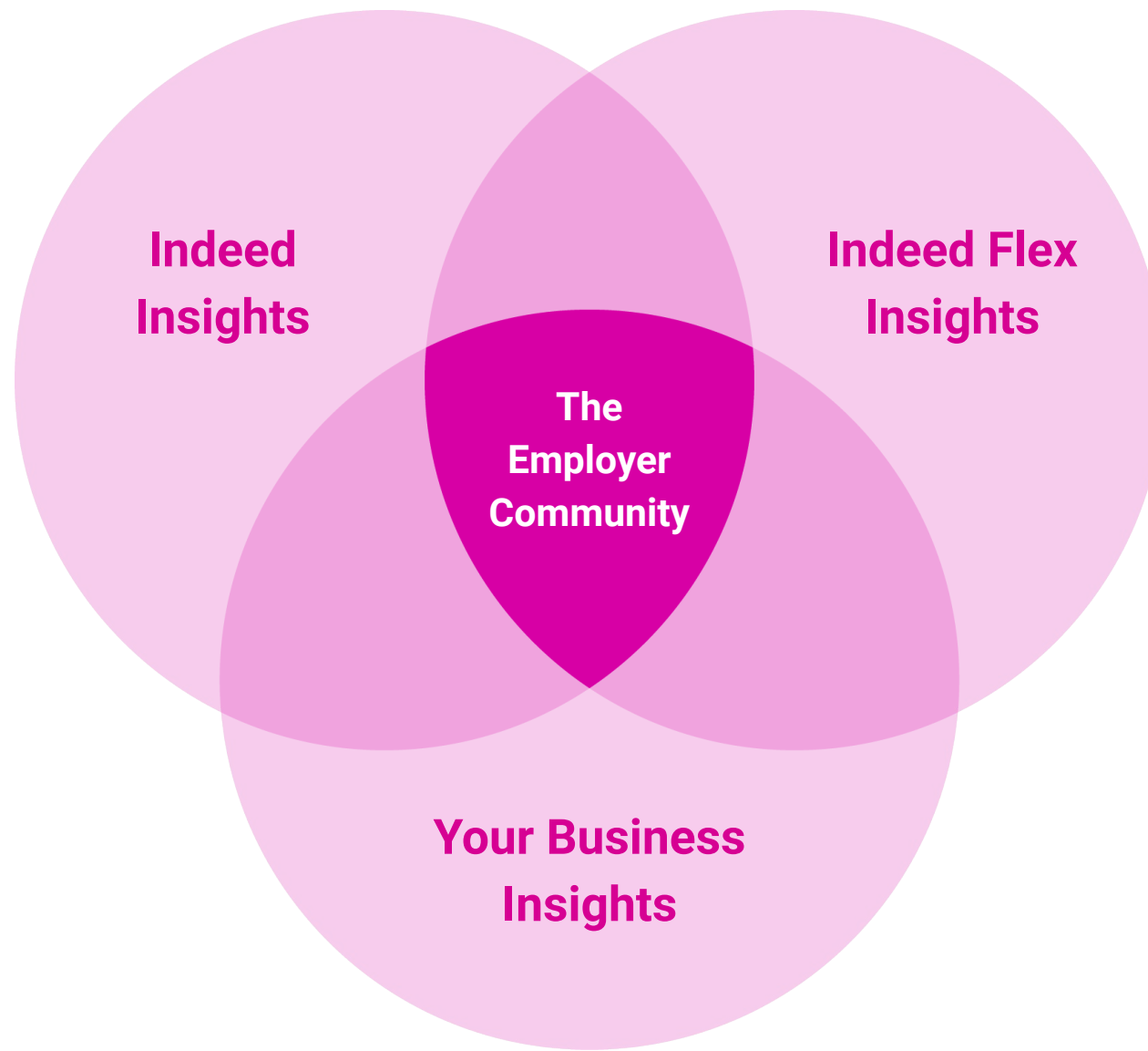




indeed *flex*

**Welcome to the
first Indeed Flex
Community Event**



Agenda



1. Marketplace Dynamics: recruiting in a recovering labour market
2. Lean 6 Sigma best practices that can influence talent attraction
3. The Big HR Survey
4. How can Employer Branding influence talent attraction?
5. Drinks & Canapes

Employers are ready to get back to work

As lockdown has lifted and the labour market has bounced back, employers are increasing their hiring needs

Q HOME WORLD UK COMPANIES TECH MARKETS CLIMATE OPINION WORK & CAREERS LIFE & ARTS HOW TO SPEND IT

UK employment + Add to myFT

UK labour market turns a corner as lockdowns ease

Hiring accelerates in run-up to reopening of the economy after months of coronavirus-related restrictions.



"While sadly not every job can be saved, nearly 2 million fewer people are now expected to be out of work than initially expected." — Chancellor of the exchequer Rishi Sunak

Business Insider, 18 May 2021

"Although dropping to 4.8%, the unemployment rate is still higher than the 4% rate before the pandemic. The Bank of England estimates that the rate will peak at close to 5.5% after the furlough scheme ends, significantly lower than the worst-case forecasts made last year..."

It also represents a much lower peak for unemployment than after the 2008 financial crisis, when the jobless rate rose from 5.2% in late 2007 to a peak of 8.5%..."

**The
Guardian**

Young people still hit by rise in unemployment

Percentage of economically active people aged 16-24 who are unemployed

"1.29 million employments were on partial furlough at 28 February, 27% of the total employments on furlough. Provisional estimates show this figure decreased to 1.22 million employments on partial furlough at 31 March 2021, 29% of the total employments on furlough."

