



Recruiting in the Current Labor Market

Talent Acquisition Team

Wednesday, November 03, 2021

Training Agenda

- Employment trends and why we need to adjust
- What are we seeing in the labor market?
- Strategies you can use to improve your applicant pools
- Recruitment and Hiring Myths you may be hearing
- Q&A from Audience



Many Vacancies
+
Employment Trends
=
CHANGE

What we're seeing in the labor market

- Average applicant pools are smaller in MyTrack
 - January to October 2019: 31.58 avg applicants
 - January to October 2021: 15.65 avg applicants
- We are losing candidates to other employers
 - January to October 2021: 36% of applicants who withdrew did so due to receiving another offer
- Recent [Workable Survey](#):
 - 7 out of 10 respondents are either actively or passively looking for work
 - 54% started looking just in the last 6 months



Recommended Talent Strategies

- Pause to evaluate your needs in the current market
- Employee value proposition and active recruitment
- Streamline your search process and remove barriers



Pause to evaluate your needs...

- ~~I need someone who's done this work for 10 years~~
 - I need someone who can do this work
- Aim to make your pools as large and as diverse as possible
- Consider MQs and how people can meet them
- Make use of equivalency statements and preferred qualifications
- Consider:
 - Transferable skills and nontraditional career paths
 - How experience may meet needs in creative ways
 - Opportunities for remote work/hybrid work



Value proposition and active recruitment

- Selling benefits and retirement is not enough
 - Career progression
 - Development and training opportunities
 - Remote work
- Job ad can differ from PD
 - Work with your Recruitment Consultant to jazz up that ad!
 - Use parentheticals to explain terms and make things clear
- Use active recruitment strategies
- Reach out to Job Elephant for ad options
 - Including social media!



Streamline and remove barriers

- Consider application requirements and remove barriers
- Remember candidates are interviewing you too
- Be thoughtful about structuring your search process
 - Set meetings in advance
 - Consider wait times for applicants
- Communicate early and often in multiple modes
- Be ready for offers
 - Classified – request a range from Talent, request in advance
 - OA – know your approved range from CLCO, be prepared for a BFF evaluation if needed
 - Faculty – Pay action form is required on offer card



Need help? You're not alone!

- Reach out to your [Assigned Recruitment Consultant](#) via email or MS Teams
- [Recruitment and Hiring Website](#)
- [MyTrack User Guides](#)
- [Search chair drop in hours](#)
(Every Wednesday at noon)
- Email us! talent@uoregon.edu



Questions?



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