



hueman™

Private Equity Talent Solutions

FROM THE GREAT RESIGNATION TO THE GREAT REGRET

6 TIPS FOR WINNING
TOP TALENT



MEET YOUR PRESENTERS

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CULTURE & ENGAGEMENT

- ✓ Fortune's Best Place To Work - 16 Years
- ✓ Gallup's Most Engaged Workforces In The World '16, '18, '20 & '22
- ✓ Best of RPO from ClearlyRated '20, '21 & '22
- ✓ '19 - '22 Best Workplaces in Consulting and Professional Services
- ✓ HRO Today Certified RPO Provider
- ✓ 84% of Hueman's Workforce is Engaged (U.S. Average is 32%)

BY THE NUMBERS

- ✓ 425+ employees, 80% are recruiters
- ✓ 81% NPS Score with an avg 9.4 out of 10
- ✓ Proven, experienced recruiting process
- ✓ Two strategic offices to service the U.S. (ET & MT time zones)

In 2021:

- 35,000+ hires made
- 500,000+ candidates recruited
- 180+ recruiters hired



WHAT MAKES US **HUEMAN**





AGENDA

1

Overview of Current Talent Landscape

2

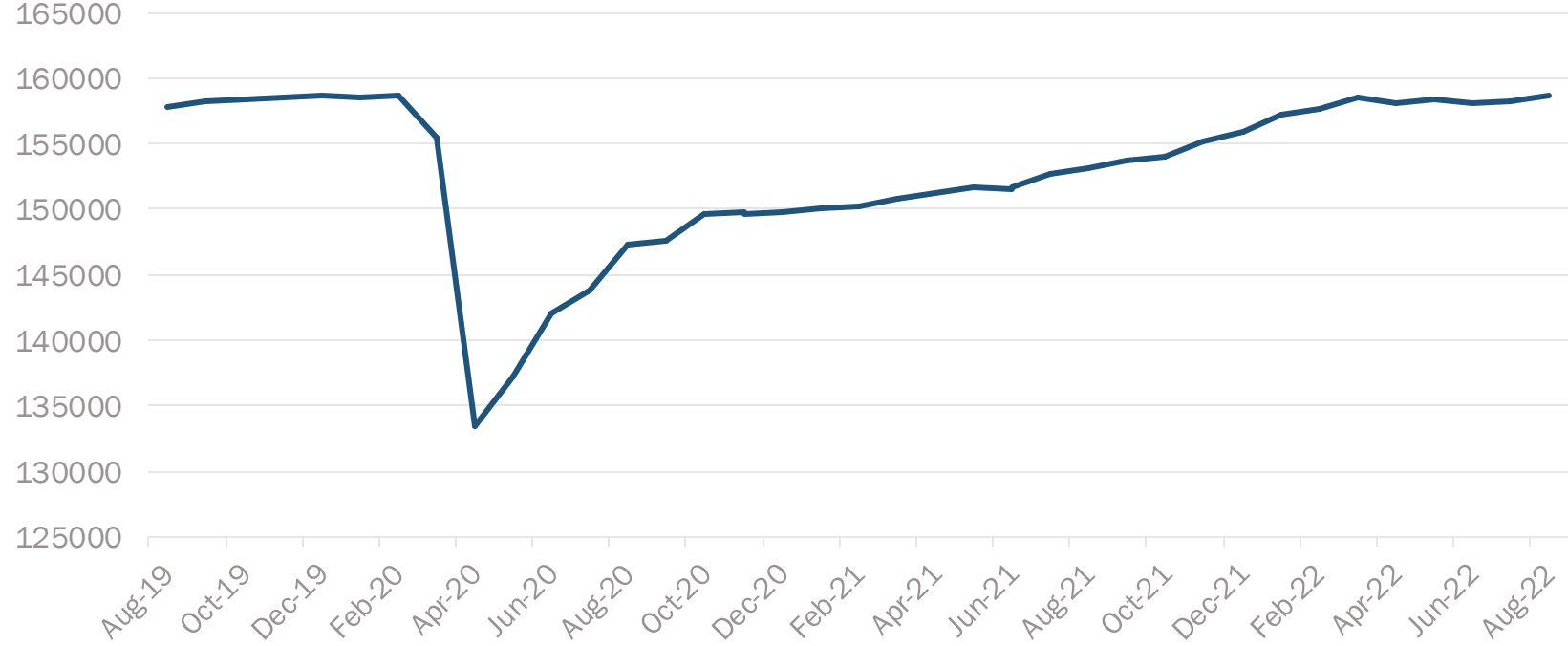
Driving Forces of the Great Resignation & Now the Great Regret

