

PRI Jobs/Employment meeting notes

June 23rd, 2014

(10:00 am to 11:00 am)

Large Conference Room (Goodwill Main Campus)

Attendees:

Tom Emling, Brandon Everest, Janie McNabb, Suzie Puroll, Sakura Raftery, Nancy from DHS

Guest: Chris Mohrhardt, Owner of Incredible Mo's and Sauce

Meeting notes:

As action item from the previous meeting, we invited a "friendly" employer to ask a series of questions to gain further insight into employers' challenges, policies and attitudes towards employees with barriers to obtaining or maintaining employment.

Questions asked:

1. At what point do you decide to take action to handle employees with difficulties related to being reliable and dependable?
2. How do you deal with issues of absences, tardiness, and family conflicts?
3. How do you promote positive employment overall? Incentives, pay, other benefits?
4. What are some innovative HR policies you have in place that you think other employers could/should emulate?
5. What are some ways that we could recruit other employers who could help us promote greater awareness of best practices in HR to handle low-income employees (and others with family issues, etc.)?
6. If we decide it could be helpful, would you be interested in helping us to develop an HR Best Practices Handbook for area employers? (Didn't get to this one)

Summary of answers—Chris discussed several practices in the areas of creating a positive work environment; standardizing innovative interview techniques (group/team work style); being flexible and providing accommodations when employees have transportation, child care, and health issues; and regularly recognizing employee performance.

Action steps:

- **Continue to work on assembling a focus group of HR Directors via TAHRA to further the conversation—Refine the line of questions we will ask.**
- **Determine need and value of resource handbook/guide for small business owners.**
- **Mind map what we have established to date and the next steps.**