



INDEPENDENT ELECTRICAL CONTRACTORS PRESENTS

# 2022 **business summit**

SAVANNAH, GA | JANUARY 24-26

***HELP WANTED:  
RECRUIT & RETAIN  
YOUR FUTURE***

JON FINCH SVP TALENT – MILWAUKEE TOOL

# Recruit and Retain Your Future



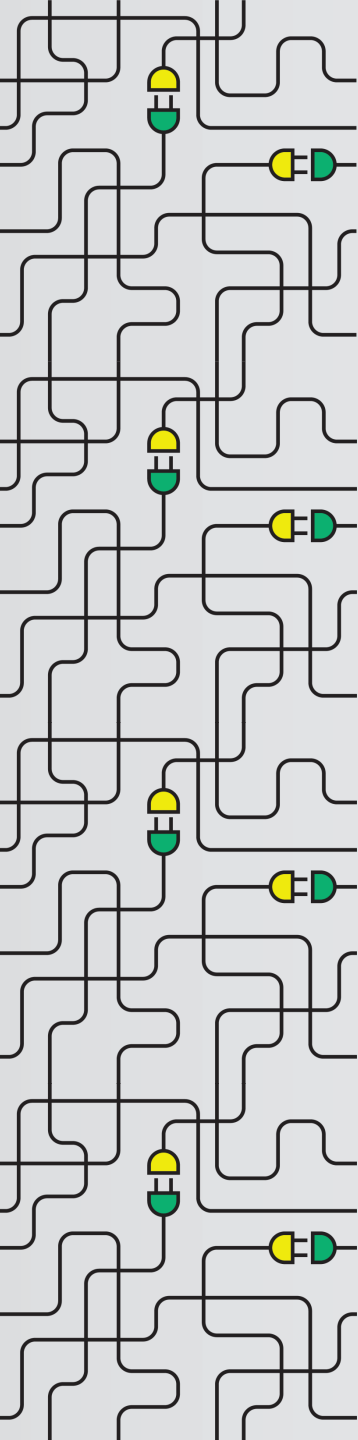
**HELP  
WANTED**



A woman in a blue uniform and white hard hat with a face shield is looking at an electrical panel. The panel has many circuit breakers and wires. A man in a grey uniform and white hard hat with a face shield is holding a red multimeter and testing the panel. Another man in a blue uniform is standing next to him.

