

Interview, Recruit, and Retain

NAEC Town Hall, Feb 15, 2022

I recently heard that the newest US jobs report has the manufacturing industry losing the most jobs, even higher than the service/hospitality industry. They have loss around 58% jobs in the last 2 years. This industry has been losing jobs since around 2006 for the following reasons:

- Jobs going overseas
- Pay lower than previous years, due to US shifting focus from investing in manufacturing to more professional type of jobs
- They have been hiring temporary workers and providing no benefits (around \$20/hr) (less cost to employers)
- Some individuals are leaving these jobs to take warehouse jobs that pay much higher wages (i.e. Amazon warehouse, etc.)

I thought about this may be a good Segway for NAEC, since they have both types of members independent contractors and manufacturers, etc.

1. General Suggestions to Recruit and retain candidates:

- Increase wages to be more competitive with warehouse or other types of jobs
- Hire or Train for vocational type of jobs (they can create their own training programs if they cannot recruit from vocational schools)
- Technology – to make the job less risky
- Educating in recruitment the misconceptions of your industry – safety risks, dangers, etc.

2. Inclusive recruitment –

Focus on Diversity, Equity, and Inclusion (DEI) to recruit individuals outside of the “norm” that your company recruits.

1. Inclusive Job Description
2. Widen your search to include diverse groups and pools of talent
3. Inclusively design the application process
4. Make shortlisting fair
5. Allow for reasonable adjustments at interview
6. Prepare for an inclusive interview
7. Inclusive interviews: set the right tone, ask the right questions

3. Better Benefits

These are some of the benefits that employers are adding to recruit individuals:

- Bonuses
- Pay differentials
- Sweetening 401k contribution
- Better pay
- Better Health Insurance, Dental and voluntary benefits
- Better work flow tools
- Skills training
- Better work/life balance
- Paid Time Off (PTO) or vacation
- Remote work