GOV.UK, 6 May 2021



UK 'faces labour shortage' as Covid and Brexit fuel exodus of overseas workers

Experts say recovery at risk amid sharp fall in EU workers and dwindling interest in UK jobs from abroad

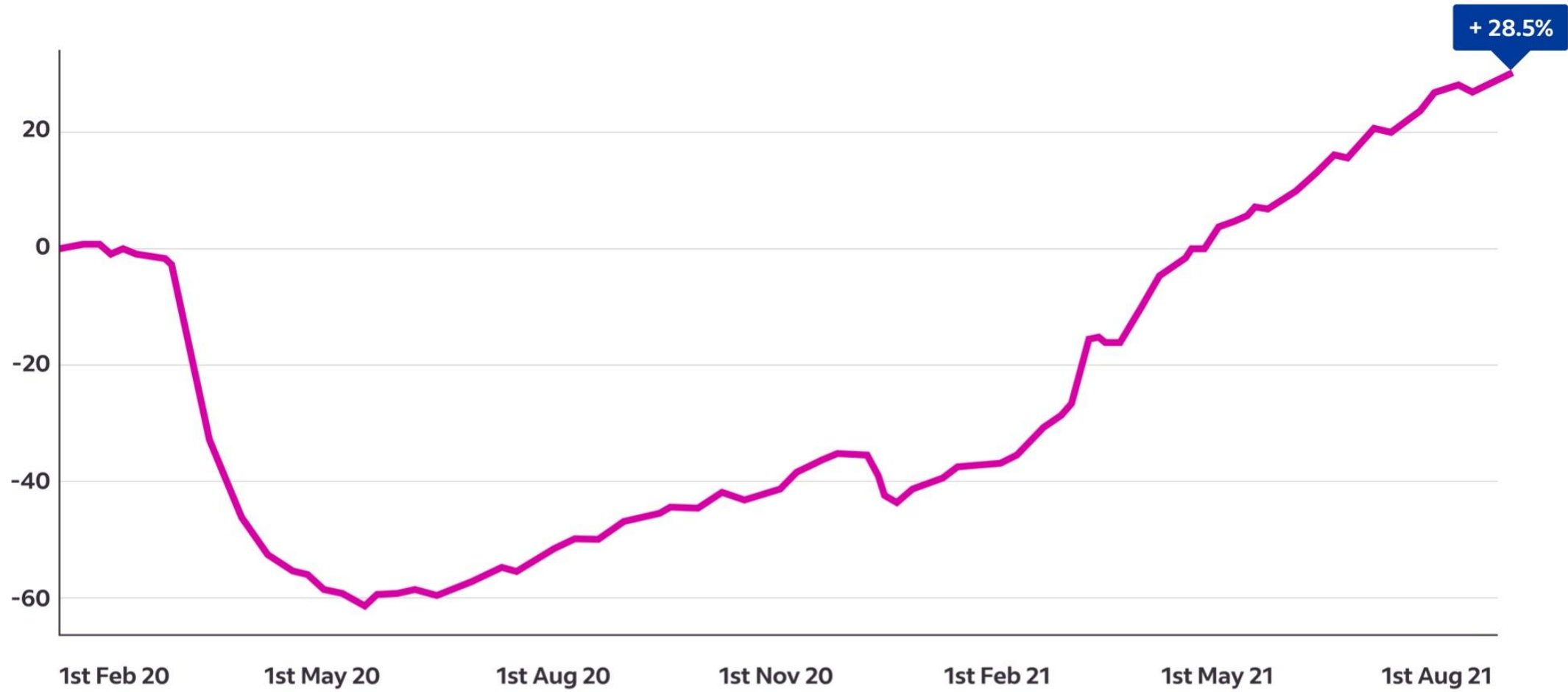
Companies must think outside the box



The two-sided marketplace

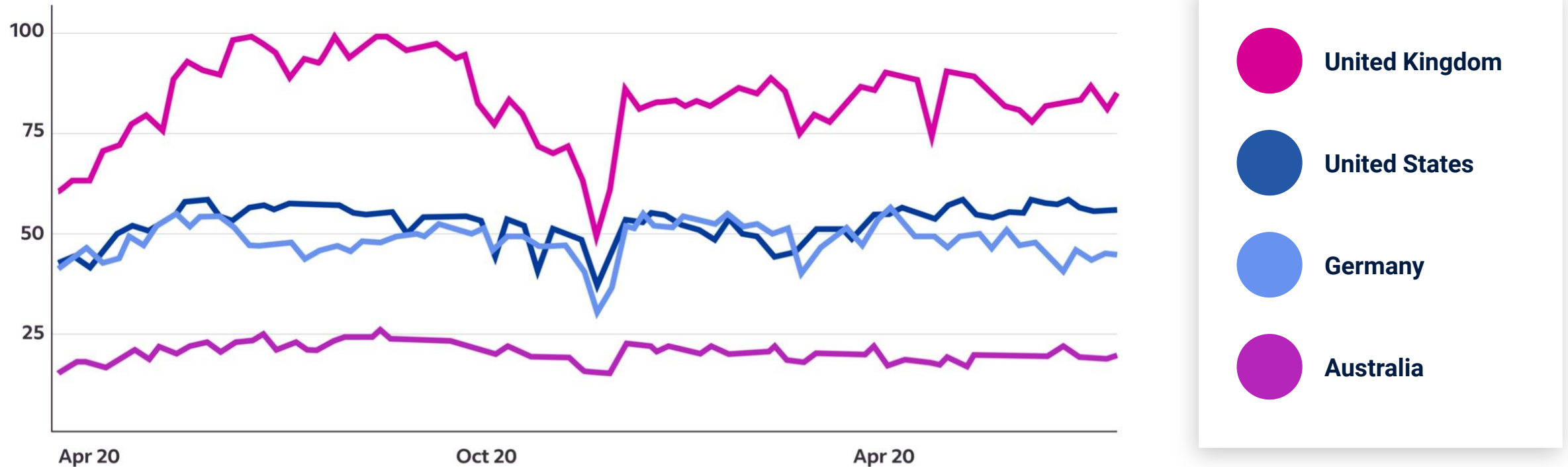


Recovery in job and shift postings



Source: Indeed

But overall Job search activity remains lower than previous years



Source: Google Trends

Hiring insights for Bartender and Warehouse Workers



81 / 100

Competition Score



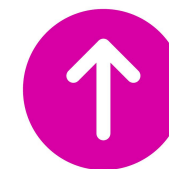
Job Seekers

-8,336



Average Salary

+12%



Jobs

+438



Job Seekers

-34,909

Top employer by clicks

Amazon

Source: Indeed Hiring Insights

What does this mean for you?



Economic Uncertainty

Consider in your recruiting plans and the possibilities of a slower/faster recovery than expected.

It's more crucial than ever to retain your talent.



Unemployment Spells

Get used to seeing long spans of unemployment on CVs.

Clients need to think outside the box - how can they become more of an employer of choice?



Uneven Recovery

Slower-recovering industries are potential pockets of talent.

Resetting your employee profile expectations - need to train people

How Can Lean 6 sigma Best Practices Influence Talent Attraction?

