



# Employee Recruitment and Retention Strategies

Where are we  
today?

# The New Workplace

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- Pandemic Impact
- Retention Strategies
- Recruiting in this New Environment



# Pandemic Impact

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- Safety is the number one priority
- Traditional offices will no longer be the norm
  - Cost savings
  - Smaller footprint
- Flexible work environments once optional are now becoming the standard
  - Flexible hours
  - Remote work options



# Pandemic Impact on the Workplace

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- Work life balance is nonexistent
  - No separation between work lives and personal lives
  - Parents are working and teaching
  - Caregivers to those high risk
- Organizations have had to lay off and furlough staff or close their doors



# Retention

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- Maintain your organization culture
  - Opportunities for engagement and collaboration
  - Address diversity, equity and inclusion concerns
  - Morale boosters, recognition, appreciation for many roles staff are filling
- Staff want employers to be transparent and consistent with application of policies
  - Receive communication from all levels
  - Employee wellbeing taken into account



# Retention

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- Reskilling of current staff to meet organization needs
- Providing managers and staff with training and tools to work remotely
- Provide consistent and timely feedback
  - Performance review process quarterly
  - Managers need to provide support and guidance on a regular basis





# Retention

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- Impact on the different generations-Each is experiencing differently
  - Traditionalists—Age 75-80
  - Baby Boomers—Age 56-75
  - Generation X—Age 41-56
  - Millennials—Age 25-40
    - *Make up over half of the workforce today*
  - Generation Z—Age 18-24



# Retention

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- Most positive experience with workplace change
  - Millennials are more productive
  - Generation X feels there is better communication and trust
- Generation Z
  - Pandemic hurt their work life balance
  - Employer needs to provide them with better tools to work remotely





# Recruiting in this New Environment

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- Reimagine how work is done
  - Determine which positions can work remotely and which must be in person
  - Removing geographical barriers for hires
    - Opens up access to talent
    - Potential cost savings



# Recruiting in this New Environment

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- Interviewing virtually
  - Provide management training
- Onboarding remotely
  - Develop new ways to connect with team members
  - Assigned a mentor on staff
- Understand and become a part of company culture
  - Meet and greet or other social events
  - Tie in company values



# The Future of Work

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- This has been a fundamental change for where and how we work
- Work locations will be different
- Work schedules will be more flexible
- Hybrid and remote work will be standard
- Employee wellbeing will encompass the total employee (health, happiness and job satisfaction)



# Questions?

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