

Recruitment, Vacancies, and Talent Management

How low can we go?

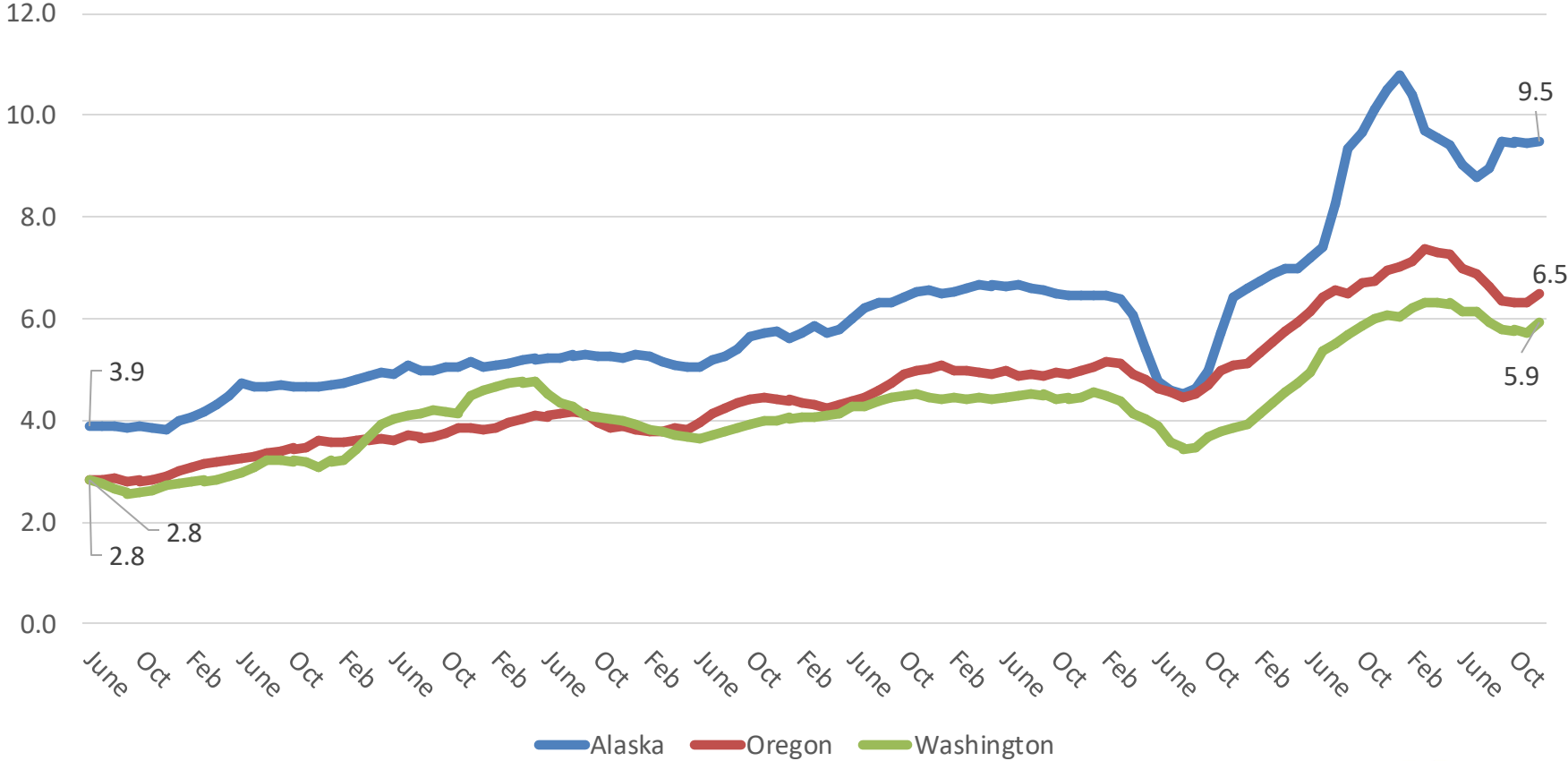
*Alaska Municipal Management Association
Northwest Managers Conference*

***Fairbanks, Alaska
March 30, 2023***



All Three States' Job Openings Rates are Up

Job Openings Rates, 2013-22
(six-month moving average)



Why?

