

The History of RECRUITING TECHNOLOGY

Below is our take on the history of recruiting technology, covering how emerging technologies have contributed to improvements in job distribution and richer passive candidate information, enhancing both recruiter and candidate experience!



ACTIVE candidate recruiting

How people who are actively looking for jobs, find them!



PASSIVE candidate recruiting

How jobs find people who might not be looking right now!

PRE-COMPUTER

BULLETIN BOARDS AND NEWSPAPERS

Employers are constrained to posting job openings on job boards and newspapers. Candidates are often limited to local newspapers for job offerings.

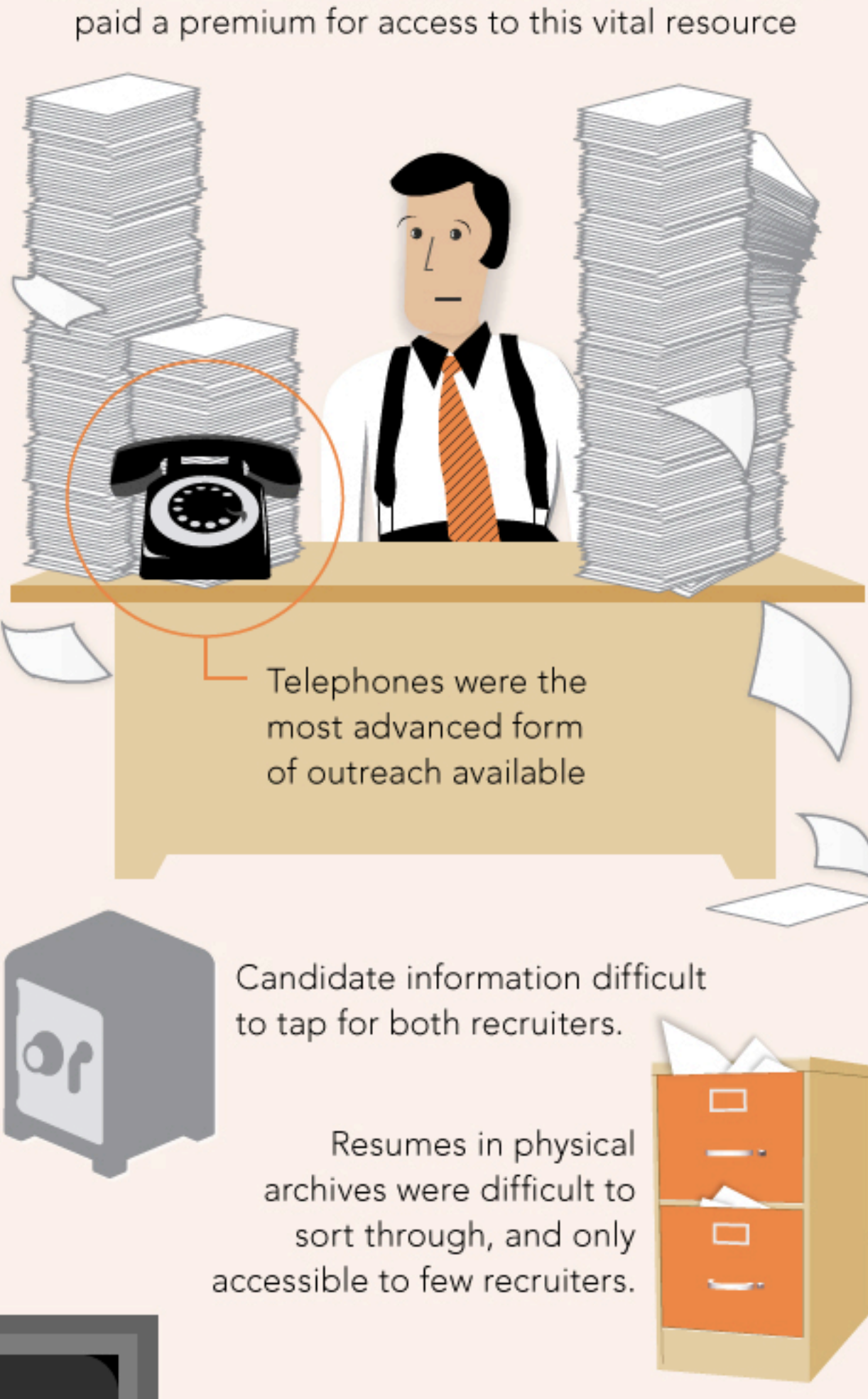


Unfortunately, this meant lots of friction in the distribution of these openings.

