

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the slide, framing the central text. The overall aesthetic is clean and modern.

Transforming recruitment and retention

What we've learned and are still learning.

Objectives:

- At the end of the presentation participants will be to:
 - ▶ Identify areas of the hiring process that can be adapted to local needs;
 - ▶ Search for ways to foster a welcoming environment for new and existing staff
 - ▶ Offer support in different areas to assist and to increase retention of staff at your local agency.

You got hired!! Now what?

- ▶ Does HR/ agency offers perks for referring a new candidate? Is there a differential pay/ bonus if you are bilingual or have a special talent?
- ▶ Making information available is vital to retain your staff. Who do you need to contact if you have a question? How is your Orientation for new employees ?
- ▶ Trainings on Diversity, Equality and Inclusion should be part of staff development plans. At the end of the day, is not all about professionalism only.
- ▶

Why other places have more representation of diverse staff than my agency?

- ▶ Know your community: Do you know or have an idea of how your local community perceive your agency?
- ▶ What do they know about it?
- ▶ How people often search for jobs on your local community?
- ▶ Are you in a rural or more urban area?

We are Four County

- ▶ We are located mostly in rural communities where the availability of public transportation is scarce.
- ▶ The demographics have shown a higher number of Hispanic descendants followed more recently by Burmese and Haitian population. African American representation has slowly increased in some areas.
- ▶ For many years the location of the Main Center in Logansport was referred as the town “ where there is the hospital for crazy people” referring to the State Hospital.
- ▶ Some of the locals had no idea about the services provided at Four County.

So, what did we do?

We hired a Recruitment Specialist! Meet Stephanie!!

(A description/ narrative of some of her amazing efforts and initiatives will be included here).

Invest on your brand!!

- ▶ Becoming more present not only on local events as hiring job fairs; local agencies and community fairs but also local radio stations and schools has assisted to promote the agency.
- ▶ We are more than prescribers! Assisting your community to know the services your agency offers, opens up for possibilities to explore.
- ▶ Where your community usually get together? Which are the places you are seeking to promote your agency?

Hi, my name is...

- ▶ Assist new staff to become known at the agency and make an extra effort to introduce them to the people they will deal more frequently on different levels at your agency.
- ▶ Explain the procedures and policies they need to be familiar with and where to have access.
- ▶ Educate current staff that new positions that are created in the agency are for efficiency of the processes and do not mean replacement of existing staff.
- ▶ Whenever possible, promote department meetings/trainings that new and existing staff can interact at the same space.

Contact information:

- ▶ Noemi Schoenradt - nschoenradt@fourcounty.org
- ▶ Stephanie Piercefield - spiercerfield@fourcounty.org
- ▶ Four County Center - [www. Fourcounty.org](http://www.Fourcounty.org)