

13 July 2023

Why organisations need a different approach to recruitment



Introductions



Meet the Presenters and Technical Support

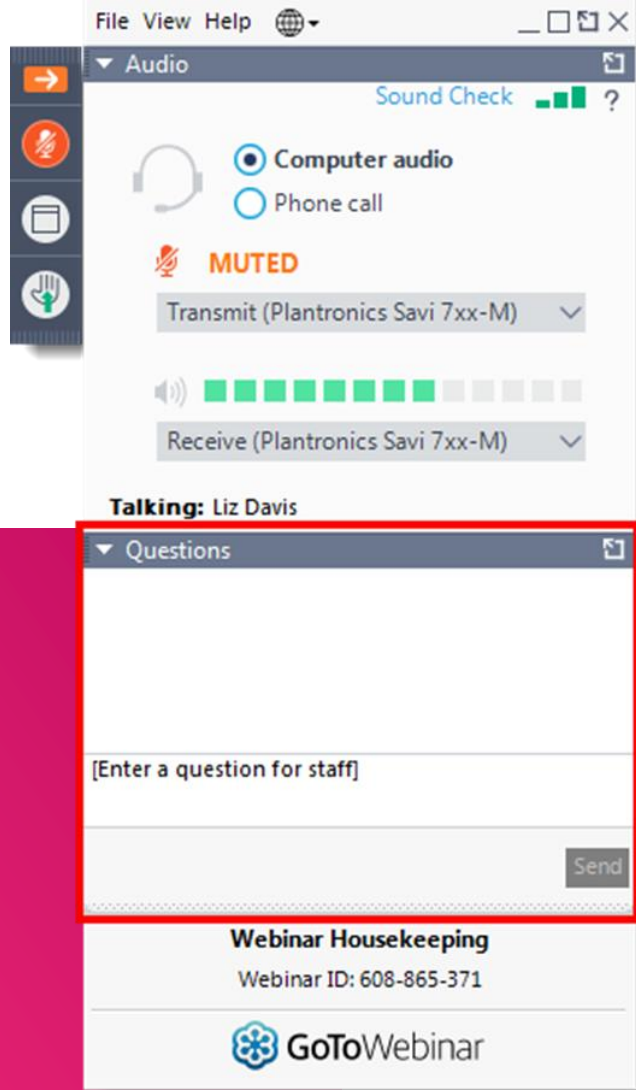
	<p>Sue Watson Head of Client Services</p> 	
<p>Victoria Templeton ↑ HR Knowledge Manager</p>		<p>Rebecca Johnson ↑ Marketing Manager</p>





How to ask questions





GoTo Webinar Housekeeping

Time for Questions

Your Participation

Please continue to submit your text questions and comments using the Questions panel



Agenda

- Current recruitment climate
- What our clients say
- Taking a different approach to recruitment
- Some other thoughts
- Costs
- Q&A





CIPD
Labour Market Outlook
Spring (May) 2023

Current recruitment climate



- Net employment balance (the difference between employers expecting to increase staff in the next 3 months and those expecting to decrease staff)
 - remains stable at +27
 - Private sector +30
 - Voluntary sector +22
 - Public sector +16

- Being driven largely by employers looking to hire (37%) with few looking to decrease staff levels (10%)

Current recruitment climate



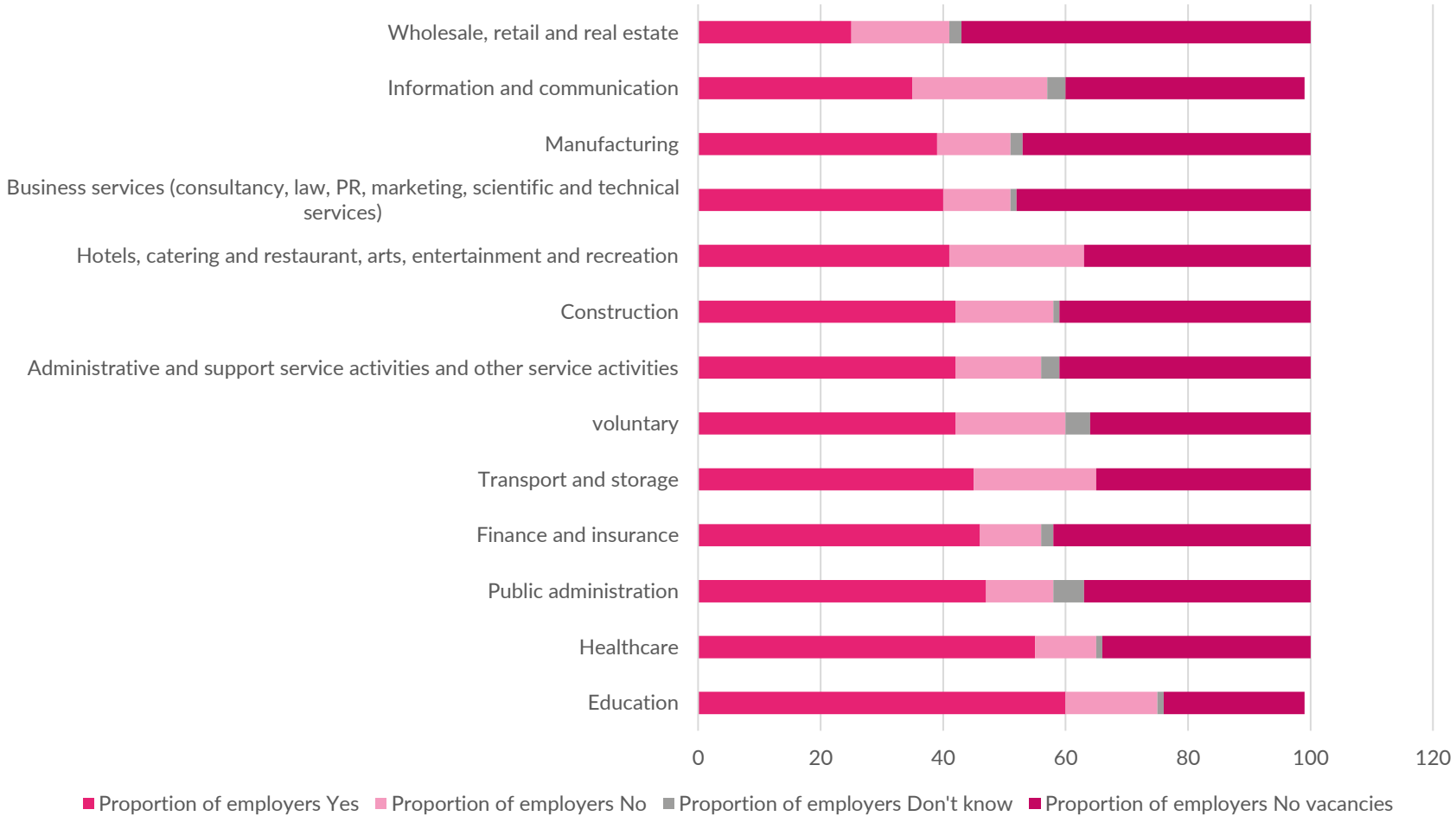
- Recruitment intentions are back at pre pandemic levels
- 70% employers plan to recruit in the next three months
 - Public sector 84%
 - Voluntary sector 68%
 - Private sector 67%

Current recruitment climate



- 2 in 5 employers (42%) have hard to fill vacancies
 - Public sector 52%
 - Private sector 40%
- Most prevalent employers with hard to fill vacancies
 - Education 60%
 - Healthcare 55%

Employers, by industry, with hard to fill vacancies - %





Current recruitment climate

- Time to hire
- Cost per hire
- Skill shortages
- The rise of remote working
- Number of available candidates



What our clients say



- SME Business Survey
- Since 2020, HR Solutions have surveyed SME business owners across multiple industries
- The last two years, talent attraction been in the top 3 of business and people challenges
- 2020/21 – Talent attraction 16%
- 2021/22 – Talent attraction 37%
- 2022/23 - Talent attraction 33%

We asked SMEs what they forecast to be the three major challenges to their business over the next 12 months



33%
Recruiting
staff



We asked SMEs what will be the biggest impact on their decision making



70%
Available
finances



We asked SMEs what they anticipated
to be the three most important aspects
of people management over the next
12 months



