

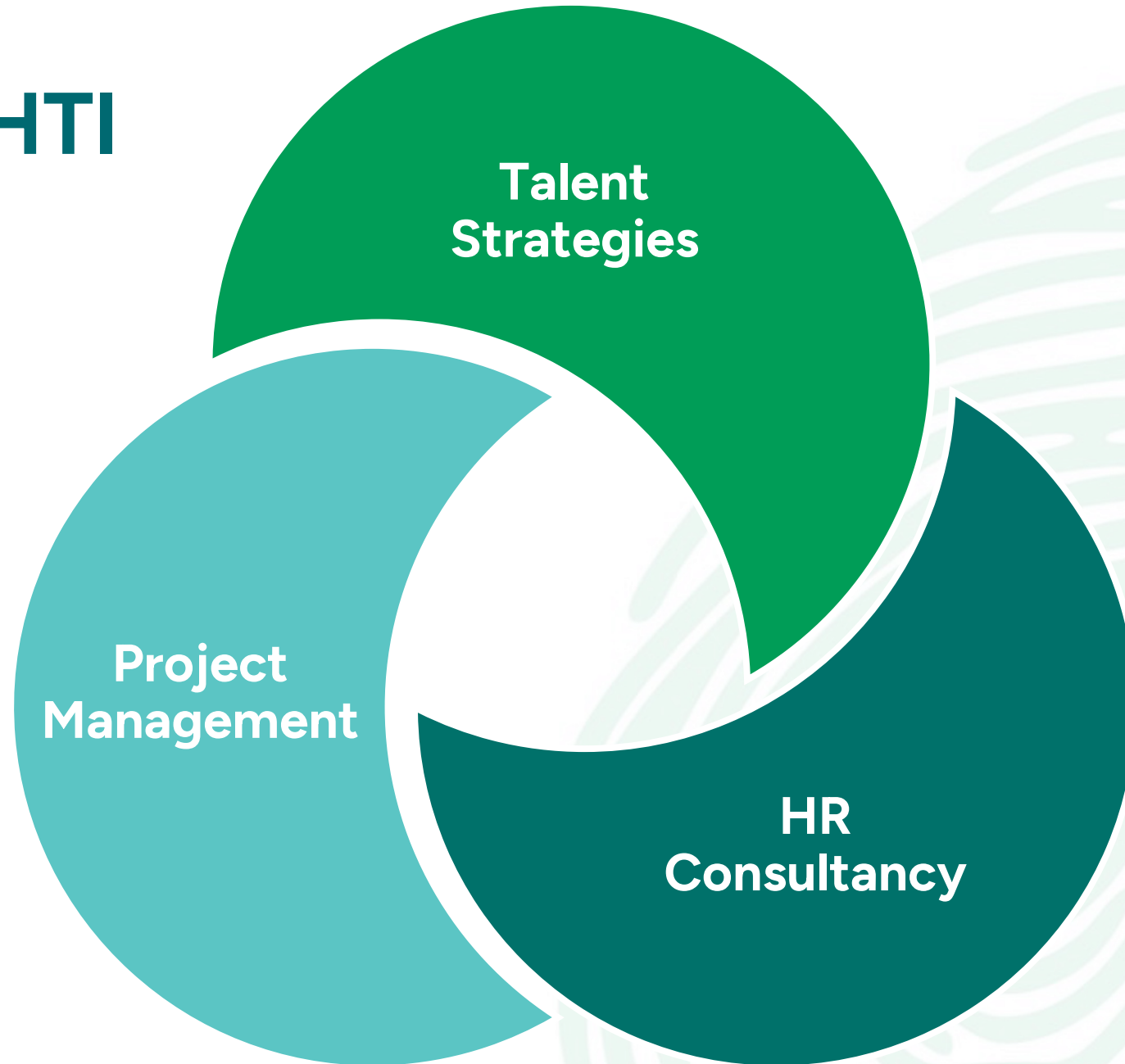


March 2023

Navigating the workforce of today

Presented by HTI

Who is HTI



WHAT WE'LL COVER



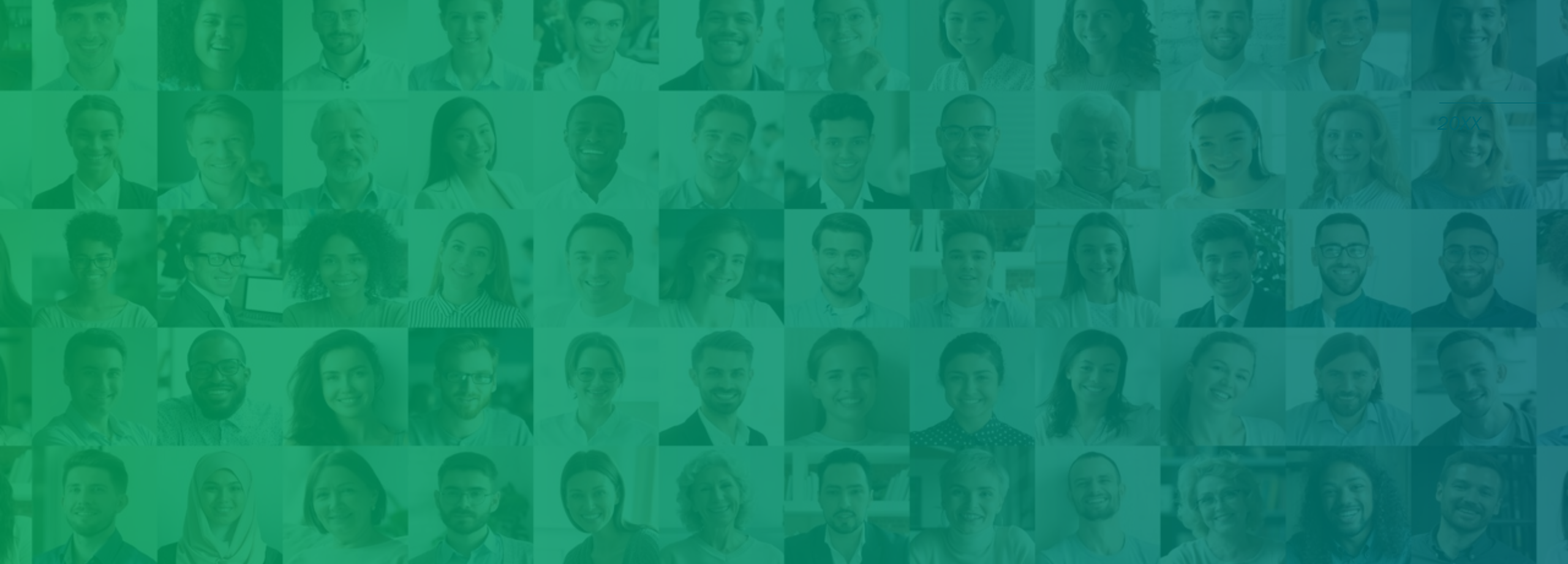
What happened



What were seeing



What you have to do



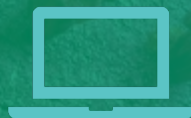
What happened

What happened to exacerbate the workforce shift

