

NWiR EDUCATION SERIES

TRAINING & RETAINING EMPLOYEES

Workers
leaving the
industry

+

Lack of
skilled
workers

= **ROOFING
LABOR
SHORTAGE**

64%

of NWiR members polled had the skills but **did NOT apply for a job** because they felt they lacked the experience*

Employees that
Leave a Job within
the First 90 Days:
30%

WELCOME

DEVELOP AN ONBOARDING PROCESS

- 1 Review the job requirements
- 2 Specify day-to-day responsibilities
- 3 Identify strengths
- 4 Review employee handbook
- 5 Answer questions and set goals together

4 Reasons Why Employees Leave

1

Unclear expectations

3

Company culture







2

Lack of training

4


Better Opportunities

Put your company's best foot forward

-  Present clean and safe work conditions
-  Provide competitive wages
-  Increase paths for growth and promotion
-  Create an inclusive environment
-  Promote cultural sensitivity
-  Offer training and continuing education



RECRUITING CHECKLIST

-  Develop a profile for your ideal worker
-  Write accurate, transparent job descriptions
-  Define employee expectations
-  Utilize "out of the box" recruiting methods

For more in-depth resources and to watch the complete webinar visit
www.NationalWomeninRoofing.com/home/education/webinars/

* Survey Poll, June 2019

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