

This program will cover the best practices that EJP's (EJ Prescott) HR team utilizes for recruiting employees. These practices may or may not fit every organization, but are generally accepted as a foundational starting point to effectively find and recruit employees. This presentation will be a rather high fly-by, with audience participation encouraged.

A good recruiting / onboarding process is also the very first impression an employee has of their new employer – which segways immediately into employee retention. A bad onboarding experience impacts long-term retention!

We will cover the practices that EJP uses to influence employee retention. The cost of finding, onboarding, and training a new employee cost an average of \$4000! So, the next time an employee asks for a \$0.25 / hour raise, do the math. It costs far less to retain an employee than it does to find a new one and bring them up to speed.

Again, audience participation is encouraged, as what may work for one, may not work for another, and group discussion is always good.