

## **Creative Work Solutions by Manpower Fill Business Needs**

Manpower recruiters have a lot of practice filling roles for their clients; however some of their internal staffing challenges are the most difficult to address. Through employee flexibility and telecommuting, a Des Moines Manpower franchise is supporting a Florida Manpower office through talent sharing, training, and development.

Emma Wakefield started her career with the Manpower Des Moines office in 2013, and became a recruiter in their professional division in 2015. Most recently, Wakefield has taken on an interim role as Program Manager with a Manpower location in Altamonte Springs, Florida while that location evaluates their ongoing business needs. Kathy Joblinske, Manpower Executive Vice President in Iowa, says “this is a great example of shifting talent within the organization (and across states), while also utilizing the flexibility and expertise of the millennial workforce to solve a short-term business need.”

After a two week training period in Florida, Wakefield will support the Florida location virtually from the Des Moines, Iowa office for approximately three months. About her experience with Manpower, Wakefield comments, “I’m now in my third position with Manpower and feel really blessed that I get to work for an organization where it isn’t taboo to talk about changing roles and that it’s looked at positively. That’s extremely rare and I think it’s a great example of how Manpower is changing and growing with such a large portion of the workforce.”

As a Millennial, Wakefield is the perfect fit for this interim assignment, given her technical strength and ability to adapt, and desire for growth and change in her work. According to a ManpowerGroup Report, “Millennial Careers: 2020 Vision Facts, Figures and Practical Advice from Workforce Experts” Millennials prioritize the security of full-time employment, while also wanting regular change, new challenges and advancement. Growing up in a faster-paced world of sharing, rating and instant feedback, they see their careers through the same lens. Manpower is thinking outside the box to fill their own staffing needs, and do the same for their client partners.

For more information about Manpower’s staffing solutions, please contact Kathy Joblinske at 515-288-6745.

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