



American Staffing Association

WELCOME

# ASA Texas Staffing and Recruiting Conference

# Welcome

Chuck Novick  
President, CnStaffing Inc  
Chairman, ASA Texas Council



ASA Regional Councils are composed of volunteers that enhance the membership experience within the state. ASA regional council leaders

- provide insight and guidance on state specific issues
- create education and networking opportunities at the state and local level
- serve as ambassadors and increase volunteer and member engagement
- provide strategic direction and work in partnership with staff to execute ASA mission



# ASA Texas Council Leaders

- Noni Ahlfinger-Richardson, CoWorx Staffing
- Samira Alimohammad, Specialist Staffing Solutions Inc.
- Allen Baker Jr., BG Staffing
- Delia Bennett, TimeLine Staffing LLC
- James Bowmer, Workway Inc.
- Rick Burnett, Burnett Specialists
- Frederick Cartmill, FJC Personnel LLC
- Chanel Daehn, Choice Staffing
- Tiffany Dean-Wright, CSP, CHP, Smith & Dean Inc.
- Christopher Deeds, EnergiPersonnel
- Jennifer Hamilton PHR, CTS, CPC, CSP, High Profile Staffing Services
- David L. Howard, Staff Force Inc.

# ASA Texas Council Leaders

- Kelly Hudson CSP, LeadingEdge Personnel Ltd
- Daniel S. Jimmie, InMotion Software
- Mary Kittrell-Kinkaid, CSP, Kittrell Staffing
- Hamid Mangalji, Cardinal Med Staffing
- Almay McLeroy, TSC, CSP, BEPC Incorporated
- Danny Minor CSP, Allegiance Staffing LLC
- Annette Monks, Carlton Staffing
- Charles Novick, CnStaffing Inc.
- Tori Rasberry CSP, Staff Force Inc.
- Leslie Rossmeier, Optec Gente Inc.
- James Mark Turnip, The HT Group
- Larry Williams, VIP Staffing

# Thank You

## Sponsors

### Platinum



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# Corporate Partners



# ASA Industry Update

Teryn Zmuda, Director of 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

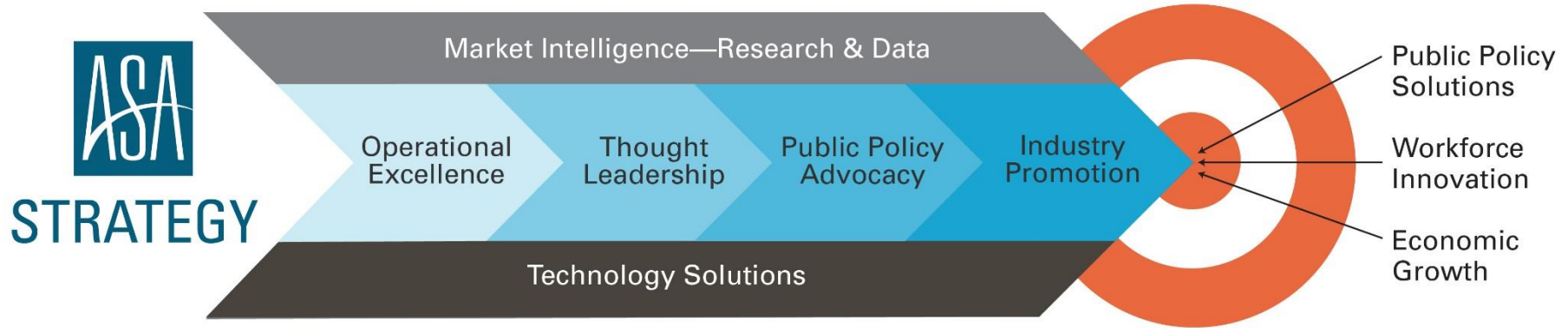
# Why ASA?

