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2022

CONTINUING LEGAL EDUCATION SEMINAR



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**Quitting, Coasting, and
Killing It: A Conversation
About Managing It All In
The Post-Pandemic Era**

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2022



Today's Presenters



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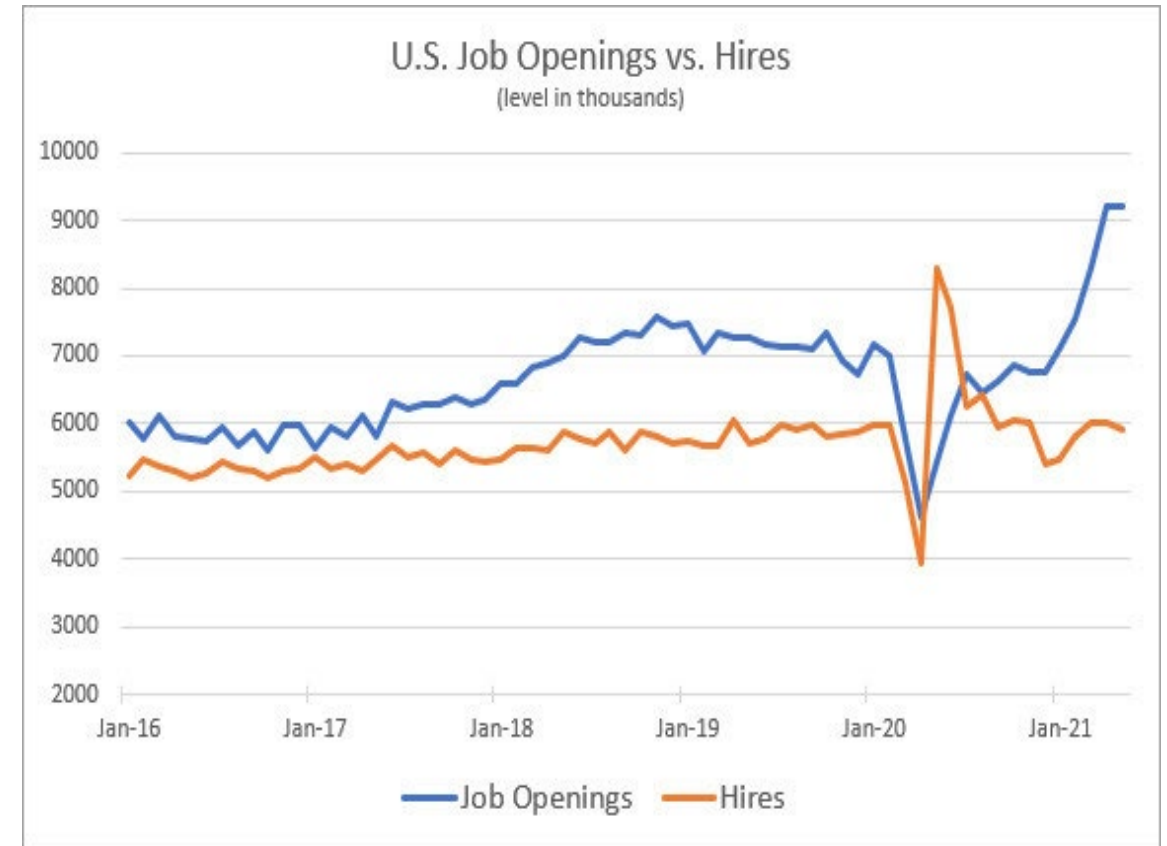
“The Great Resignation”

Also known as “the Big Quit” and “the Great Reshuffle,” the “Great Resignation” refers to the historic levels of resignations and job hopping beginning in early 2021



More Job Openings Available

- January 2020 Labor Data showed that the two biggest contributors to the talent shortages were declining labor force participation and large numbers of workers from the Baby Boomer generation retiring earlier than expected.
- Currently, there are about two job openings for every unemployed person.
- Over the past 12 months, average hourly earnings have increased by 5%.

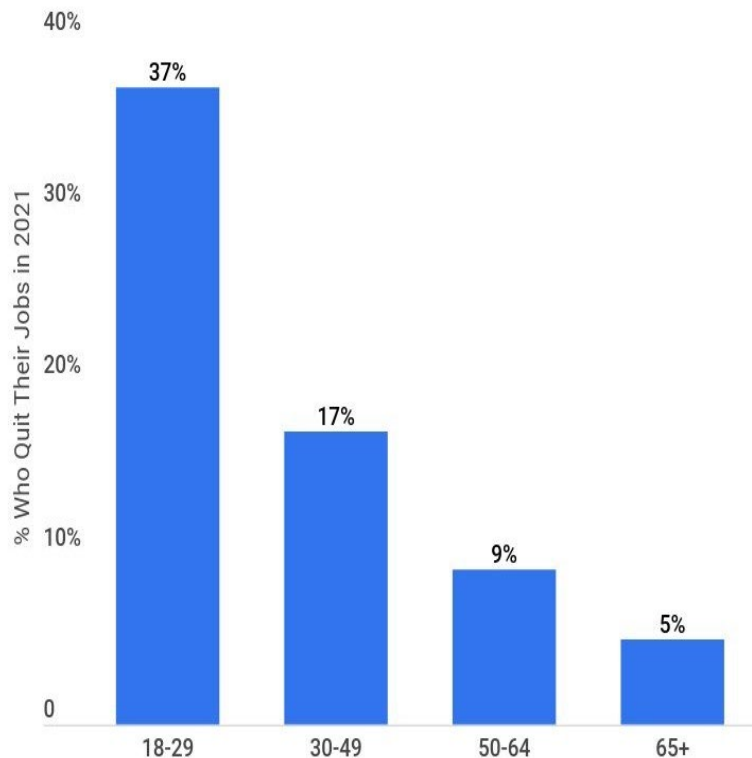


Ellen Gregory, *The Workforce Evolution Continues*, Workforce Analytics, <https://www.adp.com/spark/articles/2020/12/the-workforce-evolution-will-continue-into-2021.aspx> (last visited Nov. 15, 2022).

News Release, U.S. DEP'T LAB. STATS. (Oct. 7, 2022), <https://www.bls.gov/news.release/pdf/empisit.pdf>.

