

## STAFFING E-NEWS

Food for Thought:

*“Success is not final;  
Failure is not fatal: it is  
the courage to  
continue that counts.”*

**Steve Jobs**

*In this newsletter:*

**Temporary Jobs Here to  
Stay Page 1**

**Available Job  
Candidates  
Page 2 - 3**

**Americans Hibernating  
In Jobs Page 4**

**U.S. Consumer  
Sentiment Falls  
Page 5**

**Eligibility for  
PPP Program  
Page 6**



## TEMPORARY JOBS ARE HERE TO STAY AS PART OF POST-PANDEMIC WORKFORCE, PEOPLEREADY SURVEY FINDS

The rise in importance of temporary jobs during the pandemic has been undeniable as businesses look to navigate an unpredictable climate. A new survey out today from staffing leader PeopleReady finds that many companies (40%) are planning to make temporary jobs a permanent part of their post-pandemic workforce model.

In the past year, 52% of companies have increased their use of temporary workers and cited the need to scale their workforce as the top reason. The PeopleReady survey of both hiring managers and workers found that most workers (65%) are considering temporary or part-time work to earn more income amid a rough economy. Additionally, the number of those taking full-time jobs has declined by 56% since the onset of the pandemic in March 2020. In comparison, those taking temporary jobs has increased by 66%, and those accepting part-time employment has risen by 13%.

“Temporary jobs have become vital to both businesses and job seekers over the past year and our research indicates that will only increase in the future,” said Taryn Owen, president of PeopleReady. “As temporary jobs become increasingly integrated into workforce models, we are focused on making it faster and easier to connect people and work.”

Other key findings from the PeopleReady survey include:

- 74% of hiring managers say the pandemic has changed how they staff their workforce.
- 53% of companies increased their use of staffing firms during the last year.
- The overwhelming majority (77%) of people now know someone who has lost a job in the past year.

➤ **Logistic Coordinator**

**Skills/Experience** – Heavy phones, , Customer support, dispatch 25+technicians, provide support to customers that has issues

**Positions Held** – Asset manager, Logistic Coordinator, Purchasing, Ar Clerk, Collections Manager

➤ **Hospitality Management**

➤ **Skills/Experience** – Brand Developer: Real Estate & Education, Recruiter, Create SOP's, develop processes for gold mining, forecast revenues, Bi-lingual

➤ **Positions Held** – English Teacher, Managing Director, Project Manager, Guest Services Manager, Sales & Marketing Manager

➤ **Customer Service/Estimator**

➤ **Skills/Experience** – Administrator Supervisor, Communicate with customers, architects, produce drawing and schedules to template homes, Customer service to Satisfaction

➤ **Positions Held** – Estimator, Sales Technician, Sales Representative, Night Shift Auditor

➤ **HR Representative**

**Skills/Experience** – Human Resources, Research, Customer Service, Confident Communicator, Bachelor of Science in HR Management, Associates in Accounting Degree

**Positions Held** – HR Representative, General Manager, Notary Public

➤ **Payroll Administrator**

**Skills/Experience** – Assisted in payroll, garnishments, W2's, wage and hour compliance, benefits and employee issue resolver

**Positions Held** – Payroll Administrator, Foreman, Estimator, Sales Representative.

➤ **Construction General Labor**

**Skills/Experience** – Concrete Framer, Machine Operator, Machining, Maintenance equipment

**Positions Held** – Laborer, Construction Laborer, Farm Hand Labor



### ➤ **Landscape Construction**

**Skills/Experience** – Plumbing/Electrical repairs, use of power tools, painter, tile setter

**Positions Held** – Landscaper/General Maintenance, General Laborer

### ➤ **HR Consultant**

**Skills/Experience** – Human Resources, Research, Customer Service, Confident Communicator, Bachelor and Master's Degree

**Positions Held** – HR Consultant, Associate Recruiting Coordinator, Customer Service, Licensed Vocational Nurse

### ➤ **Payroll Specialist/ HR Assistant**

**Skills/Experience** – A/R, A/P, Union Payroll Admin Support, Legal Researcher, Kronos, Oracle

**Positions Held** – Payroll Specialist, Accounting Specialist, Office Manager, HR Assistant, Legal Secretary.

### ➤ **Entry Level HVAC**

**Skills/Experience** – Shop Maintenance, Tractor Operator, Mechanic Assistant, Basic Plumbing Skills, Installation of PVC and Cast-Iron waste Lines, Forklift, Pallet Jack Operator , Bachelors in Construction Management

**Positions Held** – Recent Graduate, Customer Service Retail, Mechanic Assistant, HVAC Assistant, Orchard Ranch Labor

### ➤ **Purchasing Assistant**

**Skills/Experience** – Purchasing and locating Materials for operations in CA & AZ, Managing Yard stocking and deliveries, Managed orders and equipment rentals, negotiating pricing with vendors to remain on-budget.

