

# **My Recruiting Website.com©**

## **Banner Advertisement Membership Program**



**Presented By: Deborah S. Foster**

**Find out more about [The My Recruiting Website.com Membership Program](#)**

**Contact Me: Debbie Foster**

**928-478-7600**

**<mailto:futureprospects@aol.com>**

January/2014

# Connecting How Success Starts



## How Is The Connection Made Today?

**Job Postings**

**Resume Searches**

**Applicant Referrals**

**Social Media**

How many of these options should a recruiter use to make a connection with the person that they need? Whether you are a recruiter for a company or government office, a third party recruiter or a small business person that needs to hire some help for the holidays, this is a question you will probably ask yourself.

When you are looking for that special someone for that employment need, there are many options to choose.....what you really want to find is the option that will bring that special person you need to get your job done, in a speedy, easy to use manner.

When you need a book, you go to the bookstore or to the library. What about when you need a job seeker? You could go to the place that they are going when they are ready to **“Find A Job”** or **“Find A Recruiter”**.

Just like the library or the bookstore gives you good information from the book you find, [MyRecruitingWebsite.com](http://MyRecruitingWebsite.com) is designed to give the Job Seeker the good information he needs to find a job or find a recruiter that he or she is searching to find.

## **Connecting...**

The key to open the door to discovering what you need to create success, whether you are the job seeker or the recruiter. The internet has given us this amazing opportunity to discover the information we need in a quicker and simpler manner. What better way for us to connect with the ones that are looking for us, than in one single place.



Thank you for reading

d.foster



## **MyRecruitingWebsite.com's Membership Site - Mission Statement**

Provide a common place for job seekers to connect with recruiters that have job openings to fill. Offer job seekers easy access to knowledgeable recruiters that can provide information about job opportunities in the job seeker's field of employment, location, or scope of employment options. Member recruiters have access to the current available resources and tools necessary to promote their services to those that need them. By connecting the job seeker and the recruiters that can help them find their job search success, MyrecruitingWebsite.com adds value to the community of recruiters involved and the general job-seeking public.

### **Target Audience For The MRW Banner Membership Website:**

**Job Seekers** from all U.S. locations, industry disciplines, experience level, EEOC groups , etc. that are in need of new or changes in their employment.

**Recruiters** from all disciplines, locations, size, ethnicity and other EEOC related environments. As members, these recruiters are dedicated to helping each job seeker by providing valuable information and job opportunities for the individuals, when appropriate to their open job requirements. Military, Diversity, and Disability job openings will be available through this website. Those recruiting services will be members automatically, without charge.

**Traffic Sources:** Organic Keyword Searches: Root Keywords: "***Find A Job***" and "***Find A Recruiter***". Long Tail Keywords Will Be Added (Examples: *Find A Job Houston, TX* and *Find A Recruiter Houston, TX*. Give good content information regarding how to "***Find A Job***". Member recruiters can also add their membership banner link to their page from their established website to add more of a "personal message". Introductory Press Releases Created and Social Media Sources will all be automatically installed on the website.

**Additional Marketing Ideas** – Postcard advertising, Guest Webinars, Guest Blogging Opportunities, Recruiter Services Offers, Email Marketing, and other types of promotion may also be used. Advertising through Facebook. Many options available.

**Analytics:** Google Analytics and PIWIK.

**Membership Levels:** **Level 1** is ***very reasonably priced***. Great advertising and membership opportunity. Recruiter has his or her own page on the website: <http://myrecruitingwebsite.com/RecruiterCompanyName>. The recruiter's page gives them an opportunity to add video introductions, training, testimonials, etc. The page also provides pertinent information regarding types of recruiting services, years in business, job openings, etc.

**Level II and Level III** - To be determined. Software programs or other forms of recruiting technology to help the recruiter find the candidates he or she needs to be successful today. (Examples: Social Media Recruiting Tools/Advertising Job Tools/Online Job Fairs/Virtual Interviews/Candidate Promotion.....etc. )

**Recruiter Page Description:**

<http://myrecruitingwebsite.com/your-recruiting-membership-page/>

**Example:** <http://myrecruitingwebsite.com/houston-job-opportunities/>

Working as a community of like-minded individuals, the recruiters will add to the success rate of all job seekers by sharing their knowledge of ***“How to get a job in today's economy.”*** Level 1- Member recruiters have an opportunity to showcase their company or services to those that need them, especially in niche markets, locations or specialties.