3

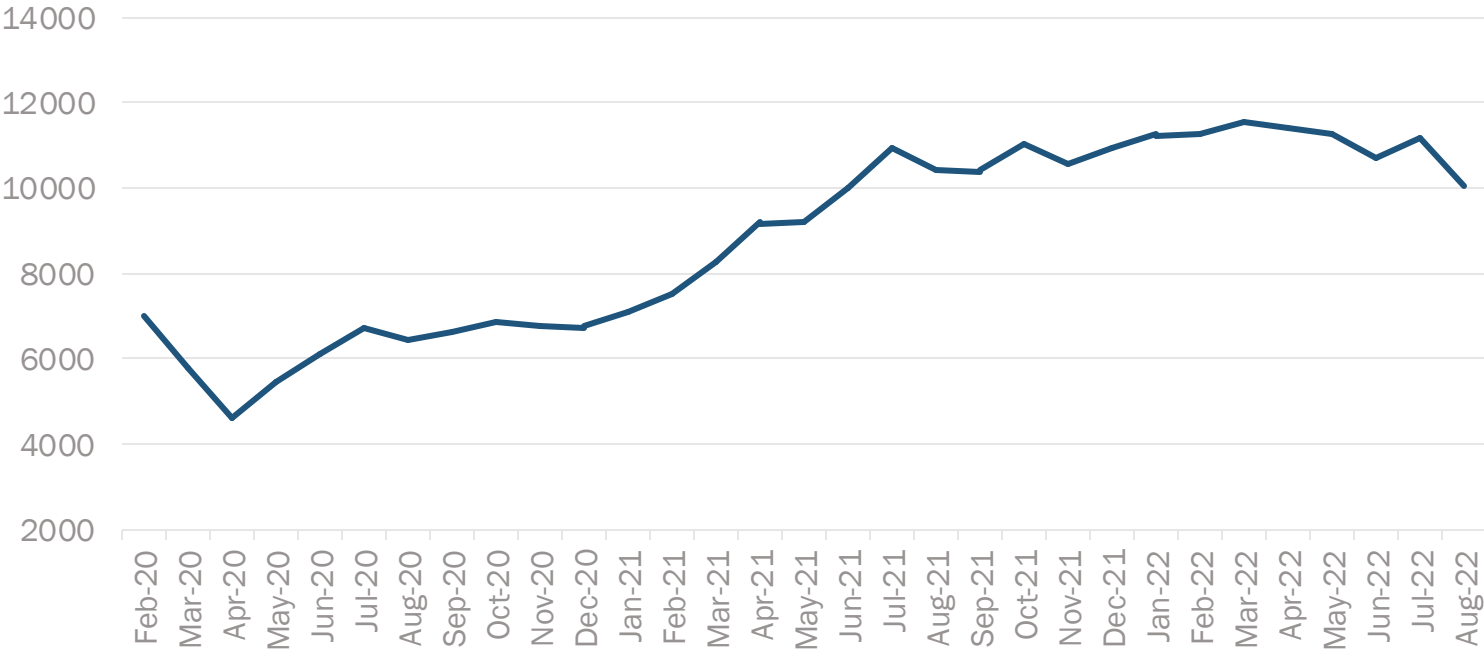
6 Tips for Winning Top Talent

TALENT MARKET SNAPSHOT

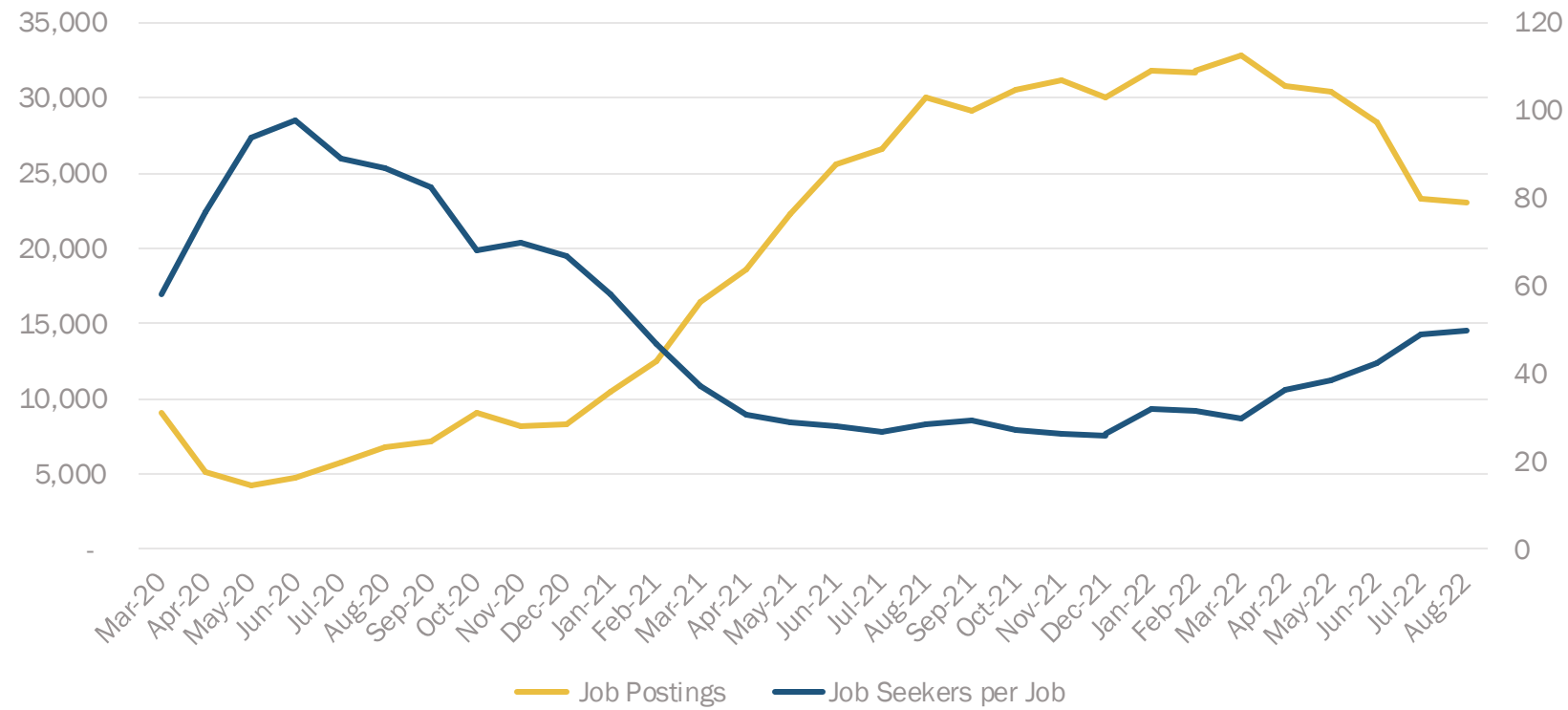
Employment almost back to pre-pandemic levels



