

Price in Progress



Results from the facilitated group discussions to strategize ideas to recruit, engage and retain quality young adults in our local workforce.

Employers

Youth Professional

Where/how are you posting employment opportunities?

Craigslist
Flyers
Company Website
Monster
FB Garage Sale Sites
WeCan (Education)
Newspaper
Job Center
NWCEP
Job Fairs
INDEED
Radio
Tech Connect
Linked IN
Signage
Internal Postings
Career Builder
Social Media

Where/how do you look for employment opportunities:

Job Center
Newspaper
USA Jobs
We Can (Education)
Word of Mouth
Talking to Current Employee
Employer Reputations
Company Letter
The best jobs aren't advertised – that's what you want

Employers

Youth Professional

What factors are important to you when choosing an employee?

What factors are important to you when choosing an employer?

Resume/Application/Professional

Flexibility

Past Attendance

Health Insurance

Reading/Math/Communication Skills

Opportunity for Professional Growth

Licensing

Advancement Opportunity

Punctuality/Phone Message

Business Reputation

People Skills

Social Opportunities

References

PTO

Background

Familiarity for Jobs

Drug Testing

Initial/On the Job Training

Physical

Fulfilling Work

Appearance (Clean/Neat/Facial Piercing/Tattoo)

Computer Skills

Experience/Education

Work History

Cultural Fit

Length of Time on Jobs

Technical Skills

Behaviors

Personality Fit

Social Media

Interview Check

Interpersonal Skills

Employers

Youth Professional

How do you determine a fair starting wage and benefits?

Wage Analysis

Experience

Education

Industry Wage Surveys

Experience Fit

Career Builder Reference

Applicant Pool Reference

Budget

What do you believe is a living wage?

Depends on Family Dynamics

\$75,000 - \$80,000 Household

I'd be happy with \$20,000

Employers

Youth Professional

What do you do to make your employees feel valued?

Recognition/Celebration
Peer Recognition
Flexible Hours
Rounding
Leaders Visiting Late Shifts
Appreciation Notes
Fruit Basket for Surgery
Benefits
Participative Goals
Genuine Respect
Work/Life Balance
Bonuses (Yr. End/Profit)
Employee Newsletter
Health/Wellness Events
Group/Community Events

What makes you feel valued and inspired on the job?

Appreciation
"Thank You"
Certificates
Being more than just 'another body'
Investment in Training/Development
Check in on me
Ask me what I need
Show genuine interest in me
Meaningful Work
Keep me in the loop
Giving feedback and having it valued
Positive Morale
Credit for Ideas
Trust

Employers

Youth Professional

How do you attract and retain your employees?

If you were the boss: How would you attract and retain your employees?

Employee Community

Keep Atmosphere Light

Mentor/Co-Teaching

Better Morale

Benefits

Show Appreciation

Corporate University

Don't ask employees to do something you wouldn't do

Professional Development

Operate as Leadership Team

Competitive Wages

Never say "this is the way we've always done it"

Culture and Fit

Advertise what the job actually is - not the tasks, but projects

Advancement Opportunities

Policy

Honest Job Description

Effective Onboarding

Standard Operating Procedure Book

Honest

Tell Employees the Long Term Vision

Help with Housing

Ask Employees to Help Recruit

Employers

Youth Professional

**How do you give feedback to your employees?
What forms of communication do you use?**

Face to Face

Phone

2x/Year Development Discussion

Performance Evaluations

Employers

Youth Professional

What is something that you would like Millennials to know about a career in your company and/or the world of work?

What is something that you want employers or your future bosses to understand about you?

It's Hard Work

Have a Life Outside of Work

Rewarding Career/Life

Want to Work on my Timetable/Not 9-5

Know What's Expected of You

Need to Sell Job/Area to Outside People

Pay Your Due's at Work

Don't take Advantage of Existing Employees

Be Flexible/Meet in Middle

Times Change/Do Things Differently

Pride in Your Job

Not Lazy/No Opportunities

We have Opportunity to Increase Wages

Look at Potential, Not Just Experience

Show Initiative

Want to be Respected, Not Categorized as Lazy and Self Absorbed

Understand Boomers and X's

Work With my Disabilities/Don't Give Up