

# 11 Strategies You Can Use to Find the Right New Hires

*Prepared for Connecticut Innovations*

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#NewHireWebinar

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**L.J. Doherty & Associates**

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# Objective

Show advantages of multi-pronged candidate identification strategy



Identify potential sources of candidates for positions at all levels within your companies



Address specific sourcing questions of webinar participants

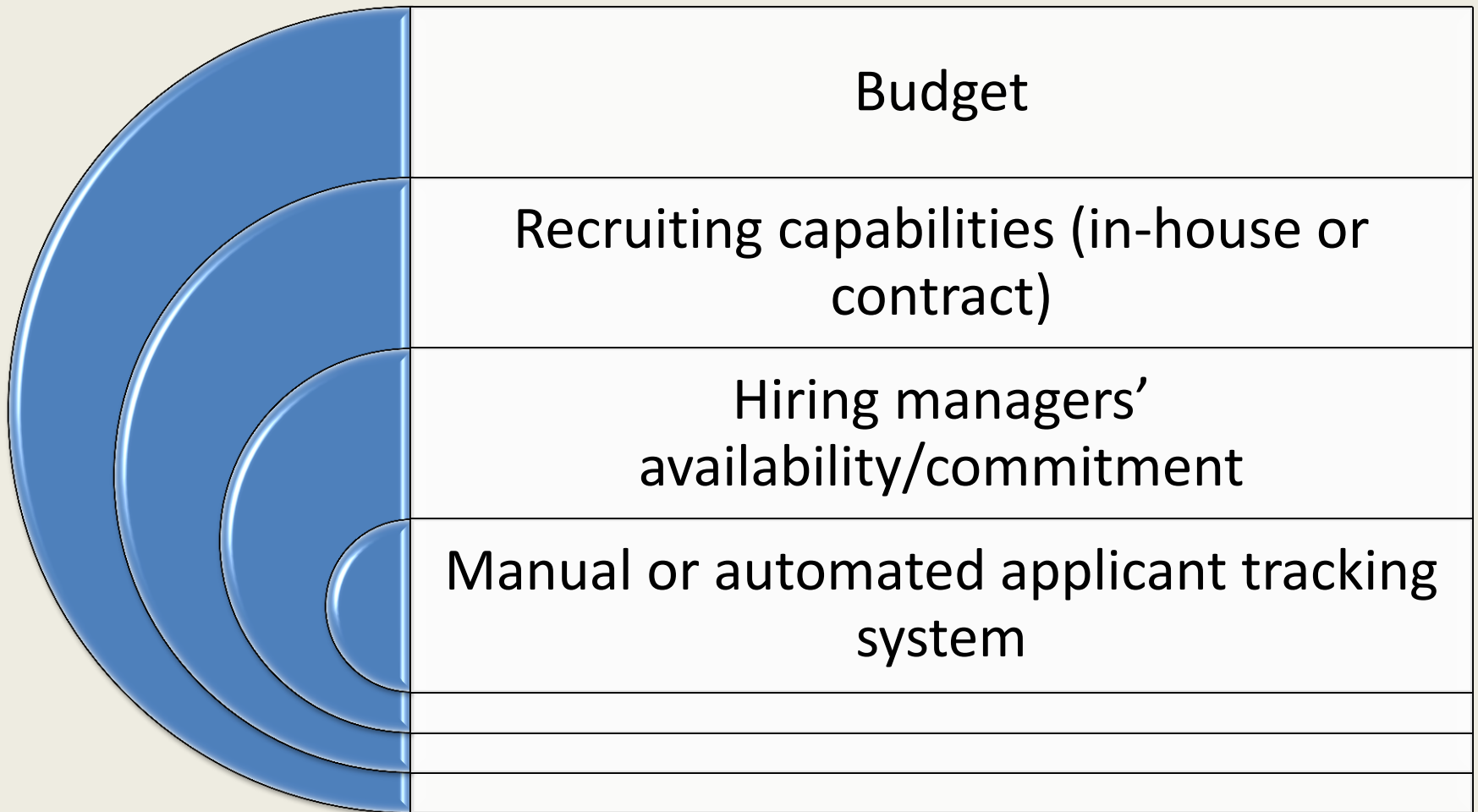
# Economic Benefits



A multi-pronged sourcing strategy:

- Provides competitive advantages
- Reduces chances of making hiring mistakes or having unfilled positions
- Develops talent acquisition skills of hiring managers
- Reduces cost per hire
- Leads to a steady flow of qualified candidates

# Staffing Constraints



# Position Description

Define what you're looking for:

- Mission statement
- Desired outcome/accomplishments
- Hard vs. soft skills
- Musts vs Wants

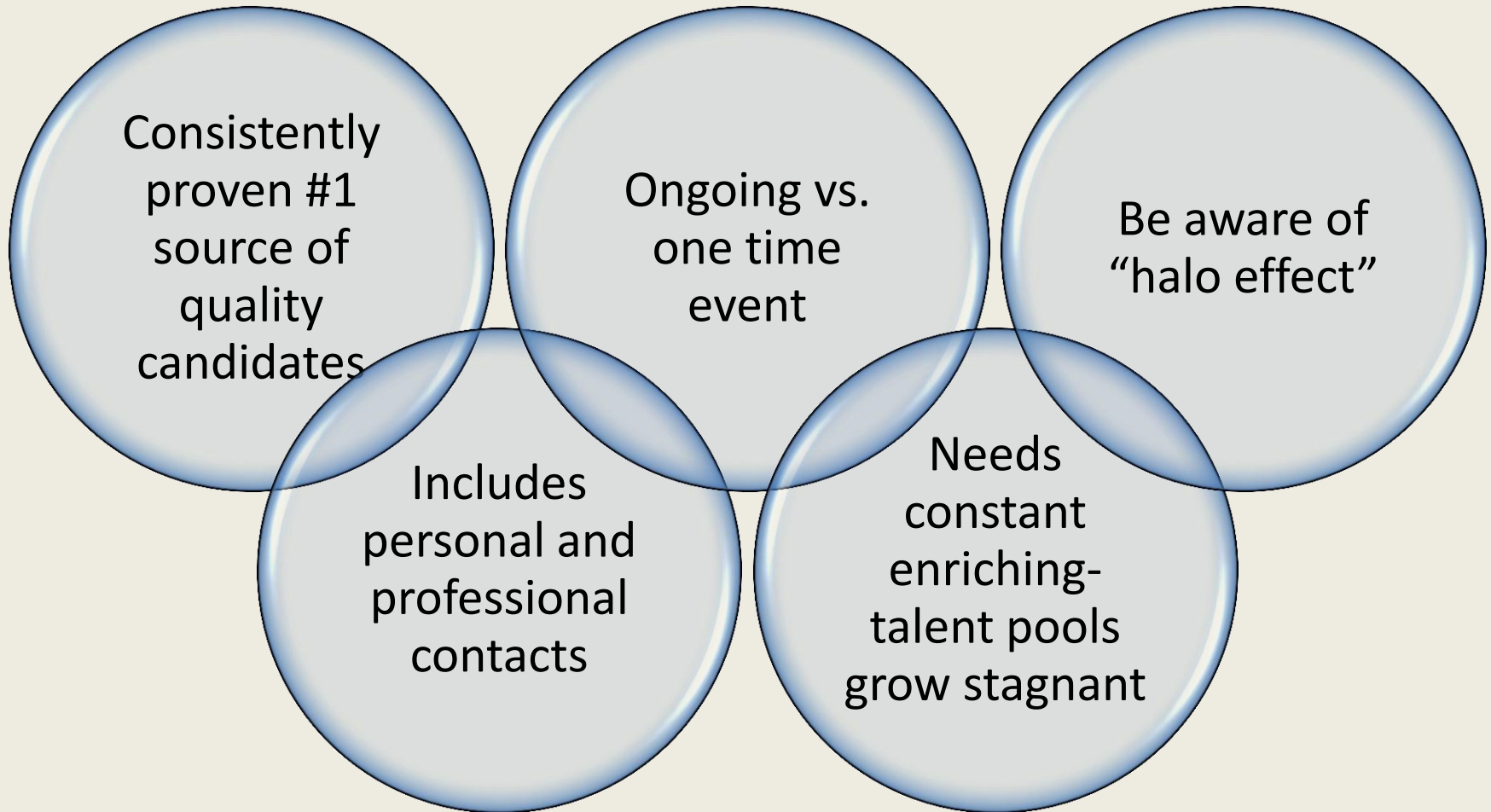
Select key words and write sales-oriented position descriptions.

