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Insight

Five Strategies to Improve Seasonal Hiring

Presented by
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Agenda

1. Recruiting
2. Application Screening
3. Reference Checks
4. Setting Expectations
5. Final Steps

Q & A

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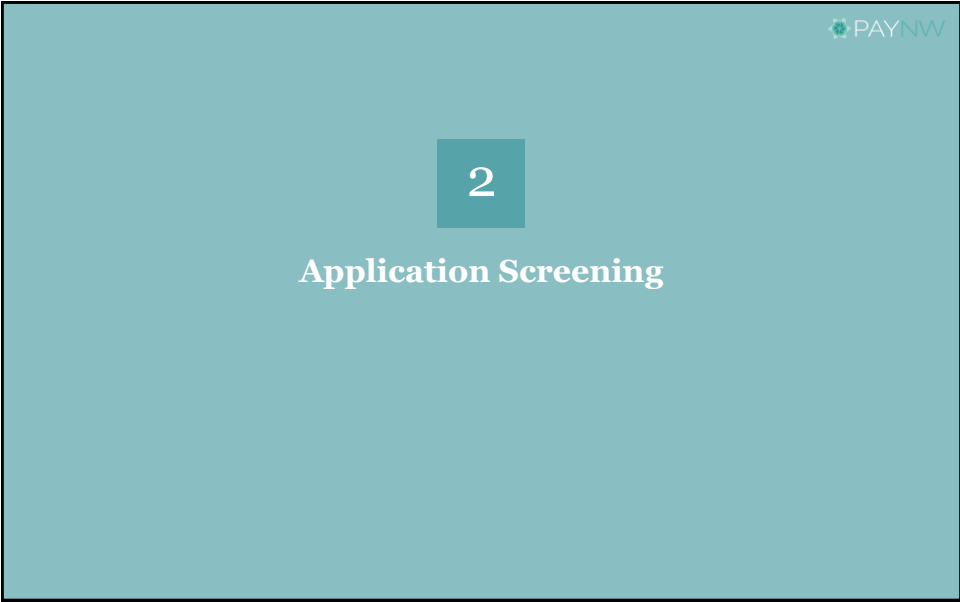




Recruiting

- Sell the job: what makes the role and company special?
- Establish an employee referral program
- Build a talent pipeline from previous seasonal hires

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Application Screening



Reviewing Applications



- Completed correctly and fully
- Reasons for leaving past employment
- Unexplained employment gaps
- Lack of permission to contact prior employers
- Trainability

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Reference Checks



First Steps

- Former supervisors
- Check at least two references
- Obtain permission

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Check References Before the Interview

- Don't waste valuable interview time with someone who can't pass a reference check
- Use insight from reference during interview
- Reference check before you're invested

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Speaking with References

- Confirm what applicant stated
- Confirm reason for leaving
- Confirm rehire eligibility
- Refrain from gossip – stick to job duties
- Ask about work style and attitude

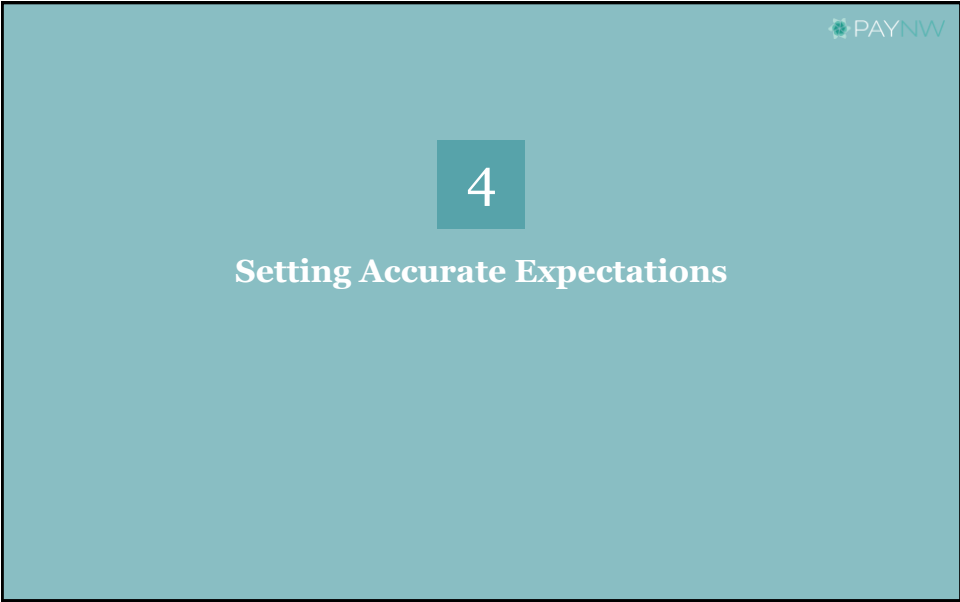
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What if the information seems *extreme* or *far-fetched*?

