CareerPlug

Boomerang Hiring

May 27, 2020

Boomerang Strategy
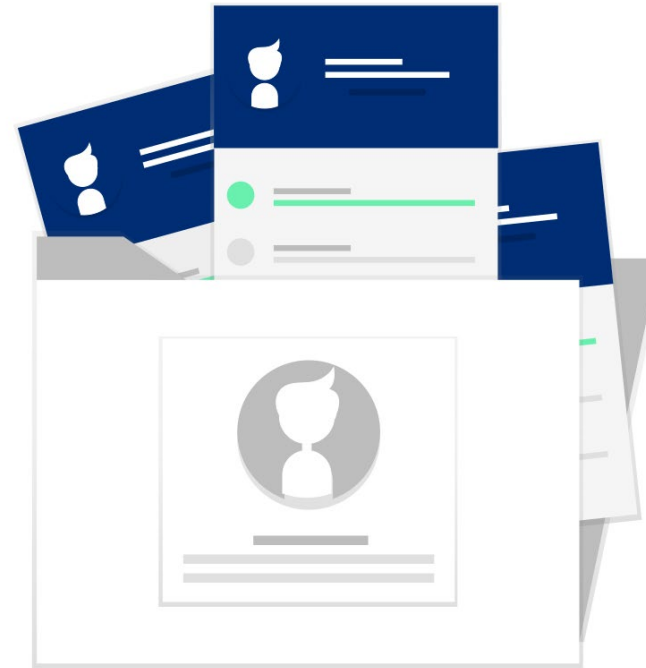
CareerPlug

Why Boomerangs Make Sense

Reduced Time-to-Hire

Faster Ramp Time

Fewer Surprises

CareerPlug

Anna: CareerPlug Rehire

- 2013-2016 & 2018 -Present

- Stayed connected

- Returned to us with more skills & knowledge

- High-performing employee

CareerPlug

End on a Good Note

The Exit Interview

- Show you care

- Ask for feedback

- Plan to stay in touch

67% of employees say their former employer did not conduct an exit interview.

End on a Good Note

- Keep track of rehire eligibility

- Ask if they would work with you in the future

- Ask for a referral
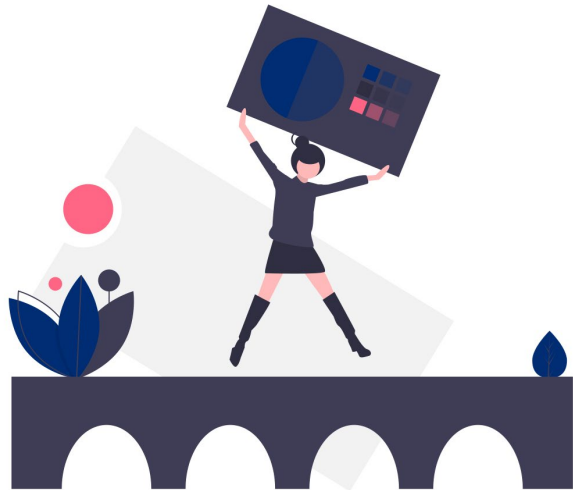
Stay Connected

Build a system to stay in touch

One to Many → Newsletter/Social Media

One to One → Call/Text/Birthday Card

Get Creative! → Alumni/Referral Program

CareerPlug

Boomerang Hiring Process

Modify Your Hiring Process

Qualification needed

Gauge time spent apart

Evaluate new role

CareerPlug

Example of a Typical Hiring Process

REVIEW

PHONE SCREEN

ASSESS

INTERVIEWS

VERIFY

OFFER

CareerPlug

Example of a Modified Hiring Process

INTERVIEW/CONVERSATION

ASSESS

VERIFY

OFFER

CareerPlug

Rehiring Onboarding

Prepare new onboarding and training materials

What forms do I have that are still valid?

What forms need to be revised?

