

Alternative Staffing Organizations



SHEILA MAGUIRE CONSULTING

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“Fee-for-services job-brokering businesses created by community based organizations and national non profits whose objective is to gain access to temporary or “temp to perm” opportunities for workers facing barriers to employment”

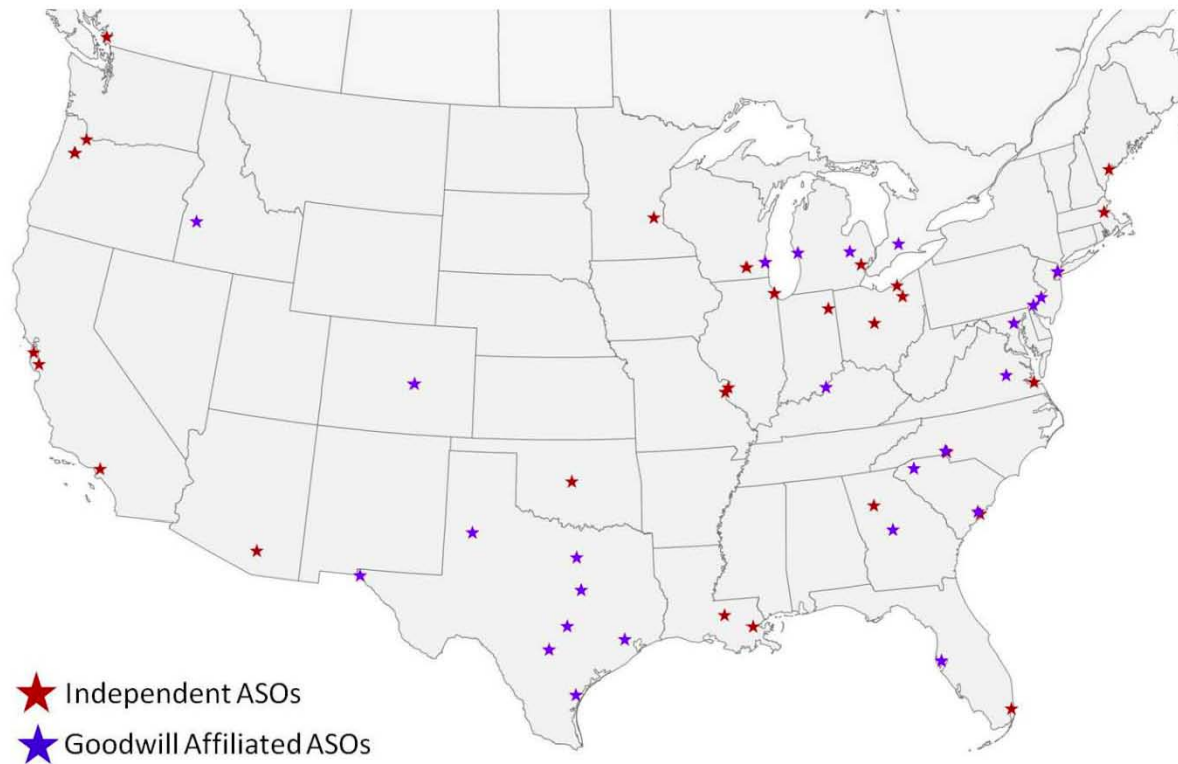
*Francoise Carre, et. Al
Center for Social Policy at the University of Massachusetts, Boston*

“Alternative staffing is an employment strategy that uses a temporary staffing business platform coupled with supportive services to help people with obstacles to employment enter and advance in the workforce.”

