



Building a Viable Workforce Strategy in a Volatile Environment

October 6, 2020



Talent
Solutions
ManpowerGroup®

Top 3 Current Employment Trends



Unemployment Decreasing



Employers Reducing Hiring Requirements



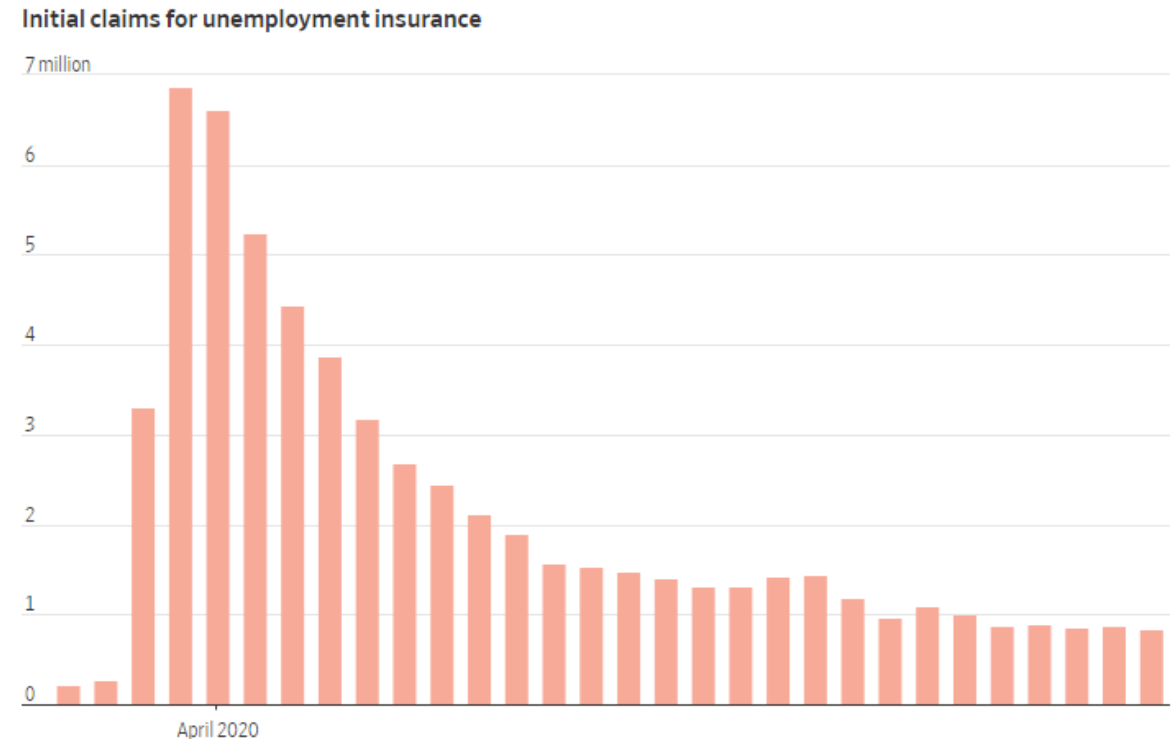
Labor Costs Expected to Rise

October 1st US Unemployment Claims Continue to Decline

Ongoing Jobless Claims decreased by 980,000 to about 11.8 million total workers receiving unemployment benefits

- ❑ Arizona, Louisiana, Missouri, Montana, Tennessee and Texas are the only states that have begun to pay out the \$300 uplift
- ❑ 41 states have committed to pay out the \$300-a-week federal portion of the sweetened aid, but have yet to implement
- ❑ Montana, West Virginia, Kentucky and Kansas are only states committed to paying additional \$100 to workers on top of the \$300 supplement.