**Positions Held** – Purchasing Assistant, Field Department Admin Assistant, Sales Representative.

### ➤ **Class B Truck Driver**

**Skills/Experience** – Performed inspections of equipment & trucks, Drive trucks along established residential and industrial routes, Communicate with Dispatchers concerning delays or disruptions that may affect service routes.

**Positions Held** – Sanitation Driver, Supervisor.

## 3 in 4 Americans admit they're 'hibernating' or 'sheltering-in-job' right now

**A new survey finds those lucky enough to have jobs don't intend to leave anytime soon. Here's why.**

People aren't just hunkering down in their homes — they're hunkering down in their jobs, as well. Welcome to “hibernating” or “sheltering-in-job,” which three in four working Americans admit to doing right now in [a new LinkedIn survey](#).

More than 5,500 LinkedIn members were surveyed between Jan. 16-29 this year for the job search site's latest edition of its Workforce Confidence Index. And 75% of employed respondents said they are not leaving their current role or company — even though they may want to — which LinkedIn describes as “sheltering-in-job” or “hibernating.”

***“Ambition isn't dead, but for people in steady jobs, it might be hibernating.”***

— LinkedIn

And that's understandable considering the country is nearing a full year into the pandemic — and while there are certainly hopeful signs as new confirmed COVID-19 cases have started declining and more people are getting vaccinated, [almost half a million people have lost their lives](#).

And millions more have lost their livelihoods. New applications for U.S. unemployment benefits rose in mid-February to a four-week high of 861,000, showing [lots of Americans are still losing their jobs](#).

So it's not too surprising that these are the top reasons why the workers blessed with steady income are digging into their current jobs right now:

- 59% say that collecting a steady paycheck and keeping household finances stable is keeping them there.
- 30% are taking advantage of a company's benefits and perks.
- 15% are waiting out the pandemic for a more favorable job market.
- 14% have no time or energy to focus on a job switch — understandable as many have had to take on unpaid second or third shifts as caregivers for sick relatives, and home-school teachers for kids learning remotely.

This aligns with a notable LinkedIn [report from October](#), which found that while overall hiring was down, internal hiring was almost 20% higher than in 2019. This further suggests that many people are choosing to stay at their current companies.

And [Deloitte's Global Millennial Survey 2020](#) found that the pandemic was inspiring greater job loyalty among the generation that had been more prone to job-hopping before. Indeed, more millennials said they would like to stay with their employers for at least five years than would prefer to leave within two years, which was a first in the five years that Deloitte has asked this question.

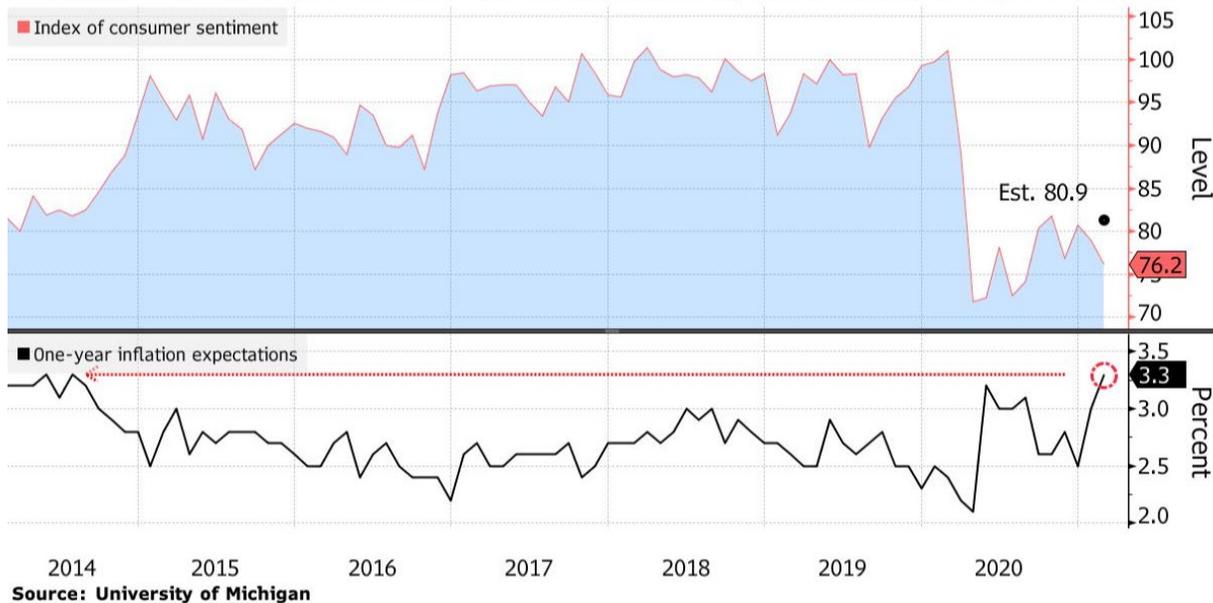
# U.S. Consumer Sentiment Unexpectedly Falls to a Six-Month Low

U.S. consumer sentiment unexpectedly declined to a six-month low in early February as the outlook for personal income deteriorated and more Americans anticipated faster inflation in the year ahead.

