

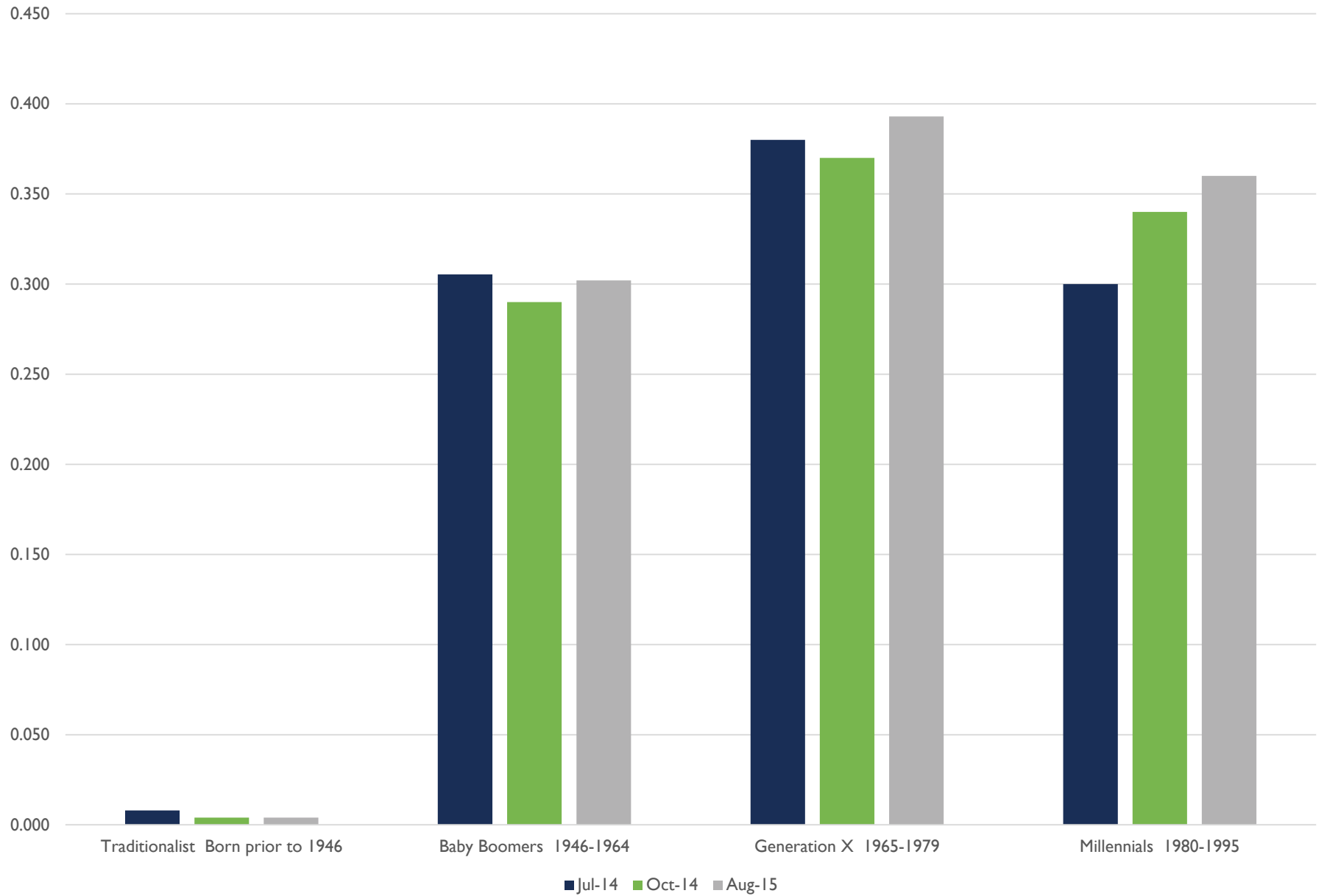
POST AND PRAY? NOT TODAY!



