

New Ideas in Recruitment and Retention of Engineers

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UDOT

Ideas

- Define problem
- Retention problems based on Salary, Opportunities, Type of Work?

Ideas for salary problems

- Keep “Good Heads”
 - The idea is to do what it takes to keep talented individuals within your organization
 - Performance bonuses by project or by unit
 - Targeted Administrative Salary Adjustments
 - This is different than dealing in a class or group context
 - Working with legislature and DHRM to frame problem, and to look for long term solutions

Ideas for Opportunity problems

- Be aware of organizational Demographics
 - Try and hire demographically diverse when appropriate
 - Career Rotation Program – management encourages diverse experience for leaders and helps by pointing out opportunities

Type of work problems

- Rotational program
- Provisions for early release from rotational program

Other ideas

- Benefited intern positions to get on same footing with competition