

The background of the entire page is a photograph of a person's hands typing on a laptop keyboard. The laptop is open, and the screen is visible but blurred. The person is wearing a dark long-sleeved shirt. The background is a bright, slightly out-of-focus indoor setting. Overlaid on this image are several large, dark gray geometric shapes, including triangles and polygons, which create a modern, abstract design. The text is overlaid on these shapes and the background.

The Human Factor Recruiting The Future Is Now!

By D. Foster

**The Human Factor Remains
The Most Important Factor In**

Table Of Content

Recruiting In Today's World	Page 1
Whats In A Job Description?	Page 3
Social Media Networking For Recruiters	Page 4
Branding Your Company On The Internet	Page 5
Recommendations Are Important	Page 6
Discover Your Best Recruiting Choices	Page 7
Staying Current With Recruiting Tools	Page 8
The Value of the Human Connection	Page 9 [?]
Independent Recruiters	Page 10

Recruiting In Today's World

The Future Is Now!

Over the past several years, we have seen an explosion in recruiters using the internet to find the right candidates for their job openings. Our new options for connecting include social media, job boards, websites, professional forums and more. Why then, is the art of communicating with each other beginning to disappear?

One element of change in the recruiting industry is the time recruiting companies have to spend on their recruiting functions. All of our lives have gotten so busy and the new programs that do initial screening for the recruiters are becoming more and more popular. It is no longer necessary for a recruiter to spend hours searching through resumes on a job board. Recruiters need to fill their jobs as quickly as possible with very targeted candidates, and recruiting services offer many apps to make the process go quicker.

Apps are time-saving for the recruiter. The question is are we missing candidates by becoming so dependent upon our computer to tell us if a candidate is a potential placement for our open positions?



Today, programs grade the relativity of a resume for us based on the keywords the software finds in an individual's resume. That is why so many individuals that send their resume for a particular job opening may never hear back from the recruiter posting the open position. Sometimes questions are added to the application in an effort to discern if the individual is a viable candidate for the open position.

If a job applicant does not understand how this process works, his or her resume/application may be passed over strictly because he does not know what goes on behind the scenes in the resume screening process. The human personality, such as drive, motivation, trustworthiness are determined through words, such as "honest", "trustworthy" and "motivated". You might even encounter, phrases like "works well under pressure" or "team player". These can be very descriptive keywords for a job description and key to a robot's vision. .

The Human Factor

Although the prescreening of an applicant is helpful to the recruiter; the applicant feels that sending resumes is a total waste of time, if recruiters do not acknowledge the receipt of a resume. Although it can be difficult to respond to all resumes, it is always best to respond to an applicant with a quick note in receipt of the application or resume. This should be an important part of a recruiter's process, and can be easily done today, by adding an email autoresponder.

The technology today is great for the busy recruiter. Whether the recruiter is within a company, an agency or on their own, it is important for the recruiter to remember that Human Resource and Employment is all about Humans. Remembering this one simple fact, can open doors to testimonials, referrals, and more placements for the smart recruiter. Technology is merely a tool for a human to use to fill an open job requirement. Candidate placements are made by the recruiter and not the robot. Use your tools wisely.

The candidate is obviously an important part of the recruiter filling a job opening and our candidates are hoping for some acknowledgement of their efforts for their application, even if they are not an exact fit for the open position

What's In A Job Description?

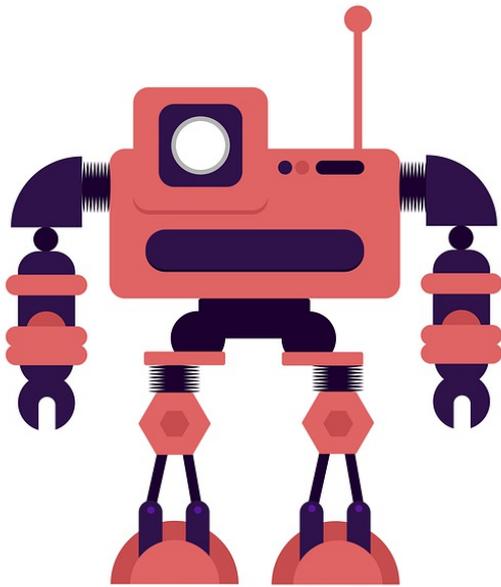
Job Descriptions are much more specific than they have ever been before. When keywords in resumes began to key in on phrases and words, job descriptions became loaded with the words that relate to the open position's responsibility, experience, and education required. For the smart candidate, he will recognize these "keywords" are important to getting the interview.

Getting the best fit for their job opening is the mission of the recruiter and extremely targeted job descriptions can be very specific. The unfortunate truth is that an applicant must sometimes fit in more "holes" than before, just to get a first interview.



A good Job Description today should include as much information as possible for a potential candidate. Culture is an important part of a work environment and that is one aspect where an Independent Personnel Service can add a very effective aspect to the process of recruiting for the HR recruiter inside of a business.

