

Headwaters Employer Workforce Summit: Strategies for Attracting and Retaining Skilled Employees



5.2.19 SUMMIT OVERVIEW

<p>Welcome and Introductions</p>	<p>Kathy Guess welcomed all participants and stressed the importance of collaborating to address workforce challenges within the region.</p> <p>Craig Nathan provided an overview of Regional Planning.</p> <p>Angele Hartell summarized the success of previous summits (Partnerships for Workforce Solutions).</p>
<p>Headwaters Labor Trends Cameron Macht</p>	<p>Statistics:</p> <ul style="list-style-type: none"> • Region 2 is the second most diverse region (second to metro MN). • 62.5% workers in labor force, compared to 70% state-wide • 27% baby boomers. 37% millennials which means most of workforce in this region is between the ages of 18-36 years. • Slower growth within the last two decades • 4.7% unemployment rate (4% is considered full employment) • Gaps exist in unemployment as follows: 30% black. 23% American Indian, and high % of people with disabilities as unemployed. • Higher number of minority students in grades K-12 than other regions. • 59% of youth attend college, compared to 70% statewide • 46% of minority students attend college • 27% of HS grads go right into workforce • 47% of students in free/reduced lunch program attend college • 83% of students who take AP or PSEO classes attend college • Basic cost of living: Single individual \$13.28/hour. Family (2 adults and 1 child) \$15.02/hr. • In the past year, this region was higher than the state average in economic growth.
<p>Employer Panelist John Tormanen with CHI St. Josephs Health</p>	<p>Recruitment and retention efforts include the following:</p> <ul style="list-style-type: none"> • Time in high schools to help students explore healthcare careers • Sign-on bonus • Referral bonus • Retention bonus • Tuition reimbursement • Repay student loan debt program • Foreign workers (primarily Philippines) • Improve work culture for retention purpose

	<p>Early employee survey = 17%tile ranking in overall satisfaction. Recent surveys = 90+ percentile ranking in employee satisfaction. Improved results attributed to leadership development, behavioral standards/expectations, and improving work culture.</p>
<p>Employer Panelist Greg Leintz with Galens Fresh Food Market and Hardware Hank</p>	<p>Recruitment and retention efforts:</p> <ul style="list-style-type: none"> • Fun work environment with opportunities to grow. How they stand out from other companies that offer entry-level jobs is their focus on promoting employees from within vs dead-end jobs. • Testimonials: Current employees tell friends it's a good place to work • Utilize RMCEP services of work experience, job shadow, youth program • Involved with Bagley HS
<p>Employer Panelist Justin Holley with North Central Door</p>	<p>Recruitment and retention efforts:</p> <ul style="list-style-type: none"> • Safety-first work culture • Value employees • Recognition program-gift cards, food • Promote from within company • Philanthropy centered on local and employee interests. 100% employer match for employee donations • Utilize temp agency <p>Challenges: work full-time, lack of soft skills (advocate of speaking in classrooms), pre-employment drug testing, and truck driver shortage</p>
<p>Employer Panelist Kelly Dixon with Karvakko</p>	<p>Recruitment and retention efforts:</p> <ul style="list-style-type: none"> • Science center/school • Job shadow • Internships • NDSU partnership • Referral program • Activities outside of work • Employee survey results: pay is most important. Researching daycare on site or financial assistance. Provide family-first culture with flexible scheduling and ability to work remotely