



STAFF RETENTION

The theory behind retaining staff is easy. Provide them with what they are looking for and more than what your workforce competitors can—and you have a good chance at keeping them!

A recent survey of after-school leaders reveals that while money is important, so are job components such as caring leaders, positive reinforcement, appreciation, resources and tools, the work environment, training, and knowing they are making a difference. Remember, people don't leave companies, they leave people. The way employees are managed, coached and developed can be the difference between an inspired, retained employee and one that is demotivated and out the door.

"...people don't leave companies, they leave people."

"...start by re-searching what your competitors offer...."

On the competitive end, it's a good idea to start by researching what your workforce competitors offer their employees. Next, ask your current employees what they think the benefits and the opportunities for improvement are as an after-school leader, as well what their potential needs and interests are as an employee. Finally, begin building strategies to enhance the overall experience and value of employment in your particular after-school program.

Now, personalize this and consider your current job. Think of all the factors that have influenced you to stay in your position or in your district. What do your leaders do to reward, recognize, develop, and retain you? What don't they do that causes you to want to set a better example for your team? Now consider the jobs your employees hold. Identify all the factors that have influenced them to stay on the job. Create a list of these factors and you will have a good baseline.

"Think of all the factors that have influenced you..."

