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Newsletter

The Independent Recruiter's Resource for Temporary and Contract Placements

Issue No. 06

2nd Quarter 2007

TFI LAUNCHES EYE CARE PROGRAM!

TFI is excited to announce the formation of Voss Eye Care Initiative, TFI's newest community service program. As untreated vision problems are a major problem in schools today, TFI has chosen to focus on this under served area by providing eye exams and eyewear for children from low income families. To date, services have been provided for children in the Houston area and in Arlington, Virginia. Services will be expanded next fall to include other areas of the country. If you are aware of children or schools who might benefit from this program, please let us know and possibly we can help make a difference!



OUT AND ABOUT.....



Take a quick look at our schedule for the next several months. If we are going to be in your area, we would love to see you!

- June 7:** California Staffing Professionals State Conference; Marriott Desert Springs; Palm Desert, California
- June 12:** Fordyce Forum; Sheraton New Orleans Hotel; New Orleans, Louisiana
- June 13:** Florida Staffing Association State Conference; Radisson WorldGate Resort; Orlando, Florida
- June 15:** National Personnel Associates Regional Meeting; Toronto, Ontario
- June 21:** Houston Area Association of Personnel Consultants Owner Breakfast; Omni Riverway; Houston, Texas
- August 16:** IPA/NAPS Midwest Regional Conference; Chicago City Centre; Chicago, Illinois

BEST DECORATED BOOTH!

In April, TFI attended the TAPC Conference in Dallas, TX. The theme of the event was "Lifting Texas Hire". TFI won the contest for the best decorated exhibitor booth!



WELCOME!



Justina Schwarz

Justina jumped on the TFI bandwagon in July of 2006. She recently attained her BBA in Management and Marketing from the University of Houston. Her experience in customer service, in addition to her background in finance, has made her a valuable addition to TFI.



Lena Dahu

Lena joined the payroll department in July of 2006. She holds a bachelors degree in Communications from the University of Houston and is currently pursuing a masters degree in the same field from the University of St. Thomas. Her four years of accounting and customer service experience have helped her in her current position at TFI Resources.



Rebecca Nimigean

Rebecca joined the TFI administrative team in September of 2006. Her years of experience in customer service have helped to make her a valuable addition to TFI. She currently handles various administrative tasks involving compliance and quality control.



Danielle Clark

Danielle became an account representative with the TFI payroll team in September of 2006. She graduated from the University of Houston with a BBA majoring in Management. Danielle's strong interpersonal skills combined with her experiences as an executive board member of her sorority, Chi Omega, have made her a great addition to TFI.

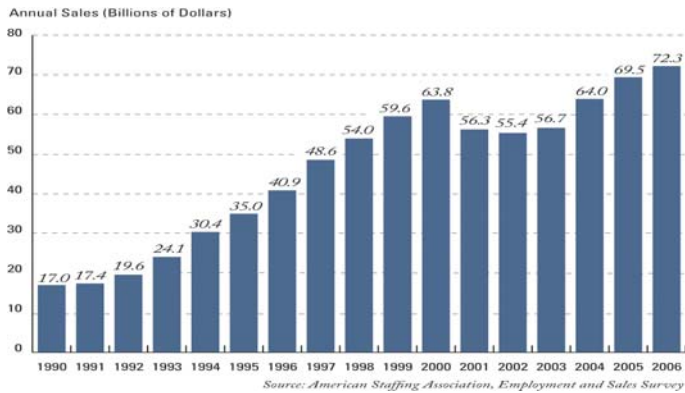
TFI TIDBITS.....

Mandy Hoot has temporarily left TFI in anticipation of the birth of her second baby. We'll look forward to Mandy's return in about five months! **Deepak Budhrani** has left TFI to return to a family owned business. We enjoyed Deepak's time with TFI and wish him well. TFI recently completed construction on expanded lease space now providing a total of almost 12,000 s.f. **IPA**, a national network of independent recruiters, has named TFI as a preferred vendor for payroll services. **Joanie Herold** has been promoted to payroll supervisor. **Colleen Ashford** has just returned from a well deserved vacation to Disney World.



STAFFING UPDATE

U.S. temporary and contract staffing sales for 2006 totaled \$72.3 billion, according to the American Staffing Association (ASA) quarterly employment and sales survey, 4.1% and about \$2.8 billion more than in the previous year, setting a new record high.



Those sales include revenue from so-called “temp-to-perm” or “temp-to-hire” arrangements where employees start jobs as staffing firm employees and later get hired by clients. While these revenues account for less than 10% of total temporary and contract staffing sales, ASA continued to receive numerous anecdotal reports last year that such arrangements were rapidly growing in popularity, favored by candidates as well as clients.

