



Talent Acquisition Health Check

Jobseekers of today have more choices than ever before, leaving many organisations wondering how to approach their talent acquisition strategies more effectively.

Performing a **3-part talent acquisition health check** can help organisations get ahead of this dilemma and prepare for the future.



Internal check



Job posting check



Candidate experience check

Internal check

- Understand Jobseekers (Wants, needs, & expectations of jobseekers)
- Survey Employees (What they like/dislike working at your organisation)
- Check Comments (Glassdoor and other social sites)
- Fix What is Broken/Lacking
- Revamp Job Postings (Remove bias, inject empathy, multi-lingual, etc.)
- Review Application Process
- Establish Consistent Interview Processes
- Revisit Compensation Structure (Competitive & equitable pay)
- Re-evaluate Benefit Offerings (Flexible work, DEI&B, Health, Wellness, Communities, etc.)
- Train Managers Up (How to interview, questions to ask, what a new hire can expect)
- Enhance Employee Referral Programs
- Review & Revamp Onboarding Experience
- Automate Talent Acquisition Processes (CV parsing, candidate search & match, background checks, etc.)

Job posting check

- Improve Company Website
- Increase Online Presence (Social media, internal/external job boards & other outlets, etc.)
- Highlight Workplace Culture
- Showcase Your Employees (Videos & pictures, what they like about working there)
- Promote your Benefit Offerings
- Be Explicit About Work Locations (In-office, remote, hybrid, flex work, etc.)
- Promote Growth & Development Opportunities
- Share Business Values & Behaviors
- Display Testimonials
- Feature Awards & Recognition

Candidate experience check

- Help Candidates Succeed (Tips on resumes, interviews, etc.)
- Digitise the Experience (Mobile friendly, scheduling, offer letters, acceptance offer, pre-employment checks, etc.)
- Create a Great Onboarding Experience
- Deploy Mentorship Programs

HR Professionals need to drive technology initiatives that enable you to improve your processes, stay compliant, and gain better insights into your talent pool.

A unified HR, payroll, talent and time solution empowers you with insights needed to see what is happening with your talent to make timely and effective decisions.



Our purpose is people

Want to learn more about how to attract great people and retain with purpose, visit www.ukg.com/en-AU

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