CONSUMER
TALENT
ACQUISITION

Recruiter Academy Program Events Model

Agenda

- Describe the Event Recruiting Model
- Have a rudimentary understanding of Event Recruiting Funnel's 11-week cycle
- Learn the high-level list of steps involved in working through the process by using the Visio diagrams of the process
- Understand what the Recruiter Academy Program offers in teaching the Event Cycle

What is the Event Recruiting Model?

- Seek high volumes of initial leads
- Request resumes from those interested in job
- Review resumes to find potential candidates
- Send assessments to those you are interested in and denials to those you aren’t
- Phone screen those who pass assessments and send out denials to those who don’t
- Schedule a pre-event and prep call for those who are invited to attend the event

What is the Event Recruiting Model?

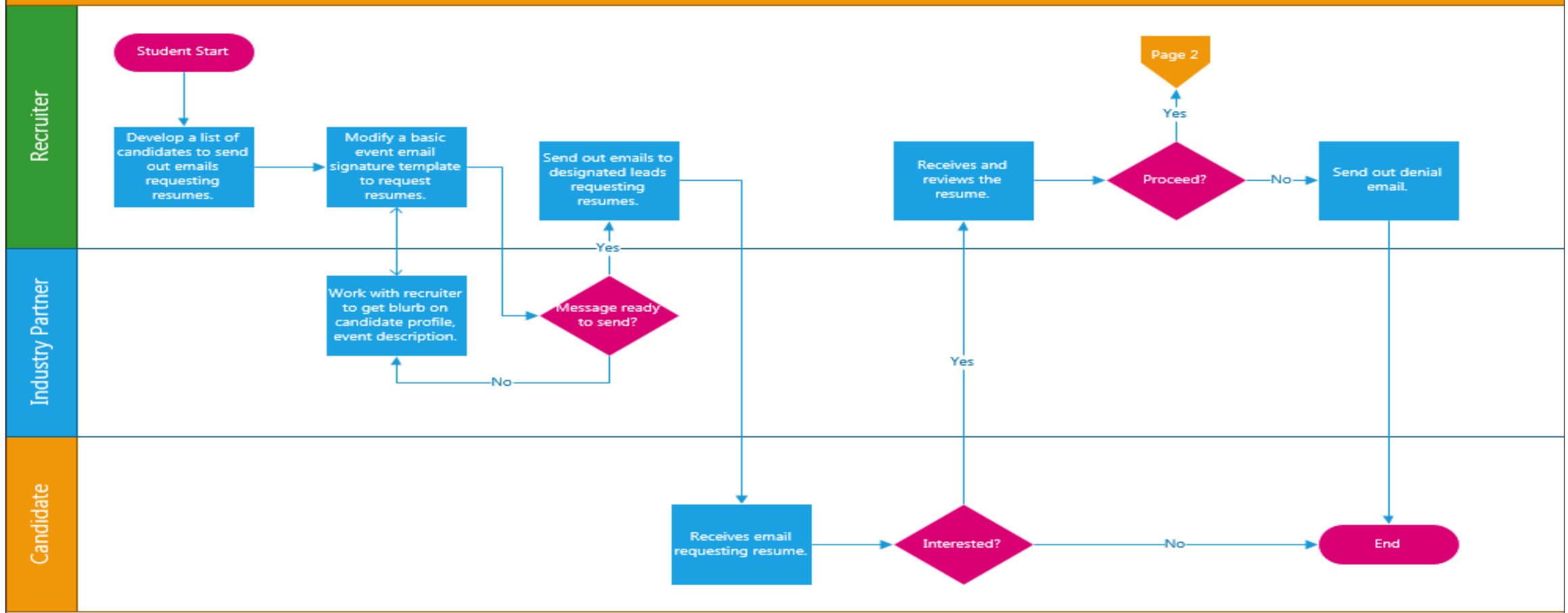
- Schedule interviewer loops and candidates for the event
- Manage the debrief process between interviews
- Manage the follow up process after the event
- Manage the draft process for candidates who we want to hire but may not fit the role the interviewed for or may not be wanted by the hiring manager who interviewed them.
- Lots of tracking of the status of candidates along the way

