

*Where have all the people gone?...
And what do we do about it?*

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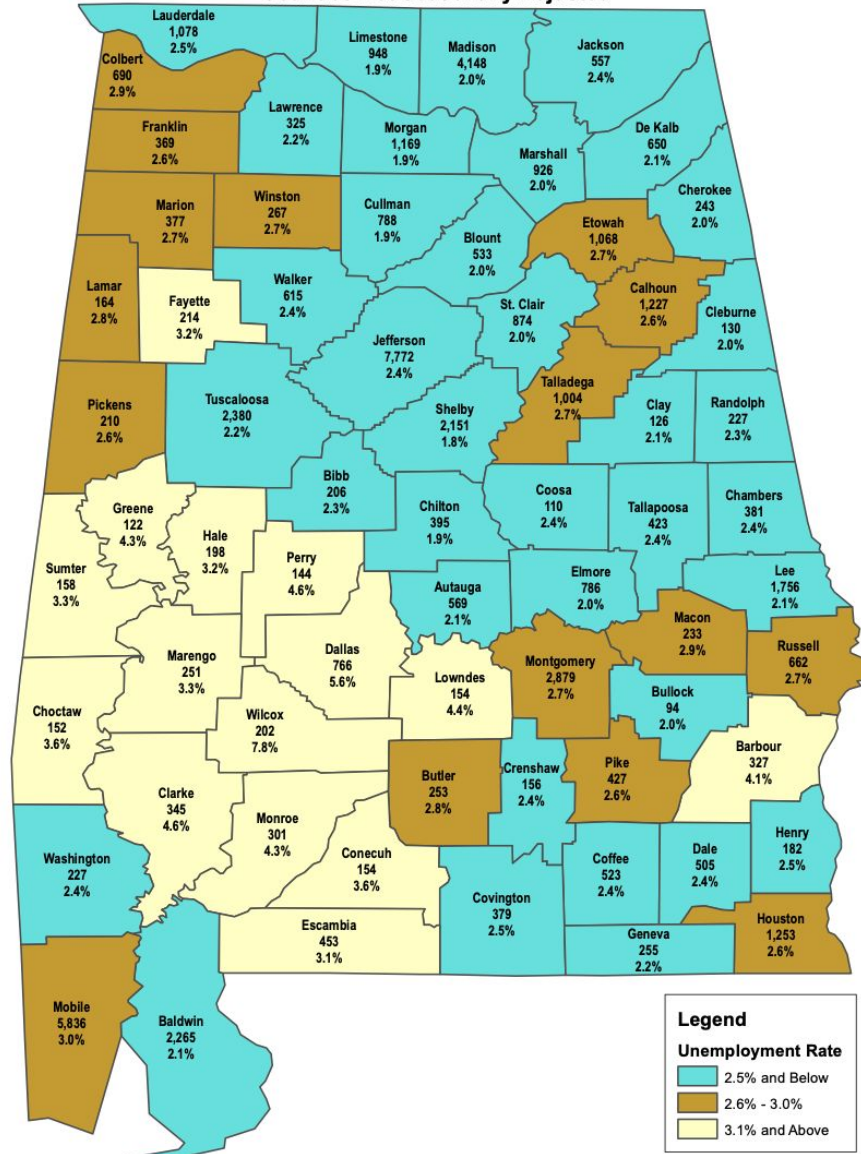
before we begin...

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for all the tools and resources from today



What is going on in the labor market?

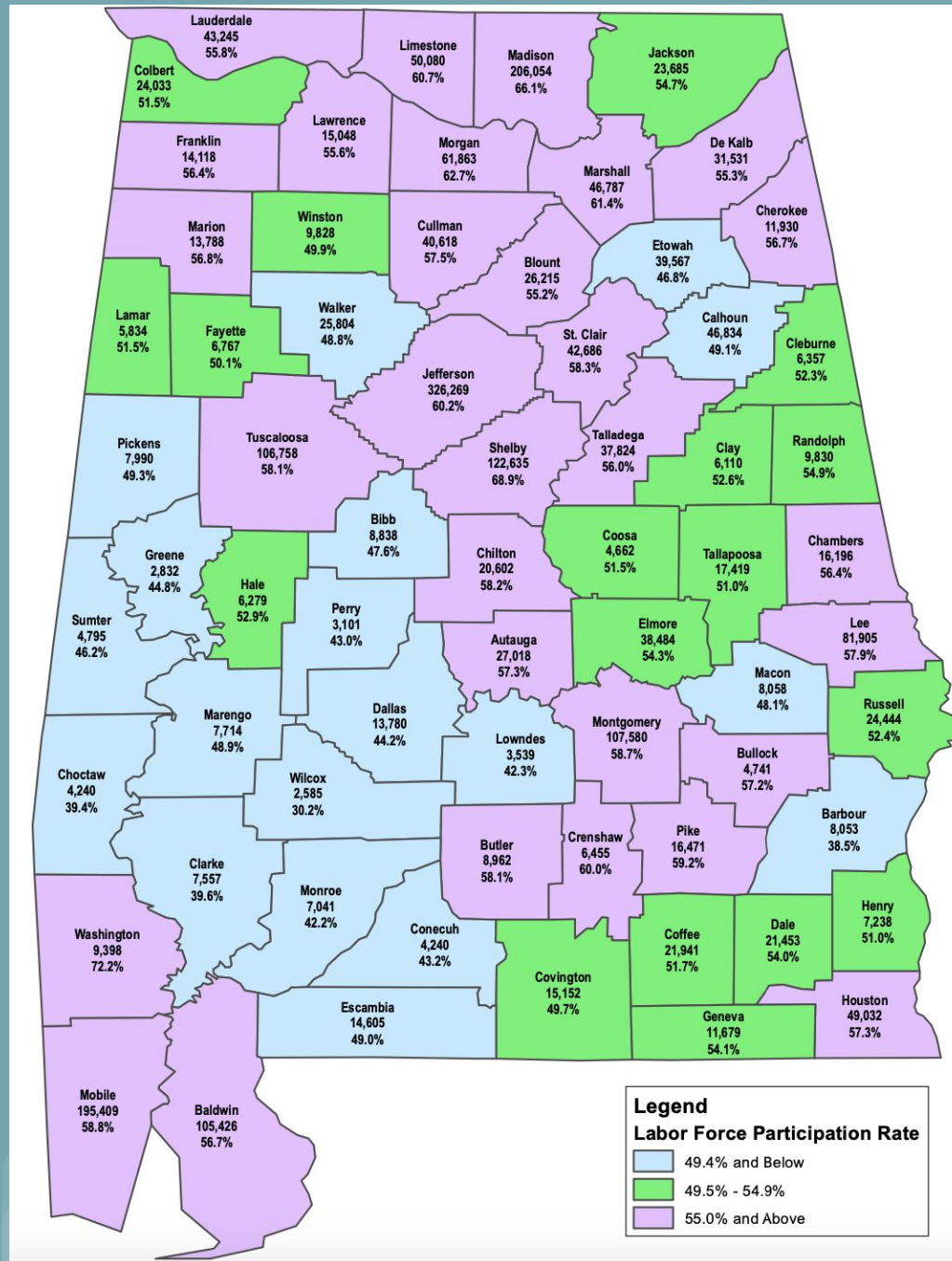
Alabama
Number Unemployed and Unemployment Rate
October 2023 Preliminary
State Rate Seasonally Adjusted: 2.3%
State Rate Not Seasonally Adjusted: 2.4%
Counties Not Seasonally Adjusted



