



CSR
Expertise In Results

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Rethinking Your Recruiting Processes





What's your biggest hiring challenge?

The Population Math Problem

Demographic shifts have created
a battle for employees

Baby Boomers : 60-77 years old

75.4 million

Gen X: 42-59 years old

65.9 million

Millennials: 24-41 years old

76.8 million

Generation Z: up to 24 years old

67 million

Labor participation rates:

Historic: 68%

Today (2/25): 62.4%

Two
irrefutable
realizations
come from
this
arithmetic:

For your organization to win
the war for talent-some
other organization HAS to
lose

For the first time in your
business life, you need
people more than they need
your job

What is the Cost of Having an Open Position?

Lost productivity

Increased workload for existing staff

Overtime and temporary staffing expenses

Upset clients and donors

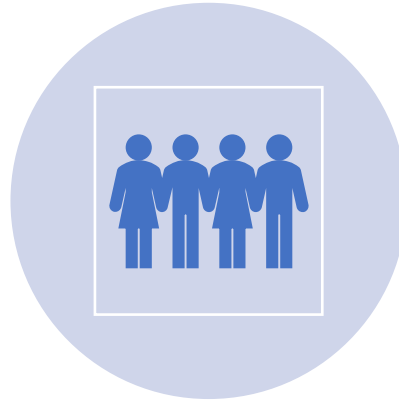
Lost sales or development opportunities

Opportunity cost for service development

What is the cost of a bad hire?



