

The demand for qualified workers in the construction industry is at an all-time high. The United States is more than three million homes short of the demand from would-be homebuyers and there's ample opportunity for government contracting with the passing of the Infrastructure Bill this year.

But there has also been a seismic shift in the workforce in the last couple of years, leaving many companies scrambling to compete for talent. According to [HireVue's 2022 Global Hiring Trends Report](#), 55% of companies say they experienced higher employee turnover last year than the year before and 40% can't find qualified candidates to fill open roles. Finding qualified workers quickly has never been more important, yet it is the number one challenge companies have faced in 2022.

To address the labor shortage, companies in the construction industry need to rethink how they hire. And in this competitive hiring landscape, identifying the top candidates with the best skills before someone else does is critical. Below are key tips for finding qualified people and compliance.

Consider Previously Overlooked Workers

Make the Experience Mobile-First

Today, 80% of candidates are searching for jobs on their phones. There's no way around it. Employers need to meet candidates where they are. Offering solutions like flexible video interviewing that can be completed on any device, anywhere, anytime; and text-powered chatbots to prescreen candidates and schedule interviews not only create a positive candidate experience but streamlines the hiring process - allowing companies to start making offers quicker.

Automate Scheduling

When speed matters, don't waste time scheduling and rescheduling interviews. Hiring technology tools can automate manual tasks, so hiring teams can focus on high-touch, high-



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About the Article

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