



The Future is Creating a Flexible Workplace

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PRINTING United Alliance

Where are all the workers?

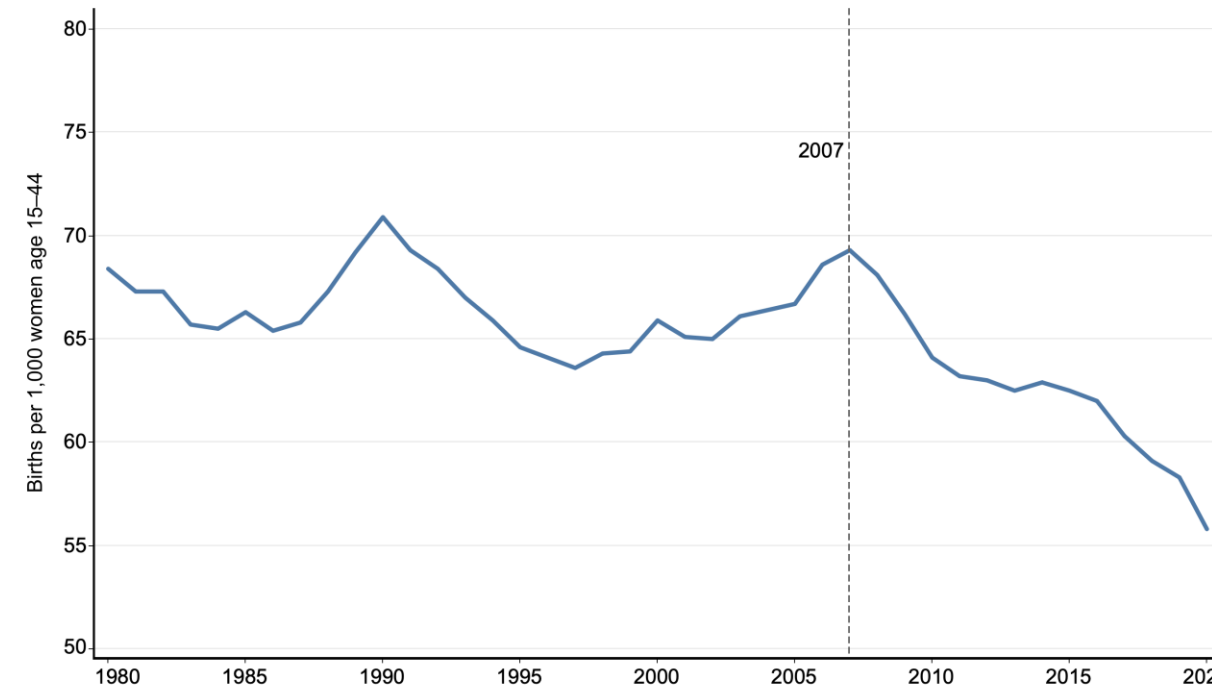
@WF_Impressions
#WFSummit2022

National unemployment rate is 3.6%. This is considered “full employment” of available workers.

Declining birth rate – 20% decrease since 2007.

TREND IN US BIRTH RATES

YEARLY, 1980–2020



Source: Birth rates collected from CDC Vital Statistics Reports for 2015, 2019, and 2020.

