

# Guidelines for Employers to Successfully Navigate a Changing Job Market

Steve Cilley, CEO



# Current Job Market



## COVID-19 Impact

### Idaho Department of Labor Statistics

As of April 17, 2020

**> 870K Employed**

Over 16 years old

**> 13K Initial Weekly  
Unemployment Claims**

**2.6% Unemployment Rate**

## Challenging Year for Employers

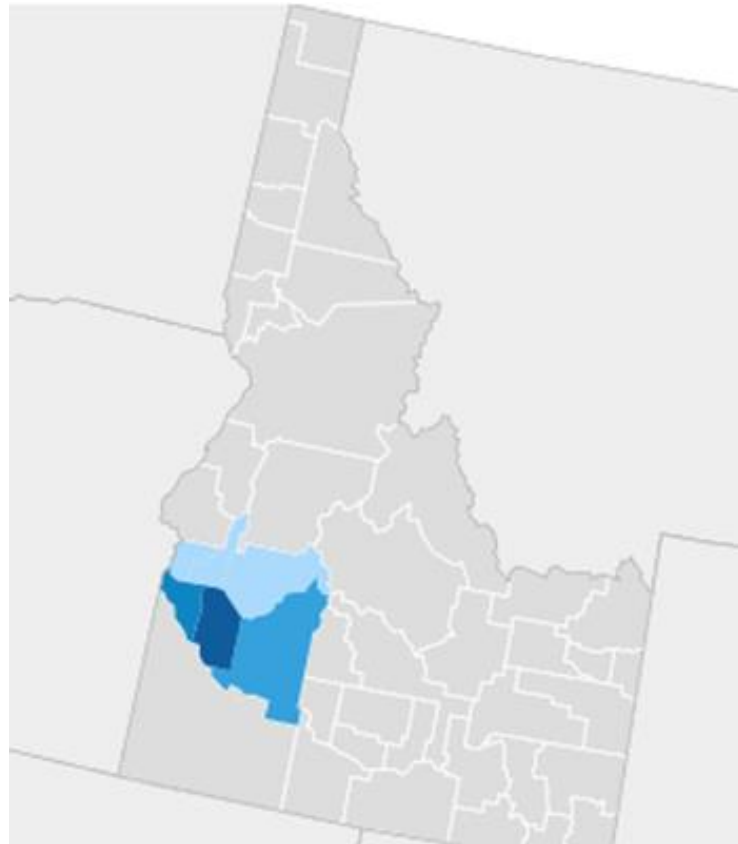
- Balancing health and safety of employees and customers while keeping you business operating

## Government Assistance

- SBA Loans and Grants
- Tax Deferment and Credits

**As Idaho reopens, it is critical to  
have a solid plan for your business**

# Job Postings Regional Breakdown



**53,290**

Unique Job Postings  
322,722 Total Job Postings

**43 Days**

Median Posting Duration  
Regional Average: 43 days

Idaho County	Unique Postings (Jan – Mar 2020)
Ada County	41,574
Canyon County	7,426
Elmore County	1,729
Payette County	930
Gem County	881

# Top 10 Companies Posting Jobs

<b>Company</b>	<b>Total Postings (Jan – Mar 2020)</b>	<b>Unique Postings (Jan – Mar 2020)</b>	<b>Median Posting Duration</b>
Micron Technology, Inc.	14,856	1,212	56 days
Oracle Corporation	9,416	1,123	90 days
Trinity Health Corporation	7,715	665	72 days
St. Luke's Regional Medical Center, Ltd.	4,535	601	65 days
Army National Guard	7,671	519	63 days
J.R. Simplot Company	2,942	483	33 days
Idaho Human Resources, Inc.	1,826	460	35 days
Corizon Health, Inc.	6,493	448	43 days
Growing People and Companies	974	341	45 days
Care.com, Inc.	846	332	29 days

Source: EMSI Q2 2020 Data

# Develop the Right Risk Strategy

## Understand current market conditions

- Fast or slow recovery
- Impact of long-term social distancing requirements
- Understand risk factors

## Make your business better than before

- Strategic planning
- Understand strengths & weaknesses
- Think outside the box



# Find Talent in a Changing Job Market

## Get ahead of the hiring curve

- Think strategically and move quickly
- Always be on the lookout for great talent

## Consider all your options

- Temp / Gig workers
- Temp-to-hire
- Direct hire

## Use online hiring tools



# Adapt Your Hiring Practices

## Pre-COVID-19

- Manual screening of resumes
- Traditional face-to-face interviews
- In-person on-boarding
- On-site training

## Going forward - virtually

- Online job seeker reviews & vetting
- Video interviews via Zoom
- Virtual onboarding
- Virtual training

# Outsourcing Partnerships Can Maximize Your Success

## Save time and money

- Outsource time consuming responsibilities
- Reduce management, oversight and risk of doing it yourself
- Offer your employees better HR services at a lower cost

## Focus on your business

- More time to run and grow your business

## Using a PEO



**27.2% Annual Return on Investment**

**7-9% Faster Growth**

**10-14% Lower Turnover**



# Networking and Building Your Pipeline

## Importance of networking connections

- Stay on top of the latest trends
- Keep a pulse on the job market
- Meet prospective mentors, partners, and clients

## Great local resources

- Chamber of Commerce
- Boise Vistage
- GIVENT Executive Network



**Q&A**