



Elwood Staffing Staffing, Recruiting and Workforce Solutions

GOVERNOR'S WORKFORCE CABINET MEETING | JUNE 22, 2023

AGENDA

ELWOOD PRESENTERS:

John Elwood
Chief Executive Officer

Diane Bohman
President

Overview of the Staffing Industry

Elwood at a Glance

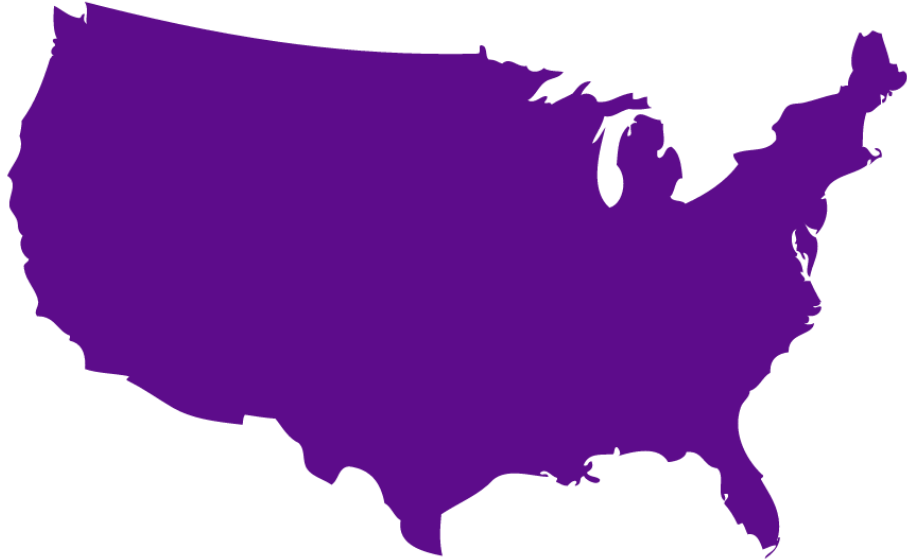
Trending of Key Data Points

Key Takeaways

Q&A

NATIONAL STAFFING INDUSTRY STATISTICS

U.S. Staffing Facts



- **\$144 billion** in temporary staffing revenue
- **16 million** individuals employed per year
- **2.7 million** temporary associates employed daily (avg)
- **\$44,000** average annual wage
- **37,000** staffing offices (estimated)
- **10** weeks average tenure

The staffing, recruiting, and workforce solutions industry makes a vital contribution to the U.S. economy while servicing businesses across virtually all industries.

INDIANA STAFFING INDUSTRY STATISTICS

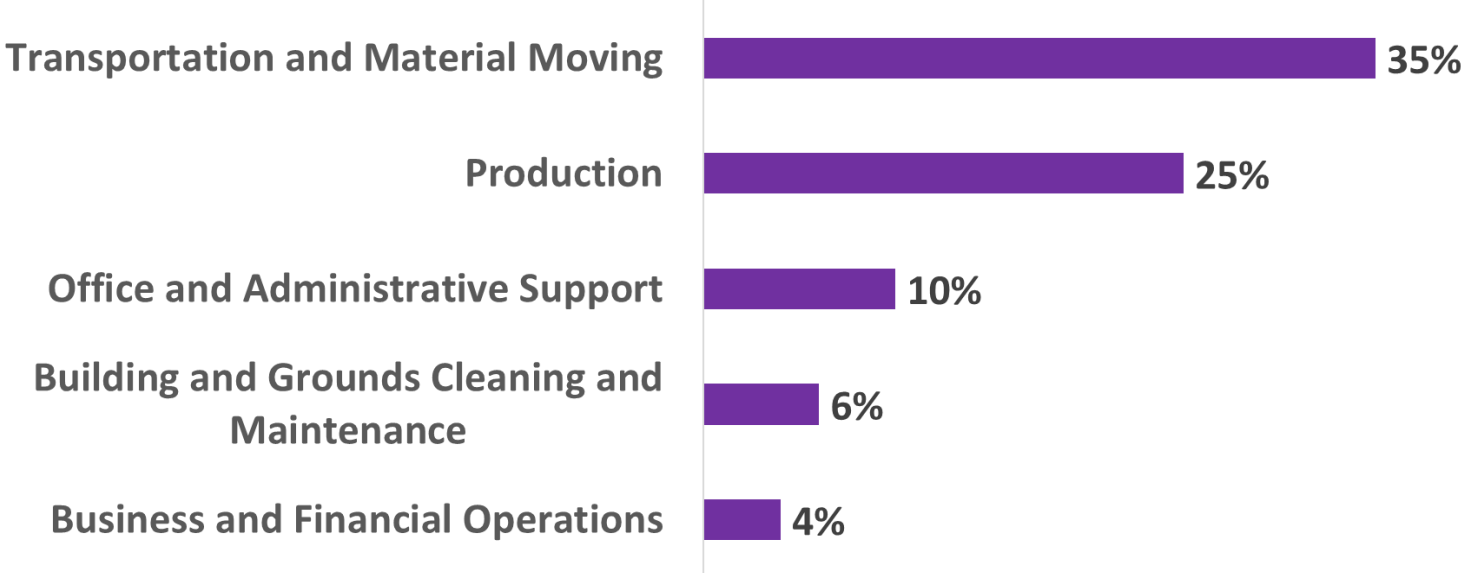


Source: American Staffing Association

Our State At A Glance

- 84,600 staffing jobs at any given time
- 438,900 people employed
- 848 staffing firm offices
- \$2.4 billion in payroll

Top 5 Major Occupation Groups



WHY TEMPORARY STAFFING?

