2022 Recruiting: Best Practices to Land Top Talent Now

2/16/2022

Wired for **HR**

HR · Payroll · Time · Benefits · Hiring · Engagement & Performance · Training/LMS

MP is a full-service human capital management services company offering a suite of products and services including HR, payroll, benefits administration, time and attendance, and compliance. We support our clients with cutting-edge technical solutions, as well as proactive, reliable service and deep HR and payroll expertise. MP is wired for HR and helps clients succeed by tying their operations to their business goals.

3,000,000+
Users on Platform

97%
Retention Rate

50
States Served

16
Years in Business

mp
WIRED FOR HR

mp-hr.com

LEGAL DISCLAIMER

This training is intended for educational and informational purposes.

While we hope that you will learn a lot today, we are not attorneys, and the information should not be construed as legal advice.

TODAY'S PRESENTERS

Tracy Westcott
Talent Solutions Manager, MP Talent

Lisa Vassallo
People & Culture Generalist, Sentinel

PRESENTATION TOPICS

- Recruiting trends in 2022
- The Great Resignation
- Adaptive Actions an Employer can Take
- Best Practices to Ensure Remote Recruiting Success
- Creating a Positive Candidate and Employer Experience Throughout the Hiring Process
- How to Optimize Your Tech Stack in a Remote Environment

What is Going to Hold True Throughout 2022?

- It's a candidate market
- Challenges in reaching candidates to meet demand.
- Turnover will continue to break records
- Hiring decisions need to happen quickly
- Benefits are front and center
- "Flexibility" can be either messy or beneficial

Why Hasn't The Great Resignation Slowed Down?

Top Reasons Why Employees are Leaving:

- Toxic Work Environment

- Restore Work-Life Balance

- Burnout, Exhaustion & Grieving

- Response to Covid

- Lack of connection to organization or team

The Great Resignation

Number of people quitting their jobs in the United States, seasonally adjusted

Nov 2021
4.53m

■ Recession

5.0m

4.0m

3.0m

2.0m

1.0m

0.0m

'01   '05   '10   '15   '21
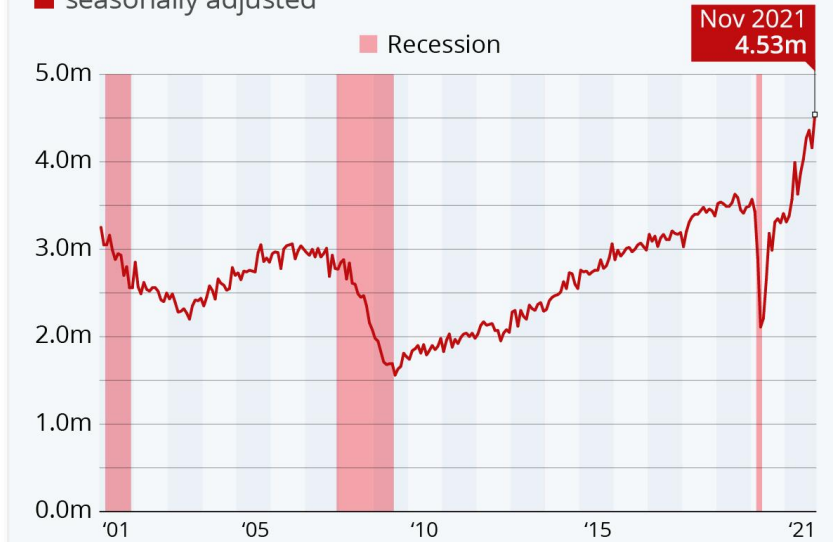
Source: U.S. Bureau of Labor Statistics

statista

WIRED FOR HR

Sentinel Benefits
& FINANCIAL GROUP

mp-hr.com

Building Adaptability as core skill:

Flexibility and Efficiency can work side-by-side

Skills to adapt to change positively and proactively:

