



# Empowering Women in Staffing: Strategies From Industry Leaders

Session Sponsored by



1



PREMIER	
Assurance A Marsh & McLennan Agency LLC Company	Bullhorn
clearlyrated	ESC Essent of StaffCARE
WOMEN IN LEADERSHIP ASA INTEREST GROUP	
Thanks Its Sponsors	
SIGNATURE	SUPPORTING
textkernel Machine Intelligence for People and Jobs	ClearEdge marketing
	mee derby
	sense
	Staffing Referrals
	WorkN

2



## Access Session Slides and Resources in Two Ways

Download the Staffing World App  
or  
[staffingworld.net/materials2023](http://staffingworld.net/materials2023)

3

## Meet our Panelists

Together we represent more than 100 years of industry experience and nearly 30 feet of height

MODERATOR:



Eric Gregg  
Founder and CEO



PANELISTS:



Maggie Williams  
VP, Operations



Joyce Russell  
President



JJ Hurley  
Founder and CEO



DeLibra Wesley  
Founder and CEO



4

## Meet our Panelists

### MAGGIE WILLIAMS

MODERATOR:



Eric Gregg  
Founder and CEO

PANELISTS:



Maggie Williams  
VP, Operations



5

## Meet our Panelists

### JOYCE RUSSELL

MODERATOR:



Eric Gregg  
Founder and CEO

PANELISTS:



Joyce Russell  
President



THE ADECCO GROUP  
US FOUNDATION



6

## Meet our Panelists

JJ HURLEY

MODERATOR:

PANELISTS:



Eric Gregg  
Founder and CEO



JJ Hurley  
Founder and CEO



7

## Meet our Panelists

DELIBRA WESLEY

MODERATOR:

PANELISTS:



Eric Gregg  
Founder and CEO



DeLibra Wesley  
Founder and CEO



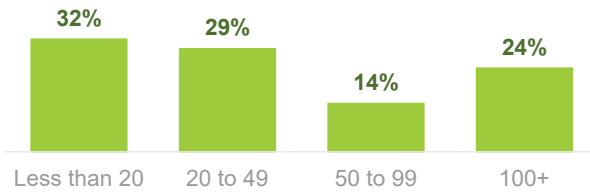
8

# Understanding the Role Women Play in Our Industry

A summary of more than 11,000 internal staff across 86 firms and 109 brands

- Study fielded between June 2022 and June 2023
- Survey included a wide variety of sectors and geographic regions.
- Not all firms included demographic questions.

Size of Staffing Firm  
(Employee responses):

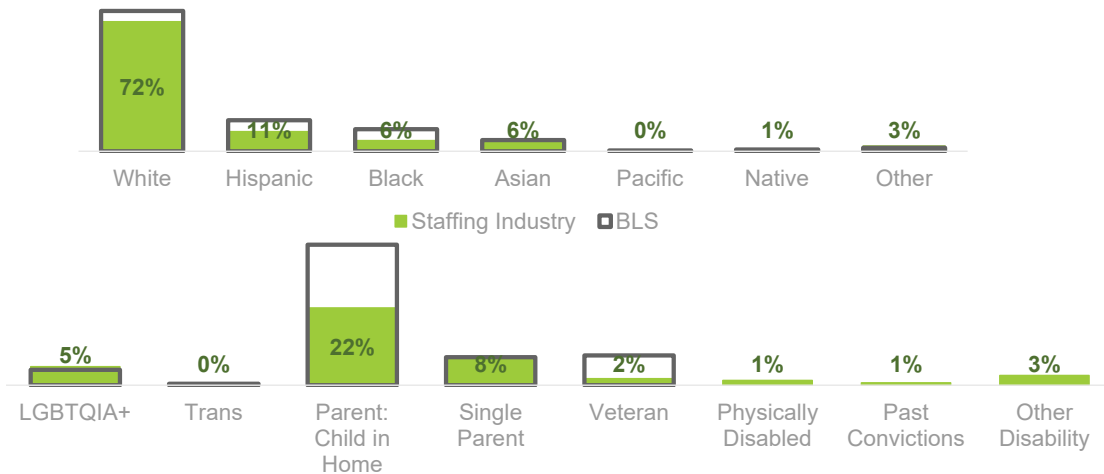


9

# Profile of Staffing Industry Employees

Staffing industry lags overall workforce in representation of Black and Hispanic employees

Race:



NOTE: BLS (or similar) estimates are provided for comparison. While methodologies and question sets are similar, they are not identical in all cases.

