

13 July 2023

# Why organisations need a different approach to recruitment

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# Introductions



# Meet the Presenters and Technical Support

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

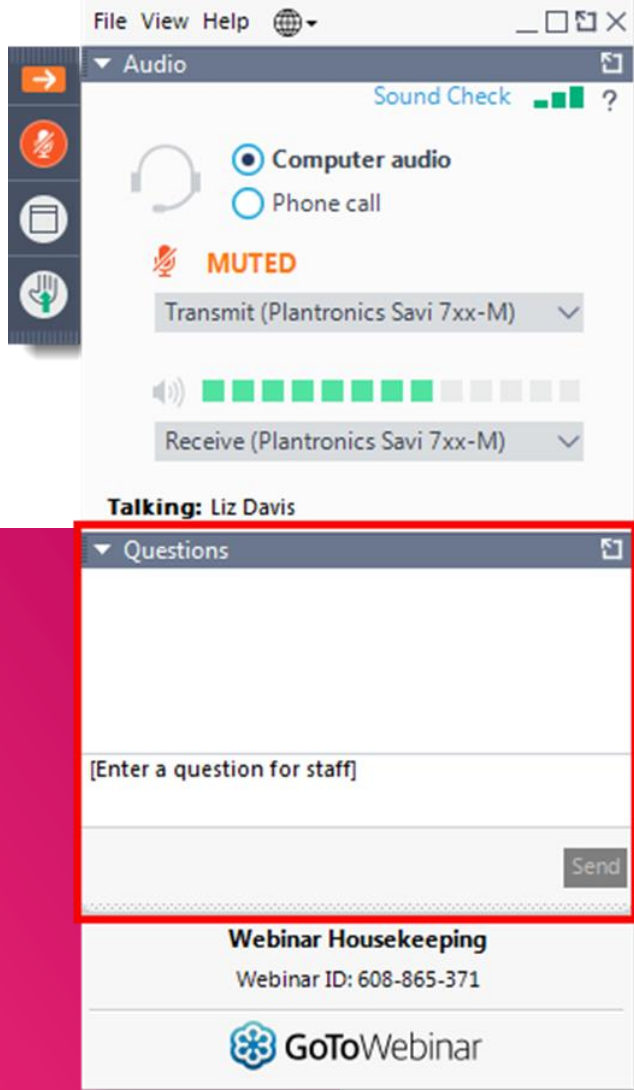




# How to ask questions

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# 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



