

# Staffing Industry

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## Multiple offers

Whether a shortage of talent has resulted in higher pay rates seems to depend on the geographic market. In the Boston area, the talent pool is much tighter, reports Al Dichner, COO of **R&L Associates**. “Candidates are receiving multiple offers. We advise clients to move quickly because that loaf of bread may not be on the shelf very long,” he said.

The company, which does office/clerical, sales and accounting/finance, has raised bill rates when necessary, Dichner said. “Depending on the skill level of candidates, clients are willing to pay.”

In Orange County, California, receptionists start at \$14 an hour, and experienced warehouse managers can make as much as \$60,000 a year, said RoseMary Polenski, COO of **Priority Business Staffing** in Aliso Viejo CA. Direct hire business at the nine-office company is up, while temp-to-perm is down.

In the company’s maintenance division, which places mechanics and supervisors, “If I have 10 job orders, eight are direct hire,” Polenski said. Most of the light industrial division work remains temporary hires, she added.

Unemployment is low in Orange County, so most of the labor pool is employed, making an offer of a temp job a difficult sale, Polenski said. “When companies call us and say they want a direct hire, we have to find them at other companies.” ◇