

EXPECTATION #5 (Cont.)

Phones will be the source of communication. But actually, having calls? Not so much.

Mobile job-searching has gone from under 10% to almost 70% in the last three years. This shift now defines how workers are finding jobs, as well as the relationship between workers and employers. More than 60% of job seekers say they don't complete job applications because they are too lengthy and time-consuming. However, mobile-friendly applications produce over a 90% completion rate.

Job seekers are now more receptive to texts than to calls. Most report that they ignore calls from unfamiliar numbers. So, best practice suggests that if employers want to reach an applicant, they should text to arrange a call. Mobile devices offer the opportunity to completely reinvent the job seeker and hiring experience, condensing what used to take days and weeks into hours and even minutes. Employers that make the hiring process simple, enjoyable and fast without compromising quality or accuracy will enjoy an advantage over their competition.

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THE YEAR AHEAD

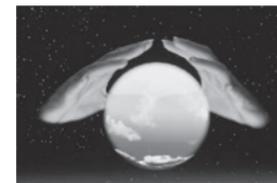
One thing is for sure: change is the norm. The preferences and expectations of workers and how we will meet them is increasingly challenging. Here at Reitman we are working to assure our client and candidate experience around recruiting and placing talent, finding a job, onboarding and managing HR processes are consistently positive.

Jacelyn Manga, *Why 2017 is the Year of the Hourly Worker*, Economy, Entrepreneurship.

FROM THE PRESIDENT'S DESK



2017 BUSINESS PREDICTIONS



MORE MILLENNIALS WILL ENTER LEADERSHIP ROLES

Millennials are now the largest segment of the U.S. population. They are poised to take on management positions as more than 3.6 million company chiefs retire.

TENURE SHORTENS IN TECH INDUSTRY

Average employee tenure will continue to shorten in the tech industry "The technology industry has the lowest average employee tenure, and this will continue in 2017". This can be attributed to the increased access job seekers have to available online job opportunities. In addition, hiring managers no longer see job hopping as a red flag when hiring employees, but rather a commonality.

PAPERLESS OFFICE TREND RISES

"The paperless office will be a growing trend in 2017." In the past, we physically printed paperwork to be reviewed, signed and scanned. This causes a significant drain on productivity and is environmentally negative. Software tools now allow us to securely manage files online. This means improved productivity, efficiency and lower cost.

QUALITY OFF-LINE EXPERIENCE

"The more we connect digitally, the more we feel disconnected in person As we continue to strive for new technology, there will be a growing appreciation and deeper craving for quality offline experience". So, if you are not dedicating time to assure that your customers have a quality offline experience, you are going to miss out.

Excerpts from: Yarden Tadmor, CEO of Switch; Sofie Knowles, web developer and co-founder of PDF; Pro Monica Kang, founder and CEO at InnovatorsBox.

THE IPHONE WILL GET A RADICAL UPGRADE

The rumor mill is already cranking with leaks about the iPhone 8, due this year. Marking the 10th anniversary of Steve Jobs' original iPhone, the new model is expected to include radical changes like a super-high-resolution OLED screen that stretches from edge to edge of the device, and a home button transformed into a virtual on-screen button. Other rumored features include wireless charging capability. After the mildly disappointing iPhone 7, the next update could be a real hit.



A TESLA WILL DRIVE ITSELF ACROSS THE COUNTRY

Electric car company Tesla, led by billionaire industrialist Elon Musk, will enable one of its cars to drive itself across the country from California to New York. While the trip might make big headlines, and show off Tesla's



aggressive self-driving car tech, the venture will only be a test, likely filled with Tesla engineers ready to grab the wheel at a moment's notice. The electric computerized road trip also won't be the first.

That honor goes to auto supplier Delphi, which built an autonomous car that made the classic trip in 2015.

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2017 CT JOB TRENDS

Low unemployment is spurring many companies to implement more strategic broad-based and niche recruitment efforts to meet their talent needs. For certain industries, growth and change means these strategies are even more critical. Take a look at some trends that will impact hiring in 2017.

1.) Winning the War for Talent.



Companies large and small continue to struggle to hire the staff they need, reporting that they face a lack of candidates with the right education, experience, and capability, especially for entry-level positions.

This has led recruiting professionals to cast a wider net, including focusing more on retirees and the under-employed. Identifying and recruiting from groups with lower labor force participation can help fill the gap.

More and more companies are realizing that competitive pay as well as flexibility in scheduling are key recruiting benefits. And especially when the open positions are low-wage, have frequent schedule changes and/or are located in less desirable locations, companies need to invest in their "talent brand" to attract the people they want.