REMOVES HIRING RISK

OBTAINS GREATER RECRUITING REACH

MAINTAINS HIRING CONTROL

PROVIDES FLEXIBILITY

REDUCES COST OF HIRING AND TURNOVER

ALLOWS FOCUS ON RUNNING THE BUSINESS

THE **COST OF HIRING IS MORE THAN A SALARY OR WAGES.**

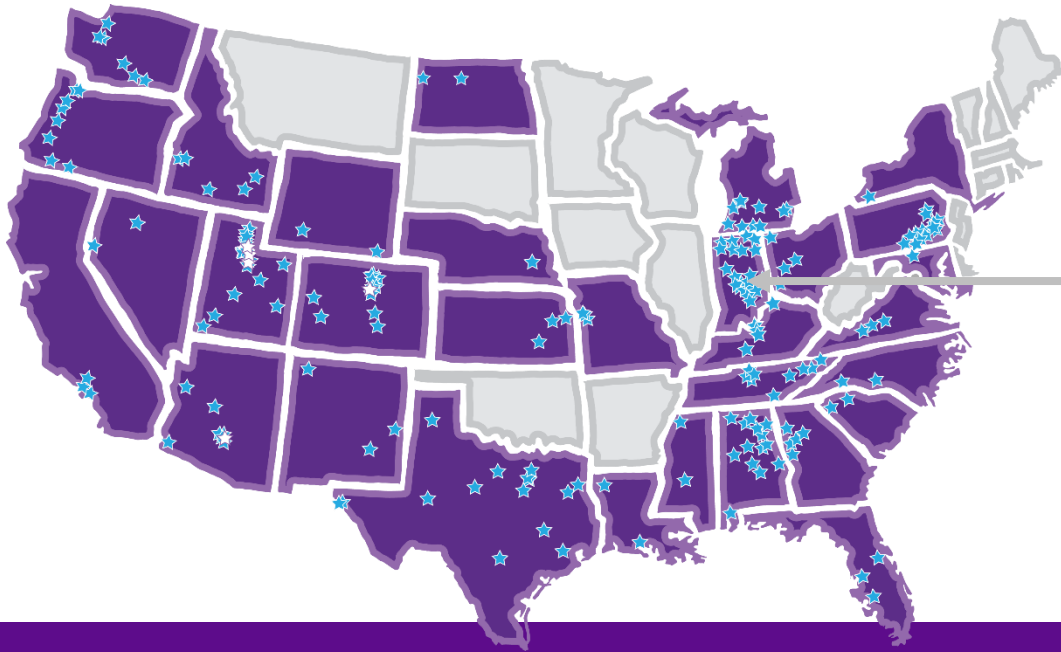
- \$ ADVERTISING COSTS
- \$ PERKS
- \$ JOB BOARD ACCESS FEES
- \$ HEALTH BENEFITS
- \$ ASSESSMENTS
- \$ PAYROLL ADMINISTRATION

- \$ PAID TIME OFF
- \$ PAYROLL TAXES
- \$ WORKERS' COMPENSATION
- \$ UNEMPLOYMENT
- \$ YOUR TIME

WHEN ELWOOD FOCUSES ON THE HIRING, EMPLOYERS CAN FOCUS ON PRODUCTIVITY.

Based on internal data, we estimate the average employer spends a minimum of **37 HOURS** hiring a single employee.

ELWOOD AT A GLANCE | 260+ SERVICE LOCATIONS IN 31 STATES



22 Indiana Locations

- | | | |
|-------------|--------------|-------------|
| Anderson | Greenfield | Richmond |
| Angola | Greensburg | Seymour |
| Camby | Indianapolis | Shelbyville |
| Clarksville | Lafayette | South Bend |
| Columbus | La Porte | Valparaiso |
| Fort Wayne | Lebanon | Warsaw |
| Franklin | Plainfield | |
| Goshen | Plymouth | |

6,000+ clients served annually · **#31** largest U.S. staffing firm · **#11** largest U.S. industrial staffing firm

~137,000 temporary associates employed annually · **950+** internal employees · **42+** years in business

INDUSTRIES SERVED Automotive · Construction · Customer Service · Distribution & Warehouse Energy · Engineering · Financial Services · Hospitality
IT · Light Industrial · Manufacturing & Production · Retail · And More