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

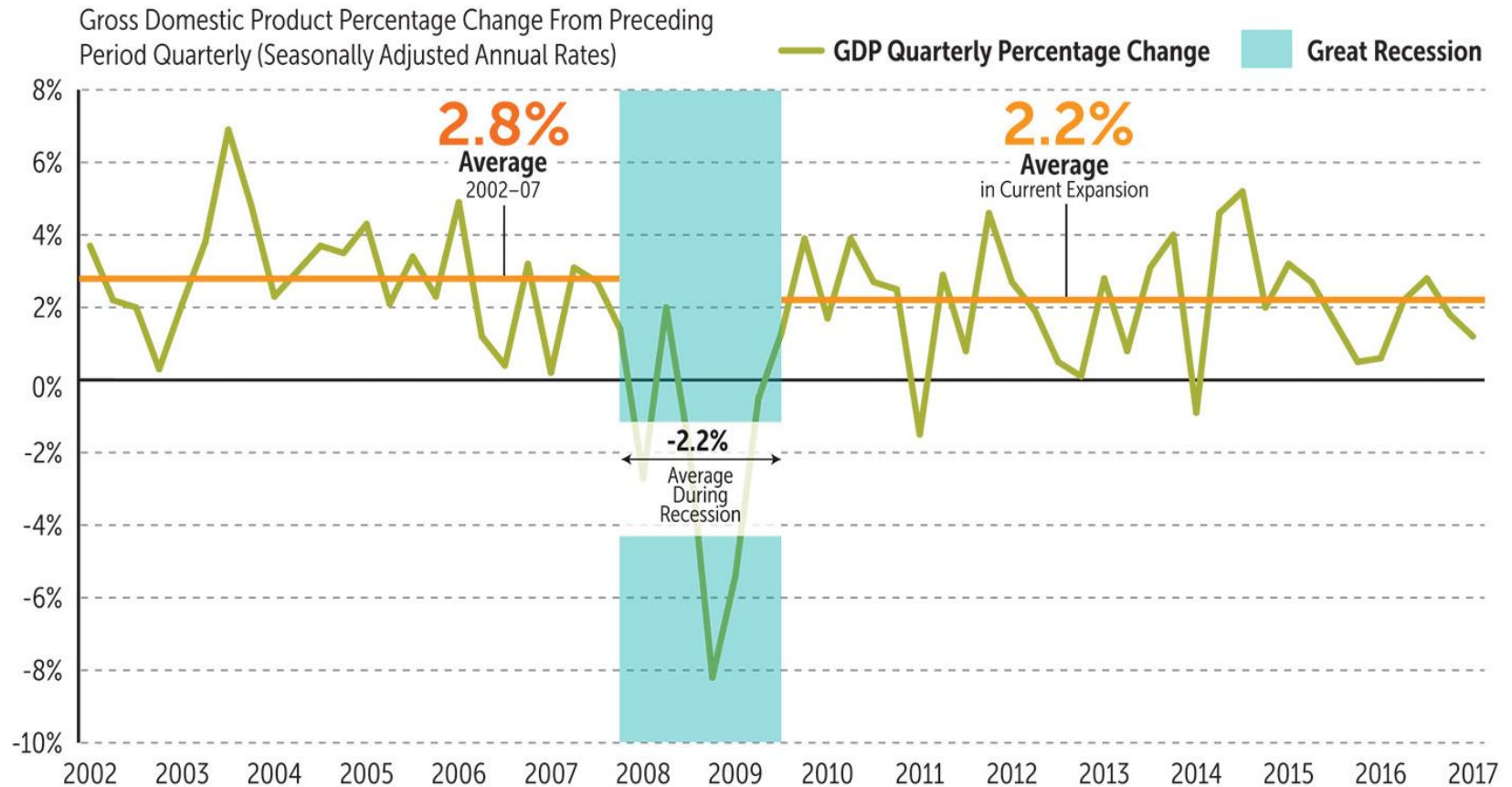
- Legal compliance and advocacy
- Industry research and data
- Professional development and certification
- Marketing resources
- Publications
- Being part of the community that includes the country's leading staffing, recruiting, and workforce solutions firms

