Tapping New Employee Potential Right from the Start

by Michelle Merritt

ACPL

Enriching the Community through Lifelong Learning and Discovery

Why is onboarding important?

By Gender

Men:
4.3 years

Women:
4.0 years

By Age

55-64:
10.1 years

25-34:
2.8 years

Public vs. Private Sector

Public:
7.7 years
(75% of workers are 35+)

Private:
3.7
(60% of workers are 35+)

Source: Bureau of Labor Statistics Employee Tenure Summary Report 2016

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Onboarding by the numbers:

- 69% of employees will likely stay for at least 3 years
- New employees become proficient 4 months faster.
- 5% increase in employee engagement =3% increase in revenue
- Retention increases up to 60% when onboarding involves e-learning

Source: TrainingIndustry.com

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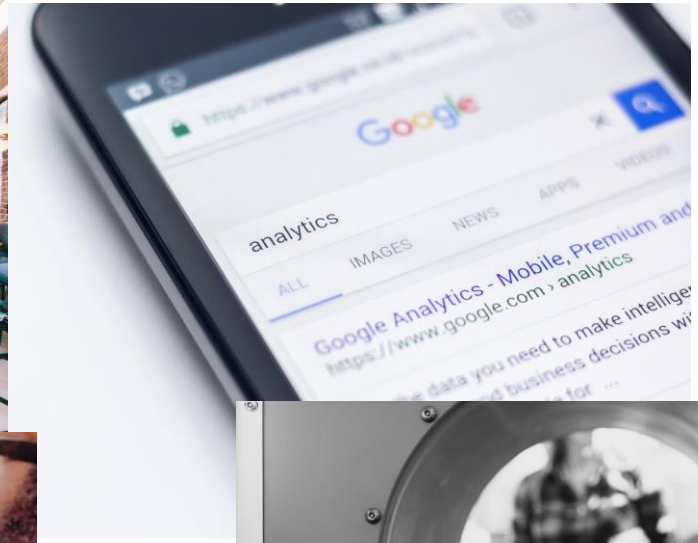
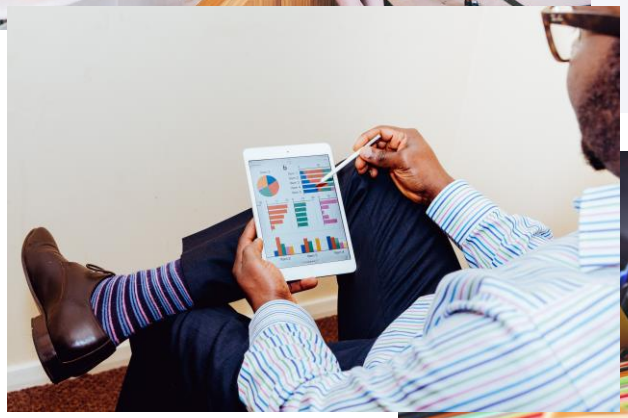
Customers have options





