



Ohio Means Jobs Employee Recruitment and Retention: Human Resource Strategies

October 30, 2023
9:00am - 10:00am

*Presented by The Lakewood Chamber of Commerce
in partnership with the City of Lakewood*





Cleveland– Cuyahoga County

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Business Services Department

What can I find at OMJ|CC?

• Job Seeker Services

- Facilities and tools to conduct a job search
- Career Counseling and Career Planning
- Job Search Assistance
- Recruitments and referrals to jobs
- Short-term Job Training Assistance
- Workshops

• Employer Services

- Recruitment and Resume Screening Assistance
- Workforce Hiring Incentives
- Training and Skill Enhancement
- Layoff aversion and assistance (Rapid Response)
- Targeted recruitments
- Grants

AND MORE!



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What is Considered an In-Demand and Position?

- **3 Industries:**
 - Manufacturing
 - Healthcare
 - Information Technology
- **Position:**
 - Bureau Labor Statistics (BLS) determines what are the fastest-growing paying jobs.
 - The site ONetOnline provides insight into what jobs have a bright future.
 - <https://www.onetonline.org/>



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Occupation Keyword Search

Occupations matching “information technology”

Search again: information technology

Go

20 occupations shown

Show matches:

Closest

All

How do they match?

Code	Occupation
15-1299.09	Information Technology Project Managers ☀️ Bright Outlook
15-1299.05	Information Security Engineers ☀️
29-9021.00	Health Information Technologists and Medical Registrars ☀️
15-1299.02	Geographic Information Systems Technologists and Technicians ☀️
15-1211.01	Health Informatics Specialists ☀️
15-1212.00	Information Security Analysts ☀️
11-3021.00	Computer and Information Systems Managers ☀️
15-1241.00	Computer Network Architects
15-2051.01	Business Intelligence Analysts ☀️



Pre-Approval Form

OJT CJT IWT

OMJCC staff member:	Email:	Phone:
OMJCC staff title:	Date completing form:	

EMPLOYER INFORMATION	
Employer name:	Employer address:
Employer contact:	FEIN#:
Contact email:	Contact phone:
# of full-time employees:	# of layoffs in past 12 months:
OMJ CC priority industry? (Y/N)	What is your estimated retention rate for the position(s)?
Prior OJT/CJT/IWT? (Y/N)	OJT past performance (if applicable):
Do you have plans for moving your company? (Y/N)	Do you have a payroll system that records all pay checks and amounts? (Y/N)
Are you in good standing with all your taxes? (Y/N)	Has your company relocated from another area in the U.S. within the last 120 days, leaving any workers behind? (Y/N)

OJT/CJT/IWT INFORMATION		
Title of position(s):	O*NET code(s):	
In demand occupation? (Y/N)	Training hours per week: (Must be 32-40 hours per week)	Training required? (Y/N)
Potential # of trainees to be hired:	Wage Range for each position:	Position subject to CBA? (Y/N)
Are Medical benefits offered? (Y/N) Additional benefits?		When are these benefits made available to your employees?
If approved for funding the employer agrees to list all openings with OMJ CC? (Y/N)		Are these positions all full-time permanent roles? (Y/N)
Notes regarding the training: further details, prospective training plan, advancement potential, past performance history or any other important information. Please note this section is required:		

REQUIRED SUPPORTING DOCUMENTS	
<input type="checkbox"/> Employer W9	<input type="checkbox"/> Employer Certificate of Liability Insurance
<input type="checkbox"/> Employer Workers Compensation	<input type="checkbox"/> Vetting of Employer (Internal Process)
<input type="checkbox"/> Job Descriptions	<input type="checkbox"/> Employer Photos

EMPLOYER SIGNATURE	
Print Employer Name:	Title:
Authorized Employer Signature:	Date:

FOR STAFF USE ONLY			
	Signature	Title	Date
BSD Reviewer			
BSD Approval			
County Approval			

Young Adult Resource Center

GET SKILLS!

- Job Readiness Training
- Job Search Guidance
- GED & Tutoring
- WorkKeys
- Technical Training Scholarships for
 - Construction
 - Manufacturing
 - Culinary-Hospitality
 - Healthcare
 - Customer Service & More

GET GUIDANCE AND SUPPORT!

- Positive coaching to help you with life challenges
- Connection to Community Resources & Programs
- Strengthen Personal Networks
- Assistance with needed work and life supports
- Career Coaching
- Goal Setting
- Creating Your Personal Brand

GET A JOB!

- Career Exploration
- Paid Work Opportunities
- Interview prep
- Employer Meet & Greets
- Job Placement
- Retention support and incentives
- Advancement Coaching to help you move forward in your career



"I have come a long way. I went from bad grades and not taking school seriously to going to GED class every day and getting a nationally recognized credential! I want to thank the YRC for bringing me to this point in my life, and this is just the beginning."

