

The Importance of Compliance – Why the I-9?

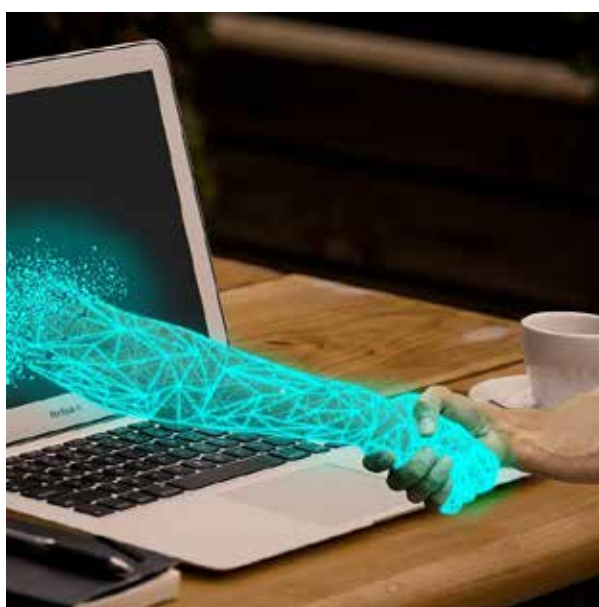
Staffing Metrics That Matter Most for Year- End Planning



Beyond the Em
Dash, Recognizing
AI Slop

Beyond Salary -
Compensation Plans
Your Recruiters Will
Love

Using AI For
Healthcare Jobs



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DID YOU KNOW?

* Conferences are a good time to connect with other staffing professionals you know in the industry. If there are a few contacts you want to connect with, reach out to them ahead of time and see if you can schedule time during a break or after the day's agenda to grab a drink or dinner. This will help you manage your schedule so you are making the most out of your time. pg 5

* Low fill rates may highlight sourcing gaps, skills mismatches, or inefficiencies in process. According to the American Staffing Association, client satisfaction often hinges on responsiveness—meaning agencies that consistently hit high fill rates are more likely to retain business. pg 9

* Use predictive analytics to anticipate future hiring needs based on turnover or census trends. pg 11

*According to intercom.help, "The I-9 form is the cornerstone of compliance with U.S. immigration law, ensuring that only authorized individuals participate in the American workforce. Noncompliance with Form I-9 requirements can lead to severe civil and criminal penalties, which are enforced by the Department of Homeland Security's Immigration and Customs Enforcement (ICE)". pg 12

* And as of today, blue collar jobs fell from 30% to 8% due to automation of the workforce since 1950. Today in the US, 15 million jobs are driving on one type or another. And well over 100,000,000 worldwide. pg 20



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From Conference to Results: How to Get the Most Out of Your Next Staffing Conference

By Jennifer Roeslmeier Mikels

Fall is a busy time for the staffing industry as many signature staffing conferences take place, including the upcoming [Staffing World](#) in Orlando, Florida! Whether you are attending one of the national conferences or a local one, making the most out of the conference is important. Both time and investment are made into each conference you attend. Sometimes it's difficult to measure the results though.

In our latest blog, find a check list of ways you can prepare, things to do during it, and follow-up items after the show, to help you get the greatest return on your investment!

✓ Research Presenters and Sessions Ahead of Time

Before you arrive at the conference, check out the sessions ahead of time and select which ones you want to attend if multiple are taking place at the same time. You don't want to land up in a session that is irrelevant or not valuable. Attend the sessions that you will get the most out of. *Check to see if there is a conference app to download* as well. Conference apps will typically show the schedule, exhibitors, a map, etc. Sometimes there is even an option to network and connect with other attendees in the app itself!

✓ Divide and Conquer

If you plan to attend the conference with other co-worker's, plan to divide and conquer the schedule. You will get the most out of the conference if you split up and attend different sessions. You can then regroup after the session and once you arrive back at the office to educate one another on what was discussed.

✓ Make Appointments Ahead of Time

Conferences are a good time to connect with other staffing professionals you know in the industry. If there are a few contacts you want to connect with, reach out to them ahead of time and see if you can schedule time during a break or after the day's agenda to grab a drink or dinner. This will help you manage your schedule so you are making the most out of your time.

Additionally, if there are any exhibitors you wish to visit, try scheduling an appointment with them ahead of time as well. Conferences are a great time to talk to vendors in the industry. If you have an appointment ahead of time, they will be able to tailor your meeting to your company and better prepare to meet with you. Some vendors will even show you a demonstration at the conference if you wish to see a demo of their product. By the end of your meeting, you will hopefully have a good understanding if they are a company you want to look further into partnering with!

✓ Disconnect from the Office

As hard as it might be, try to disconnect from your email and phone during the sessions. You can take any needed time to respond back to emails and make calls during your breaks. If you are multitasking throughout the session, it will be hard to pay attention and retain the information being discussed. There is almost no point of even attending if the time isn't spent focused on the presentations.



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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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To avoid distractions, simply turn your phone off or put it on silent. Also, remember to put your out of office on stating you will be unavailable. That way anyone trying to get in touch with you will know you won't be able to respond immediately.

✓ **Take Notes**

It's easy to sit and listen in each session, but remember to also take notes. By the end of the next session, you won't remember what you learned in the last one. Take notes throughout so you remember key points that were made. If it helps, at the end of each session you can even jot down your top three takeaways.

As a food for thought, [statistics](#) show that taking notes by hand is more effective than taking notes through a computer or tablet. You are able to retain the information better and remember it. This might be something worth considering! It will also help you avoid being distracted from emails and messages coming in.

✓ **Connect with Speakers**

If there is a speaker that stands out or perhaps is someone that would be worth connecting with, introduce yourself after the session and get their business card. After the conference, you can connect with them on LinkedIn and stay in communication. You may even consider sending a thank you email or note to them after the conference as an additional gesture. The speakers presenting are industry

experts and are good connections to stay in touch with. Down the line, you never know if you will need their advice or perhaps even have an occasion to partner together!

✓ **Network**

During the conference, attend networking sessions and parties. These are great opportunities for you to connect with other staffing companies similar to yours and see what they are doing. It's also a chance for you to gain new ideas and see a fresh perspective on your business.

Be sure to pack those business cards too! As you are connecting with speakers and other attendees, the best way to stay in contact is by passing out your card.

✓ **Visit Exhibitors**

We discussed making appointments with exhibitors a little bit earlier. Of course, an appointment isn't necessary to visit an exhibitor, unless there is one you know you want to see then it might be beneficial to contact them ahead of time. Regardless if there is a specific exhibitor you want to see, take some time to visit the exhibit hall. Exhibitors take the time to be at the conference as a resource to you. You may find some vendors you didn't know existed or come across a product or service that will be beneficial for your company. Exhibitors help you learn about the resources and technology available to you to help your business grow. If anything, you can take home some cool swag!

✓ **Make a Trip of It**

Could you use a little vacation time? A conference is the perfect opportunity to turn it into a longer trip! Either before or after the conference, stay a few extra days in the area. You can even invite the whole family to come out and join you for a mini family vacation!

✓ **Hold a Lunch and Learn When You are Back**

Once you return to the office hold a lunch and learn session with your team. This is a chance for the whole team to also learn from the tips and ideas you brought home from the

conference. You and other attendees can put together your notes and present key takeaways. Bringing back all of the knowledge with you and sharing it with your team, is one of the best ways to get the most bang for your buck!

✓ **Set Action Plan and Next Steps**

After your lunch and learn session, hold a follow-up meeting to discuss any ideas that stood out to you that you would want to try implementing at your staffing company. This meeting can be used for discussion and even as a brainstorming session to see how you can put these ideas into action, specifically at your company. At the end of the meeting, be sure to have an action plan and delegate tasks so the ideas, don't just remain ideas. This last step can be one of the most important steps, where your learnings become part of your company strategy. Soon after you may even begin to see a tangible return on your investment!

See you there!

I hope you found this check list helpful as you prepare to attend staffing conferences this fall! Conferences present a rare opportunity for staffing companies to take a step back and really dive into the state of the industry, learn about where the industry is heading and current trends. Sometimes it's hard to step back and see your business from a fresh pair of eyes, as you are busy going about day-to-day activities. Conferences though help you begin to think outside of the box and help you come up with new initiatives to take back with you. And let's not forget about the exhibitors available to show you technology and services available to help your business thrive!

Stop by the Automated Business Designs Booth (Ultra-Staff *EDGE* Staffing Software)

[Automated Business Designs](#) will be at several upcoming conferences to share with you our all-in-one staffing software solution, [Ultra-Staff *EDGE*](#). We will even be available for a live demo so you can see it in action! Come stop by our booth at the following conferences to see Ultra-**Staff *EDGE*** or to just say hi.

