



American Staffing Association

WELCOME

ASA North Carolina Staffing and Recruiting Conference

Welcome

Jason Schafer, CSP

Regional Director, BelFlex Staffing Network
Chairman, North Carolina Council



About Our Council

- Comprised of ASA members in the state
- Advises ASA on local issues and opportunities
- Supports the design and implementation of programs
- Helps create resources that support the industry at a local level
- Engages with local leaders, organizations, and regulators



North Carolina Council Leaders

- Jill Balick, Mee Derby & Co.
- Tanya Bennett, DecisionPathHR
- Laura Cole, CSP, Staffmark
- James Etringer, WorkForce Unlimited
- Will Graham, TSC, CSP, Graham Personnel Services
- Kevin Griffin, AVANT Group LLC
- Christina Jarrett, JarrCo Staffing Solutions
- Jason Perillo, CSP, CCS Construction Staffing
- Jason Schafer, CSP, BelFlex Staffing Network
- Allen Tuttle, Allegiance Staffing LLC
- Wendy Ward, Catawba Valley Staffing

Thank You

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Corporate Partners



ASA Update

Teryn Zmuda

Director Regional Councils and Chapters
American Staffing Association



ASA Update

- ASA Strategic Initiatives
- ASA Staffing Industry Playbook Highlights
- State Statistics
- Public Policy and Advocacy
- Membership Resources

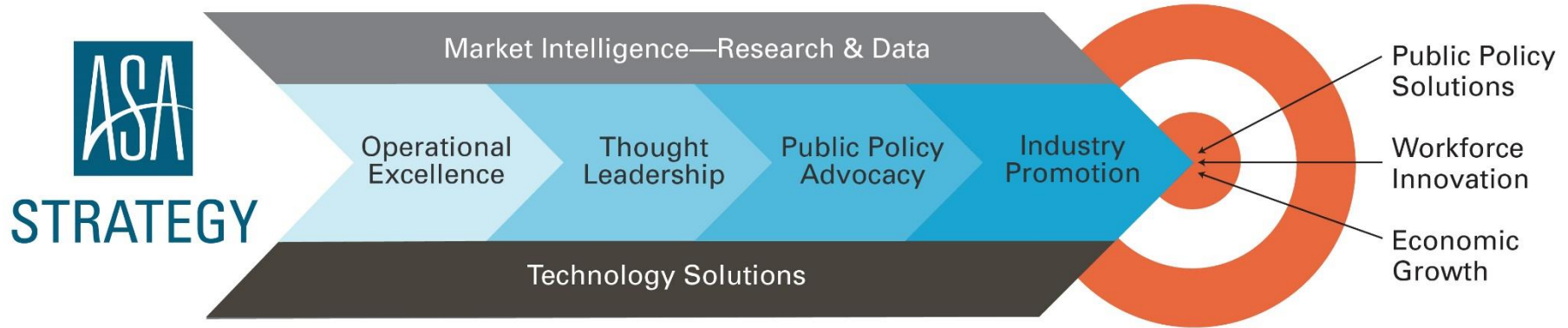
Why ASA?

The American Staffing Association is the voice of the U.S. staffing, recruiting, and workforce solutions industry. ASA and its member companies are leaders, advocates, and innovators who are shaping the future of business.

