**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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