Key Demographics of “The Great Resignation”

NUMBER OF RESIGNATIONS BY AGE



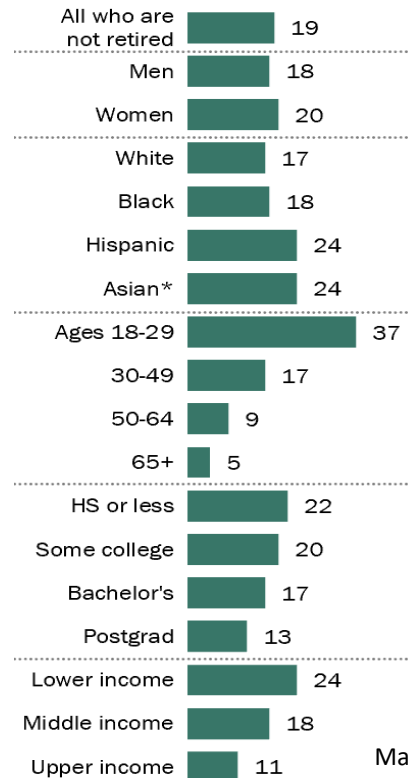
- Younger workers make up the majority of those who have resigned from their job in the past year.
- Recent college graduates (22 to 27 with bachelor's degrees) also faced high unemployment rates during the pandemic, with the rate peaking at 13.3% in June 2020 but falling to 4.1% by June of 2022.

Unemployment Rate of Recent Graduates in the United States from January 2016 to June 2022, STATISTA (Sept. 30, 2022), <https://www.statista.com/statistics/633660/unemployment-rate-of-recent-graduates-in-the-us/>

Impact on Minorities

About a quarter of adults with lower incomes say they quit a job in 2021

Among those who are not retired, % saying they quit a job at any point in 2021

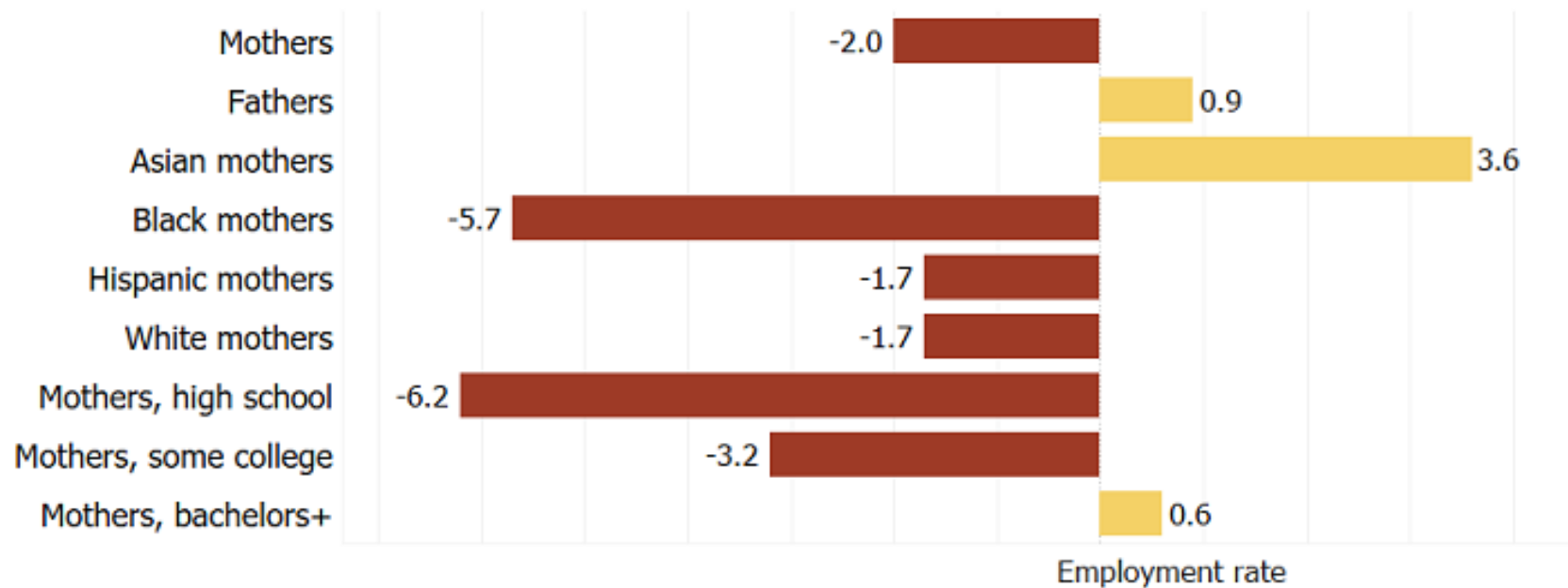


- Almost a quarter of non-retired Hispanic and Asian adults reported quitting their job in 2021.
- According to a recent survey by the Society for Human Resource Management, African American workers are more likely to be actively searching for a new job or plan to search in the next few months compared to white workers.

Matt Gonzales, *Why Black Workers Are Seeking New Opportunities*, Soc. Hum. Res. Mgt. (Feb 22, 2022), <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/why-black-workers-are-seeking-new-opportunities.aspx#:~:text=The%20Great%20Resignation%20has%20rocked,their%20recruitment%20and%20retention%20efforts.>

Mothers also make up a large portion of those leaving the work force.

**Percent Change in Employment Rates by Selected Characteristics:
February 2022 relative to February 2020**



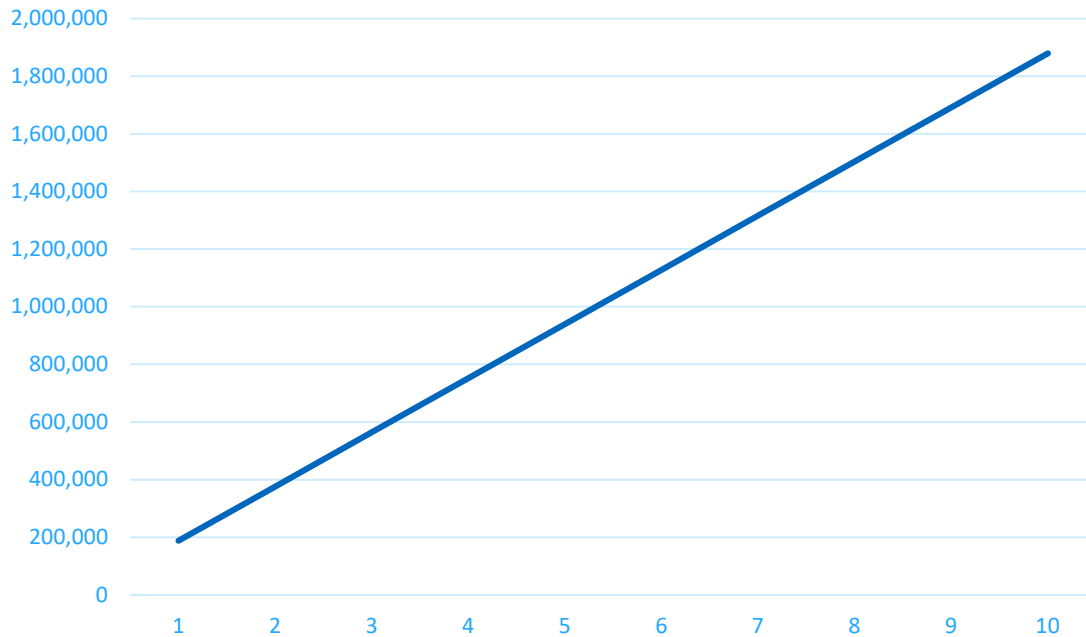
Note: Respondents ages 25 to 54. Parents with children under age 13 living in the household.