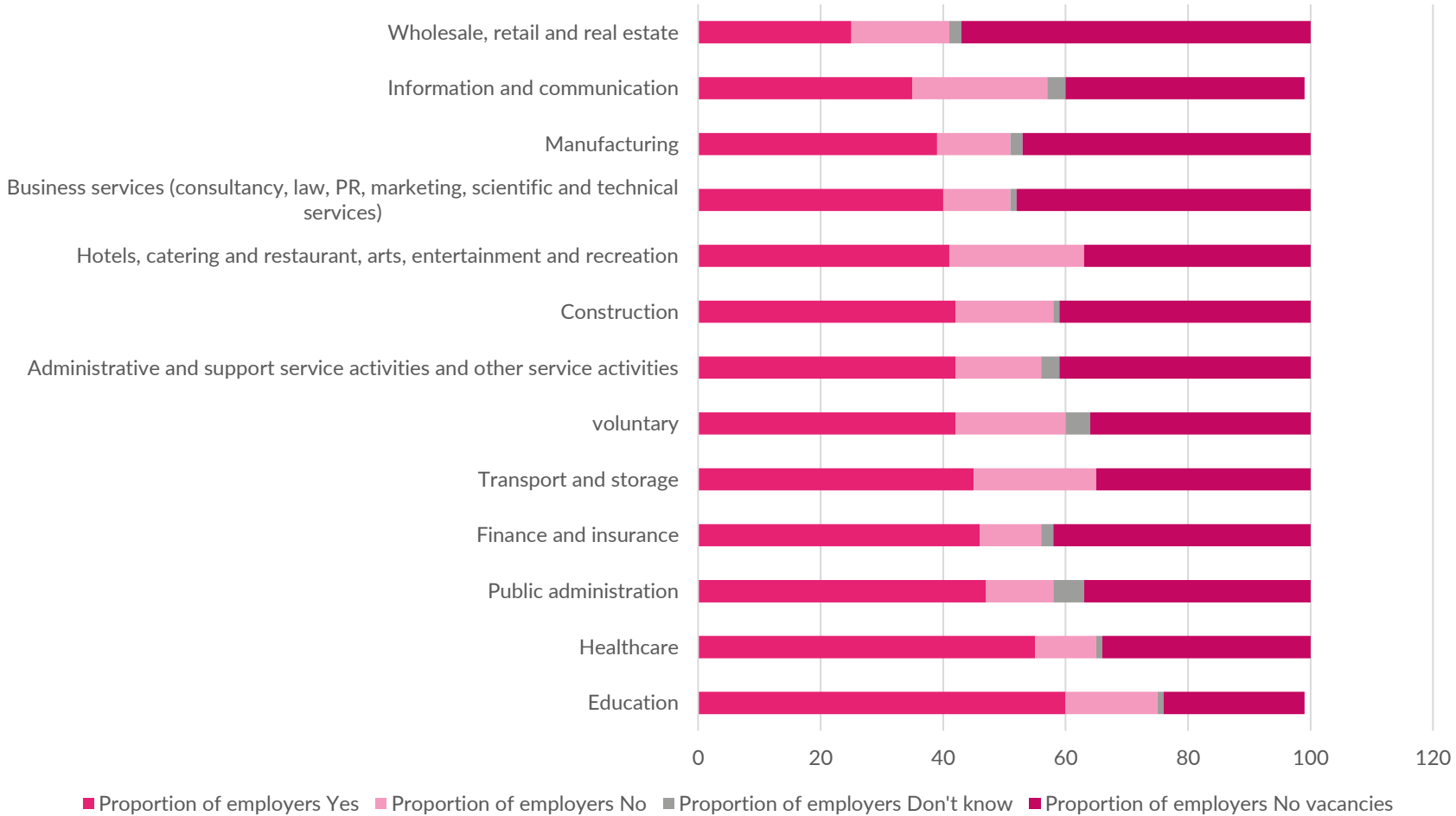
- Recruitment intentions are back at pre pandemic levels
- 70% employers plan to recruit in the next three months
  - Public sector 84%
  - Voluntary sector 68%
  - Private sector 67%

