

# Internal Talent Acquisition

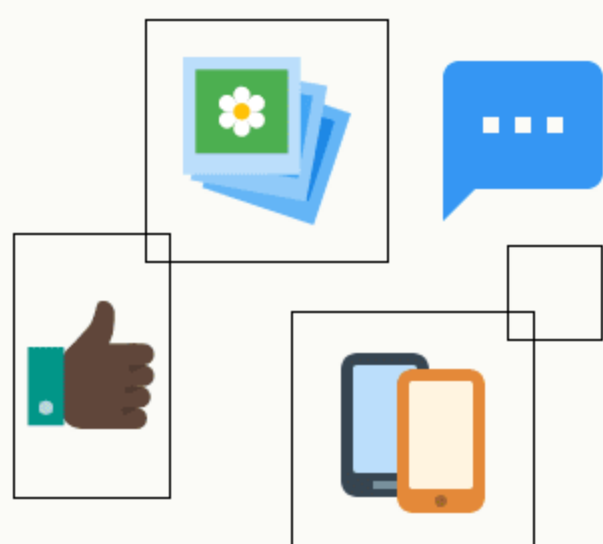
Your 2023 Guide for Placing the Right People in the Right Place



Amplifying the employee value proposition and investing in internal talent acquisition: it seems like a perfect match. Not only will you improve your company's image and attractiveness, but also save on recruitment costs and cut downtime to fill positions. However, even the most promising strategies can fail if not implemented properly. Here are seven tips to help you capture an advantage and build a stronger internal talent pool:

## Assess Your Starting Point

If you want to source candidates from within, then you need to know where exactly they are. It is important to track the number of employees who leave, as well as how many new hires come in each month through external hires only vs. those hired from within. You can then analyze the gaps in your knowledge, skills, and competencies, by department or division.

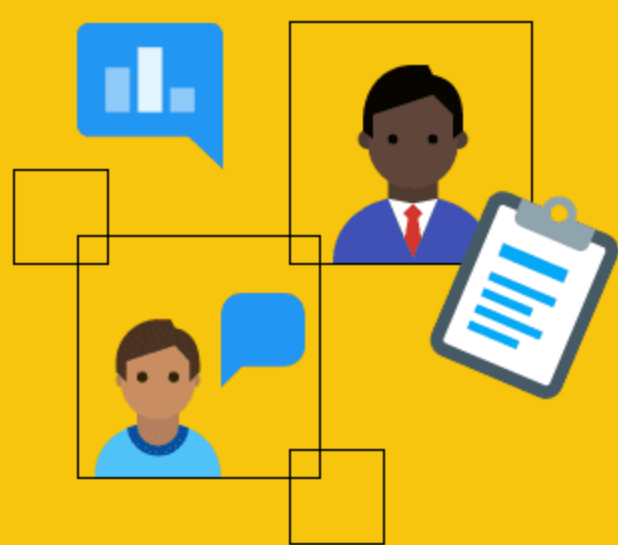


## Emphasise Engagement

Employees typically leave their jobs due to a lack of motivation, so it is important to incentivize them with a sense of purpose. This includes promoting company values externally while also making sure they are reflected in a concrete way, such as engaging with employees through online social media.

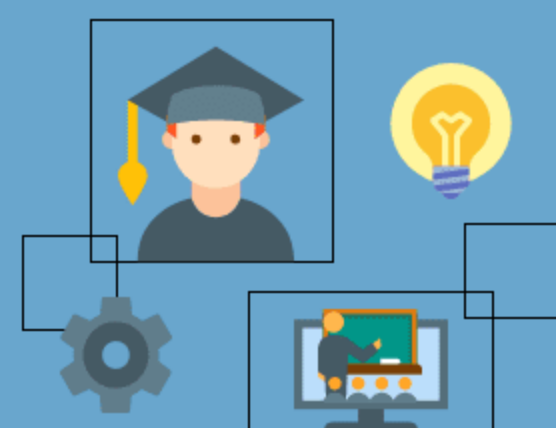
## Develop Management Plans

Employee development is vital to improving your company's image and attractiveness, which in turn ensures you hire satisfied candidates. To make sure these plans are put into practice, it may be worth appointing internal talent managers who will act as coaches to the employees who are to be developed and provide them with feedback.



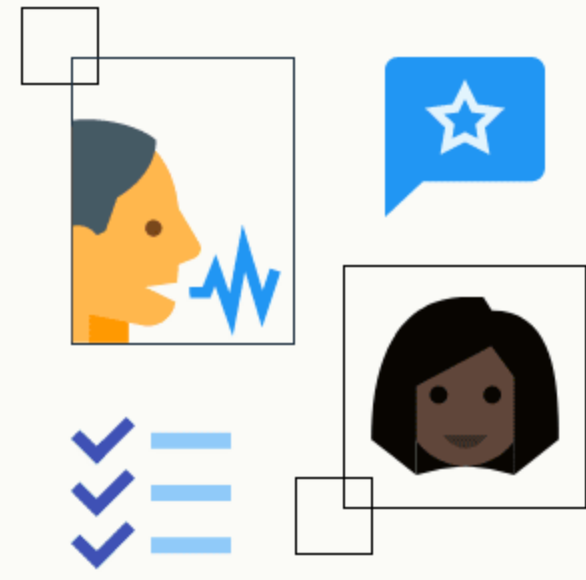
## Promote Internal Training and Development Opportunities

Once employees know their talents and skills, they need to feel like it is valued by the company. This can include providing access to internal training and developing different mentoring programs. It also benefits your workforce if you make promoting from within a priority because it will allow employees to develop the skills they need and become more motivated.



## Offer Social Benefits

Studies have shown that a company's image is one of the key factors when an employee chooses where to work, so you need to improve this for your internal recruitment system to be a success. This includes things such as a cafeteria, free courses for professional development, and a gym. After all, they say that employees who feel valued are those who work the hardest.



## Promote From Within

Ideally, your employees should already know about the company's culture and values as well as what is expected of them – this includes training them on how to hire internally. If you find the right candidates, they will already know that if they do well then there may be a future promotion.

## Use Referrals

Turn employees into an internal talent pool by promoting the importance of recruitment from within. Why not offer incentives for new hires who come recommended? It can also help to build relationships between your employees and encourage collaboration.

