



# ASA STATE OF THE INDUSTRY

First Quarter Update for  
Staffing Professionals

March 31, 2026, 2–3 p.m. Eastern time

PRESENTED BY



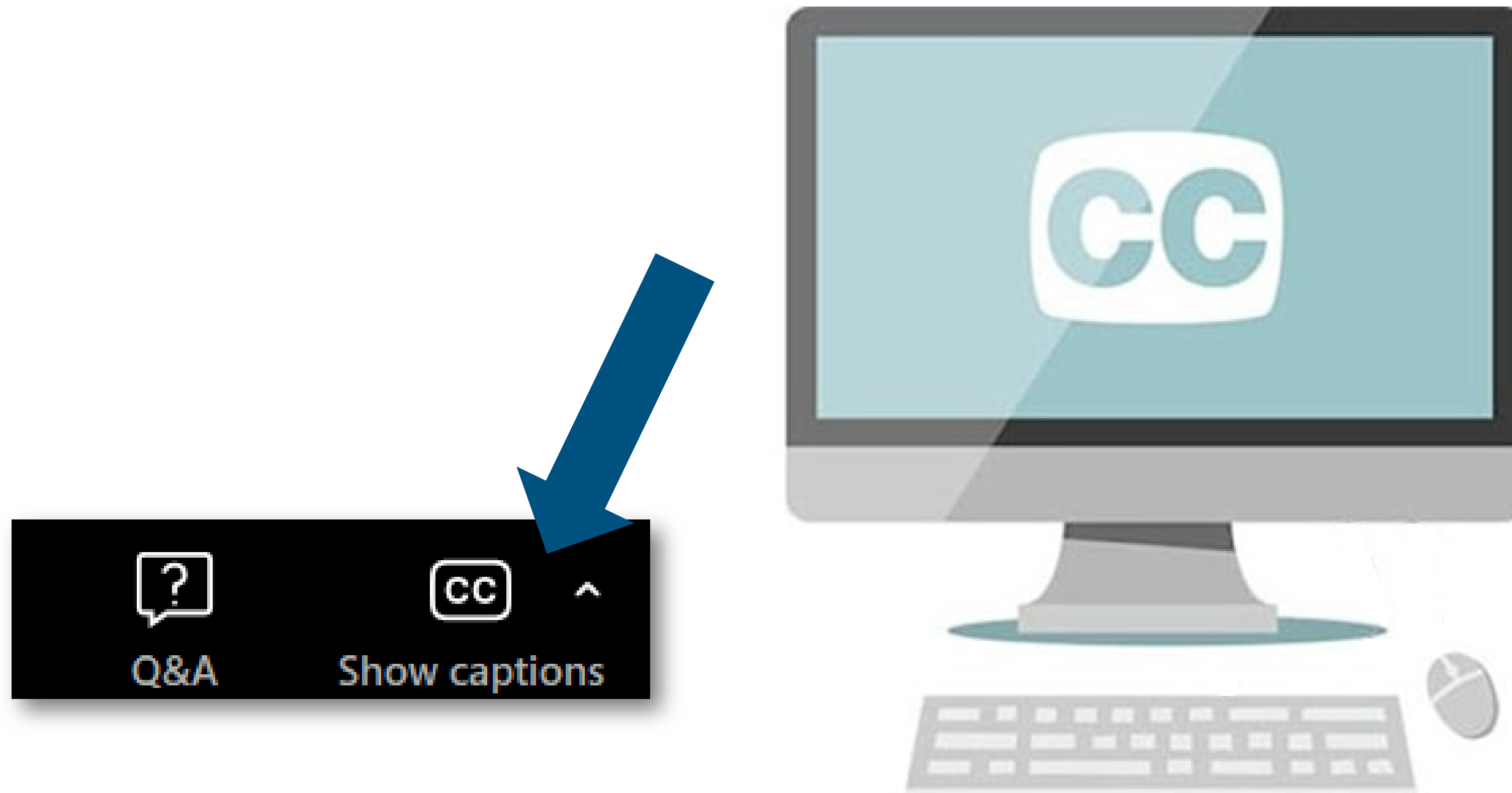
AND



Today's program is sponsored by ClearlyRated



# Closed Captions



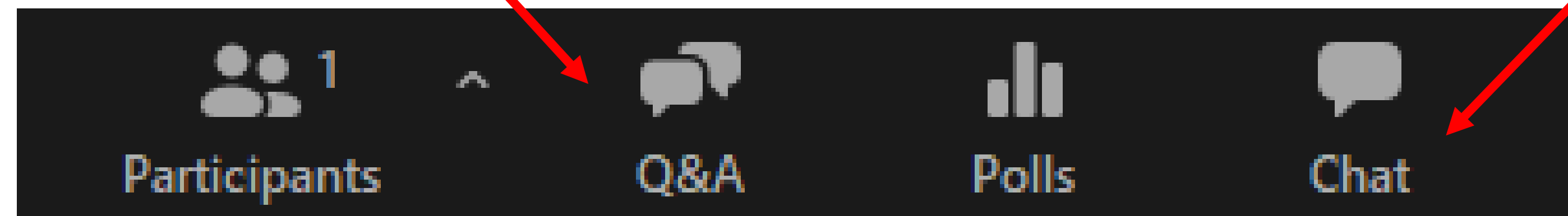
# Ask a Question. Engage With Other Attendees.

## Q&A

- Type your questions for the panel into the Q&A box

## Chat

- Start a conversation—say hello! Engage with our panelists and other attendees





# ASA Certification Continuing Education

Today's webinar qualifies for **1.0 CE** hour

- **Live webinar:** CE credits earned from attending this program are *automatically* added to your online CE Status within three business days.
- **On-demand viewers:** Submit this earned CE using the online submission form at *americanstaffing.net*.

