

What do you make of the recent employment news posted by abc.net.au/news

Unemployment falls again to a new low, but the cause of the fall is not good news - ABC News

Are you confused by the latest jobs data? Unemployment rates continue to drop, 40,000+ jobs are lost and there are fewer unemployed people than current job vacancies!

According to the latest job statistics the largest drop in employment was seen in the construction and trade, retail, hospitality and tourism industries.

As an employer how do you navigate this turbulent employment landscape to retain your key people or attract new employees?

Obviously, businesses today and for the foreseeable future are being challenged on every front, not just on skills. It may seem like it is out of your control but...Here are a few key tips:

1. Have a contemporary Employee Value Proposition – you want your business to be hired by candidates, not the other way ‘round.
2. Invest in your current employees. Incorporate personal development plans aimed at skills, performance improvement and succession planning – Retention is Key!
3. Engage job applicants quickly and decisively – The limited number of candidates that are looking to work at your business are restless and looking elsewhere as well. Make the employment process smooth for both you and your candidates!
4. If you don't have the internal capability to recruit new staff, whether that's a lack of systems, strategies or resources consider outsourcing to a professional - It's 100% of their focus and can foster more streamlined and successful decisions and outcomes.

Follow and talk to us here at OCG for more tips, resources and opportunities.

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