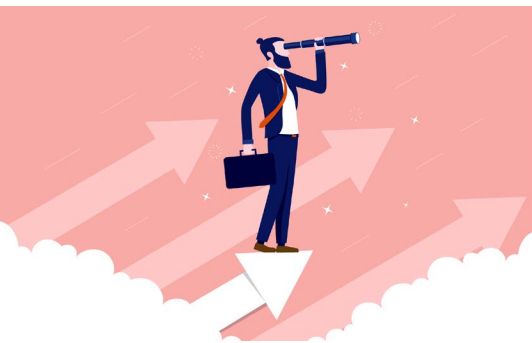


# What it Takes to Find Top Talent in a Tough Labor Market



It's no secret that this might just be the toughest hiring market in memorable history. There is a shortage of labor, and companies are losing talent as part of the "Great Resignation." Your organization needs to attract and hire great talent, but it's often a struggle in today's market. Here are three ways to find great talent in a tough labor market.

When companies begin shirking some of the more traditional or rigid "rules" of finding talent, they'll open themselves up to a larger pool of talent. This may mean not every hire made will be the right one, but more often than not, the right fit will come along who may not have found your organization otherwise. When it comes to finding top talent in a tight market, source from everywhere, focus on ability over experience and offer flexibility.



## Source from Everywhere

When finding great talent is tough, it's essential to earnestly utilize multiple sources instead of generally relying on one or two recruitment tools. You'll also have to think outside of the box on where candidates are. This might mean posting job opportunities at high schools, senior centers, or college campuses. Other companies might not be going after this demographic of candidates, which will open a new talent pool for your organization.

Being open to hiring younger or older candidates. These demographics can sometimes tend to struggle when it comes to landing a job. Younger candidates often get passed up due to their lack of experience and are looking for a company to take a chance on them. Oftentimes, these younger candidates are so eager to prove themselves they go above and beyond once hired. Older candidates too often struggle to land a job as they get passed up or become frozen out of the job market. Looking at younger and older candidates is a great way to find more talent for your organization.



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## Hire on Ability, Not Just Experience

It's slowly becoming more common for companies to stop qualifying candidates based on specific degree requirements. What's being coined as "new collar workers" are candidates who have related skills or are a culture fit but lack the job's specific requirements. Of course, you can always train for a job's hard and fast duties, but you can't change how much passion or motivation someone has for their job.

## Offer Flexibility

While COVID has definitely accelerated the scale on which companies offer some form of flexibility for their employees, many organizations still require their staff to report in person during traditional working hours. This means there are many passive job seekers who would be willing to leave their current role for a company that supports more flexible work schedules. When companies allow potential employees to fit their work around their needs, a whole new pool of passive job seekers will become part of your candidate pool.

### About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.



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