

# **WINNING THE WAR FOR TALENT**

---

## **FEBRUARY 16, 2022**

# PARTICIPATING ASSOCIATIONS

ASSOCIATION FOR  
HIGH TECHNOLOGY  
DISTRIBUTION **AHTD**

**CDA** Convenience  
Distribution  
ASSOCIATION

**ecia**  
Electronic Components Industry Association

**fisa**  
Distributors Serving  
Sanitary Processing

**FPDA**  
MOTION & CONTROL NETWORK

**GAWDA**  
GASES AND WELDING DISTRIBUTORS ASSOCIATION

**HARDI**  
Heating, Air-conditioning & Refrigeration Distributors International

**HRAI**  
YOUR ENVIRONMENT • OUR EXPERTISE

**iapdp**  
International Association  
of Plastics Distribution

**NAED**

**ISD** INTERNATIONAL SEALING  
DISTRIBUTION ASSOCIATION  
[www.isd.org](http://www.isd.org)

**ISSA**  
Advancing Clean.  
Driving Innovation.

YOUR INDUSTRY CONNECTION  
**MHEDA**  
Material Handling Equipment Distributors Association

**NAFCD**  
Trends • Education • Leadership • Networking

**PEI**

**NAHAD**  
THE ASSOCIATION FOR HOSE AND ACCESSORIES DISTRIBUTION

**NAWLA**  
North American Wholesale  
Lumber Association

**NBMMA**  
North American Building Material Distribution Association

**NIBA**  
The Belting Association®

**OPEESA**  
POWERING DISTRIBUTOR SUCCESS

**PTDA**

PRIORITY TONES & SYSTEMS  
DISTRIBUTION ASSOCIATION  
**STAFDA**

**WffSA**  
Wholesale Florist & Florist Supplier Association

**aea**  
association education alliance  
INNOVATION THROUGH COLLABORATION

**WA**  
Wallcoverings Association

# ALEX CHAUSOVSKY - PRESENTER

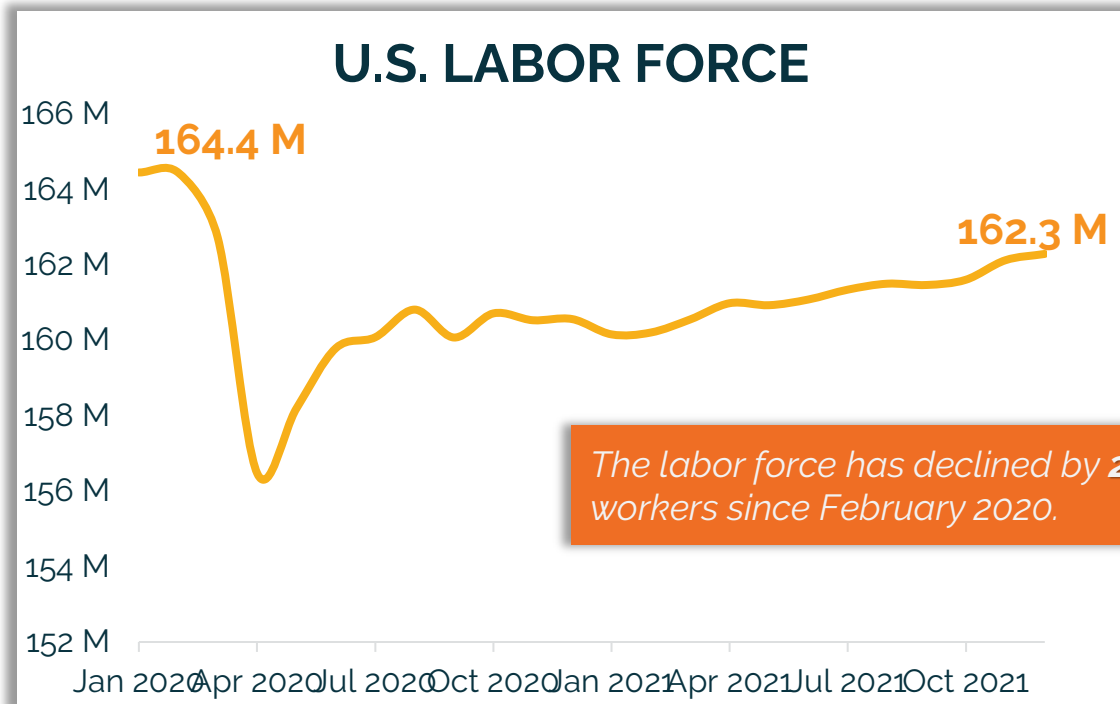
---



- 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.