Over time newspapers became less effective, as newer communication technologies emerged and their readership fell.

RESUME ARCHIVES AND PHONE SOURCING

Agencies held control of passive candidate info with archives full of candidate resumes. Companies paid a premium for access to this vital resource



Candidate information difficult to tap for both recruiters.

Resumes in physical archives were difficult to sort through, and only accessible to few recruiters.

CONTINUED CANDIDATE SEARCH FRICTION AND LIMITED DISTRIBUTION

Candidates must specialize in order to compete in increasingly difficult labor markets.

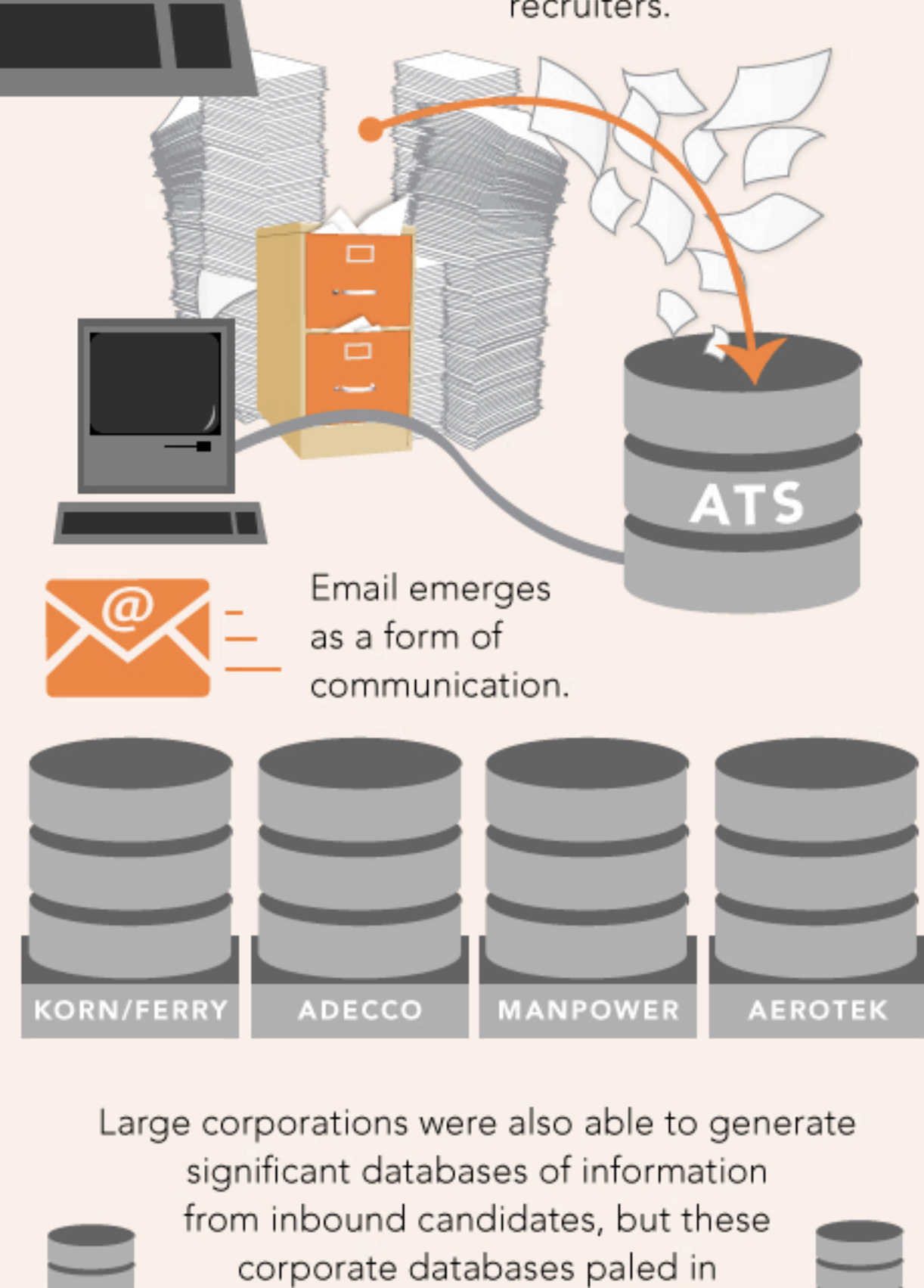


Difficult job search results in many candidates working lifetime careers with a single company.

