

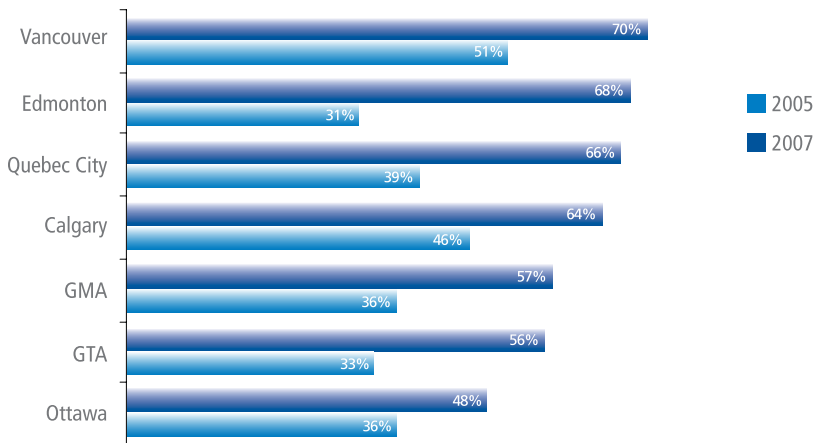
The Reality of Recruiting in 2007

We've all heard about it, read about it, or experienced it first hand. The unemployment rate in Canada is at its lowest point in decades and all indications are that this trend will continue. Between October 22 and November 16, 2007, Randstad Staffing Consultants from across Canada spoke with over 7,600 employers to get their input on the reality of the recruiting market in 2007, as they have experienced it. Here is what they told us.

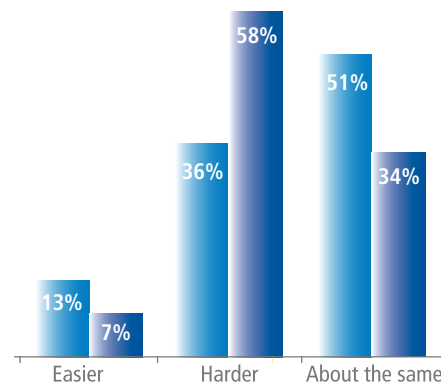
The Recruiting Market Tightens – Again!

The feeling across the country is unanimous: 58% of the 7,600 employers we surveyed told us it has been harder to find qualified people in 2007 than in previous years. When we asked the same question in 2005, only 36% of employers felt this way. Employers in Western Canada and Quebec City seem to be facing the greatest challenges with 66% saying recruiting has been difficult, followed by Toronto and Montreal at 56%.

% of Employers Who Said Recruiting had Gotten Harder
Regional Results – 2007 vs 2005



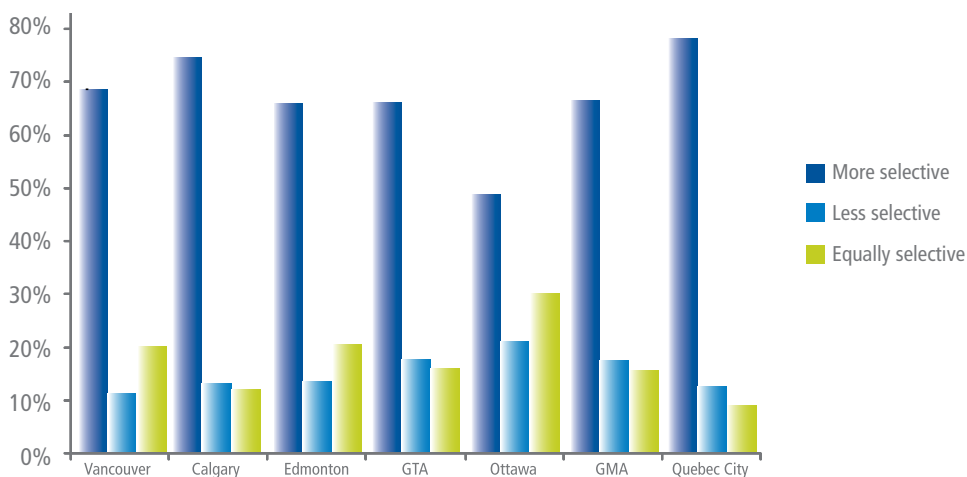
In 2007 was recruiting qualified people easier, harder or about the same?
National Results – 2007 vs 2005



