

OPRA HR and Workforce Initiative Committee 2019

OPRA 2019-Strategic Plan

Jeff Davis – April 2018

HR Toolkit – Best Practices

Hiring Practices/Naming Regulations and Rules – cross reference

- **Rule#/name of regulation**
- **Sharing Best Practices**
- **Recruiting Efforts/**

What Works

Discuss effective process

Small area newspapers/rural vs suburbs

radio

DSP Ohio Website – steps to implementation

Legislative Initiatives

Identify and market to targeted demographics

Share new ideas inside and outside our system

DSP Ohio – make it work for us

Focus on Internal Culture

Staffing and Supervision best practice

Ongoing trainings – mentorships

Mark Davis – August 2018

ERN (Employer Resource network

Pay differential complex behaviors/medical issues /working different shift or weekends

Transportation for staff

Special training

Stay Interviews - .e.g. after 45 days

Mentorship program for new staff

L:dept\hrd\hrgeneralist\OPRA HR and Workforce Initiative Committee goals 2019