Unemployment
 Rate by County
 Range:
 1.9-7.8%

Labor Participation

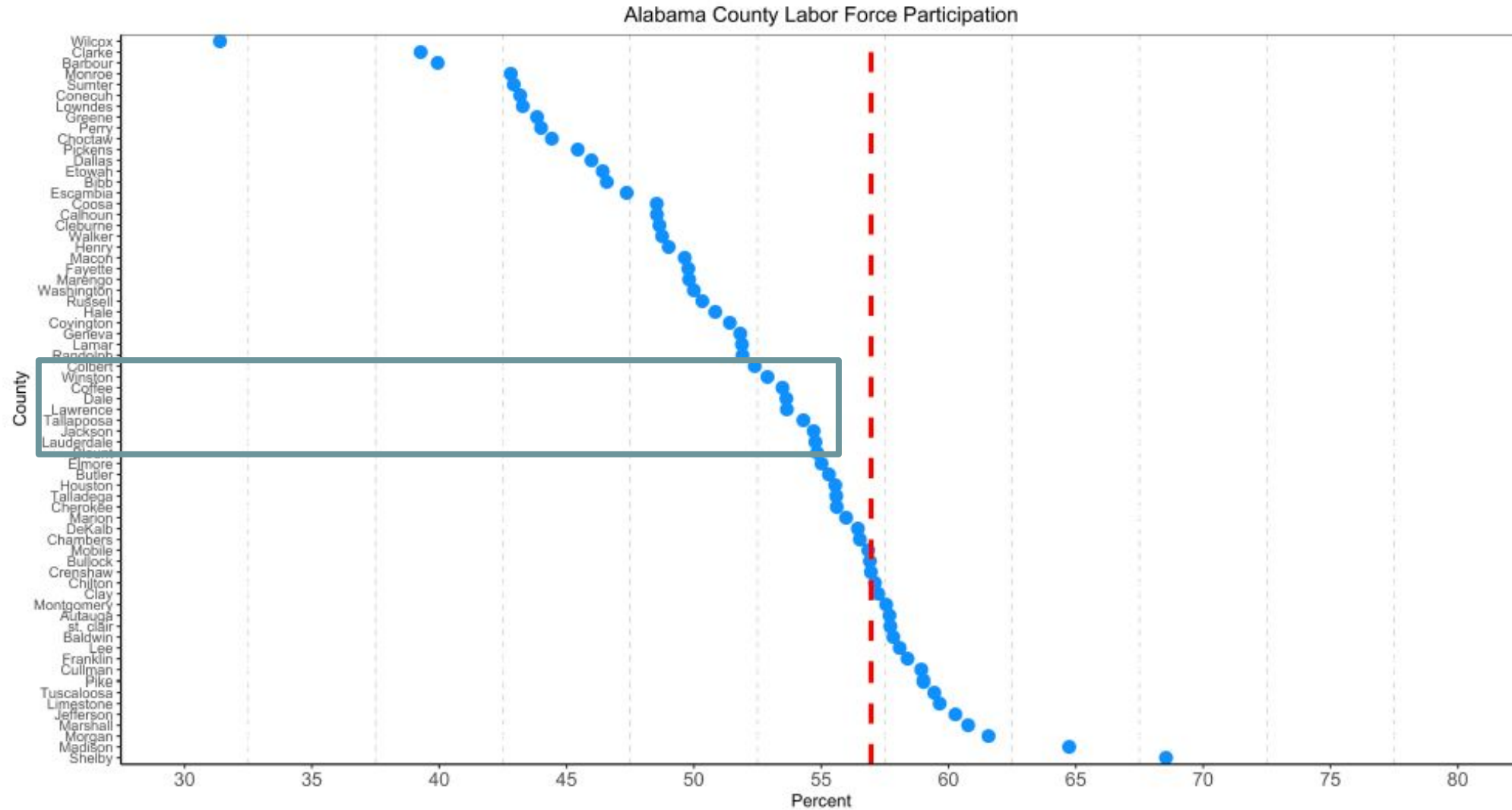
“The labor force participation rate represents the number of people in the labor force as a percentage of the civilian noninstitutional population. In other words, the participation rate is the percentage of the population that is either working or actively looking for work.”



