WINNING THE WAR ON TALENT
Best in Class Hiring Strategies

June 8, 2022

association education alliance
INNOVATION THROUGH COLLABORATION
PARTICIPATING ASSOCIATIONS
ALEX CHAUSOVSKY - PRESENTER

- Director of Analytics & Consulting, Miller Resource Group
- Highly experienced market researcher and analyst with more than twenty years of experience in economics, industrial manufacturing, automation, and advanced technology trends.
Recruitment & Hiring

Training & Development

Employer-Employee Relations

Maintain Company Culture

Manage Employee Benefits

Handle Disciplinary Actions

Create a Safe Work Environment
850+ PLACEMENTS

6,500+ FIRST INTERVIEWS

13,000+ CANDIDATES PRESENTED

68,000+ CANDIDATE CONVERSATIONS

REAL WORLD EXPERIENCE SPEAKS
Miller Resource Group since 2015
Active Candidates
• Unemployed
• Proactively searching
• Set up job alerts
• Actively applying (Shotgun approach)

VS

Passive Candidates
• Employed
• Not searching but open
• Casually browsing
• Wouldn't apply unless personally engaged
The Type of Candidates You Interview is Critical

Continuous Improvement is the goal

- It takes ~11 interviews to fill a role with active candidates
- It takes ~4 interviews to fill a role with passive candidates
How Many Interviews Should it Take?

<table>
<thead>
<tr>
<th>Interviews</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2 Interviews</td>
<td>83%</td>
</tr>
<tr>
<td>3-5 Interviews</td>
<td>14%</td>
</tr>
<tr>
<td>6+ Interviews</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

If your process involves conducting more than 2 interviews to fill a job opening, you could miss out on top talent!
Compensation Analysis

<table>
<thead>
<tr>
<th>Metro Area:</th>
<th>Chicago-Naperville-Elgin, IL-IN-WI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience:</td>
<td>4 - 6 years</td>
</tr>
<tr>
<td>Number of Employees:</td>
<td>20 - 49</td>
</tr>
<tr>
<td>Education:</td>
<td>Post-Secondary Certificate</td>
</tr>
<tr>
<td>Industry:</td>
<td>Wholesale Trade</td>
</tr>
<tr>
<td>Annual Revenue Range:</td>
<td>$10M - $50M</td>
</tr>
</tbody>
</table>

Key Insights

Recommended Salary: $70,705
10.5% higher than the national recommended base salary of $64,005

Current Supply:
- Significant Shortage

Salary Forecast:
- $71,360
- Expected to increase $655 by Q4 2023 (0.9%)

Median Salary:
- $58,436
- 9.6% higher than the national median salary of $53,392

Distribution Field Technician Recommended Salary

Source: LaborIQ
The Salary Gap by Industry

How does this impact salary offers across industries?

- **Finance & Insurance**: $119,787
- **Hospitals**: $113,687
- **Construction**: $108,911
- **National Recommended**: $106,743
- **Food Manufacturing**: $98,644
- **Non-Profit Civic & Social Organizations**: $95,830

**HR Manager**

Note: Salary recommendations based on Bachelor’s degree and 4-6 years of experience.
Sources: LaborIQ®, Bureau of Labor Statistics
A Comprehensive Offer

LEVERS TO PULL

Salary  Bonus  LTIs Options, RSU's  Sign-on's  WFX arrangements  PTO  Relocation Packages
QUESTIONS
THANK YOU!

NEXT WEBINAR IN THE SERIES:
WEDNESDAY, AUGUST 17, 2022