

Building a Safe Workforce Begins with the New Employee Search

– Midwest highway striping employer finds trainable employees online –

Brent Dennis knows the value of a quality, trained workforce. An executive with highway, airport and parking lot striping company DPLM Inc., Dennis' crews must understand the importance of maintaining a safe work site.

"Being educated on safety doesn't just protect our employees," said Dennis. "It's also vital for the protection of the driving public we work alongside."

Ensuring that all workers – not solely foremen – are training in American Traffic Safety Service Association (ATSSA) principals is a goal of DPLM's. Yet Dennis is not hung up on hiring only those applicants with training already under their belt.

"Nine out of ten times, we are training our new employees," said Dennis, who looks first for employees who will work hard, second for employees with certifications on their resumes.

Dennis has most recently turned to online job board AGCiajobs.com, a niche careers Web site serving the road and bridge construction industry in Iowa. Because Dennis' crews work the entire state of Iowa, as well as bordering states Missouri, Nebraska and Kansas, the job board is perfectly matched to his needs.

"We've used newspaper and magazine ads in the past to drum up qualified applicants," said Dennis, who employs nearly 50 workers during peak season. "It doesn't compare to AGCiajobs.com in terms of affordability and ease."

DPLM hired five employees in the first four months of posting open positions on AGCiajobs.com. According to Dennis, the quantity of resumes caught him by surprise, but it was the ease of use that really made the Web site work for him.

"AGCiajobs.com makes the search for new employees painless," said Dennis. "I can come back in a couple days or a couple of weeks, and all of my information is stored and simple to bring up."

Because Dennis has specific criteria he believes determines a hard-working, trainable employee, he has found the personal assistance offered by AGCiajobs.com consultants to be extremely beneficial.

"They really work with you to make sure your profile is set up correctly," said Dennis. "That makes all the difference in attracting the best people to our open positions."

"If I had to sum up our experience with AGCiajobs.com, I'd say 'simple,'" said Dennis. "They really know how to take the hassle out of the process of hiring."