The University of Michigan's preliminary sentiment index fell to 76.2 from 79 last month, data released Friday showed. The median forecast in Bloomberg's survey of economists called for a modest improvement to 80.9 and the result was weaker than the most pessimistic estimate.

## Pessimism Prevails

Confidence in U.S. falls on concerns about incomes, while inflation expectations rise



A gauge of the outlook for consumers' finances dropped to 116 in early February, the lowest since November 2014 and despite lawmakers' latest round of negotiations on President Joe Biden's \$1.9 trillion stimulus plan.

Elevated unemployment, limited social activity because of Covid-19 and a slow pace of vaccinations are also depressing sentiment. At the same time, confidence may stabilize as states ease business restrictions and more people get vaccinated in the coming months.

"Households with incomes in the bottom third reported significant setbacks," Richard Curtin, director of the survey, said in the report. "Presumably a new round of stimulus payments will reduce these financial hardships."

# Small Businesses Struggle to Assess Whether They Are Eligible for PPP Funds

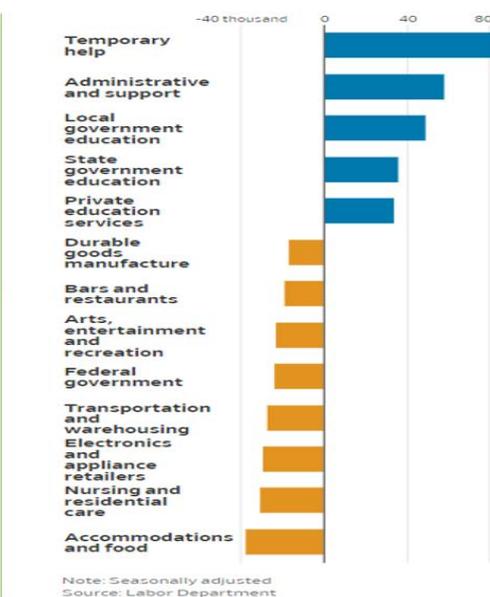
Some small businesses are struggling to determine whether they are eligible for loans from the recently reopened Paycheck Protection Program, especially those that are affiliated with other companies.

The program, which is overseen by the U.S. Small Business Administration and the Treasury Department, reopened in January after Congress in December authorized its relaunch with \$284 billion in funding. The SBA has approved \$125.75 billion in loans so far from the second round as of Feb. 15. Since the initial launch of the PPP program last spring, it has shelled out \$648.18 billion to companies.

This time around, it is targeting firms hit hardest by the pandemic. The program sets aside funds for loans to businesses with 10 or fewer workers, as well as for loans of \$250,000 or less to firms in areas with low or moderate incomes. The loans, which are forgivable if applicants meet certain criteria, are based on the size of a company's payroll and available to both first- and second-time borrowers. Businesses have to apply by March 31. There were about 31.7 million small businesses in the U.S. last year, according to the SBA.

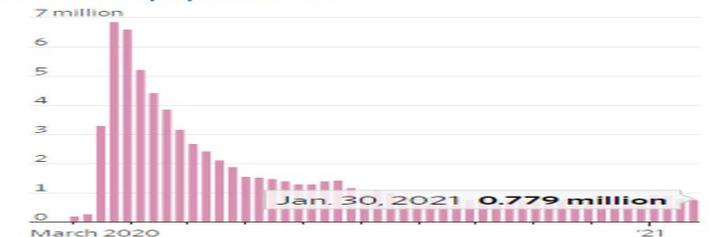
The rules for the second PPP round differ from the first and now exclude public companies. Businesses only receive a second loan if they can demonstrate that their revenue fell by 25% during one quarter in 2020 compared with the prior-year period. The requirement didn't exist during PPP's original run, which ended in August.

Sectors with the largest changes in payroll from a month earlier

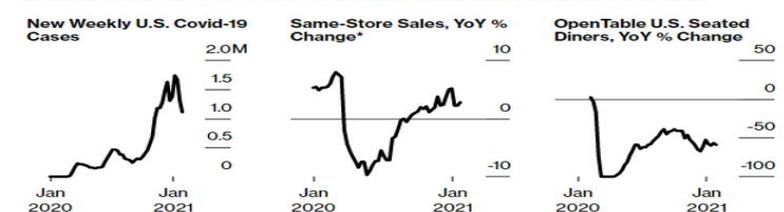


## Charts

Initial Unemployment Claims



COVID-19 Cases in Relation to Store Sales and Restaurant Reservations



\*Figures are month-to-date, year-over-year. Weekly figures are for the Saturday after date shown. Sources: Bloomberg/Johns Hopkins, Redbook Research, OpenTable