Types of Recruitment

Type Of Recruitment	Description
Internal Recruitement	This approach --> great opportunity -> career growth opportunity -> to -> existing employees -> improving -> employee retention
External Recruitement	Classic method of recruitement -> advertizing -> job vacancies -> to -> wider public . More Personal -> Recruiter -> Connect with ->Potenial Candidates
Referal Recruitement	Existing Employees -> Refer -> Suitable Candidates -> for -> Job Vacancies -> within -> Organization
HeadHunting Recruitemnt	Proactive method of recruitement -> seeking out potenial candidates -> through -> various channels ➢ Social Media ➢ Professional Networks ➢ Referals
RPO	Outsourcing your recruitement to third party provider

US IT Recruitment Introduction

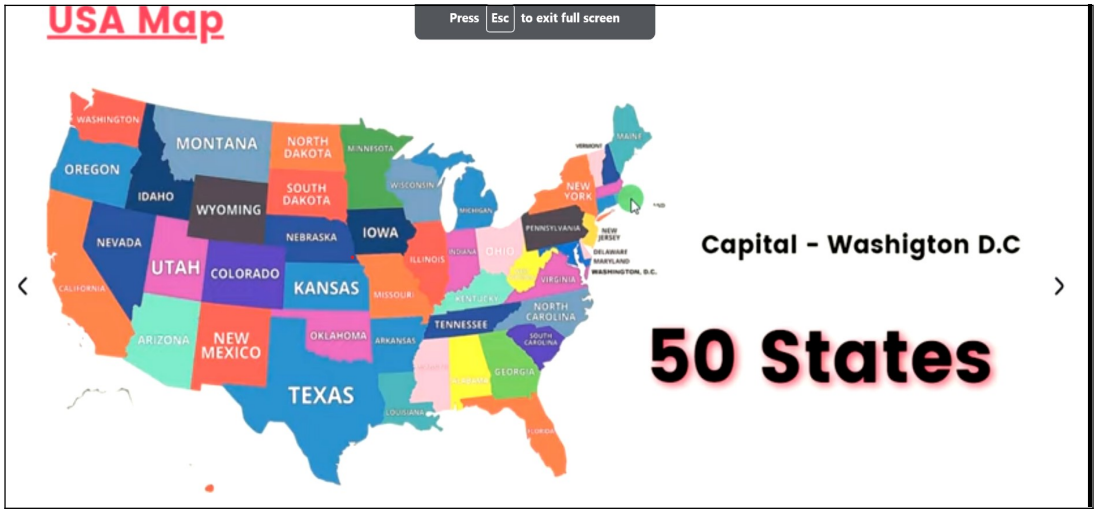
- 5 Things To keep on focus

- Qualifications
- Payscale
- Good/Bad
- Growth Ladder
- Future Scope

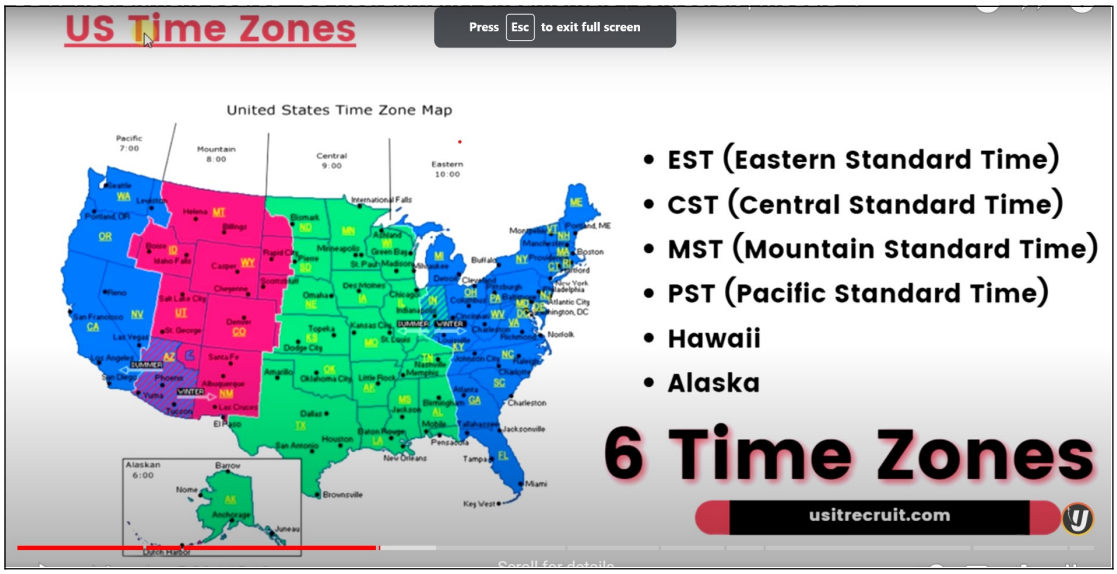
- Qualifications
- Completed Gradutation
- Good Communication Skills
- Basic Things US IT Recruitment