Event Recruiting Funnel

- Start by casting a wide net
- Filter out leads by interest and if available to work
- Continue filtering out candidates as you work through the 11-week process

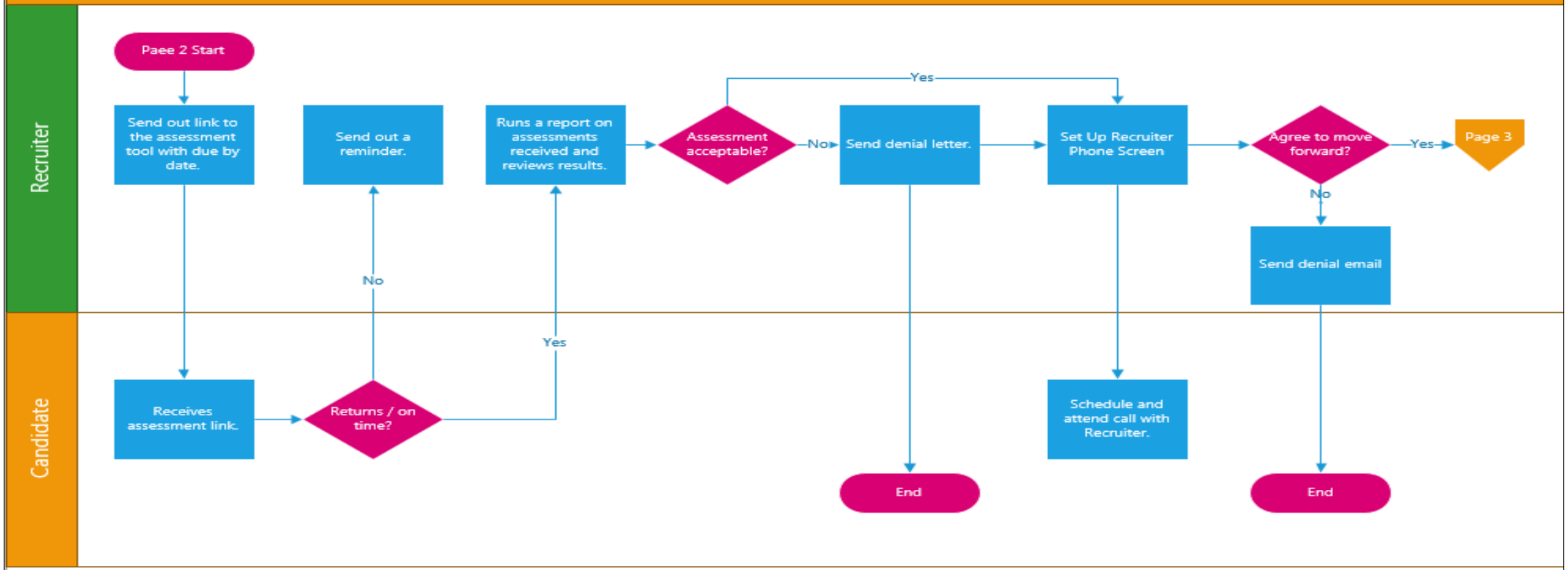
Email and Event Notification Process

Lead Generation to Initial Contact/Response



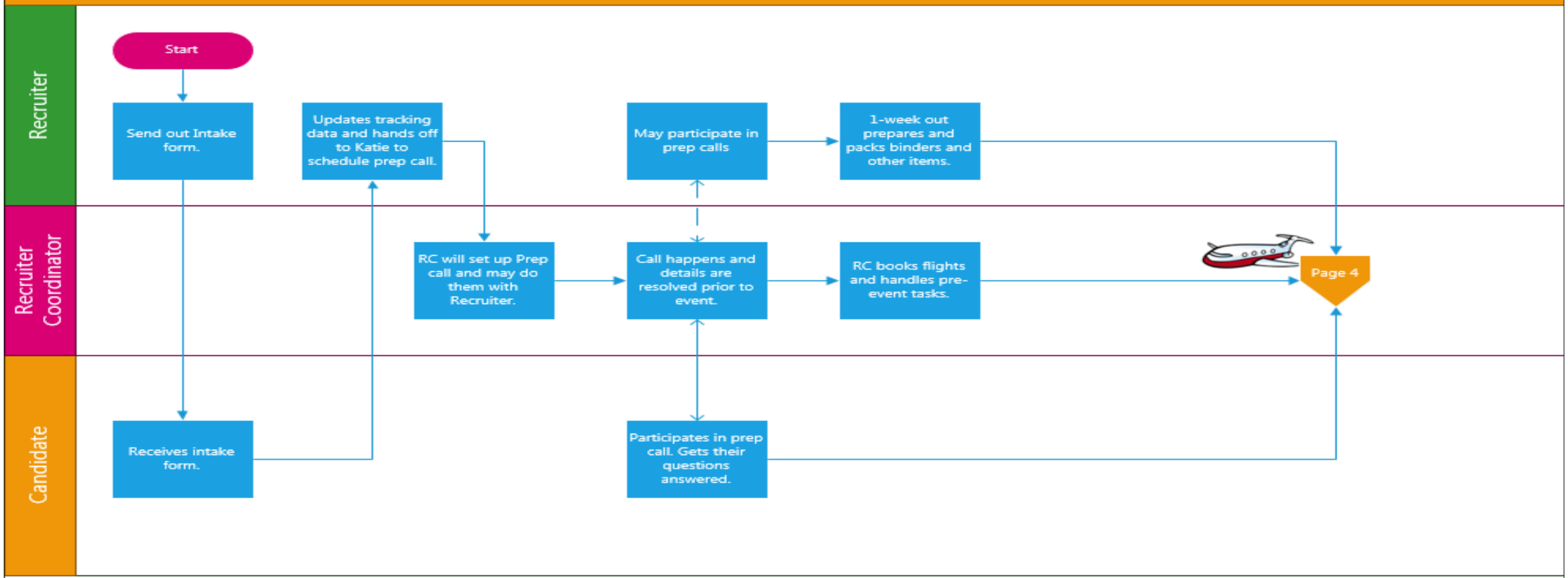