The pandemic changed everything



Furlough



Remote work



Family time



Health



Perspective



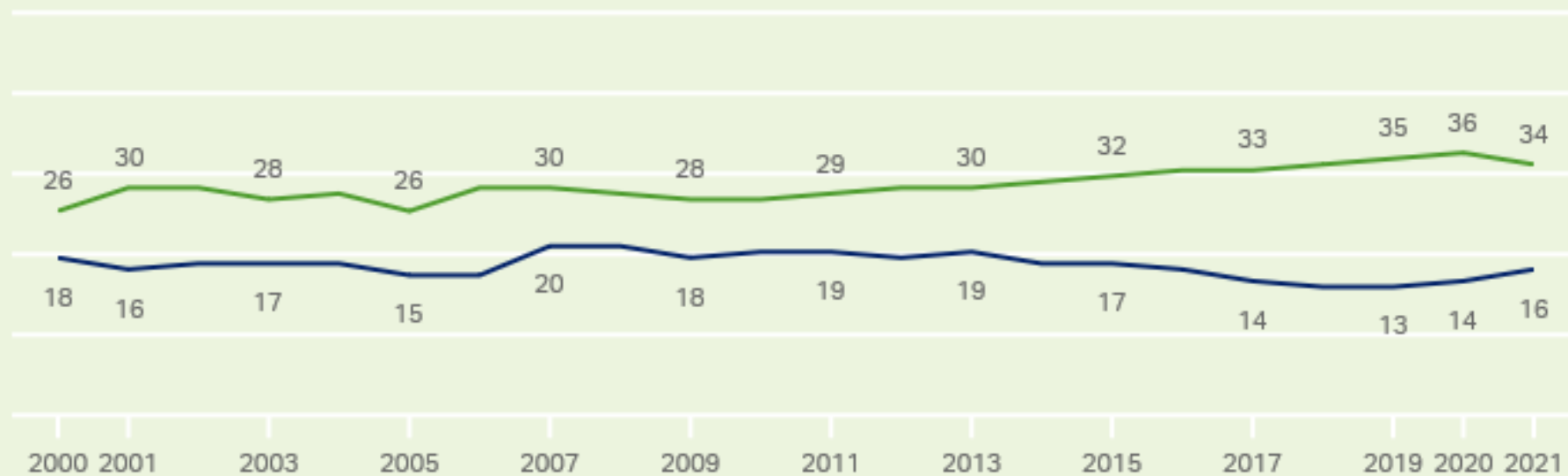
Layoffs

Decrease in engagement

2021

U.S. Employee Engagement Trend, Annual Averages

— % Engaged — % Actively disengaged



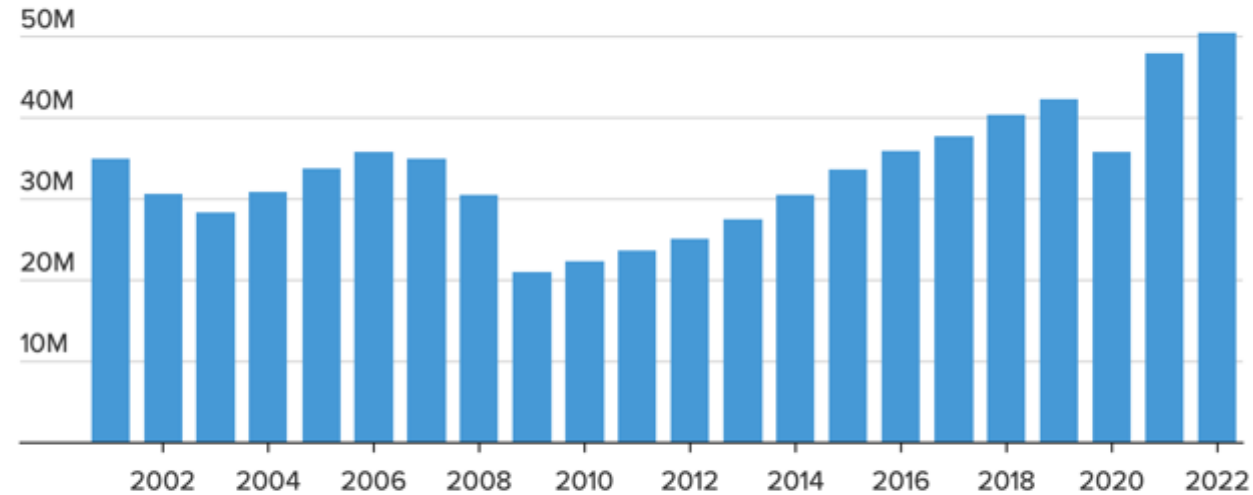
GALLUP

50.5 million people left the workforce in 2022

**New record*

A record 50.5 million people in the U.S. quit their jobs in 2022

It was the second consecutive year of record-breaking quitting.



Note: Total nonfarm jobs, seasonally adjusted

Chart: Gabriel Cortes / CNBC

Source: U.S. Bureau of Labor Statistics' [Job Openings and Labor Turnover Survey](#) via [FRED](#)

