

Cheat Sheet for Sales Personnel: Key Staffing Agency Benefits

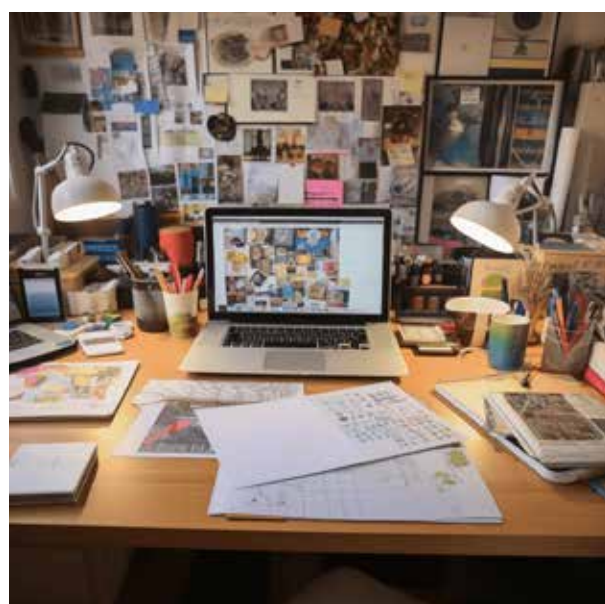
The Impact Of Stay Interviews



What Is Staffing
Agency Software
and How to Choose
Software

Hot Jobs for US

How Top Recruiters
Handle Holidays and
Time Off



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* Temporary staffing arrangements allow employers to "test" employees before committing to permanent hires. This reduces the risk of making a poor hiring decision and helps employers make informed decisions regarding long-term employment. pg 9

* Stay Interviews are informal, yet powerful. They focus on the present and future, uncovering what drives each individual and what, if anything, might cause them to consider leaving. These conversations build trust and show your team that you genuinely care about their experience and success. pg 11

* Citing Jobs with DOD, defense manufacturing is facing an unprecedented surge, with the U.S. manufacturing industry potentially needing 3.8. million jobs between 2025 and 2033. pg 13

* Our clients' metrics are around 6.5 first-time interviews to a placement. I always tell people to benchmark at 8, just to be conservative. If you need one placement a month, that means you need eight interviews a month because we are using a metric of 8 first-time interviews for a placement. pg 15



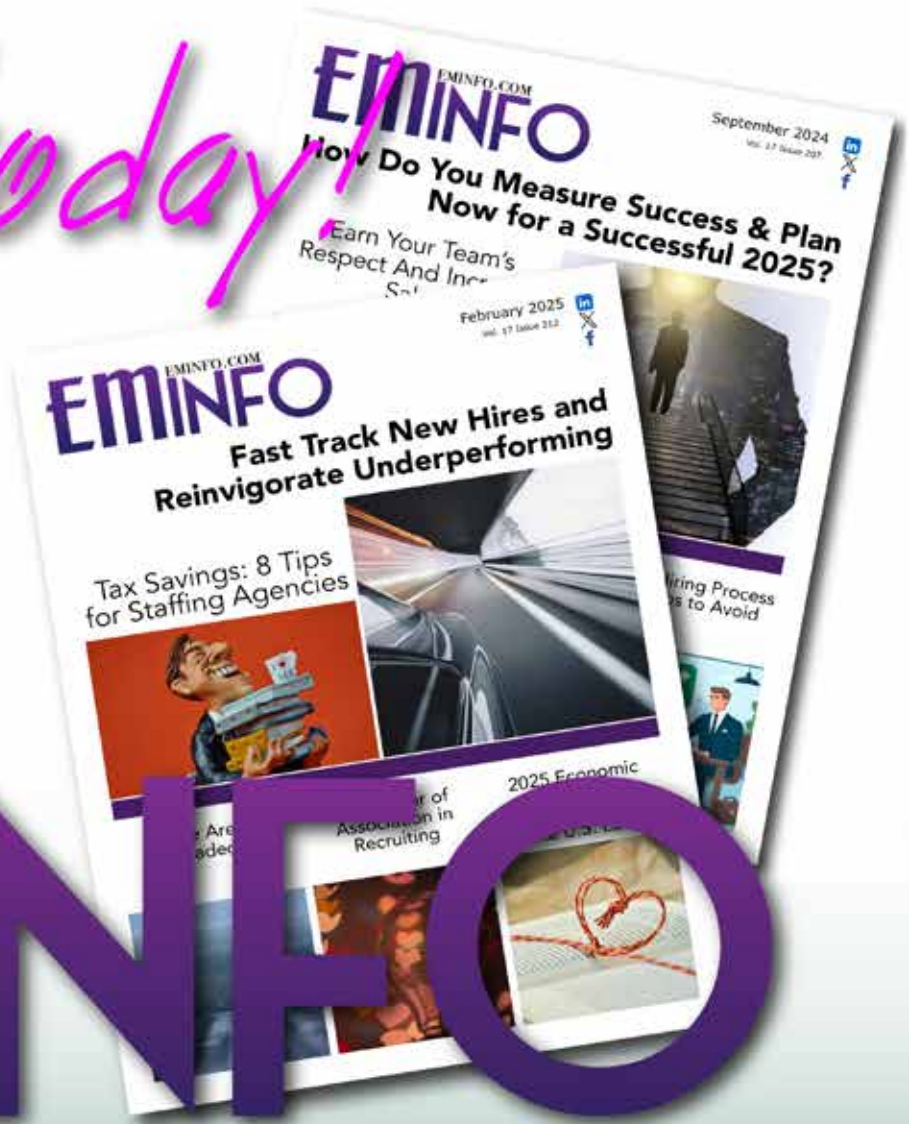
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What Is Staffing Agency Software and How to Choose

By Jennifer Roeslmeier Mikels

What *is* staffing agency software? What a loaded question! When you think about the software you use on an everyday basis the answer seems simple, yet complicated. When I typed this exact question into Google, the AI overview defined staffing agency software as “specialized software designed to help staffing firms and recruiting agencies manage the entire hiring process, from sourcing candidates to managing clients and placements.” From a 360 degree view, this is exactly what it is and what it is designed to do! When you think about the different solutions you use on an everyday basis though, it can be a much more complicated question.

Staffing agency software is the heart of a staffing company’s operations. The right staffing software solution can help set yourself apart from the competition and elevate your business to a new height. In fact, according to the [Staffing Hub 2025 State of Staffing Report](#), 22% of respondents said technology adoption is the biggest opportunity for driving growth this year and all of the fastest growing agencies plan to dedicate at least some of their budget to tech investments this year. This shows the important role staffing software plays in everyday staffing operations.

