




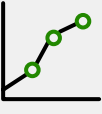



Tips For Hiring In A Super-Tight Labor Market

In a tight labor market, there is an increased availability of jobs with a relatively small pool of applicants and a high employment rate. The U.S. is recovering from the pandemic with more than 11 million available jobs, yet these positions are going unfilled.¹ While hiring in a tight labor market can be difficult, there are strategies you can use to help find the right personnel to fit your business needs.

Reasons behind a tight labor market

- 1 Health and safety concerns surrounding the pandemic
- 2 Generous unemployment insurance benefits
- 3 Lack of accessible child care options
- 4 Accelerated decisions to retire
- 5 Reluctancy of former employees to return to previous positions
- 6 Desire for higher pay and unwillingness to accept low or medium wages

How To Attract New Talent

-  Use multiple recruitment channels such as job boards, social media, word-of-mouth, and website's career page
-  Use exciting language in the job description
-  Relax geographical hiring requirements to cast a wider net
-  Be flexible by hiring multiple part-timers instead of a full-timer and consider freelancers
-  Keep an open mind regarding resume gaps and transferable skills
-  Reconsider previous applicants
-  Offer incentives to current employees for recruitment referrals
-  Show how your business is exciting, growing and essential