

# **Barton Community College**

## **Board of Trustees**

### **Board Meeting - June 28, 2022**

#### **Workforce Summary:**

In the current workforce environment we are in, it has been a challenge to gain and retain qualified applicants. This is not just a problem we, Barton Community College, is facing but other colleges and businesses as well. Listed below is an outline of the majority of positions we have open within certain periods:

#### *Open positions for greater than 3 years:*

- Academic positions - Adjunct Faculty (various)
- Workforce Training including CDL positions
- Temporary positions including Mail Clerk and Lab Assistants.

#### *Open positions for 1 to 3 years:*

- Academic positions - Adjunct Faculty including Military Schools, Workforce Training and Correctional Facility positions.
- Facility Management positions- Mechanical Systems Tech

#### *Open positions for less than 1 year:*

- Academic positions - Adjunct Faculty (various)
- Directors
- Full time Faculty
- Support Staff Positions
- Facility Management Positions
- Campus Safety Officer
- Workforce Training Positions
- HR Positions
- Enrollment Services Positions
- Bookstore Position
- Business Office Position
- Housing Positions
- Student Support Services Positions

Currently, we have 64 open positions that we are advertising for. This compares to 66 open positions on May 25<sup>th</sup>.

One of the known and most stated problem to filling and retaining our hourly positions is low wage. With our recent economy and other entities paying upward of \$18 per hour, applicants are drawn to more money and what their paycheck will be at the end of the month. Part time positions are also very hard to fill.

Most of our hard to fill positions are support staff. Just this past week, HR has been working with Compease to determine what can be done for the lower level positions. Last year, after the Board provided annual wage increases, Barton moved up to 95% Comparatio. This is 95% of market value. We expect the new Compease wage file to be released this Friday and based on the current market; we expect we will be down in the high 80's again. Once HR evaluates, there is a strong possibility that we will move new employee salary level to mid-point (which is market value).

Advertising is another component to gaining qualified applicants. The Human Resources department has worked closely with our Agile system and their representatives to make sure all of our jobs are posting to all job advertising websites available. Since adding the job-advertising website of Indeed, our applications for jobs have soared in the recent months leading to more interviews and a chance to show applicants what all Barton has to offer. Indeed is one of the most well-known and mostly used advertising website by college graduates. Website advertising is in addition to the standard local newspaper advertising (and newspaper website) as well as the Kansas Works listings.

Barton Community College has outstanding benefits, and to combat the issue of low wage, our Human Resource Department has since added on our outstanding benefits sheets to the advertisements for each job. This way each candidate is able to look at all the additional benefits the College provides, which adds to the overall financial package for the employee. We also recognize the need for work life balance along with flexibility, so more recently we have opened up opportunities for limited remote work.

A recent survey of the other Community Colleges confirmed that all the Community Colleges state wide are struggling to find qualified applicants. A few of those surveyed are looking at ways to incentify potential applicants to get qualified workers. Barton is currently looking at an incentive package to promote the recruitment of these potential qualified applicants.

Just as important as finding and hiring qualified employees, is retaining the employees that already work for us. Recent retirements of employees, with many years of service, have added to our employment challenges. We are also finding that current employees are testing the job market looking for higher wages and increased flexibility.