# 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

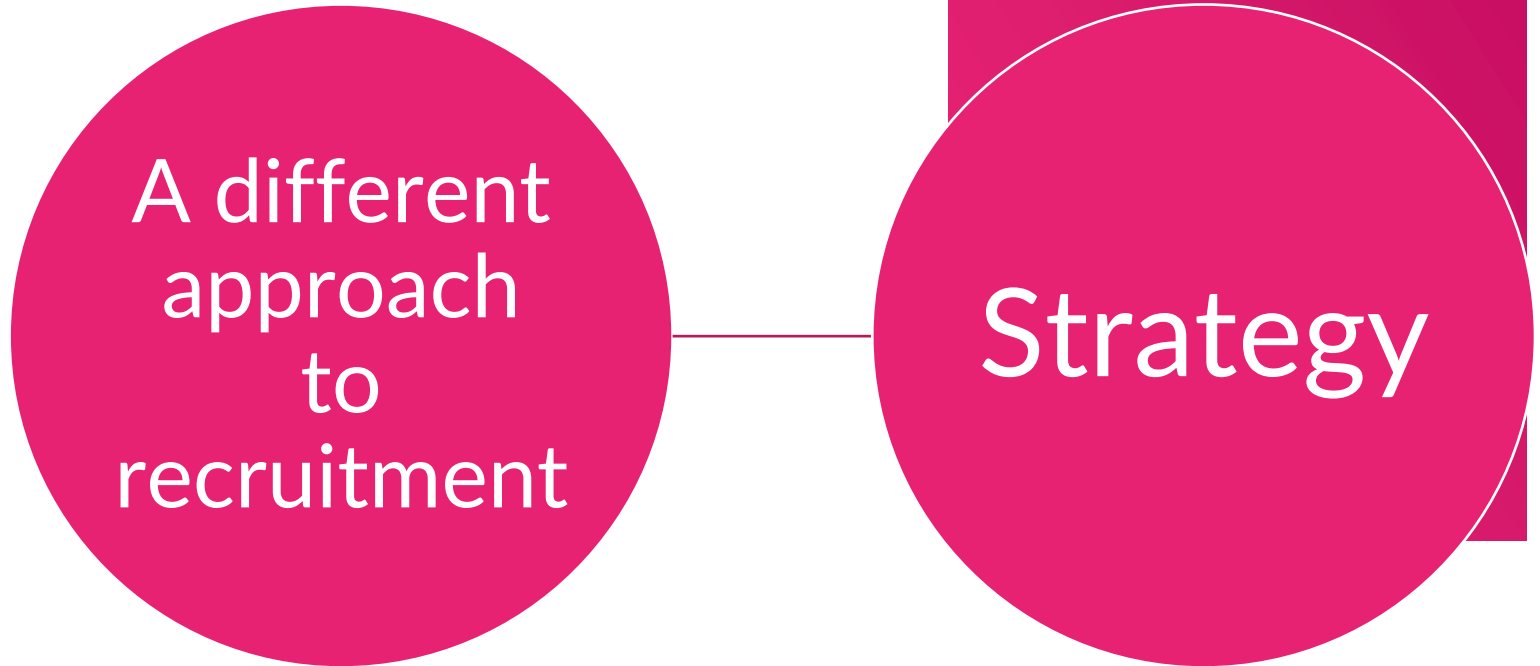




Taking a different approach to recruitment