Data last updated Feb. 1, 2022



Surge in new business starts

2023



Less people actively job searching

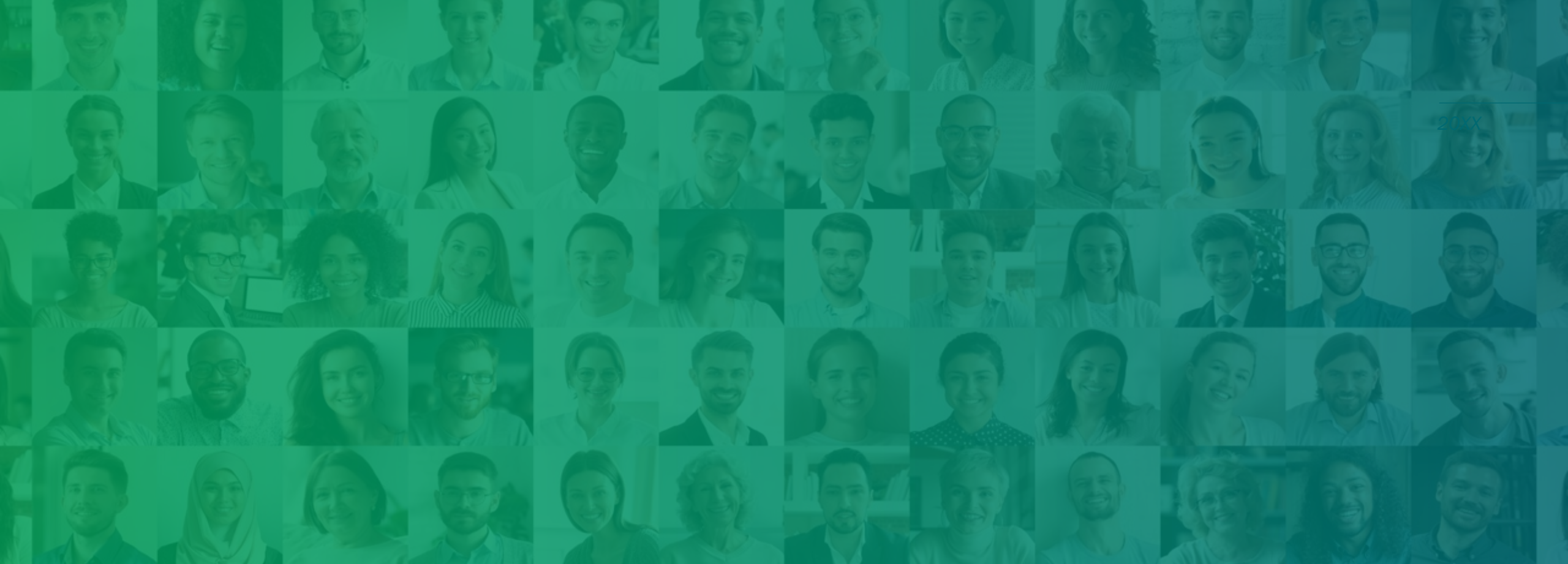
2024



62.4% actively looking for work,
compared to **63.4%** in February 2020



Everything changed



What we're seeing

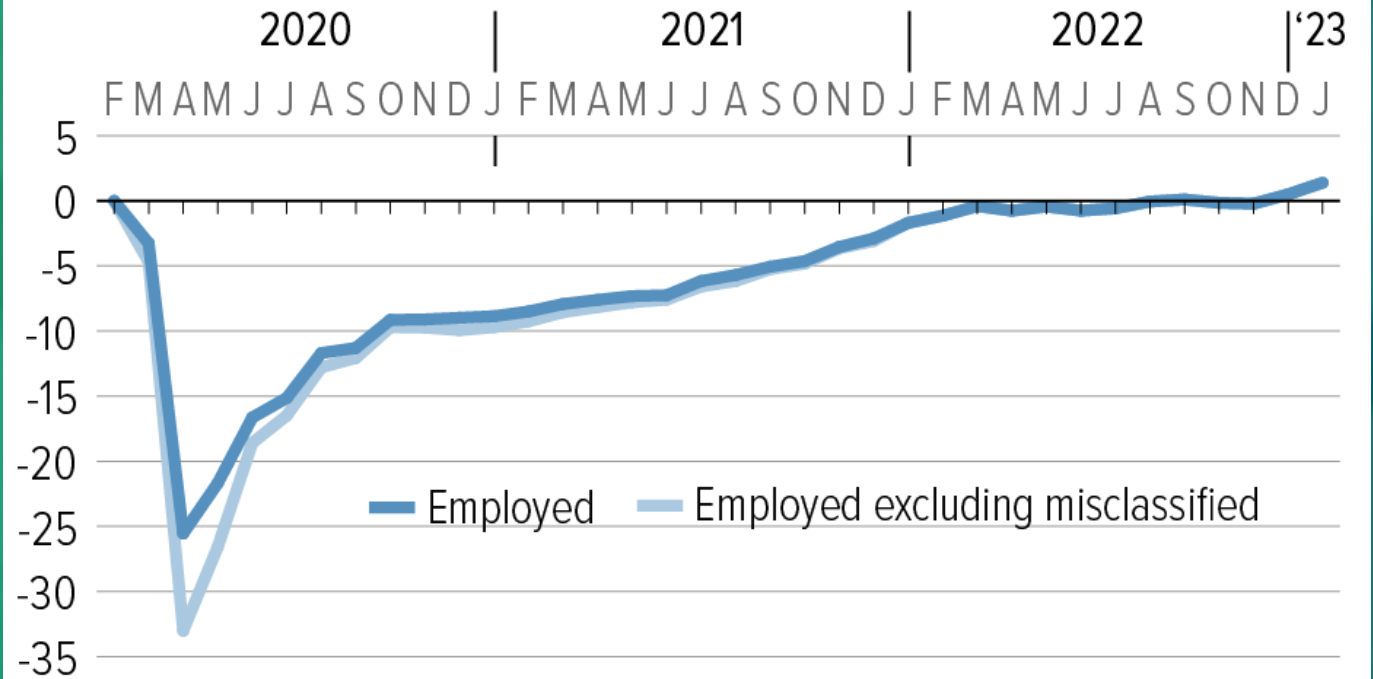
What we're seeing as a result

Labor recovery

Overall

Number of People with a Job 1.4 Million Higher Than Pre-Pandemic Level

Change in number of employed people since February 2020 (in millions)



