



American Staffing Association

Bridging the Skills Gap Together: Partnering With Jobs for America's Graduates



Oct. 28



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Thank you to today's webinar sponsor

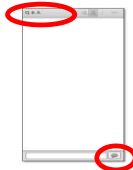




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How to Ask a Question

- Q & A Pod
 - Type your questions into the Q & A pod and click the send question icon.





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How to Submit Your CE for This Webinar

- Visit americanstaffing.net and click on Education & Certification
- Click on “Your Continuing Education Status” on the left to access the CE submission form and to view your CE summary





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Today’s Panelists

- Jason Leverant, PHR, CSP, President and COO, @Work Group
- Janelle Duray, Vice President, Jobs For America’s Graduates
- Nicole Francis, Client Account Manager, Manpower Group



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ASA and JAG—Staffing Industry Impact



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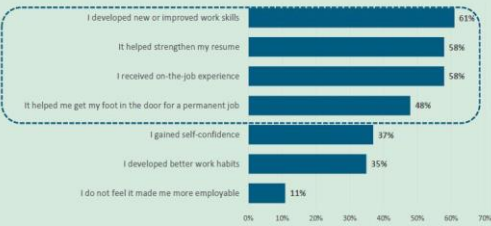
Importance to the Staffing Industry

- Economy improves—Jobs are available, but what about talent?
- Laws of supply and demand—we have a supply shortage!
- JAG values match up perfectly to our industry:
 - Master employability skills
 - Find a suitable employer
 - Get and keep jobs
 - Further education and training
 - Start on solid career path



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Ways in Which Temporary or Contract Work Made You More Employable



Source: 2014 ASA Staffing Employee Survey



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Importance to the Staffing Industry

- JAG—35 years of experience
- Graduation and employability rates speak for themselves
- Lack of awareness has been problematic
- Beneficial to staffing industry and our clients—extremely positive local PR



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Getting Involved

- **Currently 32 state chapters across country—64% of U.S. and national program**
- **Jobs for Tennessee's Graduates**
 - Rebuilding / refocus
 - Influential board of directors
 - Scholarships / recognition
 - Positive public relations
 - GROWING!!!
 - Challenges—awareness and funding



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Industry Professionals

ASA Council

ASA Member Benefits

Member News

Member Resources

JCA Resources for Staffing™

Best Practices

Corporate Social Responsibility for Staffing Firms

An Introduction to CSR

ASA CSR Initiatives

Staffing 101: Corporate Social Responsibility: The Business Case

Staffing and Diversity: The Business Case

Bringing Young People into the Workforce

Preparing Tomorrow's Workforce: Ideas for Staffing Firms and ASA Affiliated Companies

Bringing Young People into the Workforce

ASA members know the importance of talented, skilled employees, as well as the challenges young people face in acquiring the skills employers need for entry-level positions. ASA is helping its members to address this situation through programs to help America's young people learn the basic skills they need to become valuable employees.

ASA's "Preparing Tomorrow's Workforce" Program

The American Staffing Association is providing members to public relations by encouraging its risk members to pay in school and finish their education. Preparing Tomorrow's Workforce is an initiative that provides some alternatives to members by introducing them to the world of work and providing opportunities for success.

For ASA members, look for the ASA's "Preparing Tomorrow's Workforce" program to help members to pay in school and finish their education. Preparing Tomorrow's Workforce is an initiative that provides some alternatives to members by introducing them to the world of work and providing opportunities for success.

ASA members operate over 13,000 offices throughout the nation in large and small communities, and as an industry professional to meet our corporate public and program to help prepare young people for tomorrow's workforce and strengthen America's future.

The ASA Jobs For America's Graduates Partnership

ASA is proud to partner with Jobs For America's Graduates to ensure that our members can help our nation's youth gain the skills and experience they need to succeed in the workforce. ASA is proud to partner with Jobs For America's Graduates to ensure that our members can help our nation's youth gain the skills and experience they need to succeed in the workforce.