# Sourcing Options

- Your network
- Employee referrals
- Job boards/professional networks
- Retained search firms
- Contingency recruiters
- Advertising

- College recruiting/career centers
- Co-ops/internships
- Company website
- Job fairs/open houses
- CT Dept. of Labor-American Job Centers

# #1 - Your Network



## #2 - Employee Referrals





# #3 - Job Boards/ Professional Networks



- Ensure currency of posting and use key words
- Prepare for volume responses and inconsistent quality

## #4 - Retained Search

Most suitable for high-end professional/executive positions

Should be a **partnership** – your representative into the candidate marketplace

Understand process for candidate development, screening and presentation

Typical fees/terms

# #5 - Contingency Firms

Vendor vs. partner  
relationship

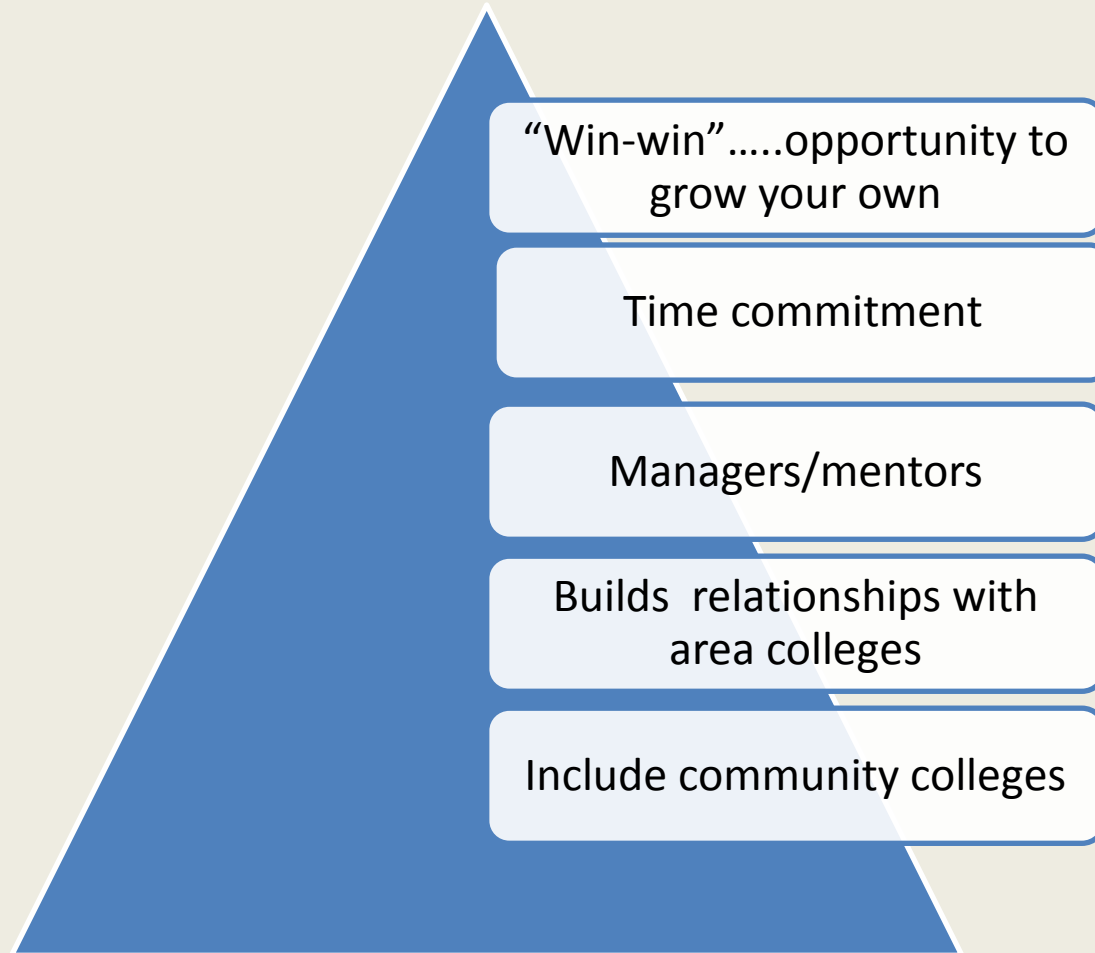
Useful for mid-level  
professional positions

Understand screening  
process

Exclusivity?