## Table of Contents

### My Recruiting Website.com Membership Program



<b>MRW Introduction Information</b>	<b>Pages 2-3</b>
<b>MRW Introduction From Debbie Foster</b>	<b>Pages 4-5</b>
<b>Table of Contents (MRW Presentation)</b>	<b>Page 6</b>
<b>“Where Are The Candidates.....?”</b>	<b>Page 7-8</b>
<b>My Recruiting Website Membership Goals</b>	<b>Page 9-10</b>
<b>Research Data: Information Regarding The Future Of Recruiting and Employment Statistics (Current)</b>	<b>Pages 11-14</b>
<b>Free Opt-In Giveaway Ebook: <u>Recruiting – The Future Is Now</u></b>	<b>Pages 15-19</b>
<b>Forms Created:</b>	<b>Pages 20-33</b>
<ul style="list-style-type: none"><li>○ After Sign Up For For Participating Member Page On Website</li><li>○ Special Bonus Info: Websites and other helpful links for members</li><li>○ Recruiting Technologically – Information To Grade HR Programs for participating members with a helpful grading system. (more forms created but not included with this proposal)</li></ul>	
<b>Free Giveaways For Participating Recruiters</b>	<b>Page 34</b>
<ul style="list-style-type: none"><li>○ Resume Writing and Power Word Tips For Job Seekers</li><li>○ Resume Outline for Job Seekers</li><li>○ Interviewing Tips</li><li>○ Interviewing Checklist</li><li>○ PLR’s also available, including a Video Training Course (Private Label Rights Material)</li></ul>	
<b>MRW Creator: Deborah S. Foster’s Resume</b>	<b>Page 35 –37</b>
<b>MRW – Partial List of Resources</b>	<b>Page 38</b>
<b>Thanks For Taking The Time To Read My Proposal</b>	<b>Page 39</b>

## “Where Are The Candidates I Need For My Job Openings?”

### “What Is The Best Way To Connect Today?”

*That is what I hear everyday from my recruiter colleagues.*

From too few job openings and too many candidates in 2009....We are now experiencing too few candidates for too many job openings.

Recruiters have been scratching their heads trying to figure out this new employment environment.

[Myrecruitingwebsite.com](http://Myrecruitingwebsite.com) is designed to give all recruiters opportunities to connect with the job seekers they need through a membership site of active recruiters. Because many recruiters are contingency-based, the price is very nominal to become a member of our Banner Advertising Program.

2009 was an eye opener for all of us. Finding a way that, as a group of recruiters, we can tap into all the new technology in order for our job orders to be seen is important. **But.....how?**

[Myrecruitingwebsite.com/your company name](http://Myrecruitingwebsite.com/your_company_name) gives each recruiter an opportunity to connect in a way that can promote what their company can provide in a unique, personalized manner. As a membership of recruiters, we can use our numbers to increase buying power of the more expensive technology-based opportunities available today. By updating our resource options to the most current methods used today, it enables us to match the right individuals with our open jobs.

There are so many recruiters today, and their main job is to make a connection. Many of these individuals only get paid when a connection happens. These fees are usually very substantial, but the recruiter must keep a steady momentum of these placements, so maintaining a connection is critical to their success.

Today's job seekers are looking for information about where they can find jobs for their specific requirements, as well as, what the best techniques to get a job quickly are in this economy.

With blogs supplying good information to the job seekers about how to find a job today, plus recruiting companies offering a variety of job opportunities in many locations and specialties, all in one place (website) – **We NOW have a connection!**

[Myrecruitingwebsite.com](http://Myrecruitingwebsite.com) is a perfect place to offer valuable products to change the way recruiters do their job, as well as, help our candidates understand the best new approaches to get a job.

I truly hope that you can now see my vision and how the [Myrecruitingwebsite.com](http://Myrecruitingwebsite.com) can make a difference for all of those individuals in the “getting a job” process.

Please contact me to learn more about the plans for this website.

I look forward to speaking with you about this My Recruiting Website.

Thank you for reading.

Debbie Foster 928-478-7600  
<mailto:futureprospects@aol.com>



**Please be sure to check out the MRW Website on You Tube or on the front page of the Website.**

<http://www.youtube.com/watch?v=Zm6elW1quXQ>



**[Myrecruitingwebsite.com](http://Myrecruitingwebsite.com) –Membership Website  
Goals: Debbie Foster**

My name is Debbie Foster. It has been my goal since 2010 to create a membership website where recruiters and the job seekers that fit their job openings can meet.

By having one location that is specifically created for introducing the job seekers to the recruiters that are looking for them, our placement success goes up and more individuals find the job they want.

Over the past 4 years, my goal has been to create a membership site to provide the connection needed for job seekers' and recruiters' success. [Myrecruitingwebsite.com](http://Myrecruitingwebsite.com) is ready and waiting for a company that understands the importance of such a membership website to connect job seekers with recruiters that need their particular skills.

As a recruiter that has sincere passion for the jobseeker/recruiter connection, I am looking for an established Human Resource Related Services Company to affiliate with in order to complete this project. I have found that this is a project that should be completed with others that understand the importance of providing such a new opportunity for connections. The membership website is designed to benefit more than just a few people.

By joint venturing with an organization of like-minded individuals, the [myrecruitingwebsite.com](http://myrecruitingwebsite.com) is prime for all of those involved with the project to create their own vision of success.

The time has come for job seekers and recruiters to connect to create the success that is needed to better our entire economy.

Please see my resume attached and contact me if your goals align with the success of this website's purpose. There are so many possibilities for this membership website, including posting available candidates, recruiter networking, podcasts, online job fairs, and helping all individuals with varying backgrounds, experience and skill levels find the job they need.

