

What would employers know anyhow?!

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Networking

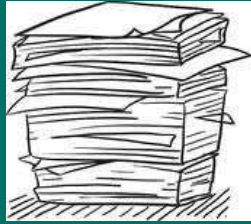


**Just some
time to
think!**



**EMPLOYERS
MAKE THE
HIRING
DECISIONS**





Employers attracted an average of **17** applicants per vacancy... .. (upwards of **200** for some roles)



but only interviewed **3** applicants
...(if they interviewed at all)

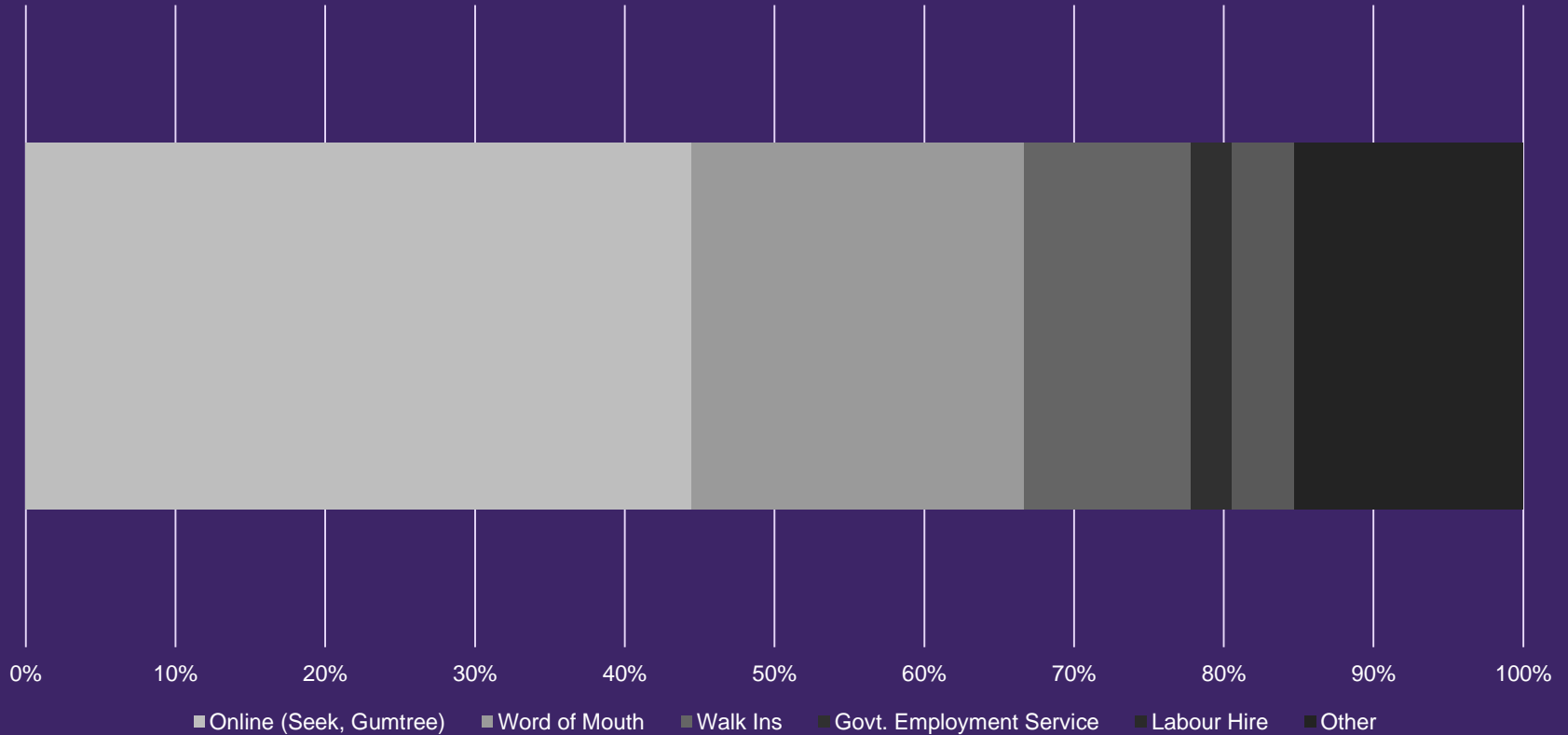


Recruitment Experiences **1** in **5** vacancies were not advertised. Instead, informal methods such as 'word of mouth' were used...

(job seeker social capital is critical! We are part of that)

Recruitment Methods - All Employers

% of vacancies advertised by method



Employer
Support: Survey
says.....



**What
employers
were
looking for?**

**“Really all I want is the best
candidate for the job”**

- 1. Recent work experience, ideally within the industry**
- 2. Qualifications in the industry**
- 3. Enthusiasm for a role**
- 4. Confidence and presentation**
- 5. Transport to work - reliability**

**RELATIONSHIPS
ARE WHAT CAN REDEFINE
THAT LIST**

**Our
relationship
is long term**

**Worked with
us over time**

**They spend
time at my
business**

**Didn't
confuse
me!**

**I WANT TO
FEEL IN
CONTROL**

**It will sound silly,
but they
celebrated with us
and our staff**

**We just
trust them**

**Its about the
right
candidate, not
any candidate**

**Managed our
expectations**

DES
employers
– what they
said

**“Really all I want is the best
candidate for the job”**

- 1. Connected with us by someone I
someone I trust**
- 2. Happy to work with us to find the
right person**
- 3. Spent time in my business, with my
staff**
- 4. Helped me feel confident**
- 5. Educated me**
- 6. I just kind of liked them**

So if we know....

**EMPLOYERS MAKE THE
HIRING DECISIONS**

**And we know all these things...
What now?**

Considering your engagement with employers in DES

1. **Create time – have a plan!**
2. **Allow employers to maintain control**
3. **Relationship matter – build them with your people but also your brand – safeguard against**
4. **Different role – different skills**
5. **The details are important at the time they are needed. Not before.**
6. **Make it easy for them**
7. **Remember we are a big industry**

**4 hours, 45
minutes to
go**

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