US Recruitment Fundamentals

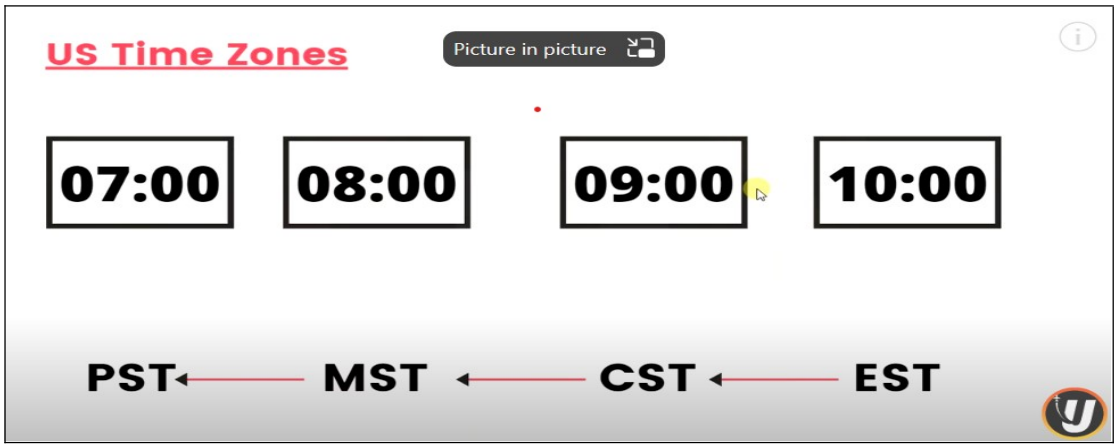
➢ 50 States In USA



➢ Timezones In USA

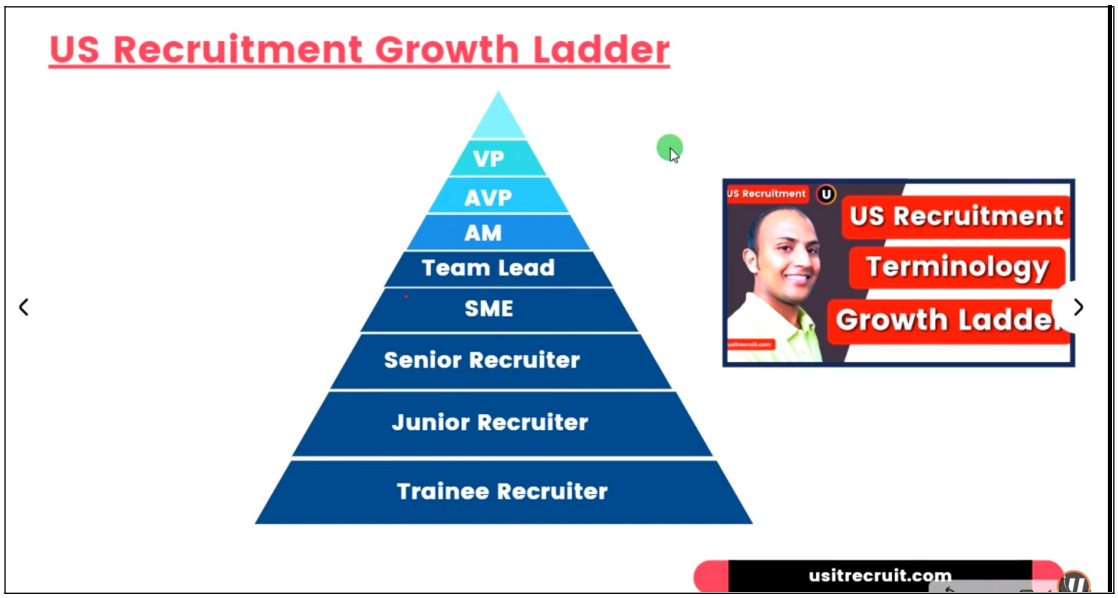


Timezones in India	EST-Highest Standard Time	Each Standard Time is 1hr difference

