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Newsletter

The Independent Recruiter's Resource for Temporary and Contract Placements

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TFI-HAAPC COMMUNITY SERVICE AWARD



Ed Hubbard presented the 2004 TFI-TAPC Community Service Award to **Joe Baker**, of Search Consultants International, at the annual awards banquet of the Texas Association of Personnel Consultants held on April 30th, 2004 in Dallas, Texas. The TFI-TAPC Community Service Award is presented annually to a TAPC member

who has provided a significant contribution to the community during the preceding year. TFI provided a check in the amount of \$1,000 which was given to Joe's charity of choice—The Archway Academy. Archway works with teens to provide a drug safe, academically challenged environment for at-risk teenagers.



*From left to right:
Christy Downs, and
Mandi Meyer.*

Mandi Meyer, an account representative with responsibility for several Texas accounts, joined the TFI team in April 2004. Mandi has lived in the Houston area most of her life. She comes to us from the banking industry where she has had a great deal of experience in customer service and finance.

Christy Downs is a native Houstonian and the newest member of our accounting department. Christy is a graduate of Sam Houston State University with a Bachelors of Business Administration (BBA). We welcome Christy and congratulate her on her recent marriage to Jonathan Downs on June 5, 2004.

Another wedding announcement goes to **Pat Bowser** who was married on April 30, 2004 to Matthew Bowser. Pat works with our new accounts setting up forms and acclimating new temps and recruiters to our program.

Our national marketing coordinator, **Kim Horrell**, is home recovering from a recent automobile accident. We wish her a speedy recovery and hope she can rejoin us soon.

CAREERBUILDER...NOW AVAILABLE!!



TFI now offers CareerBuilder service for our recruiters who are interested in obtaining job postings and/or resume search through the CareerBuilder website. If you are interested in this service, please call TFI and ask to speak to Pat Bowser. Pat will explain the cost and details involved in signing up for this new service.



TFI TIDBITS... ..

TFI sponsored the combined meeting of the **IRG/MAPC/SERC** Manager/Owner's Retreat in Dallas, Texas on June 16th. The meeting was held at the Prestonwood Country Club.

LOOKING AHEAD.....

TFI will be out and about this year at various conventions, meetings, banquets, etc. Take a quick look at our schedule to see if we are going to be in your area. If so, we would love to see you!

July 21: IRG general meeting at the Prestonwood Country Club in Dallas, Texas.

July 22: HAAPC meeting in Houston, Texas held at the Alamo Drafthouse Cinema; Houston West Oaks Mall.

October 1-2: CSP Owner's Only Retreat held at the Burlingame Marriott in San Francisco, California.

October 7-9: NAPS Annual Conference at the JW Marriott Desert Ridge Resort and Spa in Phoenix, Arizona.

October 14: NJSA State Conference held at the Woodbridge Hilton in Iselin, New Jersey. Featured speakers are Danny Cahill and Roger Brummett.

October 20-23: ASA Convention Expo held at the Marriott Wardman Park Hotel in Washington, D.C.

TOP TEN RESUME LIES

Material following is compiled from the May 2004 HR Fact Finder Magazine, and "The Only Complete Reference Checking Handbook" by Edward C. Amler.

Increasing competition for a shrinking pool of jobs leads many job applicants to "become creative" and fudge information when posting their resume, reports Jason Morris, president of Background Information Services and operator of employeescreen.com. "This fact-stretching exercise is harmless when it comes to forgetting what month you might have left a job, but becomes detrimental when that job, in fact, never existed in the first place," quips Morris.



The Cleveland-based firm is responsible for examining tens of thousands of resumes each year to weed out potential con-artists and others who could harm a potential employer. With the moniker "Because Everyone Looks Good on Paper," Background Information Services, Inc. has assembled a list of "Top Ten Resume Lies."

This list includes:

1. Incorrect dates of former employment.
2. False and/or inflated salary history
3. Inaccurate former positions or titles
4. Exaggerated or false listing of responsibilities at former job
5. False reason(s) for leaving job
6. False education level (GPA) or inaccurate graduation information
7. False information pertaining to special licenses/certificates acquired.
8. Non-existent awards and/or recognition.
9. Phony graduation certificate/diploma
10. Unexplained gaps between jobs

"The need to research and confirm a potential employee's background has never been greater or more important, but it's more tempting these days to hire the first person who seems capable of doing the job," says Morris, who notes that additional facts uncovered during routine searches by both his firm as well as others within the industry include:

- Fifty-six percent of resumes reviewed contain false or misleading data.
- It costs an employer at least \$15,000 when hiring the "wrong" person for a low-level position. That number increases greatly when the position filled is for an executive level position.
- Nine percent of job applicants falsely claimed they had a college degree, listed false employers, or identified jobs that didn't exist.
- Thirty-four percent of all application forms contain outright lies about experience, education, and ability to perform essential functions of the job.
- Eleven percent of job applicants misrepresented why they left a former employer.



IT'S TIME TO REGAIN CONTROL...



For whatever reason-probably legal interpretations and equal employment considerations-the amount of reference checking by employers throughout the United States has been steadily declining. There are three basic problems employers need to be able to spot:

1. *The underqualified* – Those who simply don't have the background, knowledge, or skills to be able to function in today's complex job categories.
2. *Those who are burned out* – Many job seekers who have just stayed in something too long are tired and worn out. They need to get out of their old line of work and get into something new.
3. *Those who are emotionally unstable* – The number of people with serious and continuing emotional problems is a national concern. Alcoholism and drug dependency have become a widespread problem and spawned a whole new rehabilitation industry.

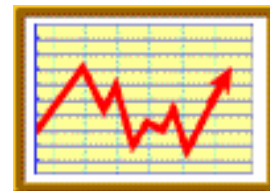
There just isn't enough time or people in today's companies to chase down references where the hiring staffs are leaner and busier than they have ever been before. As the amount of checking decreases, the amount of lying increases.

THE "BRIGHT SPOT" IN STAFFING

Article reprinted from the May-June 2004 American Staffing Association Magazine.

Staffing industry employment increased significantly beginning in the second quarter. According to the American Staffing Association's quarterly survey, the industry added 210,000 jobs in 2003.

America's staffing companies employed an average of 2.27 million temporary and contract workers in 2003, up 10.2 percent from the previous year--dramatic improvement after two years of decline. Temporary and contract staffing revenues for 2003 were \$56.3 billion, 2.1 percent more than in 2002. Permanent placement revenues are estimated to have dropped 7.3 percent to \$6.1 billion in 2003.



Over the past 30 years, the staffing industry has experienced its greatest growth in the early stages of economic recovery. However, no one is suggesting the industry will again achieve the remarkable growth rates of the early 1990s. The "new management strategies" and fundamental "structural changes" suggest a bright future for suppliers of flexible work arrangement. In the near term it is estimated that temporary help employment will increase by 9.3 percent this year.

Longer term, the staffing industry is expected to create more new jobs than any other industry. In February, BLS released its 2002-12 employment projections. It estimated that the "employment services" industry (which is mostly staffing services) will add nearly 1.8 million jobs, a 54 percent increase over the next 10 years. That would be a 4.4 percent annual growth rate, making staffing the fifth fastest-growing industry in America.