

Stratagem for Province

A Guide to Understanding and Accessing
Resources For Career Success

Tom Brown

Vice President - Talent Acquisition Scouting
Fifth Third Bank

Go to the Source...

CAREER X ROADS®

Source of Hire Report 2014

50 firms filled 507,425 [US] openings last year.
(the work of ~6000 recruiters & sourcers, 80+ openings filled by each)

CAREER XROADS

Number One Source now is:

41.9% of all openings are filled
through internal movement and promotion

CAREER XROADS

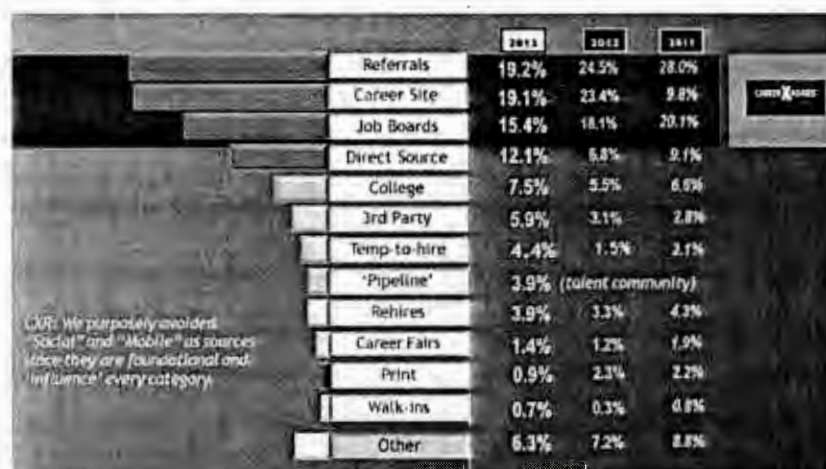
#1 Source of Hire



CAR: The importance of collaboration between TA and TM is seen clearly in this #.

CAREER XROADS

2014 Source of Hire Report



More than half (54%) of companies said that social media played a significant or dominant role in companies' hiring of experienced professionals.

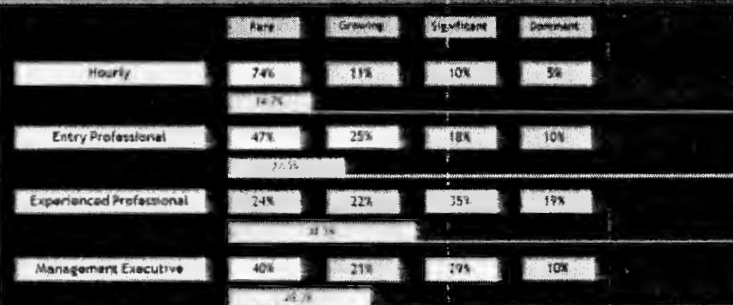
Nearly two in five (39%) said that it played a significant or dominant role in the hiring of executives

Almost three in 10 (28%) said the same regarding their hiring of entry-level professionals.

Moreover, more than 20% of companies reported that it was a growing influence in hiring for all three groups.

How much influence did SOCIAL MEDIA have on your 2013 hires?
(LinkedIn is 'included' to the extent its used as SM)

CAREER X CANADA

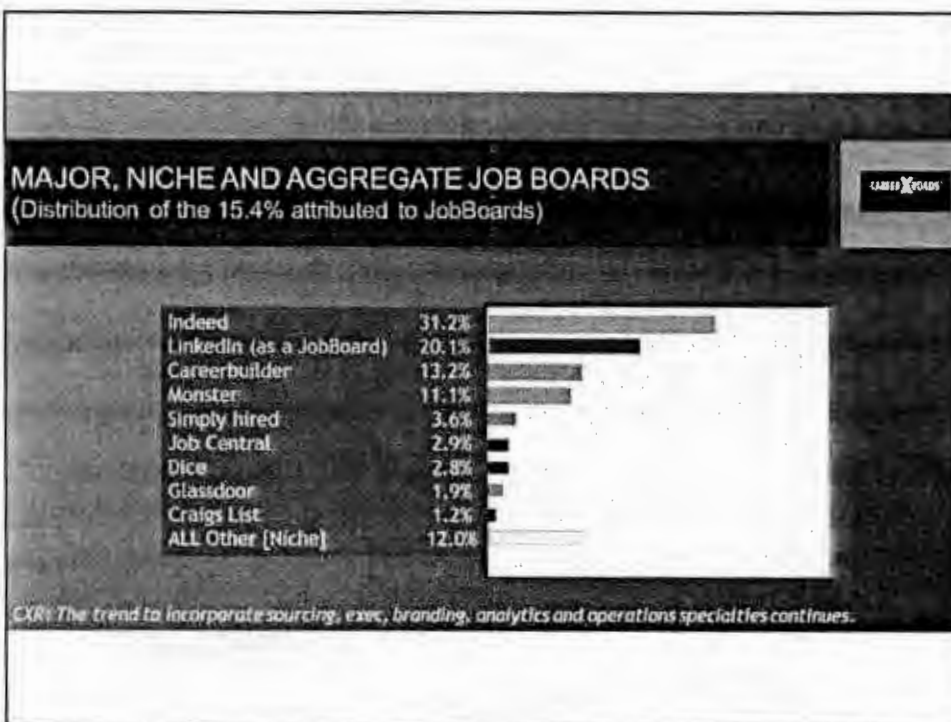


Half the companies said that hires from job boards stemmed predominantly from postings rather than resume database searches,

...while only 8% of companies said that job board hires resulted predominantly from database searches.

