



3 Opportunities to Evolve Your Talent Acquisition Strategy



The rate of change in talent acquisition (TA) continues to accelerate in response to dynamic market and economic conditions. **Three strategies gaining the most traction for potential impact are:**

Creating a culture that supports diversity, equity, and inclusion is essential in attracting talent — especially new- and early-career talent — as well as in helping diverse talent grow within the company.



Diversity, equity, and inclusion (DEI)



Internal mobility



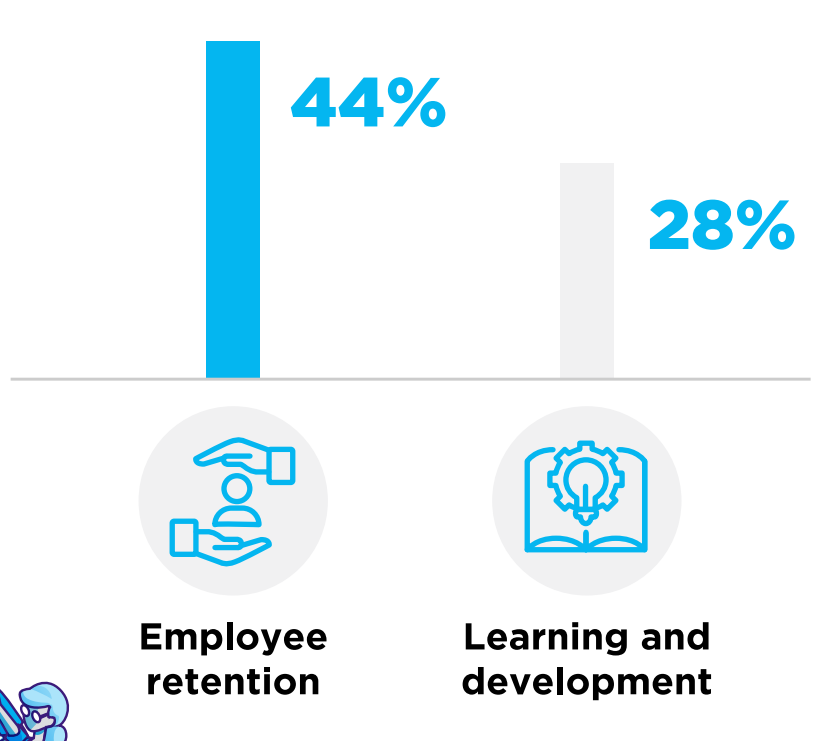
Early talent programs



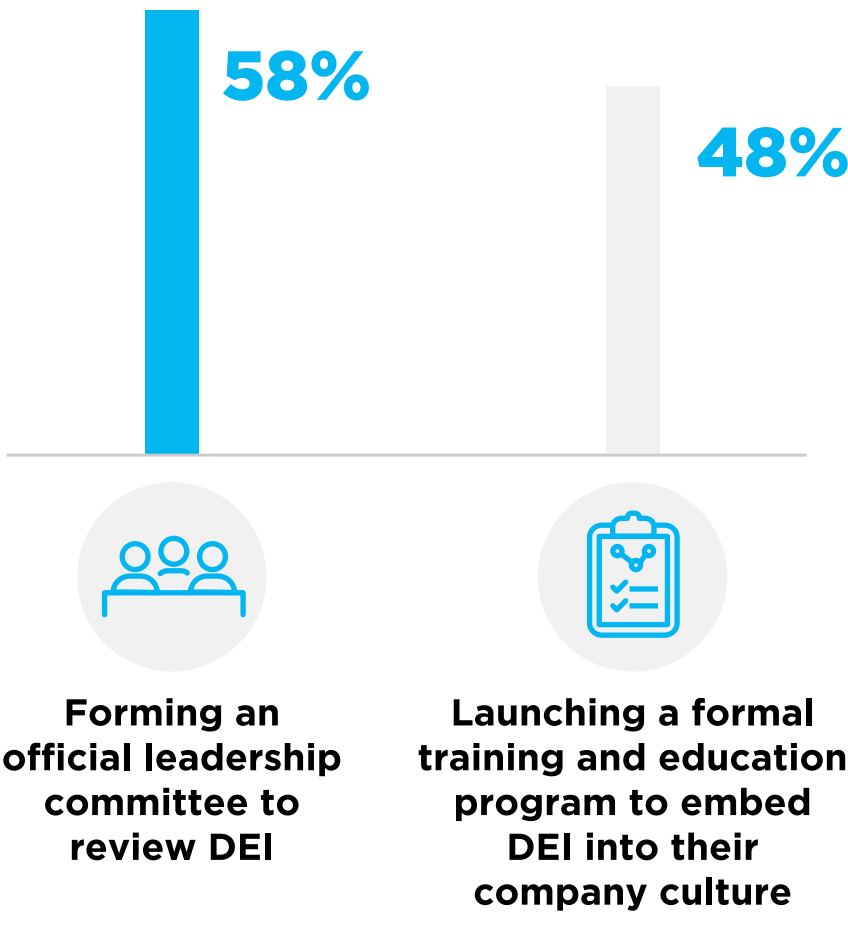
1 DIVERSITY, EQUITY, AND INCLUSION

Research has shown that formalized DEI initiatives, when executed properly, produce significant business outcomes. They can also improve an organization's brand reputation and recognition, attracting new and promising talent.

