



Workforce Wednesdays

Workforce Management Toolkit

Resources for both non-HR staff and HR Generalists in their recruiting and retention efforts.

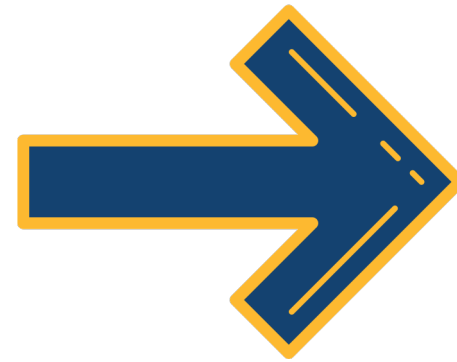
- Workforce Development
- 90-Day On Boarding Program
- Guidelines For Developing Successful Recruiting Programs
- Guidelines on how to write a job description

WORKFORCE DEVELOPMENT TALENT SOURCES

Sourcing through: Educational Programs, Parallel Industries, Government Programs, Internet, Applicant Tracking
Keep them through: Onboarding

- Start Here!**
If you know what you need, you can look in the right places and find the right hire. See the [Glossary of Terms](#).
- ISRI Sustainability Pathways Program**
Providing membership access to Internship, Apprenticeship, Fellowship programs working with Colleges & Universities. See [ISRI Sustainability Pathways Program Webpage](#).
- Parallel Industries**
You can source from many manufacturing industries outside of recycling like Lumber, Construction, Home Builders, and Transportation. All have similar jobs. See [Manufacturing Companies in USA](#).
- Job Boards**
Many associations have job boards where you can post your positions or find individuals looking for work. Click the link below for examples. See [Manufacturing Job Boards](#).
- "Fish In Other Ponds"**
Bring in people from diverse backgrounds: [Second Chance Programs](#), Veterans organizations, American's with Disabilities, Autism organizations (neuro diversity)...
- Use Internet Recruiting Sources**
[ISRI's Workforce Management Toolkit](#) (provides marketing materials to recruit and retain), [Indeed.com](#), [ZipRecruiter.com](#), [Monster.com](#), [GlassDoor.com](#), or specialty recruiter sites like [EHSCareers.com](#) for environmental, health and safety positions.
- Use Your Human Resource Information System**
If you have an HRIS with applicant tracking, you can maintain a record of sites and agencies you use in your recruiting practices, and which have been most successful for your organization.
- Delivery Is Everything**
First impressions are lasting. Have strong onboarding program in place to sell who you are and why what your new hire does is important.

Compensation and Benefits Survey



The 2022 Industry Compensation & Benefits Survey (Digital Edition) report is another important service provided ISRI to its members. The report contains the most up-to-date compensation and benefits data for the recycling industry, covering over 80 different job codes for both salaried and hourly workers. It is organized in a way to allow companies to easily compare their own compensation data to those companies with similar operations.

This has been done by presentation of the data aggregated in the following groupings:

- All Participants
- By Annual Sales Volume
- By Number of Full-Time Equivalent Employees
- By Geographic Region

Sustainability Pathways Program

Currently:

- Over 350 student applications
- Matches made with Member companies
- Creating an uptake in member involvement.

Next Up:

- Launch the internship success guide in April 2024.



ISRI Inclusion Cohort



- Provides ISRI members with employer training and candidate sourcing for placing individuals with disabilities in vacant roles
- Modeled after Advance+: Partnership between e-Stewards, Blue Star Recyclers, JEC, and Mitsubishi Electric Foundation

2020-2022 results:

- 16 employers, 157 individuals with disabilities hired
- Less than 3% absenteeism, less than 15% annual turnover
- 0-1 lost-time accidents annually
- 98% task-engaged on-the-clock



How to Find & Use These Resources



The screenshot shows the ISRI website homepage. At the top, there is a navigation bar with the ISRI logo on the left and a menu with items: Recycled Materials, Safety & Compliance, Events & Education, Resources, and Advocacy. Below the navigation bar, there are three featured resource cards, each with a header image and a text block. The first card is titled 'Industry Compensation & Benefits Survey' and features an image of people's hands stacked together. The second card is titled 'Best Practices in Recruiting & Retention' and features an image of two men shaking hands. The third card is titled 'ISRI Sustainability Pathways Program' and features an image of a woman in a hard hat and safety vest. Each card includes a 'Learn More' button.

Industry Compensation & Benefits Survey
The 2022 Industry Compensation & Benefits Survey (Digital Edition) report is another important service provided by the Institute of Scrap Recycling Industries, Inc. (ISRI) to its members. The report contains the most up-to-date compensation and benefits data for the recycling industry, covering over 50 different job codes for both salaried and hourly workers.

[Learn More](#)

Best Practices in Recruiting & Retention
The recycled materials industry is experiencing a workforce shortage. ISRI is providing its members with helpful guidance on recruiting and retention best practices. The resources provided are sufficiently broad to be useful to non-HR and HR Generalists in their recruiting and retention efforts.

[Learn More](#)

ISRI Sustainability Pathways Program
The Institute for Scrap Industries (ISI) initiated the Sustainability Pathways Program, which offers paid fellowship, internship, and apprenticeship opportunities for current and recent graduates. As Pathway participants, students are immersed in career opportunities in the recycled materials industry at one of our member companies.

[Learn More](#)

Interested in the Inclusion Cohort? Email nbetts@isri.org



Workforce Wednesdays



March 6- Educational Partnerships with Radius Recycling
Recording available at videos.isri.org

March 20- Second Chance Hiring with SA Recycling



Today's Speaker

Neil Samahon, Opportunity Enterprises



Neil Samahon is the President/CEO of Indiana-based Opportunity Enterprises (OE), has been helping to maximize the self-sufficiency and enrich the quality of life for individuals with disabilities since 1967. OE offers opportunities in the areas of education, residential, respite and vocational, as well as partners with companies to train and assist in growing workforces by creating inclusive work environments. Additionally, OE operates a variety of Social Enterprises, one of which is a NAID and e-Stewards certified document and electronics destruction service.

Neil previously spent 25 years in the recycled materials industry where he was the CEO of Metro Recycling. He currently serves on the Board of Directors for Indiana Association of Rehabilitation Facilities (INARF), serving on the Governmental Affairs Committee; Indiana Association of People Supporting Employment First (IN-APSE), serving on the Public Policy Committee; and National Federation of Independent Business (NFIB), as Chair of the Leadership Council in Indiana.