

INNOVATIVE RECRUITMENT

Innovation Pioneers Tank meeting 4-2017

This briefing paper includes key take-aways from the 40th tank meeting, #4 2017, hosted by Arbetsförmedlingen (AF) and Myndigheten för Delaktighet (MFD) in Stockholm. Ann Molin, Olle Lundin, Oskar Jonsson and other representatives from AF and MFD, led the tank meeting that explored how to use innovation in the recruitment process.

“RECRUITMENT IS ONE OF THE MOST IMPORTANT THINGS FOR A SUSTAINABLE SOCIETY”

“IT HAS BEEN A GREAT DAY AND I WILL USE SOME OF THE EXPERIENCE BACK HOME”

“WE ALL HAVE STRENGTHS, IT IS TIME THAT WE START TO FOCUS ON THEM”

PURPOSE

Competence can be found in different places and look different from what we expect. The purpose of the workshop was to provide a new, wider perspective on the concept of competence. Furthermore, the goal was to explore and experience how we can find the right competence to our organizations by discovering different possibilities and ways of recruitment.

METHOD

By talking about the mission of AF and MFD and the challenge with hiring right competence, the participants got to see different perspectives by participating in a role-playing game, acting as both the employer and someone looking for a new job.

The tank meeting contained presentations about how AF and MFD are working with innovative recruitment and the participants got to hear Nina From and Olle Öberg from Arbetsförmedlingen, giving two inspirational talks about innovative recruitment and the power of working with disabled people in different ways. The participants got to learn about different tools that AF in corporation with other government agencies are working with, and the challenges that could be faced.

6 TAKEAWAYS

- Try to look at personal skills instead of typical knowledge
- Remember to listen more
- “Dragons Den” can be used in different situations for evaluation of ideas and concepts
- Capabilities can be found anywhere
- Dare to think in new ways and take on someone else’s shoes
- How do we attract talents that we don’t have, how do we make our organization an attractive place to work?



In order to challenge the participants to think in new, innovative ways about competence, they were divided into smaller groups to share thoughts and develop a business idea that solved the challenge described. The concept “Dragons Den” was used as a tool to present and evaluate the workshop presentations at the end of the day.

DESCRIPTION

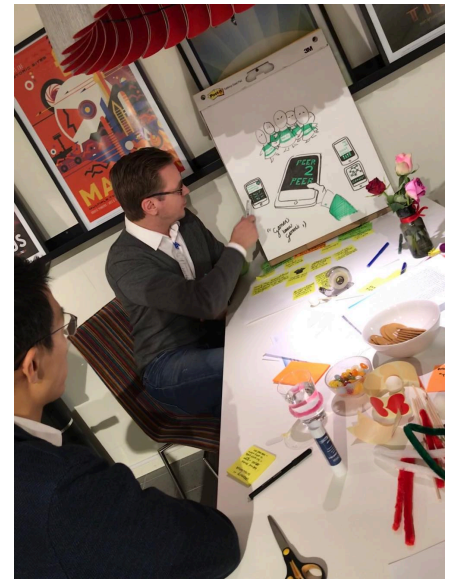
“Walking in somebody else’s shoes”

The role-playing game aimed at creating an understanding from different perspectives, both the employer but also the person looking for a job. The participants were divided into pairs of two given different cards that they were not allowed to share with each other. The employers card described what competences your organization was looking for, the card for the persons seeking for a job was instead describing what competences and skills you had. The task was to play a job interview where the mission for the employer was to find the right skills and for the applicant to be employed even though the person belonged to one of the four groups furthest removed from the labor market.

The role game strengthened the participants perspective of why and how to recruit and created a platform for new ways of thinking and finding solutions.

Workshop Dragons Den

In groups the participants were challenged to develop a business idea that solved the challenge: *“How do you meet the challenge to find and recruit the sufficient competence, implementing a socially sustainable profile, while at the same time increasing sales?”*.



“Dragons Den, good tool for testing innovative ideas, could be a part of the innovation process for pitching new ideas”

The exercise was based on the series “Draknästet/Dragons Den”, a program where entrepreneurs are pitching their business ideas in front of a group of investors. In the workshop at Arbetsförmedlingen, this concept was used and the groups pitched their best ideas in front of a jury. The jury evaluated the solution based on seven criteria’s: *comprehensibility, reliability, utility/benefit, innovation, cost/amount of work and impact.*

LEARNING & RESULTS

Competence and capabilities can be found in different areas and it is not always sure it will be found where we look. The role-playing game and Workshop Dragons Den challenged the participants way of thinking and let everyone understand not only both sides of a recruitment process, but also in a new situation with different prerequisites than you normally have.

“I’m going to take this back to my company, how we can fix recruitment issues together”

When it comes to recruitment and finding new talents it is time to be more open minded. This is a subject that our future needs more attention. Often you are too busy finding what is not working with your organization and what should be developed. Take a moment to reflect upon your employees and their qualities and personal skills, maybe you will find new strengths within your organizations.

Innovative ideas are built during time, what starts with a “fun idea” is the one that could be developed into a good, strategic, innovative solution. Make sure to not waste these good ideas, because then you might lose what are looking for, in this case: competence, capabilities and personal skills.



Another learning was to see it from the organizational point of view, “how is it possible to work in order to get profiles that you do not already have and to be an attractive place for persons with different disabilities, as for example Asperger’s?”.

For the HR department, it is important to make a difference between competence and skills/strengths in the recruitment process.

Next tank meeting, 2018

Thank you for your participation during this year’s fourth and last tank meeting. We look forward seeing you in March at the next tank meeting, #41. The workshop day will be hold on the 14th of March, hosted by Altran in Malmö. The topic is ***Digitalizing your revolution.***

LIBRARY

If you are interested in strengthening your view about innovative recruitment even more:

<https://www.youtube.com/watch?v=vk8Ei6MRr5s>

<https://www.youtube.com/watch?v=RG0JYbsdIQ8>