

JANUARY 2024

# LAKESHORE TALENT NEWSLETTER

LAKESHORE TALENT  
FIND YOUR PEOPLE

## A look back at 2023

As we look forward to an exciting 2024, we also want to reflect on some highlights from 2023. It was a year of strengthening both our client and candidate relationships, forming new partnerships, and of course, placing awesome candidates with our amazing clients!



**70% fill rate  
(industry standard 50-60%)**



**Placed 92 direct hire roles**



**Filled 406 contract & contract-to-hire positions**



**70% of our contractors either completed their assignment or were converted to full-time employees**



# 2024 Workplace Trends



Lakeshore Talent reviewed multiple published reports from around the US on 2024 workplace trends. Here are our top 5 based on our research. We'd enjoy hearing from you: what trends do you agree with?

1. Flexibility: organizations will offer a variety of options for employees (hybrid, remote, PT and 4-day work weeks)
2. AI: embracing technology, not to replace workers, but to be more efficient in their positions
3. Employee retention investment: raises that keep pace with inflation, expanded benefit offerings, more wellness initiatives
4. Focusing on skills: organizations will offer ongoing skills development for existing employees, training employees for crossover and multifunctional roles. For new hires, hiring managers will move away from looking for perfect skills match to identifying transferable skills
5. Focus on how to motivate the multigenerational workforce: there are five generations in the workforce (Gen Z, millennials, Gen X, baby boomers and some working in their late 70s and early 80s)

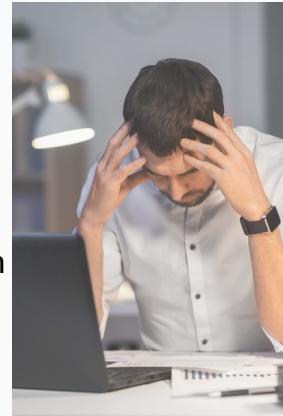
## How mis-hires are costing you money

Heading into 2024, we know that budget and money-saving strategies are top of mind for many companies. Hiring can be a costly endeavor in itself, but making the wrong hire costs even more:

- When a new employee joins the team, businesses spend money on that person's recruitment, hiring, and training
- If the hire doesn't work out, it can be time-consuming and expensive to go through the hiring process again. This can also affect morale as a bad hire causes stress on existing employees

The good news is that there are several steps you can take to avoid making bad hires in the first place:

- Have a thorough hiring process in place with skilled sourcers and interviewers
- Offer training and support to new hires after they are hired in order to ensure their success
- Try a temp-to-hire model if you are having issues with employee retention to mitigate the onboarding costs of a full-time employee
- Be proactive by engaging with a staffing and recruiting agency ahead of time so that when a hiring need arises, you have an established partnership



# Client Testimonial

"Alta, along with Lakeshore Talent, are trusted partners here. Alta always makes sure we connect on open roles and will forward candidates in anticipation of our needs based on regular check ins with me."



## BIRTHDAYS AND ANNIVERSARIES

Join us in celebrating our January birthdays and anniversaries!

Happy Lakeshore Anniversary to:  
Amy: 24 years on 1/7

Happy Birthday to:  
Sarah (1/3), Courtney (1/8),  
Alta (1/9)



## REFER AND EARN

DON'T FORGET THAT WE OFFER REFERRAL BONUSES FOR BOTH CANDIDATES AND CLIENTS

CONTACT US FOR DETAILS