When using an Independent Representative, a Company has a connection that can recognize candidates that fit environments, where some skills and knowledge would excel and can contact the HR Representative at the job posting company, when they see such a candidate. When this type of relationship is shared with recruiter to company recruiter, jobs can get filled quicker, due to the expertise added by additional professional connections..



Remember, HR is about human contact. Leaving the process to Artificial Intelligence, is like leaving your children with an AI Baby or Dog Sitter. You may or may not consider this a “good idea”, but I don’t think most people would want to do this.

Social Media Networking For Recruiters

Job Seekers want to know information about the job posting company, the culture, opportunities for future advancement and more. Companies that are taking the time to write better job descriptions to include all the critical information that a job seeker needs to know before he or she takes the time to apply for the job opening are finding more consistent successful candidates.

Social networks are great for meeting people with similar interest, work and personal relationships can flourish through interaction on the internet. If individuals are smart and don’t share information that could affect potential opportunities, connections are possible for the motivated job seeker. The unfortunate fact is, that social media has been a learning process for many fun-sharing college graduates.

Interaction is a key factor for recruiters who want to find applicants for their job openings. There is so much valuable information to be shared, recruiters can provide helpful information easily through social media and this is a great way for recruiters to interact with potential candidates for their open jobs.



Everything in our world is mobile today. Most of the individuals I speak to during the day are driving somewhere, walking into their offices, or doing something that means they are not sitting at a desk. The fact that most conversations and interactions are done on a mobile basis also means that interaction needs to be simple, quick and easy. Therefore adding a resume or application to your website, social media page, or job board needs to be quick and easy for the job candidate to accomplish. .

Branding Your Company On The Internet

As I speak to many recruiters, they do have a website. However, most of them paid someone to build the website for them. They have no idea how to add or change things on their site and must hire administrators to take care of any changes for them.

Websites need activity to create connections. Unless you are actively using your website, it will usually remain very static, which means without traffic. Branding your company online can be done through social media, forums, groups, video platforms or a professional website. A simple, one page website, can be very effective for branding today

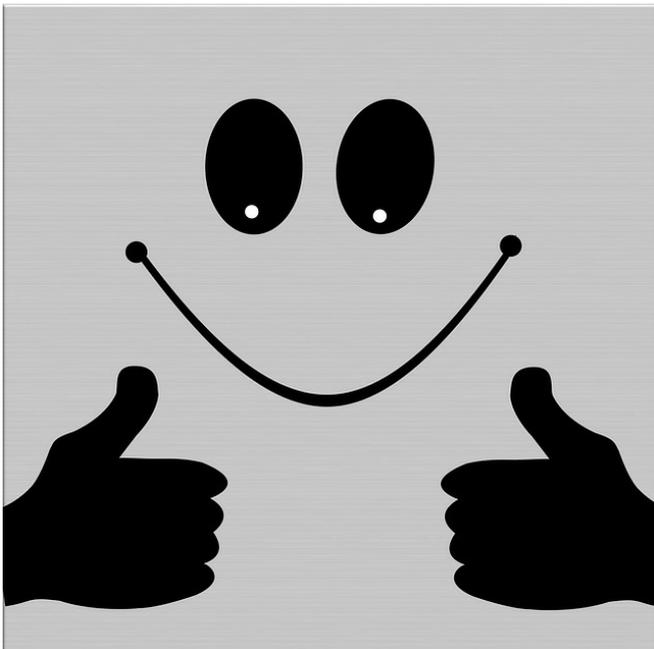


Social media is reasonably priced, simple to use, interactive approach to getting your brand seen. It offers recognition of your company, which can mean more successful placements. It has also been proven that adding videos, blogs, e-books, and other helpful information makes your company branding more visible and creates the CTA (call to action) results you want.

Start using the internet to make more connections. Every branding opportunity you have with people, including your web presence, should represent your company's relationship to the employment industry. Give the visitor a picture of your company's mission and philosophies in your advertising messages. Employer branding significantly impacts a recruiter's ability to source the great talent they need.

LinkedIn is one of the largest business social media connection for businesses and job candidates. Facebook post job openings and you can add your videos to Vimeo, Youtube, Daily Motion and more for even more exposure. I have not explored Twitter for job openings, but understand that many are using Twitter as a job information source. Don't forget the forums. Your job specialty can be found as a connection source to many that have the same interest. There are many sources of information available for the job seeker and the recruiter today, just by turning on your computer or phone.

Recommendations Are Important



Whether you place the candidate in a position or not, you want the candidate to come away from their experience with you, with a positive impression. Again, understanding the candidate's needs, being open about the process and communicating steps or expectations, are important parts of the communication with any applicant.

