

Business Affairs article on sources of potential employees  
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Where do people on the lower shore find employees?

Many employers begin with newspaper ads and the internet to find talent. What are some of the resources local employers use?

Some building contractors swear by site-advertising. They place a 'help wanted" sign on their construction site or in front of their office and positions get filled. Obviously, this would not be very effective for everyone's staffing needs.

The internet has become very popular. Monster.com, Maryland Workforce Exchange, mwejobs.org (formally Maryland's Careernet.com), and CareerBuilder (or CareerMosaic) are just some of the popular sites. At a more local level, Eastern Shore Jobs (easternshorejobs.com) is an internet job search and posting site for employers and job seekers. DMVclassifieds.com is a service designed specifically for residents of the Eastern Shore. The ads are free, comprehensive, easy to use and most importantly, confidential.

Many employers use employment agencies to search for employees. These agencies pre-screen job candidates saving employers valuable time and energy. Using temporary help enables employers and the candidate to try each other out before making a permanent commitment and the candidate is typically on the temporary employment agency's payroll. Some of the employment agencies in this area are Maxim Healthcare Services which is a staffing agency for the medical field. Quality Staffing Services, in addition to staffing services, offers skills testing, training services and maintains easternshorejobs.com. Career Associates/Best Temps have been serving employers on the lower shore for 30 years. In addition to employment services, Barrett Business Services, Inc. offers human resource management as well. Manpower and AAA Employment Agency are also well established companies on the shore. Find these agencies in the yellow pages or in the Salisbury Area Chamber's Directory.

Networking through the Salisbury Area Chamber of Commerce events and committees is another way to find employees. The Eastern Shore Business Leadership Network ([www.esbln.org](http://www.esbln.org)), one such committee, will access for employers a network of service providers who work with rehabilitation and workforce preparation for people with disabilities. Statistics favor workers with disabilities as having higher retention rates and typical to higher productivity rates. Networking with professional organizations such as Eastern Shore Society for Human Resource Management or other professional trade organizations can lead to results. Networking through fraternal organizations, churches and other community organizations are also invaluable resources.

Get more use of your tax dollars by using government services. The One-Stop Job Market, located on Mt. Hermon Road in Salisbury, is busy with individuals searching for jobs. Employers can post job openings as well as search for job candidates through [mwejobs.org](http://mwejobs.org). Business Service Providers are available at 410 341-8533 for more in depth explanation of how to use this public service. Telamon, also located at the On-Stop, serves the disadvantaged including immigrants. The Department of Veterans Affairs/Veterans Rehabilitation and Employer Program, has resources for our veterans and employers. Send an e-mail to [vetsuccessonline@vba.va.gov](mailto:vetsuccessonline@vba.va.gov) indicating your interest to hire a veteran from the VR&E Program, a description of the position and the best means to contact you. Your E-mail will be directed to the appropriate VR&E Service Office and you will be contacted. There is also a menu item that helps identify civilian positions for people with military skills.

Developing relationships with the professors or instructors of colleges and high schools in your business or skill area is highly recommended. All three lower shore boards of education offer technical training in HVAC, manufacturing, electronics, computerized drafting and design, nursing, child care, computer networking, and the list goes on. Contact the CTE (Career & Technology Education) Center's guidance counselors or the individual instructors who are well versed in placing their students in the workplace. In addition to technical education, work study is available to all high school juniors and seniors. Students take part of the school day to gain job experience in their area of interest. For example, students aspiring to be teachers gain experience in the elementary classroom while getting school credit.

Our local colleges have their own employer services. At Wor-Wic Community College, call 410 334-2903 to speak to a career services professional. At Salisbury University, visit [www.salisbury.edu/careerservices/employers/](http://www.salisbury.edu/careerservices/employers/) then click on erecruiting. At UMES, call 410 651-6450 for employment needs.

Most importantly, talk to others about your employment needs. You never know if who you know will know of someone who can fill your need.