

NJ STATE EMPLOYMENT AND TRAINING COMMISSION

Commission Meeting

February 2, 2022



SETC COMMISSION MEETING

HOUSEKEEPING: ATTENDANCE, QUESTIONS AND MUTING

Please introduce yourself in the CHAT feature – enter your Name and Affiliation – for attendance purposes.

Use the CHAT feature to ask questions of the presenters.

Priority will be given to Commission members' questions. We will try to address all questions during the meeting. Any remaining questions will be forwarded for further consideration after the meeting ends.

Please be considerate and mute your phone and/or computer microphone when others are speaking.



* This meeting is being recorded for purposes of the minutes. *

SETC AGENDA: WEDNESDAY, FEBRUARY 2, 2022

- Welcome – **Dennis M. Bone**, SETC Chairman
- Minutes Approval: November 17, 2021 – **Chairman Bone**
- Chairman’s Report – **Chairman Bone**
- The Great Resignation: Workforce Trends and NJ Perspectives
- Public Comment and Adjournment

CHAIRMAN'S REPORT: DENNIS M. BONE

The Great Resignation: Workforce Trends and NJ Perspectives

Why More Americans Are Quitting Their Jobs Than Ever Before

60 Minutes – CBS News

Broadcast January 9, 2022

<https://www.cbsnews.com/news/great-resignation-60-minutes-2022-01-10/>

The Great Resignation: Workforce Trends and NJ Perspectives

Lesley Hirsch

Assistant Commissioner, NJ Department of Labor and
Workforce Development

A New Jersey Perspective

The Great Resignation

What is it and why is it happening?