What has become the #1 Employment Site in America?

**Indeed Slips Past Monster, Now Largest Job Site By
Unique Visitors**



Would You Believe?

EVERY SECOND TWO NEW MEMBERS JOIN LINKEDIN

THE FASTEST GROWING DEMOGRAPHIC ON TWITTER IS THE 55-64 YEAR AGE BRACKET.

This demographic has grown 79% since 2012.

YOUTUBE REACHES MORE U.S. ADULTS AGED 18-34 THAN ANY CABLE NETWORK

189 MILLION OF FACEBOOK'S USERS ARE "MOBILE ONLY"

SOCIAL MEDIA *for* HIRING
is at an
ALL-TIME HIGH

92% COMPANIES
use
SOCIAL MEDIA
for
RECRUITING

45% of FORTUNE 500 FIRMS
include
LINKS
to
SOCIAL MEDIA
on their
CAREER PAGE SECTIONS

The infographic features a dark background with white and yellow text. It includes icons for Facebook (f), LinkedIn (in), and Twitter (t). The statistics are presented in a bold, sans-serif font, with some words in italics for emphasis. The overall design is clean and professional, using a color palette of black, white, and yellow.

To Twitter or Not to Twitter



Alysse Metzler
Senior Recruiter at Zynga
Orlando, Florida · Staffing and Recruiting

Previous Education: EA SPORTS, Fifth Third Bank, Everest University Online
The University of Akron

★ Relationship · 📄 Contact Info

Email: alyssmetzler1@yahoo.com
Birthday: 6/22

🔗 LinkedIn: www.linkedin.com/in/alyssmetzler/en
🐦 Twitter: AlysseMetzler
🌐 Website: AlysseMetzler

TOPSY

"The Recruiting Snitch"

🔍 Sort by newest

Latest Results

Past 1 Hour

Past 1 Day

Past 7 Days

Past 30 Days

All Time

Specific Range

🔍 Everything

🔗 Links

📷 Photos

📺 Videos

👤 Influencers



Alysse Metzler @AlysseMetzler

If you've read "The Recruiting Snitch" please post your feedback here for others to see how it helped you...
fb.me/1XYCRbYh

🐦 2 months ago · 🔄 Reply · 🔄 Retweet · ⭐ Favorite



Alysse Metzler @AlysseMetzler

In case you need another reason to pick up, "The Recruiting Snitch" check out 1 of the hundreds customer reviews...
fb.me/0ZA20irP8

🐦 2 months ago · 🔄 Reply · 🔄 Retweet · ⭐ Favorite



Tom Brown @TomBrown

RT @AlysseMetzler: Love it! The Recruiting Snitch has made its way into the NBA. So happy to have had the honor to help CJ Watson with ...hit.

🐦 2 months ago · 🔄 Reply · 🔄 Retweet · ⭐ Favorite



Alysse Metzler @AlysseMetzler

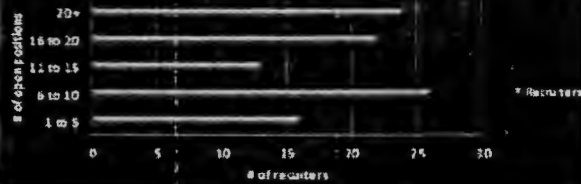
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fb.me/1n93daPhj

🐦 2 months ago · 🔄 Reply · 🔄 Retweet · ⭐ Favorite · 1 more

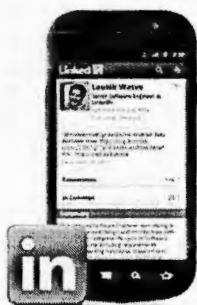


Not only does Alysse provide her own knowledge and advice but she has the opinions of 101 other recruiters in the United States to support her.

Average number of open positions the recruiter is working on at one time



LinkedIn



Informazioni su LinkedIn

Where Can LinkedIn Get You?