Tammy Stahl
Director of Human Resources

Abby Carlson
Recruitment Specialist

SWWC GENERATIONS IN THE WORKPLACE



EMPLOYEE TRENDS

TENURE:

- Special Education: 6.9 years
- All Employees: 11.2 years

SPECIAL PERMISSIONS:

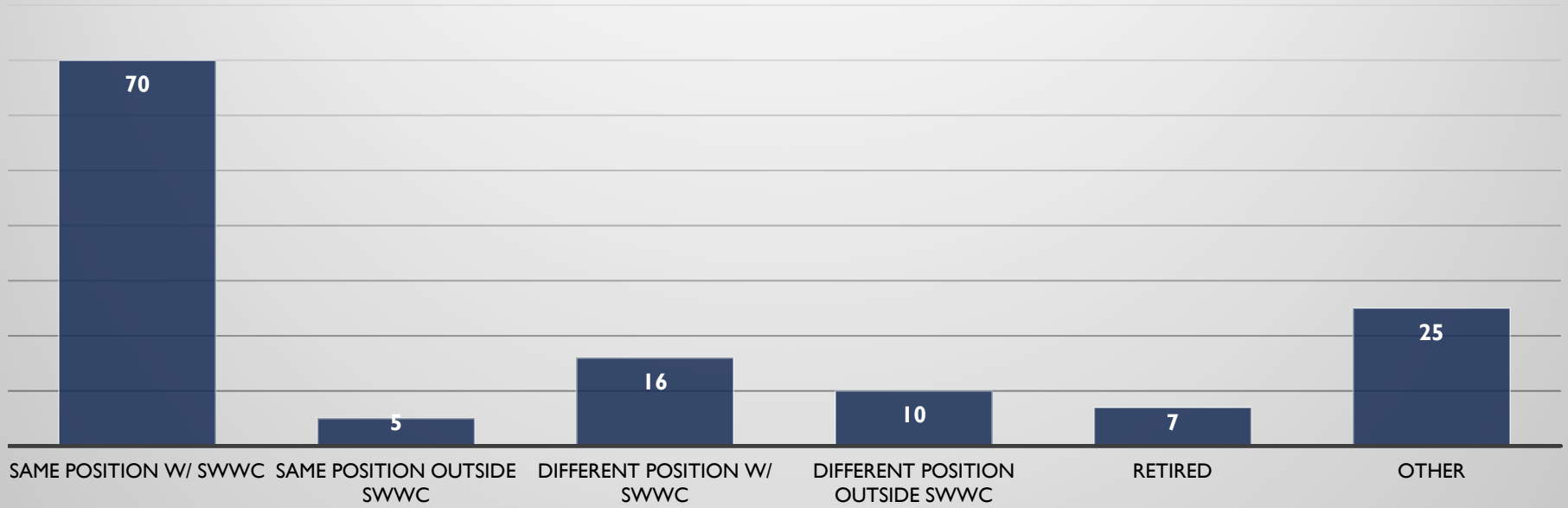
- Fiscal year 2015: 7
- Fiscal Year 2016: 24

