

ROUND TABLE DISCUSSION NOTES | HEADWATERS SUMMIT MAY 2, 2019

Recruitment and Retention Opportunities or Best Practices Discussed Today to Apply at my Workplace

DAVE'S TEAM	Everybody matters approach and flexibility culture with emphasis on family, pay, respect, and involvement. Recruitment through outreach, visibility and partnerships.
JULIE'S TEAM	Investing and building relationships with local high school students Employee referral bonus Offer activities-board game night, chili cook-off (high attendance with millennials)
BRIAN'S TEAM	Developing better on-boarding process, both long term and short term and including defining work culture and flexibility. Staggered sign-on bonus. Time-off awards. Upward movement potential/pathway
BILLE JO'S TEAM	Employers need to sell themselves as well Contact colleges for skilled workers Exit interviews help with hiring future employees Resume and cover letter reviews Value a good work environment Being able to hire people with disabilities
AMY'S TEAM	Retention focus by improving work culture, engaging and growing employees. Word of mouth has been the most effective recruitment strategy; however, because of our small community, we need to broaden our base and consider global recruitment efforts. Are any resources of this kind available? Utilize the several agencies that will post employer jobs. Can a comprehensive listing of these agencies be created?
ANNE'S TEAM	Postings, Facebook, and word of mouth as recruitment sources Referral bonus Childcare-tax incentives supported by employers Childcare-referrals from employer to assistance programs (CCAP)
RYAN'S TEAM	Work culture is #1- employee flexibility, value employees with person-centric focus, empower employees to make decisions, promote from within

Action Steps for Partners to Better Support Employers

DAVE'S TEAM	Partnering. Real world experiences including job shadows Employer-driven standards for education Community database of successes
JULIE'S TEAM	Review daycare regulations Review transportation and bus schedules
BRIAN'S TEAM	Childcare community solution Transportation solution Short term training Shared work space
BILLE JO'S TEAM	Connect with community Resource Connection (CRC) CareerForce Childcare Transportation There needs to be a One-Stop
AMY'S TEAM	Comprehensive listing of resources to assist employers with job postings Skills gap-understanding that not all jobs require a four-year degree Human Resources assistance to small companies that don't have HR dept Community branding (to combat the challenge of lower wages than metro area)
ANNE'S TEAM	Employer surveys to determine what do employers really need to feel supported. Good work environment = low turnover Recognize employees on a quarterly basis with incentives Send monthly email recognizing employees (peer to peer)
RYAN'S TEAM	Support industries with addiction issues Awareness of sexual violence implications Peer learning with HR/recruitments to include best practices, concerns, etc.