

THE EXTRA POINT

BY JERRY ROBERTS



1015 A Source of Talent More Employers Need to Access

In the past year we've talked a fair amount about the difficulty of finding talent, especially in light of *The Great Resignation*, with millions of workers leaving Corporate America. It's probably not completely over. It's no picnic to find qualified workers, either on the mainland or here in Guam. I'm Jerry Roberts, and let's chew this over, today, on The Extra Point.

Millions of workers have said "no" to employers. Some will find other jobs, maybe the work-from-home variety, or go back to school, or maybe start a business. Replacing that talent won't be easy. The whole game of recruiting workers is changing. Employers will have to be ready to adapt, or be left behind.

Guam has seen a number of job fairs, and those will continue. These events used to feature a number of organizations, filling up a hotel ballroom, with advertising campaigns that would bring in hundreds of potential applicants. Recently, Atkins Kroll ran their own fair. We've seen others do the same.

The Department of Labor recently released a report that claimed tens of thousands of people in Guam — who can work — don't want to work. Every community has people with no interest in employment, but the island's figures, if on the money, are stunning.

Don't hold me to the numbers, but I believe our high schools and colleges churn out a couple thousand graduates each year. Some go into the military, some leave for what they believe are better opportunities elsewhere, and the rest stay, hoping to find work. Many of those young people are simply not ready to take on a job. I'll leave it at that.

The average employer wants somebody who shows up on time, and has a decent work ethic. If they can perform in a team setting and get along with others, that's a bonus. If you

can leave them on their own and they turn in a productive day, that's a potential winner. If they exhibit even the most basic critical thinking skills, now you're talking.

I just rattled off five fundamental qualities. If you're in the HR business or a supervisor, how many new hires check off all or most of those boxes?

If you see a problem, the good news is we have a ready resource of talent available, and both local and mainland companies can take advantage of it.

If you're a Millennial and about to take a bite of breakfast or sip of coffee, freeze for just a moment. I don't want you to convulse and get it on you. The group I'm referring to is the Baby Boomers.

"Oh no!" did you say? "We've gotten rid of over half of them, and soon they'll be all gone — hallelujah!" Am I exaggerating? Well, there are surveys out there which indicate that the last thing Millennial managers want to see are the Boomers again. Yet, let's think about this.

Retirees bring expertise, that work ethic, decades of dealing with problems, and won't be shaken up when things get tough. There's a pretty decent upside to hiring folks in this group.

The question is, can you get them in the door? There are several factors. Do they need to make more money to supplement their income? More and more people will fall into this category. Are they bored in retirement? Research has shown that many workers find ways to stay busy for a year after they retire. After that, a lot would welcome a new opportunity, something that uses their talents and keeps them interested.

(Con't.)

Some of the things to think about...

- Not every retiree wants to work full-time again, so part-time or “job-sharing” might fit their needs better. Can you be flexible?
- Can you connect an older worker and a younger worker? They could likely mentor each other in different areas, strengthening both.
- Retired persons, as a group, could be a reliable pool of talent for years to come.

That said, employers will likely have to mount marketing campaigns that reach retirees with a message they are wanted, showing them having a good time at a new job, promoting their value, and pushing that they have more to give. If this happens, that message will get through.

I’m not saying Baby Boomers are the whole answer for employers, but they certainly can be a part of it. I’m interested in your thoughts on this.

That’s the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I’m Jerry Roberts.

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