

TODAY'S WORKFORCE:

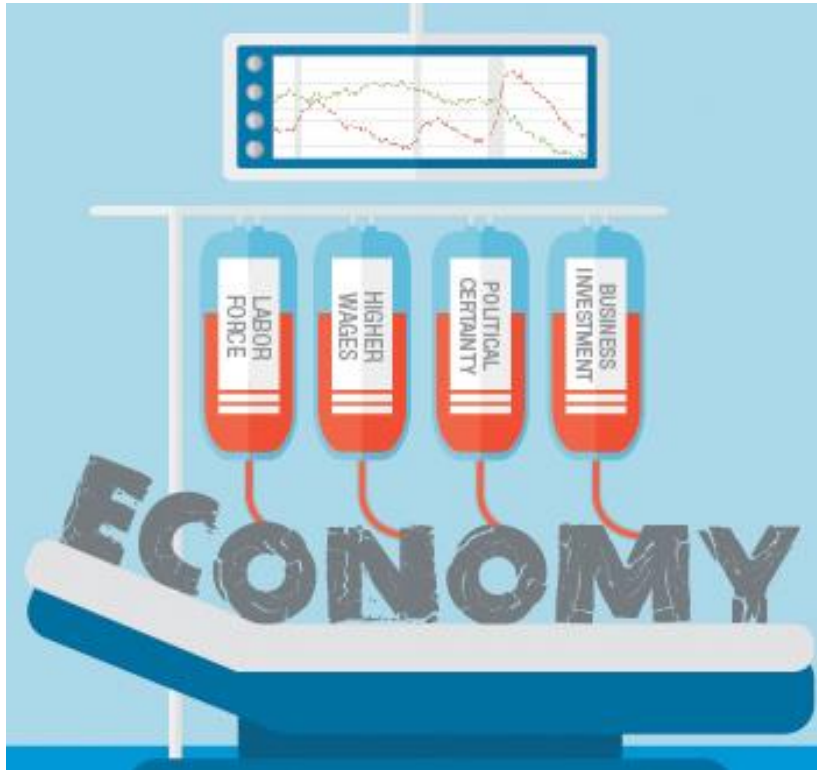
The True Cost of Talent



Express[®]
EMPLOYMENT PROFESSIONALS



POST-RECESSION HANGOVER



- Lower labor force participation
- Slow wage recovery
- Political and global uncertainties
- Cautious approach to risks and expansion



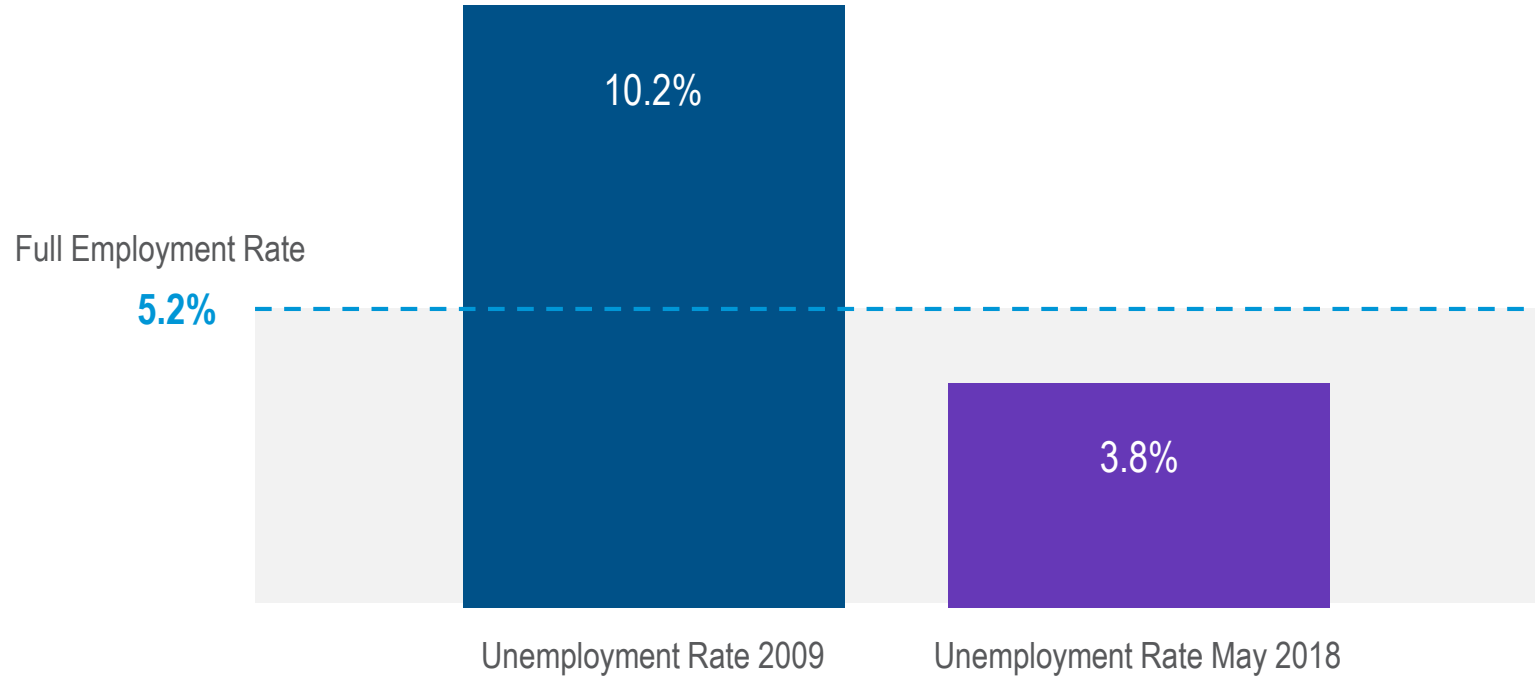
WHERE HAVE ALL THE WORKERS GONE?