Over the past several years many new technology players have entered the playing field. While it is great to have options, it can also be overwhelming to decide on the best solution for your staffing agency. In this article, we will look at the different components of staffing agency software, discuss the benefits of going with an all-in-one staffing software solution and how to choose the right solution for *your staffing business*.

Components of Staffing Agency Software

When you search for staffing software on [G2](#), a leading software review site, 188 staffing software solutions come up in the search results. That’s a lot of software to choose from! All of the solutions though are different and offer different capabilities to staffing companies. In this section we are going to break staffing software down into 5 main solutions that staffing companies may utilize on an everyday basis.

1. **Applicant Tracking System (ATS):** In staffing your applicant tracking system or “front office solution” is the core of your software. It helps manage your candidates and place them onto assignments. It helps keep track of notes, activities, job statuses, communication, and more. If a staffing company is going to invest in any kind of software, an ATS is where you want to start as it is the meat and potatoes of your operation.
2. **Customer Relationship Management (CRM):** A CRM is used to help manage client communication, notes, documentation, and more. If you invest in a front office staffing software solution, it often acts as both an ATS and CRM, which is a game changer. Your ATS and CRM work together for an effective and streamlined workflow. Sales executives and recruiters can work in the same system and all information flows together.
3. **Back Office:** Back Office is the system you use to handle payroll, billing, accounts receivables, and more. Back Office solutions designed for staffing help handle the unique needs of contract and direct hire staffing. Some back office solutions completely interact or integrate with front office, which gives staffing companies an incredible seamless workflow. For example, payroll checks,



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Senior Digital Marketing and Brands Manager at Automated Business Designs E-Mail: Jennifer.Roeslmeier@abd.net Automated Business Designs develops the enterprise class staffing and recruiting software solution, Ultra-Staff EDGE. Designed for temporary, direct hire, and medical staffing, Ultra-Staff EDGE offers a full-featured business solution that includes front and back office, onboarding, web portals, mobile, data analytics, and scheduling. For more information on Ultra-Staff EDGE, visit www.abd.net or schedule a demo to see the difference an all-in-one staffing software solution could make for your business.

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W2's, client invoices, and more could all be viewed in the front office. This not only connects the two systems, but it increases transparency between all departments at the staffing agency.

4. **OnBoarding:** OnBoarding candidates is imperative in staffing. Many staffing companies have a built in OnBoarding application on their website that allows candidates to apply for jobs. OnBoarding software that connects to your front office software or integrates, allows candidates to apply on your website and flow right into your ATS, once again allowing for a seamless workflow.
5. **Mobile App:** If you're not currently using a candidate mobile app, you may want to consider offering one to your candidates. A candidate mobile app will allow candidates to search for jobs, apply for jobs, accept job opportunities, message with their recruiter, and more. Of course all mobile apps will have different capabilities, but these are some of the features you may be able to offer your candidates. Self-service tools have become more imperative over the past couple of years. A mobile app offers candidates a way to find jobs and get placed onto assignments, with limited back and forth communication with the staffing agency.

Seeing if your current staffing software provider has a mobile app is a great place to start if you are not already using one.

In addition to a candidate mobile app, your staffing software provider may provide mobile capabilities for recruiters and clients, so information can be accessed at any time while on the go.

How to Choose Your Bells and Whistles

The different components of staffing agency software we reviewed are solutions that are at the core of staffing company operations. Of course, there are many other solutions you may also be thinking about, such as AI and Automation software, texting solutions, and more. How do these come into play and how do you choose what "bells and whistles" *you* should invest in? As with most things, one size does not fit all. What one staffing agency needs may not be what you need at all. The first step to deciding on what you need is looking at the solutions we discussed in the previous section. These solutions are the core of staffing business operations, so we first want to start there. What solutions do you currently have? What solutions do you *not have* that you think would be beneficial for your company? From the solutions you have, which ones communicate with one another? The more communication you can get between the systems the better.

Next think about your current recruiting process. What is working, what are your pain points, and what can be improved? How is your current software supporting your processes and are there any areas that can be improved in your staffing software? As you go through the above questions and list out answers, it will help you identify where you are at and what is lacking.

As an additional note, if this process leads you to thinking you may need another software solution, always talk to your current provider first to discuss pain points and what you are looking for. There is always a chance that your current staffing software provider already has what you are looking for and it is not being utilized.

In the end, if you decide your staffing software solutions need to be re-evaluated, always start with looking for a Front Office solution first. As mentioned earlier, Front Office is your meat and potatoes, your bread and butter. Everything revolves around your Front Office solution, so that is where you need to start when beginning to evaluate solutions.

The More Complete System the Better

You may often hear the term “all-in-one” staffing software solution. An all-in-one solution will encompass all or most of the software solutions we discussed earlier. As an example, let’s think about our smartphones. Now we use our phone for everything—texting, calling, scrolling through social media, paying bills, sending money, exercise tracking, boarding passes for planes, and much more. Almost everything you do is connected to your mobile device. Now think about your phone 20 years ago and how much has changed. You mainly used your phone for texting and calling. Everything else was done separately and by other means.

Similarly, staffing software can bring your entire operation together. Instead of investing in separate systems with different logins and data that doesn’t communicate, everything can be connected: Front Office, Back Office, OnBoarding, Employee and Client Web Portals, Mobile, etc. All of these solutions linked together will not only streamline workflows, but it will eliminate costs and manual data entry. Additionally, it gives you the opportunity to see a bird-eye view into your business for increased transparency, reporting, and analytics. Better and smarter decisions can be made through real-time data insights into each aspect of your business.

It can also elevate your customer service and candidate experience. If a candidate or customer calls in, all information is stored in one system, so answers to questions can easily be found. Self-service tools that are tied to a staffing software solution can also have many candidate and client benefits. For example, [employee and client web portals](#) provide access to self-service tools to access information they need to complete tasks on their own. All of this information is tied back to your Front Office for elevated communication, efficiency, and convenience.

Staffing Software Integrations

The other important aspects of a staffing software solution are partners and integrations. Background checks, texting and automation platforms, VMS tools, WOTC, etc., are all examples of partners and integrations a staffing software solution may have. When evaluating solutions, it is important to find out who the staffing software integrates with. Do they integrate with your current partners? If not, would you be comfortable switching to their preferred vendor(s).

