

The **Q Works Group**, founded in 2002, is an executive recruiting firm specializing in placing qualified professionals in both permanent and interim positions. Our mission is to provide our clients with market intelligence and our best hiring practices to recruit people with technical fit and cultural compatibility.

## EMPLOYMENT MARKET OUTLOOK 2017

### TRENDS AND OBSERVATIONS

- Candidate-driven market is still thriving and retention is still a major challenge for employers
- 62% of employers who responded to a MRINetwork survey feel talent is driving the job market, as opposed to the employers themselves
- A Manpower Employment Outlook survey shows those employers who anticipate an increase in hiring to be the highest in the post-recession years
- Unemployment very low in technical positions. Millions of jobs unfilled
- Demand for highly skilled workers in Engineering, IT, Operations & Sales continues to increase due to a continued shortage of technical degreed candidates
- Good people have options. Employees more willing to consider making a change than before
- The pay premium for switching jobs is near an eight year high
- Companies will be recruiting more non-traditional, contingent and Boomerang workers
- A surge in the use and necessity of the IoT (Internet of Things) across industries will increase the need for skilled management of those networks
- Manufacturing will continue to integrate automation and employees will need to develop new skills
- Automotive OEM's and suppliers will increase hiring efforts specifically engineers, production line associates and leadership positions due to new vehicles scheduled to hit the market in 2017
- Companies will place a greater emphasis on employer branding and an improved candidate experience in 2017

### IDENTIFYING RETENTION CHALLENGES

Employers cite "Skill Gap," *BUT* reality is:

- Compensation, benefits and relocation assistance are often inadequate
- Expectation: one person can do three jobs
- Companies want the "perfect" candidate
- "Entry-level" jobs require two years of experience
- Job seekers have more options, turn down job offers
- No training, no career path offered
- Workers over 55 are being ignored

### RECRUIT AND RETAIN STRATEGIES

**Work hard to keep your people!**

- Provide personal growth opportunities
- Offer training, job rotation, access to cross-functional projects
- Provide regular supervisor involvement
- Offer competitive compensation, benefits and incentives

**Strive for cultural fit:**

- Hire new people for technical fit and cultural compatibility
- Have a good story that attracts and retains people
- Know what you want and interview accordingly
- Provide feedback during the hiring process

**Best Practices to Check for Cultural Fit:**

- Behavioral interviews
- Ask for examples of dealing with change
- Assessments (cultural or personality)
- Observations in different environments

### GET HELP

**Use a Recruiting Firm that places an emphasis on checking for cultural fit:**

- Pick one that has access to the best candidates
- Don't work with multiple firms: You get mass but not class
- Request market intelligence
- Provide input on your culture and how your recruiting partner will check for a fit
- Establish a true partnership: Remember you want an agency that is motivated and represents you well!



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