

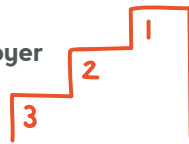
OUTREACH TO ONBOARD SIX CRITICAL ELEMENTS

What's the secret to scooping up top talent? Governments need to know it's about much more than salary. It starts with finding the right people. From leveraging data to demonstrating your culture through regular touch-points, make sure you're bringing your best to recruits.



DO QUALITY CANDIDATES KNOW ENOUGH ABOUT YOU TO BE INTERESTED?

A strong employer brand attracts top talent.



ARE YOU HAVING TROUBLE FINDING QUALITY CANDIDATES?

Social professional networks are the #1 source of quality hires.*



Find the best candidates with targeting tools based on live data.

Use a multi-tiered outreach strategy to hone-in and connect with the right candidates using search tools, recruiting websites, and events.

Gather and analyze your organization's recruitment patterns. Determine how you found your strong performers.

Emphasize employee referrals.

DO YOU KNOW HOW SUCCESSFUL YOUR RECRUITING PROGRAM IS?

Analysis of time cycle metrics and creative hiring strategies helped increase hiring by 33% percent in just four months.



Use your data to determine what works best.

Track your best candidate sources.

Determine which hires become strong performers.

Identify ways to streamline the hiring process.

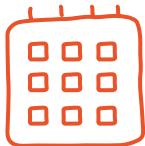
Analyze all three to point the way to consistently hiring your best performers.



DO YOUR CANDIDATES LOSE INTEREST OR TAKE ANOTHER OFFER BECAUSE IT TAKES TOO LONG TO GET HIRED?

Shortened hiring time

to 49 days from 111.



Develop an end-to-end process that monitors critical path milestones and resolves issues. Include candidate communication.

Look for opportunities to reduce time to hire and keep candidates engaged while you're selecting the best applicant.

Be upfront with candidates about time to hire uncertainty.

Include regular touchpoints with people who are slower to move through the system.

Research why specific background checks may be taking longer than others and look for avenues to expedite.

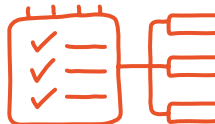
Maintain continuity by backfilling recruiters who are on vacation.

Look into creative ways to hire for multiple roles with one job posting during hiring surges.



ARE YOUR NEW EMPLOYEES EXCITED TO BE PART OF YOUR ORGANIZATION?

Employees are 69% more likely to stay *up to three years* if they attend a well-structured onboarding program.*



Create a highly engaging onboarding and orientation.

Make your new hires feel welcome and excited—and make sure they know how happy you are that they have joined your organization.

Create an immediate network for new hires to get to know each other and network throughout their first day and beyond.

Expose them to leadership and introduce them to a mentor on day one.

Present them with the right level of detail about everything they need to know on day one—including who their supervisor is, their phone number, technology resources, access to systems, time sheets, etc.

Clearly explain the performance management system – emphasizing goal setting and the performance review cycle.

Include leadership presentations and hands-on time spent out of the boardroom during orientation.

* Bauer, Tayla. "Onboarding New Employees: Maximizing Success." SHRM Foundation's Effective Practice Guidelines Series, 2010, pp. 6.



ARE YOU HIRING PEOPLE THAT ARE NOT STRONG PERFORMERS?

Hire high performers up to *90% of the time.***



Use a standard and rigorous candidate vetting and interviewing process to verify a candidate has the right experience and competencies for a strong functional and cultural fit. Incorporate appropriate OPM authorities.

Follow the OPM standard clear, efficient processes.

Consistently use a well-defined and structured internal selection process that promotes transparency and objectivity.

Demonstrate your culture and core values in every step of the process.

Use your agency's selection priorities to your advantage.

** Topgrading