Fees/terms

# #6 - Co-op/Internship/Apprenticeship



# #7 - College Recruiting/Career Centers

Separate from or integrated  
with co-op/internship program

On campus or  
at your facility

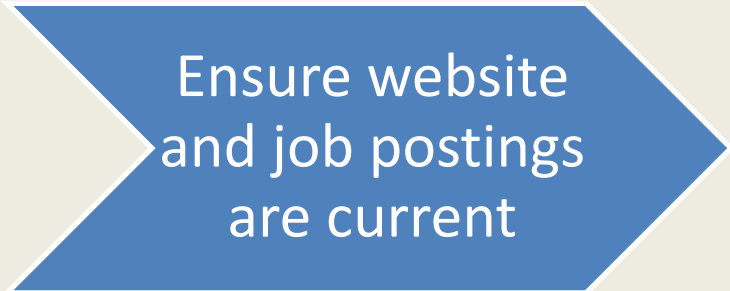
Good source of entry-level professionals in high  
demand (e.g, nurses, accountants, software developers)

Develops/reinforces relationships  
with area colleges/faculty

## #8 - Company Website



Potentially good  
public relations  
tool

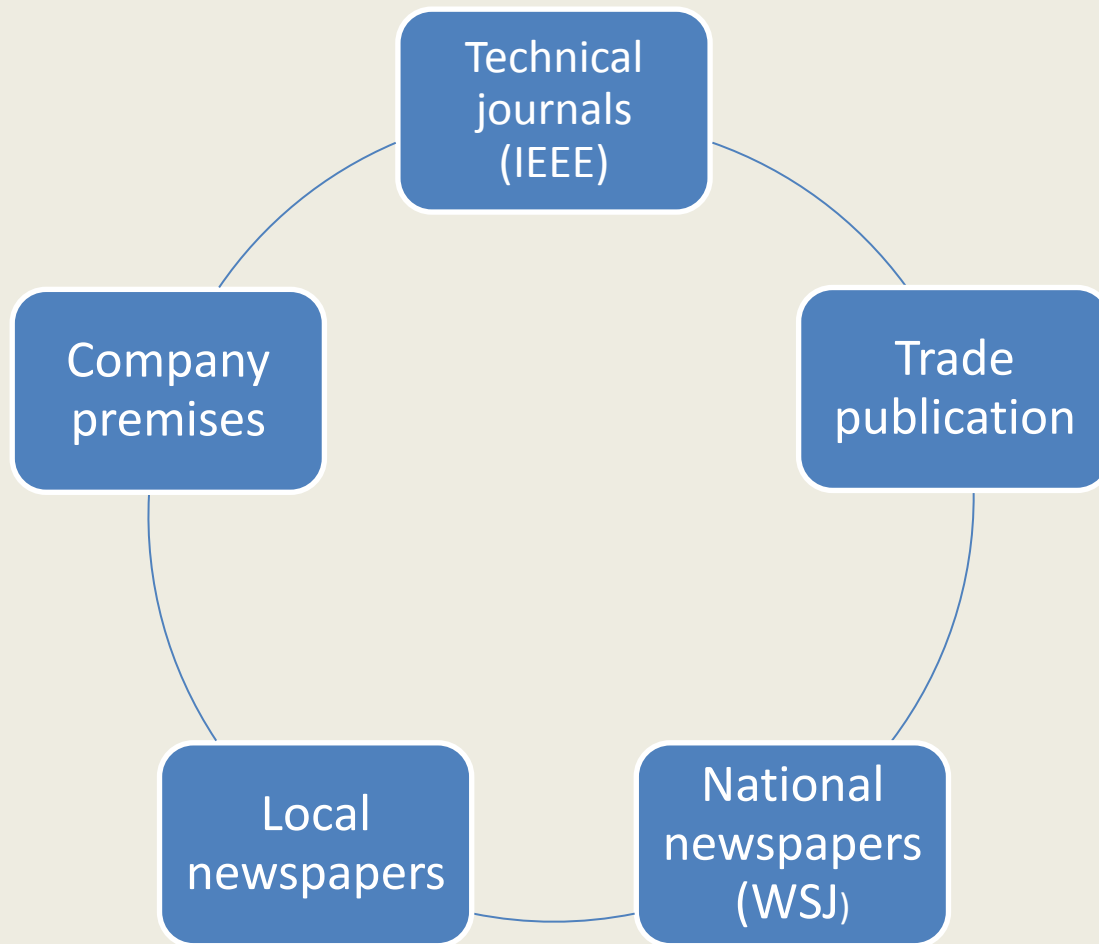


Ensure website  
and job postings  
are current



Keep postings  
brief but  
interesting

# #9 - Advertising



# #10 - Job Fairs/Open House

Positive PR if focus  
on veterans,  
minority groups

Very unpredictable  
attendance/quality

Potentially useful  
for entry-level  
professional or  
administrative  
positions



