

A PEOPLE PARTNER

# Recruiting Services



# Table of Contents

Introduction	3
Chapter I: Why Hiring Diverse Talent is Essential	4
Chapter II: How We Help You	5
Chapter III: Outsourcing Is The Answer	6
Conclusion	8
Contact Us	9
References	10

INTRODUCTION

# Hello, I'm the CEO, Alysa Southall.

I'm passionate about helping organizations build people first cultures. Studies show that companies who put people over profits are more successful!

After working in the staffing agency industry, I moved into corporate HR and recruiting (the perks of being in a small HR department). While there, I learned that recruiting was more of a means to an end than engaging and proactive process It should be. A People Partner was found to help companies with their hiring efforts.

I have 5 small dogs (check the About Us section of my website for pictures!). I am the host of All People Podcast and the writer of All People Periodical.



I truly believe that diverse and proactive hiring efforts focused on upskilling the community can solve many of the hiring challenges companies today face!

- *Alysa Southall*

CHAPTER I

# Why Hiring Diverse Talent is Essential

## **Diverse workforces perform better!**

There is more attention than ever on diversity in the workforce. Companies are building Diversity, Equity, Inclusion and Belonging (DEIB) programs to meet the growing demand. But these programs are only successful when they are implemented with the right intentions.

Companies need to be focused on building diverse teams because it's the most successful way of doing business, not to check boxes for their Affirmative Action Plans or to earn tax credits.

Your recruitment processes are a good way to start to understand how diverse your talent strategy really is. Maybe a reflection of the process shows that your hiring managers or talent team are making biased hiring decisions without knowing it. Maybe you identify that your job descriptions have unnecessary qualification requirements like a mandatory bachelor's degree. Or maybe you find that you are only hiring talent of a specific socioeconomic status, race, gender, ethnicity, experience level, etc. These discoveries will help you to understand what changes you can make to improve diversity in your organization.

We know that human resources departments and recruiting or talent acquisition teams recognize the value of hiring diverse talent. But sometimes leadership teams see the development or focus of these initiatives to be financially overwhelming without recognizing the return on investment (ROI) that diverse workforces offer. This is because the ROI is not always easy to convert into dollars immediately. However, diverse workforces do have financial ROIs. If you are having trouble convincing your leadership team of the benefits, show them this:

- "In fact, companies with a diverse workforce are 35% more likely to experience greater financial returns than their respective non-diverse counterparts." (Stahl, 2021).
- "Research showed that diverse teams are better at making decisions 87% of the time over non-diverse teams." (Stahl, 2021).
- "Diversity in decision-making equates to profitability in the global economy as evidenced by a 70% likelihood of capturing new markets by companies with a diverse workforce." (Stahl, 2021).

How can you improve your diversity hiring efforts?

CHAPTER II

# How We Help You



## **Permanent Contingent Recruitment**

We work as an extension of your existing team or landscape by offering contingent recruitment services for permanent placements only. We center our efforts on bringing you the most diverse talent in the market with a focus on Administrative, Human Resources, Marketing and Sales talent. Placement fees depending on client.



## **Project-Based Support**

We take on the tasks and projects that your current team doesn't have time for or that you don't have a team to complete. Our projects include, but are not limited to:

- Job description reviews and re-writes
- Compensation analysis and pay banding
- Recruiting process development or launch
- Identify areas for improvement in hiring process.



## **Training For Managers & Employees**

While you know training your managers and employees is an important part of your job, it's yet another thing that your team has to make time for. We've got you covered! We can come train your managers and employees on-site or virtually in a variety of topics. We don't have every training curriculum built yet. But, if you tell us what you need, we'll develop it. All trainings can be customized for your organization.

CHAPTER III

# Outsourcing Is The Answer

## Let A People Partner Help!

We designed our augmented recruitment services with you in mind! We know that your recruiting or talent acquisition team is great! And we want you to those amazing humans to keep doing great work! But chances are they can't get everything done, especially in such a saturated market. Those hard-to-fill roles might still be sitting in their queue. They might be struggling with competing priorities. Or they might not be able to focus as much attention on the diversity hiring you need. There's also the possibility that they don't have time to source heavily for passive and active candidates.

