



Business Resiliency Forum



Economic Alliance
SNOHOMISH COUNTY

Resource Guide

Attract + Cultivate + Retain Talent

Hiring in 2022

- [Pioneer Human Services](#)
- [Orion Industries - Mukilteo](#)
- [Workforce Employment](#)
- **Coming Soon:** Snohomish County Second Chance Jobs Network
- **Contact:** ty.reed@workforcesnohomish.org

Attracting and Cultivating Talent

- Engage high school students early
- [Find Opportunities](#) through local programs
- [Align your Business Needs with Opportunities](#)
- **Contact:** AngieS@SnohomishSTEM.org

Resiliency Tool Kit

- Dig and Discover. Dream and Decide. Do, Now!
- [Small Business Resiliency Resource](#)
- [5 Strategies Business Owners Should Include in Their Annual Review](#)
- [Debate Continues in Congress Over Proposed Tax Changes](#)
- [Moss Adams Tax Planning Resources](#)

What Employers Need to Know

- Employers have many requirements in federal, state, and in a few cases local law which relate to pay, safety & health, equal treatment, benefits, and taxes.
- Some small businesses may not think of themselves as employers because they do not realize their “independent contractors” would be considered “employees” by regulators.
- A good resource for learning employer responsibilities is the [Washington Small Business Guide](#)

How to Retain Talent

- Know that it is seldom just about money. Often that is what is said because it is an easy answer.
- Understand **WHY** you are not retaining employees. Consider using an outside party to collect meaningful information about departures.
- Conduct [stay interviews](#) with all of your employees and make sure you get to their WHY.
- Listen to your employees about concerns. Consider if systems or culture need to be changed.
- Create a relationship with employees. Think about better feedback processes, ensure that you are actively engaged in helping maintain work-life balance.
- Create growth plans and fast-track them where possible.
- Enable flexibility.
- Focus on transparency versus bureaucracy.
- Be generous.

Innovation Mindset

- Start now, start small, experiment, and scale.
- ADOPT A LEARNING MINDSET.
- Less “fail faster” and more “tighten your feedback loop and keep an open mind.”
- [The Lean Startup by Eric Reis](#)
- [The E-Myth Revisited by Michael Gerber](#)
- [Toyota Kata Culture by Michael Rother](#)

CONTACT SNOHOMISH STEM
[Connecting Business and Educators to Create Opportunities](#)