



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.

Alternative Attraction Methods

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



Alternative Attraction Methods



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

Alternative Attraction Methods

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.

Alternative Attraction Methods

Healthcare

Examples:

[Ridgeline Family Health](#)

[PureView Health](#)



Alternative Workforce

Hiring Employees

Using Public Agencies to Target Workforce

- Job Service and Career Training Institute
 - [WIOA](#) – Workforce Innovation and Opportunity Grant



Alternative Workforce

Hiring Employees

Using Public Agencies

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



Alternative Workforce

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.



Alternative Workforce

Hiring Employees

Using Public Agencies

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



Questions?