# Labor Shortages Persist

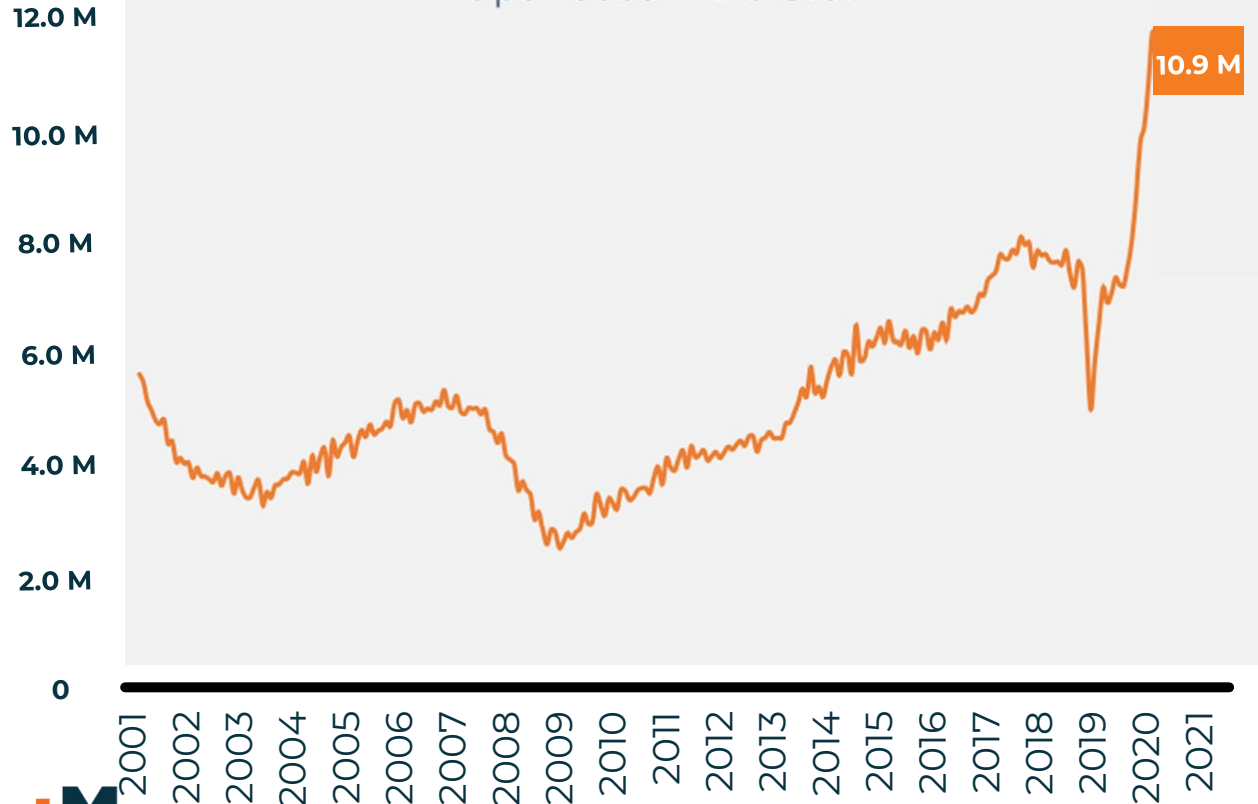


**3.9%**  
Unemployment Rate



# Job Openings at Record Levels

Open Jobs in the U.S.