AI Tools Are Imperative

61% of staffing agencies are already using AI for business applications and 71% of agencies *not using AI* plan to adopt AI in 2025, according to the [Staffing Hub 2025 State of Staffing Report](#). AI is certainly not going anywhere, and it will be a must to adopt AI into recruiting practices to stay competitive. When evaluating software solutions, you will want to ask what AI tools they currently have and what is on the roadmap. This will help determine if the AI tools in the software are sufficient or if another AI investment will be necessary. Just like staffing software though, when evaluating AI tools you need to know what you are looking for. [Do your research](#) ahead of time to see how you can incorporate AI into your everyday processes and *have a plan*.

Grow with the Right Staffing Software

We covered a lot about staffing software in this article! As you review and evaluate staffing software solutions, know it is more than just a tool that helps you do your job—it is an essential component of your business that can take it to the next level. Staffing software should foster growth, streamline operations, and eliminate bottlenecks in your processes. There is no one size fits all when it comes to staffing software, so finding the solution(s) that is right *for you* is essential.

*Questions about staffing software or are you interested in learning more about an [all-in-one solution](#)? [Request a Demo](#) of Ultra-**Staff** EDGE Staffing Software, a complete staffing software solution with [Front](#) and [Back Office](#), [OnBoarding](#), [Web Portals](#), [Mobile](#), [Scheduling](#), and [Data Analytics](#).*

[Read more from Jennifer Roeslmeier Mikels](#)



Cheat Sheet for Sales Personnel: Key Staffing Agency Benefits

By Lynn Connor

Over the years, staffing agencies have become an essential part of the workforce ecosystem, offering unique advantages to both employers and job seekers. While the staffing model has evolved significantly, there are still many who are unaware of what a staffing agency does and what it can offer both parties. Revisiting and refining the benefits of your staffing agency is essential - not just for selling, but for staying sharp on what truly sets your service apart.

Cold calling has significantly evolved over the years. When you are selling, most know by now that a customer-centric approach is key. A salesperson can no longer schedule an appointment and review the features of their service and company. Your prospect doesn't care how long you've been in business or where your office is located.

"People don't want to be sold to. They want to talk about how a product or service can improve their lives" is often attributed to [Brian Halligan](#), CEO and co-founder of HubSpot. They care about how your service can improve their position, business and life.

Use this guide to effectively communicate how your staffing agency can benefit both potential employers and job candidates. It's a deeper dive into the advantages of using a staffing agency to create flexible staffing solutions and provide your client company with different options. And, most people are unaware of the flexibility and opportunities staffing agencies can offer, career wise.

For Clients: Why Staffing Agencies Are Essential

1. Access to a Larger Talent Pool

Speed to Hire: Staffing agencies provide clients with immediate access to a vast database of pre-vetted candidates, shortening the hiring process. Instead of posting jobs, screening resumes, and interviewing candidates, agencies have a roster of qualified applicants ready for placement, often within days or even hours. Many staffing firms have contracts with large companies and are consistently hiring for them to cover attrition and permanent hires where same or next day placement is required.

Specialized Skills: Many staffing agencies specialize in particular industries, offering candidates with specialized skills that may be difficult to find through traditional hiring methods. Whether it's IT, manufacturing, administration, warehousing or other fields, staffing agencies often have highly specialized candidates ready for immediate placement. Forklift drivers are a great example.

2. Cost Savings and Reduced Overhead

Lower Recruiting Costs: By outsourcing the hiring process to a staffing agency, employers save money on advertising job openings, conducting interviews, and performing background checks. Staffing agencies already do the heavy lifting of sourcing and vetting candidates, saving employers time and money.

Flexible Pricing Models: Clients benefit from flexible staffing arrangements. Employers can hire temporary or contract workers for short-term projects, or permanent hires through a direct placement. This flexibility allows companies to adapt quickly to fluctuations in demand, without the overhead associated with permanent hires.

Reduced Administrative Burden: When hiring through a staffing agency, the agency often assumes the responsibility of payroll processing, taxes, benefits, and other administrative tasks. Not to mention, worker's compensation and unemployment demand the most paperwork and are the highest expenses for a staffing agency. This frees up internal resources, allowing HR departments to focus on more strategic tasks.

3. Faster Time-to-Hire and Flexibility in Staffing

Quickly Fill Gaps: Staffing agencies specialize in providing fast, reliable placements. In industries where talent shortages are common or urgent demands arise, the ability to quickly fill positions is invaluable.

Scalability: If a company experiences fluctuating workloads or seasonal spikes, staffing agencies can quickly adjust staffing levels to match the business needs. Whether it's ramping up staff for a busy season or scaling back during downtime, agencies provide the flexibility that businesses need.

Reduced Risk in Hiring: Temporary staffing arrangements allow employers to "test" employees before committing to permanent hires. This reduces the risk of making a poor hiring decision and helps employers make informed decisions regarding long-term employment.

4. Risk Management and Compliance

Legal Compliance: Staffing agencies are well-versed in the various labor laws and regulations governing temporary and permanent employment. This helps mitigate the risk of legal complications for the client, such as misclassification of workers or improper compensation.

Worker's Compensation, Unemployment and Liability:

In many cases, staffing agencies assume responsibility for workers' compensation, unemployment and liability insurance, and other legal obligations, reducing the employer's exposure to risk.

For Candidates/Employees: Why Temporary and Flexible Work is an Attractive Option
Staffing agencies don't just benefit employers—they also provide significant advantages to candidates, offering opportunities and support that traditional employment might not as easily provide.

1. Access to a Wider Range of Job Opportunities

Variety of Work Experiences: Staffing agencies work with a wide range of companies, from small startups to large enterprises. This diversity in client types and industries gives candidates access to a broad array of job opportunities that may not be advertised publicly.

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Entry Into New Fields: For candidates looking to transition into a new career path, staffing agencies provide a valuable entry point. Candidates can try out different roles, industries, and companies to see where they fit best, allowing them to explore new opportunities without making a long-term commitment.

2. Flexibility in Work Schedules and Work-Life Balance

Control Over Schedule: One of the most attractive aspects of flexible staffing is the control it offers over work schedules. Candidates have the ability to choose assignments that align with their personal preferences, including part-time, full-time, or remote positions.

Work-Life Balance: With the flexibility to choose hours and assignment length, candidates can enjoy a healthier work-life balance, whether they are looking to spend more time with family, pursue educational opportunities, or simply reduce stress.

3. Career Development and Skill Building

Skill Enhancement: Staffing agencies offer employees the opportunity to gain a wide range of skills through varied assignments. Candidates can expand their professional portfolios, learn new technologies, and gain experience in multiple industries, enhancing their marketability for future opportunities.

Mentorship and Networking: Staffing agencies often provide career coaching, mentorship, and access to professional networks that can open doors and advance careers. The connections made through agencies can lead to permanent job offers.

