Training Course:
Effective Recruitment Practices

26 - 30 May 2025
London (UK)
Landmark Office Space - Oxford Street

Training Course:
Effective Recruitment Practices

Training Course code: HR235414 From: 26 - 30 May 2025 Venue: London (UK) - Landmark Office Space - Oxford Street
Training Course Fees: 5500 ☐ Euro

Introduction

The Certificate in Effective Recruitment Practices Training Program is tailored for recruitment specialists aiming to refine their skills and improve their hiring processes. This program offers a comprehensive understanding of the key elements of recruitment, from sourcing and engaging candidates to evaluating and onboarding new hires. With a focus on practical application, participants will gain valuable insights and tools to enhance their recruitment efficiency and effectiveness.

Over five days, participants will engage in a blend of theoretical knowledge and hands-on exercises. By the end of the program, attendees will be equipped to implement best practices in recruitment, ensuring a positive candidate experience and successful hiring outcomes.

Target Audience

This program is ideal for:

- Recruitment specialists and coordinators

- Human resources HR professionals involved in hiring

- Recruitment consultants

- Anyone responsible for recruitment and hiring

Objectives

Upon completion of this program, participants will be able to:

1. Understand the full recruitment lifecycle and its components.

2. Develop effective sourcing strategies to attract quality candidates.

3. Conduct thorough candidate assessments and interviews.

4. Enhance the candidate experience throughout the recruitment process.

5. Implement best practices for onboarding new hires.

Outlines

Day 1:

Fundamentals of Recruitment

Session Title:

Introduction to Recruitment

- Welcome and Program Overview
    - Introduction to the course
    - Objectives and expectations
    - Icebreaker activity
- Overview of the Recruitment Process
    - Key stages of recruitment
    - Roles and responsibilities of a recruiter
- Understanding Job Requirements
    - Job analysis and role definition
    - Creating effective job descriptions
- Interactive Case Study
    - Analysis of a real-world recruitment scenario
    - Group discussion
- Q&A and Wrap-Up

Day 2:

Sourcing and Attracting Candidates

Session Title:

Effective Sourcing Strategies

- Recap of Day 1 and Introduction to Day 2
- Developing a Sourcing Plan
    - Identifying sourcing channels
    - Building a talent pipeline
- Leveraging Technology in Recruitment

- - Use of social media and job boards

  - Applicant Tracking Systems ATS and other tools

- Practical Workshop: Crafting Sourcing Strategies

  - Hands-on activity to create sourcing plans for various roles

- Presentation and Feedback

  - Group presentations

  - Instructor and peer feedback

Day 3:

Candidate Assessment and Selection

Session Title:

Evaluating and Selecting the Right Candidates

- Recap of Day 2 and Introduction to Day 3

- Screening and Shortlisting Candidates

  - Resume and application review techniques

  - Initial screening methods

- Conducting Effective Interviews

  - Types of interviews

  - Behavioral and competency-based interviewing

- Interactive Role Play: Interviewing Techniques

  - Simulation of interview scenarios

  - Group feedback and discussion

- Q&A and Wrap-Up

Day 4:

Enhancing the Candidate Experience

Session Title:

Creating a Positive Recruitment Journey

- Recap of Day 3 and Introduction to Day 4

- Candidate Communication Best Practices

  - Maintaining engagement throughout the process

  - Providing constructive feedback

- Improving Candidate Experience

  - Employer branding

  - Ensuring a smooth and welcoming process

- Practical Workshop: Enhancing Candidate Experience

  - Group activity to identify improvements in candidate journey

- Presentation and Feedback

  - Group presentations

  - Instructor and peer feedback

Day 5:

Onboarding and Continuous Improvement

Session Title:

Integrating New Hires and Optimizing Recruitment

- Recap of Day 4 and Introduction to Day 5

- Effective Onboarding Strategies

  - Importance of onboarding

  - Designing onboarding programs

- Measuring Recruitment Success

  - Key metrics and KPIs

  - Continuous improvement techniques

- Practical Workshop: Developing an Onboarding Plan

  - Hands-on activity to create onboarding plans

- Final Presentations and Program Wrap-Up

  - Group presentations of their onboarding plans

  - Summary of key learnings

  - Q&A and final feedback

  - Certificate distribution

Registration form on the Training Course: Effective Recruitment Practices

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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