

A professional photograph of a diverse group of people in an office environment. In the foreground, a woman with dark hair and a white blazer is smiling warmly at the camera. Behind her, several other individuals are visible, some looking towards the camera and others engaged in conversation, creating a sense of a busy, collaborative workspace.

3 Ways to Win the War for Talent in **2022**



Introduction

At this point in time, it's not hyperbole to say there is a war for talent in corporate America. As a twenty-three-year-old recruiting firm, we at MSI Recruiting thought we had seen it all, the dot com bubble, the Great Recession, and many ups and downs in between.

However, the current job market represents an unprecedented phenomenon that we have never seen before. There's currently a 3 to 1 delta of jobs to candidates, meaning for every candidate available, there are 3 job openings. How do companies navigate the talent market to compete and succeed?



How to secure the best talent in post pandemic hiring conditions

Here are three areas of focus we have seen work best with our clients to both retain and identify talent under current market conditions:

1. Think Retention
2. Have a hiring plan
3. Be competitive

Think Retention

The best performing companies with respect to recruitment think about retention first. What can we do to keep our top performers? Listen to them!

1. Look for opportunities to train or certify employees further, they place tremendous value on that.
2. Have a good succession plan and look for opportunities to promote when applicable
3. Reward and recognize. It's proven science that simply recognizing employees for a job well done and looking for creative ways to incentivize them is the most important factor in their happiness at work.



Have a hiring plan

- 
- A background image showing a person's hands in a suit jacket writing in a notebook with a pen. A coffee cup sits on a desk next to the notebook. The scene is lit with a warm, golden light.
1. Be decisive: Predetermine which parties in your organization will be involved in the interview process for each position.
 2. Momentum: If you have a multi-step interview process, but you have interest in a candidate, move quickly between steps
 3. SELL: More than any other time in history, hiring is a two-way street. Make sure you highlight why someone should work for your organization.

Be competitive

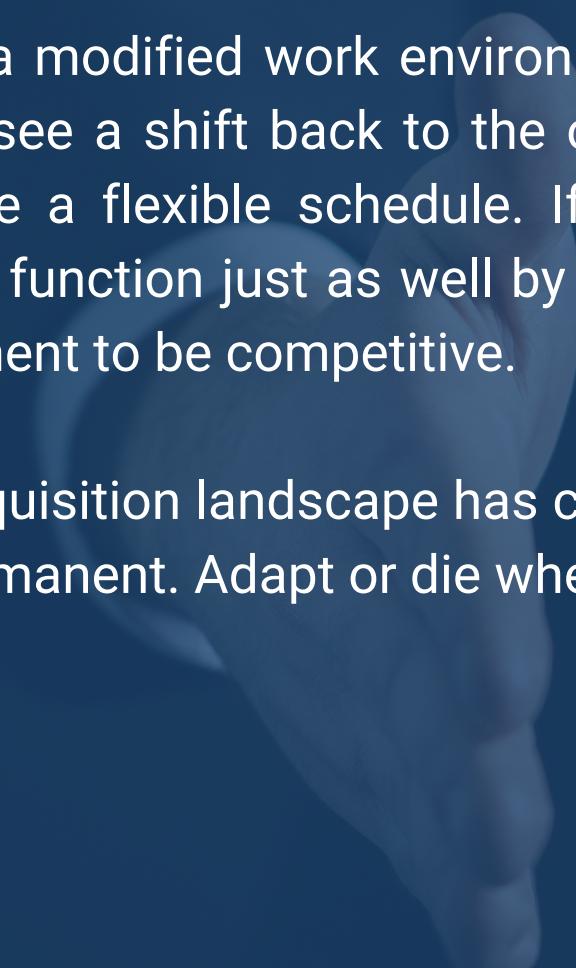
When benchmarking your compensation ranges and thinking about offers for new employees, do your homework and know the current market value of said position. If feasible, be in the top third of the market range for that position.

Three other areas of focus, many times above compensation, that are currently most important to candidates:

1. Benefits – Offer as rich of a plan, with as much company contribution, as possible.
Candidates are scrutinizing these plans and out-of-pocket costs
2. PTO/Time off – 2 weeks to start is going the way of the Dodo Bird. Most companies are now offering 3 weeks or 15 days PTO/Vacation to start, and it's becoming a requirement to be competitive.
3. Flexible Work schedule – The first question from 75% of the candidates we speak with: Does this position offer remote or hybrid work schedule?



Conclusion

A person wearing a dark hoodie and a face mask, looking down at their phone.

Let's face it, a modified work environment in corporate America is probably here to stay. While we do see a shift back to the office, candidates are placing extreme value on the ability to have a flexible schedule. If you do not have a policy in place and feel your company can function just as well by making this adjustment, it's strongly urged to make that commitment to be competitive.

The talent acquisition landscape has changed from before the pandemic, and some of that change is permanent. Adapt or die when it comes to the war for talent.

Contact

Tel: 561-314-7170

Address: 1900 Glades Rd, Ste 103, Boca Raton, Florida 33431

Additional Locations: Fort Lauderdale & Orlando

Email: Info@msirecruiting.com

Follow us on Social Media:

LinkedIn: MSI Recruiting

Facebook: MSI Recruiting

Instagram: @MSIRecruiting