Membership offers

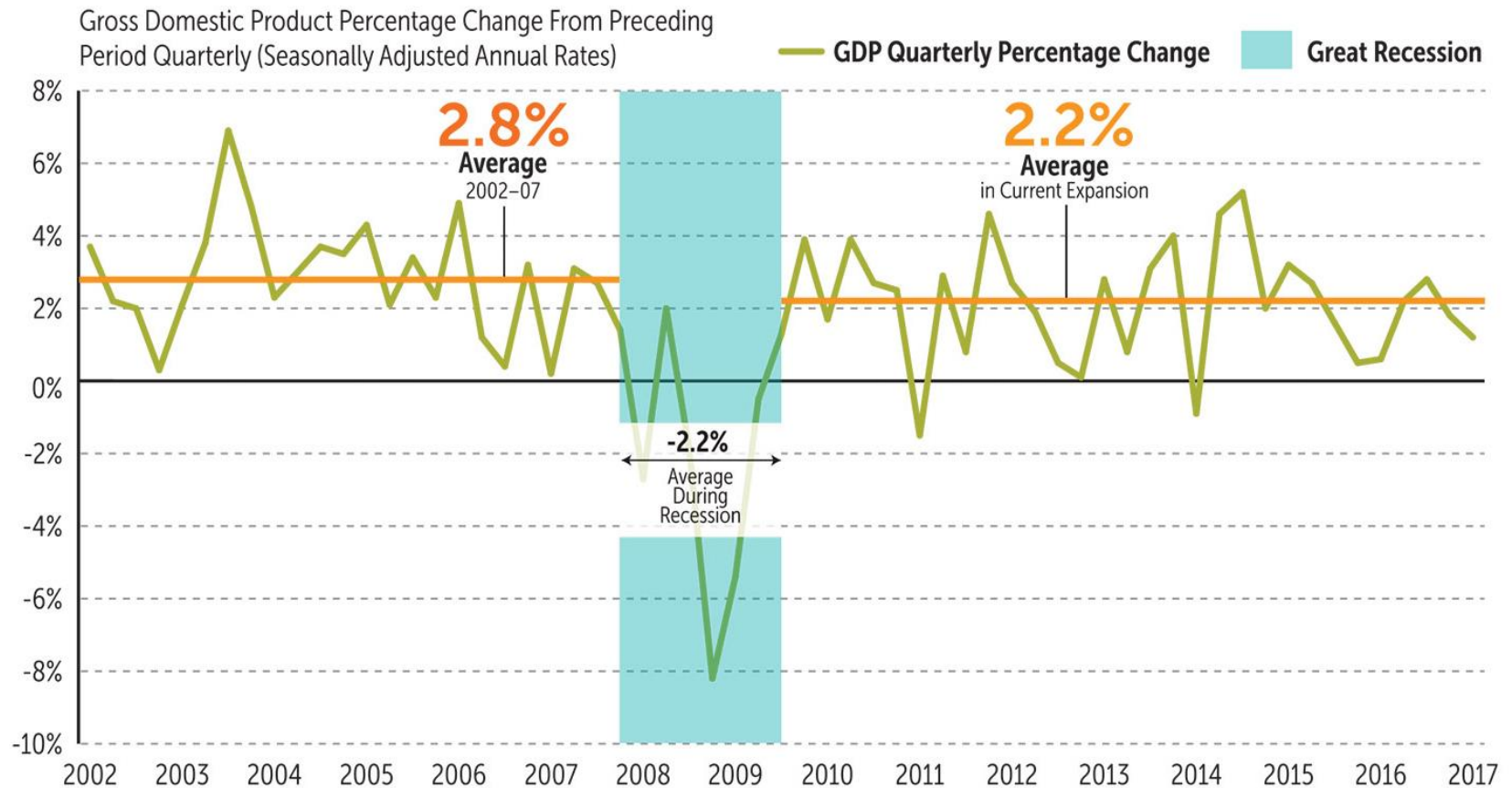
- Legal compliance and advocacy
- Industry research and data
- Professional development and certification
- Marketing resources
- Publications
- Being part of the community that includes the country's leading staffing, recruiting, and workforce solutions firms

ASA Strategic Plan



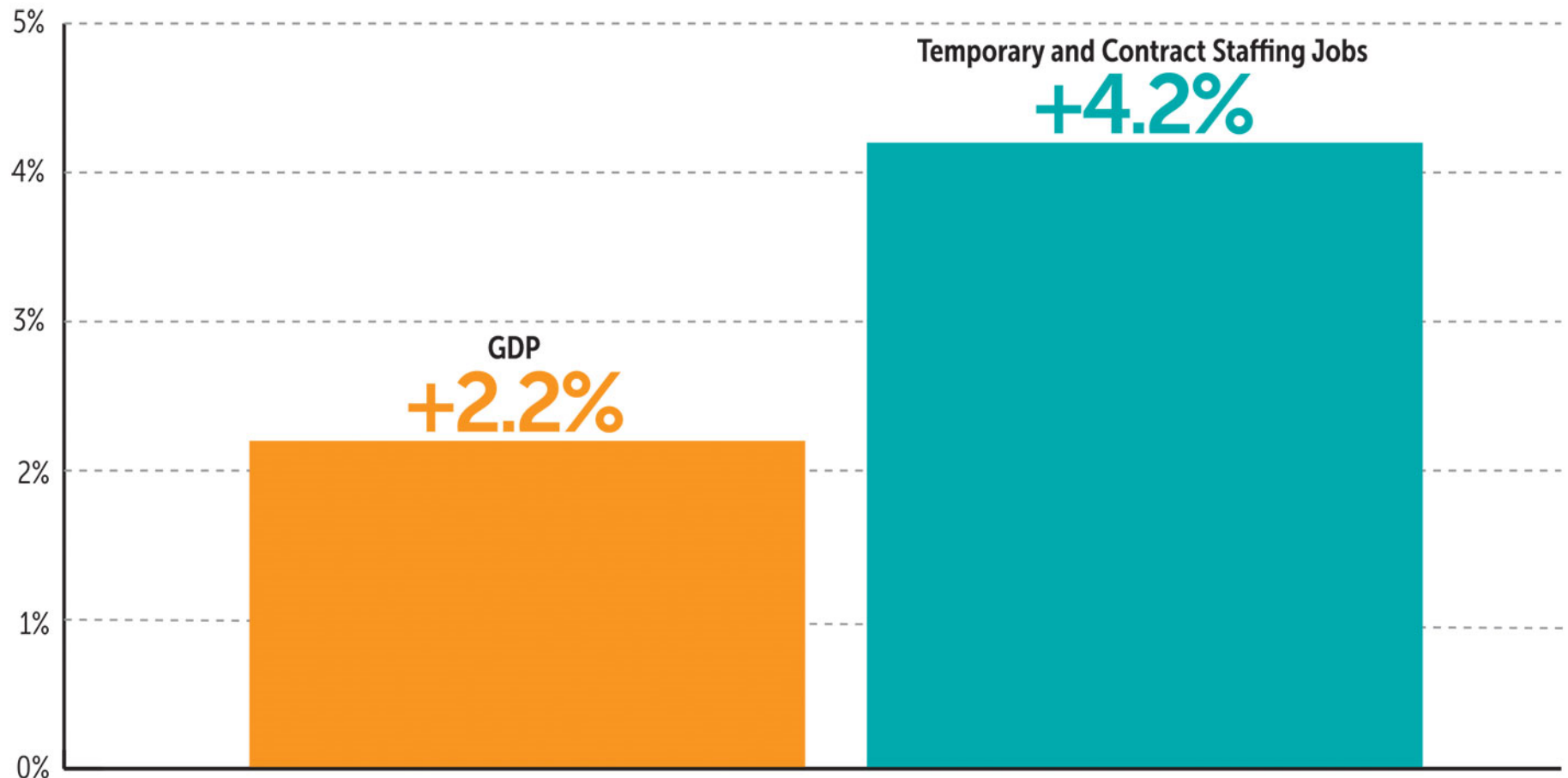
- Overall Goal: Position the industry as an essential driver of workforce innovation, growth, and public policy solutions
- Objectives
 - Expand public policy solutions and thought leadership
 - Promote the industry
 - Enhance operational excellence

