

November 2016

From The Desk of Marcia Cerrone:



Technology has changed how employers find and hire staff and how people seek jobs. As a result, some human resource managers and industry watchers predicted that all the job sites would put local agencies and “headhunters” out of business. However, the staffing industry continues to grow. US staffing industries employed nearly 3.3 million temp and contract workers in the third quarter of 2014, a 6% increase over the year ago period. This trend is continuing and direct hire placement services are also strong and increasing. And with the retirement of 76 million baby boomers, employers are having difficulty finding qualified candidates.

Here at Reitman we are experiencing similar growth with increases in our placements and direct hire engagements. So, we have begun to ask our clients how they make hiring decisions and when and why they decide to engage a staffing firm. Here is what we are hearing...

- *It takes a lot of time to sort through the hundreds of resumes we get. Few are appropriate.
- *We don't have an HR department.
- *Most of our managers have little or no training on interviewing.
- *We have made a few costly hiring mistakes.
- *We can't find the right candidates.

A study entitled *Why New Hires Fail* confirms that most hiring managers are not trained to interview. It also reports that the primary focus of most interviews is on technical skills. But, new hires fail not because of technical skills, but because of problems with “soft skills” including coachability, and the ability to work with others. Contact me for a copy of this article.



So here is my take on why staffing firms are able to find and place good candidates.

- *Experienced professional recruiters have access to a candidate pool in their area of specialty.
- *Recruiters focus on “passive candidates”, those not on the job boards and on referrals from industry knowledge people. Companies that focus on job boards may be missing out on a lot of good talent that they wouldn't have found on their own.
- *Professional recruiters are constantly learning and working to keep their process and skills cutting edge which makes them very valuable to companies.
- *Recruiters are experienced, knowledgeable interviewers.

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 And Current Engagements

LPN- Internal Medicine Practice – Branford, CT - **Completed**

Chemical Operator- Alternative Fuel Company – New Haven, CT

AutoCAD Designer- Alternative Fuel Company – New Haven, CT - **Completed**

ID/ OD Grinder- Aerospace Manufacturing – Meriden, CT

Customer Service- HVAC Company – Wallingford, CT - **Completed**

Quality Inspector - Manufacturing Facility – Naugatuck, CT

Marketing Coordinator – Supply Company – Milford, CT - **Completed**

*Recruiters build relationships with their candidates which produce invaluable information and insights.

Running a successful business often depends on the team. It is very important to get the right people on the team. The recruiter can offer the company advice and coaching on how to find the right talent.



Most importantly, it can cut down on the cost. As we all know, cycling through employees is very time consuming and costly.

Excerpts from Temp Jobs Are a Growth Industry, Moneywatch, March 2015

For more information or about our services contact Marcia at Marcia@reitmanpersonnel.com or 203 488 6944.