



**Graduation Day**



**Happy Memorial Day**

**COMPASS CAREER NAVIGATOR  
May 2018**

**WHAT DO YOU SEE TO BE DIFFERENT IN  
OUR FUTURE WORKFORCE AND WHY**

As the new college and high school graduates are released into the workforce, what do you expect to be different and why? Since a large portion of them seem to have different values and priorities from their parents and grandparents, it makes sense that they will approach employment and their lives differently.

One difference employers have noticed is that the younger employees tend to change jobs more frequently – approximately every four years. Those employees leaving the workforce worked for 10, 15 and more years. Even with Baby Boomers, many have worked for one company for most of their working lives. However, that is changing more and more, which means employers have to replace employees more often and have less retention.

Some of the younger employees become bored with a job and are even willing to take the risk of quitting one job, though they may not have another one secured.

Since many of the new generation of employees have seen their parents become “downsized” or “released” from jobs, these younger employees do not believe in being “loyal” to employers. In their view, their parents’ employers were not loyal to their

parents. And since many employers do not provide training to develop their own employees, this supports why this new generation of employees cannot justify staying with a company doing the same job and no growth opportunities.

However, as this generation chooses to marry and have children, the necessity of a steady salary may change their minds. In addition, health insurance and medical care only seems to be rising in costs. This entices individuals to change their priorities and realign their thinking.

On the other hand, some of our younger generation could take another turn and choose for more to become self-employed. Many graduates today have a more creative and independent outlook on business. Though being an entrepreneur is far from easy, a creative and independent thinker may be more prepared to tackle this career path.

Many people and employees change their way of thinking and doing things over time. If a person has strong organizational skills, knows how to maximize the use of the internet and other technologies, and can be more focused, it is certainly possible for one to take their skills and talents to a successful level. A well-developed business plan, the ability to persevere, and follow through on their efforts can enable a person to not only be productive but SUCCESSFUL as well.

## **HOW TO HIRE APPROPRIATE EMPLOYEES TO NOT JUST FILL SPECIFIC POSITIONS, BUT MATCH EFFECTIVELY FOR A SUCCESSFUL OUTCOME**

Too many employers and their staffs go about hiring employees in ineffective and sometimes using unprofessional or illegal tactics. There are many questions and practices that are not allowed and could be those crossing into being offensive or discriminating in nature. Some of these could cause legal ramifications against a business.

Other Hiring Procedures can be not only ineffective, but also reflect poorly on the employer and the company. If the hiring procedure is being used when there is really no such open position, candidates could report the company to the Better Business Bureau or the police, if a job posting is totally false.

When a business is hiring employees, specific steps that should be taken include:

- 1) Check the accuracy of the job description and/or see if it needs updating. This should include the average rate of salary, skills required, education or certifications needed, etc.
- 2) Businesses are encouraged to first offer interviews of existing employees, who are eligible for this position.
- 3) Accurate and official identification is also required for a position.
- 4) Though many firms use multiple interviewers or a panel, this has not been proven to be any more effective or delivering any better outcomes. (In fact, multiple interviewers can complicate the decision.)
- 5) Another mistake some companies make is to wait too long before contacting the best candidate – thereby losing out on the best choice.

Wise job search candidates will research a company and decide if it is a credible and

proactive business. If the business owner wants the business to survive or grow, then one big priority needs to be the hiring and selection of solid, capable employees. The owner should pay attention to the company using an effective hiring process, as well as purchasing quality materials, providing professional services, and making sure customers' concerns are addressed, keeping their word, etc. There are many factors that impact the future of a business, and all of these mentioned help or hurt the bottom line.

## **WHAT ARE YOU DOING TO SHOW EMPLOYEES THAT YOU VALUE THEM?**

Once you have been able to hire a really hard-working employee, do you stop there? Think back to when you/Employer were hired by a really good firm. What was it that you liked about them? Did the relationship change after working there a while? It is not unusual for an employer become complacent about your hard work and possibly take you "for granted".

If your employer was one who was more proactive in managing employees, he/she might have spoken with you occasionally and tried to learn what might make you even happier with your job. Other employers may use an anonymous **Employee Survey** in order to gain insight as how to improve working conditions or learn of issues or concerns. This is one way to be sensitive to you and yet learn how to support you better. Employers do NOT want to lose "good employees". If the idea of a survey appeals to you, it may be worth asking your supervisor if the company might consider this approach to improving "employee relations".

Compass Career Management would be glad to provide a short, straight-forward Employee Survey, in which the employer can participate in order to include pertinent information or ideas. The key to a "**successful**" **Employee Survey** is for the Employer to follow up and put into place some of the items suggested or requested by the employees. This demonstrates that the Employer does value the workforce. You are encouraged to give this serious consideration, which will help to reassure the employee that they are valued!

