

# TAKING YOUR FIRM TO THE NEXT LEVEL

*Finding  
qualified candidates  
with less worry,  
less wait*

Building trends are on the rise. As the population continues to live longer, additional health care facilities and retirement communities must be built. School buildings have become outdated forcing school districts to implement widespread renovation projects, while construction plans for additional educational facilities are underway to accommodate the increase in class sizes. These trends, among others, support the high demand for construction and for the licensed professionals who design these buildings — **architects**.

The employment of architects is expected to grow by 18 percent between 2006 and 2016 — faster than the average for all occupations, according to the U.S. Department of Labor Bureau of Labor Statistics (BLS). In addition to this projected growth, baby boomers are nearing retirement and also must be replaced. Competition will remain fierce in the architecture industry as prospective architects vie for a position with some of the most reputable firms.

## **OUTSOURCE YOUR STAFFING NEEDS**

On average about seven people make up an architecture firm leaving little room for anyone other than licensed professionals trained in the art and science of building design. In an industry where a company's size does not correspond with revenue generated, finding the perfect fit for a position is critical. So when the time comes to find the candidate who will take the firm to the next level, outsourcing the hiring process to experienced recruitment professionals will save time and money, generating more positive revenue streams.

Staffing companies serve as an extension of a firm, constantly evaluating industry trends, identifying growth patterns and working with a firm's business model to offer strategic hires. While most internal hiring practices are reactive in nature, staffing companies thrive on proactively identifying qualified candidates. Outsourcing eliminates the timely process of identifying, prescreening and interviewing the candidate pool. Staffing companies take the required amount of time to meet with candidates face-to-face, review portfolios and check references. Only the most qualified candidates are submitted to a firm for further consideration.

## **STAFFING COMPANIES ENHANCE ECONOMIC STABILITY**

While many industries throughout the United States are feeling the effects of the current economic downturn, the employment services industry — consisting of primarily staffing — is prospering. People who have been laid off rely on staffing companies to quickly find another job, while businesses turn to staffing companies to efficiently pinpoint the perfect candidate without the hassle.

In a recent projection by the BLS, the employment services industry is expected to be the second largest job-growth industry in the United States in 2008. These projections support the demand of staffing services by both job seekers and businesses large and small. Businesses are continuing to develop partnerships with staffing companies to bypass the lengthy hiring process and capitalize on the use of internal resources for business matters other than recruitment.

## **EXPERTS IN THE ARCHITECTURE INDUSTRY**

Are you paying market rate? Are you overpaying employees? Employment services professionals not only offer top-notch recruitment services but also serve as compensation consultants and hiring experts in the architecture field. Staffing companies maintain leadership positions in industries by networking with employers to obtain referrals, engage passive job seekers and participate in industry associations such as the American Institute of Architects (AIA).

Firms can rely on the most up-to-date industry knowledge through a trusting partnership with a reputable staffing company, such as Aerotek, a \$2.7 billion company, providing highly-specialized staffing and recruiting services for technical, industrial and professional positions across a wide variety of industries, including architecture and engineering.

## **SELECTING THE RIGHT STAFFING COMPANY**

Knowledge and experience serve as the foundation for selecting a staffing company that best fits your recruitment needs. Along with a strong knowledge base and experience in the industry, recruitment professionals must also have excellent communication skills. Taking the time to research background information about a staffing company is the first step to developing a trusting and lasting partnership.

For more information about staffing capabilities in the architecture industry, visit [www.aerotek.com/architecture](http://www.aerotek.com/architecture) or call **1-888-AEROTEK**.

*Aerotek is a Cornerstone Partner of the AIA.*

