

Introducing the CLAN Recruitment and Retention Group.

As most of you may know, Recruitment and Retention of employees has been a very challenging area for the last few years, particularly in the Community Living Sector.

We are a group of CLAN member agency representatives that are interested in Recruitment and Retention issues within our own organizations and the Community Living sector as a whole. We have a small but growing membership and are open to anyone wishing to share ideas or concerns.

The issues we are interested in include wages/ benefits, labour/skills shortages, retention strategies and employee engagement.

Our goals so far include:

- Sourcing key strategies for employee recruitment and retention (or engagement) to the CLAN membership.
- Providing an active forum by which CLAN members can provide commentary, evaluation and experiences in employee engagement.
- Investigate, dialogue and relate information on employee engagement to the CLAN board of directors, along with related recommendations. This group will work with the CLAN board of directors to release information to the CLAN membership which is objective, beneficial and focused on best practice.

Our membership includes:

Chair:

Michael Herbus, Executive Director, Willowbrook SCL

Members:

Melinda Heidsma, Executive Director, AiMHi

Kyla Tinham, HR Manager, Spectrum Society for Community Living

Ruth Oslund, Cascadia Society for Social Working

Pete Stone, Employee Services Advisor, Community Living Society

We would like to invite you to participate in the group as well as sharing any successes or concerns that you or your organization has experienced in relation to Recruitment and/ or Retention of employees.