



# How employers are responding in a “Great Shuffle” world

Jesse McCree - SCPa Works | November 2, 2022



## Employer Engagement

We invest in relationships with the business community so that our region can better understand current and projected **labor demand**, support **sector-driven training** models and build the **future** workforce.

## Individual Investment

We invest in our customers through **training** and **placement** services for youth, adult, displaced workers and those most impacted by COVID.



## Systems Connection

We invest in a productive **network** of business, economic development, education and community partners that will create a demand-driven **opportunity engine** for the region.

## Thought Leadership

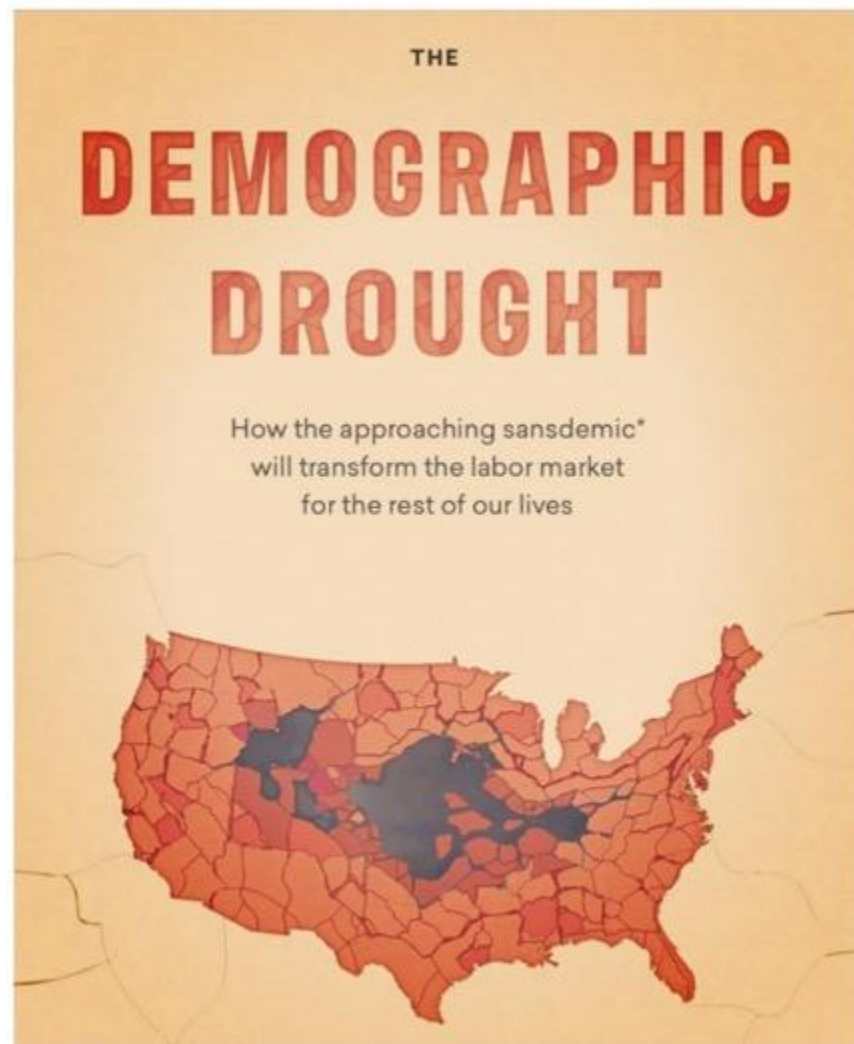
We invest in, evaluate and advance **what works** - and promote the **impact** and **value** of our region's workforce development system.



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The approaching *sansdemic* is causing fundamental changes in the labor market that are **structural**, not **cyclical**

*There are major implications for companies - the trend is likely the “new normal”*



