



Manufacturers'
ASSOCIATION



Boost Your Hiring Success
Candidate Sourcing-Job Posting:

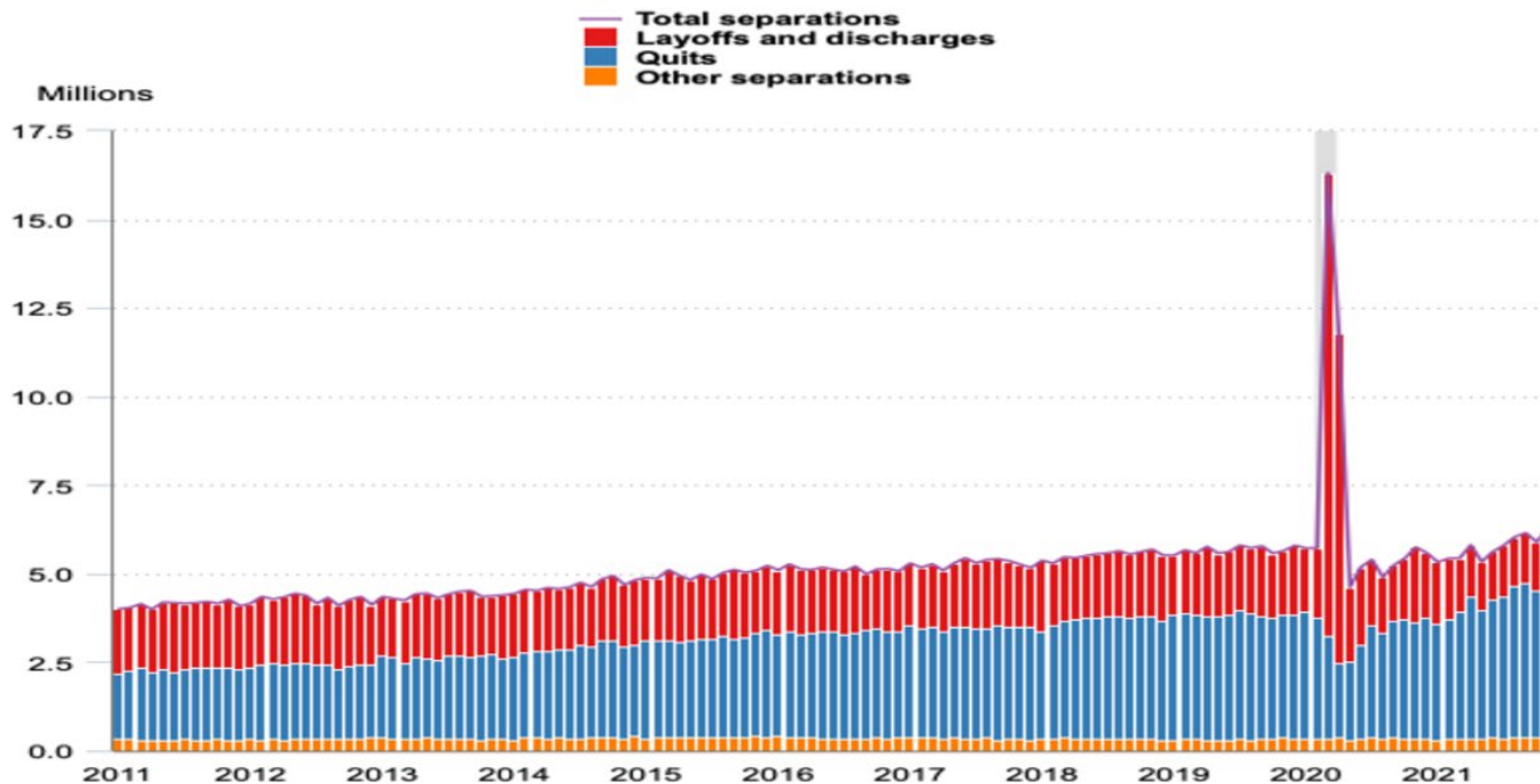
Enhancing Recruitment Efficiency
and Success with an ATS System

Should you use an ATS...
(Applicant Tracking System)



The Changing Workforce & The Great Reset

Job separations, January 2011—November 2021, seasonally adjusted



Click legend items to change data display. Hover over chart to view data.
Shaded area represents a recession as determined by the National Bureau of Economic Research.
Source: U.S. Bureau of Labor Statistics.