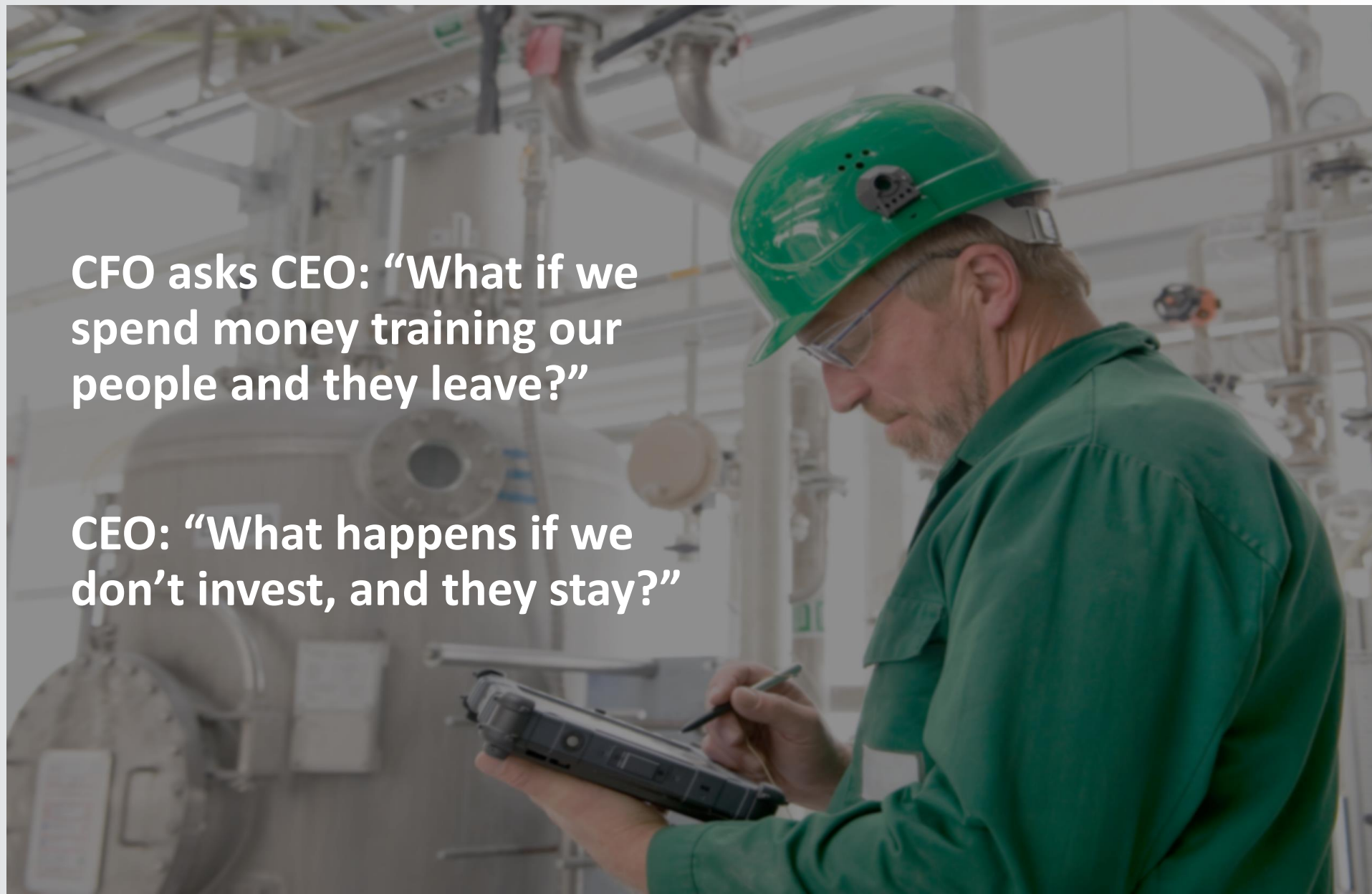
**WE'RE LOOKING FOR SOMEONE AGE 22-26**

**WITH 30 YEARS OF EXPERIENCE**



CFO asks CEO: “What if we spend money training our people and they leave?”

CEO: “What happens if we don’t invest, and they stay?”

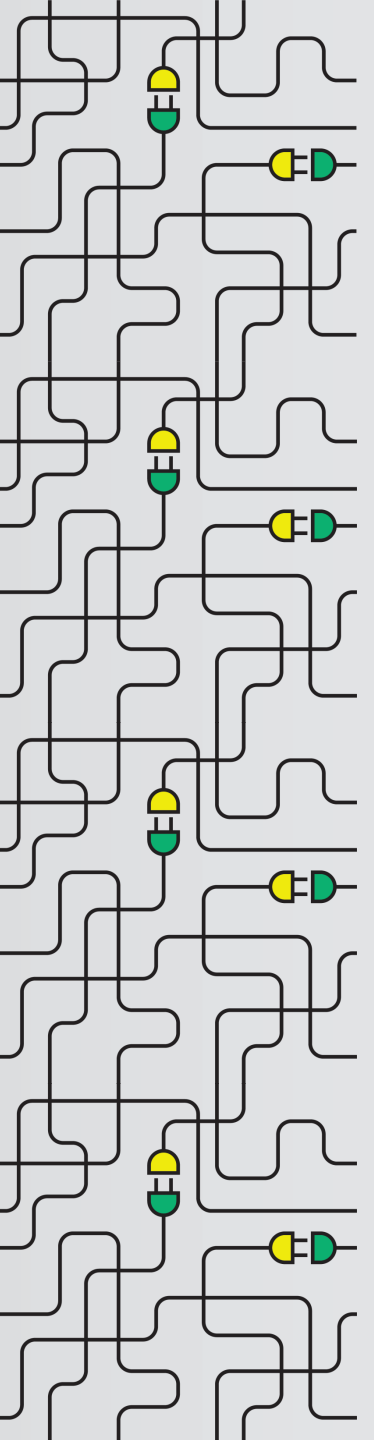




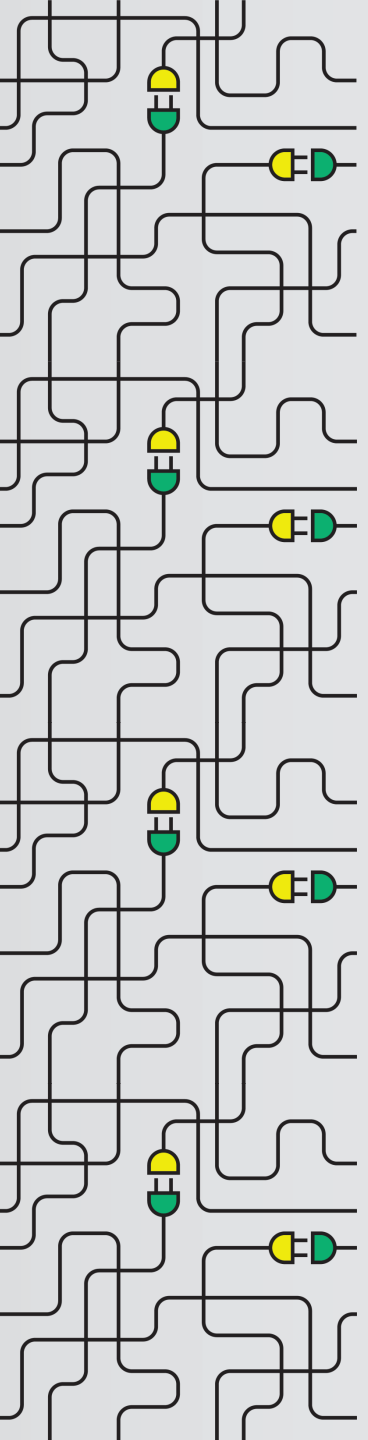


## Recruiting Strategy











## SO WHO ARE THE DIFFERENT GENERATIONS?

Here is how they are often grouped:



**TRADS**  
1928 – 1944

### TRADITIONALISTS:

Value authority and a top-down management approach; hard working; 'make do or do without'.



**BOOMERS**  
1945 – 1964

### BABY BOOMERS:

Expect some degree of deference to their opinions; workaholics



**GEN X**  
1965 – 1979

### GENERATION X:

Comfortable with authority; will work as hard as is needed; importance of work life balance.



**GEN Y**  
1980 – 1994

### GENERATION Y:

Respect must be earned. Technologically savvy; goal and achievement oriented.



**GEN Z**  
1995+

### GENERATION Z:

Many traits still to emerge. Digital natives, fast decision makers, highly connected.





WHY DO YOU  
WORK?



