

Strategies to Address Hiring Challenges

October 26, 2023



COLORADO
Department of Education

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Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or

2. fax:

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3. email:

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Zoom Information

Mute/
unmute

Video

Chat

Closed
Captions



Leave

Agenda

- Sponsor Panel
- HSMA
 - Wages/Stipends
 - Local Food
- New Staffing Resources
- Questions & Wrap Up



Learning Objectives

- Identify best practices to recruit and/or retain staff for child nutrition positions
- Describe resources available to help with staff recruitment



Sponsor Panel



Meet Our Panelists

Anna Meza

Nutrition Operation Specialist
Greeley-Evans Weld County
School District 6

Chris Poole

Food Service Director
Hayden School District RE-1

Carolyn Villa

Director of Food Services
Boulder Valley School District

Tracey Williams

Hiring & Development Coordinator
Adams 12 Five Star Schools



Panel Format

- Three Questions - Each panelist will answer in turn
 - What successes have you had in recruiting and/or retaining staff in your food service operations?
 - What challenges have you had in recruiting and/or retaining staff?
 - What advice do you have for other sponsors?
- Questions from Participants

Questions?



HSMA Programs

**Wages & Stipends
Local Food Program**



HSMA - Wages & Stipends and LFP

- Opt-in process to receive funds in SY 2024-25
 - Wages & Stipends
 - Employees that directly prepare and serve SBP/NSLP
 - Local Food Program
 - To purchase Colorado grown, raised, or processed products
- On the Menu: November 16, 2-3 pm
 - Healthy School Meals for All



Addressing Staffing Challenges



New Resources for Staffing

- School Nutrition Website
 - Training --> Training and Hiring Requirements
 - SNA Resources
 - Tailor-able Flyers
 - Sponsor Resources
 - Hiring Strategies
- Recording from today's webinar



Additional Resources

- Healthy School Food Pathway
 - Chef Ann Foundation
 - Launching in Colorado
- Colorado Employment First (CDHS)
 - SNAP Education & Training Program



Questions & Wrap Up



Evaluation & Professional Standards

Training Evaluation: Please tell us how we did!

<https://www.surveymonkey.com/r/K3GLPHV>



Professional Standards:
3000, 3500 (1 hour)

Use the CDE Professional Standards Training Tracker to document Annual Training Requirements.



Thank You!



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