- This program is valid for **1.0 PDCs** for the SHRM-CP® or SHRM-SCP®
- **Activity ID: 25-5R4R2**

— SHRM —  
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**1.0 CE**



# Welcome

Stephen Dwyer, Esq.  
chief executive officer, ASA

# The AI Wave and Staffing's Value Proposition



# ASA Resources

- [Top Five Staffing Trends](#)
- [ASA / LinkedIn Survey](#)
- [ASA Workforce Monitor](#)
- [Staffing Law & Compliance Conference](#)
- [ASA / Prodoscore Staffing Productivity Report](#)

# Overview of Today's Webinar

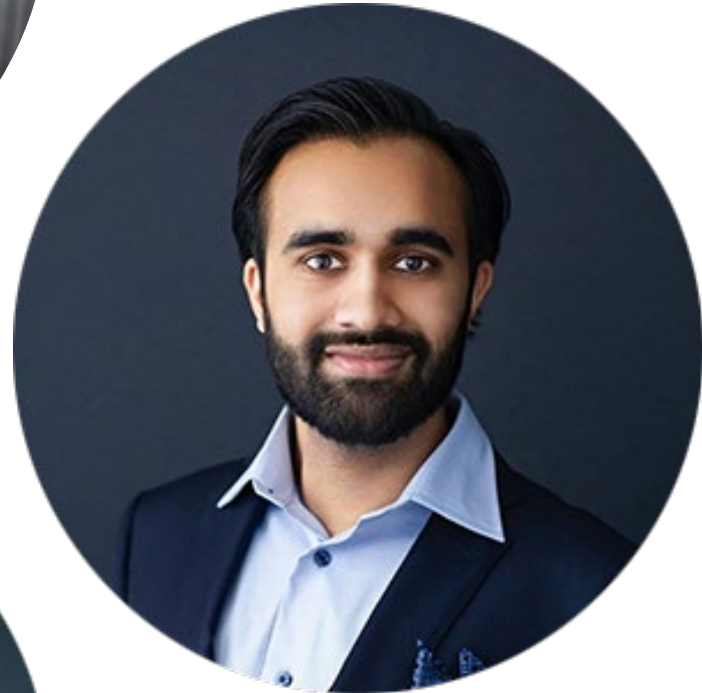


Eric Gregg

founder and customer experience strategist, ClearlyRated

@EricAlanGregg

# Today's Presenters



- Welcome

Stephen Dwyer, CEO, ASA

- Research Update

Eric Gregg, founder and customer experience strategist, ClearlyRated

Noah Yosif, chief economist, ASA

- Legal Update

Toby Malara, vice president, government relations, ASA

- Interview

Michelle Sims, CEO, YUPRO Placement



**Eric Gregg**  
founder and customer experience strategist  
ClearlyRated  
@EricAlanGregg

# The Talent Shortage Is Structural, Not Cyclical

75%+

of companies can't find  
qualified workers

32.7%

of open jobs can't be filled  
by unemployed in same field

10,000

Baby Boomers retire  
every single day

**This is a permanent structural shift, not a recession blip.**  
Baby Boomers exiting, slowing immigration, and AI-driven skill gaps ensure demand won't go away.

# The Skills Gap Is Accelerating

44%

of core job skills will fundamentally change within the next three years

4 in 10

adults globally lack  
basic digital skills

11M

Health care worker shortage  
projected globally by 2030

3 years

window to upskill  
before skills become obsolete

# Early Days for AI, but Already Impacting Entry-Level Work

**-15%**

entry-level job  
postings declined year to year

**2x**

more likely to exceed revenue goals  
when workflows redesigned with AI

**56%**

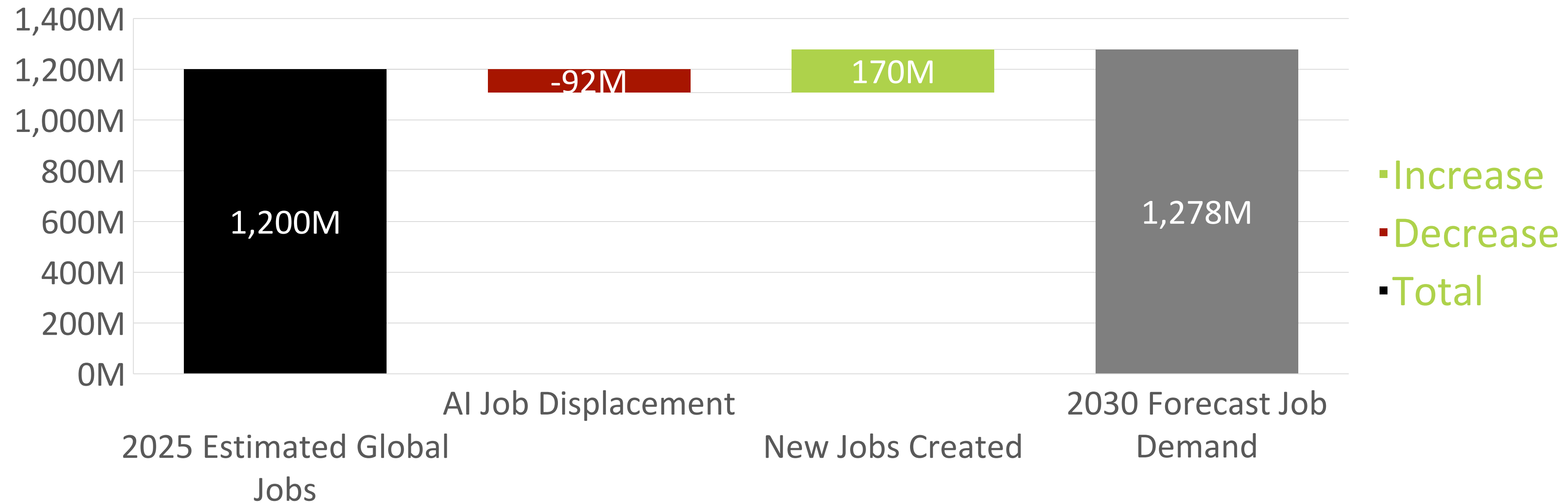
wage premium for  
AI-fluent workers vs. non-AI peers

**Work is changing more rapidly than ever in history.**

Staffing growth is sustainable only if it creates real, defensible value.