*Alternative Staffing Alliance
www.altstaffing.org*

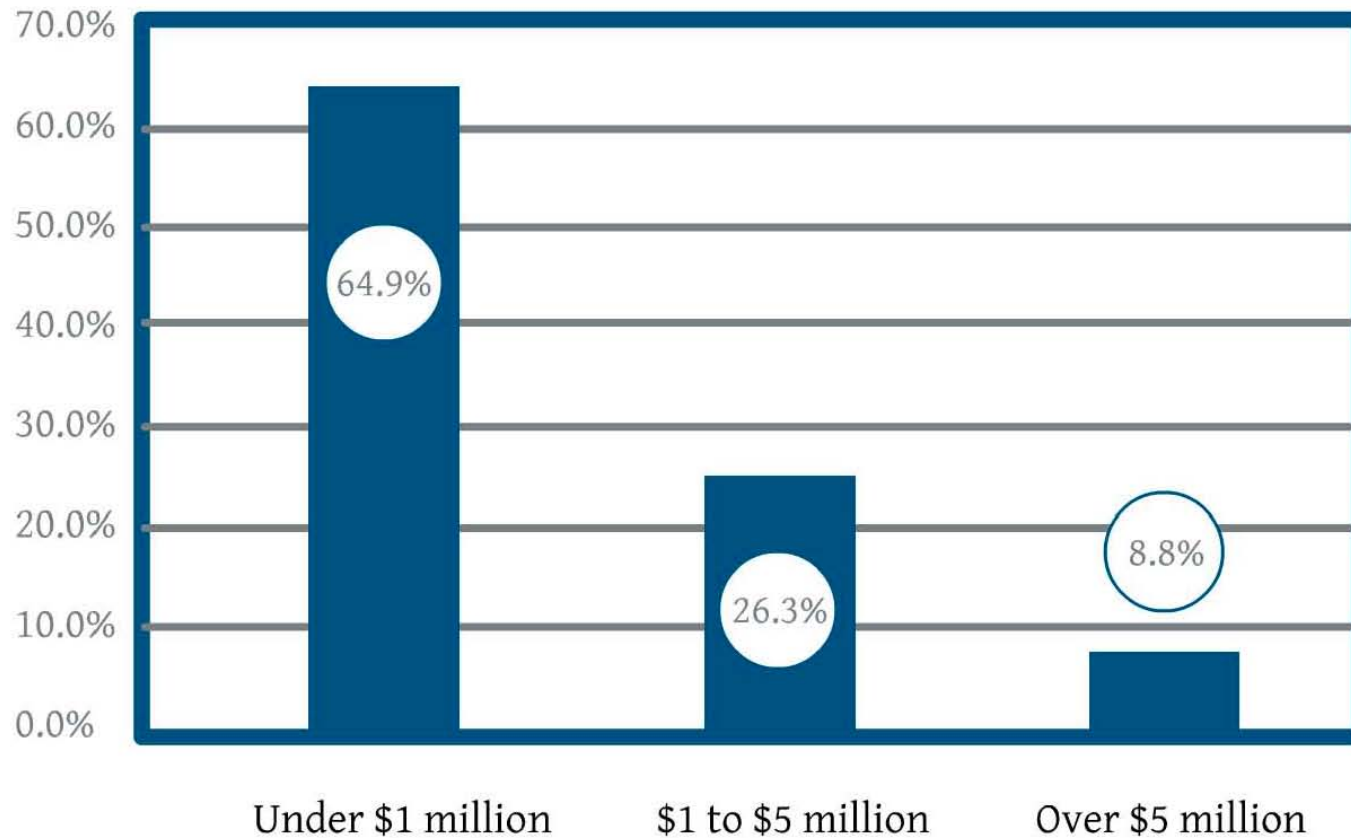
Janet Van Liere, Member Services Coordinator

Alternative Staffing Field of Practice



Source: Alternative Staffing Association

Annual Earned Revenues



Source: Alternative Staffing Association Annual Performance Survey

Business Outcomes

Cost Coverage



75% of ASOs cover at least 85% of their total operating costs with earned staffing revenue



63% of ASOs cover at least 95% of their total operating costs with earned staffing revenue



Table 3.1 - Main Characteristics of Populations Served

The three main populations services are focused on

	2011 (N=24)	2010 (N=17)	2009 (N=15)	2008 (N=12)
Ex-Offenders	71%	71%	87%	75%
Low Income	54%	53%	73%	58%
Recovering Drug Users	42%	29%	47%	17%
Disabled	42%	41%	47%	58%
At Risk of Homelessness	25%	18%	27%	17%
Currently Homeless	21%	29%	20%	17%
Immigrants	13%	18%	7%	0%
Recently Homeless	13%	12%	13%	25%
Older Workers (Age 55+)	4%	12%	7%	25%
Other	0%	18%	13%	8%
Youth	0%	0%	0%	8%