- Baby Boomers are retiring
- Workers in their prime are giving up on the job search
- Some are stuck in the safety net of government benefits
- Widening skills gap

THE
GREAT
~~SHIFT~~
SHIFT

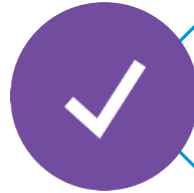


UNEMPLOYMENT SITUATION





THE IMPACT TO LOCAL BUSINESSES



Fierce competition for skilled workers



Employee's Market



Wage pressure



COUNTY UNEMPLOYMENT RATE



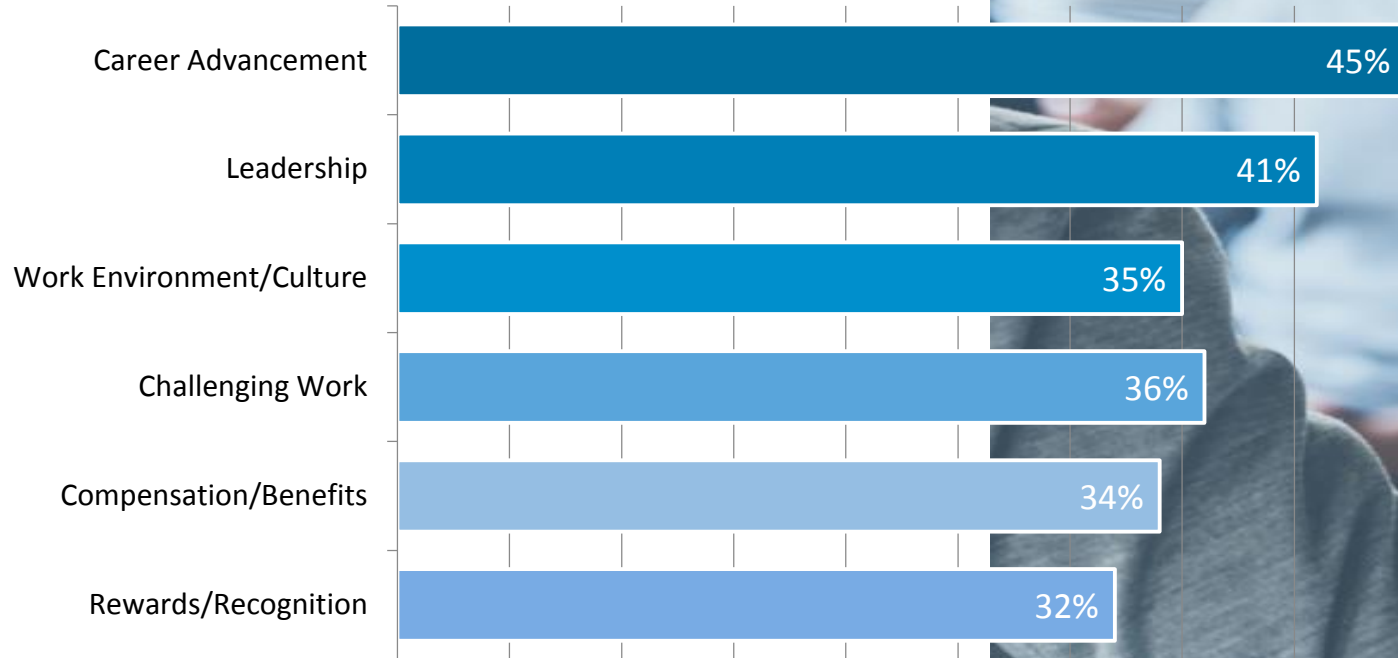
- 3.5% (Washington County – April 2018)
 - That is ~522 people
- 2.7 % (CS/Bryan MSA April 2018)
- 4.2 % (Houston MSA April 2018)



2009 – 2017 WAGE COMPARISON

POSITION	2009 WAGE	2018 WAGE
Line Cook	\$8.00	\$11.00
Bank Teller	\$10.00	\$12.00
General Labor	\$8.00	\$11.00

WHAT WILL ATTRACT THE TALENT YOU WANT FOR THE POSITION YOU NEED?





WHAT CAN YOU DO?

- Review wages and budgets
- Reduce barriers to hiring
- Provide rewarding benefits





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