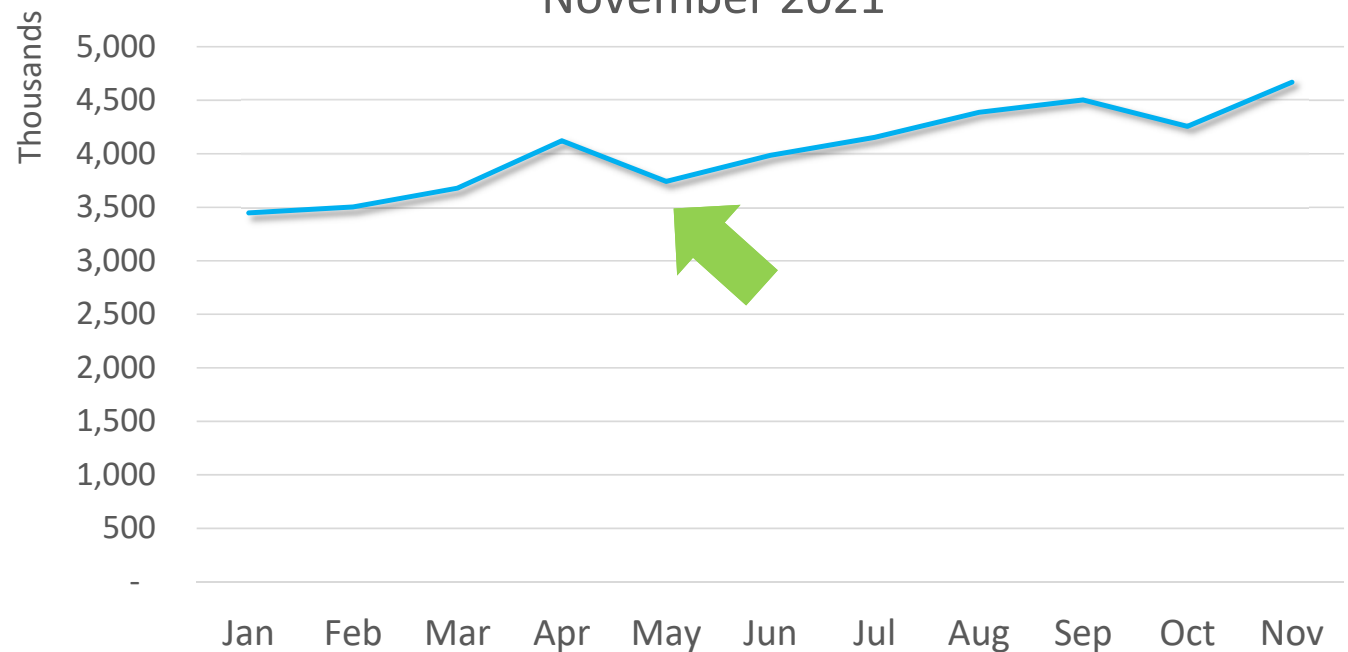
February 2, 2022



How many people have quit their jobs?

- Almost 29 million since May
- Represents 18% or almost one in five in the labor force
- 4.4 million in November alone
- New records almost every month

Number of Quits per Month, January through November 2021



SOURCE | NJDOL, Office of Research and Information, Job Openings and Turnover Survey



How does it vary by industry?

- Quit rate at restaurants and hotels is now at 6.9%.
- This accounts for 5.5 million or 16% of all quits since May.