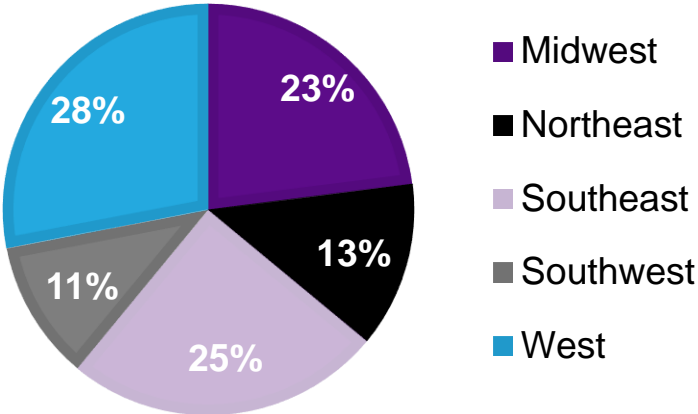


OUR MARKET SIZE & SHARE

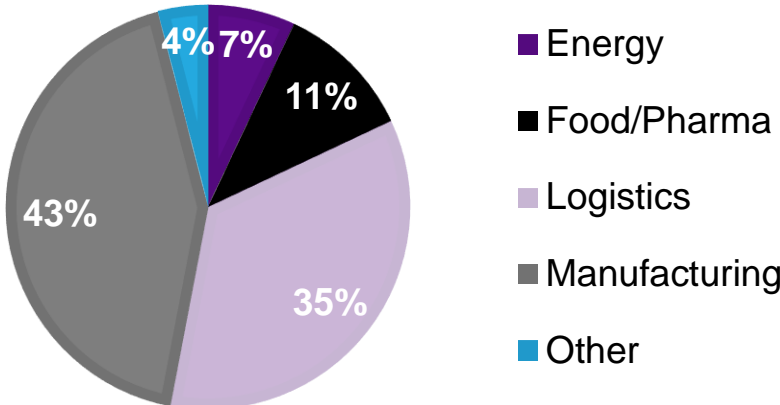
REVENUE \$ IN MILLIONS



