

Employers need help too!

At the Santa Clarita WorkSource Center it's not uncommon for us to hear, "Where are employers looking for their employees?" Frustrated jobseekers hear tales of the newly employed filling positions that weren't even posted. So what's going on?

A number of factors have caused employers to seek alternative avenues to find qualified employees to fill their job openings. First, employers are often faced with hundreds of job applicants for any position they post. The amount of staff and hours needed to review such a large number of applicants is often excessive, especially when a large number of the applicants may not even be qualified for those positions.

Secondly, employers want to hire the right person for the job, not just someone who needs a job. Many of the applicants may just be desperate to find employment and applying for anything they think they might be able to get. Employers want to hire the jobseeker that wants to work for their company, doing the job that they need to fill.

It's because of this that employers needed to find another more cost effective way to pre-screen potential employees. Some of the most common tactics employers use to find qualified employees come through staffing agencies (like the WorkSource Center), temporary agencies and internship programs.

Here in the Santa Clarita Valley, several manufacturers use these avenues exclusively, without ever posting a job listing on their own. Almost every day the WorkSource Center gets calls from employers and staffing agencies asking us to help them fill their open positions.

The positions range from entry level to high level management and usually need to be filled as soon as possible. When there is enough lead time and there are several positions to be filled, we will advertise and hold a specialized employment recruitment event for the employer. Otherwise, we will connect employers with the qualified jobseekers we are currently assisting, and reach out into our network to find others with the skillset the employers need.

Temporary agencies and internships are also pathways that employers use to find employees. Using either of these resources helps to ensure that the employer is getting employees that truly want to work for them. Once the jobseeker has proven themselves on a temporary assignment or internship, the employer can rest at ease making the decision to hire them on permanently. They now know the jobseeker's work ethic and skill set as it pertains to the job. If the jobseeker wasn't a good fit, there are few, if any, financial repercussions for the employer. On the other hand, it also gives the jobseeker an opportunity to make some money while deciding if it is the career path they want to follow or the employer they truly want to work for, while filling a gap on their resume with current employment.

Keri Aaver is the Interim Director of the Santa Clarita WorkSource Center at College of the Canyons. Her column reflects her own views and not necessarily those of The Signal. For more information about the Santa Clarita WorkSource Center services and workshops, call (661) 799-WORK (9675) or visit www.worksantaclarita.com.

