

Talent Trends

2024



Introductions



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20+ Years of HR Experience

Internal & External HR Expertise

Worked in the Services Sector

**Passion is aligning individual and
organizational experiences**

Avid Tennis Fan

Clark Schaefer Strategic HR



Outsourced HR Solutions

Tailored HR Support to meet your specific needs.



Outsourced Recruiting

Full-cycle, on-demand services, serving as a seamless extension of your staff.



Contract HR Services

Provide qualified, vetted, onsite HR support for your interim/temporary needs.



Training & Development

Customized to prepare employees, supervisors, managers & leaders for success in their current and future roles.



Why explore Talent Trends

- Focus on people has been prioritized in organizations.
- Why do people join your organization?
- Why do people decide to stay?
- Why are they enticed to leave?
- What is the current reality?
- What can we do about it?



Current and future employee opportunities



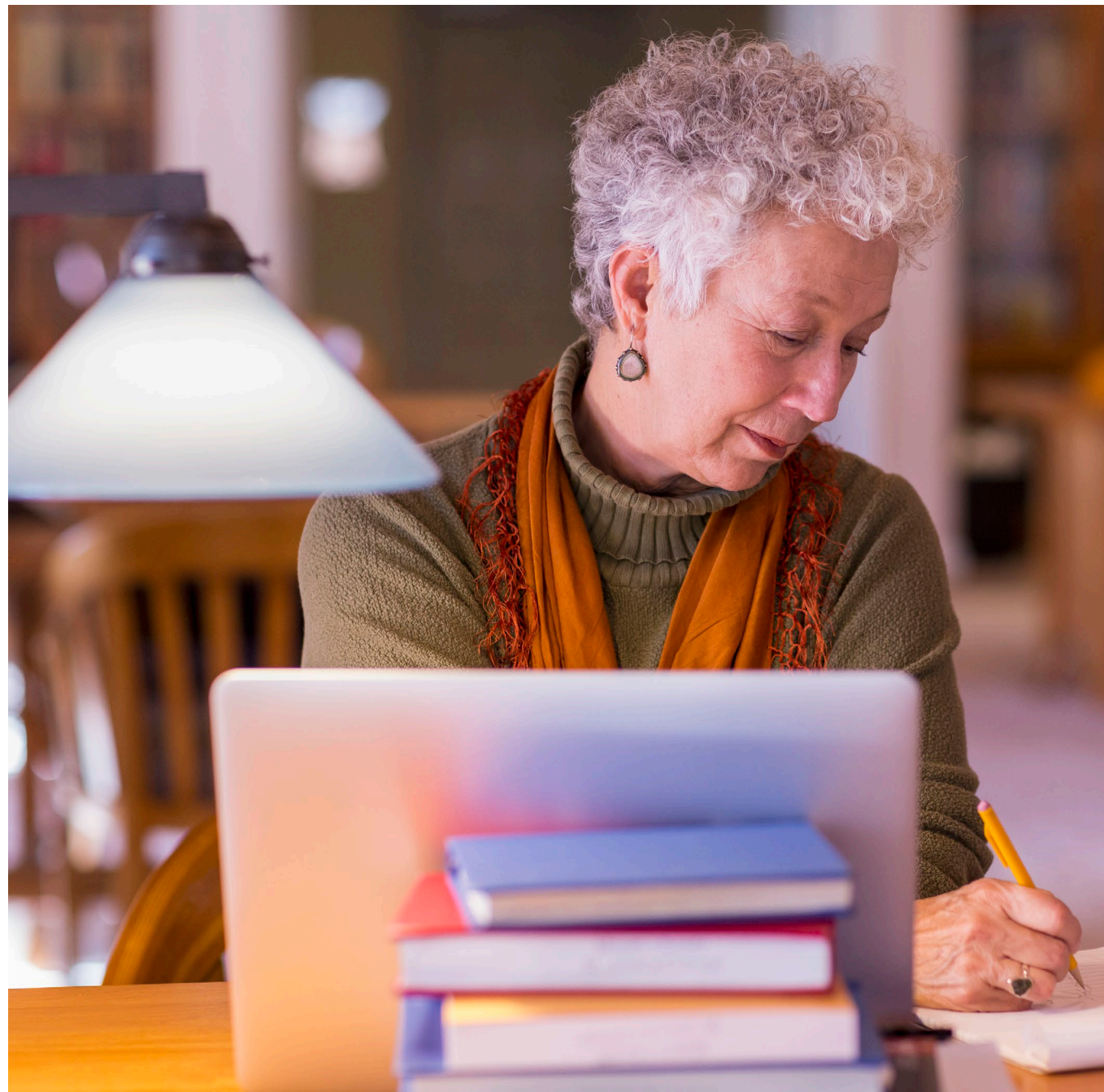
- **Talent and Skill availability gap** continues to widen
- Retention is a focus, but **still need to recruit**
- **Ways that employees work** is a current tension
- **Development** and Building Skills is required
- **Engagement and Culture** getting focus
- **Meaningful work** is important
- Employees expect a focus on **Well-being**
- **Artificial Intelligence** and integration of technology