Ongoing Training: Many staffing agencies offer training programs or certifications to expand skill sets, increasing chances of securing higher-paying or more specialized positions.

4. Security and Stability

Consistent Income: While temporary work is often associated with instability, staffing agencies help ensure a steady stream of opportunities for qualified candidates. Don't be tied to a single employer. A staffing agency provides consistent employment with flexible terms.

Benefits: Many staffing agencies offer benefits to temporary workers, including health insurance, retirement plans, and paid time off. These benefits may not always be available in standard freelance or contract roles, making staffing agencies a more secure option for some workers.

5. Testing Opportunities Before Committing

Try Before You Commit: For candidates uncertain about a long-term role, staffing agencies offer the opportunity to try out a position without a long-term commitment. Temporary positions allow candidates to assess the workplace culture, job responsibilities, and team dynamics before accepting a permanent role.

Why Flexibility Matters for Both Clients and Candidates

Flexible staffing solutions provide significant advantages to both employers and employees. For employers, staffing agencies offer access to a larger talent pool, reduce overhead costs, and deliver quick, scalable solutions. For candidates, staffing agencies provide opportunities for career growth, work-life balance, and access to diverse job opportunities in multiple industries.

In addition, staffing agencies that utilize [COATS Staffing Software](#) can further streamline and optimize the recruitment process, benefiting both employers and employees alike. This software enhances operational efficiency by improving candidate sourcing, automating workflows, and simplifying the management of job placements. For employers, this means faster, more accurate placements, as well as better tracking of key performance indicators.

For employees, it helps ensure a smoother experience, from application through to job placement, by offering a more transparent, responsive process. Improved technology such as [online applications and onboarding](#) have reduced time and paperwork.

Turn this guide into a staffing agency benefits checklist: showcase how your staffing agency delivers lightning-fast flexibility and unmatched efficiency—helping businesses scale while giving talent the perfect fit. When clients and candidates see that both parties are happy, partnering with you becomes the obvious choice.

Owner's Outlook



The Impact Of Stay Interviews

by Barbara Bruno

In many Staffing and Recruiting firms, especially smaller operations with only an owner and a handful of recruiters, performance reviews are seen as a necessary task but too often, they fail to achieve meaningful results.

Traditional reviews tend to focus on what has already happened, sometimes months ago, rather than addressing the current needs and future goals of the team. In smaller firms, where each recruiter's performance directly impacts the bottom line, there is no room for outdated practices that don't inspire growth or commitment.

Performance reviews often feel forced or superficial, creating anxiety instead of engagement. For owners juggling multiple roles, including that of a manager taking time for formal reviews may feel like a burden, especially when the outcome doesn't lead to actionable improvements. These reviews are typically annual or semi-annual, which is too infrequent to keep up with the fast pace of staffing environments. Worse, they can come across as one-sided, with little opportunity for recruiters to express what they need to thrive.

Enter *Stay Interviews*, which are a smarter, more practical approach to retaining and motivating your team. Stay Interviews are not about evaluating past performance; they are about understanding what keeps each recruiter engaged, motivated, and loyal to your firm.

In small Staffing firms, the owner is often in the best position to have these conversations, as they know each team member personally and understand how every role contributes to success. By engaging in Stay Interviews, owners can proactively address issues, offer support, and tap into recruiter's strengths before problems arise.

Stay Interviews are informal, yet powerful. They focus on the present and future, uncovering what drives each individual and what, if anything, might cause them to consider leaving. These conversations build trust and show your team that you genuinely care about their experience and success.

You initially ask why they enjoy their job and then focus on ideas or suggestions that could improve their job. You may not be able to implement all ideas, but your employees feel heard. It's also wise to ask if they have any talents they are not utilizing. Imagine if one of your employees wanted to take over your social media exposure. This would help you and also fulfill your employee.

For firms with only a few recruiters, these interviews can be conducted two to four times a year, depending on your pace of growth, turnover, or specific challenges. The more consistent and sincere these conversations are, the more likely you are to keep your best people and inspire them to perform at higher levels. Whenever possible, have these conversations out of the office, possibly over lunch.

The benefits are clear. Stay Interviews help prevent turnover by surfacing concerns early. They make recruiters feel valued, leading to higher job satisfaction and stronger loyalty. Owners gain real-time insights into what's working and what needs to change whether that's processes, technology, compensation, or the work environment. This allows for faster, more strategic decisions that keep your firm competitive and cohesive.

Barb is recognized internationally as one of the top experts in the Staffing and Recruiting Profession.

She has addressed audiences in North America, Asia, Africa and Europe. Barb has developed web based training programs that are distributed in several countries, she writes for numerous publications & authors one of the most widely read online publications, The No BS Newsletter. She has authored several books, created mobile apps & is often quoted as an industry expert.

Barb became a trainer to promote responsible recruiting & to allow owners, managers & recruiters to make more money. 100% of Barb's Top Producer Tutor clients have increased their sales & profits.

Barb also developed Happy Candidates to allow Staffing & Recruiting Firms to focus on the 5% of candidate flow they place, but also provide an amazing resource for the other 95%. The resource has provided many benefits for owners which include: increased referrals, elimination of the greatest time waster (time spent on candidates you won't place) increased sales and dramatically improved word-of-mouth advertising. Barb has been, is & always will be defined by making a difference in the lives of others including the candidates we can't place on an assignment, contract or job.

Most recently Barb created & launched an easy to use Metric Tool called The Sales Performance Indicator which includes the proven 140 point system. This tool alleviates inconsistent production, helps prioritize activities & predicts trends.

Barb speaks at conferences, conducts webinars & provides in-house training & offers consulting. Her ideas are easy to implement and participants realize a strong return on their investment of time & money.

Bottom Line: Her enthusiasm and passion for this Profession are contagious!

To conduct a successful Stay Interview, especially in a smaller firm where you wear multiple hats, start by creating a relaxed, open atmosphere. Explain that this isn't a review or critique, but a conversation about what they enjoy about their job and how to make their job better and more fulfilling.

Ask thoughtful questions, like:

- What do you enjoy most about working here?
- What frustrates you or holds you back?
- What would make your role more satisfying or your goals more achievable?
- How can I better support your success?

These conversations should feel like opportunities, not obligations. Take notes but keep the tone conversational. After the interview, take immediate steps to address any concerns or ideas raised. Even small changes, when acted on quickly, show your commitment and reinforce trust. Follow up regularly not just at the next Stay Interview, but informally throughout the quarter to show that this is an ongoing dialogue, not a one-time event.