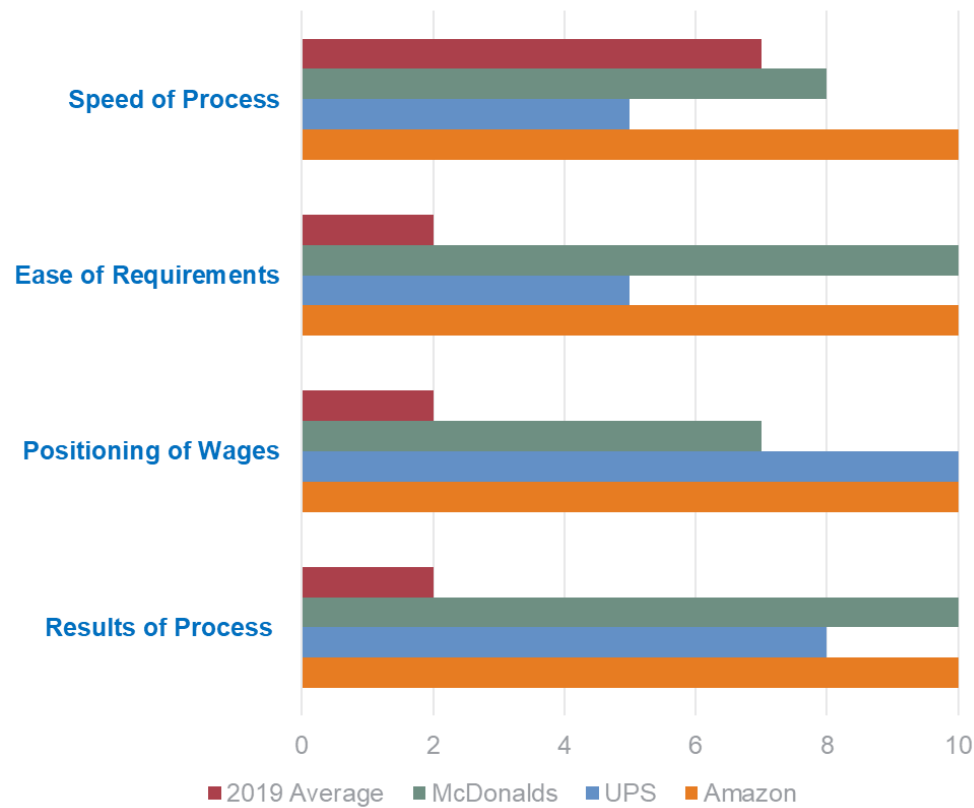
New Jobless Claims Fell 36,000 to 837,000 (seasonally adjusted)



Source: BLS

Covid-19 Has Shifted Recruitment Process to be Leaner and Lower Contact

Comparison of Online Application Process



Join Amazon's warehouse team

Find a warehouse job

Holiday hiring at Amazon starts now!

Earn \$15-\$25/hr. No resume. No previous work experience required.

[Join Us](#)
[McDonalds.com](#)

[Where You Want To Be](#)
[Our People](#)

[JOBS/CAREERS](#)
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FUTURE YOU helps out and cashes in this season.

FILTER RESULTS

RADIUS FILTER

Radius

Category

Country

State

City

Job Type

RESET

JOIN THE HOME DEPOT FAMILY

NOW HIRING:

GENERAL WAREHOUSE ASSOCIATES

Saturday, February 9th 8:00am-11:30am

Saturday, February 23rd 8:00am-11:30am

WALK INS WELCOME

Why The Home Depot?

- Competitive pay
- Stable & consistent schedule
- Minimized & growth potential
- Professionalism
- Team environment

Benefits starting day one

TO APPLY

Text Warehouse to 522770

or visit [careers.homedepot.com](#)

CANADA Hiring For WAREHOUSE

Education

No Need

Experience

No Need

Visa Cost

Apply Now

SALARY: \$3550 PER MONTH

COMMENT "YES" FOR MORE DETAIL

PLEASE SHARE TO HELP OTHER

Find a job now

Earn \$15/hr or more. Start as soon as 7 days.

Amazon is hiring near you. Earn \$15/hr or more as a warehouse team member in the Indianapolis area. Start as soon as seven days. No resume or experience required.

