

HOME BUILDER SOLUTION

Find High Quality Construction Hires Using HighMatch

Talent teams at home builders need all the help they can get due to a number of factors affecting their ability to accelerate hiring quickly without sacrificing quality.

In order for these organizations to quickly meet the demand, they'll need to solve a number of inherent challenges, from inefficiencies in their hiring cycle, an increase in competitive poaching of high quality candidates and the need to increase diversity in their workforce.

Workforce shortages make it hard to keep up with demand for new homes

Residential home builders have struggled to keep up with demand due to the labor shortage and other supply chain issues. As certain supply chain issues come to an end, companies will need new employees to help accelerate new construction.

Finding good talent is hard enough, mix in the difficulties of a competitive labor market and higher turnover, and construction companies have a serious uphill battle on their hands.

HighMatch has helped many of the leading home builders overcome these challenges and meet the increasing demand for talent, while in parallel helping to build a workforce of employees who fit with the company culture and stay in their roles longer.



HighMatch's Solution

HighMatch has over 15 years of experience working with construction companies, and we understand how to efficiently navigate the ebbs and flows of the business.

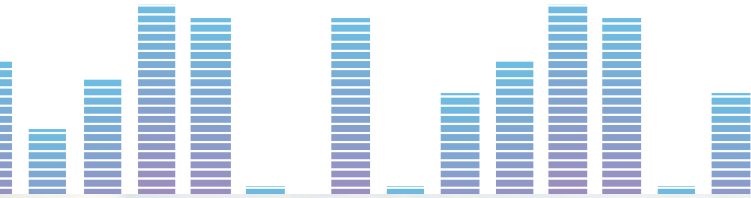
Time is of the essence in markets like this, and HighMatch's team of in-house I-O psychologists can help identify the qualities that are most important for success in your roles, then quickly build a hiring profile that identifies the candidates with the right mix of behavioral traits, aptitude and hard skills necessary to be successful within the role.

We do the heavy lifting to highlight the best fitting candidates within your talent pipeline.

Recruiter inefficiency leads to unfilled roles and lost candidates

One of the most effective methods of navigating a tight labor market is to speed up the recruitment process, which prevents high-value candidates from being poached by your competitors.

- ▶ **89%** of candidates are lost during a prolonged screening process.
- ▶ On average, it takes about **23** hours to screen candidates for a role.
- ▶ A typical interview process lasts an average of **27.5** days.



Diversity is still an issue

Women comprise only 6% of construction and maintenance occupations. This is troubling, considering these roles account for the largest number of employees within construction and where there's the strongest need for additional workers.

There's also the issue of underrepresentation for African-American and Asian construction workers. African-Americans make up about 12% of the US workforce but only comprise 6.2% of all construction workers. While Asians make up about 6% of the US workforce, but only comprise about 2% of construction workers.

HighMatch's Solution

Our **Job Profiles** start off as industry standard templates that have been validated by our team of psychologists and have been proven in the market to be effective with Construction clients.

They're then configured to address the specific hiring requirements for your organization and your roles. Job profiles are especially critical for construction roles where safety and experience requirements can make or break a candidacy.

Fit scores work to increase recruiter efficiency by assigning numerical scores to candidates based on their fit for the particular role. This figure can be used to score and filter each candidate in your pipeline, so your hiring team isn't wasting time with unfit candidates.

HighMatch's Solution

Unconscious bias can often lead to a homogenous workplace that dissuades applicants and can even make certain candidates feel unwelcome throughout the hiring process.

When left unchecked, hiring bias can lead to losses in engagement, productivity, retention and profitability, as well as increased risk of litigation.

And for modern-day construction companies, unconscious bias can really slow down their hiring efforts in a time where buyers are begging for new constructions.

Ready to Learn How HighMatch Can Help Your Construction Business?
Connect With a Product Specialist Today.