

The background features a vertical gradient from light purple at the top to light blue at the bottom. Scattered throughout are various water droplets of different sizes, some with highlights and shadows, giving a fresh and clean aesthetic.

LATEST TRENDS IN RECRUITMENT & TALENT RETENTION

OUTLINE:

- Definition of recruitment and retention
- Latest trends in recruitment
- Latest trends in talent retention
- Conclusion

RECRUITMENT

- Recruitment is the overall process of identifying, sourcing, screening, shortlisting and interviewing candidates for jobs within an organisation

TALENT RETENTION

Talent retention is the ability of an organization to retain its employees and ensure sustainability



- **LATEST TRENDS IN RECRUITMENT**

- **Diversity and inclusion**

Hire staff from various backgrounds to create a more inclusive and representative workforce.

- **Online recruitment**

The COVID-19 pandemic accelerated the adoption of online recruitment methods, including virtual interviews and job fairs. Many institutions have continued to use these methods even after the pandemic, allowing them to cast a wider net for talent.

- **Skills based hiring**

Instead of solely considering academic qualifications, institutions are placing a greater emphasis on hiring individuals with practical skills and experience relevant to the positions they are recruiting for, this approach helps in aligning staff skills with institutional needs.

- **Global talents pool**

look beyond your borders to recruit talent as international faculty and staff bring diverse perspectives and expertise to your institutions.

- **Data driven recruitment**

Higher education institutes are leveraging data analytics and AI tools to make more informed decisions during the recruitment process. These tools help in identifying the right candidates and predicting their potential success within the institution.

LATEST RETENTION TRENDS

- **Professional development**

Offering continuous professional development opportunities to employees is essential for retention by investing in training and mentorship programs to help employees grow in their roles.

- **Work–life balance**

The importance of work-life balance has become more apparent, especially in academia via implementing policies and practices that support a healthier work-life balance for faculty and staff.

- **Recognition and rewards**

Recognizing and rewarding employees for their contributions is essential for retaining talent. This includes both financial incentives and non-monetary recognition, such as awards and public acknowledgments.

- **Flexible work arrangements**

The pandemic highlighted the value of remote and flexible work arrangements. Many institutions are continuing to offer these options to staff, which can be a significant retention factor.

- **Mental health balance**

Providing mental health support services and resources to staff has become a priority. Institutions are recognizing the importance of employee well-being and are taking steps to ensure a supportive environment

WHAT ARE WE DOING WRONG?

CONCLUSION

- Establishing clear goals and objectives from the outset would enable recruiters and HR managers to better gauge an individual's progress or skills gaps so they can make informed decisions on professional development plans or hiring needs accordingly

Technology integration into hiring practices such as ai-driven resume review processes or online tests later on down the line could also provide organizations with an additional data point for their talent search processes