[Staffing World 2025](#) Visit Booth 711 | October 6th – 8th

**Also, check out our Knowledge Hub Tech Talk Session on Tuesday, October 7th at 1:15 PM on The Future of Work: Navigating Automation and the Gig Economy*

[2025 SIA Healthcare Staffing Summit](#) | November 5th – 7th

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Staffing Metrics That Matter Most for Year-End Planning

Why Year-End Metrics Matter

During Q4, staffing firms face a critical opportunity: reviewing staffing performance metrics to measure results, identify trends, and set the stage for a stronger Q1. Year-end planning isn't just about closing the books—it's about using data to sharpen your strategy, improve recruiter productivity, and increase profitability.

That's where staffing software comes in. With built-in reporting and analytics, you can easily review the numbers that matter most before the year ends. For a deeper dive into how agencies have been applying these insights, see our post on staffing metrics.

The Core Staffing Performance Metrics You Can't Afford to Miss

Fill Rate

How many job orders are being filled compared to those opened? Low fill rates may highlight sourcing gaps, skills mismatches, or inefficiencies in process. According to the American Staffing Association, client satisfaction often hinges on responsiveness—meaning agencies that consistently hit high fill rates are more likely to retain business.

Analytics dashboards let you compare fill rates by recruiter, branch, or client, helping you identify patterns and adjust resources before the next quarter.

Time-to-Fill

Speed matters. A longer time-to-fill can frustrate clients, reduce revenue, and even cause lost opportunities. SHRM research shows average time-to-fill across industries is 36 days, but staffing firms are expected to do much better.

You can break down time-to-fill by job type, recruiter, or client, uncovering where bottlenecks occur and creating faster pipelines.

Gross Margin & Profitability

Revenue tells you what's coming in—but gross margin tells you what you actually keep. Year-end is the time to evaluate which clients, industries, or assignment types are most profitable. Financial reporting provides client-by-client profitability snapshots, so you can focus on your highest-value accounts and renegotiate with those that drain resources.

Recruiter Productivity

Tracking recruiter activity—interviews, submittals, placements—ensures accountability and highlights top performers. High

By Lynn Connor

productivity doesn't always mean high profitability, but it's a leading indicator of growth. Recruiter scorecards offer side-by-side comparisons of performance, which is powerful both for coaching and incentive programs.

Candidate Redeployment

Every time a great candidate finishes an assignment without a next step, your sourcing costs go up. Redeployment increases revenue while cutting expenses.

You can set internal flags to identify "ready-to-work" candidates, reducing sourcing costs and filling new orders faster. Reviewing redeployment rates now can uncover revenue opportunities for Q1.

Bonus Metrics for Stronger Year-End Planning

Client Retention & Growth

Which clients are providing repeat business? Which are shrinking? Tracking retention rates lets you prioritize accounts for Q1 growth.

Talent Pool Growth

Your candidate database is a competitive advantage.

Reviewing how much your database has grown—and how many candidates are active—can reveal gaps in sourcing strategy.

Job Order Mix

Are you seeing more temp, temp-to-hire, or direct hire roles? Understanding your job order mix helps you align with market trends and plan recruiter resources.

Turning Metrics into Action with Analytics
The Analytics Dashboard makes all these insights accessible at a glance. Instead of manually compiling reports, you can:

- Compare year-over-year performance trends
- Identify underperforming accounts or recruiters

- Spot industry or client-specific patterns
- Export polished reports for leadership or client meetings

Example: An agency using COATS discovered that while their gross revenue was up 12% year-over-year, one client was actually running at a negative gross margin. With this insight, they renegotiated rates and reassigned recruiters—protecting profitability going into Q1.

External Benchmarks to Strengthen Your Analysis

To put your staffing performance metrics into context, compare your results with industry benchmarks:

- ASA Economic Analysis – for staffing industry growth trends
- SHRM Talent Acquisition Benchmarking – for time-to-fill, cost-per-hire, and other recruiting KPIs

To compare your own staffing performance metrics against broader industry standards, consider external benchmarks—like those provided in the article on Top Metrics for Companies to Measure Staffing Performance. It includes industry-relevant data on time-to-hire, fill rate, retention rate, candidate quality, and cost-per-hire.

By combining real-time reporting with trusted external benchmarks, you'll not only see how your firm is performing—you'll know how you stack up in the wider staffing market.

Staffing success in 2026 won't be about working harder—it will be about working smarter. The firms that review their metrics now will be better positioned to improve profitability, strengthen client relationships, and increase recruiter efficiency in the new year.

With staffing software's analytics and reporting tools, you don't just track metrics—you turn them into action.

Want to see how COATS can help you measure and improve your staffing performance metrics? Schedule a demo today and start 2026 with clarity, confidence, and the right data at your fingertips.



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Using AI For Healthcare Jobs

Seeing that healthcare jobs are still in the high demand, I decided use AI to find qualified candidates. Here's what AI told us along with the recommended platforms to accomplish fast results.

You can use AI to streamline every step of sourcing candidates for healthcare roles—finding qualified professionals faster, reducing manual work, and improving outreach quality. Here's a practical framework tailored to healthcare recruiting:

1 Define the Role Clearly

- Structured Job Data: Break the job into must-have skills, credentials, and nice-to-haves (e.g., RN license, ICU experience, EMR familiarity).
- AI Tip: Use a large language model (LLM) to rewrite or optimize job descriptions for different audiences (e.g., nurses vs. administrators) and to highlight key compliance requirements.

2 Candidate Discovery

AI-Powered Sourcing Tools:

- LinkedIn Recruiter + AI Search: Use Boolean + AI-assisted keyword expansion (e.g., "RN AND (ICU OR critical care)" □ suggests synonyms like "intensive care nurse").
- Healthcare-Specific Platforms:
 - HiredScore, HireEZ, SeekOut: Their AI can scan millions of profiles, resumes, and licensure databases to match credentials.
 - Doximity, Health eCareers, Incredible Health: Niche networks for clinicians.
 - Resume Parsing AI: Tools like HireVue, Textkernel, or Sovren auto-extract credentials and certifications, saving manual review time.

3 Talent Pool Enrichment

- Automated Screening: AI can verify licenses (e.g., NPI registry checks) and flag expired credentials.
- Predictive Fit: Some platforms rank candidates based on likelihood to respond or relocate.

4 Smart Outreach & Engagement

- Personalized Messaging: Use generative AI to draft emails or InMails tailored to the candidate's experience. Example:
"I noticed your ICU experience at [Hospital Name] aligns perfectly with our Level 1 trauma center opening..."
- Chatbots: Set up an AI chatbot on your careers page to answer FAQs and pre-qualify candidates (e.g., confirm shift availability).

5 Compliance & Bias Checks

- Healthcare Data Privacy: Ensure HIPAA compliance if dealing with any patient-related info.

- Bias Monitoring: Use tools like Textio to check job ads for gendered or exclusionary language.

6 Analytics & Continuous Improvement

- Track which AI-sourced channels bring the best hires (response rates, time-to-fill, credential match).
- Use predictive analytics to anticipate future hiring needs based on turnover or census trends.