A different  
approach to  
recruitment

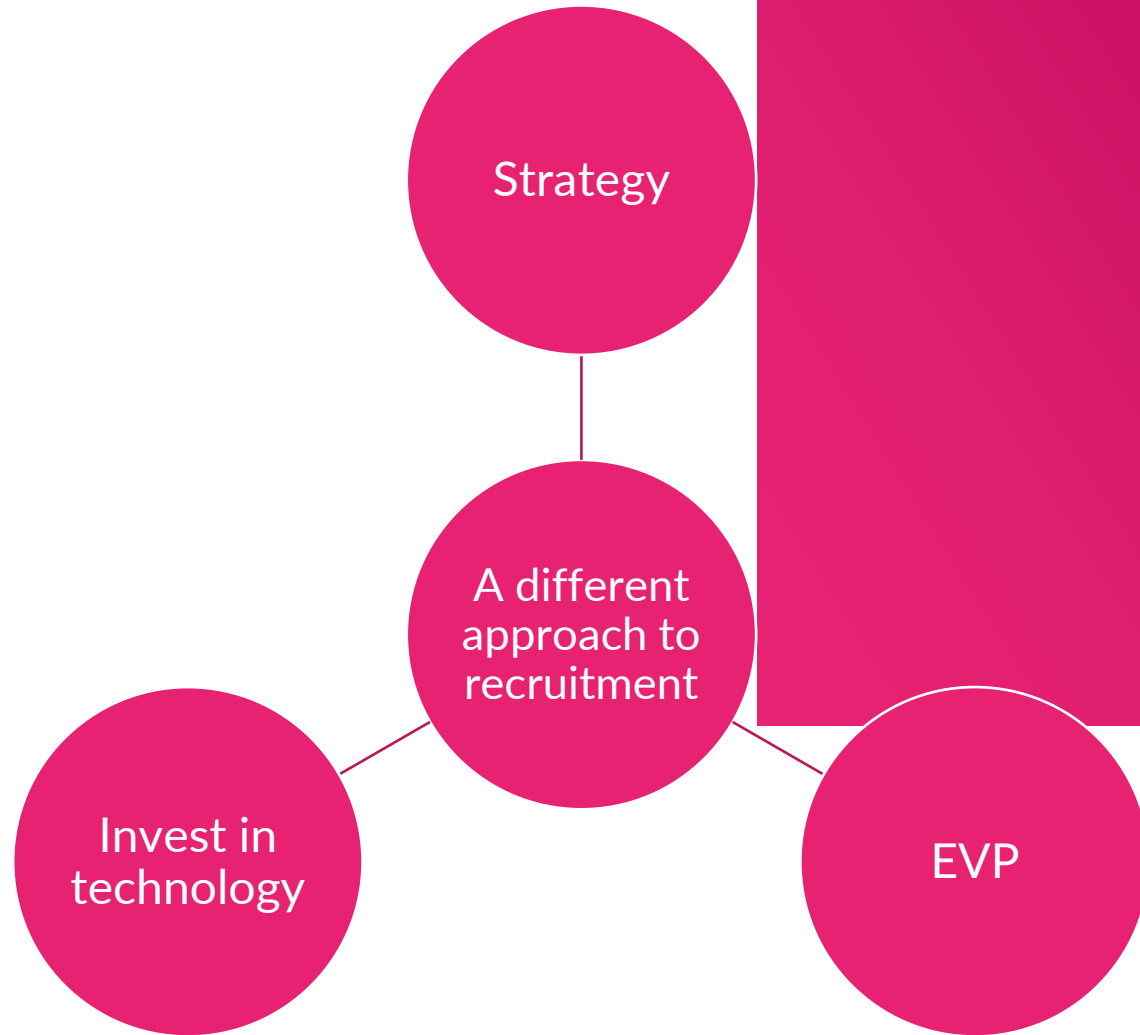
# Taking a different approach to recruitment



