



Why can't we keep the position filled?

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Q We have a Temp-to-Hire position that we have not been able to keep filled. It seems like there are a lot of available candidates out there, so it seems like this shouldn't be a problem given the market. What's going on?

A You are correct. There are a lot of great candidates currently available for work. However, the market is slowly starting to pick up again, and with that happening, a lot of these candidates are going to prefer opportunities that are out of the temporary realm, even if your position will eventually become a long-term opportunity. Of course Temp-to-Hire is a convenient route to go. The "tryout" period it provides can reveal a great deal about how the candidate will mesh with your staff and adapt to the duties of the position. However, with more jobs finally becoming available, the Direct Hire opportunities will be at the forefront of most of these candidates' radar. Once in a Direct Hire position, candidates typically take a greater ownership of a job. They are much less likely to continue interviewing for other opportunities which unfortunately has been known to happen when candidates are in a "temp" status, no matter the longevity potential it may have. The bottom line is that hiring a candidate is a big commitment, but it is a two-way street.

Trust your interview process and know that if you make a Direct Hire commitment to a candidate, they'll be much more likely to return the favor, and everyone will benefit in the long run.