



## ARV Solutions :: September 2009 Newsletter

Some insight into the current recruitment market: food for thought. We are hopeful that we will be dealing with more of you in the coming months and hope soon to be planning our own recruitment strategy to grow the team at [ARV Solutions](#).

### Markets improving?

As the wider economy and financial markets are improving, we are experiencing quite diverse situations from client companies and from what candidates are telling us. We are still hearing about some companies cutting back and even closing down.

At the same time, we have clients that are reporting good profits, increasing turnovers, winning new contracts, developing new products; even planning new start ups – and a few closures have spawned new businesses recently.

We've been recruiting a wide range of people from trainee CAD roles and whole teams of Carpenters through Sales and Production to Project and Site Managers – interview numbers have been increasing steadily since the “Stay-cation” period has come to an end.

This seems to demonstrate it's not all about the market, but the strategies **and people** you have in place to deal with issues and overcome them. We believe with our specialist market knowledge and long term recruitment backgrounds **our people** can really add value now.

### The right people

The challenge now, is often not just finding good people, but selecting the best from a large selection of applications. A frustrating issue on the increase is good candidates losing motivation through being out of work for long periods – it is affecting how some perform at interview, or even in getting out to find work.

We are also pleased to be helping increasing numbers of unemployed professionals through a recent contract award from [Job Centre Plus](#), where we provide advice and support on modern [jobsearch techniques for unemployed professionals](#).

Our [Psychometric Profiling](#) service has grown hugely, helping recognise underlying issues with candidates, as well as understanding how closely their personality fits in to specific roles and team situations.

You may be surprised to hear that there are still skills shortages in some areas: many candidates have been staying put unless pushed; and clients often only consider the closest matches: there can be a tendency to want to replicate the last person rather than focusing on the key duties. For key roles we are pushing our [Managed Campaign](#) solution to get results. The increased commitment and wider advertising opportunities bring high success rates even for hard to fill roles.

We believe it is more critical than ever to get the recruitment process right. We'll be pleased to meet and discuss the best strategies for you, and get the right new people into your business.

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