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# Keys to Creating a Ready Pipeline of

**Start Date: 9/21/2016 7:30 AM**

**End Date: 9/21/2016 9:30 AM**

This event is hosted by GVC SHRM! This is part 3 in our three part recruitment series! This program has been pre-approved for 1.5 Professional Development Credits by the The Society for Human Resource Management and 1.5 HR (General) recertification credits by the HR Certification Institute. Date: Wednesday, September 21st, 2016 Time: 7:30am - 8:00am - Registration & Networking, 8:00am - 9:30am - Program Location: NYSUT Conference Center, 30 North Union Street, Rochester NY 14607 Recruitment of highly-skilled professionals can be one of the most challenging talent acquisition problems facing human resources professionals today. Highly-skilled professionals with a wide range of skills are in worldwide demand throughout industry and employers can find themselves facing tight talent supply and stiff competition from other employers. This session will explore how their training affects how these professionals think and act, as well as the recruitment messaging content and approaches that are most likely to gain their attention and interest. Digging deeper, we will discuss interpreting technical resumes beyond the acronym checklist, and conducting a proper technical interview that can offer insights into what and how a candidate can contribute to your organization. By the end of this session participants will: Gain an understanding of the highly-skilled professional mindset and approach to problem solving Be able to construct effective recruitment messaging that will attract desirable candidates Understand how to interpret and evaluate highly-skilled resumes and CVs Be able to conduct an effective technical interview of a highly-skilled candidate Presentation by Joe Lampinen, MS, CMfgE, LEED AP, PMP, Director of Engineering PCOE at Kelly Engineering Resources Joe is a leading engineering workforce strategist, consulting with industrial clients to solve problems in engineering outsourcing and recruitment. In his role, he develops and shapes strategic guidance to improve organizational abilities to anticipate and meet engineering workforce demands. He joined Kelly in 1998 and has worked in the engineering practice throughout his career in operational and strategic leadership roles. Joe holds a Master of Science degree in technology from Purdue University, as well as a graduate certificate in engineering law and management from the University of Illinois at Chicago, and an interdisciplinary bachelor's degree in technology and operations from Western Illinois University. He is credentialed as a Senior Human Resources Professional, Certified Manufacturing Engineer, Project Management Professional and is a Leadership in Energy and Environmental Design Accredited Professional. Joe frequently speaks and presents at industry and professional conferences and is an active member of a number of engineering professional societies and

## Location(s)

NYSUT Conference  
Center, 30 North Union  
Street, Rochester, NY  
14607