33% Talent attraction



We asked SMEs which areas of the
business would they consider
outsourcing



50%
Recruitment

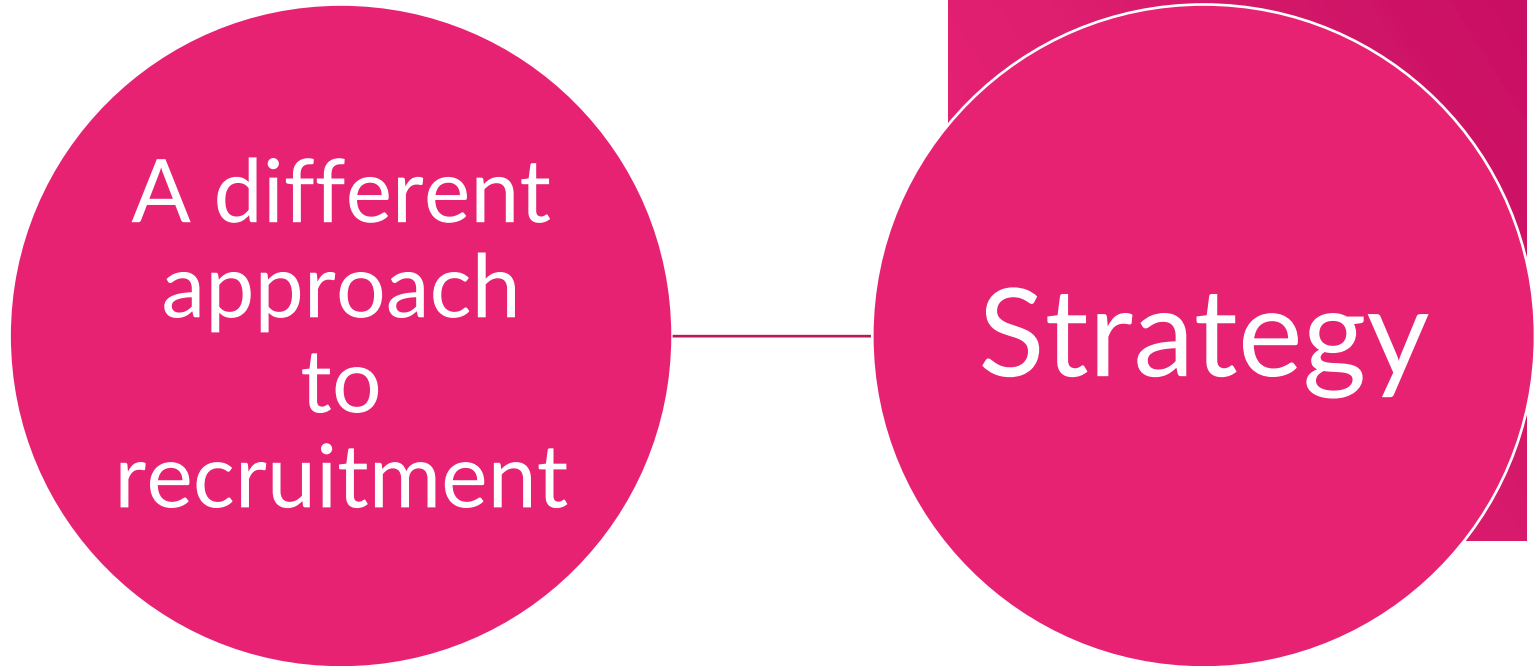




Taking a different approach to recruitment

A different
approach to
recruitment

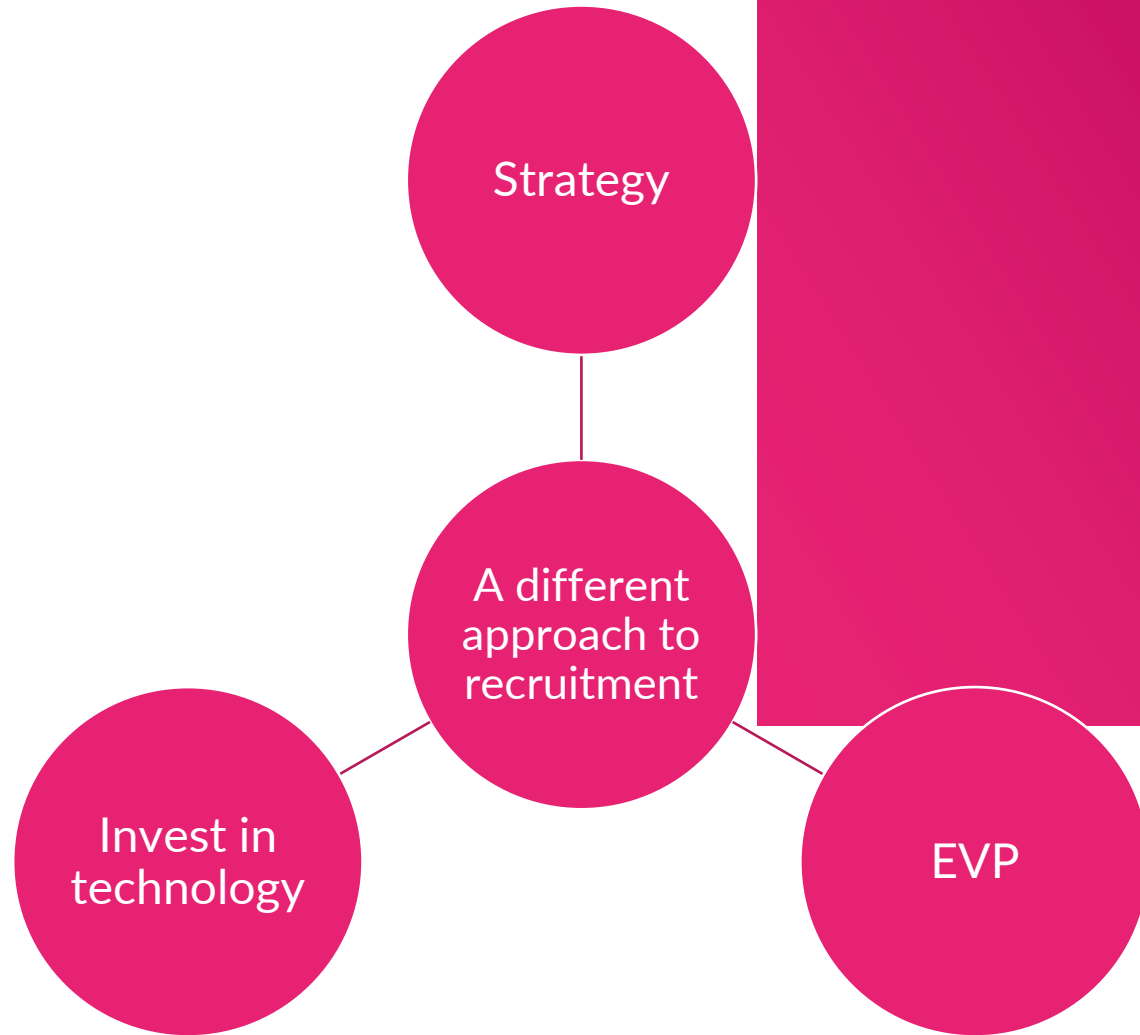
Taking a different approach to recruitment



