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Did You Know?

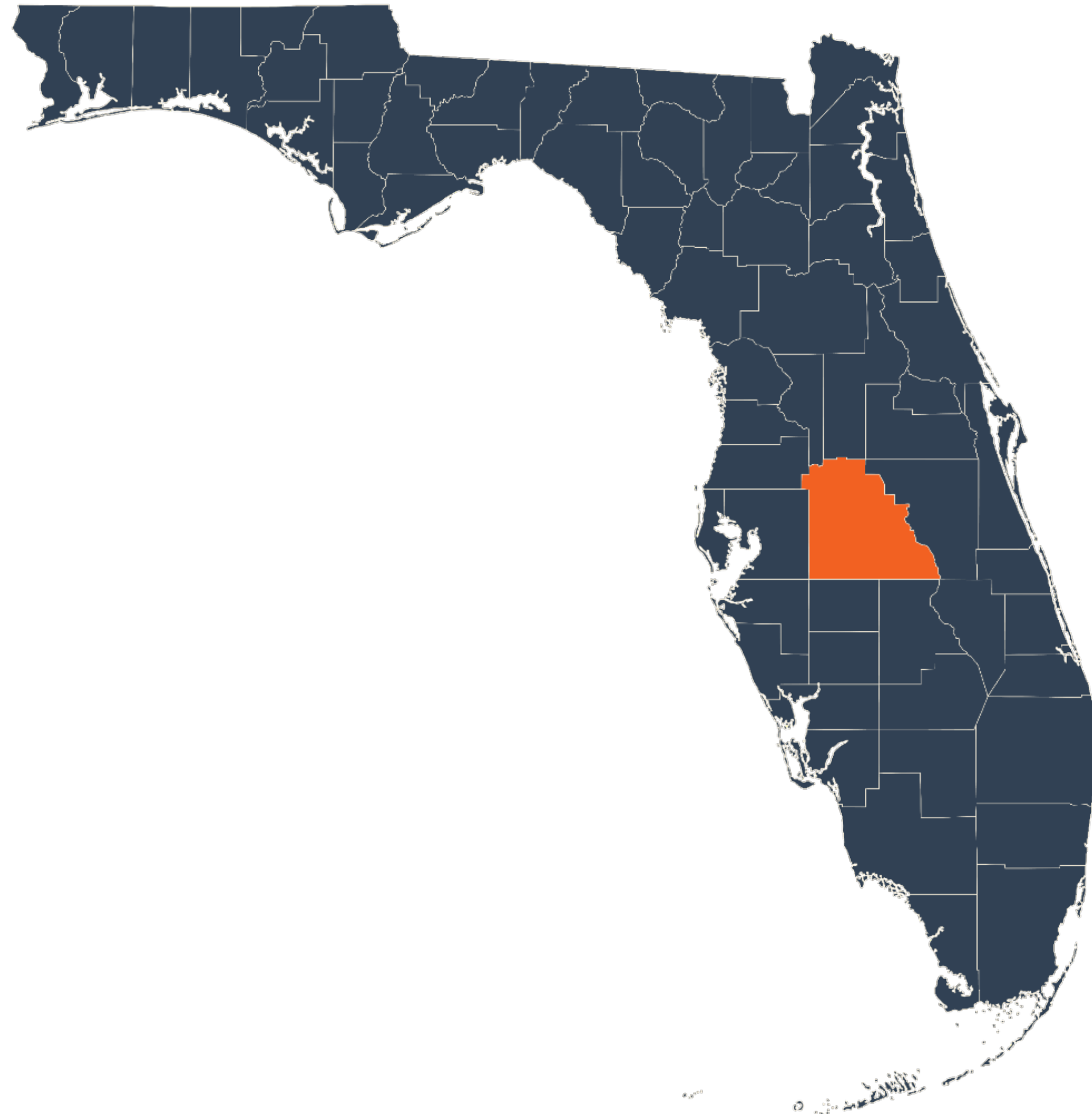
Talent Attraction Scorecard

Florida ranks #1 in the nation among states for talent attraction.

Florida ranked #1 in the nation among states for Net Migration.

Lakeland, Florida finished at number 8 nationally in the large county 2020 Net Migration.

Talented Worker Influx



Migration Destination

No need to worry employers.

Florida is a top choice for workers and Polk County is the place that is a destination of choice based on the 2022 Talent Attraction Scorecard which reports on the top spots and tips for Talent Development.



Guess What?

You have a complete copy of the entire report in your resource section #8 in the Employer's Edge binder.

The author, Lightcast, only has one stipulation. The data cannot be shared on any of your sites. It is for your information purposes only.

Benefits Survey

Benefits Survey on Survey Monkey printed
in a comparison report.

Your report is highlighted in Yellow.



Panelists



**Karey
Lewis**

*Community Specialist
Florida Blue*



What do employees *really* want from their employer?

Karey Lewis



Compensation:
Prospective employees
prefer a significant
increase in income
and/or benefits.



Life Insurance:
Employer pays at least
1 x employee's salary
with employee
opportunity to
purchase additional if
they wish.

To be fairly paid for the
job that they are
expected to do. To be
rewarded financially
when they hit
milestones.



Disability:
Short term paid by the
employer. Long term
purchasable by employee.



Medical Benefits:
Health insurance such
as PPO/HMO/a variety
of plans that can be
tailored to fit their
needs.



FMLA:
Family paid leave to
care for a sick family
member/the birth of a
child.



Dental insurance,
Vision Insurance. A
stipend to purchase
insurance.



Formal wellness programs:
Improve employee health-
offer premium discounts,
cash rewards or gym
memberships



Investing in the future!

- Employees are looking to plan for their future and want to work for a company that is invested in them!
- 401K match up to 6%.
- Focused career training to plan for their internal growth with Florida Blue.
- Mentorship opportunities.
- Consistent employee reviews and well-established, individualized development plans.





Work/Life Balance

- Flexibility to allow for family time.
- Employees feel more valued when their employer acknowledges the importance of family. Vacations and time away. Sports games, graduations and celebrations.
- Employees feel more fulfilled and less stressed when there is a healthy work life balance.

Company Culture

- Diversity and inclusiveness. Sustains an ongoing commitment to diversify inclusion for every one.
- Employer fosters a positive working environment.
- Employees want to feel valued and appreciate open communication. Small gestures such as celebrating a birthday or bringing in bagels on a Friday, truly go a long way.



- Provides training and tools needed for success.
- Acknowledges important milestones such as anniversaries.
- Mutual trust and respect from Leadership transcends throughout the Team.
- While job security & financial stability are important to employee satisfaction, so are opportunities to use one's skills and abilities. People need to continue to grow in order to remain engaged and productive.

What makes Florida Blue Team Members happy about their job?



- “A good office vibe.” – A relaxed, positive work space.
- “Knowing that my manager will always help me”.
– Supportive Leadership
- “That I have great co-workers.” -Employer fosters a positive working environment.

- “Being able to meet and exceed goals!” -Provides training and tools needed for success.
- “My co- workers and my manager always getting us food when we are too busy to get it ourselves.”
-Small gestures go a long way!

Just be happy!

- A Forbes study showed that happy employees are 20% more productive than unhappy employees.
- According to Harvard Business Review, close work friendships boost employee satisfaction by 50%.
- Employee happiness and satisfaction starts with Leadership and cultivating a cheerful, uplifting working environment.



Communication & Productivity:

Effective communication in the workplace provides clear instructions, employees know exactly what is expected from each of them. This helps improve accountability, which in turn increases productivity.

Good communication in the workplace **ensures employees have the information they need to perform well, builds a positive work environment, and eliminates inefficiencies.**



