

SEPTEMBER/OCTOBER 2017

**LOCATE**

staffing

Labor &  
Industrial

**INSIGHTS**

Magazine

**CLOSING  
THE  
SKILLS GAP**

WITH TODAY'S WORKFORCE

**INSIDE**

Company Leaders and Their  
Impact on Candidates

How to Fire an Employee

5 Ways to Make Better  
Workplaces for Millennials

Welcome to the  
September/October 2017 issue of  
*Locate Staffing Labor & Industrial Insights!*



Everyone is worried about the skills gap, and some sectors—such as manufacturing—are having a more difficult time than others in addressing it. In “Closing the Skills Gap in Tomorrow’s Workforce,” the feature article in this edition of *Locate Staffing L&I Insights*, Bekhi Spika debunks widespread misperceptions of the manufacturing industry as “outdated,” highlights its importance and appeal as an area with long-term potential, and presents strategies for attracting new workers to careers in manufacturing.

But having enough skilled workers doesn’t mean a company has solved all of its problems. Sometimes employees don’t get along with each other or with their managers, and “because employee conflict is arguably one of the largest reducible costs in organizations today,” this issue needs to be addressed effectively and quickly, as Debra Golymbieski points out in “Resolving Workplace Conflict.” And once in a while an employee is such a bad fit for an organization that he or she must be let go—a difficult task for any manager, but one that’s made a bit easier by following the advice from Kate Bischoff in “How to Fire an Employee.”

When employees prove themselves to be true assets, though, companies should give them increased responsibility, particularly in areas that support the organization’s longevity. In “How to Prepare Employees to Step Up When Leadership Steps Down,” Rita Trehan explains how companies can make sure they always have strong leaders in place.

In any industry, it’s important to be nimble enough to adapt quickly to shifting economic pressures and changing market realities. Each organization has unique goals and unique staffing needs. At Locate Staffing we can help your organization figure out what it needs to provide the best service to your customers—and stay ahead of the competition.

Sincerely,

Janelle Koren  
CEO / Founder



MEMBER



American Staffing Association



# LOCATE

staffing

Whether you're looking for one employee to assist you with a one-day assignment, or 300+ contingent workers Locate Staffing, Inc. has the experience and expertise to service your needs! With 18 years' experience, we understand the diversified requirements of our clients and associates and have developed a variety of programs to service those needs. Here are just some of the reasons top organizations like yours choose Locate Staffing, Inc.

## EXPERIENCED RECRUITERS

Human Resources functions should not be left to chance! At Locate Staffing we add value to client relationships and help avoid potentially costly legal missteps through professionalism and expertise of the industry. Recruiters of Locate Staffing are required to obtain their CSP Certification (Certified Staffing Professional). With more than 15 subject areas including wage and hour laws, The Affordable Care Act workplace safety and workers' compensation, the CSP Program features rigorous content focused on employment and labor law at both the federal and state levels to help protect clients from legal liabilities.

## SAFETY TRAINING

Working with a safety conscious staffing service provides value added benefits! Locate Staffing partners with clients to promote safety awareness, administering a documented and general safety orientation specific to clients' needs as we understand the importance of maintaining a positive safety record. Our WRC (Workforce Risk Certified) commitment to risk management, through this certification, supports industry best practices and sets us apart from our competition.

## NWBOC

Does your organization have a supplier diversity program? Weather your organization has implemented a diversity initiative for best practices or perhaps you need to remain in good standings with a government contract, Locate Staffing, Inc. is a registered and certified national woman business organization and can help you achieve your supplier diversity goals!

## Our Guarantee

100% satisfaction guarantee! If you are not satisfied with an Associate, please notify your Recruiter within the first 4 hours and we will send a replacement and you will not be charged for the initial Associate sent to you!

[www.locatestaffing.com](http://www.locatestaffing.com)



# AT LOCATE STAFFING, WE BUILD PARTNERSHIPS

When was the last time a recruitment firm understood your hiring needs? Or followed up? Our focus is on establishing and maintaining long-term partnerships which is easy to do because WE LISTEN. Our partnerships are built on our core values of honesty, trust and integrity.

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## CLERICAL / PROFESSIONAL

Finding qualified employees the first time reduces turnover and provides value to any organization. Our process allows us to identify highly qualified candidates quickly with basic to advanced assessment testing, ensuring candidates' skills are measured with certainty. Testing packages are designed specifically to client's needs and qualifications of the various positions within the organization. Locate Staffing has an extensive interviewing and screening procedure that ensures your company is getting the best personnel.



## ON-SITE SOLUTIONS

For large or multiple work site staffing needs, On-Site Solutions provides clients with a customized on-site staffing plan, which streamlines processes related to your contingent workforce and optimizes productivity. Our on-site staffing managers will shoulder the responsibilities of oversight, metrics reporting, and continuous quality improvement. With day-to-day oversight, our process ensures an optimum and flexible level of staffing.



## LIGHT INDUSTRIAL / SKILLED TRADES

With shifting market demands and tightened deadlines, Locate Staffing realizes the importance of having an adequate workforce when you need it most! Whether you are searching for unskilled labor, logistics or skilled trades, Locate Staffing's 18 years' of industry knowledge and best practices ensures clients' needs are met by fostering relationships that anticipate client needs in advance!



## ON-DEMAND STAFFING

In today's market, many companies operate with just-in-time inventory systems. When unplanned orders arrive, production needs to ramp up quickly to meet client deadlines. In 2001 Locate Staffing implemented a division called On-Demand, to service clients that experience these challenges. Our modern technology and years of experience has provided clients with a proven staffing model that works!

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