Job openings decline slightly in August to 10M+, still at an all time high



Recruiter demand continues to outpace supply



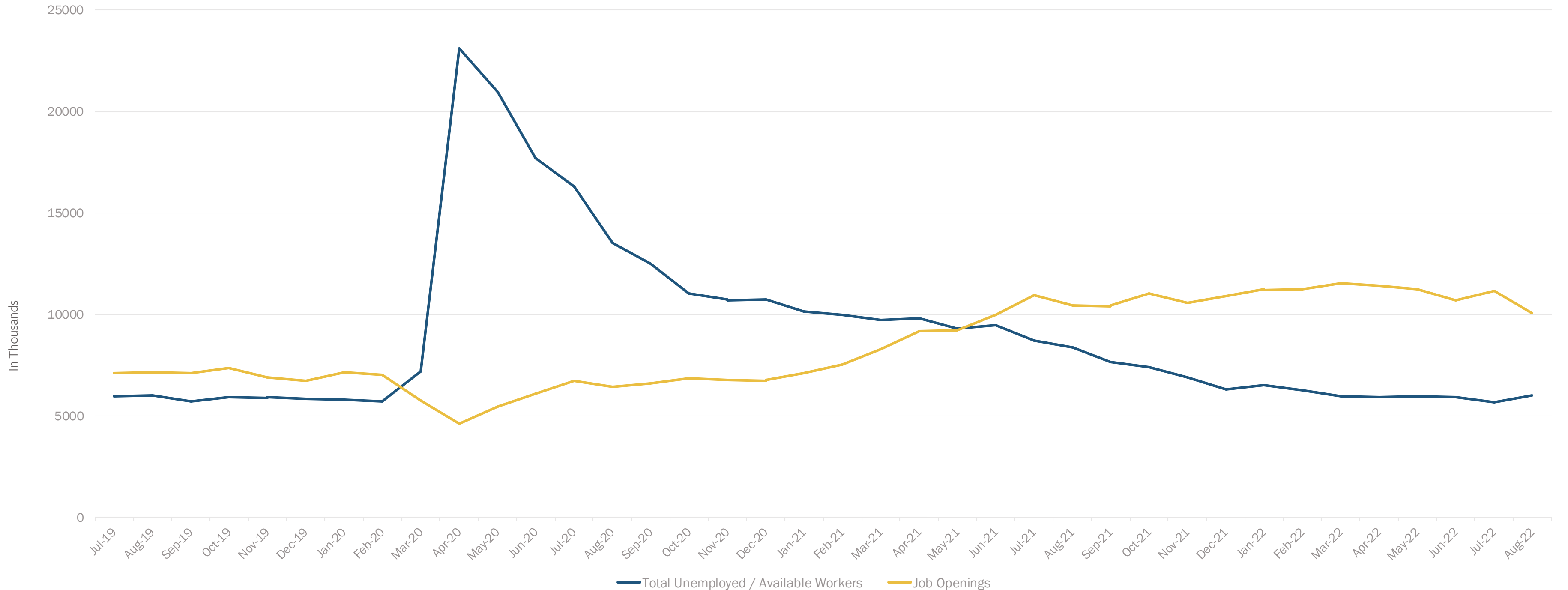
Recruiters are the hardest job to recruit for today.

