

Hiring junior-level recruiters can be tough. Let RightSkill help.

"I have never seen a Staffing Manager, with no experience, learn our business so quickly. It's impressive to see and makes me want to find more recruiters coming from this program."

- Jennifer S., Regional Vice President
Healthcare Staffing Company

The Hiring Challenge: Recruiting the Recruiter

If you're having trouble finding junior-level staffing recruiters, you're not alone. There is a significant candidate supply and demand imbalance for this role. Last quarter alone there were an astounding **275,000** unique job postings with only **55,700** active candidates. This means **219,000** job postings went unfilled.¹

The RightSkill Program is designed to deliver candidates who perform better, stay longer and cost less to find and train.²

The Solution: Verified Job-Ready Candidates

With access to millions of job seekers, a deep expertise in online learning and a sophisticated approach to scalable recruiting, RightSkill delivers a new pool of job-ready candidates.

- Our experienced RightSkill recruiters use the CareerBuilder database and additional sourcing tools to access over 100 million job seeker profiles. Next, they screen them for the right attitude and aptitude and enroll them in our program.
- Each job seeker completes our *Essentials of Recruiting for the Staffing Industry* course, developed in collaboration with the American Staffing Association.
- We use expert-built assessments to verify that each candidate can retain and apply their new skills.

The process is simple:

- 1** Confirm interest in using the RightSkill Recruiter program to solve your hiring needs.
- 2** Pay a \$6,000 project fee which includes the sourcing, screening, and verifying of RightSkill candidates.
- 3** Review and interview verified job-ready junior-level staffing recruiter candidates. If more than two hires are made, pay a per-candidate fee of \$3,000. ASA members receive discounted pricing. Ask your CareerBuilder representative for details.



RightSkill Candidates

We know what it takes to be a successful junior-level recruiter. We worked with industry experts to determine the attributes needed and source and screen based off that criteria. Only job seekers who are able to demonstrate the following are accepted into the RightSkill Recruiter Program:

- An innate sales mind-set
- Enthusiasm around being a junior-level recruiter
- Coach ability
- Goal oriented
- Resourceful problem solving
- Exceptional communication and listening skills

Through our expert built learning experience and career coaching, RightSkill candidates verify they have the following job-ready skills:

- Working with urgency
- Creating a talent pool
- Making great matches
- Setting expectations for success
- Understanding the candidates, client & role
- Taking job orders
- Sourcing candidates
- Screening candidates
- Submitting candidates to clients
- Maintaining relationships with clients & candidates

RightSkill candidates are ready for junior-level roles such as junior recruiter, associate recruiter or talent acquisition specialist.