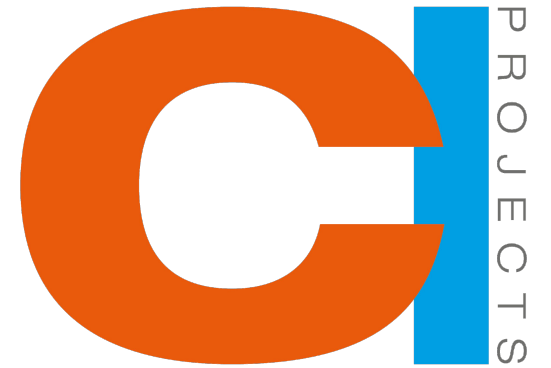


Kiran Kachela

Founder & Director

Black Belt Lean Six Sigma
Practitioner at Continuous
Improvement Projects Ltd

HOW LEAN SIX SIGMA BEST PRACTICE CAN INFLUENCE TALENT ATTRACTION



Kiran Kachela

*Managing Director, Continuous Improvement
Projects Ltd.*

ABOUT ME

- Self-confessed Lean Geek!
- Delivering more for less
- Sagittarius, married with two kids 😊

ABOUT CI PROJECTS

- Based in the UK, operating since 2012
- Team of c.15 innovative practitioners
- CX, efficiency, profitability & sustainability



KIRAN KACHELA

Managing Director
Continuous Improvement Projects Ltd



@CIProjects_UK



@CIProjectsUK



Continuous
Improvement
Projects Ltd



DID YOU KNOW... 

77% OF ADULTS
CONSIDER
COMPANY
CULTURE BEFORE
APPLYING FOR A
JOB...

THE BIG HAIRY THING!





THE BEST WAY TO
CREATE THE
FUTURE IS TO
INVENT IT...

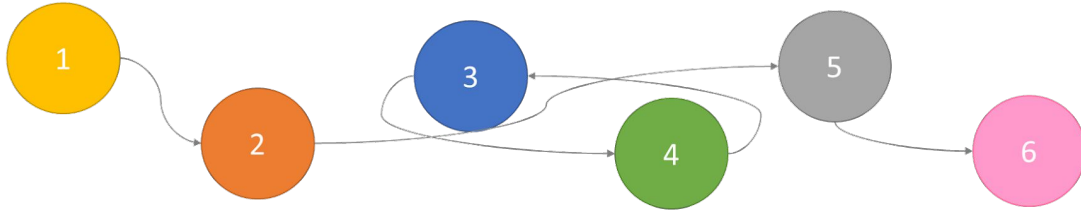
WHAT IS LEAN SIX SIGMA?



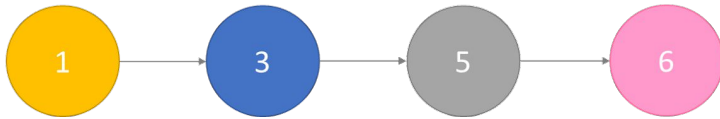
- **Lean** means creating more value for customers with fewer resources
- **Six Sigma** is a set of data-driven techniques and tools for process improvement

LEAN VISUALISED...

PROCESS BEFORE LEAN



PROCESS AFTER LEAN



SIX SIGMA VISUALISED...



GOAL



GOAL





THE TOYOTA STYLE IS NOT TO CREATE RESULTS BY WORKING HARD. IT IS A SYSTEM THAT SAYS THERE IS NO LIMIT TO PEOPLE'S CREATIVITY. PEOPLE DON'T GO TO TOYOTA TO 'WORK', THEY GO TO 'THINK'.



START WITH A CLEAR VISION

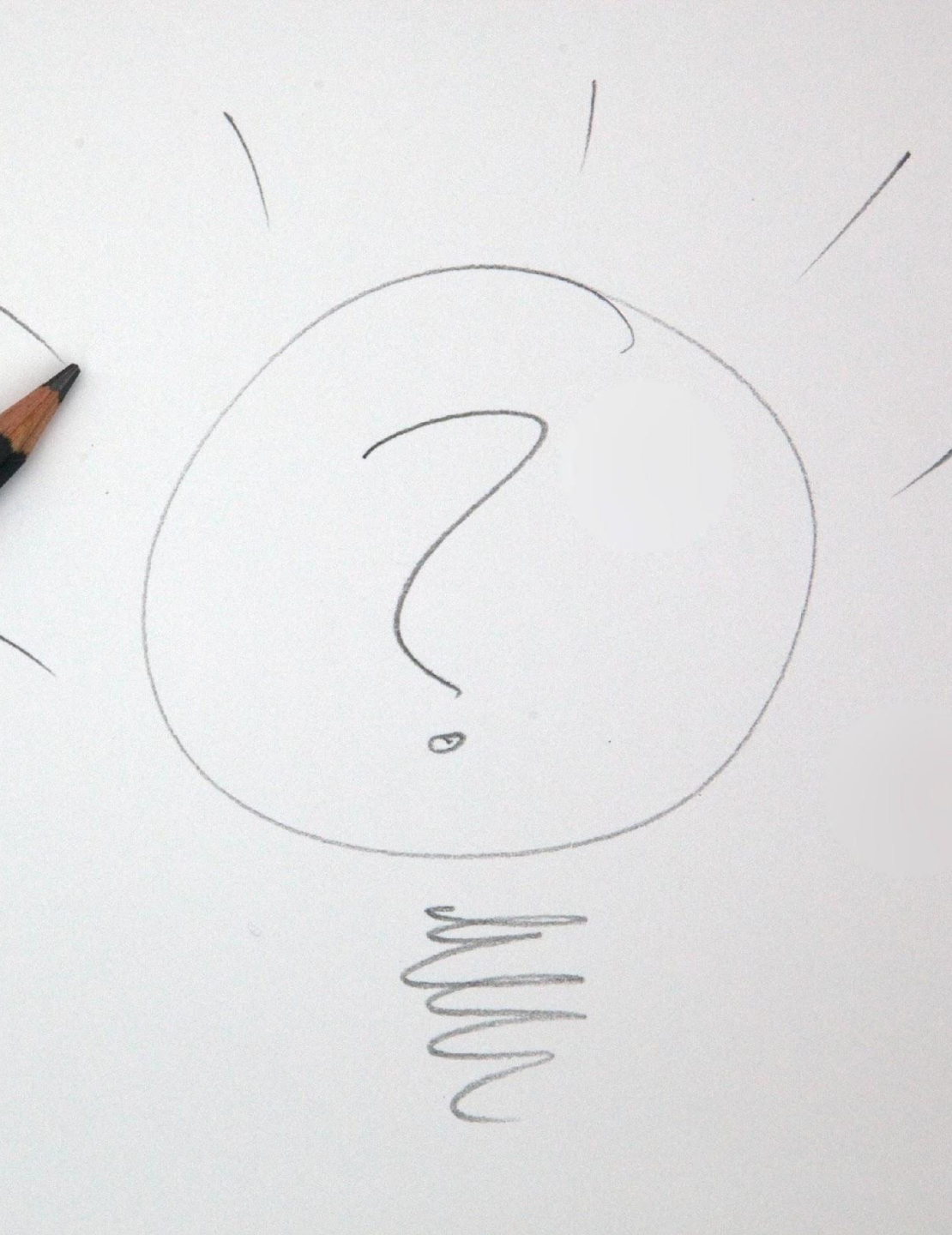
.....