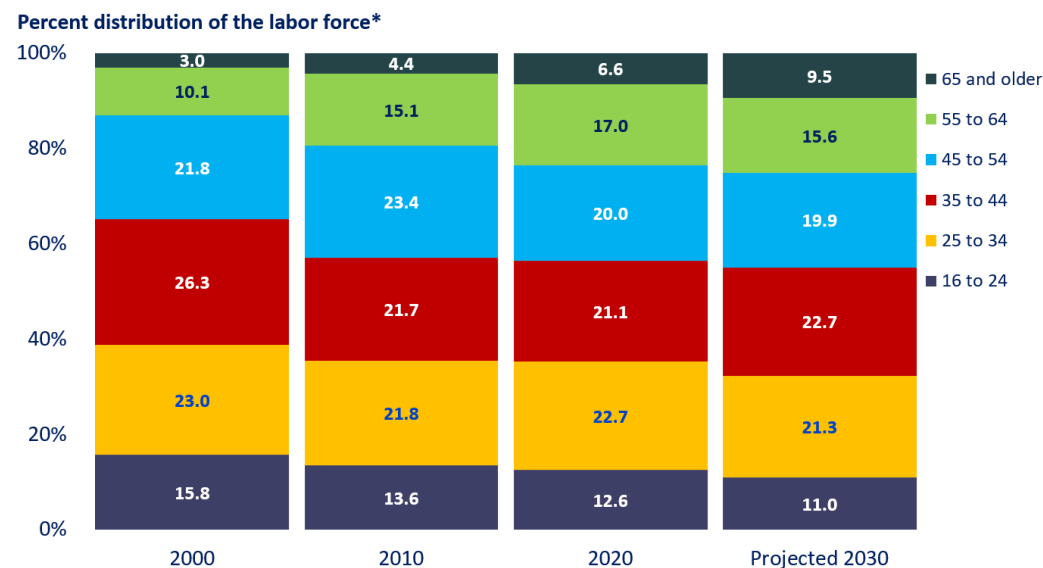
EconoFact econofact.com

Worker Demographics

Your workforce of now is mostly comprised of Gen X and Millennial workers, with a small percentage of Baby Boomers.

Your workforce in 5 years will be about 10% Gen X, and the rest will be Millennials and Gen Z.

Labor Force Share, by Age Group, 2000, 2010, 2020 and Projected 2030



*Data may not sum to 100 percent because of rounding

Flexibility is Key to Maintaining a Workforce

- Shifts
- Part-time arrangements
- Full-time arrangements
- Paid Time Off
- Payroll
- Benefits



Rethink Operations

- **Look at your workload, workflow, and schedule with fresh eyes.**
 - Where can you improve efficiency?
 - Where can you automate?
 - Where can you transition to a part-time position or a job-sharing opportunity?



- NAPCO Research surveyed printers and found that 76% of printing companies found that expensive labor or high-touch processes were extremely likely, likely, or somewhat likely to cause