GDP Growth in Current Expansion Moderate



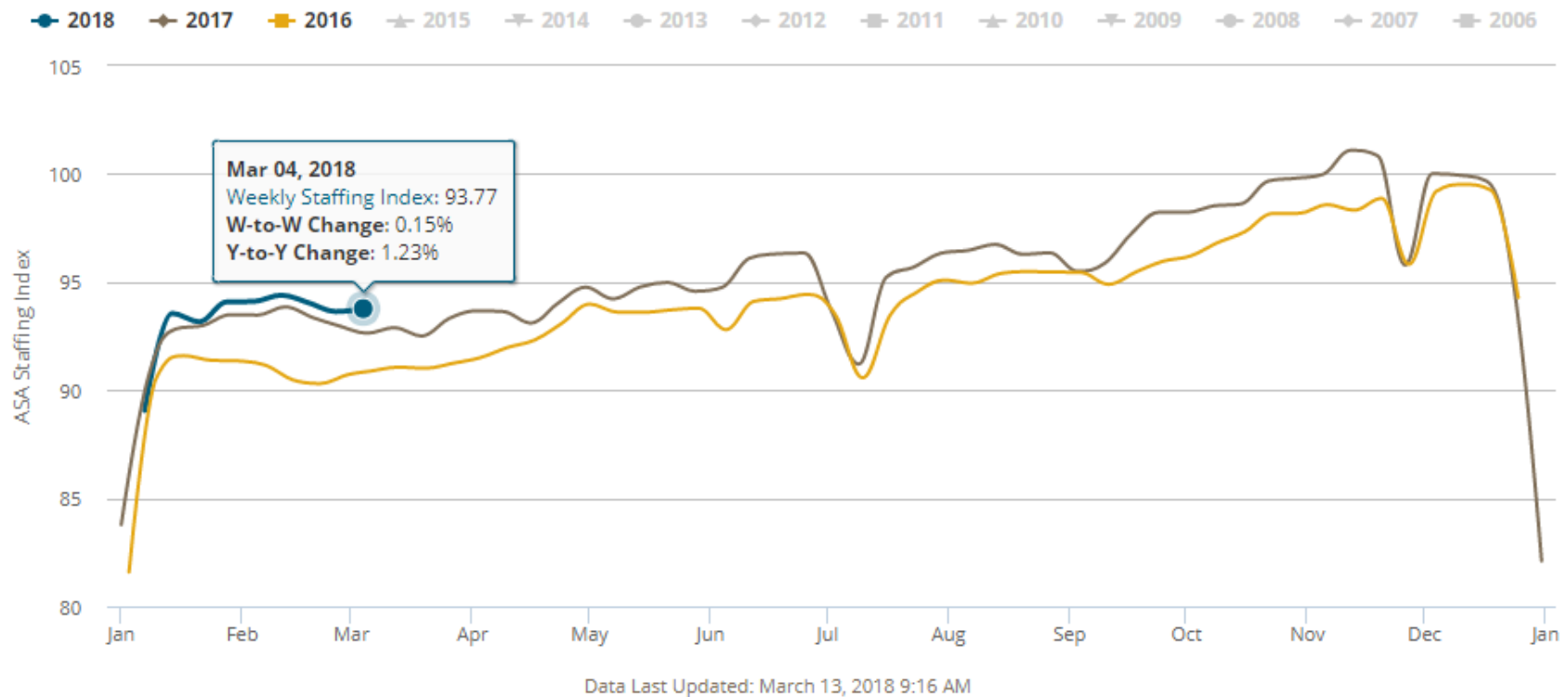
Source: U.S. Bureau of Economic Analysis

