

LOCATE

staffing

Labor &
Industrial

INSIGHTS

Magazine

MANUFACTURING
NEEDS JOB
SEEKERS,
NOT
JOBS



INSIDE

Leverage "Borrow" Recruiting Tactics to Meet Your Staffing Needs

Why Your Best Employees Are Quitting

3 Reasons Why Employees Underperform

Welcome to the July/August 2017 issue of
Locate Staffing Labor & Industrial Insights!



Staffing is a perennial concern of organizations of all sizes in all industries: how to find the right people, how to make sure they are doing their work well, and how to keep the good ones around (and part ways with the ones who aren't a good fit). This edition of *Locate Staffing L&I Insights* includes contributions from several authors who address some of those issues.

In the feature article, "Leverage 'Borrow' Recruiting Tactics to Meet Your Staffing Needs," Sharlyn Lauby explains why "organizations should view contingent workers as an essential piece of their staffing strategy"—and offers suggestions for how to develop and implement a plan to include more freelancers and contractors in a company's workforce.

Tracy Clementi presents another idea for meeting staffing needs: hiring former military personnel. Because they "typically have very specific skills and competencies that don't map directly to corporate positions," these candidates often don't receive close consideration for jobs. In "Coming Home: How to Bring Military Backgrounds into Corporate Settings," Clementi suggests that companies make the effort to reach out to this highly skilled and qualified talent pool.

Unfortunately, organizations do have to deal with staffing-related problems from time to time. Jay Forte ("Reasons Why Employees Underperform") and Allan MaGuire ("Why Your Best Employees Are Quitting") offer insight on two issues that are particularly vexing for HR and hiring managers.

Even the companies that are at the top of their games and enjoying tremendous success know that they can't rest on their laurels but must constantly work to improve themselves—and that includes reassessing and tweaking their staffing practices so they're ready to handle industry changes, economic shifts, and other curveballs that come their way. Whether you're content with your current staffing arrangement or are already thinking about making changes, Locate Staffing can help your organization figure out the optimal strategies to meet its needs.

Sincerely,

Janelle Koren
CEO / Founder



MEMBER



American Staffing Association



LOCATE

staffing

Whether you're looking for one employee to assist you with a one-day assignment, or 300+ contingent workers Locate Staffing, Inc. has the experience and expertise to service your needs! With 18 years' experience, we understand the diversified requirements of our clients and associates and have developed a variety of programs to service those needs. Here are just some of the reasons top organizations like yours choose Locate Staffing, Inc.

EXPERIENCED RECRUITERS

Human Resources functions should not be left to chance! At Locate Staffing we add value to client relationships and help avoid potentially costly legal missteps through professionalism and expertise of the industry. Recruiters of Locate Staffing are required to obtain their CSP Certification (Certified Staffing Professional). With more than 15 subject areas including wage and hour laws, The Affordable Care Act workplace safety and workers' compensation, the CSP Program features rigorous content focused on employment and labor law at both the federal and state levels to help protect clients from legal liabilities.

SAFETY TRAINING

Working with a safety conscious staffing service provides value added benefits! Locate Staffing partners with clients to promote safety awareness, administering a documented and general safety orientation specific to clients' needs as we understand the importance of maintaining a positive safety record. Our WRC (Workforce Risk Certified) commitment to risk management, through this certification, supports industry best practices and sets us apart from our competition.

NWBOC

Does your organization have a supplier diversity program? Weather your organization has implemented a diversity initiative for best practices or perhaps you need to remain in good standings with a government contract, Locate Staffing, Inc. is a registered and certified national woman business organization and can help you achieve your supplier diversity goals!

Our Guarantee

100% satisfaction guarantee! If you are not satisfied with an Associate, please notify your Recruiter within the first 4 hours and we will send a replacement and you will not be charged for the initial Associate sent to you!

www.locatestaffing.com



AT LOCATE STAFFING, WE BUILD PARTNERSHIPS

When was the last time a recruitment firm understood your hiring needs? Or followed up? Our focus is on establishing and maintaining long-term partnerships which is easy to do because WE LISTEN. Our partnerships are built on our core values of honesty, trust and integrity.



CLERICAL / PROFESSIONAL

Finding qualified employees the first time reduces turnover and provides value to any organization. Our process allows us to identify highly qualified candidates quickly with basic to advanced assessment testing, ensuring candidates' skills are measured with certainty. Testing packages are designed specifically to client's needs and qualifications of the various positions within the organization. Locate Staffing has an extensive interviewing and screening procedure that ensures your company is getting the best personnel.



ON-SITE SOLUTIONS

For large or multiple work site staffing needs, On-Site Solutions provides clients with a customized on-site staffing plan, which streamlines processes related to your contingent workforce and optimizes productivity. Our on-site staffing managers will shoulder the responsibilities of oversight, metrics reporting, and continuous quality improvement. With day-to-day oversight, our process ensures an optimum and flexible level of staffing.



LIGHT INDUSTRIAL / SKILLED TRADES

With shifting market demands and tightened deadlines, Locate Staffing realizes the importance of having an adequate workforce when you need it most! Whether you are searching for unskilled labor, logistics or skilled trades, Locate Staffing's 18 years' of industry knowledge and best practices ensures clients' needs are met by fostering relationships that anticipate client needs in advance!



ON-DEMAND STAFFING

In today's market, many companies operate with just-in-time inventory systems. When unplanned orders arrive, production needs to ramp up quickly to meet client deadlines. In 2001 Locate Staffing implemented a division called On-Demand, to service clients that experience these challenges. Our modern technology and years of experience has provided clients with a proven staffing model that works!

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