

## **Make resolution for rewarding job in the new year**

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Is one of your New Year's resolutions to make a return to the work force or to find a new job in 2008?

Are holiday bills dictating a need for supplemental income or do you just want to improve your financial status? Or did you recently retire and now find yourself missing the connection, involvement and rewards that a job brings?

If the answer is yes to any of these questions then a visit at a local staffing company may be the best next step.

According to the American Staffing Association, staffing companies in the United States employed an average of 2.96 million temporary and contract workers per day in 2006. And based on local statistics 80% of employees who work through a staffing company find permanent employment within one year.

Since finding work for their employees is their daily focus, staffing companies are able to coach, mentor and support individuals looking for that next great job. The services offered by a staffing company vary based on the clients represent and positions they are able to fill.

Individuals beginning the search process will benefit from using a local staffing firm. Your staffing professional can assist you with an updated resume, strong work references, new opportunity prospects, an outside network of professionals to connect with, contacts at local companies and interview coaching.

Outlined below are the services offered by most staffing companies today.

**Willingness to listen:** Very often the first contact with a staffing company is inquiry related. Questions about how the process works lead to questions about what the individual's education, experience and skill set. Further discussion may address strengths, challenges and aspirations.

**Resume review:** Constructive feedback will be offered regarding the format or content. General rules are keeping it factual, accurate and results oriented. All information should be work, profession or education related.

**Assessment opportunities:** Most companies will do some skill evaluations including software or skill knowledge. Some evaluations may be general in nature to assess very basic skills. Look at these as an opportunity to highlight strengths and identify areas that need attention.

**Interview coaching:** The staffing professional will review of commonly asked questions and how they should be answered. The interview coaching process also involves contacting potential references to ask for permission to use their name.

**Networking with local employers:** Staffing companies have countless contacts with potential employers. These relationships can assist with the hiring process.

**Work flexibility:** A variety of full- and part-time hours are available through most staffing companies. Some individuals can meet their employment needs by working a few full days per week or only half days.

Companies wanting to ensure competitive edge will search for the best talent and find it through local employment companies. Employees who are the most prepared and properly coached will discover rewarding and challenging work in the new year.