Recruitment...

Who you're looking for?

Where are you looking?

Now that you've found them what next?

Where to look…

▶ If you are looking for staff, there are many sources you can use to find individuals. Some of the most popular job search websites are Indeed, Monster.com, Career Builder, and Craigslist. These websites allow you to search for employees by location, job description, salary, and other criteria. Individuals can apply online.

▶ However, you should not limit yourself to these websites. There may be regional job search websites that cater to your specific area. For example, in Kern County, you can check out Jobs in Kern Co., which lists local employers and job fairs. You can also post jobs in your local newspaper ads, although they may not be as updated or comprehensive as online sources.

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Where to look

► Another way to find employees is through social media. You can follow platforms like LinkedIn, Facebook, Twitter, or Instagram. You can also join groups or communities related to your field or profession and network with other members. You may find out about individuals looking for employment.

► You can also use your college campus as a resource. You may be able to post at the career center or the alumni offic. You can also attend career fairs or workshops that are organized by your school or by external partners. You may meet potential employers or mentors who can help you with your job search.

Where to look

▶ Finally, one of the most effective ways to find employees is through staff recruitment or word of mouth. You can ask your friends, family, colleagues, or former employers if they know of any individuals that match the skills and interests of your jobs. You never know who might have a connection or a tip that can lead you to next employee.

Retention

- One of the best ways to motivate and retain your employees is to recognize their achievements and provide avenues for professional growth. When you acknowledge the contributions and successes of your team members, you boost their morale, confidence and loyalty. You also encourage them to continue performing at a high level and striving for excellence. Providing avenues for professional growth means offering opportunities for your employees to learn new skills, take on new challenges, and advance their careers. This shows that you care about their personal and professional development, and that you value their potential. By investing in your employees' growth, you also benefit from having a more skilled, versatile and productive workforce.

Retention

Best practices to foster a positive and stable work environment are actions and policies that promote the well-being, productivity and satisfaction of employees. Some examples of best practices are:

- Communicating clearly and regularly with employees about their goals, expectations and feedback.

- Providing opportunities for learning, development and career advancement.

- Recognizing and rewarding employees for their achievements and contributions.

Retention

- Encouraging teamwork, collaboration and diversity among employees.

- Supporting employees' physical, mental and emotional health and safety.

- Resolving conflicts and addressing issues in a timely and respectful manner.

Attainment

- Are you looking for a way to make a positive impact in your community? Do you value diversity, inclusion, and respect for all people? Do you want to work with an organization that puts people first and cares about their needs and aspirations? If so, you might be the ideal candidate for our team!

- We are looking for people who have worked in education, health care, social services, or community development to join our mission of creating a more just and equitable society. You will have the opportunity to use your skills and experience to help people overcome challenges, achieve their goals, and realize their potential. You will also be part of a supportive and collaborative network of colleagues who share your passion and vision.

- If this sounds like you, don't hesitate to apply today! We would love to hear your story and learn more about what you can bring to our organization. Together, we can make a difference in the lives of people and communities.

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Staff Development

Development

- One of the goals of values training is to help staff understand and apply the principles of Social Role Valorization (SRV) in their work with people with disabilities. SRV is a framework that guides us to enhance the social roles and image of people who are devalued by society, and to create opportunities for them to participate and contribute in meaningful ways.

- There are different ways to learn about values and SRV, such as:

- - On-line training platforms that offer courses on various topics related to values, such as College of Direct Support, Relias Learning, TransCen, Open Futures Learning, etc.

- - Face-to-face dynamic learning sessions that involve interactive activities, discussions, and reflections on values and SRV.

- - Job shadowing with "stand up and cheer staff" who are peer mentors that demonstrate good practices and positive attitudes in their work with people with disabilities.

- - Role playing scenarios that allow staff to practice applying values and SRV in different situations and receive feedback from others.

Development

▶ - Start wrong/end wrong exercises that show the importance of early and frequent feedback on the job, and how mistakes can have lasting consequences for the people we support.

▶ - Motivational training that uses story telling to inspire staff to adopt values and SRV in their work, and to share their own experiences and challenges with others.

▶ Values training is not a one-time event, but an ongoing process that requires commitment, reflection, and action from staff and organizations.

Staffing

- As direct support staff, we have the opportunity to create more personalized and flexible supports for the people we serve. Instead of working in separate silos based on the type of service (community-based day, facility-based day, employment, residential), we can collaborate and coordinate with each other to meet the needs and preferences of each person. We can also use person-centered planning tools to help us redefine the units of service and the structure of the day for each person, so that they can have more choice and control over their lives. We can also match our staff skills, interests, and availability with the people we support, and design our schedules and duties accordingly. Finally, we can make sure that we have regular communication and feedback with our colleagues and supervisors, so that we can share our successes, challenges, and ideas for improvement.

Questions?

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