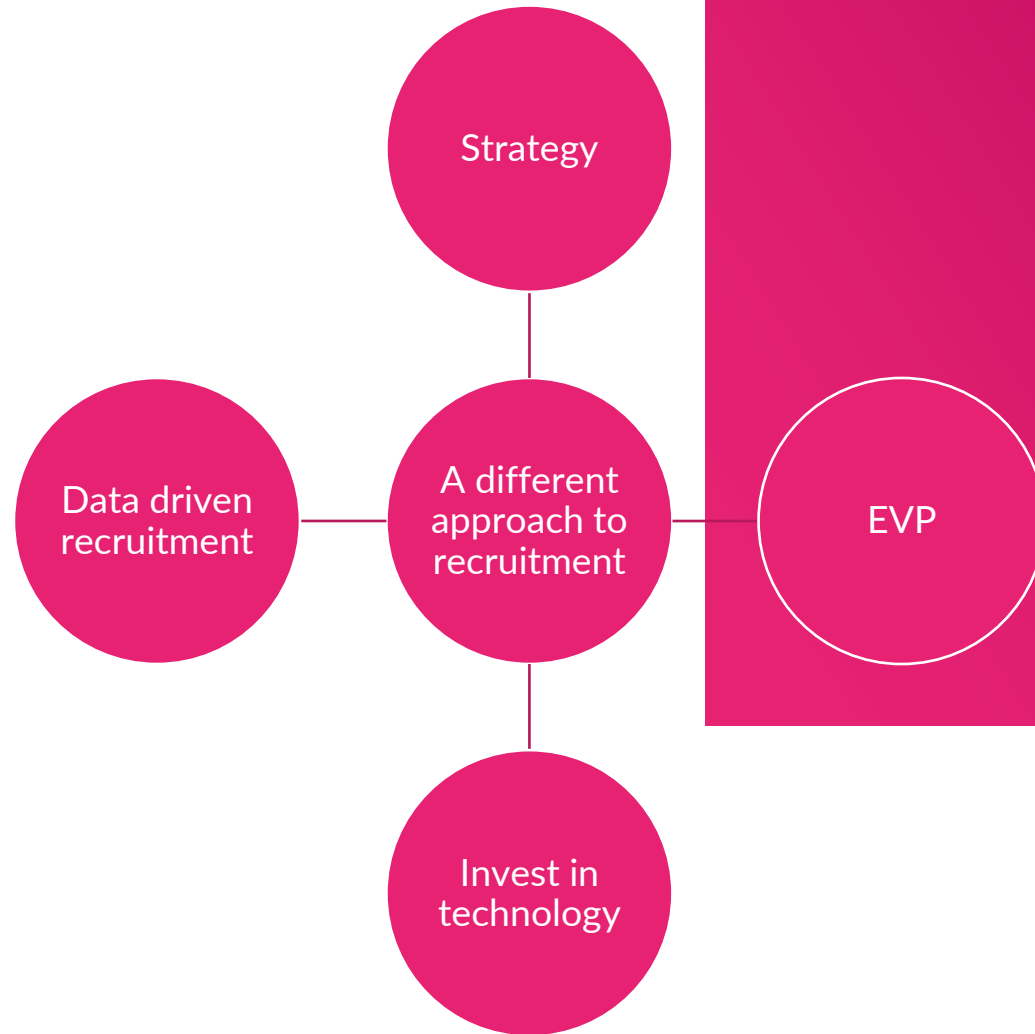
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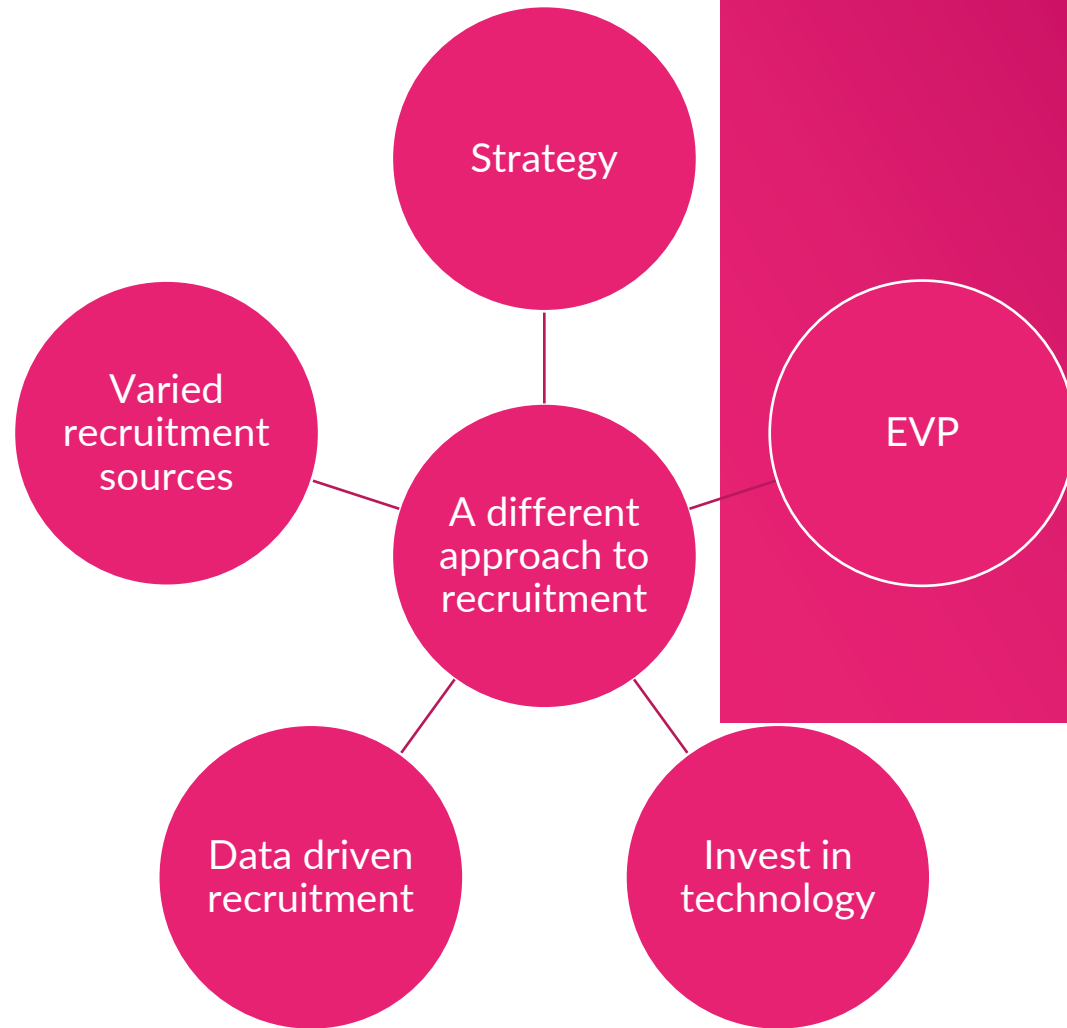