Source: CBPP analysis of Bureau of Labor Statistics data

CENTER ON BUDGET AND POLICY PRIORITIES | CBPP.ORG

Labor recovery + high turnover

Manufacturing sector

84%

*of manufacturing jobs lost during 2020 were added back to payroll, but **turnover remains high.***

National unemployment average rate of 3.4%

20XX



Utah
2.2%



Alabama
2.8%



South Carolina
3.3%



Tennessee
3.5%



Kentucky
4%



Nevada
5.2%

Less manufacturing workers but more workers overall

Manufacturing workers down

1980 | over 19 million

2000 | declined by 2 million

2019 | another 5.5 million decline

Total employment up

Total employment grew by 60 million from 1980 through 2019.

Engineering overseas

20XX

Only 12.8% of American-born undergraduates study engineering

The number of engineering degrees granted to foreign-born students has been steadily increasing since 2007, and many of them are going back to their home countries after getting educated in the States

Manufacturing employees lacking career path

20XX

58%

*say manufacturing jobs
have limited career prospects*

80%

*might be interested in roles with enhanced
training and clear career paths*

Employee wants have changed

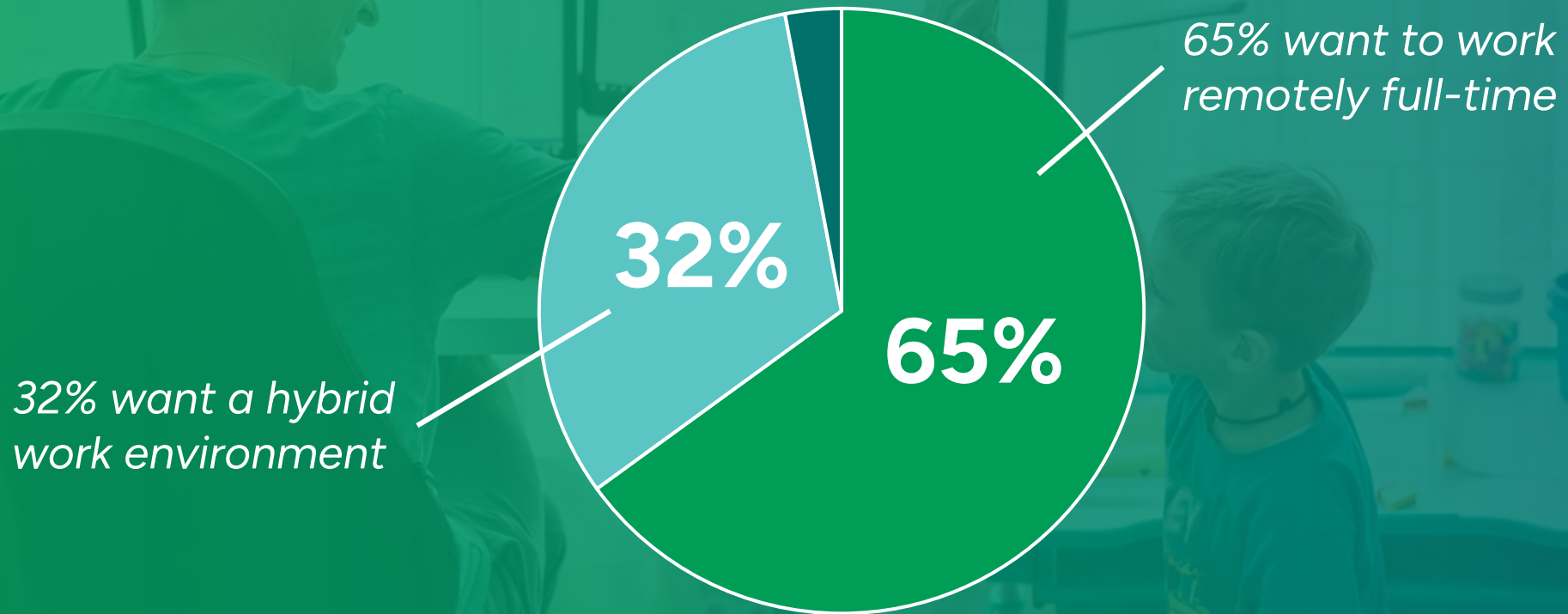
More emphasis on work/life balance than ever before

