

Hello
February.

HRA-ECI

Human Resource Association of East Central Illinois



February 2016

Using Social Media for Recruiting

SHRM surveyed HR professionals with the job function of employment or recruitment to learn more about organizations' use of social media for talent acquisition. Specifically, this report focuses on recruitment and screening of job candidates. It also looks at trends over time, comparing the results to data from 2011 and 2013 when possible.

- Over one-third of organizations have taken steps to leverage mobile recruiting—to target smartphone users.
- Recruiting via social media is growing with 84% of organizations using it currently and 9% planning to use it.
- Recruiting passive job candidates (82%) continues to be the top reason that organizations use social media for recruitment.

To See All of the Survey results please see:

<http://www.shrm.org/research/surveyfindings/pages/social-media-recruiting-screening-2015.aspx#sthash.TpKNPgAA.dpuf>

Want to learn more about utilizing Smart Social Media marketing to recruit? Join the Illinois Chamber of Commerce for their Seminar. If you are interested in attending this seminar please reach out to Pam Holleman HR Specialist/ Event & Publication Sales at 855-239-6150 or



Utilizing Smart Social Media Marketing to Grow Your Business Seminar

Thursday, March 31, 2016 | 10:00 am - 4:00 pm
A full day seminar taught by Illinois Chamber's communications/
marketing staff and panel of experts

February Meeting

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Chelsey Sullivan  
from ADP

**Topic:** Current  
issues in HR

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**Friday,
February 12th**
11:30AM - 1:00PM
Sarah Bush
Lincoln Health
Center

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**RSVP  
By 4 PM  
Tuesday,  
February 9th**

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Lunch will be
Provided and
there will be a
Lent option
available

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Bring plenty of  
business cards!



# 8 Ways to Promote Wellness in your Office

**1. Promote Preventative Care** - Encouraging and even funding vaccinations for employees has one of the clearest returns on investment. When your employees avoid the flu, they avoid missing out on days, if not weeks, of work.

**2. Encourage Exercise**- Implement and promote a lunch hour walking club and offer incentives for employees who participate. Encourage the entire office to use the stairs. And offer discounts or partially subsidize memberships to a local gym or exercise club.

**3. Emphasize Education**- Recruit speakers to lead sessions on cooking healthy meals, staying healthy while travelling, or quick stress management skills. If you have the space, consider bringing in yoga, tai chi, or aerobics instructors for lunchtime classes.

**4. Bring in the Doctor**- On-site health clinics give employees the opportunity to schedule office visits for routine care without taking time off work. And they seem to be successful.

**5. Invest in Incentives**- Employee incentive programs offer rewards—financial or otherwise—for employees who engage in healthy behavior.

**6. Hone Hunger Options**- Offer your employees healthy meal and snack options that help fuel their performance while also meeting their nutritional needs. Consider replacing sodas with milk, juice, or sparkling water, and stocking snack machines with nuts, dried fruit, and other healthy options.

**7. Be Mindful of Mental Health**- Consider offering an employee assistance program for employees who have financial troubles, excess stress, or depression symptoms.

**8. Recommended Behavioral Resources**- Consider offering tobacco cessation, weight loss, or stress management programs to help empower your employees make lasting, noticeable change.

See more at: <http://www.inc.com/guides/2011/01/8-ways-to-promote-wellness-in-the-workplace.html>



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