

Name: _____

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Idea Lab

Recruiting the Recruiter: A New Approach to Finding Job-Ready Talent

Jonathan Katz
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Thursday, Oct. 27
1:15–1:45 p.m.



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Sales Director, Staffing and Recruiting Group
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Recruiting the Recruiter:

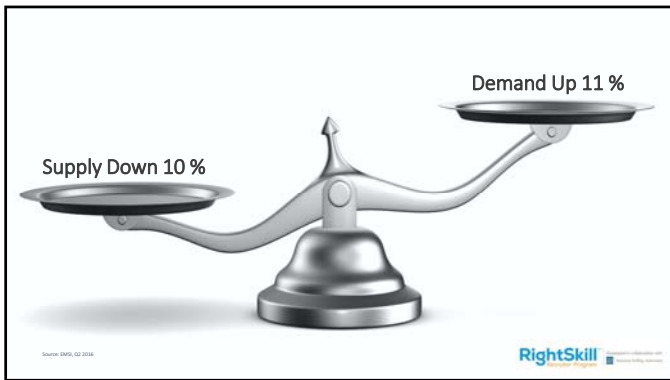
A New Approach to Finding Job-Ready Talent

Presented By:
Jonathan Katz, Director
CareerBuilder Staffing and Recruiting




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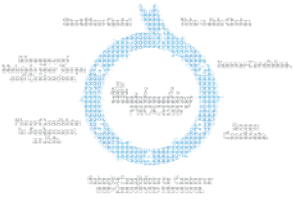








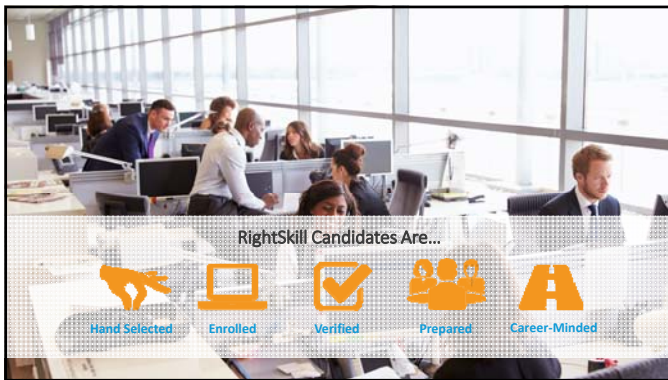
Verified Skills & Knowledge



- ✓ Working with urgency
- ✓ Creating a talent pool
- ✓ Making great matches
- ✓ Setting expectations for success
- ✓ Understanding the candidates, client & role
- ✓ Taking job orders
- ✓ Sourcing candidates
- ✓ Screening candidates
- ✓ Submitting candidates to clients
- ✓ Maintaining relationships with clients & candidates



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The Job Seeker Experience

1. Apply for RightSkill
Job seekers apply online for the opportunity to enroll in the RightSkill Recruiter Program. They are sourced based on the demographics you have provided.

RightSkill Candidate Verification

1. Approved for Enrollment
Only the job seekers that meet our RightSkill standards, as well as the background and values you have expressed will be enrolled in the program.

Sourcing & Approval



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<p>The Job Seeker Experience</p> <p>2. Learn, Refine, Practice and Prepare Job seekers complete our online <i>Essentials of Recruiting for the Staffing Industry</i> learning experience, developed in collaboration with the American Staffing Association.</p>	<p>RightSkill Candidate Verification</p> <p>2. Completed Learning Experience RightSkill enrollment counselors work with job seekers to help define a learning plan and answer any questions. If they do not stay actively engaged in the course they're disqualified from the program.</p>
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Course Delivery

RightSkill AMERICAN STAFFING ASSOCIATION

<p>The Job Seeker Experience</p> <p>3. Take Skills & Knowledge Assessments After each of the "matchmaking process" learning modules job seekers must pass an assessment. They are assessed on the critical skills and knowledge needed to be a successful junior-level recruiter.</p>	<p>RightSkill Candidate Verification</p> <p>3. Verified Job Ready Skills & Knowledge Job seekers must pass four timed assessments to verify their skills & knowledge. If they do not pass each assessment, within three attempts, they're disqualified from the program.</p>
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Verification & Testing

RightSkill AMERICAN STAFFING ASSOCIATION

<p>The Job Seeker Experience</p> <p>4. Meet with Career Coach Job seekers are required to meet one-on-one with a career coach to set goals and prepare to meet you. In order to prepare for this, they will review additional learning material and resources.</p>	<p>RightSkill Candidate Verification</p> <p>4. Approved by Career Coach To become a RightSkill candidate, job seekers must be approved by a career coach using a job-ready scoring rubric. You will not be introduced to candidates unless they are RightSkill verified.</p>
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Preparedness

RightSkill AMERICAN STAFFING ASSOCIATION



RightSkill[™]

Candidate Persona

Diana Lewis
Columbus, OH

Essentials of Recruiting for The Staffing Industry Course // Completed October 2016

My Professional Statement
I am a dynamic, self-motivated RightSkill Verified Candidate. I have a passion for working with people and creatively collaborating to achieve success. With my experience in sales I have learned the art of communicating with unique personalities to ensure individual needs are being met. I am excited about the opportunity to start my career in recruiting and help drive success for my company, client and candidates.

My top three strengths

1. Persuasive
2. Thorough
3. Self-Motivated

What Others see as My Top 3 Strengths

1. I take a proactive approach to my work
2. I am detail-oriented
3. I have strong objective reasoning

Verified by RightSkill

- ✓ Working with urgency
- ✓ Creating a talent pool
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- ✓ Submitting candidates to clients
- ✓ Maintaining relationships with clients & candidates

Education May 2016 // B.A. in Theater


Background & Experience

Nov 2014 – Present Sales Lead Women's Retail	Sep 2012 – May 2016 Member Musical Theater Club	Jan 2013 – Present Volunteer Children's Theater
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The process is simple.

1. Confirm interest to trigger our sourcing and screening efforts for your company.
2. Meet and interview RightSkill candidates
3. Pay a one-time, per-candidate, fee after you hire a RightSkill candidate and they start working at your company

We believe in our verification process which is why we guarantee each RightSkill candidate for 60 days. If a candidate does not meet your expectations or chooses to leave we will replace them at no additional charge.



Hire Confidently.

Start meeting job-ready junior-level recruiters today!



Continue the Conversation

www.rightskill.com/asa

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Thank You for Attending



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