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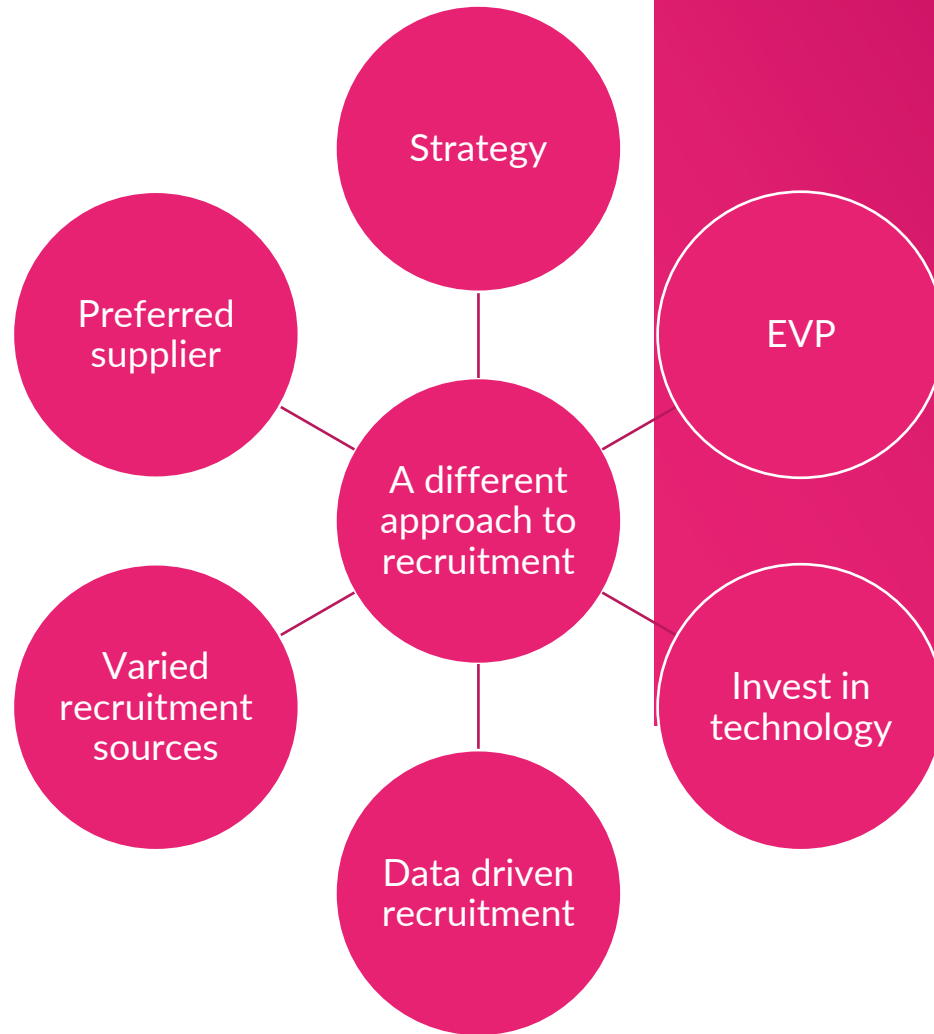
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