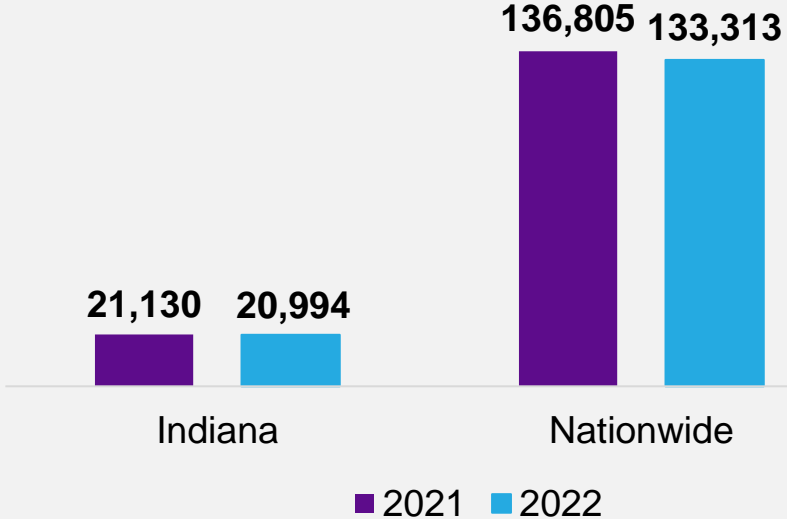
REVENUE BY GEOGRAPHY



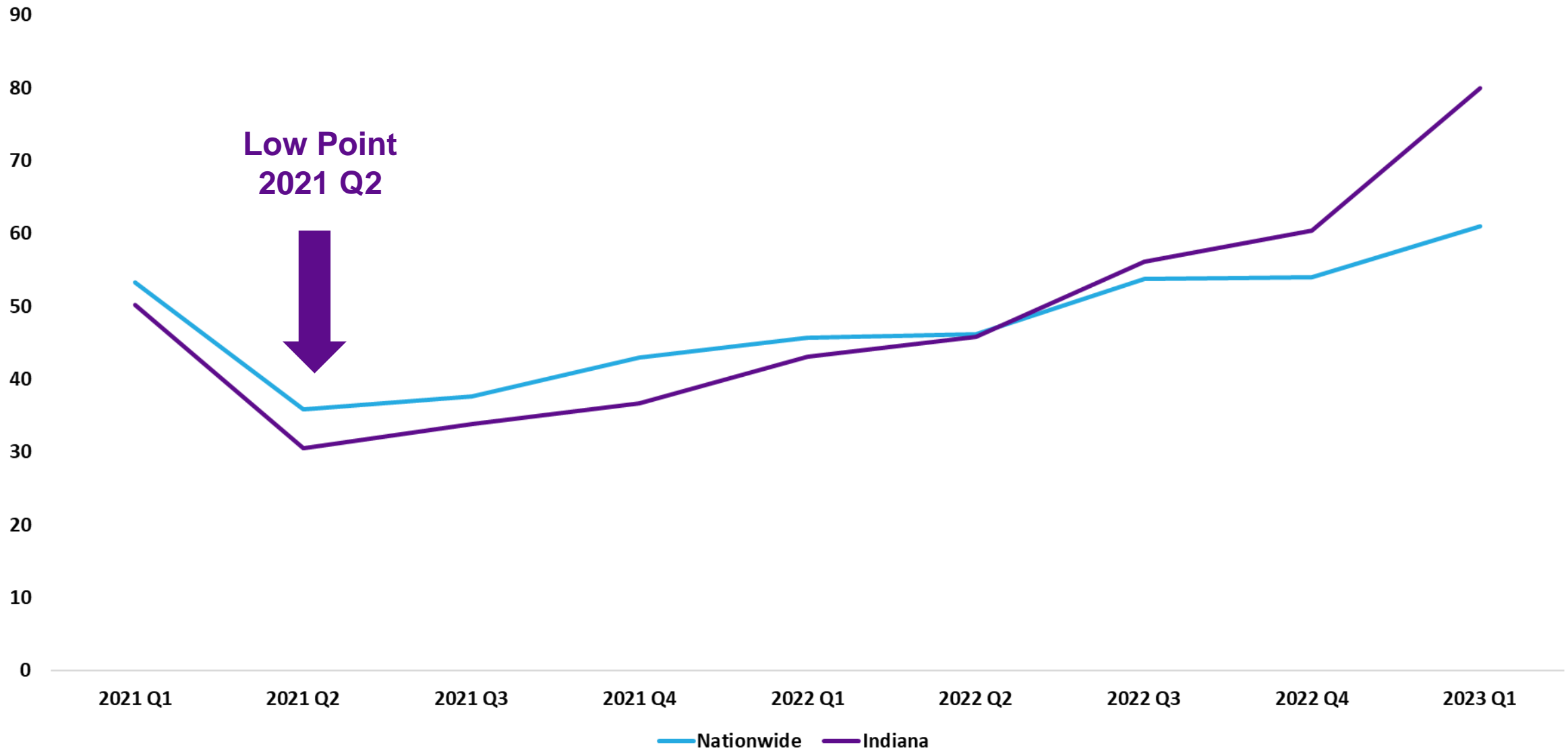
REVENUE BY INDUSTRY



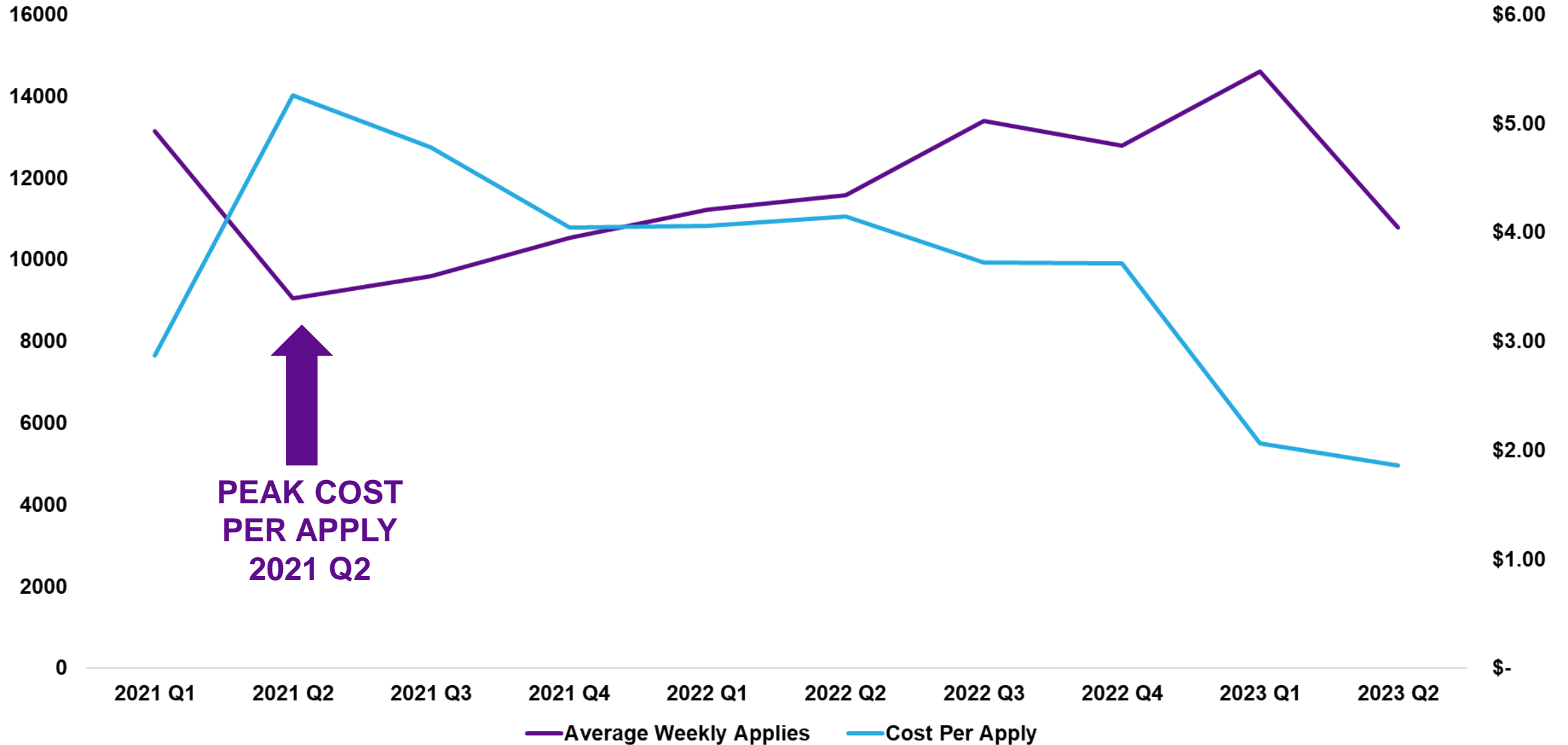