Talent and Skill Gap

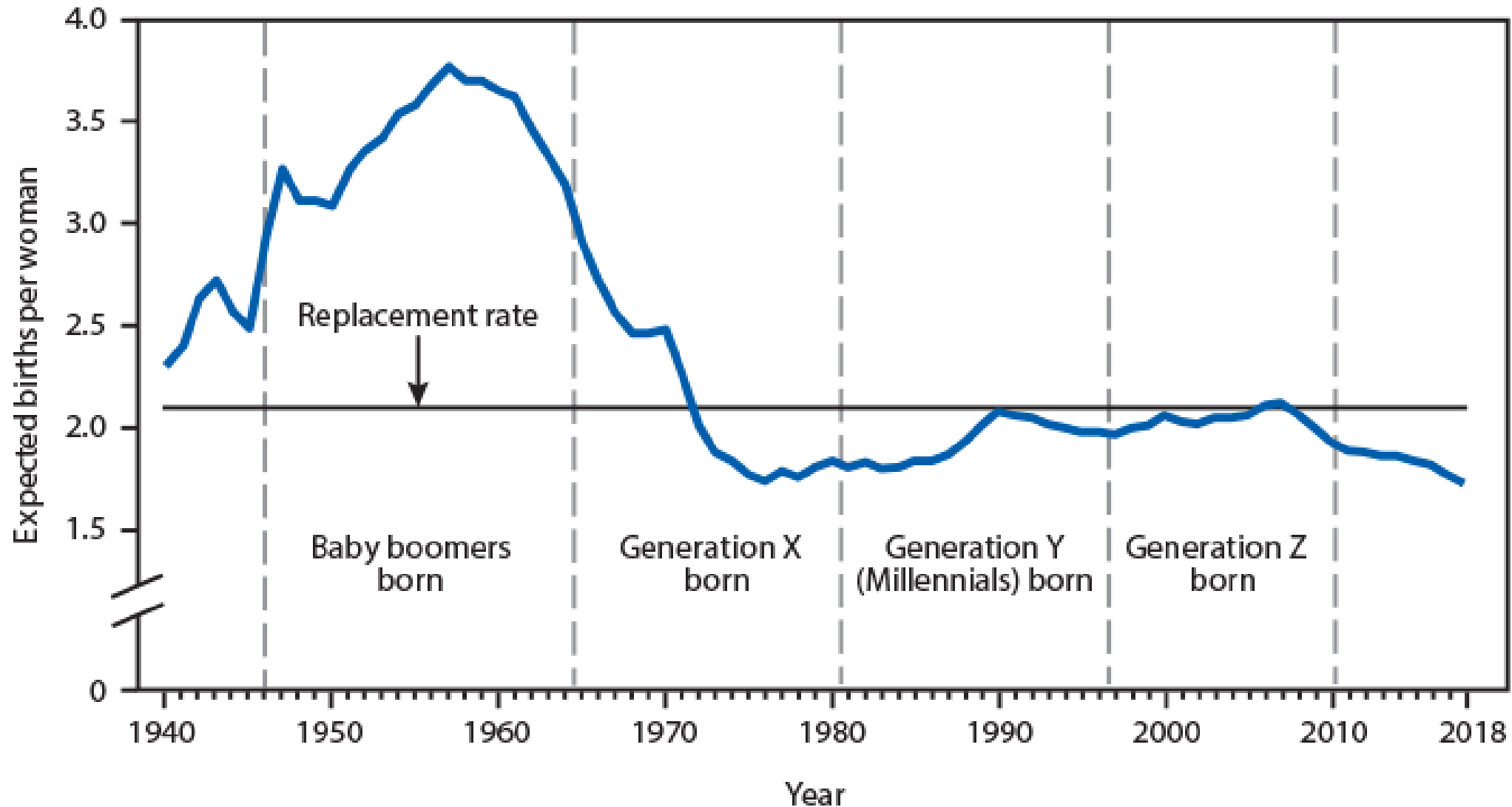
- Population is not growing
- Baby Boomers retiring
- Gen Y & Z don't work in the same way