Joshua Paskewicz

Sr. Recruiter at Amway @RecruiterJocko

Greater Grand Rapids, Michigan Area · Staffing and Recruiting

Current Amway, Hope Network

Previous Fifth Third Bank

Education Grand Valley State University

Send a message

EDUCATION

Grand Valley State University

BA, Business Administration

1994 - 1996

Grand Valley State University

MBA, Currently pursuing degree

LHS

ADDITIONAL INFO

Advice for Contacting Joshua

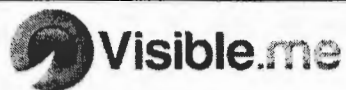
I am an open networker and welcome all invites. Feel free to email me directly or send an invitation to JPaskewicz@gmail.com

Get To Their Groups



Charlie Green's Top 10 Reasons to Twitter

10. To find out who's following Michelle Obama's twitter account
9. To promote your name
8. To tap into current events well before the blogs pick it up
7. To do an incredibly fast, pointed, search that returns 1 paragraph answers
6. To find out perspectives about an issue—don't forget to try [Twitter Search](#)
5. To aggregate information that people who like you would be interested in
4. To establish your own brand by coming up with a distinctive profile of information you offer up
3. To provide your followers with high quality information of use to *them*
2. To find 5-6 thought leaders you admire, and easily follow what they say, and what *their* followers say
1. To make new acquaintances who help you learn, grow, and do business with.



Measure & manage your social reputation.

<http://mashable.com/>

<http://vimeo.com/21228618>

<http://www.facebook.com/SocialResume>



<http://flavors.me/alishainthebiz>

<http://nkouri.beyondcredentials.com/>

What are hiring managers looking for on social media?

The research suggests that hiring managers are using social media to get a glimpse at the candidate's behavior and personality outside of the interview, and are most interested in professional presentation and how the candidate would fit with the company culture.

Search Yourself - The easiest way for employers to research your online personality is a simple search on Google and other sites.

Read Your Privacy Settings - Social media sites change their privacy settings often, and occasionally this leads to a change in your personal settings. It's good practice to check in on the privacy settings for all of your accounts regularly.

Showcase Your Talent - This is your opportunity to provide evidence that you are as exceptional as your resume says by posting awards and accolades you've received, volunteer activities, accomplishments you're excited about, etc. Employers often search social media to learn more about your qualifications or to see that you are well-rounded, so be sure to put that information front and center.

Keep Tabs - Just because you're being careful with what you put online doesn't mean your friends are necessarily so cautious. Pay attention to what others are posting on your profile and what you're tagged in to protect your online image.

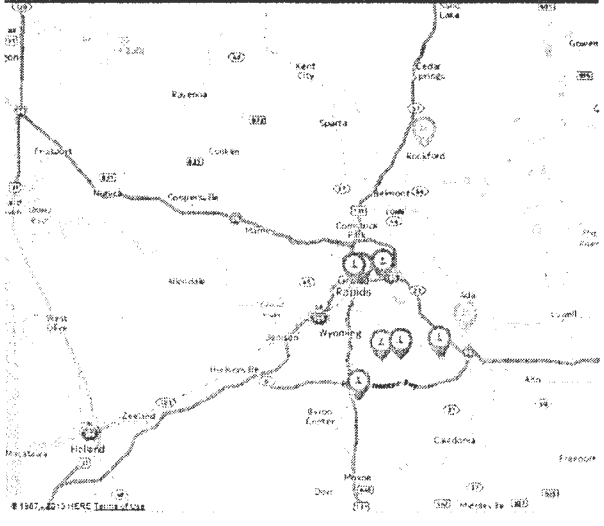
A QUICK SCAN OF THE WEB



NAME	EMAIL	PHONE	USERNAME	ADDRESS
John Stevenson				

Current	Court	Historical
Grand Rapids, MI		
Grand Rapids, MI		
Grand Rapids, MI		
Grand Rapids, MI		
Grand Rapids, MI		
Grand Rapids, MI		
Grand Rapids, MI		

USA	Michigan	Grand Rapids-Muskegon-Holland (MI)	Grand Rapids, MI



Nearby Results for John Stevenson

Ada, MI	
Rockford, MI	

John Stevenson

Grand Rapids, Michigan

Search By

John

Stevenson

stevensj@gvsu.edu

EXPLORE OPTIONS

CAREER

Associate Dean of Graduate Studies at Grand Valley State University

stevensj@gvsu.edu

John Stevenson, stevensj@gvsu.edu - Associate Dean of Graduate ...

Professional Profile & History

stevensj@gvsu.edu

Dr. Stevenson served as Interim Dean of ...

stevensj@gvsu.edu, stevensj@gvsu.edu. The purpose of this ...

stevensj@gvsu.edu, interim Vice Provost for Research ...

stevensj@gvsu.edu, Home & Find Certificates & John R. ...

SOCIAL RECRUITMENT *is* WORKING

73% HIRED SUCCESSFULLY via SOCIAL MEDIA	42% COMPANIES say that CANDIDATE QUALITY has IMPROVED	20% say IT TAKES LESS TIME TO HIRE
31% say AN INCREASE IN EMPLOYEE REFERRALS	65% of RECRUITERS COMPENSATE EMPLOYEES for REFERRALS	

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Create Multiple Resumes

<http://www.resumebear.com>



Resources Available For You

