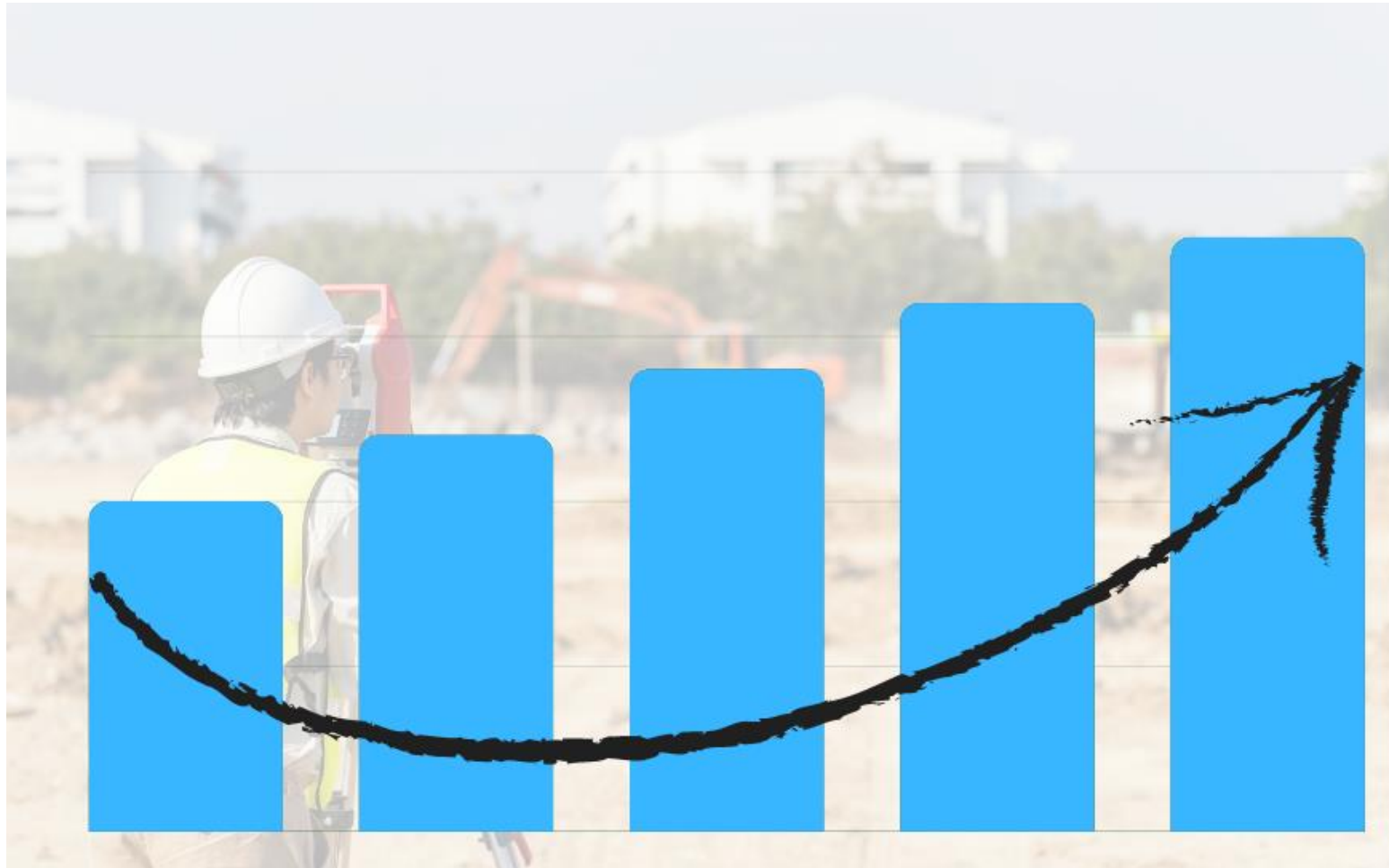




Why are we here...

- ▶ Overview of the project market
- ▶ Current challenges in attracting the right workforce
- ▶ Ideas and suggestions on interview tips and increasing your chances of avoiding a bad hire!

Project overview



Current
challenges
in attracting
the right
workforce

*So... what's the
answer?*

How can your company stand out from the crowd?

The challenge

Why would the candidate join your business?

In our experience of recruiting for many of the region's Contractors, what helps Abatec attract more interest in a company is their reputation and branding

Some Ideas:

- ▶ A vibrant company culture
- ▶ Perks and benefits
- ▶ Personal development programmes

In a recent survey it was found that over half of the 5000 that were asked said that company's perceived culture is more important than a salary.

A shift in employee needs

The challenge

Candidates expect more from their employer now than ever!

