



# Skillsbootcamp 10th November 2021

## 8:30 AM Recruitment for the 21st century

### Summary:

The biggest challenge facing the industry today is the ability to attract and keep the right talent. Competition is fierce and traditional methods of recruitment are no longer working as effectively as before. A new approach is required that appeals to all ages, using the most popular form of mass communication and builds a following you can use to recruit from.

### Key learning :

- How to audit your recruitment policy
- Understand what today's workforce want
- How to identify your USP's and promote them
- How to use social media to build a following to recruit from
- Develop an action plan

### It would suit:

This would suit recruiters and managers who want to find more team members.

## 10:30 AM Uncovering the real person at interview

### Summary:

How many times have you interviewed an individual and thought they were a fit for the business but as time progressed you realised they either do not have the skills or attitude or share the values that you require for the position.

This course will help you build a robust interview process that measures the competency, attitude and values of your interviewees.

We will also explore how to avoid unconscious bias and help you develop an action plan.

### Key learning :

- Planning for the job role, the importance of job specs, person specs and a robust system
- How to build competency/skills based and attitude based questions
- How to uncover the real person, signals to look for
- How to take an objective not subjective approach
- Develop an action plan

### It would suit:

This would suit anyone interviewing potential recruits or those building a recruitment policy and process

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