- How many people and what roles will they play?
- How many clients will the business have?
- What does the working environment look like?
- What products/services will we be selling?
- What business relationships will exist?
- What else do you see?



WHAT'S STOPPING YOU?

- “What’s stopping me?”
- Define the problem(s)
- Undertake a root cause analysis
- 5 Whys...



IMPACTFUL SOLUTIONS

- Blue Sky Thinking
- Streamline processes – make it easier to do the right thing!
- Deliver more for less
- Prioritise based on effort and impact
- Implement!
- Continuous improvement...



PEOPLE ARE YOUR GREATEST ASSETS _ _ _ _ _

- Be the new breed of employer
- Foster a learning culture
- Develop your team's problem solving skills
- Give them the tools they need to succeed
- Empower them to solve problems and drive improvements

Yellow Belt Lean Six Sigma Training will help you achieve this!

FIND OUT MORE...



FREE RESOURCES: <https://ciprojectsltd.co.uk/resources/>

YELLOW BELT LEAN SIX SIGMA TRAINING:

<https://ciprojectsltd.co.uk/yellow-belt-lean-six-sigma-training-course-on-site-facilitation/>

E: kirankachela@ciprojectsltd.co.uk

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@CIProjects_UK



@CIProjectsUK



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THANK YOU! QUESTIONS?

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The Big HR Survey Results



Key Themes



**The current
challenges they
are facing**



**How they
are attracting
talent**



**Approaches
and solutions
for 2022**

Staffing shortages across the nation

81%

said they have
issues/can see
issues occurring

19%

No



The pandemic has changed the way we hire



58%

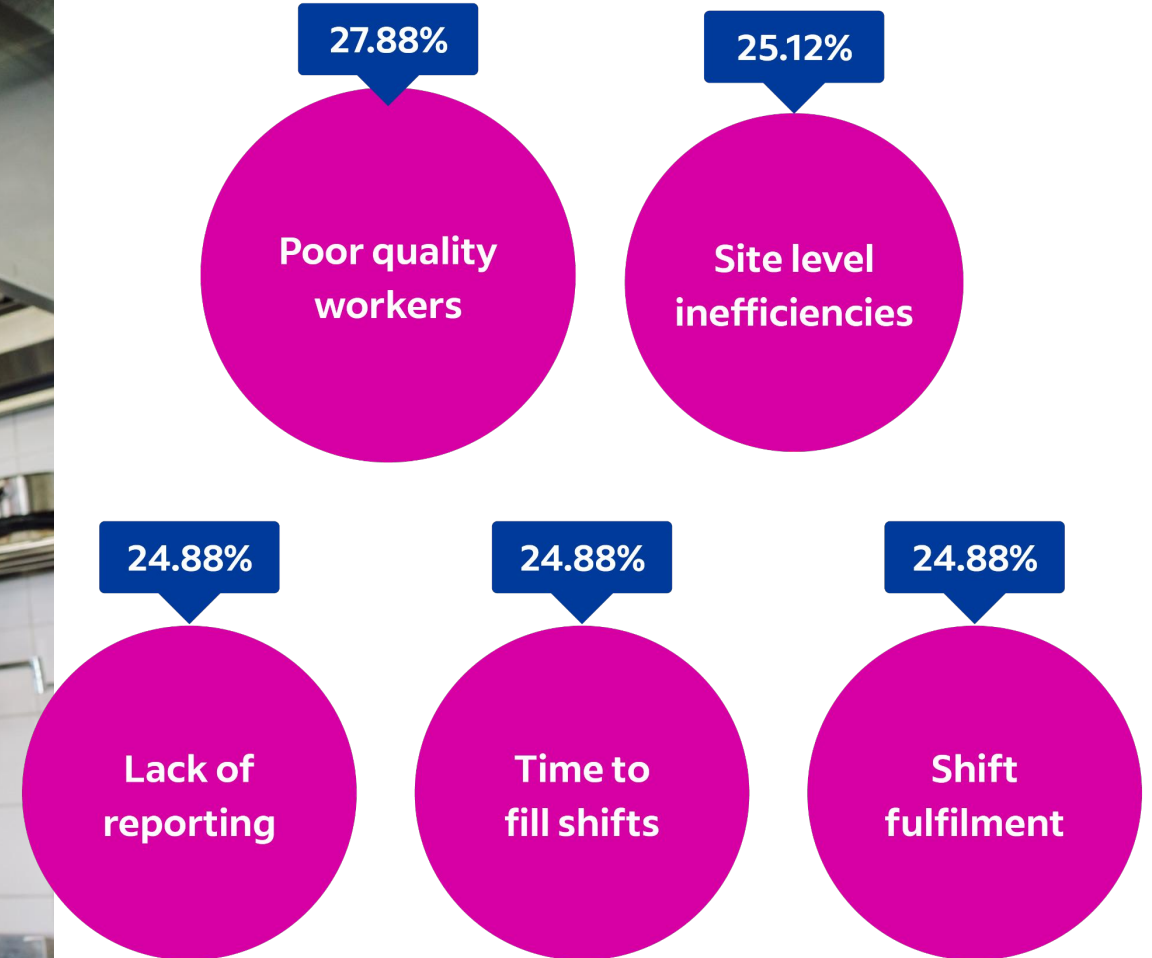
of respondents are using
more temp staff than they
were two years ago



Source: Indeed Flex

But it's not just challenging to find people...

There are numerous challenges at site level



Source: Indeed Flex

What are some initiatives companies are trying, in order to bridge the gap?

