

Recruiting Trends 2012

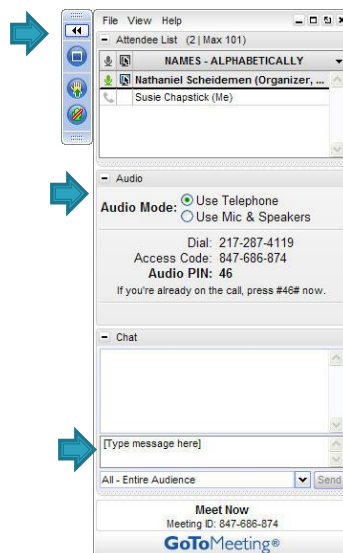
Recruiting Trends Best Practice Series
 Twitter hashtag:
[#recruittrends](https://twitter.com/recruittrends)



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Tips for using your Control Panel

- Audio Mode
- How to ask a Question
- Grab Tab



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Recruiting Trends®

Leading Edge Insight and Strategies for the Recruiting Professional

Panel:



Chris Murdock, Senior Partner,
IQTalent Partners
@IQTalent



Dan Harris
Talent Acquisition Sourcer, Yahoo!
@dandharris



Carmen Hudson
Social Media Strategist, Recruiting Toolbox
@peopleshark



Sarah White
HR Technology Strategist and Brand Builder
@ImSoSarah

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Unemployment/Skills Gap Paradigm

Why Companies Aren't Getting the Employees They Need

[The conventional wisdom is that our education system is failing our economy. But our companies deserve a lot of the blame themselves.](#)



Obama Administration proposes legislation to protect the unemployed from discrimination.

The Perfect Storm

Are Employers to Blame for the Skills Gap?
By a new survey, workers say they've been forced to develop new skills on their own.

By the numbers: Long waits, harsh impact of being jobless

Even with a jobless rate of 9 percent and 14 million unemployed, there's a growing concern among employers that they're not hiring enough people with the right skills. A new survey from Genworth Financial shows that 65 percent of employers say they're having trouble finding people with the right skills to do the job. And for those who are unemployed, the impact is harsh. The survey found that 45 percent of those who are unemployed have been looking for a job for more than six months.

The Jobs Rate for People Like You
Not all groups have the same chances of finding a job.

Age Group	Unemployment Rate
18-24	12.5%
25-34	10.5%
35-44	8.5%
45-54	7.5%
55-64	6.5%
65 and older	6.5%

- Economic distress
- Globalization
- Productivity gains
- Automation and technology
- Aging population

Military Transition Takes Center Stage

Military Skills Translator

by [Military.com](http://www.military.com/skills-translator/mos-translator) <http://www.military.com/skills-translator/mos-translator>

Congress Passes and Obama signs bipartisan bill to help jobless vets

Tactical Tools

- Pick up the Phone!
- More Companies moving toward CRM's.
- Connect in-person at events. Use Events.linkedin.com and meetup.com
- Tactical tools: LinkedIn, Jigsaw, Zoominfo, DiscoverOrg& Leadferret
- Leverage social talent communities such as Quora or Linked groups/discussions.
- **Carmen's Controversial Topic**

Social

- Social Search Tools/Find Bios using: Foupas.com (for Facebook), Followerwonk.com (for Twitter), and findpeopleonplus.com (for GooglePlus)
- Talent Communities (Larger companies hiring in India/Asia primarily)
- Expectations of return/value, looking at them like any other source of hire

Dan's Final Thoughts & Musings

- We will see a general increase in employee referrals & Branding thru social outlets. We will need to be/become social.
- I believe we will see Social becoming more Engaging . By that I mean more *emotional* based connections through hiring mgrs, coworkers & friends, to prospective employees.
- We will see more Localized Recruiting AND a more Mobile Workforce.

Sarah's Closing Thought

- Companies are going to put a renewed focus on non-tech issues - Candidate Experience, Core Recruiting Training, Job Fit

Carmen's Closing Thought

Chris' Closing Thought

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Time for your Questions



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Please send your questions, comments and feedback to: tarsuswebinar@gmail.com.



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