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Recruiting and Retention: Finding the Hidden Talent

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Employment Growth

2.6% Growth

Annualized employment growth projected for Arizona

Growth

In participation rates

66% Growth

Is projected for Maricopa County

Growth

In available labor force

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Low Unemployment

As of the latest BLS numbers reporting February 2018

4.4%

in the Phoenix MSA

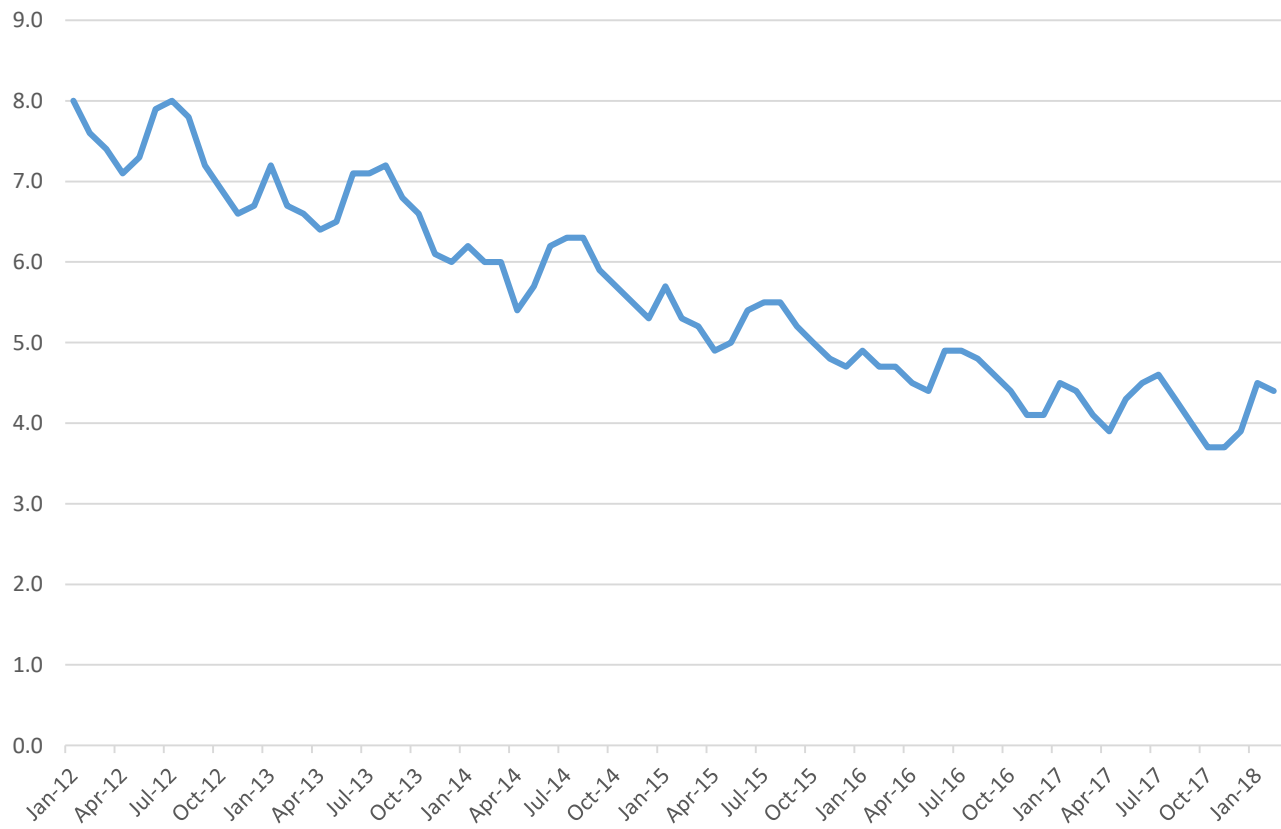
4.9%

in Arizona

4.1%

in the United States

Unemployment Rate
Phoenix MSA



BLS Data, Retrieved April 2018

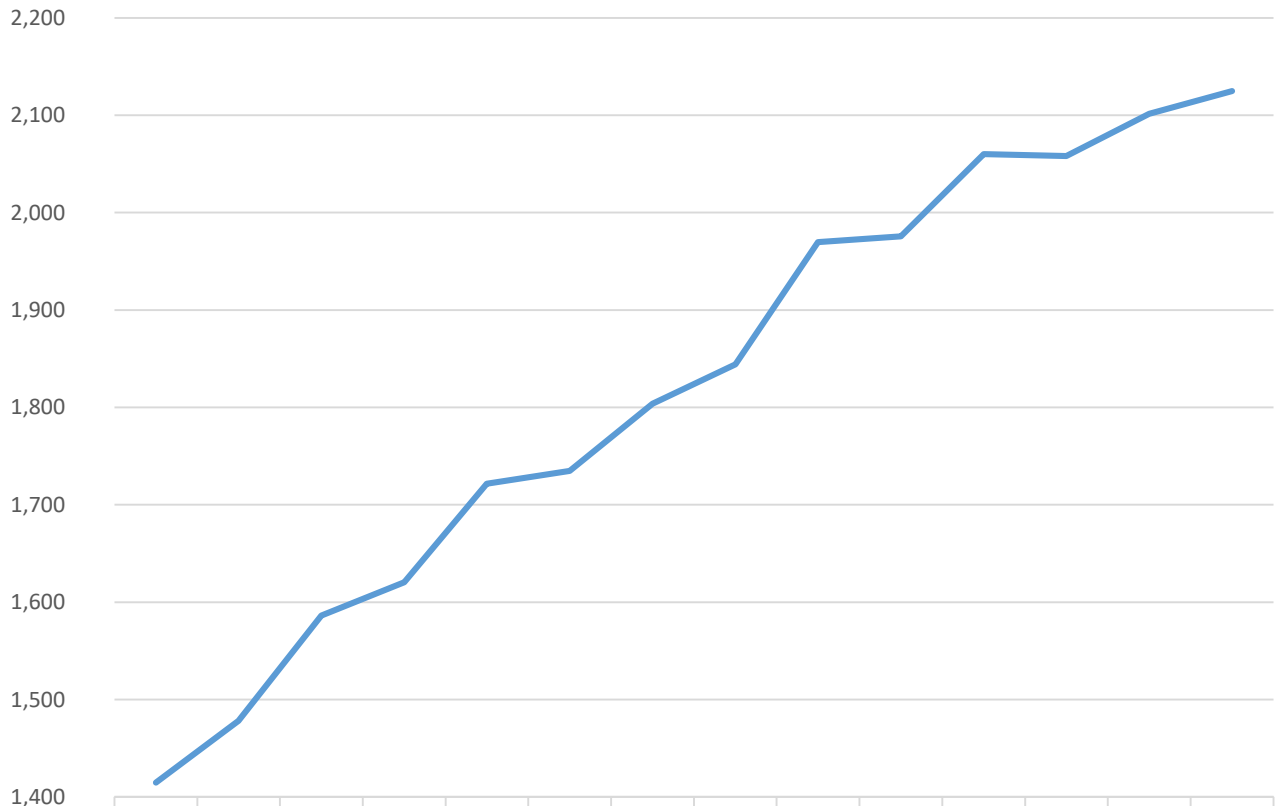
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Not in Labor Force

Not in Labor Force (NILF) - ARIZONA Total



95,335

in the United States

(BLS, March 2018)

1,456,750

in Arizona 2017 Labor Report

(EMSI, Retrieved March 2018)

