



## Labor Market Finally Beginning to Cool

The September 1, 2023 Wall Street Journal story on last week's jobs report showed that hiring slowed in the summer months and unemployment numbers rose in August as a result of high interest rates. According to the story, "U.S. employers added 187,000 jobs last month, while payrolls in June and July were revised down a combined 110,000, the Labor Department said. Over those three months, a modest 150,000 jobs were added monthly on average, down from an average gain of 238,000 in March through May." So hiring is declining but great candidates are still elusive due to the large numbers that left the workforce. Increases in the number of jobs over the past three months is substantially less than the 400,000 average monthly jobs increases in 2022. Locally, the State of Minnesota has deemed September to be Workforce Development Month in an effort to connect businesses with candidates.

### We can find the best candidates for your roles

Our recommendation to find the right candidate is to engage an experienced Retained Search team like Gierke Jungbauer Human Capital (GJHC). Our proven evidence-based process demonstrates looking at the entire candidate pool to find your important new team members and avoid simply looking at one candidate and hiring them because they check the boxes. You want to see who's available for your role and compare and contrast the best candidates. Using a retained search firm allows you to see the best candidates who not only have the technical skills for your position but also fit well with your company's culture. We've grown our recruiting team at Gierke Jungbauer Human Capital and we believe we can help you find the best candidates to fill your roles. Reach out to Gwen today to learn more about how Retained Search actually can save your company money in the long run!

### We can provide an HR professional to work with your team

Retaining your employees, not only your best but also your solid performers, is greatly enhanced when you engage an experienced Human Resources professional to work with your team on an ongoing basis. Professional HR cultivates and encourages your team members and reminds them of the ways your company shows that it values its employees. HR makes sure employees have the right benefits elections and discusses ways to resolve issues for your team, leaving them to focus on your customers rather than internal issues. If your company doesn't need full-time HR, contact Gwen and she'll share how fractional HR gives you the experience you need with the hours you can afford.

### We can help you get the most from your leaders

Finally, help your growing performers and leaders excel through Executive Coaching services to help them develop and follow a coaching plan that allows them and you to see a path forward that benefits the employee, and your business (truly win/win!). Our experienced coaches work with your schedule to get the most from your leaders and future leaders by having a great path for them to follow. Gwen would be pleased to share our behavior modification based approach to leadership development!

### We can help your team

The hiring challenges will not be diminishing any time soon based on the numbers both on a national and state level. Avoid expensive temp agencies and productivity losses due to open positions by reaching out to Gwen to make your team a high performance team! Reach out now at no obligation to hear how we can help each other!



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**Contact us today!**

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