

*ELEVATING YOUR*  
**HIRING PRACTICES**

AUGUST 2022 HR IN-BRIEF



Hiring is the hottest topic right now and is one of the major challenges every organization is currently facing. How has your recruitment strategy changed as of recent? Are there creative ways in which you've tried to attract talent to join your team? Exploring new avenues and methods is critical at this point in time, so we've provided you with a few tips and insights to continue to elevate your hiring practices.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.

- Kim Osborne, CEO, Chemistry Consulting Group



## [A Shift In Hiring Practices in 2022](#)

By Deb Walker, *Associate HR Consultant*  
Chemistry Consulting Group

"Recruiting these days can feel a little bit like we are starting a new game of pick up sticks. Technology is rapidly shifting how and where we access candidates; potential employees are radically shifting their expectations of workplaces; and priorities are realigning for best practices in attracting and retaining candidates."

Read More

[Hiring Practices Haven't Evolved with the Times. Employers Need to Get Creative.](#)



## SmartCompany (International)

"As our Family Friendly Workplaces research and data tells us, promoting great workplace policies and procedures can have a real difference in attracting staff and retaining team members. We know that one of the first things a good portion of the talent pool will look at when considering applying for a role is what's on offer to support their lives outside of work."

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## Hiring for Your Small Business? Here's What You Should Look for Above All Else



### Entrepreneur

"When hiring it can be tempting to seek candidates who have worked at similar businesses to your own, if not direct competitors. This method often works for large companies, but I believe that small business owners and startup founders — especially those making their first few outside hires — must approach hiring differently..."

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## Hiring process 'broken' in many Canadian firms, experts say. What's the fix?



### Global News

"Without having an HR expertise in-house, the businesses are relying on owners and managers who are assuming that they know employment laws, employment practices, (employee) selection and job description," said Chhinzer."

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# UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

## "Employment little changed in July"

### The Daily Labour Force Survey

	2022		
	May	June	July
Vancouver	5.2	5.0	4.7
Victoria	4.0	4.1	4.3
BC	4.5	4.6	4.7
Calgary	6.6	5.4	5.0
AB	5.9	6.4	5.9
Canada	5.1	5.2	5.1

The Daily Labour Force Survey, August 2022



Need support with hiring or advice on your competitive compensation strategy?  
**We are here to help.**

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