



MGE Power Client Livestream!

With Sabri & Jeff Blumberg

Hiring in Today's Market!

1

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2

Staffing, Post Pandemic

What's happening in the labor market? Especially with entry-level positions?

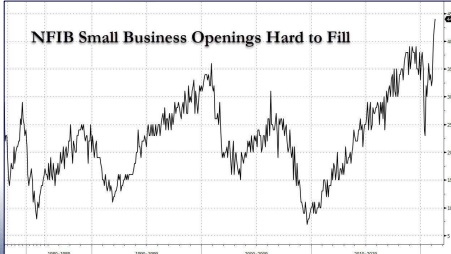
- Job openings are the highest they have been in 10 years: (Source: US bureau of Labor and Statistics) numbers in thousands:



3

Staffing, Post Pandemic

- “The NFIB Small Business Optimism Index rose to 99.8 in April, an increase of 1.6 points from March. The Optimism Index has increased 4.8 points over the past three months since January but a record 44% of owners reported job openings that could not be filled.” (Source: National Federation of Independent Business)



4

Staffing, Post Pandemic

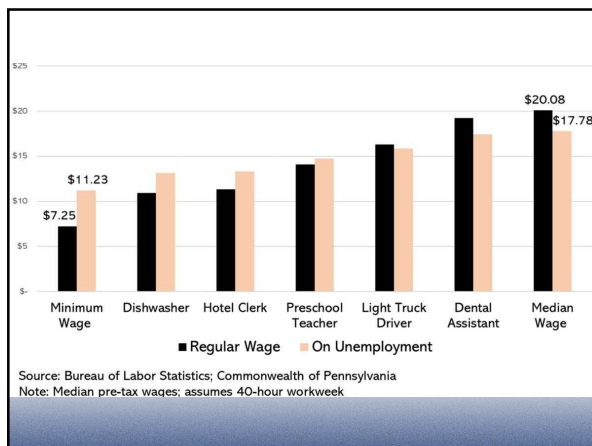
Issues with entry level-positions may stem from:

- Change of life plans due to the pandemic.
- Potentially earning more from unemployment (state and Federal) than a job. **For example:**

Employee used to earn \$15/hr, or \$600 a week for a 40-hour week. Depending on the state, they may receive \$600 a week between state and Federal unemployment.

- Due to the confusions surrounding the employee shortage, businesses in some cases are *bidding against each other*, creating additional perks and benefits, etc., which is driving the price of employees up.