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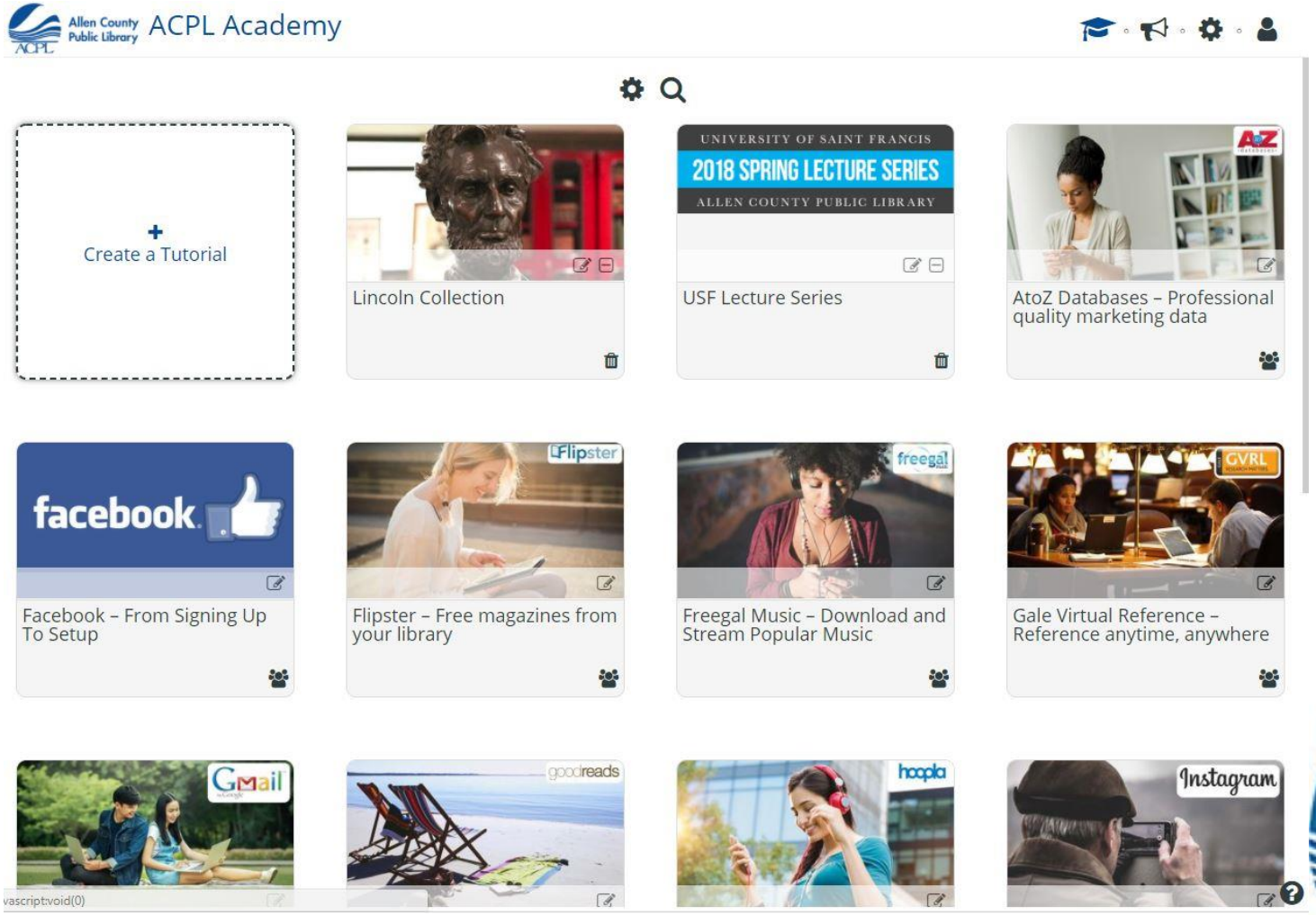
Step 1: Engage your employees while they're still customers

Leverage e-learning



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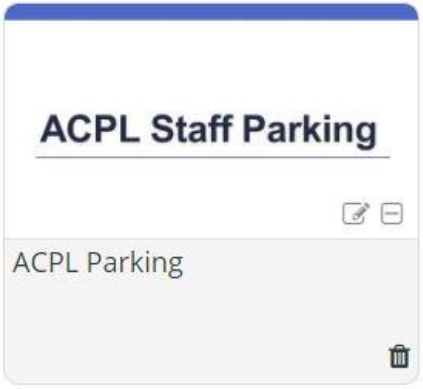
Step 2: The interview