If something needs to be done, explain why you need for the candidate to do these things that you request, which will create a bond between you and the candidate becomes a positive spokesperson for your company. Testimonials are a great way to brand your company in a positive light.

Decide how you are going to incorporate the new technology into your company's hiring process. There are many ways to add new techniques to your recruiting process. It can be confusing. We hear many ways that are going to take our business to the next level on the internet. Not all of these may be right for you.

Different recruiters must find the best approach for them and incorporate the programs that make sense for their business. Decisions must be made and it is up to each business or company to find the right sources for their needs.



As new ways develop within the recruiting techniques toolbox, don't shy away from them. The recruiting business has changed and we must change with it, if we want to survive. Old expectations and ways of doing things are being replaced with automated programs. Don't hide your head in the sand, because this is when your recruiting company will be hit from behind. Start investigating now to find what works for your business.

Moving into the "virtual job interview" world is here. Finding the way best methods that work for your business can be challenging.

is important for you to keep up with what is happening in the recruiting field. One of the quickest, simplest ways for recruiting companies to move into the field of virtual recruiting, is the use of programs, like Skype, Webinars, FB Live, etc. There are changes happening everyday, with new options available for the sharp recruiter. Many of these opportunities have free versions.

Virtual Job Interviews are here. This is going to take some time for candidates and interviewers to find the most effective use of this new type of interview interaction. Being able to have a face-to-face interview, a webinar, a live FB chat, or any of the "connecting options" available today, is an amazing addition to the tools in the Recruiter's toolbox. Use them when you can.



It is important, however, to never forget that Human Resources is a human function for any business. Losing sight of the human factor can be really easy when we, as recruiters, find ourselves in this race for applicants.

Look for ways that you can find easier options to promote your job postings, unique recruiting approach, and keep the “human touch” a part of your Human Resource functions.

Staying Current With Recruiting Tools

New recruiting methods offer us all new connection opportunities. There are many ways to research software for your recruiting efforts. One researcher that I found quite helpful, is : [Http://www.inspectorjones.com](http://www.inspectorjones.com)

The research is very thorough and gives good insight into what to expect from these recruiting programs.



The Future of Recruiting is Here!

Get On Board!

The Value Of The Human Connection

Keeping The Human in A Job Search



As an Independent Recruiter for over 30 years, it is my belief that Independent Recruiters are a wonderful part of the recruiting process.

Not only are Independent Recruiters, helping others by using their passions/talents to help others, but by creating a business based on people helping people, we see communities connecting together.

Word of Mouth, Testimonials, and generally happy, successful job candidates spread positive energy in a community.

Many times, company recruiters are overwhelmed with internal job requests. The more active the company, the more stress a company recruiter is under to fill job openings quickly with qualified candidates. When company recruiters are stressed, they have computer programs or maybe they do have outside sources, such as independent recruiters to help with their search for a candidate.

A company recruiter that has a local agency or independent recruiter connection who understands the culture of the company and the nature of their job descriptions can be counted on to help, especially as a trusted member of their network, to find qualified candidates quickly. This is only one way an Independent can help company recruiters.

The importance of an experienced, intuitive recruiter, can be seen in placements made today, just like 30 years ago. An experienced recruiter, knows his or her business, knows his or her customers' likes and dislikes, understands culture of work environments and adds to the human aspect of the job placement experience. .

The Human Factor

Independent Recruiting Services offer many advantages for the job seeker. The independent staffing agency offers many services that larger agencies may not be able to deliver. An Independent Agency can help with your resume. They usually understand their client companies and can help create the resume that will get chosen for a specific job or client.

It is the responsibility of the independent recruiter to know where the jobs are in a particular niche or in a particular location. You will find that contacting Independent Personnel Agencies can be very helpful in learning more about particular locations, job openings, or companies.

An independent recruiter must know the best techniques to help others get a job because their livelihood depends upon it. It is like a Real Estate Agent knowing where the best house locations are in a city. It is a must!

These independent services are usually small with only one or two owners and thus you can usually be assured of these people knowing the best strategy for writing resumes and promoting your talents to their clients. If the independent recruiter has been working within a particular niche or location successfully for many years, your chances for connecting can increase by the knowledge they have gained. .

When you find a network of these people that have this knowledge of a particular job market, your success potential is enhanced. Finding that job you are looking for is a great feeling. Connecting with a recruiter that you feel sure is “on your team” makes your job search easier.

When searching for the “right recruiter” to help you, be sure to consider working with a recruiting company that shows his dedication to helping you find the position that is right for you.



When the mission is about helping others find the jobs they are looking for and create a human connection that brings success to the company, candidate and the world in which we live, we are grateful to the recruiters that are here to make these connections.

We are all interconnected. Working together we can create success for humanity and the planet on which we thrive.

THANK YOU

We Welcome Your Feedback

feel free to get in touch with us for any
feedback or questions

DFosterandFriends@gmail.com

DFosterandFriends.org

929-398-5541