

HR Matters: Talent Acquisition

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Narrator 1: Hi, I'm True Talent and today's topic is talent acquisition. Bersin by Deloitte defines talent acquisition as a strategic approach to identifying, attracting, and onboarding talent to efficiently and effectively meet dynamic business needs.

Narrator 2: Taking a systematic approach to talent acquisition can help find the right individuals for the right positions at the right time. Although there are many steps, here are a few key ones to guide you through this process.

Identify potential candidates from various talent pools. This can be achieved by generating leads through networking, reaching out to previous candidates, forming an acquisition committee, or attracting new applicants through effective branding strategies. Attract candidates who align with your organization's culture and values. When preparing a salary and benefits package, emphasize the value of the benefits offered by your organization.

Interview and assess candidates. Craft interview questions which effectively evaluate the alignment between the candidates' skills and the requirements of the role, as well as the mission of your organization. Use motivation-based interviewing techniques to gain deeper insights into their values and suitability for the position.

Acquiring new talent is not limited to active job seekers. It can also involve recruiting passive candidates who are not actively looking for a job. Surprisingly, up to 73% of employees today are open to new opportunities despite not actively seeking employment.

Additionally, an intriguing statistic reveals that 42% of these passive candidates have not been contacted by a potential employer in the past year. This highlights the significant potential for HR teams that excel in passive recruitment. Last is hiring and onboarding. Don't overlook the importance of acclimating new hires to the organization's values, culture, and systems.

Effective onboarding is recognized as a key driver for employee retention. In fact, employees who strongly agree that their onboarding process was exceptional are nearly three times as likely to consider their job the best possible. Talent acquisition can make your recruitment more strategic. It can help you find the best candidates for immediate job openings, as well as those who might be a great fit for future positions.

Narrator 1: Talent acquisition can help programs identify, attract, and onboard talent to meet immediate and long-term needs. What are some key elements in talent acquisition? Ultimately, talent acquisition plays a crucial role in revitalizing your workforce. It enables you to identify and attract the right individuals who will contribute to the growth and success of your organization.

See you next time on HR Matters!

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