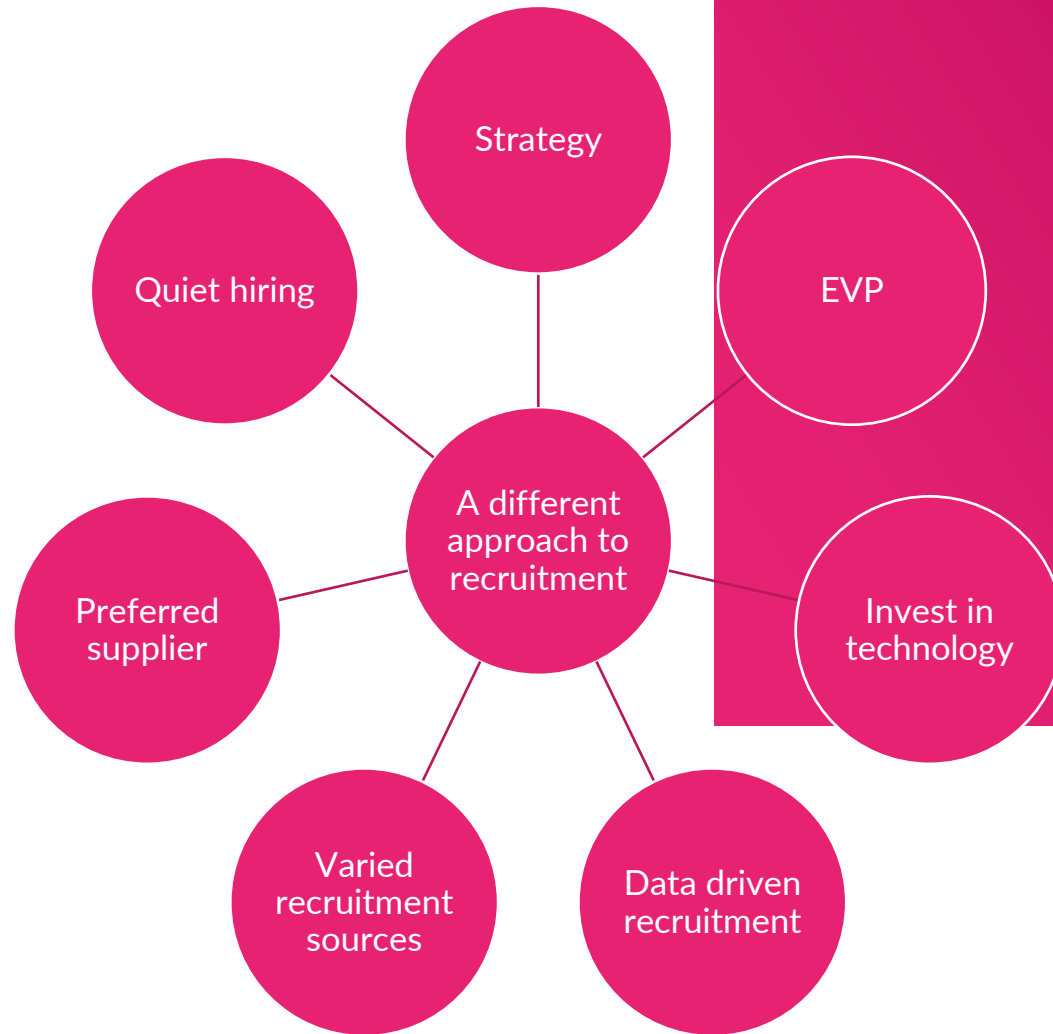
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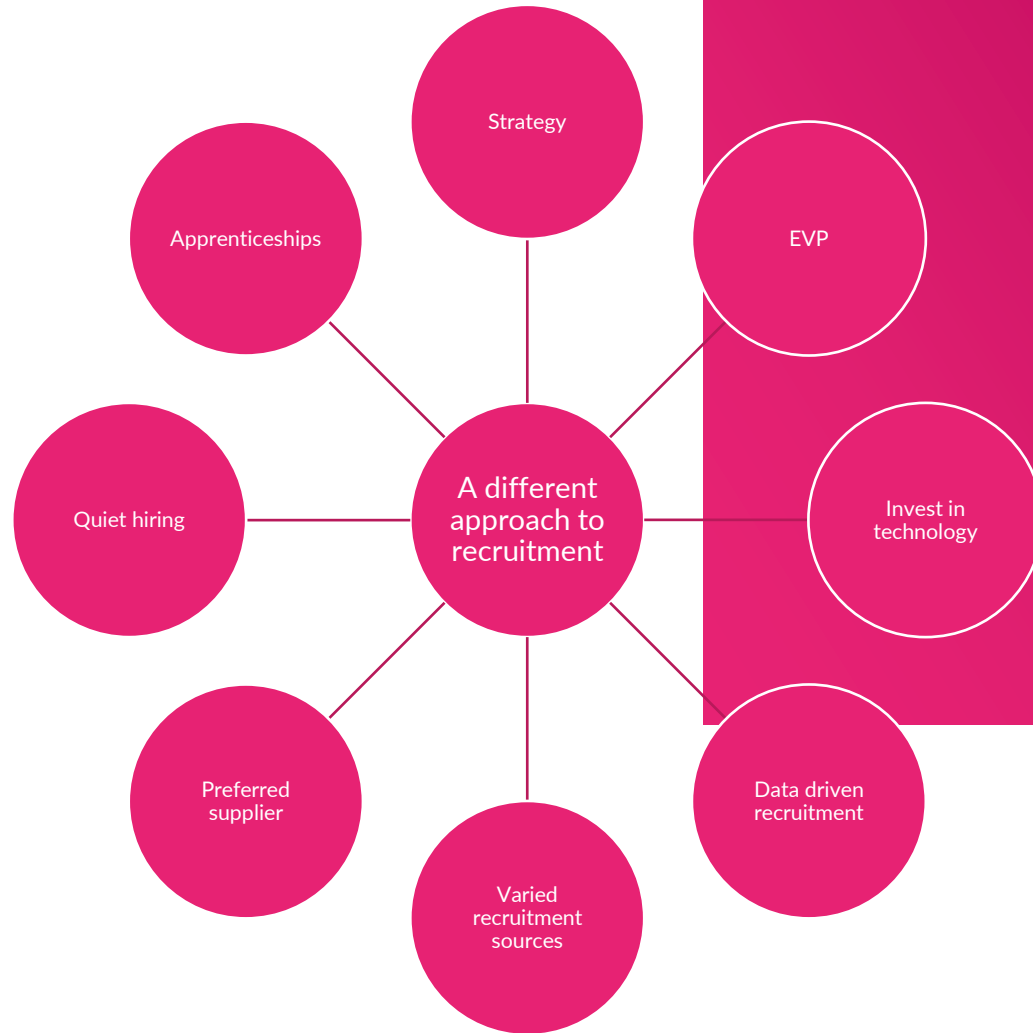
