# Strategies to Address Hiring Challenges

### October 26, 2023



**COLORADO** Department of Education

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2. fax: (833) 256-1655 or (202) 690-7442; or

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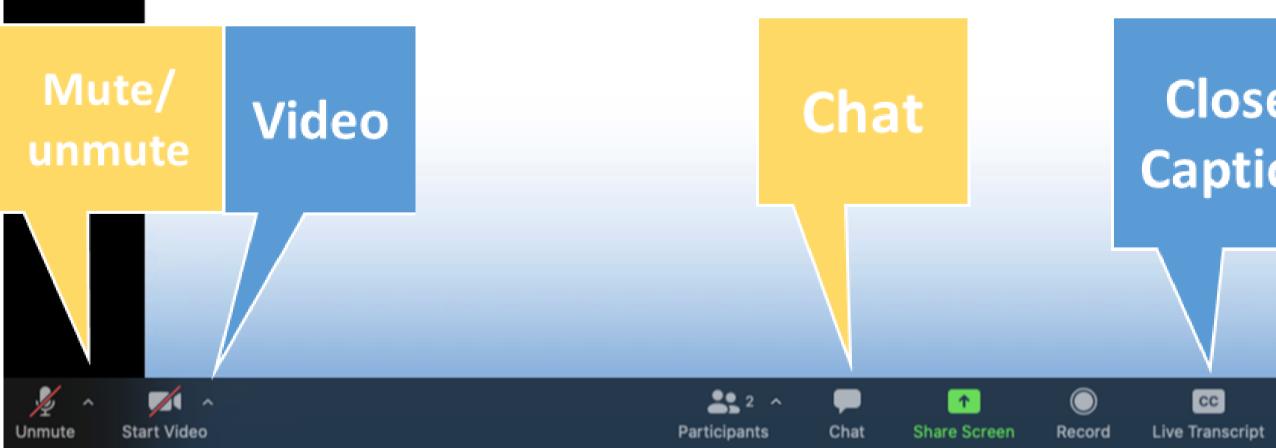




### COLORADO

**Department of Education** 

## **Zoom Information**



### Closed Captions

❹ Reactions

Leave



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

Carolyn Villa

Chris Poole **Food Service Director** Hayden School District RE-1 **Tracey Williams** 



## **Director of Food Services Boulder Valley School District**

## 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
  - <u>Training --> Training and Hiring Requirements</u>
    - SNA Resources
    - Tailor-able Flyers
    - Sponsor Resources
    - Hiring Strategies

• Recording from today's webinar



opportunities

schedule.

May qualify for benefits such as health insurance, retirement an naid time off.







udents be successful in scho

Learn culinary skills to prepare and serve high-quality, healthy meals.

Receive training with advancement

Work hours are similar to the sch

Add your text her

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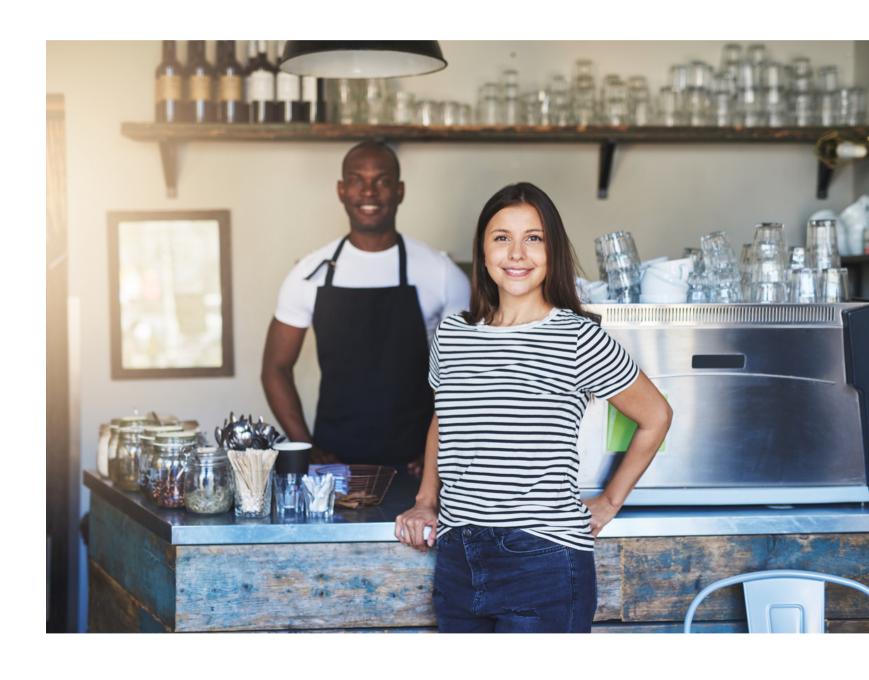
On-the-Job Training Culinary Skills



Nights, weekends & holidays More family & free time

## Additional Resources

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





## Questions & Wrap Up





# **Evaluation & Professional Standards**

### <u>Training Evaluation: Please tell us how we did!</u>

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

**Professional Standards:** 3000, 3500 (1 hour)

<u>Requirements</u>.

### Use the CDE Professional Standards Training <u>Tracker to document Annual Training</u>



# Thank You!