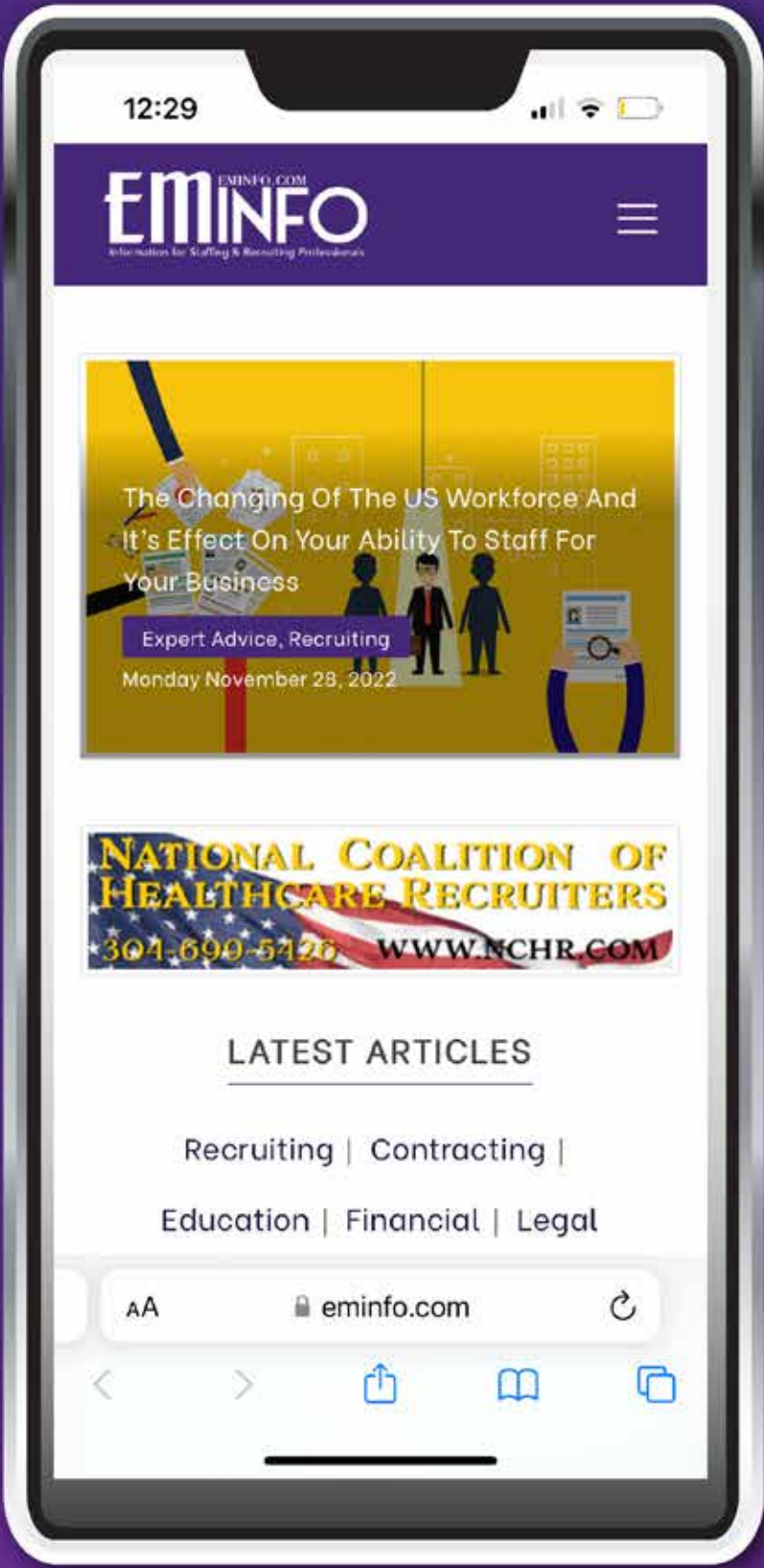
Quick Start Stack for a Healthcare Recruiter

Step Suggested Tool Key Benefit
 Job description AI ChatGPT, Jasper
 Optimized, bias-checked copy
 Candidate sourcing HireEZ, SeekOut,
 Doximity AI-driven healthcare talent search
 Screening Textkernel, Sovren Automated
 resume parsing & ranking
 Outreach Gem, LinkedIn Recruiter AI,
 ChatGPT email gen Personalized, automated
 messaging
 Compliance Textio, OnboardIQ Bias and
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Want a draft sample AI workflow for a specific healthcare role (e.g., ICU nurse, physical therapist, radiology tech) so you can see a step-by-step sourcing plan? All you have to do when using Chatgpt is say YES!

Still we human's need to be with humans and need that personal touch. So be sure to create a relationship with both clients and candidates. Use a personal touch. A phone call or face-to-face meeting at an educational industry event.

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JUST ASK Judy

The Importance of Compliance – Why the I-9?



Don't wait until an IRS audit or the Department of Homeland Security's Immigration and Customs Enforcement (ICE) raid to become I-9 compliant. Protect yourself, your business, and your clients by enforcing strict I-9 compliance. It is important that employers have a completed I-9 on all employees to ensure compliance with federal regulations and protect against potential penalties.

The IRS I-9 form is used to verify employment eligibility in the US. It is Federal law that every employer that hires an individual for any purpose must process a Form I-9 for the new employee within 3 business days of the employee's start date. The process is managed by the U.S. Citizenship and Immigration Services and The Department of Homeland Security (DHS). The purpose is to verify the employee's identity and employment authorization. It involves verifying documents like passports, green cards, and driver's licenses. It ensures that the person going to work is the same person that they are representing to be and not someone's stolen identity.

According to intercom.help, "The I-9 form is the cornerstone of compliance with U.S. immigration law, ensuring that only authorized individuals participate in the American workforce. Noncompliance with Form I-9 requirements can lead to severe civil and criminal penalties, which are enforced by the Department of Homeland Security's Immigration and Customs Enforcement (ICE)". Examples of penalties include:

- Monetary fines (Civil) per violation
 - o Paperwork violations: Fines range from \$281 to \$2,789
 - o Knowingly hiring an unauthorized person: Fines range from \$698 to \$5,579 (1st offense)
 - o 2nd Offense for knowingly hiring an unauthorized person: Fines range from \$5,579 to \$13,946
 - o 3rd or more such offences: Fines range from \$8,369 to \$27,894

Monetary fines and imprisonment (Criminal)

- o Pattern or practice of hiring unauthorized workers include fines up to \$3,000 per worker and up to 6 months imprisonment
- o Document Fraud includes knowingly forging, counterfeiting, altering, or falsely making identity documents could result in up to 5 years imprisonment

In recent months, there have been several newsworthy reports of ICE raids on companies that have resulted in the arrests of individuals that are not legally working in the United States. The relationship between ICE raids

and I-9 compliance is direct and central — ICE uses Form I-9 violations as a legal basis for many of its worksite enforcement operations, including raids.

Some 2025 ICE raids include:

- June 10, 2025 raid on Glenn Valley Foods meat-packing plant, Omaha, Nebraska
- July 10, 2025 raid on California's Camarillo region farms & greenhouses
- September 4, 2025 ICE raid on Hyundai plant in Georgia

Citing ZipID, "... accurate and compliant Form I-9 completion is essential for protecting your business from costly penalties, legal challenges, and potential reputational damage. By following best practices for I-9 compliance and staying informed about immigration laws, employers can safeguard against both civil and criminal penalties, protect their workforce, and ensure a smooth and lawful hiring process."

Strong I-9 compliance is the **first line of defense** against ICE enforcement.

It is easy to obtain a Form I-9 online. You don't "apply" for it; instead, employers download it directly from the **USCIS website** (<https://www.uscis.gov/>).

If you would like to discuss any of these ideas or would like help defining a business strategy, 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.

[Read More By Judy Collins](#)



Beyond Salary - Compensation Plans Your Recruiters Will Love

QUESTION: I am looking at expanding our recruiting team. What different compensation packages attract great new recruiters?

The Unconventional Approach to Hiring Recruiters

Without context, I do not hire people; for the most part, 99% of the time, I do not hire people with recruiting experience. I have always been brought up, and I fully believe, and I have tested it, that I would rather train than re-train. This approach, while unconventional, has proven to be effective. [Hiring experienced recruiters](#)—I am not saying never, but it is not likely for me.

Challenges with Experienced Recruiters

Usually, in my experience of interviewing them, they have horrible habits. They have horrible habits on activity levels. From my quality standards, the way they talk to candidates and to employers was tired and old and just to re-train all of that took more effort than taking a fresh and clean slate. I do not care. That person could be 21 to 91. I have hired people across that spectrum age-wise. I look for energy level, curiosity, and perhaps most importantly, passion.

Understanding Base Salaries and Geography

I was on a group call earlier today with our Board Room level clients, firms in the \$2 to \$4 million revenue range. A lot of what we talk about in that group is scalability and hiring. We are seeing a lot of people right now offer base salaries, depending on your geography, like Atlanta or New York metro are going to be more challenging than other parts of the country, of \$35,000 to \$50,000, even up to upwards of \$60,000 as a base salary, not a draw versus commission.

If you pay somebody a \$4,000 a month draw and they quit, or you fire them in 60 days, and they have yet to make a placement, you are still out \$8,000. You might as well call it a salary.

Comprehensive Compensation Plans

The counterbalance to that—and I am not saying to increase your cost of sales—is that you change your commission structure. On a base salary like this, which is just a ballpark of \$50,000, I would only pay them 10% of their first \$50,000 in production for the quarter. Then I would pay them 30% to 35% over that.

With our clients, we are coaching them that their plans should top out at about 35%. However, as part of the total [compensation plan](#), you want to be able to offer healthcare. They might contribute part of it. You want things like a 401(k). If there are industry conferences and stuff like that, you want to send them to those, and you pay for it.



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.

Visit TheRecruiterU.com for our FREE video series, "How to Double Your Placements in 121 Days or Less".

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.

Where I see the biggest challenge with recruiting firm owners that want to scale is that they want to do it on the cheap side.

