Workforce Trends, Wellness & Retention

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CO NAHRO

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Workplace Evolution
Welcome, I’m Angela.

I'm a visionary forward-thinking human resources leader with extensive experience in building and implementing solid strategic programs, policies, and best practices.

I focus on strategies that modernize and reinvent HR to be an effective and inclusive area of any business.
Hello, I’m Patty.

I'm a wellbeing enthusiast and Housing Choice Voucher Specialist at Housing Catalyst.

Along with that, I am a Registered Yoga Teacher and focus my training to help clients find balance and cultivate a healthy body, peaceful heart and vibrant spirit.
Workforce Trends

Create new pathways to employment – find partners

Create positive employee work experiences

Create multiple communication strategies for employees to contribute and demonstrate they understand the business

Change up performance management

Embrace technology
Workforce Trends

Hire, promote, and retain excellent supervisors, managers and leaders, everyone is a coach

Listen and respond quickly to employee relations issues

Blend jobs for growth opportunities

Pay competitively
A 2015 study by Harvard Business School and Stanford’s Graduate School of Business revealed that job-related anxiety contributes to more than 120,000 deaths and $190 billion a year in health care expenses.

Source: https://www.gsb.stanford.edu/insights/why-your-workplace-might-be-killing-you
Wellness

Employer
- Employer of Choice
- Retention
- Better Job Satisfaction = Productivity

Employee
- Work/Life Balance
- Health Benefits
- Fosters Relationships

Bigger Picture
- Prevent Diseases
- Living our best
- Lower insurance costs for all

TalkShop HR Services
Wellness - Where to Start
Wellness: Forming a Program

1) Present the case to leadership and gain support
2) Create analysis of current staffing desires and needs
3) Start with what is needed, with what you already have
4) Evolve and Adapt
Wellness @

STARTED SIMPLY- CEO support for program & funding, created committee, collected interest data

EVOLVED & ADAPTERD- listened to staff’s needs, formalized committee, created goals and worked to improve

LOOK FORWARD- Bigger and Better?
Wellness @

A Few Recent Initiatives:

• Mindfulness at Work
• WELCOA’s On the Move 12-week Challenge
• CSU’s Kendall Anderson Nutrition Demos
• Eat the Rainbow Salad Potlucks
• Know Your Numbers
• Stress Relief Crafting Lunch
• Next? TBD
Embrace Change - Retention

Create new job roles and modernize job descriptions

Recruit from outside traditional talent pools

Modernize your workflow and client relations

Offer perks and benefits

Develop people
Embrace Change - Retention

Focus on reducing stress and creating a healthy workplace

Onboarding never stops

Employee recognition – peer to peer

Build your reputation from the inside out
It’s a three step process.

Talk to everyone.

Modernize so you have better touch with people.

Explore all methods.
Both **Employment** and **Housing** are vital to healthy thriving communities. Adapting to changing landscapes is the freedom we all have to make the world around us better! Be part of the solution.
Thank you.