

Finding a good employee in today's economy is like panning for gold in San Francisco in 1855, post Gold Rush. So, what can a business do? In this article we explore several resources to think about the next time you need to hire talent.

Hire an Intern

Since August, 2017 REDI has been home to the Redmond Internship Coordinator, Larry Holeman, who has placed more than 80 high school and college students



in meaningful internships at Redmond companies. Several interns have gone on to be hired full time, in essence creating a new way for employers to source candidates locally while providing learning opportunities for youth. Sam Meier, General Manager at Composite Approach, who has hired six different interns, notes: "The Redmond Internship program has been such a tremendous resource in finding talent and providing an opportunity to invest in our future labor force". Supported by the Redmond Executive Association (REA), COCC, East Cascades Works, Central Oregon STEM Hub, and Better Together, the Youth Career Connect program can be accessed via the www.YouthCareerConnect.org website or by calling Larry at 541-815-5005.

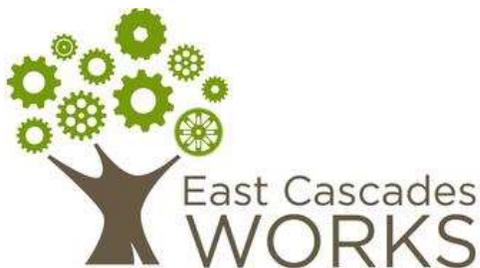
Work with a staffing agency

Staffing agencies work every day to make sure they have candidates for you when you call. With the growth of our Central Oregon economy, there has never been as much competition for these firms to fill your jobs. While these staffing agencies add a fee for their services, having a position go unfilled could be much more costly. A list of Central Oregon staffing firms can be found with a simple web browser search.

Remember to also utilize your local WorkSource Employment Department. Businesses can post jobs, receive referrals and source candidates via their website www.WorkSourceoregon.org/Businesses or by calling 541-588-8196.

Implement a referral bonus

No one can communicate the culture of your business or fully understand the demands of your workplace better than your existing employees. Those same employees probably wouldn't mind getting paid for referring a friend. Most employers that have implemented a referral bonus start small - \$250 for example - for employees who start and stay for 90 days. Other employers have provided as much as \$1,000 or added a second bonus if the new employee stays for one year.



Connecting Talent To Opportunity

Promote from within

There's no need to look farther than your existing workforce to find your next employee.

While promoting from within doesn't find you entry level workers, it does provide

advancement opportunities that can also boost morale, which is good for employee retention. But what if they are not ready or skilled enough for that promotion? Well, East Cascades Works, our local Workforce Board, has just released an incumbent (existing) worker training effort that provides matching money for training programs. Visit <http://www.eastcascadesworks.org/> and click on the "Opportunities" tab for more information.

Broaden your scope

If these and other traditional methods like Glassdoor, Indeed, Craigslist, ZipRecruiter, and LinkedIn haven't proven successful, don't forget to think outside the box. It's the employers that have been creative that are winning the recruitment battle. You never know what kind of interest could come from posting opportunities on Church bulletin boards or spreading the word at other places where people congregate.

Hopefully you've found our suggestions useful in your quest to locate your next employee. If you have comments or questions or would like to learn about more strategies that we didn't have room to type, feel free to contact us.

REDI's mission is to create prosperity through community and business development. REDI serves as an advocate for Redmond's industrial companies and assists them by providing information about Redmond as an area for business, relocation or expansion. For more information, visit us on the web at rediinfo.com.

