

SMART GROUP SOLVES RECRUITMENT SHORTAGE THANKS TO PROACTIVE APPROACH

With the local region experiencing the lowest unemployment rates in the country at 1.6%, finding new recruits for local vacancies is becoming increasingly challenging. Add to this the skills shortage, which is evidenced across the region for technical and commercial positions, and what was merely a challenge becomes further intensified. However, renowned for their proactive approach, Smart Group Recruitment Solutions can overcome the biggest of hurdles with a little creative thinking and a pro-active, dynamic approach.

Challenged with being 'sole supplier' to a large local company specialising in skilled precision engineering, Smart Recruitment found themselves with over 180 technical temp positions to fill. With a local shortage of technical candidates, Smart Recruitment took the steps of ensuring their client did not suffer production shortfalls as a result. Smart innovatively looked outside the local area for possible employees, casting the net far and wide, Smart Recruitment advertised the positions throughout major manufacturing conurbations across the United Kingdom. Providing assistance with travel arrangements and even favourable rates for accommodation, Smart Recruitment arranged for candidates to visit the local area, and even organised recruitment days, taking the client to a number of potential candidates to destinations around the country.

Helen Stacey, Director of Smart Recruitment explains, "There is a significant skills shortage within the commercial and Technical sectors. Machinists, Grinders and Millers, amongst others, are in high demand but short supply. Having saturated the local area there was a need to widen the search, which has been an innovative process we have used very successfully in the past and proved to be the right solution in this case too. People from outside the area found the pay scales on the south coast favourable, and with cheap air flights it is not really an issue for people to commute from Scotland to the south coast for work. We have found a solution that works for the client and candidate alike."

Smart Recruitment are proactive, innovative and resourceful in their approach to recruitment. News of significant job losses in Coventry, for example, saw them intensify their search in that location. The next stage is to source recruits from Europe.

Providing temporary and permanent staff, technical, commercial and Industrial, unskilled and semi skilled recruitment, Smart Recruitment will tailor a solution for you. With major growth predicted over the next 12 months, Smart Group Recruitment Solutions are more than capable of handling your recruitment campaigns or finding you employment now and in the future.

With turnover in excess of £10 million, the Smart story has certainly been successful since it's launch in 1999. This year saw the five-year anniversary of this highly proactive agency that, with the new merger of Percy Personnel, represents the largest independent recruitment agency in Dorset.

If you would like further information about Smart Group Recruitment Solutions please call 01202 629000. Alternatively visit www.smartgroup.co.uk

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October 2004