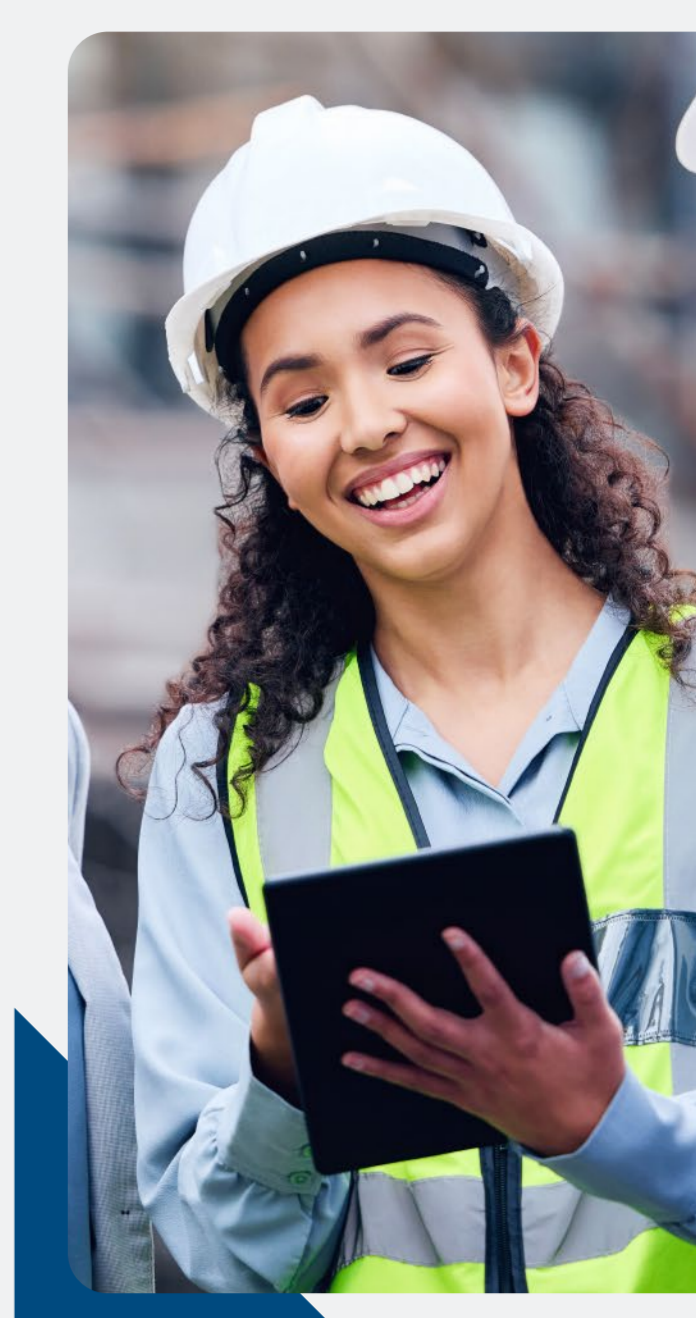


2024 Recruiting Outlook: Construction Talent Insights

Recruiting professionals in construction are optimistic about the year ahead, but they're not naive about the challenges on the horizon.

Facing increased competition over a smaller pool of qualified candidates, HR decision makers are investing in both people power and technology to secure the talent they need.



90% of recruiting professionals in the construction industry are optimistic about the future.

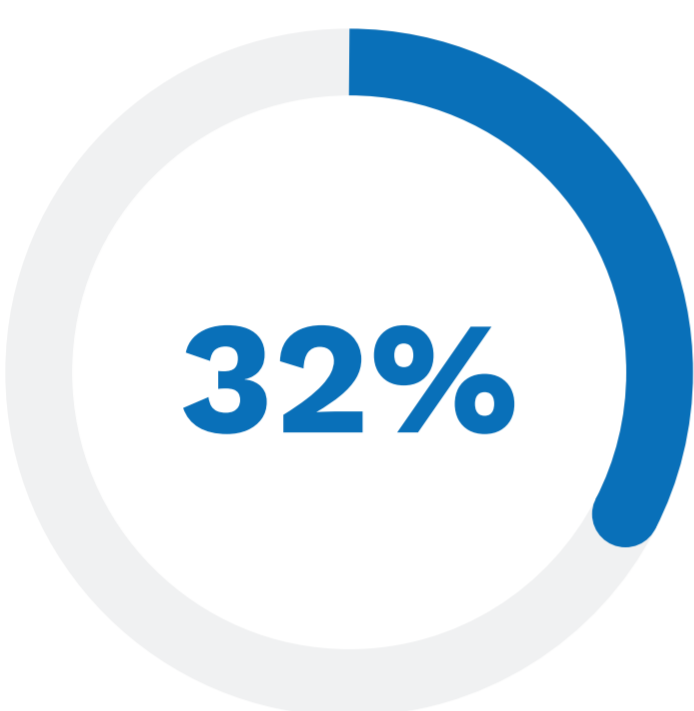


But **more than half (58%) of recruiting professionals** in construction believe it will be hard to hire new employees in 2024.

