

MRA

THE TALENT REPORT

Workforce info & innovations

Volume 1, Issue 1

June 2022

Quote of the Month

“People are our pacing item; the talent shortage is what’s keeping us from growing.”

—Ed Paradowski, CEO
VES Environmental Solutions

R&R Innovation Recruiting & Retention

- Summer hours are very popular, most with a Friday or Friday afternoon off. A majority of employers still require 40 hours.
- Flexibility in hours, both in manufacturing and service, has become a key benefit for employers, helping to meet the work/life balance of their talent and differentiating them in the market.
- Offering a leased diesel truck after a full year of service has helped one company keep construction workers.
- Using interns to write SOPs to capture processes used by retiring employees prevents knowledge loss.
- Creating a clear career path for new employees as well as a development plan builds trust and commitment.

Talent Thinking

- Remote remains a challenge—setting the rules, making exceptions to keep good people, being consistent and yet flexible.
- Bilingual (mostly Spanish speaking) supervisors are a very valued commodity, improving communications and overcoming language barriers.
- One company is considering a shorter work week, exploring 36 and 32 hours, to differentiate themselves in the market.
- Utilizing people with disabilities for less technical work allows skilled trades people to be more productive.
- Food Friday (or any other day) is used by many employers as an additional benefit and culture builder, encouraging conversations across departments.

From the Field

- Hiring internal recruiters is becoming more common for companies constantly in short supply of workers.

MRA is a human resources-focused employer association, serving more than 3,000 members and 1 million employees in Illinois, Iowa, Minnesota, and Wisconsin. If you need additional information on this report or on MRA, please contact Jim Morgan, VP Business Development and Workforce Strategies at jim.morgan@mranet.org.

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C-Suite Says ...

- Backlogs and wait times remain as a result of supply chain challenges.
- Price increases are happening as frequently as quarterly.
- Predicting shipping prices is impossible.
- Reevaluating sales process: What is an effective use of time post-pandemic? Looking at travel vs. Zoom visits.
- Service team using Zoom to solve problems in the field instead of traveling to the customer.
- Utilization of young talent is an area of focus, "They can do amazing things, we just don't know it. Shame on us."

Inside MRA

- 64% of respondents to a recent MRA Hot Topic Survey are hiring interns this summer. Engineering, marketing, and accounting are the most popular positions.
- Flexible work schedule, remote work and mentorship programs are the most mentioned benefits for interns.
- The primary reason for offering internships for 50% of the respondents is "a first step toward full employment."

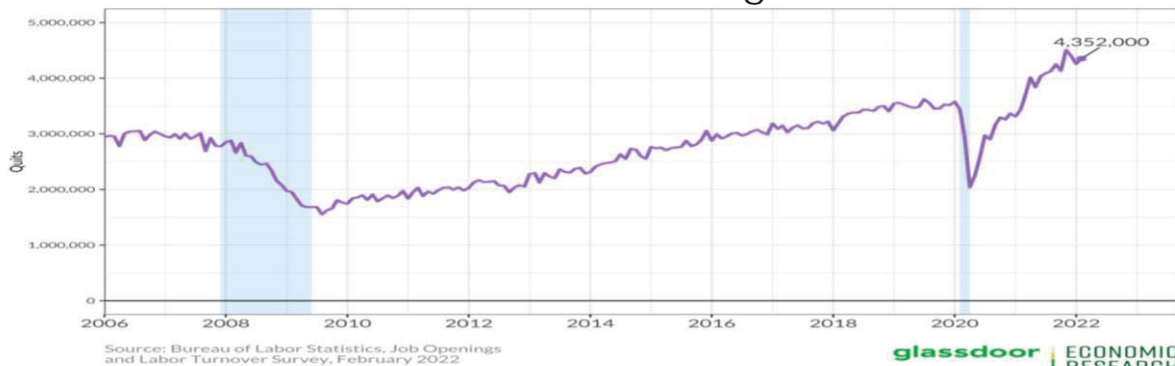
HR Creativity

- HR having their "door closed" due to the increase in Zoom meetings and virtual events has caused HR folks to consciously welcome people—posting their schedule on their door, listing meeting times, having sign-up times.

Generations Working



Quits Still Rising



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