Email and Event Notification Process

Evaluation Phase



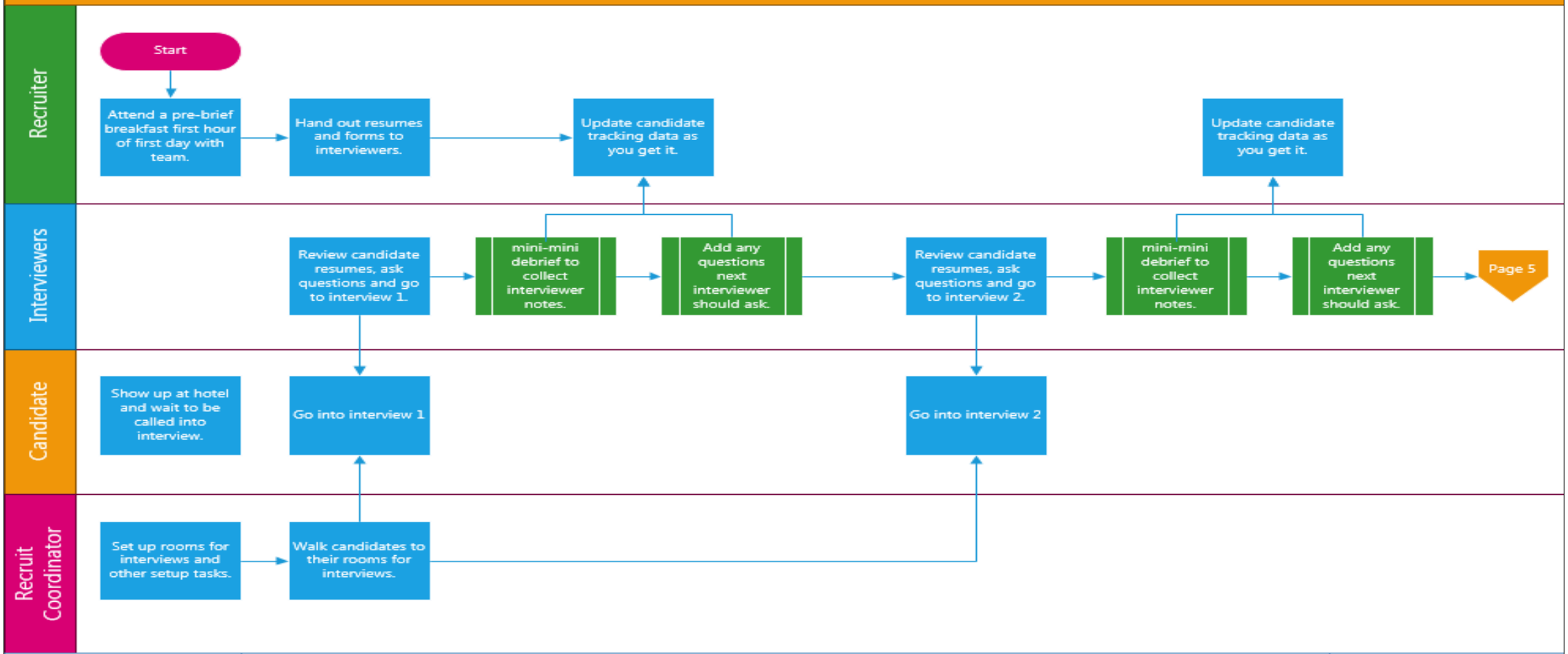
Email and Pre-Event Onsite Process

Pre-Event Onsite



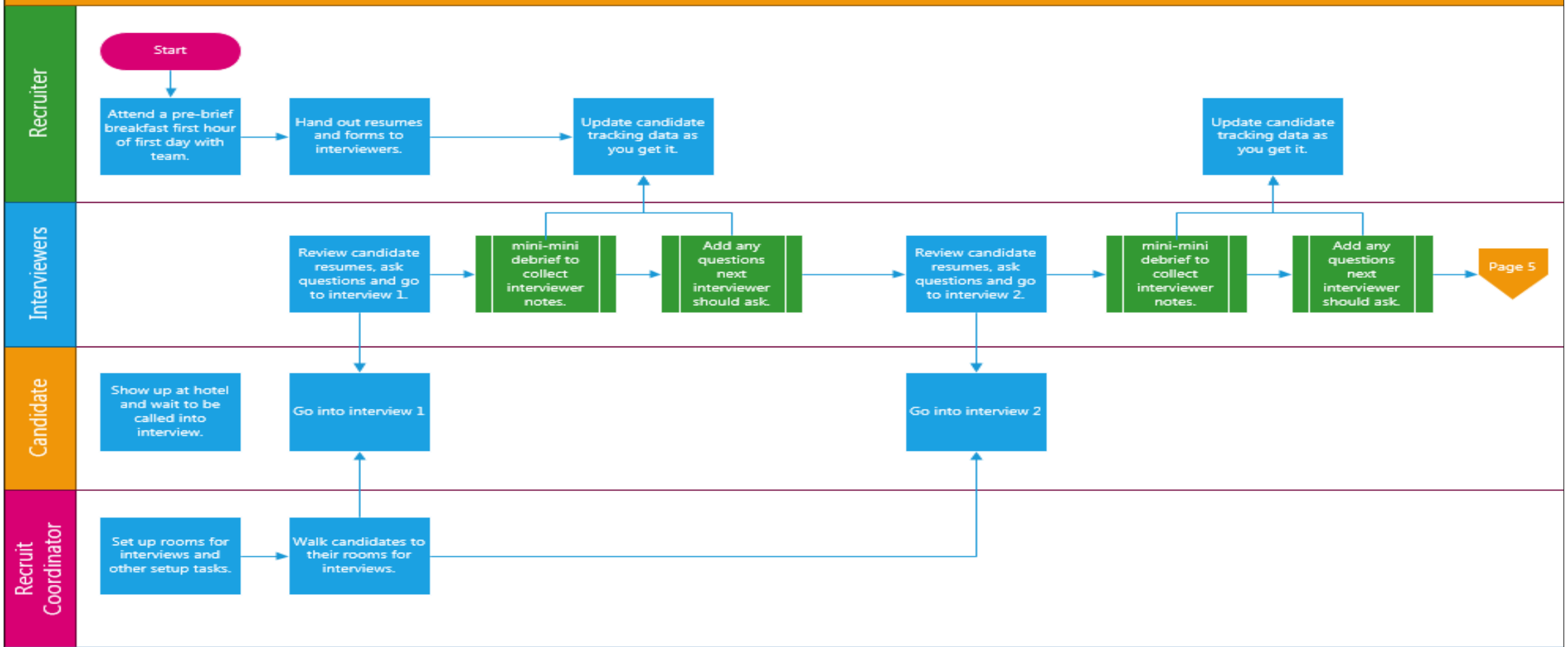
Email and Event Onsite Process

Event Onsite



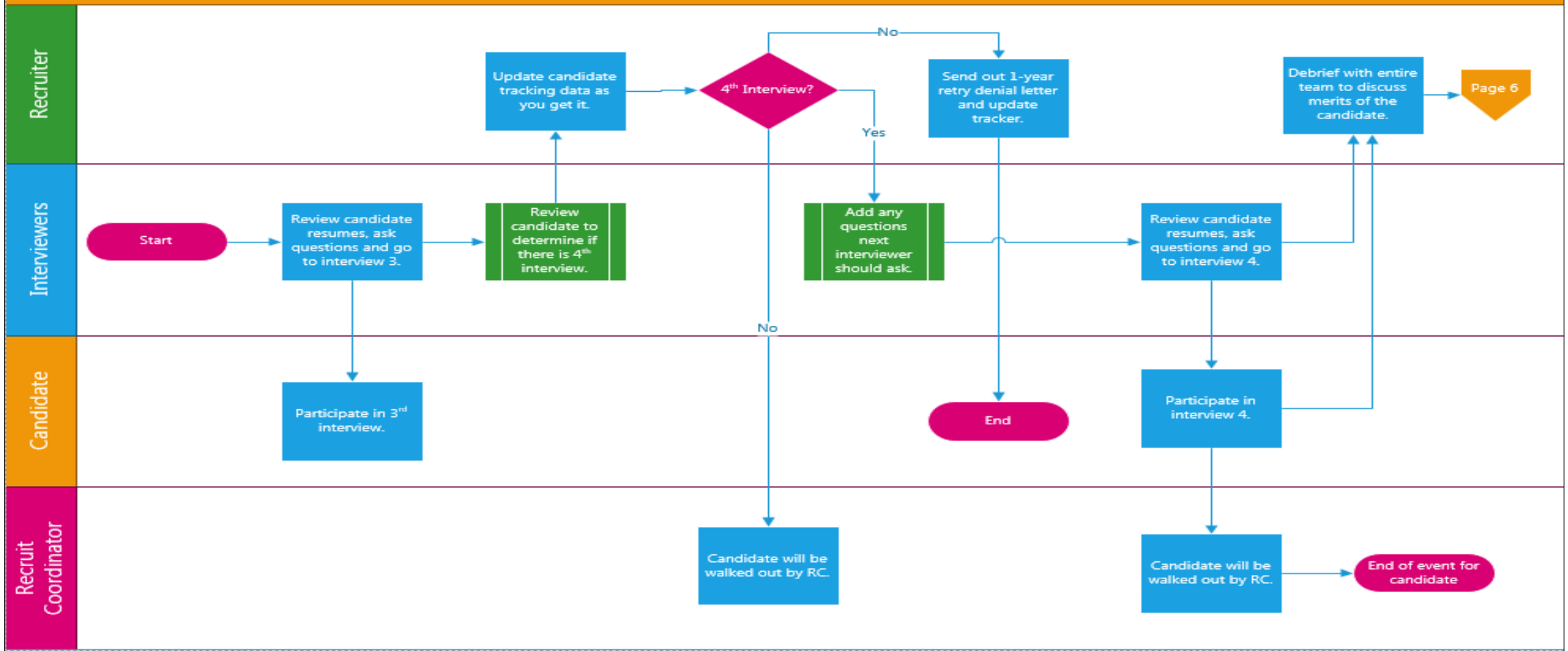
Email and Event Onsite Process

Event Onsite