# How employers are responding...

- **Flexibility**

Remote work, flex schedules and “just in time” staffing

- **Changing hiring practices**

New ways to recruit and on-board

- **Employee growth & development**

Employees want clear pathways for growth

- **Compensation & well-being**

It's not just a raise, it's an elevation of well-being

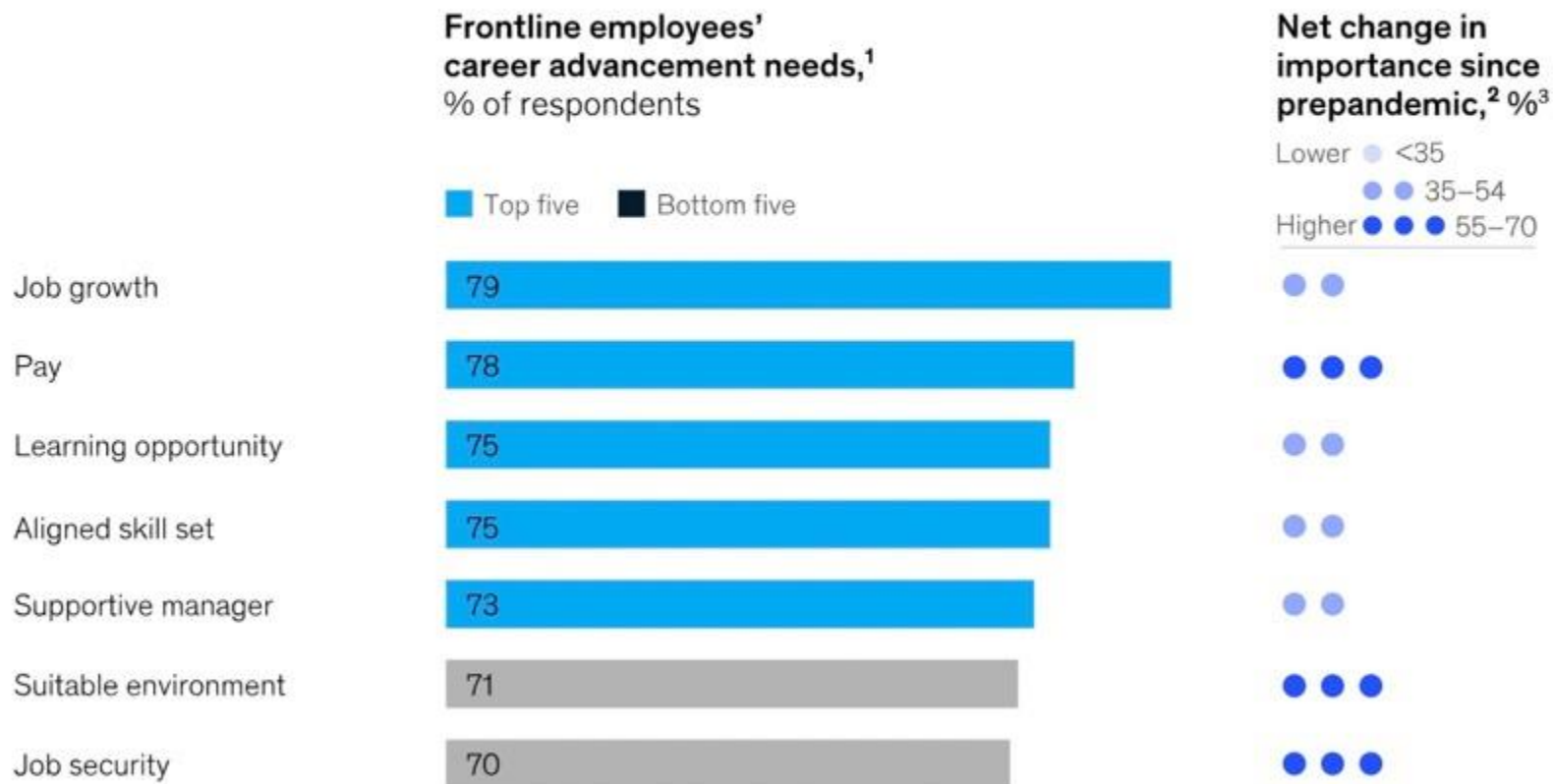


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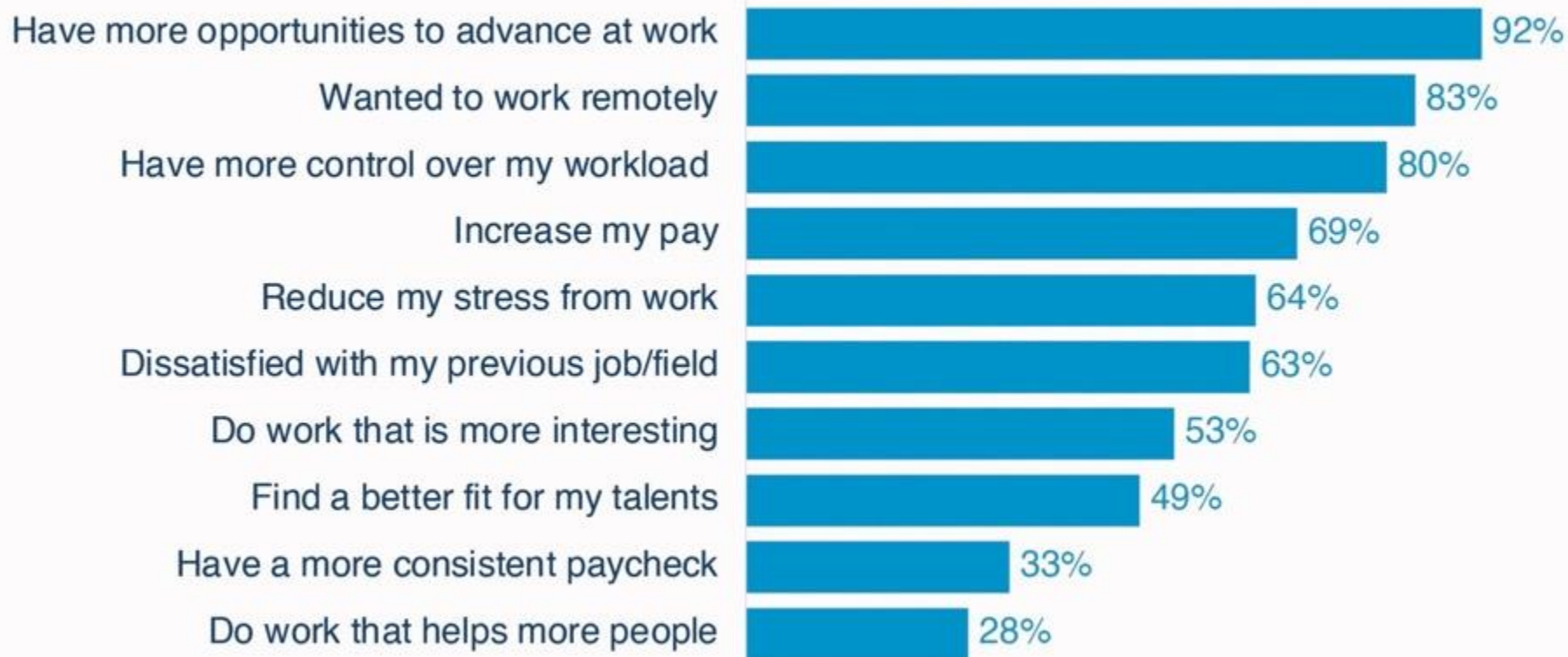


of employers say critical thinking, communication and solving complex problems more important than undergraduate major

## The top five career advancement attributes focus on growth, compensation, and a supportive work environment.



## Satisfaction with voluntary job change by motivation for change



Share of workers (very/extremely satisfied)

## The majority of people who quit their jobs in the past two years are not returning to the industries they left.

Status of respondents who had quit their jobs between Apr 2020 and Apr 2022, global, %

Did not return  
to workforce

**17**

Moved to a  
different industry

**48**

Took a new job  
in same industry

**35**

Did not return  
to same  
industry

**65**





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## Implications for education and workforce stakeholders

Stakeholder	Implications
<b>Education and training providers</b>	<ul style="list-style-type: none"><li>✓ Provide flexible education opportunities to meet the needs of learners balancing education with other responsibilities.</li><li>✓ Align education programs with workforce opportunities.</li></ul>
<b>Employers</b>	<ul style="list-style-type: none"><li>✓ Create clear pathways for advancement.</li><li>✓ Support workers in pursuing training opportunities.</li></ul>
<b>Policymakers</b>	<ul style="list-style-type: none"><li>✓ Leverage regional labor market data to align education with workforce opportunities.</li><li>✓ Develop policies to support workers transitioning between education and employment.</li></ul>



# Jesse McCree

CEO, SCPa Works



[jmccree@scpaworks.org](mailto:jmccree@scpaworks.org)



[www.linkedin.com/in/jesse-mccree](https://www.linkedin.com/in/jesse-mccree)