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## Idea Lab

# Develop Your Internal Recruiting Strategy

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Wednesday, Oct. 26  
12:30–1 p.m.





**Idea Lab**

**Develop Your Internal Recruiting Strategy**

Robin M. Mee  
Founder and President  
Mee Derby & Co.

Kim Whiteley  
Director and Executive Recruiter  
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Wednesday, Oct. 26, 12:30–1 p.m.

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**Develop Your Recruiting Strategy**



Presented by Robin Mee and Kim Whiteley, Mee Derby

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**TALENT SHORTAGE**

The \$130 billion U.S. staffing and recruiting industry is growing twice as fast as the economy.



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**Recruiting: #1 Issue in Staffing**



**Unanimous Up-at-Night Concern:** "Accessible labor market, lack of quality candidates with matching skills"

**Top Five HR Challenges:** "Finding quality full-time staff for our office(s)" ranked #1 for >\$100M and #2 for <\$100

Source: 2015 survey of 1,300 member executives for ASA strategic plan




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**YOU NEED A ROAD MAP**

- Create a strategy for internal hires
- Dedicated staff for internal recruiting?
- Are you proactive or reactive?




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**staffingasacareer.net**

- Hiring from outside of the industry
- Promoting the Profession section of americanstaffing.net
- Define your target profile
- Resources and programs to support entry levels hires
  - Internships
  - Training - ASA has great resources

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**RightSkill**<sup>SM</sup> Recruiter Program

Developed in collaboration with  
 American Staffing Association

  American Staffing Association 

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Designed by the Staffing Industry for the Staffing Industry

Scott Wintrip
Mary Lucas

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**Skill and Competency Development**







- ✓ Taking a thorough job order
- ✓ How to source candidates
- ✓ Recruiting and interviewing
- ✓ Selling and closing candidates
- ✓ Selling and closing employers
- ✓ Time management
- ✓ Placing candidates on assignment
- ✓ Maintaining your workforce
- ✓ Basic labor law compliance
- ✓ Financial metrics
- ✓ Business communication

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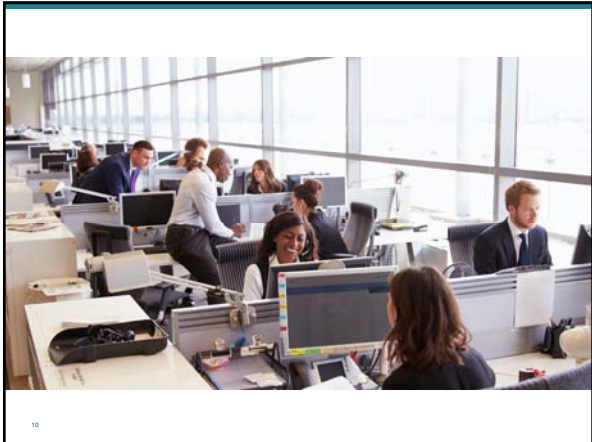
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### STAFFING EXPERIENCED FOLKS

- Who hires only from the staffing industry?
- Pros
- Cons
- Non-competes/non-solicitations

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### CREATE A HIRING PIPELINE

- What is YOUR hiring pipeline?
- Networking--both in and out of the industry
- Employee referral programs



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## YOU GOTTA HAVE TECHNOLOGY

- Applicant Tracking System--with job links to your website
- Website--post all internal jobs here and cross post
- Creating community with Email Blasts/newsletters/social media



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## ATTRACT AND RETAIN

- Flexible work schedules
- Virtual work
- Paid time off
- Professional and Leadership Development
- Healthcare
- Long term/short term disability
- Life insurance
- Family medical leave
- 401k
- Pension plan
- Relocation
- Parental & adoption leave
- Paid holidays
- Leave of absence
- Relocation
- Employee stock plans
- Child and eldercare assistance



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## BE A COMPANY WHERE PEOPLE WANT TO WORK

- Stay connected and HAVE FUN!
- Corporate Social Responsibility
  - Staff meetings
  - Company outings
  - Client and Candidates open houses/parties/meals/newsletters
  - Performance clubs and competitions
  - Recognize birthdays and anniversaries
  - Celebrating the small things
  - Show appreciation

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## BRANDING AND MARKETING

- LinkedIn
- Facebook
- Craigslist
- Twitter
- Job Boards
- Community - papers, community groups, schools, churches, local employment services
- Staffing Branding ebook

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## HAVE AN INTERVIEW PROCESS

- Define the interview process and feedback loop
- Consider a methodology like WHO or Topgrading
- Interview for chronological, skills, accomplishments, aptitude, fit

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## HIRE TO YOUR CORPORATE CULTURE

- Define culture and values
- Office environment
- The magic "fit"
- Leadership principles



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## ASSESSMENTS

Pre-employment assessments—one piece of the puzzle  
Aptitude, Behavioral or both?

- PEAC
- Rembrandt
- Wonderlic
- DISC
- CCAT

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## OFFER PROCESS

- Have a tight offer process with references and background checks
- Be thorough in your written offer
- Stay close to candidates through resignation period and onboarding

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## MEE DERBY RECOMMENDS

- Create an Internal Hiring Strategy in this highly competitive "War for Talent" in staffing
- Retain your internal team - 80% of people will consider new opportunities according to LinkedIn
- Consider hiring recent college grads or people from other industries - "Staffing as a Career"  
[www.staffingasacareer.net](http://www.staffingasacareer.net)

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Questions?



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Thank You for Attending



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