

## STAFFING E-NEWS

Food for Thought:

*“Chase the vision, not the money, the money will end up following you.”*

*Tony Hsieh, Zappos*

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### **U.S. Labor Costs rose by 1.3% last quarter, largest increase since 1991**

Courtesy of MarketWatch

**The numbers:** The cost of employing the average U.S. worker rose 1.3% in the third quarter, according to a closely followed measure of labor costs. Economists polled by The Wall Street Journal had forecast a 0.9% increase. That’s the highest quarterly increase since 1991.

Compensation grew 3.7% over the past 12 months, based on unadjusted data.

**What happened:** Wages — some 70% of employment costs — increased 1.5% after rising 0.7% in the second quarter, the Labor Department said Friday. That exceeds inflation which rose 1.2% over the third quarter, measured by the Consumer Price Index.

Over the past 12 months, wages have risen by 4.2% while CPI inflation is up more than 5% for the past 12 months.

Benefits rose 0.9% in the third quarter — a 2.5% increase over the past 12 months.

**Big picture:** In the face of widespread labor shortages, employers are increasing wages and offering more benefits to recruit more workers.

**Sophors T.**

➤ **ACCOUNTS PAYABLE**

**Skills/Experience:** Invoice, Processing, Excel, Customer Service, Vendor Correspondence, Month End Closing, Data Entry, Typing, Correcting pricing discrepancies, Correspondence, E- Mail, Order Entry, Switchboard, Filing.

**Positions Held:** - 03/2004 – 06 / 2019 (16 years of experience)  
Accounts Payable, Accountant, File Clerk.

**Jazel M.**

➤ **Forklift Driver**

**Skills/Experience:** Hands-on experience with warehouse/ distribution, Packing, Sorting, strong problem-solving skills, Forklift certified, Order Picking, Receiving and Processing

**Positions Held:** 03/2006 – Present (14 years of experience)  
Heavy Equipment Mechanic, Mechanic, Lead Diesel Technical Mechanic, Final Assembly Mechanic, Fleet Repair Sales & Technical Mechanic.

**Ernesto G.**

➤ **GENERAL LABORER**

**Skills/Experience:** Automatic Press Operator, Q.C Inspecting, UPC Labeling, Palletizing, Forklift Operator, Shipping & Receiving

**Positions Held:** 2/2003 – 8/2021 (18 years of experience)  
Q.C. Inspector, Forklift Driver, Press Operator, General Laborer.

**Positions Held:** Carpenter/Builder, Forklift Operator, Press Operator, Line Worker, Finisher.

**Jose O.**

➤ **Foreman/ Field Superintendent**

**Skills/Experience:** Construction Industry experience, Specializing in Glazing, Crew Management, Scheduling Crew, Blueprint Reading, Microsoft Office, Forklift Certified

**Positions Held:** Field Superintendent, Foreman, General Manager, Lead Installer



➤ **Mary – RECEPTIONIST / ADMINISTRATIVE ASSISTANT**

**Skills/Experience:** Filing and Answering Phones, mailroom, shipping and receiving, Ordering of Office supplies, on boarding new employees, recruiter for new truck drivers, warehouse personnel.

**Positions Held:** - 12 / 2008 to Present (12 years of experience)

Receptionist, Administrative Assistant, Front Desk Reception

➤ **Alisa – ADMINISTRATIVE ASSISTANT**

**Skills/Experience:** Advanced data entry, correct and audit documentation, build customer files using Oracle database, Create & administer detail reports, Conduct orientation for new hires and administration support for loan officers.

**Positions Held:** 09/2009 – Present Administrative Assistant (9 years)

➤ **Jo – ACCOUNTS PAYABLE SPECIALIST**

**Skills/Experience:** Bank reconciliations, Filing, Coded and Entered Invoices, Weekly check runs, Excel, Word, 10-key by touch 12800 KSPH, type 55 WPM

**Positions Held:** 3/2007 – 7/2021 – (14 years of experience)

Account Technician, Accounts Payable, Accounting Clerk, Accounts Payable

➤ **Curtis - GENERAL LABORER**

**Skills/Experience:** Moving Furniture, Shipping and Receiving, Driving, Customer Service, Sanitation worker, Landscaping, Demolition.