Candidates are Becoming More Selective

The most striking result of our survey was the overwhelming sentiment among employers across Canada that the candidates they are interviewing have more choices than ever and, as a result, are more selective than ever. A full 67% of Canadian employers surveyed believe candidates are becoming more selective when it comes to accepting new job opportunities. Only 17% said that the candidates they interviewed were less selective and 16% felt that there had been no change. The specific results per region are captured in the graph below.

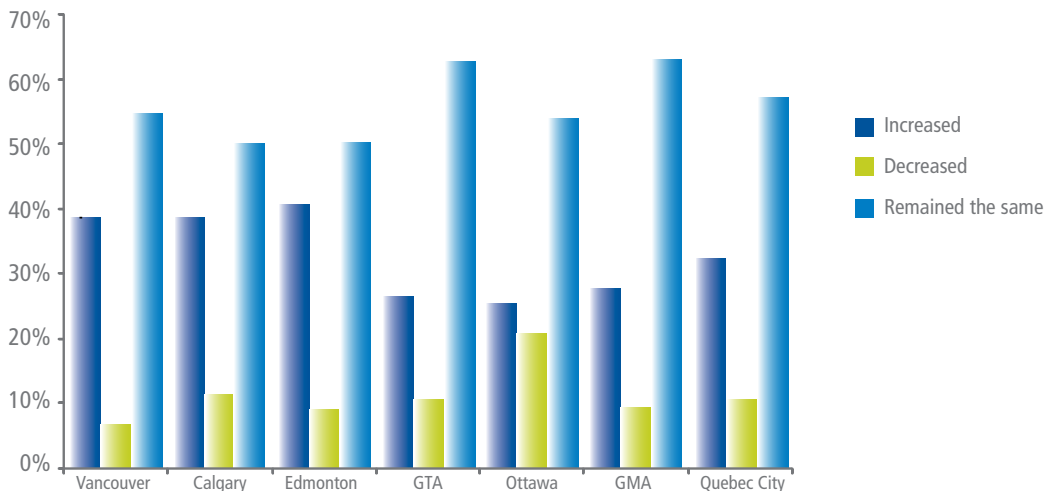
% of Employers Who Find that Candidates Today are More, Less or Equally Selective
Regional Results - 2007



Turnover is Largely Unchanged

Despite the challenges employers are encountering when recruiting new staff, 61% of the employers we spoke with did not feel that their internal employee turnover had changed. Not surprisingly, employers in Western Canada are seeing more increases in turnover than their counterparts in Eastern Canada, but even there, the majority felt that turnover levels were stable. On the flip side, there was no region in Canada where employers were actually experiencing a decline in their turnover levels.

% Of Employers Whose Turnover has Increased, Decreased, or Stayed the Same
Regional Results - 2007



What's an Employer To Do?

With each passing year the competition in the market for good employees appears to be intensifying. So what's an employer to do? To compete effectively, you should understand what draws employees to your company, how you stack up versus other employers in your market and how interested in your company and opportunity the candidates you are considering truly are. The last thing you want is to arrive at the end of a lengthy selection process only to find out that your chosen candidate prefers another opportunity to the one you are offering. The following interview questions may assist you in shedding light on these important issues.

- What interests you about this position?
- What are your concerns?
- How does this position compare with other positions you are considering?
- What other interview processes are you currently involved in?
- What will be the reaction of your current employer when you submit your resignation?
- What could they offer you that would make you reconsider your decision to leave?

A Word about Randstad

At Randstad our job is making successful matches between employers and job seekers based on our unique job fit, boss fit and company fit philosophy.

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