Staffing Growth Surpasses GDP



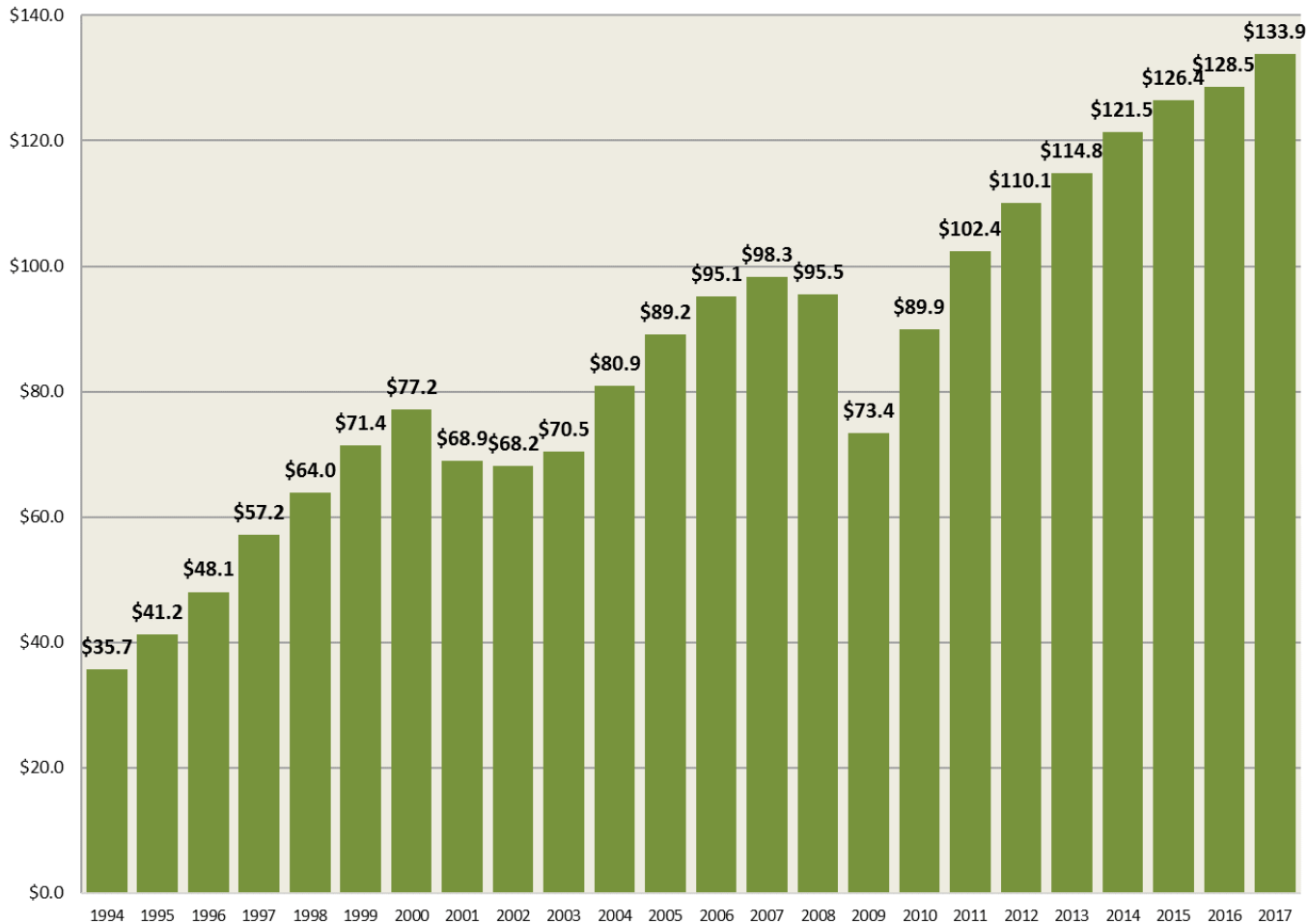
Source: American Staffing Association, U.S. Bureau of Economic Analysis