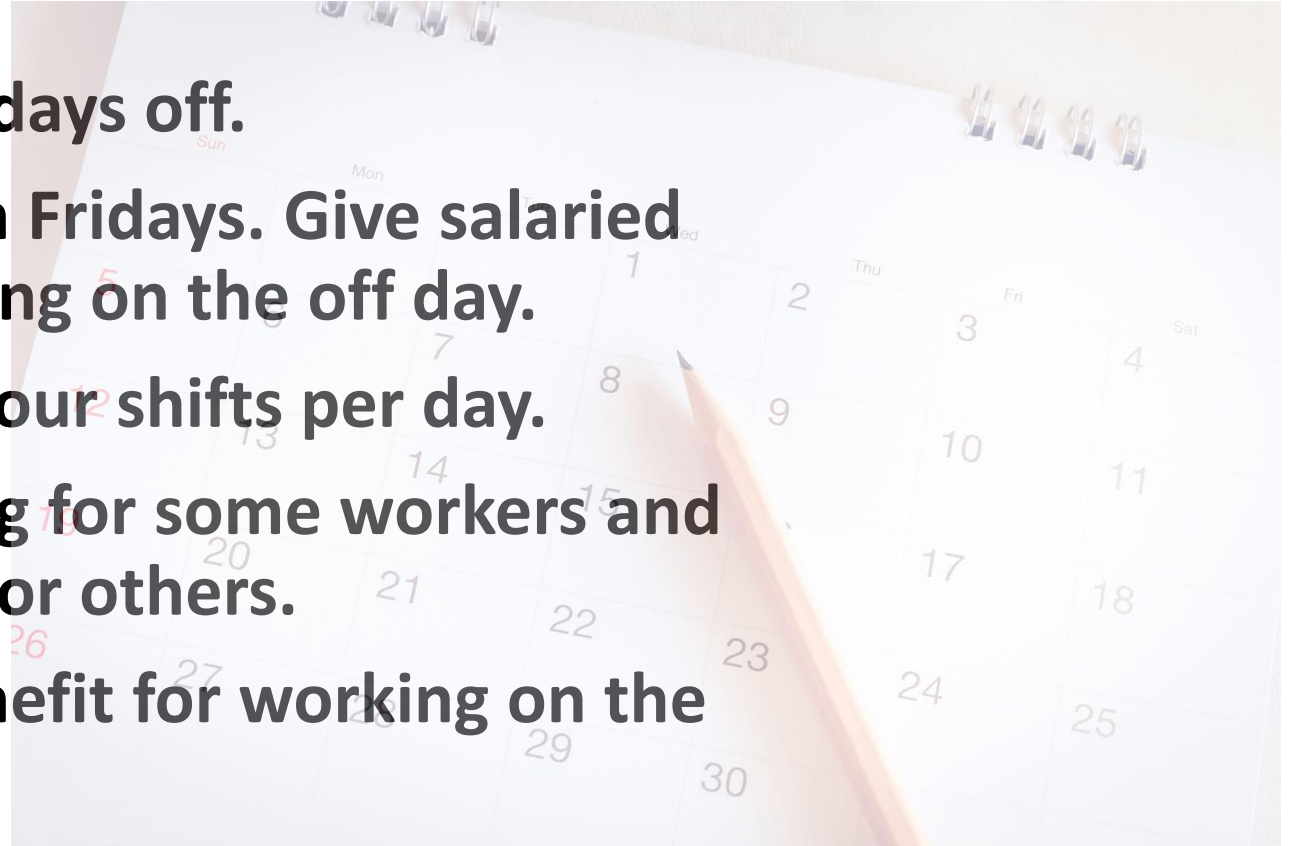
Alternative Production Schedules

- **FLEXIBLE** work schedules can vary from worker-to-worker.
 - Revisit schedules related to seasons or quarterly, or some time period that aligns with your business' workflow.
- **COMPRESSED** work schedules are full-time schedules that are not a standard 5-day / 8-hour schedule.



Consider A Compressed Schedule

- **Four 10-hour days with three days off.**
- **Schedule all overtime work on Fridays. Give salaried employees a benefit for working on the off day.**
- **Shift work? Schedule two 5-hour shifts per day.**
- **Offer fixed full-time scheduling for some workers and flexible part-time scheduling for others.**
- **Give salaried employees a benefit for working on the off day.**



Rethink Your Workday Schedules

- **Part-time:**
 - Daily, but only one 4- or 5-hour shift.
 - Full-day, but **only** a few days each week
 - Each week **may have** a different schedule
- **Each arrangement needs to be “set” for a period of time and requires long notice to change the schedule.**
 - E.G.: **Summer schedule for parents of school-aged children may vary from the school-year schedule.**

Job-Sharing

- Job Sharing is generally two part-time employees that divide work duties for a position.
 - These duties will look like a Venn diagram – some will belong to one of the employees, others will be performed by both of the employees.



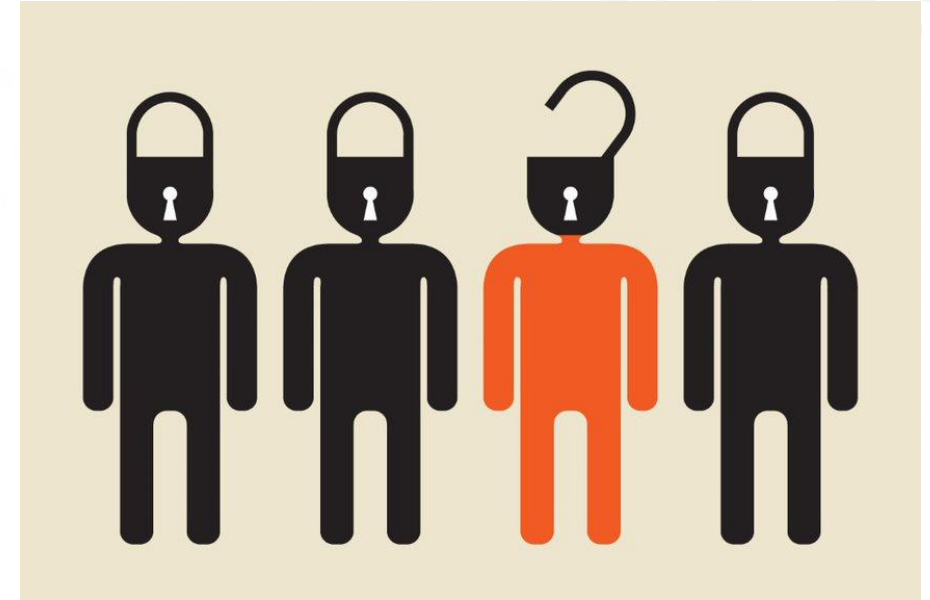
Flexibility In Hiring

- Where you look for candidates
- What you look for in a candidate
- How you manage a candidate's background