For larger Staffing firms, with more defined management structures, Stay Interviews should be conducted by direct managers who interact with team members daily. However, the owner still plays a crucial role in setting expectations for these interviews and ensuring follow-through.

Managers need to be trained to approach these conversations with empathy and a solutions mindset, just as owners would in a smaller setting. Owners should also review the insights gathered from managers to identify trends or systemic issues that need attention.

Ultimately, replacing performance reviews with Stay Interviews helps create a culture of continuous feedback, where employees feel empowered, and leaders stay informed. Whether you're an owner managing five recruiters or leading a larger team through your managers, the principles are the same: open, honest conversations lead to stronger relationships, higher retention, and a more motivated team.

Your ability to adapt to this modern, people-focused approach will set your firm apart in an industry where talent is everything. Stay Interviews aren't just a tool they're a mindset shift. They reflect your commitment to leadership that listens, adapts, and values every contributor to your firm's success. In small firms, they can transform the owner-recruiter dynamic into one of true partnerships.

In larger firms, they can align teams and strengthen loyalty across the board. Either way, the message is clear: when you kick performance reviews to the curb, you make room for the kind of leadership that inspires lasting results.

Learn more about [Barb Bruno](#)



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We all treasure and want peace but given the many ongoing areas of conflict in the world and emerging threats to our security, there is likely to be a significant increase in employees that supply our national defense. We will see an increase in jobs across multiple sectors including manufacturing, engineering, technology, supply chain, and cybersecurity. According to Jobs With DOD¹, "The Department of Defense's fiscal year 2025 budget request stands at an historic \$849.80 billion ..." with the possibility of increasing to over \$1 trillion if the present administration's FY 2026 budget proposal is approved. Given that the FY 2026 Budget is approved, about \$470 billion will be allocated for acquisition of military equipment and systems. This article will look at the multitude of jobs that support the growing need to secure our nation.

Citing Jobs with DOD, defense manufacturing is facing an unprecedented surge, with the U.S. manufacturing industry potentially needing 3.8 million jobs between 2025 and 2033. In the near-term, 2025-26, procurement in missiles, munitions, naval ships, submarines, drones, air defense systems, hypersonics, and AI/cyber systems will increase significantly. Job roles include statisticians, data scientists, engineers, and logisticians. An especially hot job is that of an FPGA (Field Programmable Gate Array) engineer responsible for designing, testing, and implementing digital circuits for use in today's military equipment. The skill set needed for these jobs includes a bachelor's degree in electrical engineering, computer science, or a related field. The average salary for this position is \$146,000 per year!

Rebuilding the U.S. Navy and Merchant Marine fleet through shipbuilding initiatives is also in the works. This could generate thousands of defense jobs while strengthening supply chains weakened by many years of neglect. Shipyards are to be renewed and expanded and improvements made to drydocks, repair facilities, and construction capabilities. "As of April 9, 2025, the present administration issued an executive order on Restoring America's Maritime Dominance."² Skilled personnel needed include Naval architects, engineers, designers, program and project managers, administrators, as well as skilled trades and craft labor.

The companies listed below are major defense contractors expected to provide the systems, equipment, and services needed by the DOD and which will be sourcing the needed talent:

Lockheed Martin (Bethesda, MD). This firm builds the F-35 jet and is likely to be included in the proposed "Golden Dome" system of missile defense.

Northrop Grumman (Falls Church, VA). NG produces stealth bombers and missile defense systems.

Raytheon (Arlington, VA). This firm is a leader in missile defense and radar systems and likely to be a key player in the "Golden Dome."

Boeing (Arlington, VA). Boeing is a major supplier of new aircraft and provides upgrade services to the air force.

L3Harris (Melbourne, FL). L3Harris provides services for missile defense and the "Golden Dome."

BAE Systems (Falls Church, VA). BAE is a key supplier of a variety of military equipment.

Huntington Ingalls Industries (Newport News, VA). This firm is a major builder of naval vessels.

Recruiters can benefit by conducting research to identify candidates who can potentially fill some of the slots which may open up. Establish contact with the firms involved in the work and try to build your inventory of applicable candidates so you can offer your services when needed.

To learn more about the companies providing services to the DOD, join an association that has direct ties to the defense industry. An example is The National Defense Industrial Association. NDIA has 1,720 corporate and 67,000 individual members and has Affiliates, Chapters and Divisions. ADC, Association of Defense Communities is a 300 plus member organization that supports America's military families. NAM, National Association of Manufacturers, is another good organization to join. A majority of their members are small to mid-sized manufacturers that will be bidding on national defense projects.

I hope this article increases the recruiter's awareness of these potential opportunities and assists with making successful placements. Be ready to offer your services to companies that are supporting the defense industry and organizations that can make the right introductions to potential clients.

