

Adapting for Hiring Success in *Homebuilding*

Shifting *SKILLS*:

Understanding big-picture skill shifts is crucial for professionals looking for long-term success... not to mention employers trying to source the right talent.

1

Employer Action:

Be open-minded about candidates from adjacent fields, prioritise training, and communicate how you support upskilling in ads.

2

Individual Action:

Identify transferable skills and highlight relevant experience even if outside of traditional construction roles.

Expectation *EVOLUTION*:

Candidates want more than just a pay cheque; employers want engaged, loyal team members. This is about finding the right fit, not just filling a role.

1

Employer Action:

Promote your unique EVP (employee value proposition). What makes working for you different from competitors?

2

Individual Action:

Look beyond salary. Is the company culture, flexibility, and development opportunities a match for your goals?

Tech Fuelled *TRANSFORMATION*:

Tech impacts everyone. For candidates, it means new ways to showcase skills and connect with potential employers. For employers, it opens up huge opportunities to find the right people faster.

1

Employer Action:

Explore the right tech tools for streamlining your process without losing the human connection that sets you apart.

2

Individual Action:

Optimise your online presence (LinkedIn, specialist industry boards) and learn about applicant tracking systems (keywords matter!).