



Interested In Staffing Employment? Be On The Alert!

Just as it did for Faith Wilkerson, the staffing industry can bridge you from where you are in your career, to where you want to go.

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What if you were fresh out of college with a master's degree and strong GPA and still unable to find a job, then someone told you how to gain instant access to your city's marketplace . . .no, let's fully explore this.

What if they told you that you would gain instant access to:

- Everyone at every level of profession, and
- Every department, business and industry, including access to
- The latest technological advancements in your city's marketplace,

By becoming a staffing employee?

That's access to everyone hiring and everyone who knows who's hiring.

It's the type of access that levels the playing field by eliminating popular beliefs like, *"it's not what you know but who you know that gets you the job,"* that so often keep the ideal jobs unreachable to those of us who do not know anyone on the inside. Jobs so exclusive that if you did get in to interview with the executive gatekeepers in human resources, you still couldn't gain access to the right people.

It's true. The moment your employment status becomes official with a staffing firm, you are cleared to work everywhere your skills and knowledge can take you—everywhere.

Your name is immediately placed on employee availability lists then verbally distributed to every person in charge of hiring in your city's marketplace.

Another bonus, if you have the credentials and knowledge of a job but do not have the required level of experience, you're in! And there are times when your level of knowledge alone can get you in the door. So tell your staffing employers everything.

It's a true saying that, "if you can do it your staffing employer can most likely use it."

Take Faith Wilkerson for example. Fresh out of graduate school and armed with a master's degree in accounting and finance, she was filled with the excitement of launching her career with an ideal employer, and immediately began exploring her career options.

The employment section of *The Dallas Morning News* was full of opportunities for college graduates with strong GPAs. She selected a few companies and scheduled interviews.





There was one job she was especially interested, and the interview went so well that she felt she had the job.

A few days passed, then a week, and not a word from anyone. Well, there were a few rejection letters.

She had no idea of what to do next.

A sorority sister suggested she meet with her staffing coordinator at a local staffing company.

Faith called and scheduled an appointment.

The staffing coordinator was so impressed with Faith that immediately after their interview she sent her to interview for an interesting accounting assignment at a local bank with a great starting salary, and plenty of room for advancement.

The staffing coordinator was right; the managers in the accounting department loved her so much that they hired her on the spot.

Faith's workstyle fit so well with everyone she worked with that they eventually hired her as a permanent employee.

She became so valuable to the bank that she escaped being laid off during the many mergers and acquisitions that took place in the financial industry during her employment.

She also took the part about her job having plenty of room for advance to heart, and advanced to senior vice president and regional sales manager.

Remember the jobs listed in *The Dallas Morning News* that she interviewed for and never received a response? That assignment not only turned out to be one of those jobs listed in the newspaper, it was *the job she was most interested in getting*.

By becoming a staffing employee, she bypassed the gatekeepers in human resources who previously denied her access to a job she was clearly well qualified.

This time she went directly to the accounting department and interviewed with the people who had the power and business smarts to hire her. And they did just that.

Faith couldn't have planned this experience better herself.

The human resources executive somehow missed what was quite clear to the management team in the accounting department—she was a perfect fit with the company.

She represented the bank so well throughout her employment that she was awarded the company's *Award of Excellence* four times.

Way to go Faith!





Faith is now retired from banking. Well not entirely.

She can be found doing for others what the staffing industry did for her—opening doors to unlimited career opportunities.

She is founder and president of a financial staffing and consulting firm that service banking and financial institutions throughout her city’s marketplace, by placing highly skilled financial professionals on assignment to work in partnership with her clients as they accomplish their financial and management goals, improve performance, manage risks and build value as change takes place—everything she did for her former employer.

And who is better prepared to take on such a role than Faith Wilkerson?

Her story clearly shows that there are unlimited career opportunities throughout the industries waiting to be created, pursued and achieved by means of the staffing industry.

If you ever experience a popular Catch-22 scenario where you have the right credentials but not the right skills, or you have the right skills but not the right credentials, contact your local staffing firm that specialize in your line of work and learn as much as you can about creating, pursuing and achieving your career goals by means of the staffing industry.

Be sure and tell them how Faith’s story encouraged you to contact them.

Here’s to your career and the instant access to your city’s marketplace you are about to gain! And don’t worry; you’ll know which career bridges to cross when you get to them. Just focus on creating ideal assignment experiences for your employer and their clients.

For those of you who have never worked as staffing employees, or know little to nothing about the industry, here’s a quick industry breakdown for you:



Fact: 2.66 million staffing employees can be found at work in America's marketplace on any given day. The industry closed \$86.2 billion strong in

The Staffing Industry:

- Is vast, and with
- Change is its only constant, it is
- Powerfully time sensitive

It is comprised of three industry affiliates:

- Staffing Employer
- Staffing Employee, and
- Staffing Client

It offers unlimited employment opportunities for everyone from:

- The most novice employee, to
- The most specialized professional.

It provides three primary employment options:*

- Temporary or contract - Employed to work off-site, at staffing employer's client offices.
- Temp-to-perm or temp-to-hire - Trial employment to determine if there is a fit between employee and client.
- Direct hire or permanent placement - Recruited by staffing employer and hired by client after ninety-day grace period.

It saturates practically every professional and trade occupation in the global marketplace:

- Health Care
- Industrial
- Office-Clerical
- Professional, Managerial
- Technical, Information Technology, and Scientific

It often grants it affiliates only a window-of-opportunity for true collaboration:

- As staffing employers use assignments to determine how well their employees will represent them on future assignments,
- Staffing clients use assignments to measure the employers' quality of service, by their employees' workstyle, while
- Staffing employees use assignments to gain or regain access to their cities' marketplace for a multitude of reasons.



Three goals to be achieved on one assignment, within a limited timeframe, and what better place to do so than in the staffing industry?

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