

MOP TALK

Keeping You Informed

Labor Shortages

Dear Friends of the Industry:

Mop Talk Vol. 2 is here with a continued focus on the economic theme of inflation/wages. This edition explores labor shortages, a worldwide phenomenon. Every industry is competing not just for top talent from executives to line cooks, but for “survival labor” to meet client expectations, deadlines, job requests, and even company health (relieving the burden of being overworked). After a summer little league practice, my two boys and I decided to treat ourselves to Waffle House, after all, they are open 24/7/365. Upon arrival the door was locked. They had just closed and they were not taking to-go orders. It was only 8pm. The great resignation of 2021 was something we’ve not seen before, with 47 million workers quitting their jobs. Whether they were searching for an improved work-life balance, increased wages, or perhaps a better office culture or shorter commute, they quit, and we all witnessed it.



Here are some Worldwide Labor Shortages:

- ✦ Canada is experiencing 64% labor shortages and is expected to have another 24.6% increase in vacant positions in the Accommodation/Hospitality & Food Svcs Industry++
- ✦ Canada is experiencing above 40% labor shortages in Construction, Manufacturing, Admin & Support, Waste Mgmt., and Retail++
- ✦ Spain is reporting that 7 out of 10 construction companies are turning down business because of labor shortages+
- ✦ UK is reporting from the NHS that they are expecting a health care labor shortage of 100,000 employees+
- ✦ 100,000 long haul drivers are needed in the UK alone, with France, Italy, Poland all claiming labor shortages+

U.S. March 2022 Quit Rates (percent of employees quitting per month):*

- Financial Activities- 1.6%
- Durable Goods/Manufacturing- 2.4%
- Professional & Business Services- 3.7%
- Wholesale & Retail Trade- 3.7%
- Leisure, Retails & Hospitality- 5.7%

**U.S. April 2022 Labor Work Force Shortage:***

- Durable Goods/Manufacturing- 40 of 100 job openings remain unfilled
- Wholesale and Retail Trade- 50 of 100 job openings remain unfilled
- Financial Activities-60 of 100 job openings remain unfilled
- Professional and Business Services- 75 of 100 job openings remain unfilled
- Leisure and Hospitality- 60 of 100 job openings remain unfilled

Leisure, Hospitality and Retail lost 1 million workers in Nov 2021, and hired 1.2 million that same month. Leisure and Hospitality have maintained the highest hiring rate since Nov 2021 at 8.1%, whereas the national average is 4.4%. 112,000 jobs were added from Feb. 2022 to Mar. 2022 and in Retail specifically, 49,000 more jobs have been added above pre-pandemic levels.

Professional/Business Services is the only other specific industry to have passed the pre-pandemic employment levels, having added 112,000 jobs and the openings are still plentiful. Recruitment for managers, building engineers, technicians, skilled labor, accountants, operational leaders is more competitive than most can ever remember. Strategies for recruiting are a must, but even more importantly, focused efforts on creating the culture needed to retain employees is imperative.

Sources: ++CTV NEWS “Labour shortage: Food, hotel industries continue to be hardest hit by lack of worker

+CXC Global ”7 Industries Experiencing Labour Shortages in 2022

*U.S Chamber of Commerce “America’s Labor Shortage: Most Impacted Industries

**New York Times “Industries hit hard by the pandemic continued their rebound” April 1, 2022

Pressure Washing - Is Your Property In Need of this Service?

Every day we track grime, brake dust, oil stains, soda spills, etc. into our cars, our offices, homes and everywhere life takes us. The other week, while touring a mixed-use development, I noticed (it's our job), how great the parking garage looked and I asked the building engineer, "How often are you pressure washing?" and his response was, "Quarterly, this deck gets a ton of traffic." Pressure washing is essential to building maintenance. When completed regularly, it adds the appeal of a clean space and keeps carpets and other flooring better conditioned.



Isabel Romo, BCJs Director of Multi-Family operations recommends high traffic and Class A buildings to be pressure washed semi-annually, and residential garages be pressure washed annually, at a minimum. With noise ordinances, most residential garage washes begin at 10:30am in the morning and conclude at 5:00pm as residents come home from work. Commercial garages are completed over weekends when traffic is at its lightest. The biggest challenge for pressure washing includes moving vehicles and

BCJ encourages managers and engineers to block off the designated spaces the night before work begins, and of course notifying residents which floors will be closed. BCJ adheres to green cleaning and wellness and Isabel Romo believes that utilizing hot water "removes most stains without the need to apply degreasers" and recapturing water minimizes what is put back into the sewer systems. If your property needs this important service, we can help you prepare a budget to include regular pressure washing.



It's Back-To-School season and we are holding our annual backpack drive. Over 400 backpacks filled with a starter set of basic school supplies, will be given out to BCJ team members' children. Please see our social media accounts for smiling faces of employees and children as we strive to Create Hope and Opportunity by Investing in Lives. Feel free to call or email for future topics of interest.

Adam Cohron
 VP Business Development
 BCJ Building Services
 770.601.4880
Adam@bcjbuildingservices.com

