

GREENLINK PAYROLL

HEY JUDE



LET'S TALK IN THE NEW YEAR

So here it is New Year's Eve and I'm writing this blog to be posted in the New Year.

From the date of this posting you can see that procrastination is clearly one of my many areas for improvement as proven by this blog.

I want to talk about change – since that is the second most over used topic for the New Year. Not changes you want to make or changes in the economy or government laws or practices. I want to talk about the changes that may be going on in your workplace that you may take for granted or not even consider.

While many of the people in our work place may be similar and be seemingly happy and productive employees – our employees and the pool of applicants we draw from to hire new employees is changing and therefore their needs, goals and desires are changing.

Statistics show that:

- Since 2011 about 8,000 people are turning 65 every DAY and this trend will continue until 2029.
- Young people are transitioning into the workforce and earning money at a much later age than young adults 30 years ago. The age at which young adults are hitting median wage earnings has increased from 26 to 30 between 1980 and 2012.
- Government projects suggest that Immigrants will account for as much as half of the net population growth over the next few decades.
- The number of women in the workforce with children under 6 rose from 63% in 2005 to 68% in 2011.
- Employee longevity is staying fairly flat within the private sector with the median years of tenure at 4.2 years.

Overall, to me this means in order to stay with you as an employer, your happy and productive workers need and want more flexible schedules and time off due to health, family commitments or other outside interests. Retirement, health savings accounts or other long term savings plans may be important to people as they move to different jobs for various reasons. Workers regardless feel valued and tend to stay with employers who offer things that better fit their needs.

In the new year, what changes do you want to make to increase employee retention and engagement? Let's talk in the new year - call Greenlink Payroll at 480.385.2525 or email me at j.williams@greenlinkpayroll.com to see how we can help you achieve your New Year's Resolution of saving your business money.

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