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Employee benefits

18.66%



Employee engagement

15.92%



Offering more flexibility

15.17%



Increasing wages

14.93%



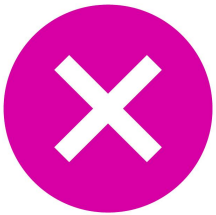
Sign on bonus

14.43%



Employer brand

12.69%

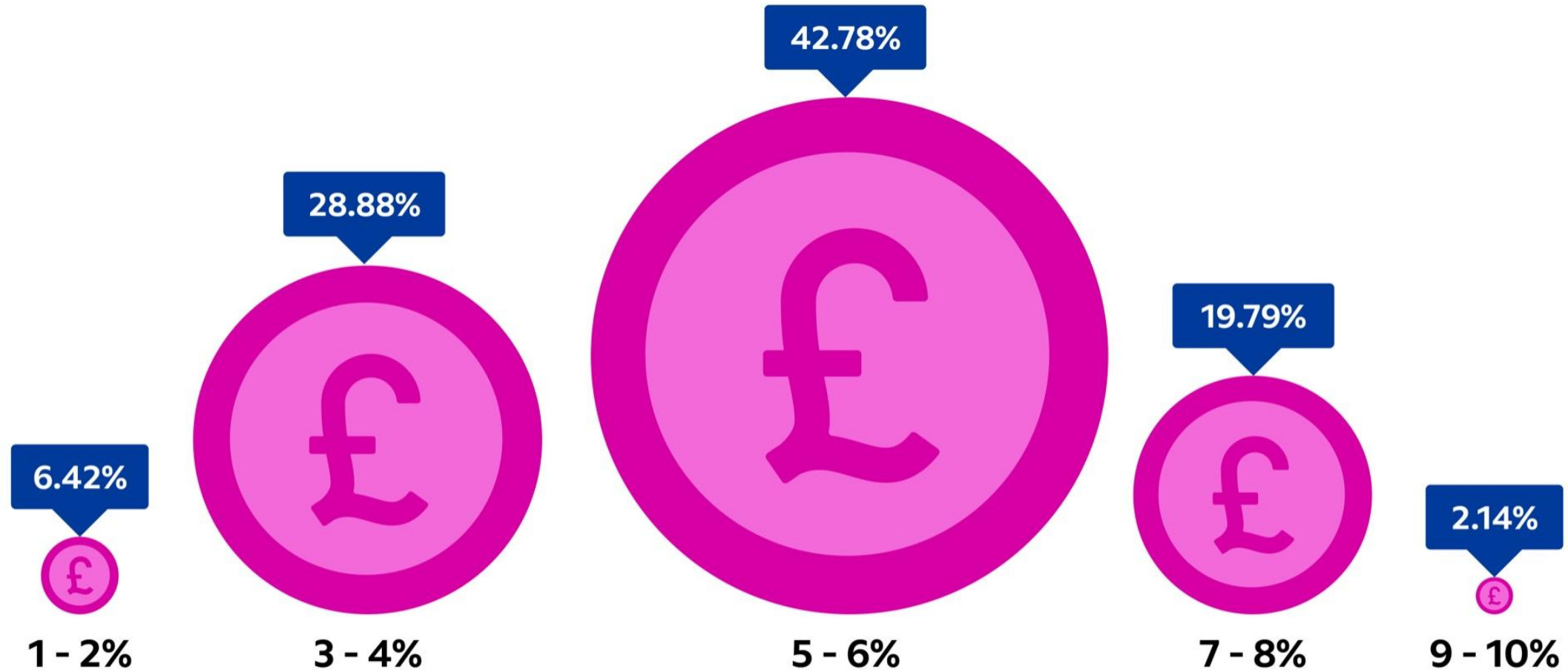


None of the above

8.21%

Source: Indeed Flex

Wage increases have been a quick lever



But you don't have unlimited funds to spend.



**We need to think
outside the box about
how to address some
of these problems.**



2022- Cost efficient methods of tackling these issues



Source: Indeed Flex

There is a gap between attitude and behaviour

66%

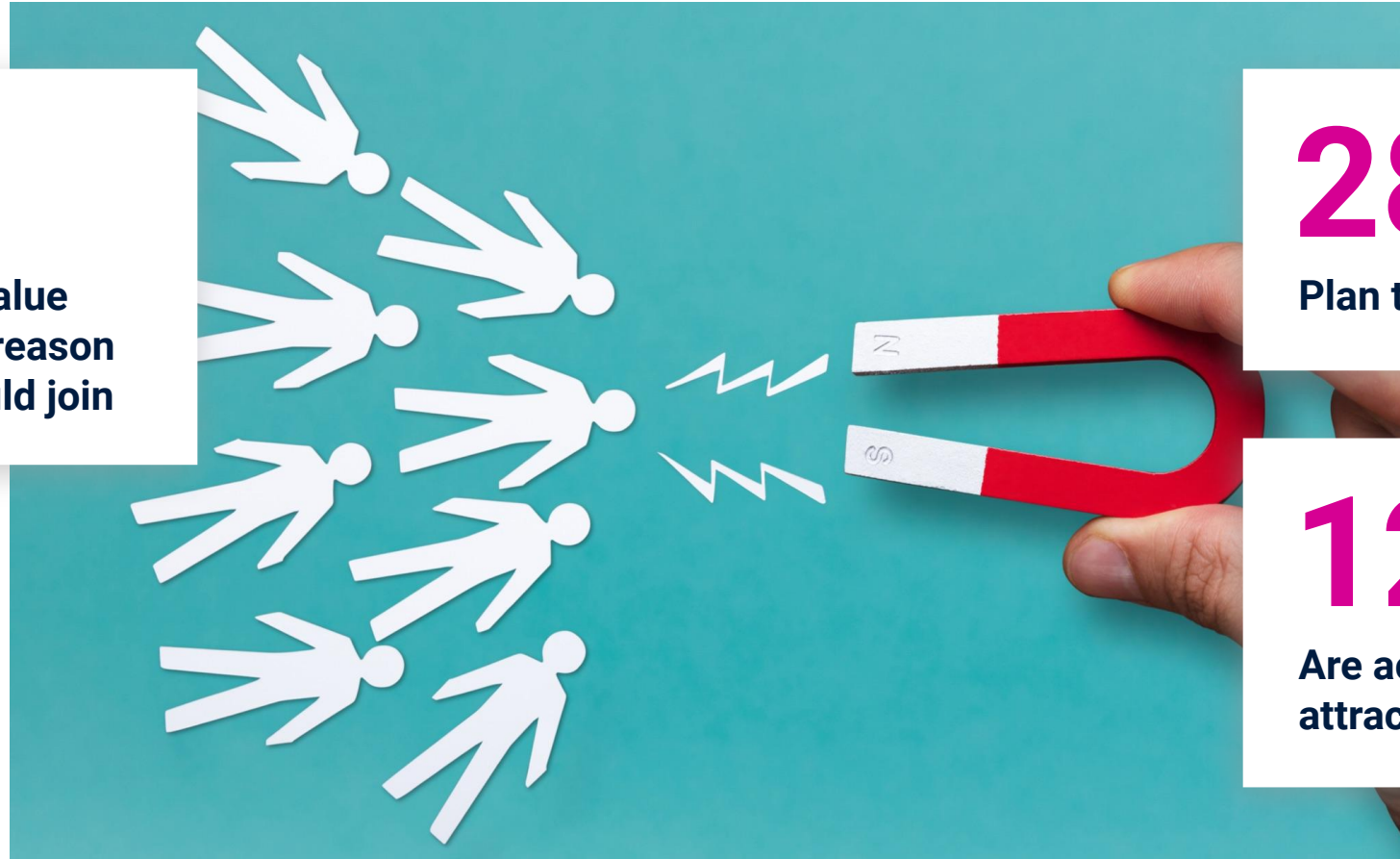
of Employers see value proposition as key reason that new talent would join