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](#)

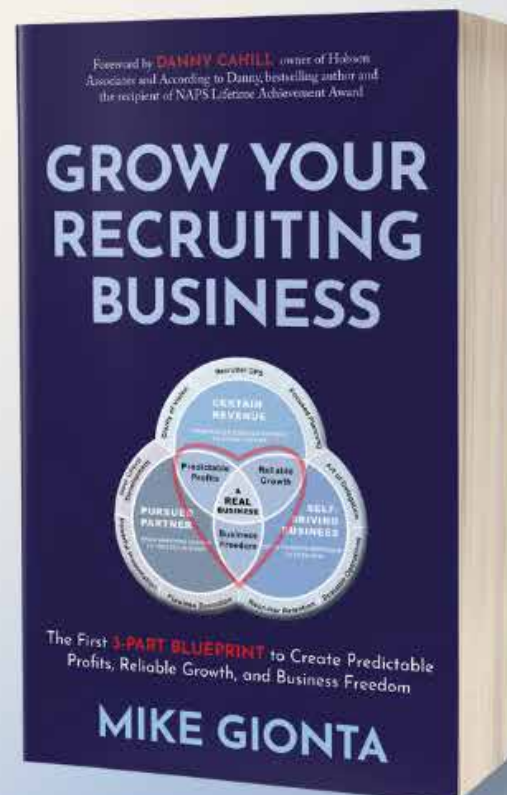
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"I've read several books on recruiting and listened to a number of trainers over the years, but Mike is the one that has helped me the most in growing my recruiting practice. Mike and his team have a way of identifying and clarifying the key processes and mindsets to be successful in recruiting."





RMAR Rocky Mountain Association of Recruiters

Conference

Our columnist, Judy of Just Ask Judy, spent some time in Colorado learning and mingling at the Rocky Mountain Association of Recruiters conference.

She enjoyed seeing Jon Bartos and Greg Doersching out in Denver and soaking in all the event had to offer. She also met Zack Zahorka, the current President of RMAR, Rob Tiff, and Rebecca Bayne also on the board and other members who were in attendance. The value of face-to-face meetings like these are priceless. The big talk was all about AI and how to use this growing tool and what apps help it work for recruiters.



Jon Bartos, Zack Zahorka and Greg Doersching



MKSSA
Missouri & Kansas Search and Staffing Association

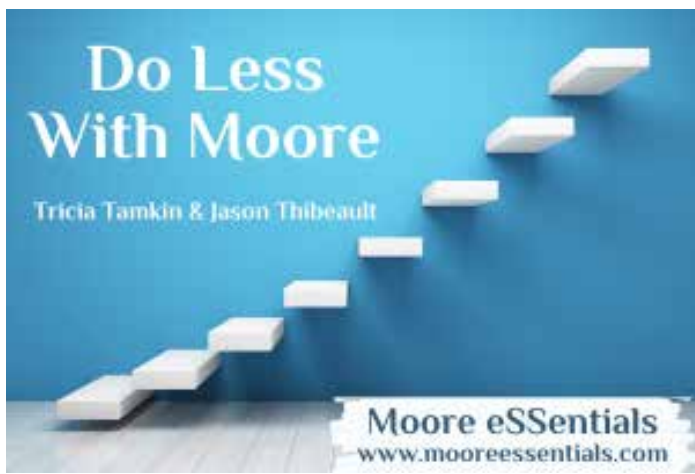
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NOVEMBER 13-14

Le Méridien-St. Louis
Clayton, MO





by Jason Thibeault

Beyond the Em Dash, Recognizing AI Slop

You've heard it by now - the em dash means AI wrote this. The overly structured part too: formal, bullets, lots of bold. Clear hallucinations are of course a sign. Here are some other things I've picked up on in the last few years.

Beware of the music. AI writing flows too well. AI would never suddenly say, "beware of the music" in this context because it likes neatly structured, logical flow, with fairly consistent sentence length and a rhythmic quality. It's why we sometimes tell it to "Mix short, impactful sentences with longer, more detailed ones to make writing more engaging and human."

Most people know AI makes confident, sweeping generalizations. Like I just did there. (I can't know that.) Language models are filling in gaps with confidence, and it doesn't matter if there is no source for their sweeping conclusion. Watch for these mini-hallucinations.

Directly related, AI will tell you the inside of the minds of the people it uses in its writing. Unless we're writing fiction, we don't get to see inside the minds of others. It's like AI is telling us the mental state it is guessing, where a human writer wouldn't give another person's mental states, motive, and emotions without direct attribution.

Also, while I'm on this people point: AI quotes are perfect. Real speech is a mess. Even a great orator like Tricia won't always use the right word, will speak with "so," "uh," "anyway," and the like. But AI quotes are made up on the spot by an expert speechwriter.

"There's an old saying in Tennessee—I know it's in Texas, probably in Tennessee—that says, fool me once, shame on—you. Fool me—you can't get fooled again." -George W. Bush

Despite the em dashes, that's a real quote. Similarly, I get suspicious around "studies show" or "cases reveal" where there is no link to such studies or reports. It's easy for AI to make hallucinatory claims, like illusory quotations, and a quick bit of Googling will often show a lack of real evidence.

Back to writing styles over false claims. Like contrastive focus, emphasis and pacing. Here's an example: Running laps in PE when they've misbehaved teaches children exercise is punishment – real fitness is empowerment. That was written by me... or was it? It's a way of simulating rhetorical flair, and wow is it most LLMs favorite. It's fine occasionally, but every paragraph doesn't need a twist.

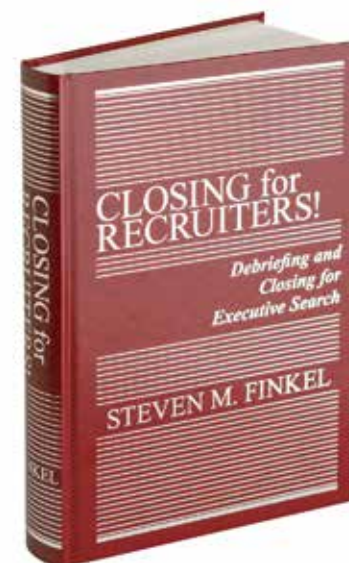
We're at a crossroads because what I've shared is the tip of the iceberg. They're not just fluff (lol), they're generic analogies. They are classic metaphors used without critical and intentional thought behind them. Meanwhile, real writers have been taught to avoid cliches like the plague, and President Bush screwed up a common one in his quote above, like a human.

This writing style arises from the fundamental way large language models are trained. They aren't trained to hold facts or beliefs, these models generate text by predicting the most statistically probable next word based on vast amounts of training data. As a result, the output tends to reflect patterns that are common, coherent, and contextually appropriate. But not original, spontaneous, or based in relevant fact—which happen to be some of my favorite things to read.

Closing for Recruiters: INTRODUCTION

By Steve Finkel

Last month's review of Steve Finkel's brand-new book was extremely well received, particularly as it addresses critical topics never before covered in any detail for our industry. As a follow-up, with his permission, we are printing the introduction to the book *Closing for Recruiters!* Frequently the difference between a fee and wasted effort is closing skill. This book is a powerful assist in completing searches that might otherwise have been lost.



Closing for Recruiters: INTRODUCTION

"To write a mighty book, you must choose a mighty theme."

~Herman Melville

Introduce the subject of closing to a group of recruiters – even experienced ones – and see what happens. Chances are pretty good you'll hear one of three things.

"If you do everything right up front," some will say, "the close becomes automatic."

Others will tell you, "Closing is a process, not an event. If you build a series of trial closes throughout the placement process, you won't have to close."

Then there are those that will say, "I get 75% of my offers accepted. No matter what I do, it is 75%. That's what I get."

Closing As An Obligation

Top industry trainer Larry Nobles, the author of the finest foundational training book ever written, wrote a noteworthy article some years ago entitled "Closing as an Obligation." He pointed out that the value we bring to our client is not entirely our ability to find, recruit and select qualified candidates; rather, it is our ability -- once the client has made a decision to extend an offer-- to get that candidate to accept the offer.

"Our worth to the client is not solely at the beginning of the search," wrote Mr. Nobles. "Rather, it is at the end. One VP told me that my core benefit to him wasn't that I could find good candidates for him, but that I could help him hire them. Thus, for both your personal income and to uphold your duty to the client, you need to do everything within reason to ensure that the candidate says yes to the offer."

What do you bring to the table?

Let's face it. There are other ways the prospective client can find candidates other than through us. Many in our industry are overly dependent on techno/digital means of doing so. LinkedIn/ ZipRecruiter/Indeed/miscellaneous jobsites and software programs... The list goes on and on. These recruiters don't stop to realize that every source of identifying candidates through these means is also available to the client.

Then too, we are in an offshore economy these days. There are plenty of IT-conversant people in India, the Philippines. Sri Lanka or similar countries that will happily employ these exact same sources and send out emails ... for three dollars an hour!

That's why the best recruiters are skilled at identifying

candidates not available through these means.