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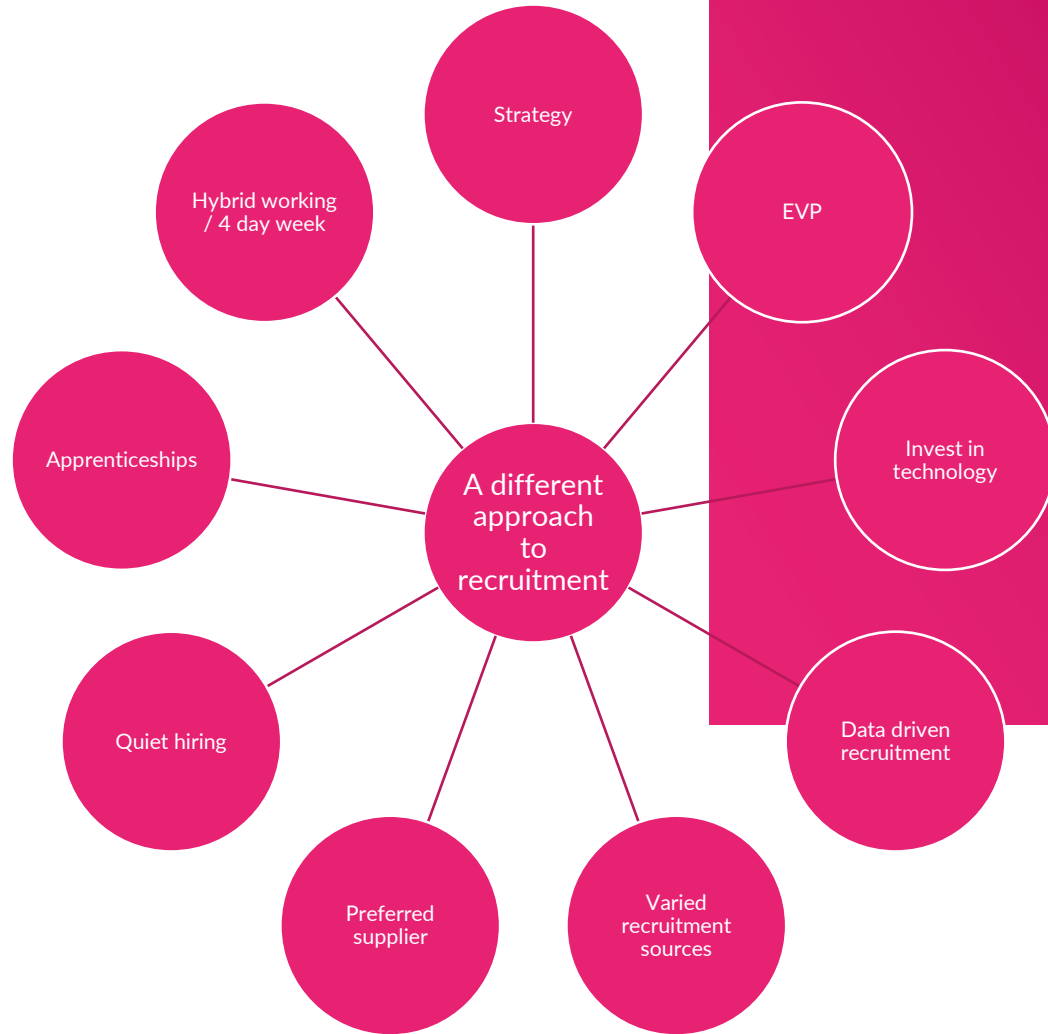
Taking a different approach to recruitment



