



HOW IN THE  
H-E-DOUBLE HOCKEY STICKS  
**DO I HIRE IN A FULL  
EMPLOYMENT  
ECONOMY**

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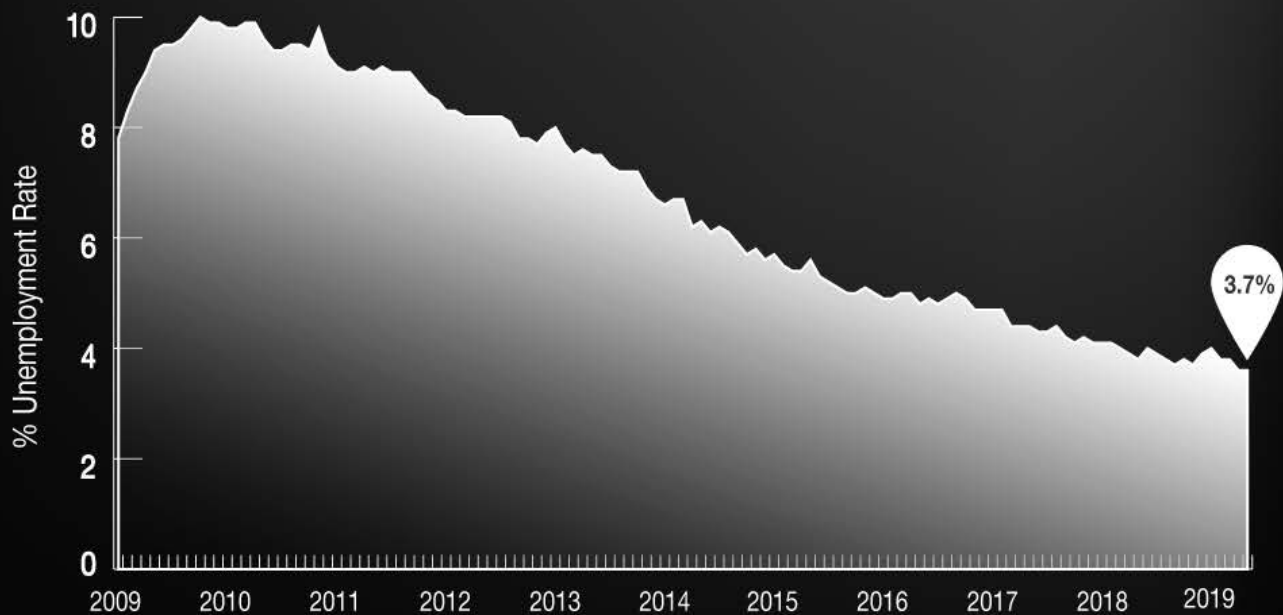


# Intro

Full employment is when the unemployment rate is at its lowest point (less than 4% statistically). Our economy has been growing for almost ten years and our job market today is hot! This is especially true in federal contracting, with the added complication of cleared (or clearable) staff in the Washington, DC Metro area.

Challenges for employers include:

1. Fewer candidates actively on the job market;
2. Competition between companies for active candidates in the market;
3. Retention strategies become more complex.



Data from the United States Department of Labor, Bureau of Labor Statistics, Data Extracted on August 9, 2019



# SECRETS TO HIRING SUCCESS!

HOW TO STAY  
COMPETITIVE IN A  
FULL EMPLOYMENT  
MARKET, BRING IN  
QUALITY CANDIDATES  
- AND KEEP THEM!

## 1. CAST A WIDE NET FOR CANDIDATES

In addition to looking for required skills and certifications, also look for personality characteristics that will fit the environment and company culture along with a willingness to learn any skill not already in their arsenal.

Hiring managers often spend too much time focused on increasing functional requirements. This narrows the candidate pool and most importantly does not account for those candidates who have the ability to fit into the cultural environment within your organization and the character traits to learn the job. Ask yourself the following two questions:

- What are the real requirements versus the nice-to-haves?

- Does your culture allow for, and encourage leaders to coach employees?

## 2. MAKE SOCIAL MEDIA YOUR BEST FRIEND

Use social networks and a variety of resources to help expand the candidate pool. Job boards are used by every company and recruiting organization, but what about building a quality network through social media? It has been reported that 60% of job seekers use Twitter for their job search initiatives. LinkedIn and other outlets are great for both finding and developing relationships with potential candidates, building your network and allowing candidates to know you and your organization for long-term hires.

## 3. SMOOTH, FAST-PACED RECRUITING PROCESS

Run a tight ship! Have a defined process and keep everyone accountable to certain timeframes when moving through the recruitment process. Active job seekers are talking to multiple potential organizations; thus, the vetting process of any candidate is critical. The only way to keep these two competing priorities in line is to keep a clearly defined process with specific timeframes and feedback with a high degree of accountability.

## 4. STRONG RELATIONSHIP WITH CANDIDATES

Strong customer service goes a long way in building lasting relationships to onboard solid candidates. It also assures you are recruiting the right people into your organization. Take the time to build a relationship with your candidates and be transparent. Candidates know every company has warts, so it is OK to

show them. Ask your candidates what they are looking for, what they expect, and that they interview the organization. In many cases, you will find that this inspires new thought in the candidate. In fact, it may even make it clear that they are not a good fit, which is just as important as making sure they are.

## 5. SELL YOUR COMPANY

What sets your company apart from others? What are you about? Why do you exist? What do you offer your employees in incentives, career growth, and advancement opportunities?



### **iFORCE - HOW INQUISIT STANDS APART**

*InquisIT has an elite team of members that make up iForce.* These members are hand-selected, specially trained, and equipped to support and drive the technical and financial growth of InquisIT. iForce participants receive additional benefits that include:

- Additional week of PTO annually
- Unlimited training and development budget
- InquisIT paid Medical and Dental coverage, for you and all dependents
- Attendance at one professional conference per year with travel
- Additional bonuses from executive team based on driving growth and results

Here at InquisIT, we offer every new employee up to \$5,000 annually for certifications or tuition assistance to further their career. Basic medical is provided at no cost. Commuting and parking fees are reimbursed. Candidates are very receptive and appreciative of these and other perks. Show how your company is investing in their future!

## 6. KEEP RETENTION HIGH

There are many facets to retention. Most people leave a job because of their boss, as researched and proven by Harvard University and other top business schools. So you must ask yourself *what are you doing to grow your leaders?*

People want to know they have purpose and a voice in an organization. Additionally, employees want to advance in terms of their careers and income merited with success. As such, it is important to ask yourself the following questions:

- Why does your company exist?
- What do you do to engage the workforce?
- What do you offer in terms of career growth?
- What type of advancement opportunities will candidates have?
- What type of compensation is provided for their hard work, dedication, and results?

# Conclusion

Hiring talent is always a challenge, but in a full-employment market, it's essential to think outside the box, know your job, stay flexible, and work quickly through the process. Broaden hiring strategies, maintaining a smooth process, and take the time to understand and invest in keeping your workforce. ■