It is especially important for us to help our returning military workers and workers with disabilities or other issues that make finding a job more difficult. The "Right To Work" and to be a contributing member of society is an inherent right for all individuals and Myrecruitingwebsite.com wants to be a catalyst for this happening for every job seeker today.

I look forward to talking to you and appreciate the time you have taken to read my information.

Sincerely yours,

Debbie Foster  
928 478-7600

Thank you for visiting:

[My Recruiting Website.com](http://MyRecruitingWebsite.com)

<mailto:futureprospects@aol.com>



## Research Data: Information Regarding The Future of Recruiting and Employment Statistics

### **Bureau of Labor Statistics – Unemployment Statistics over the past 10 years**

The Bureau of Labor Statistics show us that from 2003 – 2013, our unemployment rate in 2003 was 5.7, peaked in 2009 at 9.9 and currently we are seeing our unemployment statistics heading down to about 7.3 percent. We must wonder what this really means and, although it is heading in the right direction, does this mean that individuals are changing their careers or giving up and no longer looking?

<http://data.bls.gov/timeseries/LNS14000000>

### **Social Media and Recruiting Trends:**

*“Jobvite polled over 1,000 human resources and recruiting professionals on their social recruiting activities and intentions. Nearly three-quarters of respondents (73%) said that they had successfully hired through social media – up from 58% in 2010.”*

Read More By Downloading: The Virtual Edge-How HR Professionals Can Use Tomorrow’s Tools Today By: Lizz Pellet – A Fellow in Organizational Transformation from Johns Hopkins University and PGI – The Meeting Experts, a Global Leader in Virtual Meetings for 20 years.

[http://experts.pgi.com/hs-fs/hub/147341/file-254158708-pdf/docs/Virtual\\_Edge\\_HR\\_Tools\\_of\\_Tomorrow.pdf](http://experts.pgi.com/hs-fs/hub/147341/file-254158708-pdf/docs/Virtual_Edge_HR_Tools_of_Tomorrow.pdf)

### **2014 – Employment Forecast**

*“The overall economic outlook for the U.S. has improved sharply in recent weeks amid a string of surprisingly robust economic data: Businesses have stepped up hiring, new factory orders from abroad are at a two-year high and consumers have been flocking to car lots and restaurants.”*

<http://www.latimes.com/business/la-fi-economic-outlook-20131216,0,5950056.story#ixzz2nlLCC2pb>

### **Google Search: “Independent Recruiter”**

· [Independent Recruiter Jobs, Employment | Indeed.com](#)  
www.indeed.com/q-**Independent-Recruiter**-jobs.html - [Similar](#) to  
**Independent Recruiter** Jobs, Employment | Indeed.com  
Jobs 1 - 10 of 3894 ... 3894 **Independent Recruiter** Jobs available on  
Indeed.com. one search. all jobs.

### **Why Clients and Candidates Need Independent Recruiters (The Fordyce Letter)**

*“Quality recruiters will always have work, whether they work for an agency or inside a company. Why? Because job boards, and online “databases” like LinkedIn are unable to replace them. There are just too many skills required of a quality recruiter, and it’s these skills that take years to develop. Great recruiters don’t take short cuts because short cuts don’t work. They consistently practice the basics that made them successful in the first place.”*

<http://www.fordyceletter.com/2013/04/30/why-clients-and-candidates-need-independent-recruiters/>

### **The Kiplinger Report: Economic Outlooks**

#### **Employment** (Last updated: December 6, 2013) By *David Payne*

*“November’s job report hints at better economic growth in 2014. Another welcome surprise following October’s job gains of 200,000, the November gain of 203,000 net new additions to payrolls provides evidence that job growth is picking up. The figures for the last two months also offer a psychological milestone, since as a rule of thumb, continued job gains of 200,000 a month signal an economy that is enjoying robust health and generating the jobs needed to support better consumption growth. It’s especially heartening that although*

*November job gains were strongest in health care, they were widespread, covering most sectors except government.”*

<http://www.kiplinger.com/tool/business/T019-S000-kiplinger-s-economic-outlooks/>

### **Top Recruiting Trends For 2014 – ERE.net**

“Even if you work in a corporate recruiting function with low resources or minimal expectations for change, every recruiter still has a professional obligation to maintain their awareness of the latest trends and predictions. I have grouped 25 predictions of the leading corporate recruiting trends for 2014 into four separate sections. Part 1 includes two sections that cover 14 new opportunities and continuing current trends. Part 2 (to be published next week) includes the final two sections, which cover 11 remaining trends that cover new challenges and areas that will continue to diminish in importance.”

