

THE GREAT RESIGNATION

Tactics and strategies for finding and retaining the best talent



Shaded areas indicate U.S. recessions.

Source: U.S. Bureau of Labor Statistics

New Data Suggests the U.S. Trucking Shortage May Be Ending

by Noel Perry, David Simchi-Levi, and Brent Hutto

May 18, 2022

Retirees returning to work as inflation continues to rise

Fed GDP tracker shows the economy could be on the brink of a recession

PUBLISHED TUE, JUN 7 2022•2:43 PM EDT | UPDATED TUE, JUN 7 2022•10:15 PM EDT

U.S. household wealth drops for first time in 2 years

Reuters

Tech companies ramp up layoffs, hiring freezes as possible recession looms



[Brett Molina](#)

USA TODAY

Published 9:37 a.m. ET June 27, 2022 | Updated 1:58 p.m. ET June 27, 2022

Real estate firms Compass and Redfin announce layoffs as housing market slows

Wall Street layoffs likely ahead as two-year hiring boom turns to bust

PUBLISHED MON, JUN 27 2022-8:00 AM EDT | UPDATED MON, JUN 27 2022-3:06 PM EDT

US Layoffs, Hiring Freezes Are Tip of Labor Market Slowdown

- Rising jobless claims, slowing wage growth points to weakness
- Fed's actions to cool demand will increase unemployment rate



BostonDynam

Finding People...11 Resources

- Internal referrals
- Online portals (ZipRecruiter, LinkedIn, Handshake)
- Professional groups
- Industry associations
- Hiring Alliances (Amazon, UAL, Walgreens, etc.)
- Faith based organizations
- Colleges, trade and high schools
- State – prisons, welfare, job boards
- Social media
- Executive recruiters
- Canvassing

Leveraging Online and Other Technology

Evaluating Prospective Employees

HireVue, Mya, BrightHire (Zoom)

