



Destination Employer Examples

Hiring

- Engage entire management team and establish consistent interview methods across the company
- Time from application/referral to offer of employment in 2 weeks or less
- Create a culture that recognized the hiring process as an extension of recruiting rather than “weeding out candidates”

Retention

- Use job descriptions to create an understanding for existing employees of what is required in current role, before they will be considered for promotion
- Annual review is focused on career goals and personal development planning to get there
- Training budget puts more emphasis on supervisors with leadership and communication training vs. the rest of the employees

Engagement

- Include employees in management meetings where decisions that impact them are made
- Focus on supervisor availability - what is keeping them from working with their team?
- Weekly and monthly competitions to enable teamwork (weight loss/health, new customers, inventory, etc.)



Destination Employer Examples Cont.

Onboarding

- Establish an internal mentor program with rewards for new employee performance and retention
- Engage entire management team to visit with new employees on a consistent basis
- Create a system to provide training and mentor support for up to 18 months (if needed)

Recruiting

- Train young employees to be ambassadors of the company and send them to FFA chapters, vo-tech career fairs, etc.
- Create a scholarship program focused on recruiting - not just community image
- Create performance based and growth focused job descriptions

Communication

- Leverage as many channels of communication (voice, email, website, personal conversation) as possible
- Train supervisors to use context with each communication- not just the “what”, but also include the “why” and the “how”
- Encourage informal communication with regularly scheduled social functions