

Government recruitment is a different animal.



- ● It takes uncommon discipline, precision, and expertise. The stakes are simply too high
- ● for unproven methodologies or vague approximations. When the mission is critical,
- ● choose a name you trust, with firm-fixed pricing, and a dedicated focus. CareerBuilder
- ● Government Solutions. Government recruitment—*tamed*.

We know a few good men and women—31 million of them, to be precise.

Simply put, no one has more data on the American workforce, nor a broader array of solutions for applying that information to the government imperative.

Since 2001, CareerBuilder Government Solutions (CBGS) has been a leading provider of talent acquisition, recruitment outsourcing, and management consulting services to Federal, state and local governments.

Our work covers the full breadth of the human capital supply chain, from attraction to retention. With proven best-value ROI, solutions for OFCCP compliance, and a 508-compatible consumer access point for the visually impaired.

No matter the challenge or requirement, CBGS will use its uniquely intelligent, adaptive solutions to advance an unheralded but crucial public-sector mission—**turning government agencies into employers of choice.**

Attract

At CBGS, we optimize agency promotion through a lens of targeted candidate profiling. Because it's not just about appealing. It's about appealing to the candidates you covet most.

- Brand Audit
- Employment Branding
- Social Media Brand Management
- Targeted Acquisition
- Targeted Acquisition Diversity
- Job Analysis and Design
- Predictive Candidate Selection
- Virtual and Live Career Fairs
- Authorized Facebook Reseller

Engage and Retain

To optimize recruitment, CBGS analyzes the techniques and technologies that drive your agency's hiring. Then, we find better ways to track, report, and customize your methods.

- Process Optimization
- Recruitment Technology Optimization
- Culture Optimization and Design
- Recruitment Development Institute
- Workforce Analysis
- Background Screening
- Drug Screening
- Talent Intelligence and Analytics

Outsource

As a partial- or full-scope outsourcing option, CBGS can target, screen, and acquire an exceptionally talented, diverse workforce—in record time, and with minimal cost.

- Recruitment Process Outsourcing
- Name Generation
- Targeted Search
- Pre-Interview Screening
- Exit Interviewing

Multiple, flexible ways to work with CareerBuilder Government Solutions.

For optimal ease and efficiency, most CBGS services are available via GSA Contract **GS—02F-0263P**. In addition, we team with both large system integrators and small 8(a) businesses to fulfill diverse government missions and contracts.

Please contact us at cbgs@careerbuilder.com or 202.652.2831 to find your most convenient procurement option.

www.careerbuildergovernmentsolutions.com

careerbuilder[™]
Government Solutions, LLC 

End-to-End Government Sourcing Capabilities.

Addressing your complete talent lifecycle is faster and easier than ever before. In line with the U.S. Office of Personnel Management's End-to-End Hiring Initiative, CareerBuilder Government Solutions now offers a unique, comprehensive solution suite.

	RPO/Staffing Firm	Consulting Firm	Advertising Agency	Job Board	CareerBuilder Gov. Solutions
CANDIDATE ATTRACTION	BRAND ESTABLISHMENT - Analyze and develop an employment brand for ideal candidates and employees.				
	Research your employment brand		●	●	●
	Assess your employment brand		●	●	●
	Create an employment message for your organization		●	●	●
	Design and host your organization's career site			●	●
	Develop your recruitment advertising creative			●	●
	Create an employment brand for your organization		●	●	●
	Develop a strategy and positioning plan for your employment brand		●	●	●
	CANDIDATE ATTRACTION - Go where the talent is—both online and offline.				
	Survey qualified talent as they apply and search your jobs		●		●
	Perform a demographical analysis of your available applicant pool	●	●		●
	Develop a media placement plan			●	●
	Develop a talent sourcing plan to draw the right candidates to your jobs	●	●	●	●
	Source and screen top candidates for immediate interview	●		●	●
	Analyze geographical and demographical lead targeting	●		●	●
Provide relevant leads for your open positions	●	●	●	●	
Target candidates offline			●	●	
Identify your top talent competitors		●		●	
Analyze and recommend improvements for your job posting content		●		●	
Combine enhanced job posting content with search engine optimization suggestions	●	●	●	●	
Develop an employee alumni program		●		●	
Develop a referral program		●		●	
Track candidates pre- and post- employment with your organization		●		●	
Develop and manage social media recruiting			●	●	
CANDIDATE ENGAGEMENT	APPLICANT MANAGEMENT - Provide a streamlined process for candidate screening, assessment, and management.				
	Manage your applicant flow	●			●
	Provide interview guides and predictive candidate selection tools	●			●
	Screen candidates through phone interviews and resume pre-screens	●			●
	Survey applicants' perceptions of your recruitment process	●	●		●
	Develop your recruitment staff through custom recruiter training		●		●
	Establish a candidate targeting plan based on job seeker activity analysis				●
	Survey talent to see who moved to your competitors and why				●
	Assess current recruitment technology and/or provide recommendations		●		●
	Serve as an extension of your recruitment process with complete involvement	●	●		●
ONBOARDING - Ensure that new hires are well-suited to your organization.					
Perform background checks	●			●	
Offer drug screening				●	
Assist with onboarding checklist	●	●		●	
CANDIDATE RETENTION	RETENTION - Implement solutions that keep your best employees longer.				
	Survey internal candidates for employment brand feedback		●		●
	Survey applicants for employment brand feedback		●		●
	Provide real-time demographic data on job seeker behaviors, perceptions, and desires				●
	Implement recruiter skill-set training		●		●
SUCCESSION MANAGEMENT AND EMPLOYEE OUTPLACEMENT - Cultivate internal talent or outplace employees in times of financial hardship.					
Perform workforce analysis		●		●	
Provide exit interview services	●	●		●	
Provide outplacement services		●		●	