<http://www.ere.net/2013/12/09/the-top-25-recruiting-trends-problems-and-opportunities-for-2014-part-1-of-2/>

<http://www.ere.net/2013/12/09/the-top-25-recruiting-trends-problems-and-opportunities-for-2014-part-1-of-2/>

### **Survey Shows the Importance of Virtual Recruiting -Openreq.com**

*“According to LinkedIn's 2013 U.S. Recruiting Trends survey, social networks are becoming more important than ever in talent acquisition. Forty-two percent of human resources professionals surveyed said that social networks were the primary source for their top hires in 2012, which is a 13 percent increase over results from 2011. This indicates that recruiters who do not make use of social networking must begin to do so, and that those who do should review their recruitment strategy.”*

<http://www.openreq.com/news/openreq/464509-survey-shows-the-importance-of-virtual-recruitment/>

### **Mobile Recruiting – Wikipedia**

*“**Mobile Recruiting** is the act of finding job candidates actively and passively through the use of mobile career pages and **internet recruiting strategies** through social platforms. Mobile recruiting is a dynamic and growing industry with over 19% of job seekers using **mobile devices** to search for jobs.<sup>[1]</sup> Traditionally, recruiters have used tools such as online job boards like **Craigslist**, but the increase in mobile subscriptions has led*

*to new strategies such as mobile [search engine optimization](#), mobile career pages, and highly targeted mobile recruitment campaigns.<sup>[2]</sup>*

[http://en.wikipedia.org/wiki/Mobile\\_recruiting](http://en.wikipedia.org/wiki/Mobile_recruiting)

*More information in my files: Per Request.*

*Debbie Foster*

[Http://myrecruitingwebsite.com](http://myrecruitingwebsite.com)

*Additional Research Source Information Found On Page #34*

- **Recruiting – The Future Is Now! (Give away)**
- **Written By: Debbie Foster**

**Recruiting Techniques Are Changing Today.**



**The Successful Recruiter Needs To Stay Current With All The New Techniques To Find Great Candidates.**

***The Human Factor Remains The Most Important Factor To Remember.***

***Presented By: Debbie Foster***

## **The Human Factor -The Future of Recruiting Is Here!**

**Over the past several years, we have seen an explosion in recruiting using the internet to find the right candidates for their job openings. Our new options for connecting include social media, job boards, websites, professional forums and more. Why then, is the art of communicating with each other beginning to disappear.**

**One element of change in the recruiting industry is the time recruiting companies have to spend on their recruiting functions. All of our lives have gotten so busy and the new programs that do initial screening for the recruiters are becoming more and more popular. Instead of spending hours searching through resumes on a job board or weeding through a stack full of resumes is no longer viable for the recruiter that needs to fill his or her jobs quickly and as efficiently as possible.**

**Today, programs grade the relativity of a resume for us based on the keywords the software finds in an individuals resume. That is why so many individuals that send their resume for a particular job opening may never hear back from the recruiter posting the open job. We are adding questions to weed the resume in or out for our particular job openings, as well. If the job applicant does not understand this process, his resume or application may be passed over strictly because he does not know what goes on behind the scenes in job process .**

**Although the prescreening of an applicant is helpful to the recruiter, the applicant feels that sending resumes is almost a waste of time. The candidate is an important part of the recruiter filling his job openings and he or she appreciates consideration or, at least an acknowledgement of his efforts for his application.**

**Job Descriptions are much more specific than they have ever been before. Companies want to be sure they get the best match for their dollar. This makes the connection opportunity for the candidate even more difficult, as he or she needs to have more of the qualifications than ever before. The unfortunate truth is that many recruiters are giving less and less information in their job descriptions posted on job boards. Writing a very good job descriptions is especially important today, because you want the candidates that will apply for your position to understand, not only the requirements, but the culture, benefits, and mission of a company including the potential for opportunities in the future.**

**Companies that are taking the time to write better job descriptions that include all the critical information that a job seeker needs to know before he or she takes the time to apply for the job opening are finding that they attracting the candidates that are fitting the job requirements more exactly.**



**Creating a “good picture” of the opportunity that you are seeking to fill, gives the candidate a chance to decide if the job description does sound like a position that he would not only fit, but want to pursue. As social as many individuals are on the internet, the internet does pose problems for those that are too open with their personal information. Social networks are great for meeting people with similar interest, work and personal relationships can flourish through interaction on the internet, if individuals are smart and don’t share information that could affect potential opportunities. Many a college student may find that he regrets posting all those “party pictures” on his Facebook page, when it comes to looking for a job.**

**Interaction is a key factor for recruiters who want to find applicants for their job openings. There is so much valuable information to be shared, recruiters can provide helpful information easily through social media, and this is a great way for recruiters to become social with potential candidates for their job openings. Because branding your company is so important for success today, exposing your desire to be of service to others is very helpful in the overall process of successful recruiting today.**

**“Who are you?” and “What does your company offer me in my job search?” are important questions for you to answer in order for the job candidates to understand even before they send that resume to your company. Putting a “human” aspect into your approach to working with others adds the connection factor. It is all about the connections.**

**Everything in our world is mobile today. Most of the individuals I speak to during the day are driving somewhere, walking into their offices, or doing something that means they are not sitting at a desk. The fact that most conversations and interactions are done on a mobile basis also means that interaction needs to be simple, quick and easy. Therefore adding a resume or application to your website or job board needs to be quick and easy for the job candidate.**

