

Leaders Revitalizing Recruitment & Retention

Questions to Consider Prior to Each Session

Session 1: The Employee Life Cycle

1. How are you engaging with candidates & employees throughout the employee life cycle?
What metrics do you track in the various stages of the cycle?
2. How effective are your processes around the stages of the cycle?

Session 2: Transforming Workforce Planning With Data-Driven Insights

1. How do you use data to inform workforce planning? What is your recruitment strategy?
2. What data do you have available, or do you need to gather?
3. How could data be used to inform your child care recruitment and retention practices?

Session 3: Talent Acquisition & Building A Captivating Employer Brand

1. What shows the outside world that you are a great employer?
2. How can providers build a strong brand and reputation in the community?
3. How can you tell your story in a way others will hear?

Session 4: Elevate Your Employee Onboarding

1. How well is your current employee onboarding going?
2. What impression do you want new hires to have at the end of day one?
3. What expectations do you have of new employees? How do you communicate these expectations with new hires?
4. What do new employees need to know about your culture and environment?

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Questions to Consider Continued...

Session 5: Employee Development

1. What does “employee development” mean for you?
2. What are your desired outcomes for your childcare business of your current employee development process(s)?
3. What are the gaps in expectations and experiences around employee development?
4. What are your systems or routines around employee development?

Session 6: Leading Through Change

1. What are the different types of organizational change (e.g., strategic, structural, process, people)?
2. How do you adapt when challenges or transitions occur to support your employees?
3. How can involving employees in the change process improve outcomes?
4. How can leaders adapt their style to meet the needs of their team during change?

Session 7: Implementing Effective Child Care Business Practices To Support The Workforce

1. What key business systems are essential for supporting a stable and engaged workforce?
2. How can structured HR processes improve staff recruitment, retention, and professional development?
3. In what ways can technology streamline child care management and daily operations?
4. What workforce trends are shaping the child care industry, and how can providers implement systems to adapt?
5. What long-term systems do you need to build to ensure the sustainability and success of your child care business?

SESSION 8: Enhancing Workforce Strategies through Continuous Quality Improvement (CQI)

1. Do you have strategic long-term goals for your child care facility? How does CQI contribute to achieving these goals?
2. How do you ensure that quality issues are addressed promptly within your child care setting?
3. In what ways can CQI support ongoing recruitment and retention efforts in the workforce?
4. What are your plans for incorporating CQI into future workforce strategies and plans?