



# Top 5 HR Trends for 2019

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# Our Agenda

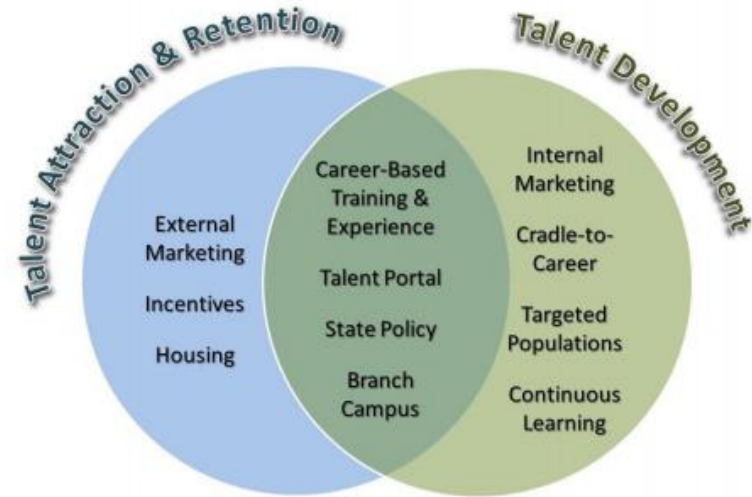
- Strategic Action Agenda for Workforce
- Learn Top Five HR Trends for 2019
- Talent Acquisition Programs/Talent Incentive Packages/Career Based Experience for 2019
- Call to Action for 2019



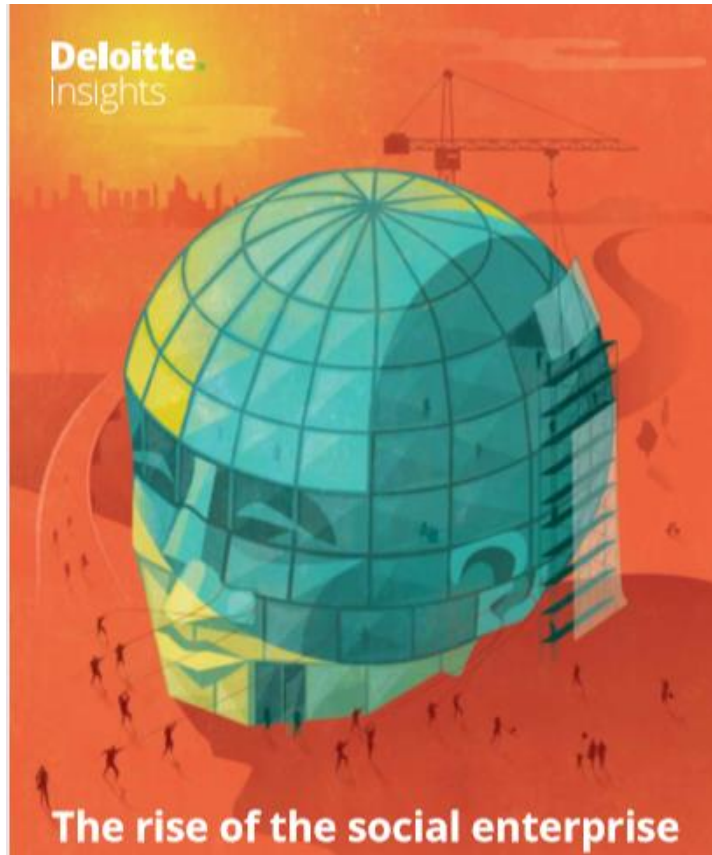
For 2019 – our focus will be on the following three key areas:

1. External Marketing for Talent Attraction & Retention.
2. Internal Marketing for Talent Development.
3. Business Partnerships.

