

21-50 employees

John Galt's Training Camp Builds Foundation for Those Committed to Excelling



John Galt begins investing in their employees the moment they join the team. Whether they're a staffing industry veteran or a recent college graduate with no experience, John Galt gives them the resources, training, and teammates to be successful from day one. This staffing firm's commitment to foundational training and employee camaraderie earns it a spot on Staffing Industry Analysts' 2018 Best Staffing Firms to Work For list.

John Racho, Vice President and co-founder of the Burlington, Ma.-based staffing firm, serves as corporate trainer for the company's 10-12 week Training Camp.

"This is where we lay the foundation that will serve them well throughout their professional career. Not only are they in a dedicated wing of our company, they have time to be in a classroom, role play, put things into practice, and get back in the classroom. I tell them, 'I'll be patient if you'll be patient,'" said Racho.

The first stage that trainees go through is an orientation to John Galt and the staffing industry as a whole. Many new employees are fresh out of college, and Racho believes it's important to not take that for granted.

"When you're first starting your first full-time position, a lot of people have no idea what they're doing. I think John Galt really paves the way – they want to make sure that the people who are coming in have successful and long-term careers here, and they try to build that from the start," said Brianna Rice, technical lead and 2015 Training Camp graduate.

The second stage of Training Camp focuses on relationship-building. Through various interactive activities

and role-playing, trainees are able to learn about building rapport with clients.

"What sets John Galt apart when it comes to our customers is the quality of our relationships. We pride ourselves on not being order-takers or resume-pushers," said Racho.

The final stage of the camp focuses on execution. During these modules, trainees are taught processes to increase the probability of finding the best candidates for clients quickly. The camp ends on a high note, when trainees bring together everything they've learned in a game of John Galt Family Feud.

"We review all the material that we dug in on all summer and bring it to life again in a fun way. They leave Training Camp prepared and ready to integrate into their assigned high-performance teams," said Racho.

For many trainees, the highlight of Training Camp is the mentorship program. All trainees are matched with senior employees who provide guidance and resources throughout training camp and beyond. At John Galt, senior employees are heavily invested in the success of their new employees.

"That's a perk in itself because it's a fellow recruiter or possibly a salesperson on the floor. It's immediately like you have a friend to go to and say, 'Hey, I have no idea what I'm doing,' and they say, 'I'll help you.' Both inside and outside the workplace, I feel cared about," said Rice.



Sales Training & Team Building in Sarasota, Florida

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