

How Employers Can Up Their Game When Finding And Keeping Good Employees



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For an employer, finding quality employees and keeping them around is essential, in part because doing so will keep costs down and save time when it comes to training. Yet it can be difficult to find the best ways to do this, especially if your business is fairly new. One of the best ways to attract the right people to your company is to [work on your own skills](#) when it comes to interviewing and writing a good job description; another is to take advantage of all the resources at your fingertips that won't cost you anything but a bit of time.

Looking at your employees from the viewpoint of a mentor will help you value their worth, put hours into fostering their abilities, and show them that they are necessary to the growth of your business. Doing so will help you save valuable time and money, as well, because you won't have to spend them training and retraining once an employee leaves and another one comes on. Keeping turnover down will positively impact your bottom line.

Here are some of the best ways you can find quality employees and save money at the same time.

Hire interns

If your company is big enough--and if you have enough time to put into it--starting an [internship](#) program might be just the thing you need to attract and groom employees who will stay around for the long haul. The first step is to evaluate your business; are you organized? No program will be successful if your employees don't have good communication skills with one another or if your daily operations are a mess. Next, find out about the legal details involved in an internship. Look online to find out what your state says about how many hours a person can work unpaid, what the minimum wage laws are, and what the internship will ultimately need to lead to. Don't make promises you won't be able to keep.

Next, think about what the program will entail, and whether it will be a paid or unpaid position. Will you be able to offer [college credit](#)? Many people who apply for internships are looking for a little return on their investment, especially if the job doesn't pay. Think about what your program will teach and how it will benefit the intern, and write a job description that will outline those benefits.

Put hours into your entry-level employees

Some employers believe it's risky to put hours into training an [entry-level employee](#) for management, because if they decide to leave you'll have wasted your time. However, building a relationship with the employees who show the most potential and helping them gain the skills they need to become management material will garner loyalty in most cases, allowing you to keep valuable employees who are in it for the long haul.

Appeal to the younger generation

Younger employees can keep your company looking ahead and may be able to offer valuable insight into your next direction. Think about setting up a booth at some local job fairs and talk to high schools and colleges in your area about organizing a tour of your company for interested students. Think about what you're looking for in a new hire and talk about what qualities a new hire should have. Letting them know what to expect is important; you can use this [helpful guide](#) from Homeadvisor.com as a reference.

Putting in a little time where employees are concerned will help you create the best team for your business and keep them around longer, a surefire way to ensure your company will remain successful through the years.