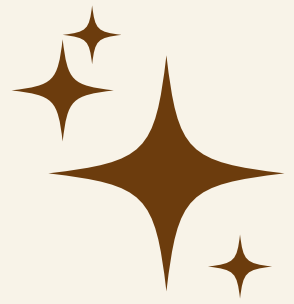


2024

Fall Newsletter



NEW SEASON NEW OPPORTUNITIES



“There is something so special in the early leaves drifting from the trees – as if we are all to be allowed a chance to peel, to refresh, to start again” – Ruth Ahmed

PERSONNEL OPPORTUNITIES LTD.

ABOUT OUR BRAND



Our objective is uncomplicated. You can rest assured that the satisfaction of our Clients and Applicants is our greatest concern

The services that we provide can assist you with your Permanent, Contract and Temporary staffing requirements.



HIRING TRENDS FOR FALL 2024

PERSONNEL OPPORTUNITIES LTD.

OCTOBER 1 2024

EMPHASIS ON DIVERSITY, EQUITY, AND INCLUSION (DEI)

Trend Overview:

DEI has transitioned from being a trend to a core business priority. Companies are focusing on creating more inclusive workplaces by building teams with diverse backgrounds, perspectives, and experiences.

Why It Matters: Diverse teams drive innovation and better decision-making. McKinsey & Company found that companies in the top quartile for ethnic diversity are 36% more likely to outperform their peers.

What This Means for Job Seekers: Candidates looking to align with organizations that reflect their values should seek out employers that emphasize DEI initiatives.



SKILLS-BASED HIRING OVER DEGREE REQUIREMENTS

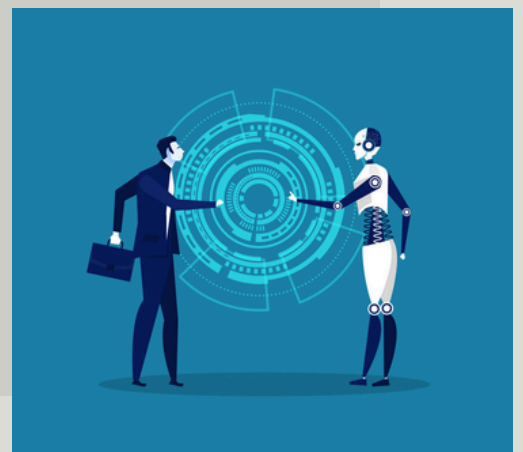
Trend Overview:

Increasingly, employers are shifting away from degree-based hiring and focusing more on the specific skills and experiences that candidates bring to the table. This trend helps reduce barriers for job seekers without traditional educational backgrounds while allowing companies to tap into a larger talent pool.

AI IN RECRUITMENT: THE FUTURE IS NOW

Trend Overview:

Artificial Intelligence (AI) is playing an increasingly significant role in recruitment processes. From automating candidate screening to improving job matching, AI tools are enhancing how companies approach hiring.



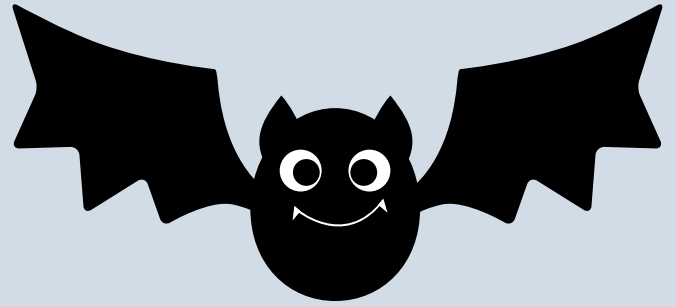
CONCLUSION

The hiring trends shaping Fall 2024 reflect the ongoing transformation of the workplace. As hybrid models become the norm, DEI initiatives take center stage, and skills-based hiring gains traction, both employers and job seekers must adapt to succeed.

