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THE EXPRESS INSIDER

June 2024

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Express Employment Professionals is dedicated to its purpose of helping people succeed. We are here to help you on your path to employment success!



CAREER STAGNATION

A [new report](#) from the University of Phoenix reveals that workers and employers are facing a critical moment of talent stagnation in the workplace.

Workers are more than twice as likely to feel like they do not have the ability to advance in their career at their current job when their company does not currently provide a mentorship program (49% vs. 18%), skills development opportunities (55% vs. 23%), internal mobility (55% vs. 19%), or career path guidelines (53% vs. 19%)

— University of Phoenix Career Institute®

Career stagnation can happen to anyone, at any point in their professional journey. It's that feeling of being stuck in a rut, with no clear path for growth or advancement. While it can be frustrating, there are steps you can take to overcome career stagnation and reignite your passion for your work.

Keep in Touch!

A reminder to keep in touch with Express while either on an assignment or if looking for employment opportunities!

*Chris, Carrie,
Terra, Dio,
Jessica, Alex,
Katie, Nikki,
Taylor,
Melanie,
Angela,
Amber, Kayce,
Michelle &
Reggie*

About Us

JUNE REFERRALS



***\$50 placed on paycheck
and subject to income
tax**



1. Identify the cause.

The first step in overcoming career stagnation is to identify the root cause. Are you feeling unchallenged in your current role? Are there limited opportunities for growth within your organization? Are you in a field that is not aligned with your passions or strengths? Once you have identified the cause, you can start to develop a plan to address it.

2. Set goals and plan ahead.

Once you have identified the cause of your career stagnation, it's time to set some goals and put a plan into action. What do you want to achieve in your career? Where do you see yourself in the next 5, 10, or 15 years? Once you have a clear vision of where you want to go, you can start to develop a plan to get there. This may involve taking on new challenges, seeking out new opportunities, or even making a career change.

3. Invest in yourself.

Investing in yourself is crucial for overcoming career stagnation. This can take many forms, such as pursuing further education or training, attending conferences or workshops, or seeking out a [mentor](#) or coach. By investing in yourself, not only are you improving your skills and knowledge, but you're also demonstrating to your employer and colleagues you are committed to your personal and professional growth.

4. Network and seek out new opportunities.

Networking is a powerful tool for overcoming career stagnation. By connecting with others in your field, you can learn about new opportunities, gain new insights, and expand your professional circle. Attend industry events, join professional organizations, and don't be afraid to reach out to others in your field.

5. Don't be afraid to take risks.

Finally, don't be afraid to take risks. Overcoming career stagnation often involves stepping out of your comfort zone and taking on new challenges. This may mean taking on a new project, seeking out a new role, or even making a career change. While change can be scary, it can also be incredibly rewarding and can help reignite your passion for your work.

Career stagnation can be frustrating, but it is not unbeatable. By identifying the cause, setting goals, investing in yourself, networking, and taking risks, you can overcome career stagnation and reignite your passion for your work.

~ This article brought to you by *The Express Blog*

ASSOCIATE OF THE MONTH

May Associate of the Month

Express Howell/Brighton recognizes an "Associate of the Month" and rewards a \$25 gift card and other Express goodies. The criteria would be for the Associate to have excellent attendance and work performance as well as positive feedback received from supervisors or managers. This month's recipient is **Gwendolyn B.!** She has been described as a true leader, a quick learner and desire to move up the career ladder. Gwynne makes herself available to help co-workers, especially new employees making her very deserving of this recognition. Congrats!

EXPRESS BRIGHTON / HOWELL TOP JOBS

If you or anyone you know has these skills, please contact Express Employment Brighton/Howell today:

- Box Truck / Production - Brighton \$18.00 hr
- Machine Operator - Brighton \$18.00 hr
- CNC Operator - Dexter \$18.00 hr
- Accountant - Brighton \$65K - \$75K
- Supervisor - Belleville \$100K +
- Window Installer & Tech - Whitmore Lake \$18K - \$28K
- Crew Foreman - Chelsea \$24 hr - \$33 hr

STAY IN THE KNOW

Online Paycheck Website

Express has made it more convenient for you to retrieve, review and print your paycheck stubs through our online service! Request for a link to be sent to your email which will allow access to your account and save in your Favorites. This may take a few minutes to activate.

