

SOCIAL WORKERS

WHERE TO FIND:

- Advertise in heavily populated areas
- AMC
- Child Events
- Church Groups
- Coffee Shops
- Colleges
- Community Events
- Day Care
- DMV
- Grocery Store
- Hospitals
- MSSA
- Other Counties (Poaching)
- Private Practices
- Professional Network
- Radio Employee Referrals
- Schools/College
- Graduates
- Social Media
- Social Worker Organizations

HOW TO ATTRACT

- Attending a social event at a conference/training
- Career Fairs
- College Clubs
- College Job Fair
- Educate on County Benefits
- Facebook
- Flyers
- Handshake
- Indeed
- Internship Programs
- LinkedIn
- Marketing within
- Marquee
- Movie Theatre
- Offer Incentives to existing staff to recruit
- Personal Invite
- Pictures/Videos
- Referral Incentives
- Remote Offerings
- Sell Ourselves – Mission, Purpose, Benefits, Loan Program
- Social Media
- Tuition Reimbursement
- Word of mouth

JAILERS

WHERE TO FIND

- College with Criminal Justice
- Ads at Gun Ranges
- Armed Services Facilities
- Bait Shops
- Bar
- Bars
- Chamber
- Community College
- Criminal Justice Programs
- Digital Outdoor Signs
- Fitness Centers/Gym
- Gov Jobs & other job platforms
- Gun Fair
- Gym
- Healthcare Field
- High School
- Instagram/Facebook
- Internal Communication
- Job Fairs
- Military/Security
- Mom's Basement
- Newspaper
- Other cities, counties
- Poaching
- Prisons (EE's, not prisoners)
- Radio/Spotify
- Referrals
- Sheriff's Facebook page
- Social Media
- Sporting Goods Store
- Technical College
- Universities
- Veteran Orgs
- Part time jobs
- Undecided on law enforcement
- Career changers
- Security guards
- Bathrooms
- Jailers' friends

HOW TO ATTRACT

- Bring in @ part time incentive seniority to stay
- Chamber Posting
- College Fairs – Advisors
- College job boards
- Connections at Local Colleges
- Expo – Public Statement
- Facebook
- Game/Chat Rooms
- High school job boards
- Hiring Incentive
- Increase starting pay
- Indeed
- Job Fair
- Newspaper Print
- Non-profit workforce center
- PERA – Security of job, early retirement
- POST Board
- POST Groups
- Promotions – testimonials
- Publications
- Reduce minimum qualifications – generating tier
- Referral Bonus
- Referrals
- Retention Pay
- Social medal
- Social Media Platforms
- Sponsoring
- Targeted information
- Vendor Booth
- Vet groups
- Visual Statement
- Word of Mouth
- Zip Recruiters

WHAT IS OUR BAIT?

- 12 hour shifts (2 on 4 off)
- Advancement
- Alternate months of days/nights
- Benefits – health dental, PERA, HCSP, VEBA/HAS
- Best Places to Work
- Career Progression – Success Stories
- Career Pathing
- Community
- Competitive Compensation & Benefits
- Creative shift scheduling
- Creative/Flexible Scheduling
- Credit for Experience
- Culture
- Dedicated Teams
- Early retirement (55)
- Employee Referral Bonus
- Encourage Internal Opportunities
- Excellent access to healthcare
- Fitness Center in Building
- Fitness incentive
- Flex schedule
- Flex/Shift work
- Flexible Work Schedule
- Frequent Training / Professional Development
- Generous time off & holidays
- Holiday Check – Total Compensation
- ID benefits to include pension.
- Impact to Community
- Interest in VE Field
- Job security
- Larger facility – more opportunities
- Low cost of living
- Multiple shift options
- On & Offsite Counseling – on paid leave
- On-Site Gym
- Overtime Pay
- Paid Military Leave/Emergency Responder Leave
- Part timers & they set their schedule
- Pay & Benefits
- Pay Incentives
- Pension
- Pension Plan – guaranteed.
- PERA
- Potential career advancement in CJ field
- Potential to travel if transferring or picking up inmates
- Promote purpose/value/change/respect
- Promotion Opportunities
- Provided Uniform
- PSLF
- Quality education
- Recognition Program
- Retention Bonus
- Retirement
- Rotating days off
- Rural Living / quality of life
- Schedule
- Servant for Community
- Shift Differential
- Sign on Bonus
- Small town family feel organization.
- Specialty Pay
- Stability
- Starting salary
- Steady income
- Structure/clear expectations
- Student Loan Forgiveness
- Talent Development
- Team Environment
- Tell a Good/Clear Story
- Top Notch Facility/Technology
- Training & Education
- Tuition Reimbursement
- Volunteer Time Off
- Wellness Screening / Wellness Program
- Work half of the month