# FROM A **RECRUITER'S DESK**

Management Recruiters of Tallahassee Monthly Newsletter



### THE GREAT RESIGNATION ... EXPECTING MORE

Workers want more than pay raises and sign-on bonuses.

According to a Joblist survey, 60 percent of job seekers want to find a job and settle in as soon as possible. Job changes and mass guitting are slowly coming to an end. Inflation has caused the desirable pay raises of switching to a new company to be less enticing, and the feeling of needing consistent and meaningful work has shifted to the top of the priority list. The "Great Resignation" is fading away but is being replaced with individuals wanting more.

Employers want to have reliable, skilled, and committed employees. Employees want to have work that is meaningful, balanced, and innovative. Finding an employer or employee that matches the criteria is complex, and a significant reason why the Great Resignation impacted so many individuals.











mrrecruiter.com page 2

However, calm is on the horizon, and both employees and employers are making changes to find their balance.



While job seekers are on the hunt for their desired role, 23 percent have reported their old employer has invited them to return to their previous job, and more than half shared they would deny the offer.\*\* "The Great Wanting More" is here and employees have demanded more than just their pay raises.

If employers want to attract the top talent on the market, they need to ensure they are offering what the talent is after. Creating meaningful jobs has become one of the top desires of the workforce population, and it is a trend that is not going away anytime soon. Gen Z workers, which will make up 30% of the workforce by 2030, share that having a meaningful job is their number one priority when looking for a new role.

## \*59% OF JOB SEEKERS ARE LOOKING FOR A HYBRID WORK MODEL.

The balance between professional and personal life has been a trend since the start of the pandemic, but now reports say 59% of job seekers are looking for hybrid work models. Work-life balance is non-negotiable for most employees and a hybrid model has become their way of ensuring their mental and physical health stays a priority.

The wishlists of job seekers have not become easier to fill, but employers have a clearer picture of what they desire. The bottom line is- job seekers want more. The bait of raises and bonuses is not working like it did 6 to 12 months ago. Job seekers are looking for a company to work with, not to work for.

#### READ FULL BLOG HERE

We are happy to announce that MRT has been recognized again as a "Great Place to Work"!

Thank you to our staff for always working diligently to serve our clients and candidates needs and for making MRT a Great Place to Work!



### PLACEMENT WITH PURPOSE!

- The MRT Team

AUGUST 2, 2022 VOLUME 6



**RECENT BLOG POST -**

# HOW ONE BAD HIRE CAN COST YOU THOUSANDS

A bad hire can cost a company 30% of the hire's first-year salary, according to the U.S. Department of Labor. The longer the open position stays unfilled, the more money a company loses. The worse hires a company onboards, the more time wasted on supervising the under-performing employee. Time is money and these bad hires can add up.

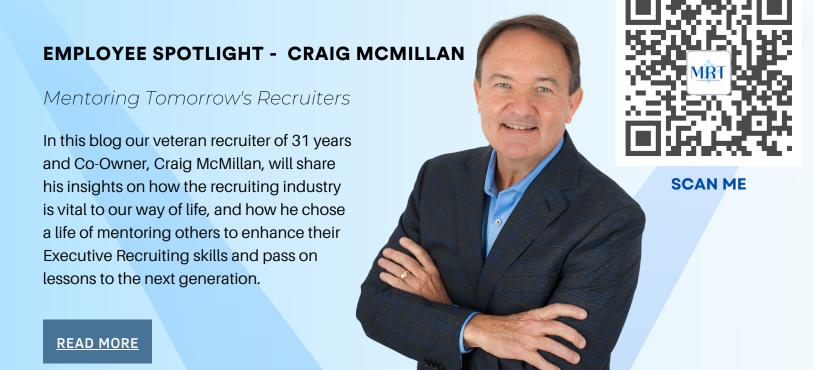
RECENT BLOG POST -

# U.S. MANUFACTURING BECOMING GLOBALLY COMPETITIVE

400,000 new jobs in the U.S. are predicted to be created due to reshoring, according to the Reshoring Initiative 2021 Data Report. U.S. manufacturing is massively supported by U.S. Americans. The higher price of a domestically manufactured product often is purchased over a more inexpensive foreign manufactured product.

READ MORE

**READ MORE** 











# Consulting Corner WHE

WHERE MARKETS, MOVEMENTS, AND MONUMENTAL MOMENTS ARE DISCUSSED.

Invest in the Big Picture.

By making resourceful investments in your staff, you are signaling to prospective employees and current staff that you care about your people, and don't see them as numbers and dollars. Attracting potential impact players is the first step in retaining high valued talent.

Learn about a few proven ways to retain talent within your company.



**WATCH HERE** 



# RED FLAGS IN AN INTERVIEW THE INTERVIEWEE'S PERSPECTIVE

Red flags in the hiring process for interviewees are real. We are here to help highlight some red flags that you should not overlook.

When going into an interview, you need to be adequately prepared, this includes prepping yourself to notice warning signs. Learn more about how to catch these red flags in an interview and how to uncover any hidden issues within the company.

**WATCH HERE** 

# **JOB**

# **OPENINGS**

### **DIRECTOR OF ENGINEERING**

Southern Wisconsin area

for custom injection molding

### **NEW PRODUCT DEVELOPMENT DESIGN ENGINEER**

glass manufacturing

### **ENTRY LEVEL NEW PRODUCT DEVELOPMENT DESIGN ENGINEER**

glass manufacturing

CONTACT MIKE JONES HERE **ABOUT JOBS** 