## Outsourcing Recruitment Can Help With Diversity

As an extension of your team, we:

1. Source and screen candidates
2. Offer detailed phone screen notes
3. Assist with interview scheduling
4. Communicate with candidates throughout the process
5. Liaise with internal team members
6. Extend offers



### CHAPTER III CONTINUED

#### **Let us be an extension of your existing team!**

Often, when recruiting companies reach out to prospective clients, like yourself, they are met with an instant, “We have an internal recruiting team” or “We only fill roles in house” or something of the sort. We think it’s fantastic that you have an incredible recruiting or talent acquisition team in your organization. We also think it’s wonderful that you’re filling roles internally with those recruiters! So, when our recruiters call, we try to explain how we can be an extension of your existing team. We don’t want to take their jobs. Actually, we want to help them do their jobs even better than they already are...we bet you didn’t think that was possible!

As an extension of your team, we want to help the internal recruiting team by bringing them candidates we already have that we know are ideal fits for your open positions. Before we contact you, we likely already have someone in mind that fits one of your open roles. Sometimes, you might come to us needing some support for your internal recruiting team. We have a robust pipeline of talent but if we don’t have someone for you in our existing talent pool, then we will do a dedicated search for candidates that fit your specific needs.

Our goal is to alleviate the stress and overwhelm that your existing talent team is shouldering. With a long list of priorities, growing and changing demands, hard-to-fill roles and an extremely saturated talent market, the burden on them is significant. Help them to avoid burnout by letting us be an extension of your team.

#### **Training for managers and employees is for them and YOU!**

There are many state and federal regulations around interviewing, screening and hiring talent. And if you’re a multi-state employer, keeping these laws straight can be difficult. Even more so, training all of your managers on the nuances of the hiring process can add more challenges. But required laws aren’t the only ones that your hiring team should follow. Managers or people leaders need consistent training on the growing changes of hiring talent. They need regular refreshers to ensure they are putting people first.

Do you know who else needs training? Your internal recruiting or talent acquisition team! Maybe your team is made up of more junior recruiters. Maybe your organization lacks process documents that help the recruiters to offer comparable experiences for candidates. Maybe you don’t have an existing talent team at all. Can you imagine recruiting for talent without a talent team? If you’re considering building a recruiting department in your organization and need support, A People Partner can help you build processes from the ground up and bring in the best talent to continue the newly developed processes.

But when in the long list of priorities will you be able to train them all? And hiring a trainer or learning and development professional is probably out of the question...and the budget. We’re not! We can train people leaders and employees on-site or virtually and make the curriculum totally customizable for your needs. We also believe in interactive learning. So, all of our training allows them to get involved through role plays or other means. But we know that neurodiversity and disabilities don’t always allow everyone to participate the same way. We will make sure there are ways to engage with them that fit their needs.



CONCLUSION

# What will you do next?

Are you ready to take the next step?

The ability to hire diverse talent is within your reach. Now, we know that this is not a decision you can make alone. There are internal stakeholders who are going to pushback. They might ask things like, "Why would we pay to outsource recruiting efforts when we pay our recruiting team salaries to find talent?" Yikes! If you come up against resistance, you can start by asking them to read or re-read Chapters 1 and II and more specifically the statistics on diversity hire and the overwhelm your current team is facing. If that's not enough, send them a few of the articles linked to our reference page. We understand that working on a team means you have to win some and lose some. Relationships are about give and take...even the work ones. So, if the internal stakeholders still aren't fully bought in, schedule a call with us and include them. We're happy to provide them more reasons...or statistics.





## CONTACT US

# The choice is yours!

There are many ways to interact with us at A People Partner. We know it's one more thing to do, but we want to communicate however it's easiest for you. So the choice is yours to make.

You can call us at 978-225-3102. If the phone is not the method you'd prefer, then you might consider email. Get ready because that's a long one. But don't worry, we've made that easy for you too: [alysasouthall@apeoplepartnerllc.com](mailto:alysasouthall@apeoplepartnerllc.com).

If neither of those options will do, consider booking a virtual or in-person meeting. Just tell us in the description box where and how you'd like to meet. [Make an appointment today](#).

There are other ways to learn more about us. A good place to start is by visiting our website: [apeoplepartnerllc.com](http://apeoplepartnerllc.com). There you will find our values, learn more about our team and buy A People Partner merchandise.

Our [LinkedIn page](#) has our most up-to-date content including episodes of All People Podcast and newsletters of All People Periodical. We also use our LinkedIn page to highlight our current talent and talk about HR trends.

We look forward to interacting with you!

THANK YOU!

thank you!

### REFERENCES

Stahl, A. 3 *Benefits of Diversity in the Workplace*. Forbes, 17 December 2021, <https://www.forbes.com/sites/ashleystahl/2021/12/17/3-benefits-of-diversity-in-the-workplace/?sh=39135bea22ed>. Accessed 1 October 2023.