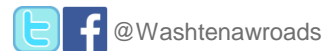


Recruitment and Retention

Our Human Resources past, present and future for attracting and retaining employees.



Celebrating
100 years
serving the people of
Washtenaw County



Traditional Recruitment Methods

- Local paper advertisements
- Walk-in's
- Temp agencies
- Internal hires
- Long hiring process
- “Tenure”

Modern Recruitment Methods

- Finding new talent is hard!
- Social media
 - LinkedIn, Facebook and Twitter
 - You may have to find them
- Event recruitment
 - University of Northwestern Ohio
 - <https://www.michiganveterans.com/p/Certified-Veteran-Friendly-Employers#3>

Get Creative!

- Educate
 - Employee Central
<http://www.wcroads.org/employee-central/>
- Community engagement
- Dispel myths
- Continue referrals
- Flexibility

New Hires

- WorkBright for online application and digital onboarding
 - Speed, accuracy, paperless
 - <https://workbright.com/tour/>
- Medical benefits available immediately
- Fitness reimbursement; Membership & professional fees

Retention

- Compensation study 2018
- Enhanced medical benefits
- Continuing education on benefits
- Flexible work arrangements
- Paid parental leave; Employee referral bonus
- **WORK LIFE BALANCE**

THANK YOU AND GOOD LUCK



Any questions or successes to share?



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