Adapt or fall behind



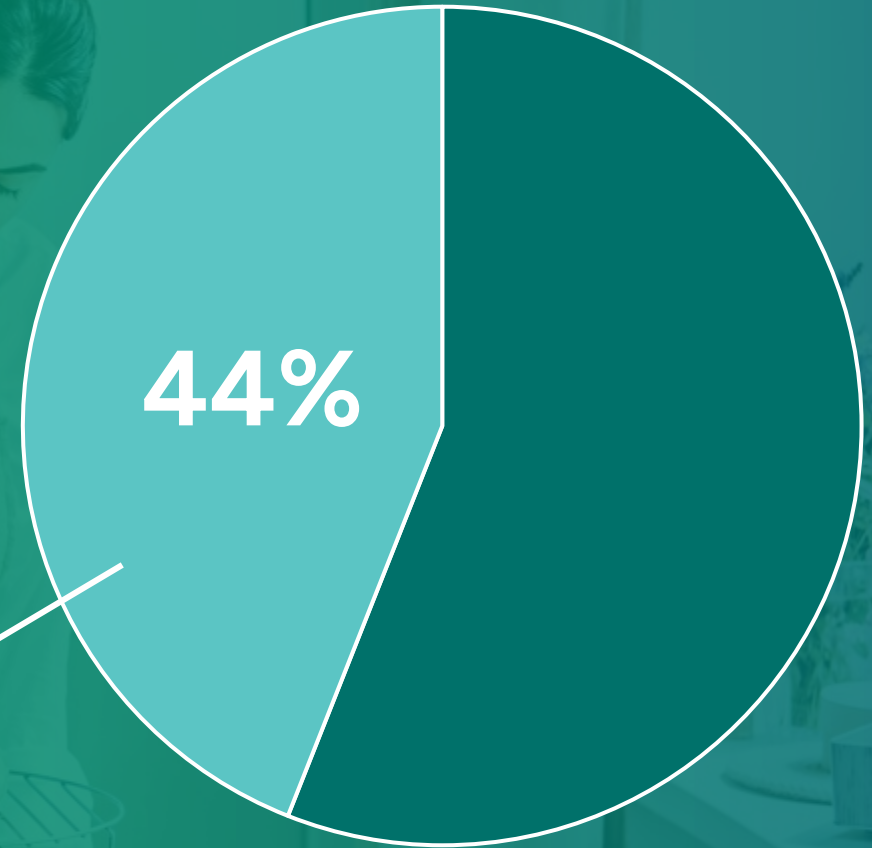
97% want some form of remote work

20XX



Spike in second incomes

Americans who have a side hustle spend 13.4 hours a week, on average

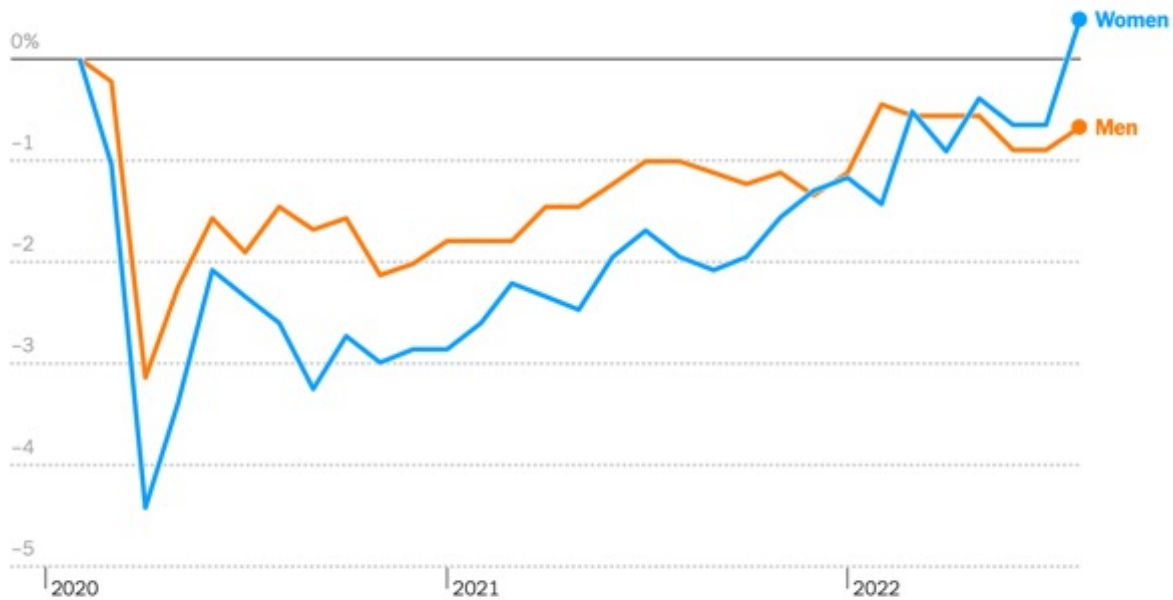


44% have a "side hustle"