- Wall Street Journal

Source: BLS & Indeed

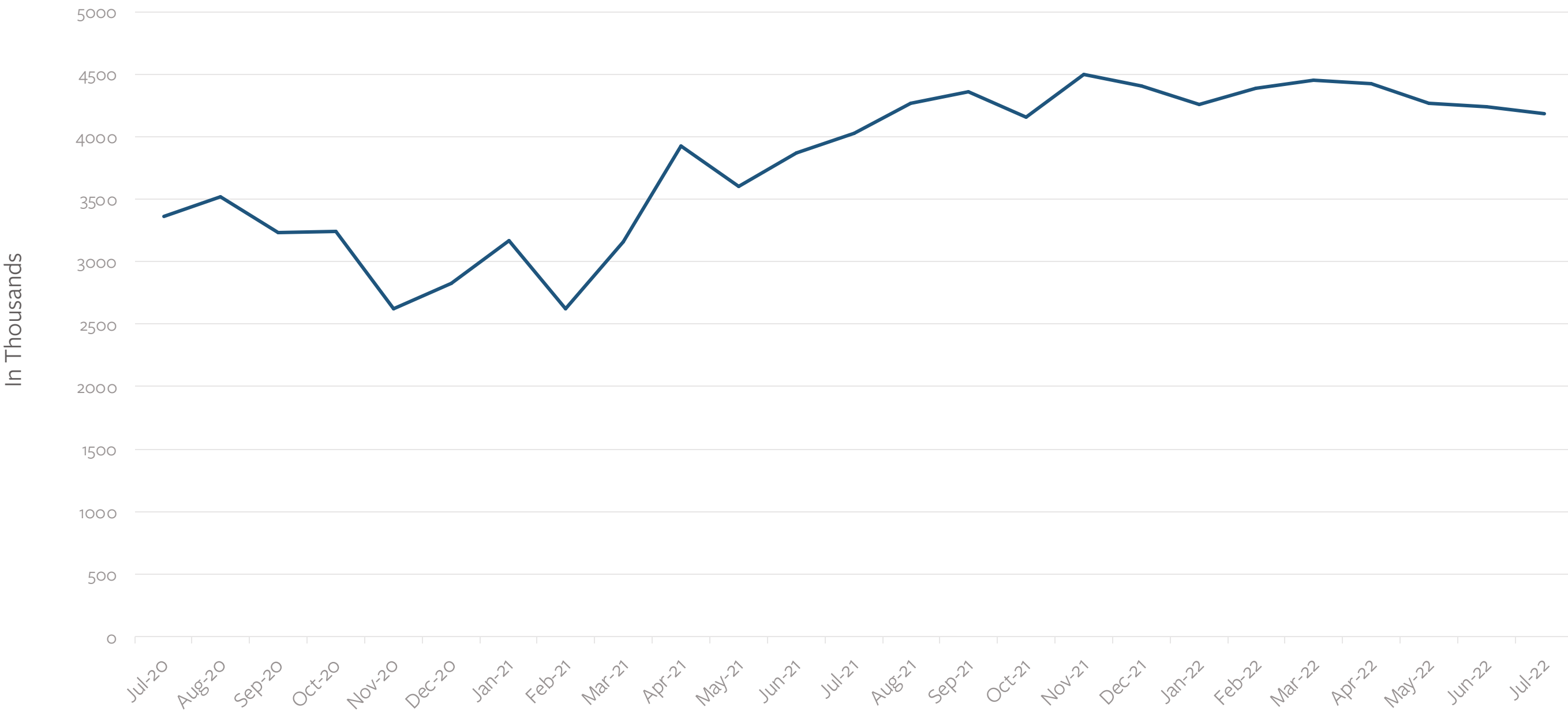
SUPPLY + DEMAND

With a continued decrease in unemployed workers and an all-time high level of job openings, we are facing a challenging labor market. As of the most recent data, there are about 5+ million more jobs than available workers.



VOLUNTARY TURNOVER

Resignation drivers include lack of engagement with managers, workplace satisfaction, flexibility, compensation, lack of career growth, and an abundance of other opportunities.

