

**NSP Workshop: Effective Strategies for Nonprofit Employee Recruitment – an interactive session
5/23/22**

Chat Transcript - edited

10:43:49 From Eric Hammerling, CFPA to Everyone:

Just adding that benefits (health, dental, vision, 403b, etc) are so important to both recruiting and retention ... but benefits are expensive and getting more expensive all the time. Budgets get stretched quickly with some of these "hidden costs."

10:50:46 From Marion - Community Solutions, Inc to Everyone:

We use Paycom for our full ATS and HRIS

10:50:53 From Ann Smith, AFCAMP to Everyone:

ADP

10:51:36 From Ann Smith, AFCAMP to Everyone:

ADP also has a ZipRecruiter integration.

10:53:55 From Amanda, Interval House to Everyone:

We've had some recent success with Indeed!

10:56:12 From Lisa Toomey YWCA to Everyone:

We use Paylocity and I've set our system up to remove those who are unqualified. You can select specific "required" qualifications.

10:56:20 From Mariline Justo - Journey Found to Everyone:

We use Paycom and it has an integration with Indeed. It works great but we need to make sure that people that candidates are directed to apply in our website so applications are completed correctly and you can filter incomplete apps.

10:56:36 From Janice Chamberlain, Horizons Director of HR to Everyone:

We use BambooHR which is linked to Indeed for recruiting

10:57:17 From Mihaela Popescu MARCH to Everyone:

We are using <https://mitcagencies.com/>

10:59:10 From Meher, Hartford Foundation to Everyone:

Catchafire can be a resource in this marketing area as well!

11:08:43 From Meher, Hartford Foundation to Everyone:

Please share any other creative benefits you've offered to your staff

11:09:12 From Darlene Operation Fuel to Everyone:

Child care reimbursement

11:09:26 From Mariline Justo - Journey Found to Everyone:

Referral Bonus

11:09:40 From Andy Fleischmann BBBS to Everyone:
Flex time - greater flexibility around hours

11:09:48 From Sara Salomons Wilson, Journey Home to Everyone:
paying 100% of ancillary benefits

11:09:54 From Jade Fenn and Kendra Jones - Favarh to Everyone:
Once I applied to a position that offered Pet Insurance and Netflix as part of their benefits

11:10:55 From Sarah - reSET to Everyone:
PTO for volunteer days, team lunches (monthly), pet friendly office

11:11:46 From Marion - Community Solutions, Inc to Everyone:
we offer it for our offices but our programs cannot work from home

11:11:57 From Lisa Toomey, YWCA to Everyone:
We've offered wellness, meditation and mindfulness sessions to teachers who are interested.

11:12:37 From Andy Fleischmann BBBS to Everyone:
WFH is the most common approach here. People are working hard to get their assignments done. We give flexibility around which days are from home, which are spent around the office. We focus on what's getting done, not where it's getting done.

11:13:25 From Pam, Hands On Hartford to Everyone:
Employee Assistance Program (EAP) for you and your family/ household - 24 hour Telephonic crisis intervention; up to five (5) confidential counseling sessions of care per problem; work-life services including - online childcare and elder care resources; online and telephonic legal and financial consultation and referral services; monthly work-life service news letters.

Paid staff trainings

Free parking

Mileage reimbursement

Wellness Activities - Chair massages; vaccination clinics, breathing breaks

Staff Fun Days

Food / Snacks/ Munchies / Meeting Refreshments

11:16:09 From Sarah (she/her) - reSET to Everyone:
That was a big selling point in our recent job post - the flexibility and hybrid plus the worklife balance

11:16:57 From Amanda, Interval House to Everyone:
We are using remote work to help recruit more talented development/marketing/communications staff, whose work does not have to occur in our program facility.

11:17:15 From Aleece Kelly CHDI to Everyone:
Yes, we highlight our work from home up to 80%. We do get a lot of candidates seeking 100% remote, and have to negotiate through that.

11:21:24 From Andy Fleischmann BBBS to Everyone:

LinkedIn can be helpful for postings. But we've had more luck using ZipRecruiter. Costs a bit more, but gets your posting out to people with the right qualifications, encourages strong candidates to respond.

11:28:50 From Rie, Hartford Performs to Everyone:

We have the same issue, Janice, for more junior staff positions.

11:28:53 From Jade Fenn and Kendra Jones - Favarh to Everyone:

we agree with Janice

11:38:38 From Meher, Hartford Foundation to Everyone:

We encourage you to follow up with each other following the session if there were comments fellow participants made that are useful to you - we'll be sharing the Chat comments/resources with you!

11:41:10 From Janice Chamberlain, Horizons Director of HR to Everyone:

We do a lot of recruiting at Eastern CT State University, UConn due to close proximity to our organization. Students are often looking for PT positions while working on graduate or undergraduate programs.

11:48:32 From Ann Smith, AFCAMP to Everyone:

In reviewing job descriptions, determine which qualifications are integral to meeting the performance requirements of the position and which present an unnecessary barrier.

11:54:54 From Sarah (she/her) - reSET to Everyone:

We added a line to our JDs about encouraging to apply even if you don't fit 100% of the qualifications (based on studies that in particular, men are more likely to apply when they feel they meet 60%, whereas women want to meet 90-100% of qualities just to apply)

11:56:42 From Ayesha Clarke Health Equity Solutions to Everyone:

We saw this and we have been sharing this

A Note to Potential Candidates:

Studies have shown that women, BIPOC, and other people from marginalized groups are less likely to apply for jobs unless they meet all the qualifications described in the job description. If you believe that you could excel in this role, we encourage you to apply. HES is committed to building a diverse and inclusive organization and considering a broad array of candidates, including those with diverse work experiences and backgrounds. You may use your cover letter to express your interest in the role and what you hope to bring to this role.