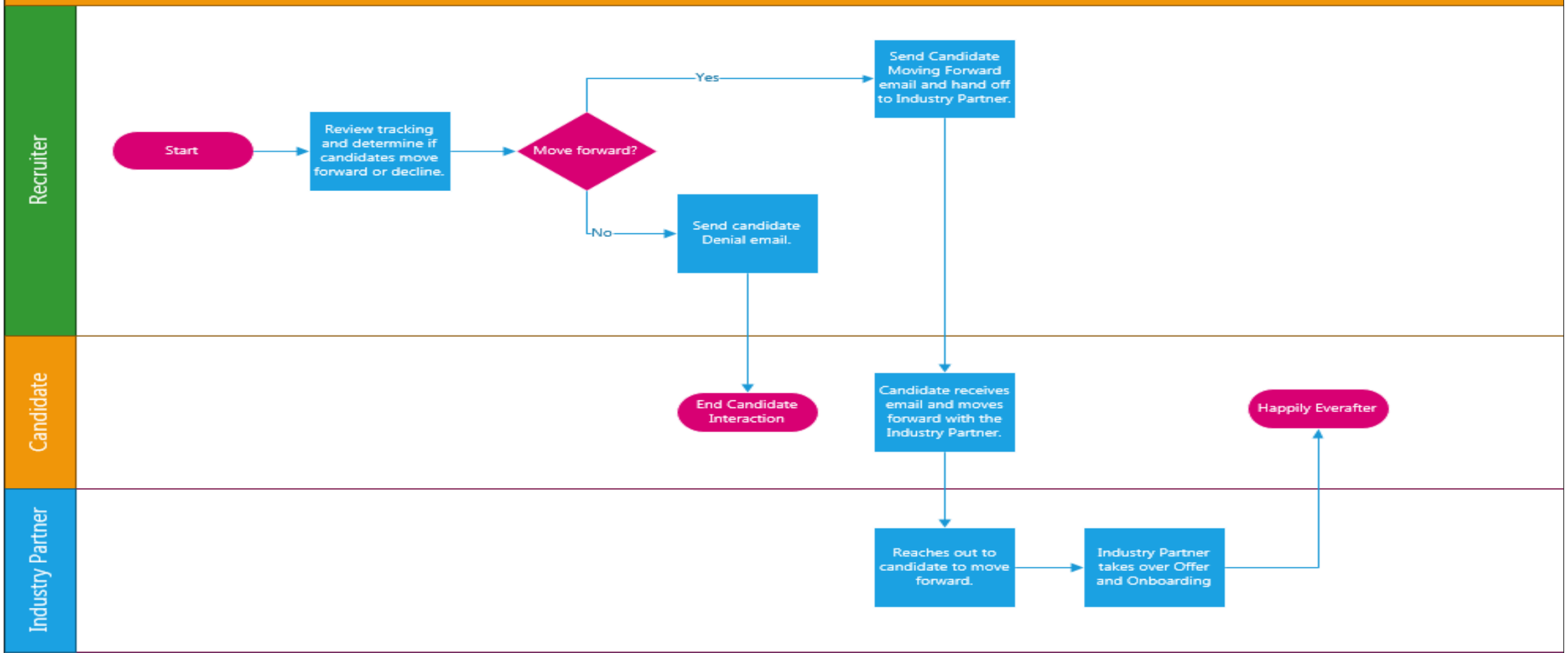
Email and Event Onsite Process

Event Onsite (contd)



Email Post Event Process

Post Event



Recruiter Terminology By Stage

- **Leads** - those whom we have interest in working with but have not yet reached out to them. They remain in this status until we have deduped and validated them as a viable prospect (no negative feedback in a year etc.)
- **Prospects** - contacted
- **Interested** – Prior to review
- **Candidate** - we decide to send an assessment
- **Vetted** – once they've passed the Assessment
- **Fully Vetted** – once they pass the recruiter phone screen
- **Scheduled for onsite** – Invited to the onsite and have accepted the invitation
- **Inclined to Hire** – At the event, after the interviews and debrief, the candidate will be designated with this term and will move forward in the process
- **Offers** – When offered an actual job based on a real job requisition (not a talent pool req)
- **Declines** – If they declined our offer of employment

Questions?