

RECRUITMENT & RETENTION OF NON-DSP STAFF



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You're Not Alone!

The Recruiting Chronicles

Techniques Used to Recruit Top Talent



- Advertisements
- Sign-on bonuses
- Rewards beyond a paycheck
- Earn & Learn
- Competitive compensation
- Wellness initiatives
- Flexible work schedules
- Internships / School Connections

Livin' on a Prayer



We've gotta hold on to what we've got...

It doesn't make a difference if we make it or not...

We've got each other and that's a lot for love...

We'll Give It A Shot!

Whooaa, we're halfway there..

Whooaa oh, livin' on a prayer...

Take my hand, we'll make it, I swear...

Whoa oh, livin' on a prayer...





Great advertisement isn't enough!

Pay Attention to Retention!

How do we retain top talent?

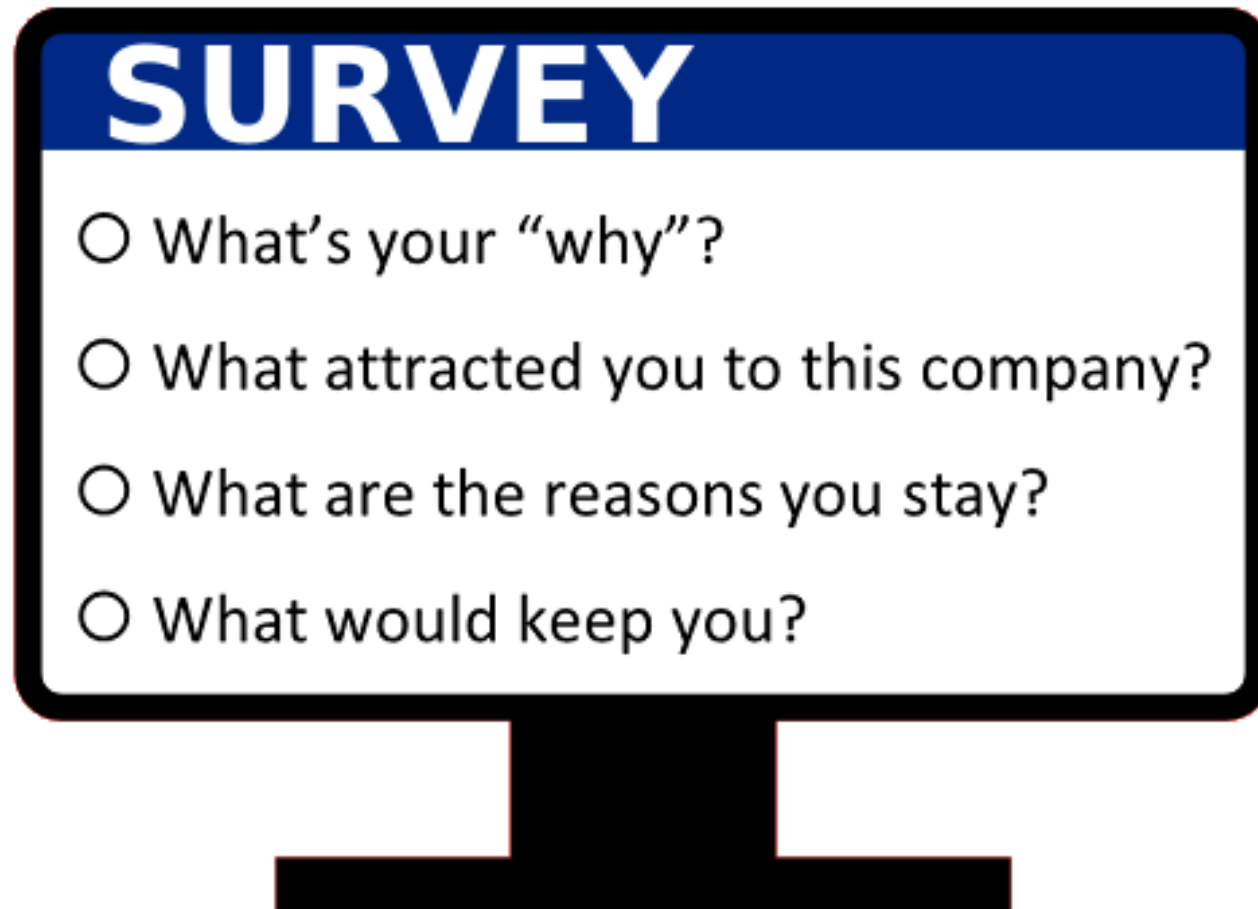




Straight from the horse's mouth!

What are professionals saying?

Data tells the real story...





Hear from a pro!

Meet Elizabeth!

What matters...

- Early exposure to working with individuals with ID/DD.
- Desire to work hands-on with an underserved population.
- Opportunities to learn & grow personally and professionally.
- Ability to expand supervision.
- Team approach.

“We see you!”

Your “Why” comes from within.

A calling to help people.

Caring for others.

Alignment with moral compass.

Relative with developmental disabilities

The need to have a gratifying & fulfilling career



What attracted you to the company?

- Personal and/or Family connection
- The population being served
- Company mission
- Company culture
- Work schedule
- Location and/or Commute
- Referral and/or internship opportunity
- Holistic model of providing care



Reasons employees stay...

- Career progression
- Positive work environment (i.e. camaraderie)
- Being associated with a larger organization
- Tuition reimbursement
- Flexible work schedule
- Involvement (e.g. joining committees)
- Acknowledgement
- Company reputation



What drives retention?

- Career advancement
- Supportive supervisors
- Constructive feedback
- Positive relationships
- Visible supervisors
- Advanced learning opportunities
- Compensation
- Experimental opportunities





It's all about connecting the dots!

What does the data conclude?

The takeaway!

It's not all about the money!

- Growth & learning opportunities
- Working relationships
- Support
- Flexibility
- Feedback
- Review reasons for leaving!



**NON-DSPs
NEED LOVE
TOO!**



Here are some tools!

- Staff survey! Collect your data.
 - <https://www.surveymonkey.com/mp/employee-satisfaction-surveys/>
- Conduct management trainings.
 - Provide managers with the feedback.
- Leadership Lunch & Learns
 - Goal: Listening in mind; The Leaders Learn!
- Offer “soft accommodations”.
- Open your doors to interns.
 - Remind candidates about Public Service Loan Forgiveness (PSLF)
- Quarterly “no agenda” meetings
- Social Media recognition



Questions?
Comments?

Thank You!



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