Testing Prospective Employees

WonScore, eSkill, Vervoe

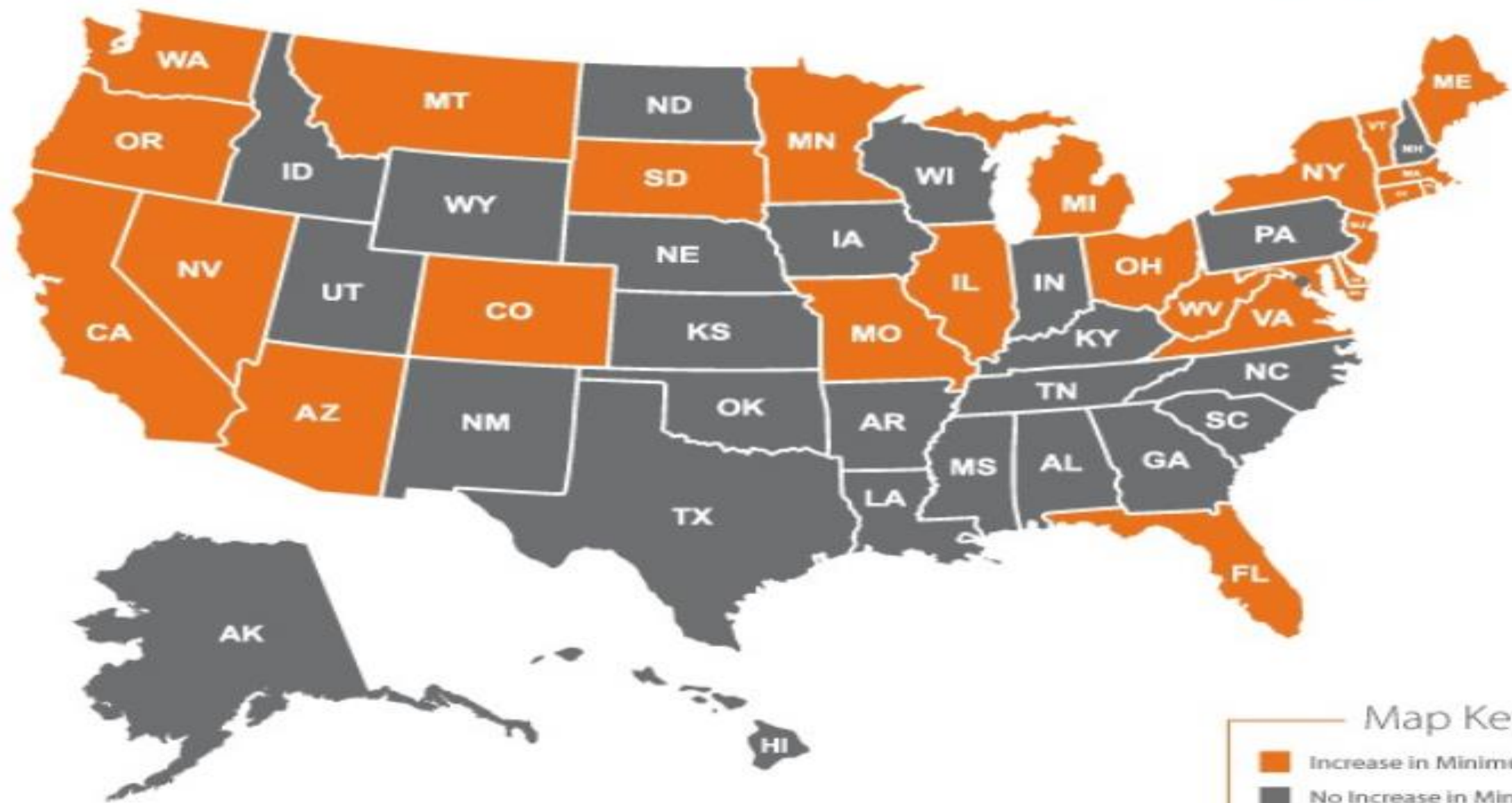
Comparatives

Glassdoor, Salary.com, Payscale

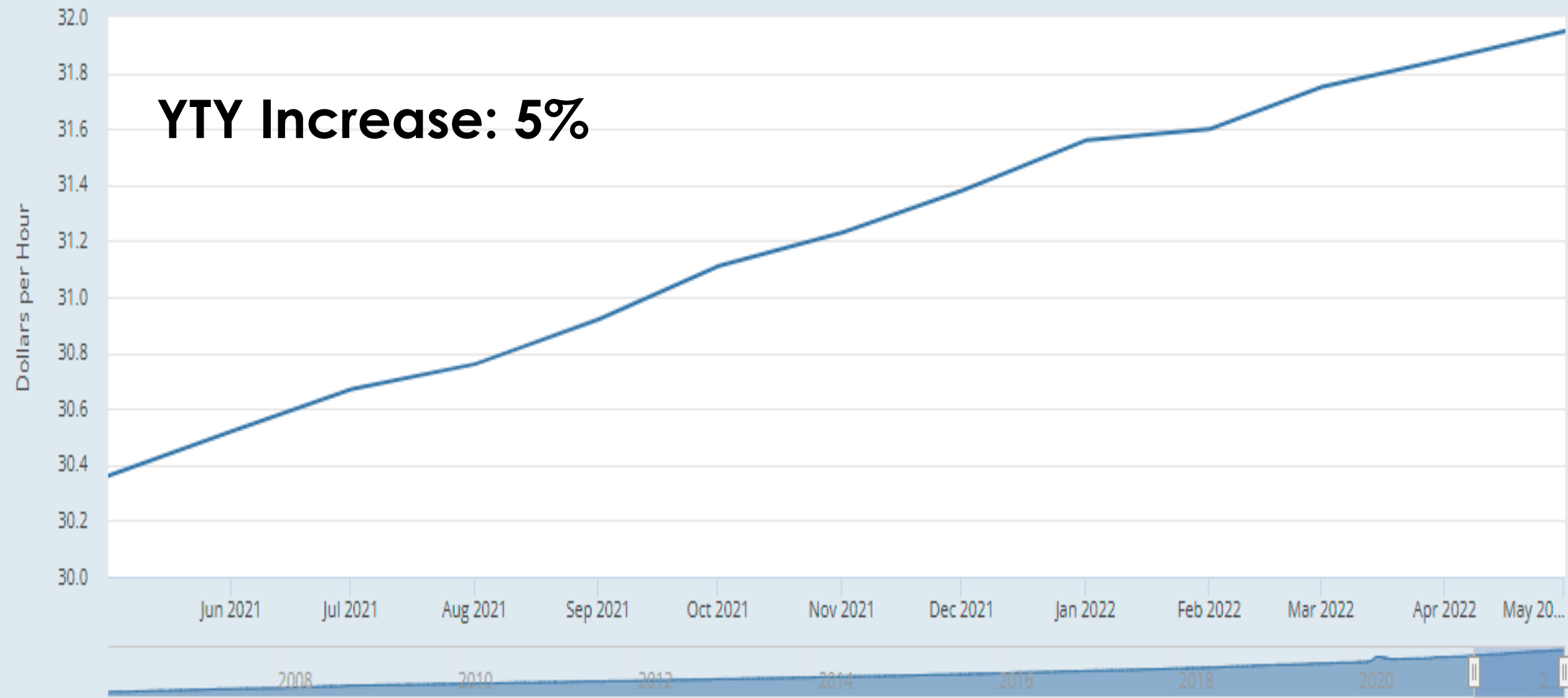
Background Checking

Truthfinder, Intelius

2022 Minimum Wage *Increases*



YTY Increase: 5%

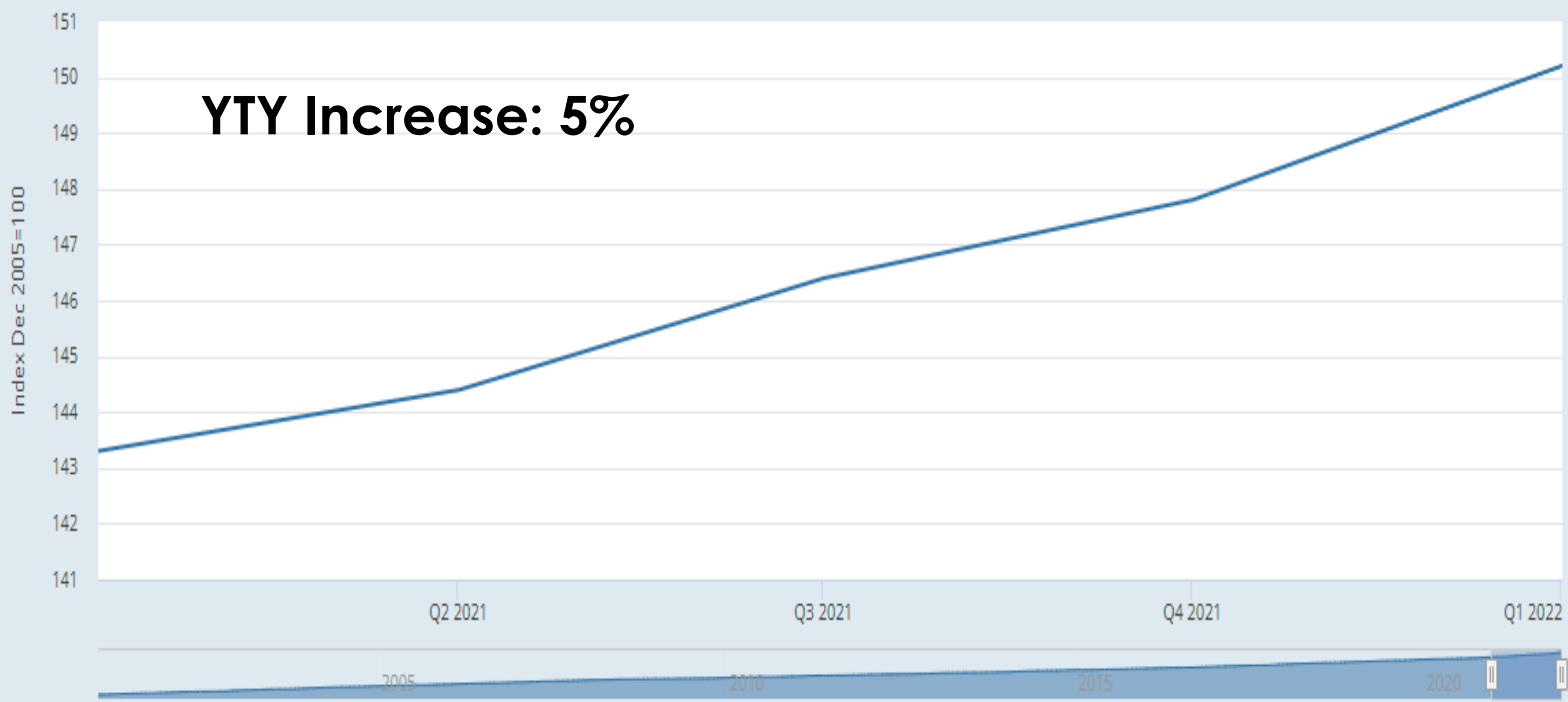


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Source: U.S. Bureau of Labor Statistics

fred.stlouisfed.org





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Compensation Challenges



Wages rising

Overtime wages revisited

More unionization activity allowed

Worker classification rules under scrutiny

Independent Contractors: Changes Coming

May 2021: DOL and Biden Administration indicated that it prefers to use the ABC rule (similar to California AB5) for determining worker classification status.

June: DOL files a formal notice and “now plans to engage in rulemaking on determining employee or independent contractor status under the FLSA”

June 24^{and} June 29th forums hosted by for both employers and employees to revisit rules and get input.

Current: The Economic Realities Test

