

Staffing Industry - Simplifying the Job-Seeking Process

As the economy continues on its little roller coaster of rises and dips, companies are increasingly being forced to alter their identity within the marketplace -- perhaps scale back on their operations, let go of staff, or (as has become depressingly common) close up shop entirely. The New York industry has certainly been no exception to the trend, easily observed in restaurant closings, factory layoffs, and mortgage delinquency rates that run notably higher than the national average (Crain's New York).

It's easy to view the destruction at a high level, envisioning each failed business as a single entity that just couldn't hold on in the rocky wave that 2009 and 2010 have treated us to. However, this is a case of not being able to see the trees for the forest: the ultimate fallout isn't just a single, crumbled operation. When a small restaurant goes under, there may be a dozen people instantly left jobless. A dozen families suddenly faced with a lack of income. When a medium-sized sales operation goes down, [managers](#), [salespeople](#), IT techs, administrative assistants, and support staff all go down with it. Groups of people, specialized skills in tow, are thrust into a highly-competitive struggle with similarly-talented individuals to lock down a dwindling number of open positions. It's like unleashing 10,000 hungry people to a buffet that will serve 10.

Think I'm kidding? I'm not. Reuters published an article recently that outlined the numbers involved in an average large company's hiring process. To sum it up quickly: a company will make one inquiry for every 85 resumes it receives, half of those will result in an interview, and there will be 10 interviews before a hire is made. 1,700 people try to get the same job, and 1,699 of them walk away still unemployed.

The problem here is that many [job-seekers](#) are completely unaware of how to find jobs for which they are qualified. If you were to break down the 1,700 individuals mentioned above, you would likely reveal a few true candidates scattered amongst thousands of people taking blind shots at anything they can turn up on craigslist. The real shame is, many of those people are qualified for a job that is available, and there are employers out there looking for them. The connections between the two groups simply aren't being made. But, what if there were people out there who could identify an individual's skill-set and then immediately put them in touch with companies who need them?

That is where the Staffing Industry can step in to make a real difference in a marketplace that is unintentionally, but thoroughly, premeditated to keep people unemployed. Staffing isn't a new concept by any stretch of the imagination, but the power of such an obvious service is easy to overlook when the chips are down. For the employee: the staffers know companies that are hiring and exactly what they are looking for. The Staffing Firm takes time to understand your experience, skills, and aspirations. Your specialized [recruiter](#) then has the hiring manager's ear; this escalates you from simply being a piece of paper, to an actual person with real accomplishments and goals. For the [employer](#): the staffers have valuable resources, unique referral contacts, databases of pre-screened candidates, and have sorted through hundreds or thousands of individuals to present only the most qualified individual for your job vacancy. The ability to locate proven talent, skillfully recruit them, and hire these competent individuals should not be underestimated. It's a textbook win-win situation and, these days, that's two more wins than you're likely to run into otherwise.

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