



Recruiting Good People

Wisconsin Crop Management Conference

January 13, 2016

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Labor Shortage

- More leaving than coming in
- 25% of workforce over 55
- Void of talent
- Demand exceeds supply
- Talent Shortage



How about your business?

- Shortage of quality / qualified people?
- Retirements?
- Business adjustments?



RECRUITING

- It is tough out there
- This is a CANDIDATE'S MARKET



Hiring quality people is an “INVESTMENT”

- TIME
- PLANNING
- COMMITMENT
- RESOURCES



PLANNING

Analyze your personnel

1. Are they working to their full potential?
2. Are they matching up with your vision?
3. Are they committed?



PLANNING

Analyze your business

1. Are you expecting growth, stagnation, loss?
2. Future needs?
3. Technology?
4. Capital needs?



PLANNING

Design the Job Description

1. Prioritize the responsibilities
2. Minimum education / experience
3. Growth?
4. Attitude / Personality
5. Comp / Benefits
6. Hiring process
7. Three qualities that make your business attractive



COMMITMENT

How do I find candidates?

1. Connect with Universities, Community Colleges, Trade Schools, High School Ag Ed programs
2. Trade Associations
3. Social Media – Twitter / Linked In
4. Personnel Agencies – Recruiters
5. Local Resources



COMMITMENT

Interviewing Candidates

1. PREPARE
2. Put your best foot forward
3. Interviews – 2-way street
4. Tours
5. References
6. Follow Up



COMMITMENT

After the Interview

1. Technical skills?
2. Fit my team?
3. Strengths and Weaknesses
4. Needs – Short-term – Long-term
5. Image?
6. Comparisons?
7. What more do I need to learn?



RESOURCES

Offering the Job

1. Discuss with your Personnel Consultant
2. Detailed / Specific
3. Make you BEST offer FIRST
4. Discussion
5. Time to make a decision
6. Set start date
7. Be ready for them



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