# AI as Colleague, Not Competitor: The Augmentation Opportunity

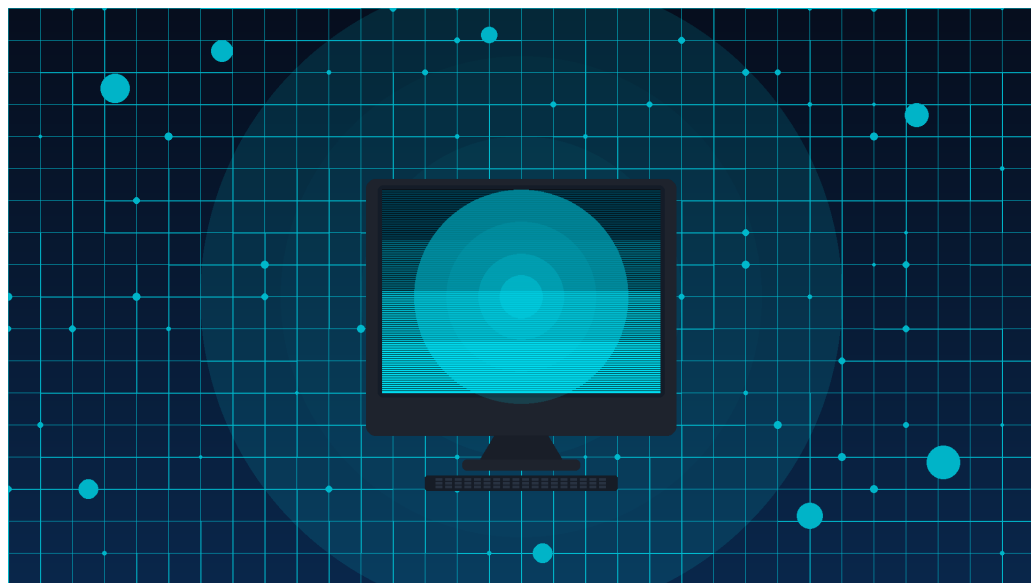
## Expected Growth in Employment 2025-2030



# If Your AI Strategy Is Standalone, You're Already Behind

**1996**

*"What is your digital strategy?"*



**2006**  
*Digital strategy absorbed into overall strategy*

**2009**

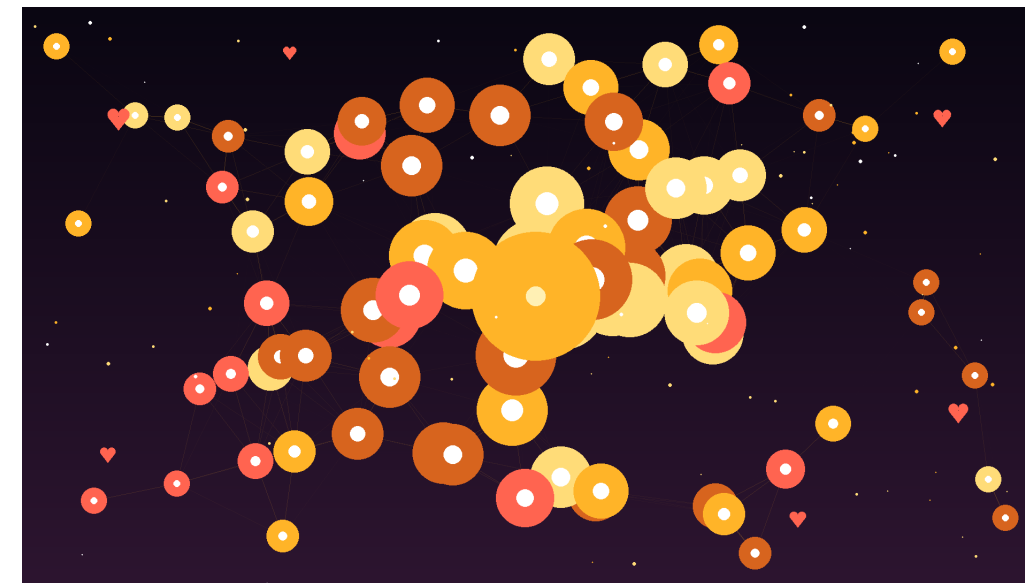
*"What is your mobile strategy?"*



**2012**  
*Mobile-first assumed*

**2011**

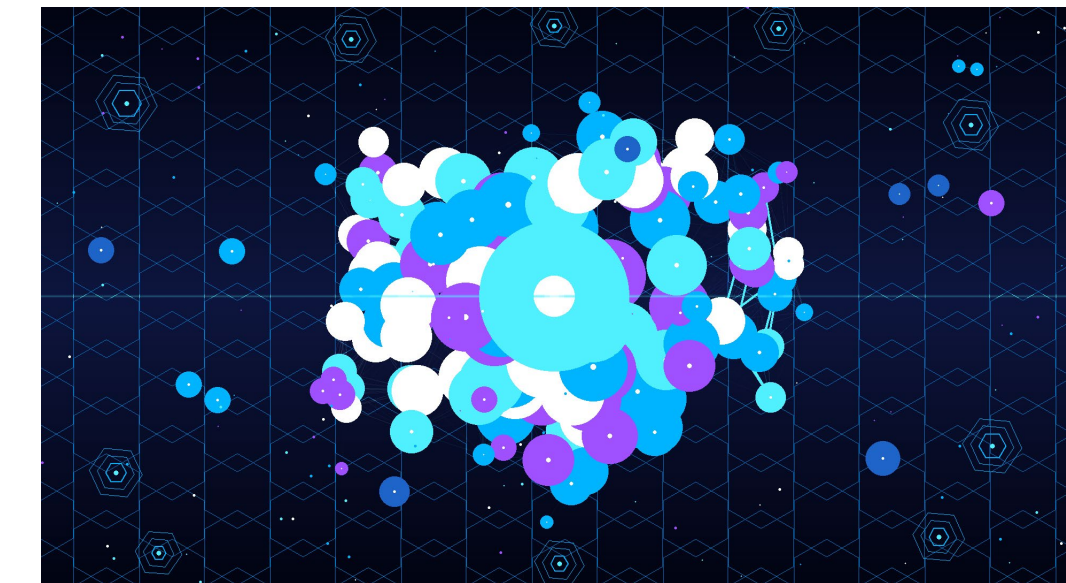
*"What is your social media strategy?"*



**2014**  
*Digital strategy absorbed into overall strategy*

**TODAY**

*"What is your AI strategy?"*



**VERY SOON**  
*AI core input to any strategy*

# Skills-Based Hiring: The Rhetoric vs. the Reality

WHAT EMPLOYERS SAY:

85%

claim to use skills-based hiring

vs.

WHAT ACTUALLY HAPPENS:

0.14%

of hires actually affected by  
degree requirement removal

70M+ adults are 'Skilled Through Alternative Routes.'

The gap between policy and practice will be key to evolution of hiring practices.

