

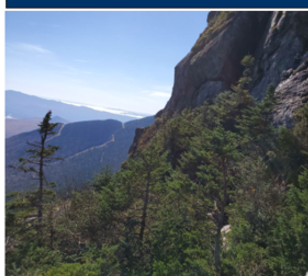
## Building a Smarter Workforce

Each month our experts will be covering a wide array of topics. We are happy to have you as a member of our community and hope you enjoy reading the articles below; if you would like to see something specific, don't hesitate to reach out!

### In Case You Missed It

## 2023

VERMONT EMPLOYEE BENEFITS SURVEY



**HB**  
HICKOK & BOARDMAN  
HR INTELLIGENCE & RETIREMENT SOLUTIONS  
www.hbt.com

### The 2023 VT Benefits Survey is Open

The survey deadline has been extended until July 7th, so be sure to complete your survey if you have started it, or don't delay, and start today: [Survey Link](#).

Companies that participate in the survey receive the results complimentary. But don't worry, if your organization does not participate, you can purchase the results of the survey for \$300.

If you are interested in purchasing a copy of this year's survey results, or being added to next year's distribution list, please [email Stacey Sharp](#).

Comparing your benefits against those of other companies can help you attract and retain top

### Retirement Solutions

#### *Boost Your Mental Health with Financial Wellness*

A recent CNBC survey found that 70% of Americans are stressed about money, which is no surprise given the impact of inflation and market volatility! Some research has found that financial issues are a greater source of stress than work, family problems, and or even politics, and chronic stress is linked to a range of health concerns. Fortunately, finding ways to improve your financial health can also improve your mental health.

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### HR Compliance

#### *Have You Started Your "COVID I-9 Form" Verification Yet?*



On May 4, 2023, USCIS announced that the COVID-19 flexibilities for the I-9 Form will expire on July 31, 2023. Additionally, the announcement also clarified that employers have until August 30, 2023 to complete all the physical inspections of identity and employment eligibility documents.

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### HR Technology

#### *It's Never Been a Better Time to Learn About Learning Management Technology!*

Many employers do not have a way of tracking the ever-so-unidentified skills like leadership, communication, listening, collaboration, and other soft skills. This is your opportunity to track and value employees before they are more sophisticated in their needs and demands. Another reason why "Learning Tech" is so popular is that we now have API integrations and industry standards in this area to help facilitate.

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talent. Organizations risk falling behind when they aren't utilizing available tools to help keep pace with industry trends. The survey captures detailed data on a number of topics so companies can compare industry norms and benchmark their own benefits plan and HR practices to remain competitive in attracting and retaining the best talent.

## Client Testimonials

"I have worked with the H&B family of companies for most of my 3 decade career and have always found them to provide top shelf service as well as being on the cutting edge of solutions in all of the fields in which they operate."



## Strategic HR Services

### Career Pathing

Career pathing is a structured, comprehensive development planning process intended to help employees visualize their career potential within an organization. The process requires employees to take an honest look at their career goals, skills, needed knowledge, experience and personal characteristics.

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## HR Consulting Services

### Strategies to Improve Hiring Outcomes

According to a USA Today poll, only 26% of job switchers liked their new position enough to stay. For this reason, many employers are shifting their focus to prioritize the quality of new hires and evaluate how their recruitment and onboarding practices can lead to more positive hiring outcomes.



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## Upcoming Events

### HRIQ Webinars:

**September 21st** Medicare and Group Health Plans: Understanding the Interaction and Avoiding Common Mistakes

[Register Here](#)



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[www.hbhriq.com](http://www.hbhriq.com)

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