Factors That Influence Teach Supply & Attrition

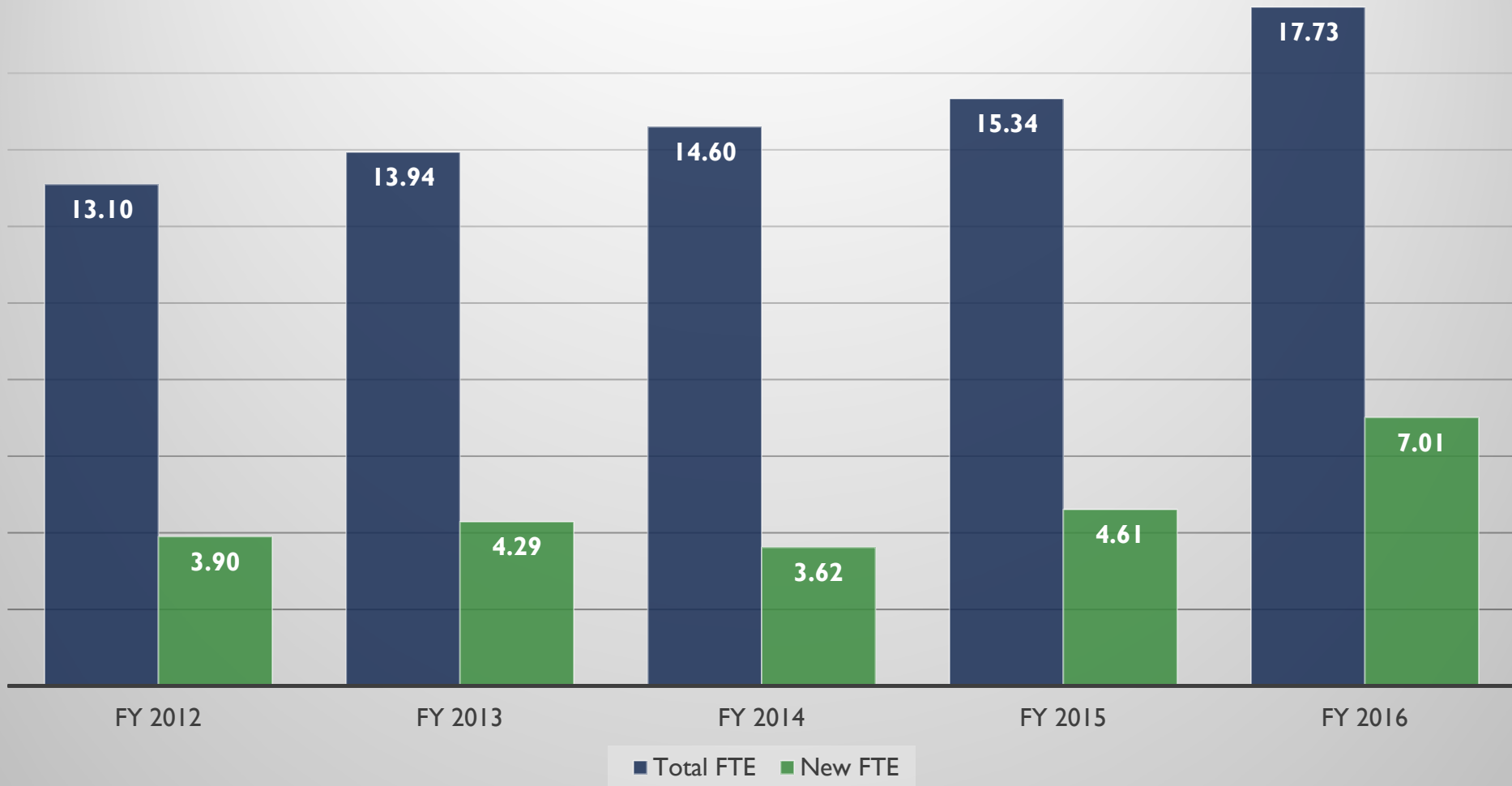
| | % Uncertified Teachers | | Working Conditions | | Teacher Attractiveness Rating | | 2013 Average Starting Salary | |
|--------------|------------------------|---|--------------------|---|-------------------------------|---|------------------------------|---|
| Minnesota | 1.72 | 6 | 3 | 5 | 2.75 | 5 | 34,505 | 1 |
| North Dakota | 1.42 | 5 | 4 | 2 | 3.27 | 4 | 32,019 | 4 |
| South Dakota | .26 | 3 | 4.6 | 1 | 3.82 | 1 | 29,851 | 6 |
| Iowa | .01 | 1 | 3.2 | 3 | 3.58 | 2 | 33,226 | 3 |
| Wisconsin | 1.07 | 4 | 2.4 | 6 | 2.42 | 6 | 33,546 | 2 |
| Nebraska | .20 | 2 | 3.4 | 4 | 3.55 | 3 | 30,844 | 5 |

[https://www.learningpolicyinstitute.org
/product/understanding-teacher-
shortages-interactive](https://www.learningpolicyinstitute.org/product/understanding-teacher-shortages-interactive)

Where Do You See Yourself in Five Years?