Join us at an upcoming virtual information session to learn more about these exciting opportunities and how to apply. Can't make it to the event? Apply now at [amazon.com/employmentinfo](#) or text [HSPW001](#) to 73388 for job alerts.

Upcoming Virtual Events

August 7th & 21st
10:00 am - 11:00 am
Register to join the event:

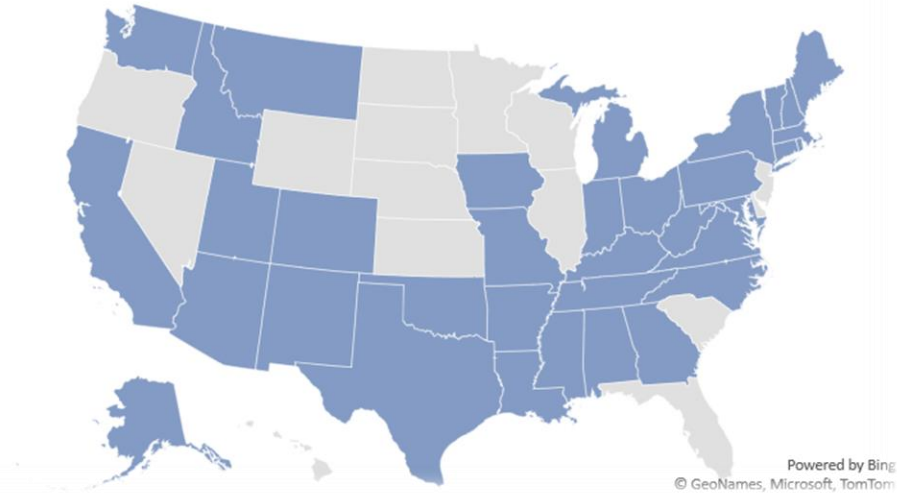
[Register now](#)

Benefits for you

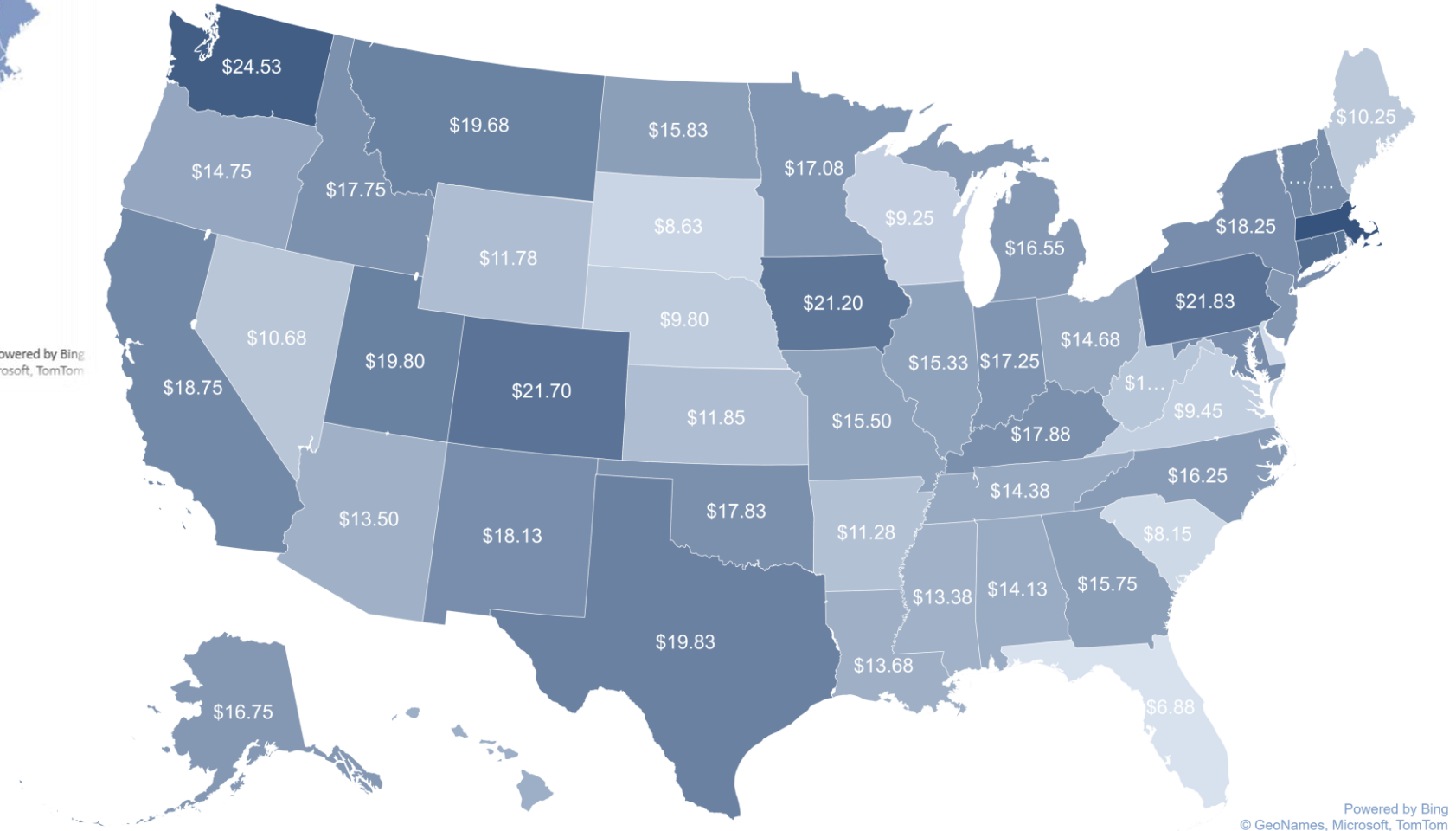
- Competitive pay
- Health & dental insurance
- Stock options
- On-the-job training