Source: Bureau of Labor Statistics, Current Population Survey IPUMS

Graphic: Women's Bureau, U.S. Department of Labor

Women in the workforce

It would take women nearly 10 months of growth at January's level to reach pre-pandemic levels.



Women gained 188,000 jobs in January of 2022, but during the same time period, an additional 275,000 women left the workforce entirely.



Matt Gonzales, *Nearly 2 Million Fewer Women in Labor Force*, Soc'y HUM. RES. MGMT. (Feb. 17, 2022), <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/over-1-million-fewer-women-in-labor-force.aspx>.

Women Are Leaving the Workforce in Record Numbers, Work Life (April 19, 2022), <https://www.worklifepartnership.org/women-are-leaving-the-workforce-in-record-numbers/>

Loss of Productivity and Loss of Employees

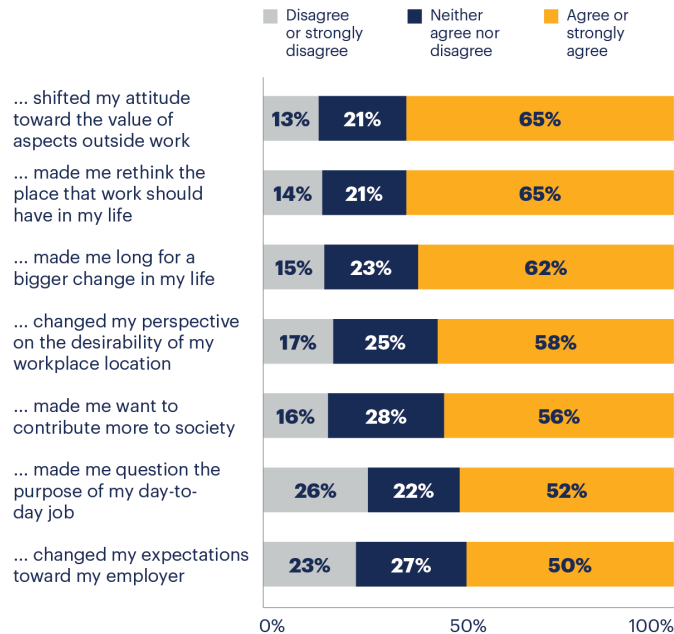
- Burnout
- Hustle Culture
- Search for Work Life Balance
- Desire for More Money
- Ability to Work Remotely
- Increased Focus on Mental and Physical Wellbeing
- Quiet Quitting



Are priorities shifting?

What Employees Say About How the Pandemic Has Changed Their Feelings About Work and Life

The pandemic has ...



gartner.com

n = 3,515
 Source: Gartner 2021 Hybrid and Return to Work Survey
 Note: Percentages may not add up to 100% because of rounding.
 © 2022 Gartner, Inc. All rights reserved. CTMKT_162491



A nationwide survey of 2,000 full-time workers conducted in February of 2022 found that of the 22% of workers who switched jobs during the pandemic, one-third said they took a pay cut in exchange for a job that offered better work/life balance.

Additionally, 1 in 5 workers surveyed said they would take an average pay cut of 10% if it meant better work/life balance or that they could work for themselves.

Clair Currie & Laura Coletti, *Entering Year Three of the Pandemic, American Workers Face New Challenges and Changes*, Prudential (Mar. 8, 2022), <https://news.prudential.com/american-workers-face-new-challenges-and-changes.htm>.

Remote Work

EMPLOYMENT APPLICATION

Please complete this form **USING BLACK OR BLUE INK** and write within the boxes in **CAPITAL LETTERS**. Mark appropriate answer boxes with a **CROSS**. Start at the left of each answer space and leave a gap between words.

Personal Information

First Name _____

Surname _____

Date of Birth

Gender Male Female

Contact Information

Residential Address _____

Postcode

Phone

Mobile Phone

Fax Number

E-mail Address _____

- A flexible working arrangement is the third most popular reason people started job hunting or left their job during the pandemic. The other top reasons included wanting more pay or better hours and finding better career opportunities.
- Job-seekers list “flexible schedules” as their #1 priority.
- Nearly six in 10 (58%) of American workers say they can work from home at least one day a week. Another 35% work from home the entire week. Only 13% say they could work remotely but choose not to do so.

Jocelyn Solis-Moreira, *Remote Nation: Nearly 6 in 10 Americans Now Work from Home*, STUDY FINDS (June 30, 2022), <https://studyfinds.org/americans-work-from-home/>.

Kristen Scatton, *Job Market Difficulties Continue in 2022, As Employers Fail to Meet Job-Seekers' Expectations*, RESUME BUILDER (June 13, 2022), <https://www.resumebuilder.com/job-market-difficulties-continue-in-2022-as-employers-fail-to-meet-job-seekers-expectations/>.

Remote Work

- Searches for “work when you want remote jobs” have risen 556%.
- Searches for “what remote jobs are in demand” are up 357%.
- Searches for “remote position” and “remote part-time jobs” are up 85% and 105% respectively, reaching an all-time high.



Tracy Brower, *Interest in Remote Work Is Up 556%: Here's How to Find the Right Remote Job*, FORBES (June 12, 2022 6:00 PM EDT), <https://www.forbes.com/sites/tracybrower/2022/06/12/interest-in-remote-work-is-up-556-heres-how-to-find-the-right-remote-job/?sh=71b83e36158d>.

