

# Talent Tsunami hits hard, massive flooding expected

## ADP Managed Services can help.



### Are you feeling the pressure of the Talent Tsunami?

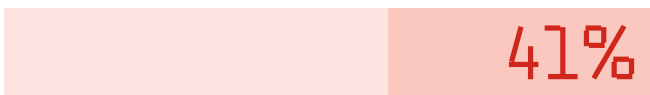
It's a mass exodus of your employees going to other companies, industries or completely changing professions to find something more inspiring — a better reason to get up in the morning. ADP can help weatherproof your payroll processes and other core HCM functions, with the right people available to support your technology and employees, in the absence of payroll professionals.

Your employees had more than a year to reflect on what they're doing, whether it's truly fulfilling and what else they might like to do with their careers.

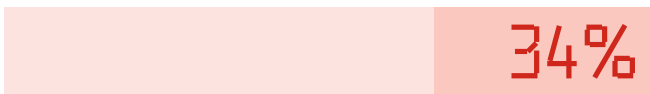
### The results?



of employed adults were looking for a new job in August 2021 vs. 35% in May 2021.<sup>1</sup>



want better compensation.<sup>2</sup>



are looking for better work/life balance.<sup>3</sup>



Whether it's a promotion, a raise, burnout or a lack of engagement, your people are looking to leave.

Think that finding new talent won't be hard? Remember, you're competing with every company who's in the same boat as you are.



88% of executives say their company is experiencing higher turnover than normal.<sup>4</sup>



The number of available positions climbed to **10.6 million** in November.<sup>5</sup>



The unemployment rate declined to **3.9** in December.<sup>6</sup>

The disruption in labor trends is even more challenging when you overlay them specifically for payroll practitioners.

Demand for payroll specialists is increasing.



Current national open payroll requisitions: **51,302**

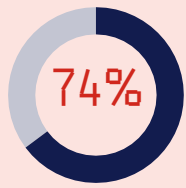
Data from January 2021 was near 15,000.<sup>7</sup>

Finding available payroll professionals is more difficult.



Unemployment rate: **1.8%**<sup>8</sup>

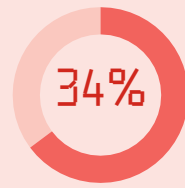
### Payroll professionals are aging.



are 40+ years old.

When they retire, there will be limited talent available to backfill.<sup>9</sup>

### Payroll professionals job jump:



only stay in a job for 1-2 years.<sup>10</sup>



### Payroll professionals are being replaced by technology:



From 2018-2028 payroll and timekeeping clerk positions will decline by 3%.<sup>11</sup>

Is your organization prepared to fill the void left by vacancies in your payroll department? Partner with ADP to combat the “Great Resignation” of payroll professionals.

With ADP HCM Managed Services for HR, payroll and/or Benefits administration, our specialists will become an extension of your team, provide dedicated expertise and deep-industry insights into all things human capital management (HCM) to address this unprecedented specialized labor shortage.



Offload time-consuming administration



Contain costs



Reduce compliance risk



Address staffing concerns



Improve data accuracy



Continue business processes



With our team at your side, you'll have confidence that your payroll and other core HCM functions are taken care of according to best practices regardless of your challenges.

The Talent Tsunami is here and it's here to stay. Let ADP help you weather the storm.

Contact your ADP HCM Representative to learn more.

