

A man and a woman are sitting at a desk in an office, high-fiving each other. The man is on the left, wearing a blue shirt, and the woman is on the right, wearing an orange top. They are both smiling. The desk has a laptop, a small potted plant, and some office supplies. In the background, there are shelves with binders and a window.

# NEOED

**The HR Trends in Education That Will Shape  
2022 and Beyond**



## MEETING NOTES

- Enter your questions or comments in the GoToWebinar control panel for our moderators
- Use the audio drop down box and select either computer or phone audio for the call-in details if needed.
- Tomorrow you'll be receiving an **email** with a link to a **recording of the presentation and a copy of the presentation slides**.
- Questions after the webinar is over? Reach us at [contact@neoed.com](mailto:contact@neoed.com)

# MEET YOUR SPEAKER

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**Charles Stumpf**



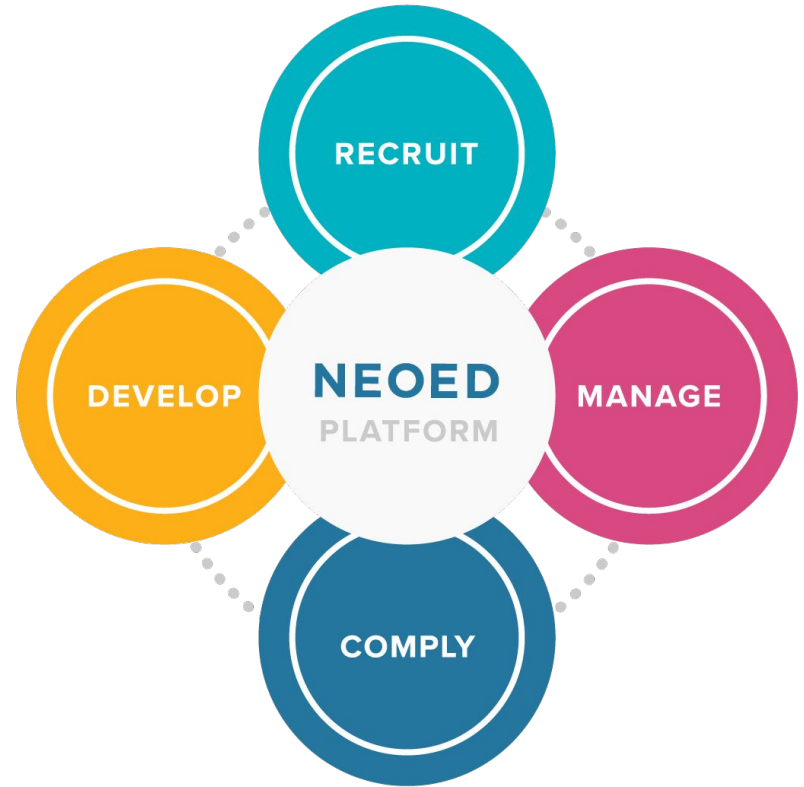
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## WHO WE ARE

**NEOED empowers education HR teams** to streamline and support a hybrid workforce while fostering collaboration across campuses and school communities.





## METHODOLOGY

TOP 8

EDUCATION HR  
TRENDS FOR

**2022**

READ THEM AT **NEOED** →

- We surveyed **over 140 education HR professionals** to better understand what's top of mind for them in 2022
- Today, we'll be going over **key takeaways** to look out for this year according to our survey data

# AGENDA

- Recruitment and Retention Struggles Persist
- Create a More Positive Candidate Experience
- Invest in Existing Talent Before It's Too Late
- Future-Proof Your Organization to Meet Increasing Expectations
- Key Takeaways

A man with dark hair, wearing a plaid shirt over a grey t-shirt, is sitting at a desk. He is looking at a computer monitor with a thoughtful expression, his hand resting on his chin. The desk is equipped with a laptop, a keyboard, and a desk lamp. The background is slightly blurred, showing an office environment.

# **RECRUITMENT AND RETENTION STRUGGLES PERSIST**

# The Great Resignation



Over **38 million** American workers quit their jobs in **2021**, and this trend is expected to continue in 2022.



# Who's quitting, and why?

**Some workers are more likely to quit voluntarily than others,** including those with five to 15 years of tenure, workers 40 to 45 years old, and women.





## Do you know why your employees are leaving?

# 70%

of respondents said they are **conducting exit interviews** to determine why employees choose to quit their current positions.



**Has your team been  
utilizing exit  
Interviews?**

# Education HR teams are struggling to recruit and retain workers



## 78%

reported a **moderate or significant increase in vacant roles** compared to last year.



## 55%

estimated that **filling a given open position takes anywhere from 2–6 months**, compared to the 37 day average among private sector employers.



## +2/3

Over two-thirds of respondents said **lack of career development** was contributing to retention issues.