## Prominent Sectors

1.8M Professional & Business

1.8M Healthcare

1.5M Restaurants & Hotels

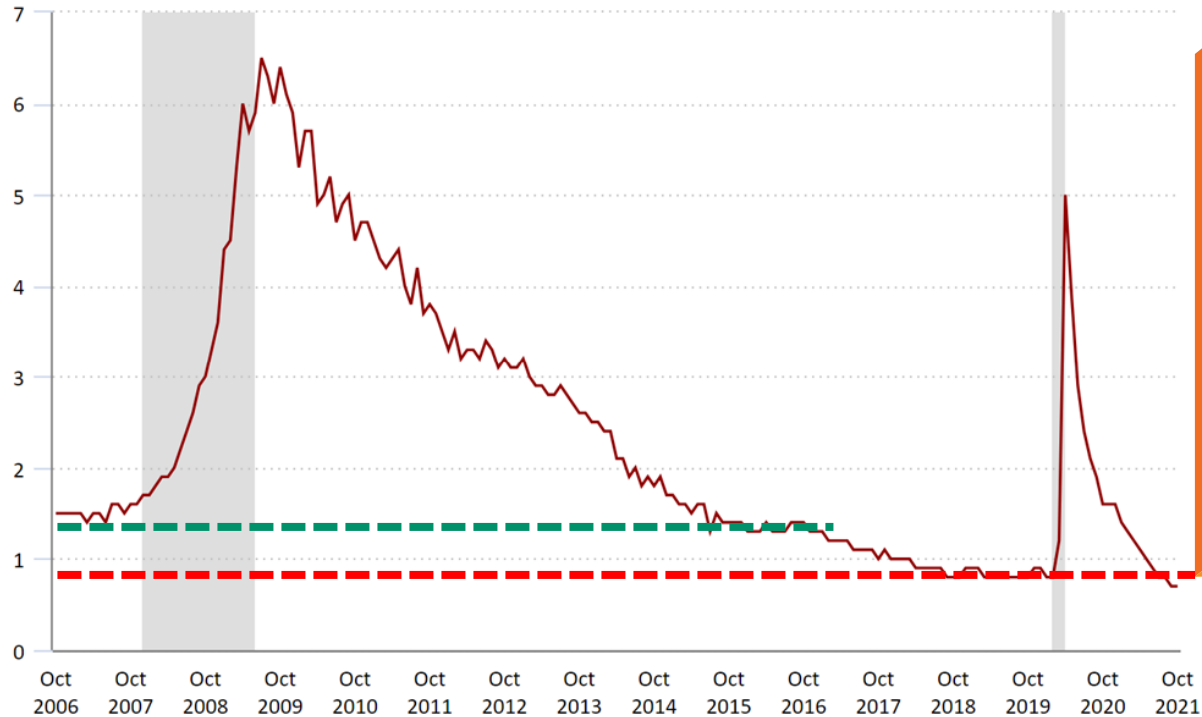
1M Retail Trade

850K+ Manufacturing

345K Construction



# Number of Unemployed per Opening



0.6

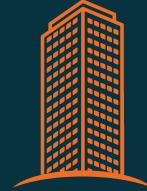
Number of Unemployed  
individuals per job opening

# Talent Supply & Demand Disruptors



LABOR  
SUPPLY

HYBRID &  
REMOTE  
WORK



COVID-19  
SURGES &  
VACCINES

WAGES &  
INFLATION





# Do you have a Talent Strategy?

Yes, absolutely! Who doesn't?

27%

No, but we're working on one!

64%

No, we're fine without one.

9%

This is a clear call to action  
for many businesses!





A close-up photograph of a hand in a dark suit jacket moving a golden chess piece (a king) on a black and white checkered chessboard. The background is blurred, showing other chess pieces and the person's arm.

# Talent Pain Points

A

EFFECTIVELY ATTRACT THE RIGHT  
TALENT

H

HIRING PRACTICES - BEST IN CLASS VS.  
STATUS QUO

R

TALENT RETENTION AMID LABOR MARKET  
CONSTRAINTS



## US RECRUITING

\$140 Billion in 2020



## SEARCH & PLACEMENT

\$17.6 Billion in 2020



## STAFFING

25,000+ Firms

# RECRUITING INDUSTRY STATS

"Recruiters should be viewed as a business partner, someone who is critical to the success of the business."

-CEO of Fortune 500 Co.



# QUESTIONS

---

?





**THANK YOU!**

---

**NEXT WEBINAR IN THE SERIES:  
WEDNESDAY, APRIL 20, 2022**

