



## American Staffing Association

# staffing FAQs

### Frequently asked questions about the staffing services industry

#### How big is the industry?

The staffing industry generated some \$62 billion in revenue in 2003: \$56 billion from temporary help services and \$6 billion in permanent placement services.

#### How many companies use staffing services?

90 percent of companies use temporary help services.

#### What accounts for the growth of the industry?

America's workforce is changing as more and more people are looking for the flexibility that temporary work provides. Companies are tapping into the flexible labor market to keep fully staffed during busy times.

#### Do staffing firms charge employees a fee for temporary assignments?

No.

#### How long do people hold temporary jobs?

While specific jobs may last from a few hours to several years, the best estimates for the average tenure of temporary and contract employees range from three to five months.

#### What types of assignments do staffing companies offer?

Jobs range from assembly line worker to CEO and are available in virtually all occupations.

#### What are the trends in the kinds of jobs being assigned?

The fastest growth is occurring in professional and technical occupations.

#### How many staffing companies are there in the United States?

There are about 7,000 firms that have been in business a year or more. Those companies operate approximately 20,000 offices. ASA member companies operate more than 15,000 offices across the nation and account for 85 percent of U.S. industry sales.

#### What kind of pay and benefits do temporary and contract employees receive?

To attract the most qualified employees, staffing services offer highly competitive wages and benefits. The average temporary or contract employee earns more than \$10 per hour. Some earn more than their permanent counterparts. Most staffing companies offer health insurance as well as vacation and holiday pay, and many offer retirement plans. Virtually any temporary or contract employee who wants benefits can find a staffing firm that offers them.

#### What kinds of services do staffing companies provide?

Staffing companies offer a wide range of services, including temporary and contract staffing, recruiting and placement, outsourcing, training, and human resources consulting.

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**Sources:** American Staffing Association, U.S. Bureau of Labor Statistics, the Conference Board, the Omnicomp Group

For more information, contact ASA at 703-253-2020 or at [www.staffingtoday.net](http://www.staffingtoday.net).



## American Staffing Association

# staffing facts

## jobs

**We're the jobs people. Staffing companies match millions of people to millions of jobs.**

- 2 million people per day are employed by staffing companies.
- 1 million new jobs have been created by staffing companies over the past 10 years.
- 79 percent of temporary employees work full time, virtually the same as the rest of the workforce.

## flexibility

**The staffing industry offers flexibility to both employees and companies. People can choose when, where, and how they want to work. Companies can get the skills they need to keep fully staffed during busy times.**

- 64 percent of temporary employees say flexible work time is important to them.
- 28 percent of temporary employees say they work for a staffing company because it gives them the flexibility and time to pursue nonwork interests.

- 81 percent of companies cite labor force flexibility as the overriding reason for employing contingent and temporary workers.

## bridge

**Temporary and contract work provides a bridge to permanent employment. People can try out a prospective employer and showcase their skills for a permanent job.**

- 74 percent of temporary employees say it's a way to get a permanent job.
- 72 percent of temporary employees obtain permanent jobs while working for a staffing company.
- 40 percent of assigned employees are looking for their first permanent job or are reentering the job market.

## choice

**Many people choose temporary and contract work as an employment option. They can select their work schedule and choose among a variety of diverse and challenging assignments.**

- 45 percent of temporary employees prefer the alternative arrangement over traditional employment.

- 43 percent of temporary employees say needing time for family is an important factor in their job decisions.
- 29 percent of temporary employees say they work for a staffing company because they like the diversity and challenge of different jobs.

## training

**The staffing industry provides free training for millions of temporary and contract employees to help meet today's demand for skilled workers.**

- 90 percent of staffing companies provide free training to their temporary employees.
- 4.8 million temporary employees received skills training worth \$720 million in 1997.
- 70 percent of temporary employees say they gained new skills through their assignments.

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**Sources:** American Staffing Association, U.S. Bureau of Labor Statistics, the Conference Board

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