CareerPlug

Offer Letter

Terms of Employment

Position Title & FLSA Status

Compensation & Hours

Start Date

CareerPlug

Form I-9 & Rehires

Section 3. Reverification and Rehires *(To be completed and signed by employer or authorized representative.)*

A. New Name *(if applicable)*			**B.** Date of Rehire *(if applicable)*
Last Name *(Family Name)*	First Name *(Given Name)*	Middle Initial	Date *(mm/dd/yyyy)*

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title	Document Number	Expiration Date *(if any) (mm/dd/yyyy)*

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Today's Date *(mm/dd/yyyy)*	Name of Employer or Authorized Representative

CareerPlug

Other Paperwork

Employment Agreement

Direct Deposit Authorization

Emergency Contact Information

Handbook Acknowledgments

CareerPlug

Rehire Training

Refresh on job responsibilities

Update on job changes or new policies

Reset bad habits

CareerPlug

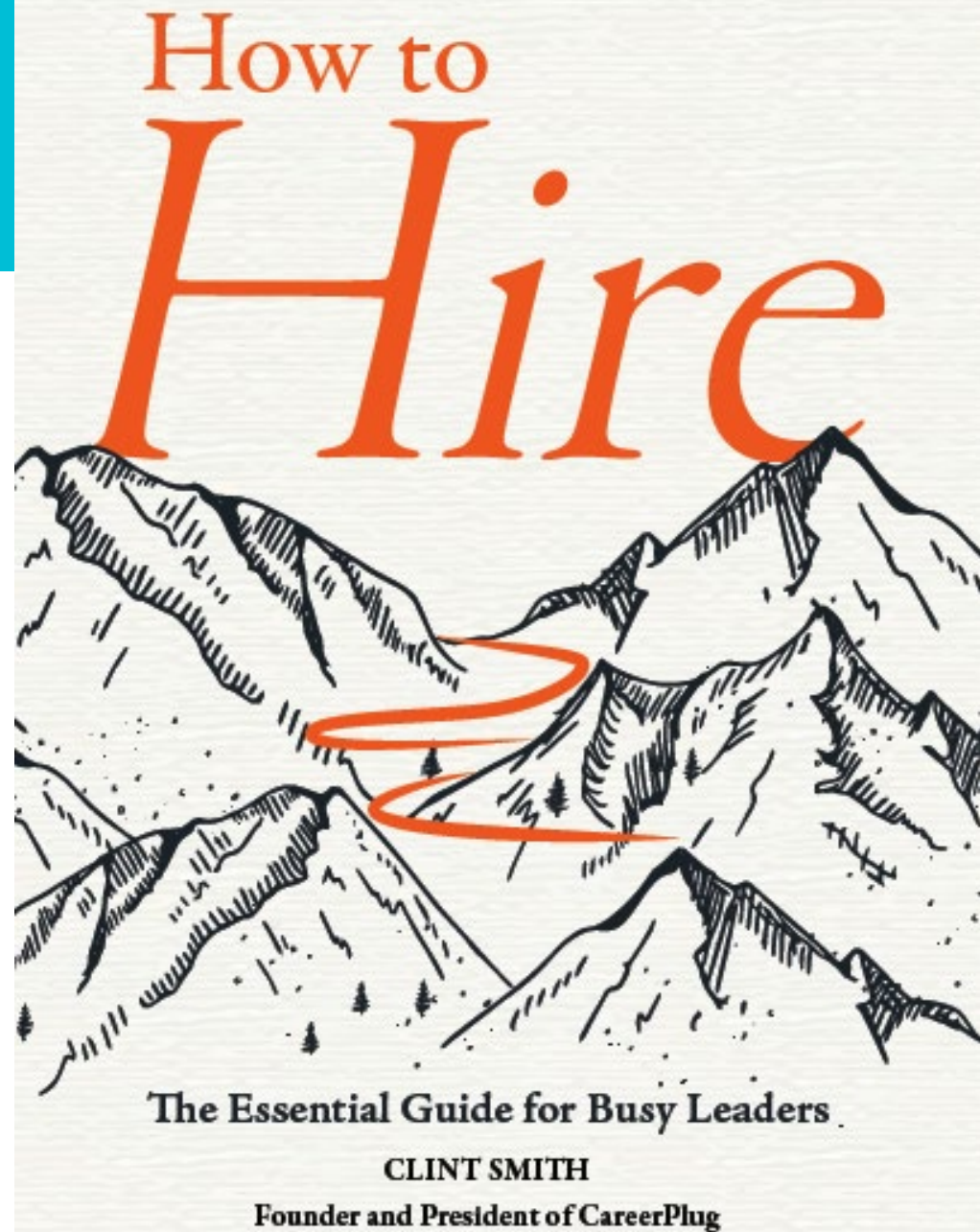# Expectations Interview

Review job description & training plan

Ask:

- How does someone win/lose with you?
- How do you like to receive praise?
- How do you want sensitive issues to be addressed?