2.) Internet of ... Threats?



The employment of information security professionals will continue to grow in 2017, as businesses work to prevent hackers from stealing critical information or interfering in computer networks. The cybersecurity talent pool is already tighter than the general labor market.

While educational institutions are slowly adding specialized programs, it's likely that demand will still be chasing supply which could lead to more competition and higher wages for top cybersecurity performers.

3.) Construction Workers Needed

The U.S. will soon be looking for another 550,000 to 600,000 construction workers, according to The Washington Post, which cites a number of factors including:

- The rebound of housing construction from the 2008 recession
- A large millennial population "settling down" and demanding new homes
- Infrastructure spending on development and maintenance (bridges, highways, walls, pipes. etc.)



Construction is impacted more heavily by the retirement of baby boomers than other industries. And a more college educated workforce geared to professional versus skilled trades or construction jobs means

fewer young workers entering the field.

Look for construction employers to use higher wages to poach workers from the manufacturing, energy and agriculture industries.

4.) Health Care Will Grow as Pharma Streamlines Path to FDA Approval

Clinical trials are looking at a very different landscape than in previous years, as a result of the 21st Century Cures Act (CURES) that was signed into law last month.



CURES aims to modernize clinical trials and streamline the approval process for promising treatments, with special focus on pediatric diseases, medical devices, and vaccines. The law also provides the FDA with \$500 million toward modernization and the recruitment and retention of the best and brightest scientific professionals.

Implementation of CURES is likely to spur hiring in many health-related industries.

5.) Regulatory Changes in Accounting and Finance

Last year was difficult for the financial sector, with economic and political uncertainty complicating the completion of the post-crisis regulatory repair agenda, according to a recent report from Deloitte.

Although it remains to be seen how the incoming administration will proceed on banking regulation, it's nearly certain regulatory reform will be on the table. The president's website has noted that his financial services policy team will work to dismantle

Dodd-Frank and replace it with pro-growth policies. While accounting and finance firms will likely continue with robust hiring for core operations, they may avoid investing in permanent staff geared to future activities until they know more about the new administration's plans.

Uncertainty in the future may lead to an uptick in hiring temporary employees, as financial employers strive to remain nimble while they prepare for a variety of potential changes.

6.) Hiring

Hiring usually picks up in the second quarter.



Department of Labor Economist Patrick Flaherty says the rise is due in part to several factors. As summer approaches, many people announce their retirements and those positions need to be filled. Also, seasonal hiring for spring and summer begins. "So, the second quarter... is peak time to be looking for a job".

Home Depot says they will be hiring about 270 employees, some seasonal and some permanent part-time.

The Department of Labor says other hot fields for seasonal employment include construction, recreation, restaurants and IT services. recreation, restaurants and IT services.

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In an effort to better understand emerging trends, Jacelym Mangan, Chief Operating Officer of Snagajob recently reached out to leaders in the hourly space to get their thoughts on what they expect to see this year (and beyond).
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EXPECTATION #1

It will be a job seeker's market; employers will have to compete more than ever.

With the candidate pool shrinking, workers will have lots of choices and can be selective.

Employers will need to get more creative with the benefits they offer and how they market themselves to prospects; such as growth opportunities, flexible scheduling, unique company culture, paid family leave etc.

EXPECTATION #2

Flexibility will rule.

We'll continue to see more workers enter the "gig" economy, which will further blur the distinction between hourly and "gig" workers (consultants, contract workers and temporaries).

Employers should consider how they can offer workforce flexibility to stay ahead of the competition to ensure they are hiring and retaining quality talent.

EXPECTATION #3

We will see more uncertainty around worker classifications.

We are also seeing increased consideration over the classification of workers, particularly 1099 independent contractors versus W-2 employees is likely. And getting clarity around this is often tough for workers. The Department of Labor is working with the IRS and state legislators to combat employee misclassification and ensure that workers receive the wages and benefits they deserve. Additionally, recent immigration. rulings could lead to even more scrutiny over legal status and work visas.

EXPECTATION #4

Job automation and technology will continue to redefine communication.

Automation is relentless. Consumers now buy more online than in stores. Quick-service restaurants continue to streamline their operations, including self-order kiosks. And we are seeing technology impact how we initiate communication in processes like interviewing and scheduling. Snagajob, is experimenting with an on-demand network that connects employers with a pre-screened pool of workers so a shift can literally be filled in minutes. While we benefit from these advances the challenge will be how to assure effective and satisfactory person to person communication.

Continued on back page.