



Diversified Personnel Services

A DIVISION OF Opportunities

Staff Points...

Summer 2014!



Inside this issue:

[Go Pro!](#)

[DPS ACAs...Do U?](#)

[Safety Corner](#)

[Why it Pays to Hire!](#)

[Staffing Trends](#)

[To Your Health](#)

[Top 10...](#)

Go Pro!

What's New?



We are pleased to introduce *DPSpro*, offering professional staffing solutions! *DPSpro* provides placement services for professional and executive level individuals and targeted recruitment and search strategies in areas such as Sales, Marketing, Accounting and Finance as well as specializing in talent acquisition for non-profits. For more information on how *DPSpro* can help supplement your staffing needs, contact Lee Janny, Staffing Specialist at ljanny@dpsworks.com or call her at 855.665.8700!

DPS ACAs ...Do U?

The Affordable Care Act - the most sweeping healthcare legislation in decades - and the countdown is on!

The act's goal is to provide workers with greater access to better healthcare coverage at more competitive prices, giving them more control over their work life and increasing the overall competitiveness and mobility of the workforce in the U.S.

DPS is committed to compliance with the ACA, both in letter and in spirit and we continue to examine and understand requirements within the ACA's employer shared responsibility ("pay or play") provisions beginning January 1, 2015.

We are dedicated to the legal and ethical management of our workforce and will continue to work diligently to help our partner employers implement legitimate strategies and will not participate in practices that violate the law's intent.

We will continue to provide updates as the January 1 date nears to



- 7/17 Get to Know Your Customers Day
- 7/20 National Ice Cream Day
- 7/24 Tell An Old Joke Day
- 7/30 Friendship Day
- 8/1 US Air Force Day
- 8/6 National Root Beer Float Day
- 8/12 Vinyl Record Day

"There's a reason why the U.S. staffing industry has been growing faster than the overall economy: flexibility. Workers want it. Businesses need it. Staffing firms provide it."

*From "Work Force Flexibility: Staffing for a Better

Bottom Line," by Steven P. Berchem, CSP, Vice President, American Staffing Association. To read the rest of the article: [CLICK HERE](#).

both our employees and our partner employers on the affects the ACA has on us and our work together.

Safety Corner *The "mid-afternoon dip"*

Sleep is not only important for one's health and mood, but for everyday functionality and on-the-job work. Here's an article reminding employers of the unavoidable "mid-afternoon dip."

Employers with workers in high-risk positions should beware of the "mid-afternoon dip," when workers are prone to falling asleep on the job, a speaker at the American Association of Safety Engineers' Safety 2014 conference in Orlando said Wednesday.

Sleep deprivation makes workers more susceptible to work-related injuries, negatively impacts return-to-work timelines for workers compensation claims, and increases the likelihood of getting killed in a work-related accident, said Kurt VonRueden, a loss control specialist and safety adviser with Meadowbrook Insurance Group in Bloomington, Minnesota.



"If you have employees that have safety-sensitive positions or positions that are exposed to some high hazards, if you could schedule it so they're not doing those tasks during the mid-afternoon dip, that would be ideal," Mr. VonRueden said. "Or if you have employees that have really repetitious jobs ... switch it and have them do something else" during that time to avoid accidents brought on by fatigue and complacency.

"There's a direct correlation between sleep deprivation and risk-taking behavior," he said. Highly fatigued workers are 75% more likely to be involved in an accident and nearly twice as likely to be killed in a work-related accident, Mr. VonRueden said, citing the National Sleep Foundation. Sleep-related fatigue costs are estimated at \$150 billion each year from absenteeism, workplace accidents and lost productivity, he added.

Mr. VonRueden said sleep deprivation doesn't just affect workers prior to an injury. It also has a profound impact on how soon employees can return-to-work after an accident, he added. "Sleep promotes muscle tissue growth, which, on the workers compensation side, that is ... helping the injured employee back to work as soon as possible," Mr. VonRueden said. "People who are getting adequate sleep have faster recovery times from their injuries, and they can get back to work sooner."

Excerpted from businessinsurance.com

Why it Pays to Hire!

More and more businesses are realizing that they can't do everything on their own. The secret to success is sustained growth. That means going after new markets, offering new products and services, opening new locations, and staying ahead of the competition. But you can't do it all alone, and the old adage still stands: *You have to spend money to make money*. Hiring additional employees is its own expense, but it can have major rewards in the long run.

THE BENEFITS OF HIRING

WHY HIRE MORE EMPLOYEES

Additional manpower means increased ability to expand your business, which translates to direct revenue (in addition to saving time and energy by sharing the workload).

