



## RESEARCH HIGHLIGHTS

# 2025 Priorities for Skilled Trades Leaders

Our survey is designed to help skilled trades organizations identify strategic priorities they may want to focus on to drive productivity, build a healthy people strategy, and gear up for growth.

## Top Challenges Facing Leaders

(Responses for extremely/very/somewhat challenging)

### BUSINESS

1. Economic uncertainty (88%)
2. Staying ahead of the competition (82%)
3. Business growth (75%)

### HUMAN RESOURCES

1. Attracting/recruiting talent (69%)
2. Managing employees of different generations (58%)
3. Employee wellbeing and mental health (56%)

### TECHNOLOGY

1. Managing analytics/reporting (63%)
2. Data security/employee data privacy (61%)
3. Scalability/ability for HR system to grow with our company (57%)

### PEOPLE MANAGEMENT

1. Performance management (95%)
2. Recruiting, hiring and onboarding (95%)
3. Workforce productivity (94%)

### COMPLIANCE

1. Data privacy/protection (60%)
2. Federal and state-mandated training (58%)
3. Workplace safety (56%)

### Impact of Employee Turnover

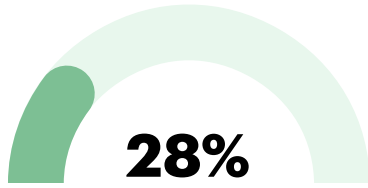
Costs **\$11,915 per employee**, on average

#### Business outcomes:

1. Productivity losses (54%)
2. Disruption of team dynamic (51%)
3. Impact on morale (42%)

**The #1 employee retention strategy is increasing pay.**

# Time & Cost of HR Administration



of leaders spend **more than 10 hours** a week on HR administration tasks.

## AVERAGE COST OF TIME SPENT ON HR TASKS

**\$187,161** annually **OR** **\$3,598** per week

## MOST TIME-CONSUMING HR TASKS

	Average annual cost
Payroll processing	<b>\$23,291</b>
People management	<b>\$23,049</b>
Tracking employee hours worked	<b>\$21,365</b>
Recruiting and onboarding	<b>\$15,459</b>
Benefits administration	<b>\$15,066</b>

# HR Outsourcing Gets Prioritized

**57% of skilled trades leaders plan to outsource HR administration in the year ahead.**

(Responses for extremely/very/somewhat likely)

## TOP TASK TO OUTSOURCE

1. Payroll processing (39%)
2. HR management (14%)
3. Recruiting and onboarding (14%)

## EXPECTED RESULTS

1. Fewer mistakes (54%)
2. Increased productivity (49%)
3. Reduced costs (44%)

# Get Help With Your Business Challenges

Paychex makes HR brilliantly simple. Contact us to access dedicated HR experience and help solve your biggest HR issues.