



Diversified Personnel Services

A DIVISION OF Opportunities

Staff Points . . .

Fall 2013

Inside this issue:

New Area of Service!

Safety Corner

The Temporary Jobs Trend

Staffing Trends

To Your Health

Diversity in the Workplace



11/11 Veteran's Day



11/13 World Kindness Day

11/15 Clean Your Refrigerator Day

11/17 Take a Hike Day

11/23 Eat a Cranberry Day

11/28 Thanksgiving Day

11/29 Buy Nothing Day

12/6 St. Nicholas Day

12/7 Pearl Harbor Day

12/9 Christmas Card Day

12/19 Look for an Evergreen Day

12/25 Christmas Day

DPS Now Serving the Hospitality Industry!

Exciting News! Diversified Personnel Services has expanded its services to the hospitality industry!

This growing industry is comprised of a broad category of fields including food & beverage, restaurants, catering, lodging, events, theme parks and more! The hospitality industry is a multi-billion dollar industry that will open up numerous opportunities and career paths for individuals in jobs such as facility maintenance, servers, housekeeping, porters, kitchen workers, bartenders, as well as management, marketing, and human resources.

DPS is committed to recognizing client's needs and streamlining innovative staffing solutions. In the hospitality industry in particular, challenging economic conditions have increased the demand for workers who understand the multiplicity of the industry - from great customer service to multi-tasking and working as a team.

Hospitality recruiters and hiring managers are recognizing the exceptional service-minded focus DPS is known for as a good fit as these partnerships continue to grow!

Positions such as banquet servers, line cooks, and housekeeping are currently being handled by their highly trained staff. At DPS, the possibilities are endless!

DPS is excited to share their growth to both clients and candidates in their search for quality talent matching and excellent career opportunities!

Safety Corner Buyers & Staffing Firms Jointly Responsible for Workplace Safety

In recent months, workplace safety has become even more important, with the Occupational Safety and Health Administration (OSHA) issuing updated guidance specifically on the issue. OSHA's guidance reminds staffing firms and client companies that they should carefully consider who will be responsible for safety training and allocate responsibility accordingly.

OSHA Guidance

OSHA recommends that staffing firms and client companies to set out their respective responsibilities for compliance with applicable OSHA standards in their contract. According to OSHA, the staffing firm is generally responsible for ensuring that its workers have received proper safety training. In practice, however, the staffing firm may provide basic training, but it's the client company that usually provides the training specific to a contingent worker's particular tasks.



Both parties should also be aware of OSHA reporting requirements in the event of fatalities or catastrophes. Only one employer's log should record employees' injuries and illnesses - normally that of the client company.

Embrace Co-Employment

While buyers tend to shy away from the co-employer label, in the case of workplace injury, it is a benefit. That's because in most states, if an employee is eligible for workers' compensation benefits, those benefits are the employee's "exclusive remedy" against the employer for any job-related personal injury. The employee is entitled to a specific level of compensation set by statute or regulation, and, in exchange, the employer is entitled to immunity against suits for tort damages. Staffing firms and their clients both want this exclusive remedy.

Staffing firms and their client companies should carefully consider who will provide appropriate safety training to contingent workers. If workplace injuries do nevertheless occur, co-employment status may provide the exclusive remedy protection, and staffing firms should remind their clients of this provision in the case of subsequent claim attempts.

Excerpted from staffingindustry.com

The Temporary Jobs Trend & Common Misconceptions

The latest Bureau of Labor Statistics employment report signaled growth in the economy and the lowest unemployment rate since December 2008. However, recent job headlines have shifted focus with many outlets reporting the increase in "part-time" work, partly due to the Affordable Care Act. While the increase in part-time work is typically focused the hospitality industry, it's important to mention that there has also been an increase in temporary jobs overall (a temporary position doesn't necessarily mean it's a part-time position).

Part-Time vs. Temporary. While some temporary roles may be part-time opportunities, in many cases, temporary professionals work the same amount of hours as a regular full-time employee. The main difference in those cases, however, is that temporary assignments can average anywhere from four months to more than a year, with some even spanning multiple years.

The Temporary Trend. The hiring rate of temporary workers is reportedly five times the rate of overall hiring. There are many causes for the increase in temporary workers, but most notably temporary staffing provides employers with the support they need for project efforts, allowing them to control costs, manage results, as well as help reduce the concern around potential economic and regulatory uncertainties.



It's also important to note that employers today are especially focused on filling temporary roles in STEM (science, technology, engineering and math) areas. While headline unemployment figures sit just above seven percent now, the unemployment rate for college educated professionals in STEM areas continues to come in at almost half that rate - creating increased competition among employers to attract and retain these highly skilled workers.