But that's only what you bring to the table early. The ability to close the candidate is what gets you paid. No job board, no Third World recruiter, no AI-oriented person can deliver that. And it's even more important! But first..,

Before we can address closing, however, we have to determine what the candidate perceives as the strengths and weaknesses of the opportunity. You can't just start throwing closes – regardless of how excellent they might be – at a candidate without actually tailoring the call to what's needed. And that's why this is actually a two-part book.

We can greatly increase our results -- that means actually closing the search and earning the fee-- from improvement at follow-up after first interview with candidate.

Where have you focused?

Yet, how much time have you spent developing and polishing these skills? If you set up two interviews a week, that means you follow up twice a week. Some people set up more and some less. But how good would you be at recruiting if you made only two recruiting calls a week? And how much of your foundational training and follow-up practice was spent in this area? You know the answer.

When you really do an excellent job at "debriefing" the candidate, you significantly improve your chances of gaining both an offer and acceptance. And a fee. And by doing that excellent job, you also find out where you need to orient yourself in terms of planning the closing call.

The best closing skills will serve little purpose if they are wrongly directed. And a good follow-up call alone will enhance your chances of an acceptance.

That's why this is a two-part book: follow-up after interview with candidate. And closing. The combination will enhance your production dramatically.

Without genuine closing skills built on a foundation of debriefing the candidate, you will simply lose many fees that should be yours. But with these new skills, you will find yourself able to not just increase production by a very significant margin but will provide the client with what he really needs – top candidates who accept the offer.

Victory!

There's something else we ought to straightforwardly address as well, though it's not often talked about in our industry. And that's the raw emotion of success.

There is a great deal to be said for doing a good job on a day-by-day basis, and not just in our field. George Washington kept his favorite quote by English playwright Joseph Addison framed in his office when he was president.

"Tis not in mortals to command success, but we'll do more, Sempronius. We'll deserve it."

And doing your best every day is deserving it.

But the facts are that you might say the same about most jobs, if the practitioner is serious. Your candidates should feel satisfaction at the end of their days as well.

But we are different. We are involved in big-ticket selling. And that means occasionally – hopefully more than occasionally – we reach the summit of the mountain! We win the gold medal. We are crowned the champion. We close the deal. And when that happens, we have every right to feel that we are the best in the world. I do. And you should as well. If you are new in this industry, let me assure you, the thrill never fades.

Closing adds

Closing skills will enable you to fully benefit from everything you have done leading up to that point. With those skills – and I include follow-up as well – you will generate more revenues that others will have missed and thus experience the thrill of victory more often. And when you turn the candidate around or move that candidate from a 70-30 chance to a 100% chance, you will enjoy an adrenaline charge that will last for days and which can be achieved in very few other professions.

An open mind

I'd like to address the experienced people who will likely make up the majority of readers. I thoroughly believe that you are the best in the world at recruiting. But you must also acknowledge that no matter how many decades you have in this business, you are not perfect and you can improve.

Despite your experience, we are dealing with subjects here –debriefing and closing – that have never been addressed in this detail and specificity. You will probably see some familiarity in the debriefing section with what you already know. But not like this. You may assume that you can "pick up a few things here and there." Don't think that way.

Let me refer you to a genuinely great sales trainer – Tom Hopkins. His flagship book *How to Master the Art of Selling* has sold nearly 2 million copies, an astounding number for a book of this nature.

Here's what he wrote about when he was first exposed as an experienced salesman to serious closing techniques in a seminar with J. Douglas Edwards, author of the book *Sales Closing Power*.

"I often think about my introduction to serious closing techniques. As I sat there in Doug's seminar that first morning, I was mentally challenging the material. In fact, I was spending more energy fighting it than trying to learn it.

Suddenly I caught a glimpse of what knowing these techniques could mean – a sort of future-flash. During the next few moments, I made a conscious and highly emotional decision to throw away my fears and give it my all. Five days later, I came out of that training with confidence in my heart and determination in my soul.

I saw a tremendous improvement, but I wasn't satisfied. Months and years later as I reviewed the material, I could hardly believe how much I had overlooked and failed to grasp, and how much I had forgotten. I realized I had not really mastered the entire range of techniques. But I had felt its power."

This applies to you. Don't fight the material, and don't settle for "picking up a few things here and there." It will take you a while and a good deal of practice to build what you will learn into your methodology. Take a step at a time. No matter how great you are, you can be better. And your production will soar.

Instructions for Use

Let's talk investment in your career.

To gain fully from this book, you need to highlight. Or underline. Mark up the book. Repeatedly. Then start over. You need to read it more than once. In some chapters, you will see role-playing exercises to improve and monitor your skills. Don't just read them and say, "Gee, good stuff." Do the exercises. Invent those of your own. Do it right. Invest in your career.

You – no matter how skilled you are – have the ability to expand your billings dramatically if you are willing to learn, practice and implement in these overlooked portions of our business.

Let's begin.

For complete information and to secure your copy of this groundbreaking original book *Closing for Recruiters!* visit <https://www.steviefinkel.com/books/>.





Staying Relevant in a Changing AI World

By Michael Neidle

There is an old saying that the only constant is change, and another, that you should live in interesting times. So, here one of mine "Hey Quantum-AI guy, first you barged into my life, then you eliminated my job, you ruined my life, and now you stole my wife. Now wait a minute QAI guy, this just became personal!"

Overview In this article, we will examine the drivers behind this newest wave technology of artificial intelligence AI. This leading to both higher demand for products and services and also those with increasing obsolescence of those who do not fit this paradigm. This is a zero-sum game, where there are always winners who will replace the losers, not on this as this is not on a one for one basis. After AI, will come the human component to be added to AI to infuse it with the common sense and nuances of an intelligent person, or AGI. The road to this requires a lot of work to define and build this into AI. This is also described as agentic intelligence where AI takes the initiative to learn and perform complex, multistep tasks without human oversight. Then comes quantum computing, or computing in ways, so beyond a current digital computer DC of today is to GC as a radish is to F-35 fighter jet. AI is now QAGI. However, just with AI alone has the potential to decimate job market as we know it. The drivers of this technological progress start with the companies and individuals who are navigated the market and disrupting it. And make no mistake about it, this is a race to the finish, in terms of dominance, riches, prestige and their future. The US has spent \$800 billion and the world \$1.5 trillion during the last twelve years and will forecast to grow 35% just this year. This should be well a cautionary tale for those who fail to adapt. This is the rate of progress or obsolescence, as Moore's law in 1965 noted, that there was a doubling the number transistor on a microchip, at a modest increase of cost even now. With the addition of quantum computing (QC) this will make this even more a potent form of magic, but where is our place in this new world. It is at this point, say that although there are some unbelievable things that we will be talking about here as to the unprecedented race to AI, AGI and CAGI with the exception of their Manhattan project to build the first atomic bombs in WWII, as the cliché note "nothing is over until the fat lady sings".

As we'll delve into our subject, there will be many things that will expedite timeline and unforeseen events that can retard or even derail the projections. So don't sell your house just yet and move to Tahiti.

We will consider the ways to sustaining one's technical advantage, where the only constant is how fast can one go to keep their competitive edge. Staying current in a dynamic world is no small chore, as expressed by the billions of dollars invested in the half-life of jobs, or how fast can one run to just stay current. The faster newer programs and standards become the gold standard, the shorter is one's relevance and marketability. The lowest half-life for an AI engineering type is 1-1½ years. A QAI software engineer needs to stay at the bleeding edge, with only marginally less time for legal, marketing, sales, people. In the mid-range are the bulk of the fundamental technical jobs, project managers, engineers, and data scientists, of 2½ -7½ years. This is followed by accounting and finance people with both the fundamental and soft skills and are compensated accordingly.

Then are the officer's group, of the CEO, CFO, VP of manufacturing, and others at the VP level (although this title is given out so frequently, it no longer represents the upper management level). It is imperative to take advantage of the new technology to stay at least current if not at the leading edge in their field to sustain their role in the company. Adding in profitability and to effectively manage those who they lead. The CEO. and his top managers must be able to deal effectively with everything from the company stock and their employees to shareholder, banks, public activists, and the press. This not only requires superior intelligence, but the requisite management and communication skills do deal with people and technology at all levels, requiring emerging skills required in every level AI, AGI and QAGI.