**Positions Held:** 11/2014 – 9/2021 (7 years of experience)

Mover, Warehouse, General Labor, Landscaping, Construction Demolition

➤ **Kathy – Human Resource Administrator / Payroll Technician II**

**Skills/Experience:** Facilitate the processing of new employee, review documents for completeness, assure application of provisions and benefits to employees, processing unemployment claims, answering telephones, emails providing information to unions and employees. Maintaining time clock system. Processing payroll, garnishments.

**Positions Held:** 2013 – 20017 Payroll Technician II, Administrative Assistant, Human Resource Administrative

# Small Businesses Trying to Hire Face Growing Difficulty Finding Workers

**WASHINGTON, D.C. —** Small businesses that are actively hiring are finding it more difficult now than in June to find workers to fill open positions, according to [a poll on the state of the workforce](#) taken September 30 – October 7, 2021, and released today by the U.S. Chamber of Commerce and MetLife. The poll reveals small business owners' current attitudes toward hiring, vaccine requirements, and the national economic outlook.

Nearly half (49%) of small businesses that are actively hiring say it is hard to find candidates with the skills they need, a significant jump from only 34% saying so in June. Small businesses that are actively hiring are also finding it harder to fill open positions (44% vs. 34% in June) and compete for talent with larger businesses in their area (42% vs. 26% in June).

The small business data comes just weeks after the Bureau of Labor Statistics (BLS) reported there were 10.4 million job openings across the country in August, following a record high 10.9 million in July.

Although more small businesses say that they are likely to hire new employees this year (58% vs. 48% in June), there was little change in the percentage of small businesses that have actually initiated the hiring process (36% vs. 33% in June).

“Small businesses are ready to hire, ready to welcome back customers, and support vaccinations to keep customers and employees safe,” said Tom Sullivan, vice president of small business policy at the U.S. Chamber of Commerce. “However, the worker shortage crisis threatens the economic recovery of Main Streets across the country, and many small business owners have simply given up on finding new staff. Congress needs to focus on making it easier for small businesses to hire the people they need to grow, compete, and thrive.”

## **Most small businesses support vaccine requirements**

A majority (64%) of small business owners support businesses in their area requiring vaccines for their employees—with both the Biden administration's proposed mandate and business-initiated mandates receiving equal support. Similarly, 60% support businesses in their area requiring proof of vaccination from their customers.

The support aligns with a recent [Gallup poll](#) showing 58% of Americans favor the administration's vaccine mandates for companies with 100 or more employees, or weekly testing.

More small business owners are implementing vaccine requirements for customers than in June, before the COVID-19 Delta variant worsened the pandemic in the U.S. About half (51%) are likely to or already require proof of COVID vaccination from customers, up from 38%. Three in five (61%) are likely to or already require staff to be vaccinated.

\*Courtesy of U.S. Chamber of Commerce

# Talent Retention Report Highlights Great Resignation

**Frederick, Maryland – Oct. 26, 2021 – iHire** today released its **2021 Talent Retention Report**, showing that 31.4% of employees voluntarily left jobs in the past year. Highlighting the results of a survey of 3,948 U.S. workers, the third annual report suggests career changes, unsatisfactory pay, desire for workplace flexibility, and employer COVID-19 policies are key drivers of a Great Resignation. To download the full report, visit: <https://go.ihire.com/ccq1x>.

Notable findings include the following:

**1.) Voluntary employee turnover is up 6.5% year over year.** 31.4% of employees left a job voluntarily in the past year, compared to 24.9% who said the same in iHire's 2020 Talent Retention Report. While 6.5% is not a staggering jump, resignations are occurring at a greater rate than terminations or layoffs – 20.2% of survey participants left a job involuntarily in the past year.

**2.) Workers are changing careers.** 21.1% of respondents said they've made a major career change in the past year (i.e., they left a job to pursue a completely different industry or career path versus simply changing their place of employment). This trend is likely propelled by employees in industries most impacted by COVID-19 who are reevaluating their career goals and eyeing sectors promising greater stability.