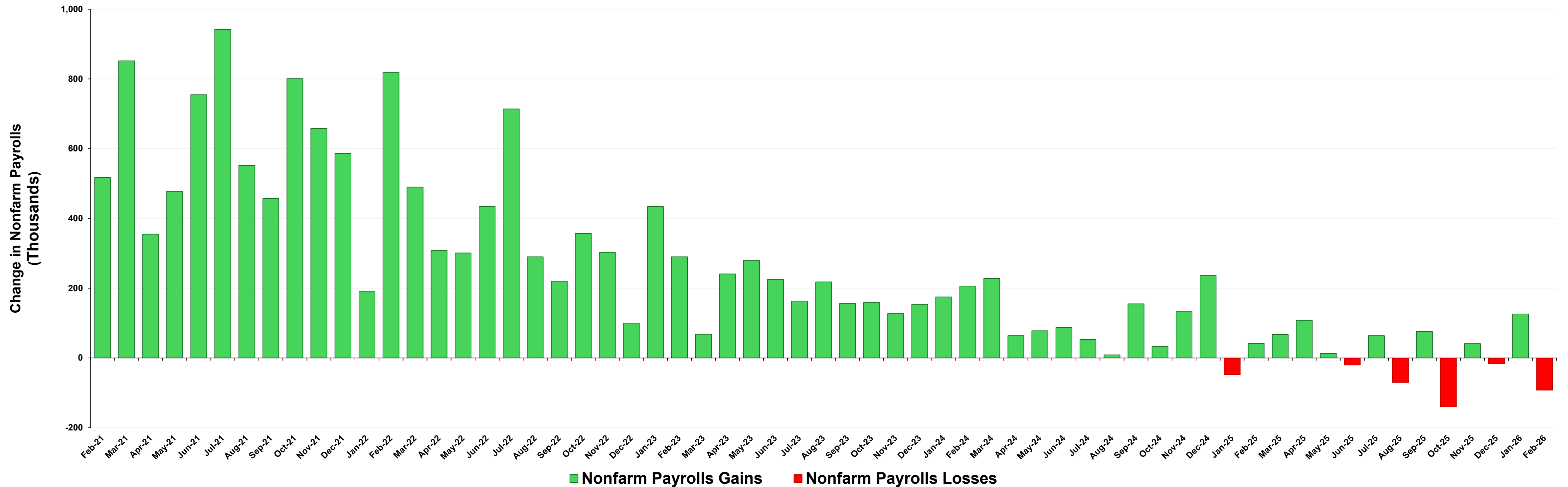


Noah Yosif  
chief economist  
ASA

# Who Can Get a Job These Days?

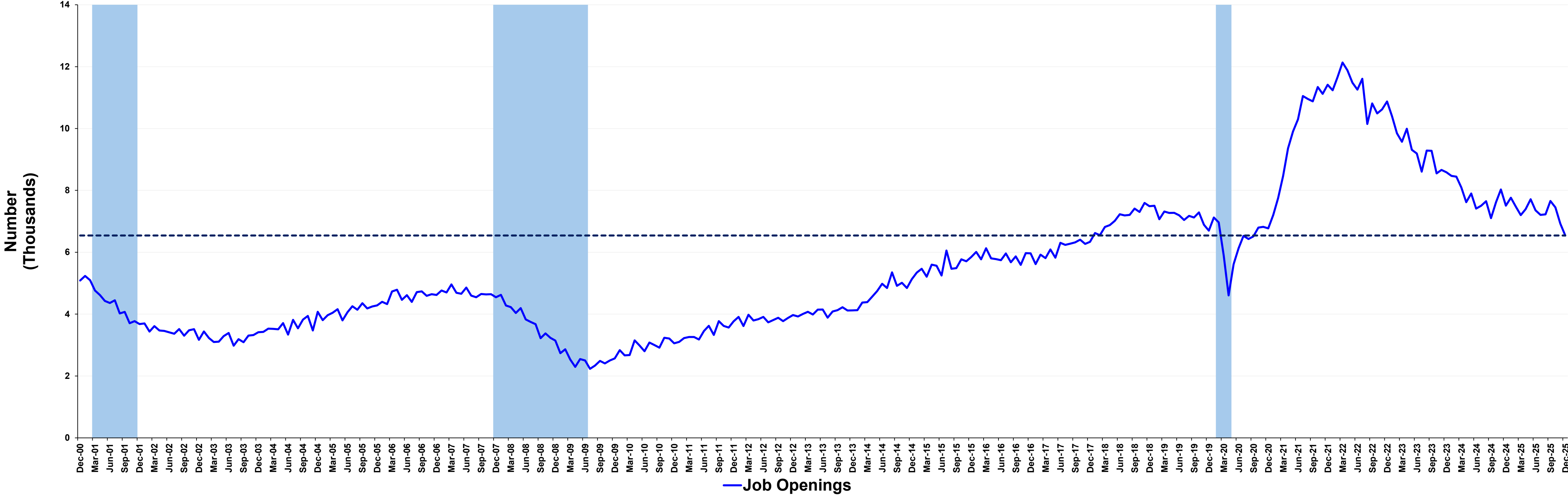
# Employers Are Not Adding Many Workers to Their Payrolls