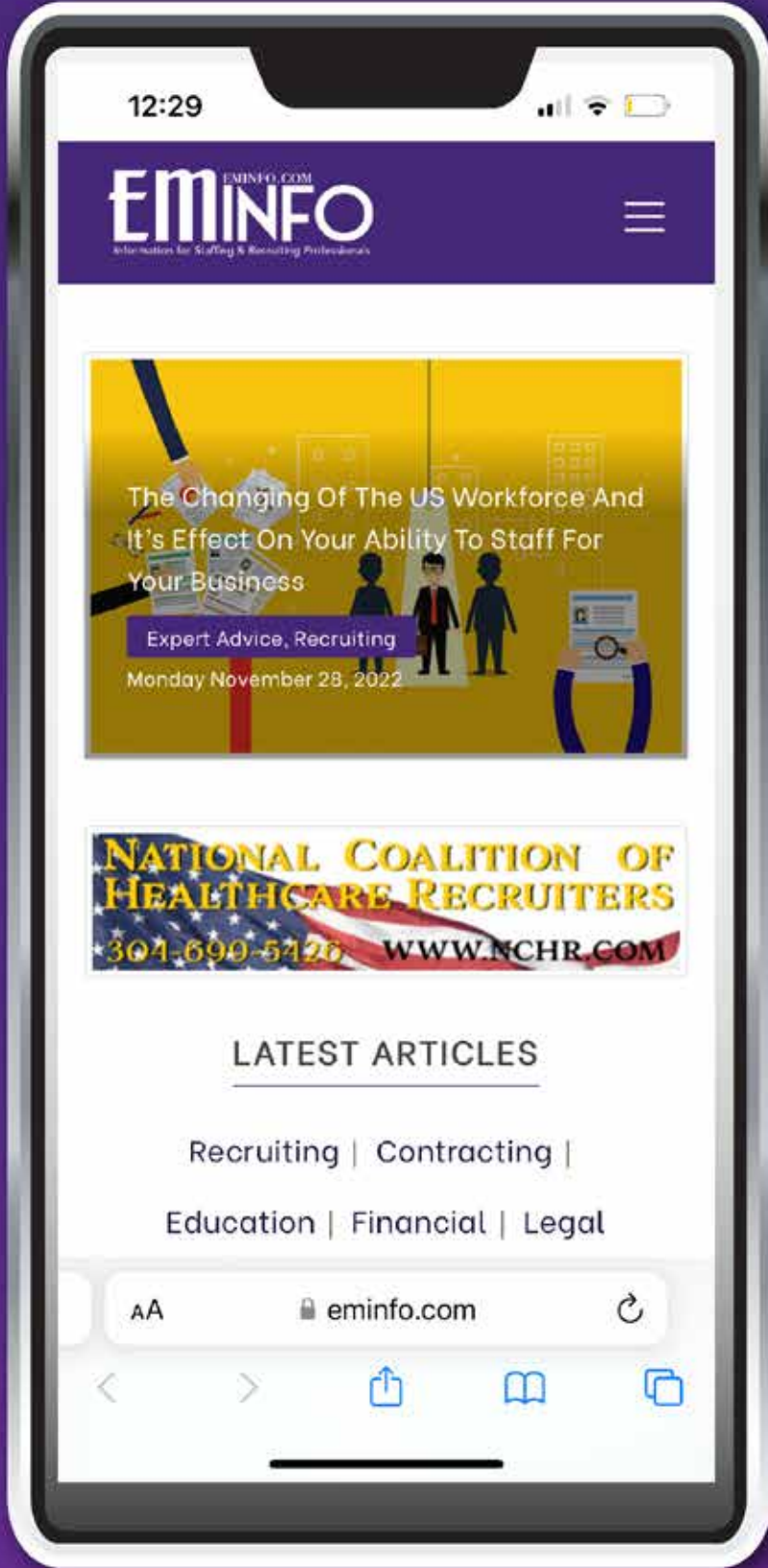
If you found this article helpful and interesting and would like to discuss any of these ideas, please feel free to give me a call or contact me at judy@jcsrllc.com, or visit my new website at <https://www.jcsrllc.com> for more information.

¹ Jobs with DOD. Defense Industry News/Insights. 2025.

² M. Funairole, B. Hart, and A. Powers-Riggs." Unpacking the White House's Executive Order on Restoring the U.S. Shipbuilding Industry," CSIS, April 10, 2025.

[Read More By Judy Collins](#)

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How Top Recruiters Handle Holidays and Time Off

QUESTION: Mike, you are big on metrics and hitting a certain amount of first-time interviews and presentations every week. How do you adjust when there is a three-day weekend or when you go away on vacation?

Understanding Placements and Revenue Goals

Great question. This came up in one of our group calls today. What we teach, if you have not worked with us or have not been in this group for a while, is that you have a placement goal and revenue goal. Then, you reverse engineer down to what has to occur every single day for you to know you are on target to hit those goals. Let's use \$300,000 for example. Say an average fee of \$25,000, equals one placement a month. That is \$300,000 divided by \$25,000 equals 12.

Calculating Required Interviews and Presentations

Our clients' metrics are around 6.5 first-time interviews to a placement. I always tell people to benchmark at 8, just to be conservative. If you need one placement a month, that means you need eight interviews a month because we are using a metric of 8 first-time interviews for a placement. That is 2 a week.

To get two interviews a week to get a candidate to go on an interview, you might have to talk to 15 candidates. It might be 12. It might be 25. Every niche and every person is different, and 15 is the sweet spot. It is a realistic number. We see it with a lot of people, meaning you have to talk to 30 candidates in a week. Then maybe they are all contingency, and you have a 4:1 job order to placement ratio; for every four job orders you take, you fill 1, so you need a job order a week, and maybe you have to talk to about 15 clients, which is about average. That's 3 a day.

So, 3 a day on the marketing side gives me 1 job order and keeps me on track, and 6 a day on the recruiting side gives me 2 candidates a week to interview, so 6+3 is 9 presentations. I am breaking this down super, super simple.

Adjusting for Holidays and Vacations

If you know, for example, upcoming here in the States is The 4th of July, or you want to take a long weekend, you want to take a Monday off or a Friday off, I need to talk to 9 times 5 or 45 people in a week to be on target to hit my \$300,000 goal. What I want to do then, if I want to stay on target, I'll say to myself, for The 4th of July, I am going to take two days off, Thursday and Friday; I will need to make 18 more presentations.

I might look at that on July 1st and say, 18 more presentations between July 1st and July 22nd; that is 15 working days, and I need to make one more presentation a day. Instead of 6 and 3, I might do 6 and 4 on a couple of days and 7 and 3 other days.

This is how granular we get. The reason we do is that in the 20-something years I have owned a recruiting firm and the 15 years I have been coaching and mentoring recruiting firm owners, we have never had somebody hit their activity targets and not hit their billing goal. Never. It is foolproof. That is how you can play with it when you take vacations.

Allowing for Flexibility

Another thing we recommend too is to divide our activity numbers by 48 weeks, not 52. That way, we will have given ourselves time for vacations, Christmas week, and things like that. For days like Memorial Day, Labor Day, Thanksgiving, and 4th of July, that is how you manage it. Even on just a week's notice for a three-day weekend, it is 1 and ½ presentations a day. It is so tiny and insignificant when you are on a roll to get 9 a day to get to 10, which is no big deal.

P.S. Whenever you're ready... here are 4 ways I can help you grow your recruitment business:

1. Grab a free copy of my Retainer Blueprint

It's the exact, step-by-step process of getting clients to give you money upfront. <https://get.therecruiteru.com/lm>

2. Join the Recruiter Think Tank and connect with firm owners who are scaling, too. It's our Facebook community where smart recruiters learn to make more money and get more freedom. <https://www.facebook.com/groups/there...>

3. Join me at our next event

3x a year, I run a 3-day virtual intensive, sharing the 9 key areas that drive a 7-figure search firm. Click here to check out the dates of our upcoming event. <https://get.therecruiteru.com/live>

4. Work with me and my team privately

And if you ever want to get some 1:1 help, we can jump on the phone for a quick call and brainstorm how to get you more leads, more placements, and more time. <https://get.therecruiteru.com/scale-now>

[Read More by Mike Gionta](#)



Will your existing organization and/or personal style allow you to implement any resolutions or changes that you would like to make in 2021?