PRE-WEB

COMPUTERS AND APPLICANT TRACKING SYSTEMS EMERGE

Computers and Applicant Tracking Systems emerge allowing companies and agencies to track candidate data electronically. Data is now more organized and accessible for recruiters.



Large corporations were also able to generate significant databases of information from inbound candidates, but these corporate databases paled in comparison to the agencies' databases.

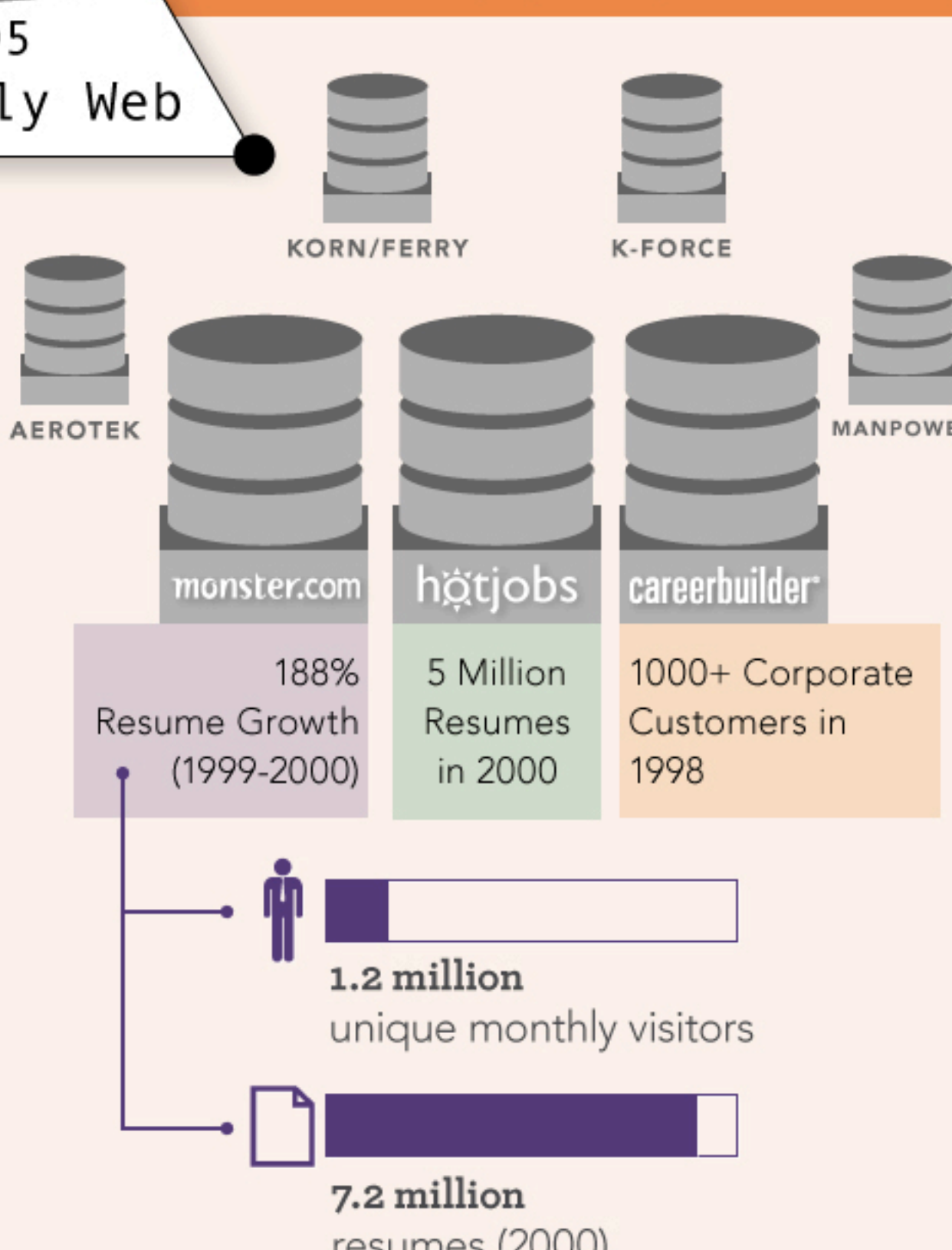
