SYMPLICITY
recruit

Is Your Core School Strategy Limiting Workplace Diversity?

For many employers and HR professionals today, increasing diversity in their recruiting strategy is at the top of their priority list. While it's true that having a core school strategy is effective for some organizations, it's also true that it can limit employers in building a diverse talent pool of qualified candidates. Incorporating an even mix of core schools while extending your reach to other schools you don't typically recruit at can make a positive impact in your diversity recruitment strategy.

How Symplicity Recruit Can Help You Start Diversifying Your Candidate Pipeline Outside of Your Core Schools

LOOK AT THE DATA – MEASURING THE EFFECTIVENESS OF YOUR CORE SCHOOLS

First and foremost, it is important to understand your current recruiting KPIs in order to know which schools are worth continuing at and which ones should be dropped. Your performance at your current core schools will also give you a benchmark to work against when comparing performance at new target schools.

With **Symplicity Recruit's Analytics dashboards, you can quickly see key metrics that will show how your sourcing efforts are performing over time.** You also have access to a leaderboard showing which schools you recruit at have the best student engagement to quickly decipher which schools are working for your company and which are not without needing to manually pull your own data.

If you don't know which new schools to target, Recruit's Recommended Schools feature helps employers make informed decisions about which schools to interact with during the recruitment process. This allows you to reach diverse populations of students more easily and find the best-fit talent at a wide range of schools nationwide.

Recruit has a network of over 600 schools, including over 50 MSIs such as Delaware State University and the University of Houston, and over 100 community colleges and trade schools for employers to extend their reach

LEVERAGE TECHNOLOGY TO CHOOSE THE BEST FIT CANDIDATE FOR YOUR COMPANY NEEDS

While we encourage employers to recruit at a wider range of schools, we also understand that at times teams are too small and resources are too limited to do so. This is where a platform like Symplicity Recruit can really strengthen your strategy and make the entire process much more effective while still expanding your reach.

- **Recruit has a network of over 600 schools, including over 50 MSIs such as Delaware State University and the University of Houston, and over 100 community colleges and trade schools for employers to extend their reach.** You can reach millions of students at the same time with one simple post under one platform instead of needing to create multiple accounts and job posts for multiple schools.

- Additionally, Symplicity Recruit offers employers a number of AI-powered features that make it easier to quickly find the best-fit talent across the various universities available within our network. Features like **Smart Invites** and **Recommended Candidates** help find the right candidates for you.

FOCUS ON QUALIFICATIONS AND SKILLS, NOT JUST GPA AND SCHOOL NAME

Symplicity Recruit's Global Search, a student opt-in resume database, allows employers to search by keywords to pinpoint candidates with specific skill sets quickly. If your company is crunched for resources, or you have a hard time filling a particular position, we also offer Custom Campaigns – our managed service that utilizes our own robust internal database to help you find students with diverse backgrounds based on the qualifications you specify, from an array of schools within our network

LEVERAGE VIRTUAL CAREER FAIRS AND INFO SESSIONS TO EXTEND YOUR REACH

Virtual fairs are an important aspect of the recruitment process because it takes into account the number of students unable to attend in-person events due to schedules or those who simply are more comfortable with virtual events.

Virtual events are especially helpful for employers wanting to diversify their recruitment strategies but don't always having all the resources available to do so. Through Symplicity Recruit's platform, employers can easily view event schedules at Symplicity schools and sign-up, all in one place.

CONNECT WITH THE CAREER CENTERS

Employers benefit from maintaining close relationships with career centers because it allows them to tap into the knowledge of the Career Center Advisors and cater to students in a more personalized and efficient way. As a trusted partner of universities for over two decades, the career centers within the universities in the Symplicity Recruit network understand the value and importance of building relationships with employers in order to find what is best for their students.

MORE ABOUT RECRUIT

Symplicity Recruit is the premier early talent recruiting platform connecting employers with our exclusive global network of academic institutions. We empower employers with the technology to find the right candidate amongst our pool of over 6 million active students in an efficient, targeted way. By partnering closely with our schools for over 20 years, we have built a solution that allows employers to connect with quality candidates from all backgrounds.

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