

# In-Person Candidate Screening for Employers Partnering with Staffing Agencies

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CHICAGO, IL, UNITED STATES, February 12, 2025 /EINPresswire.com/ -- In today's competitive manufacturing job market, finding the right talent is more crucial than ever. As manufacturers increasingly rely on industrial staffing and [outsourced recruiting agencies](#) to streamline hiring processes, the importance of in-person candidate screening cannot be overstated.



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*Jacob Wiczer, Partner, Source One Staffing*

Manufacturers gain substantial benefits from in-person candidate screenings due to the hands-on nature of the work. [Manufacturing staffing partners](#) prefer to assess candidates' personalities and practical abilities directly. In-

person interviews allow them to observe candidates' behaviors that they might miss on a screen. Body language provides as much information about candidates as their words, and face-to-face interviews make observing it easier.

As the hiring timeline can vary significantly based on the role, remote screening methods, for entry-level positions, may lead to quicker hires at the expense of higher turnover due to a less stringent vetting process. Additionally, in-person screenings for specialized positions that require technical skills, may be more beneficial despite taking longer. They allow for practical assessments and a better understanding of the candidate's fit within the team and culture.

Recruiting and staffing agencies, like [Source One Staffing in Chicago, St. Louis and Dallas/Fort Worth](#), help employers prioritize in-person candidate screening by offering:

- Enhanced Candidate Evaluation. In-person interviews provide a unique opportunity to assess candidates beyond their resumes.

“While phone screenings and online assessments can gauge qualifications, they often miss the nuances of a candidate's personality,” says Jacob Wiczer, partner at Source One Staffing. “In-person interviews enable both parties to assess non-verbal cues and overall demeanor,

providing valuable insights that cannot be conveyed through online interviews or telephone calls. This personal connection also helps build trust and rapport, leading to a more effective and meaningful hiring process.”

- **Quality Over Speed.** Effective candidate screening leads to better hiring decisions, which in turn reduces turnover rates. Although in-person screening may extend the hiring timeline – especially if candidates need to travel or if several rounds of interviews are necessary – this approach allows for a more thorough evaluation. It helps to ensure that candidates are not only qualified but also a good fit for the company.

“This is particularly important in manufacturing staffing which tends to have high turnover, and the costs of hiring and training new employees can be substantial,” says Wiczer.



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- **Tailored Assessments and Expertise.** Outsourced recruiting agencies and temp-to-hire services, often have specialized teams trained in candidate evaluation. They can conduct tailored assessments during in-person screenings that align with a client’s specific needs. This expertise can lead to more efficient and effective hiring processes.

As the job market continues to evolve, the value of personal interaction in recruitment remains a cornerstone of effective hiring strategies. Partnering with a recruiting and staffing agency that prioritizes in-person candidate screening can significantly enhance the hiring process. By investing time in face-to-face evaluations, employers can build stronger teams, reduce turnover, and ultimately drive better business outcomes.

Source One Staffing specializes in find for outsourced recruiting of temporary staffing and temp-to-hire services in the manufacturing and light industrial market sectors. For more information: <https://www.sourceonestaff.com/staffing-solutions>

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