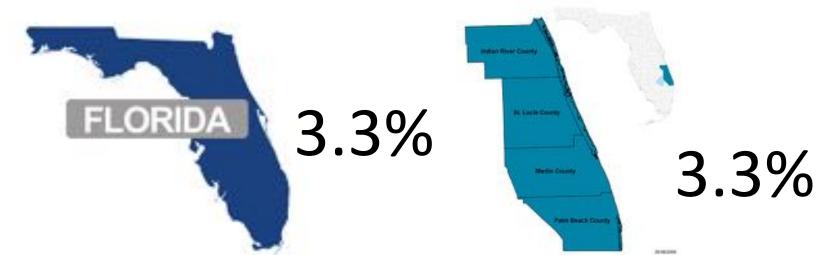


Unemployment Rate



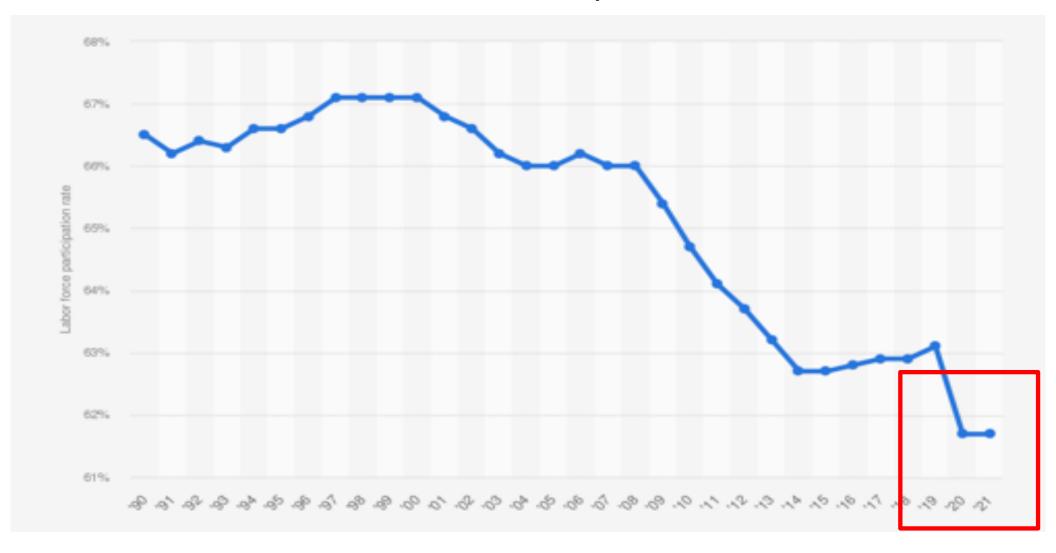
Martin County 2.6%

Indian River County 3.4%

St. Lucie County 3.5% The Federal
Reserve
considers a base
unemployment
rate of 5.2
percent as "full
employment" in
the economy.