- Retail trade follows right behind with quit rates at 4.4% accounting for 4.7 million or 16% of all quits.
- Although the quit rates aren't as high in professional services, the sheer number they represent are astonishing at 4.7 million or 16% of all quits.



What's going on?

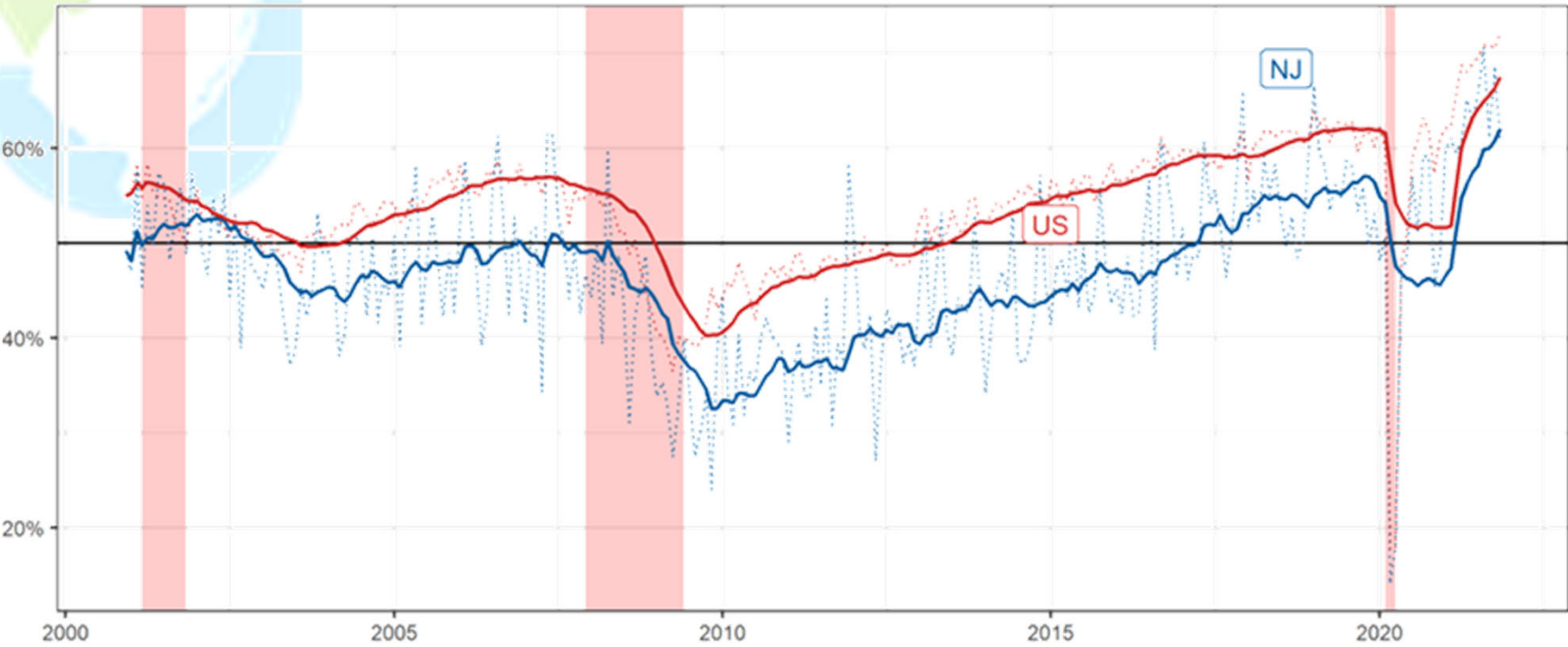
- Traditionally quit rates are higher when there are more openings
- Quitters aren't leaving the labor force.
- Some people leaving for more money.
- Consensus seems to be that this is a “Take your job and shove it” moment.

