



JOB FINDERS

EMPLOYMENT SERVICES

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*In this issue . . . To Ask or Not to Ask
Jobs Hard to Fill
A Lot of Nerve*

*“Recruiting professionals and staffing
temporaries to fill your needs”*

573-446-4250

QUESTIONS YOU MAY AND MAY NOT ASK DURING AN INTERVIEW

Discrimination creeps up everywhere, especially while interviewing new job candidates. Many times during chitchat you or a manager may ask, “What does your husband do? Or who takes care of your kids?” These questions can be deemed discriminatory and often are brought up in discrimination lawsuits.

JobFinders staff will give you many samples of questions that may and may not be asked during the interview process. Call us today, 573-446-4250 or email anne@jobfindersusa.com

Here are a few **“Not so Basic”** things to know when looking for answers.

Instead of asking:

Did you ever have any other name than the one you are using now?

Ask:

Are there any other names under which your employment may be verified?

Instead of asking:

What is your nationality? Or, What is the nationality of your parents or spouse?

Ask:

Do you have the legal right to remain permanently in the United States?

Instead of asking:

What religious holidays do you observe? Or, What parish do you belong to?

Ask:

Do you have any family business or social obligations that would prevent you from working consistently or overtime or prevent you from traveling?

Instead of asking:

How tall are you? Or, how much do you weigh?

Ask:

Are you able to lift a 50-pound weight and carry it 100 yards, as that could be part of the job?

Instead of asking:

Have you ever been arrested?

Ask:

Have you ever been convicted of a crime? (The crime should be reasonably related to the performance of the job in question)

THE 10 HARDEST JOBS TO FILL

The 10 hardest jobs to fill, as reported by U.S. employers are:

1. Engineers
2. Machinist/Machine Operators
3. Skilled trades people
4. Technicians
5. Sales Reps
6. Account and Finance staff
7. Mechanics
8. Laborers
9. IT staff
10. Production Operators

Engineers ranked as the number one toughest jobs to fill, after not making the list in 2007 and taking the number 2 spot in 2006. Technicians, sales reps and accounting and finance staff have made the list for the last three years. Skilled trades people, IT staff and production operators are new to the list this year.

According to large staffing company statistics the job categories have shifted on the list and it has become clear all companies must have a plan form transitioning from the baby boomers to the younger generation. JobFinders can help your company find the balance of attracting and retaining aging workers while developing a younger professional workforce, especially those interested in technical careers.

JobFinders staff of recruiters is here to assist you in making the right match for your open position. Our staff recruiters are adept at recruiting contract and temporary staff. They will assist you in hiring those professions on the list, as well as many others. Contact Anne today at 573-446-4250 or email anne@jobfindersusa.com

