



An SFA survey on recruiting & retaining talent and smart working

This SFA survey was conducted between 14 September
and 5 October 2018 with 320 small businesses
responding out of a sample of 2,500



Key findings on recruitment

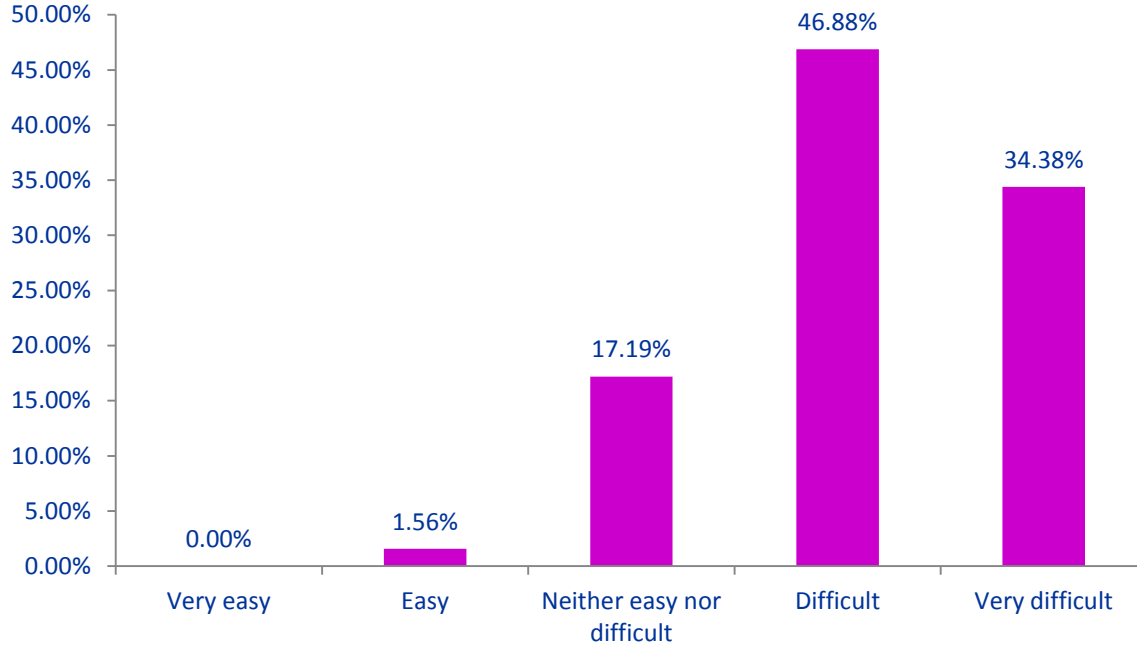
- Just over **80%** of small businesses find it difficult or very difficult to recruit the right people.
- Over **50%** of small businesses have used recruitment agencies. Cost is the top factor for those who do not use them.
- **65%** advertise their vacancies on job websites.
- Almost **60%** recruit via social media.
- Word of mouth plays a lead role for small businesses in sourcing new staff.
- **76%** currently recruit or are considering hiring non-EEA nationals.
- Nearly **50 %** of owner managers spend **5+** days per year on recruitment.



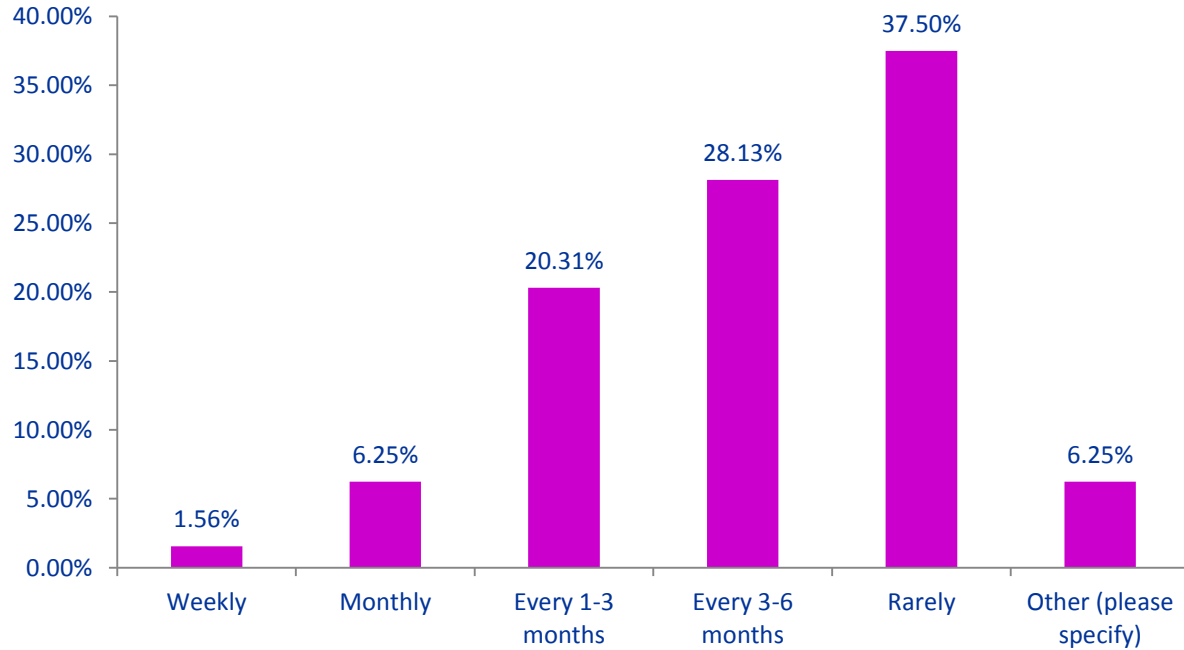


Recruitment

We asked do you find it difficult to recruit the right people?



