no because they want more

compensation. So, keep the compensation package and job requirements central in the recruiting discussions, and when the competition offers greener pastures, be ready to counter with a better offer. The faster management can pivot and meet candidate requests, the more streamlined the hiring process will be and the sooner the organization can start billing for the open position on the contract. A contract ceiling is only as lucrative as the filled positions that are billing to it.



Important Information About Our Survey

The ClearanceJobs Cleared Recruiting Survey was administered to more than 200 recruiters with cleared hiring needs in March 2021.



ClearanceJobs

A modern marketplace for career opportunities
in national security



ClearanceJobs is your all-in-one recruiting solution. Much like a CRM, our unique system lets you work candidate leads through a funnel, converting cool passives to active candidates ready to make a move—to your company.

STRUGGLING TO HIRE? TRY SOURCING SERVICES



ClearanceJobs Sourcing Services matches you with a dedicated recruiting team that actively sources engaged cleared candidates, reviews their skills, and performs phone screens—all in a cost-efficient way, so you can make the best hires within your budget.

CLEARANCEJOBS CAREER EVENTS



Our career events are turnkey—scheduled, organized, and advertised to deliver prime cleared candidates for your in-person and virtual. Simply show up! With over 30 career fairs held each year throughout the country, ClearanceJobs Career Events is the leading producer of career fairs catering to security-cleared professionals.

Want to learn more?

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Specialist today at **1.866.302.7264**
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