Overall- 57%
 LFPR By County
 Range:
 30.2% - 72.2%

County Labor Force Participation

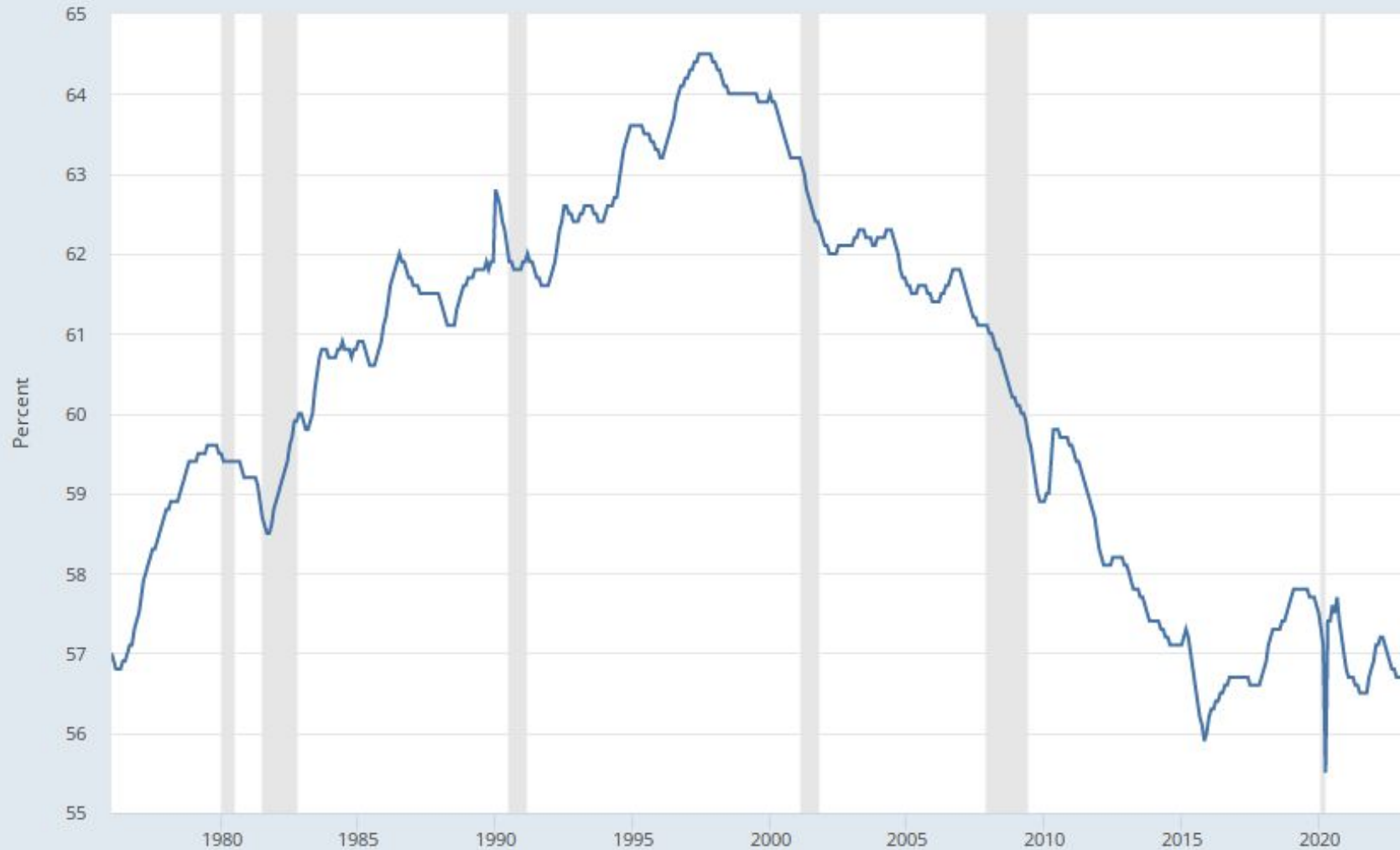
Source: Dr. Alex Ruder and Dr. Pearse Haley



Date: October 2021

Sources: Alabama Department of Labor; American Community Survey 5-year population estimates (2019). Population measure includes all individuals 16 and over.

FRED  Labor Force Participation Rate for Alabama

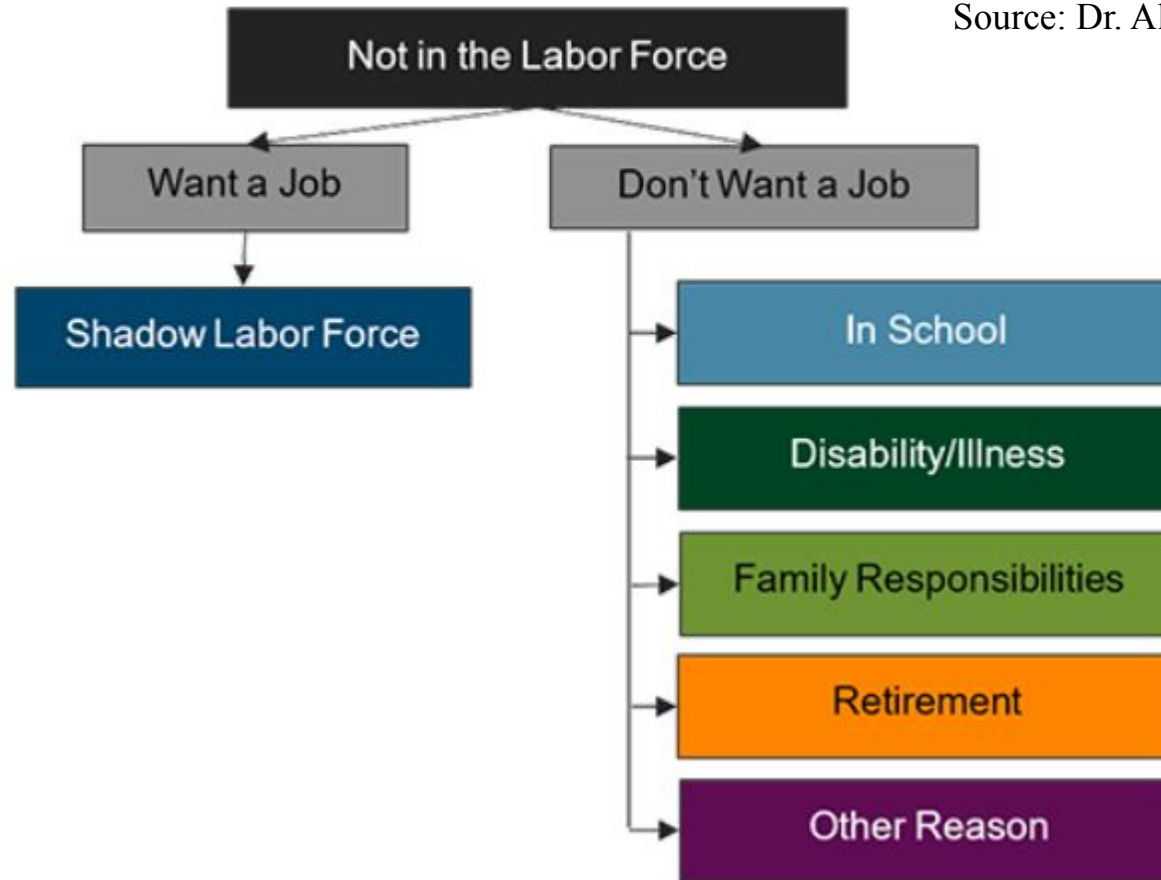


Source: U.S. Bureau of Labor Statistics

myf.red/g/17ZpE

Why are individuals not in the labor force?

Source: Dr. Alex Ruder and Dr. Pearse Haley



Source: Atlanta Fed Labor Force Participation Dynamics

Why does Alabama have such a low labor force participation rate? To determine this, we are comparing the labor force factors in two states. Alabama and (Alabama) the U.S.

