



Career Trajectories

Remote Work Set to Nearly Triple in the Post-COVID World, According to XpertHR's Survey on Employer Response to COVID-19.

According to a report from Staffing Industry Analysts, only 15% of temporary workers wereThe average percentage of employees who will work remotely at least part of the time is projected to nearly triple from 12% before the Covid-19 pandemic to 30% after the pandemic, according to a survey of 835 employers by XpertHR. The most common labor cost-saving measure has been the hiring freeze (31%), with furloughs (26%), decreased employee hours (25%), and permanent layoffs (24%) rounding out the top four measures.

Human resource professionals said maintaining employee morale has been the most difficult Covid-19-related issue, with 76% of participants rating this as either "somewhat" or "very" challenging. Offering flexible work schedules to allow for caregiving or homeschooling has been the most popular way employers have addressed employee wellness, with 70% of respondents taking this step.

Breaking News



Casinos Look to Staffing Agencies as They Continue to Navigate Complex Reopening Strategies.

Over the past several months, COVID-19 has globally sent shock waves through major business markets and captured the attention of the world. Since mid-February, the outbreak has accelerated and infections have become widespread, resulting in significant market volatility which is expected to continue in the near term. Substantial disruption to business operations has occurred, and all sectors of the economy have been impacted, however the one industry that is struggling the most with recovery is the casino and gaming industry.

The general outlook of the industry is varied; however uncertainty is likely to persist in this industry until the overall impact of COVID-19 can be aggressively managed. This has pushed leaders in the casino and gaming industry to look to outside vendors to help them conceive of and implement "out-of-the-box" workforce management solutions to coincide with the continuing changes made by state and local governments regarding curfews, restrictions on alcohol service and constant changes to business hours, social distancing and personal protection guidelines.

See the Complete Story at www.a-1careers.com

NOTE TO ALL EMPLOYEES: Since Banks will be closed Monday, October 12th for Columbus Day, Payroll will fall on Thursday, October 15th!

From Our Blog



Effective communication is crucial to the success and happiness of every type of relationship.

In the workplace, the quality of internal communication often speaks volumes about the health of the organization itself. And yet, it seems that companies view employee communication as an expense rather than a revenue driver, an approach that can and ultimately will have dire consequences on all sorts of employee-related factors, including retention and engagement, not to mention your bottom line. A successful and effective internal communication strategy relies on more than informal Slack channels, fun work memos and humorous office banter. Whether strong, weak or non-existent, the internal communication of a company directly impacts employee engagement. When employees are kept in the loop of what's happening internally, their loyalty and satisfaction increase ultimately improving the annual revenue and reputation of the company. Here are a handful of useful practices that we've seen in action from excellent internal communicators and adopted for our own use.

Take a Look at Yourself

Everyone wants open and communicative colleagues, but what about your own communication skills? Most people probably realize that they could do a better job of sharing ideas and information with others, which is why examining your personal approach to communication is a great place to start. Perhaps you could consider taking a class on communications—local universities might even offer free programs. But especially for those of you in leadership positions, it's important to be as communicative as you expect your people to be. Whether you're in the corner office or sitting behind the receptionist's desk, if you start by evaluating your own communication skills and do your best to practice what you preach, your colleagues will be all the more likely to follow your lead. Just remember, great communication starts with you.

Empower Your Employees to Have Agency

Employees want to know what's going on outside of their role. They want to know how well the company is doing, what changes are being made and essentially all the things leadership keeps secret from their workers. Communication should not be a one-way street going from top to bottom. Employees don't want to be someone just taking orders, but they do want to understand the big picture and how they fit within the puzzle, if they know how their work translates to the company mission, it's incredibly motivating.

Get Out There and Ask Questions

How do your people like to communicate? No two people are alike and not everyone prefers to send and receive information in the same way. Do your employees prefer to communicate on their smartphones? (I think we can guess the answer to that already, but older workers might still prefer more traditional methods like the telephone.) Via surveys or newsletters? Face-to-face? This kind of knowledge can greatly help you devise a more effective plan for regular workplace communication, especially if you make an effort to keep the right target audience and listeners in mind depending on your message. You might also ask your coworkers for their thoughts on how both you and your organization could improve communications. Gathering this sort of information doesn't necessarily require a formal survey (although they work, too). Rather, just start asking around. Reaching out in person to your people to discover their particular needs will also demonstrate that you value their input and are willing to act on it—always a plus for employee morale. Once you know your employees' preferred channels, you'll be able to find the ones that best fit your stories. Do your best to come up with unusual ways to spread information; for example, by giving executives, experts, or local influences a chance to share their unique points of view. And let all of your people in on the fun. Everyone has a story to tell!