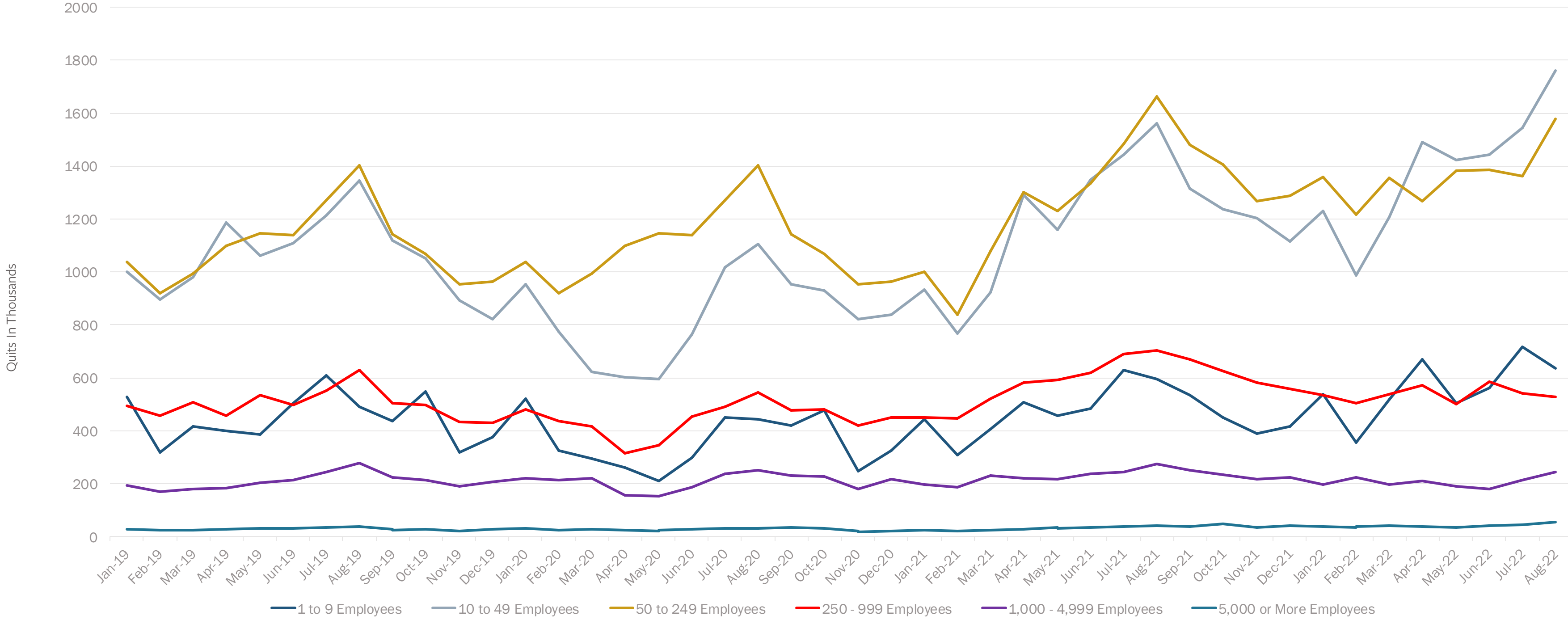


The number of people who are resigning from current roles reached an all-time high in November 2021 at 4.5M. Resignations have decreased slightly to 4.2M.

In 2019, the monthly average for quits was 3.3M.

Source: BLS

QUIT LEVELS ARE HIGHEST AMONG SMALL BUSINESSES



Source: BLS, JOLTS

INDUSTRIES WITH THE HIGHEST QUIT RATES

INDUSTRY	QUIT RATES	VOLUME OF QUILTS
Accommodation and Food Services	6.5%	869,000
Leisure & Hospitality	6.1%	956,000
Retail Trade	3.6%	565,000
Trade, Transportation, and Utilities	3.0%	867,000
Professional and Business Services	3.0%	682,000

What is the overall turnover rate in your organization?

0 - 25%

25 - 50%

50 - 75%

75 - 100%

What Factors Drove the Great Resignation

- Pandemic
- Low Pay
- No opportunities for growth/advancement
- No relationship with manager
- Childcare challenges
- Limited flexibility with schedule
- Lack of benefits
- No work life balance
- Toxic workplace culture
- All time high job openings / workers have more choices

Source: PEW Research, 2022



What is or has been the major driver for quits in your organization over the last two years?

Pay/competitive pressures

Limited opportunity for growth/advancement

Lack of relationship with managers

Childcare challenges

Limited schedule flexibility

Benefits

No work life balance

Toxic workplace culture

Other factors than those listed

None, we haven't had a problem with people quitting

Many employees who joined the great resignation are now discovering *the grass isn't greener*.

One in five employees who left their job during the Great Resignation regrets it.

- Harris Poll Survey USA Today



SO, WHAT DO EMPLOYEES WANT FROM THEIR WORKPLACE?

- To feel like a valued member of the team where their voices are heard
- Access to resources that will allow them to do their job
- Feel supported and appreciated
- Autonomy to set their own schedules
- A healthy work-life balance
- More growth opportunities, mentorship programs
- Alignment with company culture and core values
- Fair pay for their job responsibilities
- Benefits that match employee needs
- Transparency and open communication
- Supportive and engaged management
- Inclusive company policies
- Clear expectations



The Muse surveyed more than 2,500 workers and found almost **three-quarters of them (72%)** experienced either “surprise or regret” that the new position or new company they quit their job for turned out to be “very different” from what they were led to believe.

Nearly half (48%) of these workers said they would try to get their old job back.

What is your biggest challenge today as it relates to talent acquisition?

