The Montana Small Business Development Center presents:

Workforce Talent Attraction

Targeting Alternative Talent Pools

Alternative Attraction Methods

Raising Awareness for Workforce!
The Internal Look

Assess your business for hiring strengths and weaknesses

Budgeting

- Know how much an employee costs
- Know how much it costs to hire an employee
  - Advertising
  - Training
- Use the costs of hiring an employee as a retention and loyalty expense
The Internal Look

What Positions are Serviced Based vs. Project Based?

Can you outsource work?
  • Is it more expensive to hire and train?
    • Hiring, Training, Insurance, Employee Tax
  • What controls are necessary?

Can your employee work from home?
  • Are there additional expenses/controls that may be necessary?
Alternative Attraction Methods

Meet the Workforce Where They Are

Part Time Positions vs. Full Time positions

- Can you break down full time positions into strategic part time positions?
- Can your employee work from home part time?

Montana Department of Labor and Industry has a Remote Workforce Toolkit that is accessible to assess remote work.
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Childcare

Providing childcare to employees

Examples:

• Business’ have started to reserve childcare spots at daycares with close proximity to work locations
• Work area leasing
  • Some larger businesses have offered space to lease to daycares
• The Co-Op method for employees
  • Hiring a Teacher and/or aid to cofer employee’s childcare
  • Provide rental space for school, after school care and daycare
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Healthcare

Healthcare Insurance options can be expensive, but it is valued!

Alternatives for providing traditional healthcare options

• Local health care clinics and individual practices have become an option for employers to cover employees and their family members.
• Walk-ins, preventative health and screenings
• Mental Health options
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Healthcare

Alternatives for providing traditional healthcare options

- Monthly payments
  - Business can cover worker and split payments with family members or offer discounts to family members.
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Healthcare

Examples:

Ridgeline Family Health

PureView Health
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Hiring Employees

Using Public Agencies to Target Workforce
• Job Service and Career Training Institute
  • WIOA – Workforce Innovation and Opportunity Grant
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Hiring Employees

Using Public Agencies

- Volunteers of America Northern Rockies (VOANR)
  - HVRP – Homeless Veteran Reintegration Program
  - WOTC – Workforce Opportunity Tax Credit
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Hiring Employees

Using Public Agencies

• Vocational Rehabilitation, Business Services. A Department of DPHHS
  • JAN – Job Accommodation Network
    • Offers free and confidential advice for guidance on workplace accommodation and disability employment issues.
  • WOTC – Workforce Opportunity Tax Credit
  • TAP – Talent Acquisition Portal which is an online talent pool of qualified vocational rehabilitation candidates.
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Hiring Employees

Using Public Agencies

- [Montana Works](#) website
  - RWB - Return to Work Bonus is a one time $1200 incentive for unemployed individuals.
Questions?