Lingering Effects of COVID



Of U.S. workers who are actively searching for a new job or planning to...

More than 2 in 3

(68%) agree that they have considered making a career change since the COVID-19 pandemic.

Nearly 2 in 3

(64%) agree that they have different expectations now for what they want in a job compared to before the COVID-19 pandemic.

More than 3 in 5

62% agree that job security outweighed their desire to leave their current job during the COVID-19 pandemic.

Almost half

(45%) agree they've stayed at their current job longer than they wanted to because of the COVID-19 pandemic.

Nearly 1 in 3

(32%) agree they've stayed at their current job longer than they wanted to so they could use vacation time or PTO that they've accrued during the COVID-19 pandemic.

SOURCE: *The Resignation Tsunami* – SHRM 9/10/21

© 2022 SHRM. All Rights Reserved

BETTER WORKPLACE:
BETTER WORLD™



Manufacturers'
ASSOCIATION

Looming Talent War



Over 2 in 5

U.S. workers (41%) are actively searching for a new job right now, or plan to over the next few months.

Almost half of U.S. executives

(49%) indicate that in the past 6 months, their organization has seen higher or much higher turnover than usual.

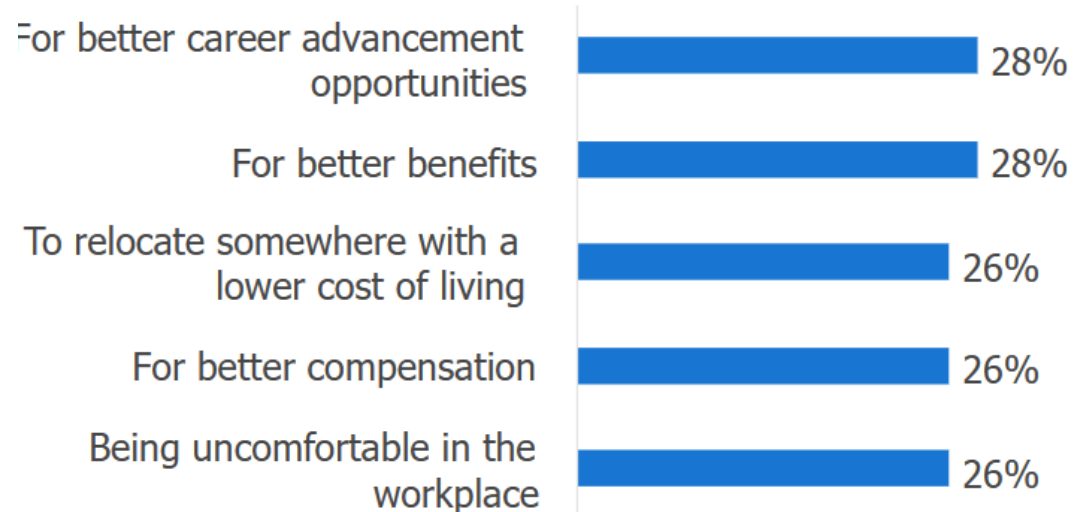
Over 2 in 5 HR professionals

(43%) said their organization has seen higher or much higher turnover in the past 6 months.

Looming Talent War

Why are they leaving?