**As I speak with many recruiters, they do have a website. However, most of them paid someone to build the website for them. They have no idea how to add or change things on their site and must hire those same administrators to take care of the changes for them. This makes their website very static and leaves little opportunity for the recruiter to make changes or actively be involved in the very website they created for branding their unique company. Adding videos, blogs, giveaways and other helpful information makes your company branding more effective.**

**Start using the internet to make more connections. Every branding opportunity you have with people, including your web presence, should represent your company, show your job openings quickly and easily, make it easy to apply for these job openings and give the visitor a picture of your**

**company's mission and philosophies. LinkedIn's 2013 Global Recruiting Trends found that 85 percent of recruiters that responded, believe that their employer branding significantly impacts their ability to source the great talent they need.**

**Whether you place the candidate in a position or not, you want the candidate to come away from their experience with you, with a positive attitude. Again, understanding the candidate's needs, being open about the process and communicating steps or expectations. If something needs to be done, explain why you need for the candidate to do these things you request, which will create the bond between you and the candidate becomes a positive spokesperson for your company. Testimonials are a great way to brand your company in a positive light.**

**Decide how you are going to incorporate the new technology into your company's hiring process. There are so many ways to do this and companies to provide employers and recruiters with services, it can become very confusing. Finding a job board that post jobs to all the social media sites and/or other job boards is easy today and not an expensive endeavor.**

**As new ways develop within the recruiting techniques toolbox, don't shy away from them. The recruiting business has changed and we must change with it if we want to survive. Old expectations and ways of doing things are changing. Don't hide your head in the sand because this is when your recruiting company will be hit from behind. Start investigating now to find what works for you.**

**Moving into the virtual job interview world is here. Finding the way that best works for your company is important for you to keep up with what is happening in the recruiting field. One of the quickest, simplest ways for recruiting companies to move into the field of virtual recruiting, is the use of Skype. However, the improvements in just using Skype are happening exponentially. New programs are being created everyday that are becoming more professional, secure, social media connected and easy to use. Find the opportunity that works best for you and your budget, but gives you the opportunity to grow and add new options as they become available or your company grows.**

**I find the new recruiting processes amazing and, as I research each one of them, I discover more and more opportunities presenting themselves daily.**

**The best advice of all today for recruiters, is to keep your mind open, research all the opportunities available and keep the human connection alive with both your candidates and your companies.**

**The Future of Recruiting is Here Now! Get on Board. (Attach Sample #3-checklist.)**

**Debbie Foster**

**Thanks for reading.**

## Forms For Members (Partial List)

### Sample #1: After Members Register Form

*Your Company Page On Myrecruitingwebsite.com*

*The Link Will Be From Your Banner To The Following Page:*

*<http://myrecruitingwebsite.com/your co. name>*

**Your Company Name**

( \_\_\_\_\_ )

**Company Address**

**Company Phone Number**

**Telephone Number**

**E-Mail Address**

**Website**



***(your company banner goes here)***

**(We offer 3 Pre-Made Banners As Placeholders Until Each New Member's Company's Banners Are Created)**

**Your Company name, address, phone number, Email  
Address, Website Address**

---

**Company Information:**  
**(3-4 sentences)**

**Industry Specialties:**

**Types of Positions:**

**Personal Information about You and Your Company.**  
**Your Favorite Inspirational Quote**

**Contact Information:**

**Company Name:\_\_\_\_\_ **(Page 2)****

**Questions:**

**Do you have a website already?**

**Yes      No**

**What is your website Address?**

**Do you want a banner that matches your website's color and theme?**

**Yes      No**

**What are your color scheme choices?**

**Preferences:**

**People   Cartoon Character   Modern Element   Photo Pic  
Business People**

**Initials**

**Thank you - If you will download this form and fax or attach in an email to me, I can begin making your banner and Company Page For The Houston Job Opportunities website.**

***Please set up in Text Edit (Mac) or \_\_\_\_\_ (PC)***

**d.foster   Date:\_\_\_\_\_   Received:\_\_\_\_\_**

**Completed:\_\_\_\_\_**

**Page Address:**

## **Sample Form #2: Special Bonus Links To Help Members Create Pages**



### **Special Bonus: Links You May Need To Set Up Your Company Page:**

**If you are not a computer geek and spend most of your time recruiting, locating sources that may help you set up your page on Myrecruitingsite.com Membership site will be a helpful tool.**

**I will be adding more and more contacts or companies that you may want to investigate as I continue my investigation of sources that we all can use to keep our recruiting tools current.**

#### **Job Informational Websites:**

**[Glassdoor.com](http://Glassdoor.com) - This is a good source of current information. You can find out about company or industry salaries, interview questions, post jobs, etc. You can find out a lot of information, just by having a “free account”.**

**Need to calculate differences in costs of living between two locations? Check this page out: [CNN Money](#)**

## **Job Boards:**

**Ziprecruiter.com** - My current favorite job board. They keep adding new benefits and stay up to date with the latest trend. It is very easy to get your html code for your job postings . They have a trial period and they have very reasonable rates.

