

**OUR EXPERIENCE IN  
THE ELECTRONICS  
INDUSTRY**

The Electronics industry represents approximately 8% of our clients. The Electronics companies we have served have hired approximately 200 new employees with our help. The average salary has been approximately \$71,000.

- These Electronics clients met their staffing goals.
- They saved at least \$1,160,597 in recruiting costs.
- Hiring managers were pleased with the recruiting service they received.
- The Human Resources executives and managers received praise and appreciation for the recruiting solution they delivered through The Wentworth Company.

We filled jobs like these:

ASIC Engineer

Design Engineer

Flight Unit Design Engineer

Help Desk Technician

Library/Captures

Manufacturing Engineer

Mechanical Engineer

Product Development Manager

Production Control Coordinator

Software Engineer

Systems Engineer

## DISCIPLINING THE RECRUITING PROCESS

Sometimes discipline is what makes recruiting effective and powerful. Consider a client of ours in the South Bay of Los Angeles. They manufacture secure communications devices for spacecraft.

The company is project driven. Business was booming and they had a very high sense of urgency. We were brought in to make the recruiting process work better. Our goal: streamline the system so that more hires could be made more quickly and less expensively...and then get the hires made!

The client needed candidates with security clearances, so specialized employment agencies and contract vendors were used. Our consultant negotiated the agencies to a 20% fee and the contract vendors to a 35% margin. She also reviewed agency performance, reducing those used from 15 to only 4 high producers and then established an agency management procedure, including a first-in policy to eliminate disputes about who got paid when resumes were received from multiple sources.

Our consultant recruited, too. The Los Angeles Times, a Westech job fair and calling candidates who had been referred were productive. The Internet was not.

After 29 weeks, we had helped our client hire 40 new employees and consultants. Total cost to our client: 11.9% of salary and fees.