



January 28-29, 2016
Arrowwood Resort, Alexandria Minnesota
Itasca Room
“Recruit, Retain and Engage County Employees”

Thursday, January 28

1:00 p.m. Welcome and Introductions - Farewell to Members Moving On
Neal Gaalswyk and Ann Stehn, FUTURES Co-Chairs

*In your 30 second introduction, we ask that you come prepared to answer the following question. ***What will your county workforce look like within the next 5 years – will it look the same? Will there be challenges in hiring?*** Ask your management staff to find out if they have had any difficulty filling positions. What do they anticipate in the future? It would also be helpful in your response to think about the staff turnover in the next five years in your county.

2:00 p.m. Real Life County Examples in Recruitment

- ***Andy Benish – Deputy Director Employee Relations, Dakota County***
Innovation in recruiting. An example of one counties recruitment efforts for county employees in all fields.
- ***Carolyn McDonald – HR Director, Lyon County***
Observations on countywide hiring and recruitment.
- ***Renee Frauendienst - Stearns County Public Health Division Director***
Is it hard to hire Public Health Nurses? What is happening across the state?

3:00 p.m. Break

3:15 p.m. The Past, Present and Future of Recruiting Employees
David Unmacht, Executive Director, League of Minnesota Cities (LMC)



Dave Unmacht brings a wealth of experience to the topic of recruitment with his past work experience in city and county administration, along with his 6.5 years of consulting experience in recruiting and hiring county leaders. He presently serves as the executive director of LMC with an employee base over 100. We have asked Dave to share his perspective on how county commissioners and staff can attract the best talent for county positions. Counties can no longer just post a sign on the door and say open for candidates. Dave will lead a group discussion in creative approaches to recruitment, when to use outside consulting, and how a county can position itself to be a competitive employer.

4:20 p.m. Are Counties a Place Where Millennials Want to Work? – What’s important to Millennials in the workforce?

Catie Rasmussen, Extension Educator, UMN Extension



Millennials, also known as Generation Y, are rapidly becoming major players in today’s workforce. Well-educated, savvy, optimistic and confident, Millennials have a lot to offer to today’s employers. But the way Millennials prefer to work, learn and live is changing. Seeking meaningful work and personal fulfillment, Millennials won’t tolerate unpleasant workplaces that do not allow them to express their values.

5:20 p.m. Adjourn and travel to Carlos Creek Winery
Members are encouraged to car pool to the winery

5:30 p.m.

Tour of Carlos Creek Winery and Dinner

Carlos Creek Winery is owned and operated by Kim Bredeson and his wife Tami. Kim served as a county commissioner in Lake of the Woods and says it is one of the best things he has done in his life. Members will tour the wine production area, taste a variety of wines and learn about Kim's transition from commissioner to vineyard owner. Dinner will be served at the winery.

7:30 p.m.

Adjourn

Friday, January 29, 2016

7:00 a.m.

Breakfast – Vermillion Room

8:15 a.m.

Debrief the Evening Program – Itasca Room

8:30 a.m.

Future Workforce in County Government: How to attract and retain talented employees.



Carolyn Vreeman

"It's time to do away with workplace policies that belong in a *Mad Men* episode." - President Obama, State of the Union 2014. Is your work culture focused on results? Does your traditional work environment actually limit productivity and employee engagement? This session will help you identify methods to update your county's work culture and increase productivity for Boomers and Millennials alike.

Carolyn began her career at Hennepin County in 2001 as a social worker empowering change in clients while successfully redesigning service delivery models, space, culture and tools within the Human Services and Public Health Departments. Her hunt for a challenge led her to Hennepin County Information Technology where she designed programs to enhance culture, manage strategy, promote continuous improvement, and engage employees.

10:30 a.m.

Learning from Private Sector; Two Perspectives on Recruitment and Retention



Brad VanderTuin, Aagard Group, Vice President of Engineering will share how Alexandria has become a major international manufacturer in the packaging industry and how are they competing with other industries and communities in attracting and retaining employees?



Dawn Regnier, MNWest Director of Customized Training will share examples of how they have linked private businesses and MNSCU. Could counties reinforce this type of feeder system, internship etc. for IT, Public Health or other county positions to increase county employment pools?

11:45 a.m.

Final Comments and Adjourn

Future meeting dates: May 12-13 and September 22-23

Meetings will be held at AMC