FINANCIAL IMPACT OF
TURNOVER



CULTURAL AND MORALE
CONSEQUENCES



TIME LOST IN HIRING,
ONBOARDING, AND TRAINING

Cost Calculator Exercise

Salary of the position

X

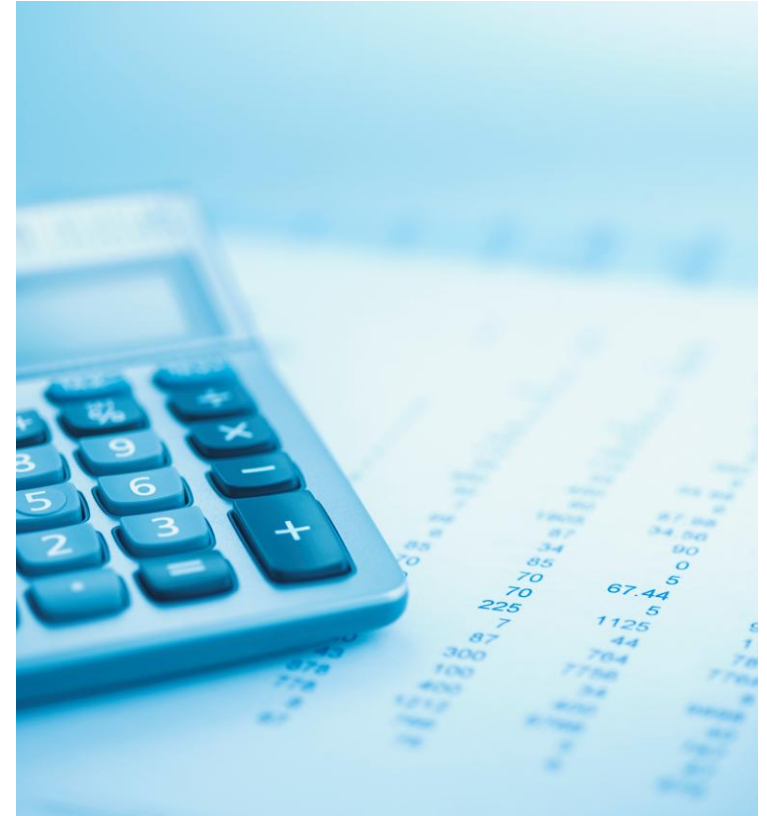
Time vacant

+

Overtime & Lost productivity

+

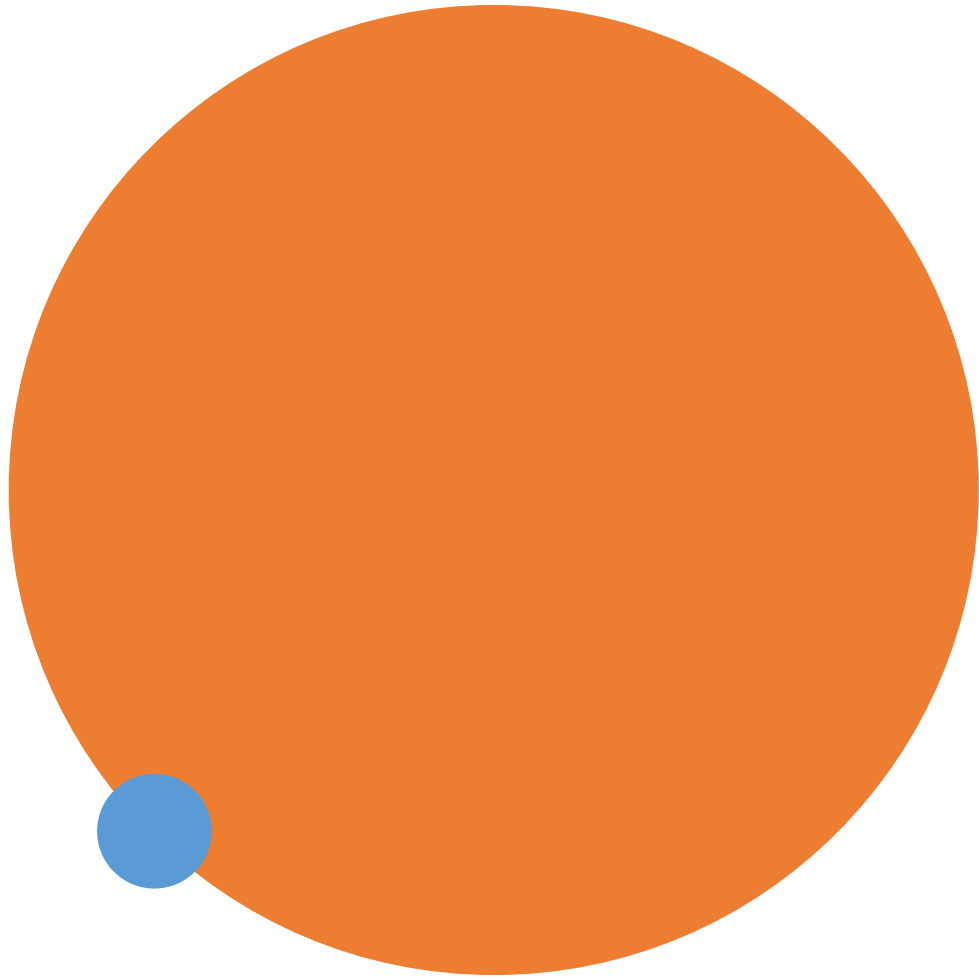
Hiring & Training costs



Finding the Talent

Start with the premise that NOBODY has ever been taught a systematic way to find where they belong in the world of work...

Start by exchanging the word “jobseeker” with the word “CUSTOMER” or “DONOR” and you are halfway home!



Changing jobs is an
EMOTIONAL
decision,
not a FINANCIAL one



Top 5 Personal and Professional reasons people begin a Job Change

Personal

1. Marriage
2. Divorce
3. Birth of 1st child
4. Purchase of a new residence
5. A schedule that makes them choose between their job and their family

Professional

1. Negative interactions with direct manager
2. Poor culture fit (Values)
3. Job to Personality fit
4. Achievement of some new level of education or training
5. Pay/Benefits

Remember,
we are NOT
selling the
job in the
job ad...

*We are selling the chance
to have a FIRST
conversation...*



Create a Persona to Recruit Employees- Personality Typing...The Missing Piece

Education/Experience

Personality type

Job they are likely currently in

Length of time in Current position

FLUX that makes them open to change

Current family/life situation

Hobbies

- Loan Program Specialist

Are You the Bridge Between Dreams and Capital?

Join Us as Our Next CDFI Loan Program Specialist

At OLCDC, we believe access to capital can change lives—and we're looking for someone who shares that belief. Are you passionate about helping small businesses thrive? Do you enjoy guiding people through financial systems and opening doors to opportunity? Then this may be more than just your next job—it might be your next calling.

As our CDFI Loan Program Specialist, you won't just manage loan files—you'll help entrepreneurs bring their visions to life. You'll work one-on-one with small business owners, community leaders, and local partners to make smart funding accessible and sustainable. We won't list every task here (though yes, you'll work with loan applications, compliance, and client communications).

Instead, we want to ask:

- Do you find joy in helping others understand complex financial processes?
- Are you detail-oriented and people-focused?
- Can you keep systems running smoothly while building trusted relationships?

If that sounds like you, we'd love to start a conversation.

A Bit About Us

OLCDC (Opa-locka Community Development Corporation) is a nonprofit rooted in the belief that strong communities are built through economic opportunity, affordable housing, and creative placemaking. For over 40 years, we've partnered with residents and entrepreneurs to spark meaningful change across South Florida. Our CDFI work is a key part of that mission—because access to capital shouldn't be a barrier to building something great.

What You'll Need to Bring

- A background in finance, lending, or economic development (CDFI experience is a plus!)
 - Strong attention to detail and ability to navigate compliance requirements
 - Confidence in working with diverse clients and communities
 - Excellent communication skills—both written and verbal
 - Comfort with loan processing systems, spreadsheets, and basic financial analysis
 - Bilingual (English/Spanish or English/Creole) is a bonus, but not required
- Let's build something meaningful—together

Actionable Takeaways

Rethink
recruiting
as
marketing

Create
curiosity-
driven job
ads

Know the
cost of
inaction

Retention
>=
Recruiting



Questions?

Thanks for Attending

Have additional questions?

Please contact:

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