



Training & Mentoring

Offer training and mentoring internally for current employees. Instead of hiring new workers, there may be an employee in your business who with training and development may well be suited to a vacant position.

Look Overseas

I work with clients who have employees based over overseas and it works well. With excellent social media, email and/or video call the process is very simple. Many employees may be attracted by the idea of working abroad and can bring different perspectives and knowledge bases to your company.

Outsource

If a company needs a specific job done quickly and effectively, why not outsource. An experienced contractor will have the necessary skills at hand. Need a HR consultant, look no further 😊

Don't ignore Millennials

Millennials have been given a bad rap! They have a reputation for not getting out of bed in the morning or being glued to their X-Box – they can't all be tarred with the same brush. Don't overlook their talent and ability in the workplace, especially when it comes to tech and IT. Take advantage of the skills of the youth – you may find they bring more to your company than you expected.

Outreach

With a huge skills shortage in some industries, reaching out and communicating with prospective employees has never been more important. Use social media to keep in touch with top talent. It may reap rewards in the long run.

Remain Optimistic

Finally, just like recessions, skills shortages come and go. Yes, times may be tough at the moment, but try to remain calm and make the most of your current employees. Remember there is always a light at the end of the tunnel – make sure your staff can see it too.



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