## Strategic Workforce Action Agenda



# Market Data & Analysis – Our Resources



# The Growth of People Analytics



# Intelligent Recruiting Technology

The screenshot displays the BPA Recruiting software interface. At the top, there is a blue header bar with the user name 'Boris Lutz' and a settings icon. Below the header, a navigation bar contains 'BROWSE' and 'PAGE' options, along with a 'SHARE' button. The main content area is titled 'Candidates' and features a search bar with a dropdown menu and a search icon. Below the search bar, there are several action buttons: '+ Candidate', 'Alert', 'Export to Excel', and 'LI Search'. A tab labeled 'ALL CANDIDATES' is active. The main display is a table of candidate profiles, each with a profile picture, full name, salutation, city, state, and country. The table is filtered to show four candidates.

Picture	Full Name	Salutation	City	State	Country
	Chen Lee	Dr	Hong-Kong		CN
	Gamble John	Mr	Yverdon		CH
	Lampard Frank	Mr	Washington DC		US
	Kimble Michael	Mr	Arlington	WA	US

# Creative Employer Branding



# The Growth of Remote Workforce





# An Emphasis on Soft Skills



# EXTERNAL MARKETING PROGRAMS



## Talent Tours

Early Career  
Professionals  
High Level Corporate  
Engagement  
Peer Networking Event



## Talent Draft Day

Highly Skilled Trades  
High Level  
Engagement  
Denny Sanford  
Arena



## Talent Rebound Events

Alumni Groups  
Early/Mid Career  
Professionals  
Professional  
Networking Events

# INTERNAL MARKETING PROGRAMS



## Your Future

STEM Project Based  
Full Career Spectrum  
7 Grade - Pilot



## JA Inspire

Major Industries  
Full Career Spectrum  
6, 7 and 8 Grades



## Dream it. Do it. South Dakota

Partnership with  
Manufacturing  
Technology Solutions  
Project Based  
Social Media Contest

# 2019 Talent Trends for Incentives

Talent Trends (Generational)					
	Acquisition			Retention	
	Early Career	Mid Career	Skilled Trade	New Americans	Career
Childcare (Onsite + Assistance)	Millennials and Gen Xers				
Career Development	Generation Z, Millennial and Baby Boomer				
Housing	Millennials		Millennials		
Transportation (Subsidized)	Millennials		Millennials		
Student Loan Forgiveness	Millennials				Older Millennials & Gen Xers
Relocation	Older Millennials & Gen Xers				

# Workforce Development Training Assistance - GOED

**WORKFORCE DEVELOPMENT**

Home / Training & Incentives / Workforce Development

## SUPPORT FOR WORKFORCE TRAINING

Though the GOED's Workforce Development Program, companies can access money to help train new and existing employees that require additional skills as the result of company growth. The program can fund up to 50% of eligible training expenses to companies that meet certain wage and benefit criteria. The funds are awarded on a reimbursement basis, typically \$500 per trainee.

**DOWNLOADS**

- Workforce Development Application
- Workforce Development Policies and Procedures
- Finance Programs

**Criteria** | **How it Works** | **Application Details**

### CRITERIA

Companies must meet the following criteria to participate in the program:

- All training must be technical in nature
- New employee training must be the result of growth in the company, not attrition
- The wage of the employees before the training begins must be at least \$12.00 per hour
- Current employee trainees must receive an increase in their wages that is directly attributed to the training
- Companies must offer employees health insurance that is at least partially paid by the employer

## Most Common Requested

- *Communication and business writing*
- *Time Management (for new managers)*
- *Project Management (all employees)*
- *Finance and Accounting for non-finance people*
- *Leadership for new managers*

# Next Steps .... Join Us

## Talent & Workforce Development Team Sub-Committees

Please join us ....

Recruitment Council  
meets next...

Interested in Talent  
Acquisition Strategies?

Interested in Talent  
Incentives Packages ?

Interested in Career Based  
Training Programming?

✓ June

Send an email to [deniseg@siouxfalls.com](mailto:deniseg@siouxfalls.com) with your preference.

✓ November

Information on our BR&E program, send an email to [mikeg@siouxfalls.com](mailto:mikeg@siouxfalls.com).



# TALENT & WORKFORCE DEVELOPMENT TEAM