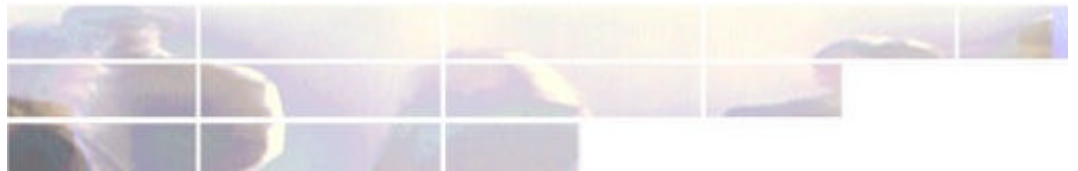


# core | E-RECRUIT

## End-to-End Recruitment Management Solution



### EXECUTIVE SUMMARY

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Human Capital is an organisations most vital asset. In order to accomplish their mission organisations require the right people, with the right skills in the right jobs at the right time. Recruitment is critical to this goal. This White Paper explores the challenges facing recruiters in today's highly competitive market place for talent.

To remain competitive in the area of recruitment organisations must employ innovative recruitment approaches that match their strategic needs. The Core E-Recruit solution adopts a three tier approach of *Plan-Attract-Productive* to enable organisations to fulfil their recruitment requirements in a timely and cost efficient manner.

RECRUITMENT  
CHALLENGES

For organisations, attracting, hiring and retaining the right talent is critical. In today's competitive market the effectiveness of your recruitment and retention strategy and process can make all the difference in your organisation's bottom-line through the savings attributed to hiring and keeping quality staff. The adverse cost of ineffective recruitment and retention is focusing greater scrutiny and accountability on the human resources function. In response, organisations are seeking out innovative ways to improve and streamline their recruitment and retention processes.

The first challenge facing recruiters is to ensure they understand the Human Resource requirements of the organisation and how these need to be aligned with organisational goals. Successful recruitment is dependent on matching organisational needs and values with the correct personnel. Once these requirements are identified and understood recruiters are in a position to seek out relevant talent.

Add the right players to your team and you have a key source of competitive advantage. Attract the wrong talent and you will have difficulty meeting your strategic goals and objectives. The second challenge is to generate a large enough talent pool from which you can draw when searching for top talent. Once you have ensured that your organization has access to a large enough talent pool, the next step is to be rigorous in your screening and selection processes. It can be challenging to assess how well candidates will fit your environment. Although interviews are the most widely used selection tool, they are not always the best predictor of on the job performance. Strategies such as assessment centres, job samples and rigorous reference checks will help uncover vital information



Once you have identified the right resource the final challenge in the process is how to get new employees acclimated to the organisations systems and procedures so that they can become productive as quickly as possible. The learning curve that these newcomers must go through in familiarising themselves with the product, with their co-workers, with the equipment they'll use, with the operating guidelines and parameters they'll need to follow, and with a myriad of other job related issues needs to be addressed as part of the recruitment process.

*'the effectiveness of your recruitment and retention strategy and process can make all the difference in your organisations bottom-line'*

SOLUTIONS

*A three tier approach to the recruitment process*

To meet these challenges Core have developed a three tier approach to the recruitment process, *Plan-Attract-Productive*.

**PLAN**

The first step in meeting your business objectives is to have the right people. Planning what skills your organisation needs is critical. It is essential that management has identified the critical skills that will be needed to perform the work of the organisation. The number, title, time frame and location of people needed to fulfill business requirements must be specified.

**ATTRACT**

Once the required skills have been identified, it is necessary to develop strategies to attract and retain skilled employees. Both traditional and non-traditional methods and programs are required to fill open positions within an organisation. These can include internal and external sourcing, internal transfers, short or long term talent partnerships, and traditional recruiting and succession planning efforts.

**PRODUCTIVE**

Before a person comes on board, both the potential employee and the manager responsible for the individual have certain expectations that each one of them hopes to have met by this hiring decision. Once the right person has been hired making them productive and effective as quickly as possible is essential to meeting organisational objectives and providing the individual with opportunities for personal and professional growth.

**RECRUITMENT STATISTICS:**

- ⌘ Graduates will on average change career 11 times
- ⌘ The average cost of recruiting is EUR4,300
- ⌘ Recruitment costs account for 3-4% of overall operating costs
- ⌘ 96% of candidates search online
- ⌘ 13% of the total labour force is posted on Monster.



CORE E-RECRUIT

*Core E-Recruit adopts the three tier 'Plan-Attract-Productive' Approach*

The Core e-Recruit solution has been designed using the Plan-Attract-Productive approach. By leveraging a combination of internet technology, workflow processes and real-time business intelligence Core e-Recruit enables organisations to handle all recruitment requirements efficiently and effectively. The Core e-Recruit solution includes:

- ☞☞ e-Recruit Self Service**  
*Allow managers to generate requisitions and track status of vacancies.*
- ☞☞ e-Recruit Candidate**  
*Attract applicants to apply online, track applicants, utilise branded communications channel.*
- ☞☞ e-Recruit HR Manager Desktop**  
*Generate selection criteria, post vacancies, filter, schedule, communicate, provide metrics.*

CORE E-RECRUIT BENEFITS

The Core e-Recruit solution is proven to provide significant benefits while reducing overall recruitment costs. Key benefits include:

- ☞☞ Reduces End to End Process Time & Cost

  - Total Time By 23%
  - Online Hire Cost About 10<sup>th</sup> of Offline Hire
- ☞☞ Communications Platform

  - Transparency & Tracking
  - Self Service In Real Time
  - Configurable Workflow For Your Recruitment Processes
- ☞☞ Leverages Internet Technology
- ☞☞ Metrics To Maximise Value
- ☞☞ Certified Internet Recruiters (AIRS)
- ☞☞ Strategic Relationship With Online Recruitment Companies (Monster, Irish Jobs, Recruit Ireland)
- ☞☞ Expert Domain Knowledge
- ☞☞ Solution Developed Close To Industry, Proven In Industry

## SUMMARY

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By adopting the *Plan-Attract-Productive* approach recruiters can ensure that they are fulfilling organisational objectives by getting the right people, with the right skills in the right jobs at the right time.

The Core e-Recruit solution has been designed to provide organisations with the framework to implement this approach through leveraging the latest available technologies. Core e-Recruit ensures a cost effective and successful recruitment approach.

Core International have over twenty years experience assisting organisations realise their Human Resource potential. Core has the resources and knowledge to help you meet your recruitment objectives.