

TALKING TALENT WEBINAR

CHALLENGE ACCEPTED: TACTICS AND STRATEGIES FOR HIRING IN A CANDIDATE'S MARKET

MAY 4, 2022

 people scout™
A TRUEBLUE COMPANY



TACTICS & STRATEGIES FOR HIRING IN A CANDIDATE'S MARKET

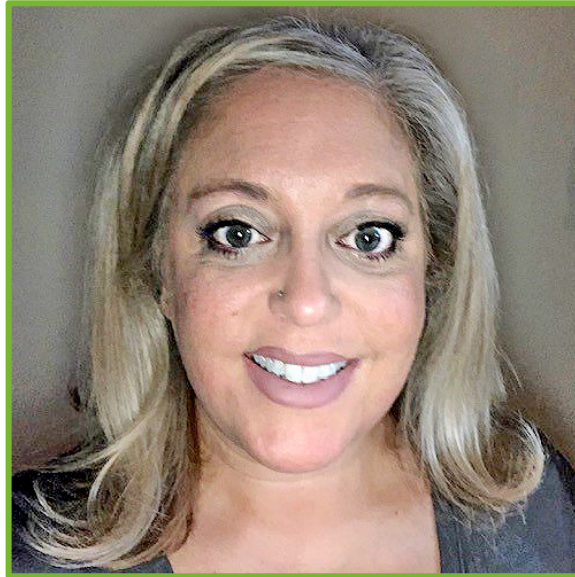
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PRESENTER



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NICOLE FUQUA

Host, Talking Talent Podcast
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ARE YOU STRUGGLING TO HIRE AND RETAIN WORKERS?

