

# NOT ENOUGH PERSONNEL

By Sherry Knight, President and CEO, Dimension 11 Ltd.



In February of this year, Regina had a 3.7 per cent unemployment rate, while Saskatoon's unemployment rate is 4.7 per cent. Both are lower than the rate a year ago! And Saskatchewan itself has a 4.5 per cent unemployment rate.

Have you attempted to hire lately? If so, you know how difficult it can be when there is such a low unemployment rate – lots of people

apply for positions, yet only a few have the skills you require. Perhaps you need to look at your hiring process a little differently.

Consider this: many companies expect to lose from 30 to 50 per cent of their personnel within the next five to 10 years. Why? Retirements. These are the individuals who may have been with you for their entire career or

perhaps only the last five to 10 years.

How will you add to your already too low employment rate when more and more of your personnel are legitimately moving out the door? It's time to address both issues.

First, think about recruitment: are you willing to train your new employee? You may as well because most people come to you without job skills. More



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and more of those applying for jobs are right out of school. They complain no one will hire them – because they have no experience. Yet they can't get experience if you don't hire them! How did you get your experience? By working, I would imagine.

Get ahead of the herd. Create the hiring plan and start hiring for attitude and an ability to learn; in fact, be lifelong learners. These are the people – male or female, young or old, big or small, Canadian or new Canadian – who are your next employees. Find the people who will fit your culture. Stop worrying about skill experience; the chances of finding people with experience is shrinking drastically.

One good technique to use is the "panel interview." Yes, your human resources department may find good candidates. However, it is your job to ensure those candidates are the right people. By opening your interviewing to staff and supervisors, you have a better chance of:

- Learning more about the attitude of the individual
- Ensuring the new hire is part of the team before they arrive
- Providing a "buddy" for the new hire
- Knowing they will fit into the culture of your organization
- Knowing what training may be needed once your new hire starts

Second, make your organization one that is more open to a variety of hirees. For instance, have you considered job sharing for those who are older and may not want to work 8, 10 or 12 hours a day? Instead, they may want to work fewer hours and even fewer days. How can you accomplish this?

- Listen to the needs of your applicants

- Provide time-share – two or more people working one job
- Explore having one person cover more than one position

Hiring in any economy can be a challenge, but when you're hiring skilled workers in a climate like Saskatchewan's, it's important to stay ahead of the herd. 🏠

Sherry Knight, President & CEO of Dimension 11 Ltd., a leader in people and performance development. Dimension 11 helps companies realize stronger profits so they can create more jobs and better communities.

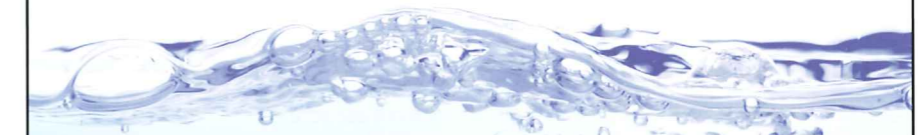
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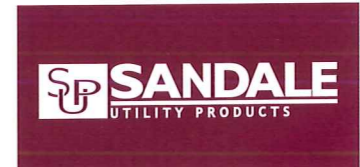
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