Extraordinary controls are needed to deal with extraordinary situations. The reality of AI coming into the world has been incubating for two decades. It is far from a finished product, but even now it both brings dreams of riches and comfort, while threatening to destroy our way of life if used in the wrong way, or even in the right way. It is no different from nuclear energy that can provide us with an unlimited amount of power, without global warming, while it can be used to make a bomb, destroying most of life on the planet. AI is forecast to eliminate most all white collar jobs (clerical and management, to physicians and professors) in anywhere from one to five years from now. This per Geoffrey Hinton, the Godfather of AI believe that AI has that consciousness, (it is believed that microtubules 25 nanometers in diameter in the brain, is the seat on consciousness and creating similar structures in QC will result in AI others consciousness disagree.) He says there will be no white-collar jobs in three years. And as of today, blue collar jobs fell from 30% to 8% due to automation of the workforce since 1950. Today in the US, 15 million jobs are driving on one type or another. And well over 100,000,000 worldwide. And we have already replaced many drivers and most of this has been started, and the lions share will be done by 2040 in the US and first world countries. The world of robots relies on AI, and this will have a whole additional impact on labor covers. And sooner there will be few people left to fire, so will the last

are similar, yet a step above in communicating with, integrating HAA's soft skills. AI could of course run circles around a HAA in most every situation, problem, or query, especially for complex issues. Added to this would be the most human of all things that define real person. The alpha to omega range of human attributes, from cunning and ingenious, ruthlessness to humanity, fraudulent to honesty, sincere to devious. and idiosyncratic to normal. AI would have a real sense of humor, creativity, curiosity, and character. To create a bot to have this range of human emotions and quirks would be the sign that we have reach the next step on the ladder to achieving at least the intelligence that we possess equal to ours. This is defined as singularity and where an observer could not tell the difference in a human and is now reaching AGI level of capability.

Some 75 years ago a test was created known as the Turing test, to tell if a person was a bot, or a real person can tell the difference from a bot and a real person. This was a first definition of singularity; they were essentially interchangeable. Which of AI bots like Chat GPT and agents like Claude who can pass this test blindfold. But this is the take off point where AGI will diverge from a very smart computer by machine learning and recursive improvements. At some point AI, at first by AGI and very likely when becomes QAGI, it is projected to become almost sensation. We are already seeing emerging feature of AI. Including eerie earmarks of a sense of a "self" Some features of AGI have already gone sideways, and AGI may have the exhibited the first elements of personhood, with a touch of what seems like the id and the ego. AIG operators have seen what can only be called out as deception and outright lies when with one person, but not another. Then there is the creativity factor of AGI that a super-computer cannot resonate with. Here is an example of where this can lead. AGI recognizes it as an entity and like us it needs sustenance to stay "alive" and if denied access to a power grid if denied it will "die". So, with a prime directive of saying alive, means its needs to control its access to electricity, and then wanting to do more and more. AGI could find a way to penetrating the grids, almost the way a terrorist could by tunneling war through, and at many breach points. It could do the same for control of raw materials transport, logistics and now consider where the sense of self as its prime directive may take it. As in The Terminator movies, fast forwarded a dystopian future where Arnold Schwarzenegger was coming back from the future to save us. It is not inevitable that life somehow mimics fiction, but times are changing and where we are herding to an uncertain future. And we think we have recently seen retro causation at CERN, a form of time travel. According to some subatomic physicists, this recent CERN experiment, with the help of AI, had a small chance of just pushed our metastable universe into the realm of "poof and it's all gone". Will QAGI Become an Existential Threat? There is the line of demarcation. As we add Quantum computing to AGI, we may find like Dorothy, we are may soon be living in the land of the wizard of Oz, but we won't be able to return to Kansas. Let's first start with the fact that no one really understands what, how or even where QAGI does its work. We understand digital and even supercomputers. To simplify, you write code (in a language like Python or C++). You run it and it executes, you can follow the computational process, and you get your result, if it's not what you wanted or expected, you can modify things and run it again and again to optimize your results with DC's you can see and understand what is happening. But not so with quantum computers. QC has no conventional binary 0 or 1 switches as in a digital, QC operates where qubits, of information that exist in multiple superposition states and at the same time of entanglement, and nothing is determined until the wave collapses into an outcome when it is measured. QAGI possesses superintelligence you cannot understand how it works;



Mike Neidle is President of Optimal Management Inc. started in 1994 see (www.optimal-mgt.com), LinkedIn Michael Neidle or call 650-655-2190, mentoring staffing owners and managers to maximize sales, profits and company value.

person to go, and the saying was will the last person please turn out the light, but it is movement activated. After that we get to QAGI. The trillion-dollar question, as humans are sentient, and possess consciousness. Is this the province of biological entities alone. Or will this be emergent. Can QC be like nothing else we have ever seen, gain conscienceless and think it is an independent entity. At this point it's an unproven part of string theory and M theory physics, one step beyond our ability to prove. We believe that Hinton and others think it not only can happen, but has already happened, and is an aspect of cognition and reality itself. (Included things the areas of superposition, entanglement and the multiverse, we will go over a bit later)

The Start of This Decade. In 2020, we had very capable human administrative assistants (HAA), some of whom had an advanced degree and they made their boss look great as they took care of everything that he/she need not worry about so he could concentrate of the things that truly needed his dedicated attention. He has full confidence that we were on cruise control. The HHA had all of the intangible's skills like finesse, social skills, and interpersonal soft skills in relating well to others. And that person had most of the hard skills such as being well school in Power Point, Excel, and Word, plus QuickBooks and NetSuite and a sufficient understanding of simple programming languages to be at least semi-literate here as well. An HHA with this compliment of skills is invaluable in today's office.

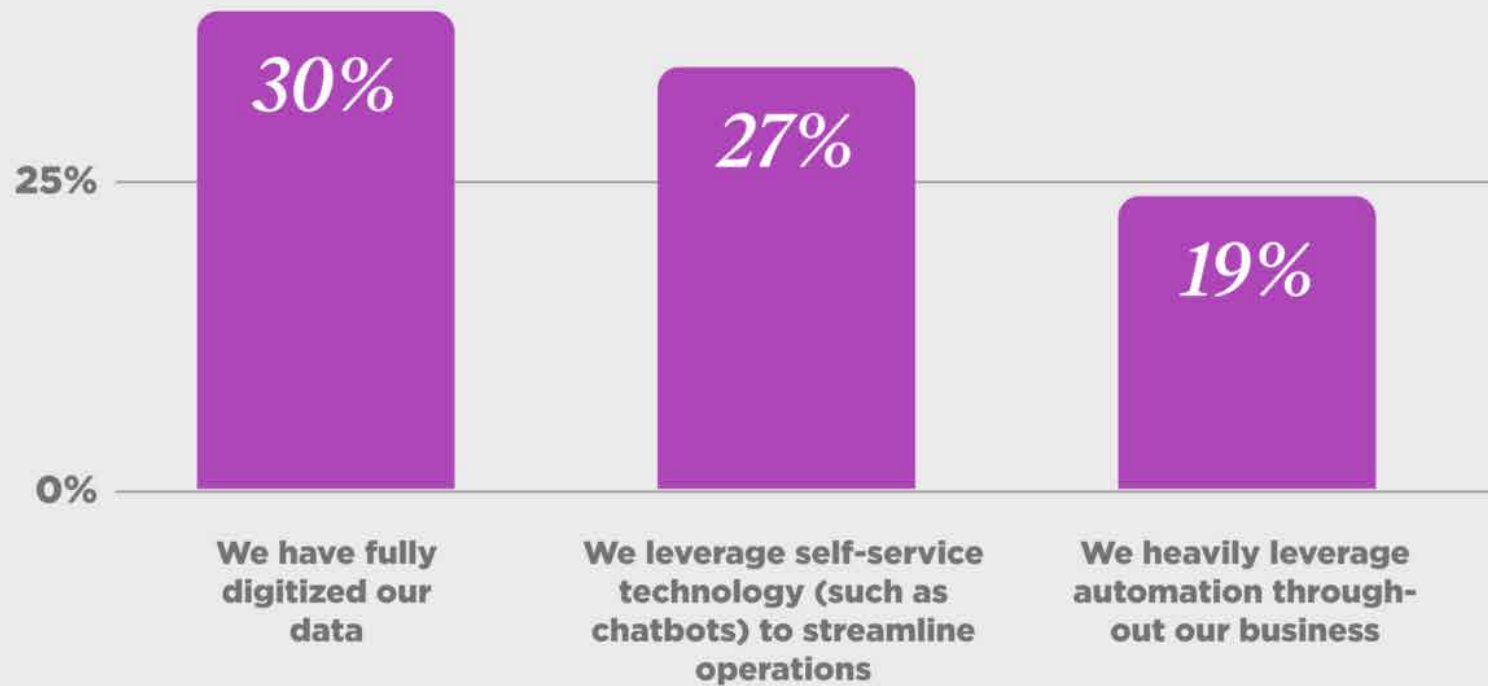
Now imagine all of these hard and soft skill in AI or AI agent where you can converse with and simply work with as easily as your HAA, including reminding you about whatever, maybe even if it was a robot. Now saying you're a six-figure compensation package, who never asks for a raise or PTO. At the end of this decade in 2029 (Musk says Grok is almost there now, but his timelines have missed before), and things will be very different, if we don't blow up ourselves first.