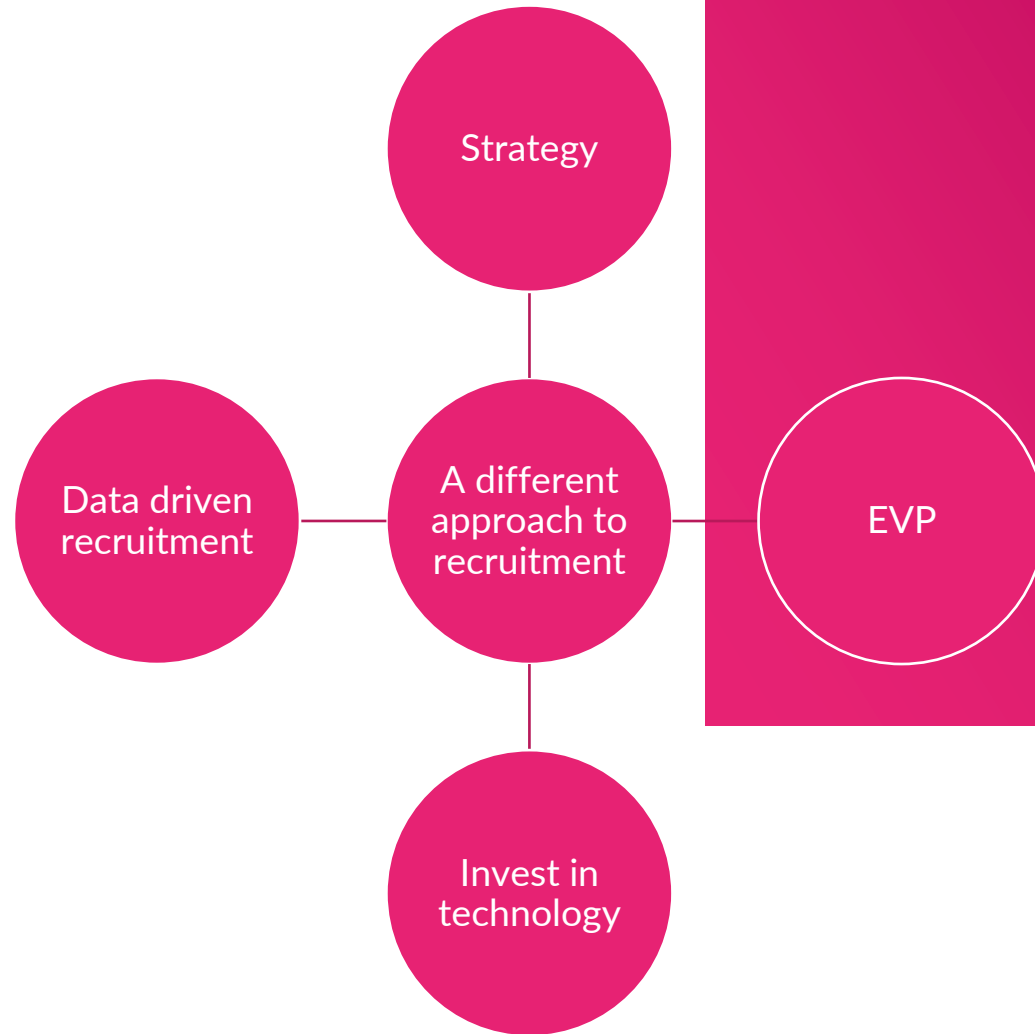
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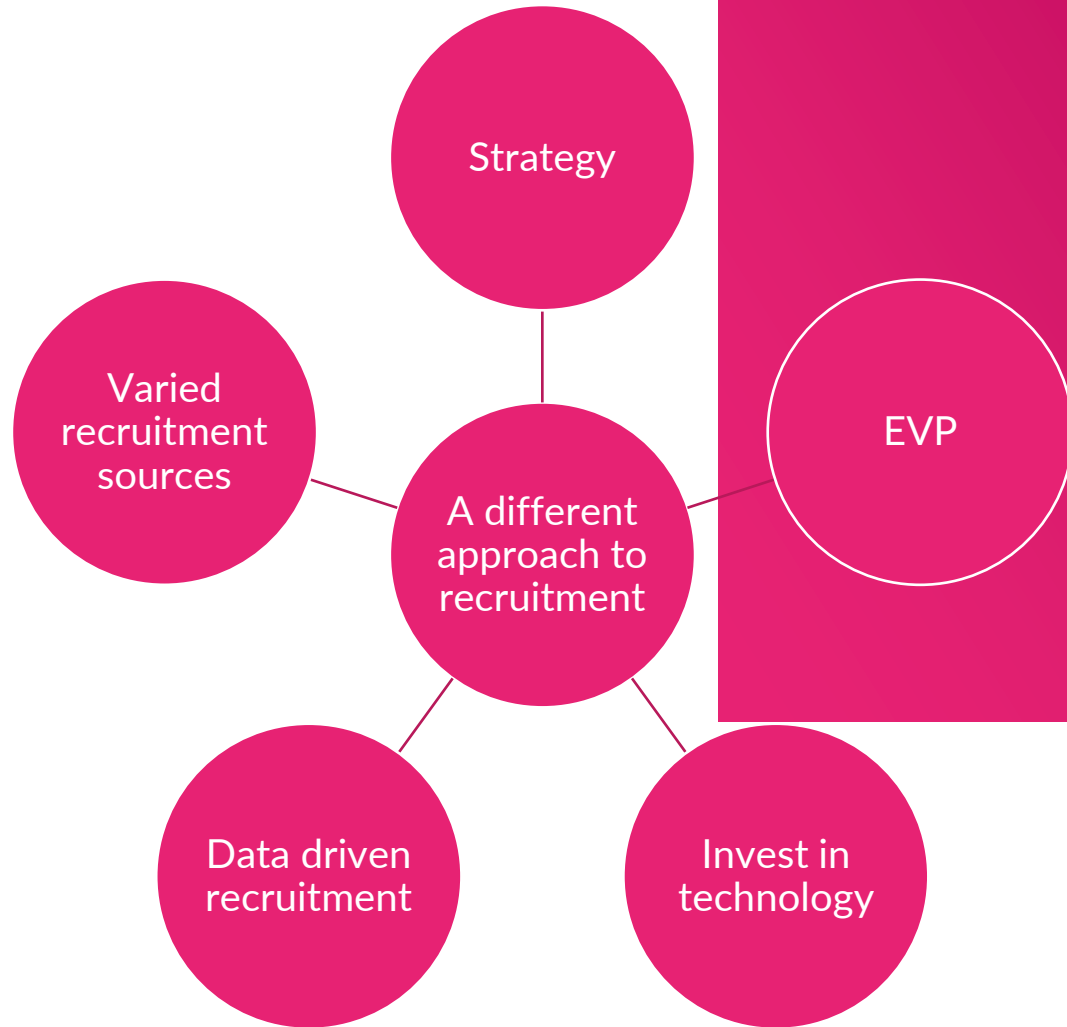