-Shanice J., Age 22



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Senior Community Service AARP Employment Program



Serves unemployed individuals 55 years of age and older by providing:

- On-the-Job Training employment grants
- 16-20 hours/week work experiences at local host sites in Cuyahoga County

Interested individuals must meet specific income and job readiness guidelines



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LAKEWOOD
CHAMBER OF COMMERCE

Join us . . . we're in business for your business

NAVIGATING HIRING & RETENTION CHALLENGES IN TODAY'S WORKFORCE



Valarie A. Nash, SHRM-SCP, CLRP

62.8%

**LABOR FORCE
PARTICIPATION RATE**

1.47M

**WORKERS MISSING FROM
THE LABOR FORCE
COMPARED TO 2/2020**

9.6M

OPEN JOBS IN THE US

6.4M

**UNEMPLOYED
WORKERS IN THE US**



Source: US Chamber of Commerce

Recruit & Retain Staff



What positions do you really need?

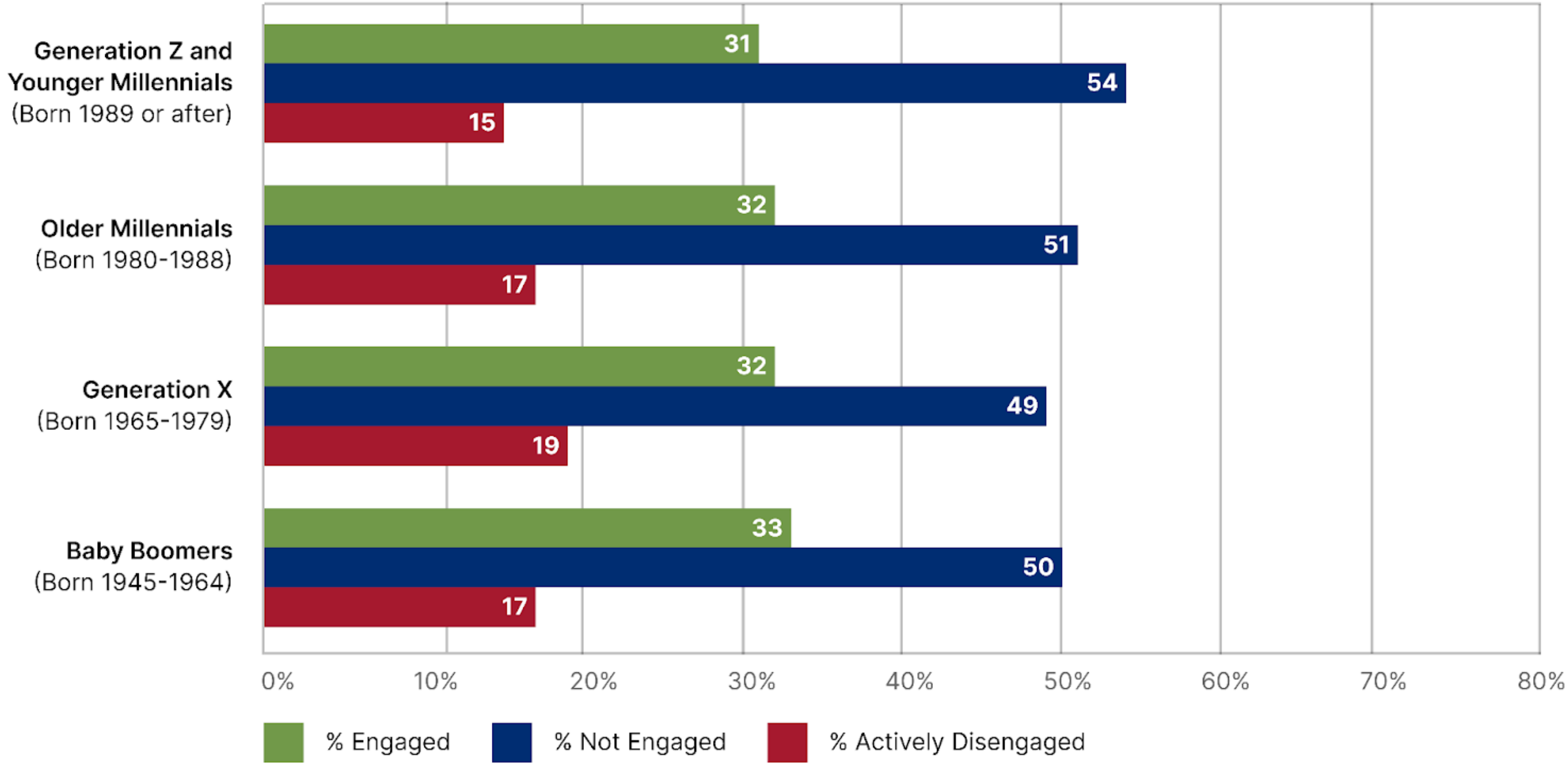
Given this tight labor market, you have to be exceptionally clear with what positions your organization **NEEDS** to fill and focus on them.



