

EDGE CUMBE GROUP

PARTNER WITH US AND ENGINEER YOUR FUTURE

Volume 1 / Issue 3

THIRD QUARTER

Edgcumbe Group has grown its Aerospace and Pharma Manufacturing vertical this past quarter; while actively building an extensive database of Commercial Construction and Engineering

Services contractors and direct hire candidates.

ARE YOU STAFFING



Hiring is robust from Aerospace to Semiconductors to OEM **Manufacturing** to F&F to Consumer Products; from Engineering Services to Commercial **Construction** (vertical, horizontal construction to infrastructure and institutional buildouts). **CyberRisk** is truly all about Threat Intelligence Software, CPOs and CISOs. Legal is all about regulatory compliance and **Disaster & Recovery**.

This quarter found Manufacturers adding Management, Quality & EHS; while Construction added Project Managers and Planners. Accounting was all Audit and Tax; while IT shifted its focus to Programmers. Engineering had a shift as well, to Chemical and Product Design. The General Manufacturing had the majority of the hires.

Another impressive quarter, filled with the similar challenges, limited talent pool resulting in candidates' receiving multiple offers from multiple employers, a frustrating experience for client and staffing firm.

HIRING FREEZE – no problem! Contract or Temporary to Direct Employees hit the P&L differently. The hourly rate is a pass-through project cost. We have a strong foothold on the market rate of contractors from Poughkeepsie to Plano, from Minneapolis to Macon, from Columbia SC or MO to Bogota, New Jersey.

FRUSTRATED?

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Streamlining the hiring process for our clients, our candidates and staffing partners is our highest priority. We have identified national and international back office resources, employer of record services while working on a streamlined alternative 3Q-2018. Our established networks of recruitment partners remain steadfast and strong. We continue to recruit and add direct hire and contract professionals to our database.

DIRECT HIRE – How much does it cost a company to hire the wrong person? The average cost of hiring the wrong employee is **\$17,000**, according to research conducted by *Career Builder*. Apr 5, 2017 And, according to the *U.S. DOL (Department of Labor)*, the price of a bad hire is at least 30 percent of the employee's first-year earnings.

At the risk of stating the obvious, recruitment of the right person from the right recruiting firm saves dollars and makes sense. Our infrastructure of 800 niche recruiters can make that difference. Equipped with company information from various sources, coupled with the job description vetted by HR and the Hiring Manager results in surpassing expectations rather than barely meeting them. Partner with us and engineer your future.



HAPPY VETERANS DAY!

2017 INITIATIVES

Company initiative to move from Self-Certified WOSB to third party certification. Regional, State and National eblast on legislative changes for employers and staffing firms.

FOURTH QUARTER PREVIEW

Legislative changes and the hiring landscape in review and 2018 job and candidate market indicators by industry.

2018 PREVIEW

- ❖ W-2 VERSUS CONSULTANTS - how will the retiring workforce and the strive for work/life balance effect company's hiring practices?
- ❖ A Multi-Generational workplace - Pluralists, Millennials, Generation X and Baby Boomers, Oh my! How will eLearning evolve while keeping workers engaged, compliant and loyal?



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