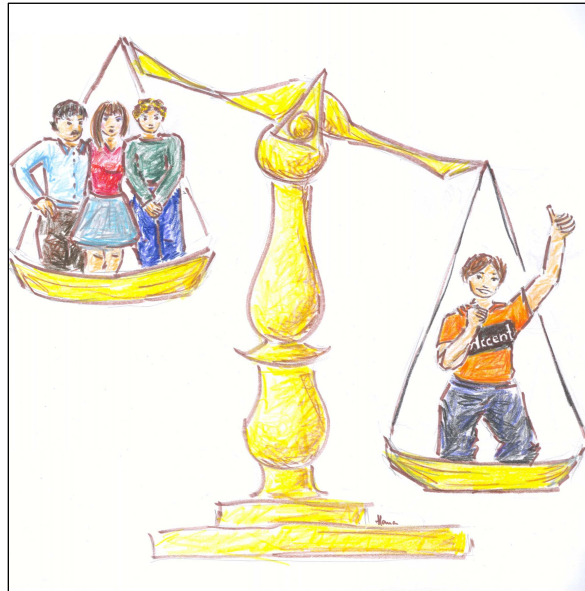


Paradoxes of the current situation on the labour market (quality versus quantity).

As all of us know the current situation on the market is quite difficult not only concerning applicants but also the companies are having hard times finding top candidate for strengthening their team. The crisis has caused increasing number of those who are searching for a job and on the other hand number of vacancies goes opposite direction. Even qualified people are applying under the pressure of circumstances for the positions below their level. The whole situation is pushing down the wages. In general companies are as well trying to lower their costs connected with hiring new people on board. The situation doesn't affect only marketing, IT or development but HR is one of the first on the front line of cost cutting. Times when companies were giving all new positions to agencies are over. These are the facts we are all aware of. It seems manageable but..... How is it then possible that despite this facts companies have hard times to find winners to push up the company to a higher level?

Let us present our observations and remarks about these issues from our day-to-day business. First of all, quantity doesn't mean quality. The situation shows us that even though the number of new CV's is still growing from day to day, the number of quality ones is falling down drastically. One would think that math logic is present everywhere - even in this field, but the truth is different. With growing number of applicants the percentage of quality ones doesn't grow proportionally. The explanation behind is simple – clever companies have already realized that the key to better future is to stick to the best performers and to lay off underproductive ones.



And here we find the answer to question why is it so hard do find the top candidates – ‘toppers’ prefer stable and known environment where they have the feeling of importance of their work rather than to risk all for buying a pig in a poke.

Everyone having the experience with searching for *Mrs. /Mr. Perfect* knows that after placing the ad about free position you will get overloaded with tons of not relevant CVs, which don't match to the profile you desperately need. By reading them you can easily forget if you were searching for cleaning lady or country manager and in the meantime you are also losing focus on your own business.

We can also see that companies are being more and more demanding and careful of whom they will take on the board. The preference is to have ‘ready’ person instead of investing a lots of energy and money into training of young inexperienced potentials.

All these facts indicate that Golden times of personnel agencies are definitely over, but paradoxically dynamic and flexible ones – like Accent Jobs For People - caught the wave and took the opportunity to be beneficial for their clients.

In these times the real talents arise from the crowd...