

Out of the Box Recruitment

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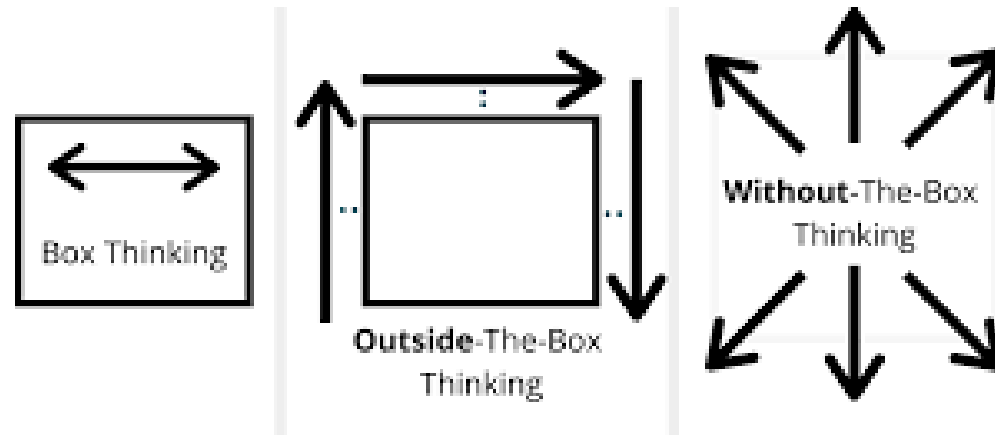
Purpose



- ❖ People
- ❖ \$\$\$
- ❖ Work enjoyment

The situation has changed...

Without-The-Box Thinking



Defining the situation

- Unemployment
- Baby Boomer retirements
- The Great Resignation
- Inflation
- Job hopping
- Public sector specific:
 - Returned to pre-pandemic levels (finally!), but...
 - “The workforce pool has dropped dramatically since 2020... (and) many public-sector employers are struggling to find qualified applicants.”

Recruitment: the questions

- What have we tried already?
- Did it work? Is it still working?
- At what cost?
- Is it sustainable?

An illustration of several wind turbines of varying sizes on a blue background. The turbines are positioned on white, fluffy clouds. There are also small white clouds in the sky. The overall style is clean and modern.

Sustainability
[sə-,stā-nə-'bi-lə-tē]

The ability to maintain or support a process continuously over time.

Investopedia

Recruitment: the new questions

- What do we really need?
- How else could we look at this?
- Is it sustainable?



Recruitment: no box solutions

- Reorganize the work
- Change the work
- Eliminate the work



Recruitment: no box solutions

- Require what's actually needed
 - Knowledge
 - Skills: which ones?
 - Experience: which and how much?



Recruitment: no box solutions

- Knowledge: Skills-based hiring vs. degrees

- What is it?

- focuses on individuals' abilities and competencies rather than their education and direct experience.

- What are the benefits?

- Enhanced clarity and precision regarding the role's requirements

- Better candidate matching based on skills that align with the job's demands

- Improved diversity and inclusion efforts

- Wider candidate pool

- (<https://www.thehbcucareercenter.com/blog/job-descriptions-are-changing-heres-how>)

Recruitment: no box solutions

- Skills-based hiring: How do we do it?
 - Job descriptions
 - Testing
 - Training hiring managers
 - Internal equity and compensation



A NEW HIRING APPROACH

73% of employers used **skills-based hiring** last year, up from 56 percent in 2022.

Source: The State of Skills-Based Hiring 2023, TestGorilla

Recruitment: no box solutions

5 Steps for Writing a Skills-Based Job Description

Credly

- ✓ Deconstruct the role and the current job description
- ✓ Gather insights from managers and top performers
- ✓ Determine the hard skills and soft skills needed
- ✓ Consider how the role may evolve in the future
- ✓ Take into account company culture and personality fit

Recruitment: no box solutions

- Branding
 - Debunk the myths
 - Appeal to service mindset
 - Why do you rock?

Recruitment: no box solutions



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Retention: Hold on to the Gold

➤ <https://www.tiktok.com/@levelingupofficial/video/7315532380666629422>

➤ What's important to your employees?

