

### **New York Companies Search for Employees Across the Nation**

The southern migration of many trade workers has made catching a good hire very difficult in the central New York labor pool. “Most people move to southern regions like North and South Carolina,” said Lou Fekete, general manager of Widewaters Heating & Air Conditioning.

As skilled workers move to warmer climates to tap into the construction jobs fueled by tourism and retirement industries, New York has watched its population of technically trained personnel shrink by the year.

“There’s a huge demand for technical skills and not very many people.” Fekete noted.

Fekete oversees the entire company, which focuses on commercial HVAC throughout the state and is a U.S. representative of Trend Products. To keep Widewaters Heating & Air Conditioning running strong, he needs to find the right people at the right time to fill open positions.

Prior to using MEP Jobs, an online job board serving the mechanical, electrical and plumbing niche, Fekete fished for new candidates through the newspaper, local manpower agencies and the state’s unemployment department online job search. Fekete found it challenging to locate workers through these avenues and appreciates the benefits of MEP Jobs’ targeted market and broad reach.

### **Broader Reach + Narrow Focus = More Applicants**

“The big advantage of MEP Jobs is that you can view the qualifications of people passively looking for new careers and those actively seeking immediate employment,” Fekete said. “This site also increases the number of people I can choose from. If I’m lucky, I’ll get two possible candidates from a newspaper advertisement in a week. From an MEP Jobs posting, I receive 15 to 20 applicants in the same time period.”

Because of the online format of MEP Jobs, Fekete has the opportunity to recruit skilled people who may not be local, but are willing to relocate. Also, MEP Jobs doesn’t charge by the length of job postings, so Fekete can include much more description than he could fit in a short newspaper advertisement.

In addition to posting jobs, Fekete also participates in the MEP Jobs Talent Alert service, a candidate matching tool. When resumes matching the candidate profile he has submitted enter the system, Fekete receives an e-mail. These notices distinguish between individuals who are just feeling the waters for new jobs and those who are specifically answering his call for applicants.

Fekete appreciates access to the better-stocked applicant pool available through MEP Jobs and the excellent customer service from his MEP representative. “It’s rare to hire off the street,” Fekete said. “We need to use every avenue we have to hire people.”