



Diversified Personnel Services

A DIVISION OF Opportunities



Summer 2016

# Staff Points...

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- 8/1 US Air Force Day
- 8/2 National Coloring Book Day
- 8/4 Single Working Women's Day
- 8/6 National Root Beer Float Day
- 8/12 Vinyl Record Day
- 8/18 Serendipity Day
- 8/26 National Dog Day
- 8/28 Crackers on Keyboard Day
- 9/1 Be Kind Day
- 9/2 Hug Your Boss Day
- 9/5 Be Late for Something Day
- 9/5 Labor Day
- 9/11 National Day of Service & Remembrance
- 9/13 International Chocolate Day
- 9/19 Talk Like a Pirate Day
- 9/30 Ask a Stupid Question Day

## WHY STAFFING WORKS



**69%** of companies say performance is affected by inability to find talent.<sup>1</sup>



**5X** Average # of times professional services candidates are contacted each month.<sup>2</sup>



**90%** of employed adults hired within the past year were looking 6 months prior to being hired.<sup>3</sup>



**3 in 4** full time employed workers are open to or actively looking for new job opportunities.<sup>4</sup>



**73%** of employers admit that making a bad hire is more costly than leaving a position open.<sup>5</sup>

[Click here to view the entire infographic](#)

## ● Don't Leave Out Older Workers

The average age of our workforce is on the rise. According to the U.S. Bureau of Labor Statistics, the median age of U.S. employees was 37.7 years old in the mid 1990s. By 2024, it's expected to rise to 42.4 years old.

The boomer generation (some 75 million people) is huge, and adverse economic conditions created by the Great Recession are leading more of them to delay retirement. So what's the net result? By 2024, the 65-and-older demographic will comprise nearly one-quarter of our nation's workforce.

Undoubtedly, mature workers will continue to play a vital role in our economy and your business' success. Here are just a few advantages they bring:

- **They're focused.** Unlike their younger counterparts, seniors aren't looking for greener pastures in which to advance their career. When they commit to an employer, they have a clear understanding of what they want to accomplish - and they get the job done.
- **They're loyal.** Research indicates that more workers ages 65 and older say they are "completely satisfied with their jobs" than younger demographics. Because older workers are generally more satisfied at work, they tend to stay longer.
- **They're strong leaders.** Older professionals are adept at the art of face-to-face communication - a critical leadership skill which many millennials lack.
- **They're connected.** With more time in the workforce, mature professionals have had the opportunity to build large networks and forge strong business relationships.
- **They're flexible.** Done with child rearing, older workers often relish the freedom of unconventional job situations.

Older employees have definitely not checked out of the workforce, so don't check out on them. In today's tight employment market, you can't afford to! Working in the right roles and integrated properly, the U.S. pool of senior talent can be a real source of competitive advantage for your business.

**Make sure you're welcoming mature workers - and not inadvertently driving them away. Do so by building an "age-diverse" brand.** Be sure your employment brand:



- Emphasizes equal employment opportunities for individuals of all ages.
- Highlights the accomplishments of talented employees of all ages.
- Promotes collaboration and knowledge-sharing across age groups.
- Values the contributions and diverse perspectives of all types of individuals.

As workforce demographics continue to evolve, so must your recruiting strategies. Stay up to date on new tactics, and be bold!

[www.talentmgt.com](http://www.talentmgt.com)

## Staffing Trends

### Staffing Employment Rises in June - 15,200 Jobs Added

Nonseasonally adjusted U.S. Bureau of Labor Statistics data, which estimate the actual number of jobs in the economy, indicated that temporary help employment increased 1.4% from May to June. Year-to-year, there were 0.8% more staffing employees in June than in the same month last year.

MEMBER



American Staffing Association

Total U.S. nonfarm payroll employment surged by 287,000 jobs in June (seasonally adjusted) after an inexplicably weak May gain of only 11,000 jobs, BLS reported. Incorporating revisions for April and May, job gains averaged 147,000 per month over the past three months, less than the average of 199,000 for the prior 12 months.

"Even though growth in labor demand has slowed from a year ago, businesses continue to increase the size of their permanent and flexible workforces," said Richard Wahlquist, president and chief executive officer of the American Staffing Association. "This is good news for all job seekers and especially for new college graduates who should consult with area staffing and recruiting firms about short-term and long-term employment opportunities as they begin to build their career portfolios."

The unemployment rate rose from 4.7% in May to 4.9% in June, offsetting the prior month's decline.

