

Revenue Drops 2.4% at OC Employment Firms

Reflects Broader U.S. Economic Trends

By YUIKA YOSHIDA

ORANGE COUNTY — The U.S. staffing industry has experienced a rough two years due to certain job segments that underperformed.

The decrease was reflected in Orange County, where staffing agencies saw revenue decline 2.4% to \$571 million. Nationwide, revenue for employment agencies declined an estimated 10% to \$189 billion, according to a 2024 annual report from **Staffing Industry Analysts (SIA)**.

This year's Business Journal list of employment agencies includes 14 companies ranked by 2024 OC revenue.

Growth has slowed in the past two years since agencies boosted revenue by 11% to \$597 million in 2022, which was a record year for U.S. employment agencies. Last year, the segments that performed worse than expected were nurse staffing, engineering, life sciences and direct hiring.

"Especially in contrast to the boom times of 2021-2022, the U.S. staffing industry has had a tough stretch over the past two years, as most segments have experienced an unrelenting decline," the SIA report said.

While revenue remained down, the number of job placements increased across the board.

Staffing agencies said they placed 27,608 temporary workers at OC firms last year, up 2%



No. 2 Roth Staffing saw an increase in the AI and medical device manufacturing sectors

from 2023.

The number of permanent workers surged 22% to 9,530, rebounding from the 14% loss seen in the prior year.

Top Three Firms Decrease in Revenue

Decreases were seen among the three largest staffing firms in OC. The largest decrease on the list came from Atlanta-based **Employbridge**, which operates locally in Irvine.

It still retained its No. 1 position but saw revenue decrease 17% to \$73.4 million.

"The overall staffing industry experienced declines last year, reflective of general economic/market conditions," a spokesperson told the Business Journal.

Employbridge, the largest industrial staffing firm in the U.S., has placed more than 400,000 people at companies in 48 states to date. Last month, it named **Geof Held** as chief product officer.

"We're excited about seeing the impact of his leadership as we apply technological solutions to reduce friction and accelerate growth for our clients, talent and employees," Chief Executive

Billy Milam said in a statement.

Orange-based **Roth Staffing Cos. LP**, No. 2 on the list, reported a 10% decrease to \$66.9 million. The private firm counts 162 employees.

Roth Staffing said it saw increased demand for talent in artificial intelligence and manufacturing of medical devices. It's forecasting a "slower but steady growth rate" for employment in 2025, led by remote and hybrid work models.

"Remote and hybrid work models, plus employee retention strategies, are shaping the workforce as companies try to attract candidates in new ways," **James Sense**, regional vice president at Roth Staffing, told the Business Journal.

Rounding out the top three is **PriorityWorkforce Inc.** in Tustin, which saw local revenue drop 3% to \$63 million.

Need for More Contract Workers

Irvine-based **Pacific Companies** saw the largest local revenue increase for the third year in a row.

The firm, which specializes in healthcare

placements, reported a 19% increase to \$54.7 million. A big driver of the increase was the "success and expansion" of the company's locum tenens business, CEO **Gary Cook** said, referring to the temporary placement of physicians and other providers.

Pacific Companies' number of temporary employees placed at OC firms increased 14% to 125.

"By focusing on providing exceptional service to both healthcare systems and providers, we've been able to meet a growing demand for flexible staffing solutions, which has directly contributed to this impressive growth," Cook told the Business Journal.

Pacific Companies was one of four companies to report a revenue increase. Five reported declines and the remaining five were Business Journal estimates.

Some attributed the decline to "broader economic trends impacting hiring across multiple industries," said **Kelli Maresch**, partner at Brentwood-based staffing firm **Vaco**, which has an office in Irvine.

It reported a revenue increase of 7% to \$17 million, ranking No. 11 on the list.

"Many companies have taken a more cautious approach to permanent hiring, prioritizing strategic hires over volume-based recruitment," Maresch told the Business Journal.

She said that temporary placements have also experienced a slight decline but remain crucial to companies that need talent to fill immediate needs.

Hot job sectors in OC include technology, manufacturing and financial services with a need for more contract professionals in accounting and finance, according to Maresch. ■

