Guidelines for Employers to Successfully Navigate a Changing Job Market

Steve Cilley, CEO
Challenging Year for Employers

- Balancing health and safety of employees and customers while keeping your 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

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

Source: Idaho Department of Labor website
Job Postings Regional Breakdown

53,290 Unique Job Postings
322,722 Total Job Postings

43 Days
Median Posting Duration
Regional Average: 43 days

<table>
<thead>
<tr>
<th>Idaho County</th>
<th>Unique Postings (Jan – Mar 2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ada County</td>
<td>41,574</td>
</tr>
<tr>
<td>Canyon County</td>
<td>7,426</td>
</tr>
<tr>
<td>Elmore County</td>
<td>1,729</td>
</tr>
<tr>
<td>Payette County</td>
<td>930</td>
</tr>
<tr>
<td>Gem County</td>
<td>881</td>
</tr>
</tbody>
</table>

Source: Emsi Q2 2020 Data
## Top 10 Companies Posting Jobs

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

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
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

Source: National Association of Employer Organization (NAPEO)
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