



Recruiting in Today's Economy

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Nice to Meet You! I'm Mark.

@InHISNameHR



Feats

- HR practitioner for 25+ years
- Held senior-level roles at companies like Merck, Quaker Oats, & Kodak
- Served in the United States Air Force

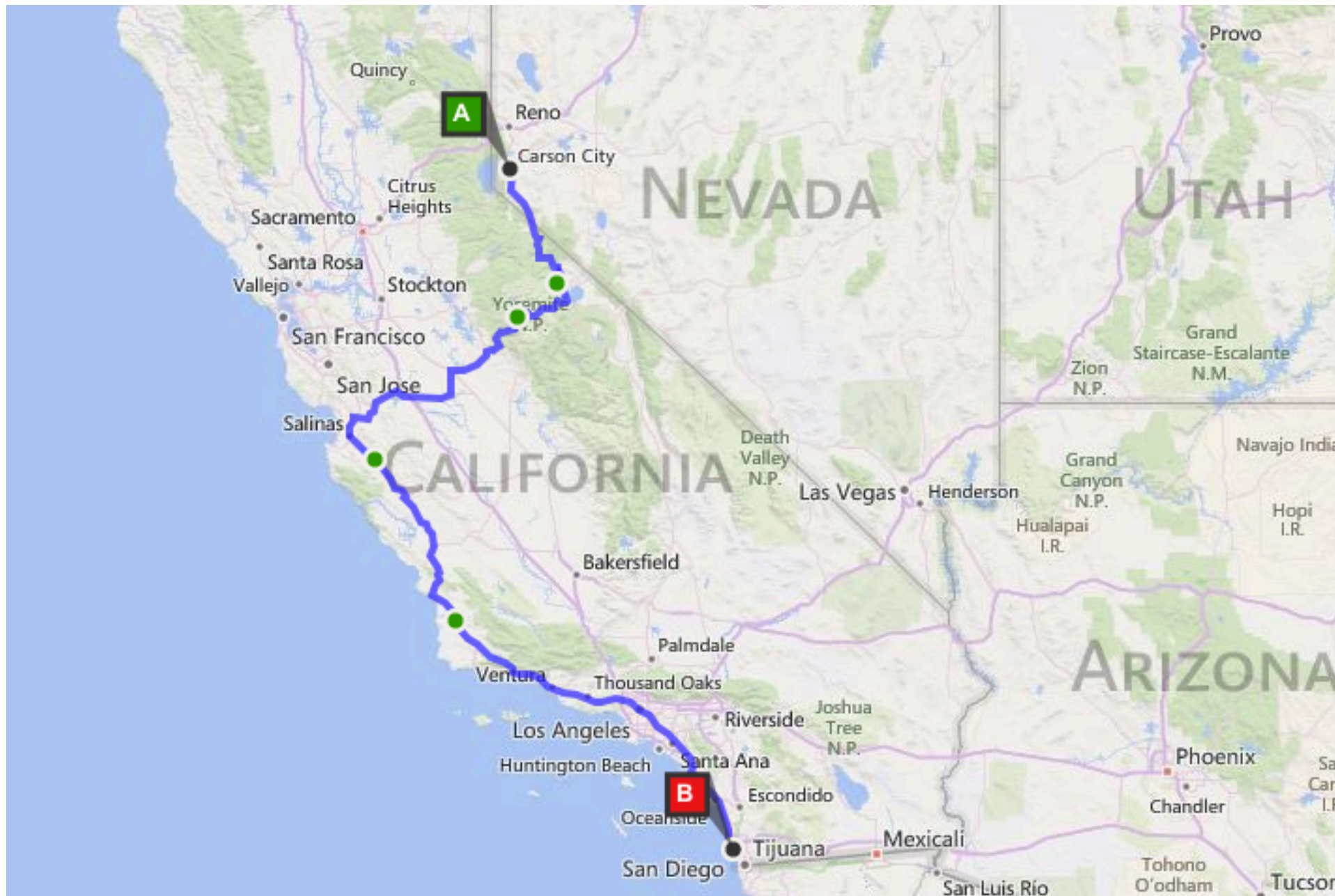
Mark A. Griffin

Human Resources Expert
President & Founder, In HIS Name HR



Fun Fact

- When I was 16 years old I rode my bike over 800 miles from Carson City NV to San Diego California! It took three weeks with many days off enjoying Yosemite National Park, Merced California, San Francisco and the California shore line.