WORKERS EMPLOYED ANNUALLY



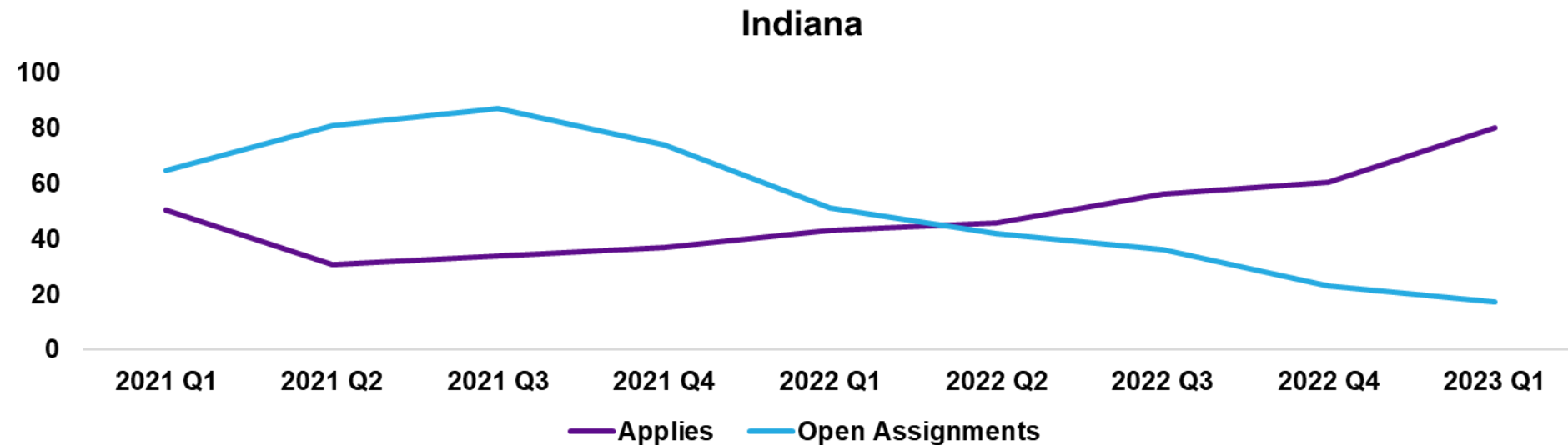
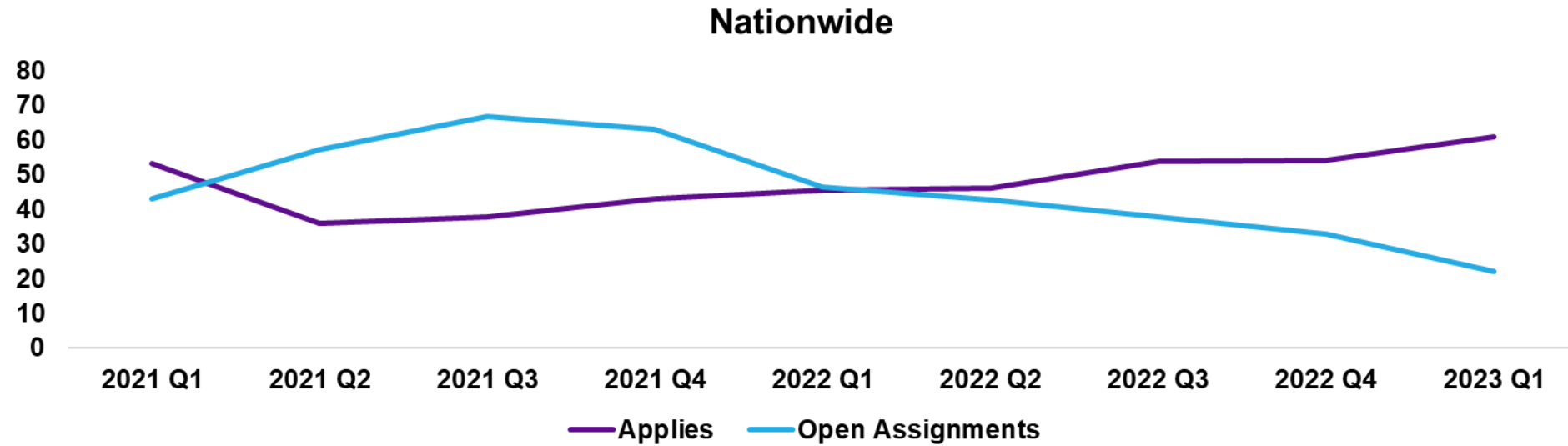
AVERAGE WEEKLY APPLIES PER BRANCH



