SNEF

Recruitment Using Digital and Analytics Methods: Employer Hiring Profile

INTRODUCTION

Recruitment is one of the most important aspect in HR as good people help companies sustain and grow over time. In Singapore, recruitment of various types of workers is done differently. The recruitment cycle and strategies adopted differs between companies. However, the aim is the same – to build an effective workforce within budget which is ready to drive business outcomes.

In this session, participants will understand more about Singapore manpower supply and the talent pipelines. Participants will also learn about various contract types and national programmes that aid hiring.

Participants will also scrutinize their own recruitment cycle and improve via sharing of good practices. In specific, techniques to improve screening and selection and also, interview questioning will also be shared. The Iceberg Theory of Staff Selection will also be discussed. Participants will also understand more about fair hiring in Singapore's context and how not to be perceived as discriminatory.

Participants will then receive a complimentary employer hiring template and profile and understand how analytics is used in hiring for various groups of workers.

COURSE OUTLINE

- Understanding the recruitment cycle and strategies to optimize time and effectiveness

- Understand the hiring landscape in Singapore and various sourcing channels and national hiring programmes to build a talent pipeline

- Understand and apply concepts related to interviewing such as choosing for the right skills, competencies, traits and motives.

- Understand the tripartite guidelines on fair employment practices (for hiring) and tripartite standards on recruitment practices

- Understand digital practices companies are using for hiring and also, how analytics is applied to choose candidates based on People-Job-Organisation fit.

METHODOLOGY

The course will be delivered through a combination of the following methods:

- **Lecture –** To establish initial knowledge transfer
- **Interactive discussions –** To facilitate sharing of ideas and experience within class
- **Case studies & videos –** To illustrate applications

TARGET AUDIENCE

Recruiters, Talent Acquisition Executives, Hiring Managers, Executives and Business Partners who seek to improve hiring effectiveness through the good and effective practices.

SPEAKER'S PROFILE

Mr Freddy Liew is an award recipient of the SNEF-STEPHEN LEE AWARD for leadership development in Tripartism and Industrial Relations. He is currently in the Industrial and Workplace Relations Department.

His areas of expertise include HR analytics, compensation and benefits, work measurement and labour-management relations. Prior to SNEF, Freddy worked with a top HR consulting firm where he did projects related to talent management for Fortune 500 companies. He is also currently working on Industrial Relations and Employee Relations matters.

Freddy graduated from Nanyang Technological University with Honours in Mathematics and Economics. He also holds a Master of Science in Economics from the Singapore Management University, as well as a Post-Graduate Diploma in Education from the National Institute of Education.

Please refer to SNEF website for available dates
Duration   : **1/2 day, 1.30pm to 5.30pm**
Course Venue   : **SNEF HQ (Paya Lebar Square)**
Course fee   : **$200.00 (before GST)**

Register online at SNEF website, www.snef.org.sg
Click on 'Training" and Course Category "Human Resource/Industrial Relation"
Or Click: https://snef.org.sg/course_category/human-resource-industrial-relation/

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