## Monthly Change in Nonfarm Payroll Employment



# But Employers Are Still Seeking to Fill More Than Six Million Vacancies

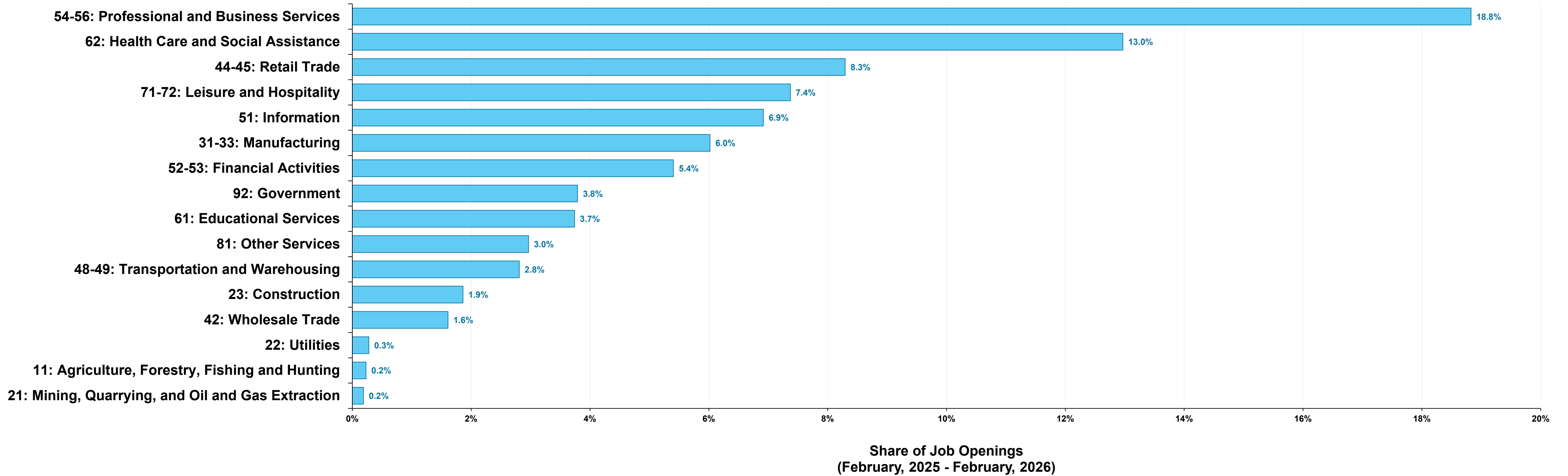
## Monthly Job Openings



Source: U.S. Bureau of Labor Statistics

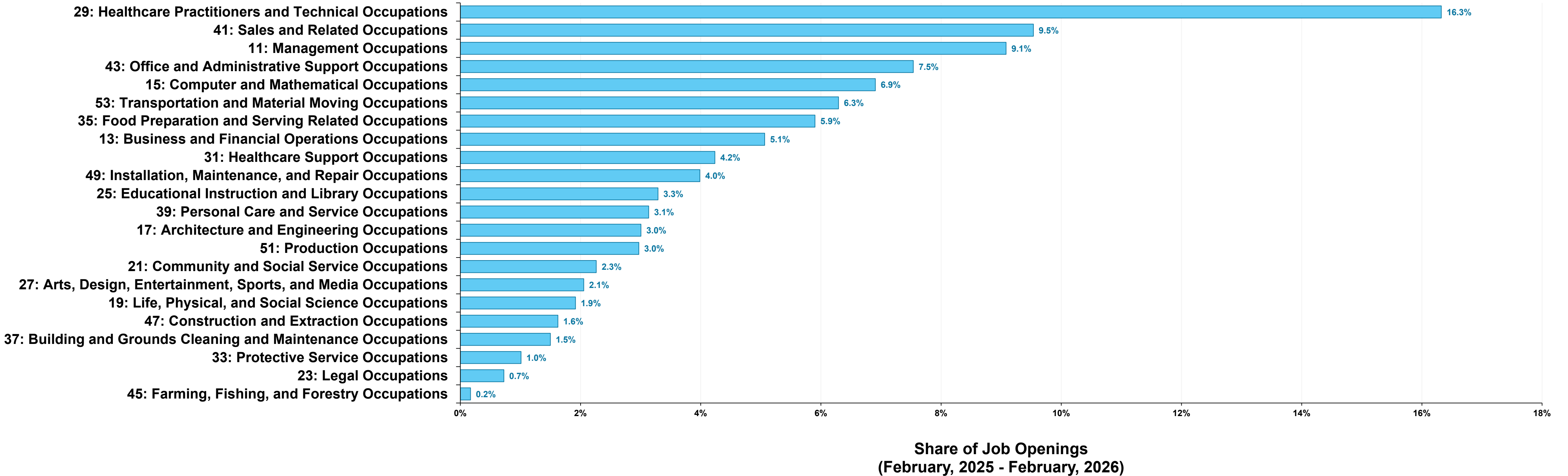
# Five Sectors Account for 55% of All Job Openings

## Job Openings by Sector



# Five Occupations Account for 49% of All Job Openings

## Job Openings by Occupation



# Current Job Openings Value Technical and Interpersonal Knowledge Facets

## Important Knowledge Facets Within Current Job Openings

### 1 – Not Important

- Building and construction
- Fine arts
- Food production
- History and archeology

### 2 – Somewhat Important

- Biology
- Chemistry
- Communications and media
- Design
- Economics and accounting
- Engineering and technology
- Foreign language
- Geography
- Law and government
- Mechanics
- Medicine and dentistry
- Personnel and human Resources
- Philosophy and theology
- Physics
- Production and processing
- Psychology
- Sales and marketing
- Sociology and anthropology
- Therapy and counseling
- Transportation

### 3 – Important

- Administration and management
- Administrative services
- Computers and electronics
- Education and training
- Mathematics
- Public safety and security

### 4 – Extremely Important

- Customer and personal services
- English language

## Important Skills Within Current Job Openings

### 1 – Not Important

- Equipment maintenance
- Equipment selection
- Installation
- Repairing

### 2 – Somewhat Important

- Management of material resources
- Management of financial resources
- Operation and control
- Operations analysis
- Operations monitoring
- Quality control analysis
- Programming
- Technology design
- Troubleshooting
- Science

### 3 – Important

- Active learning
- Complex problem solving
- Coordination
- Critical thinking
- Instructing
- Judgment and decision making
- Learning strategies
- Monitoring
- Negotiation
- Management of personnel resources
- Persuasion
- Service orientation
- Social perceptiveness
- Systems analysis
- Systems evaluation
- Time management
- Writing

### 4 – Extremely Important

- Active listening
- Reading comprehension
- Speaking

## Important Abilities Within Current Job Openings

### 1 – Not Important

- Dynamic flexibility
- Explosive strength
- Glare sensitivity
- Night vision
- Peripheral vision
- Sound localization
- Spatial orientation
- Speed of limb movement

### 2 – Somewhat Important

- Arm-hand steadiness
- Auditory attention
- Control precision
- Depth perception
- Dynamic strength
- Extent flexibility
- Finger dexterity
- Gross body equilibrium
- Gross body coordination
- Hearing sensitivity
- Manual dexterity
- Memorization
- Multilimb coordination
- Rate control
- Reaction time
- Response orientation
- Speed of closure
- Stamina
- Static strength
- Trunk strength
- Visual color discrimination
- Wrist-finger speed

