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### Talent Acquisition and Retention: Making Data Driven Decisions, Part 1



Photo Source: gettyimages.com

At our 2019 TRICOM Client Conference in September, we were privileged to have national-caliber speakers share their insights into the staffing industry. One such presentation was from Kurt Murray and Michelle Prokup from Assurance. Assurance is an independent insurance brokerage firm serving the staffing industry with over 400 clients across the U.S.

In their presentation, Kurt and Michelle looked at the research when it comes to talent acquisition and retention, and how staffing companies can aid these efforts by looking at the demographics of their workforce and potential recruits to better understand what helps job seekers make the decision to come on board, as well as stay there once they've accepted the job.

Kurt and Michelle shared a wealth of great information – so much so that we've decided to share their insights in two parts: the current state of the workforce and what they're looking for in a company and position, and how you can craft benefit plan strategies to recruit and keep top talent (stay tuned for that topic in November's e-newsletter).

[CLICK HERE](#) TO READ ABOUT THE CURRENT STATE OF THE WORKFORCE, INCLUDING WHAT WORKERS ARE LOOKING FOR WHEN SWITCHING TO A NEW COMPANY.

### This Month's Webinar: Leveraging Technology to Manage Risk in Real Time



Thursday, October 24,  
1 pm CDT / 2 pm EDT

[Register now! >>](#)

Workflow and automation platforms are becoming more relevant and prevalent in risk management organizations large and small. Join us for our October *Industry Insider* webinar session as Aclaimant explores how workflow and process automation platforms can be used to reduce paper and time waste, enhance reaction speed, and empower organizations to become best in class risk managers. We'll walk through specific examples of the best practices for the staffing industry, how pilots and creating milestones drive meaningful progress towards change, and why productive discomfort can help every organization achieve great results. The presentation will include first hand feedback from Gary Pearce, former Chief Risk Compliance and Security Officer at Kelly Services and a recent feature author for Risk Management magazine.

Learning objectives and webinar takeaways include:

- What workflow and process automation platforms are, and how they apply to risk management
- Why getting your process tools in place is a critical enabling building block for creating a next generation risk management organization
- How to think about scoping a system and project
- Applying workflow technology to specific key risks
- Implementation best practices and what to look for in a partner

### Did You Know? TRICOM offers electronic W-2s

Do you have many mobile employees, have a large number of employees who use electronic paystubs, and who are technically savvy? Then you may want to consider offering employees electronic W-2s.

It's easy!

1. You must be currently using Electronic Paystubs
2. Notify TRICOM that you would like to have Electronic W-2s in 2019
3. An "Opt-In" Nag message will appear to all employees who access their Electronic Paystubs going forward
4. All employees who "Opt-In" to Electronic W-2s will get a message when their W-2 is ready for viewing in January 2020
5. All other employees will receive their W-2 via mail. These will usually be mailed on the last available day to postmark the W-2
6. You will be charged postage for all W-2s that were mailed

Questions? Contact your TRICOM Accounting representative for more details.



Get the latest industry news, resources and updates right to your newsfeed by liking TRICOM on [Facebook](#) and following us on [Twitter](#)!

### Upcoming Webinar:

#### Leveraging Technology to Manage Risk in Real Time

**Date:** Thursday, October 24,  
1 pm CDT / 2 pm EDT

**Duration:** 1 hour  
**Cost:** COMPLIMENTARY

[Register now! >>](#)

### Events:

**November 5 - 6** — TechServe Alliance Conference & Tradeshow. Hyatt Regency Huntington Beach Resort and Spa, Huntington Beach, CA. [techservealliance.org](http://techservealliance.org)

**November 6 - 8** — Staffing Industry Analysts Healthcare Staffing Summit. Red Rock Resort, Las Vegas, NV. [Staffingindustry.com](http://Staffingindustry.com)

**November 28** — TRICOM office closed for Thanksgiving holiday.

### New On TRICOM.com!

TRICOM's Facebook and Twitter posts can also be viewed on our website. Watch the feed for the latest legislative updates, staffing news, and more!

### October 1989 Fun Fact:

The Oakland A's beat the San Francisco Giants at Candlestick Park to win the World Series in a sweep. Dubbed the "Bay Bridge" World Series, Game 3 was postponed for a week after it was initially cancelled due to a severe earthquake (6.9) that hit San Francisco.



Source: [onthisday.com/events/date/1989/october](http://onthisday.com/events/date/1989/october)