

Fox Cities Days

TALENT CHECKLIST



- Do you have a talent acquisition employee or team?
- Have you established a value proposition for your organization (what makes you attractive to prospective employees)?
- Have you assessed your organizational culture in the past 6 months to one year?
- Have you confidentially surveyed your current employees in the past 6 months to one year?
- Have you updated your website in the past 1-2 years highlighting current projects, vision, impact, opportunities, quality of life in the Fox Cities, etc.?
- Do you have photos of fun company events and community service projects on your website?
- Is your organization actively engaged in social media outlets?
- Do you pay for professional development or continuing education opportunities?
- Do you offer tuition reimbursement?
- Do you highlight the impact employees can make by working for your company?
- Have you done a wage and benefit analysis in the past 6 months to one year?
- Do you think creatively in your recruiting practices?
- Do you make a great first impression with candidates?
- Do you make your organization's unique culture a selling point?
- Do you offer paid training?
- Do you offer unique benefits or perks?
- Do you promote from within?
- Do you have a succession plan in place?
- Do you have an employee recognition program?
- Do you offer flexible work arrangements?
- Do you subsidize childcare or other family friendly practices?
- Do you offer healthier workforce programs?



- Are you engaging your community through school-based programs?
 - Classroom visits and presentations
 - Website videos of careers and job roles you employ
 - Providing training equipment or programs in schools
 - Attending regional career expos
- Are you offering career based learning opportunities for area students?
 - Career Experience Days (group job shadows or tours)
 - Paid Internships
 - Part-time employment
 - Summer employment
 - School-to-work programs
 - Youth Apprenticeships/Adult Apprenticeships
 - Co-ops
- Do you have an easy and organized process to offer career-based learning opportunities for students?
 - Visible K-16 student portal on your website
 - Clearly defined CBL's listed at your organization
 - Application link or process clearly stated on your website
 - Designated employee to work with schools/educators
 - Expected response time
- Do you offer a pleasant interviewing process for candidates?
- Do you actively recruit from college campuses?
- Do you offer bonuses to current employees for referrals for new employees?
- Do you have a diversity and inclusion statement on your website?
- Do you have an inclusive environment policy and training program?
- Do you practice equity in pay for all employees?
- Do you have a diversity and inclusion team and plan?
- Do you recognize that company culture is a critical component of success?