

[View this email in your browser](#)



February 7, 2023

Have You Claimed Your Employee Retention Credit Yet?

WRA & Adesso have helped Wisconsin restaurants claim **\$7,620,567** in ERC dollars as of this week!

On average that's \$105,841/business right here in Wisconsin!

Money that doesn't have to be paid back, used in a certain way OR reported back on. It's tax credits that you may qualify for. Even PPP recipients **MAY BE ELIGIBLE.**

Adesso is a partner of the Wisconsin Restaurant Association's that has tax experts ready to pre-qualify your business and amend your 2020 and 2021 taxes. The more W-2 employees you have the bigger your credit could be.

Don't leave money on the table!

[Learn More and Begin Your Filing Now!](#)

WISCONSIN RESTAURANT ASSOCIATION

“

Kristin Treichel
Owner, TJs Harbor Restaurant

As with most small businesses, we took a hit during COVID. **Adesso was able to quickly assist by securing the tax credits my business did not take advantage of.** Adesso was quick with filing the returns and the process was much easier than I thought it would be. **Thanks to Adesso's assistance, my company is in a stable position to move forward.**

Adesso
Trusted ERC & Lending Partner

Consistent Training Keeps Millennials Engaged

One of the biggest risks to the restaurant industry right now is a lack of incoming workers



to fill jobs. With a tight labor market and the gig economy on the rise, casual restaurant work isn't the obvious option for young people anymore. Taking a part-time server job at your local pizza place to get through high school is less common than it was ten years ago.

To combat this challenge, restaurant managers and owners are improving their onboarding and training processes to keep staff on the team longer. Millennials – those born between 1981 and 1996 – make up 35% of the workforce, so today much of a restaurant's survival hinges on how well it can adapt its training and development program to suit millennials' needs.

Providing your restaurant staff with consistent, skills-based training shows your commitment to helping them grow as people and professionals and increases employee engagement. But there are a bunch of barriers preventing restaurateurs from implementing the training programs they want and need, including time, money, and resources. And then there's the difficulty of keeping that training up-to-date, accessible, and engaging for a millennial team.

But even with limited time, money, and resources, there's a lot you can do.

Source: Emily Tatti, Typsy via On the Line by Toast

[Read Full Story](#)

How To Stop Being Perceived as Negative at Work

“Don't be so negative” can be incredibly frustrating feedback to receive when you're genuinely trying to help and don't want to be perceived as negative.



Or as one manager told me when she is perceived as negative, “It's not that I'm negative, it's just that I care so F-ing much!”

It's heartbreaking to talk to well-meaning employees, who care deeply about the business, and whose ideas are being ignored and perceived as negative because of the way they communicate their concerns.

One of the big culprits that leads to a negative Eeyore leadership style, is HOW YOU

RESPOND TO IDEAS.

How you respond to ideas will influence how you're perceived. Enjoy this quick read on an important topic that impacts the workforce.

Source: Karin Hurt, Asking For a Friend

[Read Full Story](#)



Are You Avoiding a Difficult Conversation?

A number of years ago a mentor of mine said something really important to me. He told me that there is often one thing that stands between me and the kind of relationships I really want to have.

When I asked what that was, he said, "It's usually a ten-minute, sweaty-palmed conversation that you're too afraid to have."

He went on to say, "It's engaging effectively in these difficult conversations that help build fantastic relationships. But, if you do like most people and you avoid them, you'll end up giving away a lot of your power to others and creating unnecessary difficulty."

His wisdom and insight was spot on, and I've been sharing it with others ever since he said it to me.

And although I've had my fair share of difficult conversations over the years, and in most cases they have gone well, allowed me to resolve conflicts with others, and created a deeper level of trust and connection in my relationships, I'm still amazed at how easy it is for me to avoid talking about hard things due to my fear of the discomfort or repercussions.

Click on the link to read the complete article on avoiding difficult conversations – it's a good one!

Source: Mike Robbins

[Read Full Story](#)

How Your Business Can Adapt as Minimum and Competitive Wages Rise

In 2022, twenty five states raised their minimum wages. Increases are expected to continue, with 13 states having passed legislation to increase their state minimum wage in 2023.

Currently, 30 states across the U.S. have minimum wages higher than the federal minimum wage of \$7.25 per hour. However, many businesses already offer wages above the federal or state minimum. As these minimums keep rising, how will that impact your business' ability to offer competitive wages?



For businesses like restaurants, minimum wage increases can certainly be intimidating. Are minimum wage increases something to fear? How can you compete for talent with other local businesses if you can't outpace their compensation? Keep reading to find out

Source: Society Insurance Team

[Read Full Story](#)



New for Restaurant Labor in 2023? Optimism

Restaurant operators foresee the labor market loosening somewhat in 2023, although hiring and retention will remain challenging for the industry overall.

The December Business Conditions Survey from the National Restaurant Association reported that 89% of operators said labor costs are a significant challenge, and 62% don't have enough employees to support existing demand.

The survey found that operators are actively looking to boost staffing levels, with 87% saying they will likely hire additional employees during the next six to 12 months if there

are qualified applicants available. However, 79% of operators said they have job openings that are difficult to fill.

Operators contacted by NRN said they are approaching the tight labor market with a focus on providing a rewarding experience for their employees, while at the same time streamlining operations to minimize their labor costs. They are leveraging technology solutions and process redesign that not only have the ability to enhance the guest experience and drive increased sales, but also can remove some of the pain points that workers encounter in the course of performing their jobs.

Source: Mark Hamstra, Nation's Restaurant News

[Read Full Story](#)

Your INDUSTRY. Your ASSOCIATION. Your COMMUNITY.

Have a question for the Wisconsin Restaurant Association team?
Not a WRA member and interested in learning more?

[Ask WRA](#)

[More Info](#)

[Join Us](#)



This is a communication from
The Wisconsin Restaurant Association
2801 Fish Hatchery Rd.
Madison, WI 53719
wirerestaurant.org

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).