**TODAY’S SESSION**

- Unemployment
- Advertising
- Recruiting
- Multigenerational Workforce
- Succession Planning
- Lessons Learned
UNEMPLOYMENT STATISTICS

US 3.9%
Tennessee 3.6%
WHO’S UNEMPLOYED
WHERE ARE THEY?

- Internal Candidates
- Employee Referrals
- Social Media
- Vendors, Suppliers, Contractors
- Local Schools & Universities
HOW DO WE PULL THEM IN?

- Salary & Benefits
- Job Posting
  - Description
- Education
- Experience
- Flexibility
- Opportunities
## Interviewing & Hiring

### Multigenerational Workforce

<table>
<thead>
<tr>
<th>Generation</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditionalist</td>
<td>1900 – 1945</td>
</tr>
<tr>
<td>Baby Boomers</td>
<td>1946 – 1964</td>
</tr>
<tr>
<td>Gen X</td>
<td>1965 - 1980</td>
</tr>
<tr>
<td>Millennial's</td>
<td>1981 – 2000</td>
</tr>
<tr>
<td>Gen Z</td>
<td>2001 – 2002</td>
</tr>
</tbody>
</table>
Succession Planning

- Grow Talent
- Automate Processes
- Accept Departures
- Organizational Culture
LESSONS LEARNED