



ARV Solutions :: July 2009 Newsletter

Although we're getting inundated with high quantities of candidates, we remain committed to widespread advertising and promotion of our vacancies to ensure we can select from the very best available people.

We are working harder than ever to find the right matches as the best candidates can be rare in any market. It's hopefully working as we're placing more people!

INCREASING RECRUITMENT LEVELS

Since May vacancy numbers have been increasing and we've seen real improvements across the offsite sectors. Vacancies have come in from major new clients in modular with hugely increasing workloads through to smaller businesses picking up new contracts, as well as our long term and repeat clients, pleased with our high quality service and sensible fees!

Vacancies and placements range from Directors, Sales, Production, Site and Design, to an entire new shift of Factory Operatives!

There are two reasons why:

1. Strategic appointments as companies are getting ready to compete in the expected upturn
 2. Increased public sector workloads requiring additional staff - both contract and permanent
- also:
- There is pressure to consider only the very closest matches in this competitive environment.
 - Enquiries are getting noticeably more serious - less speculative
 - Clients are taking action faster to get people in place

Some sectors are improving before others, notably modular build for public sector and Olympics related projects, though we are starting to see improvements from some timber frame manufacturers too, with public sector housing.

SOME FIGURES you may like to benchmark with other agencies...

We work differently to most other agencies - and we think these statistics are a good indicator of why and how:

- As at April 2009, ninety percent of our placements have been with clients that recruited more than once from ARV Solutions.
- Nearly fifty percent of our clients have recruited five or more staff from us to date.

(The percentages will have dropped since April as we've picked up quite a few new first time clients in the last 2 months)

YOUR RECRUITMENT STRATEGY

Do you have strategies in place to attract the skills you may need in the next 6 to 12 months?

Whilst we are confident in our methods of rapidly attracting skilled candidates for immediate needs, we work most effectively

When working closely with your business and are able to build the right 'Talent Pool' for expected needs.

We want to help put the right skills in place to ensure your business makes the best of its' opportunities.

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