

RECRUITMENT: EMPLOYEE VALUE PROPOSITION

Scavenger Hunt

DIRECTIONS

1. Search your organization's websites, social media, and job postings.
2. Find evidence of your Employee Value Proposition and check the Total Rewards items on the activity sheet that apply for them.
3. Itemize next steps to help them hone their EVPs.



**Follow the guidance on the next page
to complete your scavenger hunt!**

Your Organization: Total Rewards Inventory

The following list is based on the total rewards matrix created by AON Hewitt. Mark the total rewards offerings that your organization currently makes available to employees.

DEVELOPMENT

Learning & Growth Opportunities

- Career Pathways
- Mentor Program
- Job shadowing
- Tuition reimbursement
- Tuition discounts
- On-the-job training
- Conference/Seminar Attendance

Recognition

- Retirement Awards
- Peer recognition Awards
- Employee of the Month/Year Awards
- Employee Appreciation Luncheons/Outings

COMPENSATION

- Stipends
- Bilingual Pay
- Hard-to-Staff Pay
- Shift Differentials
- Attendance bonuses
- Referral bonuses

ENVIRONMENT

Work Life Integration

- Childcare discounts or vouchers
- Dependent care discounts or vouchers
- On-site dependent care
- After-school care programs
- Emergency dependent care services
- Caregiver support group
- Open enrollment for dependent children

Work Schedule

- Flex time
- Remote/Virtual work
- Hybrid work
- Compressed workweek
- Job sharing
- Part-time employment
- Substitute work
- Seasonal schedules

Culture

- DEI Initiatives
- Affinity groups/Employee resource groups
- Volunteer programs
- Formal or informal mentoring programs

Work Environment

- Ergonomic workspace design
- Special purpose rooms (e.g., lactation, prayer, meditation)

BENEFITS

Physical & Mental Health

- Employee assistance program
- On-site fitness center
- Discounted fitness memberships
- Health clinic
- Health screenings
- Immunization clinics
- Addiction treatment
- Mental health services
- Nutrition counseling
- Reproductive health
- Smoking cessation assistance
- Stress management programs
- Weight management programs
- Telehealth

Leave

- Bereavement leave
- Parental leave for birth or adoption
- Professional leave
- Religious leave
- Sabbatical/Study leave
- Sick leave donation process/ Sick leave bank

Financial & Legal Services

- Financial planning services and education
- Debt management
- First home buying
- Legal assistance
- Estate planning/Wills
- Identify theft recovery

How can you help your organization hone its Employee Value Proposition to highlight these total rewards for specific hard-to-staff or other positions to recruit for or retain?