A diverse group of people, including men and women of various ages and ethnicities, are seated in an audience. In the foreground, a woman with dark curly hair, wearing a blue sleeveless top, is smiling and raising her right hand. To her left, a woman with short blonde hair is also smiling. Other people in the background are looking towards the front of the room. The background is a brick wall, and the overall lighting is warm and bright.

**CREATE A MORE POSITIVE  
CANDIDATE EXPERIENCE**





## DECREASE TIME-TO-HIRE

47%

of education HR professionals agreed that the **application process is too long** and may hinder recruitment.



## COMMUNICATE CLEARLY

53%

Of respondents agreed that **improving communication** throughout each stage of the hiring funnel would help elevate the candidate experience.



## OPTIMIZE FOR MOBILE

52%

of respondents agree that **making careers sites and job listings more mobile friendly** would improve the overall candidate experience.



A man with a beard and a woman in a wheelchair are sitting at a desk, working together. The man is looking at a laptop, and the woman is writing on a notepad. The background is a bright, out-of-focus office space with a whiteboard covered in colorful sticky notes.

**INVEST IN EXISTING TALENT  
BEFORE IT'S TOO LATE**

Employees are more motivated  
to stay in jobs they feel  
**supported to grow in.**



## How to get started



**Training courses**



**Coaching and career development**

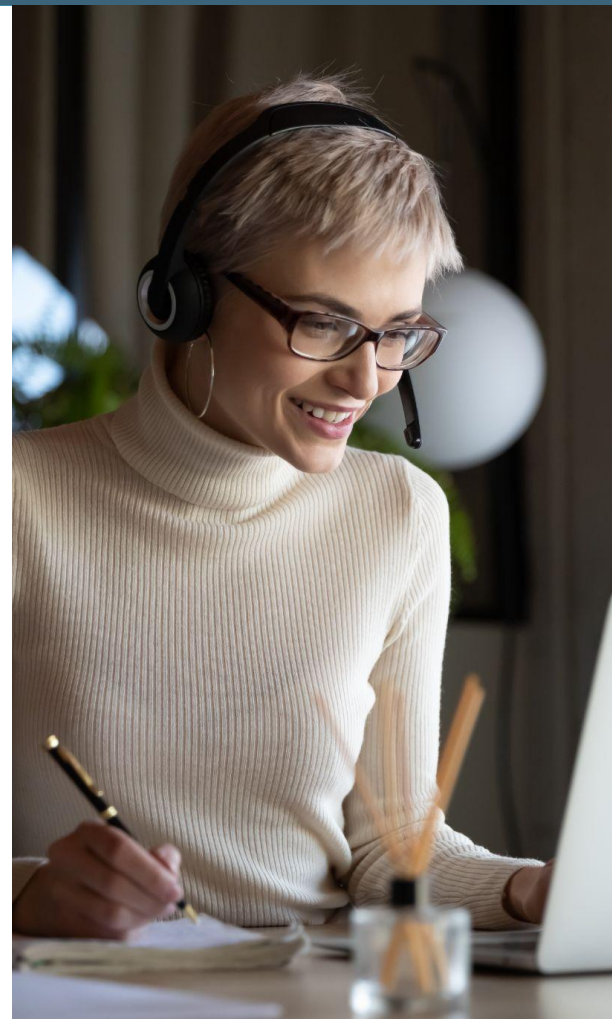


**Track progress**

# Learning Management

## 68%

of survey respondents use learning management systems to assign and track training or upskilling courses.



# Performance Management

## 66%

leverage performance management software to provide coaching and evaluation to improve career growth and increase retention.





**Is your team using a Learning  
Management or Professional  
Development System?**



A group of four business professionals (three women and one man) are celebrating in a modern office setting. They are all smiling and raising their hands in a high-five gesture. The woman on the left is wearing a striped shirt and holding a tablet. The man in the center is wearing a denim jacket over a white shirt and holding a clipboard. The woman on the right is wearing a light blue shirt and holding a tablet. The man on the far right is wearing a dark blue shirt and holding a laptop. The background is a bright, modern office with large windows and glass partitions.

# **FUTURE-PROOF YOUR ORGANIZATION TO MEET EMPLOYEE EXPECTATIONS**

Today's workers are expecting more by prioritizing their **work-life balance and values.**







# Do you offer remote work?

## 50%

of higher ed institutions will offer  
some employees **permanent  
remote work opportunities.**

## Remote work boosts retention and recruitment efforts



31%

say it helps them **retain talent**.



27%

say expanding remote work helps them **attract new talent**.



29%

say it **expands candidate pools** significantly by allowing searches to occur outside the campus' immediate area.

# Diversity, equity, and inclusion is here to stay

## More Than Two Thirds

of respondents stated that their organization is **committed to offering DEI training** on topics like unconscious bias to both employees and managers in hopes that it will boost diversity.





