



Inspire Your Environmental Staff to Say:

I ♥ MY JOB

BE AN EMPLOYER OF CHOICE

Strategies to attract and retain the best environmental employees:

HOW TO BE AN ENVIRONMENTAL LEADER



Become **involved** in professional or scientific organizations.

+

Attract employees that will bring passion and involvement.

+

Establish brand recognition and credibility as an expert in your field.



RISKS

This requires a **significant investment** in time and money that needs to be effectively managed for maximum benefits.

HOW TO BE FLEXIBLE AND LIKE A FAMILY



Cater to employees' need for **flexibility**.

+

Recognize that this is an especially effective approach if you have a **small company**.

+

Create a caring, **positive environment** with reliable career options.



RISKS

Offering **too much flexibility** can reduce employees' motivation and productivity.

Being an Employer of Choice offers a strong return on investment for your business through increased productivity, stability and growth.

Each of these profiles presents different benefits and risks. Use them in combination with one another for optimal results.

Contact us at hrrservices@eco.ca to learn more about how to attract and retain the right environmental staff for you.

HOW TO BE A REMUNERATION LEADER



Offer the **best benefits**, top or near top pay, and matching RRSP contributions.

+

Emphasize integrity, a sense of meaning and feeling valued amongst employees.

+

Use this approach for **seasonal positions** or those in remote locations where recruitment is difficult.



RISKS

Too much of a focus on remuneration can create an **overly stressful** work environment.



HOW TO BE A LAUNCHING PAD



Adapt to turnover by providing as much training and competitive remuneration as possible

+

Recruit employees that are looking for a **good place to start**.

+

Consider the potential benefit of **client retention**, since former staff now work for client companies.



RISKS

This can be a **self-defeating** approach if no attempt is made to also engage employees.