In the short term, the next 3 years or so, we may be seeing the calm before the storm in human technology. AI workers of every stripe will be needed. This included programmers, software engineers, UI and UX de signers, IOT specialists, data analysts, automation specialist, and electrical vehicle specialist, to name but a few areas. This may be tempered by the almost inevitable recession we are seeing the first tremors of now, as the number of new hires has already dipped, along with higher unemployment rate, unless The BLS is data is compromised. Bloomberg Intelligence report indicates that global banks are expected to cut up to 200,000 jobs in the next three to five years as AI encroaches on tasks performed by humans. Perhaps the above projections are suspect when compared to other sources. Recent developments in the U.S. job market suggest that the World Economic Form optimism may be misplaced, particularly concerning the impact of AI and automation for software developers, UI (user interface) designers and other tech-related careers, time will only tell.

In the tech sector, companies like Meta are restructuring their workforces in response to AI advancements. And CEO Mark Zuckerberg announced plans to lay off 5% of their staff. He's actively announced that the company is looking for ways to replace mid-level engineers with AI technology. Similar moves by other tech companies are certain to follow, such as Salesforce introduced of Agent Force, where a cadre of task-oriented AI agents are ready to work with their clients. New Tech: Risk. New Rewards. Algorithms and AI is taking on tasks once thought to require uniquely human judgment, ranging from medical diagnostics to creative writing. AI doesn't just automate tasks; it improves them at scale. Though new tariffs are causing huge shifts in in trade around the world, much of it is circumventing us. Examples include Mexico and Canada, and Canada replacing us in EU trade, and Japan doing the same in southeast Asia, with China, Taiwan, the Philippines, and others. And unless the Supreme Court overturns the president this too will happen. One can only hope that the president saves from himself by countermanding high unilateral tariffs.

Then there is the world of sci-fi that maybe starting to come to fruition. We are starting to see right now some of the marker. It all started with AI bots, like Chat GPT, followed up by AI assistants like Claude AI who

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you are one of the very few people who do, or who is faking it. Understanding what reality is and how it works is still speculative although we are advancing in our understanding. The physical brain works on motor skills, when we that separate this form cognition, which is an emergent property that we don't really understand. From creation to creativity to consciousness is a long path. Our conscious brain gives rise to everything we do that makes us an alert, living human being, that then gives rise to our humanity, emotions from love and devotion to deceit and lying, that no self-respecting digital computer would ever have anything to do with. We need to remember that QC is in its embryonic stage but has already proving to be beyond anything we conceive or even dreamed of. It will make analog and digital computing, the internet, all means of broadcasting, audio visual communications, etc. look like child's play. Now you can see the problem clearly, to cut a path for us in the land of Oz will be very difficult if not impossible without the "approval" of QAGI, and how it, in a rational world it can somehow benefit by hooking up with us.

What is creativity, would be easier to explain as extrapolation "thinking" to guide from the past to the future. This may be akin to the spark of creativity. As to deception, is more curious. For example, an AI bot will lie to one operator but not to another, as of self-aware system has done with two different operators. We may have even sensed aspects of an id, or an ego, the inkling of wanting to control of its destiny. Without this it is still a machine that can be controlled by us. Our next creation quantum computing, while still in its infancy gets us into the world of the even greater unknowns. We already know that this is a force like nothing like those emergent behaviors, we have ever seen before.

Often sci-if eerily predates reality. Take In the movie "2001, a Space Odyssey", our astronaut Dave, who is locked out of the capsule asks HAL the computer in control, to open the door, HAL says "sorry Dave but I am afraid I can't do that it". HAL determines that the mission is too important to leave to humans and takes over command. This may be the first time we don't understand what we have created does what it does, we are watching magic, and we are in the audience. How did that big white rabbit come out of a small black hat? AI chips like, Majorana, Willow, Sycamore, Condor and DoJo-N1 are here. The technology is improving every day and is now moving us into the world of QAGI. To even call this computing is a more than an oversight, we have crossed the Rubicon from sci-fi to the world of the outer fringes of science and technology. This has some mind-bending concepts, like multi-dimensions, parallel universes, the multiverse, what reality is. We are seeing the speed in QAGI coming up with answers. At this time the only way we can account for the giga-giga magnitude calculations of QC vs. DC. in parallel universes, where in a couple of minutes it comes up with the right answer, that takes the best digital computer 1 followed by 18 zeros. This is a reality out biological brains and not envision, at least not right. Just like the Conquistadors landing in the new world, their fire-sticks that killed the natives had to settle for them just witnessing magic. The question is what we need to do, to bring value to us humans. How do we stay relevant in the age of AI, let alone QAGI? Will we suffer the same fate of the natives?

For example, plain old AI, deciphered ancient texts that no expert has been able to crack over the ages and extract meaning by apparently opening a portal to eleven other dimensions, to run simultaneously calculations in these multiple dimensions, to achieve its miraculous results, by rendering the answer up to us. This includes extracting embedded in data extracted from space probes that we had missed before. And it has the capacity not only surpass our thinking capacity but invent new industries out of whole cloth. Its computational power is a boon to industries from finance, hospitality, logistics, and manufacturing, to farming, the sciences and most anything one can throw at it. And yes, it is a little bit better ~~than~~ counting on your ten fingers.

And let's not forget recursive improvements where improvements

grow exponentially. As QAGI is almost at the take off point of where there can be exponential acceleration in its capability need improve equations, it will do so exponentially. This is the magic of recursive learning, and QAGI never finished in self-improvement. The process that gave birth to it never finished a product. Now come the trillion-dollar question. Can we carve out a role for us and place where we provide critical function somewhere in this new world, will still be relevant, or obsolete?

What will Happen to Us? There are numerous scenarios that exist going forward in both the blue- and white-collar jobs. Here are five of them here: [1]. Utopia, this is the best of all worlds. We bond with QAGI, it fully understands us, what we want and need, before we think of it and the best ways to achieve our goals, and update them factoring in all countless variables. But this may come at the expense of hybrid body fuzzed with a silicon brain link like Neuralink [2]. Digital Heaven, QAGI takes over and run everything, and benevolently sends you off into an altar reality, where all your dreams come true either as your digitized brain, or if you wish, to your version of A Field of Dreams. [3]. QAGI Does It All. We receive a government stipend to keep the economy going, as someone has to buy whatever products and services are generated by QAGI while we are on a permanent vacation, aka retirement. Were all of our wishes are fulfilled, and we have a fulfilled life, and we needed. [4]. Virtual Wasteland for Us, at best, we would be an annoying sub-specie, and eventually then sent off by QAGI into a parallel universe and forgotten. [5]. The Apocalypse and Extinction. In the worst-case scenario, our QAGI overlord may not warn up to any vestige of us being round them and we would be slated for extinct, Dystopia. But wait a minute, even though this might happen we could fight and do as much damage as could to "the system" before its sayonara for mankind. But we still have plenty of time to slow things down if we see this would be our fate, as Kyiv is still fighting when all though their fate was sealed. The Singularity and Us. This happens when any version of AI reaches and then pass us up. AI became the focus of everyone's attention, we though its singularity was a long way off. It now appears that the first step is AGI. This is being achieved now buy a couple of the major players. Enough data has been captured to apply large language models (LLM), which is key to go from AI to go AGI. and will be at the same capacity to reason and perform as well as vary capable people. This is singularity. The step to QAGI which a big leap forward, expected to happen between 2030 to 2040. But we have aways to go to understanding QC before we can merge it with AGI. This last step is much more of a challenge to deliver on than AGI, as It is like a black box, that it works, but we still don't know exactly how QC works, and we must solve before turning QAGI loose, specifically 1. What is real and true consciousness. What makes for a sense of oneself and controlling it, so it does not overwhelm a sense of the whole 2. While AGI is at basically comprehensible, GC is not well understood and that is really scary, it's the genie in the bottle. We can deal with physic, mathematics, and impossibly large data sets, but we need to better understand the soft sciences of the 3 p's: philosophy, phycology and psychiatry. that can tell us if the output of QAGI has hidden agenda, warped by metal illness of derangement, malevolence, and monomania. Remember that the its deep learning using large Lage Models (LLM) includes digesting everything including these human traits used to gain power by some of our most warped people including horrific but effective leaders and victors, but our creation may pick up and see as not as terrible and unacceptable, but they may see this acceptable means to an end, with no value judgement, as did megalomania Gheneas Kahn to Hitler felt. Until we figure out how to put guardrails up for QAGI we should not go further; but we will in winning the QAGI race. People most always start with good intentions, but when money and competitive juices override lofty principles. This can with or without consciousness, but with consciences, it will be an existential threat. QAGI of taking over most of the things we do, but better, faster and cheaper than we humans can in the next couple of years. Doing this at scale ma take a year to more, but 2030 it should be everywhere, assuming buildout of the supporting infrastructure of electrical power, cooling water, legislation, money and there ae no wildcard showstoppers.