Staffing Employment Remains Seasonally Robust

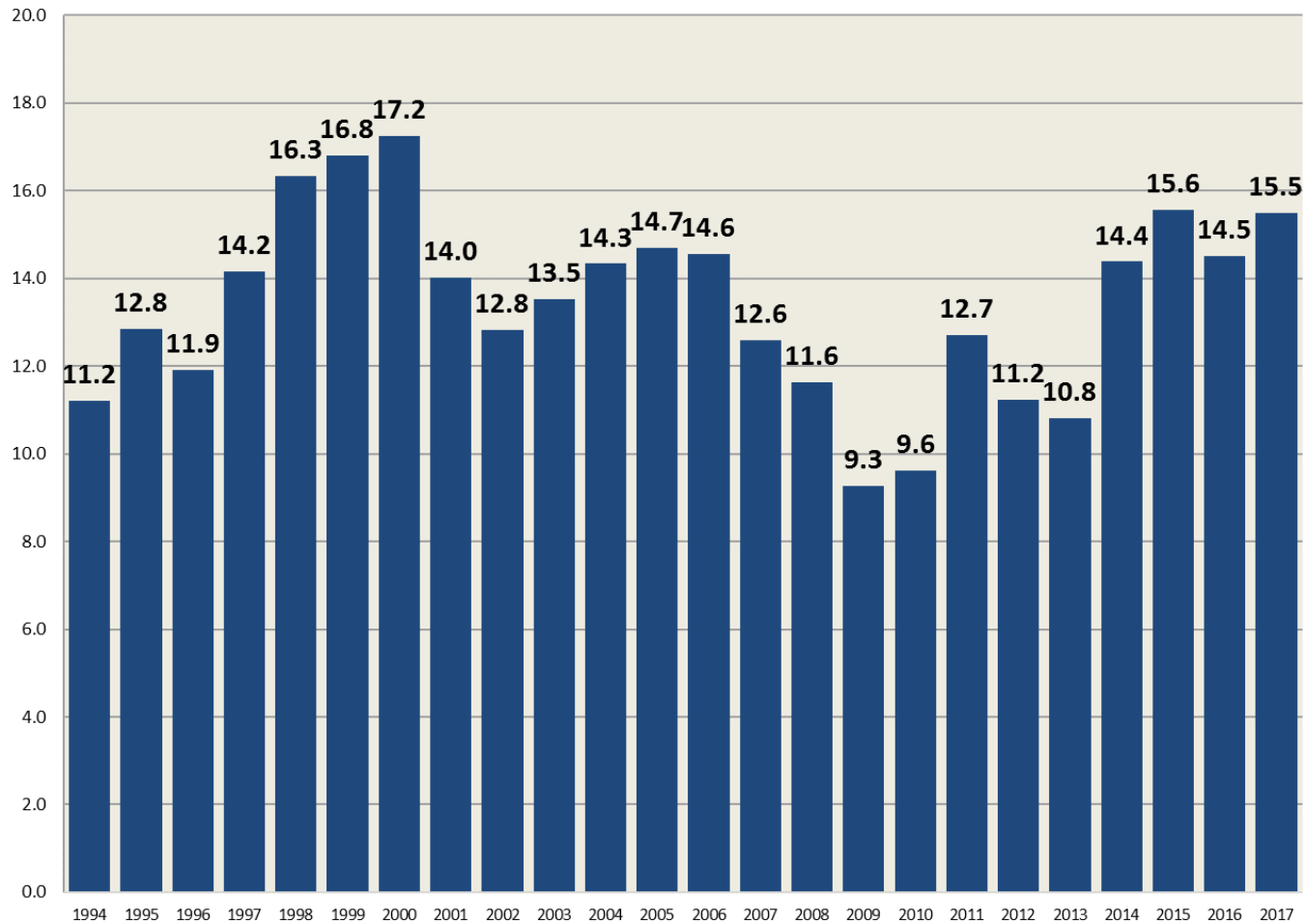


Staffing Sales Up 4.2% in 2017

Total Annual Temporary and Contract Staffing Sales (in Billions)