Sourcing quality candidates

Making hires

Engagement

Retention



6 TIPS FOR WINNING TOP TALENT

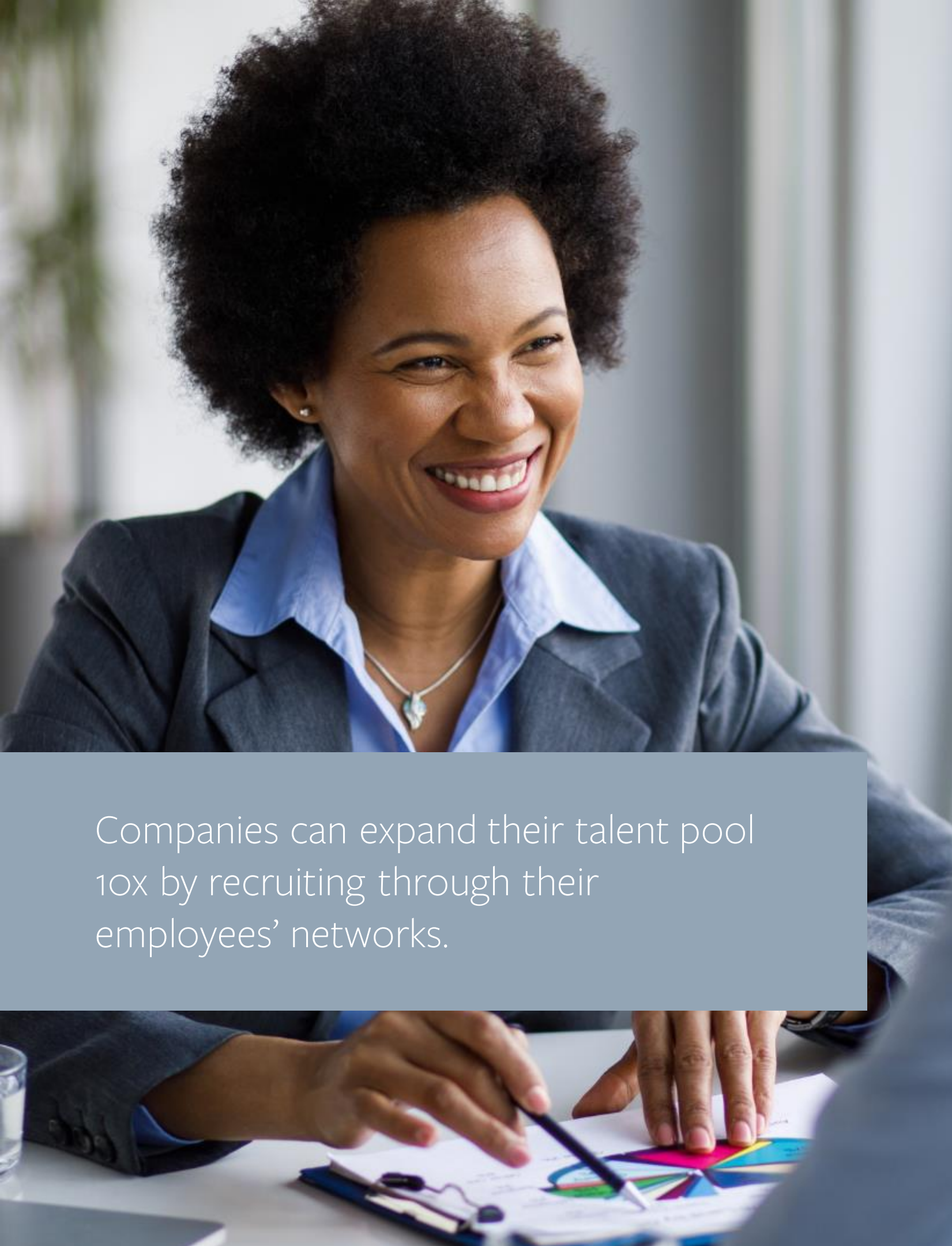
- ✓ Management of your online reputation
- ✓ Engaging your talent community
- ✓ Targeted email campaigns + messaging
- ✓ Active sourcing with dedicated recruiters
- ✓ Effective exit interviews
- ✓ Survey your current talent

DIGITAL REPUTATION MANAGEMENT

Your potential candidates are making decisions based on digital reviews and what they see about you online.

75% of people would not take a job with a company that had a bad reputation – even if they were unemployed!

- Does your website actively promote your EVP?
- What are people saying about you on employee review sites like LinkedIn, Google and Indeed?
- Are you acknowledging and responding to negative feedback online?
- Are you active on social media and sharing your EVP through images and stories?



Companies can expand their talent pool 10x by recruiting through their employees' networks.

TALENT COMMUNITY ENGAGEMENT

A talent community helps you save time, money, and resources – plus they've already shown interest in your organization.

- Ask your internal talent community to refer friends and family
- Actively engage your external talent community with relevant content (company news, employee testimonials, company culture, perks and benefits, etc.) not just open jobs
- Communicate what you're doing to be an employer of choice and a great place to work through your online channels in addition to email



TARGETED EMAIL CAMPAIGNS + MESSAGING

Leverage targeted email campaigns with appropriate messaging about what your organization offers that aligns with your ideal candidates.

Targeted email campaigns should speak directly to your potential candidate database about what you are doing now or what you are continuing to do that makes you an employer of choice, some examples:

Previous employees you would consider for rehire:

What changes have you made to create an optimal work environment or speak to things you've improved upon that previously caused employees to leave your organization?

