



Staffing Insider

Issue 4

Great Recruiters Make a Great Commitment

Not all staffing companies are the same and not all recruiters are the same either. When selecting a staffing company or recruiter, look beyond the agency's brochure and ask a few questions about credentials.

Ask whether your staffing agency is a member of the Association of Canadian Search, Employment and Staffing Services (ACSESS). ACSESS is the single voice for the employment, recruitment and staffing services industry in Canada. Every ACSESS member has pledged to uphold the industry's code of ethics and standards. This code addresses everything from disclosure of information to adherence to laws and respect of individuals.

Also look for the initials "CPC" behind a recruiter's name. The Certified Personnel Consultant Program is the only certification for professionals working within the Canadian staffing industry. A recruiter with the "CPC" credentials has made a commitment to the industry and to professional performance. Think of the CPC designation as the staffing industry's equivalent to the CHRP for human resource professionals.

CPC exams address important topics such as the legal aspects of staffing services, human rights, privacy laws, employment standards, health and safety, employment equity, selection techniques and industry ethics.

As employers and human resource professionals, we take great care in verifying the credentials of each and every candidate we consider, so why wouldn't we take equal care in verifying the credentials of the staffing companies and recruiters who make the candidate referrals? Hire with confidence. Look for the ACSESS logo and the initials "CPC". You can read more about ACSESS and also find a list of member companies at www.acsess.org. Of course, we are proud members of ACSESS and take our professional commitment seriously.

We will continue to share insider information about the employment and recruitment marketplace in future issues of the *Staffing Insider*. We would encourage you to [subscribe to our electronic newsletter](#) if you are interested in joining the discussion about HR issues and solutions in the upcoming recovery.



Association of Canadian Search,
Employment and Staffing Services

Association Nationale des Entreprises en
Recrutement et Placement de Personnel

10 YEARS

This issue of the Staffing Insider was written by Steve Jones, President of The People Bank with content contributed from Shelley Trenouth, President of Placement Group. The Staffing Insider is a regularly published insider's view of human resources issues and staffing industry best practices, trends and success stories. Aimco Staffing Solutions, Allen Professional Search, La Banque de Personnel, Placement Group and The People Bank are all specialty divisions of Design Group Staffing Inc.