

# Talent Acquisition Strategies

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# Who Am I


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- Currently lead the Talent acquisition function at Republic Services – hiring 8k-10k employees annually
- Previously led Global Talent Acquisition for:
  - Royal Caribbean International
  - Norwegian Cruise Line
  - Hard Rock International
- Current Treasurer for the Arizona SHRM State Council
- Father of 3 (2 Girls & 1 Boy)
- Married 13yrs



# State of the job market

- More than 9.5 million Americans were unemployed and looking for work in June, according to the latest Bureau of Labor Statistics data.
- At the same time, job openings in the country hit 9.2 million, a new record high.


 The Arizona Republic

**Amid teacher shortage, Arizona schools are losing specialized staff. What can they do?**

"It just didn't work out for me." Districts adjust hiring practices. Paradise Valley schools saw that drop in support staff firsthand: about 24% ...

2 weeks ago



 Arizona's Family

**Phoenix brewery closed doors for a day due to staff shortages**

To learn more about the "Return-To-Work" bonus from Arizona Department of Economic Security, click here. Copyright 2021 KPHO/KTVK (KPHO ...

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**An Arizona restaurant boss is scrapping menu items that are difficult to prepare and cutting dishwashing rotas to keep staff happy in the labor shortage**

Anna Cooban Jul 20, 2021, 6:07 AM



Reality of it ....



No single action will solve your recruiting challenge



# Recruitment Marketing



Employee Value Proposition



Engagement/Referral Programs



Career Page



Job Postings/ Descriptions



It can take 7 interactions before a candidate takes action on a job

# Where to find candidates?





# Candidate Experience



## Streamlined Apply Process

- *Job applications that take longer than 5 minutes to complete, companies see a 50 – 75% drop-off rate.*



## Clear Communication

- *70% of hiring companies force job seekers through complicated career sites but fail to acknowledge their applications with an email or letter - (Talent Board)*



## Be prepared

- *Having prepared questions and starting on time can show candidates you are serious*



## Efficient Interview Process

- *In this market candidates have options – Speed to hire is key*
- *Consolidate the interview process to make a swift decision*



## Candidate feedback

- *83% of candidates share their poor experiences with friends and family - (Aspire Cambridge)*



**QUESTIONS**



A person with dark skin and red nail polish is holding a square wooden letterboard. The board has a light-colored wood frame and a grey background with horizontal ridges. The words 'THANK YOU' are written in white, uppercase, sans-serif letters, followed by a small white asterisk. The person's hands are visible at the top and bottom of the board, holding it against a plain, light-colored background.

THANK  
YOU \*