10

# Profile of Staffing Industry Employees

Staffing industry skews younger and more female than general BLS workforce

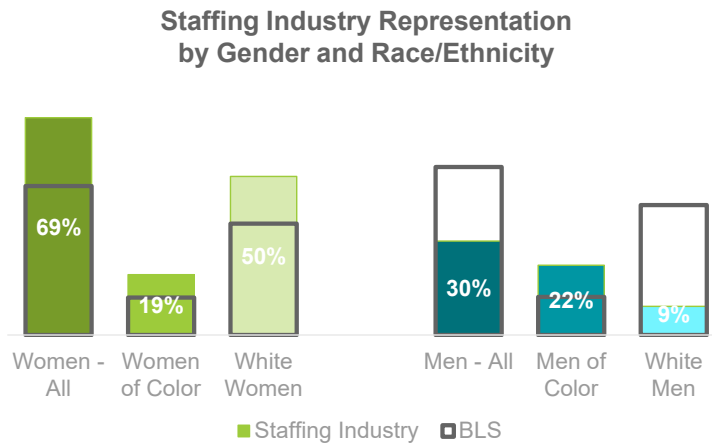


NOTE: BLS (or similar) estimates are provided for comparison. While methodologies and question sets are similar, they are not identical in all cases.

11

# Profile of Staffing Industry Employees

The staffing industry indexes female more than the overall workforce



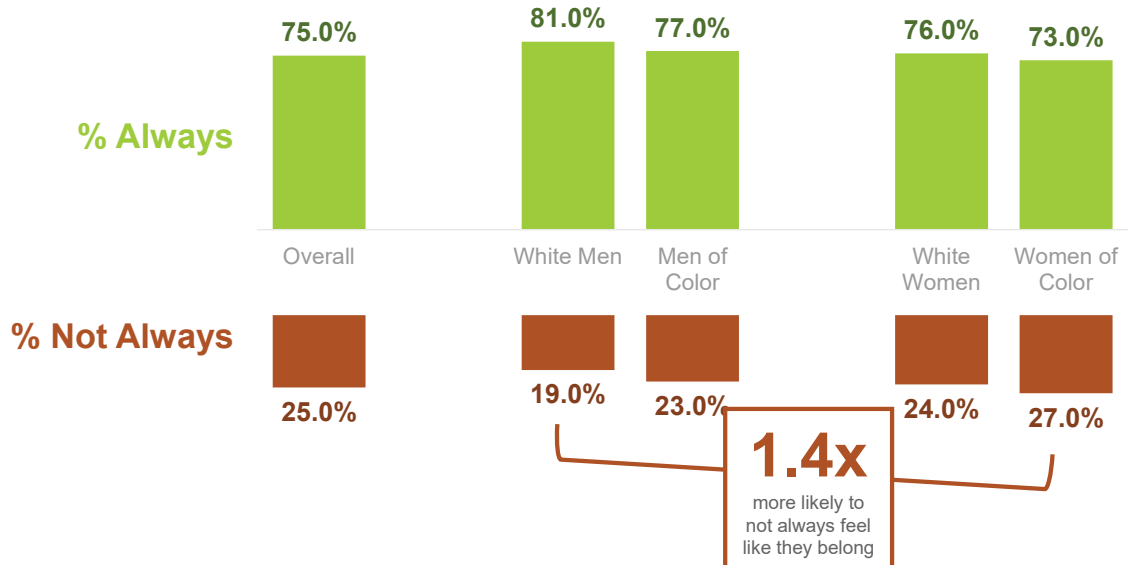
NOTE: BLS (or similar) estimates are provided for comparison. While methodologies and question sets are similar, they are not identical in all cases.

