**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**

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