



ONBOARDING HR SUMMIT MAY 7, 2015

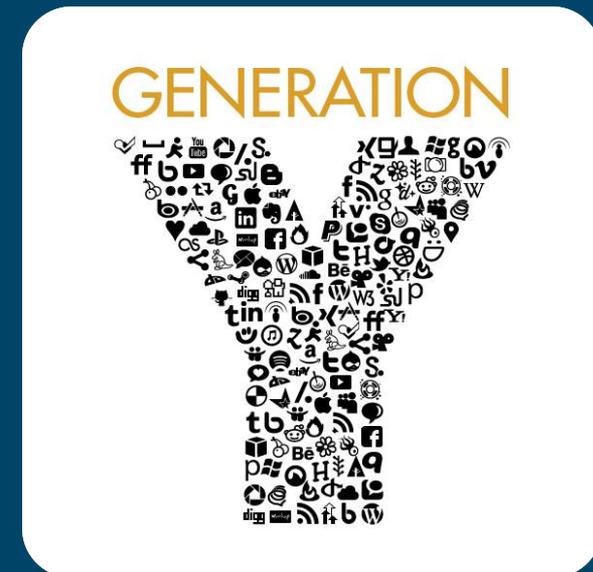
State of Mississippi Statistics

- Within 5 years, 31% of State employees are eligible to retire
- 64% of the resignations in 2014 had worked 5 years or less
- Highest turnover rates are jobs in Mental Health, Corrections, Transportation and Nursing
- Average State Service time is 9.8 years



New Generation at Work

- Generation Y (*Millennials*) – born between 1982 and early 2000s
- In 2025, Millennials will make up roughly 75% of the world's workforce
- Characteristics:
 - well educated
 - skilled in technology
 - very self-confident
 - able to multi-task
 - have plenty of energy
 - have high expectations for themselves
 - prefer to work in teams, rather than as individuals
 - seek challenges
 - work life balance is of utmost importance to them
 - need for social interaction
 - desire for speedy advancement



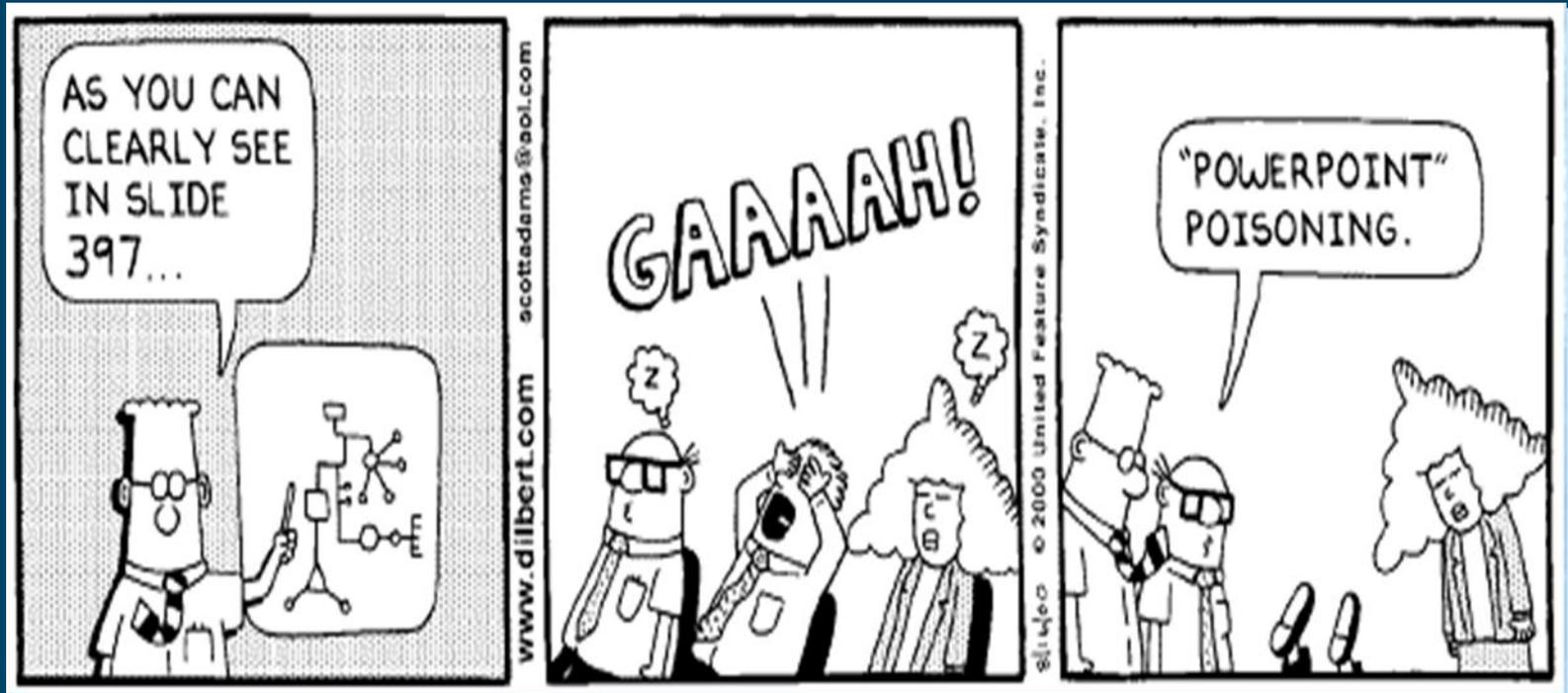
Solutions to the Problem

- Play to your Target Market
- Differentiate from your competitors by offering interactive, collaborative, and team play environment through “Gamification”
 - Gamification – the art of adding gaming to your onboarding program to engage your new hires
- Connect your new hires to your company culture and brand



SOLUTIONS

Out With The Old & In With The New



ORIENTATION

The process of giving people training and information about a new job.

ONBOARDING

The process of getting new hires adjusted to the social and performance aspects of their new job quickly and smoothly.

MDEQ's Onboarding Program



- Concept:
 - It would require agency wide participation
 - It would not be a traditional employee orientation but would be a program that brought new hires onboard at MDEQ
 - From day one, the program would make new hires feel welcomed and valued members of the MDEQ family
 - The program would also introduce new hires to MDEQ mission and values and highlight our expectations for them.
- Purpose:
 - To answer why the agency exists through introducing new employees to our mission, history and basic functions and organization of MDEQ
 - It also answers the question of what the agency and various offices do by describing how each office works to accomplish the mission of MDEQ
 - It answers the question of how the mission is accomplished through real world applications of the work at each office.
- Design:
 - Onboard Advocacy Program
 - Onboard Day – Welcoming Event

Advocate Responsibilities

- Within one week – initial welcome and introduction of the Onboard Advocate program.
- Within the first month, presentation of Mission Statement and Values
- After the first month, continue to “touch base” with the New Hire at least monthly until MDEQ Onboard Day.
- Attend Onboard Day Reception

Onboard Advocates

ATLAS Graduates

High-performing employees with several years of service and who have received extensive training



Advocate Assignments

- HR - Assignment Coordinators
- Assignments would be based on the following criteria:
 - Same sex assignments only
 - Within the same building but from a different Office/Division or floor
- Before assignments are finalized, HR obtains approval from the supervisors

Onboard Day

- General Welcome & Introduction of New Hires
 - Executive Director's Welcome
 - Overview of MDEQ
 - MDEQ Structure
 - Mission & Core Values
 - Commission & Permit Board
 - Agency Responsibilities and Functions
 - Introduction of Office Directors
 - Match Game
 - Office Director Presentations
 - Office Director & Executive Director Q&A Session
 - Group Picture
 - Group Exercise – The Amazing Workplace
 - Reception
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QUESTIONS?