

Staff Recruitment & Retention

These strategies for hiring and training new employment specialists are ones shared by employment service supervisors during a supervisor circle. Join the supervisor circles to share your experiences and learn from others! Visit [Training and Webinar Registration – Level Up Indiana: Employment Specialist Initiative \(invrtraining.com\)](https://www.invrtraining.com). Meetings are held from 12-1 pm EST the third Thursday of each month.



RECRUITING STAFF

Internal applicants & online job postings are common recruitment strategies. Every agency cited wages as being the number one reason why they couldn't hire qualified candidates for employment services



HIRING STAFF

Each agency has a unique hiring process. On average it takes 2 weeks for the new staff to complete required agency orientation before making it to the field.



STAFF TURNOVER

About half of the participating agencies in the supervisor circles are struggling with turnover issues. If staff quit their job, it is typically less than one year.



STAFF TRAINING

Typically, it averages 8 to 12 weeks to train new employment services staff to reach the providers expectation for billable hours and achieving employment outcomes.



STATE TRAININGS

Most agencies wait until a new hire is established before sending them to ES 101/ ACRE Training due to their investment of time and money. The ES training requires supervision/ follow-up to ensure the training is being completed due to the rigor required for successful completion.