



# BUSINESS RUNS ON TALENT

## Industry Expertise Matters

Experience in any position is essential – but what really matters is capability. One candidate may have experience in a position but did the job poorly; another may have had a different job title but has skills that easily transfer. The competition for exceptional employees requires thinking beyond traditional recruiting, because the real question is who can do the job well, right now.

Volt recruiters go beyond keyword searches to identify best-fit matches for your open positions and business environment. Each Volt recruiter specializes in a specific industry vertical, allowing you to know that you are working with a recruiter who has a solid understanding of your industry. This expertise enables us to consistently and quickly deliver qualified talent that will immediately contribute to your business.

## Why Partner with Volt?

Volt's recruiting expertise delivers much more than excellent employees. Here are just a few of the value-added advantages of working with Volt:

**Consultative Service** - Volt's collaborative engagement process focuses on determining the most effective workforce solution for achieving specific business objectives.

**Workforce Flexibility** - Easily ramp-up and downsize for projects or seasonal surges without the administrative hassles of hiring and releasing FTEs.

**Employee Assessment** - Starting your employees as contingent personnel allows you to evaluate their skills and cultural fit in your work environment.

**Specialized Recruiting Hubs** - Volt's Practice Hubs and Recruitment Delivery Centers – dedicated facilities and teams focused on specific skill sets – ensure rapid access to a deep network of skilled specialists in each industry we serve.

**Recruiting Expertise** - Your team can concentrate on your core business while Volt identifies and delivers the qualified specialists your company needs.

**Commitment to Quality** - Rigorous quality management focuses on continual business improvement and drives efficient processes and consistent results.

## Workforce Strategies

There are many ways to build and maintain an effective workforce, and Volt consults closely with each client to determine the best solution for their business. Volt leverages more than 60 years of talent acquisition and workforce management expertise in our full range of services, including:

- Contingent Recruiting
- Professional Search
- Payroll Services
- Managed Services
- I/C Management
- Workforce Strategies

## Industries Served

By focusing our service on specific industry verticals, we have assembled teams with deep-dive understanding of the industries they serve, including:

- Aerospace & Defense
- Automotive
- Computer
- Consumer Goods
- Engineering
- Entertainment
- Finance & Accounting
- Information Technology
- Insurance
- Logistics
- Manufacturing
- Medical & Life Sciences
- Oil & Gas
- Semiconductor
- Transportation
- Utilities



# Qualified People Efficiently Delivered

## The way people look for work has changed. Has your hiring process changed with it?

You need rapid access to skilled specialists, yet the low unemployment rate is making it increasingly difficult to find and attract niche industry professionals. It's not enough to wait for the right candidate to come to you – Volt Workforce Solutions has the proven talent acquisition expertise to quickly deliver the qualified people you need.

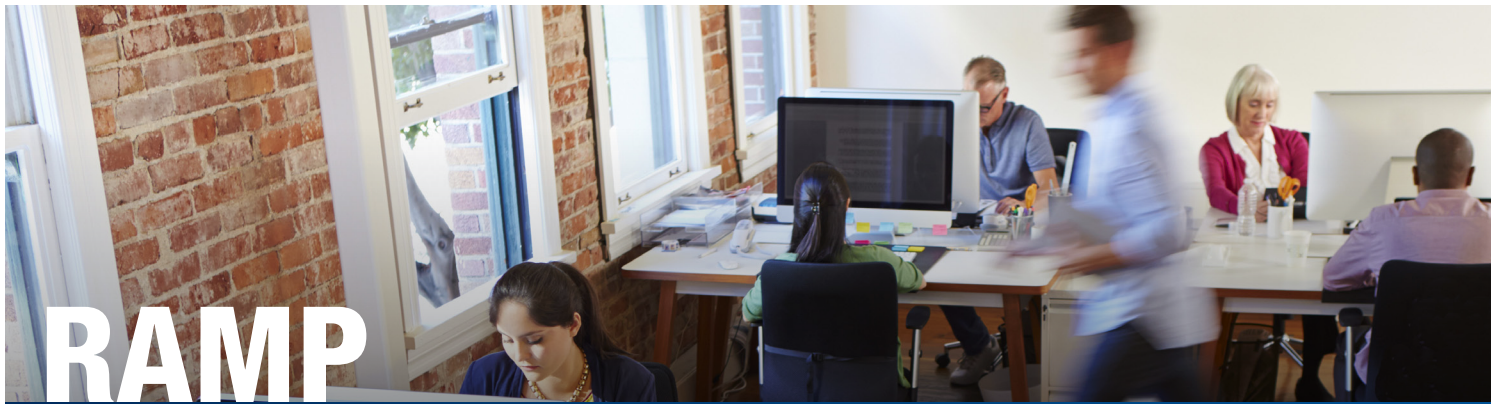
Here's how Volt makes it easier to build a great workforce:

- **Multi-channel recruiting strategies** increase the visibility of your open positions among the skilled specialists you want to reach
- **Improved talent selection** with Volt's innovative sourcing through online talent communities, expert referrals, social media engagement, and emerging technologies
- **Accelerated results** with recruiters who understand your industry, your business, and the requirements of each open position

You want to focus on your business, not staying current with the latest recruiting trends. Volt makes that possible. We combine local market knowledge with global candidate reach to ensure you have consistent access to hard-to-find professionals.

[staffing.volt.com](http://staffing.volt.com)

**VOLT**<sup>®</sup>  
Workforce Solutions



## Rapid Acquisition & Management Program

### Proven Performance for High-Volume Hiring

For many companies, deploying a large team in a short time means lowering the standard for candidate selection – but there’s no reason the quality of your workforce should be compromised just to achieve a higher headcount.

Volt’s Rapid Acquisition & Management Program (RAMP) makes it easy for your company to make large-scale staffing augmentation – from 20 positions to as many as you need – while maintaining your workforce quality. Our recruiters and program managers leverage industry expertise and innovative sourcing strategies to ensure you have access to as many qualified people as you need, when you need them. RAMP is a targeted, transparent process that provides:

**Project Planning:** The Volt team collaborates with your hiring managers and key contacts to define RAMP objectives and milestones, set service level expectations, and establish communication processes to ensure every stakeholder is focused on successful results.

**Recruiting Strategies:** We leverage industry and local market expertise to determine the best channels for reaching the key target demographics for the positions you want to fill. By combining an array traditional and innovative sourcing methods, Volt identifies and recruits people with the skills and attitude you want.

**Custom Screening:** Great hires start with careful candidate selection, so we work with your hiring managers to create an ideal candidate profile that accelerates our recruiters’ ability to identify the critical and desired skills you seek. This process is easily tailored to your hiring preferences, including specific skill testing, drug screening, and more.

**Candidate Onboarding:** Volt manages all administrative processing, onsite training, and ongoing performance reviews to ensure every employee gets off to a great start, stays engaged, and has the support to make a positive impact for your business.

High-volume hiring doesn’t need to be difficult. By combining national candidate reach, in-depth screening, and sourcing expertise, Volt enables you to deploy all the talent you need, on a timeline that works for your business.

### RAMP Advantages

#### Planning

- Customized project plan
- Position evaluation
- Ideal candidate profiles
- Tailored interview questions
- Targeted recruiting strategy

#### Recruit

- Direct networking
- Online job boards
- Web advertising
- Print advertising
- Recruiting events
- Employee referrals

#### Screen

- Application review
- Behavior-based interviews
- Skill testing
- Background checks
- Drug screens

#### Onboard

- Candidate approval
- Administrative processing
- Training sessions

#### Deployment

- Manage and Retain
- Responsive engagement
- Performance evaluations
- Retention incentives

# EXPAND YOUR CANDIDATE ACCESS WITH VOLT

◀ DIRECT PLACEMENT

The goal of recruiting is simple: hire the best person for the job. The challenge is finding that person for your critical in-house positions. With traditional recruiting methods like posting a job opening on your website or on a job board, you're only reaching people who are actively searching for a new job. That's not enough.

Volt Workforce Solutions gives you access to more direct placement candidates – and, more importantly, better candidates.

## Connecting with the New Candidate

The best people in your industry are looking for real career opportunities, not just a different job. While at any given time only 15% of the workforce is actively looking for a job, a 2015 Harris Poll reports 40% of employees would make a change if they were offered a great long-term role. Volt's deep network of passive candidates – people currently employed but open to new opportunities – enables our recruiters to identify top performers in every industry we serve and consistently deliver high-caliber employees who will give your company a competitive edge.

## Looking Beyond the Resume

In an industry that focuses on filling seats, Volt thinks differently. Our recruiters participate in industry forums, attend networking events, and seek out opportunities to directly connect with qualified specialists. The extra effort we make to get to know the strengths and motivation of our candidates pays dividends two ways: we can more accurately match them to open positions, and because everyone has their own network of friends, colleagues, and former coworkers, they become valuable allies for getting referrals to people who would otherwise be unaware of new employment opportunities.