AVERAGE WEEKLY APPLIES VS. COST PER APPLY



WEEKLY APPLIES VS. OPEN ASSIGNMENTS PER WEEK PER BRANCH

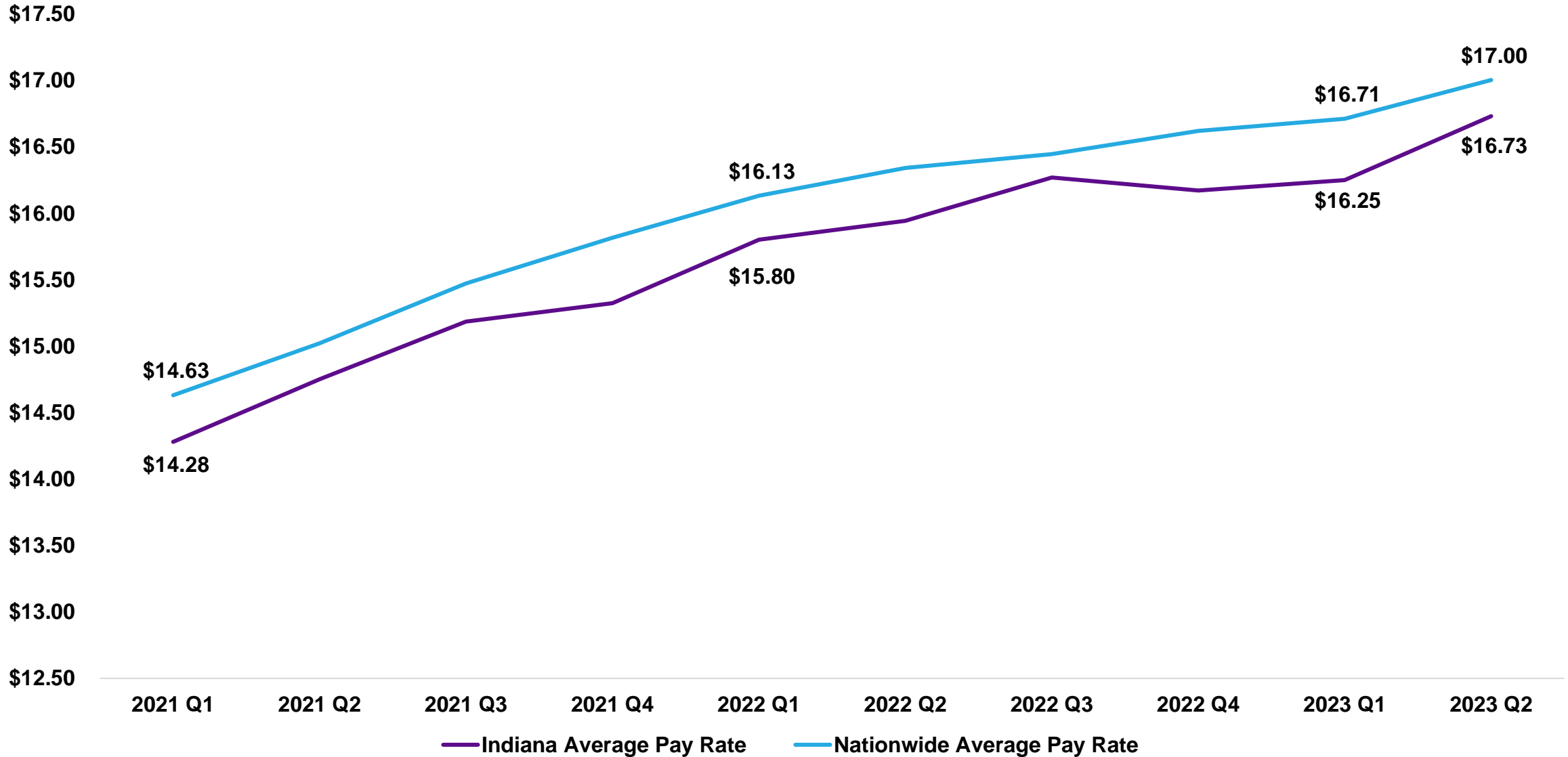


OUR MOST POPULAR JOB TITLES

NATIONWIDE
Assembly
Welder
General Labor
Machine Operator
Material Handler
Forklift Operator
Production
Warehouse Associate
Equipment Operator
Maintenance Technician

