

**OUR EXPERIENCE
IN THE
MANUFACTURING
INDUSTRY**

The Manufacturing industry represents approximately 17% of our clients. The Manufacturing companies we have served have hired approximately 600 new employees with our help. The average salary has been approximately \$56,000.

- These Manufacturing clients met their staffing goals.
- They saved at least \$2,183,945 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:

Account Specialist	Electrical Assembler	National Sales Manager
Administrative Assistant	E/M Technician	Network Administrator
Field Service	Engineering Manager	Plant Manager
Application Engineer	Engineering Technician	Product Manager
Application Trainer	Expidata	Production Supervisor
A/P Clerk	Field Service Engineer	Project Engineer
Associate Marketing	Final Assembly Supervisor	Public Agency/Contractor
Communication Manager	Financial Analyst	Purchasing Functional Expert
Communication Clerk	HR Generalist	Quality Engineer
Contractor Account	HR Representative	Quality Manager
Manager	Industrial Engineer	Receptionist
Contractor Sales Specialist	International Sales	Rotor Specialist
Cost Accountant	Administrator	Sales Coordinator
Custodian	Investor Analyst	Senior Cost Accountant
Design Engineer	IS Specialist	Senior Design Engineer
Development Engineer	Manufacturing Engineer	Senior Drafter/Designer
Distribution Supervisor	Marketing Manager	Software Engineer
District Sales Manager	Material Handler	Stock Room
DSR Administrative Manager	Mechanical Assembler	Web Assembler

DELIGHTFUL RECRUITING

Sometimes recruiting can be delightful.

We filled 12 engineering positions at a Fullerton, CA manufacturing company in 22 weeks and for 10.3% of salary. A reasonable reader would ask, “But how good were the hires?”

That question was answered when the Vice President of Product Engineering from this company called us again. He said that because of the team we had helped recruit, the company had new customers whom they had not been able to attract before. The new applications engineers had made the difference.

One had made such a difference that he was being promoted. The VP was calling to ask our help in filling the position that was vacated by the promotion.

We did it again! We set goals for our searches: cost, interim milestones and fill dates. We beat the fill date by a week and met or exceeded all but one of the other goals. Not bad for a manufacturing applications design engineer in a tight market.

Our minimum standard for client satisfaction is delight. We hit the bull’s eye.

**WENTWORTH VS
CONTINGENCY
EMPLOYMENT
AGENCY**

Why would you ever use a contingency employment agency? Some contingency agencies shop candidates you want to your competitors to get a bidding war going.

The Wentworth Company works only for you. You own the resumes. They are presented to no other company.

Few contingency agencies actually pick up the telephone and recruit passive candidates for you. The Wentworth Company recruits new, qualified, interested and employed candidates for every position.

Few contingency agencies do reference checks. The Wentworth Company references candidates before you ever see them.

Many contingency agencies throw old candidates in their databases at you. The Wentworth Company candidates are qualified, currently considering changing jobs and interested in your position. Our hiring managers interview an average of 3.1 candidates to make an offer. We average three difficult technical/professional/managerial hires every four weeks.

Here is a sample project. The human resources manager who brought us in filled 34 jobs with high quality new employees and while she was at it, saved her company \$357,868 (compared to the national average cost per hire of 20% of salary) in 49 weeks at an average salary of \$92,818! Our client was a transportation manufacturer. Our average cost per hire was \$8,038 or 8.7% of salary!

Jobs filled included:

BSC-PD	NT Support Analyst	Data Access Specialist
Oracle DBA	Data Quality Analyst	Project Manager
HP-VX Systems Administrator	Q/A Lead	HR Administrator
Safety Engineer	HR Consultant	Sr. Network Engineer
Lead P/A	Sr. Research Consultant	Manager Distributed Svcs.
Strategic Analyst	Manager Telecom Systems	Strategic Planner
Mechanical Engineer	Technology Manager	NT Engineer
Web Development Manager		

We can do this for you!

**HARD WORK,
DISCIPLINE AND
THOROUGHNESS**

Hard work, discipline and thoroughness matter if your goal is effective and powerful recruiting.

Our consultant was assigned 12 engineering positions at a Fullerton, California manufacturing company that had been struggling with recruiting. At the end of 22 weeks, the jobs were filled. An offer was extended for every three candidates interviewed by hiring managers. Every offer extended was accepted.

How did she do it? Working from our client's facilities, our consultant analyzed the positions. They included a Quality Manager, Production Supervisors, Engineering Technicians, and Tooling and Quality, Design and Manufacturing Engineers. Her conclusion: she needed to touch a lot of recruiting bases. She could not have a single strategy.

Working from our client's offices, our consultant called their competitors, including names the client provided. She searched for resumes in six Internet job banks and posted jobs on fourteen web pages (total cost: only \$185!). She contacted associations and posted the jobs with eight universities with strong engineering programs. She ran an ad in the Orange County Register. Lastly, she asked candidates for referrals of other candidates for other positions open at our client.

What worked? The Register ad did, as did an ad on the Society of Mechanical Engineers Internet web page. Cal Poly Pomona referred someone who was hired. She successfully found candidates on Monster.com. And candidates referred their friends, some of whom were hired.

Hard work, discipline and thoroughness paid off.

If you would like to talk about other effective and powerful recruiting strategies, or explore whether we might help you achieve results like these, please call me.

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.

OVERCOMING ORGANIZATION ISSUES

Our client was a small, entrepreneurial company that had recently been acquired. The incumbent management was trying to maintain their independence from the parent. We were asked to help them find a new CFO.

Our consultant discovered that the parent and subsidiary management had quite different views of the job. The parent wanted a Plant Controller and the subsidiary wanted a CFO. Local management also wanted strategic financial planning skills, but corporate did not think a strategic skill set was necessary.

Local management did not know how great the disagreement was. Once we made them aware of the problem, they stopped the search for a week and talked the issue through with corporate management. The local managers prevailed. We would find stronger candidates.

After a comprehensive search, we presented two candidates. The favorite was about to be made a very attractive offer by a dot.com company that had also been pursuing him.

But we knew this candidate wanted stability and to be needed more than he wanted stock options. Our consultant arranged for the CEO to take the candidate to dinner after a day of extensive interviewing with our client's management. The CEO pointed out the stability of the company and helped the candidate see how much his talents were needed.

We also knew that management's offer was a little low in light of the competing offer. He asked for and received the flexibility to raise the offer if he needed to. As it turns out, he did. The original offer was increased slightly...and was accepted.

The search took twelve weeks. Two candidates were interviewed. One was hired. The position was filled for 14.6% of salary. What made the search successful was our consultant paying attention to detail: he discovered the differing views of the job. He took the time to discover and understand the motivations of the candidate and to craft an appeal to them. And he knew what it would take to get an acceptance.