



WINNING THE WAR ON TALENT

Best in Class Hiring Strategies

June 8, 2022



PARTICIPATING ASSOCIATIONS

ASSOCIATION FOR
HIGH TECHNOLOGY
DISTRIBUTION

AHTD



Convenience
Distribution
ASSOCIATION



ecia
Electronic Components Industry Association

fisa
Promoting Distribution
Hygienic Processing

FPDA
motion control solutions network

GAWDA
GASES AND WELDING DISTRIBUTORS ASSOCIATION

HARDI
Heating, Air-conditioning & Refrigeration Distributors International



HRAI
YOUR ENVIRONMENT • OUR EXPERTISE



iapd
International Association
of Plastics Distribution



INTERNATIONAL SEALING
DISTRIBUTION ASSOCIATION
www.isd.org

ISSA
Advancing Clean.
Driving Innovation.

YOUR INDUSTRY CONNECTION
MHEDA
Material Handling Equipment Distributors Association

NAFCD
Trends • Education • Leadership • Networking



NAHAD
THE ASSOCIATION FOR HOSE AND ACCESSORIES DISTRIBUTION



NAWLA
North American Wholesale
Lumber Association

NBMMA
North American Building Material Distribution Association

NIBA
The Belting Association®

OPEESA
POWERING DISTRIBUTOR SUCCESS

PTDA
FOUNDATION



WffSA
Wholesale Florist & Florist Supplier Association



Wallcoverings Association

aea
association education alliance
INNOVATION THROUGH COLLABORATION



ALEX CHAUSOVSKY - PRESENTER



- Director of Analytics & Consulting, Miller Resource Group
- Highly experienced market researcher and analyst with more than twenty years of experience in economics, industrial manufacturing, automation, and advanced technology trends.



Recruitment & Hiring

Training & Development

Employer-Employee Relations

Maintain Company Culture

Manage Employee Benefits

Handle Disciplinary Actions

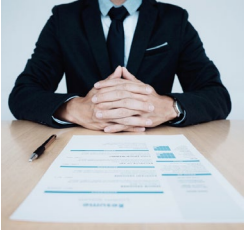
Create a Safe Work Environment



HR DUTIES



850+ PLACEMENTS



6,500+ FIRST
INTERVIEWS



13,000+ CANDIDATES
PRESENTED



68,000+ CANDIDATE
CONVERSATIONS

REAL WORLD
EXPERIENCE
SPEAKS

Miller Resource Group since 2015



Active Candidates

- Unemployed
- Proactively searching
- Set up job alerts
- Actively applying (Shotgun approach)

VS

Passive Candidates

- Employed
- Not searching but open
- Casually browsing
- Wouldn't apply unless personally engaged

The Type of Candidates You Interview is Critical

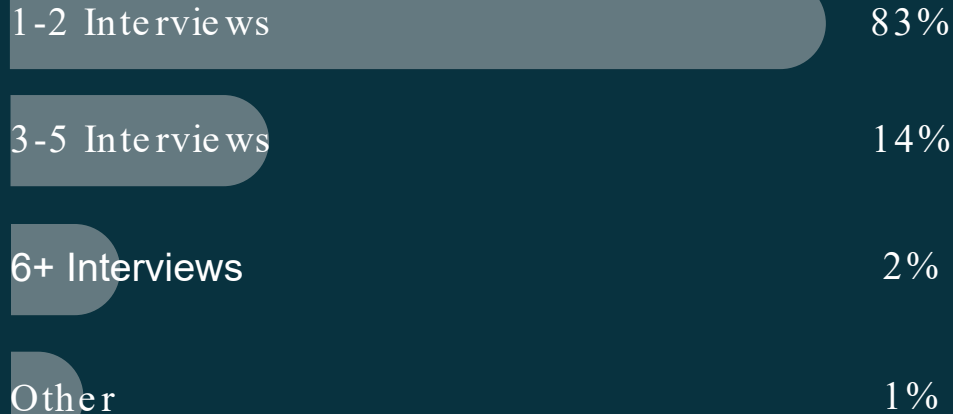
Continuous Improvement is the goal



- It takes ~11 interviews to fill a role with active candidates
- It takes ~4 interviews to fill a role with passive candidates



How Many Interviews Should it Take?



If your process involves conducting more than 2 interviews to fill a job opening, you could miss out on top talent!

