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Recruitment and Retention

Finding employees with the right skills

- **Use varied training options.**

These include in-house training and partnering with educational institutions.

- **Have senior staff mentor junior hires.**

In-house training can be partnered with a formal mentoring program. A good, properly evaluated mentoring program has the added advantages of increasing retention of both older and younger workers. Younger workers learn on the job, limiting expense to the employer. The older workers are more engaged in their jobs. Mentoring programs cut training costs generally and help document and keep the institutional memory of a company.

- **Make a corporate commitment to training**

In today's competitive marketplace, training must be considered an investment. In fact, companies that place a premium on training are more profitable than those that don't. Investing in training and professional development is a clear signal that a company cares about its workers.

- **Cultivate 'alumni' employees – or leave the option of returning open.**

Many employees who leave on good terms are often willing to refer other employees to your workplace. Also, any employees who leave your company may later wish to return. If they are valued and productive employees, keep the option of returning open. Some companies losing staff to Alberta are finding this option very useful.

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