To make the biggest impact, TA & HR leaders are focusing DEI efforts on:



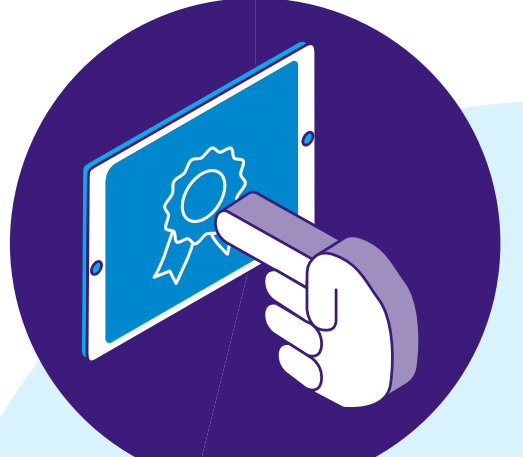
Key initiatives or investments:



Key Suggestion: Focus your DEI efforts on employee retention and transforming your company culture first. By creating a more inclusive organization, you'll be able to retain valued employees and attract a wider variety of talented individuals.

2 INTERNAL MOBILITY

Internal mobility is one of the most important aspects of employee retention. By encouraging employees to learn, grow, and develop new skills in anticipation of positive career moves, organizations can produce better business results and ensure the best industry talent stays within the company for the long term.

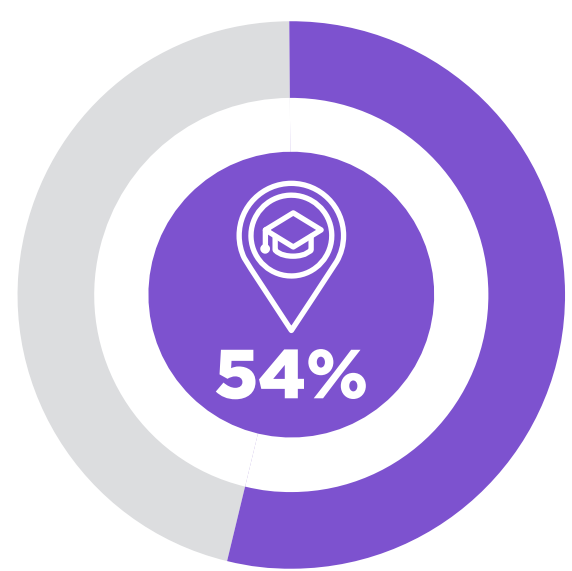


Key Suggestion: Capture the interest of potential internal candidates by creating a process to actively recruit, manage, and promote opportunities. Ensure your employees get a customized, premium experience when applying for internal positions.

3 EARLY TALENT

Employees at the beginning of their career are spending shorter amounts of time in their first roles, in part because they feel they can find better opportunities elsewhere — especially in today's talent market. Organizations must approach their early talent recruitment strategies by not only catering to what individuals are looking for, but also by delivering the consumer-grade experience they expect.

What part of your current early talent and university recruiting strategy has had the biggest impact on your organization?



Believe proactively engaging with former interns and creating an on-site presence at schools of all types are critical to success

- “[We understand the candidate’s] psyche around real-life situations and their ability to interpret them and respond to them.”
— VP of TA, Finance
- “[We include] people with an innovative mind and those that show dedication to chase those innovations.”
— Director of TA, Manufacturing
- “[We include] the long-term picture... We also review [the candidates] in detail, comparing them to the parameters we have set.”
— CHRO, Travel and Hospitality



Key Suggestion: Provide candidates with a clearly outlined career path or upskilling program. Proactively engage with former interns to increase the likelihood of hiring them, and create an on-site presence at colleges, universities, and other technical schools.

Make sure your TA strategies stay up to date with rapidly changing market and economic conditions by focusing on internal mobility, early talent acquisition, and developing a more inclusive workplace.

To learn more, visit cielotalent.com

SOURCE: Cielo, WBR. (2021, August).

The Next Evolution of Talent Strategies: How to Incorporate DEI, Internal Mobility, and Early Talent into Your TA Program. cielotalent.com. Retrieved 2022, from <https://www.cielotalent.com/insights/the-next-evolution-of-talent-acquisition-strategies/>

