

Q WORKS, founded in 2002, is an executive recruiting company specializing in the placement of qualified professionals in the consumer durables and industrial products industries. Our mission is to assist national as well as international companies in building a professional, skilled workforce.



OUTLOOK: EMPLOYMENT MARKET 2015

Today's Market

- Candidate's Market
- Millions of Jobs Unfilled
- Good People Have Options
- Employees More Willing To Consider Making a Change Than Before
- Unemployment lower in technical positions
- Demand for highly skilled workers in Engineering, IT, Operations & Sales is increasing

Why it is so hard to find good people?

Employers cite "Skill Gap"

BUT Reality is:

- Low Pay
- Expectation: One Person to do Three Jobs – Not Paid For It
- Companies Want the "Perfect" Candidate
- "Entry-level" Jobs Require Two Years of Experience
- Job Seekers Have More Options, Turn Down Jobs
- No Training, No Career Path Offered
- Companies Don't Show The "Love"– They Treat People Like They are Disposable
- Over 55 Workers are Being Ignored

Strategies:

Keep your people!

Retention Strategies:

- Provide Personal Growth Opportunities
- Offer Training, Job Rotation, Access to Cross-functional Teams
- Provide Supervisor Involvement
- Offer Competitive Compensation

Strive for Cultural Fit

- Hire New People for Technical Fit *and* Cultural Compatibility
- Be Committed. Key!
- Have a Story That Attracts People
- Know What You Want and Interview Accordingly
- Train the Interviewers
- Provide Feedback
- Make A Decision

Best Practices to Check for Cultural Fit

- Behavioral Interviews
- Ask for Examples of Dealing With Change
- Assessments (Cultural Or Personality)
- Observations in Different Environments

Get Help

Use a Recruiting Firm that places an emphasis on checking for cultural fit:

- Pick One That Has Access to the Best Candidates
- Don't Work With Several: You Get Mass But Not Class
- Request Market Intelligence
- Provide Input on Your Culture and How Your Recruiting Partner Will Check For Fit
- Establish A True Partnership: Remember You Want an Agent Who Represents You Well!

Social Recruiting Insights

- 69% of recruiters expect competition to increase in 2015
- 93% of recruiters use or plan to use social recruiting to support their efforts – further investments planned
- Employer branding is becoming increasingly important
- Relationships matter more than ever – Engagement with candidates is key!
- Mobile No. 1 channel for candidate engagement
- 55% of recruiters use or plan to use mobile career sites
- LinkedIn remains recruiters' top social network

Source: Adapted from Jobvite Social Recruiting Survey 2014. Copyright © 2014 by The Q Works Group



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