

## Transitioning in 2021

Each month I'm challenged to find a new topic to discuss in this column. I look to the website of the SHRM, the Society for Human Resources Management, for ideas. I came across an article by Roy Maurer entitled "Recruiting is Top HR Concern in 2021". This article discussed some of my thoughts about the economic conditions that folks are facing where we will hopefully have a recovery from the pandemic. Here are some key points of the article for those entering the job market.

- HR's number one priority will be in talent acquisition. With some industry exceptions, the past year has seen anything from sluggish to no business. The no business has been those who have been forced to close. Others have been able to maintain with little growth. A few like IT and medical have seen growth. Employers have sent their workers digital. Look at the huge success of Zoom and other platforms.
- The job market will be very competitive. The article said that 80 percent of those surveyed will be seeking new jobs. This was especially true for those with long commute times.
- As folks became comfortable with remote work, they found that this is more desirable.
- Another result will be the changes in design in the workplace itself. The social distancing has caused a redesign of the physical layouts, be they offices or even in the more open work environments.
- HR will see more candidates per posting. This will impact the hiring process as the number of applications, etc. will increase.

These are just a few of the impacts from COVID to the workforce picture. As the economy really begins to recover, the changes will be even more obvious. Any job seeker will need to be more educated in the processes and create a targeted strategic plan for the job search. Know your market, research. Know your audience within the company. Network quality links. Make sure that you know what you want for a job. These are all things that have been mentioned in previous articles. Capitalize on all the resources available to you to successfully navigate to that job that fits you the best.