ONLINE JOB BOARDS AND CLASSIFIEDS EXPAND DISTRIBUTION OF JOB POSTINGS

ONLINE JOB BOARD RESUME DATABASES BECOME AVAILABLE TO RECRUITERS



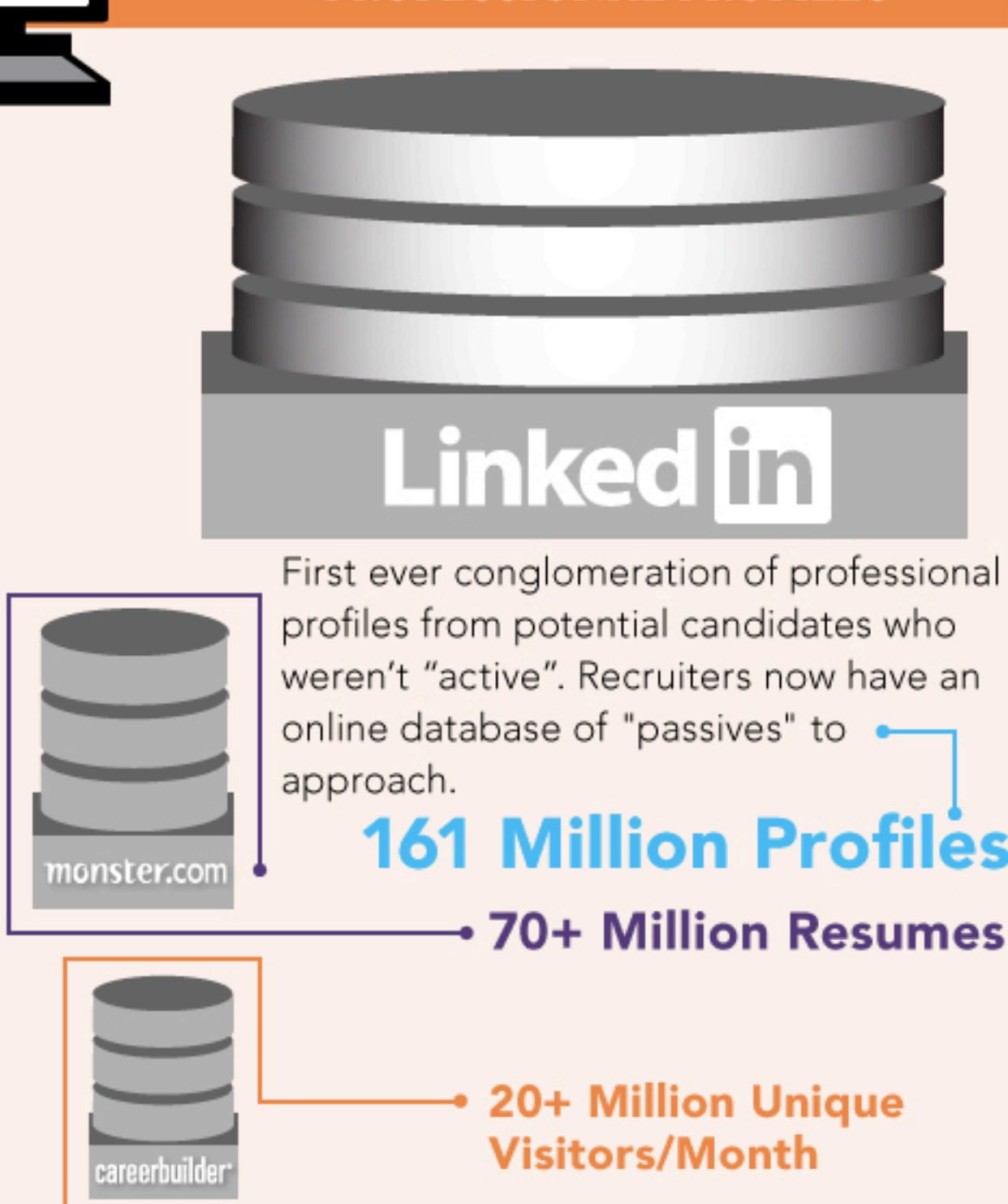
JOB AGGREGATORS IMPROVE JOB SEARCH BY COMPILING ONLINE JOB BOARDS

1995 The Early Web



2005 The Late Web

LINKEDIN COMPILES MILLIONS OF ONLINE PROFESSIONAL PROFILES



THE SOCIAL WEB EXPANDS JOB DISTRIBUTION TO NEW CHANNELS

Recruiters use social media to broadcast jobs to candidates through personal networks.



