

The facilitated discussion covered successes, barriers, and opportunities in recruiting, retaining, and advancing a diverse workforce.

Prompt:

Create workforces comprised of **planners that differ from us**, whether it be different backgrounds, upbringings, or lifestyles. Different perspectives are valuable.

Topic: Diverse planners’ recruitment, retention, promotion, and leadership

- a. What are some barriers or successes that you have experiences in these areas throughout the region?
- b. What opportunities are available that you can implement to reduce barriers or build on your successes?

Barriers	Successes
<ul style="list-style-type: none"> • A lot of competition in the region. <ul style="list-style-type: none"> ○ Outside the region – applicants. • HR processes for interns are arduous. • Support candidates through the interview process. 	<ul style="list-style-type: none"> • Leverage venues to post job opportunities • Leverage personal and national network <ul style="list-style-type: none"> ○ LinkedIn ○ Next Door Group ○ Universities • Position temporary positions as transition positions – i.e. special projects • Host local trainings at nearby Community Colleges • Reach out to HBCUs and create recruitment efforts. • Provide internships for University Students • First jobs out of school programs • Building career paths to leadership • Pathways to certification • Increased benefits for longevity • Intentional at internal promotions, new hires, and recruitment efforts <ul style="list-style-type: none"> ○ Who isn’t at the table? • Salary disparity reviews/adjusted - work with HR for fair salaries

Action Items

Recruitment

- Be intentional in internal promotions, new hires, and recruitment efforts.
 - Ask yourself who isn’t at the table, then go and find them.
- Participate in job fairs at nearby Universities and Community Colleges.
- Host interview practice sessions throughout the year to help support potential candidates in the workforce.
- Provide access to salary ranges during advertisement period.

Promotion

- Prepare staff with less experience to transition into roles where pending retirements of experienced staff occur or will occur.
- Develop pathways to certifications and career ladder advancement.
- Create opportunities for staff to maximize their potential and hone their leadership skills.
- Research leadership programs to enroll staff to build their management and leadership skills.

Hiring

- Review the minimum criteria/requirements used to hire people.
- Work with HR to reduce bureaucracies to get summer interns, temporary positions, and permanent positions.
- Provide access to scoring criteria for interview candidates.
- Provide sample practice interview questions to candidates.