

SECURITY CONNECTED.

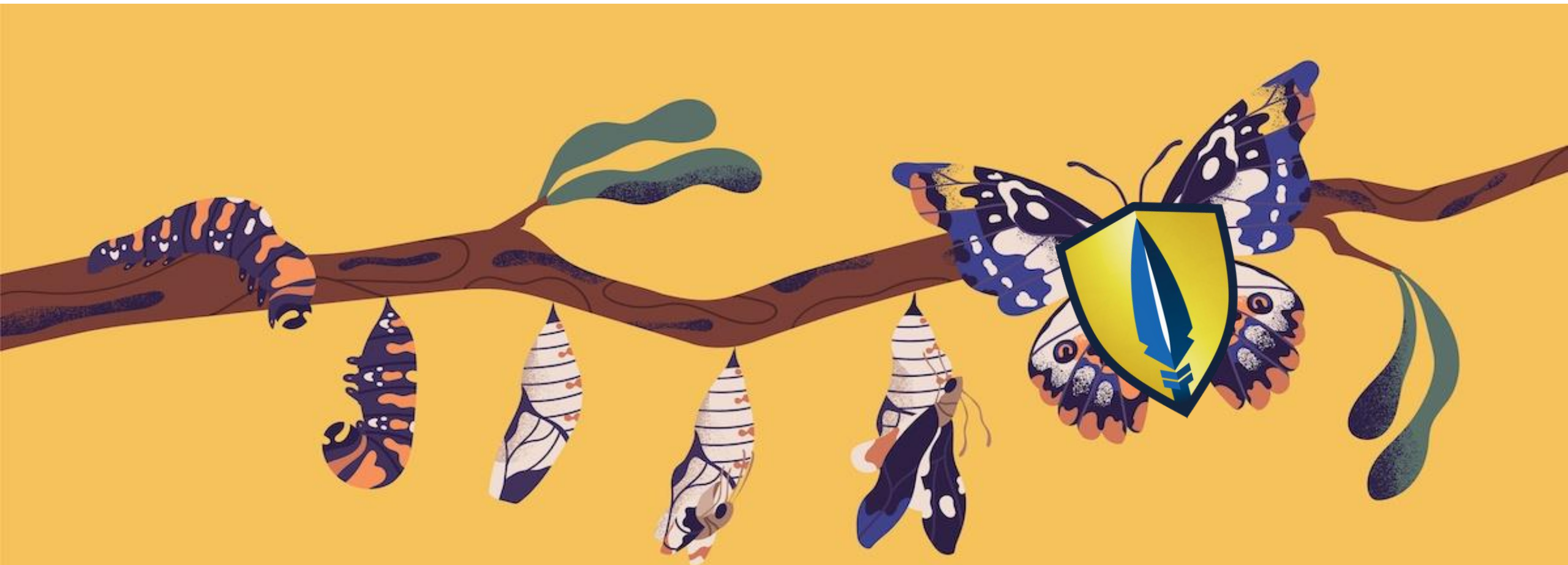


ELECTRONIC SECURITY EXPO

**OPERATIONS TRACK**

# **TOP WAYS TO IMPROVE TECHNICIAN RECRUITMENT AND RETENTION**

John Nemerofsky



ATTRACT. CULTIVATE. GROW.

# ATTRACT

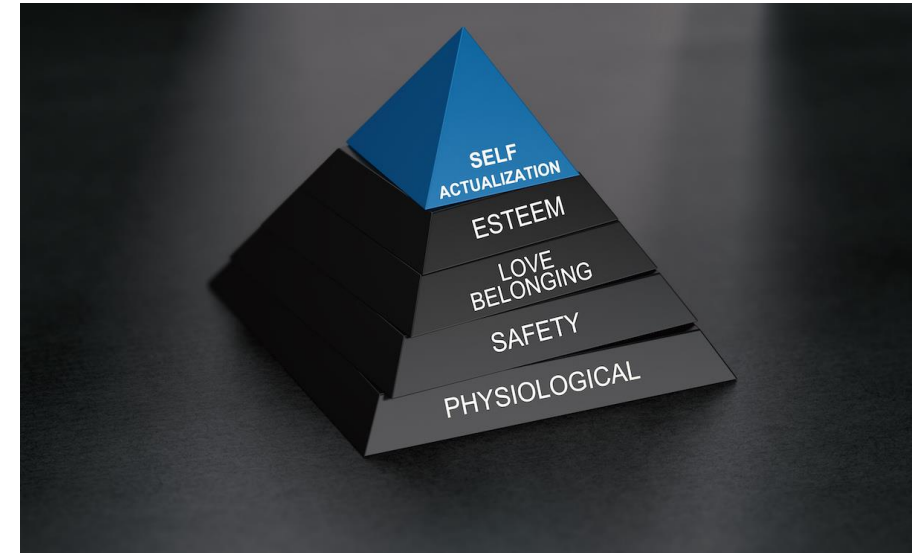
- **The Great Resignation**
  - 4.5 M Quit Jobs In November 2021 = 3% Of Nonfarm Workforce
  - Shifted Power To Workers
  - Blame It On The Pandemic Or Look In The Mirror
- **The Answer**
  - Inclusion, Diversity, And Empowerment
  - Social Responsibility
  - Flexibility
  - Experiential Learning
  - Naming Conventions



# CULTIVATE

- **Once You Get Talent To The Table**

- Communicate
- Listen
- Engage
- Nurture
- Value
- Reward



- **Don't Forget Maslow's Hierarchy Of Needs**

# GROW

- **Keeping Good Talent**
  - Create Growth Opportunities
  - Continuous Education
  - Project Involvement
  - Community Volunteerism
  - Keep Bringing Them Back To The Table
  - Empowerment
  - Encourage Teamwork
  - Eliminate Boredom, Dissatisfaction, And Friction



# KEY TAKEAWAYS

- **ATTRACT**
  - Look Beyond Traditional Hiring Sources
  - Think Experiential Learning
- **CULTIVATE**
  - Focus On Inclusion & Diversity
  - You Need To Go Beyond Basic Needs
- **GROW**
  - Keep Talent Active And Involved
  - Continuous Education
  - Create New Opportunities



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**TOP WAYS TO IMPROVE TECHNICIAN  
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**Thank You**