In the permanent placement sector, Staffing Industry Analysts Inc. estimates that 2006 contingent search sales grew 36% to \$8.4 billion and retained search sales increased by 12% to \$6.3 billion. Altogether, U.S. staffing industry sales totaled \$87.0 billion in 2006, 6.2% more than in 2005—and 1.9 times the rate of growth for the overall economy in 2006.



FLEXIBILITY IS IN HIGH DEMAND

The U.S. staffing industry has been growing faster than the economy because of flexibility: workers want it, businesses need it, and it’s good for the economy.

America’s work force is changing. Many people are looking for flexibility in their employment arrangements. In the ASA 2006 survey of staffing employees, two-thirds said flexible work time was an important factor in their decision to become a temporary or contract employee; nearly one-quarter of survey participants said it was an extremely important factor. More than half said needing time for family was important; one in five said it was extremely important.

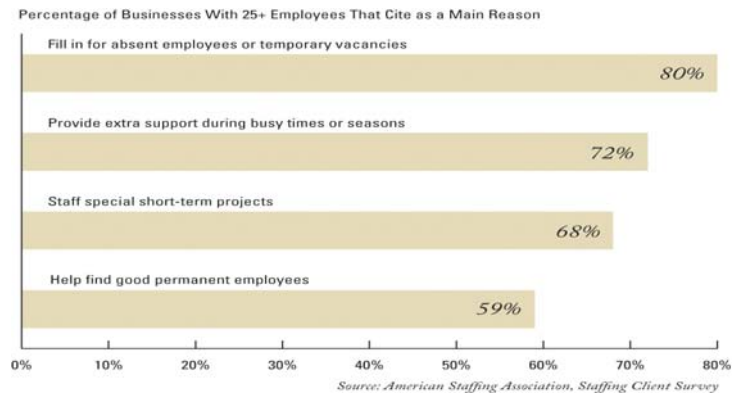
Staffing employees may want flexibility, but they’re also committed to putting in the hours. In the ASA survey, 79% worked full time (35 hours or more per week). By comparison, 83% of employees in traditional arrangements work full time, according to the Bureau of Labor Statistics (BLS), U.S. Department of Labor.

With the experience of matching millions of people to millions of jobs, staffing companies are experts at finding work assignments in virtually all occupations, from day laborer to chief executive officer. Assignments are shifting toward occupations that require higher levels of skills and education, according to the results of a series of surveys conducted by BLS. Flexibility and access to talent drive business demand for staffing services.

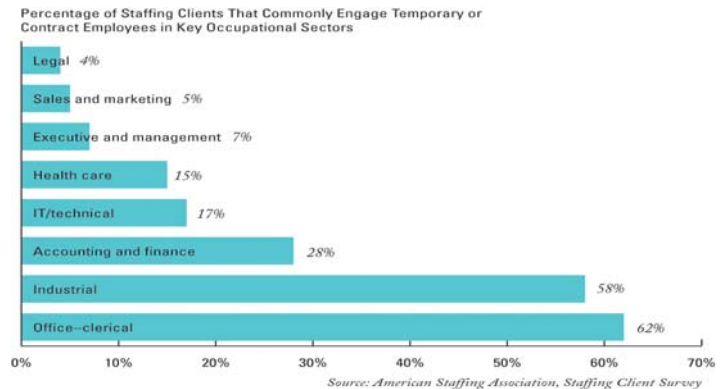
In a 1999 American Management Association survey of human resource managers at 1,248 firms, 91% said “flexibility in staffing issues” was important, and 95% said that flexibility was being achieved, largely through the engagement of temporary and contract employees from staffing companies. “Finding specialized talent” was also important. Saving on payroll and benefits costs was a low priority.

In 2004, ASA polled 500 businesses that used staffing services. Nine out of 10 said it was important to them that “Staffing companies offer flexibility to businesses so that they can keep fully staffed during busy times.” When survey participants were asked specifically why they use staffing firms to obtain temporary and contract employees, they cited three main reasons:

- To fill in for absent employees or to fill a vacancy temporarily
- To provide extra support during busy times or seasons
- To staff special short-term projects



Besides flexibility, the ASA poll showed that businesses also look to staffing firms as a good source of talent for permanent employees. Regardless of whether they need the talent on a temporary, contract, or permanent basis, the ASA poll shows that businesses tap staffing companies for quality talent in virtually all occupational sectors, from call center service representatives to skilled tradesmen to airplane pilots to banquet waiters to attorneys to radiology technicians.



The above excerpts are from: Berchem, Steven P. “Staffing Industry Economic Analysis 2006.” American Staffing Association. 2006: 4-6.