Taking a different approach to recruitment



Taking a different approach to recruitment







Using the question panel, let us know which of the following you will consider for your workplace:

- Creating/Reviewing our strategy
- Look at hybrid working
- 4 day work week
- Invest in technology
- 'Quiet hiring'
- EVP
- Apprenticeships
- Agencies – preferred suppliers
- Vary recruitment sources
- Data driven recruitment

Some further thoughts....

- Staff referrals
- 'A day in the life of'
- Meet the team - website
- Career fairs
- Host virtual events
- Use social media
- Job families - career progression
- Secondments



Costs

2022/23 SME Survey:

- Top 3 financial challenges in the coming 12 months:
 - Managing costs and cashflow
 - Salary increases
 - Profitability
- Top 3 areas that will have the biggest impact on decision making in the coming 12 months:
 - Available finances
 - Profitability
 - Inflation



Costs

2022/23 SME Survey:

- Top 3 actions SMEs are most likely to take in the next 12 months
 - Increase turnover
 - Cut costs
 - Alternative routes to market







FIXED FEE RECRUITMENT

Our Fixed Fee service is a cost-effective recruitment solution, with one fixed fee, regardless of the role seniority.

£850+ VAT per position

- Job Description
- Vacancy Posting
- CV Filtering
- Interview Scheduling
- Offers & Regrets

Training Courses Management

- Effective Communication Skills
- Leading the Team
- Managing Conflict at Work
- Effective Appraisal Skills
- Managing Performance
- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



Scan to book training:



Training Courses Health & Safety

Dates currently being scheduled:

- Level 2 Fire Safety
- Level 2 Food Safety
- Level 2 Mental Health First Aid
- Level 3 Safeguarding
- Level 2 Emergency First Aid
- Mental Health Ambassador
- Safeguarding Ambassador



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Free Webinars

- **10 key considerations when using AI in the workplace**
19 July @ 2-3pm
- **Building skills and capabilities of your workforce**
10 August @ 10am
- **How to become an age friendly employer**
14 September @ 10am
- **Immigration developments and how they impact employment**
12 October @ 10am

What content would you like to see in our next webinar schedule? Get in touch



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Thank you

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