## **Video:**

**Camtasia:** Great for screen capture videos If your video is a powerpoint video, you might want to consider Camtasia. Making videos is not my favorite thing to do, but Camtasia did have good training and easy to use software.

**Screencast:** Another one to use for your powerpoint presentations. (I have not used this one).

Over the past four years, I have purchased several PLR (Private Label Rights) ebooks. I offer these to you as members of the <http://myrecruitingwebsite.com>.

You can download and use them according to the rules when I purchased them. Some of them can be changed and should be corrected. Most of them can be used as your own company's give-aways, etc.

**Fiverr:** Great source to get your videos done at a very reasonable rate. I have some really good "whiteboard guys" and the voiceover guy is really a great person to use.

If you are planning to make a video and put it on Youtube, be sure to read this article for tips about how to get it seen and hopefully go viral: [Blog-AICPA.org website](http://Blog-AICPA.org)

**Elance.com** and **Odesk.com** are also great sources to find help for your projects.



- [Live Career.com](#)

This is a really great software program to help individuals that are having difficulty creating or writing a good resume. It is reasonably priced, versatile and easy to use. I like to recommend it when individuals are having difficulties with writing an impressive resume. They also have a software for Career Choices and Cover Letter

As I do my investigation to find what the best new technology for recruiting is today, I will be sharing the information and inviting demonstrations for our members. In the meantime, here are a couple of sites I reference on a regular basis. You can also download my checklist to help you evaluate the best program for your company.

- 
- Inspector Jones gives you great information to do your research to find the best solution for your employment needs. [Inspectorjones.com](#). You might also find this link helpful to your research. [HR Lab.com](#).

*As a membership, I hope to look at many of the programs available and as we grow, possibly purchase effective programs or services as a group.*

*It will be a matter of research.*

*Wouldn't it be great to have video interviewing available through our membership site?*

*Tell me what you think!*

*Debbie.*

*Thanks – Looking forward to working with you to grow your business, increase our visitors to the [Myrecruitingwebsite.com](#), and*

*connect more job seekers with the hiring companies they are looking to find.*

**Wishing us all much success!  
It's all about working together!!**

### **Sample #3-Recruiting Technologically**

#### **Recruiting Techniques – New World – New Challenges**

Written by: Debbie Foster – Evaluation Form For Recruiting Software

**There is no doubt that recruiting has changed over the years. Our ways of connecting with each other, in general, has changed.**

**No longer does a Salesman spend his time “cold calling”. Consider how we meet our perspective dating partners. Dating services are a booming business and, as the younger generation begins looking for a date, they will probably sign up to meet their special someone without a second thought.**

**Recruiting is no exception. Finding that “perfect fit” is more technological than ever. We are moving into a period where virtual interviewing is becoming the normal part of the hiring process. No longer do recruiters spend their day reading resumes and making follow-up calls. The computer reads the resume first, to see if the candidate has all the right key-words necessary to even begin processing a resume into our filing system.**

**Independent and small firms must be ready to step into the computer age and this means a current, simple-to-use, program needs to be considered as part of their advertising budget. The program needs to be expandable as things are changing rapidly in this world of technology. Of course, you must be sure that your program will work on a mobile device, as most of our business is conducted that way today.**

**For those of us that started recruiting using phones and faxes, this is a new environment and one we must consider carefully. No matter when you started your recruiting career, it is important that you stay current in order to maintain your successful business. With changes happening so rapidly, your head can begin to fill to the point of explosion.**

**I have been researching different recruiting programs available. This PDF is a guide to help you discover just which program is right**

**for you. All recruiters are different and need different things for their business to thrive. What are your needs?**

**This Whitepaper is offered to highlight some of the questions that you need to consider when you are about to purchase a software program that is right for your company. This is just a list that I created for myself, and you may have other needs. If so, please contact me so I can add them to this PDF**

**Thanks for reading.**

**d.foster  
jobopportunitiesconnect@gmail.com**

**As we begin, think about the parts of the recruiting experience that are important to you. For example, are you an individual or have individuals searching resumes for you? Do you only want to use a program for advertising your positions? Do you need to share your files with others? Are you a strong participant in Social Media sites? Do your applicants come from a variety of markets or just one industry, location, or skill? Do you do direct hire, temporary, contract, contingency, in-house type of placements?**

**There are lots of questions to consider when deciding upon the program you choose. As they are not inexpensive and you want to be able to add capabilities to your program in the future, examining your needs is best done now. Once you begin to evaluate the many options available today, you may find yourself wishing you had a list in front of you. ☺**