Remote Work

- Following the pandemic, 58% of people state they want to permanently work from home.
- One report predicts 36.2 million workers or 22% of Americans will be working remotely by the year 2025. This is an 87% increase from pre-pandemic levels.



Mike Jennings, *What Are the Biggest Trends in the Job Market in 2022*, TECH RADAR (May 27, 2022), <https://www.techradar.com/features/what-are-the-biggest-trends-in-the-job-market-in-2022>.

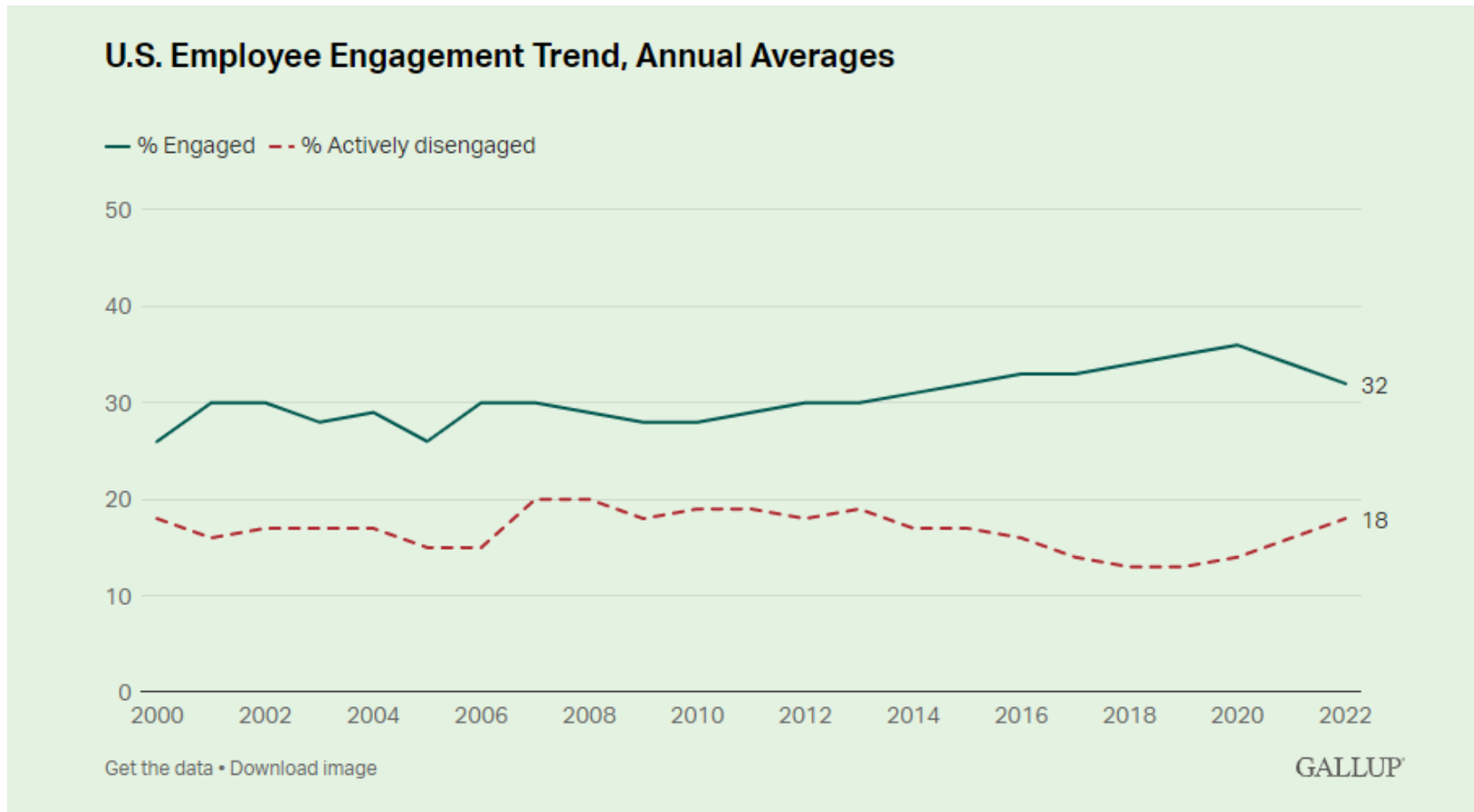
Statistics on Remote Workers That Will Surprise You (2022), APOLLO TECH. (May 11, 2022), <https://www.apollotechnical.com/statistics-on-remote-workers/>.

What is “Quiet Quitting?”

- “Quiet Quitting” is also known as “coasting,” “soft quitting,” and “quitting the hustle.”
- Starting this summer, popular videos on TikTok with millions of views have used the term to refer to the art of having a job without letting it take over your life.

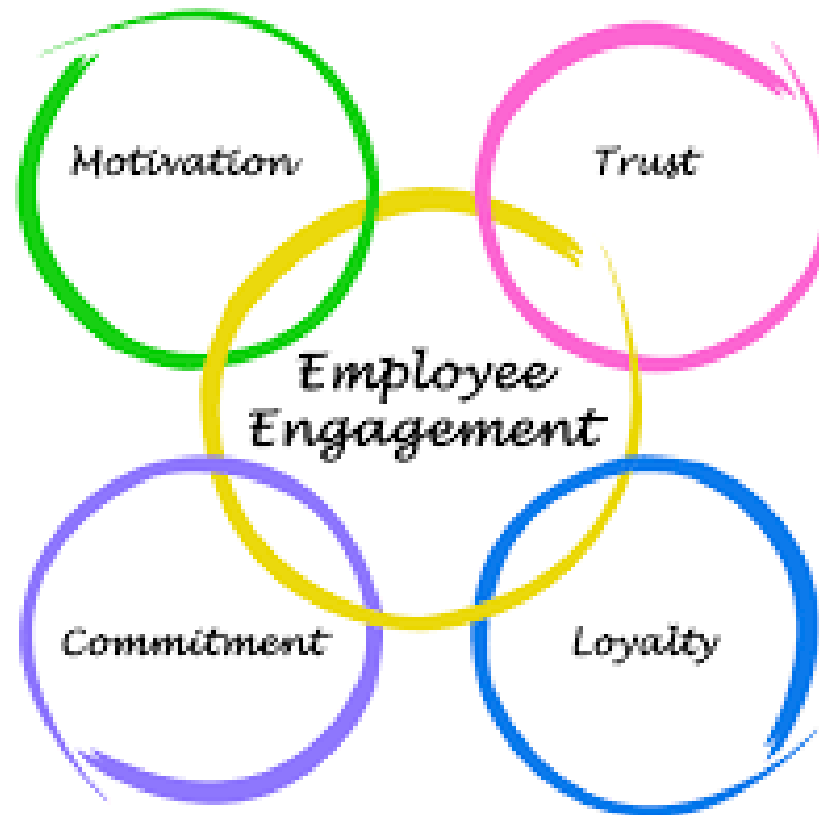


Is “Quiet Quitting” New?



