

MEDIA RELEASE

**Singapore Job Seekers Fall Short In Marketing
Their Talent to Employers**

- Global survey by Kelly Services unveils findings on the recruitment process -

SINGAPORE, January 29, 2008 – About two thirds of Singapore job seekers say they perform well during job interviews, but more than a third feel their CV's may not be presenting themselves to employers in the best possible way according to Kelly Services.

Kelly Services, a global Fortune 500 company offering staffing solutions, sought the views of more than 115,000 people in 33 countries and territories including more than 2,100 in Singapore on a wide range of issues about how they find jobs and how they deal with aspects of the recruitment process.

Key Findings in Singapore:

- 62% are confident in face-to-face job interviews
- 43% doubt if their CV presents them in the best possible way
- Only 5% think that 'level of education' is the best indicator of job suitability
- 54% nominate 'waiting for a response' as the worst part of the recruitment process

Sixty-two percent of respondents said they perform well during face-to-face job interviews, 14% said they did not and 24% were unsure.

The survey also found that 57% of respondents were confident their CV presented them to employers in the best possible way, but 43% have doubts.

Women were less confident that their CV presented them in the best way than men, and those aged under 20 were more likely to lack confidence in their CV than other age groups.

"Candidates often only get a brief chance to sell themselves to a potential employer so they need to make the most of every opportunity," said Dharendra Shantilal, Senior Vice-President, Kelly Services Asia-Pacific.

"This means having a well crafted CV and a clear idea of their strengths as an employee. It also helps if candidates can gather some detail about the organization before an interview to identify how their particular experience and background can add value to the prospective employer".

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Even though the task of applying for jobs and facing an interview can be daunting, it's not the worst part of the recruitment process according to candidates.

The worst aspect of the recruitment process, nominated by 54% of respondents was 'waiting for a response', followed by 'searching for jobs' (18%), 'attending interviews' (15%), 'filling in application forms' (8%) and 'preparing resume/CVs' (6%).

The factors that best determine a person's job suitability were also canvassed in the survey. When asked what single attribute people considered to be the best indicator of job suitability, the most cited factor was attitude/personality indicated by 50% of respondents, followed by work experience (34%). Other factors such as interview performance, level of education, reference checks and psychological test results all rated low.

Despite the uncertainties on the part of some candidates about their capacity to perform well in the recruitment process, most felt they received a fair hearing from employers. When asked if they felt employers treated them fairly in the interview process, 64% said they did.

Online Recruitment Gaining Popularity

The most common method used by respondents to find their most recent job was online advertisements cited by 30% of respondents, followed by 'word of mouth' (20%), a direct call from an employer or recruiter (16%) and newspaper advertisement (16%).

A total of 77% of respondents said they had posted their CV to an online database.

Seventy percent of respondents said they found online recruitment effective compared with 56% who were happy with the results from traditional written and posted applications.

"This shows that candidates have embraced the internet as a popular way of finding a job," said Mr Shantilal.

"People are now very confident about applying for jobs online while employers are becoming much more skilled at dealing with the online recruitment phenomenon".

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About Kelly Services, Inc.

Kelly Services, Inc. (NASDAQ: KELYA, KELYB) is a Fortune 500 company headquartered in Troy, Michigan, USA, offering staffing solutions that include temporary staffing services, outsourcing, vendor on-site and full-time placement. Kelly operates in 37 countries and territories. Kelly provides employment to more than 750,000 employees annually, with skills including office services, accounting, engineering, information technology, legal, science, marketing, creative services, light industrial, education, and health care. Revenue in 2007 was \$5.7 billion. Visit www.kellyservices.com.

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Notes to Editor

Kelly Services Global Workforce Survey 2008

Kelly Services surveyed approximately 115,000 people in 33 countries and territories throughout Europe, North and South America and the Asia Pacific during late 2007.

Respondents completed a questionnaire on the Kelly Services website or at our office locations.

Analysis of the raw data was undertaken by an independent statistical analyst.