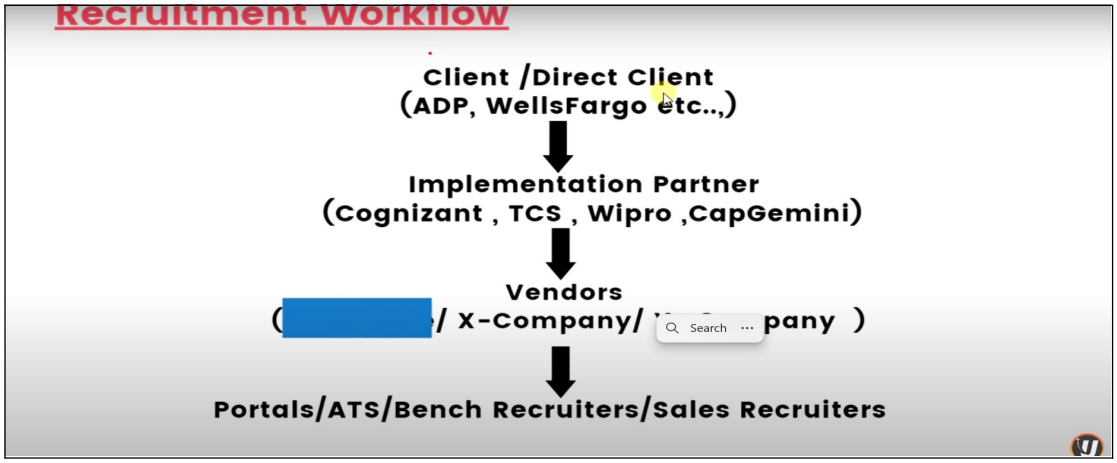


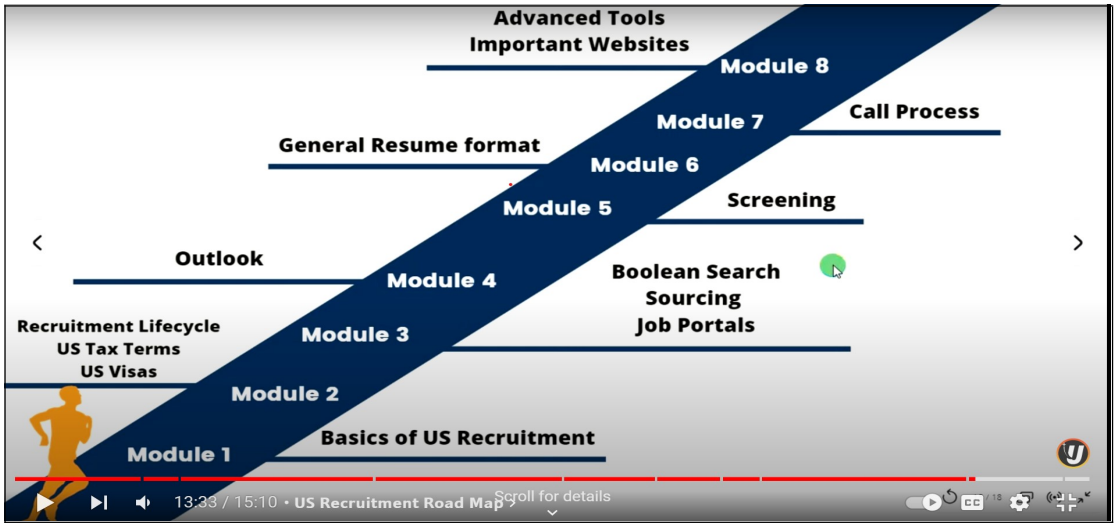
➢ Basics US Recruitemnt Technology

➢ US Growth Ladder



➢ Recruitement Workflow





Understanding Job Descriptions

JD Example

Assists with the design/development of software solutions requiring general domain knowledge and limited business expertise.
Troubleshoots code issues and continuously evolves IQVIAs platforms to meet user requirements/needs.

Analyzing JD Link

Link : -> Glassdoor.io -> https://glasssquid.io/try-analyze

US Recruitment Terminology

DefNo1	Name	Defination	Comments
1	Sourcing	Art of finding the exact candidate to a given role.	2 Types - Active and Passive
2	Screening	Process of determining the qualified candidates resume based on their skillset,communication skills ,payrates and many other factors.	3 Types - Resume,Document and Social
3	Submission	Finds the best fit for the jd ,he or should send the CV to the Account Manager or TL for further process.	Internal and Extrenal
4	MSP (Manage Service Provider)	Organization that outsources it workforce efforts by understanding the administrator levels.	