The top reasons candidates are telling us when they are looking for their new job is:

- ▶ Professional development programmes
- ▶ Working from home / Agile working policy

A third (34%) of employees would prefer a more flexible approach to working hours than a 3% pay rise.

Offering a positive interview experience

The challenge

To offer a positive candidate journey when it comes to interviewing

Some examples of best practice

- ▶ Keeping it simple
- ▶ Communication with every candidate. Give feedback if you can
- ▶ Move quickly.

Retention of graduates

The challenge

Retention of graduates and young professionals

What the top performing contactors are doing to help retain graduates is:

- ▶ Setting clear goals and expectations
- ▶ Training and professional development

“94% of candidates said they'd stay at a company longer of their employer invested in their careers”

A shortage of skills

The challenge

How to overcome the shortage of skills for your business!

Some ideas

- ▶ Greater responsibility than just the job title
- ▶ Training
- ▶ Partner with an educational facility
- ▶ Freelance options.



The interview process...

The risk of inconsistent interviewing

The challenge

Avoid the risk of a bad hire

Some ideas

- ▶ Consistent and non-biased questioning
- ▶ Create a standard interview format
- ▶ Competency & evidence-based questions.

Who's doing your interviews?

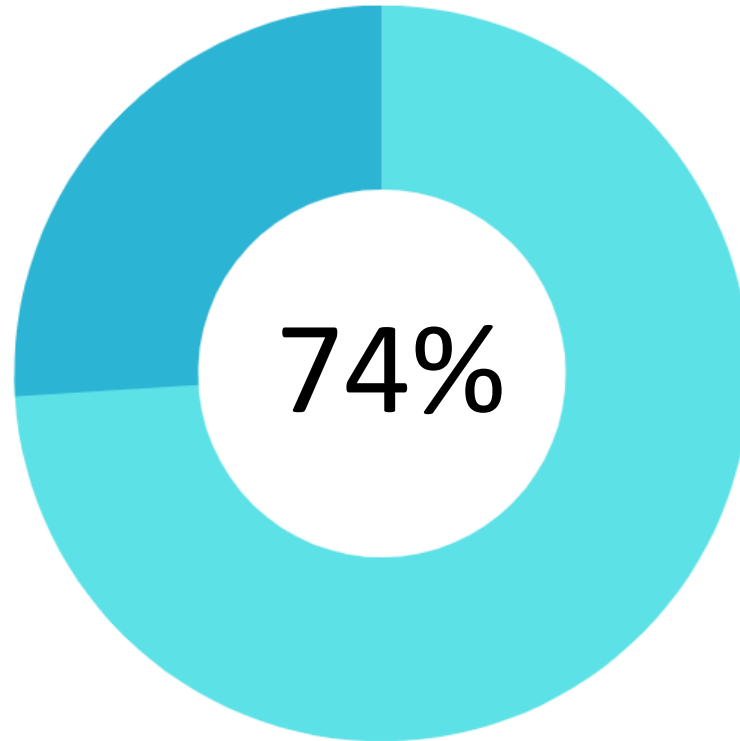
Please remember, whilst you are assessing a candidate's suitability, a candidate also evaluates the opportunity

In our experience, the top things candidates are currently looking for over salary is;

- ▶ Confidence in long term projects
- ▶ Culture fit
- ▶ Career opportunities
- ▶ Company values
- ▶ Mentor
- ▶ Company growth

Is your interviewer positively promoting these?

Importance of being a good interviewer



of employers say they've hired the wrong person for a position

Getting the offer out!

If possible, get that offer of employment out!

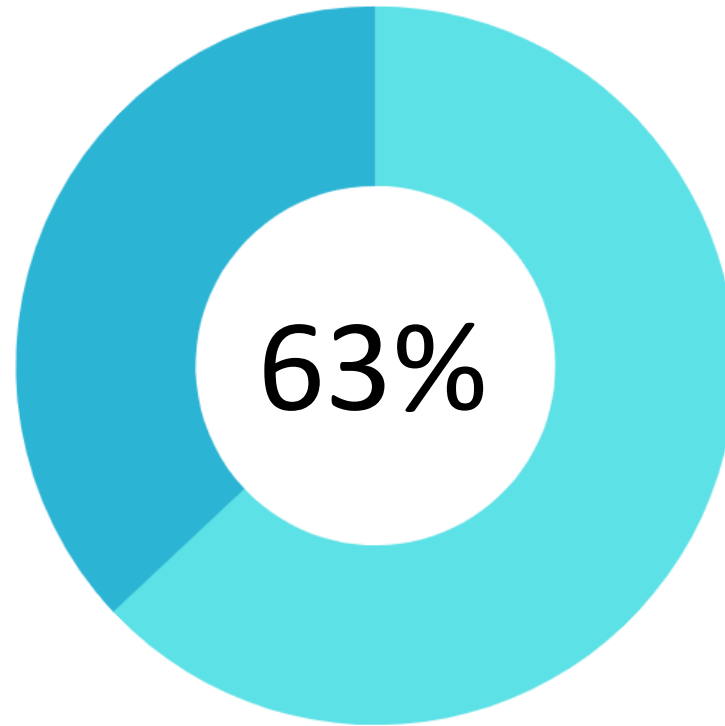
- ▶ *38% of job seekers in the current market receive more than one job offer when looking for a new job*
- ▶ *Almost two-thirds (63%) have accepted another offer because they waited too long to hear about a preferred role*