TOTAL STATE LABOR FORCE PARTICIPATION RATE

VEHICLE AVAILABILITY PER HOUSEHOLD IN ALABAMA (BY COUNTY)

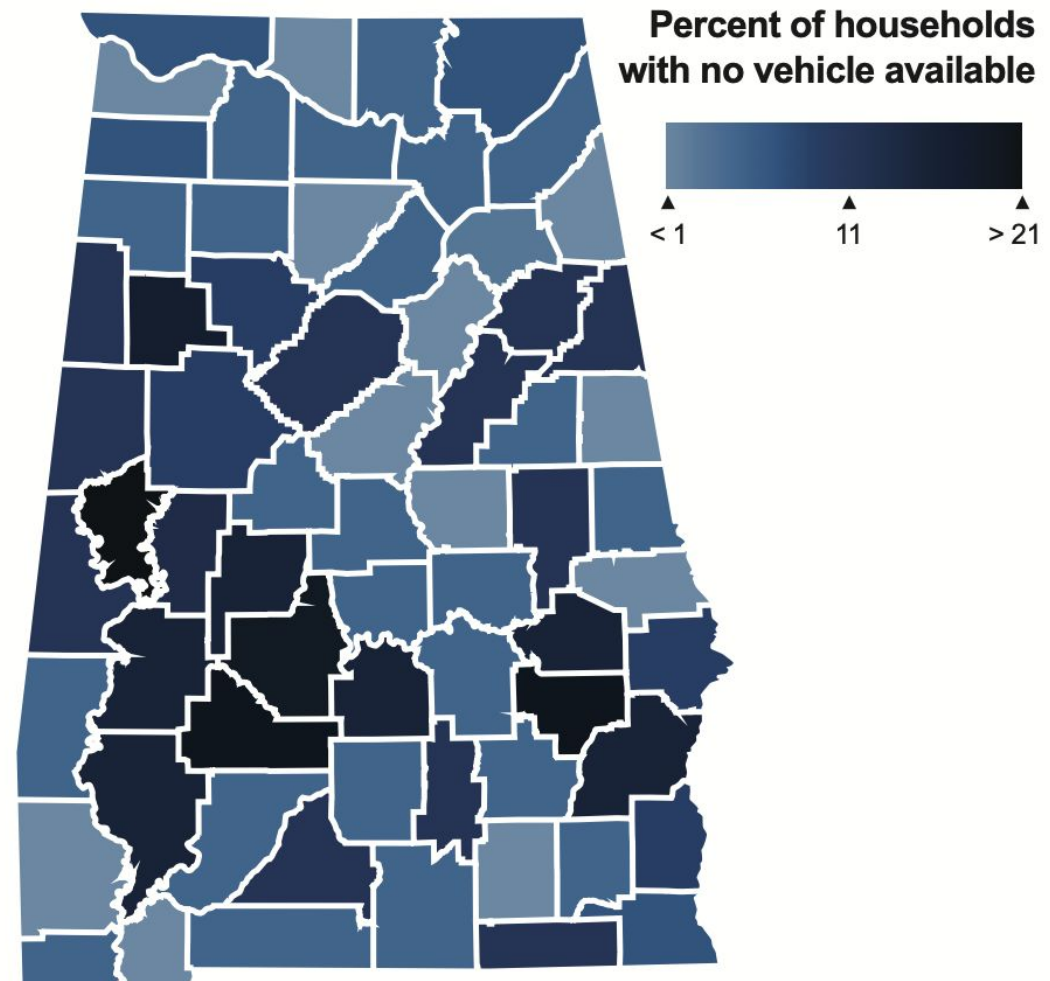
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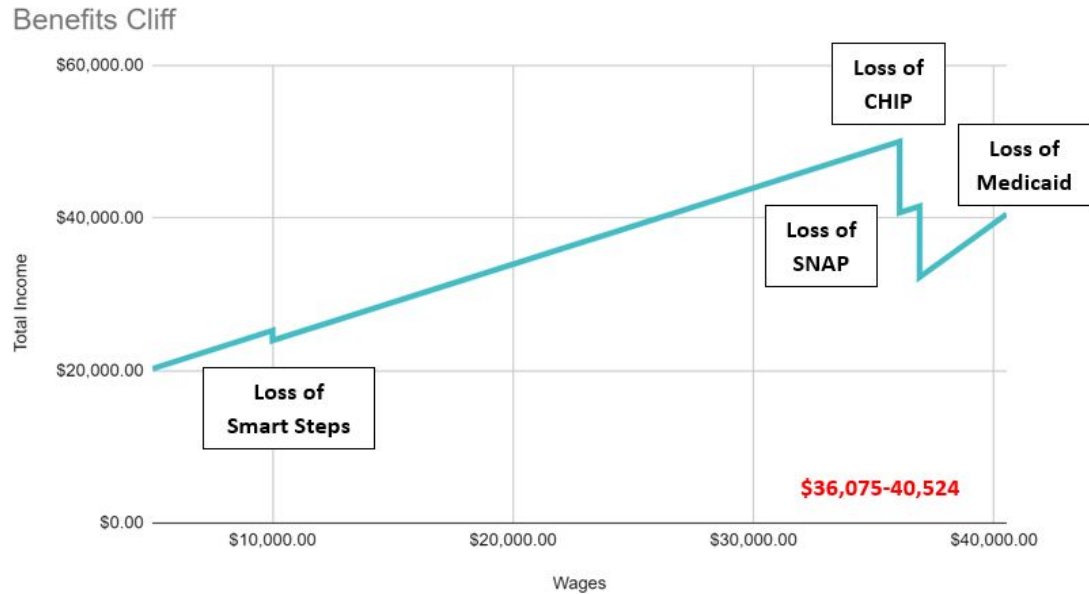
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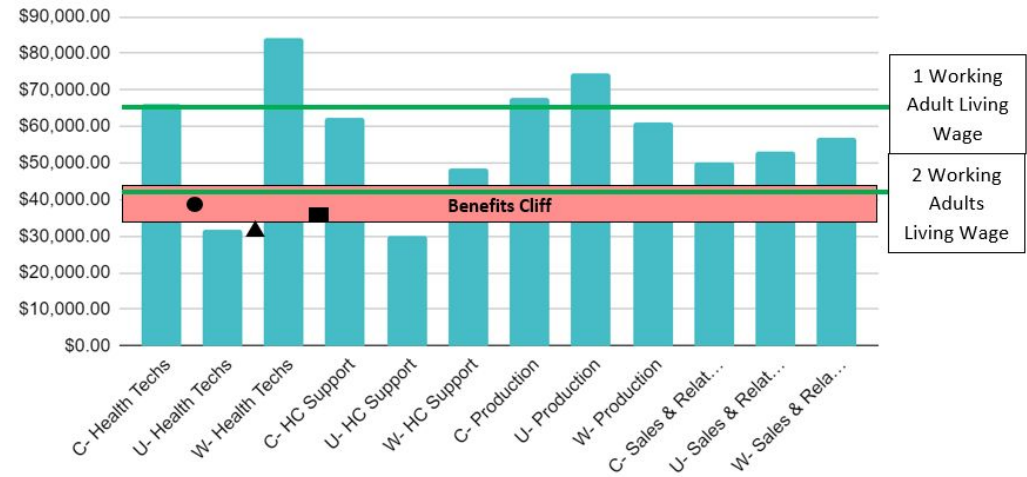
ALA



the benefit cliff



Wage Comparison



- AO Smith Water Products Company – Production Worker - \$18.71/hour 2nd shift
- ▲ Advanced Call Center Technologies – Call Center Rep - \$15.00/hour
- Citi GROUP – Collections Rep - \$18.50/hour

What on earth do we do?

