



# WORKFORCE UPDATE

MAY 27, 2022, BOARD OF DIRECTORS MEETING

# WORKFORCE CHALLENGES

## HOUSING

- Continuing master lease program for dorm-style employee housing option
- Employee Housing, Child Care & Transportation Survey
- Workforce Housing Feasibility Study project development – Capital Project 2023
- Capital Funding Projects 2023-2026

## CHILDCARE

- Employee Housing, Child Care & Transportation Survey
- Discussions with childcare providers aiming to tackle most urgent need; infant care

## TRANSPORTATION

- Carpool or rideshare program development





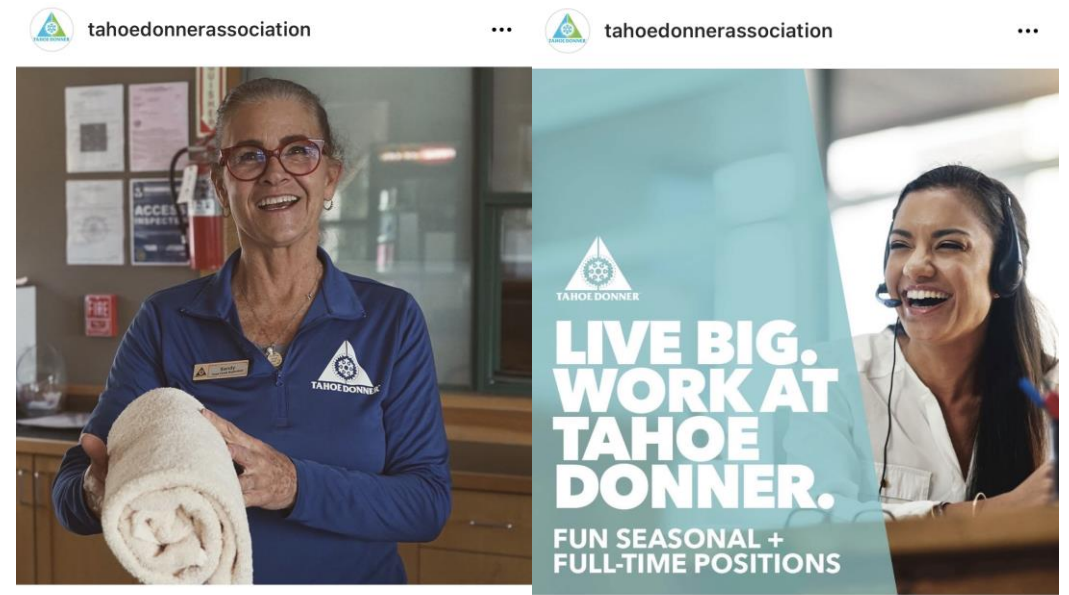
# INNOVATION + INITIATIVES

## ENGAGEMENT

- Safety Survey
- Housing, Child Care & Transportation Survey

## RECRUITING

- Marketing : increased marketing efforts targeting diverse applicant pool
- Job Fairs (2): 50% recruitment outcome
- Incentives for recruitment, retention and referral program
- Competitive wages and perks



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# RECRUITING HIGHLIGHTS

## NEW MANAGEMENT STAFF

- Matt Hale, Executive Chef
- Rebecca Meyerholz, Capital Projects Manager
- Michael Kane, Superintendent of Maintenance Services

## WORKFORCE LEVELS

- At 75% average employment fill rate across operations against mid-May expectations
- Forecasted to be at 85-90% employment fill rate on average for all operations opening/start of mid-June
- J-1 Visa International employees arriving mid-June to fill F&B and Greenskeeper positions



**THANK YOU**