Wages Continue to Shift in Response to Uplift in US (August 31st)

35 States Have Approved \$300 Unemployment Boost



Max Unemployment Benefit with Uplift



October 2, 2020

Unemployment Does not Currently Correlate to Wages



✓ Outside of industries most impacted* by Covid, current unemployment numbers are fueled predominantly by low-wage jobs



✓ IT Skills, less than 1% unemployment prior to pandemic, have continued to be in demand and have seen the greatest pressure for wage increases



✓ Recruitment of candidates already employed or those working remotely, often requires wage increase to recruit successfully



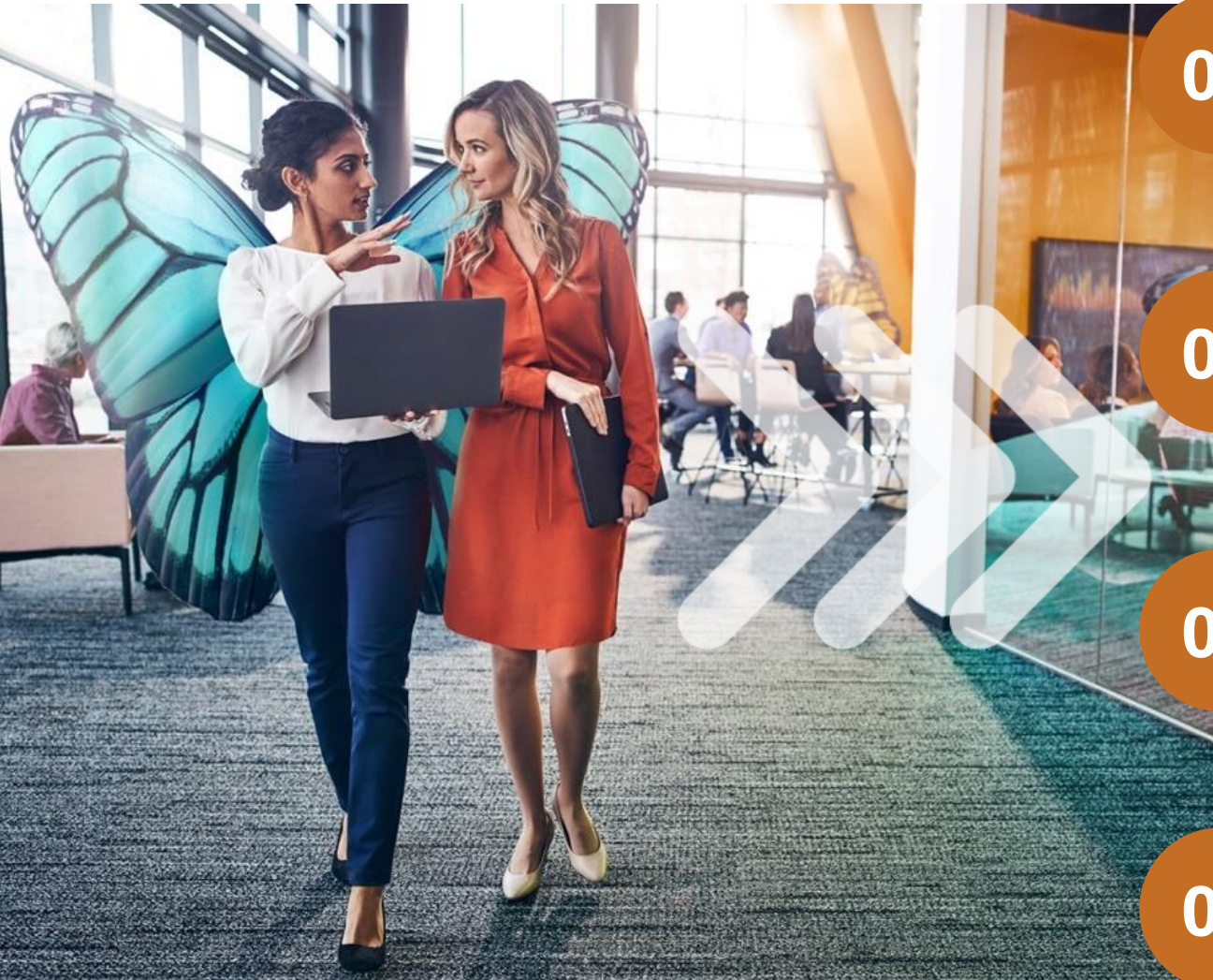
✓ Childcare Gap is ongoing challenge for over 1/3rd of workforce, requiring shift flexibility, increased income, or other incentives



✓ Rather than wages declining over time as pandemic recedes, future compensation is likely to continue to account for job responsibilities such as onsite work or travel requirements

*Travel, Leisure, Energy, and Hospitality were impacted more than all other industries combined

What These Trends Mean for Us



01

**Competition for Labor
Increasing Since Q1**

02

**Hiring of Temporary and
Contingent Workers Trending**

03

**Increase in Remote Hiring
Strategies to Lower Costs**

04

**Safety Concerns and Child Care
Gaps Must be Addressed**

Recruiting Today is Highly Competitive Nationwide, and Locally, it is Even Higher



Workforce Overview- Chicago, IL

Who is Hiring



- Oracle
- Amazon
- Memorial Health
- Shipt
- C.R. England Inc

Who has Hired



- Oracle
- Presence Health
- Anthem Inc
- Target Corporation
- Advocate Health Care

Top Skills



- Innovations
- Operations
- Analysis
- Compliance
- Security

Top Titles



- Customer Service Rep
- Driver CDL
- Truck Driver CDL
- Registered Nurse
- Admin Assistant



