

WNCSource CEO Report

April 14, 2022

Recruitment and Retention of Employees (R&R Taskforce)

The R&R Taskforce continues to produce actionable strategies. These strategies are beginning to pay off. The transportation department is now fully staffed. In 2022 we have added two CDL drivers and two other drivers to the department. Jeff Roper and Felicia Sanchez from transportation worked with WNCSource's HR team to recruit and onboard the new employees. They came up with several ideas to streamline the process.

The CDA Trainee program has also been successful. Six candidates are in process, or have already been hired. Gina Dowd, Children's Services Recruitment and Volunteer Coordinator, has been interviewing and onboarding these employees. Several of the trainees are Head Start parents and there should be more parents in the program in the next few weeks. The idea for this program developed from R&R Taskforce discussions.

In addition Children's Services has recently hired people for the following positions:

- Health and Nutrition Coordinator
- Health Specialist
- Bilingual Family Advocate
- Substitute Teacher
- Floater

The taskforce has been successful due to ideas and communications across WNCSource departments. Children's Services, Transportation, Development, Human Resources and Finance have all participated. Their engagement and hard work is beginning to pay dividends.

Best of Blue Ridge

Last year in an effort to build recognition for WNCSource we entered the Best of Blue Ridge competition. We received the following awards:

2021 Best of Blue Ridge Finalist

- Overall Leadership
- Non Profit
- Company Culture
- Benefits Program
- Overall Leadership

2021 Best of Blue Ridge Winner

- Best Child Care
- Best Boss
- Best Employee Recognition

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Our Board members played a key role by voting for WNCSource often during the contest last year. We are going to nominate ourselves again this year. With your help we can achieve another great result. Thank you for your support!