Industries/Sectors

Table 2.4 - Average Percentage of Placements by Occupational Sector

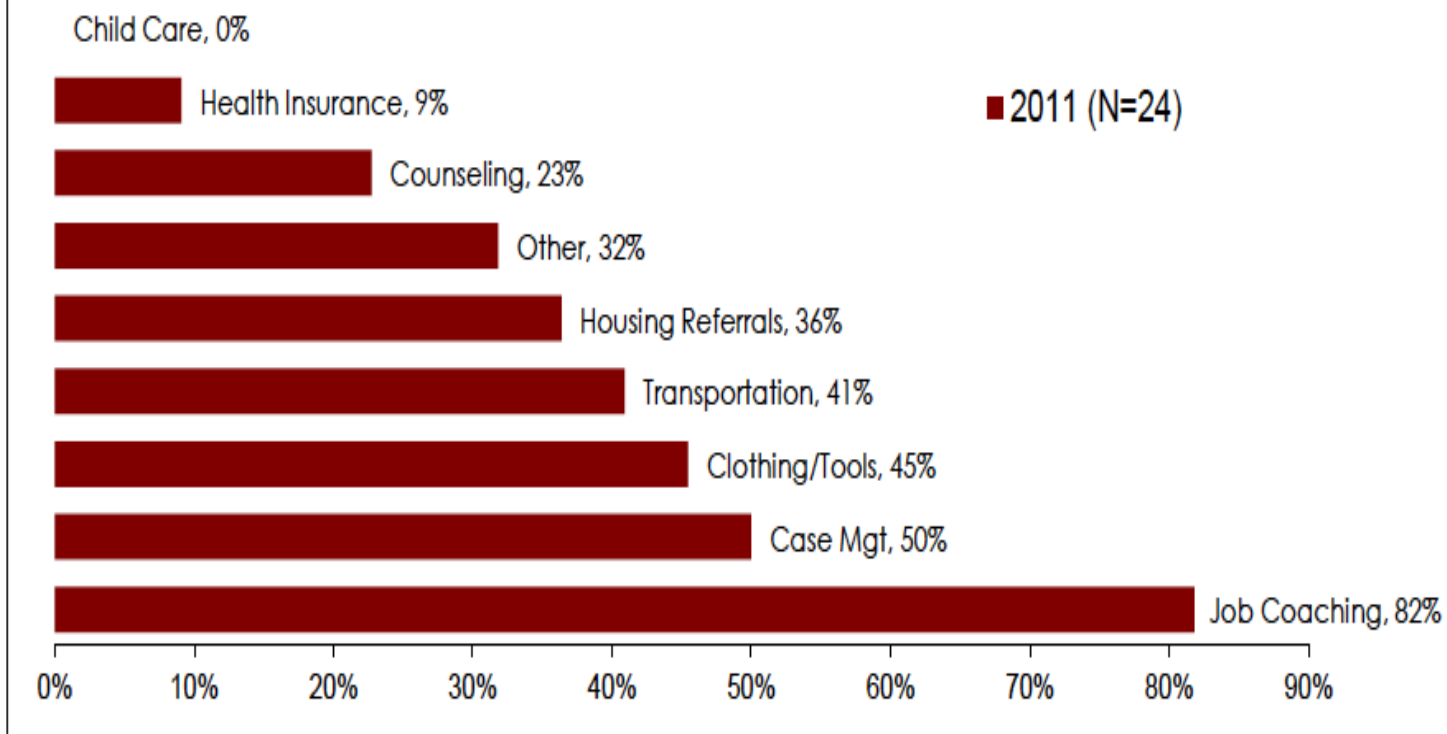
	2011	2010	2009	2008
Cleaning & Property Maintenance	26%	23%	24%	26%
Office / Clerical	15%	28%	45%	46%
Warehouse / Manufacturing	15%	29%	37%	19%
Construction	6%	5%	17%	2%
Food Service	5%	5%	5%	6%
Transportation & Moving	4%	3%	4%	3%
Other	3%	0%	4%	50%
Professional / Managerial	1%	3%	9%	20%
Security	1%	2%	0%	2%
Information Technology	1%	1%	4%	7%
Healthcare	0%	1%	0%	1%

Source: Alternative Staffing Association Annual Performance Survey

What makes ASOs different from traditional staffing organizations?