**Does your organization  
have DEI Initiatives?**

# DEI initiatives benefit everyone



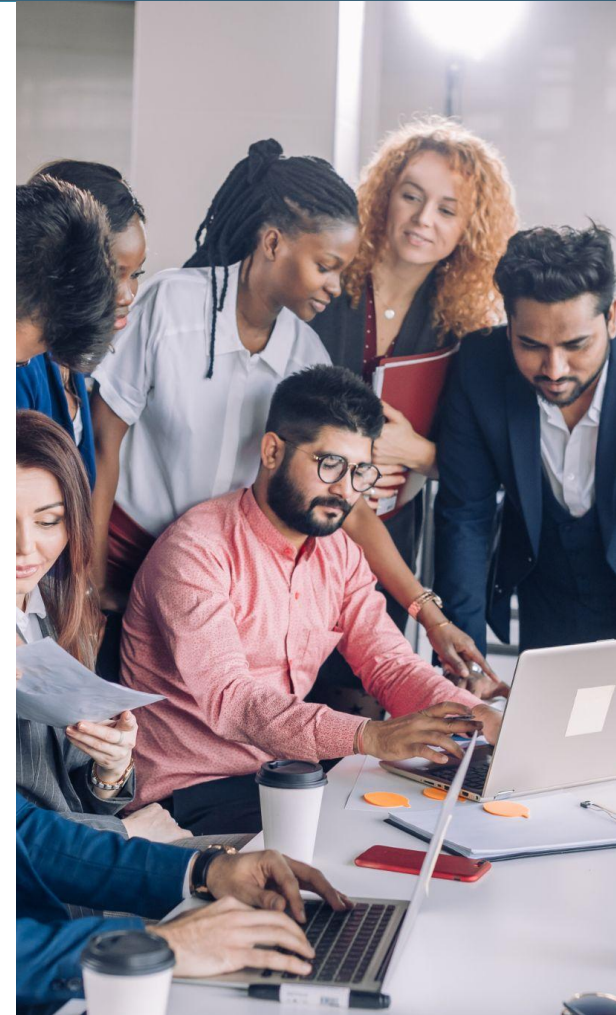
**Attract up-and-coming talent**



**Increase innovation**



**Improve your organization**





# **KEY TAKEAWAYS**

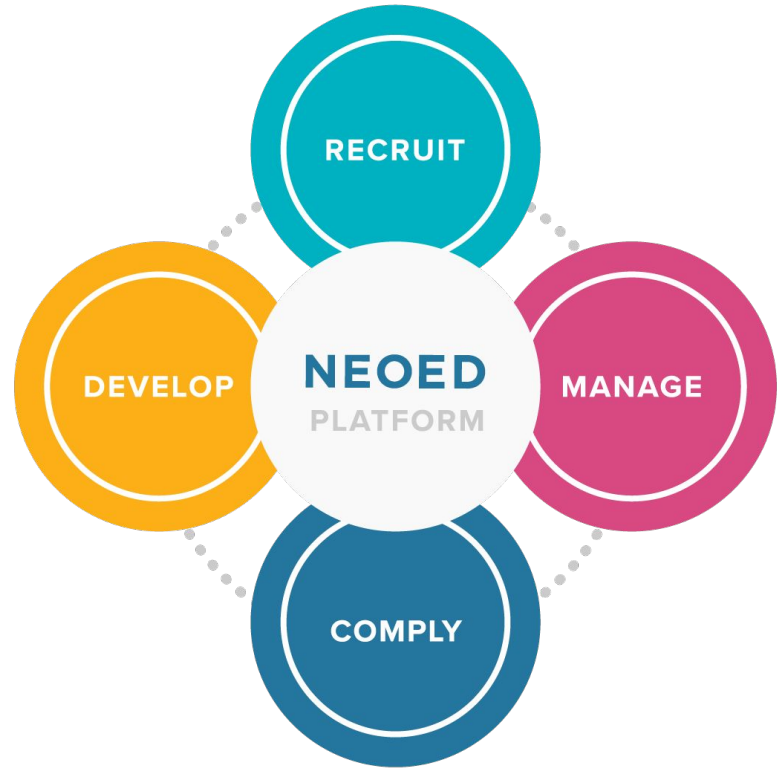




## KEY TAKEAWAYS

- Hiring difficulties aren't going away in 2022. Organizations that **adapt** will reap the rewards
- The **candidate experience matters** as applicants are more selective than ever
- **Nurturing existing talent** is crucial for retention and overall success
- **Future-proofing your organization** to meet employee expectations is vital for limiting turnover and attracting new talent

# We're here to help





# LET'S CONNECT!

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**Charles Stumpf**



Account Executive



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# Thank you for attending!

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Thank you for attending today's webinar.

## Questions?

Contact us at [contact@neoed.com](mailto:contact@neoed.com)  
to learn more.

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