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RANKED BY OC REVENUE

Rank	Company	OC revenue for 12 months ended Dec. 31, 2024 (millions)	No. of temporary workers placed by OC office(s) for 12 months ended Dec. 31, 2024	No. of permanent workers placed by OC office(s) for 12 months ended Dec. 31, 2024	Companywide revenue for 12 months ended Dec. 31, 2024 (millions)	OC offices employees	Breakdown of business	Top local official(s)	
Prev. Rank	Address	•yearly % change	•yearly % change	•yearly % change	•yearly % change	•yearly % change	•Accounting/legal •Clerical •Light industrial •Medical •Technical •Other	•Title •Phone/fax	
1	Employbridge dba Select Staffing 16525 Von Karman Ave., Ste. D Irvine 92606-4943 Headquarters: Atlanta Website: employbridge.com Email: Julie.Mellin@employbridge.com	\$73.4 -17%	5,026 -11%	wnd	\$2,900 -12%	4 22 -39%	0% 3.5% 96.5%	0% 0% 0%	Julie Mellin regional president (949) 476-2817
2	Roth Staffing Cos. LP 450 N. State College Blvd. Orange 92868-1708 Headquarters: Orange Website: rothstaffing.com Email: mtaylor@rothstaffing.com	\$66.9 -10%	wnd	wnd	\$334 -9%	6 162 -2%	wnd	wnd	Adam Roth CEO (714) 939-8600/(714) 939-8688
3	PriorityWorkforce Inc. 15941 Red Hill Ave., Ste. 100 Tustin 92780-7319 Headquarters: Tustin Website: priorityworkforce.com Email: rpolenski@priorityworkforce.com	\$63 -3%	wnd	wnd	\$380 6%	2 53 -7%	0% 20% 80%	0% 0% 0%	RoseMary Polenski president (714) 453-2898
4	PTS Advance⁽¹⁾ 1775 Flight Way, Ste. 100 Tustin 92782-1845 Headquarters: Tustin Website: ptsadvance.com Email: hr@ptsadvance.com	\$59 ⁽²⁾ NA	783 ⁽²⁾ NA	60 ⁽²⁾ NA	\$59 ⁽²⁾ NA	1 ⁽²⁾ 40 ⁽²⁾ NA	wnd	wnd	Dustin House CEO (949) 268-4000
5	Aerotek Inc.⁽¹⁾ 330 Commerce, Ste. 250 Irvine 92602-1339 Headquarters: Hanover, Md. Website: aerotek.com Email: mmahon@aerotek.com	\$56 ⁽²⁾ NA	2,400 ⁽²⁾ NA	75 ⁽²⁾ NA	\$3,100 ⁽²⁾ NA	1 36 ⁽²⁾ NA	wnd	wnd	Tom Kelly president (657) 358-7150
6	Pacific Companies Inc. 9821 Irvine Center Drive, Irvine 92618-4307 Headquarters: Irvine Website: pacificcompanies.com Email: dshah@pacificcompanies.com	\$54.7 19%	125 14%	151 10%	\$54.7 19%	1 81 4%	10% 0% 0%	0% 0% 90%	Gary Cook CEO/president (714) 619-3080/(800) 741-7620

Abbreviations: NA: not applicable; wnd: would not disclose
Note: To the best of our knowledge, this information is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the list, omissions and typographical errors sometimes occur. Unless otherwise noted, the information on this list was provided by the companies themselves. List may not be reprinted without permission of the editor. Photos show the first top official listed.

(1) Current data was not provided prior to Business Journal publication
(2) Business Journal estimate

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
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7 (7)	Staffmark⁽¹⁾ 1820 E. First St., Ste. 104 Santa Ana 92705-4026 Headquarters: Cincinnati Website: staffmark.com		\$42.4 ⁽²⁾ NA	2,191 ⁽²⁾ NA	11 ⁽²⁾ NA	wnd	1 14 ⁽²⁾ NA	wnd	wnd	Julia Mollenauer regional VP, operations (714) 368-1777/(877) 653-4370	
8 (8)	TeamQuest Staffing Services Inc. 630 S. Grand Ave., Ste. 102 Santa Ana 92705-4164 Headquarters: Santa Ana Website: tqstaffing.com Email: tina@teamqueststaffing.com		\$35 3%	3,500 -19%	77 88%	\$35 -11%	3 16 -16%	0% 10% 80%	0% 10% 0%	Walter Reece/Oscar Navarro/Tina Healey co-owner/co-owner/vice president (714) 253-6040/(714) 991-8366	
9 (9)	Kimco Staffing Services 17872 Cowan, Irvine 92614 Headquarters: Irvine Website: kimco.com Email: aouhida@kimco.com		\$28 9%	3,500 17%	95 -14%	\$90 -8%	4 38 -5%	wnd	wnd	Tom Magonigal/Azeddine Ouhida president/vice president (949) 331-1111/(949) 757-4636	
10 (11)	Randstad Technologies⁽¹⁾ 18500 Von Karman Ave., Ste. 250 Irvine 92612-0545 Headquarters: Atlanta Website: randstadusa.com/technologies Email: gloria.torres@randstadusa.com		\$20 ⁽²⁾ NA	164 ⁽²⁾ NA	47 ⁽²⁾ NA	\$5,000 ⁽²⁾ NA	wnd 13 ⁽²⁾ NA	wnd	wnd	Dan Cordero VP, sales (949) 287-4000/(781) 935-6152	
11 (13)	Vaco Orange County LLC 19800 MacArthur Blvd., Ste. 450 Irvine 92612-2472 Headquarters: Brentwood, Tenn. Website: vaco.com Email: info.orangecounty@vaco.com		\$17 7%	294 -12%	61 -27%	\$1,047.2 -7%	1 25 47%	28% 62% 0%	0% 10% 0%	Andy Gonzalez managing partner (949) 752-9900/(949) 748-7220	
12 (12)	Express Employment Professionals 101 E Lincoln Ave., Ste. 125 Anaheim 92677 Headquarters: Oklahoma City Website: expresspros.com Email: anaheimcasouth@expresspros.com		\$15 -13%	8,861 23%	8,861 23%	\$4,000 -7%	6 40 33%	wnd	wnd	William Dunn franchise developer, owner (714) 617-1812/(714) 617-1812	
13 (14)	Marquee Staffing 2 Venture Plaza, Ste. 140 Irvine 92618-7390 Headquarters: Irvine Website: marqueestaffing.com Email: orangecounty@marqueestaffing.com		\$14 -4%	730 -5%	25 0%	\$28 -2%	1 17 0%	wnd	wnd	Renee L. Dion/Claudia Perez COO/senior VP (949) 222-6430/(949) 419-0915	
14 (15)	Solugenix Corp.⁽¹⁾ 601 Valencia Ave., Ste 260 Brea 92823-6358 Headquarters: Brea Website: solugenix.com Email: info@solugenix.com		\$12.3 ⁽²⁾ NA	34 ⁽²⁾ NA	67 ⁽²⁾ NA	\$86 ⁽²⁾ NA	wnd 165 ⁽²⁾ NA	wnd	wnd	Damola Akinola VP, consulting services (866) 749-7658	

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Researched by Desmond Celso

 Highlight provided for fee

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