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How Job Seekers Are Tweaking Applications to Impress AI Evaluating Them



An increasing amount of hiring decisions are being made by AI rather than humans as more companies use automotive tech in their recruiting processes. That's becoming clearer to candidates, many of whom are now trying to tailor their applications to get past AI filters and in front of an actual person.

More than 60% of companies used AI tools to screen resumes and automatically filter out unqualified applicants as of early last year, a survey from the Society for Human Resource Management including over

1,600 respondents found. And almost 40% said their tools give a ranking or percentage match for each applicant.

They also used AI to communicate with applicants, automate candidate searches, pre-select people to interview, and even administer automated interviews then analyze responses, that survey found.

The ease of online hiring platforms and ongoing job-hopping means employers can be flooded with hundreds of applications, and for many companies.

The main way candidates are currently tweaking their applications for AI is by making sure keywords and phrases in their resumes and professional profiles match those in the descriptions of roles they're interested in.

Read more to learn more about this new trend!

Source: Hailey Mensik, WorkLife

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The Pros and Cons of Job Hopping in the Hospitality Industry

It's human nature to want to find out whether the grass really is greener on the other side of the fence. And often, it's not just restlessness that spurs the urge to switch positions – sometimes a change of scenery is the best way to blast your career prospects into high gear.



Historically, the hospitality industry has been a haven for job-hoppers. There always seem to be enough openings available for new entrants, many of which are seasonal and especially inviting to the commitment-phobic set.

However, in recent years, many in the industry have come to view turnover as the enemy. With the costs of recruitment and training soaring, it's not as cheap and painless as it used to be to find new employees and get them up to speed. As such, a growing number of hospitality industry managers have begun to see a pattern of frequent job changes as a strike against potential hires.

So, how can you decide whether to leave a position in pursuit of greener pastures? Like many things in life, there are both advantages and disadvantages to job-hopping in the hospitality industry.

Read the complete article to take a look at both sides of the issue.

Source: Hcareers

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Everything You Need to Know About Restaurant Earned Wage Access Technology



Financial stress is a significant mental burden that can lead to mental health issues, burnout, absenteeism, and employee turnover, but earned wage access can help alleviate these issues for restaurant workers.

More than half of American consumers (57%) said they are living paycheck to paycheck, based on trends measured by PYMNTS and

LendingClub, and restaurant employees are no exception, many of whom have limited or no emergency savings. Due to the COVID-10 pandemic, restaurant workers faced unemployment, restaurant closures, and inconsistency in hours, which further hurt their personal finances. According to a survey complete by QSR Magazine in August of 2020, 84% of restaurant workers had less than \$500 saved for an emergency, a 6% increase from 2019, and over half (51%) had nothing saved, an 11% increase.

Earned wage access (EWA) products, which may, depending on the features, include products known as early wage access, on-demand pay, and instant pay, refers to products that give an employee the ability to access their earned wages prior to their scheduled payday. This is a relatively new concept, but it's not just a trend from the gig economy, and it can be beneficial to offer permanent staff more flexible pay.

Offering earned wage access can improve the restaurant employee experience, increase financial stability, and improve retention. According to a 2021 survey, 63% of respondents shared that their financial stress has increased since the beginning of the pandemic – and of that 63% who are more financially stressed, 45% said they were distracted at work by financial issues. 72% of them also shared they'd be more attracted to a company that cares more about employee financial wellness than their current company. And 57% of them said they'd avoided addressing a medical issue because of fear about the cost. Basically, the financial reality of many restaurant workers is precarious at best, and there are ways that employers can help mitigate this issue.

By providing earned wage access, employees can reap the benefits of greater financial flexibility and stability. Read the complete article to learn the ins and outs of Restaurant Earned Wage Access!

Source: *Toast*

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3 Stretches to Do Right Now if You're on Your Feet All day

If you stand or are on your feet for the majority of the day, these exercises will give your muscles some much-needed relief.

Being in one position all day long builds tension in your muscles and joints. Here's how to get some relief.

If your day-to-day routine requires you to stand for prolonged periods of time, you know it can be taxing. Hello, achy knees, and foot, heel, and back pain.



“Plantar fasciitis (heel pain that develops as a result of inflammation in the tissue connecting the heel bone and toes) is a common complaint affecting people’s feet, alongside overall muscle,” explains Melissa Prestipino, DPT, a physical therapist in Sparta, New Jersey.

Poor posture (rounding your shoulders, tilting your head forward, protracting your shoulder blades, or tilting your pelvis forward, for example) can put extra pressure on the back muscles and cause chronic low back pain and musculoskeletal issues, Prestipino adds.

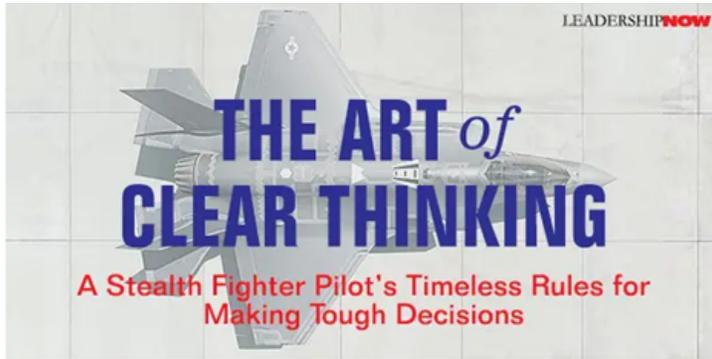
Also, there’s the problem of just not moving enough, says Jeff Brannigan, the program director at Strech*d, a stretch therapy studio in New York City. When it comes to sedentary behavior, sitting tends to get more attention than standing. But research suggests that a lot of standing can bring certain health problems, too.

Share this article with your staff and colleagues to alleviate aches caused by standing for prolonged periods of time – these 3 specific stretches can help to relieve tension in your body.

Source: *Leoni Jesner, Everyday Health*

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The Art of Clear Thinking



Fighter pilots must make thousands of decisions, often with incomplete information during each flight. U.S. Air Force fighter pilot and Chief of Training Systems Hasard Lee helped develop a program to boost pilots' critical thinking skills and mental toughness to

skew the odds in their favor when making these critical decisions. He passes the lessons learned on to us in the book, *The Art of Clear Thinking*.

Understanding how our decisions are made and how they can be improved going forward is essential with high-stakes decisions, but it is also important in our business and personal lives.

The right approach to decision-making can save us a lot of regret down the road. He organizes his experience and training into a concept they call the Ace Helix. It has three parts: Access, Choose, and Execute. It is designed to bring out the best options while remaining flexible in ever-changing circumstances.

Continue for the complete read that details the 3 parts of *The Art of Clear Thinking*!

Source: LeadershipNow, Blog

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