Goskills

HR Strategies for Recruiting High-Quality and Diverse Talent

GoSkills online course syllabus

Skill level
Beginner

Lessons
19

Pre-requisites
No prior experience needed

Video duration
46m

Estimated study time
46m 10s

Instructor
Mercedes Swan

Introduction

1 Inclusive recruiting

It's more important than ever to hire highly qualified and diverse talent who bring positive change and future success to companies.

Fostering Inclusivity

2 Start with inclusivity

Inclusive practices are essential to recruiting high quality and diverse candidates to your organization.After this lesson, you'll be able to recognize how inclusivity leads to an equitable recruitment process.

3 Impact of unconscious bias

Unconscious bias can impact all stages of the recruitment process and limit the diversity of your candidate pipeline.

4 The advantage of diversity

Employers who foster a diverse workforce reap the benefits of diversity of thought and experience.

Defining Top Talent

5 Competency based hiring

An effective and inclusive full-cycle recruitment model that focuses on competency-based hiring is essential for hiring diverse talent.

6 Developing the candidate profile

Developing the candidate profile allows the selection panel to understand the competencies they should be looking for in high-quality, diverse candidates.

7 Removing barriers

Artificial barriers in the candidate profile can limit an organization's ability to hire and retain diverse talent.

Attracting Diverse Talent

8 Creating inclusive sourcing strategies

The best talent may not be actively looking for new opportunities.

9 Impactful branding

Positioning your company as an employer that diverse talent want to work for is important for attracting top talent.

10 Inclusive job descriptions

Poorly written job descriptions is one way to reduce the the diversity and quality of an applicant pool.

11 Showcase your commitment to diversity

Diverse candidates want to know that your company values diversity, equity, inclusion.

Building an Equitable Process

12 Mitigating personal bias

Individuals involved in the recruitment and hiring process have a responsibility to be aware of their personal unconscious bias and employ strategies to mitigate it.

13 Building diverse selection panels

Implementing a selection panel of diverse groups positively impacts the assessment of candidates.

14 Behavior-based interview questions

Behavioral-based interview questions allow selection panels to mitigate bias by assessing candidates based on past experience and successes.After this lesson, you'll be able to write behavioral-based interview questions.

15 Evaluation tools

Competency-based evaluation tools keep the selection panel accountable to the candidate profile which mitigates bias.

16 Incorporating a diversity advocate

A trained and politically savvy diversity advocate can help to mitigate bias whenever it arises.

Reflect, Evaluate, and Pivot

17 Evaluate the process

The process of finding, attracting and retaining diverse and high-quality talent requires continuous evaluation and improvement of the recruitment process.

18 Strategize and pivot

After the recruitment process is completed and evaluated, the search panel should consider how to implement strategies to improve and optimize the process.After this lesson, you'll be able to identify strategies to improve the recruitment process at the end of each recruitment.

Conclusion

19 Inclusive hiring journey

Mitigating bias and integrating inclusive practices is a process.

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