WHAT WE DO?

OWNERSHIP

Examine
Wage
Rates &
Benefits

Hire For
Fit Within
Your
Reality &
Simplify

PARTNERSHIP

Solve for
Autonomy/
Flexibility

SPONSORSHIP

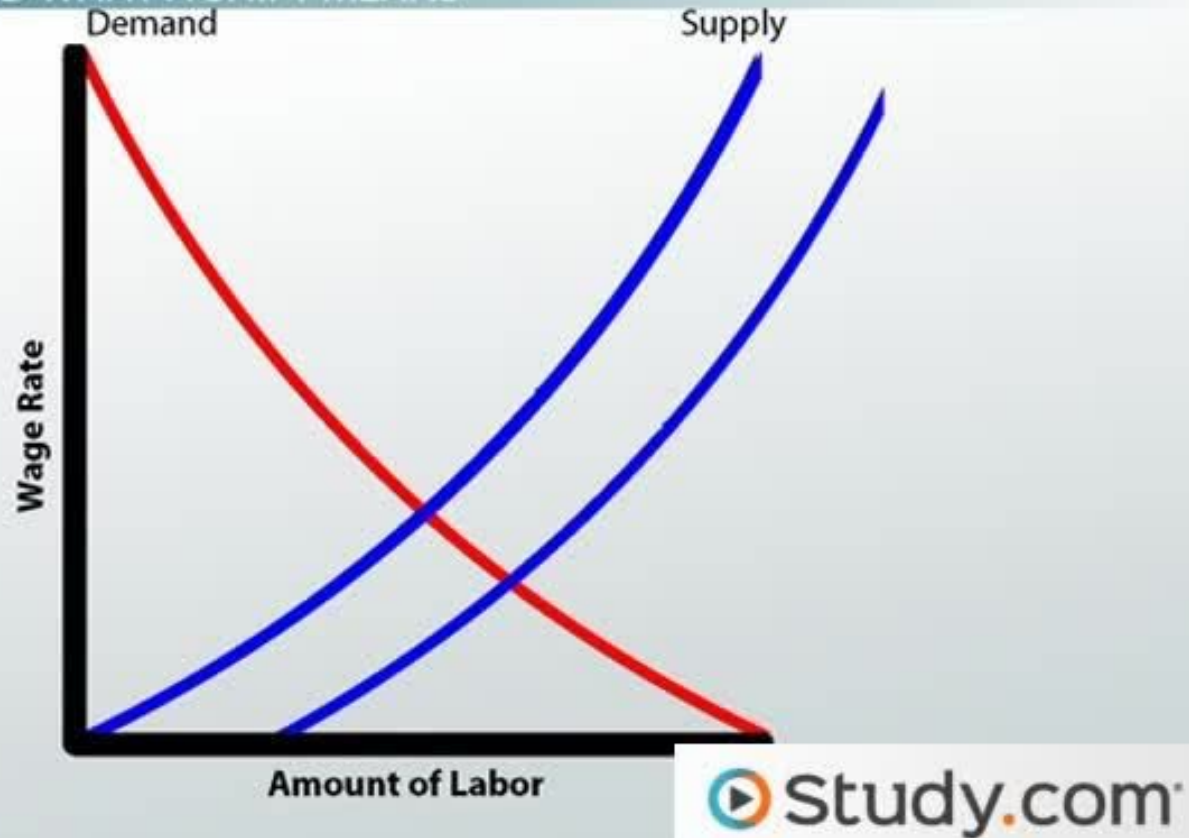
Take Risks On
Marginalized
Populations

Train Leaders
For Critical
Thinking

Wages & Benefits

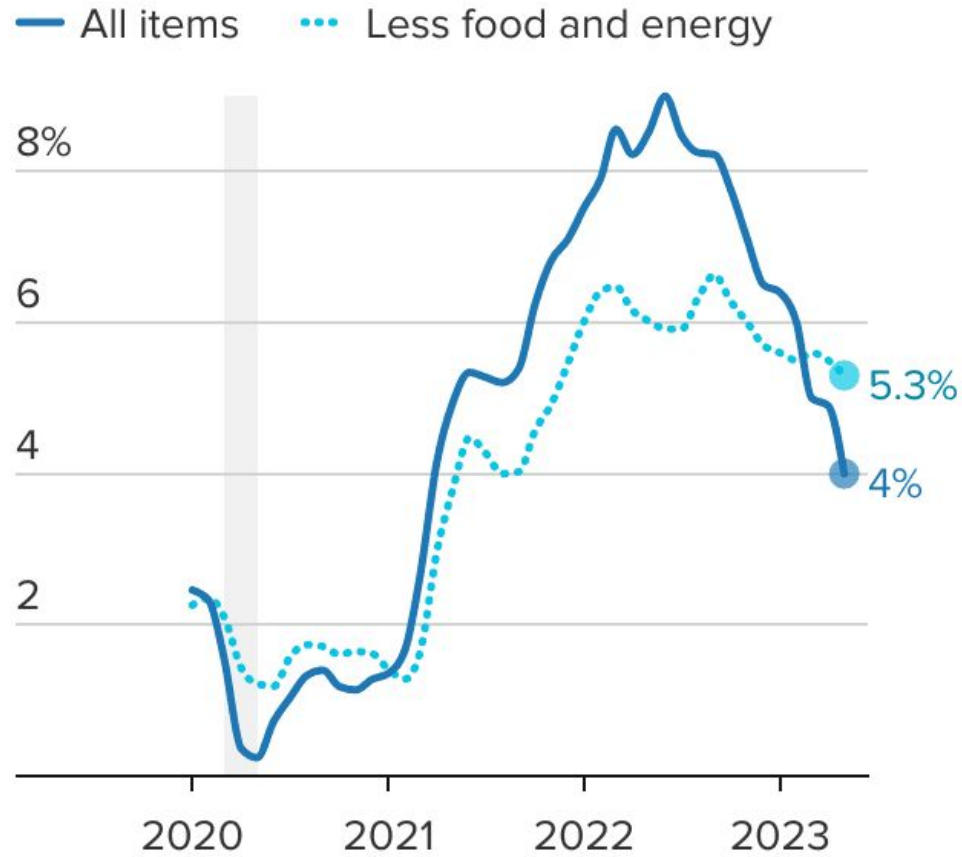
Economics 101

LABOR SUPPLY AND WHAT A SHIFT MEANS



U.S. consumer price index

Year-over-year percent change through May 2023



Note: Shaded area indicates recession.