Mike Gionta & his company, The RecruiterU are sought out by solo recruiters and recruiting firm owners who want more revenues, better clients, great recruiters, etc. The RecruiterU has custom programs for any type of owner who has the strong desire to build their business, but simply lacks the best strategies to get them there.

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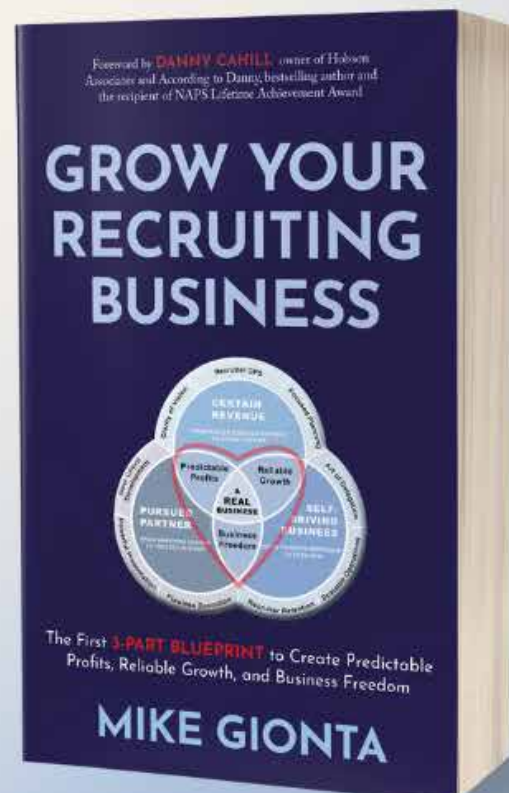
Looking for help engineering your one to three year vision? Email me at mikeg@therecruiteru.com and we can have a quick chat to see if or how we can help.

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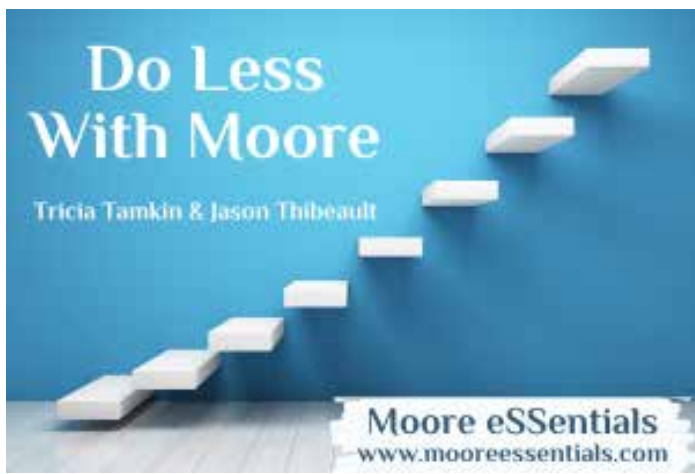
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Just Tell Us Where To Send It!

"I've read several books on recruiting and listened to a number of trainers over the years, but Mike is the one that has helped me the most in growing my recruiting practice. Mike and his team have a way of identifying and clarifying the key processes and mindsets to be successful in recruiting. They also present it in a way that breaks it down to help you identify your starting steps, and to keep you going." – Marts King



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Jason has a degree in Philosophy, was a Captain in Air Force Space Command, Plant Manager, then rock star Headhunter. Also a published author, a black belt martial artist, and a former chess champ who likes to cook and tinker – his curiosity about all things lets him see the big picture. Using all that to help others, he has built a reputation as one of the most truly gifted coaches and trainers in the country. Want to book coaching? <https://mooreessentials.com/course-catalog/>

I'll Come Back When You're Ready

by Jason Thibeault

A server walks up to the table at a restaurant where 4 men are sitting with menus. The server asks, "Can I take your order?"

The first man says, "yes." The second man asks, "do we have to order family style?" The third man interjects, "we're just getting a large pizza, pepperoni and sausage." The final man, frustrated, hands the server his menu and says, "Tacos. We budgeted for the taco special and that's what we're getting."

As a recruiter, sometimes we can be so excited when someone agrees to work with us, we're like that server, ready to take orders, any orders. We know they're hungry; they've sat down, but it seems like we've four different people with four different ideas of what they want, all ordering for the table.

The guy who wanted tacos will say the pizza doesn't fit the budget. The guy who didn't want family-style will be mad it's all being shared. And the guy who just said "yes" without context? He'll be the first to complain that it's not what he expected.

No matter what you bring next, they all look at you, the server, like you're the one who screwed up the order. These tacos don't fulfill my pizza need, were you even listening?

That's recruiting.

Too often, hiring managers don't align internally before calling us in. We get vague feedback, competing visions, and half-formed requests. Then, when the hire doesn't happen over internal bickering, they point fingers at the recruiter for "not getting it right." It's definitely easier than them taking personal responsibility.

But how can we deliver the perfect dish when the kitchen never got a clear ticket? Wise servers simply say, "I'll come back when you're ready."

If you want to fill the role fast and keep someone in the seat, we all need to eat from the same menu. That means clear, aligned expectations. That means budget clarity, decision-maker unity, and a shared vision of what success looks like in the first year. But there is a solution:

"Before we talk candidates, let's agree on what success looks like at their first annual review."

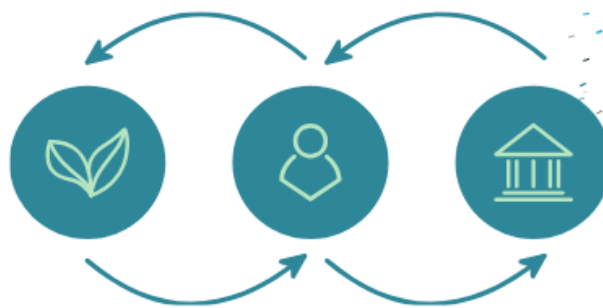
That one sentence reframes the conversation from who they want to hire to why they're hiring. It forces clarity on outcomes, priorities, and expectations. Once they align on that vision of success, the "menu" gets a whole lot simpler, and everyone orders accordingly.

Great recruiting is a partnership, not a tarot reading. You bring the appetite, we bring the options. But if the table can't agree on what's for dinner, don't be surprised when successful hires are off the menu.