## **POSSIBLE EMPLOYEE REWARDS**

Here are some of the rewards that have been effective in the past and are still being used. Examples:

- Being made “Employee of the Month”
- Offered a Special Parking Space
- Employee’s photo posted prominently
- Have lunch with the President
- Take small team or employee on shopping spree (taken to local mall and given \$XXX with time limit and that \$\$\$ is spent on employee.)
- Amount of money given to employee’s choice charity in their name.
- Have all employees enter ahead a reasonable idea for their reward due – then honored.
- Other possible rewards could be: One month of free childcare, weekend get-away, Spa Day, One Free Grocery Shopping trip, 2 Tickets to Theatre or Movie, Fresh Flower Arrangement, Give Office Space a “facelift” or update, a Department goes out for a Special Lunch or Dinner together...
- Formal Recognition of employee on a prominent billboard in city.
- A Promotion
- A Day Off
- A Special Gift appropriate to person
- A month of free treats at person’s favorite “treat shop” (Baskin Robbins, etc.)

For some rewards, you might encourage employees to select from a list ahead of time. Be sure the “reward” matches the person and their level, as well as accomplishment.

Other way to boost morale: have fun events, i.e. a) have employees bring baby photos of themselves and see how many guess or identify more of those correctly, etc.

## **SOME SPECIAL FOCUSES FOR THE MONTH OF MAY**

When you think of the month of May, what comes to mind? The two things I think of is “Graduation Day” and “Memorial Day”.

Of course, Graduation Day is important to the young person as well as the parents and relatives. This is a HUGE accomplishment. When we lived in one state, the high school counselor actually informed us that in this rural community, many of the students in school were the first in their family to graduate high school.

Many of us take that for granted, but we really shouldn’t. We are fortunate to live in America where we have good schools.

The other special event in May is Memorial Day! I doubt many families don’t have relatives who were or are in the military. Then there are those deceased relatives, who died in battle or wars. None of us should ever forget what great contributions they have all made.

I remember going with my grandmother and placing flowers on the family graveyard where many past relatives were buried after dying in a war. Then my generation faced the Vietnam War, which took so many lives.

Memorial Day gives us the opportunity to pay respects to so many who gave their lives for our freedom. Please keep this in mind.

Currently, I have a nephew, his wife, and a husband to a niece, who are all in the military. Hopefully, some day there will only be PEACE.

## **ARE YOU AWARE OF THE COMMUNITY CULINARY SCHOOL OF CHARLOTTE? A GREAT VENUE AND RESOURCE IN CHARLOTTE**



**Chef Ron w/Charlotte Hornet Dwayne Bacon**

## **COMMUNITY CULINARY SCHOOL OF CHARLOTTE**

This wonderful resource for those interested in the field of Culinary Arts is a true blessing. Established in 1997, it celebrated 20 years in 2017. **Located on Monroe Road (9315, Suite D)** is open to providing some of the best food creations imaginable. **Open Monday – Friday from 8 a.m. – 2 p.m.**, the public is welcome to indulge in their many excellent food creations.

Other community organizations have been great partners, such as CPCC, who supported a “black bean and sweet potato soup event”, which raised money for Hospice & Palliative Care Charlotte Region foundation.

Chef Ron has even spoken to the Kiwanis Club about the CCSC’s mission and training program at the Levine Senior Center in Matthews.

The Community Culinary School of Charlotte has prepared more than 5,000 free meals annually to the hungry.

CCSC has graduated 905 students as of December 2017. 88% of them secure jobs at graduation, and 60-75 students are trained annually.

To learn more, go to their website: [www.communityculinary.org](http://www.communityculinary.org). They also have a catering business called “**Encore Catering**” and can handle Corporate Events, Weddings & Celebrations, as well as Boxed Lunches. **Contact Encore at 704-790-8646.**

Businesses and other organizations are encouraged to support such an outstanding program as CCSC. You are also welcome to visit their establishment for breakfast or lunch. You will enjoy every bite!!!

## **NAVIGATOR’S OBSERVATIONS**

Compass Career Management Solutions has always been BIG supporters of Human

Resources professionals, as they are the “heart” of a business. They have to combine keeping a business functioning professionally and legally, as well as being supportive of the workforce.

Most HRs make every effort to stay current on legal changes, while watching for ways to strengthen a business, improve procedures, seek more efficient processes, address employee issues, etc. If an HR is able to identify resources or tools that can help a company be more productive, then that benefits all. However, the key to this positive approach for HRs is to have a solid and strategic relationship with the employer.

Obviously, some Human Resources efforts can impact the bottom line more than others. Still, as long as the HR has the support of the employer, most efforts would be of value.

One of the biggest requests from many employees is to receive continued training and development. Whether it be “On-Board Training”, Leadership, Supervisory or Management Training, Team Building, Effective Communication, or Updating Your Performance Management procedure, all or any could position a company on a more successful path for the future. These processes make a huge difference in employee relations, as well as a more positive work culture.

### **Compass Career Management Solution**

Our firm values supporting your company. Contact Robyn Crigger.

[rcrigger@compasscareer.com](mailto:rcrigger@compasscareer.com); our website: [www.compasscareer.com](http://www.compasscareer.com).

Some services include:

Team Building	Employee Surveys
Leadership Training	Workforce Behavior
Strategic Planning	Outplacement
Supervisor/Mgmt Training	Performance Mgmt

This newsletter is published by Robyn Crigger of Compass Career Management Solutions.

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