



***ADDRESSING EDUCATOR
WORKFORCE NEEDS:
ENGAGE & RETAIN
SPRING 2024 TRAINING***



**Department of
Education &
Workforce**

Human Capital Resource Center

About Our Training

Our spring training series on addressing educator workforce needs is focused on engaging and retaining talent. We will examine this key problem of practice and explore solutions:

How effective is your organization's process for engaging and retaining employees?

Offered at No Cost

This free training in June is sponsored by the Ohio Department of Education and Workforce to help you learn from experts and network with other human capital leaders in education.

Why Attend?

It is designed to help Ohio educational organizations develop and implement effective strategies for retaining top talent in a competitive talent market.



Location

In-person offered at Washington State Community College in Marietta on June 7. Those who prefer virtual sessions can attend across two days, on June 4 and 18.



WASHINGTON STATE
COLLEGE OF OHIO

**Thank you for hosting
our June 7 session!**

All participants will receive a certificate of attendance for 6 contact hours.

In-Person Agenda

Throughout the day in a series of general and breakout sessions, you will build your action plan for engagement and retention. The afternoon offers you a choice of two sets of breakout sessions. *Learning for the virtual session will be spread over two days.*

Time	Topic
9–9:15 a.m.	Welcome / Introductions
9:15–9:45	Unpacking the Drivers of Employee Engagement
9:45–10:30	Identifying Turnover Trends
10:30–11:30	More Than Money: Unlocking the Power of Total Rewards
11:30 a.m.–12:30 p.m.	Lunch: On Your Own
12:30–1:30 p.m.	Breakout A: Thriving, Not Surviving: Strategies for Work-Life Integration Breakout B: Cultivating Potential: A Roadmap for the Educator Journey
1:35–2:35	Breakout A: 182 Days of Onboarding and Beyond Breakout B: Developing a Mentoring Culture
2:40–3:40	Beat the Educator Exodus: Retention Planning So Your Staff Stay
3:40–4 p.m.	Wrap-Up

There will be five-minute transitions between each breakout session.

Training Details

Both in-person and virtual learning opportunities are available. Select one that aligns with the date and format that best meets your needs. Use these QR codes to register!

In-Person Learning

Date and Time: Friday, June 7, 2024

(9 a.m.–4 p.m.)

Location: Washington State Community College, 710 Colegate Dr, Marietta, OH 45750



Virtual Learning

Dates and Times: June 4, 2024 (12–2:30 p.m. AND June 18, 12–3:15 p.m.)

Zoom links will be sent prior to events!



Questions?

Contact hcrc@education.ohio.gov.

Session Descriptions

Topics for general sessions and breakouts were driven by feedback from Ohio educators.

Introduction

Learn the whys behind retention—and the motivations for turnover. This introduction will pave the way for your action planning that will span the day.

Unpacking Drivers of Employee Engagement

Explore the concept of employee engagement, its key drivers, and practical strategies to create a more motivated and productive workforce. Through discussions, activities, and examples, participants will gain the knowledge and tools needed to foster a positive work environment and empower employees to reach their full potential.

Identifying Turnover Trends

Begin the process of improvement by reflecting on where you are now. Where do you want to be? What is the gap? This session will cover stay surveys, exit surveys, analyzing survey data with AI, and using a retention tracking and/or GIS tool.

More Than Money: Unlocking the Power of Total Rewards

In today's competitive education landscape, the challenge is not only attracting qualified talent, but retaining them. A robust total rewards package that addresses the needs of employees can be a reason they stay. In this session we'll define total rewards, give you the opportunity to audit your own total rewards systems, and share some tips for strengthening your total rewards offerings.

Thriving, Not Surviving: Strategies for Work-Life Integration

Research shows that employees are becoming more interested in work-life integration (WLI) and will even leave their current positions to find the right fit. Are you curious about how flexible policies and practices that support employee wellbeing could work in your organization? This session dives into the concept and explores strategies to help you take a holistic approach to employee support.

182 Days of Onboarding and Beyond

Are new staff feeling overwhelmed after a few weeks, even after your team's high-energy orientation? This session is designed to help you and your team onboard employees during their first year, so they feel welcomed and prepared—from before Day 1 to Day 182, and beyond. Join us for an interactive session where you'll experience the power of the long on-ramp to onboarding, including how to help new staff build relationships, navigate the essentials, and ask questions along the way.

Cultivating Potential: A Roadmap for the Educator Journey

Advancing the careers of current employees can boost retention while supporting efforts to build a pipeline of talent for your organization, district, or school. Learn about how career pathing can support employee career growth and development. Explore strategies for developing career pathways (e.g., grow your own, registered teacher apprenticeships) that can also help build your talent pipeline.

Developing a Mentoring Culture

Investing in your employees is key to promoting student success. This session explores the power of mentoring programs in fostering professional growth and employee engagement across all staff levels. Through interactive discussions and real-world examples, participants will gain insights into various mentoring models, explore mentoring tools and resources, and leave with tips for implementing a successful program within their districts.

Beat the Educator Exodus: Retention Planning So Your Staff Stay

This wrap-up session will help you activate strategies and tactics gleaned from previous sessions, equipping you with actionable next steps to retain PreK–12 talent. Leave the day ready to build a thriving educational community where educators feel valued and empowered to make a lasting difference!

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With questions, contact hcrc@education.ohio.gov.

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