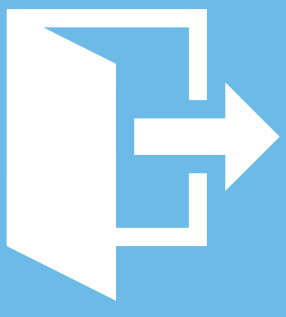


ATTRACTING & RETAINING EMPLOYEES DURING THE GREAT RESHUFFLE



Instead of quitting the workforce entirely, many employees have simply been finding better jobs. Economists have begun referring to this situation not as the “Great Resignation,” but rather as the “Great Reshuffle.” Crucial decision factors for employees seeking better jobs generally revolve around compensation, benefits, career advancement and workplace flexibility.



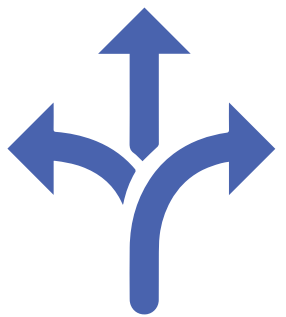
Employee quits reached a record high of 4.5 million in March 2022. However, overall employment has trended up, with total nonfarm payroll employment rising by 428,000 in April.

Source: Bureau of Labor Statistics

Considering these shifts within the workforce, employers should explore the following attraction and retention strategies:

Invest in workers' career growth.

Employers can simultaneously enhance their staffing levels and workers' skills by offering employees the chance to enrich their careers via upward mobility. Professional development resources can help meet workers' demands for career growth opportunities.



Offer flexibility.

A “flexible” workplace comprises where, how and when employees work. It could mean allowing employees to work from home, letting employees choose their working hours, permitting employees to take time off unexpectedly or authorizing any number of alternative workplace arrangements.

Prioritize employee well-being.

Employers can help demonstrate how much they value their workers by expanding mental health and well-being resources. Providing such assistance can reduce potential burnout and boost retention rates.



Reach out directly.

The most worthwhile workplace offerings will be those that employees desire. As such, employers should ask workers what perks or benefits would convince them to stay with their respective organizations longer.

There's no one solution to the current labor market issues. But, the good news is that there are still a high number of potential workers available. Contact us today to discuss further attraction and retention strategies.