Missing out on top candidates is the common risk of a delayed recruitment process!

Common recruiter techniques include;

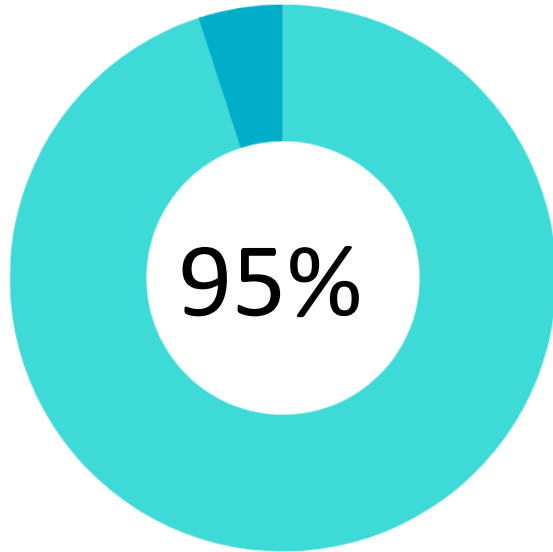
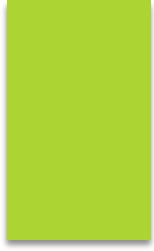
- ▶ Staying connected
- ▶ Setting the candidates expectations
- ▶ Keeping momentum
- ▶ Managing counter offers.

Risk of a delayed recruitment process

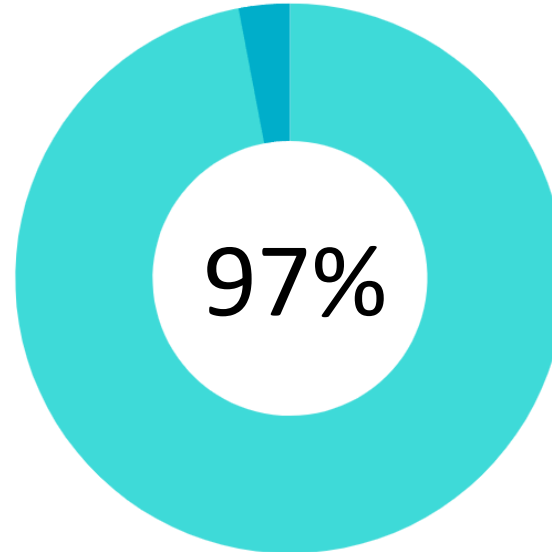


of candidates have accepted another offer because they waited too long to hear about a preferred role

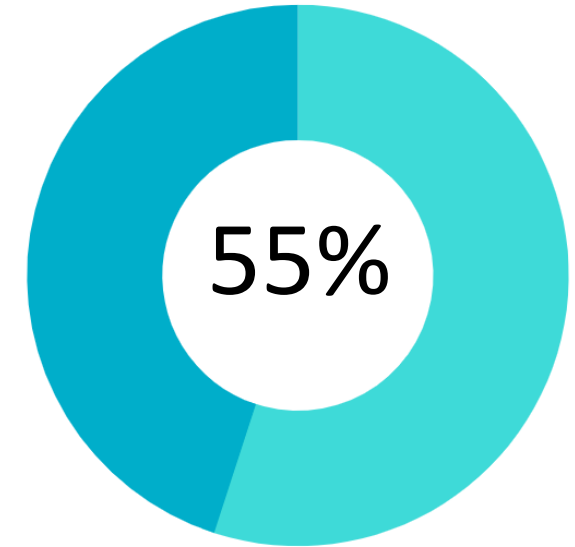
Benefits of providing positive candidate experience



of candidates are more likely to apply again if they had a positive candidate experience the first time



of candidates who had a positive experience would refer others to apply



of candidate with a positive experience would tell their social networks about that positive experience

Our capability

- ▶ Founded in 1987
- ▶ Last year we placed over 1,800 staff
 - ▶ Permanent 324
 - ▶ Temporary 1,507
- ▶ We have consistently delivered on a number of large civil engineering projects across the South West area.