Workforce Overview- Illinois

Who is Hiring



- Oracle
- Amazon
- The Dollar General
- C.R. England Inc
- Blair Logistics Inc

Who has Hired



- Oracle
- Presence Health
- Target Corporation
- Abbvie
- Dart Transit

Top Skills



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Top Titles

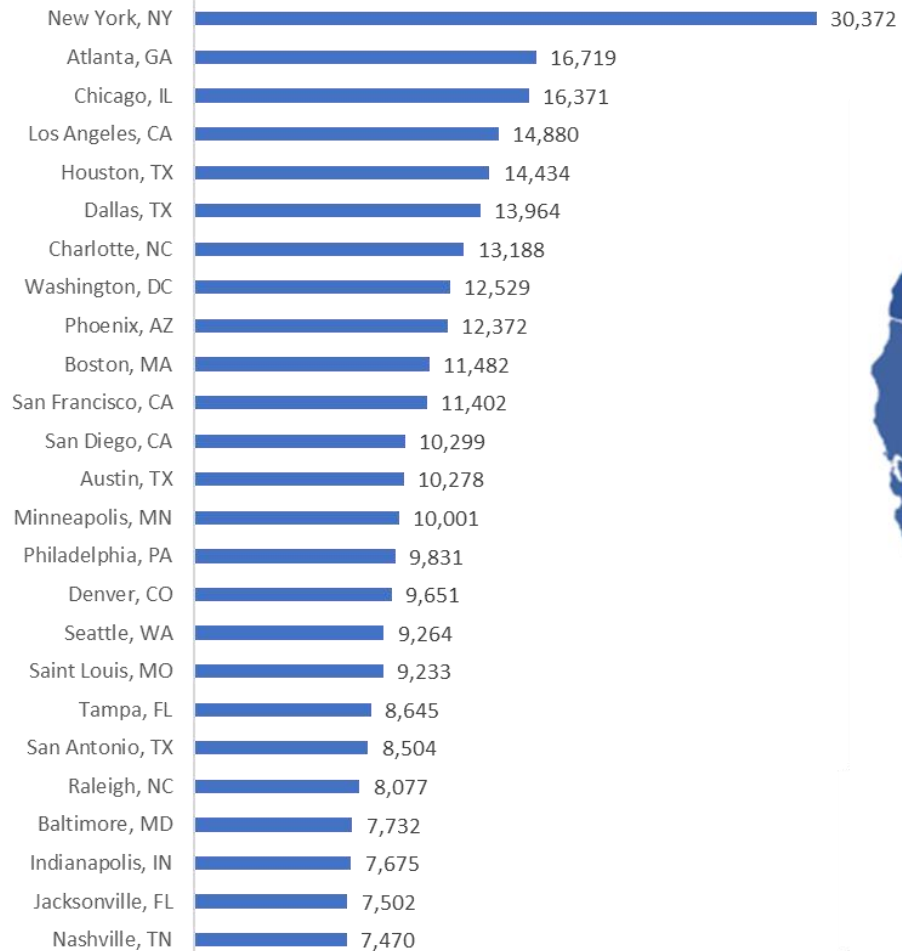


- Driver CDL
- Registered Nurses
- Software Developers
- Retail Sales
- Sales Supervisors