Jim Harter, *Is Quiet Quitting Real*, GALLUP Sept. 6, 2022), <https://www.gallup.com/workplace/398306/quiet-quitting-real.aspx>.

Increasing Engagement



Energage, *13 Ways to Improve Employee Engagement*, Top Work Places (May 13, 2021), <https://topworkplaces.com/how-to-improve-employee-engagement/>.

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BEYOND GUILT®

Transforming our legal
system to focus on justice,
redemption, and humanity.

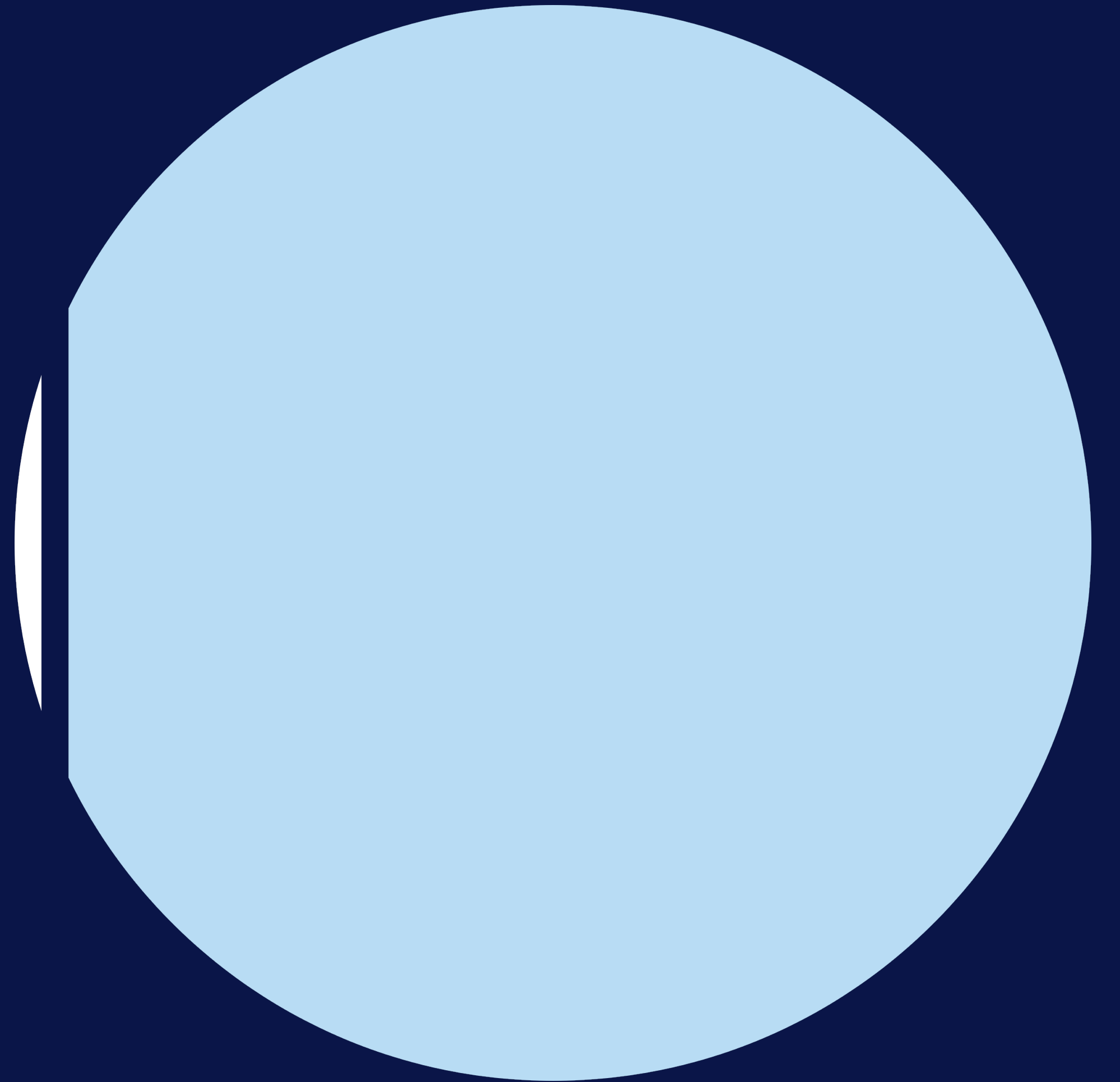


David Singleton
Executive Director
Attorney-at-Law
Ohio Justice & Policy Center

“HE WHO ENTERS HERE
LEAVES NOT HOPE BEHIND”

U.S. is the world's
largest incarcerator.