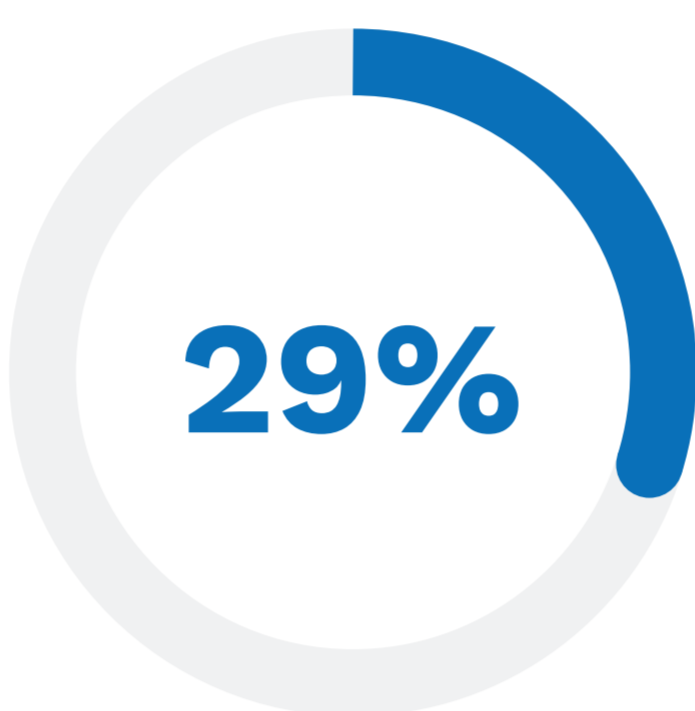
The War for Construction Talent

Competition from other companies and a lackluster talent pool are the biggest problems facing construction recruiters today — and many predict those problems will remain through 2024.

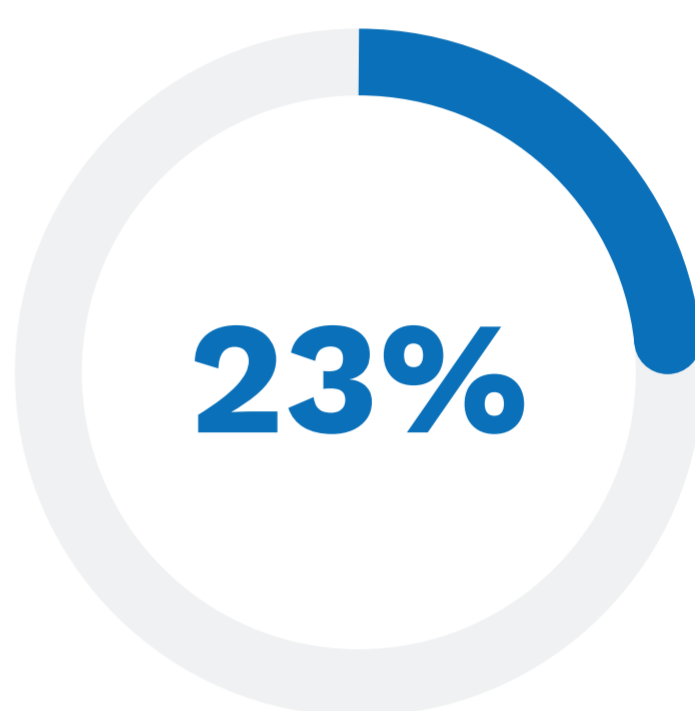
The biggest challenges HR decision makers and recruiters in the construction industry face today:



Competition from other employers



Not enough qualified people to fill open positions

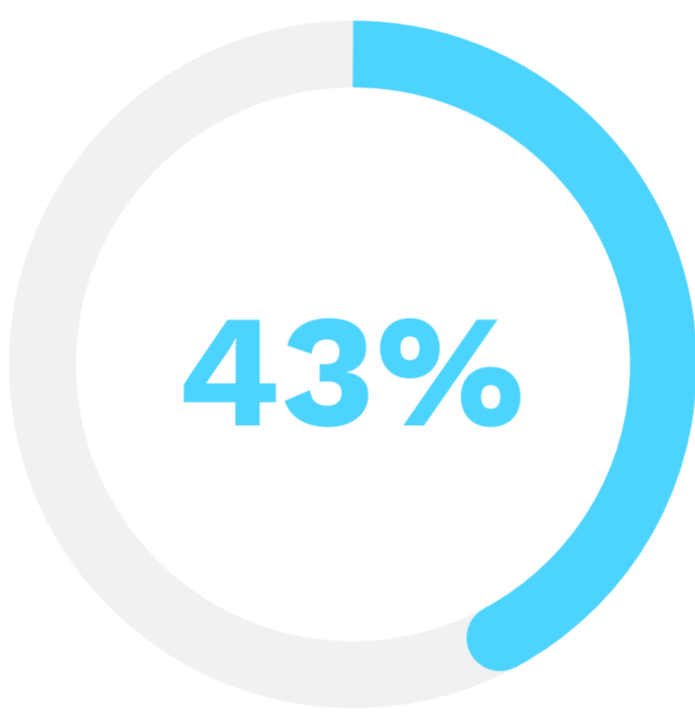


Too many unqualified candidates for open positions

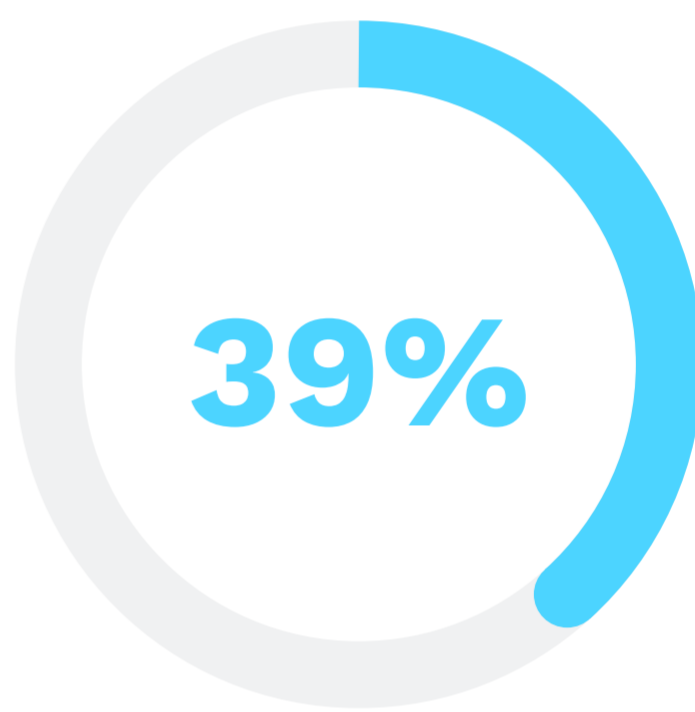
Construction recruiters believe hiring will be hard in 2024 because:



Not enough quality candidates



Competition from other employers



More employees leaving the organization



Rising to the Challenge

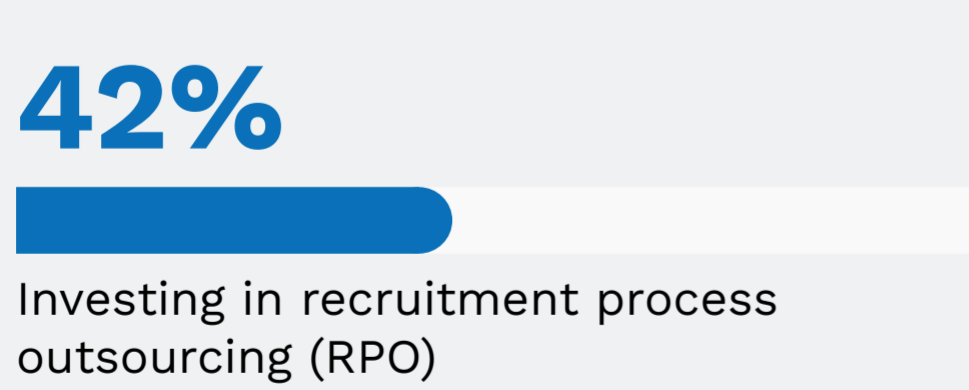
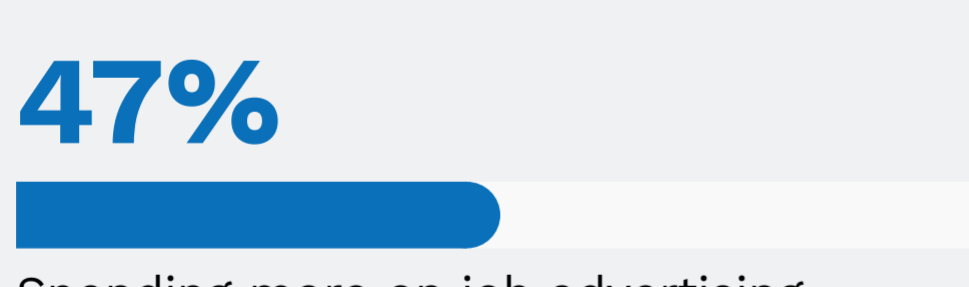
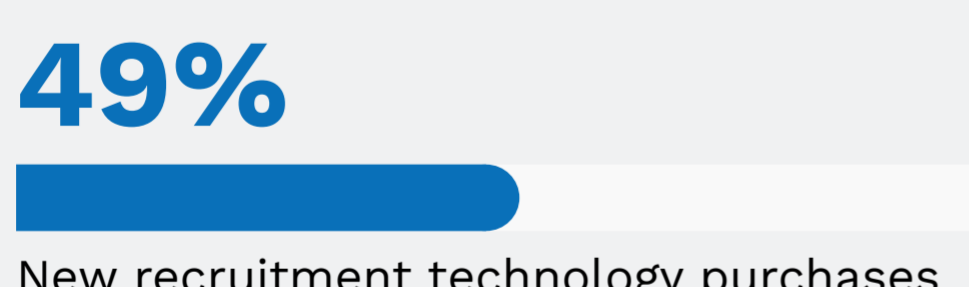
As the battle for talent heats up, recruitment leaders in the construction industry are adopting a two-pronged strategy: expanding their talent acquisition teams and investing in cutting-edge technology tools.