October



- October 2 - Rosh Hashanah
- October 10 - World Mental Health Day
- October 11 - Yom Kippur
- October 11-14 - Pumpkinfest
- October 14 - Thanksgiving
- October 19 - AppleFest
- October 31 - Halloween



November



- November 1 - Diwali
- November 3 - Daylight Savings
- November 11 - Remembrance day
- November 17 - World Peace Day
- November 14 - December 22 - Toronto Christmas Market
- November 21 - December 1 - One Of A Kind Show
- November 28 - American Thanksgiving
- November 29 - Black Friday

December



- December 2nd - Cyber Monday
- December 25th - Christmas Day
- December 25 - Jan 2nd 2025 - Hannukah
- December 26th - Boxing Day
- December 31st - New Years Eve



Fall Soups & Sweets



CREAMY TOMATO SOUP WITH BUTTERY CROUTONS

- 2 tablespoons unsalted butter, divided
- 2 tablespoons extra-virgin olive oil, divided
- 1 medium onion, very thinly sliced
- 3 garlic cloves, smashed
- 5 cups canned whole tomatoes in their juice (from three 14-ounce cans)
- 1 cup water
- 2/3 cup heavy cream
- 1 tablespoon sugar
- 1/4 teaspoon crushed red pepper
- 1/4 teaspoon celery seed
- 1/4 teaspoon dried oregano
- Kosher salt
- Freshly ground black pepper
- 4 (3/4-inch-thick) slices of white country bread, crusts trimmed, bread cut into 3/4-inch dice

[HTTPS://WWW.FOODANDWINE.COM/RECIPES/CREAMY-TOMATO-SOUP-BUTTERY-CROUTONS](https://www.foodandwine.com/recipes/creamy-tomato-soup-buttery-cROUTONS)

MISO CARAMEL-APPLE DANISH

- 1/2 cup packed light brown sugar
- 1/3 cup unsalted butter (2 2/3 ounces)
- 3 tablespoons white miso (such as Miso Master Organic Mellow White Miso)
- 1 cup heavy cream, divided
- 1/4 teaspoon fine sea salt
- [All-Butter Croissant Dough](#)
- All-purpose flour, for dusting
- 2 small (snack-size) Fuji or Honeycrisp apples (about 12 ounces), unpeeled, cut into 1/8-inch slices
- 1 large egg
- 2 teaspoons whole milk
- 2 cups hot water
- 1/4 cup sour cream

[HTTPS://WWW.FOODANDWINE.COM/RECIPES/MISO-CARAMEL-APPLE-DANISH](https://www.foodandwine.com/recipes/miso-caramel-apple-danish)



HOW TO REFRESH YOUR WORK ROUTINE FOR FALL

HEAD INTO FALL WITH A FRESH PERSPECTIVE ON YOUR ROUTINE

FALL TENDS TO SIGNAL THE START OF A BUSY WORK SEASON ACROSS INDUSTRIES AND ROLES. WITH ONLY A FEW MONTHS LEFT IN THE YEAR, THE PRESSURE IS ON TO GET THROUGH DAILY TO-DO LISTS AND YEAR-LONG GOALS BEFORE THE HOLIDAY SEASON. “ONE OF THE FIRST THINGS THAT COME TO MIND ABOUT HEADING BACK TO WORK IN THE FALL IS PARKINSON’S LAW WHICH STATES THAT WORK EXPANDS TO FILL THE TIME ALLOTTED,” KORNICK SHARED. WE ENTER A BUSTLING SEASON TO MAKE UP FOR THE SLOWNESS OF SUMMER. WE ADOPT A SENSE OF URGENCY AT WORK, WHICH CAN BE OVERWHELMING AND EXHAUSTING.

