EMPLOYEE RETENTI & ATTRACTION Best Practices



Co-design sessions with

Communication

of evaluation:

360 feedback between

employee/employer and

adjust following input

Clearly outline

the requirements

and duties while

stating the salary

Attract critical

thinkers by showing

that you value their

ideas, and encourage

the sharing of ideas

employees about why

people aren't staying



Work/Life Balance

Employers should be open to having a diverse workforce. such as mature workers (55+) and immigrants

Employers need to be aware of challenges facina employees:

- mental health
- transportation
- housing

Employers should offer professional development opportunities

Succession Training promote from within

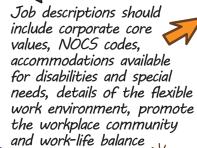
- offer in-house training

Honour the individual

- offer flexible working hours
- encourage critical thinking
- plan fun activities (exappreciation days)
- have an open-door policy and regular touch point meetings with managers



Open doors to those looking to start a second career and consider how to help new employees make a change





Interviews should be meaninaful and make jobseekers feel important

Be clear about the benefits and pay

Cover cost of attending interview

Educate HR to address ageism in the workplace

Be Positive

Use social media to celebrate the company culture and promote inclusive approaches

Know your employees names and make them feel like they matter

Demonstrate the support that the company will provide, such as Employee Assistance Programs. subsidized transportation schemes, etc



Have fun at the office: parties, events, food, easter egg hunt, hobbies, and interest clubs

Honour diverse needs and provide tools for accommodations for ADHD, accessibility, special needs

> Market company's positives, such as benefits, culture, flexibility, corporate values, workplace culture



Employees expect more from an employer than they did in the past



Be known in the community as a great employer and promote the workplace culture



talent and be proactive about social issues. including diversity and inclusion

Offer flexibility and allow employees to work remotely where possible