### 3 – Important

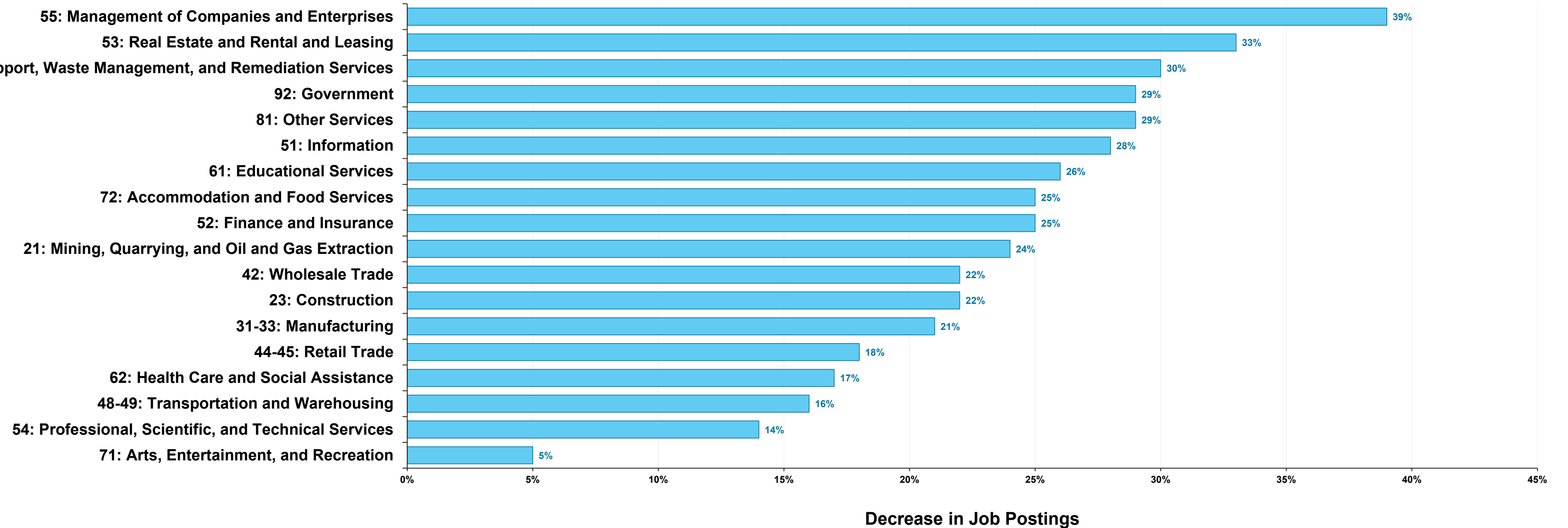
- Category flexibility
- Deductive reasoning
- Far vision
- Flexibility of closure
- Fluency of ideas
- Inductive reasoning
- Information ordering
- Mathematical reasoning
- Number facility
- Originality
- Perceptual speed
- Selective attention
- Speech clarity
- Speech recognition
- Time sharing
- Visualization
- Written expression

### 4 – Extremely Important

- Near vision
- Oral comprehension
- Oral expression
- Problem sensitivity
- Written comprehension

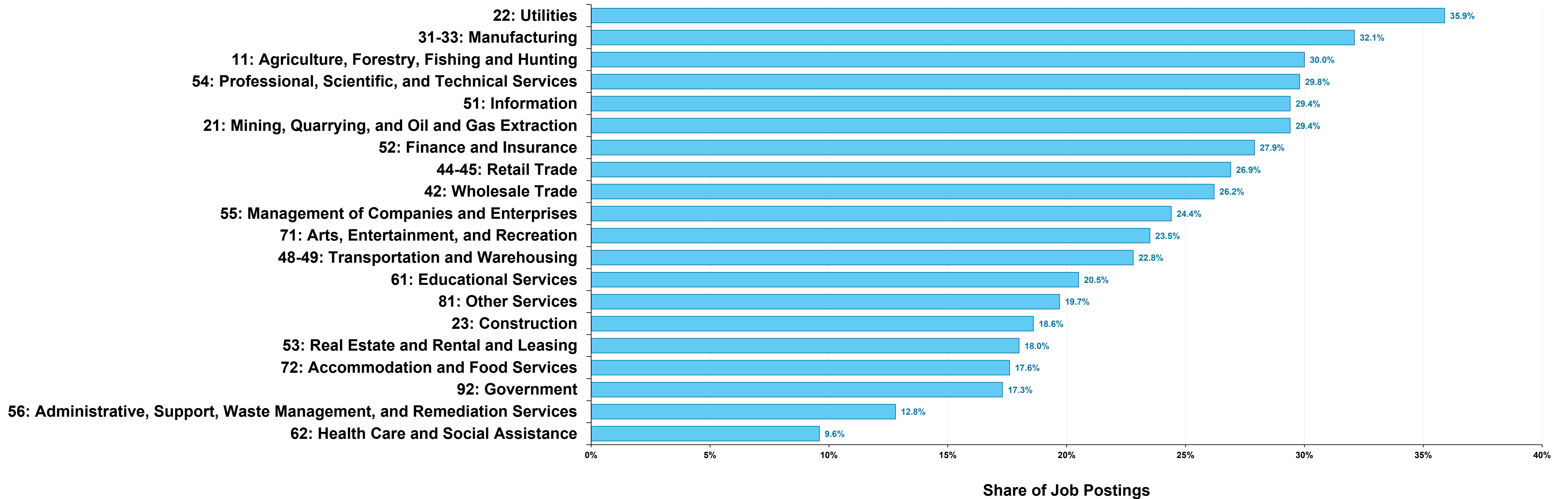
# Skills Are Taking Priority Over Academic Credentials

