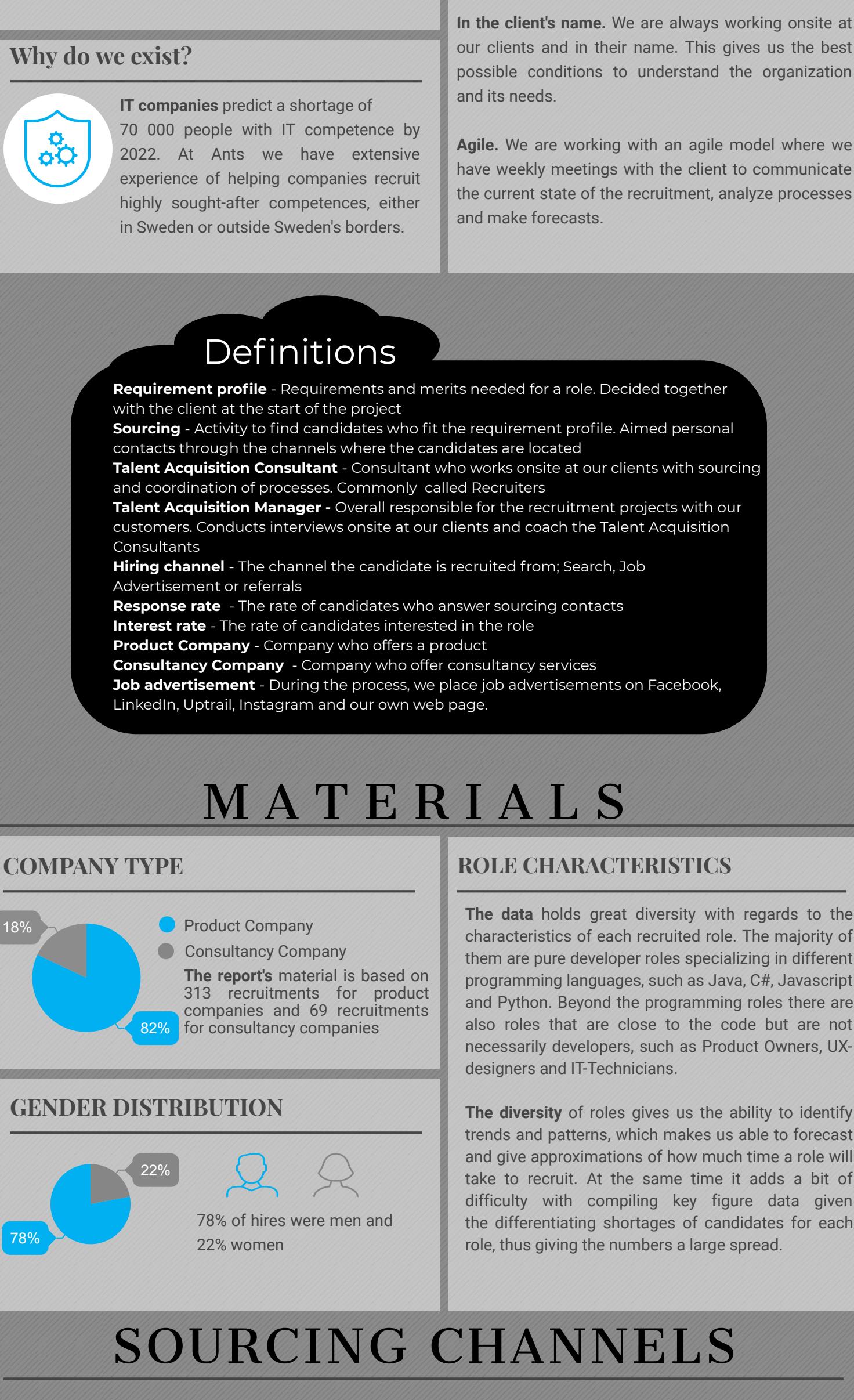


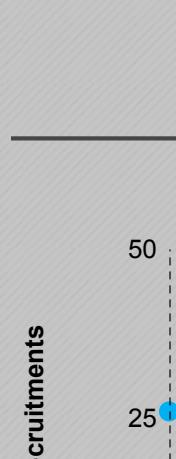
RECRUITMENT STATISTICS AND KEY FIGURES ANTS

This is a report based on key figures from recruitments made by Ants from 2018 until the summer of 2019. The report is based on a selection of 382 recruitments which has been carried out for companies within the IT industry, all with varying conditions, products, and brand. The purpose of the report is to show how we by using key figures can illustrate the recruitment situation within the IT sector and through measurability can forecast and calculate relevant key figures in tech recruitment. The report is aimed at everyone who wants to take part in it and are affected by it, from client to stakeholders in tech recruitment.



