

## Recruitment and Retention

Agencies are often seeking employees to fill positions at every level of their organization. A good recruitment strategy utilizes several resources. Below are some recruitment outlets that may increase access to candidates. Criteria for recruitment and employee retention are also provided.

### Employee Recruitment Strategies

- Internal recruitment
- Employee referrals
- Job listing/employment opportunities listed on the agency's website, with application
- Hold a career fair at the agency for local potential candidates
- Online job listing boards, such as NIB and AFB job exchange and AER job exchange
- Vocational rehabilitation counselors
- Vision rehabilitation programs/agencies
- Universities, specifically programs in related areas