



Becoming a Destination Employer Checklist

Recruiting

- Know what you are looking for
- Determine performance Objectives
- Define expectations: 1st month, 1st quarter, 1st year, and 3 years

Hiring

- Interviews are recruitment opportunities
- Defined process with engaged management team
- Provide an improvement in quality of life and career advancement

Onboarding

- Make the first day, a day to remember
- Assign a mentor so they never feel "alone"
- Onboarding is a continuous process - plan out the year

Retention

- Educate supervisors on why employees leave
- Recognize opportunities to enhance Work/Life balance
- Enable social interaction

Communication

- Create Trust - Deliver on promises
- Communicate to employee needs regularly
- Do you need to call them to determine what they accomplished?

Engagement

- Do employees understand the value of their role to the company?
- Recognize performance -IMMEDIATELY