



## EMPLOYERS STRUGGLING TO FIND TOP TALENT

One of the leading measures of the health of the U.S. job market recently indicated that despite the high rate of unemployment continuing to hover just under 10 percent, employers are reporting more difficulty finding the right people to fill some jobs.

[The LINE report](#) – (Leading Indicators of National Employment), published by the Society for Human Resource Management, (SHRM) surveys private-sector human resource professionals at more than 500 manufacturing and 500 service-sector companies.

Employers reported having a tougher time finding top talent in December 2010, with the level of difficulty increasing compared with a year earlier.

A Society for Human Resource Management (SHRM) representative indicated that, “Many of our members have told us that it is getting very difficult to fill some jobs. Even though they have a large number of applicants, finding those with the right skills and experience is growing more challenging.”

### **PROXUS Delivers Cost Effective Recruiting Solutions**

One of PROXUS’ service-industry clients experienced explosive revenue growth in 2010, and found themselves challenged to find and hire staff to support its operations. Because they had no internal HR Department, the burden to successfully recruit a high volume of staff fell on the shoulders of the controller. Fortunately, she turned to PROXUS for help.

By working collaboratively with the client leadership team and hiring managers, a PROXUS HR Consultant led an effort that resulted in all of the vacant positions being filled within the client-defined timeframe. The PROXUS recruitment process that led to this successful outcome consisted of:

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1. Developing a comprehensive recruiting strategy
2. Sourcing candidates efficiently through multiple advertising outlets
3. Pre-screening candidates via resume reviews and telephone interviews
4. Coordinating interviews for top candidates
5. Leading the post-interview review and assessment with hiring managers to ensure high quality final candidate selection

*Please contact **Jeff Green**, PROXUS Principal at 215-654-9140 ext. 102 or [jgreen@proxushr.com](mailto:jgreen@proxushr.com) to discuss your questions and / or to obtain additional information on how to more efficiently and cost-effectively find top talent.*

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