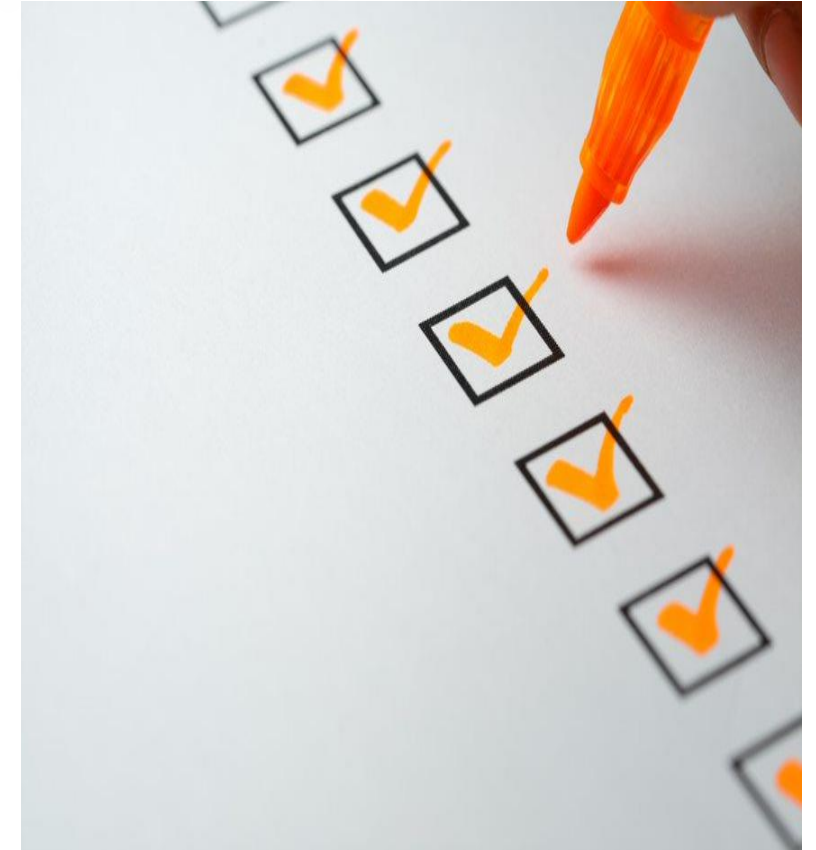
Flexibility In Hiring

- **Look for these qualities:**
 - Willingness to learn
 - Open mind
 - Not fearful
- **Look for these abilities:**
 - Tinkering
 - Good with numbers (for certain positions this is necessary)
 - Logical thinker, good reasoning skills
 - Perceptive
 - Visually aware
 - Can follow direction



Overlooked Candidates

- Veteran's Groups
- Re-Entry / Second Chance Employment
- Immigrant Communities
- Stay at Home Caregivers
- Differently-Abled workers
- Economically Underserved Communities
- Part-time College Students



Veteran Hiring Resources

[Nearest Veteran's Administration](#)

[Dept. of Defense SkillBridge](#)

[Manufacturing Institute Heroes Make America](#)

[Hire Veterans](#)

[Vet Jobs](#)

[Recruit Military](#)

[Military.com](#)



Second Chance Hiring Resources

Resource List for Re-Entry / Second Chance Recruiting

“I’ve long argued that anyone who has struggled in life deserves a second chance to get back up on their feet and realize their true potential. The idea that no one should be judged by their worst moment lies at the heart of my passion for criminal justice reform and many other issues. When it comes to people with criminal convictions, we know that the dignity of work is an important part of rehabilitation. Having a job is an important factor in staying out of trouble and keeping re-offending rates low.”

Richard Branson, Founder, The Virgin Group

Second Chance Hiring

- Do not ask about convictions on applications.
- If performing a criminal background check at late-stage recruiting, consider:
 - Job-relatedness of the crime.
 - How much time has passed since the crime?
 - Mitigating Circumstances
 - Has the applicant been rehabilitated?



Disability Hiring

- “Most of us believe that people with disabilities cannot perform as well on the job as others. At Walgreens, we found that to be untrue – and unfair,” he said. “We ended up hiring more than 1,000 people with disabilities. We didn’t lower the bar when it came to performance, but we did have to open the door wider to include those who are routinely overlooked. The results exceeded our wildest expectations.”
 - Randy Lewis, former Senior Vice President, Walgreens, 2017
- **Stakes apparel printing inclusive hiring, East Lake, OH:**
 - <https://www.apparelist.com/video/raising-the-stakes/>