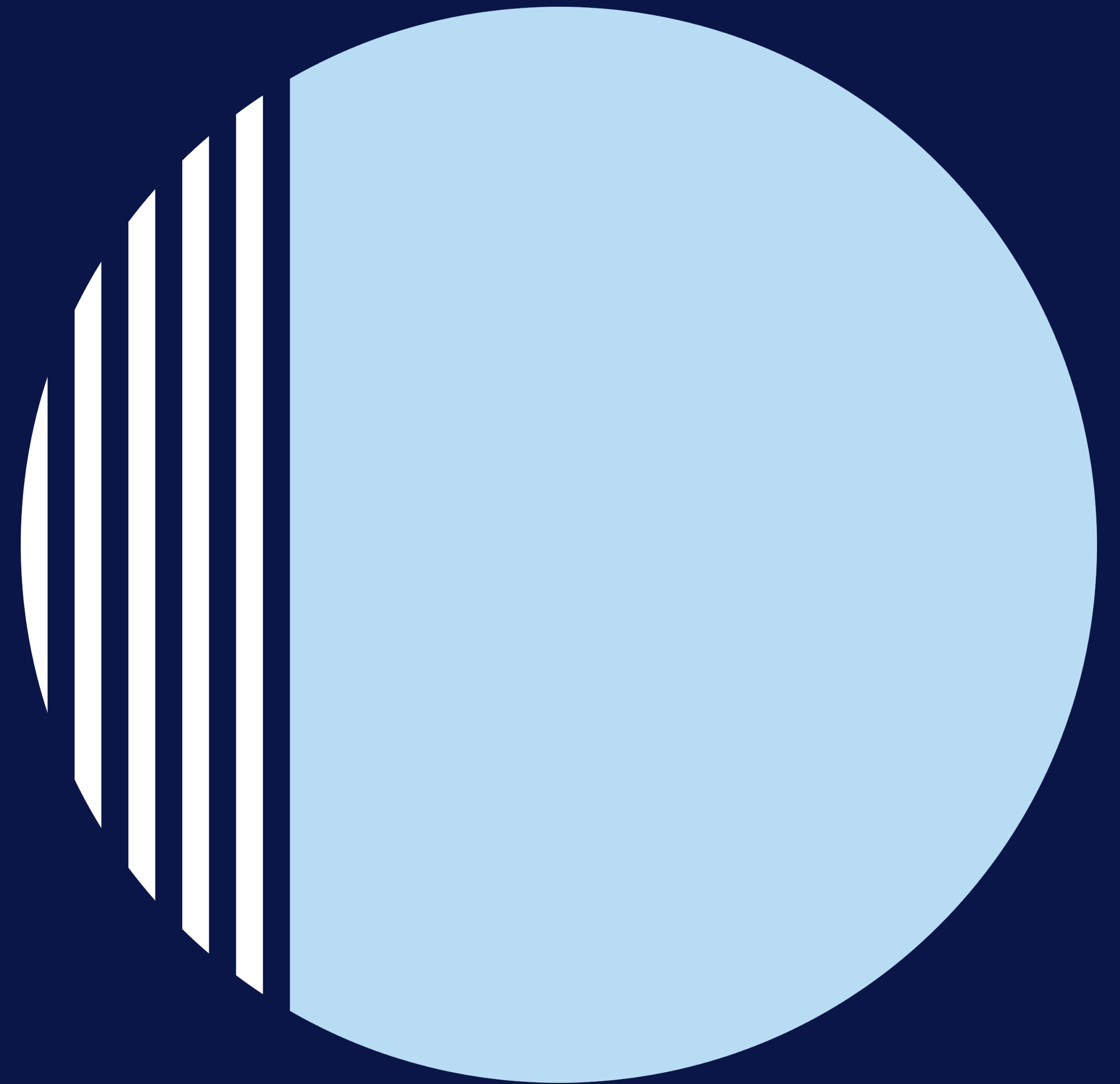
4.2% of World's
TOTAL population



U.S. is the world's largest incarcerator.

25% of world's incarcerated population

2 million people behind bars



U.S. is the world's largest incarcerator

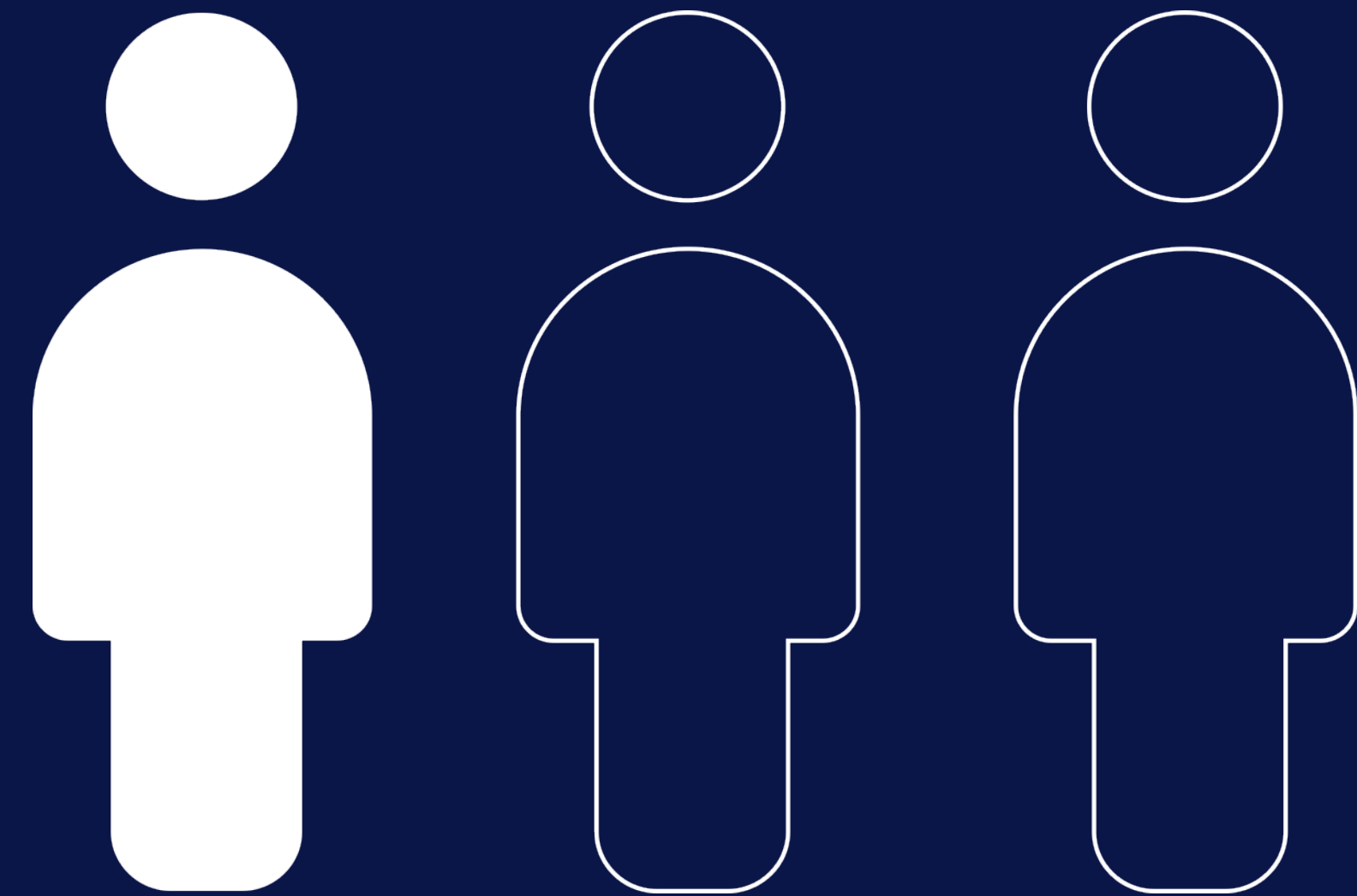
500% growth in prison population over the past nearly 70 years

1925

2022

The racial impact of mass incarceration.