INTRODUCTION

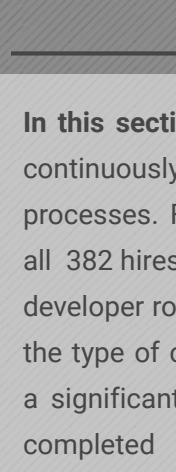
What does the report contain?



382 recruitments

The report contains key figures for recruitments carried out between 2018 and the summer of 2019.

Why do we exist?



IT companies predict a shortage of 70 000 people with IT competence by 2022. At Ants we have extensive experience of helping companies recruit highly sought-after competences, either in Sweden or outside Sweden's borders.

How do we work?

Data-driven. We are always working with key figures in our recruitment processes. We do this to create the best conditions to be able to make accurate forecasts, improve processes and create the correct expectations for our clients.

In the client's name. We are always working onsite at our clients and in their name. This gives us the best possible conditions to understand the organization and its needs.

Agile. We are working with an agile model where we have weekly meetings with the client to communicate the current state of the recruitment, analyze processes and make forecasts.

Definitions

Requirement profile - Requirements and merits needed for a role. Decided together with the client at the start of the project.

Sourcing - Activity to find candidates who fit the requirement profile. Aimed personal contacts through the channels where the candidates are located

Talent Acquisition Consultant - Consultant who works onsite at our clients with sourcing and coordination of processes. Commonly called Recruiters

Talent Acquisition Manager - Overall responsible for the recruitment projects with our customers. Conducts interviews onsite at our clients and coach the Talent Acquisition Consultants

Hiring channel - The channel the candidate is recruited from; Search, Job Advertisement or referrals

Response rate - The rate of candidates who answer sourcing contacts

Interest rate - The rate of candidates interested in the role

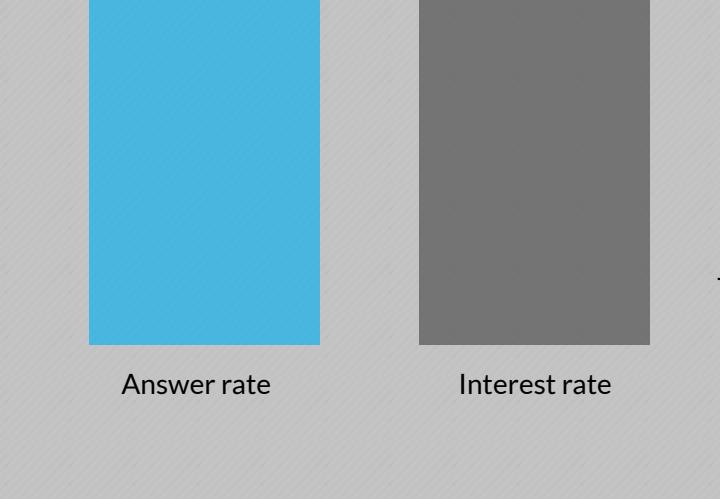
Product Company - Company who offers a product

Consultancy Company - Company who offer consultancy services

Job advertisement - During the process, we place job advertisements on Facebook, LinkedIn, Uptrail, Instagram and our own web page.