BLS Data

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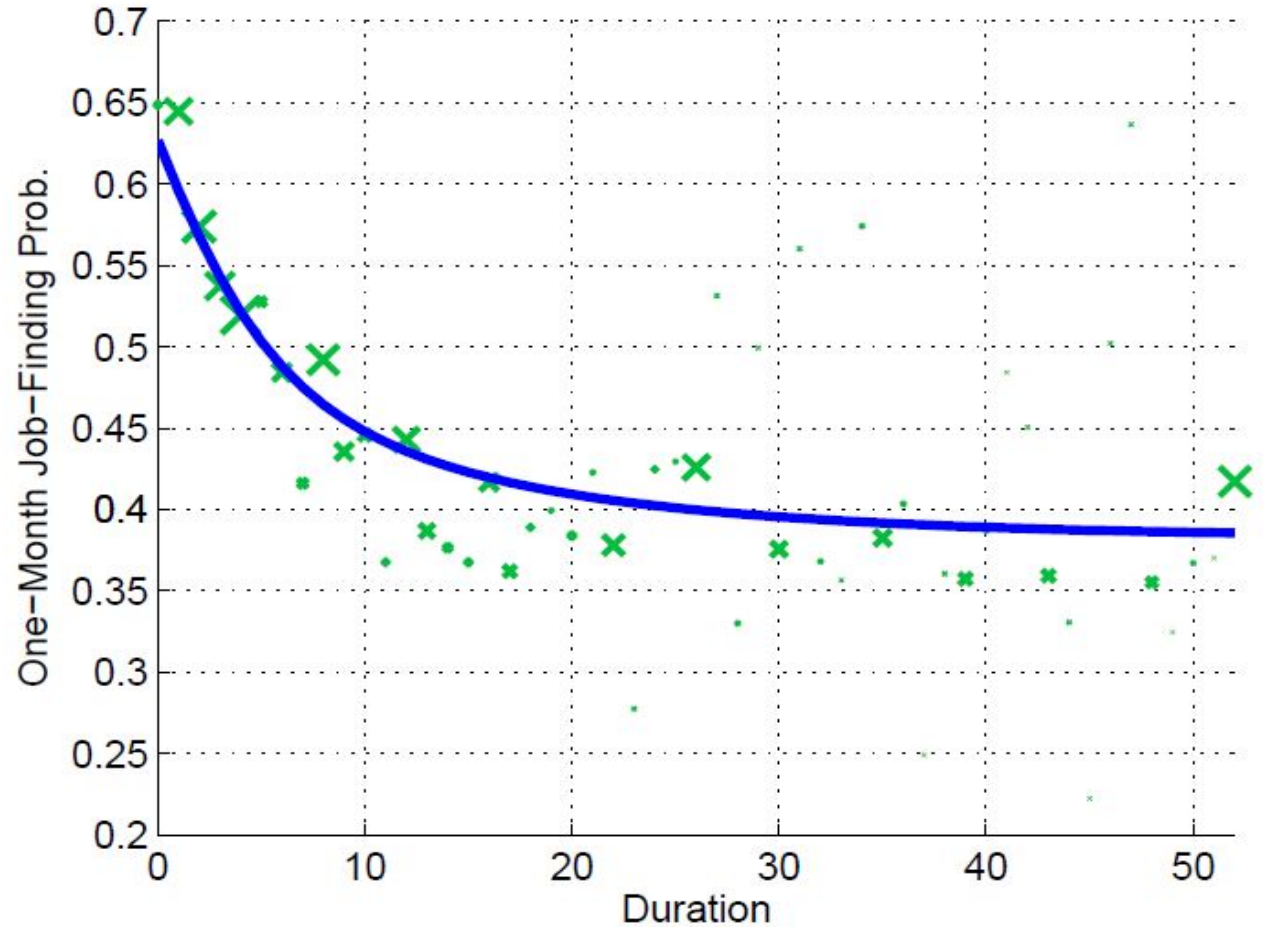


Duration Dependence

45% reduction in callbacks when unemployment is over 6 months.

40% probability of finding a job after 52 weeks

Reductions in callbacks begin after the first month



Jarosch & Pilossoph, 2016

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Reduction in internal motivation over time as

- Frustration
- Loss of control
- Rejection

Decrease wellness, hope, and grit.

da Motta Veiga & Gabriel, 2016

The Indomitable Worker

Autonomy

Grit, resilience, volition, determination.
“JUST Show Up”

Relatedness

Our need to be cared for and noticed.

Confidence

Skills, networking, interview, resume

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The Indomitable Worker

The job matching theory dilemma

- 20 page job posting forms may disenfranchise today's seeker (*ZipRecruiter, April 2018*)
- Will blending education to business increase job seeker AND employer perceptions:
 - autonomy
 - Connectedness
 - confidence
- Working with educators shortens time and costs to hire

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The Panel

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Maricopa Community Colleges

Fred Lockhart

Arizona Private School Association

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