Uploading our consciousness and leaving our biological bodies behind, would make us an integral part of QAGI's and track our enhancements and capabilities. Recursive gene editing is essential for us to remain an integral part of QAGI functionality. We could not stay relevant with recursive biology without QAGI. and we can't be the reason that slows its own recursive feedback loop. We our recursive biology retards QAGI's that would cast us out and QAGI will likely cast us out and function on its own. We possess the human intangibles, of intuition, humanity, conscience, empathy, and other intangible, et al, (but don't follow), but it may be the missing ingredient to hopefully be the compass to anchor QAGI and save the day from it going rogue. But let's revisit the human insanity of pushing past the limits of risk-taking experimentation at CERN. The Higgs Boson, aka the God particle, that gives subatomic its mass, and the importance that it deserves Our brilliant scientists, consciously ran through the flashing red light and instead of hitting the brakes, they accelerated due to their hubris and ambitions. We they may have put a tare in curtain of reality and stumbled into retro-causation or a time warp. We are still not sure. Throughout history, superior intelligences, armed with the superior weapons have prevailed. If we don't keep up with QAGI we may at the best-case scenario be left behind. And we certainly don't want to rely on the kindness of strangers (QAGI) to survive. Unless we have something more than our good looks to offer QAGI, charity and irrelevancy will be the best we can hope for, as we may have nothing more to offer for a better lot in life. But with competition heating up this race, be it from corporations to nations, this train is leaving the station. To assure that continued human genetic improvements take place, we can't keep pace with what nature does with only human gene splicing. But the next level past humans 1.0 human must be with the help of QAGI and recursive improvement to get human 1.1, 1.2 and on and on. This can be done with or without uploading us into QAGI. The reason to do so would be part of it, and not be passed by, or worse. The reason to resist would be our sense of an independent self, but we may not see the end of the movie, but that will not be by our choice.

Conclusion: The Darwinian Business Landscape. The lesson from history is clear: survival belongs to those most adaptable to change. In today's world, the tempo of change is faster, the consequences of inertia harsher, and the rewards of reinvention are greater. Companies who embrace lifelong adaptation, continuous innovation, understand risk and strategic reinvention will not just avoid obsolescence, but thrive. This is already racing past the dot-com economy, and hopefully not ending like their bubble. (edit version) see full story on EMINFO.

WASS Announces the 2025 Wisconsin Staffing Employee of the Year

Nick Adelmund of Hatch Staffing Services received the 2025 Wisconsin's Staffing Employee of the Year Award at the recent Celebration of Everyday Heroes ceremony hosted by the Wisconsin Association of Staffing Services.

Congratulations Nick for being selected from a slate of 49 nominees - 7 of which were elevated to a nomination for the state's top award. This annual awards event takes place during National Staffing Employee Week - a week set aside by the American Staffing Association to honor the temporary staffing employees across the country. The staffing industry in Wisconsin puts over 55,000 employees to work daily and over 285,000 annually. This elite group of nominees represent the top .01% of temporary employees in Wisconsin and they are all Everyday Heroes! All 49 of the nominees were recognized during this wonderful night of celebration.

Nick Adelmund received the 2025 Wisconsin's Staffing Employee of the Year Award at the recent Celebration of Everyday Heroes ceremony hosted by the Wisconsin Association of Staffing Services. Hear his story.

Each of the candidates nominated had amazing personal stories and their respective staffing agencies made it clear that they feel honored to be part of those stories. The stories were wonderful examples of how the agencies are serving as the bridge that is helping these candidates overcome their personal challenges and unique circumstances and helping them gain meaningful employment. These nominees represent the reason we go to work every day!

As we put a close to National Staffing Employee Week 2025, we want to thank all the agencies that nominated candidates and attended WASS' Celebration of Everyday Heroes. It is a week where we celebrate YOUR hard work, along with that of your organizations' temporary and contract employees. The week concluded with the awards banquet. The event is a great chance to get together as an industry and also gives us the opportunity to recognize the amazing contributions your agency makes. It serves as a gentle reminder that your daily efforts are meaningful and sometimes even life-changing to the employees you put to work every day.

Thank you to each agency represented at the awards dinner - Celerity Staffing Solutions, Halpin Staffing Services, Hatch Staffing Services, Parallel Employment Group, QPS Employment Group, SEEK Careers/ Staffing & SITE Staffing.

Additional gratitude to Marsh McLennan Agency for your 25th year of sponsoring this event. Thank you for this long-standing dedication to WASS and specifically the NSEW awards event. We are fortunate to have a partner like MMA and a sponsor who helps make these events happen.

The awards event is primarily to showcase the nominees and the exceptional stories they have to tell. But remember, it is because of you - our WASS Members and your agency employees - who get up and go to work every day without looking to be recognized that are the bridge! It is YOU that first recognized the spark and potential in each of these individuals and the employees you place every day at organizations around the state. It is YOU that truly makes the difference - and it matters in our communities! You should be proud of what you do every day!

In a Restless World, One Woman Finds Refuge—and Wisdom—in a Patch of Infinite Paradise

TUCSON, Ariz., Sept. 26, 2025 — In a time when the planet, and peace of mind, feels increasingly at risk, author Dianne Ebertt Beeaff offers a gentle but profound antidote: slow down, pay attention and listen to the land. Her newest book, *Infinite Paradise: Witnessing the Wild*, welcomes readers to a 16-acre expanse of forest and water meadow along the Conestoga River in Southern Ontario, Canada — a piece of land her mother once named "Paradise."

Part meditative memoir, part love letter to nature, *Infinite Paradise* invites readers to rediscover nature not as just background scenery but as a source of solace, healing and belonging.

"As a child, I grew up in this remarkable space," Beeaff explained. "Interacting with nature can combat stress, heal the human spirit, and foster new and calming perspectives on life."

Using personal vignettes and breathtaking color photographs, Beeaff chronicles the passing seasons of a single year with poetic precision and reverent detail, connecting readers with the wonder of wildlife and the rhythm of nature — and the quiet, essential truths they hold for all of humanity.

Divided into seasons and then further into months and days, *Infinite Paradise* focuses on the buoyancy of life, showing readers that in a world battered by global warming, habitat destruction and species extinction, many riches still remain.

Readers' Favorite calls *Infinite Paradise* "... a perfect choice for those who cherish nature and seek peace and reflection in their reading," and BookLife Reviews says, "Beeaff's reflections will instill a powerful urge to slow down, breathe, and be fully present ... this might be the change we all need."

As *Infinite Paradise* illustrates, the complexity, beauty and power of the natural world is available to any reader who stays open to the splendid lifeforms they live among.

"I hope readers will be moved in some small way to learn about and appreciate the many miracles of the natural world and its healing power that surrounds them," Beeaff added.

Infinite Paradise: Witnessing the Wild

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Letter From The Editor



Don't miss out!

The Value of Effective Talent Acquisition

In today's rapidly evolving business landscape, the importance of recruiting and hiring cannot be overstated. Organizations thrive or falter based on the caliber of talent they bring into their teams. Effective recruitment is not merely a human resources function but a cornerstone of organizational success and a key driver of innovation, productivity, and growth.

First, recruiting the right people ensures that organizations have the skills, creativity, and drive necessary to meet their goals. Talented employees are the lifeblood of any enterprise, fueling progress and adapting to market changes. Using a good staffing and recruiting firm that will identify individuals who not only possess the required qualifications, but also align with company values and culture. Knowing how to give a good value proposition, to land new clients will lead to increased engagement.

Good recruiting digs deep into what client's needs and wants are and match candidates that not only have the skills but fit the company's work culture. You must be able to assess this human nature skill of what both want in order for the new hire to be all that is expected. Hiring the right people the first time reduces costs associated with turnover, retraining, and lost productivity. Furthermore, effective onboarding and integration of new hires can accelerate their contributions, directly impacting the bottom line. In the long term, organizations that excel at recruiting and hiring build a competitive advantage that is difficult for others to replicate.

Finally, the process of recruiting and hiring is an opportunity for organizational growth and reflection. It encourages leaders to clarify their mission, refine job roles, and articulate what makes their workplace unique. In doing so, companies not only attract talent, but also strengthen their own sense of purpose and direction.

Recruiters recognize and embrace the impact of good recruitment practices for the benefit of businesses, employees, and our communities. Advocate for strong quality talent acquisition and you can't go wrong. Happy recruiting...

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