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From the Desk of Marcia Cerrone:

The Importance of Recruiting in a Tight Market

During a time when good talent is scarce, effective recruiting becomes crucial. Manufacturing has changed and become very specialized and many young adults today are opting to go to college rather than attend trade school. So, for manufacturing companies, finding and hiring good talent is harder and very crucial.

Good talent is hard to find but you should not compromise your standards and qualifications. Cutting corners and hiring the wrong person can be very damaging and costly. Eventually, it can cut down on the company's productivity and eventually effect the company's profit. Statistics show that the average time it takes to hire and onboard a new employee is 22.9 days. Most companies simply do not have the time to allocate to hiring. Many companies are also looking for new creative ways to obtain the employees that they need. Here are some things that companies are now doing:

1. Asking for referrals- always ask your employees for referrals. Maintain a data base of referred talent for future use.
2. Consider upgrading current employees. Do you have an ongoing training and development component at your company?
3. Consider employing and training less experienced talent. But look for candidates with demonstrated potential.
4. Seasonal workforce changes – if your demand for workers fluctuates, hiring temporary employees can save your company a lot of money during busy seasons and short-term projects. Staffing firms have knowledge of the capabilities of temps they have placed. You can increase or decrease your workforce as necessary and with less risk.
5. Reducing hiring costs – using temps as a source of permanent hires, can save you time and money on recruiting, interviewing and training full-time staff, plus unemployment claims and lost productivity when new employees don't work out.
6. Job relief – some of your employees may have too many responsibilities or feel overworked. Don't wait until burnout motivates them to leave. Overall productivity might increase if a portion of some jobs were delegated, possibly to temps.
7. Trying before buying – to avoid hiring the wrong person for a particular job, consider making it a temp-to-hire position. After the temp demonstrates that he or she is a good fit and can do the job well, you can make the temp a permanent employee. If not, you're not locked in.

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Distribution - Hamden

Office Assistant - HVAC company -
Guilford - **Completed**

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Milford

Assembler - Manufacturing-
Wallingford

Quality Inspector – Circuit Board
Manufacturer - Wallingford -
Completed