- Consistent Communication

- Value Teamwork

- Interpersonal skills

- Strategic thinking skills

- Active listening

- Collaborative culture

Short-Term Adaptive Actions an Employer Can Take Today

Action	Result: Employee	Result: Employer
Reimagine your workforce	• Building professional skills • Lateral Career Opportunities • Feeling valued/appreciated	• Avoid burnout & addresses the well-being of the employee. • Reduce turnover
Adjust remote and office work environments (personalize flexibility)	• Restore work/life balance • Predictable schedules • Allowing work/life to co-exist	• More productive employees
Company sponsored social events	• A sense of belonging	• Builds deeper & meaningful connections with your teams
Recognition	• Feel valued & appreciated	• Builds a culture of support and appreciation
Culture Team	• Engagement • Deeper connection to the organization and their peers	• Encourages a people-first organization

Hire & Retain
vs.
Attract & Provide

Best Practices for 2022 Recruiting Success

**DO YOU HAVE A PLAN
IN PLACE TO ATTRACT?**

**WHAT ARE YOU
OFFERING TO PROVIDE?**

**HOW ARE YOU
COMMUNICATING TO
STAY ENGAGED?**

Best Practices for 2022 Recruiting Success

DO YOU HAVE A PLAN IN PLACE TO ATTRACT?

- ✓ Remote, Hybrid or Office

- ✓ Employer Branding

- ✓ Diminishing Quality of Direct Applicants

- ✓ Showcasing your culture, mission & values.

Best Practices for 2022 Recruiting Success

WHAT ARE YOU OFFERING TO PROVIDE?

# Best Practices to Ensure Remote Recruiting Success

HOW ARE YOU COMMUNICATING TO STAY ENGAGED?

- ✓ Clear and concise process – Transparency!

- ✓ Booking tool – Keep it easy!

- ✓ Communication – Engagement!

- ✓ Go the extra mile – Stand out!

- ✓ Power of a professional rejection

mp-hr.com

Creating a positive candidate and employer experience throughout the hiring process.

Technology

Personal Connection

mp-hr.com
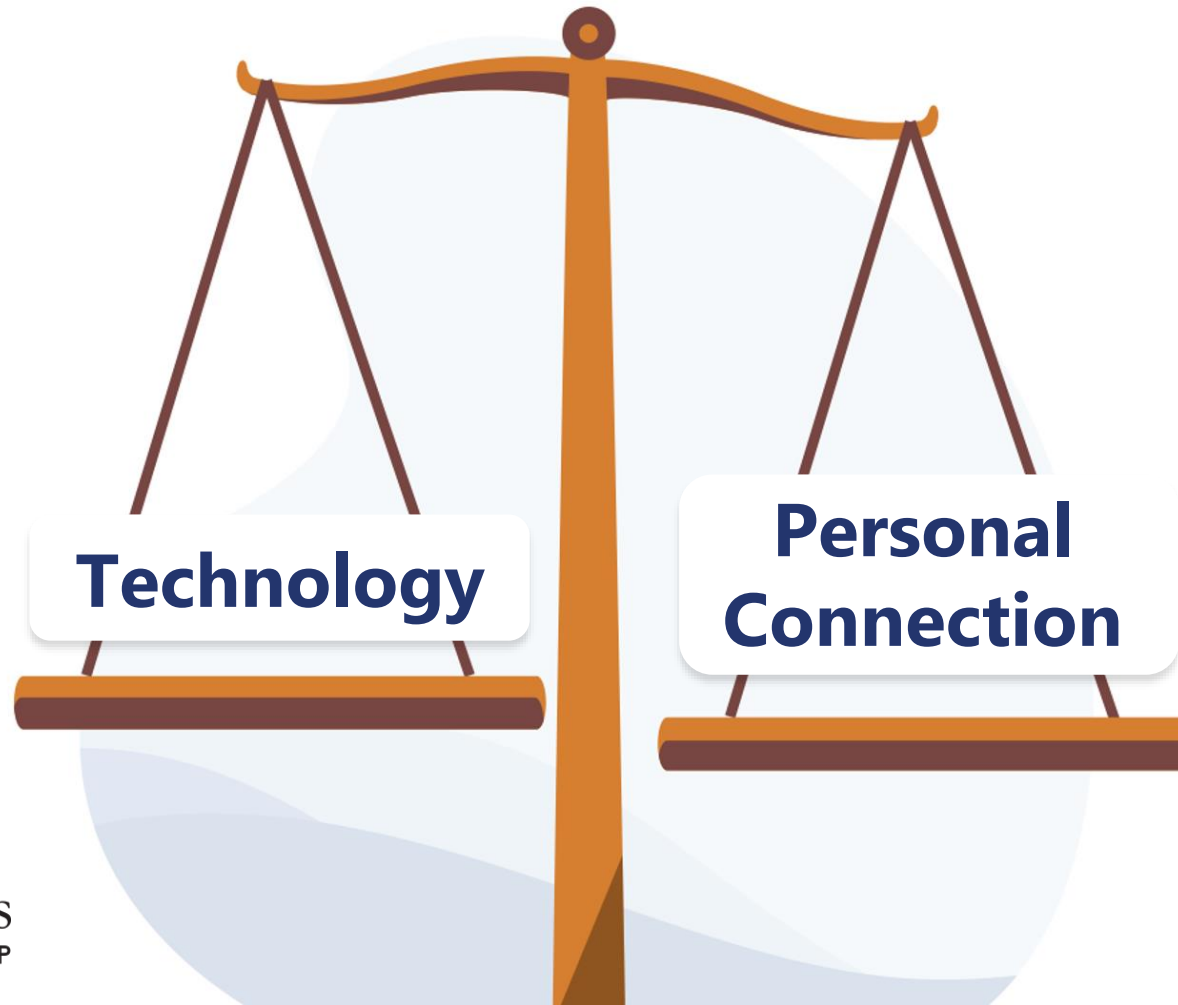
Creating a positive candidate and employer experience throughout the hiring process.

