



American Staffing Association

WELCOME

ASA Indiana Staffing Symposium

Welcome

Tiffany Thompson

President, DaMar Staffing Solutions of Indianapolis Inc.

Chairman, ASA Indiana 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 Indiana Council Leaders

- Nicole D. Bieker, CSP, LGC Hospitality Staffing
- Amber Cooper, Crown Services Inc.
- Garrick A. Cooper, TSC, CSP, Butler Aerospace & Defense
- Kristin Gebhart, EMPLOYBRIDGE
- Katy Head, CSP, Elwood Staffing Services
- Roderick Kelley, Kelley and Ware Enterprises LLC
- Michael Mecklenburg, Coworx Staffing Services LLC
- Dan Okrasinski, Crown Services Inc.
- Cindy Rohm, CSP, Elwood Staffing Services
- Leslie A. Reilly-Green, CSP, R & R Employment Inc.
- Dan Sharp, Staffing Resources Inc.
- Mark Silverstein, CSP, Workbox Staffing

Sponsors

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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

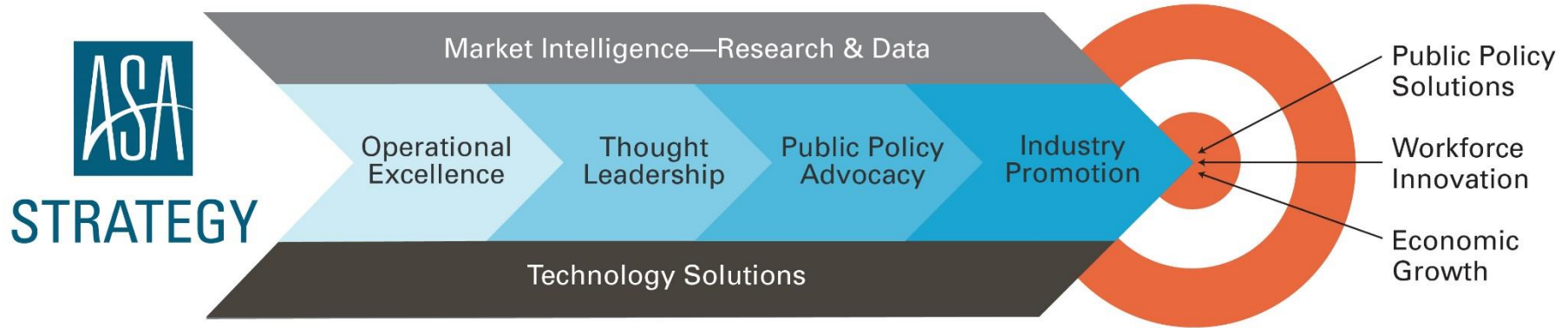
Why ASA?

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

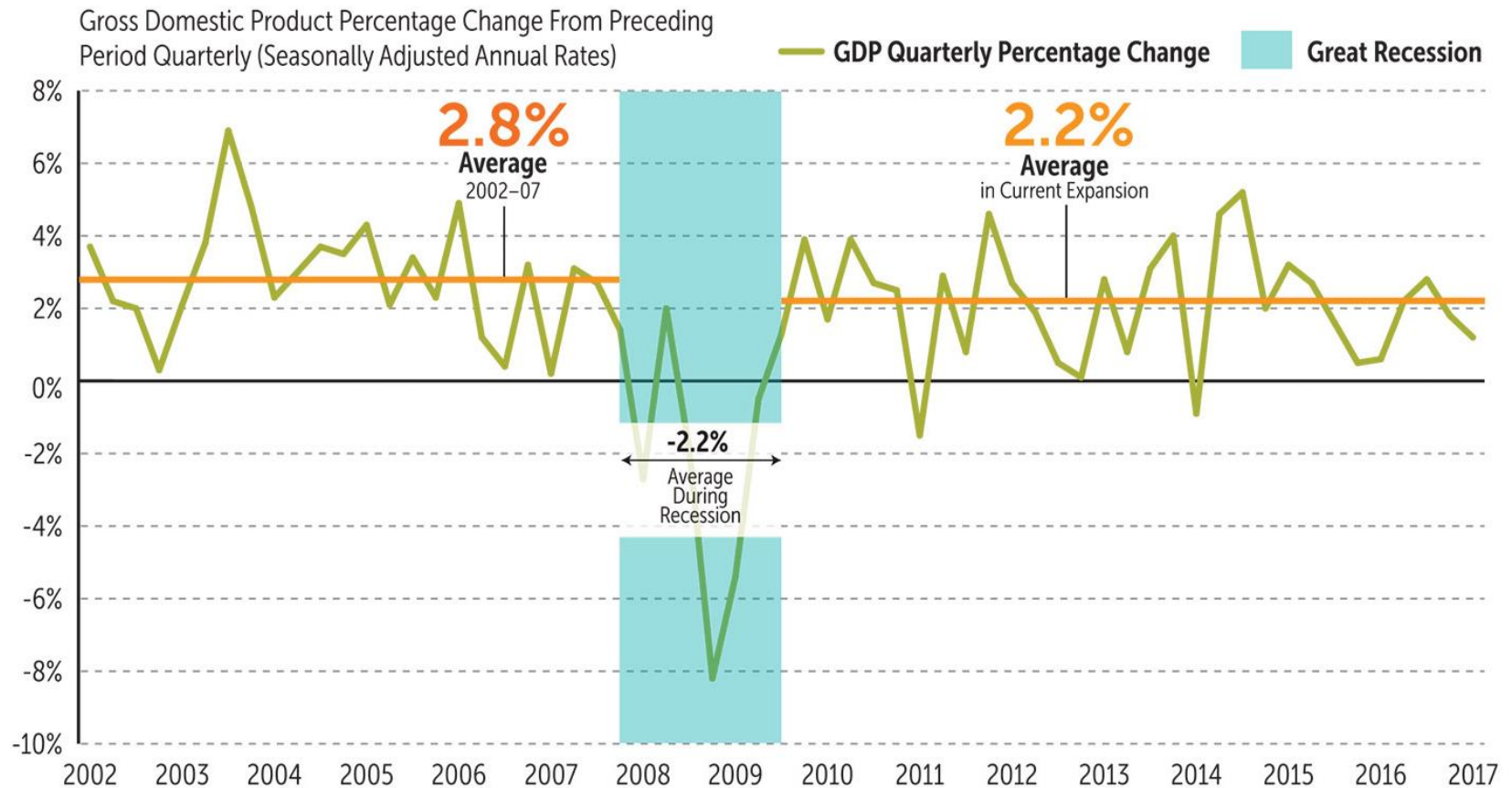
- Legal compliance and advocacy
- Industry research and data
- Professional development and certification
- Marketing resources
- Publications
- Being part of the community that includes the country's leading staffing, recruiting, and workforce solutions firms

ASA Strategic Plan

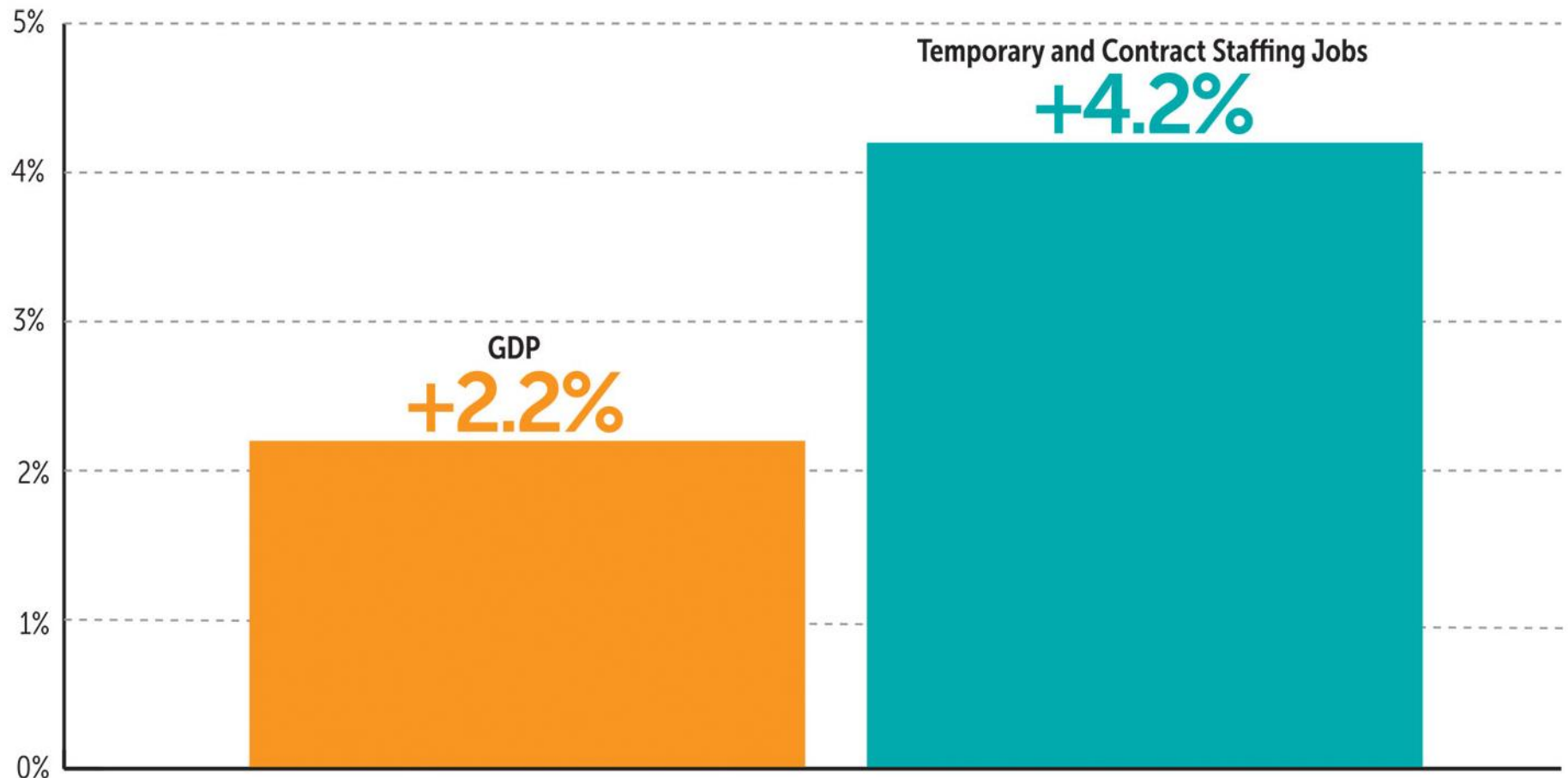


- Overall Goal: Position the industry as an essential driver of workforce innovation, growth, and public policy solutions
- Objectives
 - Expand public policy solutions and thought leadership
 - Promote the industry
 - Enhance operational excellence

GDP Growth in Current Expansion Moderate

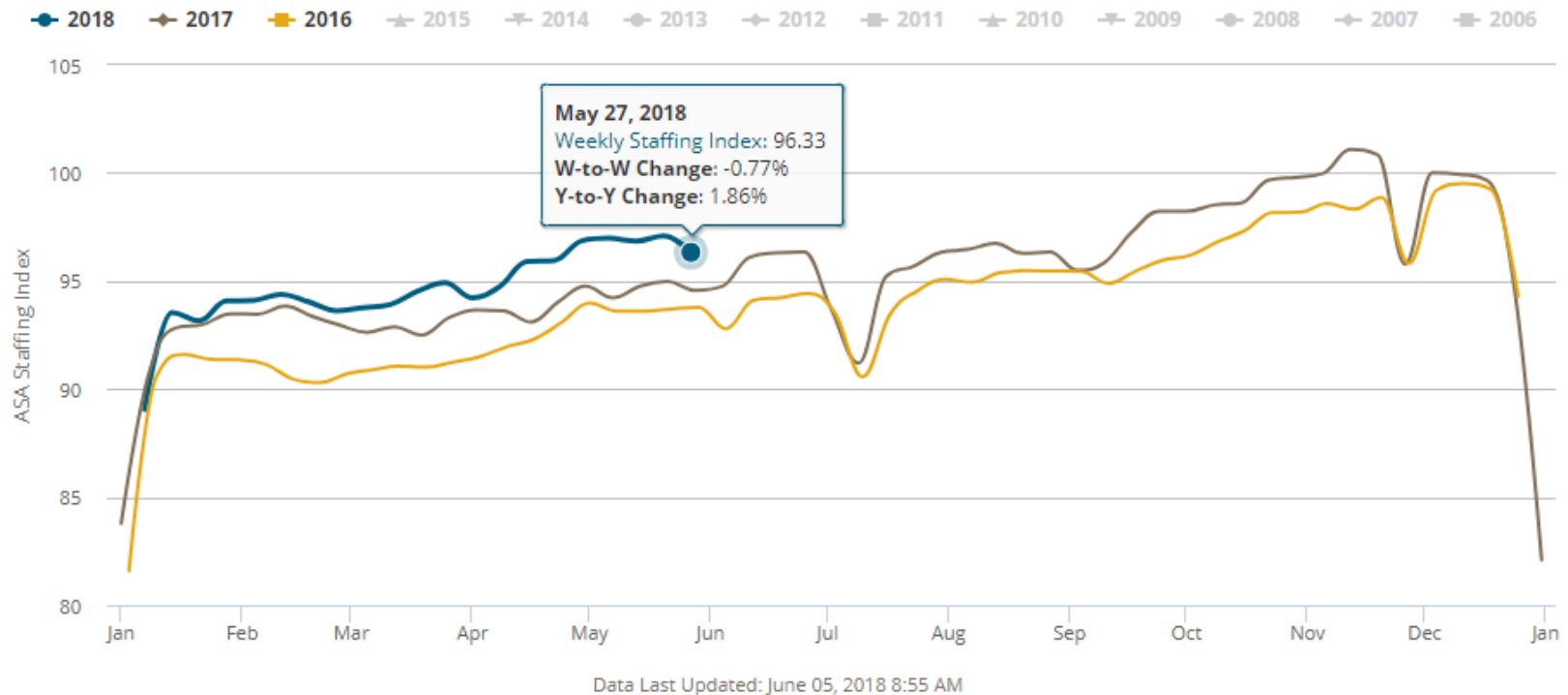


Staffing Growth Surpasses GDP



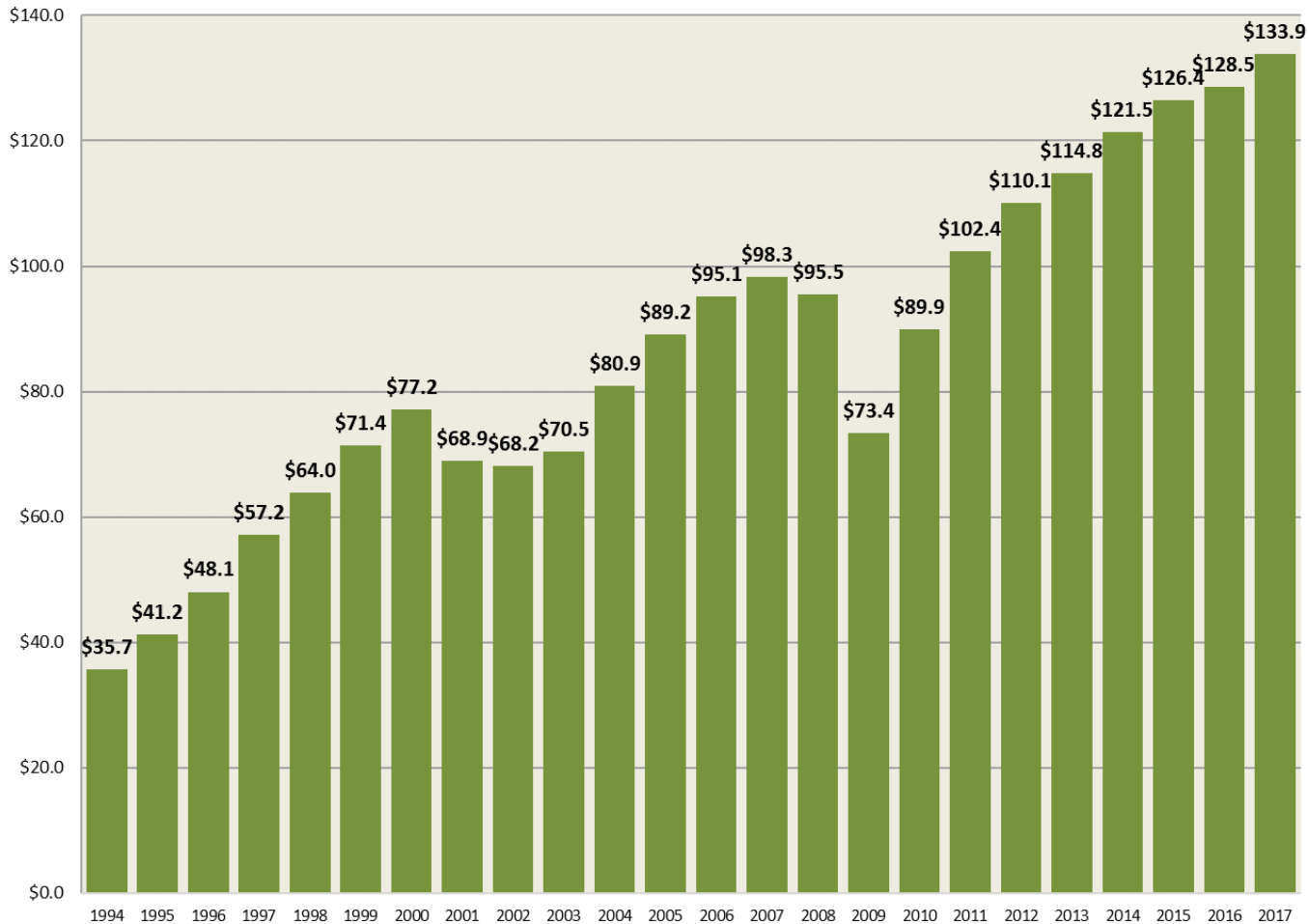
Source: American Staffing Association, U.S. Bureau of Economic Analysis

Staffing Employment Remains Seasonally Robust

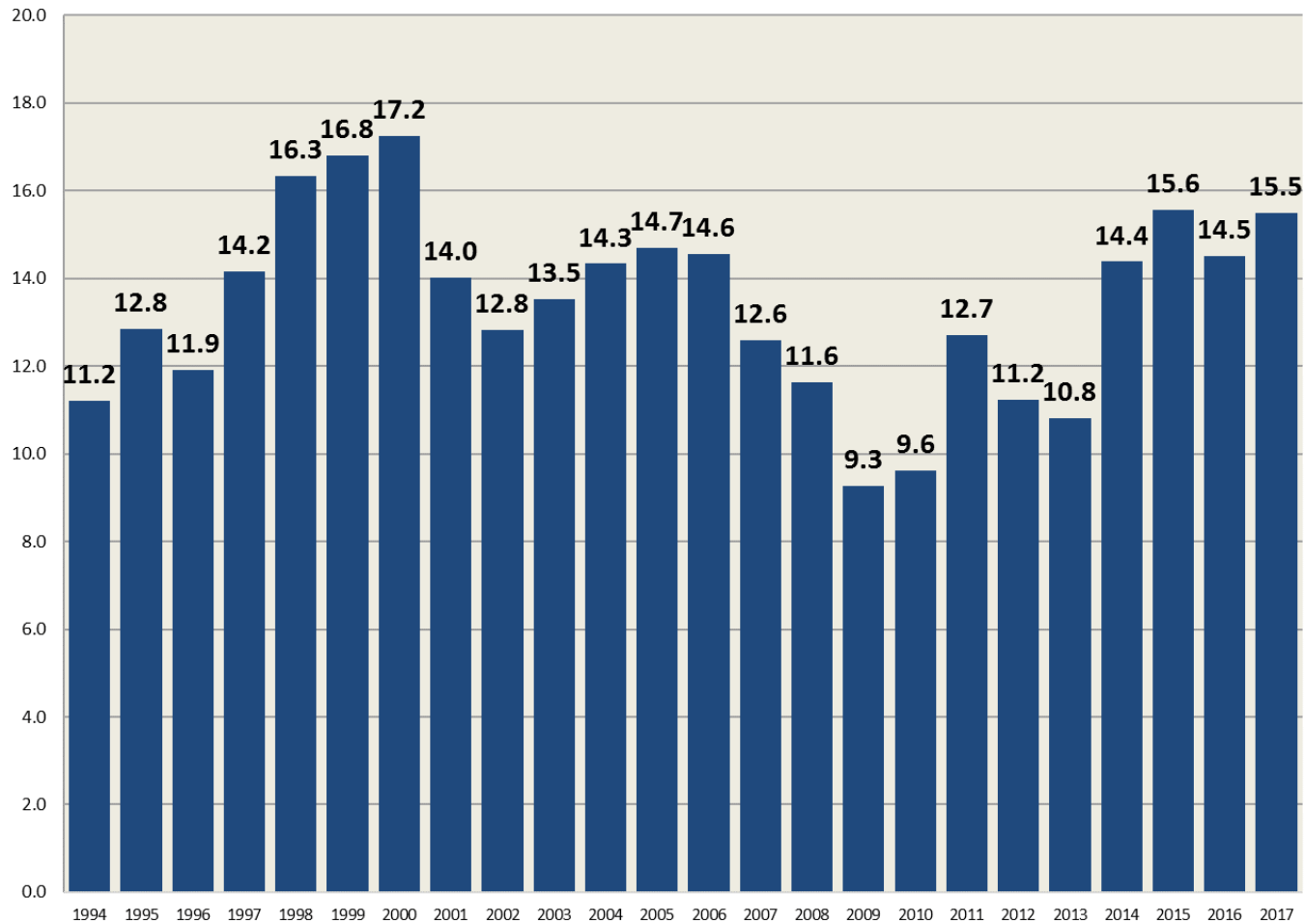


Staffing Sales Up 4.2% in 2017

Total Annual Temporary and Contract Staffing Sales (in Billions)

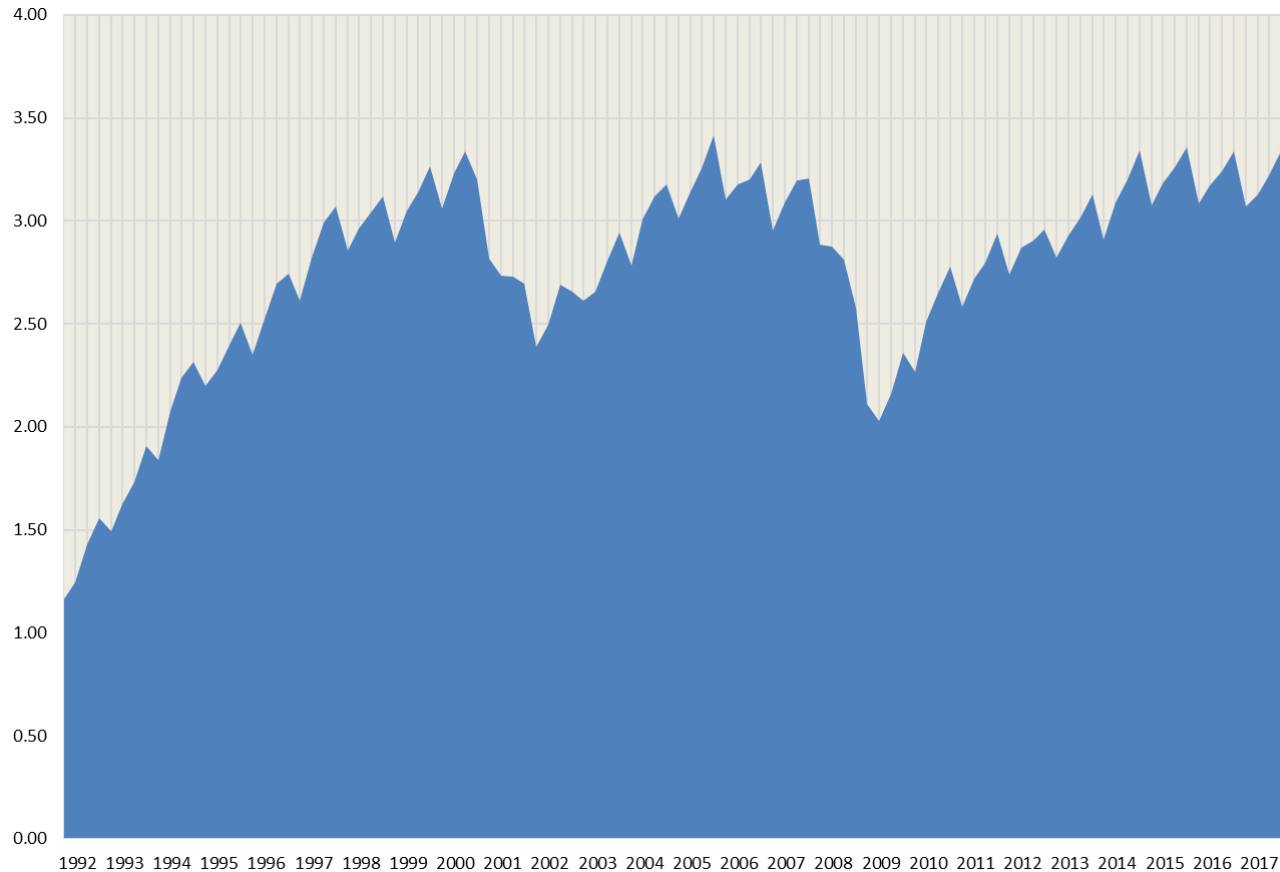


15.5M Staffing Employees During 2017



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 480,800 Workers in Indiana



AT A GLANCE: 2017 Indiana Staffing Statistics

- Average temporary help workers each week: 98,900
- Annual employment: 480,800
- Average annual earnings per job: \$30,700
- Total annual sales: \$2.4 billion
- Estimated number of offices: 790

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

Staffing Firms Employed 292,500 Workers in Kentucky



AT A GLANCE: 2017 Kentucky Staffing Statistics

- Average temporary help workers each week: 60,200
- Annual employment: 292,500
- Average annual earnings per job: \$32,300
- Total annual sales: \$1.4 billion
- Estimated number of offices: 490

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

Staffing Firms Employed 646,800 Workers in Ohio



AT A GLANCE: 2017 Ohio Staffing Statistics

- Average temporary help workers each week: 133,100
- Annual employment: 646,800
- Average annual earnings per job: \$31,500
- Total annual sales: \$4.4 billion
- Estimated number of offices: 1,410

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

Staffing Firms Employed 720,400 Workers in Michigan



AT A GLANCE: 2017 Michigan Staffing Statistics

- Average temporary help workers each week: 148,200
- Annual employment: 720,400
- Average annual earnings per job: \$33,800
- Total annual sales: \$5.9 billion
- Estimated number of offices: 1,250

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

Staffing Firms Employed 1,339,300 Workers in Illinois

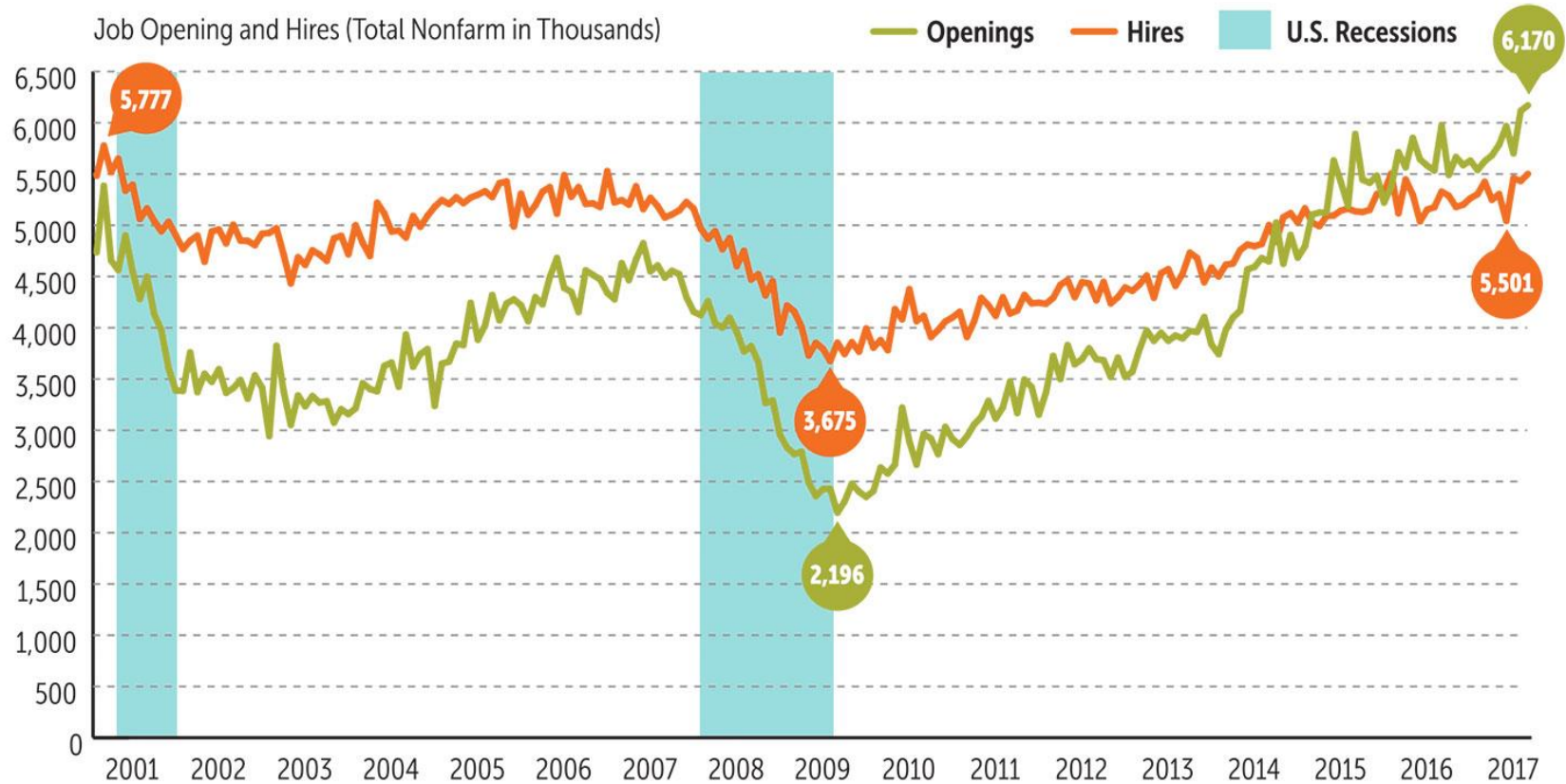


AT A GLANCE: 2017 Illinois Staffing Statistics

- Average temporary help workers each week: 275,600
- Annual employment: 1,339,300
- Average annual earnings per job: \$33,900
- Total annual sales: \$7.0 billion
- Estimated number of offices: 1,660

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

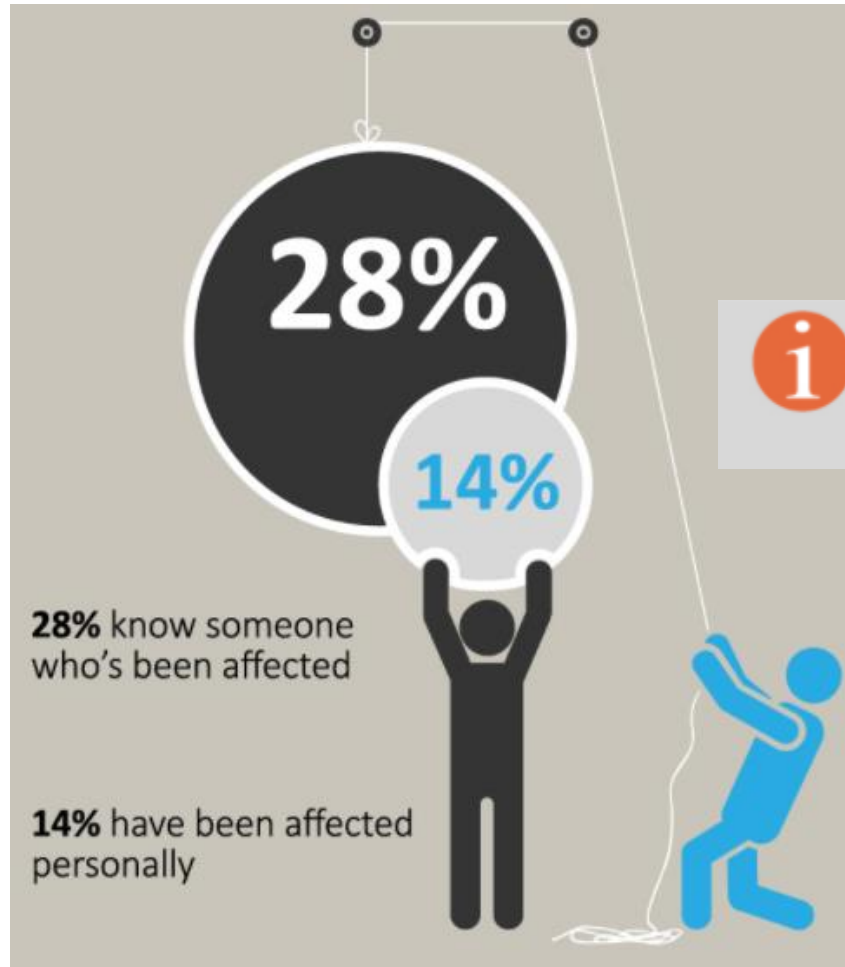


Top Five Job-Growth Sectors Through 2026

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

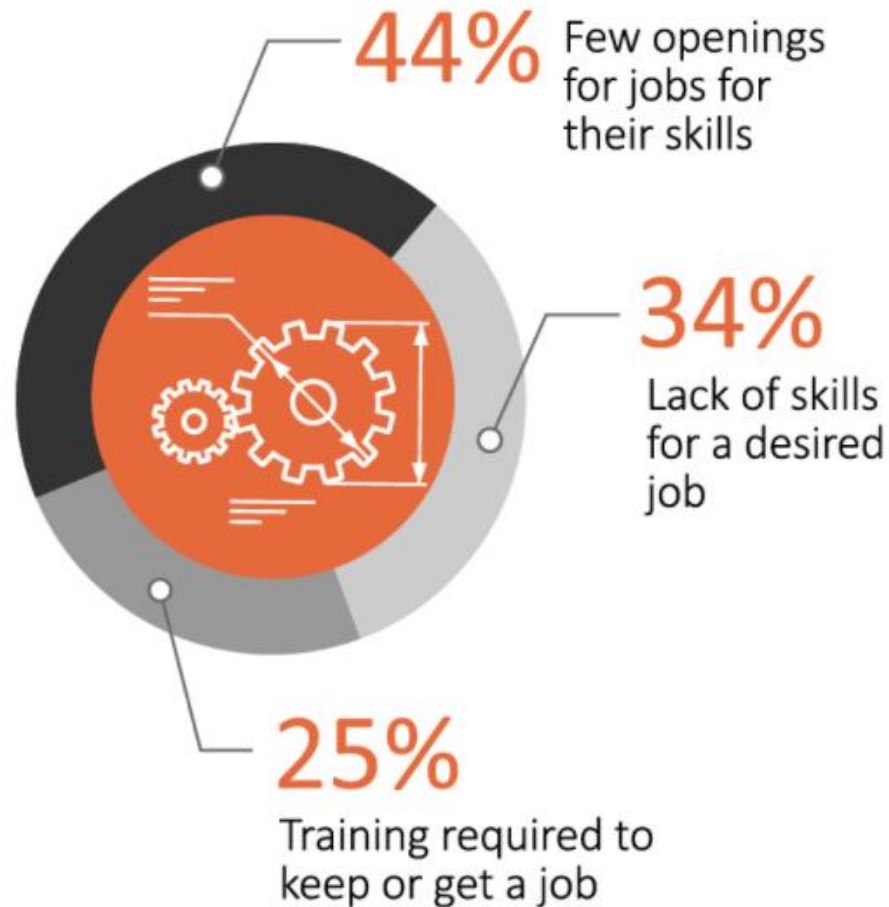
Source: American Staffing Association analysis of U.S. Bureau of Labor Statistics projections

Once Defined, Skills Gap Hits Home

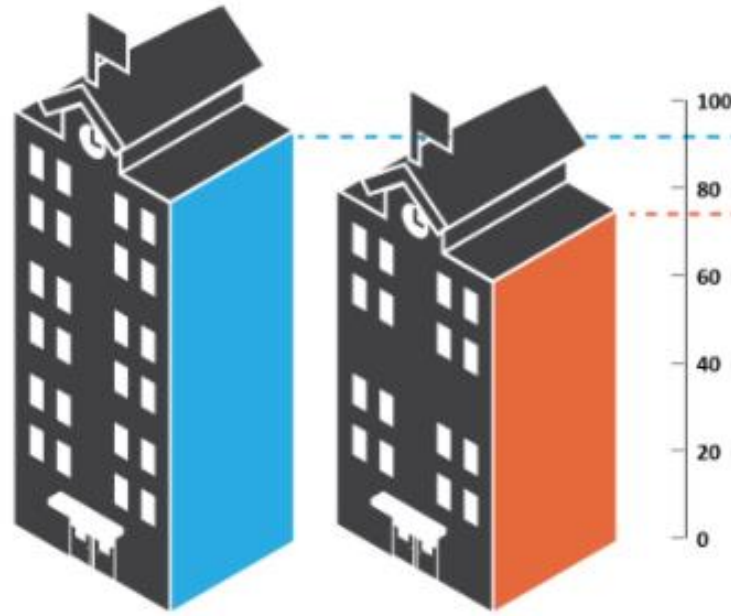


The term skills gap refers to the perceived difference between the skills employers require and the skills workers possess.