Suggestions:

- Hire smartly
- Retain those you hire



Population



Job Openings



Source US Bureau of Labor Statistics

Continue to Recruit

- Recruiting replacement and new positions
- Hiring the right candidates is still a high priority

Suggestions:

- Be Likeable
- Be realistic about the position
- Hire qualified candidates
- Look in new and diverse places



Ways Employees Work

- People want autonomy
- Flexibility in when, where, and how to work

Suggestions:

- Find flexibility where you can
- Be specific about expectations
- Make clear the reasons/benefits for working on-site
- Provide choices



Develop and build skills

- Less people in the workforce making recruiting challenging
- We have a skills shortage as current skills become obsolete
- Develop to retain

Suggestions:

- Invest in skill training/upskilling
- Invest in supervisory skills for leaders and managers



Engagement and Culture

- Employees want to belong and be relevant
- Connection with leadership and others
- A positive culture results in more engagement

Ideas:

- Continue measuring engagement
- Assess your culture and communicate realistically
- Consider employee experiences at moments that matter



Moments that Matter

Join

- Apply for position
- Interview process
- Orient to organization
- Learn new role

Perform

- Face a tough decision
- Make a mistake
- Exceed expectations
- Take on something new

Balance

- Experience a life event
- Evaluate workload
- Compensation change
- Consider other options