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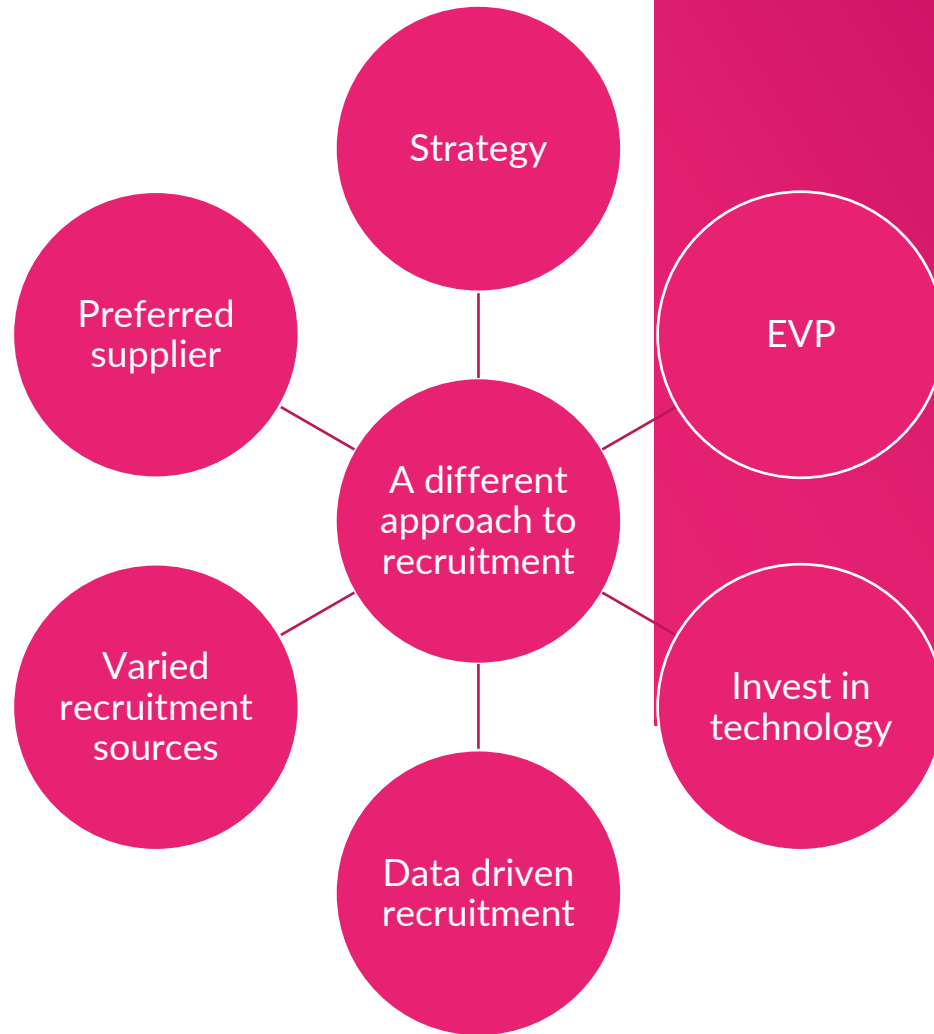