Chart: Gabriel Cortes / CNBC

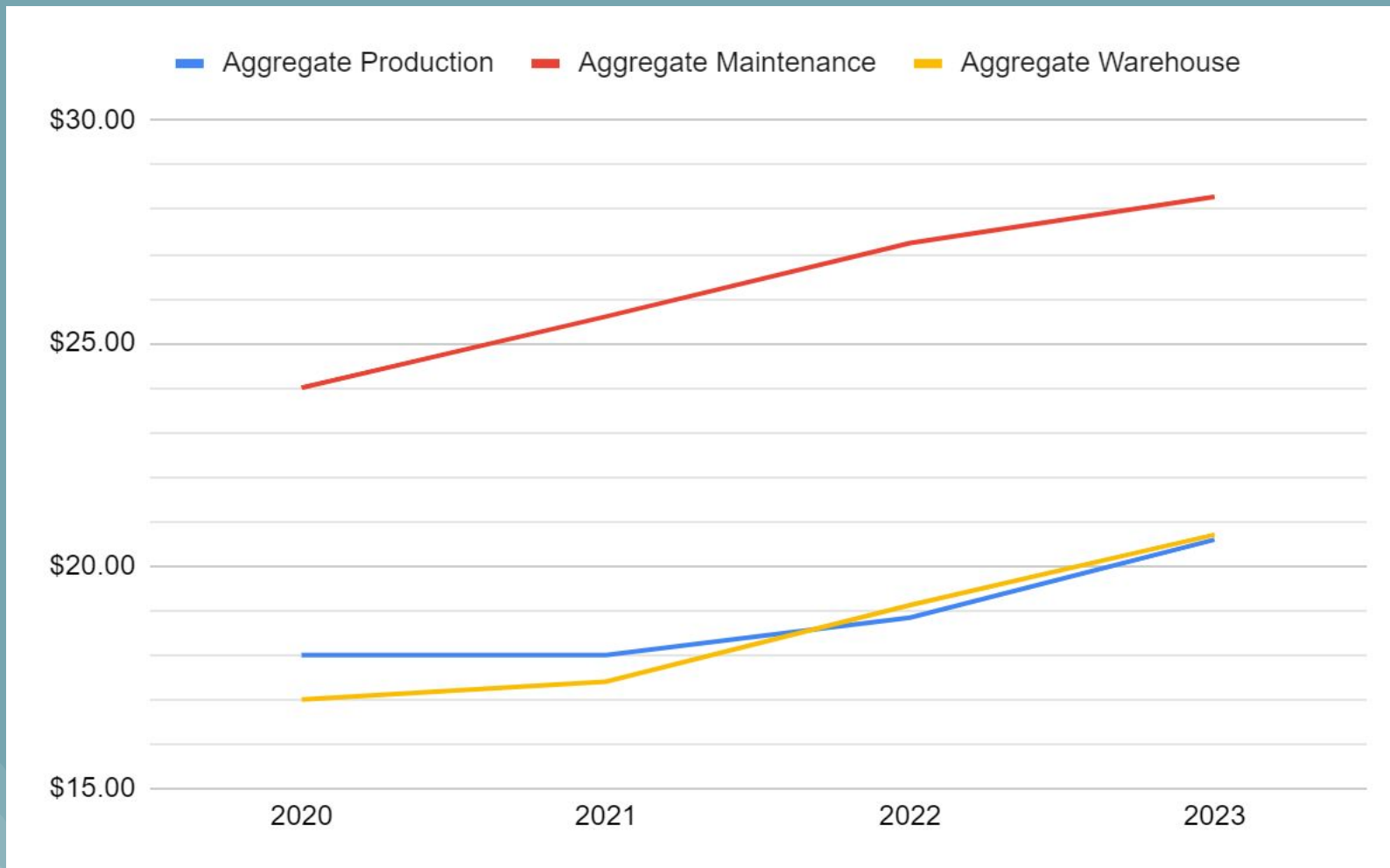
Source: U.S. Bureau of Labor Statistics

Data as of June 13, 2023



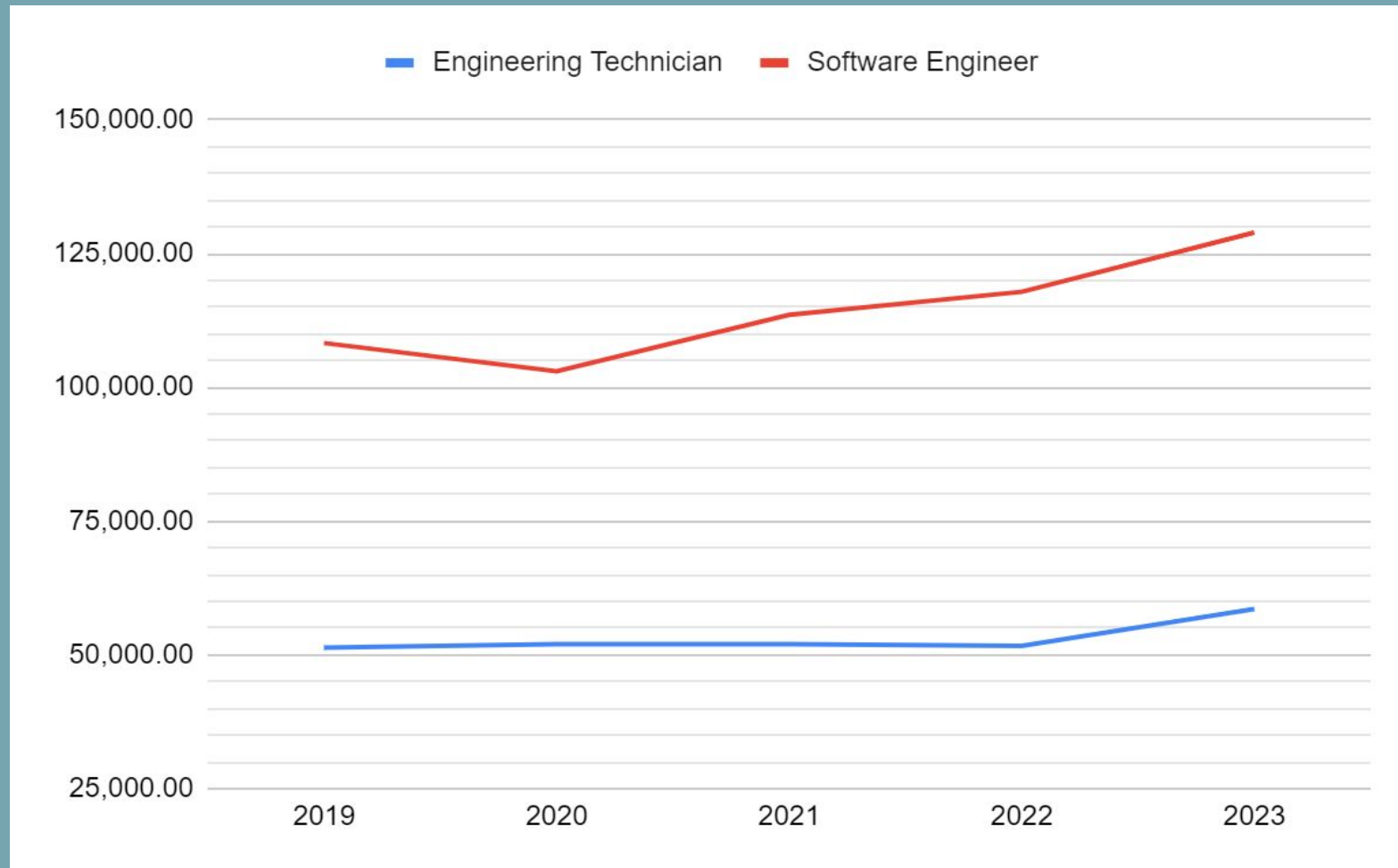
North Central Alabama Wage Trends

Manufacturing Aggregate Sample



North Central Alabama Wage Trends

Job Sample



living wage

Are we making people
“DUMBER?”



