

RECRUITMENT STRATEGY?

Recover from Covid-19 and rebuild for success in 2020

Skill set trends

Maybe accelerated by the current covid-19 pandemic the following shifts will occur:

1. Robotization drives demand for programming personnel
2. Automation drives demand for higher engineering skill sets
3. Mobility and work from home might become the new normal and drive demand for more flexible structures
4. Employers need to revisit their current organizational design
5. Employees need to adjust to new parameters and requirements

Conventional Recruitment

blablabla

Aperia Recruitment

Current job market trends

It is worthwhile to look at the pre covid-19 market, the current situation and the new normal.

The pre covid-19 market, according to a LinkedIn study was not necessarily a war for talent situation, but finding suitable employees was not easy. Over 70% of all managerial talent was in a passive searching mode and 49% of them felt interested when talking to an informed recruiter. 55% of all surveyed companies said their direct (website, job postings, referral programs) were ineffective and slow.



With currently more than 30m people in the US unemployed and similar % numbers across most of the industrialized countries the market is changing. Discounting the large number of unemployed people from restaurant and

similar industry closures still leaves many managerial job holders in need to get back into their old jobs if they still exist and trying to find a new job. The NJT predicts a higher portion of talent is now looking more actively and see the current situation as a chance to do better than before.

Companies on the other end have different challenges. On one end they need to look out for their passively searching employees as the open positions have increased. At the same time they may need to increase their efforts in either upgrading their organization to increase crisis flexibility and response or even fill positions which were eliminated in order to stay afloat and save cost.

Programs

blablabla

Program cost

The recruitment@Aperia program .

What will be the new normal? More employees will or need to work from home as this became an accepted way of working,

helping employers to potentially save office cost. Employers need to strategize how to achieve organizational flexibility, hire faster and better, more efficient, less expensive and probably with a better track record of employee retention.



Aperia Hiring & Recruiting

At Aperia we are true to our words. Our recruitment practice originated from clients who asked us, aside the actual project work, to assess their leadership, management and organizations. Because of our active network with over 20,000 contacts sometimes established throughout the executive careers of our consultants, we found we could easily fill holes in a clients organization. Through word of mouth those requests grew over time, so we are pleased to report that we have established now an official recruitment workstream.

What do we do different?

What clients are telling us, is that the speed with which we fill open positions, the quality and success rate of the candidates, combined with a very low cost make a difference for them.

For 90% of open positions we find candidates within 2-3 weeks.

Please either contact your client partner or send a note to recruitment@aperiaint.com if you want to learn how we can create value for you and your organization.