

Find. Hire. Keep



Statistics

- ▶ Unemployment Rate:

- ▶ National: 4%

- ▶ Oakland County: 3.2%

- ▶ Search Time

- ▶ Was: 6-8 weeks

- ▶ Now: 8-12 weeks

Finding

How do I find someone?

- ▶ Dealing with high competition
- ▶ Upfront effort
- ▶ Educated employee base

Toolbox

- ▶ Create a process
- ▶ Commit to the process
- ▶ Cast a wide net and be open minded
- ▶ Actively search for talent
- ▶ Use all available resources

Hiring

What do I need to know to make a hiring decision?

- ▶ Hire someone with...
 - ▶ The right attitude
 - ▶ The best fit
 - ▶ A solid skillset

Toolbox

- ▶ Always follow-up
- ▶ Communication with all candidates
- ▶ Push the process forward
- ▶ LISTEN to your HR managers
- ▶ Do your homework on hiring

Keeping

How do I keep my employees?

- ▶ Onboarding
- ▶ Following the first 2 steps
 - ▶ Finding and hiring

Full Toolbox

▶ Find

- ▶ Process, process, process
- ▶ Broaden your search
- ▶ Use talent finding resources

▶ Hire

- ▶ Attitude
- ▶ Fit
- ▶ Skills

▶ Keep

- ▶ Onboarding
- ▶ Following the first 2 steps