**3.) Salary is the top motivator for leaving (and staying).** 70.9% of survey participants said they would leave a job due to unsatisfactory pay, while 77.9% said a pay raise would convince them to stay with their employer if they received a better job offer. For this report's third consecutive year, salary is the No. 1 factor in leaving or staying at a job.

**4.) Employer COVID-19 policies are dealbreakers.** 58.8% of workers would leave their jobs due to either too few (41.9%) or too many (16.9%) COVID-19 restrictions. Moreover, 1 in 5 employees (19.8%) would leave their jobs due to employer-required COVID vaccinations, and nearly a quarter (23.9%) would depart if hybrid work was not an option.

**5.) Employees want workplace flexibility.** In addition to desiring hybrid offices, employees want more say in how and where they work – 41.3% said a more flexible schedule would encourage them to stay with an employer, and 31.8% said the same about remote work options. Further, 62.8% said they would leave a job due to a poor work/life balance.

“The labor market is experiencing a shakeup – in August, 4.3 million Americans quit their jobs, according to the [Bureau of Labor Statistics](#), while 10.4 million positions remain unfilled,” said Steve Flook, iHire's President and CEO. “To solve talent shortage woes and minimize turnover, employers must examine how they're nurturing *both* current and potential employees – what appealed to job seekers pre-COVID-19 may not work today

\*Courtesy of iHire

# Truck Driver Shortage Hits Record High

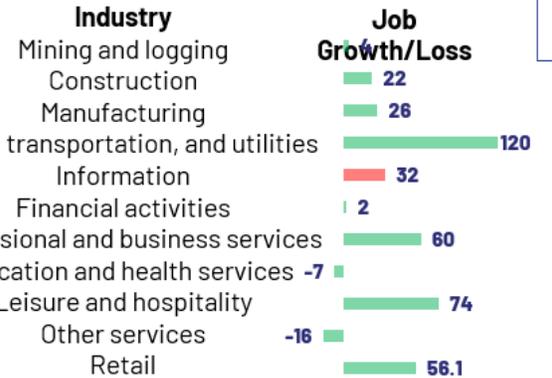
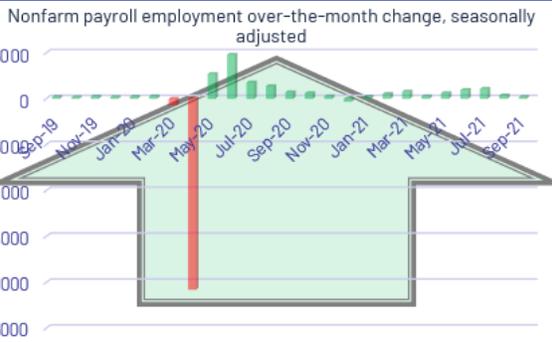
The holidays could become more complicated this year as the shortage of truck drivers continues to grow. The American Trucking Association reports there is a shortage of 80,000 truck drivers across the country.

"There was a driver shortage of around 60,000 drivers headed into the pandemic," ATA Executive Vice President for Advocacy Bill Sullivan said. As the truck driver shortage continues to grow, coupled with the delay at U.S. ports, products could take longer to make it onto shelves ahead of the holidays.

Salaries are also increasing for truck drivers. According to the American Trucking Association, pay has gone up over 25% since 2019. Some companies are now offering six-figure salaries to get drivers on the road.

"Salaries are increasing, but it's not good for the consumer, we're all going to end up paying the price," Patterson High School Teacher Dave Dein said.

## Job Gain: 194,000



## Temp Penetration Rate: 1.82%



Number of people employed as a temporary employee divided by total non farm payroll employment

**Temp Employment**  
Temporary help services **lost 5,200 jobs.**

**Why is the Temp Penetration Rate Important?**  
"Temporary Help Employment is a Leading Indicator for Nonfarm Employment—Staffing job trends lead nonfarm employment by three months when the economy is emerging from a recession and by six months during periods of normal economic growth."  
*American Staffing Association*

Nonfarm Payroll - Job Growth Details	Jobs Added
Private Sector	317,000
Government Sector	-123,000
<b>Total</b>	<b>194,000</b>

Sources: Bureau of Labor Statistics, American Staffing Association

**Call Your BBSI Contact for Help with H.R., Payroll, Safety or General Business Questions**