5



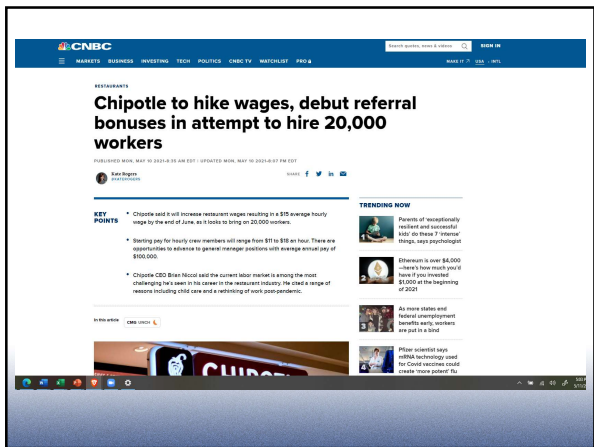
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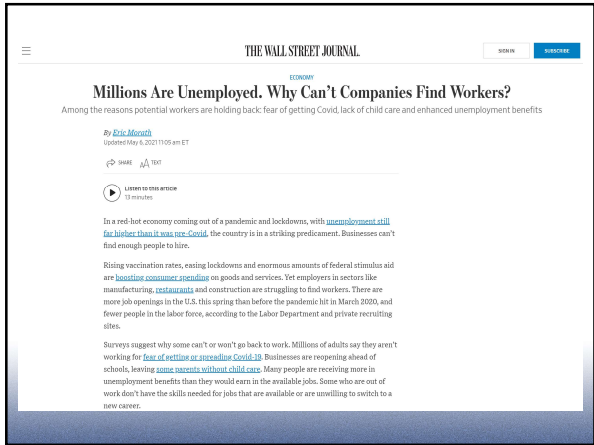
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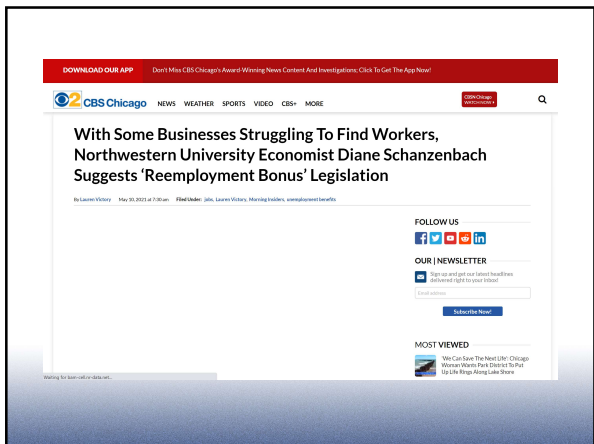
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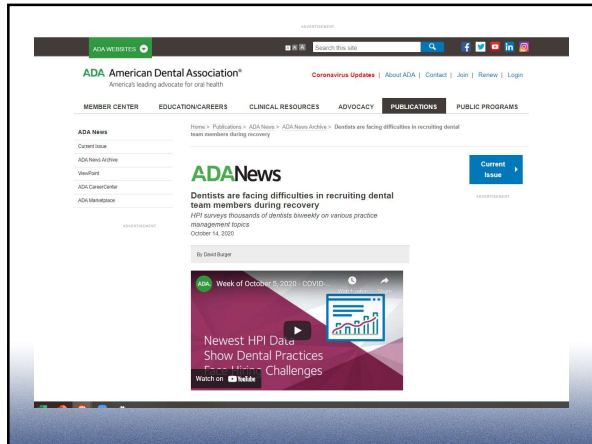
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14

Potential Solutions?

- I. **Administrative Positions:**
 - a. We have no idea where this is all going to go, but if you find you need to pay more, then *expect* more.
 - Salary requirements may push what you're offering into a new strata of potential personnel, including potential hires outside the industry.
 - Remember that "number of personnel" does not equate with amount of productivity. You may find instances where one extraordinarily competent (and more expensive) personnel can out-produce two people.
 - b. If you're going this route, pay extra close attention to your Collections/Divided by staff statistic.

15

Potential Solutions?

II. Dental Assistants:

Incentivize career growth, from the bottom up.

- Experienced assistants can become EFDAs,
- New assistants can get various levels of certification (depending on your state), that make them more valuable.
- Work with an employment attorney to craft an agreement that attaches moneys paid for education to an agreement to work for a certain period.

16

Potential Solutions?

III. Hygienists

- **Again, incentivize career growth and productivity.** As with Dental Assistants, create a CE plan that can help the Hygienist to become more valuable to the practice (and enhance their career skills). Additionally, for those motivated, incorporate a means to earn more if they produce more.
- **No Hygienist?** Depending on your locale, associates may be more plentiful than Hygienists. If a severe Hygienist shortage faces you with choices like cancelling patients or doing hygiene yourself - hire a doctor to do it. The upside? As the office gets busier and you find a Hygienist, you can shift them over to doing dentistry.

17

Potential Solutions?

IV. Take Training Seriously!

- a. Training Time,
- b. Training Lineups,
- c. Track training progress,
- d. Include **group** training for key organization datums/and processes.

V. Final Thought

- a. Direct your efforts towards improving individual team member's ability and overall team cohesion. Don't propitiate hoping not to "lose them."

18