**What Are The Top 5 Functions You Want Your Recruiting Software To Perform?  
(#1-Most Important/#5-Least Important)**

**Company Branding \_\_\_\_\_**

**Social Media \_\_\_\_\_**

**Great Applicant Sourcing** \_\_\_\_\_ **Posting Jobs** \_\_\_\_\_

**Applicant Tracking** \_\_\_\_\_ **Temporary/Contract** \_\_\_\_\_

**Virtual Interviews** \_\_\_\_\_ **Referral Programs** \_\_\_\_\_

**Screening/Assessing Applicants** \_\_\_\_\_

**Great Training/Support** \_\_\_\_\_

**Analytics** \_\_\_\_\_ **Mobile Ability** \_\_\_\_\_

**Templates** \_\_\_\_\_ **Resume Retrieval** \_\_\_\_\_

**Other** \_\_\_\_\_

**Notes:**

---

---

---

---

---

---

**As I have been doing my research, here are some of the conclusions I have found about various newer approaches to HR Recruiting Services. As I watch their introductory videos, contact their companies and attend their introduction webinars, I am adding to the information below in order to save your valuable time. Find out what each program has to offer and how their programs relate to your recruiting needs. By attending webinars together with other members, using our individual evaluation checklist, we can make informed decisions regarding our next successful recruiting tactic.**

### **Here Are Some of My Findings So Far:**

**.Jobs:** A great way to easily connect with job seekers involved with an internet job search. Promote your company branding in your own uniquely, creative manner. Probably out of many smaller recruiting companies' budget, but really effective internet advertising plan.  
Example: [houstongenineering.jobs](http://houstongenineering.jobs)

**ICIMS-NOW:** ATS System – Ease of use, good training and good Customer Service was stressed in the webinar I attended. Very progressive programs, including video. Good Social Media program with inter-group connection opportunities. Very good program for multiple recruiters sharing information.

### **Jobvite :**

**Jobvite:** Jobvite has several different programs available. From being connected to all your candidates easily, social networking, videos, and opportunities for employees to be part of the referral process, Jobvite has lots to offer recruiters. Here is a **two minute** introduction:  
<http://recruiting.jobvite.com/products/jobvite-in-under-2-minutes/>

**Jobvite Engage** program looks great for using social media and creating interaction with you candidates. Scheduling webinar.  
*(As a Member, you will receive an email –or be sure to visit our Member Calendar).*

**Jobvite Hire** appears to have a complete system for hiring, including easy access for multiple users and very effective social

media integration. Excellent, informative and easy to understand webinar. Ask me about how to get a one-month free trial.

**Jobvite Refer** - Looks very interesting as a referral program, will keep you updated.

**Hirevue**: Virtual Interviewing Program. Very professional and state-of-the-art program. **Probably not in a small recruiter's budget. Be sure to check it out, very impressive.**

**HR.com**- HR.com looks great. Their Total Talent Reach Distribution Plan looks very comprehensive. There is much to see on their website. Here is a link to [Total Talent Reach Program](#)

**Ziprecruiter**: Job Posting Company. Reasonably priced. Offer a unique page, on their website, which you can easily design yourself, no matter your computer skill level. Excellent social media distribution opportunity. Over the years, I have used many job posting boards. I have been using Ziprecruiter for about three years now and find it a reasonably-priced job board, with great customer support. *Ask me how you can get a 30-Day Free Trial with Zip.*

**Bullhorn**

**PC Recruiter**

**Halogen**

**Ascentis.com**

**Hiring Thing**

**Resumator**

**CATS Applicant Tracking**

**Sparkhire**

**Greeninterview**

**Vidcruiter**

**Lumesse**

**Oracle Cloud**

**Silkroad.com**

**(There are many, many more.)**

I follow a couple of sources that rate all of these various software or other HR related services, and each one of these programs do something a little different. I am on a mission to find out more about what they have to offer, their affordability, and whether they are the best fit for my own recruiting needs. Be sure to join the Webinars that we schedule that are of interest to you. You can go to the **Member Calendar** or check your emails. We will send you information regarding our scheduled webinars. Find the new recruiting tool that works best for your needs. ***Be sure to bring your Check Sheet!***





**Myrecruitingwebsite.com is dedicated to offering valuable information about recruiter tools to it's members.**

**I hope you will participate in my survey to find the most important factors for recruiters today. It is a short survey and it will help us find the best available recruiting software on the market today for this Recruiter Membership Website.**

## **Free Giveaways For Member Recruiters To Use To Help Candidates**

(Written By: Debbie Foster)

- [Resume-and-power-words-tips.doc](#)
- [RESUME-OUTLINE-FPPgiveaway.pdf](#)
- [Free-interviewing-information.pdf](#)
- [CHECKLIST-FOR-THAT-PERFECT-INTERVIEW.pdf](#)
- [Job-Hunting-With-Social-Media.pdf](#)
- 
- 
- **PLRs Purchased and Revised By Debbie Foster .**
- **A PLR Complete Video Training Program –“How To Create Videos Easily”**

**I will be happy to provide examples of these forms, giveaways, PLR's for your information, per your request.**

Resume  
Deborah S. Foster  
[futureprospects@aol.com](mailto:futureprospects@aol.com)  
928-478-7600

### Summary of Experience:

Experienced in all aspects of owning and operating a successful recruiting business. This includes sales, interviewing, training, talent acquisition and job placement. Ability to write professional job seeker training, articles and blogs, as well as e--books and career training manuals. Excellent interpersonal skills, with emphasis on training and education. Strong knowledge of Wordpress, SEO, branding, and internet marketing. Creative ideas and sincere desire to help job seekers connect with the connections they need to be successful. *Passionate about creating an environment that promotes success for individuals, companies and our economy.*

### **Employment History:**

**Future Prospects Personnel Service, Inc.**      1987-Present

Created and operated an independent recruiting firm from home. Developed company clients by cold calling and direct marketing. Discovered candidates, interviewed applicants, and placed them into the open positions. Positions were domestic and global in nature. Began networking with a small number of other recruiters in Houston, Texas and this group became known as HIPC (Houston Independent Personnel Consultants). Developed many job seeker, customer, and independent recruiter relationships that still continue today.

