

The ROI of Improving **RECRUITER EFFICIENCY**

The average job attracts **over 250 applicants**, but **75% of those applicants aren't qualified for the role**. *Even* with a dedicated recruitment team, companies can't afford to waste valuable time sorting through unqualified candidates who clearly aren't right for the job.

Solutions exist to help reduce the volume of resumes being reviewed, from screening questionnaires to AI chatbots, but how do you justify the expense to leadership teams focused on reducing costs?



RECRUITER OVERLOAD LEADS TO:

- ▶ Low Efficiency
- ▶ Lost Productivity
- ▶ Missed Opportunities

Building a Business Case for **SOLVING RECRUITER OVERLOAD**

Here are five key components to include:

FASTER TIME-TO-HIRE

Automated screening tools can **reduce application review time by up to 75%**, allowing recruiters to focus on high-value tasks like interviewing and relationship-building.

ENHANCED CANDIDATE QUALITY

Pre-employment assessments can quickly identify top candidates who align with the job requirements, **improving overall employee quality and productivity**.

Convincing leadership to invest in technology to address recruiter overload often involves highlighting both its value and the potential cost savings it can deliver. A clear, ROI-driven business case can demonstrate that the cost is not only justifiable— it's necessary, and often pays for itself in savings.

INCREASED COST SAVINGS

By automating repetitive tasks, recruiters can handle more requisitions without expanding headcount, leading to **significant cost savings** and reduced recruiter burnout.

IMPROVED CANDIDATE EXPERIENCE

Quick, automated responses keep applicants engaged, reducing dropout rates by up to 30% during the hiring process and **creating a more seamless candidate journey**.

REDUCED TURNOVER COSTS

Hiring candidates who have the traits needed for success and a willingness to take on the rigors of the role **reduces turnover rates by 50% or more**.



Case Study: ENVIRONMENTAL SERVICES COMPANY

A leading environmental services company partnered with HighMatch to create an ROI-driven business case that justified investing in an assessment solution to address their recruiter.

As part of a broader ROI model, they projected a conservative savings of 1100+ hours annually through recruiter automation alone for a net savings of almost \$50K. This data helped secure leadership's investment.



Company's SAVINGS:

▶ 1110+ hours

▶ ~\$50k



From enhanced efficiency to better candidate quality, the right tools empower recruiters to meet their goals while driving long-term savings and operational benefits.

Interested in building an ROI-driven business case to help justify an assessment investment at your organization?

HighMatch can help.
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