Skills Gap = Negative Effect on Workers



Schools Need to Catch Up



93% say schools need to do more to develop employable graduates

75% say inadequate education is a top factor responsible for the skills gap

Course Learning Objectives



Forklift Qualification Course

Assess a candidate's ability to operate a forklift based on client's job description and qualifications.



Enhancement Course

Improve competency and job readiness for new hire material handlers, in a controlled environment, using both scenario and equipment training.



Fundamentals Course

Provide knowledge and instruction using practical exercises to develop the fundamental skills to competently operate a forklift.

APPRENTICESHIP PROGRAMS



teampeople

THE BENEFITS

APPRENTICES GAIN HANDS-ON
EXPERIENCE

IMMERSED IN THE
ORGANIZATION'S TEAM AND
CULTURE

LEARN PRACTICAL &
THEORETICAL ASPECTS OF A
HIGHLY SKILLED OCCUPATION

CLIENTS "TEST-DRIVE" TALENT

SHORT-TERM OR PROJECT
BASED SUPPORT



Work is our passion.

Candidate Training

What doesn't work:

- Trying to provide all training needed to qualify every candidate for any new role
- Each client need is different
- Cost and time
- Unless you can focus on one industry, what do you train on?

What we have focused on:

- Candidate preparation
- Client coaching
- Internal processes
- Leveraging technology for training

QPSWORKS.COM

Bridging the Skills Gap





DOL Apprenticeship Expansion Task Force

- Executive Order, “Expanding Apprenticeship Programs in America,” June 15, 2017
- Mission: To identify strategies and proposals to promote apprenticeships, especially in sectors where apprenticeship programs are insufficient.
- Staffing industry/ASA representation on task force and two subcommittees
 - Access, Equity, and Promoting Apprenticeship
 - Engaging and Attracting Businesses to Apprenticeship



Follow ASA Research




GET
UP-TO-THE-
MINUTE
INDUSTRY DATA
AND INSIGHTS!

Follow
@StaffingData
on Twitter



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*
- **Attend** an ASA Staffing Law Conference workshop on May 9 to learn about results and next steps



With support from
MAXIMUS® | Tax Credit and Employer Services

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 »](#)

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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 »](#)

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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



Technology Solutions 2018

- Continue to increase news coverage in ASA publications
 - ▢ Launched online ASA Staffing Tech Center; six Talent Tech Labs white papers
 - ▢ Introduced “Technology Trends” department in *Staffing Success*
 - ▢ Talent Tech Labs to contribute three feature articles for *Staffing Success*
- Expand Staffing World and webinar content on technology solutions
 - ▢ Keynoter Anders Sorman-Nilsson on technology-driven disruption
 - ▢ Tech Park bigger and better
 - ▢ 20+ webinars, including six by TTL and four online curated “demos”
- Essential Elements of Staffing Technology ecosystem map (two updates)

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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[ASA Member Benefits](#)

[Member & Corporate Partner News](#)

[Member Resources](#) ^

[Mentor Match Program](#)

[Promoting the Profession](#)

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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



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

STAFFING[®]
WORLD

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Oct. 16–18 ■ Metro Washington, DC

ASA Convention & Expo



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Give ASA Your Feedback



Indiana Staffing Symposium Evaluation

Thank you for attending the 2018 ASA Indiana Staffing Symposium. 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 symposium	<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 presentations you attended.

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Did not attend
Welcome and ASA Industry Update (Tiffany Thompson, Teryn Zmuda; 9–9:30 a.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal and Legislative Update (Brittany Sakata, Esq.; 9:30–10:15 a.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Break With Exhibitors (10:15–10:45 a.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connecting Hoosiers With Growing and Changing Employment Opportunities (Blair Milo; 10:45–11:30 a.m.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overcoming Workforce Barriers (Nicholas Godwin; 11:30 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"/>

Thank You

Questions?



Legal and Legislative Update

Brittany Sakata, Esq.,
Associate General Counsel, American Staffing
Association



Break With Exhibitors

Connecting Hoosiers With Growing and Changing Employment Opportunities

Blair Milo

Secretary for Career Connections, State of Indiana

Nicholas Goodwin

Chief Strategy Officer, Indiana Department of Workforce Development



Overcoming Workforce Barriers With Work-Based Learning

Darrel Zeck

Executive Director, Indiana Office of Work-Based
Learning and Apprenticeship



Networking Lunch



The Heart of Dialogue: Opening the Client Conversation

Mark Murphy

Senior Consultant, Training and Development
Next Level Exchange



Refreshment Break

Trending Insights Roundtables



Topics

- Table 1—Creative Recruiting Tactics
- Table 2—Implementing CSR at Your Company
- Table 3—Time Management Dilemma: Urgent vs. Important
- Table 4—Technology Solutions in Staffing
- Table 5—Ask A Lawyer Anything

Break With Exhibitors

Best Practices of High-Performance Staffing Firms

Amy Bingham

Owner and Managing Partner, Bingham Consulting



Leverage Learning Takeaways from Today


Tiffany Thompson

President, DaMar Staffing Solutions of Indianapolis Inc.

Chairman, ASA Indiana Council



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American Staffing Association

ASA Indiana Staffing Symposium

THANK YOU!