HIRING BENEFITS YOUR SMALL BUSINESS BY ALLOWING YOU TO:



Improve productivity



Provide better quality of service



Expand services



Become more competitive



Work more efficiently



Increase revenue

AN UNEXPECTED BENEFIT. Layoffs due to the economic recession mean that your small business is likely to attract **more experienced, more qualified candidates than you would in another economic climate.**

NOT HIRING COSTS YOU MONEY

When positions are left unfilled, your business pays the cost of vacancy. Find out exactly how much you're losing by using the following formula.

⇒ NO ⇐
VACANCY

YOUR COMPANY REVENUE



NUMBER OF EMPLOYEES



220
(#of working days in a year)



AVERAGE
daily revenue per employee

THIS IS HOW MUCH YOU LOSE FOR EACH DAY A POSITION IS VACANT.

HOW TO KNOW WHEN TO HIRE



Knowing exactly when you're ready to expand can be challenging. According to organizational psychologist David G. Javitch, Ph.D., the following telltale signs indicate when it might be time to hire.



Employees are overworked and vocal about it.



Employees say they lack time to do more work or spend more time on certain tasks.



Demand for your products or service is steadily and consistently increasing.



You see opportunity to expand in your industry or related industries, but employees can't shoulder more responsibilities.



Revenue's steady—meeting or exceeding your goals—and projected to continue.



You know increasing productivity will require increasing employees' skills and capabilities or bringing in employees with additional skills.

Consider hiring once your company is working at

80% CAPACITY



(above which, your quality of service can suffer), says Justin Pobst of the Center for Innovation and Entrepreneurship at Southeast Missouri State University.

**Hiring is an important decision that can greatly benefit your company.
If it's time to make the hire, don't wait!**

*The Staffing Specialists of DPS can offer various strategies and solutions to get you started with your hiring process and work with you all the way through to the skills assessment, offer and on-boarding of your new hire! Contact us today!

Excerpted from intuit.com

● Staffing Trends *May Temporary Help Up 8.5%*

"Employment in temporary help services continued to trend up (+14,000) and has grown by 224,000 over the past year," according to Erica L. Groshen, commissioner of the U.S. Bureau of Labor Statistics, commenting on the monthly jobs report. Seasonally adjusted staffing employment was up 0.5% over April and 8.5% over May of last year. Since December, BLS has continued to measure temporary help job growth at about 9% year-to-year, the strongest sustained pace since August 2012.

Nonseasonally adjusted BLS data, which estimate the actual number of jobs in the economy, indicated that staffing employment increased by 63,700 in May (up 2.3% from April). On a year-to-year basis, there were 8.6% more staffing employees in May than in the same month last year.

"Even with the continued slow pace of economic recovery, demand for temporary and contract workers continues to increase across most sectors," says Richard Wahlquist, president and chief executive officer of the American Staffing Association. "This is positive for job seekers looking for employment flexibility or a bridge to a permanent job."

Total U.S. nonfarm payroll employment increased by 217,000 jobs in May, BLS reported. Monthly job gains averaged 197,000 in the prior 12 months. The May unemployment rate was unchanged at 6.3%.

MEMBER



American Staffing Association

www.americanstaffing.net

● To Your Health *Picnic season is here!*

Picnic season offers lots of opportunities for outdoor fun with family and friends. But these warm weather events also present opportunities for foodborne bacteria to thrive. As food heats up in summer temperatures, bacteria multiply rapidly. The key is to never let your picnic food remain in the "Danger Zone" - between 40° F and 140° F - for more than 2 hours, or 1 hour if outdoor temperatures are above 90° F. This is when bacteria in food can multiply rapidly, and lead to foodborne illness.

Instead, follow these simple rules for keeping cold foods cold and hot foods hot.

COLD FOOD

Cold perishable food should be kept in the cooler at 40° F or below until serving time.

- Once you've served it, it should not sit out for longer than 2 hours, or 1 hour if the outdoor temperature is above 90° F. If it does - discard it.
- Foods like chicken salad and desserts in individual serving dishes can be placed directly on ice, or in a shallow container set in a deep pan filled with ice. Drain off water as ice melts and replace ice frequently.



HOT FOOD

Hot food should be kept hot, at or above 140° F.

- Wrap it well and place it in an insulated container until serving.
- Just as with cold food - these foods should not sit out for more than 2 hours, or 1 hour in temperatures above 90° F. If food is left out longer, throw it away to be safe.

Excerpted from fda.gov

● Top 10 *Unique excuses for being late...*

1. A zebra was running down the highway and held up traffic (turned out to be true!)
2. Woke up on the front lawn of a house two blocks away from his house.
3. Cat got stuck in the toilet.
4. Accidentally put superglue in their eyes instead of contact lens solution.
5. Thought Halloween was a work holiday.
6. A hole in the roof caused rain to fall on the alarm clock and it didn't go off.
7. Was watching something on TV and really wanted to see the end.
8. Forgot that the company had changed locations
9. Got a hairbrush stuck in her hair.
10. Was scared by a nightmare.

www.careerbuilder.com



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