



The Jersey Shore Association for Human Resources is a SHRM affiliated chapter



The Candidate Experience: Reinventing Recruiting in the 21st Century..and it's About Time

In June and July of 2013, 122 firms willingly listed, described and dissected nearly a 100 recruiting practices that 'touched' their candidates' experience. By September, 90 of these firms even invited a random sample of candidates, the greater majority of whom were not hired, to confirm their awareness and opinion of these same practices. In total 46,000 candidate surveys were completed! The employers whose candidates saw their treatment as positive were honored in October 2013 at the HRTechnology Conference in Las Vegas. All who participated in "The CandEs" received individual and collective benchmark data to help them measure and improve their recruiting efforts as it is increasingly evident these practices are linked to conversion rates, retention, quality of hire and much more. The Wall Street Journal and Huffington Post were two of a dozen organizations covering this third year of 'big data' collection.

By 2015, it is expected more than 500 firms in New Zealand, Australia, Netherlands, UK, Canada and more are expected to participate. The candidate experience awards are not a trend...it is a movement. The implications of this evidence-based approach for recruiting in every firm will be presented by Gerry Crispin, one of the founders of the TalentBoard, the non-profit driving the Candidate Experience Awards. See what Sue Meisinger, former CEO of SHRM, writing in HR Executive Managing had to say about the CandEs and Delivering a Better Experience by viewing <http://www.hreonline.com/HRE/view/story.jhtml?id=534356134>.

Participants will learn:

- Participants will learn about and be able to apply principles of engagement to their recruiting process.
- Participants will be able to apply and distinguish minimally acceptable standards on how to treat candidates.
- Participants will be able to relate the differences between candidates and the relationship needs of prospects and candidates in a recruiting pipeline.
- Participants will identify best practices in treatment of candidates based on survey data.

About the speaker: Gerry Crispin

Gerry Crispin, is a life-long student of Staffing. He stays grounded by engaging with a rich network of friends, colleagues and practitioners every day and, with his business partner, Mark Mehler, Gerry facilitates peer-to-peer conversations between recruiting leaders through <http://www.careerxroads.com/> which the two founded in 1996. For more than a decade, their small but intense, invitation-only meetings (The CareerXroads' Colloquium) are hosted 8 times each year around the world on various topics.

Date: Thursday, March 13, 2014

7:45AM Registration, Networking and Breakfast

8:30AM Business Portion of Meeting

9:00AM – 10:00AM Presentation

Followed by In-Transition and Executive Board Meetings

Jumping Brook Country Club
210 Jumping Brook Rd, Neptune NJ
(www.jumpingbrookccc.com)

RSVP by 4:00PM on Friday, March 7th
online at <http://jsahr.shrm.org/events>

or contact Kathi Evans, via e-mail at
jsahr.shrm@gmail.com
or by phone (732) 270-5204

Registration Fee including breakfast

We now accept CC via Pay Pal

\$30 for JSAHR members,

\$40 for non-members,

\$25 for In-Transition & JSAHR Guests

\$10 for Students with valid ID

\$5 additional fee for walk-ins

No shows will be billed

Special Notice

This program is pending approval for 1 recertification credit hour toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or re-certification, please visit the HRCI homepage at www.hrci.org

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