

**TRAINING AND EMPLOYMENT
NOTICE**

NO. 3-04

DATE

September 8, 2004

**TO: ALL STATE WORKFORCE AGENCIES
ALL STATE WORKFORCE LIAISONS**

FROM: EMILY STOVER DeROCCO
Assistant Secretary



SUBJECT: "Guide to a Win-Win Partnership for the Public Workforce Investment System and the Staffing Industry"

- Purpose.** To transmit to the public workforce investment system a technical assistance booklet, "Guide to a Win-Win Partnership for the Public Workforce Investment System and the Staffing Industry" ("Guide"), containing information about partnering with the staffing industry.
- References.** Wagner-Peyser Act, Section 13(b)(1); Employment Service Program Letter (ESPL) No. 10-88, dated May 4, 1988; Unemployment Insurance Program Letter (UIPL) No. 41-98, dated August 17, 1998; Change 1 to UIPL No. 41-98, dated July 19, 2000; and Unemployment Compensation Program Letter No. 130.
- Background.** As part of its efforts to help the public workforce investment system become a more demand-driven system, the Employment and Training Administration (ETA) is developing innovative approaches to help business and industry better access the services of the state and local workforce investment system. One component of ETA's ongoing strategy is to develop partnerships between One-Stop Career Centers and the staffing industry. The relationship between staffing organizations and the public workforce investment system has a long and significant history—both good and challenging. In recent years, the relationship has grown; there are currently many successful partnership models in place throughout the public workforce investment system.

The Business Relations Group's (BRG) Partnerships for Jobs Initiative is designed to assist large multi-state employers connect with the state and local network of One-Stop Career Centers, where workforce services are provided. Manpower, Inc., one national business partner, kicked off their partnership with a nationwide rollout event designed for Manpower and One-Stop Career Centers to learn more about each other's work and to explore opportunities to work collaboratively. Manpower was interested in building on successes they had already experienced with the public workforce investment system. For example, in the Michigan cities of Dearborn and Taylor, Manpower, Inc. received a request to provide 300 workers for a major client within 10 days. As a result of the partnership, local One-Stop Career Centers were contacted and were able to supply over 60% of the candidates referred.

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The Manpower partnership, as well as subsequent partnerships with other staffing firms such as Adecco and Express Personnel Services, generated many questions around how the publicly funded workforce investment system can work in partnership, rather than in a real or perceived competition, with the staffing industry. It also brought to light many successful partnerships that already exist with staffing firms.

The attached document highlights the possibilities for working in partnership with the staffing industry. It is designed to answer many of those questions from the workforce investment system by providing information about changes in the labor market, exploring the benefits of working in cooperation with staffing agencies, offering examples of innovative workforce development programs and partnerships operating today in local markets, and outlining some factors to consider when working with staffing agencies.

4. **Action Requested.** The attached “Guide” should be distributed throughout the state workforce investment system, including One-Stop Career Centers, Workforce Investment Boards, and other interested stakeholders.
5. **Attachment.** “Guide to a Win-Win Partnership for the Public Workforce Investment System and the Staffing Industry.”