
YOUNG
Innovators
ACADEMY

Executive Summary: Human Resources Department

Strategic Goals & Key Initiatives

Executive Summary: By aligning these goals with the overall business objectives, human resources can effectively contribute towards achieving sustainable growth and success.

Strategic goal #1:

Attracting and retaining top talent: One of the main goals of human resources is to attract and retain top talent for the organization. This involves creating a positive employer brand and implementing effective recruitment strategies.

Strategic goal #2:

Developing employee skills and competencies: Another important goal of human resources is to develop employees' skills and competencies in order to enhance their performance.

Strategic goal #3:

Employee engagement and satisfaction: A key strategic goal for human resources is to ensure that employees are engaged and satisfied in their roles.

Strategic goal #4:

Ensuring compliance with laws and regulations: Human resources is also responsible for ensuring compliance with various laws and regulations related to employment.

Key Initiatives:

1) University partnerships
2)

Key Initiatives:

1) Develop virtual onboarding experience new employees (Carolyn)
2) All employees must complete Thinkific training.
3) Mentorship program with schools

Key Initiatives:

1) House system
2)

Key Initiatives:

3)
4)

Recruitment Pipeline

Employee recruitment pipeline



Outsourcing

Job Listings and platforms

Screening Interview

Virtual interview for qualified candidates

Onsite Interview

Interview with the local team

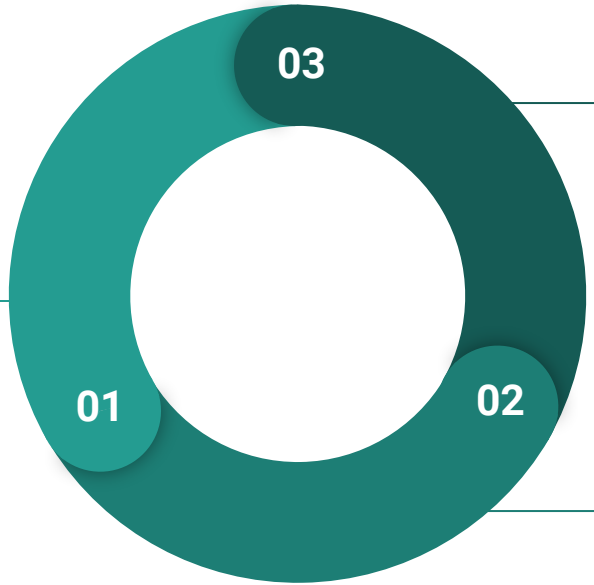
Follow same questions/ selected by two administrators

Job Offer sent

Job offer is sent to the candidate,

New Hire Paperwork

Fingerprint and Referrals



New employee onboarding campaign Bamboo



Send Bamboo HR

New Employee Onboarding Experience

1

Assign them to Hopscotch

Employee Onboarding

2

Thinkific Completed

Bundle

- [ ] Director's club
- [x] New Hire Mandatory Training
- [ ] Lead Preschool Teacher Training 3-5
- [ ] Hopscotch Certification

3

Mentor

A mentor school is assigned to
ne new employee. Must submit a
document stating compliance
hands on training is completed.

4

House system

Assign candidate to House