

John Piccinini explains taking the grunt work out of human resources by connecting with recruiters

MIAMI, FLORIDA, UNITED STATES, January 24, 2018 /EINPresswire.com/ -- In an increasingly competitive labor market, it's not just job seekers who are struggling.

It's estimated that in many industries, each new job opening receives upwards of 100 applications. Sorting through hundreds of applications is time-consuming for employers and, as a result, up to 50% of all applications are believed to be blindly discarded from the outset.

Figures show that because of this, it's not uncommon for as few as 2% of applicants to make it to the interview stage.

Recruiters, such as [John Piccinini](#), now deem this process of hiring—and indeed, of being hired—wholly outdated.

"Millions of Americans are searching for jobs every day," says Piccinini. "It's important that both sides of employment understand what each other is looking for; both employers and job seekers. That's where recruiting agencies help bridge the two parties together."

Where traditional "in-house" recruitment methods are often overly time-consuming and thus, in terms of existing staff time, unnecessarily costly to employers, Piccinini is eager to champion the role of recruiters.

Often seen as the preserve solely of large organizations, even small businesses can save time and cut down on costs by recruiting through an agency. By enlisting a professional to find the right person for the role, there's no need to advertise the position, no deluge of resumes to sort, and no unnecessary interviews to hold.

[Piccinini is keen to remind job seekers](#), too, those recruitment agencies are an often-overlooked way of finding skilled, well-paid employment.

Because recruiters often specialize in particular skill sets or industries, they're able to streamline the process of connecting the right people with the right roles, and vice-versa. What's more, recruitment agencies are typically able to provide supplementary training or qualifications, which is of obvious benefit and value to both employers and employees.

By hiring a recruiter, there's no ambiguity about who might be applying. Job openings are only put in



John Piccinini

front of appropriate potential hires, and those hires are only shown jobs for which they are potentially suitable.

"For employers, a recruiting agency can take the grunt work out of human resources," says Piccinini. "Filling an open job takes time and money."

While there are, of course, costs involved in hiring through recruitment specialists, Piccinini is keen to stress that this is all relative. "Because of the time and money associated [with the traditional hiring process], it can be pretty taxing to some companies," he says.

As a result, Piccinini is adamant that—in almost every instance—it's worth the cost of delegating the hiring process to a recruiter or recruiting agency in the long run.

According to figures from the American Staffing Association, hiring through an existing HR department can also take an impractically long time; up to 45 days in many cases.

Recruitment agencies, by contrast, strive to fill roles in days, not weeks.

It's with this in mind that Piccinini says a recruitment agency should always be the first port of call for businesses looking to hire new staff. The same is argued for those actively seeking new employment, too.

With both parties best interests at heart, it's logical, in fact, that a solid recruiter or recruitment agency should be a key tool in any company's HR arsenal. Specialist tasks—such as HVAC maintenance, or first-aid training—are universally carried out by specialist contractors or qualified professionals. Why, then, should recruitment, by and large, a specialist process itself, be any different?

Piccinini certainly agrees with this mentality and believes that a change in approach is due.

"Recruitment agencies are the absolute best way of finding new talent, or for talent to be found," he concludes.

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