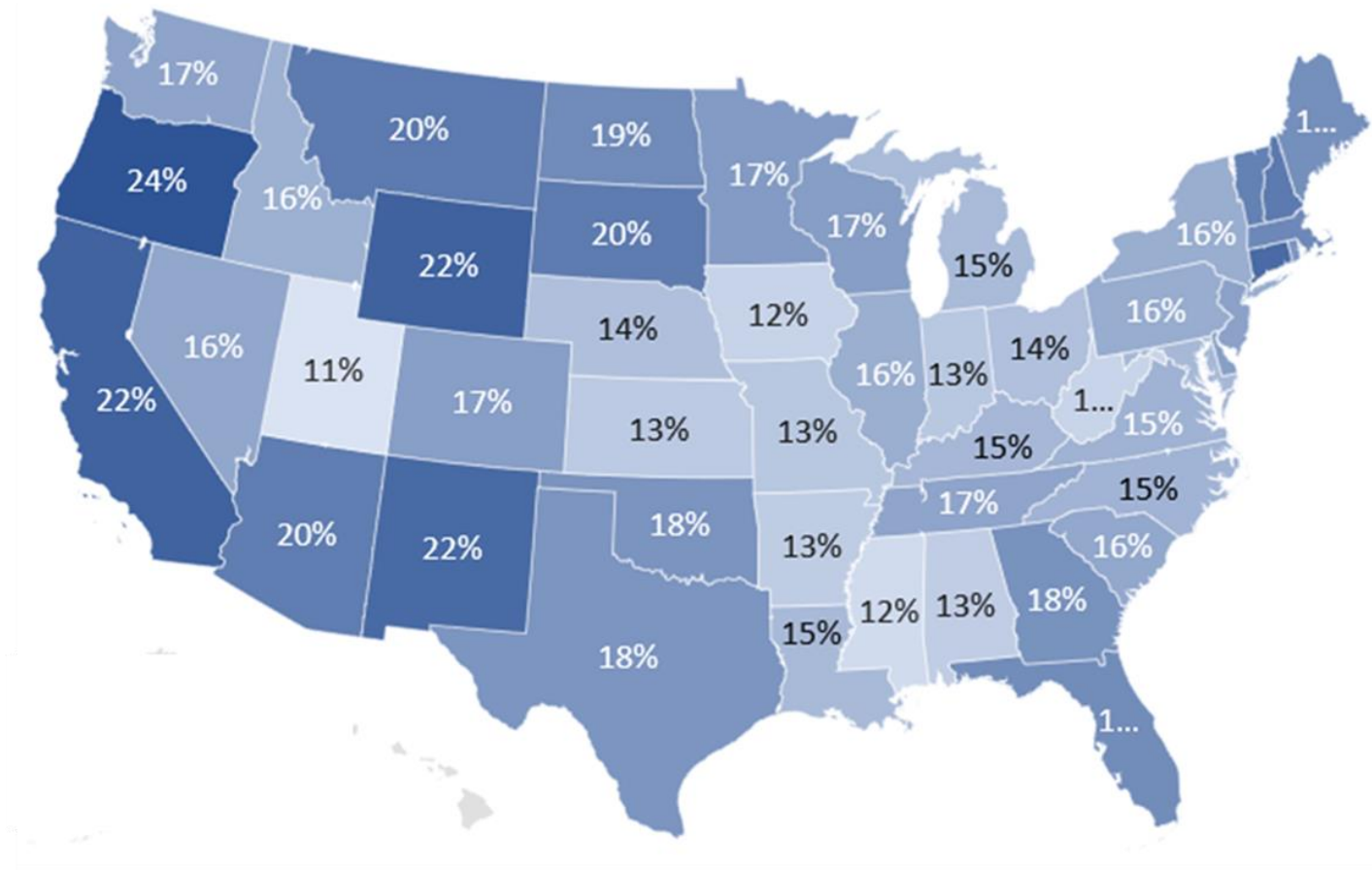


Hiring of Temporary and Contracted Workers is Increasing Trend

Top 25 US Cities by Contract Job Availability



There are 9.6M Jobs Available in the US
16% of US Jobs Available are Contracted



73% of US Workforce Remains Remote as of September 10th

Estimated 43% Will Remain Remote in 2021 and Beyond

- Increased remote deployment of call center services
- More candidates relocating as a result of remote workforce opportunities



Sources: Gartner's TalentNeuron and Talent Solutions Market Intelligence

Remote Workforce Allocation and Planning is Critical

- Who can work remotely?
- Who should work remotely?
- Where should remote workers be sourced from?
- What should remote workers be paid?
- How should remote workers be managed?