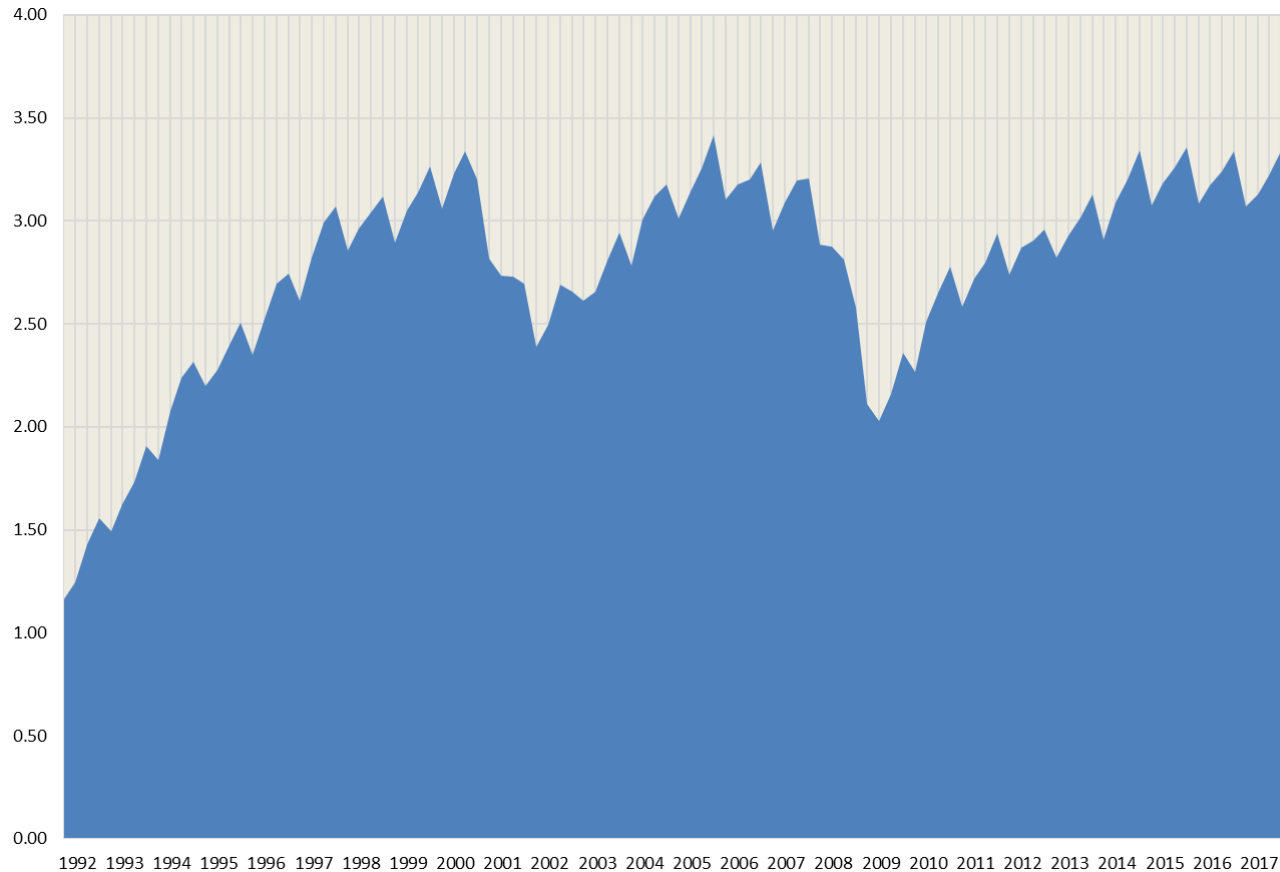


15.5M Staffing Employees During 2017



Average of 3.19M Staffing Employees Work On Any Given Day

Average Weekly Temporary and Contract Staffing Employment by Quarter (in Millions)



Staffing Firms Employed 430,500 Workers in North Carolina



AT A GLANCE: 2016 North Carolina Staffing Statistics

- Average number of temporary workers each week: 95,200
- Annual staffing employment: 430,500
- Average annual earnings per job: \$37,100
- Total annual sales: \$4.3 billion
- Estimated number of offices: 1,130

Sources: Economic Modeling Specialists Intl. (EMSI), a CareerBuilder company; U.S. Census Bureau; and the American Staffing Association.