HR experience at

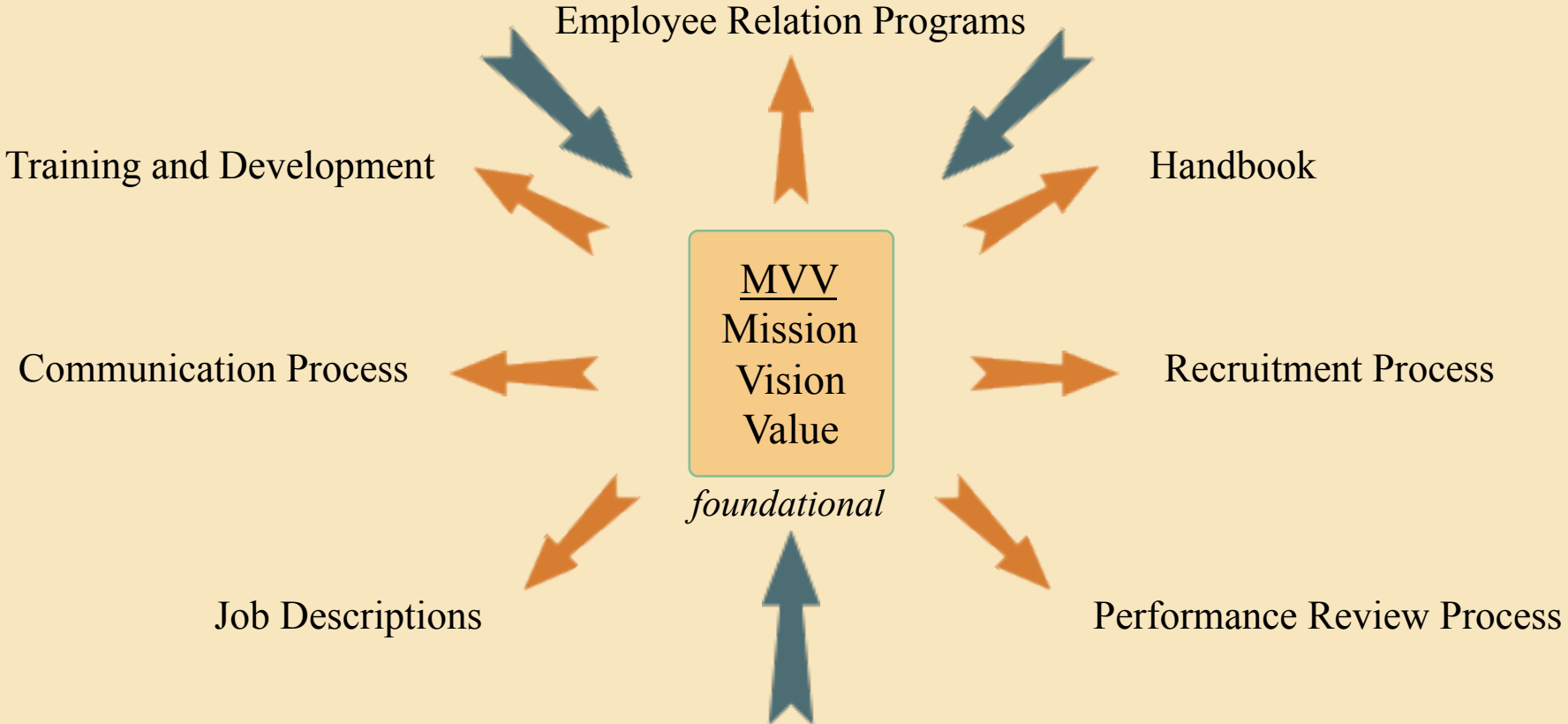
- Fortune 100 companies
- Medium-sized family and employee-owned businesses



Building A High Performance Organization



Board Believes in the Value
CEO Supports without Hesitation
Top Executives Get It
Overarching support helps ensure achievement



Legend
= Support = Integrate

Employees Must Be Part of the Process
For True Foundational Support

Note: There are 20+ integration points through various HR practices



Recruiting in Today's Economy

Situation Today ~ Grim For Sure

Millions still partially unemployed but not looking for work.

Many have no compelling reason to work.

Vacancies often times don't have qualified technically trained candidates.



Marketing Your Organization

Table Discussion

In groups of 3-4 discuss:

- What has not worked in marketing?
- What has worked in marketing?



Find the right people for your organization!

How are you marketing your organization?

What are your employees doing to help?

Why don't people know who you are?

Do you have a good reputation?



Best Way To Be Successful

- **Talk With Your Employees**
- **Have A Focus Group**



Marketing Your Organization

- **Benefits Fact Sheet**
- **Employees With Referral Cards**
- **Interviews in Newspaper or Chamber Newsletters**
- **Best Places to Work In PA**
- **Have a long term immigrant strategy**
- **Are you partnered with Colleges? Tech Schools? Your local churches?**



Marketing Your Organization

- Create a focus on your employees and leaders, that will transcend to the campers.
- Create a program that helps summer college students with developing their resumes.
- Develop a program with Christian Colleges that would give Internship credit, helping the students with gaining experience.
- Don't discount the impact College Students can have on your camp.



Find the right person for the right job!

Why happens if you hire the wrong person?

1. Getting the wrong person not only kills performance, but can also damage your reputation.
2. You don't have the money to do it wrong.
3. Turnover is higher if employees haven't been recruited properly.



So how do you do it right?

*How do you hire people the right way?
How do you find talent well-suited for your
business and its open job position?*



What We'll Cover Today

3 Tips to Help You Hire the Right Person

1. Nail down the job description.
2. Filter your resumes.
3. Memorialize the recruiting process.



Job Descriptions

Table Discussion

In groups of 3-4 discuss:

- Does your organization have job descriptions?
- What has been your experience with them?
- Do you always have them when you recruit?



Tip #1: Nail down the job description.

Craft a job description that matches your needs.

- Use the right template from the beginning.
- Train employees to create their own job descriptions.



What the Job Description Should Include

1. Job expectations
2. Skills or education needed
3. Duties and related responsibilities
4. Who they report to and when
5. How they will be evaluated
6. Who will train them
7. Who to consult if they run into trouble
8. *Plus...a statement that related duties and responsibilities may arise/exist that are not included in this job description*



Tip #2: Filter your resumes.

How to Filter Your Resumes

- A filter is determined by the core requirements of your job description.
- Gives resume screener a baseline to weed out unqualified applicants.
- Consider outsourcing the screening process to a professional firm that will funnel the best prospects to you.



Tip #3: Memorialize the recruiting process.

Steps for recruitment efficiency & fairness

1. How your candidate pool is created
 - Job description, advertising, screening
2. How the interview process is conducted
 - Interview questions, background check consent, candidate evaluation forms
3. How a selection is made
 - Who decides on the new hire, how they and other candidates are notified
4. The elements of your hiring process
 - Pre-employment physical, drug/alcohol testing, notifications



Liked It? Loved It? Got Questions?

Thanks For Coming!



Want to work with us more?

717-572-2183