➤ Onboarding

➤ Rewards and Recognition

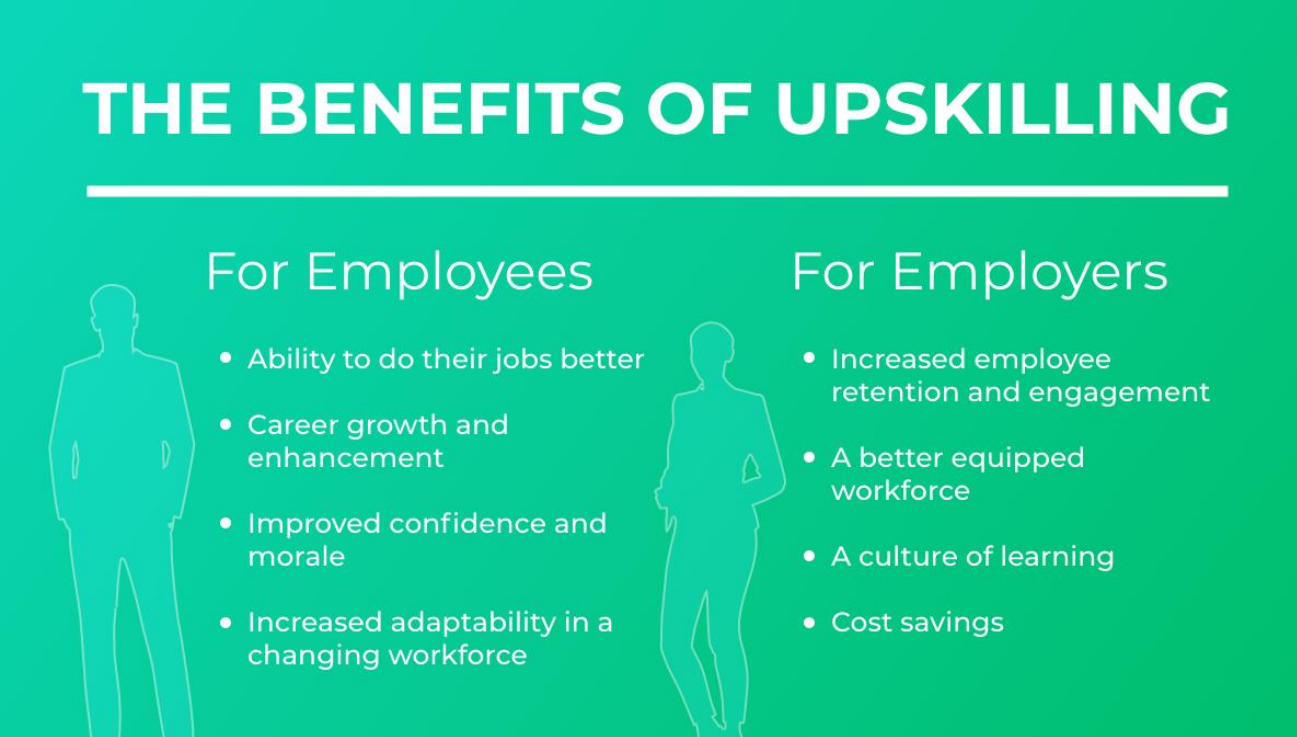
➤ Upskilling: What is it?

- https://youtu.be/kOGSkJgU00A?si=9E6FkKf9wY7ZmOQ_

➤ Difference between upskilling and reskilling

Retention: Hold on to the Gold

➤ Upskilling: What are the benefits?



THE BENEFITS OF UPSKILLING

For Employees

- Ability to do their jobs better
- Career growth and enhancement
- Improved confidence and morale
- Increased adaptability in a changing workforce

For Employers

- Increased employee retention and engagement
- A better equipped workforce
- A culture of learning
- Cost savings

The infographic features two white silhouettes of people, one on the left representing an employee and one on the right representing an employer, set against a dark teal background.

Retention: Hold on to the Gold

- Upskilling: How do we do it?
 - Competency gap evaluation
 - Leadership application process
 - Career development conversations
 - Capacity assessments: who can do it?
 - Collaboration with directors and City leaders
 - Training and development program

Retention: Hold on to the Gold



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