

## For owners, managers and HR professionals seeking employees who are new to the title insurance industry

Let's face it, sometimes putting the right person in the job requires recruiting and training someone new from the ground up. When retirements loom or your volume of business expands, where do you go to find talent you can grow?

### When you're looking for new talent, start locally with schools and colleges:

- real estate schools
- high schools
- universities
- business schools
- law schools
- community colleges

### How to build a relationship with schools and attract the attention of recruits:

- Build, manage and maintain relationships on campus with the career counselors, student affairs professionals, and administrative staff who support students seeking work.
- Develop a standing internship program and ensure your campus contacts know where to send interested candidates.
- Send the right managers to career nights, job fairs and other school functions that connect employers with students.
- Develop recruiting materials that can be left to find in career centers, on job boards, in financial aid offices, and other places where students looking for professional work gather. TLTA has developed recruiting materials you can brand with your own logo and contact info.

### What do good recruits look like?

- History and library science students tend to be strong researchers.
- Many students of business—including marketing, accounting, finance and more—come equipped with strong business fundamentals that can be repurposed in your organization.
- If you find a candidate with strong references from a service sector job, take a closer look. New hires can take a class in filling out a CD or completing other title tasks, but soft skills, like the customer service essentials learned in service sector jobs, can be more difficult to teach.

## Build your career ladder here:

- Establish relationships with career office staff at schools and colleges.
- Create part-time positions for candidates who might be finishing school.
- Create an internship program and be prepared to adjust interns' roles based on requirements from schools and colleges who send you candidates.
- Offer rewards to current employees who help you identify new recruits.