12

# Staffing Industry Diversity, Equity & Inclusion

Sense of belonging is an area to focus on for staffing firms

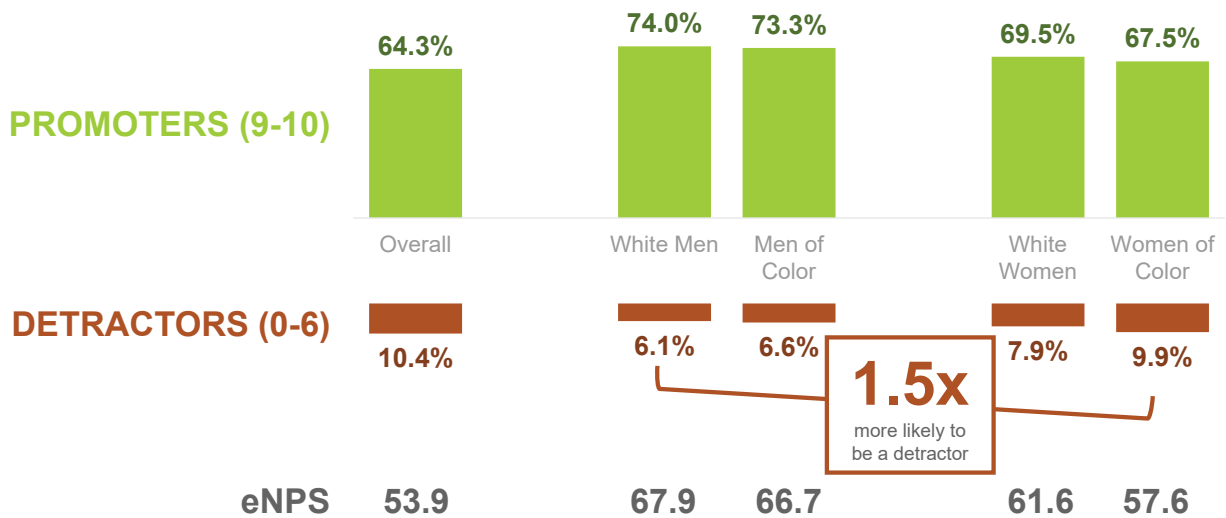
I \_\_\_\_\_ feel like I belong at this firm.



13

# Staffing Industry Diversity, Equity & Inclusion

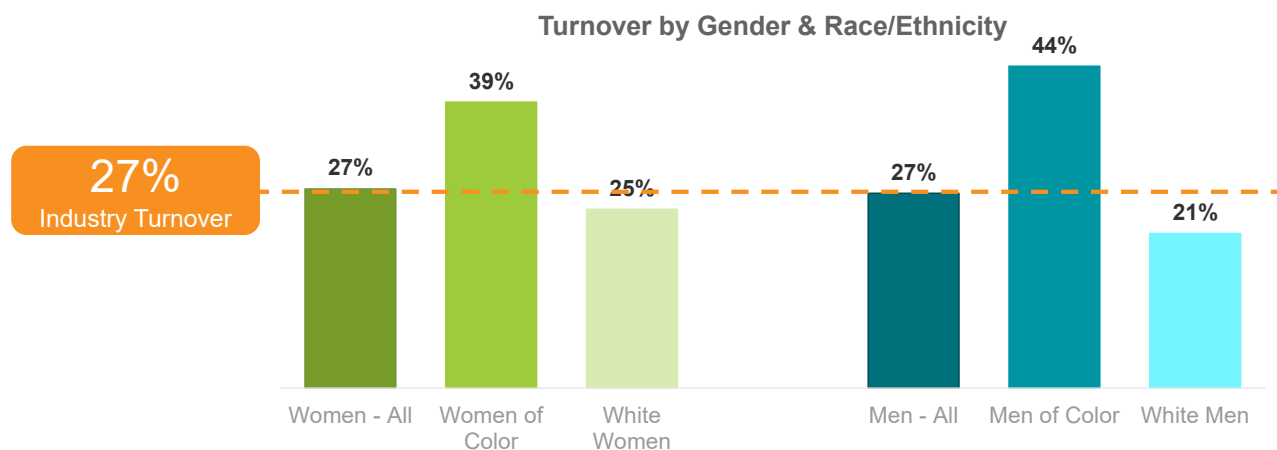
NPS Differs Significantly Depending On Demographics of Employee



