

Sourcing Support Firms

Organizations, large and small, are both faced with similar challenges when it comes to finding and recruiting talent. Because of this, you may want to consider help from a firm that has framed solutions to serve the rapidly growing start-up, as well as the enterprise size companies in every industry and any location.

They can make the complex processes of finding jobs and recruiting talent more efficient with technology that powers job websites and career centers; Technology can help employers like you advertise jobs where they will attract the most qualified talent. They have the experience to suggest new sources of job candidates, post their jobs in front of them, and accurately measure the results to improve recruitment advertising effectiveness.

Their range of solutions can include:

Job Posting Distribution / Job Site Discovery

You can put your jobs in front of candidates on tens of thousands of job boards, social networks, blogs, etc. Research over 14,000 job sites (job boards, associations, social media, blogs, etc.) to find exactly the right sites to use. Post jobs more easily and:

- Never again search the web for sites, create multiple accounts, post a job multiple times or pay multiple invoices.
- Access media experts and have subject matter experts recommend intelligent options for which job sites/vendors would work best based on an experienced and unique view of the market.
- Use existing inventory with job boards to manage postings.
- Maximize your ROI. Know which dollars spent deliver the right candidates with analytical technologies.
- Coordinate your recruiting. Do you have multiple recruiters, multiple departments or even multiple companies?

Analytics & Intelligence

You can track your job postings, your candidate flows and use data to be smarter about your strategies. Data should help drive your decisions too. You'll know which job site produces your best candidates. You'll uncover other insights such as the best day of the week to post your job, how effectively you hold a candidate's engagement and when do job seekers apply. If you want, you can benchmark your activity against that of other employers.

Diversity Recruiting

There are multiple forces at play that may require your organization to rethink how your organization is constructed. Not only are the demographics in America changing quickly, but so are markets. When assessing your diversity strategy, you should ask yourself these key questions:

- ✓ Is your organization reflective of your customer base?
- ✓ What about the future?
- ✓ Does your organization's brand reflect a positive, engaging culture for diversity?
- ✓ Do you fully understand the needs of your changing customer base?
- ✓ Do you know how to engage, communicate with, and service your customer base

Compliance Solutions

Recruiting and hiring are significant risk areas for every organization. It's critical that your operations are considerate of all people. Organizations that do business with the United States Federal Government may have compliance requirements as dictated by:

- The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (Section 4212)
- Rehabilitation Act of 1973, as amended (Section 503)
- Executive Order 11246

Some of these firms can help organizations manage these compliance requirements. They can provide reports if you ever find yourself in an OFCCP audit, and provide the materials needed to assist. Some of these firms have compliance experts who can help provide the coverage you need to satisfy the demands of the OFCCP.

All organizations that hire put themselves at risk. In our litigious society, it makes sense for employers to fully document all of their recruitment advertising activity online. These firms can assist by providing proof documentation of the jobs your organization posts online. They will take image screenshots of these ads as they appear to job seekers on the various job sites. They then store these files on your behalf or you may download and store yourself.

Recruitment Events

In this increasingly digital world, direct one-on-one interaction with job candidates still represents an effective recruitment opportunity. For many of the highest quality candidates, this is the preferred way to interact with potential employers.

Good firms will partner with the leading professional associations and specialty publishers to host the premier recruiting events in their respective industries. Many leading professional associations hold an onsite career fair at their annual conference. Many of these same associations/publishers offer virtual events where you can interact with job seekers online. You have the opportunity to find and chat with the best candidates in an efficient manner, and one that maximizes your engagement with the candidates.

Custom Virtual Recruiting Events & Online Open Houses

Would you like to brand your organization to a particular audience segment and create an opportunity for your recruiters to interact with qualified candidates? It's like a virtual career fair where you are the only company involved. It is simple and cost effective. Online career events are a great solution if you have a large number of similar jobs to fill, for diversity recruiting, or if you are opening a new facility that needs to be staffed.

The good firms have the experience to help your organization craft its strategy. With a strategy in place, they will work with you to deliver a custom solution focused on delivering the candidates needed to meet your hiring goals.

Can you find them by yourself?