We asked how often does your businesses recruit new staff?



We asked do you use a recruitment agency and if you did not what was the reason for not using them?

53% said
yes

47% said
no

Cost was the no.1 reason for not using
recruitment agencies



We asked do you advertise on job websites and if yes which ones do you use?



**67% use
job
websites**

50% use Irishjobs.ie

39% use indeed.ie

27% use jobs.ie

18% use other job sites, one example cited was sector specific sites

14% use monster.ie

We asked do you use social media to recruit new staff and if yes which ones do you use?

55%
advertise
via social
media

62% use LinkedIn Recruiter

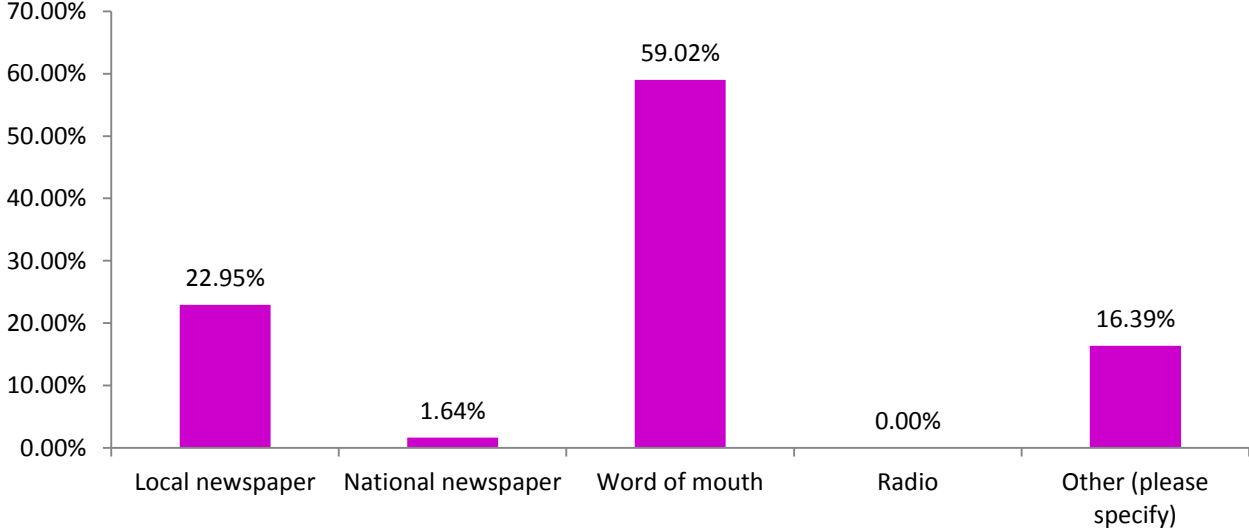
54% use Facebook

27% use Twitter's #jobfair

13% use other social media platforms such as Instagram



Small businesses advertise their roles using multiple channels so we asked what other channels they use when sourcing new staff?



We asked which channels provide your business with the best quality, relevant candidates for your roles?



55% selected job websites

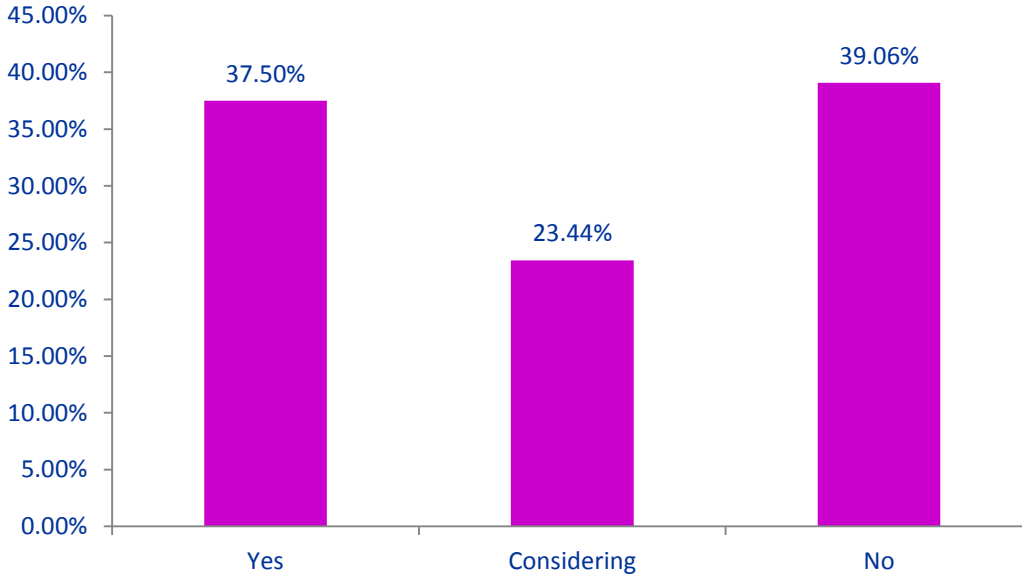
33% chose recruitment agencies

21% picked social media

13% selected newspapers

2% chose radio

We asked do you recruit Non-EEA nationals?



We asked on average how much time do you spend on recruitment per year?

