



Good Help is Hard to Find

Good help is hard to find! And it's even harder in 2023 than in any time in recent history. That's because there are simply fewer workers to 'find' to work for your business.

According to the Minnesota Department of Employee & Economic Development (DEED), there are more than 125,000 fewer employed persons in Minnesota in 2023 than prior to the pandemic (2019). This data includes individuals aged 18-70 who are in the workforce. Many have attempted to determine where these workers went, with the broadly defined 'Great Resignation' being the most popular answer that really doesn't tell where the candidates went and how they're replacing the income. This stress can be felt in companies near and far as they seek to develop and retain the best employees.

Poaching good employees from other businesses is up as well. Whether by poaching or quiet quitting or any other means, DEED data shows that greater numbers of workers are changing jobs or leaving the workforce altogether from 2021-2022. This means all of us employers are trying to hire from a diminished pool of candidates. What's an employer to do to find a great candidate, not just someone who has a pulse?!

Our recommendation is to consider engaging a retained recruiting firm as a great way to cultivate the best candidates for your job, so you find the person who not only has the skills needed but also fits your company's culture. One of the great advantages of using a retained recruiter is the substantially reduced time it takes to put your new team member in place. It can cost less cash to hire directly, but a skilled recruiter can bring you a slate of candidates who meet the criteria you've established so you're positioning your candidate and your company for success and do so in much less time. Time is money, so while you're not paying a recruiter, you're also not seeing all available candidates and you're losing time conducting your own search. We've helped several successful companies attract and on-board new leaders in 2023 and would love to share more about GJHC's Retained Search practice.



Our Fractional HR services are a benefit to your team!

Showing employees your appreciation is a critical part of a professional HR team. Is your company engaging employees so your people feel connected to your business and its goals? GJHC has fractional Human Resources professionals from Generalist to HR Director who can ensure your team is valued and not looking to see if the grass is greener elsewhere. Show your team you care with our outsourced fractional HR team! We work with all sizes of companies to make sure you're compliant with the myriad of employment laws and providing great interactions for your team whether you have a handful of employees or 200!

Our Coaching services set your team up for success!

Finally, you can thank your rising leaders by engaging in leadership coaching. GJHC has coaches for executives, developing leaders, sales professionals and more to get the most from your team. You show your team you're interested in them by helping your critical teammates learn how to do their job better under the direction of an Executive Coach. Our coaches have been trained in the latest and best programs to help thank your employees and set them up for success.

As we anticipate the arrival of Summer in the next month, reach out to Gwen for ways to keep your employees focused on your goals!

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**Fractional &
Interim Human
Resources**

**Retained
Searches**

**Executive
Coaching**