**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 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 |
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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 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. |
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