Peer to Peer Topic: Staff Retention (Pt. 2)

August 10, 2022

Logistics



All participants can unmute



You can share your camera



Questions can be asked throughout the training



The powerPoint will be sent out after each training



Breakout rooms



Polls/ quizzes



Handouts/ Materials



Audio/video issues



Agenda:

- Community Spotlight Recap



- Discussion

July Community Spotlight Recap:



Great Lakes Community Action Partnership (GLCAP)

https://cohhio.org/covid-19/#peer

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Discussion



Jamboard

Question 1:

What has/is your agency doing to

Worker flexibility

Pay increases

retain staff?

Acknowledge need for rest

Recognize and celebrate staff

Raising money to support pay increases

Listen to staff

Set clear expectations

Signing bonus

10 hour - 4 day workweek

Expanded supervision to better address needs

Remote & hybrid options

Finding roles that fit best

Foster a relaxed

community

Equip & empower

Leadership shifts

Leadership opportunities/ promotions

Question 2:

How can non-profits raise staff wages/benefits and build capacity? Expanding hiring

Fundraising efforts through grants where operational costs cover paying staff well

Medicaid compliance

Review national non-profit average wages & invest in staff

Expanding hiring advertisements to reach more people

Thoughtful leadership successoin

Annual compensation reviews

Ask fiscal agents about more funding

Streamlined communication

Expand donor base

Show positive impact of services on community

Cutting administrative staff positions

Contract for new programs/ federal grants

Question 3:

How can agencies help combat employee burnout and compassion fatigue?



Question 4:

Are agencies allowing employees to work remotely? If so, has productivity changed? And/or has the option to work from home impacted retention?



Question 5:

How do you advocate for added benefits to keep staff on board?



Resources:

https://www.glcap.org/

https:// www.achievers.com /blog/employeeretention-strategies/



https://www.betterup.com/ blog/employee-retentionstrategies

https://cohhio.org/covid-19/#peer

Next Call:

Wednesday, September 14, 2022

Topic: Special Populations