pay & productivity



	1 ADULT				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)		
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children
Living Wage	\$13.77	\$27.06	\$33.09	\$42.01	\$22.30	\$26.44	\$30.04	\$31.99	\$11.15	\$14.92	\$18.42
Poverty Wage	\$6.13	\$8.29	\$10.44	\$12.60	\$8.29	\$10.44	\$12.60	\$14.75	\$4.14	\$5.22	\$6.30
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25

North Central Alabama Wage & Benefit Survey

2023 Highlights

Annual Benefit Cost Per Employee ↑ **37%**

Employers reported an average of \$17,080 spent annually per employee in benefits, compared to \$12,459 in 2021. Some hot categories for increased benefits spending are **Child Care Support, Adoption Support, Pet Insurance, and Medical Gap Coverage.**

OWNERSHIP: HIRE FOR FIT WITHIN YOUR REALITY

Workplace Values By Department

Scores of < 3.5 indicate this value is consistently ranked at the top of the list
 Scores of > 4.5 indicate this value is consistently ranked at the bottom of the list

	Competitive and Vigorous	Exacting and Procedural	Innovative and Creative	Collaborative and Supportive	Performance Rewards and Incentives	Relaxed and Informal	Tolerant and Receptive
Sales (n = 5)	4.58	4.35	3.96	2.87	3.40	5.63	3.18
Customer Service (n = 4)	4.10	4.03	4.07	3.07	4.28	5.25	3.17
Acct/HR (n=4)	4.57	4.07	3.17	3.60	3.85	4.82	3.89
Production 1 (n = 27)	4.58	3.94	4.42	3.46	3.22	4.78	3.58
CAD/Engineering (n = 5)	4.6	4.61	3.58	3.23	3.83	4.81	3.23
Production 2 (n = 4)	4.57	4.07	3.17	3.60	3.85	4.82	3.89
Production Control (n=6)	4.33	4.42	3.78	2.62	3.71	5.88	3.23
ORGANIZATION	4.43	3.92	3.96	3.33	3.58	5.12	3.60

