

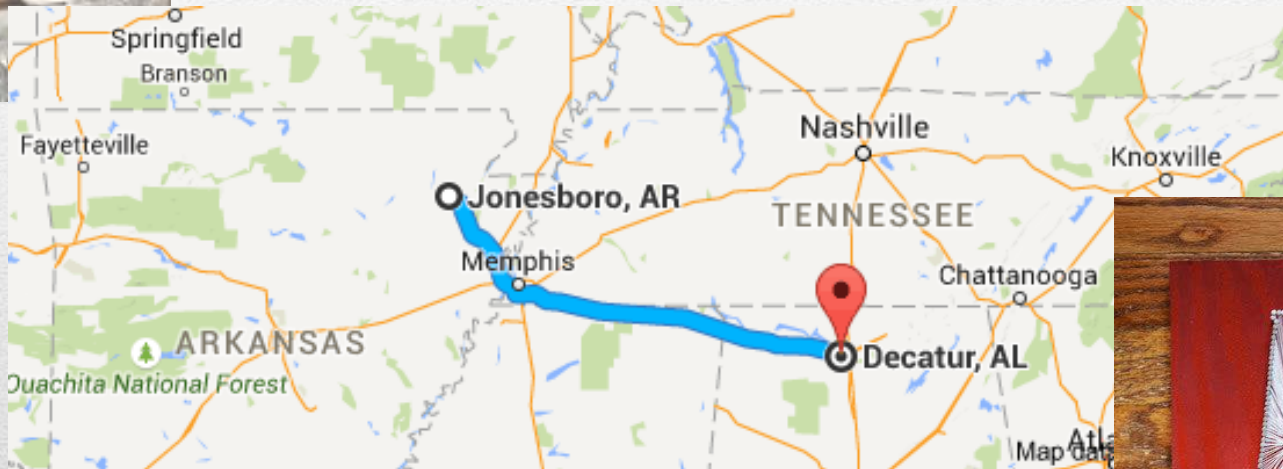


**Do Staffing Firms Really Know my  
Pain, or is it all an Illusion?**

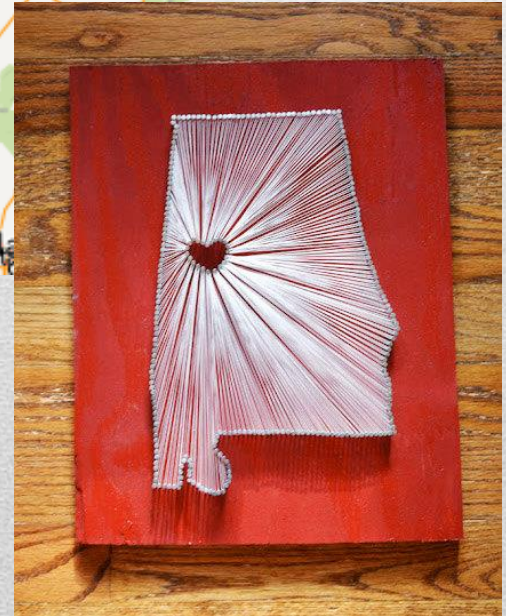
---



*From Arkansas*



*To Alabama*





- **Filing**
- **Reviewing Resumes**
- **Interviewing**
- **Sales**
- **Running an Office**



**YEAH, IF YOU COULD RAISE YOUR  
HAND**

**THAT WOULD BE  
GREAT**

MEMES & FUNNY PICTURES



# Staffing Firms Create 50,546 Jobs in Alabama

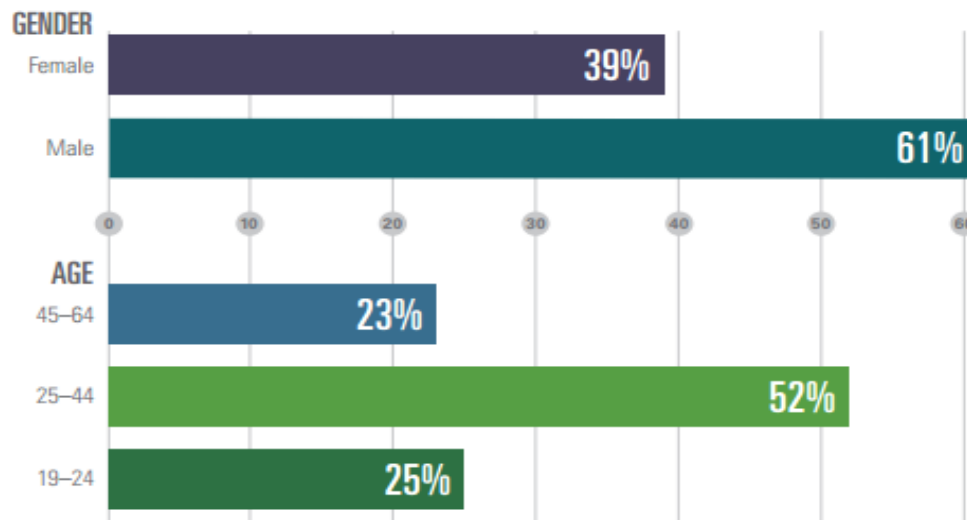
U.S. temporary help services companies assign millions of people to millions of jobs every business day.



