

Medical Match

Direct Hire and Contract Staffing

AUGUST 2011 **Need office, clinical, billing, or management professionals?** **303-980-1000**
16 yrs. providing Colorado Front Range medical businesses with qualified staff.

HUMAN RESOURCE TRENDS

Workforce Management, June 2011, follows business and employment trends. They concluded that **companies will continue to need people**. How will the following factors influence your future decisions?

1. **E-mail** – Watch for more spam blocking capabilities and a single in-box for all communication.
2. **Organized labor** – Unions are business. To survive they need more members. Even MDs may unionize.
3. **Businesses in schools**. Corporations need trained employees and are investing in public education.
4. **Investigate international business policies**, longer vacations and parental-leave. Big companies are.
5. **Stay open 24/7**. Working world-wide? Selling on night infomercials? Who's running the company?
6. **Computers**. Simpler for the user, they will house more data and independently solve problems.
7. **Value loyal employees**. Business needs good people. Communicate, support and reward personnel.
8. **Office design**. Architects can improve workflow with input from staff and HR professionals.
9. **Offer benefits with a retirement base income**. To attract the best, offer future security.
10. **Telework, broadband, and mobile tech expand more**. Working off-site requires less real estate.
11. **Consumer-driven healthcare**. Employees compare and choose programs which work best for them.
12. **Childcare coverage**. To keep parents on-the-job, companies are considering emergency childcare.
13. **Enough workers**. With more jobs than workers, boomers will not retire; companies will be flexible.
14. **Hiring HR outsourcing companies**. They handle all staffing, management, and benefits details.
15. **Recruiting older workers**. Well-experienced, they prefer flex schedules, health insurance, pensions.
16. **Mergers**. Obtaining another company's employees will be a larger factor in acquisitions.
17. **Freelancers and consultants**. Whether short or long-term, benefits will be part of the pay.
18. **Wellness programs**. Managed by medical professionals, employees who stay well financially benefit.
19. **Purposeful work/life balance**. Job satisfaction and meaningful work increases in importance.
20. **Women**. Educated and wanting work/home balance, women are a significant source of employees.
21. **Skills shortage**. The demand grows for graduates from secondary, vocational, and trade schools.
22. **Security**. Technology pros will need to protect information, people, business, and the country.
23. **People as assets**. The strength and value of a company relies on their qualified personnel.
24. **Universal health care**. Plans are still in transition to allow all citizens access to healthcare.
25. **HR career**. To be future leaders, HR people need more extensive business and technology training.

GINA, GENETIC INFORMATION NONDISCRIMINATION ACT, A LAW.

GINA finalized Jan. 10, 2011. Titles I & II address the use of genetic information by health insurance providers and covers employment issues. The law is enforced by the EEOC for state and federal governmental agencies and companies with **15 or more employees**. In business, genetic information about themselves *or related family members* cannot be used against them in hiring, or in any other employment decisions (and protects against retaliation or harassment.)