# ASA Strategic Plan

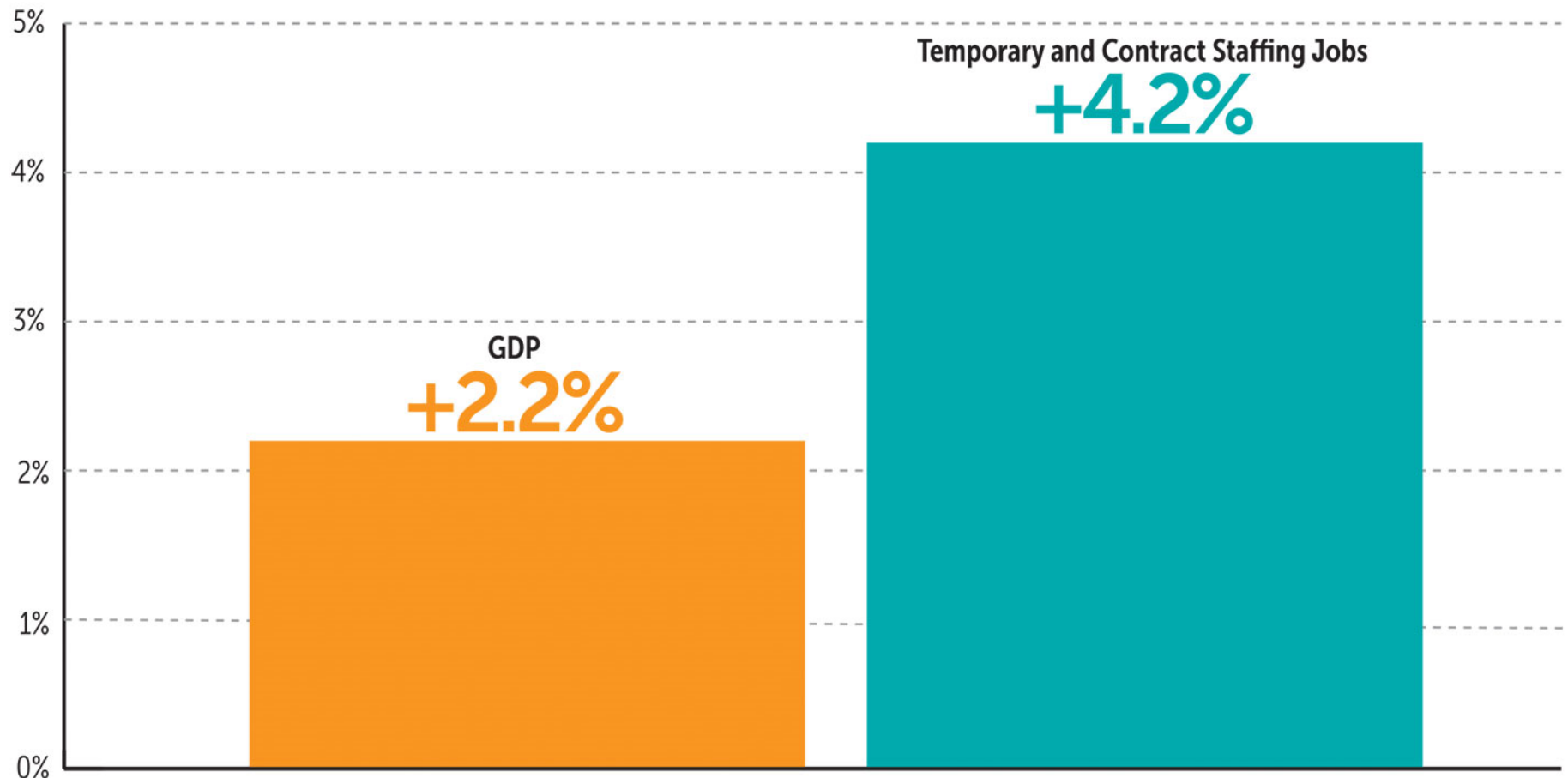


- Overall Goal: Position the industry as an essential driver of workforce innovation, growth, and public policy solutions
- Objectives
  - Expand public policy solutions and thought leadership
  - Promote the industry
  - Enhance operational excellence

