



Where is Our Industry Headed?

HIRE WITH CLARITY & INSIGHT.

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After almost 22 years in the recruiting and staffing industry I am excited to say that I feel that our industry is in an exciting and unique place. I feel there will be room for all kinds of services, those who provide the traditional employment agency service, those who head hunt and work with only working candidates and those who chose to embark on more of an organizational development or holistic talent acquisition, assessment and full scope talent utilization and management approach.

What I have read and heard from everything from the Wall Street Journal, to CNN, as well as from CEOs themselves, is that one of the top strategic initiatives of many companies is hiring not only new talent but the right talent. With diminishing available talent, and competing messaging about off shoring lower skilled labor and processes, my theory is that companies will put their money into hiring people and positions that leverage their opportunities to innovate, compete and achieve their corporate objectives. What I have seen in the onset of this talent 'shortage' is that my clients are all demanding more, not less, and are unwavering in their expectations to attract and hire 'difference makers'.

The days of "if they breath, they're hired" in my opinion, are over and won't soon return. If a company is in desperate need of a body, they won't need to pay large placement or staffing fees, they can settle for a body from any '\$1000.00 per hire' off shored recruiting company, or recruiter, or for that matter if the job can be done remotely, what would prevent them from hiring someone who lives in Asia or India and will do the job for a whole lot less than the rest of the world will. So in my opinion (and As Dennis Miller says 'I could be wrong'), I believe that a recruiter who learns to master a holistic recruiting and hiring approach will catapult not only their reputation, they will also increase their marketability, credibility, bandwidth and income.