

# Recruitment, Retention + Employee Commute Pain & Hybrid Work Top Oregon Employer Priorities



*Get There Oregon 2022 survey reveals pressing issues, priorities for employers told by HR professionals.*

Unprecedented changes and challenges are taking place across the work landscape today as employers rethink business models and practices due to pandemic-related pressures. Get There Oregon through DHM Research conducted an online survey among HR professionals in the first quarter of 2022 to gauge top operations and workforce issues and to determine how employee commute concerns rate as priorities for organizations.

Key survey results, compiled from a total of 225 HR professionals, revealed talent acquisition and employee retention are top pressing priorities for Oregon employers. Relative to employee commute issues reducing commute pain—the stress and hassle of “the commute”—rated highest as a top priority followed by supporting remote work with recruitment and retention as leading drivers.

More than 8 out of 10 HR professionals—81%—indicated their organizations intend to allow remote work long-term. Improving the ability to recruit and retain well-qualified employees, in addition to providing better work-life-balance rated as the highest benefits for organizations to allow remote work.

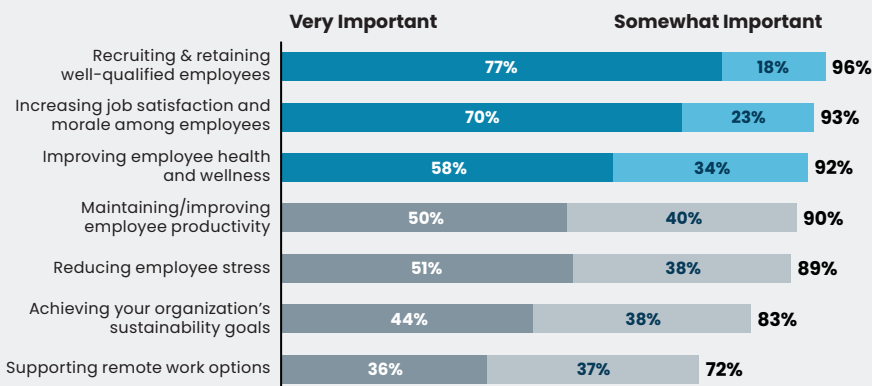
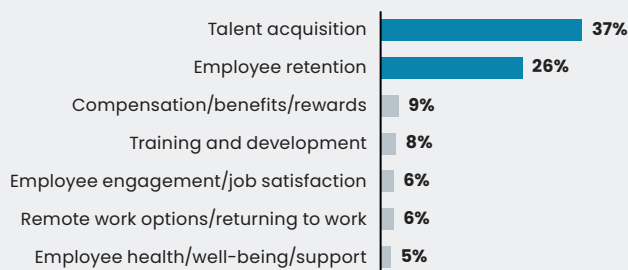
For additional information about the Get There Oregon 2022 HR survey, please contact [info@GetThereOregon.org](mailto:info@GetThereOregon.org).

## Key 2022 HR Survey Findings:

- Recruitment and retention are the top pressing priorities for employers.
- Increasing job satisfaction and morale among employees, plus improving employee health and wellness also ranked high as top priorities.
- When it comes to employee commute issues, reducing commute pain and supporting hybrid work are the highest priorities.
- A large majority—81%—expect their organizations to allow remote work long-term.
- Improving recruitment and retention, plus better employee work-life balance, are rated as top benefits for organizations to allow remote work long-term.

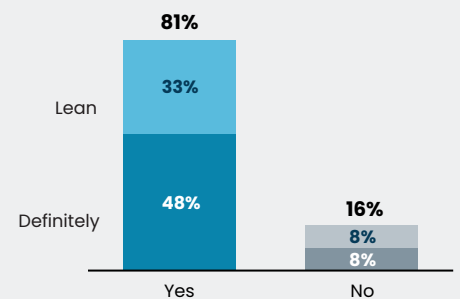
## Staffing Tops HR Issues

HR professionals are focused on staffing right now, listing hiring and retention as the top two most critical issues.

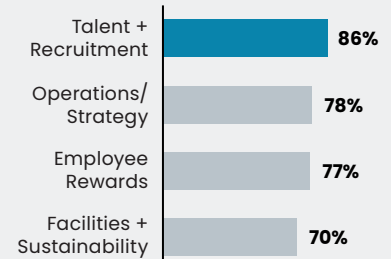


## Hybrid Work Trends

More than 8 out of 10 expect organizations to allow remote work long-term.

