Creative Strategies to Attract and Hire Employees

July 29, 2021
The Council of Industry HR Network
DCC@Fishkill
Facilitated by Rebecca Mazin

Agenda

- Traditional Hiring Methods 2021
- Thinking Outside the Recruitment Box
- Throwing Away the Recruitment Box

Traditional Recruitment Methods

- Where are you posting jobs?
- How are you tracking success?
- What are your recruitment steps?

Where are you posting jobs?

Hudson Valley
JOB FAIR
at Dutchess Community College

Open to students and the community

What does your job posting look like?

Job Postings

What you will be working on:

- Finding elegant solutions to hard technical problems, architecture design and driving our frontend forward.

- Evaluating the best technical setup for our future, choosing the right frameworks and tools for our migration. We're open minded!!

- Helping to improve our build processes to make deployment and iteration easier and faster. We are fully AWS hosted, using a range of tools and setups around this: ECS, Docker, CircleCI.

- Collaborating with product managers and designers to build new consumer features.

- Writing both unit and integration tests - we love testing.

- Building and maintaining internal tools and dashboards, which range from simple server-rendered pages to client-side applications built using React.

Our current stack:

- JavaScript - Vanilla JS, planning a platform migration to a modern framework.

- Python - a lot of our service dependencies are written in Python and we're big fans of Django as well.

- CSS - we use Less.

- Mobile first - lyst.com is a responsive site and the mobile web experience is hugely important to us both in terms of functionality and performance.

- Tooling - we're currently using Babel, Webpack, ESLint, Mocha, and a whole load more... We're always evaluating what we use to improve our work.

Job Postings

NOW HIRING!

MANUFACTURING ENGINEER- Sun Prairie, WI

Apply knowledge of materials and engineering theory and methods to design, integrate, and improve manufacturing systems or related processes.

- 1st shift
- Full time
- Salary: 60-80k
- Required Education: Bachelor's Degree
- Start ASAP
- Please send resume to: resumesm@srincstaffing.com or call (608) 268-5390

StrategicResources
Engineering · Production · Office

Madison, WI 53718

5315 Wall Street Suite 185

Job Postings

How are you tracking success?

- Offer acceptance rate
- Time to hire
- Retention rate

What are your recruitment steps?
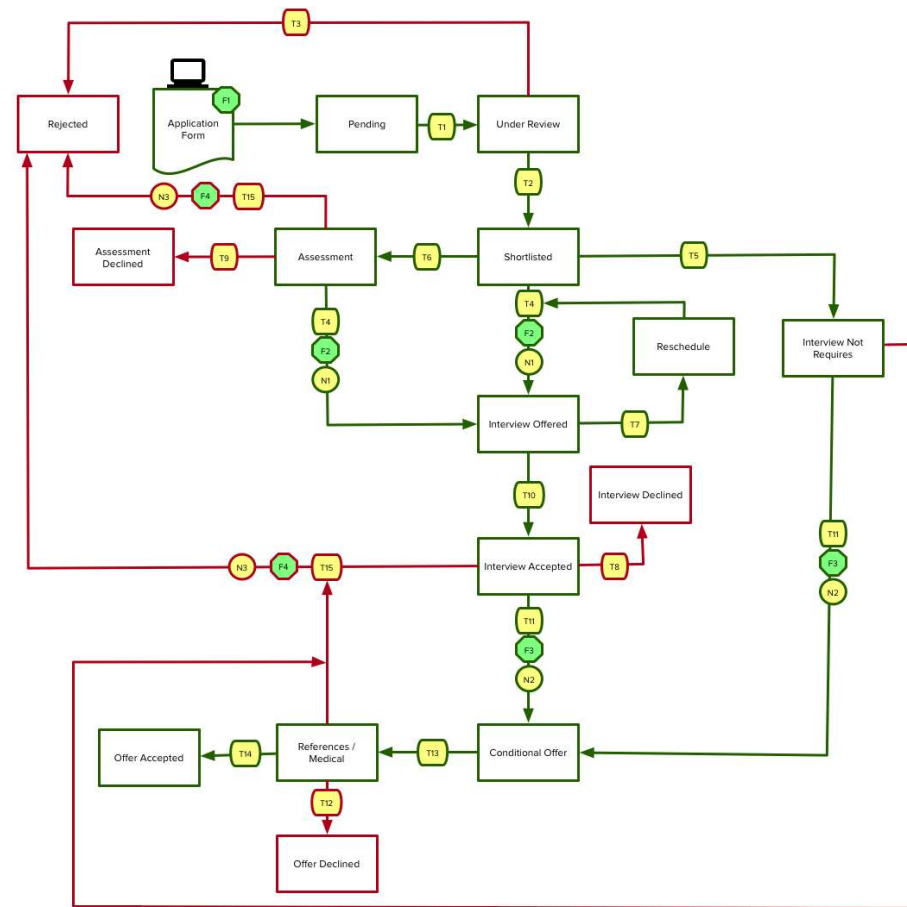
What Recruitment Steps Can you Eliminate?

Thinking Outside the Recruitment Box

- Referrals
- Community Connections
- Retention bonuses
- Mentors

Referrals

- Ask current staff, in small groups
- Develop alumni networks
- Contact former team members

Community Connections

Retention Bonuses

Who is doing them?

How much are they for?

When are they paid?

Mentors

- Not a trainer, a connection
- Can be paid extra, or not
- One-on-one

Mentors

Equip with conversation starters

- How was your first day?

- Did you find out about…?

- Have you met…?

- What do you need help with?

Throwing Away the Recruitment Box

Open Hiring

Open Hiring

www.greyston.org/open-hiring

What pros and cons do you see about Open Hiring?

What will you do differently based on this discussion?

- To Change Traditional Hiring Methods
- To Think Outside the Recruitment Box
- To Throw Away the Recruitment Box

Thank You for Your Participation