MATERIALS

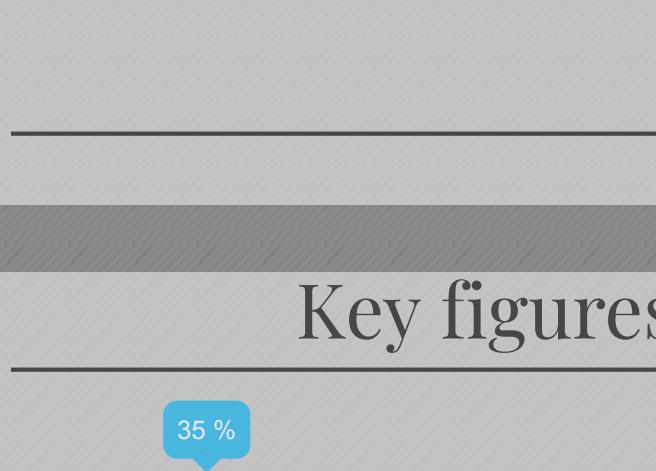
COMPANY TYPE



ROLE CHARACTERISTICS

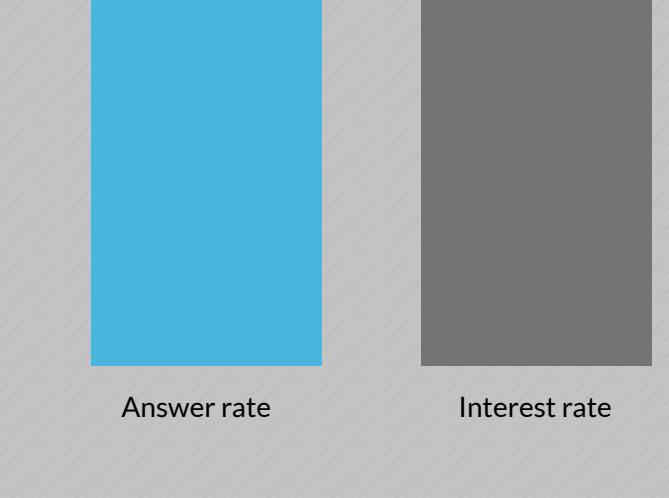
The data holds great diversity with regards to the characteristics of each recruited role. The majority of them are pure developer roles specializing in different programming languages, such as Java, C#, Javascript and Python. Beyond the programming roles there are also roles that are close to the code but are not necessarily developers, such as Product Owners, UX-designers and IT-Technicians.

GENDER DISTRIBUTION



The diversity of roles gives us the ability to identify trends and patterns, which makes us able to forecast and give approximations of how much time a role will take to recruit. At the same time it adds a bit of difficulty with compiling key figure data given the differentiating shortages of candidates for each role, thus giving the numbers a large spread.

SOURCING CHANNELS



Search stands for two thirds of the recruitments in the report. Competence in the IT-sector is in especially high demand, and thus demands special efforts when recruiting. Search work consists of Ants' Talent Acquisition Consultants actively find and contact people with relevant backgrounds for the specific role. This is a prerequisite to be able to operate successful recruitment projects within the IT sector. It is although noteworthy that in comparison with our report from last year (Ants Recruitment Index 2017) we can see the percentage of hires through job ads has risen with 5%, which indicates that job advertisement is still a highly relevant tool, although in a combination of other efforts.

ADVERTISEMENT STATISTICS 2018

Share of hires through job ads



Roughly 25% of our hires has been sourced through job ads. During the summer of 2018, we changed the strategy regarding job ads to now encompass targeted advertisement through social media such as Facebook, LinkedIn, and Instagram. From Q2 to Q4 our hires through job ads saw an increase of 13 percent, a trend which carried on into Q1 2019. This could be caused by several factors but a plausible theory would be that our new advertisement strategy would be a strongly contributing factor to the fact that around a third of our hires came from adverts during the period of Q4 2018 and Q1 2019.

KEY FIGURES

Product Companies



Definitions

	Mean	Median	STDEV
Weeks to hire	10,1	9	5,9
First interviews	8,4	7	6
Passed first interview	4,3	4	3,4
Offers	1,6	1	1,1
Sourcing hours	126	86,1	55,9
Admin hours	18,2	14,5	14,9
TA manager hours	9,1	5	10,1
Hours per booked interview	15	12,3	11

Key figures all recruitments

Consultancy Companies

	Mean	Median	STDEV
Weeks to hire	11,4	10	7
First interviews	8,3	7	4,8
Passed first interview	4,1	3	2,6
Offers	1,9	2	1,2
Sourcing hours	117,9	73,5	56,5
Admin hours	14,8	14	10,5
TA manager hours	5,9	4	6,7
Hours per booked interview	14,2	10,5	12,1

Key figures only developers

	Mean	Median	STDEV
Weeks to hire	10,5	9	6,5
First interviews	8,4	7	6,4
Passed first interview	4,4	4	3,6
Offers	1,7	1	1
Sourcing hours	134,4	97,3	61,4
Admin hours	19,9	16	15,8
TA manager hours	8,9	5	9,7
Hours per booked interview	16	13,9	11,5

CONCLUSION

In summary, we see a clear increase in recruitments through job ads. The amount of applications has increased which we believe is an effect of more targeted advertisement. This shows that job advertisement in the IT sector still is an important part of the recruitment process, even though it is now outside of the traditional job channels.

In comparison to Ants statistical report of 2017, we can confidently say that search work still generates the largest influx of candidates. Despite this, it is important to point out that the share of hires through search has declined by 9% compared to 2017, while the percentage of hires through job ads has increased by 5% and hires through referrals with 4%, a trend which looks like it will continue throughout 2019. Compared to the report of 2017 we also see a positive trend regarding weeks to hire, which are now 10 weeks compared to 12 weeks on average.

In the report a large spread can be seen, for example, the time it takes to recruit a certain role or how many hours it takes to book an interview. This suggests a large variety in the challenge to recruit different types of competencies, but also that the attractiveness of the company plays a big part. As the shortage of IT competencies continues to grow larger it becomes more important than ever for companies to work with long term goals to strengthen their ability to attract the right competence, by working with Employer Branding activities for example. Beyond this, we also see that when working with recruitment there is a large requirement to keep a holistic approach in mind to be successful, which includes everything from innovative solutions regarding weeks to hire, which are now 10 weeks compared to 12 weeks on average.