Can you realign current staff?

One way to retain staff is to give them career opportunities/growth. Your organizational structure may be limiting staff and you don't even realize it!

Employee Engagement by Generation

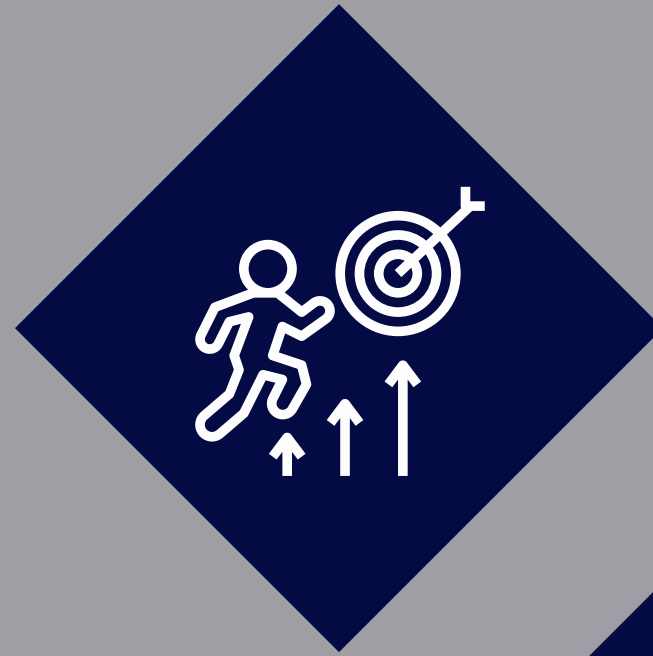


Source:
Gallup, 2022



HIRE HOPKINS

What do you offer that stands out?



Cross Training/
Internal Movement



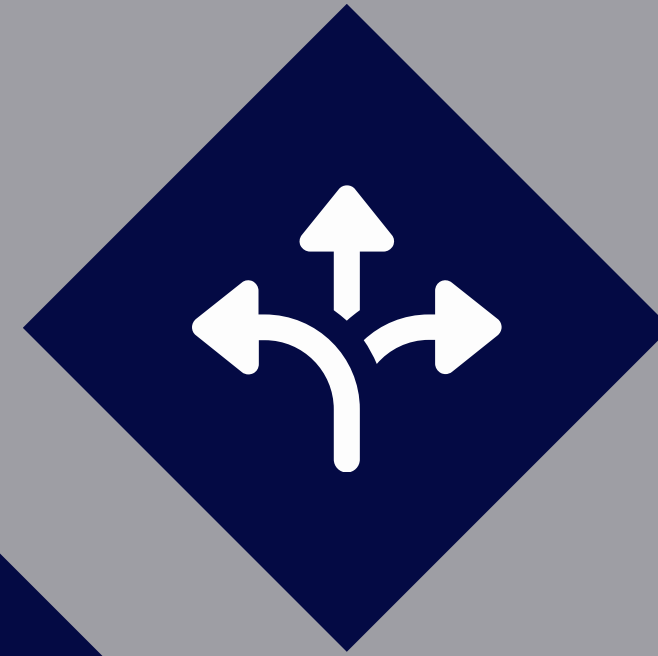
Competitive
Compensation
Package



Workplace
Safety



Social
Responsibility



Work Schedule
Flexibility



Engagement Strategy

BE REALISTIC

You're not going to knock it out of the park on day one, and you'll probably miss the mark on a few strategies every now and then. The important thing to remember is to set realistic standards for your team and outline specific goals when possible. For example, if turnover has been an issue, you could strive to reduce turnover by 15 percent in a year's time.



BE CLEAR ABOUT RESPONSIBILITIES

You won't get anywhere in the way of improving employee engagement if you don't clearly delegate responsibilities to the right individuals and keep track of their progress. To successfully get your strategy off the ground, involve the key people from the start. This should include HR representatives, middle managers, executives and long-term employees.



BE FLEXIBLE

You won't find the perfect strategy immediately, so don't close yourself off to new ideas. Make sure you're regularly measuring employee engagement and analyzing the data to find out what works for your unique workforce. Be open to suggestions and adjust your strategy as needed.



START WITH YOUR CORE VALUES

Your core values should be the heart of your company culture and clearly explained to every employee from day one. Company core values should explain what truly matters to your team and the ideals that you'll strive to uphold as you expand. Employees need to establish a sense of belonging to your company to become truly engaged, and having a code of values to follow will help them do so.





INNOVATIVE

HUMAN SOLUTIONS

OFFERING CUSTOMIZED TRAINING AND STRATEGIC SERVICES FOR YOUR BUSINESS AND YOUR EMPLOYEES AS WELL AS FULL SERVICE HUMAN RESOURCES SUPPORT



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<https://calendly.com/821consulting/30min>

Thank you to our speakers and co-presenter, The City of Lakewood

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