## GDP Growth in Current Expansion Moderate



## Staffing Growth Surpasses GDP

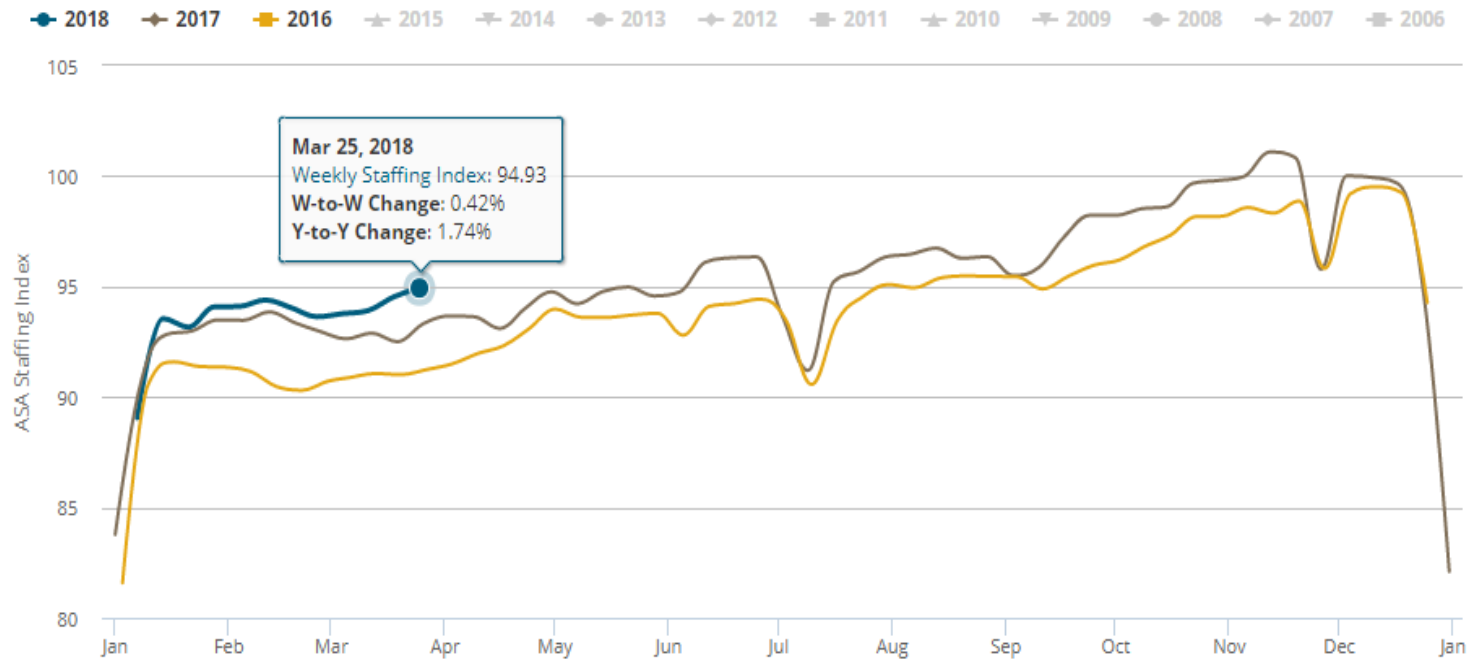


Source: American Staffing Association, U.S. Bureau of Economic Analysis

## Staffing Employment Remains Seasonally Robust

DYNAMIC CHART

52 WEEK CHART

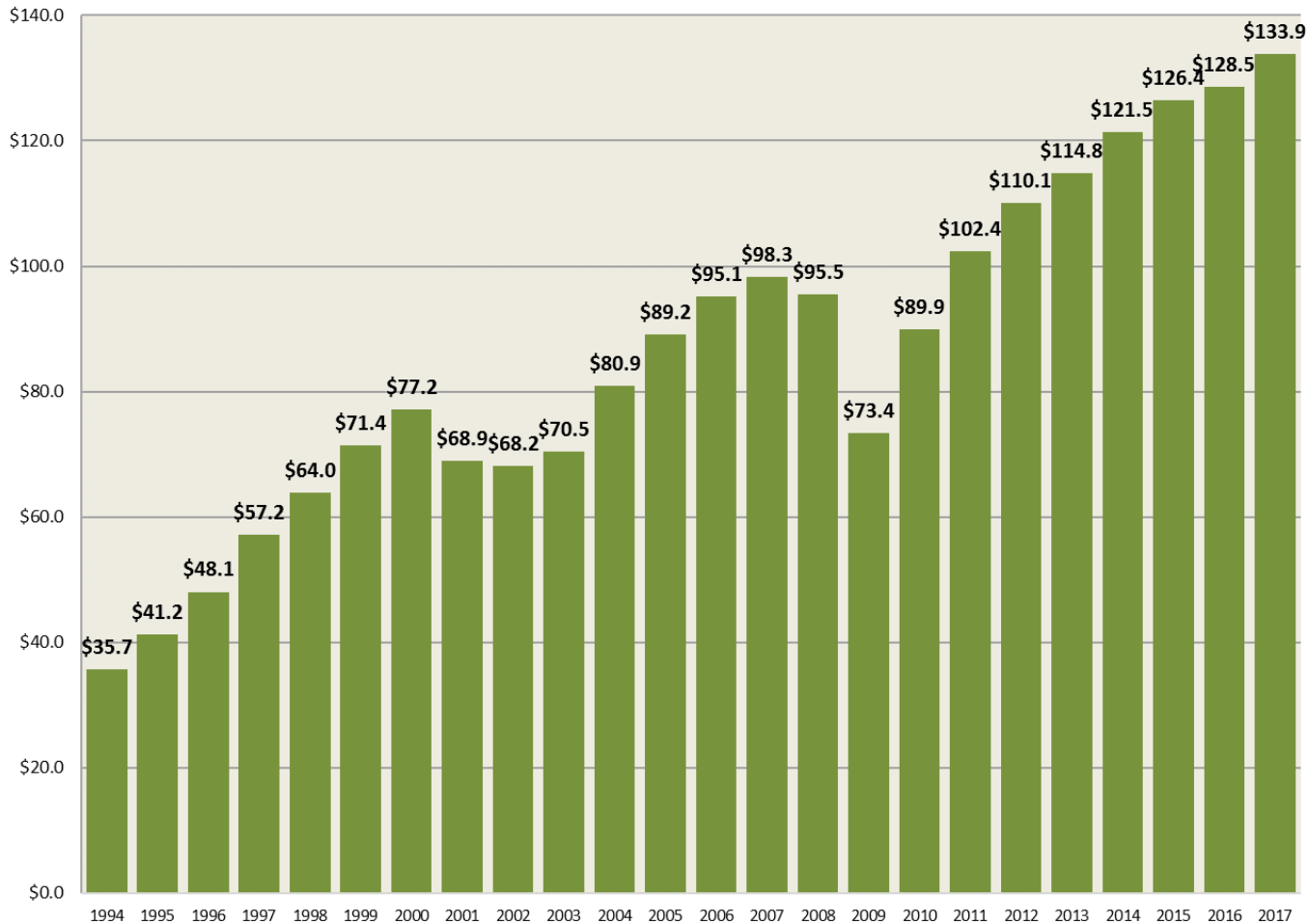


Mar 25, 2018  
Weekly Staffing Index: 94.93  
W-to-W Change: 0.42%  
Y-to-Y Change: 1.74%

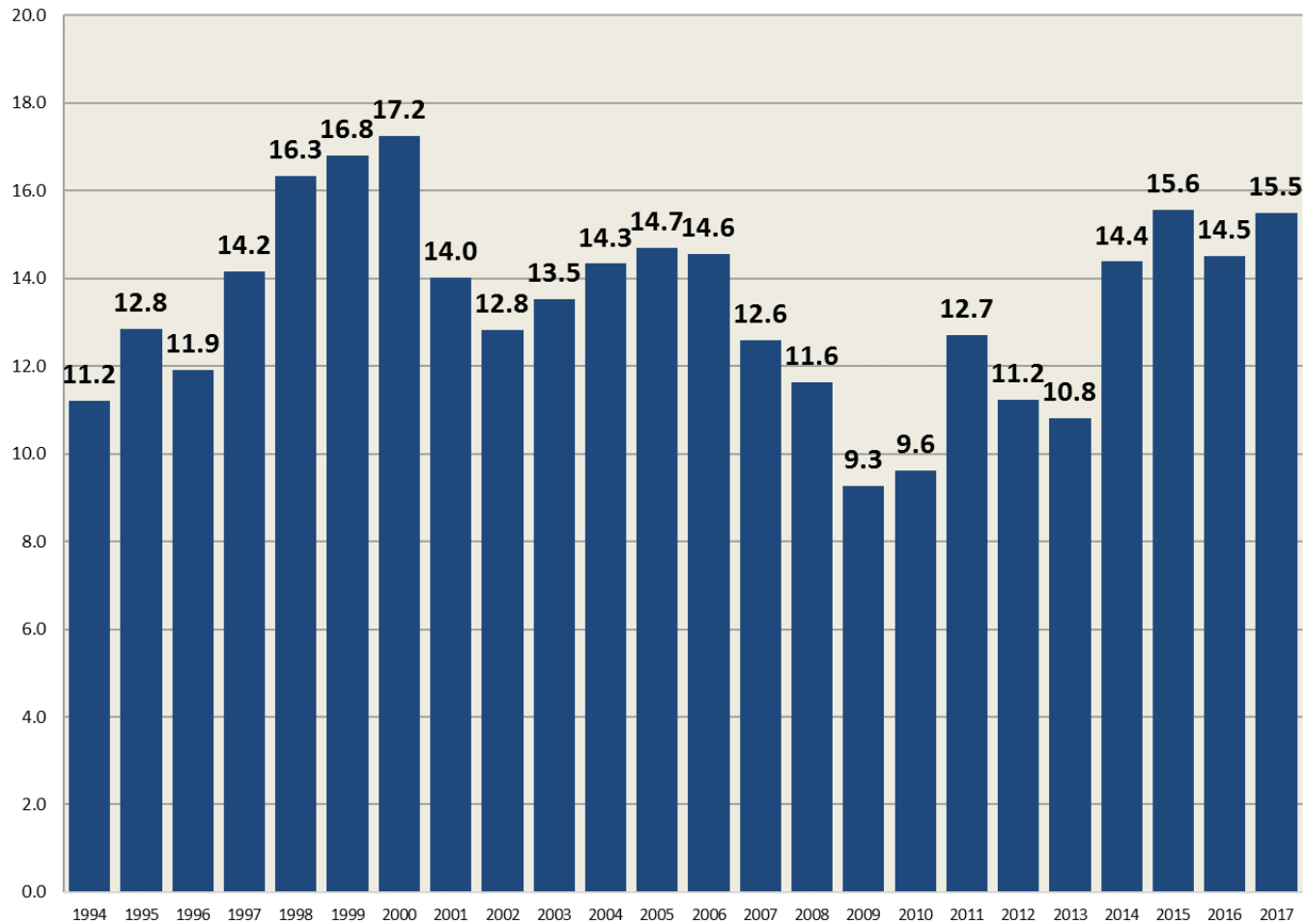
Data Last Updated: April 03, 2018 8:56 AM

## Staffing Sales Up 4.2% in 2017

Total Annual Temporary and Contract Staffing Sales (in Billions)



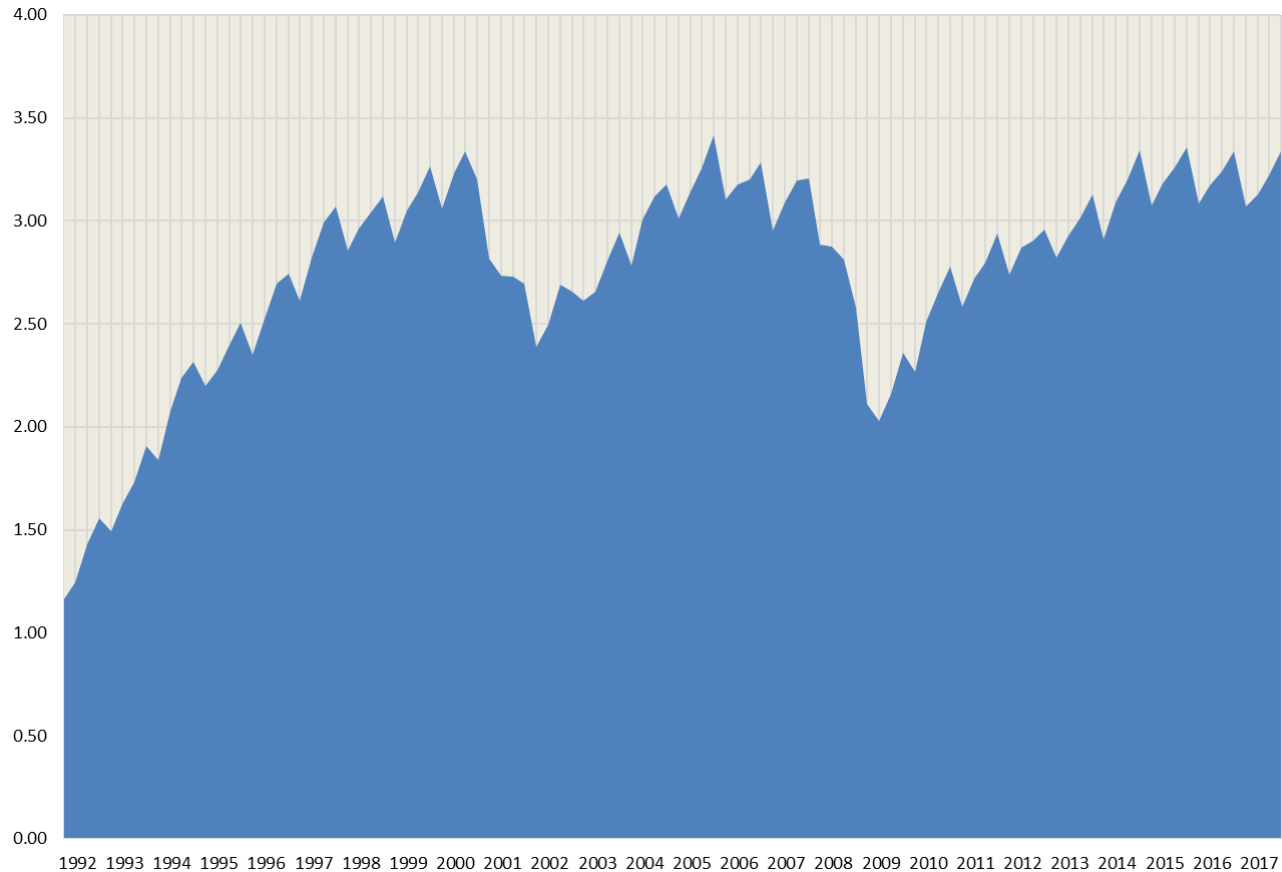
## 15.5M Staffing Employees During 2017





## 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 1,035,400 Workers in Texas

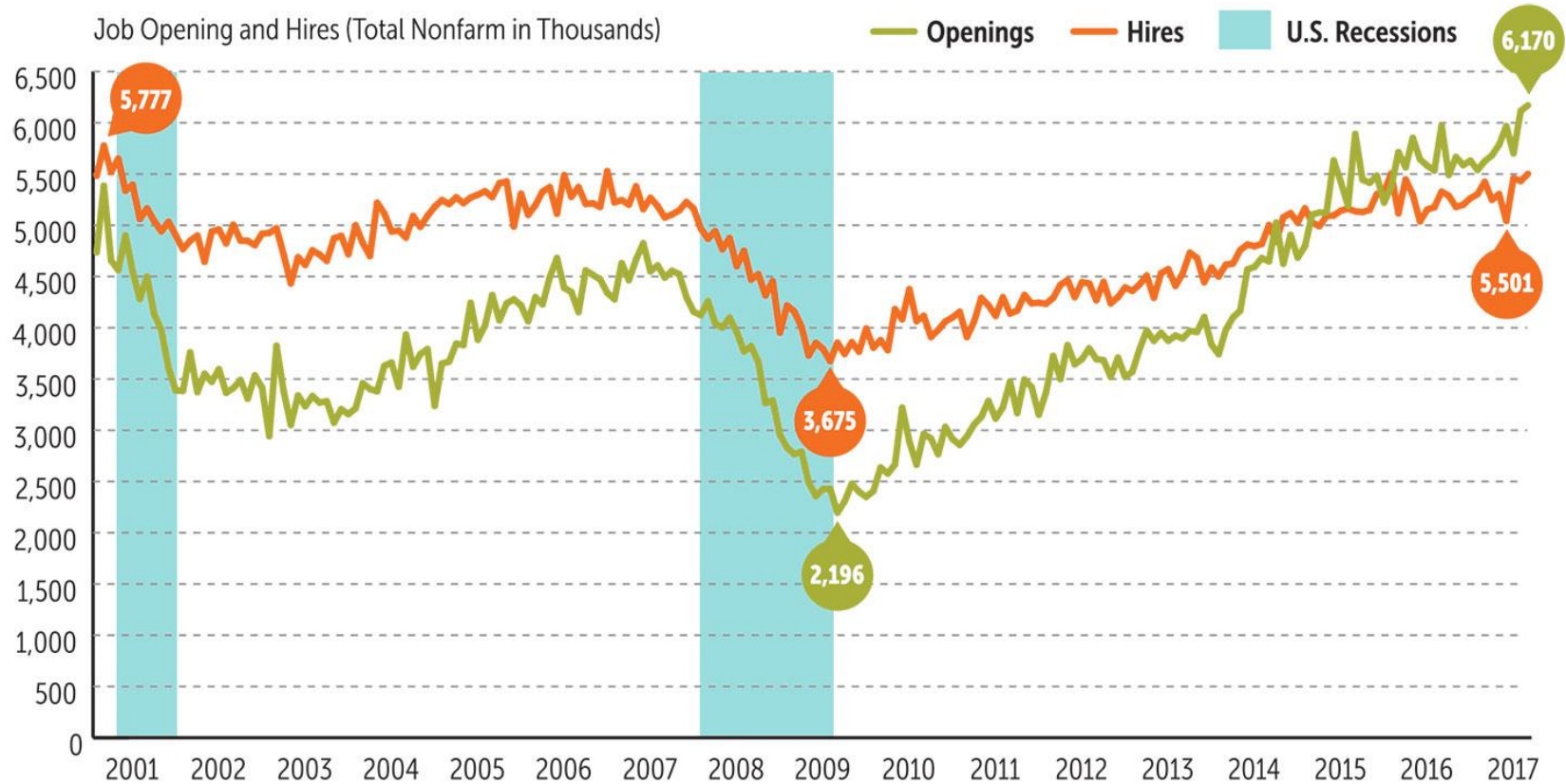


### AT A GLANCE: 2016 Texas Staffing Statistics

- Average number of temporary workers each week: 229,100
- Annual staffing employment: 1,035,400
- Average annual earnings per job: \$39,300