Candidates who may not be familiar with your organization:

What makes your organization a great place to work?

Candidates who previously submitted an application, but didn't make it to the interview phase:

Why should they re-consider applying for a job within your organization?

Candidates who previously interviewed but didn't take the role:

What are the key areas that make your organization a great place to work, and why should they consider giving your roles another look?

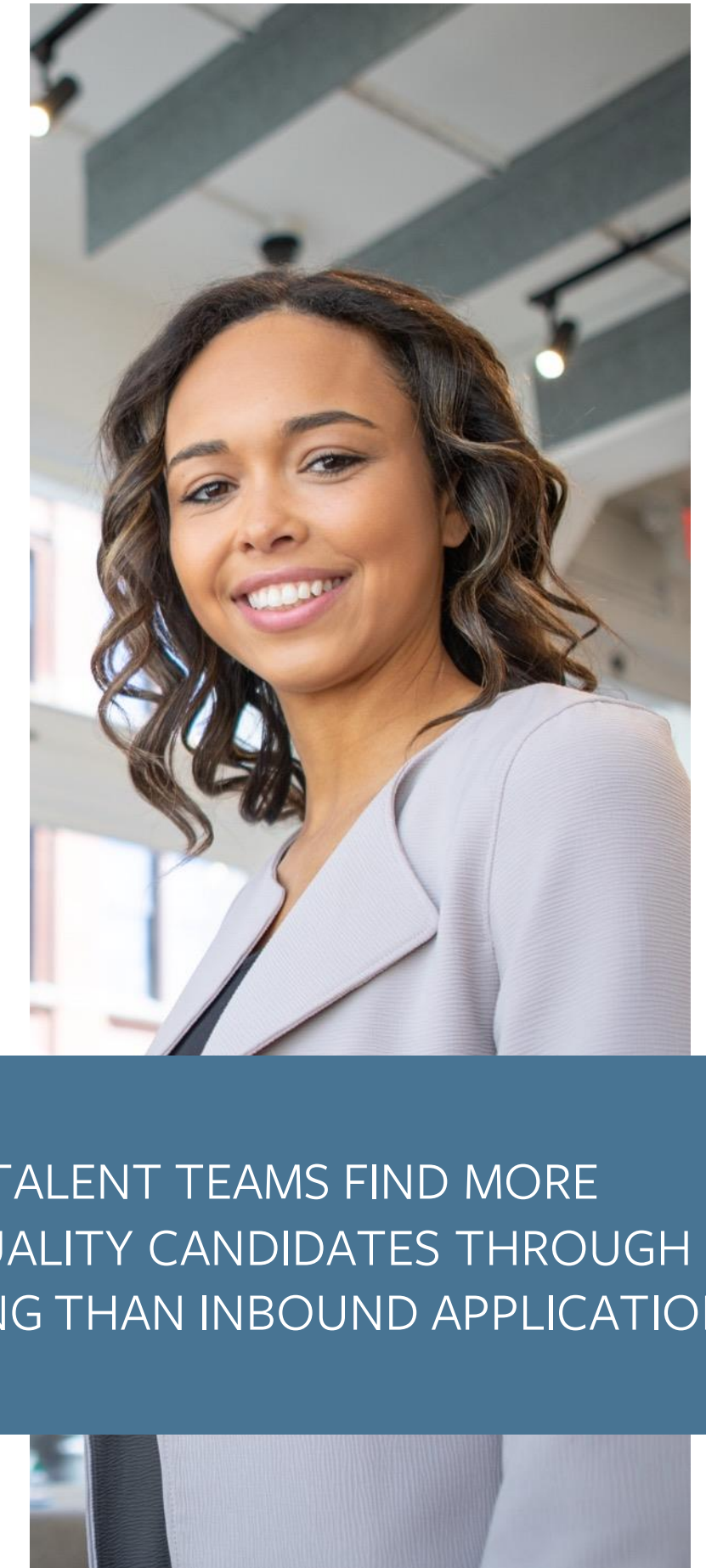
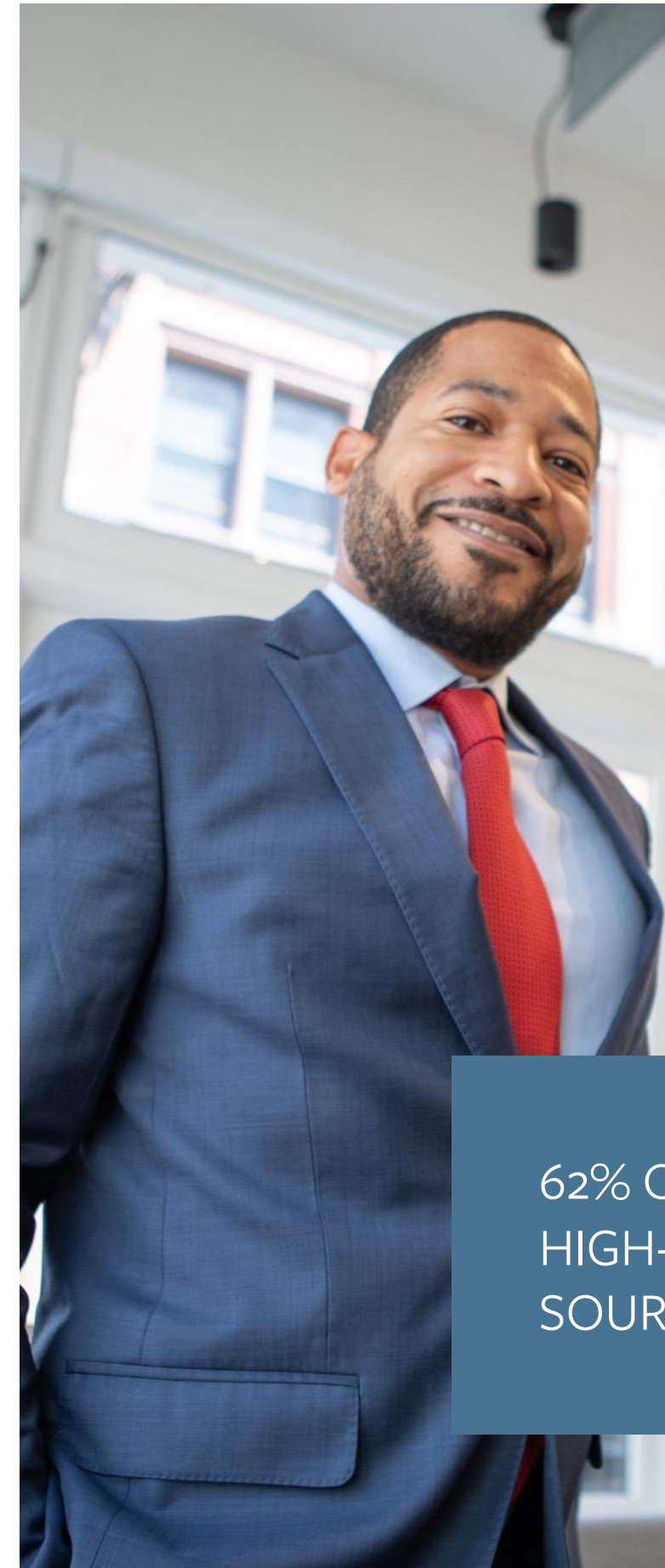
Targeted emails receive on average of an 8% click-through rate compared to general email sends, which generate just a 3% click-through rate.

