redShift Recruiting?s Ryan Thomas Was a Featured Panelist in Albany Business Review?s 2022 Recruitment and Retention Executive Forum

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RedShift Recruiting is excited to announce that EVP of Business Development Ryan Thomas was a featured panelist in the Albany Business Review's 2022 Recruitment and Retention Executive Forum. The panelists discussed the challenges of the current job market, where significant labor shortages and the pandemic have drastically changed how people work and required companies to overhaul their recruitment strategies to attract talent. Many companies are experiencing significant difficulties in finding new staff as well as retaining current employees.

Ryan Thomas agreed that recruiting has become substantially more difficult for employers in the current market and noted the changing dynamics in the hiring process, such as the transition from in-person to remote interviews due to pandemic concerns. Labor shortages have also required companies to reexamine their salary structure to make sure they are still competitive in today?s market. Other challenges include a reduced local talent pool as more companies from New York City and California have been recruiting Albany talent for technology positions that offer high pay and the ability to work from home. Albany companies have had to adapt to a more competitive hiring market to be successful.

While these changes have brought new challenges to the hiring process, they have offered opportunities for recruiting agencies to connect with companies who have never used recruiters before. As more businesses are struggling to find employees, the demand for recruiting services is growing. Ryan Thomas has this advice to offer employers, ?Be organized in the recruitment process because it?s going to make a huge first impression. Consider using tools such as predictive indexes that can help employers determine a candidate's suitability for their team. Recruit fast when you find a good candidate instead of asking for more choices. The act of looking at more resumes could take days, and by then the first candidate is gone in this market.?

Those who are interested in learning more about the recruitment and retention executive forum where Ryan Thomas was a featured panelist can view the recruitment and retention video posted on YouTube.

Meanwhile, redShift Recruiting has recently expanded their IT staffing and technology recruiting services to include the Syracuse, New York area. RedShift is a leading technology recruiting agency in the Capital Region with more than 80 years of combined experience in technology and recruiting. RedShift Recruiting assists clients hiring IT professionals and supports tech talent seeking employment opportunities with top technology companies in New York State.

Recruiting agency services are invaluable to employers who know that the recruiting process is time-consuming and costly and that finding top talent is harder than ever in today?s job market. When working with a recruiting agency, each client is assigned a hiring professional who will work directly with the client?s HR team. This recruiter will conduct talent searches, present candidates, facilitate interviews and offer negotiations, and provide support and expertise throughout the hiring process. This enables business owners and hiring managers to focus on their business and leave the work of sourcing, interviewing, coordinating, scheduling, and hiring to the recruiting expert. Employment agencies like redShift Recruiting are experts in gauging the current status of the labor market and employing the most effective strategies to find and recruit top talent.

RedShift Recruiting has also compiled and published a list of IT job titles and descriptions that are currently in demand and hiring. This database includes IT job descriptions, job expectations, salary data, required skills, popular industries, and similar job titles. The goal of this project is to connect employers and employees by getting rid of the ambiguity in job titles and ensuring both companies and job applicants understand job expectations.

https://www.youtube.com/embed/uw0IGt8BdSE

Those interested in redShift Recruiting?s services can visit their website, contact them through email, or call 518-621-1990 (Albany branch) or 315-633-4373 (Syracuse branch). They are open Monday to Friday from 8:00 am to 5:00 pm.
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For more information about redShift Recruiting, contact the company here:redShift RecruitingDaniel Sterantino5186211990info@redshiftrecruiting.com1930 U.S. 9Castleton, NY 12033

redShift Recruiting

RedShift Recruiting is a Technology Recruiting and IT Staffing agency. Our team has 80 years' combined recruiting and

40+ years of technology experience.

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