

FROM A RECRUITER'S DESK

*Management Recruiters of Tallahassee
Monthly Newsletter*



HOW TO STAY COMPETITIVE WITH COMPENSATION AND BEYOND

Of those who quit their jobs in 2021, 63% of both blue and white-collar workers responded that low pay was the top reason.

The current candidate-driven job market has caused employers to buckle down on their recruiting and retention efforts. A huge part of attracting talent and meeting the needs of current employees is ensuring you are offering competitive compensation and benefits packages.

LET'S TALK SALARY

The average salary increases when candidates make a change is 10 to 15%. This is important to know, as active job seekers are looking for an employer who can meet their salary needs. The cost of goods and living have gone up 117% since the 90s while the increase in wages has only gone up 32%, consecutively. Employees are looking to be compensated properly for their work and to be able to have economic growth just as well as previous generations.

To retain current employees, it is imperative that you offer mobility and a clear career path upward. This includes providing proper pay raises and promotions before candidates jump ship to other opportunities. Contending with other companies offering higher salaries can be intimidating, but benefits and other non-salary-based initiatives can go a long way when competing for talent.

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MEET US AT BOOTH 13



ABOUT US

We believe that the **diversity** of the plastics space should be reflected in **dynamic** recruitment and staffing **solutions**. Working with a recruitment firm should **enhance** the hiring experience, adding **value** and consistently positioning your business to meet and **exceed** your targeted goals.

I'M EXHIBITING!

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Drive Cranston, RI 02920
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ENGINEERING



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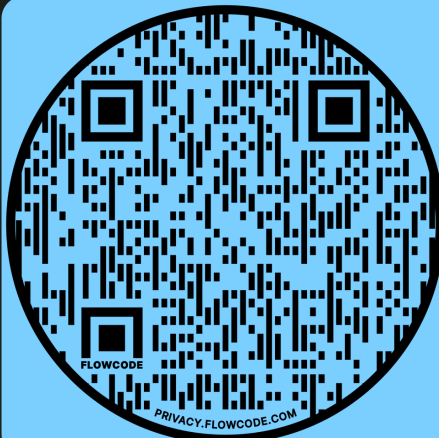
EXECUTIVE LEADERSHIP



SALES & MARKETING



OPERATIONS



TO LEARN MORE ABOUT US & CONNECT



SCAN ME

JOB OPENINGS



**CONTACT
MIKE JONES
ABOUT JOBS
HERE**

VP OF SALES

NE, Mid-Atlantic, or MW area

high performance polymers

HR GENERALIST

Western Wisconsin

plastic injection molding

SALES MANAGER

East of Rockies

blow molding equipment manufacturer

ENGINEERING MANAGER

Minneapolis

medical device machining

DESIGN ENGINEER

Atlanta, Georgia

glass manufacturing

PRODUCTION SUPERVISOR

Greater Charlotte, NC

automotive/injection molding

ASSISSTANT PLANT MANAGER

Dallas, Texas

glass manufacturing

REGIONAL HR MANAGER

Northern Wisconsin

PLANT MANAGER

East Texas

packaging manufacturing

ENGINEERING MANAGER

Carolina's

contract plastic injection molder

PLANT MANAGER

Northwest Indiana

packaging manufacturing

WHERE MARKETS, MOVEMENTS, AND
MONUMENTAL MOMENTS ARE DISCUSSED.



The competition for talent has never been more rigorous. Once an employee has joined a company, it has become increasingly more difficult to retain them. We discuss the current market conditions and delve into the minds of the talent pool. We provide real-time data revealing the pain points in the hiring and onboarding processes and highlight solutions to these familiar challenges.

[WATCH HERE](#)

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RECENT BLOG POST - **ARE MANUFACTURING JOBS HEADED TO A “SET YOUR OWN HOURS” OPERATION?**

Over the last year, 11% of in-person job openings have used “flexible hours” within their job postings, according to ZipRecruiter. Additionally, the Wall Street Journal wrote that 29% of all job listings offered some sort of “flexibility”, a common theme over the last few years. Manufacturing has been part of this movement but has had to find more creative ways of offering these benefits to its employees.

[READ MORE](#)

RECENT BLOG POST - **VIDEO CONFERENCE TIPS TO MOVE YOU INTO THE PERMANENT DIGITAL AGE**

sixty-two percent of American adults prefer in-person interviews. The fear of lack of connection with the interviewer and technological and environmental issues are causing in-person interviews to be the preferred method of hiring. However, virtual interviews will only increase as technology advances. MRT can teach you how to win the interview!

[READ MORE](#)

EMPLOYEE SPOTLIGHT - MIKE JONES

DECONSTRUCTING AND RECONSTRUCTING OUR BUSINESS TO FIT CURRENT NEEDS

Mike has played a crucial role in the new structure of MRT by being the liaison between the recruiting and research teams and the ownership. Mike has taken a lot of the day-to-day pressure off by organizing and managing the daily work life, handling daily office-level issues that arise, and managing our technology platforms. After seeing the changes made within our business in the past 25 years and being heavily involved in changes for the last decade, Mike would like to take MRT into other industries where MRT already has transferrable knowledge.

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SEPTEMBER PLACEMENTS

PACKAGING & CONTAINERS

- Process Engineer

TOOLING

- Corporate HR Manager

GLASS

- APU Manager
- Senior Design Engineer

CONTRACT MOLDING

- Director of Manufacturing

PLASTICS

- Quality Manager
- Shift Supervisor



PLACEMENT WITH PURPOSE

Contact Us
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(850) 656-8444