1 in 3 Black males will go to prison in their lifetimes.

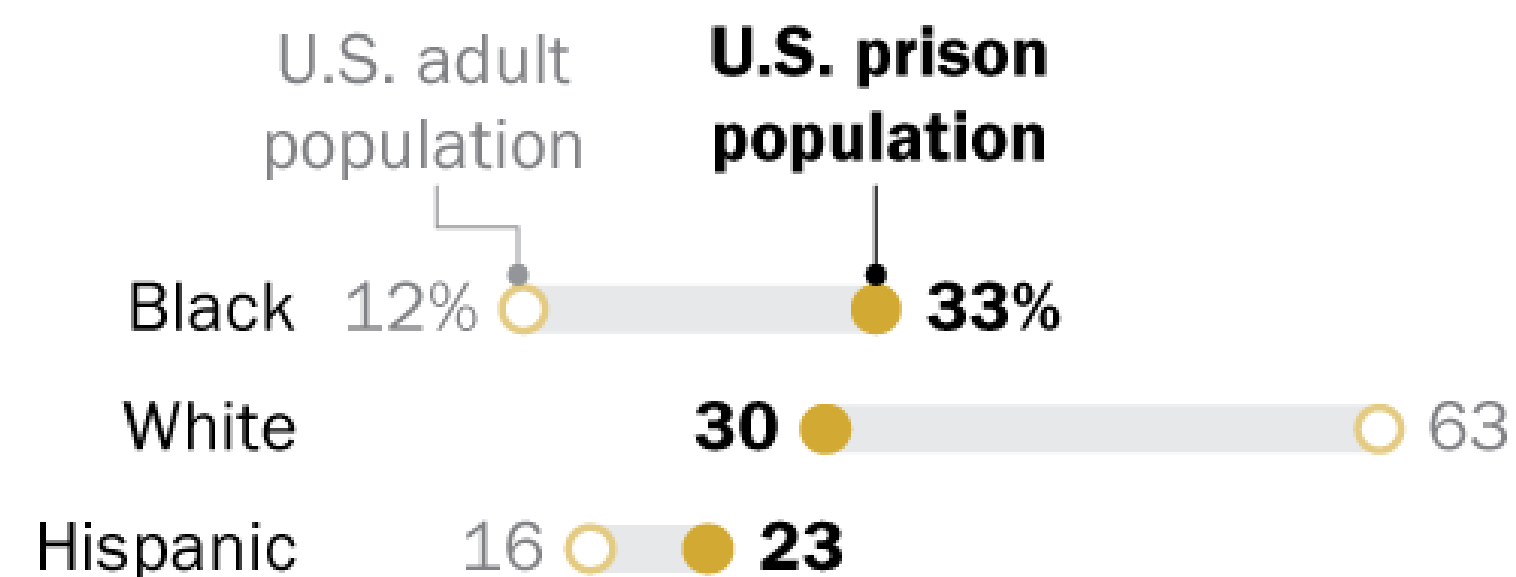


The Sentencing Project,
<https://www.sentencingproject.org/criminal-justice-facts/>

The racial impact of mass incarceration.

Blacks, Hispanics make up larger shares of prisoners than of U.S. population

U.S. adult population and U.S. prison population by race and Hispanic origin, 2018



Notes: Blacks and whites include those who report being only one race and are non-Hispanic. Hispanics are of any race. Prison population is defined as inmates sentenced to more than a year in state or federal prison.

Source: U.S. Census Bureau, Bureau of Justice Statistics.

PEW RESEARCH CENTER

Let's look at Ohio . . .



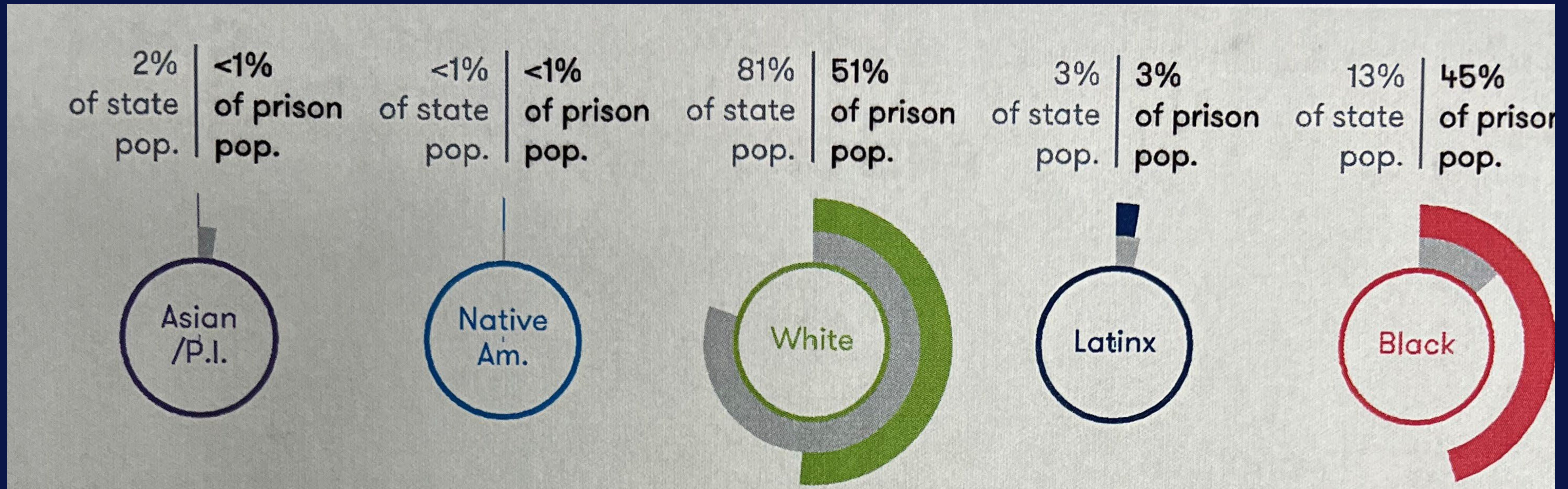
<https://state.1keydata.com/ohio.php>

Ohio Prison Population in 1972: 8,276

Ohio Prison Population in 2022: 43,737

428 percent increase over past 50 years

Black people make up 13.2 percent of Ohio's total population . . .



but 45 percent of the state's incarcerated population.