- Total annual sales: \$11.9 billion
- Estimated number of offices: 3,110

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 ( <b>including employment services</b> )	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

# Follow ASA Research

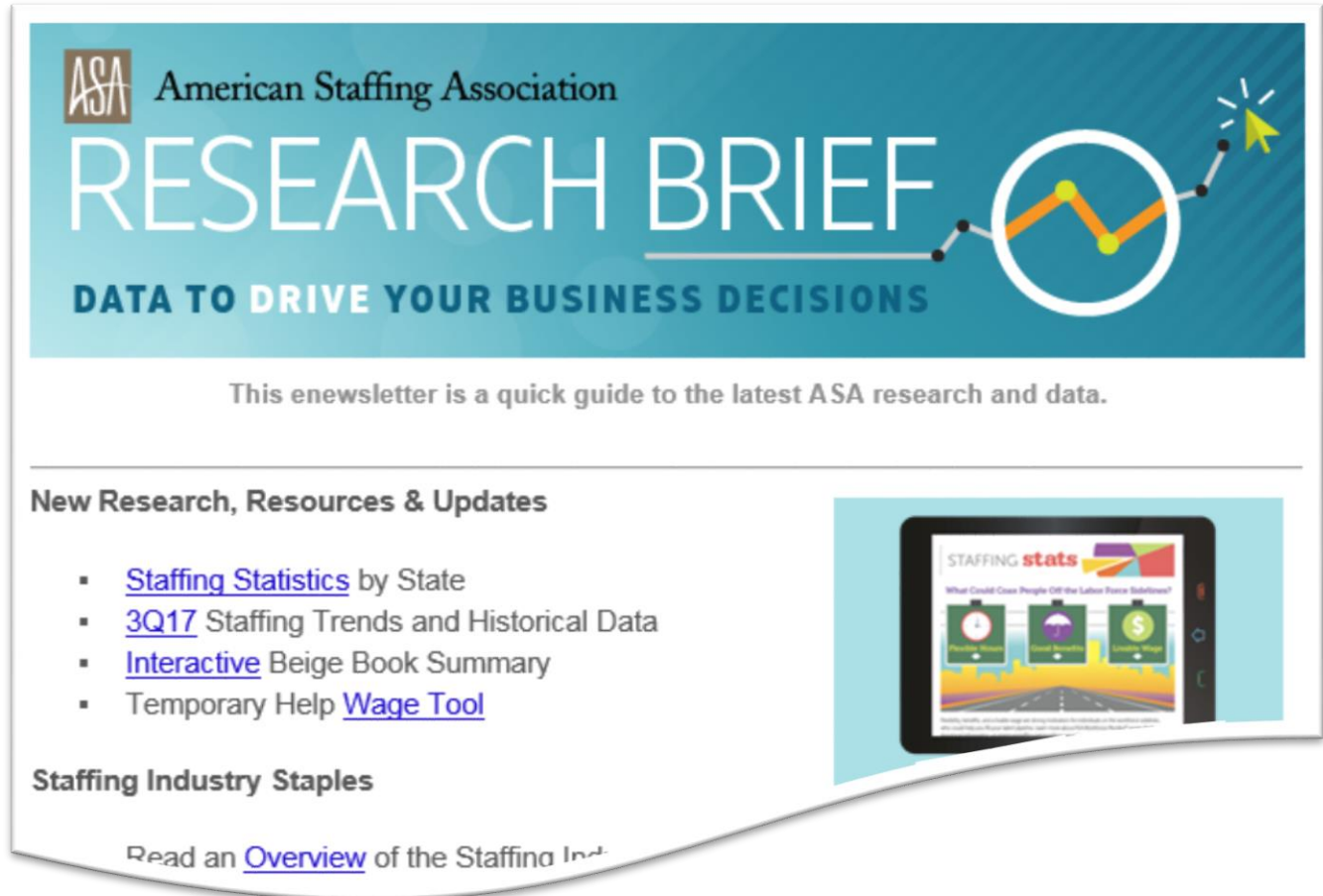


GET  
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INDUSTRY DATA  
AND INSIGHTS!