Gender participation shifts

Working-age men haven't returned to the labor force as quickly as women

Percent change in labor force participation rate for men and women ages 25-54 since before the pandemic



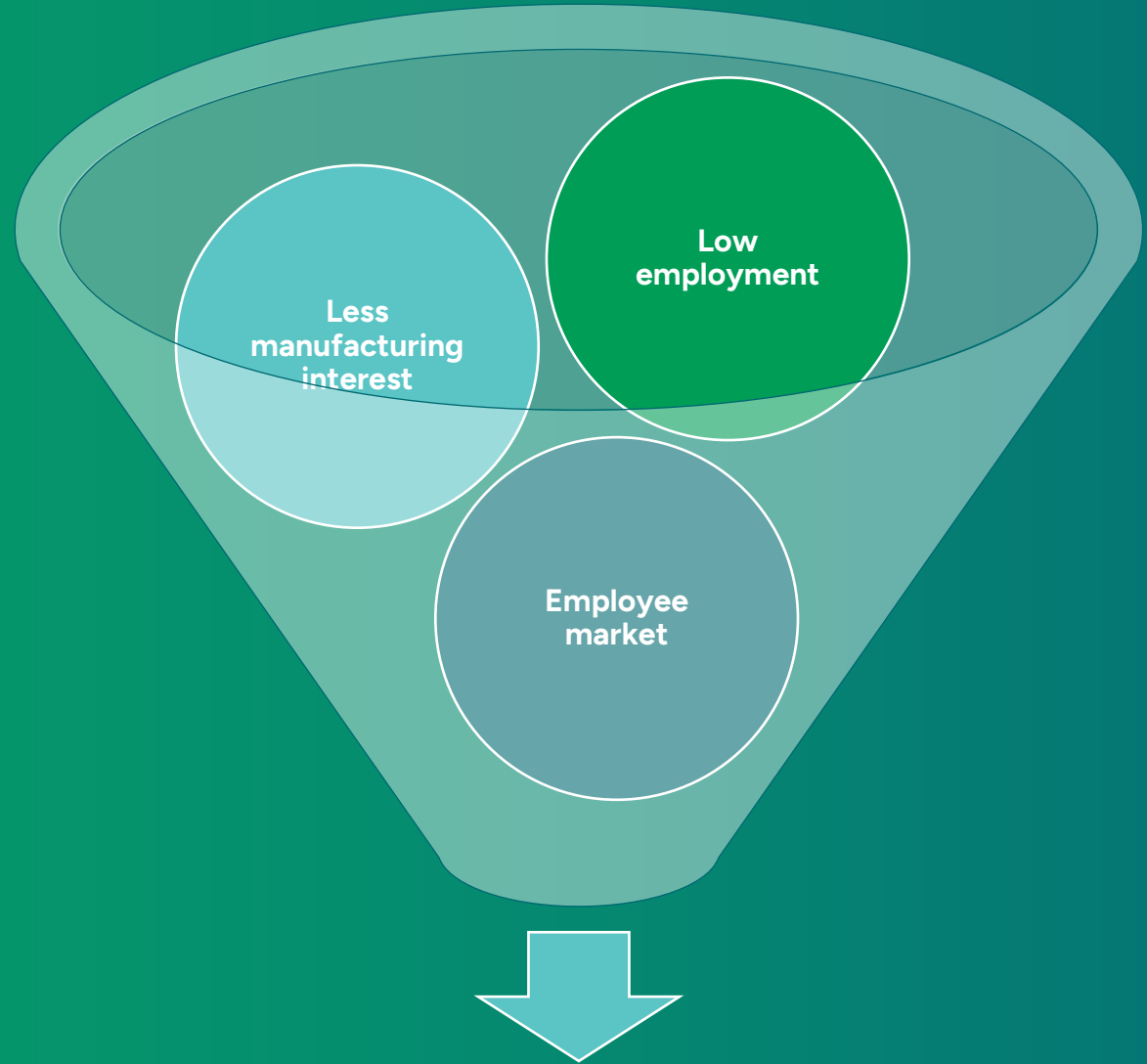
Data is seasonally adjusted. Labor force participation rate is the share of each group who are in the labor force (employed, unemployed but looking for work or on temporary layoff). - Source: Bureau of Labor Statistics - By Ella Koeze