28%

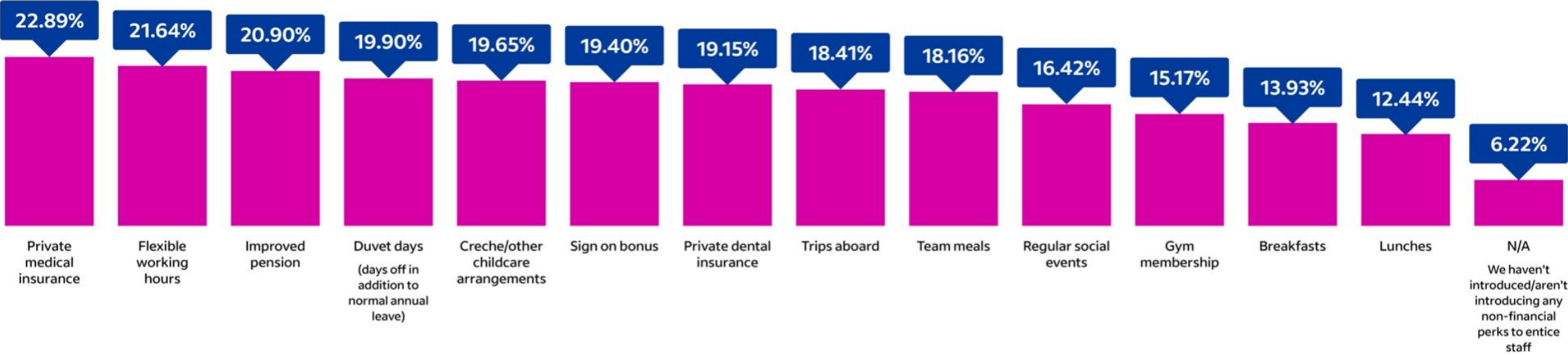
Plan to use it next year

12.69%

Are actively using it to attract talent



Benefits Matter



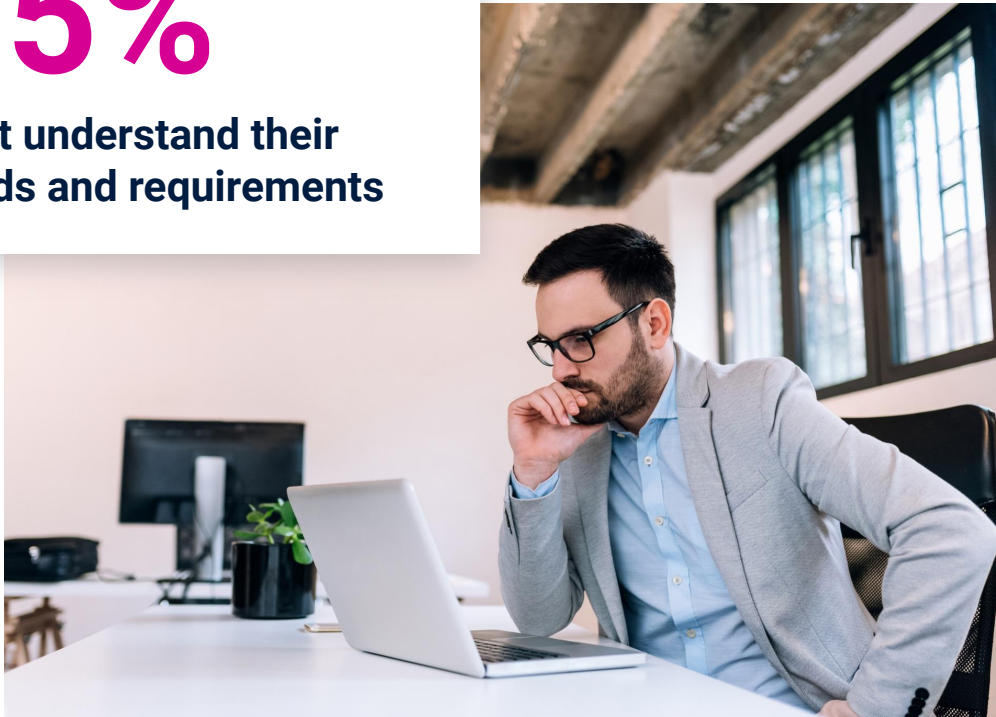
Source: Indeed Flex

Do you feel you understand the needs and requirements of your temporary workforce?

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35%

don't understand their
needs and requirements



30%

of our workers said venues
don't understand them



Source: Indeed Flex

Worker priorities are changing



$\frac{1}{3}$ of workforce is part-time, and forecasted to increase throughout recovery.



Shift Patterns

32.09%



Wages

31.84%



Flexibility

29.35%



Employee Benefits

31.59%

The gap in understanding our workers



61%

Understand that
flexibility is the highest
worker priority



21.64%

Are introducing
flexible shift patterns



Source: Indeed Flex

But that is not all.