## Percent Decrease in Job Postings Requiring a College Degree by Sector



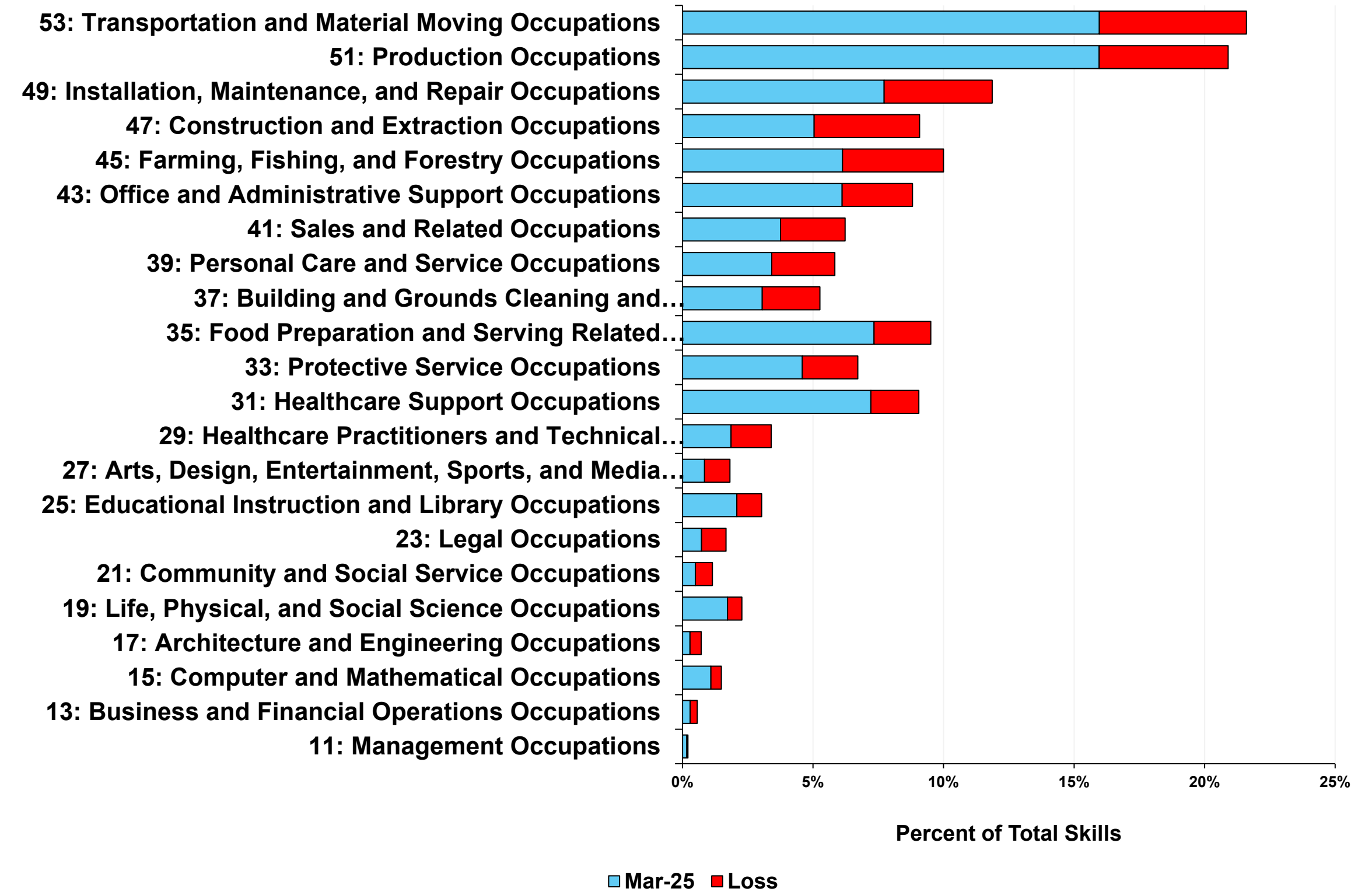
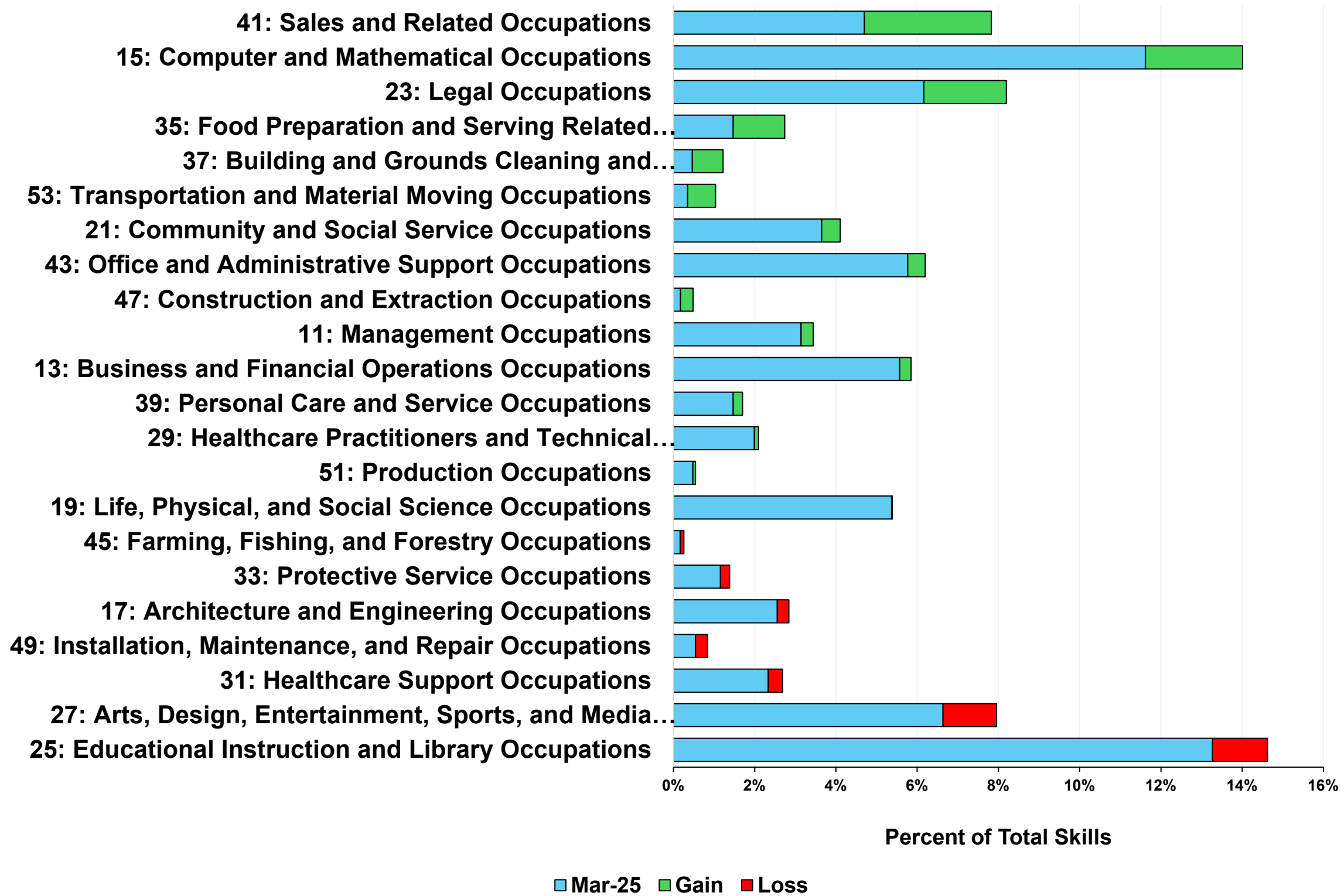
# Data Science and Technological Fluency Are Essential for Job Seekers