Compensation Analysis

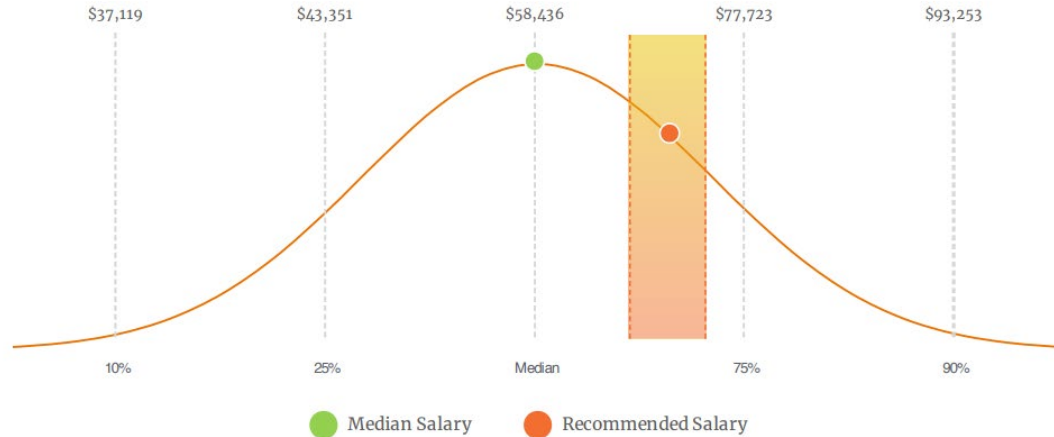


Metro Area:	Chicago-Naperville-Elgin, IL-IN-WI	Education:	Post-Secondary Certificate
Experience:	4 - 6 years	Industry:	Wholesale Trade
Number of Employees:	20 - 49	Annual Revenue Range:	\$10M - \$50M

Key Insights



Distribution Field Technician Recommended Salary

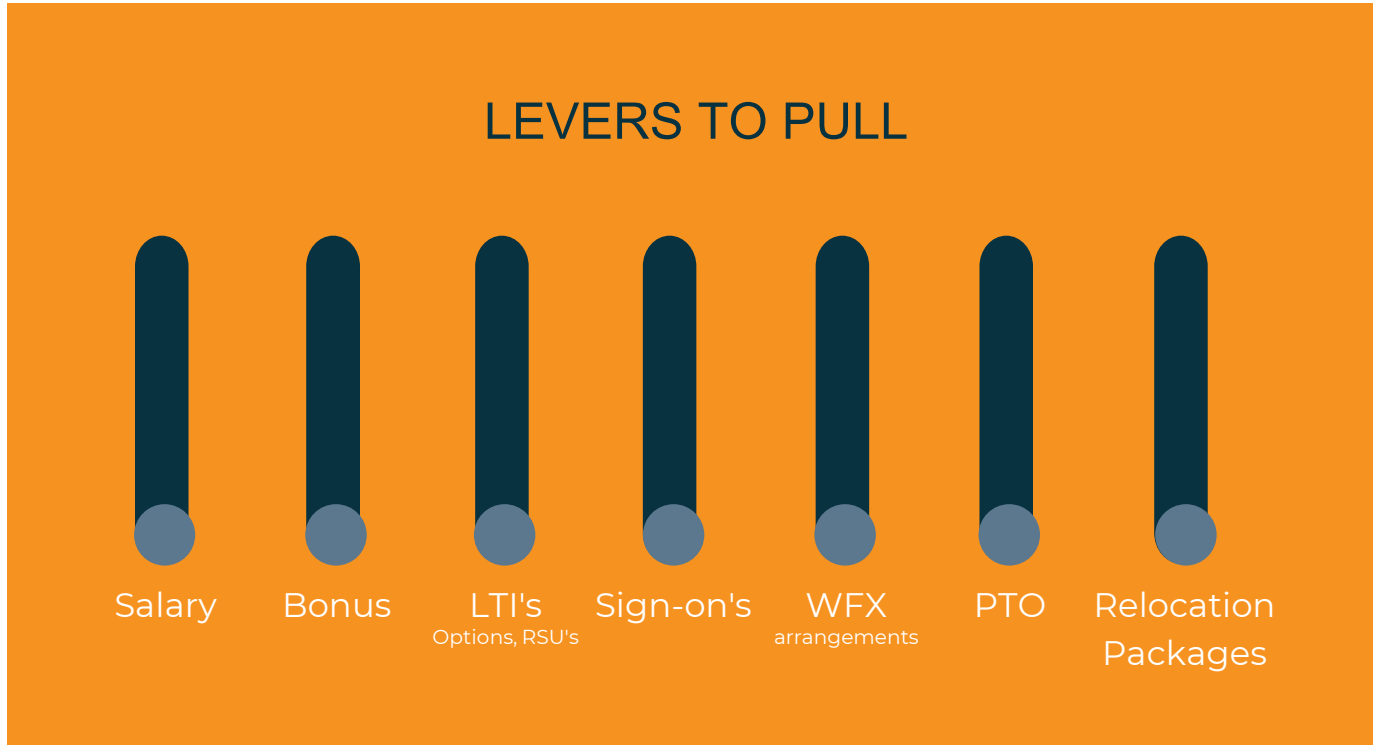


The Salary Gap by Industry

How does this impact salary offers across industries?



A Comprehensive Offer





QUESTIONS



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THANK YOU!

**NEXT WEBINAR IN THE SERIES:
WEDNESDAY, AUGUST 17, 2022**