Let's look at our workforce



**Millennials became
the largest
generation in the
labour force in 2016**



**50% would quit their
job if development
opportunities aren't
provided**



**65% of workers believe
employer-provided
upskilling is very
important when
evaluating a potential
new job**

**You are having a hard time finding
the right talent**

**And the people you are hiring want
to learn and develop**

**Can you bring in the 'right' people,
who do not yet have the 'right'
experience?**



Improving your interview & recruitment process



Train your managers on skills or behavioural based interview questions to identify soft skills, not necessarily experiences

1950's-1970's, corporations filled roughly 90% of their vacancies through promotions and lateral assignments. Today the figure is a third or less. (HBR, 2020)

Drive Employee referrals through incentives and bonuses to bring in more of your best

48%
of top talent comes from employee referrals. (LinkedIn, 2020)

Technology can drive change

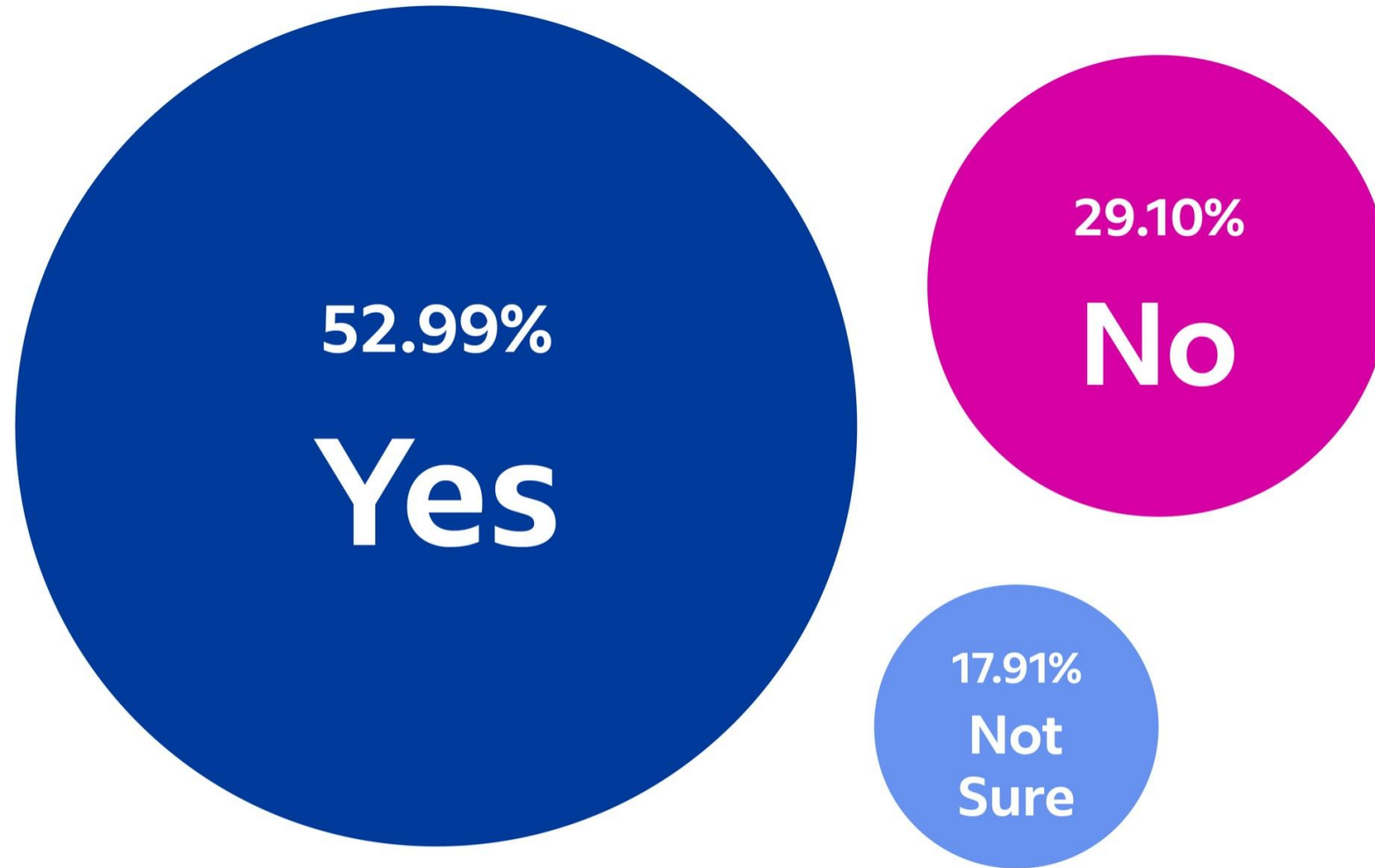


60%

of employers see workforce
management technology as a
way of improving flexibility



