

# 10 Ways to Invest in Your Recruiting Efforts



Prioritizing hiring efforts that reduce stress on recruiters and find high-quality candidates will remain top priorities for companies of all sizes. And focusing on recruiting during challenging times shouldn't feel overwhelming or pointless. That's why the last worksheet in the **Recruiting Effectiveness Planning Kit** is full of strategic ways to prioritize and invest in your recruiting.

## Top Tips to Keep Prioritizing Recruiting This Year

With all the recruiting planning you've done, it's time to apply what you've learned to your recruiting function. Use these actionable tips and strategies to help prioritize recruiting and improve hiring outcomes.

- Stay consistent with reporting on key metrics and benchmarks. Assess and adjust as needed; don't wait for the end of the month/quarter/year.
- Ensure recruiters stay in the loop and help with decision-making on big policy changes.
- Test new technology to find ways to save time, effort, and money in the recruiting process.
- Create incentives for the recruiting team to earn throughout the year to keep motivation high.
- Meet frequently with stakeholders about recruiting goal progress during the year.
- Set apart budgets for different recruiting strategies like recruitment marketing and candidate relationship management.
- Keep a current list of written recruiting and hiring goals in one place and share it with the talent team. Ask leaders to update with progress throughout the year.
- Establish owners of important recruiting initiatives/goals and check in on their progress.
- Send out frequent surveys to capture candidate and recruiter feedback.
- Be sure to celebrate wins along the way! No matter how big or how small.

Regardless of the strategies you try, be sure to write them down for future talent acquisition planning. Happy recruiting!

## Reimagine Recruiting with Employ

Are you looking to reimagine your recruiting? Find out how solutions from Employ streamline the entire talent acquisition lifecycle and optimize recruiting results.