

# Staffing LETTER

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## “People voluntarily leaving jobs at highest rate since 2009 downturn”

*That's music to a recruiter's ears!*

The above titled article in the July 4th edition of the Milwaukee Journal Sentinel struck a chord with me as a recruiter of talented professionals in Southeastern Wisconsin. For the first time in several years, candidates were confident enough to consider leaving their permanent position for a new spot with a better company. In the darkest days of the recession, few of those who had jobs were able, willing or bold enough to quit them. According to a statistic called the “national quit rate”, which some may call the “take this job and shove it” index, the percentage of Americans who are jumping ship voluntarily is hovering at its highest levels in the four-year recovery.

“The quit rate is a useful measure of how much confidence workers feel and how many opportunities they have to switch to a more attractive job,” said Steven Davis, a professor who specializes in labor economics and worker mobility at the University of Chicago Booth School of Business. When times are good and workers are in high demand, employees quit more frequently than when unemployment is high and workers lack confidence, Davis said.

For companies that have not treated their employees particularly well (bad companies) this is terrible news! It's well documented that many companies learned to get more done with

fewer hands with some workers producing what two or three once did. This pressure-cooker environment is not sustainable or healthy for the average worker.

Likewise, for employees that have not performed to the best of their abilities or not “played well with others” (bad employees) their replacements may be interviewing for their jobs today!

As a recruiter who prefers to deal with good companies AND good candidates, it is music to my ears to hear that we have reached this level of confidence and optimism in the economy. Also, as a recruiter with a conscience, I am much more comfortable approaching “good candidates” with new opportunities knowing that the risk in leaving a comfortable permanent position can result in a much better working environment with a “good company”.

As a reader of this newsletter (and a client of Concept Technical Group) you can assume you are in the “good company” category and I will not be targeting your exceptional personnel for my variety of openings. Please know however, that I am actively targeting many of the “bad companies” in Southeastern Wisconsin for great candidates and if by chance you are looking for someone for a new position or to “upgrade” your department....the time is right to give us a call!

## New format - New delivery!

Beginning with this issue, you will be receiving the Staffing Letter by snail mail AND email. If you have a preference on how you receive them in the future, please let us know and we will see that you get them the way you prefer from now on. (Both ways is an option too!)

As an added incentive for you to give us your preference, we will be having a raffle for **4 awesome Packer tickets** to a game this year to those that let us know!

You can email your preference directly to me at: [stevesykora@concept4u.com](mailto:stevesykora@concept4u.com) or you can visit our website at [www.concept4u.com](http://www.concept4u.com) and click on the "Staffing Letter" link to be registered for the raffle.



### Eye Opener

While many Concept Technical Group clients have been utilizing our ability to help with staffing for temporary or short term projects for many years, only a select few have taken advantage of our ability to help with recruiting permanent personnel. With the renewed confidence in the economy as outlined in the article on the front, please know that we are well equipped to help with those permanent openings you are looking to fill as well!

### Social Media

You can also check out our LinkedIn profile, Twitter feed or Facebook page to see what's new with Concept Technical Group!! As we adapt to this new way of communicating and doing business, it is our hope that you will consider using the very old school technique and give us a call when you have a seat to fill. Thankfully, that number hasn't changed for years!

*"Does your company have some empty seats to fill?"*



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