The extent to which the services rendered are an integral part of the principal's business.

The permanency of the relationship.

The amount of the alleged contractor's investment in facilities and equipment.

The nature and degree of control by the principal.

The alleged contractor's opportunities for profit and loss.

The amount of initiative, judgment, or foresight in open market competition with others required for the success of the claimed independent contractor.

The degree of independent business organization and operation.

ABC Test

A: Worker is free from the control and direction of the hirer in connection with the performance of the work;

B: The worker performs work that is **OUTSIDE** of the usual course of the hiring entity's business;

C: Worker is customarily engaged in an independently established trade, occupation or business.

What We've Learned

- **An economic slowdown is showing signs of a softening job market, which could mean more opportunities for your company to find talent.**
- **Employee referrals, schools, faith-based groups are among the popular places to find new workers.**
- **New recruiting tools will help automate interviews, testing and background checking.**
- **Total wages are increasing. Minimum and overtime wages are next.**
- **The DOL is revisiting worker classification rules and it could have a dramatic impact on the logistics and delivery industry.**

Hiring – Hot Benefits for 2022

- **Healthcare (HSA and HRA) and Retirement**
- **Flexibility: WFH, 4D Workweek, PTO**
- **Hiring Bonuses (Work Opportunity Tax Credit)**
- **Performance bonuses, reimbursements (1099 drivers)**
- **Mental Health (BetterUp, Fringe.us)**
- **Student Debt Assistance (Tuition.io)**
- **Employee Ownership (employeeownershippequals.org)**

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- New recruiting tools will help automate interviews, testing and background checking.
- Total wages are increasing. Minimum and overtime wages are next.
- The DOL is revisiting worker classification rules and it could have a dramatic impact on the logistics and delivery industry.
- Hot benefits in 2022 include healthcare, retirement, flexibility, performance and hiring bonuses, help with student loans, mental health, performance bonuses and employee ownership.