Critical Factors Driving the Difficulty in Attracting On-Site Workers



1

Health Concerns

2

Child Care Gap

3

Competitive
Compensation

4

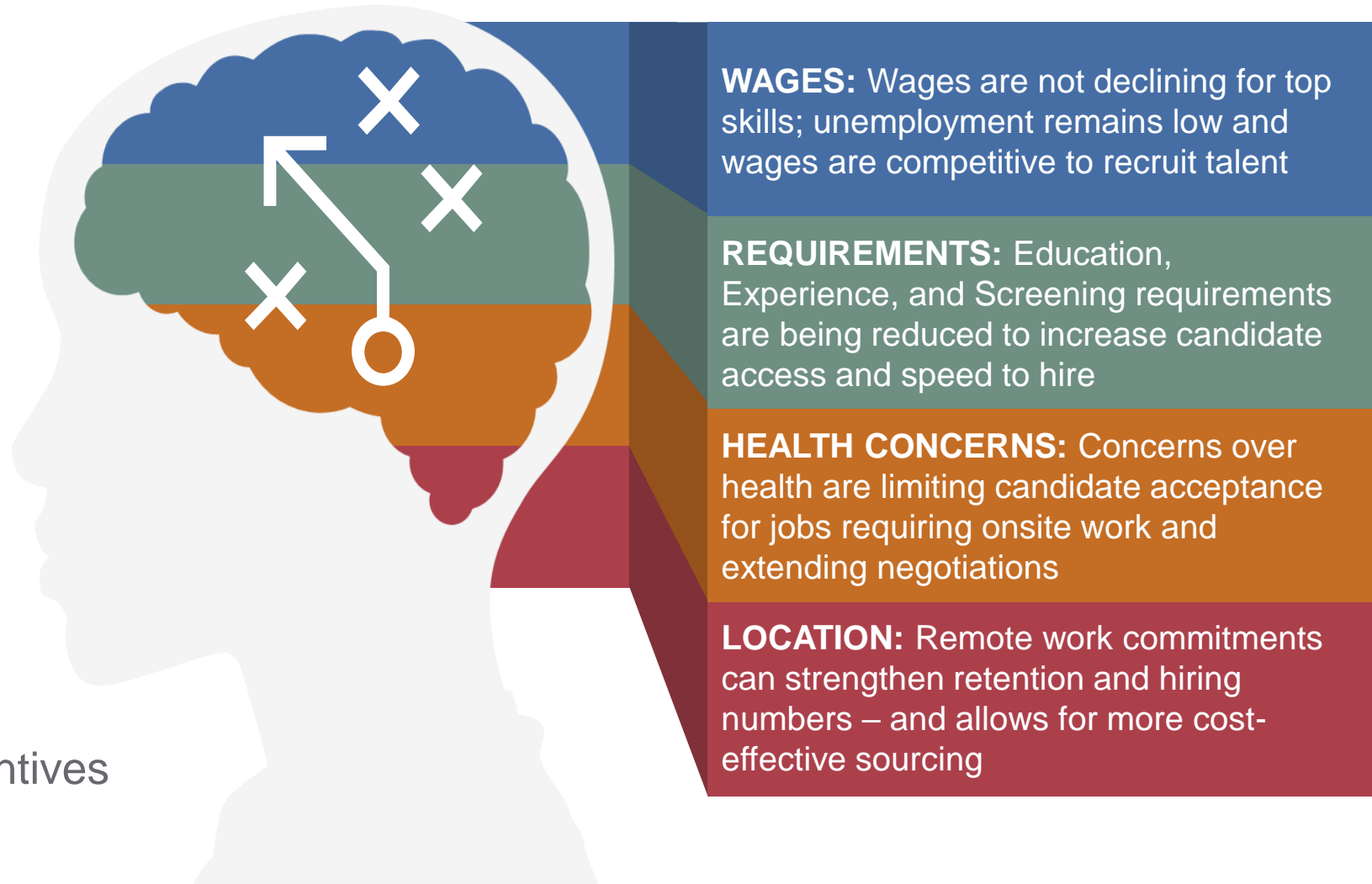
Competition for
the On-Site Talent

Key Takeaways



Primary Considerations

1. Competitive Wages
2. Competitive Non-Wage Incentives
3. Location Strategy
4. Hiring Efficiency





Thank You!



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