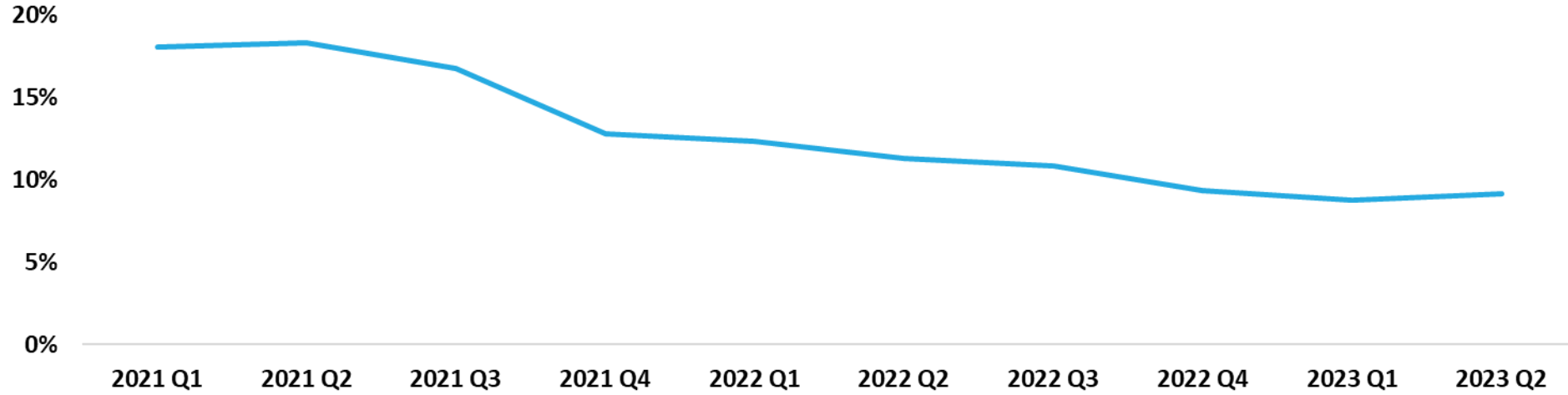
INDIANA
Assembly
General Labor
Welder
Warehouse Associate
Machine Operator
Forklift Operator
Material Handler
Production
Machine Cleaner
Packer

DESIRED WAGE

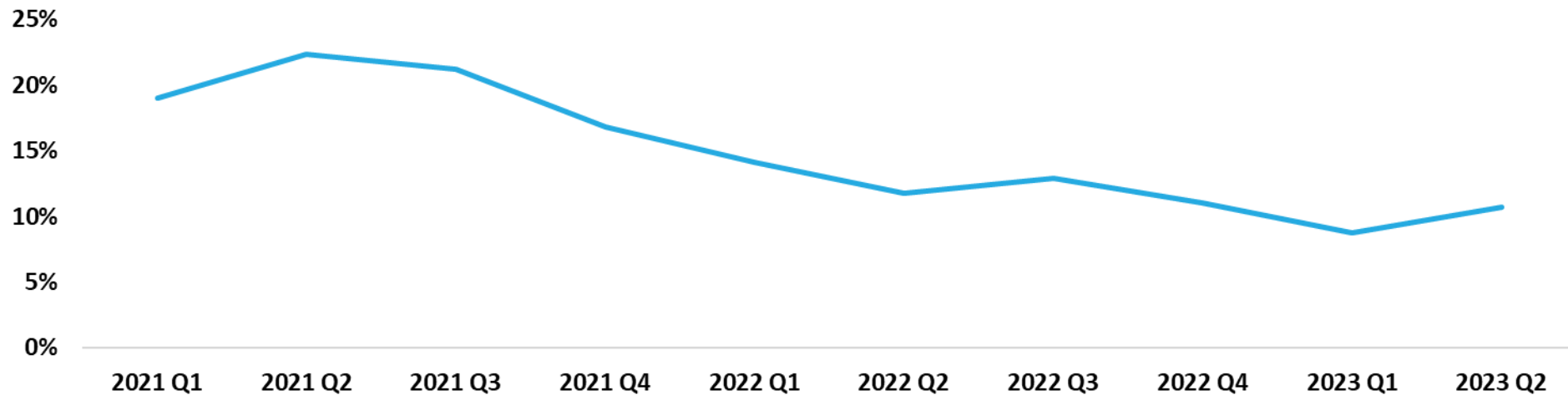


APPLICANT REJECTIONS – “PAY TOO LOW”