## AT A GLANCE: 2014 Alabama Staffing Statistics

- Average number of temporary workers each week: 50,546
- Annual staffing employment: 232,005
- Average annual earnings per job: \$27,413
- 2013 total annual sales: \$1.9 billion

## Alabama Temporary Help Worker Profile



## 2014 National Staffing Statistics

- Average number of temporary workers each week: 3.2 million
- Average tenure: 11 weeks
- Annual staffing employment: 14.6 million
- Average annual earnings per job: \$33,596
- Annual sales: \$131.6 billion
- Establishments nationwide: 35,000

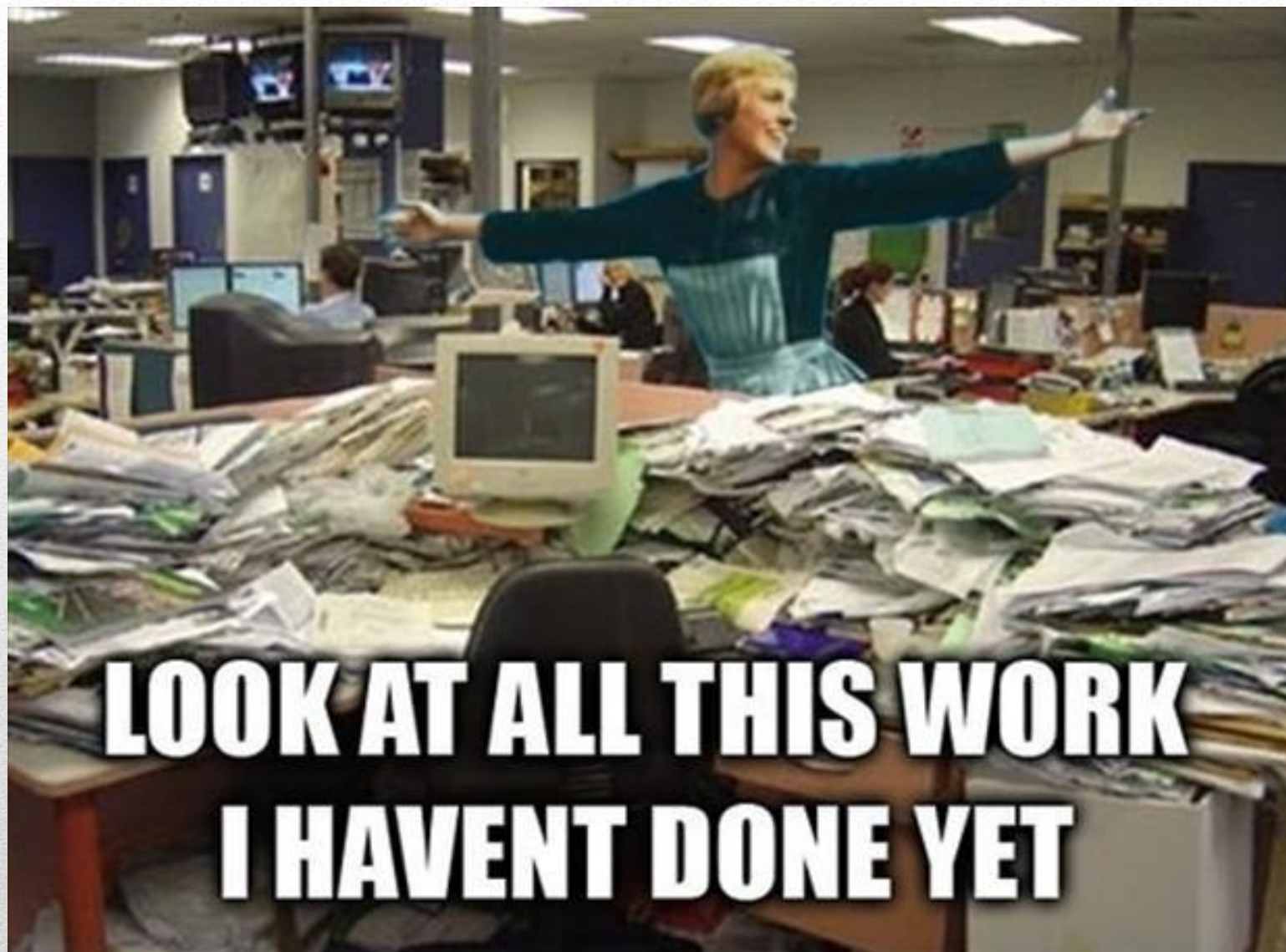
For more information please visit  
[americanstaffing.net](http://americanstaffing.net)

- What's it like to be the third party recruiter?
- How do I decide when to use a staffing firm?
- How do I know I have a great staffing firm?
- Who is responsible for what?
- How do I get the most bang for my buck?