Step 3: The offer



Step 4: New Employee Academy

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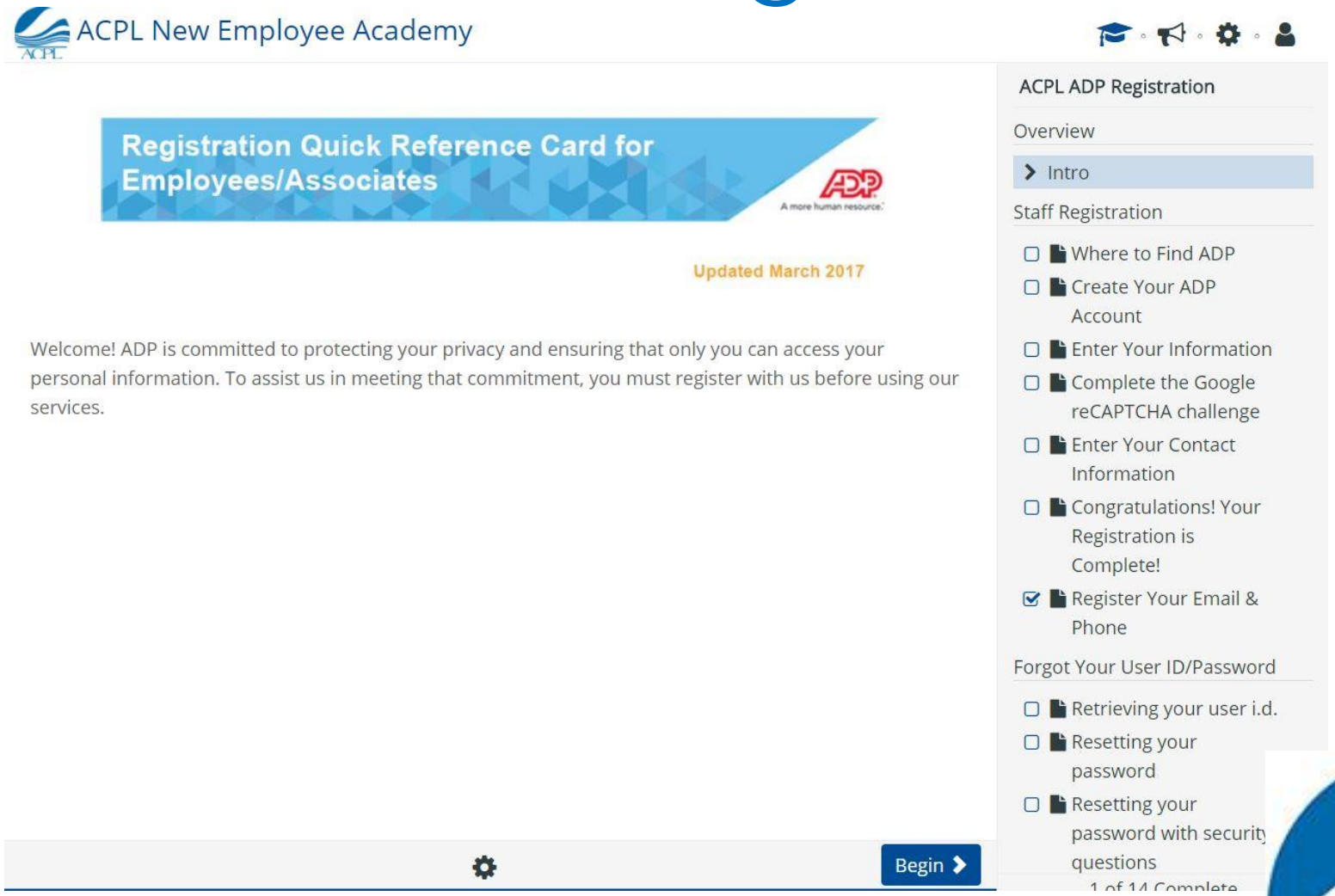
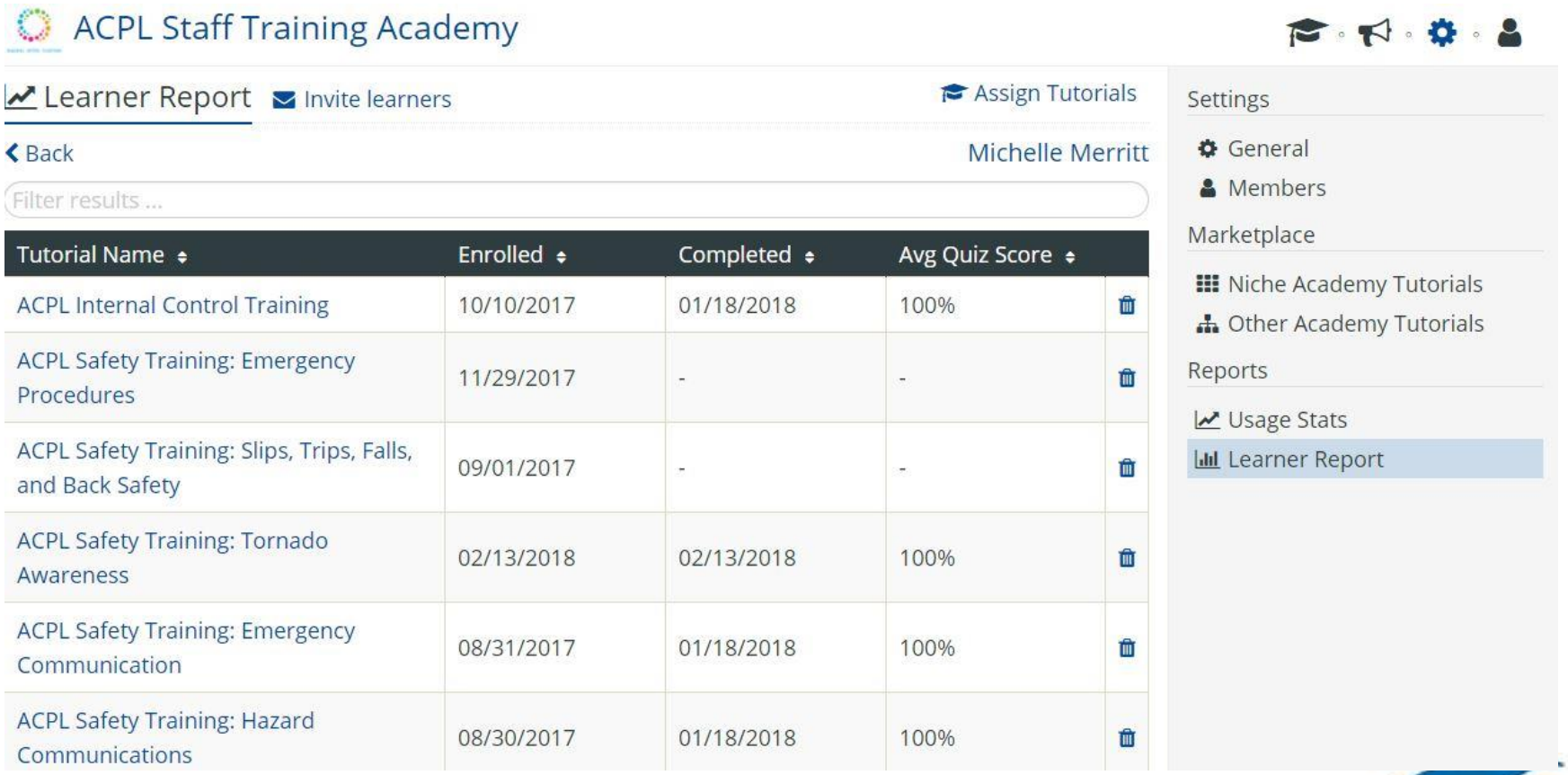
ADP Registration