Built fourteen **Wordpress** websites over the past four years. Most of these websites related to how to “*find a job*” or “*how to make a career plan*”. Wrote job seeker interview and resume writing white papers and over 1500 blogs regarding effective job searches and career planning. Created headers/banners, business cards, SEO planning and assisted recruiters regarding best places to advertise their job openings. Created videos, email letters, mindmaps and career training manuals.

In 2010, created <http://houstonjobopportunities.com> , a website to give good information for candidates about job opportunities in the Houston, Texas area. The Website Offered A Free Opt-in Membership, using Aweber, to monitor Houston’s Unemployment Statistics progress and provide easy calendar access for Houston job fairs, plus other helpful information about hiring in Houston, TX. This was called: EmploymentHouston2010.com.

### **Previous Related Employment Experience:**

Recruiting/Sales/Customer Service/Branch  
Management/Employment Counseling and Job Search  
Training/Public Relations Assistant/ Special Needs  
Social Worker and Teacher and Graphics Designer

### **Education**

**Internet Marketing Training: Courses Through  
Brendon Bruchard/Jeff Walker/Kathleen Gage/Andy  
Jenkins/Ed Dale/HJH Mastermind Training & Mentor  
Program – 2009-Current**

**University of Houston: Bachelors Degree -Special  
Education**

**Lamar University: Bachelors Degree –  
Sociology/Psychology**

**Associations**

**(Future Prospects Personnel Service, Inc.)**

**FeeTrader.com (current member)**

**RecruitingBlogs.com (current member)**

**Inter-Personnel Network**

**California Staffing Professionals**

**Top Echelon**

**Houston Independent Personnel Consultants**

**Texas Association of Personnel Consultants**

**Volunteer Experience:**

**Job Seeker Training** for Individuals living in *Special  
Needs Programs-Assisted Living Homes*

**Objective:**

*Provide a connection opportunity for job seekers to find job openings that they need. Offer affordable methods of advertising for even the smallest, recruiting company to successfully fill job openings. **Provide a way that those that need a specific type of connection – can find it quickly, easily and effectively.***

**Keywords:**

Recruiter/

Wordpress/Graphics-Laughing Bird/SEO

Training/Blogging/Branding/Sales/

Entrepreneur/Internet Marketing

Find A Job/Find A Recruiter/

**References Available Upon Request**

## **HR Additional Research Resources -2013-2014**

**[IPA Recruiter Network News - Convention Issue - March 2013-](#)  
**Inter-City Personnel Associates - Recruiter Placements in \$\$\$ in 2012****

**<http://www.topechelon.com/split-placements/features/>  
**Top Echelon Testimonials** – Recruiters Discussing Placement Success**

**<http://welove9am.com/blog/detail/talent-branding-vs.-employer-branding-knowing-the-difference-employing-both>** - Branding Information

**[National Personnel Associates - 2013 Job Forecast Is Positive For Independent Recruiters](#)**

**[2013 Global Recruiting Trends - Business Solutions | LinkedIn](#)**

**<http://www.careerbuildercommunications.com/pdf/CareerBuilder-2013-Forecast.pdf>**

**[Fee Trader.com](#)**

**[Bullhorn - Recruiter Search](#)**

**[Recruitingblogs.com](#)**

**[Allison Doyle: How To Find A Recruiter](#)**

**[Live Career.com - Resume Building Software](#)**

**[Employment network.net](#)**

**<http://recruiting.jobvite.com/jobvite-engage-product-tour-2013/>**

**<http://thehiringsite.careerbuilder.com/>**

**<http://www.inspectorjones.com/human-resources/>**

**<http://www.steamfeed.com/5-reasons-to-use-an-independent-recruiter/>**

**<http://linkhumans.com/about>**

**<http://www.theusrecruitingnetwork.com/rystrom.html>**

*Thank you for taking the time to read my presentation.*

*There is so much potential to help job seekers connect with the recruiter that they need within one website. Adding available candidates, podcasts, online job fairs and virtual interviewing are only some of my plans for this website.*

I look forward to discussing the [Myrecruitingwebsite.com](http://Myrecruitingwebsite.com) Membership website more with you at your convenience.

Sincerely,  
Debbie Foster  
928-978-7600  
[futureprospects@aol.com](mailto:futureprospects@aol.com)



**My Favorite**  
**"I GOT THE JOB SMILE"**

*d.foster*  
*January/2014*