**ROUND TABLE DISCUSSION NOTES | HEADWATERS SUMMIT MAY 2, 2019**

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

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| 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 studentsEmployee referral bonusOffer 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 wellContact colleges for skilled workersExit interviews help with hiring future employeesResume and cover letter reviewsValue a good work environmentBeing 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 sourcesReferral bonusChildcare-tax incentives supported by employersChildcare-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  |
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**Action Steps for Partners to Better Support Employers**

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| DAVE’s TEAM | Partnering. Real world experiences including job shadowsEmployer-driven standards for educationCommunity database of successes |
| JULIE’s TEAM | Review daycare regulationsReview transportation and bus schedules |
| BRIAN’s TEAM | Childcare community solutionTransportation solutionShort term trainingShared work space |
| Bille Jo’s Team | Connect with community Resource Connection (CRC)CareerForceChildcareTransportationThere needs to be a One-Stop |
| AMY’S TEAM | Comprehensive listing of resources to assist employers with job postingsSkills gap-understanding that not all jobs require a four-year degreeHuman Resources assistance to small companies that don’t have HR deptCommunity 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 turnoverRecognize employees on a quarterly basis with incentivesSend monthly email recognizing employees (peer to peer) |
| Ryan’s TEAM | Support industries with addiction issuesAwareness of sexual violence implicationsPeer learning with HR/recruitments to include best practices, concerns, etc. |
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