

# THE SKILLS YOU NEED

# + RETENTION SOLUTIONS



## THE TALENT YOU NEED

We have a growing talent pool of skilled professionals and regionally motivated candidates.

### Work+Stay:

- finds candidates with the right skills and character to thrive in your team
- ensures the candidate is a good fit for your community
- provides complete end-to-end administrative recruitment service to save you time



## RETENTION RESULTS

Individualised support for candidates moving to your community with 100% retention rate achieved to date.

### Work+Stay:

- ensure the candidate secures accommodation taking into account the needs of their accompanying family members
- connects newcomers with our community welcome and settlement support service with local partners
- implements a wrap-a-round support service to achieve positive retention outcomes



**We create employment pathways + real connections for anyone to thrive in Regional Australia.**



# Investing in people and retention

	INVESTMENT	INCLUSIONS
<b>FULL SERVICE RECRUITMENT</b>	Fees are negotiable: let's talk!	<ul style="list-style-type: none"> <li>• Hiring manager briefings</li> <li>• Job ad design and placement on behalf of your council</li> <li>• Candidate sorting and screening</li> <li>• Shortlist candidates to present to hiring manager</li> <li>• Arrange and schedule all interviews with preferred candidates and agreed council staff</li> <li>• Chair the interview panel</li> <li>• Compile notes to present and discuss with agreed council staff</li> <li>• Confirm preferred candidate and negotiate salary</li> <li>• Complete reference checks and medical (if required)</li> <li>• Issue letter of offer</li> </ul>
<b>RETENTION</b>	Included in recruitment fee above	See full service list in page below

# Retaining your people

Finding the right people is key, keeping the right people is essential. Work+Stay have a flexible and bespoke service to support your new employees move and thrive in their new regional home. This service is fully included in the recruitment placement fee.

## END-TO-END RETENTION SERVICE - INCLUSIONS

Service Inclusions	SINGLE	COUPLE	FAMILY
Relocation planning session	✓	✓	✓
Set 4 Life Service (eg. Australian Tax File Number, Bank Account, transition from International to Australian drivers' license, Medicare application process)	✓	✓	✓
Primary needs support   Accommodation coordination, utilities, healthcare, Cultural + Religious requirements, Sporting + Recreational, Arts, Special Interest.	✓	✓	✓
Local community welcome by local partnership community member(s)	✓	✓	✓
Regular in-person catch-ups with local Welcome Ambassador	✓	✓	✓
Additional Education Services Support for accompanying family		✓	✓
Additional Employment Support for accompanying Family		✓	✓
Additional Childcare Services Support for accompanying family		✓	✓

**Work+Stay specialises in providing the right people for regional employers together with a unique community connection program to ensure retention. We are a 'Not-For-Profit' and a 'Social Enterprise'**



**With regional workforce shortages at crisis levels, new approaches are needed to help our communities recruit and retain the talent they need to thrive.**

Workforce growth is a complex issue, with many factors contributing to the recruitment difficulties regional communities are facing. These include challenges around talent attraction, accommodation, staff retention and availability of local services to support the needs of new community members.

Work + Stay is piloting a new approach to regional recruitment and retention. Our unique solution sees us working in regional communities to address five key factors that influence workforce growth in a highly targeted and tailored way.





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**Business for good**

Work+Stay is a certified  
Social Enterprise initiative  
of Settlement Services  
International [SSI]