## Great Results Start with Great Recruiting

While some workers enjoy the flexibility of contingent assignments, others prefer the stability of direct hire positions. Volt provides the recruiting expertise to help you identify, hire, and retain a great in-house team.

For more reasons why Volt is your best choice for direct placement recruiting, contact your local Volt representative or visit [volt.com](http://volt.com).

## The Volt Advantage

- Global candidate reach through a worldwide network of offices
- Tenured recruiters aligned to key industry verticals
- Dedicated recruiting hubs accelerate hiring cycles
- Innovative sourcing strategies deliver best-fit candidates

## Service Offerings

- Direct Placement
- Retained Search

## Industry Expertise

- Aerospace & Defense
- Automotive
- Consumer Goods
- Electronics
- Energy & Utilities
- Engineering
- Finance & Accounting
- Information Technology
- Logistics
- Manufacturing
- Medical & Life Sciences
- Semiconductor
- Transportation



# ONSITE SOLUTIONS OUTSTANDING RESULTS

## ◀ ONSITE MANAGEMENT

### Volt Onsite Services Offer More than Great Recruiting

Productivity and quality rely on keeping your best people engaged with their work. Onsite services from Volt Workforce Solutions improve these factors by providing essential onsite support to your internal team and contingent Volt employees.

Internal teams benefit from a stronger partnership with a dedicated workforce specialist. Immediate access between client contacts and Volt's onsite manager improves recruiting success by accelerating response time, clarifying discussion of position requirements, and providing Volt with a deeper understanding of your company culture. Volt's onsite management of your contingent employees frees your internal team to focus on what they do best – building your business.

Contingent employees benefit from an onsite manager who can immediately respond to questions and provide feedback and coaching to improve work performance. When onsite interviews are part of the process, candidates gain a better understanding of the work environment, further increasing retention and employee success. Volt onsite services simplify the staffing process and enable contingent employees to focus on their job

### Qualified People, Coordinated Support

All onsite services can be tailored to your business, including a full-time or part-time presence to support large contingent teams, or operating onsite to support ramps and seasonal rushes and offsite when employees are experienced and team size is steady. For every model, onsite managers have comprehensive, coordinated support from Volt's local office and national recruiting hubs.

Will your company benefit from onsite services? This depends on the size and structure of your contingent labor program. To discuss how Volt's onsite services can increase efficiency and improve productivity for your business, contact your local Volt representative or visit [volt.com](http://volt.com).

### Advantages of Onsite Services

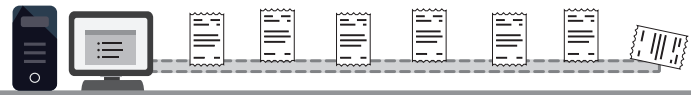
- Dedicated recruiting resource
- Faster response and resolution of issues
- Stronger partnership through regular collaboration
- Improved candidate selection
- Increased employee engagement
- Face-to-face employee management
- Improved retention
- Increased quality and safety control

### Areas of Expertise

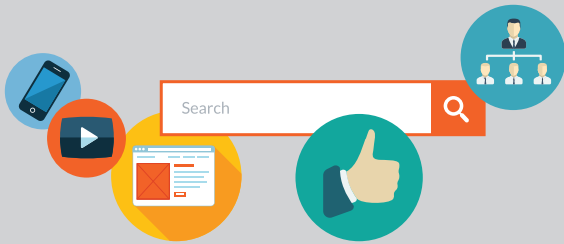
- Contingent Staffing
- Direct Placement
- Workforce Management
- Employee Relations

# Finding Candidates Has Changed

**It used to be simple:** Post a position to a job board and wait for the applications to roll in. But many niche-skill specialists don't look at job boards. *They don't have to.*



**Candidates use** social media, search, and mobile apps.



**The right channel** depends on the person you need. It's not about finding lots of candidates, it's about targeting the **right** candidates.



**Volt stays ahead of new talent acquisition trends and technology.**

**Volt's recruiting process continually evolves** to incorporate emerging tools and channels. By using the right mix of these channels, we can quickly reach people with specific skill sets and streamline the entire hiring process.



**The result?**

Consistent delivery of the qualified people our clients need, when they need them.

**Volt hires the best people, quickly.**

**FIND OUT MORE:**

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