In more than three decades of operation, JAG has delivered consistent, compelling results, helping nearly one million young people pay in school through graduation, pursue post-secondary education, and secure



Academics • Employability Skills • High School Graduation • Work-Based Learning • Postsecondary Education • Career

The ASA—Jobs For America's Graduates Partnership

Janelle Duray, Vice President





Jobs for America's Graduates— Delivering on: Graduation • Jobs • College Attainment

- **Thirty-fourth year, one million students!**
- **90%+ graduation rates and 80%+ success rates**—12 months after graduation, in securing jobs, college enrollment, or a combination of both
- **Doubling** the rate of employment for this at-risk population and **tripling** the rate of full-time employment
- **Boosting college access and completions** for high-risk populations—almost all first generation.
- Jobs for America's Graduates addresses the key national issues of:
 - Achieving the Common Core and College and Career-Ready Standards while dramatically cutting the dropout rate
 - Highest unemployment category in the nation and highest rate of unemployment for teenagers in American history
 - Achieving both expanded access **and** college completions for first-generation college students



Five-Year Performance Outcomes JAG Classes of 2009-2013

(Rounded to whole numbers)

Outcomes	Goal	2009	2010	2011	2012	2013
Graduation Rate	90%	94%	93%	94%	92%	91%
Employment Rate	60%	54%	54%	54%	55%	59%
Positive Outcomes Rate	80%	81%	79%	78%	77%	79%
Full-time Jobs Rate	60%	66%	67%	68%	70%	71%
Full-time Placement Rate	80%	88%	88%	89%	89%	90%
Further Education Rate	NA	48%	47%	45%	43%	43%



JAG Board of Directors 35 Years of Leadership Excellence

Chair, Governor Jack Markell (DE)

Vice Chair, Governor Steve Bullock (MT)

Vice Chair, Governor Mike Pence (IN)

Vice Chair, Governor Brian Sandoval (NV)

Previous JAG Chairs

Governor Pete du Pont, Founder (DE)

Governor Charles Robb (VA)

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JAG Corporate and Organizational Supporters

JAG National Network 2014-2015

1. Delaware (The First State)
 2. Arizona
 3. Tennessee
 4. Ohio
 5. Georgia
 6. New Hampshire
 7. Maine
 8. California
 9. Mississippi
 10. Montana
 11. Kentucky
 12. Alabama
 13. Arkansas
 14. Illinois
 15. Louisiana
 16. Virginia
 17. West Virginia
 18. Florida
 19. Wisconsin
 20. Iowa
 21. New Mexico
 22. Missouri
 23. South Carolina
 24. Indiana
 25. Michigan
 26. South Dakota
 27. U.S. Virgin Islands
 28. Washington
 29. New Jersey
 30. Nevada
 31. Kansas
 32. Connecticut

2014-2015 JAG National Network

JAG State Organizations

State Agency-Led

- Alabama (ED)
- Arkansas (WD)
- Georgia (LA)
- Indiana (WD)
- Kentucky (ED)
- Louisiana (ED)
- Montana (LA)
- New Mexico (ED)
- South Carolina (WD)
- South Dakota (ED)
- Virgin Islands (LA)

Non-Profit Corporations

- Arizona
- California
- Connecticut
- Delaware
- Florida
- Illinois
- Iowa
- Kansas
- Maine
- Mississippi
- Missouri
- Nevada
- New Hampshire
- Ohio
- Tennessee
- Virginia
- Washington State
- West Virginia
- Wisconsin

5 Dept. of Education
 3 Dept. of Labor
 3 Dept. of Workforce Dev.

19 Non-Profit Corporations



JAG Model Program Applications

Middle School Program. Fastest-growing program, helping 7th and 8th graders transition from middle school to high school. Array of JAG model services to improve academic performance, school behavior, attendance, confidence, participation, and self-esteem.

Multi-Year Program. Dropout prevention program serving students (9th–12th grade) who display significant barriers to graduation or transitioning into post-secondary education or the labor market, including 12 months of post-graduation follow-up services.