Develop

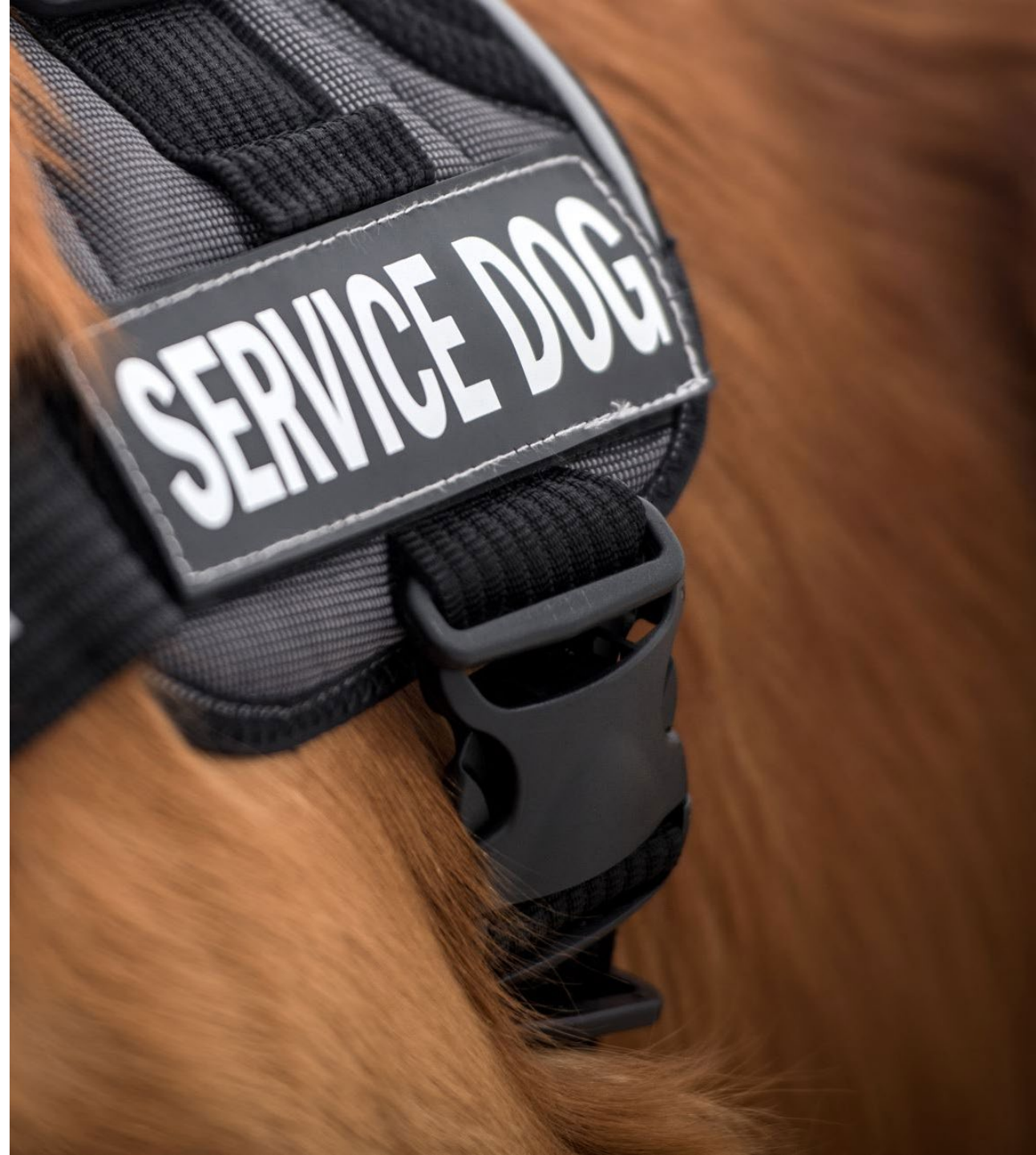
- Want to learn new skill
- Request mentorship
- Promotion
- Receive feedback

Meaningful Work

- People want to do work that makes a difference in the world
- Having a fulfilling career is more important to employees than in the past

Suggestions:

- Connect role with bigger picture
- Show impact beyond organization



Well-Being

- Employees expect mental health support from their employer
- 84% say their workplace conditions contribute to their mental health challenges

Suggestions:

- Managers able to identify those in distress
- Provide Mental Health resources

The U.S. Surgeon General's
Framework for

Workplace Mental Health & Well-Being

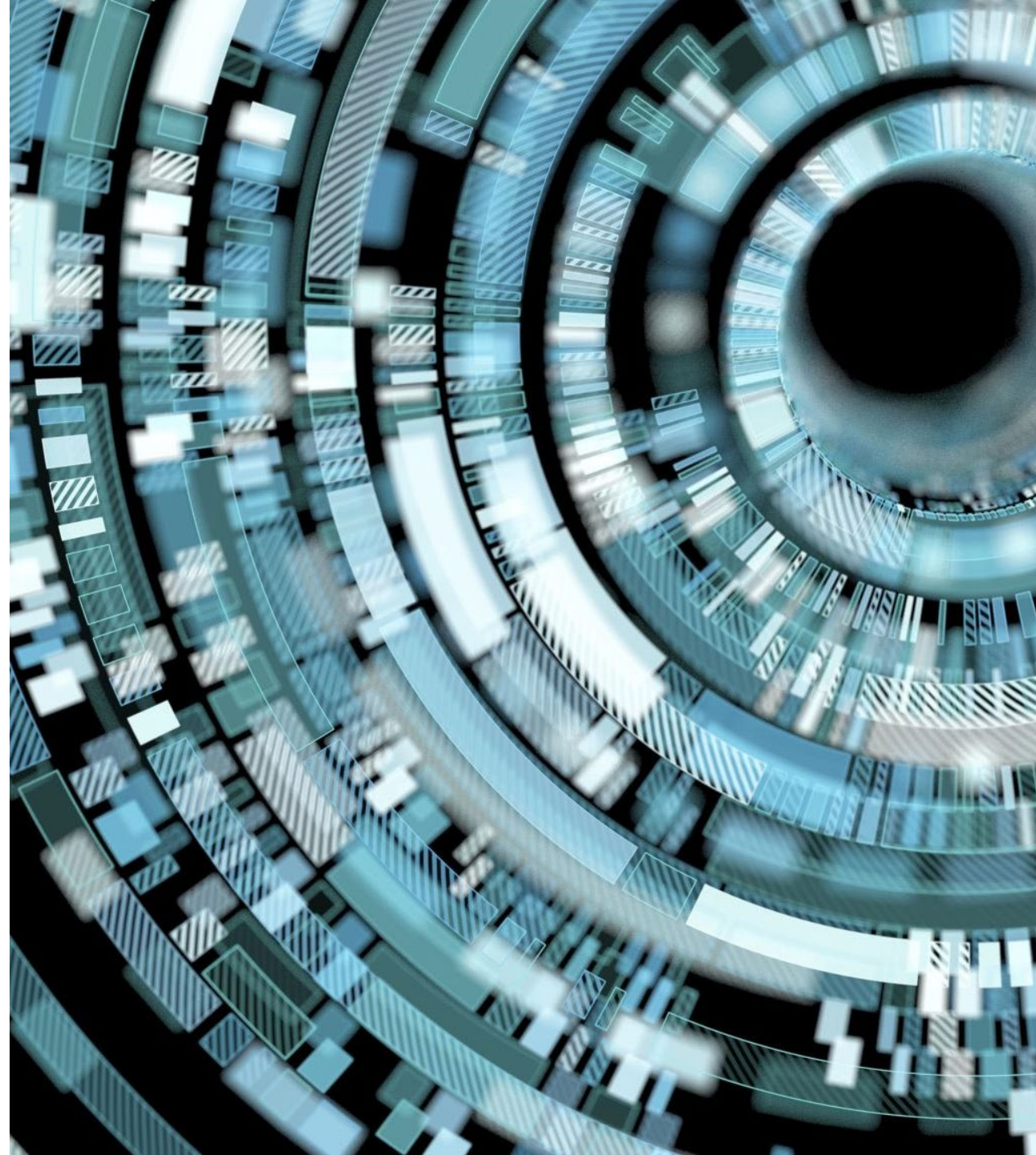
2022

Artificial Intelligence

- Technology can transform jobs
- Enhance jobs with fewer people

Suggestions:

- AI task force to review process opportunities
- Development of employee AI skills



Ideas to improve talent picture

- Invest in skill training/upskilling
- Be likeable
- Find flexibility where you can
- Make clear the reasons/benefits for working on-site
- Provide choices
- Continue measuring engagement
- Assess your culture and communicate realistically
- Consider employee experiences at moments that matter
- Connect role with bigger picture
- Show impact beyond organization
- Managers able to identify those in distress
- Mental Health resources
- AI task force to review process opportunities
- Development of employee skills

Others?