

1

AGENDA Robert Half

Today's presentation

- Slow it down – why are you hiring
- What candidates want
- Interviewing best practices
- Job descriptions, pay trends, and benefits

2

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Slow it down - why are you hiring?

Despite Recession Worries ...

Employers' intent to hire remains strong through the end of 2022. Quit rates are holding, with workers switching jobs at near-record levels. Employers are expanding retention strategies and tactics to curb turnover.

U.S. Hiring Trends

Category	Percentage
Hiring for new roles	46%
Hiring for vacated positions	46%
Freezing hiring	6%
Eliminating positions	2%

3

POLL Robert Half

What is the most challenging role to fill and retain at your company today?

- Why is it hard to fill/retain?
- If getting people hired is the issue, why is this case?
- If retention is the issue, why are people leaving the role?

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4

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What do candidates want today?

Retention retains its importance

- 51% of hiring managers said quits at their company have increased; 78% are concerned even more employees will leave.
- According to Robert Half recruiters, employers fostering a corporate culture of belonging where everyone can connect, thrive and grow are having more success with retention.

14 Effective Employee Retention Strategies

How companies are keeping top performers

Strategy	Percentage
Increasing compensation	52%
Increasing recognition efforts	46%
Allowing remote work options	45%

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What do candidates want from the hiring process?

- Online postings – clear, current job titles and competitive
 - Consider the changes starting Jan 1st in WA
- Interviews – within 24-48 hours of apply, limit office visits
- Offers – make one same day or within 24 hours
- Consider the overall experience – this is branding

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Job Descriptions

- Who writes them
- Where to find ideas on job descriptions
- Where to post
- What to include
 - Company info
 - Job Description
 - Requirements

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7

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Interviewing – Best Practices

- Consolidate timing
- Ask the right questions
 - If your current company counter offers, how will that affect your decision?
 - What other roles are you considering/interviewing for?
 - How does our opportunity rank in terms of those other roles in terms of pay and benefits?
- Follow up in 24-48 hours with next steps
- On-boarding excellence

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8

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Pay Trends

Salaries soar, pressuring employers

- Even with inflation, fear of recession, war in Europe and other uncertainties causing anxiety in the marketplace, many salaries continue trending upward, albeit so far some positions.
- The race in starting salaries is causing pay compression: 82% of employers said new workers have raised concerns about pay discrepancies between new and longer-tenure employees.
- When determining compensation for remote workers, 45% of managers base salaries on the employer's location, while 25% use the company's location.

82%
of senior managers have given raises to employees who expressed salary concerns.

For employers, hiring is job No. 1

How employers are attracting skilled candidates

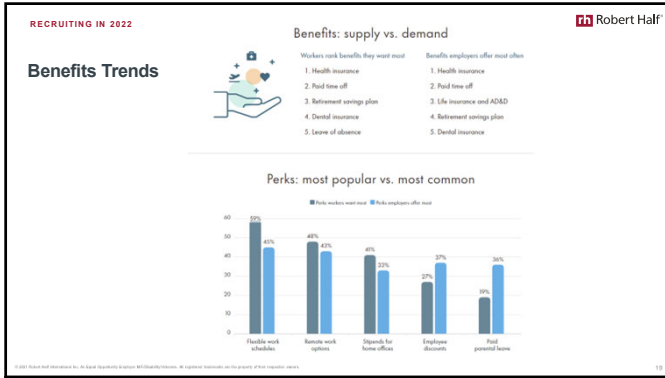
- Higher starting salaries: 54%
- Flexible work options: 32%
- Head of remote candidates: 28%

- The quits won't quit – millions of workers are resigning every month, putting companies in a tough spot as they try to replace them with new employees.
- Improving the employee experience – including helping workers upskill and reach career goals and fostering environmental, social and governance efforts – helps draw in talent.

Why Quality of Hire Matters – And How to Improve It

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9



10

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Pay/Benefits – To Do Items

- Know the market for pay – get the data
- Consider the stair-step approach, bonuses
- Review pay quarterly

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11


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Common Pitfalls

- “I want to see more candidates”
- “Let’s just post a role and see what we get”
- On Pay: “Let’s give them \$XXk and see if they take it.”
- “We allow remote work in an emergency”
- “We pay really well and our benefits are great.”

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12

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Q&A

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