Attract:

- Differentiate the interview process

- Share benefits and culture

- Provide details for the interviewer

- Company swag/welcome box

- Remote Hub Strategy

Creating a positive candidate and employer experience throughout hiring & onboarding.

Provide:

- Setting interview timeline and schedule up front

- Consistent candidate communication

- Remote work stipend and/or remote kit

- Onboarding materials and schedule

Adapting your tech stack in a remote environment

vs.

Talent Acquisition

- Sourcing
- Applying
- References/BG checks/Assessments
- Offer Letters & Hiring
- Onboarding

HR & Payroll

- Payroll
- Human Resources
- Benefits Enrollment & Administration

Workforce Management

- Time and Labor Management
- Workforce scheduling
- Expense Management

Talent Management

- Performance Reviews
- Engagement Surveys
- Stay Interviews
- Learn & Grow
- Giving & Community Service
- Offboarding/Equipment Return

mp
WIRED FOR HR

Recruitment Process Outsourcing: Services and Fit

RPO vs. Staffing Agency

- RPO is an extension of your team. We partner in your success.
- Subscription service:
  - Create a customized recruitment strategy aligned with business goals
  - Review of job descriptions, compensation plans, benefit plans and HR compliance guidance
  - Recruit for your most pressing needs
  - Work with candidates throughout the entire process
  - Market and post positions, source, screen, schedule interviews and guide the candidate

Recruitment Process Outsourcing: Services and Fit

Who should consider RPO services?

- Businesses that don't have a full-time recruiter
- Companies without sophisticated recruitment and sourcing tools
- Organizations without an applicant tracking system (ATS)
- Businesses with an in-house talent acquisition team but, need to supplement
- Companies who need more resources to proactively recruit and manage a pipeline
- Organizations that don't want to focus time and resources on recruiting

Do you have immediate hiring needs you are struggling with? MP can help.

Contact:

Tracy Westcott

Talent Solutions Manager

twestcott@mp-hr.com

978-505-0543

mp-hr.com

sentinelgroup.com