Hires and openings in New Jersey, 2000-2021

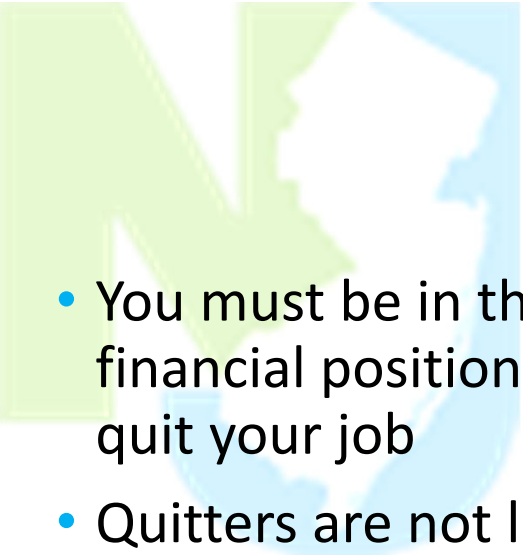


SOURCE | NJDOL, Office of Research and Information, Job Openings and Turnover Survey, State Data

Quits as a Share of Separations: New Jersey and the US, 2000-2021

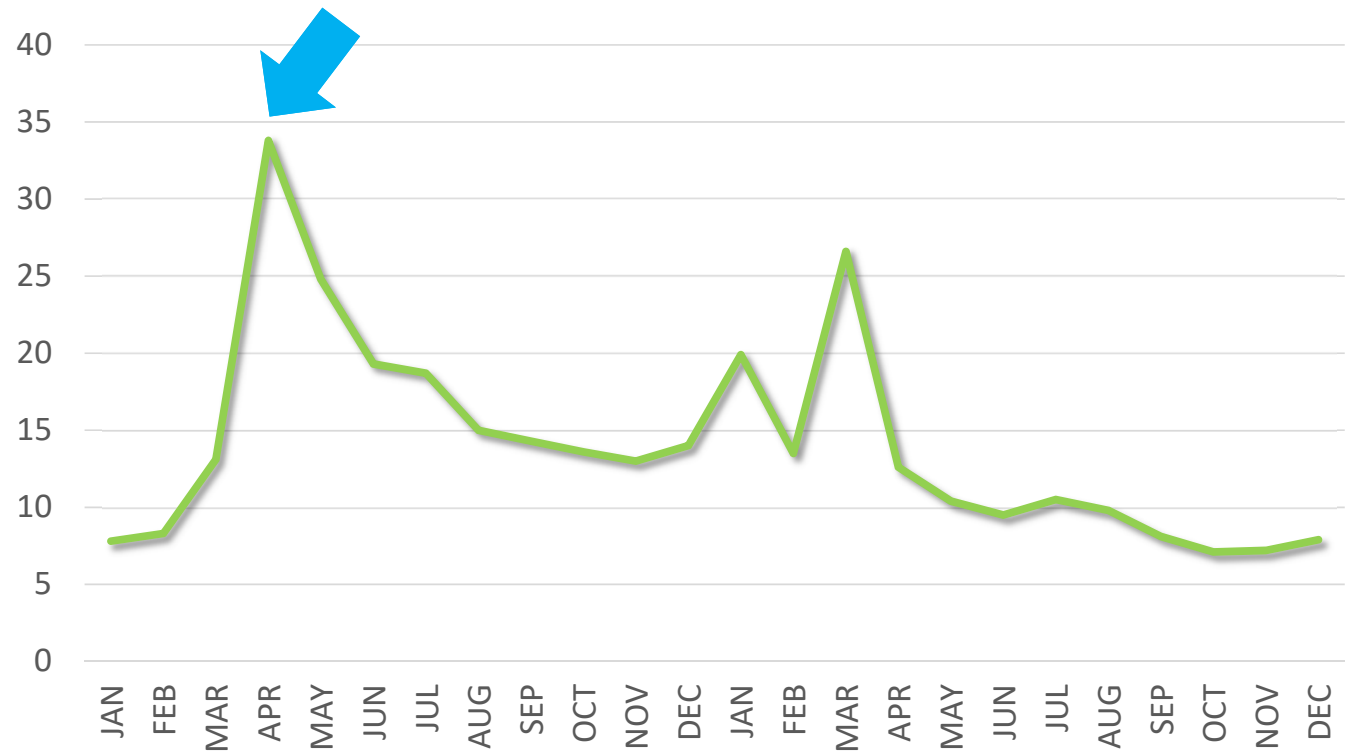


SOURCE | NJDOL, Office of Research and Information, Job Openings and Turnover Survey, State Data



- You must be in the financial position to quit your job
- Quitters are not living paycheck to paycheck
- Social safety net and stimulus payments helped
- Savings have increased

Personal Saving as a Percentage of Disposable Personal Income, 2020 and 2021



SOURCE | NJDOL, Office of Research and Information, Bureau of Economic Analysis



Are workers rethinking the terms of their employment?

- Workers want more time for family, education and leisure – even if it means less consumption
- Unpredictable schedules make it too difficult to plan for child care and ensure regular expenses are covered
- Is the paycheck worth exposing myself and my family?
- Study showed higher death rates in warehousing, food, transportation and manufacturing
- More strikes: Kaiser nurses, Hollywood production crew workers, John Deere employees, and Harvard graduate students

How long will it last?

- The longer people stay out of work, the more their savings will decrease.
- Will the world will go back to the way it was before the pandemic?
- Or does the current moment reflects a permanent change in people's values and a change in their willingness to withhold labor supply, individually and collectively?
- Add the demographic shifts. Labor scarcity could be a more persistent issue.



What implications might this hold for the workforce system?

- Job quality plays an even greater role
- Without savings, training alone may not suffice
- Need to find similar careers where people can most easily transition
- Take care not to invest in careers that are in decline because of COVID and technology
- More than ever, communication with employers is essential both to meet their needs and to assess underlying problems



Thank you!

Lesley Hirsch

Assistant Commissioner, Research

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The Great Resignation: Workforce Trends and NJ Perspectives

Robert Asaro-Angelo

Commissioner

NJ Department of Labor and Workforce Development

The Great Resignation: Workforce Trends and NJ Perspectives

Participatory Discussion

Thoughts: What We Should Know and Do

SETC Members, Invitees and Guests

PUBLIC COMMENT AND FINAL QUESTIONS

Audio lines will be open for public comment.

Please also use the CHAT feature to ask any final questions.





THANK YOU

Next Commission Meeting:

Wed, April 6, 2022

10am - 12pm

Online GoTo Meeting

[https://global.gotomeeting.com/join/
394439821](https://global.gotomeeting.com/join/394439821)