Some of the things people are saying, whether true or not:

- People don't want to work anymore (kids these days!)
- Demographics (the Baby Boomers ... wreaking havoc again)
- Huge increases in self-employment
- Negative net migration flows (more people leaving the state than coming, especially those of working ages)
- Other things you've heard?



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Demographics Playing a Role in All Three States

Comparing Job Growth and Working-Age Population Change

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Alaska Employment Change 2013-2022: **-5.0%**



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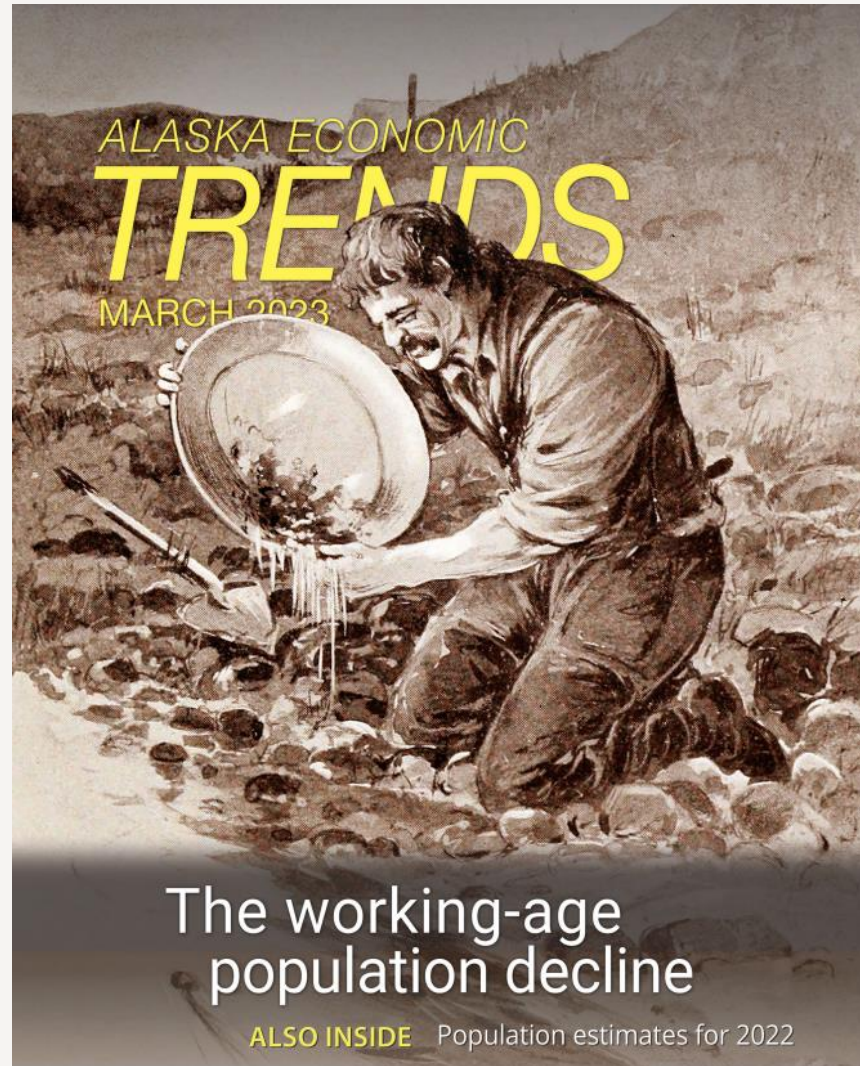
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Washington Employment Change 2013-2022: **+18.3%**



March's Issue of *Alaska Economic Trends*



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Which means employers are going to have to compete much harder than previously to hire and keep good workers.



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So what do they want?



Why Do Employees Leave (according to one survey)

Top Three Reasons for Employee Turnover in 2021 and 2022



Source: Society for Human Resource Management



What Job Seekers Are Looking For

Figure 3

What Candidates Care About the Most



Figure 3 is the average of all respondent rankings on a scale of 1–6.

Source: Society for Human Resource Management



A Few Things to Ponder and Share

- Is it better to hire a sub-par applicant or leave the position open? (And is there a difference in how you think about that if you're a government employer?)



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- Is it better to hire a sub-par applicant or leave the position open? (And is there a difference in how you think about that if you're a government employer?)
- How do you change your “culture” for the better and help workers find “fulfillment” in their work?
- **What changes have you made in this more challenging environment that seem to be working?**



Questions/Comments

Dan.Robinson@Alaska.gov

907-465-6040

