

The People Pulse

HR. RECRUITMENT CAREERS



BUILDING BETTER WORKPLACES *The People Strategy That Takes You Into 2027*

As the final quarter of the year begins, October is an ideal time for organisations to pause, review their people strategy, and prepare for what comes next.

The final months of the year often bring increased workloads, annual performance discussions, budget planning, workforce restructuring and preparation for the year ahead. For HR teams and business leaders, this creates an opportunity to move beyond simply filling vacancies and start thinking strategically about the people who will drive business growth.

From Our HR Desk

“Great organisations are built by people who have the opportunity, skills and environment to do their best work.”

At ABNM HR Staffing Solutions Ltd, we believe recruitment is about more than matching a CV to a job description. It is about understanding organisations, people, culture and long-term potential. This month, we explore practical ways employers can strengthen their workforce while helping professionals prepare for their next career opportunity.

October is not just another month on the calendar. It is a planning point for the future.

- A strong workforce strategy asks important questions:
- Do we have the right people in the right roles
- Which skills will our organisation need in 2027?
- Are our employees engaged and motivated?
- Where are our recruitment processes losing good candidates?
- Which positions should we begin hiring for now
- Are we developing the talent we already have?



THE FUTURE OF HIRING

What employers should consider when planning their 2027 workforce.

Is your organisation ready for the workforce of tomorrow?

Recruitment is changing. Organisations are increasingly looking beyond qualifications and years of experience when identifying talent.

Employers are placing greater emphasis on adaptability, communication, problem-solving, digital capability, collaboration and cultural contribution.

5 Hiring Trends HR Teams Should Watch

1. Skills Are Becoming as Important as Job Titles

A candidate's previous job title does not always tell the full story.

Recruiters should look at transferable skills, achievements and demonstrated capabilities when assessing candidates.

HR Tip: Review job descriptions regularly and identify the actual skills required to succeed in each role.

2. Candidate Experience Matters

The recruitment process is often the candidate's first real interaction with an organisation.

Slow communication, unclear job descriptions and lengthy recruitment processes can create frustration and may cause candidates to disengage.

Ask yourself:

If I were applying for this position, would this process make me want to work here?

3. Employer Branding Is Part of Recruitment

Candidates research organisations before accepting offers.

Your website, social media presence, employee reviews, communication style and recruitment experience can all influence how potential employees perceive your organisation.

HR Tip: Let candidates see what makes your workplace distinctive.

4. Internal Talent Should Not Be Overlooked

Before automatically looking outside the organisation, consider whether existing employees could take on new responsibilities through training, promotion or internal mobility.

This can support retention while reducing recruitment costs and onboarding time.

5. Workforce Planning Should Start Before You Need Someone

Waiting until a position becomes urgent can make recruitment more difficult.

Instead, HR teams should identify potential hiring needs in advance and build talent pipelines for critical roles.

Recruitment Question of the Month

“Are we recruiting because we have a vacancy, or because we have identified a business need?”

The distinction matters.

Strategic recruitment connects hiring decisions to business objectives rather than simply replacing employees when they leave.

Career Tip of the Month:

Don't just tell employers what you can do. Show them what you have already achieved.



CAREER & CANDIDATE CORNER

Practical ways candidates can make themselves more employable.

YOUR CAREER, YOUR NEXT MOVE

5 ways to make yourself more employable this October

Whether you are actively searching for a new role or simply preparing for your next career move, October is a good time to review your professional profile.

1. Refresh Your CV

Your CV should reflect your most recent responsibilities, achievements and skills. Instead of simply listing duties, demonstrate impact.

Instead of:

"Responsible for managing social media accounts."

Try:

"Managed company social media channels and increased audience engagement through targeted content campaigns."

Where possible, use numbers and measurable outcomes.

2. Update Your LinkedIn Profile

Make sure your:

- Professional summary reflects your current career direction
- Skills are up to date
- Recent achievements are included
- Profile photograph is professional
- Contact information is current
- Your online professional presence should tell the same career story as your CV.

3. Identify Your Skills Gap

Ask yourself:

"What skill would make me significantly more valuable in my current or desired role?"

It could be:

- Data analysis
- Project management
- Leadership
- Communication
- Digital marketing
- Financial management
- AI and technology
- Industry-specific technical skills

Choose one or two areas and create a realistic learning plan.

4. Prepare for Interviews Before You Get Invited

Do not wait for an interview invitation before preparing.

Think about examples that demonstrate:

- Leadership
- Problem-solving
- Teamwork
- Handling difficult situations
- Achieving results
- Learning from mistakes
- Managing competing priorities

A useful approach is the STAR method:

S — Situation

What was happening?

T — Task

What were you responsible for?

A — Action

What did you do?

R — Result

What happened as a result?

5. Build Relationships, Not Just Applications

Career opportunities often develop through professional relationships.

Connect with people in your industry, attend relevant events, engage thoughtfully with professional content and maintain relationships with former colleagues.

Remember: Networking is not simply asking people for jobs. It is building genuine professional relationships over time.

JOB SEEKER QUICK CHECK

Before applying for your next position, ask:

- Does my CV match the role?
- Have I highlighted relevant achievements?
- Is my LinkedIn profile updated?
- Have I researched the organisation?
- Can I explain why I want the role?
- Can I demonstrate relevant skills with examples?



HR TOOLKIT

A simple year-end people-strategy checklist for employers.

Things every HR team should review before the year ends

As organisations move toward the final months of the year, HR teams can use this period to review current workforce needs and prepare for the next business cycle.

People Strategy

- Review current headcount
- Identify upcoming recruitment needs
- Review critical and hard-to-fill positions
- Identify potential succession gaps
- Assess internal talent and promotion opportunities

Employee Experience

- Review employee engagement
- Identify recurring employee concerns
- Review onboarding effectiveness
- Recognise employee achievements
- Check whether employees have development opportunities

Recruitment

- Review time-to-hire
- Analyse recruitment sources
- Review candidate experience
- Update job descriptions
- Build talent pipelines for future vacancies

Planning for 2027

Ask your leadership team:

“What people and skills will we need to achieve our business objectives next year?”

The answer should influence your recruitment, training, succession planning and workforce budget.

OCTOBER'S PEOPLE QUESTION

What is one thing your organisation could improve about its employee experience before the end of the year?

- It could be communication.
- It could be recognition.
- It could be career development.
- It could be onboarding.
- It could simply be listening more closely to employees.

Small improvements can create meaningful changes in the workplace.

HOW WE CAN HELP

Your People. Our Expertise.

Finding the right people can be challenging. At ABNM HR Staffing Solutions Ltd, we help organisations simplify the recruitment process and connect with talent that aligns with their business needs.

Our Services

- Recruitment & Talent Acquisition

From entry-level positions to specialist and leadership roles.

- Executive Search

Identifying experienced professionals for critical leadership positions.

- Temporary & Contract Staffing

Flexible workforce solutions for changing business requirements.

- HR Consulting

Practical support for organisations looking to strengthen their people processes.

- Talent & Career Support

Helping professionals identify opportunities and present their experience effectively.

LET'S BUILD THE FUTURE OF WORK — TOGETHER

Whether you are an employer looking for exceptional talent or a professional exploring your next opportunity, ABNM HR is here to help.

- For employers:

Looking to hire? Let's discuss your recruitment needs.

- For candidates:

Looking for your next opportunity? Submit your CV and connect with our recruitment team.