**What are we going to  
cover?**

---





- **How do I decide when to use a staffing firm?**

- What size is your organization?
  - What size is your department?
  - What are your business goals?
  - What are your hiring needs?
  - What are your retention problems?
  - Cost Analysis?
-



**I'M GONNA NEED YOU TO DO  
TWICE THE WORK FOR FREE**

**YEA, THAT'D BE  
GREAT**

memegenerator.net



I can staff on my own!

---



## **Discussion Question:**

- Which is more important to consider when finding a staffing service? Cost or Experience?
-

- **Can I be sure I have a great firm?**
    - What's their reputation?
    - What was their sales pitch?
    - What have they asked me?
-



- **Expectations**
- **1-3 example**



- **What to look out for**
    - The 30 second job order
      - Are they asking you the right questions
      - Are you giving them the right info
    - Budget
    - Resources
      - Applicant Tracking System
      - Marketing Department
      - Employee Referrals
      - History
      - Reputation
-



# • Where do they Post your Jobs

- Job boards
- Company Website
- Social Media
  - LinkedIn?
  - Facebook?
  - Twitter?
- State Resources
- Free Resources



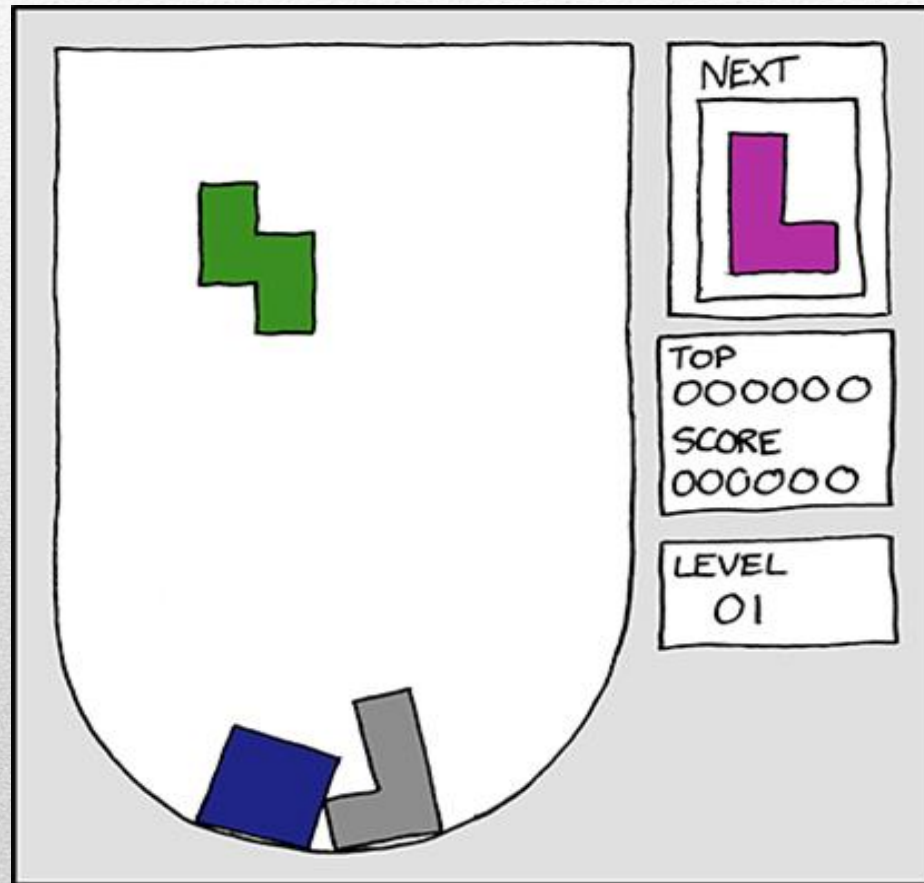
- Can they answer this question?

Why would a candidate want to  
work for us?

---



# Balancing culture and qualifications



# OSHA Logs & Work Comp





- Compensation and Benefits




- **How are they interviewing**
  - Canned Questions
  - Specific Questions
  - Behavioral interviews
  - Structured vs. Unstructured
  - Interviewers: who?
  - How many interviews?
-



# Are interviews the best way to select candidates?



- 
- **Background Checks**
  - **Medical Exams**
  - **Drug Testing**
  - **Who is paying for that?**
-



# Discussion Question

- Mario applied for your position that you have posted AND applied for your position directly. He has what you are looking for, what do you do?
-

# Communicate!

Yes, please call me at least  
20 times a  
day and not leave a  
message.

...Said no  
recruiter, ever.

somee cards  
user card







- Twitter: @HRecruit
- Intsagram: hrecruit
- Google+: /+KristinaMinyard



- LinkedIn:  
<http://www.linkedin.com/in/kristinahutto/>
- Email: [hutto.ipad@gmail.com](mailto:hutto.ipad@gmail.com)
- Blog: hrpockets.com

# Connect with me!

---