



# STRATEGIES FOR RECRUITING IN A LABOR SHORTAGE



# 1. REDEFINE THE RECRUITING ROLE

Recruiters will become talent managers. The staffing companies that succeed in this rapidly changing labor environment will figure out how to engage, motivate, retain, and retrain the staff they manage today.



## 2. INVEST IN EMPLOYEE DEVELOPMENT, TRAINING & RETENTION

If you have reliable employees, you can retrain them to handle a variety of assignments. Not only will this investment benefit your business, but working to develop engaged workers will demonstrate your loyalty and improve retention.



# 3. EMBRACE DIVERSITY & CULTIVATE COMMUNITY



Your talent community will rapidly become far more diverse than it is even today. Creating an inclusive and welcoming environment (physical or virtual) will be a core business requirement to assess, engage, and train candidates from a wide variety of backgrounds.



# 4. PREPARE FOR WAGE INFLATION



With or without legislative intervention, the simple law of supply and demand will inexorably put pressure on wages. You may have difficult discussions with your most price-sensitive clients as they grapple with the choice of higher hourly rates or doing without the labor they need.



# 5. REDESIGN YOUR BUSINESS FOR SPEED

Speed is everything. Audit and rethink your processes to be built based on short, rapid transactions. This will require you to rethink your technology, employment practices, workflow, and vendor relations to ensure your team is working as efficiently as possible.