[www.americanstaffingassociation.com](http://www.americanstaffingassociation.com)

## Employees Dressing Too Casually?

Flip flops. Sunglasses. Bermuda shorts. Baseball cap. Nope, it's not a list of vacation clothes to pack but the clothing and accessories more employees are wearing to work during the summer months.

Workers are dressing more casually than they did five years ago, according to an OfficeTeam survey of 306 senior managers with 20 or more office workers in the U.S. The biggest complaint, cited by 47 percent, was workers sporting overly casual clothing, and nearly one-third (32 percent) said that employees show too much skin.

What employees choose to wear can impact an organization's image and, in some cases, pose safety hazards. Additionally, a lack of clothing can also be distracting to clients and co-workers.



The industry, region of the country and company culture play a part in how much leeway an employer allows in its dress code.

### Educating Employees

What is meant by "business casual" isn't often clear. This typically includes khakis, cotton trousers and skirts, blouses and polo shirts, pullover sweaters and cardigans - and in some places it can also mean that T-shirts, jeans and sneakers are acceptable, according to OfficeTeam.

"Employees should take their cues from company guidelines and what others in the office are wearing," advised Brandi Britton, a district president for OfficeTeam, in a news release. "A casual dress code doesn't mean that anything goes."

Chery O'Malley works in the Greenville, S.C., area as a training and development specialist at aeSolutions. "We wear business casual, and sometimes people think that means jeans and a hoodie or spaghetti-strap dress," she said. When the seasons change, her employer puts a dress code reminder in the company's timesheet tool that employees must access.

PharMor Pharmacy and BioMed Specialty Pharmacy in the greater Detroit area issue an infographic during the summer on what's considered appropriate vs. inappropriate dress.

"It's not another reprint of a wordy policy for [employees] to read," said Charm Der, SHRM-CP, HR manager and pharmacy relationship manager, on LinkedIn.

[www.shrm.org](http://www.shrm.org)

## **Safety Corner Ergonomics: Reduce Workplace Risk**

**Ergonomics.** It's a term you hear a lot about lately. There are entire industries dedicated to creating products and spaces that are ergonomically correct, but what is it exactly.

Ergonomics is the study of people's efficiency in their working environment. Clear, right? If you are a scientist!

In layman's terms, ergonomics is filling a job to a person, rather than the other way around. So, applying the science and engineering principles of the work environment to fit the needs of the employees, rather than force the employees to adapt to the workplace.

**From a safety perspective, why do we do this?**

1. It facilitates fewer injuries and cumulative trauma disorders
2. It improves productivity of the workers
3. Provides for better performance and quality

Ergonomics is not an overnight process. It is a continuous improvement process that minimizes or eliminates the workplace risk factors, such as repetitive motion, awkward posture positions, and undue pressure on soft tissues. All of these can lead to life long issues with the body.



What ergonomic changes could be made in your workplace to minimize your risk?

Excerpted from [responsiblystaffing.com](http://responsiblystaffing.com)

## **To Your Health Home Remedies for Sunburn**

1. Place a cool compress on skin for immediate sunburn relief.
2. Add one cup of apple cider vinegar to a bath to help balance the pH and promote healing.
3. Add some lavender or chamomile essential oil to the bath to help relieve some of the stinging and pain.
4. Drink lots of water, juice or sports drinks. Your skin is dry and dehydrated.
5. Apply cool, not cold, milk with a clean cloth. The milk will create a protein film that helps ease sunburn discomfort.
6. Like milk, yogurt can be soothing.
7. Apply teabags soaked in cold water to sunburned eyelids to soothe the burn and reduce inflammation.
8. Cucumbers have natural antioxidants and analgesic properties. Chill cucumbers, then mash in a blender to create a paste, and apply to affected sunburned areas including the face. Cucumbers also can be soothing for peeling skin following a sunburn.
9. Boil and mash some peeled potatoes, let cool, and apply as a dressing to sunburned areas. The starch in the potatoes helps draw out heat, which can reduce pain and speed healing.



10. Cornstarch can be mixed in water to form a paste that can be applied to help soothe.

[www.medicinenet.com](http://www.medicinenet.com)

## ● Top 10 Productivity Killers

1. Cell Phone/Texting
2. Internet
3. Gossip
4. Social Media
5. Co-workers Dropping By
6. Smoke Breaks
7. Email
8. Meetings
9. Noisy Co-workers
10. Sitting in a cubicle



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