

Keeping Facilities Well-FED

What has the FED Council been up to?

The Council and Work Teams have been collaborating with 5M Consulting to brainstorm, develop, and plan objectives related to solving our “Talent Crunch”. This includes work-force planning, recruitment, retention, engagement, apprenticeship programs, supervisor development, and safety.

In November, the FED Council distributed the Supervisor Survey, which helped us gauge what Facilities can do to retain our best employees and supervisors. We also gained some insight to work distribution and recruiting ideas. The survey was well received, with almost 100% response rate.

Our next step in identifying initiatives related to engagement and retention is the Facilities-wide Employee Engagement Survey

COMING SOON
January 6, 2020

Facilities Employee Engagement Survey

You, the employees, are our most valuable asset. We would like to hear your feedback in order to help us develop comprehensive employee engagement programs.

Surveys will be available in English and Spanish.

Surveys will be anonymous and distributed electronically. We will reserve the training room in CES for those without computer access.

This survey will be powered by Survey Monkey and analyzed by 5M Consulting.

Please keep an eye out for announcements, emails, and survey link!

Working Teams

Recruiting Skilled Trades Talent from a Shrinking Labor Pool

Leader: *David Mercado*

Recruiting activities, internship programs, job descriptions, pain point audits, recruiting trades students, benefits values

Growing Our Own Talent to Meet Demand for Skilled Labor

Leader: *Sal Escobar*

Apprenticeship programs, upskilling programs, targeted pre-apprenticeship programs, scalable trades

Engaging and Retaining Frontline Service Staff

Leader: *Kohl Iverson*

Staff feedback channel, staff enrichment and development programs, communications, engagement campaigns

Improving Effectiveness of Frontline Supervisor Ranks

Leader: *Coomy Kadribegovic*

Leadership development programs, pre-supervisor immersion programs, non-supervisory career ladders

Safety

Leader: *Christina Matthews*

Safety training, safety outreach, safety programs and enhancements, promotion of a safe and healthful workplace

Membership

Chris McAlary, Chair | Christina Souto, Co-Chair

Tony Allen, Transportation | Tim Ranalli, Maintenance Management | Ramon Carrillo, Custodial
Karl Wm. Klein, Central Utility Plant | Sal Escobar, HVAC Shop | Jason Gomez, Mail & Graphics | Dora Gosen, EH&S
Christina Matthews, Security & Parking Services | Ian Wong, Finance | Alex Ferrari, Lock Shop | Caz Scislowicz, EH&S
Coomy Kadribegovic, Design and Construction | Mary Lou Obbink, Maintenance Management