Workplace Trends 2025

CSR & ESG Initiatives

As consumer values shift, corporate strategies must adapt as business, society, and the environment are integrated. This ensures companies adopt a forward-thinking approach for all of their goals and initiatives. Deloitte found that **77% of consumers are more likely to purchase from companies with a strong commitment to CSR.**



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Talos360 Launches Tali – The Autonomous Hiring Agent Set to Redefine Recruitment

- Talos360 launches Tali, an AI-powered autonomous hiring agent, unveiled at Talos Innovate 2025
- The tool is expected to transform recruitment for businesses by automating admin tasks and enabling faster, smarter hiring decisions
- Tali empowers hiring teams to focus on people, not paperwork, with intelligent, data-driven support
- Early adopters have reported 31% faster hiring, reduced candidate drop-off, and increased recruiter satisfaction

Leading talent operating system provider, Talos360, has unveiled Tali, its revolutionary AI-powered autonomous hiring agent, at its latest annual Talos Innovate 2025 Summit.

Built to transform the hiring process and help businesses hire faster and smarter, with minimal manual intervention, Tali represents an unprecedented step into the future, changing recruitment in every sense of the word.

"Recruitment is at a crossroads," said Dean McGlone, Chief Revenue Officer at Talos360.

"Hiring teams are under mounting pressure to deliver more with fewer resources, all while facing record application volumes. Yet many still struggle to unlock the real value of AI and automation.

"Tali changes that. Our revolutionary hiring agent harnesses responsible AI to lift the administrative weight off recruiters' shoulders, enabling them to focus on what truly matters: the people in the process."

Your 'hiring copilot'

With Tali at the helm, recruiters and hiring managers could no longer be bogged down by admin. Instead, they can rely on intelligent automation to hire faster, make data-driven decisions, and engage in more effective candidate selection.

Designed with hiring managers and recruiters in mind, Tali acts as a hiring co-pilot, automating every aspect of the hiring journey, from talent attraction to the final stages of your interviewing process.

Some key tools and features of Tali include:

- Scoring & shortlisting candidates with built-in intelligence to help choose the right candidate the first time
- Interview scheduling and smart reminders within your advanced applicant tracking system
- Interview insights, powered by live note-taking and behavioural prompts to help you choose your ideal candidate
- AI-generated job descriptions to ensure your candidate messaging is in line with your role requirements and target candidates
- Real-time talent analytics, helping organisations make informed, proactive decisions.

A shift towards autonomous hiring

Tali is more than your typical run-of-the-mill AI copilot. Its introduction marks a strategic shift within Talos towards autonomous hiring, a space in which Talos360 is pioneering, where AI doesn't replace people but works for them instead.

"Tali's job is simple: to make your job easier," added Shaun Kirk, Chief Technology Officer at Talos.

"We're not just talking about AI as a future concept. We're putting it in your hands today to remove friction, reduce time-to-hire, and improve outcomes, without losing the human touch."

Early adopters have welcomed Tali as their newest team member and have consequently seen improvements of up to 31% faster hiring, significant drops in candidate drop-off, and considerable improvements

to recruiter satisfaction – all thanks to reduced workload and clearer insights.

Following its successful launch at Talos360's annual recruitment insights summit, Talos Innovate 2025, Tali is now available to all Talos ATS users as part of the broader talent operating system.

Following Talos360's recent acquisition of Appraisd, the system now also includes intelligent onboarding, advanced candidate assessments, unbiased recruitment solutions, employee engagement tools, and performance management capabilities all within one convenient place.

To see what Tali and the rest of Talos360's recruitment solutions could do for you, book a demo with the team today.

Trevor Fandale Honored with 2025 Business Elite '40 Under 40' Award

CLAWSON, Mich. – June 26, 2025 – Huffmaster Management (Huffmaster), a leading provider of strike services, industrial and healthcare staffing, and security services, announced today that company president Trevor Fandale has been named a recipient of the 2025 Business Elite "40 Under 40" Award (U.S.A.).

Fandale was recognized at a gala event held at the W South Beach in Miami, where top young professionals from across industries were celebrated for their leadership, innovation, and global impact. The "40 Under 40" distinction honors outstanding individuals under the age of 40 who are shaping the future of business.

"I'm so honored to be selected as one of the 40 Under 40 USA award recipients for the Business Elite Awards," said Fandale. "This recognition reflects the support of the incredible teams I've had the privilege to work with, and I'm proud to represent the dedicated professionals at Huffmaster."

With a proven track record in finance and executive leadership, Fandale has held senior roles at major corporations including HP, Polyplastics, and Pinnacle MEP. At HP, he managed financial operations for contracts exceeding \$1.2 billion in annual revenue. He later led cost-saving initiatives at Polyplastics that generated over \$7 million in savings and contributed to both acquisition and merger processes.

Prior to becoming president of Huffmaster, Fandale served as CFO of Pinnacle MEP and president of Win3. Since joining Huffmaster in 2016, he has played a pivotal role in shaping the company's growth strategy, culture, and operational performance.

Fandale holds a BBA in Management and an MBA in Finance from Baker College. He is a frequent speaker at international conferences, where he shares insights on finance, operations, and business strategy.

About Business Elite Awards

Business Elite Awards is a global platform recognizing business excellence across generations. Through high-profile events held worldwide, the organization connects visionary leaders and fosters innovation and growth.

About Huffmaster

Huffmaster is the nation's first single-source strike services agency, committed to "Keeping Business in Business™." Serving Fortune 500 clients and small to mid-sized businesses alike, Huffmaster offers contingency planning, replacement personnel, and security services to ensure business continuity.

Letter From The Editor



Don't miss out!

You are smart! You got into the people business, helping people find jobs and people build teams to succeed. But you can't believe all this hate. Ancient deep abiding hate that you can't change. Come on, we are in 2025 and people are carrying around all this energy that focuses on negatives. Not you! There are a gazillion of opportunities out there. You can do this! Follow the money and you will find those opportunities. Remember you are smart and you don't allow the outside world to take away your positive thinking. So pay attention and ask yourself what industries are still going strong or being formed to support new ideas and new industries.

Security is a number one concern right now. Check out Judy Collins article on the companies that help keep us safe. Look at how to become a wealth of knowledge for your good clients that need your help to grow their teams.

Do they complain about losing team members? Barb Bruno shares ideas on stay interviews. Help owners know how important it is to stay connected to what their current employees really need and want in their work life balance. Share insights on what questions need to be asked. Isn't that what you do? Ask the right questions to find that quality candidate and understand your clients needs?

Thought leaders talk about using technology to improve efficiencies. You are on top of those who have companies that are leaders in technology industries. Share with your clients that you can help them find solutions to address current issues. Keep them calling you when they need a key player on their team. Human beings are still required and necessary to have customer relationships.

Yes, remember you are smart, competent, and love what you do. Celebrate the good and let go of the bad. It is a great life if you don't weaken. Happy recruiting.

Pat Turner

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