14

## Churn Similar Based on Gender, but Race/Ethnicity Matter

Turnover differs dramatically by race/ethnicity



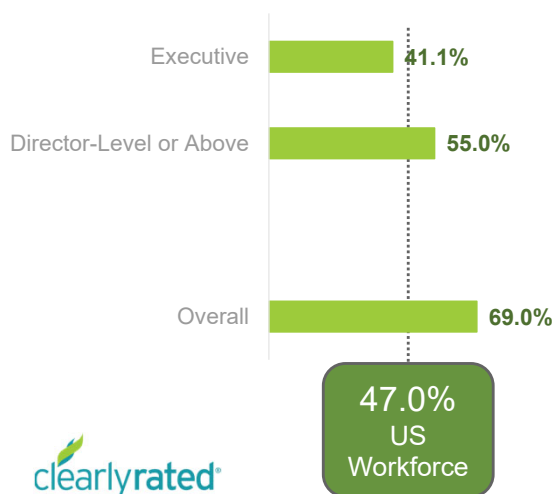
NOTE: BLS (or similar) estimates are provided for comparison. While methodologies and question sets are similar, they are not identical in all cases.

15

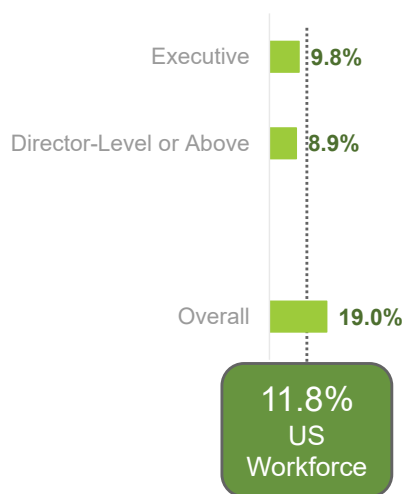
## Race and Gender – The Opportunities are Different

The industry lacks significant gender and racial diversity within leadership roles

Women Have Strong Representation, But Not in Leadership Roles



Women of Color Have Even Less Leadership Opportunities in Staffing



16



# Race and Gender – The Opportunities are Different

A woman of color in this industry has 3.8x lower likelihood of becoming an executive

3.3x

less likely to become an executive

3.8x

less likely to become an executive



17

## Panel Discussion

MODERATED BY:



Eric Gregg  
Founder and CEO  
ClearlyRated

PANELISTS:



Maggie Williams  
VP, Operations  
WorkForce Unlimited



Joyce Russell  
President  
Adecco US Foundation



JJ Hurley  
Founder and CEO  
GDH Consulting



DeLibra Wesley  
Founder and CEO  
National Recruiting Consultants



© 2023 ClearlyRated® All Rights Reserved.  
Net promoter, NPS, and Net Promoter Score are trademarks of Satmetrix Systems, Inc. Bain & Company, and Fred Reichheld.

18



PREMIER

**Assurance**  
A Marsh & McLennan Agency LLC Company

**Bullhorn**

**clearlyrated**

**ESC**  
Essential StaffCARE

WOMEN IN LEADERSHIP  
**ASA INTEREST GROUP**

---

SIGNATURE

**textkernel**  
Machine Intelligence for People and Jobs

SUPPORTING

**ClearEdge** marketing

**moe derby**

**sense**

Staffing Referrals

**WorkN**

Thanks Its Sponsors

19

## Rate This Breakout Session

Each rating you submit counts  
toward a donation to **Jobs for  
America's Graduates**



20