



900  
TOTAL PROJECTS

600  
SUCCESSFULLY COMPLETED CONTRACTS

50 STATES  
+4 TERRITORIES  
SUPPORTED IN DISASTER MANAGEMENT

\$277B  
DIRECTLY MANAGED DISASTER RECOVERY FUNDS



# Critical Workforce Needs

Jesus "JB" Cuartas, MPS, CEM

**OUR TEAM HAS SUPPORTED**  
**EVERY TYPE OF DISASTER**



# Key Issues

Socioeconomic Status Puerto Rico: Statewide Comparison  
By County

## ■ Changing nature of the global economy

- Impact on the skills, qualifications, and availability of talent that employers need to ensure their businesses remain competitive.
- Increasingly looking for employees who can bring unique skills and experience to the workplace
- Greater difficulty for employers to find and retain the right talent
  - Resulting in an increased focus on training and development to ensure employees remain up-to-date with the necessary skills required in the modern workplace.
  - PR: lack of qualified and educated workers, high unemployment, and a shortage of skilled labor.
  - PR: Island's aging population and low birth rate are contributing to a declining labor force.

Level of Vulnerability

Low

Low-Medium

Medium-High

High

No Data

N/A

# Key Obstacles

- Energy, transportation, and housing all play an important role in workforce issues.
- Energy is a key factor in determining the cost of production, which influences the wages companies can pay to their employees.
- Transportation is also important in that it can be a major expense for workers, especially if they must travel long distances to get to their job.
- Having good public transportation options can make a huge difference in the ability of workers to get to and from work.

# Key Obstacles

- As for housing, it is important for workers to live in an affordable and safe environment in order to stay focused and productive on the job.
- If housing is too expensive or of poor quality, it can contribute to worker dissatisfaction and turnover.
- Ultimately, providing affordable and reliable energy, transportation and housing options can help businesses attract and retain the best talent, and ensure their workforce is productive and successful.

# Consequences to Inaction

- “Grass is greener” effect across multiple domains
- Continual cost benefit analysis regarding workforce solutions
- With yesterday in mind, forced to decide between today and tomorrow:
  - In the jobs offered
  - In the jobs accepted
  - In the investments across the island
  - In the scope of the work performed on the island



# NOW HIRING

**Bi-lingual Candidates in Puerto Rico**

*Multiple positions, three levels of experience*

Disaster Recovery Specialist  
Grant Management Specialist

Apply today at [www.iem.com/Careers/PR](http://www.iem.com/Careers/PR)