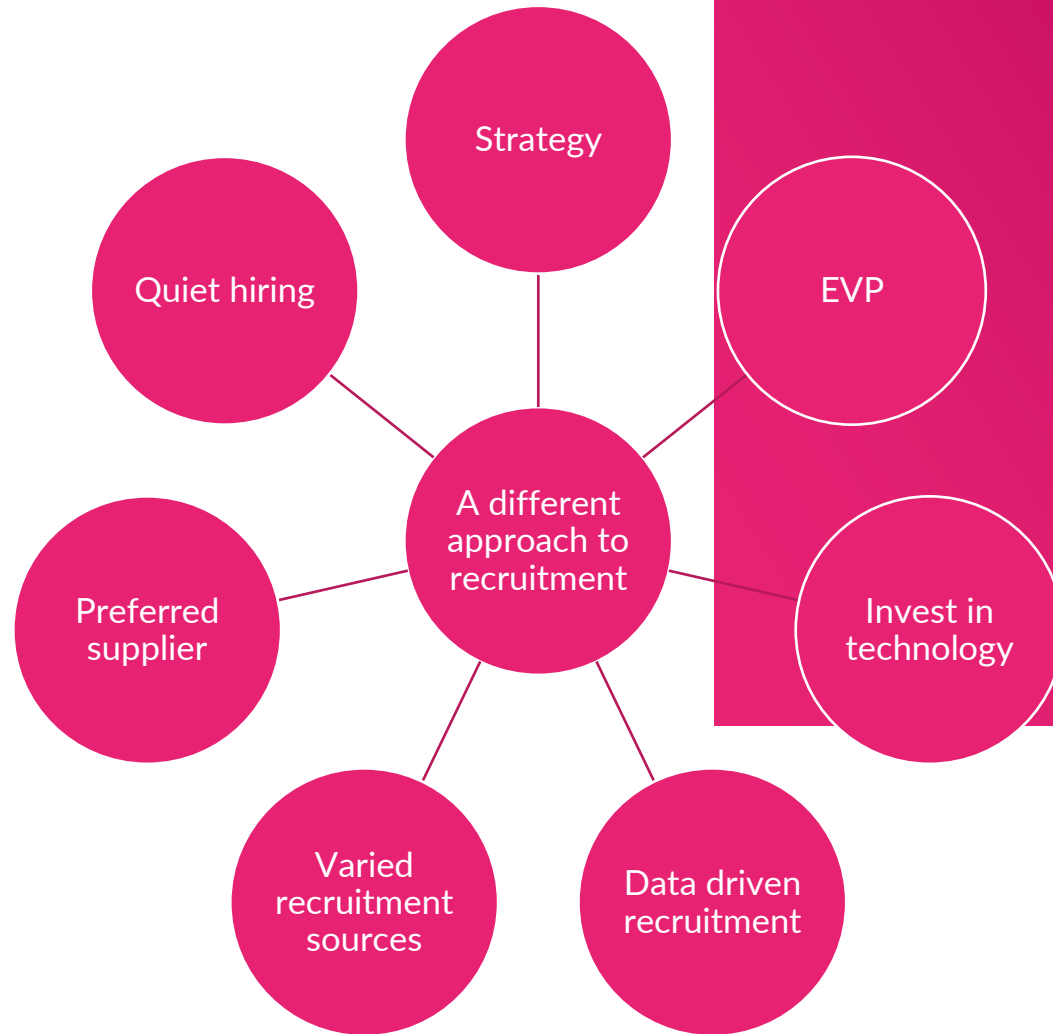
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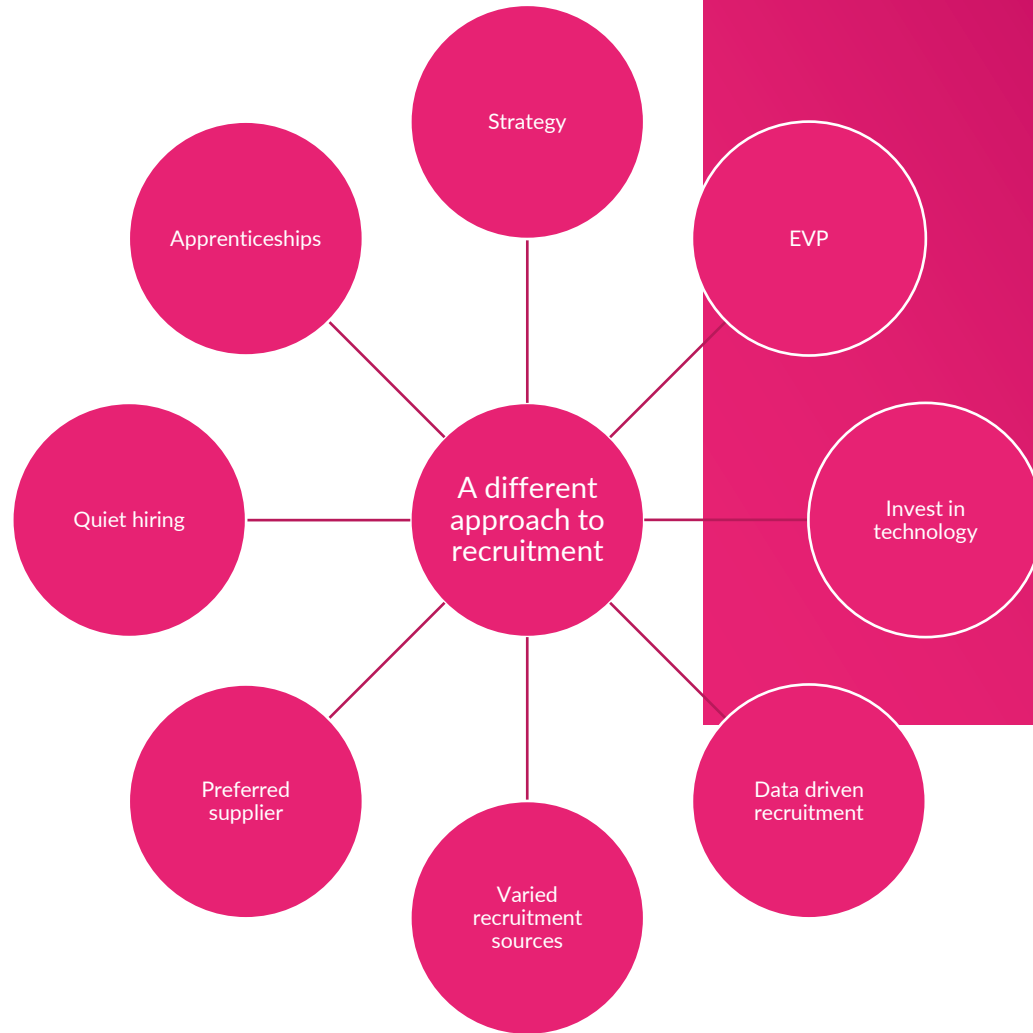
# Taking a different approach to recruitment



