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Polling Question

What is your agency or organization's greatest challenge related to recruitment?

- □ Lack of Diverse Candidates and Skills
- Pay
- Lengthy hiring process
- Policy and Procedures

Recruitment: Demographics and Forecasting

- □ In 2016, Millennials became the largest generation in the United States labor force
- Despite the increase in Millennial representation, the overall US population continues to grow older
- □ In 2020, workers ages 55 years and older decreased to 36.4%



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Current Job Statistics

- □ Current open jobs nationwide: 11.3 Million
- 4.6 Million more jobs than unemployed workers in the US
- □ The unemployment rate declined to 3.6% in March 2022
- Current open jobs in government nationwide
 - □ Federal: 148,000
 - State and Local, excluding Education: 547,000

Bureau of Labor Statistics, February 2022 SHRM Talent Report



6 Reasons We Can't Find People

- Not enough humans
- Generation Z and young Millennials want something more than just a job
- The Gray Wave in now a tsunami
- Level-up hiring
- We closed our borders
- We are not good at building our own

The Tim Sackett Project, 2022



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What Candidates Want

- □ The Three P's
 - Work with PURPOSE
 - □ 70% of employees say they define their purpose through work
 - PAY for today
 - □ 10% wage growth since 2020, and the highest annual growth in 40 years
 - PATHWAYS for tomorrow
 - 63% of employees cited no opportunity for advancement as a reason for quitting

Guild Education, 2022

Effective Recruitment Strategy

- □ In the history of the world, it has never been easier to find talent
 - □ Challenge: It's hard to talk someone into your organization, job, pay, etc.
- □ Say good-bye to the "Post & Pray" method of recruitment. It doesn't work.
 - Build a holistic employment brand
 - 86% of job seekers use social media in their job search
 - □ Make your organization an amazing place to work
 - Cast your net and use this information to find great candidates
- Action Items
 - Job Postings vs. Job Descriptions
 - Referral Programs
 - Establish and Feed Pipelines
 - Touchpoints



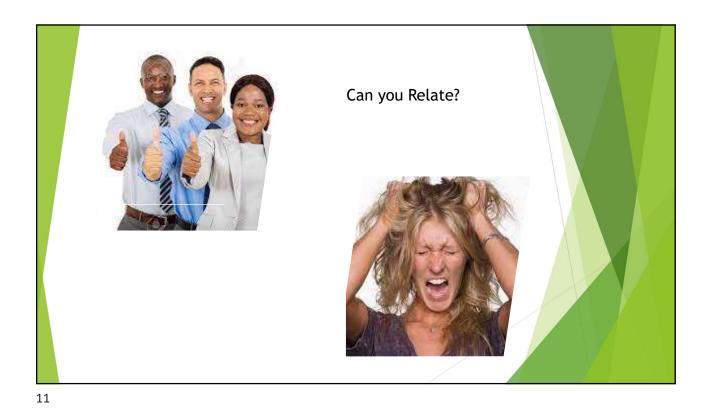
Education vs Experience

- Education is a privilege
 - □ Alternative Work Credentials (AWC)
 - □ AWC's have historically been viewed as additional certifications
- Options when traditional talent is insufficient for the current market, and you can't reduce business needs
 - On the Job Training Programs
 - Apprenticeships
 - □ Fire Pre-Apprenticeship
 - □ Formal and Informal Mentorship
 - □ Investigate other pathways to upskilling internal talent
 - Local University
- □ It's competitive out there! (Google Jobs)
 - □ 39,297 Organizations in the Dallas, TX Metro Area
 - □ 2,814 Organization in the Springfield, MO Metro Area

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Recruitment Partnerships

- Partnership between Talent Acquisition and Hiring Managers
 - □ Hiring Managers are subject matter experts in their chosen fields
 - Managers know what talents and skills are needed to be successful in their chosen field
 - □ Intake Position Profile call
 - Talent Acquisition is a subject matter expert in the field of recruitment
 - Recruiters know how to find, connect, and engage with active and passive candidates
- Before the recruitment process begins, schedule a pre-recruitment meeting and include top performers in the Hiring Manager's department.



Hiring - Where to Start

- Proactive recruitment vs Reactive recruitment
 - Understand why talent stays in your organization and why talent is leaving
 - ☐ Track metrics to understand future needs Forecasting
- Again, post and pray doesn't work
- □ Sourcing Hand select your candidate
 - Job board postings have minimal success
 - ☐ If utilizing a job board, look for platforms that contain resume banks
 - Candidates expect recruiters to come to them



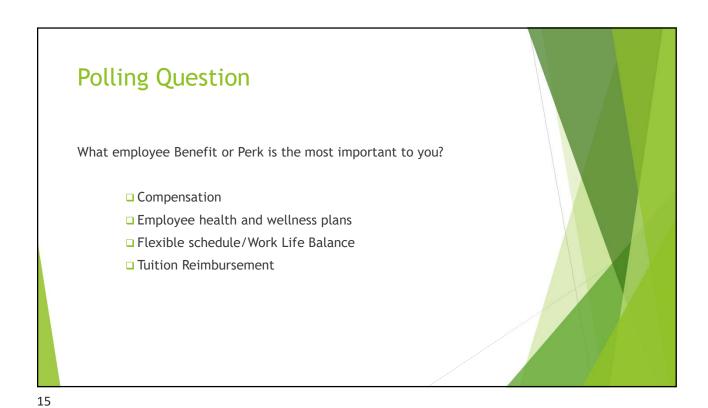


What made you the most nervous when you started your current or last job?

- Unsure of what to expect on the first day
- New supervisor's style
- Worry that the position was oversold
- Fitting in with a new team

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Retention

Employees are leaving

60 % of employee's leave their job due to management

Why are they leaving?

Overworked and unsupported Lack of diversity Desire to make a change

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Keep a pulse on the culture in the office

Monthly lunch Retreat Daily huddles 1:1 meetings



Employee Retention Strategies Continued... Communication Continued Feedback Recognition/Rewards Teamwork Culture of collaboration, Timely, constructive, and Regular 1:1 meetings Say thank you accomodating work styles, and latitude to make positive Connect work to the Short and long-term goals Regular basis organization's mission Help employee visualize decision their future with the organization

Employee Retention Strategy Continued...



Training and Development

Conferences
Continued Education/ Tuition
Reimbursement
Certification



Effective Change Management

Keep teams as informed as possible Reduce anxiety



If you don't offer it - others will

Employees with in-demand skills have many opportunities and recruiters are coming to them

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Polling Question

What retention strategy does your agency/organization do well?

□ Type your answer into the chat box