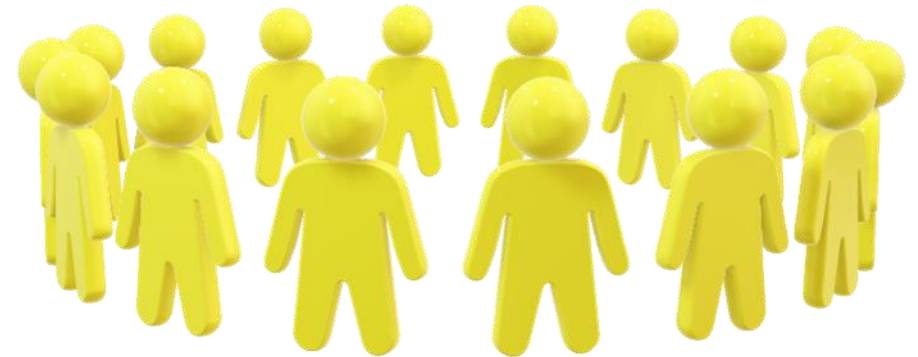
Disability Hiring Resources

- [**CEO Commission:**](#) Started by National Down Syndrome Society to be a source of research and information, actionable steps, and advocacy opportunities for member companies to recruit and onboard individuals with disabilities into their organizations.
- [**APSE:**](#) The Association of People Supporting Employment First is the only national membership organization focused exclusively on Employment First to facilitate the full inclusion of people with disabilities in the workplace and community.
- [**Project Search:**](#) A global organization with school-to-work programs setup across the United States.
- [**Goodwill Industries**](#)
- [**Ability Jobs**](#)
- [**Ability Job Fair**](#)
- [**Job Accommodation Network**](#)



Returning to the Workforce

- Stay at home parents
 - Facebook groups
 - Community Centers
 - Preschools
- Empty-Nesters
 - Gyms
 - Community Centers
 - Facebook Neighborhood Groups



Economically Distressed Communities

- Learn the barriers to entry and find ways to overcome them.
- Transportation
- Shift Schedules
- Skills
- Language
- Child Care



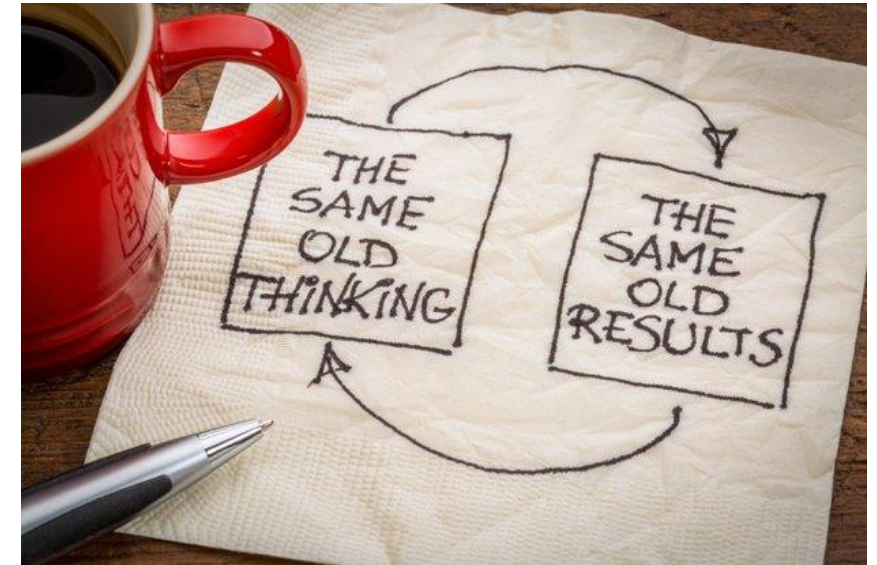
Tax Credits

- [Work Opportunity Tax Credit](#) Explained & Links
- [IRS information with eligible targeted groups](#)
 - IV-A Recipient
 - Veterans (including those with a service-related disability)
 - Ex-Felon
 - Vocational Rehabilitation Referral
 - SNAP Benefits Recipient
 - SSI Recipient
 - Long-Term Family Assistance Recipient
 - Long-term Unemployment Recipient



Flexible Paid Time Off

- **Reasons for time off do not matter.**
- **Borrow against future accrual.**
 - If terminate before the time has accrued, the balance is deducted from final pay.
- **Cash out accrued, unused time at year end.**
 - Or apply it to Student Loan Reduction, Tuition Contributions, or Home Down Payments.