KORNICK’S ADVICE: “GO INTO THIS BUSY SEASON WITH A FRESH PERSPECTIVE ON YOUR ROUTINE. WHAT SERVED YOU WELL IN THE SPRING AND SUMMER MAY NOT NECESSARILY SET YOU UP FOR SUCCESS IN THE FALL.” SOME AREAS TO START THINKING ABOUT IMPROVED ROUTINES IN ARE YOUR PRE-WORK ROUTINE, YOUR LUNCH BREAK, AND YOUR RECURRING MEETING SCHEDULES. HOW ARE THEY SERVING YOU? ARE YOU SPENDING MORE TIME IN ONE AREA AND NOT ENOUGH IN ANOTHER? ADJUST ACCORDINGLY FOR THE SEASON.



ADJUST YOUR WORKDAY AROUND THE TIME CHANGE

IT’S EASY TO DREAD THE TIME CHANGE—UNLESS YOU’RE LUCKY ENOUGH TO LIVE IN A PLACE THAT DOESN’T PRACTICE DAYLIGHT SAVINGS. AN EASY WAY TO COMBAT FEELINGS OF DREAD AND ANXIETY IS TO USE THE CHANGE TO YOUR ADVANTAGE. “TURN THE CHANGE INTO SOMETHING POSITIVE. ‘FALL BACK’ IS A GOOD TIME TO TRANSITION TO AN EARLIER BEDTIME BECAUSE OF THE LIGHT SHIFT. CONSIDER LETTING NATURAL LIGHT IN THROUGH YOUR WINDOWS IN THE MORNINGS,” KORNICK SAID.

AS YOU ADJUST YOUR PERSONAL ROUTINES AROUND THE TIME CHANGE, THINK ABOUT HOW TO NAVIGATE IT AT WORK. THE REALITY IS THAT IT’S A TOUGH TIME FOR EVERYONE. WHAT CAN YOU DO TO HELP YOUR COWORKERS AND YOURSELF ADJUST? “DURING THE WEEK SURROUNDING THE TIME CHANGE, BE MINDFUL THAT THE CHANGE IS COMING. SHIFT YOUR MEETINGS LATER IN THE DAY TO BE KIND TO YOUR TEAM AND YOURSELF,” KORNICK SUGGESTED.

SET GOALS FOR Q4 AND TRY QUARTERLY PLANNING

WE TEND TO THINK ABOUT OUR YEAR IN TERMS OF THE 12-MONTH CALENDAR. IT’S NOT UNCOMMON TO SET YEARLY GOALS AT WORK AS BUSINESSES WORK TOWARD COMPANY OBJECTIVES. HOWEVER, KORNICK SAID, “IT CAN BE EASY TO LOSE SIGHT OF OUR GOALS WHEN WE THINK ABOUT THE YEAR AS A WHOLE. WE LOSE THINGS IN THE EBBS AND FLOWS OVER A YEAR.”

SINCE FALL IS A FAST-PACED WORK SEASON, KORNICK RECOMMENDS SHORTENING YOUR GOAL-SETTING TIMEFRAME. LEAN INTO QUARTERLY PLANNING WHEN SHAPING YOUR ROUTINES. “SHORTENING YOUR TIMEFRAME AND THINKING ABOUT YOUR WORK, LIFE, AND GOALS EVERY QUARTER IS A GAME CHANGER. THE THREE-MONTH QUARTERS COINCIDE WITH THE CHANGING SEASONS OF THE YEAR, WHICH MAKES IT EASIER TO RESET YOUR ROUTINES WITH THE CHANGING SEASONS,” KORNICK SHARED.

WHEN REVAMPING YOUR ROUTINE THIS SEASON, IDENTIFY AND UNDERSTAND WHAT YOU NEED TO ACCOMPLISH BEFORE THE END OF THE YEAR. ONCE YOU GET REALISTIC ABOUT THE AMOUNT OF TIME YOU HAVE AND WHAT YOU NEED TO GET DONE, YOU’LL BE IN A BETTER PLACE TO CRUSH YOUR GOALS THROUGHOUT THIS SEASON AND THE NEXT.

[HTTPS://THEEVERYGIRL.COM/FALL-WORK-ROUTINE-UPDATE/](https://theeverygirl.com/fall-work-routine-update/)