Staffing Firms Employed 294,200 Workers in South Carolina

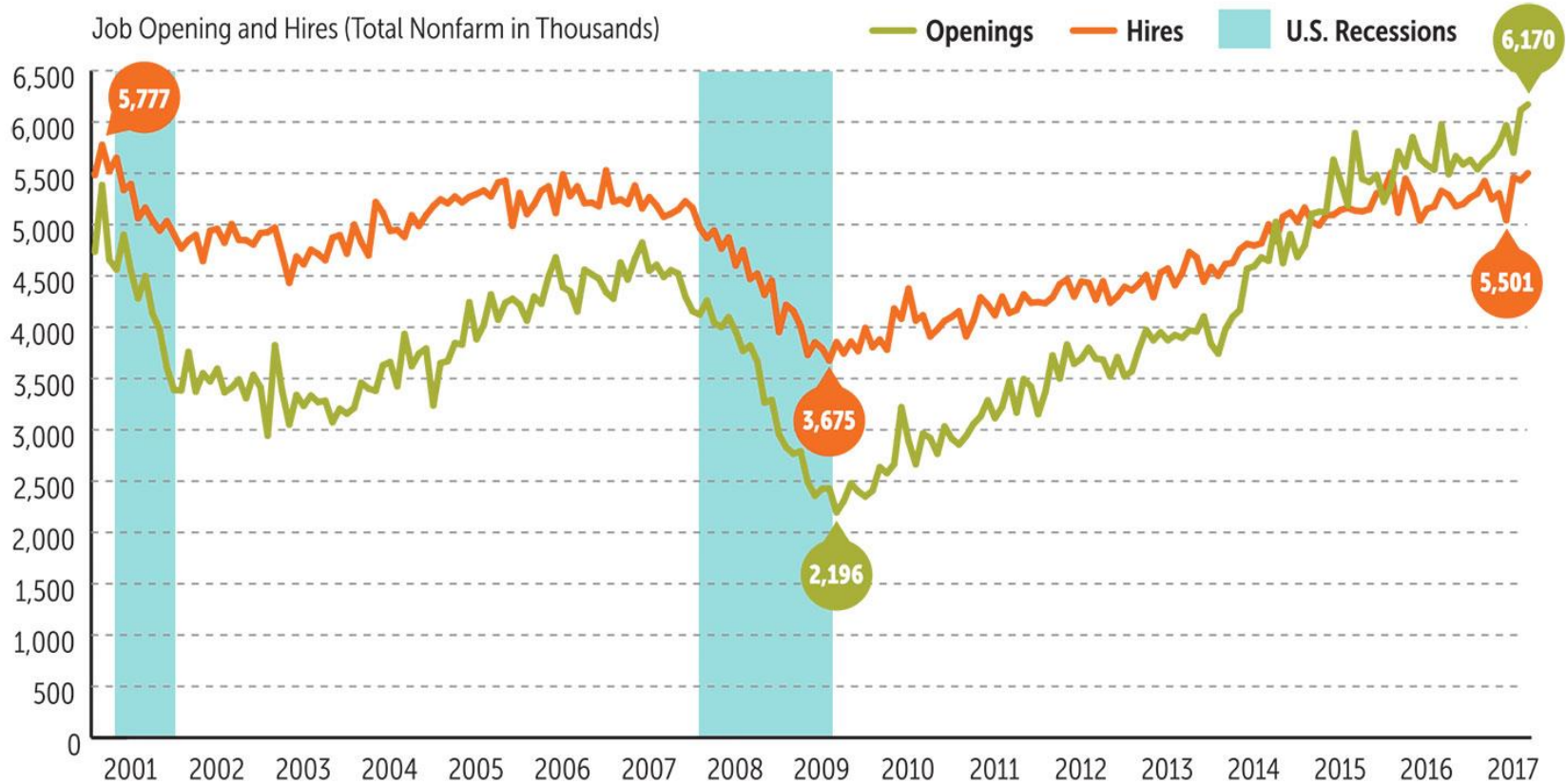


AT A GLANCE: 2016 South Carolina Staffing Statistics

- Average number of temporary workers each week: 65,100
- Annual staffing employment: 294,200
- Average annual earnings per job: \$33,600
- Total annual sales: \$1.8 billion
- Estimated number of offices: 550

Sources: Economic Modeling Specialists Intl. (EMSI), a CareerBuilder company; U.S. Census Bureau; and the American Staffing Association.

Job Openings Reach Highest Level Since 2000, Exceeding Hires



Top Five Job-Growth Sectors Through 2026

Growing Sectors	Projected 2026 Jobs ('000s)	Contributing Growth Factors
Health care and social assistance	23,054.6	Aging population, longer life expectancies, and growing rates of chronic conditions
Professional and business services (including employment services)	22,295.3	Increasing demand for staffing services
State and local government	20,216.6	Enrollment rate increases in postsecondary education
Leisure and hospitality	16,939.4	Increasing use of technology
Retail trade	16,232.7	Online shopping and self-checkout

Source: American Staffing Association analysis of U.S. Bureau of Labor Statistics projections

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American Staffing Association




ASA American Staffing Association
RESEARCH BRIEF
DATA TO DRIVE YOUR BUSINESS DECISIONS

This newsletter is a quick guide to the latest ASA research and data.

New Research, Resources & Updates

- [Staffing Statistics](#) by State
- [3Q17](#) Staffing Trends and Historical Data
- [Interactive](#) Beige Book Summary
- Temporary Help [Wage Tool](#)



Staffing Industry Staples

Read an [Overview](#) of the Staffing Ind-

@StaffingData

2018 Initiatives—*The New Language of Staffing*



INTRODUCTION 03	WHERE THE INDUSTRY STARTED 07	THE JOB SEEKER MINDSET 11
THE INDUSTRY'S VALUE PROPOSITION FOR JOB SEEKERS 15	BRINGING THE VALUE PROPOSITION TO LIFE 17	THE NEW LEXICON 27
'LANGUAGE TO USE' AND 'LANGUAGE TO LOSE' SUMMARY 33		
SURVEY HIGHLIGHTS AND INSIGHTS 37	MESSAGE ARCHITECTURE FOR JOB SEEKERS 45	

americanstaffing.net/new-language



2018 Initiatives—Tech Center

[Home](#) › [Industry Professionals](#)

Staffing Industry Tech Center

Welcome to the Staffing Industry Tech Center, launched by ASA to provide its members with the targeted technology news, trends, and analysis they need to make strategic business decisions.

ASA Launches Staffing Industry Tech Center

ASA has created the online Staffing Industry Tech Center as part of the association's multifaceted strategic plan which includes a strong technology-related component. ASA has partnered with Talent Tech Labs, an organization that engages in investigation, research, validation, and acceleration of talent acquisition technology. The overarching goal of this partnership is to provide ASA members with strategic information that aims to tackle the talent shortage. Questions? Contact ASA at 703-253-2020.



STAFFING TECH ECOSYSTEM

Harnessing the Power of Staffing Technology

At Staffing World® 2017 Tech Park, ASA released a powerful new tool—the Essential Elements of Staffing Technology, an integrated ecosystem map that details the functionality of emerging technologies and companies. Download the entire map or explore it using these interactive options.