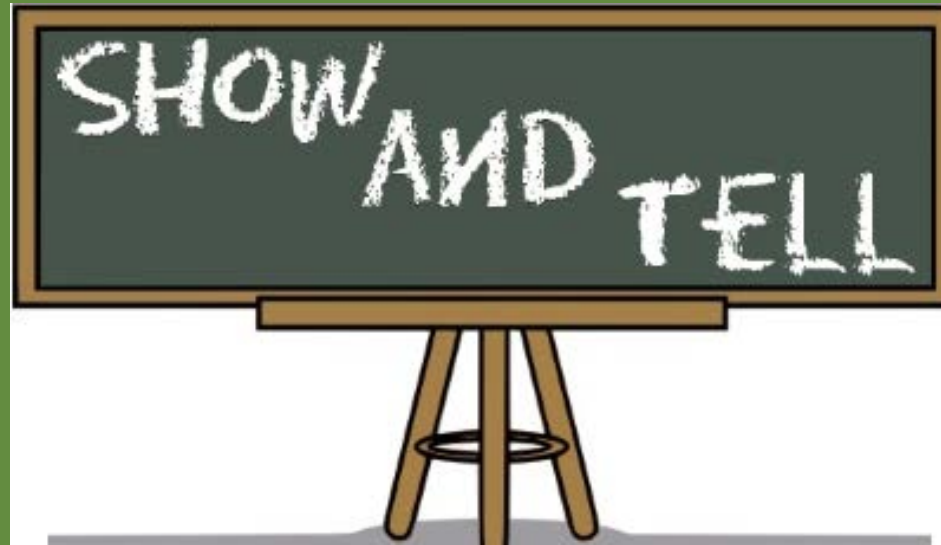
School Psychologists



What Have We Tried?

- Sign on Bonus
- Career Fairs
- Newspaper
- EdPost





Recruiting Strategies

Abby Carlson

“You’re not just recruiting employees, but are sowing the seeds of your reputation.”



Social Media Presence

Every month:

- 288 million people use Twitter
- 300 million use Instagram...

and 890 million use Facebook DAILY.



Applicant Experience

- 9 out of 10 recent graduates apply for jobs online
 - Crucial to provide a satisfactory experience
- Mobile friendly is an added bonus
 - 90% of job seekers use a mobile device to job search
 - 45% do it everyday



Get in the classroom

- Hosting Career Opportunity Workshops
- Talking directly to students at Universities in the majors that pertain to the COOP & school districts
 - No longer competing with other booths
 - Cost effective
 - Audience relevancy



1 let's do 1
lunch

Career Placement Site

SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE

SWWC Career Placement

Education & Administrative Resources

Welcome to the SWWC Career Placement Site

Please Login in:

Email:

Password:

Login

New User? Click Here

Forget Password?

SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE

SWWC Career Placement

Education & Administrative Resources

LET YOUR NEXT CAREER FIND YOU!

Improve your career search with the SWWC Career Placement service.

Unlike similar services, SWWC's Career Placement service gives you easy access to career openings that are tailored to meet your credentials!

Simply register for this free service and receive emails when available jobs meeting your credentials are posted.

Visit <http://careerplacement.swsc.org> or scan this QR code
Contact us with questions at hr@swsc.org



SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE

SWWC

Education & Administrative Resources

Retention Strategies

- Student Loan Forgiveness
- Innovative Programs Financial Support
- Networking Time
- Recognition Program



INDUCTION PROGRAM

- Benefits Videos
- Onsite Orientation
- Red Carpet Welcome
- Mentoring Program



EMPLOYEE ENGAGEMENT

- Gallup Engagement Survey (FY 2016)
- Training with Supervisors
- COOP CONNECTION
- Employee Recognition Group





FUTURE PROJECTS

- Virtual Career Fairs
- Career Fair
- Teacher in Residence Program
- Loan Forgiveness
- High School Pathways



Employee Referral Program

- Cheaper way to hire
- Faster way to hire
- Produces a better hire
- Lowers turnover rate



QUESTIONS?

