

Building & Keeping the Right Team



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Learning Outcomes

- Attract talent that aligns with your values
- Understand and speak to the talent pool in your region
- Define your recruiting process and train your team
- Foster employee engagement to promote retention

Meet Your Presenter

- HR Collaborative has been home since January 2024
- I have a 3.5lb Chihuahua named Rupp with 30+ outfits
- I'm getting married on October 17th
- I serve on the local Tree Commission for my town



Let's hear from you!





What industry do you work in?



How well is your organization doing on hiring?



On a scale from 1 (lowest) to 5 (highest), how engaged is your average team member?

What Makes You Great?

- Why does your team love working with you?
- What is your organization's reputation in the area?
- Does your recruiting reflect your core values?



**COME SEE US,
WE HAVE DOGS!**

We are located in the Historic Kaplan House,
in beautiful Old Town.



National US Job Market

Sector	Job Seekers	Jobs Available	Employers	Avg Hourly Wage	Job Seekers Per Job
Manufacturing	6,822,462	217,287	41,345	\$20.95	31
Education	6,917,154	327,896	45,797	\$23.22	21
Hospitality	3,068,981	43,600	11,609	\$17.38	70
Nursing	5,242,286	756,799	48,003	\$33.39	7
Retail	11,618,311	655,055	41,679	\$15.97	18

Make Sense of the Numbers

More job seekers per job

- Employer favored hiring arrangements
- Sift through more applicants to find top talent
- Less downtime in replacing vacant seats

Less job seekers per job

- Easier for employees to change roles
- Concessions often made by employers
- Greater impact on the business when employees leave
- Proactively emphasize retaining these employees



Make the Job Post Pop

- Keep it short & sweet
- Lead with the exciting parts first
- Include benefits information
- Format it for mobile devices
 - 68%-86% of applications come from phones (Appcast)
- Which of the requirements are “must haves” vs “nice to have”
- Should you post salary information?



YES!!



- 44% of job seekers won't apply to a job that doesn't share the salary.
- Would you apply to a job that doesn't show the pay?

Example #1

MUST HAVE A MN BOILER LICENSE

We run a split header system providing steam at 255 psi for process and 155 psi that is reduced through various PRV's for use throughout the plant. We utilize pumpers to return condensate from production areas utilizing 100# steam. There are two pumpers for chop located in chop. Two for line one and two for two all located in the water room. Additionally, each of the dryers have their own pumpers for condensate return. We utilize an Evoque RO system to provide the best possible water for the boilers. We typically run on a mix of Natural gas and biogas we produce here at the plant, but occasionally are curtailed in the winter and how to switch to fuel oil for brief periods of time. Three feed water pumps, usually only one on at a time. We utilize an Allen Bradley panel view plus 1500 operating system for control of the process that is tied in with the RO controls, please see attached pic of panel. Please see below for individual boiler specifications.

Example #2

Food Manufacturing Production Team Member

Starts at \$14/hr.

Join the Norsland Lefse team as a Food Manufacturing Production team member where you'll play a crucial role in producing high-quality lefse and related food products in a safe and efficient manner.

Duties:

- Operate machinery and equipment to process, package, and label according to quality standards and production schedules.
- Monitor production processes to ensure adherence to safety and sanitation regulations.
- Perform quality checks on products to main consistency.

Required Experience:

- Ability to stand for extended periods (up to 8 hours per day) and perform repetitive tasks.
- Strong attention to detail and ability to follow instructions accurately.

Schedule:

- We currently make lefse Monday – Friday 6:30 AM – 2:30 PM.
- While we are open to and have a need for employees who will part part-time (2 – 3 days per week), we also need employees to work full 8-hour days.

If you have a passion for supporting the Norwegian tradition of lefse, enjoy working as part of a team, and are eager to learn and grow in the food manufacturing industry, we encourage you to apply for the position in Food Manufacturing Production. Join our team today!

Recruit Well & Prosper

- Respond to as many candidates as reasonably possible
- Develop a consistent interview process, revisit it regularly
- Spend time training hiring managers to interview properly
- Don't rest on quality talent looking for the purple squirrel



Keep People Engaged

- Successful employee onboarding leads to more committed team members
- Investing in professional development enables employees to see upward mobility
- Recognize employees for their contributions publicly and often
- Small gestures matter when the competition forgets them



Before You Post, Look Inside

- Is the employee covering the opening capable of taking over?
- Develop internal transfer policies
 - Minimum time in role, performance metrics, transition timeline
 - Understand additional training will likely be needed for success
- What are the positives and negatives of internal hires?

Congratulations on getting promoted to the job you're already doing.





Questions?

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ONE HRCI Credit and
ONE SHRM PDC.**



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Schedule your free HR Strategy Session

Whether you have a specific HR initiative to game plan or are reassessing your talent strategy, our people strategists are here to listen and provide you guidance.

Schedule your free consultation:
hrcollaborative.com/strategy-session



[Click here to visit](https://hrcollaborative.com/strategy-session)

Thank You!

