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**Direct Hire Sector Session:**

**Winning in Direct Hire Staffing Amid Market Shifts**

The ASA Direct Hire Section logo consists of the letters "ASA" in a white, stylized font inside a dark blue square, followed by the words "DIRECT HIRE SECTION" in a smaller, dark blue, sans-serif font.

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STAFFING WORLD®  
**SW 2024**


Session Brought to you by the




**ASA** DIRECT  
HIRE  
SECTION

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**Welcome!**




**Lori Malett**  
Hatch Staffing Services  
*President*



**Hatch**  
Staffing Services



**Mandie Perdikakis**  
Gus Perdikakis Associates  
*Director of Organizational Development*








**GPA** Gus Perdikakis Associates  
trustingus.net

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# Agenda


*Let's get excited!*

-  Current state of Direct Hire
-  Trends affecting the industry
-  Strategies to navigate changes
-  Q & A




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# Pull out your cell phones!




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Who do we have in the room today?





① Start presenting to display the poll results on this slide.

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## What is the biggest challenge you are facing in Direct Hire right now?

 Start presenting to display the poll results on this slide.

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## Current State of Direct Hire

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- Talent shortages and skills gaps
- Attracting and engaging candidates
- Slow process and low quality
- Ineffective hiring processes
- Tech limitations
- AI recruitment technology



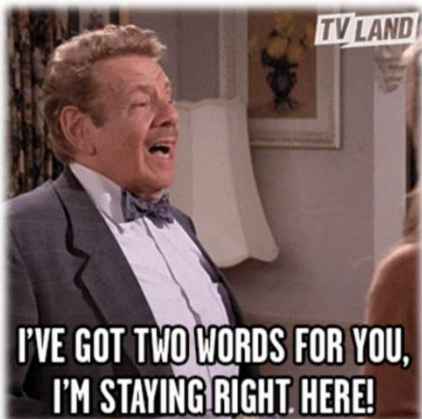
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## Top Trends Affecting the Direct Hire Industry

1. The “Great Stay”
2. Talent shortages and widening skills gap
3. Who’s in the driver’s seat?
4. Increased salary expectations and cost of living
5. Slow and ineffective hiring processes
6. Shift to consultancy approach



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## The “Great Stay”

**Trend #1**

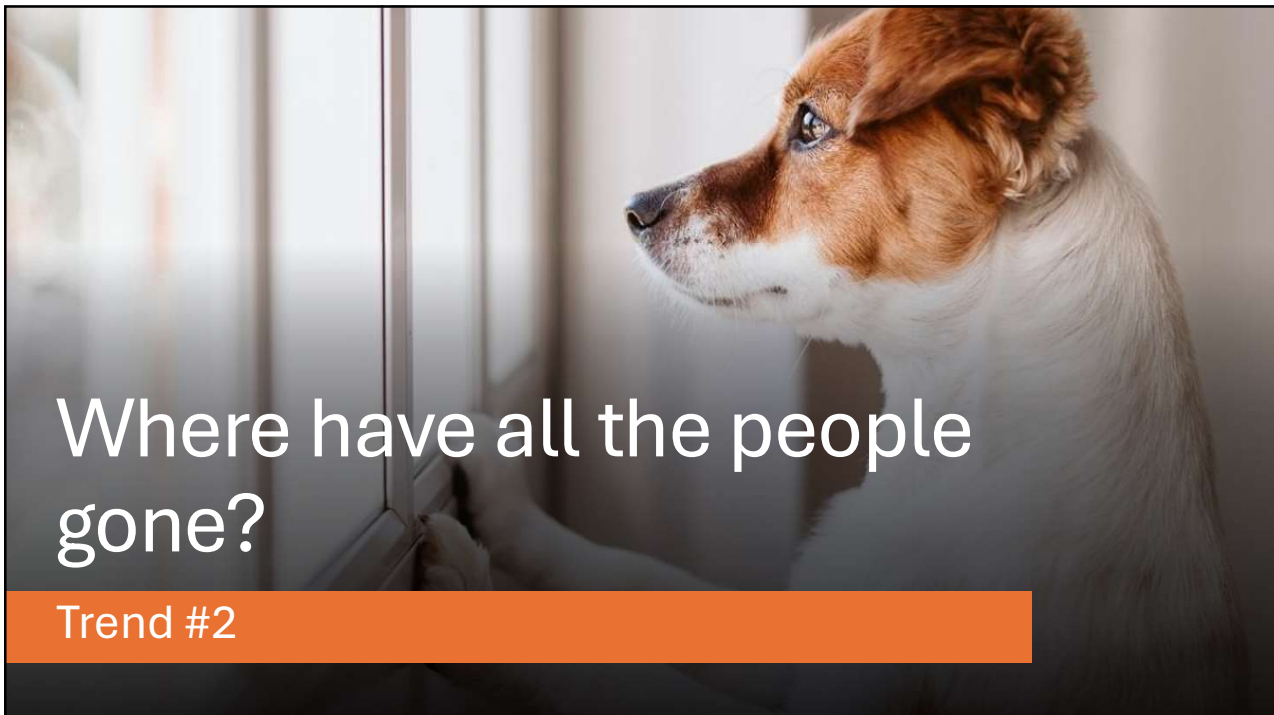
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Benefits are important! Tell me more?



When you're not used to a healthy work environment *pt 2*

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Where have all the people gone?

Trend #2

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**Trend #3**  
Who's driving anyway?



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Salary expectations and cost-of-living

**Trend #4**



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Slow and ineffective hiring processes

**Trend #5**


A woman in a light blue shirt and red skirt stands and shouts "Hire Fast" with an open mouth and outstretched hand. Three colleagues (two men and one woman) are seated at a round wooden table, looking stressed and covering their faces with their hands. A laptop and coffee mugs are on the table. A thought bubble above the woman contains the text "Hire Fast".

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Things are just *slightly* different today

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**Time to be a consultant!**

A man in a dark blue t-shirt is shown from the chest up, looking thoughtful with his hand near his face. The background is a modern office with large windows. Text overlaid on the image reads "applying to jobs in 2021" and "Trend #6".

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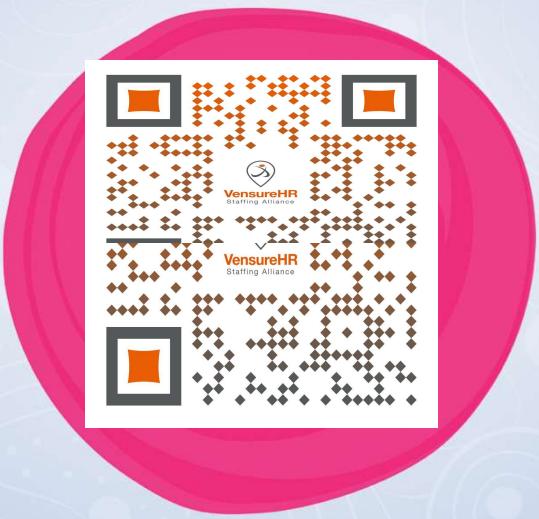
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# Thank You!



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