



October 2015

# NUHRA Newsletter

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## 2015 Board Members

<b>President</b>	Veronica Akers
<b>President Elect</b>	
<b>Secretary</b>	Alison Evans
<b>Treasurer</b>	Darrel May
<b>VP Membership</b>	Summer Palmer
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<b>Programs</b>	Shauna Greer
<b>Certification</b>	Ben Eden
<b>Hospitality</b>	Ashley Wendt
<b>Workforce Readiness</b>	Saralyn Barnes
<b>Diversity</b>	Christina London
<b>Legislative Representative</b>	Jesse Oakeson
<b>Public Relations</b>	Kathy Hammerle
<b>Foundation Liaison</b>	Stacey Comeau
<b>Student Liaison</b>	Pat Wheeler
<b>Student President</b>	Reese Driscoll
<b>Past President</b>	Christina London
<b>Golf Committee Chair</b>	Shawn Choate

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## President's Address

Hello, NUHRA Members!

Wow. October already! They say time flies when you're having fun. I guess we have all been having a VERY GOOD TIME!

September brought a great Utah State Crossroads Conference. The speakers were very informative and most were also rather entertaining – especially Dwane Lay! I hope many of you attended and had a good time while learning many new things.

As we head towards the end of 2015, (only 12 weeks left until Christmas!), the NUHRA Board is getting ready for 2016. We are getting the seats filled quickly and a plan put together a fantastical 2016! If you are interested in helping out, please feel free to contact one of the board members.

We are looking forward to our October speaker, Joe C. Tate, who will be speaking on the Current Legal Challenges. This is a constantly changing subject and one all HR Professionals should be on top of. I hope to see you all there

Veronica Akers, PHR  
NUHRA Chapter President

AFFILIATE OF

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

## Ready for an avalanche of resumes? It's headed this way, experts say.

<http://www.hrmorning.com/>

Tim Gould

It looks like there could be a lot of movement in the job market over the next several months. Full-time, permanent hiring in the fourth quarter is projected to be the most robust since 2006 and seasonal hiring is poised to outpace last year's projections by a healthy margin, according to CareerBuilder's recent research.

And, as we outlined in a recent post, there's a substantial number of employees who say they're actively looking to change jobs — despite being generally happy with their positions and their organizations.

It's setting up to be the perfect storm of worker mobility. Thirty-four percent of U.S. employers plan to hire full-time, permanent staff in Q4, and nearly the same percentage (33%) expect to add seasonal staff, according to CareerBuilder. More than half (53%) of retailers plan to hire seasonal workers in Q4, up from 43% last year.

The national survey was conducted online by Harris Poll on behalf of CareerBuilder, and included a representative sample of 2,326 hiring managers and human resource professionals across industries and company sizes.

The numbers from the CareerBuilder research:

### Full-time Hiring in Q3 2015

Thirty-nine percent of employers added full-time, permanent headcount in the third quarter of this year, up from 34% in the same period in 2014 and 28% in 2013. Ten percent decreased headcount, on par with last year, while 49% made no change to staff levels and 1% was unsure.

### Full-time Hiring in Q4 2015

Looking ahead, 34% of employers plan to add full-time, permanent employees in Q4, up from 29% in 2014 and 25% in 2013. Ten percent expect to reduce staff, on par with 9% last year, while 52% anticipate no change and 4% are unsure.

### Seasonal Hiring in Q4 2015

Seasonal hiring activity over the next three months is also expected to show notable year-over-year gains. One third (33%) of employers expect to hire seasonal workers in Q4, up from 26% last year. Fifty-seven percent expect to transition some seasonal staff into full-time, permanent roles, up from 42% last year.

### Pay for Seasonal Jobs

Seasonal workers will likely benefit from recent minimum wage increases implemented at the federal and state level and among large name brands. Thirty-seven percent of employers say they will increase pay for their seasonal staff, up 10 points over last year. Seventy-two percent of seasonal employers will pay \$10 or more per hour while 19% will pay \$16 or more.

Half of seasonal employers (52%) say they're boosting staffs to help with the busier holiday season while others are focused on wrapping up the year (30%) or ramping up for 2016 (31%).

While the number of retailers planning to hire seasonal help in Q4 increased 10% over last year, companies across industries are hiring for a variety of areas:

- Customer Service – 46%
- Administrative/Clerical Support – 23%
- Inventory Management – 17%
- Hosting/Greeting – 17%
- Shipping/Delivery – 16%
- Accounting/Finance – 15%
- Marketing – 15%
- Sales (non-retail) – 11%, and
- Technology – 10%.

### South, Midwest lead regional hiring

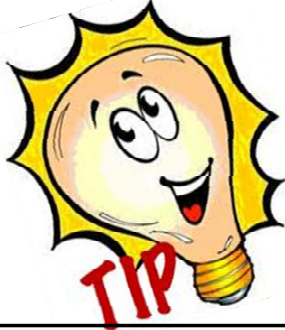
Similar to last year's forecast, the South houses the largest percentage of employers planning to add full-time, permanent employees in Q4. The Midwest reported the largest year-over-year gain with 34% of employers expecting to add full-time, permanent staff, up 10% over last year. The West is leading other regions for seasonal hiring (42%) by a significant margin of over 9% and reported the biggest year over year gain (13%).

### Hiring by Company Size

Among employers with more than 500 employees, the percentage expecting to hire seasonal workers in Q4 is up significantly from 31% in 2014 to 42% in 2015. Forty-four percent plan to add full-time, permanent headcount, a solid jump from 35% last year.

Hiring is also expected to pick up pace in small businesses. Among companies with 50 or fewer employees, 23% plan to hire full-time, permanent workers over the next three months, up 7% from 16% last year. Seasonal hiring for this segment is expected to hold steady with 17% of employers planning to add staff.

Among companies with 250 or fewer employees, 26% expect to add full-time, permanent staff in Q4, up from 23% last year, while 25% expect to add seasonal staff in Q4, up from 21% last year.



**HR TIP:**

“If you forget the details of every employment law, remember that it all boils down to one thing: treating your employees the way you’d like to be treated...If you don’t want employees to leave and you don’t want them to sue, love them.”

-Mark Toth, Chief Legal Officer, Manpower Inc

NUHRA will be collecting donations for hygiene kits again this year. Last year we were able to help Safe Haven located in Ogden. This year we will be donating to the Safe Harbor in Kaysville and/or the homeless shelter in Ogden.



**Upcoming Events**

**NUHRA 2015 Calendar**

<p><b>Jeremiah’s</b>                  October 15, 2015                  11:30 – 1:00 p.m.                  Current Legal Challenges</p>	<p><b>Jeremiah’s</b>                  November 19, 2015                  11:30 – 1:00 p.m.                  Diversity/Transgender Employees in Workplace</p>	<p><b>Jeremiah’s</b>                  December 17, 2015                  11:30 – 1:00 p.m.                  Hygiene Kit donations due</p>
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see calendar items in detail:

[www.nuhra.org](http://www.nuhra.org)