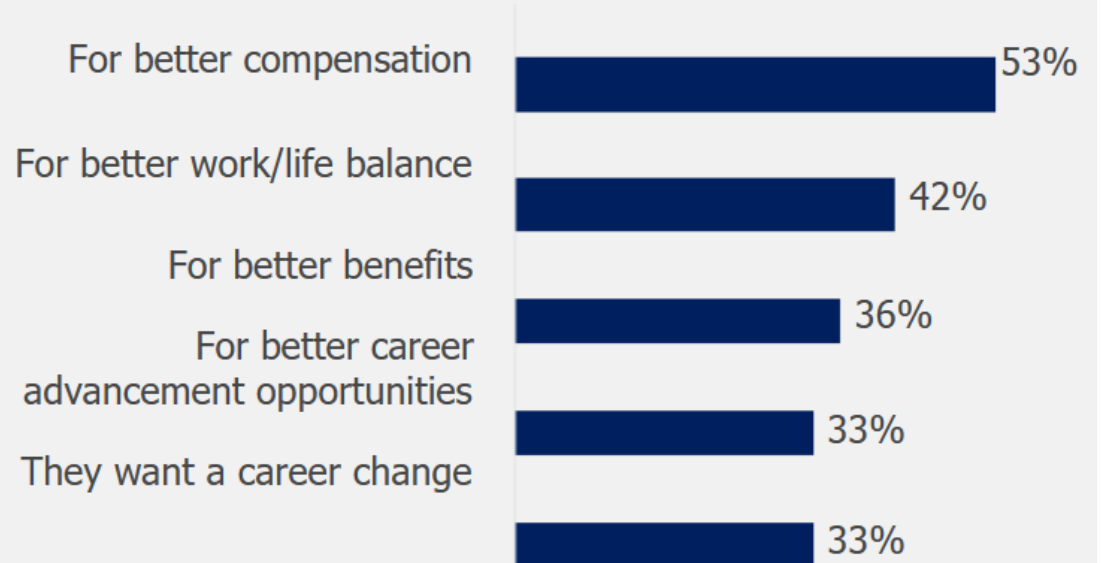
The most common reasons U.S. executives believe their employees have left include...




© 2022 SHRM. All rights reserved.



The most common reasons U.S. workers are searching for jobs include...



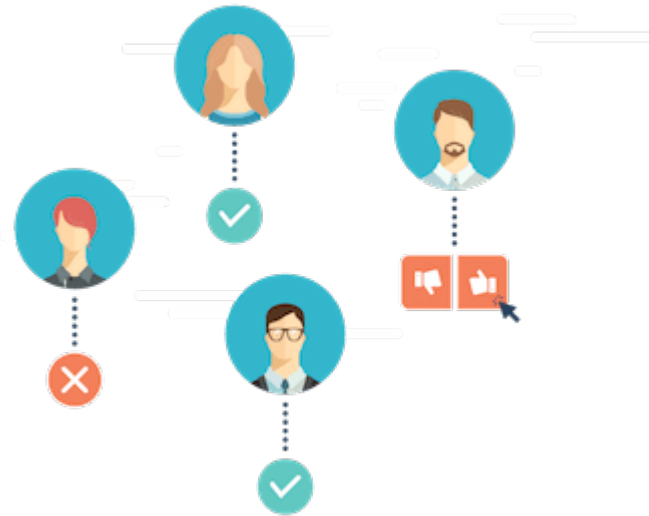
Manufacturers'
ASSOCIATION



Why is it important to
candidate source and
job posting in the
recruitment process?

What is an ATS System?

- Applicant Tracking System
- Streamlines the recruitment process
- Features of an effective ATS system



Benefits of Using an ATS System

- Advantages of using an ATS system in candidate sourcing and job posting
- Improved candidate management and organization
- Enhanced communication and collaboration among hiring teams
- Time and cost savings in the recruitment process

Strategies for Effective Candidate Sourcing



- Practical tips for successful candidate sourcing using an ATS system
- Utilizing advanced search and filtering options
- Creating targeted job advertisements
- Leveraging social media and professional networks



Optimizing Job Postings for ATS Systems



- How to optimize job postings to attract the right candidates
- Using relevant keywords and phrases
- Structuring job descriptions for clarity and readability
- Customize job titles and roles for better ATS matching

Common Challenges and Solutions

- Common challenges faced during ATS implementation
- Inadequate candidate data and tracking
- Ensuring data privacy and compliance
- Overcoming resistance to change



An **employ** brand

Jonah Ritter, JazzHR

- JazzHR Dashboard
- Creating a requisition in JazzHR / which job boards your job goes to
- Career page
- Workflows
- Managing candidates
- Tools in Candidate Profile
- Advantages of The Manufacturer's Association pricing

Thank you!

Further inquiries or support related the JazzHR platform can be directed to Vicki Krotzer, PHR, SHRM-CP at

vkrotzer@mascpa.org or hr@mascpa.org

717-487-2371

Jonah Ritter

Partner Sales Manager

(888) 353.0887 x829 | (617) 752.3810

jonah.ritter@jazzhr.com