CareerPlug

Recruiting Best Practices

CareerPlug

Upcoming Book

How to Hire

The Essential Guide for Busy Leaders

CLINT SMITH

Founder and President of CareerPlug

How To Hire

1. Know Who You Are
2. Know Who You Need
3. Show Who You Are
4. Recruit Like You Sell
5. Interview for the Big Three
6. Make It Repeatable
7. Retain from Day One

CareerPlug

Build the Strongest Bench Today
from Brandi Kurtyka , CEO of myCNAjobs

Current Employees **+** Almost Employees **+** Could Be Employees **=** **Strongest Bench**

Enticing them to pick up hours

At the point of hire – could be ready to go

Always be recruiting

myCNAjobs.com

CareerPlug

MyCNAJobs.com Integration

 +

70% of America's direct care workforce turns to myCNAjobs when they are looking for work

New integration with **unlimited** job postings from myCNAjobs

Recruiting Metrics Benchmarks

CareerPlug

Healthcare Hiring Benchmarks

Analyzed **26,000+ jobs** in healthcare in 2019 to establish industry benchmarks.

+More

Industry leaders build their own talent pools

CareerPlug

Applicant Sources

SOURCE	JOB BOARDS	CAREERS PAGE	SOCIAL MEDIA	CUSTOM LINK*	REFERRAL
% of Applicants	93%	3%	3%	2%	<1%
% of Hires	37%	23%	1%	36%	3%
% of Applicants Hired	<1%	6%	<1%	15%	18%

*Custom link: A source to which an employer manually shared a job posting (industry job board, local university, Craigslist, etc.)

CareerPlug

Industry leaders have systems to respond quickly to new applicants

CareerPlug

Time to Contact

Average Healthcare	Top 20% of Healthcare
8.7 days	1 day

CareerPlug

Industry leaders focus on exceptional candidate experiences

CareerPlug

50% of job seekers reported declining a job offer due to a poor experience during the hiring process

CareerPlug

Positive Candidate Experiences

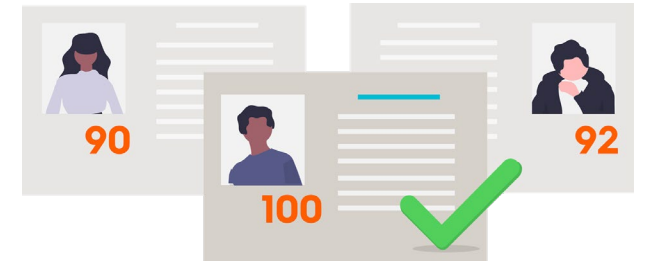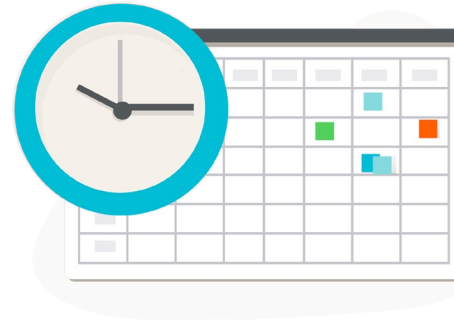| Easy to Research	Easy to Apply	Easy to Track
Be Visible & Authentic	Streamline Application	Communicate Openly

CareerPlug

44% of job seekers have left a positive review online after having a positive candidate experience.

25% said they have left a negative review after a bad experience!

CareerPlug

How CareerPlug Works

Create an Attractive
Job Posting in Minutes

Automatically
Promote It Where Job
Seekers Search

Prequalify Applicants
and Schedule
Interviews

Evaluate Thoroughly
and
Hire the Right Person

Hire Up

Two months of free access to our hiring software for new clients when you sign up before May 31st

+

We've partnered with ZipRecruiter to give CareerPlug users **30 days of free sponsored jobs**

www.careerplug.com/hireup

CareerPlug