Ending Assignment Policy

If you do not provide Express with at least a two (2) day advance notice before ending your assignment, you may no longer be considered eligible for future placement by Express. Please reach out to Express and your Recruiter as soon as possible.

Job Assignment Ends

If a job assignment ends and Express did not contact you first to end the position but you were released by the client, call Express immediately. Failure to call within 48 hours of the end of the assignment (and every 7 days thereafter) is considered job abandonment. Unemployment benefits may be denied in some states. To ensure your active status when not on assignment, call in / email your availability weekly (every 7 days) as mandated by state law. *Stated in Express Employment Handbook*

Calling In Late or Absent or Scheduling Time Off

You must call Express at (517) 546-5627 and your assigned company attendance line prior to the start of your shift if you are going to be late or will not be able to go to work due to illness or injury. Failure to call will be considered an unexcused absence. The following information needs to be provided when calling in: 1.) Your first and last name 2.) Company and/or department you are working in 3.) Reason for absence or tardy 4.) Normal arrival time. Also, Express is your employer and will approve any time off before approaching your company. Failure to do so could result in an unapproved absence. Our office has 24 hour voicemail so call immediately and/or send an email to this email address.

Holiday Eligibility

Express recognizes six paid holidays per year (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day & Christmas Day). Associates qualify for holiday pay if; 1) they work 500 hours (excluding overtime) in 16 consecutive weeks ending one full week prior to the holiday week; 2) they are on assignment the week of the holiday; and 3) they've worked the scheduled workday before and after the holiday.

Essential StaffCare Benefits

Through our managing partner, Essential StaffCare, Express can offer medical, dental, vision, short term and term life benefits to our Associates. These plans are offered during the interview process for the Associate to take home and review. Once an Associate is placed on an assignment, it takes a pay period to activate coverage and may take another pay period or two for the deduction to take effect. Associates have 30 days after starting an assignment to make any changes, additions or deletions to their coverage by calling (866) 798-0803.

Express Brighton/Howell Website & Social Media

Check out the Express Brighton/Howell [website](http://www.ExpressHowell.com) at www.ExpressHowell.com on a daily basis to see the latest news, "Immediate Needs" job postings, newsletters, upcoming events and staff information. Use our [website](#) to indicate your availability and any changes in your contact information. Follow Express Brighton staff on [Facebook](#), Twitter and Linked In by joining our groups and sharing the opportunity with friends & family.

Veteran Friendly Employer

Express Employment Howell-Brighton has been recognized as a Bronze Level Veteran Friendly employer. This means we've made a commitment to employ Veterans and their spouses with skills earned in the service that's transferrable to local companies. Please contact us with any questions how we can assist with documentation and transcripts you made need.

Workplace Pro

Workplace Pro from Express Employment Professionals is a tool for people who want to excel. Whether you're starting your first job, reentering the workforce, or ready to explore new opportunities in a different field of work, the Workplace Pro certification program is designed to enhance your skills and prepare you for success. Express is proud to provide Workplace Pro at no charge to Associates focused on self-improvement. Register today for the self-paced certification that best supports your development goals and begin completing courses that provide insight and instruction on in-demand skills needed for today's workplace.

Step 1: Register for the certification that fits your development goals.

Step 2: Complete the required courses. After you have registered, begin completing the required coursework for the certification. This is a self-paced program that allows you take the courses according to your schedule.

Step 3: Upon completion of the selected certification track, you will receive a digital badge and certificate. Visit <https://expresspros.com/workplacepro/>

ExpressLearn Available to Associates

Express Employment Professionals is excited to offer ExpressLearn, an opportunity to learn new skills that could help you advance your career and reach your goals! ExpressLearn is an educational program featuring a variety of flexible courses in high-demand fields. These online, mobile-friendly courses are developed for busy, people like you, enabling you to build your knowledge at home or on-the-go. Express Associates can access all ExpressLearn courses for 30 days after registering for the program which is completely FREE! Take the next step towards enhancing your skills with ExpressLearn. Visit <https://expresspros.com/expresslearn>