What's Next? Economists surveyed by the Associated Press say the rise in temporary jobs represents a long-standing trend, furthering the notion that temporary work is here to stay.

Excerpted from thestaffingstream.com

Staffing Trends Staffing Employment Up 9.0% From a Year Ago

Seasonally adjusted employment data released by the U.S. Bureau of Labor Statistics indicate that staffing firms added 20,200 new jobs from August to September (up 0.7%). In a year-to-year comparison, temporary help employment for the month was 9.0% higher than in September 2012.

Nonseasonally adjusted BLS data, which estimate the actual number of jobs in the economy, indicated that the staffing industry added 64,200 jobs (up 2.3%) from August to September of this year. On a year-to-year basis, there were 9.0% more staffing employees in September than in the same month last year.

"It continues to be a very tight job market for unemployed Americans," says Richard Wahlquist, president and chief executive officer of the American Staffing Association. "A good strategy for many job seekers would be to engage a local staffing and recruiting firm to get a real-time snapshot of who is hiring in their area and the skill sets that are in highest demand."

Sectors adding jobs to the economy included construction, wholesale trade, transportation and warehousing, and professional and business services. Employment in most other major industries showed little change over the month.

MEMBER



American Staffing Association

www.americanstaffing.net

To Your Health Seven Immune Boosting Foods

1. Watermelon

Hydrating and refreshing, ripe watermelon also has plenty of a powerful antioxidant, glutathione. Known to help strengthen the immune system so it can fight infection, glutathione is found in the red pulpy flesh near the rind.

2. Cabbage

A good source of immune-strengthening glutamine and is easy to find during the winter months when it's in season. Try adding it to soups and stews.

3. Grapefruit

Packed with flavonoids - natural chemical compounds that have been found to increase immune system activation.

4. Wheat Germ

The part of a wheat seed that feeds a baby wheat plant, so it's full of nutrients. It has zinc, antioxidants, and B vitamins among other vital vitamins and minerals. It also offers a good mix of fiber, protein, and some good fat.

5. Almonds

A handful may shore up your immune system from the effects of stress. A recommended 1/4 cup serving carries nearly 50% of the daily recommended amount of vitamin E, which helps boost the immune system.

6. Low-Fat Yogurt



Wheat Germ: Substitute for part regular flour in baked goods or other recipes.

A daily cup may reduce your chances of getting a cold. Look for labels listing "live and active cultures" and vitamin D.

7. Garlic

Garlic offers several antioxidants that battle immune system invaders. Cooking tip: peel, chop and let sit 15 minutes before cooking to activate immune-boosting enzymes.

Excerpted from webmd.com

Workplace Diversity Successful Management

Diversity training alone is not sufficient for organization's diversity management plan. A strategy must be created and implemented to create a culture of diversity that permeates every department and function of the organization.

Development of diversity in the workplace plan

Choosing a survey provider that provides comprehensive reporting is a key decision. That report will be the beginning structure of your diversity in the workplace plan. The plan must be comprehensive, attainable and measurable. An organization must decide what changes need to be made and a timeline for that change to be attained.

Implementation of diversity in the workplace plan

The personal commitment of executive and managerial teams is a must. Leaders and managers within organizations must incorporate diversity policies into every aspect of the organization's function and purpose. Attitudes toward diversity originate at the top and filter downward. Management cooperation and participation is required to create a culture conducive to the success of your organization's plan.



Excerpted from diversity.sdce.edu

Top 10 Outrageous Excuses For Calling Off of Work

1. Employee bit her tongue and couldn't talk.
2. Employee said the chemical in turkey made him fall asleep and he missed his shift.
3. Employee felt like he was so angry he was going to hurt someone if he came in.
4. Employee was quitting smoking and was grouchy.
5. Employee needed to finish Christmas shopping.
6. Employee got lost and ended up in another state.
7. Employee's favorite football team lost on Sunday and needed Monday to recover.
8. Employee said someone glued her doors and windows shut so she couldn't leave the house.
9. Employee couldn't decide what to wear.
10. Employee claimed a swarm of bees surrounded his vehicle and he couldn't make it in.

www.theworkbuzz.com

DPS HOLIDAY HOURS:

For Thanksgiving:

Time Cards Due: End of day on Monday, November 25
Payroll Processed: Before Noon on Wednesday, November 27
Holiday Close: Thursday, November 28 & Friday, November 29

For Christmas:

Time Cards Due: End of day on Monday, December 23
Holiday Close: Tuesday, December 24 & Wednesday, December 25
Payroll Processed: Before Noon on Thursday, December 26



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