A CHALLENGING LABOR MARKET

10.9 MILLION

JOB OPENINGS

>4 MILLION

MORE THAN FOUR MILLION
EMPLOYEES HAVE QUIT EVERY
MONTH FOR THE LAST SIX
MONTHS

5.6%

YEAR-OVER-YEAR
WAGE GROWTH IN MARCH

A NEW WORLD OF WORK

65%

OF CANDIDATES WANT TO WORK
WITH REMOTE OPTIONS

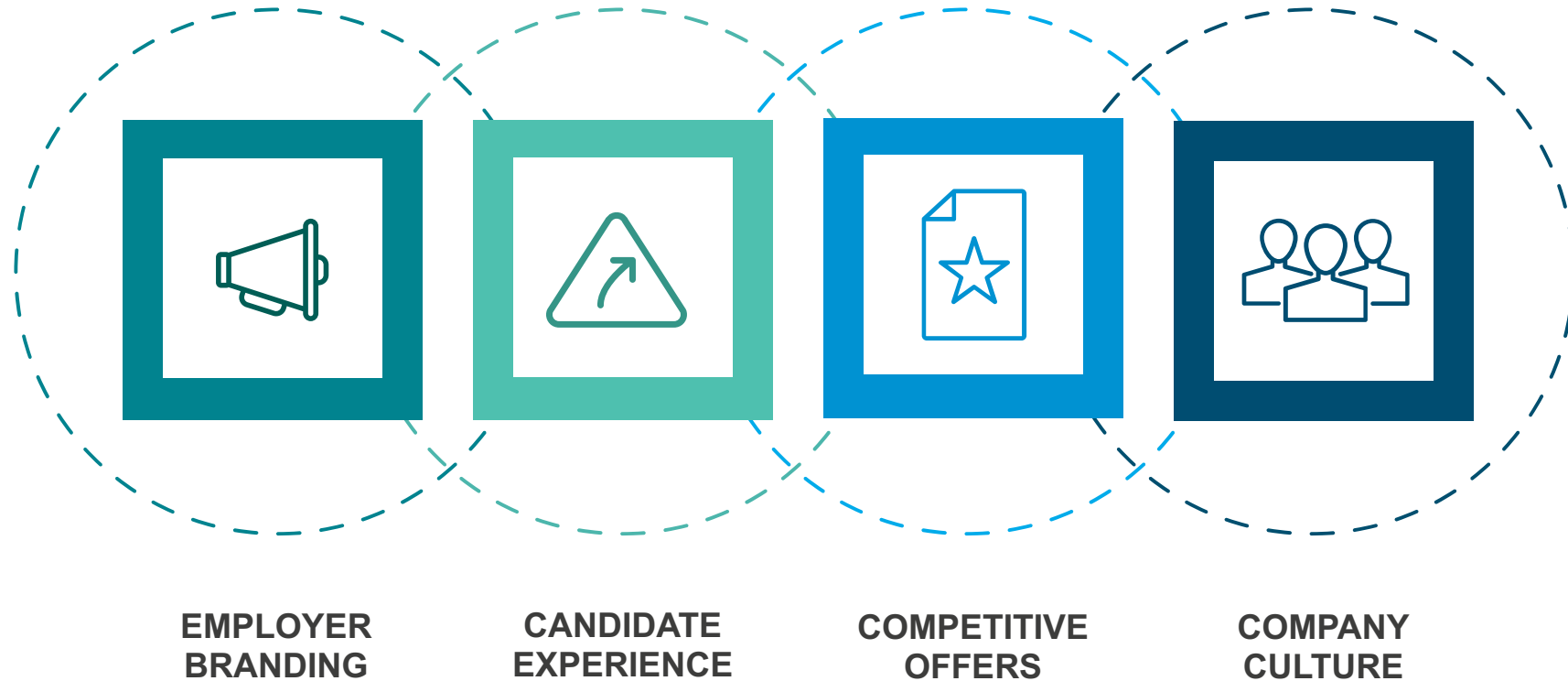
31%

OF CANDIDATES WANT HYBRID
OPTIONS

75%

OF EMPLOYEES SEEK FLEX
WORK AS A TOP REASON TO STAY
WITH THEIR CURRENT EMPLOYER

SO, WHAT CAN YOU DO?



IS YOUR EMPLOYER BRAND ON LIFE SUPPORT?

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DIAGNOSING THE ISSUE:

- Negative reviews on employer review sites
- Low traffic to your careers site
- Few applicants to open positions
- Hasn't been an area of focus

WHAT CAN YOU DO?:

- Identify your employer value proposition
- Work with a talent advisory partner
- Respond to both positive and negative reviews
- Launch recruitment marketing campaigns



DOES YOUR CANDIDATE EXPERIENCE NEED IMPROVEMENT?

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DIAGNOSING THE ISSUE:

- Your application is too long, and candidates drop out
- Candidates accept other offers while in your recruitment process
- You complete a lot of interviews but make few hires
- Your process is slow with many different steps for candidates
- Candidates ghost before starting

WHAT CAN YOU DO?:

- Implement new talent technology and applications
- Streamline your interview process
- Encourage manager interaction after offer



ARE YOUR OFFERS COMPETITIVE ENOUGH IN THE MARKET?

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DIAGNOSING THE ISSUE:

- Candidates make it through the process but turn down offers
- Candidates request salaries significantly higher than your budget
- Employees who leave frequently cite increased pay

WHAT CAN YOU DO?:

- Compare your offers to the market and adjust
- Add other benefits like flexible scheduling and remote work
- Outline opportunities for advancement and incentives to stay
- Offer longer term assignments for temporary workers



DOES YOUR COMPANY CULTURE SEND PEOPLE RUNNING?

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DIAGNOSING THE ISSUE:

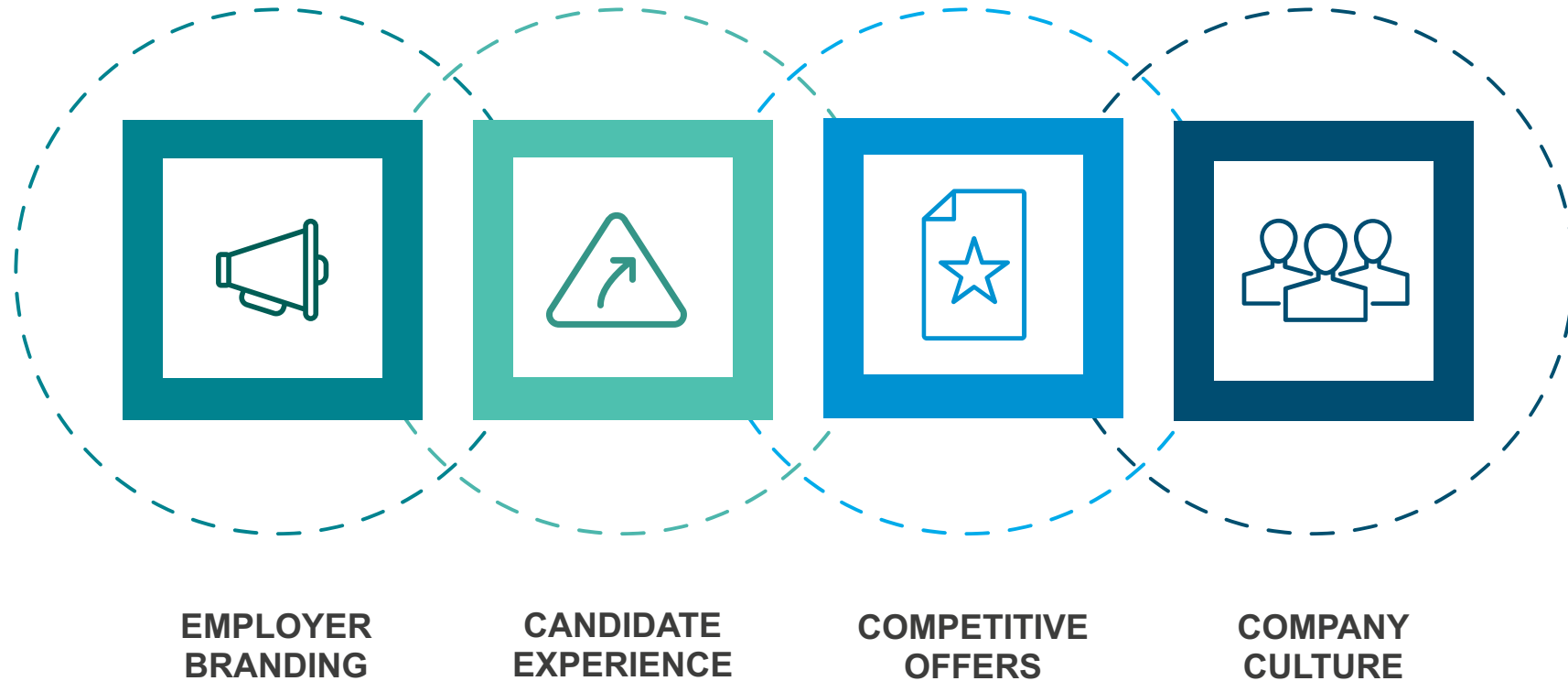
- You are experiencing significant turnover
- Current employees are disengaged
- Employees leave after only a short time at your organization
- Temporary employees are reluctant to take an additional assignment

WHAT CAN YOU DO?:

- Conduct exit interviews to determine why employees are leaving
- Demonstrate appreciation for employees
- Define paths for advancement
- Provide more flexibility
- Provide training for managers



BRINGING IT ALL TOGETHER





Q&A



LEARN MORE



PeopleScout, a TrueBlue company, is the world's largest RPO provider managing talent solutions that span the global economy, with end-to-end MSP and talent advisory capabilities supporting total workforce needs. PeopleScout boasts 97% client retention managing the most complex programs in the industry. The company's thousands of forward-looking talent professionals provide clients with the edge in the people business by consistently delivering now while anticipating what's next. Affinix™, PeopleScout's proprietary talent acquisition platform, empowers faster engagement with the best talent through an AI-driven, consumer-like candidate experience with one-point ATS and VMS integration and single sign-on. Leveraging the power of data gleaned from engaging millions of candidates and contingent associates every year, PeopleScout enhances talent intelligence for clients across more than 70 countries with headquarters in Chicago, London and Sydney and global delivery centers in Charlotte, Toronto, Montreal, Bristol, Krakow, Gurgaon and Bangalore.

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