



# 2022 QUARTER 4 BRIEF

firstPRO 360 is dedicated to keeping clients informed of this rapidly changing job market. Our goal in this report is to educate our business partners on the current employment market and what hiring trends are emerging, so we can best partner with you to attract the most professional talent. While the employment and talent markets are constantly changing, our attention and commitment to those we serve remains the same.

## State of the Market – Is the Hot Job Market About to Cool Off?

As we are nearing the end of the year, the U.S. labor market has remained in a strong position and has been able to handle the instability in the economic environment. Over the past few months, consistent, stable job growth has continued alongside rising interest rates showing hope for the 2023 job market. Job openings continue to remain somewhat steady, while layoffs, thus far, have been low. At this time, however, workers still have the upper hand when it comes to choices. According to the U.S. Dept of Labor, job openings did fall by 1.1 million to 10.1 million in August. Central bank officials hope that a cooling labor market will translate to lower wage growth, which has been running at its highest pace in decades and contributes to inflation.

The level of voluntary quitting among workers ticked up to 100,000 people from July to August, to almost 4.2 million according to the Labor Dept's Job Openings and Labor Turnover Survey. Last year, the job market was strong enough that it was easier for folks to quit without having



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something else lined up, but the situation seems to be getting softer. Anyone looking for a new job has to evaluate things on a company-by-company basis at this point.

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Total nonfarm payroll employment increased by 263,000 in September, and the unemployment rate edged down to 3.5 percent according to the U.S. Bureau of Statistics. Notable job gains continued to occur in leisure and hospitality and healthcare. The number of unemployed persons moved slightly down to 5.8 million in September, however this did not change the labor-force participation rate much, which still remains slightly over 60%.

Locally, Atlanta, still has an unemployment rate lower than the national average. In addition to traditional Atlanta staples such as Delta Air Lines Inc., The Home Depot, UPS and The Coca-Cola Company, the entertainment industry in Georgia is now continuing to

thrive and hire as well with Tyler Perry Studios and EEUE/ Screen Gems Studios along with the new Trilith Studios just south of the city.

Major healthcare systems in Georgia as well as University systems also have job openings keeping the state of Georgia and city of Atlanta viable options for job seekers.

In summary, Atlanta's job market is still in it to win it. The unemployment rate in Atlanta is still less than last year, and although job openings have dipped, they are still 50% higher than pre-pandemic numbers. So as we approach the goal line, the Atlanta job market will finish strong in 2022. ●

**SCORING TOUCHDOWNS IN QUARTER 4 – TOP**

**10 WAYS TO FINISH THE DRILL**

These strategies will help you secure the best in the business and finish strong in 2022.


- 01** Increase the offers – drive up the score.
- 02** Be quick in the hiring process – time to put your fastest running backs in.
- 03** Offer flexibility – run the triple option if you have to.
- 04** Offer more on-the-job skills training – show up and show out for practice.
- 05** Adjust your expectations on candidates – time to look at the 2nd string.
- 06** Communicate often – adjust the headset and use it.
- 07** Make a personal connection – get in the huddle.
- 08** Provide useful feedback post-interview – you can't grow if you don't know.
- 09** Make offers on the spot when possible – set, hike, strike.
- 10** Prepare your back-up offer ahead of time in the event of a counter-offer – QB 2 should be ready at all times.

## firstPRO 360 Coaches Survey

We want to hear from YOU! As our official team coaches giving us the job drills, we want to know what information you find helpful in this newsletter and what you would like to see more of.

Any statistics or ideas you have on content for this brief, please send to [marketing@firstpro360.com](mailto:marketing@firstpro360.com)

- 1 Would you like more state of the market facts?
- 2 Are the hiring tips helpful?
- 3 What else would be helpful for you and your business? ●



Looking for more hiring tips to kickoff the New Year?

## Having a Deep Bench

As the job market continues to cool slightly, how can you best prepare your company? One way, *firstPRO 360* can help is keeping a qualified bench of team players ready to go into the game at any time. If your company finds itself unable to keep a permanent headcount, but continues to have a heavy workload, let us help you staff your team to get you through to the endzone. We are prepared at all times with qualified contractors and

team players waiting on your call. As we near the end of the year, many of you may need to consider additional staffing help in preparing for year-end close. *firstPRO 360* is ready to roll with contractors on the bench for any of your year-end needs. Don't forget to also prepare your budgets early for 2023 allocating funds in case the need for contract workers should arise in 2023. ●



### TEAM PLAYERS:

Accounts Payable Specialists  
Accounts Receivable Specialists  
Collections Specialists  
Cash Application Specialists  
Payroll Specialists  
Staff/Sr Accountants  
Financial Analysts

### TEAM PLAYERS:

Systems Administrators  
Network Engineers  
Help Desk Analysts  
Data Analysts  
SQL Developers

*firstPRO 360* is a professional recruitment firm, located in Atlanta, GA. *firstPRO 360* has been providing professional recruiting services since 1986. *firstPRO 360* primarily specializes in Accounting/Finance, IT, and Medical Device Sales and Marketing. Current clients include Home Depot, NCR, Lexis Nexis, Bayer and many others. *firstPRO 360's* goal is to build strong client-employee relationships and continue to drive Atlanta's booming talent market. For more information, please visit [firstpro360.com](http://firstpro360.com) or call 404-303-4980.












## Featuring the *firstPRO 360* Team

As our organization is continuing to find the best candidates for your jobs, we are also growing our internal team to support you. Meet the newest members joining the *firstPRO 360* team, Quarter 3 2022.

- Marc Garofalo – A/F, Direct Hire
- Cal Maxwell – A/F, Direct Hire
- Molly McManus – A/F, Direct Hire
- Austin Porter – A/F, Contract
- Emma Wonn – A/F, Direct Hire
- Rachel Yarbrough – IT
- Katie Melucci – A/F, Direct Hire
- Mini Brown – A/F, Contract

The recruiting industry is ever-changing, but one thing that will never change for us is the quality of relationships we build between organizations and employees. At *firstPRO 360*, we value those relationships above all else and as a result, we maintain the highest employee retention in our market and our industry.

As a result, we love to celebrate employee anniversaries at *firstPRO 360*. Please join us in congratulating the following *firstPRO 360* team members who celebrated anniversaries in Quarter 3. This team helps us score touchdowns for you, so they are worth celebrating!

- |  |                |  |              |
|--|----------------|--|--------------|
|  26 YRS | Neil Ellison   |  22 YRS | Robin Hart   |
|  18 YRS | Serina Cochran |  12 YRS | Steve Musil  |
|  12 YRS | Dawn St. Louis |  8 YRS  | Kasey Zittle |
|  5 YRS  | Steve Whiting  |  1 YR   | Kai Atkins   |
|  1 YR   | Sarah Locke    |  |              |

On September 24th, we celebrated the 2nd anniversary of our MBO from Staffing 360.