- Hubspot

ACTIVE SOURCING WITH DEDICATED RECRUITERS

In this talent market, you can't afford to wait for candidates to apply; you need dedicated recruiters who are actively selling your story to quality talent.

- People can't be an expert in everything – you need recruiters who are dedicated to actively sourcing talent and engaging with your talent community
- 100% focused on using the latest recruiting techniques and tools to drive more quality candidates
- Active sourcing enables recruiters to ask more specific questions and understand a candidate's motivations and objectives more clearly
- Increased core value matching between the candidate and your organization



62% OF TALENT TEAMS FIND MORE HIGH-QUALITY CANDIDATES THROUGH SOURCING THAN INBOUND APPLICATIONS

Does your organization have dedicated recruiters?

Yes

Yes, but they have responsibilities outside of recruiting

No

EXIT INTERVIEWS – ARE YOU DOING THEM?

Understanding why employees leave should be an essential part of your strategic planning - use data from effective exit interviews to make your organization stronger and more marketable to quality talent

OVER 90% OF FORTUNE 500 COMPANIES CONDUCT EXIT INTERVIEWS

Three Purposes for Exit Interviews:

1. To learn where the company can improve itself
2. To make sure employees leave feeling good about their service and your organization
3. In some cases, to encourage the employee to stay under new circumstances

Does your organization conduct exit interviews on a regular basis?

Yes

No


Sometimes



CREATE A CULTURE OF FEEDBACK

SURVEY & TALK WITH YOUR CURRENT EMPLOYEES

- Survey your current employees – find out what they like and what they don't
- Use data and survey findings to make needed changes in your organization and communicate this back to your employees
- Encourage 1:1 employee and next-level leader meetings weekly
- Provide additional avenues for employee feedback outside of surveys and managers (mentors, etc.)

 Text **HUEMAN** to **22333** once to join

Which one of these 6 areas are you going to focus on going forward?

Digital reputation management

Targeted email campaigns + messaging

Building a talent community and/or more engagement with talent community

Active sourcing with dedicated recruiters

Conducting regular exit interviews

Surveying internal employees and using the data



HUEMAN'S SERVICES

DIRECT HIRE

- Direct hire sourcing for management and staff-level positions
 - No minimum amount of hires
 - Simple Fee Structure:
 - Low requisition fee
 - Low success fees

TALENT ACQUISITION CONSULTING

- Website and career site
- Engagement
- Recruitment marketing
- Online reputation management
- Employer branding



Questions



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