Learner Reports & Compliance



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Step 5: Classroom Learning

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Step 5: Classroom Learning

Session	Time	Dept/Topic	Leader	Location
1	8:00 AM	History of ACPL	Curt Witcher	Staff Training Room
1	9:00 AM	Ethics & Values	Nate Burnard	Staff Training Room
1	10:00 AM	Genealogy & GMHU	Aaron Smith	Staff Training Room
1	11:30 AM	Evnironmental Services, Maintenance, Security	Michelle	LL2
1	12:00 PM	Lunch		
1	1:00 PM	Readers' Services	Trish Vilutis	Readers' Services
1	1:30 PM	Circulation	Mike Ashby	Staff Training Room
1	2:15 PM	Business Science & Technology	Mark Wendt	Staff Training Room
1	3:15 PM	Access Fort Wayne	Norm Compton	Access Fort Wayne
1	4:15 PM	Art Music Media	Stacey Stamas	Art Music & Media

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Step 6: Tours

Session	Time	Dept/Topic	Leader	Location
3	8:15 AM	Depart Main Library	Michelle Merritt	Ewing Street Entrance
3	8:30 AM	Little Turtle Branch	Carla Bauman	Little Turtle
3	9:30 AM	Aboite Branch	Kris Lill	Aboite
3	10:30 AM	Waynedale	Amanda Vance	Waynedale
3	11:30 AM	Shawnee	Lisa Worrell	Pontiac
3	12:30 PM	Lunch	Michelle Merritt	CS3
3	1:30 PM	Pontiac	Pamela Martin Diaz	Shawnee
3	2:30 PM	Hessen Cassel	Edith Helbert	Hessen Cassel
3	3:30 PM	Monroeville	Chris Wiljer	Monroeville
3	4:30 PM	New Haven	Linda Jeffrey	New Haven
3	5:15 PM	Return to Main	Michelle Merritt	Ewing Street Entrance

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What we've learned:

- Switched from first full week to first 4 Wednesdays.
- New employees often have a better understanding of system offerings than tenured staff.
- All employees are welcome to attend
- Builds comradery among new employees.
- New employees are eager for e-learning opportunities

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Let's connect:

Michelle Merritt

- Trainer
- 260.421.1298
- mmerritt@acpl.info