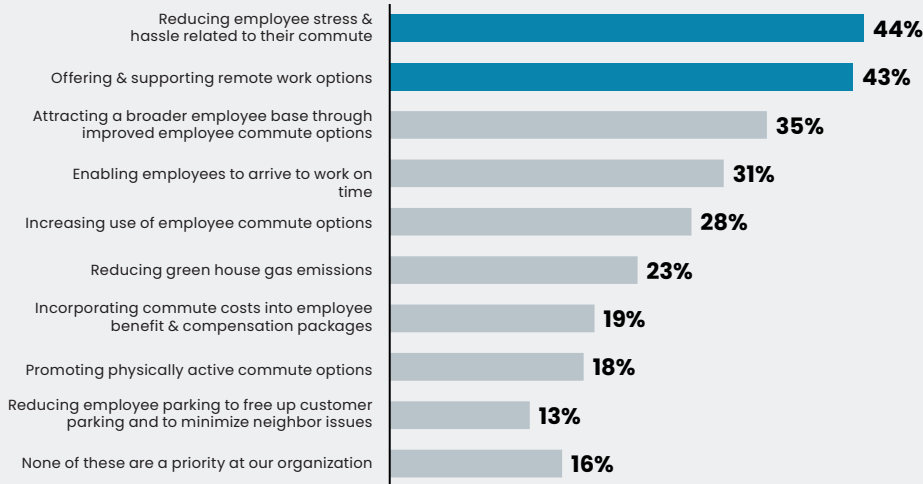


## Organizational benefits for allowing remote work:

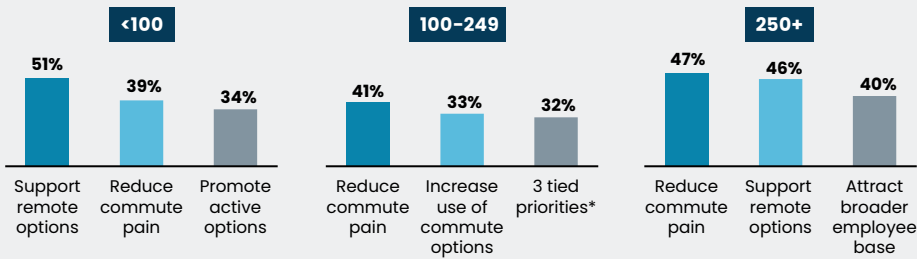


# Employee Commute Concerns

When it comes to employee commute issues, reducing commute pain and supporting remote work are top priorities.



Top priorities vary depending on organization size (total employees).



\*Offer commute options; attract employees; on-time arrivals



Resources. Support. Solutions.

- Tools, customized networks & support-FREE
- Workforce insights & strategies
- Employee programs, including challenges + rewards

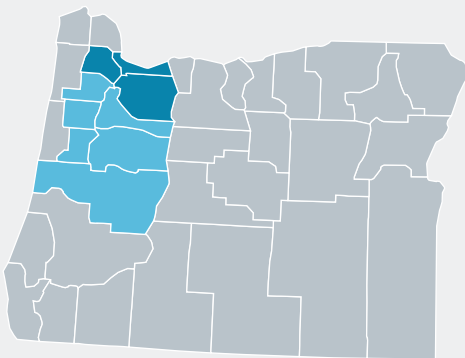
Visit [GetThereOregon.org](https://www.getthereoregon.org)

Shifting commute habits and work practices one trip at a time.



## Who We Heard From...

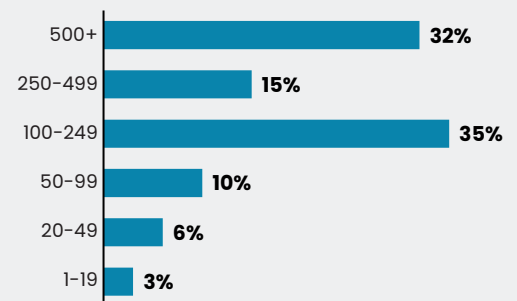
### Areas of Oregon



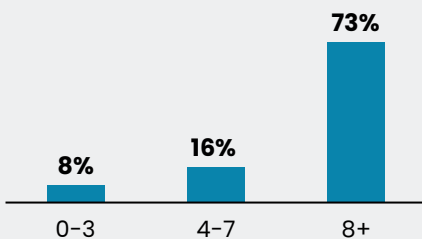
47% Tri-County  
25% Willamette Valley  
28% Rest of State

HR-related Job Roles	Total
Workforce, operations, business strategy	45%
Talent management or development	36%
Recruitment/talent acquisition	46%
Employee total rewards	41%
Labor/employee relations	31%
Diversity, equity & inclusion	35%
Facilities management/ or employee transportation	12%
Sustainability	7%
Other	8%

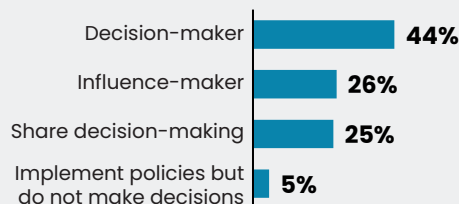
### Number of Employees



### Years Working in HR



### Decision-Making Role



### Type of Organization