Organization Profile

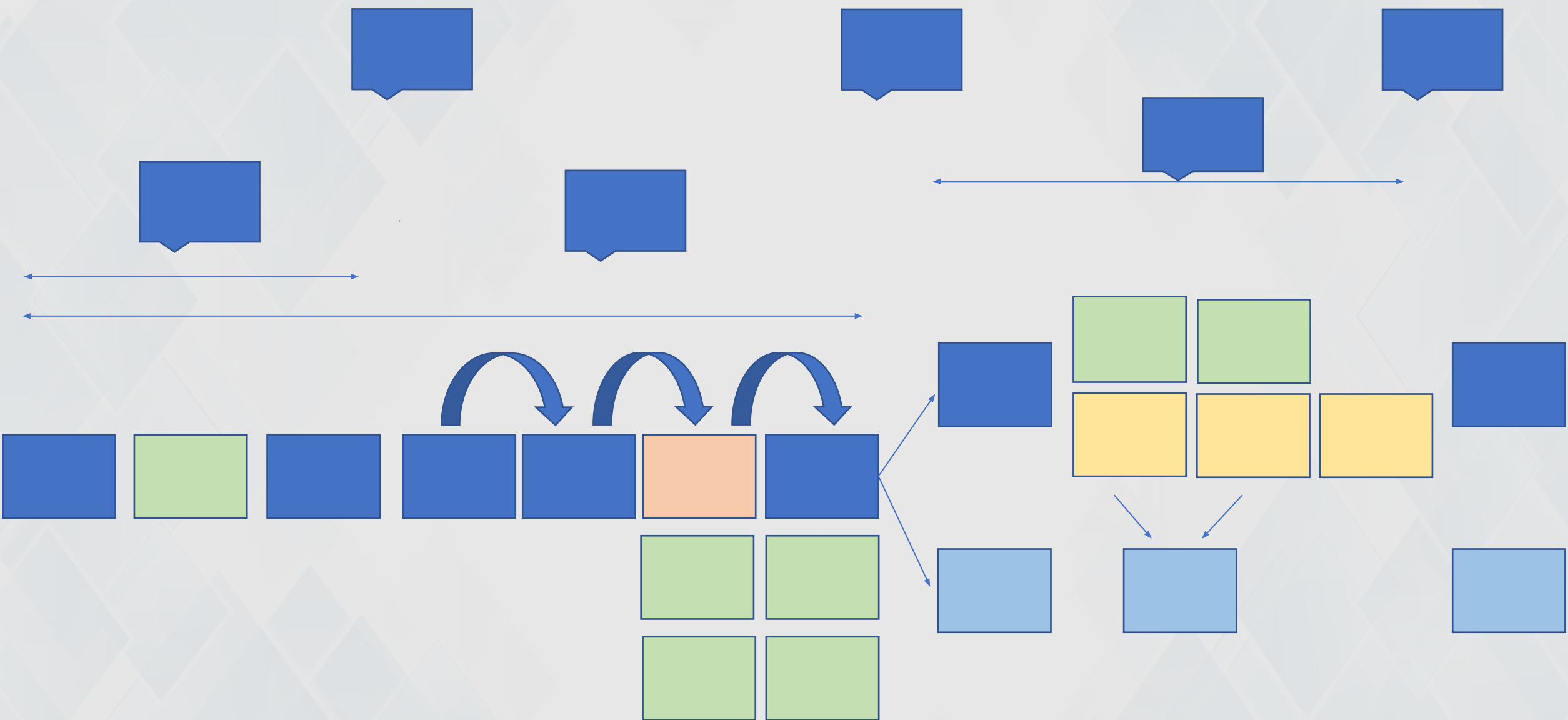
Collaborative and Supportive



Relaxed and Informal

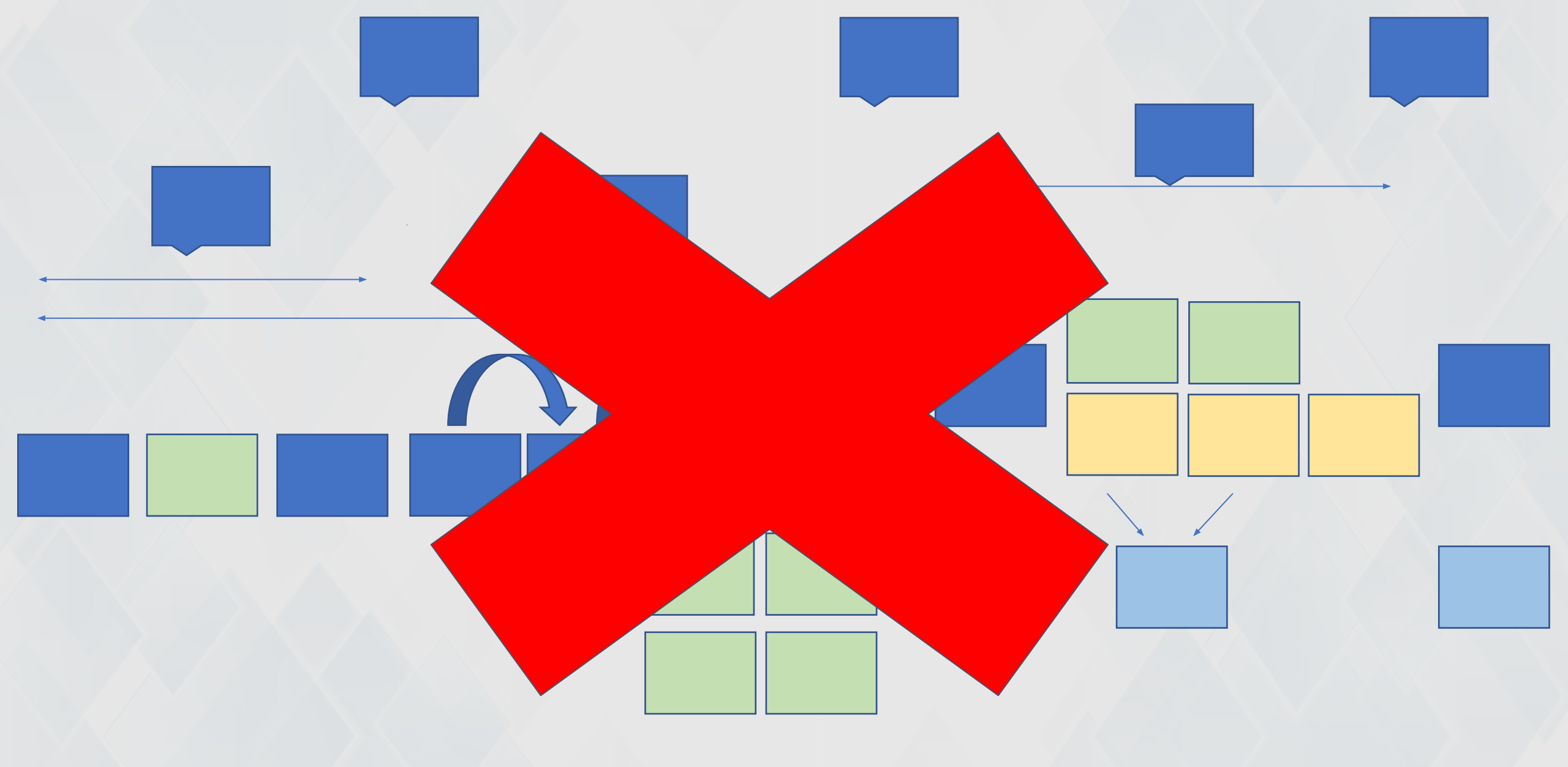


Keep it simple stupid



amazon

“When we talk about the ‘time to hire,’ we have to remember that this is the generation of instant gratification. If the recruitment and hiring process doesn’t happen fast enough, we lose that entire group.”



What is the best way to select candidates?

“So, although the realistic job preview is likely to reduce the number of applicants, their quality will be higher and once they join the company their value to the organization (productivity & intention to stay) will also be higher. Also, on the human side: providing a realistic preview of the job is also likely to increase the candidate experience.”

PARTNERSHIPS: SOLVING FOR AUTONOMY/FLEXIBILITY



North Central Alabama Wage & Benefit Survey 2023 Highlights

Paid Family Leave ↑ 27%

Up 27% over last year, more companies are offering paid family leave for new parents after the birth or adoption of a child. The average leave time is 5.5 weeks with 100% of salary.

North Central Alabama Wage & Benefit Survey 2023 Highlights

Remote/Telework 59%

59% of employers offer remote/telework employment options, most in a hybrid format. Additionally, 40% of employers offer Flex-Time, allowing employees to work alternate hours to accommodate child care and other needs.

*North Central Alabama
Wage & Benefit Survey
2023 Highlights*

Child Care Benefits 11%

11% of employers offer some type of child care benefit, primarily by offering an FSA or vouchers to nearby child care centers. 15% of these employers also provide back-up/emergency child care for employees.

PARTNERSHIPS: SOLVING FOR AUTONOMY/FLEXIBILITY



SPONSORSHIP: Take risks on marginalized populations



Sponsorship Requires Partnership

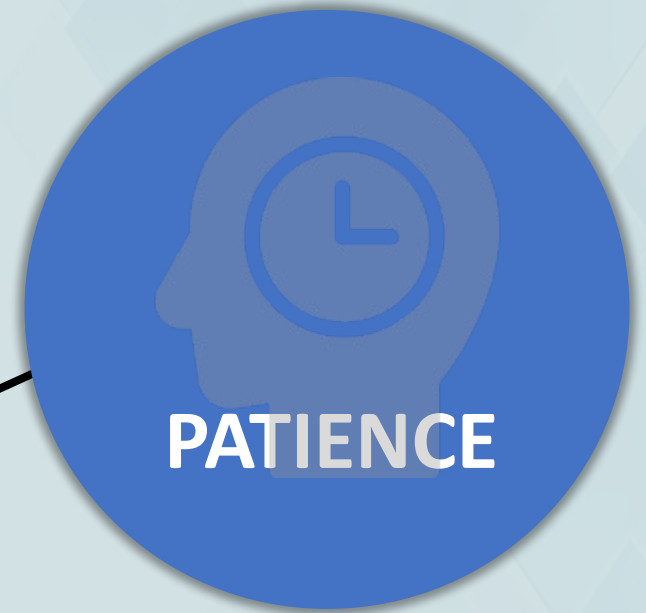


Partnerships: Training Leaders For Critical Thinking & Align Goals



REQUIREMENTS:

“Follow the science,
experiment,
then follow the data.”
David Rock NLI





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