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Setting Accurate Expectations



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Be Candid

- What the job really entails
- What is seasonal work like?
- End date

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Interviewing

- Be fluid
- Hire as if six weeks from opening
- Stick to hiring standards
- Describe your expectations

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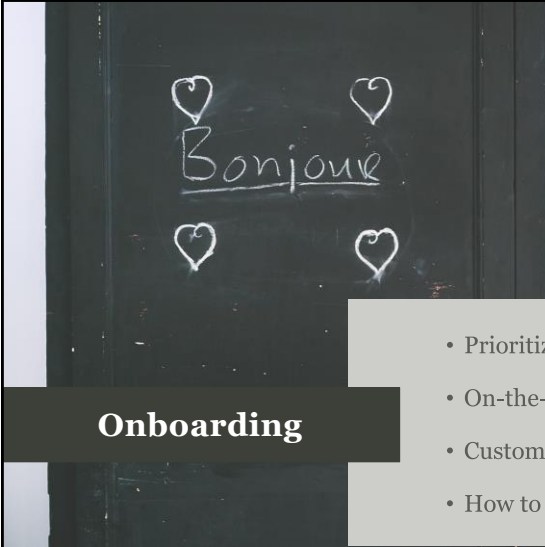

Final Steps




After the Decision

- Contact non-interviewed applicants
- Contact interviewed candidates not hired
- Discussion with those not hired

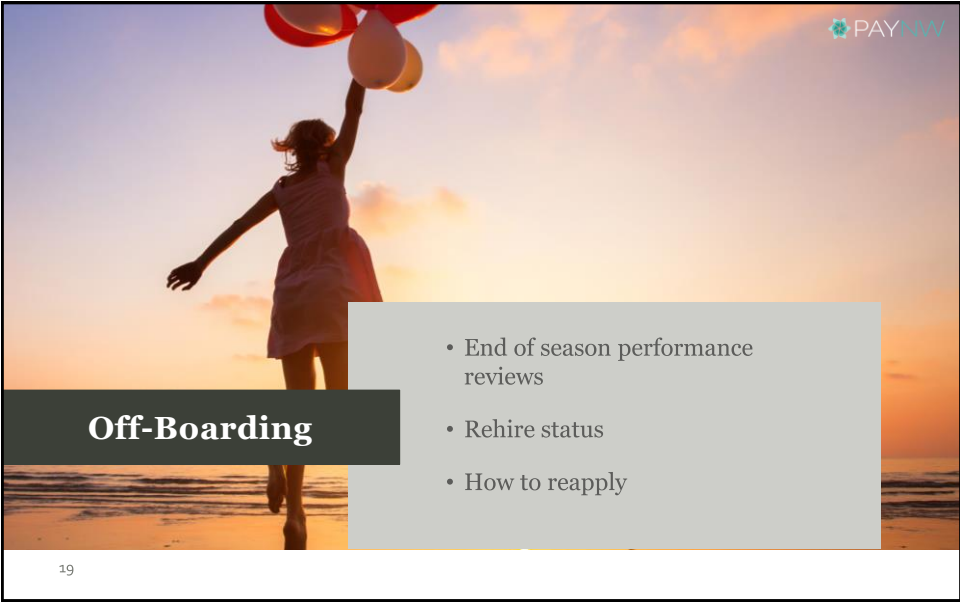
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Onboarding

- Prioritize what to learn
- On-the-job training
- Customer service focus
- How to say “I don’t know”

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Off-Boarding

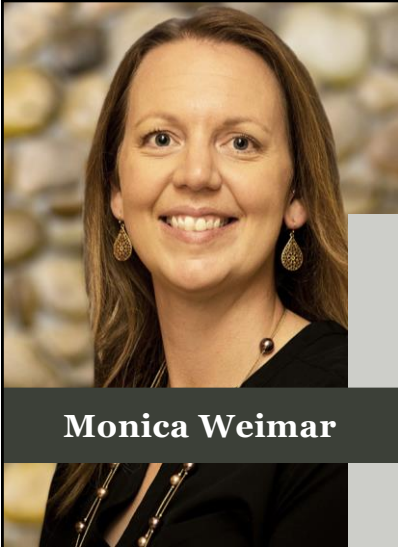
- End of season performance reviews
- Rehire status
- How to reapply


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Q & A



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Monica has held roles as an HR Generalist and Payroll and Benefits manager at a large ski resort, providing HR guidance to more than 500 employees. She also has HR experience in the healthcare field and the non-profit world. Monica holds a Bachelor of Science degree from Linfield College.

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