



The Talent Shortage 2015

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Presented By:

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- Overview of Manpower
- We lead in the creation and delivery of services that enable our clients to win in the changing world of work.
- Manpower has been a world leader in employment services for over 60 years.
- Over 3900 office in 82 countries
- Franchise Locations: Chippewa Falls, Eau Claire, La Crosse, Medford, Menomonie, Rice Lake, Tomah, Wausau and Winona, MN. We also have the Professional Division.
- TDC – over 3600 courses



By 2020 there will be
123 million
high-skill, high-pay jobs
available in the U.S., but only
50 million
Americans with the right
education to fill them.



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AGENDA

- Understanding Today's Market
- Talent Shortage
- Closing the Gap
- Overcoming the Obstacles
- Onboarding





UNDERSTANDING THE JOB MARKET

Unemployment – 9/2015	Seasonally Adjusted	# of Unemployed People
State of WI	4.3%	137,443
Chippewa County	3.5%	1229
Clark County	3.3%	578
Dunn County	3.3%	831
Eau Claire County	3.0%	1932
Juneau County	4.3%	573
Taylor County	3.1%	639
Wood County	4.1%	3018



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AVAILABLE TALENT

With **8800** unemployed people to “pick” from...

How do we get candidates to choose your company vs. everyone else?



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TALENT SHORTAGE

What are employers are saying?	Why?
Hard to find workers	Very low unemployment rate
Hard to find SKILLED workers	Limited pool
Hard to find workers that WANT to work	Work ethic changes



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CLOSING THE GAP

- **Don't assume...**
 - Common sense isn't common anymore
 - Look at your worksite through the eyes of a new person.
 - What does someone new to the company need to know?
 - What does someone new to the industry need to know?
 - Just because a worker is doing a great job, doesn't mean they are happy in the role.





SHIFTS TO THE HUMAN AGE

Yesterday

Workers chasing companies



Job for life



Unemployment - over-supply



Workers living near work



Technology the enslaver



Tomorrow

Companies chasing workers

10 to 14 jobs by age 38

Unemployment - specific demand

Workers living anywhere

Technology the liberator



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ONBOARDING

- **Behavioral Interviewing**
 - Understanding the person, not just interviewing to interview
- **Onboarding Process**
 - How many employees are lost in the first 30 days?
 - Trainers
 - Shift Premiums
 - Wages
 - Advertising



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Success. Connect people with employment.