

Addressing the Manpower Shortage

The logo for NECA Labor Relations is located in the bottom left corner. It features a circular emblem with a stylized wave and five stars above the text "NECA" in a large, serif font. Below "NECA" is the text "LABOR RELATIONS" in a smaller, sans-serif font. The entire logo is set against a light blue circular background.

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Define the Problem

America De-Industrialized

Education Reimagined

Conditioned students/parents/political to look down on the Trades

College Degree Focus

No Training

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Why the Shortage

Unexpected Retirements

Drop in legal immigration

COVID-19 Deaths and Illnesses

Labor Force is Smaller

The logo for NECA Labor Relations is located in the bottom left corner. It features a circular emblem with a stylized white wave and five stars above the text "NECA" in a large, bold, serif font. Below "NECA" is the text "LABOR RELATIONS" in a smaller, sans-serif font.

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The Economy Stupid

Gain 20 million jobs lost

10 million job openings

Only 5.7 million unemployed looking for work

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How Do We Address the Shortage

- Retain existing employees
- Effectively Train New employees
- Improve Work Environment
- Create a Happy Work Environment
- Provide Good Pay and Benefits
- Improve Recruiting Process

What Can Leaders Do?

- Act on Employee 'Feedback
- Implement Reskilling Initiatives
- Promote Work-Life Balance
- Improve Culture
- Build a Strong Team
- Increase Company Perks
- Use the VEEP Program

Workforce Motivators



Traditionalists

1928 – 1945

Loyal
Job Titles
Money



Boomers

1946 – 1964

Responsibility
Perks/Recognition
Challenges



Gen X

1965 – 1979

Flexible Schedules
Telecommuting
Bonuses/Stocks



Millennials

1980 – 1996

Culture
Continued Learning
Immediate Feedback

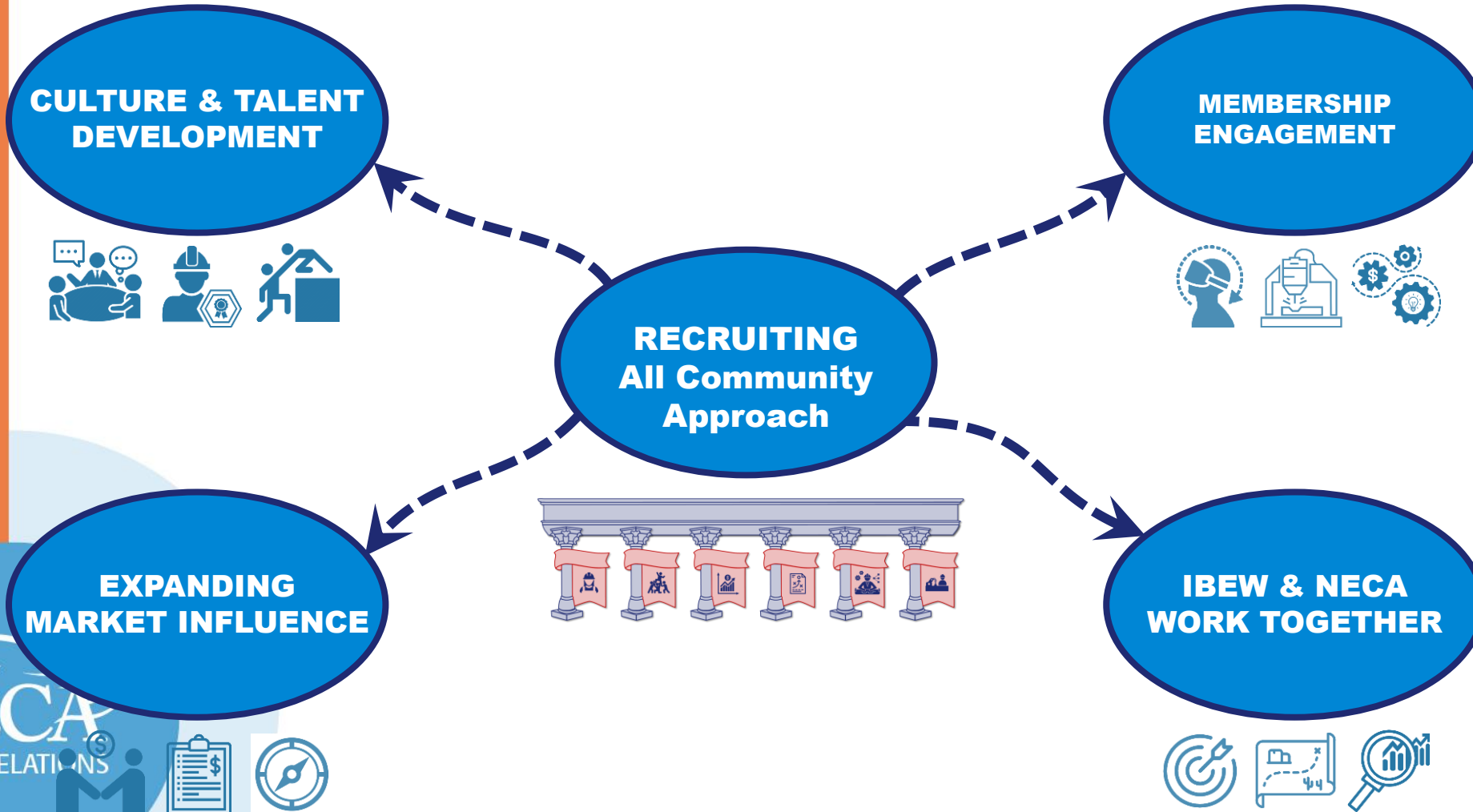


Gen Z

1997 – 2012

Social Rewards
Mentorship
Transparency

Today's Plan



Questions

