

# STAFFING & RECRUITING



EXPERTS: Doug Vanzant - Workforce Specialist, Community Solutions

Ramona Mathany - Founder, AllStar Labor & Staffing

Beth Olenski - HR, Dave's Killer Bread

Bridget Dazey - Clackamas Workforce Partnership

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RAMONA MATHANY:

We are an employment agency so we recruit and determine which employees have the right skills to go to specific client companies. We determine which company is looking for what kind of skills in the employees and we reach in to the community to find the right employees and place those employees with the client company. I'm kind of like an intense case manager. I work on their soft skills to provide training and help them have better odds of succeeding in that job.

We don't hire anybody that just walked into the door. Only 29% of the people who walk in to AllStar get a job with us. That means we are turning away lots of folks. And the people that we have recruited and screened, we are so confident that they are going to be going out there and becoming great employees that i have a ton of faith in them. That's how i got here.

DOUG VANZANT:

I have been working with ex-offenders about 12 and a half years now and i would say that almost everybody i get, they have the ability to make that positive change. They just need to push in the right direction. And have someone to take that chance and create that opportunity for them.

BRIDGET DAZEY:

Work centers in Washington and Oregon are what our nation would call our job centers or "One stop centers." So in every location across the country, there are these America's Job centers or one stop centers that provide connections between businesses (the demand) and our job seekers (the supply). So the idea is to bring all the stakeholders to the same table and have these conversations. Our local teams can make decisions that make sense for the community. If a job-order falls from the sky, the business needs a number of workers. Or even one person. And they can't find that person. We have a great system to be able to help either find the individual that that employer is looking for or train an individual so that they can have the skills that employer needs.

BETH OLENSKI:

The benefits of using a staffing agency If you are trying to hire from a population that may have a background Is the great partnership that you can have with them. To be able to have somebody there as a support, who can vet the candidates a little bit. Who has worked with that population in the past and who knows a little bit more about what kinds of needs that they may have. Fears, all those things associated with coming back into the workforce. If you don't have the resources in-house, or possibly to spend the time that it takes - i think kind of getting your feet wet and being able to work with a staffing agency to kind of vet the candidates is really great..

DOUG VANZANT:

People do change. The employers are out there And we just have to educate those employers better. I added up how many employers I have had in the last year and I added up 225 employers that hired my people in the last year. And I bet all 225 employers are happy from the product they got.