

Recruiting WIL students remotely

Attend virtual career fairs and events

- › continue efforts to build a presence on campus
- › send a team to virtual events
 - network and direct students to your virtual booth
 - be ready to engage when students stop by your virtual booth
- › promote your active opportunities and have people available to speak directly about those opportunities
- › create a strong first impression with useful information, and eye-catching visuals/video
- › join virtual panels, host your own workshop and be sure to spend time networking with participants before and after your presentation



Onboard remotely

- › build a schedule with onboarding activities to familiarize new workers with the organization, co-workers and the culture
- › plan to spend more time together early on to build rapport
- › commit to weekly (or more frequent) one-on-one meetings to check-in on work projects and for reflection on how things are going
- › cover the basics before their first day
 - arrange for training
 - provide technology tools, equipment and supplies
 - send a welcome package
 - provide contacts for HR, IT and any others they'll need to get up and running
- › share opportunities for professional development



Expand your options

- › if the work can be done remotely, consider recruiting outside your immediate area to bring in diverse candidates
- › staff at post-secondary institutions are ready to help you recruit and onboard remotely
- › use apps such as Spark Hire, HireVue or VidCruiter to manage the virtual interview process

Optimize interviews

- › substitute in-person interviews with live video
- › video conferencing allows you to bring together managers or team members to meet the candidate
- › video conferencing also helps conduct group interviews with multiple candidates
- › communicate frequently with candidates while recruiting
- › stand out by personalizing touchpoints with key candidates

Get started here: