

## NGEN Facts and News

February 2022

### Calendar – 1st Qtr

January 22 – YR Event, Chicago, IL

February 19, 2022 – YR Tier 2 Event, Illinois

February 24 – 26, Tennessee NG Association Mtg

March 8 and 9, TAA Training and Refresher - Virtual

March 23 – Washington DC Veteran Jobs Mission 10<sup>th</sup> Anniversary – panelists

March 25 – 27 – LA NG Association Mtg

### 2<sup>nd</sup> Qtr

April 8-9 IN NG State Association Mtg

April 29 – 30, OR NG State Association Mtg

May 13 – 14, MS NG State Association Mtg

# NGEN Facts

## Employment News

### There's something to be said about Ground Hog Day 2022.

If it feels like you're living the same day over and over again, you're not alone. We've been hearing for months how the employment situation is unprecedented. At what point does the employment situation stop being unprecedented and just the *new normal*? For those of us who have worked in human resources for decades, the skilled worker shortage has been on the radar since the late 90s when it was realized how the number of baby boomers retiring would impact the workforce in the 21<sup>st</sup> century. COVID jump started what we already knew would be a critical exposure of our lack of skill training to replace this workforce. Guess who the biggest "Great Resignation" group was... that's right the 55 – 62-year old's who decided to retire EARLY. The tail end of the baby boomer. The next largest demographic leaving the workforce has been working moms. (More to come on that next month)

The World Economic Forum predicts that by 2025 50% of the workforce will need reskilling. The new workforce will be skills focused regardless of position and education required unless in fields where licensing and such is required.

How the industry is responding to this skilled labor shortage is unprecedented. Employers are increasing salaries to match inflation and then some – the average salary increase for 2022 is said to be targeted at 6.9%. Flexibility and employee focused benefits lead the way. Hybrid workplace and remote are top choices for job seekers. Training and reskilling are in high demand – therefore the need for workforce trainers has increased.

SHRM states "Last year, companies were focused on hiring numbers. They had to fill demand. The focus is shifting now to candidate and employee experience." The flexibility of companies to adapt to their employee's needs is the focus for this year. Employers who successfully show they can put the employee first will have no trouble hiring talent. At NGEN we're partnering with new skills training organizations monthly and our goal is to bring the opportunity to you and your service members.

### Kicking off 2022 Strong

We reported at the end of 2021 we were SIX states away from being onboarded in every state and territory. I'm happy to report that number is now four (4). Ohio and West Virginia are in the midst of onboarding. The states with the most candidates coming into the system in January were **Louisiana, Texas, Ohio, New York, Michigan, Wisconsin and Utah!** Way to start the year off strong.



## Contact Us

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If you'd like to learn more about  
NGEN and the resources available  
to your state, please reach out to  
the email and numbers above.

### Career Specialist (CS) Corner with Kelli Hogan [khogan@casys.us](mailto:khogan@casys.us) CS Corner Feb 2022

I hope everyone is staying warm and healthy. I may have been the only person in America to predict the jobs report for January 2022 was going to be better than expected. Ha-ha kidding. All of us here at **VetJobs** see every day how many open jobs there are so it was an easy guess!

“There are roughly 60 unemployed people for every 100 job openings, meaning just about anyone who wants a job can find one.” said Sarah Chaney Cambon and Gabriel T. Rubin, How to Read the Job Report, link below.

This is great for those who want to get back into the workforce or ready for a promotion. I have heard from candidates that the most desirable positions are working remotely so they can attempt to achieve a work and family life balance. There are many out there so set a reminder to check job boards once a week or start working with one of our **talented Career Specialists** to help you with your targeted resume, job search, etc...

The article also states that employers are recruiting the same talent so that could mean more money. This momentum will not last forever so take advantage of the opportunities available to you right now and it could be life-changing. #CarpeDiem If you have any questions, reach out to me directly at [khogan@vetjobs.org](mailto:khogan@vetjobs.org)  
<https://www.wsj.com/articles/january-jobs-report-unemployment-rate-2022-11643924453>

### Training and Development 2022 -

We're here and ready to roll out new training cohorts in March. Stay tuned for more information via Facebook. In the meantime, if your state needs training, let us know and we're happy to support your employment focused initiatives. Yellow Ribbon events are standard for us but if you want more, we'll help develop what your state needs.

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