

4 tips to help you navigate the labor shortage

1. Stand out as an employer.

There are lots of ways to stand out as an employer. Maybe you offer a family atmosphere, a year-end bonus, great snacks, a flexible work schedule, or opportunities for growth within the organization. Identify what makes you stand out and make sure potential employees hear about it. Include this information in job postings and on social media posts.

2. Identify technologies that make your team more efficient.

There are so many ways technology can help your team do their job more quickly and effectively, thus freeing up their time for other tasks.

For instance, consider two recent updates to Prairie Systems' Smart Order. This month's minor updates go a long way in reducing the time it takes to do repetitive tasks and tracking. Users can now attach documents to an order, so if a certain customer needs specific instructions, they can automatically be included every time.

Smart Order also removes the need for updating a tallying board in an office away from the people who need it. Now you can see how many pounds are going into each bin straight from your smartphone. No more greaseboard needed. The mill planning group can log in to Smart Order and handle how they plan and load out bins. They can assign orders to particular bins and have real-time, instant access to how much is in what bin.

3. Keep the employees you have.

Now is the time to make sure you don't lose your top employees. First, identify who those top employees are and rank them in order of importance. Next, assess what you are currently doing to retain them. Be proactive in meeting their needs, and have an open dialogue to see what matters to them. Some possible ways to keep them on board: help them continue their education, provide a flexible work schedule that fits their needs, and stay in contact with them to collaborate on a plan that gets them where they'd like to go in the company.

4. Onboard

A recent article in Pork Business talks about this better than we ever could: <https://www.porkbusiness.com/article/you-lose-money-every-employee-turnover>. Basically, turnover is expensive, so make sure new hires are comfortable and prepared. Take the time to build a relationship with them, teach them about expectations and their role, and make sure they have the necessary equipment (from branded clothes to a work computer) that they will need to succeed.