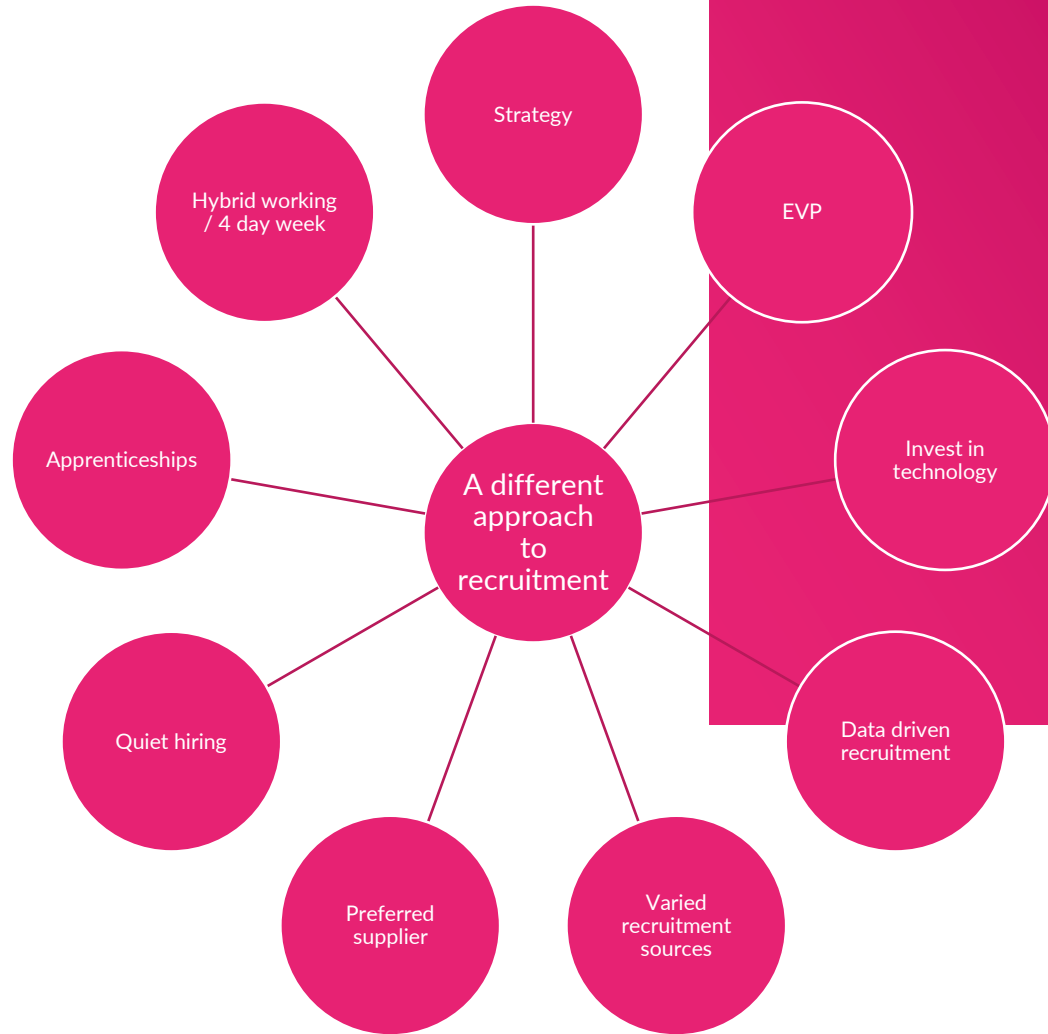
# Taking a different approach to recruitment



# 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

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- 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



Scan to find out more



# 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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