

Guidelines for Employers to Successfully Navigate a Changing Job Market

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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

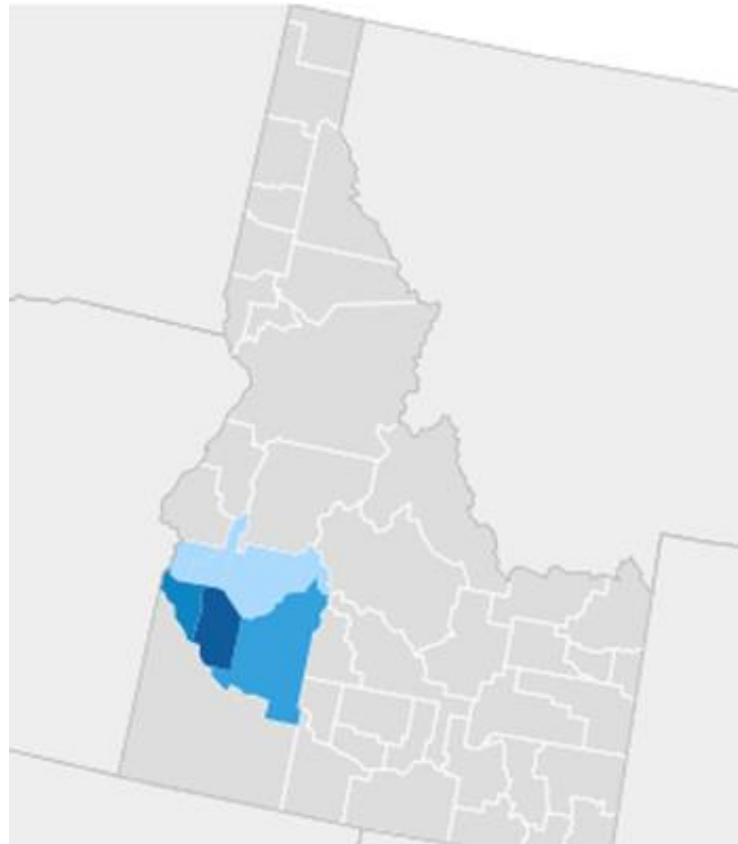
- Balancing health and safety of employees and customers while keeping you business operating

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

Company	Total Postings (Jan – Mar 2020)	Unique Postings (Jan – Mar 2020)	Median Posting Duration
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