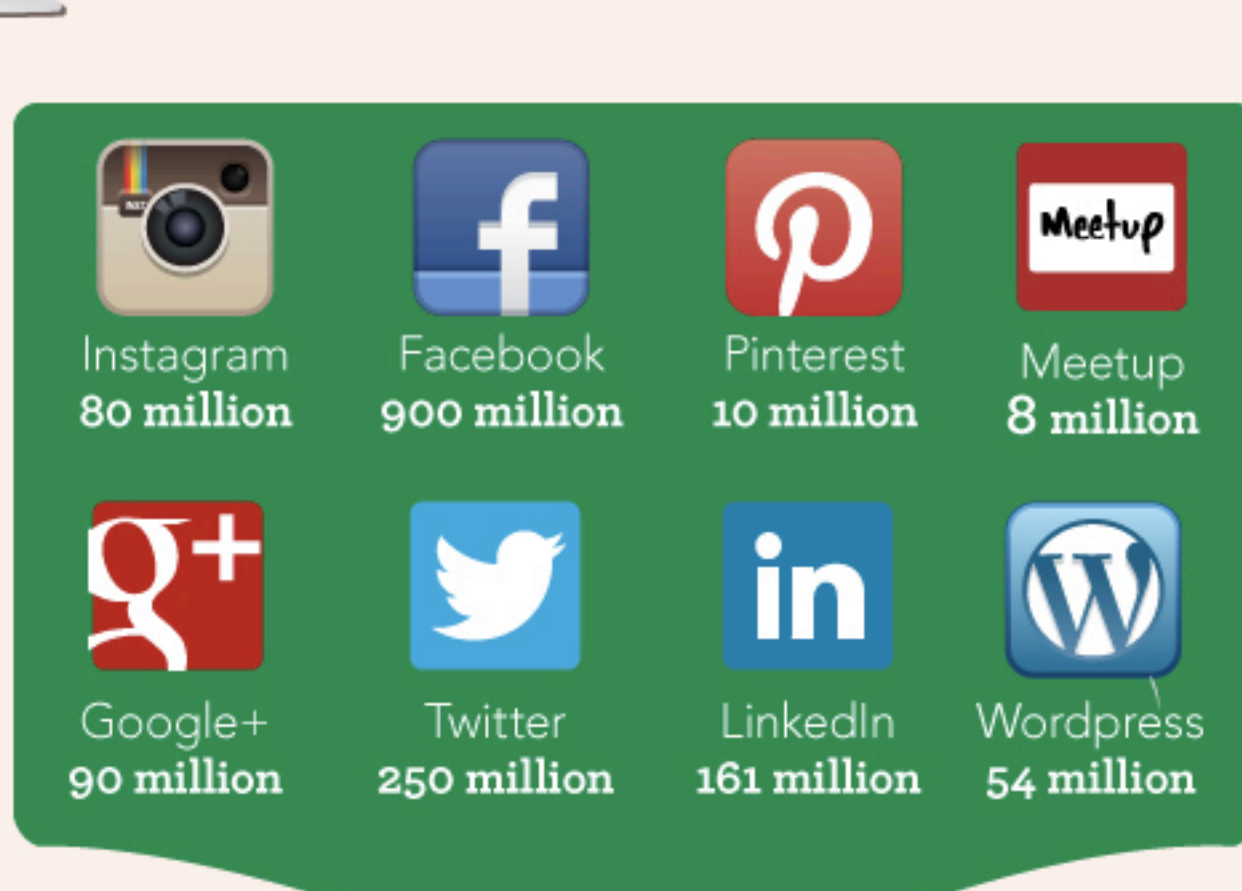
Social Media takes the power of word of mouth and merges it with the power of interconnectivity on the web.

- Over **175 million** Tweets a day
- Social networks account for **1/4** of time spent online
- Mobile social app usage has increased by **30%**
- Internet adoption rate increasing

2012 THE WEB TODAY

THE EXPLOSION OF SOCIAL WEB MAKES PERSON DISCOVERY EASIER

The Social Web is filled with millions of users on social sites like:



The explosion of social sites means people leave trails of professional breadcrumbs across the web. This information is ripe for the picking, and helps recruiters more easily bring great opportunities to awesome candidates.

But with this tidal wave of social content comes a need for tools to search it. As Google arose to search general-purpose pages on the early web, talent search engines, like TalentBin, aim to help recruiters make sense of this wonderful mess of professional activity across the web.

Check us out at TalentBin.com!

TalentBin

Sources

http://web.jobvite.com/rs/jobvite/images/Jobvite_33EssentialRecruitingStats.pdf

<http://www.crunchbase.com/company/monster>