



May 2018

From The Desk of Cindy Carlson



THIS CANDIDATE SHORT MARKET; It's time for you to think outside the box.

The national unemployment rate is now at 3.9% and it continues to decline. Included in this 4.1% are those generally considered "unemployable". Talented and qualified employees are being actively recruited and retention is becoming an issue for many companies. Candidates are now routinely receiving multiple offers and salaries are rising.

But, there are signs that companies have not seen the "writing on the wall" and are not taking the necessary steps to be successful in this candidate "short" market.

Here are some thoughts:

- 1.) **Streamline your hiring process.** A lengthy process is a disadvantage, particularly when candidates have other options. Set up first and second interviews within the same week and make the decision to hire without unnecessary delays. Do a thorough interview and include pre-employment testing.
- 2.) **You need to actively recruit good people.** Think of your candidate experience like a customer service experience. Why would talented and capable people want to work for your company? What are the attractions/opportunities inherent in the open position?
- 3.) **Have a pro-active recruiting attitude.** Don't just react to what's happening at the moment. Think ahead to what talent you might need in the future. Nurture relationships with talented people. Lead them into the job you want done.
- 4.) **Think about flexible benefits.** As you go through the recruiting process, keep in mind it is no longer effective to provide one size fits all benefits. With more diverse households and blended employees, companies must offer more flexible benefits to better meet the needs of all the participants in the workforce.

Reitman is a full service firm placing temporary, temp-hire, project and direct hire staff since 1988.

Our success is built on our commitment to staffing as a professional practice, our rigorous placement process and the tenure, experience and commitment to client goals of our staff.

Recent Placements & Current Engagements

Health & Safety Manager - Direct Hire

Quality Manager - Direct Hire - **COMPLETE**

Machine Operator - Temp to Hire

Bookkeeper - Temp to Hire

Plant Manager - Direct Hire

Lab Technician - Temp to Hire

Executive Assistant - Direct Hire - **COMPLETE**

Maintenance Mechanic - Direct Hire

Keep in mind that staffing needs change quickly so use all of your recruiting resources especially for difficult positions. A professional recruiter can lead you to attractive passive candidates (not on the job boards).

What is your experience with this issue, do you have any additional tips to share? Contact me at Cindy@reitmanpersonnel.com or call 203-643-6895.