Automation is the future



Reasons For Optimism



**One third of the UK
workforce works
part-time and interest
in part-time and flexible
work**



**Christmas spending
patterns will be more
reflective of 2019**



**Out of 1894
respondents 96% of our
workers were excited to
work peak season**

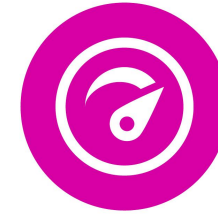
Key ways to stand out from the crowd



Flexibility



**Training and
upskilling**



**Boost employer
brand**

Questions to James

How to use your employer brand to attract talent

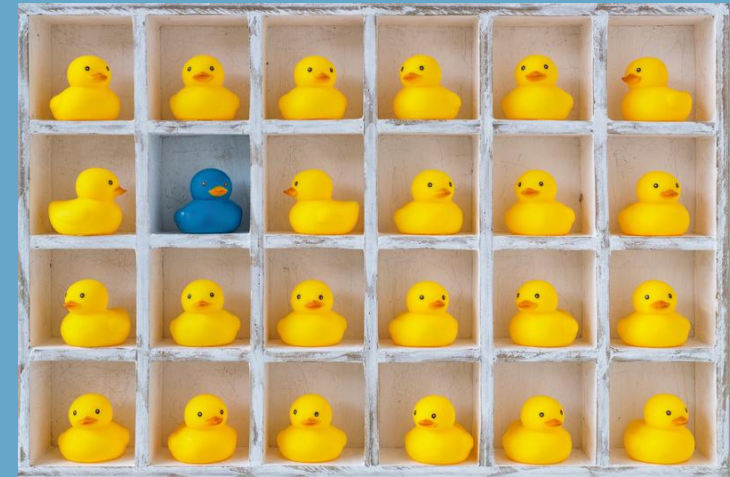


Emma James

**Head of Internal Communications
and Engagement at Moto Hospitality**

HOW TO BE THE BLUE DUCK

Emma James





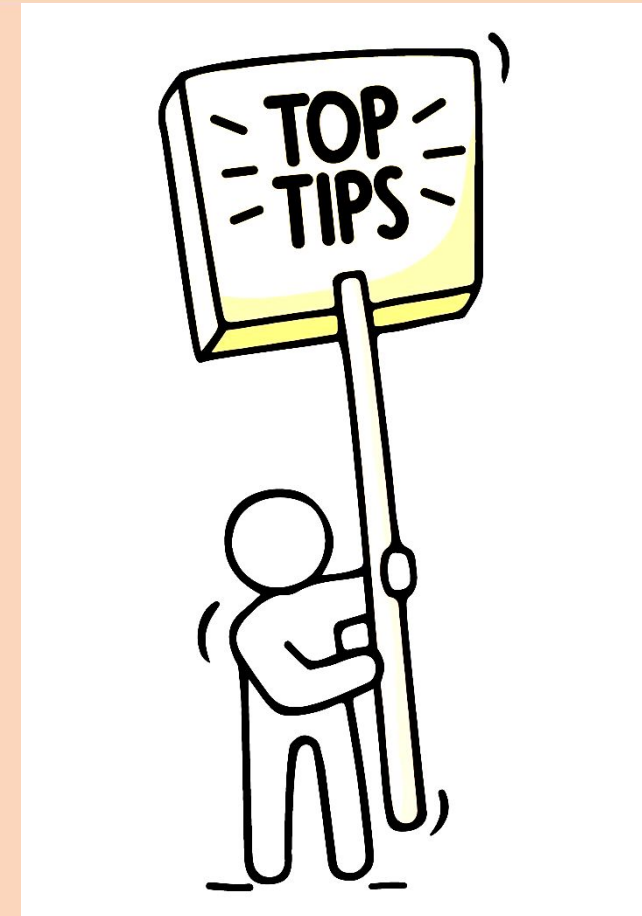
It's tough out there

Be the blue duck!

My aim – To help you be the blue duck with my 5 top tips!



shutterstock.com · 1170064285







Who am I?



TIP 1: Know your audience

- Ask your people...
- Create **personas**
- Identify **touch points**
- Personalise**
- Build **communities**



TIP 2: Overcome your challenges

Whatever they may be –

- Location can be one....
- Pay rates can be another...



TIP 3: Show what makes you unique

- What is your rallying cry?
- What is your EVP?

E.g. Sustainability

Flexibility

Brand loyalty

The best way to find out – ask your people!



1	2	3	4
FUN COMES FIRST	GUESS WHAT I DID TODAY?	THE RIDE OF OUR LIVES	MAKE MAGIC, YOUR WAY



TIP 4: Build your reputation

Why would people want to work for you? What is the first thing they think of when they hear your name?

purpose

culture

inclusivity



TIP 5: Nurture your champions

- Happiness is key – Happy teams talk
- Inspire their career journey
- Build a pool for the future

LinkedIn

Connect to Opportunity™

Six Steps to Workplace Happiness



REWARD AND RECOGNITION

Everyone in an organisation should enjoy the rewards of success. If you are not earning a fair salary, no amount of recognition will make you feel rewarded. Your pay scale must meet expectations and encourage discretionary effort.



WELL-BEING

Health and well-being is broken down into three key areas; physical, emotional and financial. By addressing all three, employers will improve engagement levels and productivity.



INFORMATION SHARING

Not sharing information makes employees feel like an unimportant part of the business. We all need to have a realistic and well-sourced view of the organisations we work for, regardless of your job title. The level of detail we receive may be different, but information forms the basis of the decisions we make every day.



INSTILLING PRIDE

Employees who love what they do and feel proud of where they work will speak openly and positively about it to colleagues, potential employees, customers and people in their community. When people ask that inevitable, getting-to-know-you question of 'where do you work?', you'll hear the pleasure in their voice when they reply.



EMPOWERMENT

Empowering employees must be an indisputable aim of all organisations. All employees must be a part of the decision-making process, listening to their ideas and integrating their suggestions into the company's strategies. Personal experiences inevitably bring different solutions, and by listening to all views, the best outcome can be reached.



JOB SATISFACTION

There are many elements to feeling satisfied at work, but time and again, two key reasons are cited: personal development and the strength of your relationship with your line manager.

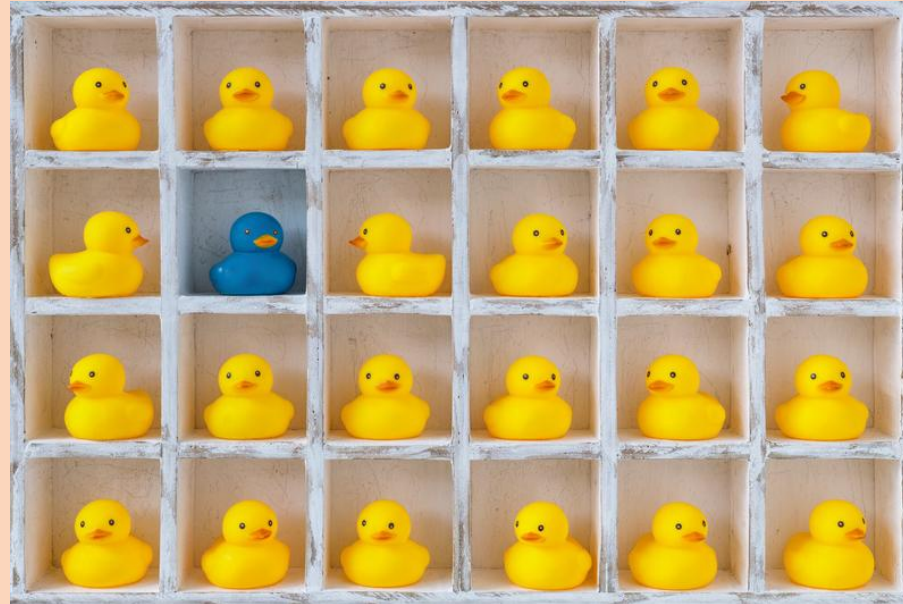
 EngagingBusiness
The Ultimate Employee Engagement Platform





Thank you

Be the blue duck!



**Enjoy the food
and drinks!**