

# GSDC EXECUTIVE ROUNDTABLE: WORKFORCE



On May 11, 2022, twenty-one leaders participated in an Executive Roundtable focused on Workforce, the first in a new series of GSDC offerings exclusive to Corporate Level investors. Below are some highlights that came out of the conversation.

## ***Ideas for attraction and retainment:***

- On-site daycare services, childcare reimbursement.
- Flexible benefits package, weekly staff gift cards, funeral leave.
- Offering a four-day work week.
- Deeper relationships with high school and college students, get involved in the schools and on-campus.
- Expand opportunities to support mental, physical, and emotional wellbeing.
- Consider a sabbatical program.

## ***Working together to promote our region:***

- Add [StCloudShines.com](https://www.stcloudshines.com) to your company website to highlight resources for your current and future employees.
- Use professional photography and video on company websites to showcase the workplace environment and how you are engaging with your employees.

## ***Tips to ensure a positive candidate experience:***

- Respond promptly when applications come in by using an applicant tracking system.
- Allow jobseekers to begin the process with a text, then proceed to a formal application process.
- Strive for an application process that is simple and accessible.
- Provide employees and community members with resources related to housing, childcare, etc. as they transition into the organization and community.

## ***Reaching new and untapped pockets of talent:***

- Use an employee-referral bonus system.
- Allow flexibility for special requests, such as prayer time, kids' school activities, or daycare pickup time.