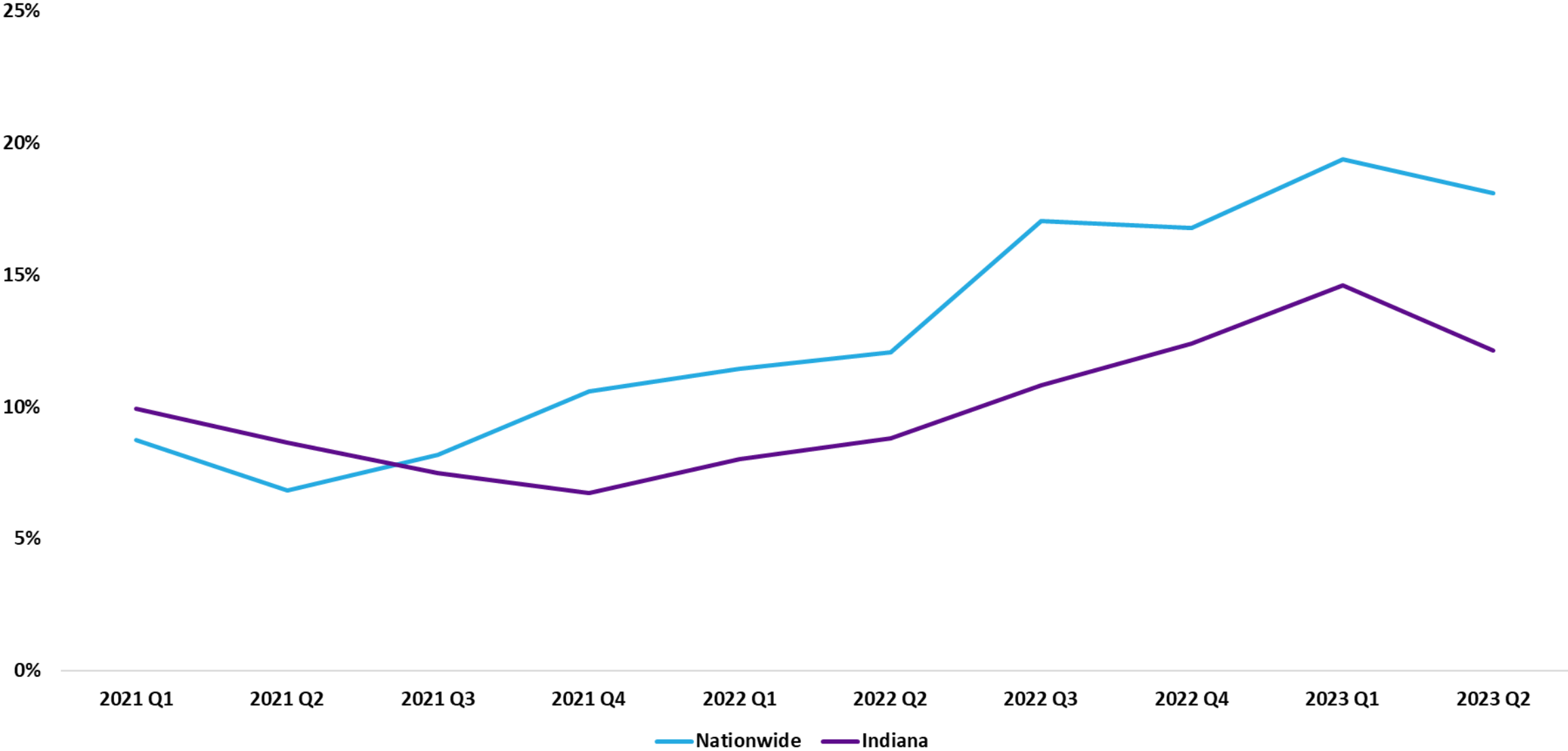
Nationwide



Indiana



CLIENT REJECTIONS – “DOES NOT MEET CRITERIA”



SCREENING TRENDS



EMPHASIS:

Sourcing as **MANY** candidates as **QUICKLY** as possible; screen in

ELIMINATED:

- Physicals and aptitude testing
- Client interviews
- THC from drug screening and drug screens altogether
- Background checks (or at least permitted candidates to start pending results)
- The gap in experience/skills between a company direct hire and a temporary associate.

EMPHASIS:

FEWER, more **QUALIFIED** starts; Retention and productivity; screen out

RETURNING:

- Client interviews and screenings
- Cleared background checks and drugs screens **before** starting (fewer pending results allowed)

OTHER TRENDS



INCREASED

- Base wages / progressive pay
- Sign-on bonuses
- Retention awards
- Prize giveaways
- Peak season pay – ongoing
- Flexible schedules / part-time work
- Leniency in attendance policies
- Willingness to rehire

DECREASING

- Wage Increases (fewer and less pronounced)
- Bonus structures (some eliminated)
- Peak season payouts
- Tolerance for inconsistent work attendance

KEY TAKEAWAYS



LABOR MARKET

EMPLOYEE
to
EMPLOYER

ORDER GROWTH

SLOWING

Applicant
Volume



Cost Per
Candidate



WAGE DESIRES

INCREASING

At a slower pace

“Pay Too Low” Rejections
DECREASING

CLIENT EXPECTATIONS

SHIFTING

From "Send me someone" to
"Send me the right/best one"

VOLUNTARY TURNOVER

DECREASING

(Associates Staying
on Assignment Longer)

OVERALL TURNOVER

STILL ELEVATED

Employers Demand Higher
Quality Talent, Ending
Assignments When Not a Fit



THANK YOU

Elwood Staffing Services, Inc. • 4111 Central Avenue • Columbus, IN 47203
www.elwoodstaffing.com