U.S. Civilian Labor Force Participation Rate 1990-2021







Historical Reasons for Labor Shortages



GENERATIONAL RETIREMENT



DEMOGRAPHIC SHIFTS



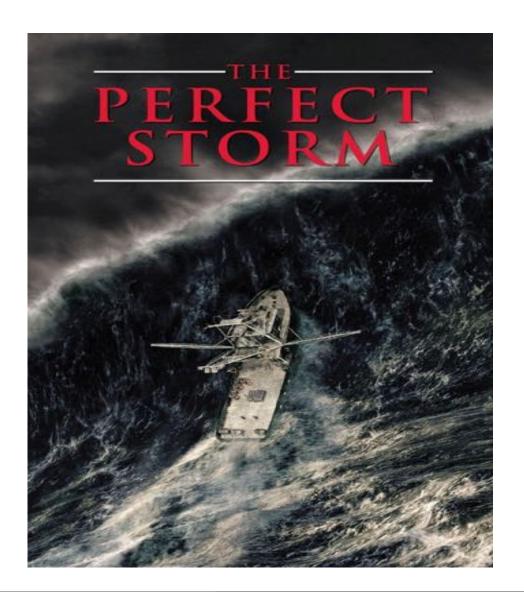
GEOGRAPHIC SHIFTS

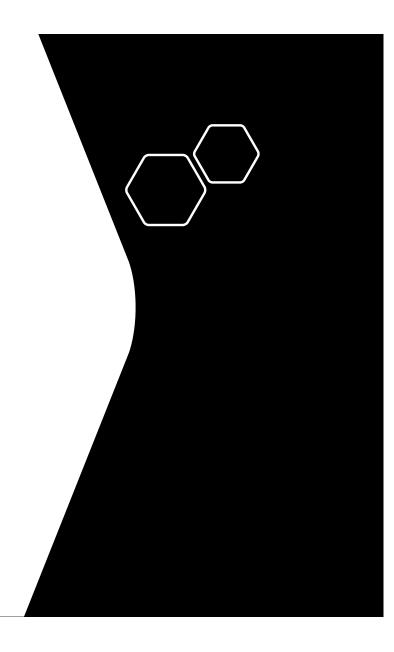


SKILL DEFICITS



SEASONAL EMPLOYMENT









THE GREAT RESIGNATION





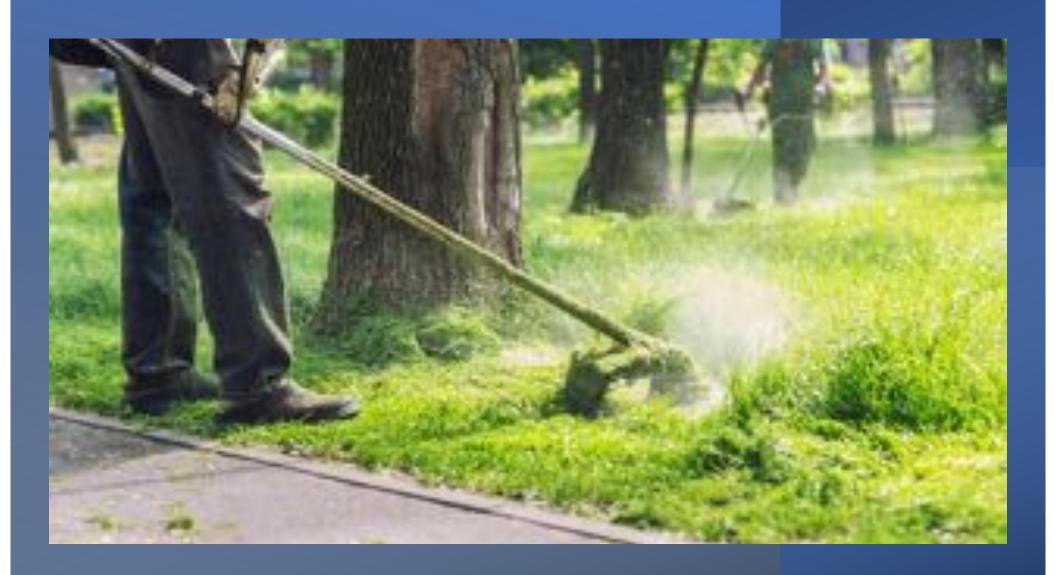
Why Workers Are Quitting Their Current Jobs