Male participation rate in August was 88.6%, below where it stood in February 2020

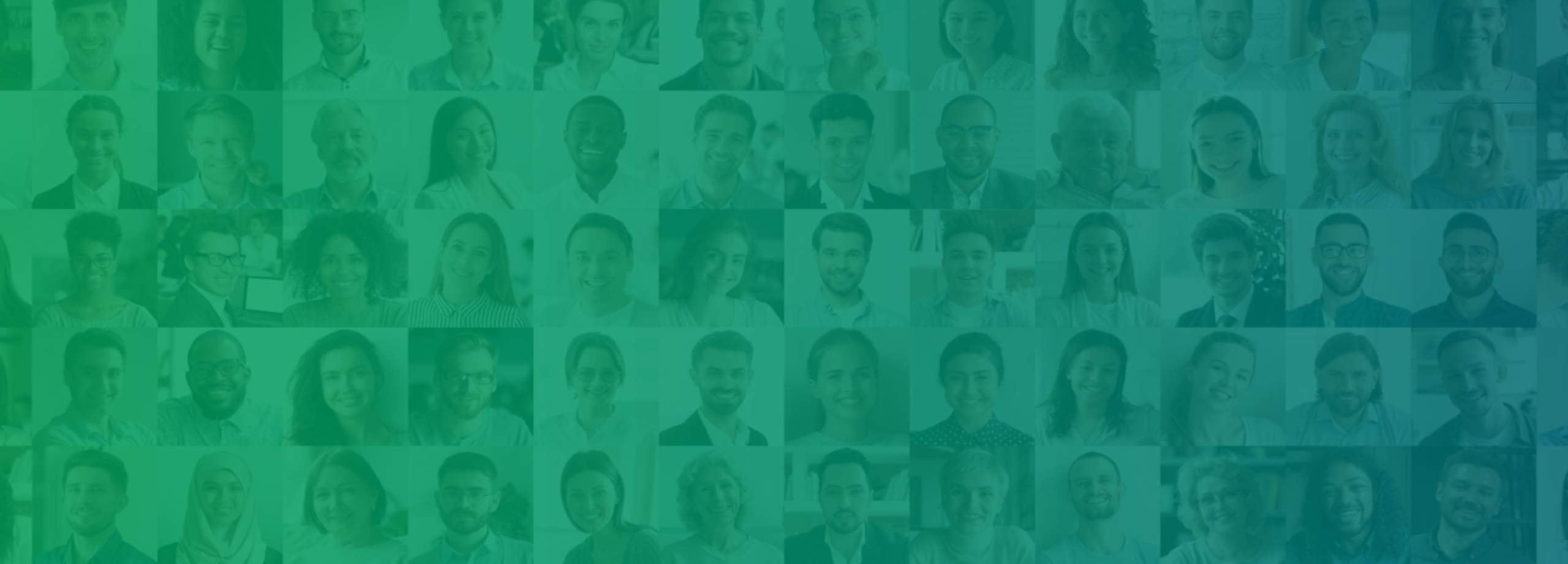
Over the same period, the rate for women in that age group rose to 77.2%

Result:

We're all competing for the same, now much smaller, pool of talent



Small pool of talent



What you have to do

The answer isn't finding "more" talent.

It's retaining & developing the talent you already have.



Everything changed

You don't have to be great at everything. Pick a few areas to start.



**Different
schedules**



**Competitive
PTO**



**Creative
benefits**



**Employee
well-being**



**Training &
Development**

Changing perceptions



Engage with the community



Internships



Apprenticeships



Social media engagement

The value of being together



Learning from each other



Team connection



Collaboration



Engagement

Growing your own



**Look for potential,
not ideals**



**Hire for soft skills (values,
personality, drive)**



**Teach
technical
skills**

Case study

Adaptation:

Change in shift model

Example solutions:

- ✓ Implemented four 12-hour shifts (A,B,C,D)
- ✓ 36-hour work week
- ✓ No Saturday work
- ✓ Able to request overtime
- ✓ Sunday overtime rotated between the four shifts

Case study

Adaptation:

Apprenticeship program

Example solutions:

- ✓ Customized training plans
- ✓ Assist with tuition for 2-year technical degree
- ✓ On-the-job training
- ✓ Mentor program

Adapt or fall behind

The employers that embrace this will be employers of choice.

Adapt or fall behind



WHAT WE COVERED



What happened

Competing for less talent



What were seeing

Employee market



What you've got to do

Adapt or fall behind



Thank you