[Go to the ecosystem »](#)



TECHNOLOGY TRENDS

Top 5 Talent Acquisition Technology Trends for 2018

The flagship magazine for ASA members has launched a new section dedicated to technology-related trends and solutions affecting the staffing and recruiting industry. Here is the latest Technology Trends content published in *Staffing Success*.

[Read more »](#)



STAFFING WORLD TECH PARK

Tech Park Debuts at ASA Convention and Expo

The Staffing World Tech Park made its debut last fall at the annual ASA convention and expo in Chicago. At the Tech Park, staffing professionals took part in focused presentations on technology-related solutions specific to their business operations. Due to the Tech Park's overwhelming success, ASA will expand its offerings at Staffing World 2018.

[Learn more »](#)

Staffing Industry Tech Center

americanstaffing.net/techcenter



2018 Initiatives—ASA Mentor Match

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American Staffing Association

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[Mentor Match Program](#)

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Companies](#) ▾

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Welcome to the ASA Mentor Match Program

Mentor Match, a new benefit for members of the American Staffing Association, is an online tool that connects mentors and mentees to share experiences and provide guidance to industry peers for career development.

Mentor Match allows you to make valuable industry connections, define career goals, enhance leadership skills, and gain insight from staffing peers. The program is about growing professionally and networking with fellow ASA members; it is not about finding a job.

The mentoring platform is user-driven, allowing registered mentees to search among registered mentors using specified criteria to find individuals whose experience and expertise match areas in which they wish to be mentored. Likewise, registered mentors can search for and identify potential mentees.

Ready to get started?

Take the first step in growing professionally and networking with your fellow ASA members by signing up as a mentor or mentee. Questions about getting started? Contact volunteer@americanstaffing.net.

The online forms for the Mentor Match program will be live soon! If you'd like to be notified when they are available, please email



68% More than two-thirds of staffing professionals agree that mentors and coaches are critical to career advancement.

Source: ASA Staffing Career Survey

Mentor Match Program Highlights

Cost: Free to ASA members

Duration: Six months

Time Commitment: One-hour minimum per month

Venue: Face-to-face or phone/email



2018 Initiatives—Addressing Workplace Harassment

ASA Legal Team

Staffing Laws

Legal Resources

ASA Legal Publications

Legal Line Archive



DECEMBER 2017 Brittany Sakata, Esq.

Addressing Workplace Harassment

In this month's installment of ASA Legal Line, ASA associate general counsel Brittany Sakata, Esq. explains steps staffing firms should take to prevent and address workplace sexual harassment claims.



Comments

Leave a Comment



ASA Legal–Legislative Agenda

- Workplace Safety
- Health Care Reform
- Scheduling Requirements
- Immigration Reform
- Mandated Leave Benefits
- Labor Relations
- Wage Notice Requirements
- Sales Taxes
- Unemployment Insurance
- Vicarious Liability



Additional Programs and Initiatives

- Up-at-Night Survey
- Staffing Employee Survey
- Onboarding certificate program
- Virtual roundtables
- Regional events
- Volunteer opportunities



Connect With Your Peers



- Join 22,000+ of your industry peers
- Share expertise and ask questions about industry topics
- Use directory to search for peers by sector, job responsibility, geographic location, and more



[*asacentral/americanstaffing.net*](http://asacentral/americanstaffing.net)



ASA Genius Awards

- Honors best member firm communications and marketing programs of the year
- **Deadline July 1**



ASA Care Awards

- Honors best member, chapter, and regional council social responsibility programs of the year
- **Deadline July 1**



National Staffing of the Year and Sector All-Stars:

- Honors exceptional temporary and contract employees in five staffing industry sectors
- **Deadline Aug. 1**



2018 
**STAFFING
LAW**
CONFERENCE
May 10-11 | Washington, DC

STAFFING[®]
WORLD

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Oct. 16-18 ■ Metro Washington, DC
ASA Convention & Expo



8 CE

Give ASA Your Feedback



North Carolina Staffing & Recruiting Conference Evaluation

Thank you for attending the 2018 North Carolina Staffing & Recruiting Conference. To help ASA enhance future events, please complete this evaluation.

How satisfied were you with the following aspects of the event?

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied
Overall conference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Topics covered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rate your satisfaction with each of the sessions you attended on Thursday, March 22.

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Did not attend
Welcome and ASA Industry Update (Jason Schafer, CSP, Teryn Zmuda; 9:30–10:15 a.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Upskilling and Reskilling of American Workers (Kelly McCreight, CSP; 10:15–11:15 a.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trending Insights Roundtables (11:30 a.m.–1 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lunch and Special Presentation (Joyce Russell; 1–2 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Heart of Dialogue—Opening the Client Conversation (Mark Murphy; 2–3 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Federal Legal & Legislative Update (Toby Malara, Esq.; 4–5 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking Reception (5–6:30 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thank You

Questions?

