



Hiring off the Street

RECRUITING FOR A POSITION? HOW DO YOU KNOW WHAT YOU ARE REALLY GETTING?



So there are plenty of people out looking for a job these days. If you believe the Department of Labor, approximately 6.7 million people are looking for work. But how does

that translate into hiring an employee for your organization?

“ *There is no quick and easy way to hire quality employees, no magic bullet that's a sure fire predictor of future success. The best way to evaluate potential employees is in the current position you want them to work in.* ”

Well, there are many factors to consider when hiring an employee. First off, running an advertisement. Sure you can run a free job posting, or you can pay, so there may be a cost associated there. Then there is a response. Sometimes it can almost be comical. We recently ran an ad for a manager position, looking for specific industry experience. We received over 300 responses ranging from recent college graduates to short order cooks. It takes time to filter those responses, set up interviews and finally make the leap of faith. Why a leap of faith? Because both sides put on their Sunday best during the interview process. Not until the employee is working at your facility do you really get to know someone. Will they get along with the other employees? Will they show up on time and take appropriate breaks? Do they have a collection of garden gnomes they insist on bringing into their cubicle? You get the idea.

Which lends itself well to our try before you buy, temporary to hire program. Give us your hiring criteria and job description. We'll recruit, screen, evaluate, and background check the individual. We'll set up the employee that best matches the position and your specific hiring criteria. You get to try that employee on our payroll for 8 weeks. After 8 weeks they convert to your payroll for no additional fee. Think of it as an 8 week job interview. Call the office that's close to you for more information.



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