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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

- **Download** graphics and message points to communicate your company's value to job seekers
- **Order** the handbook online in the ASA store—*[americanstaffing.net/store](http://americanstaffing.net/store)*
- **Attend** an ASA Staffing Law Conference workshop on May 9 to learn about results and next steps



With support from  
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*[americanstaffing.net/new-language](http://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](http://americanstaffing.net/techcenter)





# 2018 Initiatives—ASA Mentor Match

See all ASA websites ▾

[ASA Central](#) [ASA Marketplace](#) [Events](#) [For the Media](#) [States ▾](#) [About](#) [Join or Renew ▾](#) | [Welcome Richard Wahlquist ▾](#)



American Staffing Association

for:

Industry  
Professionals

Staffing  
Clients

Job  
Seekers

Industry  
Suppliers



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## Industry Professionals

[ASA Central](#)

[ASA Member Benefits](#)

[Member & Corporate Partner News](#)

[Member Resources](#) ^

[Mentor Match Program](#)

[Promoting the Profession](#)

[ACA Resources for Staffing](#) ↗

[Best Practices](#) ▾

[Social Responsibility for Staffing  
Companies](#) ▾

[Model Contracts](#)

[Safety Standard of Excellence](#)

[Health Care Staffing Resources](#) ▾

[Marketing Tools](#) ▾

[ASA Workplace Harassment Video](#)

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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](mailto: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



# 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 Employee of the Year and Sector All-Stars:

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



## NEW for 2018!



- Honors best member firm temporary and contract workforce skills development programs
- **Deadline July 1**
- Launching later this month: Check *Staffing Today* for details

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

STAFFING<sup>®</sup>  
WORLD

2 0 1 8

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



8.75 CE

## Give ASA Your Feedback



### Texas Staffing and Recruiting Conference Evaluation

Thank you for attending the 2018 ASA Texas Staffing and 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 Wednesday, April 11.

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Did not attend
Welcome and ASA Industry Update (Chuck Novick, Teryn Zmuda; 8:30–9 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; 9–10 a.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trending Insights Roundtables (10:30 a.m.–12 noon)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking Lunch (12 noon–1 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal and Legislative Update (Pam Bratton, Toby Malara, Esq.; 1–2:15 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Smart in the Time You Have (Amy Bingham; 2:30–3:30 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Break With Exhibitors (3:30–4 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to Build an Effective Recruiting Strategy on Social Media (Matt Lozar; 4–4:45 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking Reception (5–7 p.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



# Thank You

Questions?



# Upskilling and Reskilling of American Workers

Kelly McCreight, CSP

Chief Executive Officer, Hamilton-Ryker  
Chairman, ASA Board of Directors



# Refreshment Break and Office/Client Check In

# Trending Insights Roundtables



# Topics

- Table 1—Ask a Lawyer Anything
- Table 2—Maximize Your Marketing and Branding
- Table 3—Build Strong Relationships with Managed Service Providers
- Table 4—Millennials: Engaging Our Emerging Leaders Open Discussion
- Table 5—Social Recruiting
- Table 6—Safety Best Practices
- Table 7—Technology Solutions Idea Share: Peer- to- peer tips and Insights
- Table 8—Managing Workers' Compensation to Impact Your Bottom Line

# Networking Lunch



# Legal and Legislative Update

Toby Malara, Esq.

Government Affairs Counsel, American Staffing Association

Pam Bratton

Vice President, Meador Staffing Services



# Attendee Break



# Work Smart in the Time You Have

Amy Bingham

Owner and Managing Partner, Bingham Consulting



# Break With Exhibitors

# How to Build an Effective Recruiting Strategy on Social Media

Matt Lozar

Social Media Marketing Advisor, Haley Marketing Group



# Leverage Learning Wrap Up

Chuck Novick

President and Owner, CnStaffing Inc

Chairman, ASA Texas Council



# Networking Reception



American Staffing Association

WELCOME

# ASA Texas Staffing and Recruiting Conference

# Registration Open and Continental Breakfast

# The Heart of Dialogue—Opening the Client Conversation

Rob Mosley

Partner and Senior Director of Training and Development, Next Level Exchange





# Protecting Temporary Workers: Roles and Responsibilities of Host Employers and Staffing Firms

Tom Landry,  
Co-founder, Allegiance Staffing  
Joshua Flesher, CSP

Assistant Regional Administrator, Occupational Safety and Health Administration



# Break

# Future of Texas Business

Tommy Simmons

Legal counsel to Commissioner Ruth R. Hughes

Texas Workforce Commission



# Conference Wrap Up

Chuck Novick

President and Owner, CnStaffing Inc

ASA Texas Council Chairman



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American Staffing Association

THANK YOU!