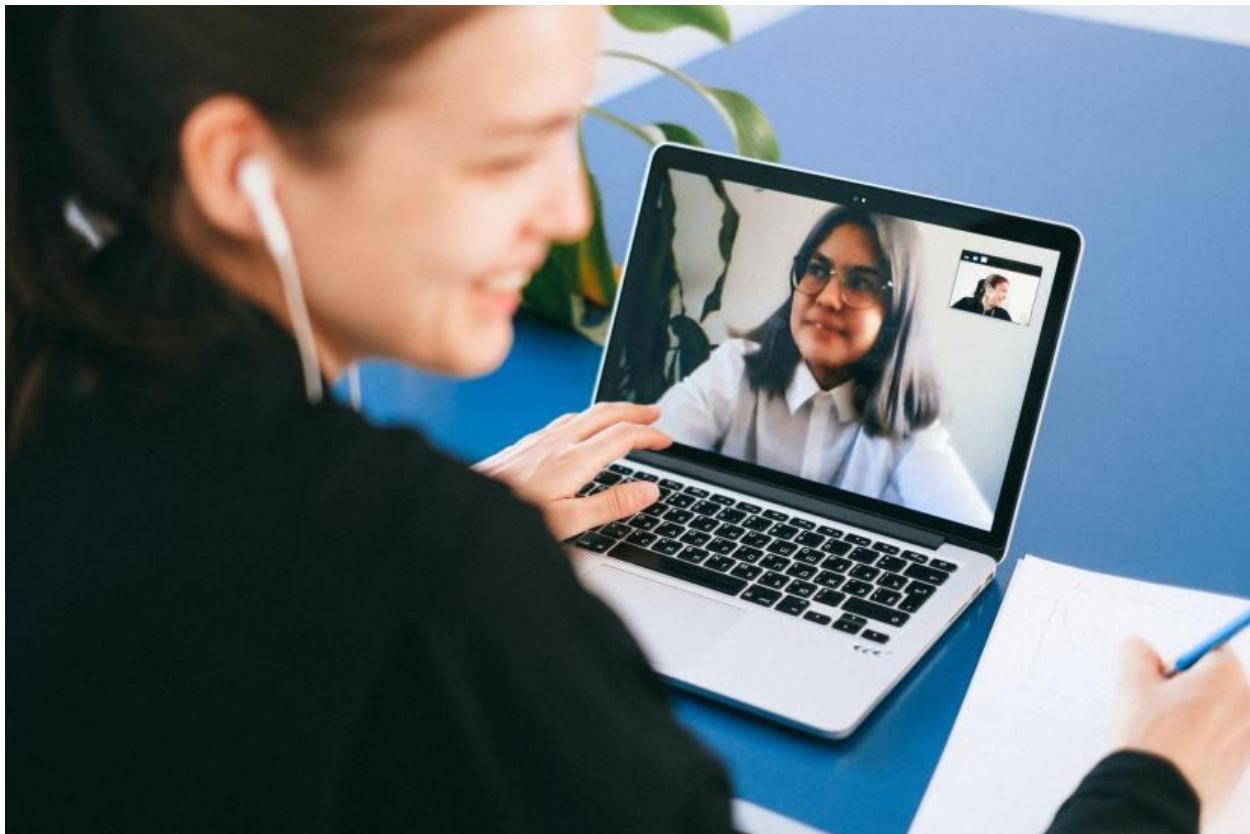# 6 Recruitment Challenges Employers Will Face This Year

Photo by Anna Shvets from Pexels

With 2021 being a continuation of last year's workplace challenges, employers are at least confident they'll be able to recruit the right talent this year. But they're not oblivious to the challenges.

Job posting and recruitment website, Monster, conducted an employer survey to gauge how companies feel about the state of the workplace. Despite COVID-related layoffs driving unemployment to record levels, 82% of employers say they plan to hire this year and 93% say they feel confident they'll find the right candidates. Many roles lost to the pandemic will be refilled (42%), but employers feel confident enough in the new year to create brand-new positions (40%).

"With 2020 behind us, we can begin the new year with a brighter outlook and plans for the coming months," said Monster CEO Scott Gutz in a release. "The results revealed that recruiters and HR professionals are taking a very optimistic approach to the new year."

Employers may be optimistic about hiring, but they also foresee challenges with their recruitment process resulting from the pandemic. Since many companies are still planning to work remotely in the coming months, interviews will most likely take place online. However, recruiters told Monster that in-person interviews were the "best way to determine if a candidate is a good fit for the company;" so employers are anticipating some hiccups while they switch to digital recruiting.

To help other employers prepare their recruitment strategy for this year, Monster compiled a list of hurdles companies are planning to overcome in order to win the talent war.

1. Assessing candidates during the interview (41%)

2. Identifying quality candidates quickly (40%)

3. Effectively screening candidates pre-interview (36%)

4. Determining the candidate's potential to work from home productively (41%)

5. Blue collar jobs: finding candidates with the right skills (51%)

6. Lack of candidates with the tech skills or capability to work remotely (22%)