5	Bill Rate	Rate which is given by the client to the vendors or subvendors.	
6	Pay Rate	Rate which is given by consultant to the recruiter on behalf of their organization	
7	Hotlist	List for consultants who are on the Bench/payroll associated with he vendor company.	Bench Recruiters deal with it
8	Direct Client	Recruitemnt firms who work directly work for clients without any layer or implementation partner between.	
9	Implementation Partner	Company which implements the project or provides the man force with the help of vendors or sub venddors.	
10	VMS	Acts as a mechanism for Buisness to procure and manage contingent workforce.	Vendor Management System

MSP

For instance, let's say your agency is working with a tech company that needs to hire software engineers.

You'd identify the specific skill sets required.

Use various recruitment channels to source candidates, conduct technical assessments, and present a shortlist of qualified candidates to the company.

Throughout this process, you'd maintain open communication with both the client and candidates, ensuring a smooth and efficient recruitment experience for all parties involved.

Types of US Visas

Number	Name	Details
1	H1B Visa	✓ Non Immigrant Visa(Work Visa) ✓ Who want to work in USA/Outside USA ✓ Valid - 6 Years
2	H4 Visa	✓ Dependent on H1B Visa ✓ Given to the spouse or children under the age of 21.
3	Green Card	✓ Permanent Residence in US ✓ Living in US for 16 or 20 years.
4	F1 Visa	✓ Valid - 5 yrs ✓ Student Visa ✓ OPT and CPT ✓ Student can work for 20 weeks 20 hrs week ✓ Permission to work off campus - OPT and CPT
5	OPT and CPT	✓ Optional Practical Training ✓ Curriculam Practical Training

6	TN Visa	✓ Trade NAFTA ✓ Canada and Mexico ✓ Valid -3 yrs ✓ TN1 - Canadians TN2 - Mexicos
7	L1 Visa	✓ Intercompany Transfer ✓ Valid - 7 years ✓ Transfer their employees to work in US for the same company. ✓ L2 is Dependent Visa

Tax Terms in US Staffing

Name	Details
C2C - Corp to Corp	Agreement between two coroporations.Tax will be paid by the employer on behalf of candidate.
W2 Tax	Agreement between candidate or individual to a corporation.Tax will be paid by employer.
1099	Individual Contributer/Freelancer working on his own.

Sourcing Strategies

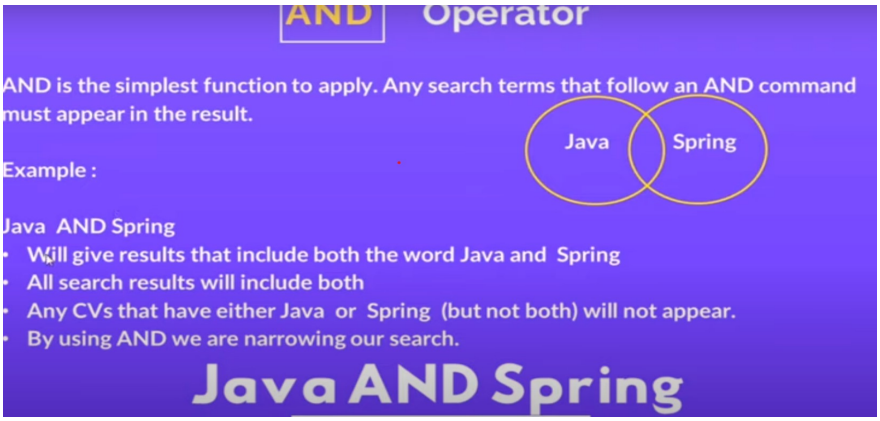
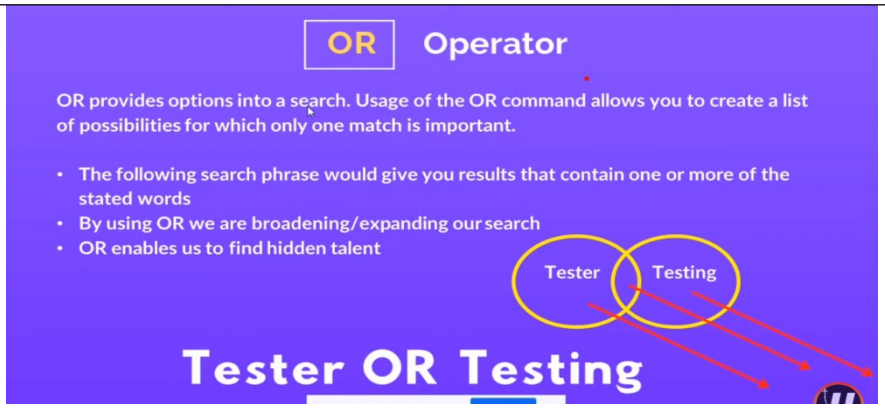
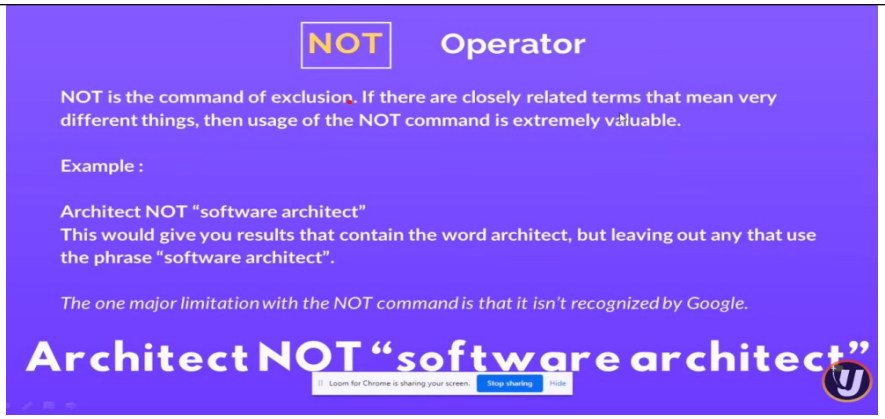
➢ Types of Sourcing