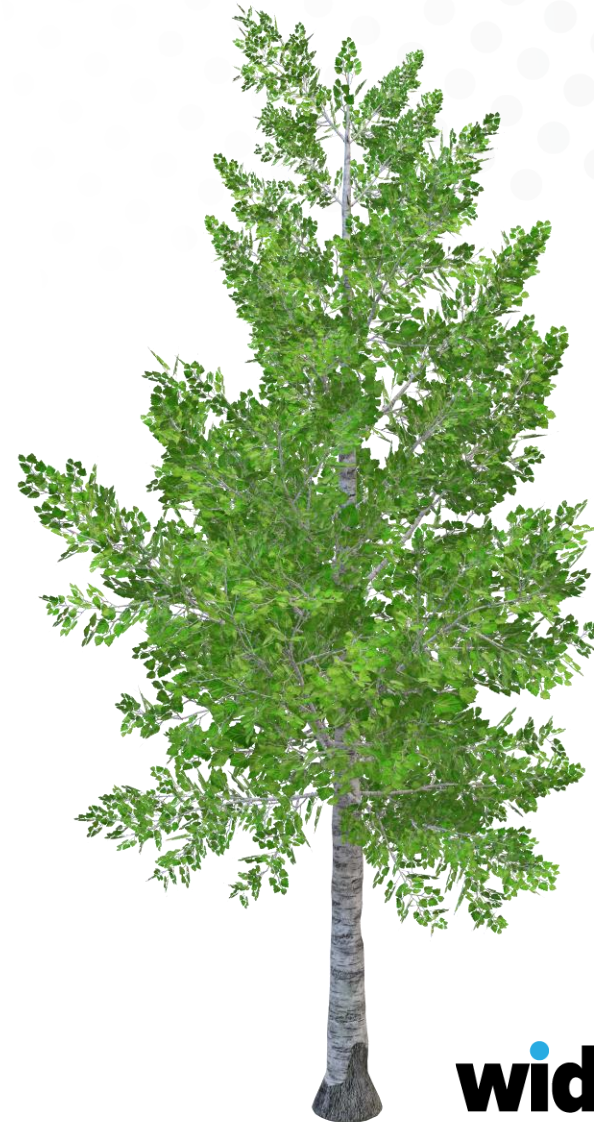
Flexible Payroll

- Earlier access to their pay from time to time
 - Holidays
 - Summer vacations
- Shorter pay cycles
- Digital pay platforms to receive payroll money
 - Paypal
 - Zelle



Flexible Employee Benefits

- Meet people where they are and make their lives easier.
 - Time stress
 - Financial stress
 - Lack of personal connection
 - Fear of retribution or violence



Education Costs

- Tuition Contributions
 - Money to current students
 - Deposits to Student Educational Savings for Children (529 Plans)
- Student Loan Benefits
 - Student loans are the 2nd highest consumer debt after mortgage debt.
 - Women & Minorities are most affected by student loan debt.
 - 45% of families headed by someone under 35 have educational debt. (2016)
 - 34% of adults 18-29 have student loan debt.
 - [Student Loan Debt Statistics](#)



Housing Benefits

- Home Loans
 - Down payment & Closing Cost Assistance
 - Follow [Fannie Mae Rules](#)
 - [Home Fund It Affinity Portal for Employers](#)
 - Loan Repayment



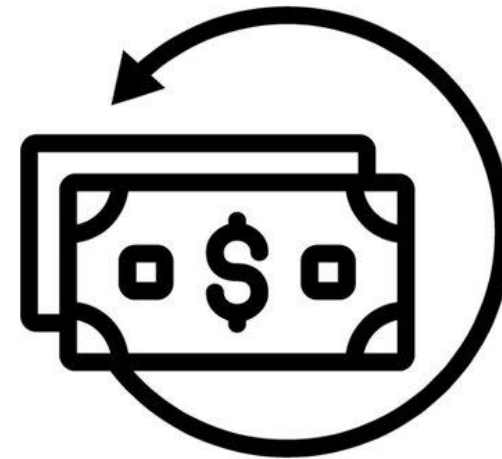
Dependent Benefits

- Dependent Care Assistance Plan (DCAP) FSA
 - Covers both child (under 13) and adult care.



Dependent Benefits

- [Vault](#)
 - Student Loan Benefits
 - 529 Contributions
 - PTO Conversion
- [Tuition.io](#)
 - Student Loan & Tuition Management
- [Gradifi](#)
 - Student Loan & Tuition Management
 - Financial Literacy



Other Flexible Benefits

- Pet Insurance
- Concierge Services
- Personalized Coaching
 - Career Coaching
 - Life Coaching
 - Wellness Coaching
 - Nutritionist Consulting
- Education Opportunities



LIFE COACHING



PERSONAL
DEVELOPMENT



IMPROVING
A CAREER



IMPROVING
HEALTH

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