

What talent acquisition benefits does 501(c) Services offer?

We provide your organization talent acquisition services through a partnership with Weiser Innovations. The program's services break down into four (4) categories.

1. Talent Acquisition Strategy: we learn about your organization, perform an audit of your hiring function examining:

- Workforce planning – analyzing current workforce and future needs (not doing career pathing of persons)
- Employer branding – looking at the organization's reputation in the market
- Recruitment – hiring process and looking to increase efficiency
- Technology – examining if you have the optimal tools for hiring
- Data – are you capturing what is needed and then leveraging it

Once the audit is complete, we create an action plan and then we can implement. This implementation can range from working with executives on the strategic plan to process improvement or anything in-between.

2. Training: making sure your hiring team members have the skills and abilities needed to bring on optimal talent.

3. Retained Projects: any function within talent acquisition

- Hiring single or multiple positions
- ATS identification and implementation
- Background check/skills testing support
- Recruiting pipeline development

4. Support Line: answer questions related to hiring

- Virtual interviewing questions
- Job description questions
- Ideas on where to advertise
- How and where to source candidates from
- Interview support – creating questions/best practices/structuring
- Offer negotiating

How is what 501(c) offers different than a staffing firm?

The main difference is focus. Our partner, Weiser Innovations, focuses on the strategies of hiring and solutions that are dynamic for long term growth. Staffing firms focus on the transactional act of filling a position.

What is the difference between Talent Acquisition and Recruiting?

Talent Acquisition is the long-term strategy behind how and why hiring happens. It is part of the overall business plan. Recruitment which is one part of talent acquisition is transactional and focused on filling a vacancy.

Why is a strong talent acquisition strategy important?

- People are the most important part of any organization. This is especially true within the nonprofit sector where the work is extremely mission driven and the people must not only possess the technical skills needed for the work but exude the mission for why they are work with and part of an organization. Therefore, having the right people, with the organization who are passionate for the mission is 100% critical to the success of the organization and the work it does.
- If hiring is done wrong, the cost is extreme. This is both related to the strain it puts on employees as well as employer branding and ultimately finances. Hiring if done effectively and planned for properly, team members are engaged, turnover is reduced and productivity is increased, money is not lost on time, training, reduced productivity and a negative reputation. Additionally, it also helps to build a culture of trust at all levels. It also provides consistency to members, consistency for research projects and like I said earlier – increases the ability to achieve the mission.

Why is this partnership important?

Through this partnership, customers of 501(c) Services will receive heavily discounted pricing for talent acquisition services including training and strategy planning. Weiser leverages their expertise to create a robust and sophisticated talent acquisition function and team for employers. Whether your needs are strategy, training, projects, or support, we are focused on making your hiring process as efficient and effective as possible.

For more information on how to engage Weiser Innovations to assist you with your Talent Acquisition needs, please call HR Services at: (800) 358-2163 or email us at HRServices@501c.com.