- **Dual customer model: Both business and workers are its customers**
- **Target industries appropriate to workers and vs. versa**
- **Services, services, services – and they make a difference**

% of ASOs Offering Services During and Between Assignments

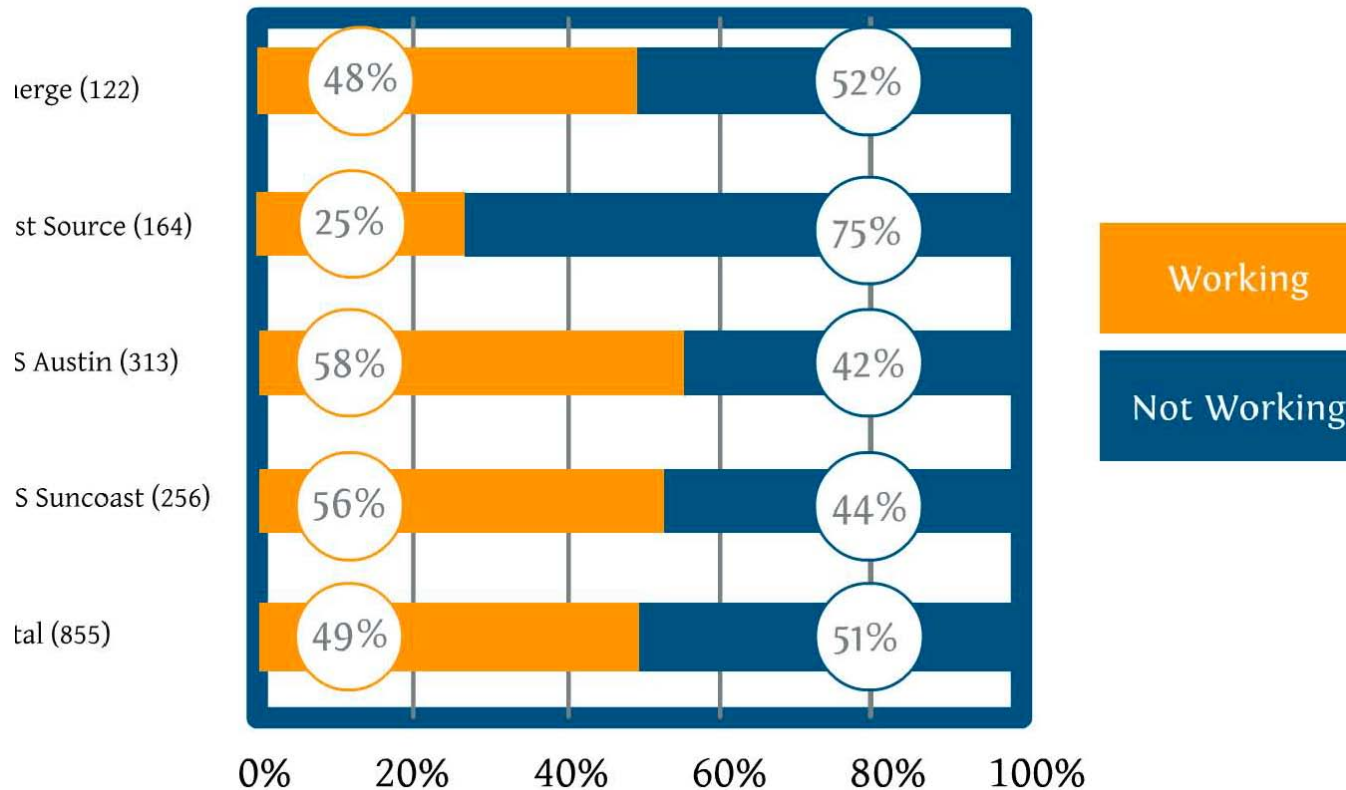


Source: Alternative Staffing Association Annual Performance Survey

What were key factors contributing to success? Challenges?

- **Financial infrastructure**
- **Organizational culture and fit**
- **Analysis of and agility in the market**
- **Leadership focus and staff skills**

Percent Working and Not Working 6 to 8 months after ASO Placements



Thank you

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