

# RECRUITMENT & SELECTION

## Achieving your Workforce Needs

The success of your organization often lies within your recruitment process. In the same way that the dream employee may boost your business' bottom line, a poor-performing employee may lower morale and create a hostile working environment. For February, we have provided you with a variety of recruitment and selection resources to help you achieve your 2020 workforce needs.



### Developing a Bias- and Barrier-Free Recruitment Process

by Ally Smit, Chemistry Consulting Group

Employers need to consider how they can encourage a bias- and barrier-free recruitment process in order to allow candidates of different backgrounds and experiences the opportunity to succeed.

[Read more here ...](#)

### Fundamentals of Recruiting

by Sheenagh Beadell, Chemistry Consulting Group

Finding the right staff member to join your team can be a huge challenge - especially in these times of low unemployment. As such, understanding the fundamentals of recruiting is important for all managers.



[Read more here ...](#)

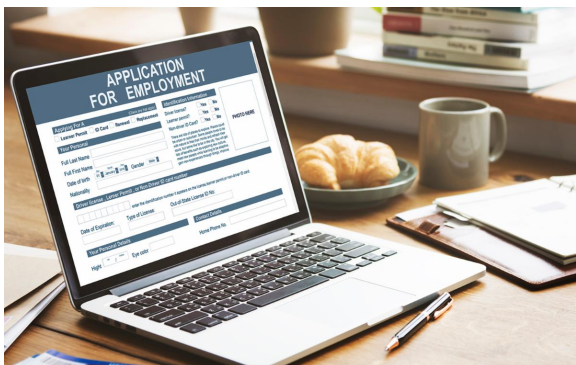


## Recruiting and Retaining Talent in a Competitive Job Market

by PeopleTalk

To gain a competitive edge in a red-hot job economy, employers should ensure that their work culture is set up for success in retaining existing employees and winning new talent.

[Read more here ...](#)



## Hiring in the Digital Age: 3 Modern Recruitment Trends to Adopt

by Business News Daily

Technology is changing the world as we know it, and that includes how we do business. Hiring managers should acknowledge these advances and invest in smart recruiting.

[Read more here ...](#)



## Candidate Screening and Selection Process: The Complete Guide for 2020

by HR Technologist

Here, we take a deep dive into the processes of candidate screening and selection and insights for 2020.

[Read more here ...](#)



Looking for the **right candidate** for the role?

We're here to help you with your **Executive Search & Recruitment** needs!

Visit us today at **chemistryconsulting.ca**

## Quotes on Recruitment & Selection

**Diversity is imperative** because it's critical for our economy and talent pipeline.

Liz Mackay, Head of Talent Acquisition, Philips

Nothing we do is more important than **hiring and developing people**.  
At the end of the day, **you bet on people**, not on strategies.

Lawrence Bossidy, Former COO of General Electric

The **competition to hire the best** will increase in the years ahead. Companies that give **extra flexibility** to their employees will have the edge in this area.

Bill Gates, Founder of Microsoft Corporation

## HR News Corner

### Unemployment Statistics

Source: [Labour Force Survey, January 2020](#)

	Nov-19	Dec-19	Jan-20
VICTORIA	3.5%	3.4%	3.5%
VANCOUVER	4.9%	4.8%	4.5%
BC	5.0%	4.8%	4.5%
CALGARY	6.9%	7.1%	7.2%
ALBERTA	7.2%	7.0%	7.3%
CANADA	5.9%	5.6%	5.5%

### HR in the News

[Greater Victoria adds 10,000 jobs over past year](#)

Times Colonist, 7 Feb 2020

[Canada broke another record by welcoming 341,000 immigrants in 2019](#)

Canada Immigration Newsletter, 10 Feb 2020

[Canadians losing sleep over money, finances and employment](#)

Business In Vancouver, 13 Jan 2020

### Stay Connected



Contact us today.

T 250.940.6360 E [info@chemistryconsulting.ca](mailto:info@chemistryconsulting.ca)  
Victoria | Vancouver | Nanaimo  
[chemistryconsulting.ca](http://chemistryconsulting.ca)



**Sign up today** for our **HR In-Brief** and/or **Tourism Newsletter**

Join Our Mailing List!

