

# The Talent Acquisition Challenge: Ensuring Quality and Diversity in Recruitment

## Overcome Recruitment Challenges with CareerCircle

Talent acquisition leaders face the daunting challenge of balancing speed, quality, and diversity in recruitment amid economic uncertainty and market volatility. While organizations strive to attract and retain top talent, they frequently face a limited pool of qualified candidates. These challenges are further amplified by large-scale recruitment operations and technological hurdles that can degrade the candidate experience. The modern hiring landscape requires strategies that are both adaptable and dynamic, designed to advance organizational goals without compromise.

*Let's explore solutions that truly enhance your goals, rather than impede them.*

## Unlocking Talent Through Diversity and Skills

Building a great team starts with finding the right people. At CareerCircle, we dive deep into a community of over 150,000 members from non-profit organizations, community colleges, Job Corps, and workforce development organizations to connect you with individuals from underrepresented communities who are much more than their resumes.

Our platform connects you with diverse candidates whose skills and drive align with your team's needs. By streamlining your recruitment process and providing tailored sourcing solutions, we fill your pipeline with certified talent—eliminating guesswork and delivering results.

CareerCircle can assist you in tackling both immediate and long-term recruitment challenges with solutions custom-tailored to address your organization's needs.



### CareerCircle TalentConnect

#### **Talent Discovery:**

Access a skilled and diverse talent pool through our AI-driven platform, complemented by virtual events and hands-on recruitment support, ensuring candidates are ready to excel from day one.



### InclusiveU

#### **Diversity and Inclusion Training:**

Transform your sourcing practices with targeted DEI and disability inclusion training, empowering your organization to cultivate a diverse and inclusive workforce.

## Advancing Diversity with a Skills-Based Approach

TEKsystems, in collaboration with CareerCircle, is advancing the shift toward skills-based hiring, emphasizing practical skills beyond academic degrees. Together, they're tapping into a diverse, certified talent pool tailored to specific business needs—for instance, expanding IT support teams with Google IT Certified professionals during critical periods like tax season. This targeted approach not only streamlines the recruiting process but also boosts productivity and improves retention rates.

*There was a role that remained vacant for a long time. Once we filled it by focusing on the individual's potential, that person was not only retained longer but also became more invested in the company due to the opportunities provided.*

**Lauren Kolodrubetz**

Executive Director of Marketplace Diversity Solutions at TEKsystems

[Read the Case Study](#)

## Maximizing Potential: The Real Impact of Skills-Based Hiring

Skills-based hiring significantly enhances workforce diversity and productivity, yet many organizations fall short in implementing it. By focusing on the specific abilities and potential of candidates rather than just their formal education, businesses can tap into a wider and more diverse talent pool. This approach not only fills immediate openings with capable individuals but also supports long-term organizational growth. These statistics highlight the tangible benefits of embracing a skills-based approach in today's dynamic job market.

**10%**

Non-degreed workers have a retention rate 10% higher than their degree-holding colleagues.

(Source: [Burning Glass](#))

**+35%**

Diverse and inclusive teams are 35% more productive.

(Source: [LinkedIn](#))

**5X**

Hiring based on skills is five times more predictive of job performance than hiring based on education.

(Source: [WEF](#))

## Elevate Recruitment with Diversity-Driven Expertise

Explore a talent pool where diversity is more than just a checkbox—it's the key to your success. Elevate your business with genuine, human-centered solutions that effectively cut through the clutter, connecting you with the exact talent your team needs to thrive.



### End the endless search

Tap into our extensive network to quickly connect with driven, skilled professionals from diverse backgrounds who are prepared to make an immediate impact.



### Simplify your recruitment process and reduce overhead

Our efficient approach ensures you get the right talent without unnecessary costs or complications.



### Get personalized human support

Whether you prefer to lead or need guided assistance, our team is ready to support you in the manner that best fits your style.



### Widen your talent pool

Access our network of over 150,000 members from non-profit organizations, community colleges, Job Corps, and workforce development organizations to connect with diverse, underrepresented groups—including women, veterans, BIPOC, LGBTQIA+, and people with disabilities—creating a thriving, inclusive workforce.

## The Future of Your Business is Built on the Decisions You Make Today

Are you ready to transform your sourcing strategy? [Contact CareerCircle](#) to explore how our talent acquisition solutions can elevate your recruitment process. With our expertise in diversity and skills-based recruiting, we're ready to help you build a stronger, more inclusive workforce that drives your business forward. Don't wait—let's start creating your tomorrow, today.