

RETENTION

Attrition can cost your school or college dear. As well as visible costs associated with hiring new people - such as administration, training, advertising, time spent interviewing, temporary staff and agency fees - the loss of key employees can damage your standing with students/parents/governors.

Fluid can develop a retention strategy to stop attrition wearing a hole at your educational establishment - we can also show you how to manage talent to keep you ahead of the rest.

Our approach can help you retain the people that matter by helping you:

- Undertake effective appraisals, performance management and 360 degree feedback
- Counter bullying and harassment
- Improve work life balance and increase loyalty
- Tackle absenteeism whilst boosting the health and wellbeing of employees
- Develop a cutting-edge continuous professional development strategy
- Take a proactive stance on succession planning
- Design volunteering initiatives to reduce churn rates

We can also help you to analyse and minimise the administrative costs associated with resignations and eliminate inefficiencies in education resulting from unfilled vacancies.

ATTRACTION

Attracting the right teachers isn't always plain sailing even for schools at the top of the league tables based in the most desirable locations. Fluid can develop a resourcing strategy that includes the right methods for you to use to attract people, sending out finely-tuned messages whilst minimising costs.

We can help you tackle major attraction issues including:

Employer branding – position your school or college to compete favourably for new employees

Employer of choice – maximise the quality and quantity of approaches received even when OFSTED reports are somewhat disappointing

Referrals – reward successful introductions initiated by existing employees

Online – drive job-seekers to your own website; make the most of blogs, Web 2.0 & social networking

Young people – source rising stars by communicating effectively with teacher training colleges and universities

Diversity – reach out to under-represented groups through proactive initiatives

Corporate social responsibility and green issues – use them as a tool for attraction

Advertisements – paper-based or electronic, wide trawls or wide nets, corporate image or emphasis on the job, precise or vague, realistic or positive

ENGAGEMENT

Engagement was until recently seen as a fashionable buzzword in HR circles. Happiness, morale, job satisfaction, motivation, positivity if you prefer.....without doubt many people working in education are disenchanted at work right now.

According to the Chartered Institute of Personnel & Development (CIPD) all employers want employees who will do their best work, or 'go the extra mile'. Employees want good work: jobs that are worthwhile and turn them on. More and more organisations are looking for a win-win solution that meets their needs and those of their employees. What they increasingly say they are looking for is an engaged workforce.

So what is employee engagement? It can be seen as a combination of commitment to the organisation and its values plus a willingness to help out colleagues (organisational citizenship). Engagement is something the employee has to offer: it cannot be 'required' as part of the employment contract.

Fluid can help by raising levels of employee engagement, with an approach that varies depending on the specific issues faced by the school or college and producing a customised solution. We typically classify the workforce into:

- Actively engaged
- Engaged
- Neutral
- Disengaged
- Actively disengaged

Each group needs a different package of initiatives, and we recommend taking employee engagement surveys on a before and after basis to determine what improvements have taken place.

SERVICES FOR STUDENTS

Although it is stating the obvious, young people face massive challenges in securing the ideal job in the current economic situation. At Fluid we design and deliver workshops to boost the skills needed to nail that particular role. We find that careers provision in schools and colleges is patchy, and frequently the advice provided dates from the era before the emergence of the Web and in the days of full employment.

Our workshops have tackled the following areas in the past:

- Preparing for work experience and interns
- Creating a CV
- Producing a covering letter
- Completing application forms
- Interview technique
- Making speculative approaches
- Contributing to online forums
- Utilising Web 2.0 technologies and social networking sites for job-seeking
- Finding work through the use of job boards