# #11 - CT Dept. of Labor



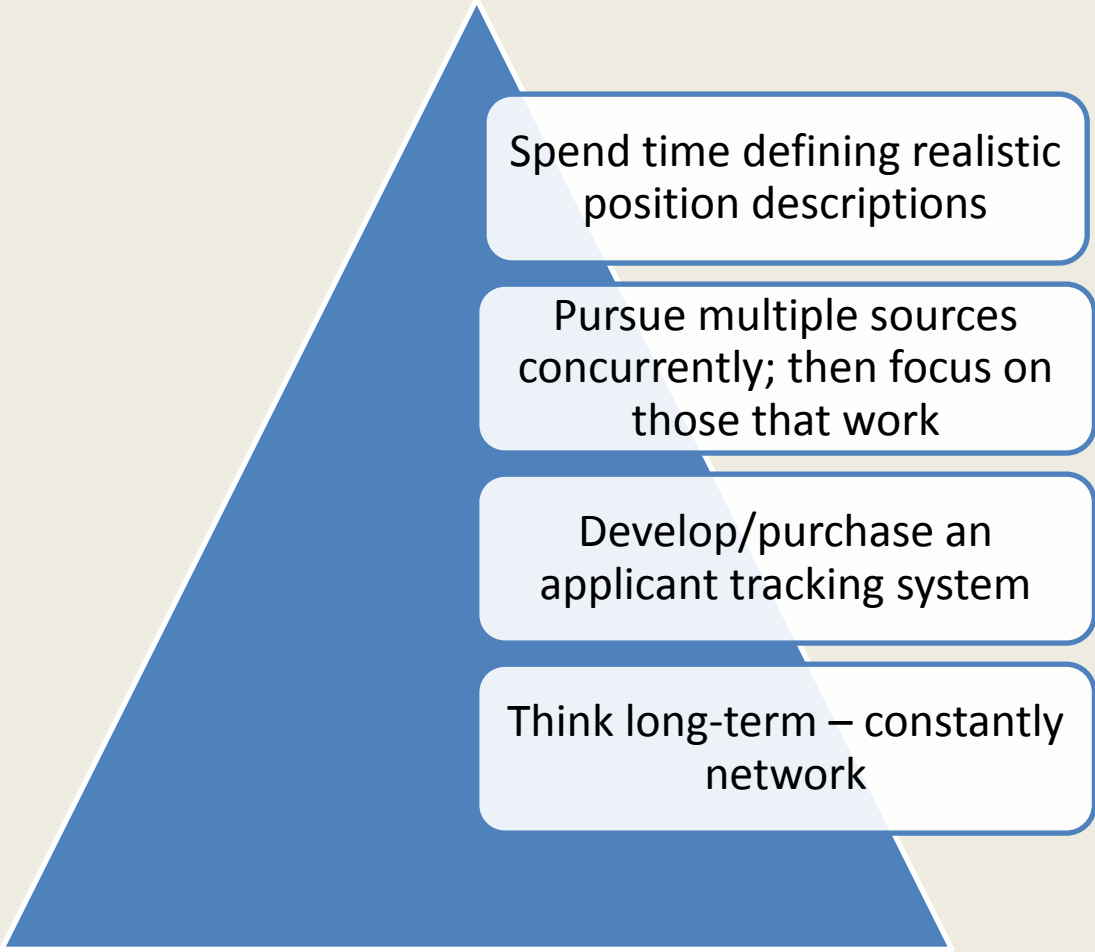
17 American Job Centers across state

Provides employment/demographic statistics

Identifies growth segments/trends

Actively solicits job postings- useful for variety of administrative or related openings

# Summary



Spend time defining realistic position descriptions

Pursue multiple sources concurrently; then focus on those that work

Develop/purchase an applicant tracking system

Think long-term – constantly network

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