Two questions:

(1) What causes mass incarceration?

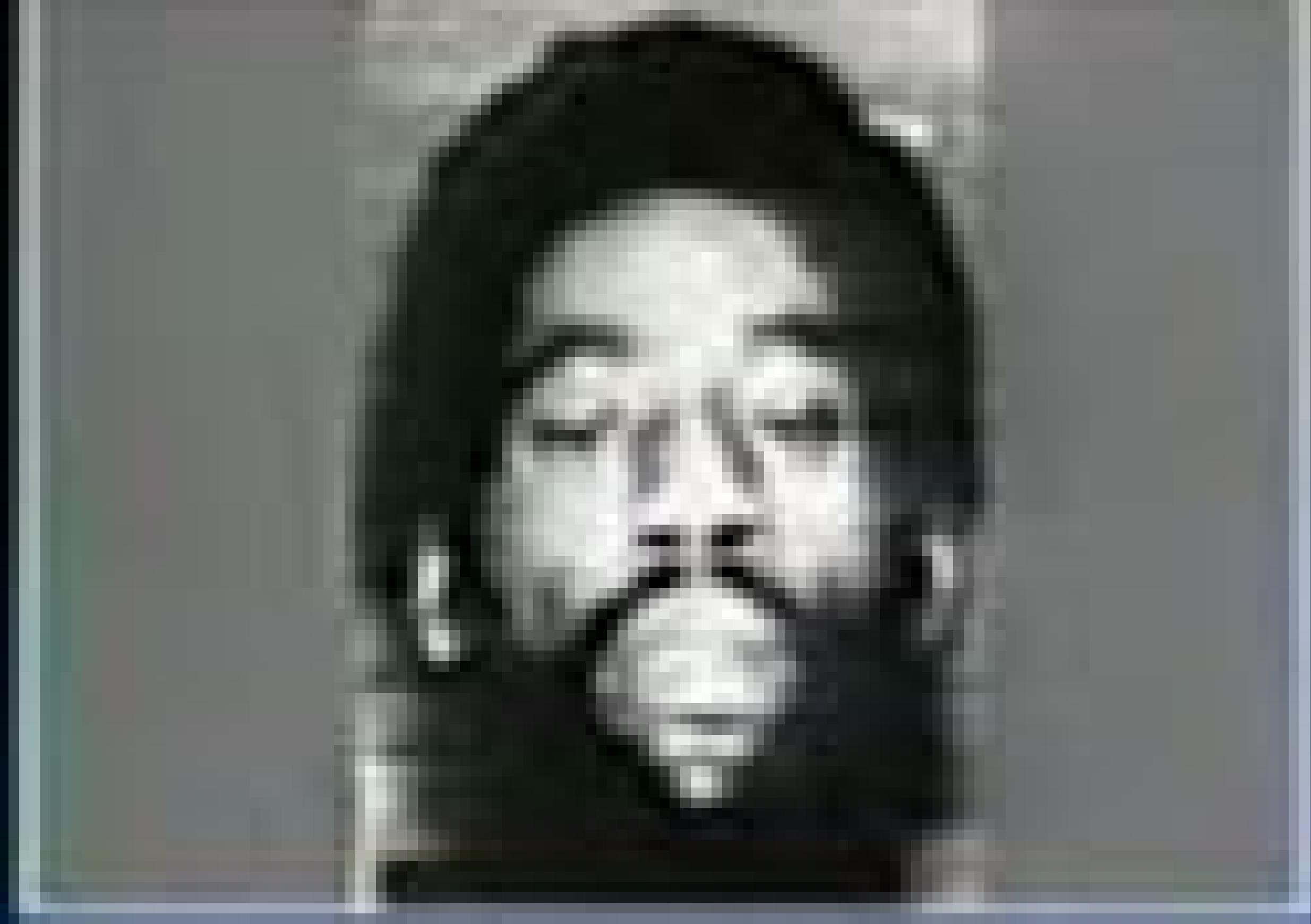
(2) How are we going to address it?

1925

2022

Causes





Willie Horton

SOLUTIONS

Legislative/Policy Reform

- Second Look Mechanisms

- Compassionate Release

- Sentencing Reform

- Parole Reform

Increased Use of Clemency

Creative Litigation/Advocacy Strategies

Storytelling



Angelo Robinson





Angelo Robinson



Questions?

The logo for Dinsmore, featuring the word "Dinsmore" in a white, sans-serif font with a small triangle above the 'i', set against a blue square background.

Dinsmore

Tele-Hype or Tele-Here to Stay? Navigating the Changing Legal Landscape of Telehealth

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A blue button with the word "BEGIN" in white, sans-serif font, followed by a white right-pointing arrow.

BEGIN



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Changes from Covid-19

- 
- **Pandemic-era regulatory changes dramatically expanded access to telehealth.**
 - **With the end of the public health emergency looming, questions abound.**
 - **What will come next?**

The Business Case for Telehealth

- Benefits of Telehealth / Telemedicine
- Revenue Streams
- Quality of Care
- Patient Satisfaction



Enforcement

What are Regulators Keeping an Eye On?

- Controlled Substance Prescribing
- Fraud, Waste and Abuse
- Licensing and Credentialing
- Corporate Practice of Medicine



What's Next? Balancing Patient Needs and Rights

- Uncertain when the PHE will end
- But there's not a lot of time to prepare
- Legislators know their constituencies want access to virtual care
- Still, it's unlikely that all currently relaxed restrictions will stay this way



Steps for Providers / Organizations to Take

The Value of Data Privacy and Interoperability

- HIPAA compliance likely to again be required
- CMS pushing for interoperability
- Future data privacy laws may require more extensive recordkeeping
- Prepare for greater focus on clinical quality measures and value-based care



Recap and Takeaways

Key questions to ask yourself:

- **Which of your revenue streams are closest to the edge of the telehealth cliff?**
- **Are the virtual care solutions that you're relying on HIPAA-compliant?**
- **How well is your healthcare organization protecting patient data? Are you meeting cybersecurity standards?**
- **Is your organization prepared for further changes?**

Q & A





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Dinsmôre

Crypto 101: Legal Frontiers in Blockchain Technology and Digital Currency

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2022



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