## Share of Job Postings Requiring at Least One Data Science-Related Skill



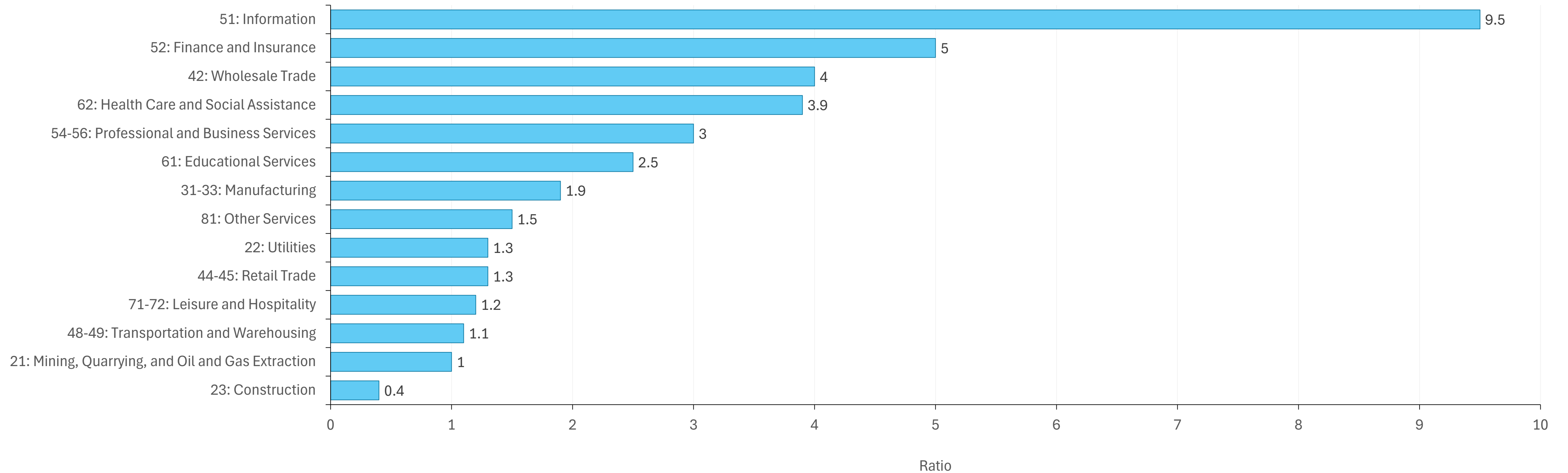
## Change in Skills Automated by AI by Occupation

## Change in Skills Augmented by AI by Occupation



# Employers Are Hiring, but Cautious About Whom They Bring Aboard

## Job Openings per Unemployed Person by Sector





# Toby Malara

vice president, government relations

ASA

@StaffingTweets

# First Quarter: Congress

FY 2026 Funding  
Appropriations &  
budget priorities

Immigration  
Workforce access &  
visa policy

Health Care  
ACA Subsidies

Taxes  
Tax Policy

# First Quarter: States



## AI

Technology & automation  
policy



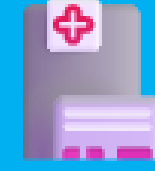
## Affordability

Cost pressures &  
workforce economics



## Revenue

Tax & fiscal policy



## Healthcare

Approaching Medicaid  
Funding Changes

# First Quarter: Trump Administration



Foreign Policy  
Global relations &  
national security



AI  
Technology & workforce  
automation



Election Reform  
The SAVE Act



Apprenticeships  
Workforce development  
pathways



**Eric Gregg**  
and customer experience strategist,  
ClearlyRated



**Michelle Sims**  
CEO, YUPRO Placement

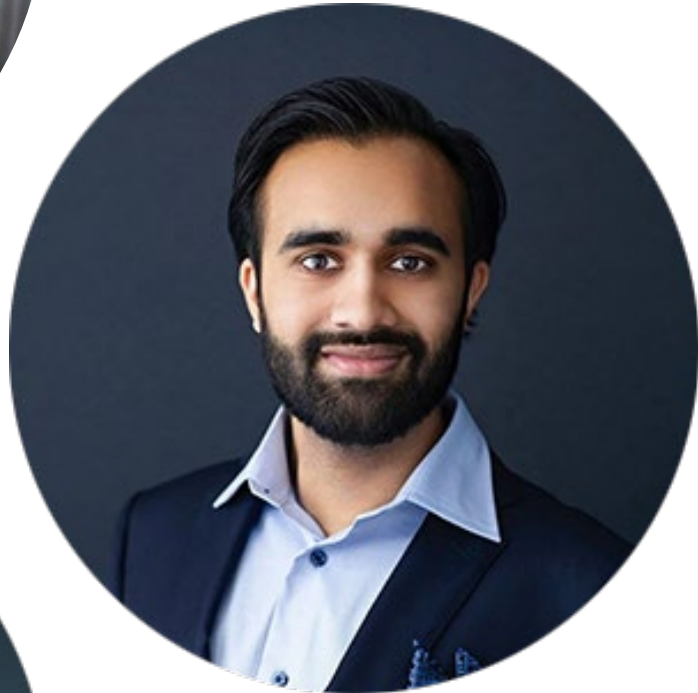
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- **Activity ID: 25-5R4R2**

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**1.0 CE**

The main logo for the event. It consists of a dark blue square containing the white text 'ASA'. To the right of the square is the word 'THRIVE' in a purple, sans-serif font. The letter 'I' in 'THRIVE' is stylized as a green plant stem with two leaves. Below the word 'THRIVE' is the text 'A Virtual Event | April 23, 2026' in a smaller purple font.



2026

**ASA** STAFFING  
LAW & COMPLIANCE  
CONFERENCE



MAY 7-8 ★ WASHINGTON, DC

The main title for the conference. It includes the year '2026' in a large, brown, sans-serif font. Below it, the word 'ASA' is in a blue square, followed by 'STAFFING' in a large, teal, sans-serif font. Underneath that, 'LAW & COMPLIANCE' and 'CONFERENCE' are in a smaller, brown, sans-serif font. To the left of the text is a brown line-art illustration of the United States Capitol building. At the bottom, the dates 'MAY 7-8' and location 'WASHINGTON, DC' are in a blue, sans-serif font, separated by a teal star.

66 We're  
Listening



**You will now be redirected  
to a brief survey**