

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 quitting 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.



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*

*According to a survey by Gallup

**According to a survey by Joblist



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.

[READ MORE](#)


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](#)

EMPLOYEE SPOTLIGHT - CRAIG MCMILLAN

Mentoring Tomorrow's Recruiters

In this blog our veteran recruiter of 31 years and Co-Owner, Craig McMillan, will share his insights on how the recruiting industry is vital to our way of life, and how he chose a life of mentoring others to enhance their Executive Recruiting skills and pass on lessons to the next generation.

[READ MORE](#)


SCAN ME

Consulting Corner

page 4

*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](#)

[SUBSCRIBE TO OUR YOUTUBE CHANNEL](#)

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