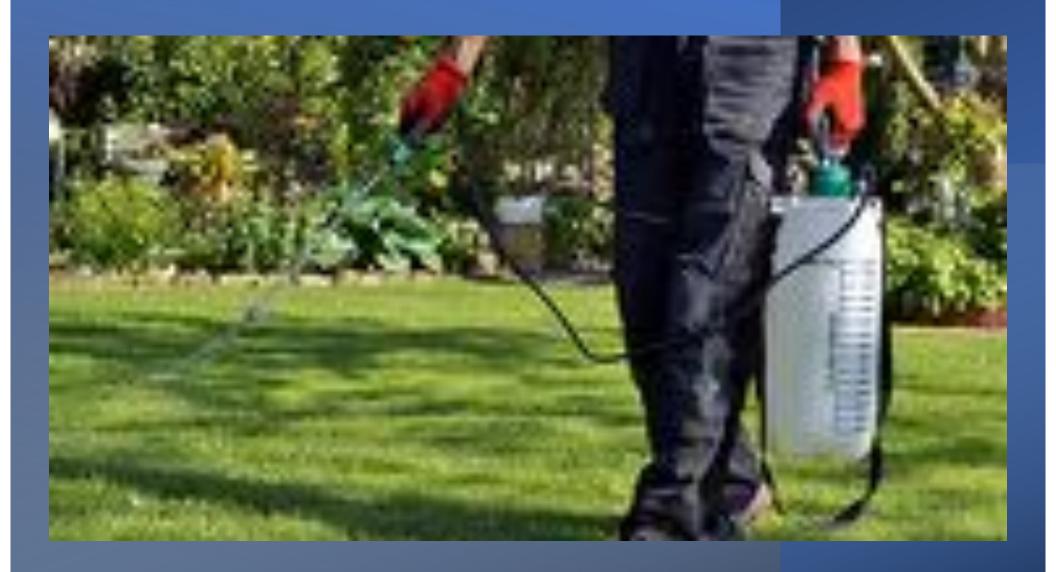


















Why Workers Are Not Returning to Previous Jobs



CHANGES



SAFETY



MONEY



CHAIN



CARE



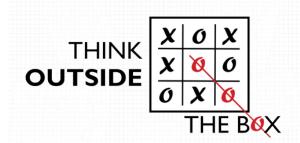
Tips to Withstand the Great Resignation

- FIGURE OUT WHY YOUR STAFF ARE LEAVING
- PREPARE FOR HIGH TURNOVER
- WHEN THERE IS A LOSS
 THERE IS AN OPPORTUNITY
- ATTRACT NEW FACES





Think outside the HR Box



- Rethink Shifts
- Consider Employed
- Different Industries/Fields
- Benefits
- Realtors
- Social media
- Bonuses/Reward Longevity
- Change Application Process
- Culture







ST. LUCIE WORKS



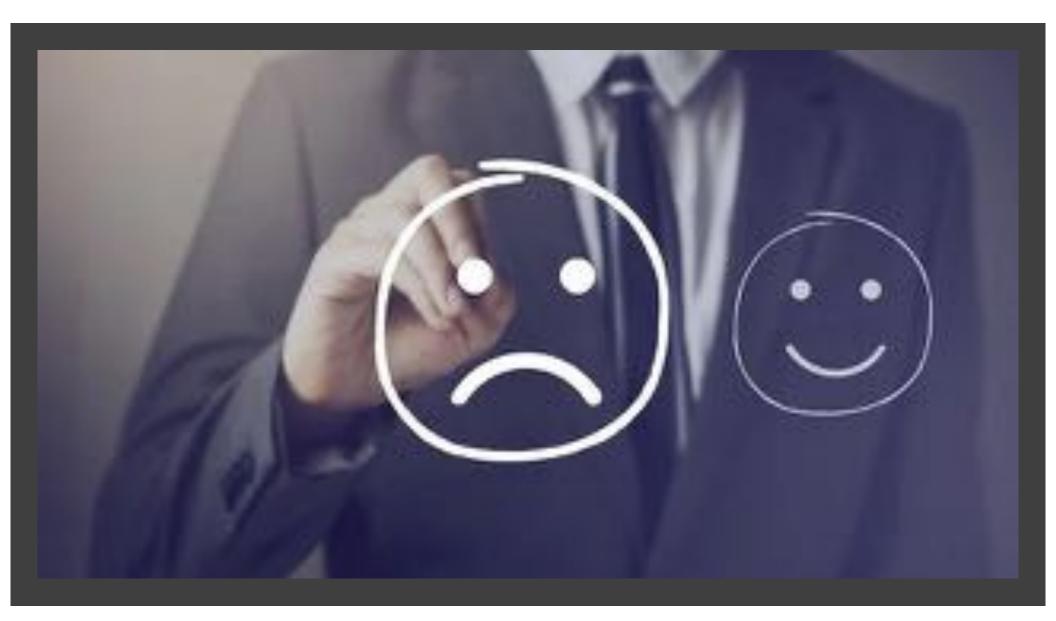


Resetting Company Culture for a Post-COVID World Values-based leadership: Leading with Principle













Resetting Company Culture for a Post-COVID World Values-based leadership: Leading with Principle





Four Steps:

1. Leadership vs. Management

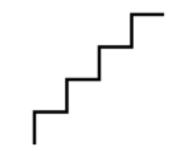




Four Steps:

2. Develop your own leadership philosophy

Values-Based Leadership: Leading with Principle



Four Steps:

3. Engage and empower your employees to achieve your vision

Values-Based Leadership: Leading with Principle



Four Steps:

4. Understand your own values and the desired values of your organization

Questions



Thankyou

For Follow up:

TEpsky@irsc.edu

