

It's a Mad, Mad, Mad World for Work Seekers

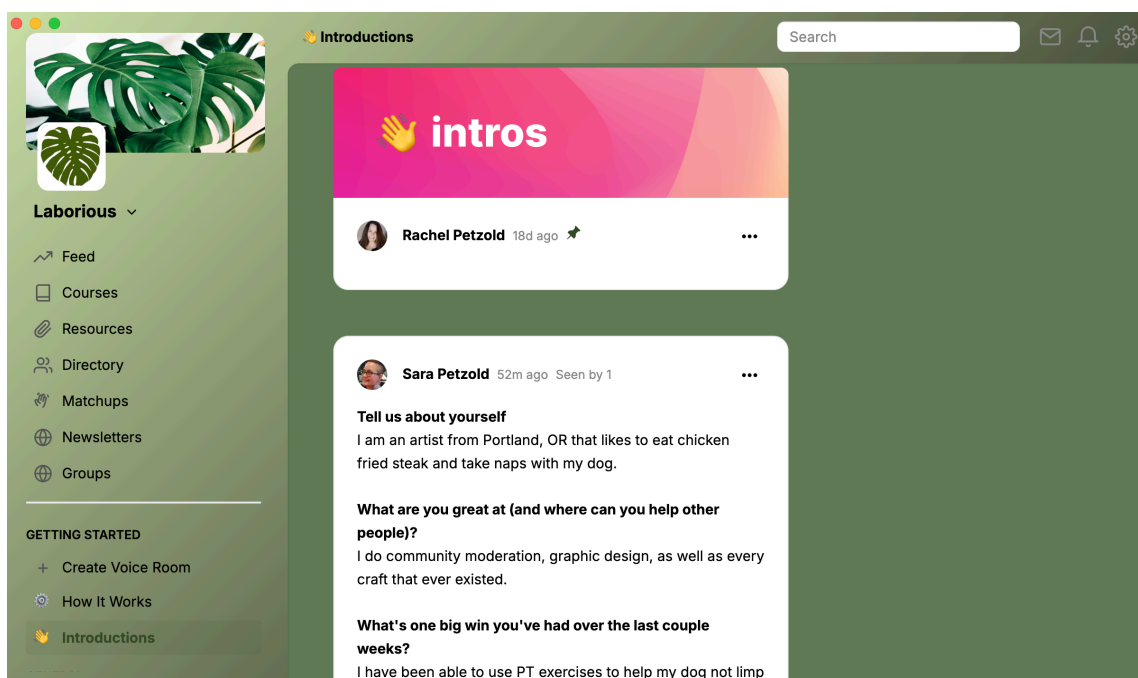
The New York Times just reported that a huge component of the long term jobless people are those with a college degree. This is the first time in history that the educated workers are faring worse than straight high school graduates.

I'm not the slightest bit surprised.

This information does confirm what I'm hearing and feeling right now from our community. If you hit the "out of work" milestone of 3 months, things may be harder to find. Once you hit the 1 year mark of work searching, finding something - anything - as a college grad (whether newly graduated or someone that's been in the market for a long time) people are running out of steam.

With those 24.4 million lost roles from 2024 weighing heavily on my mind (and this year's numbers looking even worse) we're putting on the gas for launching the Laborious Community of the future. We will have access to urgent help, support of those having to create a resume or apply for unemployment, and share opportunities and network with others on the hunt.

Here's s sneak peek:



We can't wait to welcome you in!



MEMBER SPOTLIGHT

Meet Member: Mark Spencer



Today, I want to introduce you to our friend and Laborious member Mark Spencer, a heart-led guide that does good in the world with his work in the post-acute healthcare space.

Mark is an exceptional human looking for a team with heart to join for the rest of his career. Most important for him is "a positive culture that I can help support, with a leader that wants to lift people up and grow them."

Here is a little bit about him in his own words:

I'm Mark Spencer, a successful and seasoned sales professional with over 25 years of healthcare Sales and Operations expertise, making an impact for post-acute healthcare organizations across the US.

My goal is to consistently elevate revenue, increase market share, and support overall business performance while focusing on the people who bring that to life.

I live in the most beautiful city in the world, Denver, Colorado, and I'm probably the one person in the state who doesn't ski. I love it that I live near the airport and can get anywhere in the country very quickly.

I love to see live music and am taking Dawn, my fiancé (we recently got engaged: Bruno Mars flash mob style!) to a concert in Ocean City, Maryland this weekend. I'm looking forward to seeing some favorite bands including the one I saw at my first concert (Devo!) and other alternative music.

I'm excited to teach Dawn to golf, my favorite outdoor activity, and I also love to run and enjoy the beautiful outdoors around me in the Denver area.

Here are some Key Achievements from Mark's LinkedIn:

Delivered substantial revenue and market share growth and operational strategies for organizations nationwide.

Over 25 years of proven success in the dynamic sales landscape.

If we had to say anything about Mark it would include these words:

Smart

Savvy

Successful

Thoughtful Soul with a Big Heart

He is looking for a proper company that puts humans first and where he can settle in and work for the rest of his long career. Please consider connecting him with anyone looking for an awesome human to run a sales team in a healthcare organization.

He'd also love to meet you!

[Sign-up to Be A Member in the Spotlight](#)

The Game Is Rigged: The Employee Squeeze

By Sabrina C. Luciani, Program Advisor, Laborious

If it feels like you, your friends and family, are just worker-pawns in a larger machine, you wouldn't be wrong. As American workers, we haven't had such little power since before the Great Depression. With declining union

membership and the rise of *shareholder primacy*, the American workforce not only suffers regular and unnecessary layoffs, but those "lucky" enough to have a job might still live as the "working poor."

What is *shareholder primacy*, you might ask? It's a fancy term that describes when corporations favor maximizing shareholder wealth over every other group like employees, customers, or the communities they inhabit. Despite the lack of legal mandate for this type of corporate governance (decision-making) and its contrast to corporate social responsibility and sustainability (which are known to be **profitable** long-term), it's become the norm for corporations to favor short-term gains.

It wasn't always this way, and it doesn't have to be this way. For most of the 20th century, companies favored "stakeholder capitalism" with a goal to balance the needs of employees, shareholders, customers, and communities. But this changed in the 1970s and '80s when economists reinforced the idea that the only goal of corporations was to maximize profits and that stock-based compensation for CEOs would align their interests with shareholders. By the 1990s, after years of feeding the American public the fallacy of trickle-down economics, this was just accepted as "the way."

This system has supported and drives the ever-widening income and wealth inequality in the US. A focus on shareholder profits and goals to increase the customer base requires pulling the only lever left: *squeezing the American worker out of their pay and benefits*. From average wages not tracking with the cost of living, to benefits packages that don't pace with the rest of the developed world, to annual layoffs as a way to show short-term cost savings, the average worker in America loses at every turn

If this seems daunting, it's because it is. This is a system issue bigger than just layoffs. But we have to remember the American worker is in the majority. We are the larger community and can and must participate in all available forums like town halls, boycotts, employee feedback surveys, and contacting our local representatives. Unfortunately, we've lost the privilege of sitting idly by.

Through embracing our majority, collectively, we can incentivize our policymakers to pressure public companies to include stakeholder interests, ensure worker representation for labor protections, restrict CEO-to-worker pay ratios, and tie compensation to worker welfare, to name a few.

While these larger goals are important, more immediate approaches are absolutely necessary during these desperate times. So yes, join the local group. Support the local business. Meet with folks in your towns, cities, and schools. Share your time, mentor those who need advice, and join that network you've been considering, because at its core, it's our collective voice that will drive change. And if you need a real-world reminder, think about how

quickly Americans were able to pressure Disney to put Jimmy Kimmel back on the air.

Resources & More Information:

Washington Center for Equitable Growth

“To restore democracy, end shareholder primacy at U.S. corporations and on Wall Street”

<https://equitablegrowth.org/to-restore-democracy-end-shareholder-primacy-at-u-s-corporations-and-on-wall-street/#footnote-1>

Reuters

'US labor union membership slips in 2024 to record low"

<https://www.reuters.com/world/us/us-labor-union-membership-little-changed-2024-government-says-2025-01-28/>

SSRN

"Economic Democracy at Work: Why (and How) Workers Should be Represented on US Corporate Boards"

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4590457

Who We Need In the Community

1. **Sponsors**

[Sponsor](#) a Member today, we have a large number of applicants that cannot cover their membership fee due to their circumstances.

2. **Funders**

Please [contact us](#) to find out more about our fundraising and how you can invest in and receive benefit from supporting the community.

3. **Work Seekers**

Every candidate that signs up for the waiting list is proof the product is needed and motivates us to launch fast and iterate.

BONUS: If you're a Member and you refer someone that pays for their Membership, you'll receive a \$9 referral bonus to help pay your membership or as a payout to support your needs.

4. **Partners, Coaches and Guides**

We are looking for experts to help others, and Members will be considered first for these paid

roles. [Join](#) as a Member or apply to our Partner program today.

5. **Supporters**

Sponsor someone today or join the Community and help others to find their way back to work. We are looking for recruiters to offer resume advice and others that have skills that job seekers need. Join today to help others get back to work!

JOIN THE LINKEDIN COMMUNITY - it's FREE!



Who is this Gabanna that sends me my emails from Laborious?

Gabi is taking a break today (and we all need rest - she says "take a breather!")

Lyla thinks that nothing beats a snuggle with her pink weighted dino when she's stressed. Animals that help their humans operate in the world are irreplaceable!

What's your go to when you need to de-stress?



This email was sent to {{ contact.EMAIL }}.

You've received this email because you've subscribed to our newsletter, are a supporter of our mission, or you joined our wait list. We can't wait to meet you when the Community. Please add hello@laborio.us to your safe sender list so we reach your inbox.

Love our content? Please forward this email to a friend. We'd love to meet them - or send them a [link to sign-up](#).

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