

# RECRUITING & ONBOARDING NEW TALENT

FEBRUARY 2021



In a world gone mostly virtual, we continue to face many challenges and are presented with even more opportunities. From virtual networking, talent searches, interviewing, and orientations, we are relying more heavily on technology than ever before. Another resource we can tap into is our own creative approach to humanizing these online experiences. By adding personable and engaging aspects to the way you source and manage talent, you can continue to move your organization forward especially during these trying times.

In this issue of HR In-Brief, we provide you with recruitment and onboarding tips to help you build a successful talent search strategy and virtual onboarding program.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.  
- Sheenagh Beadell, *Partner*, Chemistry Consulting Group

## FEATURED BLOG

### Executive Search: Focus on Candidate Engagement in 2021



By Sheenagh Beadell, *CPC, Partner*  
Chemistry Consulting Group

"All of this change has led executive search professionals to refocus their search strategies. One of the most important factors in every search strategy continues to be candidate engagement. Here are some insights and opinions on how to continue to develop candidate engagement from within and outside of your business."

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## Positive Hiring Outlook For 2021

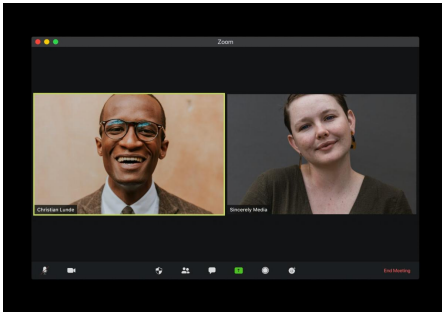


### Canadian HR Reporter

"With the world still dealing with the COVID-19 pandemic, a couple of essential worker roles made it to the list of the fastest-growing roles this year, according to Randstad Canada's career forecast for 2021. On the flip side, leisure/hospitality (32 per cent), small to medium-size businesses (24 per cent) and retail (20 per cent) are the top industries anticipating a hiring freeze."

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## Top Tips for Conducting Virtual Interviews



### The HR Director

"Put EQ at the heart of the interview process. Employers are still able to capture the essence of a candidate virtually by observing a candidate's manner and how they engage. Social skills, self-motivation, and preparation are more important than ever in this new digital age; therefore, interviewers should be mindful of and assess whether candidates tick these types of boxes. "

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## Here Is The Best Remote Onboarding Process For New Hires



### Ladders

"Though remote onboarding is a multistage process with many hurdles to overcome, there are ways to ensure that even the subtlest and trickiest aspects such as cultural integration get attention. Everyone can do something to make their new hires feel more at home as long as they take a little extra time to creatively think about how to make the right impression."

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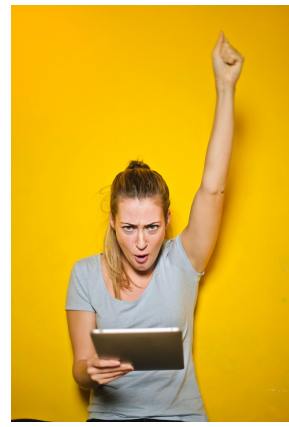
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## What Industry Leaders Have Learned About Talent Acquisition

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## 17 Engaging Virtual Orientation Week Ideas

Team Building

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# "Unemployment rate increases to highest level since August 2020"

*The Daily - Labour Force Survey*

	NOVEMBER 2020	DECEMBER 2020	JANUARY 2021
VICTORIA	6.1%	5.6%	<b>5%</b>
VANCOUVER	7.9%	7.1%	<b>7.6%</b>
BRITISH COLUMBIA	7.1%	7.2%	<b>8%</b>
CALGARY	10.6%	10.1%	<b>10.2%</b>
ALBERTA	11.1%	11%	<b>10.7%</b>
CANADA	8.2%	8.6%	<b>9.4%</b>

Source: *Statistics Canada Labour Force Survey, January 2021*

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Looking for support with building current and engaging  
**Onboarding and Orientation packages?**

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**Chemistry Consulting Group Inc.**

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