Senior Program. School-to-work transition system for high school seniors most at risk of not completing high school or successfully transitioning into post-secondary education or the labor market, including 12 months of post-graduation follow-up services.



JAG Model Program Applications

Alternative Education. Late-stage dropout prevention program serving students (9th–12th grade) unable to succeed in traditional high school, who require support services to overcome academic, economic, family, and personal barriers.

Out-of-School Program. Dropout *recovery* program serving youth (16–24 years) who left the traditional school system and want to complete requirements for a high school diploma or attain a GED. JAG also assists them in securing a quality job leading to a career and/or enrollment in a post-secondary education program.

College Success Program. A collegiate-based dropout prevention program helping at-risk students in the 10th–12th grades successfully complete their first year of college and ensure graduation with a degree, certificate, diploma, or transfer to another college.



JAG Model in the Schools

- **Engagement with senior leaders**—Governors, Chief State School Officers, Business Leaders, Community Leaders
- **Specialists deployed in the schools**—accountable for 35-45 students
- **Contact**—one class period a day minimum; 36 weeks plus summer
- **JAG national curriculum**—37 to 86 employability competencies
- **JAG Career Association**—develop, practice, and refine employability, leadership, and teaming skills
- **Service-learning, community-based projects**
- **Field trips, guest speakers, job shadowing, mentors, tutors**
- **Employer marketing and job development**
 - *Current local partnerships exist with Manpower and Integrity Staffing Solutions, among other staffing firms.*
- **Goals**—graduation, employment, and higher education



JAG — A Proven Solution!

1. Keeping youth at risk of not graduating in school—**96%**
2. Achieving a remarkable **graduation rate—91%**
3. Encouraging graduates to pursue a **postsecondary education—43%**
4. Extraordinary impact on employment for all JAG graduates, particularly low-income, disadvantaged, and minority youth—**doubling** the rate they secure jobs and **tripling** the rate they secure full-time jobs!



Share Your Expertise

- Visit a JAG classroom
- Presentation / Speaker
- Bringing JAG students to your facilities/office:
 - Tour of the facilities
 - Job shadowing
 - Specific employability skills discussion/agenda
- Resume writing, interviewing tips, branding, soft skills, market/hiring trends—get them engaged!
- Utilize your team or do independently—makes a great team building activity



By 2020 there will be
123 million
high-skilled, high-paying jobs
available in the U.S., but only
50 million
Americans with the right
education to fill them.

Economic Intelligence Unit



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Next Steps for Involvement

- Visit the JAG website (Jag.org)
- Go to “Jag States” and “National Network”
- Contact your local JAG representative



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Questions?



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**Thank you to today's
webinar sponsor**





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Thank You for Attending

- Today's webinar has been recorded
- Recording will be available within two business days
- Qualifies for continuing education credit



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Upcoming Webinars

- Nov. 4: From Average to Great—The Four Key Steps to Becoming a Master Recruiter (Part One)
- Nov. 6: Become a Master Networker
- Nov. 11: From Average to Great—The Four Key Steps to Becoming a Master Recruiter (Part Two)

These webinars each qualify for 1.0 active hour of CE toward ASA certification renewal.



Accelerate

The industry is maturing, consolidating and changing quickly. Now is the time to crank it up. Sell harder, fill faster, drive growth. People 2.0 makes that a lot easier to do.

In staffing today, speed is essential and critical than ever. Staffing firms simply cannot afford to waste time or resources on non-core activities. People 2.0 can bring the kind of “plug and play” support system that lets you forget about the back office - even when growth is at break-neck speed.

- Best of breed, sector-specific **front office software**
- Robust **back office system**, fully integrated
- Mobile **web portal** and **online hiring** system
- **Unlimited payroll financing** at lowest rates anywhere
- Efficient **payroll processing** - full and self-service models
- Complete **HR administration**, including **ACA solutions**
- Flexible, all-states **workers' compensation** insurance
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