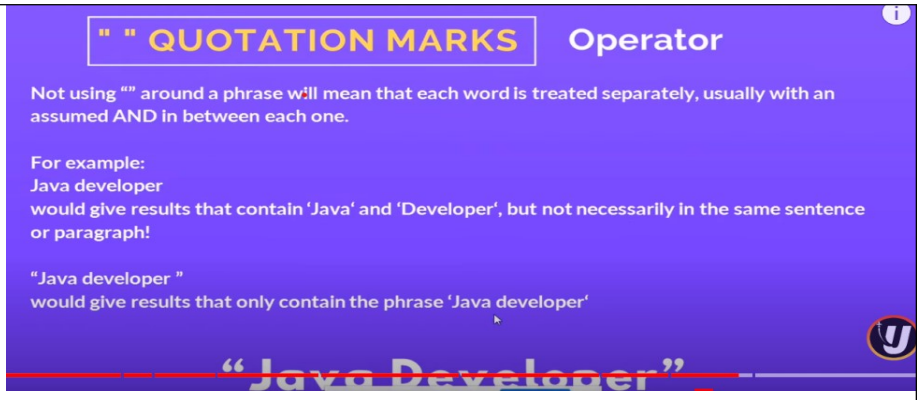
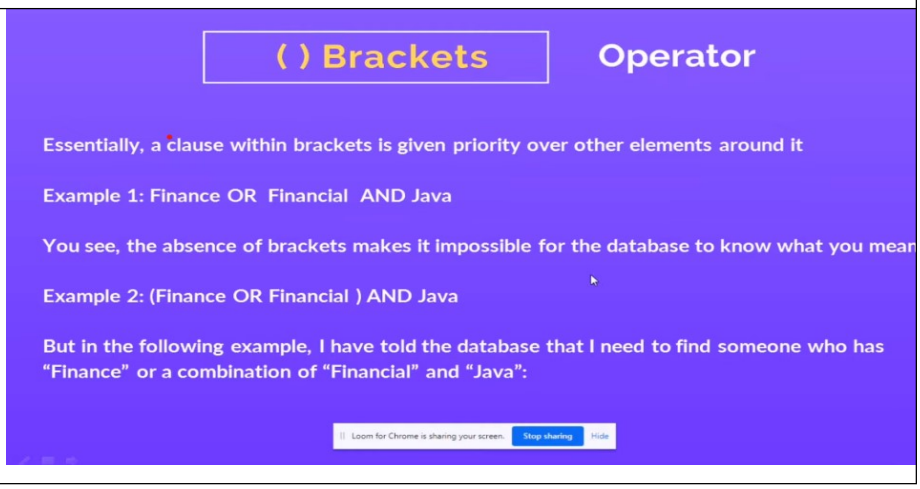
Type	Details
Active	Actively looking for the jobs.
Passive	Not looking for the jobs.

➢ Ways of Sourcing Candidates

Boolean Search and Effective Communication

- Invented By Mr George Boole
- It is the way to organize search by using the combination of Boolean operators and keywords in Job Description.
- 5 Types of Search Parameters

Type	Detail
AND	
OR	
NOT	

Quotation Marks “ “	
Brackets	

➢ Preparing for Calls as a Recruiter