60% of construction companies expect to grow their recruiting teams within the next year, and half are already using artificial intelligence to streamline recruiting.

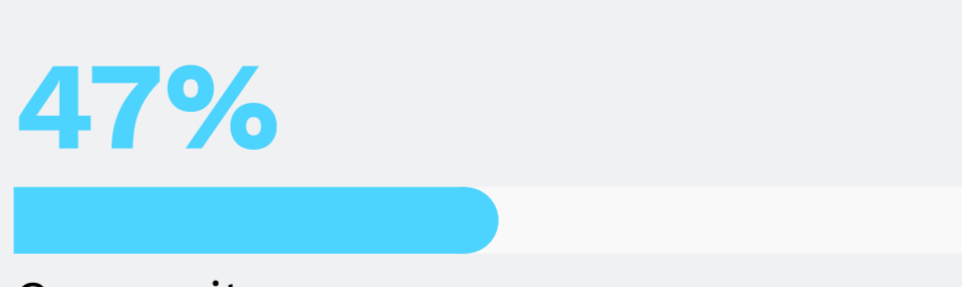
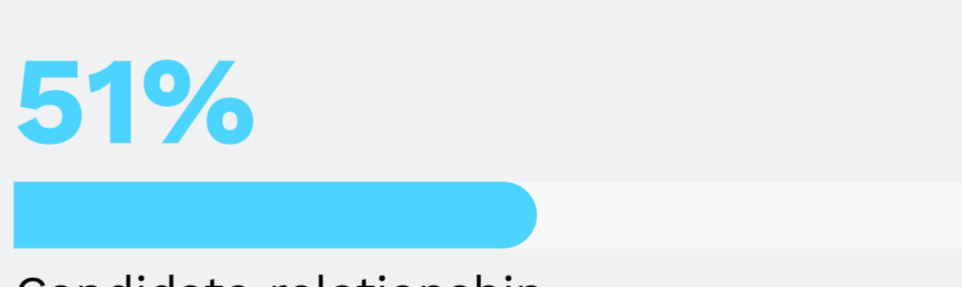
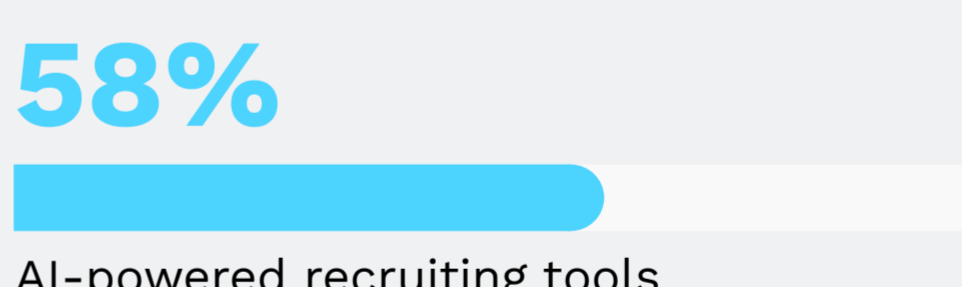
Overall Recruiting Spend

70% of construction companies plan to increase overall recruiting spend in 2024. Top investment priorities include:



Recruitment Technology Increases

HR decision makers plan to spend more of their recruitment technology budgets on:



Learn More About the Latest Talent Acquisition Trends

Learn how recruiters and HR professionals across industries are tackling challenges and seizing opportunities. Download our latest report or learn how Lever recruiting software can support your hiring goals at [lever.co](https://www.lever.co).

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