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Why is job longevity important and what does it tell about an employee? While job hopping may seem like it is a trend, sticking with a job over a lengthy period of time provides a number of invaluable benefits. Longevity in a job is important for a number of reasons.

⌚ Knowledge and skills are gained, loyalty is proven, flexibility and lessons are learned and experienced, and growth organically happens as your career develops within a job. Not only are you preventing your resume from painting an unfavorable picture, you are gaining job experience by remaining on a job assignment.

⌚ Most employers will experience some kind of challenges every few years. The person who has been employed long enough to experience those challenges and thus, helped the company rebound from the crisis, will learn from those experiences. Employees who remain loyal to the employer instead of bailing when things get tough prove to be a valuable asset.

⌚ Some workplaces put a heavy emphasis on development. This often means training or gaining other professional development. In some situations, the longer a person is at a job, the more opportunities they have

had for professional development.

Some employers like to give different people several different jobs so they better understand the process of what they are doing. These things can be very valuable to a new job, and they cannot be experienced if employees are leaving jobs quickly and often.

⌚ Employers try to find employees who will be committed to their job. Employers want commitment from a new hire. When a person has been at a job for a longer period of time, it shows

that they are capable of being committed to something. In nearly every new job, the employer does

a certain amount of retraining, if for no other reason than to ingrain a new culture and set of expectations with the new employee. Therefore, it is to your benefit to ensure your employer that you are worth that additional time and expense to train or retrain, and you are an employee who will stick it out and put the training to use.

⌚ Employees who have longevity are more than likely to have good attendance, work and get along with other employees, and execute tasks that are expected of them in a timely manner. Positive work habits such as these will only build credibility and open possibilities of advancements.



# C&S EMPLOYEE SPOTLIGHT

## Yolanda Calvin

C&S is pleased to turn the employee spotlight on Yolanda Calvin. Yolanda came to C&S Employment Solutions in September of 2022 seeking employment. She was placed on an assignment as a Case Initiation Specialist and remains in that role to this day.

Yolanda recently received the "Most Improved" award from her assigned employer. This award is geared to recognize employees who reach or exceed production goals and achieve new training within the organization. She received the award during a monthly team meeting surrounded by her peers.

When asked what she likes about working in her current assignment, Yolanda said she "loves the atmosphere and the people I work with. I like assisting others and it's rewarding to receive compliments from customers."

Yolanda explained that at times it requires her to work extra hours in order to get the job done. She is willing to stay as long as it takes. "It's all about teamwork," stated Yolanda.

She is just as complimentary about her experience working with the staff at C&S Employment Solutions. Yolanda says "C&S works with me and gets back with me anytime I have a question or need assistance."

Originally from St. Louis, Yolanda resides in Jefferson City with her pet chihuahua, Isabella Marie.

C&S extends our congratulations to Yolanda for her accomplishments and award. And, we thank Yolanda for sharing her story!



### What's happening in August:

**August 3** -- National Watermelon Day

**August 8** -- Election Day (Cole County)

**August 13** -- International Left-Handers Day

**August 21** -- First Day of School (JCSD)



Beautiful things happen in your life when you distance yourself from all the negativity and drama.

## C&S Staff Corner Staffing/Recruiting Staff



Pictured L to R standing: Carrie Russell, Mandy Thomas; seated: Sonnett Cagle

A day in the life of the staffing coordinators at C&S Employment Solutions is never the same and many times it requires switching gears and wearing several different hats.

While this experienced group of professionals are the primary hiring arm at C&S, they also coordinate much of the screening, onboarding and supervision of those employed through C&S Employment Solutions.

Staffing Specialists, Sonnett Cagle and Carrie Russell, together have over 50 years of experience in the staffing industry. Between them, they cover most of the interviewing, hiring and supervision of C&S employees. Sonnett and Carrie work closely with employers to find, hire and acclimate employees to ensure they are a good match for the position and are set up for success in their assigned positions.

Before the staffing specialists can do their jobs, it is the essential task of C&S Recruiter, Mandy Thomas, to sort and screen applications and coordinate the scheduling of interviews.

Together, this hardworking trio does their very best to meet the needs of both our employees and our employer clients.