

# HR trend: Retention of talent

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## Tapping into the hidden talent

- Retirees who want to work
  - Caregivers
  - Neurodiverse individuals
- Ex-prisoners
  - People without a degrees
  - People with long-term health problems

## How to Recruit Hidden Talent?




-  Barriers to work must be eliminated first!
- Inclusive job ads
  - Skill-based hiring
  - Equal access to training and reskilling programs

## What is DEI strategy?

Promote **diversity**, **equity**, and **inclusion** across all stages of the employee life cycle.

DEI strategy establishes clear criteria for success that are informed by employee feedback and longer-term organizational goals.

## How to create a DEI strategy?

- Assess DEI strengths and weaknesses.
  - Select DEI leaders.
  - Set **SMART** GOALS :
    - Specific
    - Measurable
    - Achievable or actionable
    - Relevant
    - Time-bound
  - Identify resource requirements.
  - Evaluate DEI strategic programs and initiatives.
  - Update your DEI strategy based on periodic evaluations.
- |   |          |   |
|---|----------|---|
|  | <b>S</b> | <b>Specific:</b><br>The goal must be very specific and grounded in something that's significant to you. |
|  | <b>M</b> | <b>Measurable:</b><br>The goal must have some sort of measurement (days, pounds, miles, etc.).          |
|  | <b>A</b> | <b>Achievable:</b><br>The goal must be realistic and reasonable.  |
|  | <b>R</b> | <b>Relevant:</b><br>The goal must relate to what you're hoping to accomplish.                           |
|  | <b>T</b> | <b>Time-bound:</b><br>The goal must have a timeframe and that timeframe must be reasonable.             |

## Hybrid Work

- ✓ The **Benefits:**


- Employees can work when and how they're most productive.
  - Better work-life balance.
  - Hire talent across the globe.
  - Save on real estate expenses.
- ✗ The **Disadvantages:**

- Harder to collaborate with remote employees.
  - Requires oversight and maintenance to keep it working.
  - Not suitable for all industries.


## 4 types of Hybrid Work schedules


- Hybrid at-will
  - Structured hybrid
- Hybrid manager-scheduling
  - Hybrid mix

## Employee Development and Planning

-  **Importance:**
- Addressing Performance Gaps
  - Optimizing Workforce Potential
  - Ensure Employee Satisfaction
  - Enhancing Organizational Productivity
  - Cultivating Self-Motivated Employees

## Individual Development Plan

-  **Objectives :**
- Promote career growth and enhance work skills
  - Help employees realize their self-worth
  - Increase employee engagement and sense of belonging

-  **Process :**
- Pre-Planning
  - Employee/Supervisor Meeting
  - Prepare IDP
  - Implement Plan
  - Evaluate Outcomes


## Employee Benefits

- mainly four types:**
- Health and wellness
  - Financial and retirement
  - Leave and vacation
  - Work-life balance


## Top 3 Benefits Employees Want From Employers


- Employer-covered healthcare
  - Life insurance
  - Pension and retirement plans

## The hidden talent

- Older adults
  - People impacted by incarceration
  - Former service members and spouses
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## Diversified Labor Force Composition

-  **Leadership Representation:**
- Increase leadership representation of Black, Latino, and Native American Googlers by 30%.
  - Improve leadership representation of underrepresented groups by 30%.

-  **Community and Intersectionality:**
- Grow the employee resource group (ERG) network.
  - Host conferences like Transcend, the first Women of Color Summit.

## Hybrid Work week


- Three days in the office
  - Two days wherever they work best

## Employee Development and Planning


- Promotions and Reviews and ratings
  - Expectations, feedback and check-ins

## Employee Benefits

-  **Health and wellness**
- Medical, dental, and vision insurance
  - Onsite wellness centers

-  **Community and Intersectionality:**
- Regular bonus and equity refresh opportunities
  - Competitive compensation

-  **Family support and care**
- Elder care and support
  - Backup childcare

-  **Community and personal development**
- Educational reimbursement
  - Googler-to-Googler peer learning and coaching platform

-  **Google extras**
- On-site meals and snacks
  - Fitness centers, massage programs and ergonomic support