

# 10 TO DOs TO TRANSFORM YOUR RECRUITING PROCESS

Need to transform your recruiting process? Here are 10 action items that can make it happen! Need help selling change internally? We've got the stats for that! So, go ahead! Transform how you recruit!

1

**TO DO:** INVEST IN A CO-WORKER MENTORING PROGRAM THAT PAIRS EXPERIENCED MANAGERS WITH MID-LEVEL HIRES.

*Did you know? 28% of millennials already hold management positions and two out of three Millennials see themselves as managers within the next ten years.*

2

**TO DO:** REVISE YOUR COMPENSATION STRATEGY BY LOOKING AT GLASSDOOR AND REGIONAL DATA.

*Did you know? The U.S. created nearly 250,000 new jobs helping the unemployment rate to fall to 5.9%.*

3

**TO DO:** MAKE A LIST OF 3 CHANGES YOUR MANAGERS CAN MAKE TO THEIR DAILY OR WEEKLY ROUTINES THAT WILL FUNDAMENTALLY CHANGE THE WAY YOUR COMPANY WORKS.

*Did you know? 86% of employees are on the prowl for a new job outside of their current occupations.*

4

**TO DO:** ASK YOUR RECRUITERS TO NAME THEIR TOP 2 ISSUES WITH THE CURRENT PROCESS. THEN FIX THOSE THINGS.

*Did you know? With 57% of companies planning to purchase new HR tech, we hope a user-friendly process is in store for more.*

5

**TO DO: CALCULATE COST-PER-HIRE AND TIME-TO-HIRE AND THEN EXPAND TO CHANNEL SPEND AND EFFECTIVENESS.**

*Did you know? Once you've measured every simple metric, look into "big data" solutions that will use your ATS and CRM data (as well as internal and external data points – like competitive intel – ) into an insight building machine.*

6

**TO DO: LOOK FOR ONLINE PROGRAMS THAT WILL TEACH YOUR RECRUITING TEAM TO WRITE BETTER, CALL MORE EFFECTIVELY AND ADVERTISE WITH MORE PERSONALIZATION.**

*Did you know? True recruiting isn't easy but it IS simple, even with the glut of tools available!*

7

**TO DO: LOOK AT YOUR TIME-TO-HIRE METRICS WITHIN YOUR ATS; MANY OFFER A FUNNEL TYPE GRAPHIC THAT CAN SHOW WHERE THINGS SLOW. RESOLVE TO SOLVE AT LEAST ONE BOTTLENECK A MONTH!**

*Did you know? In 2015, the average time-to-hire rate was 6 days for temporary positions, 8 days for contracted positions and 32 for permanent roles.*

8

**TO DO: START POSTING ABOUT YOUR CULTURE ON THESE OUTLETS. NOT ONLY COULD IT BOOST YOUR EMPLOYER BRAND, BUT IT CAN LEAD TO STRONG MORALE BOOSTS IN YOUR CURRENT WORKFORCE.**

*Did you know? Social media builds an employer brand.*

9

**TO DO: APPLY FOR AN OPEN JOB FROM YOUR MOBILE PHONE. WAS IT EASY? IF NO, THEN START LOOKING FOR A WAY TO MAKE IT EASIER! TALK TO YOUR VENDORS FOR SOLUTIONS.**

*Did you know? 9 in 10 job seekers stated they use mobile devices to search for jobs, which is an increase of 7% since last year.*

10

**TO DO: FOR EVERY PROJECT LISTED HEREIN, COMPLETE THE TO-DO AND SHOW RESULTS. EXTRAPOLATE USING COMMON METRICS LIKE TIME SAVED, MONEY SAVED AND PRODUCTIVITY INCREASED.**

*Did you know? To get their support for your new projects, you need to be able to show how it will benefit the company.*



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