

Employee Retention Coaching



Ask us for more information!

Workforce Solutions
2098 11th Avenue East
North Saint Paul, Minnesota 55109
(651) 779-5652
karyn.berg@co.ramsey.mn.us

“Small improvements can pay off. \$7,500 per year can be saved for a 1% improvement in retention for a company as small as 25 employees.”

Looking for new ways to keep your employees?

Retention Coaching is a service to help employers reduce their number of voluntary and involuntary employee terminations. Experienced Workforce Solutions Career Counselors will meet individually with your new employees on the work site and during work hours. Counselors will communicate with direct supervisors regarding employee performance issues and facilitate communication between supervisor and employee when necessary. Workforce Solutions will work with you to set the frequency of visits and duration of the coaching relationship.

Counselors will coach employees and provide resource referrals regarding:

- good worker traits including attendance, punctuality and positive attitude.
- work support issues, including transportation and childcare.
- career laddering opportunities at your company.
- continuing education and skill building.

Why do you need Retention Coaching for your Employees?

- Turnover hurts your bottom line and can be measured in both hard and soft costs.
- Many employees do not know what is expected of them in the workplace.
- Projected long-term worker shortages make it crucial for employers to try new strategies for keeping the employees they have.
- Supervisors are overloaded and spend too much time solving employee problems.
- “Hidden” retention problems can be exposed by a neutral, third party Workforce Solutions Counselor.
- Small improvements can pay off. \$7,500 per year can be saved for a 1% improvement in retention for a company as small as 25 employees.
- Business investors watch employee turnover and vacancy rates and incorporate the data into their investment decision-making process.



Building the success of employers and individuals.