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Human Resources

Professionals Conference

For the Disability Provider Community

June 20, 2017 – Saratoga Springs



YOUR ROLE

- Panel: Get the ball rolling / Facilitate
- Ask Questions
- Share Experiences
- Network



AGENDA / TOPICS

Candidate Pool: (Baby Boomers, millennial, immigrants, etc.)

Recruiting: (Advertising, social media, referrals, etc.)

Turnover/Retention: (Current data, retention strategies, etc.)

Employee Pay/Benefits: (Benefit costs, shift differentials, etc.)

Creative Strategies: (Job fairs, Open House, billboards, etc.)



NYS SURVEY / 2016 vs 2014

- 11.08% vacancy rate (43% higher than 2014)
- 24.8% one-year turnover rate (30.5% increase over 2014)
- 7,590,228 hours of OT (33.8% increase over 2014)
- DSP Demographics:
 - 73% Women
 - 44% black/African American
 - 9% Hispanic / Latino



TAKE-AWAYS

- Affirmation of all the things you're doing right
- 2 new recruiting strategies you will try
- 3 new network contacts
- What can you do to improve retention?



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