



3 steps to turn temp job into full-time work



[Michael L. Diamond](#), @mdiamondapp 3:13 p.m. EST December 17, 2015
(Photos: TANYA BREEN/STAFF PHOTOGRAPHER)

Scroll to the end of this story to see monthly New Jersey job growth

New Jersey's economy added 7,900 jobs in November, and its unemployment rate dipped to 5.3 percent from 5.4 percent, the state said Thursday in another sign the Garden State is finally turning the corner.

It gives workers who are toiling away at seasonal and temporary jobs their best chance in more than six years to turn it into a permanent job. Perhaps then the economy can absorb the thousands of workers who have given up hope and dropped out of the labor force.



"They have to treat every single job – even if it's job for a day, job for a week – they have to treat them as if it's their working interview, literally," said Anna Santucci-Braun, owner of [Express Employment Professionals](#) in Howell, a staffing agency.



It's a tune that hasn't been heard in a while. New Jersey added jobs at a pace that brought its unemployment rate down to its lowest level since 2008 and should help the state catch up with the rest of the nation.

Anna Santucci-Braun owns Express Employment Professionals in Howell.

The assessment came after the state released its monthly unemployment report that surveys employers to measure the number of jobs and

residents to measure the unemployment rate. It is a preliminary look and will be revised both next month and next year.

Gaining momentum

Still, the snapshot of November shows New Jersey appears to be gaining momentum. The state during the past year added 55,000 jobs. It still didn't grow as fast as the nation, but it is beginning to climb the ladder, according to government statistics.

"I think the overall picture that the report paints is that the state is making progress, considerable progress in the recovery from the 2008-2009 contraction," said Patrick J. O'Keefe, director of economic research for the CohnReznick accounting firm. "But we still have a fairly long way to go to recover back to where we were prior to that meltdown."

New Jersey has had a bumpy ride since the Great Recession ended. While states like North Dakota enjoyed the windfall from oil fracking, New Jersey had nothing but obstacles: Its casino industry crumbled in the wake of competition; its tourism industry was devastated by superstorm Sandy and the slow rebuilding that ensued; its pharmaceutical companies shifted their growth to high-tech hubs such as Cambridge, Massachusetts, and Silicon Valley, California; its housing market was hit harder than the rest of the nation; and its Fort Monmouth Army post closed.

To top it off, the huge millennial generation in its 20s and 30s has migrated to cities instead of suburbs, Rutgers University economists James W. Hughes and Joseph J. Seneca have found.

But there are signs that New Jersey is showing life. The state's economy grew 4.7 percent in the second quarter, ranking 11th nationwide, according to [the U.S. Bureau of Economic Analysis](#).



Anna Santucci-Braun, owner of Express Employment Professionals, talks about the current employment market in Monmouth and Ocean counties at her business on Route 9 in Howell.

Sectors with the biggest gains in November: Education and health services added 3,800 jobs; construction added 2,100 jobs; and professional and business services added 1,900 jobs.

Sectors with the biggest losses: Leisure and hospitality lost 700 jobs; a

category called "other services" that includes personal and laundry services lost 500 jobs; and information lost 200 jobs.

Dark clouds remain, even now. O'Keefe noted that if workers had remained in the labor force instead of getting discouraged and dropping out, the unemployment rate would top 9 percent.

But Santucci-Braun said her clients are trying to fill 35 positions; it might be time to search for jobs again.

Going from temp to full time

Her advice:

1. **Treat a short-term assignment as an interview.** "Come in early," she said. "Be pleasant be dressed appropriately, maybe even a little bit above appropriate. Dress up. Behave as

if you are representing that company that day. You are the face of that company. How do you think they want their workers to behave? Then they will call on you ahead of anyone else."

2. **Ask yourself if the company's culture is a good fit for you.** "You should look for their culture," she said. "Some people like faster pace, some people like slower pace. Are they more casual or are they more professional? Its really truly each person's preference."
3. **Don't get discouraged if it doesn't work out.** "When they say, 'Oh that person is not so good, they don't want to work,' maybe that person doesn't want to do that particular line of work," Santucci-Braun said. "Everybody has something for them that fits their personality and their experience and skills and whatever qualities they're born with."



Express Employment Professionals is located within Howell Plaza Shopping Center at 4142 Route 9 in Howell.

NEW JERSEY JOB GROWTH BY MONTH

November 2014: +7,800

December 2014: +200

January 2015: +5,600

February 2015: +8,600

March 2015: +1,900

April 2015: +3,900

May 2015: +9,800

June 2015: -12,500

July 2015: - 10,500

August 2015: +15,700

September 2015: +8,000

October 2015: +16,800

November 2015: +7,900

Michael L. Diamond; 732-643-4038; mdiamond@gannettnj.com